



**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF**

**Annex P**

Name of Administrative Staff: ERLY S. ESGUERRA

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.78	70%	3.35
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.75	30%	1.42
<b>TOTAL NUMERICAL RATING</b>			<b>4.77</b>

TOTAL NUMERICAL RATING: 4.77

Add: Additional Approved Points, if any:

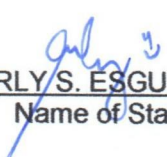
TOTAL NUMERICAL RATING: 4.77

FINAL NUMERICAL RATING 4.77

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

Reviewed by:

  
ERLY S. ESGUERRA  
Name of Staff

  
ALICIA M. FLORES  
Department/Office Head

Recommending Approval:

Approved:

  
REMBERTO A. PATINDOL  
Vice President

### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

ERLY S. ESGUERRA  
Ratee


MFO/PAPS	Program/Activities Undertaken	Task Assigned	ACCOMPLISHMENT January to June, 2020		Rating				Remarks
			Target	Actual	Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
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 2: Office, Staff Management and Maintenance	A.1: Percentage of ISO documents controlled and monitored as Alternate DRC	T 1: Prepares various office documents	100%	100%	5	5	4	4.67	
		T 2: Maintains record filing	100%	100%	5	5	4	4.67	
PSMO MFO 6.2: Procurement Process Management									
PI 2: Procurement documents preperation and processing	A.1 : Number of PR's received, evaluated, encoded and consolidated	T 1: Receives PR's, evaluates, encodes and consolidates into RFQ	200	294	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	294	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	90	98	5	5	4	4.67	
Total Over-all Rating					30	30	26	28.67	

Average Rating (Total Over-all rating divided by 6)		4.78
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 on the update of RA 9154 and other training seminar Workshop relative to procurement.*


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 – June 2020

Name 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 Score		17				

Vision:  
Mission:

A globally competitive university for science, technology, and environmental conservation.  
Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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		57				
Average Score		4.75				

Overall recommendation : \_\_\_\_\_

  
**ALICIA M. FLORES**  
 Head, SPMO



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ERLY S. ESGUERRA

Signature: 

Performance Rating: January to June 2020

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

Proposed Interventions to Improve Performance:

Date: January 1

Target Date: June 30, 2020

First Step:

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

- 1.) **Updates on RA 9184**
- 2.) **Seminars/ trainings to be conducted by POAP**

Result:

- **Not attended the trainings/ seminars due to pandemic (COVID-19)**

Date: \_\_\_\_\_ Target Date: \_\_\_\_\_


Next Step:

Outcome:

Final Step/Recommendation:

**Recommend to attend training on the update of R.A. 9184 and other training/ seminar/ workshop relative to procurement.**

Prepared by:

  
**ALICIA M. FLORES**  
Unit Head