

FRSC/HQ/CS/348/VOL.I/5

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DECISIONS OF MANAGEMENT ON THE REPORT OF THE COMMITTEE ON STAFF INPUT FOR THE REVIEW OF FRSC CAREER POLICY

It would be recalled an expanded Management meeting was held at the FRSC headquarters in Abuja on **04 September, 2012** which was attended by Officers from the rank of ACC and above, and representatives of all cadres and ranks of Officers and Marshals at the headquarters.

2. At the meeting, issues on career progression of members of the Corps, particularly the challenges of vacancies, backlog of promotions, and the dichotomy between HND and Degree holders, were discussed. Two Committees were constituted, one for Officers and the other for Marshals, to collate and articulate input from staff nationwide.

3. The Committees presented their reports at the Management meeting held on Thursday 28 February, and Tuesday 19 March, 2013 where Management deliberated exhaustively and took the following decisions:

a. The Federal Road Safety Corps (FRSC) is a Para-military organization with its own rules, conditions of service, scheme of service and rules and regulations, and except that where an issue is not covered by those rules and regulations it will be referred to the Public Service Rules.

b. The policy on placement and career progression of HND holders in the Public service shall be sustained.

c. The grace period granted to Officers who are HND holders to acquire the requisite qualifications or be reverted to Marshals cadre has been extended from four (4) years to six (6) to terminate on April 16, 2016.

d. HND holders in the Officers cadre, who wish to convert to the Marshals cadre and progress within the cadre shall be allowed lateral conversion when they acquire the requisite qualifications, provided that such lateral conversion is not beyond the rank of DRC, CONPASS 9.

e. HND holders who have been stagnated on their current ranks shall be eligible to participate in promotion exercise upon presentation of required additional educational qualification provided that they satisfy all other criteria.

f. FRSC shall strictly comply with the Principles of Federal Character particularly at the entry point, and shall continue to observe such principles alongside merit in the promotion and appointment of Senior Officers from ACC to DCM.

- g. The effective date of promotion for the Corps shall be date on which the financial benefits of the promotion is approved, irrespective of the notional date of the previous promotion. Based on this, the next promotion shall be for 2013 and all those who have completed their waiting period of (4 or 3 years) by the new effective dates as at 2012 are eligible to participate.
- h. Staff who are not promoted after three consecutive attempts in the promotion exercise on the same rank shall be retired from service. However, staff that had made previous attempts and failed shall be given concession to start counting their three attempts afresh from the 2013 exercise.
- i. Officers in the rank of ARC who pass COMPRO Examination shall be placed on the rank of DRC on confirmation after the mandatory waiting period provided they have no pending disciplinary case. Same applies to MIs and RMAs.
- j. The elongated salary structures for Marshals of CONPASS 13-ceiling for Marshal Inspectorate cadre and CONPASS 08 for RMAs shall be sustained.
- k. Promotion as a reward for hard work shall be given to deserving staff as at when due.
- l. Shortlisted Officers/Marshals for promotion be sent to the FRSC Academy/Training School for at least two weeks refresher course. The Academy and Training School shall be equipped to run at least, two weeks pre-promotion course.
- m. Management shall enforce the provision of the FRSC Scheme of Service, that Professional Officers i.e. the Medical, Legal and Accounting shall progress in their specialized career where they can rise to the rank of ACM.
- n. The assessment of professionals for promotion shall be largely based on their areas of specialization.
- o. Management shall implement the eight (8) years maximum tenure for ACMs and five (5) years tenure for DCMs upon their promotion, provided that the staff is not caught up with the provisions of Public Service Rules of 35 years in service or 60 years of age.
- p. Officers who have HND in Accounting, Engineering, Sciences, etc shall be placed on CONPASS 08 while others shall be on COMPASS 07.
- q. Management shall increase the duration of Basic Training to six months to ensure adequate training of Officers and Marshals before they are injected into the system.

- r. Marshals with Trade Test (3, 2 and 1) shall be placed on CONPASS 5 at the point of entry.
- s. The two Marshal cadres RMA and MI should be maintained but RMAs can progress to MI through promotion after obtaining additional qualification.
- t. Age limit for Conversion of Marshals shall remain at 40years.
- u. Converted Marshals shall not rise beyond the rank of ACC.
- v. Personalization of salary shall be stopped henceforth.
- w. The 2009 FRSC approved organogram shall incorporate the newly introduced offices such as ACM (SD&TS), CC (HPIO), CC (HPAU), DCC (ZPE), ACC (ZTSO), ACC (ZTSC), and ACC (Ops).
- x. Severance package shall be approved for staff who are willing to retire before their due dates and based on Management's offer as follows:

SEVERANCE PACKAGE

No. of years in		No. of years to retire	Severance package
Service	Age		
29	54	6	3 years salary
30	55	5	3 years salary
31	56	4	2 years salary
32	57	3	1 yr 6 months' salary
33	58	2	1 year salary

- y. However, this severance package shall not affect the tenured Officers except where Management extends the offer to them to go before the end of their tenure, neither does it apply to those affected by the "Age-on-Rank" policy.
- z. As a Para-Military Organization governed by its own Conditions of Service and Scheme of Service, the Age-on-Rank policy (*as shown on the Tables 'A'-'D' below*) is approved to take effect with Officers and Marshals who are currently on the ranks of ARCs, and entry points of MIs and RMAs. Officers in specialized fields whose entry points are DRCs and RCs are also included.

A. AGE-ON-RANK FOR OFFICERS

FRSC AGE TO RANK				CONVERTED MARSHAL TO OFFICER		
RANK	AGE	EXPECTED YEAR ON RANK (EYR)	GRACE PERIOD	AGE ON CONVERSION 40		
ARC	≤ 33	2	2	ARC	≤ 40	5
DRC	≤ 35	5	2	DRC	≤ 42	5
RC	≤ 40	5	2	RC	≤ 45	5
SRC	≤ 45	5	2	SRC	≤ 50	5
CRC	≤ 49	5	2	CRC	≤ 55	5
ACC	≤ 52	4	2	ACC	≤ 58	5
DCC	≤ 54	4	2			
CC	≤ 56	3	2			
ACM	≤ 58	-	-			
DCM	≤ 60	-	-			

B. AGE-ON-RANK FOR MARSHAL INSPECTORS

S/N	AGE	RANK	EXPECTED YEAR ON RANK (EYR)	GRACE PERIOD	CONPASS
1.	≤ 30	MI-III	2	1	06
2.	≤ 33	MI-II	3	1	07
3.	≤ 37	MI-I	3	1	08
4.	≤ 41	SMI	3	2	09
5.	≤ 44	PMI	3	2	10
6.	≤ 47	ACI	3	2	11
7.	≤ 50	DCI	4	-	12
8.	≤ 53	CI	-	-	13

C. BY CONVERSION

S/N	AGE	RANK	EXPECTED YEAR ON RANK (EYR)	GRACE PERIOD	CONPASS
1.	≤ 35	MI-III	2	2	06
2.	≤ 37	MI-II	3	2	07
3.	≤ 44	MI-I	3	2	08
4.	≤ 49	SMI	3	2	09
5.	≤ 54	PMI	3	3	10
6.	≤ 60	ACI	-	-	11

D. AGE-ON-RANK FOR ROAD MARSHAL ASSISTANTS

BY APPOINTMENT					
S/N	AGE	RANK	EXPECTED YEAR ON RANK (EYR)	GRACE PERIOD	CONPASS
1.	≤ 25	RMAIII			03
2.	≤ 28	RMAII	2	1	04
3.	≤ 31	RMAI	2	1	05
4.	≤ 34	SRMA	2	1	06
5.	≤ 37	DCRMA	3	2	07
6.	≤ 40	CRMA	3	2	08

3. Heads of Departments, Corps Officers and Commanding Officers are enjoined to bring the content of this circular to the attention of all staff under their purview.

4. Thank you.

18 April, 2013

Dr. GO Omiko (CC)
Ag. Corps Secretary
for: Corps Marshal and Chief Executive

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