



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **TIFANNY P. BAGUIO**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.85	70%	3.395
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	5	30%	1.5
TOTAL NUMERICAL RATING			4.895

TOTAL NUMERICAL RATING: 4.895

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

FINAL NUMERICAL RATING _____

ADJECTIVAL RATING: Outstanding

Prepared by:


TIFANNY P. BAGUIO
Name of Staff

Reviewed by:


MARIA JULIET C. CENIZA
Department/Office Head

Recommending Approval:


MARIA JULIET C. CENIZA
Director, ViCARP

Approved:


MARIA JULIET C. CENIZA
Vice President for Research and Extension

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Tiffany P. Baguio of the Visayas Consortium for Agriculture, Aquatic and Natural Resources Program (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 July to December, 2023.

TIFANNY P. BAGUIO

Ratee

1/18/2024

Approved:

MARIA JULIET C. CENIZA

Head of Unit

1/18/2024

MFO and PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Research Administration Services	100% of administrative documents approved/acted within one day from receipt	Receives/ records appointments of J.Os project/study leaders, travel orders, leave applications, DTRs, leave status, clearances, reimbursements/liquidation of cash advances/PRs, RIS, vouchers, OICship and official communications	60	80	5	5	5	5	
		Prepares appointment of Job Orders; payrolls, vouchers, RIS, PRs, PJRs, Trip tickets, POs, Abstract of Quotations, Travel documents, OICship, Application for Leave, Liquidation, Inspection Report, Canvass Papers, etc	60	100	5	5	5	5	
		Encodes and print official communications.	100	100	5	5	5	5	
		Help delivers office communications/papers to concerned	30	40	4.5	5	5	4.5	

		offices/dept./centers/individuals.							
		Facilitates preparation for accommodation of meals/snacks of visitors specially during meetings.	30	40	5	5	5	5	
Efficient and customer friendly frontline service	Zero percent complaint from client served	Officers of the hours			4.5	4.5	5	4.5	
New Initiative	Percentage of VICARP Support Services	Maintains webpage of ViCARP, send out communication to Member Agencies, posted updates of activities at ViCARP Facebook page.	100	100	5	5	5	5	
Total Over-all Rating								4.85	

Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING	4.85	
ADJECTIVAL RATING	Outstanding	

Comments & Recommendations for Development Purpose:
Hardworking & Comendable negotiator.

Evaluated & Rated by:

Recommending Approval:

Approved by:

MARIA JULIET C. CENIZA

Dept./Unit Head

Date: 1/18/24

MARIA JULIET C. CENIZA

Dean/Director

Date: 1/18/24

MARIA JULIET C. CENIZA

Vice President, R E & I

Date: 1/18/24

1 – Quality 2 – Efficiency 3 – Timeliness 4 – Average



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-December 2023

Name of Staff: TIFANNY P. BAGUIO

Position: ADMIN. AIDE IV

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						
Average Score						

Overall recommendation : _____


MARIA JULIET C. CENIZA
 Director, VICARP

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: TIFANNY P. BAGUIO
Performance Rating: Outstanding

Signature: 

Aim: To ensure good quality performance in the workplace.

Proposed Interventions to Improve Performance:

Date: July 1, 2023

Target Date: December 31, 2023

First Step:

1. Constant follow-up of the plans and targets
2. Encourage to attend activities for capability building

Result:

1. Problems and issues are immediately addressed
2. Enhance the capacity and ability to perform the tasks assigned, especially in the consortium's knowledge management and event management

Date: January 1, 2024

Target Date: June 30, 2024

Next Step:

Empowering the staff to excel in her workplace in order to contribute for the betterment of the consortium and for the host university

Outcome: Employee is capacitated and abled enough to deliver services which are needed by the clients.

Final Step/Recommendation:

Provide opportunity for continuous learning and capability development.

Prepared by:

MARIA JULIET C. CENIZA
Unit head

Conforme:

TIFANNY P. BAGUIO
Name of Ratee Faculty/Staff