

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

Name of Administrative Staff: **LOUELLA C. AMPAC**

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.91	4.91 x 70%	3.44
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	5.00	5.00 x 30%	1.50
TOTAL NUMERICAL RATING			4.94

TOTAL NUMERICAL RATING: **4.94**
 Add: Additional Approved Points, if any: **0.00**
 TOTAL NUMERICAL RATING: **4.94**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:


JOCELYN T. CO
 Admin. Aide VI

Reviewed by:


REMBERTO A. PATINDOL
 VP for Admin. & Finance

Recommending Approval:


REMBERTO A. PATINDOL
 Chairman, PMT

Approved:


EDGARDO E. TULIN
 President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **LOUELLA C. AMPAC**, of the Office of the Director for Finance (ODF) commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January - June, 2018

Approved by:

Louella C. Ampac
LOUELLA C. AMPAC
Ratee


REMBERTO A. PATINDOL
VP for Admin. & Finance

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Percentage of Accomplishment as of June 30, 2018	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
Budget Formulation and Financial Management	No. of Budget Proposals for GAA prepared, endorsed by UADCO for BOR approval	Consolidates budget proposals submitted by different departments/centers/offices/units as basis for budget proposal	1 volume of budget proposal for 2019 submitted on time to governing bodies, error free	1 volume of budget proposal for 2019 submitted on time to governing bodies, error free	100%	5.0	5.0	5.0	5.00	
	A) General Fund - Budget per NEP for endorsement to the University President for approval	Prepares/revises 1 volume of budget per NEP for endorsement to the University President for approval	1 volume of revised budget based on 2019 Hard Ceiling	1 volume of revised budget based on 2019 Hard Ceiling	100%	5.0	5.0	5.0	5.00	
	B) Income - No. of budget proposals on utilization of income endorsed by UADCO for BOR approval	Prepares quarterly proposals for utilization of income endorsed by UADCO for BOR approval	8 budget proposals for utilization of income including proposals related to Finance	12 budget proposals for utilization of income including proposals related to Finance	150%	5.0	5.0	5.0	5.00	
	Number of payroll, vouchers, student clearances & withdrawals within a day from receipt	Signs and approves payroll, vouchers & student deposits/clearances within a day from receipt	8,234 payrolls, vouchers, clearance	8,516 docs signed and approved	103%	5.0	5.0	5.0	5.00	
	Number of checks, SLCI, NCA Utilization, LDDAP and ACIC within the day from receipt	Prepares, consolidates and approves reports for submission within mandated time	5,550 checks and docs signed and approved	5,600 checks and docs signed and approved	101%	5.0	5.0	5.0	5.00	

Budget Formulation and Financial Management	No. of financial reports prepared and approved, for submission to governing bodies (DBM) within mandated time, error free	Prepares, consolidates and approves reports for submission within mandated time	55 reports prepared and submitted	65 reports prepared and submitted	118%	5.0	5.0	5.0	5.00	
	No. of reports submitted to SENATE, CONGRESS, DBM, CHED, PASUC, NEDA	Prepares, and approves reports for submission within mandated time	60 sets of FY 2019 budgetary reports submitted	65 sets of FY 2019 budgetary reports submitted	108%	5.0	5.0	5.0	5.00	
Administrative Services	Number of offices supervised, monitored & coached (Accounting, Budget & Cash Offices)	Supervised, monitored & coached 3 offices	3 offices supervised, monitored and coached	3 offices supervised, monitored and coached	100%	5.0	5.0	4.0	4.67	
	Membership to Committees (BAC, NAPB, Scholarship, GAD & PMT)	Participates in meetings	120 meetings attended/participated	122 meetings attended/participated	101%	5.0	5.0	4.0	4.67	
	No. of written referrals received	Acted on referrals from OP, OVPAF and other departments/offices	65 acted referrals	75 referrals	115%	5.0	5.0	4.0	4.67	
	No. verbal referrals encountered	Acted on referrals from clients and higher supervisors	70 acted referrals	98 referrals	140%	5.0	5.0	5.0	5.00	
Total Over-all Rating						55.0	55.0	52.0	54.0	
Average Rating (Total Over-all rating divided by # of										
Additional Points:										Comments & Recommendations for Development Purpose: <i>Recommend to attend training & improve on financial management</i>
Punctuality										
Approved Additional points (with copy of approval)										
FINAL RATING										
ADJECTIVAL RATING										

Evaluated & Rated by:



REMBERTO A. PATINDOL
VP for Admin. & Finance

Date: _____

Recommending Approval:



REMBERTO A. PATINDOL
VP for Admin. & Finance

Date: _____

Approved:



EDGARDO E. TULIN
President

Date: _____

1 - quality
2 - efficiency

3 - timeliness
4 - average

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **JANUARY 1 – JUNE 30, 2018**

Name of Staff: **LOUELLA C. AMPAC**

Position: **Director for Finance**

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	60				
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	25				
Average Score	5.0				

Overall recommendation : _____



REMBERTO A. PATINDOL

Name of Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LOUELLA CHAN-AMPAC
Performance Rating: _____

Signature: *LChan-ampac*

Aim: For effective financial management.

Proposed Interventions to Improve Performance:

Date: Jan. 2018 Target Date: Feb. 2018

First Step:

Proper planning on allocation of funds to departments including utilization

Result:

Budget Dialogue on 2018 budget and how funds are distributed to each offices. Giving of instruction to offices on the account titles to be used.

Date: July 1, 2018

Target Date: Sept. 25-28, 2018

Next Step:

Attend Training on Good Governance and Corporate Social Responsibility on Sept. 25-28, 2018.

Outcome: Adherence to applicable laws on proper disposition of funds.

Final Step/Recommendation:

Recommend to attend trainings and improve on financial management.

Prepared by:


REMBERTO A. PATINDOL
Unit Head