

COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF

Name of Administrative Staff: GINA A. LORETO

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.92	70%	3.44
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	30%	1.45
TOTAL NUMERICAL RATING			4.89

TOTAL NUMERICAL RATING: 4.89

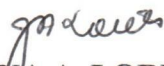
Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

FINAL NUMERICAL RATING 4.89

ADJECTIVAL RATING: OUTSTANDING

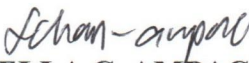
Prepared by:


GINA A. LORETO
Name of Staff


Reviewed by:


ERLINDA S. ESGUERRA
Department/Office Head

Recommending Approval:


LOUELLA C. AMPAC
Dean/Director

Approved:


REMBERTO A. PATINDOL
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **GINA A. LORETO**, of the Accounting Office commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period March 1-June 30, 2019

Administrative
support services

GINA A. LORETO
Ratee

Approved:

ERLINDA S. ESGUERRA
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	March-June 2019	Percentage of Accomplishments	Details of Accomplishment	Details of Accomplish ment	Rating				Remarks
			target	of June 30, 2019			Q ¹	E ²	T ³	A ⁴	
DISBURSEMENT/ PROCESSING SERVICES	Number. of projects controlled error free	Control Project/Releases under NGAS (20201050) funded by DA-BAR, CHED, PCARRD, DENR , DOST & NEDA	40	118%	Controlled 40 projects	47	5	5	5	5.00	
		Prepares Journal monthly balance per projects	40	118%	Monitored 40 projects	47	5	5	5	5.00	
	Number of financial documents	Obligates vouchers, payrolls, & PO's under NGAS accounts	500	300%	Obligated 1500 financial docs.	1500	5	5	5	5.00	
		Earmarks PR's,Contracts, Appointments under NGAS accounts	90	117%	Earmarks 100 documents	105	5	5	4	4.67	
	Number of financial documents obligated/liquidated error free	Encode the obligated voucher, payrolls & PO's , under NGAS accounts	600	250%	Encoded 1500 financial docs	1500	5	5	5	5.00	
		Post check number to the obligated documents	500	130%	Posted 650 financial docs.	650	5	5	5	5.00	
BOOKKEEPING SERVICES	Number of quarterly and terminal financial project reports with supporting schedules prepared and submitted to funding agencies within tne mandated time	Prepare Financial Report of each project	20	130%	Prepare 26 reports	26	5	5	4	4.67	
		Prepares schedule of recapitulated liquidations of each projects	40	115%	Prepare 46 schedules	46	5	5	5	5.00	
		Prepares schedule of accounts payable for each projects	40	115%	Prepare 46 schedules	46	5	5	5	5.00	
		Prepares liquidation report of accounts payable of the previous year of each projects	20	105%	Prepare 21 schedules	21	5	5	5	5.00	
		Prepare Terminal Report as project requires									
Innovation & Best Practices Services or Continual & Improvement & Management Services	Number of Innovations for improved university operations	Process immediately the financial documents as long as funds is available	1	100%		1	5	5	5	5.00	
	Number of best practices achieved	Liquidate the financial documents	1	100%		1	5	5	4	4.67	
Total Over-all Rating							60	60	57	59.01	
Average Rating (Total Over-all rating divided by					4.92		Comments & Recommendations for Development Purpose: To attend training for updates on Acctg. System				
Additional Points:											
Punctuality											
Approved Additional points (with copy of approval)											
FINAL RATING					4.92						
ADJECTIVAL RATING					Outstanding						

Evaluated and Rated by:

ERLINDA S. ESGUERRA
Accountant IV

Date: _____

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

Recommending Approval:

LOUELA C. AMPAC
Director of Finance

Date: _____

Approved:

REMBERTO A. PATINDOL
VP for Admin and Finance

Date: _____

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: March 1-June 30, 2019
Name of Staff : **Gina A. Loreto** 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	4.83				

Overall recommendation : _____



ERLINDA S. ESGUERRA
Name of Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: GINA LORETO
Performance Rating: Outstanding

Aim: Effective delivery of administrative service

Proposed Interventions to Improve Performance:

Date: March 1 Target Date: October, 2019

First Step:
Training on financial management

Result: Improved Performance

Date: _____ Target Date: _____

Next Step:
Recommend for Promotion

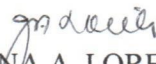
Outcome: _____

Final Step/Recommendation:

Prepared by:


ERLINDA S. ESGUERRA
Unit Head

Conforme:


GINA A. LORETO
Name of Ratee Faculty/Staff