



## COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

### Annex P

Name of Administrative Staff: Generoso L. Vequizo

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.22	70%	2.95
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.75	30%	1.42
TOTAL NUMERICAL RATING			4.47

TOTAL NUMERICAL RATING: 4.47

Add: Additional Approved Points, if any: --

TOTAL NUMERICAL RATING: 4.47

FINAL NUMERICAL RATING 4.47

ADJECTIVAL RATING: **VERY SATISFACTORY**

Prepared by:

Generoso L. Vequizo  
Name of Staff

Reviewed by:

Lilian B. Nuñez  
Department/Office Head

Recommending Approval:

Moises Neil V. Serino  
College Dean

Approved:

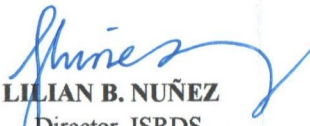
Beatriz S. Belonias  
Vice President for Academic Affairs

## Individual Performance Commitment and Review Form (IPCR)

I, GENEROSO L. VEQUIZO, of the **INSTITUTE FOR STRATEGIC RESEARCH AND DEVELOPMENT STUDIES** commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July-December, 2021.

  
**GENEROSO L. VEQUIZO**  
Ratee

Approved:

  
**LILIAN B. NUÑEZ**  
Director, ISRDS  
January 15, 2021

MFOs/PAPs	Success Indicators	Tasked Assigned	Target	Accomplishment	Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	Remarks
<b>Administrative Support Services</b>									
Efficient and customer-friendly frontline service	0% complaint from client served	Clients served	100% no complaint	90%	5	5	5	5	
Driving Services	Number of passengers delivered/ conducted safely ontime	conducted & fetched staff and visitors	300	40	4	4	4	4	Very few passengers due to travel restrictions.
Maintenance of vehicle	Number of times vehicle maintained/cleaned	maintained and cleaned vehicle	110	20	4	4	4	4	Less maintenance and cleaning needed due to less travels/use of vehicle.
<b>Others</b>									
Maintenance of ISRDS building and lawn.	Number of times lawn maintained/cleaned.	maintained and cleaned lawn	40	24	5	4	4	4.33	

	Number of times building and offices maintained & cleaned	maintained and cleaned offices and rooms	120	120	5	5	5	5
Messengerial services	Number of documents delivered and facilitated	delivered documents	100	50	3	3	3	3
<b>Total Over-all rating</b>				25.33				
Average Rating (Total over-all rating divided by 4)				4.22				
Additional Points:								
Approved Additional points (with copy of approval)								
<b>FINAL RATING:</b>								
<b>ADJECTIVAL RATING:</b>								

**Comments & Recommendations for Development Purpose:**

Thanks for your great job of maintaining the cleanliness of the ISRPS bldg & surroundings!

Happy retirement!

Evaluated & Rated by:

Recommending Approval

Approved:

**LILIAN B. NUÑEZ**

Dept./Unit Head

Date: January 14, 2022

**MOISES NEIL V. SERIÑO**

Dean

Date: 1/21/22

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: 1/21/22

1- Quality

2- Efficiency

3- Timeliness

4- Average





## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-December 2021

Name of Staff: Generoso L. Veqizo - Administrative Aide 4/Driver

**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

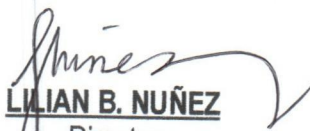
A. Commitment (both for subordinates and supervisors)		Scale				
1.	Demonstrates sensitivity to client's needs and makes the latter's experience in transacting business with the office fulfilling and rewarding.	5	4	3	2	1
2.	Makes self-available to clients even beyond official time	5	4	3	2	1
3.	Submits 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>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					57
Average Score					4.7

Overall recommendation

: Thanks for the hard work in maintaining the cleanliness of ISKDS building & its surroundings!

  
**LILIAN B. NUÑEZ**  
 Director

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Generoso L. Verquiza  
Performance Rating: \_\_\_\_\_

Aim: \_\_\_\_\_

Proposed Interventions to Improve Performance:

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

First Step:

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Result:

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

Next Step:

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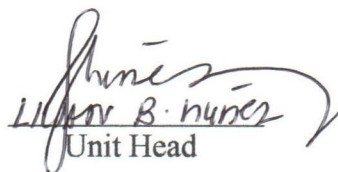
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Outcome: \_\_\_\_\_

Final Step/Recommendation:

Not applicable - Retirement from government service: Feb. 1, 2022

Prepared by:

  
Lilia B. Reyes  
Unit Head

Conforme:

Generoso L. Verquiza  
Name of Ratee Faculty/Staff