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REGULATIONS ON MAINTENANCE OF DISCIPLINE, 2013

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S. I. No. 26 of 2013

ROAD SAFETY COMMISSION (ESTABLISHMENT) ACT, 2007

REGULATIONS ON MAINTENANCE OF DISCIPLINE, 2013

In exercise of the powers conferred on it by section 5 of the Federal Road Safety Commission (Establishment) Act, 2007 and of all other powers enabling it in that behalf, the COMMISSION hereby makes the following Regulations :

[*23rd April*, 2013] Commencement.

PART I—REPEAL, CITATION, BINDING POWER AND INTERPRETATION

1. The FRSC Regulations on Maintenance of Discipline 2005 is hereby repealed. Repeal.

2.—(*a*) These Regulations shall be cited as the Federal Road Safety Commission Regulations on Maintenance of Discipline, 2013. Citation.

Power to bind

(*b*) These regulations shall be binding on all members of the Corps.

3.—(1) In this Regulation, unless the context otherwise requires, the following are interpreted thus : Interpretation clause.

"*Appropriate Authorizing Officer*" Chairman of the Commission, Corps Marshal and Chief Executive, Heads of Department, Corps Officers, Zonal Commanding Officers, Sector Commanders, Unit Commanders and any Officer so authorized by the Authorizing Officer.

"*Awol*" Absence from duty without official leave or pass for twenty one (21) days or less.

"*Commander*" Is an Officer holding the position of Zonal Commander, Sector Commander or Unit Commander.

"*Confinement*" The restraining of the movement of an Officer/Marshal suspected of having committed any offence under these regulations within the mess, office, official residence or guardroom in the case of a Marshal for a specific period of not more than twenty-four (24) hours which may be extended to any desired period by an order of Court.

"*Corps*" Federal Road Safety Corps.

"*Court*" means a Court as established by the Constitution of Nigeria.

"*Desertion*" Absence from duty without leave or pass for more than twenty-one (21) days.

"*Dismissal*" Formal cessation of the service of a member of the Corps without benefits of either cash or kind.

"*Drill*" Imposition of strenuous physical exercise or parade.

"*Extra Duty*" Additional hours of work for not more than seven (7) days.

"*Fatigue*" Punishment imposed on a Marshal for periods not exceeding two (2) hours at a time but totalling ten (10) hours in all.

"*FDP*" Federal Road Safety Corps Disciplinary Panel.

"*FRSC*" Federal Road Safety Commission or Federal Road Safety Corps.

"*Forfeiture of pay*" Loss of full or any part of salary as punishment.

"*Gentleman Officer*" An Officer whose conducts is in line with the rules and regulations of the Corps. A gentleman Officer includes Marshals.

"*Gross Misconduct*" Any unlawful, improper or scandalous behaviour including patrol misconduct or any other offence which if established shall lead to reduction in rank, termination of appointment or dismissal from service.

"*Guardroom*" A place for confinement of Marshals for a period not more than twenty four (24) hours at a time which may be extended to any desired period by an order of Court.

"*He or Her*" Male or female member(s) of the Corps.

"*HOD*" Head of Department.

"*Interdiction*" Placing a member of the Corps on half salary pending the determination of a criminal case against him in Court.

"*Loss of Seniority*" Loss of promotion as and when due for a period of not more than twelve calendar months.

"*Major Entry*" A disciplinary action which attracts a fine of five thousand naira (₦5,000.00). A second Major Entry earned within a waiting period for promotion disqualifies an Officer or Marshal from promotion. The two Major Entries elapse if one is not promoted within the waiting period. Three Major Entries within a period of twelve (12) months shall amount to Termination of Appointment.

"*Marshal*" A non-degree holding member of the Corps from the rank of Road Marshal Assistant III to Chief Inspector.

"*Mess*" An official place of relaxation for Officers and confinement of defaulting Officers.

"*Minor Entry*" A reprimand which attracts a fine of two thousand naira (₦2,000.00) and which if received up to three times in a calendar year shall amount to a Major Entry.

"*Misconduct*" A specific act of wrongdoing under the Disciplinary Regulations which attracts punishment lower than Reduction in Rank.

"*Mutiny*" An insurrection, revolt or open rebellion exhibited by two or more members of the Corps or with non members of the Corps with intent to usurp powers of any authority, override or refuse to obey orders of a lawful authority.

"*Non-Commissioned Officer*" A member of the Corps from the rank of Marshal Inspector II to the rank of Senior Marshal Inspector.

"*Officer*" A member of the Corps from the rank of Assistance Route Commander to Deputy Corps Marshal.

"*Patrol*" is as construed in the operational guideline including traffic control and traffic count.

"*Patrol Misconduct*" Inappropriate conduct which includes all undeclared monies found on a member of the Corps while on patrol or traffic control or in any part of the patrol vehicle or within the patrol vicinity. It also includes route diversion, lone patrol, escaping from surveillance team and operating with persons not scheduled for patrol or other non members of the Corps. Patrol misconduct constitutes gross misconduct.

"*Reduction in Rank*" Reversion of the rank of a member of the Corps from a particular rank to the next lower rank. For the purpose of promotion, an Officer or Marshal shall spend the waiting period on the reduced rank before qualifying for promotion, provided that any period outstanding after the waiting period shall be added to count to his credit as part of the next waiting period.

"*Reprimand*" Warning in writing to a member of the Corps for misconduct committed against the laws and regulations of the Corps. Three reprimands within a calendar year amount to a major entry and five thousand (₦5,000.00) naira.

"*Scandalous Behaviour*" Defamatory report, rumour, slanderous talks, disgraceful, shameful, shocking , improper or discreditable conduct exhibited by a member of the Corps which is capable of bringing the name, reputation of a member of the Corps and/or the corporate image of the Corps or the Commission into disrepute or which is unbecoming of a gentleman Officer.

"*Senior Non-Commissioned Officer*" A member of the Corps from the rank of Senior Marshal Inspector to Chief Inspector.

"*Severe Reprimand*" Warning in writing to a member of the Corps for any misconduct against these regulations and other rules or guidelines. Three severe reprimands in a period of twelve (12) months shall amount to two (2) Major Entries and ten thousand (₦10,000.00) naira.

"*Summary Proceeding*" Proceedings conducted summarily without constituting FRSC Disciplinary Panel.

"*Termination of Appointment*" The legal cessation of the services of a member of the Corps with due notice and with benefits of cash and/or kind.

(2) Any word not defined in this REGULATION shall be construed literally in relation to the context therein.

PART II—MISCONDUCT

MISCONDUCT RELATING TO DUTY

Awol.

4. Any member of the Corps who absents himself from duty without official leave or pass for twenty-one (21) days or less shall be guilty of misconduct and liable to major entry and shall forfeit his salary for the number of days he was absent.

Desertion.

5. Any member of the Corps who :

(*a*) Absents himself from duty without official leave or pass for more than twenty-one (21) days shall be guilty of desertion and liable to termination of appointment.

Investigation in Absentia

(*b*) Where a registered summons has been posted to the last known place of abode of a member of the Corps to appear before a panel and such member fails to appear within seven (7) days from the date of postage of summons issued for his appearance for investigation, the alleged defaulter shall be investigated in absentia by the FRSC Disciplinary Panel and appropriate recommendation made to appropriate authority.

(*c*) Any Head of department, Corps officer, Head of Special unit or Commanding Officer who conceals a deserter or fails to refer a deserter to an FDP in accordance with regulation 5(*a*) and (*b*) shall be guilty of gross misconduct and liable to reduction in rank.

Dereliction.

6. Any member of the Corps, including those on guard duty, who :

(*a*) Sleeps, or

(*b*) Abandons his duty post or absents himself from his place of duty without being duly relieved ; or

(*c*) Idles or gossip ; or

(*d*) Departs from patrol before the specified closing time ; or

(*e*) Leaves the place of duty to which he has been ordered without due permission from the appropriate authority ; or

(*f*) Fails to perform his duties in accordance with orders constitutes dereliction of duty and shall be guilty of misconduct and be liable to major entry.

Lateness.

7. Any member of the Corps who comes to work after the approved resumption time of the day without any good reason shall be guilty of misconduct liable to minor entry.

Malingering.

8. Any member of the Corps who :

(*a*) Feigns illness, sickness or disability ; or

(*b*) Injures himself with intent to render himself unfit for duty assigned to him ; or

(*c*) Causes himself to be injured by any other person with intent to keep away from work ; or

(*d*) Injures another person to whom these regulations apply at the instance of that other person to render him unfit to carry out duties assigned to him ; or

(*e*) With intent to render or keep himself unfit to carry out duties assigned to him, does or fails to do anything (whether at the time of the act or commission he is in hospital or not) whereby he induces, prolongs or aggravates

any sickness or disability, shall be guilty of misconduct and liable to major entry and to forfeit his salary for the number of days for which he was rendered unfit.

(2) In these regulations, the expression "*unfit*" includes temporary unfitness.

Acts of Negligence.

9. Any member of the Corps who :

(*a*) Being a driver fails to carry out vehicle parade or drills or make any observation or inspection required of him, likely to result or results in the break down or damage to the vehicle ; or

(*b*) Neglects or without good cause omits to attend or carry out anything which is his duty to do as a driver promptly and diligently ; or

(*c*) Omits to make necessary entry in an official vehicle document or book, shall be guilty of misconduct and liable to loss of seniority.

Improper Dressing.

10. Any member of the Corps who while on duty or off-duty in uniform a public place, is improperly dressed or is dirty or untidy in his person, clothing or accoutrements shall be guilty of misconduct and liable to major entry.

Failure to comply with the FRSC quality manual.

11. Any member of the Corps who deliberately fails to comply with the provisions of the FRSC Quality Manual shall be guilty of misconduct and liable to loss of seniority.

MISCONDUCT RELATING TO INFORMATION AND QUALIFICATION

Unauthorized Disclosure of information concerning the Commission.

12.—(1) Any member of the Corps who :

(*a*) Divulges any matter which is his duty to keep secret ; or

(*b*) Gives information, directly or indirectly to a person against whom an arrest or summons has been made or is about to be issued, except in the lawful execution of the arrest ; or

(*c*) Without authority by the appropriate Authorizing Officer, communicates or discloses information on any matter connected with the Commission and the Corps to the public or press, or to an unauthorized person; shall be guilty of gross misconduct and liable to termination of appointment.

Failure to make a report

(2) Any member of the Corps who :

(*a*) Withholds a complaint or report against a member of the Corps ; or

(*b*) Aids or allows an offender to evade arrest ; or

(*c*) Knowing where an offender is to be found, fails to report or to make due exertions for making him available for justice ; or

(*d*) Fails to report anything that he knows concerning traffic misconduct charged against an offender or fails to disclose any evidence which he or any person within his knowledge can give, for or against an offender ; or

(*e*) Fails to report any matter which is his duty to report shall be guilty of misconduct and liable to loss of seniority.

Presentation of false Document.

13. Any member of the Corps who :

(*a*) On appointment, either before an interview panel or by means of any document produced by him, knowingly made a false statement to facilitate his appointment ; or

(*b*) Gives false information as to his marital status to facilitate his appointment ; or

(*c*) For the purpose of promotion or status enhancement, produces a false certificate or document shall be guilty of gross misconduct and liable to termination of appointment.

Unauthorized acquisition of additional educational qualification.

14. Any member of the Corps who pursues or acquires an additional educational qualification without approval and produces same to influence his appointment or promotion shall be guilty of gross misconduct and liable to reduction in rank.

Concealment of higher qualification on appointment.

15. Any member of the Corps who conceals his acquired higher certificate at the point of entry into the Commission and presents same later to influence his appointment or promotion shall be guilty of gross misconduct and liable to reduction in rank.

MISCONDUCT RELATING TO BORROWING AND DEBTS

Borrowing money and failure to pay lawful debt.

16. Any member of the Corps who :

(*a*) Borrows money from a member of the Corps of a lower rank ; or

(*b*) Fails to pay a lawful debt, shall be guilty of gross misconduct and liable to reduction in rank and the debt recovered from his salary.

MISCONDUCT RELATING TO EMPLOYMENT AND PETITION

Carrying out any other paid employment.

17. Any member of the Corps who :

(*a*) Carries on trade, business or profession or accepts any other paid employment shall be guilty of gross misconduct and liable to termination of appointment.

Influencing promotion.

(*b*) Seeks by influence to obtain promotion or other advantages in the Commission or ;

Canvassing for favour.

(*c*) Without proper authority canvasses the Corps Marshal or any superior Officer or other servants of Government with regard to matters concerning the Commission and the Corps shall be guilty of misconduct and liable to Major Entry.

Writing anonymous Petition.

18. Any member of the Corps who writes an anonymous petition to the Commission/Corps Marshal or to a Superior Officer shall be guilty of gross misconduct and liable to termination of appointment.

Misconduct and Gross Misconduct

Obstructing any member of the Corps while on duty.

19. Any member of the Corps who wilfully obstructs or otherwise interferes with any other member of the Corps acting in the lawful execution of his duty shall be guilty of misconduct and liable to loss of seniority.

Incivility towards members of the public.

20. Any member of the Corps who ;

(*a*) By virtue of his position as a Marshal or Officer, is found wanting in civility to any member of the public; or

(*b*) Uses violence on any offender or any other person with whom he may be in contact except in self defence, in the execution of his duty shall be guilty of misconduct and liable to loss of Seniority.

Maltreatment and false complaint..

21. Any member of the Corps who strikes or maltreats any other member of the Corps, who is of lower rank, shall be guilty of gross misconduct and liable to reduction in rank.

Patrol Misconduct Practices.

22. Any member of the Corps who :

(*a*) Places himself under a pecuniary obligation to a person who is directly or indirectly engaged in any transport business ; or

(*b*) Embarks on an unauthorized patrol with other person(s) not being members of the Corps ; or

(*c*) Embarks on an unauthorized patrol with other member(s) of the Corps ; or

(*d*) Abandons the route to which he is assigned to patrol without the directive of the Commanding Officer ; or

(*e*) Has any money in excess of declared five hundred naira (₦500) or any other money undeclared while on patrol or traffic control ; or

(f) Collects fines from road traffic offender(s) while on patrol or in the office ; or

(g) While on patrol on sighting surveillance team attempts to escape or escapes or refuses to make a statement when requested to do so by any member of the surveillance team; or

(*h*) While on patrol, engages the services of an unscheduled person to collect, keep or hide money or any other item shall be guilty of gross misconduct and liable to termination of appointment, and in the case of an unscheduled person who is a member of the Corps, he shall also be guilty of gross misconduct and liable to termination of appointment. Provided that a non member of the Corps involved in this patrol misconduct shall be handed over to the police for prosecution.

(*i*) While on patrol has any money in excess of the authorised and declared five hundred naira (₦500) on his person; in the patrol vehicle or within the vicinity of patrol point which is undeclared shall be deemed to be an act of gross misconduct.

Provided that if any member of the team claims ownership of the money found undeclared in any part of the patrol vehicle or vicinity of the patrol point, only that person shall be liable to termination of appointment. Where no member of the team claims responsibility, the entire team members shall have their appointments terminated.

(*j*) Directly or indirectly solicits, accepts or receives gratification, present or reward without the approval of the appropriate authority shall be liable to termination of appointment ;

(*k*) Fails to make proper entries or keep proper records in the appropriate register which ordinarily he is supposed to make after patrol ; or

(*l*) Collects vehicle papers or impounds a vehicle from a suspected offender without issuing a notice of offence sheet to the suspected offender ; or

(*m*) Is in possession of a notice of offence sheet not validly issued to him from the duty office ; or

(*n*) Releases a suspected offender without the knowledge of the appropriate authorizing Officer ; or

(*o*) Waives an offence while on patrol or in the office without the authority of the authorizing Officer ; or

(*p*) Cancels a notice of offence without any reasonable cause while on patrol shall be guilty of gross misconduct and liable to Reduction in rank.

False Allegation.

23. Any member of the Corps who :

(*a*) Makes false accusation against another member of the Corps ; or

(*b*) Makes false statement affecting the character of another member of the Corps shall be guilty of gross misconduct and liable to termination of appointment.

Disobedience to Standing/ Lawful and particular Order(s).

24. Any member of the Corps who :

1. (*a*) In the course of his duty fails to comply with instructions, routine orders made for any reason, place, vehicle, motor-cycle and tow-truck ; or

(*b*) In any manner shows defiance to authority, disobeys any lawful Command given or sent to him, shall be guilty of misconduct and liable to major entry.

Failure to pay compliment

2. Any member of the Corps who :

(*a*) Fails to pay official compliment to another member of the Corps of superior rank, shall be guilty of misconduct and liable to major entry ; or

(*b*) Signs or circulates a petition or statement with regards to any matter concerning the Commission or the Corps or any member of the Corps, except through the proper channel of correspondence to the Commission/Corps Marshal or appropriate authority shall be liable to reduction in rank.

25. Any member of the Corps who smokes, drinks or takes any alcoholic beverage or drug while on duty and is consequently adjudged drunk and incapable of carrying out his lawful duty diligently shall be guilty of gross misconduct and liable to reduction in rank. Drinking or Smoking while on duty.

Provided that any member of the Corps who smokes or drinks any alcoholic beverage or takes any psychotropic substance while on patrol shall be liable to reduction in rank.

26. Where two or more members of the Corps engage themselves in physical combat in any circumstance whatsoever, the aggressor shall be guilty of gross misconduct and liable to reduction in rank. Fighting.

27. Any member of the Corps who alters any document in which the Commission or Corps has interest, whether or not he benefits himself or causes the Commission or Corps to incur material or financial loss, or alters any report, pay list or document in which the Commission or Corps has interest making the document or entry false in that particular material, or suppresses, defaces or makes away with any such document of which it is his duty to preserve or produce, shall be guilty of gross misconduct and liable to termination of appointment. Alteration of Document.

28. Any member of the Corps who : Assault/ Rude Conduct.

1. (*a*) Strikes or otherwise uses violence on, or instigates the use of violence on his superior Officer or Marshal shall be guilty of gross misconduct and liable to reduction in rank.

(*b*) Uses threatening, abusive or insolent words or is rude in conduct towards his superior shall be guilty of misconduct and liable to loss of seniority for one (1) year.

29. Any member of the Corps who is alleged to have committed manslaughter shall be guilty of gross misconduct and shall be placed on interdiction and handed over to the Police for prosecution and dismissed if convicted. Manslaughter.

30. Any member of the Corps who is alleged to have committed murder shall be guilty of gross misconduct and shall be placed on interdiction and handed over to the Police for prosecution and dismissed if convicted. Murder.

31. Any member of the Corps who : Mutiny.

(*a*) Takes part in an open demonstration, rebellion or riot against any lawful authority, employs the use of force and threat of violence in such circumstances as to make the disobedience subversive of discipline or having as its objective avoidance of any duty or services ; or

(*b*) Incites any member of the Corps to take part in such misconduct, whether actual or intended; shall be guilty of gross misconduct under these regulations and be liable to dismissal and subsequent Prosecution.

32. Any member of the Corps who is alleged to have committed rape shall be guilty of gross misconduct and liable to dismissal from service and be handed over to the Police for prosecution. Rape.

Scandalous Behaviour.

33. Any member of the Corps who behaves in a manner unbecoming of the character of a gentleman Officer shall have his appointment terminated.

Taking/ Looting.

34. Any member of the Corps who :

(*a*) Takes any money or property from the person of anyone killed or wounded in a crash ; or

(*b*) Without approval takes any property which has been left exposed or unprotected in consequence of a crash ; or

(*c*) Takes any property, vehicle or equipment abandoned at a crash or riot scene without declaring same to the appropriate authority; or

(*d*) Takes or misappropriates any public or Commission's money or property, or is concerned in or connives to take or misappropriate any public or Commission's property/money ; or

(*e*) Receives or retains any property or valuables as aforementioned knowing or having reason to believe it to have been taken or to have been misappropriated ; or

(*f*) Takes or misappropriates any monies or property belonging to a member of the Corps or non member of the Corps or connives in the taking or misappropriation of any such monies or valuable property; shall be guilty of gross misconduct under these regulations and liable to dismissal from Service and handed over to the police for prosecution.

Treason.

35. Any member of the Corps who is alleged to have committed treason shall be guilty of gross misconduct and liable to dismissal from service and handed over to the Police for prosecution.

Striking or use of Force on a Colleague.

36. Any member of the Corps who strikes or otherwise uses force on his colleague either while on patrol, in the barracks, office or at his duty post shall be guilty of gross misconduct and liable to reduction in rank.

Conspiracy, Aiding/ Abetting.

37. Any member of the Corps who :

(*i*) Aids, abets or counsels another member of the Corps in committing any misconduct or gross misconduct contrary to these regulations ; or

(*ii*) Conspires with one or more members of the Corps or non members of the Corps to commit any offence shall be liable to the same punishment as the principal suspect.

Provided that the non member of the Corps shall be handed over to the Police for prosecution.

MISCONDUCT RELATING TO SPECIAL MARSHAL FUNCTIONS/ROAD SAFETY CLUB

38. Any member of the Corps who without proper authority :

Unlawful formation and sales of Special Marshal/ Road Safety club kits.

(*a*) Undertakes the formation of a Special Marshals' Unit or Road Safety Club ; or

(*b*) Sells or distributes Special Marshals' identity cards, reflective jackets, arm bands or caps illegally, shall be guilty of gross misconduct and liable to reduction in rank.

(*c*) Collects money from members of the public or any other affiliate body of the Commission under the pretext of forming a Special Marshal's Unit or Road Safety Club shall be guilty of gross misconduct and liable to termination of appointment.

MISCONDUCT RELATING TO PROPERTY

39. Any member of the Corps who :

Damage/ Loss of Property of the Commission/ Members of the Corps.

(*a*) Damages or loses or is involved in the damage or loss of any money or property belonging to the Commission/Corps or any member of the Corps ; or

(*b*) Fails to account for or to make proper returns of any property including money received by him in his official capacity, or fails to account for any such property or receipt satisfactorily if called upon to do so shall be guilty of gross misconduct and liable to reduction in rank, or ;

(*c*) Directly or indirectly solicits, accepts or receives donation(s) or grants on behalf of the Commission/Corps without informing the Corps Marshal and Chief Executive shall be liable to loss of seniority for one year ; or

Misleading COMACE.

(*d*) Misleads the Commission, Corps Marshal and Chief Executive, management or any appropriate authority to take any action resulting in :

(*i*) embarrassment to the corporate image of the Corps shall be guilty of gross misconduct and liable to reduction in rank ; or

(*ii*) loss of money or property of the Commission/Corps shall be liable to refund the sum of money involved and replace the property so lost within three (3) months or have his appointment terminated.

Driving Damage/ Loss of Commission's/ Offender's Vehicle.

40.— (1) Any member of the Corps who takes over from the driver of an impounded vehicle and drives such a vehicle carelessly or negligently thereby causing damage to the vehicle shall pay the full cost of repairs or replacement of the veicle within three (3) months or have his appointment terminated.

(2) The provisions of these regulations shall also apply to any patrol team member who while on patrol, drives a patrol vehicle negligently and thereby causes damage to it.

MISCONDUCT RELATING TO FIREARM AND AMMUNITION

Negligent handling/ illegal removal of Arms/ Ammunition.

41.—(1) Any member of the Corps who :

(*a*) Carelessly or negligently handles a gun or ammunition while on patrol or other duty, or threatens a member of the public with such gun or ammunition ; or

(*b*) At any time whatsoever threatens another member of the Corps or any other person with a gun issued to him, except in defence of his life or property ; or

(*c*) Carelessly or negligently loses or misplaces a gun or ammunition issued to him; or

(*d*) Without authority, possesses firearm or uses firearm whether on duty or not ; or

(*e*) Takes away a gun or ammunition issued to him or in the custody of another member of the Corps without the knowledge and consent of that other member of the Corps shall be guilty of gross misconduct and liable to dismissal and prosecution.

(2) Any member of the Corps who misuses any firearm or ammunition occasioning severe injury or death of another member of the Corps or member of the public shall be guilty of gross misconduct and liable to dismissal and prosecution.

MISCONDUCT RELATING TO TESTIFYING BEFORE FRSC DISCIPLINARY PANEL

Failure to testify/False information/ Abuse of the FRSC Disciplinary Panel.

42.—(1) Any member of the Corps who :

(*a*) Without reasonable cause fails or refuses to testify before the FRSC Disciplinary Panel after being duly summoned to appear before the Panel ; or

(*b*) Refuses to swear to an Oath or Affirm as to the truth of his evidence in the matter when duly required to do so ; or

(*c*) Refuses or fails to produce a document in his custody or under his control which the Panel requires him to produce ; or

(*d*) Refuses to answer a question put to him by the Panel or during cross examination shall be guilty of gross misconduct and liable to reduction in rank.

False Informtion to FDP.

2. Any member of the Corps who :

(*a*) Wilfully supplies the Panel with false information in its deliberations ; or

(*b*) Uses abusive language ; or

(*c*) Wilfully insults or assaults any member of the Panel investigating the case or witnesses thereof, or any other person whose duty it is to attend, either before, during or after the proceedings, shall be guilty of gross misconduct and liable to reduction in rank.

Continuous Misconduct

43. When the previous record of any member of the Corps against whom allegation of continuous misconduct which punishments were major entries or higher punishment(s) under these regulations has been proved as to the same nature of offence, the punishment to be awarded is termination of appointment. Continous Misconduct.

Provided that the alleged misconduct must have been established against the alleged offender on two previous occasions.

Misconduct Relating To Drivers Licence Processing Centre

44.—(1) Any member of the Corps who produces driver's licence without the required endorsement shall be guilty of gross misconduct and liable to termination of appointment. Unauthorized Production of Drivers Licence.

(2) Any member of the Corps who :

(*a*) Illegally produces the Driver's Licence ; or

(*b*) Is in possession of fake Driver's License ; or

(*c*) Fails to keep proper records of Drivers License ; or

(*d*) Produces driver's licence before payment ; or

(*e*) Engages the services of unauthorized maintenance Engineers ; or

(*f*) Under reports or over-reports the production status shall be guilty of gross misconduct and liable to termination of appointment.

(3) Any member of the Corps who :

(*a*) Engages in soliciting, touting or collecting money from members of the public or another member of the Corps to process Driver's licence for them ; or

(*b*) Illegally prints or issues Driver's licence fee receipts ; or

(*c*) Connives with other agencies to illegally produce the Driver's Licence or import materials used in the production of National Drivers license without the approval of the appropriate authority shall be guilty of gross misconduct and liable to termination of appointment.

(4) Any member of the Corps who :

(*a*) Deletes records of production ; or

(*b*) Creates multiple database ; or

(*c*) Engages in parallel production of the Driver's Licence; or

(*d*) Crashes the system intentionally ; or

(*e*) Fails to account for base stocks received in his official capacity ; or

(*f*) Uses illegally acquired cards shall be guilty of gross misconduct and liable to termination of appointment and payment for the full cost of the base stocks.

MISCONDUCT RELATING TO NATIONAL VEHICLE IDENTIFICATION SCHEME

Unauthorized Production of Number Plates.

45.—(1) Any member of the Corps who :

(*a*) Illegally produces or replaces number plate(s) without the required endorsement by the appropriate authority ; or

(*b*) Is in possession of fake number plate ; or

(*c*) Engages in soliciting, touting or collecting money from members of the public or another member of the Corps to produce or to replace number plates, shall be guilty of gross misconduct and liable to termination of appointment.

(2) Any member of the Corps who is in illegal possession of or engages in unauthorized removal of blank or embossed plate dice or any other number plate production material shall be guilty of gross misconduct and liable to dismissal and handed over to the Police for prosecution.

(3) Any member of the Corps who is in illegal possession of Driver's Licence , Vehicle Number Plate or any material relating to Driver's Licence or Vehicle Number Plate shall be guilty of gross misconduct and liable to dismissal from service and prosecution

MISCONDUCT RELATING TO DUTY ROOM

Duty Room Misconducts.

46. Any member of the Corps who :

(*a*) Accepts, solicits, receives or collects cash in the Duty Room in lieu of bank payment teller ; or

(*b*) Collects money from an offender in lieu of payment of the fine to the designated bank for payment of fine ; or

(*c*) Manipulates or alters the fine receipt register, Notice of Offence sheet and fine register or any other official document with intent to gain monetary reward ; or

(*d*) Undertakes to pay for an offender ; or

(*e*) Carelessly or negligently misplaces the document or Drivers License of the owner of an impounded vehicle or confiscated vehicle or any content of an impounded vehicle ; or

(*f*) Releases the vehicle without authority ; or

(*g*) Carelessly allows any component or declared content of an impounded vehicle to be removed or replaced by unauthorized person(s), shall be guilty of gross misconduct and liable to reduction in rank.

MISCONDUCT RELATING TO INTER CADRE MARRIAGE

Inter-Cadre Marriage.

47. (*a*) Where any Officer marries a Marshal, the Marshal shall withdraw his services or his appointment shall be terminated ; or

(*b*) Where two Marshals are married and one gets converted to Officer's Cadre, the other Marshal shall withdraw his services immediately or his appointment shall be terminated.

PART III— PUNISHMENT

Punishment for Officers.

48.—(1). The punishments which may be recommended against an Officer by the FRSC Disciplinary Panel or to be awarded by Summary proceeding disciplinary Panel under these regulations are as listed in the following scale :

(*a*) Dismissal ;

(*b*) Termination

(*c*) Reduction in Rank ;

(*d*) Loss of Seniority ;

(*e*) Major entry ;

(*f*) Minor entry ;

(*g*) Interdiction ;

(*h*) Loss of pay ;

(*i*) Confinement ;

(*j*) Extra Duty ;

(*k*) Severe Reprimand ;

(*l*) Reprimand

Provided that where the misconduct occasions any financial or material loss or damage, there shall be full payment or replacement of the said loss or damage within three (3) months failing which his appointment shall be terminated and legal action taken against him to recover the money.

(2) Notwithstanding regulation 48 (l)(c), an Officer of the rank of ARC shall not be de-ranked but awarded loss of seniority for one year.

(3) An Officer who absconds or escapes from the mess where he is lawfully detained or held shall be guilty of an offence and liable on conviction to major entry.

(4) Except as expressly provided, not more than one punishment for a particular misconduct or gross misconduct shall be recommended by an FRSC Disciplinary Panel or awarded by a Summary Proceeding disciplinary Panel

Punishment for Marshal.

49.—(1) The punishments that may be recommended against a Marshal by an FRSC Disciplinary Panel or awarded by a Summary proceeding disciplinary Panel under these regulations are as listed in the following scale :

(*a*) Dismissal ;

(*b*) Termination ;

(*c*) Reduction in Rank ;

(*d*) Loss of Seniority ;

(*e*) Interdiction ;

(*f*) Major entry ;

(*g*) Minor entry ;

(*h*) Severe Reprimand ;

(*i*) Reprimand ;

(*j*) Forfeiture of pay ;

(*k*) Fatigue or drill ;

(*l*) Extra Duty ;

(*m*) Confinement.

Provided that where the misconduct occasions any financial or material loss or damage, there shall be full payment or replacement of the said loss or damage within three (3) months failing which his appointment shall be terminated and legal action taken against him to recover the money.

(2) Notwithstanding regulation 49 (I)(*c*), a Marshal of the rank of RMAIII shall not be de-ranked but awarded loss of seniority in rank for one (1) year.

(3) A Marshal within the rank of Marshal Inspector (MI) to Chief Inspector (CI) shall not be awarded Fatigue, Drill or confinement in Guard Room but shall be confined in the Inspector's mess.

(4) A Marshal who absconds or escapes from guardroom where he is lawfully detained or held shall be guilty of an offence and liable on conviction to major entry.

PART IV— DISCIPLINARY PROCEDURE

Duty of members of the Corp to Report Cases.

50.—(1) It shall be the duty of every member of the Corps to report promptly to the appropriate authority either orally or in writing, every case of misconduct which comes to his knowledge shall be guilty of gross misconduct and liable to reduction in rank.

(2) Any member of the Corps who conceals any misconduct committed by any member of the corps which comes to his knowledge or fails to report any such misconduct to the appropriate authority shall be guilty of gross misconduct and liable to reduction in rank

Malicious report

(3) Any report made in pursuance of the foregoing provisions made maliciously or out of ill-will and without good and sufficient reason or ground, shall constitute an act of gross misconduct and liable to reduction in rank.

Form of Reporting.

51.—(1) Any member of the Corps reporting an alleged misconduct shall do so in writing or orally to the Officer in charge of the Command in which he is serving or to the Officer in charge of the jurisdiction in which the misconduct was committed.

(2) In the case of a report being made of misconduct in an area where the misconduct was committed and where the person being reported on is not from that Command, the Officer in charge of that Command and to whom the report

was made shall follow up that report with a memorandum to the Command of any such member of the Corps against whom such report was made.

(3) All patrol misconduct shall be investigated at the National Headquarters, Abuja. However, all other misconducts shall be investigated in the Command where the misconduct is alleged to have been committed.

(4) Where the person in charge of the Command is the person being reported on by a member of his Command, the report shall be made to a member of the Corps superior in rank within the Command of the Officer on whom the report is being made or RSHQ, provided that where the report is being made against the ZCO it shall be made to the Corps Marshal and Chief Executive.

(5) When any report is made against any member of the Corps, the Officer or Marshal on whom the report is made shall be informed promptly in writing by the appropriate authority and shall be requested to show satisfactory reasons why disciplinary action should not be taken against him. If his explanations are not satisfactory, he shall be referred to FRSC Disciplinary Panel for further investigations and recommendations to Management.

Provided that in the case of patrol misconduct, all statements, queries and responses shall be forwarded to the Head of Department Administration and Human Resources within seven (7) days of arrest. The HOD AHR shall review the response to the query and if satisfied that no *prima facie* case has been established against the member of corps shall issue a letter discharging him otherwise an FDP shall be convened to investigate the matter.

(6) Subject to the provisions of these regulations the appropriate authority shall proceed to order an investigation by FRSC Disciplinary Panel or face Summary Proceedings as the case may be for offences whose punishment are :

(*i*) Dismissal ;

(*ii*) Termination ;

(*iii*) Reduction in Rank ;

(*iv*) Loss of Seniority ;

(*v*) Major entry ;

(*vi*) Minor entry ;

(*vii*) Drill or fatigue ;

(*viii*) Confinement ;

(*ix*) Extra duty ;

(*x*) Severe reprimand ;

(*xi*) Reprimand ;

52.—(1) Any person found committing or alleged to have committed or reasonably suspected of having committed misconduct under these regulations whose punishment is as in regulation 51 (6) may be arrested in accordance with the provisions of these regulations. Arrest.

(2) An Officer may be arrested by another Officer of superior rank subject to these regulations.

(3) A Marshal may be arrested by an Officer or Senior Non-Commissioned Officer or Non Commissioned Officer subject to these regulations. Provided that a person shall not be arrested by virtue of this sub-regulation except by a person of superior rank.

(4) The appropriate disciplinary Officer, or any Officer, or Senior Non-Commissioned Officer subject to these regulations lawfully exercising authority under the appropriate disciplinary Officer or on his behalf may arrest any Officer or Marshal; provided that an Officer cannot be arrested by a Marshal, Senior Non-Commissioned Officer and Non-Commissioned Officer by virtue of this sub-regulation.

(5) Subject to regulation 52 (1) the powers of arrest given to any person by this regulation may be exercised either personally or by delegation of that power.

(6) The Provost shall exercise power of arrest and carry out other duties as authorized in schedule 4 to this regulation.

Procedure to be adopted by FDP.

53. The procedure to be adopted by the FRSC Disciplinary Panel shall be as stated in schedule 1 to these regulations.

PROMPT INVESTIGATION OF MISCONDUCT

Investigation of Misconduct.

54.—(1) The allegation against any member of the Corps who is under arrest under these regulations shall be duly investigated within two weeks from the date the Disciplinary Panel is constituted.

Period of Detention

(2) Pursuant to regulation 54(1) above, a member of the Corps shall not remain under arrest and in custody for a period longer than twenty-four (24) hours.

SUMMARY PROCEEDING

Summary Proceeding.

55.—(1) After investigating an allegation against an Officer below the rank of an Assistant Corps Commander (ACC) or against a senior Non-commissioned Officer such misconduct may in accordance with the provisions of these regulations be dealt with summarily by the appropriate disciplinary authority.

(2) The appropriate disciplinary authority shall comply with the prescribed steps towards investigating a defaulting Non-commissioned Officer or senior Non-commissioned Officer even if such person would have been dealt with summarily.

(3) The appropriate disciplinary authority shall comply with the prescribed steps towards investigating a defaulting Officer less in rank than an Assistant Corps Commander (ACC) or a Senior Non-Commissioned Officer even if such person would have been dealt with summarily.

(4) Notwithstanding anything in the foregoing provisions of this regulation, where the Summary Proceeding Disciplinary Panel has investigated an allegation against any member of the Corps, the Panel may dismiss the allegation if in her opinion it ought not to be further proceeded with.

(5) References in these regulations to dealing summarily with a member of the Corps are references to be taken by the Summary Proceeding Disciplinary Panel :

(*a*) determining whether the defaulter is liable ;

(*b*) dismissing the allegation if in the opinion of the panel the Defaulter is not liable ;

(*c*) recording a finding of guilt accordingly and recommending punishment.

Composition and Power to constitute Summary Proceeding.

56. A summary proceeding Panel may be constituted by the appropriate authority and or his delegate in the following manner :

(1) Where the defaulter is an Officer of the rank below Assistant Corps Commander (ACC) or a Senior Non-Commissioned Officer, a summary proceeding may be constituted by an Officer not lower in rank than an Assistant Corps Commander (ACC) and or an Officer of an equivalent rank status with the defaulting Officer or Senior Non-Commissioned Officer.

(2) The appropriate disciplinary authority shall comply with the prescribed steps towards investigation in an FRSC Disciplinary Panel of a defaulting Non-Commissioned Officer after investigations of an allegation even if the allegation were to have been investigated summarily.

(3) The appropriate disciplinary authority shall comply with the prescribed steps towards investigation in an FRSC Disciplinary Panel of a defaulting Officer less in rank than an Assistant Corps Commander (ACC) or a Senior Non-Commissioned Officer after the investigation of an allegation even if the allegation(s) were to have been investigated summarily.

Procedure for Summary Proceeding.

57.—(1) A summary proceeding under these regulations shall be conducted in the following manner :

(*a*) 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.

(*b*) A Marshal not below the rank of Senior Marshal Inspector shall be one of the two others where the defaulter is a Marshal.

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

(*d*) The summary proceeding shall be recorded verbatim in a Summary Proceeding Register.

(2) An appropriate disciplinary panel shall have power to conduct summary proceeding against an Officer or Marshal.

(3) 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.

(4) All Officers of the rank of Assistant Corps Commander (ACC) and above shall not face summary proceeding for any misconduct committed by them.

Appropriate Authority.

58.—(1) For the purpose of these regulations, the "*Appropriate Disciplinary Authority*" shall be —

(*a*) the Chairman of the Commission,

(*b*) the Corps Marshal and Chief Executive,

(*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),

GENERAL PROVISIONS

Composition on and Powers of FRSC Disciplinary Panel.

59.—(1) An FRSC Disciplinary Panel shall consist of a Chairman, who shall not be below the rank of CRC, three other members one of whom shall be a Legal Officer of the respective Command where the offence is committed or a Legal Officer in legal office in RSHQ and a Secretary who is a also a member. Provided that one of the members shall be a Marshal not below the rank of Senior Marshal Inspector (SMI) where a Marshal is being investigated.

(2) An FRSC Disciplinary Panel shall in consonance with the provisions of these regulations have the power to investigate any person subject to these regulations for any misconduct or gross misconduct which under these regulations can be investigated and to recommend appropriate punishment for such misconduct or gross misconduct.

(3) FRSC Disciplinary Panel may recommend a lighter punishment if the misconduct established is less than the misconduct being alleged.

Eligibility to be a member of an FRSC Disciplinary Panel.

60. No member of the Corps shall be appointed to serve in the FRSC Disciplinary Panel except he is subject to Corps Regulations and has been in the service of the Commission for a period of NOT LESS THAN SIX (6) MONTHS.

61. All Officers of the rank of Assistant Corps Commander (ACC) and above shall be investigated by the FRSC Disciplinary Panel for misconducts committed by them.

Category of Officers be Investigated.

62.—(1) The power of the appropriate disciplinary authority to award punishment(s) for misconducts committed against the provision of these regulations for different categories of members of the Corps are as tabulated in schedule 2 of these regulations.

Power to Recommend punishment schedule 2.

(2) A member of the Corps can only be punished once it is proven that he has committed misconduct contrary to the provisions of these regulations.

63. All disciplinary matters may be caused to be published in PART ONE ORDER and shall be deemed to have been officially communicated to all members of the Corps and the defaulter once published.

Publication of Offences in Part I Order.

PART V—RETRIEVAL OF PROPERTY FROM TERMINATED AND DISMISSED STAFF

64. Any member of the Corps whose appointment is terminated or who is dismissed from service or ceases to hold or exercise his Office, shall forthwith deliver up to the appropriate authority under whom he is serving, his FRSC Identity card, clothing, accoutrements and other property of the Corps which may have been supplied to him or entrusted to his care and should he fail to do so shall be arrested and handed over to the Police for prosecution and recovery of the Commission's property.

Retrieval of FRSC Property from terminated/ Dismissed Staff.

SCHEDULE I PURSUANT TO REGULATION 53

Allegation

(1) Pursuant to regulation 53 of these regulations, before a member of the Corps is investigated, he must be informed of the allegation(s) against him in writing and given at least seventy-two (72) hours to prepare his defence.

Marching the Defaulter.

(2) The alleged defaulter will be marched in before the FDP without head dress and belt by the Provost.

(3) The following procedure shall apply in taking of evidence before an FDP—

(*a*) Examination-in-Chief

(*b*) Cross Examination

(*c*) Re-Examination

(*d*) Exhibits are tendered, if any, in the form of documents or any other thing.

Oath specimen.

(4) OATH: I hereby solemnly and truthfully swear/affirm that the evidence I shall give before this Panel shall be the truth, the whole truth and nothing but the truth. So help me God.

(5) The alleged defaulter shall be entitled to cross examine any of the witnesses called by the FDP.

(6) The alleged defaulter shall be entitled to call his own witness(es) while presenting his defence.

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

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

(9) There shall be proper documentation of all FDP investigations in a FDP register or electronic record to be maintained by AHR RSHQ and field commands.

(10) There shall be a FDP Register in every Command in which a verbatim report of all proceedings of investigation is recorded.

(11) Where a member of the Corps is a complainant at any proceedings he shall not be a member of the FDP investigating the alleged defaulter.

(12) A person to be called as a witness shall not also be a member of FDP.

(13) FDP sitting shall hold within FRSC offices/formations or any other place approved by the appropriate authority.

(14) (*a*) The names of members of the FDP shall be read to the hearing of the alleged defaulter before commencement of investigation.

(*b*) The alleged defaulter shall be entitled to object to the appointment of any member of the disciplinary panel constituted to investigate him but must establish good reason why the member should be disqualified. If the panel upholds the objection, a replacement of the disqualified member shall be made by the appropriate authority.

(15) The allegations shall be read to the hearing of the alleged defaulter before commencement of investigation.

(16) During the course of the investigation, except where the FDP directs to the contrary :

(*a*) A person not connected with the proceedings may not be allowed or admitted into the FDP room unless the FDP is satisfied that there is good and sufficient reason to admit such a person;

(*b*) The FDP may request any person to attend the investigation and give evidence or to produce any report or for the purpose of being examined as a witness and it shall be the duty of the person so invited to attend.

(*c*) In any investigation the alleged defaulter shall be entitled to make his own defence.

(*d*) An allegation against one or more alleged defaulter(s) may be investigated either jointly or severally;

(*e*) If an alleged defaulter having had due and reasonable notice of the time and place appointed for the investigation does not appear, the FDP shall after considering any ascertainable circumstances of his absence, proceed with the investigation or adjourn to some future date;

(*f*) If the alleged defaulter is present, the FDP shall state the substances of the allegation to him and shall ask him to state his defence;

(*g*) The FDP may recall any witness at any time during the proceedings for further evidence, or clarification of fact;

(*h*) The alleged defaulter may cross-examine any witness giving evidence in support of the allegation and may address any question to a witness for his defence, provided that if the alleged defaulter addresses irrelevant, impertinent or intemperate questions to a witness the FDP may disallow such questions and may direct that any further cross-examination of or any questions to the witness shall be directed through the Chairman of the FDP and such direction shall be recorded;

(*i*) If after hearing the evidence in support of the allegation the FDP is of the opinion that there is insufficient evidence to support the allegation, it may dismiss the allegation; otherwise it shall call on the alleged defaulter for his defence.

(*j*) After the taking of the evidence is concluded the FDP shall, if it considers the allegation and the evidence adduced not proven record a finding of not guilty but if it considers the allegation proven it shall record a finding of guilty

(19) For any misconduct or matter not covered by these regulations, recourse shall be made to the FRSC Operations Manual, FRSC Conditions of Service and Public Service Rules.

SCHEDULE 2, PURSUANT TO REGULATION 62 POWER TO AWARD PUNISHMENT

S/N	AUTHORISED OFFICERS	RANK	PUNISHMENT	APPELLATE AUTHORITY
1	COMMISSION	ARC-DCM	DISMISSAL, TERMINATION, REDUCTION IN RANK, LOSS OF SENIORITY, INTERDICTION, MAJOR ENTRY, MINOR ENTRY, FORFEITURE OF SALARY, SEVERE REPRIMAND AND REPRIMAND.	NONE
2	COMACE	ARC- DCM	MAJOR ENTRY, MINOR ENTRY, FORFEITURE OF SALARY, SEVERE REPRIMAND' REPRIMAND AND CONFINEMENT.	COMMISSION

		RMAIII- CI	DISMISSAL, TERMINA TION, REDUCTION IN RANK, LOSS OF SENIORITY, INTERDICTION, MAJOR ENTRY, MINOR ENTRY, FORFEITURE OF SALARY, EXTRA DUTY, FATIGUE, DRILL OR CONFINEMENT.	
3	DCMs	ARC-ACM	MAJOR ENTRY, MINOR ENTRY, SEVERE REPRIMAND' REPRIMAND AND CONFINEMENT.	AHR
		RMAIII-CI	[illegible]	[illegible]

		RMAIII-CI	MAJOR ENTRY, MINOR ENTRY, SEVÈRE REPRIMAND, REPRIMAND, EXTRA DUTY, FATIGUE, DRILL AND CONFINEMENT.	ZCO/
6	DCC	ARC-ACC	MAJOR ENTRY, MINOR ENTRY, SEVERE REPRIMAND' REPRIMAND AND CONFINEMENT.	ZCO/ AHR
		RMAIII-CI	MAJOR ENTRY, MINOR ENTRY, SEVERE REPRIMAND, REPRIMAND, EXTRA DUTY, FATIGUE, DRILL AND CONFINEMENT.	ZCO/ AHR
7	Aces	ARC - CRC	MAJOR ENTRY, MINOR ENTRY, SEVERE REPRIMAND' REPRIMAND AND CONFINEMENT.	ZCO/ AHR
		RMAIII-CI	MAJOR ENTRY, MINOR ENTRY, SEVERE REPRIMAND, REPRIMAND, EXTRA DUTY, FATIGUE, DRILL AND CONFINEMENT.	ZCO/ AHR
8	CRCs	ARC-SRC	MAJOR ENTRY, MINOR ENTRY, SEVERE REPRIMAND' REPRIMAND AND CONFINEMENT.	ZCO/ AHR
		RMAIII-CI	MAJOR ENTRY, MINOR ENTRY, SEVERE REPRIMAND, REPRIMAND, EXTRA DUTY, FATIGUE, DRILL AND CONFINEMENT.	ZCO/ AHR
9	SRCs	ARC-RC	MAJOR ENTRY, MINOR ENTRY, SEVERE REPRIMAND' REPRIMAND AND CONFINEMENT.	ZCO/ AHR

		RMAIII-CI	MAJOR ENTRY, MINOR ENTRY, SEVERE REPRIMAND, REPRIMAND, EXTRA DUTY, FATIGUE, DRILL AND CONFINEMENT.	ZCO/ AHR
10	RCs	ARC-DRC	MAJOR ENTRY, MINOR ENTRY, SEVERE REPRIMAND' REPRIMAND AND CONFINEMENT.	ZCO/ AHR
		RMAIII-CI	MAJOR ENTRY, MINOR ENTRY, SEVERE REPRIMAND, REPRIMAND, EXTRA DUTY, FATIGUE, DRILL AND CONFINEMENT.	ZCO/ AHR
11	DRC	ARC	MAJOR ENTRY, MINOR ENTRY, SEVERE REPRIMAND' REPRIMAND AND CONFINEMENT.	ZCO/ AHR
		RMAIII-CI	MAJOR ENTRY, MINOR ENTRY, SEVERE REPRIMAND, REPRIMAND, EXTRA DUTY, FATIGUE, DRILL AND CONFINEMENT ..	ZCO/ AHR
12	ARC	RMAIII - CI	MAJOR ENTRY, MINOR ENTRY, SEVERE REPRIMAND, REPRIMAND, EXTRA DUTY, FATIGUE, DRILL AND CONFINEMENT.	ZCO/ AHR

NOTE

(*a*) An Officer or Marshal may award any of the punishments listed below to any Officer or Marshal of a lower rank :

(*i*) Major Entry

(*ii*) Minor Entry

(*iii*) Drill/Fatigue

(*iv*) Extra duty

(*v*) Severe Reprimand

(*vi*) Reprimand.

(*b*) Any appeal arising from any punishment awarded by any Officer of the rank of Corps Commander (CC) or below in the field Command shall be forwarded to the Zonal Commanding Officer (ZCO) of the Command for review and his decision shall be final and must be forwarded to the Head of Admin & Human Resources (AHR) Abuja for documentation.

(*b*) The Prerogative of Mercy Committee shall meet twice yearly.

(*c*) The quorum for the meeting of the Prerogative of Mercy Committee shall be three (3); the chairman and two (2) other members.

2. The Commission may from time to time amend the provisions of these regulations.

SCHEDULE 5-PURSUANT TO REGULATION 52 (6)

1. Pursuant to regulation 52 (6) of these regulations, the Provost Unit shall exist in the following FRSC formations :

(*a*) RSHQ ;

(*b*) Zonal Commands ;

(*c*) Sector Commands ;

(*d*) Unit Commands and other FRSC formations.

2. The Provost Unit shall perform the following functions:

(*a*) Ensure the security of FRSC property and its personnel in all FRSC Formations.

(*b*) Maintenance of discipline, arrest of alleged defaulters in accordance with these regulations on the maintenance of discipline.

(*c*) Investigation of alleged misconduct as may be directed by COMACE or any other appropriate authority.

SCHEDULE 7

OFFENCES AND PUNISHMENTS IN THE REGULATIONS

S/N	*Offences*	*Punishment*
1.	AWOL (*Reg.* 4)	Major entry and forfeiture of salary for number of days absent
2.	Desertion (*Reg.* 5)	Termination of appointment
3.	Dereliction of duty (*Reg.* 6)	Major entry
4.	Lateness (*Reg.* 7)	Major entry

23.	Patrol misconducts (*Reg.* 22)	Termination of appointment
24.	Unscheduled person (*Reg.* 22(*g*))	Termination of appointment
25.	Money fou[redacted]	

45.	Unauthorized formation of special Marshals or Road safety club and Selling or distributing Special Marshal materials without authority (*Reg.* 38(*a* & *b*))	Reduction in rank
46.	Collecting money with the pretext of forming Special Marshal or Road [illegible]	Termination of apointment

58.	Duty room misconducts (*Reg.* 46)	Reduction in rank
59.	Inter cadre marriage (*Reg.* 47)	Termination of appointment
60.	Malicious report (*Reg.* 50(2))	Reduction in rank

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S. I. No. 27 of 2013

LEGAL PRACTITIONERS ACT
CAP. L11 LFN, 2004

GUIDELINES FOR THE CONFERMENT OF THE RANK OF SENIOR ADVOCATE OF NIGERIA

[16*th Day of December*, 2013] Commencement.

In the exercise of the powers conferred on it by Section 5 (7) of the Legal Practitioners' Act of Cap. L11 LFN, 2004 and of all other powers enabling it in that behalf, the LEGAL PRACTITIONERS' PRIVILEGES COMMITTEE with the approval of the BODY OF BENCHERS makes the following Guidelines—

PART I—OBJECTIVES, PRINCIPLES AND PROCEDURE FOR THE APPOINTMENT OF SENIOR ADVOCATE OF NIGERIA

1. The Award of the rank of Senior Advocate of Nigeria (SAN) is a privilege awarded as a mark of excellence to members of the legal profession who : Objectives.

(*a*) are in full time legal practice ;

(*b*) have distinguished themselves as advocates ; and

(*c*) have made significant contribution to the development of the legal profession in Nigeria.

2. The award of the rank of Senior Advocate of Nigeria shall be based on the following principles : Principles.

(*a*) the award shall be an independent indication of excellence in the legal profession. It is to provide a public identification of advocates whose standing and achievement would justify an expectation on the part of clients, the judiciary and the public that they can provide outstanding services as advocates and advisers in the overall best interest of administration of justice ;

(*b*) all applications will be considered without regard to ethnic origin, pedigree, physical disability, marital status, age, religious belief, political views or affiliations ;

(*c*) every effort shall be made to ensure that the conferment of the rank of Senior Advocate of Nigeria on candidates who have met the criteria reflect national character by achieving as much geographical spread and gender representation as is possible ;

(*d*) the award shall be a self financing process to ensure that the rigorous nature of the screening process is maintained. The appropriate fees as determined each year by the Legal Practitioners' Privileges Committee shall be charged as processing fee, such fees shall be based on reasonable estimates of the cost of administering the process and adequate to ensure a proper and efficient conduct of the selection exercise ;

(*e*) the award shall continue to be made primarily to legal practitioners' who have distinguished themselves as advocates. The Legal Practitioners' Privileges Committee may however, in exceptional cases, approve the award

of the rank of Senior Advocate of Nigeria to members of the legal profession who have distinguished themselves as academics by making substantial contributions to the practice of Law, through teaching, research and publications that have become major source of reference by legal practitioners', judges, law teachers and law students ; and

(*f*) the fulfillment of the stipulated criteria for eligibility and competence as defined and published from time to time by the Legal Practitioners' Privileges Committee shall be the primary basis of the appointment.

Role of the Legal Practitioners' Privileges Committee (LPPC).

3. The Legal Practitioners' Privileges Committee shall exercise full control and management of the process of appointing and preserving the dignity of the Rank of Senior Advocate of Nigeria. The primary mode of consultation will be by way of confidential reference from judges of superior courts, including the Justices of the Supreme Court, Court of Appeal as well as Chief Judges, not as primary means of selection of candidates but more as a final check in the selection procedure.

Confidentiality.

4. The process of selection for the award of the rank of Senior Advocate of Nigeria shall be conducted in such manner that information provided by candidates, views and opinions given or expressed to the committee by all persons consulted shall be treated in confidence.

Oral Interview.

5.—(1) The process of selection shall include an oral interview at the final stage, with prospective candidates to enable the Legal Practitioners' Privileges Committee verify the information provided in the application forms and afford the committee a further opportunity to ascertain the candidates' competence.

(2) Before the oral interview, the number of candidates shall be pruned to a final list not exceeding three times the number of applicants to be appointed in any given year.

(3) In the pruning exercise, the criteria stated in paragraph 19 of this Guidelines shall be taken into consideration.

Number of persons to be Appointed to be Limited.

6. The Legal Practitioners' Privileges Committee may from time to time fix the number of persons to be conferred with the rank of Senior Advocate of Nigeria each year, having regard to the need to maintain the highest standard of excellence and prestige of the rank.

Feedback.

7. There shall be a feedback process at the first and second filter stages. The secretariat shall inform the affected candidate explaining why his application was unsuccessful, highlighting areas where the candidate is required to improve upon.

Complaints.

8. Any complaint(s) received by the Legal Practitioners' Privileges Committee shall be treated in accordance with paragraph 17 of these guidelines.

Method of Appointment.

9.—(1) Call for Applications will be made not later than 7th January each year or such other date as the Legal Practitioners' Privileges Committee may direct by publications in the media.

(2) Application in the prescribed form must be returned not later than 31st March of the year of the application or such other date as the Legal Practitioners'

Privileges Committee may direct to the Legal Practitioners' Privileges Committee Secretariat at the Supreme Court of Nigeria.

(3) Every candidate shall pay a non-refundable processing fee in the sum of ₦300,000.00 (Three hundred thousand naira only) or such other sum as may be determined by the Legal Practitioners' Privileges Committee.

First filter by the Secretariat.

10.—(1) All application forms received by the secretariat of the Legal Practitioners' Privileges Committee within the stipulated time will be reviewed by the secretariat.

(2) Applications that *prima facie* do not meet the stipulated conditions or where candidates plainly do not meet the criteria for eligibility or competence would be rejected.

Second filter.

11. A list of all such applications shall be forwarded to the Legal Practitioners' Privileges Committee which shall meet to review the first filter by the Secretariat. Thereafter, all unsuccessful candidates at this stage shall be notified in writing of the decision of the Legal Practitioners' Privileges Committee.

Procedure at First and Second Filters.

12.—(1) The list of candidates that have scaled the first and second filters shall be sent to the national secretariat of the Nigerian Bar Association, the candidate's local branch of the Nigerian Bar Association and all Chief Judges, Justices of the Court of Appeal and Supreme Court who shall be requested to comment confidentially on the integrity, competence and reputation of the candidates.

(2) Any concern expressed with regard to a candidate's integrity shall formally be brought to the attention of the candidate in order that the candidate would have an opportunity to provide an explanation to the Legal Practitioners' Privileges Committee on the matter.

(3) The Legal Practitioners' Privileges Committee will decide the weight to accord adverse comments on any candidate, taking into account the candidate's explanation. Where the Legal Practitioners' Privileges Committee decides that the issue is of significant weight, it may decide not to proceed further with the consideration of the application and shall notify the candidate accordingly.

References by Judges and Legal Practitioners'.

13.—(1) The application form shall require each candidate to provide a list of at least 10 judges of superior courts before whom he had appeared in contested cases of significance. The Legal Practitioners' Privileges Committee will select three Judges from the list provided by the candidate from whom it will request a detailed confidential reference. The three Judges will be selected for each candidate in such a manner as to ensure that a cross section of Judges from different levels of Courts as the candidate provides is represented.

(2) The application form shall require candidates to identify at least 6 legal practitioners by whom the candidate has been led or that have led or against whom they have appeared, in contested cases of significance. The Legal Practitioners' Privileges Committee will select 3 such legal practitioners' from the list supplied by the candidate from whom it will request a detailed written confidential reference about the candidate.

Particulars of Contested Cases.

14.—(1) Every candidate will be required to provide particulars of contested cases which he considers to be of particular significance to the evaluation of his competence in legal practice and contribution to the development of the law. The candidate shall attach a certified true copy of all the judgments referred to in his application which shall be neatly arranged, indexed and bound.

(2) Where cases are reported in a well known law report, the applicant shall in addition to providing the citation also attach a copy of the reported case.

(3) Where the cases are not reported the candidate shall provide certified hard copies of such cases along with his completed application form.

(4) All judgments submitted by candidate must show that the candidate's name is reflected as having conducted the case.

(5) An applicant shall provide particulars of cases as follows—

(*a*) 8 judgments of the High Court :

provided that in respect of such cases conducted at the High Court, the applicants shall provide certified true copies of complete record of trial proceedings in at least five contested cases from filing stage to Judgment, showing that the applicant as counsel conducted the trial fully.

(*b*) 6 judgments of the Court of Appeal ; and

(*c*) 3 judgments of the Supreme Court :

where it is manifest that the applicant himself has conducted the case from the High Court up to the Supreme Court provided that where the applicant submits cases in which he has appeared only at the Supreme Court he will be required to submit 6 judgments of the Supreme Court to qualify.

(6) In providing particulars of contested cases, applicants shall provide particulars of recent cases decided within 10 (Ten) years preceding the date of application and which demonstrate that the applicant is :

(*a*) currently engaged in fulltime legal practice ; and

(*b*) abreast with current developments in the field of law.

Law Office Inspection.

15.—(1) The Legal Practitioners' Privileges Committee shall conduct a physical inspection of the chambers of all candidates that have made the final list. The chamber inspection is geared towards evaluating the level and quality of the facilities provided in the chambers and shall take into account the :

(*a*) size and quality of library ;

(*b*) quality of office space and other facilities available ;

(*c*) number of junior counsel or partners in chambers ;

(*d*) number and quality of support staff ; and

(*e*) maintenance of proper books of accounts.

(2) Where the quality of an applicant's chambers is in the opinion of the Legal Practitioners' Privileges Committee below the required standard, the

candidate shall automatically be dropped from the list and no further action shall be taken on his application. Such an applicant shall however be duly notified by the Legal Practitioners' Privileges Committee of the reason for his disqualification.

Interview of Candidates.

16.—(1) The Legal Practitioners' Privileges Committee shall constitute sub-committees each of which shall comprise of three members. Every candidate that makes the short list shall be interviewed by a sub-committee. The purpose of the interview is to confirm that the candidate has met the eligibility criteria and to conduct a further evaluation of the candidate's professional competence.

(2) The evaluation of the candidate's competence shall be based on the following weighted criteria :

(*a*) Integrity .. .. (25 *per cent*)

(*b*) Opinion of the Judges .. .. (15 *per cent*)

(*c*) General knowledge of Law .. .. (15 *per cent*)

(*d*) Contribution to the development of Law .. .. .. (10 *per cent*)

(*e*) Leadership qualities in the profession .. .. .. (10 *per cent*)

(*f*) Strength and quality of reference received by candidate (15 *per cent*)

(*g*) Quality of Law office/library .. .. (10 *per cent*)

(3) Each member of the Legal Practitioners' Privileges Committee shall receive copies of application forms, copies of references, and a list of particulars of reported cases or copies of unreported judgments and reports of chambers inspection in respect of all candidates at least one week before the final selection interview date.

(4) The list of candidates for interview due to appear before the sub-committees shall be compiled randomly by the Secretariat in such manner that the members of the Legal Practitioners' Privileges Committee shall have no prior notice of which candidates shall be appearing before them.

(5) The candidates shall be graded according to the stipulated criteria and shall also be scored by each member of the panel after which a weighted average shall be compiled at a joint session of all the sub-committees for the final sitting of the full panel of the Legal Practitioners' Privileges Committee.

(6) The full Panel of the Legal Practitioners' Privileges Committee shall meet to consider and review the report of each sub-committee.

(7) The Legal Practitioners' Privileges Committee shall then draw up a final list of successful candidates taking into account the need for merit, gender representation and geographical spread.

Complaints Procedure.

17.—(1) Complaints about the operation of the selection process or other aspects of the award shall be determined by an independent committee appointed by the Chairman of the Legal Practitioners' Privileges Committee on the recommendation of the Nigerian Bar Association and the Body of Senior Advocates of Nigeria. The Committee shall comprise of :

(*a*) a Justice of the Court of Appeal ; and

(*b*) two Senior Lawyers.

(2) Complaints presented to the Committee shall be heard speedily and results communicated to the Legal Practitioners' Privileges Committee through the Chairman. A successful complaint by a candidate does not mean that he would automatically receive the award but every effort shall be made so that where possible a successful complainant will be considered along with other candidates under second filter. Accordingly all complaints shall be treated within four weeks of receipt.

(3) The Legal Practitioners' Privileges Committee would receive the case in the light of the finding of the Complaints Committee and take appropriate action on a case by case basis.

PART II—CRITERIA FOR THE CONFERMENT OF THE RANK OF SENIOR ADVOCATE OF NIGERIA

Eligibility.

18.—(1) The candidate must be a legal practitioner called to the Bar and practicing in Nigeria as an advocate and must have been in active current legal practice and have been so for at least 10 years immediately preceding the date of application. In determining 'active current legal practice' in addition to such inquiry it considers necessary, the Legal Practitioners' Privileges Committee may consult the—

(*a*) Chief Judge of the State where the candidate has his main law office ; and

(*b*) Local branch of the Nigerian Bar Association where the candidate has his main office.

(2) The candidate must be of good character and must have no pending disciplinary case or complaint relating to professional misconduct against him. A candidate shall be considered ineligible if in the opinion of the Legal Practitioners' Privileges Committee the candidate is adjudged to be of the following disposition—

(*a*) bad behavior, whether in or out of court; poor temperament or propensity to insult or assault people or cause them harm or put them in state of fear of bodily harm ;

(*b*) indulgence in drug, alcoholic or other similar substances addiction ;

(*c*) evidence of moral depravity or other socially unacceptable behavior ;

(*d*) abuse of legal trust such as embezzlement or mismanagement of client's funds ;

(*e*) indulgence in blatant self-seeking praise or advertisement through sponsored (directly or indirectly) songs by musicians, records or tapes or other media such as print or electronic media ; and

(*f*) touting for briefs or engaging in any form of canvassing for cases.

Competence.

19.—(1) A candidate must :

(*a*) demonstrate high professional and personal integrity ;

(*b*) be honest and straightforward in all his professional/personal dealings ;

(*c*) be of good character and reputation ;

(*d*) be candid with clients and professional colleagues ;

(*e*) demonstrate high level of understanding of cultural and social diversity characteristic of the Nigerian society ; and

(*f*) show observance of the Code of Conduct and Etiquette at the Bar.

(2) A candidate whose application contains false or misleading information will not be considered for the award of the rank of Senior Advocate of Nigeria for a period of not less than 10 years.

(3) A candidate must have sound knowledge of the Law and demonstrable excellence in skills as an advocate with clear ability to use such knowledge for the advancement of the administration of Justice.

(4) Every candidate for the rank of Senior Advocate shall provide the following information to assist the Legal Practitioners' Privileges Committee asses his professional competence :

(*a*) pursuant to paragraph 13 (1) and (2) of these guidelines, a list of 10 Judges of superior courts and at least 6 legal practitioners' who can provide confidential reference of the professional competence of the candidates ; and

(*b*) a list of at least 6 legal practitioners' by whom the candidate has been led or against whom he had appeared, in contested cases of substance or complexity or of particular difficulty or sensitivity and who can attest to the candidates professional competence, ability and integrity.

(3) In the light of the above provisions, in Section 21 (1) and (2) the applicant published works or books shall be by a reputable publisher, whose reputation shall be assessed and determined by the academic sub-committee, the applicant shall also show substantial contribution to legal scholarship and jurisprudence through teaching, research and published works in any Nigerian University, Research Institute, Nigerian Law School and other Recognized Institutions.

(4) Every application for the award of the rank on the ground of academic distinction shall be subject to evaluation by an academic subcommittee comprised of :

(*a*) two Law Professors from renowned Nigerian Universities ;

(*b*) a nominee of the body of Senior Advocate of Nigeria ;

(*c*) a Justice of the Supreme Court who shall be the Chairman.

Withdrawal of the Rank of Senior Advocate of Nigeria.

22.—(1) The rank of Senior Advocate of Nigeria may be withdrawn from any person holding the rank by the Legal Practitioners' Privileges Committee if the person is :

(*a*) adjudged by the Legal Practitioners' Privileges Committee to have conducted himself in a manner incompatible with the dignity and honour of the rank ;

(*b*) found guilty of professional misconduct by the Legal Practitioners' Disciplinary Committee ; or

(*c*) convicted by a Court of Law for any offence which in the opinion of the Legal Practitioners' Privileges Committee is incompatible with the honour and dignity of the holder of the rank such as an offence relating to breach of trust, theft or other offences involving fraud or dishonesty.

(2) The Legal Practitioners' Privileges Committee may suspend a Legal Practitioner from the use of the rank of Senior Advocate of Nigeria pending the determination of any disciplinary action, complaint or prosecution against such a Legal Practitioner.

Citation.

23. This guidelines may be cited as the Guidelines for the Conferment of the Rank of Senior Advocate of Nigeria 2013.

MADE at Abuja this 16th day of December, 2013.

HON. JUSTICE ALOMA MARIAM MUKHTAR, GCON
Chief Justice of Nigeria
Chairman, Legal Practitioners' Privileges Committee

Extraordinary

Federal Republic of Nigeria Official Gazette

No. 58 | Lagos -28th August, 2013 | Vol. 100

Government Notice No. 155

The following is published as Supplement to this *Gazette* :

S. I. No.	*Short Title*	*Page*
29	Dissolution and Proscription of Certain Associations Order, 2013 ..	B 459-B 460

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S. I. No. 29 of 2013

CRIMINAL CODE ACT, (CAP C38, LFN 2004)
DISSOLUTION AND PROSCRIPTION OF CERTAIN ASSOCIATIONS ORDER, 2013

[28th *August*, 2013] Commencement.

In exercise of the powers conferred upon me by Sections 62 (2) (*ii*) of the Criminal Code Act Cap, C38, Laws of the Federation of Nigeria, 2004 and all other powers enabling me in that behalf, I, DR. GOODLUCK EBELE JONATHAN, GCFR, President, Federal Republic of Nigeria, make the following Order :

Dissolution and Proscription of certain Associations, etc.

1.—(1) As from the commencement of this Order, the Associations specified in the Schedule to this Order whose activities have been found to be interfering with, resisting and encouraging interference with the administration of Law and disturbing or encouraging the disturbance of peace, security and order in Nigeria are dissolved and proscribed.

(2) The Associations dissolved and proscribed pursuant to paragragh (1) of this Order shall cease to carry out the activities, duties or functions for which they were formed.

(3) No person shall :

(*a*) manage, take part in or encourage the management of any of the dissolved and proscribed associations.

(*b*) take part in any meeting of any dissolved and proscribed associations whether or not such meetings take place in public or in private premises ; or

(*c*) take part in any procession conducted by any of the dissolved and proscribed associations or any person associated with the association or acting in furtherance of the aims of the association.

Prohibition of the formation of similar Associations.

2. As from the commencement of this Order, the dissolved and Proscribed associations shall not be formed into any new associations by whatever name or title, within the meaning of this Order.

Power of the Police or Armed Forces in relation to any dissolved and proscribed Association.

3.—(1) Any duly authorised member of the Nigerian Police or Armed Forces may enter, with the assistance of such number of other members of the Nigerian Police or Armed Forces or other persons as may be deemed necessary in any appropriate case, any house, building or any other place whatsoever in which he has reason to believe that a meeting of any dissolved and proscribed association under this Order or persons who were members of such association is being held.

(2) Any duly authorised member of the Nigerian Police or Armed Forces may arrest any person found in such house, building or place whom he has reasonable cause to believe is or was connected with any of the dissolved and proscribed associations or is connected with the purposes of such association or meeting.

Citation.

4. This Order may be cited as the Dissolution and Proscription of Certain Associations Order, 2013.

MADE at Abuja this 28th day of August, 2013.

DR. GOODLUCK EBELE JONATHAN, GCFR
President, Federal Republic of Nigeria

SCHEDULE

Paragragh 1 (1)

ASSOCIATIONS DISSOLVED AND PROSCRIBED

1. Nigerian Maritime Security Agency (NMSA)
2. Nigerian Merchant Navy Corps (NMNC)
3. Nigerian Merchant Navy Petroleum Security and Safety Corps (NMNPSSC).

EXPLANATORY NOTE

(This Note does not form part of this Order but is intended to explain its purport).

This Order dissolves and proscribes the Associations specified in the Schedule to this Order whose activities have been found to be contrary to the Criminal Code Act.

Extraordinary

Federal Republic of Nigeria Official Gazette

No. 93 | Lagos—20th December, 2013 | Vol. 100

Government Notice No. 210

The following is published as Supplement to this *Gazette* :

S. I. No.	*Short Title*	*Page*
30	Banks and Other Financial Institutions Act Cap. B3, LFN 2004 (As Amended) Revocation of Operating Licences	B465-467

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S.I. No. 30 of 2013

BANKS AND OTHER FINANCIAL INSTITUTIONS ACT CAP. B3, LFN 2004 (AS AMENDED)

REVOCATION OF OPERATING LICENCES

[28*th day of November*, 2013] Commencement.

WHEREAS :

1. The eighty-three (83) Microfinance Banks listed in the Schedule hereto have remained insolvent with insufficient assets to meet their liabilities and are in grave financial situation ;

2. The various actions taken by the Regulatory Authorities to halt their persistent failure to carry on business had failed ;

3. The said eighty-three Microfinance Banks have ceased to carry on microfinance banking business in breach of the conditions of their licenses in contravention of the Banks and other Financial Institutions Act (BOFIA), Cap B3, LFN 2004 ; and

4. The eighty-three (83) Microfinance Banks listed in the Schedule hereto had closed shops or ceased to carry on microfinance banking business for which they were licensed ;

NOW THEREFORE,

I, SANUSI LAMIDO SANUSI, CON, Governor of the Central Bank of Nigeria in exercise of the powers conferred upon me by Section 12 of BOFIA, Cap B3, LFN 2004 hereby revoke the licenses of the Microfinance Banks listed in Schedule hereto with effect from 28th day of November, 2013 and the Nigeria Deposit Insurance Corporation (NDIC) shall apply to the Federal High Court for an order to wind-up affairs of the affected Microfinance Banks in accordance with Section 40 of the NDIC Act.

GIVEN under my hand at Abuja this 19th day of December, 2013.

SANUSI LAMIDO SANUSI, CON
Governor of the Central Bank of Nigeria

SCHEDULE

LIST OF MICRO-FINANCE BANKS LICENCES REVOKED

S/No.	Name	Classification	State
1.	ACJEC MFB	Closed Shop	Anambra
2.	ACORN MFB	Closed Shop	Rivers
3.	ARACOM MFB	Closed Shop	Ekiti
4.	ARGUNGU MFB	Closed Shop	Kebbi
5.	AVALON MFB	Closed Shop	Lagos
6.	BEKWARRA MFB	Closed Shop	Cross River
7.	CITISERVE MFB	Closed Shop	Lagos
8.	COMPASS MFB	Closed Shop	Lagos
9.	CORPORATE MFB	Closed Shop	Oyo
10.	CROWN MFB	Closed Shop	Enugu
11.	CRYSTAL GOLD MFB	Self Liquidation	Lagos
12.	DIKENAFAI MFB	Closed Shop	Imo
13.	EDEN MFB	Closed Shop	Osun
14.	EDET MFB	Closed Shop	Akwa Ibom
15.	EGOSAL MFB	Closed Shop	Abia
16.	ESSENCE MFB	Closed Shop	Ekiti
17.	EXPRESS MFB	Self Liquidation	Abia
18.	FIRST CHOICE MFB	Closed Shop	Lagos
19.	FIRST GLOBAL MFB	Closed Shop	Rivers
20.	FIRST GOLDEN MERCURY MFB	Closed Shop	Osun
21.	FREEGATE MFB	Closed Shop	Lagos
22.	FUNDS MATRIX MFB	Closed Shop	Lagos
23.	GFB MFB	Closed Shop	Oyo
24.	GOLD PACKAGE MFB	Closed Shop	Delta
25.	GREEN FIELD MFB	Closed Shop	FCT
26.	GS MFB	Closed Shop	Lagos
27.	GUSAU MFB	Closed Shop	Zamfara
28.	HARMONY MFB	Closed Shop	Lagos
29.	HAVILAH MFB	Closed Shop	Lagos
30.	HEBRON MFB	Closed Shop	Lagos
31.	INTERGLOBAL MFB	Closed Shop	Lagos
32.	IRELE MFB	Closed Shop	Ondo
33.	KEYSTONE MFB	Closed Shop	Lagos
34.	KINGS MFB	Closed Shop	Lagos
35.	LANDROCK MFB	Closed Shop	Delta
36.	NEIGHBOURHOOD MFB	Closed Shop	Rivers
37.	NEW HEIGHT MFB	Closed Shop	Lagos
38.	NEW MERCENTILE MFB	Closed Shop	FCT
39.	NGEGWE MFB	Closed Shop	Rivers
40.	OKWUTA MFB	Closed Shop	Rivers
		Closed Shop	Lagos

LIST OF MICRO-FINANCE BANKS LICENCES REVOKED—*continued*

S/No.	*Name*	*Classification*	*State*
42.	PINNACLE MFB	Closed Shop	FCT
43.	REUNION MFB	Closed Shop	Ebonyi
44.	ROYAL TRUST MFB	Closed Shop	Lagos
45.	SAMA MFB	Closed Shop	Rivers
46.	SATELLITE MFB	Closed Shop	Lagos
47.	SILVER MFB	Closed Shop	Plateau
48.	SVP MFB	Closed Shop	Rivers
49.	THINK MFB	Closed Shop	FCT
50.	TOP MEGA TRUST MFB	Closed Shop	Delta
51.	UMU-OMA MFB	Closed Shop	Anambra
52.	UNITED PEOPLE MFB	Closed Shop	Plateau
53.	VINNING MFB	Closed Shop	Lagos
54.	YAF MFB	Closed Shop	Benue
55.	TARGET MFB	Closed Shop	FCT
56.	ABIRIBA MFB	Closed Shop	Abia
57.	AKESAN MFB	Insolvent	Oyo
58.	AKIN MFB	Closed Shop	Cross River
59.	CEDEP MFB	Insolvent	Bauchi
60.	CITIGATE MFB	Closed Shop	Lagos
61.	CKC MFB	Closed Shop	Rivers
62.	COMBINED BENEFIT MFB	Closed Shop	Ogun
63.	DAILY CAPITAL MFB	Closed Shop	Lagos
64.	DUNAMIS MFB	Closed Shop	Lagos
65.	ECB MFB	Closed Shop	Osun
66.	EDS MFB	Closed Shop	Lagos
67.	ENTERPRISE MFB	Closed Shop	Lagos
68.	FIELDREAMS MFB	Insolvent	Lagos
69.	FIRST HERITAL MFB	Insolvent	Lagos
70.	FIRST OMASI MFB	Closed Shop	Enugu
71.	IDAH MFB	Insolvent	Kogi
72.	IHIMA MFB	Closed Shop	Kogi
73.	LOFTY HEIGHTS MFB	Closed Shop	Edo
74.	NEW IMAGE MFB	Insolvent	Ogun
75.	NKPOR MFB	Insolvent	Anambra
76.	OTUN-EKITI MFB	Insolvent	Ekiti
77.	PLANNET MFB	Insolvent	Lagos
78.	SOLACE MFB	Closed Shop	Delta
79.	TRADERS MFB	Insolvent	Lagos
80.	UGHIEVWEN MFB	Insolvent	Delta
81.	UJOELEN MFB	Closed Shop	Edo
82.	UMUHULOKARIA MFB	Closed Shop	Imo

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No. 76 Lagos -17th April, 2013 Vol. 100

Government Notice No. 67

The following are published as supplement to this *Gazette* :

S.I. No.	*Short Title*	*Page*
31	National Union of Petroleum and Natural Gas Workers and All the Contractors of the Shell Petroleum Development Company (SPDC)/National Petroleum Development Company (NPDC), Ohaji/Egbema/Oguta Namely : M. A. Nwaokocha and Sons and 42 others (2nd Party)—Confirmation of IAPA Award 2012	B469-470

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S.I. 31 of 2013

TRADE DISPUTES ACT, CAP. T8, LAWS OF THE FEDERATION OF NIGERIA (LFN), 2004

NATIONAL UNION OF PETROLEUM AND NATURAL GAS WORKERS (1ST PARTY)

AND

ALL THE CONTRACTORS OF SHELL PETROLEUM DEVELOPMENT COMPANY (SPDC)/ NATIONAL PETROLEUM DEVELOPMENT COMPANY (NPDC), OHAJI/EGBEMA/OGUTA NAMELY : M. A. NWAOKOCHA AND SONS AND 42 OTHERS (2ND PARTY)

CONFIRMATION OF IAPA AWARD 2013

Pursuant to the provisions of Section 13(4) of the Trade Disputes Act, CAP T8, Laws of the Federation of Nigeria (LFN) 2004, the INDUSTRIAL ARBITRATION PANEL AWARD made on 7th March, 2011 and set out in the Schedule hereto, has been confirmed by me, the HONOURABLE MINISTER OF LABOUR AND PRODUCTIVITY and shall have effect as so confirmed in accordance with those provisions.

SCHEDULE

Name of Arbitration	*Parties in Dispute*	*Terms of Award*
Industrial Arbitration Panel.	National Union of Petroleum and Natural Gas Workers (NUPENG) (1st Party) and all the Labour Contractors of Shell Petroleum Development Company (SPDC)/ National Petroleum Development Company (NPDC) Ohaji/Egbema/Oguta, Imo State) Namely : M. A. Nwaokocha and Sons and 42 others (2nd Party).	*Award 1* "The First Party having proved all its allegations against the Second Parties, the Tribunal gives award to the First Party and orders as follows : (*i*) All the employees of the Labour Contractors working on SPDC/NPDC Oil and Gas facilities should be unionized by NUPENG forthwith if they fall within the junior and intermediate categories and should have freedom of association and the right to organize and also bargain collectively. (*ii*) All the employees of the Labour Contractors whose appointments were terminated based on their union activities must be reinstated within 30 days of the service of this award on the parties. (*iii*) All the employees of the Labour Contractors whose salaries, allowances and bonuses are being withheld should be paid their entitlements without delay.

SCHEDULE—*continued*

Name of Arbitration	*Parties in Dispute*	*Terms of Award*
		(*iv*) All forms of intimidation, witch-hunting and termination of appointments based on Union activities must stop".

DATED at Abuja, this 16th day of April, 2013.

CHIEF EMAKA WOGU, CON
Honourable Minister of Labour and Productivity

EXPLANATORY NOTE

(*This note does not form part of the above Notice but is intended to explain its purport*)

This Notice confirms the Award made by the Industrial Arbitration Panel in respect of the Trade Dispute which arose between the National Union of Petroleum and Natural Gas Workers (NUPENG) (1st Party) and all the Labour Contractors of Shell Petroleum Development Company (SPDC)/National Petroleum Development Company (NPDC) Ohaji/Egbema/Oguta, Imo State) Namely : M. A. Nwaokocha and Sons and 42 others (2nd Party).