

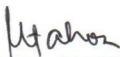
COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF

Name of Administrative Staff:		LUCILYN L. TABROSA	
Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
11. Numerical Rating per IPCR	4.86	4.86 x 70%	3.40
12. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	4.83 x 30%	1.45
TOTAL NUMERICAL RATING			4.85


TOTAL NUMERICAL RATING: 4.85
Add: Additional Approved Points, if any: 0.00
TOTAL NUMERICAL RATING: 4.85

ADJECTIVAL RATING: OUTSTANDING

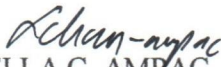
Prepared by:


LUCILYN L. TABROSA
Administrative Aide III


Reviewed by:


ERLINDA S. ESGUERRA
Head, Accounting Office

Recommending Approval:



LOUELLA C. AMPAC
Director for Finance

Approved:


REMBERTO A. PATINDOL
Vice Pres. for Admin and Finance

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **LUCILYN L. TABROSA**, of the Accounting Office commits to deliver and agree to be rated on the attainment of the following targets and accomplishment in accordance with the indicated measures for the period July to December, 2019.


LUCILYN L. TABROSA
Ratee

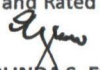
Approved: 
ERLINDA S. ESGUERRA
Head of Unit

MFO & PAP's	Success Indicators	Tasks Assigned	2019 Target	Percentage of Accomplishm ents	Details of Accomplishme nt	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
Disbursement/ Processing Services	Number of cash advance. Reimbursements audited	Pre-audited and posted travel cash advances, reimbursements and liquidations.	1,200	166.67%	2,000	5.00	5.00	5.00	5.00	
	Number of demand letter sent out	Sent out demand letters for unliquidated travel cash advances, refundables and petty cash/supplies.	35	142.86%	50	5.00	5.00	4.00	4.67	
	Number of payrolls audited	Audited payroll for Regular, Casual and Job Order Employees	1,700	117.65%	2,000	5.00	5.00	5.00	5.00	
	Number of payments audited	Audited payments for lodging, telephone bills, deparment/center billings, caters/meals payments.	1,000	125.00%	1,250	5.00	5.00	4.00	4.67	
	Number of honorarium audited	Audited honorarium and overtime pay of VSU regular and casul employees.	150	150.00%	225	5.00	5.00	5.00	5.00	
Innovation and Best Practices Services or Continual Improvement and Management	Number of operations manuals prepared, developed and approved									
	Number of innovation for improved university operations									
	Number of best practices									
	Number of reminders via Internet Protocol (IP)		30	133.33%	40	5.00	5.00	5.00	5.00	

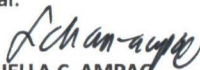
Administration Support Services & Management	Customer Friendly Service	Served clients with courtesy; immediate response to client needs and inquiries	100	100.00%	100	4.00	5.00	5.00	4.67	100% no complaint; Served clients with courtesy; immediate response to client needs and inquiries
Total Over-all Rating									34.00	
Average Rating (Total Over-all rating divided by # of entries)					4.86	Comments & Recommendations for Development Purpose: To attend training for updates on audit of expenses.				
Additional Points:										
Punctuality										
Approved Additional points (with copy of approval)										
FINAL RATING					4.86					
ADJECTIVAL RATING					OUTSTANDING					

1 - quality 2 - efficiency 3 - timeliness 4 - average


Evaluated and Rated by:


ERLINDA S. ESGUERRA
 Head, Accounting Office
 Date: _____

Recommending Approval:


LOUELLA C. AMPAC
 Director, Finance Office
 Date: 2/1/20

Approved:


REMBERTO A. PATINDOL
 VP for Administration and Finance
 Date: _____

PERFORMANCE MONITORING FORMName of Employee: **LUCILYN L. TABROSA**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-all Assessment of Output**	Remarks/Recommendation
1	Pre-audit and posted travel cash advances and reimbursements	Pre-audited and posted travel cash advances, reimbursements.	Daily	30 minutes after receipt	15 minutes after receipt	Impressive	Very Satisfactory	
2	Sent out demand letters for unliquidated travel cash advances and refundable amount for travel	Demand letters were sent for unliquidated CA and refundable amount	End of the month	30 days after travel	30 days after travel	Impressive	Very Satisfactory	
3	Pre-audit payroll for JO, regular, casual employees	Audited payroll for JO, regular, casual employees	Per Quincina	15 minutes after receipt	10 minutes after receipt	Very Impressive	Outstanding	
4	Pre-audit payment for lodging, telephone, department/center billings, cater/meals payments,	Pre-audited payment for lodging, telephone, department/center billings, cater/meals payments.	Weekly	15 minutes after receipt	10 minutes after receipt	Very Impressive	Outstanding	
5	Pre-audit honorarium and overtime pay of VSU regular and casual employees	Pre-audited honorarium and overtime pay of VSU regular and casual employees	Every end of the month	15 minutes after receipt	10 minutes after receipt	Very Impressive	Outstanding	

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


ERLINDA S. ESGUERRA
 Head, Accounting Office

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July 1-Dec. 31, 2019

Name of Staff: **Lucilyn L. Tabrosa** Position: Administrative Aide 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					
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	58				
Average Score	4.83				

Overall recommendation : _____


ERLINDA S. ESGUERRA
Name of Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LUCILYN L TABROSA
Performance Rating: Outstanding

Aim: Effective delivery of administrative service

Proposed Interventions to Improve Performance:

Date: January 1 Target Date: October, 2019

First Step:
Training on financial management

Result
Improved performance


Date: _____ Target Date: _____

Next Step:
Recommend for Promotion

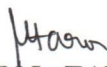
Outcome: _____

Final Step/Recommendation:

Prepared by:


ERLINDA S. ESGUERRA
Unit Head

Conforme:


LUCILYN L. TABROSA
Name of Ratee Faculty/Staff