



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P


Name of Administrative Staff: POSAS, HENRY P.


Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.80	70%	3.36
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.76	30%	1.42
TOTAL NUMERICAL RATING			4.78


TOTAL NUMERICAL RATING: 4.78
Add: Additional Approved Points, if any:
TOTAL NUMERICAL RATING: 4.78


FINAL NUMERICAL RATING 4.78

ADJECTIVAL RATING: Q

Prepared by: 
HENRY P. POSAS
Name of Staff

Reviewed by: 
JULIUS V. ABELA
Head, OUDRRM

Recommending Approval: 
REMBERTO A. PATINDOL
Vice President for Admin & Finance

Approved: 
REMBERTO A. PATINDOL
Chairman, PMT

"Exhibit B"

I, HENRY P. POSAS, of the Office of University Disasted and Risk-Reduction Management accomplished the following targets for the period January - June 2021.

HENRY P. POSAS

Ratee

JULIUS V. ABELA

Head, OUDRRM

[illegible]

Projects	Tasks Assigned	Target	Actual	Q ¹	E ²	T ³	A ⁴	Remarks
UMFO 6 General Administration and Support Services (GASS)								

Average Rating(Total Overall rating divided by 5)		4.80
Additional Points:		
Approved additional points(with copy of approval)	xx	
FINAL RATING		4.80
ADJECTIVAL RATING		O

Comments & Recommendations for Development Purpose:

Must attend duly required trainings and seminars for safety and security development.

Evaluated & Rated by:

JULIUS V. ABELA

Dept/Office Head

Date:

Approved by:

REMBERTO A. PATINDOL

Vice Pres. For Admin & Finance

Date:

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

PERFORMANCE MONITORING FORM

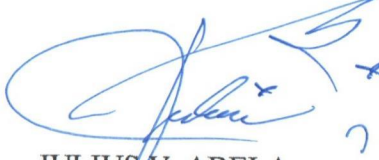
Name of Employee: **HENRY P. POSAS**

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	Manning fixed post and patrolling AOR	Effectively and efficiently manning of fixed post as per SOP	Refers to their monthly Duty Detail Report	End of weekly Guard Detail Order	01 Jan 2021 – 30 June 2021	VS	Very Satisfactory	Attend duly required trainings and seminars for safety and security development
2	Thermal Scanning and/or QR Code Scanning	Checking all individuals that enters the campus	Year 2020-2021	Continuous	Year 2021	VS	Very Satisfactory	

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

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

Prepared by:


JULIUS V. ABELA
 Head, OUDRRM



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January 2021 to June 2021

Name of Staff: HENRY P. POSAS Position: SECURITY GUARD I

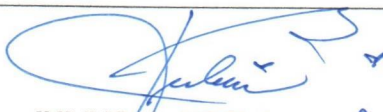
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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	5	4	3	2	1

improvement of his work accomplishment						
12. Willing to be trained and developed	5	4	3	2	1	
Score	Total 58					
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	81					
Average Score	4.76					

Overall recommendation : _____


JULIUS V. ABELA
 Printed Name and Signature
 Head, OUDRRM

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: POSAS, HENRY P.
Performance Rating: VS

Aim: To improve performance

Proposed Interventions to Improve Performance:

Date: January 01, 2021

Target Date: End of March 2021

First Step: Review VSU policies, campus rules and regulations and review the Eleven General Orders.

Result: Be more aware of his duties and responsibilities as Security Guard in VSU and be more vigilant to the possibility of illegal intruders.

Date: April 1, 2021

Target Date: End of June 2021

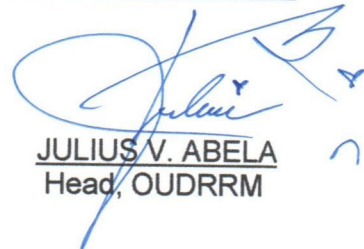
Next Step: Attend duly required trainings and seminars for safety and security development.

Outcome: Refresh their minds, become more efficient and effective when guarding the campus and to easily respond to any incident within the campus.


Final Step/Recommendation:

Attend DRRM trainings for the preparation of any possible calamities.

Prepared by:


JULIUS V. ABELA
Head, OUDRRM

Conforme:


HENRY P. POSAS
Name of Ratee Faculty/Staff