

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: **TEODORA DORIS P. BRAGANZA**

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.78	0.70	3.35
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.66	0.30	1.39
TOTAL NUMERICAL RATING			4.74

TOTAL NUMERICAL RATING: _____

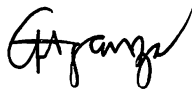
Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

ADJECTIVAL RATING: _____


Prepared by:

Reviewed by:



TEODORA DORIS P. BRAGANZA
Name of Staff


JOSEPHINE O. ZAFICO
OIC, HEAD

Recommending Approval:


REMBERTO A. PATINDOL
Vice Pres. for Admin and Finance

Approved:


REMBERTO A. PATINDOL
Vice Pres. for Admin and Finance

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Teodora Doris P. Braganza**, Nurse III of the VSU Hospital commits to deliver and deliver and agree to be agree to be rated on the attainment of the following targets in accordance with the indicated mesures for the period January - June 2018.

TEODORA DORIS P. BRAGANZA
Nurse III


JOSEPHINE O. ZAFICO, M.D.
OIC, Univ. Health Services Office

MFO/PAP's	Success Indicator	Task Assigned	Target	Accomplishment	Rating				Remarks
					Q1	E2	T3	A4	
UMFO 5: General Administrative and Support Services									
VPAF MFO4: University Health Services and Management									
MFO 1: CLINICAL FUNCTIONS									
PI.1: Students and staff medically examined	No. of students (freshmen, transferees & old) and staff medically assisted	Assists during medical examination of students & staff which entails taking of vital signs, visual acuity and recording in patient's chart & logbooks.	650	953	5	5	5	5.00	
PI.2 Outpatient consultations to VSU students, staff and their dependents including other patients coming from nearby communities	No. of outpatient consultations to VSU students, staff, faculty and their dependents including other patients coming from nearby communities	Assists during outpatient consultation by making initial assesment, proper referral to physician, taking vital signs & proper recording on medical chart	750	1061	5	5	5	5.00	
PI.3 Admitted patients provided with primary care hospital services	No. of admitted patients provided with hospital nursing care services	Makes rapid initial assessment, get vital signs, provide emergency nursing intervention, immediate referral to physician & proper recording on medical chart	48	76	4	5	5	4.70	
MFO 2: HEALTH PROMOTION/WELLNESS ACTIVITIES									
PI. 1 Health Promotion and Education Activities	No. of health fora assisted for VSU students, faculty & staff and nearby	Assists in the conduct of health forum	1	3	5	4	5	4.70	
PI. 2 Wellness activities conducted	No. of Wellness Activities assisted	Assists in wellness activities	1	2	4	5	5	4.70	
PI. 3 Monitoring/Inspection of dormitories and food establishment within VSU campus	No. of dorm / food establishment within VSU campus monitored/inspected	Conducts monitoring on dorm / food establishment within VSU campus	1	3	5	4	5	4.70	
PI. 4 Planning activities for environmental health and sanitation programs	No. of planning activities for environmental health and sanitation program assisted	Assists in planning activities for environmental health and sanitation program	1	3	5	4	5	4.70	


Pl. 5 Planning activities for maternal and child health	No. of planning activities for maternal & child health assisted	Assists in planning of activities for maternal & child health program	1	3	5	4	5	4.70	
MFO 4: ADMINISTRATIVE AND SUPPORT SERVICES									
Pl. 1 Supervisory activities	No. of time supervised IW's during their tour of duty	Conducts supervisory activities on institutional workers	95	132	4	5	5	4.70	
	No. of supervisory activities done for nurses & nursing attendants	Conducts supervisory activities on nurses and nursing attendants	95	132	5	4	5	4.70	
	No. of times nursing schedule prepared	Prepares schedule of duty for nurses and nursing attendants	6	24	5	5	5	5.00	
Pl. 2 No. of Inventory done for medical, laboratory, dental and office supplies	No. of times inventory done for medical supplies & medicines stocks	Conducts regular inventory of medical supplies and medicines every month	6	12	5	4	5	4.70	
Total Over-all Rating					57	54	60	57.30	
Average Rating									

Average Rating (Total Over-all rating divided by 31)			4.78
Additional Points:			
Punctuality			
Approved Additional points (with copy of approval)			
FINAL RATING			
ADJECTIVAL RATING			

Comments & Recommendations for Development Purposes:


Enhance capacity in leadership and management thru training for nurse supervision

Evaluated and Rated by



JOSEPHINE O. ZAFICO, M.D.
OIC, Univ. Health Services Office
Date: _____

- 1 - quality
2 - efficiency
3 - timeless
4 - average

Recommending Approval:


REMBERTO A. PATINDOL
Head and VP for Admin and Finance
Date: _____

Approved by:


REMBERTO A. PATINDOL
Vice President for Admin and Finance
Date: _____

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January - June 2018

Name of Staff: TEODORA DORIS P. BRAGANZA, Position: Nurse III

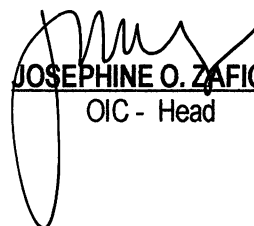
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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 (<i>For supervisors only to be rated by higher supervisor</i>)	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 : _____


JOSEPHINE O. ZAFICO, M.D.
 OIC - Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: BRAGANZA, Teodora Doris P.
Performance Rating: OUTSTANDING

Aim: To enhance nursing management skills

Proposed Interventions to Improve Performance:

Date: January 2018 Target Date: June 2018

First Step: Encourage good decision making skills through allowing an output oriented
Performance with less supervision

Result: Able to gain more confidence in management of nursing staff.

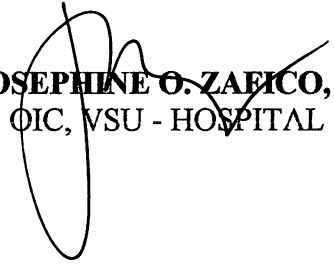
Date: _____ Target Date: _____

Next Step: Enhance capacity thru additional trainings for nurse supervisors

Outcome: _____

Final Step/Recommendation:

Prepared by:


JOSEPHINE O. ZAFICO, M.D.
OIC, VSU - HOSPITAL

Conforme:


TEODORA DORIS P. BRAGANZA