



# **2011 ANNUAL REPORT**

**POLICE SERVICE COMMISSION**

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# PART ONE

## 1.0 FOREWORD

The year started on a busy and apprehensive note with proposals for Police reform to come in the wake of the 2011 General Elections. The Commission embarked on its activities with zeal to ensure Police manpower as the government resolutely tackled insecurity and unrest in some parts of the country. Notable achievements include the infusion of a qualitative crop of officers into the Specialist Cadre of the Nigeria Police Force and the design of a Scheme of Service worked out in collaboration with the Office of the Head of Civil Service of the Federation and the Office of the Inspector-General of Police for career guidance in the Force.

From our inauguration in 2008, we recognized that our calling was not just about police appointment, promotion and discipline. On the job, we saw also the unique opportunity for the Commission to use its constitutional platform and official abilities to minister to a wide



The PSC Chairman, Mr. Parry Osayande discussing with Hon. Usman Bello Kumo, Chairman House Committee on Police Affairs during the Commission's visit to the National Assembly.





Mr. Parry Osayande, the PSC Chair and the Inspector General of Police,  
Mr. Hafiz Ringin at the Senate Budget Defence Session.

variety of public and personnel needs. The most pressing need and focal point of the Commission has however been to find answers and take immediate decisions on personnel matters of the Nigeria Police Force.

The Police Service Commission stood resolutely for the progress and advancement of the Force, against the tidal wave of societal ills and corruption. We were painfully aware of some of the extreme consequences that resulted from our decisions on the careers of many serving and ex-members of the Force. The decisions emanated from our realistic and critical examination of issues.

The overall performance of the Commission during the year was still hampered by inadequate funding and office space. Fortunately, just before the close of the year, the Commission was able to secure government approval and funds to embark on the construction of its Corporate Head Office Complex located at Jabi District, Abuja. The

contract was awarded in December, 2011, with a completion period of fifteen (15) months. Our gratitude goes to Mr. President and the Federal Executive Council for the approval of this project.

In the course of the year, three Permanent Secretaries were deployed to the Commission. This frequent change of its top administrative officer caused lapses that adversely affected the efficient performance of the Commission and hampered effective implementation of decisions. We certainly feel that long tenures for Permanent Secretaries deployed to the Commission will help make for policy consistency and stable administration.

I wish to commend the leadership, officers and men of the Nigeria Police Force for their cooperation with the Commission; their untiring efforts to ensure law and order; and the security of lives and property in the country. The Commission is proud to be associated with the performance and sacrifices of majority of our Police Officers; and their courage and gallantry in confronting daunting security challenges. They have faced the huge task of policing the country with its accompanying problems with equanimity and courteousness to members of the public.

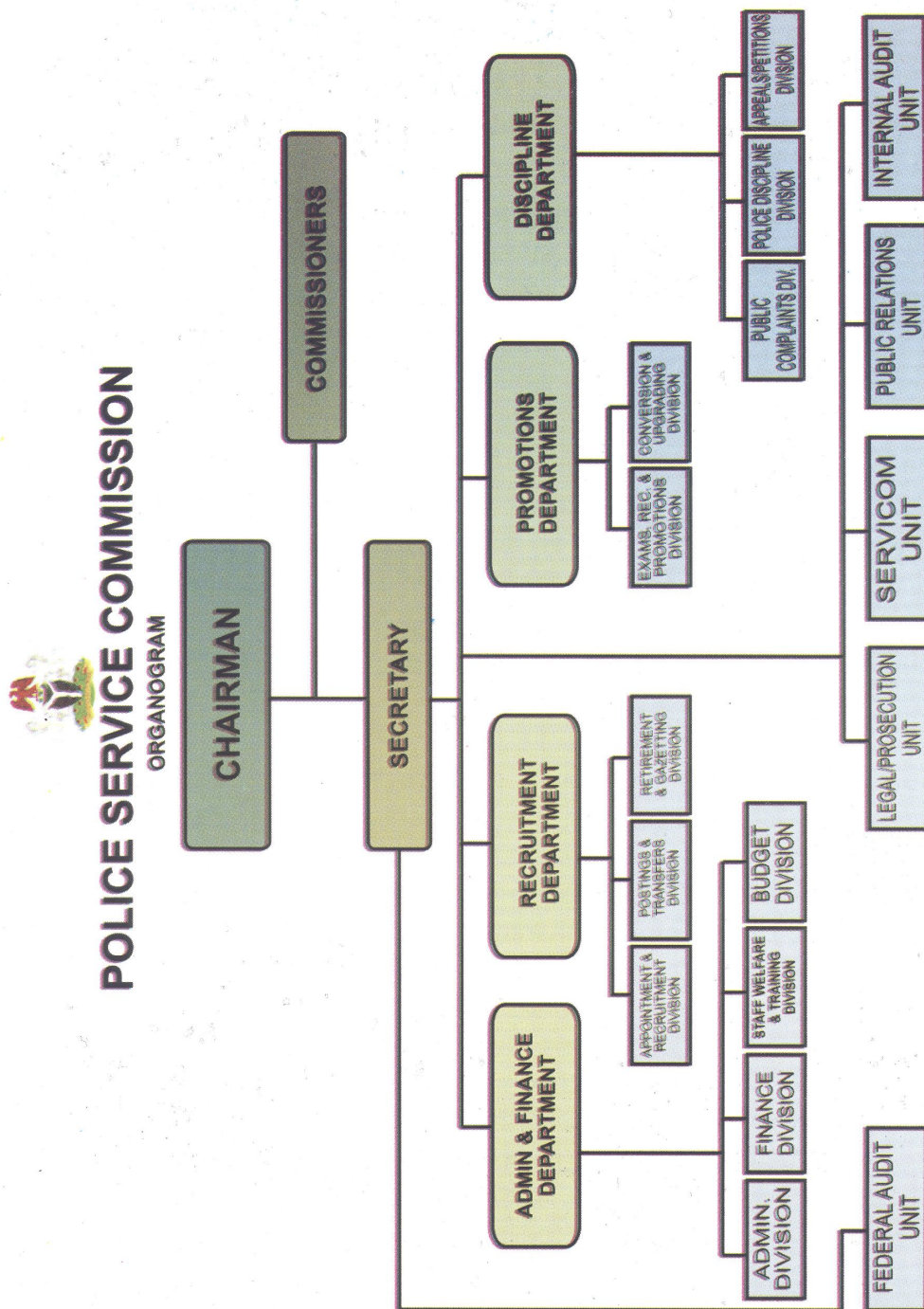
On behalf of the Commission, I wish to thank the Management and Staff of the Commission for their unflinching support and dedication to duty despite our difficult operating environment. Through their efforts, the Commission has been recognised as an efficient role player among the police sector establishments.

Finally, I convey my appreciation to Members of the Commission for their support and understanding. Our tenure is indeed noteworthy as we became the first Commission that provided a rare opportunity for the generality of members of the Nigeria Police Force and the public alike to interact with us; and articulated the implementation of the mandate of the Commission in a very cordial and conducive environment. We look forward to a higher level of performance in the coming year.

Parry B. O. Osayande, DIG (Rtd), OFR, CFR, NPM, mni,  
Chairman of the Commission.



## 1.1 ORGANISATIONAL CHART



## 1.2 POWERS AND FUNCTIONS OF THE COMMISSION

The Police Service Commission is one of the Federal Executive Bodies established under Section 153(m) of the 1999 Constitution of the Federal Republic of Nigeria as amended. By virtue of Third Schedule, Part 1 (m), paragraph 30 of the same Constitution and Clause 6 (1) of The Police Service Commission (Establishment), Act 2001, the Commission is charged with the responsibilities of appointment, promotion, dismissal and disciplinary control of members of the Nigeria Police (except the Inspector-General of Police). Its enabling Act further empowers the Commission to:

- (a) formulate policies and guidelines for the appointment, promotion, discipline and dismissal of officers of the Nigeria Police Force;
- (b) identify factors inhibiting or undermining discipline in the Nigeria Police Force;
- (c) formulate and implement policies aimed at enhancing the efficiency and discipline in the Nigeria Police Force;
- (d) perform such other functions which in the opinion of the Commission, are required to ensure the optimal efficiency of the Nigeria Police Force; and
- (e) carry out such other functions as the President may from time to time direct.

To ensure the independence of the Commission in the exercise of its powers and discharge of its functions, Clause 6 (2) of its enabling Act provides that:

"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."

The 1999 Constitution in section 215 (b) further empowers the Police Service Commission to appoint a Commissioner of Police for each State of the Federation, and Clause 8 of the Police Service Commission



(Establishment), Act 2001 granted the Commission leave to delegate any of its powers under this Act as it deems fit.

As provided for by the Constitution, membership of the Commission shall be made up of a Chairman and 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 for a period of five years.



### 1.3 POLICE SERVICE COMMISSION

#### **VISION**

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

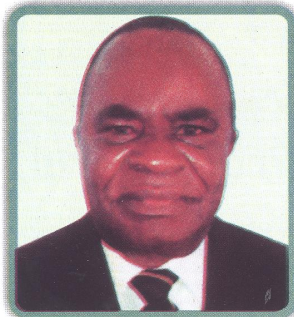
#### **MISSION STATEMENT**

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

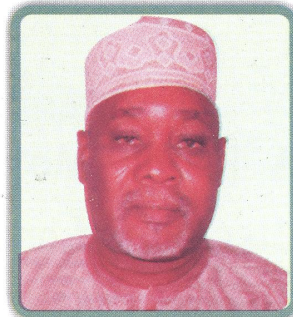




**MR. PARRY OSAYANDE**  
DIG (Rtd.) CFR, OFR, NPM, Mni  
Chairman



**HON. JUSTICE (DR.) SUNDAY AKINTAN**  
JSC (Rtd), CON



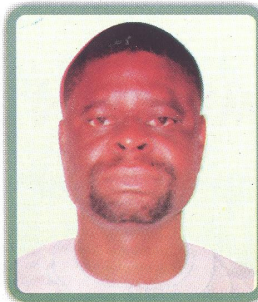
**ALH. HABU DAURA, CP (Rtd)**



**HAJ. FATI KATE'NNA MAIDUGU**



**DAME COMFORT OBI, OON**



**DR. OTIVE IGBUZOR**



**DR. IGNATIUS I. ADAJI, OON Mni**



**MR. TAIYE HARUNA**  
Permanent Secretary/Sec. to the Commission.

## 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 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 Commission as provided for in the Act is 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:

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



## 1.5

## CORPORATE INFORMATION

**Address:** Police Service Commission, Federal Secretariat (8<sup>th</sup> Floor),  
Phase 1, Shehu Shagari Way, P. M. B. 5188, Abuja.

**Website:** [www.psc.gov.ng](http://www.psc.gov.ng):

**Email:** [info@psc.gov.ng](mailto:info@psc.gov.ng)

**Telephone:** 07098100097

### Management of the Commission

1. Mr. Parry Osayande, DIG (Rtd), CFR, OFR, NPM, mni - Chairman
2. Hon. Justice (Dr) Sunday Akintan, CON - Member I
3. Alhaji Habu Daura - Member II
4. Mr. Taiye Haruna - Permanent Secretary /  
Secretary to the  
Commission (w.e.f 15/9/11)

### Management Staff

1. Mr. Obi Ume-Ezeoke - Director, Administration and Finance Dept.
2. Mr. Benoni Iwambe - Director, Police Promotion Dept.
3. Mr. Anietie Etiebet - Deputy Director, SERVICOM Unit
4. Mr. Emmanuel Ibe - Deputy Director, Budget Division
5. Mr. Tijani Mohammed Esq - Deputy Director/Legal Advisor, Legal Unit
6. Alhaji Rabiul Abdullahi - Deputy Director, Police Discipline Dept.
7. Mrs. Garos Logams - Deputy Director, Police Recruitment Dept.
8. Alhaji Bello Gusau - Deputy Director/Head, Finance Division
9. Mr. M. D. Bala - Assistant Director/Head, Comm. Secretariat
10. Mr. Uka E. Onwuka - Assistant Director/Head, Internal Audit Unit
11. Mr. Ferdinand U. Ekpe - CAO/Head, Press and Public Relations Unit
12. Mr. Andrew Ughulu - CMO, Maintenance

## 1.6 INTRODUCTION BY THE SECRETARY

The Police Service Commission is an independent government body established under section 153 of the 1999 Constitution charged with the power to appoint, promote, post, dismiss and exercise disciplinary control over members of the Nigeria Police Force. The Police Service Commission (Establishment) Act No.1, 2001 further clarified the scope of the Commission's powers and responsibilities as being only answerable to the President and the National Assembly.

The year 2011 was a remarkable year in the life of the Commission as it witnessed tremendous landmarks in all areas of its activities which includes Recruitment, Appointment, Posting, Promotion, and Discipline of members of the Nigeria Police Force. In the course of the year, the Commission recruited one thousand, one hundred and sixteen (1,116) Cadet ASPs and Inspectors after undergoing a very rigorous and competitive screening. The exercise was widely applauded as it reflected the approved criteria for recruitment i.e. age on recruitment, educational qualifications, physical fitness, mental alertness and the federal character principle.

The monitoring of police conduct during the 2011 general elections by the Commission was also considered as a landmark achievement as it contributed to the successful outcome of the electoral exercise. Erring officers were sanctioned and recommendations towards ensuring better performance by the Police at subsequent elections were forwarded to the Inspector-General of Police and to the Independent National Electoral Commission (INEC).

In a bid to address the inadequate office accommodation to its ever increasing work force, the Commission during the year approved the award of contract for the construction of the Police Service Commission Corporate Headquarters. The contract which was



subsequently approved by the Federal Executive Council at its Meeting EC (2011) Wednesday, 7<sup>th</sup> December, 2011, has witnessed appreciable construction work.

In furtherance of its oversight function, the Commission embarked on the authentication of the list/records of Ex-Biafra Police Officers\Retirees who were granted Presidential Amnesty in May, 2000. The exercise which was greeted with wide applause, afforded the relatives/next of kin of the affected officers to receive the retirement benefits and pensions of their beloved ones.

The Commission held five (5) plenary meetings in 2011, during which it disposed of a number of pending disciplinary cases of the Force; and approved the promotions of nine thousand, eight hundred and thirty-one (9,831) senior Police Officers (Assistant Superintendent of Police to Deputy Inspectors-General of Police ) recommended by the Inspector-General of Police.

In all, the Commission was able to record these laudable achievements within the period largely due to a dedicated leadership and commitment to duty by members and staff. It is noteworthy to state that the year 2011 was eventful, and despite financial and infrastructural constraints, the Commission was able to meet most of its goals.

**Mr. Taiye Haruna**

Permanent Secretary/Sec. to the Commission

## PART TWO

### 2.0 STRUCTURE AND FUNCTIONS OF DEPARTMENTS AND UNITS

The Police Service Commission is comprised of four Departments and four Units, namely:

- (i) Administration and Finance Department:
  - (a) Administration Division:
    - Appointment, Promotion & Discipline Branch
    - Procurement Branch
    - Maintenance Section
    - Information & Communication Technology Section
    - Transport Section
  - (b) Staff Welfare & Training Division
  - (c) Finance Division
    - Salary Section
    - Checking & Reconciliation Section
    - Advance & Other Charges Section
    - Funds Section
    - Central Pay Office
  - (d) Budget Division
- (ii) Police Recruitment Department:
  - (a) Appointment & Recruitment Division
  - (b) Posting & Transfers Division
  - (c) Retirement & Gazetting Division
- (iii) Police Promotions Department
  - (a) Examinations, Records & Promotions Division
  - (b) Conversion & Upgrading Division
- (iv) Police Discipline Department
  - (a) Public Complaints Division



- (b) Police Discipline Division
- (c) Appeals & Petitions Division

The Units of the Commission are:

- (i) Legal Unit
- (ii) Servicom Unit
- (iii) Press & Public Relations Unit
- (iv) Internal Audit Unit

## 2.1 POLICE RECRUITMENT DEPARTMENT

### 2.1.1 FUNCTIONS

- Recommending policies and guidelines for appointment into the Nigeria Police Force for consideration and adoption by the Commission.
- Interfacing with the Police Recruitment Board and the Office of the Inspector-General of Police on issues relating to recruitment into the Nigeria Police Force.
- Processing recommendations from the Office of the Inspector-General of Police on postings and transfers of Commissioners of Police to State Commands.
- Processing letters of retirement of Senior Police Officers.
- Processing information/data on recruitment/appointment of Senior Police Officers for gazetting.
- Performing other duties relating to recruitment as may be directed by the Commission.

### 2.1.2 POLICE PROMOTION DEPARTMENT

- Recommending policies and guidelines on promotions in the Nigeria Police Force for adoption by the Commission.
- Processing recommendations from the Office of the Inspector-General of Police on promotions and acting appointments for Senior Police Officers.
- Receipt of periodic returns and keeping of records of

advancement in ranks and promotions of Inspectors and members of the Rank and File in the Nigeria Police Force handled under the delegated authority to the Inspector-General of Police.

- Handling all Police promotion matters, including petitions/appeals on promotion as well as drafting and conveyance of approved letters of promotions of Senior Police Officers to the Office of the Inspector-General of Police.
- Processing information/data on promotion of Senior Police Officers for gazetting.

### **2.1.3 POLICE DISCIPLINE DEPARTMENT**

#### **Duties:**

- Researching and proposing policies and guidelines for discipline in the Nigeria Police Force for adoption and formulation by the Commission.
- Dealing with all matters relating to discipline in the Nigeria Police Force.
- Processing complaints, appeals and petitions from police personnel and members of the public against the police for final decision.
- Receipt of periodic returns on matters bordering on the discipline of members of the rank and file of the Nigeria Police Force.
- Review of disciplinary procedures taken by police authorities concerning the actions of Senior Police Officers forwarded from the Force Headquarters to the Commission for determination.
- Investigations of civil/administrative complaints against the Police.
- Performance of any other duties as may be assigned.

### **2.1.4 ADMINISTRATION AND FINANCE DEPARTMENT**

#### **Duties:**

- Processing of staff recruitment and training matters of the Commission.
- Processing the promotion of staff of the Commission.
- Handling matters bordering on the discipline of staff of the Commission.



- Proposing and co-ordinating postings of staff of the Commission.
- Handling of matters relating to staff welfare and training.
- Preparation of the annual budget of the Commission.
- Maintenance of financial documents of the Commission.
- Processing of financial claims/benefits of staff of the Commission for payment.
- Recording and maintaining the Commission's assets and registers.
- Management of the Commission's stores.
- Identification and procurement of items required by the Commission.

### 2.1.5 LEGAL UNIT

#### Duties:

- Representing the Commission in litigation matters in the courts.
- Providing legal opinion/advice on the powers and activities of the Commission.
- Participating in contract negotiations for the Commission.
- Arbitration of disputes between the Commission and other parties.
- Preparation and perusal of legal instruments for the Commission.

### 2.1.6 SERVICOM UNIT

#### Duties:

- (i) Researching, propagating and ensuring service delivery and best practices in the Commission.
- (ii) Monitoring the implementation of the local service charter of the Commission.
- (iii) Regular updates of the **SERVICOM** office on service delivery improvement plans and actions of the Commission.

## 2.1.7 PRESS AND PUBLIC RELATIONS UNIT

### Duties:

- (i) Projecting the image of the Commission through adequate publicity coverage and enlightenment on its functions.
- (ii) Design and implementation of publicity programmes on core functions of the Commission.
- (iii) Preparing briefs on important press articles for the information and action of the principal officers of the Commission.
- (iv) Issuance of press releases on appointment, promotion and discipline of members of the Nigeria Police Force including placement of advertisements and public notices as may be directed by the Commission.
- (v) Recording and storage of audio-visual materials and equipment of the Commission.
- (vi) Performance of other duties as may be assigned by the Commission.



## PART THREE

### 3.0 NIGERIA POLICE FORCE

Table 1: Nigeria Police Force: Establishment and Strength (as at 31<sup>st</sup> December, 2011)

S/No	Rank	Estab.	Strength	Vacancies
1	IGP	1	1	NIL
2	DIG	7	6	1
3	AIG	22	21	1
4	CP	102	102	NIL
5	DCP	202	137	65
6	ACP	437	360	77
7	CSP	1,289	942	347
8	SP	3,308	1,605	1,706
9	DSP	10,616	2,902	7,714
10	ASP	16,159	ASP I 6,056 ASP II 12,353	NIL
11	CADET ASP	800	NIL	800
12	CHIEF INSPR.	100	NIL	100
13	DEPUTY CHIEF INSPR.	100	NIL	100
14	ASSISTANT CHIEF INSPR.	150	NIL	150
15	PRINCIPAL INSPR.	300	NIL	300
16	SENIOR INSPR.	3,500	761	2,739
17	INSPR.	38,856	25,633	13,223
18	CADET INSPR.	800	NIL	800
19	SERGEANT MAJOR	1,387	NIL	1,387
20	SGT	65,211	49,660	15,551
21	CPL	112,424	123,053	NIL
22	PC	210,000	106,888	93,112
23	RECRUIT	43,000	-	-
GRAND TOTAL		508,770		

### 3.1 RECRUITMENT INTO THE NIGERIA POLICE FORCE

#### 3.1.1 CADET ASPs AND CADET INSPECTORS

The Police Service Commission recruited one thousand, one hundred and sixteen (1,116) Cadet ASPs and Inspectors in 2011. A total of six hundred and six (606) Cadet ASPs and five hundred and ten (510) Cadet Inspectors respectively were selected from thirty-six (36) States of the Federation and the FCT after a screening exercise. The selection

**Table 2: Recruitment of Cadet ASPs/Inspectors by State of Origin**

S/NO	STATE OF ORIGIN	CADET ASP	CADET INSPR.	TOTAL	S/NO	STATE OF ORIGIN	CADET ASP	CADET INSPR.	TOTAL
1	Abia	17	12	29	20	Katsina	17	21	38
2	Adamawa	14	13	27	21	Kebbi	12	12	24
3	Akwa-Ibom	11	10	21	22	Kogi	23	14	37
4	Anambra	19	10	29	23	Kwara	12	12	24
5	Bauchi	11	18	29	24	Lagos	17	14	31
6	Bayelsa	15	13	28	25	Nasarawa	16	13	29
7	Benue	26	19	45	26	Niger	13	15	28
8	Borno	15	16	31	27	Ogun	17	10	27
9	Cross-River	13	9	22	28	Ondo	20	14	34
10	Delta	28	14	42	29	Osun	12	9	21
11	Ebonyi	14	12	26	30	Oyo	12	16	28
12	Edo	40	20	60	31	Plateau	22	13	35
13	Enugu	20	14	34	32	Rivers	11	10	21
14	Ekiti	14	14	28	33	Sokoto	16	16	32
15	Gombe	17	13	30	34	Taraba	16	15	31
16	Imo	18	18	36	35	Yobe	12	16	28
17	Jigawa	13	16	29	36	Zamfara	12	10	22
18	Kaduna	18	16	34	37	FCT	7	7	14
19	Kano	16	16	32	<b>GRAND TOTAL</b>		<b>606</b>	<b>510</b>	<b>1,116</b>

#### 3.1.2 POLICE CONSTABLES

Police recruitment is constrained by the availability of space at the Police Training Institutions. In 2011, the Inspector-General of Police in the exercise of powers delegated to him by the Commission recruited nineteen thousand, one hundred and sixty-five (19,165) Police Constables. The recruitment process was supervised by the Commission to ensure strict compliance with laid down guidelines.

Table 3 below shows the distribution of Recruit Constables at various Police Training Institutions during the year.



**Table 3: Recruit Constables at Various Police Training Institutions**

S/NO	INSTITUTION	COURSE	DURATION OF COURSE	DATE OF COURSE	NO. OF COURSE PARTICIPANTS
1	Police College, Ikeja	Recruits Training	15 Months	17/10/11 - 16/01/13	2,554
2	Police College, Kaduna	"	"	"	4,496
3	Police College, Maiduguri	"	"	"	2,665
4	Police College, Oji, Rivers	"	"	"	1,812
5	Police Training School Bauchi	"	"	"	1,160
6	Police Training School Sokoto	"	"	"	2,039
7	Police Training School	"	"	"	1,322
8	Police Training School Calabar	"	"	"	818
9	Police Training School, Minna	"	"	"	1,005
10	Police Training School, Ilorin	"	"	"	792
11	Police Training School, Iperu	"	"	"	502
<b>TOTAL 19,165</b>					

### **3.1.3 POSTINGS/TRANSFERS OF COMMISSIONERS OF POLICE**

The Commission approved the postings of twenty-six (26) Commissioners of Police to various State Commands within the year.

### **3.1.4 POSTINGS/TRANSFERS OF SENIOR POLICE OFFICERS**

A total of three thousand, seven hundred and seventy-one (3,771) transfers/postings for Senior Police Officers were approved by the Inspector-General of Police in 2011.

Details of the postings/transfers of Senior Police Officers are as in table 4 below:

**Table 4: 2011 Postings/Transfer of Senior Police Officers**

RANK	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEP	OCT	NOV	DEC
DIG	-	-	-	-	-	-	-	-	-	-	-	-
AIG	-	-	-	-	-	3	1	-	-	-	-	-
CP	4	14	5	-	-	-	41	2	5	6	1	13
DCP	-	2	2	2	4	-	13	2	26	5	-	2
ACP	-	10	3	16	7	-	49	16	5	21	-	2
CSP	27	54	52	12	6	14	42	16	18	20	6	15
SP	35	63	66	10	10	26	46	20	15	43	10	28
DSP	22	36	70	16	16	20	51	31	18	20	11	14
ASP	72	117	1502	37	41	52	349	81	74	94	34	57
TOTAL	160	296	1700	93	84	115	592	168	161	209	62	131
GRAND TOTAL	3,771											

## 3.2 RETIREMENT OF POLICE OFFICERS

### 3.2.1 SENIOR POLICE OFFICERS (SPOs)

A total of four thousand, one hundred and sixteen (4,116) retirement notices by SPOs were received from the IGP and were processed during the year.

The breakdown of the number of Senior Police Officers who retired voluntarily during the year is as shown in Table 5 below according to ranks.

**Table 5: Retirement of Senior Police Officers in 2011**

RANK	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	TOTAL
DIG	-	-	-	-	-	-	-	-	-	-	-	-	0
AIG	3	-	-	-	3	-	-	-	-	1	-	-	7
CP	1	-	-	-	-	-	-	-	1	1	-	-	3
DCP	1	2	-	-	3	1	1	-	-	1	-	-	9
ACP	2	2	-	-	4	6	6	-	-	-	-	-	20
CSP	7	13	-	-	12	18	12	-	9	3	-	1	75
SP	6	58	-	-	62	45	26	8	21	16	3	4	249
DSP	148	147	1	-	247	175	155	41	164	121	42	28	1,269
ASP	201	372	-	-	487	363	232	63	159	327	161	119	2,116
TOTAL	369	594	1	-	818	608	432	112	354	470	206	152	4,116



### 3.3 DISCHARGE AND RETIREMENT OF INSPECTORS AND RANK & FILE

One thousand, four hundred and sixteen (1,416) Police Officers between the ranks of Constable and Inspector were retired or discharged in 2011.

The breakdown according to rank is as shown in Table 6 below:

**Table 6: Discharge / Retirement of Inspectors and Rank & File**

S/NO.	RANK	TOTAL
1	INSPECTORS	1,216
2	SERGEANTS	59
3	CORPORALS	2
4	CONSTABLES	NIL
5	AST	94
6	STW	43
7	GI	1
TOTAL		1,416

### 3.4 AUTHENTICATION OF RECORDS OF PARDONED CIVIL-WAR AFFECTED POLICE OFFICERS:

Sequel to the Presidential pardon granted to Ex-Biafra Police Officers/Retirees in May 2000, the Commission carried out an authentication exercise to enable retirees or their next-of-kin access their pensions/benefits without being encumbered by identification delays. A total of one thousand, five hundred and four (1504) retirees were approved by the Commission.

### 3.5 PROMOTION IN THE NIGERIA POLICE FORCE

#### 3.5.1 SENIOR POLICE OFFICERS

The Commission in 2011 promoted a total of nine thousand, eight hundred and thirty-one (9,831) Senior Police Officers (DIG-ASP). In approving the promotion, the Commission was guided by laid down criteria for promotion in order to ensure equity and fairness.

The distribution by rank of the Senior Police Officers promoted is shown in Table 7 below.

## ACTIVITIES OF THE COMMISSION



The PSC Chair, management staff in a group photograph with the visiting ITF leadership in Abuja.



Members of the Senate Committee on Federal Character, with Mr. Parry Osayande, PSC Chair and other management staff of the Commission in a group photograph during the Senators visit.



The Chairman in a group photograph with the Former UK Chief Constable Paul Kernaghan along side other officials of the commission.



## MORE ACTIVITIES IN PICTURES 2011



The Senate President, David Mark and his deputy Sen. Ike Ekweremadu sitting with Senator Paulinus Igwe Nwagu at the inauguration of the Senate Comm. On Police Affairs.



The PSC Chair, Mr. Osayande listens as Ms. Janine Rauch of J4A, a DFID affiliate address him prior to the 2011 General Elections.



Monitoring Police Conduct during the 2011 General Elections.



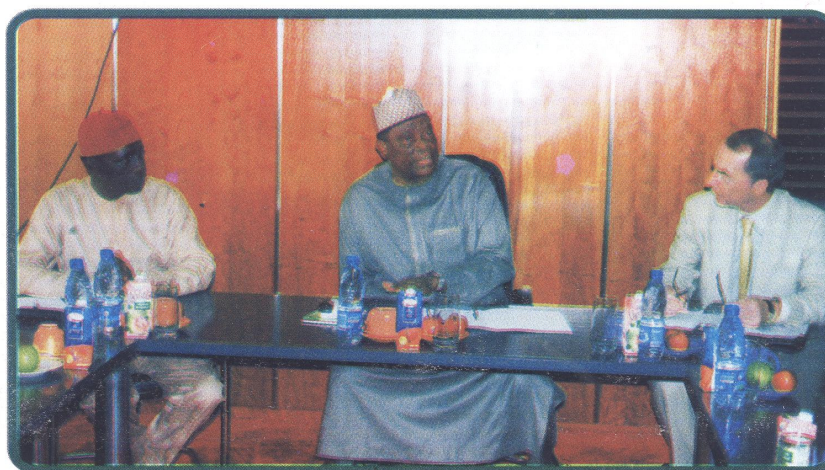
## MORE ACTIVITIES IN PICTURES 2011



Sited at the Centre is the Permanent Secretary of the Commission, Mr. Taiye Haruna, and to his left is the PS of the Ministry of Police Affairs at a Senate Budget defence session.



A cross section of contractors who bided for the building of the PSC Building – awaiting the opening of the bid documents.



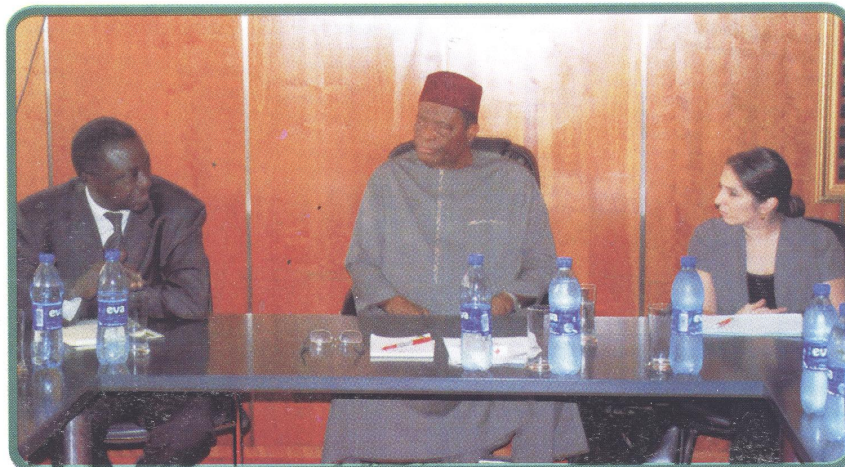
The Chairman of the PSC interacting with a former UK Chief Constable who paid him a courtesy visit.



## MORE ACTIVITIES IN PICTURES 2011



The Chairman of the Commission welcoming Senator Kuta, Senate Comm. Chairman on Federal Character and his colleague to the PSC head office.



The Chairman, Mr. Parry Osayande, the PSC Permanent Secretary, Alh. Salihu Gusau and an official of the Swiss Embassy during a visit to the Commission.



The Chairman, Mr. Parry Osayande rubbing minds with a retired American Police Sherrif on how to improve the NPF.



## MORE ACTIVITIES IN PICTURES 2011



The PSC Chair, Mr. Parry Osayande and Prof Longmas Sambo Wapmuk, OON Director General/CEO ITF, Jos during the Fund's management visit to the Commission.



The Chairman, Mr. Parry Osayande, sitting with Hon. (Dr.) S. A. Akintan JSC (Rtd) and Dr. Otive Igbuzor Commissioners in the Commission to his right, during the visit of the Federal Character Commission staff, led by Dr. Martins Oke.



The Chairman and other PSC Staff in a group photograph with the Swiss officials and some senior officers of the Nigeria Police Force that visited the Commission.



## MORE ACTIVITIES IN PICTURES 2011



Police Men guarding Ballot boxes during the 2011 General Elections.



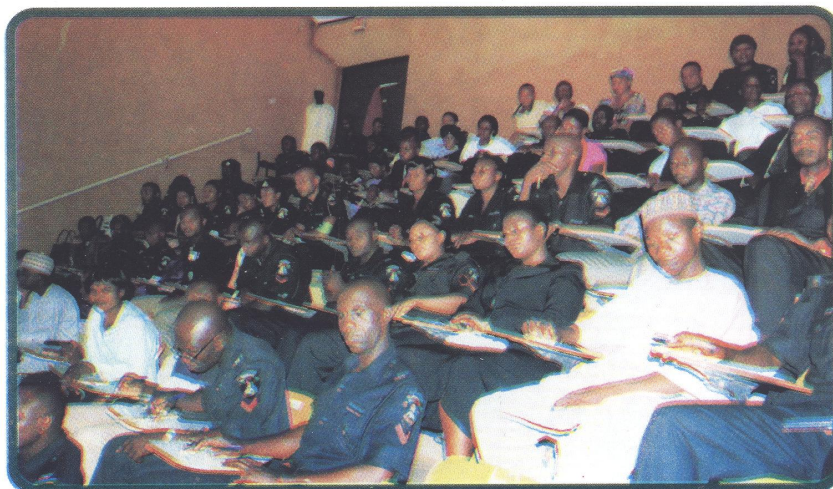
Officials of the PSC preparing to open Bid documents from contractors who applied to build its Corporate Headquarters.



The PSC director of Finance and Administration, Mr. Obi Ume-Ezeoke with other Senior Officers of the Commission at the Senate to defend its budget.



## MORE ACTIVITIES IN PICTURES 2011



A Cross Section of prospective Cadet ASP<sup>s</sup> Sit for the PSC conducted examinations for recruitment into the Police Academy, Wudil, Kano.



Another set of prospective ASPs & Inspectors applicants sitting for the Police Academy examinations, conducted by the PSC.

**Table 7: Promotion of Senior Police Officers in 2011**

RANK	AIG TO DIG	CP TO AIG	DCP TO CP	ACP TO DCP	CSP TO ACP	SP TO CSP	DSP TO SP	ASP TO DSP	INSPR. TO ASP	TOTAL
NO. OF OFFICERS	0	3	5	3	0	0	279	1,127	8,601	9,831



### 3.5.2 PROMOTION OF RANK AND FILE

In the exercise of the powers delegated by the Commission, the Inspector-General of Police in 2011 promoted ninety-six thousand, six hundred and fifty-one (96,651) members of the Rank and File within the NCO and Inspectorate cadres of the Nigeria Police Force.

The distribution of members of the Rank and File promoted in 2011 according to rank is as shown on Table 8 below.

**Table 8: Promotion of members of the Rank & File Officers in 2011**

S/NO	RANK	TOTAL
1	Sergeant to Inspector	18,383
2	Corporal to Sergeant	15,953
3	Constable to Corporal	62,315
Total	96,651	

## 3.6 DISCIPLINE IN THE NIGERIA POLICE FORCE

### 3.6.1 SENIOR POLICE OFFICERS

There was significant improvement in the conduct of Police Officers during the year. This is evidenced by a notable decline in the number of disciplinary matters handled in the course of the year. The Commission processed a total of sixty-nine (69) Pending Disciplinary Matters; one hundred and sixty-four (164) petitions and appeals from serving and ex-members of the Nigeria Police Force; and two hundred and two (202) complaints from members of the public against the Police. The complaints ranged from allegations of Illegal Detention, Extortion, Rape, Torture and Murder to Extra-Judicial Killing by members of the Force. Nine (9) SPOs were dismissed for various acts of Misconduct and Abuse of Office; four (4) were compulsorily retired; five (5) were reduced in rank; while thirty-seven (37) were reprimanded. The

Commission also investigated several appeals submitted by aggrieved serving and ex-members of the Force.

The tables below show the breakdown of punishment meted out to erring Officers and the nature of petitions and complaints received by the Commission respectively.

**Table 9: Discipline of SPOs**

S/NO	DECISION/PUNISHMENT	DIG	AIG	CP	DCP	ACP	CSP	SP	DSP	ASP	TOTAL
1.	Exoneration			1			2	2	3	4	12
2.	Letter of Warning										
3.	Letter of Advice							1			1
4.	Severe Reprimand					2	2	4	4	15	27
5.	Reduction in Rank					1	1		1	2	5
6.	Compulsory Retirement					1		1		2	4
7.	Dismissal					1	3	1	2	2	9
8.	Suspension										
9.	Reprimand			1				1	1	7	10
10.	Posthumous Retirement								1		1
	<b>TOTAL</b>			2		5	8	11	11	32	69

**Table 10: Police Appeals and Petitions**

S/NO.	NATURE OF COMPLAINT	TOTAL
1.	Appeals Rejected	81
2.	Cases Deferred	3
3.	Payment of Salary Arrears	1
4.	Reinstatement	13
5.	Restoration of Rank	1
6.	Lift Suspension and Retire	2
7.	Convert Compulsory Retirement to Reduction in Rank	1



**Table 11: Complaints From members of the Public on Police conduct**

S/NO.	Alleged Misconduct	NPF ZONAL COMMAND												TOTAL
		1	2	3	4	5	6	7	8	9	10	11	12	
1	Abuse of Office		15			18	6	18	1	32	1	4	1	96
2	Brutality and Assault		3		3	5		2						13
3	Burglary /Stealing		3			1								4
4	Corruption		2			1	3	2		1		2		11
5	Criminal use of Force				2									
6	Extortion		2			1		2		6				11
7	Extra-Judicial Killing					2								2
8	Harassment /Intimidation	1	2			1	3	1		2	1			11
9	Homicide / Murder					3	1	6		3		1		14
10	Rape				1									
11	Shooting /Maiming													0
12	Threat to life		2		1	3	2	11		4			1	24
13	Torture		1					1		2				4
14	Improperly Withheld Benefits		1				1	2	1	1				6
TOTAL		1	31			35	16	45	2	51	2	7	2	192

### 3.6.2 DISCIPLINE OF POLICE INSPECTORS AND RANK & FILE

A total of ninety-three (93) Inspectors; fifty-eight (58) Sergeants; two hundred and sixty-six (266) Corporals; two hundred and twenty-two (222) Constables; and eleven (11) Traffic Wardens faced disciplinary processes for various acts of misconduct during the year. On conclusion of the disciplinary procedures, appropriate punishments would be handed out to erring Officers.

Table 12 below shows the distribution of the Police Officers with pending disciplinary matters:

**Table 12 : Inspectors And Rank & File with Pending Disciplinary Matters**

S/NO.	RANK	TOTAL
1	INSPECTOR	93
2	SERGEANT	58
3	CORPORAL	266
4	CONSTABLE	222
5	TRAFFIC WARDEN	11
TOTAL		428

The Commission was impressed with the decline in Pending Disciplinary Matters forwarded by the Inspector-General of Police in 2011 when compared with the previous year. This is an indication that officers and men of the Nigeria Police Force were more disciplined and cautious in the discharge of their duties in the year under review.

### **3.7 ADMINISTRATIVE MATTERS**

#### **3.7.1 PLENARY MEETINGS OF THE COMMISSION**

Five (5) Plenary Meetings of the Commission were held in 2011. The Commission took decisions on matters relating to its oversight functions on the Nigeria Police Force as detailed in this report. See Annexure for details of the Plenary Meetings held in 2011.

#### **3.7.2 STAFF TRAINING**

The training of members of staff of the Commission was constrained by funding in 2011. The Commission therefore had to rely on in-house training opportunities to improve the efficiency and professionalism of its staff.

Two Members of the Board and a Management staff of the Commission attended a training programme in Sydney, Australia with the theme - "Beyond Command and Control; The Challenge of Managing Change in a Federal Police; Introducing Sustainable Innovations Removing Obstacles to Effective Police Performance: The Australian Experience". The training afforded participants the opportunity to study the policing systems/reforms of Australia and do a comparative



analysis with the Nigerian system.

Staff of the Commission participated in a three-day workshop with the theme - "The New Public Service Rules" at the Administrative Staff College Nigeria (ASCON), Badagry, Lagos State.

### **3.7.3 STAFF WELFARE**

During the year under review the Staff Welfare and Training Division undertook the following activities to bolster morale of staff in the Commission:

- i. In March, 2011 the unit liaised with the Pension Commission (PENCOM) office and Pension Fund Administration (PFA) to update staff records for easy access and reconciliation of staff contribution accounts.
- ii. Also, in the first quarter the unit was able to enroll staff in the National Health Insurance Scheme (NHIS) through their Health Management Organization (HMO).
- iii. In the year under review, participants were sent to attend a train-the-trainer workshop of Civil Servant as Field Administrators for Administration of Questionnaire in Ministries, Departments and Agencies (MDA's), on the Conduct of Impact Assessment of the National Health Insurance Scheme (NHIS).
- iv. During the first and second quarters the Division was able to evolve, coordinate and implement effective staff welfare system for the staff during weddings and bereavements which helped in providing some form of motivation.

### **3.7.4 POLICE PERSONNEL DATABASE**

The Commission continued to update records of officers and men of the Nigeria Police Force in its databank and initiated plans with relevant

consultants to train staff in the operation of the data-base. The Commission also embarked on a bio-metric data capture and verification of the records of Cadet ASPs and Inspectors (Specialists) who were appointed into the Police in the previous year.

The Police database of the Commission is to have a distributed management structure with a coordinating body housed within the section. The database would be a cornerstone of government strategy to rejuvenate the management system of the Nigeria Police Force nationwide. Government has since provided the start-up funds for an e-library infrastructure in the Commission to help bridge the digital divide which would be supplemented and supported by sustained training of staff in the user departments.

### 3.8 LEGAL MATTERS

#### • COURT REPRESENTATION

The Commission being vicariously liable for acts of Police Misconduct continued to put up appearance for pending legal cases instituted against it. In 2011, about 119 cases were filed against the Commission in various courts across the States of the Federation.

Table 13 is a distribution of the nature of such cases in 2011.

**Table 13: Number of Cases Against the Commission (By Police Zonal Commands)**

S/NO	NATURE OF CASES	ZONAL COMMANDS											
		1	2	3	4	5	6	7	8	9	10	11	12
1	Abuse of Office			3	3	1	2	2		2	4		
2	Brutality and Assault		3			1		2		1			
3	Burglary/Stealing						1	1					
4	Corruption		1	1			2						
5	Criminal use of Force												



6	Extortion		1			2	1	1					
7	Extra-Judicial Killing					2							
8	Harassment/Intimidation	1				1		2	1	2			
9	Homicide/Murder									2			
10	Threat to life				4			3		3			
11	Torture						2	2		1			
12	Withhold of Benefits		2		1	1	1	4		4		2	
13	Wrongful Dismissal					3	1	4		1			
14	Disengagement				1			2		1			
15	Non-Payment of Benefits		1				3	1		1			
16	Unlawful arrest and Detention		1			2	4	5		3			

- APPEALS AND PETITIONS**

The Legal Unit of the Commission processed two hundred and six (206) petitions and appeals within the year 2011.

- AMENDMENT OF THE POLICE SERVICE COMMISSION (ESTABLISHMENT) ACT, 2001**

The review of the Police Service Commission (Establishment) Act, 2001 currently before the National Assembly for amendment has received substantial attention and was monitored by the Unit during the year.

## PART FOUR

### 4.0 OTHER ACTIVITIES

#### 4.1 MONITORING OF POLICE CONDUCT DURING THE 2011 GENERAL ELECTIONS

In line with its oversight functions, the Commission monitored the conduct of Police Officers deployed on electoral duties during the 2011 General Elections. Staff of the Commission were assigned to various States of the Federation to monitor Police performance during the House of Assembly, Gubernatorial and Presidential Elections held on the 9<sup>th</sup>, 16<sup>th</sup> and 19<sup>th</sup> April, 2011 respectively. Erring Police Officers were identified and sanctioned accordingly. Recommendations towards ensuring improved performance by the Police in subsequent elections were forwarded to the Inspector-General of Police and to the Independent National Electoral Commission.

#### 4.2 CONSTRUCTION OF THE COMMISSION'S CORPORATE HEAD OFFICE

The contract for the construction of the Police Service Commission Corporate Head Office was awarded to Vita Construction Limited, an indigenous construction company on 13<sup>th</sup> December, 2011 following approval by the Federal Executive Council Meeting of Wednesday, 7<sup>th</sup> December, 2011 in the sum of three billion, four hundred and eighty-six million, eight hundred and ninety-seven thousand, five hundred and nineteen Naira and fifty-three Kobo (N3,486,897,519.53) with a completion period of fifteen (15) months.

Four (4) consultants were appointed on 15<sup>th</sup> December, 2011 to provide consultancy services in the construction of the Corporate Head Office. The consultants are Oke Imatt and Associate (Architecture), Elens Konsult (Electrical/Mechanical), King and Associates (Civil Engineering) and Modular Cost Consult (Quantity Surveying).



### 4.3 COURTESY CALLS ON THE CHAIRMAN

During the year, various groups and organizations paid courtesy calls to the Chairman of the Commission. Among the groups received were delegations from the following establishments and organizations:

- Swiss Embassy
- National Working Group on Human Rights Treaty Reporting
- Amnesty International
- Federal Character Commission
- Former Chief Constable of Hampshire, UK
- Senate Committee on Police Affairs

Issues bordering on Police reforms, the Commission's functions and ways to improve overall performance of the Nigeria Police Force were discussed.

## PART FIVE

### 5.0 FINANCES OF THE COMMISSION

#### 5.1 Statement of Accounts for the Year Ended on 31<sup>st</sup> December, 2011

##### SUMMARY OF MONTHLY INCOME ALLOCATION FOR THE YEAR 2011

MONTH	PERSONNEL	OVERHEAD
JANUARY	28,522,372.78	41,705,111.88
FEBRUARY	28,522,372.78	41,705,111.88
MARCH	28,522,372.78	41,705,111.88
APRIL	28,522,372.78	41,705,111.88
MAY	28,522,372.78	41,705,111.88
JUNE	28,522,372.78	41,705,111.88
JULY	28,522,372.78	23,339,515.42
AUGUST	28,522,372.78	23,339,515.00
SEPTEMBER		23,339,515.42
OCTOBER		23,339,515.42
NOVEMBER		23,339,515.42
DECEMBER		23,339,515.42
TOTAL	228,178,982.24	390,267,763.38

##### SUNDRY RECEIPTS

SERVICE WIDE VOTE		150,000,000.00
MINISTRY OF POLICE AFFAIRS		30,000,000.00
RETURNED SALARY & STOPPED	2,524,742.17	



## SUMMARY OF MONTHLY EXPENDITURE FOR THE YEAR 2011

MONTH	PERSONNEL	OVERHEAD
JANUARY	24,115,796.75	
FEBRUARY	24,230,900.32	4,361,290.00
MARCH	24,130,894.64	14,334,014.00
APRIL	23,045,435.35	403,800.00
MAY	23,717,068.51	24,815,734.00
JUNE	9,845,426.30	26,956,849.54
JULY	26,991,535.29	112,763,564.05
AUGUST	26,931,891.08	36,712,082.53
SEPTEMBER	26,644,270.56	17,262,746.64
OCTOBER	53,675.80	11,526,923.20
NOVEMBER		6,570,490.48
DECEMBER	2,885,903.57	126,816,140.76
<b>TOTAL</b>	<b>212,592,798.17</b>	<b>382,523,635.20</b>
<b>EXPENDITURE FROM SUNDARY RECEIPTS (SERVICE WIDE VOTE)</b>		
<b>EXPENDITURE</b>		<b>179,949,136.32</b>
<b>GRAND TOTAL</b>		<b>562,472,771.52</b>

TOTAL GRANT RECEIPT FOR THE YEAR	-	230,703,724.41
LOSS TOTAL PAID SALARY FOR THE YEAR	-	212,592,798.17
TOTAL AMOUNT RETURNED TO TREASURY	-	<u>18,110,926.24</u>

**CAPITAL – 2011**

PROJECT	2011 APPROPRIATION	AMOUNT RECEIVED	AMOUNT UTILIZED	BALANCE	PERCENTAGE OF UTILIZATION
Head Office Building	1,760,722,239.00	1,177,267,709.00	1,014,289,637.16	162,978,071.84	86.16%
Motor Vehicle	30,400,000.00	30,400,00.00	30,393,562.00	6,438.00	99.98%
Library/Equipment	30,000,000.00	30,000,000.00	29,930,775.00	69,225.00	99.77%
<b>Total</b>	<b>1,821,122,239.00</b>	<b>1,237,667,709.00</b>	<b>1,074,613,974.16</b>	<b>163,053,734.84</b>	<b>86.83%</b>

## 5.2 AUDITOR'S REPORT

'We have audited the Books of Account of the Commission for the year ended on 31<sup>st</sup> December, 2011 which have been prepared in accordance with Government statutory requirements and accounting policies'.

'The Commission is responsible for the preparation of the Books of Account. It is our responsibility as Auditors to form an independent opinion on our audit of Books of Account as stated above'.

**M.M. Inokon,  
Resident Federal Auditor,  
Police Service Commission,  
Office of the Auditor-General of the Federation**



## PART SIX

### 6.0 CHALLENGES / CONSTRAINTS

- **LACK OF OFFICE ACCOMMODATION**

Presently the offices of the Commission are grossly inadequate and are variously located within the Federal Secretariat Phases I and III making it difficult to adequately monitor staff. However, the completion of the Commission's Corporate Head Office in 2013 will effectively address this matter.

- **FINANCIAL CONSTRAINTS**

The funds appropriated to the Commission in 2011 fell far short of the funds reasonably required for optimal performance of its statutory functions. The Commission was unable to properly fund the recruitment exercises held for Cadets during the year. It could not embark on investigation of Public Complaints and Police petitions due to lack of funds.

- **INADEQUATE STAFFING**

The current manpower quality and strength of about four hundred (400) staff is inadequate for effective oversight and monitoring of over five hundred thousand (500,000) Police personnel across the Federation. The Commission requires further training for its staff as well as effectively man its Zonal Offices.

- **SLOW/ DELAYED RESPONSE FROM THE POLICE**

The delay in the implementation of some of the Commission's decisions by the Nigeria Police Force is another factor which has inhibited optimal performance. Most times, the Force is slow at implementing decisions and in responding to enquiries from the Commission for information on matters relating to its mandate.

- **INABILITY TO EFFECTIVELY INVESTIGATE PUBLIC COMPLAINTS**

Presently, the Commission lacks the funds to effectively investigate

allegations from members of the public against the Police. Consequently, it relies on investigations and comments from the Nigeria Police Force on most allegations of Misconduct and Abuse from members of the public against the Police.

- **BALANCING OF EXIT AND ENTRY INTO THE NIGERIA POLICE FORCE**

The Commission was challenged by the unavailability of space in the Police Training Institutions, a matter over which it has no control. The shortage has led to the restriction on the number of Cadets and Recruit Constables the Commission could employ to fill vacancies and depletion resulting from exit from the Nigeria Police Force. A total of four thousand, one hundred and sixteen (4,116) SPOs retired in 2011, whereas only one thousand, one hundred and sixteen (1,116) Cadets were appointed.

## **7.0 CONCLUSION**

The year under review witnessed an impressive performance by the Commission in the discharge of its duties despite obvious constraints and challenges.

A major highlight was the approval of the building of the Commission's Corporate Headquarters by the Federal Executive Council. This reassurance from the Government has indeed provided the spur for increased efficiency by the Commission in the performance of its duties.

Worthy of note was the effective and successful monitoring by the Commission of Police Officers and men during the past electoral exercise; adjudged one of the fairest in Nigeria.

The Commission remains unrelenting in its commitment to building a reformed Nigeria Police Force that will appreciate and uphold the tenets of the rule of law at all times.



## Appendix A

### HISTORY OF THE POLICE SERVICE COMMISSION

The Police Service Commission is one of the fourteen (14) Federal Executive Bodies established under section 153 (1) of the Constitution of the Federal Republic of Nigeria 1999, charged with the responsibility, among other things to appoint and promote persons to offices (other than the office of the Inspector-General of Police) in the Nigeria Police Force as well as to dismiss and exercise disciplinary control over persons (other than the Inspector-General of Police) in the Nigeria Police Force.

The Commission is a product of the 1957 Constitutional Conference/Willinck Minorities Commission Report. At Independence, Nigeria had three (3) Regions, each with a preponderance of one tribe (Hausa-Fulani in the North, Ibo in the East and Yoruba in the West). At the 1957 Constitutional Conference, the minorities in each of the three Regions had expressed fears and grievances with respect to the maintenance of public order, and as a result asked for their own separate States. This was because at the Conference, both the Northern Peoples' Congress (NPC) and the Action Group which then ruled the North and the West respectively advocated for Regional Police Forces, whilst the NCNC that formed the Government of the defunct Eastern Region preferred a Federal Police Force. The need to allay the fears by the minorities that a Government with a dominance of one main tribe and whose Police Force was largely made up of personnel from the same tribal group, would use the Police to suppress them led to the setting up of the Willinck Minorities Commission.

The subject of Police was therefore a subject of extensive discussion at the aforementioned Constitutional Conference and it was agreed among other things that:

"No Police Force in Nigeria should, so far as its use and operational control were concerned, at any time come under the control of political parties. To this end, for example at the stage when the use

and operational control of the Nigeria Police ceased to be vested in the Governor-General acting at his discretion, the appointment of the Inspector-General of Nigeria Police and of the Regional Commissioners of Police, whether or not they were at that time subordinate to the Inspector-General should be strictly safeguarded by special constitutional provision".

The Willinck Minorities Commission concluded its report on the issue of the Police and made twelve recommendations, one of which is as follows:

"Questions of first appointment, promotion and discipline of the Officer cadre should be dealt with by a Police Service Commission".

Hitherto, the Governor-General with the advice of Secretary of State carried out the oversight functions of the Nigeria Police. Under Section 173 of the 1954 Constitution and by Order-in-Council, the Colonial Governor-General of Nigeria delegated to the Inspector-General of Police matters pertaining to recruitment, promotion and discipline of only the junior ranks, while the Governor-General dealt with the Officer Cadre. Sections 102 and 103 of the Independence (1960) Constitution established the Police Service Commission, which then assumed the powers of the Governor-General in personnel matters of all members of the Nigeria Police Force.

During military rule in 1971, the Constitution (Suspension and Modification Decree) No. 36 of 1971, which repealed chapter VII of the 1963 Republican Constitution, in Section 110 (1), power of appointment, promotion, transfer, confirmation of appointments, disciplinary control and dismissal of the members of the Force was made the exclusive function of the Police Service Commission. However, as it is bound to be a burdensome task for the Police Service Commission to exercise these powers on all Police Officers from the rank of IGP to the least Recruit Constable, a proviso was made in the above section, which gives the Commission power, with the approval of the Head of the Federal Military Government, to delegate any of its



powers to either the Inspector-General of Police or any other member of the Nigeria Police Force.

In exercise of this power, therefore, the Police Service Commission (Delegation of Powers) Notice, was passed and it applied to "members of the Nigeria Police Force below the rank of Assistant Superintendent and to posts in the Force in respect of which the initial basic salary does not exceed 726 Pounds per annum or such other sum as may from time to time be the initial salary of a Chief Inspector".

This is the second Commission since the return of the country to democratic rule in 1999. The first one, having Chief Simon Okeke as its Chairman was inaugurated on 28<sup>th</sup> November 2001, while the present Commission was inaugurated on 15<sup>th</sup> April 2008 with Mr. Parry B. O. Osayande, DIG (Rtd.), CFR, OFR, NPM, mni as Chairman.

## Appendix B



### Relevant Provisions CONSTITUTION OF THE FEDERAL REPUBLIC OF NIGERIA, 1999

The provisions of the 1999 Constitution which cite the establishment, powers and functions of the Police Service Commission include:

- Section 153 (m) – Establishment of Federal Executive Bodies (sub section m)
- Paragraphs 29 and 30 of the Third Schedule to the 1999 Constitution of the Federal Republic of Nigeria which state as follows:-
  - (29) The Police Service Commission shall comprise 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.
  - (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) of this paragraph.
- 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.
- While Paragraph II of the Third Schedule of the Constitution enjoins the concerned body(FCSC) to respect the powers of appointment vested in the Police Service Commission.



## Appendix C



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

Published as supplement to the Federal Republic of Nigeria Official Gazette No 15, Vol. 87 of 14<sup>th</sup> 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
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

POLICE SERVICE COMMISSION (ESTABLISHMENT) ACT 2001



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 purposes

(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 Commission (in this Act referred to as "the Commission")

Establishment  
of the 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.

Management of  
the Commission

2.-(1) The management of the Commission shall vest in the following members, whose appointment shall be in line with the Federal Character provision 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

(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.

Tenure of Office

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 -

Cessation of  
membership of  
the Commission  
etc.

- (a) he becomes bankrupt, suspends payment or compounds with his creditors; or
- (b) he is convicted of a felony or any offence involving dishonesty or 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 in 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.

Removal from  
Office, etc.

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 or for 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.



## Part II – Functions and Powers of the Commission

### Functions of the Commission

- 6.- (1) The Commission shall-
- (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 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 the performance of its functions other than as is prescribed in this Act.

### Powers of the Commission

- 7.- The Commission shall have power to –
- (a) pay the staff of the Commission such remuneration and allowances as are payable to persons of equivalent grades in the 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.

### Powers of delegation.

- 8.- The Commission may, subject to such conditions as it may think fit, delegate any of its powers under this Act-
- (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

### Establishment of Departments

- 9.- (1) There shall be established in the headquarters of the Commission the following 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.
- (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 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.

11.- (1) Service in the Commission shall be approved service for the purposes of the Pensions Act.

(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 powers 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.

**Service in the  
Commission to  
be Pensionable,  
Cap. 346 LFN**

## **Part V – Financial Provisions**

12.- (1) The Commission shall establish and maintain a fund from which shall be defrayed all expenditure by the Commission.

**Funds of the  
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 this 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 pursuant to Section 12 of this Act to –

(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.

**Expenditure of  
the Commission**

14.- (1) The Commission may accept gifts of land, money or other property on such terms and conditions, if any, as may be specified by the person or organization making the gift.

**Gifts to the  
Commission**

(2) The Commission shall not accept any gift if the conditions attached thereto are inconsistent with the functions of the Commission under this act.

15.- (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.

**Annual  
Estimates and  
expenditure**

(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.

16. The Commission shall, at the end of every quarter in each year submit to the President a report on the activities and administration of the Commission.

**Quarterly  
Report**

17.- (1) The Commission shall prepare and submit to the President, not later 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 preceding past 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.

**Annual Report**

(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.



## Part VI – Miscellaneous

18.- (1) For the purposes of providing offices and premises necessary for the performance of its functions under this Act, the Commission may, subject to the Land Use Act –

- (a) purchase or take on lease any interest in land, or other property; and
- (b) construct offices and premises and equip and maintain same.

**Offices and  
Premises of the  
Commission,  
Cap. 202 LFN**

(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.

19. 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.

**Directives by  
the President**

20.- (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.

**Limitation of  
Suits against  
the  
Commission,  
etc. Cap. 379  
LFN**

(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 of authority 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-

- (a) ... 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 upon the Commission under the provisions of this Act or any other law or enactment 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.

**Service of  
Documents**

22.- (1) In any action or suit against the Commission, no execution or attachment of process in the nature thereof shall be issued against the Commission.

**Restriction on  
execution  
against the  
property of the  
Commission**

(2) Any sum of money which may by the judgment of any court be awarded against the Commission shall, subject to any direction given by court where notice of appeal of the said judgment 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 Commission shall be indemnified out of the assets of the Commission against any proceeding, whether civil or criminal, in which judgment is given in his favour, or 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.

**Indemnity of  
Officers**

24. Any person who, immediately before the coming into force of this Act is the holder of any office in the Nigeria Police Force shall on the commencement of this Act, continue in office and be deemed to have been appointed to his office by the Commission under this Act.

**Transitional  
provisions.**

25. The Commission may, with the approval of the President make regulations generally for the purposes of giving full effect to this Act.

**Regulations**

26. In this Act, unless the context otherwise requires-

"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 the Secretary to the Commission appointed pursuant to Section 10 of this Act.

**Interpretations.**

27. This Act may be cited as the Police Service Commission (Establishment etc.) Act 2001.

**Citation.**

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

Cap. 192 LFN

1.-(1) Subject to this Act and Section 27 of the Interpretation Act, the 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 carry out, 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 authorised 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.

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 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).

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.



## **Appendix D**

# **POWERS DELEGATED TO THE INSPECTOR-GENERAL OF POLICE**



# **INSTRUMENT OF DELEGATION OF POWERS TO THE INSPECTOR-GENERAL OF POLICE BY POLICE SERVICE COMMISSION**

**DATED 1<sup>ST</sup> DAY OF JULY, 2011**

## DELEGATION OF POWERS

**THIS INSTRUMENT OF DELEGATION OF POWERS** is made pursuant to S. 8 of Police Service Commission (Establishment) Act, 2001 this 1<sup>st</sup> day of July, 2011.

1. **Whereas:-**

- a. The Commission, established pursuant to S. 153 (i) (m) of the Constitution of the Federal Republic of Nigeria 1999 is vested with the responsibilities of appointment, promotion and exercise of disciplinary powers over Police Personnel of the ranks of Constable to the Deputy Inspector-General of Police, both inclusive.
- b. The Commission reserves the discretion to delegate all or any of these powers to an officer in the service of the Nigeria Police Force or a Committee of persons as the Commission may deem fit.
- c. The Commission has considered it necessary to delegate some of these powers to the Inspector-General of Police under specific conditions, having taken into account the interest of the Nigeria Police, other oversight institutions, the Commission's staff strength and capacity and other operational facilities.

2. **NOW THIS GRANT**

Subject to the conditions and terms hereunder stated the Commission hereby delegates to the Inspector-General of Police part of its powers of appointment, promotion and discipline of Police personnel as follows:-

### **Appointment/Recruitment**

The Inspector General of Police shall have the power to carry out the appointment of Police Personnel of the rank of Constable in conjunction with the Board of Recruitment and in accordance with the recruitment guidelines of the Commission, and to make returns to the Commission within three months of the recruitment exercise the number of such persons so recruited.

### **Promotions**

The Inspector-General of Police shall have the power to carry out the promotion of Police Personnel of the rank of Constable up to the rank of Inspector (PSS 7). Such promotions shall be subject to the Promotion Guidelines as issued by the Police Service Commission from time to time.

### **Discipline**

The Inspector-General of Police shall have the power to dismiss and exercise disciplinary control over Police Personnel of the rank of Constable to the rank of Sergeant-Major, both inclusive.

3. The exercise of these powers shall be subject to the following conditions:
  - a. The Inspector-General of Police shall make quarterly returns to the Commission of the number and details of cases dealt with under the delegated powers and these returns shall be made



- not later than twenty one (21) days after the end of each quarter.
- b. To enable the Commission to update its database of the Police Personnel, the Inspector-General of Police shall on a regular basis inform the Commission with details wastage in the Police Personnel arising from death, dismissal, retirement, medical boarding and resignations.
  - c. The Recruitment/Appointment of the rank of Constable shall be done in conjunction with the Board of Recruitment and in accordance with the guidelines of the Police Service Commission on Recruitment.
  - d. In exercising the power of recruitment/appointment of the rank of Constable the Inspector-General of Police shall prior to the commencement of the exercise inform the Commission of the number to be recruited, the date and venue of the recruitment.
4. In the exercise of power of discipline by the Inspector-General of Police the following offices/persons and facilities shall be regarded as mechanism under the control and deployment of the Inspector-General of Police, that is:-
    - (a) The Commissioner of Police in each State of the Federation and FCT.
    - (b) The Area Commanders under each of the States of the Federation and the FCT.
    - (c) The Divisional Police Officers under each Area Command in each of the States of the Federation; and
    - (d) The Force Disciplinary Committee (FDC) located at Force Headquarters or such other place or places as the Inspector-General of Police may determine.
  5. In the exercise of the disciplinary powers hereby delegated the Inspector-General of Police shall be at liberty to use the extant internal disciplinary mechanism of the Nigeria Police Force, the disciplinary guidelines of the Police Service Commission and the Public Service Rules and the Police Act and Regulations.
  6. These powers are granted for two years in the first instance.

Granted under the seal of Police Service Commission on the day, month and year first above written.

**Parry B. O. Osayande** DIG (RTD)  
CFR, OFR, NPM, mni  
Chairman

**Saliyu Aliyu Gusau**, OON  
Permanent Secretary/Secretary

Police Service Commission  
Abuja, Nigeria  
July 2011

## Appendix E

### RANKS OF THE NIGERIA POLICE

(In Descending Order of Hierarchy)

1. Inspector - General of Police (IGP)
  2. Deputy Inspector - General of Police (DIG)
  3. Assistant Inspector - General of Police (AIG)
  4. Commissioner of Police (CP)
  5. Deputy Commissioner of Police (DCP)
  6. Assistant Commissioner of Police (ACP)
  7. Chief Superintendent of Police (CSP)
  8. Superintendent of Police (SP)
  9. Deputy Superintendent of Police (DSP)
  10. Assistant Superintendent of Police (ASP I & II)
  11. Chief Inspector
  12. Deputy Chief Inspector
  13. Assistant Chief Inspector
  14. Principal Inspector
  15. Senior Inspector
  16. Inspector
  17. Cadet Inspector
  18. Sergeant (Sgt)
  19. Corporal (Cpl)
  20. Police Constable (PC)
- 

### TRAFFIC WARDEN CADRE

1. Senior Traffic Warden Grade I (STW I)
2. Traffic Warden Grade I (TW I)
3. Traffic Warden Grade II (TW II)
4. Traffic Warden Grade III (TW III)



## Appendix F

### Appointment in the Nigeria Police Force Top Echelon (IGP-DIG 1960-2011)

S/No	NAME	ZONE	STATE
1	LOUIS EDET*	S/S	CROSS RIVER
2	KAM SELEM*	N/E	BORNO
3	THEOPHILUS FAGBOLA	S/W	
4	ADAMU SULEMAN*	N/E	ADAMAWA
5	ISAH ADEJO	N/C	KOGI
6	M. D. YUSUF*	N/W	KATSINA
7	SUNDAY ADEWUSI*	S/W	OSUN
8	DAN MADAMI	N/E	BAUCHI
9	ETIM INYANG*	S/S	AKWA IBOM
10	MOHAMMADU GAMBO JIMETA*	N/E	ADAMAWA
11	JOHNSON ODU	S/W	OGUN
12	VICTOR D. PAM	S/W	PLATEAU
13	MAHE BASHIR WALI	N/W	KANO
14	CHRIS OMEBEN	S/S	EDO
15	FIDELIS OYAKHILOME	S/S	EDO
16.	ALIYU ATTAH*	N/C	KOGI
17.	CECILIA BISI UGOWE	S/W	OYO
18.	IBRAHIM COOMASSIE*	N/W	KATSINA
19.	POTTER DABUP	N/C	PLATEAU
20.	PARRY OSAYANDE	S/S	EDO
21.	ABDULLAHI SHETTIMA	N/E	BORNO
22.	JENKINS COKER	S/W	LAGOS
23.	DONALD UGBOAJA	S/S	DELTA
24.	SAMINU DAURA	N/W	KATSINA
25.	NUHU ALIYU	N/C	NIGER
26.	ABDULLAHI JIKA	N/E	ADAMAWA
27.	BABAFEMI O. OSOBA	S/W	OGUN
28.	ARCHIBONG NKANA	S/S	AKWA-IBOM
29.	ILIYA LOKADANG	N/C	PLATEAU
30.	F. ADEBAYO (MRS.)	S/W	OGUN
31.	BUKAR ALI	N/E	BORNO
32.	T.A. AKEREDOLU	S/W	EKITI
33.	BIMBO OJOMO (MRS.)	S/W	OYO
34.	BABA AHMADU	N/E	BORNO
35.	GIMBA UMAR	N/W	JIGAWA
36.	OLUSEGUN KASSIM	S/W	LAGOS
37.	M. A. K. SMITH*	S/W	LAGOS
38.	TAFA BALOGUN*	S/W	OSUN
39.	SUNDAY EHINDERO*	S/W	ONDO
40.	OGBONNA ONOVO*	S/E	ENUGU
41.	MIKE MBAMA OKIRO*	S/S	RIVERS
42.	AHMED ABDULKADIR	N/W	KANO
43.	MUSA ABDULKADIR	N/C	NASSARAWA
44.	BELLO LABARAN	N/W	SOKOTO
45.	HAMISU ISAH	N/W	KATSINA

46.	ADEDAYO ADEOYE	S/S	OSUN
47.	UBA RINGIM	N/W	JIGIWA
48.	YAKUBU MOHAMMED	N/W	KATSINA
49.	ABDULKARIM YUSUF	N/C	KOGI
50.	KIERAN DUDARI	N/E	TARABA
51.	CHRISTOPHER YEKINI JIMOH	S/W	OGUN
52.	JOHN H. AHMADU	N/E	TARABA
53.	YUSUF HARUNA	N/W	SOKOTO
54.	MOHAMMED SHUAIBU	N/W	KATSINA
55.	GASALI LAWAL	S/W	OSUN
56.	ISRAEL O. AJAO	S/W	OSUN
57.	DECLAN S. UZOMA	S/E	IMO
58.	UDOM EKPOUDOM	S/S	AKWA-IBOM
59.	OLUSEGUN EFUNTAYO	S/W	OSUN
60.	HAFIZ RINGIM*	N/W	JIGAWA
61.	IVY UCHE OKORONKWO	S/E	ABIA
62.	AZUBUKO J. UDAH	S/E	ABIA
63.	GANIYU DAWODU	S/W	LAGOS
64.	SARDAUNA ABUBAKAR	N/W	SOKOTO
65.	AUDU ABUBAKAR	N/E	YOBE
66.	SALEH ABUBAKAR	N/E	BAUCHI
67.	MOHAMMED A. YESUFU	S/S	EDO

- \* Appointed Inspector-General of Police  
✓ Chairman, Police Reform

## Appendix G

### PLENARY MEETINGS OF THE COMMISSION - 2011

#### MEETINGS

S/NO	MEETINGS	DATE
1.	21 <sup>st</sup> Plenary Meeting	9 <sup>th</sup> February, 2011
2.	22 <sup>th</sup> Plenary Meeting	15 <sup>th</sup> March, 2011
3.	23 <sup>th</sup> Plenary Meeting	24 <sup>th</sup> May, 2011
4.	24 <sup>th</sup> Plenary Meeting	21 <sup>st</sup> June, 2011
5.	25 <sup>th</sup> Plenary Meeting	15 <sup>th</sup> December, 2011



## Appendix H

### COURTESY CALLS AND OTHER MEETINGS

S/NO	MEETING	DATE
1.	Courtesy call by Swiss Embassy	14 <sup>th</sup> July, 2011
2.	Meeting with Federal Character Commission	21 <sup>st</sup> July, 2011
3.	Police Recruitment Board Meeting	29 <sup>th</sup> July, 2011
4.	Police Recruitment Board Meeting	2 <sup>nd</sup> August, 2011
5.	Courtesy call by the National Working Group on Human Rights Treaty Reporting	17 <sup>th</sup> August, 2011
6.	Meeting with Nigeria Police Force High Command	8 <sup>th</sup> September, 2011
7.	Courtesy call by Amnesty International	13 <sup>th</sup> October, 2011
8.	Police Recruitment Board Meeting	19 <sup>th</sup> October, 2011
9.	Courtesy call by a Chief Constable of Hampshire, United Kingdom	21 <sup>st</sup> October, 2011
10.	Police Recruitment Board Meeting	28 <sup>th</sup> October, 2011