



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **DALISAY F. ANDRES**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.83	70%	3.38
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.75	30%	1.42
TOTAL NUMERICAL RATING			4.8

TOTAL NUMERICAL RATING: 4.8

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.8

FINAL NUMERICAL RATING 4.8

ADJECTIVAL RATING: Outstanding

Prepared by:

DALISAY F. ANDRES
Administrative Assistant II

Reviewed and Approved by:

DILBERTO O. FERRAREN
Vice President for Planning,
Resource Generation
and Auxiliary

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

Office of the Vice-President for Planning, Resource Generation and External Affairs (OVPPRGEA)

I, **DALISAY F. ANDRES**, of the **Office of the Vice-President for Planning, Resource Generation and External Affairs** 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 - JUNE 2020**.


DALISAY F. ANDRES

Ratee

Approved:


DILBERTO O. FERRAREN

Head of Unit

MFO & PAPs		Success Indicators	Tasks Assigned	Target	Actual Accomp.	Rating				Remarks
						Q1	E2	T3	A4	
UNIVERSITY MFO 6: GENERAL ADMINISTRATION AND SUPPORT SERVICES										
OVPPRGEA MFO 1. ADMINISTRATIVE AND SUPPORT SERVICES MANAGEMENT	PI.1	Efficient & Customer-friendly frontline service	Served clients with	zero complaint	zero complaint	5	5	5	5.00	
	PI.2a	Effectively acted on time administrative & financial documents								
		* Number of administrative & financial documents prepared & processed (OIC, DTR, Leave Application, Travel Order, etc.)	Preparation of government standard forms	25	75	5	5	4	4.67	
		* Number of meetings/seminars/trainings/ workshops/Orientation & Conferences Attended	Attendance to meetings/ seminars/trainings/workshops/Orientation & Conf.	2	59	5	5	5	5.00	BAC Pre-Proc. Pre-Bid, Bidding/IGP/ Planning, etc.
	--	Records Management:								
		* Number of Communications & Other documents filed and retrieved	Information and Records Management	30	53	5	5	5	5.00	
		* Number of pages of communications & other documents printed and filed		50	175	5	5	5	5.00	
		* Number of IP Messages downloaded and printed		20	67	5	4	5	4.67	
		* Number of emails downloaded and filed		20	70	5	5	5	5.00	
	* Number of pages of materials sorted and collated needed for the workshop/ orientation and/or meetings	100		325	5	4	5	4.67		

OVPPRGEA MFO 2. PLANNING, MANAGEMENT AND MONITORING SERVICES	PI.1	Proactive submission of university reports/ plans and documents as prescribed by DBM, CHED-HEMIS CHECKS, PIPOI-NEDA & VSU Annual Report	Preparation of Plans and Reports							
		* CHED-HEMIS Data Collection for Normative Financing for the year 2019	Submit final CHECKS-HEMIS data online for 2020							
		* Number of CHED-HEMIS filled-up forms for online submission to CHED								
		* Number of CHED-HEMIS data collected from different offices	Consolidated and finalized data for submission to CHED							
		* Number of VSU Annual Report distributed to offices & external campuses	Distribution							
	PI.2	Efficient Planning and Monitoring Services								
		* Strategic Planning Workshop	Facilitator/ Secretariat	1	1	5	4	4	4.33	
		* Work and Financial Plan Workshop	Facilitator/ Secretariat	1	1	5	4	4	4.33	
		* Organization Structure Workshop	Facilitator/ Secretariat	1	2	5	5	4	4.67	
	P1.3	Performance Management Team Services								
		* Number of OPCR Evaluation monitored and facilitated		20	38	5	5	5	5.00	
OVPPRGEA MFO 3. RESOURCE GENERATION SERVICES	P1.1	Review of Income Generating and STF Projects	Facilitator							
		* Number of Income Generating and STF Projects recorded & transcribed	IGP & STF Proceedings							
		* Number of pages of Income Generation and STF Projects printed and reproduced	Consolidated IGP and STF Projects report							
		* Number of Financial Report & Subsidiary Ledger collated & compiled	IGP & STF Projects							

OVPPRGEA MFO 4. BIDS AND AWARDS COMMITTEE	PI.2	* Provide administrative support to Bids & Awards Committee Members and the Technical Working Group	BAC Secretariate	100%	100%	5	5	5	5.00	
		* Consolidate PPMP's from various units of the Procuring Entity to make them available for review.	Departments/ Center/ External Campuses	100%	100%	5	5	5	5.00	
		* Preparation of Annual Procurement Plan (Indicate, Updated and Final APP's)	Departments/ Center/ External Campuses	100%	100%	5	4	5	4.67	
OVPPRGEA MFO 5. OTHER SERVICES	PI.1	Other functions assigned by the immediate/ higher supervisor								
		* Number of phone calls and queries acted on time from clientele	Answers calls and queries to clientele with regards to office work	20	115	5	5	5	5.00	
		Number of VSU faculty & staff Clearance countersigned	Faculty & staff cleared from IGP/STF projects & housing	3	25	5	4	5	4.67	
		Formal Investigation Committee:								
		* Number of Investigation Hearings attended to		1	3	5	5	5	5.00	
		* Preparation of transcribed minutes		100%	100%	5	5	5	5.00	
		Total Over-all Rating								91.68

Average Rating (Total Over-all Rating Divided by 19)		4.83
Additional Points:		
Punctuality		
Approved Additional Points (with copy of approval)		
FINAL RATING		4.83
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose

Training in Planning and Office Management

Evaluated & Rated by:

DILBERTO O. FERRAREN

Vice-Pres. for Planning, Resource
Generation & External Affairs

Approved by:

DILBERTO O. FERRAREN

Vice-Pres. for Planning, Resource
Generation & External Affairs



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **January – June 2020**

Name of Staff: **Dalisay F. Andres**

Position: **Administrative Assistant 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. 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		57				

Vision:
Mission:


A globally competitive university for science, technology, and environmental conservation.
Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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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		57				
Average Score		4.75				

Overall recommendation :


DILBERTO O. FERRAREN
 Vice-President for Planning Resource
 Generation and External Affairs

Vision: A globally competitive university for science, technology, and environmental conservation.
Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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No. 

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dalisay F. Andres
Performance Rating: January 2020– July 2020

Aim: Enhanced effective delivery of administrative services.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2020 Target Date: July 2020

First Step:
Trainings, seminars and updating of databases and proper record filing.

Result:
Improved administrative performance.

Date: _____ Target Date: _____

Next Step:

Outcome:

Final Step/Recommendation:

Training /workshops related to planning and management.
Continue attendance on relevant forums and seminars to improve administrative delivery.

Prepared by:



DILBERTO O. FERRAREN
Vice-President for Planning, Resource
Generation and Auxiliary Services

Conforme:



DALISAY F. ANDRES
Administrative Assistant II

cc: ODA-HRD