



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **Noel V. Borigon**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
Numerical Rating per IPCR	4.63	70%	3.24
Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.73	30%	1.42
Total Numerical Rating			4.66

TOTAL NUMERICAL RATING: **4.66**

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING **4.66**

ADJECTIVAL RATING: **Outstanding**

Prepared by:

MARIA ELSA M. UMPAD
AO II

Reviewed by:

ERLINDA A. VASQUEZ
Director

Approved:

OTHELLO B. CAPUNO
VP for R&E

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.

Exhibit B''

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR) FORM

I, **Noel V. Borigon**, Administrative Aide III of PhilRootcrops, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period Jan 1, 2019 to June 30, 2019.

NOEL V. BORIGON
Ratee

ERLINDA A. VASQUEZ
Head of Unit

Date _____

MFOs / PAPs	Success Indicators	Task Assigned	Target	Actual Accomplishment	Rating				Remarks
Administrative Services / Utility Services	No. of gates and doors opened and closed	To open and close entrance / exit gates and doors	6 doors	6 doors	Q1 5	E2 5	T3 5	A4 5	
	No. of hours consumed in monitoring of unlocked office doors, open lights and other office equipment	To check for unlocked doors, open lights and other office equipment prior to closing of the entrance and exit doors	64hours	66 hours	5	5	4	4.67	
			280 hours	290 hours	5	5	4	4.67	
	No. of hours consumed in cleaning and sweeping of dried leaves / dirt within PhilRootcrops vicinity (front yard and roads)	To sweep / clean PhilRootcrops sorroundings							
			300 hours	310 hours	5	5	5	5	
	No. of hours consumed in the landscaping of PhilRootcrops frontyard	To maintain PhilRootcrops landscape and ornamental potted plants							
			10 hours	10 hours	5	4	4	4.33	
	No. of hours consumed	To prepare the training hall for any							

	in the preparation of training hall for any activities of the Center and the University	activity (cleaning, sweeping, putting up of ornamental plants, dusting of tables etc)	65 hours	65	5	4	4	4.33	
	No. of hours consumed in garbage disposal	To dispose garbage from the garbage bin to the compost pit	6	6	5	5	4	4.67	
	No. of CR cubicles cleaned	To clean CRs of the main complex building							
Other Duties	Number of DTRs prepared	To prepare monthly DTR	6	6	5	4	4	4.33	
Total Overall Rating									4.63

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

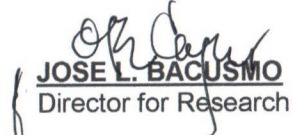
Comments & Recommendations for Development Purpose:
To attend trainings on work effectiveness, health and wellness, personality development and frontline services

Reviewed and Rated by:


ERLINDA A. VASQUEZ
 Director

Date: _____

Recommending Approval:


JOSE L. BACUSMO
 Director for Research

Date: _____

Approved by:


OTHELLO B. CAPUNO
 VP for R&E

Date: _____

1 – quality
 2 –Efficiency

3 - timeliness
 4 - Average

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: Jan 1 – June 30, 2019

Name of Staff: Noel V. Borigon

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	(5)	4	3	2	1

improvement of his work accomplishment					
12. Willing to be trained and developed	5	4	3	2	1
Total Score	4.73				
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	4.73				

Overall recommendation : Outstanding


ERLINDA A. VASQUEZ
 Director

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: PhilRootcrops

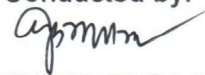
Head of Office: Dr. Erlinda A. Vasquez

Name of Personnel: Noel V. Borigon

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring <u>1st Quarter</u> <u>2nd Quarter</u> a. Monitoring of the assigned office activities	One-on-one discussion with the concerned staff regarding feedback from other personnel and visitors on the assigned office activities e,g cleaning of staff rooms, comfort room and surroundings	Meeting with staff under the Administrative Division to tackle issues (negative and positive feedback) of other PhilRootcrops personnel	Memo to attend the meeting		Negative feedback from concerned personnel were addressed e.g . dirty and smelly comfort rooms to clean and comfortable CRs /clean and well landscaped soroundings
Coaching Coaching of staff on the proper procedure in doing the assigned tasks Encouraging the staff under the Administrative Division to attend learning and development such as training offered by the University • As often as necessary	One-on-one coaching	Group coaching through meetings and even in group discussions			Positive response to the coaching activity, negative feedback on the assigned office activity were immediately addressed

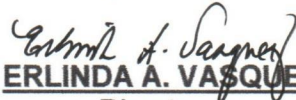
Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:



MARIA ELSA M. UMPAD
Immediate Supervisor

Noted by:



ERLINDA A. VASQUEZ
Director

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: NOEL V. BORIGON

Performance Rating: Outstanding

Aim: Clean comfort rooms and other assigned areas

Proposed Interventions to Improve Performance:

Date: January 1, 2019 Target Date: June 30, 2019

First Step:
Meeting and coaching of staff to come up with procedures on how to clean the comfort rooms properly and even other assigned areas; periodic check-up of the assigned areas

Result:
Clean CRs and other assigned areas

Date: July 1, 2019 Target Date: Dec 31, 2019

Next Step:
Periodic monitoring using the index schedule cards; surprise monitoring to verify the accomplishment

Outcome: Clean and healthy sorroundings and CRs

Final Step/Recommendation:

To maintain performance and or exceed the current performance; for recommendation to the Center's Personnel Committee as Outstanding Center Support Staff during the 2018 PhilRootcrops and VSU Anniversary.

To attend capability build-up trainings that will enhance individual skills and competencies; other trainings like health and wellness and stress management.

Prepared by:

Erlinda A. Vasquez
ERLINDA A. VASQUEZ
Director

Conforme: NS
Noel V Borigon
Name of Ratee Faculty/Staff