



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: ROGELIO E. PONCE

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.792	70%	3.3544
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.67	30%	1.401
TOTAL NUMERICAL RATING			4.755

TOTAL NUMERICAL RATING: 4.755


Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.755

FINAL NUMERICAL RATING 4.755

ADJECTIVAL RATING: Outstanding

Prepared by: 
ROGELIO E. PONCE
Name of Staff

Reviewed by: 
ROBERTO C. GUARTE
Dean, CET

Recommending Approval: 
ROBERTO C. GUARTE
Dean, CET

Approved: 
BEATRIZ S. BELONIAS
Vice President for Academic Affairs



VISAYAS
STATE UNIVERSITY



COLLEGE OF ENGINEERING AND TECHNOLOGY

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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ROGELIO E. PONCE, Staff of the Office of the Dean-College of Engineering and Technology, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July to December 2020.

ROGELIO E. PONCE

General Foreman

Date: 2-2-21

ROBERTO C. GUARTE

College Dean

Date: 2/2/2021

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair

MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/ Activities/ Projects	Tasks Assigned	Target	Accomplishment	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
UMFO 6. General Admin. & Support Services (GASS)											
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Service	Provides customer friendly frontline services to clients	Zero complaint from clients	Zero complaint from clients	4	5	5	4.7	

MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/ Activities/ Projects	Tasks Assigned	Target	Accomplishment	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
	PI 3: Additional Outputs	A 48. Other outputs implementing the new normal due to covid 19	Service	Regular disinfection of Offices and Classrooms in the College		1	4	5	5	4.7	CET Annex Stock Room
		No. of infrastructure projects implemented	Assist the Dean in planning and implementation of infrastructure projects	Assist the Dean in planning and implementation of infrastructure projects	1	1	5	5	5	5.0	CET-SSC Office
		No. of on-going construction projects supervised	Supervised the on-going construction and renovations	Supervised the on-going construction and renovations	1	1	5	5	5	5.0	CET-SSC Office
		Number of personnel supervised	Prepares accomplishment report, monitors, verifies, and signs DTR	Prepares accomplishment report, monitors, verifies, and signs DTR	10	3	5	4	5	4.7	
		Number of construction supplies requested and followed up	Construction of the College of Engineering Annex A and B and renovation of the Old Library	Prepared and estimate list of construction supplies to purchase and followed up at SPMO	10	5	5	5	4	4.7	

MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/ Activities/ Projects	Tasks Assigned	Target	Accomplishment	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
		Percentage of construction materials dispatched	Stockman	Received and released construction supplies	80%	80%	5	5	4	4.7	
		Number of trips for hauling of selected construction materials	Operated tractor in hauling construction materials	Operated tractor in hauling construction materials	5	5	5	5	5	5.0	
Number of Performance Indicators Filled-up							8				
Total Over-all Rating							38.333				
Average Rating							4.792				
Adjectival Rating							Outstanding				
Comments & Recommendations for Development Purpose: Mr. Ponce is a highly skilled foreman with the right attitude. I recommend him to attend Trainings related to Building Maintenance/Equipment Operation and Maintenance and other similar training.											

Evaluated and Rated by:

ROBERTO C. GUARTE

College Dean

Date: 2/2/2021

Recommending Approval:

ROBERTO C. GUARTE

College Dean

Date: 2/2/2021

Approved:

BEATRIZ S. BELONIAS, Ph.D.

Vice Pres. for Instruction

Date: _____

PERFORMANCE MONITORING FORM


Name of Employee: Rogelio E. Ponce

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.	Disinfect CET-Annex Stock Room	1	March 17, 2020	Dec. 29, 2020	Dec. 29, 2020	Impressive	Very Satisfactory	
2.	Supervise on-going construction and renovations	2	Oct. 1, 2020	Dec. 29, 2020	Dec. 29, 2020	Impressive	Very Satisfactory	
3.	Prepares accomplishment report, monitors, verifies, and signs DTR	50	Oct. 1, 2020	Dec. 29, 2020	Dec. 29, 2020	Impressive	Very Satisfactory	
4.	Prepares and estimates list of construction supplies to purchase and followed up at SPMO	10	July 1, 2020	Dec. 29, 2020	Dec. 29, 2020	Impressive	Very Satisfactory	
5.	Receives and releases construction supplies	80%	July 1, 2020	Dec. 29, 2020	Dec. 29, 2020	Impressive	Very Satisfactory	
6.	Operates tractor in hauling construction materials	6	July 1, 2020	Dec. 29, 2020	Dec. 29, 2020	Impressive	Very Satisfactory	

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

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

Prepared by:


ROBERTO C. GUARTE
 Unit Head



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July to December 2020

Name of Staff: ROGELIO E. PONCE Position: Admin Aide V


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		54				

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		56				
Average Score		4.67				

Overall recommendation : _____


ROBERTO C. GUARTE
 Dean, CET



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Employee Development Plan

Name of Employee: **Mr. Rogelio E. Ponce**

Performance Rating: **4.83 (O)**

Aim: Mr. Ponce to become an effective and efficient in-charge of Building maintenance of the College of Engineering and Technology in Support to CET's Program on International Accreditation and Certification

Proposed Interventions to Improve Performance:

Date: January 2020

Target Date: June 2020

First Step

- Continual supervision of the CET Committee on Building, Lawn, and Equipment Maintenance; orientation of the Chairman and members of the committees on their functions and responsibilities; and reorientation of all the members on the principles of 5S

Results:

- Resilient Committee on Building, Lawn, and Equipment and issuance of Appointment of committee members with Mr. Albarico as chairman and designating **Mr. Ponce** as in-charge of Building maintenance of the College of Engineering and Technology in Support to CET's Program on International Accreditation and Certification
- Working knowledge on the 5S principles

Date: July 2020

Target Date: December 2020

Next Step:

- Continuous implementation of the plans and programs on the maintenance of the College of Engineering and Technology


Outcomes:

- Properly maintained the building, if not renovate, the different buildings in the College of Engineering and Technology following the 5S principles

Final Steps/Recommendations:

- Standardize and implement the procedures in the maintenance of the different buildings in the College of Engineering and Technology following the 5S principles
- Conduct regular Continuous Quality Improvement (CQI)

Prepared by:


ROBERTO C. QUARTE
Dean, CET

Conforme:


ROGELIO E. PONCE
Admin Aide IV