



**Annex P**

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

Name of Administrative Staff: **SHIRLEY T. NAYRE**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.76	70%	3.33
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.47
<b>TOTAL NUMERICAL RATING</b>			<b>4.80</b>

TOTAL NUMERICAL RATING: 4.80


Add: Additional Approved Points, if any: \_\_\_\_\_

TOTAL NUMERICAL RATING: \_\_\_\_\_

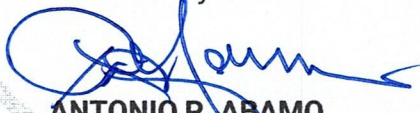
FINAL NUMERICAL RATING 4.80

ADJECTIVAL RATING: \_\_\_\_\_

Prepared by:

  
**SHIRLEY T. NAYRE**  
Name of Staff

Reviewed by:

  
**ANTONIO P. ABAMO**  
Director for Extension

Recommending Approval:

  
**SANTIAGO T. PENA, JR.** *ok 10/19/24*  
Vice President for Research, Extension & Innovation

Approved:

  
**SANTIAGO T. PENA, JR.** *ok 10/19/24*  
Vice President for Research, Extension & Innovation

Visayas State University  
OFFICE OF THE VICE PRESIDENT FOR RESEARCH AND EXTENSION  
Visca, Baybay City, Leyte

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR) - Accomplishment**

I, **SHIRLEY T. NAYRE**, of the Office of the Vice President for Research, Extension and Innovation (OVPREI) 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 to June 2024.

  
**SHIRLEY T. NAYRE**

Administrative Aide III

Date: 7/18/24

  
**ANTONIO P. ABAMO**

Director for Extension

Date: 7/19/24

MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
	<b>Extension Administration Services</b>	Number of official documents received, recorded and released.	Receives, records and releases all official documents to and going out from the extension unit/office and other needs of the extension office including answering communications via phones, IPs and assisting/receiving visitors of the office as frontline.	40	55	5	4.9	4.8	4.9	
		Number of government forms/documents typed/prepared and facilitated for approval.	Types vouchers, payrolls, PRs, RIS, Trip Tickets, Leaves, DTRs, Travel Orders, Replenishments, RATA, PPMP, Contracts/Appointments and other documents related to extension unit/office.	47	50	5	4.9	4.9	4.93	
		Number of official communications prepared, recorded/kept and sent to different depts/centers; prepared letter of invitations to LGUs during FFD/VSU Anniversary.	Prepares/facilitates and send communications (Budget allocations), prepare letters of invitations to LGUs during the FFD and VSU Anniversary.	22	25	4.9	4.8	4.8	4.83	



	Extension Services	Number of documents filed	Filed/kept official documents of extension unit.	32	40	4.8	4.5	4.5	4.6	
		Number of assisted/facilitated in the performance of their functions.	Assists/facilitates the technical staff in the performance/tasks of their functions.	4	6	4.8	4.8	4.8	4.8	
		Number of meetings, trainings, in-house reviews and agro-fairs/exhibits facilitated/manned	Facilitates meetings, trainings, in-house reviews, agro-fairs/exhibits thru put-up and man mobile exhibit and other related RDEI activities.	7	9	5	4.9	5	4.96	
		Other tasks assigned by supervisor/superiors	Acts as Co-Chairman in the Anniversary Thanksgiving Mass and Member in the Baccalaureate Mass.	0	2	5	5	5	5	
			Checks balances of extension budget every end of the 2 <sup>nd</sup> , 3 <sup>rd</sup> and 4 <sup>th</sup> quarters	1	2	4	4	4	4	
			Performs other tasks assigned by the supervisor/superior.	95%	99%	4.7	4.7	4.5	4.63	
	Frontline Services	Efficient and customer-friendly best practices/new initiatives	Zero percent complaint from client serves	96%	99%	5	4.9	4.9	4.93	
Total Over-all Rating									47.58	
Average Rating									4.76	
Adjectival Rating										
Average Rating (Total Over-all rating divided by 4)				4.76						Comments & Recommendations for Development Purpose: <i>for renewal &amp; sent for retooling or training for improvement</i>
Additional Points:										
Punctuality										
Approved Additional points (with copy of approval)										
FINAL RATING				4.76						
ADJECTIVAL RATING										

Evaluated and Rated by:

ANTONIO P. ABAMO

Director for Extension

Date: 7/19/24

1 - quality

Recommending Approval:

ANTONIO P. ABAMO

Director for Extension

Date: 7/19/24

2 - Efficiency

3 - Timeliness

Approved:

SANTIAGO PENA, JR.

Vice Pres. for Research, Extension and Innovation

Date: 7/22/24

4 - Average





**Instrument for Performance Effectiveness of Administrative Staff**

Rating Period: JANUARY – JUNE 2024

Name of Staff: SHIRLEY T. NAYRE

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	J9				
<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					
Average Score	4.92				
Overall recommendation:					

  
**ANTONIO P. ABAMO**  
 Immediate Supervisor

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: SHIRLEY T. NAYRE

Performance Rating: OUTSTANDING

Aim: To have a smooth and efficient office operations.

Proposed Interventions to Improve Performance:

Date: January 1, 2024

Target Date: June 30, 2024

First Step:

1. Attend incoming and outgoing extension documents.
2. To come up with a systematic filing and retrieval of documents.
3. To participate trainings and seminar-workshops related to clerical jobs.
4. Assists and participates in facilitating extension activities such as Mobile Exhibits, Trainings, In-House Reviews, Symposium and Farmers and Fisherfolks' Day.

Result:

1. Received/released official extension documents effectively.
2. Systematic filing and retrieval of documents achieved.
3. Attended trainings and seminar-workshops.
4. Assisted/participated in manning/facilitating extension activities such as Mobile Exhibits, In-House Reviews, Symposium and Farmers and Fisherfolks' Days.

Date: July 1, 2024

Target Date: December 31, 2024

Next Step:

1. Attend/participate seminar-workshops and meetings related to the job thru Virtual/Zoom or (in personal) *face to face.*

Outcome:

1. Efficient in the operations of the office.

Final Step/Recommendation:

1. Services with minimal supervision.

Prepared by:

*[Signature]*  
**ANTONIO P. ABAMO**  
Director, Extension

Conforme:

*[Signature]*  
**SHIRLEY T. NAYRE**  
Staff