

OFFICER'S SYLLABUS FOR 2024 PROMOTION EXERCISE

S/ N	BROAD HEADING	ARC	DRC	RC	SRC	CRC	ACC	DCC
1	Highway Code	• Road Signs, Signals & Markings. • Speed Limits. • Driving under special conditions • Causes of RTC. • Defensive Driving Techniques	• Road Signs, Signals & Markings. • Speed Limits. • Driving under special conditions • Defensive Driving Techniques • Requirements for tourists in Nigeria.	• Speed Limits. • Driving under special conditions • Defensive Driving Techniques • Requirements for Tourists. • Services for persons with disabilities.	•	•	•	•
2	Appraisal Methodology in FRSC	• Performance Management System • Structures of APER • Job Binder • Corporate Strategic Goals	• Performance Management System • Structures of APER • Job Binder • Corporate Strategic Goals	• Performance Management System • Structures of APER • Job Binder • Corporate Strategic Goals	• Performance Management System • Structures of APER • Job Binder • Assessment Criteria. • Corporate Strategic Goals	• Performance Management System • Structures of APER • Job Binder • Assessment Criteria. • Corporate Strategic Goals	• Performance Management System • Structures of APER • Job Binder • Assessment Criteria. • Corporate Strategic Goals	• Performance Management System • Assessment Criteria. • Corporate Strategic Goals
3	Effective Patrol	• Concept of Patrol	• Concept of Patrol	• Part One & Part Two	• Part One & Part Two	• Part One & Part Two	• Part One & Part Two	• Operations Order.

	Operations	- operations. • Patrol Procedure. • Patrol Positioning • Safety and security of patrol Men. • Patrol ethics. • Patrol Report Writing • Management of intra-team conflict.	- operations. • Patrol Procedure. • Patrol Devices and Equipment. • Patrol Positioning • Safety and security of patrol Men. • Patrol ethics. • Patrol Report Writing. • Management of intra-team conflict.	- Orders. • Safety and security of patrol Men. • Pre-Patrol Briefing. • Management of intra-team conflict.	- Orders. • Safety and security of patrol Men. • Pre-Patrol Briefing. • Alternative Dispute Resolution	- Orders. • Pre-Patrol Briefing. • Mobile Court Operations. • Alternative Dispute Resolution	- Orders. • Pre-Patrol Briefing. • Mobile Court Operations. • Patrol Conflict Resolutions.	
4	Crash Scene Management & Casualty Evacuation	• Casualty handling. • Rescue procedures. • Rescue materials and equipment • Extrication techniques.	• Casualty handling. • Rescue procedures. • Rescue materials and equipment • Extrication techniques.	• Casualty handling. • Rescue procedures. • Rescue materials and equipment • Extrication techniques.		•	•	•
5	Education Policy	• Importance of training. • Guidelines for training programmes in			•	•	•	•

		FRSC. • Types of courses. • Attainable qualifications. • Educational sponsorship in FRSC						
6	FRSC Staff Writing	•	• Types of writing. • Characteristics of Service Writing. • Basic rules and conventions in service writings. • FRSC Correspondence. • Process of Filing and securing document. • Briefs.	• Types of writing. • Characteristics of Service Writing. • Basic rules and conventions in service writings. • FRSC Correspondence. • Process of Filing and securing document. • Briefs.	• Types of writing. • Characteristics of Service Writing. • Basic rules and conventions in service writings. • FRSC Correspondence. • Process of Filing and securing document. • Briefs.	•	•	•
7.	Speed limiting device	• What is speed limiter. • Types of Speed Limiter/Opera	• What is speed limiter. • Types of Speed Limiter/Operati on.	•	•	•	•	•

		tion. • What is legal backing for FRSC to enforce Speed Limiters • Maximum speed limit for all categories of vehicle • Advantages	• What is legal backing for FRSC to enforce Speed Limiters • Maximum speed limit for all categories of vehicle • Advantages					
8	Vehicle maintenance and fire protection and prevention	•	• Types of Vehicle Maintenance. • Steps in carrying out the various Vehicle Maintenance • Practical ways in ensuring Vehicle Maintenance.	•	•	•	•	•
9	Crash Investigation	•	•	• Purpose of crash investigation. • Crash investigative elements and methodology. • Responding to the scene of a crash.	• Purpose of crash investigation . • Crash investigative elements and methodology .	•	•	•

				• Points to note while making a field sketch. • Types of collision's road scars. • Collision reconstruction. • Collision investigation: (Report writing). • Road traffic crash data record keeping and management.	• Responding to the scene of a crash. • Points to note while making a field sketch. • Types of collision's road scars. • Collision reconstruction. • Collision investigation : (Report writing). • Road traffic crash data record keeping and management.			
10	ISO 9001:2015 QMS	• The concept of ISO 9001:2015 QMS • Benefits of ISO. • The role of staff in the implementation	• The concept of ISO 9001:2015 QMS • Benefits of ISO. • The role of staff in the implementation	• The concept of ISO 9001:2015 QMS • Benefits of ISO. • The role of staff in the implementation	• The concept of ISO 9001:2015 QMS • Benefits of ISO. • The role of staff in the	• The concept of ISO 9001:2015 QMS • Benefits of ISO. • The role of staff in the	• The concept of ISO 9001:2015 QMS • Benefits of ISO. • The role of staff in the	• The concept of ISO 9001:2015 QMS • Benefits of ISO. • The role

		of ISO 9001:2015.	of ISO 9001:2015.	of ISO 9001:2015.	implementati on of ISO 9001:2015.	implementatio n of ISO 9001:2015.	implementati on of ISO 9001:2015. • Comparative of ISO 9001:2008 & ISO 9001:2015. • Challenges of ISO 9001:2015 QMS Implementat ion.	of staff in the implement ation of ISO 9001:2015. • Comparativ e of ISO 9001:2008 & ISO 9001:2015. • Challenges of ISO 9001:2015 QMS Implement ation.
11	FRSC Regulation s on Discipline 2018	• Offences and Punishments. • Procedure for FDP. • Procedure for SPDP.	• Offences and Punishments. • Procedure for FDP. • Procedure for SPDP.	• Offences and Punishments. • Procedure for FDP. • Procedure for SPDP.	• Offences and Punishments. • Procedure for FDP. • Procedure for SPDP.	• Offences and Punishments. • Procedure for FDP. • Procedure for SPDP.	•	•
12	Data collection, analysis, interpretation and utility in FRSC	•	•	• Classification of data. • Methods of data collection • Factors influencing data collection.	• Research and Statistical Survey. • Research methodology and components	• Utilization of statistical survey in Road Traffic Management.	• An overview of road safety observatorie s: Issues and developments .	• An overview of road safety observatori es: Issues and developmen

				• Sources and utilization of data in FRSC.	of a statistical survey.			ts.
13	Courtesies and etiquettes of a paramilitary Officer	• Ethical behaviour in FRSC. • FRSC Dress Protocol. • FRSC Mess Ethics. • Regimental Dinner. • Durbar. • Comportment and decorum. • Work ethics • Taboos in Para-military agencies.	• Ethical behaviour in FRSC. • FRSC Dress Protocol. • FRSC Mess Ethics. • Regimental Dinner. • Durbar. • Comportment and decorum. • Work ethics • Taboos in Para-military agencies.	• Ethical behaviour in FRSC. • FRSC Dress Protocol. • FRSC Mess Ethics. • Regimental Dinner. • Durbar. • Comportment and decorum. • Work ethics • Taboos in Para-military agencies.	• Ethical behaviour in FRSC. • FRSC Dress Protocol. • FRSC Mess Ethics. • Regimental Dinner. • Durbar. • Comportment and decorum. • Work ethics • Taboos in Para-military agencies.	• Ethical behaviour in FRSC. • FRSC Dress Protocol. • FRSC Mess Ethics. • Regimental Dinner. • Durbar. • Comportment and decorum. • Work ethics • Taboos in Para-military agencies.	• Ethical behaviour in FRSC. • FRSC Mess Ethics. • Regimental Dinner. • Comportment and decorum. • Work ethics • Taboos in Para-military agencies.	• Ethical behaviour in FRSC. • FRSC Mess Ethics. • Regimental Dinner. • Comportment and decorum. • Work ethics • Taboos in Para-military agencies.
14	Parade and drills	• Ceremonial Parade. • Sword Drills. • Directions of parade.	• Ceremonial Parade. • Sword Drills. • Directions of parade. • Command procedure. • characteristics of a good parade commander	• Ceremonial Parade. • Sword Drills. • Directions of parade. • Command procedure. • characteristics of a good parade commander	• Advance sword drill. • Command and Control of Ceremonial parade.	• Advance sword drill. • Command and Control of Ceremonial parade. • Parade and Quarter Guard review.	• Parade and Quarter Guard review. • Vesting day parade.	• Parade and Quarter Guard review. • Vesting day parade.

15	National Uniform Licensing Scheme (NULS)	• Overview of NULS • Process and procedure of NDL. • Process and procedure of Vehicle Registration.	•	•	•	•	• Harmonization and digitization of NDL.	• Harmonization and digitization of NDL.
16	The road safety audit; concept, procedure and execution	•	•	• Definition of Road safety audit. • Difference between RSI and RSA • Definition of RSA and RSI • The processes and procedure required for carrying out RSA. • Equipment used in RSA. • Challenges and way forward. • The roles of road safety auditors.	• Definition of Road safety audit. • Difference between RSI and RSA • Definition of RSA and RSI • The processes and procedure required for carrying out RSA. • Equipment used in RSA. • Challenges and way forward. • The roles of road safety auditors.	•	•	•
17	Contempor	•	•	•	• Contemporar	• Contemporary	• Contemporar	• Contempor

	ary issues and national development				y issues in FRSC	issues in FRSC	y issues in FRSC. • FRSC in the next decade. • Executive Order 001 (Ease of doing business) • Voluntary Asset and income declaration. • SDG and road safety management. • NRSS II • NRTR 2016 (as amended).	ary issues in FRSC. • FRSC in the next decade. • Executive Order 001 (Ease of doing business) • Voluntary Asset and income declaration. • SDG: FRSC Involvement. • NRSS II. • NRTR 2016 (as amended).
18	Global Road Safety Developments	•	•	•	•	• International Road Safety Organizations.	• UN Conventions. • Decade of Action on Road Safety (2021-2030) • Africa Road	• UN Conventions. • Decade of Action on Road Safety

							- Safety Charter. • Climate Action. • International Road Safety Organizations. • The concept of Vision Zero and its implementation in Nigeria.	(2021-2030) • Africa Road Safety Charter. • Climate Action. • International Road Safety Organizations. • The concept of Vision Zero and its implementation in Nigeria.
19	Overview of FRSC IT platforms	• FRSC Vehicle Tracking System. • FRSC Dashboard. • Duty Room Information Management System	• FRSC Vehicle Tracking System. • FRSC Dashboard. • Duty Room Information Management System	• FRSC Vehicle Tracking System. • FRSC Dashboard. • Duty Room Information Management System	• FRSC Vehicle Tracking System. • FRSC Dashboard. • Duty Room Information Management System	• FRSC Vehicle Tracking System. • FRSC Dashboard. • Duty Room Information Management System	• FRSC Vehicle Tracking System. • FRSC Dashboard. • Duty Room Information Management	• FRSC Vehicle Tracking System. • FRSC Dashboard. • Duty Room Information

		(DRIMS) • National Vehicle Identification System (NVIS). • Road Traffic Crash Information System (RTCIS). • FRSC Social media Platforms (face book, twitter, YouTube etc). • Road Transport Safety Standardization Scheme (RTSSS). • Driving School Standardization Programme (DSSP). • Information Verification Portal (IVP).	(DRIMS) • National Vehicle Identification System (NVIS). • Road Traffic Crash Information System (RTCIS). • FRSC Social media Platforms (face book, twitter, YouTube etc). • Road Transport Safety Standardization Scheme (RTSSS). • Driving School Standardization Programme (DSSP). • Information Verification Portal (IVP).	(DRIMS) • National Vehicle Identification System (NVIS). • Road Traffic Crash Information System (RTCIS). • FRSC Social media Platforms (face book, twitter, YouTube etc). • Road Transport Safety Standardization Scheme (RTSSS). • Driving School Standardization Programme (DSSP). • Information Verification Portal (IVP).	(DRIMS) • National Vehicle Identification System (NVIS). • Road Traffic Crash Information System (RTCIS). • FRSC Social media Platforms (face book, twitter, YouTube etc). • Road Transport Safety Standardization Scheme (RTSSS). • Driving School Standardization Programme (DSSP). • Information Verification Portal (IVP).	(DRIMS) • National Vehicle Identification System (NVIS). • Road Traffic Crash Information System (RTCIS). • FRSC Social media Platforms (face book, twitter, YouTube etc). • Road Transport Safety Standardization Scheme (RTSSS). • Driving School Standardization Programme (DSSP). • Information Verification Portal (IVP).	System (DRIMS) • National Vehicle Identification System (NVIS). • Road Traffic Crash Information System (RTCIS). • FRSC Social media Platforms (face book, twitter, YouTube etc). • Road Transport Safety Standardization Scheme (RTSSS). • Driving School Standardization Programme (DSSP). • Information Verification Portal (IVP).	n Management System (DRIMS) • National Vehicle Identification System (NVIS). • Road Traffic Crash Information System (RTCIS). • FRSC Social media Platforms (face book, twitter, YouTube etc). • Road Transport Safety Standardization Scheme (RTSSS). • Driving School Standardization Programme (DSSP). • Information Verification Portal (IVP).
--	--	--	--	--	--	--	---	--

					• Information Verification Portal (IVP).	Portal (IVP).	Programme (DSSP). • Information Verification Portal (IVP).	Scheme (RTSSS). • Driving School Standardization Programme (DSSP). • Information Verification Portal (IVP).
20	Public Media Relations in FRSC	•	•	•	• Public Media Relations in FRSC	• Public Media Relations in FRSC	• Public Media Relations in FRSC. • The role of mass media.	• Public Media Relations in FRSC. • The role of mass media.
21	Leadership and Management	• The art of public speaking.	• The art of public speaking.	• The art of public speaking.	• The art of public speaking.	• The art of public speaking.	• Critical Thinking • Mentorship. • Leadership and productivity. • Effective Human resources Management	• Critical Thinking • Mentorship. • Leadership and productivity. • Effective Human

							• Effective Communication skills. • Lifestyle and Career Issues. • Stress Management	resources Management. • Effective Communication skills. • Lifestyle and Career Issues. • Stress Management.
--	--	--	--	--	--	--	--	---

"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 SUBMISSION

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 happened 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 or 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.