

# FEDERAL ROAD SAFETY CORPS

ASSESSMENT REPORT OF RSHQ  
DEPARTMENTS AND CORPS OFFICES

( JAN - DEC 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
- ❖ 3<sup>RD</sup> QUARTER (JUL - SEPT 2014) ASSESSMENT OF RSHQ DEPTS/COS
- ❖ 4<sup>TH</sup> QUARTER (OCT - DEC 2014) ASSESSMENT OF RSHQ DEPTS/COS
- ❖ SUMMARY OF JAN - DEC 2014 ASSESSMENT OF DEPTS/COS
- ❖ COMPARISON OF HALF YEAR - JAN - JUN 2013 PERFORMANCE AGAINST JAN- JUN 2014 PERFORMANCE OF DEPTS/COS
- ❖ COMPARISON OF HALF YEAR -JUL - DEC 2014 PERFORMANCE AGAINST JUL- DEC 2013 PERFORMANCE OF DEPTS/COS
- ❖ COMPARISON OF JAN - DEC 2014 PERFORMANCE AGAINST JAN- DEC 2013 PERFORMANCE OF DEPTS/COS
- ❖ GENERAL OBSERVATIONS MADE IN THE COURSE OF THE ASSESSMENTS
- ❖ RECOMMENDATION FOR IMPROVED PERFORMANCE



# ASSESSMENT CRITERIA



S/N	DESCRIPTION	SCORE
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



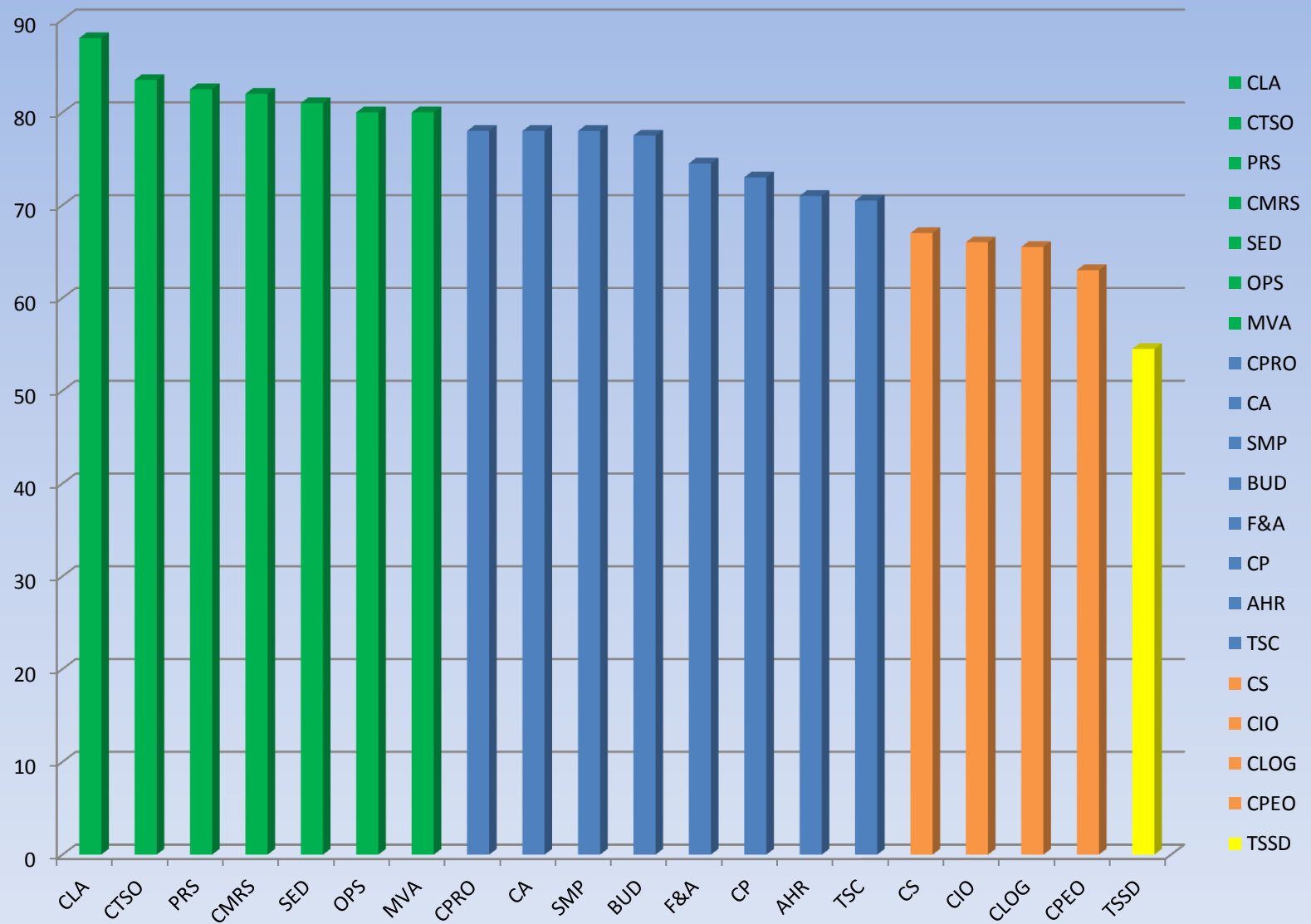
DEPTS/COS	REPORTING 20%	PLANNING / MONITORING 32%	ALIGNED SERVICE STANDARDS 18%	CAPACITY BUILDING 10%	TEAM WORK & COLLABORATION 5%	FINANCIAL & RESOURCE MGT 15%	TOTAL	POSITION
CLA	20	20	18	10	5	15	88	1 <sup>st</sup>
CTSO	20	16	17.5	10	5	15	83.5	2 <sup>nd</sup>
PRS	16	26	17.5	10	3	10	82.5	3 <sup>rd</sup>
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% 4


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



Above 50% Score - 100%

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

## MONTH/YEAR: APRIL - JUN 2014



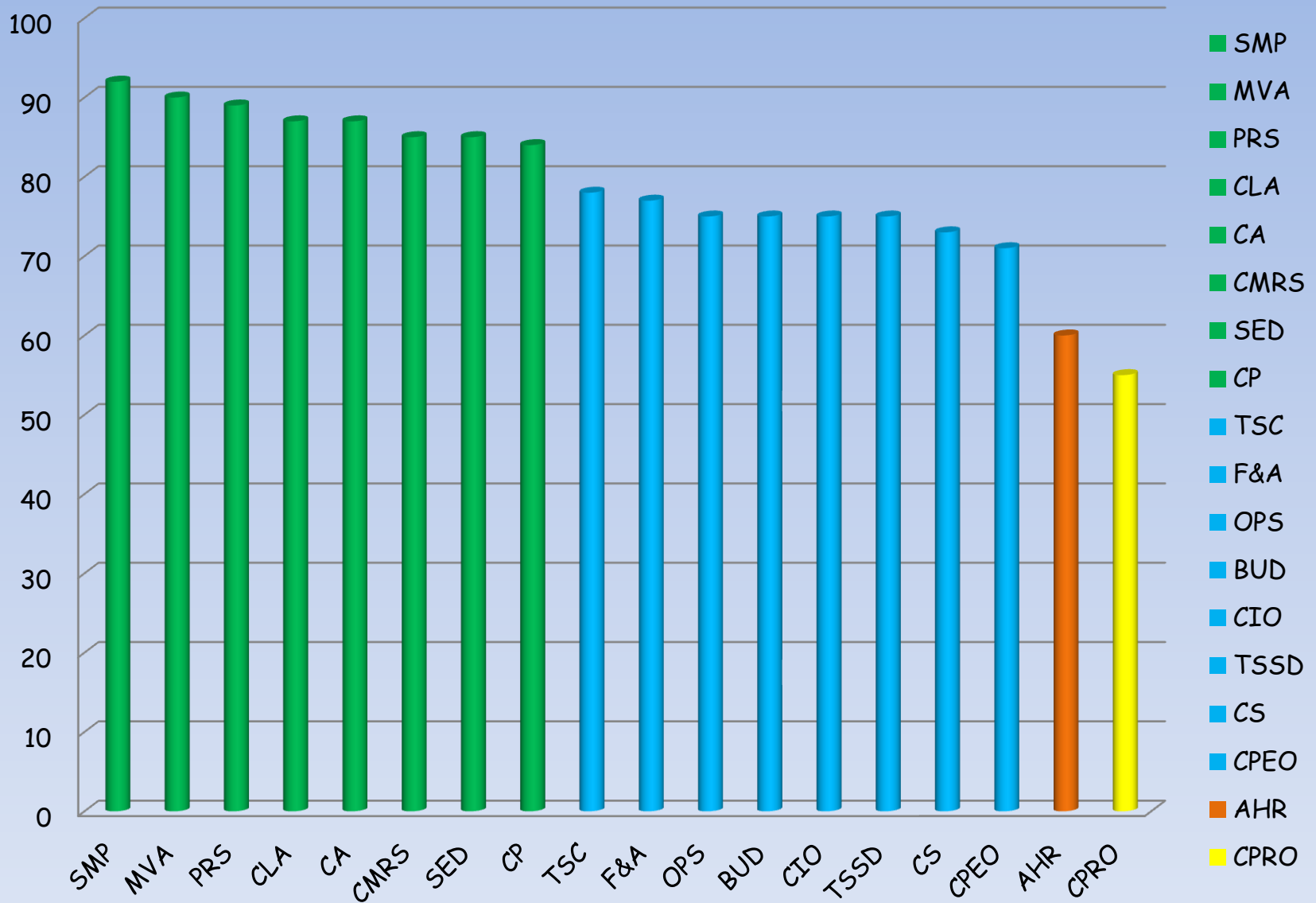
DEPTs/COS	REPORT ING  20%	PLANNIN G / MONITOR ING 32%	ALIGNED SERVICE STANDARDS 18%	CAPACI TY BUILDI NG 10%	TEAM WORK & COLLABORA TION 5%	FINANCIAL & RESOURCE MGT. 15%	TOTA L	POSITIO N
SMP	20	24	18	10	5	15	92	1 <sup>ST</sup>
MVA	20	22	18	10	5	15	90	2 <sup>ND</sup>
PRS	20	20	18	10	5	15	88	3 <sup>RD</sup>
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%

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



Above 50% Score - 100%

# 3RD QUARTER ASSESSMENT OF RSHQ DEPTS/COS BY THE CMO

## MONTH/YEAR: JUL - SEPT 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
PRS	20	18	18	10	5	15	86	1 <sup>ST</sup>
CMRS	20	16	17	10	5	15	83	2 <sup>ND</sup>
CA	19	18	17	10	3	15	82	3 <sup>RD</sup>
OPS	20	20	16	10	5	10	81	4 <sup>TH</sup>
CLA	20	18	18	10	4	10	80	5 <sup>TH</sup>
CS	20	14	16.5	10	4	15	79.5	6 <sup>TH</sup>
MVA	20	12	17	10	5	15	79	7 <sup>TH</sup>
COSEN	20	20	16	10	3	10	79	7 <sup>TH</sup>
AHR	18	16	16	10	3	15	78	9 <sup>TH</sup>
CPRO	20	16	17	10	5	10	78	9 <sup>TH</sup>
CPEO	20	10	17.5	10	5	15	77.5	11 <sup>TH</sup>
BUD	20	12	18	10	2	15	77	12 <sup>TH</sup>
TSSD	20	14	16	10	2	15	77	12 <sup>TH</sup>
SMP	20	16	18	10	3	10	77	12 <sup>TH</sup>
CP	18	16	18	10	2	10	74	15 <sup>TH</sup>
F&A	19	8	16	10	3	15	71	16 <sup>TH</sup>
TSC	20	14	15	10	1	10	70	17 <sup>TH</sup>
CTSO	12	12	18	10	3	12	67	18 <sup>TH</sup>
CIO	19	16	17	8	0	0	60	19 <sup>TH</sup>

KEY  
 GREEN  
 BLUE-  
 ORANGE-  
 YELLOW  
 RED -

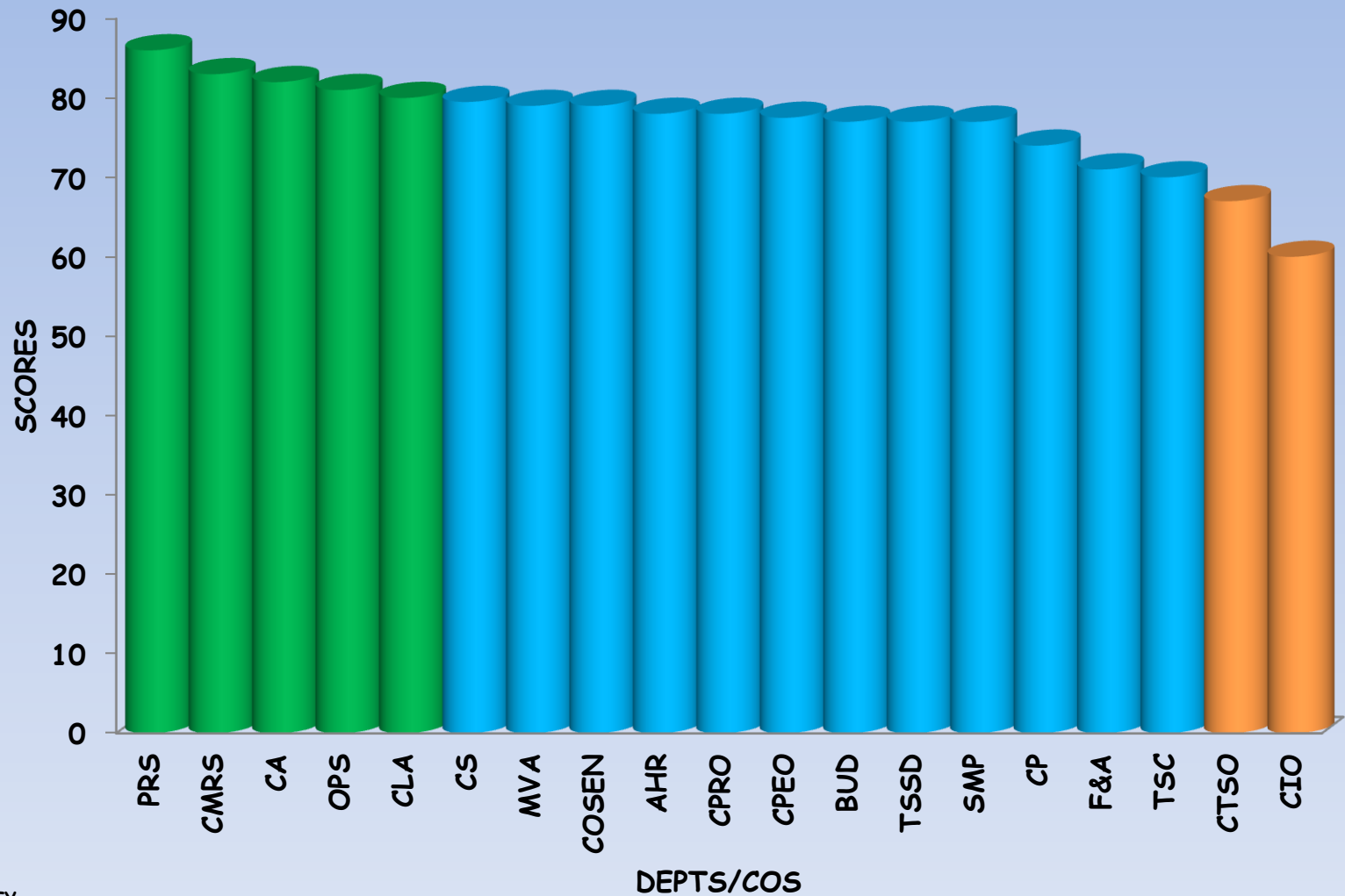
EXCELLENT  
 VERY GOOD  
 GOOD  
 FAIR  
 FAIL

80 - 100  
 70 - 79  
 60 - 69  
 50 - 59  
 0 - 49

Above 50% score - 100%



# 3RD QUARTER 2014 ASSESSMENT OF DEPTS/COS BY THE CMO



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%

# 4<sup>TH</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
PRS	20	26	17	10	5	10	88	1 <sup>ST</sup>
CA	20	20	17.5	10	3	15	85.5	2 <sup>ND</sup>
CMRS	20	16	18	10	5	15	84	3 <sup>RD</sup>
CPRO	20	16	18	10	5	15	84	3 <sup>RD</sup>
OPS	16	26	15	6	5	15	83	5 <sup>TH</sup>
TSSD	20	16	16	10	5	15	82	6 <sup>TH</sup>
AHR	20	18	17	7	4	15	81	7 <sup>TH</sup>
COSEN	20	20	16	10	5	10	81	7 <sup>TH</sup>
CLA	20	18	18	10	5	10	81	7 <sup>TH</sup>
CTSO	20	20	15.5	10	5	10	80.5	10 <sup>TH</sup>
SMP	20	22	17	7	4	10	80	11 <sup>TH</sup>
CP	20	18	17.5	10	3	10	78.5	12 <sup>TH</sup>
F&A	20	22	15.5	4	3	10	74.5	13 <sup>TH</sup>
CS	20	20	15	10	4	5	74	14 <sup>TH</sup>
BUD	20	12	17.5	8	1	15	73.5	15 <sup>TH</sup>
MVA	20	16	16.5	1	3	15	71.5	16 <sup>TH</sup>
TSC	20	20	15.5	6	1	5	67.5	17 <sup>TH</sup>
CPEO	20	19	15.5	5	4	-	62.5	18 <sup>TH</sup>
CIO	20	16	16	4	4	-	60	19 <sup>TH</sup>

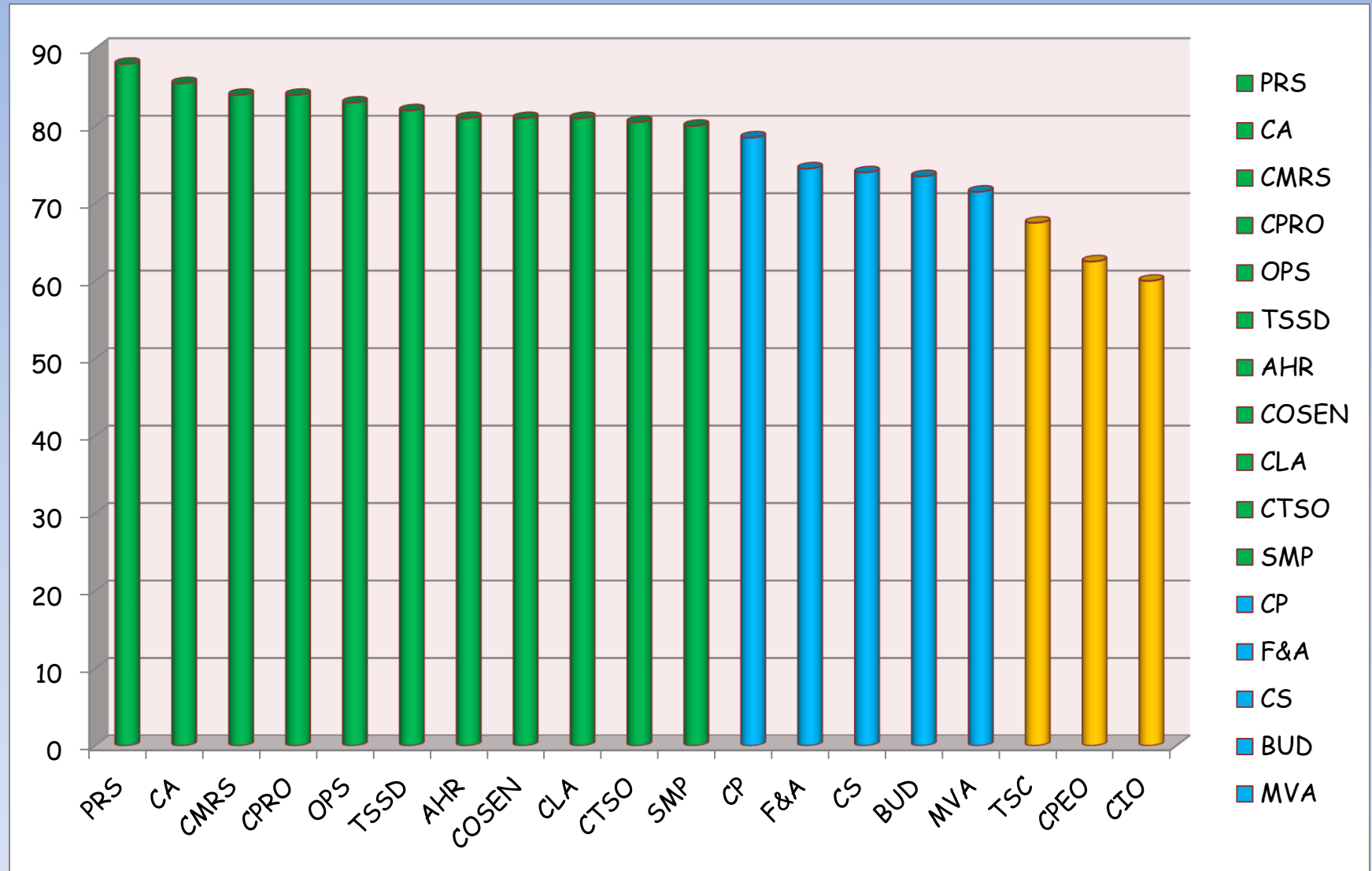
GREEN  
BLUE-  
ORANGE-  
YELLOW  
RED -

EXCELLENT  
VERY GOOD  
GOOD  
FAIR  
FAIL

80 - 100  
70 - 79  
60 - 69  
50 - 59  
0 - 49

Above 50% score - 100%

# 4TH QUARTER 2014 ASSESSMENT OF DEPTS/COS BY THE CMO



## 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%

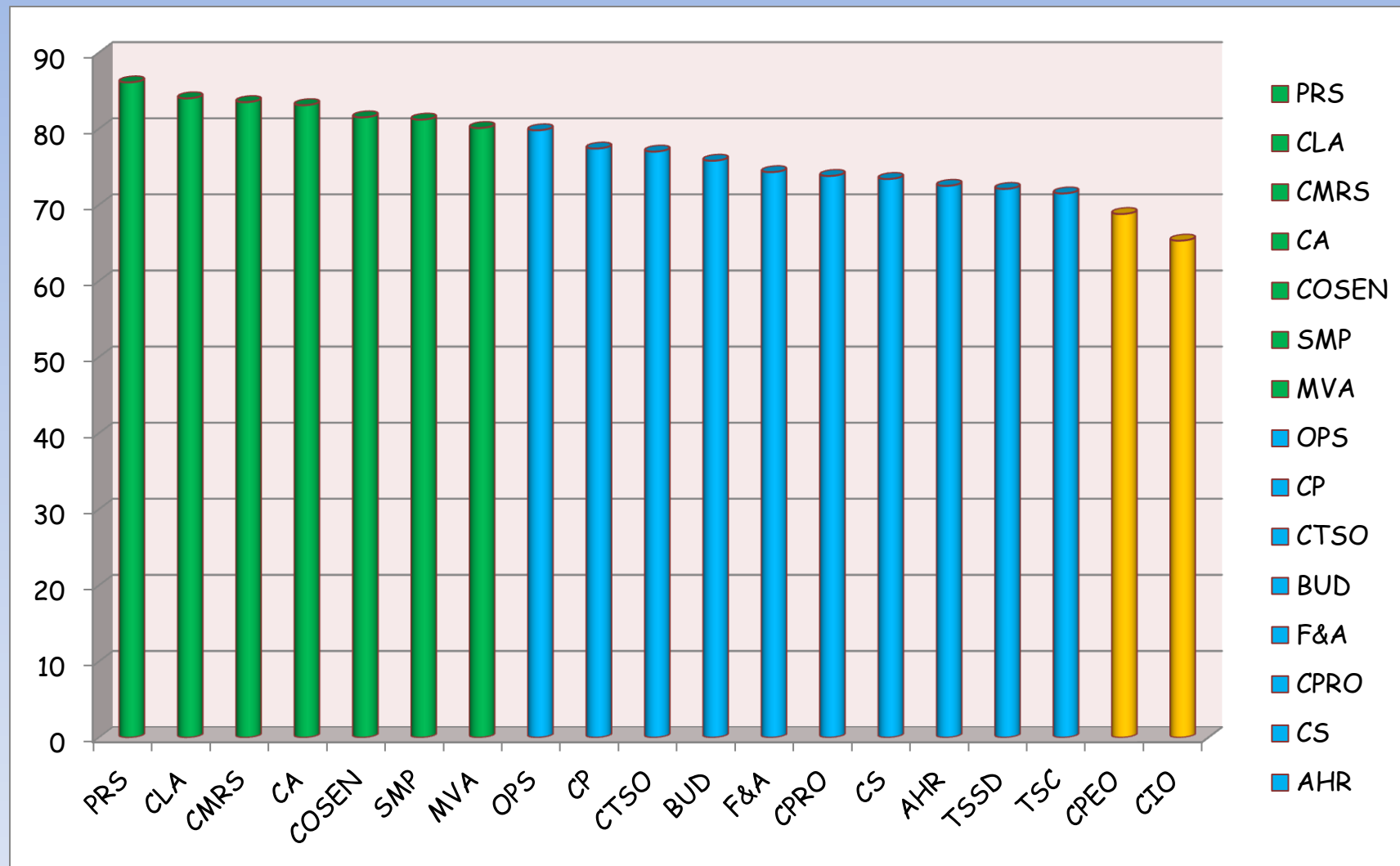
# SUMMARY SHEET OF 2014 ASSESSMENT OF DEPARTMENTS AND CORPS OFFICES BY THE CMO

DEPTS/COS	1ST QTR	2ND QTR	3RD QTR	4TH QTR	AVERAGE	POSITION
PRS	82.5	88	86	88	86.1	1ST
CLA	88	87	80	81	84	2ND
CMRS	82	85	83	84	83.5	3RD
CA	78	87	82	85.5	83.1	4TH
COSEN	81	85	79	81	81.5	5TH
SMP	78	92	77	80	81.2	6TH
MVA	80	90	79	71.5	80.1	7TH
OPS	80	75	81	83	79.8	8TH
CP	73	84	74	78.5	77.4	9TH
CTSO	83.5	-	67	80.5	77	10TH
BUD	77.5	75	77	73.5	75.8	11TH
F&A	74.5	77	71	74.5	74.3	12TH
CPRO	78	55	78	84	73.8	13TH
CS	67	73	79.5	74	73.4	14TH
AHR	71	60	78	81	72.5	15TH
TSSD	54.5	75	77	82	72.1	16TH
TSC	70.5	78	70	67.5	71.5	17TH
CPEO	63	71	77.5	63.5	68.8	18TH
CIO	66	75	60	60	65.3	19TH

## KEY

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

# GRAPHICAL REPRESENTATION OF 2014 ASSESSMENT OF DEPARTMENTS AND CORPS OFFICES BY THE CMO



## KEY

GREEN  
BLUE-  
ORANGE-  
YELLOW  
RED -

EXCELLENT  
VERY GOOD  
GOOD  
FAIR  
FAIL

80 - 100  
70 - 79  
60 - 69  
50 - 59  
0 - 49

Above 50% score - 100%

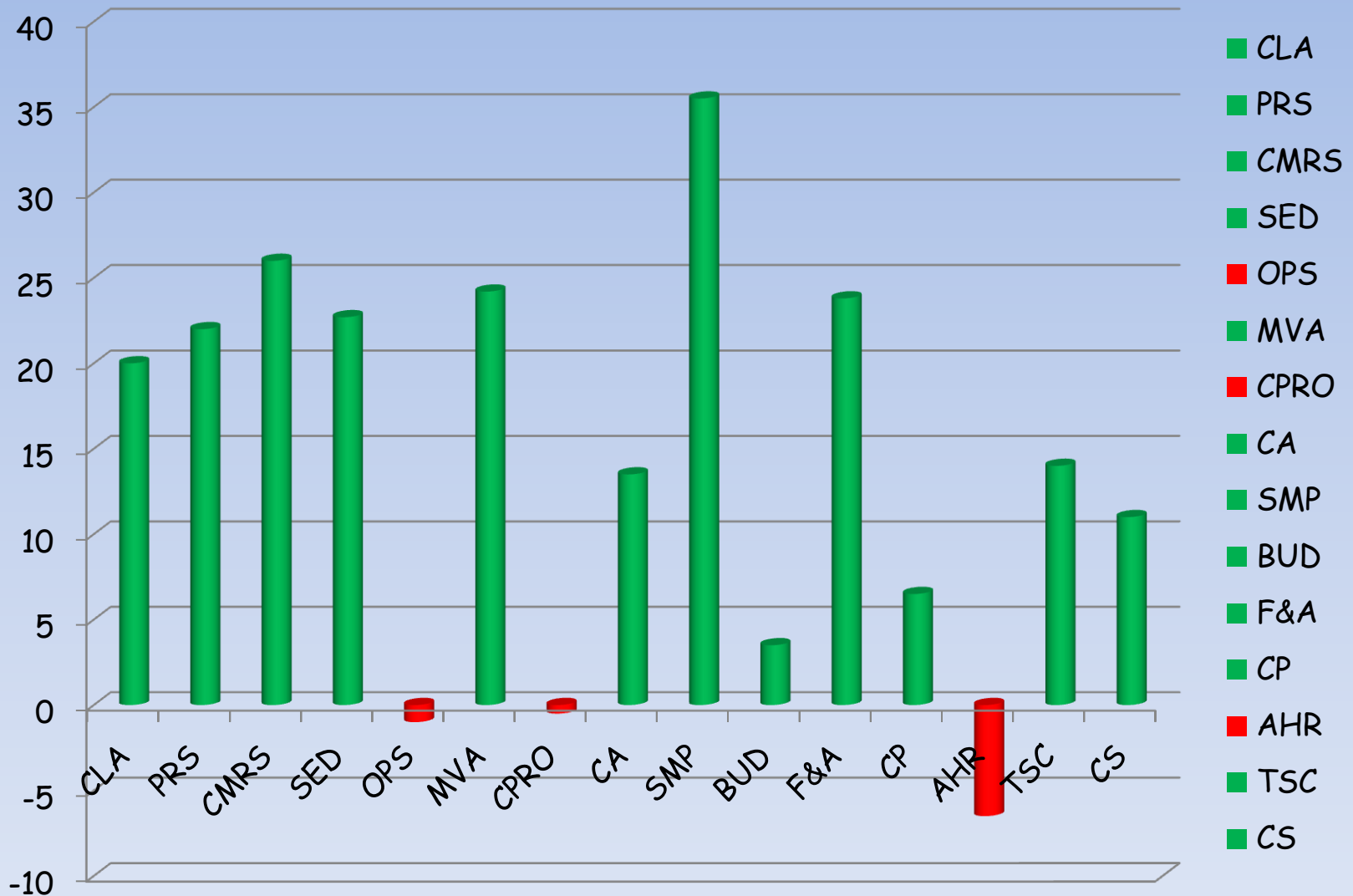
# COMPARISON ANALYSIS BETWEEN 1<sup>ST</sup> HALF YEAR 2014 AND HALF YEAR 2013



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



# COMPARATIVE GRAPH OF 2<sup>ND</sup> HALF YEAR JULY - DEC 2014 AGAINST JULY - DEC 2013 ASSESSMENT OF DEPTS/COS BY THE CMO



DEPTS/COS	JUL - DEC 2014	JUL - DEC 2013	COMPARISON
CLA	80.5	79	1.5
PRS	87	67.8	19.2
CMRS	83.5	81	2.5
COSEN	80	70.3	9.7
CTSO	73.8	83	-9.2
OPS	82	88	-6
MVA	75.3	65.7	9.6
CPRO	81	83.5	-2.5
CA	83.8	84	-0.2
SMP	78.5	77.5	1
BUD	75.3	72.5	2.8
F&A	72.8	66.3	6.5
CP	76.3	64.8	11.5
AHR	79.5	78	1.5
TSC	68.8	59.3	9.5
CS	76.8	77	-0.2
CIO	60	72.5	-12.5
CPEO	70.5	73.8	-3.3
TSSD	79.5	66.5	13

Green - Depts/COs that improved in 2<sup>nd</sup> Half 2014 upon their 2013 performance - 12  
 Red - Depts/COs that Dropped in 2<sup>nd</sup> Half 2014 against their 2013 performance - 7



# COMPARATIVE GRAPH OF 2<sup>ND</sup> HALF YEAR JULY - DEC 2014 AGAINST JULY - DEC 2013 ASSESSMENT OF DEPTS/COS BY THE CMO



# COMPARATIVE GRAPH OF 2014/ 2013 ASSESSMENT OF DEPTS/COS BY THE CMO



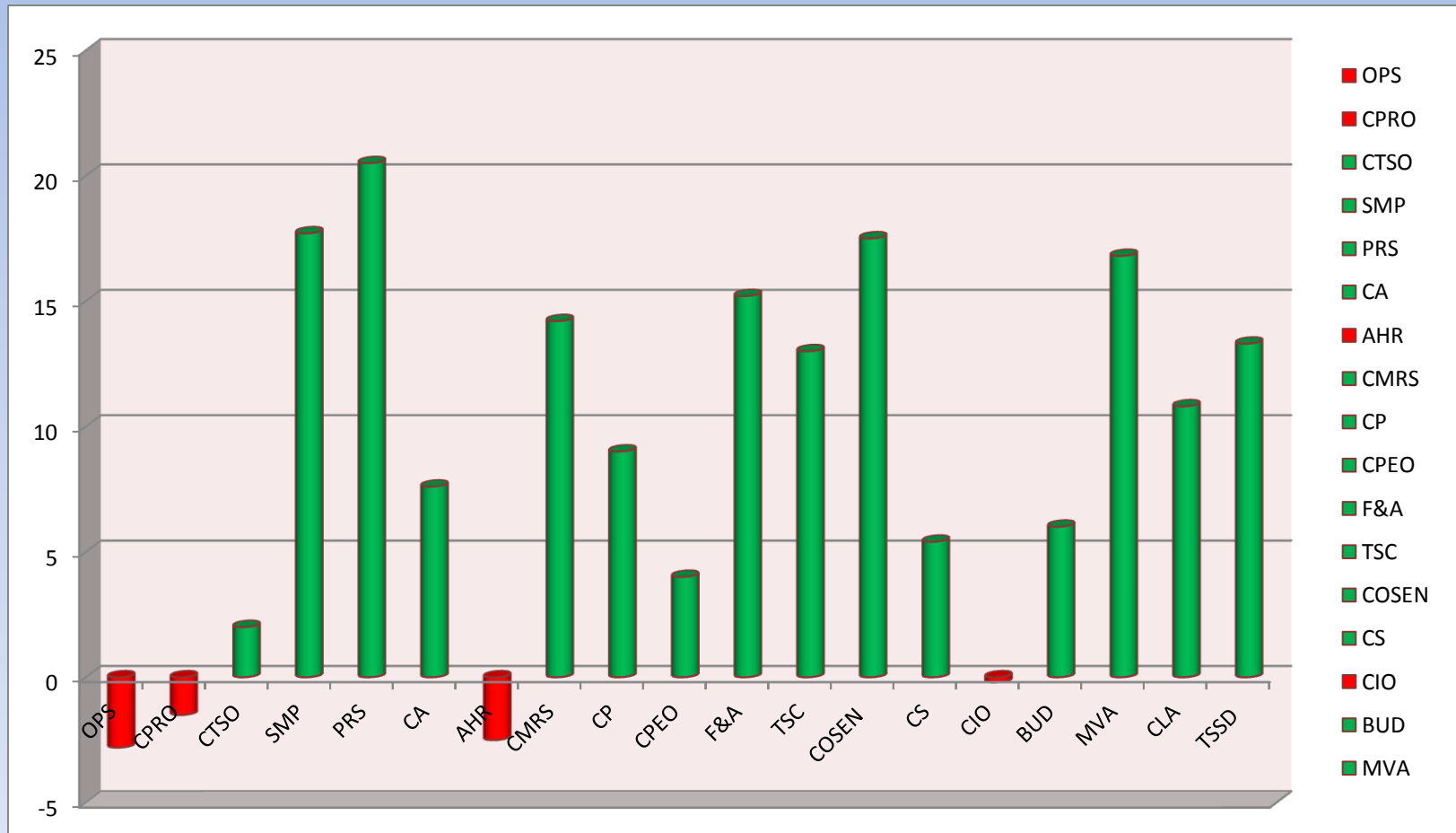
S/N	DEPTS/COS	2014	2013	COMPARISON
1	OPS	79.8	82.6	-2.8
2	CPRO	73.8	75.3	-1.5
3	CTSO	77	75	2
4	SMP	81.2	63.5	17.7
5	PRS	86.1	65.6	20.5
6	CA	83.1	75.5	7.6
7	AHR	72.5	75	-2.5
8	CMRS	83.5	69.3	14.2
9	CP	77.4	68.4	9
10	CPEO	68.8	64.8	4
11	F&A	74.3	59.1	15.2
12	TSC	71.5	58.5	13
13	COSEN	81.5	64	17.5
14	CS	73.4	68	5.4
15	CIO	65.3	65.5	-0.2
16	BUD	75.8	69.8	6
17	MVA	80.1	63.3	16.8
18	CLA	84	73.2	10.8
19	TSSD	72.1	58.8	13.3

Green - Depts/COs that improved in 2014 upon their 2013 performance - 15  
 Green - Depts/COs that declined in 2014 upon their 2013 performance - 4


# COMPARATIVE GRAPH OF 2014 / 2013 ASSESSMENT OF DEPTS/COS BY THE CMO



2013 Performance Average	-	76.63%
2014 Performance Average	-	73.06%
Performance Decline	-	3.57%



## GENERAL OBSERVATIONS

- 
- ❖ DUE TO A SEEMING UNDERSTANDING OF THE ASSESSMENT CRITERIA, DEPARTMENTS AND CORPS OFFICES SEEM TO JUST BE "PACKAGING REPORTS" INSTEAD OF CARRYING OUT THEIR RESPONSIBILITIES.
  - ❖ 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.

### STATISTICAL INFERENCE FROM DATA

- ❖ PERFORMANCE ANALYSIS FOR Q1 - Q4 2014 ASSESSMENT IS SHOWN BELOW:-

AVERAGE PERFORMANCE FOR 1ST QTR 2014	-	74.7%
AVERAGE PERFORMANCE FOR 2ND QTR 2014	-	78.5%
AVERAGE PERFORMANCE FOR 3RD QTR 2014	-	76.63%
AVERAGE PERFORMANCE FOR 4TH QTR 2014	-	73.06%
- ❖ A PERFORMANCE DECLINE OF 3.57% IN 4TH QUARTER 2014 (73.06%) OVER THE 3RD QUARTER 2014 (76.03%) WAS RECORDED.
- ❖ THERE WAS A GENERAL PERFORMANCE IMPROVEMENT OF 2.73% IN 2ND HALF YEAR 2014 (73.25%) AS AGAINST 2<sup>ND</sup> HALF YEAR 2013 (70.53%) PERFORMANCE.



- 🌟 SLIGHT DECLINE IN PERFORMANCE WAS OBSERVED FOR THE PERIOD UNDER REVIEW BY MOST OFFICES.
- 🌟 2 DEPTS/COS IMPROVED IN 2<sup>ND</sup> HALF YEAR 2014 AGAINST THEIR 2<sup>ND</sup> HALF YEAR 2013 PERFORMANCE WHILE 7 DECLINED.
- 🌟 THE MOST IMPROVED IN PERFORMANCE AMONGST THE DEPTS/COS IN 4TH QUARTER 2014 WAS THE **CORPS TRANSPORT STANDARDIZATION OFFICE (13.5%)**.
- 🌟 THE MOST DECLINED IN PERFORMANCE AMONGST THE DEPTS/COS IN 4TH QUARTER 2014 WAS THE **CORPS PUBLIC EDUCATION OFFICE (-15%)**.
- 🌟 THE MOST IMPROVE IN PERFORMANCE AMONGST THE DEPTS/COS IN THE ENTIRE 2014 WAS THE SMP (17.7%).
- 🌟 THE MOST DECLINE IN PERFORMANCE AMONGST THE DEPTS/COS IN 2014 WAS THE OPS DEPT (-2.8%).
- 🌟 REPORTING IN ALL RAMIFICATIONS DROPPED TO ABOUT 70% COMPLIANCE IN 4TH 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 0.2 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 A NEW YEAR REVIEW MEETING WITH THEIR STAFF TO ENSURE THEIR VARIOUS DEPTS, SECTIONS/UNITS KEY INTO THE CORPS 2015 CORPORATE STRATEGIC GOAL (IF THIS HAS NOT BEEN DONE ALREADY).



THIS IS TO ARTICULATE THEIR OWN INDIVIDUAL CONTRIBUTIONS TOWARDS 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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