



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **ALICIA M. FLORES**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.92	4.92 x 70%	3.44
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.94	4.94 x 30%	1.48
TOTAL NUMERICAL RATING			4.92

TOTAL NUMERICAL RATING: 4.92
Add: Additional Approved Points, if any: 0.00
TOTAL NUMERICAL RATING: 4.92

FINAL NUMERICAL RATING 4.92

ADJECTIVAL RATING: OUTSTANDING

Prepared by:


ALICIA M. FLORES 2/22
Administrative Officer III

Reviewed by:


LOUELLA C. AMPAC 2/24
Immediate Supervisor

Recommending Approval:



LOUELLA C. AMPAC 2/24
Financial Management Director

Approved:



DANIEL LESLIE S. TAN 3/3
Vice President for Admin. & Finance

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ALICIA M. FLORES**, of the Budget Office commits to deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for for the period **July to December 31, 2021**.


ALICIA M. FLORES *2/22*
 Ratee

Approved:


LOUELLA C. AMPAC *2/24*
 Head of Unit

	Success Indicators	Tasks Assigned	Target	Details of Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Administrative & Support Services Mgmt.	Efficient & customer-Friendly Frontline Service	Plans activities and supervises office staff , prepares communications & files documents of the office.	Zero percent complaint from clients served	Zero percent complaint from clients served	5	5	5	5	
	Number of external linkages for improved financial management developed/maintained	Attend to meetings/seminars per advisory by Agency & make follow ups of SARO & NCA for the university budget releases	4 external linkages (COA, DBM, CHED, PASUC,NEDA)	4 external linkages (COA, DBM, CHED, PASUC,NEDA)	5	5	5	5	
	Membership to committees	Participates in meeting	10 meetings attended/participated	10 meetings attended/participated	5	5	5	5	
Effective and Responsive Annual Budget prepared and submitted within allowable period	Percentage of annual budget proposal (GAA & STF) submitted to different regulatory committees and agencies	Prepares data/reports for Budget Proposal for Past Years actual Obligations and Current Year's Appro. & proposed w/in the ceiling per NEP data & released the sub-allotment to offices/centers concerned per GAA.	100% of proposed amount submitted	100% of proposed amount submitted	5	5	5	5	
Efficient Budget Utilization of funds within prescribed time	Percentage of budget obligated and liquidated before year end.	Reviews and certifies financial documents (vouchers, payrolls, and etc.) as to availability of appropriation; prepares request for funding terminal leave pay , follow up and get SARO & NCA from DBM	100% budget utilized	88% budget utilized	5	5	4	4.67	
	No. of budget proposal (CY & PY) for utilization of Income prepared and defended at UADCO & approved by BOR	Prepares data /reports for current & prior years poposed utilization of income for Main Campus for FY 2019 & FY 2020	5 budget proposals	5 budget proposals	5	5	4	4.67	
	No. of fund transfer prepared on the 5th day of the month, error free	Prepares document for fund transfer of funds to External campuses; consolidates reports with main.	40 fund transferred Documents & consolidated reports with Main	24 fund transferred Documents & Consolidated with main	5	5	5	5	Prepared fund transfer by Quarter instead of Monthly as targeted
Timely and Error Free financial and budgetary reports prepared and submitted within the prescribed time.	Number of monthly, quarterly and year end financial reports including request for TLB/Filing up of position prepared,consolidated approved and submitted to COA,DBM, CHED,PASUC for all fund clusters w/in mandated time, error free.	Prepares Budget Execution Document, Budget Accountability Reports monthly, quarterly & year-end reports required by DBM, COA, PASUC, CHED, etc & provides financial data for Normative Financing, AACCUP and other offices.	60 Budget Exec. Docs. & Budget Financial Accountability reports (BED's & BFAR's) certified & approved by the President & 23 othe Financial Reports for internal use.	35 Financial Reports	5	5	5	5	The target is for 1 year but the accomplishment is for 6 months

Total Over-all Rating								39.34
Average Rating (Total Over-all rating divided by # of entries)							4.92	
Additional Points:						Comments & Recommendations for Development Purposes: <i>for rec to attend training on PPST/6AM</i>		
Punctuality								
Approved Additional points (with copy of approval)								
FINAL RATING								
ADJECTIVAL RATING								

Evaluated & Rated by:

Louella C. Ampac
LOUELLA C. AMPAC

Director of Finance

Date: 2/24

Recommending Approval:

Louella C. Ampac
LOUELLA C. AMPAC

Director of Finance

Date: 2/24

Approved:

Daniel Leslie S. Tan
DANIEL LESLIE S. TAN

Vice Pres. For Admin.

Date: 3/3

1 - quality

2 - efficiency

3 - timeliness

4 - average



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **JULY- DECEMBER 2021**

Name of Staff: **ALICIA M. FLORES** Position: **ADMINISTRATIVE OFFICER III**

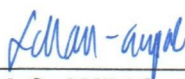
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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 improvement of his work accomplishment	5	4	3	2	1
12.	Willing to be trained and developed	5	4	3	2	1
Total Score		59				

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		25				
Average Score		4.94				

Overall recommendation : For attendance to future trainings related to budgeting


 LOUELLA C. AMPAC 2/24
 Financial Management Director

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ALICIA M. FLORES

Performance Rating: Outstanding

Aim: To advance in professional competitiveness in government accounting and to have an update on the latest implementations and undertakings as mandated by governing agencies

Proposed Interventions to Improve Performance:

Date: **July** Target Date: **December 2021**

First Step: For attendance to training on Laws and Rules on Government Expenditure

Date: _____ Target Date: _____

Next Step: _____

Outcome: To develop skills and increase motivation through continuous update on work related trainings/ workshops.

Final Step/Recommendation:

Recommend to attend training/workshop on PPSAS, RCA and other Financial Management training.

Prepared by:

Louella C. Ampac
LOUELLA C. AMPAC *2/24*
Financial Management Director

Conforme:

Alicia M. Flores *2/22*
ALICIA M. FLORES