

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: NORJITO B. QUINCO

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.67	70%	3.2
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	5	30%	1.5
TOTAL NUMERICAL RATING			4.7

TOTAL NUMERICAL RATING: _____

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

ADJECTIVAL RATING: _____

Prepared by:

Reviewed by:

NORJITO B. QUINCO
Name of Staff

Edgardo E. Tulin
EDGARDO E. TULIN
Department/Office Head

Recommending Approval:

Remberto A. Patindol
REMBERTO A. PATINDOL
Chairman, PMT

Approved:

Edgardo E. Tulin
EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **NORJITO QUIMCO**, of the Office of the President commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January - June, 2016.

NORJITO QUIMCO

Ratee

Approved: **FRANCISCO G. GABUNADA JR.**

Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target for 2016	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 6. General Adm. and Support Services	Zero complaint from clients	Conduct and fetch passengers to destinations safely and timely	Zero complaint	Zero Complaint	5	5	5	5	
	Clean and maintained assigned vehicle for road worthiness	Road worthy vehicle	1 vehicle	1 vehicle	4	5	4	4.33	
Total Over-all Rating								4.67	

Average Rating (Total Over-all rating divided by 2)	4.67
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.67
ADJECTIVAL RATING	Outstanding

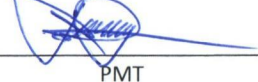
Comments & Recommendations for Development Purpose:

Received by:


Planning Office

Date: _____

Calibrated by:


PMT


Date: _____

Recommending Approval:


Executive Assistant

Date: _____

Approved by:


EDGARDO B. TUNN
President

Date: _____

1 – Quality; 2 – Efficiency; 3 – Timeliness; 4 – Average

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JANUARY – JUNE 2016Name of Staff: NORJITO B. QuimcoPosition: 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	60				
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 : excellent worker


EDGARDO E. TULIN
 Name of Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: NORJITO QUIMCO

Performance Rating: OUTSTANDING

Aim: To acquire additional skills in (a) vehicle maintenance and troubleshooting, and (b) driving services improvement.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: _____

Target Date: starting December 2016

First Step:

Hands-on training at the VSU HELVMU. HELVMU will be requested to call Mr. Quimco to help and learn when they perform vehicle maintenance and troubleshooting activities that can be applied to Mr. Quimco's job.

Result:

Date: _____

Target Date: March 2017

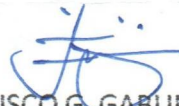
Next Step:

Observational trips to similar institutions that employ good driving service practices.

Outcome:

Final Step/Recommendation:

Prepared by:


FRANCISCO G. GABUNADA JR.
Unit Head