

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

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

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical rating (2x3)
1. Numerical Rating per IPCR	4.87	0.70	3.41
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.67	0.30	1.40
TOTAL NUMERICAL RATING			4.81

TOTAL NUMERICAL RATING: 4.81

Add: Additional Approved Points, if any: -

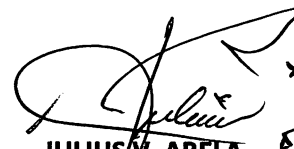
TOTAL NUMERICAL RATING: 4.81

ADJECTIVAL RATING: OUTSTANDING


Prepared by:


JAIME V. LATRAS
Name of Staff


Reviewed by:


JULIUS V. ABELA
Department/Office Head

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Approved:


BEATRIZ S. BELONIAS
Vice-President for Instruction

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

COMPARISON OF THE INDIVIDUAL RATING FROM AVERAGE RATING

Number of ratings (Total) 100

Rating	Percentage	Count	Rating
1	10%	10	1
2	20%	20	2
3	30%	30	3
4	40%	40	4
5	50%	50	5
6	60%	60	6
7	70%	70	7
8	80%	80	8
9	90%	90	9
10	100%	100	10

100

TOTAL INDIVIDUAL RATING

Number of ratings (Total) 100

TOTAL INDIVIDUAL RATING 100

COMPARISON OF THE INDIVIDUAL RATING

Number of ratings (Total) 100

Number of ratings (Total) 100

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Number of ratings (Total) 100


Number of ratings (Total) 100

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **JAIME V. LATRAS**, of the **Department of Animal Science**, 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, 2018 to June, 2018**.


JAIME V. LATRAS
Ratee

Approved:


JULIUS V. ABELA
Head of Unit

MFO & PAPS	Success Indicators	Task Assigned	Targets	Actual Accomplishment	Rating				Remark(s)
					Q ¹	E ²	T ³	A ⁴	
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	80	Animal Inventory = 78 heads Gross Income: P116,850.00 animal sales	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	13 Replanted 5 paddocks with Napier Grass	5	5	5	5.00	
	Number of animal sheds maintained	Clean/sanitize animal sheds	3	Daily cleaning of goat/sheep houses and its surroundings. Animal manure/ grass debris are properly disposed.	4	5	5	4.67	
	Number of animal facilities/equipment repaired and/or maintained	Maintain the facilities and equipment of goat/sheep project	5	Maintained metabolism cages = 5, feeding trough of silage = 1, silage drums = 5, grass chopper = 1 and grass cutter = 1	5	4	5	4.67	

1. I, DAVID J. LEE, of the Department of Animal Industry, do hereby certify that the following is a true and correct copy of the original as the same appears in the records of the Department of Animal Industry, and I agree to deliver and agree to be held on the attainment of the following target in accordance with the indicated period for the period January 1913 to June 1913.

625

44-38861-1000

And to Sept:

[illegible]

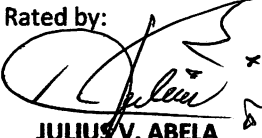
	Number of clients served	Accommodate students and other clients in the conduct of laboratory classes, researches and as a training facility for goat/sheep production in VSU	500	Served 797 clients	5	5	5	5.00	
Total Over-all Rating								24.33	

Average Rating (Total Over-all Rating/No. of A ⁴ Entries)		4.87
Additional Points:		
Punctuality	0	
Approved Additional points (with copy of approval)	0	
FINAL RATING		4.87
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendation for Development Purpose:


Awareness on animal health, husbandry, observation & assist in pasture & forage development.

Evaluated and Rated by:


JULIUS V. ABELA
 Head, Dept. of Animal Science


Date: _____

Recommending Approval:


VICTOR B. ASIO
 Dean, College of Agriculture

Date: _____

Approved by:


BEATRIZ S. BELONIAS
 Vice-President for Instruction

Date: _____

Legend: Q¹ - Quality
 E² - Efficiency
 T² - Timeliness
 A⁴ - Average

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

Number of clients served					Accommodate students and other clients in the conduct of laboratory classes, research, and as a training facility for softness production in VSO	SOS	Served VSO clients	S	S	S	S	S	S	S
Total Over-all Rating					Total Over-all Rating									
14.14					14.14									

Average Rating (Total Over-all Rating of A Entries)		A	
Additional Rating		0	
Functionality		0	
Approved Additional Rating (out of 100)		0	
TOTAL RATING		0	
AVERAGE RATING		0	
STANDARD		0	
A		0	

Comments & Recommendation for Development Purpose:

Approved by: _____

Recommended Approval: _____

Approved and Rated by: _____

RESTATE'S RECORDS
Vice President for Instruction

VICTOR BLASO
Dean, College of Agriculture

JULIA ARRI
Head, Dept. of Animal Science

4.0 - 5.0 Outstanding
3.0 - 4.0 Very Satisfactory
2.0 - 3.0 Satisfactory
1.0 - 2.0 Unsatisfactory
0.0 - Below

Legend: C+ Quality
C- Quality
T- Transfer
A- Average

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January – June, 2018Name of Staff: Jaime V. LatrasPosition: 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		76				

4.67

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					
Average Score					

Overall recommendation : _____


CARLITO V. RANCHEZ
Adm. Officer 1

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 2018 Target Date: June 2018

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:

Prepared by:


JULIUS V. ABELA
Unit Head

Conforme:


JAIME V. LATRAS
Name of Ratee (Staff)

SECRET

THE UNITED STATES OF AMERICA

Department of State
Washington, D.C. 20520

Office of the Secretary of State

Reference is made to the letter of the Secretary of State dated 1964-01-14.

Very truly yours,
Dean Rusk

Enclosed for the Secretary of State are two copies of the letter of the Secretary of State dated 1964-01-14.

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