

Annex P

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

Name of Administrative Staff: WILMA V. NAPIERE

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
9. Numerical Rating per IPCR	4.93	4.93 x 70%	3.45
10. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	4.83 x 30%	1.45
<b>TOTAL NUMERICAL RATING</b>			<b>4.90</b>


TOTAL NUMERICAL RATING: 4.90  
Add: Additional Approved Points, if any: 0.00  
TOTAL NUMERICAL RATING: 4.90

ADJECTIVAL RATING: OUTSTANDING

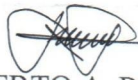
Prepared by:

  
SANDRA C. TIU  
Administrative Assistant III

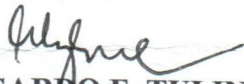
Reviewed by:

  
ERLINDA S. ESGUERRA  
Head, Accounting Office

Recommending Approval:


  
REMBERTO A. PATINDOL  
Chairman, PMT

Approved:


  
EDGARDO E. TULIN  
President

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

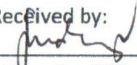
I, **WILMA V. NAPIERE**, of the Accounting Office commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 1 to Dec. 31, 2016


  
**WILMA V. NAPIERE**  
 Ratee


Approved:

  
**ERLINDA S. ESGUERRA**  
 Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	2016 Target	Percentage of Accomplishment July-Dec, 2016	Actual Accomplishment	Rating				Remarks
						Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Bookkeeping Services	No. of entries encoded to Cash Receipt Journal recorded error free	Encodes entries and prepares cash receipt journal for fund 101, 101Trust, 161, & fund 164	6,000	114%	encoded and recorded 6,880 entries	5	5	5	5.00	
	Number of journal entry voucher prepared	Prepares journal entries for all cash receipts for fund 101, 101Trust, 161 and 164	48	100%	prepares 48 JEVS	5	5	5	5.00	
	No. of schedules of cash advance prepared within the mandated time	Prepares schedules of cash advance for fund 101, 101T and branch campuses	18	100%	prepared 18 schedules of cash advance	5	5	4	4.67	
	Number of entries posted to subsidiary ledgers	Posts entries to subsidiary ledgers of cash in bank, cash advances, cash collecting officers, A/R, Other Receivables, loans receivables, of all funds	1,300	127%	posted 1655 entries	5	5	5	5.00	
	Number of monthly consolidated cash receipt journal for fund 101/101T	Prepares monthly consolidated cash receipt journal for fund 101/101T	6	100%	prepared 6 journal	5	5	5	5.00	
	Number of reports prepared uired by other agencies within the mandated time	Prepares summary of income of 164 and 161	12	100%	prepared 12 reports	5	5	5	5.00	
	Number of disbursement report	Prepares monthly breakdown of disbursement for fund 101	6	100%	prepared 6 reports	5	5	4	4.67	
	Number of report for Ray and RRF projects	Prepares monthly report of disbursement for RAY and RRF	3	100%	prepared 3 reports	5	5	5	5.00	
	Number of financial reports prepared	Prepares Phernet final financial report	21	100%	prepared 21 reports	5	5	5	5.00	
<b>Total Over-all Rating</b>						<b>45</b>	<b>45</b>	<b>43</b>	<b>44.33</b>	
Average Rating (Total Over-all rating divided by # of						4.93	<b>Comments &amp; Recommendations for Development Purpose:</b>			
Additional Points:										
Punctuality										
Approved Additional points (with copy of approval)										
FINAL RATING						4.93				
ADJECTIVAL RATING										

Received by:  
  
 Planning Office

Calibrated by:  
  
**R. A. PATINDOL**  
 PMT

Recommending Approval:  
  
**R. A. PATINDOL**  
 Vice President

Approved:

  
**E. E. TULIN**  
 President

Date: \_\_\_\_\_ Date: \_\_\_\_\_  
 1 - quality 3 - timeliness  
 2 - efficiency 4 - average

Date: \_\_\_\_\_

Date: \_\_\_\_\_



## Annex O

### Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July1-December 31, 2016

Name of Staff: Wilma Napiere Position: Administrative Aide IV


**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>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				
Average Score	4.83				

Overall recommendation : \_\_\_\_\_

  
 ERLINDA S. ESGUERRA  
 Name of Head