



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **NEVIN A. PACADA**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.50	70%	3.15
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.36	30%	1.31
TOTAL NUMERICAL RATING			4.46

TOTAL NUMERICAL RATING: 4.46

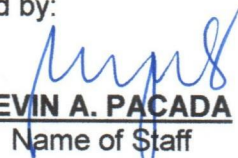
Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:


FINAL NUMERICAL RATING 4.46

ADJECTIVAL RATING: **VERY SATISFACTORY**

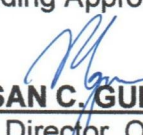
Prepared by:


NEVIN A. PACADA
Name of Staff


Reviewed by:


RYSAN C. GUINOCOR
OIC Director, ODAS

Recommending Approval:


RYSAN C. GUINOCOR
OIC Director, ODAS

Approved:


REMBERTO A. PATINDOL
VP for Admin. & Finance

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Nevin A. Pacada**, of the **VSU-Cebu Office** commit 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 - June 30, 2021.

NEVIN A. PACADA

Ratee

Approved:


RYSAN C. GUINOCOR

Head of Unit

MFO & Performance Indicators (PI)	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
STO1: ISO 9001:2015 aligned documents and complaint processes	No. of reports/for replenishments and payroll documents submitted to IGP, COA, and Accounting	Prepares reports on lodging, cash receipts and cash disbursements; for replenishments and payroll documents	38	43	5	5	4	4.67	
STO 2: ARTA-aligned frontline services	Efficient & customer friendly frontline service	Provides customer friendly customer service	0 complaint	0 complaint	4	4	5	4.33	
STO 3: Innovations & New Best Practices	No. of new systems/innovations/ proposals introduced and implemented	Cultivation of some unused land of VSU-Cebu for aesthetic and sustenance purposes	1	1	4	4	4	4.00	
GASS 1: VSU-Cebu Operation and Management	Percentage of RFQ's, POs, checks, ACICs, NTPs, and NOAs received, served and retrieved from suppliers	Checks, selects, and serves to/retrieves from potential suppliers procurement docs. received from VSU-Main	100%	221	4	5	4	4.33	
	Percentage of RFQ's, POs, transmittals, and List of Checks scanned to PDF	Scans RFQs, POs, AOQs, transmittals, and List of Checks to PDF for e-filing	100%	146	5	5	5	5.00	
	Percentage of quoted RFQs, and POs checked, evaluated and signed	Checks, evaluates, and signs quoted RFQs, and POs	100%	128	5	4	5	4.67	
	No. of invoices/ORs issued with items purchased & picked up	Picks up/handcarries urgent purchased items with issued invoice(s)/OR	10	15	5	5	4	4.67	
	No. of invoices received for items delivered, inspected and recorded	Receives and inspects(per specs) deliveries with invoice & records items in logbook	30	40	4	5	4	4.33	
	No. of transmittals received with items from VSU-Main	Receives incoming transmittals with individual items indicated in it checked	13	16	5	4	5	4.67	
	No. of transmittals with items prepared for shipment	Prepares transmittals by encoding, including checking, marking & packing items for shipment	21	26	5	5	5	5.00	
	No. of RFQs, POs, and for-repair equipment monitored	Records, monitors, and follows up for RFQs, POs, and equipment for repair	88	110	4	4	5	4.33	

	No. of linkages with external agencies maintained	Maintains linkages with external agencies	3	5	5	5	4	4.67	
	No. of staff meetings presided/ conducted to discuss problems & solutions	Presides/Conducts meetings with staff	6	6	4	4	4	4.00	
	No. of minutes of meetings prepared	Prepares minutes of staff meetings	6	6	4	4	4	4.00	
	No. of liaisons services requested from the main campus facilitated/ complied	Facilitates/complies liaisons services as requested from the main campus	10	13	5	4	5	4.67	
	No. of guests welcomed and registered	Welcomes and registers guests for lodging	2	4	5	4	5	4.67	
	No. of ORs issued in lodging	Issues OR for lodgers upon check out	10	12	5	4	5	4.67	
	No. of maintenance/minor repair services performed	Assists/performs maintenance/minor repairs	5	10	4	5	4	4.33	
Total Over-all Rating								81.00	
Average Rating (Total Over-all rating divided by # 18)				4.50	Comments & Recommendations for Developmental Purposes:				
Additional Points:									
Punctuality									
Approved Additional points (with copy of approval)									
FINAL RATING				4.50					
ADJECTIVAL RATING				VS					

Evaluated and Rated by:



RYSAN C. GUINOCOR
 OIC Director, ODAS

Date: _____

1 - Quality
 2 - Efficiency


3 - Timeliness
 4 - Average

Recommending Approval:


RYSAN C. GUINOCOR
 OIC Director, ODAS

Date: _____

Approved by:


REMBERTO A. PATINDOL
 VP for Admin and Finance

Date: _____



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **January 1 – June 30, 2021**

Name of Staff: **NEVIN A. PACADA** Position: **Administrative Assistant II**

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		51				

Vision:
Mission:

A globally competitive university for science, technology, and environmental conservation.
Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

Total Score					
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					23
Average Score					4.36

Overall recommendation : _____


RYSAN C. GUINOCOR
 OIC Director, ODAS

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: NEVIN A. PACADA
Performance Rating: January 1 to June 30, 2021

Signature: _____

Aim: To enhance his knowledge of new policies/procedures on procurement processes under alternative method, supervisory functions & ISO 9001:2015 compliance

Proposed Interventions to Improve Performance:

Date: July 1, 2021 Target Date: August 1, 2021

First Step: Attend ODA's executive meeting which requires supervisory plans for the month starting August and the requirements to submit accomplishment of planned outputs of the next month meeting and plans for the succeeding month

Result: Started to prepare targeted outputs for the month and was able to report accomplishments as required during the next meeting which means he started functioning as leader/head of the VCO


Date: August 1, 2021 Target Date: December 31, 2021

Next Step: Guided how to introduce innovations for improvement of VCO services and to prepare Quality Procedures of at least one process

Outcome: Was able to produce one Quality Procedure for VCO lodging house services

Final Step/Recommendation: For him to attend Supervisory Development Course of the CSC and ISO 9001:2015 Awareness Training.

Prepared by:


RYSAN C. GUINOCOR
Unit Head