



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

**Annex P**

Name of Administrative Staff: **BRYAN P. REBUYAS**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.86	70%	3.402
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.476
<b>TOTAL NUMERICAL RATING</b>			<b>4.88</b>

TOTAL NUMERICAL RATING: **4.88**

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: **4.88**

FINAL NUMERICAL RATING **4.88**

ADJECTIVAL RATING: **Outstanding**

Prepared by:

Reviewed by:

**BRYAN P. REBUYAS**

Name of Staff

**JESSAMINE C. ECLEO**

Head, Procurement

Recommending Approval:

**LOURDES B. CANO**

Director, ODAS

Approved:

**REMBERTO A. PATINDOL**

VP, Admin. & Finance

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

I, BRYAN P. REBUYAS, of the Office of the Head for Procurement commits to deliver and agree to the rated on the attainment of the following targets in accordance with the indicated measures for the period July to December 2020.

BRYAN P. REBUYAS

Ratee

Approved:

JESSAMINE C. ECLEO

Head

MFOs & PAPs	Success Indicators	Tasks Assigned	Acomplishments		Percent Accomplishment	Rating				Remarks
			Target	Actual		Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
OVPAF STO 1: ISO 9001:2015 Aligned Documents										
PI 1: ISO 9001:2015 aligned documens and compliant processes	A1. BAC Secretariat Services	T1. Rating from clients on canvassing and hauling services of supplies, materials, equipment (SMEs)	at least very satisfactory	Very Satisfactory	100.0%	5	5	5	5.00	
OVPAF MFO 6: PROCUREMENT SERVICES										
ODAS GASS 3: Procurement Services										
PI 1. Procurement Services	A1. Efficient and timely canvassing of SMEs	T1. No. of Request for Quotations (RFQs) prepared and monitored	400	1170	292.5%	5	4	5	4.67	
		T2. Percentage of prepared RFQs served and retrieved to and from local suppliers (Baybay, Ormoc, Tacloban) of known qualifications	100%	95%	95.0%	5	5	4	4.67	
	A2. Other Tasks (Hauling & delivery of SMEs to end-users)	T1. Number of trips conducted in hauling cargoes at Baybay Wharf	20	55	275.0%	5	5	4	4.67	*Temporarily acts as driver for SPMO in delivering SMEs to end-users *Task also includes pick-up of SMEs from suppliers & cargoes from Cebu
		T2. Percentage of SMEs from POs delivered to end-users	100%	80%	80.0%	5	5	5	5.00	
OVPAF GASS 1: Administrative and Support Services Management										
ODAS GASS 1: Administrative and Support Services Management										
PI 1. Office, Staff Management and Maintenance	A1. Efficient and customer friendly services	T1. No. of complaints from clients on frontline service rendered	0 complaint	0 complaint	100.0%	5	5	5	5.00	
	A2. Other office-related tasks	T1. No. of hours allotted in doing basic maintenance of vehicle assigned for Procurement	40	40	100.0%	5	5	5	5.00	
Total Overall Rating									34.00	
Average Rating: (Total Over-all rating divided by # of entries)			4.86			Comments & Recommendations for Development Purpose: Gets his job done. With his credentials, he deserves to be promoted to a higher position.				
Additional Points:										
Punctuality										
Approved Additional points (with copy of approval)										
FINAL RATING			4.86							
ADJECTIVAL RATING			Outstanding							

Comments & Recommendations for Development

Purpose: Gets his job done. With his credentials, he deserves to be promoted to a higher position.

Evaluated & Rated by:

Recommending Approval:

Approved by:

JESSAMINE C. ECLEO  
Head

LOURDES B. CANO  
Director, ODAS

REMBERTO A. PATINDOL  
VP, Admin. & Finance

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_



## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **July to December 2020**

Name of Staff: **BRYAN P. REBUYAS** Position: **Administrative Aide III**

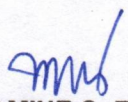
**Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.**

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						

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		59				
Average Score		4.92				

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

  
**JESSAMINE C. ECLEO**  
 Immediate Supervisor

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **BRYAN P. REBUYAS**  
Performance Rating: **JULY – DECEMBER 2020**

Aim: Effective and efficient delivery of procurement services

Proposed Interventions to Improve Performance:

Date: **July 1, 2020** Target Date: **December 31, 2020**

First Step:

Send to training relative to procurement.

Result:

Knowledgeable of procurement policies and procedures

Date: \_\_\_\_\_ Target Date: \_\_\_\_\_

Next Step:

Send to trainings relative to capacity development.

Outcome: Improved work performance.

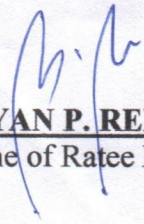
Final Step/Recommendation:

To be promoted to a higher position suited to his qualifications.

Prepared by:

  
**JESSAMINE C. ECLEO**  
Unit Head

Conforme:

  
**BRYAN P. REBUYAS**  
Name of Ratee Faculty/Staff