



Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: BONIFACIO B. OQUIAS JR.

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.33	70%	3.031
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	3.83	30%	1.149
TOTAL NUMERICAL RATING			4.18

TOTAL NUMERICAL RATING: 4.18

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.18

FINAL NUMERICAL RATING 4.18

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

B. Oquias
BONIFACIO B. OQUIAS JR.
Name of Staff 7/23/24

Reviewed by:

Rode D. Troyo
RODE D. TROYO
Department/Office Head 7/23/24

Recommending Approval:

Mario Lilio Valenzona
MARIO LILIO VALENZONA
Dean/Director 7/23/24

Approved:

Elwin Jay V. Yu
ELWIN JAY V. YU
Vice President 7/25/24



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, BONIFACIO OQUIAS JR. of the GROUND & LANDSCAPE MAINTENANCE under of the PHYSICAL PLANT OFFICE _commits
to be rated on the following targets in with the indicated measures for the period: JANUARY - JUNE 2024

B. Oquias
BONIFACIO OQUIAS
Ratee 7/23/24

Approved:

Roden D. Troyo
RODEN D. TROYO
Head of Unit 7/23/24

MFO & Performance Indicators	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
FMO1 Cleaning of VSU Campus	PI 1.1 No. of Area Maintained	Maintained the campus grounds and surroundings by sweeping, mowing, underbrushing, trimming and pruning of headges, and weeding.	5	5	5	4	4	4.33	
	PI 1.2 No. of venue preparation of different activities of the university.	Assisted in venue preparation of defferent activities of the university.	20	15	5	4	4	4.33	
	PI 1.3 Helped in the maintenance of the clealiness of COA office and beautification in the campus ground and surroundings	Helped in the cutting of damaging and destructive trees within the campus.	25	20	5	4	4	4.33	
	PI 1.4 Attended to the request of higher official and other departments of the VSU	Helped in the maintenance of the clealiness and beautification in the campus ground and surroundings	15	10	5	4	4	4.33	
	PI 1.5 Performed other duties as maybe assigned by the president of highr officials of the VSU		5	5	5	4	4	4.33	
Total Over-all Rating								21.67	
Average Rating (Total Over-all rating divided by 4)				4.33	Comments & Recommendations for Development Purpose:				
Additional Points:									
Punctuality:					Basic occupational safety and health				
Approved Additional point (with copy of approval)									
FINAL RATING				4.33					
ADJECTIVAL RATING				VS					

Evaluate & Rated by:

Roden D. Troyo

Supervisor

Date: 7/23/24

1-quality 2-Efficiency 3-Timeliness 4-Average

Recommending Approval:

Mario Lilio Valenzona

Director, PPO

Date: 7/23/24

Approved by:

Elwin Jay V. Yu

VP. For Adm. & Finance

Date: 7/25/24

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2nd	
	3rd	
	4th	

Name of Office : ILE (PPO)

Head of Office: JOHN ALLAN A. GULLES

Number of Personnel: 4

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Meeting with staff. March 16, 2024			
Coaching	Staff in-charge in the submission of materials				

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

Noted by:


JOHN ALLAN A. GULLES
Immediate Supervisor


MARIO LILIO VALENZONA
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **BONIFACIO B. OQUIAS JR.**

Performance Rating: JANUARY- JUNE 2024

To develop skills and abilities in the organization needed to effectively performed the task.

Proposed Interventions to Improve Performance:

Date: March 2024 Target Date: May 2024

First Step: Working as a team

Result: Improve intra-personal relationship

Date: JANUARY 2023 Target Date: JUNE 2023


Next Step: Collaboration in the organization

Outcome: Building a working team


Final Step/Recommendation:

Effectively delivered the required service

Prepared by:


RODEN D. TROYO
Supervisor 7/23/24

Conforme:


BONIFACIO B. OQUIAS JR.
Name of Ratee Faculty/Staff
7/23/24



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January _ June 2024

Name of Staff: BONIFACIO B. OQUIAS JR.

Position: Admin. Aide I

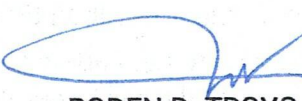
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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		46				
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		3.83				
Overall recommendation:						


RODEN D. TROYO
 Immediate Supervisor

7/23/24