



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **NORJITO B. QUIMCO**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
51 Numerical Rating per IPCR	4.89	70%	3.42
62 Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.48
TOTAL NUMERICAL RATING			4.90

TOTAL NUMERICAL RATING:

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

4.90

FINAL NUMERICAL RATING

4.90

ADJECTIVAL RATING:

Outstanding

Prepared by:

NORJITO B. QUIMCO

Name of Staff

Reviewed by:

ALLEN GLENNIE P. LAMBERT

Department/Office Head

Recommending Approval:

ALLEN GLENNIE P. LAMBERT

Executive Secretary

Approved:

DANIEL LESLIE S. TAN

OIC-President

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **NORJITO B. QUIMCO**, of the Office of the Executive Secretary commits to deliver and agree to be rated on the attainment of the following targets and accomplishments in accordance with the indicated measures for the period Jan-December 2023.

NORJITO B. QUIMCO

Rated *1-18-24*

APPROVED:

ALLEN GLENNIE P. LAMBERT


Head of Office *1-18-24*

UMFO No.	OP MFO	MFOs/PAPs	Success Indicators	Unit/Persons Responsible	Target	Accomplish ment	Rating				Remarks
							Q ¹	E ²	T ³	A ⁴	
UMFO 6. General Administration Support Services											
	OP MFO 1	General Administration and Support Services	Zero Complaint administrative services from clients	Provides advice to, and directs or assists clients (via call or actual visit) in addressing their various service demands/needs	Zero complaint from clients	Zero complaint from clients	5	5	5	5.00	
			Maintained workplace in compliance to ISO-5s	Maintains personal workspace to ISO 5s	100%	100%	5	5	4	4.67	
			Safe and timely driving services and well-maintained vehicle	Cleans and maintains assigned vehicle for road worthiness	100%	100%	5	5	5	5.00	
		Total Over-all Rating									4.89

Average Rating (Total Over-all-rating divided by 3)	
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.89
ADJECTIVAL RATING	Outstanding

Comments and Recommendations for Development Purpose: He should attend capacity development trainings related to the position. May attend vocational training courses for added skills.

Evaluated and Rated:


ALLEN GLENNIE P. LAMBERT
Unit Head 1-18-24

Date: _____


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

Recommending Approval:


ALLEN GLENNIE P. LAMBERT
Unit Head 1-18-24

Date: _____

Approved by:


DANIEL LESLIE S. TAN
OIC-President

Date: 1/19/24



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-December 2023

Name of Staff: Norjito B. Quimco

Position: Administrative Aide IV

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		57				

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		4.92				

Overall recommendation : Outstanding


ALLEN GLENNIE P. LAMBERT

Printed Name and Signature

Head of Office 9-18-24

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2nd	
X	3rd	
X	4th	

Name of Office: Office of the Executive Secretary/OP


Head of Office: Allen Glennie P. Lambert

Name of Faculty/Staff: Norjito B. Quimco Signature:  Date: _____

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Discussion of job-related accomplishments, problems and plans	<ul style="list-style-type: none">First working day of the month as needed				
Coaching Discuss ways to improve the execution of assigned tasks.	<ul style="list-style-type: none">First working day of the month as needed				

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


ALLEN GLENNIE P. LAMBERT
 Immediate Supervisor

1/18/24

Verified by:


DANIEL LESLIE S. TAN
 Next Higher Supervisor

1/19/24

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Norjito B. Quimco

Performance Rating: Outstanding

Aim: Improve transport maintenance and provision of services.

Proposed Interventions to Improve Performance:

Date: June 2023

Target Date: December 2023

First Step: Visit Toyota Casa and other vehicles maintenance shop to interact, observe and learn best practices in transport maintenance.

Result: Identify, apply and evaluate applicability of vehicle maintenance best practices.

Maintained vehicle assigned to him.

Date: January 2024

Target Date: June 2024

Next Step: Benchmarking of other universities/institutions to observe, interact and learn best practices in transport maintenance and provision services.

Outcome: Identify, apply and evaluate best practices in transport maintenance and provision services.

Final Step/Recommendation:

Consolidate and apply proven best practices in vehicle maintenance and transport provision services.

Prepared by:


ALLEN GLENNIE P. LAMBERT
Unit Head

1/18/24

Conforme:


NORJITO B. QUIMCO

Ratee

1/18/24