



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

**Annex P**

Name of Administrative Staff: **MERIAM M. LUNA**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.69	70%	3.283
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.58	30%	1.374
<b>TOTAL NUMERICAL RATING</b>			<b>4.657</b>

TOTAL NUMERICAL RATING: **4.657**

Add: Additional Approved Points, if any: \_\_\_\_\_


TOTAL NUMERICAL RATING: \_\_\_\_\_


FINAL NUMERICAL RATING **4.657**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

Reviewed by:

  
**Meriam M. Luna**  
Name of Staff

  
**Manolo B. Loreto, Jr.**  
Dean of Students

Approved:

  
**Aleli A. Villocino**  
Vice President, SAS

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MERIAM M. LUNA, of the USSO 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 to DECEMBER, 2020.

  
**MERIAM M. LUNA**

Ratee

Approved:

  
**MANOLO B. LORETO, JR.**

Head of Unit

MFO's/PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q	E	T	A	
<b>ISO 9001:2015 aligned documents and compliant processes</b>	Percentage of clients served rated the services received at least very satisfactory or higher	Administrative Aide/Staff	95% of clients rated services as very satisfactory or higher	98% rate	5	5	5	5.00	
	Number of ISO forms revised/updated and registered at QAC	Serves as Deputy Document and Records Controllers (dDRCs)	30 forms revised	33 forms revised	4	5	5	4.67	
	Percentage implementation of processes in accordance with existing approved quality procedures	Serves as Deputy Document and Records Controllers (dDRCs)	100% processes implemented according to QP	100% implemented according to QP	5	5	5	5.00	
	Percentage of ISO evidences compliant with existing ODS quality procedures kept intact and readily available to Auditor	Prepare QRM & Assist in preparation ISO evidences for Compliant of GOOIs, NC, RFCA & etc.	100% ISO compliant evidences readily available	100% implemented according to QP	5	5	5	5.00	
<b>ARTA aligned frontline services</b>	Efficient & customer friendly frontline service	Administrative Aide/Staff	Zero percent complaint from clients served	0% complaint	5	5	5	5.00	



MFO's/PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q	E	T	A	
Administrative Services	Number of administrative services and financial/administrative documents acted within time frame	> Issues of Certificates (CGMC, CA, & etc.)	70	89	5	4	4	4.33	
		> Prepared Payrolls- Students Assistant, Job Orders, Honorarium & Vouchers for Reimbursement, Fund Transfer; etc.	35	93	5	5	5	5.00	
		> Encoded Scholars on Credit System for Land Bank of the Phil. for all VSU Scholars' stipend ( University, College, Academic, Varsity & USSC) on monthly basis	300	377	5	4	4	4.33	
		Prepared PPMP of USSO, Admissions, PESO, Guidance, Testing, Dormitories & etc.	3	9	5	4	4	4.33	
		> Prepared Appointment of DBGF, Campus Ministers, Organization Advisers', Dormitory Advisers', Casual & Job Orders	20	61	5	5	4	4.67	
		>Prepared & Type different notice of meetings, request for overtime, travel orders, Memorandum, OIC, Trip Ticket & others	30	95	5	5	5	5.00	
		Recording of incoming/outgoing documents	300	648	5	4	5	4.67	
		Encoded Quality Records Matrix of ISO Assorted documents	500	610	5	4	4	4.33	

MFO's/PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q	E	T	A	
		Filing of office documents-communications, memo, reports & others.	800	896	4	4	4	4.00	
		Facilitating and screen clients of the Dean of Students	300	465	5	5	5	5.00	
Total Over-all Rating								70.33	

Average Rating (Total Over-all rating divided by	4.69
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.69
ADJECTIVAL RATING	OUTSTANDING

Comments & Recommendations for Development Purpose:
Must take CS eligibility for permanency

Evaluated and Rated By



**MANOLO B. LORETO, JR.**

Unit Head

Date: 3/29/21

Recommending Approval:



**MANOLO B. LORETO, JR.**

Dean, ODS

Date: 3/29/21

Approved by:



**ALELI A. VILLOCINO**

Vice-President for Student Affairs & Services

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





## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July to December, 2020

Name of Staff: Meriam M. Luna

Position: Administrative Aide 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		55				



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						
Average Score		4.58				

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



**MANOLO B. LORETO, JR.**  
Dean of Students

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MERIAM M. LUNA

Performance Rating: OUTSTANDING

Aim: To be an effective administrative support for the implementation of the student affairs services and programs and to identify areas for self-improvement

Proposed Interventions to Improve Performance:

Date: July, 2020 Target Date: December, 2020

**First Step:**

- Participation in workshop-seminars on team building
- Participation in workshop-seminars on databasing of vouchers, payrolls, and other documents
- Reorientation on the proper management and filing of office hard copy documents

**Results:**

- Capacitated in handling office documents

Date: January, 2021

Target Date: June, 2021

**Next Step:**

- Continue attending seminars on proper handling of office documents through the ISO process

**Outcomes:**

- Traceability of documents
- Improved customer services and values to work
- Knows how to protect soft files

**Final Step/Recommendation:**

- Be converted from casual to regular employee

Prepared by:



Manolo B. Loreto

Dean of Students

Conforme:



Meriam M. Luna

Name of Ratee Staff