

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: **ERLY S. ESGUERRA**

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2 X 3)
1. Numircal Rating per IPCR	4.89	0.70	3.42
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	0.30	1.45
	TOTAL NUMERICAL RATING		4.87

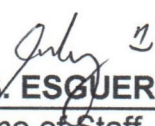
TOTAL NUMERICAL RATING: 4.87

Add: Additional Approved Points, if any:


TOTAL NUMERICAL RATING: 4.87

ADJECTIVAL RATING: OUTSTANDING


Prepared by:


ERLY S. ESGUERRA
Name of Staff


Reviewed by:


ALICIA M. FLORES
Department/Office Head

Recommending Approval:

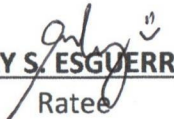

REMBERTO A. PATINDOL
Vice President for Admin. & Finance

Approved:


REMBERTO A. PATINDOL
Vice President for Admin. & Finance

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Erly S. Esguerra**, of the Procurement Services Management Office commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January to June 2019**.


ERLY S. ESGUERRA
 Ratee


ALICIA M. FLORES
 Head, SPPMO

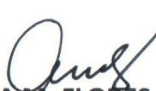
MFO/PAPS	Program/Activities Undertaken	Task Assigned	Accomplishment January to June 2019		Rating				Remarks
			Target	Actual	Q ¹	E ²	T ³	A ⁴	
UMFO 6: General Administrative and Support Services									
OVPAF MFO 6: Procurement and BAC Secretariat Services									
SPPMO MFO1: Administrative and Support Services									
PI 1: Efficient and customer friendly Services	A.1: Frontline services	T 1: Serves and attends to cleints requests and inquiries	Zero percent complaint from clients served	Zero percent complaint from clients served	5	5	5	5.00	
PI 3: Involvement and Coordination of major university committees	A.1: Number of Purchase Requests consolidated for Public Bidding	T 1: Consolidates PR's for public bidding	50	110 (Jan to April)	5	5	5	5.00	
	A.2: Number of Seminars, meetings, conferences and bid opening attended and participated.	T 3: Attendace to Seminar, meetings, Conferences and Public biddings.	10	12	5	5	5	5.00	
PSMO MFO 6.2: Procurement Process Management									
PI 2: Procurement documents peparation and processing	A.1 : Number of PR's received, evaluated, encoded and consolidated	T 1: Receives PR's, evaluates, encodes and consolidates into BOQ	50	110	5	5	4	4.67	
	A.2 : Number of advertisement, bid supplement and other notices posted in the PhilGEPS and in conspicuous places	T 5: Posts advertisement, bid supplement and other notices in the PhilGEPS	50	74	5	5	5	5.00	

	A.3: Number of PR's evaluated	T 3: Evaluates specifications of items in the Purchase Request (PR'S)	200	350 (Jan to April)	5	5	4	4.67	
OVPAF MFO 7: Project Management and Implementation Services									
PI 2: Procurement documents preparation, processing and monitoring	A.2: Number of vouchers prepared	T 2: Prepares vouchers for payment to suppliers for purchases through Alternative Method of Procurement and Public Bidding	300	488	5	5	4	4.67	
	A.1: Number of communications/ information sent to end-users.	T12: Informs/ communicates end-users regarding the items requested	40	80	5	5	5	5.00	
	A.2: Number of suppliers records monitored and up-dated	T 2: Monitors and up-dates Suppliers Directory	50	80	5	5	5	5.00	
Total Over-all Rating					45	45	42	44.00	

Average Rating (Total Over-all rating divided by 9)		4.89
Additional Points:		
Punctuality	XX	
Approved Additional points (with copy of approval)	XX	
FINAL RATING		
ADJECTIVAL RATING		

Comments & Recommendations for Development Purposes: *Recommended to attend training/seminar conducted by POAP and RA 91st.*

Evaluated and Rated by:


ALICIA M. FLORES
 Head, SPPMO

Date: _____


1 - quality 2- efficiency 3- timeliness 4- Average

Recommending Approval:


REMBERTO A. PATINDOL
 VP for Admin and Finance

Date: _____

Approved by:


REMBERTO A. PATINDOL
 VP for Admin and Finance

Date: _____

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JANUARY TO JUNE, 2019Name of Staff: ERLY S. ESGUERRA Position: ADMINISTRATIVE AIDE IV

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		58				
Score						

B. Leadership & Management (For supervisors only to be rated by higher supervisor)	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	58				
Average Score	4.83				

Overall recommendation : _____


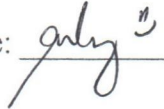

ALICIA M. FLORES
 Name of Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **ERLY S. ESGUERRA**

Signature: 

Performance Rating: **January to June 2019**

Aim: **Effective and efficient delivery of administrative services**

Proposed Interventions to Improve Performance:

Date: **January 1**

Target Date: **June 30, 2019**

First Step:

Recommended to attend Seminar-Workshop applicable to BAC Secretariat member, as Procurement staff and as government personnel/employee such as:

- 1) Supply and Property Management System to be conducted by COA**
- 2) PhilGEPS Training**
- 3) RA 9184**

Result:

- Attended in-house training/seminar on RA 9184 conducted by GPPB TSO Recognized Trainer on March 20 to 22 2019**

Date: _____ Target Date: _____

Next Step:

Outcome: **Applied the lessons learned from the trainings/ seminars attended..**

Final Step/Recommendation:

Recommend to attend training to be conducted by POAP and other training/ seminar/ workshop relative to procurement.

Prepared by:


ALICIA M. FLORES
Unit Head