

COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF

Name of Administrative Staff: TERESITA G. MANATAD


Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.67	4.67 x 70%	3.27
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.66	4.66 x 30%	1.4
TOTAL NUMERICAL RATING			4.67

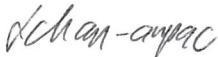
TOTAL NUMERICAL RATING: 4.67
Add: Additional Approved Points, if any: 0.00
TOTAL NUMERICAL RATING: 4.67

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

Reviewed by:



MYRNA S. PANCITO
Admin. Officer V


LOUELLA C. AMPAC
Director for Finance

Recommending Approval:


REMBERTO A. PATINDOL
Chairman, PMT

Approved:


EDGARDO E. TULIN
✱ President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, TERESITA G. MANATAD, of the Budget 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 1 to June 30, 2018.

T. Manatad
TERESITA G. MANATAD

Approved: **MYRNA S. PANCITO**

Ratee

Head of Unit

Head of Unit										
MFO & PAPs	Success Indicators	Tasks Assigned	Target	Percentage of Accomplishment as	Details of Actual Accomplishment	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
Certified Financial Documents/Reports	Number of transaction recorded/encoded right after receipt of documents, error free	Records/Encodes daily, obligated Purchase Orders, Vouchers & Payrolls under Special Trust Fund Accounts to BAOM	95% : 2500 documents under STF	103%	2589 documents under STF	5	5	4	4.67	
	Number of sub-allotment & projects controlled 2 days upon receipt, error free	Controls office/center/dept . augmentation under STF and encode income from STF Projects to Registry of Receipts & Obligations Subsidiary Ledger of curent and prior years expenses	95% : 3500 documents under STF & income recorded to 176 proj/mo.	106%	3,735	5	5	4	4.67	
	Number of documents obligated, 2 days upon receipt, error free	Obligates vouchers,purchase orders and payrolls and files BUR & vouchers copy under Fund 164(STF)	95% :2700documents obligated & filed under STF	95%	2,589	5	5	4	4.67	
	Number of documents earmarked, 2 days upon receipt, error free	Earmarks Job Orders, Contract of services, Purchase Requests, RIS and fund transfer under Fund 164(STF) Projects	90% :1250 document earmarks	91%	1,146	5	4	4	4.33	
	Number of status of funds monthly, quarterly and year-end status prepared within prescribed period, error free	Prepares monthly, Quarterly & year-end status of funds under Fund 164 (STF) projects	15 internal reports	166%	25	5	5	4	4.67	
Administrative Support services and Management	Efficient & customer-Friendly Frontline Service	Entertain clients and observe no noon break policy	Zero percent complaint from clients served	100%	Zero percent complaint	5	5	5	5.00	
Total Over-all Rating						30	29	25	28.01	
Average Rating (Total Over-all rating divided by # of entries)					4.67	Comments & Recommendations for Development Purpose: <i>Does not require constant supervision. Willing to be trained. She does not permit time.</i>				
Additional Points:										
Punctuality										
Approved Additional points (with copy of approval)										
FINAL RATING					4.67					
ADJECTIVAL RATING										

Evaluated & Rated by:

Recommending Approval:

Approved:

Myrna S. Pancito
MYRNA S. PANCITO
Head

Louella C. Ampac
LOUELLA C. AMPAC
Director, Finance

Remberto A. Patindol
REMBERTO A. PATINDOL
Vice Pres. For Admin.

Date: _____

Date: _____

Date: _____

1 - quality

2 - efficiency

3 - timeliness

4 - average

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JAN. 1- JUNE 30, 2018

Name of Staff: TERESITA G. MANATAD

Position: ADMIN. AIDE VI

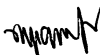
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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				
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	4.66				

Overall recommendation : _____


MYRNA S. PANCITO
Name of Head

PERFORMANCE MONITORING & COACHING JOURNAL
January - June, 2018

x	1st	Q
	2nd	U
	3rd	A
	4th	R

Name of Office: Budget Office

Head of Office: MYRNA S. PANCITO

Name of Staff TERESITA G. MANATAD

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring 1. Obligation and recording vouchers, payrolls,POs,and Earmarks JO,Contract of Services, Purchase Requests, RIS and Fund transfer under Fund 164 2.Controls sub-allotment and Projects Fund 164	X <				

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

Conducted by:


MYRNA S. PANCITO
Admin. Officer V

Noted by:


LOUELLA C. AMPAC
Director of Finance

PERFORMANCE MONITORING FORM


Name of Employee: **TERESITA G. MANATAD**

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	Obligates, records/encodes transaction right after receipt of documents	Obligated, recorded/encoded documents under Special Trust Fund Account to BAOM	Various dated from Jan-June, 2018	Daily from Jan-June, 2018	Daily from Jan-June, 2018	O	O	the documents were released one day upon receipt
2	Controls sub-allotment and projects	Controlled office/center/dept. augmentation under STF projects to Registry of Receipts & Obligations Subsidiary Ledger of current and prior years expenses	Various dated from Jan-June, 2018	Daily from Jan-June, 2018	Daily from Jan-June, 2018	O	O	the documents were released two days upon receipt
3	Obligates vouchers, purchase orders and payrolls and files BUR & vouchers copy under Fund 164	Numbers of documents obligated, 2 days upon receipt, error free	Various dated from Jan-June, 2018	Daily from Jan-June, 2018	Daily from Jan-June, 2018	O	O	the documents were released two days upon receipt
4	Earmarks Job orders, Contract of services, Purchase Requests, RIS and fund transfer under Fund 164 (STF) Projects	Number of documents earmarked, 2 days upon receipt, error free	Various dated from Jan-June, 2018	Daily from Jan-June, 2018	Daily from Jan-June, 2018	VS	VS	the documents were released two days upon receipt
5	Prepares monthly, quarterly & year-end status of funds under Fund 164 (STF) Projects	Number of status of funds monthly, quarterly and year-end status prepared within prescribed period, error free	Various dated from Jan-June, 2018	Every 5th at the end of the month, quarter & year	Every 10th at the end of the month, quarter & year	VS	VS	submitted reports within mandated time
6	Efficient & customer-friendly frontline service	Entertained clients and observed no noon break policy	Various dated from Jan-June, 2018	Daily from Jan-June, 2018	Daily from Jan-June, 2018	VS	VS	zero complaint from clients served

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

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

Prepared by:


MYRNA S. PANCITO
 Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Teresita G. Manatad

Performance Rating: Outstanding

Aim: To develop the employee's competitiveness among colleagues and to explore new ways of delivering outputs.

Proposed Interventions to Improve Performance:

Date: Jan. 1, 2018

Target Date: August, 2018

First Step: Send to Commission on Audit (COA) Training entitled: Laws and Rules on Government Expenditures (LARGE) in August 28-31, 2018.

Result: Provide a common understanding of and uniform interpretation of laws, rules and regulations on government expenditures and disbursements.

Date: _____ Target Date: _____


Next Step:

Outcome: Developed skills and increased motivation through continuous update on work related trainings/ workshops. Knowledge dissemination on return to office.

Final Step/Recommendation:

I have been consistently impressed by her attitude towards her work and her performance on the job. She is a tremendous asset to our office. I therefore recommend her for a promotion.

Prepared by:


MYRNA S. PANCITO
Unit Head

Conforme:


TERESITA G. MANATAD
Printed Name and Signature of Employee