



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

**Annex P**

Name of Administrative Staff: Eutiquio B. Bornias

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.42	70%	3.094
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	3.0	30%	0.90
<b>TOTAL NUMERICAL RATING</b>			<b>3.994</b>

TOTAL NUMERICAL RATING: 3.994  
Add: Additional Approved Points, if any: none  
TOTAL NUMERICAL RATING: 3.994

FINAL NUMERICAL RATING 3.994

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

  
**EUTQUIO B. BORNIAS**  
Name of Staff

Reviewed by:

  
**ANALYN M. MAZO**  
Department/Office Head

Recommending Approval:

  
**MA. THERESA P. LORETO**  
Dean/Director

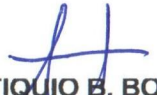
Approved:


  
**BEATRIZ S. BELONIAS**  
Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, EUTQUIO B. BORNIA, Admin. Aide I of the DEPARTMENT OF BIOLOGICAL SCIENCES commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period July -Dec. 2023.

  
**EUTQUIO B. BORNIA**  
 Admin. Aide I  
 Date: 1/12/2024

Approved:  
  
**ANALYN M. MAZO**  
 Department Head  
 Date: 1/23/24

  
**MA. THERESA P. LORETO**  
 College Dean  
 Date: JAN 23 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
UMFO 3 . RESEARCH SERVICES										
UMFO 4. EXTENSION SERVICES										
UMFO 5. SUPPORT TO OPERATIONS										
UMFO 6. General Admin. & Support Services										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint					

	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
		A. 49. Other accomplishments	maintain cleanliness in the lab/lec rooms	3	3	5	5	5	5.00	DBS 101, DBS 102, DBS 103,
			maintain cleanliness of the comfort rooms	5	3	5	4	4	4.33	Comfort Rooms for Students and Faculty
			clean office/faculty rooms	13	6	5	4	4	4.33	Faculty rooms
			clean and mow DBS ground area	12	5	4	4	4	4.00	
	Total Over-all Rating								17.67	
	Average Rating								4.42	
	Adjectival Rating								Very Satisfactory	
						Comments & Recommendation for Development Purpose: Record activities				

Evaluated & Rated by:

**ANALYN M. MAZO**  
Department Head  
Date: 1/29/24

Recommending Approval

**MA. THERESA P. LORETO**  
Dean, CAS  
Date: JAN 23 2024

Approved by:

**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs  
Date: 01/31/24





### Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-December 2023

Name of Staff: Eutiquio B. Bornias

Position: Admin Aide I

**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	36				
Average Score	3.0				
Overall recommendation	:				

ANALYN M. MAZO  
 Printed Name and Signature  
 Head of Office

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: EUTIQUEIO B. BORNIA

Performance Rating: Very satisfactory

Aim: To improve further the performance

Proposed Interventions to Improve Performance:

Date: July 2023      Target Date: December 2023

First Step:

Start recording the daily tasks have it signed by the chair or any member of the DPC

Result:

Record of daily tasks signed by DPC

Date: January 2024

Target Date: December 2024

Next Step:

Continue recording daily tasks

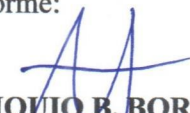
Outcome:

Final Step/Recommendation:

Prepared by:

  
**ANALYN M. MAZO**  
Unit Head

Conforme:

  
**EUTIQUEIO B. BORNIA**  
Admin Aide I.