



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

**Annex P**

Name of Administrative Staff: **REMBERTO A. PATINDOL**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.92	70%	3.44
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.59	30%	1.38
<b>TOTAL NUMERICAL RATING</b>			<b>4.82</b>

TOTAL NUMERICAL RATING:

4.82

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

FINAL NUMERICAL RATING

4.82

ADJECTIVAL RATING:

**OUTSTANDING**

Prepared by:

  
**REMBERTO A. PATINDOL**

Vice President for Administration and Finance

Approved:

  
**EDGARDO E. TULIN**  
President

**Vision:**

A globally competitive university for science, technology, and environmental conservation.

**Mission:**

Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

Page 1 of 1

**FM-PRO-13**

v1 05-27-2020

No. **94**

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **Dr. REMBERTO A. PATINDOL**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	25% <i>ph</i>	5.00	1.25 <i>ph</i>
b. Students (50%)		-	-
Total for Instruction	25%		
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research		-	-
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension		-	-
4. Support to Operation	25% <i>ph</i>	5.00	1.25 <i>ph</i>
5. Administration	50% <i>ph</i>	5.00	2.50 <i>ph</i>
TOTAL	100%		5.00

EQUIVALENT NUMERICAL RATING: 5.00


Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 5.00


ADJECTIVAL RATING:

**OUTSTANDING**

Prepared by:

  
**REMBERTO A. PATINDOL**  
Name of Faculty

Approved:

  
**EDGARDO E. TULIN**  
President

# INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, Dr. REMBERTO A. PATINDOL, Vice President for Administration and Finance, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January - June, 2021.

  
REMBERTO A. PATINDOL

Vice President for Administration & Finance

Date:

Approved:

  
EDGARDO E. TULIN

President

Date:

MFO's/PAPs	Success Indicators	Target	Actual Accomplishment	Percent Accomplishment	Rating				Remarks
					Q	E	T	A	
<b>MFO1:</b> Advanced & Higher Education Services	Number of FTE implemented	7	0	0%				0.00	No Subjects handled
	<b>Sub-total (Points):</b>				0.00	0.00	0.00	0.00	
	<b>Sub-Total (Average Score):</b>				0.00	0.00	0.00	0.00	
<b>MFO4:</b> Administration and									
Administrative Services and Management	Number of Offices and units directly supervised and monitored	19	19	100%	5	5	5	5.00	
	Number of university-wide committees chaired and coordinated	7	8	114%	5	5	5	5.00	NAPB, PMT, VASC, Safety & Health, Disposal, CNA, Publication Incentive, Tree Mg't
	Number of university-wide committees meetings conducted	45	59	131%	5	5	5	5.00	
	Number of administrative and financial documents reviewed and approved	4,000	4,252	106%	5	5	4	4.67	
	Number of Memorandum issued	2	3	150%	5	5	5	5.00	



MFO's/PAPs	Success Indicators	Target	Actual Accomplishment	Percent Accomplishment	Rating				Remarks
					Q	E	T	A	
	Number of linkages with external agencies maintained	10	12	120%	5	5	5	5.00	CSC, PASUC, DBM, CHED, NEDA, GSIS, PhilHealth, Pag-Ibig Fund, Ombudsman, GPPB, AO25 Secretariat, LGU Offices
Physical facilities development and maintenance	Number of infrastructure coordinated and monitored	4	6	150%	5	5	5	5.00	
	Percentage of building and facilities inspected for preventive and corrective maintenance	100% of scheduled maintenance inspected	100% of scheduled maintenance inspected	100%	5	5	4	4.67	
	Percentage of repair and maintenance of light vehicles and heavy equipment programs coordinated and monitored	100% of scheduled maintenance monitored	100% of scheduled maintenance monitored	100%	5	5	4	4.67	
	Percentage of solid waste collected and disposed	100% collected and disposed	100% collected and disposed	100%	5	5	5	5.00	
	Percentage of laboratory instruments and equipment for prepreventive and corrective maintenance	100% of scheduled maintenance works	100% of scheduled maintenance works	100%	5	5	4	4.67	
	Percentage of well-maintained campus beautification and landscape	100% of scheduled campus landscape well-maintained	100% of scheduled campus landscape well-maintained	100%	5	5	5	5.00	
Financial Management Services	Percentage of financial documents received and approved	Documents released within 45 mins	Documents released within 30 mins	150%	5	5	5	5.00	
	Percentage of Annual Budget Proposal with supporting budget preparation forms submitted to different regulatory committess and agencies	100% submission, 80% approved as NEP/PRE Tier 1 & 2	1 volume of budget proposal submitted	100%	5	5	5	5.00	

MFO's/PAPs	Success Indicators	Target	Actual Accomplishment	Percent Accomplishment	Rating				Remarks
					Q	E	T	A	
	Percentage of monthly, quarterly and year-end financial reports prepared, consolidated, approved and submitted to COA/DBM within mandated time for all funds; error free	100% budgetary accountability reports submitted on time, error free	100% budgetary accountability reports submitted on time, error free	100%	5	5	5	5.00	
Personnel Services and Management	No. of activities conducted in compliance to ISO requirements/alignment to QMS coordinated & monitored	2 RSP, 2 L&D, 1 PM and 3 R&R processes	2 RSP, 2 L&D, 1 PM and 3 R&R processes	100%	5	5	5	5.00	
	Number of human resource management systems monitored	6	6	100%	5	5	5	5.00	
Medical and Dental Health Services	Percentage of medical-related services monitored	100%	100%	100%	5	5	5	5.00	
	Percentage of dental-related services monitored	100%	100%	100%	5	4	5	4.67	
	Percentage of emergency calls responded	100%	100%	100%	5	5	5	5.00	
	Percentage of public health services in the new normal traced and monitored	100%	100%	100%	5	5	5	5.00	
Disaster and Risk-Reduction Management Services	Percentage of investigation and reported incidents conducted	95%	95%	100%	5	5	5	5.00	
	Percentage of emergency calls responded	95%	95%	100%	5	5	5	5.00	
Information and Communications Technology Management Services	Percentage of system development, enhancement and debugging maintained	50%	50%	100%	5	5	5	5.00	
	Percentage of network infrastructure and internet connectivity established	50%	50%	100%	5	5	5	5.00	
Support Services	Efficient customer friendly frontline service	Zero complaint	Zero complaint	100%	5	5	5	5.00	
Sub-total (Points):					130	129	126	128	
Sub-Total (Average Score):									
Total Over-all Rating								128.93	

MFO's/PAPs	Success Indicators	Target	Actual Accomplishment	Percent Accomplishment	Rating				Remarks
					Q	E	T	A	
Average Rating (Total Over-all rating divided by # of entries)			4.94		Comments & Recommendations for Development Purpose:				
Additional Points:									
Punctuality									
Approved Additional points (with copy of approval)									
FINAL RATING			4.94						
ADJECTIVAL RATING			Outstanding						


Evaluated & Rated by:

  
**EDGARDO E. TULIN**  
 Immediate Supervisor  
 Date: \_\_\_\_\_

Recommending Approval:

\_\_\_\_\_  
 N/A

Approved by:

  
**EDGARDO E. TULIN**  
 President  
 Date: \_\_\_\_\_





## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January – June 2021

Name of Staff: **REMBERTO A. PATINDOL**

Position: **VP for Administration & Finance**

**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		56				

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		22				
Average Score		4.59				

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

  
**EDGARDO E. TULIN**  
 President



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **REMBERTO A. PATINDOL**

Performance Rating: **January – June 2021**

Aim:

Development of capability to manage existing resources and personnel to cope up with the “New Normal” under this pandemic.

Proposed Interventions to Improve Performance:

Date: \_\_\_\_\_ Target Date: March to June 2021

First Step: Attend to webinars on strategies and innovations to cope with administrative responsibilities during this pandemic.

Result:

\_\_\_\_\_

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

Next Step: \_\_\_\_\_

Outcome: \_\_\_\_\_

Final Step/Recommendation:

\_\_\_\_\_

Prepared by:

  
**EDGARDO E. TULIN**  
President

Conforme:

  
**REMBERTO A. PATINDOL**  
Vice President for Administration & Finance

\_\_\_\_\_