



Federal Road Safety Corps National Headquarters

Report of Group 'C' Discussions During the Corps
Marshal's Strategy Session with Commanding Officers
at Life-Camp, Abuja

on

7 August, 2017



Group 'C' Members



S/N	NAME	RANK	COMMAND	REMARK
1	VC Nwokolo	ACM	ACM (SM)	Present
2	B Darwang	ACM	ZCORS1HQ	Present
3	AU Gummi	ACM	ACM (FED. OPS)	Present
4	JB Meheux	ACM	ZCO RS8HQ	Present
5	KC Alao	CC	S/C RS11.3 Oyo	Present
6	SM Ajayi	CC	S/C RS5.3 Anambra	Present
7	AG Wobin	CC	S/C RS7.1 FCT	Present
8	EA Zamber	CC	S/C RS9.1 Enugu	Present
9	CB Nkwonta	CC	S/C RS6.2 C/River	Present
10	JK Aremo	CC	S/C RS9.4 Imo	Present
11	OW Olaniyan	CC	CMRO	Present
12	AA Hammed	CC	HOS (Fin Admin)	Present
13	UB Bello	CC	HOS (STAT), PRS	Present
14	OI Akporowho	CC	CP	Present



Discussion Points



ATTACK / ABDUCTION OF OPERATIVES
BRIBERY AND PATROL MISCONDUCT
LACK OF COMMAND AND CONTROL
MOTIVATION AND STAFF WELFARE
CONCEALMENT OF INFORMATION
NON-CHALLENGENCY OF STAFF
NUMBER PLATE ENFORCEMENT
ABUSE OF SOCIAL MEDIA
OVER-SOCIALIZATION
NON-RECEIPT OF FIR PROMPTLY
FUNDING - COMMAND ADMINISTRATION IN THE FACE
OF DWINDLING RESOURCES FOR GOVERNMENT
RSHQ RESPONSIBILITIES TO FIELD COMMANDS
NON-EXHAUSTION OF GRIEVANCE PROCEDURES
NON-CONVEYANCE OF RSHQ DIRECTIVES
UNDERSTANDING THE OPERATIONAL ENVIRONMENT



Way forward



- **ATTACK / ABDUCTION OF OPERATIVES**
 - Increase in number of our men in a team on the road to 5 pending when we start bearing arms.
 - Training of personnel on self defence techniques both in Academy and Training School like Taekwondo.
 - Increase in number of personnel to at least 2 escorting offender to the base.
 - Deployment of cameras for evidence base patrol activities.
 - Snap shorts of offenders' action in event of a situation turning sour.
 - Arrest strategy should be adopted and introduce into the Corps Curriculum.
 - Introduction of stun guns, paper spray, tear gas etc to patrol teams and in the office.
 - Revisit of waiver
 - Review of patrol points close to Military/Police Check Points where available.

Way forward (cont.)



Bribery and Patrol Misconduct

- Reduction in the number of vehicle to be stopped at a time from 2 to 1 on the road.
- Allocating responsibilities to each team member.
- CLA to strengthen the process to discipline personnel arrested in corruption practice by any staff that comes across them on the acts.
- One vehicle at a time policy to be enforced.
- Effective Surveillance at Units, Sector, Zones and RSHQ
- Reorientation of staff
- Commanding Officers to take full control of part-one-order to checkmate malpractices.



Way forward (cont.)



Lack of Command and Control

- Commanding Officers to carry out a check and balance on his/her Principal Process Owners under them.
- Devolution of some powers to ZCOs and Sector Commanding Officers on posting, discipline etc
- Time frame to be set for all disciplinary cases.
- Patrol team leaders should take full charge of his/her team.



Way forward (cont.)



- **Motivation and Staff Welfare**
 - The Corps to favourably look at compassionate transfer.
 - Medical reimbursement.
 - Regular communication to staff.
 - Continuous promotion of personnel
 - Annual Merit Award to staff

Way forward (cont.)



Concealment of Information

- Intelligence and Provost Units of the Corps should be alive to their responsibilities.
- Commanding Officers to relate closely with their Intelligence and Provost Personnel.

Non-Challancy of Staff

- All disciplinary tools to be adopted on such staff to show them the way out
- Strengthening of the Corps recruitment processes to ensure that those with the interest of the job is considered.



Way forward (cont.)



NUMBER PLATE ENFORCEMENT

- Enforcement of number plate should be stepped- up
- Online enforcement of the number plate should be encourage.
- State Government to be encourage to manage the use of number plate rightly.
- MVA to ensure proper transfer process of number plate is adhered to.
- BIR should stop renewal of papers of vehicle with old number plates

ABUSE OF SOCIAL MEDIA

- Appropriate sanction to be mated out on any personnel posting official document on Social Media
- Death of staff should not be posted on social media by fellow staff.

OVER-SOCIALIZATION

- Appropriate sanctions should be mated out to any personnel involved.

NON-RECEIPT OF FIR PROMPTLY

- Enforcement of FIR within 1min. To the appropriate authority in stages.
- FIR should be forwarded by the immediate man-on-ground.



Way forward (cont.)



FUNDING - COMMAND ADMINISTRATION IN THE FACE OF DWINDLING RESOURCES FOR GOVERNMENT

- Review of training fund to 80%/20% for Commands and RSHQ respectively.
- Cash purchase of Highway Code from Co-operative should be lower than credit purchase rate.
- Revisit of Waver

RSHQ RESPONSIBILITIES TO FIELD COMMANDS

- Commanding Officers should be given some level of authority to response to disciplinary cases etc.
- CM to visit states with a Senior Officer from that states.
- Inclusion of more Commanding Officers to outside courses for exposure
- Courses & Training should be done according to entry batches and not selectively
- RSHQ should continue to repose confidence, trust and believed on Commanding Officers.



Way forward (cont.)

NON-EXHAUSTION OF GRIEVANCE PROCEDURES

- SERVICOM Unit should henceforth receive complaints from aggrieved staff and treat as applicable to outsiders.
- Appropriate sanctions should be meted to staff that fails to exhaust the internal grievance procedure.

NON-CONVEYANCE OF RSHQ DIRECTIVES

- Commanding Officers should continue to convey RSHQ directives to all concerned.
- Circulars should continue to be friendly and less threatening.

UNDERSTANDING THE OPERATIONAL ENVIRONMENT

- The operational environment from 1988 till date has tremendously changed and So should Patrol Strategies.
- The ability of patrol teams to observe effectively is mandatory.
- Retraining of personnel on patrol strategies is mandatory.
- Setting of Booking /impoundment targets by COs should be discouraged
- Staff who engage in high bookings with no crises record should be appreciated/rewarded regularly.
- Based on the Economic situation of the Country, waiver should be re-introduced.