



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **NNEKA MAILEE C. DE LOS REYES**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.86	4.86 x 70%	3.40
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	4.83 x 30%	1.45
TOTAL NUMERICAL RATING			4.85

TOTAL NUMERICAL RATING: 4.85

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.85

FINAL NUMERICAL RATING 4.85

ADJECTIVAL RATING: **Outstanding**

Prepared by:

NNEKA MAILEE C. DE LOS REYES
Name of Staff

Reviewed by:

HARVIE P. PORTUGALIZA
Department/Office Head

Recommending Approval:

HARVIE P. PORTUGALIZA
OIC College Dean

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **NNEKA MAILEE C. DE LOS REYES**, of the **College of Veterinary Medicine** 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, 2023**.

NNEKA MAILEE C. DE LOS REYES

Ratee

Approved:

HARVIE P. PORTUGALIZA

Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ₁	E ²	T ³	A ⁴	
Laboratory and CVM Veterinary Teaching Hospital Services	VTH BAI Re-accreditation	Process the requirements needed for the renewal of BAI registration	1	1	5	5	5	5.00	
	VTH 1 st Anniversary	Plan and prepare the program and activities for the 1 st anniversary	1	1	5	4	5	4.67	
	Number of CVM Clinic clientele on time	Entertain clients for consultation, appointments, and emergency cases of their pets	20	90	5	5	5	5.00	
	Number of issued Veterinary Health Certificate	Issuance of Veterinary Health Certificate upon clients' request, as BAI's requirement for animal transportation.	2	6	5	5	5	5.00	
	VTH Home service & necropsy	Attend to veterinary home services (clients), and conduct necropsy upon request (other department)	2	5	5	5	5	5.00	
	Orientation of student clinicians, as well as student assistants (SA)	Compile diagnostic procedure as the standard protocol of the diagnostic laboratory	2	2	4	5	5	4.67	
Administrative support services	Number of students assisted before the deadline	Signing of CVM internal clearance	5	5	5	5	4	4.67	
		Assist the graduates in the processing of their accountabilities for the release of their TOR, diploma, and good moral, and appointed as the CVM Graduation Focal Person	26	26	5	4	5	4.67	

	Number of documents assisted on time	Assist report preparation for the office	2	2	5	5	4	4.67	
		Assist in the preparation and compilation of documents and data for the review/consultation for the DVM program with stakeholders	1	1	5	5	5	5.00	
	Number of activities participated on time	Participate in every college activity, including extension services (Vet missions)	2	2	5	5	5	5.00	
	Number of meetings attended	Attends regular/monthly meetings of CVM faculty and staff	9	9	5	5	5	5.00	
Total Over-all Rating								58.35	

Average Rating (Total Over-all rating divided by 12)	58.35	4.86
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.86
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose: <i>Attend training</i>
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Evaluated & Rated by:


HARVIE P. PORTUGALIZA
Dept/Unit Head


Date: 02-20-24

Recommending Approval:


HARVIE P. PORTUGALIZA
OIC-College Dean

Date: 02-20-24

Approved by:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

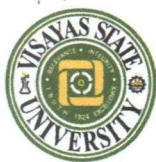
Date: 02/20/24

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average



Instrument for Performance Effectiveness of Administrative Staff

Rating Period:

Name of Staff: **NNEKA MAILEE C. DE LOS REYES**

Position: **Admin. Assistant III**

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	5	4	3	2	1

improvement of his work accomplishment					
12. Willing to be trained and developed	5	4	3	2	1
Score	Total				
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					

Overall recommendation : _____


HARVIE P. PORTUGALIZA
 Printed Name and Signature
 Head of Office

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: NNEKA MAILEE C. DE LOS REYES

Performance Rating: Outstanding

Aim: To improve work efficiency and achieve the targets.

Proposed Interventions to Improve Performance:

Date: October 2023 Target Date: December 2023

First Step: Disinfecting and cleaning of the diagnostic, veterinary teaching hospital and clinics room and laboratory equipment, entertain the client in the clinic and assist the faculty.

Result: Disinfected and cleaned diagnostic, Veterinary Teaching Hospital, clinics room and laboratory equipment

Date: October 2023 Target Date: December 2023

Next Step: Continuous disinfected and cleaning of diagnostic, veterinary teaching hospital and clinics room and laboratory equipment Entertain the clientele in the clinic.

Outcome: Smooth operation of office work


Final Step/Recommendation:

The weekly program of activities should be made ahead of time.

Prepared by:


HARVIE P. PORTUGALIZA
Unit Head

Conforme:


NNEKA MAILEE C. DE LOS REYES
Ratee