



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

**Annex P**

Name of Administrative Staff: **LES ANDRE B. PAMAOS**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.94	70%	3.46
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	5.0	30%	1.5
<b>TOTAL NUMERICAL RATING</b>			<b>4.96</b>

TOTAL NUMERICAL RATING: 4.96

Add: Additional Approved Points, if any: \_\_\_\_\_

TOTAL NUMERICAL RATING: \_\_\_\_\_

FINAL NUMERICAL RATING 4.96

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

**LES ANDRE B. PAMAOS**  
Name of Staff

Reviewed by:

**ALLEN GLENNIE P. LAMBERT**  
Department/Office Head

Recommending Approval:

**ALLEN GLENNIE P. LAMBERT**  
Executive Asst.

Approved:

**EDGARDO E. TULIN**  
President



# INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **LES ANDRE B. PAMAOS**, of the Office of the Executive Secretary commits to deliver and agree to be rated on the attainment of the following targets in accordance with indicated measures for the period January-June 2022.

**LES ANDRE B. PAMAOS**

Ratee

APPROVED:

**ALLEN GLENNIE P. LAMBERT**

Head of Office

UMFO No.	OP MFO	MFOs/PAPs	Success Indicators	Task Assigned	Target (Jan-Dec 2022)	Accomplish ment	Rating				Remarks
						Jan-June 2022	Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
UMFO 6. General Administration Support Services											
	OP MFO 1	General Administration and Support Services	Zero Complaint administrative services from clients	Provide advice to, and directs or assists clients (via email, call or actual visit) in addressing their various service demands/needs	Zero complaint from clients	Zero complaint from clients	5	5	5	5.00	
			Maintained workplace in compliance to ISO-5s	Maintain personal workspace to ISO 5s	100%	100%	5	5	5	5.00	
	OP MFO 2	Management and Executive Services	Effective and Efficient Management and Paperwork Services								
			Number of Memoranda/Special Orders/Certifications issued	Receive drafts from other offices, encode revision, and control documents	1,000	2,192	5	5	5	5.00	
			No. of documents reviewed, processed & released within the day it is acted by the President or OIC	Encode revision and control documents	14,500	8,698	5	5	4	4.67	
			No. of correspondence and reports prepared and released	Encode/format and reproduce correspondence	350	201	5	5	5	5.00	
				Prepare and submit PPMP and PR for the Office	6	10	5	5	5	5.00	
				Prepare and facilitate Trip Tickets of the Office	75	35	5	5	4	4.67	
			No. of photocopying/reproduction services	Perform photocopy services	2,000 (8,500)	2,150	5	5	5	5.00	
			Effective and Efficient Public Relations Services								
No. of MOU/MOAs forged for establishment of linkages	Package MOA ready for parcel delivery	165	151	5	5	5	5.00				




		No. of records compiled and retrievable	Compile issuances and documents of legal cases	1000 docs	2,339	5	5	5	5.00	
		<b>Effective and Efficient President's Calendar Management</b>								
		100% of committee assignments steered and complied	Facilitate/comply committee assignments	100%	100%	5	5	5	5.00	
		<i>Total Over-all Rating</i>							<b>54.33</b>	

Average Rating (Total Over-all-rating divided by 11)		<b>4.94</b>
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		<b>4.94</b>
ADJECTIVAL RATING		


**Comments and Recommendations for Development Purpose:**  
*efficient & effective in his work!  
 & very cooperative!*

Evaluated and Rated:

  
**ALLEN GLENNIE P. LAMBERT**  
 Unit Head

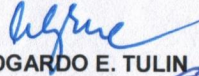
Date: \_\_\_\_\_

Recommending Approval:

  
**ALLEN GLENNIE P. LAMBERT**  
 Unit Head

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

Approved by:

  
**EDGARDO E. TULIN**  
 President

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

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



## Exhibit I


**PERFORMANCE MONITORING FORM**Name of Employee: Les Andre B. Pamaos

<b>Task No.</b>	<b>Task Description</b>	<b>Expected Output</b>	<b>Date Assigned</b>	<b>Expected Date to Accomplish</b>	<b>Actual Date accomplished</b>	<b>Quality of Output*</b>	<b>Over-all assessment of output**</b>	<b>Remarks/ Recommendation</b>
1	Control memoranda, special orders, and certifications	ISO-compliant documents	January 2022	December 2022	Jan-June 2022	Impressive	Outstanding	Sustain best practice
2	Disseminate memoranda, advisories, and other directives	Hard copy of directives, disseminated directives via IP, email, workplace	January 2022	December 2022	Jan-June 2022	Impressive	Outstanding	Sustain best practice
3	Prepare and submit Project Procurement Plan and PR for the Office	Annual Procurement Plan submitted	January 2022	December 2022	Jan-June 2022	Impressive	Outstanding	Sustain best practice

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

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

Prepared by:

  
**ALLEN GLENNIE P. LAMBERT**  
 Unit Head





## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January-June 2022

Name of Staff: Les Andre B. Pamaos Position: Admin. Aide IV

**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					60
Average Score					5

Overall recommendation : outstanding

  
**ALLEN GLENNIE P. LAMBERT**  
 Unit Head



## PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4th	

Name of Office: Office of the Executive Secy.

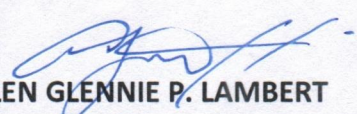
Head of Office: Allen Glennie P. Lambert

Name of Faculty/Staff: Les Andre B. Pamaos Signature: \_\_\_\_\_ Date: \_\_\_\_\_

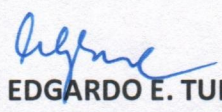
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<b>Monitoring</b> Discussion of job-related accomplishments, problems and plans	<ul style="list-style-type: none"><li>First working day of the month as needed</li></ul>				
<b>Coaching</b> Discuss ways to improve the execution of assigned tasks.	<ul style="list-style-type: none"><li>First working day of the month as needed</li></ul>				

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

Conducted by:

  
**ALLEN GLENNIE P. LAMBERT**  
 Immediate Supervisor

Verified by:

  
**EDGARDO E. TULIN**  
 Next Higher Supervisor



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Les Andre B. Pamaos

Performance Rating: January-June 2022

Aim: Improve preparation of communication and official documents.

Proposed Interventions to Improve Performance:

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

First Step: Visit legal office at VSU to interact, observe and learn best practices in preparation of official documents and visit other offices to observe protocols in reception of calls/visitors, transmission of communications and compilation of documents

Result: Identify, apply and evaluate best practices in the preparation of official documents, reception of calls/visitors, transmission of communications and compilation of documents

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

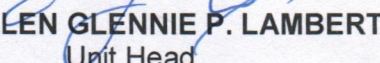
Next Step: Visit office of other universities/institutions to interact, observe and learn best practices in preparation of communication and official documents, reception of calls visitors, transmission of communications and compilation of documents

Outcome: Identify, apply and evaluate best practices learned.

Final Step/Recommendation:

Consolidate and apply proven best practices.

Prepared by:

  
**ALLEN GLENNIE P. LAMBERT**  
Unit Head

Conforme:

  
**LES ANDRE B. PAMAOS**

Ratee