

OFF OF THE HEAD OF PERFORMANCE MANAGEMENT AND REWARDS & RECOGNITION

Visca Baybay City, Leyte 6521-A, Philippines Phone/Fax: 565-0600 local 563-7323 Email Address: preo@vsu.edu.ph Website: www.vsu.edu.ph

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff:

TOTAL NUMERICAL RATING:

RONILLO V. CANO

	Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1.	Numerical Rating per IPCR	4.57	70%	3.19
2.	Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.41	30%	1.32
		TOTAL NUM	MERICAL RATING	4.51

4 51

Add: Additional Approved Points, if any: TOTAL NUMERICAL RATING:	
FINAL NUMERICAL RATING	
ADJECTIVAL RATING:	Outstanding
Prepared by: W Cos RONILLO V. CANO Name of Staff	Reviewed by: NILO L. LEORNA Program Coordinator

Recommending Approval:

ANTONIO P. ABAMO Director for Extension

Approved:

VP for Research, Extension and Innovation



Visayas State University VSU-Technical Vocational Education and Training (TVET) Program Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, RONILLO V. CANO, Staff of the VSU-Technical Vocational Education and Training (TVET) Program, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July to December 2021.

	IW			
RO	NILL	.O V.	CANO	
Ad	min.	Assis	tant II	
Da	te:			

Director for Extension

Date:

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor

								Ra	ting		
MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/ Activities/ Projects	Tasks Assigned	Target (July-Dec 2021)	Accom-plishment (July-Dec 2021)	Quality	Efficiency	Timeliness	Average	Remark
		PI 1. Number of documents prepared/encoded/processed/ followed-up	Documentation	Prepare, process and follow- up of administrative and financial matter of the office/ unit	35	70	5	4	4		Prepared administrative and financial documents of the office like Reimbursement, Petty cash, DTR, Leave, PPMP, PR, OPCR, IPCR etc.
		PI 2. Number of documents released & processed on time.		Processes and releases documents on time.	35	70	5	4	4		Liquidation of Cash Advance, Purchased Request, PPMP, PR, DTR, Leave, OPCR, IPCR etc.
		PI 3. Number of documents attended and served	Documentation	Assist on to be signed and approved documents	60	85	5	4	5		Facilitated in the signing of documents for Head of office
		PI10. Efficient and customer friendly frontline service		Served clients with courtesy; immediate response to client needs and inquiries	0 % complaint from clients	0 % complaint from clients	5	5	5		100% no complaint; served clients with courtesy; immediate response to client needs and inquiries

		Comments & Recommendations for
		Development Purposes:
Number of Performance Indicators Filled-up	4	Recommended to attend a further
Total Over-all Rating	400	training on MIS on the TVET and
Average Rating		training on Personality Development
Adjectival Rating	Outstanding	

NILO L. LEORNA Program Coordinator

Date: _

Recommending Approval: solarm.

ANTONIO P. ABAMO Director for Extension

Date:

MARIA JULIET C. CENIZA

VP for Research, Extension and Innovation

Date.

Approved by:

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average



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Instrument for Performance Effectiveness of Administrative Staff

Rating Period: <u>July – December 2021</u> Name of Staff: RONILLO V, CANO

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)		7	Scale	Э	
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					
	eadership & Management (For supervisors only to be rated by higher upervisor)	100	5	Scale	9	
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		5	3		-
	Average Score		4	.4	j	

Overall	recommend	lation
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NILO L. LEORNA

Printed Name and Signature Head of Office



Vision: Mission:

VSU-TECHNICAL VOCATIONAL EDUCATION AND TRAINING (TVET) PRESEAM

Engineering Workshop Building Visca, Baybay City, Leyte, PHILIPPINES Email: vsu_tvet@yahoo.com Website: www.vsu.edu.ph

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>RONILLO V. CANO</u>
Performance Rating: <u>Outstanding</u>
Aim: To develop individual employee and as a continuous education and training related to works undertaken in the office
Proposed Interventions to Improve Performance
Date: July 2021 Target Date: December 2021
First Step: Attend seminar in Office file management
Result: Enhance knowledge in office document filing
Attended the ISO awareness seminar
Target Date: <u>July – December 2021</u>
Next Step: Attend seminar in Basic office document filing using computer application/
software.
Outcome: Computerized document filing system.
Final Step/Recommendation:
Prepared by: NILO L. LEORNA Unit Head
Conforme: RONILLO V. CANO Name of Ratee Faculty/Staff

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.