

Annex P

**COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF**

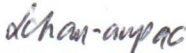
Name of Administrative Staff: LOUELLA C. AMPAC

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.61	4.61x 70%	3.23
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.88	4.88x 30%	1.46
TOTAL NUMERICAL RATING			4.69

TOTAL NUMERICAL RATING: **4.69**
 Add: Additional Approved Points, if any: 0.00
 TOTAL NUMERICAL RATING: **4.69**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:


LOUELLA C. AMPAC
 Internal Auditor IV



Reviewed by:


REMBERTO A. PATINDOL
 VP for Adm. & Finance

Recommending Approval:


REMBERTO A. PATINDOL
 Chairman, PMT

Approved:


EDGARDO E. TULIN
 President 

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LOUELLA CHAN-AMPAC, Head of the Internal Audit Service Office (IASO) 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 to June 30, 2016.

LOUELLA CHAN-AMPAC
Head of Unit

Date: 7/8/16

REMBERTO A. PATINDOL
Chairman, PMT

FRANCISCO G. GABUNADA, JR.
Executive Officer

Date: 15 July 2016

Approved:

EDGARDO E. TULIN
President

MFO No.	MFOs/PAPs	Success Indicators	Persons Responsible	Jan.-June 2016 Target	Percentage of Accomplishments as of June 30, 2016	Details of Accomplishment	Rating				Remarks
							Q1	E2	T3	A4	
6	General Administration Support Services	Number of Internal Control Systems (ICS) evaluated within 45 days from start of review	Arlin B. Flandez/ Louella C. Ampac	1	100%	1	\$	\$	\$	\$	
		Number of Prior years ICS recommendations monitored within 20 days from report submission	Arlin B. Flandez/ Louella C. Ampac	2	100%	2	\$	\$	\$	\$	Deposit (Infirmary & computer ctr.)
		Number of additional assignments conducted, verified and submitted to OP/concerned offices within 30 days from receipt	Arlin B. Flandez/Louella C. Ampac	3	67%	2	4	4	4	4	Student lodgers collection letter & VSU Tolosa Coll. & Dep.
	Financial Management Services	Number of Audit Programs prepared within January 15 of every year	Louella C. Ampac	1	100%	1	\$	\$	\$	\$	
		Number of Monthly IGP Financial Reports verified within 7 days from receipt	Arlin B. Flandez/Louella C. Ampac	281	95%	267	4	4	4	4	

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MFO No.	MFOs/PAPs	Success Indicators	Persons Responsible	Jan.-June 2016 Target	Percentage of Accomplishments as of June 30, 2016	Details of Accomplishment	Rating				Remarks
							Q1	E2	T3	A4	
		Number of harvest/sale of farm products (rice, copra, mango and etc.) witnessed within the day	Leonardo Toraja, Jr.	25	96%	24	4	4	4	4	
		Number of physical inventory count witnessed within the day	Leonardo Toraja Jr. Arlin B. Flandez/Louella C. Ampac	16	81%	13	4	4	4	4	
		Number of Public Biddings assisted in relation with adherence to provisions of the Procurement Law	Louella C. Ampac	9	111%	10	5	5	5	5	
		Number of Canvass Papers/Request for Quotation opened, processed and verified within the day	Leonardo Toraja Jr. Arlin B. Flandez/Louella C. Ampac	2718	127%	3462	5	5	5	5	
		Number of queries on financial matters ushered/ attended efficiently	Louella C. Ampac	48	90%	43	5	5	4	4.7	
	Efficient and customer-friendly assistance	Zero complaint from clients	all IASO Staff	No complaint	100%	No complaint	5	5	5	5	
	Total Over-all Rating						4.7	5.0	4.8	4.8	
	Average Rating						5.1	5.1	5.0	5.0	
	Adjectival Rating										


Received by:


Planning Office

Date: _____

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

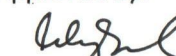
Calibrated by:


REMBERTO A. PATINDOL, PhD
PMT

Date: _____

Approved by:


REMBERTO A. PATINDOL, PhD
VP for Administration & Finance


EDGARDO E. TULIN, PhD
President

Date: _____

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January to June, 2016

Name of Staff: Louella C. Ampac Position: Internal Auditor
IV _____


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	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	58				
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	25				
Average Score	4.88				

Overall recommendation : _____


FRANCISCO G. GABUNADA, JR.
 Name of Head