



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF 4.82 X

Annex P

Name of Administrative Staff: **MA. DELIA A. PAGENTE**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.82	4.82 x 70%	3.37
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	4.83 x 30%	1.45
TOTAL NUMERICAL RATING			4.82

TOTAL NUMERICAL RATING: 4.82

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.82

FINAL NUMERICAL RATING 4.82

ADJECTIVAL RATING: **Outstanding**

Prepared by:

MA. DELIA A. PAGENTE
Name of Staff

Reviewed by:

SANTIAGO T. PEÑA, JR.
Department/Office Head

Recommending Approval:

SANTIAGO T. PEÑA, JR.
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MA. DELIA A. PAGENTE**, of the **College of Veterinary Medicine** commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **July to December 2022**.

MA. DELIA A. PAGENTE

Ratee

Approved:

SANTIAGO T. PEÑA, JR.

Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Administrative Support Services	Number of Equipment receipt (ARE)	Physical inventory and Safe keeping of laboratory equipment, instruments and glass wares	800	1600	5	5	5	5.00	
		Conduct physical inventory of laboratory supplies, chemicals and reagents	300	700	5	5	5	5.00	
	Number of Equipment, Instruments and glass wares be included in the maintenance plan acted upon on time	Conduct maintenance plan of Equipment, Instruments and glass wares	100	250	5	4	5	4.67	
	Number of assigned task completed before deadline	Assist faculty/staff/ students in signing VSU clearance	10	25	5	5	4	4.67	
	Number of laboratory and lecture Rooms, toilets, Faculty and staff offices, animal house and CVM premises to be cleaned and disinfected	Supervise and Assist laborers in maintaining the cleanliness of CVM building	10	20	4	5	5	4.67	
	Number of Job order Evaluation documents released on time	Supervise and evaluate contractual personnel	3	3	5	5	4	4.67	
	Number of documents released on time	Released the results of laboratory analysis	2	3	5	4	5	4.67	

Laboratory Services	Number of lab. Materials/ instruments/equipment acted on time	Autoclaving, Disinfecting and Cleaning of Lab. materials, instruments and equipment	50	80	5	5	5	5.00	
	Number of chemicals & samples acted on time	Prepared Culture Media (Nutrient Agar, Blood Agar Nutrient broth, TSBroth, Differential and selective medium, Starch agar,), SABORAUD agar slant and plates, PDA, Lactose broth, , Biochemical reagents set, Biochemical Media, Staining-grams stain & others	50	100	5	5	4	4.67	
	Number of Microorganisms to be acted on time	conduct Microbial analysis in maintaining the viability of the stock culture	5	16	5	5	5	5.00	
	Number of laboratory analysis	Conduct microbial analysis for research.	3	5	5	5	5	5.00	
Total Over-all Rating								53.02	

Average Rating (Total Over-all rating divided by 11)	53.02/11	4.82
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.82
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

Ms. Pagante has recently assumed as CVM Lab Manager, and is expected to further improve the organization of CVM Laboratories.

Evaluated & Rated by:

SANTIAGO T. PEÑA, JR.

Dept/Unit Head

Date:

2/13/2023

Recommending Approval:

SANTIAGO T. PEÑA, JR.

College Dean

Date:

2/13/2023

Approved by:

BEATRIZ S. BELONIAS

Vice President

Date:

2/16/2023

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average



Instrument for Performance Effectiveness of Administrative Staff

Rating Period:

Name of Staff: **MA. DELIA A. PAGENTE**

Position: **Administrative Officer III**

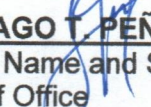
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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	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
Score	Total				
					58/12 = 4.83
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					

Overall recommendation : _____


SANTIAGO T. PEÑA, JR.
 Printed Name and Signature
 Head of Office

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MA. DELIA A. PAGENTE

Performance Rating: Outstanding

Aim: To improve work efficiency and achieve the targets.

Proposed Interventions to Improve Performance:

Date: July 2022 Target Date: December 2022

First Step: Conduct physical inventory of laboratory equipments, chemicals, reagents, supplies & materials, prepares media culture, etc. assist faculty in microbiology, public health and conduct diagnostic and microbial analysis of clientele

Result: Submit physical inventory documents and release culture media, chemical reagent Supplies and materials and result of microbial analysis to client and faculty.

Date: October 2022 Target Date: December 2022

Next Step: Continuous preparation of physical inventory of laboratory equipment and supplies, Training on biosecurity/biosafety and administrative duties needed

Outcome: Smooth operation of office work


Final Step/Recommendation:

The weekly program of activities should be made ahead of time.

Prepared by:


SANTIAGO T. PEÑA, JR.
Unit Head

Conforme:


MA. DELIA A. PAGENTE
Ratee