



**Annex P**

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

Name of Administrative Staff: MARY-ANN D. JOYA (JULY - DECEMBER 2021)

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.44	70%	3.11
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	30%	1.45
TOTAL NUMERICAL RATING			4.56


TOTAL NUMERICAL RATING:

Add: Additional Approved Points, if any:

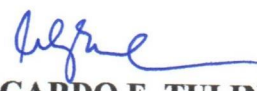
TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

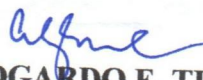
Prepared by:

  
**MARY-ANN D. JOYA**  
Name of Staff

Reviewed by:

  
**EDGARDO E. TULIN**  
Department/Office Head

Recommending Approval:

  
**EDGARDO E. TULIN**  
Immediate Supervisor

Approved:

  
**EDGARDO E. TULIN**  
President

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARY-ANN D. JOYA of the Visayas State University, Manila Office, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December 2021.

  
MARY-ANN D. JOYA

Ratee

  
EDGARDO E. TULIN

Head of Office

Univ. MFO & PAP's	VMO MFO	Success Indicators	Task assigned	Target July-December 2021	Actual Accomplishment	Rating				Remarks
						Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>MFO 6. General Admin and Support Services</b>	<b>VMO MFO 1:</b>	Zero complaints from clients	Clients served effectively and efficiently	<b>90% zero complaint</b>	<b>100%zero complaint</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	
		Number of documents and items transmitted to and from the main/external campuses facilitated	Administrative services	<b>10</b>	<b>22</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	
		Number of quarterly liquidation report of fund transfers & cash advances	Financial recording services	<b>1</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>4.67</b>	
		Number of Monthly Report of Sales, Collection and Remittances	Income generating services	<b>0</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	
		Number of payments prepared for the utility and other maintenance expenses of the Lodging House and other messegerial services provided to VSU Offices/officials not later than 2 days from receipt	Messegerial services	<b>10</b>	<b>12</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	
	<b>VMO MFO 2:</b>	No. of linkages with other government/private agencies established and maintained	Liaisoning services	<b>3</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	
	<b>VMO MFO 3:</b>	Percentage of guests accommodated and served	Frontline services	<b>0%</b>	<b>0%</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	
		Number of issued Official Receipt after payment made by the guest within 5 minutes after presenting the filled up registration form and ID	Cashiering services	<b>0%</b>	<b>0%</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	



	<b>VMO MFO 4:</b>	Percentage of requests for canvassing and purchasing from main/external campuses facilitated	Canvassing and purchasing services	60%	80%	5	5	4	4.67	
		Number of check payments/LDDAP served thru phone to concerned suppliers and other checks delivered to concerned payees	Messegerial services	0	0	4	4	4	4	
	<b>VMO MFO 5:</b>	Number of new HR systems/innovations introduced and implemented	1) VMO Records Management System was established and 2) Internal communication system established	0	0	4	4	4	4	
		Number of best practices introduced and implemented	1) Online reservation was established 2) Implemented the cost cutting system by unsubscribing the monthly cable services and switch to TV plus that has no monthly subscription	0	0	4	4	4	4	
		Total Over-all Rating							4.44	

Average Rating (Total Over-all rating)		
Additional Points: Punctuality		
Approved Additional points ( with copy of approval)		
Final Rating		
ADJECTIVAL RATING		

Comments & Recommendation for Development Purpose


Evaluated and rated by:

  
**EDGARDO E. TULIN**


Head, VMO

Date: 3/25/12

Recommending approval:

  
**EDGARDO E. TULIN**  
 University President

Approved by:

  
**EDGARDO E. TULIN**  
 University President

Date: 3/25/12

1- Quality

2 - Efficiency

3 - Timeliness

4 - Average

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, MARY-ANN D. JOYA of the Visayas State University, Manila Office, 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 to December 2022.

  
MARY-ANN D. JOYA

  
EDGARDO E. TULIN

Ratee

Head of Office

Univ. MFO & PAP's	VMO MFO	Success Indicators	Task assigned	Target January to December 2022	Actual Accomplishment	Rating				Remarks
						Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>MFO 6. General Admin and Support Services</b>	<b>VMO MFO 1:</b>	Zero complaints from clients	Clients served effectively and efficiently	<b>90% complaint</b>						
		Number of documents and items transmitted to and from the main/external campuses facilitated	Administrative services	<b>20</b>						
		Number of quarterly liquidation report of fund transfers & cash advances	Financial recording services	<b>3</b>						
		Number of Monthly Report of Sales, Collection and Remittances	Income generating services	<b>0</b>						
		Number of payments prepared for the utility and other maintenance expenses of the Lodging House and other messegerial services provided to VSU Offices/officials not later than 2 days from receipt	Messegerial services	<b>20</b>						
	<b>VMO MFO 2:</b>	No. of linkages with other government/private agencies established and maintained	Liaisoning services	<b>6</b>						
	<b>VMO MFO 3:</b>	Percentage of guests accommodated and served	Frontline services	<b>0%</b>						
		Number of issued Official Receipt after payment made by the guest within 5 minutes after presenting the filled up registration form and ID	Cashiering services	<b>0%</b>						




	<b>VMO MFO 4:</b>	Percentage of requests for canvassing and purchasing from main/external campuses facilitated	Canvassing and purchasing services	60%						
		Number of check payments/LDDAP served thru phone to concerned suppliers and other checks delivered	Messegerial services	0						
	<b>VMO MFO 5:</b>	Number of new HR systems/innovations introduced and implemented	1) VMO Records Management System was established and 2) Internal communication system established	0						
		Number of best practices introduced and implemented	1) Online reservation was establised 2) Implemented the cost cutting system by unsubscribing the monthly cable services and switch to TV plus that has no monthly subscription	0						
		Total Over-all Rating								

Average Rating (Total Over-all rating)	
Additional Points:	
Punctuality	
Approved Additional points ( with copy of approval)	
Final Rating	
ADJECTIVAL RATING	

Comments & Recommendation for Development Purpose

Evaluated and rated by:

  
**EDGARDO E. TULIN**

Head, VMO

Date: 3/25/22

Recommending approval:

  
**EDGARDO E. TULIN**

University President

Approved by:

  
**EDGARDO E. TULIN**

University President

Date: 3/25/22

1- Quality

2 - Efficiency 3 - Timeliness

4 - Average

# PERFORMANCE MONITORING FORM

Exhibit I


Name of Employee: MARY ANN D. JOYA

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
1	Liquidation of Fund Transfer for the Third & Fourth quarter release	Cash Advances liquidated	One week every after end of each quarter	First week of October 2021 First week of January 2022	First week of October 2021 Last week of February 2022	Very Impressive	Outstanding	Liquidation of cash advance submitted a week after end of quarter
2	Preparation of voucher for payment of utility expenses and maintenance of the office and other supporting documents	Preparation of voucher for various claims	Various dated July to December 2021	Within July to December 2021	Within July to December 2021	Very Impressive	Outstanding	Voucher prepared and submitted with complete attachments of supporting documents
3	Delivery of various documents submitted to CHED/NTC/UNIFAST & other offices	Delivered and submitted to the said offices	Various dated July to December 2021	Within July to December 2021	Within July to December 2021	Very Impressive	Outstanding	Successfully delivered and submitted
4	Plants ornamental plants and repotting of live and grown ones	Plants to be watered and kept alive and grown.	Various dated July to December 2021	Within July to December 2021	Within July to December 2021	Very Impressive	Outstanding	All grown and alive plants used as interior decors.
5	Preparation of all supporting documents of travel and purchases of lodging and office supplies and materials.	Different supporting documents prepared	Various dated July to December 2021	Within July to December 2021	Within July to December 2021	Very Impressive	Outstanding	Gathered and prepared office and other financial documents facilitated and completed in the procurement of the said supplies and materials.
6	Records incoming and outgoing documents/communication	Documents received, recorded and released	Various dated July to December 2021	Within July to December 2021	Within July to December 2021	Very Impressive	Outstanding	Recorded all documents

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

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

Prepared by:

  
**EDGARDO E. TULIN**  
 Head of Office





## Annex O

### Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JULY TO DECEMBER 2021

Name of Staff: MARY-ANN D. JOYA Position: Guesthouse Caretaker

**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		58			
<b>B. Leadership &amp; Management (For supervisors only to be rated by higher supervisor)</b>		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		58/12			
Average Score		4.83			

Overall recommendation :

*Signature*  
**EDGARDO E. TULIN**  
 Head, VMO



# PERFORMANCE MONITORING & COACHING JOURNAL

Name of Office: Visayas State University- Manila Office

Head of Office: EDGARDO E. TULIN


Name of Staff: MARY-ANN D. JOYA

	1st	Q U A R T E R
	2nd	
X	3rd	
X	4th	

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
<u>Monitoring</u>  1. Receiving, recording/encoding, submission of documents, reports delivering/paying of checks		X		Release of checks only to authorized personnel upon presentation of proper Identification/or SPA	
<u>Coaching</u>  1. To serve every client with high respect, humbly and with a smile  2. Keeping the dormitory atmosphere a home away from home.  3. Coordinates with the rest of the staff in the maintenance of the building and dormitory rooms.	x  x  x	x  x  x		By being facilitative and making clients feel safe comfortable and relaxed	

*Note: Please indicate the date in the appropriate box when the monitoring was conducted.*

Conducted by:

  
EDGARDO E. TULIN  
 Head, VSUMO

Noted by:

DILBERTO O. FERRAREN  
 VP, Resource Generation and External Affairs Office

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARY ANN D. JOYA

Performance Rating: OUTSTANDING

Aim: To maximize the productivity potential of the staff

Proposed Interventions to Improve Performance:

Date: January 2021

Target Date: January to July 2021

First Step:

Discussion on how to minimize tardiness and absences in reporting to office.

Reporting to office on or before time.

Result:

Occurrences of tardiness and absences of staff was minimal. Staff reports to office on or before time.

Date: April 2021

Target Date: July 2021-December 2021

Next Step:

To Facilitate prompt preparation and submission of quarterly report as basis of releases of fund transfer for VSUMO operations.

To facilitate request of submission of documents from VSU main campus.


Outcome: Staff was able to prepare and submit the voucher and attached supporting documents for the quarterly liquidation of fund transfers.

The requests were facilitated.


Final Step/Recommendation:

To attend various seminars that could improve the performance ability.

Prepared by:

  
EDGARDO E. TULIN  
Unit Head

Conforme:

  
MARY ANN D. JOYA  
Name of Ratee/Staff