



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

**Annex P**

Name of Administrative Staff: **RICKY DANN M. FERNANDEZ**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.87	70%	3.409
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	30%	1.449
<b>TOTAL NUMERICAL RATING</b>			<b>4.858</b>

TOTAL NUMERICAL RATING: 4.858

Add: Additional Approved Points, if any:       

TOTAL NUMERICAL RATING: 4.858

FINAL NUMERICAL RATING 4.858

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

**RICKY DANN M. FERNANDEZ**  
Administrative Aide III

Reviewed by:

**ERLINDA S. ESGUERRA**  
Head, Accounting Office

Recommending Approval:

**LOUELLA C. AMPAC**  
Director, Financial Management Office

Approved:

**REMBERTO A. PATINDOL**  
Vice President, Administration and Finance Office

# **INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **RICKY DANN M. FERNANDEZ**, staff 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 **February 1 to June 30, 2021**.

*Ricky*  
**RICKY DANN M. FERNANDEZ**  
Ratee

Approved:

*Esguerra*  
**ERLINDA S. ESGUERRA**  
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	2021 Target	Percentage of Accomplishment	Details of Accomplishment	Rating				Remarks
						Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Project Controlling Services	Number of quarterly and Year-end Financial Reports prepared within the mandated time	Prepares financial reports, schedule of liquidation and schedule of accounts payable	180	100%	180	5	4	5	4.67	
	Number of projects controlled & Monitored	Controls Project/Releases funded by PCARRD, DOST, DA-BAR, CHED accounts (20201050)	55	100%	55	5	5	5	5.00	
	Number of documents processed	Obligates vouchers, payrolls, PO's, PR's and liquidations chargeable to projects controlled	715	101%	720	5	5	5	5.00	
	Number of documents encoded	Encoded obligated vouchers, PO's and payrolls to the BAOM System	691	104%	720	5	5	5	5.00	
Assign Other Task	Number of reports with instructions from the supervisor needed immediate action and submitted as per set timeline.	Prepares report of releases, balances and expenses of projects	3	100%	3	5	4	5	4.67	
<b>Total Over-all Rating</b>						<b>25.00</b>	<b>23.00</b>	<b>25.00</b>	<b>24.33</b>	

Average Rating (Total Over-all rating divided by # of entries)			<b>4.87</b>
Additional Points:			
Punctuality			
Approved Additional points (with copy of approval)			
FINAL RATING			<b>4.87</b>
ADJECTIVAL RATING			<b>Outstanding</b>

**Comments & Recommendations for Development**  
**Purpose:** To attend trainings for updates on Acctg. System

Evaluated and Rated by:

*Esguerra*  
**ERLINDA S. ESGUERRA**  
Head, Accounting Office  
Date: 23 June 2021

Recommending Approval:

*Louella C. Ampac*  
**LOUELLA C. AMPAC**  
Director, Financial Management Office  
Date: 23 June 2021

Approved:

*Remberto A. Patindol*  
**REMBERTO A. PATINDOL**  
Vice Pres. for Admin. & Finance  
Date: 24 June 2021

1 - quality

2 - efficiency

3 - timeliness

4 - average



## PERFORMANCE MONITORING FORM


Name of Employee: RICKY DANN M. FERNANDEZ

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	Controls project released under NGAS (20201050) funded by DA-BAR, CHED, PCAARRD & DOST	Journals encoded & recorded	Start of Project	As soon as all of the required documents are submitted	within a day	Very Impressive	Outstanding	
2	Obligates vouchers, payrolls and PO's under NGAS accounts	Posted transactions to each project Journals	Daily	1 day after received from processing	within a day	Very Impressive	Outstanding	
3	Earmarks PR's, contracts, appointments under NGAS accounts	Assigned number and recorded to each projects journal	Daily	15 minutes	within a day	Very Impressive	Outstanding	
4	Prepares journal monthly balance per projects	Prepared monthly balance of LIB's of each projects	Monthly	2 days preparations per projects	2 days after	Impressive	Very Satisfactory	
5	Encodes obligated vouchers, payrolls and PO'S under NGAS accounts to BAOM	Posted transactions to BAOM	Daily	1 day preparation	1 day after	Impressive	Outstanding	
6	Posts check number to the obligated documents	Posted to Journal per projects	Monthly	1 day preparation per projects	within a day	Impressive	Very Satisfactory	
7	Prepares schedule of recapitulated liquidations and accounts payable of each projects	Prepared Schedules of Check Issued and Accounts Payable	Quarterly	2 days preparation per projects	2 days after	Impressive	Outstanding	
8	Prepares financial report of each projects	Prepared quarterly Financial Reports	Quarterly	3 days preparations per projects	2 days after	Impressive	Outstanding	
9	Prepares liquidation report of accounts payable of the previous year of each projects	Prepared Liquidation of AP of previous year and Financial Reports	Annually	2 days preparation per projects	2 days after	Impressive	Outstanding	
10	Prepares terminal report for projects completed and prepare voucher of refund if there's any	Prepared Terminal Report per project	End of Project	2 days preparation per projects	2 days after	Impressive	Outstanding	

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

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

Prepared by:

  
**ERLINDA S. ESGUERRA**  
 Head, Accounting Office





## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **February 1 – June 30, 2021**

Name of Staff: **RICKY DANN M. FERNANDEZ**

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		58				

**Vision:**  
**Mission:**

A globally competitive university for science, technology, and environmental conservation.  
Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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						
Average Score		4.83				

Overall recommendation : \_\_\_\_\_

  
**ERLINDA S. ESGUERRA**  
 Head, Accounting Office

**Vision:** A globally competitive university for science, technology, and environmental conservation.  
**Mission:** Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.



**Exhibit L**

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: **RICKY DANN M. FERNANDEZ**

Performance Rating: Outstanding

Aim: Effective delivery of administrative service

Proposed Interventions to Improve Performance:

Date: February 1 Target Date: June 30, 2021

First Step:

Attend 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:

  
**RICKY DANN M. FERNANDEZ**  
Name of Ratee Faculty/Staff