



FEDERAL REPUBLIC OF NIGERIA

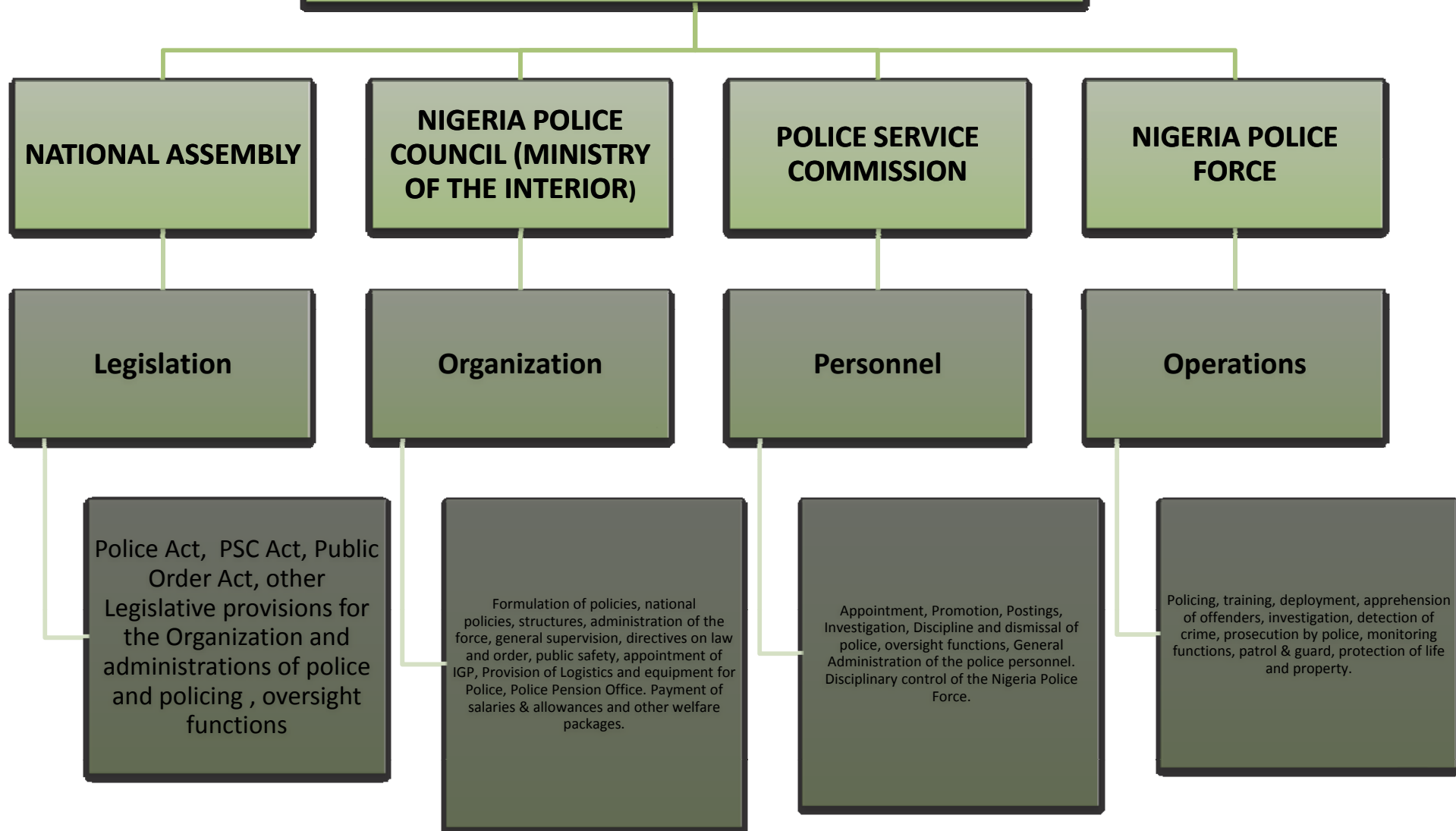
Presenting the
Police Service Commission

2008 Retreat



Police Service Commission

The Police Sector In Nigeria





Police Service Commission

The Police Sector Goals & Objectives 2007 - 2009

For the Medium Term Sector Strategy (MTSS) 2007 – 2009 Plan period the Police Sector MDAs adopted 6 goals and 22 objectives. These goals and objectives are meant to guide the sectors programmes over the three year period. The goals relate to each of the Agencies' functions.



Police Service Commission

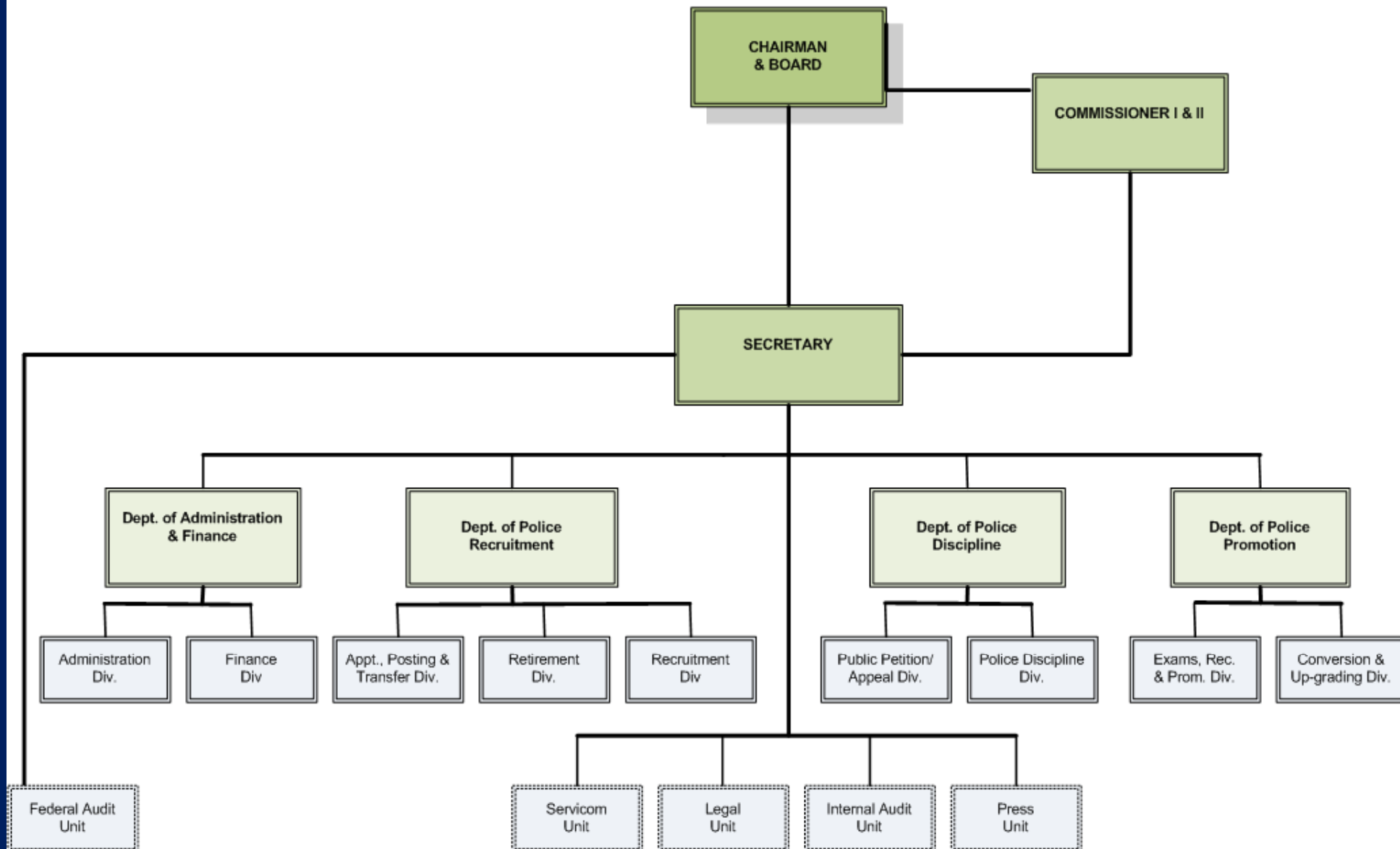
HISTORY OF THE COMMISSION

- **Pre Independence – 1954 Constitution.**
 - IGP with full powers and control in consultation with Secretary to the Government.
- **Post – Independence :-**
 - 1960/63 Constitution
 - PSC Establishment Act empowered the Commission to
 - Appoint, Promote, Transfer, Dismiss, Discipline – IGP – Constable.
 - PSC Members appointed by the Gov-Gen.
 - PSC's decisions with the Approval of the Prime Minister for decisions/Premiers of the Regions for CPs,
 - Provided for Delegation to Nigeria Police Force Members.
- **Suspended in 1966 (Military Takeover)**
- **Restored by 1979 Constitution.**
- **Suspended 1983 (Military Takeover) (Proscribed in 1985-Decree 5, 1989) Powers transferred to Nigeria Police Council)**
- **Restored by the 1999 Constitution – to date.**
- **A Service Commission Performing Personnel Management Functions for the NPF.**



Police Service Commission

ORGANIZATIONAL CHART – POLICE SERVICE COMMISSION





Police Service Commission

MEMBERSHIP

- Appointed by the President, confirmed by the Senate.
- Composition in line with the Federal Character Principle and representative of certain interests.
- Not less than 7 or more than 9 members to be Appointed for a 5 Year Tenure.
- All subject to Senate approval.
- Management

Composition

- Chairman (Executive) *
- Member I (Judiciary) *
- Member II (Police) *
- Member III (Women)
- Member IV (Press)
- Member V (NGO)
- Member VI (Organized Private Sector)
- Member VII: Secretary (Federal Permanent Secretary).

Membership (As at 08/08/2008)

- Mr. Parry Osayande, DIG (Rtd), CFR, mni
- Vacant
- Habu Daura, CP (Rtd)
- Hajiya Fati M. Kake'nna.
- Ms. Comfort Obi
- Dr. Otive Igbuzor
- Dr. Ignatius Adaji, OON
- Garba Buwai, OON, mni

(* - Full Time)



Police Service Commission

Mission Statement

“To change the Nigeria Police Force to the Nigeria Police Service through modern democratic policing ethics, performing with courage, diligence, honesty and impartiality as a highly motivated , professional, disciplined, efficient, accountable and ‘corruption free’ police service through the development of adequate institutional capacity in discharge of the central functions of the Commission”

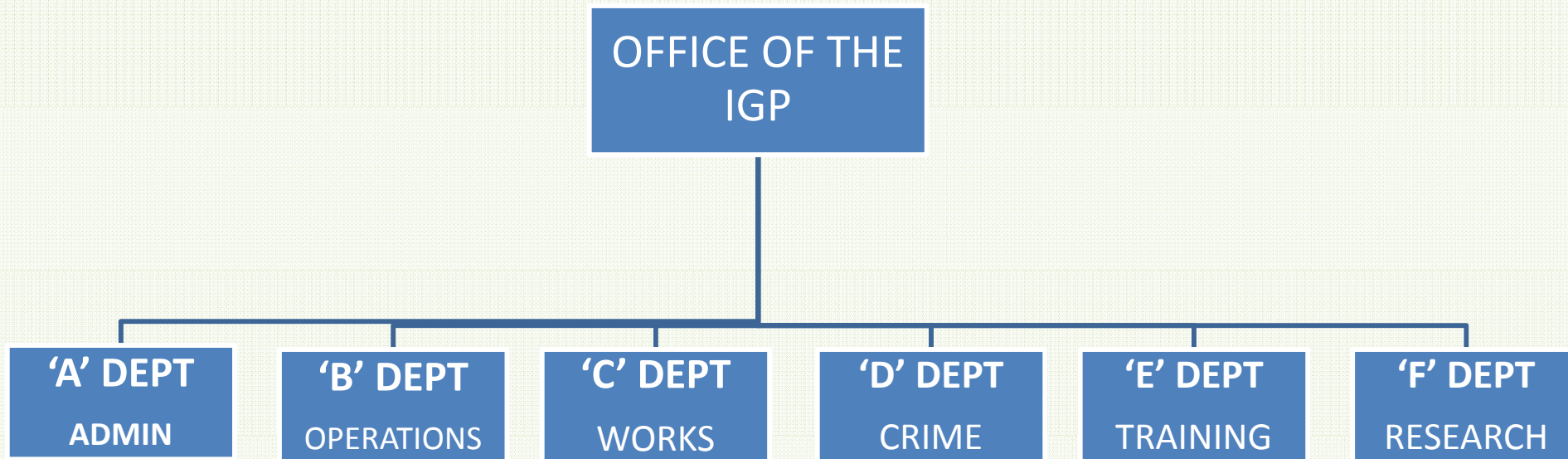


Police Service Commission

CONSTITUENCY OF THE COMMISSION

THE NIGERIA POLICE FORCE

Organization and Structure



Police Formations & Commands (PFCs)

- | | | | |
|------------------|-----------|------------------|--------|
| • FHQ | = 1 | • Divisions | = 1203 |
| • Zonal Commands | = 12 | • Stations | = 1803 |
| • State Commands | = 36+ FCT | • Posts | = 2797 |
| • Area Commands | = 123 | • Other Commands | = 3 |
- (Ports/Railways/ AirPorts)



Police Service Commission

CONSTITUENCY OF THE COMMISSION2

THE NIGERIA POLICE FORCE

Personnel

Strength = 371,800

-	IGP	=	1
-	DIG – ASP	=	15474
-	INSP	=	27868
-	SGT – PC (Rank & File)	=	328,457

Personnel (1ST JUNE 2008)

Strenght	Approved Establishment
371,800	577,612

UN Police/Country Population Ration:- 1 Policeman /400 Persons



Police Service Commission

Functions of the Commission

- The appointment and promotion of persons to offices (other than the office of the Inspector-General of Police - IGP) in the Nigeria Police Force (NPF).
 - dismiss and exercise disciplinary control over all persons (except IGP) in the NPF.
 - formulate policies and guidelines for the appointment, promotion, discipline and dismissal of police officers.
 - Identify factors inhibiting or undermining discipline in the NPF.
 - formulate and implement policies aimed at the efficiency and discipline of the NPF.
 - perform such other functions to ensure the optimal efficiency of the Force.
 - carry out such other functions as the President may, from time to time, direct.
-
- An Independent Federal Executive Body.
 - The Commission shall not be subject to the direction, control or supervision of any other authority or person in performance of its functions other than as is prescribed in this Act.



Police Service Commission

Instruments of the Commission

- The 1999 Constitution
- Police Service Commission (Est) Act 2001.
- Police Act and Regulations. (Laws of the Federation (LFN))
- Public Service Rules.
- Police Force Orders/Administrative/Instructions.
- Delegation of Powers 2005.



Police Service Commission

DELEGATION OF POWERS - 2005

(Instrument of Delegation dated 15th April 2005)

THE DELEGATED POWERS:

- Promotion of Constable to Inspector
- Discipline of Constable to Inspector.
- Recruitment/Appointment of Junior ranks (other than Inspector) to be undertaken in conjunction with PSC.
- PSC to always be informed in advance on number, data and venue for recruitment.
- Quarterly Returns to PSC on cases dealt with under the delegated powers.

Notes:

- *the current Powers were Delegated on 15th April 2005.*
- *PSC proposes a Review to accord with the Maxim – ‘Delegatus non Portes Delegare’*



Police Service Commission

FINANCING THE OVERSIGHT OF POLICE IN NIGERIA

Fund Allocations.

The Police Service Commission's allocations and utilization over the past financial years are as follow:

CURRENCY	2004	2005	2006	2007	2008
N	271 million	458 million	336 million	410 million	699 million

Percentage Utilization by Cost.

Cost	2004	2005	2006	2007	2008
Personnel	50%	30%	45%		
Overheads	41%	33%	49%		
Capital	9%	37%	6%		



Police Service Commission

FINANCING THE OVERSIGHT OF POLICE IN NIGERIA.....2

Expenditure Initiatives

- Staff Salaries, Allowances, Benefits.
- Appointment/Enlistment of Cadet ASPs/Inspector.
- Supervision / Monitoring the Recruitment of Constables by State Commands.
- Background Checks on Police Recruits.
- Conduct of National Promotion Examinations for Police officers.
- Field Investigation of Police Misconduct and Abuses.
- Payment of Litigation Costs and Judgment Debts.
- Monitoring and Evaluation of Police Performance.
- Special Enlightenment Campaigns i.e. Female Enlistment .
- Formulation of Policies and Guidelines for Appointment, Promotion, Discipline and Efficiency in the Nigeria Police Force.
- Procurement of office furniture and equipment for Headquarters and Zonal offices.
- Training, Workshops, and Seminars



Police Service Commission

THE POLICE REFORMS

❖ Presidential Committees on Police Reforms.

- MD Yusuf Panel - 1994
- Danmadami Committee - 2006 (White Paper released).
- MD Yusuf Committee – 2008

❖ Key Aspects of the Reforms

- Restoration of the PSC. - 1999 Constitution.
- Legislative Review of Enabling Laws - Police Act & Regulations, PSC Act,
- Institutional Capacity Building for the PSC.
- Re-invigorating the Equipment and funding of Police Criminal Intelligence Bureaux.(CIB)
- Restructuring of Police Ranks – IGP – PC (from present 22 to 12).

❖ Force Re-organization and Restructuring - :

-	FHQ	-	IGP	-	1
		-	DIG	-	1
		-	AIG	-	6 (HODs A-F Depts)
-	FHQ Zones(6)	-	DIG	-	6
		-	AIG	-	12

❖ Field Commands (New Rank Structure)

-	Area Commanders	-	CSP
-	Divisional Command	-	SP



Police Service Commission

The Police Reforms2

❖ Direct Funds Allocation to PFCs

- PFCs (Police Formations & Commands) to prepare separate budget proposals to FHQ for collation.
- Direct Annual Budget Fund Releases to PFCs, based on proposals.

❖ Merit-based Promotion System

❖ Training -:

- Upgrading of Training Institutions
- Appointment of Governing Councils
- Review of Training Curriculum.
- Deployment of Officers to Training Institutions.

❖ Other Aspect.

- Establishment of Forensic Laboratories.
- Dismantling of road blocks.



Police Service Commission

ACTIVITIES AND ACHIEVEMENT

- Establishment of Police Personnel Database.
- Appointment of Cadet ASPs and Inspectors.
- Promotion (All ranks)
- Pending Disciplinary Matters of the Force.
- Treatment of Police Petitions and Appeals.
- Handling of Public Complaints.
- Retirement & Gazetting.
- NGO/Donor Cooperation and Assistance.
- Regional Presence – Zonal offices
- 5-Year Strategic Plan.
- Formulation of Guidelines on Appointment, Promotion and Discipline.
- Monitoring of Police Conduct at General Elections.



Police Service Commission

CHALLENGES / CONSTRAINTS

- Acute Shortage of Office Accommodation
- Inadequate Funding and Equipment.
- Appropriate Staffing.
- Field Investigation of Petitions and Complaints
- Manpower Training and Development.
- Adequacy of NPF Staff Returns.



Police Service Commission

NIGERIA POLICE FORCE
AS AT 10/ 07/ 2008 MANPOWER STATISTICS
STAFF DISTRIBUTION BY STATE OF ORIGIN

RANK											
STATES	DSP	SP	CSP	ACP	DCP	CP	AIG	DIG	IGP	TOTAL	%
ABIA	80	45	15	11	6	5	2			164	2.8%
ADA	91	60	24	7	5	2	1			190	3.3%
AKW	163	74	22	16	5		1			281	4.8%
ANA	72	61	36	21	14	6				210	3.6%
BAU	51	26	13	12		3	1			106	1.8%
BAY	43	21	10	2	3	2				81	1.4%
BEN	132	42	29	13	2	1				219	3.8%
BOR	54	44	22	14	6	3				143	2.5%
CRO	129	63	23	11	3	2	1			232	4.0%
DEL	140	67	55	13	8	2				285	4.9%
EBO	31	6	8	1	1	1	1			49	0.8%
EDO	184	94	48	11	9	9				355	6.1%
EKI	61	26	27	8	5	3				130	2.2%
ENU	132	66	32	14	5	2	1	1		253	4.3%
GOM	52	30	15	6	4	1				108	1.9%
IMO	147	88	47	18	9	2	2			313	5.4%
JIG	27	18	11	1		2	2	1		62	1.1%
KAD	78	43	21	12	1	2				157	2.7%
KAN	41	33	25	15	7	6	1			128	2.2%
KAT	39	37	32	11	2	4				125	2.1%
KEB	38	29	7	10	1	4				89	1.5%
KOG	174	73	51	16	3	2				319	5.5%
KWA	48	38	23	15	9	2				135	2.3%
LAG	72	42	41	17	12	3	2			189	3.2%
NAS	55	15	12	6	2	1				91	1.6%
NIG	54	53	25	8	5	5				150	2.6%
OGU	59	53	29	13	5	2				161	2.8%
OND	92	36	32	15	5	3				183	3.1%
OSU	67	44	34	9	7		2	2		165	2.8%
OYO	59	38	29	6	7	5				144	2.5%
PLA	76	39	12	7	3					137	2.4%
RIV	75	34	32	3	6	1			1	152	2.6%
SOK	25	7	7	3	1	1	1	1		46	0.8%
TAR	57	42	14	5	2	3		1		124	2.1%
YOB	27	19	9	2	2	3	1			63	1.1%
ZAM	24	16	6	3		1	1			51	0.9%
FCT	24	4	2	2						32	0.5%
TOTAL	2,773	1,526	880	357	165	94	20	6	1	5,822	100.0%



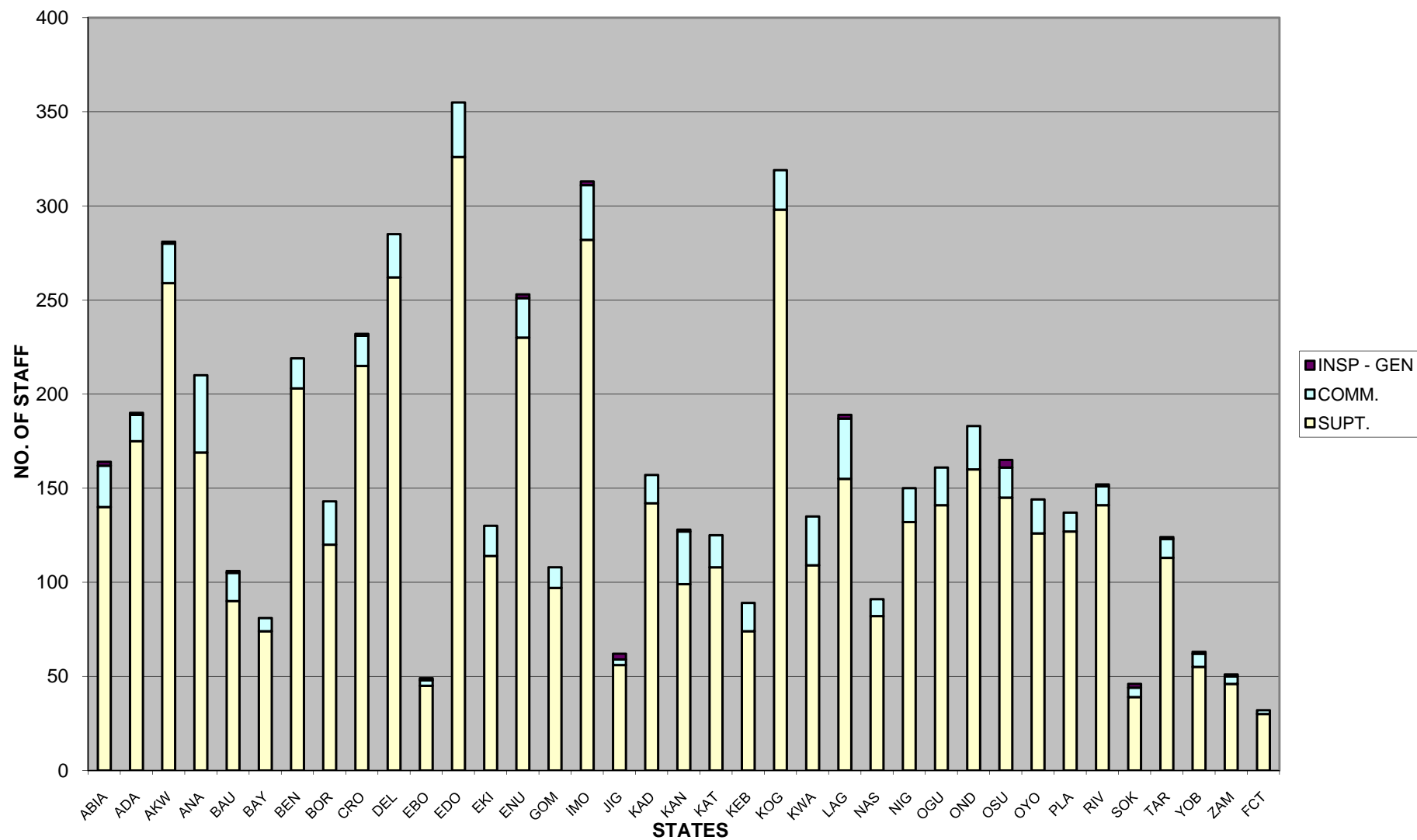
Police Service Commission

NIGERIA POLICE FORCE								
AS AT 10/ 07/ 2008 MANPOWER STATISTICS								
STAFF DISTRIBUTION (DSP AND ABOVE) BY STATE OF ORIGIN AND CADRE								
RANK								
STATES	SUPT.	%	COMM.	%	INSP - GEN	%	TOTAL	%
ABIA	140	2.7%	22	3.6%	2	7.4%	164	2.8%
ADA	175	3.4%	14	2.3%	1	3.7%	190	3.3%
AKW	259	5.0%	21	3.4%	1	3.7%	281	4.8%
ANA	169	3.3%	41	6.7%	0	0.0%	210	3.6%
BAU	90	1.7%	15	2.4%	1	3.7%	106	1.8%
BAY	74	1.4%	7	1.1%	0	0.0%	81	1.4%
BEN	203	3.9%	16	2.6%	0	0.0%	219	3.8%
BOR	120	2.3%	23	3.7%	0	0.0%	143	2.5%
CRO	215	4.2%	16	2.6%	1	3.7%	232	4.0%
DEL	262	5.1%	23	3.7%	0	0.0%	285	4.9%
EBO	45	0.9%	3	0.5%	1	3.7%	49	0.8%
EDO	326	6.3%	29	4.7%	0	0.0%	355	6.1%
EKI	114	2.2%	16	2.6%	0	0.0%	130	2.2%
ENU	230	4.4%	21	3.4%	2	7.4%	253	4.3%
GOM	97	1.9%	11	1.8%	0	0.0%	108	1.9%
IMO	282	5.4%	29	4.7%	2	7.4%	313	5.4%
JIG	56	1.1%	3	0.5%	3	11.1%	62	1.1%
KAD	142	2.7%	15	2.4%	0	0.0%	157	2.7%
KAN	99	1.9%	28	4.5%	1	3.7%	128	2.2%
KAT	108	2.1%	17	2.8%	0	0.0%	125	2.1%
KEB	74	1.4%	15	2.4%	0	0.0%	89	1.5%
KOG	298	5.8%	21	3.4%	0	0.0%	319	5.5%
KWA	109	2.1%	26	4.2%	0	0.0%	135	2.3%
LAG	155	3.0%	32	5.2%	2	7.4%	189	3.2%
NAS	82	1.6%	9	1.5%	0	0.0%	91	1.6%
NIG	132	2.5%	18	2.9%	0	0.0%	150	2.6%
OGU	141	2.7%	20	3.2%	0	0.0%	161	2.8%
OND	160	3.1%	23	3.7%	0	0.0%	183	3.1%
OSU	145	2.8%	16	2.6%	4	14.8%	165	2.8%
OYO	126	2.4%	18	2.9%	0	0.0%	144	2.5%
PLA	127	2.5%	10	1.6%	0	0.0%	137	2.4%
RIV	141	2.7%	10	1.6%	1	3.7%	152	2.6%
SOK	39	0.8%	5	0.8%	2	7.4%	46	0.8%
TAR	113	2.2%	10	1.6%	1	3.7%	124	2.1%
YOB	55	1.1%	7	1.1%	1	3.7%	63	1.1%
ZAM	46	0.9%	4	0.6%	1	3.7%	51	0.9%
FCT	30	0.6%	2	0.3%	0	0.0%	32	0.5%
TOTAL	5,179	100%	616	100.0%	27	100.0%	5,822	100.0%



Police Service Commission

STAFF DISTRIBUTION BY STATE OF ORIGIN AND BY CADRE





Police Service Commission

NIGERIA POLICE FORCE																		
AS AT 10/ 07/ 2008 MANPOWER STATISTICS																		
STAFF DISTRIBUTION (DSP & ABOVE) BY STATES WITHIN GEO-POL. ZONES																		
NORTH CENTRAL	DSP	%	SP	%	CSP	%	ACP	%	DCP	%	CP	%	AIG	%	DIG	%	IGP	%
BENUE	132	23.4%	42	15.9%	29	18.8%	13	19.4%	2	8.3%	1	9.1%	0		0		0	
KOGI	174	30.9%	73	27.7%	51	33.1%	16	23.9%	3	12.5%	2	18.2%	0		0		0	
KWARA	48	8.5%	38	14.4%	23	14.9%	15	22.4%	9	37.5%	2	18.2%	0		0		0	
NASARAWA	55	9.8%	15	5.7%	12	7.8%	6	9.0%	2	8.3%	1	9.1%	0		0		0	
NIGER	54	9.6%	53	20.1%	25	16.2%	8	11.9%	5	20.8%	5	45.5%	0		0		0	
PLATEAU	76	13.5%	39	14.8%	12	7.8%	7	10.4%	3	12.5%	0	0.0%	0		0		0	
FCT	24	4.3%	4	1.5%	2	1.3%	2	3.0%	0	0.0%	0	0.0%	0		0		0	
TOTAL	563	100.0%	264	100.0%	154	100.0%	67	100.0%	24	100.0%	11	100.0%	0		0		0	

NORTH EAST	DSP	%	SP	%	CSP	%	ACP	%	DCP	%	CP	%	AIG	%	DIG	%	IGP	%
ADAMAWA	91	27.4%	60	27.1%	24	24.7%	7	15.2%	5	26.3%	2	13.3%	1	33.3%	0	0.0%	0	
BAUCHI	51	15.4%	26	11.8%	13	13.4%	12	26.1%	0	0.0%	3	20.0%	1	33.3%	0	0.0%	0	
BORNO	54	16.3%	44	19.9%	22	22.7%	14	30.4%	6	31.6%	3	20.0%	0	0.0%	0	0.0%	0	
GOMBE	52	15.7%	30	13.6%	15	15.5%	6	13.0%	4	21.1%	1	6.7%	0	0.0%	0	0.0%	0	
TARABA	57	17.2%	42	19.0%	14	14.4%	5	10.9%	2	10.5%	3	20.0%	0	0.0%	1	100.0%	0	
YOBE	27	8.1%	19	8.6%	9	9.3%	2	4.3%	2	10.5%	3	20.0%	1	33.3%	0	0.0%	0	
TOTAL	332	100.0%	221	100.0%	97	100.0%	46	100.0%	19	100.0%	15	100.0%	3	100.0%	1	100.0%	0	

NORTH WEST	DSP	%	SP	%	CSP	%	ACP	%	DCP	%	CP	%	AIG	%	DIG	%	IGP	%
JIGAWA	27	9.9%	18	9.8%	11	10.1%	1	1.8%	0	0.0%	2	10.0%	2	40.0%	1	50.0%	0	
KADUNA	78	28.7%	43	23.5%	21	19.3%	12	21.8%	1	8.3%	2	10.0%	0	0.0%	0	0.0%	0	
KANO	41	15.1%	33	18.0%	25	22.9%	15	27.3%	7	58.3%	6	30.0%	1	20.0%	0	0.0%	0	
KATSINA	39	14.3%	37	20.2%	32	29.4%	11	20.0%	2	16.7%	4	20.0%	0	0.0%	0	0.0%	0	
KEBBI	38	14.0%	29	15.8%	7	6.4%	10	18.2%	1	8.3%	4	20.0%	0	0.0%	0	0.0%	0	
SOKOTO	25	9.2%	7	3.8%	7	6.4%	3	5.5%	1	8.3%	1	5.0%	1	20.0%	1	50.0%	0	
ZAMFARA	24	8.8%	16	8.7%	6	5.5%	3	5.5%	0	0.0%	1	5.0%	1	20.0%	0	0.0%	0	
TOTAL	272	100.0%	183	100.0%	109	100.0%	55	100.0%	12	100.0%	20	100.0%	5	100.0%	2	100.0%	0	



Police Service Commission

NIGERIA POLICE FORCE																		
AS AT 10/ 07/ 2008 MANPOWER STATISTICS																		
STAFF DISTRIBUTION (DSP & ABOVE) BY STATES WITHIN GEO-POL. ZONES																		
SOUTH EAST	DSP	%	SP	%	CSP	%	ACP	%	DCP	%	CP	%	AIG	%	DIG	%	IGP	%
ABIA	80	17.3%	45	16.9%	15	10.9%	11	16.9%	6	17.1%	5	31.3%	2	33.3%	0	0.0%	0	
ANAMBRA	72	15.6%	61	22.9%	36	26.1%	21	32.3%	14	40.0%	6	37.5%	0	0.0%	0	0.0%	0	
EBONYI	31	6.7%	6	2.3%	8	5.8%	1	1.5%	1	2.9%	1	6.3%	1	16.7%	0	0.0%	0	
ENUGU	132	28.6%	66	24.8%	32	23.2%	14	21.5%	5	14.3%	2	12.5%	1	16.7%	1	100.0%	0	
IMO	147	31.8%	88	33.1%	47	34.1%	18	27.7%	9	25.7%	2	12.5%	2	33.3%	0	0.0%	0	
TOTAL	462	100.0%	266	100.0%	138	100.0%	65	100.0%	35	100.0%	16	100.0%	6	100.0%	1	100.0%	0	

SOUTH SOUTH	DSP	%	SP	%	CSP	%	ACP	%	DCP	%	CP	%	AIG	%	DIG	%	IGP	%
AKWA IBOM	163	22.2%	74	21.0%	22	11.6%	16	28.6%	5	14.7%	0	0.0%	1	50.0%	0		0	0.0%
BAYELSA	43	5.9%	21	5.9%	10	5.3%	2	3.6%	3	8.8%	2	12.5%	0	0.0%	0		0	0.0%
CROSS RIVER	129	17.6%	63	17.8%	23	12.1%	11	19.6%	3	8.8%	2	12.5%	1	50.0%	0		0	0.0%
DELTA	140	19.1%	67	19.0%	55	28.9%	13	23.2%	8	23.5%	2	12.5%	0	0.0%	0		0	0.0%
EDO	184	25.1%	94	26.6%	48	25.3%	11	19.6%	9	26.5%	9	56.3%	0	0.0%	0		0	0.0%
RIVERS	75	10.2%	34	9.6%	32	16.8%	3	5.4%	6	17.6%	1	6.3%	0	0.0%	0		1	100.0%
TOTAL	734	100.0%	353	100.0%	190	100.0%	56	100.0%	34	100.0%	16	100.0%	2	100.0%	0		1	100.0%

SOUTH WEST	DSP	%	SP	%	CSP	%	ACP	%	DCP	%	CP	%	AIG	%	DIG	%	IGP	%
EKITI	61	14.9%	26	10.9%	27	14.1%	8	11.8%	5	12.2%	3	18.8%	0	0.0%	0	0.0%	0	
LAGOS	72	17.6%	42	17.6%	41	21.4%	17	25.0%	12	29.3%	3	18.8%	2	50.0%	0	0.0%	0	
OGUN	59	14.4%	53	22.2%	29	15.1%	13	19.1%	5	12.2%	2	12.5%	0	0.0%	0	0.0%	0	
ONDO	92	22.4%	36	15.1%	32	16.7%	15	22.1%	5	12.2%	3	18.8%	0	0.0%	0	0.0%	0	
OSUN	67	16.3%	44	18.4%	34	17.7%	9	13.2%	7	17.1%	0	0.0%	2	50.0%	2	100.0%	0	
OYO	59	14.4%	38	15.9%	29	15.1%	6	8.8%	7	17.1%	5	31.3%	0	0.0%	0	0.0%	0	
TOTAL	410	100.0%	239	100.0%	192	100.0%	68	100.0%	41	100.0%	16	100.0%	4	100.0%	2	100.0%	0	



Police Service Commission

POLICE SERVICE COMMISSION

2008 RETREAT

*Mic Com Golf Hotels & Resort,
Ada.*

OSUN STATE

NIGERIA



THANK YOU.

End of the Presentation.