



**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF**

**Annex P**

Name of Administrative Staff: **JAIME V. LATRAS**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.79	0.70	3.35
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	0.30	1.45
<b>TOTAL NUMERICAL RATING</b>			<b>4.80</b>

TOTAL NUMERICAL RATING:

**4.80**

Add: Additional Approved Points, if any:

-

**TOTAL NUMERICAL RATING:**

**4.80**

**FINAL NUMERICAL RATING:**

**4.80**

**ADJECTIVAL RATING:**

**OUTSTANDING**

Prepared by:

Reviewed by:

**JAIME V. LATRAS**

Name of Staff

**MANUEL D. GACUTAN, JR.**

Head, DAS-CAFS

Recommending Approval:

**VICTOR B. ASIO**


Dean, CAFS

Approved:

**BEATRIZ S. BELONIAS**

Vice-President for Academic Affairs

  
**JAIME V. LATRAS**  
Ratee


  
**MANUEL D. GACUTAN, JR.**  
Head of Unit

MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Administrative Support Services	Number of animals cared/ sold	Pasturing of goat/sheep and returning them to their shed, providing them with feeds, water, cutting, hauling, providing the animals with forages, give medication and takes care newly born animals and deworm the animals every 3 months. Generated income through sales of animals/manure	70	Animal Inventory = 75 heads Gross Sale of Animal/Manure: P51,000.00	5	5	5	5.00	
	Number of paddocks of pasture established and/or maintained	Cleaning of previously pastured areas, application of fertilizer, repairing fences, planting <i>kakawati</i> on fence line and planting different grasses.	10	15	5	5	4.5	4.83	
	Number of animal sheds maintained	Clean/sanitize animal sheds	3	Daily cleaning of goat/sheep houses/sheds	4	5	5	4.67	
	Number of animal facilities/equipment repaired and/or maintained	Maintain the facilities and equipment of goat/sheep project	5	10 project facilities were maintained	4	5	5	4.67	
				Total Over-all Rating				19.17	


Average Rating (Total Over-all Rating/No. of A <sup>4</sup> Entries)		4.79
Additional Points:		
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.79
ADJECTIVAL RATING		Outstanding

**Comments & Recommendation for Development Purpose:**  
*The caretaker should have the proper recording in the project.*


Evaluated & Rated by:

  
**MANUEL D. GACUTAN, JR.**  
 Department Head  
 Date: July 9, 2021

Recommending Approval:

  
**VICTOR B. ASIO**  
 Dean, CAFS  
 Date: 23 July 2021

Approved by:

  
**BEATRIZ S. BELONIAS**  
 Vice President for Academic Affairs  
 Date: 7/26/21

Rating Scale: **4.6 -5.0 Outstanding**  
**3.8 - 4.5 Very Satisfactory**

**3.0-3.7 Satisfactory**  
**2.2-2.9 Unsatisfactory**

**2.1 - & below Poor**



## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **January-June, 2021**

Name of Staff: **Jaime V. Latras**

Position: **Administrative Aide 1**

**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		58	Avg = 4.83			

**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.

<b>B. Leadership &amp; Management (For supervisors only to be rated by higher supervisor)</b>		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						

Overall recommendation : \_\_\_\_\_

  
**WARREN D. COME**

Printed Name and Signature  
DAS Goat/Sheep Proj. Manager

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JAIME V. LATRAS  
Performance Rating: Outstanding

Aim: To improve work efficiency and achieve targets

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

Date: January 2021 Target Date: June 2021

First Step: Develop skill in health, breeding and pasture management

Result: Productive and sustainable project due to higher animal population which resulted to higher income

Date: \_\_\_\_\_ Target Date: \_\_\_\_\_


Next Step: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Outcome: \_\_\_\_\_


Final Step/Recommendation:

The caretaker should have the proper recording in the project.

Prepared by:

  
MANUEL D. GACUTAN, JR.  
Unit Head

Conforme:

  
JAIME V. LATRAS  
Name of Ratee (Staff)