

2024
COMPENDIUM
FOR
DRCs

1. HIGHWAY CODE LITERACY

1.1 ROAD SIGNS

Road traffic signs are structural designs erected along the roadsides for the purpose of directing, warning and informing the motoring public and pedestrians of road features ahead to guide their decisions.

A good knowledge of road traffic signs is compulsory for all drivers, as these are the basic communication means with the road that guarantees safe motoring.

These regulate and guide the decisions of drivers well ahead of any feature they would come across on the road.

The traffic signs are erect, while markings are done on the road pavement, all serving the same purpose.

Road signs are basically of three categories

- Warning or Danger signs
- Regulatory signs
- Informative signs

Of the three categories of road signs, the regulatory signs are divided into



❖ **Prohibitory signs:** They usually give negative instructions and are circular in shape with yellow background. However the STOP sign which is octagonal in shape, the NO WAITING and NO STOPPING sign with blue background and red border also belongs to the prohibitory signs

❖ **Mandatory signs:** Give positive instructions. They are circular and blue.

All the signs are identified by their shapes and colors

Type of sign	Shape	Color	Inscription
Warning / Danger signs	Triangular 	Yellow background with red border	Black
Prohibitory signs (Regulatory)	Circular 	Yellow / blue background with red border and cross line	Black
Mandatory signs (Regulatory)	Circular 	Blue	White
Informative signs	Rectangular 	Green	White
Stop	Octagonal 	Red background with yellow or white border	Yellow or white

Warning Signs	Prohibitory Signs	Mandatory Signs	Informative Signs
 Dangerous bend right	 No Right Turn	 Speed Limit (Minimum)	 Hospital
 Narrow bridge	 No Stopping	 Roundabout	 Advance Direction sign
 Carriageway Narrows	 Speed Limit (Maximum)	 U-Turn	 Direction to Airport
 T-Junction	 No U- Turn	 Keep Right	 REST AREA

1.2 TRAFFIC SIGNALS

Traffic signals control vehicle and pedestrian traffic by assigning priorities to various traffic movements to influence traffic flow.

RED means "Stop" Wait behind the stop line on the carriageway

RED and **Amber** also mean 'Stop'. Do not pass through or start until **GREEN** shows.

GREEN means go on if the road is clear. When turning left or right take particular care and give way to pedestrians crossing.

AMBER means stop at the stop line. Go only if the **AMBER** green signal appears after crossing the stop line or when pulling up might cause crash.

A **GREEN** ARROW may be provided in addition to the full green signal if movement in a certain direction is allowed before or after the full green phase. If the way is clear go but only in the direction shown by the arrow irrespective of what other lights may be showing.

1.3 ROAD MARKINGS

Road markings are symbols or lettered messages painted on the road to warn or instruct road users of the road condition. Road markings are basically of four major types centre lines, edge lines, cross walks and pavement messages.

Centre Lines

a. Diagonal White Lines (Hatched Markings)

These are lines used at the center of the road to separate opposing flows of traffic. They are often provided at junctions to protect traffic turning left It may also be used on the approach to central traffic island or the start of a dual carriageway. Single, broken boundary line may be used at the edge of the road or next to the central reservation of a dual carriageway

Do not enter any hatched area bounded by broken lines unless it is safe to do so.

b. Continuous White Lines

Some double continuous white lines have narrow areas of hatched lines within them or a wider area of hatching to the side. You **MUST NOT** cross a continuous white line to enter a hatched area.

c. Chevron Markings

Chevron markings are found on part of the carriageway where traffic passes in the same direction on either side. The continuous boundary line means vehicles **MUST NOT** enter the area.

d. **Chevron Markings with Broken Edge**

Chevron Markings with Broken Edge are used on part of carriageway where traffic passes in the same direction on either side. Vehicles are not expected to enter the area unless it is safe to do so.

e. **Block Pavement Markings at Roundabouts**

Block pavement markings incorporated into a roundabout indicate sharp deviation of route.

This shows reduction in number of lanes or areas not available to traffic. Vehicles **MUST NOT** cross the continuous white lines except in an emergency,

1.4 SPEED LIMITS

Speed limit is a maximum speed a category of vehicle can travel on a road under ideal condition. All categories of vehicles have specific speed limits as shown in the table below:

TYPES OF VEHICLE	ROAD OF AREA	HIGHWAY	EXPRESSWAY
MOTORCYCLE	50	50	
PRIVATE CARS	50	80	100
TAXIS & BUSES	50	80	90
TANKER TRAILERS	45	50	60
TOW VEHICLE	45	45	45
WHILE TOWING	50	60	70
WHILE NOT TOWING			

1.5 DRIVING UNDER SPECIAL CONDITIONS

Driving under special conditions involves driving under unusual or emergency situations. This requires extra care, concentration, discipline and consideration. Special driving conditions include the following:

i. **Night Time Driving**

Night driving is two to three times more dangerous than day time driving due to poor visibility hence, extra care is required. The following measures are recommended:

- a. Lower the beams of headlamps for both oncoming vehicles and the ones in front.
- b. Reduce speed and lower beam in foggy weather.
- c. Use high-beam when it is safe to do so, especially when there is no approaching vehicle.
- d. Avoid looking directly into the lights of oncoming vehicles, watch the right-hand edge of the road.
- e. Keep headlamps properly adjusted/focused.
- f. f Keep wind screen clean. Slow down when facing glare from oncoming headlights.

ii. Driving in the Rain

Rain reduces visibility. Also, grip of a tyre (traction) reduces as the road becomes wet and slippery. While driving in the rain, stopping distance may become four or more times longer as on dry road. Consider the following:

- a. Reduce speed to enhance firm control.
- b. Drive in track of other vehicles ahead. Increase following distance.
- c. Ensure that headlamps are on so as to see and be seen by others.
- d. Use wipers to clean windscreen and heater or air conditioner to remove mist.

iii. Driving in Fog or Smoke

Fog or smoke reduces visibility. The following precautions are recommended:

- a. Slowdown.
- b. Turn on low beam headlamps.
- c. Be prepared to stop at very short notice.
- d. If too dense, pull off the road as soon as it is safe to do so.
- e. Turn on the hazard lights.

iv. Driving Under Sun Glare

Strong sun glare at sunrise and sunset may interfere with your vision. Sun glare is worse on cracked or dirty windscreen.

- a. Make use of sun visors or sunglasses, if necessary.
- b. Reduce speed for better vision and reaction.

v. Driving While Approaching a Hill

Motorists experience limited vision as they approach the crest of a hill. The steeper the gradient of a hill, the less the visibility ahead. Choose appropriate speed and position that will best enable prompt response to hazards.

vi. Driving While Approaching Blind Turns

Drive cautiously on blind turns as vision along the path of travel may be blocked by shrubs and other objects.

vii. Driving on a Busy Road

High vehicular density, pedestrian traffic and limited space for maneuver make driving on busy streets challenging. Frequent intersections, traffic lights and road signs interrupt traffic flow.

- a. Be alert to pedestrians stepping into traffic even if illegally.
- b. Regulate speed especially when behind taxis and cyclists.
- c. Be careful to obey speed limits even when traffic is light.

viii. Driving in Slow Traffic

In slow moving traffic, especially on single carriage roads, motorists may find themselves stuck behind slow moving vehicles such as tractors, heavy-duty trucks and articulated vehicles.

- a. Safely pass if the vehicle ahead pulls over. Do not get too close to the vehicle ahead before overtaking.
- b. Where the vehicle ahead does not pull over, answer the following questions before overtaking:
 - i. Is it legal to overtake?
 - ii. Is it safe?
 - iii. Is it necessary?

ix. Animals in Traffic

Presence of animals such as herds of cows or other stray animals on the road may create "unexpected" hazards which require quick decision on safe evasive actions.

- a. Make sound judgment in stopping or making other maneuvers.
- b. Be sure vehicles behind will be able to stop without crashing.
- c. Never swerve into oncoming vehicle lane or switch lane without considering inherent dangers.

x. Driving in Unfamiliar or on Bad Roads

Every driver must be extra careful when driving on an unfamiliar or bad roads. Potholes, uneven road surface, gradients and curves on unfamiliar roads can be hazardous.

- a. Reduce speed before entering a curve.
- b. Be alert to road signs forewarning of dangerous road conditions.
- c. Obey posted speed limits.
- d. Adopt common sense speed limit especially when entering and leaving built-up areas.

xi. Convoy Driving

This is driving in a company of two or more vehicles from same starting point, maintaining same speed and heading for the same destination. It is a highly demanding exercise requiring experience and discipline. Irrespective of mission or type, convoy operators are also expected to obey basic road safety rules.

- a. Obey recommended speed limits.
- b. Keep safe distance (following distance) from the vehicle ahead.
- c. Communication via radio frequency must be short and fast.
- d. Do not constitute hazard to other road users or chase them off the road.
- e. Convoy driving should not be an excuse for road rage and aggressive driving.
- f. Avoid tailgating.
- g. Be attentive and alert at all times.
- h. In busy towns, slow down, close up the convoy to reduce the length and enable other road users get through.
- i. Convoy drivers are not exempted from obeying road traffic rules and regulations.

Always pay extra attention in built up areas or when driving under special conditions.

1.5 DEFENSIVE DRIVING TECHNIQUES

Defensive Driving is driving in a manner that utilizes safe driving skills to scan, identify, predict and avoid potential hazards. A defensive driver is one who deploys defensive driving skills to ensure his safety and other road users.

Qualities of a Defensive Driver

- a. Always anticipate the action of other road users.
- b. Adequate understanding of the Highway Code and obedience to traffic laws and regulations.
- c. Makes allowance for personal deficiencies and other road users' lack of skills and knowledge".
- d. Be ready to give concessions and yield right of way to avoid collision.
- e. Quickly understand and adapt to road conditions.
- f. Always be patient while driving.

Important Reminders for Defensive Drivers

- a. Road Traffic crashes are not accident, they are caused
- b. Other road users may lack skills, adequate knowledge of traffic laws and regulations. Be careful.

1.6 REQUIREMENTS FOR TOURISTS IN NIGERIA

A Tourist is a person travelling or visiting a place for pleasure. When visiting Nigeria, ensure the following:

- a. Get a road map and be familiar with the road network
- b. Show evidence that you are permitted to use the vehicle temporarily in Nigeria
- c. Show evidence of your permit to stay in Nigeria
- d. Ensure that the vehicle is road worthy and has the following:
 - i. Vehicle Licence
 - ii. Vehicle Inspection Certificate
 - iii. Proof of Ownership Certificate
 - iv. Road Worthiness Certificate
 - v. Road Worthiness Validity Tag
 - vi. National Vehicle Identification tag and;
 - vii. Insurance Certificate
 - viii. Any other relevant vehicle documents
- e. That such a vehicle carries the number plate of the country of its origin affixed at the appropriate spaces at the front and rear of the vehicle
- f. Seek to obtain permit drive in Nigeria within 15 days
- g. Within 30 days of your stay, obtain the National Driver's Licence for the category of your vehicle
- h. Within 90 days of your stay in Nigeria, change the number plate to Nigeria number plate
- i. That you have the Country's International Driving Permit in addition to your country's driver's licence
- j. If you are representing your company/organization, ensure you have the details of your country's embassy or consulate and any agent your company/organization has in Nigeria. This could be useful to you in case of emergencies.
- k. Drive carefully and obey all rules and regulations.

2. PERFORMANCE MANAGEMENT SYSTEM

Performance Management System involves a process of measuring effectiveness and efficiency of an individual staff which culminates into the overall achievement of the Corporate Performance Management scorecard. It aims to tie the day-to-day activities and targets of individual staff to the realization of the corporate objectives of an organization.

2.1 STRUCTURE OF APER

Supervisors are expected to appraise subordinates in the following areas depending on their cadres. Below are the attributes with their definitions:

OFFICERS (FRSC ADM 01)

PART 1

Key Deliverables (20%): Delivery on assigned key performance indicators (KPIs) task and assignment.

PART II

A. Generic Organizational Competencies (60% and 40% for ACC - above):

- i. Interpersonal Skills - Shows respect and consideration in dealing with others.
- ii. Verbal Communication Skills - Communicates clearly in English Language with confidence and has a broad use of vocabulary.
- iii. Written Communication Skills - Writes in a concise and articulated manner.
- iv. Personal Organizational Skills - Plans proactively and effectively.
- v. ICT Skills - Is familiar with the functioning of a computer system and is comfortable using email for communication.
- vi. Customer Service Skills - Is customer focus and as such sensitive to customer needs.
- vii. Time Management Skills - Is punctual to work, meetings, etc and realistic in making commitments.
- viii. Team Work: Keen to offer assistance and carries people along.
- ix. Personal Leadership Skills - Is able to lead self towards the achievement of personal vision and targets in spite of challenges.
- x. Bearing and Grooming Skills - Always appears neat and well turned out in clean, well ironed uniforms, impeccably groomed hairs, nails and other body parts.

B. Job Specific Competencies (20% for all Officers):

- i. Technical Writing Skills - Style of writing peculiar to a profession or functions.
- ii. Supervisory Skills - Providing superior direction, input and guidance to subordinates in the day to day delivery or assignments.
- iii. Strategic Planning Skills - Evaluates processes for defining strategy and direction as well as allocating resources to implement same successfully.
- iv. Creativity/Innovation - Development of new ideas and unique novel solutions to problem or needs.
- v. Intelligence Gathering - Gathering timely and accurate security related information.
- vi. Technology Competencies - Specific IT Skills required for delivery work processes.
- vii. Arbitration Skills - Alternative dispute resolution, mediation and negotiation skills.
- viii. Conceptual Skills - Ability to think and conceptualize abstract and complex issues.
- ix. Facilitation Skills - Presentation, coaching, engagement skills and processes for maximizing a group's discussion outcome.
- x. Accounting Skills - Recording, reporting and analyzing financial transaction.
- xi. Budget Skills - Knowledge, skill and processes for measuring and reporting financial compliance.

C. Leadership and Management Competencies - 20% (ACC and above only):

- i. Management/Team Building Skills - Resourcefulness, motivations.
- ii. Leadership Skills - Inspires positive confidence for others to follow.
- iii. Strategic Thinking Skills - Considers both short and long term effective analysis of macro-environment.
- iv. Dynamic Skills - Effectively makes useful contact within and outside the organization.

ROAD MARSHAL (FRSC ADM 02)

- A. AGREED DELIVERABLES (20%): Delivery on assigned key performance indicators (KPIs) task and assignment.

B. CORE ATTRIBUTE AND SKILLS (80%):

- i. Service Attitude - Maintains an enthusiastic and positive attitude; always in self control.
- ii. Punctuality - Consistently arrives at work on time, keeps committed deadlines and promptly responds to official request.
- iii. Policy Alignment - Deems it important to follow FRSC policies and procedures; does not disregard rules and regulations of the office.
- iv. Working with others/Team spirit - is focused on the teams targets and objectives.
- v. Creativity - is innovative; thinking outside the box.
- vi. Neatness/Carriage - Uniform is always clean and neatly ironed, hair and other assets are well managed.
- vii. Verbal Communication - Speaks good English; Presents information clearly and logically.
- viii. Writing Skills - Writes comfortably in English; is able to prepare official reports with zero or minimal correction.
- ix. ICT Skills - Able to use Microsoft word and other Microsoft packages; uses the internet effectively in the course of work.
- x. Ethics and Values - He is clearly regarded as an epitome and model of integrity and trustworthiness.
- xi. Personal Organization and Diligence - Organizes self and others effectively; is consistent in achieving goals.
- xii. Leadership - Show an effective blend of high competence and exemplary character in all things assigned. He is self-determined, but moves colleagues towards common goals.
- xiii. Self-Improvement and Learning - Shows a willingness to improve self and to learn new skills through both informal and formal means.

ROAD MARSHAL ASSISTANT (FRSC ADM 03)

A. AGREED ACTIVITIES (50%): Delivery on assigned key performance indicators (KPIs); task and assignments.

B. CORE ATTRIBUTES AND SKILLS (50%):

- i. Technical Skills - Indicate technical skill e.g. driving.

- ii. Punctuality and Attendance - Arrives at work on time; keeps to earlier arranged timing schedules for his work deliverables.
- iii. Ethics and Values - he is principled; maintains acceptable standards of behavior.
- iv. Discipline and Personal Organization - Respects duly constituted authority; willingly obey orders.
- v. Dressing/Comportment - Dress appropriately; looks clean and tidy at work.
- vi. Team Work - Always willing to cooperate and lend a hand in all situations.
- vii. Customer service Skills - Is friendly and respectful when providing service.
- viii. Policy alignment - Deems it important to follow organization policies and procedures; is obedient to the guidelines of the organization.
- ix. Self Improvement and Learning - Shows a willingness to improve self and to learn new skills through both formal and informal means.
- x. Verbal Communication - Speaks good English; provides information clearly and logically.

2.2 JOB BINDER

This document contains the job functions/specifications of each Staff with the Key Performance Indicators (KPIs) i.e. expected deliverables. The KPIs must conform with the SMART acronym i.e. the KPIs must be:

- *SPECIFIC (S)**
- *MEASURABLE (M)**
- *ACHIEVABLE (A)**
- *REALISTIC (R) and**
- *TIME-BOUND (T)**

Employee performance management is a process for establishing performance yardsticks at an individual level, which are related to and directly linked with the Corporate performance measures or yardsticks for the period. In addition to improving the strategic governance of an organization, this is expected to also create a shared understanding by all Staff, of how their individual responsibilities contribute to the corporate objectives - in the alternative, can limit or impede the achievement of same if not diligently pursued.

2.3 CORPORATE GOALS

Having the vision, mission and core values of FRSC in view, the Corps Marshal at the beginning of each year presents the overarching corporate strategic

thrust/corporate goal for the year. Then, the Corps Planning offices develops the corporate planning document and process for the realization of these goal. The corporate goals are cascaded across Departments, Corps Offices and Commands. Therefore, should the Corps Marshal's target be "to reduce road traffic crashes by 20% in the course of a given year", both the routine and strategic targets of the various Departments, Corps Offices and Commands should directly or indirectly support the achievement of this goal. Below are the corporate strategic Goals of FRSC for 2022;

- a. **Accomplish 15% reduction in Road Traffic Crash Fatality.**
- b. **Enhance Road Safety Partnership for Innovative Intervention.**
- c. **Consolidate on the Road Traffic Data System for Improved Road Safety Policy Formulation**

3. EFFECTIVE PATROL OPERATIONS

3.1 Concept of Patrol Operations

Patrol originated from the French word "patouiller" meaning walk or trample in the mud. English acquired it through German to mean "tramp around through the mud of a military camp when doing guard duty". Thus patrol is an act of keeping guard by walk or driving in one direction and then back again, or walking or driving around an area on a regular basis in order to deter or prevent illegal or hostile activities.

Types of Patrol

- a. **Mobile Speed Control Patrol:** This is suited for dual Carriageways. The patrol car or bike maintains a speed of 105km on the slow lane of the dual carriageway thereby controlling the speed of other vehicles coming behind while overtaking vehicles are booked or their vehicle numbers taken down.
- b. **Static Speed Control Patrol:** It is utilized on both dual and single carriageways. It involves the use of patrol car, bike, communication equipment and radar gun (mounted on vehicle) respectively. The car is parked along the road while the bike is parked further ahead. Speeding vehicles that fails to stop for the Patrol vehicle are apprehended by the bike ahead.
- c. **Surveillance Patrol:** Is utilized in town traffic control and on the highways to detect traffic violations. The Surveillance car moves at any speed under the limit of the law.
- d. **Rescue Mission:** This patrol type is adopted after receiving information of a crash. The team mobilizes for rescue and clearing of obstructions during which patrol car utilizes authority devices like siren and flashers without necessarily driving beyond the prevailing speed limit.
- e. **Night Patrol:** Takes place between 1800hrs - 2200hrs (except otherwise arranged) to check vehicles lighting system violations and is restricted to Urban environment where Security of team is guaranteed. The team members require reflective jackets, search lights, flashers etc to make them visible.
- f. **Foot Team Patrol:** FRSC staff in mufti monitors traffic with special focus on such violations as Use of Phone While Driving (UPD), Seat belt violation (SUV) etc while uniform staff stationed ahead arrest the violators.
- g. **Metropolitan Bike Patrol:** A bike rider goes on roving patrol with a partner who serves as arresting marshal.

A patrol team comprises 4 to 5 members accompanied by a bike and is led by an officer not less than ARC. Two Riders on Bikes can also form a patrol team if within the township area.

A patrol squad is a collection of patrol teams and it is to be led by an Officer not less in rank than DRC. The patrol (except special patrol) hours are usually 0600hrs - 1300hrs and 1300hrs -1800hrs for morning and afternoon shifts respectively. A stand by rescue team must be on alert at all times.

3.2 Patrol Procedures

Patrol as an enforcement Strategy geared towards the achievement of the statutory objectives and mandates of the Corps. It is a regular and continuous day-to-day activity for the purpose of surveillance, rescue (in case of emergencies) and monitoring of compliance to traffic laws and regulation.

Patrol Operations entails:

- a. Pre-Patrol
- b. On-Scene patrol
- c. Post-Patrol

a. Pre-Patrol Activities

- Preparation of patrol Roster
- First parade by the Driver
- Declaration and signing for patrol materials (N1,000 maximum)
- Pre-patrol Briefing

It also involves:

- Dressing - No. 6 in the with FRSC dress protocol
- Timing-Shifts
- Materials/Equipments
- Documentation:
 - Attendance register, Cash declaration Register, Notice of offence booklet.

b. On-Scene Patrol Activities

- Proceeding on patrol (decide on patrol style, Focus and patrol point)
- Allotment of responsibilities (Arresting marshal, patrol clerk, booking official)
- Mobile static speed control activities
- Enforcement activities
- Cautioning/enlightenment
- Road/traffic behaviour observation
- Patrol Round-off

c. Post-Patrol Activities

- Patrol report writing - As well as field report form & incident report.
- Handing over of impoundments and Confiscations
- Checking/Confirmation of patrol Report claims.
- Vehicle Status check by Head of operations
- Fuelling of the vehicle against the following day.

3.3 PATROL DEVICES/EQUIPMENT

Patrol Devices/equipment are those equipment that enhance conduct of patrol operations. It includes Authority device, Rescue device, protective device, Auxiliary device, Defensive device and Stationery items.

a. Authority devices: These devices includes the following: Light bar (with functioning rotating lights), Public address system, VHF Radio communication, Speed radar gun.

Protective devices: Are items that shield Operatives from possible danger in discharging of their statutory duties. E.g: Drinking water, Container such as food flask, Bucket, Hand gloves, Disinfectant, Patrolites or zapper.

b. Rescue devices: Are those devices that are used in rescue activities. It includes: Reflective caution signs and Flare, Blankets, Fire extinguisher, Torchlight with, spare batteries, Body bags, Fire-man Axe, Matches.

c. Auxiliary Device: These devices includes the following; Reflective stripes for cordoning off roads, Reflective jackets, Mechanical kit, fan belt, fuses, light bulb, pliers, screwdriver, sandpaper, Jack and four wheel spanners, Spare tyre.

d. Defensive devices: These are devices that patrolmen use for self-defence in the event of attacks. E.g: Firearms (where authorized), Pepper Spray, Hand cuff, Stun Gun.

3.4 Patrol Positioning

- a. Vehicles and bikes must be parked at right angle to the road clear of bends, hills, slopes, that makes them highly visible to approaching traffic on both sides of the roads.
- b. If bike is available should be parked by the passenger side of the vehicle at 5 meters distance.
- c. Driver should remain in the vehicle; Patrol leader by the side of the vehicle, first arresting marshal should be at 20meters, second at 15meters and third at 10meters from the Patrol vehicle respectively.
- d. SOP on rescue should be strictly adhered to.
- e. Only one vehicle should be stopped at a time.
- f. Engage only one side of traffic at a time during patrol activities.

- g. Patrol Men must not wear earpiece while on patrol.

3.4 Patrol Ethics

- a. Avoid stopping more than two vehicles at the same time which can lead to rowdy situation and ineffective performance.
- b. Apprehending staff should approach offender with notice of offence sheet in his/her hand, explain the offence and book the offender.
- c. Complete the Notice of Offence properly and issue the original copy to the offender.
- d. Don't confiscate offender's papers without formal booking.
- e. Impound offenders vehicle if unable to produce vehicle papers drivers licence or if vehicle is declared wanted/rickety or driver is drunk.
- f. Book offender for primary offence first after arrest and if there is no suspicion of documents, confiscate the drivers licence and release the vehicle to go and pay for the offences.
- g. If there is suspicion on the document or all the documents presented are photocopies, demand to produce the original within 24hrs for sighting, the team leader to write this on the reverse side of notice of offence, meanwhile the vehicle is impounded.
- h. Note that when requested to sight any document, the offence should be booked since confirmation and validity is still on.
- i. Do not plead on behalf of offender or act as mediator or engage in any post booking exercise.
- j. Siren, Public Address System and flasher forms part of FRSC paraphernalia, hence should not be used indiscriminately or for intimidation.
- k. Team leader must write a patrol report on competing of patrol for the day, complete field report form and submit same to Command's Head of operations.
- l. Confiscated items should be indicated in the field Report form and submitted to Duty Officer on return.
- m. All members must get to take off from and come back to base after patrol.
- n. Do not forcefully remove number plate, wheel spanners, Jack, spare tyres etc of offender in Lieu of Confiscation.

4. CRASH SCENE MANAGEMENT AND CASUALTY EVACUATION

First aid is the emergency care given to an injured or sick person. In an emergency situation, a bystander knowing first aid could save someone's life.

4.1 CASUALTY HANDLING

The "ABCs" of first aid is a helpful way to easily understand and remember how to approach an emergency situation and what to check for.

a. Airways

- Tilt the head back to open the airway.
- If anything is blocking it use a spatula to scoop it out.
- Then turn the victim onto his side into recovery position.
- This is done by folding one of his hands on the chest and spreading the other while the victim is gently rolled to side.

b. Breathing

- Watch or feel his lower chest to see if it is moving up and down.
- You can check by putting your ear close to his face, so that you can feel or listen to find out if there is air coming out of his mouth.
- If his is not breathing, give artificial respiration. The aim is to work on the heart when it stops working.
- Mouth-To-Mouth insufflations and cardiac massage.
- After every third artificial respiration, the first aider places his two palms on each other and locks them,
- Then places them on the sternum bone of victim, depresses the sternum five (5) times.
- The process is repeated until the victim is resuscitated.

c. Circulation (Blood)

- Check if there is a pulse.
- You may check this by feeling the pulse near the neck or on the wrist.
- If you can feel the pulse count the number of pulse for one minute and report any change the doctor when he arrives.
- Get medical aid immediately.

Variations on the ABC Guidelines

There are multiple variations of the "ABCs" of first aid, but they all essentially represent the same basic concepts.

Some places advocate for the acronym **DRSABCD** (like "Doctor's ABCD") for:

Danger: Check the scene and the person for any possible dangers to you or them.

Response: See if they are awake, can move or react, and if they can answer questions.

Send for help: Call 122 or 112 National emergency services.

Airway: Make sure their airway is open and clear.

Breathing: Check if they are breathing or to what degree they are struggling to breathe.

Cardiopulmonary resuscitation (CPR): If you know how to do so properly, perform CPR.

Defibrillation: If you have a portable defibrillator, follow the instructions and use it on the person.

Most importantly, in any emergency situation, try to stay calm and approach the problem with care. Assess the situation as best you can and call for help. Follow the instructions of the dispatcher or emergency personnel.

4.2 RESCUE PROCEDURES

Understand the environment to get necessary information about carrying out the rescue:

- Know the location of the mis-happening
- Mobilize personnel for movement
- Get services ready i.e able mobility to carry the victim
- Get and take investment equipment required to rescue
- Alert relevant agencies, which might give needed support i.e, fire services, etc.
- Move to the accident scene using authority devices to clear the way of traffic congestion where necessary

At the accident scene one must

- Observe the general terrain of the accident
- Ensure safety of rescue team by placing reflective warning signs at least 100 meters away
- Ensure high visibility of rescuer by wearing reflective jackets
- Ensure that traffic is properly controlled and make use of communication to your advantage
- Stop vehicles and divert traffic as the situation may demand i.e if the accident involves blocking the road.
- Do not allow crowding of accident scene by sympathizers.
- Identify accident victims by priority or severity of injuries
- Move victims in critical stage to hospital without delay
- Give first aids to victims with injuries of less severity. Dead bodies are moved last.

- Always move your victims to the nearest hospital or health center (mostly General Hospital).
- Retrieve safe property, enter in the format and report at base for further identification of owner and relatives.

4.3 RESCUE MATERIALS AND EQUIPMENT

Typically, when you think "emergency rescue", first responders like firefighters, police and EMS professionals are who come to mind. While yes, it's true that search and rescue is part of their jobs, anyone can be involved in an emergency situation where someone needs rescued or helped. For example, if you are in a car accident you may need to get yourself and others to safety; or, if you witness a sports accident or child injury at the park, you may need to offer first aid.

Whether it's for your career or not, rescue preparedness is good to know. We've put together a list of recommended items to have on hand for both the rookie rescuers and the professionals.

Rescue materials and equipment

Think of Emergency Rescue Equipment as equipment that has the sole purpose of treating or preventing injury. Regardless of the environment or location, here are the must-have items for successful RTC rescue operations:

- First Aid Kits
- Knife/Scissors
- Stretcher
- Blanket
- Gloves
- Splint
- Reflective caution signs and Flare
- Fire extinguisher
- Torchlight with spare batteries
- Body bags
- Fire-man Axe
- Matchets
- Reflective tape/Cones
- Reflective Jackets
- Cervical Collar
- Extricating machine

4.4 Extrication Techniques

Extrication is the process of removing a vehicle from around a person who has been involved in a crash when conventional means of exit are impossible or inadvisable.

The following are the techniques required to carry out a successful extrication:

- a. Stabilize the vehicle where it lies as movement may exacerbate injury.
- b. Make the vehicle safe: switch off the ignition, immobilize the battery, and swill away any petrol.
- c. Identify the time-critical victims
- d. Read the wreckage
- e. Try the easiest way into the vehicle first.
- f. Remove the wreckage from the casualty and not the casualty from the wreckage
- g. Do not move from one entrapment situation into another

5. FRSC EDUCATION POLICY

All over the world education stand as the major factor in the drive to development. A nation or organization cannot strive to greatness without paying much attention to the education of citizen or workforce. FGN (1998) stressed that education is an instrument for national development. It fosters the worth and development of the individual, for each individuals sake and for the general development of the society. It can be confirmed from this that education develops a man for self-fulfillment, societal development and for national advancement

5.1 IMPORTANCE OF TRAINING

- a. Enhance interest in one's job
- b. Removes negative attitude to work
- c. Improves performance and productivity
- d. Removes tardiness
- e. Checkmates excessive absenteeism
- f. Discourage complaints
- g. Improves quality of output
- h. Reduces incidence of accident at work
- i. Reduce rate of insubordination
- j. Brings about easy adaption to new technology
- k. Enhances efficient implementation of new policies

5.2 GUIDELINES FOR TRAINING PROGRAMMES IN FRSC

- a. Courses to be pursued shall be progressive and targeted essentially at development staff and knowledge, so as to improve proficiency.
- b. Courses to be pursued shall be relevant schedule or preparatory to taking up a new schedule.
- c. A staff shall qualify to pursue further studies on part-time basis in any of the approved courses and approved institution of learning after spending a minimum of two (2) years with the corps from the first day of appointments. Minimum of five (5) years is approved for full-time basis
- d. A staff seeking approval for further studies shall complete from TSC/EDU/O1A

- e. Career progression training at the FRSC Academy and Training school shall be accorded priority, while training with short duration in any recognized professional institution shall be encourage.
- f. Development staff after training shall take cognizance of the new skill acquired.
- g. Staff to be granted approval for further studies shall not exceed 5% of the total staff strength in the corps at any given years and such approval shall be subject to availability of fund.
- h. Any staff on course can be re-called by the corps marshal and chief Executive, should the need arise.
- i. Staff who are unable to complete any course of study within the normal duration may apply to the corps marshal and chief Executive for extension through Training standards and certification Department.
- j. Any staff that has put in 34years in service or attained 59 year of age should not be qualified for a sponsored course of study leave without pay.
- k. A marshal shall not be considered for conversion if he did not secure approval to go on the course in the first instance.
- l. A staff shall qualify to pursue any of the approved courses if free of any disciplinary case that could lead to termination/dismissal.

5.3 TYPES OF COURSES

- a. Short- Duration courses
- b. Part-time courses
- c. Foreign courses
- d. Technical assistance

a. SHORT DURATION COURSES

- i. These are training programmes not exceeding six (6) months which shall be handled by FRSC Training Institutions (Academy & Training School). Apart from this, staff may be nominated and sent to Universities/ Government institutions offering similar short duration courses such as:
- ii. Centre for Management Development (CMD)
- iii. Civil Service College (CSC)
- iv. National Information and Technology Development Agency (NITDA)

- v. Digital Institute
- vi. Nigerian Army School of Supply & Transport
- vii. TV College/Nigeria Film Institute
- viii. Public Service Institute of Nigeria
- ix. Citizenship & Leadership Training Centre.

b. PART-TIME COURSES

The conditions for part-time courses shall be as follow:

- i. Approval may be given to staff to engage on part-time studies if the course is relevant to the commission.
- ii. Staff proceeding on part-time studies shall do so completely at his own expense for courses that will lead to the award of certificate, National Diploma (ND), Higher National Diploma (HND) and Bachelors Degree.

c. FOREIGN COURSES

- i. Staff of the rank of RC and above shall be considered for foreign courses, except where otherwise dictated by the needs/demands of the job or where offers of training from multilateral agencies or friendly donor countries specifically request participants of a lower rank.
- ii. It is good to note that staff selected for foreign courses shall be entitled to full sponsorship during the period of study according to financial regulations.

5.4 ATTAINABLE QUALIFICATIONS

Courses undertaken shall lead to the award of the following:

- i. Doctor of Philosophy (Ph.D.)
- ii. Masters Degree
- iii. Postgraduate Diploma
- iv. Postgraduate Certificate
- v. Bachelor's Degree
- vi. Higher National Diploma
- vii. National Diploma
- viii. Professional Certificate from Institution recognized by law
- ix.

5.5 EDUCATIONAL SPONSORSHIP IN FRSC

TYPES OF SPONSORSHIP

- a. Full Sponsorship
- b. Partial Sponsorship

c. Study Leave Without Pay

FULL SPONSORSHIP: Postgraduate and Masters Degree beneficiaries shall receive an amount for tuition, books and project as contained in the admission letter of the institution. The cost of accommodation and transportation shall be determined on location.

Specialized and professional courses undertaken at National Institute for Policies and Strategic Studies (NIPSS), National Defence College (NDC), Armed Forces Command and Staff College (AFCSC) and Administrative Staff College (ASCON), shall also receive full sponsorship and monthly allowance as follows:

i.	DCM	-	N100,000
ii.	ACM	--	N90,000
iii.	CC/DCC	-	N70,000
iv.	ACC/CRC	--	N60,000
v.	SRC/RC	--	N50,000
vi.	DRC/ARC	--	N40,000

Staff on full sponsorship shall also:

- i. Be released from duty
- ii. Be entitled to continuous payment
- iii. Be entitled to promotion during the period of study.

This category of staff shall maintain effective communication with management through TSC for the period of study.

PARTIAL SPONSORSHIP: Partial sponsorship may be enjoyed by staff who are to pursue higher degrees including PhD not exceeding 36 months for specialized courses. A maximum of N500,000 only shall be given to beneficiaries for tuition, books and projects for PGD and Masters degree programmes while a maximum of 1,000,000 for Ph.D.

STUDY LEAVE WITHOUT PAY: If the course of study is relevant, approval shall be given to staff (Officers and Marshals) whose appointment has been confirmed and have served the corps for a minimum of five (5) years and such staff shall do so exclusively at their own expense. For courses leading to award bachelors degree and above, the duration of which shall not be more than 48 months.

6. STAFF WRITING IN FRSC

Staff writing is a standardized way of communication. Even though it is peculiar to every organization, it must also meet the basic minimum of internationally accepted standard. A standardized writing method becomes necessary in order to communicate logically, concisely, accurately and so on.

The Federal Road Safety Corps has developed a standardized writing manual to guide its communication within the organization and outside the Organization. This is aimed at reducing the official time in coping with extracting information from diverse writing methods

6.1 TYPES OF WRITING

Operational writing: abbreviation can be used here i.e. Part I and II order, signal, memo
Non-operational writing: others write where use of abbreviation is restricted.

6.2 CHARACTERISTICS OF WRITING

- a. Accuracy
- b. Brevity
- c. Clarity
- d. Relevance
- e. logical

6.3 BASIC RULES AND CONVENTIONS

- a. **Parts of document:**
 - i. Superscript -before text
 - ii. Text
 - iii. Subscript
- b. **Heading- used to logically break lengthy text**
 - i. Subheading
 - ii. Main heading (centrally placed, cap, underlined)
 - iii. Group heading -to demarcate paragraph and subparagraph.
- c. **Annexure** are supplementary document that amplify text and are referred to at the end of document
- d. **Appendix** are supplementary document that amplify annexure
- e. **Enclosures** - is a complete document attached to the presentation
- f. **Distribution** - is placed immediately after the signature block. This address is arranged in the following order.
 - i. External action
 - ii. External info
 - iii. Internal action
 - iv. Internal info

- g. **Signature**- initial and name of signatory in block capital
- h. **Dating**- day, month year- i.e. 9 April 2013 or 9 Apr 13
- i. **Document clarification**- i.e. Top secret (Policy), Secret (Plans) and Confidential
(Technical report), Restricted (Manuals)
- j. **Precedence**- immediate (urgent), priority (important).

6.4 FRSC CORRESPONDENCE

- ▶ Types of correspondence-
 1. Direct (from HQ to field officer)
 2. Routine (HQ to field commands)
 3. Routine to external organization (HQ to stakeholders)
 4. Formal (HQ to dept. in HQ on a program)
 5. Demi-official (HQ to individual staff)

All letters take the form earlier shown except internal memo.

6.5 FILES AND DOCUMENTS

A file store can present the whole history of one aspect of a subject under cover in chronological order of reference.

Documents include notes, letters, drawings, carbons or bonus, files photograph, slides, etc.

6.6 FILING SYSTEM AND SECURITY OF DOCUMENTS

- ▶ File numbers and titles are allocated by the registry from a filing index based on a chosen theme.
- ▶ A new file (vol. 2) is opened when original has up to 100 enclosures
- ▶ T file is opened to pass document internally
- ▶ If content of a file is transferred to a clear file the back front page of old file is attached.
- ▶ Closing of file- an officer completes a file disposal form and places it in the file as the top enclosure and the registry takes action by choosing it.
- ▶ Document security- on 'need to know' basis irrespective of rank and appointment. This Include security during production and transmission, copying and reproduction.
- ▶ Filing system
- ▶ Blocked system: (subject heading i.e. promotion, discipline etc.)

- ▶ G, A or Q system consider hierarchy (i.e. HQ, Zone, Sector, Unit) or importance.
- ▶ Alphabet system- simply uses A to Z to number the files.

6.7 STANDARD PAPERS

- ▶ Paper writing is one of staff officers work. It presents, past, current or future fact, opinion, argument and recommendation etc.
- ▶ It's usually consist of superscript, subscript and the body.
- ▶ The body consist of introduction, Aim, Objective, Content, Recommendation and or conclusion, Annex,, reference or bibliography
- ▶ Introduction - This gives reason why the paper was written, background, underpinning or understanding, scope and purpose. But it should be brief, a gist of aim, objective and conclusion.
- ▶ It is to have one aim that simply summarize the essence of the whole paper
- ▶ Discussion- presents the argument in a direct, concise, logical and convincing manner. The style varies in writing, it could be very argumentative, use of subheading, cause and effect, criteria establishment etc.
- ▶ Recommendation and conclusion

6.8 CONFERENCE, MEETING AND MINUTES

- a. Duty of secretaries- record proceeding i.e manual or electronic
- b. Duties of a chairman include:
 - i. planning and convening meeting.
 - ii. Meeting control and direction.
 - iii. Supervision of production and distribution of accurate record of proceeding.
 - iv. Vet and operate agenda of meetings
 - v. Start meetings
 - vi. Introduce members.
 - vii. State aim
 - viii. Introduce items.
 - ix. Appoint and guide discussants.
 - x. Summarize discussion.
 - xi. Take discussion
 - xii. Allocate actions

6.9 BRIEF

This is a short accurate info posed to subordinate. It saves time and discuss the matter properly. It can be oral or written i.e.

- ▶ Brief for ZCO RS2.21
- ▶ Use of Siren

6.10 TYPES OF BRIEF

- a. Decision brief- summary of completed document
- b. Information brief- on current problem or situation
- c. Meeting brief- to make superiors familiarize with the agenda
- d. Personality brief- details of visitors and their mission
- e. Visiting brief- question likely to be encountered if a superior is travelling

7. SPEED LIMITING DEVICE

A Speed Limiting Device is an electronic device fitted in a vehicle (Buses, Trucks, Vans Tankers etc) with a view of ensuring this vehicle maintains a speed limit according to the regulations of the country. Speed Limiting Device operates through electronic sensors and the engine's computer.

A series of sensors detect how fast the vehicle is going, and then communicates that information to the engine's computer, which manages nearly all the engine's functions. Once the vehicle reach a pre-determined top speed, the computer steps in and restricts the flow of air and fuel to the engine and even the sparks that cause combustion. Either way, the vehicle will be unable to exceed the top speed as determined by the car's manufacturer.

7.1 TYPES OF SPEED LIMITER DEVICE

There are two (2) major types of speed limiting device:

- a. Mechanical speed limiting device and
- b. Electrical/Electronic speed limiting device.

7.2 legal backing for FRSC to enforce speed limiter use in Nigeria

The Corps derived its powers to enforce the use of limiter by all categories of vehicles from paragraph (4) of the National Road Traffic Regulation (NRTR), 2012 which says "a person shall not drive a vehicle on any public road which is not fitted with a speed limiter".

7.3 Advantages of Speed Limiting Device

Speed limiting device is observed to have the following advantages:

- a. Lower speed results in less fuel consumption by vehicles.
- b. Lower speed also cuts down vehicle maintenance cost and slows down depreciation value thus vehicle last longer.
- c. It will significantly impact positively in changing the individual driving behaviour which has been hard to achieve over the years.
- d. It will reduce the speed of vehicle to pre-set limit thus reducing overall crash risk and likely to lessen severity of crash.
- e. It will engender good monitoring mechanism for vehicle owners'/fleet operators.
- f. It will engender compliance with the **ECOWAS** mandate, fulfilment of the Corps statutory functions through good practice.
- g. It will assist to eliminate losses associated with speed related crashes. These losses are usually in vehicles loss, damage to roads and road infrastructure, house, goods etc.
- h. It will assist to preserve the young virile members of the society from deaths and maiming associated with speed induced crashes.

- i. "it enables more relaxed driving and lower insurance premium as consequence of fewer crashes.
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- l. It enables more relaxed driving and lower insurance premium as consequence of fewer crashes.

7.4 SPEED LIMIT

Speed limit is the maximum legal speed a category of vehicle can travel on a road under ideal condition. The recommended table for speed limit for all categories of vehicles is as follows:

TYPES OF VEHICLE	URBAN AREA	HIGHWAY	EXPRESSWAY
MOTORCYCLES	50	50	
PRIVATE CARS	50	80	100
TAXIS & BUSES	50	80	90
TANKERS/TRACTORS	45	50	60
TOW VEHICLE	45	45	45
VEHICLE TOWING	50	60	70
VEHICLE NOT TOWING			

8. VEHICLE MAINTENANCE, FIRE PROTECTION AND PREVENTION

Regular vehicle checks extend the life of a vehicle and cuts down on running cost. It is usually advisable not to cut corners on maintenance of vehicles, as this could be dangerous.

8.1 DAILY/ROUTINE VEHICLE SAFETY CHECKS

This type of check is undertaken in order to forestall anticipated undesirable consequences of breakdown of vehicles. It involves the checking of some components as well as taking action daily, preferably in the morning before starting the engine.

For easy reference and collection, the following acronym is suggested:

a. WOFT(FIRST PARADE FOR CAR PETROL ENGINES)

- **W - Water:** Check water level in the radiator;
- **O - Oil:** Check the level of engine oil in the sump using dip stick;
- **F - Fan Belt:** Check belts for tension and cuts;
- **T - Tyres**
- Check for cuts, punctures, depth of threading, pressure, alignment and wheel nuts.

b. SECOND PARADE (SAFETY PARADE) could include the following:

i. Lighting System:

Check the headlamp, side lamp, signal indicators and reverse lights.

ii. Brakes and Clutches

- Check the hydraulic level
- Check the effectiveness of the brake, start the vehicle, drive off a little and step on the brake pedal to test the effectiveness.
- Check the tightness and the effectiveness of the brakes and clutches
- Change all the gears, one at a time while pressing the clutch pedal

iii. Wipers

- Ensure that the windscreen wiper are functional
- Check the blades for effectiveness

iv. Steering Mechanism:

- Check for clearance or 'free play"

- Check for automatic transmission fluid (ATF) for power steering only

v. **Horns**

- Ensure the horns are in good working condition
- Do not fit wrong horn to your vehicle

Vi. **Spare Tyre**

- Check spare tyre for cut, puncture, thread and pressure
- Ensure that jack, jack handle and wheel spanners are in the vehicle.

vii. **Reflective Triangle**

Ensure a pair of reflective triangle is in the vehicle

viii. **Fire Extinguisher:**

Ensure the correct type and size of fire extinguisher is in the Vehicle. A multipurpose fire extinguisher is preferable.

ix. **Battery**

Check the electrolyte (battery liquid) and the condition of battery terminals.

x. **Body Inspection**

- Take a walk round the vehicle to check for dents and loose parts.
- Routine Maintenance could be daily or weekly or monthly; depending on the use of the vehicle.

8.2 **FIRE PROTECTION AND PREVENTION**

Fire is a rapid combination of 2 or more substances which produce heat, light, smoke and carbon. Before fire could occur, oxygen, heat, and fuel must be present.

- Oxygen: This is the gas that supports burning.
- Heat: This is the sufficient temperature needed for ignition of fire.
- Fuel: This is any combustible material (solid, liquid or gas).
- Fire Triangle: A combination of oxygen, heat and fuel form what is called the **Fire Triangle**.
- Fire Extinction: When an automobile fire or any fire is starved of any of these (oxygen, heat and fuel), the fire goes out.

8.3 **Classes of Fire**

For easy identification and extinction purposes, fire is classified into four categories as stated below:

i. **Class A**

This class of fire involves free burning materials like wood, paper, textiles, etc. WATER is the best means of extinguishing this class in form of jet or spray.

ii. **Class B**

This class of fire involves flammable substances like petrol, paint, grease, etc. Fire under this category could best be extinguished with LIQUID FORM extinguisher. Dry chemical powder, carbon- dioxide extinguishers and dry sand are also good materials that can put out Class B fire.

iii. **Class C**

This fire involves combustible gases or liquefied petroleum like propane and butane. They can best be extinguished with Dry-chemical powder and carbon dioxide fire extinguishers. Water in spray form could be used to cool down the cylinder.

iv. **Class D**

This class of fire involves metals, e.g Potassium, Aluminium, Magnesium. Zinc, etc. They can best be extinguished with dry- chemical powder fire extinguisher or dry sand.

8.4 Fire Protection

This is the proactive measure of providing equipment, devices and gadgets that are handy in case of fire incidence. These include fire extinguishers, dry sand, blankets, smoke detectors, etc.

8.5 Fire Prevention

This is a measure put in place to ensure that fire does not break out. Be mindful of the fact that fire occurrence is preventable. Fire prevention is in everyone's utmost interest.

- a. Watch out for fuel leakages, exposed wires and cracked hoses.
- b. Be alert to changes in vehicle sound as it might involve metal grinding.
- c. Ensure that the positive terminal of the battery is completely insulated to avoid contact with the body of the vehicle.
- d. Clean regularly all areas where flammable liquids may collect.
- e. Do not leave the fabric for cleaning the engine parts within the engine compartments.
- f. Ensure that the contact point of the high tension cables to spark plugs is not exposed. Do not carry fuel in cans in the vehicle.

8.6 Extinguishing Automobile Fire

Fire can be extinguished by knocking off any of the three sides of the fire triangle. This is achieved by:

i. **Cooling**

This is the act of using water to reduce the temperature of the burning material(s) below ignition point (the flash point).

ii. **Smothering**

This is the act of cutting off air, by the use of foam or fire blanket. This deprives fire of oxygen which is a necessity for combustion.

iii. Starving

This is the act of removing the burning material to a safe place thereby avoiding its spread.

8.7 Operating a Fire Extinguisher

Hold it up-right and do the following:

- a. Pull the safety pin/break cartridge
- b. Aim horn at the base of fire
- c. Press/squeeze nozzle
- d. Discharge at the base of flame

9. ISO 9001:2015 QMS

9.1 The Concept of ISO 9001:2015 QMS

FRSC as a best example of lead agency in Road Traffic Administration and Safety Management in Africa has developed its initiatives towards achieving excellence in service delivery based on a 3-pronged approach of People, Process and Technology.

The Concept of 'Process' of the tripod was pursued through the adoption of ISO 9001 (Quality Management System) in February 2008. This is one of the various standards of the International Organization for Standardization (ISO).

The Corps has been using the QMS to further the Corps' commitment to continually improve its effectiveness in serving the needs of Nigerians in the area of road safety. It has helped the Corps become more effective and maintain recognition by its customers.

This is a milestone that reflects FRSC true disposition as a determined organization that is committed to attaining excellence in all aspects of its operations and service delivery.

QMS is one of the best known international Standards code-named ISO 9001 by the International Organization for Standardization (ISO).

ISO is derived from the Greek word "ISOS" which means 'equal'. It Stands for International Organization for Standardization. It was established in 1947 with Headquarters in Geneva, Switzerland.

Each country is represented in ISO by the standards body of such country. Therefore, ISO is represented in Nigeria by Standards Organization of Nigeria (SON).

9.2 Pre-QMS era in FRSC

In 2007, FRSC, under the leadership of the then Corps Marshal and Chief Executive, Osita Chidoka took stock of the past, evaluated the present with a view to charting a new direction and more purposeful future for the Corps. This necessitated the introduction of QMS in the Corps and consequently spurred everybody in the Corps to action in order to make the Corps a world class organization.

The Corps began its journey into QMS world in 2008. Before then, FRSC activities were characterized by myriads of administrative lapses ranging from improper documentation, poor record keeping and overlapping job functions.

Lack of processes and procedures, increasing customer complaints, internal waste and damages, staff poor attitude to work, frequent breakdown of facilities, poor performance of staff, and other vices were the challenges faced before the introduction of QMS.

9.3 Journey to ISO Certification

There are about 22,000 ISO Standards to date worldwide, covering various subjects/industries. But ISO 9001 is the most popular and acceptable . To address the above challenges bedevilling the Corps, QMS was used to seek improvement in line with global best practices, through: Involvement of the people - Everybody in the Corps was involved from the beginning.

In 2009, the entire FRSC Top Management team was trained on ISO 9000:2000. This was followed by the training of 80 Officers as Internal System Auditors. 68 qualified as Internal System Auditors with 60 proceeding to Lead Auditors.

Forty five officers eventually became Lead Auditors. A total of 452 processes were identified in the Corps and documented in the first ever FRSC Quality Manual developed alongside the Quality Policy. In the course of implementation, the Corps procured the services of a consulting firm that assisted with the Gap Analysis of the Corps.

In order to have direct supervision, Quality Management System Unit was established in the office of the Corps Marshal and Chief Executive.

Awareness programmes on how to achieve quality in the Corps' business as well as the need for commitment of staff to organizational goals took place in all FRSC formations.

Trained Internal System Auditors were used to evaluate the effectiveness of the system through internal system audits. Mock Audit of departments and Corps Offices at the HQs were conducted. ISO lectures were featured in most FRSC trainings and workshops.

The External System Auditors from the Standards Organization of Nigeria (SON) were used to also evaluate the effectiveness of the system through system audits. Internal efficiency was entrenched by establishing guidelines through the FRSC Quality Manual for everyone to follow easily.

9.4 What does ISO 9001:2015 cover?

- a. Based on PLAN-DO-CHECK-ACT methodology.
- b. Provide a process-oriented approach.
- c. Risk-based thinking

9.5 Benefits of ISO 9001:2015?

ISO 9001:2015 helps organisation to:

- a. Ensure their customers consistently receive high quality products and services.
- b. Create satisfied customers, Management and employees.
- c. Organise and improve the efficiency of processes Continually improve on its

- d. Credibility by proving to customers that its products and services meet expectation.
- e. ISO 9001 is positive for organisational image as it shows that you comply with internationally recognised quality standard.

9.6 The Role of Staff in the implementation of ISO 9001

- a. Know your job, do it well and on time.
- b. Be committed, responsible and remain accountable.
- c. Ensure your Working tools are available and well maintained.
- d. Be a team player.
- e. Maintain records/Evidence of assigned jobs.
- f. Suggest better ways of improving the system.
- g. Be ready for ISO 9001 System Audit of your work at any time.
- h. Be audit friendly and co-operate with System Auditors.
- i. Support the ISO 9001 implementation in your office.
- j. Remember you are very important; we cannot achieve ISO 9001 certification without your positive contributions.

10. FRSC REGULATIONS ON DISCIPLINE, 2018

10.1 Offences Relating To Duty

- a. AWOL - Major Entry and forfeiture of Salary for the number of days.
- b. Desertion - Dismissal
- c. Dereliction of duty - Loss of seniority
- d. Lateness - minor entry or reprimand.
- e. Malingering -Major Entry and forfeiture of Salary for the number of days.
- f. Acts of Negligence - Loss of seniority

10.2 Offences Relating To Information

- a. unauthorized disclosure of Information-Termination
- b. failure to make report - Loss of seniority
- c. Presentation of false document or certificate - Termination
- d. Unauthorised educational qualification - Loss of seniority.
- e. Concealment of higher qualification on Appointment- Loss of seniority.

10.3 Offences Relating to Borrowing, Lending Debts, Illegal Employment, Petitions and Improper Dressing

- a. Borrowing from junior staff-Reduction in rank.
- b. Failure to pay debt - Reduction in Rank
- c. Carrying on any other paid employment - Termination
- d. Influenced promotion - Major Entry.
- e. Improper dressing - Major Entry.
- f. Anonymous petition - Termination

10.4 Offences Relating to Corruption, Gross Misconduct and Indiscipline

- a. Obstructing Marshals on Duty -Loss of seniority.
- b. Incivility to member of the public - Loss of seniority.
- c. Maltreatment and false complaint - Major Entry.
- d. Bribe - Termination of Appointment.
- e. Failure to make entry after patrol - Reduction in rank.
- f. False Allegation - Termination of Appointment
- g. Disobedience to Standing/particular order -Major Entry.
- h. Failure to pay compliment - Major Entry.
- i. Improper channel of correspondence - Reduction in Rank.
- j. Drinking or smoking while on duty - Reduction in Rank.
- k. Forgery - Termination of Appointment
- l. Assault/civic conduct- Reduction in Rank.
- m. Manslaughter/murder- (criminality) handed over to police, placed on half salary and upon conviction dismissed from service.
- n. Mutiny- dismissal from service.
- o. Rape - dismissal from service.
- p. Rioting - Dismissal from service.

- q. Scandalous behaviour- termination of appointment.
- r. Rudeness to superior- loss of seniority.
- s. Stealing or looting- dismissal from service.
- t. Treason- handed over to police, placed on half salary and dismissal from service upon conviction.

10.5 Offences relating property

- a. Damage to property: Replacement of the property damaged within 3 months.
- b. Driving and damaging of Corps vehicle by non-commissioned driver or offender's vehicle -Payment of cost of repairs or replacement of vehicle within three (3) months or have appointment termination.

10.6 Offences relating information processing

- a. Unauthorised production of driver licence- Termination of appointment.
- b. Unauthorised production of number plate- Termination of appointment.
- c. Duty room offences- Reduction in rank.

10.7 Other offences

- a. failure to testify before FDP- Reduction in rank
- b. False information to FDP- Reduction in rank
- c. Wilfully insults/assaults in FDP- Reduction in rank
- d. Continuous misconduct- Termination of appointment.

10.8 Procedure for FDP

An FDP may be convened by the appropriate Authorizing Officers to investigate Officers from the rank of ACC to DCM for all misconducts under the Regulations, and also for members of the Corps from the rank of RMAIII to CRC for misconducts that may attract punishment not lower than loss of seniority on conviction. See Regulation 61.

Who can convene an FDP?

FDP may be convened by any of the following appropriate Disciplinary Authorities:

- a. The Chairman of the Commission
- b. The Corps Marshal
- c. Heads of Department (HODs)
- d. Corps Officers (COS)
- e. Heads of Special Unit
- f. Zonal Commanding Officers (ZCO)
- g. Sector Commanders (SC)
- h. Unit Commanders (UC). See Regulation 58.

The Composition of FDP and Qualifications for Membership

FRSC Disciplinary Panel shall compose of the following:

- a. A Chairman, who shall not be below the rank of CRC
- b. Three other members one of whom shall be a Legal Officer of the Command where the misconduct is committed or a Legal Officer in Legal Office in RSHQ; and
- c. A Secretary who is also a member.

It should be noted that where a Marshal is being investigated, one of the members should be a Marshal not below the rank of Senior Marshal Inspector (SMI). See Regulation 59(1).

A Marshal should not be a member of an FDP set up to investigate an Officer except where the Officer is jointly investigated with a Marshal.

The Chairman investigating an Officer must be senior in rank to the defaulter and must not be below the rank of a Chief Route Commander (CRC).

No member of the Corps shall be appointed to serve in the FRSC Disciplinary Panel except he is subject to the Corps Regulations and has been in the service of the Commission for a period of not less than Six (6) months. See Regulation 60.

If a member of the Corps is a complainant at any proceedings, he should not be a member of the Panel investigating the defaulter.

A person to be called as a witness should not also be a member of Panel.

FDP Investigation Procedure

Investigation in an FDP is conducted in the following manner:

- a. A defaulter must be informed of the allegation(s) against him in writing and given at least seventy-two (72) hours to prepare his defence. Note that once all disciplinary matters are published in PART ONE ORDER, they are deemed to have been officially communicated to all members of the Corps and the defaulter once published.
- b. The defaulter shall be marched in, before an FDP without head dress and belt by the Provost.
- c. The names of members of the FDP should be read to the hearing of the defaulter before the investigation begins.
- d. The defaulter is entitled to object to the membership of the Panel with good reason.
- e. Oath shall be taken by the members of the Panel.
- f. The allegation(s) are to be read to the hearing of the defaulter before commencement of investigation.

- g. Plea shall be taken by the defaulter. It has to be guilty or not guilty. There is nothing like guilty with reason. It simply means not guilty.
- h. Both sides call witness (es) (if any) and they must be placed on oath.
- i. There are examination-in-chief, cross examination and re-examination by witnesses on both sides.
- j. Exhibits are to be tendered, if any, in the form of documents or any other thing by both sides (if any).
- k. Investigations should be properly recorded in register(s) or electronic record to be maintained by AHR, RSHQ and field Commands.
- l. The panel may after hearing evidence dismiss the allegation or call on the defaulter to state his defence.
- m. Also upon conclusion, the Panel may record a finding of not guilty but if it considers the allegation proven it shall record a finding of guilty. A member of the Corps can only be punished once it is proven that he has committed misconduct contrary to the Regulations.
- n. Note that the Panel can recommend a lighter punishment if the misconduct established is less than the misconduct being alleged. See Regulation 59(3).
- o. Punishment (s) recommended in respect of misconduct (s) take effect from the date the punishment is approved by the Management or the appropriate authority. See Regulation 62.
- p. Copies of disciplinary proceedings including all exhibits (if any) are be forwarded to Corps Marshal
- q. Any defaulter who is dissatisfied with the decision of an appropriate authority shall have right of appeal to the Commission or to Corps Marshal in the absence of the Commission. The appeal shall be forwarded to the Commission through the approved channel of communication but an advanced copy may be sent to the Commission or Corps Marshal within two weeks. See Schedule 3 of the Regulations.

10.9 Procedure for Summary Proceeding Disciplinary Panel (SPDP)

This aspect of investigation is conducted in a summary manner. When a report or allegation has been made orally or in writing to the appropriate authority, the appropriate authority shall if convinced that a prima facie case has been established, direct that the Officer or Marshal against whom the report is made appears before him and two others and state the allegation to the defaulter and request him to make his defence immediately.

A Marshal not below the rank of Senior Marshal Inspector is to be one of the two others where the defaulter is a Marshal.

If the defence put up by the defaulter is not satisfactory, the appropriate punishment shall be recommended to the appropriate authority.

The summary proceeding shall be recorded verbatim in a Summary Proceeding Register.

Note that for all members of the Corps where the punishment is dismissal, termination, reduction in rank or loss of seniority, investigation shall be by FRSC Disciplinary Panel which shall make appropriate recommendations to the appropriate authority. Also note that ACC and above do not face Summary Proceeding for any misconduct committed by them. See Regulations 55 to 58.

11. DATA COLLECTION

The acquisition of knowledge on its own starts with the acquisition of data. All important decisions in life are based on the information collected on a subject matter. The quality of decisions taken is a function of the adequacy and relevance of the information at our disposal. It is therefore important to know that at its primary stage, data is regarded as raw i.e it makes little or no meaning. It only makes complete meaning when it has been processed.

Consequently, the collection of data in Road Safety does not stop at that. As a matter of fact, collected data undergoes analysis which gives/makes it have meaning. The word data means information but is often regarded as raw in its unprocessed stage. For an organization like Road Safety, every data it collects undergoes analysis and interpretation before it is brought out as a veritable tool and utilized in the achievement of the goals of the Corps where applicable.

Definition of Data

Data is a collection of facts, such as numbers or measurements and the word data means information. Strictly speaking, the word —data is in the plural (the singular form is —datum). However, the word is often used as if it is a singular noun. So, we commonly say "the data is available" rather than the more correct way "the data are available".

11.1 Classification of Data

Data classification is the categorization of data for its most effective and efficient use. It can be classified as follows:

a. According to Nature

- i. Quantitative data: This is information obtained from numeral variables e.g. number of officers and marshals in a command, age, bills etc.
- ii. Qualitative data: This is a categorical measurement expressed not in terms of numbers, but rather by means of a natural language description such as names, characteristics and alpha-numeric (e.g. vehicle plate number), gender (male or female), religion (Christian or Muslim), casualty details (injured or killed) etc.

b. According to Source

- i. Primary data: This is information collected on first hand.
- ii. Secondary data: This is second hand information e.g. published data

c. According to Measurement

- i. Discrete data: These are numerical observations obtained as whole numbers e.g. traffic count data, age etc.
- ii. Continuous data: These are data that can take any value and they are measured e.g. height, length etc.

d. According to Arrangement

- i. Ungrouped data: This is a raw data with no specific arrangement e.g. the final grades of 12 officers in FRSC Academy at the last officers refreshers training course. 83, 80, 78, 86, 76, 82, 78, 83, 84, 90, 96, 90.
- ii. Grouped data: This is an organized set of data that is arranged which involves two or more groups.

Example

GRADES	FREQUENCY(NUMBER OF OFFICERS)
(a)	(b)
75-79	3
80-84	5
85-89	1
90-94	2
95-99	1
TOTAL	12

11.2 Data Collection

Data collection is any process of preparing and collecting data. Inaccurate data collection can impact the results of a study and ultimately lead to invalid results.

The purpose of data collection is:

- a. To obtain information to keep as records.
- b. To make decisions about important issues, or
- c. To pass information on to others.

12. FRSC MESS ETHICS

In any organization anywhere in the world, there are sets of rules that govern the behavioral pattern of the personnel. The sets of rules are meant to be obeyed in order to maintain law and order, if the sanctity of the organization must be maintained.

12.1 MESS MEMBERSHIP

The mess shall comprise of the following classes of members whose rights, privileges and responsibilities are prescribed in these laws could be subject to review from time to time. The classes of membership area as follows:

- a. Full members
- b. Temporary members
- c. Associate members
- d. Honorary members

12.2 FULL MEMBERS

All Officers serving in the Road Safety Headquarters, Abuja Zonal Command, FCT Sector Command, and the supporting Units in Abuja are full members. They can vote and be voted for into the mess committee. They shall attend all mess functions and pay all mess subscriptions accordingly.

12.3 TEMPORARY MEMBERS

All other officers not serving in Abuja as in paragraph 3 above are automatically temporary members of the Mess. While in Abuja, for a period of not less than one month on official duty, on attending a course, on leave, on medical ground etc will be given temporary membership of the Mess.

A temporary member can have a say in the running of the Mess for the duration of his stay. He shall pay for the use of all Mess facilities, but is not however qualified to vote or be voted for into the Mess committee.

12.4 ASSOCIATE MEMBERS

All commissioned Officers of the Armed Forces, Police and Para-Military Organisation both serving and retired shall be regarded as associate members.

Associate Members are entitled to have access to the Mess facilities. An Associate Member may attend organized official Mess functions on invitation only. As Associate Member shall have no say in the running of the Mess. He shall not vote or be voted for as Mess committee member and will not be required to pay Mess subscription.

12.5 HONOURARY MEMBERS

The following dignitaries shall be granted automatic honorary membership of the Mess:

- a. Grand Patron (C-In-C)
- b. SGF
- c. Honourable Minister FCT
- d. Ministers
- e. Any other person as may be approved /directed by the patron (COMACE).
- f. Such other persons as may be agreed upon by the Mess committee subject to confirmation by the patron.

12.6 OTHER HONORARY MEMBERS

Honorary members shall be regarded as an exclusive offer and application shall be highly restricted. Any eligible candidate for honorary membership shall fulfil the following conditions. Nomination or sponsorship of a prospective honorary members shall be made by two full members not below the rank of a Chief Route Commander. Such application shall be made on the honorary membership form which will be pasted on the notice board for at least two weeks before a mess committee meeting. Members are expected to register their observations /objections to the admission of proposed candidates, if any, before the mess committee. The decision to admit an individual as an honorary member shall be simple majority which will be subject to the patron's approval. The PMC and Mess Executive committee have the powers to overrule the selection before it gets to the patron.

If the application for honorary membership is as provided in section 11 (d) above, the candidate will be granted a provisional honorary membership which will last for a period of three months. After the three months mandatory period of probation, members shall be required to register their comments or observations about a particular candidate to the PMC or Mess Secretary in writing.

If a candidate on probation is found wanting, a report shall be made to the PMC which will in turn be tabled before the Mess Executive committee. The provisional honorary membership granted to such candidate will be withdrawn immediately, if the allegation is confirmed to be true.

When a candidate is not found wanting during the period of probation, a full honorary membership status will be granted to the candidate in accordance with section 11 (d) above. The candidate will be required to appear before the Mess

committee where he shall be invited and formally welcomed into the Mess by the PMC on behalf of other members.

- a. Honorary members have the right to use all Mess facilities to buy drinks and sundries on cash basis only.
- b. Honorary members shall not have a say in the running of the affairs of the Mess. However, suggestion (s) for improvement may be made to the PMC or Secretary.
- c. The proposed honorary members will be required to pay an initial fee of =N=10,000 and an annual renewal fee of =N=5,000 or as may be stipulated from time to time.
- d. Honorary members shall not be expected to pay subscription, although donations in cash or kind may be made to the Mess.

12.7 MESS MEETINGS

The following meetings shall be held by the Mess from time to time as may be stipulated by the laws governing the Mess namely;

- a. General Mess Meeting
- b. Mess committee Meeting

12.8 GENERAL MESS MEETING

A General Mess meeting will be held once in every quarter and will be held once in every quarter and will be convened by the PMC to discuss the following:

- a. The review of policy matters
- b. The financial position of the mess
- c. Initiation of new honorary members
- d. Other important matters

A Quorum of the meeting shall be two third (2/3) of full members present in at the time of voting. A copy of individual motion and proposal shall be handed over to the secretary forty-eight hours (48) before each general meeting to enable him include it in the agenda. Resolution shall be passed if:

- a. Supported by two third (2/3) majority in case of removal of committee members.
- b. Supported by simple majority for other resolutions.
- c. Only full members have the right to vote during general meeting.

General mess meeting shall be held on the last Friday of the last month of the quarter by 10:00 hours. Unless otherwise overtaken by other events in which case a new date will be communicated to all members.

12.9 MESS COMMITTEE MEETING

Five members of the committee shall form a quorum provided that the meeting shall not be held in the absence of the PMC. Resolutions at this meeting shall be by a simple majority of members present at the time of voting. Emergency meeting may be convened by the patron or the PMC through the Mess Secretary. All resolutions adopted by the Mess committee shall be binding on all members. Mess committee shall be held every last Wednesday of the month by 12:00 hours. The PMC shall be appointed by the Patron, and shall not be below the Rank of Assistant Corps Commander (ACC). All Officers below the rank of the PMC can contest for officers listed in Mess committee part two of these rules and regulations.

12.10 COMPOSITION/DUTIES OF MESS COMMITTEE

a. Members of Mess Committee

There shall be a Mess Committee charged with the responsibility of effective and efficient running and management of the affairs of the Mess in accordance with Rules and Regulations contained in this document.

b. Composition of the Committee

- i. The Mess Executive Committee shall be composed of the following officers.
- ii. President Mess Committee (PMC)
- iii. Mess Secretary
- iv. Treasurer
- v. Financial Secretary
- vi. Wine Member
- vii. Food member
- viii. Entertainment member
- ix. Garden member
- x. Auditor
- xi. Property (House) member
- xii. Sport member
- xiii. Mess Provost.

The Mess committee shall be responsible for the effective and efficient management of the Mess, having proper regard to supervision of Mess catering services. The proper control of the accounts of Mess, income and expenditure is also essential. The maintenance of the Mess property, furniture and fittings and

the proper expenditure of the fund allocated for such maintenance. They make reasonable recommendations to the Patron on the expenditure of capital sum for Mess maintenance and improvement. The discipline of Mess staff lies on the committee. The adjustment of the price to be charged for meals supplied to members is depending on the market functions. They fix the Mess Bar tariff, promote and organize Mess functions. The drawing up and subsequent revision of rules and by-laws for approval of the General Mess meeting which from time to time are meant to govern the internal administration over the Mess. They also determine & fix the cost and responsibility for any damage done to any Mess equipment, fitting or building. They are also responsible for the insurance of mess for loss by Fire or theft or other mess property, furniture, & fitting.

12.11 DO'S AND DON'TS

- a. Beret, service belt are not allowed in the mess.
- b. Sword, pistol, swagger cane are not allowed in the mess.
- c. Bathroom slippers are not allowed in the mess.
- d. Towel is not allowed in the mess.
- e. Dirty overall is not allowed in the mess.
- f. Drinking directly from the bottle is an offence in this case; glass cup or straw has to be used.
- g. Dropping of cigarette end on the floor is not allowed.
- h. Urinating and defecating around the mess premises is not allowed.
- i. Officers mess is not allowed to all ranks from RMAIII-CRM
- j. Senior non-commissioned officers mess is not allowed to RMAIII- SRM.
- k. Misuse of mess materials will attract a fine
- l. Banging of legs is not allowed in the mess.
- m. Dropping of liquid on the floor is not allowed
- n. Improper dressing either in uniform or civil dresses is not allowed.
- o. Sitting on the arm of chair is not allowed.
- p. Sitting on president of the mess committee (PMC) chair is not allowed and this will attract a fine.
- q. Opening of bottle with teeth is not allowed.
- r. Disrespect to senior is not allowed.
- s. Fighting in the mess is not allowed and it will attract a fine and punishment respectively.
- t. All officers are to be responsible for the conduct of their guests.
- u. Political discussion in the mess is prohibited.
- v. Talking and shouting at the top of one's voice is prohibited.

- w. No salutation in the mess, in any case, you only stand up as a sign of respect to your superior when he/she comes to the mess.
- x. Finally no officer leaves the mess without the permission of PMC

12.12 DUTIES OF THE MEMBERS OF THE MESS COMMITTEE

PRESIDENT MESS COMMITTEE (PMC)

- a. The duties of the PMC shall be:
 - i. Preside over Mess Committee meetings
 - ii. Coordinate the work of Committee members.
 - iii. Scrutinize the accounts of the Mess on a monthly basis.
 - iv. Responsible for the general discipline of members and effective administration of the Mess sub-functions
 - v. Co-opt members to serve in Mess sub-functions.
 - vi. Ensure that decisions taken by the committee are properly implemented.
 - vii. Ensure that genuine complaints and good suggestions submitted by the members are considered and decided by the Mess committee.
 - viii. Bring to the notice of the Patron other matters which need to be brought to the latter's notice.
 - ix. Call for general Mess meeting at short notice and preside over such meetings
 - x. Responsible for keeping the Mess Rules and Regulations amended up to date and taking necessary steps to ensure that they are obeyed.
 - xi. Cause bills to be honoured and debts to be liquidated
 - xii. Ensure that all members settle their bills and subscriptions within one month after they have been issued.

b. THE MESS SECRETARY

The duties of the Mess Secretary are:

- i. Attending to all the correspondences of the Mess.
- ii. Prepare agenda for all Mess Executive Committee and general Mess meetings.
- iii. Supervising under the directions of the PMC the general working of the committee.
- iv. Organizing the Mess general meetings.
- v. Maintaining an up-to-date list of honorary members.
- vi. Keeping the records of all Mess meetings/ activities.
- vii. The provision of dailies and magazines in the Mess.
- viii. Posting of notice regarding Mess activities on the notice board.
- ix. Be a signatory to the Mess accounts
 - Maintaining the following books and records:

- Minutes Mess meetings
- Honorary members
- x. Officers arrivals and departures.
- xi. Persons to the invited to mess functions
- xii. Preparing and distributing Mess bills and subscriptions monthly.
- xiii. Record the minutes of all Mess meetings and circulate such minutes to committee members.
- xiv. Responsible for completion and rendering list of Mess debtors to the PMC.

c. THE ASSISTANT SECRETARY

The Assistant Secretary:

- i. Assists the Secretary in the performance of his duties.
- ii. Carries out the Secretary's duties in the absence of the Secretary.
- iii. Performs all other duties that may be assigned by the PMC.

d. THE MESS TREASURER

The Mess Treasurer will perform the following duties:

- i. Advise the PMC on all financial matters
- ii. Be responsible to the PMC on all the finances of the Mess and prompt payment of all approved Mess expenditure.
- iii. Maintenance of Mess accounts, safekeeping and banking of monies
- iv. Present to the general Mess meeting the quarterly balance sheet and state of accounts.
- v. Prepare the Mess account for an audit board when appointed.
- vi. Disbursing funds as approved by full members PMC and Mess Committee members.
- vii. Preparation of messing sheet, in conjunction with the Wines and Messing members.
- viii. Supervises details on all Mess accounts and financial transactions.

e. THE MESS FINANCIAL SECRETARY

The duties of the Mess financial Secretary shall include:

- i. Make disbursement in accordance with the directive of the PMC.
- ii. Prepares all payments required in accordance with the documents presented by any Mess Committee member.
- iii. Prepares from time the list of defaulting members and ensure that defaulters settle their debts.
- iv. Perform all other functions that may be assigned by the PMC

f. THE WINE MEMBER

The duties of Wine member shall include:

- i. Provision of effective bar services to members.
- ii. Supervise, coordinate and control the sales of drinks by the barmen.
- iii. Examine the requirements of the Mess bar and recommend the qualities and varieties of beer, wines, spirits, mineral, etc. which should be held in stock by the Mess.
- iv. Maintain such stocks at the levels agreed upon by the Mess committee by purchases made as and when required.
- v. Ensure that all bills for all such purchases are forwarded weekly to the Treasurer for payment.
- vi. Ensure that all bar staff are well trained and always well turned out.
- vii. Ensure that all officers do not exceed the credit level approved for them where such facilities exist.
- viii. Production of Mess price list to be conspicuously displayed
- ix. Rendering of accounts to the Treasurer stating profit accrued from sales.
- x. Responsible for checking of daily wines sheet and maintenance of sales book
- xi. Perform in addition to above such tasks that may be assigned to him by the PMC.

g. THE FOOD MEMBER

The food member shall perform the following duties:

- i. Organization of the catering arrangements for all Mess functions.
- ii. Provision and supervision of food for dining - in members
- iii. Render to the Treasurer regularly, profits accruing from the Kitchen and catering services if any.
- iv. Supervision of all kitchen staff and maintaining of kitchen facilities.
- v. Prompt rendering of all bills in respect of all purchases to the Treasurer for payment
- vi. Performs all other duties as may be assigned by the PMC

h. THE ENTERTAINMENT MEMBER

The duties of Entertainment Member shall be:-

- i. To organize entertainment such as parties cinema shows and cultural displays and other activities.
- ii. Shall be responsible for providing music, records, TV and satellite viewing facilities.
- iii. Shall provide lighting, public address equipment and band during all organized activities.

i. THE GARDEN MEMBER

The duties of the Garden member are:

- i. General beautification and neatness of the Mess premise.
- ii. Maintenance of gardening tools, the garden chairs and children's play equipment if any .
- iii. Ensure greenery of the Mess environment all year round.
- iv. Decoration and beautification of outside venues for Mess functions.
- v. Make recommendations for new plants, flowers, their purchase and maintenance.
- vi. Perform other duties that may be assigned by the PMC.

j. THE PROPERTY (HOUSE) MEMBER

The property Member shall perform the following duties:

Maintain a register for the recording of:

- i. A schedule of immovable Mess Property
- ii. An inventory of movable Mess property on loan to the Mess.
- iii. A record of the cost of purchase of all articles/properties of the Mess and valuation after the depreciation as shown in the last half yearly audit shall be properly maintained.
- iv. To inspect and check periodically all the articles listed in the inventory, rooms, offices and apartment.
- v. To recommend to the Committee the repairs or replacement of any damaged or unserviceable articles of the Mess equipment or furniture.
- vi. Responsible for the security of the entire Mess property.
- vii. Performs all tasks relating to properties that may be assigned to him by the PMC.

k. THE SPORTS MEMBER

The Sport member shall perform the following duties.

- i. Organizing and coordinating sporting activities within the Mess.
- ii. Arranging matches and competitions with other Messes and Clubs.
- iii. Providing and maintaining sporting activities within the Mess.
- iv. Responsible for the security of the sporting facilities and equipment.
- v. Recommend to the Committee the purchase of new sports equipment for the Mess.
- vi. Perform all duties relating to sports that may be assigned to him by the PMC.

I. THE MESS PROVOST

The functions of the Mess Provost shall include:

- i. Being the custodian of discipline in the Mess.
- ii. Ensure that the Mess activities commence and close at the stipulated time.
- iii. Ensure that officers coming to the Mess are in the right dress code
- iv. Ensure the security of the Mess properties.
- v. Perform any other duties as may be assigned.

12.13 THE ELECTIONS

All the Mess Executive Committee members less PMC shall be elected while the PMC would be appointed by the Corps Marshal (PATRON) of the Federal Road Safety Commission. Elections shall be once in two years. A member of a committee shall stand for re-election as many times possible but in different capacities. In exceptional cases, the committee or any member of the Committee may be replaced before the expiration of one year for various reasons such as posting, course, misconduct or ineffectiveness. The decision for such action will be discussed and voted upon a general mess meeting. A candidate for an elective office must be sponsored by at least two members. A candidate stands elected if he wins a simple majority of the full members present at the time of voting. The voting pattern is by open secret ballot.

12.14 TENURE OF OFFICE

The tenure of office for the committee shall be two years. However, a member may be removed for mismanagement and unconstitutional behaviour before the expiration of his tenure.

12.15 APPOINTMENTS

Appointments of the Mess Committee are as follows:

- a. The PMC shall be any officer appointed by the Corps Marshal.
- b. The other Committee members shall be elected by the full members by simple majority in a general mess meeting.
- c. The Patron or PMC shall appoint another officer to act for a committee member who relinquishes his appointment through posting, proceeding on leave, course or removal due to misconduct. This appointed member shall assume all the powers of substantive holder.

12.16 MESS FUNCTIONS AND ACTIVITIES

Below are the Mess functions that can take place in the Mess.

- a. Mess get-together
- b. Guest night

- c. Dinner night
- d. Variety night
- e. Children's party
- f. Regimental dinner night
- g. ladies night
- h. Special Sallah, Christmas, Easter-Get-together
- i. Family night

12.17 MESS GET-TOGETHER

An Officers mess get-together shall be held on the third Thursday of each month by 1100hours. However, a special get together could be held as directed by the patron or PMC. Normal working -out dress shall be worn on such occasions.

12.18 REGIMENTAL DINNER NIGHT

- Regimental dinner night shall be held once in a year on a day to be fixed by the Mess committee subject to the Patron's approval. All full members of the mess are to attend wearing their mess kits. The following procedure for Dinner Night shall be abided to by all members. The PMC shall act as the president during a Regimental Dinner Night. The PMC shall detail the most junior officer in station to act as mister vice on these nights for duties as stipulated. All Officers attending shall be in their Mess kits while their civilian's guest shall be in National dress or lounge suit. No member shall leave the Mess after the Dinner Night before the patron or PMC except permission is granted to do so. **The president of the Dinner Night shall carry out the following functions:**
 - a. Control of the service of dinner through the Mess officer who stands behind his chair
 - b. Order the circulation of port
 - c. Rise and propose the loyal toast when all the glasses are charged by saying "Mr, Vice the loyal toast.

The duties of the Mister Vice of a Dinner night shall include:

- a. To uncase the colour and place in the dining room 3 minutes before time for dinner.
- b. To return the colour after dinner
- c. To circulate the port on signal from the President of the Dinner night.
- d. To reply to the loyal toast by rising up immediately the toast is proposed by saying "Gentlemen to the head of State and Commander-In-Chief of the armed Forces of their Federal Republic of Nigeria".

All are to raise and stand while the bands of drum play the first verse of the National Anthem. The Vice now says " The loyal Toast" and every person drinks from his cup. A committee to be appointed by the PMC as directed by the Patron shall oversee the organisation and necessary arrangement for every dinner night.

12.19 SOCIAL NIGHT

Social night shall be held on the last Saturday of each month dressing is informal and officers are allowed to come with their guests. Other members other than the full members are also allowed to attend. Members shall be required to buy their drinks, pepper soup, suya etc. The entertainment officer will provide music; social night starts by 2200 hours.

12.20 TOMBOLA NIGHT

Tombola Night shall be held weekly on Monday by 20:00 hours with officers and families and guest in attendance. There shall be a tombola sub-committee whose chairman shall be the Tombola member. He shall be responsible to the PMC for the following:

- a. Organizing of Tombola night.
- b. Procurement of Tombola tickets.
- c. The rendering of accounts to the Mess treasurer every other week.
- d. Honorary members could be co-opted to assist tombola night committee members on the recommendation of the committee chairman.

12.21 CHILDREN'S NIGHT

Children's party shall be held once in a year as decided by the mess committee. Parent whose children would be in attendance shall be required to pay a token amount for the organization of the party.

12.22 LADIES NIGHT

Ladies' night shall take place as and when the patron decides.

12.23 MESS ORGANISATION, FUNDING AND ADMINISTRATION,

a. MESS FINANCE/SUBSCRIPTION

The Mess shall be operated and administered with funds from the following sources:

- i. Monthly mess subscription by members,
- ii. Profit accrued from sales of drinks, tombola, food and snacks.
- iii. Annual levies paid by Honorary members.

- iv. Annual subvention from FRSC HQ.
- v. Donations from other organisation, individual and members of the mess.

Mess subscription shall be paid quarterly on pro-rata basis as stipulated below.

- a. ARC and DRC - N 200
- b. RC - N300
- c. SRC -N400
- d. CRC -N500
- e. ACC -N600
- f. DCC -N700
- g. CC -N800
- h. ACM -N900
- i. DCM -N1000

All mess bills are to be settled by officers 7 days from date of receipt of salary. On the 8th day the PMC shall notify the Patron of all outstanding debts. The mess secretary shall issue mess bills latest by the last week of each month.

b. SPECIAL LEVIES

Special levies may be imposed on full members as occasion warrants for the smooth running of the mess or for special mess functions e.g winning -off.

c. MESS CURRENT ACCOUNT

The mess shall maintain one general bank account and other subsidiary accounts if necessary for the efficient administration of any specific which may be opened at the directive of the patron.

The PMC mess secretary and treasurer shall be signatories to the mess Account. Any cheque signed by two of the signatories shall be deemed valid.

d. FINANCIAL LIABILITY OF MEMBERS

A member shall be liable for all debts by him or for his personal guests in the mess. Purchase of drinks, pepper soup and other items sold in the mess shall be on cash and carry basis or through any other means approved by the mess committee. No credit facilities shall be allowed unless otherwise decided by the committee.

e. MESS MAINTENANCE EXPENDITURE

The PMC and his mess committee members are authorized to expend not more than N100, 000. 00 (one hundred thousand naira) only at a particular time for the monthly, routine expenses and the maintenance of the mess and mess properties. They are also authorised to purchase new items for the mess and replacement of unserviceable items. No expenditure in excess of the sum mentioned above in Para 68 for such purpose may be incurred without the approval of the patron.

f. CAPITAL EXPENDITURE

All items of capital expenditure in respect of the mess shall require the approval of the patron, based on the recommendation of the mess committee.

g. AUDITING

The balance sheet statement of account of the mess shall require to be audited after end of two (2) years by auditors appointed by the Patron. No member of the mess committee can serve on the audit board. The audit board shall also audit all items and equipment belonging to the mess.

h. POWER TO WRITE OFF DEBT

Only the Patron or the General mess meeting have the power to write off breakages and debts owed to the mess which in opinion of the mess committee is irrecoverable.

i. BAR

Sales at the bar are strictly on cash basis or through other means. The bar timings are as follows:

- i. Mondays to Fridays - 10: 00 hours to 23:00 hours (Sales of alcohol drinks starts by 15:30 hours)
- ii. Saturday, Sundays and Public Holidays - 09:00 hours to 23:59 hours (sales of drinks starts by 10:00 hours)
- iii. If any Officer decides to stay longer than the specified time he will pay the sum of N100.00 (One hundred Naira) per hour to the Bar man on duty.
- iv. Above timings and charges shall not affect official mess functions in general.

- v. All prices of drinks are to be displayed conspicuously by the duty barman. It is the responsibility of members to ensure that they are charged the correct price for all their bar purchases.
- vi. Members and visitors are not allowed behind the counter to serve themselves. They also cannot serve others for any reason whatsoever.
- vii. Members are allowed to take drinks out of the mess premises but deposit for empties shall be made before such purchases

j. MESS PROPERTY

Mess properties are items or equipment and stores purchased with mess funds used for day to day running of the mess. Purchase should only be made when it becomes impossible to acquire the items through free use based on the commission's schedule for officer's mess. It shall be the responsibility of members and staff to guard against damage, losses and breakages of the mess property. Unauthorized removal of mess property shall be reported immediately to the property member who shall take steps to recover such property. All request for loan to officers and organisation must be in writing and approved by the PMC before items are to be removed from the mess. Any damage discovered during the period shall be charged to the individuals or organisations concerned.

k. MESS TRADITIONS AND ETIQUETTES

The Officers' Mess is the Home of all Officers. It is therefore expected that all members conduct themselves in a gentlemanly manner and avoid excessive drinking noisy behaviour, clicking of glasses etc.

l. COURTESY OF SENIOR OFFICERS

A junior officer should not be afraid to enter into conversation with senior officer in the mess but must avoid excessive familiarity. junior officers should stand up as a mark of respect and courtesy to senior officers when they arrive in the mess. Coming to attention in the mess shall however be avoided.

m. MESS DRESSING

All members coming into the mess must be properly dressed at all times. Unless otherwise decided the following are acceptable mode of dressing in the mess.

- i. Lounge suit
- ii. Complete National dress
- iii. Long sleeve shirt and trouser with tie
- iv. Safari suit
- v. Buba and trouser with cap to match
- vi. Caftan, trouser with cap
- vii. Dress for normal occasion after working hours and weekends shall be informal but presentable and befitting an officer status.
- viii. Sports dress may be worn in the mess for a short period after games to 19:00 hours except special permission is given.

Wearing of bathroom slippers, a short etc in the mess by any person is strictly forbidden. The use of web belt into the mess is not allowed.

n. WEAPONS

Arms and dangerous weapons must be removed before entering the mess.

o. HEAD GEAR

When in uniform, head gear will be removed before entering the mess.

p. PETS IN THE MESS

Pets are not allowed into the mess. It is serious offence for members to bring pets into the mess premises.

q. PROTOCOL FOR DRESS DURING MESS FUNCTIONS:

During mess functions in the mess, any member who wishes to address the mess shall proceed by saying, "The PMC Sir, senior officers, Gentlemen officer, ladies (if present) and gentle men" (If honorary members or invited guests of the mess are present) before addressed before the PMC.

r. GUEST IN THE MESS

Officers shall be responsible for the behaviours of their guests in the mess and be required to pay for any drink (s) consumed by their guests. Visitors to the mess may be asked to sign the visitors' guest book and they must be introduced to the Patron and PMC present or the most Senior Officer present. All guests shall have social status of officers and must be decently dressed. Such guests are expected to abide by the rules governing mess, outfit and behaviour. All guests shall be treated politely. Guests to any member shall be assumed to be every member's guests and shall be treated as such.

Members shall be courteous to all guests and shall be prepared to render necessary assistance to such guests when required. Forms of rowdiness in the mess must be avoided. The forming of mess cliques must be avoided at all costs. They kill the family spirit in the mess, besides causing a lot of bad feelings which is very quickly evident to visitors and the rest of the formation. An officer must realize that the habit of drinking too much is not clever, nor is it a very good example. Behaviour in an officers' mess should be exemplary as it has a direct bearing on discipline throughout the commission. There is no smoking in the mess. Political or religious discussion is not allowed in the mess.

s. INITIATING NEWLY POSTED OFFICERS

The following procedure will be observed when initiating new officers into the mess:

- i. The initiation shall take place during a get-together.
- ii. The new officer(s) shall be asked to give the names of 5 officers present. Inability to do so shall result in a fine.
- iii. The new officer shall be required to drink a mixture of all brands of drinks previously arranged on a table. The drinking of the mixture shall be timed.
- iv. Inability to finish the drink within the given time shall result in a fine.
- v. The new officer shall be required to answer some questions and tell the members about himself.
- vi. He will be required to march both in slow and in quick time.
- vii. With all these done, the new officers shall become a full member of the mess.

t. INITIATION OF NEW HONORARY MEMBERS

All honorary members whose applications for membership of the mess have been approved shall be initiated into the mess. The following procedures shall be observed:

- i. The initiation shall take place during a get-together,
- ii. The new member(s) shall be required to stand up while his/their curricular vitae is/are read.
- iii. The members shall be required to sing the National Anthem and recite the Pledge.
- iv. He will be required to answer a few questions.
- v. The honorary member shall then be presented with his membership card.

- vi. One of the newly initiated honorary members shall be required to give a vote of thanks on behalf of others.
- vii. With this done, the new members shall become honorary members of the mess.
- viii. The above procedure does not apply to those granted automatic honorary membership of the mess.

u. PROMOTION

The formal decoration of promoted officers shall be done in the mess.

- i. The PMC shall fix the time and date after necessary papers have been published on the order of the patron.
- ii. The promoted officers shall finance the ceremony but the mess may supplement on the directive of the PMC.
- iii. Families and friends of the promoted officer(s) may be invited.
- iv. The mess Secretary shall read the citation.
- v. The Patron, Directors, PMC and any other senior officers present shall conduct the decoration of the officer(s) concerned.
- vi. This shall be followed by a toast.

v. WINNING -OF:

The mess committee shall make arrangement for Drinking -off retiring officers.

- i. A cocktail party shall take place for this ceremony.
- ii. Special levies may be imposed on members for such occasions.

w. SECURITY OF MESS

The Provost and Intelligence units shall be responsible for providing personnel for the policing of the internal perimeter of the mess during scheduled activities. The PMC and the Mess committee members shall supervise and oversee the security of members and guests of the mess during the functions.

x. PUNISHMENT

Any member that contravenes any of these laws in this document shall be liable to fines and other punishments decided upon at the mess committee's meeting.

y. PUNCTUALITY

All members must be punctual when attending mess functions. Absenteeism and lateness to mess functions shall be liable to fines as may be decided by the PMC. All mess official functions are Corps Marshal's parade. Nobody is allowed to come into the mess function when the patron is seated.

z. GAMBLING

Gambling is not allowed in the mess. Such games as tombola which are played on their social merit are not considered as gambling as the money involved is limited and not considered to be exorbitant to put an officer in financial embarrassment.

aa. GIFTS BY THE MESS

The mess may from time to time find it necessary to present gifts on occasion of members getting married, retiring from service, on posting out etc. the cost of such gift shall be borne by members based on recommendation by the mess committee.

ab. GIFTS AND DONATIONS TO THE MESS

Gifts and donations made to the mess by members and non-members shall be made known to the mess by the mess secretary during a mess get-together. The decisions shall be made by the mess committee.

ac. SUGGESTION BOX

All suggestions, advice towards the improvement of the mess will be dropped in the suggestion box provided in the mess or with the mess secretary which will be read to the mess during the mess general meeting.

ad. MESS STAFF

Barman and stewards on mess duty will wear the authorized mess dress or such other dress as may be laid down from time. The mess Marshal is responsible for their turn out and discipline. The Mess staff are not to be employed by members on errands outside the mess without the permission of the mess marshal

12.24 USE OF THE MESS BY INDIVIDUALS AND ORGANISATIONS

Individuals and organisations wishing to make use of the mess and its service shall be required to apply in writing seven days before the date required to the PMC.

After consultation with other mess committee members, the PMC may give approval for such usage. Such individuals and organisations shall be responsible for any damage to mess properties during such occasions. For no reason whatsoever would the mess or mess facilities be used without the permission of the PMC.

a. TABLE MANNER

While in the mess, remember the following:

- i. Do not pile up your plate with food. If you need more food, you can always have a second round.
- ii. Do not be sloppy and noisy while eating
- iii. Do not lean across the table to get pepper or salt. Always ask the person next to you to pass the items to you.
- iv. Noisy behaviour, clicking of glasses and talking in dialects not common to all members of the mess are bad manners.

b. GENERAL

It is not usual to mention ladies names in the mess, other than the names of Historical Persons. Obscene words, foul language are not allowed in the presence of ladies. Messes have by tradition a system of fining officers, for various breaches of mess customs and general etiquette, such breaches include:

- i. Mentioning Ladies names in the Mess.
- ii. Uttering obscene words.
- iii. Being improperly dressed
- iv. Talking "shop" except in really urgent cases.
- v. Telling long stories and so on.
- vi. Making and taking "Bets" at the table.

c. AMENDMENTS

These rules and regulations are subject to amendment by members. The process of amendment shall include the following:

- i. The resolution for amendment shall be proposed in writing and supported by at least four members.
- ii. The resolution shall be sent to the PMC, through the mess secretary, three days before the mess General meeting.
- iii. Amendments are made by a simple majority votes case.

13. PARADE AND DRILLS

Parades are aimed at showcasing the level of discipline, expertise and strength of the nation, command or unit. In simple words, parades can be described as the uniform and orderly display of men and materials. Parade is divided into two: Routine and Ceremonial parades.

a. **Routine Parade:** These are parades that are carried out almost on daily basis. This type of parade is usually called to either pass information or for inspection purposes. The following are examples of routine parades.

- i. **Reveille:** This is the first bugle call sounded in the early hours of the morning at exactly 0600 hours. It is meant to signify the commencement of the day's activities during this period; the National flag will be hoisted.
- ii. **Retreat:** Retreat is sounded at sunset to signify the end of the day's activities i.e. lowering the national flag and to notify sentries to start challenging intruders until sunrise.
- iii. **Tattoo:** Tattoo is an outdoor show with the use of bugle at night to check men on daily basis after the day's work. This is to ensure that all personnel are back and complete in the barracks.
- iv. **Quarter Guard:** Quarter Guard are mounted to showcase the discipline, alertness and readiness of the command.
- v. **Change Of Quarter-Guards:** Change of Quarter Guard parade is mounted weekly in a command to signify the end of duty for a Quarter Guard.
- vi. **RSM Parade:** RSM parade is more or less a rehearsal for the Commanding Officer parades.
- vii. **Commanding Officer's Parade:** Commanding officer's parade is held at RSHQ, Zones, Sectors and Unit Command levels. In FRSC it is referred to as muster parade.

b. **Ceremonial Parades:** Ceremonial parades are parades conducted to mark important ceremonies. In ceremonial parades people are invited within and outside the commission to witness it. It is usually inspected and reviewed by a Reviewing Officer who is often selected from military, Para-military or a highly placed Civilian. In ceremonial parades, officers and Marshals are expected to dress in their number one (1) uniform, otherwise known as ceremonial uniform.

13.1 Types of ceremonial parade

Ceremonial parade pattern varies in view of the specific occasion it is organized for. The following are the types of ceremonial parades:

a. Passing out parade.

Passing out Parade is conducted in training institutions to mark the end of training for a set of cadets or men respectively. It involves the cadets and marshals marching pass and taking their oath of commission or attestation as the case may be.

b. Independence/ Anniversary parade.

The Independence Day parade is to commemorate the National independence anniversary day which is held on the 1st October yearly. FRSC do participate in this parade in conjunction with other military and paramilitary organizations. The composition, timing and order of parade are same as that of Passing out Parade just with more Guards due to availability of officers. But the parade is always commanded by a military officer where there is a military formation otherwise will be commanded by a police officer especially at the state level where there is no military formation.

c. Wedding Ceremonies.

It is customary in regimented organizations for a parade to be organized for a staff (both Officers and Marshals) that is wedding. Specifically, swords are crossed for commissioned Officers. The least numerical strength of sword party members is twelve (12) who formed in file, but still more officers could participate based on their availability. However, Officers still adorn themselves with swords only on ceremonial occasion when needs arise. This occasion is carried either at Church, Mosque, and Court Registry or at the reception ground. The sword is presented to the celebrant at the reception ground for the cutting of the cake. This is done on behalf of the President C-in-C as a symbol to commemorate the wedding and for the protection of the wife. The presentation of the sword should be done by an officer equal in rank and seniority or subordinate to the Officer wedding. Note that sword is not crossed for Marshals.

d. Pulling out parade.

Pulling out parade is also known as farewell parade and it is held at the instance of retiring senior Officers who have served the nation meritoriously. These classes of senior Officers are pulled out as a sign of respect and final farewell from the service. This is done immediately after the farewell parade.

e. Burial/funeral parade.

Funeral parade is organized in honour of the deceased serving personnel. All ranks are to wear uniform. The national flag and FRSC flag will be over the coffin and prior to interment will be folded in triangular shape and presented

to the chief mourner who will in turn present it to the next of kin. The head dress, belt, sword and boots of the deceased should be placed on the coffin in addition to wreaths. The burial party will consist of an Officer, senior non-commission officer or Non-commission officer in charge and six to eight bearers depending upon circumstances. The rank of the bearers will depend upon the rank of the deceased. Where these ranks are not available, junior ranks next to the rank of deceased may be used. All ranks passing a military or paramilitary funeral will salute the bier. Burial party may consist of 6-8 persons to arrive at the mortuary.

f. Handing and Taking Over Parade.

This is otherwise known as vesting day parade which is conducted to mark the end of leadership of a commanding Officer in a command and the commencement of a new one. For vesting day parade, a parade of not less than two guards forms up at the parade ground.

13.2 TYPES OF DRILLS

1. **Foot drills:** Foot drills are individual and collective drill carried out at a halt or on the march without the use of arms or swords. It is the foundation of all drills foot drills are to be practiced at platoon and company levels.
2. **Squad drills:** Squad drills are carried out on the move in quick or slow time. The squad has two prescribed formations, lines and columns either in two's or three's. The movements of troops in these formations forms the basis of all parades and ceremonial drills Squad drills provide the rudiments for team work and it is always rehearsed at platoon and company levels.
3. **Arms drills:** This refers to drill carried out with weapon which are incorporated into ceremonial parade. The use of weapons on parade dates back to the evolution of warfare and it is aimed at showcasing the lethality of a force and expertise in the use of its weapons. In today parades the weapons carried are ceremonial and do not bear ammunition except blank ammunition on special occasions such as funeral ceremonies.
4. **Sword drills:** Officers are known by swords they carry. Sword drills are taught to officers who bear and use sword on parade. Although in the military, warrant officers carry swords on parades they do not draw them except during trooping and presentation of color parade. Two qualities that should be pursued in sword drill are accuracy and graceful movement. All officers are to ensure that they practice and perfect the movements in sword drills.
5. **Cane and stick drills:** Cane and stick drills involve the use of cane and pace stick usually by RSM. It is often required to appoint recruits as cane/stick orderlies to reviewing/visiting officers during ceremonial parades. These orderlies act as guides to the reviewing officer. The pace stick drill is

mainly meant for SNCO's and drill instructors that are required to bear the sticks.

6. **Sentry drill:** Sentry drills are carried out by sentries to enable them pay compliments, challenge intruders, turn out the guard and patrol while at their sentry posts. The drills are intended to ensure that the sentries remain at alert throughout the duration of their duty.
7. **Mounted drills:** Mounted drills are conducted with an officer on a horse. It is well known custom for army officers to ride on a horse back especially officers of guard brigade. Adjutant of the Nigerian Defense Academy and officers of Depot NA during ceremonial parades. This type of drill is not applicable to some Para-military parades.

13.3 CHARACTERISTICS OF A GOOD PARADE COMMANDER

A parade commander should possess the following characteristics:

- a. A parade commander must have a good understanding of parade.
- b. A parade Commander should be highly regimented.
- c. Skilled in commanding parade and inspiring presence.
- d. Possess an exceptional marching technique.
- e. His vocal are loud and easily understood.
- f. Highly responsible and reliable.
- g. A team player.
- h. A highly focused Officer.
- j. A teacher and a teachable spirit.

14. NATIONAL UNIFORM LICENSING SCHEME (NULS)

14.1 Overview of NULS

The NULS is an umbrella name of many products. It was launched simultaneously in all the States of the Federation and the FCT on 5th February, 1990. These are:

- National Drivers' Licence Scheme (NDL).
- National Vehicle Identification Scheme (NVIS),
- National Vehicle Licensing Scheme (NVLS),
- Proof of Ownership Certificate (POC),
- Vehicle Identification Tag (VIT),
- Roadworthiness Validity Tag (RwVT),
- National Vehicle Number Code (NVNC) and
- Central Data Bank (CDB) now FRSC Information Technological Centre (ITC).

14.2 Process and Procedure of obtaining FRSC products.

In a bid to continue to give the best services to the teeming population which also aligns with the presidential executive order No.1 for Ease of Doing Business, FRSC continues to simplify its processes and procedures for obtaining its products. As follows:

14.3 Process and Procedure of obtaining NDL

a. Fresh NDL:

- i. Attend training at an accredited driving school.
- ii. Obtain Learner's permit.
- iii. Obtain medical certificate from an approved government hospital.
- iv. Pass the driving test and obtain a certificate of proficiency from the VIO.
- v. Complete the driver's licence application form at the Driver's Licence Centre (DLC).
- vi. Pay the licence fee online or at the Bank.
- vii. Applicant proceeds to BIR/MLA/MVAA for the confirmation of the payment
- viii. A Vision Acuity Test shall be conducted at FRSC DLC to confirm the health status of the driver's eyes.
- ix. Proceed to the FRSC Officer at the DLC for biometric data capture.
- x. FRSC DLC processes & issues a Temporary Driver's Licence with 60days validity period to the applicant on the spot
- xi. Pick up permanent driver's licence at the BIR Office after 60 days.

b. Renewal of NDL.

- i. Applicant shall fill and submit application form online at (www.nigeriadriverslicence.org).
- ii. Pay the licence fee online or at the Bank.
- iii. Make the confirmation of the payment at BIR/Motor Vehicle Administration Agency (MVAA).

- iii. A Vision Acuity Test shall be conducted at FRSC DLC to confirm the health status of the driver's eyes.
- iv. Proceed to the Federal Road Safety Corps Officer at the DLC for biometric data capture.
- v. Obtain a temporary driver's licence valid for 60 days.
- vi. Pick up original driver's licence at the BIR Office after 60 days.

14.4 Process and Procedure of vehicle Registration

The following is the approved processes and procedures for vehicles and motorcycle registration in Nigeria.

STEP 1: Log on to <http://www.nvis.frsc.ng.org>. Complete application Form MVA 01 online and crosscheck to ensure all information provided are correct. Then click on 'SUBMIT' for generation of item number.

STEP 2: Print the form with the item number generated and proceed to Motor Licensing Authority (MLA) of the State Internal Revenue Service (SIRS) office for applicants from the 36 States of the Federation and Vehicle Inspection Officer (VIO) in the Directorate of Road Traffic Services (DRTS) for FCT applicants.

STEP 3: Authorized persons in MLA verify information provided by applicant and approve form for payment.

STEP 4: Proceed to VIO for physical inspection of the vehicle to be registered to ensure its roadworthiness.

STEP 5: Pay the prescribed fees to the designated bank of the MLA/SIRS and take the evidence of payment, Completed Form MVA 01, Receipt of purchase, Custom papers etc back to MLA where receipt is issued in lieu of payment.

STEP 6: MLA assigns vehicle number, generates Vehicle Licence and Roadworthiness Certificate as approved by VIO and completes Vehicle Registration book. An applicant also obtains a valid insurance policy.

STEP 7: FRSC NVIS DESK Officer uploads the vehicle registration details while the MLA issues the Vehicle Number Plates, Vehicle Licence, Vehicle Registration Book, Roadworthiness Certificate, Electronically-generated Proof of Ownership Certificate (and Hackney Permit or Stage Carriage Certificate for commercial vehicle).

15. OVERVIEW OF FRSC IT PLATFORMS

THE LIST OF FRSC e-APPLICATIONS

S/N	APPLICATION	URL - ADDRESS
(a)	(b)	(c)
1	FRSC official website	https://frsc.gov.ng
2	National Vehicle Identification Scheme (NVIS)	https://nvis.frsc.gov.ng
3	Nigeria Driver's Licence (NDL) website	https://nigeriadriverslicence.org
4	Foreign Driver's Licence	http://foreigndriverslicence.frsc.gov.ng
5	Unified Field Operations System	https://fieldops.frsc.gov.ng https://fieldopsmobile.frsc.gov.ng (Android version)
6	Speed Limiting Device Management System	https://speedlimiter.frsc.gov.ng
7	Road Transport Safety Standardisation Scheme (RTSSS)	https://rtsss.frsc.gov.ng
8	Driving School Standardisation Programme (DSSP)	https://dssp.frsc.gov.ng
9	Duty Room Information Management System	http://ops1.frsc.gov.ng
10	Annual Performance Evaluation Reports System	https://apers.frsc.gov.ng
11	FRSC Academy	https://academy.frsc.gov.ng
12	FRSC Signage	https://signage.frsc.gov.ng
13	FileMailTracker	https://fmt.frsc.gov.ng

14	FRSC Stakeholders and Partnership Portal	http://stakeholders.frsc.gov.ng
15	FRSC Dashboard	https://intranet.frsc.gov.ng
16	Post Service Scheme (PSS)	http://pss.frsc.gov.ng

16. THE ART OF PUBLIC SPEAKING

The Federal Road Safety Corps as an agency came into being as a result of a great social problem. The problem was road traffic crashes and the attendant misery that it brings to people. Apart from taking lives, it maims many and renders them unproductive and dependent on others for survival. It is a settled fact that the human factor is the most potent factor responsible for road crashes. Therefore, to reduce road traffic crashes to the barest possible minimum, there is a need for attitudinal change towards road usage in the society. This can be only achieved through persistent, interesting, scholarly but informative, clear, concise, and corrective preaching of the message of safety consciousness in every available forum.

Such forums include, but not limited to; Motor Park rallies, television talk shows, radio programmes, interviews, etc.

16.1 Qualities of a Good Speech

- a. Any good speech must have certain qualities that ensure the fulfillment of its purpose
- b. And that purpose is to convey ideas or information from the speaker to the audience.
- c. As such, the speech has to be: simple, clear, concise, forceful, and pleasing.

16.2 Qualities of a Good Speaker

According to George Kaitholil, a good speaker should have **ELOQUENCE**, and this is made up of the following:

- a. Earnestness
- b. Observation
- c. Quick wittedness
- d. Useful intention
- e. Enthusiasm
- f. Confidence in self
- g. Empathy

16.3 Dos and Don'ts of a Good Speaker

- a. Be audience-oriented, know the level of education of your listeners, their interest, views and sensibilities and this will help you to know how best to put your ideas across to them.

- b. Be a good listener, when you listen to other speakers you learn more and become a better speaker.
- c. Listen to yourself as you speak- The volumes of your voice, the speed of talk, the inflection, hesitations and punctuations are very important.
- d. You must have a deep understanding of the topic you are speaking about- carry out adequate research on the topic and ensure you have all the facts and figures at your fingertips.
- e. Make conscientious effort to achieve the optimum response.
- f. Take responsibilities for what you say
- g. Know your limitations, and be honest enough to acknowledge them.
- h. Do not be over confident, and do not put on airs.

16.4 Types of Speeches

There can be as many kinds of speeches, as there are speakers, audience, and occasions. Some examples are:

- a. Lecture
- b. Narrative or descriptive speech
- c. Sermon
- d. Political speech
- e. Funeral oration
- f. Vote of Thanks (Speech)
- g. Closing speech
- h. Valedictory speech
- i. Toast
- ✓ Debate speech

16.5 The Procedure for an Effective Speech Delivery:

It is a well-accepted fact that practice makes perfect. For you to successfully deliver a speech the following steps should be taken:

- a. Plan the speech
- b. Prepare the speech
- c. Practice the speech
- d. Perform the speech

i. **HOW TO START:** You must conquer stage fright. Once you have mastered your speech through proper planning and rehearsal, there is no reason why you should fidget:

ii. **ADDRESS OR SALUTATION:** When you are called upon to give your speech, you have to walk briskly and gracefully to the podium looking straight with a smile and an air of importance and confidence around you.

iii. **THE OPENING SENTENCE:** The opening words should elicit the goodwill of the listeners and make them benevolent towards you.

The speech should therefore be made up of:

- a. Greeting
- b. Opening sentence
- c. Introduction
- d. Main Body
- e. Conclusion

iv. **HOW TO STOP:** The conclusion should be well planned to make an impact. It should be a well-directed effort to impress on the audience, the views and sentiments you have already expressed.

v. **HOW LONG TO SPEAK:** According to la Rochefoucauld, true eloquence consist in saying all that is necessary, and nothing but necessary. Therefore while delivering your speech, keep the KISS acronym in mind i.e.

- Keep
- It
- Short and
- Simple
- Not by mouth alone.

vi. **USE OF GESTURES:** Gestures are motions of the body meant to add grace and expression to speech. They are effective natural aids a speaker can use in expressing himself.

"PSYCHOSOCIAL MANAGEMENT OF ONESELF IN A DYNAMIC SOCIETY"

INTRODUCTION

Major Depressive Disorders caused 3.9% of annual lived disability (YLDS) in Nigeria. The most common health issues in Nigeria are depression and anxiety, which are prevalent among the youth and young adults.

About 60 million Nigerians either have Mental or psychosocial disorders, these numbers will increase due to uncertain economic and social dynamics. The current and sudden Government policies of increase in Fuel prices and exchange rates, unemployment, under-employment, food insecurity, etc. without any corresponding Socio-economic support will lead to increase in psychosocial disorders with attendant consequences, such as alcoholism and drug dependence, suicide tendencies, etc.

What is psychosocial disorder?

Psychosocial Disabilities arises when someone with mental health condition interact with a social environment that presents barriers to their equality with other individuals.

The Psychosocial disorder could also be influenced by life experiences as well as maladjusted cognitive and behavioral processes. The term psychosocial could also be referred to as psychological and social factors that influence mental health. Social influences such as peer pressure, parental support, cultural and religious background, social economic status and inter personal relationships all help to shape personality and influence psychological makeup. Individuals with psychosocial disorders frequently have difficulty functioning in social situation and may have problems effectively communicating with others.

CAUSES OF MENTAL HEALTH AND PSYCHOSOCIAL DISORDERS

Mental illness like physical illness is due to multiple causes. There are many known factors of agent, host and environment in the natural histories of mental disorder. Among the known factors are the following;

- **Organic Conditions:** Mental illnesses may have their origin in organic conditions such as cerebral arteriosclerosis, neoplasm, metabolic diseases, neurological diseases, endocrine diseases and chronic diseases such as tuberculosis, leprosy, epilepsy, etc.
- **Heredity:** Heredity may be an important factor in some cases. For example, the child of two schizophrenia parents is 40 times more likely to develop schizophrenic than is the child of healthy parents.
- **Social Pathological Causes:** To produce any disease, there must be a combination of genetic and environmental factors. The social and environmental factors associated with mental ill health comprise; worries, anxieties, emotional stress. Tension, frustration, unhappy marriages, broken homes, poverty, industrialization, urbanization, changing family structure, population mobility, economic insecurity, cruelty, rejection , neglect and the like. The social environment not only determines the individual's attitudes but also provides the "framework" within which mental health is formulated.

Environmental factors other than psychosocial ones capable of producing abnormal human behaviour are:

- **Toxic substances:** Carbon disulfide, mercury manganese, tin, lead compounds etc.
- **Psychotropic drugs:** Barbiturates, alcohol, griseofulvin.
- **Nutritional factors:** Deficiency of thiamine, pyridoxine

- **Minerals:** Deficiency of iodine.
- **Infective agents:** Infectious disease (e.g., measles, rubella) during the prenatal and post-natal periods of life may have adverse effects on the brain's development and the integration of mental functions.
- **Traumatic factors:** Road and occupational accidents.
- **Radiation:** Nervous system is most sensitive to radiation during the period of neural development.

CRUCIAL POINTS IN THE LIFE CYCLE OF HUMAN BEINGS

There are certain key points in the development of the human being which are important from the point of view of mental health. These are;

- **Prenatal period:** Pregnancy is a stressful period for some women. They need help not only for their physical but also emotional needs.
- **First 5 years of life:** The roots of mental health are in early childhood. The infant and young child should experience a warm, intimate and continuous relationship with his mother and father. It is in this relationship where underlies the development of mental health. It follows that broken homes are likely to produce behavior disorders in children and this has been confirmed by several studies.
- **School child:** Everything that happens in the school affects the mental health of the child. The programmes and practices of the school may satisfy or frustrate the emotional needs of the child. Children who have emotional problems may need child guidance clinic or psychiatric services. From the learning, proper teacher-pupil relationship and climate of the class room are very important.
- **Adolescence:** The transition from adolescence to manhood is often a stormy one and fraught with dangers to mental health, manifested in the form of mental ill health among the young, and juvenile delinquents in particular. The basic needs of the adolescence are

- A. The need to be needed by others,
- B. The need for increasing independence,
- C. The need to achieve adequate adjustment to the opposite sex
- D. The need to rethink the cherished beliefs of one's elders. The failure to recognize and understand these basic needs may prevent sound mental development.

- **Old age:** The mental health problems of the aged have received considerable attention in recent times in the developed countries. The causes of mental illness in the aged are organic conditions of the brain, economic insecurity, lack of home, poor status and insecurity.

Thus through his life, the needs of man remain the same; the need for affection, the need for belonging, the need for independence, the need for a sense of personal worth and the need for self-actualization. These needs only differ in degree and qualitative importance at various ages.

WHAT ARE THE SYMPTOMS OF PSYCHOSOCIAL DISORDERS?

- A. Feeling sad
- B. Confused thinking or reduced ability to concentrate
- C. Excessive fears or worried extreme feeling of guilt
- D. Extreme mood changes of highs and lows
- E. Significant tiredness, low energy or problems sleeping
- F. Detachment from reality (delusion) paranoid or hallucination
- G. Inability to cope with daily or stress
- H. Trouble understanding and relating to situations and people
- I. Problem with alcohol or drug use
- J. Major changes in eating habits
- K. Sex drive changes
- L. Excessive anger, hostility or violence
- M. Suicidal thinking

(ii) Others are psychosomatic symptoms

- I. Stomach pain
- II. Back pain
- III. Frequent headaches
- IV. Unexplained fever and pains.

COMPLICATIONS OF PSYCHOSOCIAL DISORDER

Untreated mental and psychosocial disorders can cause severe complications such as;

- A. Unhappiness and decreased enjoyment of life
- B. Family conflicts
- C. Relationship difficulties
- D. Social isolation
- E. Problems with tobacco, alcohol and other drugs
- F. Missed work or school
- G. Legal and financial problems
- H. Poverty and homelessness
- I. Self harm and harm to others including suicide or homicide
- J. Weaken immune system
- K. Heart disease, peptic ulcer, and other medical diseases.

PSYCHOSOCIAL MANAGEMENT AND PREVENTIVES MEASURES

Primary: Primary prevention operates on a community basis. This consists of "improving the social environment", and promotion of the social, emotional and physical well-being of all people. It includes working for better living conditions and improved health and welfare resources in the community.

- A. Early diagnosis and treatment
- B. Rehabilitation
- C. Group and individual psychotherapy
- D. Mental health education

E. Use of modern psychoactive drugs

F. Follow-up and after care services.

CONCLUSION: Mental and psychosocial disorders have adverse effects on individual, occupation and community and these disorders can be managed by self understanding, identity formation, social relationships and enhance their ability to return to normality after experiencing adverse events.

EMERGING CHALLENGES OF FIELD COMMANDS OPERATIONS/THE WAY FORWARD

INTRODUCTION/GENERAL OVERVIEW

The primary responsibility of the Federal Road Safety Corps is to ensure that roads in Nigeria are safe for all road users through highly visible and responsive patrol operations.

2. The risks involved in this engagement is generally high especially with the recent rise in the security challenges confronting the Nation mostly perpetrated using the road as major means of movement.

3. Aside the foregoing, some of the challenges faced by the Corps are self inflicted by staff who have compromised ethical standard and relegated the operational strategies to be applied to the background, for personal gains.

AIM OF THE SUBMISION

4. The submission is aimed at presenting some of these challenges without being too academic by making it as practical as possible when faced with real life scenarios that require on the spot resolution.

5. Your work experiences as front liners in the field is expected to be brought to bear, where-in the quality of your responses to occurrences while out there will be open to you for self scrutiny and self assessment especially with the prevailing security situation which makes your safety paramount.

6. Which means that your ability to sense eminent danger is paramount, and therefore requires that staff must have a deep inbuilt capacity for alertness, critical thinking, prompt problem solving skills, sound judgment, confidence, interpersonal skills, physical fitness, tactfulness, self-control, mental attitude, responsibility and trust worthiness, reliability, loyalty to the job which is key.

SOME OF THE EMERGING OPERATIONAL CHALLENGESS

ROLES OF PATROL TEAM MEMBERS NOT CLEARLY DEFINED/WRONG POSITIONING

7. Roles of individual members of a Patrol Team not clearly defined as a basis for ensuring strict compliance while on the road, resulting to one of the causes of knock down of Marshals.
8. The respective role to be played must be clearly defined and the role process owner to be held accountable for any action or inaction. This is without prejudice that the team work is the watch word.
9. In the same vein, the roles to be played by each member of the team is directly related to the positioning of the patrol vehicle and patrol bike as the case may be, which also has to do with the positioning of members of the team in relation to allowable spacing.

HIT AND RUN VEHICLES/CHASING OFFENDERS

10. Improper spacing while on patrol and the unprofessional habit of standing in front of moving vehicles or jumping on vehicle bonnet OR hanging of vehicle doors in an attempt to stop the offender, is not only shameful but exposes the perpetrators to the risk of the actions of hit and run drivers.
11. When confronted with such potential risks, all the patrol team needs to do is to note down the vehicle registration number of the vehicle for tracing through the NVIS.
12. The foregoing completely makes unnecessary, the dangerous habit of chasing offenders with the attendant high risk and possibility of causing road traffic crashes.

COMPROMISED BOOKINGS

13. None adherence to primary offence sighting as a basis for stopping a vehicle which in a number of occasions, set the stage for misconducts whereby a driver is threatened with DLV offence which is a secondary offence, only to be booked for a primary offence which fine is less, after extracting an unethical compromise.
14. Failure to fully explain the offence committed by the offender before booking, thus setting the stage for compromised bookings in the event the offender insists that the offence committed be explained to him.

15. Malicious bookings of offenders for either refusing to compromise or for questioning why they were being stopped in the first place, opens up the space for avoidable conflicts that could result to far reaching negative consequences especially as it affects the image of the Corps.

16. Malicious booking of offenders because of the rude conduct of the passengers being conveyed has negative impact of the expected commitment of the patrol team whose main focus should be on the driver. A patrol team has no compulsive need to engage a rude passenger based on his/her utterances which may appear offensive. Unfortunately some patrol teams transfer the burden of such aggressive disposition of the passengers unjustly to the offender via malicious bookings. It is an unfortunate development that should not be allowed for being unfair.

IMPOUNDMENT MALPRACTISES

17. Vehicles to be impounded at patrol locations which are to be escorted to the base are sometimes being diverted away from the base after negotiated unethical settlements between the offender and the arresting Marshals. This can only happen when the patrol team leader is compromised. To avoid such acts, the booking of the vehicle to be so impounded must be done at the scene or at least the process of the commenced.

18. Vehicles impounded at the base released without necessary bookings or any evidence to show they were impounded in the first place, in exchange for unethical compromises. Vehicles to be impounded at the base must be entered into an impoundment register at the entry gate and after being released, the register must be updated with the signature of the offender while presenting an impoundment release slip to be so endorsed by the Head of Operations or any officer to be so designated to advance such endorsements.

19. The foregoing arrangement will indemnify FRSC from any legal proceedings that may arise with regards to the status of such released impounded vehicle.

20. Offenders of impounded vehicles must be made to endorse the fact that they have removed all movable valuables from their vehicles before leaving the base to consummate fines payment processes.

21. Arresting Marshals driving impounded vehicles to the base contrary to laid down regulations against such practices has grave consequences. The vehicle could be involved in a crash with the arresting Marshal as the driver, or the offender

could claim he left valuables in the vehicle which cannot be accounted for when finally allowed to access to the impounded vehicle at the base.

22. The best bet under the circumstances is to get the services of a tow truck to be paid for by the offender, in the alternative, the services of any proximate Police station may be necessary to keep in custody the abandoned vehicle with full incident report made at the station, with a caveat that the vehicle can only be released to the offender based on clearance from FRSC. Obviously, the custody fee will be paid to the Police.

RUDE CONDUCT

23. Negative and rude disposition of patrol staff in engaging offenders which often at times over heat the patrol scene to the extent of attracting avoidable mob attacks, has always been a contentious issue with violent consequences and avoidable legal processes.

24. It is obvious that based on human nature, nobody wants to be contravened for going against expected norms and will therefore be agitated when confronted under such circumstances. You don't expect such offender to be happy. Any rude conduct towards handling the arrest processes may bring out the bottled up frustration which sometimes may be insulting of violent. Being calm, understanding and respectful on the part of the patrol team members is all that is required to avoid any confrontation.

25. Unnecessary exchange of words with offenders and needless rude engagement of passengers whose disposition have no positive values should be avoided by all means possible. Been calm and friendly may just be what is required to calmly educate them on the danger for which the driver was arrested, if the situation warrants.

26. Attempting to effect arrest of offenders at all cost whereby arresting Marshals use their body to wedge or stop vehicles is not only primitive but paints FRSC in bad light. No traffic offence is worth the life of a staff or in fact any other person.

27. Appropriate positioning of patrol team members will avail any of the team members to concentrate on vehicle registration numbers of vehicles to be arrested, so that in the event the offender violently evades arrests his vehicle registration number can be noted for NVIS intervention.

GENERAL PATROL MISCONDUCT

28. There is an unfortunate rise in the incidences of patrol misconducts by patrol teams which embarrassingly is sometimes in active collaboration with the Commanding officer and Heads of Operations to the extent of assuming the status of an institutionalized arrangement albeit erroneously. Patrol misconduct in which ever guise only reflects the premium we place on human lives, that is, the content of your compromise is the value you place on human lives including yours. Let your conscience judge you.

29. Misconducts, aside undermining our expected commitment in checking the menace of road crashes and service to humanity, the moral fabric of the Corps as a humanitarian organization suffers substantial erosion, thus not only painting us in bad light before members of the public, puts to question our relevance as an organization in adding value to the country's development.

30. Some staff have so institutionalized Patrol Misconducts to the extent that offenders are sometimes forced to compromise using ATM for payments or forced to make payments to account numbers of POS Agents for onward withdrawal of the monies so paid at the end of patrol operations. This act is being perpetrated to evade Surveillance arrests.

RESCUE OPERATIONS

31. Rescue operations has been one of the most fundamental commitment of the Corps that is well appreciated by the public because it represents an uncommon commitment in the service to humanity.

32. Therefore, the importance the Corps should attach to Rescue Operations should enjoy the highest level of care and professionalism ranging from taking full charge of the safety requirement of the crash scenes before the rescue to the evacuation of victims to proximate medical facilities and follow-ups.

GENERAL OPERATIONAL EXPECTATIONS

33. Staff are expected to continuously update themselves with the ever changing dynamics of technology while enforcing road traffic regulations.

34. For example the imperatives of NVIS, the working dynamics of all verification portals for SLD, NDL, Number Plates, etc should be well understood especially where a need arises to educate motorists while on patrol.

FONDLING WITH PHONE WHILE ON PATROL

35. The distractive habit of fondling with your phone while on patrol or wearing of earpiece presents you to the public as an unserious law enforcement agent and as such losing the expected seriousness the public will accord you. It is disrespectful and unacceptable to engage offenders with your earpiece affixed to your ear or a having a divided attention because of fondling with your phone.

USE OF STICKS ON PATROL

36. The habit of patrol teams using sticks in enforcing traffic regulations is too crude and unacceptable because it paints FRSC as an organization that is operating in the Stone Age. Such acts are punishable under FRSC Regulations on Discipline because of its inconsistency.

IMPROPER DRESSING

37. Improper dressing has always been an issue the Corps Management is concerned about, because it is the way you dress that you are being addressed by the public and the quality of respect you attract in your enforcement of road traffic regulations while on the road.

38. What then is improper dressing? This can be defined as any dressing that is not as captured by the FRSC Dress Code; for example, wearing of slippers while in uniform, improper parking hair by female staff, painting of lips, painting of finger nails, non compliance with dress code as specified in part one order or operational dressing.

39. Being improperly dressed, presents you to the public as a tout and which to a large extent determines the quality of your interaction with offenders, especially language usage and disposition.

40. As a regimented outfit, neatness and smartness when wearing the uniform has the deep capacity of building within you a positively complex self confidence which comes with boldness and sophisticated calmness when enforcing the regulations on the road. The respect you get from the public by been properly dressed goes a long way to discourage the public from engaging in a manner that seems to suggest you are an uneducated Tout, known locally as Agbero.

41. It will be an insult, first to your person when referred to as an Agbero while wearing FRSC uniform and an embarrassment to the corporate image of the Corps.

GENERAL INABILITY BY PATROL TEAMS TO IDENTIFY BREWING THREATS

42. Brewing threats have visible outlook, but patrol teams sometimes neglect some of signs. Incidentally, the Corps provides that only one vehicle should be stopped at a time, because stopping several vehicles will leave the patrol team with the burden of managing multiple offenders and aggrieved passengers who consider the time wasting consequences as an infringement on their fundamental human rights.

43. Tempers will obviously rise at which point any slight negative utterance may spark off violent reactions from not only the offenders but the passengers resulting to mob attack. Such multiple arrests must be avoided as provided for under operational regulations.

EMOTIONAL INTELLIGENCE

44. For the benefit of achieving a seamless enforcement commitment, staff are expected to be in tune with the basic expectations of Emotional Intelligence.

45. Empathy is the watchword which even if expressed should not compromise enforcement standard at the same time not eliciting negative or violent reactions from offenders to be contravened or booked.

46. Simply put, your actions or inactions should not attract unpalatable backlash from members of the public thus necessitating the need to be calm, firm and fair.

GENERAL INDISCIPLINE

47. Discipline, no doubt is the bedrock for any meaningful development to enjoy the required foundation, which makes absolutely necessary that our conducts conforms with acceptable ethical standard.

48. Staff were trained to differentiate between what is right and wrong and as such our actions and inactions are deliberate because we freely acceded to it.

49. Incidentally, whatever staff wish to throw up as far as their actions and inactions are concerned, is fully captured in the FRSC Regulations of Discipline, which prescribes sanctions appropriate to the infraction committed.

50. Since ignorance is not an excuse and that staff are responsible for their conducts, it is incumbent on all to closely study the FRSC Regulations on Discipline in order to appreciate the punishment coded for each infraction, some of which ends up in Dismissal from Service and prosecution in the Civil Court in the event of a worst case scenario.

MISUSE OF SOCIAL MEDIA

51. The improper use of the Social Media in addressing issues or grievances that are purely internal to FRSC, have continued to expose Corps to avoidable public embarrassment leaving her image sometimes battered.

52. Such acts are not acceptable to the knowledge and understanding of all staff, which is why some of these media onslaughts comes under anonymous or fake names despite a clear evidence that it was an insider act.

INTER-AGENCY RELATIONSHIP/ESPIRIT-DE-CORPS

53. It is not in doubt that there is no organization that can operate in isolation thus necessitating the need to explore avenues for a sustained in flow of cooperation from relevant organizations especially the uniformed ones.

54. Showing respect to personnel of such organizations in the area of esprit-de-corps has a way of cementing cordiality especially when the need to request for corporate assistance, becomes necessary.

55. However, in the exercise of esprit-de-corps, care must be taking not to compromise ethical standards, thus making PE an admissible intervention to let go.

DELAY IN HANDLING DISCIPLINARY CASES IN FIELD COMMANDS

56. Undue delays from the field in dealing with disciplinary cases and cover ups by Command, has continued to impact negatively on the corporate interest and responsibility of the Corps to the country.

57. Such cases of cover ups are not condoned in the system and in the fullness of time, justice will prevail for the system and the society.

CONCLUSION

58. As earlier mentioned, the presentation is an attempt to be less academic or theoretical, in which case it is expected that you have found yourself in one or all of the scenarios painted, consequently, it is expected that after going through, you should have an inbuilt capacity to bridge the challenge gap when asked to connect the process, when confronted with a life test case scenario.

IMPLEMENTATION OF PRE-FITTED SPEED LIMITING DEVICES IN VEHICLES IMPORTED OR LOCALLY PRODUCED /ASSEMBLED IN NIGERIA.

Road transportation is the most used mode of transportation in Nigeria as other alternatives like rail, air or water transportation are limited or not easily accessible in many parts of the country.

Nigeria has the largest road network in West Africa with over 204,000 km of paved and unpaved road networks.

Over-reliance on road transportation has led to an increase in road traffic crashes and fatalities in Nigeria. Several factors which include overloading, reckless driving, inadequate enforcement of traffic laws and speeding with the later as the most prevalent cause compelled the need for installation of speed limiting device as a panacea to the incessant road traffic injuries and fatalities.

A speed limiting device is a device that is installed in vehicle to restrict its maximum speed. It is designed to prevent drivers from exceeding a predetermined speed limit, which is typically set by the manufacturer or regulatory authorities.

FRSC as an agency saddled with the core mandate of creating safe motoring environment for all road users, commenced sensitization campaign on compulsory installation of speed limiting device in commercial vehicles in year 2012.

In May 2013 a technical Committee was constituted comprising of some government agencies; SON, NADDC, NITT, NSE and FRSC with the aim to come up with a draft policy on standard of speed limiting device to be adopted in Nigeria.

The draft policy document was reviewed and adopted on the 4th September, 2013 and subsequently approved by Standard Organization of Nigeria (SON) on the 28th May, 2014.

After several deliberations with relevant stakeholders and sensitization of drivers and the general public, 1st April, 2016 was approved as commencement of nation-wide enforcement on the installation of speed limiting device by commercial vehicles.

The benefits of speed limiting devices include;

- i. Increased safety,
- ii. Reduced fuel consumption,

- iii. Reduced maintenance costs.
- iv. Reduce wear and tear on the vehicle's engine, brakes, and other components,
- v. Save money on repairs and maintenance.

FRSC as a lead agency in road safety administration and Road traffic management is empowered to enforce Installation of speed limiting devices on vehicles through the following legal tools.

- i. FRSC Establishment Act, 2007
- ii. National Road Traffic Regulations, 2012
- iii. National Road Traffic (Amendment) Regulations, 2016

FRSC in fulfilling its commitments towards minimising road traffic injuries most especially speed related crashes and fatalities, kick-started the process of policy implementation on Speed limiting device in 2012.

The Corps started with engagement of relevant stakeholders and constitution of technical committee for draft of policy document and sensitization campaign in enlightening and educating drivers and other road users on the needs and benefits of installation of speed limiting device on vehicles.

ADOPTION OF DRAFT POLICY DOCUMENT

The draft policy document was reviewed and adopted by a larger committee on 4th September, 2013. The reviewed document was accepted and approved by Standard Organization of Nigeria (SON) Governing Council on the 28th May, 2014.

This comprised of two parts.

- i. Part I: Installation requirement and,
- ii. Part II: Specification for system and component requirement.

As of April, 2023 a total of 97 vendors has been accredited across the country for the installation of speed limiting devices Nation-wide. While from inception to April, 2023 a total of 173,698 speed limiting devices have been installed in vehicles across the country.

CHALLENGES FACING IMPLEMENTATION OF SPEED LIMITING DEVICE POLICY.

- i. Compromise by some vendors by setting speed limiting device above the recommended legal speed limit.
- ii. Drivers tampering with the devices either by intentionally damaging the device or disconnecting it.
- iii. shortage of technical expertise and trained personnel to monitoring tampered speed limiting device installed in vehicles.
- iv. The cost of acquiring and installing speed limiting devices is also a challenge, especially for low-income vehicle owners and those who operate in rural areas where there are limited resources.
- v. shortage of technical expertise and trained personnel to install, maintain, and repair speed limiting devices.

WHAT IS PRE-FITTED SPEED LIMITING DEVICE

A pre-fitted or factory-fitted speed limiting device refers to a speed limiting device that is installed in a vehicle during its production process. In other words, the device is built into the vehicle by the manufacturer before it is sold to the customer.

BENEFITS OF PRE-FITTED SPEED LIMITING DEVICE

- i. It makes it difficult or impossible for drivers to tamper with the speed limiting device.
- ii. By installing pre-fitted devices, vehicle manufacturers can ensure compliance with regulations and avoid penalties for non-compliance.
- iii. It reduces chances of electrical problem related to installation of speed Limiting Device.
- iv. Vehicles with pre-fitted Speed limiting devices save the owners cost of installation and maintenance.
- v. pre-fitted speed limiting devices can help reduce maintenance costs and prolong the lifespan of the vehicle.

PRE-FITTED SPEED LIMITER IMPLEMENTATION AGENCIES

Federal Road Safety Corps

National Automotive Design and Development Council (NADDC)

Standard Organization of Nigeria (SON)

Nigeria Society of Engineers

National Orientation Agency (NOA)

Nigeria Customs Service (NCS)

RECOMMENDATIONS

- i. The need to improve monitoring measure for discovering tampered speed limiting device in vehicles.
- ii. Provision of incentives to vehicle manufacturers to encourage the installation of pre-fitted speed limiting devices. like, low tax.
- iii. Government to make policy on mandatory installation of pre-fitted speed limiting devices in imported or locally manufactured commercial vehicles.
- iv. To ensure the effective installation and maintenance of pre-fitted speed limiting devices, there is a need for training and capacity building for both FRSC personnel and vendors technicians.