

FEDERAL ROAD SAFETY CORPS

ASSESSMENT REPORT OF RSHQ DEPARTMENTS AND CORPS OFFICES

1ST HALF YEAR (JAN - JUNE 2018)



INTRODUCTION

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

- 🌳 EVALUATION CRITERIA**
- 🌳 SUMMARY OF 2017 ASSESSMENT OF RSHQ DEPTS/COS**
- 🌳 1ST QUARTER (JAN - MAR 2018) ASSESSMENT OF RSHQ DEPTS/COS**
- 🌳 2ND QUARTER (APR - JUN 2018) ASSESSMENT OF RSHQ DEPTS/COS**
- 🌳 HALF YEAR (JAN - JUN 2018) ASSESSMENT OF RSHQ DEPTS/COS**
- 🌳 COMPARISON OF 1ST QUARTER (JAN - MAR) 2018 WITH 2ND QUARTER (APR - JUN) 2018.**
- 🌳 GENERAL OBSERVATIONS MADE IN THE COURSE OF THE ASSESSMENT.**
- 🌳 RECOMMENDATIONS**



REVIEWED ASSESSMENT CRITERIA

S/N	DESCRIPTION	SCORE
1.	Reporting Rendition	15
2.	Task Accomplishment and Innovations	97
3.	Alignment to Service Standards	24
4.	Team Work and Collaboration	9
5.	Capacity Building	14
6.	Financial & Resources Management	12
	TOTAL	171

THE ASSESSMENT CRITERIA DETAILS

•1. REPORT RENDITION (15)

- Weekly Sitreps (13 Nos.) (6.5 marks)
- Monthly report (3 Nos.) (3 marks)
- Quarterly report (1 No.) (2.5 marks)
- Special reports (Productivity Measurement Report) (3 marks)

TOTAL = 15

2. TASK ACCOMPLISHMENT AND INNOVATIONS (97)

- Projects (Physical and Non-Physical) (2marks each) (30 marks)
- Accomplishment of Statutory Functions (1 mark each) (12 marks)
- Accomplishment of Strategic Initiatives (15 marks)
- Accomplishment of Management Assigned Tasks (10 marks)
- Creativity and Innovation (3 marks each) (30 marks)

TOTAL = 97

3. ALIGNMENT TO SERVICE STANDARDS (24)

- Attendance register (2 marks)
- Movement register (2 marks)
- Leave matters/records (2 marks)
- Work Environment (2 marks)
- Record of disciplinary matters (2 marks)
- Record of Departmental/Corps Offices meetings (2 marks)
- Complaints handing/Documentation, Follow-up & Resolution (7 marks)
- Nominal roll (2 marks)
- Provost Disciplinary record (3 marks)

TOTAL = 24



4. TEAMWORK AND COLLABORATION (9)

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

5. CAPACITY BUILDING (14)

- In-house lectures (1 mark each) (10 marks)
- Seminars and workshops (1 mark each) (4 marks)

6. FINANCIAL AND RESOURCE MANAGEMENT (12)

- Retirement of monthly allocations (9 marks)
- Retirement of special funds (3 marks)

GRAND TOTAL = 171

NB. Scores Calculation =

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

SUMMARY SHEET OF 2017 ASSESSMENT OF DEPARTMENTS AND CORPS OFFICES



S/N	DEPTS/ COS	1 ST QTR 2017	2 ND QTR 2017	3 RD QTR 2017	4 TH QTR 2017	TOTAL	AVERAGE	POSITION
1.	OPS	85.2	91.8	87	89.8	353.8	88.45	1 ST
2.	AHR	85.7	90.2	86.1	85.9	347.9	86.98	2 ND
3.	CTSO	85	90.4	84.3	87.1	346.8	86.7	3 RD
4.	PRS	83.5	89.5	83.9	84	340.9	85.23	4 TH
5.	CA	82.8	83	83.5	84.7	334	83.5	5 TH
6.	MVA	80.4	84.8	81.8	84	331	82.75	6 TH
7.	TSD	79.6	82.2	79.5	87.5	328.8	82.2	6 TH
8.	CP	80.2	81	81.5	83	325.7	81.43	8 TH
9.	CS	78.5	82.7	79	83.3	323.5	80.88	9 TH
10.	CLA	78.7	84.2	80.1	80.1	323.1	80.78	9 TH
11.	F&A	71.9	81.3	83	83	319.2	79.8	11 TH
12.	COSEN	68.6	81.7	83.2	80.9	314.4	78.6	12 TH
13.	CMRS	75.6	80.6	73.9	72.9	303	75.75	13 TH
14.	TRG	68.3	80.4	77.1	76.2	302	75.5	14 TH
15.	CIO	70.3	73.8	76.8	79.7	300.6	75.15	15 TH
16.	CBUD	73	75	71.9	77.5	297.4	74.35	16 TH
17.	CPEO	71.5	62.5	69.9	82.5	286.4	71.6	17 TH
18.	CPRO	68.9	70.2	72.9	71.3	283.3	70.83	18 TH
19.	SD&P	71.5	70.8	68.4	66.5	277.2	69.3	19 TH

KEY

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

1ST QUARTER 2018 ASSESSMENT OF RSHQ DEPTS/COS BY THE CMO

MONTH/YEAR: JAN - MAR 2018



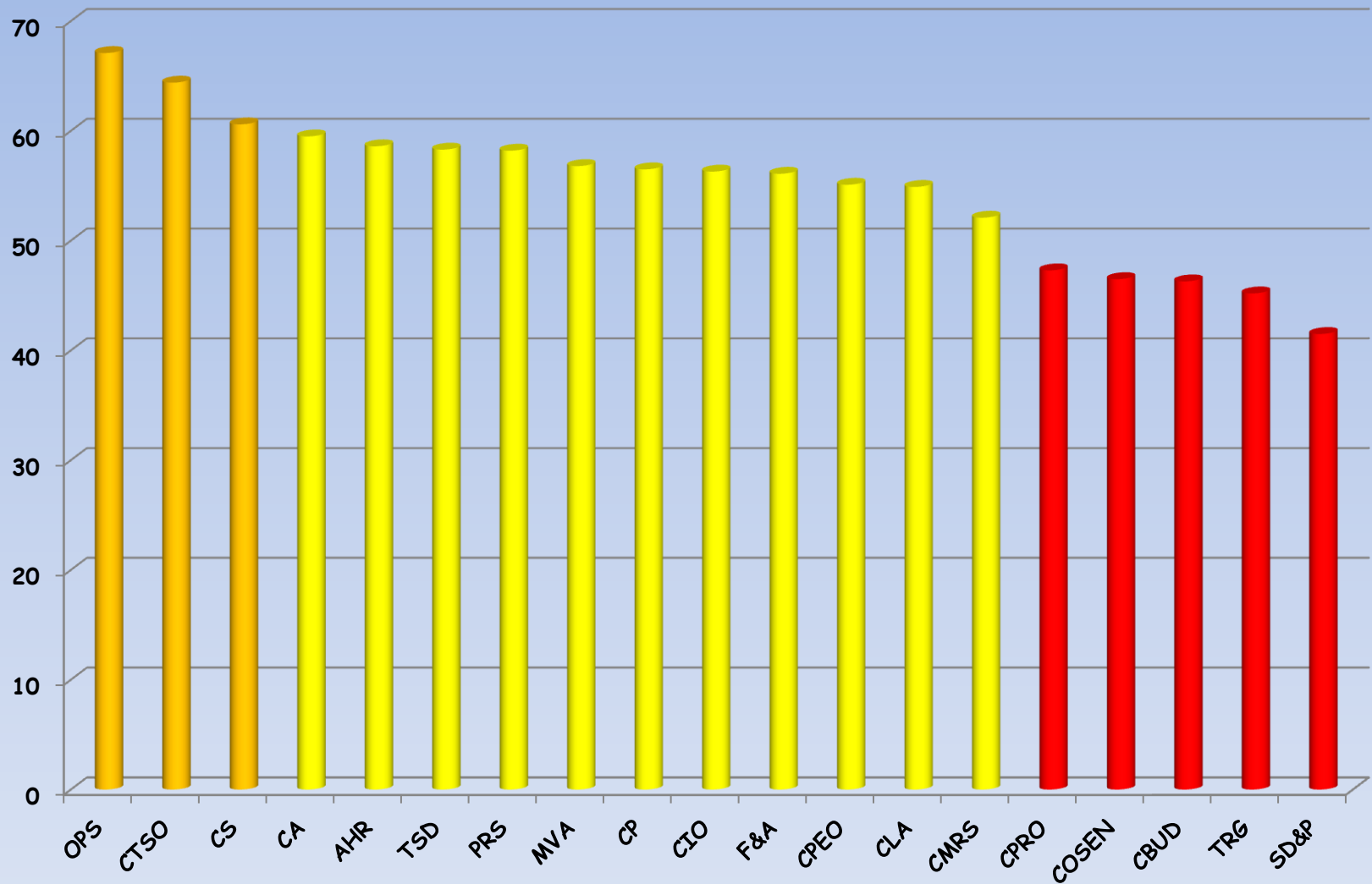
S/N	DEPTs/COS	REPORT RENDITION	TASK ACCOMPLISHMENT AND INNOVATION	ALIGNMENT TO SERVICE STANDARDS	TEAM WORK AND COLLABORATION	CAPACITY BUILDING	FINANCIAL AND RESOURCE MANAGEMENT	TOTAL	AVERAGE	POSITION
1	OPS	15	49	20.6	6	12	12	114.6	67.1	1 ST
2	CTSO	15	38.1	24	7	14	12	110.1	64.4	2 ND
3	CS	15	33.5	21.1	8	14	12	103.6	60.6	3 RD
4	CA	15	35.6	22.3	4	13	12	101.9	59.5	4 TH
5	AHR	15	32.5	21.7	7	12	12	100.2	58.6	5 TH
6	TSD	15	38	21.7	3	10	12	99.7	58.3	6 TH
7	PRS	15	27.6	24	8	13	12	99.6	58.2	7 TH
8	MVA	12	33.2	18.9	7	14	12	97.1	56.8	8 TH
9	CP	15	31.6	21.1	5	12	12	96.7	56.5	9 TH
10	CIO	15	30.3	20	8	11	12	96.3	56.3	10 TH
11	F&A	15	36	20	9	10	6	96	56.1	11 TH
12	CPEO	15	36.4	18.9	5	13	6	94.3	55.1	12 TH
13	CLA	12	28.9	24	7	10	12	93.9	54.9	13 TH
14	CMRS	15	26.1	20	3	13	12	89.1	52.1	14 TH
15	CPRO	15	24	18.9	1	10	12	80.9	47.3	15 TH
16	COSEN	14	17.5	20	4	12	12	79.5	46.5	16 TH
17	CBUD	15	20.3	21.8	0	10	12	79.1	46.3	17 TH
18	TRG	15	32.4	18.9	1	10	0	77.3	45.2	18 TH
19	SD&P	15	12.7	19.4	2	10	12	71.1	41.5	19 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 - 58.2%

1ST QUARTER 2018 ASSESSMENT OF DEPTS/COS BY THE CMO



Above 50% Score - 58.2%

2ND QUARTER 2018 ASSESSMENT OF RSHQ DEPTS/COS BY THE CMO

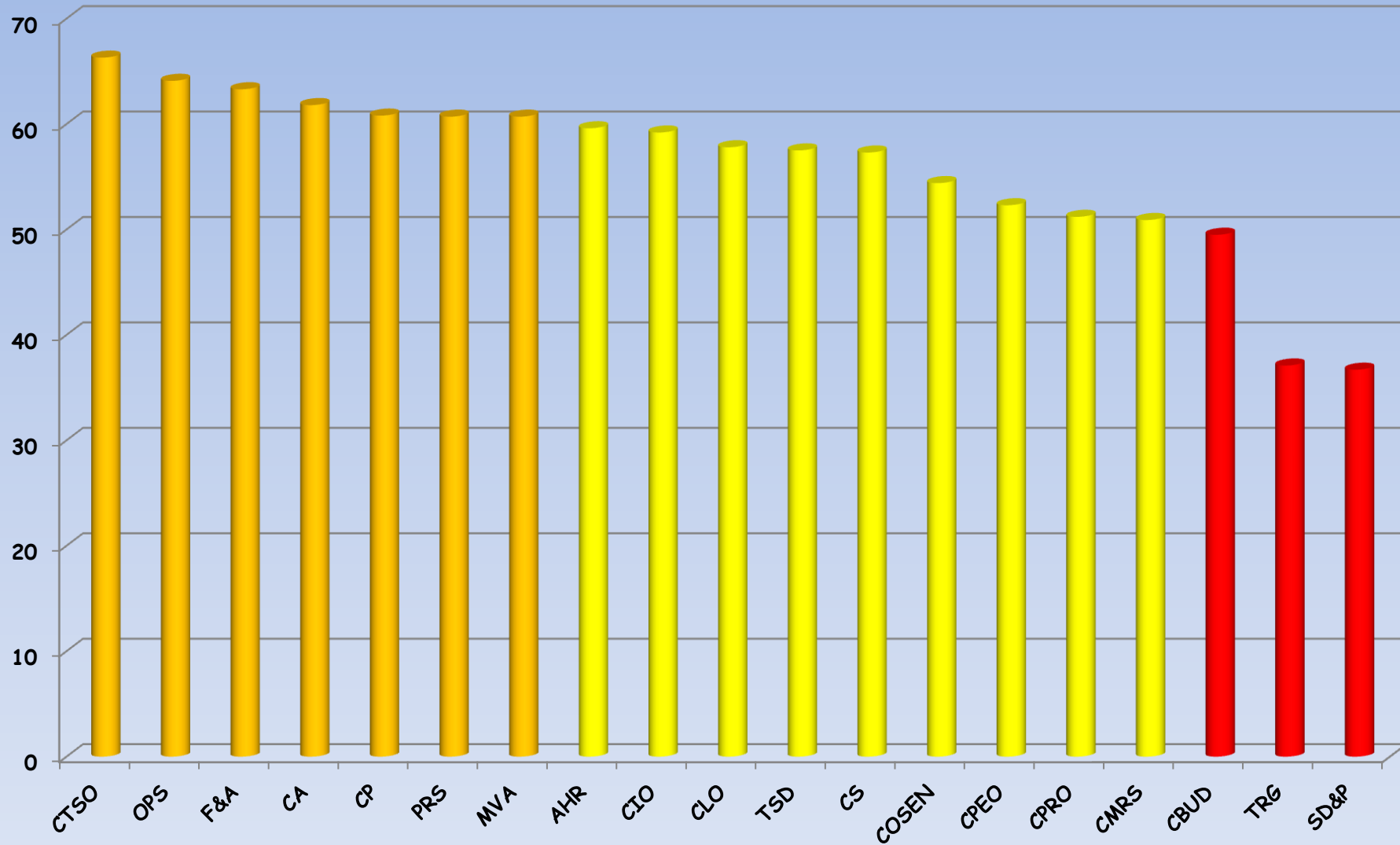
MONTH/YEAR: APR - JUN 2018

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	CTSO	15	43.4	24	5	14	12	113.4	66.3	1 ST
2	OPS	15	44.5	18.1	6	14	12	109.6	64.1	2 ND
3	F&A	15	37	21.7	9	14	12	108.7	63.3	3 RD
4	CA	15	35.6	24	5	14	12	105.6	61.8	4 TH
5	CP	15	45.2	21.7	4	12	6	103.9	60.8	5 TH
6	PRS	15	34.4	23.4	5	14	12	103.8	60.7	6 TH
7	MVA	15	35.6	22.2	5	14	12	103.8	60.7	7 TH
8	AHR	15	35.1	22.8	3	14	12	101.9	59.6	8 TH
9	CIO	15	33.8	23.4	6	11	12	101.2	59.2	9 TH
10	CLO	15	29.9	24	7	11	12	98.9	57.8	10 TH
11	TSD	15	40.5	19.9	3	8	12	98.4	57.5	11 TH
12	CS	15	31	24	3	13	12	98	57.3	12 TH
13	COSEN	15	30	21.1	4	11	12	93.1	54.4	13 TH
14	CPEO	15	33.5	19.9	7	14	0	89.4	52.3	14 TH
15	CPRO	15	25.6	24	1	10	12	87.6	51.2	15 TH
16	CMRS	15	26.3	18.7	3	12	12	87	50.9	16 TH
17	CBUD	15	24.7	24	0	9	12	84.7	49.5	17 TH
18	TRG	15	18.5	19.9	0	10	0	63.4	37.1	18 TH
19	SD&P	15	21	18.7	0	8	0	62.7	36.7	19 TH

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


Above 50% Score - 58.6%

2ND QUARTER 2018 ASSESSMENT OF DEPTS/COS BY THE CMO



Above 50% Score - 58.6%

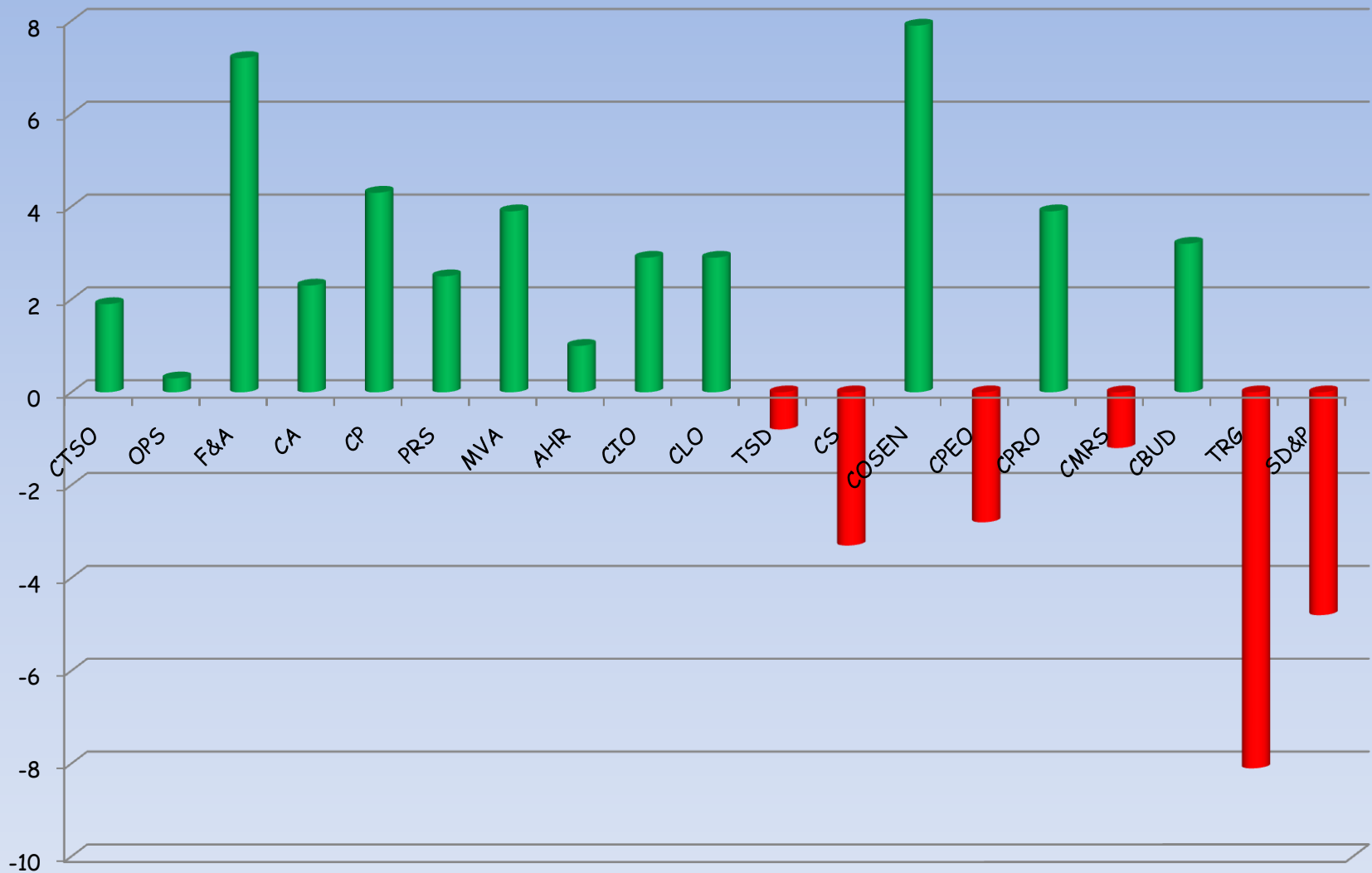
COMPARISON ANALYSIS BETWEEN 2ND QUARTER 2018 AND 1ST QUARTER 2018



DEPTS/COS	2ND QTR 2018	1ST QTR 2018	DIFFERENCE
CTSO	66.3	64.4	1.9
OPS	64.1	67.1	0.3
F&A	63.3	56.1	7.2
CA	61.8	59.5	2.3
CP	60.8	56.5	4.3
PRS	60.7	58.2	2.5
MVA	60.7	56.8	3.9
AHR	59.6	58.6	1
CIO	59.2	56.3	2.9
CLO	57.8	54.9	2.9
TSD	57.5	58.3	-0.8
CS	57.3	60.6	-3.3
COSEN	54.4	46.5	7.9
CPEO	52.3	55.1	-2.8
CPRO	51.2	47.3	3.9
CMRS	50.9	52.1	-1.2
CBUD	49.5	46.3	3.2
TRG	37.1	45.2	-8.1
SD&P	36.7	41.5	-4.8

Green - Depts/COs that improved in 2nd Qtr 2018 upon their 1st Qtr 2018 performance - 13
 Red - Depts/COs that Declined in 2nd Qtr 2018 against their 1st Qtr 2018 performance - 6

COMPARATIVE GRAPH OF 2ND QUARTER 2018 AGAINST 1ST QUARTER 2018 ASSESSMENT OF DEPTS/COS BY THE CMO



Green - Depts/COs that improved in 2ND Quarter 2018 upon their 1ST Quarter 2018 performance - 13

Red - Depts/COs that declined in 2ND Quarter 2018 against their 1ST Quarter 2018 performance - 6

SUMMARY OF 1ST HALF YEAR (JAN - JUN) 2018 ASSESSMENT OF DEPTS/COS BY THE CMO



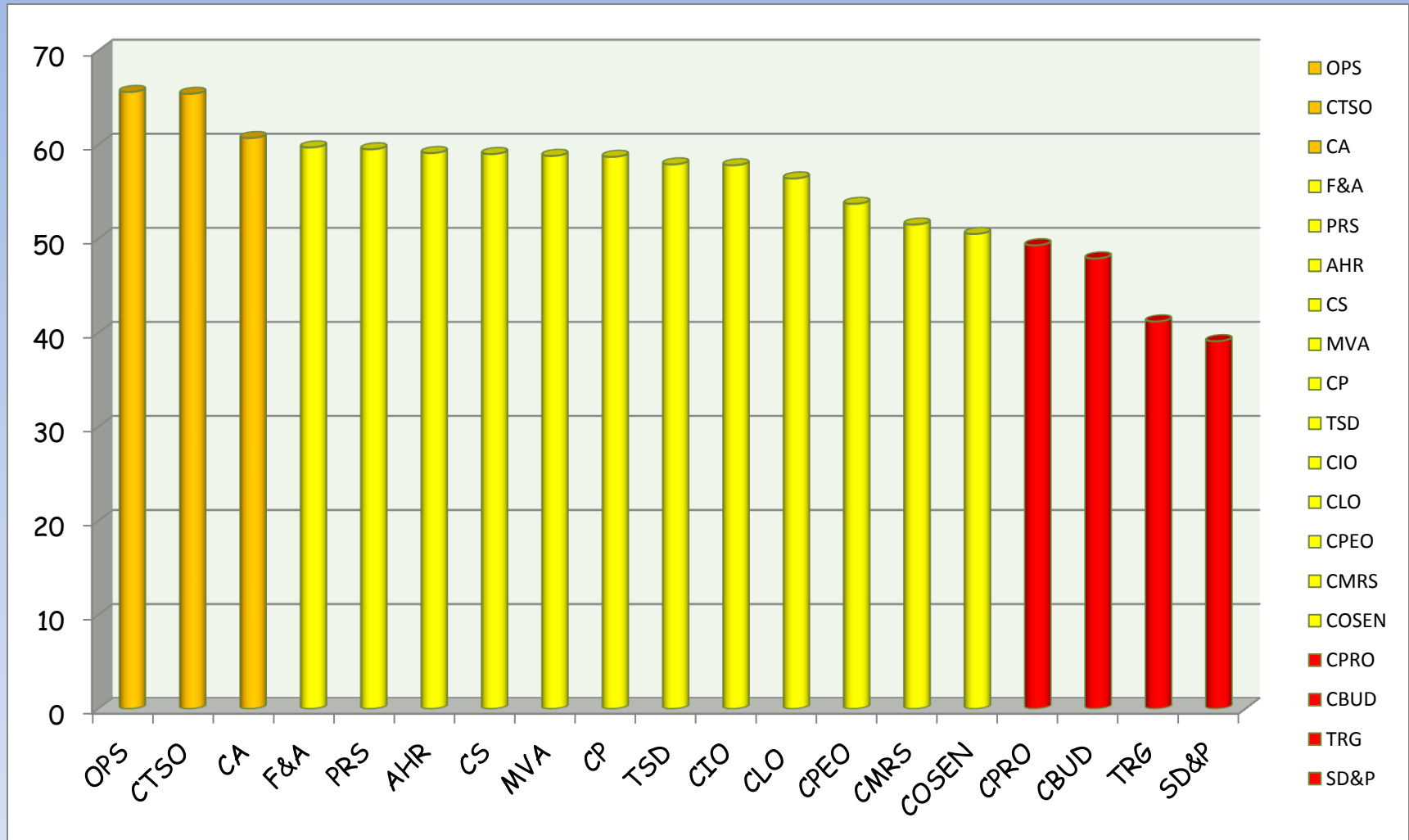
DEPTS/COS	1ST QTR 2018	2ND QTR 2018	AVERAGE	POSITION
OPS	67.1	64.1	65.6	1ST
CTSO	64.4	66.3	65.4	2ND
CA	59.5	61.8	60.7	3RD
F&A	56.1	63.3	59.7	4TH
PRS	58.2	60.7	59.5	5TH
AHR	58.6	59.6	59.1	6TH
CS	60.6	57.3	59	7TH
MVA	56.8	60.7	58.8	8TH
CP	56.5	60.8	58.7	9TH
TSD	58.3	57.5	57.9	10TH
CIO	56.3	59.2	57.8	11TH
CLO	54.9	57.8	56.4	12TH
CPEO	55.1	52.3	53.7	13TH
CMRS	52.1	50.9	51.5	14TH
COSEN	46.5	54.4	50.5	15TH
CPRO	47.3	51.2	49.3	16TH
CBUD	46.3	49.5	47.9	17TH
TRG	45.2	37.1	41.2	18TH
SD&P	41.5	36.7	39.1	19TH

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 - 58.3%

GRAPHICAL REPRESENTATION OF 1ST HALF YEAR (JAN - JUN) 2018 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 - 58.3%

GENERAL OBSERVATIONS

- 
- ❗ 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.
 - ❗ AN INCREASING NON-CHALLANT ATTITUDE TOWARDS THE DEPARTMENTAL ASSESSMENT WAS OBSERVED. THIS IS ATTRIBUTABLE TO THE LOWERING OF THE "PRIZE AND SANCTION-STAKE".
 - ❗ ALSO, ALL AWARDS FOR YEAR 2017 ARE STILL OUTSTANDING FOR PAYMENT.
 - ❗ "PACKAGING" OF REPORTS IS STILL PREVALENT.

STATISTICAL INFERENCE FROM DATA

- ❗ PERFORMANCE ANALYSIS FOR 1ST HALF YEAR 2018 ASSESSMENT IS SHOWN BELOW:-


AVERAGE PERFORMANCE FOR 1 ST QTR 2018	-	54.8%
AVERAGE PERFORMANCE FOR 2 ND QTR 2018	-	55.9%
- ❗ 15 DEPARTMENTS/CORPS OFFICES SCORED OVER 50%, WHILE 4 WERE BELOW 50%.
- ❗ **OPERATIONS DEPARTMENT** CAME IN FIRST WHILE **TRAINING AND SPECIAL DUTIES AND PARTNERSHIP DEPARTMENTS** CAME IN 18TH AND 19TH.
- ❗ THE MOST IMPROVED DEPARTMENT FOR HALF YEAR 2018 WAS COSEN (7.9%), WHILE THE MOST DECLINED WAS TRAINING (-8.1%).
- ❗ ALSO WORTHY OF MENTION IS THE SIGNIFICANT IMPROVEMENT IN ALL ROUND PERFORMANCE BY THE FINANCE AND ACCOUNTS DEPARTMENT.



REPORTING IN ALL RAMIFICATIONS DROPPED TO ABOUT 80% COMPLIANCE IN 1ST HALF 2018 AS MOST DEPARTMENTS/CORPS OFFICES FAILED TO SUBMIT REPORTS AS AT WHEN DUE.

HOWEVER, IT 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 0.1 MARKS DIFFERENTIATING POSITION RANKING.

RECOMMENDATIONS

- 
- ✿ A NEED EXISTS TO PROPEL DEPARTMENTS/CORPS OFFICES TO STRIVE FOR EXCELLENCE. HENCE, THE PRIZE-STAKE AND SANCTION FOR HARD WORK AND FAILURE RESPECTIVELY SHOULD BE COMMENSURATE.
 - ✿ 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 IS RECOMMENDED FOR ADMIN AND M&E OFFICERS ON THE ENTIRE PMS, NEW ASSESSMENT CRITERIA AND CORPS STRATEGIC OBJECTIVES FOR THE YEAR, COUPLED WITH OTHER ON-THE-JOB IMPROVEMENT TRAINING.
 - ✿ CONTINUED COMMITMENT BY THE HEADS OF DEPARTMENTS, CORPS OFFICERS AND FIELD COMMANDING OFFICERS 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 MID YEAR REVIEW MEETING WITH THEIR STAFF TO ENSURE THEIR VARIOUS DEPTS, SECTIONS/UNITS KEY INTO THE CORPS 2018 CORPORATE STRATEGIC GOAL. 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 2018 STRATEGIC OBJECTIVES, PROJECTS AND ASSIGNED MANAGEMENT TASKS.

Thank You.

Phone Only



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