



Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: ORLANDO V. LATRAS

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical rating (2x3)
1. Numerical Rating per IPCR	4.75	0.70	3.33
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: 4.72

Add: Additional Approved Points, if any: -

TOTAL NUMERICAL RATING: **4.72**


ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

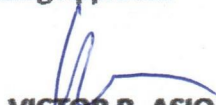

ORLANDO V. LATRAS

Name of Staff


Reviewed by:


JULIUS V. ABELA
Department/Office
Head

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Approved:


BEATRIZ S. BELONIAS
Vice-President for Instruction

RATING SCALE: 4.6-5.0 Outstanding
3.8-4.5 Very Satisfactory
3.0-3.7 Satisfactory
2.2-2.9 Unsatisfactory
2.1- & below Poor

Orlando V. Latras
Ratee

~~JULIUS V. ABELA~~
~~Head of Unit~~

[illegible]

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)	4.75
Additional Points:	
Punctuality	0
Approved Additional points (with copy of approval)	0
FINAL RATING	4.75
ADJECTIVAL RATING	Outstanding

Comments & Recommendation for Development Purpose: *Must have hands-on training & field demo on practical management.*

Approved by:

BEATRIZ S. BELONIAS
Vice-President for Instruction

Date: 4-01-2020

Recommending Approval:

VICTOR B. ASIO
Dean, College of Agriculture

Date: 3-27-2020

Evaluated and Rated by:

JULIUS V. ABELA
Head, Dept. of Animal Science

Date: 3-9-2020

Legend:

Q¹ - Quality
E² - Efficiency
T³ - Timeliness
A⁴ - Average

4.6 - 5.0 Outstanding
3.8 - 4.5 Very Satisfactory
3.0 - 3.7 Satisfactory
2.2 - 2.9 Unsatisfactory
2.1 - & below Poor



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-December, 2019

Name of Staff: ORLANDO V. LATRAS

Position: Administrative Aide 1

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		5	4	3	2	1

Vision: A globally competitive university for science, technology, and environmental conservation.

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.



B. Leadership & Management (For supervisors only to be rated by higher supervisor)	Scale				
	5	4	3	2	1
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 :

CARLITO V. RANCHEZ
Printed Name and Signature
Administrative Officer 1, DAS

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EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ORLANDO V. LATRAS
Performance Rating: Outstanding

Aim: To improve work efficiency and achieve targets

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

Date: July, 2019 Target Date: September, 2019

First Step: Develop skills/procedures for nose stringing, drug administration and other related activities in the cattle project

Result: Ease in handling animals during disposal and be able to carry out health care of animals of the project

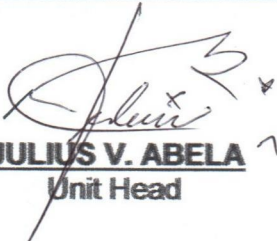
Date: October, 2019 Target Date: December, 2019

Next Step: Develop knowledge in health, breeding and pasture management

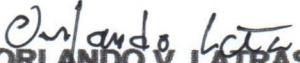
Outcome: Productive project due to higher animal population which resulted to higher income.

Final Step/Recommendation:

Prepared by:


JULIUS V. ABELA
Unit Head

Conforme:


ORLANDO V. LATRAS
Name of Ratee (Staff)