

**Annex P**

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

Name of Administrative Staff: **ELMERA Y. BAÑOC**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
3. Numerical Rating per IPCR		4.65 x 70%	3.25
4. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments		4.94 x 30%	1.48
<b>TOTAL NUMERICAL RATING</b>			<b>4.73</b>

TOTAL NUMERICAL RATING: 4.73

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.73

ADJECTIVAL RATING: 0

Prepared by:

  
**ELMERA Y. BAÑOC**

Name of Staff

Reviewed by:

  
**WOLFREDA T. ALESNA**

Department/Office Head

Recommending Approval:

  
**REMBERTO A. PATINDOL**

Chairman, PMT

Approved:

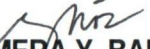
  
**EDGARDO E. TULIN**

President

Visayas State University  
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION  
Visca, Baybay City, Leyte

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, ELMERA Y. BANOC, Science Research Assistant/VICARP, 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 to June, 2016.**

  
**ELMERA Y. BANOC**  
SRA

Date: \_\_\_\_\_

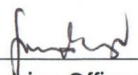
  
**WOLFREDA T. ALESNA**  
Head of Unit/Office


Date: \_\_\_\_\_


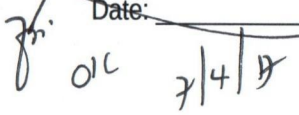
MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target		Rating				Remark
					Actual Accomplishment	Quality	Efficiency	Timeliness	Average	
UMFO 3. Research Services										
TPTO MFO 1. Regional Applied Communication Office (RACO) Management Services										
	PI 1. Number of IEC materials/technoguides developed/used	Facilitated and distributed IEC materials	300	606	5	5	5	5.00		
	PI 2. Number of RDE news and features articles published	Wrote and published articles in ViCARP Website	5	5	5	5	4	4.67		
	PI 3. Number of new and existing products labels produced	Layouted and re-layouted packaged products	5	5	5	5	4	4.67		
	PI 4.Number of tarpaulins produced	Layouted tarpaulins for events and promotions	5	5	4	5	5	4.67		

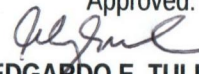

	<b>PI 5.</b> Number of beneficiaries served								
	<i>Individuals</i>	Facilitated and assisted clients who availed IEC materials and VSU products displayed at Technomart	1,500	2000	5	5	5	5.00	
	<b>PI 8.</b> Number of RDE Reports	Packaged VICAARP Year-End accomplishments, packaged Dr. DAR Research Management Award, packaged Dangal ng Bayan Award	3	3	5	5	5	5.00	
	<b>PI 9.</b> Number of assisted and facilitated research proposals	Assisted and facilitated submission of research proposals (1) ISARD Project, (2) CHED-ASAP Project	2	2	5	5	5	5.00	
<b>TPTO MFO 2. Extension Services</b>									
	<b>PI 1.</b> Number of Extension delivery services conducted/coordinated/participated: field demo, Agri Fair/ Field days, Agri Exhibits, Techno forum, Techno Festival	Conducted, coordinated and participated (1) SIPAG FIESTA at PCAARRD Los Baños (2) CHED Exhibit during CHED anniversary	2	2	5	5	5	5.00	
<b>TPTO MFO 3. Capacity Building</b>									
	<b>PI 1.</b> Number of RDE Staff capacitated/attended trainings	Attended seminars/trainings (1) Event management training (2) PACE National Conference (3) VICAARP and OVPRE Continuing Education Program	3	3	5	5	5	5.00	
<b>TPTO MFO 4. Administrative and Facilitative Services</b>									
	<b>PI 1:</b> Number of ViCARP member agencies facilitated for the conduct of campus visit, symposium and meetings	Facilitated/documented surveys and meetings, Facilitated Bicol University during their benchmarking activities	20	20	5	5	5	5.00	
	<b>PI 2:</b> Percentage of administrative documents acted on time (PRs, Billings, prepared tokens)	Acted on time administrative documents	95%	100%	5	5	5	5.00	
	<b>PI 3:</b> Number of products variety displayed/managed in the Technomart and Pasalubong Counter	Monitored the business flow of the S & T products displayed at Technomart	50	50	5	5	5	5.00	
	<b>PI 4:</b> Number of trainings assisted and facilitated	Assisted and facilitated training on (1) PACE National Conference	2	2	5	5	5	5.00	

	<b>PI 5:</b> Percentage of participation as committee member	Acted as committee members of the following events: VICAARP-RRDEN RAC-RRDCC Meeting	100%	100%	5	5	5	5.00	
	<b>PI 6:</b> Number of Rooms cleaned, maintained and monitored	Kept the entire Technomart and Pasalubong Counter clean (2 CRs, students cubicle and display areas)	3	3	5	5	5	5.00	
	<b>PI 7:</b> Other tasked assigned by the immediate supervisor	Acted on request as facilitators or documentors on various university related activities/programs/projects and seminars	As requested	10	5	5	5	5.00	
Total Over-all Rating									79.00
Average Rating					0.00	0.00	0.00	4.65	
Adjectival Rating									

Received by:  
  
Planning Officer  
Date: \_\_\_\_\_

Calibrated by:  
  
**REMBERTO A. PATINDOL, PhD**  
Chairman, PMT  
Date: \_\_\_\_\_

Recommending Approval:  
  
**OTHELLO B. CAPUNO, Ph.D.**  
Vice President for Research and Extension  
Date: 

Approved:  
  
**EDGARDO E. TULIN, Ph.D.**  
President  
Date: 

## Annex O

### Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January-June, 2016

Name of Staff: ELMERA Y. BAÑOC

Position: SRA

**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					59
<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					25 + 59 = 84
Average Score					4.94

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



**WOLFREDA T. ALESNA**

Name of Head