



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **NORJITO B. QUIMCO**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.94	70%	3.458
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.92	30%	1.476
TOTAL NUMERICAL RATING			4.934

TOTAL NUMERICAL RATING: _____

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

FINAL NUMERICAL RATING 4.93

ADJECTIVAL RATING: OUTSTANDING

Prepared by: _____

NORJITO B. QUIMCO

Name of Staff

Reviewed by: _____

ALLEN GLENNIE P. LAMBERT

Department/Office Head

Recommending Approval: _____

ALLEN GLENNIE P. LAMBERT

Executive Asst.

Approved: _____

EDGARDO E. TULIN

President

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **NORJITO B. QUIMCO**, of the Office of the President commits to deliver and agree to be rated on the attainment of the following targets in accordance with with the indicated measures for the period July-December, 2020.

NORJITO B. QUIMCO

Ratee

APPROVED:

ALLEN GLENNIE P. LAMBERT

Head of Office

UMFO No.	OP MFO	MFOs/PAPs	Success Indicators	Unit/Persons Responsible	Target (Jan-Dec 2020)	Accomplish ment	Rating				Remarks
						Jul-Dec 2020	Q ¹	E ²	T ³	A ⁴	
UMFO 6. General Administration Support Services											
	OP MFO 1	General Administration and Support Services	Zero Complaint administrative services from clients	Provide advice to, and directs or assists clients (via call or actual visit) in addressing their various service demands/needs	Zero complaint from clients	No compliant	5	5	5	5.00	
			Maintained workplace in compliance to ISO-5s	Maintain personal workspace to ISO 5s	100%	100%	5	5	4.5	4.83	
			Safe and timely driving services and well-maintained vehicle	Clean and maintain assigned vehicle for road worthiness	100%	100%	5	5	5	5.00	
			Total Over-all Rating								14.83

Average Rating (Total Over-all-rating divided by 3)		4.94
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.94
ADJECTIVAL RATING		Outstanding

Comments and Recommendations for Development Purpose:

Expert & a focus driver!

Evaluated and Rated:


ALLEN GLENNIE P. LAMBERT
Unit Head

Date: _____

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

Recommending Approval:


ALLEN GLENNIE P. LAMBERT
Unit Head

Date: _____

Approved by:


EDGARDO E. TULIN
President

Date: _____

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: Norjito B. Quimco

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Provide safe and timely driving services	Safe conduct/driving services	July 2020	December 2020	July-December 2020	Impressive	Outstanding	Sustain best practice
2	Maintain vehicle for road worthiness	Cleaned and maintained road worthy vehicle	July 2020	December 2020	July-December 2020	Impressive	Outstanding	Sustain best practice

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


ALLEN GLENNIE P. LAMBERT
 Unit Head



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-December 2020

Name of Staff: Norjito B. Quimco Position: _____

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 : _____


ALLEN GLENNIE P. LAMBERT
 Unit Head

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 nd	
	3 rd	
	4th	

Name of Office: Office of the President

Head of Office: Allen Glennie P. Lambert

Name of Faculty/Staff: Norjito B. Quimco Signature:  Date: _____


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Discussion of job-related accomplishments, problems and plans	<ul style="list-style-type: none">First working day of the month as needed				
Coaching Discuss ways to improve the execution of assigned tasks.	<ul style="list-style-type: none">First working day of the month as needed				

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


ALLEN GLENNIE P. LAMBERT
 Immediate Supervisor

Verified by:


EDGARDO E. TULIN
 Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Norjito B. Quimco**
Performance Rating: **July-December 2020**

Aim: Improve transport maintenance and provision services.

Proposed Interventions to Improve Performance:

Date: _____ Target Date: _____

First Step: Visit transport and HELVMU offices at VSU to interact, observe and learn best practices in transport maintenance.

Result: Identify, apply and evaluate applicability of vehicle maintenance best practices.

Date: _____ Target Date: _____

Next Step: Visit offices of other universities/institutions to observe, interact and learn best practices in transport maintenance and provision services.

Outcome: Identify, apply and evaluate best practices in transport maintenance and provision services.

Final Step/Recommendation:

Consolidate and apply proven best practices in vehicle maintenance and transport provision services.

Prepared by:

ALLEN GLENNIE P. LAMBERT
Unit Head

Conforme:

NORJITO B. QUIMCO
Ratee