



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **VICTORINO M. LAMO**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.89	0.70	3.42
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.67	0.30	1.40
TOTAL NUMERICAL RATING			4.82

TOTAL NUMERICAL RATING:

4.82

Add: Additional Approved Points, if any:

-

TOTAL NUMERICAL RATING:

4.82

FINAL NUMERICAL RATING:

4.82

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

VICTORINO M. LAMO

Name of Staff

Reviewed by:

JULIUS V. ABELA

Department/Office Head

Recommending Approval:

VICTOR B. ASIO

Dean, CAFS

Approved:

BEATRIZ S. BELONIAS


Vice-President for Academic Affairs

	Number of Project Reports prepared and submitted on time	Typed project reports, forwarded for signature and approval of head and other approving, recorded, forwarded and filed	6	6	5	5	4	4.67	
	Number of DAS lecture/laboratory rooms, comfort rooms, offices and other facilities opened/closed/checked during official working days or holidays when requested by instructors/professors	DAS lecture/laboratory rooms, comfort rooms, administrative/ faculty offices and other facilities were opened/closed/checked during official working days or holidays when requested by instructors/ professors	10	10	5	5	5	5.00	
Total Over-all Rating								29.33	


Average Rating (Total Over-all Rating/No. of A ⁴ Entries)		4.89
Additional Points:		
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.89
ADJECTIVAL RATING		Outstanding

Comments & Recommendation for Development Purpose: *He is dedicated and has a strong determination to work and meets the target. Likewise committed to learn and extend services.*


Evaluated & Rated by:


JULIUS V. ABELA
 Department Head
 Date: 10/12/2020

Recommending Approval:


VICTOR B. ASIO
 Dean, CAFS
 Date: 10/19/2020

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: 10/19/2020

Rating Scale:


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

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, VICTORINO M. LAMO, of the Department of Animal Science, 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, 2020 to June, 2020.


VICTORINO M. LAMO
Ratee


Approved: JULIUS V. ABELA
Head of Unit

MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q ¹	E ²	T ³	A ⁴	
Efficient and Customer Friendly Frontline Services	Zero percent complaint from client served	Officer of the day (frontliner), first person to entertain students, clients/ customers, and VSU co-employees.	80% no complaint	100% no complaint	5	4	5	4.67	
Administrative Support Services	Number of payrolls, DTR/CSR, faculty workload, job orders, staff appointments and other documents recorded and forwarded on time to higher offices for approval	Recorded and forwarded payrolls, DTR/CSRs of faculty/staff, SA, GTAs, part-time teacher, job orders of laborers and SA to higher offices for approval	50	75	5	5	5	5.00	
	Number of TO, vouchers, certificate of appearance, leave applications, etc. recorded and forwarded on time to higher offices for approval	Recorded and forwarded Travel Orders (TOs), typed/ computerizes travel vouchers for liquidation of cash advances, processed for signature of head and other certifying officials	35	55	5	5	4	4.67	
	Number of PR prepared, signed, released, recorded and forwarded on time	Prepared/computerized Purchase Requests (PRs) for instruction and research projects, processed reimbursements vouchers of purchases, forwarded to approving head and other officials, recorded and forwarded	20	25	5	5	5	5.00	

PERFORMANCE MONITORING FORM


Name of Employees: **Jaime V. Latras and Orlando V. Latras (Animal Caretakers)**

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	Pasture/provide water/give medication/take care newly-born animals and monitor breeding	Healthy animals/increase animal population	Everyday	Everyday	Everyday	Impressive	Outstanding	None
2	Cleaning of animal houses	Clean and orderly project/reduce animal mortality	Everyday	Everyday	Everyday	Impressive	Outstanding	None
3	Replant pasture paddocks, apply fertilizer, fix fences and carry out pasture improvement	Abundant forage supply for sustainable project	Immediately after pasture has been grazed/as the need arise	Immediately after pasture has been grazed/as the need arise	Immediately after pasture has been grazed/as the need arise	Impressive	Outstanding	None
4	Maintain/repair animal project equipment	Availability of workable equipment for project operation	As the need arise	Immediately/as the need arise	Immediately	Impressive	Outstanding	None
5	Assist/Facilitate selling of animals/manure to clients	Client satisfaction	As the need arise	Immediately as the need arise	Immediately	Impressive	Outstanding	None

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

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

Prepared by:


JULIUS V. ABELA
 Unit Head



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January-June, 2020

Name of Staff: Victorino M. Lamo

Position: Farm Worker 2

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		56 4.66 Ave				

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

: He is dedicated & has the strong determination to work & meet the targets. Diligent, committed to learn and expand knowledge



JULIUS V. ABELA

Printed Name and Signature
Head of Office

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: VICTORINO M. LAMO
Performance Rating: OUTSTANDING

Aim: To efficiently deliver services in terms of administrative support to achieve department targets.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2020 Target Date: March 2020

First Step Prepare office documents ahead of time and constant follow-up of documents to avoid delay in all office transactions.

Result: Purchase and procurement of supplies, materials and equipment were facilitated.

Date: April, 2020 Target Date: June, 2020


Next Step: Sharing of administrative workload with other administrative staff for smooth flow of office transactions.

Outcome: Submitted office documents on time to achieve dept. targets.


Final Step/Recommendation:

He is dedicated and has a strong determination to work and meets the target. Likewise committed to learn and extend services.

Prepared by:


JULIUS V. ABELA
Unit Head

Conforme:


VICTORINO M. LAMO
Name of Ratee (Staff)