



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: Peter Ben Laurice H. Urdaneta

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.48	70%	3.136
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.67	30%	1.401
TOTAL NUMERICAL RATING			4.54

TOTAL NUMERICAL RATING: 4.54

Add: Additional Approved Points, if any: none

TOTAL NUMERICAL RATING: 4.54

FINAL NUMERICAL RATING 4.54

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

PETER BEN LAURICE H. URDANETA
Name of Staff

Reviewed by:

QUEEN EVERY Y. ATUPAN
Department/Office Head

Recommending Approval:

RYSAN C. GUINOCOR
Dean/Director

Approved:

EDGARDO E. TULIN
Vice President

Vision:
Mission:

A globally competitive university for science, technology, and environmental conservation.
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and innovative technologies for sustainable communities and environment.

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FM-HRM-27
V0 11-12-2021

No. 24167

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, PETER BEN LAURICE H. URDANETA, an Administrative Aide III (Casual) of the Cash Division commits to deliver and agree to be rated on the attainment of following targets in with the indicated measures for the period July 1- December 31, 2023.

PETER BEN LAURICE H. URDANETA

Ratee
Date: 2/8/24

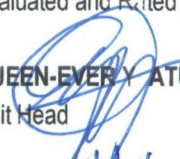
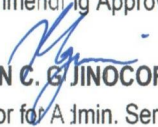

Approved:

QUEEN-EVER Y. ATUPAN
Head Cash Division Office
Date: 2/8/24

MFO & PAPs	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark	
					Quality	Efficiency	Timeliness	Average		
UGAS5. SUPPORT TO OPERATIONS										
OVPAF STO 1: ISO 9001:2015 ALIGNED DOCUMENTS										
ODAS/HRM STO 1:	ISO 9001:2015 aligned documents and compliant processes	PI 1. Percentage of clients served rated the services received at least very satisfactory or higher	Facilitated and Accomodated various requests and inquiries from clients.	95% of clients rated services as very satisfactory or higher	95% of clients rated services as very satisfactory or higher	4	4	4	4.00	
		PI. 3 Number of administrative processes implemented in accordance with existing approved quality procedures	Implement processes in accordance with existing approved QPs	2 processes implemented according to QP	2 processes implemented according to QP	4	4	4	4.67	

MFO & PAPs		Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
		PI.7 Percentage of ISO evidences compliant with existing quality procedures kept intact and readily available to Auditor	Preparation and filling of evidences	100% ISO compliant evidences readily available	100% ISO compliant evidences readily available	4	4	4	4.00	
VPAF STO3: ARTA ALIGNED COMPLIANCE AND REPORTING REQUIREMENTS										
ODAS/HRM STO 3:	ARTA aligned frontline services	PI. 9 Efficient & customer friendly frontline service	Fast, Efficient & customer friendly frontline service	100% ISO compliant evidences readily available	100% ISO compliant evidences readily available	4	4	4	4.00	
VPAF STO4: INNOVATIONS & BEST PRACTICES										
ODAS/HRM STO 4:	Innovations & new Best Practices Development Services	PI. 10. Number of new systems/innovations/proposals introduced and implemented	Propose Innovation in the conduct of remittances and payments to suppliers and other assigned tasks.	1 Innovation	1 Innovation	5	5	4	4.67	
UMFO6: General Administrative and Support Services (GASS)										
VPAF GASS 1: Administrative and Support Services Management										
ODAS/HRM GASS 1:	Administrative and Support Services	PI. 17 Number of administrative services and financial/ administrative documents acted within time frame	Prepare and print weekly travel to Ormoc & facilitate requests from Clients to pay various suppliers and service providers	100 requests of Clients (Pag-ibig loans, Deposit of payment to Bank)	112 requests of Clients (Pag-ibig loans, Deposit of payment to Bank)	5	5	5	5.00	

MFO & PAPs		Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
		PI. 18 No. of linkages with external agencies maintained	Maintain a good working relationship and linkage with Landbank, COA, Suppliers and other agencies	8 Linkages (COA, Pag-itig, LBP, Philhealth, GSIS)	8 Linkages (COA, Pag-itig, LBP, Philhealth, GSIS)	5	5	5	5.00	
		PI.20 No. of Man Com meetings attended and staff	Attend monthly staff meeting	6 staff meetings	6 staff meetings	5	5	5	5.00	
ODAS/HRM GASS 4: Cashiering Services										
CASH MFO2	Disbursement /Processing	PI1. Number of approved vouchers and payrolls acted within prescribed period and error free	<ul style="list-style-type: none"> - Conduct a final review of vouchers & payrolls as to completeness of signatures and attachments - Pay checks & deliver paid LDDAP ADA & BIR Certificates to suppliers and service providers - Check & Verify correctness of Official Receipts issued by service providers and suppliers 	300 approved payrolls/Vouchers 400 checks and 450 LDDAP paid to Suppliers & Service providers	305 approved payrolls/Vouchers 425 checks and 453 LDDAP paid to Suppliers & Service providers	4	4	4	4.00	
		Comments and Recommendations for Development Purposes: continue to adopt learnings and improve skills in handling messengerial work.								
Total Over-all Rating		40.34								
Average Rating		4.48								
Adjectival Rating		Very satisfactory								

MFO & PAPs	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
					Quality	Efficiency	Timeliness	Average	
<div> <div> <p>Evaluated and Rated by:</p> <p> QUEEN-EVERY ATUPAN Unit Head</p> <p>Date: <u>2/8/24</u></p> <p>1- Quality 2- Efficiency 3- Timeliness 4- Average</p> </div> <div> <p>Recommending Approval:</p> <p> RYSAN C. G. JINOCOR Director for Admin. Services</p> <p>Date: <u>2/12/24</u></p> </div> <div> <p>Approved:</p> <p> EDGARDO E. TULIN Vice-President for Admin and finance</p> <p>Date: <u>2/19/24</u></p> </div> </div>									



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July – December 2023

Name of Staff: Peter Ben Laurice H. Urdaneta Position: Admin. Aide III (Casual)

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				

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B. Leadership & Management (<i>For supervisors only to be rated by higher supervisor</i>)		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		0				
Average Score		4.67				

Overall recommendation : Continue to adopt learnings and improve skills in handling messengerial work.


QUEEN-EVER Y. ATUPAN
 Printed Name and Signature
 Head of Office

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Peter Ben Laurice H. Urdaneta

Performance Rating: 4.48

Aim: Develop his skills and functional competencies.

Proposed Interventions to Improve Performance:

Date: July 01, 2023 Target Date: September 30, 2023

First Step: Mentor him to monitor check payments to suppliers and service providers.

Result: He was able to maintain listings/records of paid vouchers.

Date: October 01, 2023 Target Date: December 31, 2023

Next Step: Recommend him to attend the COA Cash Management and Control System Seminar.

Outcome: He further develop his skills and knowledge in performing his assigned tasks.

Final Step/Recommendation:

Continue to adopt learnings and improve skills in handling messengerial work.

Prepared by:

QUEENEVERY ATUPAN
Unit Head

Conforme:

PETER BEN LAURICE H. URDANETA
Name of Ratee Faculty/Staff