



**Annex P**

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

Name of Administrative Staff: ARTEMIO T. NAYRE

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.87	70%	3.41
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.47
<b>TOTAL NUMERICAL RATING</b>			<b>4.88</b>

TOTAL NUMERICAL RATING: 4.88

Add: Additional Approved Points, if any:           

TOTAL NUMERICAL RATING:           

FINAL NUMERICAL RATING 4.88

ADJECTIVAL RATING:           

Prepared by:

**ARTEMIO T. NAYRE**  
Name of Staff

Reviewed by:

**SANTIAGO T. PENA, JR.**  
VP for Research, Extension & Innovation

Recommending Approval:

**SANTIAGO T. PENA, JR.**  
Vice President for Research, Extension & Innovation

Approved:

**SANTIAGO T. PENA, JR.**  
Vice President for Research, Extension & Innovation

Visayas State University  
OFFICE OF THE VICE PRESIDENT FOR RESEARCH AND EXTENSION  
Visca, Baybay City, Leyte

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

I, **ARTEMIO T. NAYRE**, of the Office of the Vice President for Research, Extension and Innovation (OVPREI) 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 2024.

**ARTEMIO T. NAYRE**  
Administrative Aide III  
Date: 7/18/24

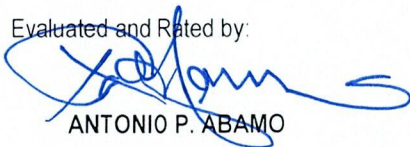
**SANTIAGO T. PENA, JR.**  
VP, Res., Extn. & Innovation  
Date: 7/22/24

MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
1	Research and Extension Administration Services	Number of dispatched trips driven safely and passengers conducted/fetched to and from the destination.	Conducts and fetches passengers inside and outside VSU campus.	Outside – 52 & w/n campus - 83	Outside – 66 & w/n campus - 92	5	5	5	5	
		100% of the repaired and maintained of the OVPREI vehicle.	Repairs and maintainance of the vehicle/physical facilities.	93% repaired/ma	100% maintained	5	5	5	5	
		100% of office documents delivered in the absence of the regular messenger and other requesting offices when travel outside the campus.	Delivers RDE documents in the absence of the regular messenger and other requesting offices who will request to send their documents to other agencies/office outside the VSU campus.	70% docs delivered	87% docs delivered	4.9	4.8	4.8	4.83	
		100% of assisting documents in the RDEI; assists/facilitates and acts of the requests on the minor repairs and other things that needs to attain in the office.	Assists in the performance of works of the office; facilitates/acts the requests in the office such as to purchase supplies & materials needed for t.e repairs and in the office.	75% docs accomplished	88% docs accomplished	5	5	4	4.67	



		Number of meetings, trainings, in-house reviews, workshops, exhibits/agro-fairs facilitated/assisted	Assists/facilitates trainings, reviews, symposium; exhibits team to install, display the exhibit products/materials as well as demolish of products and booth after the event.	4 assisted/facilitated	7	4.5	4.8	4.7	4.67	
		Other tasks assigned by supervisor/superiors	Performs other tasks assigned by the supervisor/superior.	93% performed tasks	99% tasks performed	5	4.9	4.8	4.9	
	Frontline Services	Efficient and customer-friendly best practices/new initiatives	Zero percent complaint from client serves	95%	100%	5	5	5	5	
Total Over-all Rating									34.07	
Average Rating									4.87	
Adjectival Rating										
Average Rating (Total Over-all rating divided by 4)				4.87		Comments & Recommendations for Development Purpose: <i>good interpersonal skills!</i>				
Additional Points:										
Punctuality										
Approved Additional points (with copy of approval)										
FINAL RATING				4.87						
ADJECTIVAL RATING										

Evaluated and Rated by:

  
ANTONIO P. ABAMO

Director for Extension

Date: 7/18/24

1 - quality

Recommending Approval:

  
SANTIAGO T. PENA, JR.

VP, Res., Extn. & Innovation

Date: 7/22/24

2- Efficiency

3- Timeliness

Approved:

  
SANTIAGO T. PENA, JR.

Vice Pres. for Research, Extension and Innovation

Date: 7/22/24

4 - Average



**Instrument for Performance Effectiveness of Administrative Staff**

Rating Period: JANUARY – JUNE 2024

Name of Staff: ARTEMIO T. NAYRE

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	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					
Average Score	4.92				
Overall recommendation:					

  
**ANTONIO P. ABAMO**  
 Immediate Supervisor

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ARTEMIO T. NAYRE

Performance Rating: Outstanding

Aim: To maintain an efficient work performance as Driver.

Proposed Interventions to Improve Performance:

Date: January 1, 2024

Target Date: June 30, 2024

First Step:

1. Record or make a schedule of all official travels.
2. Ensure that the vehicle is always in good running condition.

Result:

1. Systematic recording of scheduled trips.
2. Safety of passengers and safe travel.
3. Fetch passenger(s) ahead of time departure.

Date: July 1, 2024

Target Date: December 31, 2024

Next Step:

1. Assists the head/in-charge in the over-all activity of the office as support staff and render overtime work/travel as the need arises.

Outcome:

1. Efficient in the office operations.

Final Step/Recommendation:

1. Recommended for promotion/elevation.

Prepared by:

SANTIAGO T. PENA, JR.

VP for Research, Extension and Innovation

Conforme:

ARTEMIO T. NAYRE

Name of Ratee Faculty/Staff