

Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF

Name of Administrative Staff: HERMINIA R. ALVARADO

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.89	70%	3.42
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.48
TOTAL NUMERICAL RATING			4.90

TOTAL NUMERICAL RATING: 4.90

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

FINAL NUMERICAL RATING 4.90

ADJECTIVAL RATING: OUTSTANDING

Prepared by:



HERMINIA R. ALVARADO

Name of Staff


Reviewed by:



ERLINDA S. ESGUERRA

Department/Office Head

Recommending Approval:



LOUELLA C. AMPAC

Dean/Director

Approved:



REMBERTO A. PATINDOL

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **HERMINIA R. ALVARADO**, staff of the Accounting Office commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated for the period January 1, 2019 to June 31, 2019.

HERMINIA R. ALVARADO
HERMINIA R. ALVARADO

Approved:

ERLINDA S. ESGUERRA
ERLINDA S. ESGUERRA

Ratee

Head of Unit

MFO & PAP's	Success Indicators	Tasks Assigned	2018 Target	Percentage of Accomplishments	Details of Accomplishment	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
Acctg MFO2: Disbursement / Processing Services	No. of entries posted right after the receipt of documents	Posts salaries, honorarium, overtime, stipend, RATA, etc. of regular staff, & Phil. Carabao Center regular staff in the index of Payments (IP)	19,000	105%	19,950	5	5	5	5.00	
	No. of entries prepared for remittances right after the payroll has finalized	Prepares draft of all deductions for remittances (VSUCC, Pagibig, GSIS, WTAX, PHILHEALTH, TUITION, LBP, Sal, etc.)	550	115%	582	5	5	5	5.00	
	No. of records updated error free	Updates employees records in the database (loans, salary increase, change of status, etc.)	683	105%	717	5	5	4	4.67	
	No. of documents processed within 3 days after receipt	Processes updates of records to Philhealth & Pagibig	95	105%	98	5	5	5	5.00	
	No. of staff cleared error free	Countersigns clearance of regular staff	45	105%	50	5	5	5	5.00	
	No. of regular employees	Computes withholding tax of regular employees	700	115%	805	5	5	4	4.67	
Total Over-all Rating						30	30	28	29.33	

Average Rating (Total Over-all rating divided by # of entries)	4.89
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.89
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for Development Purpose:

To attend training on updates of BIR regulation.

Evaluated and Rated by

Recommending Approval:

Approved:

ERLINDA S. ESGUERRA
ERLINDA S. ESGUERRA
Head, Accounting Office

LOUELLA C. AMPAC
LOUELLA C. AMPAC
Director for Finance

REMBERTO A. PATINDOL
REMBERTO A. PATINDOL
Vice Pres. for Admin. and Finance

Date :
1. quality
2. efficiency

Date :
3. Timeliness
4. average

Date:



Control No. 052

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: Jan 1-June 30, 2019

Name of Staff: **Herminia R. Alvarado** 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					
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	59				
Average Score	4.92				

Overall recommendation : _____



ERLINDA S. ESGUERRA
Name of Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: HERMINIA ALVARADO

Performance Rating: Outstanding

Aim: Effective delivery of administrative service

Proposed Interventions to Improve Performance:

Date: January 1 Target Date: October, 2019

First Step:

Training on BIR Rules and Regulations

Result: Improved Performance

Date: _____ Target Date: _____

Next Step:


Recommend for Promotion

Outcome: _____


Final Step/Recommendation:

Recommend for Promotion

Prepared by:


ERLINDA S. ESGUERRA
Unit Head

Conforme:


HERMINIA R. ALVARADO
Name of Ratee Faculty/Staff