



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **Phloem D. Galupo**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.875	70%	3.412
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.764	30%	1.429
TOTAL NUMERICAL RATING			4.682

TOTAL NUMERICAL RATING: 4.682


Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.682

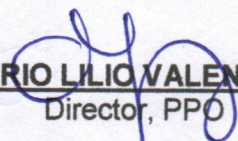
FINAL NUMERICAL RATING 4.682

ADJECTIVAL RATING: Outstanding

Prepared by:


PHLOEM D. GALUPO
Name of Staff

Recommending Approval:


MARIO LILIO VALENZONA
Director, PPO

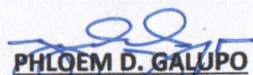
Approved:

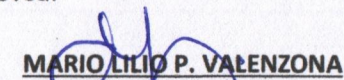

DANIEL LESLIE S. TAN
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **PHLOEM D. GALUPO**, of the **PHYSICAL PLANT OFFICE** commits to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period: **March to June 2021**

Approved:

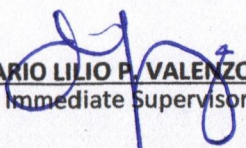

PHLOEM D. GALUPO
Ratee


MARIO LILIO P. VALENZONA
Immediate Supervisor

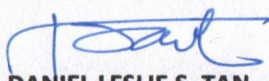
MFO & Performance Indicators	Success Indicator	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
FMO1: Maintenance Management	PI. 1-Completed plans, Program of Works and cost estimates	Attend meetings with design committee and project management	2						
		Prepare Program of Works and detailed estimates	5						
FMO2: Project Implementation	PI. 2-Implemented projects	Monitor and evaluate construction schedule of on-going projects	3						
	PI. 3- Inspected projects	Inspect on-going projects	3						
		Prepare inspection report	3						
	PI. 4- Supervised projects	Act as a Project Coordinator or Project-in-Charge							
FMO3: Maintenance Management	PI. 5- Buildings inspected for annual repair and maintenance	Inspect buidings and sites for repair and construction							
		Prepare estimates of materials for repair and maintenance							
FMO4: Other Task Assigned	PI. 6- Buildings inspected for annual repair and maintenance	Inspect buidings and sites for repair and construction							
		Prepare estimates of materials for repair and maintenance							
Total:									
Total Over-all Rating									

Average Rating (Total Over-all rating divided by 8)	0	Comments & Recommendations for Development Purpose:
Punctuality:		
Approved Additional point (with copy of approval)		
FINAL RATING	0	
ADJECTIVAL RATING	0	

Evaluated & Rated by:


MARIO LILIO P. VALENZONA
 Immediate Supervisor

Approved by:


DANIEL LESLIE S. TAN
 Vice President for Admin. And Finance



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **July- December 2021**

Name of Staff: **Phloem D. Galupo**

Position: **Engineer III**

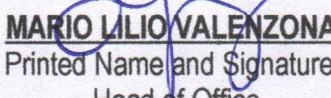
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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. 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		81				
Average Score		4.7647				

Overall recommendation : _____


MARIO LILIO VALENZONA
 Printed Name and Signature
 Head of Office

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Phloem D. Galupo

Performance Rating: _____

Aim: TO PROVIDE QUALITY & EFFICIENT SERVICE

Proposed Interventions to Improve Performance:

Date: _____ Target Date: MAY 2022

First Step: MANAGEMENT TRAINING

Result: ADDITIONAL MANAGEMENT SKILLS

Date: _____ Target Date: AUGUST 2022

Next Step: POST GRADUATE DEGREE

Outcome: EFFICIENT MANAGEMENT SKILLS

Final Step/Recommendation:

CONTINUAL SKILLS DEVELOPMENT

Prepared by:

MARIO LILIO VALENZONA
Supervisor

Conforme:

PHLOEM D. GALUPO
Name of Ratee Faculty/Staff