

(a)

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, _____ of the _____ Division of _____
 _____ commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period _____ to _____ 20 ____.

Rating Scale		
Outstanding	130% and above	5
Very Satisfactory	115% - 129%	4
Satisfactory	90%-114%	3
Unsatisfactory	51%-89%	2
Poor	50% and below	1

Date: _____ Ratee

b. Reviewed by:		Date	c. Approved by:		Date
Immediate Supervisor			Head of Office		

Major Final Output (d)	Success Indicator (Targets+Measures) (e)	Actual Accomplishments (f)	% Distribution (g)	Rating				Ave. Score (l = g x k)	Remarks (m)	
				Q ¹ (h)	E ² (i)	T ³ (j)	A ⁴ (k = ave of h, i, j)			
Strategic Functions:										
								0.000	0.000	
								0.000	0.000	
								0.000	0.000	
								0.000	0.000	
								0.000	0.000	
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								0.000	0.000	
								0.000	0.000	
								0.000	0.000	
								0.000	0.000	
								0.000	0.000	
TOTAL			0.00%					0.000		
o. Final Average Rating				#N/A						
p. Comments and Recommendations for Development Purposes (please use UPSPMS Form No. 5 for Staff Development Plans)										

q. Discussed with		Date	r. Assessed by:		Date	s. Final Rating by:		Date
			I certify that I discussed my assessment of the performance with the employee					
Name and Signature of Employee			Name and Signature of Immediate Supervisor			Head of Office		

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