



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: VERONICO R. PADERES

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.39	70%	3.07
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.75	30%	1.42
TOTAL NUMERICAL RATING			4.49

TOTAL NUMERICAL RATING:

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

FINAL NUMERICAL RATING

4.49

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by:

VINCENT PAUL C. ASILOM
Name of Staff

Reviewed by:

MARLON G. BURLAS
Department/Office Head

Recommending Approval:

MARIO LILIO P. VALENZONA
Dean/Director

Approved:

DANIEL LESLIE S. TAN
Vice President

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.

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Veronico Paderes, of the Motor Pool Services/PPO commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December, 2022


VERONICO PADERES
 ADM. AIDE I

Approved: 
MARLON G. BURLAS
 Head, Motor Pool, Services

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UMFO 6. General Administration and Support Services									
Motor Pool MFO 1. Ground Improvement (New Construction, etc.)									
	PI 1: No. of ground filled up, scraped, cleared & improved	. Hauling, Scraping, Leveling	15	15	4	5	5	4.66	.VSU Coastal Area; Garbage Area; Different Department concern or request
Motor Pool MFO 2. Land preparation (Research Related)									
	P2 1: No. of land areas prepared based on job request	. Plowing; harrowing; furrowing; Lawn Mowing;	20	25	5	4	5	4.66	. Different Expiremental area or departments concern or request
	P2 2: No. of hauling/trips based on job request	.Hauling construction materials; office supplies .Alternate driver for collection of Garbage at VSU Campus.	30	45	5	5	5	5.00	. Different department concern or request . VSU Campus

									Upper and Lower
Motor Pool MFO 3. Ground Maintenance									
	P3 1: No. of surroundings cleaned and maintained	. Cleaning of Motor Pool surroundings	1	1	4	4	4	4.00	.Motor Pool Surrounding
Motor Pool MFO 4. Operation maintenance of vehicles									
	P4 1: No. of equipment maintained	. Servicing and repack bearing, repair under chassis; adjust brake; change oil	1	2	3	4	4	3.66	FORD TRACTOR
Total Over-all Rating									
								21.98	

Average Rating (Total Over-all rating divided by 4)		4.39
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		
ADJECTIVAL RATING		VERY SATISFACTORY

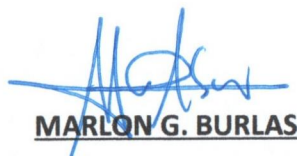
Comments & Recommendations for Development Purpose:

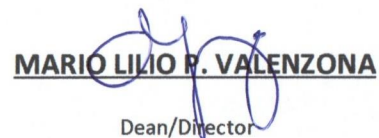
*Defensive driving
skills training*

Evaluated & Rated by:

Recommending Approval:

Approved


MARLON G. BURLAS
Dept/Unit Head


MARIO LILIO R. VALENZONA
Dean/Director


DANIEL LESLIE S. TAN
Vice President

Date: _____

Date: _____

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JULY-DECEMBER 2022

Name of Staff: VERONICO R. PADERES

Position: Administrative Aide I

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

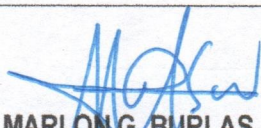
A. Commitment (both for subordinates and supervisors)		Scale				
1.	Demonstrates sensitivity to client's needs and makes the latter's experience in transacting business with the office fulfilling and rewarding.	5	4	3	2	1
2.	Makes self-available to clients even beyond official time	5	4	3	2	1
3.	Submits 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						

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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						
Average Score						

Overall recommendation : _____


MARLON G. BURLAS
 Printed Name and Signature
 Head, Motor Pool Services

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: VERONICO R. PADERES
Performance Rating: July - December 2022

Aim: Awareness on Safety & Health at Workplace

Proposed Interventions to Improve Performance:

Date: July 4, 2022 Target Date: September 30, 2022

First Step:

Orientation on safe and unsafe condition

Result:

Safe heavy equipment operations

Date: October 6, 2022 Target Date: December 29, 2022

Next Step:

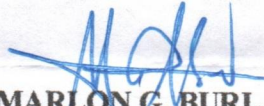
Materials handling and storage

Outcome: Orderliness at respective equipment

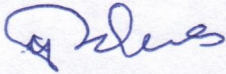
Final Step/Recommendation:

Awareness on safety and tidiness

Prepared by:


MARLON G. BURLAS
Head, Motor Pool

Conforme:


VERONICO R. PADERES
Name of Ratee Staff