

FEDERAL ROAD SAFETY CORPS

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

(JAN - MAR 2014)

INTRODUCTION

IN THE COURSE OF THIS PRESENTATION, THE FOLLOWING WILL BE

HIGHLIGHTED;

- ❖ EVALUATION CRITERIA
- ❖ 1ST QUARTER (JAN - MAR 2014) ASSESSMENT OF RSHQ DEPTS/COS
- ❖ COMPARISON OF 4TH QUARTER - OCT - DEC 2013 PERFORMANCE
AGAINST JAN- MAR 2014 PERFORMANCE OF DEPTS/COS
- ❖ COMPARISON OF 1ST QUARTER - JAN - MAR 2013 PERFORMANCE
AGAINST JAN- MAR 2014 PERFORMANCE OF DEPTS/COS
- ❖ GENERAL OBSERVATIONS MADE IN THE COURSE OF THE
ASSESSMENTS
- ❖ RECOMMENDATIONS



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%
	TOTAL	100%

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

MONTH/YEAR: JAN - MAR 2014



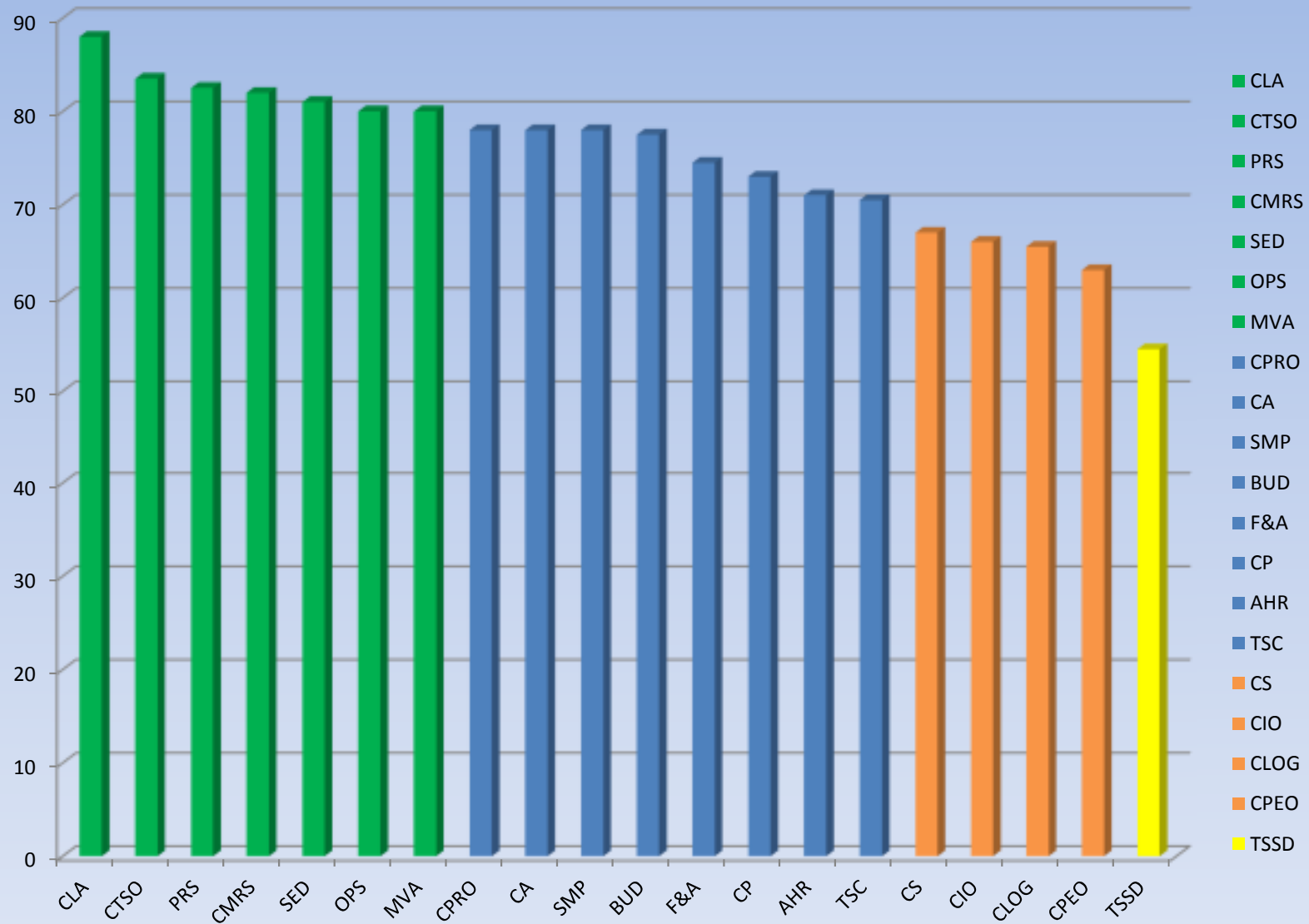
DEPTS/ COS	REPORTING 20%	PLANNING / MONITORING 32%	ALIGNED SERVICE STANDARDS 18%	CAPACITY BUILDING 10%	TEAM WORK & COLLABORATION 5%	FINANCIAL & RESOURCE MGT 15%	TOTAL	POSITION
CLA	20	20	18	10	5	15	88	1 st
CTSO	20	16	17.5	10	5	15	83.5	2 nd
PRS	16	26	17.5	10	3	15	82.5	3 rd
CMRS	20	14	18	10	5	15	82	4 th
SED	20	15	17	10	4	15	81	5 th
OPS	20	14	18	10	3	15	80	6 th
MVA	20	16	18	6	5	15	80	6 th
CPRO	20	10	18	10	5	15	78	8 th
CA	17	18	16	10	2	15	78	8 th
SMP	20	16	17	10	5	10	78	8 th
BUD	20	12	17.5	10	3	15	77.5	11 th
F&A	19	16	16.5	3	5	15	74.5	12 th
CP	18	17	17	8	3	10	73	13 th
AHR	17	12	16	9	2	15	71	14 th
TSC	14	16	16.5	4	5	15	70.5	15 th
CS	17	12	17	9	2	10	67	16 th
CIO	18	12	16	2	3	15	66	17 th
CLOG	17	16	16.5	3	3	10	65.5	18 th
CPEO	17	12	16	10	3	5	63	19 th
TSSD	18	6	17.5	10	3	0	54.5	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% 4

1ST QUARTER 2014 ASSESSMENT OF DEPTS/COS BY THE CMO



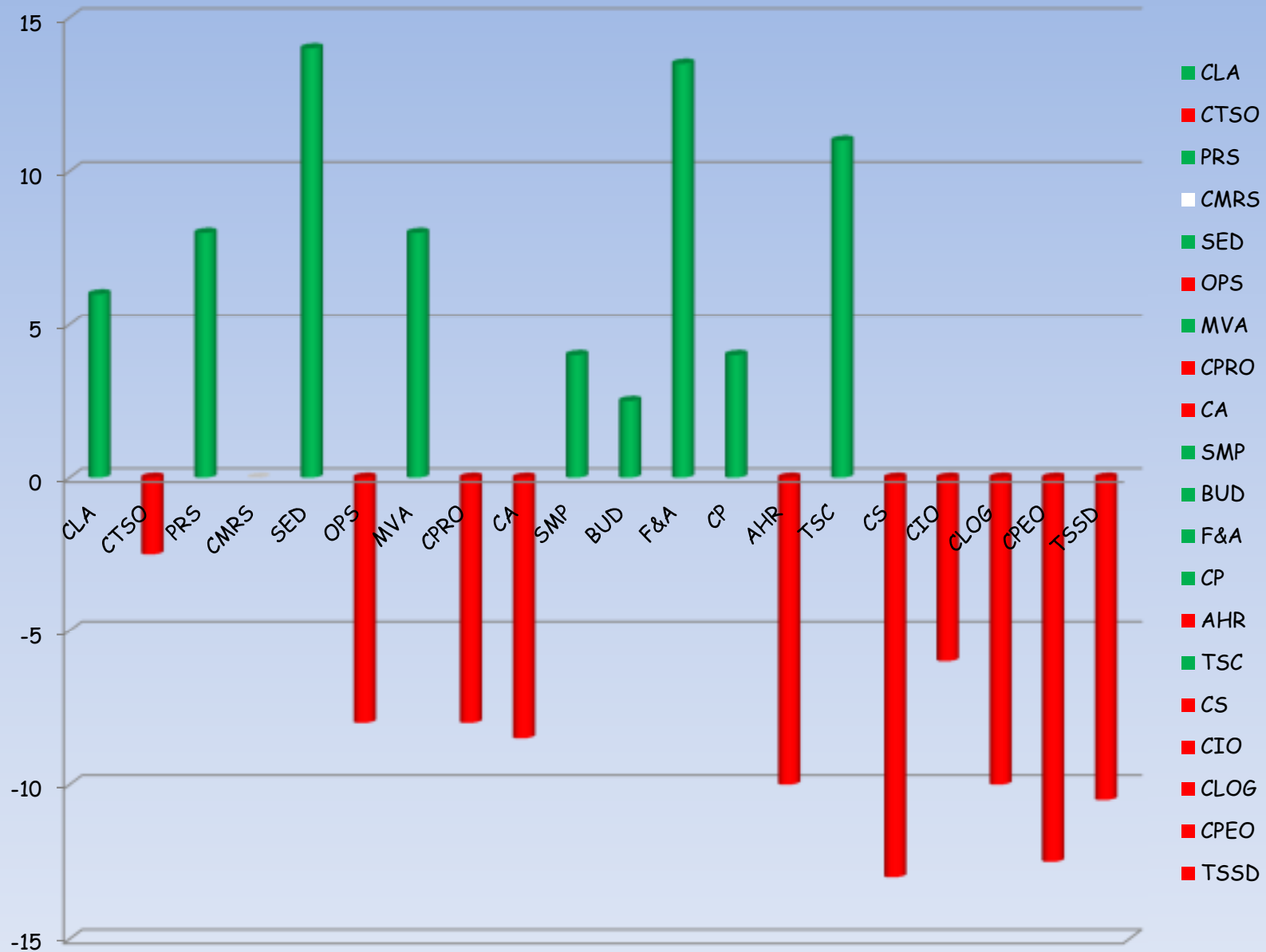
Above 50% Score - 100%

COMPARISON ANALYSIS BETWEEN 1ST QUARTER 2014 AND 4TH QUARTER 2013


DEPTS/COS	1ST QTR 2014	4TH QTR 2013	DIFFERENCE
CLA	88	82	6
CTSO	83.5	86	-2.5
PRS	82.5	74.5	8
CMRS	82	82	0
SED	81	67	14
OPS	80	88	-8
MVA	80	72	8
CPRO	78	86	-8
CA	78	86.5	-8.5
SMP	78	82	4
BUD	77.5	75	2.5
F&A	74.5	63	13.5
CP	73	69	4
AHR	71	81	-10
TSC	70.5	59.5	11
CS	67	80	-13
CIO	66	72	-6
CLOG	65.5	75.5	-10
CPEO	63	75.5	-12.5
TSSD	54.5	65	-10.5

Green - Depts/COs that improved in Q1 2014 upon their Q4 2013 performance - 9
RED - Depts/COs that declined in Q1 2014 upon their Q4 2013 performance - 10
WHITE - Depts/Cos that maintained status quo - 1

COMPARATIVE GRAPH OF 1ST QUARTER 2014 AGAINST 4TH QUARTER 2013 ASSESSMENT OF DEPTS/COS BY THE CMO



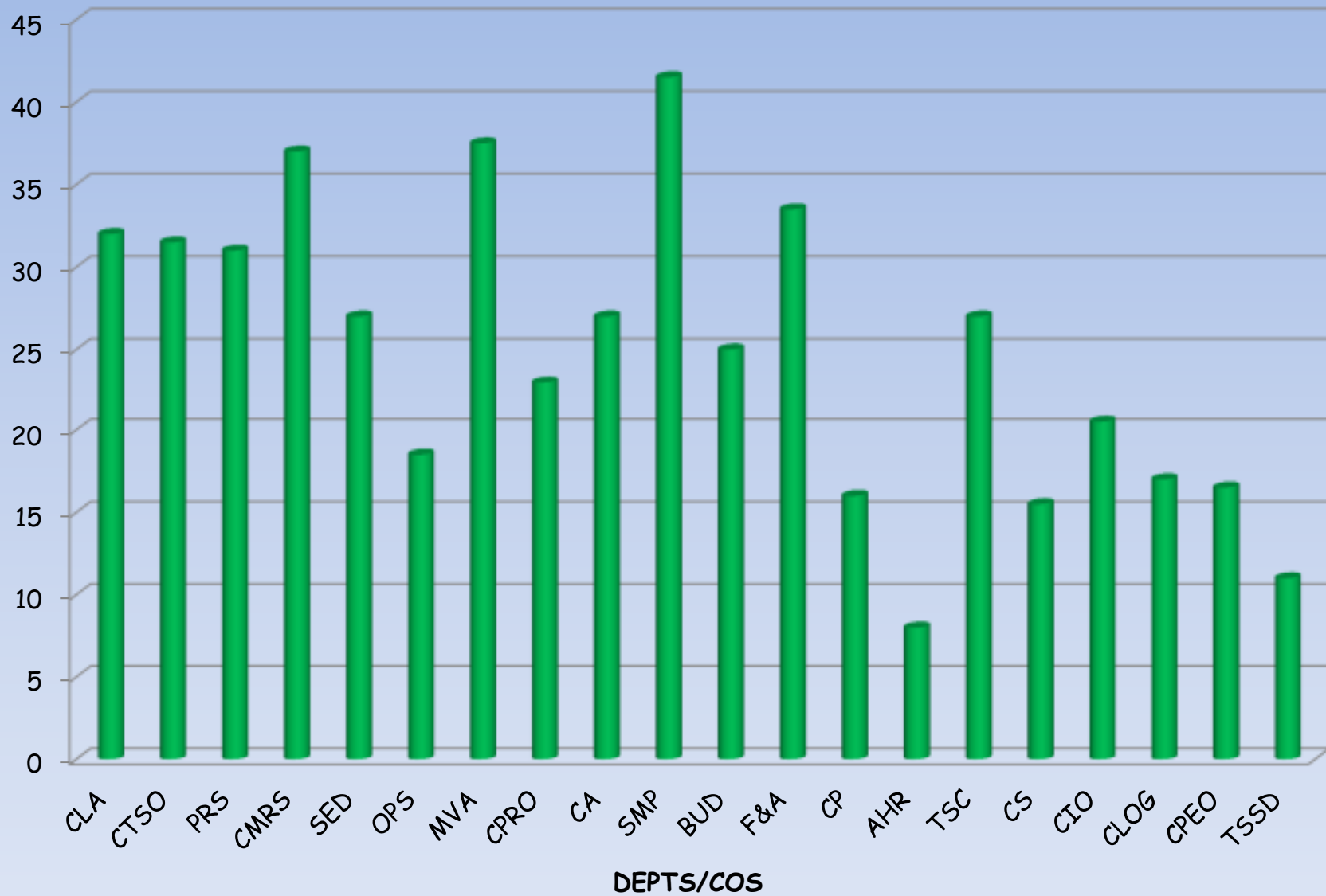
COMPARISON ANALYSIS BETWEEN 1ST QUARTER 2014 AND 1ST QUARTER 2013



DEPTS/COS	1ST QTR 2014	1ST QTR 2013	DIFFERENCE
CLA	88	56	32
CTSO	83.5	56	31.5
PRS	82.5	51.5	31
CMRS	82	45	37
SED	81	54	27
OPS	80	61.5	18.5
MVA	80	42.5	37.5
CPRO	78	55	23
CA	78	51	27
SMP	78	36.5	41.5
BUD	77.5	52.5	25
F&A	74.5	41	33.5
CP	73	57	16
AHR	71	63	8
TSC	70.5	42.5	27
CS	67	51.5	15.5
CIO	66	45.5	20.5
CLOG	65.5	48.5	17
CPEO	63	46.5	16.5
TSSD	54.5	43.5	11

Green - Depts/COs that improved in Q1 2014 upon their Q1 2013 performance

COMPARATIVE GRAPH OF 1ST QUARTER 2014 AGAINST 1ST QUARTER 2013 ASSESSMENT OF DEPTS/COS BY THE CMO



GENERAL OBSERVATIONS



- ❖ THERE WAS AN IMPROVEMENT IN THE COMMITMENT OF HEADS OF DEPARTMENTS, CORPS OFFICES AND RSHQ UNITS TO EXCEL.
- ❖ 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.
- ❖ 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 1ST QUARTER 2014 ASSESSMENT IS SHOWN BELOW:-

A. AVERAGE PERFORMANCE FOR 1ST QTR 2013	-	50.03%
B. AVERAGE PERFORMANCE FOR 4 th QTR 2013	-	76.08%
C. AVERAGE PERFORMANCE FOR 1 ST QTR 2014	-	74.7%

A PERFORMANCE DECLINE OF 1.38% IN 1ST QUARTER 2014 (74.7%) OVER THE 4TH QUARTER 2013 (76.08%) RECORD.

- ❖. THERE WAS A GENERAL PERFORMANCE IMPROVEMENT OF 24.7% IN 1ST QUARTER 2014 (74.7%) AS AGAINST 1ST QUARTER 2013 (50.03%) PERFORMANCE.



- ❖ A CONSISTENT IMPROVEMENT WAS OBSERVED FOR THE PERIOD UNDER REVIEW BY MOST OFFICES.
- ❖ ALL DEPTS/COS IMPROVED IN 1ST QUARTER 2014 AGAINST THEIR 1ST QUARTER 2013 PERFORMANCE.
- ❖ THE MOST IMPROVED IN PERFORMANCE AMONGST THE DEPTS/COS IN 1ST QUARTER 2014 WAS THE **SAFETY ENGINEERING DEPT.**
- ❖ THE MOST DECLINED IN PERFORMANCE AMONGST THE DEPTS/COS IN 1ST QUARTER 2014 WAS THE **CORPS SECRETARY.**
- ❖ APPRECIABLE PERFORMANCE LEVEL WAS MAINTAINED IN 1ST QUARTER 2014 AS ALL THE DEPARTMENTS AND CORPS OFFICES SCORED RELATIVELY HIGH MARGINS.
- ❖ REPORTING IN ALL RAMIFICATIONS WAS GENERALLY MAINTAINED AT ABOUT 80% COMPLIANCE IN 1ST 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

- ❖ 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 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 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 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). THIS IS TO EVALUATE 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

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