

COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF

Name of Administrative Staff: LUCILYN L. TABROSA

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.89	4.89 x 70%	3.42
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	4.92 x 30%	1.48
TOTAL NUMERICAL RATING			4.90

TOTAL NUMERICAL RATING: 4.90
Add: Additional Approved Points, if any: 0.00
TOTAL NUMERICAL RATING: 4.90

FINAL NUMERICAL RATING 4.90

ADJECTIVAL RATING: OUTSTANDING

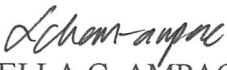
Prepared by:


LUCILYN L. TABROSA
Name of Staff


Reviewed by:


ERLINDA S. ESGUERRA
Department/Office Head

Recommending Approval:


LOUELLA C. AMPAC
Director for Finance

Approved:


REMBERTO A. PATINDOL
Vice Pres. for Admin & Finance

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **LUCILYN L. TABROSA**, of the Accounting Office commits to deliver and agree to be rated on the attainment of the following targets and accomplishments in accordance with the indicated measures for the period January to June 30, 2018.

Lucilyn L. Tabrosa
LUCILYN L. TABROSA

Ratee

Approved:

ERLINDA S. ESGUERRA

Head of Unit

MFO & PAP's	Success Indicators	Tasks Assigned	2018 Target Jan.-June	Percentage of Accomplishments As of June 30, 2017	Details of Accomplishment	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
Disbursement/ Processing Services	Number of cash advance/reimbursements audited	Pre-audit and posted travel cash advances and reimbursements	1,300	105%	1,364	5	5	4	4.67	
	Number of demand letters sent out	Sent out demand letters for unliquidated travel cash advances	100	110%	110	5	5	4	4.67	
	Number of payrolls audited	Audit payroll for JO, regular, casual employees	5,500	104%	5,695	5	5	4	4.67	
	Number of payments audited	Audit payment for lodging, telephone, department/center billings, cater/meals payments	1,900	105%	1,987	5	5	5	5.00	
	Number of honorarium audited	Audit honorarium and overtime pay of VSU regular and casual employees	500	112%	560	5	5	5	5.00	
	Number of projects controlled and monitored	Controls Project/Releases under NGAs (20201050), funded by DA-BAR, CHED,	8	125%	10	5	5	5	5.00	
	Number of documents processed	Obligates vouchers, payrolls, and PO's under NGA's accounts	80	125%	100	5	5	5	5.00	
		Earmarks PR's, Contracts, Appointments under NGA's account	20	175%	35	5	5	5	5.00	
	Number of documents endoced to BAOM System	Encode the obligated voucher, payrolls and PO's under NGAs accounts	50	160%	80	5	5	5	5.00	
Total Over-all Rating						45	45	42	44	
Average Rating (Total Over-all rating divided by # of entries)					4.89	Comments & Recommendations for Development Purpose: <i>Recommend for promotion</i>				
Additional Points:										
Punctuality										
Approved Additional points (with copy of approval)										
FINAL RATING										
ADJECTIVAL RATING					4.89					

Evaluated and Rated by

Erinda S. Esguerra
ERLINDA S. ESGUERRA
Head, Accounting Office

Recommending Approval:

Louella C. Ampac
LOUELLA C. AMPAC
Director for Finance

Approved:

Remberto A. Patindol
REMBERTO A. PATINDOL
VP for Admin. and Finance

Date: _____ Date: _____

- 1 - quality 3 - timeliness
2 - efficiency 4 - average

Date: _____

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: Jan 1-June 30, 2018

Name of Staff: Lucilyn Tabrosa Position: Administrative 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	4.92				

Overall recommendation : _____


ERLINDA S. ESGUERRA
Name of Head

PERFORMANCE MONITORING FORM

Name of Employee: LUCILYN L. TABROSA

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-all Assessment of Output**	Remarks/Recommendation
1	Pre-audit and posted travel cash advances and reimbursements	Pre-audited and posted travel cash advances, reimbursements.	Daily	30 minutes after receipt	15 minutes after receipt	Impressive	Very Satisfactory	
2	Sent out demand letters for unliquidated travel cash advances and refundable amount for travel	Demand letters were sent for unliquidated CA and refundable amount	End of the month	30 days after travel	30 days after travel	Impressive	Very Satisfactory	
3	Pre-audit payroll for JO, regular, casual employees	Audited payroll for JO, regular, casual employees	Per Quincina	15 minutes after receipt	10 minutes after receipt	Very Impressive	Outstanding	
4	Pre-audit payment for lodging, telephone, department/center billings, cater/meals payments,	Pre-audited payment for lodging, telephone, department/center billings, cater/meals payments.	Weekly	15 minutes after receipt	10 minutes after receipt	Very Impressive	Outstanding	
5	Pre-audit honorarium and overtime pay of VSU regular and casual employees	Pre-audited honorarium and overtime pay of VSU regular and casual employees	Every end of the month	15 minutes after receipt	10 minutes after receipt	Very Impressive	Outstanding	

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


ERLINDA S. ESGUERRA
 Head, Accounting Office

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LUCILYN L TABROSA
Performance Rating: Outstanding

Aim: Effective delivery of administrative service

Proposed Interventions to Improve Performance:

Date: January 1 Target Date: October, 2018

First Step:
Training on LARGE

Result
Improved performance


Date: _____ Target Date: _____

Next Step:
Recommend for Promotion

Outcome: _____

Final Step/Recommendation:

Prepared by:


ERLINDA S. ESGUERRA
Unit Head