

Annex P

**COMPUTATION OF FINAL INDIVIDUAL RATING FOR  
ADMINISTRATIVE STAFF  
(July – December 2016)**

Name of Administrative Staff: **RONILLO V. CANO**

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.75	x 70%	3.32
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	3.3333	x 30%	1.0
<b>TOTAL NUMERICAL RATING</b>			<b>4.32</b>

TOTAL NUMERICAL RATING: - 4.32


Add: Additional Approved Points, if any: -

TOTAL NUMERICAL RATING: -

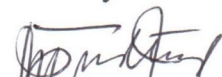
ADJECTIVAL RATING: -

very satisfactory


Prepared by:

  
RONILLO V. CANO  
Name of Staff


Reviewed by:

  
DANIEL M. TADTUD, JR.  
VP for Planning, Resource  
Generation & External Affairs

Recommending Approval:

  
REMBERTO A. PATINDOL  
Chairman, PMT

Approved:

  
EDGARDO E. TULIN  
President

**“Exhibit B”**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, RONILLO V. CANO, of the PLANNING 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 July to December, 2016.

RONILLO V. CANO

*Ratee*

Approved:

DANIEL M. TUOTUD, JR.

*Head of Unit*

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>Efficient and customer friendly frontline service</b>	Zero percent complaint from client served	Served clients with courtesy and friendly service	0% complaint	0% complaint	5	5	5	5	
<b>Administrative and Support Services Management</b>	Number of documents prepared/encoded/processed/ followed-up	Prepare, process and follow-up of administrative and financial documents like Cash advance, Pre-travel, Trip ticket, PR, RIS, Reimbursement, Claims, Liquidation, Job Request, PO, PPMP, DTR, CSR, Certificate of Appearance, etc.	20 Documents	30 Documents	5	5	4	4.66	
	Number of documents photocopied/sorted/bound	Photocopy, sorting and binding of documents AACCUP/Memoranda/ OPCR/Reports/Strat Plan attendance etc.	100 pages, Sorting 1,500 pages, Photocopy 400 pages, Binding ----- 2,000 pages	200 pages, Sorting 2,500 pages, Photocopy 450 pages, Binding ----- 3,150 pages	5	5	4	4.66	
	Number of documents/ vouchers/communications received, released, delivered, distributed and mailed documents	Receive documents for VP action/ release/deliver/distribute documents /vouchers/ communications	350 Documents/vouchers/ communications/ memoranda/reports/ OPCR etc.	450 Documents/Vouchers/ Communications/Reports/ Memoranda/OPCR/mailed documents	5	5	5	5	
<b>Planning, Management and Monitoring Services</b>	Number of 2016 accomplishment reports submitted by the different colleges, dept, centers, units within prescribed period	Receive reports of the different colleges, departments, centers, offices	10 Accomplishment Reports	15 Accomplishment Reports	5	5	4	4.66	

	Preparation of the 2016 VSU Book of Facts & Figures Update & collect data of 2016 VSU Book of Facts & Figures	Collect data from concerned colleges/depts./offices  Produce draft copy of 2016 VSU Book of Facts & Figures for editing	5 offices  Print 1 draft copy	8 offices  1 draft copy	5  5	5  5	4  4	4.66  4.66	
Total Over-all Rating									

Average Rating (Total Over-all rating divided by )	33.3	4.75
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.75
ADJECTIVAL RATING		

**Comments & Recommendations  
for Development Purpose:**

Received by:

*[Signature]*  
TERESITA L. QUINANOLA  
Head, PRPD

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

Calibrated by:

*[Signature]*  
REMBERTO A. PATINDOL  
PMT

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

Recommending Approval:

*[Signature]*  
DANIEL M. PADUA JR.  
Vice President

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

Approved by:

*[Signature]*  
EDGARDO E. TULIN  
President *[Signature]*

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

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



## Annex O

## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July – December 2016Name of Staff: RONILLO V. CANOPosition: Administrative Asst. II

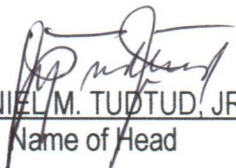
**Instruction to supervisor:** Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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>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		40			
Average Score		3.3333			

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

  
 DANIEL M. TUDTUD, JR.  
 Name of Head