

Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF

Name of Administrative Staff: MARIA FE A. BASLAN


Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.88	4.88 x 70%	3.42
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	4.92 x 30%	1.48
TOTAL NUMERICAL RATING			4.90

TOTAL NUMERICAL RATING: 4.90
Add: Additional Approved Points, if any: 0.00
TOTAL NUMERICAL RATING: 4.90

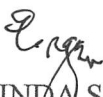
FINAL NUMERICAL RATING 4.90

ADJECTIVAL RATING: OUTSTANDING

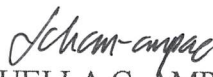
Prepared by:


MARIA FE A. BASLAN
Name of Staff


Reviewed by:


ERLINDA S. ESGUERRA
Department/Office Head

Recommending Approval:

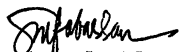

LOUELLA C. AMPAC
Director for Finance

Approved:



REMBERTO A. PATINDOL
Vice Pres. for Admin & Finance

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Maria Fe A. Baslan, of the Accounting Office 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-June, 2018.


MARIA FE A. BASLAN
 Ratee

Approved:


ERLINDA S. ESGUERRA
 Head of Unit

MFO & PAP's	Success Indicators	Tasks Assigned	2018 Target Jan.-June	Percentage of Accomplishments As of June, 2018	Details of Accomplishment (quantity)	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
Administrative and Support Services & Management	Number of certification for all types of loans prepared.	1.Prepared certification for all types of loans and premiums of GSIS, Pag-ibig, Private banks and net pay of employees.	135 cert.	1.10	149 certification	5	5	5	5.00	
Administrative and Support Services & Management	Number of voucher/withdrawal for student in all types of scholarship prepared.	2. Prepared vouchers for refund of students and prepared also vouchers for w/drawal of student in all types of scholarships.	600 vouchers	1.11	667 vouchers refund/wdrawal of student	5	5	5	5.00	
Administrative and Support Services & Management	Number of vouchers for refund of faculty & staff employees prepared.	3. Prepares voucher for refund of faculty and staff employees (GSIS, Pagibig & Private banks).	80 vouchers	1.18	95 vouchers of refund of faculty/staff	5	5	5	5.00	
Administrative and Support Services & Management	Number of certification/communication prepared	4.Prepared certification/communication as to the last salary received of employees (benefits received)	20 certification./com.	1.45	29 certification/comm unication	5	5	5	5.00	
Administrative and Support Services & Management	Number of part time instructors posted.	5. Posted all salary/benefits of all part time instructors.	284 part time instr.	1.09	310 posted of part time instructors	5	5	5	5.00	
Financial Reports	Number of document/OR photocopy.	6. Xerox /photocopy the philhealth, GSIS,Pag-ibig remittances (all official receipts/doc. for accounting file)	20 cps/month	1.5	30 cps./mo. & 15 min. upon arrival of document	5	5	5	5.00	

	Number of student	7. Assigned as Cashiering Services (enrollment time)	185 student	1.08	200 student in payment	4	4	4	4.00	
	every time task assigned	8.Do other task assigned from time to time.	7 times	1.42	10 times task assigned	5	5	5	5.00	
Total Over-all Rating									39.00	
entries)						8	Comments & Recommendations for Development Purpose: <i>To attend training in records management</i>			
Additional Points:										
Punctuality										
Approved Additional points (with copy of approval)										
FINAL RATING						4.88				
ADJECTIVAL RATING										

Evaluated and Rated by:

Esguerra
ERLINDA S. ESGUERRA
Head, Accounting Office

Recommending Approval:

Louella C. Ampac
LOUELLA C. AMPAC
Director for Finance

Approved:

Remberto A. Patindol
REMBERTO A. PATINDOL
Vice Pres. For Admin. & Fina Finance

Date: _____

1 - quality
2 - efficiency

Date: _____

3 - timeliness
4 - average

Date: _____

Date: _____

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: Jan. 1-June 30, 2018
Name of Staff: Maria Fe Baslan Positon: Administrative 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	59				
Average Score	4.92				

Overall recommendation : _____


ERLINDA S. ESGUERRA
Name of Head

PERFORMANCE MONITORING FORM


Name of Employee: MARIA FE A. BASLAN

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	Prepared cert. for all types of loans & prem.of GSIS/Pagibig/Private banks & net pay of employees.	Certification prepared, signed & released.	daily	3 hrs. upon receipt	1-hr upon receipt	Very Impressive	Outstanding	
2	Prepared vouchers for refund/w-drawal of student in all types of scholarships.	Vouchers prepared, signed and released	daily	30 min. upon receipt	15 mins.	Impressive	Very Satisfactory	
3	Prepared vouchers for refund of faculty & staff employees (GSIS, Pagibig & Private banks).	Vouchers prepared , signed and released	daily	30 min. upon receipt	15 mins.	Very Impressive	Outstanding	
4	Posted all salary payroll/benefits of all part time instructors.	Salary payroll posted, signed and released	every quincena	1-hr. as doc receipt	30 mins.	Very Impressive	Outstanding	
5	Prepared cert./communication as to the last salary received of employees (benefits received).	Communication/cert. prepared & processed.	daily	daily	daily	Very Impressive	Outstanding	
6	Reproduction of documents/OR photocopy(GSIS/Pagibig/Philhealth)	Reproduced ORI/Acctg. file	every month	1-day	half day	Very Impressive	Outstanding	

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

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

Prepared by:


ERLINDA S. ESGUERRA
 Office Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARIA FE BASLAN
Performance Rating: Outstanding

Aim: Effective delivery of administrative service

Proposed Interventions to Improve Performance:

Date: January 1 Target Date: October 30, 2018

First Step:
In-house training on records management

Result:

Date: _____ Target Date: _____

Next Step:

Outcome: _____

Final Step/Recommendation:

Prepared by:

ERLINDA S. ESGUERRA
Unit Head