

COMPUTATION OF FINAL INDIVIDUAL RATING FOR  
ADMINISTRATIVE STAFF

Name of Administrative Staff: LUCILYN L. TABROSA

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.93	70%	3.45
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.75	30%	1.43
TOTAL NUMERICAL RATING			4.88

TOTAL NUMERICAL RATING: 4.88

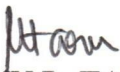
Add: Additional Approved Points, if any: \_\_\_\_\_

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

FINAL NUMERICAL RATING 4.88

ADJECTIVAL RATING: OUTSTANDING

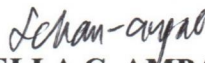
Prepared by:

  
**LUCILYN L. TABROSA**  
Name of Staff

Reviewed by:

  
**ERLINDA S. ESGUERRA**  
Department/Office Head

Recommending Approval:

  
**LOUELLA C. AMPAC**  
Dean/Director

Approved:

  
**REMBERTO A. PATINDOL**  
Vice President

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **LUCILYN L. TABROSA**, of the Accounting Office commits to deliver and agree to be rated on the attainment of the following targets and accomplishments in accordance with the indicated measures for the period January to June 2019.

**LUCILYN L. TABROSA**

Ratee

Approved:

**ERLINDA S. ESGUERRA**

Head of Unit

MFO & PAP's	Success Indicators	Tasks Assigned	2019 Target	Percentage of Accomplishments	Details of Accomplishment	Rating				Remarks
						Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Disbursement/ Processing Services	Number of cash advance. Reimbursements audited	Pre-audited and posted travel cash advances, reimbursements and liquidations.	1,000	1.75	1,750	5	5	4	4.67	
	Number of demand letter sent out	Sent out demand letters for unliquidated travel cash advances, refundables and petty cash/supplies.	30	1.50	45	5	5	5	5.00	
	Number of payrolls audited	Audited payroll for Regular, Casual and Job Order Employees	1,500	1.41	2,120	5	5	5	5.00	
	Number of payments audited	Audited payments for lodging, telephone bills, deparment/center billings, caters/meals payments.	900	1.24	1,120	5	5	5	5.00	
	Number of honorarium audited	Audited honorarium and overtime pay of VSU regular and casul employees.	120	1.67	200	5	5	5	5.00	
<b>Total Over-all Rating</b>									<b>24.67</b>	
Average Rating (Total Over-all rating divided by # of entries)					4.93	<b>Comments &amp; Recommendations for Development Purpose:</b>  To attend training for updates on audit of expenses.				
Additional Points:										
Punctuality										
Approved Additional points (with copy of approval)										
FINAL RATING					<b>4.93</b>					
ADJECTIVAL RATING					Outstanding					

Received by:

**MS. ERLINDA S. ESGUERRA**

Head, Accounting Office

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

Recommending Approval:

**MS. LOUELLA C. AMPAC**

Director, Finance

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

Approved:

**REMBERTO A. PATINDOL**

Vice President, Administration & Finance

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

- 1 - quality
- 2 - efficiency
- 3 - timeliness
- 4 - average



## Annex O

### Instrument for Performance Effectiveness of Administrative Staff

Rating Period: Jan 1-June 30, 2019

Name of Staff: **Lucilyn L. Tabrosa** 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					
<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	58				
Average Score	4.83				

Overall recommendation : \_\_\_\_\_

  
ERLINDA S. ESGUERRA  
Name of Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LUCILYN L TABROSA  
Performance Rating: Outstanding

Aim: Effective delivery of administrative service

Proposed Interventions to Improve Performance:

Date: January 1 Target Date: October, 2019

First Step:  
Training on financial management

Result  
Improved performance


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

Next Step:  
Recommend for Promotion

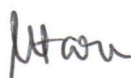
Outcome: \_\_\_\_\_

Final Step/Recommendation:

Prepared by:

  
ERLINDA S. ESGUERRA  
Unit Head

Conforme:

  
LUCILYN L. TABROSA  
Name of Ratee Faculty/Staff