

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: MA. DELIA A. PAGENTE

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.56	4.56 x 70%	3.19
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	4.83 x 30%	1.44
TOTAL NUMERICAL RATING			4.63

TOTAL NUMERICAL RATING: 4.63

Add: Additional Approved Points, if any: -

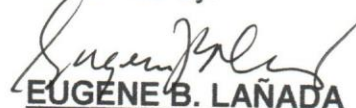
TOTAL NUMERICAL RATING: 4.63

ADJECTIVAL RATING: **OUTSTANDING**


Prepared by:

MA. DELIA A. PAGENTE
Name of Staff

Reviewed by:


EUGENE B. LAÑADA
College Dean

Recommending Approval:


REMBERTO A. PATINDOL
Chairman, PMT

Approved:


EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCR)

I, MA. DELIA A. PAGENTE of the College of Veterinary Medicine commits to deliver and agree to the rated on the attainment of the following targets in accordance with the indicated measures for the period January 1, 2017 to June 30, 2017.

MA. DELIA A. PAGENTE
Rate

Approved:

EUGENE B. LAÑADA
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q1	E2	T3	A4	
Administrative Support Services	Number of Equipment receipt (ARE)	Physical inventory and Safe keeping of laboratory equipment	135	190	4	5	4	4.33	
		Conduct physical inventory of laboratory supplies, chemicals and reagent	10	23	5	5	4	4.67	
	Number of documents acted upon on time	Conduct/check quizzes, long exams (Midterm, Final and Removal exams)	150	455	5	4	4	4.67	
	Number of assigned task completed before deadline	Assist faculty and students in microbiology, public health, parasitology, physiology, virology, immunology and other related subjects in their laboratory classes and students conducting their thesis	80	135	4	4	4	4.00	
		Assist faculty/staff and students in signing their VSU clearance	4	10	5	4	5	4.67	
	Number of documents released on time	Released the results of laboratory analysis	4	10	4	5	4	4.33	
Laboratory Services	Number of chemicals acted on time	Prepared Culture Media (Nutrient Agar, Blood Agar Nutrient broth, TSBroth, Tetrathionate/ Selenite medium) BPW, Differential and selective medium-(BG, BSA, DCA, EMB, MacConkey, SSA, SLD, Staph 110, Starch agar,) PCA, SABORAUD agar, PDA, Lactose broth, MRS broth, MRS agar, Biochemical reagents set, Biochemical	9300	16300	5	4	5	4.67	

		Media, Staining-grams stain set, Spore staining set, capsule staining set, Flagella stain set, indirect staining set and etc.							
	Number of chemicals, instruments and glassware's release on time	Released Perti plates, test tubes, Durham tubes, vials, micro slides, test tube rack, thermometer, stethoscopes	8500	18200	5	5	5	5.0	
	Number of laboratory equipment's acted and release on time	Released Microscope, centrifuge, weighing scale, triple beam balance, stirrer, oven autoclave, hemocytometer etc.	45	100	5	5	4	4.67	
	Number of laboratory analysis	Conduct diagnostic and microbial analysis	4	10	5	5	4	4.67	
Total Over-all Rating								36.5	

Average Rating (Total Over-all rating divided by 8)	36.5	4.56
Additional Points:		
Punctuality		
Approved Additional Points (with copy of approval)		
FINAL RATING		4.56
ADJECTIVAL RATING		Outstanding

Comments & Recommendation for Development Purpose:

Reviewed by:


Calibrated by:

Recommending Approval:

Approved:


TERESITA P. QUINANOLA
PRPEO


REMBERTO A. PATINDOL
Chairman, PMT


BEATRIZ S. BELONIAS
Vice Pres. for Instruction


EDGARDO E. TULIN
President

Date: _____

Date: _____

Date: _____

Date: _____

LEGEND: Q¹ –Quality
E² – Efficiency
T³ – Timeline
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 - Bellow Poor

Annex O

Instrument for Performance Effectiveness of Administrative StaffRating Period: **January 1, 2017 – June 30, 2017**Name of Staff: **MA. DELIA A. PAGENTE**Position: **Administrative Officer III**

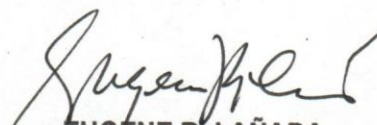
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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	28				
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					

Overall recommendation : _____



EUGENE B. LAÑADA
Name of Head