



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

**Annex P**

Name of Administrative Staff: **SAUSA, GREGORIO B. JR.**

| Particulars<br>(1)                                                                                         | Numerical<br>Rating (2) | Percentage Weight<br>(3) | Equivalent<br>Numerical Rating<br>(2x3) |
|------------------------------------------------------------------------------------------------------------|-------------------------|--------------------------|-----------------------------------------|
| 37. Numerical Rating per IPCR                                                                              | 4.61                    | 70%                      | 3.23                                    |
| 38. Supervisor/Head's assessment<br>of his contribution towards<br>attainment of office<br>accomplishments | 4.75                    | 30%                      | 1.43                                    |
| <b>TOTAL NUMERICAL RATING</b>                                                                              |                         |                          | <b>4.66</b>                             |

TOTAL NUMERICAL RATING: 4.66

Add: Additional Approved Points, if any:                     

TOTAL NUMERICAL RATING: 4.66

FINAL NUMERICAL RATING 4.66

ADJECTIVAL RATING: 0

Prepared by:

GREGORIO B. SAUSA JR.  
Name of Staff

Reviewed by:

JULIUS V. ABELA  
Head, UDRRMSSO

Recommending Approval:

EDGARDO E. TULIN  
Vice President for Admin & Finance

Approved:

EDGARDO E. TULIN  
Chairman, PMT

**"Exhibit B"**

I, GREGORIO B. SAUSA JR. of the University Disaster Risk-Reduction & Management, Safety & Security Office accomplished the following targets for the period July-December 2023.

  
**GREGORIO B. SAUSA JR.**

Ratee

02-01-24

  
**JULIUS V. ABELA**

Head, UDRRMSSO

03-11-24

| MFO / PAPS                                                    | Program/Activities/<br>Projects | Tasks Assigned                                                                                                                         | ACCOMPLISHMENT |        | Rating         |                |                |                | Remarks                                                                                                                          |
|---------------------------------------------------------------|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|----------------|--------|----------------|----------------|----------------|----------------|----------------------------------------------------------------------------------------------------------------------------------|
|                                                               |                                 |                                                                                                                                        | Target         | Actual | Q <sup>1</sup> | E <sup>2</sup> | T <sup>3</sup> | A <sup>4</sup> |                                                                                                                                  |
| UMFO 6 General Administration and Support Services (GASS)     |                                 |                                                                                                                                        |                |        |                |                |                |                |                                                                                                                                  |
| VPAF MFO 7: Security Services and Management Office           |                                 |                                                                                                                                        |                |        |                |                |                |                |                                                                                                                                  |
| Security Services Management MFOs:                            |                                 |                                                                                                                                        |                |        |                |                |                |                |                                                                                                                                  |
| MFO 1. Conduct Investigation on reported incidents            |                                 |                                                                                                                                        |                |        |                |                |                |                |                                                                                                                                  |
| PI 1. Investigate all reported incidents                      | Security Assistance             | Responded to all incidents reported inside the campus. Take blotter report, make incident report for information purposes.             | 100%           | 100%   | 5              | 5              | 4              | 4.7            | Investigated all incidents within the AOR recorded them in the blotter logbook and reported to the supervisors for proper action |
| MFO 3. Safety management                                      |                                 |                                                                                                                                        |                |        |                |                |                |                |                                                                                                                                  |
| PI 2. All emergency calls that needs assistance was responded | Emergency Assistance            | Respond to the emergency happening within the University premises. Take blotter report, make incident report for information purposes. | 95%            | 100%   | 5              | 5              | 4              | 4.7            | Responded to all calls and emergencies that needs security assistance inside the campus                                          |

[illegible]

| MFO / PAPS                                                                                   | Program/Activities/<br>Projects         | Tasks Assigned                                                       | ACCOMPLISHMENT |        | Rating         |                |                |                | Remarks                                                                                 |
|----------------------------------------------------------------------------------------------|-----------------------------------------|----------------------------------------------------------------------|----------------|--------|----------------|----------------|----------------|----------------|-----------------------------------------------------------------------------------------|
|                                                                                              |                                         |                                                                      | Target         | Actual | Q <sup>1</sup> | E <sup>2</sup> | T <sup>3</sup> | A <sup>4</sup> |                                                                                         |
| PI 1. DRRM programs/ trainings conducted in the campus in preparation to calamities/disaster | Facilitated trainings within the campus | Awareness for faculty, staff, and students for disaster preparedness | 1              | 1      | 5              | 5              | 4              | 4.7            | Facilitated the conduct of the fire and earthquake drill and the Bomb Awareness seminar |
| TOTAL OVER-ALL RATING                                                                        |                                         |                                                                      |                |        |                |                |                | 27.67          |                                                                                         |

|                                                   |    |      |
|---------------------------------------------------|----|------|
| Average Rating(Total Overall rating divided by 6) |    | 4.61 |
| Additional Points:                                |    |      |
| Approved additional points(with copy of approval) | xx |      |
| FINAL RATING                                      |    | 4.61 |
| ADJECTIVAL RATING                                 |    | O    |

Comments & Recommendations for Development Purpose:

Recommended to attend security and DRRM related trainings

Evaluated & Rated by:

JULIUS V. ABELA

Dept./Office Head

Date: 07-11-24

Approved by:

EDGARDO E. TULIN

VP for Admin & Finance

Date: 07-13-24

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



## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JULY-DECEMBER 2023

Name of Staff: Gregorio B. Sausa Jr.

Position: Security Guard I

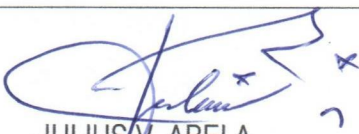
**Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.**

| 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 (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                                                                        |                                                                                                                                                                                                                           |       |   |   |   |   |
| Average Score                                                                      |                                                                                                                                                                                                                           | 4.75  |   |   |   |   |

Overall recommendation :

  
 JULIUS V. ABELA  
 Printed Name and Signature  
 Head, UDRRMSSO

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: SAUSA, GREGORIO B. Jr.  
Performance Rating: O

Aim: To gain more knowledge, enhance/developed skills and be resilient to any kind of incidents and/or disaster.

Proposed Interventions to Improve Performance:

Date: July 2023

Target Date: September 2023

First Step: Conducted/Facilitated the conduct of fire and earthquake drill and DRRM-Related Seminar.

Result: As an emergency responder, they will always be ready to quickly respond to any incident/ disaster inside the campus.

Date: July 2023

Target Date: December 2023


Next Step: To attend security training or DRRM-related seminars and workshops

Outcome: Renewal of licenses, refresher training, and updates for security protocols. It can also be applied in their field of work for the security and safety of the campus and its constituents


Final Step/Recommendation:

To exceed the current performance to be an effective and efficient security guard and emergency responder.

Prepared by:

  
JULIUS V. ABELA  
Head, UDRRMSSO

Conforme:

  
GREGORIO B. SAUSA Jr.  
Name of Ratee Faculty/Staff