

Remarks to Flag-Off the 2018 ACCs Promotion Exams



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Boboye O. Oyeyemi, Ph.D.
MFR,mni,NPoM,FNIM,FCIPM,FCILT
Corps Marshal, FRSC-Nigeria

FRSC Academy, Udi

Introduction

Promotion refers to the advancement of an employee's rank or position in a hierarchical structure.

In the Corps, it is an annual mandatory exercise conducted to transit Staff from one level of responsibility to another with service improvements and benefits accompanying it.



The ACC rank in the Corps has become a bottleneck region in the organogram in recent times. It brought about a lot of ill feelings which has led some Officers in the ACC cadre being disgruntled despite Management's magnanimity and considerations in not implementing “**Certain Policies**” especially on **3 Attempts** on Promotion.

Purpose of the Promotion Exams

To give fair opportunity to all qualified Officers to transit from ACC to DCC without disfranchising anyone that is due.



Purpose of the Promotion Exams...ii

It became necessary to review the earlier date of the examination to take advantage of the window provided by the internship period for Cadets in the on-going training programme.



	Arrival Date	PFT	Exam Date	Departure
Old	14 Jul 19	26 Jul 19	27 Jul 19	28 Jul 19
New	14 Apr 19	02 May 19	03 May 19	04 May 19

- ➔ **328** Candidates for limited spaces
- ➔ **Establishment Post** and **Staff in Post** provisions have been considered.



Mode of the Examination

As expected, the exam will include;

- 1 Case Study answered in by hand.
- 2 Online/Computer Exam
@ FRSC Academy, Udi
- 3 Oral- Interview
@ FRSC-RSHQ, Abuja
 - Make Short presentation to Panel
 - Answer Oral questions from Panel



As Officers aspire to move to the next rank in the Corps, it is expected that the demands of the prospective office becomes the center of their pre-occupation.

To this end, the following 12 Leadership behaviours that build team trust should be imbibed and internalized.

12 Leadership Behaviours that build Team Trust

1

Lead by example



2

Communicate Often



3

Admit your mistakes and
acknowledge your limitations



4

Keep your promises and
stick to your commitments



5

Trust your team



6

Ask for feedback



7

Don't play favorites



8

Treat everyone fairly



12 Leadership Behaviours that build Team Trust...v

9

Don't gossip



10

Listen



11

Act with consistency

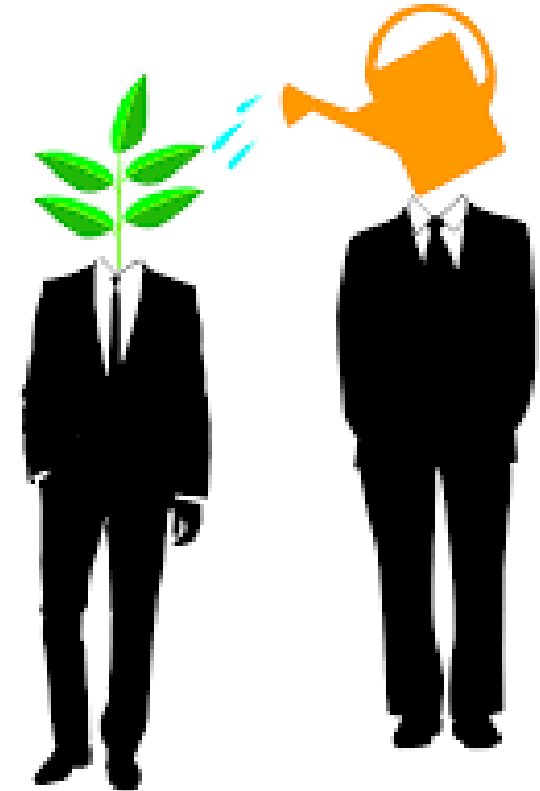


12

Put the success of the team before your own



Officers desiring DCC positions
in the Corps are expected to be
Mentors to up-coming staff
Mentee.



Officers of this rank and the next are required to demonstrate greater level of discipline to establish a culture of discipline in the Corps.



Like never before, Team spirit for achieving the goals of the Corps is needed at all levels of administration and operations.

Isolationism and non-cooperative spirit is not welcome.

TEAM

T= TOGETHER

E= EVERYONE

A= ACHIEVES

M= MORE

UN Road Safety Related Conventions accented to by Nigeria

- **Geneva Convention on Road Traffic of 19 September 1949.**
- **Vienna Convention on Road Signs and Signals of 8 November 1968.**
- 1968 Convention on Road Traffic.
- 1957 Agreement concerning the International Carriage of Dangerous Goods by Road (ADR).
- 1958 Agreement concerning the Adoption of Harmonized Technical United Nations Regulations for Wheeled Vehicles, Equipment and Parts which can be Fitted and/or be Used on Wheeled Vehicles and the Conditions for Reciprocal Recognition of Approvals Granted on the Basis of these United Nations Regulations.
- 1997 Agreement concerning the Adoption of Uniform Conditions for Periodical Technical Inspections of Wheeled Vehicles.
- 1998 Agreement concerning the Establishing of Global Technical Regulations for Wheeled Vehicles, Equipment and Parts.

The 2019 Corporate Strategic Goals

No.	Goals
Goal 1	Improved Corps Visibility through: - Enforcement, Rescue Services and Recovery; ▪ Reduce RTC by 20% ▪ Reduce Fatality by 25% - Public Education - Stakeholder Collaboration - Road Safety Observatory
Goal 2	Improved Programmes and Processes to Enhance Road Safety Management
Goal 3	Improved Corps Assets for Enhanced Service Delivery
Goal 4	Sustain Alignment with International Conventions and Agreements; and National Development Plans on Road Safety Administration

Beyond this Exams and Need for Human Capital Development



Beyond this Exams and Need for Human Capital Development...ii

At this level, Officers should think and take concrete actions that will improve the quality of their life beyond the exams. Suggested areas include:

a Growing their respective PSS savings



b

Invest in Human Capital Development to enhance productivity after successful disengagement from the Corps.



The 2018 ACC promotion exercise is being flagged-off to usher in new minds and ideas to managerial positions in the Corps.

It is expected that all prospective candidates put in their best to attain the desired goals and desist from further heating the polity.

THANK YOU

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