



# FEDERAL ROAD SAFETY CORPS

ASSESSMENT REPORT OF RSHQ  
DEPARTMENTS AND CORPS OFFICES


3<sup>RD</sup> QUARTER (JUL - SEPT 2014)


## INTRODUCTION

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

 EVALUATION CRITERIA

 3RD QUARTER (JUL - SEPT 2014) ASSESSMENT OF RSHQ DEPTS/COS

 COMPARISON OF 3RD QUARTER (JUL - SEPT) 2014 AGAINST 2ND QUARTER (APR - JUN) 2014 ASSESSMENT

 COMPARISON OF 3RD QUARTER (JUL - SEPT) 2014 WITH 3RD QUARTER (JUL - SEPT) 2013 ASSESSMENT.

 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>

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

MONTH/YEAR: JUL - SEPT 2014

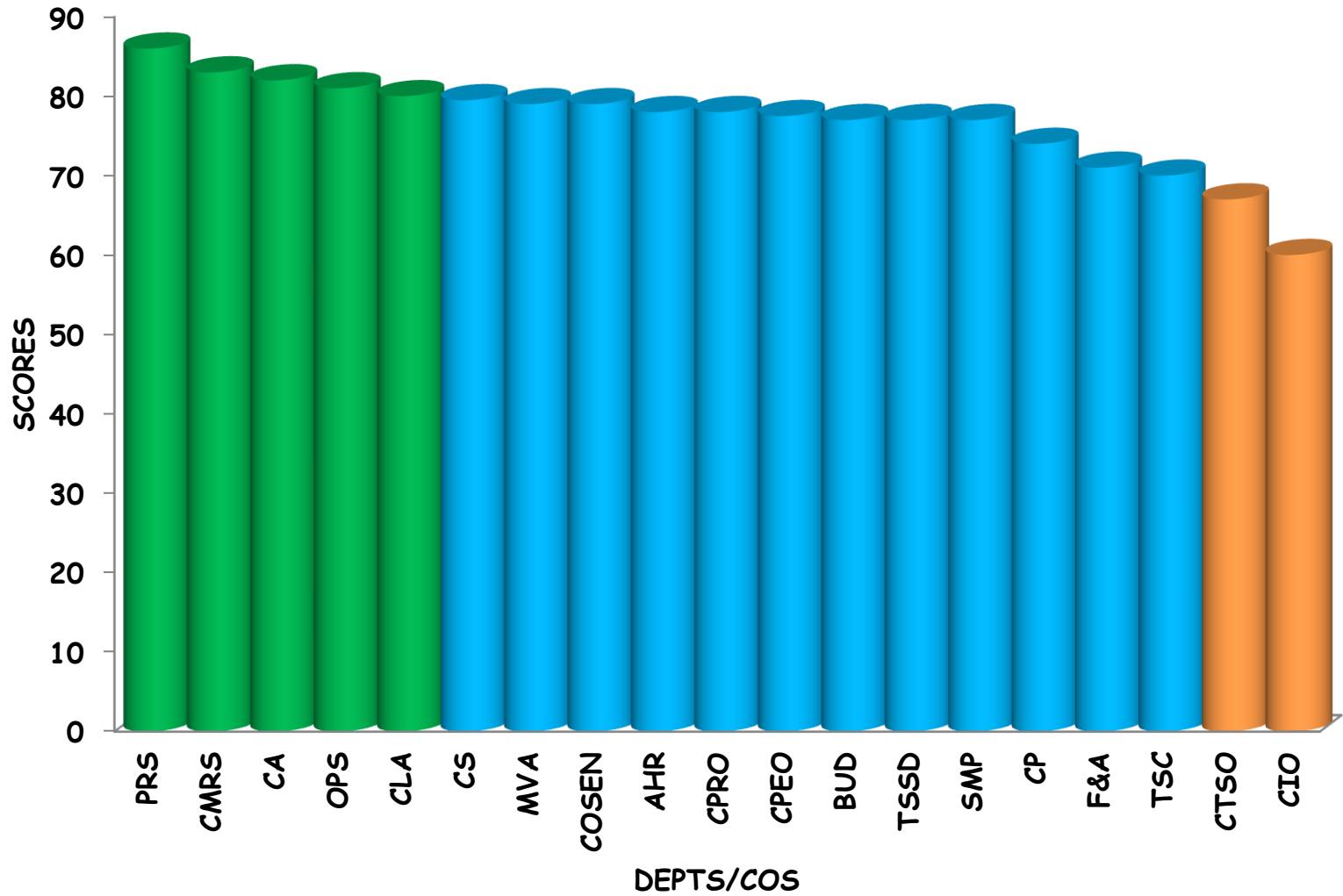
DEPTs/COS	REPORTING 20%	PLANNING / MONITORING 32%	ALIGNED SERVICE STANDARDS 18%	CAPACITY BUILDING 10%	TEAM WORK & COLLABORATION 5%	FINANCIAL & RESOURCE MGT. 15%	TOTAL	POSITION
PRS	20	18	18	10	5	15	86	1 <sup>ST</sup>
CMRS	20	16	17	10	5	15	83	2 <sup>ND</sup>
CA	19	18	17	10	3	15	82	3 <sup>RD</sup>
OPS	20	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	EXCELLENT	80 - 100
BLUE-	VERY GOOD	70 - 79
ORANGE-	GOOD	60 - 69
YELLOW	- FAIR	50 - 59
RED -	FAIL	0 - 49

Above 50% Score - 100%

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



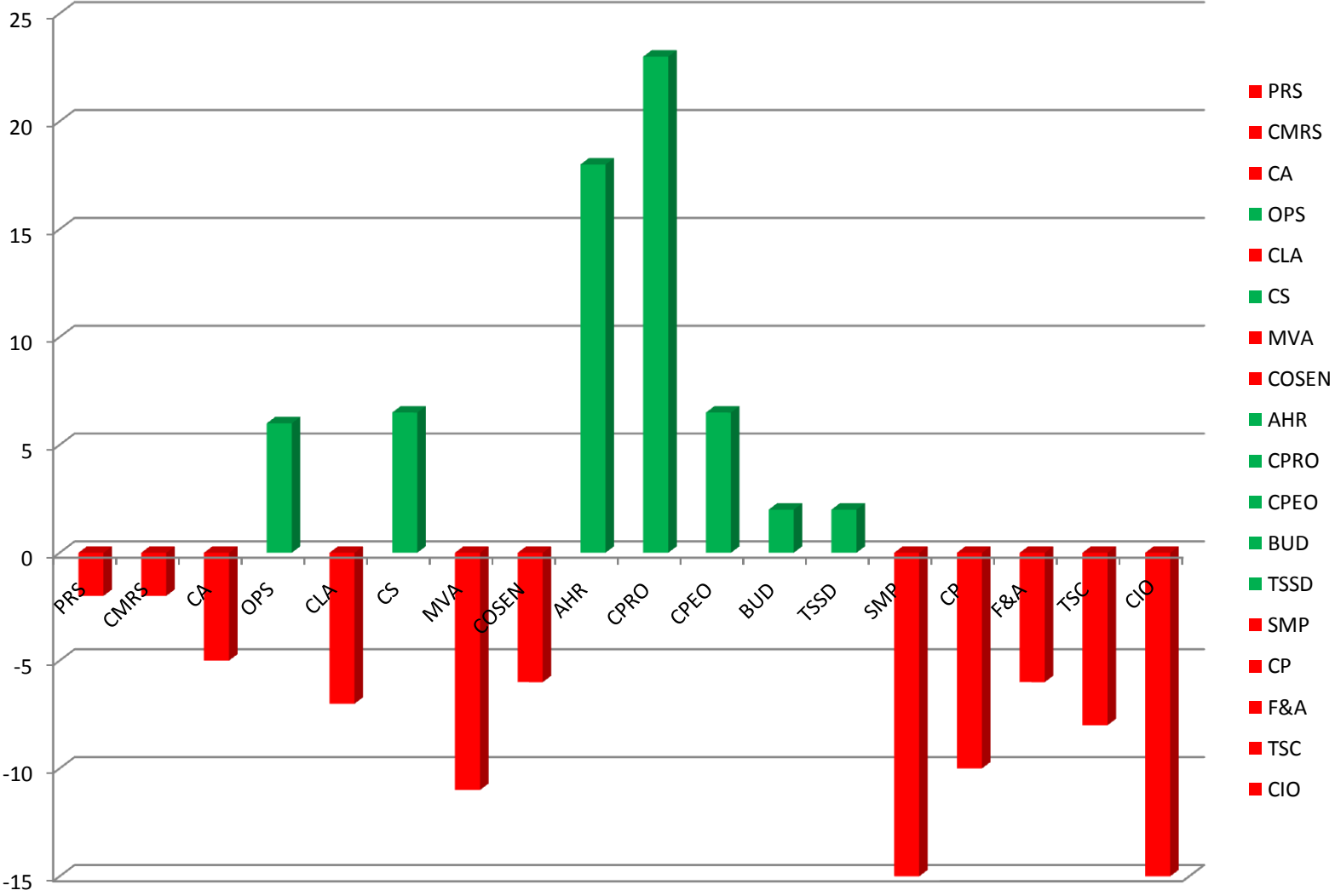
Above 50% Score - 100%

## COMPARISON ANALYSIS BETWEEN 3<sup>RD</sup> QUARTER 2014 AND 2<sup>ND</sup> QUARTER 2014

DEPTS/COS	3 <sup>RD</sup> QTR 2014	2 <sup>ND</sup> QTR 2014	DIFFERENCE
PRS	86	88	-2
CMRS	83	85	-2
CA	82	87	-5
OPS	81	75	6
CLA	80	87	-7
CS	79.5	73	6.5
MVA	79	90	-11
COSEN	79	85	-6
AHR	78	60	18
CPRO	78	55	23
CPEO	77.5	71	6.5
BUD	77	75	2
TSSD	77	75	2
SMP	77	92	-15
CP	74	84	-10
F&A	71	77	-6
TSC	70	78	-8
CTSO	67	-	-
CIO	60	75	-15

Green - Depts/COs that improved in 3<sup>RD</sup> Qtr 2014 upon their 2<sup>ND</sup> Qtr 2014 performance - 7  
 Red - Depts/COs that Declined in 3<sup>RD</sup> Qtr 2014 against their 2<sup>ND</sup> Qtr 2014 performance - 11

# COMPARISON ANALYSIS BETWEEN 3<sup>RD</sup> QUARTER 2014 AND 2<sup>ND</sup> QUARTER 2014



Green - Depts/COs that improved in 3<sup>RD</sup> Qtr 2014 upon their 2<sup>ND</sup> Qtr 2014 performance - 7  
 Red - Depts/COs that Declined in 3<sup>RD</sup> Qtr 2014 against their 2<sup>ND</sup> Qtr 2014 performance - 11

## COMPARISON ANALYSIS BETWEEN 3RD QUARTER 2014 AND 3RD QUARTER 2013

DEPTS/COS	3 <sup>RD</sup> QTR 2014	3 <sup>RD</sup> QTR 2013	DIFFERENCE
PRS	86	61	25
CMRS	83	80	3
CA	82	81.5	0.5
OPS	81	88	-7
CLA	80	76	4
CS	79.5	74	5.5
MVA	79	59.5	19.5
COSEN	79	73.5	5.5
AHR	78	75	3
CPRO	78	81	-3
CPEO	77.5	72	5.5
BUD	77	70	7
TSSD	77	68	9
SMP	77	73	4
CP	74	60.5	13.5
F&A	71	69.5	1.5
TSC	70	59	11
CTSO	67	80	-13
CIO	60	73	-13

Green - Depts/COs that improved in 3<sup>RD</sup> Qtr 2014 upon their 3<sup>RD</sup> Qtr 2013 performance - 15

Red - Depts/COs that Declined in 3<sup>RD</sup> Qtr 2014 against their 3<sup>RD</sup> Qtr 2013 performance - 4






# COMPARISON ANALYSIS BETWEEN 3RD QUARTER 2014 AND 3RD QUARTER 2013



**Green** - Depts/COs that improved in 3<sup>RD</sup> Qtr 2014 upon their 3<sup>RD</sup> Qtr 2013 performance - 15  
**Red** - Depts/COs that Declined in 3<sup>RD</sup> Qtr 2014 against their 3<sup>RD</sup> Qtr 2013 performance - 4

## 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 3<sup>RD</sup> QUARTER 2014 ASSESSMENT IS SHOWN BELOW:-

AVERAGE PERFORMANCE FOR 3RD QTR 2014	-	76.63%
AVERAGE PERFORMANCE FOR 2ND QTR 2014	-	78.5%
-  A PERFORMANCE DECLINE OF 1.9% IN 3RD QUARTER 2014 (76.63%) OVER THE 2ND QUARTER 2014 (78.5%) WAS RECORDED.
-  THERE WAS A GENERAL PERFORMANCE IMPROVEMENT OF 4.3% IN 3RD QUARTER 2014 (76.63%) AS AGAINST 3RD QUARTER 2013 (72.3%) PERFORMANCE.



- 🌿 SLIGHT DECLINE IN PERFORMANCE WAS OBSERVED FOR THE PERIOD UNDER REVIEW BY MOST OFFICES.
- 🌿 7 DEPTS/COS IMPROVED IN 3RD QUARTER 2014 AGAINST THEIR 2<sup>ND</sup> QUARTER 2014 PERFORMANCE WHILE 11 DECLINED.
- 🌿 THE MOST IMPROVED IN PERFORMANCE AMONGST THE DEPTS/COS IN 3RD QUARTER 2014 WAS THE **ADMIN AND HUMAN RESOURCES DEPARTMENT (18%)**.
- 🌿 THE MOST DECLINED IN PERFORMANCE AMONGST THE DEPTS/COS IN 3<sup>RD</sup> QUARTER 2014 WAS THE **CORPS INTELLIGENCE OFFICE (-15%)**.
- 🌿 APPRECIABLE PERFORMANCE LEVEL WAS MAINTAINED IN 3RD QUARTER 2014 AS ALL THE DEPARTMENTS AND CORPS OFFICES SCORED RELATIVELY HIGH MARGINS.
- 🌿 REPORTING IN ALL RAMIFICATIONS DROPPED TO ABOUT 70% COMPLIANCE IN 3RD 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

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- 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.
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- 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.
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- CONTINUED COMMITMENT BY THE HEADS OF DEPARTMENTS, CORPS OFFICES AND COMMANDS IS REQUIRED.
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- 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.
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- CONSEQUENTLY, ALL DEPARTMENTS, CORPS OFFICES AND COMMANDS WOULD BE EXPECTED TO IMMEDIATELY CARRY OUT END OF 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).
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- THIS IS TO EVALUATE THEIR OWN INDIVIDUAL CONTRIBUTIONS AND ASSESSMENT, WHICH WOULD SUSTAIN THE CORPS ACHIEVEMENTS.
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- 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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