

# FEDERAL ROAD SAFETY CORPS

**ASSESSMENT REPORT OF RSHQ  
DEPARTMENTS AND CORPS OFFICES**

**( JAN - DEC 2013 )**

RESTRICTED

## INTRODUCTION

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

- ❖ EVALUATION CRITERIA
- ❖ 1<sup>ST</sup> QUARTER (JAN - MAR 2013) ASSESSMENT OF RSHQ DEPTS/COS
- ❖ 2<sup>ND</sup> QUARTER (APR - JUN 2013) ASSESSMENT OF RSHQ DEPTS/COS
- ❖ 3<sup>RD</sup> QUARTER (JUL - SEPT 2013) ASSESSMENT OF RSHQ DEPTS/COS
- ❖ 4<sup>TH</sup> QUARTER (OCT - DEC 2013) ASSESSMENT OF RSHQ DEPTS/COS
- ❖ SUMMARY OF JAN - DEC 2013 ASSESSMENT OF DEPTS/COS
- ❖ COMPARISON OF HALF YEAR - JAN - JUN 2012 PERFORMANCE AGAINST JAN- JUN 2013 PERFORMANCE OF DEPTS/COS
- ❖ COMPARISON OF HALF YEAR -JUL - DEC 2013 PERFORMANCE AGAINST JUL- DEC 2012 PERFORMANCE OF DEPTS/COS
- ❖ COMPARISON OF JAN - DEC 2013 PERFORMANCE AGAINST JAN- DEC 2012 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 2013



DEPTs/COS	REPORTING	PLANNING / MONITORING	ALIGNED SERVICE STANDARDS	CAPACITY BUILDING	TEAM WORK & COLLABORATION	FINANCIAL & RESOURCE MGT.	TOTAL	POSITION
AHR	17	8	12	8	3	15	63	1 <sup>ST</sup>
OPS	20	14	11.5	10	1	5	61.5	2 <sup>ND</sup>
CP	20	12	10	8	2	5	57	3 <sup>RD</sup>
CLA	20	12	10	6	3	5	56	4 <sup>TH</sup>
CTSO	20	8	13	8	2	5	56	4 <sup>TH</sup>
CPRO	20	6	11	10	3	5	55	6 <sup>TH</sup>
SED	20	4	7	8	0	15	54	7 <sup>TH</sup>
BUD	20	4	12.5	10	1	5	52.5	8 <sup>TH</sup>
PRS	18	10	13.5	5	0	5	51.5	9 <sup>TH</sup>
CS	19	6	12.5	4	0	10	51.5	9 <sup>TH</sup>
CA	18	10	9	7	3	4	51	11 <sup>TH</sup>
CLOG	17	12	8.5	9	2	0	48.5	12 <sup>TH</sup>
CPEO	18	8	10.5	8	2	0	46.5	13 <sup>TH</sup>
CIO	19	10	7.5	9	0	0	45.5	14 <sup>TH</sup>
CMRS	17	6	11	4	2	5	45	15 <sup>TH</sup>
TSSD	18	8	8.5	7	2	0	43.5	16 <sup>TH</sup>
TSC	19	4	9.5	10	0	0	42.5	17 <sup>TH</sup>
MVA	19	4	11.5	0	3	5	42.5	17 <sup>TH</sup>
F&A	18	8	10	4	1	0	41	19 <sup>TH</sup>
SMP	10	6	13.5	7	0	0	36.5	20 <sup>TH</sup>

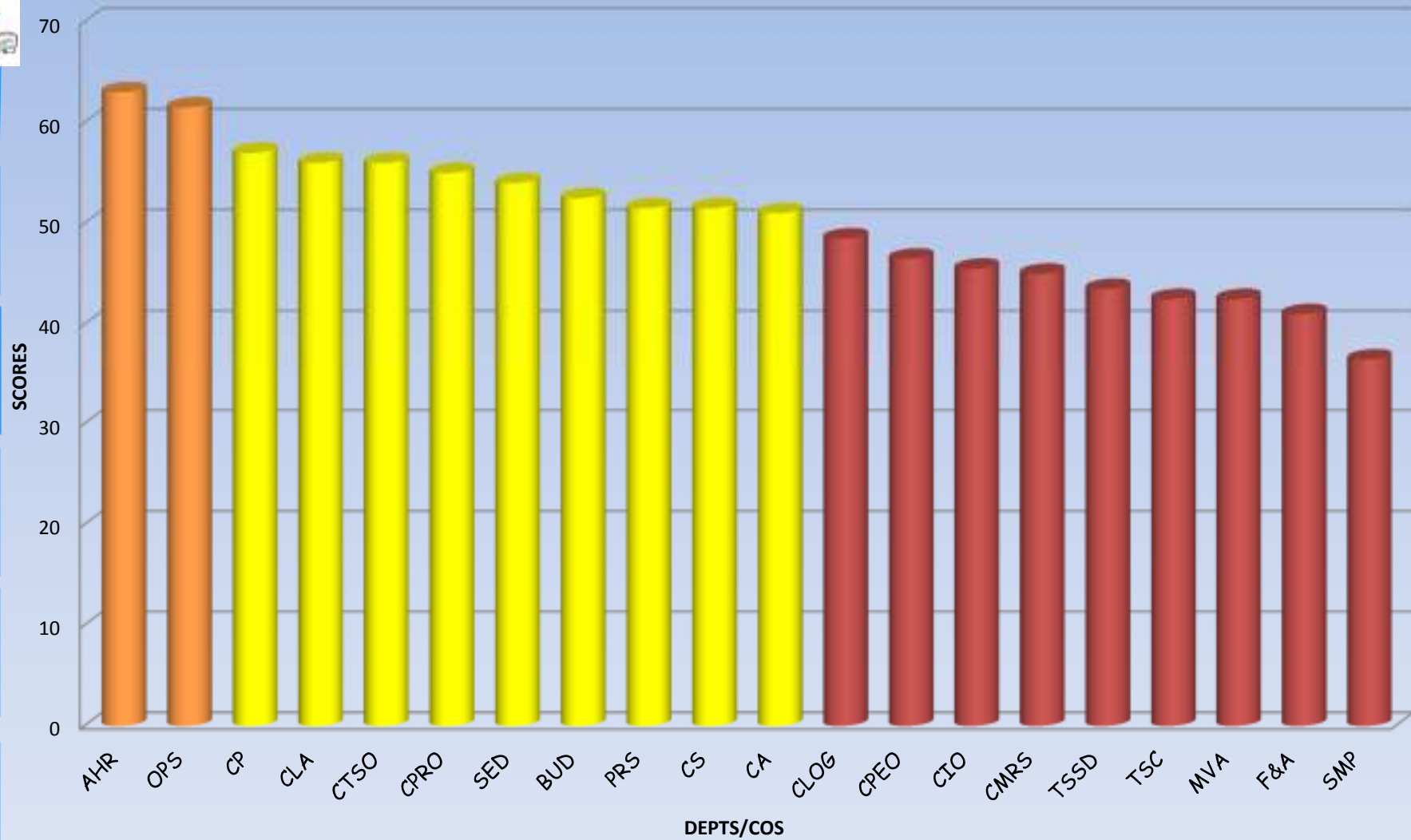
**KEY**

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

Above 50% Score - 55%

# 1ST QUARTER 2013 ASSESSMENT OF DEPTS/COS BY THE CMO

## DEPTS/COS



**Above 50% Score - 55%**

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

### MONTH/YEAR: APRIL - JUN 2013



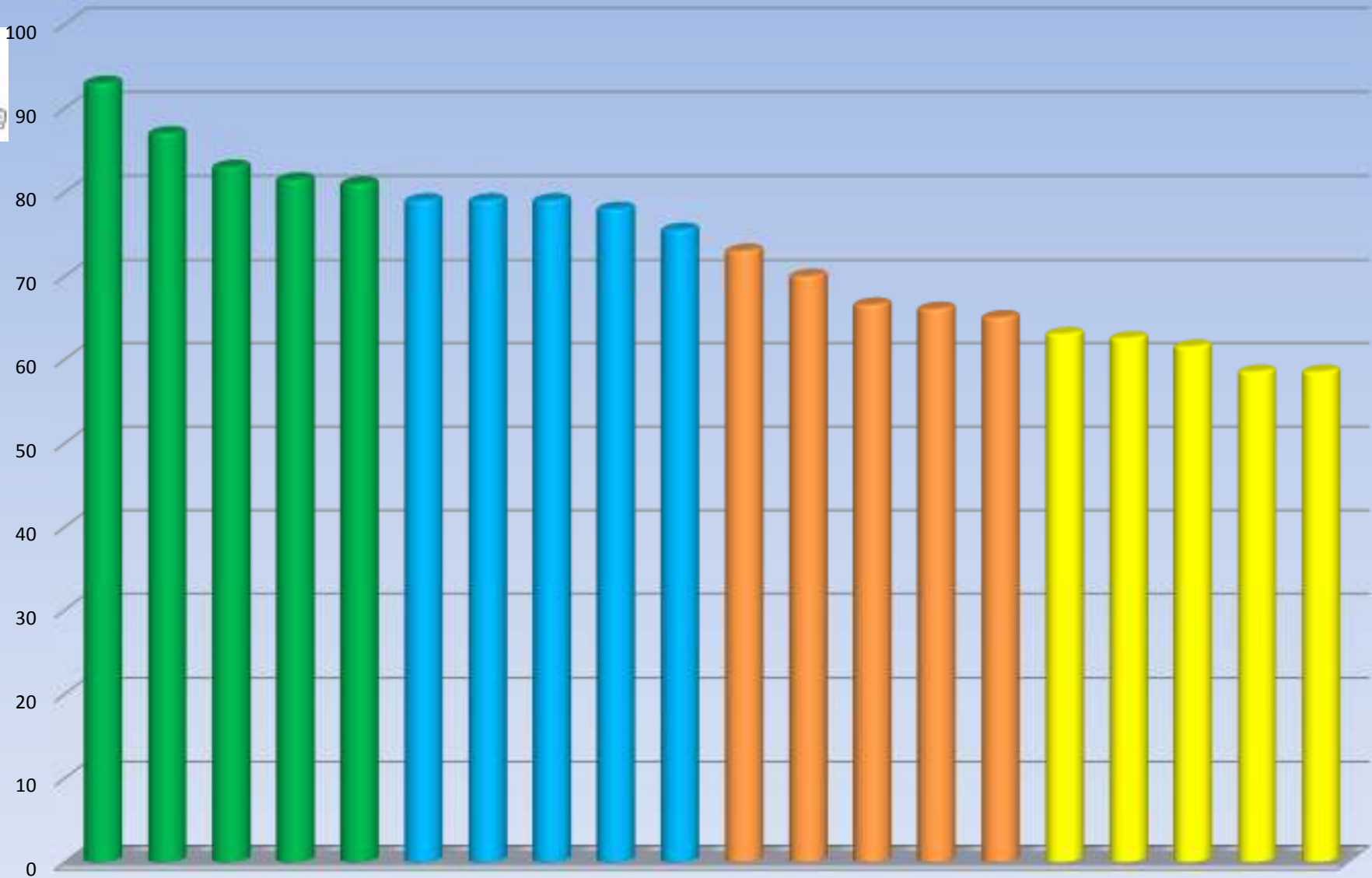
DEPTs/COS	REPORTING	PLANNING / MONITORIN G	ALIGNED SERVICE STANDARDS	CAPACITY BUILDING	TEAM WORK & COLLABORATION	FINANCIAL & RESOURCE MGT.	TOTAL	POSITION
OPS	20	28	17	10	3	15	93	1 <sup>st</sup>
CP	20	22	16	10	4	15	87	2 <sup>nd</sup>
CA	20	22	12	10	4	15	83	3 <sup>rd</sup>
BUD	20	18	15.5	10	3	15	81.5	4 <sup>th</sup>
AHR	20	20	13	10	3	15	81	5 <sup>th</sup>
CPRO	20	12	17	10	5	15	79	6 <sup>th</sup>
CLA	20	18	16	10	5	15	79	6 <sup>th</sup>
MVA	17	22	13	8	4	15	79	6 <sup>th</sup>
CTSO	20	18	16	10	4	10	78	9 <sup>th</sup>
PRS	16	18	16.5	10	0	15	75.5	10 <sup>th</sup>
TSC	18	18	14	10	3	10	73	11 <sup>th</sup>
CMRS	18	16	15	10	1	10	70	12 <sup>th</sup>
CS	20	6	14.5	10	1	15	66.5	13 <sup>th</sup>
CLOG	19	12	12	9	2	10	66	14 <sup>th</sup>
CPEO	19	14	12	7	0	15	65	15 <sup>th</sup>
F&A	19	10	14	8	2	10	63	16 <sup>th</sup>
SMP	17	10	13.5	10	2	10	62.5	17 <sup>th</sup>
SED	20	6	11.5	9	0	15	61.5	18 <sup>th</sup>
TSSD	19	8	10.5	5	1	15	58.5	19 <sup>th</sup>
CIO	18	16	10.5	9	0	5	58.5	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%**

## 2ND QUARTER 2013 ASSESSMENT OF DEPTS/COS BY THE CMO



■ OPS ■ CP ■ CA ■ BUD ■ AHR ■ CPRO ■ CLA ■ MVA ■ CTSO ■ PRS ■ TSC ■ CMRS ■ CS ■ CLOG ■ CPEO ■ F&A ■ SMP ■ SED ■ TSSD ■ CIO

**Above 50% Score - 100%**

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

### MONTH/YEAR: JUL - SEPT 2013



DEPTs/COS	REPORTING	PLANNING / MONITORING	ALIGNED SERVICE STANDARDS	CAPACITY BUILDING	TEAM WORK & COLLABORATION	FINANCIAL & RESOURCE MGT.	TOTAL	POSITION
OPS	20	26	17	10	0	15	88	1 <sup>ST</sup>
CA	20	18	16.5	10	2	15	81.5	2 <sup>ND</sup>
CPRO	20	14	18	10	4	15	81	3 <sup>RD</sup>
CTSO	20	12	18	10	5	15	80	4 <sup>TH</sup>
CMRS	20	16	16	9	4	15	80	4 <sup>TH</sup>
CLA	20	18	16	7	5	10	76	6 <sup>TH</sup>
AHR	18	14	14	9	5	15	75	7 <sup>TH</sup>
CS	20	10	17	10	2	15	74	8 <sup>TH</sup>
SED	20	14	16.5	10	3	10	73.5	9 <sup>TH</sup>
SMP	20	16	16	10	1	10	73	10 <sup>TH</sup>
CIO	17	20	16	5	5	10	73	10 <sup>TH</sup>
CPEO	17	10	17	10	3	15	72	12 <sup>TH</sup>
BUD	17	10	17.5	10	0	15	70	13 <sup>TH</sup>
CLOG	20	16	13	10	1	10	69.5	14 <sup>TH</sup>
F&A	20	14	15.5	9	1	10	69.5	14 <sup>TH</sup>
TSSD	20	10	17	6	0	15	68	16 <sup>TH</sup>
PRS	18	12	16	0	0	15	61	17 <sup>TH</sup>
CP	19	12	15.5	8	1	5	60.5	18 <sup>TH</sup>
MVA	18	8	13.5	8	2	10	59.5	19 <sup>TH</sup>
TSC	19	10	15	10	0	5	59	20 <sup>TH</sup>

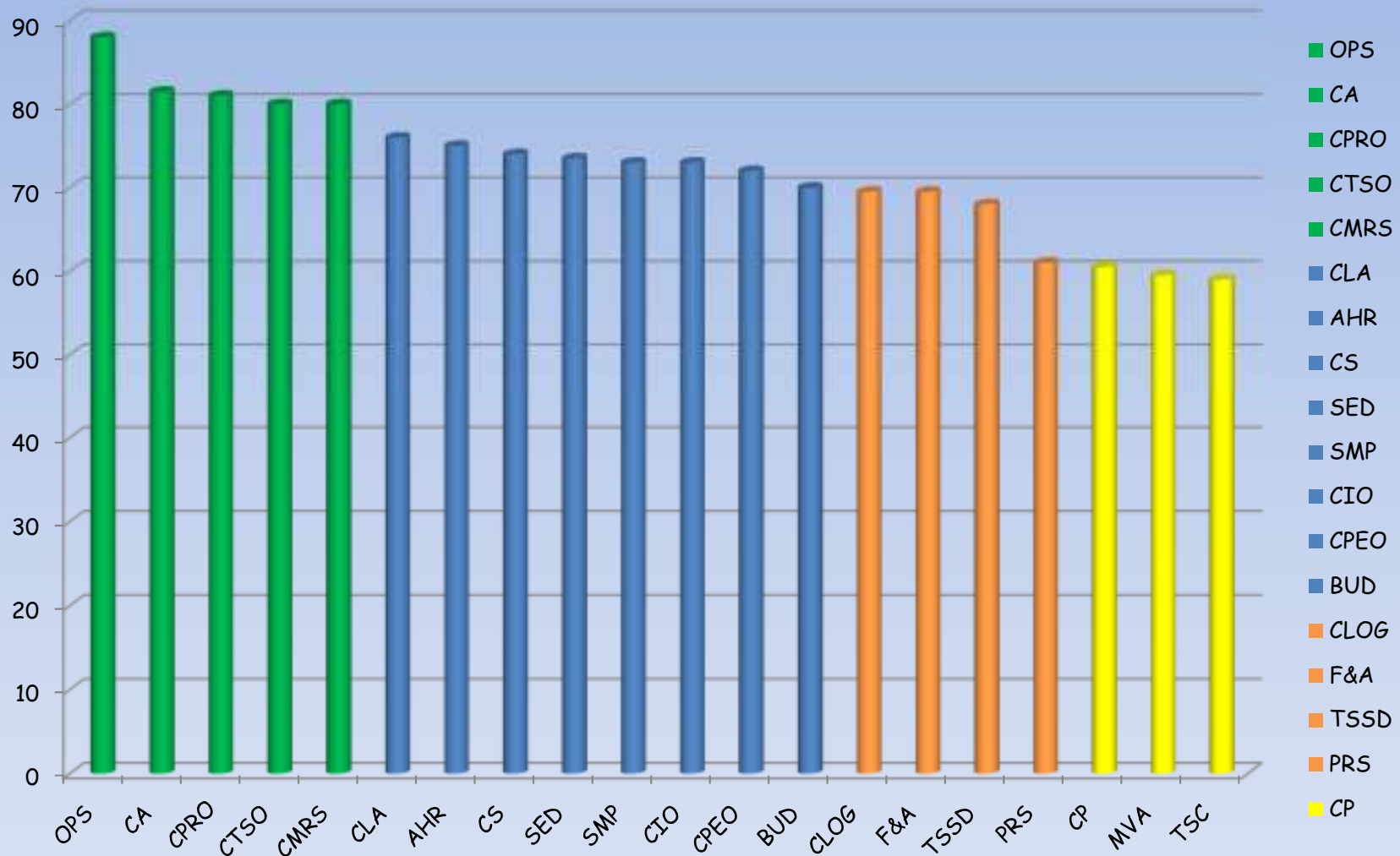
**KEY**

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%




# 3RD QUARTER 2013 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 2013 ASSESSMENT OF DEPTS/COS BY THE CMO



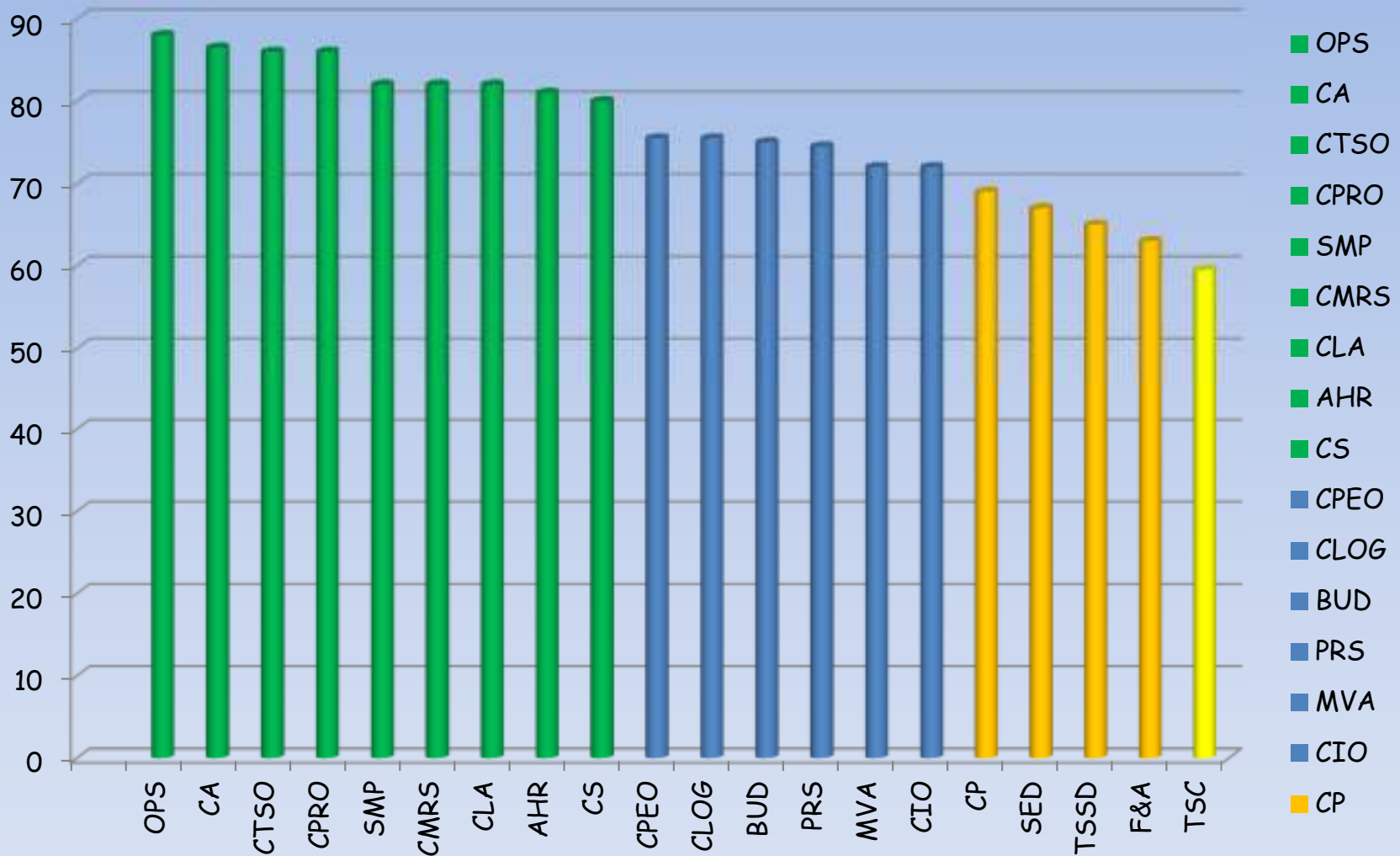
DEPTS/COS	REPORTING	PLANNING / MONITORING	ALIGNED SERVICE STANDARDS	CAPACITY BUILDING	TEAM WORK & COLLABORATION	FINANCIAL & RESOURCE MGT	TOTAL	POSITION
OPS	20	22	17	10	4	15	88	1 <sup>ST</sup>
CA	20	22	17.5	10	2	15	86.5	2 <sup>ND</sup>
CTSO	20	18	18	10	5	15	86	3 <sup>RD</sup>
CPRO	20	18	18	10	5	15	86	3 <sup>RD</sup>
SMP	20	16	18	10	3	15	82	5 <sup>TH</sup>
CMRS	20	18	18	7	4	15	82	5 <sup>TH</sup>
CLA	20	20	18	6	3	15	82	5 <sup>TH</sup>
AHR	19	16	16	10	5	15	81	8 <sup>TH</sup>
CS	20	14	16	10	5	15	80	9 <sup>TH</sup>
CPEO	17	12	16.5	10	5	15	75.5	10 <sup>TH</sup>
CLOG	20	18	16.5	10	1	10	75.5	10 <sup>TH</sup>
BUD	20	14	17	9	0	15	75	12 <sup>TH</sup>
PRS	18	18	16.5	10	2	10	74.5	13 <sup>TH</sup>
MVA	18	12	17	8	2	15	72	14 <sup>TH</sup>
CIO	16	16	17	3	5	15	72	14 <sup>TH</sup>
CP	20	12	16	9	2	10	69	16 <sup>TH</sup>
SED	20	8	16	10	3	10	67	17 <sup>TH</sup>
TSSD	18	4	18	10	0	15	65	18 <sup>TH</sup>
F&A	17	10	16	7	3	10	63	19 <sup>TH</sup>
TSC	20	8	16.5	10	0	5	59.5	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%

# 4TH QUARTER 2013 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%

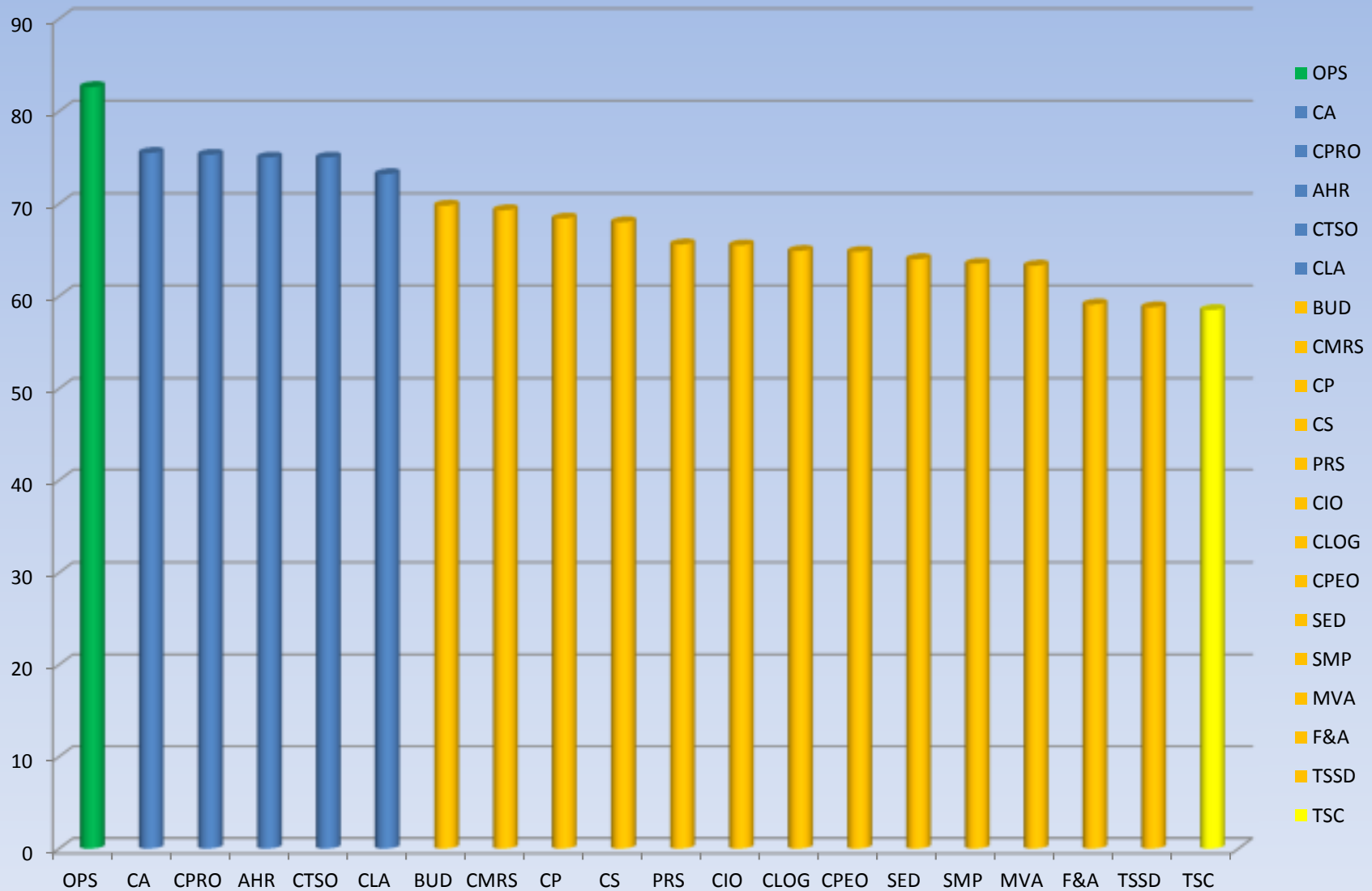
## SUMMARY SHEET OF 2013 ASSESSMENT OF DEPARTMENTS AND CORPS OFFICES BY THE CMO

S/NO	DEPT/COS	1 <sup>ST</sup> QUARTER	2 <sup>ND</sup> QUARTER	3 <sup>RD</sup> QUARTER	4 <sup>TH</sup> QUARTER	AVERAGE TOTAL	RANKING
1	OPS	61.5	93	88	88	82.62	1 <sup>st</sup>
2	CA	51	83	81.5	86.5	75.5	2 <sup>nd</sup>
3	CPRO	55	79	81	86	75.3	3 <sup>rd</sup>
4	AHR	63	81	75	81	75	4 <sup>th</sup>
5	CTSO	56	78	80	86	75	4 <sup>th</sup>
6	CLA	56	79	76	82	73.2	6 <sup>th</sup>
7	BUD	52.5	81.5	70	75	69.8	7 <sup>th</sup>
8	CMRS	45	70	80	82	69.3	8 <sup>th</sup>
9	CP	57	87	60.5	69	68.4	9 <sup>th</sup>
10	CS	51.5	66.5	74	80	68	10 <sup>th</sup>
11	PRS	51.5	75.5	61	74.5	65.6	11 <sup>th</sup>
12	CIO	58.5	58.5	73	72	65.5	12 <sup>th</sup>
13	CLOG	48.5	66	69.5	75.5	64.9	13 <sup>th</sup>
14	CPEO	46.5	65	72	75.5	64.8	14 <sup>th</sup>
15	SED	54	61.5	73.5	67	64	15 <sup>th</sup>
16	SMP	36.5	62.5	73	82	63.5	16 <sup>th</sup>
17	MVA	42.5	79	59.5	72	63.3	17 <sup>th</sup>
18	F&A	41	63	69.5	63	59.1	18 <sup>th</sup>
19	TSSD	43.5	58.5	68	65	58.8	19 <sup>th</sup>
20	TSC	42.5	73	59	59.5	58.5	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

# GRAPHICAL REPRESENTATION OF 2013 ASSESSMENT OF DEPARTMENTS AND CORPS OFFICES BY THE CMO



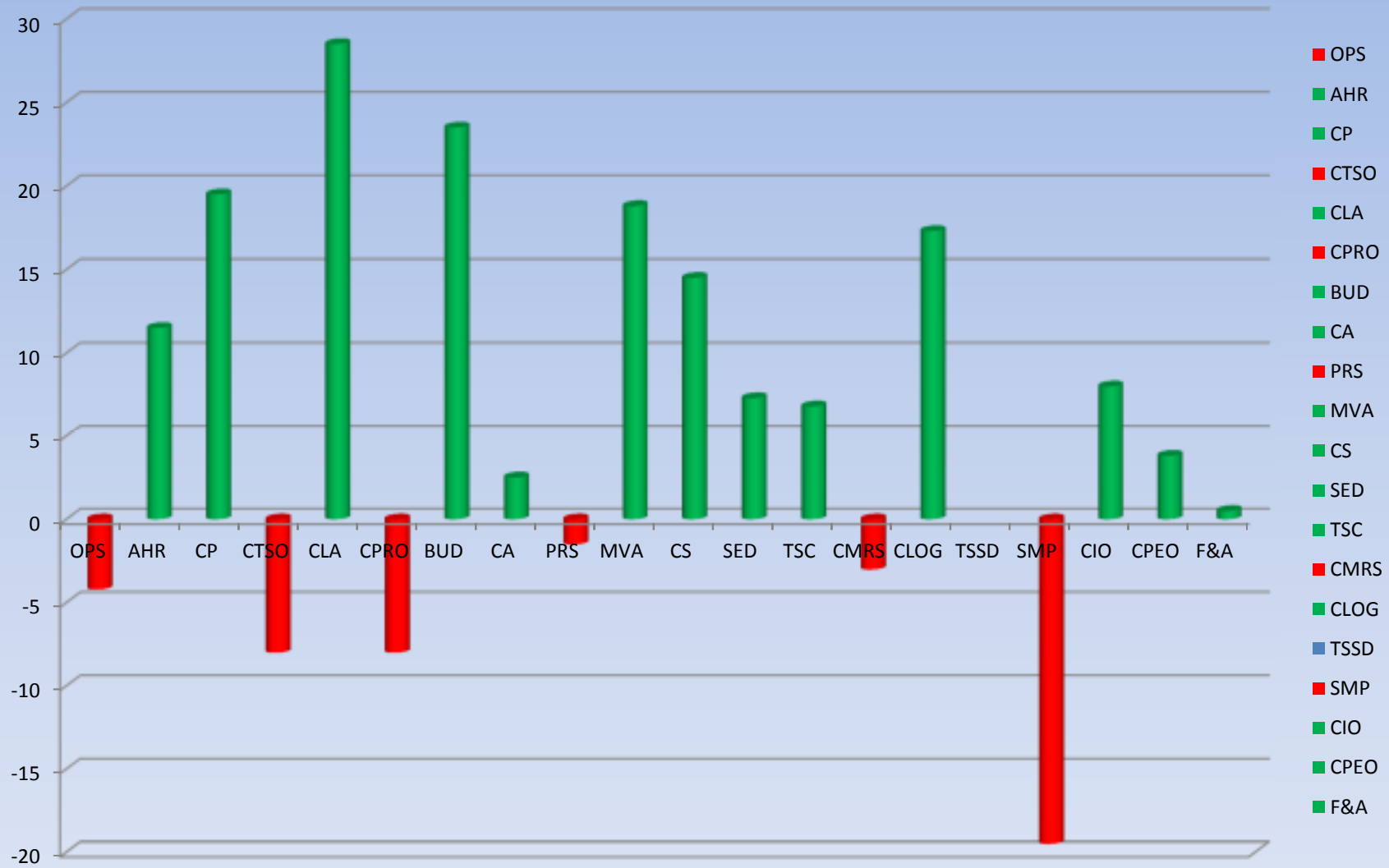
Above 50% score - 100%

## COMPARISON ANALYSIS BETWEEN 1<sup>ST</sup> HALF YEAR 2013 AND HALF YEAR 2012

S/NO	DEPT/COS	JAN-JUNE 2013	JAN-JUN 2012	COMPARISON
1	OPS	77.3	81.5	-4.2
2	AHR	72	60.5	11.5
3	CP	72	52.5	19.5
4	CTSO	67	75	-8
5	CLA	67.5	39	28.5
6	CPRO	67	75	-8
7	BUD	67	43.5	23.5
8	CA	67	64.5	2.5
9	PRS	63.5	65	-1.5
10	MVA	60.8	42	18.8
11	CS	59	44.5	14.5
12	SED	57.8	50.5	7.3
13	TSC	57.8	51	6.8
14	CMRS	57.5	60.5	-3
15	CLOG	57.3	40	17.3
16	TSSD	51	-	
17	SMP	49.5	69	-19.5
18	CIO	52	44	8
19	CPEO	55.8	52	3.8
20	F&A	52	51.5	0.5

Green - Depts/COs that improved in 2012 upon their 2011 performance - 14  
 Red - Depts/COs that Declined in 2012 against their 2011 performance - 6

# COMPARATIVE GRAPH OF 1<sup>ST</sup> HALF YEAR JAN - JUN 2013 AGAINST JAN - JUN 2012 ASSESSMENT OF DEPTS/COS BY THE CMO



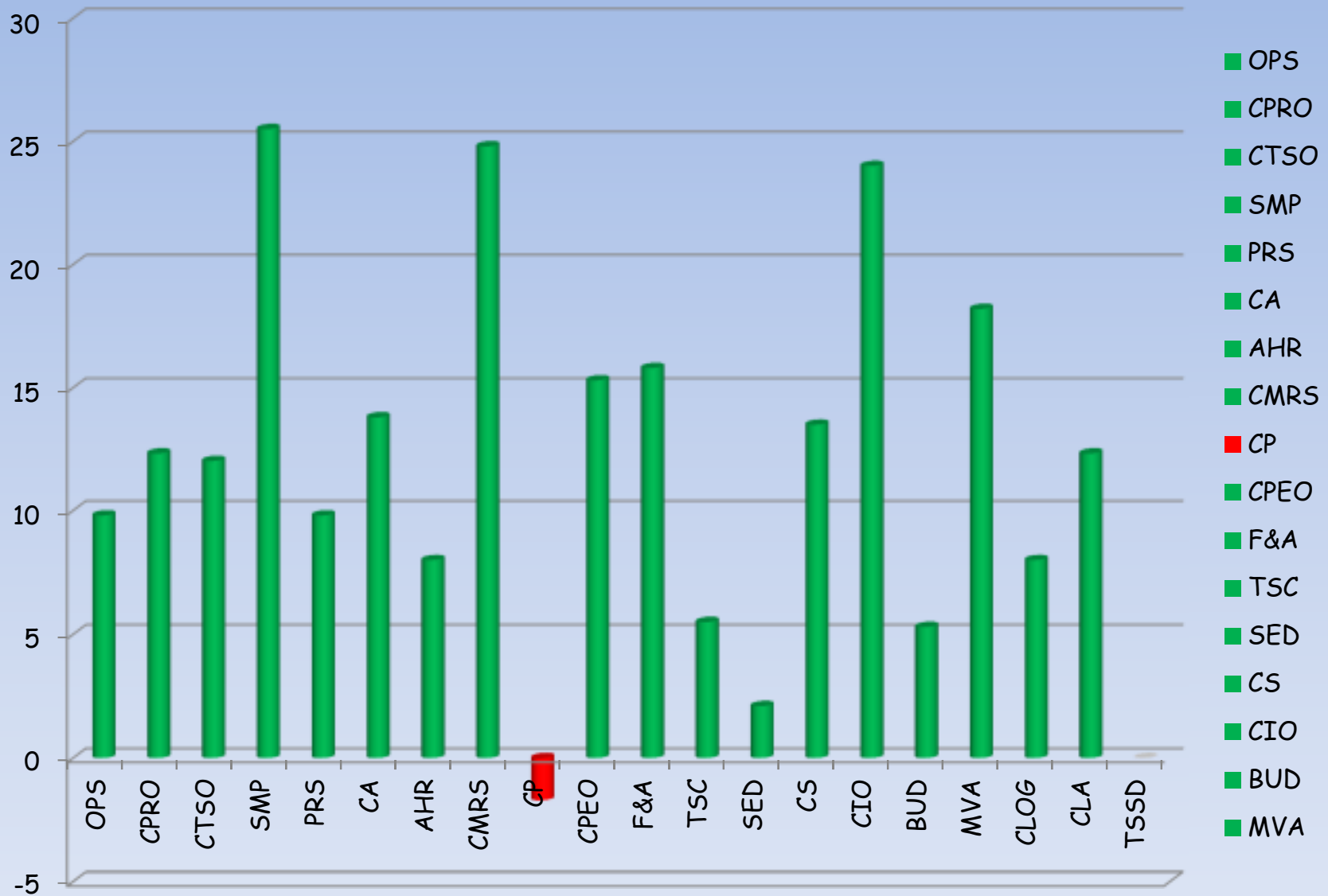
## COMPARATIVE GRAPH OF 2<sup>ND</sup> HALF YEAR JULY - DEC 2013 AGAINST JULY - DEC 2012 ASSESSMENT OF DEPTS/COS BY THE CMO

S/N	DEPTS/COS	JULY - DEC 2013	JULY - DEC 2012	COMPARISON
1	OPS	88	78.3	9.8
2	CPRO	83.5	71.3	12.3
3	CTSO	83	71	12
4	SMP	77.5	52	25.5
5	PRS	67.8	58	9.8
6	CA	84	70.3	13.8
7	AHR	78	70	8
8	CMRS	81	56.3	24.8
9	CP	64.8	66.5	-1.7
10	CPEO	73.8	58.5	15.3
11	F&A	66.3	50.5	15.8
12	TSC	59.3	53.8	5.5
13	SED	70.3	68.3	2.1
14	CS	77	63.5	13.5
15	CIO	72.5	48.5	24
16	BUD	72.5	67.3	5.3
17	MVA	65.7	47.5	18.2
18	CLOG	72.5	64.5	8
19	CLA	79	66.8	12.3
20	TSSD	66.5	-	-

Green      - Depts/COs that improved in 2012 upon their 2011 performance      - 18  
Red            - Depts/COs that Dropped in 2012 against their 2011 performance      - 1  
Black         - Dept/CO that was not assessed    - 1



# COMPARATIVE GRAPH OF 2<sup>ND</sup> HALF YEAR JULY - DEC 2013 AGAINST JULY - DEC 2012 ASSESSMENT OF DEPTS/COS BY THE CMO



## COMPARATIVE GRAPH OF 2013 / 2012 ASSESSMENT OF DEPTS/COS BY THE CMO

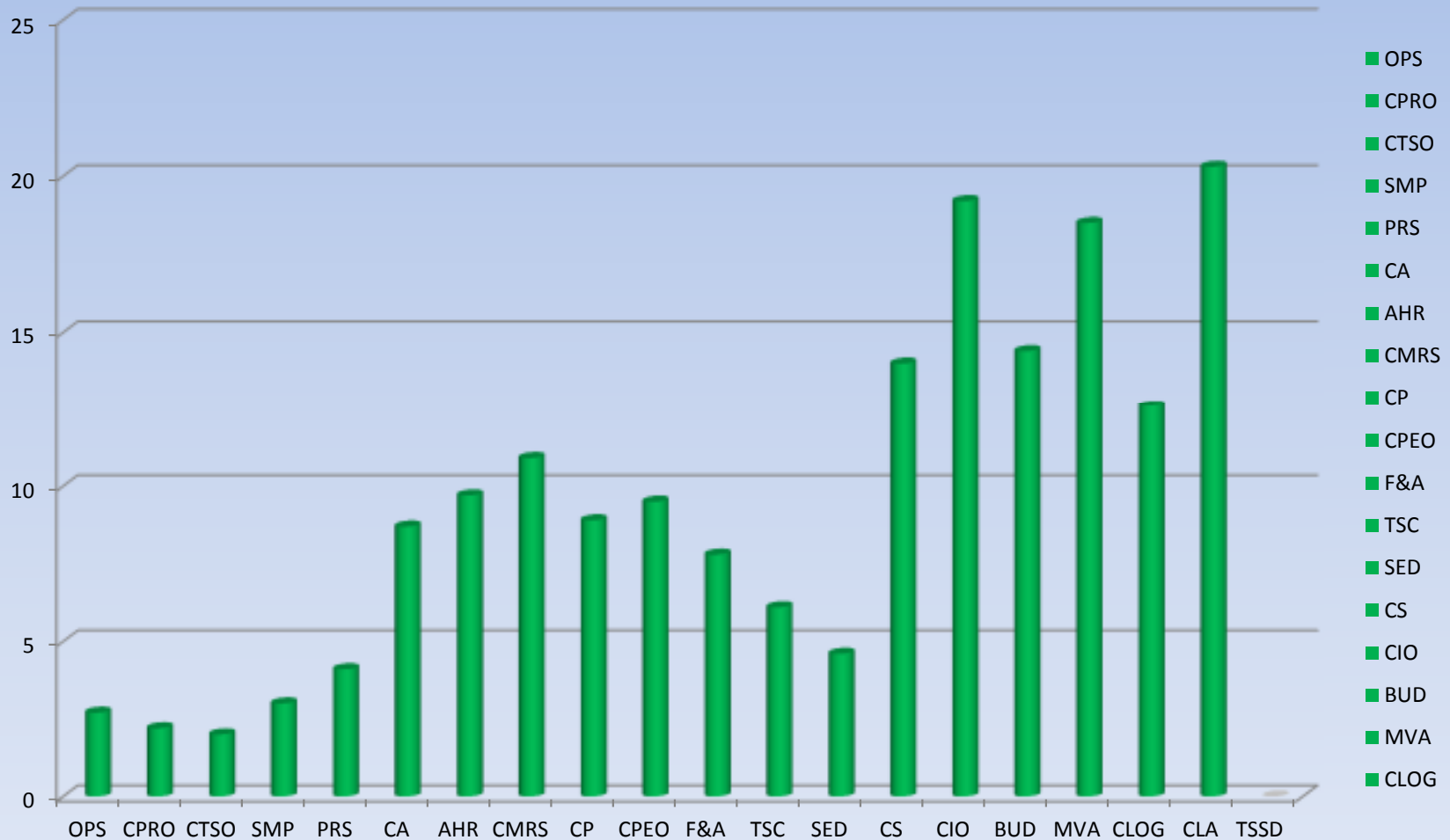
S/N	DEPTS/COS	2013	2012	COMPARISON
1	OPS	82.6	79.9	2.7
2	CPRO	75.3	73.1	2.2
3	CTSO	75	73	2
4	SMP	63.5	60.5	3
5	PRS	65.6	61.5	4.1
6	CA	75.5	66.8	8.7
7	AHR	75	65.3	9.7
8	CMRS	69.3	58.4	10.9
9	CP	68.4	59.5	8.9
10	CPEO	64.8	55.3	9.5
11	F&A	59.1	51.3	7.8
12	TSC	58.5	52.4	6.1
13	SED	64	59.4	4.6
14	CS	68	54	14
15	CIO	65.5	46.3	19.2
16	BUD	69.8	55.4	14.4
17	MVA	63.3	44.8	18.5
18	CLOG	64.9	52.3	12.6
19	CLA	73.2	52.9	20.3
20	TSSD	58.8	-	-

Green - Depts/COs that improved in 2012 upon their 2011 performance - 19  
 Black - Dept/CO that was not assessed in 2012 - 1

# COMPARATIVE GRAPH OF 2013 / 2012 ASSESSMENT OF DEPTS/COS BY THE CMO



2012 Performance Average - 59.25%  
 2013 Performance Average - 67.15%  
 Performance Improvement - 7.9%



## GENERAL OBSERVATIONS



- ❖ THERE WAS AN IMPROVEMENT IN THE COMMITMENT OF HEADS OF DEPARTMENTS, CORPS OFFICES TO EXCEL. THIS MAY BE IN VIEW OF COMACE GUIDANCE TO WADE BIG STICK FOR THOSE WHO FALL BELOW 50% IN THE 3<sup>RD</sup> QUARTER AND 60% IN THE 4<sup>TH</sup> QUARTER ASSESSMENT RESPECTIVELY.
- ❖ THERE STILL SEEM TO BE LACK OF IN-DEPTH UNDERSTANDING OF THE ASSESSMENT CRITERIA ON THE PART OF THE OFFICERS MANDATED TO ENSURE COMPLIANCE HENCE, NEED FOR INCREASED CLOSE SUPERVISION.
- ❖ RELUCTANCE OF DEPTS/COS TO REPORT AND PROPERLY ACCOUNT FOR FUNDS RELEASED TO THEM FOR VARIOUS PROJECTS.
- ❖ LACK OF CONDUCIVE WORKING ENVIRONMENT AND ADEQUATE TOOLS IN SOME OFFICES.

### SPECIFIC INFERENCE FROM STATISTICAL DATA:

- ❖. PERFORMANCE ANALYSIS FOR 3<sup>RD</sup> QUARTER 2013 ASSESSMENT IS SHOWN BELOW:-

A. AVERAGE PERFORMANCE FOR 1 <sup>st</sup> QTR 2013	-	50.02%
B. AVERAGE PERFORMANCE FOR 2 <sup>nd</sup> QTR 2013	-	70.32%
C. AVERAGE PERFORMANCE FOR 3 <sup>RD</sup> QTR 2013	-	72.2%
D. AVERAGE PERFORMANCE FOR 4 <sup>th</sup> QTR 2013	-	76.08%
<b>E. TOTAL AVERAGE PERFORMANCE FOR 2013</b>	<b>-</b>	<b>67.15%</b>
- ❖. THERE WAS A GENERAL PERFORMANCE IMPROVEMENT OF 3.9% IN 4<sup>th</sup> QUARTER 2013 (76.08%) AS AGAINST 3<sup>rd</sup> QUARTER 2013 (72.2%) PERFORMANCE.
- ❖. A PERFORMANCE IMPROVEMENT OF 7.9% IN 2013 (67.15%) OVER THE CORRESPONDING PERIOD IN 2012 (59.25%) WAS RECORDED.



- ❖ ALL DEPTS/COS IMPROVED IN 2013 AGAINST THEIR 2012 PERFORMANCE WITH THE EXCEPTION OF TSSD WHO WAS NOT ASSESSED IN 2012 . THESE INCLUDE:-

- A. OPERATIONS (OPS)
- B. CORPS AUDIT (CA)
- C. CORPS PROCUREMENT OFFICE (CPRO)
- D. CORPS TRANSPORT STANDARDIZATION OFFICE (CTSO)
- E. CORPS MEDICAL RESCUE OFFICE (CMRS)
- F. CORPS SECRETARY (CS)
- G. SAFETY ENGINEERING DEPARTMENT (SED)
- H. SPECIAL MARSHALS AND PARTNERSHIP (SMP)
- I. CORPS INTELLIGENCE OFFICE (CIO)
- J. CORPS PUBLIC EDUCATION OFFICE (CPEO)
- K. CORPS BUDGET (CBUD)
- L. MOTOR VEHICLE ADMINISTRATION (MVA)
- M. FINANCE AND ACCOUNTS (F&A)
- N. TRAINING STANDARDS AND CERTIFICATION (TSC)
- O. CORPS LOGISTICS
- P. PLANNING RESEARCH AND STATISTICS
- Q. CORPS LEGAL OFFICE
- R. CORPS PROVOST
- S. ADMIN AND HUMAN RESOURCES

- ❖ A CONSISTENT IMPROVEMENT WAS OBSERVED FOR THE PERIOD UNDER REVIEW BY MOST OFFICES.



- ❖ THE MOST IMPROVED IN PERFORMANCE AMONGST THE DEPTS/COS IN 2013 WAS THE **CORPS INTELLIGENCE OFFICE**.
- ❖ THE MOST DECLINED IN PERFORMANCE AMONGST THE DEPTS/COS IN 2013 WAS THE **TSC DEPT**.
- ❖ THE 1<sup>ST</sup> QUARTER 2013 WITNESSED LOW LEVEL PERFORMANCE AS THE HIGHEST SCORE PEAKED AT 63%. THE 2<sup>ND</sup>, 3<sup>RD</sup> AND 4<sup>TH</sup> QUARTERS OF 2013 WAS CHARACTERISED BY IMPROVED PERFORMANCE LEVELS AS NO DEPT/CO SCORED BELOW 50%. THIS WAS ATTRIBUTABLE MAINLY TO THE MID-TERM REVIEW SESSION WHICH WAS HELD IN JUNE 2013 AND COMACE'S STERN GUIDANCE/MARCHING ORDERS TO ALL DEPARTMENTS AND CORPS OFFICES.
- ❖ GENERAL PERFORMANCE INCREASED IN 3<sup>RD</sup> AND 4<sup>TH</sup> QUARTER 2013 TO 100% AS ALL THE DEPARTMENTS AND CORPS OFFICES SCORED RELATIVELY HIGH MARGINS.
- ❖ REPORTING IN ALL RAMIFICATIONS, GENERALLY IMPROVED TO ABOUT 90% COMPLIANCE IN BOTH THE 3<sup>RD</sup> AND 4<sup>TH</sup> QUARTERS OF 2013.
- ❖ DRAWING INFERENCE FROM THE HIGH PERFORMANCE LEVEL IN THE 2<sup>ND</sup> QUARTER 2013 (SHORTLY AFTER COMACE MID-YEAR STRATEGY SESSION WITH HEADS OF DEPARTMENTS AND CORPS OFFICERS) AND THAT OF THE 3<sup>RD</sup> AND 4<sup>TH</sup> QUARTERS, A CRUCIAL NEED EXISTS TO REPLICATE SUCH STRATEGY SESSIONS REGULARLY AS THIS WILL KEEP CONCERN SENIOR OFFICER CONSTANTLY ALIVE TO THEIR RESPONSIBILITIES AND FOCUSED ON FRSC ULTIMATE CORPORATE GOALS, OBJECTIVES AND ASPIRATIONS AT ALL TIMES.
- ❖ HOWEVER, AS CAN BE SEEN FROM THE STATISTICAL DATA, THE ASSESSMENT IS BREEDING 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

- ❖ 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 STAFF 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 OUR CONSTANT SEEMING FINANCIAL PAUCITY IN THIS NEW YEAR 2014 AS THE ACTION PLAN/STRATEGIC OBJECTIVES OF MOST OF THE DEPARTMENTS, CORPS OFFICES AND COMMANDS HINGE MAINLY ON AVAILABILITY OF FUNDS.
- ❖ THERE IS NEED FOR DEPARTMENTS AND CORPS OFFICES TO HOLD THEIR INDIVIDUAL OFFICE BEGINNING OF THE YEAR REVIEW SESSIONS.
- ❖ CONSEQUENTLY, ALL DEPARTMENTS, CORPS OFFICES AND COMMANDS WOULD BE EXPECTED TO IMMEDIATELY CARRY OUT REVIEW MEETINGS WITH THEIR STAFF TO ENSURE THEIR VARIOUS SECTIONS/UNITS KEY INTO THE CORPS 2014 CORPORATE STRATEGIC GOAL (IF THIS HAS NOT BEEN DONE ALREADY).  
THIS IS TO CONFIRM THAT THEY FULLY UNDERSTAND WHAT IS AT STAKE VIS-À-VIS THEIR OWN INDIVIDUAL CONTRIBUTIONS AND ASSESSMENT, WHICH WOULD SUSTAIN 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

**Phone Only**



+ 234 (0) 700 - CALL - FRSC  
+ 234 (0) 700 - 2255 - 3772  
122 (TOLL FREE)-MTN

<https://www.facebook.com/federalroadsafetycorps>

<https://twitter.com/#!/FRSCNigeria>

<http://www.youtube.com/frscnigeria>

**[www.frsc.gov.ng](http://www.frsc.gov.ng)**

**SMS Only**



+ 234 (0) 80 7769 0362