



**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF**

**Annex P**

Name of Administrative Staff: **Carmelino C. Castañas**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.665	70%	3.265
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.666	30%	1.399
<b>TOTAL NUMERICAL RATING</b>			<b>4.664</b>

TOTAL NUMERICAL RATING: 4.664

Add: Additional Approved Points, if any:           

TOTAL NUMERICAL RATING: 4.664

FINAL NUMERICAL RATING 4.664

ADJECTIVAL RATING: Outstanding

Prepared by:

  
**CARMELINO C. CASTAÑAS**  
Name of Staff

Reviewed by:

  
**MARIO LILIO VALENZONA**  
Head, BHMU

Recommending Approval:

  
**MARLON G. BURLAS**  
OIC, Director, PPO

Approved:

  
**REMBERTO A. PATINDOL**  
Vice President

**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.

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v1 05-27-2020

No. **357**

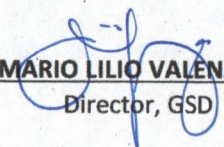


## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **CARMELINO I. CASTAÑAS** of the PHYSICAL PLANT OFFICE commits to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period: **JULY- DECEMBER 2020**

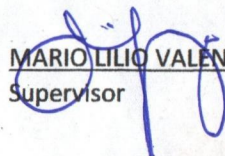
Approved:

  
**CARMELINO I. CASTAÑAS**  
Ratee

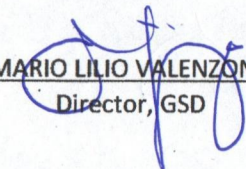
  
**MARIO LILIO VALENZONA**  
Director, GSD

MFO & Performance Indicators	Success Inditors	Tasks Assigned	Target	Actual Accomplish ment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>MFO1: Performance Indicators</b>	<b>PI-1: Completed repairs</b>	various repair of Buildings	60	70	5	5	4	4.67	
<b>MFO2: Furnitures Works</b>	<b>P2, 1-Completed repairs and fabrication</b>	various repair and fabraication of furnitures	90	95	5	5	4	4.67	
<b>Total Over-all Rating</b>								9.33	
Average Rating (Total Over-all rating divided by 4)									
Additional Points:				4.665	Comments & Recommendations for Development Purpose: <i>posh training/ seminars</i>				
Punctuality:									
Approved Additional point (with copy of approval)									
FINAL RATING				4.665					
ADJECTIVAL RATING				0					

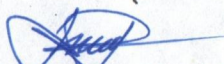
Evaluate & Rated by:

  
**MARIO LILIO VALENZONA**  
Supervisor

Recommending Approval:

  
**MARIO LILIO VALENZONA**  
Director, GSD

Approved by:

  
**REMBEERTO A. PATINDOL**  
Vice President





## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July- December 2020

Name of Staff: Carmelino C. Castañias

Position: Admin. Aide V

**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

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Total Score						56
<b>B. Leadership &amp; Management (For supervisors only to be rated by higher supervisor)</b>						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						4.666

Overall recommendation : \_\_\_\_\_

**MARIO LILIO VALENZONA**  
 Printed Name and Signature  
 Head of Office



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Carmelino C. Castañas

Performance Rating: \_\_\_\_\_

Aim: Effective delivery of service

Proposed Interventions to Improve Performance:

Date: July 2020 Target Date: August 2020

First Step:

Result:


Date: September 2020 Target Date: October 2020

Next Step:

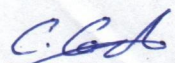
Outcome:

Final Step/Recommendation:

Prepared by:

  
**MARLON G. BURLAS**  
OIC, Director

Conforme:

  
**CARMELINO C. CASTAÑAS**  
Name of Ratee Faculty/Staff