



Visca Baybay City, Leyte 6521-A, Philippines Phone/Fax: 565-0600 local 563-7323 Email Address: prpeo@vsu.edu.ph Website: www.vsu.edu.ph

## COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff:

ESCASINAS, VIRGILIO A.

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
Numerical Rating per IPCR	4.67	70%	3.27
Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.82	30%	1.45
	TOTAL NUI	4.72	

TOTAL NUMERICAL RATING:

4.72

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

4.72

FINAL NUMERICAL RATING

4.72

ADJECTIVAL RATING:

0

Prepared by:

Reviewed by:

**ESCASINAS** Name of Staff

Recommending Approval:

REMBERTO

Vice President for Admin & Finance

DARIO P

Approved:

REMBERTO PATINDOL

Chairman, PMT

No. 20-25

#### "Exhibit B"

I, VIRGELIO A. ESCASINAS, of the <u>SECURITY SERVICES OFFICE</u> 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, 2020 to December 31, 2020**.

VIRGILID A ESCASINAS

Ratee

Head, Security Office

DARIO P. LINA

MFO / PAPS	Program/Activities/	Tasks Assigned	ACCOMP	ACCOMPLISHMENT		ACCOMPLISHMENT		Rating				
	Projects	l daka Assigiled	Target Actual		Percentage	Q <sup>1</sup> E <sup>2</sup>		<b>T</b> <sup>3</sup>	A <sup>4</sup>	Remarks		
UMFO 6 General Administration and Support Services (GASS)												
VPAF MFO 7: Security Services and Management Office					-	A THE STATE SHEET	AND DESIGNATION OF THE PROPERTY OF THE PROPERT					
Security Services Management MFOs:					A STATEMENT AND COMPANY OF THE PROPERTY OF T	GOVERNMENT AND A STATE OF THE S				AMALENDINA (1900) (1900		
MFO 3. Public Safety												
PI 3. All emergency assistance calls responded	Emergency Assistance	Respond to the emergency happening within the University premises. Take blotter report, make incident report for information purposes.	90.00%	90.00%	100.00%	4	5	5	4.67			
MFO 4. Maintain				Marie Carlos (art personal management de car	ALIASTO SALES AND ASSOCIATION OF THE SALES AN	ET-NOSSI, ETSISTENSISSES SEPTEM	THE PERSON NAMED IN COLUMN TO SERVICE OF THE PERSON NAMED IN COLUMN TO SERVICE	ACCOMPANIENCE CONTRACTOR OF THE PARIENCE CONTRAC		NIKARO (MIGRAPIA) A PERINTINI DIKARAN KANTAN KERUMAN KANTAN KANTAN KANTAN KANTAN KANTAN KANTAN KANTAN KANTAN K		
Peace and Order												

MFO / PAPS	Program/Activities/	Tasks Assigned	ACCOMPLISHMENT		D	Rating				
	Projects	l daka Assigned	Target Actual		Percentage	Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	Remarks
PI 1. Number of hours fixed post being manned	Manning fixed Post ( Post 1,2, Administration Building and Market area)	Checking in/out all motorized vehicle, Entering on the blotter all report incidents, Checked and assist all visitors, Checked/reprimand unlicense motorcycle driver, Received packages/money/letters and facilitate the owners to withdraw, Records trip ticket of VSU vehicles, Checking student, faculty and Staff ID's, Monitor in/out of Staff, Opening and closing of market gate including PCC and Holy spirit gate and Inspection of all stalls after closing time.	675	870	128.8%	5	4	4	4.33	
PI 2. Number of hours in the Campus properly roved	Campus roving	Observed area of responsibility (AOR)	375	375	100%	5	5	4	4.67	
PI. 5. Number of orders/directives from higher office implemented	memorandum circulars issued by <b>OP.</b>	Apprehend/reprimand violators on vandalism; Picking fruits, flowers, plants, etc. on campus without permission; Public disturbance; Trespassing; Littering; Intrusion VSU prroperties; No smoking policy; Improper disposal of solid waste; and Curfew policy.	100%	5	100%	4	5	5	4.67	
MFO 5. Administrative and Support Services Management										

(34)

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MFO / PAPS	Program/Activities/	Tasks Assigned ACCOMPLISHMENT Rating			Tasks Assigned	ACCOMPLISHMENT		ACCOMPLISHMENT		ACCOMPLISHMENT		ACCOMPLISHMENT		ACCOMPLISHMENT		ACCOMPLISHMENT		ACCOMPLISHMENT		ACCOMPLISHMENT				
	Projects	- asks Assigned	Target	Actual	Percentage	Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	Remarks														
	PI.9. Thermal Scanning of staff and personnel coming inside the campus	All SSMO Personnel	90%	90%	100%	5.0	5.0	5.0	5.0	Prevention on spreading COVID- 19 pandemic														
TOTAL OVER-ALL RATING									23.33															

Average Rating(Total Overall rating divided by 5)		4.67
Additional Points:		
Approved additional points(with copy of approval)	хх	
FINAL RATING		4.67
ADJECTIVAL RATING		VS
Evaluated & Rated by:		Approved by:

Approved by:

DARIOR LINA Dept Office Head

Date:

Vice Pres. For Admin & Finance

Date:

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

Comments & Recommendations for Development Purpose:

Has potential to be a leader, Improve leadership skills. Recommended to attend relative trainings

# Exhibit I

#### PERFORMANCE MONITORING FORM

Name of Employee: VIRGILIO A. ESCASINAS

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommen dation
1	Manning fixed post	Effectively and efficiently manning of fixed post as per SOP	Refers to their monthly Duty Detail Report	End of weekly Guard Detail Order	01 Jun 2020 - 31 Dec. 2020	VS	Very Satisfactory	Attend security and safety seminars/ trainings
2	Campus Roving	AOR properly observed	Refers to their monthly Duty Detail Report	End of weekly Guard Detail Order	01 Jun 2020 - 31 Dec. 2020	VS	Very Satisfactory	Attend security and safety seminars/ trainings

<sup>\*</sup> Either very impressive, impressive, needs improvement, poor, very poor

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

Prepared by:

DARIO P. LINA Head, QUIDRRM





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## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July 2020 to December 2020 Name of Staff: VIRGILIO A. ESCASINAS

Position: SECURITY GUARD II

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. Engine

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)		(	Scal	le	
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
1.	Accepts objective criticisms and opens to suggestions and innovations for	(3)	4	3	2	1

	improvement of his work accomplishment					T
12.	Willing to be trained and developed	(5)	4	3	2	1
	Score			-		
B. L	eadership & Management (For supervisors only to be rated by higher supervisor)		5	Scal	е	
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	
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	
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	
4.	Accepts accountability for the overall performance and in delivering the output required of his/her unit.	<b>(5)</b>	4	3	2	
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	
	Total Score			82		
	Average Score	A-82				

Overall	recommendation
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Printed Name and Signature Head, OUDRRM

# EMPLOYEE DEVELOPMENT PLAN

Name of Empl Performance I	loyee: ESCASINAS, VIRGILIO A. Rating: VS
Aim: To impro	ve performance
Proposed Inte	rventions to Improve Performance:
Date: July 01	, 2020 Target Date: End of September 2020
First Step:	Review the Eleven General Orders
Result:	More aware of his duties and responsibilities as Security Guard in VSU.
Date: Octobe	r 1, 2020 Target Date: End of December 2020
Next Step:	Attend security and safety / team building.
Outcome: efficient when	Possess positive working environment and able to be more effective and on-duty.

Attend Security Seminars/Training quarterly / semi-annually

Prepared by:

DARIO P. LINA Head OUDRRM

Conforme:

Final Step/Recommendation:

VIRGILIO A. ESCASINAS

Name of Ratee Faculty/Staff