



FEDERAL ROAD SAFETY CORPS

# CORPS MARSHAL STRATEGY SESSION

WITH  
COMMANDING OFFICERS

AUGUST, 2017

***SYNDICATE SESSION PRESENTED BY GROUP F***

# INTRODUCTION

The occurrence and re-occurrence of unpleasant events that the Corps has been experiencing both in the operational and administrative areas of its activities needs to be addressed.

**GROUP F has been  
carefully selected to  
undertake, bring and  
proffer solutions to the  
current challenges the  
Corps is facing.**

## DISCUSSION POINTS

Discussion points have been selected also following the recent hostile and unfriendly attitude that has grown between FRSC personnel and the public. This is a major concern that need to be jointly and wisely addressed.

# CATEGORIZATION OF DISCUSSION POINTS

All the 15 discussion points were categorized into four parts:

- STAFF ATTITUDE (Positive or Negative)
- STAFF WELFARE
- FUNDING
- CHALLENGES OF LAW ENFORCEMENT

# • **ATTACK / ABDUCTION OF OPERATIVES:**

- **Extortion**
- **Lack of inadequate training of FRSC personnel**
- **Failure of Management to properly prosecute offenders who assault FRSC personnel on duty.**
- **Discourage of targets setting for patrol arrest**
- **While the issue of arming FRSC personnel is being awaited, Management should procure items for FRSC personnel on duty for self defense against assaults.**
- **Need for legal Officers in at least all Sector Commands. For example, RS12.2 Borno do not have a SLO.**
- **Patrol strategy**

# • BRIBERY & PATROL MISCONDUCT

## RECOMMENDATIONS:

- Discipline among team members should be inculcated.
- Patrol team selection should be carefully guided by the Head of Operations based on staff profile to avoid patrol misconduct

# • LACK OF COMMAND & CONTROL:

## RECOMMENDATIONS:

- Devolution of power to Commanding Officers.
- At all Command levels, FRSC personnel should take full responsibility.
- Proper profiling of key and principal officers in Commands before appointment. E.g. Admin, Intelligence officers and Provost
- Job rotation to enable quality output from all staff
- Respect for seniority in all cadre.



# • MOTIVATION & STAFF WELFARE:

## RECOMMENDATIONS:

- Prompt and proper communication and information on matters that concerns staff to avoid rumor mongering.
- There should be adequate training and retraining on conflicts and crisis management courses for all levels of FRSC personnel.
- Transfer of Staff should be based on need.
- The forthcoming 30<sup>th</sup> anniversary of FRSC should comprise of long service award for staff who have served for twenty, thirty years, etc.
- Promotion should be on waiting list.

# • CONCEALMENT OF INFORMATION:

## RECOMMENDATIONS:

- Commanding officers should as a matter of urgency communicate Management on need to know basis. Proper sanctions should be taken in cases where otherwise.

# • **NON-CHALLANCY OF STAFF**

## **RECOMMENDATIONS:**

- All staff should be accorded with the same treatment. Where breaches are identified, appropriate sanctions should be taken.

# • NUMBER PLATE ENFORCEMENT:

## RECOMMENDATIONS:

- Improve on data management and deployment of technology equipment and appliances across FRSC formations.
- Proper management of the e-tablet.

# • ABUSE OF SOCIAL MEDIA

## RECOMMENDATIONS:

- There is need for SOP mandating the PE Officer to liaise with the Commanding Officer before any materials are being posted online.
- Staff should be properly briefed on the rules guiding the use of social media in the Corps and rules be enforced.
- Proper control of materials to be posted.

# • OVER – SOCIALIZATION:

## RECOMMENDATIONS:

- Appropriate sanctions should be taken where such is observed.

# • NON – RECEIPT OF FIR PROMPTLY

## RECOMMENDATIONS:

- Commanding Officers as a matter of urgency should notify appropriate authority whenever an incident occur in the Command
- Proper channel of communication should be adhered to. Cases where Unit Commands communicate to the Headquarters directly bypassing the Sector and Zonal commands should be discouraged.

# • FUNDING – COMMAND ADMIN IN THE FACE OF DWINDLING OF GOVERNMENT

- The Corps should sustain and expand its partnership with donor agency such as World Bank.
- The Technical Working Group (TWG) of NaRSAC to ensure effective implementation of all recommendations concerning road safety in respect of NRSS document especially road fund.
- The Corps should require for a percentage of the fines it generates.
- Major oil and independent marketers can be solicited to sustain fuelling of patrol activities.



# • RSHQ RESPONSIBILITIES TO FIELD COMMANDS

## RECOMMENDATIONS:

- Identify and deal with Commands according to their peculiarities.
- RSHQ should acknowledge all memos from field Commands.
- The need to know and who to know should be adopted to curtail the extent of information.
- The need to ensure the speed of trust between RSHQ and the Commanding Officers
- RSHQ should follow due process in information management.
- Command should be treated on the basis of equity in both assessment and logistics provision.

# • NON – CONVEYANCE OF RSHQ DIRECTIVES

## RECOMMENDATIONS:

- *Commanding Officers should adequately convey of RSHQ directives to personnel through the appropriate mediums such as in-house, parades, notice board etc.*

# • UNDERSTANDING THE OPERATIONAL ENVIRONMENT

## RECOMMENDATIONS:

- Peculiarity of Commands should be identified to guide patrol operations.
- Intelligence Officers should carry out internal survey of Office environment and guide Commanding officers appropriately
- The issue of courtesy, strategic thinking should determine FRSC personnel`s approach towards the public.

# TEAM MEMBERS

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- ACM HZ FUOMSUK
- ACM JA AGWU
- ACM OJ FADOGBA, fsi
- CC AJ UMAR
- CC M ADETUNJI
- CC OF ALEGBE
- CC A OKO
- CC ES OGHENEKARO
- CC D USMAN
- CC AG KAZEEM, fsi
- CC EO ABE
- CC MR YERIMA
- CC JA OWOADE
- DCC M TAKI

Thank you  
for  
your

