

COMPUTATION OF FINAL INDIVIDUAL RATING
ADMINISTRATIVE STAFF

Name of Administrative Staff: Lucio Pole Jr.

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1 Numerical Rating per IPCR	4.44	70%	3.108
2 Supervisor/Head's Assessment of his contribution towards attainment of office accomplishment	4.75	30%	1.425
TOTAL NUMERICAL RATING			4.533

TOTAL NUMERICAL RATING:4.533

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:4.533

FINAL NUMERICAL RATING:4.533

ADJECTIVAL RATING:VS

Prepared by:

MARIO LILIO VALENZONA
Immediate Supervisor

Recommending Approval:

MARIO LILIO VALENZONA
Director, GSD


Approved:

REMBERTO A. PATINDOL
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **LUCIO C. POLE JR.**, of the **GENERAL SERVICES DIVISION** commits to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period: **January - June 2019**

Approved:


LUCIO C. POLE JR.
Ratee

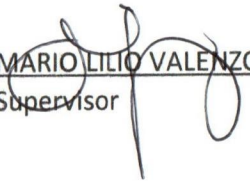

MARIO LILIO VALENZONA
Director, GSD

MFO & Performance Indicators	Success Indicator	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 1: Foreman Project Supervision	PI 1: Monthly Accomplishments	Supervise assignments of workers of on going	40 J.O workers	45 J.O workers	5	5	4	4.67	
		Maintenance and Construction Projects	6 on going project	8 on going project	5	4	4	4.33	
		Survey and inspection VSU Buildings	30	40	5	4	4	4.33	
Total:									
Total Over-all Rating								13.33	
Average Rating (Total Over-all rating divided by 1)				4.44	Comments & Recommendations for Development Purpose: <i>Basic Occupational Safety & Health Training</i>				
Additional Points:									
Punctuality:									
Approved Additional point (with copy of approval)									
FINAL RATING				4.44					
ADJECTIVAL RATING				VS					


Evaluate & Rated by:

Recommending Approval:

Approved by:


MARIO LILIO VALENZONA
Supervisor


MARIO LILIO VALENZONA
Director, GSD


REMBERTO A. PATINDOL
Vice President

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January to June 2019

Name of Staff: LUCIO C. POLE

Position: Foreman

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		57				

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		4.75				

Overall recommendation

MARIO LILIO VALENZONA
Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LUCIO C. POLE JR.
Performance Rating: January- June 2019

Aim: _____

Proposed Interventions to Improve Performance:

Date: _____ Target Date: _____

First Step: Attend TESDA training and seminars

Result: _____

Date: _____ Target Date: _____

Next Step: _____

Outcome: _____

Final Step/Recommendation: _____

Prepared by:

MARIO LILIO VALENZONA
Director, GSD

Conforme:

LUCIO C. POLE JR.
Retee