



2008 ANNUAL REPORT

POLICE SERVICE COMMISSION

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1.0 PART ONE

1.1 FOREWORD

I am delighted, to present this report on our collective efforts to reposition the Nigeria Police Force in our stewardship to the nation.

The report highlights the functions, activities and achievement of the Police Service Commission in the year 2008. The Commission continued to work at capacity building to enhance the quality and performance of the Police and policing in the country. It rigorously pursued the implementation of the Government Policy on the rule of law aimed at achieving a disciplined manpower and efficient operations for the Nigeria Police Force.



Vice President, Goodluck Jonathan inaugurating the new commission: On his left are Chairman of the Commission Mr Parry Osayande DIG (rtd) and Secretary Alh. Garba Buwai

The present Commission was inaugurated on 15th April, 2008. This was almost two years after the tenure of the last Commission which expired in November 2006. Barely one week after its inauguration, the Commission held its Inaugural Meeting and took far-reaching

decisions to reposition and re-invigorate the Nigeria Police Force which had suffered neglect and had been under-funded by successive governments for over three decades.

The Commission affirmed its commitment to uphold the rule of law and to follow due process, justice and equity in its dealings and deliberations. In line with the Seven Point Agenda of the President Umaru Musa Yar'Adua Administration, it resolved to:

- i. ensure that the conduct of Police respects and protects the rights of citizens.
- ii. promote integrity and merit by ensuring that appointments and promotion are based on seniority, merit, equity and availability of vacancies.
- iii. re-affirm its commitment to work with and assist the Inspector-General to maintain discipline and high ethical standards within the Nigeria Police Force.
- iv. ensure obedience to all court rulings and judgments, and prompt and judicious treatment of petitions, appeals and complaints; and
- v. embark on promotion exercise to fill existing vacancies.

The Police Service Commission we met was like a comatose organisation. For too long, there had been this general and wrongly held impression of the Commission as a glorified rubber stamp. It had been perceived as an organization created to

append to the appointment, promotion, posting and discipline of Police officers, after which the Commission may shut its eyes on effective oversight of the Force and go to sleep. The new Commission however resolved to change the impression: We are convinced that although there are those who support and oppose civilian oversight of police, it is since recognized all over the world that civilian oversight is necessary for effective policing in a democracy. The vision is eminently captured in the sublime collective wisdom and foresight of the framers of the 1999 Constitution and the Police Service Commission Establishment Act 2001.

The Constitution and the Act conferred enormous creative and discretionary powers on the Commission, as a result of many years of national experience of Police management by the matters of the 1999 constitution and the Act. These are indeed extensive powers requiring grave responsibilities as only the Commission can limit itself in this regard, towards building the Police Force of our dream.

This Commission is already serving with commitment founded upon a coherent and profound world view, continental sweep and national perspective of policing. The structures for a radical, digital and structural-functional shift of the concept of Police and Policing in Nigeria is already being worked out. No person, group or authority shall be expected, allowed,

tolerated or permitted to usurp the powers and functions of the Commission which shall operate on the dual stance of efficiency (timeliness) and effectiveness (credible actions) in the discharge of all its responsibilities.

I would like to end by expressing the deep appreciation of the Commission to the arms of Government, to the ordinary police officer and also to our development partners for the growing confidence, support and encouragement and for assisting us to meet the challenges we faced during the year towards increasing our capacity to perform our tasks even better in the coming year.

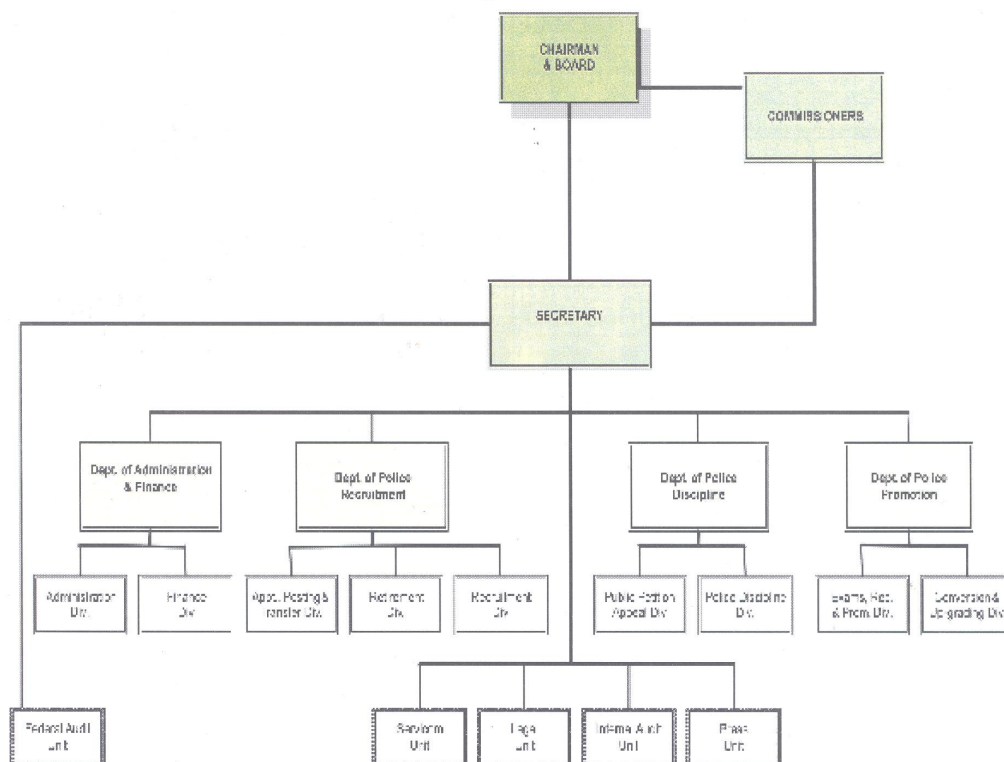
Our accomplishment in 2008 will not be complete without mention of the on-going Police reforms set in motion by the M D Yusuf GCON/Dan Madami CFR reform committee Government in which the Commission is a key role player. The commitment of the Government and resourcefulness of the reform Committees have created new imperatives also for the Commission's mandate in repositioning the Force in subsequent years.

We are indeed grateful to serve.

PARRY B. O. OSAYANDE CFR, OFR, NPM, MNI DIG (RTD)

Chairman/Chief Executive
Police Service Commission
15TH June, 2009.

1.2 POLICE SERVICE COMMISSION Organizational Chart



MEMBERS OF THE COMMISSION

- Section 29(b) of the Constitution provides that the Commission shall have not less than 7 or more than 9 members to be appointed for a 5 year tenure in accordance with section 155 (i)(c) of the Constitution.
- Members of the Commission are appointed by the President and confirmed by the Senate of the Federal Republic of Nigeria.
- The composition of the membership is made in line with the Federal Character principle and is representative of certain public interests. The present Commission was inaugurated on 15th April, 2008 at the Presidential Villa, Abuja. The membership of the commission as at 31st December 2008 was as follow;

COMPOSITION

MEMBERSHIP

Chairman/Chief Executive*	-	Mr. Parry Osayande, DIG (Rtd), CFR, OFR, NPM, Mni
Member I (Judiciary)*	-	Vacant * *
Member II (Police)*	-	Alh. Habu Daura, CP (Rtd)
Member III (Women)	-	Hajia Fati M. Kake'nnna
Member IV (Press)	-	Dame Comfort Obi
Member V (NGO/Human Rights Org)	-	Dr. Otive Igbuzor
Member VI (Organized Private Sector)	-	Dr. Ignatius I. Adaji, OON
Member VII: Secretary (Federal Perm. Sec)	-	Garba Buwai, OON, Mni

(* - Full Time)

** As at 31st December 2008. The Hon. Justice Akintola Ejiwunmi, Member passed-on in June, 2008.

MEMBERS OF THE COMMISSION



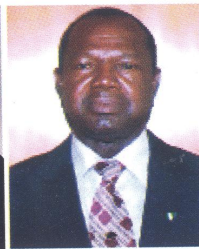
Mr. Parry Osayande, DIG (Rtd), CFR, OFR, NPM, Mni
Chairman



Alh. Habu Daura, CP (Rtd)



Dame Comfort Obi



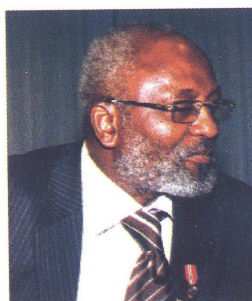
Dr. Ignatius I. Adaji, OON



Hajia Fati M. Kake'enna



Dr. Otive Igbuzor



Garba Buwai, OON, Mni
Secretary

1.4 POWERS AND FUNCTIONS OF THE COMMISSION

Section 153(m) of the 1999 Constitution of the Federal Republic of Nigeria established the Police Service Commission as one of the Federal Executive Bodies charged with responsibility for the appointment, promotion, dismissal and disciplinary control of members of the Nigeria Police (except the Inspector General of Police). The provisions of Paragraph 11 of the Third Schedule to the Constitution and Section 6(2) of the Police Service Commission (Establishment, Etc) Act 2001 assure the independence of the Commission in the exercise of its powers. While Paragraph 29 Part I of the Third Schedule expressly states the composition and powers of the Commission thus.

(29) "The Police Service Commission shall comprise of the following members; (a) a Chairman and (b) such number of other persons, not less than seven but not more than nine, as may be prescribed by an Act of the National Assembly".

These constitutional provisions are further defined by Section 2 of the Act which provides for a Chairman, two full-time members, four part-time members and a Secretary who is a Federal Permanent Secretary.

The powers of the Commission are stated in Paragraph 30 Part 1 of the Third Schedule thus.

(30) "The Commission shall have power to: (a) appoint persons to offices (other than the office of the Inspector-General of Police) in the Nigeria Police Force; and (b) dismiss and exercise disciplinary control over persons holding any office referred to in sub-paragraph (a)".

In furtherance of its powers, Section 215 (1) of the Constitution empowers the Commission to appoint Commissioners of Police for each State of the Federation. While Section 216 adds to Section 8 of the Act to constitute basis for the delegation of the Commissions powers.

Section 6 (I) Part I of the Police Service Commission (Establishment, Etc) Act, 2001 explicitly states the functions of the Commission, which are to;

- (a) be responsible for the appointment and promotion of persons to offices (other than the office of the Inspector-General of Police) in the Nigeria Police Force;
- (b) dismiss and exercise disciplinary control over persons (other than the Inspector-General of Police) in the Nigeria Police Force;
- (c) formulate policies and guidelines for the appointment, promotion, discipline and dismissal of officers of the Nigeria Police Force;
- (d) identify factors inhibiting or undermining discipline in the Nigeria Police Force;
- (e) formulate and implement policies aimed at enhancing the efficiency and discipline of the Nigeria Police Force;
- (f) perform such other functions which in the opinion of the Commission are required to ensure the optimal efficiency of the Nigeria Police Force; and
- (g) carry out such other functions as the President may from time to time direct.

The commission is also empowered by the Act to recruit its own staff and to engage staff on secondment from the Public Service of the Federation. It may also as it deems fit and expedient enter into such contracts as may be necessary for the discharge of its functions.

2.0 PART TWO

2.1. INTRODUCTION BY THE SECRETARY

The Police Service Commission is one of the Federal Executive Bodies established under Section 153 of the 1999 Constitution. It is an independent government agency empowered to appoint, promote, post, dismiss and exercise disciplinary control over members of the Nigeria Police Force. The full scope of its responsibilities is detailed in the provisions of the Police Service Commission (Establishment, Etc) Act No. 1, 2001. It is one of the many organs of government generally answerable to the President and the National Assembly. It is not subject to the direction and control of any other authority or person in the performance of its functions other than as prescribed by the Act.

Members of the past Commission (2001 – 2006) exited at the expiration of their tenure on 27th November 2006. No members were appointed for a period of sixteen months. The Commission thus forged ahead without constituted membership and this hampered a lot of policy issues and decisions which could not be taken without the consideration and approval of the plenary body.

The present Commission was inaugurated by the Vice President, Dr. Goodluck Jonathan, GCON on behalf of the President, on 15th April, 2008. Soon after the inauguration, the Commission held series of meetings and embarked on a number of courtesy calls to the leadership

of the National Assembly, Honourable Ministers and other Government establishments and functionaries. It paid a courtesy call on the Inspector-General of Police and his management team at the Nigeria Police Force Headquarters, Louis Edet House Abuja after which it embarked on familiarization visits to several Police Formations and Commands nationwide to acquaint with the Police hierarchy, where interactive sessions were held with the officers and men of the Nigeria Police Force.

The tours of the Police Commands were part of the Commission's resolve to ensure that the Police respect and protect the rights of citizens. The message of the new order to the officers and men was clear, and amongst others that policing should henceforth be people friendly and that the Police operate in accordance with the rule of law; that there should be an end to extra-judicial killing, rape, torture, incivility, corruption and unlawful exercise of authority. There are obvious and encouraging signs that the message is already taking root in the Nigeria Police Force and the Commission is set to promptly weed out any deviants.

The Commission held six plenary meetings in 2008 during which it disposed of a number of pending disciplinary matters of the Force and reviewed all irregular and special promotion of Police officers made earlier and without its approval by the former Inspector-General of Police. About

140 Officers were reverted to their proper ranks.

The Commission on 20th June 2008 woke up to the sad news of the death in Abuja of one of its members, the Honourable Justice A. O. Ejiwunmi, CON, at the age of 73. The distinguished jurist has since been buried.

In August 2008, the Commission successfully held a 3-day retreat at Ada, Osun State on the theme "Understanding the Mandate and Operations of the Police Service Commission in the Context of the Rule of Law." The retreat afforded a useful platform for in-depth and extensive interaction between the Commission and the Police management from which a comprehensive Communiqué was issued. The papers presented at the Retreat are planned to be published in a book.

The Commission also addressed the lingering problem of inadequate funding and made plans for the recruitment of appropriate manpower to meet its optimal manning level in 2009.

At the end of 2008, the Commission had largely made up for the capacity and time lost to the absence of the membership over a period of over 15 months. It promptly forged ahead to attend to the personnel management matters of the Force and set for itself new goals and objectives for even more effective discharge of its responsibilities in the coming year.

Garba Buwai, OON, mni
Permanent Secretary/Secretary
Police Service Commission

2.2. MAJOR ACTIVITIES IN 2008

ADMINISTRATIVE STRUCTURE OF THE COMCON: THE DEPARTMENTS/UNITS

Until 2008, the operations of the Commission with regard to its core functions were performed by only one Department with the consequent inefficiencies in delivery and scale. The 2008 re-organization changed all that. The Office of the Head of Service was therefore invited to examine the Commission organizational structure with a view to restructure it. The Head of Service constituted a Committee of management consultant from the Management Service Office to study and recommend appropriate organizational structure for the Commission.

The report of the Committee was recommended to the President for approval. The President considered and approved the recommended new structure for the Commission as follows: -

I. APPROVED STRUCTURE AND FUNCTIONS - 2008

- (a) The Departments:
 - i. Administration and Finance
 - ii. Appointment/Recruitment of Police
 - iii. Police Promotion
 - iv. Police Discipline
- (b) Units
 - i. Legal
 - ii. Press and Public Relations
 - iii. Internal Audit
 - iv. SERVICOM
- II. The Department of Administration and Finance

III DEPARTMENT OF APPOINTMENT/ POLICE RECRUITMENT

The Department consists of three main divisions.

- (a) Appointment, Posting and Transfer Division
 - (b) Recruitment (Rank and File) Division
 - (c) Retirement and Gazetting Division.
- The schedule of duties of the Department includes the following:

Matters relating to appointment of Cadet Inspectors and ASP's. Matters relating to the appointment of specialist i.e. Medical Doctors, veterinary Doctors and Technicians, processing applications for voluntary retirement, transfers and secondment, gazetting of voluntary retirement and secondment etc.

IV. THE DEPARTMENT OF POLICE PROMOTION

The Department is charged with the following functions:

- Processing the promotion of superior police officers and rank and file.
- It is responsible for matters relating to promotion courses for Cadet ASPs And Cadet Inspectors at the Police Academy and Colleges.
- It is also the responsibility of the Department to assess requests for special promotion to process acting Appointments, Upgradings and Conversion of superior Police officers.
- It conveys Commission's decision on promotion to affected officers through the recommendations on powers delegated to the Inspector General of Police and a host of others.

The Department has two Divisions namely:

- (a) Promotion Division:

The Division has four branches as follows:

- (i) Promotion Branch
- (ii) Exams Branch
- (iii) Records Branch
- (iv) Appeals Branch

- (b) Conversion/Upgrading Division

V. THE DEPARTMENT OF POLICE DISCIPLINE

The Department has two divisions namely:

- a) Police Discipline Division
- b) Petitions/Appeals and Complaints Division

The main duties of the Department are as follows:-

- (a) Initiating policy proposals and implementing policies related to investigation and discipline of members of Nigeria Police Force.
- (b) Screening of appellate cases by recording, classifying and acknowledging petitions and appeals on appointment and discipline of members of the Nigeria Police.
- (c) Receiving, investigating and processing complaints from members of the public and institutions in respect of police misconduct.
- (d) Processing and making recommendations to the commission on discipline of police officers and men.

(e) Investigating disciplinary matters and making recommendations to the Permanent Secretary on the result of the investigation.

(f) And any other matter that may be assigned to it by the Commission.

VI. LEGAL UNIT

The schedule of duties of this Unit includes the following:-

(i) Providing legal advice, opinions and interpretation of the Constitution, the Police Service Commission (Establishment Act), Police Act and other statutory enactments relating to appointment, promotion and discipline of police officers.

(ii) Drafting of legal notices, regulations, guidelines and other statutory instruments of the Commission.

(iii) Vetting and drafting of contract agreements and other legal documents between the Commission and third parties.

(iv) Researching into activities over which the Commission has jurisdiction.

(v) Maintaining a law library for the Commission

(vi) Liaison with the Federal Ministry of Justice and other outside bodies on matters of concern to the Department and Commission

(vii) Defence of actions instituted against the Commission in the Courts and prosecution of cases instituted by the Commission

(viii) Dealing with other matters as may be assigned from time to time

VII. STANDING COMMITTEES OF THE COMMISSION

The Supplementary Provisions of the Schedule to the Police Service Commission Act requires it to appoint committees to carry out such functions as it may determine for more efficient performance of its functions. The Commission in 2008 also re-organized its Standing Committees and Established the following standing committees:-

i. Finance and General Purposes Committee

ii. Committee on Appointment and Recruitment of Police

iii. Committee on Police Promotion

iv. Committee on Police Discipline

v. Committee on Police Petitions/Appeals and Public Complaints

vi. Committee on Legal Matters and Investigation

vii. Public Affairs and Strategic Planning Committee.

2.2.2 NPF Establishment and Strength

I. THE NIGERIA POLICE FORCE ESTABLISHMENT - 2008

The Government of the Federal Republic of Nigeria through the Nigeria Police Council in 2008 strove to meet the United Nations Police/Country population ratio for effective policing. The approved establishment and strength for the Nigeria Police Force was as shown in the table below; the approval facilitated the functions of the Police Service Commission the appointment and promotion of members of the Force.

S/ NO	RANK	ESTABLISHMENT	STRENGTH	OVER STRENGTH	VACANCY
1	IGP	1	1		
2	DIG	7	6		1
3	AIG	17	20	3	
4	CP	85	99	14	
5	DCP	147	141		6
6	ACP	417	355		62
7	CSP	1,154	1,407	253	
8	SP	2,308	1,498		810
9	DSP	4,616	3,875	3,989	741
10	ASP	9,232	13,221		
11	CADET ASP	800			800
12	CHIEF INSP	100	1		99
13	DEPUTY CHIEF INSP	100	1		99
14	ASST. CHIEF INSP	150	2		148
15	PRINCIPAL INSP	300	73		227
16	SENIOR INSP	1,500	634		866
17	INSP	26,356	27,646	1,108	
18	CADET INSP	800			800
19	SGT/MAJOR	1,383	123		1,260
20	SGT	52,711	42,852		1,260
21	CPL	105,424	41,795		63,629
22	PC	210,000	178,107		31,893
23	RECRUIT	160,000	178,107		160,000
	GRAND TOTAL	577,608	312,223	5,367	270,752

The Nigeria Police Force establishment in 2008 disclosed the Force to be the largest and most widely distributed body of unified manpower of the Federation. It was one of the few police organizations globally, with such singular strength and plans to increase the manpower.

2.2.3 Appointment of Members of the Nigeria Police Force

I. APPOINTMENTS:

A. THE INSPECTOR - GENERAL OF POLICE: (IGP)

The Inspector General of Police during the year in review was Sir Mike M. Okiro, mni, CFR appointed on 1st June, 2007 by the President on the advice of the Nigeria Police Council pursuant to its powers conferred by Paragraph 28(c) of the Third Schedule to the Constitution of the Federal Republic of Nigeria 1999.

Postings

B. Force Headquarters Departments

Table ii. Movement of Deputy Inspectors-General of Police - 2008

S/N	FHQ DEPARTMENT	NAME OF OFFICER(S)
1	'A' Dept	Ogbonna O. Onovo, OON,NPM,mni
2	'B' Dept	Adedayo Adeoye, John Ahmadu
3	'C' Dept	Gazali Lawal
4	'D' Dept	Yusuf Haruna, OON,NPM,mni
5	'E' Dept	Uba Ringim, OON,NPM,mni
6	'F' Dept	John Ahmadu, OON,NPM,mni

C. Zonal Commands

Table iii. Postings of Zonal Assistant Inspectors-General – 2008

S/N	ZONE	NAME OF OFFICER(S)
1	ONE (KANO)	Sardauna Abubakar
2	TWO (LAGOS)	Mohammed Abubakar, mni
3	THREE (YOLA)	Declan Uzoma, mni
4	FOUR (MAKURDI)	Gazali Lawal Richard Chime
5	FIVE (BENIN)	Suleiman D. Fakai, mni
6	SIX (CALABAR)	Azubuko Udah, mni
7	SEVEN (ABUJA)	Ivy U. Okoronkwo (Mrs), mni
8	EIGHT (LOKOJA)	Emmanuel Anuniru, NPM, mni
9	NINE (UMUAHIA)	Olusegun Efuntayo, NPM, mni
10	TEN (SOKOTO)	Audu Abubakar, NPM
11	ELEVEN (OSHOGBO)	John Alapini, NPM, mni
12	TWELVE (BAUCHI)	Ganiyu A. Dawodu
	Intelligence FHQ Abuja	Israel O. Ajao
	StaffPol Jos	Hafiz A. Ringim
	Cmdt; POLAC Kano	Mukhtar Abbass, mni
	Joint Border Patrol	Kevin Opoke
	Police Medical	Ususun Usun (Dr.)
	Works	Mu'azu I. Hadejia
	Veterinary	Jingi M. Mohammed
13	FORCE SECRETARY	Udom U. Ekpoudom, fwc

D. APPOINTMENT OF STATE COMMISSIONERS OF POLICE (CP) – 2008

Section 215 of the Constitution of the Federal Republic of Nigeria, 1999 empowers the Commission to appoint Commissioners of Police for the various States of the Federation and commands of the Nigeria Police Force. In 2008 the following appointments were made by the Commission.

Postings

1. **NPF ABIA STATE**
CP Emmanuel Ezeozue
CP Edgar Nanakumo
2. **NPF ADAMAWA STATE**
CP Bukar Maina
CP Aloysius Okorie
3. **NPF AKWA IBOM STATE**
Michael Zuokumor fwc
CP Chinweike Asadu
4. **NPF ANAMBRA STATE**
CP Oliver Osuchukwu
CP M.M Abbass
5. **NPF BAUCHI STATE**
CP Atiku Y. Kafur, mni
CP Ibrahim P. Machi
6. **NPF BAYELSA STATE**
CP Julian Okpalaeke
7. **NPF BENUE STATE**
CP Ibiyinka Kayode
8. **NPF BORNO STATE**
CP Mohammed Sambo
9. **NPF CROSS RIVER STATE**
CP Innocent Ilozuoke
CP Emmanuel Ezeozue, NPM
10. **NPF DELTA STATE**
CP Jake Oshomogho
11. **NPF EBONYI STATE**
CP Juliana Iroha
CP Peter Gana
12. **NPF EDO STATE**
CP Bala Hassan
CP Christopher Dega, fwc
CP Danlami Yar'Adua, mni
13. **NPF ENUGU STATE**
CP Bashiru Azeez
CP Suleiman D. Fakai
CP Mohammed Magaji
14. **NPF EKITI STATE**
CP Christopher Ademola, fwc
15. **NPF GOMBE STATE**
CP Joseph Ibi, fwc
16. **NPF IMO STATE**
CP Donald O. Iroham
CP Innocent Ilozuoke
17. **NPF JIGAWA STATE**
CP Saleh Abubakar, NPM
18. **NPF KADUNA STATE**
DCP Haz Iwendi
CP Tarnbari Y. Muhammed, fwc
19. **NPF KANO STATE**
CP Mohammed A. Yesufu, NPM, mni
20. **NPF KATSINA STATE**
CP Dan'Azumi J. Doma
21. **NPF KEBBI STATE**
CP Mukhtar Ibrahim
22. **NPF KOGI STATE**
CP Ibe Aghanya
23. **NPF KWARA STATE**
CP Bukar Maina
CP Donald O. Iroham, mni
24. **NPF LAGOS STATE**
CP Marvel Akpoyibo
25. **NPF NASARAWA STATE**
CP Shehu Babalola
26. **NPF NIGER STATE**
CP Mohammed Abubakar
CP Paul Iseghohi
27. **NPF OGUN STATE**
CP Joseph Apapa
CP Solomon E. Olusegun
CP Emmanuel Ayeni

- | | |
|---|--|
| <p>28. NPF ONDO STATE
CP Shehu Babalola
CP Charles Dawodu</p> <p>29. NPF OSUN STATE
CP John Morenike</p> <p>30. NPF OYO STATE
CP Udom Ekpoudom
DCP Raphael Iweazor
CP Bashiru Azeez</p> <p>31. NPF PLATEAU STATE
CP Samson Wudah
CP Gregory A. Ayanting</p> | <p>32. NPF RIVERS STATE
CP Felix Ogbaudu, mni
CP Bala Hassan</p> <p>33. NPF SOKOTO STATE
CP Ibrahim C. Mamman
CP Mohammed. M. Abbas, fwc</p> <p>34. NPF TARABA STATE
CP Aliyu Musa</p> <p>35. NPF YOBE STATE
CP Moses Anegbode, NPM
CP Abubakar Mohammed, mni</p> <p>36. NPF ZAMFARA STATE
CP Mohammed J. Abubakar fwc</p> <p>37. NPF FCT ABUJA TERRITORIAL
CP John Haruna</p> |
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Postings of Commissioners of Police (CP) – 2008

E. OTHER POLICE FORMATIONS AND COMMANDS

- | | |
|---|--|
| <ul style="list-style-type: none"> • IGP Office - PSO • Airport Police Command • Railway Police Command • Ports Authority Police • Police Academy Kano • Police College Kaduna • Police Staff College, Jos • Police College Ikeja, Lagos • Police College Maiduguri • Police College Oji River • Police Detective College Enugu • Special Fraud Unit, Lagos • X-Squad • Border Patrol • Homicide • Police Airwing | <ul style="list-style-type: none"> CP Austin Obaedo CP Umaru A. Manko, CP Saliu A. Hashimu CP Patrick Egbuniwe CP Oliver Osuchukwu CP Adebayo Ajileye CP Abdullahi Fana CP Bala Nasarawa, CP Ghandi Orubebe CP Emmanuel Udeoji CP Umar D. Sa'Adu CP Jonathan Johnson CP Solomon Olusegun, CP Ambrose Aisabor, CP Mohammed Gana CP Ehidamen CP Emmanuel Ezeozue, CP Edgar T. Nanakumo CP Aloysius Okorie CP M. M. Abbass CP Ademola Adeniji, CP Osita Ezechukwu CP Charles Cole |
|---|--|

- Special Anti-robbery Squad (SARS) CP Kefas Gadzama
- Works FHQ CP Anthony Obanye
- Police Mobile Force
- Veterinary CP Fidelia Azuogu, CP Stephen Hart (Dr.) CP Julius Ishola (Dr.) CP John Omorogieva
- Force Communications CP Umaru Sule
- Police Helipad FHQ Abuja CP Samuel Aguda
- Police Medical CP Alex Okeke, CP Dax U. Madueke
- Interpol CP Osita Ezechukwu
- NSA Office; The Presidency CP Peter Gana
- CCR Lagos, FCID Lagos CP K. C. Katso
- Anti-fraud Unit Abuja CP Joseph Rugbere
- B. Dept CP Moses Onireti
- SIP FHQ Abuja CP Ali Amodu
- Admin FHQ CP Moses Ndagi, CP Ibrahim Machi, CP Musa A. Daura
- Legal FHQ CP Sabo R. Ibrahim
- MSD 'F' Dept CP Yakubu Alkali
- FORSEC Office CP Samson Wudah, CP Suleiman Abba
- Force Quartermaster CP Saidu Daya
- OPS CIB Abuja CP Solomon Olusegun
- Special Duties
- Anti Terrorism Squad CP J. O. Uzuegbunam
- NIPSS Jos CP Danlami Yar'adua, CP Mohammed Zarewa
- CP Ibrahim Ahmed, CP Atiku Kafur, CP Ibrahim Abdu (NDC)

II. Appointment; General

In 2008, the Commission entrenched seniority, merit and equity in the conduct of appointments and promotion in the Force and ensured that these exercises are clearly defined, fair, transparent and done as and when due. Soon after its inauguration, the Commission inspected the facilities at the Police Academy, Wudil-Kano and requested the Police authority to ensure the completion of renovation work on time to enable Cadet Assistant Superintendents of Police and Cadet Inspectors (General Duties) enlisted in 2007 to commence training without further delay. The Police authority was also directed to forward final list of the successful applicants, to the Commission for the issuance of their letters of appointment. The Commission will conclude the enlistment exercise for specialist Cadet Inspectors and Cadet ASPs early next year.

Table 1b: 2007 Selection of Cadets (General Duties)

S/N	STATE OF ORIGIN	CADET ASP	CADET INSPECTOR	TOTAL
1	Abia	12	12	24
2.	Adamawa	12	12	24
3.	Akwa-Ibom	12	12	24
4.	Anambra	12	12	24
5.	Bauchi	12	12	24
6.	Bayelsa	12	12	24
7	Benue	12	12	24
8	Borno	12	12	24
9	Cross River	12	12	24
10	Delta	12	12	24
11.	Ebonyi	12	12	24
12.	Edo	12	12	24
13.	Enugu	12	12	24
14	Ekiti	12	12	24
15	Gombe	12	12	24
16	Imo	12	12	24
17	Jigawa	12	12	24
18	Kaduna	12	12	24
19	Kano	12	12	24
20	Katsina	12	12	24
21	Kebbi	12	12	24
22	Kogi	12	12	24
23	Kwara	12	12	24
24	Lagos	12	12	24
25	Nasarawa	12	12	24
26	Niger	12	12	24
27	Ogun	12	12	24
28	Ondo	12	12	24
29	Osun	12	12	24
30	Oyo	12	12	24
31	Plateau	12	12	24
32	Rivers	12	12	24
33	Sokoto	12	12	24
34	Taraba	12	12	24
35	Yobe	12	12	24
36	Zamfara	12	12	24
37	FCT	12	12	24
	TOTAL	444	444	888

*see Appendix for distribution of the recruits to Police Colleges

III. Recruitment

In 2008, the Inspector-General of Police with approval of Government, exercised the powers delegated to him by the Commission and ensured the recruitment of 12,936 recruit constables from across the 36 State Commands and the Federal Capital Territory. The recruits have been sent to the various Police Colleges for training. Below is the recruitment of Constables by the Inspector-General of Police in 2008.

Table 2: Recruitment of Constables - 2008

S/N	STATE COMMAND	RECRUITS
1	Abia	448
2.	Adamawa	328
3.	Akwa-Ibom	389
4.	Anambra	441
5.	Bauchi	55
6.	Bayelsa	269
7	Benue	458
8	Borno	1,725
9	Cross River	388
10	Delta	637
11.	Ebonyi	464
12.	Edo	412
13.	Enugu	458
14	Ekiti	178
15	Gombe	3
16	Imo	450
17	Jigawa	513
18	Kaduna	571
19	Kano	474
20	Katsina	426
21	Kebbi	466
22	Kogi	379
23	Kwara	368
24	Lagos	750
25	Nasarawa	408
26	Niger	371
27	Ogun	144
28	Ondo	374
29	Osun	371
30	Oyo	232
31	Plateau	237
32	Rivers	518
33	Sokoto	472
34	Taraba	290
35	Yobe	289
36	Zamfara	353
37	FCT	448
	TOTAL	12, 936

IV. Upgrading

The Commission also approved the upgrading of 2886 rank and file and the Inspectorate to ASP II who acquired additional educational qualifications. This, of course, is subject to their attending a twelve (12) month course at the Police Staff College, Jos and passing the prescribed examination.

V. Retirement and Gazetting

A total of 1,840 Senior Police Officers (DIG – ASP) retired during the year 2008. The majority were officers who had attained the mandatory retirement age of 60 years or 35 years of service, while a number were compulsorily retired by the Commission arising from its disciplinary process. The Commission fast tracked the processing of the retirement letters of the officers to enable them access their retirement benefits. Arrangements were being made to publish the particulars of the retirees by the authority of the Commission in the Federal Republic of Nigeria Official Gazette. Details of the retirement are as shown below:-

Table 3a: Retirement of SPOs 2008

S/N	DIG	AIG	CP	DCP	ACP	CSP	SP	DSP	ASP	TOTAL
	2	1	7	14	68	95	171	415	1,065	1,840

VI. Retirement Benefits of War-Affected & Pardoned (Ex-Biafra) Police Officers

Towards the end of 2008, the Commission concluded processing the reinstatement and retirement matters of 1,375 ex-police officers who stood dismissed hitherto the Presidential pardon granted them in May 2000. The last batch of the retirees had their documents verified by the Police Headquarters and forwarded to the Commission for issuance of formal retirement letters to enable them access their benefits at the Police Pension Office.

In view of the success achieved in the exercise, the Chairman, Police Service Commission Mr. Parry Osayande addressing the body of affected men at Umuahia during his nationwide tour of Police Formations and Commands in October 2008 observed that the objective of their association had been met. He therefore directed the immediate winding-up of affairs of the Association of Retired War-Affected Police Officers (ARWAPO) in favour of their membership of the Association of Retired Police Officers of Nigeria (ARPON) as the recognized body of Police retirees.

Details of the pardoned ex-Biafra retirees processed by the Commission are as below-

Table 3b: Distribution of War-Affected Police Pardoned Retirees by State/Rank

S/N	STATE	CP	DCP	ACP	CSP	SP	DSP	ASP	INSP	SGT	CPL	PC	TOTAL
1	Abia					1		2	12	13	7	68	103
2	Akwa-Ibom								2	1	1	3	7
3	Anambra	1		3	2	17	5	14	25	59	50	275	451
4	Bayelsa			1	3	3	3	3	7	7	11	28	63
5	Cross River				1			1	5		3	26	36
6	Delta								1			2	3
7	Ebonyi/ Enugu	1				5	2	9	20	22	28	200	287
8	Imo			1	3	5	5	8	16	79	50	253	421
9	Rivers								1		1	3	5

The Commission took steps to ensure the proper and timely gazetting of the appointments, promotion, dismissal and disciplinary matters of members of the Nigeria Police Force. Arrangements for the publications were being made with the Federal Government Press and the Office of the Head of the Civil Service of the Federation and possibly would commence in 2009.

2.2.4 Police Promotion

The Commission has policy formulation powers for promoting efficiency and discipline in the Nigeria Police Force. However, in carrying out its functions the Commission witnessed many challenges which include the lack of rigorous performance assessment for promotion to enable it realize its goals and objectives for the Force. It therefore deemed it necessary and restated the criteria for the promotion of the Police Officers as follows;

- i. Normal Promotion
- I. Seniority and merit
- ii. Minimum of three (3) years on a rank
- III. Must have attended the relevant promotion course and passed the prescribed examination
- IV. Must be confirmed to be in the field of selection

- V. Must have been recommended by the Departmental selection Board in respect of those attending Departmental selection Board interview
- VI. Must have good Annual Performance Evaluation Report (APER) grading over a period of three years
- VII. Must not have a pending disciplinary matter, complaints or petitions of gross misconduct such as human rights violations, torture, extra judicial killings, corruption, rape etc
- VIII. Must have passed oral interview conducted by the Commission
- IX. Vacancy must also exist

ii. Special Promotion

- I. Must be based on exceptional performance including acts of gallantry and bravery
- II. Must not be for merely doing their normal jobs.

Within the year 2008, 6,406 Police Officers were promoted. Four Assistant Inspectors-General of Police were promoted to the rank of Deputy Inspectors-General of Police, six Commissioners of Police to Assistant Inspectors-General of Police and 23 Deputy Commissioners to Commissioners; 35 Assistant Commissioners were also elevated to the rank of Deputy Commissioners; 95 Chief Superintendents to Assistant Commissioners; 716 Superintendents to Chief Superintendents and 890 Deputy Superintendents to Superintendents. 1460 Assistant Superintendents benefited from the exercise and were promoted to Deputy Superintendents. Also 3177 Inspectors were elevated to Assistant Superintendents, with 11 as unconfirmed ASPs.

Table 4a: Police Promotion: SPOs

S/N	AIG -DIG	CP- AIG	DCP- CP	ACP- DCP	CSP ACP	SP- CSP	DSP- SP	ASP -DSP	INSP- ASP	TOTAL
	4	6	23	35	95	716	890	1,460	3,177	6,406

Table 4b promotion of SPOs

PROMOTION OF SPOS -2002- 2008)								
RANK	2002	2003	2004	2005	2006	2007	2008	TOTAL
AIG – DIG	7			1	5	1	4	18
CP – AIG	16	9		15	6	2	6	54
DCP – CP	53	29	13	13	13		23	144
ACP – DCP	136	65	44	29	37		35	346
CSP – ACP		230		59	114		95	498
SP – CSP		734		365	257		716	2072
DSP – SP				274	641		890	1805
ASP – DSP				500	2,060		1,460	4020
INSP – ASP II				996	2,367		3,177	6540
TOTAL	212	1067	57	2252	5500	3	6406	15497

iii. Review of Irregular Promotion in the Nigeria Police Force

During the year, the Commission revisited the promotion of 140 Senior Police Officers which did not follow the established guidelines and due process. The unapproved promotion had adversely affected morale of the police personnel and threatened to relegate achievement and merit in the Force. Below are the details of the regularized illegal promotion:-

Table 5a: Review of Special and Irregular Promotion – 2008

S/N	UNAPPROVED RANK	RANK REVERTED TO	NO OF OFFICERS
1.	DIG	O	0
2.	AIG	DCP	1
3.	CP	DCP	6
4.	DCP	ACP	9
5.	ACP	CSP	8
6.	CSP	SP	11
7.	SP	DSP	13
8.	DSP	ASP	29
9.	ASP	INSP	63
	TOTAL		140

Table 5b Review of Irregular Promotion 2008: Distribution By Zone

RANK	ZONE						TOTAL
	NC	NE	NW	SE	SS	SW	
DIG – AIG	0	0	0	0	0	0	0
AIG-CP	0	0	0	0	0	0	0
CP-DCP	1	1	0	1	1	3	7
DCP-ACP	0	0	1	1	0	7	9
ACP-CSP	0	0	0	1	1	6	8
CSP-SP	3	2	0	1	2	3	11
SP-DSP	2	0	1	1	2	7	13
DSP-ASP	6	2	2	2	5	12	29
ASP-INSP	16	6	5	4	16	16	63
TOTAL	28	11	9	11	27	54	140

2.2.5 Police Discipline

I. PENDING DISCIPLINARY MATTERS OF THE FORCE

At its inauguration in April 2008, the Commission met a huge backlog of disciplinary matters of the Nigeria Police Force awaiting its attention with some of the matters several years old.

The Commission from April 2008 gave due attention to discipline in the Nigeria Police Force. It commenced the treatment of the disciplinary matters of senior police officers referred to it by the Inspector-General of Police since 2007. A total of 127 Pending Disciplinary Matters affecting Senior Police Officers (DIG – ASP) which were referred to the Commission by the IGP in 2008, were expeditiously handled during its 3rd and 4th Ordinary Meetings held in August and December 2008 respectively. Varying degrees of punishment were awarded as shown on the table below:-

Table 6: Discipline of SPOs – 2008

S/N	DECISION/ PUNISHMENT	DIG	AIG	CP	DCP	ACP	CSP	SP	DSP	ASP	TOTAL
1.	Exoneration							1	2		3
2.	Letter of Advice					2		1	1	1	5
3.	Reprimand			1			2	5	2	3	13
4.	Severe Reprimand			1		4	2	4	8	20	39
5.	Reduction in Rank						3	3	2	1	9
6.	Compulsory Retirement						2	3	7	9	21
7.	Dismissal						2	1	2	17	22
8.	Suspension Approved										
8	Recalled from Suspension				1		1			2	4
9.	Referred: Further Investigation										11
	TOTAL										127

II. POLICE PETITIONS AND APPEALS

As at year 2008, the Commission had accumulated a total of 239 petitions and appeals from aggrieved serving and ex-members of the Force who were dissatisfied with the disciplinary actions and punishment against them. 98 of these were received in 2008. On the treatment of the police petitions/appeals, 15 briefs and memoranda were prepared to the Standing Committee after the cases had being investigated and reported upon. These were presented to the Commission for final decisions. The Commission approved 5 appeals for reinstatement while 3 police officers had their compulsory retirement upheld. Five dismissals were also upheld while 2 appeals were rejected for lack of merit. The rest of the Petitions/Appeals were at various stages of process as at the end of the year.

Table 7: Police Petitions/Appeals

S/N	PETITION/ APPEAL	RANK											CPL	PC	TOTAL
		DIG	AIG	CP	DCP	ACP	CSP	SP	DSP	ASP	INSP	SGT			
1.	Reduction in Rank														
2.	Retirement								1				1		2
3.	Dismissal				1	1	1			5	17	14	15	30	84
4.	Suspension							1		3	2		2		8
5.	Disengagement	1											1		2
6.	Victimization											1			1
7.	Payment of Benefit												1		1
8.	Other														
	TOTAL	1			1	1	1	1	1	8	19	15	20	30	98

III. PUBLIC COMPLAINTS

Members of the public increasingly became aware of the establishment and role of the Commission in dealing with issues of misconduct by police officers. In 2008 a total of 129 complaints alleging various acts of misconduct by Police Officers were received by the Commission as indicated on Table 8 :-

The majority of the cases were referred to the Inspector-General of Police for his comment and or investigation and report. The Commission was able to undertake only 10 direct investigations during the year in review. This represented a dismal percentage of the number of complaints which required direct investigation. Table 9 below are analyses of the public complaints received in 2008.

Table 9a: Public Complaints – 2008 (a) by alleged offence

S/N	COMPLAINT/ALLEGED OFFENCE	NUMBER OF CASES
1.	Abuse of Office	22
2.	Brutality and Assault	8
3.	Burglary/Stealing	0
4.	Corruption	27
5.	Criminal Force	2
6.	Extortion	2
7.	Extra Judicial Killing	13
8.	Harassment/Intimidation	14
9.	Homicide/Murder	4
10.	Rape	0
11.	Shooting/Maiming	2
12.	Treat to Life	6
13.	Torture	2
14.	Withheld Benefits	5
15.	Wrongful Detention	14
16.	Others/Miscellaneous Cases	8
	TOTAL	129

Table 9b: Public Complaint – 2008 (c) Alleged Offence and Rank of the Officers involved

S/N	ALLEGED MISCONDUCT	RANK																
		DIG	AIG	CP	DCP	ACP	CSP	SP	DSP	ASP	INSP	SGT	CPL	PC	POLI.	TOTAL		
1	Abuse of Office			3	4	3	2	2		2					6	22		
2	Brutality and Assault			1			2	2	1	1					1	8		
3	Burglary/Stealing																	
4	Corruption		2	3	2	2	7		1	4		1			5	27		
5	Criminal Force			1							1					2		
6	Extortion					1						1				2		
7	Extra Judicial Killing			1			2			2		1			7	13		
8	Harassment/Intimidation		1	2	2					2		1			6	14		
9	Homicide/Murder	1			1	1									1	4		
10	Rape																	
11	Shooting/Maiming						1								1	2		
12	Threat to Life			1	1				2			1			1	6		
13	Torture											1			1	2		
14	Benefits Withheld			1									1	1	2	5		
15	Wrongful Detention			2			4	1		2					5	14		
16	Others/Miscellaneous Cases			1	1		1			1	1			1	2	8		
	TOTAL	1	3	16	11	7	19	5	4	14	2	6		2	32	129		

IV. FORCE RE-ORGANIZATION; APPEALS BY OFFICERS RATIONALIZED IN 2006/2007

Based on numerous petitions and appeals to the Commission by members of the Force who were rationalized in 2006/2007 by the former Inspector-General of Police without its approval, the Police Service Commission directed a review of the cases of the over 10,000 rationalized officers. The initial review exercise conducted by the Police authority in June 2008, recalled many of the rationalized officers but not to the satisfaction of the petitioners and appellants since their numbers of petitions persisted. The Commission therefore decided that the exercise be repeated jointly with the Nigeria Police Force at the 12 Zonal Command Headquarters. The joint review exercise planned for 2009 will enable those officers wrongly rationalized and found eligible to be re-engaged into the Force

Table 8b Distribution of the 2006/2007 Rationalized
Police Personnel as at December 2008

S/NO	STATE COMMAND	CASES FOR MEDICAL BOARD	MISCELLANEOUS OFFENCES	TOTAL CASES
1	ZONE 1 KANO			
	KANO	79	550	629
	KATSINA	27	665	692
	JIGAWA	---	53	53
	TOTAL	106	1268	1374
2	ZONE 2 LAGOS			
	LAGOS	23	121	144
	OGUN	9	12	21
	TOTAL	32	133	165
3	ZONE 3 YOLA			
	ADAMAWA	22	5	27
	GOMBE			
	TARABA	5	3	8
	TOTAL	27	8	35
4	ZONE 4 MARKUDI			
	BENUE	31	56	87
	NASARAWA	17	272	289
	PLATEAU	17	225	242
	TOTAL	65	553	618
5	ZONE 5 BENIN			
	EDO	10	391	401
	DELTA	1	173	174
	BAYELSA	5	123	128
	TOTAL	16	687	703
6	ZONE 6 CALABAR			
	CROSS RIVER	6	210	216
	EBONYI		176	176
	AKWAIBOM		209	209
	RIVERS	15	254	269
	TOTAL	21	849	870
	ZONE 7 ABUJA			

The Commission resolved never to allow such mass retrenchment of police officers in future in order to preserve the confidence of officers in their chosen career. All the rationalized officers not recalled back to the Nigeria Police Force excluding those with false and fraudulent cases will be paid their entitlement.

2.3 OTHER ACTIVITIES AND ACHIEVEMENTS IN 2008

In 2008, the Commission also undertook the following activities

2.3.1 THE 2008 ANNUAL RETREAT: 8TH – 22ND AUGUST 2008

During the year the Commission successfully held a retreat in Ada, Osun State on the theme 'Understanding the Mandate and Operations of the Police Service Commission in the Context of the Rule of Law.' The retreat was organized to provide an avenue for the Commission and the Police hierarchy to interact and proffer solutions to the challenges of Policing in a democratic society in the context of the rule of law. The retreat was also designed to promote a harmonious working relationship between the Police Management and the Commission and also to remove areas of conflict.

The workshop and interactive sessions of the retreat led to a number of useful findings and resolutions culminating in the issuance of a communiqué. Some of the issues dealt with at the Retreat are as follows:-

- Training in the Nigeria Police Force should take into cognizance the needs of the Force in specific tasks and expertise, the skills and interests of officers, the need to match skills acquired in the course of training with deployment thereafter and the requisite



A 3 Day Retreat in Ada, Osun State. From left, Mrs Farida Waziri, Chairman EFCC, Mr Parry Osayande Chairman, PSC. Gov. Olagunsoye Oyinlola of Osun State and the Inspector General of Police, Mr Mike Okiro

- infrastructure facilities and supplies for effective use of skills acquired by officers during the training for the purpose of efficiency of the Force and career development of the personnel.
- Strengthening of the institutions for oversight in terms of human resources, capacity building and funding for the Commission.

- The Police Service Commission should always uphold the rule of law, follow due process, justice and equity in all its dealings and deliberations, and protect the integrity and merit of the Nigeria Police Force by ensuring that appointments and promotions are based on seniority; merit and equity and that appointments, promotion and disciplinary processes are clearly defined, fair and transparent.

The retreat provided a forum which enabled the Police Officers and the Commission to ventilate their views. The participation and the outcomes of the retreat have afforded useful working material to the Commission. It is planned to hold another retreat in the coming year, 2009.

2.3.2 FORMULATION OF FIVE-YEAR (2008-2012) STRATEGIC PLAN

During the year, the Commission produced a coherent and comprehensive plan to deliver on its mandate over the next five years.

Following its inauguration in April 2008, the new commission held series of consultative meetings with the Police authority, development partners and civil society groups that worked closely with the previous administration. The purpose of the meetings was to acquaint the Police Service Commission with the Police and the development partners' views of their relationships with the Commission in the past and the way forward.

A number of follow-up activities were agreed upon amongst which was a review and update of the past Commission's Five-Year (2004-2008) Strategic Plan, to be undertaken in collaboration with the Open Society Justice Initiative (OSJI) and CLEEN Foundation.

The document was developed late in 2008 and in line with the aspiration and inputs of the members and staff of the Commission. Included in the strategic objectives of the plan are the mainstreaming of human rights issues into the training and re-training curricula of police officers and also to put in place, a software, to monitor and track complaints and having a time limit for the treatment of complaints. The plan set out the roadmap for the future direction of the Commission 2008-2012. The document will be presented for validation by stakeholders at a workshop in 2009.

2.3.3 VERIFICATION OF POLICE PERSONNEL RECORDS FOR DATABASE

The Commission is responsible for the collection, collation, analysis and interpretation of statistical data relating to the Nigeria Police Force. The Force as at August, 2008 had an estimated staff strength of 371,800. The Commission therefore continued with the verification of the personnel records of the force embarked upon in 2007. The objective of the exercise was to capture the personnel data and biometric records of all the members of the Nigeria Police Force for the purpose of building the Commission's own database to enhance its operational efficiency and effectiveness.

During the Year in review, the Commission completed its verification of the records of police personnel in 9 of the 12 Police zonal commands. It also revamped its Website www.psc.gov.ng and its information technology infrastructures.

The Databank Section that managed the entire project also designed and produced templates used by the Commission for the retirement of SPOs and for the manpower distribution of the Nigeria Police Force.

2.3.4 DESIGN OF SCHEME OF SERVICE FOR THE NIGERIA POLICE FORCE.

The Commission in 2008 became convinced that the stalled career progression and the apparent neglect of welfare of police officials in the country was partly due to factors among which was the absence of a comprehensive and sustainable career plan and welfare policy for the Force. It therefore embarked on the design of a comprehensive Scheme of Service which for the Nigeria Police Force will when implemented generally improve on professionalism and police career, welfare, conditions of service and service delivery. The project which will also cover the specialist and inspectorate cadres is being jointly undertaken by the Commission, the Office of the Head of Service of the Federation and the Nigeria Police Force. The final report is expected to be ready in 2009.

2.3.5 REVIEW OF GUIDELINES FOR THE APPOINTMENT PROMOTION AND DISCIPLINE OF MEMBERS OF THE NIGERIA POLICE FORCE

In order to enhance performance of its functions, the Commission during the period deemed it necessary to undertake a review of its Guidelines for Appointment, Promotion and Discipline in the Nigeria Police Force. An adhoc committee was set up for the purpose to standardize the guidelines and harmonize them with current practices and procedures for personnel management of the Force.

The outcome of the review exercise is expected to curb arbitrary decision making in matters affecting the Force personnel.

2.3.6 PROMOTION EXAMINATIONS FOR STAFF

Towards building its institutional capacity, 37 junior staff and 54 senior staff of the Commission sat for the compulsory combined Confirmation/Promotion Examination in December 2008. The examinations were conducted on behalf of the Commission by the Office of the Head of the Civil Service of the Federation. Those who passed will be issued letters of confirmation of Appointment and of promotion. The promotion will enable consequential staff vacancies to be determined and the Commission to recruit additional staff next year. The Commission prepared its manpower budget for 2009 and completed the budget defense before the Head of Service and the National Assembly during the fourth quarter.

2.3.7 STAFF TRAINING

The Staff Training and Welfare Division obtained approval of the Commission and sent some officers on training courses during the period in review. Among the training courses attended were the following;

- i. 6th Nigeria Development Forum. African Centre for Resource Studies, National Institute, Kuru Jos. June 12-16 2008; 2 participant staff.
- ii. Public Sector Capacity Building Course on Monitoring and Evaluation; Organizers; DFID/ Federal Public Service Reform Programme-; National Teachers Institute Kaduna. 21st -25th 2008 No. of participating staff: 5 In all, a total of 254 participants drawn from the Commission attended various training courses and programmes organized across the country in 2008. Some of the other courses in which staff of the Commission participated included;
 - Repositioning Industrial Relations in the Public Service and improving Negotiation Machinery for Democratic Governance – June 2008
 - Developing Leadership Skills, techniques for training of Personnel Administrations and Human Resource Officers – June 2008
 - Revenue Mobilization Management and Budget Reforms Implementation Issues – July 2008
 - Fiscal Responsibilities Act, 2007 and Public Sector Financial Management
 - Pension Training Workshop August 2008
 - Customized Programme in Advances Management for Secretaries and Personal Assistants – September 2008
 - Conduct of Government Business Officers on GL: 07-13 – November 2008

PART THREE

3.0 FINANCIAL STATEMENT OF ACCOUNTS FOR THE YEAR ENDED

31ST DECEMBER 2008

- Corporate Information: The Commission
- Report of the Commission
- Statement of Auditing Polices
- Auditors Report
- Statement of Income and Expenditure for the Period January – December
- Summary of Monthly Income Allocation for Year 2008
- Summary of Monthly Expenditure for the Year 2008
- Notes on the Account

3.1 CORPORATE INFORMATION

MANAGEMENT OF THE COMMISSION

MEMBERS

1. Mr. Parry Osayande, mni CFR -	Chairman/CEO	-	Edo -South South
2. Vacant	Member I (Judiciary)	-	South West
3. Alhaji Habu Daura -	Member II (Police)	-	Katsina -North West
4. Hajia Fati Kake'nna -	Member III(Women)	-	Borno -North East
5. Dame Comfort Obi -	Member IV (Press)	-	Imo -South East
6. Dr. Otive Igbuzor -	Member V (Civil Society)	-	Delta -South South
7. Dr. Ignatius I. Adaji -	Member VI(Org. Private Sector) -	-	Benue -North Central
8. Garba Buwai, mni -	Member/Secretary	-	Zamfara -North West

MANAGEMENT STAFF:

1. Dr. Sabo A. Albasu –	Director, Administration and Finance
2. Mr. Cletus Imomon	S. A to Honourable Chairman
3. Mr. I.A.A. Igwe –	Deputy Director, Appointment Promotion Discipline
4. Mr. Obi Ume-Ezeoke –	Deputy Director, Police Discipline
5. O. F Agabi –	Deputy Director, Police Recruitment
6. Dr. Emmanuel Ibe –	Deputy Director, Police Promotion
7. Abdullahi G. Kangiwa –	Deputy Director, Budget

8. Tijani Mohammed Esq. –
9. J. Y. Yusufu –
10. Mr. Anietie Don Etiebet –
11. A.O. Achonwa –

Assistant Director, Legal Unit
 Chief Accountant, Internal Audit Unit
 Chief Admin. Officer, Press Unit
 Chief Accountant, Federal Audit Unit

HEADQUARTERS

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 Tel: 234-95234783

BANKERS

Central Bank of Nigeria
 Union Bank of Nigeria Plc
 Zenith Bank Plc

3.2 REPORT OF THE COMMISSION

The Commission is pleased to present its report on its operations for the year ended 31st December 2008, as below;

1. RESPONSIBILITY OF THE COMMISSION

Section 17 of the Act enjoins the Commission to prepare and submit to the President a report on its activities during the preceding year. The report include the audited accounts of the Commission for that year and the auditors report thereon.

The Commission is responsible to ensure that its financial statements give a time and correct view of the state of affairs of the Commission at the end of each financial year, and of the excess or deficit of income over expenditure for the year and comply with the Act setting up the Commission.

Accounting Policies

- Applicable accounting policies are adopted and applied consistent with the convention and the on-going concern basis.
- Maintenance of proper accounting records
- Institution of internal control procedures
- Safeguard the assets of the Commission, prevent and detect fraud and other irregularities
- Prudent, judicious, and reasonable estimates and judgments.

Due to the absence of a full Commission during the first quarter of 2008, the Commission could not fully implement, its 2008 budget. Some of its projects and programmes which involved significant expenditure as the verification of Police Personnel Records could not be approved.

The Commission is determined to make up the lapses and to complete the project in the coming year.

3.3 SUMMARY OF INCOME AND EXPENDITURE FOR THE PERIOD JANUARY – DECEMBER 2008

INCOME

RECEIPTS ALLOCATIONS:

Recurrent

- Personnel cost 119,370,725.00
- Overhead cost 411,179,022.01

Capital 142,995,000.00
673,544,747.01

EXPENDITURE PAYMENTS:

- Personnel cost 118,463,471.83
- Overhead cost 233,462,706.15

CAPITAL 87,817,897.00
439,744,074.98

UNSPENT BALANCE RETURNED TO CHEST: BREAKDOWN

- Personnel cost 907,253.17
- Overhead cost 177,716,315.86

CAPITAL
55,177,103.00 233,800,672.03

3.4 SUMMARY OF MONTHLY INCOME ALLOCATION FOR THE YEAR 2008

MONTH	PERSONNEL	OVERHEAD	CAPITAL
January	33,186,407.00	-	-
February	7,834,938.00	-	-
March	7,834,938.00	27,346,216.00	-
April	7,834,938.00	13,673,108.00	-
May	7,834,938.00	82,038,650.00	-
June	7,834,938.00	74,223,190.00	95,660,000.00
July	7,834,938.00	32,880,194.00	-
August	7,834,938.00	46,019,310.00	-
September	7,834,938.00	32,880,194.00	47,335,000.00
October	7,834,938.00	3,477,579.00	-
November	7,834,938.00	-	-
December	7,834,938.00	98,640,581.01	-
TOTAL	119,370,725.00	411,179,022.01	142,995,000.00

3.5 SUMMARY OF MONTHLY EXPENDITURE FOR THE YEAR 2008

MONTH	PERSONNEL	OVERHEAD	CAPITAL
January	7,360,201.11	-	-
February	7,622,122.31	-	-
March	7,980,083.95	8,400,504.45	-
April	8,084,572.02	20,107,738.18	-
May	9,082,826.62	15,020,391.92	-
June	8,486,299.57	13,063,627.50	-
July	11,900,456.37	13,664,171.24	-
August	9,584,815.33	24,112,578.52	-
September	10,833,123.31	20,740,297.35	-
October	10,995,619.95	32,700,329.88	-
November	11,520,324.27	21,330,694.53	19,550,329.70
December	15,013,027.02	64,322,372.58	68,267,567.30
TOTAL	118,463,471.83	233,462,706.15	87,817,897.00

3.6 NOTES ON THE ACCOUNTS;

- a) Internal Audit Queries: - There were no outstanding internal audit queries as at the end of the period under review.
- b) Closure of Accounts:- All authorized transactions were duly captured in our cash books and correctly balanced prior to the closure of accounts. The sum of N233,800,672.03 was paid back to the Sub Treasurer of the Federation as unspent amount for the 2008 Financial Year.

3.7 AUDITORS REPORT

In accordance with the provisions of Section 15 of the Police Service Commission Establishment Act 2001, we have exercised our statutory functions and acknowledged the cooperation of Management and staff of the Commission in the conduct of these responsibilities.

We testify that the accounting and reporting policies of the Commission have been complied with in accordance with the statutory requirements and the accepted ethical

practices. The scope of external and internal audit for the period ended 31st December 2008 were satisfactory and conformed with the laid down policies and guidelines. The financial statements together with Notes thereon present a fair and correct view of the state of the Commission's deficit and cash flow and of its affairs as at 31st December 2008.

J Y. YUSUFU ESQ.

Head, Audit Unit
Police Service Commission
Federal Secretariat Complex
Abuja

PART FOUR

4.0 CHALLENGES AND CONSTRAINTS

The Commission faced enormous challenges and constraints in 2008. Among these are some basic issues which should be promptly addressed to enable the Commission deliver effectively on its services.

The Police Service Commission (Establishment, Etc) Act No 1, 2001 deserved a review to amend the organizational structure of the Commission for a change of the status of its Members full- time basis. The proposed amendment would make for more effective performance. Presently, the Commission has only three full- time members, including the Chairman. which is grossly inadequate for efficient service delivery on the personnel management matters of the Nigeria Police Force as the largest body of unified manpower of the Federation.

The Commission continued to grapple with the problems of inadequate budgetary allocation and lack of office accommodation. The situation has persisted since its establishment in 2001. The Commission requires its own office accommodation to properly house its facilities and staff. Some very important property of the Commission, including vital police records, have lain in the open for years.

Another critical aspect of the Commission's operations adversely affecting its efficiency and effectiveness is its inability to promptly and fully investigate complaints by members of the public against alleged police misconduct. Owing to lean resources it has been unable to fund such investigations to the detriment of the public. It is made to depend on the police authorities for its investigative findings which are often circumventing or delaying justice to the complainants.

Inappropriate staffing also plagued the Commission during the year in review and impaired its productivity. The Commission has for years had to depend on officers seconded to it from the Federal Civil Service with the consequent and perennial loss of institutional memory, mediocrity in service delivery and other inefficiencies. It is however planned to recruit more staff next year.

4.1 CONCLUSION

The Commission is conscious of the enormous responsibilities vested on it by the Constitution and the Act and therefore solicits maximum cooperation from both the government and the people to enable it better perform its onerous task over the coming years.

It has within one year of its inauguration succeeded in putting in place a road map for more effective performance of its functions.

The Commission will continue to learn from its own experience and from the vast knowledge and experience offered by serving and retired police officers in areas of professional concern to modern police organizations, and the ways in which personnel management of the Nigeria Police Force can be improved to meet the needs of society. It would hold dear and sacrosanct the principles of the rule of law and due process and will leave no stone unturned to ensure successful accomplishment of its responsibilities in 2009.

The Commission is happy to announce that there now exist a harmonious working relationships among the Ministry of Police Affairs, the Nigeria Police Force and the Commission. This has brought about desirable changes in the Police Force, which brought about real changes in the sector during the year of this report.

APPENDIX 'A'

HISTORY OF THE POLICE SERVICE COMMISSION

Before Nigeria's independence on October 1st 1960, the administration of the Colonial Police Force (estab. 1930) was governed by the 1954 Constitution, which gave the Governor-General the power to appoint, promote, discipline, post and transfer all officers of the Nigeria Police Force, in consultation with the Secretary of State. At Independence, the 1960 Constitution saw the establishment of a Police Service Commission with powers to appoint, promote, transfer, dismiss and exercise disciplinary powers over all Police Officers from Constable to the Inspector-General of Police. Section 102 of the Constitution made provision for two to four members for the Commission to be appointed by the Governor-General on the advice of the Prime Minister, with one of the members a Judge of the High court.

The Commission was to exercise its functions with the approval of the Prime Minister, and subject to such conditions as it might deem fit, delegate any of its powers to any member or Committee of the Nigeria Police Force. The 1960 Constitution also required the Commission to consult the Prime Minister before making any appointment to the Office of Inspector-General or removing such officer from office. The same was applied to the office of the Commissioner of Police of a Region where the Commission was required to consult the Premier of that Region.

The 1963 Constitution of the Federal Republic of Nigeria vested the power to appoint members of the Commission in the President, but on the advice of the Prime Minister. Other provisions of Section 110 of the 1963 Constitution of the Federation as they relate to tenure, functions, power to delegate functions, appointment and removal of the Inspector-General or Commissioner of Police, were the same as those of Section 103 of the 1960 Constitution.

After the 1966 Coup D'etat that led to the Military takeover of government, there were virtually no changes except that by Decree 12 of 1977, the Chairmanship was taken over from civilians by the Military. The Decree re-ordered the composition of the membership of the Commission with the Chief of Staff, supreme Headquarters, Major General Shehu Musa Yar'Adua as Chairman. The other five members included the Inspector-General of Police, Deputy Inspector-General, Chairman, Federal Public Service Commission, another member of the Federal Public Service Commission and a retired judge or a court with unlimited jurisdiction.

The Second Republic Constitution of 1979 established the Police Service Commission. The Police Service Commission (Membership) Act 1980 removed from the Commission the power to appoint the Inspector-General of Police and vested that in the President, acting on the advice of the Commission. All other powers and functions remained unchanged, except that it increased the membership from a maximum of four to eight. A civilian, Alhaji A. Fatika, OFR, became the Chairman.

The Military takeover of government on 31st December 1983 saw the return of the Chief of Staff, Supreme Headquarters a Chairman of the Commission. Major General Tunde Idiagbon, the then Chief of Staff Supreme Headquarters became the Chairman. Following the military change of baton in August 1985, the Commission was suspended. The Head of State appointed the Inspector-General of Police with whom he supervised the Police.

Decree No. 5 of 1989 formally proscribed the Commission and transferred all its powers and functions to the Nigeria Police Council (NPC) under the chairmanship of the Head of State. The situation prevailed until the 1999 Constitution restored the Commission and its enabling Act- Police Service Commission (Establishment) Act 2001 was enacted.

All powers and functions, including the membership bestowed by the 1979 Constitution were restored. The Commission was inaugurated on 28th November 2001 with Chief Simon Okeke as Chairman. The Okeke led Commission served out its Constitutional 5 year tenure in November 2006 and for almost two years there was no Police Service Commission. The present Commission was inaugurated on April 15th 2008 with Mr. Parry Osayande, DIG (rtd) as Chairman.

APPENDIX 'C'

POWERS DELEGATED TO THE INSPECTOR – GENERAL POLICE IN 2005

Section 8 of the Police Service Commission (Establishment) Act, 2001 empowers the Commission to delegate some of its powers to any officer in the service of the Nigeria Police Force.

The history of delegation of powers has its origin prior to independence in 1960. Then, it was the Governor-General who performed the oversight function on the Nigeria Police Force on the advice of the Secretary of State. In carrying out this function, Section 173 of the 1954 Constitution and by Order-in-Council, the Colonial Governor-General of Police matters pertaining to recruitment, promotion and discipline of only junior rank and file – i.e. from constable to Inspector, while the Governor-General dealt with all superior officers above the rank of Inspector.

At independence, the 1960 Constitutions (Section 102 and 103) Established the Police Service Commission which then assumed the powers of the Governor-General in personnel matters of the Nigeria Police Force. Throughout the period of Military rule, the Police Service Commission exercised the powers of appointment, promotion and discipline of police officers from the rank of ASP and above, until the Commission was abolished by Decree No. 5 of 1989.

The 1999 Constitution re-established the Commission. At its inauguration in November 2001, and realizing that it had no infrastructure, funds, manpower and office facilities to effectively carryout its mandate, the Commission decided to temporarily empower the Inspector-General of Police to deal with appointment, promotion and discipline of police officers in hierarchical range of ASP to Superintendent, in addition to the traditionally delegated ranks of Constable to Inspector.

Having now gained the requisite capacity in terms of manpower, office recommendation and infrastructure to exercise its constitutional mandate, the Commission has re-assumed its full powers of appointment, promotion and discipline of persons in the Nigeria Police Force from the rank of ASP and above. This covers personnel matters affecting the whole officers corps of the police without delegation and this group at present is less than 10% of the Police workforce.

In view of the above, the Commission at its 28th Ordinary Meeting held on 12th -13th April, 2005 delegated the following powers to the Inspector-General of Police.

THE DELEGATED POWERS: 2005

- i. All matters of promotion of junior ranks that is from Constable to Inspector.
- ii. All matters of discipline affecting junior ranks, that is from Constable to Inspector.
- iii. Recruitment and appointment of junior ranks other than Inspectors to fill vacancies in the junior ranks will be undertaken by the Nigeria Police Force in conjunction with the Police Service Commission, and
- iv. That in any further recruitment from Constable to Inspector, the Police Service Commission shall issue the requisite application forms and should be informed of the number to be recruited, the date and venues of the recruitment.

- v. The Police Service Commission will conduct the recruitment and appointment of Cadet Inspectors and Cadet ASPs with the assistance from the Nigeria Police Force.
- vi. Application forms and the letters of appointment of cadets Inspector and ASPs are to be issued by the Police Service Commission henceforth.
- vii. Request for the extension of the delegated powers should be made at least six(6) weeks before expiry of the current mandate; and
- viii. Quarterly returns on the number of cases dealt with under the delegated powers, including deaths and exit from the force, should be submitted fifteen (15) days after the end of each quarter in the format prescribed by the Commission.

APPENDIX 'D'

RANKS OF THE NIGERIA POLICE FORCE (In Descending Order of Hierarchy)

- | | | |
|--|---|--------------------------------------|
| 1. Inspector-General of Police (IGP) | } | 1-3
Inspectors – General
Cadre |
| 2. Deputy Inspector-General of Police DIG) | | |
| 3. Assistant Inspector-General of Police (AIG | | |
| 4. Commissioner of Police (CP) | } | 4-6
Commissioner Cadre |
| 5. Deputy Commissioner of Police (DCP) | | |
| 6. Assistant Commissioner of Police (ACP) | | |
| 7. Chief Superintendent of Police (CSP) | } | 7-10
Superintendent
Cadre |
| 8. Superintendent of Police (SP) | | |
| 9. Deputy Superintendent of Police (DSP) | | |
| 10. Assistant of Superintendent of Police (ASP I&II) | | |

11.	Chief Inspector	}	11-17 Inspectorate Cadre
12.	Deputy Chief Inspector		
13.	Assistant Chief Inspector		
14.	Principal Inspector		
15.	Senior Inspector		
16.	Inspector		
17.	Cadet inspector		
18.	Sergeant (Sgt)	}	18-20 Other Ranks
19.	Corporal (Cpl)		
20.	Police Constable (Pc)		
21.	Traffic Warden Grade I (TW I)	}	21-24 Traffic Warden Cadre
22.	Traffic Warden Grade II (TW II)		
23.	Traffic Warden Grade III (TWIII)		
24.	Senior Traffic Warden (STW)		

PSC 2008 ANNUAL REPORT:

APPENDIX 'D'

Appointment in the Nigeria Police Force; Top Echelon IGP-DIG 1960-2008

S/NO	NAME	ZONE	STATE
1.	LOUIS EDET	S/S	CRS
2.	KAM SELEM	N/E	BRS
3.	THEOPHILUS FAGBOLA	S/W	
4.	ADAMU SULEIMAN	N/E	ADS
5.	ISAH ADEJO	N/C	KGS
6.	M. D. YUSUF	N/W	KTS
7.	SUNDAY ADEWUSI	S/W	OSS
8.	DAN MADAMI	N/E	BAS
9.	ETIM INYANG	S/S	AKS
10.	MOHAMMADU GAMBO	N/E	ADS
11.	JOHNSON ODU	S/W	OGS
12.	VICTOR D. PAM	N/C	PLS

13	MAHE BASHIR WALI	N/W	KNS
14	CHRIS OMEBEN	S/S	EDS
15	FIDELIS OYAKHILOME	S/S	EDS
16	ALIYU ATTAH	N/C	KGS
17	CECILIA BISI UGOWE	S/W	OYS
18	IBRAHIM COOMASSIE	N/W	KTS
19	POTTER DABUP	N/C	PLS
20	PARRY OSAYANDE	S/S	EDS
21	ABDULLAHI SHETTIMA	N/E	BRS
22	JENKINS COKER	S/W	LAS
23	DONALD UGBOAJA	S/S	DTS
24	SAMINU DAURA	N/W	KTS
25	NUHU ALIYU	N/C	NGS
26	ABDULLAHI JIKA	N/E	ADS
27	BABAFEMI O. OSOBA	S/W	OGS
28	ARCHIBONG NKANA	S/S	AKS
29	ILIYA LOKADANG	N/C	PLS
30	F. ADEBAYO (MRS.)	S/W	OGS
31	BUKAR ALI	N/E	BRS
32	T.A AKEREDOLU	S/N	EKS
33	BIMBO OJOMO (MRS.)	S/W	OYS
34	BABA AHMADU	N/E	BRS
35	GIMBA UMAR	N/W	JGS
36	OLUSEGUN KASSIM	S/W	LAS
37	M. A. K. SMITH	S/W	LAS
38	TAFA BALOGUN	S/W	OSS
39	SUNDAY EHINDERO	S/W	ODS
40	OGBONNA ONOVO	S/E	ENS
41	MIKE MBAMA OKIRO	S/S	RVS
42	AHMED ABDULKADIR	N/W	KNS
43	MUSA ABDULKADIR	N/C	NAS
44	BELLO LABARAN	N/W	SKS
45	HAMISU ISAH	N/W	KTS
46	ADEDAYO ADEOYE	S/S	OSS
47	UBA RINGIM	N/W	JGS
48	YAKUBU MOHAMMED	N/W	KTS
49	ABDULKARIM YUSUF	N/C	KGS
50	KIERAN DUDARI	N/E	TRS
51	CHRISTOPHER YEKINI JIMOH	S/W	OGS
52	JOHN H. AHMADU	N/E	TRS
53	YEFUSU HARUNA	N/W	SKS
54	MOHAMMED SHUAIBU	N/W	KTS
55	GASALI LAWAL	S/W	OSS

S/N	NAMES	DEPT/UNIT POSTED TO	ASSUMPTION DATE	DEPARTURE DATE
1	Zakari Usman (Mr.)	Promotion	21 st Nov. 2007	September 2008
2	Mbang O. Itu	Discipline Dept	21 st Nov. 2007	September 2008
3	Thompson Onah	Discipline Dept	21 st Nov. 2007	September 2008
4	Susan I. Oga	STW	21 st Nov. 2007	September 2008
5	Baba Jamila	Training & Welfare	May 2008	February 2009
6	Ozoko victor	Recruitment	May 2008	February 2009
7	Enya Paul Afen	Checking/ Reconciliation	May 2008	February 2009
8	Ihensekhin Osatohan	Legal Unit	May 2008	February 2009
9	Onokwai Helen M	Protocol Unit	May 2008	February 2009
10	Ali Mohammed Nasir	SA to Chairman	May 2008	February 2009
11	Danmadami Abubakar	Recruitment	October 2008	July, 2009
12	Akabike S. Jessica	Legal Unit	October 2008	July, 2009
13	Ogundiyun I. Remi	Discipline Dept	October 2008	July, 2009
14	Okonofua Gloria	Discipline Dept	October 2008	July, 2009
15	Chikwere Victor	Discipline Dept	October 2008	July, 2009
16	Howard U. Vivian	Discipline Dept	October 2008	July, 2009
17	Udeh O. Solomon	Accounts	October 2008	July, 2009

The Police Service Commission (Establishment) Act No. 1 of 2001



FEDERAL REPUBLIC OF NIGERIA

The Police Service Commission (Establishment) Act, 2001

Published as supplement to the Federal Republic of Nigeria Official Gazette No 15,
Vol. 87 of 14th March 2001 as Act No 1 of 2001.
POLICE SERVICE COMMISSION ACT 2001

ARRANGEMENT OF CLAUSES

CLAUSES:

1. Establishment of the Police Service Commission
2. Management of the Commission
3. Tenure of Office
4. Cessation of Membership of the Commission, etc
5. Removal from Office, etc.
6. Functions of the Commission
7. Powers of the Commission
8. Powers of Delegation
9. Establishment of Departments
10. Appointment of Secretary to the Commission, etc.
11. Service in the Commission to be Pensionable, Cap.346 LFN
12. Funds of the Commission
13. Expenditure of the Commission
14. Gifts to the Commission
15. Annual Estimates and Expenditure
16. Quarterly Report
17. Annual Report
18. Offices and Premises of the Commission, Cap. 202 LFN
19. Directives by the President
20. Limitation of Suits against the Commission, etc., Cap.379 LFN
21. Service of Documents
22. Restriction on Execution against Property of the Commission
23. Indemnity of Officers
24. Transitional Provisions
25. Regulations
26. Interpretation
27. Citation

SCHEDULE

POLICE SERVICE COMMISSION (ESTABLISHMENT) ACT 2001



2001 No. 1

AN ACT TO ESTABLISH THE POLICE SERVICE COMMISSION, WHICH SHALL BE CHARGED WITH RESPONSIBILITY, AMONG OTHER THINGS TO APPOINT PERSONS TO OFFICES (OTHER THAN THE OFFICE OF THE INSPECTOR-GENERAL OF POLICE) IN NIGERIA POLICE FORCE AND TO DISMISS AND EXERCISE DISCIPLINARY CONTROL OVER ANY PERSON HOLDING OFFICE IN THE NIGERIA POLICE FORCE (OTHER THAN THE INSPECTOR-GENERAL OF POLICE); AND FOR RELATED PURPOSE

(4th January, 2001)
Commencement

ENACTED BY THE NATIONAL ASSEMBLY OF THE FEDERAL REPUBLIC OF NIGERIA –

PART I-ESTABLISHMENT, ETC OF THE POLICE SERVICE COMMISSION

1. - (1) There is hereby established a body to be known as the Police Service Establishment of the Commission (In this Act referred to as “the Commission”). Police Service Commission
 - (2) The Commission-
 - (a.) shall be a body corporate with perpetual succession and a common seal; and
 - (b) may sue or be sued in its corporate name
 - (3) The headquarters of the Commission shall be at the Federal Capital Territory, Abuja.
2. - (1) The management of the Commission shall vest in the following members, Management whose appointment shall be in line with the Federal Character provision of the Commission of the Constitution-
 - (a) a Chairman who shall be the Chief Executive of the Commission;
 - (b) a retired Justice of the Supreme Court or Court of Appeal;
 - (c) a retired Police Officer not below the rank of Commissioner of Police;
 - (d) one representative each of -
 - (i.) Women interest;
 - (ii.) the Nigerian Press;
 - (iii.) Non-Governmental human rights organisations in Nigeria
 - (iv) organized Private Sector;
 - (v) the Secretary to the Commission.

A4 2001 NO. 1 POLICE SERVICE COMMISSION (ESTABLISHMENT, ET.C) ACT

- (2) The Chairman and other members of the Commission shall-
 - (a) be appointed by the President subject to the confirmation by the Senate;
 - (b) be persons of proven Integrity and ability.
- (3) The members of the Commission referred to in paragraph (d) of Subsection (1) of this section shall be part-time members.
- (4) The supplementary provisions set out in the Schedule to this Act shall have effect with respect to the proceedings of the Commission and the other matters contained therein.
- 3. -(1) Subject to the provisions of Section 4 of this Act, a member of the Commission, other than ex-officio members shall each hold office-
 - (a) for a term of four years and no more; and
 - (b) on such terms as to remuneration; salaries and allowances as may be prescribed by the National Assembly but not exceeding the amount as shall have been determined by the National Revenue Mobilization Allocation and Fiscal Commission.
- 4. -(1) Notwithstanding the provisions of section 3 of this Act, a person shall cease to hold office as member of the Commission if-
 - (a) he becomes bankrupt, suspends payment or compounds with his creditors; or
 - (b) he is convicted of a felony or any offence involving dishonesty of fraud; or
 - (c) he becomes of unsound mind, or is incapable of carrying out his duties; or
 - (d) he is guilty of serious misconduct in relation to his duties; or
 - (e) in the case of a person possessed of professional qualifications, he is disqualified or suspended, other than at his own request, from practicing his profession in any part of the world by an order of a competent authority made in respect of that member.
- (2) A member of the Commission may be removed by the President if he is satisfied that it is not in the interest of the Commission or the interest of the public that the member should continue in Office.
- (3) Where a vacancy occurs in the membership of the Commission, it shall be filled by the appointment of a successor to hold office for the remainder of the term of office of his predecessor, so however, that the successor shall represent the same interest and shall be appointed by the President subject to confirmation by the Senate.
- 5. -(1) Notwithstanding the provisions of Section 4 of this Act, the Chairman and any other member, may at any time be removed from that office by the President acting on an address supported by two-thirds majority of the Senate praying that he be removed for inability to discharge the functions of the Office (whether arising from infirmity of mind or body or any other cause of misconduct).
- (2) A member may resign his appointment by a notice in writing under his hand addressed to the President and that member shall on the date of the receipt of the notice by the President cease to be a member of the Commission.

POLICE SERVICE COMMISSION (ESTABLISHMENT, ETC.) ACT 2001 NO. 1 A5

PART II - FUNCTIONS AND POWERS OF THE COMMISSION

6. -(1) The Commission shall-
 - (a) be responsible for the appointment and promotion of persons Functions of the to offices (other than the office of the Inspector-General of Police) in the Commission Nigeria Police Force;
 - (b) dismiss and exercise disciplinary control over persons (other than the Inspector-General of Police) in the Nigerian Police Force;
 - (c) formulate policies and guidelines for the appointment, promotion, discipline and dismissal of officers of the Nigerian Police Force;
 - (d) Identify factors inhibiting or undermining discipline in the Nigeria Police Force;
 - (e) formulate and implement policies aimed at the efficiency and discipline to the Nigeria Police Force;
 - (f) perform such other functions which in the opinion of the Commission are required to ensure the optimal efficiency of the Nigeria Police Force; and
 - (g) carry out such other functions as the President may, from time to time, direct.
- (2) 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.
7. The Commission shall have power to-
 - (a) pay the staff of the Commission such remuneration and Powers of the allowances as are payable to persons of equivalent grades in the Commission Civil Service of the Federation;
 - (b) enter into such contracts as may be necessary or expedient for the discharge of its functions and ensure the efficient performance of the functions of the Commission; and
 - (c) do such other things as are necessary and expedient for the efficient performance of the functions of the Commission.
8. The Commission may, subject to such conditions as it may think fit, Powers of the delegate any of its powers under this Act- delegation
 - (a) to any officer in the service of the Nigeria Police Force; or
 - (b) to a Committee consisting of such number of persons, one of whom shall be named as Chairman, as may be prescribed by the Commission .

PART III-STRUCTURE OF THE COMMISSION

9. -(1) There shall be establishment in the headquarters of the Establishment of Commission the following Departments-Departments
 - (a) the Department of Administration and Personnel Management;
 - (b) the Department of Investigation;
 - (c) the Department of Finance and Supply;
 - (d) the Department of Planning, Research and Statistics; and
 - (e) the Department of Legal Services.

A62001 NO. 1 POLICE SERVICE COMMISSION (ESTABLISHMENT, ETC.) ACT

2. The Commission may, with the approval of the President, increase the number of Departments as it may deem necessary and expedient to facilitate the realization of the objectives of the Commission.

PART IV-STAFF

**Appointment
of Secretary**

to the Commission etc. 10.-(1) There shall be for the Commission, a Secretary to the Commission who shall-

- (a) be an officer in the Civil Service of the Federation not below the rank of a Permanent Secretary;
- (b) have such qualification and experience as are appropriate for a person required to perform the functions of that office under this Act;
- (c) be accounting officer of the Commission;
- (d) be appointed by the President subject to the confirmation by the Senate; and
- (e) hold office on such terms and conditions as to emolument, conditions of service as are applicable to the Civil Service of the Federation.

(2) The Secretary shall subject to the general direction of the Commission through the Chairman be responsible-

- (a) for the day to day administration of the Commission;
- (b) for keeping the books and proper records of the proceedings of the Commission; and
- (c) for-
 - (i) the administration of the secretariat of the Commission; and
 - (ii) the general direction and control of all other employees of the Commission subject to the directives of the Commission.

(3) The Commission shall have power to-

- (a) employ either directly or on secondment from any civil or public service in the Federation or a State such number of employees as may, in the opinion of the Commission, be required to assist the Commission in the discharge of any of its functions under this Act; and
- (b) pay to persons so employed such remuneration (including allowances) as are applicable to other officers of equivalent rank in the Civil Service of the Federation.

Service in the Commission	11 - (1)	Service in the Commission shall be approved service for the purposes of the Pensions Act.
to be Pensionable, Cap. 346 LFN.	(2)	The officers and other persons employed in the Commission shall be entitled to pensions, gratuities and other retirement benefits as are enjoyed by persons holding equivalent grades in the Civil Service of the Federation.
	(3)	Nothing in Subsections (1) and (2) of this section shall prevent the appointment of a person to any office on terms which preclude the grant of pension and gratuity in respect of that office.

(4) For the purposes of the application of the provisions of the Pensions Act, any power exercisable there under by the Minister or other authority of the Government of the Federation, other than the power to make regulations under Section 23 thereof, is hereby vested in and shall be exercisable by the Commission and not by any other person or authority.

PART V-FINANCIAL PROVISIONS.

12. -(1) The Commission shall establish and maintain a fund from which Funds of the shall be defrayed all expenditure incurred by the Commission Commission
- (2) There shall be paid and credited to the fund established pursuant to Subsection (1) of this section-
- (a) such monies as may, from time to time, be granted or lent to or deposited with the Commission by the Federal or State Government or any other body or institution whether local or foreign;
 - (b) all monies raised for the purposes of the Commission by way of gifts, loan, grants-in-aid, testamentary dispositions or otherwise; and
 - (c) proceeds from all other assets that may, from time to time, accrue to the Commission.
- (3) The fund shall be managed in accordance with the rules made by the Commission, and without prejudice to the generality of the power to make rules under this subsection, the rules shall in particular contain provisions-
- (a) specifying the manner in which the assets or the fund of the Commission are to be held, and regulating the making of payments into and out of the Fund; and
 - (b) requiring the keeping of proper accounts and records for the purpose of the Fund in such form as may be specified in the rules.
13. The Commission shall apply the proceeds of the Fund established Expenditure pursuant to Section 12 of this Act to-of the Commission.
- (a) the cost of administration of the Commission;
 - (b) the payment of salaries, allowances and benefits of members of the Commission or any Committee of the Commission;
 - (c) the payment of salaries, remuneration, allowances, benefits, pensions and gratuities payable to officers and employees of the Commission;
 - (d) the payment for all contracts, including mobilization, fluctuations, variations, Legal fees and cost on contract administration;
 - (e) the payment for all purchases; and
 - (f) undertake such other activities as are connected with all or any of the functions of the Commission under this Act.
14. -(1) The Commission may accept gifts of land, money or other property on gifts to the such terms and conditions, if any, as may be specified by the person or organization Commission making the gift.
- (2) The Commission shall not accept any gift if the conditions attached thereto are inconsistent with the functions of the Commission under this act.

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| Annual
Estimates
and expenditure | 15. | <p>-(1) The Commission shall, not later than 30th September in each year, submit to the President an estimate of the expenditure and income of the Commission during the next succeeding year.</p> <p>(2) The Commission shall cause to be kept proper accounts of the Commission in respect of each year and proper records in relation thereto and shall cause the accounts to be audited not later than 6 months after the end of each year by auditors appointed from the list and in accordance with the guidelines supplied by the Auditor-General for the Federation.</p> |
| Quarterly
Report the | 16. | <p>The Commission shall, at the end of every quarter in each year submit to President a report on the activities and administration of the Commission.</p> |
| Annual | 17. | <p>-(1) The Commission shall prepare and submit to the President, not later Report. than 30th June in each year, a report in such form as the President may direct on the activities of the Commission during the immediately proceeding year, and shall include in the report a copy of the audited accounts of the Commission for that year and the auditor's report thereon</p> <p>(2)The President, upon receipt of the report referred to in subsection (1) of this section, cause a copy of the report and the audited accounts of the Commission and the auditor's report thereon to be submitted to each House of the National Assembly.</p> |

PART VI MISCELLANEOUS

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| Offices and
Premises of
the Land Use Act-
Commission
Cap. 202
LFN | 18. | <p>(1) For the purposes of providing offices and premises necessary for the performance of its functions under this Act, the Commission may, subject the to</p> <p>(a) purchase or take on lease any interest in land, or other property; and
(b) construct offices and premises and equip and maintain same.</p> <p>(2) The Commission may, subject to the Land Use Act, sell or lease out any office or premises held by it, which office or premises is no longer required for the performance of its functions under this Act.</p> |
| Directives by
the President. | 19. | <p>Subject to the provisions of this Act, the President, may give to the Commission directives of a general nature or relating generally to matters of policy with regard to the performance by the Commission of its functions and it shall be the duty of the Commission to comply with the directives.</p> |
| Limitations of
Suits against
the Commission
etc. Cap. 379 LFN. | 20. | <p>-(1) Subject to the provisions of this Act, the provisions of the Public Officers Protection Act shall apply in relation to any suit instituted against any officer or employee of the Commission.</p> <p>(2) Notwithstanding anything contained in any other law or enactment, no suit shall lie against any member of the Commission, the Secretary or any other officer or employee of the Commission for any act done in pursuance or execution of this Act or any other law or enactment, or of any public duty or authority or in respect of any alleged neglect or default in the execution of this Act or such law or enactment, duty or authority, shall lie or be instituted in any Court unless-</p> |

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- (a) it is commenced within three months next after the Act, neglect or default complained of; or
- (b) in the case of a continuation of damage or injury, within six months next after the ceasing thereof.
- (3) No suit shall be commenced against a member of the Commission, the Secretary, officer or employee of the Commission before the expiration of a period of one month after written notice of intention to commence the suit shall have been served upon the Commission by the intending plaintiff or his agent.
- (4) the notice referred to in Subsection(3) of this section shall clearly and explicitly state the cause of action, the particulars of the claim, the name and place of abode of the intending plaintiff and the relief, which he claims.
- 21. -A notice, summons or other document required or authorized to be served Service of upon the Commission under the provisions of this Act or any other law or enactment Documents. may be served by delivering it to the Secretary or by sending it by registered post and addressed to the Secretary at the principal office of the Commission.
- 22. - (1) In any action or suit against the Commission, no execution or attachmentRestriction of process in the nature thereof shall be issued against the Commission on execution against

(2) Any sum of money which may by the judgement of any court be awarded against property of the Commission shall, subject to any direction given by court where notice of appeal the Commission. of the said judgement has been given, be paid from the general reserve fund of the Commission.
- 23. A member of the Commission, the Secretary, any officer or employee of the Indemnity of Commission shall be indemnified out of the assets of the Commission against any Officers. proceeding, whether civil or criminal, in which judgement is given in his favour or in which is acquitted, if any such proceeding is brought against him in his capacity as a member of the Commission, the Secretary, officer or employee of the Commission.
- 24. Any person who, immediately before the coming into force of this Act is the holder of Transitional any office in the Nigeria Police Force shall on the commencement of this Act, continue in provisions office and be deemed to have been appointed to his office by the Commission under this Act.
- 25. The Commission may, with the approval of the President make regulations,Regulations. generally for the purposes of giving full effect to this Act.
- 26. In this Act, unless the context otherwise requires-
Interpretations.
" Commission" means the Police Service Commission established by Section 1 of this Act;
" member" means a member of the Commission and includes the Chairman.
"President" means the President, Commander-in-Chief of the Armed Forces.
" Secretary" means Secretary to the Commission appointed pursuant to Section 10 of this Act.
- 27. This Act may be cited as the Police Service Commission (Establishment Citation Etc.) Act, 2001.

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SCHEDULE Section 2 (4)

SUPPLEMENTARY PROVISIONS RELATING TO THE COMMISSION, ETC. Proceedings of the Commission

- Cap.192 1. - (1) Subject to this Act and Section 27 of the Interpretation Act, the
LFN. Commission may make standing orders regulating its proceedings or those of any
of its Committees.
- (2) The quorum of the Commission shall be the Chairman or the person presiding at
the meeting and 4 other members of the Commission and the quorum of any Committee
of the Commission shall be as determined by the Commission.
- 2- (1) The Commission shall meet whenever it is summoned by the Chairman and if the
Chairman is required to do so by notice given to him by not less than 4 other Members, he
shall summon a meeting of the Commission to be held within 14 days from the date on
which the notice is given.
- (2) At any meeting of the Commission, the Chairman shall preside but if he is absent,
the members present at the meeting shall appoint one of their number to preside at the
meeting.
- (3) when the Commission desires to obtain the advice of any person on a particular
matter, the Commission may co-opt him to the Commission for such period as it
deems fit, but a person who is in attendance by virtue of this sub-paragraph shall not be
entitled to vote at any meeting of the Commission and shall not count towards a quorum.

COMMITTEES

3. -(1) The Commission may appoint one or more Committees to carryout, on behalf of the
Commission, such functions as the Commission may determine.
- (2) A Committee appointed under this paragraph shall consist of such number of persons
as may be determined by the Commission and a person shall hold office on the Committee
in accordance with the terms of his appointment.
- (3) A decision of a Committee of the Commission shall be of no effect until it is confirmed
by the Commission.

MISCELLANEOUS

4. -(1) The fixing of the seal of the Commission shall be authenticated by the signatures of
the Chairman or any other member of the Commission generally or specifically authorized
by the Commission to act for that purpose and the Secretary.
- (2) Any contract or instrument which, if made or executed by a person not being a body
corporate, would not be required to be under seal may be made or executed on behalf
of the Commission by the Secretary or any person generally or specifically authorized by
the Commission to act for that purpose.
- (3) A document purporting to be duly executed under the seal of the Commission shall be
received in evidence and shall, unless and until the contrary is proved, be presumed to be
so executed.

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5. The validity of any proceedings of the Commission or of a Committee shall not be adversely affected by-
- (a) a vacancy in the membership of the Commission or Committee; or
 - (b) a defect in the appointment of a member of the Commission or Committee; or
 - (c) reason that a person not entitled to do so took part in the proceedings of the Commission or Committee.

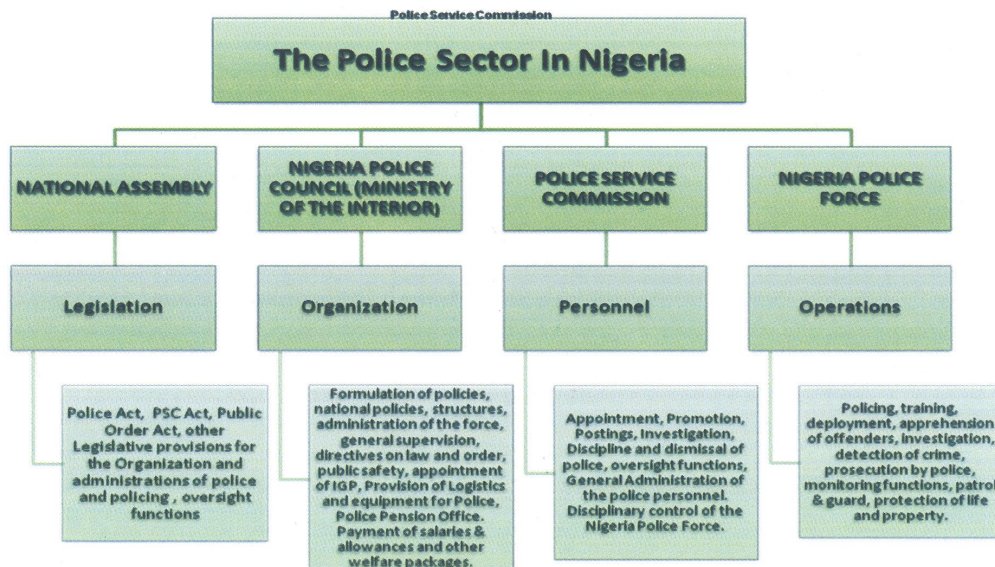
EXPLANATORY MEMORANDUM

This Act Establishes the Police Service Commission, which is charge with responsibility, among other things to appoint persons to offices (Other than the office of the Inspector-General of Police) in Nigeria Police Force and to dismiss and exercise disciplinary control over any person holding office in the Nigeria Police Force (other than the Inspector –General of Police).

I certify, in accordance with section 2(1) of the Acts authentication Act, 1961, that this is a true copy of the Bill passed by both Houses of the National Assembly.

IBRAHIM SALIM, CON

Clerk to the National Assembly.
27th day of December, 2000



STAKEHOLDERS IN POLICE AND POLICING IN NIGERIA

