

COMPUTATION OF FINAL INDIVIDUAL RATING
ADMINISTRATIVE STAFF

Name of Administrative Staff: Apolonio M Encierto

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1 Numerical Rating per IPCR	4.67	70%	3.269
2 Supervisor/Head's Assessment of his contribution towards attainment of office accomplishment	4.00	30%	1.2
TOTAL NUMERICAL RATING			4.469

TOTAL NUMERICAL RATING:

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

FINAL NUMERICAL RATING:

ADJECTIVAL RATING:

4.469

4.469

4.469

VS

Prepared by:

Recommending Approval:




MARIO LILIO VALENZONA
Immediate Supervisor



MARIO LILIO VALENZONA
Director, GSD


Approved:



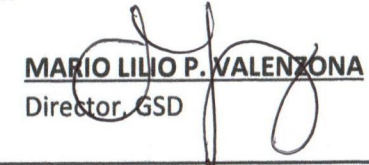
REMBERTO A. PATINDOL
VP. For Adm. Finance

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **APOLONIO M. ENCIERTO** of the **GENERAL SERVICES DIVISION** commits to deliver and agree to be rated on the following targets in accordance with the indicated measures for the period: **July-December 2019**

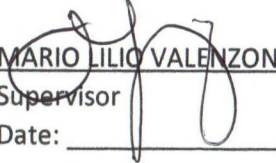

APOLONIO M. ENCIERTO
 Ratee

Approved:


MARIO LILIO P. VALENZONA
 Director, GSD

MFO & Performance Indicators	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
FMO1 -Program of work and cost estimates	PI 1.1 Completed program and estimates	Preparation of program and cost estimates	12	15	5	5	4	4.67	
FMO2 -Project implementation	PI 1.2 Implemented projects	PI 1.2 Implemented projects	45	50	5	5	4	4.67	
FMO3 -Project supervision	PI 1.3 Monthly Inspection, Evaluation and progress report	Inspection of on-going projects	20	25	5	5	4	4.67	
FMO4 -Supervision and monitoring of section personnel	PI 1.4 No. of section personnel supervised and monitored	Daily supervision of section personnel and its accomplishment	20	20	5	5	4	4.67	
Total Over-all Rating								18.67	
Average Rating (Total Over-all rating divided by 4)				4.67	Comments & Recommendations for Development Purpose:				
Additional Points:									
Punctuality:									
Approved Additional point (with copy of approval)									
FINAL RATING				4.67					
ADJECTIVAL RATING				O					


Evaluate & Rated by:


MARIO LILIO VALENZONA
Supervisor
Date: _____

Recommending Approval:


MARIO LILIO VALENZONA
Director, GSD
Date: _____

Approved by:


REMBERTO A. PATINDOL
Vice President
Date: _____

- 1-quqlity
- 2-Efficiency
- 3-Timeliness
- 4-Average

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-Dec. 2019Name of Staff: APOLONIO M. ENCIERTOPosition: Head, PESMU

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		48				

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		68				
Average Score		4				

Overall recommendation _____

MARIO LILIO VALENZONA
Director, GSD

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Apolonio M. Encierto
Performance Rating: Outstanding

Aim: efficient delivery of Service

Proposed Interventions to Improve Performance:

Date: July 2019 Target Date: August 2019

First Step:

Result: You may attend training to improve management skills

Date: October 2019 Target Date: October 2019

Next Step:

Outcome: _____

Final Step/Recommendation:

Prepared by:

MARIO LILIO VALENZONA
Supervisor

Conform:

APOLONIO M. ENCIERTO
Name of Ratee Faculty/Staff