

COMPUTATION OF FINAL INDIVIDUAL RATING FOR  
ADMINISTRATIVE STAFF

Name of Administrative Staff: JUANCHO M. LAO

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.87	0.70	3.41
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.75	0.30	1.43
TOTAL NUMERICAL RATING			4.84

TOTAL NUMERICAL RATING: \_\_\_\_\_  
Add: Additional Approved Points, if any: \_\_\_\_\_  
TOTAL NUMERICAL RATING: \_\_\_\_\_

ADJECTIVAL RATING: \_\_\_\_\_


Prepared by:

  
JUANCHO M. LAO  
Name of Staff



Reviewed by:

  
ALICIA M. FLORES  
Department/Office Head

Recommending Approval:


  
REMBERTO A. PATINDOL  
Chairman, PMT


Approved:

  
EDGARDO E. TULIN  
President 

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Juancho M. Lao**, of the **SUPPLY, PROCUREMENT & PROPERTY MANAGEMENT OFFICE** commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **JANUARY 2016 TO JUNE 2016**.

  
**JUANCHO M. LAO**  
Ratee

  
**ALICIA M. FLORES**  
Head, Property Office

UMFO 6: General Administration and Support Services									
OVPAF MFO 7: Property Management									
MFO/PAPS	Program/Activities Undertaken	Task Assigned	Accomplishment January to June 2016		Rating				Remarks
			Target	Actual	Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
SPPMO MFO 1: Administrative and Support Services Management									
PI 1: Efficient and customer friendly Services	A 1: Frontline services	T 1: Serves and attends to cleints requests and inquiries.	Zero percent complaint from clients served	Zero percent complaint from clients served	5	5	5	5.00	
PI 2: Efficient Office Management and maintenance	A. 1: No. of times acted as Officer in-charge of the Property Office	T 1: Acts as Officer in-charge of the Property Office in the absence of the head.	3	5	5	5	5	5.00	
	A.2: No. of reimbursement voucher prepared with complete supporting document	T 2: Prepares PR, OBR, BUR and voucher for reimbursement and pre-travel	16	20	5	5	5	5.00	
PMO MFO 7.1 Administrative and support services									
PI 1: Permits, Licensing and registration of buildings and Motor Vehicles	A. 1: No. of vehicles insurance and registration processed and paid.	T 1: Processes and facilitates payment of registration, & insurance of VSU vehicles.	18	22	5	5	4	4.67	



MFO/PAPS	Program/Activities Undertaken	Task Assigned	Accomplishment January to June 2016		Rating				Remarks
			Target	Actual	Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
PI 1: Permits, Licensing and registration of buildings and Motor Vehicles	<u>A.2:</u> No. of vehicle smoke test facilitated, one month before expiration date	T 2: Smoke test all VSU vehicles at accredited emission center of LTO	18	22	5	5	5	5.00	
PMO MFO 7.4 Inventory Management									
PI 2: Reconciliation and Updating of buildings, properties, and equipment in the inventory book of accounts	<u>A. 2:</u> No. of pages printed in A3 size for CY 2014 Inventory report in two copies	T 2: Prepares Inventory report CY 2015	700	900	5	5	4	4.67	
	<u>A. 3:</u> No. of e-copies furnished/facilitated to different departments, error free	T 3: Prepares soft copies reports of equipment to requesting department for AACCUP purposes	3	5	5	5	4	4.67	
	<u>A. 4:</u> No. of monthly inventory reports checked of VSU projects(excluding IGP projects) error free, without valid complaint	T 4: Checks monthly inventory report of DAS projects for CY 2015	10	12	5	5	5	5.00	
PI 3: Physical Inventory taking	<u>A. 2:</u> No. of building inspected	T 2: Conducts physical inventory of VSU building	100	140	5	5	5	5.00	
	<u>A. 3:</u> No. of vehicle checked, verified as to serviceability at zero % complaint	T 3: Conducts physical inventory of motor vehicles as regards to condition of the serviceability	20	27	5	5	4	4.67	
PMO MFO 7.5 Disposal Management									
PI 2: Inspection and disposal of working animals	<u>A. 1:</u> No. of inspection and disposal witnessed and conducted on working animals and all other animals owned by University, within 5 minutes after receipt of request	T 1: Inspects, witnesses working animals/breeding animals for disposal/death of all animals owned by VSU.	2	3	5	5	5	5.00	

MFO/PAPS	Program/Activities Undertaken	Task Assigned	Accomplishment January to June 2016		Rating				Remarks
			Target	Actual	Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
PI 8: Updating reports of unserviceable properties for dropping from the book of accounts	A. 1: No. of Inventory & Inspection Report accomplished as basis for dropping the property from the books of accounts	T 1: Updates inventory reports for CY 2015	50	75	5	5	4	4.67	
	A. 2: No. of items listed for dropping	T 2: Lists properties and equipment for dropping	20	40	5	5	5	5.00	
Total Over-all Rating								63.33	

Average Rating (Total Over-all rating divided by 13)		4.87
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		
ADJECTIVAL RATING		

Comments & Recommendations for Development Purposes:

Received by:

  
**REDEMPTA L. SORIA**  
 Planning Office


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

Calibrated by:

  
**REMBERTO A. PATINDOL**  
 PMT

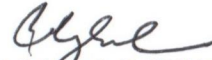
Date: \_\_\_\_\_

Recommending Approval:

  
**REMBERTO A. PATINDOL**  
 Vice President

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

Approved by:

  
**EDGARDO E. TULIN**  
 President

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

1 - quality  
 2 - efficiency  
 3 - timeless  
 4 - average



### Instrument for Performance Effectiveness of Administrative Staff

Rating Period: **JANUARY-JUNE 2016**

Name of Staff: **JUANCHO M. LAO** Position: **ADMIN. AIDE VI**


**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

<b>A. Commitment (both for subordinates and supervisors)</b>		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>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	57				
Average Score	4.75				

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

  
**ALICIA M. FLORES**  
Name of Head