



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

**Annex P**

Name of Administrative Staff: **BENJAMIN V. CASTAÑAS**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.13	70%	2.89
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.66	30%	1.39
<b>TOTAL NUMERICAL RATING</b>			<b>4.28</b>

TOTAL NUMERICAL RATING: \_\_\_\_\_

Add: Additional Approved Points, if any: \_\_\_\_\_

TOTAL NUMERICAL RATING: \_\_\_\_\_

FINAL NUMERICAL RATING 4.28

ADJECTIVAL RATING: Very Satisfactory

Prepared by: \_\_\_\_\_

**VINCENT PAUL C. ASILOM**  
Name of Staff

Reviewed by: \_\_\_\_\_

**MARLON G. BURLAS**  
Department/Office Head

Recommending Approval: \_\_\_\_\_

**MARIO LILIO P. VALENZONA**  
Dean/Director

OIC, 09/25/20

Approved: \_\_\_\_\_

**REMBERTO A. PATINDOL**  
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Benjamin Castañas, of the HELVMU/GSD 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, 2020

  
**BENJAMIN V. CASTAÑAS**  
 HEO II

Approved:   
**MARLON G. BURLAS**  
 Head, HELVMU

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
UMFO 6. General Administration and Support Services									
HELVMU MFO 1. Ground Improvement (New Construction, etc.)									
	P1 1: No. of ground filled up, scraped, cleared & improved	. Excavation; widening; clearing; loading . Excavation; uprooting; loading; clearing . Loading; filling; scraping; hauling; clearing . Culvert installation; scraping . Loading; leveling; scraping; clearing . Loading; scraping; leveling; loading of sand	6	7	4	5	4	4.33	. VSU MARKET . VSU BEACH GARDEN . VSU GYM . Garbage area . Pangasugan area . PCC . Ansci
HELVMU MFO 2. Maintenance and Repair.									
	P2 1: No. of transmission/ differential repair	. Hydraulic cylinder, swing motor repair, underchassis repair, brake system repair, fuel pump repair, radiator hose repair	4	8	5	5	4	4.66	. Backhoe . Payloader . Ford Tractor . Fire Truck . Elf 350 . Elf 250

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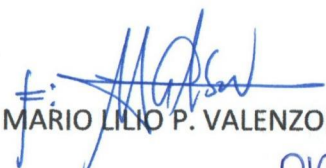
Total Over-all Rating								20.65	
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Average Rating (Total Over-all rating divided by 4)		4.13
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		
ADJECTIVAL RATING		VERY SATISFACTORY

• **Comments & Recommendations for Development Purpose:**

\* basic occupation of safety & health

  
**MARLON G. BURLAS**  
 Dept/Unit Head

  
**MARIO LILIO P. VALENZONA**  
 Dean/Director OIC, 09/25/20

  
**REMBERTO A. PATINDOL**  
 Vice President

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

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

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

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



## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January – June 2020

Name of Staff: Benjamin V. Castañas

Position: HEO II

**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		56				

**Vision:**  
**Mission:**

A globally competitive university for science, technology, and environmental conservation.  
Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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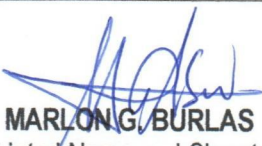
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B. Leadership & Management (For supervisors only to be rated by higher supervisor)		Scale				
1. Demonstrates mastery and expertise in all areas of work to gain trust, respect and confidence from subordinates and that of higher superiors	5	4	3	2	1	
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 : \_\_\_\_\_

  
**MARLONG G. BURLAS**  
 Printed Name and Signature  
 Head of Office

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: BENJAMIN V. CASTAÑAS

Performance Rating: January – June 2020

Aim: Awareness on Safety & Health at Workplace

Proposed Interventions to Improve Performance:

Date: January 17, 2020      Target Date: April 3, 2020

First Step:

Orientation on safe and unsafe condition

Result:

Safe heavy equipment operations

Date: April 17, 2020      Target Date: June 30, 2020

Next Step:


Materials handling and storage

Outcome: Orderliness at respective equipment


Final Step/Recommendation:

Awareness on safety and tidiness

Prepared by:

  
MARLON G. BURLAS  
Head, Motor Pool

Conforme:

  
BENJAMIN V. CASTAÑAS  
Name of Ratee Staff