

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: REMEGIO M. SANICO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	70%	4.74	3.31
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	30%	4.75	1.42
TOTAL NUMERICAL RATING	4.73		

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.73

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

Reviewed by:

VINCENT PAUL ASILOM
Name of Staff

MARION G. BURLAS
Head HEL VMU

Recommending Approval:

MARIO LILIO P. VALENZONA
Director, GSD


Approved:

REMBERTO A. PATINDOL
VP For Admin. & Finance

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Remegio M. Sanico, of the HELVMU/GSD commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December, 2019


REMEGIO M. SANICO
ADM. ASST. V

Approved: 
MARLON G. BURLAS
Head, HELVMU

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UMFO 6. General Administration and Support Services									
HELVMU MFO 1. Administrative and Facilitative Services									
	PI 1: No. of office documents prepared/served/managed	.Monitoring/management office work & services	1,500	1,690	5	5	5	5.00	. Office/Clerk work
	PI 2: No. of motor spare parts, lubricants & waste materials inspected	.Inspection of vehicles spare parts, waste materials, fuel and lubricants	200	220	4	4	5	4.33	. Office/Department concern
	PI 3: No. of vouchers, payrolls, PR's, RIS, PPMP prepared	.Signing of vouchers, RIS, PR's and job request .Preparation of program of works & accomplishment reports	200	250	5	5	4	4.66	. Personel & office operation
	PI 4: No. of doors & windows opened daily	. Monitoring of daily maintenance	30	30	5	5	5	5.00	. HELVMU officeTools, stock room & working area

	PI 5: No. of rooms, building cleaned & maintained daily		10	10	5	5	5	5.00	.Motorpool, comfort rooms, garage, stockroom & tool room.
HELV MU MFO 2. Ground Improvement (New Construction, etc..)									
	P2 1: No. of areas filled up, scraped, cleared & improved	.Preparation of RIS for Fuel & lubricants .Daily inspection of on-going project . Preparation of monthly projects accomplishment report	5	6	4	4	5	4.33	. VSU Gym . Forestry . Climate change; Food tech; Vet. Med; Garbage
HELV MU MFO 3. Ground Maintenance									
	P3 1: No. of areas maintained	.Preparation of PR's for supply & materials	5	5	5	5	5	5.00	. Ovals (Upper & Lower), F & G Show; Highway perimeter fence & its Borders; GSD surroundings & beach area
	P3 2: No. of perimeter fence and gates fabricated & maintained	.Preparation of RIS for Fuel & lubricants	6	6	5	5	5	5.00	.GSD, VSU Highway perimeter fence; F & G show area; VSU beach garden resort & guard post 1 & 2; Nangka & Mabolo driver
	P3 3: No. of irrigation & Drainage canals maintained	.Daily inspection of on-going projects . Scheduling of work assignments	6	6	5	4	5	4.66	.Nangka & Mabolo drives; Calbigaa & Pangasugan experimental areas; beach & highway areas

HELMU MFO 4. Land Preparation (Research Related)									
	P4 1: No. of experimental areas prepared based on job requests	.Preparation of RIS & PR's of fuel, lubricants & spare parts	7	8	5	5	5	5.00	.PRCRTC; VSU VILLABA; DSS; DA; DSS; NARC;
	P4 2: No. of Hauling trips based on job request	. Scheduling of job request for operation . Computation of area & no. of trips for billing . Assignment of schedule to operators	80	95	5	5	5	5.00	. Research centers & different departments
HELMU MFO 5. Repair of Heavy & Lights Vehicles									
	P5 1: No. of Car bodies/accessories repaired/ fabricated	. Preparation of PR's for supplies and materials	3	3	4	4	3	3.66	. Rosa Bus 01 . Hi-ace . Land Cruiser B- Engine
	P5 2: No. of underchassis repaired & serviced	. Assignment of schedule to welders and machanics daily	115	120	5	5	5	5.00	. Heavy & light vehicles repaired & maintained; light vehicles (13 units); Trucks & buses (10 units); Heavy & farm equipments (13 units)
	P5 3: No. of engines Tune-up & serviced	. Inspection & Supervision of on-going projects daily	50	55	5	4	5	4.66	.These include other departments vehicles/ equipment repaired & served by HELMU
	P5 4: No. of transmission & differentials repaired	. Listing of spare parts for procurement	5	7	4	5	5	4.66	. Rosa bus 01; Bus 37; Strada; Pajero; Nissan Shuttle (VSU

									Villaba); Tuyok #2; L-200
	P5 5: No. of engines overhauled & changed	. Preparation of program & project cost estimate	5	5	5	5	5	5.00	.Nissan Shuttle (VSU Villaba); Hi-ace; Rosa Bus 01; Strada; L-200
	P5 6: No. of motor rewinding & electrical repairs done	. Scheduling of Job Request	110	120	4	5	5	4.66	. Heavy Equipment & Light Vehicles
	P5 7: No. of spare parts machined & fabricated		30	34	4	5	5	4.66	.These include other departments vehicles/ equipment repaired & serviced by HELVMU
	P5 8: No. of vehicles & equipment repainted		3	3	4	5	5	4.66	. Hi-ace . Fire Truck . Land Cruiser
	P5 9: No. of tires changed & vulcanized		50	74	5	5	5	5.00	. Based on job request. .All GSD vehicles & farm equipment
	P5 10: No. of Steering wheels (power & manual) , hydraulic pumps repaired		5	5	5	5	5	5.00	. Backhoe . Payloader .Ford Tractors
	P5 11: No. of shop services done based on job request		40	60	4	5	5	4.66	.Departments concern
HELVMU MFO 6. Operation & Maintenance									
	P6 1: No. of vehicles & Farm	.Scheduling of monthly servicing							.VSU Heavy Equipments & light vehicles


	equipment maintained	.Procurement of PR's for spare parts, tires & batteries .Preparation of RIS for lubricants & fuel .Assignment of mechanics/welders for periodic maintenance	36	36	4	5	5	4.66	repaired by HELVMU
Total Over-all Rating								109.26	

Average Rating (Total Over-all rating divided by 4)		4.74
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		
ADJECTIVAL RATING		

Comments & Recommendations for Development Purpose:

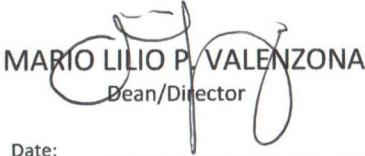
Basic Occupational Safety & Health Training

Evaluated & Rated by:


MARLON G. BURLAS
Dept/Unit Head

Date: _____

Recommending Approval:


MARIO LILIO P. VALENZONA
Dean/Director

Date: _____

Approved by:


REMBERTO A. PATINDOL
Vice President

Date: _____

1 – Quality 2 – Efficiency 3 – Timeliness 4 – Average

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July - December, 2019

Name of Staff: REMEGIO M. SANICO

Position: Adm. Asst. V


Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The staff fails to meet job requirements

A. Commitment (both for subordinates and supervisors)		Scale				
1.	Demonstrates sensitivity to client's needs and makes the latter's experience in transacting business with the office fulfilling and rewarding.	5	4	3	2	1
2.	Makes self-available to clients even beyond official time	5	4	3	2	1
3.	Submits urgent non-routine reports required by higher offices/agencies such as CHED, DBM, CSC, DOST, NEDA, PASUC and similar regulatory agencies within specified time by rendering overtime work even without overtime pay	5	4	3	2	1
4.	Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.	5	4	3	2	1
5.	Commits himself/herself to help attain the targets of his/her office by assisting co-employees who fail to perform all assigned tasks	5	4	3	2	1
6.	Regularly reports to work on time, logs in upon arrival, secures pass slip when going out on personal matters and logs out upon departure from work.	5	4	3	2	1
7.	Keeps accurate records of her work which is easily retrievable when needed.	5	4	3	2	1
8.	Suggests new ways to further improve her work and the services of the office to its clients	5	4	3	2	1
9.	Accepts additional tasks assigned by the head or by higher offices even if the assignment is not related to his position but critical towards the attainment of the functions of the university	5	4	3	2	1
10.	Maximizes office hours during lean periods by performing non-routine functions the outputs of which results as a best practice that further increase effectiveness of the office or satisfaction of clientele	5	4	3	2	1
11.	Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment	5	4	3	2	1
12.	Willing to be trained and developed	5	4	3	2	1

Total Score		57				
B. Leadership & Management (<i>For supervisors only to be rated by higher supervisor</i>)		Scale				
1. Demonstrates mastery and expertise in all areas of work to gain trust, respect and confidence from subordinates and that of higher superiors	5	4	3	2	1	
2. Visionary and creative to draw strategic and specific plans and targets of the office/department aligned to that of the overall plans of the university.	5	4	3	2	1	
3. Innovates for the purpose of improving efficiency and effectiveness of the operational processes and functions of the department/office for further satisfaction of clients.	5	4	3	2	1	
4. Accepts accountability for the overall performance and in delivering the output required of his/her unit.	5	4	3	2	1	
5. Demonstrates, teaches, monitors, coaches and motivates subordinates for their improved efficiency and effectiveness in accomplishing their assigned tasks needed for the attainment of the calibrated targets of the unit	5	4	3	2	1	
Total Score						
Average Score						

Overall recommendation : _____


MARLON G. BURLAS
Name of Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: REMEGIO M. SANICO
Performance Rating: July – December 2019

Aim: Awareness on Safety & Health at Workplace

Proposed Interventions to Improve Performance:

Date: July 17, 2019 Target Date: September 30, 2019

First Step:
Orientation on safe and unsafe condition

Result:
Application at workplace

Date: October 16, 2019 Target Date: December 27, 2019

Next Step:
Materials handling and storage

Outcome: Orderliness at workplace

Final Step/Recommendation:
Tidiness and orderliness are being observe

Prepared by:
MARLON G. BURLAS
Head, HELVMU

Conforme:
REMEGIO M. SANICO
Name of Ratee Faculty/Staff