

Op-17299
7/20

COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF

Name of Administrative Staff: ALICIA M. FLORES

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	5.0	0.30	1.5
TOTAL NUMERICAL RATING			4.91


TOTAL NUMERICAL RATING: _____

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

ADJECTIVAL RATING: _____


Prepared by:


ALICIA M. FLORES
Name of Staff


Reviewed by:


REMBERTO A. PATINDOL
Department/Office Head

Recommending Approval:



REMBERTO A. PATINDOL
Chairman, PMT


Approved:


EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Alicia M. Flores, 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 July to December 2016.


ALICIA M. FLORES
 Ratee


REMBERTO A. PATINDOL
 Vice President for Admin. & Finance

UMFO 6: General Administration and Support Services

OVPAF MFO-6: Procurement Services

OVPAF MFO 7: Property Management

MFO/PAPS	Program/Activities Undertaken	Task Assigned	Accomplishment July-December 2016		Rating				Remarks
			Target	Actual	Q ¹	E ²	T ³	A ⁴	
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: Office, Staff Management and Maintenance	A.1: No. of section/units directly supervised	T 1: Directly supervises the procurement and property sections	2	2	5	5	5	5.00	
	A.2: No . of staff monitored, evaluated coached, supervised for effective and efficient office management	T 2: Coaches, supervises, evaluates the work performances of subordinates	21	21	5	5	5	5.00	
	A.3: No. of meetings with subordinates conducted	T 3: Conducts office meetings with subordinates	6	10	5	5	5	5.00	
	A.4 : No. of innovations for effective and efficient services introduced	T 4: Introduces innovations for effective and efficient services	1	2	5	5	5	5.00	

MFO/PAPS	Program/Activities Undertaken	Task Assigned	Accomplishment July-December 2016		Rating				Remarks
			Target	Actual	Q ¹	E ²	T ³	A ⁴	
PI 2: Office, Staff Management and Maintenance	A.5 : No. of policies and guidelines of VSU Property Management and Custodianship revisited and reviewed	T 5: Revisits policies and guidelines of VSU Property management and custody.	1	1	5	5	4	4.67	
	A.6: No of clearances received, reviewed and signed	T 6: Receives, reviews and signs clearances due to transfer, separation, resignation, retirement and death	25	40	5	5	5	5.00	
	A.7: No. of documents prepared.	T 7: Prepares, drafts, encodes, prints and submits offices documents such as letter requests, OPCR, PRs for SME, travel etc	20	30	5	5	5	5.00	
	A.8: No. of meetings called by supervisor/higher authorities and seminars attended	T 8: Attends to meetings called by supervisor/ higher authorities and to seminars	5	10	5	5	5	5.00	
PI 3: Involvement and Coordination of major university committees	A.1: BAC related activities and documents preparation as head, BAC Secretariat	T 1: Preparation of bidding documents	6	20	5	5	5	5.00	
		T 2: . Preparation of Committee Resolutions	6	22	5	5	5	5.00	
		T 3: Preparation of Contract review for submission to COA	6	10	5	5	4	4.67	
		T 4: Attendance to meetings, Conferences and Public biddings.	20	50	5	5	5	5.00	
	A.2: Disposal activities and documents preparation as member of the Disposal Committee	T.1 Check and verify unserviceable properties returned by end users	4000	5288	5	5	5	5.00	

MFO/PAPS	Program/Activities Undertaken	Task Assigned	Accomplishment July-December 2016		Rating				Remarks
			Target	Actual	Q ¹	E ²	T ³	A ⁴	
OVPAF MFO 6: Procurement Services									
PSMO MFO 6.1: Procurement Planning									
PI 2: Seminar/ Workshop/ Training	A.1 : No. of seminar/workshop/Training conducted	T 1: Conducts seminar workshops to staff of different offices/units involved in the preparation of documents relative to procurement and property	1	1	5	5	5	5.00	
PSMO MFO 6.2: Procurement Process Management									
PI 2: Procurement documents	A.1: Number of procurement documents checked and acted (RFQ, AQ, PO, IAR, SPS and DV)	T 1: Review, signs and acts documents such as PO's, AQ's, RFQ's, IAR's and DV's	5000	5986	5	5	4	4.67	
OVPAF MFO 7: Property Management									
PMO MFO 7.1 Administrative and support services									
PI 1: Permits, Licensing, registration and insurance of buildings and vehicles	A.1: Number of buildings listed for fire insurance	T.1 Review and checks from the inventory book of accounts the VSU buildings for fire insurance	25	35	4	5	5	4.67	
PMO MFO 7.2 Storage and Warehousing									
PI 2: Inspection and acceptance of supplies, materials and equipment	A. 1: No. of Inspection and Acceptance Reports reviewed, checked and signed.	T 1: Reviews, checks and signs Inspection and Acceptance Reports of S/M/E	1000	1523	5	5	5	5.00	
PMO MFO 7.3 Distribution management									
PI 3: Preparation and approval of ARE/ICS	A.1: No. of ARE/ICS reviewed and signed	T 1: Reviews and signs ARE/ICS	700	769	5	5	5	5.00	

MFO/PAPS	Program/Activities Undertaken	Task Assigned	Accomplishment July-December 2016		Rating				Remarks
			Target	Actual	Q ¹	E ²	T ³	A ⁴	
PI 4: Issuance, preparation and checking of reports for Supplies and Materials.	A.1: No. of Reports for Supplies and Materials Issued (RSMI) checked, reviewed and signed	T 1: Reviews, checks and signs RSMI	6	6	5	5	5	5.00	
PMO MFO 7.4 Inventory Management									
PI 2: Reconciliation of inventory books of buildings, properties and equipment against Accounting property/equipment ledger cards.	A.1: No. of items in the inventory books checked and reviewed.	T 1: Checks and reviews properties, buildings and equipment for reconciliation	125	125	5	5	4	4.67	
PI 3: Physical inventory taking	A.1: No. of Physical Inventory for Supplies, Materials, Buildings, Properties, and Equipment conducted	T 1: Conducts physical inventory of supplies, materials and equipment in the SPPMO bodega.	2	2	5	5	5	5.00	
PMO MFO 7.5 Disposal Management									
PI 1: Receipt, collection, inspection and appraisal of Waste Materials & Unserviceable Properties	A. 1: No. of waste materials reports checked , inspected and signed	T 1: Checks, inspects and signs waste materials reports	300	350	5	5	5	5.00	
	A. 2: No. of unserviceable properties appraised for disposal thru public auction	T 2: Computes appraisal value of unserviceable properties for disposal	4000	4500	5	5	5	5.00	
PI 6: Public auction/bidding of un serviceable properties	A. 1: No. of disposal activity performed through public bidding activity assisted within scheduled time	T 1: Assists the Disposal Committee in the bidding activity	1	1	5	5	5	5.00	
	A. 2: No. of items disposed thru public bidding at 0% complaint, error free	T 2: Disposal of unserviceable property and equipments thru public bidding	4000	4500	5	5	5	5.00	

MFO/PAPS	Program/Activities Undertaken	Task Assigned	Accomplishment July-December 2016		Rating				Remarks
			Target	Actual	Q ¹	E ²	T ³	A ⁴	
PI 8: Disposal thru (sale)/death of working animals and all other animals owned by the University	A.1: No. of request for the disposal (sale)/death of working animals and all other animals owned by the University acted and witnessed	T 1: Checks, verifies and signs reports of sale/death of working animals	10	38	5	5	5	5.00	
PMO MFO 7.6 Fuel Procurement and Dispensing Management									
PI 1: Procurement and issuance of Fuel, Oil and lubricants	A.1 : No. of documents for fuel purchase request checked and approved	T 1: Checks and approves purchase request and other supporting documents for fuel, oil and lubricants	6	8	5	5	5	5.00	
	A. 2: No. of reports, for fuel and oil issued checked and signed	T 2: Checks and signs reports of fuel and oil issuance	150	182	5	5	5	5.00	
Total Over-all Rating								143.33	

Average Rating (Total Over-all rating divided by 29)			4.94
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

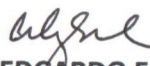
Date: _____

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: **ALICIA M. FLORES** Position: **ADMIN. OFFICER 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. 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	85				
Average Score	5.0				

Overall recommendation : _____



REMBERTO A. PATINDOL
Name of Head