

MY FIRST 100 DAYS IN OFFICE

**ADDRESS BY THE HONOURABLE CHAIRMAN POLICE SERVICE
COMMISSION**

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ON

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Gentlemen of the Press:

Exactly 100 days ago, on June 12, 2013 I was sworn in by Mr. President, Goodluck Ebele Jonathan GCFR, as the new Chairman, Police Service Commission (PSC), making me the sixth Honourable Chairman to occupy this position.

2. I recall that on that day, Mr. President did emphasize in his address his administration's resolve and commitment to **TRANSFORM** the Nigeria Police Force into a highly modern and responsive Force. Mr. President made it clear that his administration places a very high premium on security in all its ramifications and will spare no effort in giving it the desired attention in the discharge of its obligation to the people.

Recall that the statutory powers and functions of the Police Service Commission are enshrined in Section 153 (1) (m) of the Third Schedule of the Constitution of the Federal Republic of Nigeria 1999 as amended and further reinforced by Section 6(1) and (2) of the Police Service Commission (Establishment) Act 2001.

3. My appointment as the Honourable Chairman Police Service Commission was greeted by a lot of Nigerians – infact friends and foes alike. All expressing their reactions to Mr. President's choice, and their conviction in my competence and ability to transform the Nigeria Police Force to one of their dream.

At times like this, and considering the current security challenges the country is bedeviled with, one should not count only on those who praise you. But experience has shown that it pays to acknowledge the admonitions of those on the other side of the divide.

It is on this note that I want to acknowledge my friends who writing under the caption “**Okiro as PSC Boss**” stirred the challenge in me. They wrote “... *The Police need at this point in time not an establishment man, but someone who is pragmatic, full of ideas and is ready to run the Commission in a business unusual manner. There are so many challenges besetting the Police and, considering the security issues we presently have in the country, only a proactive Police Service Commission that is ready to break completely from*

the past can bring about the needed changes in the Police Force". Editorial comment; the Nation Newspaper of June 28th, 2013.

I make bold to say that these gentlemen had been my greatest inspiration these 100 days! I salute you.

4. Granted that my Commission has been mandated to transform the Nigeria Police Force, through our oversight functions, we must acknowledge the fact that repositioning the Nigeria Police Force for greater efficiency and effectiveness in the face of our current security challenges of kidnapping, gang rape, armed robbery, bank robbery, domestic terrorism and other violent crimes; in the face of underfunding of the Police Force, poor inter-agency collaboration, absence of (a) National Policy on Crime Prevention and Control, (b) National Strategy on Crime Prevention and Control (c) National Criminal Intelligence Sharing Plan and (d) National Policy on deliberate Planned Police/ Public Partnership in Crime Prevention and Control, is no mean task.

Be that as it may, I want to say that with the level of cooperation my Commission has received so far from all and sundry, there is hope that together we shall, at the end of my tenure as Honourable Chairman of the Police Service Commission, be able to bequeath to Nigerians, a Police Force of our Dream.

5. At this juncture permit me to humbly recount that in our first 100 days, in office, my Commission has been able to address the following issues:

(i) **RECRUITMENT:** In reaction to information and complaints from well-meaning Nigerians, we have been able to investigate the issue of Cadet Inspectors who were recruited with fake credentials; they have been given marching orders to discontinue their training as Police Cadets.

In like manner, Cadets recruited into the Police Academy, Wudil Kano, with fake certificates, overage declaration and inadequate minimum qualifications are being investigated; we intend to weed off those that will be found to be unsuitable for recruitment, in line with Mr. President's commitment to the transformation of the Nigeria Police Force.

Let me at this juncture inform all and sundry that as at now:

- (a) The minimum entry qualification for recruitment to the rank of Cadet Inspector is OND, NCE with upper credit or merit respectively.
- (b) The minimum entry qualification for Cadet ASP is first degree with at least second class lower/or HND upper credit
- (c) Federal Character principle will continue to be religiously observed at this entry point.
- (d) The era of 'cutting corners' in recruitment into the Nigeria Police Force is gone for good.

2. **PROMOTION:** My administration has received a lot of petitions/complaints within the last 100 days, of (a) deliberate stagnation of officers upward of ten years on the rank (b) officers skipped deliberately

during promotion exercises (c) selective recommendation for promotion amongst others.

My Commission is currently investigating all these complaints/petitions and I want to assure all and sundry, that justice must take its course. To those affected I want to use this medium to assure you all that, justice will surely be seen to have been done during this my administration.

Infact, my priority for promotion in the Nigeria Police Force and the Police Service Commission will be on Training and Retraining to ensure merit and efficiency.

3. **USE OF POLICEMEN FOR DOMESTIC PURPOSE:** You will all agree with me that the sight of uniformed Policemen carrying luggages of “VIPs” wives and children at airports and motor parks is nauseating and debasing. My Commission is taking a serious view at this. In due course we intend to come up with a policy on posting of Police **aides** (Guards, Orderlies etc) to persons who will be declared entitled to such privileges.

4. **WELFARE OF STAFF OF THE POLICE SERVICE COMMISSION:** Within the period in review, we have received complaints of frustration occasioned by poor welfare packages for staff of the Police Service Commission. My administration is looking into these complaints with a bid to ensure a well-motivated workforce for better service delivery. A frustrated workforce cannot transform the Nigeria Police Force of today.

- (a) Under this area of welfare package comes Housing for staff of the Police Service Commission.
- (b) Improved remuneration and
- (c) Better working environment/condition
- (d) The 2001 (establishment) Act is to be reviewed for more favourable outcome

5. **DELAY IN DETERMINING POLICE DISCIPLINARY MATTER:** In keeping with the maxim that justice delayed is justice denied, my administration has put a machinery in motion to ensure that unnecessary delays in the investigation of complaints /petitions against Police action/excesses becomes a thing of the past. I have already set a time frame of 90 days within which investigations/into such complaints/petitions must be concluded and recommendations submitted to my table for final consideration.

Qualified officers should not be denied promotion due to a prolonged and unresolved disciplinary matter, while those who have no right to remain in the Police continue to show bad example due to failure of the authority to discipline them or dismiss them from service.

We must be seen as capable of exercising our oversight functions.

6. **DRESS CODE FOR THE NIGERIA POLICE:** As part of our effort to shore up the image of the Police Force, I have already directed that a Committee be set up to define appropriate dress code for members of the Force. Details of the

Committee's findings/recommendations will soon be made available to the public.

7. ESTABLISHMENT OF ZONAL OFFICES FOR THE POLICE SERVICE

COMMISSION: To enable easy access and prompt response to complaints against Police excesses, and to reduce complainants/victims inconveniences, my administration has almost concluded arrangements to set up Zonal offices of the Police Service Commission at all Zonal Headquarters of the Nigeria Police Force.

The said offices will also serve as access points for your honest contributions of ideas on how to make the Nigeria Police more responsive to the needs and aspirations of Nigerians, as a way of furthering the deliberate Police – Public partnership in Crime Prevention and Control initiatives.

8. RESTRUCTURING OF THE NIGERIA POLICE: In keeping with Mr. President's invitation to me to forward my contribution to the **restructuring** of the Nigeria Police for greater efficiency and effectiveness, my Commission's recommendation for the deployment of DIGs to the Zonal Headquarters and their replacement at the Force Headquarters Departments with AIGs is being forwarded to the Presidency for urgent consideration. **You will agree with me that this is one way of building democratic institutions and a way of bringing policing nearer to the people for more effective creation of safer and more secured environment necessary for sustainable socio-economic development.**

Way back in 2006, the Presidential Committee on Police Reform, under the Chairmanship of Alhaji. Muhammad Danmandami CFR, mni DIG (Rtd) had recommended that **“...the present twelve (12) Police zones be retained and headed by twelve (12) Deputy Inspectors-General of Police for effective monitoring and supervision. ..under the proposed arrangement, the Zonal DIGs should be empowered to (a) promote and discipline up to the rank of Inspectors within their Zonal Commands. For this purpose, the Police Service Commission should delegate the powers of deployment, discipline and promotion of officers and men as they affect the Zonal Commands to the Zonal Deputy Inspectors General of Police (b) Post Police officers of the rank of Constables to CSPs within their Zonal Commands (c) The Police Mobile Force should be under the Command of the Zonal DIGs for operational purposes”**. In these days of our national security challenges, I am confident that this arrangement will no doubt produce desired results.

9. **TRAINING AND RETRAINING PROGRAMME:** To ensure greater efficiency and effectiveness, training and retraining will be stepped up in the Nigeria Police Force, on regular basis. The values of on-the-job and off-the-job training in the Nigeria Police will certainly improve tremendously their competence, efficiency and effectiveness apart from increasing their learning experience and opportunities to contribute to the training and retraining programmes of the Force. Let me hasten to add that this training and retraining programme will be for both Police officers and men and staff of the Police

Service Commission. The training programmes will however be tailored towards eliminating laziness and declining productivity.

10. CAMPAIGN FOR CIVIL SECURITY FORCE: Conscious of the fact that in countries that have experienced war and domestic terrorism, the new thinking is now the deliberate encouragement of people to volunteer to protect themselves and their immediate environments by themselves, rather than look up to a body that government sets out for this.

It has worked perfectly well in Britain, the Irish Republic, France, Belgium, U.S.A, Sri-Lanka and a host of other countries. The idea is the presence of a volunteer youth force, recognized by government and the kitting of these youths for the protection of the people and their environment by the people, and under the command and supervision of the local Police.

My administration intends to explore ways of encouraging such Civil Security Forces who will be affiliated to our local Police formations. Our Vigilante Group and PCRC initiatives since 1984 and the current “Civilian JTF” Initiative encourage this idea, just as nations the world over are now considering the use of various policing models in conjunction with traditional policing.

11. COOPERATION WITH OTHER SECURITY AGENCIES: As an apostle of inter-agency cooperation during my days as the 13th indigenous Inspector – General of Police, I have and am still trying to see to the enactment of National Police on collaboration/cooperation; and inter-agency Joint operations. Such

policies will greatly enhance the capacity of our criminal intelligence gathering and sharing, and planning for Joint operations. In most developed countries, there is always an over-arching joint team that handles emergencies from intelligence gathering phase to actual conduct of operations.

12. **NIGERIA POLICE RESETTLEMENT PROGRAMME:** After a period of meritorious service to their fatherland, Police officers deserve some Police Resettlement Programme that will make them last longer and successful in their reintegration into the society. After giving so much to your country, the country owes it a duty to enable your re-entry into the civil society.

We are working on such a programme which will help equip retiring Police officers for the stress and strain of retirement. Our plan to establish a Police Resettlement centre at Abuja for a start, is already on the drawing board.

13. **BIOMETRIC FOR THE NIGERIA POLICE:** As we advance towards the more sophisticated societies, we must but just tag along with current trends.

Biometrics is the Science and Technology of measuring and analyzing biological data. In information technology, biometrics refers to technologies that measure and analyze human body characteristics, such as DNA, finger prints, eye retinas and irises, voice patterns, facial patterns and hand measurement for authentication purposes.

Infact, when this is introduced into our Police system, it will help to checkmate many malpractices of our Policemen in terms of absenteeism, late coming to work, absconding from duty post before the time of closing etc. We are already

working on this and I hope that in not too distant future, I will be able to tell Nigerians the exact number of Policemen deployed to any location, rank by rank, Command by Command, Department by Department as the case may be. In these days of proper planning, budgeting and accountability, the place of Biometrics in the Police has become critical.

MY BLUEPRINT/PLAN OF ACTION

Last print. I hope to come up soon with a **Blueprint** of my administration, to serve as a guide to the Commission's programme which I hope will lead us all to the realization of a Police Force that is responsive to the needs of our people; a Police Force of our dream. This Blueprint will include:

- i. Establishment of ITC infrastructure that will put the Commission at par with other government agencies. This will allow the Commission to keep accurate data of Police personnel, records of their conduct as well as develop software to monitor and track complain and progress in resolution of grievances brought before the Commission both by the Police and against the Police.
- ii. Acquisition of polygraph machines and other ITC requirements necessary for the reviewed recruitment process, among other policy initiatives.

PARTNERSHIP WITH THE PRESS

The role played by the media as a strategic partner in policing Nigeria all these years cannot be over emphasized. The Press as it is well known, is the

watchdog of the society; the Police Service Commission will appreciate its symbiotic relation with the Press, in our joint task of paying greater attention to the unity of the nation, objective reportage as well as constructive criticism. The Press has always been the channel which the Commission relies upon to reach out to members of the public. We have always taken advantage of this strategic partnership between the Commission and the media, to effectively disseminate information about our activities through the various information and mass media channels to reach out to our target audience.

It is my firm belief that this synergy between the Commission and the Press will be further strengthened this time around resulting into greater understanding and effectiveness in information management and dissemination media relation and crises management and promoting greater public awareness and offering members of the public an avenue for contributing their quota to our joint task of transforming the Nigeria Police Force

Let me at this juncture call on all and sundry to come forward with **ideas** on how, working together, we can **transform** the present Nigeria Police Force into a Police Force of our dream.

I thank you for your attention.