



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **LILIBETH VICTORIA V. PAGALAN**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.83	70%	3.38
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	5.0	30%	1.50
TOTAL NUMERICAL RATING			4.88

TOTAL NUMERICAL RATING: 4.88
Add: Additional Approved Points, if any: 0.0
TOTAL NUMERICAL RATING: 4.88

FINAL NUMERICAL RATING 4.88

ADJECTIVAL RATING: Outstanding


Prepared by:

Reviewed by:


LILIBETH VICTORIA V. PAGALAN
Name of Staff


JESSAMINE C. ECLEO
Head, Procurement

Recommending Approval:


RYSAN C. GUINOCOR
Director, ASO

Approved:


EDGARDO E. TULIN 
VP for Administration & Finance

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LILIBETH VICTORIA V. PAGALAN, of the Head of Procurement Office commits to deliver and agree to the rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July to December 2023.

Approved:

LILIBETH VICTORIA V. PAGALAN

Ratee

1/21/2024

JESSAMINE C. ECLEO

Immediate Supervisor

1/21/2024

[illegible]

Average Rating (Total Over-all rating divided by # of entries)		4.83
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.83
ADJECTIVAL RATING		Outstanding

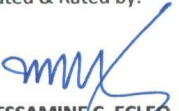
Comments & Recommendation for Development Purpose:


Works w/ sense of responsibility.
Deserves promotion.


Evaluated & Rated by:

Approved by:

Approved by:


JESSAMINE C. ECLEO
Immediate Supervisor
Date: 1/21/2024


RYSAN C. GUINOCOR
Director, ODAS
Date: 1/22/2024


EDGARDO E. TULIN
VP, Admin. & Finance
Date: 1-22-2024



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July to December 2023

Name of Staff: LILIBETH VICTORIA V. PAGALAN

Position: Administrative Aide VI

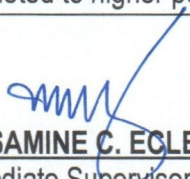
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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		5.0				

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						
Average Score		5.0				

Overall recommendation : Deserves to be promoted to higher positions


JESSAMINE C. ECLEO
 Immediate Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LILIBETH VICTORIA V. PAGALAN

Performance Rating: July to December 2023

Aim: Effective and efficient delivery of procurement services

Proposed Interventions to Improve Performance:

Date: July 1, 2023 Target Date: December 31, 2023

First Step:

Recommend to attend refresher course on RA 9184 and updates thereto

Result:

Attended in-house training on RA 9184

Date: _____ Target Date: _____

Next Step:

To attend intermediate course on RA 9184

Outcome: Improved work performance.

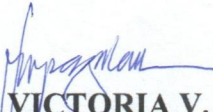
Final Step/Recommendation:

To be promoted to a higher position in the ROSSS suited to her qualifications.

Prepared by:


JESSAMINE C. ECLEO
Unit Head

Conforme:


LILIBETH VICTORIA V. PAGALAN
Name of Ratee Faculty/Staff