

**REPORT OF THE COMACE OFFICE Q3 2014 STRATEGIC SESSION
HELD ON FRIDAY 07 NOVEMBER 2014 BY THE HEAD PLANNING
ADVISORY UNIT**

INTRODUCTION

The third quarter 2014 Corps Marshal's Office (CMO) strategic retreat took place on Friday 07 November, 2014 at the RSHQ Training Room, with the COMACE presiding.

2. DCMs were also in attendance alongside the ACM F and A, ACM Manpower Development, CA, World Bank Project Consultant, CPEO, SERVIOM Nodal Officer and the representatives of ACM PRS and the CLA. This is in addition to all the officers in the CMO.

PRESENTATIONS

3. At the strategic retreat the following presentations, which are attached, were made:

- a. Assessment Report of RSHQ Departments and Corps Offices 3rd Quarter report by the HPIO
- b. Accomplished 2014 strategic objectives for Departments and Corps Offices by HPIO
- c. 2014 Q3 Corps Marshal's Office Performance Initiatives by HPIO
- d. Verified Action Status of Management Assigned Tasks by HPIO
- e. FRSC 2014 Q3 Corporate Performance by HPAU

COMACEs DIRECTIVES

4. After the presentations which was followed by comments, questions and answers, the COMACE directed as follows:

- a. The Corps should redouble its efforts to further improve on the successes recorded so far and that by the 4th quarter the Corps should not have any action undone.
- b. Based on the strategic mantra of Consultation, Reward and Punishment , announced the Reward to the top three departments as follows:
 - i. PRS - N250,000
 - ii. CMRO - N200,000
 - iii. CA - N150,000

- c. The PIO should modify the assessment template to reflect the newly approved Operations template and format for subsequent assessments for purpose of having more qualitative assessment.
- d. Ensuring the increase of DLCs work stations to 200 work station, which should be up and running before the end of the year. This is in addition to establishment of six new Unit Commands in the last three months at critical corridors. Focus is also being placed on acquisition of additional patrol vehicles to improve the Corps visibility nationwide.
- e. Remaining focused to the discharge of the Corps primary responsibility despite the distractions intended by certain elements through incessant litigations.
- f. Focusing on the routes identified as challenging in terms of crashes and fatalities to enable the Corps realize its statutory goals
- g. Conduct of road audits on corridors identified as causing the most crashes and fatalities aimed at stemming the tide.
- h. Conduct of additional mobile courts, accordingly a circular should be issued by DCM Ops to field Commands encouraging the 88 lawyers in the Corps employ to prosecute more traffic offenders.
- i. Conclude the initiative on the publication of the roll of shame, with the CTSO completing the project on shaming of fleet operators causing high rate of crashes.
- j. The CPEO should work on the production of a jiggle on speed lane discipline
- k. The PAU and ICT should conclude arrangement for the deployment of the e - booking app to be made available to all staff, to enable all staff make bookings from their hand held personal electronic devises including android phones, after a pilot has been successfully conducted.
- l. FRSC staff, even when not on patrol are advised to use their smart phones to record traffic infractions and make same to the nearest command or RSHQ for identification of the offence for purpose of appropriate punishment.
- m. The PAU, CMRO and PIO should raise a position paper to show the positioning of the Corps' rescue and excruciating equipment for purpose of optimally deployment of these equipment.
- n. Conduct of strategic thinking to cause a positive impact on crash reduction for the end of the year for maximal result. Ops should lead the initiative working with the PAU.

- o. Use of the mass media to record the booking of traffic offenders for members of the public to see the efficacy of FRSC's evidence based radar guns
- p. Appropriate deployment of the trained patrol bikes for maximal impact on identified black spots to stem crashes.
- q. Organization of the regimental dinner at the RSHQ similar to the commendable one organized by the FRSC Academy during the dinner night for the World Bank training programme.
- r. The PSO to communicate the officers nominated to attend the 3RD batch of the California Highway Patrol Academy in Sacramento, USA, not to spend their estacode but be prepared to proceed for the training as clearance is obtained from the US authority, after the outbreak of Ebola suspended the course.
- s. The possibility of the relocation of the Management training scheduled for Sacramento to be relocated to Singapore.
- t. Staff encouraged to increase their capacity, including applying for PHD degree, by enlisting for academic training at the National Open University of Nigeria (NOUN). Henceforth no approval for scholarship would be given for academic course if such course can be offered by the NOUN.
- u. Encouraging retired officers to be engaged as visiting lecturers at the FRSC Academy.
- v. Committee to be constituted to plan the 2014 Special Marshal National Summit which Mr. President has agreed to be the Special Guest of Honour.
- w. Release of the Marshal's promotion exercise with in the next week and that of the officers immediately after the FRSC Board's approval.
- x. Training of Marshals on driving skill preparatory to stopping future recruitment of drivers.
- y. Factoring into promotion parameters, from next year, driving proficiency which would be 5 marks.
- z. Continuing to improve staff welfare through Vision 20,000 houses and including managing a mega cooperative scheme, without shutting down the other local cooperative societies.
- aa. Encouraging staff to live and work healthy to reverse the number of unfortunately increasing rate of deaths amongst FRSC personnel from heart and stress related diseases. Staff are advised to

embark on regular exercise in addition to the statutory weekly Wednesday and monthly games.

CONCLUSION

5. The COMACE directives are forwarded for strict compliance.

Frid 07 Nov 2014

Corps Commander Clement O. Oladele
H/PAU