

**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF
(VSU UNIVERSITY LIBRARY)
JAN-JUNE 2017**

Name of Administrative Staff: SHEIRA MAY T. CAMACHO

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.77	X .70%	3.33
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.33	X .30%	1.29
TOTAL NUMERICAL RATING			4.62

TOTAL NUMERICAL RATING: **4.62**

Add: Additional Approved Points, if any: _____

TOTAL NUMERICAL RATING: _____

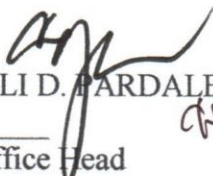
ADJECTIVAL RATING: **"O"**

Prepared by:

Reviewed by:


SHEIRA MAY T. CAMACHO

Name of Staff


ANDRELI D. PARDALES

Department/Office Head

Recommending Approval:


REMBERTO A. PATINDOL
Chairman, PMT

Approved:


EDGARDO E. TULIN
VSU-President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (OPCR)

I, **SHEIRA MAY T. CAMACHO**, of the University Library 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 2017

Smtcamacho
SHEIRA MAY T. CAMACHO
 Ratee

Approved:

Andreli D. Pardales
ANDRELI D. PARDALES
 Head of Unit

MFO NO.	MFOs/IPAPs	Success Indicators	Tasks Assigned	2017 Target	Actual Accomplishment	Rating				Remarks
UMFO 2 Higher Education Service										
LIBMFO 2	Student Management Services	P13 Percentage of students who availed of student assistantship at the library								
LIBMFO 5	LIBRARY SERVICES	P13.1 Number of Student Assistant supervised, given orientation and instruction for duties and responsibilities	Frontline service	1	1	5	5	5	5	
UMFO 5 SUPPORT TO OPERATIONS (STO)										
LIBMFO 5	Library Services	PI 1 Percentage increase in the number of resources acquired and made available to students, faculty, staff and researchers								
	Technical Services	PI1.1 Number of books counter checked for waste	Technical work	1500	1613	5	5	5	5	
		PI1.2 Number of research papers compiled/sorted/prepared for binding	Technical work	28	28	5	4.5	4	4.5	
		PI1.3 Number of bibliographic data inputted/verified to ILMIS	Technical work	450	625	5	5	5	5	
		PI1.4 Number of books shelves /re-shelves	Technical work	150	192	5	4.5	4.5	4.66	
		PI1.5 Number of books checked for inventory purposes	Technical work	1500	1730	5	5	4.5	4.83	
	Library Services	PI2.1 Percentage increase in the number of students, faculty, staff & researchers availing of the Library facilities, services & resources								
	Reader's Services	PI2.1 Number of books charged/discharged	Frontline services	450	533	5	5	5	5	
		PI2.2 Number of Borrower's Card issued/updated/received for clearance purposes	Frontline services	25	30	5	4.5	5	4.83	

[illegible]

Total Over-all Rating	85.98
Average Rating (Total Over-all rating divided by :)	
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.77
ADJECTIVAL RATING	"O"

Comments & Recommendations for Development Purpose:

Received by:


TERESITA A. QUINANOLA
Head, PRPEO

Date: _____

Calibrated by:


REMBERTO A. PATINDOL
PMT

Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS
Vice President

Date: _____

Approved by:


EDGARDO E. TULIN
President

Date: _____

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

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January to June 2017

Name of Staff: SHEIRA MAY T. CAMACHO

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

20/32

52/12

1 4.33

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											
Average Score											

Overall recommendation : _____


ANDRELI D. PARDALES
Name of Head 

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: CAMACHO, SHEIRA MAY T.
Performance Rating: _____

Aim: To take MSLIS

Proposed Interventions to Improve Performance:

Date: _____ Target Date: _____

First Step:
During the Librarian's meeting she was encouraged to take MSLIS.

Result: Waiting for Ms. Mabuan to finish her MSLIS

Date: _____ Target Date: _____

Next Step:

Outcome: _____

Final Step/Recommendation:

Coached to take up MSLIS\.

Prepared by:

Andrei D. Pardaless
ANDRELI D. PARDALES
Unit Head *alm*