

COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF

Name of Administrative Staff: TEOFILO C. GOFREDO

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.82	0.70	3.37
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	0.30	1.45
TOTAL NUMERICAL RATING			4.82

TOTAL NUMERICAL RATING: _____
Add: Additional Approved Points, if any: _____
TOTAL NUMERICAL RATING: _____

ADJECTIVAL RATING: _____

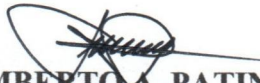
Prepared by:


TEOFILO C. GOFREDO
Name of Staff

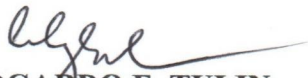

Reviewed by:


ALICIA M. FLORES
Department/Office Head

Recommending Approval:


REMBERTO A. PATINDOL
Chairman, PMT


Approved:


EDGARDO E. TULIN
President 

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Teofilo C. Gofredo**, of the Procurement Services Management Office, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 2016.


TEOFILO C. GOFREDO
 Ratee


ALICIA M. FLORES
 Head - SPPMO

UMFO 6: General Administrative and Support Services									
OVPAF MFO 6: Procurement Services									
SPPMO MFO1: Administrative and Support Services Management									
MFO/PAPS	Program/Activities Undertaken	Task Assigned	Accomplishment		Rating				Remarks
			Target	Actual	Q ¹	E ²	T ³	A ⁴	
PI 1: Efficient and customer friendly Services	A.1: Frontline services	T 1: Serves and attends to cleints requests and inquiries	Zero percent complaint from clients served	Zero percent complaint from clients served	5	5	5	5.00	
PI 3: Involvement and Coordination of major university committees	A.1: BAC related activities and douments preparation as Member, BAC Secretariat	T 1: Binding of bidding documents	6	11	5	5	5	5.00	
		T 2: . Preparation of Purchase Orders and other supporting BAC documents	30	55	5	5	4	4.67	
		T 3: Attendace to meetings, Conferences and Public biddings.	15	24	5	5	5	5.00	
PSMO MFO 6.2: Procurement Process Management									
PI 2: Procurement documents peparation and processing	A.1 : Number of vouchers and other supporting documents prepared and processed	T 1: Prepares vouchers and other supporting documents payable to suppliers	1000	1384	5	5	4	4.67	
	A.2 : Number of Purchase Orders of procurement thru Public Bidding prepared and processed	T 2: Prepares Purchase Orders of procurement thru public bidding, repeat order and those	30	55	5	5	5	5.00	
	A.3: Number of RFQ's prepared for items declared as failed for 2 times during public bidding	T 3: Prepares RFQ for items declared as failed for 2 times during public bidding and recommended by the BAC for Negotiated Procurement	10	15	5	5	4	4.67	

UMFO 6: General Administrative and Support Services**OVPAF MFO 6: Procurement Services**

PI 2: Procurement documents preparation and processing	A.4 : Number of transmittal from Cebu picked up at Baybay Port	6. Pick up transmittal from Cebu at Baybay Port	40	48	5	5	5	5.00	
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PSMO MFO 6.3: Procurement Monitoring Management

PI 2: Procurement documents preparation, processing and monitoring	A.1 : Number of deliveries of S/M/E procured thru public bidding monitored and followed up.	T 1: Monitor deliveries and follow up payments of S/M/E procured thru public bidding	30	55	5	5	4	4.67	
	A.2: Number of Procurement Monitoring Report prepared	T 2: Prepares Procurement Monitoring Report (PMR)	1	1	5	5	4	4.67	
	A.3: Number of PO's with incomplete/lacking delivery monitored	T 3: Monitoring of PO's with incomplete/lacking delivery	10	15	5	5	4	4.67	
Total Over-all Rating								53.00	

Average Rating (Total Over-all rating divided by 11)			4.82
Additional Points:			
Punctuality			
Approved Additional points (with copy of approval)			
FINAL RATING			
ADJECTIVAL RATING			

Comments & Recommendations for Development Purposes:

Received by:

Calibrated by:


Recommending Approval:

Approved by:


REDEMPTA L. SORIA
Planning Office


REMBERTO A. PATINDOL
PMT


REMBERTO A. PATINDOL
Vice President


EDGARDO E. TULIN
President

Date: _____

Date: _____

Date: _____

Date: _____

1 - quality
2 - effieclency
3 - timeless
4 - average

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **JANUARY-JUNE 2016**

Name of Staff: **TEOFILO C. GOFREDO** Position: **ADMIN. 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. 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	58				
Average Score	4.83				

Overall recommendation : _____


ALICIA M. FLORES
Name of Head