

Annex P

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

Name of Administrative Staff: **ARTEMIO T. NAYRE**

| Particulars (1) | Numerical Rating (2) | Percentage Weight (3) | Equivalent Numerical Rating (2x3) |
|---|-------------------------|--------------------------|---|
| 3. Numerical Rating per IPCR | 4.65 | x 70% | 3.25 |
| 4. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments | 4.75 | x 30% | 1.42 |
| TOTAL NUMERICAL RATING | | | 4.67 |

TOTAL NUMERICAL RATING: 4.67

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.67

ADJECTIVAL RATING: 0

Prepared by:

ARTEMIO T. NAYRE
Name of Staff

Reviewed by:

EFREN B. SAZ
Director

Recommending Approval:

REMBERTO A. PATINDOL
Chairman, PMT

Approved:

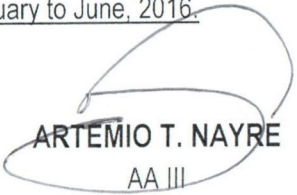
EDGARDO E. TULIN
President

Visayas State University
OFFICE OF THE VICE PRESIDENT FOR RESEARCH AND EXTENSION

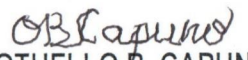
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, ARTEMIO T. NAYRE, of the Office of the Vice Pres. for Research and Extension 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 to June, 2016.


ARTEMIO T. NAYRE
AA III

Date: _____


OTHELLO B. CAPUNO
Vice Pres., RD/E

Date: _____

| MFO No. | MFO Description | Success Indicator (SI) | | Task Assigned | Target | Actual Accomplishment | Rating | | | | Remark |
|----------------------------|--|------------------------|--|--|-------------------------------|-------------------------------|---------|------------|------------|---------|--------|
| | | | | | | | Quality | Efficiency | Timeliness | Average | |
| UMFO 4. Extension Services | | | | | | | | | | | |
| | PI 1. Number of dispatched trips driven safely and passengers conducted/fetched to and from their destination. | | | Conducts and fetch passengers inside and outside VSU campus. | W/n Campus - 45; Outside - 55 | W/n Campus - 60; Outside - 80 | 5 | 5 | 5 | 0.00 | 5.0 |
| | PI 2. 100% of the repair and maintenance of the vehicle. | | | Repairs and maintenance of the vehicle/physical facilities. | 98% of repaired | 100% of repaired | 5 | 4.5 | 4.5 | 0.00 | 4.66 |
| | PI 3. 100% of office documents delivered in the absence of the regular messenger. | | | Delivers RD/E documents in the absence of the regular messenger. | 75% docs delivered | 95% docs delivered | 4.5 | 4.3 | 4.5 | 0.00 | 4.43 |
| | PI 4. 100% of RD/E documents photocopied/collated. | | | Photocopying/collating of official documents. | 78% photocopied | 85% photocopied | 5.0 | 4.5 | 4.5 | 0.00 | 4.66 |

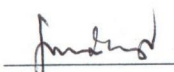
| | | | | | | | | | |
|--------------------------------|---|---|-----------------------|-----------------------|-----|------|------|------|-------|
| | PI 5. Number of trainings, in-house reviews, agri-fair/exhibits facilitated/conducted to requesting LGUs. | Helps/assists the exhibit team to install the tent and display the exhibit materials. | 12 assisted/conducted | 20 assisted/conducted | 4.5 | 4.5 | 4.5 | 0.00 | 4.5 |
| University Assignment | PI 6. Number of hours spent on practices (per month) | Coach of the VSU Softball Varsity team (women) | 14 hrs/mo. | 20 hrs/mo. | 4.5 | 4.5 | 4.5 | 0.00 | 4.5 |
| | PI 7. Other tasked assigned by superiors. | Performs other tasks assigned by the | 98% | 100% | 4.5 | 5.0 | 4.5 | | 4.66 |
| OVPI MFO 2. Frontline Services | | | | | | | | | |
| | PI 1. Efficient and customer-friendly best practices/new initiatives | Zero percent complaint. | 100% | 100% | 5 | 4.5 | 5.0 | 0.00 | 4.83 |
| Total Over-all Rating | | | | | | | | 0.00 | 37.24 |
| Average Rating | | | | | | 0.00 | 0.00 | 0.00 | 4.65 |
| Adjectival Rating | | | | | | | | | |

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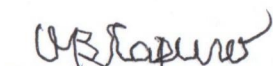
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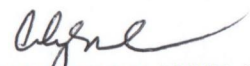
Recommending Approval:

Approved:


 Planning Officer
 Date: _____


REMBERTO A. PATINDOL, Ph.D
 Chairman, PMT
 Date: _____


OTHELLO B. CAPUNO, Ph.D.
 Vice Pres. for Research and Extension
 Date: _____


EDGARDO E. TULIN, Ph.D.
 President
 Date: _____

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January – June, 2016

Name of Staff: Artemio T. Nayre 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 | 45 120 | | | | |
| B. Leadership & Management (<i>For supervisors only to be rated by higher supervisor</i>) | 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 | 57 | | | | |
| Average Score | 4.75 | | | | |

Overall recommendation : _____


EFREN B. SAZ
 Name of Head