



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

**Annex P**

Name of Administrative Staff: Fe C. Calunangan

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.89	70%	3.423
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.476
<b>TOTAL NUMERICAL RATING</b>			<b>4.90</b>

TOTAL NUMERICAL RATING: 4.90  
Add: Additional Approved Points, if any: 0  
TOTAL NUMERICAL RATING: 4.90

FINAL NUMERICAL RATING 4.90

ADJECTIVAL RATING: Outstanding

Prepared by:  
FE C. CALUNANGAN  
Name of Staff

Reviewed by:  
QUEEN-EVER Y. ATUPAN  
Department/Office Head

Recommending Approval:

RYSAN C. GUINOCOR  
Dean/Director

Approved:

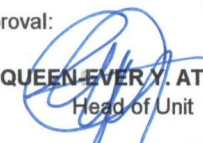
DANIEL LESLIE S. TAN  
Vice President

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

"Exhibit B"

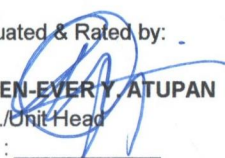
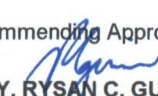

I, **FE C. CALUNANGAN**, Admin. Aide IV of **OFFICE OF THE CASHIER** commits to deliver and agree to be rated on the attainment of the following targets and accordance with the for the period **JULY - DECEMBER, 2022**

  
**FE C. CALUNANGAN**  
 Ratee

Approval:   
**QUEEN-EVERY. ATUPAN**  
 Head of Unit

No.	MFOs/PAPs	Success Indicators	Task Assigned	Target	Actual Accomplish	Percent age	Rating				REMARKS
							Q1	E2	T3	A4	
UGAS5. SUPPORT TO OPERATIONS											
OVPAF STO 1: ISO 9001:2015 ALIGNED DOCUMENTS											
ODAS/HRM STO 1:	ISO 9001:2015 aligned documents and compliant processes	PI. 1. Percentage of clients served rated the services received at least very satisfactory or higher	Accomodated various requests and inquiries from clients	95% of clients rated services as very satisfactory or higher	95% of clients rated services as very satisfactory or higher	95%	5	5	5	5.00	
		PI. 3 Number of administrative processes implemented in accordance with existing approved quality procedures	Contribute in the Review & Revision of quality procedures & citizen's quarter for Collection and Report	3 processes implemented according to QP	3 processes implemented according to QP	100%	5	5	5	5.00	
		PI. 4 Number of Reports submitted to COA	Prepared & submit soft copy Report of Collection for all funds to COA	149 - hard copy;149 - soft copy	298-hard & soft copy	100%	5	5	5	5.00	
		PI.7 Percentage of ISO evidences compliant with existing quality procedures kept intact and readily available to Auditor	File & keep records of Report of Collection as ISO evidence ready for audit	100% ISO compliant evidences readily available	100% ISO compliant evidences readily available	100%	5	5	5	5.00	
UMFO6: General Administrative and Support Services (GASS)											
VPAF GASS 1: Administrative and Support Services Management											
ODAS/HRM GASS 1:	Administrative and Support Services	PI. 17 Number of administrative services and financial/ administrative documents acted within time frame	Prepare and print Special Report of Collection when requested. Facilitate requests of duplicate copy of Official Receipts	25 requests/admini strative documents (clearances, readmission, open bank accounts,etc.)	38 requests/ad ministrative documents (clearances, readmission, open bank accounts,etc .)	152%	5	5	4	4.67	



		PI. 18 No. of linkages with external agencies maintained	Maintain a good working relationship and linkage with COA and Landbank	1 Linkage	1 Linkage	100%	5	5	5	5.00	
<b>ODAS/HRM GASS 4: Cashiering Services</b>											
CASH MFO3	Financial reports preparation	PI1. Number of daily/monthly financial reports of all funds prepared, consolidated, approved and submitted to accounting office with complete supporting document within the prescribe time, error free.	Prepare daily/monthly report of collections for all funds	100 daily/monthly report	149 daily/monthly report	149%	5	4	4	4.33	
CASH MFO4	Collection Services	PI1. Number of official receipts issued for collection	Review OR's and deposit slips for input in the report of collection & attach OR's & deposit slips as supporting documents	2250 official receipts	27,805 OR's	1112%	5	5	5	5.00	
		PI1. Number of deposits of daily collection following COA rules to be deposited intact on the following working day	Review daily deposit slips as attachment to the report of collection	1500 deposit slips	2,670 deposit slips	178%	5	5	5	5.00	
<b>Total Over-all Rating</b>										<b>44.00</b>	
<b>Average Rating</b>										<b>4.89</b>	
<b>Adjectival Rating</b>										<b>Outstanding</b>	
<div style="border: 1px solid black; padding: 10px; margin: 10px auto; width: 80%;"> <p style="text-align: center;">Comments &amp; Recommendations for Development Purpose</p> <p style="text-align: center;"><i>Attend cash management seminar and other skills development trainings.</i></p> </div>											
Evaluated & Rated by:  <b>QUEEN-EVER Y. ATUPAN</b> Dept./Unit Head Date: _____			Recommending Approval:  <b>ATTY. RYSAN C. GUINOCOR</b> Director for Administration Date: _____			Approved:  <b>DR. DANIEL LESLIE S. TAN</b> Vice President, Admin. & Finance Date: _____					
1 - Quality    2 - Efficiency    3 - Timeliness    4 - Average											





### Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July – December 2022

Name of Staff: Fe C. Calunangan 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	59				
<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 : Attend cash management seminar and other skills development trainings.

**QUEEN-EVER Y. ATUPAN**

Printed Name and Signature

Head of Office

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Fe C. Calunangan  
Performance Rating: 4.89

Aim: Improved performance in the preparation of Report of Daily Collection and Deposit for all funds.

Proposed Interventions to Improve Performance:

Date: July 1, 2022 Target Date: September 30, 2022

First Step: Monitored the preparation of the Report of Daily Collection and Deposit for all funds regularly.

Result: Report of Daily Collection and Deposit were submitted on or before deadlines. Cash collections were properly monitored and deposited intact every following banking day.

Date: October 1, 2022 Target Date: December 31, 2022

Next Step: Instruct her to continue to mentor other cash personnel the preparation of Report of Collection in order to properly facilitate succession after her retirement.

Outcome: Preparation of Report of Collections and Deposits were properly mentored to some cash office personnel.


Final Step/Recommendation:

Attend cash management seminar and other skills development trainings.

Prepared by:

  
QUEEN-EVERY Y. ATUPAN  
Unit Head

Conforme:

  
FE C. CALUNANGAN  
Name of Ratee Faculty/Staff