

FEDERAL ROAD SAFETY CORPS

ASSESSMENT REPORT OF RSHQ DEPARTMENTS AND CORPS OFFICES

(JAN - DEC 2015)

INTRODUCTION

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

- ❖ EVALUATION CRITERIA
- ❖ 1ST QUARTER (JAN - MAR 2015) ASSESSMENT OF RSHQ DEPTS/COS
- ❖ 2ND QUARTER (APR - JUN 2015) ASSESSMENT OF RSHQ DEPTS/COS
- ❖ 3RD QUARTER (JUL - SEPT 2015) ASSESSMENT OF RSHQ DEPTS/COS
- ❖ 4TH QUARTER (OCT - DEC 2015) ASSESSMENT OF RSHQ DEPTS/COS
- ❖ SUMMARY OF JAN - DEC 2015 ASSESSMENT OF DEPTS/COS
- ❖ COMPARISON OF HALF YEAR - JAN - JUN 2015 PERFORMANCE AGAINST JAN- JUN 2014 PERFORMANCE OF DEPTS/COS
- ❖ COMPARISON OF HALF YEAR -JUL - DEC 2015 PERFORMANCE AGAINST JUL- DEC 2014 PERFORMANCE OF DEPTS/COS
- ❖ COMPARISON OF JAN - DEC 2015 PERFORMANCE AGAINST JAN- DEC 2014 PERFORMANCE OF DEPTS/COS
- ❖ GENERAL OBSERVATIONS MADE IN THE COURSE OF THE ASSESSMENTS
- ❖ RECOMMENDATION FOR IMPROVED PERFORMANCE





REVIEWED ASSESSMENT CRITERIA

S/N	DESCRIPTION	SCORE
1.	Reporting Rendition	45
2.	Task Accomplishment and Innovations	39
3.	Alignment to Service Standards	42
4.	Team Work and Collaboration	9
5.	Capacity Building	24
6.	Financial & Resources Management	12
	TOTAL	171

1ST QUARTER ASSESSMENT OF RSHQ DEPTS/COS BY THE CMO

MONTH/YEAR: JAN - MAR 2015



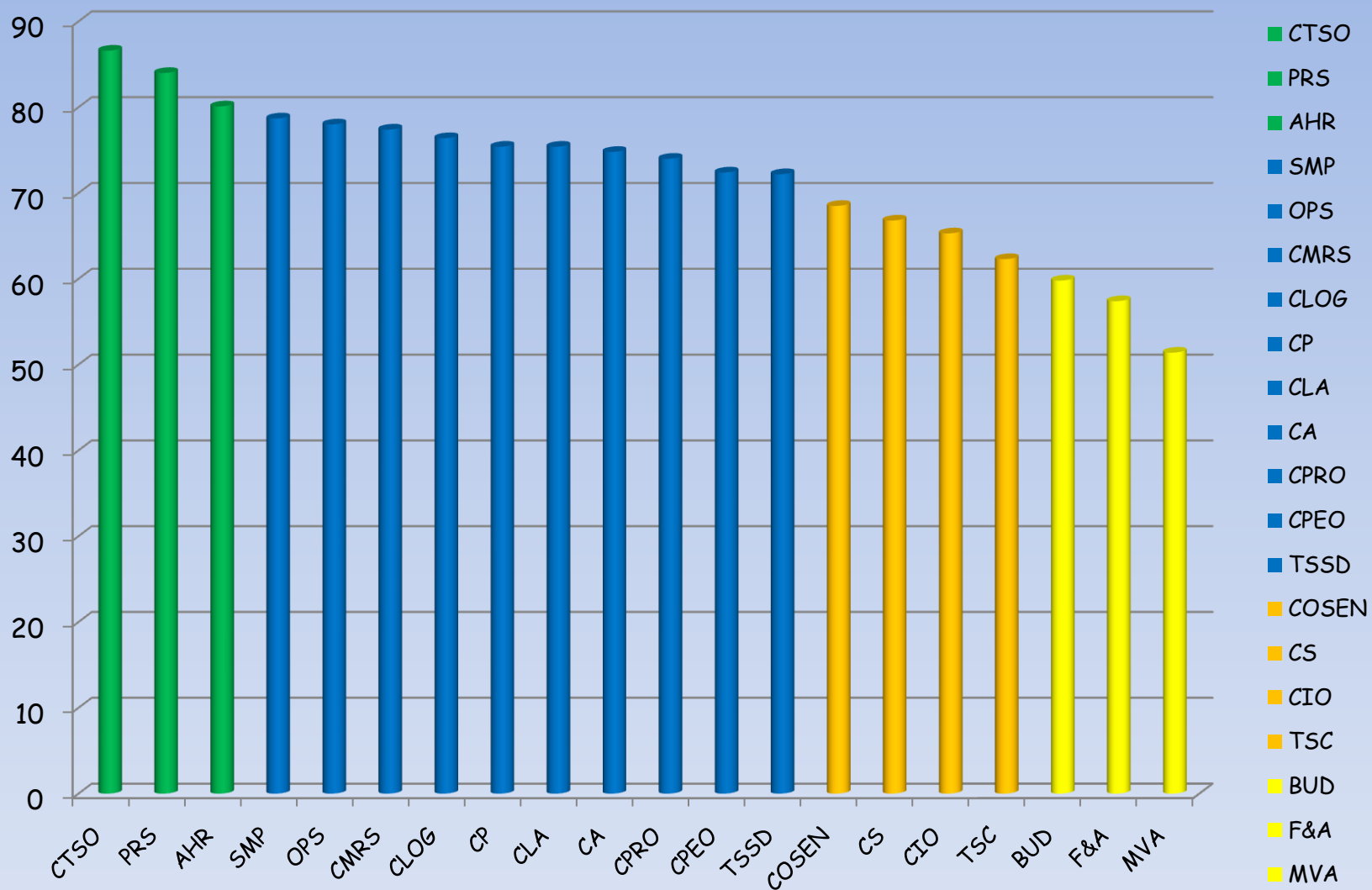
S/N	DEPT / CORPS OFFICES	REPORT RENDITION	TASK ACCOMPLISHMENT AND INNOVATION	ALIGNMENTS TO SERVICE STANDARDS	TEAMWORK AND COLLABORATION	CAPACITY BUILDING	FINANCIAL AND RESOURCE MGT	TOTAL	AVERAGE SCORE	POSITION
1	CTSO	39	35.4	33.8	7	21	12	148.2	86.6	1 ST
2	PRS	39	33.4	30.3	8	21	12	143.7	84	2 ND
3	AHR	39	22.2	39.7	3	21	12	136.9	80.1	3 RD
4	SMP	39	26.6	35	7	15	12	134.6	78.7	4 TH
5	OPS	39	31.5	28	3	20	12	133.5	78	5 TH
6	CMRS	39	25.1	30.3	5	21	12	132.4	77.4	6 TH
7	CLOG	39	31.3	24.5	3	21	12	130.5	76.4	7 TH
8	CP	39	22.7	36.3	5	18	8	129	75.4	8 TH
9	CLA	39	20.2	37.3	5	15	12	129	75.4	8 TH
10	CA	39	30.3	25.7	1	20	12	128	74.8	10 TH
11	CPRO	39	20.8	32.7	5	17	12	126.5	74	11 TH
12	CPEO	39	26.8	28	3	15	12	123.8	72.4	12 TH
13	TSSD	39	29.3	22.2	6	20	8	123.5	72.2	13 TH
14	COSEN	39	18.8	38.5	6	15	-	117.3	68.5	14 TH
15	CS	39	17.3	28	3	15	12	114.3	66.8	15 TH
16	CIO	39	16	32.7	5	15	4	111.7	65.3	16 TH
17	TSC	39	20.3	23.3	6	15	4	106.6	62.3	17 TH
18	BUD	39	12.1	22.2	2	15	12	102.3	59.8	18 TH
19	F&A	37	7.8	24.5	3	14	12	98.3	57.4	19 TH
20	MVA	39	16.4	31.5	1	-	-	87.9	51.4	20 TH

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 2015 ASSESSMENT OF DEPTS/COS BY THE CMO



Above 50% Score - 100%

2ND QUARTER ASSESSMENT OF RSHQ DEPTS/COS BY THE CMO

MONTH/YEAR: APRIL - JUN 2015



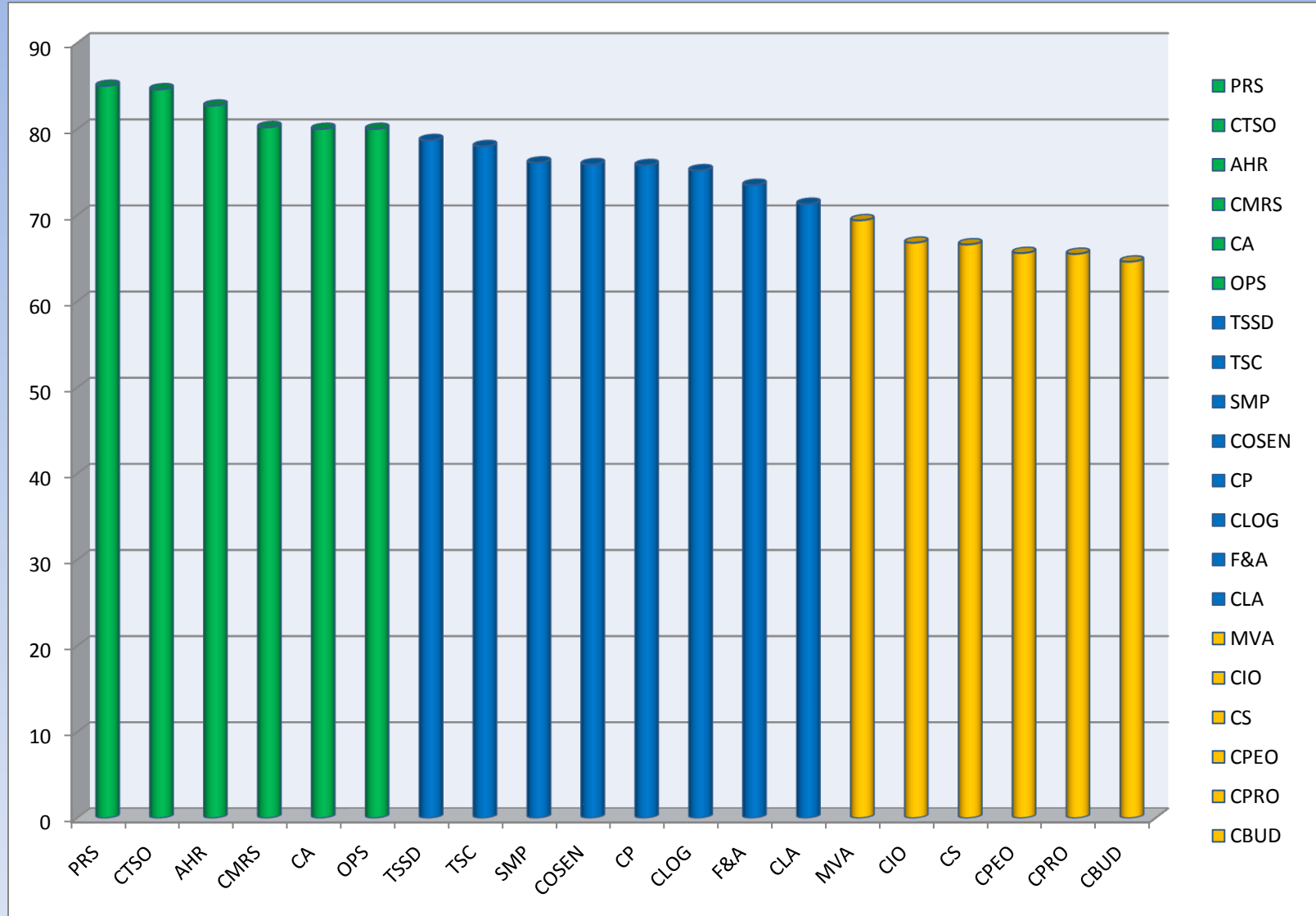
S/N	DEPTs/COS	REPORT RENDITION	TASK ACCOMPLISHMENT AND INNOVATION	ALIGNMENT TO SERVICE STANDARDS	TEAM WORK AND COLLABORATION	CAPACITY BUILDING	FINANCIAL AND RESOURCE MANAGEMENT	TOTAL	AVERAGE	POSITION
1	PRS	34	27.4	41	7	24	12	145.4	85	1 ST
2	CTSO	39	23.9	39.8	7	23	12	144.7	84.6	2 ND
3	AHR	39	22.4	41	5	22	12	141.4	82.7	3 RD
4	CMRS	39	23.1	38	5	23	9	137.1	80.2	4 TH
5	CA	39	21.8	37	5	22	12	136.8	80	5 TH
6	OPS	39	26.8	36	3	20	12	136.8	80	5 TH
6	TSSD	39	24.6	40	1	18	12	134.6	78.7	7 TH
7	TSC	39	19.3	40	6	23	6	133.3	78	8 TH
8	SMP	39	36.1	36	6	7	6	130.1	76.1	9 TH
9	COSEN	34	23.8	38	6	22	6	129.8	75.9	10 TH
10	CP	39	23.6	36	2	20	9	129.6	75.8	11 TH
11	CLOG	29	27.6	36	4	20	12	128.6	75.2	12 TH
13	F&A	34	26.6	38	7	20	0	125.6	73.5	13 TH
14	CLA	34	19	41	6	16	6	122	71.3	14 TH
15	MVA	39	20.7	35	0	18	6	118.7	69.4	15 TH
16	CIO	39	11.2	37	7	14	6	114.2	66.8	16 TH
17	CS	29	16.9	38	6	21	3	113.9	66.6	17 TH
18	CPEO	26	18.1	35	5	22	6	112.1	65.6	18 TH
19	CPRO	29	14	37	3	23	6	112	65.5	19 TH
20	CBUD	39	12.5	35	2	13	9	110.5	64.6	20 TH

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 2015 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 2015



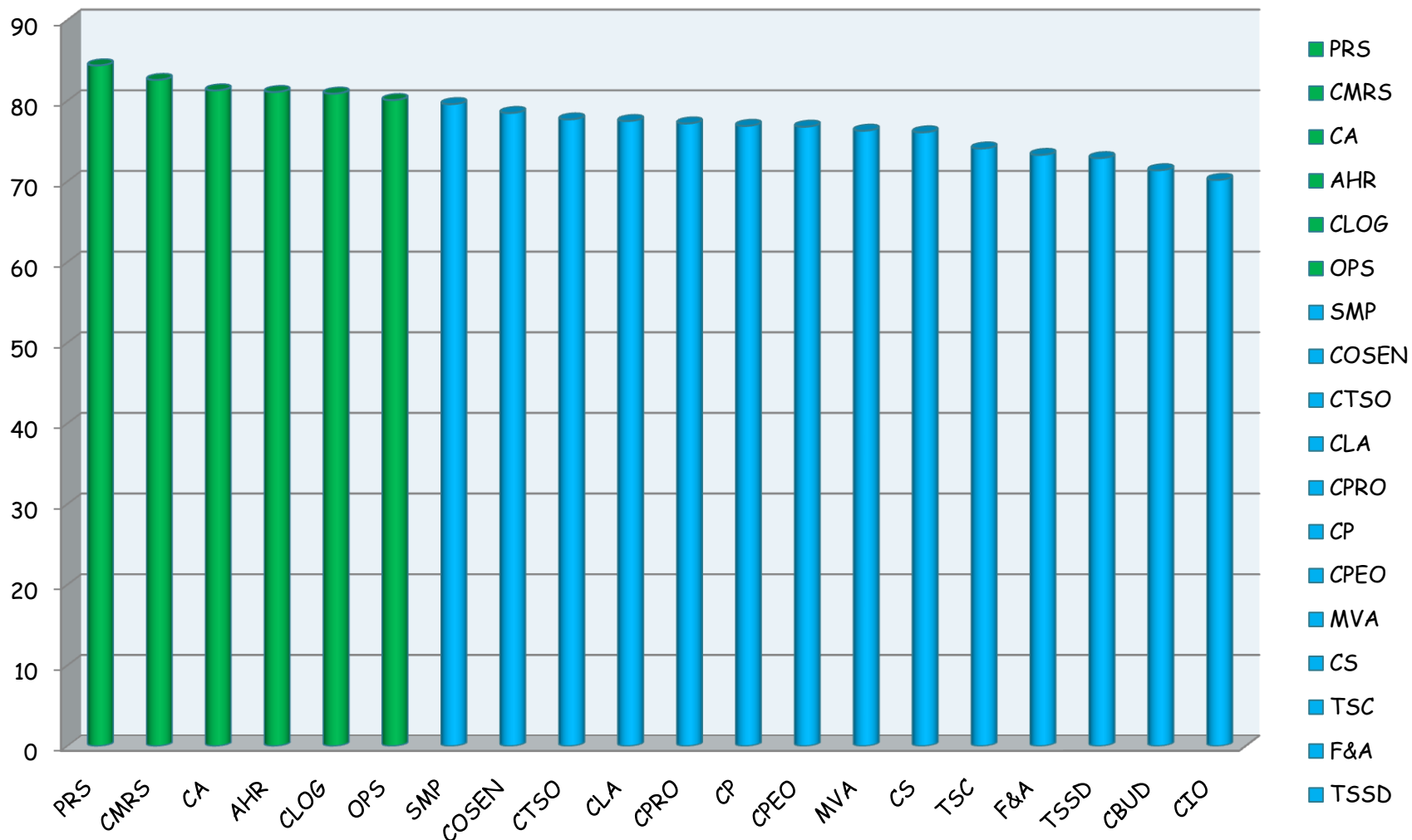
S/N	DEPTs/COS	REPORT RENDITION	TASK ACCOMPLISHMENT AND INNOVATION	ALIGNMENT TO SERVICE STANDARDS	TEAM WORK AND COLLABORATION	CAPACITY BUILDING	FINANCIAL AND RESOURCE MANAGEMENT	TOTAL	AVERAGE	POSITION
1	PRS	45	19.3	38	8	22	12	144.3	84.4	1 ST
2	CMRS	45	19.2	40	2	23	12	141.2	82.6	2 ND
3	CA	45	17.1	40	3	22	12	139.1	81.3	3 RD
4	AHR	45	14.6	36	7	24	12	138.6	81.1	4 TH
5	CLOG	45	23.3	36	5	20	9	138.3	80.9	5 TH
6	OPS	45	20	35	4	21	12	137	80.1	6 TH
7	SMP	45	19.1	37	6	20	9	136.1	79.6	7 TH
8	COSEN	45	13.2	39	3	22	12	134.2	78.5	8 TH
9	CTSO	45	12.9	36	4	23	12	132.9	77.7	9 TH
10	CLA	45	14.6	37	4	20	12	132.6	77.5	10 TH
11	CPRO	45	15	38	2	20	12	132	77.2	11 TH
12	CP	45	14.5	39	3	21	9	131.5	76.9	12 TH
13	CPEO	45	15.3	35	2	22	12	131.3	76.8	13 TH
14	MVA	45	13.5	35	2	23	12	130.5	76.3	14 TH
15	CS	45	12.2	35	4	22	12	130.2	76.1	15 TH
16	TSC	45	10.7	37	2	23	9	126.7	74.1	16 TH
17	F&A	45	7.3	37	3	21	12	125.3	73.3	17 TH
18	TSSD	45	9.6	36	2	20	12	124.6	72.9	18 TH
19	CBUD	45	5.1	39	0	21	12	122.1	71.4	19 TH
20	CIO	45	9.1	36	4	20	6	120.1	70.2	20 TH

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 2015 ASSESSMENT OF DEPTS/COS 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%

4TH QUARTER 2015 ASSESSMENT OF DEPTS/COS BY THE CMO



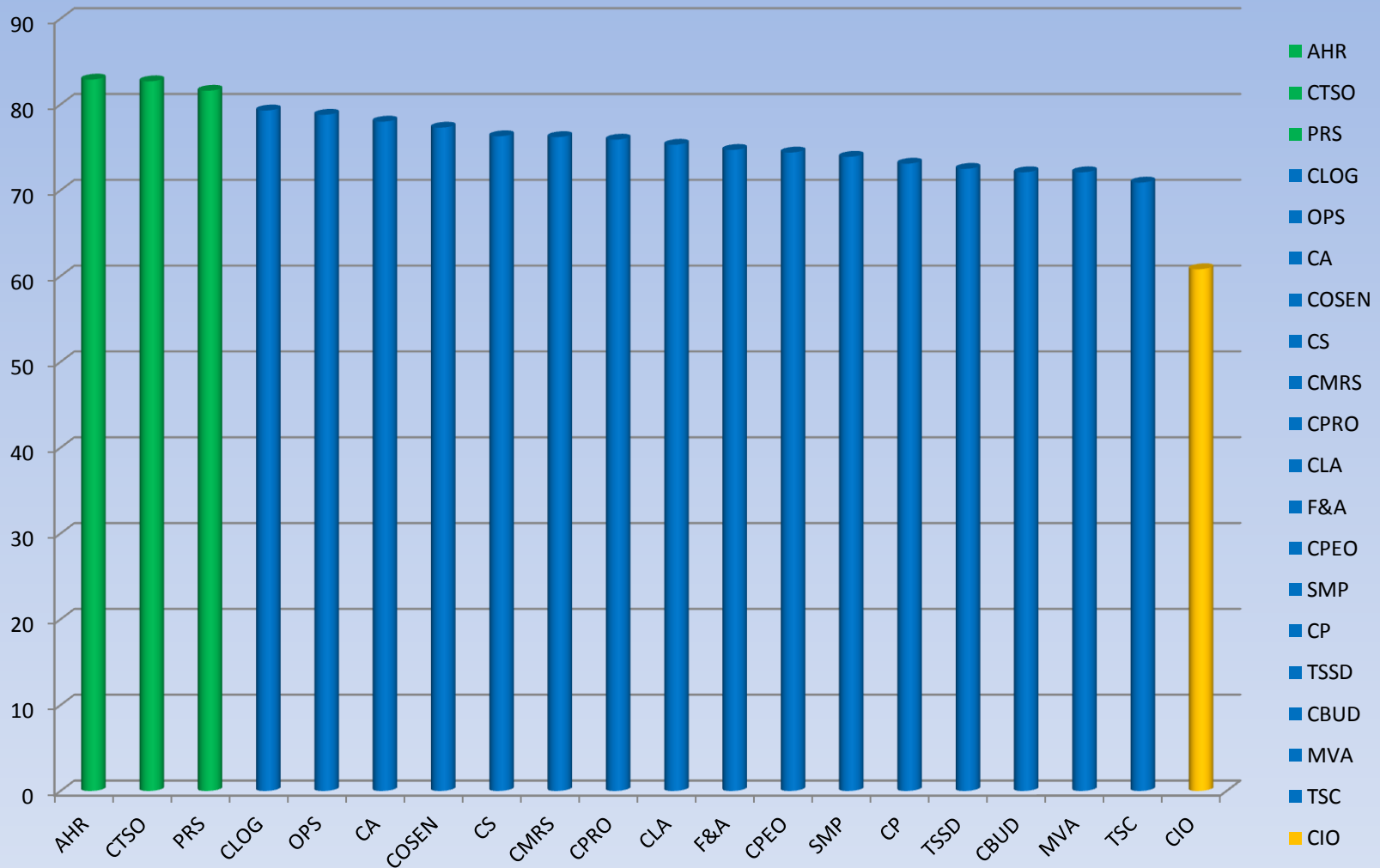
S/N	DEPTs/COS	REPORT RENDITION	TASK ACCOMPLISHMENT AND INNOVATION	ALIGNMENT TO SERVICE STANDARDS	TEAM WORK AND COLLABORATION	CAPACITY BUILDING	FINANCIAL AND RESOURCE MANAGEMENT	TOTAL	AVERAGE	POSITION
1	AHR	45	28.1	37.8	1	23	12	146.9	82.9	1 ST
2	CTSO	45	20.8	38.5	7	23	12	146.3	82.7	2 ND
3	PRS	45	21.8	36.8	7	22	12	144.6	81.6	3 RD
4	CLOG	45	22.5	35.8	5	20	12	140.3	79.3	4 TH
5	OPS	45	22.6	35.8	4	20	12	139.4	78.8	5 TH
6	CA	45	13.1	42	2	24	12	138.1	78	6 TH
7	COSEN	45	18.9	38	2	21	12	136.9	77.3	7 TH
8	CS	45	18.3	33.8	3	23	12	135.1	76.3	8 TH
9	CMRS	45	13.2	36.8	5	23	12	135	76.2	9 TH
10	CPRO	45	16.6	33.8	6	21	12	134.4	75.9	10 TH
11	CLA	45	13.5	36.8	4	22	12	133.3	75.3	11 TH
12	F&A	45	17	34.3	3	21	12	132.3	74.7	12 TH
13	CPEO	45	19.9	30.8	1	23	12	131.7	74.4	13 TH
14	SMP	45	27	36.8	4	18	0	130.8	73.9	14 TH
15	CP	45	13.5	35.8	2	21	12	129.3	73.1	15 TH
16	TSSD	45	15.9	37.5	3	15	12	128.4	72.5	16 TH
17	CBUD	45	11.9	36.8	2	20	12	127.7	72.1	17 TH
18	MVA	45	17.9	34.8	2	16	12	127.7	72.1	17 TH
19	TSC	45	11.7	35.8	1	20	12	125.5	70.9	19 TH
20	CIO	34	14.8	36.8	2	20	0	107.6	60.8	20 TH

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%

4TH QUARTER 2015 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%

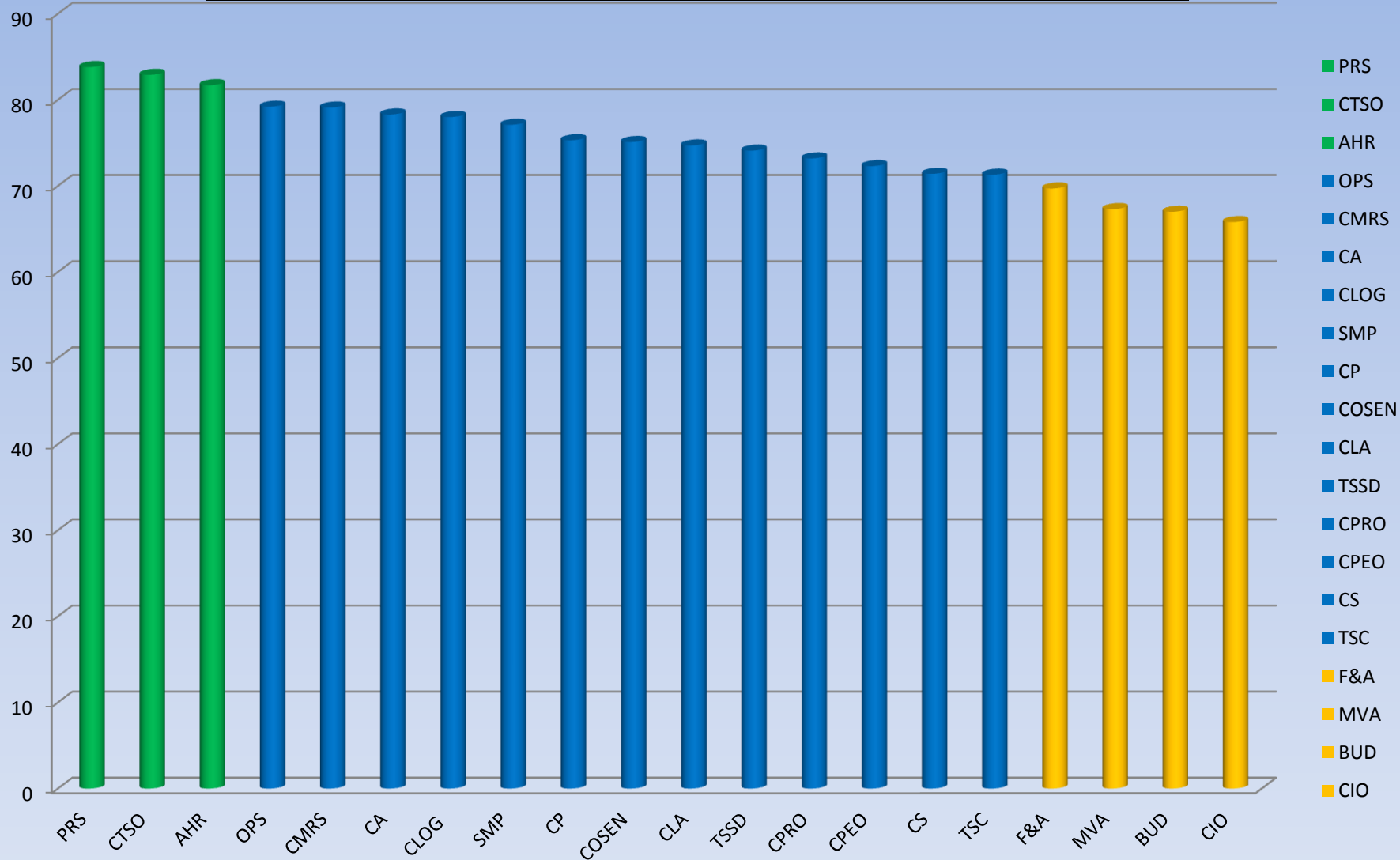
SUMMARY SHEET OF 2015 ASSESSMENT OF DEPARTMENTS AND CORPS OFFICES BY THE CMO

DEPTS/COS	IST QTR	2ND QTR	3RD QTR	4TH QTR	TOTAL	AVERAGE	POSITION
PRS	84	85	84.4	81.6	335	83.8	1 ST
CTSO	86.6	84.6	77.7	82.7	331.6	82.9	2 ND
AHR	80.1	82.7	81.1	82.9	326.8	81.7	3 RD
OPS	78	80	80.1	78.8	316.9	79.2	4 TH
CMRS	77.4	80.2	82.6	76.2	316.4	79.1	5 TH
CA	74	80	81.3	78	313.3	78.3	6 TH
CLOG	76.4	75.2	80.9	79.3	311.8	78	7 TH
SMP	78.7	76.1	79.6	73.9	308.3	77.1	8 TH
CP	75.4	75.8	76.9	73.1	301.2	75.3	9 TH
COSEN	68.5	75.9	78.5	77.3	300.2	75.1	10 TH
CLA	74.8	71.3	77.5	75.3	298.9	74.7	11 TH
TSSD	72.2	78.7	72.9	72.5	296.3	74.1	12 TH
CPRO	74	65.5	77.2	75.9	292.6	73.2	13 TH
CPEO	72.4	65.6	76.8	74.4	289.2	72.3	14 TH
CS	66.8	66.6	76.1	76.3	285.8	71.4	15 TH
TSC	62.3	78	74.1	70.9	285.3	71.3	16 TH
F&A	57.4	73.5	73.3	74.7	278.9	69.7	17 TH
MVA	51.4	69.4	76.3	72.1	269.2	67.3	18 TH
BUD	59.8	64.6	71.4	72.1	267.9	67	19 TH
CIO	65.3	66.8	70.2	60.8	263.1	65.8	20 TH

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 2015 ASSESSMENT OF DEPARTMENTS AND CORPS OFFICES 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%

COMPARISON ANALYSIS BETWEEN 1ST HALF YEAR 2015 AND HALF YEAR 2014



DEPTS/COS	JAN - JUN 2015	JAN - JUN 2014	COMPARISON
CTSO	85.6	-	-
PRS	84.5	85.3	-0.8
AHR	81.4	65.5	15.9
OPS	79	76.3	2.7
CMRS	78.8	83.5	-4.7
CA	77.4	82.5	-5.1
SMP	77.4	85	-7.6
CLOG	75.8	-	-
CP	75.6	78.5	-2.9
TSSD	75.5	71	4.5
CLA	73.4	87.5	-14.1
COSEN	72.2	83	10.8
TSC	70.2	74.3	4.1
CPRO	69.8	66.5	3.3
CPEO	69	67	2
CS	66.7	70	-3.3
CIO	66.1	64.8	1.3
F&A	65.5	75.8	-10.3
CBUD	62.2	70.5	-8.3
MVA	60.4	85	-24.6

Green - Depts/COs that improved in 1ST Half 2015 upon their 1ST Half 2014 performance - 8

Red - Depts/COs that Declined in 1ST Half 2015 against their 1ST Half 2014 performance - 10

White - Depts/COs that were not appraised in 1ST Half year 2014 - 2

COMPARATIVE GRAPH OF 1ST HALF YEAR JAN - JUN 2015 AGAINST JAN - JUN 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

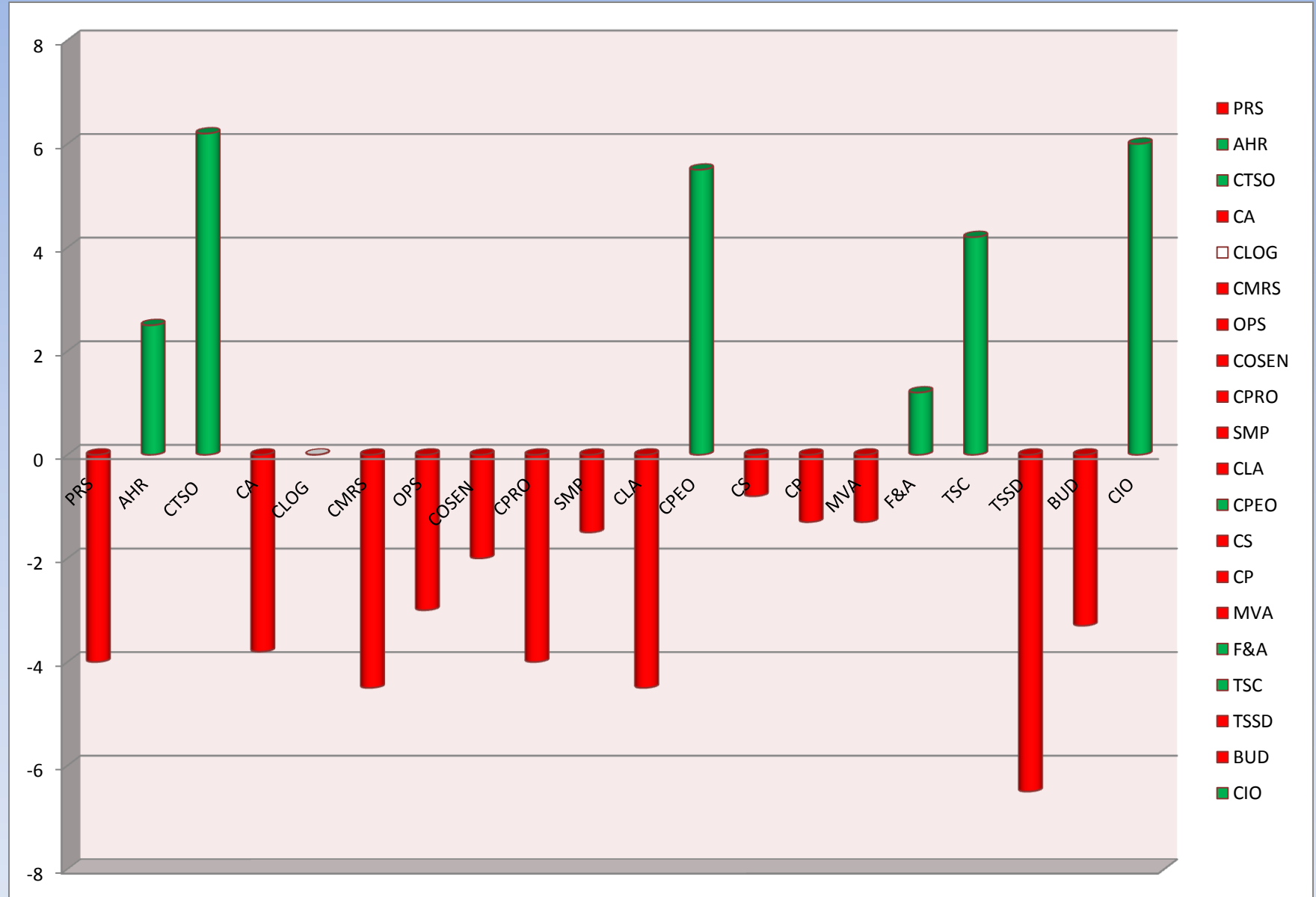
COMPARATIVE GRAPH OF 2ND HALF YEAR JULY - DEC 2015 AGAINST JULY - DEC 2014 ASSESSMENT OF DEPTS/COS BY THE CMO



DEPTS/COS	JUL - DEC 2015	JUL - DEC 2014	COMPARISON
PRS	83	87	-4
AHR	82	79.5	2.5
CTSO	80	73.8	6.2
CA	80	83.8	-3.8
CLOG	80	-	-
CMRS	79	83.5	-4.5
OPS	79	82	-3
COSEN	78	80	-2
CPRO	77	81	-4
SMP	77	78.5	-1.5
CLA	76	80.5	-4.5
CPEO	76	70.5	5.5
CS	76	76.8	-0.8
CP	75	76.3	-1.3
MVA	74	75.3	-1.3
F&A	74	72.8	1.2
TSC	73	68.8	4.2
TSSD	73	79.5	-6.5
BUD	72	75.3	-3.3
CIO	66	60	6

Green - Depts/COs that improved in 2nd Half 2015 upon their 2014 performance - 6
 Red - Depts/COs that Dropped in 2nd Half 2015 against their 2014 performance - 13
 White - Depts/COs that was not captured in the 2nd half year 2014 assessment - 1

COMPARATIVE GRAPH OF 2ND HALF YEAR JULY - DEC 2015 AGAINST JULY - DEC 2014 ASSESSMENT OF DEPTS/COS BY THE CMO



COMPARATIVE GRAPH OF 2015/2014 ASSESSMENT OF DEPTS/COS BY THE CMO



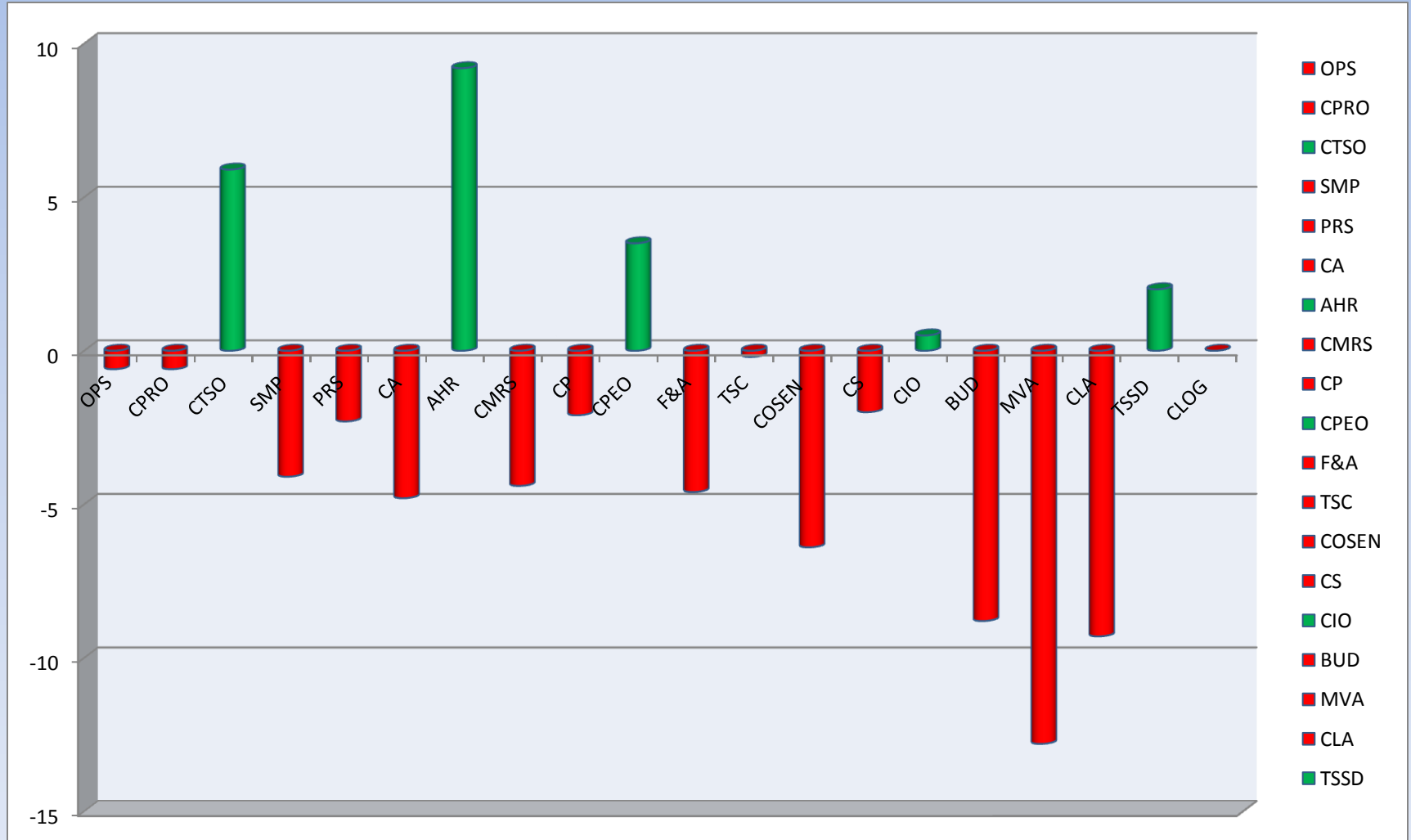
S/N	DEPTS/COS	2015	2014	COMPARISON
1	OPS	79.2	79.8	-0.6
2	CPRO	73.2	73.8	-0.6
3	CTSO	82.9	77	5.9
4	SMP	77.1	81.2	-4.1
5	PRS	83.8	86.1	-2.3
6	CA	78.3	83.1	-4.8
7	AHR	81.7	72.5	9.2
8	CMRS	79.1	83.5	-4.4
9	CP	75.3	77.4	-2.1
10	CPEO	72.3	68.8	3.5
11	F&A	69.7	74.3	-4.6
12	TSC	71.3	71.5	-0.2
13	COSEN	75.1	81.5	-6.4
14	CS	71.4	73.4	-2
15	CIO	65.8	65.3	0.5
16	BUD	67	75.8	-8.8
17	MVA	67.3	80.1	-12.8
18	CLA	74.7	84	-9.3
19	TSSD	74.1	72.1	2
20	CLOG	78	-	-

Green - Depts/COs that improved in 2015 upon their 2014 performance - 5
Red - Depts/COs that declined in 2015 upon their 2014 performance - 14
White - Depts/COs that was not captured in the 2014 performance - 1


COMPARATIVE GRAPH OF 2015/2014 ASSESSMENT OF DEPTS/COS BY THE CMO




2014 Performance Average	-	76.9%
2015 Performance Average	-	74.9%
Performance Decline	-	2%



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 CONDUCTIVE WORKING ENVIRONMENT AND ADEQUATE TOOLS IN SOME OFFICES.


STATISTICAL INFERENCE FROM DATA

- 
- PERFORMANCE ANALYSIS FOR Q1 - Q4 2015 ASSESSMENT IS SHOWN BELOW:-
- | | | |
|--------------------------------------|---|--------|
| AVERAGE PERFORMANCE FOR 1ST QTR 2015 | - | 71.84% |
| AVERAGE PERFORMANCE FOR 2ND QTR 2015 | - | 74.80% |
| AVERAGE PERFORMANCE FOR 3RD QTR 2015 | - | 77.44% |
| AVERAGE PERFORMANCE FOR 4TH QTR 2015 | - | 75.44% |
- 🌿 A PERFORMANCE DECLINE OF 2% IN 4TH QUARTER 2015 (75.44%) OVER THE 3RD QUARTER 2015 (77.44%) WAS RECORDED.
 - 🌿 THERE WAS A GENERAL PERFORMANCE IMPROVEMENT OF 3.3% IN 2ND HALF YEAR 2015 (76.5%) AS AGAINST 2ND HALF YEAR 2014 (73.2%) PERFORMANCE.



- SLIGHT DECLINE IN PERFORMANCE WAS OBSERVED FOR THE PERIOD UNDER REVIEW BY MOST OFFICES.
- 6 DEPTS/COS IMPROVED IN 2ND HALF YEAR 2015 AGAINST THEIR 2ND HALF YEAR 2014 PERFORMANCE WHILE 13 DECLINED.
- THE MOST IMPROVED IN PERFORMANCE AMONGST THE DEPTS/COS IN 4TH QUARTER 2015 WAS THE **CORPS SECRETARY (6.50%)**.
- THE MOST DECLINED IN PERFORMANCE AMONGST THE DEPTS/COS IN 4TH QUARTER 2015 WAS THE **CORPS INTELLIGENCE OFFICE (-6.63%)**.
- THE MOST IMPROVED IN PERFORMANCE AMONGST THE DEPTS/COS IN THE ENTIRE 2015 WAS THE **AHR (9.2%)**.
- THE MOST DECLINED IN PERFORMANCE AMONGST THE DEPTS/COS IN 2015 WAS THE **MVA DEPT (-12.8%)**.
- REPORTING IN ALL RAMIFICATIONS DROPPED TO ABOUT 60% COMPLIANCE IN 4TH QUARTER 2015.
- HEADS OF DEPTS/COS HAVE SOMEWHAT BECOME LACKADAISICAL OVER THE ENTIRE ASSESSMENT PROCESS.

RECOMMENDATIONS

- 
- 🔥 THERE EXIST A SERIOUS NEED FOR COMACE TO REINFORCE A BITE TO THE ENTIRE ASSESSMENT PROCESS.
 - 🔥 KPI's AND DEADLINES SHOULD BE SET FOR VARIOUS TASK DELIVERABLES AT THE CORPORATE, DEPARTMENTAL AND INDIVIDUAL LEVELS, WHILE REWARDS AND SANCTIONS SHOULD BE ADMINISTRED ACCORDINGLY.
 - 🔥 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 ARE IN TUNE WITH THE CORPS 2016 CORPORATE STRATEGIC GOAL (IF THIS HAS NOT BEEN DONE ALREADY).
 - 🔥 THIS IS TO EVALUATE AND APPRAISE 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 2016 STRATEGIC OBJECTIVES.



REVIEWED ASSESSMENT CRITERIA

S/N	DESCRIPTION	SCORE
1.	Reporting Rendition	45
2.	Task Accomplishment and Innovations	39
3.	Alignment to Service Standards	42
4.	Team Work and Collaboration	9
5.	Capacity Building	24
6.	Financial & Resources Management	12
	TOTAL	171

THE ASSESSMENT CRITERIA DETAILS



•1. REPORT RENDITION (45)

- Weekly Sitreps (13 Nos.) (9 marks)
- Monthly report (3 Nos.) (9 marks)
- Quarterly report (1 No.) (6 marks)
- Annual Report (1 No.) (6 marks)
- Special reports (Productivity Measurement Report) (15 marks)

TOTAL = 45

2. TASK ACCOMPLISHMENT AND INNOVATIONS (39)



- Projects (Physical and Non-Physical) (3marks each) (15 marks)
- Accomplishment of Statutory Functions (0.5 marks each) (3 marks)
- Accomplishment of Strategic Initiatives (3 marks)
- Accomplishment of Management Assigned Tasks (3 marks)
- Creativity and Innovation (3 marks each) (15 marks)

TOTAL = 39

3. ALIGNMENT TO SERVICE STANDARDS (42)



- Attendance register (3 marks)
- Movement register (3 marks)
- Leave matters/records (3 marks)
- Work Environment (3 marks)
- Record of disciplinary matters (3 marks)
- Record of Departmental/Corps Offices meetings (3 marks)
- Complaints handing/Documentation, Follow-up & Resolution (15 marks)
- Nominal roll (3 marks)
- Provost Disciplinary record (6 marks)

•

TOTAL = 42

4. TEAMWORK AND COLLABORATION (9)

- Internal Collaboration (1 mark each) (6 marks)
- External collaboration (1 mark each) (3 marks)



5. CAPACITY BUILDING (24)

- In-house lectures (2 marks each) (20 marks)
- Seminars and workshops (1 mark each) (4 marks)

6. FINANCIAL AND RESOURCE MANAGEMENT (12)

- Retirement of monthly allocations (3 marks)
- Retirement of special funds (3 marks)

GRAND TOTAL = 171

NB. Scores Calculation =

$$\frac{\text{Total Scores Obtained}}{171} \times \frac{100}{1}$$



Thank You

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