

# CORPS MARSHAL HALF YEAR STRATEGY SESSION WITH COMMANDING OFFICERS



SYNDICATE E PRESENTATION  
TO BE PRESENTED  
BY

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## INTRODUCTION

The Federal Road Safety corps has in recent times witness Numerous unpleasant developments centered on operation and operatives, Attacks such as harassment, Assault, Group Mob attack among others.

- These recent developments have multiplied both in scale and scope which if unattended to would redefined road safety administration and operation.



# WHAT ARE THE PROBLEMS

The problems faces can be classified into two namely external and internal problems.

## EXTERNAL PROBLEMS

- ✓ Attacks on operatives
- ✓ Abduction on operatives
- ✓ Funding-command administration in the face of dwindling resources of government
- ✓ Non-receipt of FIR promptly
- ✓ Abuse of social media

## INTERNAL PROBLEMS

- ✓ Bribery and patrol misconduct
- ✓ Lack of command and control
- ✓ Non- challancy of staff



- ✓ Lack of command and control
- ✓ Number plate enforcement
- ✓ Abuse of social media
- ✓ Over-socialization
- ✓ Motivation and staff welfare
- ✓ Concealment of information
- ✓ RSHQ responsibilities to field commands
- ✓ Non-exhaustion of grievance procedures
- ✓ Non-conveyance of RSHQ directives
- ✓ Understanding the operational environment

## **SOLUTIONS RECOMMENDED**

From the brainstorming session held, this syndicate was able to examine the discussion points which were categorized into internal and external problems and as such solutions to the problems were offered in that regard that will aid the Corps management in tackling this issue.



# INTERNAL PROBLEMS

## ❖ WEAK COMMAND AND CONTROL

Weak command and control is always associated with incompetence, over-socialization and inadequate monitoring.

## THE WAY FORWARD

- ✓ Square pegs in square holes
- ✓ Effort should be made in appointing the best in each jurisdiction.
- ✓ Staff should be exposed to the right competent training before they are appointed, it could plan at the academy where the experience of retiring personnel could be tapped.
- ✓ FRSC/succession plan  
Grooming and mentoring should start from the Academy and should go through all strata of management.
- ✓ Devolutions of powers  
powers seem to be centralized at RSHQ



## ❖ BRIBERY AND PATROL MISCONDUCT

This could be linked to Weak command and control and lack of proper supervision and monitoring.

### **PROBLEMS**

- ✓ Many staff have overstayed in the command
- ✓ Non-payment of transfer allowance enhances bribe taking.
- ✓ Some commanding officers lack moral authority to fight bribery and corruption .
- ✓ WAY FORWARD
- ✓ The Corps should create a black book which should be tracked and reviewed after profiling.

There should also be an honours register vis-avis the black book list. Such people on this honours register should be visible and celebrated.

- ✓ Swift and strict punishment for cases of bribery and corruption.
- ✓ Corps should make painstaking effort to identify those who deserve to be on honours register.
- ✓ Intelligent operatives should be answerable



## ❖ CONCEALMENT OF INFORMATION

### WAY FORWARD

- ✓ Strict sanctions to be meted out on perpetrators and whatever benefit is to be derived by that action should be reversed.

## ❖ NON- CHALLANT ALTITUDE OF STAFF

### WAY FORWARD

- ✓ Taking full ownership by staff, which could lead to whistle blowing of bad eggs in a command
- ✓ Wrong and misleading information should also be punished.



## ❖ NUMBER PLATE ENFORCEMENT

### WAY FORWARD

Enforcement is low for fear of losing revenue to neighboring states. JTB resolutions on number plates and licensing should be enforced in all states, as some states fear losing revenue to neighbouring states who are not strictly enforcing

- ✓ Enforcement should be stepped up relying on database on registered vehicles.

## ❖ NON- CONVEYANCE OF RSHQ DIRECTIVES

The issue of command and control will address this.

## ❖ UNDERSTANDING THE OPERATIONAL ENVIRONMENT

Officers should be more courteous with the community they operate in, while command should continually engage with community/religious leaders for ease of operations





## ❖ NON- EXHAUSION OF GRIEVANCE PROCEDURES

- ✓ Staff to be properly educated on procedures while erring staff should be sanctioned.

## ❖ RSHQ RESPONSIBILITIES TO FIELD COMMANDS

Provision of fire extinguishers, tyres.

- ✓ Provision of defensive devices as part of infrastructural arrangement.
- ✓ Technology/robust data management
- ✓ Devolutions of powers
- ✓ Fund to be set aside for quick intervention like removal of obstruction.
- ✓ Despite paucity of funds, issues like transfer allowance should be taken up with Government as it affect delivery of our statutory mandate.

- ✓ HQ should be more sensitive to requests from



## ❖ ABUSE OF SOCIAL MEDIA

### WAY FORWARD

- ✓ Guideline should be reviewed
- ✓ In-house sensitization of staff to know that with mobile hand set everybody is a reporter.
- ✓ Defaulters should be sanctioned.
- ✓ Ban of posting of FRSC activities on private social media platforms except when sharing postings from the official platforms
- ✓ Posting on official platform should have the approval of the designated authority



## ❖ OVER- SOCIALIZATION

- ✓ Senior officers should not be involved in over-socialization, while issues bordering on improper dressing and enticement should not be condoned.
- ✓ Across cadre officer/marshal marital restriction must be enforced. Many cases are yet to be addressed

## ❖ NON-RECEIPT OF FIR PROMPTLY

- ✓ It should be reiterated that commanding officers should send FIR to supervising commanding officer and copy DCM OPS, CMRO, SOCIAL MEDIA COORDINATOR, CIO and CPEO. The CM needs not to be copied, but the relevant officers can forward to him after verification



## MOTIVATION AND STAFF WELFARE

Stagnation in promotion.

### WAY FORWARD

- ✓ Non- payment of transfer allowance need to be addressed and some staff have been moved up to five times.

Group appreciate effort of management in staff welfare, however the following should be implemented.

- ✓ Good working environment
- ✓ Barrack system
- ✓ Management should strive to secure a percentage of revenue generated by FRSC for staff welfare and operational activities as practiced in NCS and FIRS.
- ✓ Medical treatment and re-imburement should be looked into.



- ✓ Due to the accumulation of transfer allowance the frequency of posting should be minimized as much as possible.
- ✓ Promotion should be encouraged.
- ✓ The corps should work towards the realization of National Road Fund now with the NASS.
- ✓ NRSS implementation should be vigorously pursued.
- ✓ The corps should look into the benefit or otherwise of being part of PENCOM.

## EXTERNAL PROBLEMS

### ❖ ATTACK ON OPERATIVES

Attack in most cases can be linked to the following

- ✓ Patrol misconduct
- ✓ Overzealousness
- ✓ Transferred aggression from road users as a result of economic recession or hardship



- ✓ Wrong interpretation of democratic principles by public who tend to be lawless.
- ✓ Non-arming of operatives.
- ✓ Discontinuation in the use of defensive devices like pepper spray, zapper, patrolites e.t.c.
- ✓ Unrealistic target booking in field commands.
- ✓ Low level of public enlightenment
- ✓ Inappropriate patrol strategy.
- ✓ Pursuit resulting in crashes'

#### WAY FORWARD

- ✓ Review of operational strategy
- ✓ Arming of the corps
- ✓ Public enlightenment
- ✓ Increasing number of patrol team members
- ✓ Operational guideline should be strictly adhered to in order to curb overzealousness



## ❖ ABDUCTION

- ✓ Impounded vehicles should be towed, the corps can work towards PPP with private tow operators.
- ✓ In situation where it is not practicable to impound due to insecurity, the use of technology and database can be relied upon for further action.

## COMMUNIQUE FROM ZONE RS 2

Effort of zone RS 2 retreat and some other command are appreciated. Other commands should also emulate them.



## ❖ SOP FOR IMPOUNDED VEHICLES

We have reviewed the SOP however,

### IMPOUNDMENT

We are of the opinion that we should stick to our regulations. Booking should be completed on the road instead of the 24hrs grace to bring document .our regulation did not recognized this.

- Can the use of tow truck be feseable in this scenario.
- If two operatives escort impounded vehicle, have we considered the issue of rescue in case of crash.

We should encourage the use of patrol bikes for patrol operations.



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