

# **PART ONE**

## **1.0 FOREWORD**

It is with pleasure that I present to the Nation the Year 2010 Annual Report of the Police Service Commission. It is pertinent to note that an effective and efficient police service is one of the tools for sustaining democracy and engendering national development. With this in mind, the Nigeria Police Force was kept abreast with the Commission's expectations of the Police to evolving a professional, disciplined and effective police service that is based on respect for human rights and efficient service delivery. Consequently, the Commission ensured that the Nigeria Police Force was brought to the right path through the formulation of Policy Guidelines in the area of an enriched Scheme of Service for Specialists and Professionals in the Force. That was to ensure that the much needed Specialist Manpower vital to the operations of the police was provided for.

Also, the Police Service Commission, in its effort to enhance the standard of policing through capacity development, designed promotion courses and syllabi for all the cadres in the Police Force. Hence, promotion examinations have been introduced in the Nigeria Police. Promotions in the Nigeria Police are now inextricably tied to the passing of prescribed examinations after the relevant promotion course. Failure to pass the examination after two attempts will lead to the retirement of the officer at his/her point of incompetence.

During the year under review the Commission had the privilege of meeting with Mr. President in line with Section 16 of the Commission's [Establishment, etc] Act, 2001, which requires the Commission to present a report of its activities and administration quarterly. During the visit, the Commission also spoke on its

constraints in the area of office accommodation. This resulted in Mr. President's intervention by way of approval for the inclusion of the Head Office project for the Police Service Commission in the 2011 budget. I am happy to report that in the 2011 Budget the sum of N1, 821, 122, 239 was approved for the take off of the Commission's Head Office building project on a 1.61 hectares of land at Jabi district, Abuja. The Commission is grateful to Mr. President for his understanding; and also to the Honourable Minister of the Federal Capital Territory, Senator Bala Mohammed, who approved the land for the Commission.

During the year, in continuation of the Commission's resolve to hold biennial retreat on topical issues affecting the effective performance of the police, the Commission held the second biennial retreat in Uyo, Akwa Ibom State, where it examined and proffered solutions on **Repositioning the Nigerian Police Force for the challenges of policing a democratic society in the 21<sup>st</sup> century and beyond**. The Commission is grateful to the Government of Akwa Ibom State and the Honourable Minister of Police Affairs for the financial assistance given to it.

The Commission also reviewed the existing recruitment procedures with a view to eliminating all malpractices in the process, and thus established a Police Recruitment Board (PRB), comprising the Police Service Commission, the Federal Character Commission, and the Nigeria Police Force represented by the Education Department and the Commandants of the Police Colleges. This was to enable the Commission deliver a police recruitment exercise that will not be vitiated by corruption and other sharp practices while adhering to the principles of federal character. The Police Recruitment Board (PRB) is to ensure at all times that the right caliber of prospective candidates are recruited into the Nigeria Police Force on a continuing basis.

The Commission having observed that there was no futuristic succession plan for Specialists like handwriting analysts, physicists, forensic officers, transport officers, engineers, etc, recruited about 2,000 graduates Cadet Assistant Superintendents of Police and Inspectors who did their basic police training at the Police College Ikeja and Police College Maiduguri respectively. They will be further trained locally and abroad in their various fields of specialization.

On promotion – over one thousand one hundred (1,100) senior police officers (SPOs) were promoted while two hundred and fifty two (252) disciplinary cases were disposed of by the Commission. A total of ninety two (92) petitions and appeals from aggrieved members of the Force and the general public were dealt with.

We look forward to year 2011 with renewed vigor, hopes and aspirations. As we gear up towards building a permanent office accommodation to enable the staff settle down for more positive contributions, the Commission would continue to do its best in our joint efforts with the Ministry of Police Affairs, the Office of the Inspector-General of Police to bring about a total reformation of the Nigeria Police.

**Parry B. O. Osayande, DIG (Rtd.), CFR, OFR, NPM, mni,  
Honourable Chairman, Police Service Commission,  
Abuja.**

**9<sup>th</sup> June, 2011.**

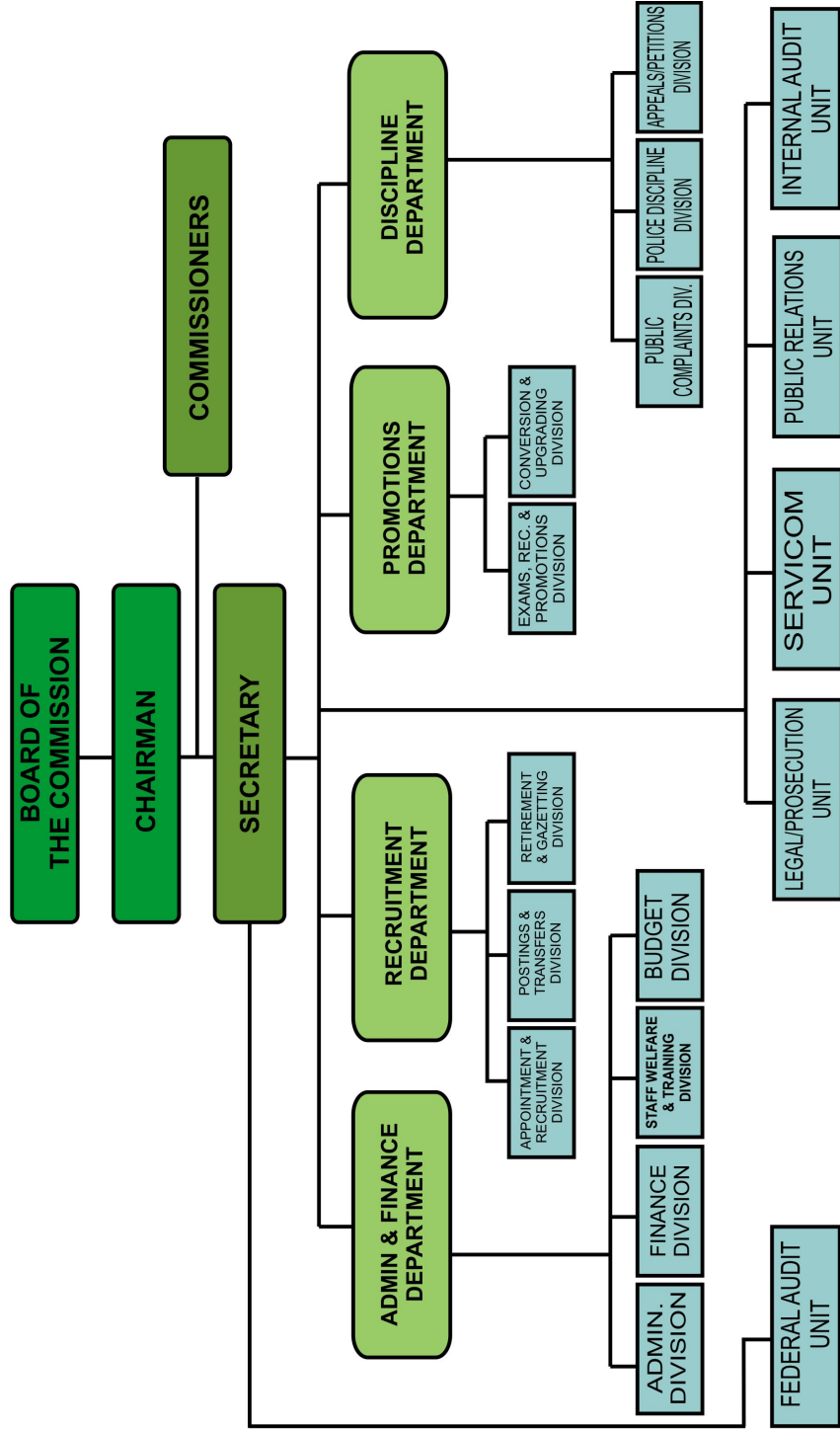
## **1.1**

## **ORGANIZATIONAL CHART**



# POLICE SERVICE COMMISSION

ORGANOGRAM





## **1.2 MANDATE OF THE POLICE SERVICE COMMISSION**

The Commission derives its mandate from the 1999 Constitution of Federal Republic of Nigeria, and the Police Service Commission (Establishment, etc) Act, 2001.

### **1999 Constitution**

Paragraph 30 of the Third Schedule to the 1999 Constitution of the Federal Republic of Nigeria states as follows:

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) of this paragraph.

Also Section 215 (1) (b) states: There shall be a Commissioner of Police for each State of the Federation who shall be appointed by the Police Service Commission.

### **PSC Establishment Act 2001**

Police Service Commission (Establishment, etc) Act, 2001, Part II (6) 1-2 also states that the Commission shall be responsible to:-

- Appoint and promote persons to offices (other than the office of the Inspector-General of Police) in the Nigeria Police Force;
- Dismiss and exercise disciplinary control over persons (other than the Inspector-General of Police) in the Nigeria Police Force;
- Formulate policies and guidelines for the appointment, promotion, discipline and dismissal of Officers of the Nigeria Police Force;

- Identify factors inhibiting or undermining discipline in the Nigeria Police Force;
- Formulate and implement policies aimed at the efficiency and discipline of the Nigeria Police Force;
- Delegate powers to any Member or Committee of members of the Nigeria Police Force it may deem fit.
- Implement directives which may from time to time be given by the President.
- Perform such other functions which in the opinion of the Commission are required to ensure the optimal efficiency of the Nigeria Police Force.
- Part II (2) of the PSC Act states: The Commission shall not be subject to the direction, control or supervision of any other authority or person in performance of its functions other than as is prescribed in this Act.



## **POLICE SERVICE COMMISSION**

### **1.3 VISION AND MISSION STATEMENT**

# **VISION**

A Highly Motivated, Professional, Disciplined and Accountable Police Service that Upholds Human Rights

# **MISSION STATEMENT**

To Improve Service Delivery in the Nigeria Police Force by Promoting Transparency and Accountability in the Police.



## **1.4 MEMBERS OF THE COMMISSION**

- Section 29(b) of the Constitution of the Federal Republic of Nigeria, 1999 provides that the Commission shall have not less than 7 or more than 9 members to be appointed for 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 Commission is reflective of Federal Character as provided for in the Act as follows:
  - (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: Women interest; the Nigerian Press; Non-governmental Human Right Organizations in Nigeria; Organized Private Sector and the Secretary to the Commission.

The present Commission was inaugurated on 15<sup>th</sup> April, 2008 at the Presidential Villa, Abuja. The membership of the Commission as at 31<sup>st</sup> December, 2010 was as follows:

<b><u>Composition</u></b>	<b><u>Membership</u></b>	<b><u>State</u></b>
<b>Mr. Parry B.O. Osayande</b> , DIG (Rtd) CFR, OFR, NPM, mni, Chairman/Chief Executive *		Edo
<b>Hon. Justice (Dr) Sunday Akintan</b> , JSC (Rtd), CON, Member I (Judiciary) *		Ondo
<b>Alhaji Habu Daura</b> , CP (Rtd) Member II (Police) *		Katsina
<b>Hajia Fati Kake'нна Maidugu</b> , Member III (Women)		Borno
<b>Dame Comfort Obi</b> , Member IV (Press)		Imo
<b>Dr. Otive Igbuzor</b> , Member V (NGO/ Human Rights Org.)		Delta
<b>Dr. Ignatius I. Adaji</b> , OON , mni, Member VI (Org. Private Sector)		Benue
<b>Engr. Esther Gonda</b> , FNSE, Member, VII: Secretary (Federal Perm. Sec)		Plateau

(\* - Full Time)

## 1.5 CORPORATE INFORMATION

**Address:** Police Service Commission, Federal Secretariat [8<sup>th</sup>floor], Shehu Shagari Way, P. M.B 5188, Abuja

**Telephone:** 07098100097;      **Email:** [info@psc.gov.ng](mailto:info@psc.gov.ng);      **Website:** [www.psc.gov.ng](http://www.psc.gov.ng)

### Management of the Commission

#### Members

1. **Mr. Parry B.O. Osayande**, DIG (Rtd), CFR, OFR, NPM, mni - Chairman/CEO
2. **Hon. Justice (Dr) Sunday Akintan** JSC (Rtd), CON - Member I (Judiciary)
3. **Alhaji Habu Daura** CP (Rtd) - Member II (Police)
4. **Engr.(Mrs) Esther Gonda**, FNSE - Member/Secretary

#### Management Staff

1. **Mr. Obi Ume-Ezeoke** - HOD, Administration and Finance
2. **Mr. Benoni Iwambe** - HOD, Police Promotion
3. **Mr. Cletus Imonmon** - Special Assistant to Chairman
4. **Mr. Anietie Etiebet** - Head, SERVICOM Unit
5. **Dr. Emmanuel Ibe** - Head, Budget Division
6. **Alhaji Rabiul Abdullahi** - HOD, Police Discipline
7. **Mrs Logams Garos** - HOD, Police Recruitment
8. **Tijani Mohammed Esq.** - Head, Legal Unit
9. **Mr. A.O Achonwa** - Resident Federal Auditor
10. **Mr. Onwuka Uka** - Head, Internal Audit Unit
11. **Mr. Ferdinand U. Ekpe** - Head, Press Unit
12. **ACP Fatai Owoseni** - Personal Assistant to Chairman

## **1.6 INTRODUCTION BY THE SECRETARY**

The 2010 Annual Report is the third in the life of the present Commission, inaugurated on the 15<sup>th</sup> of April 2008. It highlights the functions, activities, achievements, constraints and expectations of the Commission.

The Police Service Commission is an Independent Government Agency established under Section 153 of the 1999 Constitution with the power to Appoint, Promote, Post, Dismiss and exercise disciplinary control over members of the Nigeria Police Force. The scope of the Commission's Constitutional powers and responsibilities is further clarified by the Police Service Commission (Establishment, etc) Act, No. 1, 2001. It is one of the Federal Executive Bodies generally answerable to the President and the National Assembly.

The Commission in 2010 continued to consolidate on its core mandate of Recruitment, Appointment, Posting, Promotion and Discipline of members of the Nigeria Police Force. It approved the appointment of Assistant Superintendents of Police and Inspectors, including Specialists and Professionals. These officers are currently undergoing training at the various Police Colleges in the country and are expected to pass out early in 2011.

Also in 2010, the Commission in collaboration with the Nigeria Police Force screened the credentials of over three thousand Rank and File (PC - Sgt) who had undergone the prescribed training courses and examinations at the Administrative Staff College of Nigeria (ASCON) for consideration for selection for training as Cadet ASPs and Inspectors. It inaugurated a Police Recruitment Board to ensure the conduct of a transparent Recruitment exercise into the Nigeria Police Force that would meet the dictates of Due Process and best practices.

The Commission within the year processed the promotion of one thousand one hundred and seventy four Senior Police Officers based on their success in the examination. It also received seventy two appeals and petitions related to promotions, out of which it has successfully dispensed with more than sixty five percent. The outstanding cases are at various stages of completion.

On Police discipline, the Commission treated a total of 252 pending disciplinary matters and 92 appeals and petitions. There is however a drastic decline in the number of disciplinary cases brought against Police Officers compared to previous years. This is obviously due to increased accountability by serving Officers, a fall out from the intolerant posture of the Commission towards Police misconduct.

The Commission in line with the Federal Government's commitment to training and re-training continued with the training of its staff to improve their efficiency and productivity. Over 200 members of staff were trained in various fields both locally and internationally.

The Commission concluded its tour of State Police Commands and Formations which it started in 2008 and also held its 2010 Biennial Retreat in Uyo, Akwa Ibom State where it provided a platform for stakeholders in the Policing sector to learn, understand, reflect and proffer solutions to the challenges of policing in a democratic society.

The year 2010 witnessed several landmark achievements in the activities of the Commission and this once more is largely due to a dedicated and focused leadership and commitment to duty by Members and Staff.

Despite financial and infrastructural constraints, the Commission has been able to sustain the tempo of its activities and has been able to meet most of its goals.

**Engr. Esther G. Gonda, FNSE**  
**Permanent Secretary/Secretary to the Commission**  
**6<sup>th</sup> June 2011**

## **PART TWO**

### **2.0 PERFORMANCE IN 2010**

#### **2.1.0 POLICE RECRUITMENT/APPOINTMENT**

##### **2.1.1 Recruitment of Police Officers**

There are three main entry points into the Nigeria Police Force - Constable, Inspector, and Assistant Superintendent of Police. In matters of recruitment, the Commission delegated its powers to recruit Constables to the Inspector-General of Police (IGP). The Delegation is enabled by the instrument of Delegation of Powers dated 1<sup>st</sup> July, 2011 which empowered the IGP to conduct the recruitment of Police Constables in collaboration with the Police Service Commission.

##### **2.1.2 Appointment of State Commissioners of Police**

Section 215 of the Constitution of the Federal Republic of Nigeria, 1999 enjoins the Commission to appoint Commissioners of Police (CP) for each State of the Federation and FCT. The Commission has responsibly exercised this power. See Appendix A, Table 2.

##### **2.1.3 Structure & Functions of the Recruitment/Appointment Department**

The Department is made up of three Divisions, namely:

- (i) Appointment/Recruitment Division
- (ii) Postings/Transfers Division
- (iii) Retirement/Gazetting Division

**The duties of the Department include:**

- Research and recommendations on appointment of persons into the Nigeria Police Force.
- Processing the retirement and gazetting matters of members of the Nigeria Police Force.
- Processing applications for transfers and upgrading of Police Officers.
- Any other duty that may be assigned.

**2.1.4 ACTIVITIES DURING THE YEAR**

- Officers of the department participated in the screening of police officers undergoing Cadet Assistant Superintendent of Police and Inspector Courses at the Police College, Wudil.
- Appointments of Specialist Assistant Superintendent of Police and Inspectors into the Nigeria Police Force.
- Received and documented 227 appeals and petitions from aggrieved Police Officers.

**2.1.5 Postings and Transfers**

In compliance with the Constitution of the Federal Republic of Nigeria, the Commission continually processed and effected the postings and transfers of Commissioners of Police. From January to December, 2010 a total of Forty-two (42) movement of Senior Police Officers (CP's and above) were made.

**2.1.6 Retirement of SPOs (ASP-DIG)**

The Department received a total of Two Thousand Nine Hundred and Nineteen [2,919] files and retirement notices from the Inspector-General of Police. The

letters were processed for approval and dispatched. See Appendix A, Table 3 for details.

## **2.2.0 POLICE PROMOTION DEPARTMENT**

### **2.2.1 Department of Police Promotion**

The Police Promotion Department is charged with the responsibility of processing recommendations for the promotion of Senior Police Officers. During the period under review, the Department processed the promotion of One Thousand, One Hundred and Seventy Four (1,174) Senior Police Officers to the rank of ASP II and above.

### **2.2.2 Structure & Functions of the Police Promotion Department**

The Department is made up of two Divisions, namely:

- (i) Police Promotion Division
- (ii) Appeals/Petitions Division

#### **The duties of the Department include:**

- Research and Recommendations on Promotions of Senior Police Officers in the Nigeria Police Force.
- Implementation of policies and guidelines on promotion in the Nigeria Police Force.
- Dealing with matters relating to promotion courses/examinations for police officers.
- Processing acting appointments, upgrading/advancements and conversion of Senior Police Officers.
- Any other duty that may be assigned.



### **2.2.3           ACTIVITIES DURING THE YEAR**

- Processed IGP's Recommendations for Promotion of Police Officers: This was to ensure that recommendations were in line with prescribed guidelines of the Commission.
  
- Participated in the Supervision of Promotion Examinations at the Police Colleges, and served on the Boards of Examiners/Markers in each of the Promotion Examinations carried out by the Nigeria Police Force for various ranks.
  
- Processed Petitions and Appeals on placements and promotion matters from aggrieved police officers: Most Appeals/Petitions received during the period were attended to.

## **2.3.0 POLICE DISCIPLINE DEPARTMENT**

The year 2010 witnessed a drastic decline in the number of disciplinary cases brought against Police Officers compared to previous years. This is the outcome of increased accountability by serving members of the Nigeria Police Force stemmed from the intolerant posture of the Commission towards Police misconduct.

### **2.3.1 Structure & Functions of the Discipline Department**

The Department is made up of three Divisions, namely:

- (i) Pending Disciplinary Matters (Police) Division
- (ii) Police Appeals/Petitions Division
- (iii) Public Complaints Division

#### **The duties of the Department include:**

- Studying, analyzing and making recommendations on Public Complaints and Appeals/Petitions to the Permanent Secretary or as may be directed by the Hon. Chairman.
- Requesting and obtaining from the IGP, copies of Orderly Room Trial proceedings to enable informed evaluation of Appeals/Petitions on disciplinary action taken on the Rank and File and against which they are appealing.
- Carrying out investigations on public complaints against the police that are civil or administrative in nature either alone or in collaboration with the Legal Unit or the Commission's Police Liaison Desk.
- Drafting briefs for Standing Committees on Pending Disciplinary Matters (PDM) and Appeals, Petitions and Legal Matters.

- Drafting briefs for the Commission's Plenary Meetings on PDMs and Appeals/Petitions.

### **2.3.2 ACTIVITIES DURING THE YEAR**

- **Pending Disciplinary Matters:** The Department received and processed to the plenary a total of 259 Pending Disciplinary Matters [PDMs] out of which 252 were treated and the IG duly advised on the various sanctions awarded to the offenders.
- **Investigation:** The Department carried out investigations into some cases before it in line with the directives of the Standing Committee on Police Discipline.
- **Verification of Court Judgments:** In line with the Commission's policy on strict compliance with the rule of law, the Department carried out verification of Court Judgments submitted by appellants and on which their grounds of argument were predicated, as prerequisite for processing such cases to the Commission. In all, a total of six [6] court rulings were verified in various parts of the country and subsequently processed through the Standing Committee up to plenary for decisions.
- **Petitions and Appeals:** A total of Two Hundred and Seventy [270] complaints were received from police officers who were dissatisfied with the various punishments awarded to them following the offences they committed against discipline and on which they complained to the Commission for redress. Of this number, a total of ninety-two [92] cases were conclusively resolved. Forty-one [41] were forwarded to the IG for copies of Orderly Room Trial proceedings to enable informed decisions on them.

- **Public Complaints:** Owing to the Commission's intolerant posture on matters of police misconduct, especially cases of extra-judicial killings, there has been a drastic decline in the number of petitions received during the year. This reflects improvement in discipline among the police personnel.

## **2.4.0 ADMINISTRATION AND FINANCE DEPARTMENT**

The Department is responsible for day-to-day administrative and financial matters in the Commission and other responsibilities assigned by the Chairman/CEO and the Secretary.

### **2.4.1 Structure & Functions of the Department**

The Administration and Finance Department provides common services to the operation departments in their day-to-day activities. It is structured into the following Divisions and Sections:

- (i) Admin. Division
- (ii) Finance Division
- (iii) Staff Welfare and Training Division
- (iv) Budget Division
- (v) Maintenance Section
- (vi) Data Bank Section
- (vii) Transport Section
- (viii) Stores Section
- (ix) Procurements Section

#### **The duties of the Department include:**

- Processing staff recruitment and training matters to the Commission.
- Supervising conduct of examinations and promotion matters of staff and processing same to the Commission.
- Coordinating the National Health Insurance Scheme (NHIS), pension matters and welfare of staff.

- Coordinating the postings, secondments, and transfers of pool officers from the Federal Civil Service to and from the Federal Civil Service.
- Preparation of the Commission's Annual Budget for consideration by the Commission.
- Processing financial claims, benefits, payments and bank issues etc, of the Commission.
- Maintenance of Commission's buildings and equipment.
- Coordinating, maintenance and control of Commission's vehicles.
- Managing stores of the Commission.
- Assessing and processing the equipment, etc needs of the Commission for procurement.
- Preparation of Annual Reports of the Commission.
- Any other duties that may be assigned.

#### **2.4.2      ACTIVITIES DURING THE YEAR**

- The Department completed the data entry of police personnel records from the verification exercise into the Commission's Police Database.
- It undertook the biometric data capture of Police Cadets at the various Police Colleges, and inputted same into the Database.
- It supervised the conduct of promotion examinations for staff of the Commission in collaboration with the Office of the Head of the Civil Service of the Federation. The deserving officers have since been promoted.
- The Department processed to the Commission, for approval the training of over 200 members of staff in various fields both locally and internationally.

- It participated in the 2010 edition of the Federation of Public Service Games (FEPSGA) held in Kaduna, Kaduna State. The sporting activities enabled staff to take time off for recreation.
- The Department also supervised the inauguration of the Commission's Chapter of the Nigeria Civil Service Union (NCSU). This body has enabled staff to more easily communicate their views to the Management of the Commission.
- The Department processed the employment letters of 94 new members of staff recruited from February 2010. The officers were documented, inducted and their certificates, etc arranged for verification.

#### **2.4.3      DEATHS DURING THE YEAR**

Two officers died during the year. They are:

- 1) Miss Blessing Okorie, a Clerical Officer on Grade Level 04, and
- 2) Mrs. Ndidi Okose, a Senior Admin. Officer on Grade Level 10.

The Department ensured the Commission's representation at their funerals.

## **2.5.0 LEGAL UNIT (LEGAL MATTERS)**

By virtue of Section 153 of 1999 Constitution and Section 1 (i) of the Police Service Commission (Establishment, etc) Act, 2001, the Legal Unit is vested with the following functions:

- i. Representation of the Commission in litigation matters.
- ii. Provision of various legal opinion/advice relating to the activities of the Commission.
- iii. Participate in contract negotiation for the Commission.
- iv. Drafting and vetting of contract agreement.
- v. Arbitration of disputes between the Commission and the third party.
- vi. Construction and perusal of legal instruments.
- vii. Participates in Committee activities.

### **2.5.1 Court Representation**

The Unit continued to appear for the Commission in all its pending cases across the country. There are pending cases against the Commission throughout the Country, and additional ones are being filed and served on the Commission on regular basis. As at date, the Unit is handling over 400 cases throughout the country.

### **2.5.2 Appeals and Petitions**

The Commission received about 160 Petitions/Appeals within the year, and the files were treated and disposed of promptly.

### **2.5.3 Originating Process and Hearing Notices**



The Commission received 32 hearing notices on pending cases from various jurisdictions in the Country and appropriate steps were taken in handling them. In addition 353 originating processes were served on the Commission within the year and are being appropriately handled. See the table below for details:

### **SUMMARY OF CASES IN THE YEAR 2010**

<b>TOTAL NO. OF CASES</b>	<b>DISPOSED CASES</b>	<b>PENDING IN HIGH COURT/FEDERAL HIGH COURT</b>	<b>APPEAL COURT</b>
400	16	381	3

## **PART THREE**

### **3.0 OTHER ACTIVITIES OF THE COMMISSION**

### **3.1 Tour of Police Formations and Commands**

The Commission concluded its tour of Police Formations and Commands which it started in 2009 with visits to the remaining States in the South East, South West, North East, and North West Zones.

The tour afforded the Commission the opportunity to meet with Policemen/Women at their work places. It was also used to explain to the Officers and Men the rationale behind the on-going Police Reforms and to avoid misconducts such as brutality to members of the public and extra-judicial killings. They are to ensure respectful policing and uphold the Rule of Law in all their undertakings.

It also afforded the Officers and Men of the Force the opportunity to interact with Members of the Commission. The Commission equally interacted with the retired Police Officers, members of the Police Community Relations Committees (PCRC), Traditional Rulers, State Government Officials, the Press and the General Public on ways to reposition the Police for more effective performance.

### **3.2 Inauguration of Police Recruitment Board**

The Police Service Commission empanelled a Police Recruitment Board on Monday, 26<sup>th</sup> July, 2010 (PRB) in an effort at conducting a transparent Recruitment Exercise into the Nigeria Police Force that would meet the dictates of due process and best practices.

The Board is made up of representatives of the Police Service Commission, the Nigeria Police Force and the Federal Character Commission. It is headed by a Member of the Commission.

Inaugurating the Board in the Commission's Head Office in Abuja, the Chairman of the Police Service Commission, Mr. Parry B.O. Osayande, DIG (Rtd.), CFR, OFR, NPM, mni, in his brief remarks at the occasion, charged the Board to deliver Recruitment Exercises that would set a standard in transparency in the conduct of National affairs. He noted that in the past, similar exercises have been vitiated by corrupt practices which resulted in the recruitment of unqualified and sub-standard persons into the Police Force. He said that the Commission is bent on getting the right type of candidates for the Force so as to put in place once and for all a Police Force that shall meet with the challenges of policing Nigeria in the 21<sup>st</sup> Century and beyond.

### **3.3 Police Service Commission's Visit to Mr. President**

In Compliance with Section 16 of the Police Service Commission (Establishment, etc) Act, 2001, the Commission visited Mr. President and reported to him on the activities of the Commission.

The visit afforded the Commission an opportunity to commiserate with the President on the death of his predecessor, Late Alhaji Umaru Musa Yar'adua GCFR.

### **3.4 Police Service Commission's Visit to the Federal Capital Territory (FCT) Minister**

In August, 2010, the Members of the Commission paid a courtesy call to the Minister of the Federal Capital Territory.

During the visit, the Commission apprised the Honourable Minister of its office accommodation challenges and requested for his assistance in allocating a piece of land for it to build its Head Office Complex. The request has since been granted with the allocation of a piece of land at the Jabi District, Abuja.

### **3.5 Biennial Retreat in Uyo, Akwa Ibom State**

The Police Service Commission organized a 3-day Biennial Retreat at Le Meridian Hotel, Uyo, Akwa Ibom State from 1<sup>st</sup>- 4<sup>th</sup> November, 2010. The retreat was organized to provide an avenue for the Police Service Commission, the Ministry of Police Affairs, the Legislature and the Police hierarchy and relevant stakeholders to learn, understand, reflect and proffer solutions to the challenges of policing in a democratic society.

The Retreat was supported by the Ministry of Police Affairs, the Government of Akwa Ibom State, and Exxon Mobil Producing Nigeria Limited. It had in attendance many eminent personalities and several papers were presented, at the end of which a Communiqué was issued highlighting among others the following:

- ❖ Recruitment into the Nigeria Police Force should be reorganized to ensure that quality people are recruited into the Police and that corruption is eliminated in the recruitment process.
- ❖ There should be an attitudinal change in Police administration and Law enforcement especially in the way Police Officers relate with members of the Public and the way Police authorities react to allegations of Police brutality through denial and/ rebuttal. In addition, there is the need to take action against any officer that acts contrary to Force Orders and Police Regulations.
- ❖ There should be strengthening of Police internal control mechanism and disciplinary procedure as well as effective oversight by the relevant oversight bodies (Police Council, Police Service Commission and the National Assembly).

For details of the Communiqué, see Appendix G.

## **PART FOUR**

### **4.0 FINANCES OF THE COMMISSION**

The finances of the Commission during the year reflected a slight improvement over the previous year. In response to a request by the Commission, the

Budget Office of the Federation made additional allocation to the Personnel Costs in order to cover the salaries payable to the new staff recruited during the year. The summary of the receipts of the Commission are shown below:

**Summary of Income and Expenditure January – December, 2010**

DESCRIPTION	ALLOCATION	EXPENDITURE	BALANCE
Personnel	351,911,544.00	244,833,330.23	107,078,213.77
Overhead	536,461,342.47	534,949,129.03	1,512,213.44
Capital	23,489,148.00	23,451,700.44	37,447.56
<b>Total</b>	<b>911,862,034.47</b>	<b>803,234,159.70</b>	<b>108,627,874.77</b>

**Summary Of Monthly Income Allocation for The Year 2010**

MONTH	PERSONNEL	OVERHEAD
January	15,008,573.42	25,252,125.00
February	15,008,573.42	25,252,125.00
March	15,008,573.42	25,252,125.00
April	15,008,573.42	57,002,408.33
May	15,008,573.42	57,002,408.33
June	15,008,573.42	57,002,408.33
June	92,162,322.00	-

**Summary Of Monthly Income Allocation for The Year 2010 – Cont.**

July	15,008,573.42	57,002,408.33
August	15,008,573.42	57,002,408.33
September	15,008,573.42	57,002,408.33
October	63,717,072.96	27,563,505.83

October	15,008,573.42	27,563,505.83
November	15,008,573.42	-
December	15,008,573.42	27,563,505.83
December	15,929,268.00	-
<b>TOTAL</b>	<b>351,911,544.00</b>	<b>500,461,342.47</b>

-

### **SUNDRY RECEIPTS**

Ministry of Police Affairs		35,000,000.00
Mobil Nigeria Producing		1,000,000.00
<b>TOTAL</b>		<b>36,000,000.00</b>
<b>Grand Total</b>		<b>536,461,342.47</b>

### **Summary Of Monthly Expenditure for the Year 2010**

<b>MONTH</b>	<b>PERSONNEL</b>	<b>OVERHEAD</b>
January	10,193,805.79	-
February	12,301,355.27	12,054,580.00
March	14,859,605.22	28,351,688.00
April	15,624,071.84	9,088,714.95
May	15,323,432.51	31,085,872.34
June	15,204,515.33	14,542,901.96

July	15,115,707.08	89,700,692.08
August	13,904,252.28	25,969,054.07
September	13,606,481.82	91,703,049.12
October	68,014,995.29	85,702,300.00
November	26,247,928.49	14,338,456.00
December	24,437,179.31	132,411,820.51
<b>TOTAL</b>	<b>244,833,330.23</b>	<b>534,949,129.03</b>

#### **4.1 Auditor's Report**

We confirmed that the Commission complied with the accounting and reporting policies of Government in accordance with the statutory requirements and accepted ethical practices.

The Commission gave approval for the appointment of External Auditors during the year, which the Auditor General for the Federation has been duly notified, following which a list of accredited External Auditors was forwarded to the Commission for selection.

**A.O. Achonwa Esq.**  
**Resident Federal Auditor, Police Service Commission,**  
**Office of the Auditor General of the Federation**

### **PART FIVE**

#### **5.0 CHALLENGES/CONSTRAINTS**

The Commission has continued to face and struggle with various Challenges and Constraints which had affected its Operational Effectiveness and Efficiency as follows:

❖ **Office Accommodation:**



The Police Service Commission as of today is still battling with the problem of lack of Office Accommodation. Its Offices are scattered across the different Phases and Floors of the Federal Secretariat which has created difficulties in administration and control of the staff. It is however gratifying to note that the Commission has been given Presidential assurance that provision would be made in the 2011 budget for the construction of its Head Office Complex in Abuja

❖ **Financial Constraints:**

The Commission is faced with the problem of inadequate funding. This has adversely affected the optimum performance of its statutory functions.

❖ **Response from the Police:**

Delay in implementation of Commission's decisions and lack of and/or difficulties in obtaining responses to enquiries.

❖ **Review of the Police Service Commission Establishment Act:**

A Bill to amend the Police Service Commission (Establishment, etc) Act, 2001 is currently pending before the National Assembly, and included in the Bill is a provision empowering the Commission to carry out investigation into police conduct.

## **PART SIX**

### **6.0 CONCLUSION**

In order to realize its Mandate of giving Nigeria a well deserved, equipped, disciplined, efficient and committed Police Service, the Commission is poised to work to overcome its challenges and constraints.

It is committed to building a highly motivated, virile, visible, and professional Police Service that is accountable to the people and upholds the rule of law. The Commission has put in place structures to improve Service Delivery in the Nigeria Police Force by promoting transparency and accountability.

The Commission would indeed be grateful to be afforded the facilities to enable it realize its optimal efficiency and plan which include the conduct of circuit hearings in the zones to take petitions and to hear public complaints against perceived police misconduct.

Furthermore, the Commission has deployed the necessary tools and materials for effective Performance of its functions. It will continue to improve on its performance to ensure more successful accomplishments of its responsibilities in the coming years.

**Police Service Commission,  
Federal Secretariat – Phase I,  
Abuja.**