

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	4.74	0.70	3.32
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.75	0.30	1.43
TOTAL NUMERICAL RATING			4.75


TOTAL NUMERICAL RATING: _____

Add: Additional Approved Points, if any: _____


TOTAL NUMERICAL RATING: _____

ADJECTIVAL RATING: _____


Prepared by:


CINDY G. RUFIN
Name of Staff

Reviewed by:


ELWIN JAY V. YU
Chief of Hospital I

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 agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July - December 2018

Cindy R. Fruto
CINDY R. FRUTO
Nurse II

ELWIN JAY V. YU, M.D.
Chief of Hospital I

MFO/PAP's	Success Indicator	Task Assigned	Target	Accomplishment	Rating				Remarks
					Q1	E2	T3	A4	
UMFMO6: General Administration Support Service									
OVPAF MFO8: University Health Services and Management									
MFO1									
Administrative and support services Management	Client-Centered Services	Zero complaints for every client served	0	0	5	5	5	5.00	
	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	75	109	5	5	5	5.00	
	No. of times packing and sterilization of instruments done	Packs and sterilizes instruments and supplies (cotton balls, OS, towels) daily	50	71	4	5	5	4.70	
	No. of times inventory done for medical supplies & medicines stocks	Conducts regular inventory of medical supplies and medicines every month	80	109	5	4	5	4.70	

MFO 2									
Primary Health Care Services	Timely, courteous and quality provision of inpatient, outpatient and emergency services	Assists during outpatient consultation by making initial assesment, proper referral to physician, taking vital signs & proper recording on medical chart	800	1085	5	5	5	5.00	
	No. of times collection of specimen for lab. Exam to all admitted patients	Makes rapid initial assessment, get vital signs, provide emergency nursing intervention, immediate referral to physician & proper recording on medical chart	170	233	5	5	4	4.70	
MFO 3									
Preventive Health Services	Number of friendly and relevant implementation of adolescent health services	one (1) related activities like seminars, informatiin campaigns conducted	1	3	4	5	4	4.33	
	Number of regular, effective and efficient conduct of entrance and annual physical and medical examinations of students, faculty and staff	patient seen and examined in 15 minutes during his/her turn depending on his/her priority number	980	1343	5	5	5	5.00	
	Number of efficient implementation of noncommunicable disease prevention and health promotion	Number of related activities and seminars and information campaigns conducted	1	2	5	4	5	4.70	
	Number of prompt and quality control, treatment and prevention of communicable diseases	Number of related activities like seminar forum info campaigns conducted	3	5	4	5	4	4.33	
	Number of effective reproductive health services	Number of related activities like seminar forum info campaigns conducted	4	6	4	5	5	4.70	

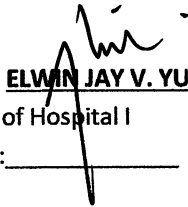
MFO 4									
Environmental health and sanitation services	Regular and effective conduct of food and water-borne disease prevention and control program	At least 2 sanitary inspection of food establishment in VSU and VSU water refilling station per year and at least 1 water analysis every 6 months of all VSU drinking water sources and distribution systems.	1	1	5	5	4	4.70	
	Sustainable and proactive implementation of vector-borne disease prevention and control services	At least 2 sanitary inspection of dormitories, areas with housing units and accomodation services in VSU including its surroundings	1	1	5	4	5	4.70	
Total Over-all Rating					61.00	62.00	61.00	61.56	
Average Rating									

Average Rating (Total Over-all rating divided by 31)			4.74
Additional Points:			
Punctuality			
Approved Additional points (with copy of approval)			
FINAL RATING			
ADJECTIVAL RATING			

Comments & Recommendations for Development Purposes:

attend uluna tang
& seminars espesely
Non Commemorative

Evaluated and Rated by




ELWIN JAY V. YU, M.D.
Chief of Hospital I
Date: _____

1 - quality

2 - efficiency


Recommending Approval:



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

3 - timeliness

Approved by:



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

4 - average

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JULY – DECEMBER, 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		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 : _____


ELWIN JAY V. YU, M.D.
 Name of 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: July 2018 Target Date: December 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.

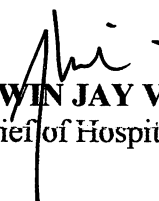
Date: _____ Target Date: _____

Next Step: _____

Outcome: _____

Final Step/Recommendation: _____

Prepared by:


ELWIN JAY V. YU, M.D.
Chief of Hospital I

Conforme:


CINDY R. FRUTO