



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff:


VIRGILIO C. ACILO

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.72	70%	3.30
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.67	30%	1.40
TOTAL NUMERICAL RATING			4.70

TOTAL NUMERICAL RATING:

4.70

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:


FINAL NUMERICAL RATING

4.70

ADJECTIVAL RATING:

Outstanding


Prepared by:


VIRGILIO C. ACILO
Name of Staff

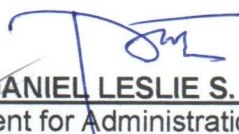
Reviewed by:


MARIA ROBERTA S. MIRAFLOR
Office Head

Recommending Approval:


RYSAN C. GUINOCOR
Director, Administrative Services

Approved:


DANIEL LESLIE S. TAN
Vice President for Administration & Finance

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **VIRGILIO C. ACILO** of the **Records and Archives office (RAO)** 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, 2023**.


VIRGILIO C. ACILO
 Ratee

Approved:


MARIA ROBERTA S. MIRAFLOR
 Head, Records and Archives Office

MFOs & PAPs	Success Indicators	Tasks Assigned	Targets (Jan-Dec 2023)	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
OVPAF MFO 2: ISO ALIGNED MANAGEMENT AND ADMINISTRATIVE SUPPORT SERVICES									
ODAS MFO I: ISO aligned Personnel Records Development & Management Services									
OHRA MFO 1. Number of implementation of leave benefits, compensation & other employee benefits									
PI 1: Number of leave applications, NOSI, NOSA filed within the day of receipt	A1. Effective files management	Files contracts, 201 files/ documents of administrative staff (regular, casual, contractual staff) including NOSA, NOSI, leave applications within the day of receipt	8,583 docs	5,193 docs/ records	5	5	5	5.00	
		Updates 201 files of administrative staff based on the new CSC checklist	650 files	525 files	5	5	5	5.00	
		Conduct Inventory of all 201 personnel file folders for non-current; acad, admn, part-time instructor, casual, & SRA	4,583 files	1,922 files	5	4	5	4.67	current/ non-current folders of academic/ admin staff
ODAS MFO 2: ISO Aligned Records and Archives Management									
OHRA MFO 5: No. of messengerial services provided and approved disposal of records secured									
PI 3: Number of request to dispose of records secured from NAP	A4. Records disposal	Encodes draft of Request for Authority to Dispose Records for review	207 records	355 docs/records	5	4	4	4.33	
		Encodes list of valueless records during the conduct of records inventory	2,156 records	3,055 docs/records	5	4	4	4.33	

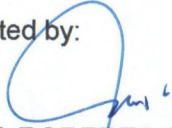
UMFO 6: GENERAL ADMINISTRATION AND SUPPORT SERVICE**ODAS MFO 2: Administrative and Support Services Management****OHRA MFO 7. Efficient and customer friendly frontline services**

PI 4: Efficient and customer friendly frontline services	A5. Efficient and friendly services	Attends to the needs of clients	Zero complaint from clients served	100% accomplishment w/ zero complaint from clients served	5	5	5	5.00	
Total Over-all Rating									
Average Rating (Total Over-all Rating divided by 4)									
Additional Points:									
Punctuality									
Approved additional points (with copy of approval)									
FINAL RATING		4.72							
ADJECTIVAL RATING		Outstanding							


Comments & Recommendations for Development Purpose:

Recommend to attend seminar on updates regarding records disposition and control management.


Evaluated & Rated by:


MARIA ROBERTA S. MIRAFLOR
Head, Records and Archives Office
Date: July 3, 2023

Recommending Approval:


RYSAN C. GUINOCOR
Director for Administrative Services
Date: 7/14/23

Approved by:


DANIEL LESLIE S. TAN
Vice President for Administration & Finance
Date: _____

1 - Quality 2 - Efficiency 2 - Timeliness 4 - Average



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January-June, 2023

Name of Staff: VIRGILIO C. ACILO

Position: ADMINISTRATIVE AIDE 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 (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		4.67				

Overall recommendation : _____


MARIA ROBERTA S. MIRAFLOR
 Head, Records and Archives Office

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **VIRGILIO C. ACILO**
Performance Rating: **January-June 2023**

Aim: To improve his skills on electronic records management.

Proposed Interventions to Improve Performance:

Date: _____ Target Date: _____

First Step: To send him to training on electronic records management.

Result: _____

Date: _____ Target Date: _____

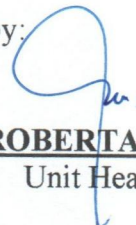
Next Step: _____

Outcome: _____

Final Step/Recommendation:

Attendance to electronic records management, and other relevant trainings on disposition of records.

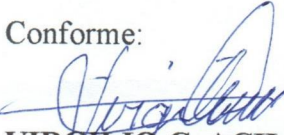
Prepared by:



MARIA ROBERTA S. MIRAFLOR

Unit Head

Conforme:



VIRGILIO C. ACILO

Name of Ratee Faculty/Staff