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
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<th>S/N</th>
<th>NAME</th>
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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 shots 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.
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.