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 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 30th 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.
• 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.
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.

• NON – RECEIPT OF FIR PROMPTLY

RECOMMENDATIONS:
- 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.
• Identify and deal with Commands according to their peculiarities.
• RSHQ should acknowledgement of 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.

• RSHQ RESPONSIBILITIES TO FIELD COMMANDS

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.
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