



Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

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	4.88	70%	3.42
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	30%	1.45
TOTAL NUMERICAL RATING			4.87

TOTAL NUMERICAL RATING: 4.87

Add: Additional Approved Points, if any: 0.00

TOTAL NUMERICAL RATING: 4.87

FINAL NUMERICAL RATING 4.87

ADJECTIVAL RATING: Outstanding

Prepared by:

LILIBETH VICTORIA V. PAGALAN

Name of Staff

Reviewed by:

JESSAMINE C. ECLEO

Department/Office Head

Recommending Approval:

RYSAN C. GUINOCOR

Dean/Director

Approved:

MOISES NEIL V. SERINO

Vice President



PROCUREMENT

Visayas State University, Visca, Baybay City, Leyte

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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LILIBETH VICTORIA V. PAGALAN, of the Procurement Office commits to deliver and agree to the rated on the attainment of the following targets in accordance with the indicated measures for the period January to December 2024.

LILIBETH VICTORIA V. PAGALAN

Ratee

Approved:

JESSAMINE C. ECLEO

Immediate Supervisor

MFOs & PAPs	Success Indicators	Tasks Assigned	Acomplishments		Percent Accomplishment	Rating				Remarks
			Target	Actual		Q ¹	E ²	T ³	A ⁴	
PI 1: ISO 9001:2015 aligned documens and compliant processes	A1. Clients served rated the services received at least very satisfactory	T1. Rating from clients served on services related to BAC secretariat	Very satisfactory	Very satisfactory		5	5	5	5.00	
OVPAF STO 3: ARTA aligned compliance and reporting requirements										
PI 1: ARTA aligned frontline services	A1. ARTA aligned frontline services	T1.: Number of complaints from clients in relation to efficient and customer friendly services	0 complaint	0 complaint		5	5	5	5.00	
OVPAF GASS 1: Administrative and Support Services Management										
PI 1: Administrative and Support Services Management	A1: Administrative and Support Services Management	T1: Number of university committtees/association involvement	1	1	100.0%	5	5	5	5.00	
OVPAF MFO 6: PROCUREMENT SERVICES										
ODAS GASS 3: Procurement Services										
PI 1. Procurement Services	A1. Support Service to the BAC	T1. Number of BAC meetings facilitated and attended	110	198	180.0%	5	5	5	5.00	
		T2. Number of Minutes of Meetings prepared	100	118	118.0%	4	4	4	4.00	
		T3. Number of Notice of Award prepared	100	74	74.0%	5	5	5	5.00	
		T4. Number of Project Contracts prepared	100	159	159.0%	5	5	5	5.00	
		T5. Number of Notice to Proceed prepared	80	159	198.8%	5	5	5	5.00	
		T6. Number of emails sent to suppliers (to serve the notices, contracts, and purchase orders as well to follow-up submission of documents)	400	510	127.5%	5	5	5	5.00	
		T7. Number of post-qualification assisted	2	2	100.0%	5	5	5	5.00	
		T8. Percentage of inquiries/clarifications by suppliers/cleinteles related to procurement answered through phone calls and emails	100%	100%	100.0%	4	4	4	4.00	
		T9. Number of administrative/financial documents (Travel Orders, RIS, Cash Advance, Replenishment, and Liquidations vouchers)	20	42	210.0%	5	5	5	5.00	
		T10. Others (Not included in target) - at BAC 2								
		Number of Resolutions prepared		16		5	5	5	5.00	
		Number of Preliminary Evaluations Report prepared		2		5	5	5	5.00	
		Number of Post Qualification Report prepared		7		5	5	5	5.00	
		Number of Notices (Ineligibility, LCRB/SCRB, and Post-Qualification prepared and served)		25		5	5	5	5.00	


MFOs & PAPs	Success Indicators	Tasks Assigned	Acomplishments		Percent Accomplishment	Rating				Remarks
			Target	Actual		Q ¹	E ²	T ³	A ⁴	
Total Overall Rating									78.00	
Average Rating (Total Over-all rating devided by # of entries)			4.88			Comments & Recommendations for Development Purpose: <i>Attentive to details</i>				
Additional Points:										
Punctuality										
Approved Additional points (with copy of approval)										
FINAL RATING			4.88							
ADJECTIVAL RATING			Outstanding							

Evaluated & Rated by:

Recommending Approval:

Approved by:


JESSAMINE C. ECLEO
 Immediate Supervisor


RYSAN C. GUINOCOR
 Director, ODAS


MOISES NEIL V. SERINO
 VP, Admin. & Finance

Date: 1/22/25

Date: 1/24/25

Date: 6/24/25

"Exhibit G"

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: Procurement Office


Head of Office: Jessamine C. Ecleo

Number of Personnel: 13


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Meet with concerned staff to discuss monthly accomplishments to be used for ManCom meetings conducted by ODAS as well as ISO-related concerns			Conducted monthly
Coaching	Coach the concerned staff with regard to processing of procurement documents				As the need arises

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

Conducted by:


JESSAMINE C. ECLEO
 Immediate Supervisor

Noted by:


RYSAN C. GUINOCOR
 Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Lilibeth Victoria V. Pagalan

Performance Rating: July to December 2024

Aim: Effective and efficient delivery of procurement services

Proposed Interventions to Improve Performance:

Date: July 2024

Target Date: December 2024

First Step:

Recommend the employee to attend comprehensive training on the
new Procurement Law

Result:

Updated and knowledgeable on procurement policies and procedures

Date: _____ Target Date: 4th Quarter of the Year

Next Step:

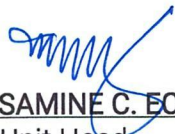
Recommend the employee to attend procurement forums by GPPB

Outcome: Improved work performance

Final Step/Recommendation:

Deserves to be promoted to a higher position.

Prepared by:


JESSAMINE C. ECLEO
Unit Head

Conforme:


LILIBETH VICTORIA V. PAGALAN
Name of Ratee Faculty/Staff



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July to December 2024

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 (<i>both for subordinates and supervisors</i>)		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	5	4	3	2	1



PROCUREMENT OFFICE

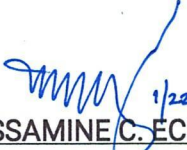
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the assignment is not related to his position but critical towards the attainment of the functions of the university					
10. Maximizes office hours during lean periods by performing non-routine functions the outputs of which results as a best practice 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 (<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	58				
Average Score	4.83				
Overall recommendation:					


 1/22/25
JESSAMINE C. ECLEO
 Immediate Supervisor