

NATIONAL POWER CORPORATION  
**OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)**  
 (Functional Group/Department/Division Performance Contract)

I, \_\_\_\_\_ Head of the \_\_\_\_\_, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for a period \_\_\_\_\_ to \_\_\_\_\_, 20\_\_\_\_\_.

\_\_\_\_\_  
 Name & Signature of Ratee

\_\_\_\_\_  
 Date

\_\_\_\_\_  
 Name & Signature of Rater

\_\_\_\_\_  
 Date

| MAJOR FINAL OUTPUT<br>(Key Result Areas) | SUCCESS INDICATORS<br>(Targets + Measures) |          |            | ACCOUNTABLE<br>DIVISIONS/<br>INDIVIDUALS | Allocated<br>Budget | ACTUAL ACCOMPLISHMENTS |          |            | %<br>Weights<br>per MFO | RATING*        |                 |                   |                          | AVERAGE<br>RATING<br>(10= 9 X 5) | REMARKS |
|--|--|----------|------------|--|---------------------|------------------------|----------|------------|-------------------------|----------------|-----------------|-------------------|--------------------------|----------------------------------|---------|
|  | Quality                                    | Quantity | Timeliness |  |                     | Quality                | Quantity | Timeliness |                         | Quality<br>(6) | Quantity<br>(7) | Timeliness<br>(8) | Average<br>(9=Ave 6,7,8) |                                  |         |
| MFO/KRA 1                                |  |          |            |  |                     |                        |          |            |                         |                |                 |                   |                          |                                  |         |
| MFO/KRA 2                                |  |          |            |  |                     |                        |          |            |                         |                |                 |                   |                          |                                  |         |
| MFO/KRA 3                                |  |          |            |  |                     |                        |          |            |                         |                |                 |                   |                          |                                  |         |

**Final Average Rating:** \_\_\_\_\_

**Adjectival Rating:** \_\_\_\_\_

| Assessed by Functional Group - PMT Secretariat:                                  |  | Reviewed by Chair, PMT Functional Group  |  | %<br>Rating    Allocation<br>Corporate _____ x _____ = _____<br>Functional _____ x _____ = _____<br>Individual _____ x _____ = _____<br><br><b>Final Rating:</b> _____<br><b>Adjectival Rating:</b> _____ | Approved by                                       |
|--|--|--|--|---|---|
| Start of the Rating Period<br><br>_____<br>Name and Signature<br><br>Date: _____ | End of the Rating Period<br><br>_____<br>Name and Signature<br><br>Date: _____ | Start of the Rating Period<br><br>_____<br>Name and Signature<br><br>Date: _____ | End of the Rating Period<br><br>_____<br>Name and Signature<br><br>Date: _____ |   | _____<br><br>President and CEO<br><br>Date: _____ |

**NOTE: For FG Performance Rating, leave blank the "Rater" portion above. Assessment shall be done by Corporate PMT Secretariat, to be Reviewed by Corporate PMT**

\* **Rating Scale:** 5 - Outstanding; 4 - Very Satisfactory ; 3 - Satisfactory ; 2 - Unsatisfactory ; 1 - Poor