

COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF

Name of Administrative Staff: JAN ANA M. SALAR

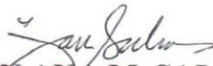
Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.70	0.70	3.29
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.75	0.30	1.42
TOTAL NUMERICAL RATING			4.71

TOTAL NUMERICAL RATING: _____
Add: Additional Approved Points, if any: _____
TOTAL NUMERICAL RATING: _____

ADJECTIVAL RATING: _____

Prepared by:

Reviewed by:

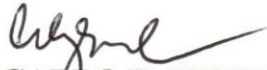

JAN ANA M. SALAR
Name of Staff


JOSEPHINE O. ZAFICO
OIC, HEAD

Recommending Approval:


REMBERTO A. PATINDOL
OIC, Chairman, PMT

Approved:


EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Jan Ana B. Masendo-Salar, Nurse III of the VSU Hospital commits to deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period July - December, 2017

Jan Salas
JAN ANA M. SALAR
 Nurse III

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

MFO/PAP's		Success Indicator	Task Assigned	Target	Accomplishment	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.	250	379	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	800	1244	5	5	5	5.00	
PI.3 Admitted patients provided with primary care hospital services	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	30	74	5	5	5	5.00	
MFO 2: HEALTH PROMOTION/WEELLNESS ACTIVITIES										
PI. 1 Health Promotion and Education Activities	No. of reproductive health programs conducted		Assists in the conduct of health forum	4	6	5	5	5	5.00	
	No. of times reproductive health program planning and implementation assisted		Assists in wellness activities	1	2	4	5	4	4.33	
	No. of times needed IEC materials produced and reproduced			2	4	4	4	5	4.33	

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JULY – DEC, 2017

Name of Staff: JAN ANA M. SALAR Position: NURSE 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 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 (<i>For supervisors only to be rated by higher supervisor</i>)	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 : _____


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