



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

**Annex P**

Name of Administrative Staff: **VIRGILIO C. ACILO**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.72	70%	3.30
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.50	30%	1.35
<b>TOTAL NUMERICAL RATING</b>			<b>4.65</b>

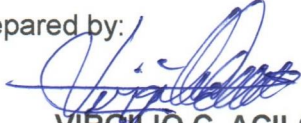
TOTAL NUMERICAL RATING: 4.65


Add: Additional Approved Points, if any:           

TOTAL NUMERICAL RATING:           

FINAL NUMERICAL RATING 4.65

ADJECTIVAL RATING: **Outstanding**

Prepared by:   
**VIRGILIO C. ACILO**  
Name of Staff


Reviewed by:   
**MARIA ROBERTA S. MIRAFLOR**  
Office Head

Recommending Approval:   
**RYSAN C. GUINOCOR**  
Director, Administrative Services

Approved:  *MJ: 7/26/22*  
**DANIEL LESLIE S. TAN**  
Vice President for Administration & Finance

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Virgilio C. Acilo** of the Office of the Head of Records and Archives (OHRA) 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 1 to June 30, 2022**.

  
**VIRGILIO C. ACILO**  
 Ratee

Approved:

  
**MARIA ROBERTA S. MIRAFLORES**  
 Head, Records and Archives

MFOs & PAPs	Success Indicators	Tasks Assigned	Targets (Jan-Dec 2022)	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
OVPAF MFO 2: ISO ALIGNED MANAGEMENT AND ADMINISTRATIVE SUPPORT SERVICES									
ODAS MFO 1: ISO aligned Personnel Records Development & Management Services									
OHRA MFO 1. Number of implementation of leave benefits, compensation & other employee benefits									
PI 1: Number of leave applications, NOSI, NOSA filed within the day of receipt	A1. Effective files management	Files contracts, 201 files/ documents of administrative staff (regular, casual, contractual staff) including NOSA, NOSI, leave applications within the day of receipt	4,583 docs	3, 054 docs/records filed	5	4	5	4.67	
		Updates 201 files of administrative staff based on the new CSC checklist	348 files	338 personal folders of administrative staff (permanent, temporary, casual, contractual)	5	5	4	4.67	
		Conduct Inventory of all 201 Personal file folders for non-current; acad, admn, part-time instructor, casual, & SRA	4,583 files	3, 050 current/non-current folders of academic/admin staff	5	5	4	4.67	
ODAS MFO 2: ISO Aligned Records and Archives Management									
OHRA MFO 5: No. of messengerial services provided and approved disposal of records secured									
PI 3: Number of request to dispose of records secured from NAP	A4. Records disposal	Encodes draft of Request for Authority to Dispose Records for review	207 records	210 records	5	4	5	4.67	



		Encodes list of valueless records during the conduct of records inventory	2,156 records	Encoded 2, 025 valueless records	5	5	4	4.67	
<b>UMFO 6: GENERAL ADMINISTRATION AND SUPPORT SERVICE</b>									
<b>ODAS MFO 2: Administrative and Support Services Management</b>									
<b>OHRA MFO 7. Efficient and customer friendly frontline services</b>									
PI 4: Efficient and customer friendly frontline services	A5. Efficient and friendly services	Attends to the needs of clients	Zero complaint from clients served		5	5	5	5.00	
Total Over-all Rating								<b>28.33</b>	
Average Rating (Total Over-all Rating divided by 4)			<b>4.72</b>	Comments & Recommendations for Development Purpose:  <i>Recommends to attend trainings on disposition of records and archiving</i>					
Additional Points:									
Punctuality									
Approved additional points (with copy of approval)									
FINAL RATING			<b>4.72</b>						
<b>ADJECTIVAL RATING</b>			<b>Outstanding</b>						

Evaluated & Rated by:

**MARIA ROBERTA S. MIRAFLOR**

Head, Records and Archives

Date: 7/14/22

Recommending Approval:

**RYSAN C. GUINOCOR**

Director for Administrative Services

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

Approved by:

**DANIEL LESLIE S. TAN** *ML: 7/14/22*

Vice President for Administration & Finance

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

1 - Quality

2 - Efficiency

2 - Timeliness

4 - Average



## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January-June 2022

Name of Staff: VIRGILIO C. ACILO

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		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						
Average Score		4.50				

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

  
**MARIA ROBERTA S. MIRAFIOR**  
 Head, Records and Archives

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **VIRGILIO C. ACILO**

Performance Rating: **January-June 2022**

Aim: To improve his skills on electronic records management.

Proposed Interventions to Improve Performance:

Date: July 11, 2022 Target Date: July - Dec. 2022

First Step: To send him to training on electronic records management.

Result: Attended a virtual seminar-workshop last April 25-29, 2022, via Zoom

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

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

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

Final Step/Recommendation:

Attendance to electronic records management, and other relevant trainings on disposition of records.

Prepared by:

**MARIA ROBERTA S. MIRAFLOR**

Unit Head

Conforme:

**VIRGILIO C. ACILO**

Name of Ratee Faculty/Staff