



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

NAME OF ADMINISTRATIVE STAFF: **CEILO F. SEÑARA**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.92	70%	3.444
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.94 4.917	30%	1.482 1.475
TOTAL NUMERICAL RATING			4.926 4.919

TOTAL NUMERICAL RATING: ~~4.926~~ 4.919

Add: Additional Approved points, if any: _____

TOTAL NUMERICAL RATING: ~~4.926~~ 4.919

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

CEILO F. SEÑARA
Name of Staff

Reviewed by:

ROMEL B. ARMECIN
NARC, Director

Recommending Approval:

ROMEL B. ARMECIN
NARC, Director

Approved:

MARIA JULIET C. CENIZA
Vice- President for RE&I

"Exhibit B"

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **CIELO F. SEÑARA**, *Administrative Aide III* of the **National Abaca Research Center-Visayas State University** commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July 2023** to **December 2023**.

CIELO F. SEÑARA

Approved:

ROMEL B. ARMECIN

Head of Unit

MFO & Performance Indicators (PI)	Success Indicators	Tasks Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO5: Research & Extension Admin. & Support Services									
Preparation of:	Number of trip tickets prepared	Trip tickets	10	30	5	5	5	5	
	Number of RIS prepared	Requisition Issue Slip (RIS)	10	20	5	5	5	5	
	Number of TO prepared	Travel Orders (TO)	10	58	5	5	5	5	
	Number of Itinerary of Travel	Itinerary of Travel	2	10	5	5	5	5	
	Number of Certificates of Travel Completed (CTC) prepared	Certificate of Travel Completed (CTC) with revised itinerary	2	6	5	5	5	5	
	Number of Certificates of Travel Completed (CTC) prepared	Certificate of Travel Completed (CTC) without revised itinerary	1	6	5	5	5	5	
	Number of cash advances/Petty Cash prepared	Cash Advances/Petty Cash	4	8	5	5	5	5	
	Number of liquidations prepared	Liquidation Report	4	6	5	5	5	5	
	a. Cash advance of accountable officer								
	b. Travel								

	Number of DTR/CSR prepared	Daily Time Record (DTR)/ Certificate of Service Rendered (CSR)	6	30	5	5	5	5	
	Number of Payrolls prepared	Payroll prepared	60	90	5	5	5	5	
	Number of application for leave prepared	Application for Leave	8	15	5	5	5	5	
	Number of appointments/contracts prepared	Appointments/Contracts	30	35	5	5	5	5	
	Number of PRs	Purchase Request (PR)	30	34	5	5	5	5	
	Number of OR/BUR	Obligation Request (OR)/ Budget Utilization Request (BUR)	30	90	5	5	5	5	
	Number of DVs	Disbursement Voucher (DV)	30	60	5	5	5	5	
	Number of IARs prepared	Inspection & Acceptance Report	15	30	5	5	5	5	
	Number of claims/ reimbursements prepared	Claims/Reimbursements	30	60	5	5	5	5	
	Job order/requests prepared	Job order/requests	4	6	5	5	5	5	
	Number of accomplishment report prepared	Accomplishment Reports	30	100	5	5	5	5	
Attendance to meetings	Number of hours	Meetings attended	5	6	5	5	5	5	
Attendance to seminar/ trainings/ workshops/ conference	Number of days of attendance	Trainings/seminar workshops/conference attended	1	2	5	5	5	5	
PMS Reports/Forms	Number of contracts prepared	PMS contracts prepared	4	5	5	5	5	5	
Messengerial	Number of documents submitted/retrieved	Documents submitted/retrieved for processing and follow-up	30	50	5	5	5	5	
Photocopying/mimeographing/ printing services	Number of copies	Documents photocopies/Mimeographed	500	900	5	5	5	5	

Committee assignments/special assignments	Number of committee assignments	Committee assignments complied with	1	1	4.5	5	4.83	
Information & Technology	Number of installations done	Client System Installation	1	1	5	4.5	5	4.83
	- virus detection and removal		1	1	5	4.5	5	4.83
	- backing-up of data files		1	1	5	4.5	5	4.83
In-Charge, audio visual equipment of the center	No. of hours meetings, seminars/ training and classes served	Put-up LCD/DVD during meetings, seminars/ training and classes	20	30	5	5	5	5
Alay Linis	No. of alay linis attended	Attend alay linis	1	2	5	5	5	5
Total Over-all Rating							4.92	

Ave. Rating (Total Over-all rating)		
Additional Points:		
Punctuality	-	
Approved Additional points	-	
(with copy of approval)		
FINAL RATING		4.92 -
ADJECTIVAL RATING		OUTSTANDING


Comments & Recommendation for Development Purpose:

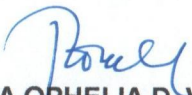
Needs to participate trainings related to the assigned task

Evaluated & Rated by:

Recommending Approval:

Approved by:


ROMEL B. ARMECIN
 Director, NARC
 Date: 07/10/2024


ROSA OPHELIA D. VELARDE
 Director for Research
 Date: 07/18/2024


MARIA JULIET C. CENIZA
 OVPREI
 Date: 07/18/2024

Exhibit I

PERFORMANCE MONITORING

Name of Employee: **CIELO F. SEÑARA**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
Preparation of:								
1	No. of trip tickets prepared	10	July 1, 2023	Dec. 31, 2023	30	Very Impressive	O	Very efficient and needs minimal supervision
2	No. of RIS prepared	10	July 1, 2023	Dec. 31, 2023	20	Very Impressive	O	
3	No. T.Os prepared	10	As scheduled		58	Very Impressive	O	
4	No. of Itinerary of travel	2	As schedule		10	Very Impressive	O	
5	No. of certificates of travel completely prepared	2	As scheduled		6	Very Impressive	O	
6	No. of certificates of travel completed (CTC) prepared	1	As scheduled		6	Very Impressive	O	
7	No. of cash advances prepared	4	As scheduled		8	Very Impressive	O	
8	No. of liquidations report prepared	4	As per request upon completion of travel		6	Very Impressive	O	
9	a. No. of cash advance of accountable officer							

	b. Travel						
10	No. of DTRs/CSR prepared	6	July 1, 2023	Dec. 31, 2023	30	Very Impressive	O
11	No. of payrolsprpared	60	July 1, 2023	Dec. 31, 2023	90	Very Impressive	O
12	No. of application leave prepared	8	As per request		15	Very Impressive	O
13	No. of appointments/contract prepared	30	July 1, 2023	Dec. 31, 2023	35	Very Impressive	O
14	No. of PRs	30	July 1, 2023	Dec. 31, 2023	54	Very Impressive	O
15	No. of OR/BUR	30	July 1, 2023	Dec. 31, 2023	90	Very Impressive	O
16	No. of DVs	30	July 1, 2023	Dec. 31, 2023	60	Very Impressive	O
17	No. of IARS prepared	15	July 1, 2023	Dec. 31, 2023	30	Very Impressive	O
18	No. of claims/reimbursements prepared	30	As per request		100	Very Impressive	O
19	Job order/requests prepared	4	July 1, 2023	Dec. 31, 2023	6	Very Impressive	O
20	No. of PDS prepared/updated	-	As per request		-		
21	No. of accomplishment report prepared	30	July 1, 2023	Dec. 31, 2023	100	Very Impressive	O
22	No. of VAT prepared						
23	No. of hours/days attended to meetings	5	As scheduled		6	Very Impressive	O
24	No. of hours/days attended to seminars/trainings/workshop/conferences	1			2		
25	No. of contracts prepared	4	As scheduled		5	Very Impressive	O

26	No. of documents submitted/retrieved	30	As scheduled		50	Very Impressive	O	
27	No. of copies photocopied/printed	500	July 1, 2023	Dec. 31, 2023	900	Very Impressive	O	
28	No. of committee assignments	1	As per request		1	Very Impressive	O	
29	No. of installation done	1	As per request		1	Very Impressive	O	
	- Virus detection and removal	1			1	Very Impressive	O	
	- Backing-up of data files	1			1	Very Impressive	O	
					1	Very Impressive	O	
30	No. of hours meetings, seminars/training and classes observed	20	As scheduled		30	Very Impressive	O	
31	No. of "Alay Linis" attended	1	As per request		2	Very Impressive	O	

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


ROMEL B. ARMECHIN
NARC, Director



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July 1 to December 31, 2023

Name of Staff: **CIELO F. SEÑARA**

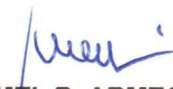
Position: **Admin Aide III**

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

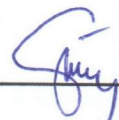
A. Commitment (both for subordinates and supervisors)		Scale				
1.	Demonstrates sensitivity to client's needs and makes the latter's experience in transacting business with the office fulfilling and rewarding.	5	4	3	2	1
2.	Makes self-available to clients even beyond official time	5	4	3	2	1
3.	Submits 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					
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	59				
Average Score	4.917				
Overall recommendation :					


ROMEL B. ARMECIN
 Director, NARC

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **CIELO F. SEÑARA**
Performance Rating: **OUTSTANDING**

Signature: 

Aim: **To have a smooth office operations**

Proposed Interventions to Improve Performance:

Date: July 1, 2023 Target Date: December 31, 2023

First Step:

- To act as chairman in assigned committee
- To maintain the working efficiency of office equipment
- Facilitate in the production of office documents

Result:

- Well-organized committee outputs
- Effective and efficient office equipment
- Well-facilitated office documents

Date: January 1, 2024 Target Date: June 30, 2024

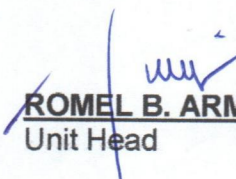
Next Step: Assist the director in the conduct of the center's activities and render overtime if necessary.

Outcome: effective and efficient office operation

Final Step/Recommendation:

- Needs to participate trainings related to the assigned tasks.

Prepared by:


ROMEL B. ARMECIN
Unit Head