



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **SHEILA MARIE C. LEMOS**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.84	70%	3.388
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.58	30%	1.374
TOTAL NUMERICAL RATING			4.762


TOTAL NUMERICAL RATING: 4.762

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

FINAL NUMERICAL RATING 4.762

ADJECTIVAL RATING: Outstanding

Prepared by: 
SHEILA MARIE C. LEMOS
Name of Staff

Reviewed by: 
ALELI A. VILLOCINO
Immediate Supervisor

Approved:

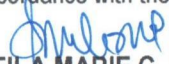

ALELI A. VILLOCINO
VP for Student Affairs and Services

Visayas State University
OFFICE OF THE PRESIDENT

Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE and COMMITMENT REVIEW FORM (IPCR)

I, **SHEILA MARIE C. LEMOS**, Administrative Aide IV of the **Office of the Vice President for Student Affairs**, commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July-December 2020**.



SHEILA MARIE C. LEMOS
Administrative Aide IV, OVPSAS
Date: _____


ALELI A. VILLOCINO
VP for Student Affairs and Services
Date: _____

MFO No.	MFO Description	Success Indicator (SI)	Persons Responsible	Task Assigned	Target	Actual Accomplishment	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
UMFO 6 General Administration and Support Services											
OVPSAS GASS 1: Administrative and Support Services Management											
OVPSAS GASS 1: Administrative and Support Services											
	PI 1: Preparation of financial/administrative documents	SMCLemos	Prepare JO contract, payroll	12	12	5	5	5	5.00		
		SMCLemos	Prepare vouchers/travel papers, PRs/RIS/reimbursement and others	20	78	5	5	5	5.00		
		SMCLemos	Prepare office PPMP	2	2	5	5	5	5.00		

	PI 2. Preparation of communications and other documents	SMCLemos	Prepare notice of meeting, memos, travel requests, OIC, attendance sheet, trip ticket and others	50	137	4	5	5	4.66	
		SMCLemos	Encode office Quality Records Matrix of different ISO documents	50	170	5	4	4	4.33	
	PI 3. Document record keeping	SMCLemos	Record of incoming/outgoing documents	50	125	5	4	4	4.33	
	PI 4. Document filing	SMCLemos	File office documents	50	100	5	5	5	5.00	
	PI 5. Creation of virtual meeting link invite	SMCLemos	Number of meeting invites	5	12	5	5	5	5.00	
	PI 7: Efficient and customer friendly assistance	SMCLemos	Zero percent complaints from clients served	No complaints	No complaints	5	5	5	5.00	
Core Deputy Document and Records Controller	PI 6. Attendance to meetings called by University DRC	SMCLemos	Meetings attended	1 meetings	1	5	5	5	5.00	
	PI 7. Assigning of document control numbers	SMCLemos	Number of documents	50	100	5	5	5	5.00	Comments & Recommendations for Development Purpose: Error rate is acceptable, and all work is completed timely.
Total Over-all Rating						54	53	53	53.32	
Average Rating						4.90	4.81	4.81	4.84	
Adjectival Rating						O				

Rated by: 
ALELI A. VILLOCINO
 Immediate Supervisor
 Date: _____

Approved: 
ALELI A. VILLOCINO
 VP for Student Affairs and Services
 Date: _____

PERFORMANCE MONITORING FORM

Name of Employee: SHEILA MARIE C. LEMOS

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Prepare office documents	Number of office documents prepared			Upon receipt of task	Impressive	Very satisfactory	
2	Document record keeping	Number of documents recorded			Immediate action	Needs improvement	Very satisfactory	
3	Create virtual meeting link invite	Number of meeting invites			Upon request	Impressive	Very satisfactory	
4	Assign document control numbers	Number of documents with control numbers			Immediate action	Impressive	Very satisfactory	

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


ALELI A. VILLOCINO
 VP for Student Affairs and Services



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July-December 2020

Name of Staff: SHEILA MARIE C. LEMOS

Position: Administrative Aide 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 (<i>both for subordinates and supervisors</i>)		Scale				
1.	Demonstrates sensitivity to client's needs and makes the latter's experience in transacting business with the office fulfilling and rewarding.	<u>5</u>	4	3	2	1
2.	Makes self-available to clients even beyond official time	5	<u>4</u>	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	<u>3</u>	2	1
4.	Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.	<u>5</u>	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	<u>5</u>	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.	<u>5</u>	4	3	2	1
7.	Keeps accurate records of her work which is easily retrievable when needed.	5	<u>4</u>	3	2	1
8.	Suggests new ways to further improve her work and the services of the office to its clients	5	<u>4</u>	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	<u>5</u>	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	<u>5</u>	4	3	2	1
11.	Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment	<u>5</u>	4	3	2	1
12.	Willing to be trained and developed	<u>5</u>	4	3	2	1

Vision:
Mission:

A globally competitive university for science, technology, and environmental conservation.
Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

Total Score		55				
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		4.58				

Overall recommendation : _____


ALELI A. VILLOCINO
 VP for Student Affairs and Services

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: SHEILA MARIE C. LEMOS

Performance Rating: JULY-DECEMBER 2020

Aim: To establish work development needs.

Proposed Interventions to Improve Performance:

Date: JULY 2020 Target Date: SEPTEMBER 2020

First Step: Attend webinars; take CSC examination.

Result: Application of learnings from webinars attended.

Date: MARCH 2021 Target Date: JUNE 2021

Next Step: Pursue masteral studies.

Outcome: Career advancement.

Final Step/Recommendation:

Prepared by:


ALELIA VILLOCINO
Unit Head

Conforme:


SHEILA MARIE C. LEMOS
Name of Ratee Faculty/Staff