

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: **CINDY R. FRUTO**

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.75	0.70	3.32
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.66	0.30	1.40
TOTAL NUMERICAL RATING			4.72

TOTAL NUMERICAL RATING: _____

Add: Additional Approved Points, if any: _____

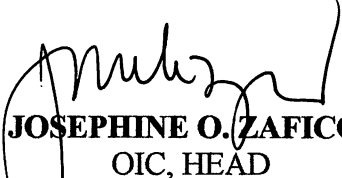
TOTAL NUMERICAL RATING: _____

ADJECTIVAL RATING: _____


Prepared by:


CINDY G. RUFIN
Name of Staff

Reviewed by:


JOSEPHINE O. ZAFICO
OIC, HEAD

Recommending Approval:


REMBERTO A. PATINDOL
Vice Pres. for Admin and Finance

Approved:


REMBERTO A. PATINDOL
Vice Pres. for Admin and Finance

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **CINDY R. FRUTO**, Nurse II of the VSU Hospital commits to deliver and deliver and agree to be agree to be rated on the attainment of the following targets in accordance with the indicated mesures for the period January - June 2018.

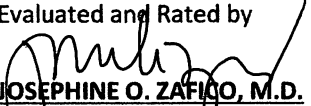
Cyfruto
CINDY R. FRUTO
Nurse II

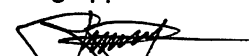
Josephine O. Zafico
JOSEPHINE O. ZAFICO, M.D.
OIC, Univ. Health Services Office

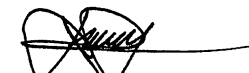
MFO/PAP's	Success Indicator	Task Assigned	Target	Accomplishm ent	Rating				Remarks
					Q1	E2	T3	A4	
UMFO 5: General Administrative and Support Services									
VPAF MFO4: University Health Services and Management									
MFO 1: CLINICAL FUNCTIONS									
PI.1: Students and staff medically examined	No. of students (freshmen, transferees & old) and staff medically assisted	Assists during medical examination of students & staff which entails taking of vital signs, visual acuity and recording in patient's chart & logbooks.	650	953	5	5	5	5.00	
PI.2 Outpatient consultations to VSU students, staff and their dependents including other patients coming from nearby communities	No. of outpatient consultations to VSU students, staff, faculty and their dependents including other patients coming from nearby communities	Assists\ during outpatient consultation by making initial assesment, proper referral to physician, taking vital signs & proper recording on medical chart	750	1061	5	5	5	5.00	
PI.3 Admitted patients provided with primary care hospital services	No. of admitted patients provided with hospital nursing care services	Makes rapid initial assessment, get vital signs, provide emergency nursing intervention, immediate referral to physician & proper recording on medical chart	48	76	5	4	5	4.70	
MFO 2: HEALTH PROMOTION/WELLNESS ACTIVITIES									
PI. 1 Health Promotion and Education Activities	No. of Wellness Activities assisted	Assists in the conduct of health forum	1	3	5	4	5	4.70	
PI. 2 Health fora conduct for VSU students, faculty & staff and nearby communities	No. of health for a assisted for VSU students, faculty, staff and nearby communities	Assists in wellness activities	1	2	4	5	5	4.70	

PI. 3 Monitoring/Inspection of dormitories and food establishment within VSU campus	No. of dorm / food establishment within VSU campus monitored/inspected	Conducts monitoring on dorm / food establishment within VSU campus	1	2	5	5	5	5.00	
	No. of planning activities for healthy lifestyle program assisted	Assists in planning of activities for healthy lifestyle program	1	2	4	4	5	4.33	
MFO 4: ADMINISTRATIVE AND SUPPORT SERVICES									
	No. of times areas properly maintained and expected as to its safety, cleanliness and comfort	Routine clean-up of Nurse's Station, supervision of institutional workers in the clean-up of service areas such as OPD, ER, DR, Hospital Lobby, Ward and Comfort Rooms and premises every tour of duty	20	40	4	5	5	4.70	
	No. of times packing and sterilization of instruments done	Packs and sterilizes instruments and supplies (cotton balls, OS, towels) daily	4	8	5	5	4	4.70	
	No. of times inventory done for medical supplies & medicines stocks	Conducts regular inventory of medical supplies and medicines every month	45	90	5	4	4	4.70	
Total Over-all Rating					47	46	48	48	
Average Rating									

Average Rating (Total Over-all rating divided by 31)			4.75	Comments & Recommendations for Development Purposes: <i>Her skills & knowledge in Nursing management and leadership in area of assignment (wards) should be enhanced through training.</i>
Additional Points:				
Punctuality				
Approved Additional points (with copy of approval)				
FINAL RATING				
ADJECTIVAL RATING				

Evaluated and Rated by

JOSEPHINE O. ZAFICO, M.D.
 OIC, Univ. Health Services Office
 Date: _____

Recommending Approval:

REMBERTO A. PATINDOL
 Head and VP for Admin and Finance
 Date: _____

Approved by:

REMBERTO A. PATINDOL
 Vice President for Admin and Finance
 Date: _____

1 - quality 2 - efficiency 3 - timeless 4 - average

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January - June 2018Name of Staff: CINDY R. FRUTO Position: NURSE II


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		56				

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					4.66

Overall recommendation : _____


JOSEPHINE O. ZAFICO, M.D.
 OIC - Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: FRUTO, Cindy R.
Performance Rating: OUTSTANDING

Aim: To enhance nursing management skills and knowledge in area of assignment (ward) and encourage confidence in leadership.

Proposed Interventions to Improve Performance:

Date: January 2018 Target Date: June 2018

First Step: Encourage to show leadership in the maintenance of good service and ward management.

Result: Able to lead staff nurse in areas of assignment and give quality output.

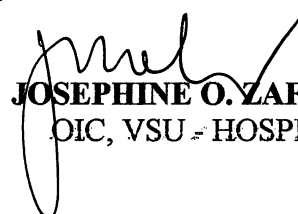
Date: _____ Target Date: _____

Next Step:

Outcome:

Final Step/Recommendation:

Prepared by:


JOSEPHINE O. ZAFICO, M.D.
OIC, VSU HOSPITAL

Conforme:


CINDY R. FRUTO