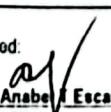
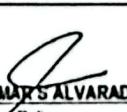
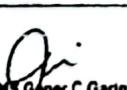
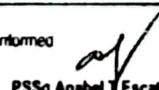


**POLICE NON-COMMISSIONED OFFICER PERFORMANCE**  
**EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL)**  
**Rating Period: 01 July - 31 December 2023**

1. Rater's Name Escat (Last Name) Anabel (Given Name) Tugadi (Middle Name)			2. Rank PSSg		
3. Position/Designation Asst WCPD			4. Unit Assignment/Station/District Pozorrubio PS		
5. Years and Months in Current Position. 3 months			POINT ALLOCATION	NUMERICAL RATING	WEIGHTED SCORE
<b>PARTS</b>  <b>CORE COMPETENCIES</b>	<b>Output (25 pts)</b>	a. Quality of Work	7	X 5	= 35
		b. Timeliness of work	6	X 5	= 30
		c. Acceptability of output based on standard	6	X 5	= 30
		d. Accomplishment of target	6	X 5	= 30
	<b>Job Knowledge (25 pts)</b>	a. Understanding of the job description	2	X 5	= 10
		b. Awareness of the vision, mission and objectives of the organization	2	X 5	= 10
		c. Community Oriented Policing System	5	X 5	= 25
		d. Creativity/Resourcefulness	2	X 5	= 10
		e. Analytical Ability	2	X 5	= 10
		f. Ability to solve problems/troubleshooting	2	X 5	= 10
<b>Work Mgmt (15 pts)</b>	g. Oral and written communication	5	X 4	= 20	
	h. Law Enforcement and Maintenance of Law and Order	5	X 4	= 20	
	a. Records Management and Submission of Reports	3	X 4	= 12	
	b. Compliance with and Implementation of Policies/SOPs	3	X 4	= 12	
<b>Interpersonal Relationship (15 pts)</b>	c. Sense of Priority	2	X 4	= 8	
	d. Client Satisfaction/Orientation	3	X 4	= 12	
	e. Cost effectiveness	2	X 4	= 8	
	f. Involvement/Presence in Activities	2	X 4	= 8	
	a. Receptive to ideas/suggestions	3	X 4	= 12	
b. Teamwork Management	3	X 4	= 12		
c. Build Linkages and networks	3	X 4	= 12		
d. Ability to lead and follow	3	X 4	= 12		
e. Motivation	3	X 4	= 12		
<b>Concern for the Organization (10 pts)</b>	a. Stewardship of unit's properties	3	X 4	= 12	
	b. Preservation of unit interest	3	X 4	= 12	
	c. Coordination	4	X 5	= 20	
<b>Personal Qualities (10 pts)</b>	Personal Trait	Personal Trait			
	Morally Upright	✓	Civic-Minded	✓	
	Honest	✓	Responsible	✓	
	Well Groomed	✓	Disciplined	✓	
	Fair and Just	✓	Courteous/Tactful	✓	
	Loyal to the Org'n	✓	Initiate positive action	✓	
Nr of Traits with Check Marks					
TOTAL WEIGHTED SCORE (TWS) 454					
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5 91					
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to APR Table) OS					
<p><b>Rater's Assessment of Ratee:</b> I certify that this report represents my best judgment. [ ] I DO [ ] I DO NOT recommend this personnel to be granted [ ] promotion [ ] designation to higher position [ ] relief.</p> <p>This personnel needs improvement on the following:</p> <p><b>Significant/Critical Incident(s):</b> PSSg Anabel T Escat, Asst WCPD, Pozorrubio PS has garnered 91% categorized as Outstanding (OS) on her Individual Performance Evaluation Rating for the 2nd Semester Calendar Year 2023 for her exemplary commitment and dedication in the performance of her duties and responsibilities in accomplishing the PNP mission and objectives in maintaining a generally peaceful municipality and on the attainment of positive outcome of the Unit Performance Evaluation Rating (UPER) of Pozorrubio Police Station in Pangasinan PPO.</p>					
Acknowledges:		Conformed:		Attested:	
 PEMS Ferdinand E Partida MESPO RATER		 PSSg Anabel T Escat Asst. WCPD RATEE		 PCPT Shalimar S Alvarado Deputy Chief of Police REVIEWER	
Date Accomplished: January 2, 2024		Date Accomplished: January 2, 2024		Date Accomplished: January 2, 2024	
(If referred to the Grievance Committee) I certify that this report was referred to the Grievance Committee for review and evaluation.					
Signature _____ Head, Grievance Committee					

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE  
EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL)**  
Rating Period: 01 January - 30 June 2023

1. Rater's Name <b>Escal</b> (Last Name) <b>Anabel</b> (Given Name) <b>Tugadi</b> (Middle Name)			2. Rank <b>Police Staff Sergeant</b>			
3. Position Designation: <b>HRAO/PNCO</b>			4. Unit Assignment/Station/District: <b>Urdaneta CPS</b>			
5. Years and Months in Current Position: 3 months 4 days			POINT	NUMERICAL	WEIGHTED SCORE	
PARTS	DIMENSIONS	PERFORMANCE INDICATORS	ALLOCATION	RATING	SCORE	
			a. Quality of Work	7	X 5	35
<b>CORE COMPETENCIES</b>	<b>Job Knowledge (25 pts)</b>	b. Timeliness of work	6	X 5	30	
		c. Acceptability of output based on standard	6	X 5	30	
		d. Accomplishment of target	6	X 4.5	27	
		a. Understanding of the job description	2	X 5	10	
		b. Awareness of the vision, mission and objectives of the organization	2	X 4	8	
		c. Community Oriented Policing System	5	X 5	25	
		d. Creativity/Resourcefulness	2	X 5	10	
		e. Analytical Ability	2	X 4	8	
	<b>ES</b>	<b>Work Mgmt (15 pts)</b>	f. Ability to solve problems/troubleshooting	2	X 4	8
			g. Oral and written communication	5	X 5	25
<b>III</b>	<b>Interpersonal Relationship (15 pts)</b>	h. Law Enforcement and Maintenance of Law and Order	5	X 4	20	
		a. Records Management and Submission of Reports	3	X 4	12	
		b. Compliance with and Implementation of Policies/SOPs	3	X 4	12	
		c. Sense of Priority	2	X 4	8	
		d. Client Satisfaction/Orientation	3	X 5	15	
	<b>Concern for the Organization (10 pts)</b>	e. Cost-effectiveness	2	X 4	8	
		f. Involvement/Presence in Activities	2	X 4	8	
		g. Receptive to ideas/suggestions	3	X 4	12	
	<b>II</b>	<b>Personal Qualities (10 pts)</b>	h. Teamwork Management	3	X 5	15
			i. Build Linkages and networks	3	X 5	15
Nr of Traits with Check Marks			10			
TOTAL WEIGHTED SCORE (TWS)			462			
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5			92			
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to APR Table)			OS			
Rater's Assessment of Ratee: I certify that this report represents my best judgment   <input checked="" type="checkbox"/>   DO NOT recommend this personnel to be granted   <input type="checkbox"/>   promotion   <input type="checkbox"/>   designation to higher position   <input type="checkbox"/>   relief						
This personnel needs improvement on the following:						
Significant/Critical Incident(s): PSSG Anabel T Escal, HRAO PNCO, Urdaneta CPS has generated 92% equivalent to Outstanding Rating on his Individual Performance Evaluation Rating (IPER) for 1st Semester Calendar Year 2023 for his outstanding commitment to support in the Administrative and Operational Accomplishments for the successful arrest of Top 1 Most Wanted Person (Regional & Provincial Level) March 21, 2023, Top 7 Most Wanted Person (City Level) April 3, 2023, Top 7 Most Wanted Person (Regional Level) April 20, 2023, Top 8 Most Wanted Person (Regional Level) April 20, 2023, Top 8 Most Wanted Person (City Level) May 2, 2023, and Arrested Wanted Person (Top 7 Regional, Top 3 Provincial and Top 2 City Levels) May 12, 2023, and Top 9 Most Wanted Person (Regional Level) June 4, 2023.						
Acknowledge		Conformed		Attested		
 PEASO: Gomer C. Garin CESPO/ RATER Data Accomplished: July 03, 2023		 PSSG Anabel T Escal HRAO PNCO/ RATEE Data Accomplished: July 03, 2023		 Attestant: <b>JOSEPH JANNIPTIL SERRANO</b> Deputy Chief of Police REVIEWER Data Accomplished: July 23, 2023		
(IF REFERRED TO THE GRIEVANCE COMMITTEE) I certify that this report was referred to the Grievance Committee for review and evaluation						
Signature _____ Head, Grievance Committee						

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE  
EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL)**  
Rating Period: 01 July - 31 December 2022

1. Name & Name  Escal Abel T. Escal (Last Name) (Given Name) (Middle Name)			2. Rank Police Corporal		
3. Present Designation HRAO PNCO			4. Unit Assignment/Station/District Urdaneta City Police Station, Urdaneta City Pampanga District 3		
5. Years and Months in Current Position 8 months					
PARTS	DIMENSIONS	PERFORMANCE INDICATORS	POINT	NUMERICAL	WEIGHTED SCORE
			ALLOCATION	RATING	
<b>I</b>  <b>CORE</b>  <b>COMPETENCE</b>  <b>NCIE</b>  <b>S</b>	<b>Output</b> (75 pts)	a. Quality of Work	7	X 4	= 28
		b. Timeliness of work	6	X 5	= 30
		c. Acceptability of output based on standard	6	X 5	= 30
		d. Accomplishment of target	6	X 5	= 30
	<b>Job Knowledge</b> (25 pts)	a. Understanding of the job description	2	X 5	= 10
		b. Awareness of the vision, mission and objectives of the organization	2	X 5	= 10
		c. Community Oriented Policing System	5	X 4	= 20
		d. Creativity/Resourcefulness	2	X 5	= 10
		e. Analytical Ability	2	X 5	= 10
		f. Ability to solve problems/troubleshooting	2	X 5	= 10
<b>Supervisory Control</b> (15 pts)	g. Oral and written communication	5	X 4	= 20	
	h. Law enforcement and maintenance of law and order	5	X 4	= 20	
	i. Records management and submission of reports	3	X 4	= 12	
	j. Compliance with and implementation of policies	3	X 4	= 12	
	k. Sense of priority	2	X 5	= 10	
<b>People Management</b> (15 pts)	l. Client Satisfaction/Orientation	3	X 5	= 15	
	m. Cost effectiveness	2	X 4	= 8	
	n. Involvement/Presence in activities	2	X 5	= 10	
	o. Receptive to ideas/suggestions	3	X 4	= 12	
	p. Teamwork Management	3	X 5	= 15	
<b>Org'l Responsiveness</b> (10 pts)	q. Build Linkages and networks	3	X 4.5	= 13.5	
	r. Ability to lead and follow	3	X 4	= 12	
	s. Motivation	3	X 5	= 15	
	t. Stewardship of unit's properties	3	X 4	= 12	
	u. Preservation of unit interest	3	X 5	= 15	
v. Coordination	4	X 5	= 20		
<b>II.</b>  <b>Personal Qualities</b> (10 pts)	Personal Trait	Personal Trait			
	Morally Upright	✓ Civic-Minded	✓		
	Honest	✓ Responsible	✓		
	Well Groomed	✓ Disciplined	✓		
	Fair and Just	✓ Courteous/Tactful	✓		
	Loyal to the Org'n	✓ Initiate positive action	✓		
Nr of Traits with Check Marks					
TOTAL WEIGHTED SCORE (TWS)			459.5		
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5			91.9		
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)			OS		
Rater's Assessment of Ratee: I certify that this report represents my best judgment. [ ] DO [ ] DO NOT recommend this personnel to be granted [ ] promotion [ ] designation to higher position [ ] relief. The personnel needs improvement on the following					
Significant/Critical Incident(s): PCpl Anabel T Escal, HRAO PNCO has generated 91.9 % equivalent to Outstanding Rating on his Individual Performance Evaluation Rating (IPER) for 2nd Semester Calendar Year 2022 for the following accomplishment as a member of Urdaneta CPS for being adjudged as the Best Component City Police Station CY 2022 National Level during the celebration of 121st PNP Anniversary, For Arresting Top Most Wanted Person under City Level and Provincial Level from July to December 2022; for being rank as number 1 re conduct of One Time Big Time last September 12-18, 2022 re One Time Big Time PD 1602.					
Acknowledged		Conformed	Attested		
 <b>PETER PAUL V SISON</b> Deputy Chief of Police RATER		 <b>PCpl Anabel T Escal</b> <b>HRAO PNCO</b> <b>RATEE</b>	 <b>PLTCOL BENSON D PIMENTEL</b> Chief of Police REVIEWER		
Date Accomplished January 02, 2023 (IF REFERRED TO THE GRIEVANCE COMMITTEE)		Date Accomplished January 02, 2023	Date Accomplished January 02, 2023		
I certify that this report was referred to the Grievance Committee for review and evaluation					
Signature _____ Head, Grievance Committee					

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE**  
**EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL)**  
Rating Period: January 1, 2022-June 30, 2022

1. Rater's Name <b>Escat</b> (Last Name) <b>Anabel</b> (Given Name) <b>Tugadi</b> (Middle Name)			2. Rank <b>PCpl</b>			
3. Position/Designation <b>C, PCR</b>			4. Unit Assignment/Station/District <b>Binalonan Police Station</b>			
5. Years and Months in Current Position: 3 years and 29 days						
PARTS	DIMENSIONS	PERFORMANCE INDICATORS	POINT	NUMERICAL	WEIGHTED SCORE	
			ALLOCATION	RATING		
<b>I.</b>  <b>CORE COMPETENCIES</b>	<b>Output</b> (25 pts)	a. Quality of Work	7	X 5	= 35	
		b. Timeliness of work	6	X 5	= 30	
		c. Acceptability of output based on standard	6	X 5	= 30	
		d. Accomplishment of target	6	X 4	= 24	
<b>II.</b>  <b>CORE COMPETENCIES</b>	<b>Job Knowledge</b> (25 pts)	a. Understanding of the job description	2	X 5	= 10	
		b. Awareness of the vision, mission and objectives of the organization	2	X 5	= 10	
		c. Community Oriented Policing System	5	X 4	= 20	
		d. Creativity/Resourcefulness	2	X 4	= 8	
		e. Analytical Ability	2	X 5	= 10	
		f. Ability to solve problems/troubleshooting	2	X 4	= 8	
		g. Oral and written communication	5	X 4	= 20	
		h. Law enforcement and maintenance of law and order	5	X 4	= 20	
	<b>III.</b>  <b>CORE COMPETENCIES</b>	<b>Work Mgmt</b> (15 pts)	a. Records management and submission of reports	3	X 5	= 15
			b. Compliance with and implementation of policies	3	X 5	= 15
<b>IV.</b>  <b>CORE COMPETENCIES</b>	<b>Interpersonal Relationship</b> (15 pts)	c. Sense of priority	2	X 5	= 10	
		d. Client Satisfaction/Orientation	3	X 5	= 15	
		e. Cost effectiveness	2	X 5	= 10	
		f. Involvement/Presence in activities	2	X 5	= 10	
		g. Receptive to ideas/suggestions	3	X 5	= 15	
<b>V.</b>  <b>CORE COMPETENCIES</b>	<b>Concern for the Organization</b> (10 pts)	h. Teamwork Management	3	X 5	= 15	
		i. Build Linkages and networks	3	X 4	= 12	
		j. Ability to lead and follow	3	X 4	= 12	
<b>VI.</b>  <b>CORE COMPETENCIES</b>	<b>Personal Qualities</b> (10 pts)	k. Motivation	3	X 5	= 15	
		l. Stewardship of unit's properties	3	X 5	= 15	
		m. Preservation of unit interest	3	X 5	= 15	
n. Coordination	4	X 4	= 16			
Nr of Traits with Check Marks						
TOTAL WEIGHTED SCORE (TWS)			455			
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5			91			
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)			OS			

**Rater's Assessment of Ratee:** I certify that this report represents my best judgment. [ ] I DO [ ] I DO NOT recommend this personnel to be granted [ ] promotion [ ] designation to higher position [ ] relief.  
This personnel needs improvement on the following:

Significant/Critical Incident(s) PCpl Anabel T Escat, C, PCR has granted 91 categorized as Outstanding on her performance Rating for the 1st Calendar year 2022 for her exemplary performance of duty, commitment and support in extending public safety measures for the Secured, Accurate Fair/Free Elections (S.A.F.E) 2022 and dedication that led Binalonan Police Station numerous Operational Accomplishment from January 1,2022 to June 30, 2022 such as being rank 4 Municipal Police Station in Pangasinan for the month of February 2022 based on Monthly Unit Performance Evaluation Rating (UPER) for the month of February 2022, arrested five (5) top Most Wanted Municipal Level, nineteen (19) Wanted Person (WOA), Five (5) Violation of PD 1602, Twelve (12) Violation of RA 9165, and four (4) Violation of RA 10591 that led to Binalonan Police Station received several Commendation from Provincial Director.

Acknowledge: PCPT ROLANDO B MANZON  
DCOP  
RATER

Conformed: PCpl Anabel T Escat  
RATEE

Attested: PMAJ AURELIO S MANATAN  
COP  
REVIEWER

Date Accomplished June 24, 2022      Date Accomplished June 24, 2022      Date Accomplished June 24, 2022

(IF REFERRED TO THE GRIEVANCE COMMITTEE)

I certify that this report was referred to the Grievance Committee for review and evaluation.

Signature: \_\_\_\_\_  
Head, Grievance Committee

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE**  
**EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL)**  
Rating Period: 01 July 2021- 31 December 2021

1. Rater's Name <b>Escat</b> (Last Name) <b>Anabel</b> (Given Name) <b>Tugadi</b> (Middle Name)			2. Rank <b>PCpl</b>				
3. Position/Designation <b>Asst PCR</b>			4. Unit Assignment/Station/District <b>Binalonan Police Station</b>				
5. Years and Months in Current Position: 2 years, 6 mos and 13 days			POINT	NUMERICAL	WEIGHTED SCORE		
<b>I.</b>  <b>C O R E</b>  <b>C O M P E T E N C I E S</b>	<b>Output</b> (25 pts)	PERFORMANCE INDICATORS		ALLOCATION	RATING		
		a. Quality of Work	7	X	5	=	35
		b. Timeliness of work	6	X	5	=	30
		c. Acceptability of output based on standard	6	X	5	=	30
	d. Accomplishment of target	6	X	4	=	24	
	<b>II.</b>  <b>Job Knowledge</b> (25 pts)	a. Understanding of the job description	2	X	5	=	10
		b. Awareness of the vision, mission and objectives of the organization	2	X	5	=	10
		c. Community Oriented Policing System	5	X	4	=	20
		d. Creativity/Resourcefulness	2	X	4	=	8
e. Analytical Ability		2	X	5	=	10	
f. Ability to solve problems/troubleshooting		2	X	4	=	8	
g. Oral and written communication		5	X	4	=	20	
h. Law enforcement and maintenance of law and order		5	X	4	=	20	
<b>III.</b>  <b>Work Mgmt</b> (15 pts)	a. Records management and submission of reports	3	X	5	=	15	
	b. Compliance with and implementation of policies	3	X	5	=	15	
	c. Sense of priority	2	X	5	=	10	
	d. Client Satisfaction/Orientation	3	X	5	=	15	
	e. Cost effectiveness	2	X	5	=	10	
<b>IV.</b>  <b>Interpersonal Relationship</b> (15 pts)	f. Involvement/Presence in activities	2	X	5	=	10	
	a. Receptive to ideas/suggestions	3	X	5	=	15	
	b. Teamwork Management	3	X	5	=	15	
	c. Build Linkages and networks	3	X	4	=	12	
	d. Ability to lead and follow	3	X	4	=	12	
<b>V.</b>  <b>Concern for the Organization</b> (10 pts)	e. Motivation	3	X	5	=	15	
	a. Stewardship of unit's properties	3	X	5	=	15	
	b. Preservation of unit interest	3	X	5	=	15	
c. Coordination	4	X	4	=	16		
Nr of Traits with Check Marks							
TOTAL WEIGHTED SCORE (TWS)			455				
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5			91				
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)			OS				
Rater's Assessment of Ratee: I certify that this report represents my best judgment. [ ] I DO [ ] I DO NOT recommend this personnel to be granted [ ] promotion [ ] designation to higher position [ ] relief. This personnel needs improvement on the following:							
Significant/Critical Incident(s) PCpl Anabel T Escat , Asst PCR has granted 91 categorized as Outstanding on his performance Rating for the 2nd Calendar year 2021 for his exemplary performance of duty, commitment and support that led Binalonan Police Station had numerous Operational Accomplishment from July 1, 2021-December 31, 2021 such as being a Top Performer with an average of 153.43 for UPER for the Class B Municipalities for the month of August 2021 based on rating system of the Provincial Intelligence Unit, contributed in the Monthly COP rating for the attainment of Rank NO. 1 for the Class B Municipality regionwide covering the period of February 2021 - August 2021, arrested One(1) top Most Wanted Municipal Level, Twenty-seven (27) Wanted Person (WOA), Forty-five (45) Violation of PD 1602, Eighteen (18) Violation of RA 9165, and Eighteen Violation of RA 10591, that led to Binalonan Police Station received several Commendation from Provincial Director.							
Acknowledge: <b>PCPT PETRONILLO ESCOSIO</b> DCOP RATER		Conformed: <b>PCpl Anabel T Escat</b> RAFEE		Attested: <b>PMAJ AURELIOS S MANATAN</b> COP REVIEWER			
Date Accomplished December 8, 2021 (IF REFERRED TO THE GRIEVANCE COMMITTEE)		Date Accomplished December 8, 2021		Date Accomplished December 8, 2021			
I certify that this report was referred to the Grievance Committee for review and evaluation.							
Signature: _____ Head, Grievance Committee							

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE**  
**EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL)**  
Rating Period: January 1, 2021 - June 30, 2021

1. Rater's Name Escat Anabel Tugadi (Last Name) (Given Name) (Middle Name)			2. Rank PCpl		
3. Position/Designation Asst PCR			4. Unit Assignment/Station/District Binalonan Police Station		
5. Years and Months in Current Position: 2 years and 13 days			POINT ALLOCATION	NUMERICAL RATING	WEIGHTED SCORE
<b>PARTS</b> <b>I.</b> <b>CORE</b> <b>COMPETENCIES</b>	<b>DIMENSIONS</b> <b>Output</b> (25 pts)	a. Quality of Work			
		b. Timeliness of work	6	X 5	= 30
		c. Acceptability of output based on standard	6	X 4	= 24
		d. Accomplishment of target	6	X 4	= 24
	<b>Job Knowledge</b> (25 pts)	a. Understanding of the job description	2	X 4	= 8
		b. Awareness of the vision, mission and objectives of the organization	2	X 4	= 8
		c. Community Oriented Policing System	5	X 5	= 25
		d. Creativity/Resourcefulness	2	X 5	= 10
		e. Analytical Ability	2	X 4	= 8
		f. Ability to solve problems/troubleshooting	2	X 5	= 10
g. Oral and written communication		5	X 5	= 25	
h. Law enforcement and maintenance of law and order		5	X 4	= 20	
<b>Work Mgmt</b> (15 pts)	a. Records management and submission of reports	3	X 5	= 15	
	b. Compliance with and implementation of policies	3	X 4	= 12	
	c. Sense of priority	2	X 5	= 10	
	d. Client Satisfaction/Orientation	3	X 5	= 15	
	e. Cost effectiveness	2	X 5	= 10	
	f. Involvement/Presence in activities	2	X 5	= 10	
<b>Interpersonal Relationship</b> (15 pts)	a. Receptive to ideas/suggestions	3	X 5	= 15	
	b. Teamwork Management	3	X 5	= 15	
	c. Build Linkages and networks	3	X 5	= 15	
	d. Ability to lead and follow	3	X 4	= 12	
	e. Motivation	3	X 5	= 15	
<b>Concern for the Organization</b> (10 pts)	a. Stewardship of unit's properties	3	X 4	= 12	
	b. Preservation of unit interest	3	X 4	= 12	
	c. Coordination	4	X 4	= 16	
<b>III.</b> <b>Personal Qualities</b> (10 pts)	<b>Personal Trait</b>				
	Morally Upright	✓	Civic-Minded	✓	10 X 4 = 40
	Honest	✓	Responsible	✓	
	Well Groomed	✓	Disciplined	✓	
	Fair and Just	✓	Courteous/Tactful	✓	
	Loyal to the Org'n	✓	Initiate positive action	✓	
Nr of Traits with Check Marks					
TOTAL WEIGHTED SCORE (TWS)					447.5
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5					89.5
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)					VS
Rater's Assessment of Ratee: I certify that this report represents my best judgment. [ ] I DO [ ] I DO NOT recommend this personnel to be granted [ ] promotion [ ] designation to higher position [ ] relief.					
This personnel needs improvement on the following:					
Significant/Critical Incident(s)					
Acknowledge: PLT PETER D ESCOSIO OCOP RATER		Conformed: PCpl Anabel T Escat RATEE		Attested: PMAJ VIRGILIO D'CRUZ OIC REVIEWER	
Date Accomplished June 9, 2021 (IF REFERRED TO THE GRIEVANCE COMMITTEE)		Date Accomplished June 9, 2021		Date Accomplished June 9, 2021	
I certify that this report was referred to the Grievance Committee for review and evaluation.					
Signature: _____ Head, Grievance Committee					

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE**  
**EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL)**  
**Rating Period: July 1, 2020 - December 31, 2020**

1. Rater's Name Escat Anabel Tugadl (Last Name) (Given Name) (Middle Name)			2. Rank PCpl				
3. Position/Designation Asst. PCAD/TOC			4. Unit Assignment/Station/District Binalonan Police Station				
5. Years and Months in Current Position: 1 year 6 months & 13 days			POINT ALLOCATION	NUMERICAL RATING	WEIGHTED SCORE		
<b>PARTS</b> <b>I.</b> <b>CORE COMPETENCIES</b> <b>II.</b> <b>III.</b>	<b>DIMENSIONS</b> <b>Output (25 pts)</b>	a. Quality of Work				7	X
		b. Timeliness of work	6	X	5	=	30
		c. Acceptability of output based on standard	6	X	4	=	24
		d. Accomplishment of target	6	X	4	=	24
	<b>Job Knowledge (25 pts)</b>	a. Understanding of the job description	2	X	4	=	8
		b. Awareness of the vision, mission and objectives of the organization	2	X	4	=	8
		c. Community Oriented Policing System	5	X	4	=	20
		d. Creativity/Resourcefulness	2	X	5	=	10
		e. Analytical Ability	2	X	5	=	10
		f. Ability to solve problems/troubleshooting	2	X	5	=	10
<b>Work Mgmt (15 pts)</b>	g. Oral and written communication	5	X	5	=	25	
	h. Law enforcement and maintenance of law and order	5	X	4	=	20	
	a. Records management and submission of reports	3	X	5	=	15	
	b. Compliance with and implementation of policies	3	X	5	=	15	
	c. Sense of priority	2	X	5	=	10	
<b>Interpersonal Relationship (15 pts)</b>	d. Client Satisfaction/Orientation	3	X	5	=	15	
	e. Cost effectiveness	2	X	5	=	10	
	f. Involvement/Presence in activities	2	X	5	=	10	
	a. Receptive to ideas/suggestions	3	X	5	=	15	
	b. Teamwork Management	3	X	5	=	15	
<b>Concern for the Organization (10 pts)</b>	c. Build Linkages and networks	3	X	5	=	15	
	d. Ability to lead and follow	3	X	4	=	12	
	e. Motivation	3	X	5	=	15	
	a. Stewardship of unit's properties	3	X	4	=	12	
b. Preservation of unit interest	3	X	4	=	12		
c. Coordination	4	X	5	=	20		
			10	X	4	=	40
Nr of Traits with Check Marks							
TOTAL WEIGHTED SCORE (TWS)							
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5							
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to APR Table)							
Rater's Assessment of Ratee: I certify that this report represents my best judgment. [ ] DO [ ] DO NOT recommend this personnel to be granted [ ] promotion [ ] designation to higher position [ ] relief. This personnel needs improvement on the following:							
Significant/Critical Incident(s)							
Acknowledge: PLT VICENTE S ABRAZALDO JR DCOP RATER			Conformed: PCpl Anabel T Escat RATEE			Attested: PMI ARVIN G JACOBO C COP REVIEWER	
Date Accomplished December 9, 2020			Date Accomplished December 9, 2020			Date Accomplished December 9, 2020	
(IF REFERRED TO THE GRIEVANCE COMMITTEE) I certify that this report was referred to the Grievance Committee for review and evaluation.							
Signature: _____ Head, Grievance Committee							

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE**  
**EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL)**  
Rating Period: January 1, 2020 - June 30, 2020

1 Rater's Name Escal Anabel Tugedi			2 Rank PCpl			
(Last Name) (Given Name) (Middle Name)						
3 Position/Designation Asst. WCPD/TOC/FJGAD PNCO			4 Unit Assignment/Station/District Binalonan Police Station			
5 Years and Months in Current Position 1 year & 13 days						
PARTS	DIMENSIONS	PERFORMANCE INDICATORS	POINT	NUMERICAL	WEIGHTED	
			ALLOCATION	RATING	SCORE	
<b>L</b>  <b>CORE COMPETENCIES</b>	<b>Job Knowledge (25 pts)</b>	a Quality of Work	7	X 5	= 35	
		b Timeliness of work	6	X 5	= 30	
		c Acceptability of output based on standard	6	X 4	= 24	
		d Accomplishment of target	6	X 4	= 24	
		e Understanding of the job description	2	X 4	= 8	
		f Awareness of the vision, mission and objectives of the organization	2	X 4	= 8	
		g Community Oriented Policing System	5	X 4	= 20	
		h Creativity/Resourcefulness	2	X 5	= 10	
		i Analytical Ability	2	X 5	= 10	
		j Ability to solve problems/troubleshooting	2	X 5	= 10	
<b>S</b>  <b>Work Mgmt (15 pts)</b>	k Oral and written communication	5	X 5	= 25		
	l Law enforcement and maintenance of law and order	5	X 4	= 20		
	m Records management and submission of reports	3	X 5	= 15		
	n Compliance with and implementation of policies	3	X 5	= 15		
	o Sense of priority	2	X 5	= 10		
	p Client Satisfaction/Orientation	3	X 5	= 15		
	q Cost effectiveness	2	X 5	= 10		
	r Involvement/Presence in activities	2	X 5	= 10		
	s Receptiveness to ideas/suggestions	3	X 5	= 15		
	t Teamwork Management	3	X 5	= 15		
<b>S</b>  <b>Interpersonal Relationship (15 pts)</b>	u Build Linkages and networks	3	X 5	= 15		
	v Ability to lead and follow	3	X 4	= 12		
	w Motivation	3	X 5	= 15		
	x Stewardship of unit's properties	3	X 4	= 12		
	y Preservation of unit interest	3	X 4	= 12		
	z Coordination	4	X 5	= 20		
	aa Personal Trait	Personal Trait				
	bb Morally Upright	✓ Civic-Minded	✓			
	cc Honest	✓ Responsible	✓			
	dd Well Groomed	✓ Disciplined	✓			
ee Fair and Just	✓ Courteous/Tactful	✓				
ff Loyal to the Org'n	✓ Initiate positive action	✓				
No of Traits with Check Marks						
TOTAL WEIGHTED SCORE (TWS)			455			
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5			91			
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)			OS			
Rater's Assessment of Ratee: I certify that this report represents my best judgment [ ] I DO [ ] I DO NOT recommend this personnel to be granted [ ] promotion [ ] designation to higher position [ ] relief.						
This personnel needs improvement on the following						
Significant/Critical Incident(s)						
Acknowledge PLT VICENTE G. AZALDO JR. DCOP RATER		Conformed PCpl Anabel T Escal RATEE		Accepted PLT VICENTE G. AZALDO JR. OIC REVIEWER		
Date Accomplished June 9, 2020 (IF REFERRED TO THE GRIEVANCE COMMITTEE)		Date Accomplished June 9, 2020		Date Accomplished June 9, 2020		
I certify that this report was referred to the Grievance Committee for review and evaluation						
Signature _____ Head, Grievance Committee						

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE  
EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL)**  
Rating Period: 01 July - 31 December 2019

1 Rater's Name Escat Anabel Tugedi (Last Name) (Given Name) (Middle Name)			2 Rank PCpl		
3 Position/Designation WCPDDO			4 Unit Assignment/Station/District Binangonan Police Station		
5 Years and Months in Current Position: 6 months & 13 days			POINT ALLOCATION	NUMERICAL RATING	WEIGHTED SCORE
PARTS	DIMENSIONS	PERFORMANCE INDICATORS			
<b>C O R E  C O M P E T E N C I E S</b>	<b>I</b> Output (25 pts)	a. Quality of Work	7	X 5	= 35
		b. Timeliness of work	8	X 5	= 30
		c. Acceptability of output based on standard	6	X 4	= 24
		d. Accomplishment of target	8	X 4	= 24
	<b>II</b> Job Knowledge (25 pts)	e. Understanding of the job description	2	X 4	= 8
		f. Awareness of the vision, mission and objectives of the organization	2	X 4	= 8
		g. Community Oriented Policing System	5	X 4	= 20
		h. Creativity/Resourcefulness	2	X 5	= 10
		i. Analytical Ability	2	X 5	= 10
		j. Ability to solve problems/troubleshooting	2	X 5	= 10
<b>III</b> Work Mgmt (15 pts)	k. Oral and written communication	5	X 5	= 25	
	l. Law enforcement and maintenance of law and order	5	X 4	= 20	
	m. Records management and submission of reports	3	X 5	= 15	
	n. Compliance with and implementation of policies	3	X 5	= 15	
	o. Sense of priority	2	X 5	= 10	
<b>IV</b> Interpersonal Relationship (15 pts)	p. Client Satisfaction/Orientation	3	X 5	= 15	
	q. Cost effectiveness	2	X 5	= 10	
	r. Involvement/Presence in activities	2	X 5	= 10	
	s. Receptive to ideas/suggestions	3	X 5	= 15	
	t. Teamwork Management	3	X 5	= 15	
<b>V</b> Concern for the Organization (10 pts)	u. Build Linkages and networks	3	X 5	= 15	
	v. Ability to lead and follow	3	X 4	= 12	
	w. Motivation	3	X 5	= 15	
x. Stewardship of unit's properties	3	X 4	= 12		
y. Preservation of unit interest	3	X 4	= 12		
z. Coordination	4	X 5	= 20		
Nr of Traits with Check Marks			10	X 4	= 40
TOTAL WEIGHTED SCORE (TWS)					
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5					
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)					
Rater's Assessment of Rater: I certify that this report represents my best judgment     DO     DO NOT recommend this personnel to be granted     promotion     designation to higher position     relief This personnel needs improvement on the following:					
Significant/Critical Incident(s)					
Acknowledge PLT VICENTE GABRAZALDO JR. DCOP RATER		Conformed PCpl Anabel T Escat RATEE		Attested PMAJ ARINTO JACOB CIC REVIEWER	
Date Accomplished December 18, 2019 (IF REFERRED TO THE GRIEVANCE COMMITTEE)		Date Accomplished December 18, 2019		Date Accomplished December 18, 2019	
I certify that this report was referred to the Grievance Committee for review and evaluation.					
Signature _____ Head, Grievance Committee					

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE  
EVALUATION REPORT FOR PATROLMAN/WOMAN TO POLICE STAFF SERGEANT (FIRST LEVEL)**  
Rating Period: 01 January - 30 June 2019

1. Rater's Name <b>Escat</b> (Last Name) <b>Anabel</b> (Given Name) <b>Tugade</b> (Middle Name)			2. Rank <b>PCpl</b>				
3. Position/Designation <b>WCPD/DO</b>			4. Unit Assignment/Station/District <b>Binalonan Police Station</b>				
5. Years and Months in Current Position: 13 days			POINT	NUMERICAL	WEIGHTED SCORE		
			ALLOCATION	RATING			
<b>I.</b>  <b>C O R E</b>  <b>C O M P E T E N C I E S</b>	<b>Output</b> (25 pts)	a. Quality of Work	7	X	5	= 35	
		b. Timeliness of work	6	X	5	= 30	
		c. Acceptability of output based on standard	6	X	4	= 24	
		d. Accomplishment of target	6	X	4	= 24	
	<b>Job Knowledge</b> (25 pts)	a. Understanding of the job description	2	X	4	= 8	
		b. Awareness of the vision, mission and objectives of the organization	2	X	4	= 8	
		c. Community Oriented Policing System	5	X	5	= 25	
		d. Creativity/Resourcefulness	2	X	4	= 8	
		e. Analytical Ability	2	X	4	= 8	
		f. Ability to solve problems/troubleshooting	2	X	4	= 8	
<b>Work Mgmt</b> (15 pts)	g. Oral and written communication	5	X	5	= 25		
	h. Law enforcement and maintenance of law and order	5	X	4	= 20		
	a. Records management and submission of reports	3	X	5	= 15		
<b>Interpersonal Relationship</b> (15 pts)	b. Compliance with and implementation of policies	3	X	5	= 15		
	c. Sense of priority	2	X	4	= 8		
	d. Client Satisfaction/Orientation	3	X	4	= 12		
	e. Cost effectiveness	2	X	5	= 10		
	f. Involvement/Presence in activities	2	X	5	= 10		
<b>Concern for the Organization</b> (10 pts)	a. Receptive to ideas/suggestions	3	X	4	= 12		
	b. Teamwork Management	3	X	4	= 12		
	c. Build Linkages and networks	3	X	4	= 12		
<b>Personal Qualities</b> (10 pts)	d. Ability to lead and follow	3	X	4	= 12		
	e. Motivation	3	X	5	= 15		
	a. Stewardship of unit's properties	3	X	4	= 12		
b. Preservation of unit interest	3	X	4	= 12			
c. Coordination	4	X	5	= 20			
<b>III.</b>	<b>Personal Qualities</b> (10 pts)	Personal Trait	Personal Trait				
		Morally Upright	✓	Civic-Minded	✓		
		Honest	✓	Responsible	✓		
		Well Groomed	✓	Disciplined	✓		
		Fair and Just	✓	Courteous/Tactful	✓		
		Loyal to the Org'n	✓	Initiate positive action	✓		
Nr of Traits with Check Marks							
TOTAL WEIGHTED SCORE (TWS)						440	
NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5						88	
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)						VS	
Rater's Assessment of Ratee: I certify that this report represents my best judgment. [ ] I DO [ ] I DO NOT recommend this personnel to be granted [ ] promotion [ ] designation to higher position [ ] relief. This personnel needs improvement on the following:							
Significant/Critical Incident(s)							
Acknowledge: <u>PCPT FREDDIE K LORENZO</u>		Conformed: <u>PCpl Anabel T Escat</u>		Attested: <u>PMAJ ROMMEL P BAGSIC</u>			
DCOR RATER		RATEE		OIC REVIEWER			
Date Accomplished June 12, 2019		Date Accomplished June 12, 2019		Date Accomplished June 12, 2019			
(IF REFERRED TO THE GRIEVANCE COMMITTEE) I certify that this report was referred to the Grievance Committee for review and evaluation.							
Signature: _____ Head, Grievance Committee							

## PNCOPEF 3A (Rating Summary Form)

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE  
EVALUATION REPORT FOR PO1 TO PO3 (FIRST LEVEL)**  
Rating Period: 01 July - 31 December 2018

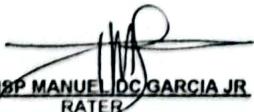
<b>1. Ratee's Name</b> <u>Escat</u> (Last Name) <u>Anabel</u> (Given Name) <u>Tugadi</u> (Middle Name)			<b>2. Rank</b> <u>Police Officer 1</u>			
<b>3. Position/Designation</b> <u>Lady Desk Officer/TOC/Asst WCPD PNCO</u>			<b>4. Unit Assignment/Station/District</b> <u>Manaoag Police Station</u>			
<b>5. Years and Months in Current Position:</b> <u>5 months</u>						
PARTS	DIMENSIONS	PERFORMANCE INDICATORS		Point Allocation	Numerical Rating	Weighted Score
I.	Output (25 Pts.)	a. Quality of Work		7	x 4	= 28
		b. Timeliness of Work		6	x 4	= 24
		c. Acceptability of output based on standard		6	x 4	= 24
		d. Accomplishment of target		6	x 4	= 24
C O R E C O M P E T E N C I E S	Job Knowledge (25 Pts.)	a. Understanding of the job description		2	x 5	= 10
		b. Awareness of the vision, mission and objectives of the organization		2	x 5	= 10
		c. Community Oriented Policing System		5	x 5	= 25
		d. Creativity/Resourcefulness		2	x 4	= 8
		e. Analytical ability		2	x 5	= 10
		f. Ability to solve problems/troubleshooting		2	x 4	= 8
		g. Oral and written communication		5	x 4	= 20
		h. Law Enforcement and Maintenance of Law & Order		5	x 5	= 25
	Work Management (15 Pts.)	a. Records Managements & Submission of Reports		3	x 5	= 15
		b. Compliance with & Implementation of Policies/SOPs		3	x 4	= 12
Interpersonal Relationship (15 Pts)	c. Sense of Priority		2	x 5	= 10	
	d. Client Satisfaction/Orientation		3	x 5	= 15	
	e. Cost Effectiveness		2	x 5	= 10	
	f. Involvement/Presence in Activities		2	x 5	= 10	
	g. Receptive to ideas/suggestions		3	x 4	= 12	
Concern for the Orgztn (10 pts.)	b. Teamwork Management		3	x 5	= 15	
	c. Build linkages and networks		3	x 5	= 15	
	d. Ability to lead and follow		3	x 5	= 15	
e. Motivation		3	x 5	= 15		
Personal Qualities (10 pts.)	a. Stewardship of unit's properties		3	x 5	= 15	
	b. Preservation of unit interest		3	x 5	= 15	
	c. Coordination		4	x 5	= 20	
Nr of Traits with Check Marks						
TOTAL WEIGHTED SCORE (TWS)						460
NUMERICAL PERFORMANCE RATING (NPR)=TWS / 5						92
EQUIVALENT ADJACENTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)						OS
Rater's Assessment of Ratee: I certify that this report represents my best judgement ( ) I DO ( ) I DO NOT recommend this personnel to be granted ( ) Promotion ( ) Designation to Higher position ( ) relief. This personnel needs improvement on the following						
Significant/Critical Incident(s)						
Acknowledge:		Conformed:		Attested:		
<u>PSINSP MANUEL DC GARCIA JR</u> Deputy, Chief of Police Rater December 17, 2018 Date		<u>PO1 Anabel T Escat</u> Ratee December 17, 2018 Date		<u>PCINSP MELECIO M MINA</u> Officer-in-Charge Reviewer December 17, 2018 Date		

I certify that this report was referred to the Grievance Committee for review and evaluation

 Signature: \_\_\_\_\_  
 Head, Grievance Committee

## PNCOPERF 2A (Rating Summary Form)

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE EVALUATION REPORT**  
**FOR PO1 TO PO3 (FIRST LEVEL)**  
**Rating Period: Rating Period: 1st SEMESTER 2018**

<b>1. Ratee's Name</b> ESCAT (Last Name) ANABEL (Given Name) TUGADI (Middle Name)			<b>2. Rank</b> <b>PO1</b>							
<b>3. Position/Designation</b> <b>TOC/ Assist WCPD PNCO</b>			<b>4. Unit Assignment/Station/District</b> <b>MANAOAG POLICE STATION</b>							
<b>5. Years and Months in Current Position:</b> 4 years										
PARTS	DIMENSIONS	PERFORMANCE INDICATORS			Point Allocation	Numerical Rating	Weighted Score			
<b>II. C O R E C O M P E T E N C I E S 4.0</b>	<b>Output (15 pts)</b>	a. Quality of work	7.0	x	4	=	28			
		b. Timeliness of work	7.0	x	4	=	28			
		c. Quantity of Work	6.0	x	5	=	30			
	<b>Job Knowledge (15 points)</b>	a. Decision Making	3.0	x	4	=	12			
		b. Planning	3.0	x	4	=	12			
		c. Implementation of Instructions	3.0	x	5	=	15			
		d. Creativity/Resourcefulness	3.0	x	5	=	15			
		e. Analytical Ability	2.0	x	5	=	10			
		f. Problem Solving/Trouble Shooting	3.0	x	5	=	10			
		g. Oral and written communication	3.0	x	5	=	10			
<b>Work Management (25 points)</b>	h. Community Oriented Policing	3.0	x	4	=	12				
	i. Law Enforcement and Maintenance of Law and Order	2.0	x	5	=	10				
	<b>Interpersonal Relationship (25 pts)</b>	a. Control of Activities	4.0	x	4	=	16			
		b. Cost Control	3.0	x	5	=	15			
c. Records Mgmt and submission of Reports		4.0	x	4	=	20				
d. Compliance with and Implementation of policies/SOPs		4.0	x	5	=	20				
e. Sense of Priority		4.0	x	4	=	16				
f. Client Satisfaction/Orientation		3.0	x	4	=	12				
<b>Concern for the Organization (10 pts)</b>	g. Involvement/Presence in Activities	2.0	x	5	=	10				
	a. Motivation	2.0	x	5	=	10				
	b. Workgroup Management	2.0	x	5	=	10				
<b>Personal Qualities (10 pts)</b>	c. Work Organization/Delegation	2.0	x	5	=	10				
	d. Interpersonal Relations	2.0	x	5	=	10				
	e. Promoting Personnel Development	1.0	x	5	=	5				
	f. Training of Subordinates	1.0	x	4	=	4				
	a. Housekeeping and Safety/Security Consciousness	3.0	x	5	=	15				
	b. Preservation of Unit Properties/Interest	3.0	x	5	=	15				
c. Coordination	4.0	x	5	=	20					
<b>III.</b>	<b>Personal Qualities (10 pts)</b>	<b>Personal Trait</b>	<input checked="" type="checkbox"/>	<b>Personal Trait</b>	<input checked="" type="checkbox"/>	10.0	x	5	=	50
		Morally Upright	1	Civic-minded	1					
		Honest	1	Responsible	1					
		Well groomed	1	Disciplined	1					
		Fair and Just	1	Courteous/tactful	1					
		Loyal to the organization	1	Initiate positive action	1					
	<b>Nr of Traits with Check Marks</b>									
<b>TOTAL WEIGHTED SCORE (TWS)</b> 450										
<b>NUMERICAL PERFORMANCE RATING (NPR) = TWS ÷ 5</b> 90%										
<b>EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)</b> VS										
<b>Rater's Assessment of Ratee:</b> I certify that this report represents my best judgment. [ ] I DO [ ] I DO NOT recommend this personnel to be granted [ ] promotion [ ] designation to higher position [ ] relief. This personnel needs improvement on the following:										
<b>Significant/Critical Incident(s):</b>										
<b>Acknowledged:</b>		<b>Conformed:</b>			<b>Attested:</b>					
 PSINSP MANUEL DC GARCIA JR RATER		 PO1 Anabel Escat RATEE			 PCINSP DAIVE E MHIQUIM REVIEWER					

(IF REFERRED TO THE GRIEVANCE COMMITTEE)

I certify that this report was referred to the Grievance Committee for review and evaluation.

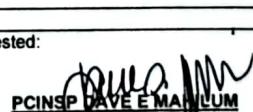
\_\_\_\_\_  
**Signature**  
**Head, Grievance Committee**

## PNCOPERF 2A (Rating Summary Form)

## POLICE NON-COMMISSIONED OFFICER PERFORMANCE EVALUATION REPORT

FOR PO1 TO PO3 (FIRST LEVEL)

Rating Period: Rating Period: 2nd SEMESTER 2017

1. Ratee's Name ESCAT (Last Name) ANABEL (Given Name) TUGADI (Middle Name)			2. Rank PO1						
3. Position/Designation: TOC/ Assist WCPD PNCO			4. Unit assignment/Station/District MANAOAG POLICE STATION						
5. Years and Months in Current Position: 2 year & 6 months			DIMENSIONS	PARTS	DIMENSIONS	PARTS	DIMENSIONS		
I.	Output (15 pts)	a. Quality of work	5.0	x	4	=	20		
		b. Timeliness of work	5.0	x	4	=	20		
		c. Acceptability of output based on standard	5.0	x	4	=	20		
		d. Accomplishment of target	2.0	x	5	=	10		
II.	Job Knowledge (15 points)	a. Understanding of the job description	2.0	x	4	=	8		
		b. Awareness of the vision, mission and objectives of the organization	2.0	x	4	=	8		
		c. Community Oriented Policing System	1.0	x	5	=	5		
		d. Creativity/Resourcefulness	1.0	x	5	=	5		
		e. Analytical Ability	1.0	x	5	=	5		
		f. Ability to solve problems/troubleshooting	1.0	x	4	=	4		
		g. Oral and written communication	3.0	x	5	=	15		
		h. Law Enforcement and Maintenance of Law and Order	2.0	x	4	=	8		
III.	CORE COMPETENCIES	a. Records Management & Submission of Reports	4.0	x	5	=	20		
		b. Compliance with and Implementation of Policies/SOPs	3.0	x	4	=	12		
		c. Sense of Priority	4.0	x	4	=	16		
		d. Client Satisfaction/Orientation	4.0	x	5	=	20		
		e. Cost effectiveness	4.0	x	5	=	20		
		f. Involvement/Presence in Activities	3.0	x	5	=	15		
					3.0	x	5	=	15
				a. Receptive to ideas/suggestions					
				b. Teamwork Management	5.0	x	4	=	20
		c. Build Linkages and networks	4.0	x	4	=	16		
		d. Ability to lead and follow	4.0	x	4	=	16		
		e. Motivation	4.0	x	4	=	16		
			4.0	x	4	=	16		
		Concern for the Organization (10 pts)	a. Stewardship of unit's properties	4.0	x	5	=	20	
			b. Preservation of unit interest	3.0	x	5	=	15	
			c. Coordination						
	Personal Qualities (10 pts)	Personal Trait	<input checked="" type="checkbox"/>	Personal Trait	<input checked="" type="checkbox"/>				
		Morally Upright	1	Civic-minded	1				
		Honest	1	Responsible	1				
		Well groomed	1	Disciplined	1				
		Fair and Just	1	Courteous/tactful	1				
		Loyal to the organization	1	Initiate positive action	1				
		Nr of Traits with Check Marks							
	TOTAL WEIGHTED SCORE (TWS)						445		
	NUMERICAL PERFORMANCE RATING (NPR) = TWS + 5						89 %		
	EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)						VS		
Rater's Assessment of Ratee: I certify that this report represents my best judgment. [ ] I DO [ ] I DO NOT recommend this personnel to be granted [ ] promotion [ ] designation to higher position [ ] relief.									
This personnel needs improvement on the following:									
Significant/Critical Incident(s).									
Acknowledged:		Conformed:			Attested:				
 PSINSP BUENAVENTURA DG BENAVIDES III RATER		PO1 Anabel Escat RATER			 PCINSP DAVE E MARILUM REVIEWER				

(IF REFERRED TO THE GRIEVANCE COMMITTEE)

I certify that this report was referred to the Grievance Committee for review and evaluation.

Signature  
Head, Grievance Committee

## POLICE NON-COMMISSIONED OFFICER PERFORMANCE EVALUATION REPORT

FOR PO1 TO PO3 (FIRST LEVEL)

Rating Period: Rating Period: 1st SEMESTER 2017

1. Ratee's Name ESCAT (Last Name) ANABEL (Given Name) TUGADE (Middle Name)			2. Rank PO1							
3. Position/Designation: Radio Operator			4. Unit assignment/Station/District MANAOAG POLICE STATION							
5. Years and Months in Current Position: 2 years										
PARTS	DIMENSIONS	PARTS	DIMENSION S	PAR TS	DIMENSIONS	PA RT S	DIMENSIONS			
I.	Output (15 pts)	a. Quality of work	5	x	4	=	20			
		b. Timeliness of work	3	x	5	=	15			
		c. Acceptability of output based on standard	4	x	4	=	16			
		d. Accomplishment of target	3	x	5	=	15			
II.  C O R E  C O M P E T E N C I E S	Job Knowledge (20 points)	a. Understanding of the job description	2	x	5	=	10			
		aa. Awareness of the Vision, mission and objectives of the organization.	2	x	5	=	10			
		c. Community Oriented Policing System	2	x	4	=	8			
		d. Creativity/Resourcefulness	2	x	4	=	8			
		e. Analytical Ability	1	x	5	=	5			
		f. Ability to solve problems/troubleshooting	2	x	5	=	10			
		g. Oral and written communication	2	X	4	=	8			
		h. Law Enforcement and Maintenance of Law and Order	2	x	4	=	8			
	Work Management (25 points)	a. Records Management & Submission of Reports	4	x	4	=	16			
		b. Compliance with and Implementation of Policies/SOPs	4	x	5	=	20			
Interpersonal Relationship (20 points)	c. Sense of Priority	4	x	5	=	20				
	d. Client Satisfaction/Orientation	4	x	5	=	20				
	e. Cost effectiveness	5	x	4	=	20				
	f. Involvement/Presence in Activities	4	x	5	=	20				
Concern for the Organization (10 points)	a. Receptive to ideas/suggestions	5	x	5	=	25				
	b. Teamwork Management	5	X	5	=	25				
	c. Build Linkages and networks	5	X	4	=	20				
	d. Ability to lead and follow	5	X	5	=	25				
	e. Motivation	5	x	4	=	20				
III.	Personal Qualities (10 points)	Personal Trait	<input checked="" type="checkbox"/>	Personal Trait	<input checked="" type="checkbox"/>	10.0	x	5	=	50
		Morally Upright	1	Civic-minded	1					
		Honest	1	Responsible	1					
		Well groomed	1	Disciplined	1					
		Fair and Just	1	Courteous/tactful	1					
		Loyal to the organization	1	Initiate positive action	1					
		Nr of Traits with Check Marks								
TOTAL WEIGHTED SCORE (TWS) 440										
NUMERICAL PERFORMANCE RATING (NPR) = TWS + 5 88%										
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table) VS										
Rater's Assessment of Ratee: I certify that this report represents my best judgment. <input type="checkbox"/> I DO <input type="checkbox"/> I DO NOT recommend this personnel to be granted <input type="checkbox"/> promotion <input type="checkbox"/> designation to higher position <input type="checkbox"/> relief.										
This personnel needs improvement on the following:										
Significant/Critical Incident(s)										
Acknowledged:		Conformed:		Attested:						
<u>PINSP WILFREDO E GREGORIO</u> RATER		<u>PO1 Anabel T. Escat</u> RATEE		<u>PCINSP DAVE E MAHABUM</u> REVIEWER						
(IF REFERRED TO THE GRIEVANCE COMMITTEE)										
I certify that this report was referred to the Grievance Committee for review and evaluation.										
Signature Head, Grievance Committee										

Signature  
Head, Grievance Committee

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE EVALUATION REPORT**  
**FOR PO1 TO PO3 (FIRST LEVEL)**  
**Rating Period: Rating Period: 2<sup>nd</sup> SEMESTER 2016**

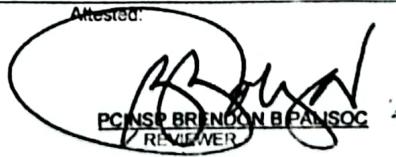
1 Ratee's Name  ESCAT (Last Name) ANABEL (Given Name) TUGADI (Middle Name)			2. Rank  PO1				
3 Position/Designation:  TOC/Patroller			4. Unit assignment/Station/District  MANAOAG POLICE STATION				
5 Years and Months in Current Position: 1 Months			DIMENSI ONS	PAR TS	DIMENSIONS	PA RT S	DIMENSIONS
<b>I.</b>	Output (15 pts)	a. Quality of work	5.0	x	4	=	20
		b. Timeliness of work	5.0	x	4	=	20
		c. Acceptability of output based on standard	5.0	x	4	=	20
		d. Accomplishment of target					
			2.0	x	5	=	10
<b>II.</b>	Job Knowledge (15 points)	a. Understanding of the job description	2.0	x	4	=	8
		j. b. Awareness of the vision, mission and objectives of the organization	2.0	x	4	=	8
		c. Community Oriented Policing System	1.0	x	5	=	5
		d. Creativity/Resourcefulness	1.0	/	5	=	5
		e. Analytical Ability	1.0	x	5	=	5
		f. Ability to solve problems/troubleshooting	1.0	x	4	=	4
		g. Oral and written communication	3.0	x	5	=	15
		h. Law Enforcement and Maintenance of Law and Order	2.0	x	4	=	8
	<b>C O R E C O M P E T E N C I E S</b>	Work Management (25 points)	a. Records Management & Submission of Reports	4.0	x	5	=
b. Compliance with and Implementation of Policies/SOPs			3.0	x	4	=	12
c. Sense of Priority			4.0	x	4	=	16
d. Client Satisfaction/Orientation			4.0	x	5	=	20
e. Cost effectiveness			4.0	x	5	=	20
f. Involvement/Presence in Activities			3.0	x	5	=	15
			3.0	x	5	=	15
Interpersonal Relationship (25 pts)		a. Receptive to ideas/suggestions					
		b. Teamwork Management	5.0	x	4	=	20
		c. Build Linkages and networks	4.0	x	4	=	16
	d. Ability to lead and follow	4.0	x	4	=	16	
Concern for the Organization (10 pts)	e. Motivation	4.0	x	4	=	16	
		4.0	x	4	=	16	
	a. Stewardship of unit's properties	4.0	x	5	=	20	
b. Preservation of unit interest							
c. Coordination	3.0	x	5	=	15		
<b>III.</b>	Personal Qualities (10 pts)	Personal Trait <input checked="" type="checkbox"/>	Personal Trait <input checked="" type="checkbox"/>				
		Morally Upright	1	Civic-minded	1		
		Honest	1	Responsible	1		
		Well groomed	1	Disciplined	1		
		Fair and Just	1	Courteous/tactful	1		
		Loyal to the organization	1	Initiate positive action	1		
	Nr of Traits with Check Marks						
TOTAL WEIGHTED SCORE (TWS)					445		
NUMERICAL PERFORMANCE RATING (NPR) = TWS + 5					89 %		
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)					VS		
Rater's Assessment of Ratee: I certify that this report represents my best judgment. <input type="checkbox"/> I DO <input type="checkbox"/> I DO NOT recommend this personnel to be granted <input type="checkbox"/> promotion <input type="checkbox"/> designation to higher position <input type="checkbox"/> relief.							
This personnel needs improvement on the following:							
Significant/Critical Incident(s)							
Acknowledged:		Conformed:		Attested:			
<u>PINSP WILFREDO E GREGORIO</u> RATER		<u>PO1 Anabel T Escat</u> RATEE		<u>PCINSP DAIVE E MAHILUM</u> REVIEWER			
(IF REFERRED TO THE GRIEVANCE COMMITTEE)							
I certify that this report was referred to the Grievance Committee for review and evaluation.							
Signature Head, Grievance Committee							

I certify that this report was referred to the Grievance Committee for review and evaluation.

Signature  
Head, Grievance Committee

## PNCOPERF 2A (Rating Summary Form)

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE EVALUATION REPORT**  
**FOR PO1 TO PO3 (FIRST LEVEL)**  
Rating Period: Rating Period: 1<sup>st</sup> SEMESTER 2016

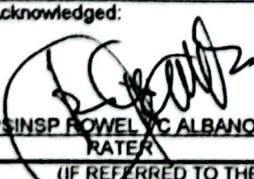
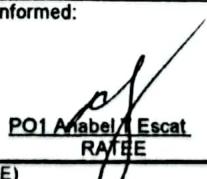
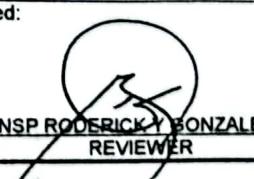
1. Ratee's Name  ESCAT (Last Name) ANABEL (Given Name) TUGADI (Middle Name)			2. Rank  PO1						
3. Position/Designation:  TOC/Patroller			4. Unit assignment/Station/District  MANAOAG POLICE STATION						
5. Years and Months in Current Position: 6 Months			DIMENSI ONS	PAR TS	DIMENSI ONS	PA RT S	DIMENSI ONS		
I.	Output (15 pts)	a. Quality of work	5	x	4	-	20		
		b. Timeliness of work	3	x	5	=	15		
		c. Acceptability of output based on standard	4	x	4	-	16		
		d. Accomplishment of target	3	x	5	-	15		
II.  C O R E  C O M P E T E  I N C I E S	Job Knowledge (20 points)	a. Understanding of the job description	2	x	5	-	10		
		q. Awareness of the Vision, mission and objectives of the organization.	2	x	5	-	10		
		c. Community Oriented Policing System	2	x	4	-	8		
		d. Creativity/Resourcefulness	2	x	4	-	8		
		e. Analytical Ability	1	x	5	-	5		
		f. Ability to solve problems/troubleshooting	2	x	5	-	10		
		g. Oral and written communication	2	x	4	-	8		
		h. Law Enforcement and Maintenance of Law and Order	2	x	4	-	8		
	Work Management (25 points)	a. Records Management & Submission of Reports	4	x	4	=	16		
		b. Compliance with and Implementation of Policies/SOPs	4	x	5	=	20		
Interpersonal Relationship (20 points)	c. Sense of Priority	4	x	5	=	20			
	d. Client Satisfaction/Orientation	4	x	5	=	20			
	e. Cost effectiveness	5	x	4	=	20			
	f. Involvement/Presence in Activities	4	x	5	=	20			
Concern for the Organization (10 points)	a. Receptive to ideas/suggestions	5	x	5	=	25			
	b. Teamwork Management	5	x	5	=	25			
	c. Build Linkages and networks	5	x	4	-	20			
	d. Ability to lead and follow	5	x	5	=	25			
	e. Motivation	5	x	4	-	20			
III.  Personal Qualities (10 points)	Personal Trait	<input checked="" type="checkbox"/>	Personal Trait	<input checked="" type="checkbox"/>	10.0	x	5	=	50
	Morally Upright	1	Civic-minded	1					
	Honest	1	Responsible	1					
	Well groomed	1	Disciplined	1					
	Fair and Just	1	Courteous/tactful	1					
	Loyal to the organization	1	Initiate positive action	1					
	Nr of Traits with Check Marks								
TOTAL WEIGHTED SCORE (TWS)								440	
NUMERICAL PERFORMANCE RATING (NPR) = TWS + 5								88%	
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)								VS	
Rater's Assessment of Ratee: I certify that this report represents my best judgment. <input type="checkbox"/> I DO <input type="checkbox"/> I DO NOT recommend this personnel to be granted <input type="checkbox"/> promotion <input type="checkbox"/> designation to higher position <input type="checkbox"/> relief.									
This personnel needs improvement on the following:									
Significant/Critical Incident(s)									
Acknowledged:		Conformed:		Attested:					
 PS1NSP ROWEL V. ALBANO RATER		 PO1 Anabel T. Facat RATEE		 PC1NSP BRENDON B. PANSOC REVIEWER					

(IF REFERRED TO THE GRIEVANCE COMMITTEE)

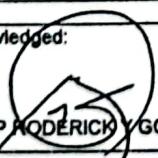
I certify that this report was referred to the Grievance Committee for review and evaluation.

Signature  
Head, Grievance Committee

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE EVALUATION REPORT**  
**FOR PO1 TO PO3 (FIRST LEVEL)**  
**Rating Period: 2<sup>nd</sup> SEMESTER 2015**

1. Ratee's Name  ESCAT (Last Name) ANABEL (Given Name) TUGADI (Middle Name)			2. Rank  PO1							
3. Position/Designation:  HRAO PNCO			4. Unit assignment/Station/District  MANAOAG POLICE STATION							
5. Years and Months in Current Position: 1 year and 5 Months										
PARTS	DIMENSIONS	PERFORMANCE INDICATORS			Point Allocation	Numerical Rating		Weighted Score		
I.	Output (25 pts)	a. Quality of work	7	x	4	=	28			
		b. Timeliness of work	6	x	4	=	24			
		c. Acceptability of output based on standard	6	x	4	=	24			
		d. Accomplishment of target	6	x	4	=	24			
II.  C O R E  C O M P E  T E N C I E S	Job Knowledge (25 points)	a. Understanding of the job description	2	x	5	=	10			
		b. Awareness of the Vision, mission and objectives of the organization.	2	x	5	=	10			
		c. Community Oriented Policing System	5	x	4	=	20			
		d. Creativity/Resourcefulness	2	x	4	=	8			
		e. Analytical Ability	2	x	5	=	10			
		f. Ability to solve problems/troubleshooting	2	x	5	=	10			
		g. Oral and written communication	5	x	4	=	20			
		h. Law Enforcement and Maintenance of Law and Order	5	x	4	=	20			
	Work Management (15 points)	a. Records Management & Submission of Reports	3	x	5	=	15			
		b. Compliance with and Implementation of Policies/SOPs	3	x	5	=	15			
c. Sense of Priority		2	x	4	=	8				
Interpersonal Relationship (15 points)	d. Client Satisfaction/Orientation	3	x	4	=	12				
	e. Cost effectiveness	2	x	4	=	8				
	f. Involvement/Presence in Activities	2	x	5	=	10				
	a. Receptive to ideas/suggestions	3	x	5	=	15				
	b. Teamwork Management	3	x	5	=	15				
Concern for the Organization (10 points)	c. Build Linkages and networks	3	x	4	=	12				
	d. Ability to lead and follow	3	x	5	=	15				
	e. Motivation	3	x	4	=	12				
a. Stewardship of unit's properties	3	x	4	=	12					
b. Preservation of unit interest	3	x	4	=	12					
c. Coordination	4	x	4	=	16					
III.	Personal Qualities (10 points)	Personal Trait	<input checked="" type="checkbox"/>	Personal Trait	<input checked="" type="checkbox"/>	10.0	x	5	=	50
		Morally Upright	1	Civic-minded	1					
		Honest	1	Responsible	1					
		Well groomed	1	Disciplined	1					
		Fair and Just	1	Courteous/tactful	1					
		Loyal to the organization	1	Initiate positive action	1					
Nr of Traits with Check Marks										
TOTAL WEIGHTED SCORE (TWS)										435
NUMERICAL PERFORMANCE RATING (NPR) = TWS + 5										87%
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)										VS
Rater's Assessment of Ratee: I certify that this report represents my best judgment. <input type="checkbox"/> I DO <input type="checkbox"/> I DO NOT recommend this personnel to be granted <input type="checkbox"/> promotion <input type="checkbox"/> designation to higher position <input type="checkbox"/> relief.										
This personnel needs improvement on the following:										
Significant/Critical Incident(s)										
Acknowledged:		Conformed:			Attested:					
 PSINSP POWELL C ALBANO RATER		 PO1 Anabel Escat RATEE			 PSINSP RODERICK Y BONZALES REVIEWER					
(IF REFERRED TO THE GRIEVANCE COMMITTEE)										
I certify that this report was referred to the Grievance Committee for review and evaluation.										
_____ Signature Head, Grievance Committee										

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE EVALUATION REPORT**  
**FOR PO1 TO PO3 (FIRST LEVEL)**  
**Rating Period: 1<sup>ST</sup> SEMESTER 2015**

1. Ratee's Name  ESCAT (Last Name) ANABEL (Given Name) TUGADI (Middle Name)			2. Rank  PO1							
3. Position/Designation:  HRAO PNCO			4. Unit assignment/Station/District  MANAOAG POLICE STATION							
5. Years and Months in Current Position: 11 Months										
PARTS	DIMENSIONS	PERFORMANCE INDICATORS			Point Allocation	Numerical Rating	Weighted Score			
I.	Output (25 pts)	a. Quality of work	7	x	4	=	28			
		b. Timeliness of work	6	x	4	=	24			
		c. Acceptability of output based on standard	6	x	4	=	24			
		d. Accomplishment of target	6	x	4	=	24			
	II.  C O R E  C O M P E T E N C I E S	Job Knowledge (25 points)  Work Management (15 points)  Interpersonal Relationship (15 points)  Concern for the Organization (10 points)	a. Understanding of the job description	2	x	5	=	10		
			b. Awareness of the Vision, mission and objectives of the organization.	2	x	5	=	10		
			c. Community Oriented Policing System	5	x	4	=	20		
			d. Creativity/Resourcefulness	2	x	4	=	8		
e. Analytical Ability			2	x	4	=	8			
f. Ability to solve problems/troubleshooting			2	x	5	=	10			
g. Oral and written communication			5	x	4	=	20			
h. Law Enforcement and Maintenance of Law and Order			5	x	4	=	20			
III.	Personal Qualities (10 points)	Personal Trait	<input checked="" type="checkbox"/>	Personal Trait	<input checked="" type="checkbox"/>	10.0	x	5	= 50	
		Morally Upright	1	Civic-minded	1					
		Honest	1	Responsible	1					
		Well groomed	1	Disciplined	1					
		Fair and Just	1	Courteous/tactful	1					
		Loyal to the organization	1	Initiate positive action	1					
		Nr of Traits with Check Marks								
TOTAL WEIGHTED SCORE (TWS)								430		
NUMERICAL PERFORMANCE RATING (NPR) = TWS + 5								86%		
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)								VS		
Rater's Assessment of Ratee: I certify that this report represents my best judgment. <input type="checkbox"/> I DO <input type="checkbox"/> I DO NOT recommend this personnel to be granted <input type="checkbox"/> promotion <input type="checkbox"/> designation to higher position <input type="checkbox"/> relief.										
This personnel needs improvement on the following:										
Significant/Critical Incident(s)										
Acknowledged:		Conformed:			Attested:					
 PSINSP RODERICK Y GONZALES RATER		 PO1 Ababel Escat RATEE			 PCINSP EDISON VELOZ REVITA REVIEWER					
(IF REFERRED TO THE GRIEVANCE COMMITTEE)										

I certify that this report was referred to the Grievance Committee for review and evaluation.

Signature  
Head, Grievance Committee

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE EVALUATION REPORT**  
**FOR PO1 TO PO3 (FIRST LEVEL)**  
**Rating Period: 2<sup>nd</sup> Semester 2014**

1 Ratee's Name  ESCAT (Last Name) ANABEL (Given Name) TUGADI (Middle Name)			2 Rank  PO1					
3 Position/Designation  HRAO PNCO			4. Unit assignment/Station/District  MANAOAG POLICE STATION					
5 Years and Months in Current Position: 5 Months								
PARTS	DIMENSIONS	PERFORMANCE INDICATORS		Point Allocation	Numerical Rating	Weighted Score		
C O R E C O M P E T E N C I E S	Output (25 pts)	a. Quality of work	7	x	4	= 28		
		b. Timeliness of work	6	x	4	= 24		
		c. Acceptability of output based on standard	6	x	4	= 24		
		d. Accomplishment of target	6	x	4	= 24		
	Job Knowledge (25 points)	a. Understanding of the job description	2	x	5	= 10		
		b. Awareness of the Vision, mission and objectives of the organization	2	x	5	= 10		
		c. Community Oriented Policing System	5	x	4	= 20		
		d. Creativity/Resourcesfulness	2	x	4	= 8		
		e. Analytical Ability	2	x	4	= 8		
		f. Ability to solve problems/troubleshooting	2	x	5	= 10		
Work Management (15 points)	g. Oral and written communication	5	x	4	= 20			
	h. Law Enforcement and Maintenance of Law and Order	5	x	4	= 20			
	a. Records Management & Submission of Reports	3	x	4	= 12			
	b. Compliance with and implementation of Policies/SOPs	3	x	4	= 12			
Interpersonal Relationship (15 points)	c. Sense of Priority	2	x	4	= 8			
	d. Client Satisfaction/Orientation	3	x	5	= 15			
	e. Cost effectiveness	2	x	4	= 8			
	f. Involvement/Presence in Activities	2	X	5	= 10			
	a. Receptive to ideas/suggestions	3	x	5	= 15			
b. Teamwork Management	3	X	4	= 12				
c. Build Linkages and networks	3	X	4	= 12				
d. Ability to lead and follow	3	X	5	= 15				
e. Motivation	3	X	4	= 12				
Concern for the Organization (10 points)	a. Stewardship of unit's properties	3	X	4	= 12			
	b. Preservation of unit interest	3	X	5	= 15			
	c. Coordination	4	X	4	= 16			
Personal Qualities (10 points)	Personal Trait <input checked="" type="checkbox"/>	Personal Trait <input checked="" type="checkbox"/>	10.0	x	5	= 50		
	Morally Upright	1					Civic-minded	1
	Honest	1					Responsible	1
	Well groomed	1					Disciplined	1
	Fair and Just	1					Courteous/tactful	1
	Loyal to the organization	1					Initiate positive action	1
Nr of Traits with Check Marks								
TOTAL WEIGHTED SCORE (TWS)						430		
NUMERICAL PERFORMANCE RATING (NPR) = TWS + 5						86%		
EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table)						VS		
Rater's Assessment of Ratee: I certify that this report represents my best judgment. <input type="checkbox"/> I DO <input type="checkbox"/> I DO NOT recommend this personnel to be granted <input type="checkbox"/> promotion <input type="checkbox"/> designation to higher position <input type="checkbox"/> relief.								
This personnel needs improvement on the following:								
Significant Critical Incident(s)								
Acknowledged:  RATER  PCINSP RIZALINO B SUAREZ	Conformed:  PO1 Anabel T Escat  RATEE	Attested:  PCINSP EDISON VELO REVITA  REVIEWER						

(IF REFERRED TO THE GRIEVANCE COMMITTEE)

I certify that this report was referred to the Grievance Committee for review and evaluation.

Signature  
Head, Grievance Committee

**POLICE NON-COMMISSIONED OFFICER PERFORMANCE  
EVALUATION REPORT FOR PO1 TO PO3(FIRST LEVEL)  
Rating Period: 01 January- 28 May 2014**

1 Rater's Name Escal. Anabel Tugad. (Last Name) (Given Name) (Middle Name)			2. Rank Police Officer 1			
3 Position/Designation Patroller			4. Unit Assignment/Station/District Provisional Company, RPSB1			
5 Years and Months in Current Position: 6 Months						
PARTS	DIMENSIONS	PERFORMANCE INDICATORS		POINT	NUMERICAL	WEIGHTED
				ALLOCATION	RATING	SCORE
CORE COMPETENCIES	I. Output (15 pts)	a. Quality of Work	5	X 4	= 20	
		b. Timeliness of work	5	X 4.5	= 22.5	
		c. Acceptability of output based on standard	5	X 4	= 20	
		d. Accomplishment of target	5	X 4	= 20	
	II. Job Knowledge (15 pts)	a. Understanding of the job description	2	X 4.5	= 9	
		b. Awareness of the vision, mission and objectives of the organization	3	X 4.5	= 13.5	
		c. Community Oriented Policing System	4	X 4	= 16	
		d. Creativity/Resourcefulness	2	X 4	= 8	
		e. Analytical Ability	2	X 4.5	= 9	
		f. Ability to solve problems/troubleshooting	3	X 4	= 12	
g. Oral and written communication		5	X 4.5	= 22.5		
h. Law enforcement and maintenance of law and order		5	X 4	= 20		
III. Work Mgmt (25 pts)	a. Records management and submission of reports	3	X 4.5	= 13.5		
	b. Compliance with and implementation of policies	3	X 4	= 12		
	c. Sense of priority	2	X 4	= 8		
	d. Client Satisfaction/Orientation	3	X 4.5	= 13.5		
	e. Cost effectiveness	3	X 4	= 12		
	f. Involvement/Presence in activities	3	X 4	= 12		
IV. Interpersonal Relationship (25 pts)	a. Receptive to ideas/suggestions	3	X 4.5	= 13.5		
	b. Teamwork Management	3	X 4.5	= 13.5		
	c. Build Linkages and networks	3	X 4	= 12		
	d. Ability to lead and follow	4	X 4	= 16		
	e. Motivation	3	X 4	= 12		
V. Concern for the Organization (10 pts)	a. Stewardship of unit's properties	3	X 4	= 12		
	b. Preservation of unit interest	4	X 4.5	= 18		
	c. Coordination	3	X 4	= 12		
VI. Personal Qualities (10 pts)	Personal Trait	Personal Trait				
	Morally Upright	✓	Civic-Minded	✓		
	Honest	✓	Responsible	✓		
	Well Groomed	✓	Disciplined	✓		
	Fair and Just	✓	Courteous/Tactful	✓		
	Loyal to the Org'n	✓	Initiate positive action	✓		

Nr of Traits with Check Marks

TOTAL WEIGHTED SCORE (TWS) 422.5

NUMERICAL PERFORMANCE RATING (NPR) = TWS / 5 84.5

EQUIVALENT ADJECTIVAL PERFORMANCE RATING (APR) (Please refer to NPR-APR Table) VS

**Rater's Assessment of Ratee:** I certify that this report represents my best judgment. [ ] I DO [ ] I DO NOT recommend this personnel to be granted [ ] promotion [ ] designation to higher position [ ] relief.

This personnel needs improvement on the following:

**Significant/Critical Incident(s)**

Acknowledge

Conformed

SPO4 Fernando Perez Britos

ESPO

RATER

RATEE

Attested

PSUPT JULIO SABADO GOROSPE

C, Admin Officer/Asst Bn Cmdr, RPSB1

REVIEWER



Republic of the Philippines  
NATIONAL POLICE COMMISSION  
PHILIPPINE NATIONAL POLICE  
POLICE REGIONAL OFFICE 1  
PANGASINAN POLICE PROVINCIAL OFFICE  
Binalonan Municipal Police Station  
Binalonan, Pangasinan  
e-mail: binalonanps@yahoo.com



June 9, 2020

## CERTIFICATION

TO WHOM IT MAY CONCERN:

THIS IS TO CERTIFY THAT PCpl Anabel T Escat, FJGAD PNCO/Asst WCPD/TOC has garnered 91% equivalent to Outstanding Rating on her Individual Performance Evaluation Rating for 1<sup>st</sup> Semester Calendar Year 2020 for her outstanding commitment and dedication to extend public safety measures during the COVID-19 outbreak that resulted to the following accomplishments;

ACCOMPLISHMENTS	NO. OF ARRESTED PERSON
Violation of ECQ	321
RA 9165	5
RA 10591	1
PD 1602	44
AWP	6

said accomplishments greatly contributed to the eradication of the spread of the viral disease making Binalonan, Pangasinan a COVID-19 Free Municipality.

THIS CERTIFICATION is issued by the undersigned in support for his evaluation of her Individual Performance Evaluation Report.

ARVIN G. JACOB  
Police Major  
Officer in Charge



We Support PHP P.A.T.R.O.L. Plan 2030 (Peace and Order Agenda for Transformation and upholding of the Rule of Law)  
PRO1's Good Governance and Transformation Program  
FNP Individual Performance Evaluation Rating



Republic of the Philippines  
NATIONAL POLICE COMMISSION  
PHILIPPINE NATIONAL POLICE  
POLICE REGIONAL OFFICE 1  
PANGASINAN POLICE PROVINCIAL OFFICE  
Binalonan Municipal Police Station  
Binalonan, Pangasinan  
e-mail: binalonanps@yahoo.com



December 9, 2020

## CERTIFICATION

TO WHOM IT MAY CONCERN:

THIS IS TO CERTIFY THAT PCpl Anabel T Escat ,Asst. PCAD/TOC, of Binalonan Police Station has garnered 91% equivalent to an Outstanding Rating on his Individual Performance Evaluation Rating for 2<sup>nd</sup> Semester Calendar year 2020 for his outstanding commitment and support in the Administrative and Operational accomplishment at Pangasinan Police Provincial Office. His efficiency and loyalty, unselfish devotion and leadership contributed in the achievement of Pangasinan Police Provincial Office number one (1) ranking in the Unit Performance Evaluation Rating period covered from October 1 to 31 2020 on PPOs Quarterly UPER.

- For exemplary performance of duty, commitment and support that led the Binalonan Police Station numerous operational accomplishments from 01 July 2020 to 31 December 2020 such as the arrest of Top 2 and Top 6 (municipal level) most wanted persons in town, eleven (11) wanted person, eighty three (83) violation of PD1602 and six (6) violation of 9165 that led Binalonan Police Station received several Commendation from Provincial Director.
- For exemplary performance of duty commitment and support to the implementation of Enhance Community Quarantine (ECQ) Guidelines in relation to COVID-19 pandemic and transition from an Enhance Community Quarantine (ECQ) to Modified ECQ and the imminent shift to MGCQ towards the "new normal".

THIS CERTIFICATION is issued by the undersigned in support for his evaluation of his Individual Performance Evaluation Report.

ARVIN G JACOB  
Police Major  
Chief of Police



We Support PNP P.A.T.R.O.L. Plan 2030 (Peace and Order Agenda for Transformation and upholding of the Rule of Law);  
PRO1's Good Governance and Transformation Program  
FN: Individual Performance Evaluation Rating