



# FEDERAL ROAD SAFETY CORPS


**ASSESSMENT REPORT OF RSHQ  
DEPARTMENTS AND CORPS OFFICES**

**1<sup>ST</sup> HALF YEAR (JAN - JUNE 2014)**

# INTRODUCTION

IN THE COURSE OF THIS PRESENTATION, THE FOLLOWING WILL BE HIGHLIGHTED:

 EVALUATION CRITERIA

 1<sup>ST</sup> QUARTER (JAN - MAR 2014) ASSESSMENT OF RSHQ DEPTS/COS


 2<sup>ND</sup> QUARTER (APR - JUN 2014) ASSESSMENT OF RSHQ DEPTS/COS

 HALF YEAR (JAN - JUN 2014) ASSESSMENT OF RSHQ DEPTS/COS

 COMPARISON OF 1<sup>ST</sup> QUARTER (JAN - MAR) 2014 WITH 1<sup>ST</sup> QUARTER (JAN - MAR) 2013 ASSESSMENT.

 COMPARISON OF 2<sup>ND</sup> QUARTER (APR - JUN) 2014 WITH 2<sup>ND</sup> QUARTER (APR - JUN) 2013 ASSESSMENT.

 COMPARISON OF 1<sup>ST</sup> QUARTER (JAN - MAR) 2014 WITH 2<sup>ND</sup> QUARTER (APR - JUN) 2014.

 COMPARISON OF THE HALF YEAR (JAN - JUN) 2014 WITH THE HALF YEAR (JAN - JUN) 2013

 GENERAL OBSERVATIONS MADE IN THE COURSE OF THE ASSESSMENT.

 RECOMMENDATIONS

# ASSESSMENT CRITERIA



<b>S/N</b>	<b>DESCRIPTION</b>	<b>SCORE</b>
1.	Reporting	20%
2.	Planning & Monitoring	32%
3.	Aligned Service Standards	18%
4.	Capacity Building	10%
5.	Team Work & Collaboration	5%
6.	Financial & Resources Management	15%
	<b>TOTAL</b>	<b>100%</b>

# 1<sup>ST</sup> QUARTER ASSESSMENT OF RSHQ DEPTS/COS BY THE CMO

## MONTH/YEAR: JAN - MAR 2014

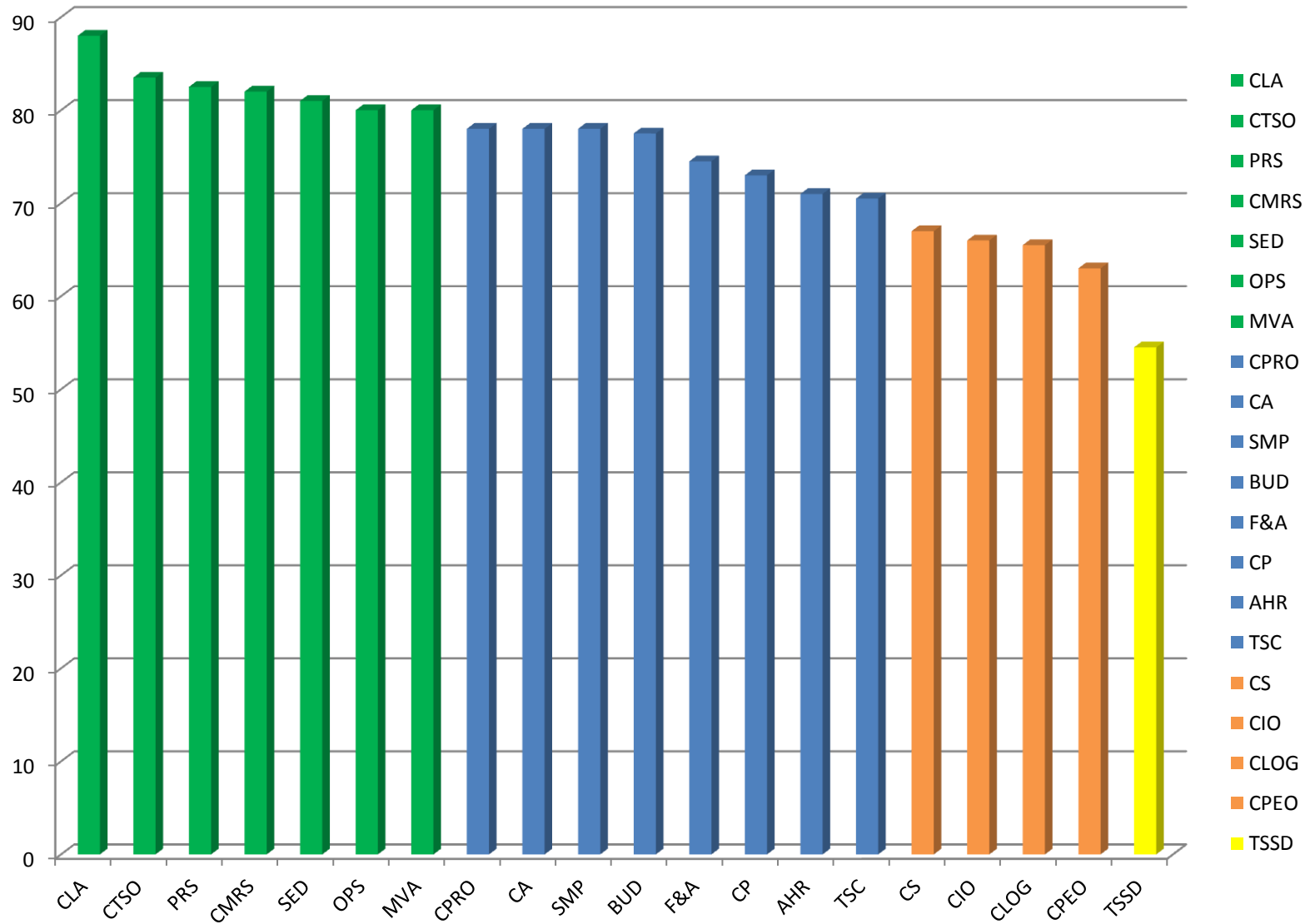
DEPTS/COS	REPORTING 20%	PLANNING / MONITORING 32%	ALIGNED SERVICE STANDARDS 18%	CAPACITY BUILDING 10%	TEAM WORK & COLLABORATION 5%	FINANCIAL & RESOURCE MGT 15%	TOTAL	POSITION
CLA	20	20	18	10	5	15	88	1 <sup>st</sup>
CTSO	20	16	17.5	10	5	15	83.5	2 <sup>nd</sup>
PRS	16	26	17.5	10	3	10	82.5	3 <sup>rd</sup>
CMRS	20	14	18	10	5	15	82	4 <sup>th</sup>
SED	20	15	17	10	4	15	81	5 <sup>th</sup>
OPS	20	14	18	10	3	15	80	6 <sup>th</sup>
MVA	20	16	18	6	5	15	80	6 <sup>th</sup>
CPRO	20	10	18	10	5	15	78	8 <sup>th</sup>
CA	17	18	16	10	2	15	78	8 <sup>th</sup>
SMP	20	16	17	10	5	10	78	8 <sup>th</sup>
BUD	20	12	17.5	10	3	15	77.5	11 <sup>th</sup>
F&A	19	16	16.5	3	5	15	74.5	12 <sup>th</sup>
CP	18	17	17	8	3	10	73	13 <sup>th</sup>
AHR	17	12	16	9	2	15	71	14 <sup>th</sup>
TSC	14	16	16.5	4	5	15	70.5	15 <sup>th</sup>
CS	17	12	17	9	2	10	67	16 <sup>th</sup>
CIO	18	12	16	2	3	15	66	17 <sup>th</sup>
CLOG	17	16	16.5	3	3	10	65.5	18 <sup>th</sup>
CPEO	17	12	16	10	3	5	63	19 <sup>th</sup>
TSSD	18	6	17.5	10	3	0	54.5	20 <sup>th</sup>

**KEY**

GREEN	EXCELLENT	80 - 100
BLUE-	VERY GOOD	70 - 79
ORANGE-	GOOD	60 - 69
YELLOW	- FAIR	50 - 59
RED -	FAIL	0 - 49

Above 50% Score - 100%

# 1ST QUARTER 2014 ASSESSMENT OF DEPTS/COS BY THE CMO



Above 50% Score - 100%

# COMPARISON ANALYSIS BETWEEN 1<sup>ST</sup> QUARTER 2014 AND 1<sup>ST</sup> QUARTER 2013

DEPTS/COS	1ST QTR 2014	1ST QTR 2013	DIFFERENCE
CLA	88	56	32
CTSO	83.5	56	31.5
PRS	82.5	51.5	31
CMRS	82	45	37
SED	81	54	27
OPS	80	61.5	18.5
MVA	80	42.5	37.5
CPRO	78	55	23
CA	78	51	27
SMP	78	36.5	41.5
BUD	77.5	52.5	25
F&A	74.5	41	33.5
CP	73	57	16
AHR	71	63	8
TSC	70.5	42.5	27
CS	67	51.5	15.5
CIO	66	45.5	20.5
CLOG	65.5	48.5	17
CPEO	63	46.5	16.5
TSSD	54.5	43.5	11

Green - Depts/COs that improved in Q1 2014 upon their Q1 2013 performance

## 2<sup>ND</sup> QUARTER 2014 ASSESSMENT OF DEPTS/COs BY THE CMO

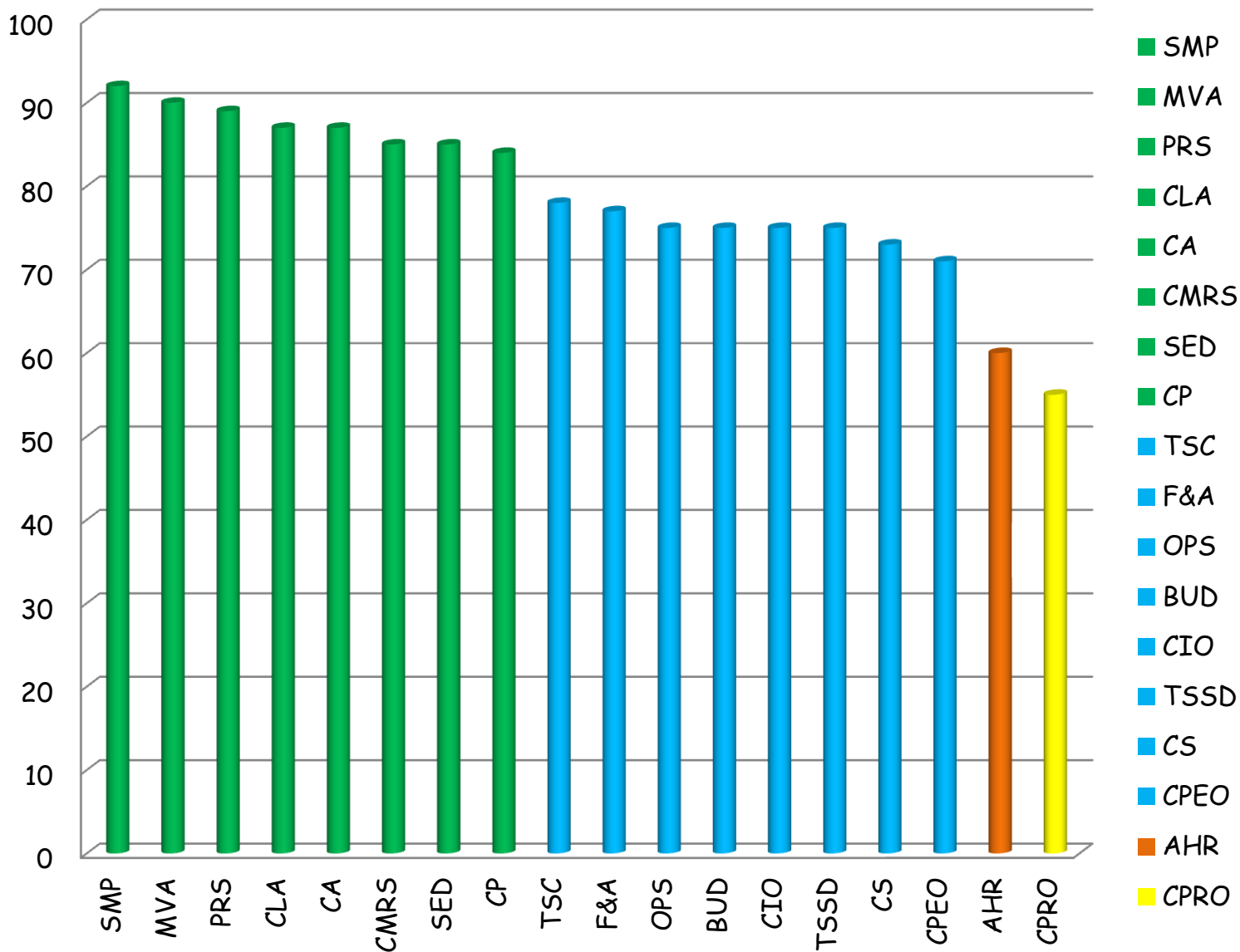
DEPTs/COs	REPORTING 20%	PLANNING / MONITORING 32%	ALIGNED SERVICE STANDARDS 18%	CAPACITY BUILDING 10%	TEAM WORK & COLLABORATION 5%	FINANCIAL & RESOURCE MGT. 15%	TOTAL	POSITION
SMP	20	24	18	10	5	15	92	1 <sup>ST</sup>
MVA	20	22	18	10	5	15	90	2 <sup>ND</sup>
PRS	20	20	18	10	5	15	88	3 <sup>RD</sup>
CLA	20	20	18	10	4	15	87	4 <sup>TH</sup>
CA	20	24	16	10	2	15	87	4 <sup>TH</sup>
SED	18	22	16	10	4	15	85	6 <sup>TH</sup>
CMRS	20	18	17	10	5	15	85	6 <sup>TH</sup>
CP	20	16	18	10	5	15	84	8 <sup>TH</sup>
TSC	19	16	16	10	2	15	78	9 <sup>TH</sup>
F&A	19	12	16	10	5	15	77	10 <sup>TH</sup>
OPS	20	20	17	3	5	10	75	11 <sup>TH</sup>
BUD	20	12	18	10	0	15	75	11 <sup>TH</sup>
CIO	18	14	17	10	1	15	75	11 <sup>TH</sup>
TSSD	20	12	16	10	2	15	75	11 <sup>TH</sup>
CS	20	14	16	10	3	10	73	15 <sup>TH</sup>
CPEO	20	10	16	10	5	10	71	16 <sup>TH</sup>
AHR	18	6	16	10	0	10	60	17 <sup>TH</sup>
CPRO	20	8	17	10	0	0	55	18 <sup>TH</sup>

**KEY**

GREEN	EXCELLENT	80 - 100
BLUE-	VERY GOOD	70 - 79
ORANGE-	GOOD	60 - 69
YELLOW	- FAIR	50 - 59
RED -	FAIL	0 - 49

Above 50% Score - 100%

# 2<sup>ND</sup> QUARTER 2014 ASSESSMENT OF DEPTS/COS BY THE CMO



Above 50% Score - 100%

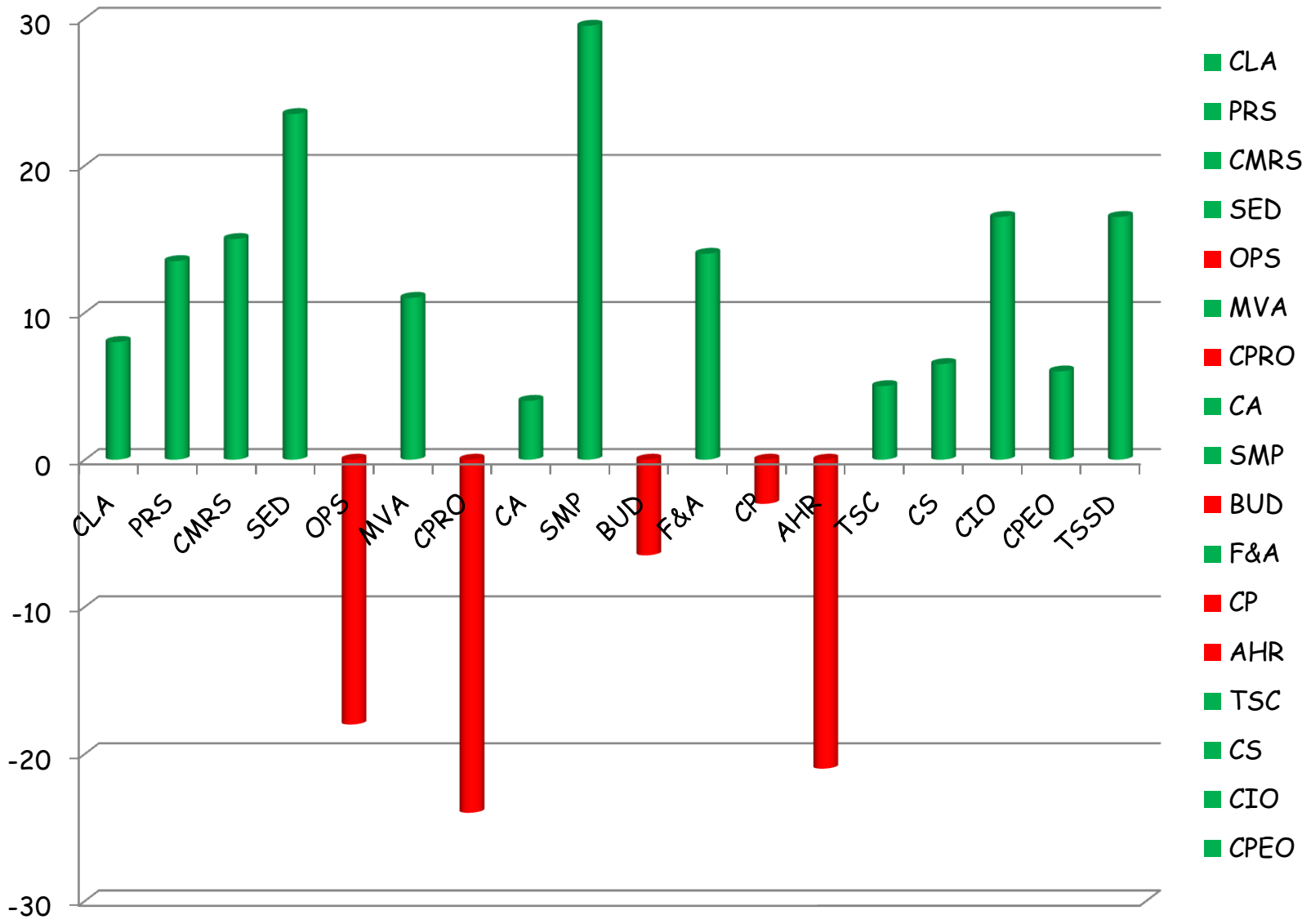


# COMPARISON ANALYSIS BETWEEN 2ND QUARTER 2014 AND 2ND QUARTER 2013


DEPTS/COS	2 <sup>ND</sup> QTR 2014	2NDQTR 2013	DIFFERENCE
CLA	87	79	8
PRS	88	75.5	12.5
CMRS	85	70	15
SED	85	61.5	23.5
OPS	75	93	-18
MVA	90	79	11
CPRO	55	79	-24
CA	87	83	4
SMP	92	62.5	29.5
BUD	75	81.5	-6.5
F&A	77	63	14
CP	84	87	-3
AHR	60	81	-21
TSC	78	73	5
CS	73	66.5	6.5
CIO	75	58.5	16.5
CPEO	71	65	6
TSSD	75	58.5	16.5

Green - Depts/COs that improved in 2<sup>nd</sup> Qtr 2014 upon their 2<sup>nd</sup> Qtr 2013 performance - 13  
 Red - Depts/COs that Declined in 2<sup>nd</sup> Qtr 2014 against their 2<sup>nd</sup> Qtr 2013 performance - 5

# COMPARATIVE GRAPH OF 2ND QUARTER 2014 AGAINST 2ND QUARTER 2013 ASSESSMENT OF DEPTS/COS BY THE CMO



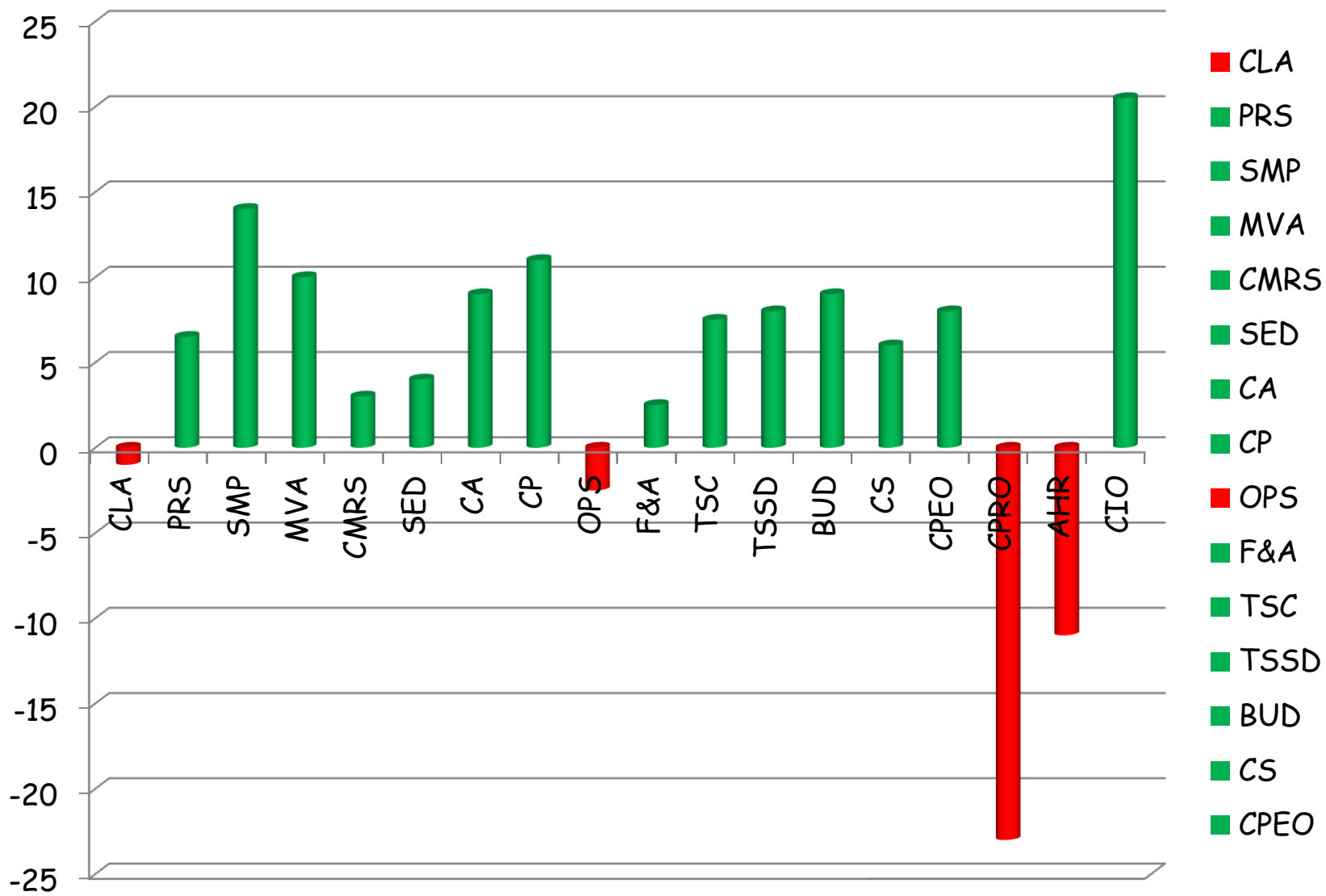
# COMPARISON ANALYSIS BETWEEN 2ND QUARTER 2014 AND 1ST QUARTER 2014



DEPTS/COS	2ND QTR	1ST QTR	COMPARISON
CLA	87	88	-1
PRS	88	82.5	5.5
SMP	92	78	14
MVA	90	80	10
CMRS	85	82	3
SED	85	81	4
CA	87	78	9
CP	84	73	11
OPS	75	77.5	-2.5
F&A	77	74.5	2.5
TSC	78	70.5	7.5
TSSD	75	67	8
BUD	75	66	9
CS	73	67	6
CPEO	71	63	8
CPRO	55	78	-23
AHR	60	71	-11
CIO	75	54.5	20.5

Green - Depts/COs that improved in 2<sup>nd</sup> Qtr 2014 upon their 1st Qtr 2014 performance - 14  
 Red - Depts/COs that Declined in 2<sup>nd</sup> Qtr 2014 against their 1st Qtr 2014 performance - 4

# COMPARATIVE GRAPH OF 2ND QUARTER 2014 AGAINST 1ST QUARTER 2014 ASSESSMENT OF DEPTS/COS BY THE CMO



# HALF YEAR (JAN - JUN) 2014 ASSESSMENT OF DEPTS/COS BY THE CMO

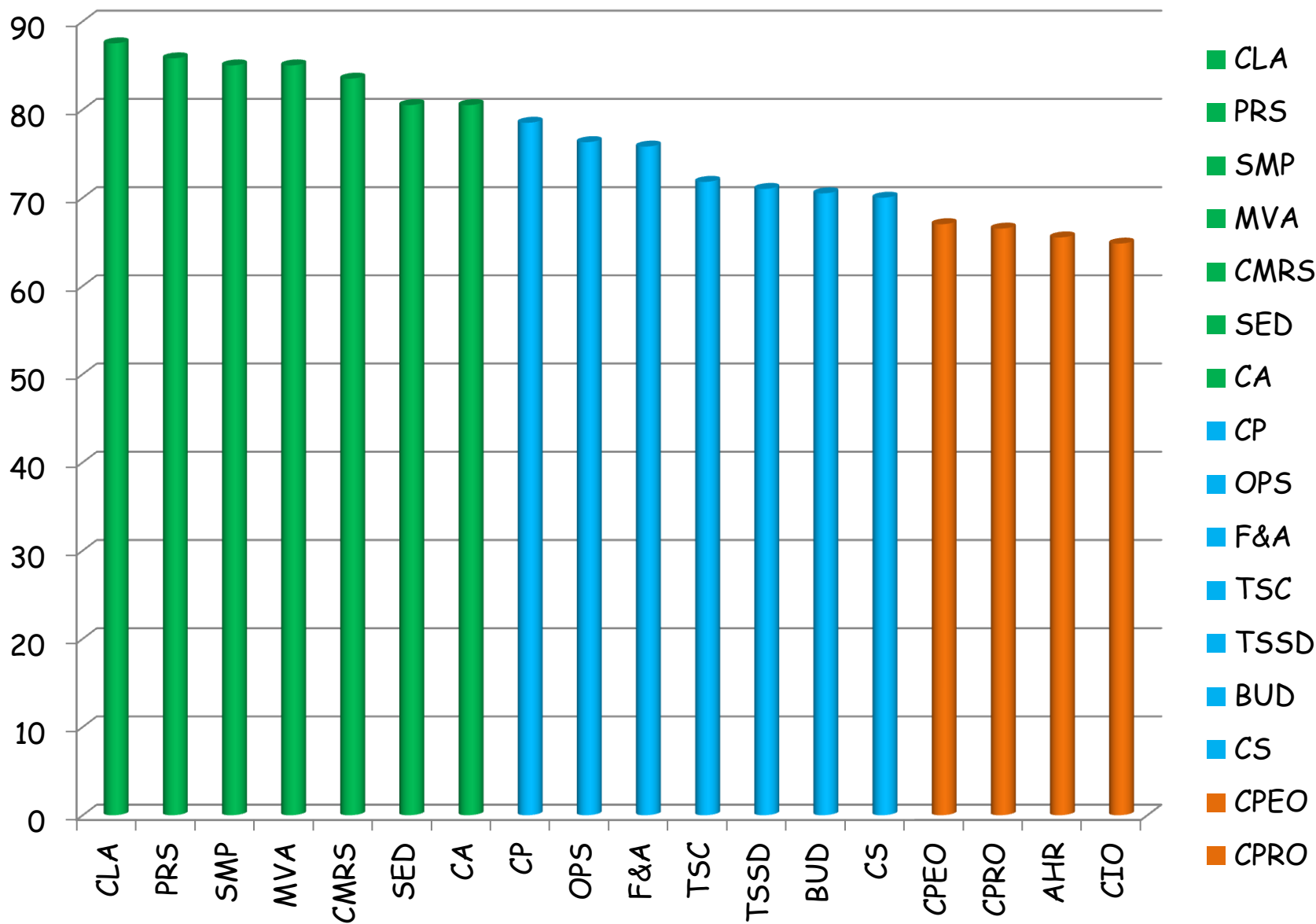
DEPTS/COS	1ST QTR	2ND QTR	AVG TOTAL	POSITION
CLA	88	87	87.5	1ST
PRS	82.5	88	85.3	2ND
MVA	80	90	85	3RD
SMP	78	92	85	3RD
CMRS	82	85	83.5	5TH
SED	81	85	83	6TH
CA	78	87	82.5	6TH
CP	73	84	78.5	8TH
OPS	77.5	75	76.3	9TH
F&A	74.5	77	75.8	10TH
TSC	70.5	78	74.3	11TH
TSSD	67	75	71	12TH
BUD	66	75	70.5	13TH
CS	67	73	70	14TH
CPEO	63	71	67	15TH
CPRO	78	55	66.5	16TH
AHR	71	60	65.5	17TH
CIO	54.5	75	64.8	18TH

**KEY**

GREEN	EXCELLENT	80 - 100
BLUE-	VERY GOOD	70 - 79
ORANGE-	GOOD	60 - 69
YELLOW	- FAIR	50 - 59
RED -	FAIL	0 - 49

**Above 50% Score - 100%**

# GRAPHICAL REPRESENTATION OF HALF YEAR (JAN - JUN) 2014 ASSESSMENT OF DEPTS/COS BY THE CMO

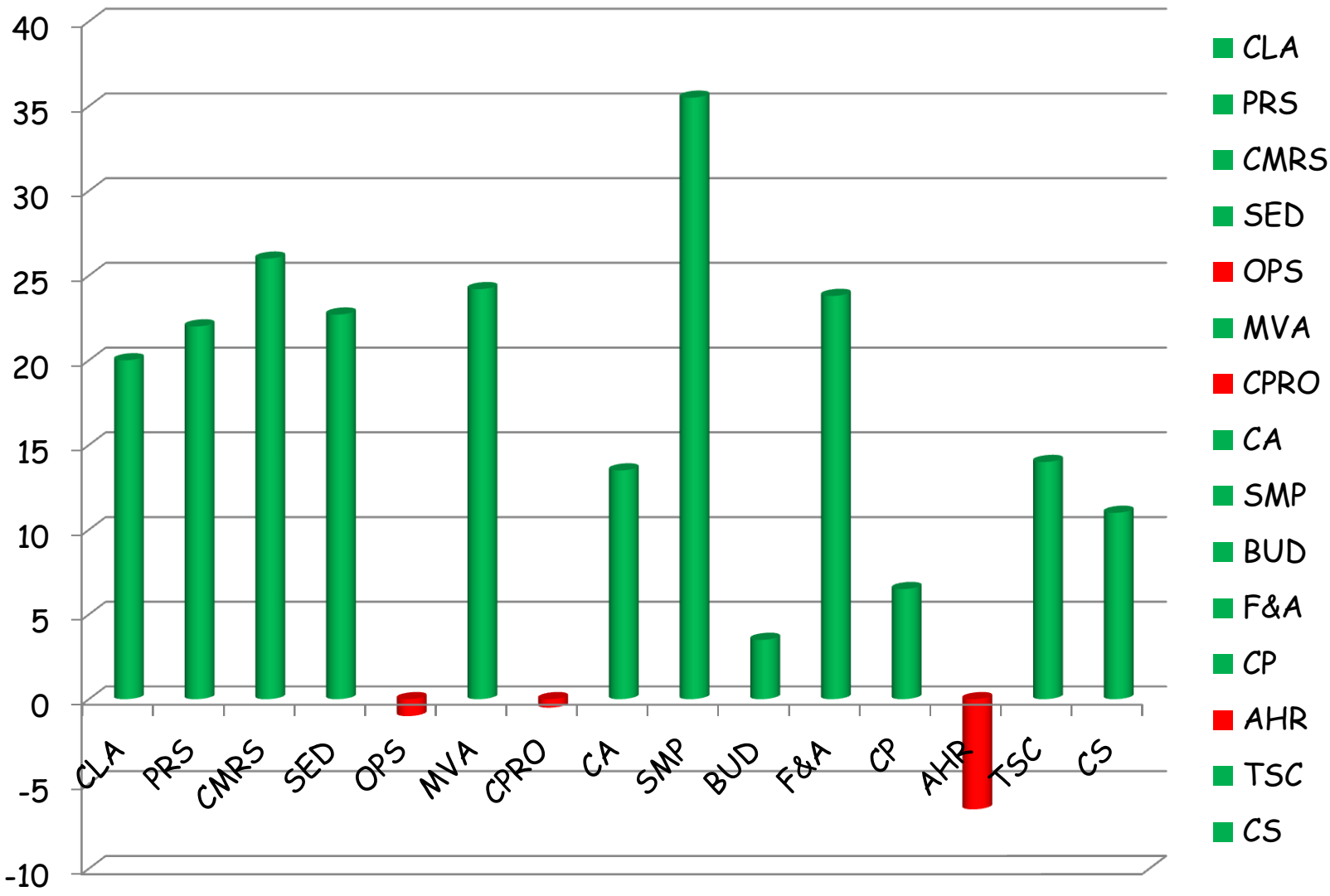


# COMPARISON ANALYSIS BETWEEN 1<sup>ST</sup> HALF YEAR 2014 AND HALF YEAR 2013

DEPTS/COS	JAN - JUN 2014	JAN - JUN 2013	COMPARISON
CLA	87.5	67.5	20
PRS	85.3	63.5	22
CMRS	83.5	57.5	26
SED	83	57.8	25.2
OPS	76.3	77.3	-1
MVA	85	60.8	24.2
CPRO	66.5	67	-0.5
CA	82.5	67	15.5
SMP	85	49.5	35.5
BUD	70.5	67	3.5
F&A	75.8	52	23.8
CP	78.5	72	6.5
AHR	65.5	72	-6.5
TSC	74.3	57.8	16.5
CS	70	59	11
CIO	64.8	52	12.8
CPEO	67	55.8	11.2
TSSD	71	51	20

Green - Depts/COs that improved in 1<sup>ST</sup> Half 2014 upon their 1<sup>ST</sup> Half 2013 performance - 15  
 Red - Depts/COs that Declined in 1<sup>ST</sup> Half 2014 against their 1<sup>ST</sup> Half 2013 performance - 3

# COMPARATIVE GRAPH OF 1<sup>ST</sup> HALF YEAR JAN - JUN 2014 AGAINST JAN - JUN 2013 ASSESSMENT OF DEPTS/COS BY THE CMO





## GENERAL OBSERVATIONS


 THERE WAS AN IMPROVEMENT IN THE COMMITMENT OF HEADS OF DEPARTMENTS, CORPS OFFICES AND RSHQ UNITS TO EXCEL.

 A REMARKABLE IMPROVED UNDERSTANDING OF THE ASSESSMENT CRITERIA ON THE PART OF THE RESPONSIBILITY OFFICERS MANDATED TO ENSURE COMPLIANCE IS NOTED. HOWEVER, THERE IS NEED FOR CONTINUOUS CLOSE SUPERVISION.

 LACK OF CONDUCIVE WORKING ENVIRONMENT AND ADEQUATE TOOLS IN SOME OFFICES.


 PERFORMANCE ANALYSIS FOR 1ST HALF YEAR 2014 ASSESSMENT IS SHOWN BELOW:-

AVERAGE PERFORMANCE FOR 1ST QTR 2014	-	74.7%
AVERAGE PERFORMANCE FOR 2ND QTR 2014	-	78.5%
AVERAGE PERFORMANCE FOR 1 <sup>ST</sup> HALF YEAR 2014	-	76.2%

 A PERFORMANCE IMPROVEMENT OF 3.8% IN 2ND QUARTER 2014 (78.5%) OVER THE 1ST QUARTER 2014 (74.7%) WAS RECORDED.

 THERE WAS A GENERAL PERFORMANCE IMPROVEMENT OF 8.18% IN 2ND QUARTER 2014 (78.5%) AS AGAINST 2ND QUARTER 2013 (70.32%) PERFORMANCE.

 ALSO A GENERAL PERFORMANCE IMPROVEMENT OF 16% WAS OBSERVED IN THE 1<sup>ST</sup> HALF YEAR 2014 (76.2%) OVER THAT OF 1<sup>ST</sup> HALF YEAR 2013

- 
- 🌿 A CONSISTENT IMPROVEMENT WAS OBSERVED FOR THE PERIOD UNDER REVIEW BY MOST OFFICES.
  - 🌿 14 DEPTS/COS IMPROVED IN 2ND QUARTER 2014 AGAINST THEIR 1<sup>ST</sup> QUARTER 2014 PERFORMANCE WHILE 4 DECLINED.
  - 🌿 THE MOST IMPROVED IN PERFORMANCE AMONGST THE DEPTS/COS IN 2<sup>ND</sup> QUARTER 2014 WAS THE **CORPS INTELLIGENCE OFFICE (20.5%)**.
  - 🌿 THE MOST IMPROVED IN PERFORMANCE AMONGST THE DEPTS/COS FOR 1<sup>ST</sup> HALF YEAR 2014 WAS THE **SPECIAL MARSHALS AND PARTNERSHIP DEPT (35.5%)**.
  - 🌿 THE MOST DECLINED IN PERFORMANCE AMONGST THE DEPTS/COS IN 2ND QUARTER 2014 WAS THE **CORPS PROCUREMENT OFFICE (-23%)**.
  - 🌿 THE MOST DECLINED IN PERFORMANCE AMONGST THE DEPTS/COS FOR 1<sup>ST</sup> HALF YEAR 2014 WAS THE **ADMIN AND HUMAN RESOURCES DEPT (-6.5%)**.
  - 🌿 APPRECIABLE PERFORMANCE LEVEL WAS MAINTAINED IN 2ND QUARTER 2014 AS ALL THE DEPARTMENTS AND CORPS OFFICES SCORED RELATIVELY HIGH MARGINS.
  - 🌿 REPORTING IN ALL RAMIFICATIONS WAS GENERALLY MAINTAINED AT ABOUT 80% COMPLIANCE IN 1<sup>ST</sup> QUARTER 2014.
  - 🌿 HOWEVER, AS CAN BE SEEN FROM THE STATISTICAL DATA, THE ASSESSMENT HAS CONTINUED TO BREED A VERY HEALTHY COMPETITION AMONGST THE DEPARTMENTS AND CORPS OFFICES AS THE DIFFERENTIAL SCORE PLACEMENT MARGIN HAS NARROWED UP WITH AS MUCH AS 0.5 MARKS DIFFERENTIATING POSITION RANKING.

## RECOMMENDATIONS



KPI's AND DEADLINES SHOULD BE SUSTAINED FOR VARIOUS TASK DELIVERABLES AT THE CORPORATE, DEPARTMENTAL AND INDIVIDUAL LEVELS, WHILE REWARDS AND SANCTIONS SHOULD BE ADMINISTRED ACCORDINGLY.



CONTINUOUS TRAINING FOR ADMIN OFFICERS ON THE ENTIRE PMS, AND ON THE CORPS STRATEGIC OBJECTIVES FOR THE YEAR, COUPLED WITH OTHER ON-THE-JOB IMPROVEMENT TRAINING.



CONTINUED COMMITMENT BY THE HEADS OF DEPARTMENTS, CORPS OFFICES AND COMMANDS IS REQUIRED.



WAYS AND MEANS SHOULD BE DEVISED BY FINANCE & ACCOUNTS DEPT TO OVERCOME PAUCITY OF FUNDS AS THE ACTION PLAN/STRATEGIC OBJECTIVES OF MOST OF THE DEPARTMENTS, CORPS OFFICES AND COMMANDS HINGE MAINLY ON AVAILABILITY OF FUNDS.



CONSEQUENTLY, ALL DEPARTMENTS, CORPS OFFICES AND COMMANDS WOULD BE EXPECTED TO IMMEDIATELY CARRY OUT HALF YEAR REVIEW MEETINGS WITH THEIR STAFF TO ENSURE THEIR VARIOUS DEPTS, SECTIONS/UNITS ARE CONTINUOUSLY IN TUNE WITH THE CORPS 2014 CORPORATE STRATEGIC GOAL (IF THIS HAS NOT BEEN DONE ALREADY).



THIS IS TO EVALUATE THEIR OWN INDIVIDUAL CONTRIBUTIONS AND ASSESSMENT, WHICH WOULD SUSTAIN THE CORPS ACHIEVEMENTS.



THE PIO WOULD IN TURN STRICTLY AND AGGRESSIVELY MONITOR TASKS; ASSIGNMENTS AND DIRECTIVES ISSUED TOWARDS THE FULL REALIZATION OF THE 2014 STRATEGIC OBJECTIVES.

# Thank You

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