



**Annex P**

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

Name of Administrative Staff: GASPAR S. ARPOCEPLE

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.54	70%	3.178
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.353	30%	1.3059
<b>TOTAL NUMERICAL RATING</b>			<b>4.4839</b>

TOTAL NUMERICAL RATING: 4.4839

Add: Additional Approved Points, if any:                     

TOTAL NUMERICAL RATING: 4.4839

FINAL NUMERICAL RATING 4.4839

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

GASPAR S. ARPOCEPLE

Name of Staff

Reviewed by

PHLOEM D. GALUPO

Department/Office Head

Recommending Approval:

MARLON G. BURLAS

Dean/Director

Approved:


ELWIN JAY V. YU

Vice President




# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **GASPAR S. ARPOCEPLE** of the **WATER AND SEWERAGE SYSTEM MAINTAINANCE UNIT** commits to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period: **JULY- DECEMBER 2024**

  
**GASPAR S. ARPOCEPLE**  
Ratee

Approved:

  
**PHLOEM D. GALUPO**  
Head, WSSMU


MFO & Performance Indicators	Program/Activities/Projects	Tasks Assigned	TARGET	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
MFO1-Water distribution systems for new and major repairs/renovations	PI 1.1 No. of water distribution systems in new and renovated/implemented academic and research buildings	Repairs water distribution system in VSU main Campus	4	4	5	5	4	4.67	
	PI 1.2 No. of water distribution systems in new and renovated/implemented administrative buildings		3	3	5	5	4	4.67	
MFO 2 Plumbing systems improvement and maintenance inside buildings	PI 2.1 No. of plumbing systems improvements/repairs inside academic and research buildings	Repairs water distribution system in VSU main Campus	55	45	5	5	4	4.67	
	PI 2.2 No. of plumbing systems improvements/repairs inside administrative buildings		45	40	5	4	4	4.33	
MFO3, Water distribution systems repair and maintenance outside buildings	PI 3.1 No. of water distribution systems in new and renovated/implemented IGP buildings and structures		20	15	5	4	4	4.33	
Total Over-all Rating								22.68	
Average Rating (Total Over-all rating divided by 4)				4.54	Comments & Recommendations for Development Purpose:				
Additional Points:									
Punctuality:					Basic Safety Occupational and health				
Approved Additional point (with copy of approval)									
FINAL RATING				4.54					
ADJECTIVAL RATING				VS					


Evaluate & Rated by:

Recommending Approval:

Approved by:

  
**PHLOEM D. GALUPO**  
Supervisor 2/10/25

  
**MARLON G. BURLAS**  
Director, PPO 2/10/25

  
**ELWIN JAY V. YU**  
VP. For Adm. & Finance  
2/17/25

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

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: GASPAR S. ARPOCEPLE

Performance Rating: July to December 2024

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

Proposed Interventions to Improve Performance:

Date: July 2024 Target Date: September 2024

First Step: Working as a team

Result: Improve intra-personal relationship

Date: August 2024 Target Date: October 2024

Next Step: Collaboration in the organization

Outcome: Building a working team


Final Step/Recommendation:

Effectively delivered the required service

Prepared by:

  
PHLOEM D. GALUPO  
Supervisor

Conforme:

  
GASPAR S. ARPOCEPLE  
Name of Ratee Faculty/Staff





**Instrument for Performance Effectiveness of Administrative Staff**

Rating Period: July- December, 2024

Name of Staff: GASPAR S. ARPOCEPLE

Position: Admin. Asst. 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

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		51				
<b>B. Leadership &amp; Management (For supervisors only to be rated by higher supervisor)</b>		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		23				
Average Score		4.353				
Overall recommendation:						

  
**PHLOEM D. GALUPO**  
 Immediate Supervisor