



FEDERAL ROAD SAFETY CORPS

CORPS MARSHAL 2017 HALF YEAR STRATEGY SESSION WITH COMMANDING OFFICERS

PRESENTATION

by

7th
August
2017

SYNDICATE A



DISCUSSION POINTS



1. Attack/Abduction of Operatives.
2. Bribery and Patrol Misconduct.
3. Lack of Command and Control.
4. Motivation and Staff Welfare
5. Concealment of Information.
6. Non-challancy of Staff.
7. Number Plate Enforcement.
8. Abuse of Social Media.
9. Over Socialization.
10. Non-receipt of FIR Promptly.
11. Funding - Command Administration in the Face of Dwindling Resources of Government.
12. RSHQ Responsibilities to Field Commands.
13. Non-exhaustion of Grievances Procedures.



Discussion Points Cont...

14. Non-conveyance of RSHQ Directives
15. Understanding the Operational Environment.



INTRODUCTION



- The group observed that the recent spate attacks on FRSC field operatives could have been avoided.
- The highlights of the discussion given were seen to be interwoven consequently we discussed them holistically and proffered solutions
- The syndicate identified the following as the major causes:



- Inability of some COs to take ownership of their positions
- Some Commanding Officers do not understand their work environment.
- Gap in the flow of information between National and state stakeholders on resolutions reached on road safety matters
- Lack of devolution of powers to field commands
- Lack of field experience by some COs before being appointed
- Overstay of some staff in some commands
- Lack of On-the-Job Training



- Some CO's wanting to preserve their position at all cost.
- Poor communication between CO's and RSHQ
- Inadequate operational communication tools
- Inadequate welfare system
- Inappropriate disciplinary channels
- Lack of understanding of intelligence officers job by Intelligence Operatives
- Non dealing of issues of over socialization as they arise thus compounding the problem.
- The disbandment of staff have not solved any operational problem



WAY FORWARD

- ❖ COs should take ownership of their command and where they make mistakes they should be corrected in love.
- ❖ Management should ensure that COs have field experience before being given command appointment.
- ❖ There is need for Commanding officers to have some level of power e.g limited power to waive and deployment.
- ❖ Management should take inputs from ZCOs and SCs in command appointments
- ❖ FRSC training and retraining should be standardized, gazette and budgeted for.





- ❖ There is need for COs to intensify efforts in coaching and mentoring subordinates
- ❖ Management should re-consider the introduction of Walkie-Talkie in field operations
- ❖ The reward and commendation system should be prompt
- ❖ Management should communicate Federal Executive Council and National Assembly on the challenges on the enforcement of Number Plate
- ❖ Management at all levels should enforce the rules and regulations on over socialization



- ❖ FRSC budgetary system should be enhanced and prioritized to meet operational needs
- ❖ There is need for caution in the manner we source for financial assistance from the public
- ❖ NaRSAC should be used to explore possibility of having Road Safety Trust Fund enshrined
- ❖ Recall of staff for offences committed should be to their supervisory Commanding Officers and their offences made known to them within 48 hours
- ❖ Postings should be done minimally



- ❖ Disbandment of commands should be minimized rather the principal culprits should be identified and sanctioned.
- ❖ There is need for directives to field commands to be streamlined
- ❖ Facilitators to FRSC training institutions should be properly profiled
- ❖ There is need for RSHQ to revamp monitoring and surveillance
- ❖ RSHQ should minimize the establishment of new commands in the interim and dwell on consolidating the existing ones.
- ❖ There is need to revisit the FRSC Establishment
- ❖ ZCOs should confirm the receipt of allocations by UCs, Zebras and Outpost Commanders within 5 days of payment to ensure that the money got to them promptly.



CONCLUSION:

It is our considered opinion that if some of these solutions are addressed by Management at all levels the problems will be brought down to the barest minimum if not totally eradicated. Thank you.

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