

WEEK I

INTRODUCTION TO POLICE ORGANIZATION AND ADMINISTRATION

Definition of Police

It is important to distinguish between the ideas of 'police' and 'policing'. 'Police' refer to a particular kind of social institution, while 'policing' implies a set of processes with specific social functions. The word police comes from the Latin word *Politia*, which means "civil administration". The word '*politia*' goes back to the Greek word polis, or "city". Etymologically, therefore, the police can be seen as those involved in the administration of a city. *Politia* became the French word police. The English took it over and at first continued to use it to mean civil administration. The specific application of police to the administration of public order emerged in France in the early 18th century. The first body of public order officers to be named police in England was the marine police, a force established in 1798 to protect merchandise in the port of London. It is worthy of note that the reference to the police as a "civil authority" is very important. The police represent the civil power of government as opposed to the military power.

Societal Order in Pre-Colonial Nigeria

According to Onoge (1993), there is today considerable agreement among criminologists that some societies are more crimogenic than others. In this regard, it has been suggested that the politico – economic frame of the society is an important indicator of the society's degree of crime proneness. In other words, crime differs from one society to another depending on whether or not it is a pre-capitalist, capitalist, socialist or communist. It is worthy of mention that pre-colonial Nigerian societies showed a certain level of diversity. They ranged from settlements of a few hundred persons, town of several hundred thousand to kingdom or empires co-coordinating populations well into the million. Settlements in villages happen to be typical, although the towns and cities also had large population concentrations.

As political systems, they fall within the range of the two ideal types of 'state' and 'stateless' which social anthropologists have long observed in Africa. Meyer Fortes and E. E. Evans –

Pritchard Classic (1940) enunciation of the two types, bears restating. One group ... (states) consists of those societies which have centralised authority, administrative machinery and judicial institutions. The other group (stateless) consists of those societies which lack centralised authority, administrative machinery and constituted judicial institutions. Nonetheless, based on the Fortes and Evans-Pritchard typology, examples of pre-colonial Nigerian state include the Yoruba, Benin Kingdoms, Hausa–Fulani emirates and the like. Examples of pre-colonial stateless Nigerian societies include the Tiv, Igbo societies, Ibibio/Efik, Ekoi and the like.

The Constitutional Establishments of Nigeria Police Force with Its Command Structure

There shall be Police Force for Nigeria, which shall be known as the Nigeria Police Force, and subject to the provisions of this section no other police force shall be established for the Federation or any part thereof subject to the provisions of this Constitution –

- (a) The Nigeria Police Force shall be organized and administered in accordance with such provisions as may be prescribed by an Act of the National Assembly;
- (b) The members of the Nigeria Police Force shall have such powers and duties as may be conferred upon them by law.

Appointment of Inspector-General and Control of Nigeria Police Force

There shall be:

- (a) An Inspector-General of Police who, subject to section 216(2) of this constitution shall be appointed by the President on the advice of the Nigeria Police Council from among serving members of the Nigeria Police Force.
- (b) A Commissioner of Police for each State of the Federation who shall be appointed by the Police Service Commission. The Nigeria Police Force shall be under the command of the Inspector-General of Police and any contingents of the Nigeria Police Force stationed in a State shall, subject to the authority of the Inspector- General of Police, be under the command of the Commissioner of Police of the State.

The President or such other Minister of the Government of the Federation as he may authorize in that behalf may give to the Inspector-General of Police such lawful directions with respect to the maintenance and securing of public safety and public orders as he may consider necessary, and

the Inspector-General of Police shall comply with those directions or cause them to be complied with subject to the provisions of this section,

The Governor of the State or such commissioner of the Government of the State as he may authorize in that behalf, may give to the Commissioner of Police of that State such lawful directions with respect to the maintenance and securing of public safety and public orders within the State as he may consider necessary, and the Commissioner of Police shall comply with those directions or cause them to be complied with. Provided that before carrying out any such directions under the foregoing provisions of this subsection the Commissioner of Police may request that the matter be referred to the President or such Minister of the Government of the Federation as may be authorized in that behalf by the president for his directions. The question whether any, and if so what, directions have been given under this section shall not be inquired into in any court.

Delegation of Powers to the Inspector-General of Police

Subject to the provisions of this constitution, the Nigeria Police Council may, with the approval of the President and subject to such conditions as it may think fit, delegate any of the powers conferred upon it by this constitution to any members or to the Inspector-General of Police or any other member of the Nigeria Police Force. Before making any appointment to the office of the Inspector-General of Police or removing him from office the President shall consult the Nigeria Police Council.

The Police Rank Structure

Currently, the police rank structure is made up of twenty two ranks. They are:

| Ranks | Description of badges of Ranks |
|---------------------------|--|
| 1. Constable | Nil |
| 2. Corporal | Two chevrons, worn points down |
| 3. Sergeant | Three chevrons, worn point down |
| 4 Sergeant-major | Woven device bar worn on the shoulder flap |
| 5 Inspector (Unconfirmed) | One horizontal bar worn on the shoulder flap |
| 6 Inspector (Confirmed) | One horizontal bar and a miniature bar worn on the Shoulder flap |

| | |
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| 7 Senior Inspector | Two horizontal bars worn on the shoulder flap |
| 8 Principal Inspector | Two horizontal bars and a miniature bar worn on the shoulder flap |
| 9 Assistant Chief Inspector | Three horizontal bars worn on the shoulder flap |
| 10 Deputy Chief Inspector | Three horizontal bars and a miniature bar worn on the shoulder flap |
| 11 Chief Inspector | Four horizontal bars worn on the shoulder flap |
| 12 Assistant Supt. of Police (Unconfirmed) | One Star |
| 13 Assistant Supt. of Police (Confirmed) | Two stars |
| 14 Deputy Supt. of Police | Three Stars |
| 15 Superintendent | The device of the federation |
| 16 Chief Superintendent | The device of the federation and one star |
| 17 Assistant Commissioner of Police | Crossed tip stave surrounded by laurel wreath |
| 18 Deputy Commissioner of Police | Crossed tip staves surrounded by laurel wreath and one star |
| 19 Commissioner of Police | Crossed tip staves surrounded by laurel wreath and two stars |
| 20 Assistant Inspector General of Police | The device of the federation; crossed tip staves surrounded by laurel wreath |
| 21 Deputy Inspector general of Police | The device of the federation; one star; crossed staves surrounded by laurel wreath |
| 22 Inspector General of Police | The device of the federation; two stars; crossed tip staves surrounded by laurel wreath |

Departmental Organisation

The departments and their responsibilities are now as follows;

‘A’ Department

- (i) Administration
- (ii) Personnel, promotion, dismissal, transfer and posting
- (iii) Welfare

- (iv) Budgeting, finance pay and accounts
- (v) Establishment
- (vi) Medical
- (vii) Public relations/printing
- (viii) Cooperative
- (ix) Computer
- (x) Central band
- (xi) Force provost
- (xii) Central motor registry
- (xiii) Supernumerary constables, special constabulary.

‘B’ Department

- (i) Operation – Joint Operation, Highway Patrol Co-ordinations, Beats, Marine, Traffic Warden Service, Motor Traffic Control and Policies.
- (ii) Airport Police, Railway Police and Ports Authority Police
- (iii) Central Motor Registry
- (iv) Force Armament – Arms and Ammunition, Musketry, Bomb Disposal, Anti-Terrorism.
- (v) Police Mobile Force and Police Mobile Force Training College
- (vi) Communication – signals
- (vii) Transport
- (viii) Force Animals – Mounted Section, Dogs and veterinary services.

‘C’ Department

- (i) Works, Building Engineering and Maintenance
- (ii) Supplies/stores, stationary, office equipment, kits and accoutrements
- (iii) Procurement/Tender Boards
- (iv) Board of survey for vehicle and unserviceable stores.

‘D’ Department

- (i) General Investigation
- (ii) Interpol - International Police Organisation (Interpol)
- (iii) Antiquities
- (iv) Crime prevention

(v) Technical aids to criminal investigation – forensic laboratory, criminal records, central arms registry, photographic and etching sections.

(vi) Legal Section, criminal prosecution, civil litigation, library administration.

(vii) Criminal Intelligence Bureau

(viii) Security Intelligence Bureau

(ix) ‘x’ Squad

(x) Special Fraud Unit

(xi) Special Anti-Robbery Squad

(xii) Homicide.

‘E’ Department

(i) Training

(ii) Police Academy

(iii) Police Staff College

(iv) Police Colleges at Ikeja, Kaduna, Maiduguri , Orji River,

Detective College, Enugu

(v) Education – Local and Overseas.

‘F’ Department

(i) Research

(ii) Planning

(iii) Inspect-mates Division

(iv) Management Information

(v) Organisation and method.

Organisation of the Nigeria Police at the Force Headquarters, Abuja

At the apex of the Nigeria Police is the Inspector-General of Police (IGP), who is an appointee of the Executive or the Presidency. He is therefore answerable to the President in all his activities.

The office of the IGP is located at the Force Headquarter (Force HQ) in the Federal Capital Territory (FCT), Abuja. In the Force HQ there are six Deputy Inspectors General (DIGs) in charge of Administration and Finance (‘A’ Dept.); Operations (‘B’ Dept.); Logistics and Supplies (‘C’ Dept.); General Investigation and Intelligence (‘D’ Dept.); Training and General Policy on Manpower Development (‘E’ Dept.); and Research and Planning (‘F’ Dept.). Directly

under the office of the IGP is the Force Secretary's Office, occupied by an Assistant Inspector-General (AIG).

Organisation of Nigeria Police at Zonal Commands

Nigeria is also divided into twelve zones, created from the thirty six states and FCT. Each zone consists of a combination of between two-four states, and they are all under the command of Assistant Inspector-General (AIGs), who are directly answerable to the IGP.

In deciding the territorial boundaries at all levels of the police, the IGP considers several factors, among which are the population density; crime statistic; traffic (density, routes and accidents); property (residential, business and industrial); and public centre of amusement. The hierarchy of command is shown above. As earlier said, there are presently twelve zonal commands, and they areas follows:

- (i) Zone One: Kano, (Hqts.) Jigawa, Katsina
- (ii) Zone Two: Lagos, (Hqts) Ogun
- (iii) Zone Three: Yola (Hqts) Adamawa, Taraba and Gombe
- (iv) Zone Four: Makurdi (Hqts) Benue, Plateau, Nasarawa
- (v) Zone Five: Benin (Hqts) Edo, Delta and Bayelsa
- (vi) Zone Six: Calabar (Hqts), Cross River, Rivers, Ebonyi, Akwa Ibom
- (vii) Zone Seven: Abuja (Hqts) Niger, and Kaduna
- (viii) Zone Eight: Lokoja (Hqts) Kogi, Kwara, Ekiti
- (ix) Zone Nine: Enugu (Hqts) Abia, Anambra
- (x) Zone Ten: Sokoto (Hqts) Kebbi, Zamfara
- (xi) Zone Eleven: Ibadan (Hqts), Oyo, Ondo, Osun
- (xii) Zone Twelve: Bauchi (Hqts), Borno, Yobe.

Organisation of Nigeria Police at State Commands

In each of the thirty six states and the Federal Capital Territory (FCT), Abuja, there is a police command headed by a Commissioner of Police (CP). The CP has a Deputy Commissioner (DC) to assist him in running the affairs of the command. Directly under the CP is an area commander in charge of all the Divisional Police Officers (DPOs), who also have the station officers and police posts under them. There are five departments in the State Headquarter: ('A' Dept. Administration and Finance); 'B' Dept. (Operations); 'C' Dept (Logistics and Supplies.); 'D'

Dept.(Investigation and Intelligence); ‘E’ Dept. (Training and General Policy on Manpower Development); and ‘F’ Dept. (Research and Planning).

Hierarchical Command and Field Operational Structure of the Nigeria Police

Command Level Commander

1. Force Headquarters (National) Inspector- General
2. Zonal Command (Group of state commands) Assistant Inspector-General
3. State Command Commissioner
4. Area-Command (a group of divisional commands) Assistant Commissioner
5. Divisional Command Assistant Superintendent of Police (or higher rank)
6. District Command Inspector (or higher rank)
7. Police Station Sub-Inspector (or higher rank)
8. Police Post Corporal (or higher rank)
9. Village Post Police Constable (with a minimum experience or higher rank)

The Nigeria Police Council and its Functions

The Nigeria Police Council shall comprise the following members:

- (a) The President who shall be the chairman,
- (b) The Governor of each state of the federation’
- (c) The Chairman of the Police Service Commission’ and
- (d) The Inspector General of Police

The functions of the Police Council include:

- (a) The organisation and administration of the Nigeria Police Force and all other matters relating thereto (not being matters relating to the use and operational control and dismissal of members of the force).
- (b) The general supervision of the Nigeria Police Force; and
- (c) Advising the president on the appointment of the Inspector General of Police.

Police Service Commission and its Functions

The 1999 constitution established the Police Service Commission and provided for its composition and powers. The constitution states that the Police Service Commission shall comprise the following members. Mentioned:

- (a) A chairman and
- (b) Such number of other persons, not less than seven but not more than nine as they may be prescribed by an Act of the National Assembly.

The Functions of Police Service Commission are as follows–

- (a) To appoint persons to offices (other than the office of the Inspector General of Police) in Nigeria Police Force; and
- (b) To dismiss and exercise disciplinary control over persons holding any office referred to; in (a) above.

Achievements of the Police Service Commission

The Commission has carried out a number of other important activities since its establishment. These include:

1. Clearing the backlog of police officers who were due for promotions but were not promoted under the military. This has boosted the morale of men and women of the Nigeria Police Force, some of whom had been stagnant on one rank for over ten years.
2. Under the Commission, merit is gradually but steadily taking its rightful place as the major determinant of promotion in the force.
3. Readmission of many police officers who were dismissed under the military in disregard to the rule of law.

Challenges of the Police Service Commission

However, the Commission also faced serious challenges. These include:

- (1) Lack of adequate material and functional resources to carry out its functions;
- (2) Inability to establish an independent investigation mechanism, implying that the Commission still depends on the police for investigating complaints and petitions sent to it.
- (3) Lack of adequate staff with experience on the work of civilian oversight of police.
- (4) The reluctance of police authorities to come to terms with the establishment of the Police Service Commission. During the military era, the Inspector General of Police who was a member

of the Armed Forces Ruling Council has the power to appoint, promote, discipline and to dismiss his personnel. But under the present democratic dispensation, the Inspector General of Police is constitutionally required to take directives on appointment, promotion and discipline of his personnel from the Police Service Commission. This has been difficult for the successive chiefs of police to acculturate themselves to, since the establishment of the Commission.

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Governance and Oversight of the Nigeria Police Force

The 1999 Constitution created two organs for the governance of the country's police system. These are the Police Council and the Police Service Commission. (See the Third Schedule of the 1999 Constitution) The Police Council consists of:

- (a) The President who shall be the Chairman;
- (b) The Governor of each State of the Federation;
- (c) The Chairman of the Police Service Commission; and
- (d) The Inspector- General of Police.

The Constitution defined the functions of the Police Council to include:

- (a) The organisation and administration of the Nigeria Police Force and all other matters relating thereto (not being matters relating to the use and operational control of the Force or the appointment, disciplinary control and dismissal of members of the force);
- (b) The general supervision of the Nigeria Police Force; and
- (c) Advising the President on the appointment of the Inspector General of Police.

The 1999 Constitution also provided for the establishment of the Police Service Commission with the following members:

- (a) Chairman; and
- (b) Such number of other persons, not less than seven but not more than nine, as may be prescribed by an Act of the National Assembly.

The Police Service Commission (Establishment) Act, No 15 of 2001, Section 6, charged the Commission with the responsibility of:

1. Appointing and promoting all officials of the NPF (other than the Inspector- General of Police, (IGP));
2. Dismissing and exercising disciplinary control over the same persons;
3. Formulating policies and guidelines for the appointment, promotion, discipline and dismissal of officers of the NPF;
4. Identifying factors inhibiting and undermining discipline in the NPF;
5. Formulating and implementing policies aimed at efficiency and discipline within the NPF;
6. Performing such other functions as, in the opinion of the Commission, are required to ensure optimal efficiency in the NPF; and
7. Carrying out such other functions as the President may, from time to time, direct.

Police and the Law

Every member of the police force irrespective of his rank is first and foremost a “police officer”. All the officers perform certain duties according to their specialisation and as it been conferred on them by the constitution. The creation of ranks in the force was to make it a disciplined and functional institution, which has been taken care of by the command structure. Ranks differential in the Police also assigned officers to different responsibilities. It is worthy of mention that the

command structure is a sine qua non for a disciplined and functional organisation. The command structure, indeed, is secondary and the status which a police officer enjoys under the law takes a primary position since that serves as the basis of the performance of police work. This status is not generated by the fact that a police officer is a public servant, but by reason of the origin of his authority (powers) which enables him to carry out his work. Unlike other public servants in the civil service and public corporations or institutions who act on delegated authority, the authority of a police officer is original, flowing directly from the constitution.

Issues on Power and Duties of Police

The 1999 constitution provides that the members of the Nigeria Police Force shall have such powers that may be conferred upon them. The Police Act provides for such powers and duties. The police have the power to arrest any offender and the power to detain and search the offender. They also have the power to take the finger print of the offender, search his property and to conduct prosecutions in courts of law. The powers bestowed upon them are very expansive, but they must be exercised under the law. The Police Act states that the police are employed for the preservation and detection of crime, the apprehension of offenders, the preservation of law and order, the protection of life and property and the due enforcement of all laws, regulations with which they are directly charged and shall perform such military duties within and outside Nigeria as may be required of them, by or under the authority of this or any other act.

From the foregoing, if a police officer refuses to arrest an offending person, this indicates that he is not performing his duty of maintaining law and order. Such officer has also failed in his duty to prevent and detect crime. The officers can combine their powers and duties which involves work and instrument used. Both power and duty are complimentary and this made it difficult to know which one – power or duty – takes precedence over the other in the mind of the police officer. But it is worthy to note that the exercise of his powers within the law entails a response to the call of duty. It is very difficult to differentiate police powers from police duties; this is because they are an integral part of a police officer. Both were in the authority vested in him with a privileged status which he enjoys under the constitution. “A police officer cannot to all intents and purposes exercise his powers without simultaneously performing his duties or vice-versa. Consequently, any police officer properly acting in the execution of his duty”. The power so exercised by the police must exist in symbiosis with duty in order to produce a good police

officer. This means that power and duty are supposed to attract equal consideration to a police officer while playing his role under the constitution.

Sociological Perspectives of the Functions of the Police

Historically, the police have performed two basic functions: law enforcement and maintenance of order and by extension the delivery of social services. Bowden (1978) observed that the police are established and maintained not only to monitor but also to discourage and destroy challenges to the existing order of things. He argued that the primary task of the police is order enforcement. Consequently, whenever the government is facing a crisis (social disorder) the police is deployed or called upon to serve as a buffer between the elites and the masses and perform the essential holding operations against the malcontents until military force could be applied in a punitive manner. Neiderhoffer and Bumbery (1976) reinforce the idea of police force as a containment agency, observing that the police serve as ‘controlling radar’ to keep a society within structural confines. To effectively perform this function the police are empowered to exercise state power, if necessary through coercion and violence.

Historically, therefore the main function of the police has been to protect the property and well-being of those who benefit most from an economy based on the extraction of private profit. The police were created primarily in response to riot and disorder directed against oppressive working and living conditions. Law enforcement involves measures taken by the police to prevent breaches of criminal law, to apprehend crime suspects and to restrain them in custody (if need be) to bring offenders to court for trial or prosecution and to assist the court and prisons in executing conviction or sentencing dispositions. But order maintenance entails public order policing or the preservation of the status quo and public peace; deployment of police personnel and resources towards the suppression of oppositions and threats to the government and to the prevailing modes of political economic and social organisation. This is so vital to the political and economic power-holders in society that the goals of order maintenance is simultaneously pursued through coercive (via police, military, prisons, tribunals courts etc.) as well as by means of persuasion, ideology and indoctrination and socialization within the family and other social institutions such as religious and professional bodies, social and cultural associations political parties etc. According to Alemika (1992) “all over the world, the police are servants of

government, assembled, trained, deployed and rewarded for enforcing the law and maintaining order in society. He further opined that the police are guardians of social order.

Statutory Functions and Powers of the Police in Nigeria

Section 194 of the constitution of Nigeria (1999) provided that:

There shall be a police force for Nigeria which shall be styled the Nigeria Police Force, and subject to the provisions of this section no other police force shall be established for the Federation or any part thereof and shall have such powers and duties as may be conferred upon them by law. The constitution merely recognised the existing Nigeria Police Force created in 1930. Also since the implementation of the working party on Police and Prisons' Report (1966), there has been only a single National Police Act (1967), modified by Decree No. 23 of 1979, which provided that the police shall be employed for the prevention and detection of crime, apprehension of offenders, the preservation of law and order, the protection of life and property and the due enforcement of all laws and regulations with which they are directly charged and shall perform such military duties within or without Nigeria as may be required by them or under the authority of this or any other Act.

The statutory specification of the role of the police in Nigeria does not include or make adequate provisions for the delivery of social services. Yet the police spend more time responding to public inquiries or call for assistance by citizens in distress or in need of care than they spend fighting crime. Delivery of social services by the police promotes cordial and constructive police public relations and co-operation. As Black (1980) observed in America, some police functions have little or no relevance to deviant behavior and social control such as the transportation of the sick and injured people to the hospital or the removal of dead dogs and abandoned automobiles from the street. But even where an exercise of authority is involved, the role of the police may depart from law enforcement in a narrow sense. This might be seen in the handling of an intoxicated or homeless person sleeping in a public place a game of dice or cards in an alley, a noisy party, a gang of teenagers loitering where they are not wanted or any of a variety of interpersonal conflicts, whether between a husband and wife, landlord and tenant or businessman and customer. Although the police might make an arrest in any of these situations more often they dispose of the matter entirely in the setting where it occurs. Empirical operations confirm that the same can be said of the Nigeria Police.

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(WEEK 2)

HISTORICAL DEVELOPMENT OF POLICE ORGANIZATIONS.

Early History of Modern Police

Sir Robert Peel is generally credited with establishing the first English Police Department, the London Metropolitan Police in 1829. Robert Peel was distressed over the problems of law and order in London and persuaded the House of Commons to pass the Metropolitan Police Act drafted by him. The parliament passed it in 1829. This Act established the first civil police force in London. Over 1,000 men were hired. Although a civil force, it was structured along military lines with officers wearing distinctive uniforms. Sir Robert Peel thus became known as the founder of modern policing.

Peel's early police were guided by the following nine principles:

- (1) The basic mission for whom the police exist is to prevent crime and disorder.
- (2) The ability of the police to perform their duties is dependent upon public approach of police actions.
- (3) Police must secure the willing cooperation of the public in voluntary observance of the law to be able to secure and maintain the respect of the public.
- (4) The degree of co-operation of the public that can be secured diminishes proportionately to the necessity of the use of physical force.
- (5) Police seek and preserve public favour not by catering to public opinion but by constantly demonstrating absolute impartial service to the law.
- (6) Police use physical force to the extent necessary to secure observance of the law or to restore order only when the exercise of persuasion, advice and warning is found to be insufficient.

(7) Police at all times should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police, the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interest of community welfare and existence.

(8) Police should always direct their action strictly towards their function and never appear to be using the power of the judiciary.

(9) The test of police efficiency is the absence of crime and disorder not the visible evidence of police action in dealing with it.

Through the adoption of the Peel principle of effective policing, the English model of policing eventually became the model for other countries especially the United States and Nigeria.

The historical development of police organizations in Nigeria is a multifaceted narrative intertwined with colonialism, post-independence struggles, and contemporary challenges. To delve into this narrative, we must journey through different epochs, each marked by significant events and reforms that shaped the trajectory of policing in Nigeria.

Colonial Era (Late 19th century - 1960):

Policing in Nigeria traces its roots to the British colonial administration. During the late 19th century, the British established various security forces to maintain law and order, protect colonial interests, and suppress local uprisings. These forces evolved over time, culminating in the formation of the Nigeria Police Force (NPF) in 1930. The NPF was structured along colonial lines, with European officers holding top positions while African personnel served in subordinate roles. Policing during this period primarily focused on protecting colonial interests and enforcing oppressive laws, such as the Indirect Rule system implemented by Lord Lugard.

Post-Independence Era (1960s - 1990s):

Following Nigeria's independence in 1960, efforts were made to indigenize the police force and adapt it to the needs of the newly independent nation. However, challenges persisted, including corruption, political interference, and inadequate resources.

The 1960s witnessed significant political turmoil, including coups and counter-coups, which profoundly impacted the police force. Policing became increasingly militarized, with successive military regimes using the police to suppress dissent and maintain power.

In 1979, Nigeria adopted a new constitution and transitioned to civilian rule, albeit briefly, before another military coup in 1983. During civilian administrations, attempts were made to reform the police, but progress was limited due to systemic issues and political instability.

Democracy and Reform (1999 - Present):

The return to democracy in 1999 ushered in renewed efforts to reform the police and strengthen law enforcement institutions. Various administrations introduced reform initiatives aimed at enhancing professionalism, accountability, and respect for human rights within the police force. One of the notable reforms was the establishment of the Police Service Commission (PSC) in 2001, tasked with overseeing recruitment, promotions, and discipline within the police force. Additionally, the Police Act of 2020 sought to modernize the NPF and improve its effectiveness in combating crime.

However, despite these efforts, challenges persist in Nigeria's policing landscape. Issues such as corruption, politicization, inadequate training, and equipment persist, undermining public trust and hindering the effectiveness of law enforcement.

Contemporary Challenges and Prospects:

In recent years, Nigeria has grappled with a myriad of security challenges, including insurgency, communal violence, and organized crime. These challenges have placed immense pressure on the police force, necessitating ongoing reforms and capacity-building efforts.

Efforts to address these challenges have included initiatives to enhance collaboration with other security agencies, improve intelligence gathering capabilities, and strengthen community policing initiatives. However, sustained political will and investment in policing infrastructure and personnel are essential to overcoming these challenges and building a more effective and accountable police force in Nigeria.

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(WEEK 3)

ORGANIZATIONAL THEORIES AND LAW ENFORCEMENT AGENCIES

Organizational theories provide frameworks for understanding how institutions function, including law enforcement agencies like the police. In the context of policing in Nigeria, several organizational theories can be applied to analyze the structure, behavior, and effectiveness of the Nigerian police force. Here are some key organizational theories and their relevance to policing in Nigeria:

Bureaucratic Theory:

Bureaucratic theory, proposed by Max Weber, emphasizes a hierarchical structure, division of labor, strict rules and procedures, and impersonal relationships within organizations.

In Nigeria, the Nigerian Police Force (NPF) exhibits bureaucratic characteristics with its hierarchical structure, clear chain of command, and standardized procedures. However, issues such as corruption, nepotism, and inefficiency have often plagued the NPF, challenging the ideal bureaucratic model.

Contingency Theory

Contingency theory suggests that there is no one-size-fits-all approach to organizational structure or management. Instead, structures and strategies should be contingent upon the external environment and internal capabilities of the organization.

Policing in Nigeria faces unique challenges such as high crime rates, political interference, and resource constraints. Therefore, the organizational structure and strategies of the Nigerian Police Force need to be adaptable and responsive to these contingencies to effectively address crime and maintain public trust.

Institutional Theory:

Institutional theory focuses on how organizations conform to institutional pressures and norms within their environment to gain legitimacy and support.

In Nigeria, the Nigerian Police Force operates within a complex socio-political context where it must navigate various institutional pressures, including political interference, public distrust, and international standards of policing. Understanding and managing these institutional dynamics are crucial for the NPF to maintain legitimacy and effectiveness.

Community Policing Theory:

Community policing emphasizes collaboration between police departments and the communities they serve, with an emphasis on problem-solving and crime prevention.

In Nigeria, community policing initiatives have been introduced to improve police-community relations, enhance trust, and address local crime issues. However, implementation challenges, including limited resources and resistance to change within the police force, have hindered the full realization of community policing principles.

Resource Dependency Theory:

Resource dependency theory posits that organizations depend on external resources such as funding, support, and legitimacy to survive and thrive.

Policing in Nigeria faces resource challenges, including inadequate funding, outdated equipment, and insufficient training. Addressing these resource dependencies is critical for the Nigerian Police Force to enhance its operational capacity and effectiveness.

By applying these organizational theories to policing in Nigeria, researchers and policymakers can gain insights into the strengths, weaknesses, and potential strategies for improving the performance and accountability of the Nigerian Police Force.

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(WEEK 4)

FUNCTIONS AND RESPONSIBILITIES OF POLICE ORGANIZATIONS

The Nigerian Police Force (NPF) serves as the primary law enforcement agency in Nigeria, responsible for maintaining law and order, preventing and detecting crime, and ensuring the safety and security of citizens. The functions and responsibilities of police organizations in Nigeria are delineated in various legal frameworks, including the Constitution of the Federal Republic of Nigeria and the Police Act.

Maintenance of Law and Order:

One of the primary functions of the police in Nigeria is to maintain law and order throughout the country. This involves enforcing laws, regulations, and directives issued by the government to ensure public safety and security.

Prevention and Crime Detection

Police organizations are tasked with preventing criminal activities through proactive measures such as patrols, surveillance, and community engagement. They also investigate crimes that have been committed, gather evidence, apprehend suspects, and ensure that perpetrators are brought to justice.

Protection of Lives and Property:

Ensuring the safety and security of citizens and their property is a fundamental responsibility of the police. This includes responding to emergencies, providing assistance during crises or disasters, and implementing measures to protect vulnerable populations.

Traffic Management and Control

The police are responsible for regulating traffic flow, ensuring road safety, and enforcing traffic laws to prevent accidents and congestion on roads and highways. This involves conducting traffic patrols, issuing citations for traffic violations, and managing intersections.

Maintaining Public Order and Safety

Police organizations play a crucial role in maintaining public order during protests, demonstrations, and other public gatherings. They are responsible for ensuring that such events remain peaceful and orderly, while also protecting the rights of citizens to express their views.

Investigation and Prosecution:

Police officers' conduct thorough investigations into criminal activities, gather evidence, and prepare case files for prosecution. They work closely with other law enforcement agencies, forensic experts, and the judiciary to ensure that cases are prosecuted successfully in court.

Community Policing and Public Relations:

Community policing initiatives aim to build trust and cooperation between the police and the communities they serve. Police officers engage with local residents, community leaders, and organizations to address concerns, gather intelligence, and develop collaborative strategies to prevent crime.

Training and Capacity Building

Police organizations invest in training programs to enhance the skills and capabilities of their personnel. Training covers a wide range of topics, including law enforcement techniques, investigative procedures, human rights, and ethical standards.

Specialized Units

The Nigerian Police Force includes specialized units such as the Special Anti-Robbery Squad (SARS), Criminal Investigation Department (CID), Counter-Terrorism Unit (CTU), and the Special Fraud Unit (SFU). These units are tasked with addressing specific types of crime and security challenges.

Intelligence Gathering and Analysis:

Police organizations gather intelligence through various means, including surveillance, informants, and data analysis, to identify emerging threats, criminal networks, and other security risks. This information is used to develop proactive strategies and response plans.

It's important to note that while the Nigerian Police Force has a broad range of functions and responsibilities, there have been concerns about issues such as corruption, human rights abuses, and inadequate resources that impact its effectiveness in fulfilling its mandate. Efforts to address these challenges are ongoing through reforms, capacity-building initiatives, and enhanced oversight mechanisms

(WEEK 5)

LEADERSHIP AND MANAGEMENT PRINCIPLES IN POLICING

Leadership and management principles in policing are crucial for ensuring effective law enforcement and maintaining public safety in Nigeria. Policing in Nigeria faces unique challenges, including high crime rates, resource constraints, political interference, and public mistrust. Therefore, adopting appropriate leadership and management strategies is essential for overcoming these challenges and promoting professionalism, accountability, and community trust within law enforcement agencies. Let's examine some of these principles below:

1. Transformational Leadership: Transformational leadership is particularly relevant in the Nigerian policing context, where leaders inspire and motivate their subordinates to achieve common goals. Transformational leaders in Nigerian police agencies prioritize integrity, ethical conduct, and service to the community. They empower officers by providing them with the necessary resources, training, and support to excel in their roles. By fostering a culture of

innovation and continuous improvement, transformational leaders promote organizational effectiveness and adaptability in the face of evolving security threats.

2. Community Policing: Effective leadership in Nigerian policing involves embracing community-oriented policing approaches. Community policing emphasizes collaboration between law enforcement agencies and local communities to address crime and social disorder. Police leaders in Nigeria must actively engage with community leaders, stakeholders, and residents to understand their needs and concerns. By building trust and partnerships with the community, police leaders can enhance public cooperation, gather valuable intelligence, and implement targeted crime prevention strategies.

3. Accountability and Transparency: Leadership in Nigerian policing must prioritize accountability and transparency to combat corruption and abuse of power. Police leaders should establish robust mechanisms for monitoring officer conduct, investigating complaints, and holding individuals accountable for misconduct. By promoting a culture of transparency and accountability, police organizations can enhance public trust and confidence in law enforcement institutions.

4. Training and Professional Development: Effective leadership entails investing in the training and professional development of police personnel. Police leaders in Nigeria should ensure that officers receive comprehensive training in relevant areas such as law enforcement tactics, human rights, conflict resolution, and cultural sensitivity. By providing ongoing professional development opportunities, leaders can enhance the capabilities and professionalism of their workforce, enabling them to effectively respond to complex security challenges.

5. Strategic Planning and Resource Management: Leadership in Nigerian policing requires strategic planning and effective resource management to optimize operational efficiency and effectiveness. Police leaders should develop clear strategic objectives and allocate resources judiciously to prioritize critical areas such as crime prevention, investigation, and community engagement. By leveraging technology and data-driven approaches, leaders can enhance resource allocation decisions and improve organizational performance.

6. Ethical Leadership: Ethical leadership is paramount in Nigerian policing to maintain public trust and uphold the rule of law. Police leaders must lead by example and demonstrate unwavering commitment to integrity, honesty, and ethical conduct. By enforcing strict ethical

standards and holding themselves and their subordinates accountable for ethical lapses, leaders can foster a culture of integrity within law enforcement agencies.

7. Interagency Collaboration: Effective leadership in Nigerian policing involves fostering collaboration and coordination among different law enforcement agencies at the federal, state, and local levels. Police leaders should promote information sharing, joint operations, and mutual support to address transnational crime, terrorism, and other complex security threats. By enhancing interagency cooperation, leaders can maximize the collective impact of law enforcement efforts and strengthen national security.

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(WEEK 6)

HUMAN RESOURCE MANAGEMENT IN LAW ENFORCEMENT

In Nigeria, human resource management (HRM) within law enforcement agencies is critical for maintaining professionalism, effectiveness, and accountability. Several laws, regulations, and guidelines govern HRM practices in Nigerian law enforcement agencies. Here are some key aspects:

Recruitment and Selection:

Law enforcement agencies in Nigeria follow specific recruitment and selection processes to ensure the hiring of qualified and competent personnel. These processes often include written examinations, physical fitness tests, interviews, and background checks.

Reference: Nigerian Police Act, 2020

Training and Development:

Continuous training and professional development programs are essential for enhancing the skills, knowledge, and capabilities of law enforcement personnel. Training covers areas such as crime prevention, investigation techniques, human rights, and ethics.

Reference:

Nigerian Police Act, 2020

Code of Conduct and Discipline:

Law enforcement personnel are expected to adhere to a code of conduct that outlines ethical standards, behavior expectations, and disciplinary procedures. Violations of the code of conduct may result in disciplinary actions, including suspension or dismissal.

Reference:

Code of Conduct Bureau and Tribunal Act

Promotion and Career Progression:

Promotion within law enforcement agencies is often based on merit, performance, and seniority. Promotion processes are transparent and subject to review to ensure fairness and equity.

Reference:

Nigerian Police Act, 2020

Workplace Safety and Well-being:

Law enforcement agencies have a responsibility to provide a safe and conducive work environment for their personnel. This includes ensuring adequate equipment, resources, and support for officers' physical and mental well-being.

Reference: Employee Compensation Act

Labor Relations and Collective Bargaining:

Nigerian law provides for labor relations and collective bargaining rights for law enforcement personnel through recognized associations or unions. These organizations advocate for the welfare and interests of their members.

Reference: Trade Union Act

Equal Employment Opportunity and Diversity:

Law enforcement agencies promote equal employment opportunities and diversity in their workforce. Discrimination based on gender, ethnicity, religion, or other factors is prohibited.

Reference: Federal Character Commission Act

Performance Evaluation and Accountability:

Performance evaluation systems are in place to assess the performance of law enforcement personnel and hold them accountable for their actions. Performance metrics may include crime clearance rates, response times, and community satisfaction surveys.

Reference: Nigerian Police Act, 2020

Whistleblower Protection:

Nigerian law provides protection for whistleblowers who report corruption, misconduct, or wrongdoing within law enforcement agencies. Whistleblowers are safeguarded from retaliation and victimization.

Reference: Whistleblower Protection Act

By adhering to these HRM practices and legal frameworks, law enforcement agencies in Nigeria can maintain professionalism, integrity, and public trust.

References: Nigerian Police Act, 2020

Code of Conduct Bureau and Tribunal Act

Employee Compensation Act

Trade Union Act

Federal Character Commission Act

Whistleblower Protection Act

(WEEK 7)

RECRUITMENT, TRAINING AND PROFESSIONAL DEVELOPMENT

Historical Perspective

First police training institution in Nigeria was opened in 1921 at Obalende in Lagos, for the training of recruits and Native Authority policemen from that part of the country. The Southern Police College was founded in 1949 at its present site in Ikeja and the change of its maiden name was effected in 1966 to remove the dichotomy between the North and South of Nigeria in order to forge national unity. A similar training school was established in 1922 in Kaduna to train officers from the northern part of the country. In 1932, a Police Reserve Training Depot was established in Enugu to train recruits. In 1972, the school, which had acquired the status of a Refresher Course School, was upgraded to a Police College and its first batch of 60 recruits drawn from all over the federation were admitted for training. The recruitment and training function of this institution was transferred to the Police College, Oji-River when the latter was established, while the former was renamed Police Detective College. On 1st April, 1976, the Police College Maiduguri was also established to serve the training needs of the police in the north eastern part of the country.

Department of Training at the FHQ

A training Department exists in the Nigeria Police Force and it is known as 'E' Department. One of the six departments of the Force, it is solely responsible for all its training needs. It is specially

saddled with the task of formulating and implementing policies on training and manpower development to keep the Force in alignment with the dynamic nature of the society. Through its programmes, the department works assiduously to ensure that the force executes her cardinal objectives: protection of life and property and the preservation of peace and order.

Types of Training

There are two major types of training in the Nigeria Police Force. These are induction and in-service training. How they affect the training system of the Force is briefly highlighted below:

Induction Courses

Fresh intakes into the Force are given basic training in the form of induction courses. This is aimed at giving the right orientation to new entrants along the line of the demands of their new profession

In-service Training

This is the training of officers and serving members of the rank and file with the aim of equipping them with the basic skills and discipline needed for appropriate action in the course of their duty. In-service training abounds for manpower development both for junior and senior cadres of the Force. Personnel from constable to inspectorate ranks are regularly scheduled on training programmes.

Training Institutions

The Police training institutions offer generalized training considered appropriate for police officers and men to function in that capacity. The available training institutions of the Force are as follows:

- (a) Police Staff College, Jos
- (b) The Police Academy, Kano
- (c) Police College, Ikeja
- (d) Police College, Kaduna
- (e) Police College, Maiduguri

- (f) Police College, Oji-River
- (g) Police Detective College, Enugu
- (h) Police Mobile Force Training School Maiduguri
- (i) Force Communication Training School Ikeja and Kaduna
- (j) Mounted Training School, Jos
- (k) Dog Training School, Jos
- (l) Police Training School Bauchi, Ibadan, Iperu, Nonwa and Sokoto.

Each of the institutions mentioned above has specific responsibilities and the establishment of each of them was informed by specific training needs of the Nigeria Police Force. For a fair insight of the importance and the need for each of the institutions, the responsibilities of each training institution are briefly described below.

Police Staff College, Jos

The Police Staff College was established in 1973 but actually took off in 1976. It is headed by an Assistant Inspector General of Police, who is answerable to the Deputy Inspector General of Police 'E' Department. The college runs courses aimed at expanding the professional knowledge of officers and prepare them for command appointments while making them adaptable to management functions. The college also prepares officers for high-level manpower requirements and exposes them to a variety of non-manpower police studies with a view to widening their horizon.

(i) Intermediate Command Course (ICC)

This is a management related programme. It is designed for Superintendents and Chief Superintendents of Police who are mainly divisional police officers and staff officers in the offices. The programme is made to improve the managerial ability of the participants for effective running of the police divisions under them.

(ii) Junior Command Course (JCC)

This training programme is designed for officers of the ranks of Assistant and Deputy Superintendents of Police. In view of their supervisory role over the Inspectorate and Rank and File cadres, which incidentally forms the largest workforce of the police, the course introduces them to management principles. The six-month programme covers virtually all aspects of

policing for comprehension of the entire working principles and also to enable participants exercise effective control of their subordinates.

(iii) Advanced Detective Course (ADC)

This course is designed to improve the skill of officers in criminal investigation and prosecution as well as elements of management of human and material resources in the investigative outfits of the Force. To qualify for this training an officer must be of the rank of Assistant or Deputy Superintendent of Police who must be deployed or is likely to be deployed to investigative outfits in any command or formation of the Force.

(iv) Assistant Superintendent of Police (ASP) Promotion Course

This is a promotion course designed to train policemen in the Inspectorate and Rank and file cadres who possess a university degree or its equivalent. Such candidates must have been considered fit for the office of Assistant Superintendent of Police by the Inspector General of Police in consultation with the Police Service Commission. The duration of this course is twelve months but may be varied at any time at the discretion of the Inspector General of Police.

Police Academy, Kano

The Nigeria Police Academy was established in 1988 with the sole aim of producing officers with educational, professional and moral standards who in turn, should direct other ranks to achieve the objectives of the police as contained in Section 4 of the Police Act. The main objectives of the police as contained in Section 4 of the Police Act. The main objectives of the institution include:

- (a) The training of young university graduates who possess not less than bachelor's degree (honours) in disciplines relevant to the responsibilities of the police to become Assistant Superintendent of Police.
- (b) The training of young senior secondary school leavers who possess WASC/GCE/SSC with credits in not less than five subjects including English Languages and Mathematics to become Inspectors of Police.
- (c) The provision of appropriate orientation to such graduates and school certificates holders in order to imbue them with moral rectitude and sense of honour and duty.
- (d) Producing through these schemes, a systematic chain of an incorruptible and virile police leadership with a bias for good public relationship.

Police Colleges

There are four Police Colleges located at Ikeja, Kaduna, Maiduguri and Orji River and their historical evolution have been briefly discussed above. Each of the colleges is strategically located to cater for training needs of the geographical location where it is located. The college runs the following courses:

- (i) Basic Recruit Training
- (ii) Inspector Promotion Course
- (iii) Rank and File Promotion Course
- (iv) PC Promotion Course
- (v) Inspector Development Course
- (vi) NCO Development Course
- (vii) PC Development Course
- (viii) Officers Traffic Course
- (ix) Inspector Traffic Course
- (x) Rank and File Traffic Course
- (xi) First Aid Course
- (Xii) Rank and File Guards Course
- (Xiii) Rank and File Drill Course
- (xiv) Drivers Refresher Course
- (xv) Motor Maintenance Course
- (xvi) Doron Simulator Course

The Police Detective College, Enugu

The Force runs at Detective College that is situated at Enugu where the bulk of inspectors and rank and file deployed in the investigative and intelligence outfits are retrained. The programmes of the college include:

- (i) Detective Course
- (ii) Anti-Fraud Course
- (iii) Fingerprint Course
- (iv) Modus Operandi Course
- (v) Prosecution Course
- (vi) Photographic Course
- (vii) Criminal Intelligence Course

(viii) Scene of Crime Course

(ix) Criminal Records and Statistics Course

Each of the courses offered is specially designed to enhance the professional knowledge and proficiency of participants who are already, or will thereafter, be deployed for investigation duties. More specifically, the detective course will give a general overview of the ability to investigate all criminal cases and present criminal evidence before any court of law in a logical and professional manner.

Other Specialized Schools

(i) Force School of Communication Ikeja and Kaduna: This school runs courses in Wireless Telegraphy and Radio/Television Operations. These courses are designed to enhance the capability of participants to be able to handle all wireless communication of the force. The training acquired promotes utmost confidentiality as may be required in both open and covert operations and intelligence gathering during very serious emergencies and crime prevention/control operations.

(ii) Mounted Training School (MTS) Jos offers mounted basic training for men on horses and camels who are often needed for different situations. It is a six month training programme for fresh intakes into the force. These animals can be most valuable aids to policing depending of the geographical location and terrain in which they are deployed. In the desert, camels are used for border patrols where men in motor vehicles cannot be deployed. Horses can be used in areas where there are no access roads as well as crowd control during big events. The Force Mounted Trainings School offers course to cover requirement of police officers on Force animals.

(iii) Dog Handler's Training School, Jos: This school offers basic dog handling, narcotics and crowd control courses. Dogs are essential to police activities as they contribute in no small way to crime prevention and detection as well as crowd control efforts of the Force. Dog handler's training is therefore a very important part of police training. Handlers are trained to detect crime, hard/dangerous drugs and explosive. Dogs can be used to control large crowds during big events.

(iv) School of Music Ikeja: The School of Music of the Nigeria Police Force provides entertainment for the force during ceremonial parades, visits by foreign heads of state, funeral

services, etc. the school trains policemen and women to become musicians in the Force for the purpose of providing the needed entertainment. Martial music, jazz, highlife, bugle calls/signals, etc. are areas of specialization.

(v) Foreign Training: Apart from the courses offered by police training institutions in Nigeria and those offered by external (nonpolice) training institutions in Nigeria, the department also maintains a list of approved courses in institutions outside the country for patronage. Periodically, the Inspector General of Police sponsor officers in these training institutions to enhance their professional competence. These institutions include:

- (i) Senior Command Course at Bramshill –UK
- (ii) Police Order Management at West Yorkshire
- (iii) Operations and Traffic Management Course at Greater Manchester Police Training School UK
- (iv) “Train the trainers” course at Harrowgate UK
- (v) Senior Detective Course at Royal Mounted Police College, Ottawa
- (vi) Explosives and Ordinance Disposal Reorientation Course at the USA (Hazardous Disposal School, Alabama)
- (vii) Ballistic E. O. D. Course in USA
- (viii) Microcomputer Orientation Course at University of Boston USA
- (ix) Handwriting Analysts Course in the United Kingdom
- (x) Ballistics Course at Harrowgate United Kingdom
- (xi) Helicopter Pilot Course at the USA –mandatory recurrent training for aircraft pilots and engineers/technicians
- (xii) Police Academy in Cairo for various courses.

RECRUITMENT

Recruitment in the Nigeria Police Force (NPF) is a critical process that plays a vital role in shaping the composition, competence, and effectiveness of the police force. The recruitment process is governed by established procedures and guidelines aimed at selecting qualified candidates who possess the requisite skills, integrity, and commitment to serve and protect the Nigerian populace. Here's an overview of the recruitment process in the Nigeria Police Force:

Advertisement and Notification: The recruitment process typically begins with the publication of recruitment advertisements in national newspapers, online platforms, and other relevant media outlets. These advertisements provide details about the recruitment requirements, eligibility criteria, application procedures, and deadlines.

Eligibility Criteria: Prospective candidates must meet specific eligibility criteria to qualify for recruitment into the Nigeria Police Force. These criteria often include age requirements, educational qualifications, physical fitness standards, and citizenship status. For example, candidates must usually be Nigerian citizens, aged between 18 and 25 years, possess a minimum of secondary school education, and meet certain height and physical fitness requirements.

Application Submission: Interested candidates are required to submit their applications through designated channels, which may include online application portals, recruitment centers, or specified police command headquarters. Applicants must provide accurate and verifiable information, including personal details, educational qualifications, employment history, and other relevant documents.

Screening and Shortlisting: Following the submission of applications, candidates undergo a screening process to assess their eligibility and suitability for further consideration. This screening may involve verification of documents, background checks, and preliminary assessments of candidates' physical fitness, medical fitness, and character.

Written Examination: Qualified candidates are invited to participate in written examinations designed to assess their cognitive abilities, aptitude, and knowledge in relevant subject areas such as mathematics, English language, general knowledge, and current affairs. The written examination helps to identify candidates with the necessary intellectual capabilities to succeed in police training and service.

Physical and Medical Tests: Candidates who pass the written examination may undergo physical and medical tests to evaluate their physical fitness, health status, and suitability for police duties. These tests typically include physical fitness assessments, medical examinations, vision tests, and psychological evaluations to ensure that candidates are physically and mentally fit for police service.

Interview and Assessment: Shortlisted candidates may be invited to participate in interviews and assessment exercises conducted by panels comprising experienced police officers and recruitment officials. The interview and assessment process aims to evaluate candidates'

communication skills, interpersonal skills, problem-solving abilities, and suitability for police work.

Training: Successful candidates are subsequently admitted into the Nigeria Police Force Training Academy or other designated training institutions for basic recruit training. Police training programs typically cover a wide range of subjects, including law enforcement techniques, criminal law, human rights, community policing, firearms proficiency, and leadership development. Recruits undergo rigorous training to prepare them for the challenges and responsibilities of policing in Nigeria.

Appointment and Deployment: Upon successful completion of training, recruits are appointed as probationary police officers and deployed to various police commands and units across Nigeria. Newly appointed officers may undergo further on-the-job training and mentoring under the supervision of experienced police personnel to enhance their skills and competencies in specific policing roles.

Career Progression: The Nigeria Police Force provides opportunities for career advancement and professional development through promotions, specialized training programs, and advanced educational opportunities. Police officers can progress through various ranks and positions within the force based on their performance, experience, and qualifications.

PROFESSIONAL DEVELOPMENT

Professional development plays a crucial role in enhancing the capabilities, competencies, and effectiveness of police officers in Nigeria. Continuous training and skill-building initiatives are essential for keeping officers abreast of emerging trends, evolving threats, and best practices in law enforcement. The professional development of police officers in Nigeria encompasses various activities and programs aimed at improving their knowledge, skills, attitudes, and behaviors. Here's an overview of the professional development opportunities available to police officers in Nigeria:

Basic Recruit Training: The professional development journey for police officers in Nigeria often begins with basic recruit training at the Nigeria Police Force Training Academy or other accredited training institutions. Basic recruit training programs typically cover a wide range of subjects, including law enforcement techniques, criminal law, human rights, communication

skills, conflict resolution, and physical fitness. Recruits undergo rigorous training to prepare them for the demands and responsibilities of police work.

In-Service Training: In-service training programs provide serving police officers with opportunities to enhance their knowledge and skills throughout their careers. These training programs may focus on specialized areas such as investigative techniques, crime scene management, forensic science, leadership development, community policing, counterterrorism, hostage negotiation, and crisis management. In-service training programs are designed to address specific training needs and professional development priorities identified within the Nigeria Police Force.

Leadership Development: Leadership development programs are essential for preparing police officers for leadership roles and responsibilities within the Nigeria Police Force. Leadership development initiatives may include training workshops, seminars, mentoring programs, and leadership courses aimed at developing leadership competencies such as strategic thinking, decision-making, communication, team building, and conflict resolution. Effective leadership development programs empower officers to lead by example, inspire others, and drive positive change within their organizations.

Promotion Examinations: Promotion examinations are conducted to assess the knowledge, skills, and suitability of police officers for advancement to higher ranks within the Nigeria Police Force. Officers aspiring for promotion must demonstrate proficiency in relevant subject areas, including police procedures, criminal law, leadership principles, and organizational management. Promotion examinations serve as a mechanism for recognizing and rewarding officers who have demonstrated exceptional competence and dedication to their duties.

Specialized Training Programs: Specialized training programs provide police officers with advanced skills and knowledge in specific areas of law enforcement. These programs may include advanced firearms training, tactical operations, intelligence analysis, and cybercrime investigation, drug enforcement, trafficking in persons, gender-based violence, and child protection. Specialized training equips officers with the expertise needed to address complex and emerging security challenges effectively.

External Training Opportunities: Police officers in Nigeria may also have access to external training opportunities offered by international organizations, foreign law enforcement agencies, academic institutions, and professional associations. External training programs may focus on

topics such as human rights, rule of law, crime prevention strategies, and international policing standards. Participation in external training programs enhances officers' exposure to global best practices and facilitates knowledge exchange and collaboration with counterparts from other countries.

Continuing Education: Continuing education programs enable police officers to pursue higher education qualifications, such as diplomas, bachelor's degrees, master's degrees, and professional certifications, while serving in the Nigeria Police Force. Higher education qualifications enhance officers' analytical skills, critical thinking abilities, and decision-making capabilities, enabling them to perform more effectively in their roles and contribute to organizational excellence.

Performance Evaluation and Feedback: Regular performance evaluation and feedback mechanisms are integral to the professional development of police officers in Nigeria. Performance evaluations provide officers with constructive feedback on their performance, identify areas for improvement, and recognize exemplary performance. Feedback mechanisms facilitate open communication between supervisors and officers, promote accountability, and support continuous learning and development.

By investing in the professional development of police officers, the Nigeria Police Force can enhance its overall effectiveness, professionalism, and public trust. Professional development initiatives empower officers to adapt to evolving security challenges, uphold the rule of law, protect citizens' rights, and maintain public safety and security across Nigeria.

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WEEK 8

POLICE CULTURE AND ETHICS

Police culture in Nigeria is complex and often characterized by a mix of positive and negative attributes. While there are dedicated officers committed to upholding the law and protecting citizens, there are also challenges such as corruption, abuse of power, and lack of accountability within the force. Here are some key aspects of police culture in Nigeria:

Corruption: Corruption within the Nigerian police force has been a long-standing issue. Officers may demand bribes from citizens, engage in extortion, or misuse their authority for personal gain. This corruption undermines public trust and hampers effective law enforcement.

Reference: Transparency International's Corruption Perceptions Index, various reports on corruption in Nigeria

Use of Force and Human Rights Violations: There have been reports of police brutality and human rights violations in Nigeria, including extrajudicial killings, torture, and arbitrary arrests. Instances such as the #EndSARS protests in 2020 highlighted widespread concerns about police brutality and impunity.

Reference: Amnesty International reports, Human Rights Watch reports

Political Influence: The Nigerian police force is often influenced by political interests, leading to biased law enforcement practices and interference in legal processes. Political elites may use the police to suppress dissent or target opponents, undermining the rule of law.

Reference: Various news articles and investigative reports on political interference in Nigerian law enforcement

Ethical Challenges: While there are many dedicated and ethical police officers in Nigeria, the institutional culture may not always support or reward ethical behavior. Officers may face pressure to conform to corrupt practices or turn a blind eye to misconduct within their ranks.

Reference: Academic studies on police culture and ethics in Nigeria

Reform Efforts: Efforts to reform the Nigerian police force have been ongoing, with initiatives aimed at improving professionalism, accountability, and respect for human rights. However, progress has been slow, and systemic challenges persist.

Reference: Government statements, reports from international organizations involved in police reform

Community Policing: There is growing recognition of the importance of community policing in Nigeria, emphasizing collaboration between the police and local communities to address crime and security challenges. Community policing approaches aim to build trust, improve communication, and empower communities to play a proactive role in maintaining security.

Reference: Academic research on community policing initiatives in Nigeria, government policies promoting community engagement.

These points provide an overview of police culture in Nigeria, highlighting both the strengths and weaknesses of the system. It's essential to recognize the complexities involved and the need for comprehensive reforms to address longstanding challenges and build a more accountable and effective police force.

ETHICS

Police ethics in Nigeria involve the principles, values, and standards that guide the behavior and conduct of police officers in the performance of their duties. While there are dedicated officers committed to upholding ethical standards, challenges such as corruption, abuse of power, and lack of accountability can undermine ethical conduct within the force. Here's an exploration of police ethics in Nigeria:

Professionalism: Police ethics in Nigeria emphasize the importance of professionalism in law enforcement, including adherence to codes of conduct, respect for human rights, and proficiency in handling various situations. However, challenges such as inadequate training and resource constraints can hinder officers' ability to meet these standards.

Reference: Nigerian Police Force Code of Conduct

Integrity: Integrity is a core aspect of police ethics, encompassing honesty, transparency, and moral uprightness in all aspects of police work. However, instances of corruption, bribery, and other forms of misconduct can erode public trust and confidence in the police. Efforts to promote

integrity through training, oversight mechanisms, and disciplinary actions are crucial.

Reference: Reports from anti-corruption agencies, academic studies on police integrity

Accountability: Police ethics require officers to be accountable for their actions and decisions, both to the law and to the communities they serve. However, accountability mechanisms within the Nigerian police force have often been weak, leading to impunity for misconduct and human rights abuses. Strengthening accountability through transparent investigations, disciplinary procedures, and civilian oversight is essential.

Reference: Reports from human rights organizations, recommendations from international bodies

Respect for Human Rights: Upholding human rights is a fundamental aspect of police ethics. This includes respecting the rights and dignity of all individuals, regardless of their background or status, and ensuring fair treatment and due process under the law. Instances of police brutality, torture, and extrajudicial killings undermine this principle and require robust measures to prevent and address such violations.

Reference: Reports from Amnesty International, Human Rights Watch, and other human rights organizations

Community Engagement: Ethical policing in Nigeria involves building positive relationships with the communities served, fostering trust, and promoting collaboration in addressing crime and security challenges. Community engagement strategies aim to involve citizens in policing efforts, enhance communication, and address the root causes of crime. However, mistrust and negative perceptions of the police can hinder effective community engagement.

Reference: Government policies on community policing, academic research on community-police relations

These points illustrate the importance of police ethics in Nigeria and the challenges faced in upholding ethical standards within the police force. Addressing these challenges requires comprehensive reforms, including training programs, institutional reforms, and stronger accountability mechanisms, to promote professionalism, integrity, and respect for human rights among Nigerian police officers.

WEEK 9

COMMUNITY POLICING AND PROBLEM-ORIENTED POLICING

Forms of Policing Strategies

Three corporate strategies for policing have been identified as:

- i. Strategic policing
- ii. Community policing and
- iii. Problems- oriented policing.

Strategic policing

Involves a continued reliance on traditional police operations, but with an increased emphasis on crimes that are not generally well controlled by traditional policing (for example serial offenders, gangs, organised crimes, drug distribution networks, and white collar and computer crimes) Strategies policing represents an advanced stage of traditional policing, using innovative enforcement techniques, including intelligence operations, electronic surveillance, and sophisticated forensic techniques.

Problem- oriented policing

Emphasizes the fact that many crimes are caused by underlying social problems. It attempts to deal with these underlying problems instead of just responding to each crime incident.

Community Policing

Community policing and problem- oriented policing are very similar approaches to the problems of crime and disorder in our communities. Most departments adopting a community policing programme also follow many of the tenets of problem solving policing. These two philosophies or strategies tend to go hand in hand. Community policing is an attempt to involve the community as an active partner with the police in addressing crime problems in the community. It is said that community policing can play a vital role in reducing three important kinds of violence in the community:

- (a) Individual violence ranging from street crime and domestic abuse to drug – related violence.
- (b) Civil unrest, which can often include gang violence and open confrontations among various segments of society, specifically the police and
- (c) Police brutality.

Skolnick and Bayley (1988) pointed out the following in regard to Community Policing among the world's industrial democracies, community oriented policing represents what is progressive

and forward— looking in policing. In Western Europe, North America, Australia, New Zealand and the far East, community policing is being talked about as the solution to the problems of policing. Jeremy Travis (1997) speaking about Community Policing strategies in response to the dramatic decrease in crime in USA during the mid to late 1990s, noted the dramatic decline in crime occurring in many of our nation’s cities has generated an intense public debate over the cause or causes, among them a number of eminent criminologists have credited much of the drop in crime to better and smarter policing”. Community Policing mandates the police to work with the community, not against it, to be effective. It seeks to replace our traditional methods of police patrol with joint community and police efforts to find proactive, innovative solutions to crime and disorder on our streets. Community policing, with its emphasis on openness and partnerships has broadened police awareness and extended police capabilities. The police have been willing to accept community help in both setting priorities and carrying out operations. Herman Goldstein (1987) offers the following list of the most important benefits of community policing:

- a. A more realistic acknowledgement of police functions.
- b. A recognition of the interrelationships among police functions.
- c. An acknowledgement of the limited capacity of the police to accomplish their jobs on their own and of the importance of an alliance between the police and the public.
- d. Less dependence on the Criminal Justice System and more emphasis on new problem solving methods.
- e. Greatly increased use of the knowledge gained by the police of their assigned areas.
- f. More effective use of personnel.

Philosophy of Community Policing

Community policing is a new philosophy of policing, based on the concept that police officers and private citizens working together in creative ways can help solve contemporary community problems related to crime, fear of crime, social and physical disorder and neighborhood decay. The philosophy is predicated on the belief that achieving these goals requires that police department should develop new relationship with the law abiding people in the community, allowing them a greater voice in setting local police priorities and involving them in efforts to improve the overall quality of life in their neighborhoods. It shifts the focus of police work from handling random calls to solving community problems.

The community policing philosophy is expressed in new organizational strategies that allow police departments to put theory into practice. This requires freeing some patrol officers from the isolation of the patrol car and the increased demands of the police radio, so that these officers can maintain direct, face to face contact with people in the same defined geographic (beat) area every day. This new Community Policing Officer (CPO) serves as a generalist, an officer whose mission includes developing imaginative new ways to address the broad spectrum of community concerns. The goal is to allow CPOs to own their beat areas so that they can develop the rapport and trust that is vital in encouraging people to become involved in efforts to address the problems in the neighborhoods. The CPO not only enforces the law, but supports and supervises community based efforts aimed at local concerns. The CPO allow people direct input in setting day to day local police priorities in exchange for the co-operation and participation in efforts to police themselves.

Approaches to Problem -Oriented Policing

The idea of problem-oriented policing can be attributed to Herman Goldstein, a law professor at the University of Wisconsin. The problem-oriented approach to policing was first mentioned by Goldstein in a 1979 article calling for a new kind of policing, which he termed Problem-oriented Policing. In traditional policing, most of what the police do is incident driven. They drive to incident after incident, dealing with each one and responding to the next. Problem solving policing or problem-oriented policing however, forces the police to focus on the problems that cause the incidents. Commenting on incident driven policing, Eck and Spelman (1987), stated that “often officers tend to respond to similar incidents at the same location numerous times – burglaries in a certain housing project – car thefts in a certain parking lot. Because the police have traditionally focused on incidents, rarely have they sought to determine the underlying causes of these incidents. Problem – oriented policing tries to find out what is causing citizen call for helps. The problem-oriented policing strategy consists of four distinct parts Scanning, Analysis, Response and Assessment, (SARA). Problem-oriented policing practitioners call this scanning, analysis, response, and assessment process by the acronym SARA. In the scanning process, groups of officers discuss incidents as “problems instead of as specific incidents and criminal law “concepts, such as robberies or larcenies”. A robbery, which used to be thought of as a single incident in scanning process is thought of as being part of a pattern of robberies, which in turn might be related to another problem, such as prostitution – related robberies in a

particular area of the city. After defining the problem, officers begin ‘analysis’. They collect information from a variety of sources including non- police sources, such as members of the business community, other city agencies, or local citizens.

The officers then use the information to discover the underlying nature of the problem, its causes, and options for solutions. After scanning and analysis, the police begin ‘responses’. They work with citizens, business owners and public and private agencies to prepare a programme of action suitable to the particular problem. Solution may include arrest but also may involve action by other community agencies and organizations. In the assessment process after the police make their response to the problem – they evaluate the effectiveness of the response. They may use the results to revise the response, collect more data, or even to redefine the problem. Problem-oriented policing aspect officers’ thinking: they are not just responding to yet another call for duty but are dealing with the underlying causes of incidents to prevent these incidents from happening again. It involves officers using all resources not only police department sources to deal with problems. Sparron, Moor and Kennedy (1988) offer the following commentary on problem – oriented policing. “Problems – oriented policing with its emphasis on thoughtful police work ... has challenged police to pay renewed attention to the causes and patterns of crime. It has also added to their arsenal new techniques of analysis, dispute resolution and crime prevention and increased willingness to engage in productive co-operative relationships with other municipal agencies”. There are many new tools available to law enforcement today to assist with this problem analysis as “an approach method/process conducted

S – A- R –A

S – Scanning

A – Analysis

R – Response

A – Assessment

Current Ways of Doing Community Policing

The concepts of Community Policing and Problem – Oriented Policing have virtually merged in the past decade and can generally be looked at as one philosophy. Several labels have been given to this philosophy in addition to community policing and problem solving policing. Whatever the name given to this philosophy the concept is the same, the involvement of the community as a partner in the policing process and an emphasis on proactive problem oriented policing as

opposed to incident - driven policing. According to Rachlin (1997) “Community Policing has grown to be more than just a philosophy calling for police to co-operate with the public in addressing crime problem. Today, police agencies are beginning to mirror financial telecommunications, and other industries and institutions by offering various” “products” other than their core service to satisfy the ever-changing public. This philosophy emphasizes that policing is done by everyone in the community and that police officers are paid professionals who facilitate it. Its refocusing includes many programmes among which are:

- (a) A gang unit that tracks gangs activity and saturates areas manifesting and increased in gang crime.
- (b) A neighborhood officer programmes through which officers are assigned to particular neighborhoods within the city.
- (c) Housing authority officers who work in the public housing areas.
- (d) Community Restitution Division in which sworn officers supervise offenders’ probation and restitution.
- (e) A liaison officer who work with senior services and the local crisis center to enhance service through better criminal investigation, information and education.
- (f) School liaison officers, who provide support for the schools, teach Gang Resistance Education. They also provide awareness training programmes and attend to students’ social and sporting activities.
- (g) A social service coordinator who offer immediate assistance to victims of crime and of domestic violence.
- (h) Community outreach workers who offer special services to the city population.
- (i) A phone line for reporting crime anonymously.
- (j) Crime prevention/community relations programmes, including neighborhood watch citizens patrol, and other volunteer activities.
- (k) Police officers involvement on numerous community boards and committees that are working to prevent crime, drug use and gang activity.
- (l) Use of an American Telephone and Telegraph (AT&T) language line should be use. This is a telephone language line that provides translation for more than 200 foreign languages.

The Concept of Community Policing Project in Nigeria

Former President Obasanjo formally launched the Nigeria Police Community Policing Project on 27 April 2004. A programme is now being implemented by Nigeria police to introduce community policing throughout Nigeria. Community policing is founded on the principle that in a democratic society, the police are entrusted by their fellow citizens to protect and serve the public's fundamental rights to liberty, equality and justice under the law. Many police forces throughout the world claim to practice community policing but the concept can be misunderstood and misapplied. Often community policing is perceived as a single model or technical specification that can somehow be transplanted into any policing environment regardless of organizational, cultural or social context. In fact, community policing is a philosophy and value system against which policing objectives and performance are measured. Therefore local models can and will share and retain the same set of key principles and core values. Examples of community policing outfit in Western Nigerian Security Network codenamed 'Amotekun' established January 2020, by the south western states.

Rationale for Community Policing in Nigeria

The reasons for adopting the more proactive approach inherent in community policing are both philosophical and pragmatic. At the philosophic level, any police organization that seeks to serve democratic and humanitarian ideals must be (and be seen to be) transparent, fair, apolitical, accountable and responsive to public perceptions and expectations. Such policing is characterized by the notion of "police service" rather than "police force", where the most significant benchmarks of performance are public satisfaction, trust and confidence.

At the pragmatic level, there exists an awareness of the inadequacy of the traditional approach to policing, which tends to be reactive and exclusively law-enforcement based, an ultimate not effective in preventing crime and anti-social behaviour within society. Further, a predominantly reactive policing style encourages a police culture, whereby the police and public develop a separatist 'them and us' mentality towards one another. The inevitable outcome is that the police image suffers, public confidence declines, and cooperation is nonexistent. Finance provides another pragmatic and compelling reason to pursue a community policing style. Citizens and their elected representatives are entitled to demand value for their money. They should be able to prove that they have spent their budget wisely and that resources have been targeted effectively towards social priorities. If the police can demonstrate that they are

operationally cost effective and achieving results, in service quality and public satisfaction, they gain a significant edge in the bidding for future finance and resources.

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WEEK 10

CONTEMPORARY ISSUES IN POLICE ADMINISTRATION IN NIGERIA

Contemporary issues in police administration in Nigeria encompass a wide array of challenges that impact the effectiveness, integrity, and public perception of law enforcement agencies in the country. These issues arise from various factors, including institutional shortcomings, societal dynamics, political influences, and economic conditions. Here's an in-depth exploration of some key contemporary issues:

Corruption and Misconduct: Corruption within the Nigerian police force remains a pervasive issue. Officers frequently engage in corrupt practices such as bribery, extortion, and embezzlement, tarnishing the reputation of the entire institution. This corruption erodes public trust and undermines the legitimacy of law enforcement. The lack of accountability and oversight mechanisms exacerbates the problem, allowing corrupt practices to persist with impunity.

Human Rights Violations: Reports of human rights abuses by Nigerian police officers are alarmingly common. Extrajudicial killings, torture, arbitrary arrests, and unlawful detention are among the most prevalent violations. The Special Anti-Robbery Squad (SARS), a controversial police unit, gained notoriety for its involvement in numerous human rights abuses, sparking widespread protests demanding its disbandment in 2020.

Understaffing and Poor Training: The Nigerian police force suffers from significant understaffing, which strains resources and impedes effective law enforcement. Moreover, inadequate training exacerbates the problem, leaving officers ill-equipped to handle complex situations professionally and ethically. Insufficient investment in training and professional development contributes to low morale and ineffective policing.

Ethnic and Religious Biases: Ethnic and religious biases within the police force exacerbate tensions and undermine community relations. Reports of discrimination and harassment against minority groups are not uncommon, fueling resentment and distrust toward law enforcement. Addressing these biases requires comprehensive reforms, including diversity training and efforts to promote inclusivity within the police force.

Inadequate Infrastructure and Resources: Many police stations across Nigeria lack basic infrastructure and resources, including proper facilities, equipment, and vehicles. This hampers law enforcement operations and compromises officers' ability to respond effectively to emergencies. Insufficient funding exacerbates these challenges, limiting the capacity of the police force to fulfill its mandate.

Political Interference: Political interference in police affairs is a significant challenge in Nigeria. Politicians often exert undue influence over law enforcement agencies for personal or partisan gain, compromising their independence and impartiality. This interference undermines the rule of law and perpetuates a culture of impunity, where powerful individuals can evade accountability for their actions.

Addressing these contemporary issues requires comprehensive reforms at both the institutional and systemic levels. Strengthening accountability mechanisms, enhancing transparency, investing in training and infrastructure, promoting diversity and inclusivity, and ensuring political neutrality are among the key measures needed to improve police administration in Nigeria

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(WEEK 11 AND 12)

LEGAL AND ETHICAL CONSIDERATION IN CRIME SCENE INVESTIGATION

When it comes to Crime Scene Investigation (CSI) in Nigeria, there are several legal and ethical considerations that investigators must adhere to. These considerations are crucial for maintaining the integrity of the investigation process and ensuring justice is served. Here are some key points:

Legal Framework:

CSI in Nigeria operates within the framework of Nigerian laws, which include the Criminal Procedure Act, the Criminal Code, and the Administration of Criminal Justice Act (ACJA) 2015. These laws outline the procedures and guidelines for conducting investigations, handling evidence, and prosecuting offenders.

Reference:

Nigerian Criminal Procedure Act

Nigerian Criminal Code

Administration of Criminal Justice Act (ACJA) 2015

Chain of Custody:

Maintaining the chain of custody is essential to preserve the integrity of evidence. Proper documentation and handling of evidence from the crime scene to the courtroom are crucial to prevent contamination or tampering.

Reference:

ACJA 2015, Section 145-148

Respect for Human Rights:

Investigators must respect the human rights of suspects, victims, and witnesses throughout the investigation process. This includes ensuring fair treatment, avoiding coercion or torture, and protecting the privacy of individuals involved.

Reference: Nigerian Constitution, Chapter IV (Fundamental Rights)

Confidentiality and Privacy:

Investigators should uphold the confidentiality of sensitive information obtained during the investigation and respect the privacy of individuals, especially victims and witnesses.

Reference:

Nigerian Data Protection Regulation

Ethical Conduct:

CSI professionals must adhere to ethical standards and principles, including honesty, integrity, objectivity, and professionalism. They should avoid conflicts of interest and prioritize the pursuit of truth and justice.

Reference:

International Association for Identification (IAI) Code of Ethics

Training and Certification:

Investigators should receive adequate training in CSI techniques, forensic procedures, and ethical standards. Certification programs ensure that investigators meet professional standards and stay updated with advancements in the field.

Reference:

Nigerian Institute of Forensic Science Bill

Community Engagement and Transparency:

Building trust with the community is essential for effective CSI. Investigators should engage with the public, provide updates on investigations, and ensure transparency in their actions.

Reference:

Community Policing Framework in Nigeria

Collaboration with Other Agencies:

Collaboration between law enforcement agencies, forensic laboratories, legal professionals, and other stakeholders is necessary for successful CSI operations and prosecution of offenders.

Reference:

ACJA 2015, Section 38-43

By adhering to these legal and ethical considerations, CSI professionals in Nigeria can ensure the integrity of investigations, uphold human rights, and contribute to the administration of justice.

References:

Nigerian Criminal Procedure Act

Nigerian Criminal Code

Administration of Criminal Justice Act (ACJA) 2015

Nigerian Constitution

Nigerian Data Protection Regulation

International Association for Identification (IAI) Code of Ethics

Nigerian Institute of Forensic Science Bill

Community Policing Framework in Nigeria

WEEK 13

REVISION