



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P


Name of Administrative Staff: RAQUEL H. DOHILING

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.92	4.92 x 70%	3.444
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	4.83 x 30%	1.449
TOTAL NUMERICAL RATING			4.89

TOTAL NUMERICAL RATING: 4.89
Add: Additional Approved Points, if any: 0.00
TOTAL NUMERICAL RATING: 4.89

FINAL NUMERICAL RATING 4.89

ADJECTIVAL RATING: OUTSTANDING

Prepared by: 
RAQUEL H. DOHILING
Name of Staff

Reviewed by: 
QUEEN ENVER Y. ATUPAN
Department/Office Head

Recommending Approval: 
LOUELLA C. AMPAC
Dean/Director

Approved: 
REMBERTO A. PATINDOL
Vice President

Vision: A globally competitive university for science, technology, and environmental conservation.

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

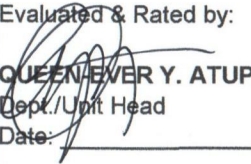

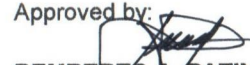
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Raquel H. Dohiling, of the Cash Division commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period of July 1, 2019 to December 31, 2019.


RAQUEL H. DOHILING
 Ratee

Approved by: 
QUEEN-EVERY V. ATUPAN
 Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Percentage of Actual Accomplishment	Rating				Remarks
						Q	E	T	A	
MFO1 ADMINISTRATION SUPPORT SERVICES & MANAGEMENT	Customer Friendly Frontline Services	Responsive and facilitated clients request.	zero complaint	zero complaint	100%	5	5	5	5.00	
MFO2 FINANCIAL MANAGEMENT : Disbursement/ Processing Services	Percentage of funds disbursed with approved documents with customer satisfaction and error free.	Reviewed & signed checks as OIC in lieu of Mrs. Corazon U. Nuevo	1,000	1,560	156%	5	5	5	5.00	
MFO3 FINANCIAL REPORT PREPARATION	Number of monthly financial reports of all funds prepared, consolidated, approved and submitted to accounting office with complete supporting document within the prescribe time, error free.	Verified & signed Report of Collections	280	300	107%	5	5	4	4.67	
MFO4 COLLECTION SERVICES	Number of collection receipted and promptly deposited on the following working day.	Receives and receipts income during peak season	5,150	23,823	462%	5	5	5	5.00	
		Deposited daily collections intact to our depository bank (by fund)	500	1,875	375%	5	5	5	5.00	
		Recorded daily collection and validated deposit slip in the cash book.	100%	100%	100%	5	5	4.5	4.83	
		Updated and monitored cash book	7	8	114%	5	5	4.5	4.83	

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Percentage of Actual Accomplishment	Rating				Remarks
						Q	E	T	A	
MFO6 INNOVATION & BEST PRACTICES SERVICES	Number of best practices achieved	Prioritized Senior Citizen/PWD and Pregnant Women in paying school fees and other services.	1	1	100%	5	5	5	5.00	
Total Over-all Rating						39.33				
Average Rating (Total Over-all rating divided by 8)		4.92		Comments & Recommendations for Development Purpose: Recommended for promotion. Attend skills development and management training for CY. 2020.						
Additional Points:										
Punctuality										
Approved additional points(with copy of approval)										
FINAL RATING		4.92								
ADJECTIVAL RATING		OUTSTANDING								
Evaluated & Rated by:  QUEEN EVER Y. ATUPAN Dept./Unit Head Date: _____			Recommending Approval:  LOUELLA C. AMPAC Dean/Director Date: _____			Approved by:  REMBERTO A. PATINDOL Vice President Date: _____				
1 - Quality		2 - Efficiency		3 - Timeliness		4 - Average				

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July – December 2019
Name of Staff: Raquel H. Dohiling Position: Administrative Officer I

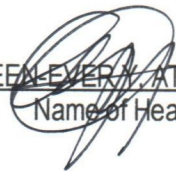
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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	58				
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	4.83				

Overall recommendation : Recommended for promotion. Attend skills development and management trainings for CY 2020.


QUEEN EVERA MATUPAN
Name of Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: RAQUEL H. DOHILING
Performance Rating: _____

Aim: To develop skills in managing collection.

Proposed Interventions to Improve Performance:

Date: November 11, 2019 Target Date: December 31, 2019

First Step: Recommend her to attend skills development and management trainings.

Result: For 2020 schedule to attend skills development and management trainings.

Date: _____ Target Date: _____

Next Step: _____


Outcome: _____

Final Step/Recommendation:

Recommended for promotion. Attend skills development and management training for CY 2020.

Prepared by:


QUEEN EVERY A. ATUPAN
Unit Head

Conforme: 
RAQUEL H. DOHILING
Name of Ratee Faculty/Staff