



**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF**

**Annex P**

Name of Administrative Staff: **ALEX P. BAGARINAO**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.63	70%	3.24
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.42	30%	1.37
<b>TOTAL NUMERICAL RATING</b>			<b>4.61</b>

TOTAL NUMERICAL RATING: 4.61  
Add: Additional Approved Points, if any: \_\_\_\_\_  
TOTAL NUMERICAL RATING: \_\_\_\_\_

FINAL NUMERICAL RATING 4.61

ADJECTIVAL RATING: **Outstanding**

Prepared by:

ALEX P. BAGARINAO  
Name of Staff

Reviewed by:

MARIA ROBERTA S. MIRAFLOR  
Office Head

Recommending Approval:

RYSAN C. GUINOCOR  
Director, Administrative Services

Approved:

DANIEL LESLIE S. TAN  
Vice President for Administration & Finance

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ALEX P. BAGARINAO**, of the Records and Archives Office (RAO) 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 1 to June 30, 2023**.

  
**ALEX P. BAGARINAO**  
Ratee

Approved:

  
**MARIA ROBERTA S. MIRAFIOR**  
Head, Records and Archives Office

MFOs & PAPs	Success Indicators	Tasks Assigned	Targets (Jan-Dec 2023)	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
OVPAF MFO 2: ISO ALIGNED MANAGEMENT AND ADMINISTRATIVE SUPPORT SERVICES									
ODAS MFO I: ISO aligned Personnel Records Development & Management Services									
RAO MFO 1. Percentage implementation of leave benefits, compensation & other employee benefits									
PI 1: Number of leave applications, NOSI, NOSA filed within the day of receipt	A1. Effective files management	Assists in pulling out/returning/filing of 201 folders of faculty and staff from the steel	300 folders	286 personnel folders	4	4	4	4.00	during general cleaning of RAO's records room
	A2. Janitorial services	Maintains cleanliness in the office including filing cabinets, picture frames, glass doors/ boxes, ceiling, etc	100% accomplishment	100% tasks rendered and accomplished	5	5	5	5.00	Performed regular janitorial services in the office/assigned areas on working days or as the need arises
RAO MFO 3: Number of new Archival documents gathered and displayed at Archives Center									
PI 3: Number of new archival documents gathered and displayed	A4. New display materials gathered and displayed	Assists the installation of portraits/archival docs	3 display materials	11 archival photos	5	5	5	5.00	assisted the transfer and re-arrangement of historical picture frames
RAO MFO 4: Percentage of required HR accreditation evidences under PRIME-HRM level 3 maturity in RSP ready for inspection by CSC									
PI 4: Percentage of original appointments forwarded/ received by faculty and staff concerned	A5 . Messengerial services	Delivers copies of original appointments to faculty and staff concerned	100% accomplishment	100% accomplishment	5	4	4	4.33	
RAO MFO 5: No. of messengerial services provided and approved disposal of records secured									
PI 5: Number of documents delivered to different units and mails dispatched to Post Office within the day of receipt	A6. Messengerial services	Delivers memos/ circulars, notices and other issuances to different staff/offices concerned within the day of receipt	3,000 memos/circulars and other issuances	7,826 memoranda/ memo circulars and other issuances	5	5	4	4.67	Other issuances include communications and notices of salary adjustments/increments



MFOs & PAPs	Success Indicators	Tasks Assigned	Targets (Jan-Dec 2023)	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
		Delivers mails to/from Post Office and delivers official mails received from Post Office to faculty and staff concerned	250 mails dispatched to Post Office and 1,000 mails received from Post Office and delivered to office/staff concerned	451 mails dispatched to Post Office and 253 mails received from Post Office and delivered to office/staff concerned	5	4	5	4.67	
		Delivers monthly payslips to different offices/staff concerned	7,500 payslips delivered	4,926 payslips delivered different offices/staff concerned	5	4	4	4.33	

**UMFO 6: GENERAL ADMINISTRATION AND SUPPORT SERVICE**

**OVPAF MFO 2: Human Resource Management and Development**

**ASO MFO 2: Administrative and Support Services Management**

**RAO MFO 7. Efficient and customer friendly frontline services**

PI 6: Efficient and customer friendly frontline services	A7. Efficient and friendly services	Attends to the needs of clients	Zero complaint from clients served		5	5	5	5.00	
Total Over-all Rating									
Average Rating (Total Over-all Rating divided by 4)									
Additional Points:									
Punctuality									
Approved additional points (with copy of approval)									
FINAL RATING		4.63							
ADJECTIVAL RATING		Outstanding							

Comments & Recommendations for Development Purpose:

*Recommended to attend to seminars in archival of documents.*

Evaluated & Rated by:

**MARIA ROBERTA S. MIRAFLOR**

Head, Records and Archives

Date: July 3, 2023

Recommending Approval:

**RYSAN C. GUINOCOR**

Director for Administrative Services

Date: 7/14/23

Approved by:

**DANIEL LESLIE S. TAN**

Vice President for Administration & Finance

Date: 7/17/23

1 - Quality      2 - Efficiency      2 - Timeliness      4 - Average





**Instrument for Performance Effectiveness of Administrative Staff**

Rating Period: January – June, 2023

Name of Staff: **ALEX P. BAGARINAO**

Position: **ADMINISTRATIVE AIDE II**

**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

<b>A. Commitment (both for subordinates and supervisors)</b>		<b>Scale</b>				
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
<b>Total Score</b>		<b>53</b>				

<b>B. Leadership &amp; Management (For supervisors only to be rated by higher supervisor)</b>		<b>Scale</b>				
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
<b>Total Score</b>						
<b>Average Score</b>		<b>4.42</b>				

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

  
**MARIA ROBERTA S. MIRAFLOR**  
 Head, Records and Archives Office



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ALEX P. BAGARINAO

Performance Rating: January-June 2023

Aim: To improve his janitorial and messengerial services.

Proposed Interventions to Improve Performance:

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

First Step: To send him to in-house training with utility workers.

Result: No available in-house training yet.

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

Next Step: \_\_\_\_\_

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

Final Step/Recommendation:

Attendance to 5S training. Safety and Health and other maintenance skills training.

Prepared by:

MARIA ROBERTA S. MIRAFLOR

Unit Head

Conforme:

ALEX P. BAGARINAO

Name of Ratee Faculty/Staff