



Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: POLICARPO C. GUMBA, JR.

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical rating (2x3)
1 Numerical Rating per IPCR	4.92	0.70	3.44
2 Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.75	0.30	1.43
TOTAL NUMERICAL RATING			4.87

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Add: Additional Approved Points, if any: -

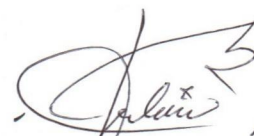
TOTAL NUMERICAL RATING: **4.87**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:


POLICARPO C. GUMBA, JR.
Name of Staff

Reviewed by:


JULIUS V. ABELA
Department/Office Head

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

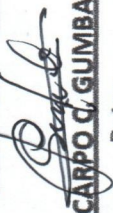
Approved:


BEATRIZ S. BELONIAS
Vice-President for Instruction

RATING SCALE: 4.6-5.0 Outstanding
3.8-4.5 Very Satisfactory
3.0-3.7 Satisfactory
2.2-2.9 Unsatisfactory
2.1- & below Poor

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, POLICARPO C. GUMBA, JR., of the Department of Animal Science, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July, 2019 to December, 2019.


POLICARPO C. GUMBA, JR.
Ratee

Approved:

JULIUS V. ABELA

Head of Unit

MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q ¹	E ²	T ³	A ⁴	
Efficient and Customer Friendly Frontline Services Administrative Support Services	Zero percent complaint from client served	Officer of the day (frontliner), one of the person to entertain students, clients/ customers, and VSU co-employees requests.	90% no complaint	100% no complaint	5	5	5	5.00	
	Number of faculty and staff biometrics DTRs; projected teaching and actual faculty workloads computed/encoded/printed; renewal of temporary faculty appointments and animal project managers appointments, instruction related letters/ communications and certifications prepared/encoded/printed/recorded and forwarded to	Printed/distributed monthly biometric DTRs of faculty and staff, DTR forms for part-time instructors and GTAs, prepared ISO formatted letters of recommendation with projected/computed faculty workload for renewal of temporary/part-time instructors/adjuncts, letter request hiring of new instructors/ GTAs and posting of notices, computed/typed actual teaching/faculty workload, prepared faculty appointments for DAS animal projects, printed/forwarded/recorded to head and higher VSU personnel/offices for approval	80	180	5	5	5	5.00	
	Number of TO, vouchers for cash advances/liquidations/reimbursements, certificates, leave applications, payrolls of job order workers, etc. prepared/encoded/printed/recorded and forwarded on time	Prepared Travel Orders (TOs), typed/computerizes travel vouchers for cash advances/liquidation/reimbursements/replenishments, payrolls for job order workers, prepared leaves applications for CDOs, sick, and vacations, prepared/encoded/printed certificates of appearances of visitors/LGUs, clients/ students who pursue undergraduate/ graduate studies in VSU, and certificates of field practice books submitted to DAS Library, tree planting certificates, processed for signature of head and other certifying officials, recorded, forwarded on time	150	250	5	5	5	5.00	
	Number of classrooms utilization and schedules, faculty rooms consultation and class schedules encoded, printed, and posted	Encoded, printed, and posted classrooms utilization/schedules, faculty consultations and class schedules	18	20	5	5	4	4.67	

	Number of class rosters printed, grade sheets (midterm/final), temporary and INC grade sheets, submitted for signature of instructors/professors/head, recorded/forwarded to CAFS, Graduate School, and registrar's	Encoded/printed class rosters, grade sheets (midterm/final), temporary and INC grade sheets, submitted for signature of instructors/professors/head recorded/forwarded to approving offices	100	110	5	5	4	4.67
	Number of ip messages with file attachment(s) (forms/office memos) receive/printed/replied and posted for information dissemination to faculty and staff	ip messages with file attachments (forms/office memos) receive/printed/replied and posted for information dissemination to faculty and staff	250	375	5	5	5	5.00
	Number of ISO documents encoded/printed/forwarded to AO1 for proof reading and submission to department head for signature	Encoded/printed/forwarded ISO documents (e.g. SWOT, ROAM, CAP, RFCA's, Quality Record Matrix, Risk Assessment Action Plan, Notice of Meeting, Attendance Sheet, Justification, etc.) to AO1 for proof reading and submission to department head for signature	50	75	5	5	5	5.00
	Number of subjects conducted for Teaching Performance Evaluation By-Students to faculty of other departments per memorandum issued by the VSU President	Conducted Teaching Performance Evaluation By-Students of Department of Computer Science and Technology (DCST) faculty	15	28	5	5	5	5.00
Total Over-all Rating								39.33

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)	4.92
Additional Points:	
Punctuality	0
Approved Additional points (with copy of approval)	0
FINAL RATING	4.92
ADJECTIVAL RATING	Outstanding

Comments & Recommendation for Development Purpose: *Must attend training & conference related to the administrative division further*

Evaluated and Rated by: 
JULIUS V. ABELA
Head, Dep't. of Animal Science
Date: 3-9-2020

Recommending Approval: 
VICTOR B. ASIO
Dean, College of Agriculture
Date: 3-27-2020

Approved by: 
BEATRIZ S. BELONIAS
Vice-President for Instruction
Date: 4-01-2020

Legend: Q¹ - Quality
E⁴ - Efficiency
T⁶ - Timeliness
A⁴ - Average

4.6 - 5.0 Outstanding
3.8 - 4.5 Very Satisfactory
3.0 - 3.7 Satisfactory
2.2 - 2.9 Unsatisfactory
2.1 - & below Poor



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **July-December, 2019**

Name of Staff: **POLICARPO C. GUMBA, JR.**

Position: **Administrative Aide 4**

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		57				

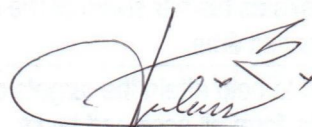
Vision: A globally competitive university for science, technology, and environmental conservation.

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



B. Leadership & Management (For supervisors only to be rated by higher supervisor)	Scale				
	5	4	3	2	1
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					57
Average Score					4.75

Overall recommendation :


JULIUS V. ABELA
Printed Name and Signature
Head of Office

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: POLICARPO C. GUMBA, JR.
Performance Rating: Outstanding

Aim: To improve work efficiency and achieve targets on time.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July, 2019 Target Date: September, 2019

First Step: Follow-up requests on 2019 PPMP for office/lab./proj. supplies/ materials with assistance of Victorino M.Lamo and prepares/encodes/ routinely office documents ahead of time schedule for submission

Result: Arrival of office/laboratory/farm supplies/materials was delayed due to Supply Office and Management Division had a hard time on following strict procurement procedures. Other routine works was properly attended to and submitted on time.

Date: October 2019 Target Date: December 2019

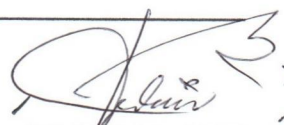
Next Step: Continuous follow-up of all requests/documents for approval and also seek assistance with Mr. Carlito V. Sanchez (DAS Administrative Officer I regarding project requests and laborers' work attendances for payroll matters; and proper lay outing of schedule of activities and document files.

Outcome: Smooth operation of office works.

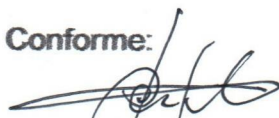
Final Step/Recommendation:

Keep up the good works.

Prepared by:


JULIUS V. ABELA
Unit Head

Conforme:



POLICARPO C. GUMBA, JR.
Name of Ratee (Staff)