

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

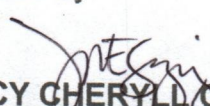
Name of Administrative Staff: **MERCY CHERYLL C. ESPEJO**

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.62	4.62 x 70%	3.23
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.31	4.31 x 30%	1.29
TOTAL NUMERICAL RATING			4.52

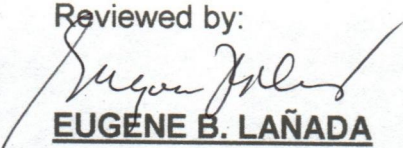
TOTAL NUMERICAL RATING: **4.52**
 Add: Additional Approved Points, if any: **-**
 TOTAL NUMERICAL RATING: **4.52**

ADJECTIVAL RATING: **OUTSTANDING**

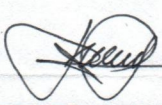
Prepared by:


MERCY CHERYLL C. ESPEJO
 Name of Staff

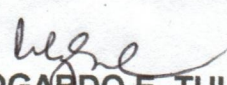
Reviewed by:


EUGENE B. LAÑADA
 College Dean

Recommending Approval:


REMBERTO A. PATINDOL
 Chairman, PMT

Approved:


EDGARDO E. TULIN
 President

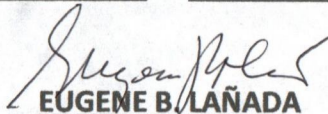
“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MERCY CHERYLL C. ESPEJO, of the COLLEGE OF VETERINARY MEDICINE commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period FEBRUARY 1, 2016 to JUNE 30, 2016.


MERCY CHERYLL C. ESPEJO
Ratee

Approved:


EUGENE B. LAÑADA
Head of Unit

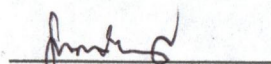
MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Laboratory Services	No. of chemicals and acted upon on time	Prepares series of alcohol concentrated (70% - 95%), Xylene, Paraffin, Acid Alcohol, Ammonia Water Solvent, Mayer's hematoxylin, Eosin, Physiological saline solvent, AFA solvent, xylene cedar wood, stain, Histopathology, Pathology, etc.	100	150	5	4	4	4.33	
		Safekeeping/issues laboratory equipment, glassware's, materials and supplies to faculty/students for instruction, research and extension purposes	150	200	4	5	4	4.33	
		Collate extension data and visit barangays covered by the extension project	50	108	5	5	5	5.00	
	Number of chemical instruments and glasswares released on time	Series of alcohol, EDTA vials, stains and indicator, glasswares and other laboratory materials	100	150	5	4	5	4.67	
	Number of laboratory equipment acted and release on time	Microscopes, cages, basket, centrifuge, weighing scale and other related equipment	50	100	4	5	5	4.67	

	Number of assigned tasks completed before the deadline	Assist some faculty and students in Histopathology, General Pathology, Systemic Pathology, Clinical Pathology and other related field in their laboratory classes and students conducting their thesis	10	50	4	5	4	4.33	
Administrative support services		Assist students during enrollment in undersign and signing clearance and COR	50	108	5	5	5	5.00	
Total Over-all Rating								23.33	

Average Rating (Total Over-all rating divided by 7)	23.33 / 7	4.62
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.62
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

Received by:


PRPRO

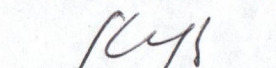
Date: _____

Calibrated by:


REMBERTO A. PATINDOL
Chairman, PMT

Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS
Vice Pres. for Instruction

Date: _____

Approved by:

EDGARDO E. TULIN
President

Date: _____

LEGEND: Q¹ – quality
E² – Efficiency
T³ – Timeliness
A⁴ – Average

4.6 - 5.0 Outstanding
3.8 - 4.5 Very Satisfactory
3.0 - 3.7 Satisfactory
2.2 - 2.9 Unsatisfactory
2.1 & below Poor

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: February 1, 2016 to June 30, 2016Name of Staff: MERCY CHERYLL C. ESPEJOPosition: Science Research Assistant

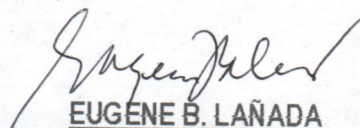
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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 bgs 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					
Average Score					

Overall recommendation : _____


EUGENE B. LAÑADA
 Name of Head