

POLICE REFORM

(Compiled By Research and Policy Unit)





1.0 Introduction

1.1 One of the main duties of government is the security of lives and properties. The Nigeria Police Force is charged with internal security and law enforcement in Nigeria. Currently, our Police lacks the requisite support, adequate remuneration, equipment and training to effectively carry out this enormous task.

1.2 Police recruits earns as low as **N9,019.42(Nine Thousand, Nineteen Naira, Forty Two Kobo)** a month. And, **108,233 (One Hundred and Eight Thousand, Two Hundred and Thirty Three Naira)** per annum. It is noteworthy that this is below the minimum wage and a violation of the Minimum Wage Act. Most importantly, it's a depressing reflection of the poor remuneration, training and welfare benefits structure of the Nigerian Police.

1.3 The recent **#EndSars** protests have beamed the spotlight on the prevailing state of insecurity and police brutality. As a Party, we have continually proposed several practical steps to reform the Police. Our manifesto, which we published since 2015, contains clear steps on how to accomplish this reform.

2.0 MANIFESTO ON POLICE REFORM

The Youth party shall take the following steps if elected to power:

2.1 Restructure the Nigerian Police Force, strengthen the local police force and induce constitutional amendments to allow state governments to establish community police for the purpose of crime prevention, detection, and prosecution within their jurisdictions.

2.2 Welfare of the Nigerian Police shall be addressed by ensuring better condition of service, better remuneration, housing and other benefits.

2.3 Develop an anti-corruption enforcement framework for the Nigerian Police to tackle issues of commercialization of bail process, nuisance of road blocks and others.

2.4 Establishment an equipment of intelligence/crime analysis laboratory in all State Police Commands.

2.5 Discourage custodial approach to investigation, where people are arrested before investigations are carried out.

2.6 Introduce technology-driven policing particularly crime scene management, state of the art National Forensic support Centre, establishment of National Crime Database, patrol vehicle camera and data base access, access to existing national databases (National Identification Card, Driver's License, Voters register).



2.7 Human Capacity Development for the Nigerian Police by seeking the support of development partners particularly the UN, US, UK and others to close skill gaps amongst the personnel.

2.8 Establish a National Security Commission with members drawn from all states to coordinate the nation's security.

2.9 Promote a clear distinction between executive power and police administration federal and community levels by decentralizing the powers of law enforcement agencies.

2.10 Pursue judicial reforms to cut delays in courts and ensure timely completion of the hearing and adjudication of cases.

2.11 Appointment of competent officials, professionals with the appropriate ethical disposition

2.12 Implement the UN recommendation of **1 police officer to 400 citizens**.

2.13 Ensure that police training meets **international standard**.

2.14 Increase salary and improve **welfare benefits and conditions** of service for police personnel.

3.0 STANDARD OF POLICE

Beyond the clamour for State police is the issue of the standard of the police, whether state or federal. Both the State and Federal governments must exhibit capacity to train, equip and remunerate the police under their control.

3.1 COMPENSATION AND BENEFITS

3.1.1 Remuneration

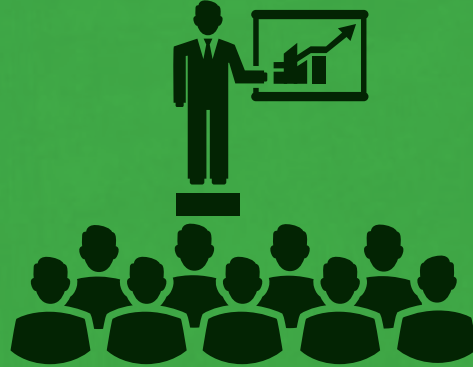
What should be the minimum standard of salary for a police officer? Presently police recruit earns **N9,019.42** per month, while a police corporal on grade level 04 (10) earns **N51,113.59** monthly and **N613,363.08** annually. This is very ridiculous and unacceptable for an officer who bears arms. Our position is that entry level salary of the Nigerian Police should be **N200,000** monthly.

3.1.2 Benefits

Police officers should be entitled to other forms of benefits apart from their salary. Some level of free education should be considered for policemen and women's children, health insurance schemes, Life insurance, house mortgage schemes, e.t.c



3.1.3 Training



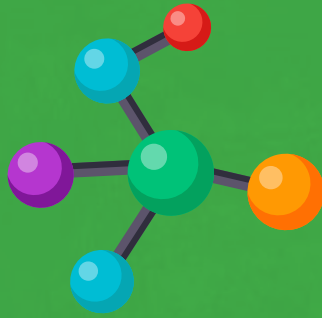
The length of training of new recruits should not be less than 18 months. The training curriculum should be reviewed to reflect current global best practices and standards. Suggested key matters to be covered by training curriculum can be found here.

3.2 ENTRY LEVEL REQUIREMENT



Minimum entry level requirement for a police recruit should be OND (Ordinary National Diploma) or its equivalent.

3.3 PUBLIC COMPLAINTS STRUCTURE



3.3.1 The Police Complaint Response Unit is the current unit that deals with Complaints in the Police Force. The Nigeria Police Force (NPF) has a number of internal mechanisms for receiving and processing public complaints about police misconduct.

3.3.2 The Police Service Commission (PSC) has been ineffective in dealing with complaints in its oversight function over the Police. We advocate for the establishment of a **permanent and independent civilian body at State levels with legal power to hear complaints against police officer** in certain matters including, general police brutality and any incident involving the discharge of firearms

3.4 GOVERNANCE STRUCTURE

The appointment of the Inspector General and the Commissioners of Police should be tenured. Removal from such offices should only be upon the occurrence of specified events or compliance with specified procedure. This would help insulate them from undue influence from politicians



3.5 USE OF ARMS



In Nigeria, there is a policy or guideline on discharge of firearms and a process for requesting new ammunition. The armoury asks for a report when you request for more bullets. The concern in Nigeria is that policemen seem to buy bullets themselves, so once you have the money to pay, ultimately that process is bypassed.

We hereby recommend that the use of firearms should be restricted to a specially trained section of security operatives to avoid unnecessary use by a demoralized Police force. There should be an extensive written policy that set guidelines as to when use of arms as appropriate. Procedures should include requiring officers to file written reports following each incident. Internal investigation and review is often required for incident involving use of arms or deadly force. Less-than-lethal weapons, such as chemical sprays can be used as alternatives to deadly arms. However, these weapons also require policies on their use, along with training on proper use.

3.6 PSYCHOLOGICAL EVALUATION



Psychological evaluations include personality, cognitive testing and a comprehensive psychological interview. Psychological evaluation is an most important aspect of recruiting police officers. Police applicants should be subjected to psychological test before or after receiving a conditional offer of employment.

4.0 MEANS OF FUNDING



Currently, Nigeria Government is broke. The government cannot afford to cater for the provisions in this reform. There is therefore, need to raise the funds to cover this urgent and critical task of police reforms. Therefore our position, as contained in our **Bold Revenue Plan**, is that some of the Federal Government's shares in Nigerian Liquefied Natural Gas (NLNG) should be liquidated to raise money to fund the reforms. To get this fund, we will divest **25% equity in NPDC** to private ownership to **raise \$2.5-3.5 billion** within a year of gaining power.



5.0 STATE POLICE

5.1 There has been a clamour for States to be allowed to constitute and manage their own State Police Departments. However, this must be done following a practical roll out plan in order to forestall an exacerbation and multiplication of the current issues with federal law enforcement, at the State level. We advocate that a pilot State Police Program should be run in Lagos, Abuja and Rivers State for a period of 2 – 3 years.

5.2 Furthermore, any State that is desirous of establishing a State Police Department must demonstrate the ability to fund the Department.

5.3 Also, a State Police Service Commission with clear oversight powers and ability to discipline erring officers, must be established contemporaneously with any State Police Department.

5.4 In the event of gross mismanagement or abuse of powers by a State Police Department, the Attorney General of the Federations shall have the powers to approach the Supreme Court for an order directing his or her office to take over the administration of such State Police Department until the State demonstrates the ability to remedy and prevent the reoccurrence of the abuse or mismanagement.

6.0 CONCLUSION

Considering the insecurity issue in the country, prompt actions should be taken to put an end to all these crises and this can be done by implementing the police reform as soon as possible. A functional government should be able to implement this policy within a year.