

# PARALLAX-SNAP: Q1/2016/28

## ZONAL COMMANDS ASSESSMENT Q1 2016

BY  
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Deputy Corps Marshal Operations



# FEDERAL ROAD SAFETY CORPS DEPARTMENT OF OPERATIONS

## ● 1.0 INTRODUCTION

- In keeping faith with its statutory duty of evaluation of Field Commands' performance, the Department carried out Q1,2016 assessment of Zonal Commands.
- While the dynamics of operations and economic vicissitude hold sway; it is pertinent to determine how the Field Commands have displayed their professional dexterity towards delivering on the Corps' mandate. It is hoped that the assessment outcome would serve its intended evidence-based management and supervisory purposes.

## 2.0

## MEASUREMENT PARAMETER

Report Rendition

15%

Task and Accomplishment

35%

Alignment to Service Standard

18%

Capacity Building

10%

Collaboration and Team Work

10%

Financial and Resource Management

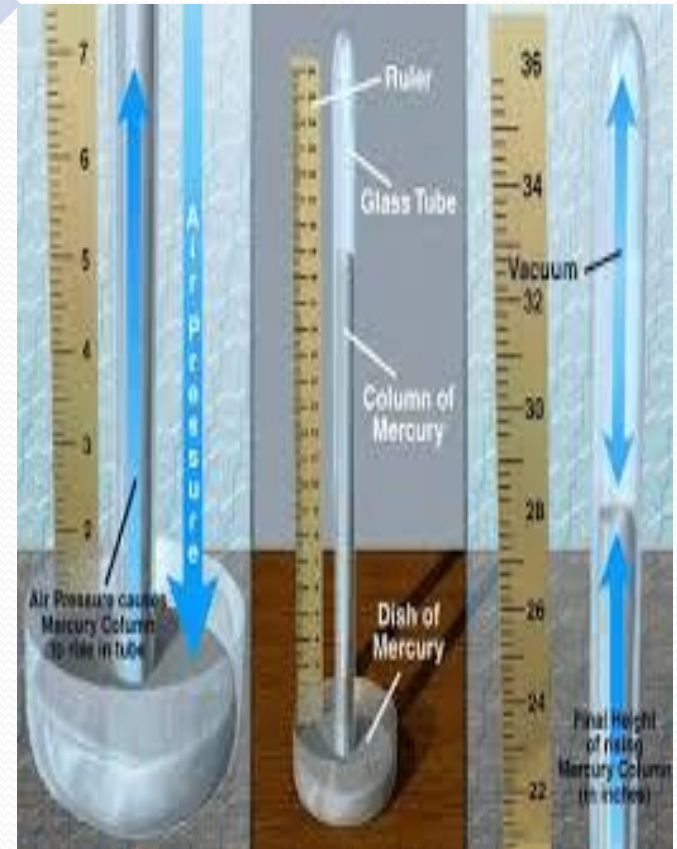
7%

Vehicle and Infrastructure  
Maintenance

5%

Total

100%



## 2.01 Report Rendition.

(15%)

- a. Weekly SITREP 3%,
- b. Monthly Report 3%
- c. Quarterly Report 3%
- d. Compliance to HQ Directives 3%
- e. Special Report 3%.

## 2.02 Task Accomplishment & Innovation (35%)

### a. Planning & Monitoring 29%

#### I. Offenders Arrested 10%

i. Offences booked 4%

ii. Quality of offences 6%

#### II. Surveillance/Monitoring 8%

i. No of Patrol Teams Checked 3%

ii. No of Arrests 5%

#### III. Visit to Commands 6%

i. ZCO's visit to S/Commands 3%

ii. SC's visit to Unit Commands 3%

IV. Mon./Supervision of DLCs and Zebras 5%

i. ZCO supervision 3%

ii. SC visits 2%

b. Reward for High Performance. 3%

c. Creativity and Innovation 3%

## ***2.03 Alignment to Service Standard (18%)***

- |                                |    |
|--------------------------------|----|
| a. Durbar                      | 3% |
| b. PE/Rallies                  | 6% |
| c. Operators and Mgt Meetings  | 6% |
| d. Road Safety Audit Reporting | 3% |

## ***2.04 Capacity Building. (10%)***

- |                                  |    |
|----------------------------------|----|
| a. In-House Lectures             | 3% |
| b. Workshops, Seminars, Symposia | 4% |
| c. Retreat                       | 3% |



<b>2.05 Collaboration and Team Work</b>		<b>(10%)</b>
a. Courtesy Visits	3%	
b. Collaborative Actions with Stakeholders	4%	
c. Intra/Inter- Command Activities	3%	
<b>2.06 Financial and Resource Management.</b>		<b>(7%)</b>
a. Physical projects	4%	
b. Non-physical projects	3%	
<b>2.07 Vehicle and Infrastructure Maintenance.</b>		<b>(5% )</b>
a. Vehicle Maintenance	3%	
b. Infrastructure Maintenance	2%	
<b>Total</b>		<b>100%</b>



3.0

## SOURCES OF DATA



Compendia

e-Dashboard

Surv./Monit. Report

Table 1:

## Report Rendition 15%

Zones	Component Operational Commands	Weekly Sitrep 3%	Monthly Report 3%	Quarterly Report 3%	Special Report 3%	Compliance to HQ Directives 3%	TOTAL	POSITION
RS1HQ Q	30	3	2	2	2	2	11	7th
RS2HQ Q	26	3	3	3	1	2	12	4th
RS3HQ Q	13	3	3	3	0	0	9	12th
RS4HQ Q	20	3	3	3	2	3	14	2nd
RS5HQ Q	24	3	3	3	3	3	15	1st
RS6HQ Q	18	3	3	3	2	1	12	4th
RS7HQ Q	25	3	3	3	1	1	11	7th
RS8HQ Q	23	3	3	3	2	3	14	2nd
RS9HQ Q	22	3	3	3	1	1	11	7th
RS10 HQ	12	3	3	3	1	2	12	4th
RS11 HQ	25	3	3	3	1	1	11	7th
RS12 HQ	13	3	3	3	1	1	11	7th

Chart 1: Illustrating performance outcome on reports rendition

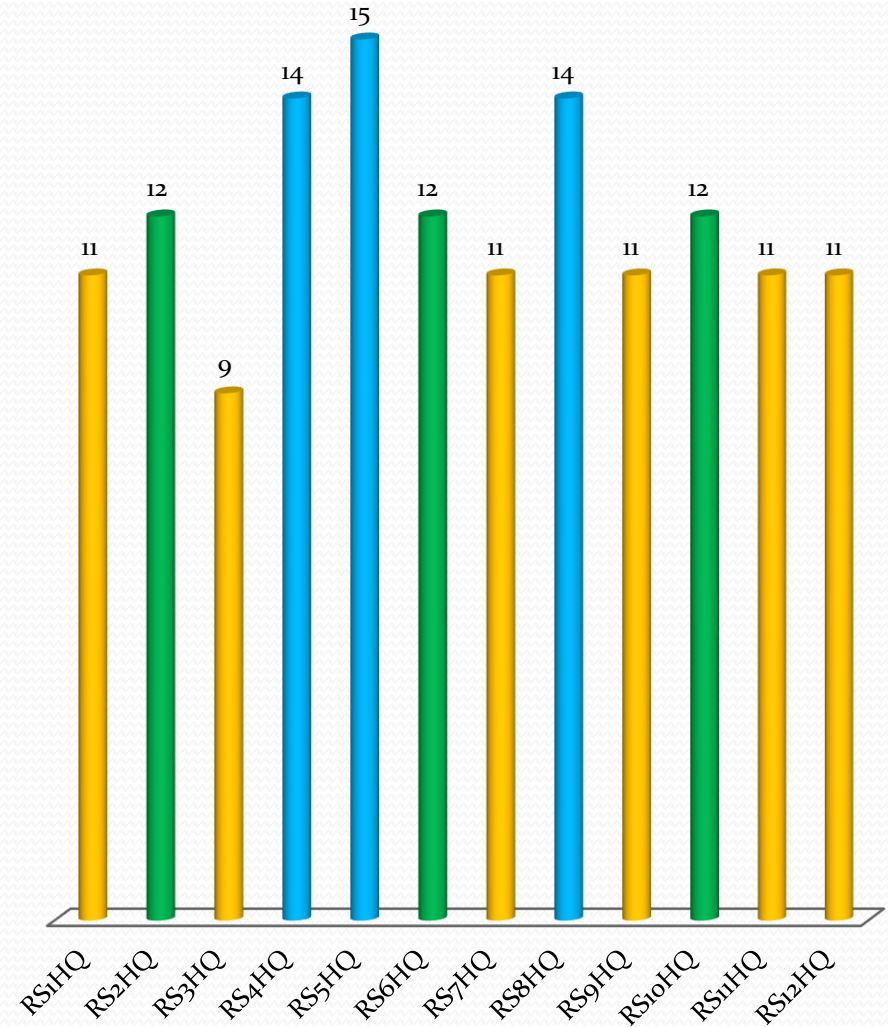


Table 2: Task Accomplishment & Innovations 35%																			
Planning & Monitoring 29%																			
Zones				Offenders/Offences 10%						Surv/Mon 8%		Visit to Commands 6%		Mon/Su perv. of DLCs and Zebras 5%	Rewa rd for High Perf. 3%	Creat ivity and Innov ation 3%	Total	POSIT ION	
	NO OF CMD S	Total No of Offend ers		No of Offs 4%	No of ACS, SLV, OLV					No of Teams Checked 3%	No of Arrest 5%	ZCO' s Visit S/Cm ds 3%	SCs Visit to U/Cs 3%						
					6%														
				AVE	SCOR E	ACS	SLV	OLV	AVE	SCOR E	SCORE	SCOR E	SCOR E	SCOR E	SCORE	SCORE	SCOR E	SCORE	SCORE
RS1HQ	30	14,290	476	2	4	32	356	12	2	3	1	2	2	2	2	2	2	18	6th
RS2HQ	26	25,256	971	4	114	245	481	32	6	2	4	1	1	2	1	3	24	2nd	
RS3HQ	13	2,764	213	1	1	13	65	6	1	1	0	0	3	3	1	1	11	11th	
RS4HQ	20	6,109	305	1	18	17	214	12	2	1	0	1	1	3	1	3	13	10th	
RS5HQ	24	15,135	631	3	13	42	395	19	3	3	3	1	2	3	1	3	22	3rd	
RS6HQ	18	6,735	374	1	6	21	431	25	5	1	0	3	2	4	3	2	21	5th	
RS7HQ	25	18,781	751	3	16	404	338	30	6	2	5	2	2	3	2	2	27	1st	
RS8HQ	23	7,019	305	1	6	57	166	10	2	3	4	2	1	2	1	2	18	6th	
RS9HQ	22	8,655	393	1	25	18	194	11	2	1	2	2	2	2	2	2	16	9th	
RS10HQ	12	5,103	425	2	0	117	93	18	3	3	0	2	3	5	2	2	22	3rd	
RS11HQ	25	12,091	484	2	15	78	328	17	3	2	5	3	1	`1	0	1	18	6th	
RS12HQ	13	2,791	214	1	0	15	52	5	1	1	0	0	1	1	0	0	5	12th	

Chart 2: Illustrating performance outcome of Task Accomplishment & Innovation

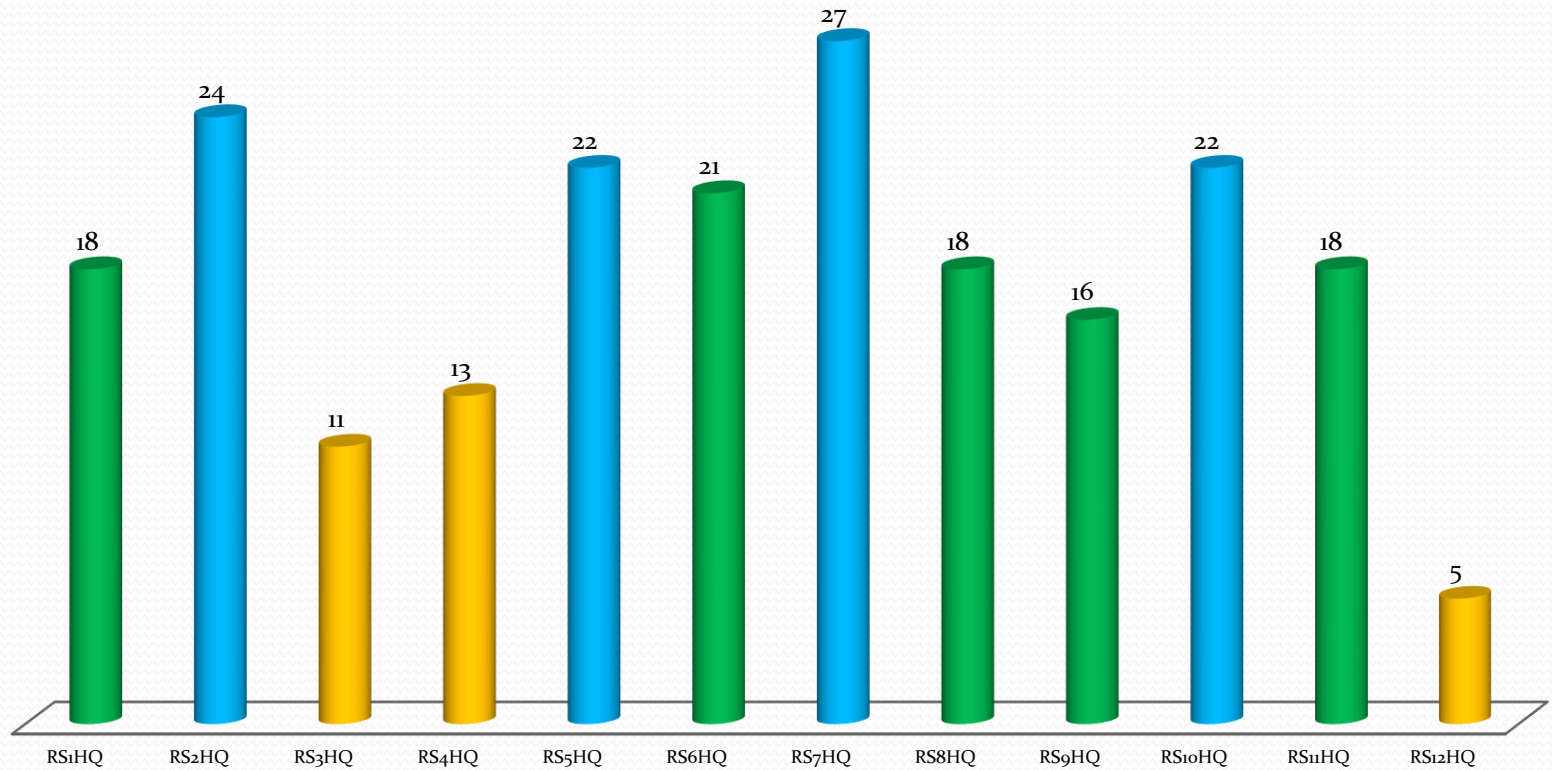
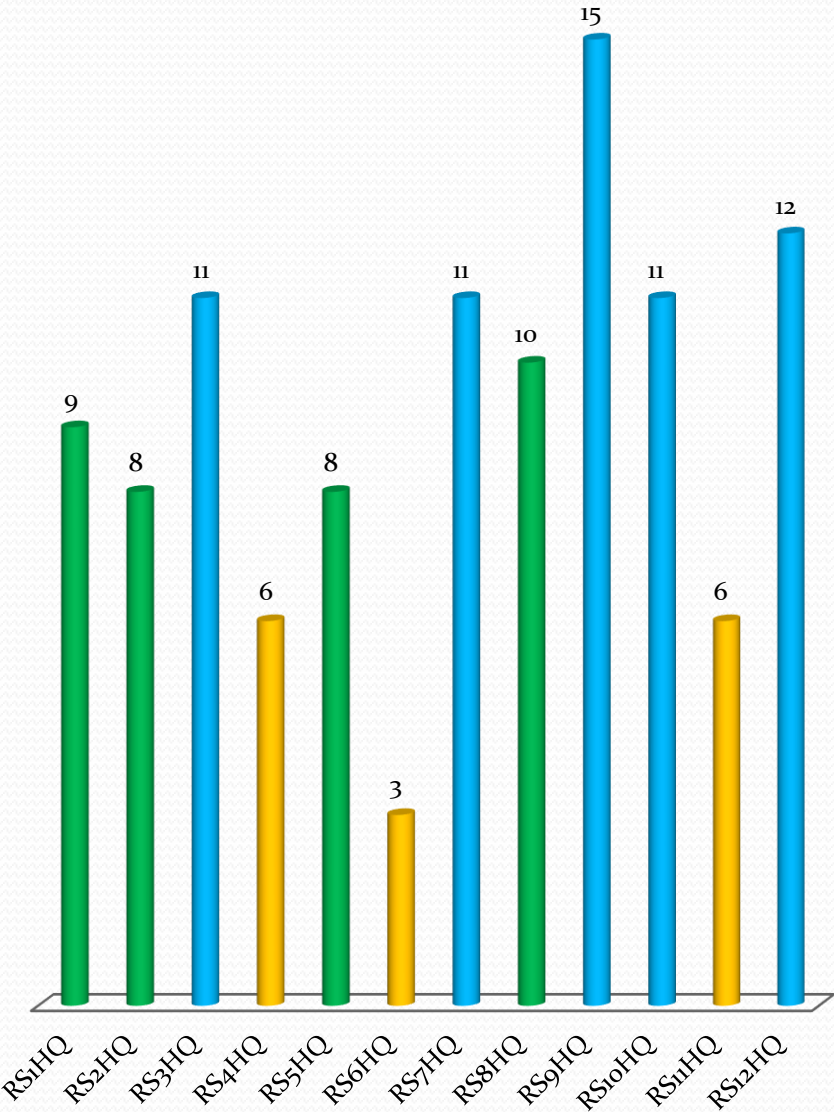


Table 3: Alignment to Service Standard 18%

Zones	Dur bar 3%	PE/Rall ies 6%	Operators/M gt. Meetings 6%	Road Safety Audit Report 3%	TOTAL	POSITION
RS1HQ	2	3	3	1	9	7th
RS2HQ	3	2	2	1	8	8th
RS3HQ	3	1	5	2	11	3rd
RS4HQ	1	2	1	2	6	10th
RS5HQ	2	2	1	3	8	8th
RS6HQ	2	1	0	0	3	12th
RS7HQ	2	5	2	2	11	3rd
RS8HQ	2	4	2	2	10	6th
RS9HQ	3	5	4	3	15	1st
RS10H Q	3	5	1	2	11	3rd
RS11H Q	1	2	1	2	6	10th
RS12H Q	3	2	6	1	12	2nd

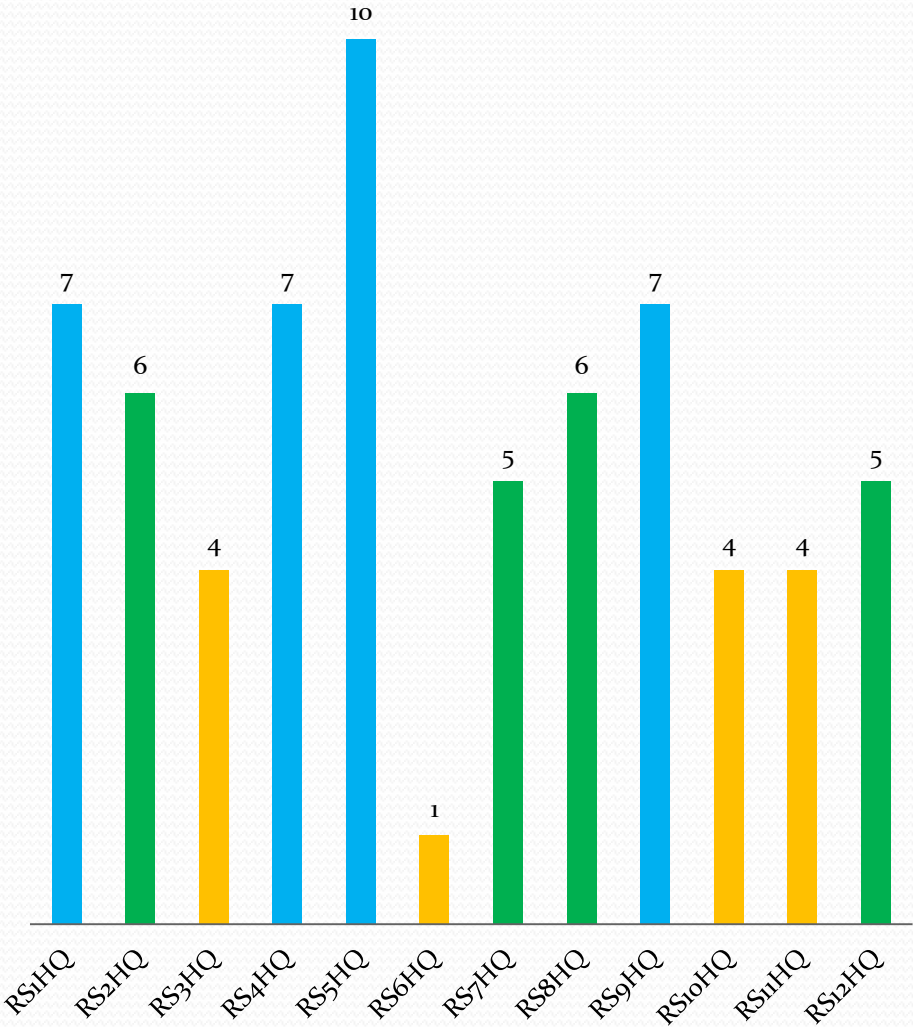
Chart 3: Illustrating outcome on alignment to service standard



**Table 4: Capacity Building 10%**

Zones	In-House Lecture Series 3%	Workshops/Semin ars/Symposia/Etc (4%)	Retreat 3%	TOT AL	POSITI ON
RS1HQ	3	2	2	7	2nd
RS2HQ	3	2	1	6	5th
RS3HQ	3	1	0	4	9th
RS4HQ	1	3	3	7	2nd
RS5HQ	3	3	4	10	1st
RS6HQ	0	1	0	1	12th
RS7HQ	1	3	1	5	7th
RS8HQ	1	2	3	6	5th
RS9HQ	3	2	2	7	2nd
RS10HQ	3	1	0	4	9th
RS11HQ	1	3	0	4	9th
RS12HQ	3	1	1	5	7th

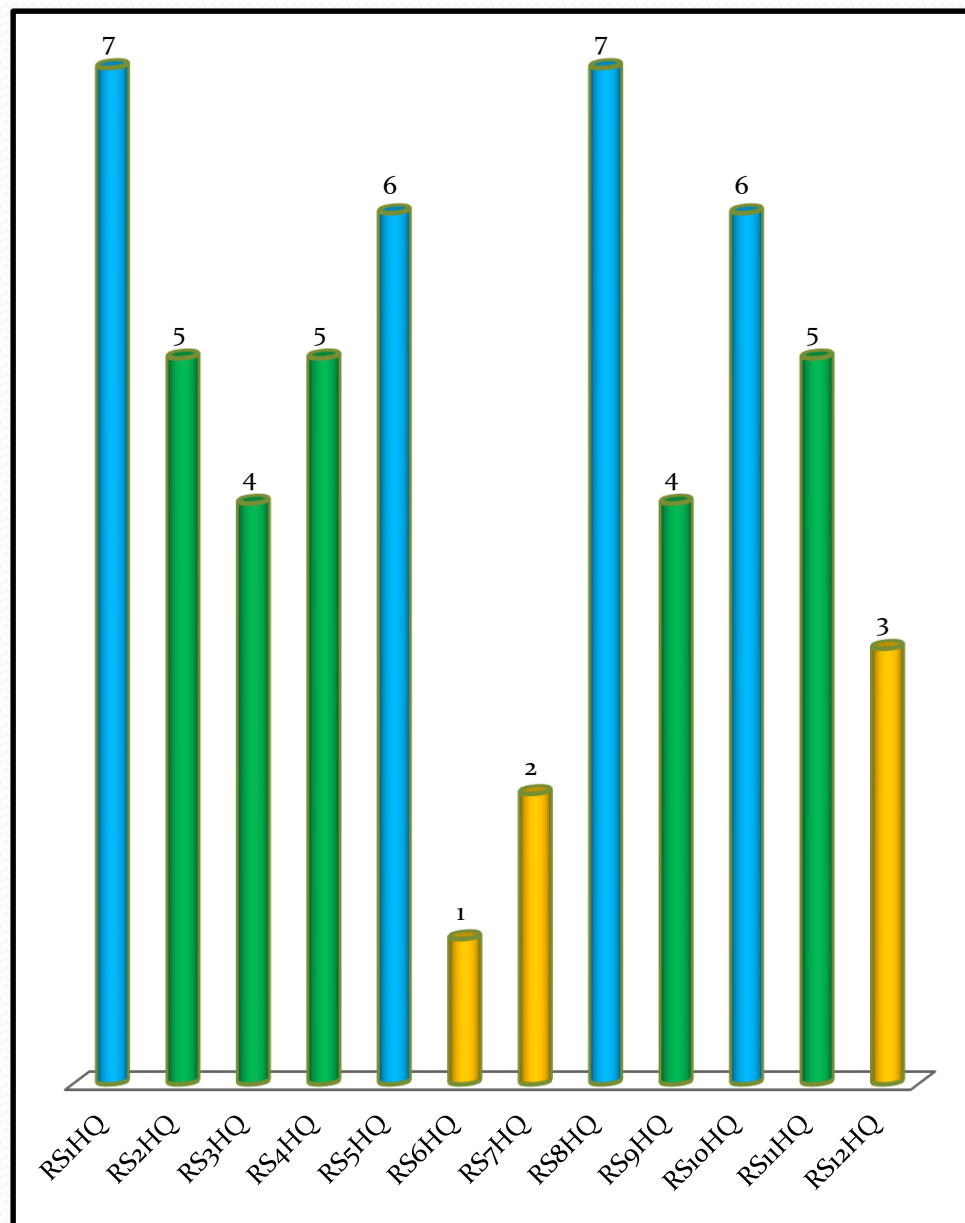
**Chart 4: Illustrating outcome on capacity building**



**Table 5: Collaboration & Team Work 10%**

Zones	Courtesy Visits 3%	Collaborative Actions With Stakeholders 4%	Intra/Inter-Command activities 3%	TOTAL	POSITION
RS1HQ	2	2	3	7	1st
RS2HQ	1	2	2	5	5th
RS3HQ	2	1	1	4	8th
RS4HQ	3	1	1	5	5th
RS5HQ	1	3	2	6	3rd
RS6HQ	0	1	0	1	12th
RS7HQ	0	1	1	2	11th
RS8HQ	3	2	2	7	1st
RS9HQ	2	1	1	4	8th
RS10HQ	3	2	1	6	3rd
RS11HQ	2	3	0	5	5th
RS12HQ	1	1	1	3	10th

**Chart 5: Illustrating outcomes on collaboration and team work**





**Table 6: Financial & Resource Management 7%**

Zones	Physical Projects 4%	Non-Physical Projects 3%	Total	POSITION
RS <sub>1</sub> HQ	3	2	5	4th
RS <sub>2</sub> HQ	4	1	5	4th
RS <sub>3</sub> HQ	2	2	4	8th
RS <sub>4</sub> HQ	3	3	6	1st
RS <sub>5</sub> HQ	3	3	6	1st
RS <sub>6</sub> HQ	1	0	1	10th
RS <sub>7</sub> HQ	3	1	4	8th
RS <sub>8</sub> HQ	3	3	6	1st
RS <sub>9</sub> HQ	3	2	5	4th
RS <sub>10</sub> HQ	3	2	5	4th
RS <sub>11</sub> HQ	0	1	1	10th
RS <sub>12</sub> HQ	1	0	1	10th

**Chart 6: Illustrating outcomes on financial & resource management 7%**

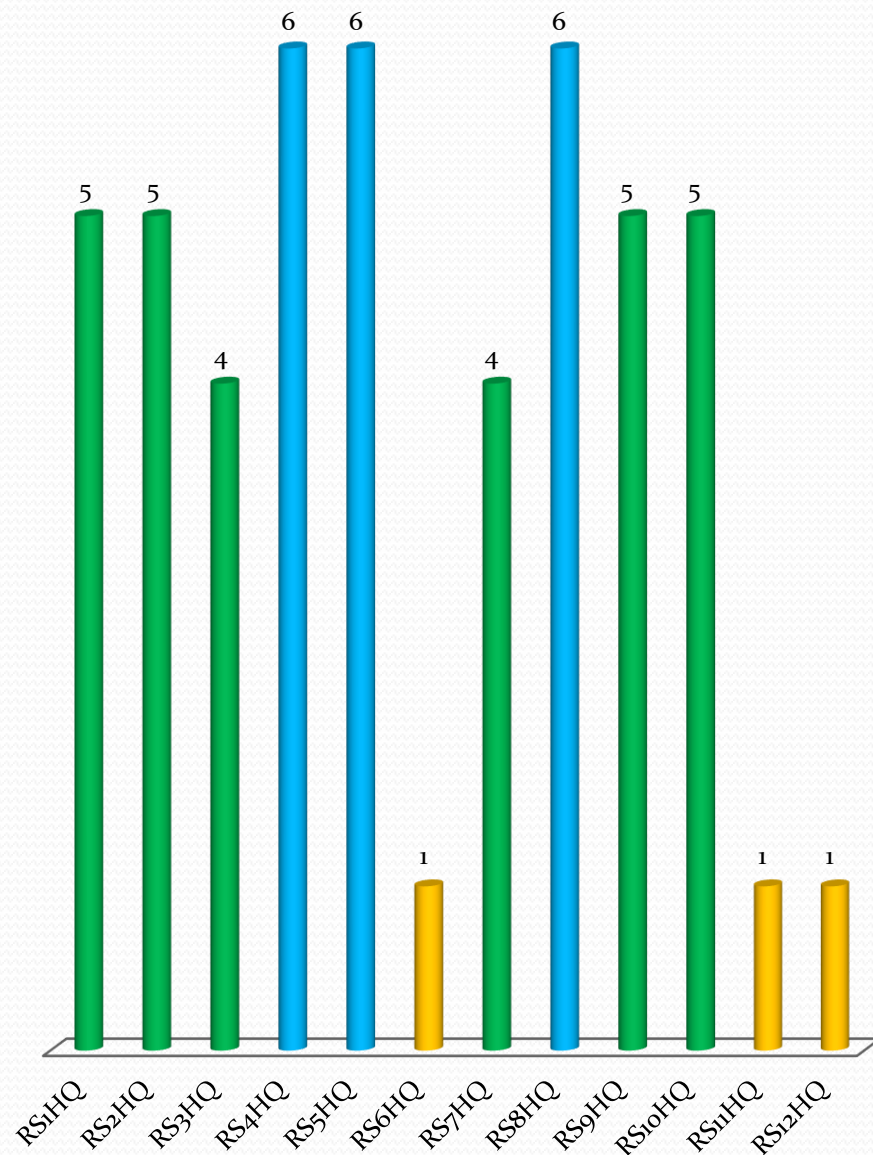
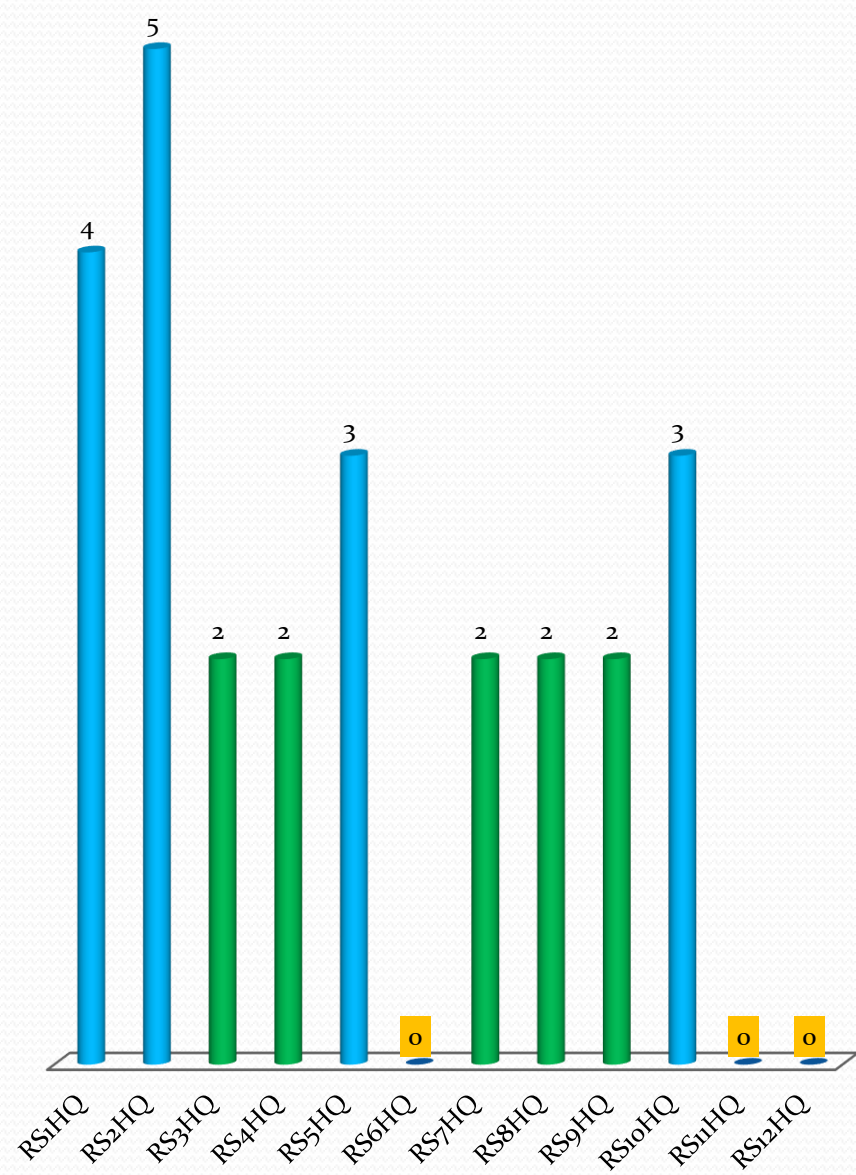


Table 7:Vehicle & Infrastructure Maintenance 5%

Zones	Vehicle 3%	Infrastructure 2%	TOTAL	POSITION
RS1HQ	2	2	4	2nd
RS2HQ	3	2	5	1st
RS3HQ	1	1	2	5th
RS4HQ	1	1	2	5th
RS5HQ	2	1	3	3rd
RS6HQ	0	0	0	10th
RS7HQ	1	1	2	5th
RS8HQ	1	1	2	5th
RS9HQ	1	1	2	5th
RS10HQ	2	1	3	4th
RS11HQ	0	0	0	10th
RS12HQ	0	0	0	10th

Chart 7: Illustrating outcomes on vehicles and infrastructure maintenance



**Table 8. OVERALL PERFORMANCE FOR Q1 2016**

Zone	Reports Rendition (15%)	Task Accomplishment & Innovations (35%)	Alignment to Service Standards (18%)	Capacity Building (10%)	Collaboration & Team Work (10%)	Financial & Resource Management (7%)	Vehicle & Infrastructure Maintenance (5%)	Total (100%)	RANKING
RS <sub>1</sub> HQ	11	18	9	7	7	5	4	61	6th
RS <sub>2</sub> HQ	12	24	8	6	5	5	5	65	2nd
RS <sub>3</sub> HQ	9	11	11	4	4	4	2	45	9th
RS <sub>4</sub> HQ	14	13	6	7	5	6	2	53	8th
RS <sub>5</sub> HQ	15	22	8	10	6	6	3	70	1st
RS <sub>6</sub> HQ	12	21	3	1	1	1	0	39	11th
RS <sub>7</sub> HQ	11	27	11	5	2	4	2	62	5th
RS <sub>8</sub> HQ	14	18	10	6	7	6	2	63	3rd
RS <sub>9</sub> HQ	11	16	15	7	4	5	2	60	7th
RS <sub>10</sub> HQ	12	22	11	4	6	5	3	63	3rd
RS <sub>11</sub> HQ	11	18	6	4	5	1	0	45	9th
RS <sub>12</sub> HQ	11	5	12	5	3	1	0	37	12th
Totals	143	215	110	66	55	49	25	663	
Average	11.92	17.92	9.17	5.50	4.58	4.08	2.08	55.25	

Chart 8A: Illustrating overall assessment performance outcomes

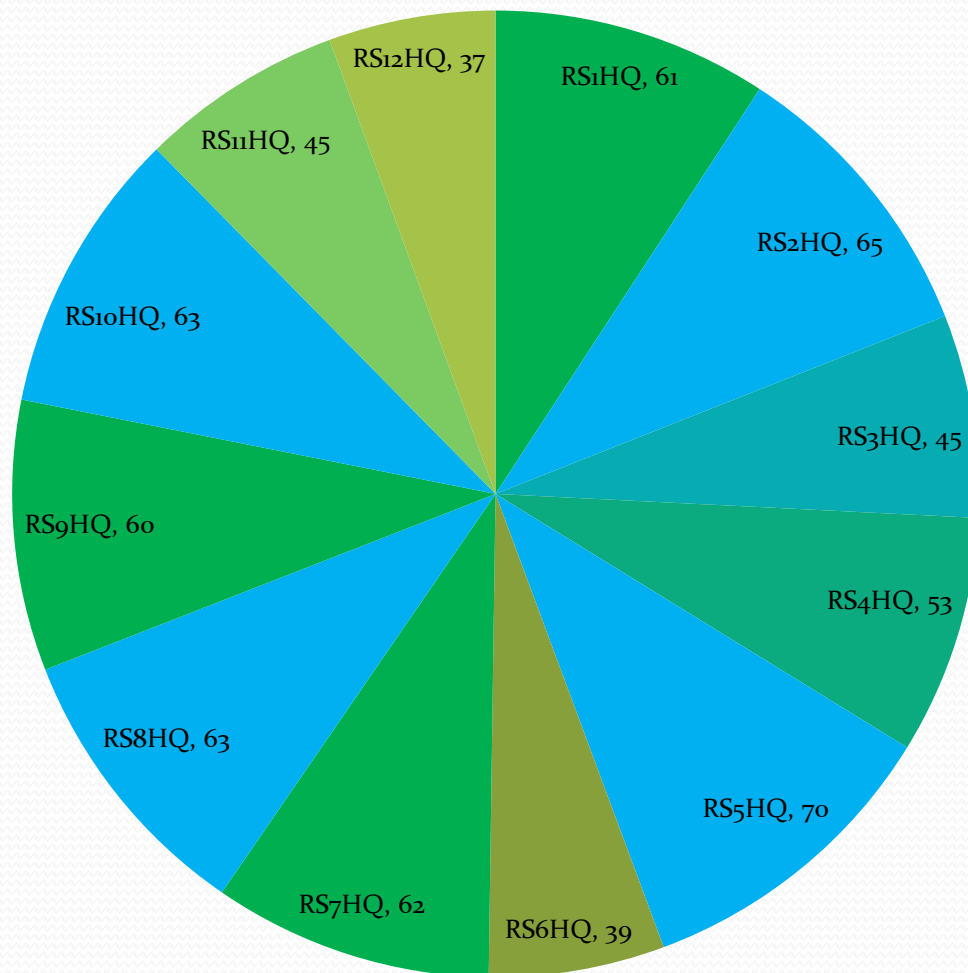
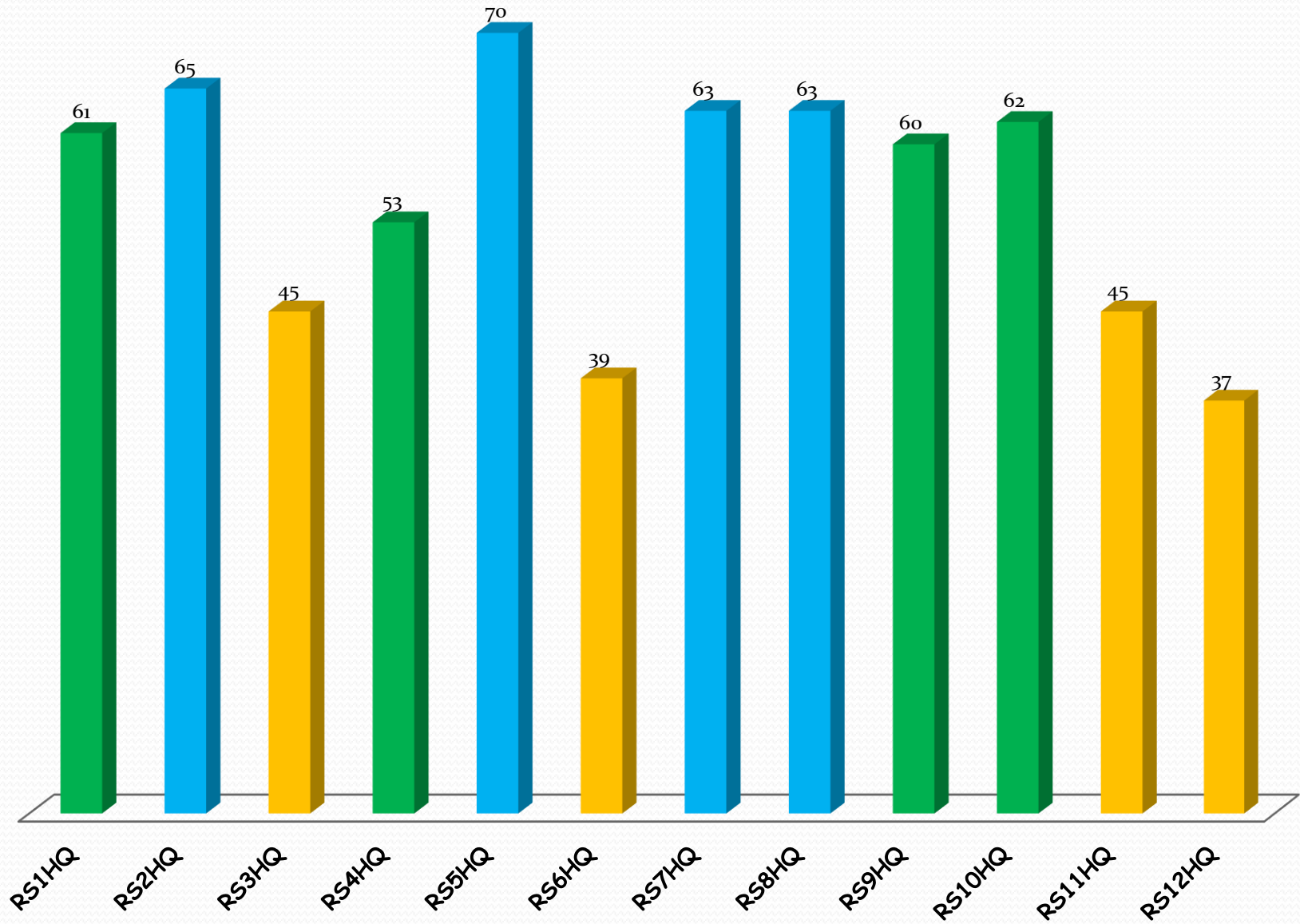


Chart 8B: Illustrating overall assessment performance outcomes



**Table 9. COMPARISONS OF 1Q 2015 WITH 1Q 2016**

Zone	1Q 2015	1Q 2016	TREND	REMARK
RS1HQ	53	61	↑	IMPROVEMENT
RS2HQ	68	65	↓	DECLINED
RS3HQ	47	45	↓	DECLINED
RS4HQ	50	53	↑	IMPROVEMENT
RS5HQ	59	70	↑	IMPROVEMENT
RS6HQ	57	39	↓	DECLINED
RS7HQ	72	62	↓	DECLINED
RS8HQ	54	63	↑	IMPROVEMENT
RS9HQ	48	60	↑	IMPROVEMENT
RS10HQ	60	63	↑	IMPROVEMENT
RS11HQ	70	45	↓	DECLINED
RS12HQ	50	37	↓	DECLINED
TOTAL	688	663	↓	DECLINED
AVERAGE	57.33	55.25	↓	DECLINED

**Chart 9: Chart illustrating Comparison between 1st 2015 and 1st 2016**

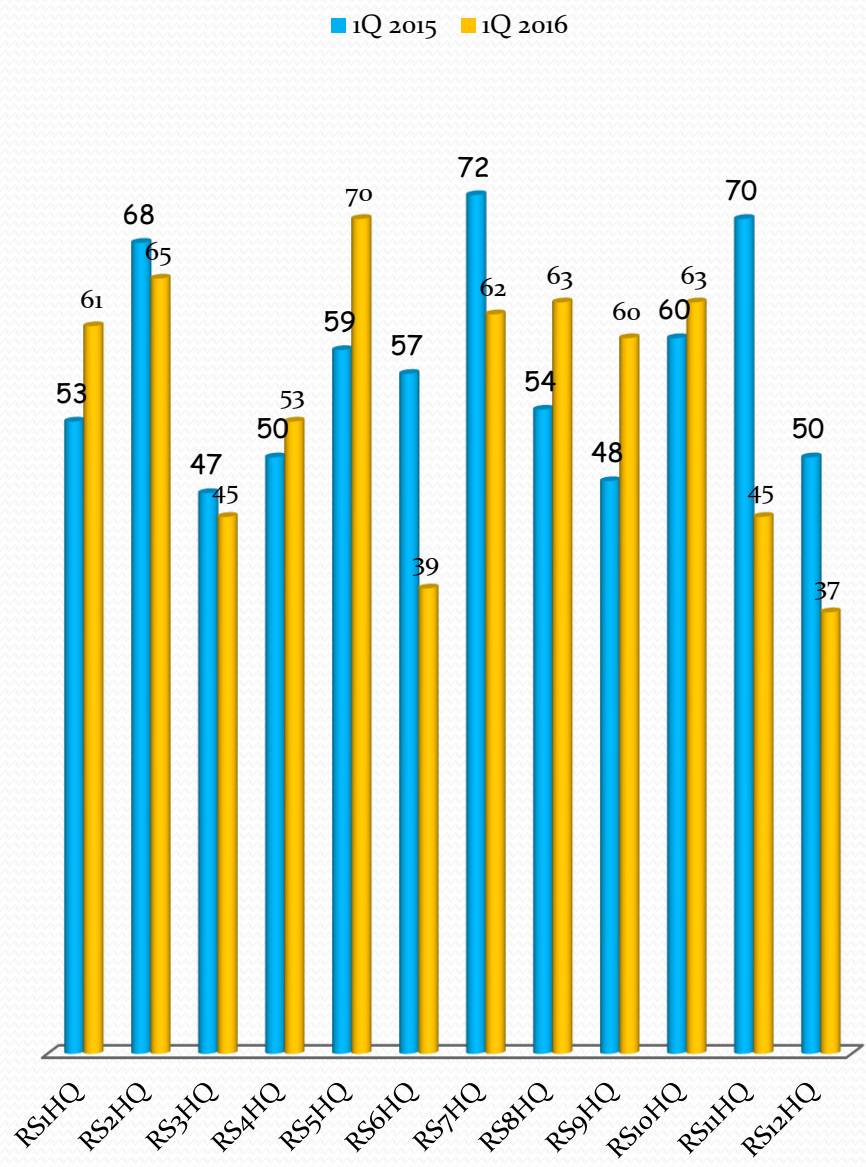
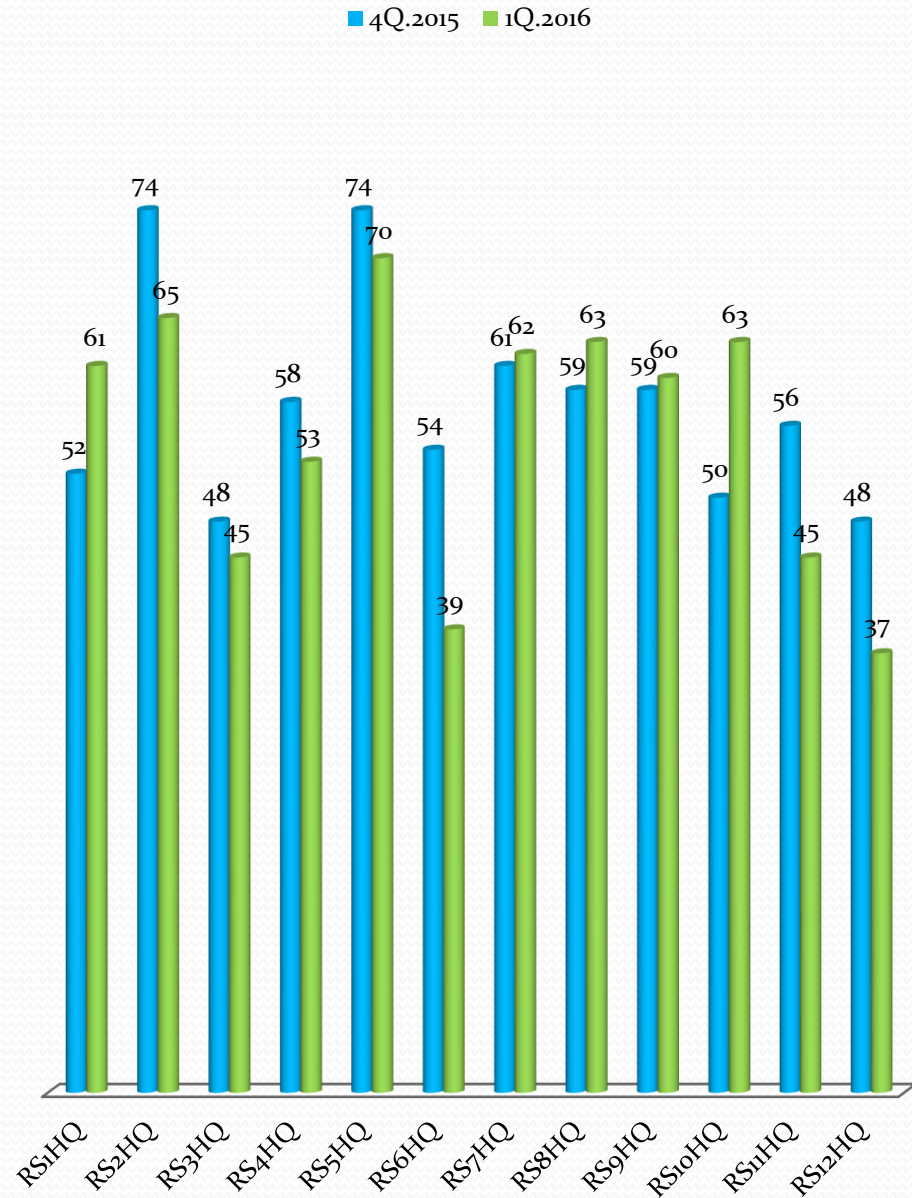


Table 10. COMPARISONS OF 4Q 2015 WITH 1Q 2016

Zone	4Q.2015	1Q.2016	TREND	REMARK
RS1HQ	52	61	↑	IMPROVEMENT
RS2HQ	74	65	↓	DECLINED
RS3HQ	48	45	↓	DECLINED
RS4HQ	58	53	↓	DECLINED
RS5HQ	74	70	↓	DECLINED
RS6HQ	54	39	↓	DECLINED
RS7HQ	61	62	↑	IMPROVEMENT
RS8HQ	59	63	↑	IMPROVEMENT
RS9HQ	59	60	↑	IMPROVEMENT
RS10HQ	50	63	↑	IMPROVEMENT
RS11HQ	56	45	↓	DECLINED
RS12HQ	48	37	↓	DECLINED
TOTAL	693	663	↓	DECLINED
AVERAGE	57.75	55.25	↓	DECLINED

Chart 10: Illustrating comparison of 4Q 2015 with 1Q 2016





## 4.0 OBSERVATIONS

- a. Overall Zonal Commands' performance in Q1,2016 stands at 58.3%; as seven out of the twelve Zonal Commands met the threshold pass mark of 60%.
- b. Areas of good performance are: Report Rendition and Financial/Resource Management in which eight Zones recorded pass marks of 66.7%.
- c. Area of bad performance is Alignment to Service Standard, where Zone 6 scored the least mark(3/18) while Zones 2, 4, 5 & 11 scored below-pass mark(9/18).
- d. Zones 6,11 and 12 performed poorly on Vehicle and Infrastructural Maintenance
- e. Zones 2, 3, 6, 11 & 12 recorded a steady decline in performance in Q1(2015) compared to Q1(2016) and Q4(2015) compared to Q1(2016).
- f. Zones 1, 7, 8, 9 & 10 improved in their performance in Q1(2016) compared to Q4(2015)

## 4.0 OBSERVATIONS cont.

- g. Acts of padding and misrepresentation were noted in the compendia of Zones 3, 7, 9 and 12.
- h. Under reporting of activities were noted in the compendia of Zones 3, 6, 10 and 11.
- i. The peculiar security challenges affecting Zones 3 and 12 are however noted.

## 5.0 RECOMMENDATION:

Arising from the observations above, the following are recommended:

- a. The three best performing Zonal Commands be commended and rewarded in line with Management's CRP policy.
- b. Zones 2, 3, 4, 6, 11 & 12 should be given letters of administrative advice for declining performance.
- c. Monitoring of Field Commands should be intensified to nip in the bud, any act of drifting from Service Standard.
- d. All Zones, especially 6, 11 and 12 are to be seriously admonished to improve on their Vehicle and Infrastructural maintenance efforts.

## 5.0 RECOMMENDATION cont.

- e. Field Commands should be cautioned against growing lukewarm attitude towards observance of Management Meeting, In-House Lecture, Durbar and Road Safety Audit.
- f. Zones 1, 3, 6, 7, 9,10, 11 and 12 should be directed to send their M & E officers to RSHQ for a day training in the skill of accurate compilation of Assessment Compendium.
- g. Commanding Officers should be advised to put necessary measures in place for a gradual collation of their Command's compendium of activities rather than to wait till the request is made by RSHQ.

Buildup .....

**Breakthrough!**

Disciplined  
People

Disciplined  
Thought

Disciplined  
Action

## 6.0 PRAYERS

Management is invited, to consider and approve the Q1 2016 assessment report with the recommendations proffered.



**DCM Adei A Abu**  
Deputy Corps Marshal (Operations)

June 16

**THANK**

**YOU**

**FOR**

**LISTENING**





CERTIFICATION

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