

NATIONAL POWER CORPORATION  
**INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)**  
( Individual Performance Contract)

**FUNCTIONAL GROUP/DEPARTMENT/DIVISION :** \_\_\_\_\_

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

<b>Reviewed By:</b>					
	Immediate Supervisor/Rater	Date	<b>Approved By:</b>	(Signature over Printed Name of Ratee)	Date
				Head of Department/Group	Date

MAJOR FINAL OUTPUT (Key Result Area)	RELATIVE WEIGHT	SUCCESS INDICATORS				Actual Accomplishment	PERFORMANCE RATING (5-point Rating Scale *)				REMARKS
		Performance Target	Performance Measure				Quality	Quantity	T'liness	Average	
			Quality	Quantity	Timeliness						
<b>Strategic Function **</b>											
Output 1											
Output 2											
Output 3											
<b>Core Function ***</b>											
Output 1											
Output 2											
Output 3											
<b>TOTAL</b>	<b>100%</b>										
<b>FINAL AVERAGE RATING</b>											

**Comments and Recommendation for Development Purposes**

<b>Discussed with:</b>	<b>Assessed By:</b> I certify that I discussed my assessment of the performance with the employee.	<b>Reviewed by:</b>	<b>Approved By:</b>
Ratee	Immediate Supervisor/Rater	Sr. Dept. /Department Manager	Functional Group Head
Date: _____	Date: _____	Date: _____	Date: _____
		<b>Final Rating:</b> _____	
		<b>Adjectival Rating:</b> _____	

	%		
	Rating	Allocation	
Corporate	_____ x _____	= _____	
Functional	_____ x _____	= _____	
Individual	_____ x _____	= _____	

\* **Rating Scale:** 5 - Outstanding (O); 4 - Very Satisfactory (VS); 3 - Satisfactory (S); 2 - Unsatisfactory (US); 1 - Poor (P)  
 \*\* **Strategic Function** refers to output given to an individual/group that are linked to the priority deliverables of the Corporation.  
 \*\*\***Core Function** refers to output of an individual in the performance of its duties and responsibilities with reference to its statement of functions/job description.