

**ANTI-CORRUPTION ACADEMY OF NIGERIA (ACAN)**  
**INDEPENDENT CORRUPT PRACTICES AND OTHER RELATED OFFENCES**  
**COMMISSION**

**BROCHURE**

**2017**

# ANTI-CORRUPTION ACADEMY OF NIGERIA

## BROCHURE

The Anti-Corruption Academy of Nigeria is the Research and Training arm of the Independent Corrupt Practices and Other Related Offences Commission, ICPC.

### **Location**

The Anti-Corruption Academy of Nigeria  
Kilometre 46, Abuja-Keffi Expressway  
Keffi, Nasarawa State

### **All Correspondence to:**

The Anti-Corruption Academy of Nigeria  
Independent Corrupt Practices and Other Related Offences Commission  
Plot 802, Constitution Avenue  
Central Area  
Abuja

### **Websites:**

[www.icpcacademy.gov.ng](http://www.icpcacademy.gov.ng)  
[www.anticorruptionacademy.com](http://www.anticorruptionacademy.com)

### **Email:**

[academy@icpc.gov.ng](mailto:academy@icpc.gov.ng); [acan.icpc@outlook.com](mailto:acan.icpc@outlook.com) and [provost.academy@icpc.gov.ng](mailto:provost.academy@icpc.gov.ng)

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GCBC 06: Making Impactful Presentation Using PowerPoint

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PIC 04: Improving Performance of Anti-Corruption Assistants (Technicians & Drivers)

PIC 05: Improving Registry Administration in the Public Service

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PIC 09: Data Management and Security

## **8. 2016 Programmes in Pictures**

## **OUR VISION**

**To become a model manpower development institution, sustainably providing the necessary connection between theory and practice, to drive the fight against corruption and related crimes in Africa and beyond**

## **OUR MISSION**

**To be a centre of excellence; enhancing multi-disciplinary approach to the fight against corruption through Training, Research, Documentation and Advisory Services**

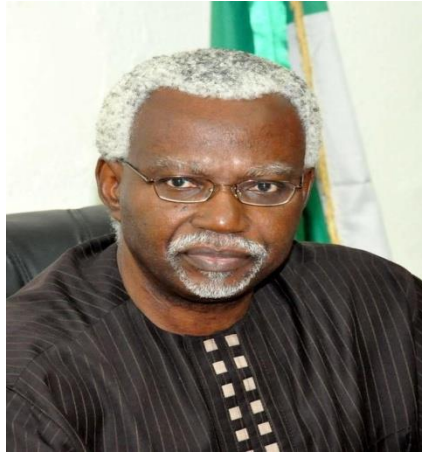
# OUR PHILOSOPHY

**Corruption and related crimes can be controlled through robust training and retraining that are grounded in sound policy formulation, operational efficiency, good management culture, behaviour and communication skills that are required to drive a corruption-free society**

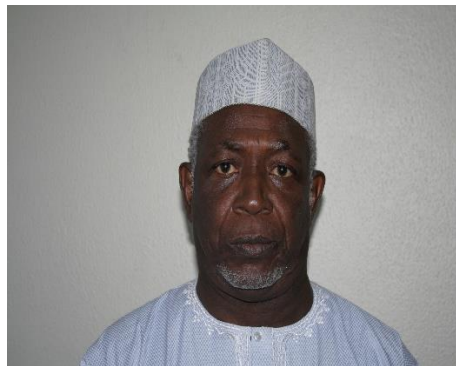
# OUR VALUES

- **Excellence** in service delivery
- **Innovation** in research, teaching and learning
- **Professionalism** in knowledge dissemination
- **Partnership** with national and international stakeholders
- **Integrity** in conduct and practice

## ICPC BOARD



**Barr. Ekpo Nta**  
*Chairman, ICPC*



**Barr. Bako Abdullahi**  
*Hon. Member*



**Dr. Elvis E. Oglafa**  
*Secretary to the Commission*

## ABOUT THE ICPC

The Independent Corrupt Practices and Other Related Offences Commission (ICPC) came into being in June, 2000 with the enactment of the Corrupt Practices and Other Related Offences Act, 2000<sup>1</sup>. The Act was signed into law on 13th June, 2000 by Nigeria's former President, Chief Olusegun Obasanjo, following which the ICPC was inaugurated on 29th September, 2000.

In Section 6 of the Act, the Commission is mandated to carry out investigation, prosecution, system study and review, education as well as enlistment and fostering of public support in combating corruption.

Before the establishment of the ICPC, Nigeria had been stigmatized by the international community as being very corrupt and classified as the second most corrupt country in the world. For three consecutive years; 2000, 2001 and 2002, it maintained this unenviable position. The rating came up as a consequence of failed attempts to wipe out corruption or reduce it to the barest minimum in the country.

The Penal Code and the Criminal Code which were in existence before the enactment of the Act, contain provisions meant to prohibit corruption and punish the corrupt. However, the enactment of the Act setting up the ICPC marked the first time a specialized agency was established to fight corruption.

The Act is made up of 71 Sections:

Section 1	Citation of the Act
Section 2	Interpretation of the Act
Sections 3-7	Establishment of the Commission and provides for the appointment and powers of its officers. In particular, Section 6 spells out the mandate of the Commission which is not only penal but also preventive and advisory
Sections 8-26	Offences and penalties
Sections 27-42	Powers of investigation, search, seizure and arrest
Sections 43-52	Provisions relating to powers of the Chairman of the Commission and asset recovery, among others
Sections 53-60	Relate to evidence
Sections 61-64	Prosecution and trial of offences
Sections 65-71	General provisions

Apart from sections 8–26 as noted above, sections 28 and 64 of the Act also cover offences and their penalties. The various offences have been broadly grouped into eight classes, i.e.:

- |                                   |   |
|-----------------------------------|---|
| 1. Sections 8,17,19,24            | Gratification                           |
| 2. Sections 8,9,10,18,19,21,22,23 | Bribery                                 |
| 3. Sections 12,13,19              | Fraud                                   |
| 4. Section 14                     | Postal Crimes                           |
| 5. Sections 16,25,64(3)           | False Statements                        |
| 6. Section 15                     | Deliberate Frustration of investigation |
| 7. Section 26                     | Conspiracy                              |
| 8. Section 28                     | Concealment of Information              |

Section 61 (2) of the Act also empowers the ICPC to prosecute a public officer or any other person for the offences of bribery, corruption or any other related offences committed by such public officer or other persons contrary to any laws in force before or after the coming into effect of the Act.

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<sup>1</sup> Section 3(1) of the Corrupt Practices and Other Related Offences Act, 2000 hereinafter referred to as the Act

The independence of the Commission is guaranteed under Section 3 (14) of the Act, though the Commission draws its fund through the National budgetary process. Legislative oversight is performed by the Committees on Anti-Corruption of the National Assembly, namely: The Senate Committee on Drugs, Narcotics, Financial Crimes and Anti-Corruption, and the House of Representatives Committee on Anti-Corruption, National Ethics and Values.

The Board of the Commission consists of a Chairman and twelve (12)<sup>2</sup> other members, two of whom shall come from each of the six geo-political zones. The Chairman and members of the Commission who shall be persons of proven integrity shall be appointed by the President, upon confirmation by the Senate, and shall not begin to discharge the duties of their offices until they have declared their assets and liabilities as prescribed in the Constitution of the Federal Republic of Nigeria. The Chairman has the powers to control, supervise and give general direction for the efficient and effective functioning of the Commission. In this regard, he is empowered to issue Standing Orders as provided by Section 7(1) of the Act. The Act also provides for a Secretary, who shall be appointed by the President, and shall function under the general direction of the Chairman, and is responsible for keeping the records of the Commission as well as the general administration and control of the staff of the Commission.

The operational duties and execution of policies are carried out by 9 Departments and 10 Units, namely:

#### **Departments**

1. Investigation
2. Legal
3. Planning, Research and Review
4. Education
5. Public Enlightenment
6. Special Duties
7. Corruption Monitoring and Evaluation
8. Administration
9. Finance and Accounts

#### **Units**

1. Chairman's Special Unit
2. Financial Investigation
3. Special Investigation Team
4. Assets Tracing, Recovery and Management
5. Procurement
6. International Co-operation
7. Intelligence and Security Support
8. Record and Documentation
9. Petition Registry
10. Audit

The Headquarters of the ICPC is situated in Abuja, the Federal Capital Territory (FCT). The Act also empowers the ICPC to “establish one or more branch offices in each State of the Federation and the Federal Capital Territory, Abuja to carry out its functions”<sup>3</sup>. At present, the ICPC has offices in fifteen states of the federation with total staff strength of over eight hundred.

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<sup>2</sup> Section 3(3) of the Corrupt Practices and Other Related Offences Act, 2000

<sup>3</sup> Section 7(2) of the Corrupt Practices and Other Related Offences Act, 2000

# **THE ACADEMY**

## **Office of the Provost**

Professor Sola Akinrinade, *FNAL, FHSN, JP* - Provost

Matthew E. Ameh - Deputy Provost

Dr. Olatunde A. Aworanti – Visiting Lecturer

M. A. Baba (Deputy Commissioner) - Coordinator, ACAD/Initiative

Uloma Olekanma (Deputy Commissioner) – Coordinator, Translation and Languages

Mark Faison – Principal Superintendent

## **Departments and Units**

### **Administration**

Sampson M. Iroka (Assistant Commissioner) - Head of Department

Cynthia L. Odela (Mrs) - Assistant Superintendent/Administration

Eyitayo O. Ojo - Senior Investigator/Facilities Manager

### **Programmes**

Richard A. Bello (Assistant Commissioner) - Head of Department

Abdul Ahmed (Chief Superintendent/HoU) - Public Education

Akpan Nsuhoridem (Deputy Superintendent/HoU) – Prevention Studies

Akindele Ogunleye (Deputy Superintendent/HoU) - General Studies

TBA - Enforcement Studies

TBA – Mobilisation

### **Research and Documentation**

Godwin A. Oche (Assistant Commissioner) – Head of Department

### **Advocacy and External Relations**

Oluwasina Babasola (Assistant Commissioner) - Head of Department

### **Finance and Accounts**

Mutiat Lasisi (Mrs) (Asst. Chief Superintendent) - Head of Department

Babre S. Zabadi (Deputy Superintendent)

### **Intelligence and Security Support Unit**

Yahaya Maikasuwa (Assistant Superintendent)

Enada Stephen Jeremiah (Assistant Superintendent)

### **ICT Unit**

Mohammed Abubakar Baba'Abu (Deputy Superintendent/HoU)

### **Audit**

Mrs. Jumoke A. Bello (Senior Investigator/HoU)

## BACKGROUND

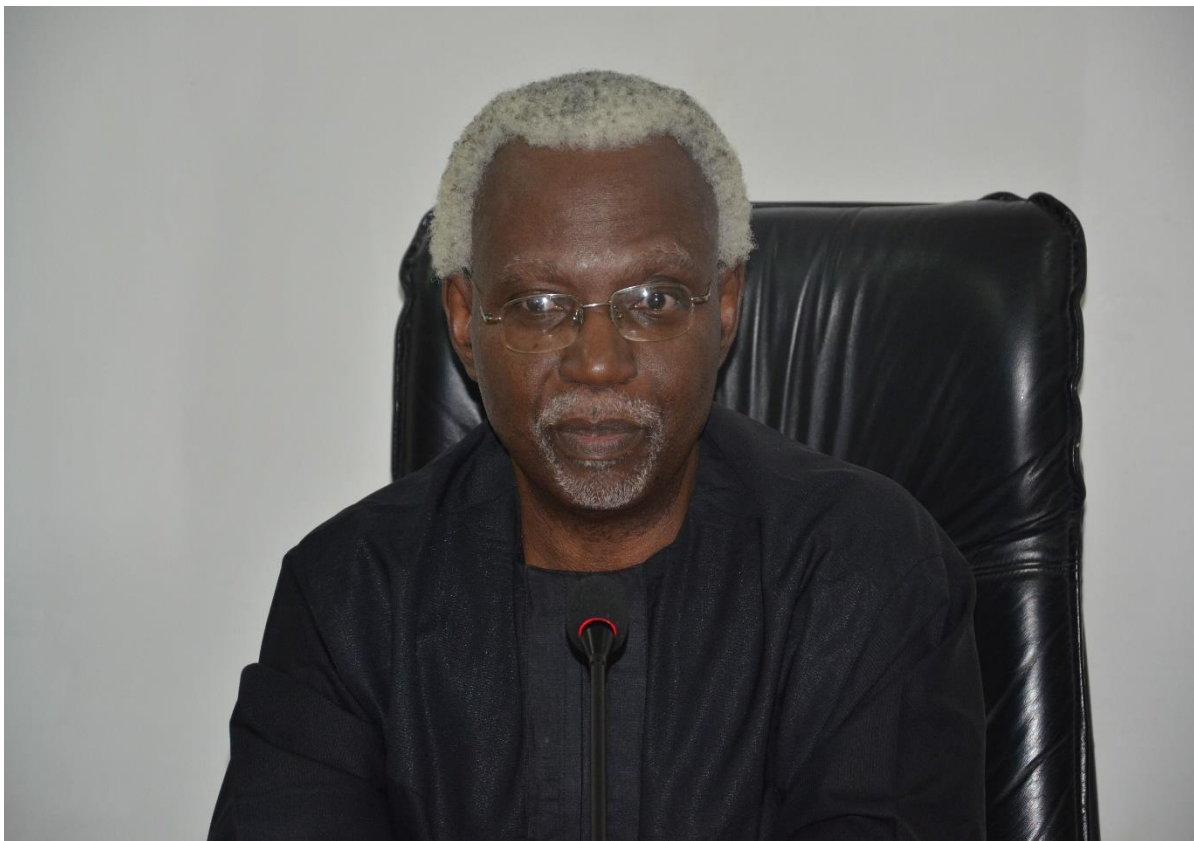
The Anti-Corruption Academy of Nigeria, the ICPC Academy, was established pursuant to Section 6 of the Corrupt Practices and Other Related Offences Act 2000 which empowers the Commission to carry out preventive, enforcement and enlightenment functions. By virtue of the provisions of section 6 of the Corrupt Practices and Other Related Offences Act 2000, the Commission is empowered to:

- a. Receive and investigate complaints from members of the public on allegations of corrupt practices and in appropriate cases prosecute the offenders.
- b. Examine the practices, systems and procedures of public bodies and where in the opinion of the Commission, such practices, systems or procedures aid or facilitate fraud or corruption, to direct and supervise a review of them.
- c. Instruct, advise and assist any officer, agency or parastatal on ways by which fraud or corruption may be eliminated or minimized by such officer, agency or parastatal.
- d. Advise heads of public bodies of any changes in practices, systems or procedures compatible with the effective discharge of the duties of the public bodies as the Commission thinks fit, to reduce the likelihood or incidence of bribery, corruption and related offences.
- e. Educate the public on and against bribery, corruption and related offences and
- f. Enlist and foster public support in combating corruption.

In order to carry out the above mandate effectively, the Commission must train its officers and other people who will assist in eradicating corruption in the society. The Commission can do this either by spending huge sums of money on training programmes designed by other institutions which might not strictly meet its requirements or establish an outfit which is designed to meet the skills needed for the fight against corruption. This second option is more cost effective, hence the establishment of the Academy.

Thus, it is in order to facilitate the effective implementation of its functions that the Commission decided to establish a training Academy known as the Anti-Corruption Academy of Nigeria (ACAN), to equip its staff with the necessary skills and knowledge that would enable them to perform at required levels. The Academy is also designed to provide training for public officers, public servants and the general public on good governance, accountability, transparency, integrity, ethics and all issues relating to corruption and corrupt practices, as well as build up a body of knowledge that will facilitate the development of knowledge-based anti-corruption policies in the country.

The establishment of ACAN is also partly in fulfilment of Nigeria's commitment to the regional and global initiative to rid the world of the menace, as the Academy is a key enabling instrument required for the successful implementation of the African Union Convention on Preventing And Combating Corruption (AUCPACC) and the United Nations Convention Against Corruption (UNCAC) respectively, in the country.



**ICPC Chairman, Ekpo Nta, Esq**

With this move, Nigeria has taken its place among the nations that have shown seriousness to tackle corruption under the AUCPACC and UNCAC initiatives. When these Conventions came into force in 2003 and 2005 respectively, they were the first legally binding regional and global anti-corruption instruments, clearly defining corruption in its various forms and setting templates to deal with them through constitutional and legal methods. The Conventions required signatory nations to implement a wide range of measures in areas such as law enforcement, asset recovery, mobilization of stakeholders and international co-operation, for the overall success of the national and global anti-corruption campaign.

In particular, the challenge posed by the UNCAC agenda gave rise to the need for an intellectual and practical support platform to guide, direct and co-ordinate the campaign. That was the background to the establishment of the International Anti-Corruption Academy (IACA) with headquarters in Laxenburg, Austria. IACA was mandated to provide education, capacity building and necessary technical assistance to relevant groups of stakeholders involved in the anti-corruption fight in both public and private sectors. The institution has been delivering on these mandates. Nigeria joined IACA in 2011 while her membership was ratified by the Federal Executive Council in 2012.

## ABOUT THE ANTI-CORRUPTION ACADEMY OF NIGERIA (ACAN)

Located in a serene environment in Keffi, Nasarawa State, 46 Kilometers from Abuja city centre, the Anti-Corruption Academy of Nigeria (ACAN) commenced activities in November 2014.



The Administrative building housing the auditorium and lecture rooms

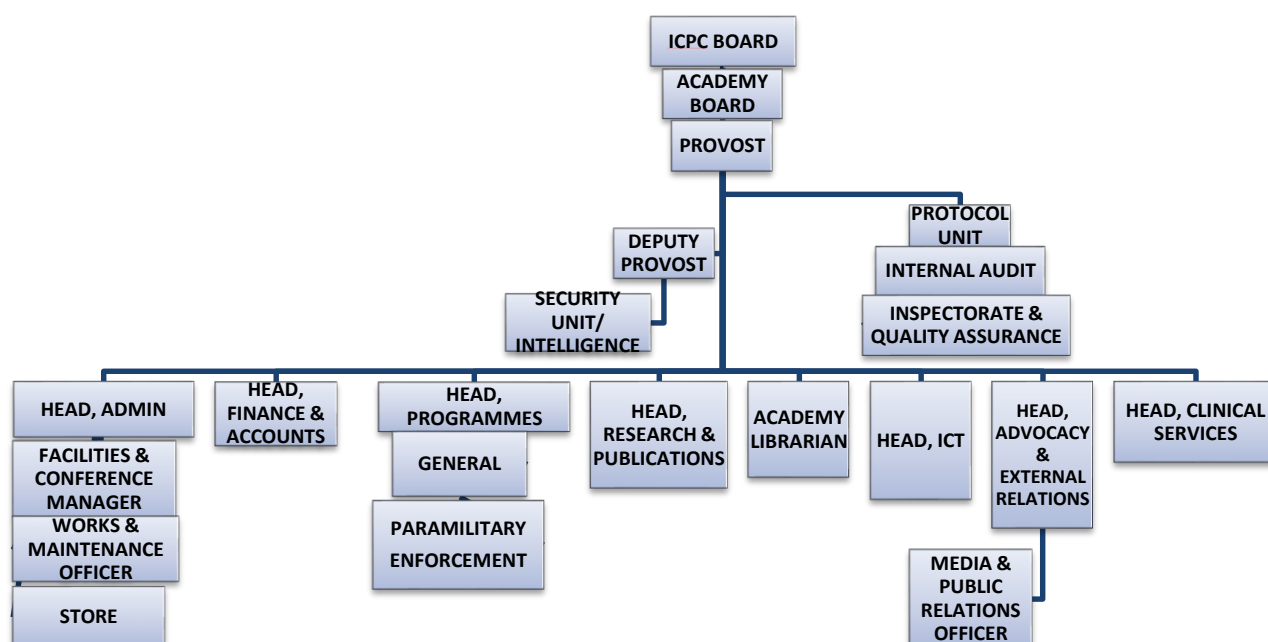
### Our Objectives

The objectives of the Academy are:

- To provide world-class law enforcement and anti-corruption education, for top professionals and administrators in the public and private sectors.
- To transform into an elite institution for law enforcement studies.
- To become a think-tank for policy formulation and implementation in the law enforcement and anti-corruption sector.
- To certify competencies of law enforcement professionals through short-duration courses, in-service training, certificate programmes, diploma courses and post-graduate degree programmes.
- To bridge the gap between knowledge and practice through academic research and professional policy analysis.
- To serve as a platform for dialogue, networking, cooperation and collaboration in crimes management and control.
- To promote best practices, document and publish research findings, and provide efficient library services.

## ADMINISTRATION OF THE ACADEMY

At the head of the Academy's management is the ICPC Board that provides overall policy direction for the Academy. Directly below is the Academy Board chaired by the Chairman of ICPC. The Provost is the Chief Executive Officer, providing academic and administrative leadership for the Academy. The Provost reports to the Board and he is assisted in the day-to-day administration of the Academy by the Deputy Provost and heads of the various Departments as noted hereunder:



Organogram of the Academy

### Academic Board

Overseeing the content and quality of the programmes shall be an Academic Board consisting of Heads of Departments, Directing Staff of Programmes, and Principal Officers of the Academy. The Academic Board reports to the Management, which in turn reports to the Board of Academy.



The Provost, Professor Sola Akinrinade, *FNAL, FHSN*



A Focus Group Discussion Session in one of the Training Programmes at the Academy

## **PROGRAMMES OF THE ACADEMY**

ACAN is being developed as a last-stop institution for training of high-calibre anti-corruption professionals such as compliance officers, investigators, administrators and integrity practitioners by offering programmes at post graduate levels. The programmes of ACAN therefore include:

### **Categories**

- In-house staff training programmes
- Bespoke training courses for outside institutions
- Mandatory Induction and Refresher courses for ACTU members
- Post-graduate Certificate and Diploma Courses
- Master's degree in Anti-Corruption Studies (in collaboration with partner institutions)
- Thematic conferences, seminars and workshops.

### **Academic Programmes**

The Academy's academic programmes are situated in four Departments, namely:

- a. Enforcement Studies
- b. Prevention Studies
- c. Public Education/Mobilization
- d. General Studies

### **Duration of Courses**

The duration of courses and programmes vary and depend on the nature of particular courses. Workshops and seminars last between one day for executive seminars and two weeks. Certificate and Diploma courses last a minimum of two weeks and up to nine months. The postgraduate courses of the Academy are to be regulated by the guidelines applicable in the collaborating institutions.

### **Fees**

All courses are subject to payment of specified tuition. Tuitions payable vary from one course to another and the amounts are indicated in separate course module on each particular course as detailed in the schedule of training programmes.

### **Resource Faculty**

Highly qualified and skilful resource persons shall be drawn from the Academy, the ICPC Headquarters, members of the academia, and among other professionals to deliver lectures on various subjects.

### **Web-based Learning Platform**

The Information and technology age has brought exciting new learning possibilities. The Academy is developing an online platform for e-delivery of the contents of courses to participants. It is expected that this will provide students and teachers with an effective means of communication with each other for teaching and learning process. Apart from its 250-capacity digital classrooms, all the learning centres of the Academy are equipped with e-learning facilities including full multimedia learning systems.



ICT Centre in the Academy for ICT Learning

### **Certificates**

Participants who have successfully completed various programmes of the Academy are issued certificates confirming their levels of participation and attainment upon meeting the minimum requirements for certification.

### **Anti-Corruption Research**

The Research Division is engaged in the conduct of cutting-edge research in the general areas of anti-corruption and disseminating the outcomes of same for the purpose of building the body of knowledge in the area that will aid the development of appropriate policy responses and acquisition of skills necessary for tackling corruption nationally and internationally. The Academy which is to serve as a platform for regular scholarly exchange in the field of anti-corruption studies and leading public opinion, will engage in efficient and widespread dissemination of anti-corruption resources and literature nationally and internationally.

### **Nigerian Journal of Anti-Corruption Studies**

An Academic Journal, *The Nigerian Journal of Anti-Corruption Studies*, will be produced by the Academy to showcase the research activities of the Academy and other valuable information. A team of highly skilled officials with Academic and journalistic background have already commenced the process of producing the Academic Journal.

### **Quality Assurance**

The Academy will work with the National Universities Commission and other regulatory bodies as well as the regulatory mechanisms of collaborating institutions to ensure excellent delivery of teaching and learning process using state-of-the-art facilities.

### **Public/Private Sector Partnership and Collaboration**

The Anti-Corruption Academy of Nigeria will also organize the following anticorruption-related programmes in collaboration and partnership with agencies in the public and private sectors:

1. Workshops
2. Seminars
3. Summits
4. Symposia
5. Youth Competitions
6. Youth Camp
7. National Youth Debating Championship (among students)
8. Sandwich courses (on request)

## **LEARNING RESOURCES AND FACILITIES**

The Academy's activities are conducted from its Keffi premises which houses a Central Administrative block that provide staff offices, lecture rooms and auditoria equipped with multimedia projection systems. In addition to the 200-seater main auditorium is a 48-seater auditorium suitable for mini-conferences, seminars and workshops. The lecture rooms include two 72-seater and one 36-seater e-learning centres equipped with state-of-the-art computer systems and multimedia projection systems.



The 200-seatear Main Auditorium at the Academy



Cross-section of the 48-seater Mini Auditorium at the Academy



One of the e-learning classrooms at the Academy in session



ACAN was a centre for the Unified Tertiary Matriculations Examinations (UTME) in 2016

### Library Facilities

The Academy is currently developing a state-of-the-art library, combining physical holdings with extensive web-based resources. In the meantime, participants at its various courses and programmes have access to the well-stocked library at the ICPC headquarters. When fully developed, users from all over the world will have free access to the Academy's online library resources.



Well stocked Library for vigorous Academic Research located at the ICPC Headquarters

### **Extra-curricular Activities**

Indoor and outdoor sporting activities are available for the pleasure and relaxation of participants.

### **Other facilities**

To ensure constant power and water supply throughout the premises, the Academy has a twin-stand Power Plant and Water reservoir respectively.

### **Communication and Feedback Mechanism**

The Academy considers effective communication among teachers and students to channel the feedback to the Academy and to assist in the quality assurance process. All cases will be handled in strict confidence and will not affect students' assessment results in any way.

### **Accommodation**

All courses, except one-day executive seminars and workshops, are residential. To facilitate the comfort of learners and participants at its programmes, the Academy has in place a 64-bed hostel facility for entry-level and mid-career trainees and a 40-room all en-suite Guest House located on its premises. The accommodation facilities are equipped with a modern restaurant and coffee shop. The accommodation facilities along with other buildings in the Academy are serviced by standby power generators and water reservoirs to ensure 24-hour power and water supply.



40-Room ACAN en-suite Guest House

# **SCHEDULE OF TRAINING PROGRAMMES FOR 2017**

## **A. Programmes for Tertiary Institutions**

<b>COURSE CODE:</b>	<b>2017/001</b>
<b>PROGRAMME TITLE:</b>	<b>Entrenching Academic Integrity in the Polytechnic and Monotechnic System</b>
<b>DATE:</b>	<b>March 28 - 29, 2017</b>
<b>OBJECTIVES:</b>	To evaluate the integrity of academic programmes and processes, expose opportunities for corruption and enthrone best practices, while also highlighting the consequences of infractions.
<b>EXPECTED OUTCOMES:</b>	The integrity of the academic processes and programmes evaluated; programmes and processes that promote integrity upheld; policies and procedures that support institutional values entrenched; the design of academic integrity plan introduced into the system; and sanctions for infractions enforced.
<b>CONTENTS:</b>	Overview of the Academic Programmes in the Polytechnic and Monotechnic System; Accreditation Process for Academic Programmes; Overview of Examination Processes; Records (Results Computation and Compilation); Disciplinary Processes; Overview of the Corrupt Practices and Other Related Offences Act 2000; Academic and Qualification Fraud; and Research Plagiarism.
<b>METHODOLOGY:</b>	Paper presentations on PowerPoint; experience sharing; Questions and Answers Session; Panel Discussions, and Case Studies would help internalize and apply the knowledge gained.
<b>TARGET AUDIENCE:</b>	Directors of Academic Planning, Deans of Schools, Registrars, Faculty Officers and Admission Officers
<b>DURATION:</b>	2 days
<b>VENUE:</b>	Centre for Excellence, Kaduna
<b>COURSE FEE:</b>	₦60,000.00 per participant

<b>COURSE CODE:</b>	<b>2017/002</b>
<b>PROGRAMME TITLE:</b>	<b>Entrenching Procurement Integrity in the Polytechnic and Monotechnic System</b>
<b>DATE:</b>	<b>March 30 – 31, 2017</b>
<b>OBJECTIVES:</b>	To expose participants to: best practices in procurement and how to effectively apply the principles of procurement; the legal framework for procurement; the provisions in the Public Procurement Act 2007; how to relate to offences on procurement in the national integrity laws and sanctions for infractions, as well as imbibe and uphold high ethical standards in procurement processes
<b>EXPECTED OUTCOMES:</b>	The integrity of the procurement processes in the Polytechnic and Monotechnic System evaluated; infractions on national legislations on procurement outlined; programmes and processes that promote integrity introduced and upheld; policies and procedures that support institutional values entrenched; need to design an academic integrity plan introduced into the system; sanctions for infractions enforced
<b>CONTENTS:</b>	Principles and Practice of Public Procurement; Overview of the Public Procurement Act 2007; Understanding Corruption Risks in Public Procurement Process of Polytechnics, Monotechnics and others; Overview of the Corrupt Practices and Other Related Offences Act 2000; Best Practices in Project Management; Entrenching Integrity in Procurement Process of Tertiary Institutions; Work Group Sessions.
<b>METHODOLOGY:</b>	Paper presentations on PowerPoint; experience sharing; Questions and Answers Session; Panel Discussions, and Case Studies would help internalize and apply the knowledge gained.
<b>TARGET AUDIENCE:</b>	Directors of Physical Planning, Directors of Works and Bursars
<b>DURATION:</b>	2 days
<b>VENUE:</b>	Centre for Excellence, Kaduna
<b>COURSE FEE:</b>	₦60,000.00 per participant

<b>COURSE CODE:</b>	<b>2017/003</b>
<b>PROGRAMME TITLE:</b>	<b>Entrenching Examinations and Records Integrity</b> (A programme for Tertiary Institutions)
<b>DATE:</b>	<b>July 18 - 19, 2017</b>
<b>OBJECTIVES:</b>	The programme intends to build the capacity of participants and by extension, tertiary institutions to develop a culture of integrity in the administration of examinations and management of records; expose participants to corruption prone areas in these processes; and work with them to develop options and responses for tackling corruption in these areas in their institutions.
<b>EXPECTED OUTCOMES:</b>	Participants will be able to: appreciate corruption-prone areas in examinations administration and record management processes in the tertiary institutions; relate to issues on corruption in examinations administration and record management; imbibe a culture of integrity in examinations administration and record management; and translate the knowledge so acquired into practice and thus build public confidence in the integrity of the output and qualifications awarded by their institutions.
<b>CONTENTS:</b>	An overview of examination administration and records management in tertiary institutions; Corruption-prone areas in examinations and records and associated corrupt practices; Award of degrees and graduation of students in tertiary institutions; Integrity action plan and corruption prevention strategies by stakeholders; Designing, implementing and monitoring integrity management systems; Provisions of the Corrupt Practices and Other Related Offences Act, 2000 and other integrity laws.
<b>METHODOLOGY:</b>	Paper presentations on PowerPoint; experience sharing; Questions and Answers Session; and Case Studies would help internalize and apply the knowledge gained

<b>TARGET AUDIENCE:</b>	Registry Officers and Faculty Examination Officers in Universities, Polytechnics and Colleges of Education
<b>DURATION:</b>	2 days
<b>VENUE:</b>	Centre for Excellence, Kaduna
<b>COURSE FEE:</b>	<del>₦</del> 60,000.00 per participant

## **B. Prevention/Enforcement Programmes**

<b>COURSE CODE:</b>	<b>2017/004</b>
<b>PROGRAMME TITLE:</b>	<b>Contemporary Issues in Assets Tracing, Recovery and Management</b>
<b>DATE:</b>	<b>May 9 - 11, 2017</b>
<b>OBJECTIVES:</b>	The programme intends to build the capacity of participants in data gathering on illicitly obtained assets as well as identification, tracing, recovery, and management of assets based on existing national and international legal frameworks. Participants will also be exposed to the use of charts to link suspects and assets from proceeds of fraud and corruption in order to gather robust evidence for effective recovery process.
<b>EXPECTED OUTCOMES:</b>	Participants will be able to relate to international dimensions and best practices in assets tracing and recovery; appreciate the legal and institutional challenges to assets tracing and recovery in Nigeria; gather intelligence on and investigate assets from overt and covert sources; relate to the conviction-based and non-conviction-based legal framework to trace and recover stolen assets in Nigeria; trace assets acquired from proceeds of crime and stashed abroad through international cooperation and mutual legal assistance; utilise link chart analysis to trace assets and summary chart to present evidence; and develop policy framework for assets tracing, recovery and management
<b>CONTENTS:</b>	Comparative analysis of international trends in assets recovery; Legal and institutional challenges/barriers to assets recovery in Nigeria; Scenarios on concealment of stolen assets; Sources of information and intelligence for assets recovery; Legal framework for tracing and recovery of stolen assets in Nigeria (I): Conviction-Based (ICPC Act 2000, EFCC Act 2003, CCB and CCT Acts, Bank Employees Assets Declaration Act

	1986, FIRS Act 2007, ACJ Act 2015); Legal framework for tracing and recovery of stolen assets in Nigeria (II): Non-Conviction-Based; Assets tracing and recovery through international cooperation and mutual legal assistance; Link Chart Analysis; Summary chart for evidence presentation; Seizures. Preservation and management of assets; and third party interest in assets tracing and recovery: the dilemma of the investigator
<b>METHODOLOGY:</b>	Paper presentations on PowerPoint with a lead discussant and other presenters; experience sharing; Questions and Answers Session; Panel Discussions, and Case Studies would help internalize and apply the knowledge gained
<b>TARGET AUDIENCE:</b>	Investigators, Lawyers, Assets Managers, Auditors and Forensic Accountants and Compliance Officers, among others involved in assets tracing, recovery and/or management in MDAs, anti-corruption agencies, civil society organisations and other public and private bodies
<b>DURATION:</b>	3 days
<b>VENUE:</b>	Anti-Corruption Academy of Nigeria, Keffi
<b>COURSE FEE:</b>	<del>₦</del> 60,000.00

<b>COURSE CODE:</b>	<b>2017/005</b>
<b>PROGRAMME TITLE:</b>	<b>Anti-Corruption and Fraud Training Programme for State Government Officials</b>
<b>DATE:</b>	<b>(a) June 13 - 15, 2017</b> <b>(b) June 20 - 22, 2017</b> <b>(c) June 27 - 29, 2017</b>
<b>OBJECTIVES:</b>	<p>To build the capacity of participants to: understand the concept of fraud and corruption and their methods of perpetration at the level of state government; possess and practice the requisite anti-corruption values in the management of their finances in line with extant rules; and address all ethical and integrity concerns in state government administration. It will also expose them to ongoing government anti-corruption platforms and processes, and empower participants to design integrity management systems in their workplace, which is a pivot to establishing virile internal mechanisms against corruption.</p>
<b>EXPECTED OUTCOMES:</b>	<p>To relate to issues of fraud, corruption and anti-corruption in their workplace; appreciate anti-corruption platforms and processes for fraud detection and prevention; address ethical dilemmas and integrity concerns in their workplace; entrench accountability and transparency in their workplace; commence the process of legislation of these integrity laws in their state (where applicable).</p>
<b>CONTENTS:</b>	<p>Understanding Fraud, Corruption and Corrupt Practices in Governance; Typology of Corruption and Corrupt Practices: Experience Sharing – ICPC, EFCC and CCB; Overview of Anti-Corruption Legislations in Nigeria; Implementation of e-government platforms and e-transactions in Nigeria: Benefits, Risks and Way Forward; Overview of TSA/REMITA and GIFMIS Processes and Platforms; IPPIS: Conception, Successes,</p>

	Challenges and Way Forward; Money Laundering, Criminal Liability Thereof and New Payment Methods; The Integrity Imperative in the Workplace; Standardising internal control mechanisms and financial reporting system; Designing, Implementing and Monitoring Integrity Management System; and Building and Managing Stakeholder Support for Anti-Corruption in the Workplace.
<b>METHODOLOGY:</b>	Paper presentations on PowerPoint; experience sharing; Questions and Answers Session; Panel Discussions, and Case Studies would help internalize and apply the knowledge gained
<b>TARGET AUDIENCE:</b>	(a) Accountants-General, Auditors-General & Commissioners for Finance; (b) Permanent Secretaries; (c) Directors of Finance and Directors of Audit; in the thirty-six states in Nigeria and their equivalents in the Federal Capital Territory
<b>DURATION:</b>	3 days for each category of participants
<b>VENUE:</b>	ACAN, Keffi
<b>COURSE FEE:</b>	₦60,000.00 per participant

## **C. Programmes for Anti-Corruption and Transparency Monitoring Units (ACTUs)**

<b>COURSE CODE:</b>	<b>2017/006</b>
<b>PROGRAMME TITLE:</b>	<b>Data Collection and Investigative Skills for Corruption Prevention in MDAs: A Programme for ACTUs</b>
<b>DATE:</b>	<b>June 6 - 8, 2017</b>
<b>OBJECTIVES:</b>	To build the capacity of members of Anti-Corruption and Transparency Units (ACTUs) in the collection and analysis of data for increased effectiveness in their efforts towards detecting and preventing corruption in the various Ministries, Departments and Agencies (MDAs).
<b>EXPECTED OUTCOMES:</b>	Participants will be able to: Identify sources of information and corruption-prone areas in MDAs; design appropriate templates for effective data collection; acquire basic knowledge of Accounting and Public Procurement Procedures; appreciate and apply basic investigative skills in their workplace; relate to the provisions of the Corrupt Practices and Other Related Offences Act, 2000 and other anti-graft laws and the procedures for reporting corruption.
<b>CONTENTS:</b>	Legal and Institutional Frameworks for preventing and combating corruption; mapping out Corruption Risk Areas; Designing Templates for Data Gathering; Basic Accounting Skills; Best Practices in Public Procurement; Elements of Intelligence and Investigation; Effective monitoring of Corruption and corrupt practices; Communicating corruption and corrupt activities.
<b>METHODOLOGY:</b>	Paper presentations on PowerPoint; experience sharing; Questions and Answers Session; Panel Discussions, and Case Studies would help internalize and apply the knowledge gained
<b>TARGET AUDIENCE:</b>	ACTU Chairmen, Secretaries and other members
<b>DURATION:</b>	3 days
<b>VENUE:</b>	ACAN, Keffi
<b>COURSE FEE:</b>	₦50,000.00 per participant

<b>COURSE CODE:</b>	<b>2017/007</b>
<b>PROGRAMME TITLE:</b>	<b>Managing Integrity Systems: A Programme for ACTUs</b>
<b>DATE:</b>	<b>November 7 - 9, 2017</b>
<b>OBJECTIVES:</b>	To build the capacity of ACTU members to: develop Integrity management systems which helps leaders of organisations to avoid corruption risks; bring such practices under scrutiny so that they can be brought to a quick end; be more effective in policing the organizational integrity systems so as to plan well for unexpected events; and ultimately, achieve zero tolerance for corruption in their workplaces
<b>EXPECTED OUTCOMES:</b>	Participants will be able to: handle the increasing awareness of ethical misconduct and resulting expectations for transparency and accountability in the workplace; keep abreast the requirements of the ACTU Standing Order and other integrity-based rules and regulations; identify and develop practical recommendations to mitigate potential reputational and ethical threats to the organization; make effective recommendations and carry out due diligence on service delivery
<b>CONTENTS:</b>	Overview of the Integrity Laws; The Need for Sustainable Ethical Compliance; Integrity Imperative in Public Organizations; Integrity: What it is and what it is not; Integrity Action Plan and Corruption Prevention in Organizations; Designing, Implementing and Monitoring of Integrity Management System; Basics of Corruption Risks Assessment; Incentives and Ethical Compliance
<b>METHODOLOGY:</b>	Paper presentations on PowerPoint; experience sharing; and Focus Group Discussions would help internalize and apply the knowledge gained
<b>TARGET AUDIENCE:</b>	ACTU Chairmen, Secretaries and other members
<b>DURATION:</b>	3 days
<b>VENUE:</b>	ACAN, Keffi
<b>COURSE FEE:</b>	₦50,000.00 per participant

## **D. Anti-Corruption Leadership Programmes**

<b>COURSE CODE:</b>	<b>2017/008</b>
<b>PROGRAMME TITLE:</b>	<b>Senior Executive Course in Organisational Integrity Management</b>
<b>DATE:</b>	<b>July 4 - 6, 2017 October 10 - 12, 2017</b>
<b>OBJECTIVES:</b>	To build a core of executives who would spearhead the management of institutional integrity systems in their respective organisations. Designed for both public and private practitioners, the programme seeks to develop participants' understanding of key issues in corruption and anti-corruption, especially as they apply to Nigeria; equip participants with relevant skills for building organisational integrity profile and enhance their capacity to enthrone integrity, accountability and transparency in the workplace; equip them with skills for designing and managing anti-corruption procedures and integrity systems; and develop participants' skills for safeguarding their organisations against corruption and internal fraud
<b>EXPECTED OUTCOMES:</b>	Participants will be able to: appreciate and understand Nigerian national integrity laws and their application to organisations in the public and private sectors; set the ethical tone for their organisations; design and implement an organisational framework for integrity management; formulate an organizational ethical policy; design and periodically review an organizational Integrity Action Plan; support ethical decision-making in their organisations; promote a culture of openness in their organisations; and manage incentives (reward and punishments) for ethical compliance/violations, including ability to monitor complaints, investigate and enforce ethical values in the organization.
<b>CONTENTS:</b>	Integrity Imperative in Public and Private Organizations; Types, Risks and Consequences of Corruption in Public and Private Organisations;

	Leadership and the Fight Against Corruption in Public and Private Organizations; Team Building for Sustainable Ethical Compliance; Setting Organizational Ethical Tone for Improved Performance; Integrity Action Plan and Corruption Prevention in Organizations; Designing, Implementing and Monitoring of Integrity Management System; Designing, Implementing and Monitoring Private Sector Organizational Compliance System; Work Group Sessions; Overview of Nigerian National Integrity Laws; Incentives and Ethical Compliance; Entrenching Accountability and Transparency in the Workplace.
<b>METHODOLOGY:</b>	Content delivery will feature a combination of teaching sessions, experience sharing; focus group discussions and simulation sessions
<b>TARGET AUDIENCE:</b>	Mid to senior career officers with leadership and decision -making potentials in public and private sector organisations. For organisations to benefit maximally, such officers should not be below Grade Level 12 in the public service and their equivalent in the private sector.
<b>DURATION:</b>	3 days
<b>VENUE:</b>	ACAN, Keffi
<b>COURSE FEE:</b>	<del>₦</del> 100,000.00 per participant

<b>COURSE CODE:</b>	<b>2017/009</b>
<b>PROGRAMME TITLE:</b>	<b>Anti-Corruption Leadership Academy</b>
<b>DATE:</b>	<b>October 16 - 20, 2017</b>
<b>OBJECTIVES:</b>	To build a core of leaders to drive the anti-corruption agenda in the public and private sectors of the country. It is designed to develop participants' understanding of key issues in corruption and anti-corruption work; build participants' capacity to provide leadership in tackling corruption in their respective workplaces; develop participants' competencies for building their personnel and organisations into anti-corruption agents; build their capacity to manage critical relationships in the war against corruption in public and private sectors; equip them with requisite skills to design and manage anti-corruption procedures and integrity systems in their organisations; mentor and develop the capacity of subordinate officers to tackle corruption in their domains.
<b>EXPECTED OUTCOMES:</b>	Participants would: be equipped with cutting edge strategic leadership skills expected to assist in tackling corruption in the workplace; appreciate and understand Nigerian integrity laws and their applications to organisations in the public and private sectors; develop basic competencies in key areas of anti-corruption work, including corruption prevention, detection and investigation; appreciate contemporary challenges of managing organisational integrity and corruption challenges; appreciate the critical relationships associated with leading and managing anti-corruption work and the competencies required to manage them; be better prepared to provide effective leadership and mentor their personnel to become change agents for anti-corruption; and be able to set the required leadership tone from the top and provide mentorship for personnel under their leadership.
<b>CONTENTS:</b>	Corruption as an Economic Vice; Understanding Corruption and Anti-Corruption; Administrative

	Procedures for Combating Corruption; National and International Anti-Corruption Legislations; Basics of Corruption Risk Assessment; Building a Sustainable Culture of Integrity in Your Organisation; Building Stakeholders' Support for Anti-Corruption in Nigeria; Designing, Implementing and Monitoring Integrity Management System; Effective Information Management: A Key Factor in Achieving Organisational Integrity; Partnering with Civil Society in Achieving Public and Private Sector Integrity; Organisational Leadership Development: Leading with Integrity; Managing Critical Relationships; Organisational Integrity Management: A Private Sector Experience; Integrity Management Compliance System; Gifts and Hospitality.
<b>METHODOLOGY:</b>	Content delivery will feature a combination of teaching sessions; guest lectures; experience sharing and focus group discussions, simulation sessions; and study tours of anti-corruption organisations and cognate agencies.
<b>TARGET AUDIENCE:</b>	Directorate level staff (Assistant Directors and above) in Ministries, Departments and Agencies (MDAs) of Government and their equivalents in the private sector.
<b>DURATION:</b>	5 days
<b>VENUE:</b>	Main Auditorium, ICPC Headquarters, Abuja
<b>COURSE FEE:</b>	<del>₦</del> 150,000.00 per participant

## **E. Prevention/Ethics and Integrity Training Programmes**

<b>COURSE CODE:</b>	<b>2017/010</b>
<b>PROGRAMME TITLE:</b>	<b>Anti-Corruption and Ethics Training for the Aviation Sector</b>
<b>DATE:</b>	<b>August 15 - 17, 2017</b>
<b>OBJECTIVES:</b>	To build the capacity of participants to appreciate the import of projecting the image of Nigeria positively to potential international visitors and investors; check opportunities for corruption, corrupt practices and unethical issues and promote high ethical standards in airport operations
<b>EXPECTED OUTCOMES:</b>	Opportunities for corruption and corrupt practices in the processes and procedures at the international airports reviewed and plugged; ethical concerns raised, ethical values discussed and the development of a code of ethics that cuts across all airport workers initiated; Increased synergy among airports' stakeholders in unveiling and checking unwholesome activities; participants exposed to the provisions of the Corrupt Practices and Other Related Offences Act 2000 and procedures for reporting corruption.
<b>CONTENTS:</b>	The theoretical concepts of ethics, integrity and transparency; ethical issues in the aviation sector; ethical values needed at the airports; best practices in the aviation sector; code of ethics for aviation workers; case studies; the Corrupt Practices and Other Related Offences Act, 2000 and relevant legal framework
<b>METHODOLOGY:</b>	Paper presentations on PowerPoint with a lead discussant and other presenters; experience sharing; Questions and Answers Session; Panel Discussions, and Case Studies would help internalize and apply the knowledge gained
<b>TARGET AUDIENCE:</b>	Airport workers and stakeholders in the nation's airports including staff of FMA, FAAN, NCAA, NAMA, NCAT, AIB, NIMET, NPF, NCS, NIS, SSS, NDLEA, aviation handlers, airport security officers and care hire service providers
<b>DURATION:</b>	3 days
<b>VENUE:</b>	ACAN, Keffi
<b>COURSE FEE:</b>	₦50,000.00 per participant

<b>COURSE CODE:</b>	<b>2017/011</b>
<b>PROGRAMME TITLE:</b>	<b>Achieving Project and Procurement Objectives with Integrity</b>
<b>DATE:</b>	<b>August 22 - 23, 2017</b>
<b>OBJECTIVES:</b>	To expose participants to best practice in projects and procurement management; equip them with requisite skills for procurement of goods and services; uncover the principles and processes of project management; address the skills and competencies gaps among procurement practitioners and project execution team members and thus help in delivering projects with integrity; and acquaint participants with the provisions of the Public Procurement Act 2007, Corrupt Practices and Other Related Offences Act 2000 and other relevant integrity laws.
<b>EXPECTED OUTCOMES:</b>	The strategies and technical exposure to the vulnerabilities in procurement process provided; Competencies and skills to effectively achieve procurement of goods and services, and manage projects developed; A core of professionals who deliver their functions with integrity evolved; an appropriate execution framework to make project implementation seamless developed and possibly adopted.
<b>CONTENTS:</b>	Principles and Practices of Public Procurement; Overview of the Public Procurement Act 2007 and other relevant integrity laws; Initiating and Planning Projects/ Procurement of goods and services; Understanding Corruption Risks in Public Procurement Processes; Managing Projects Risks; Managing Project Quality and Schedule; Managing Communication and Stakeholder; Entrenching Integrity in Procurement Process.
<b>METHODOLOGY:</b>	Professionals in the field will lead discussions and set the tone for deliberations. Participants will share learning through focused group discussions, case studies and work-group exercises.
<b>TARGET AUDIENCE:</b>	The programme is targeted at heads of units and officers in charge of procurement, project and physical planning, works and maintenance, project monitoring and compliance, in MDAs, higher

	institutions and other agencies in the public sector as well private organisations.
<b>DURATION:</b>	2 days
<b>VENUE:</b>	ACAN, Keffi
<b>COURSE FEE:</b>	₦50,000.00 per participant

<b>COURSE CODE:</b>	<b>2017/012</b>
<b>PROGRAMME TITLE:</b>	<b>Entrenching Integrity, Transparency and Accountability in the Workplace: A Bespoke Programme</b>
<b>DATE:</b>	<b>To Be Determined on Request</b>
<b>OBJECTIVES:</b>	The training aims at building the capacity of participants to relate to potential and actual corruption and corrupt practices in their workplace. In particular, it will help promote a culture of integrity, transparency and accountability in the business of government in MDAs. Participants will also appreciate the import of nipping corruption in the bud and the pertinent role they play in the fight against corruption in their workplace
<b>EXPECTED OUTCOMES:</b>	Participants will be able to: identify corruption-prone areas in the workplace and their methods of perpetration; appreciate the need for transparency and accountability in the workplace; comprehend the framework for building a sustainable culture of integrity, transparency and accountability; relate to the integrity laws and the provisions of the Corrupt Practices and Other Related Offences Act 2000 in particular; report corruption and get involved in anti-corruption efforts in their workplace; and ultimately promoting public confidence in the activities and integrity of government MDAs.
<b>CONTENTS:</b>	Corruption: Forms, Types, Nature, Cost, Causes and Effects; Corruption Red Flags in the Workplace; Overview of national Integrity Laws and their applications to organisations; Corruption Prevention Strategies; Conflict of Interests; The Integrity Imperative in Public and Private Organizations; Integrity Pillars: Transparency, Probity and Accountability; Building a Sustainable Culture of Transparency and Accountability in the Workplace; Developing an Integrity Action Plan for your organization
<b>METHODOLOGY:</b>	This is a customized programme. Intending participating organisations may wish to get their staff trained at the Academy or other desired

	location. The theoretical framework will be imparted through PowerPoint presentations while experience sharing; Brain Teasers; Questions and Answers Session; Focus Group Discussions and Case Studies would help internalize and apply the knowledge gained
<b>TARGET AUDIENCE:</b>	Officials of MDAs at Federal and State levels and private organisations.
<b>DURATION:</b>	3 days
<b>VENUE:</b>	ACAN, Keffi or any other venue agreed by host organization(s)
<b>COURSE FEE:</b>	To be determined in conjunction with prospective organisation(s)

<b>COURSE CODE:</b>	<b>2017/013</b>
<b>PROGRAMME TITLE:</b>	<b>Achieving Zero-Tolerance for Corruption in the Workplace: A Bespoke Programme</b>
<b>DATE:</b>	<b>To Be Determined on Request</b>
<b>OBJECTIVES:</b>	To build the capacity of senior public servants to appreciate the need for zero-tolerance for corruption in their workplace; realise the pivotal role they play in the fight against corruption; empower them to support anti-corruption efforts, and set the tone in promoting zero-tolerance for corruption in their workplace.
<b>EXPECTED OUTCOMES:</b>	Corruption prone areas in MDAs and their methods of perpetration exposed; establishment of ACTUs (where non-existent) and their activities supported; participants exposed to the provisions of the Corrupt Practices and Other Related Offences Act 2000, the procedures for reporting corruption and how to set the tone for zero tolerance for corruption in their workplace.
<b>CONTENTS:</b>	Overview of Corruption in Nigeria; Corruption: Forms, Types, Nature, Cost, Causes and Effects; Corruption and Corrupt Practices in the Workplace; The Imperative of Zero Tolerance for Corruption in the Workplace; Corruption Prevention: Methods and Strategies; Corruption Risk Assessment; Gifts and Hospitality: The Dilemma; Role of ACTUs/ACTU Circulars and Standing Orders; Monitoring and Reporting Corruption; Overview of National Integrity Laws: ICPC Act, 2000, EFCC Law, CCB & CCT, PPA, FRA, FOI, etc.
<b>METHODOLOGY:</b>	This is a customized programme. Intending participating organisations may wish to get their staff trained at the Academy or other desired location. The theoretical framework will be imparted through PowerPoint presentations while experience sharing; Brain Teasers; Questions and Answers Session; Focus Group Discussions and Case Studies would help internalize and apply the knowledge gained
<b>TARGET AUDIENCE:</b>	Officials of MDAs at Federal and State levels and private organisations.

<b>DURATION:</b>	3 days
<b>VENUE:</b>	ACAN, Keffi or any other venue agreed by host organization(s)
<b>COURSE FEE:</b>	To be determined in conjunction with prospective organisation(s)

## **F. Programmes for the Legislature**

<b>COURSE CODE:</b>	<b>2017/014</b>
<b>PROGRAMME TITLE:</b>	<b>Leading with Integrity to Achieve a Corruption-Free Legislature</b>
<b>DATE:</b>	<b>August 29 - 31, 2017</b>
<b>OBJECTIVES:</b>	This leadership training programme is aimed at building a core of leaders in the legislature to drive the anti-corruption agenda in this arm of government. It is designed to develop participants' understanding of key issues in corruption and anti-corruption work; expose them to the import of imbining and exhibiting cultures of integrity and allied virtues; build the capacity of participants to provide leadership driven by vision and results; as well as develop competencies for management of resources and change.
<b>EXPECTED OUTCOMES:</b>	Participants will: be equipped with cutting-edge strategic leadership skills; be exposed to the need to imbibe and practice integrity; appreciate and understand Nigerian national integrity laws; be able to develop basic competencies in key areas of anti-corruption work, including prevention, detection and investigation skills; appreciate contemporary strategies for managing organizational Integrity and Corruption challenges; be able to set the required leadership tone from the top and provide mentorship for personnel under their leadership.
<b>CONTENTS:</b>	Anti-Corruption Leadership Skills and Styles; Overview of Nigerian Anti-Corruption Laws; Leadership Role and Functions; Integrity, Transparency, Probity and Accountability; Resource Management; Fund Management; Strategic Planning; Team Building and Effective Delegation; Team Building and Communication; Results-Driven Orientation and Value System; Skills of staff Coaching and Mentoring; Building Inter-Agency Synergy, Appreciating Nigerian Anti-Corruption Drive; Fraud Detection and Prevention Skills; amongst others.
<b>METHODOLOGY:</b>	The theoretical framework will be imparted through PowerPoint presentations while

	experience sharing, participatory approach, focused group discussions, and case studies would help internalize and apply knowledge gained.
<b>TARGET AUDIENCE:</b>	Speakers, Deputy Speakers, Majority Leaders, Minority Leaders and Chief Whips in the States Legislature.
<b>DURATION:</b>	3 days
<b>VENUE:</b>	ACAN, Keffi
<b>COURSE FEE:</b>	<del>₦</del> 60,000.00 per participant

<b>COURSE CODE:</b>	<b>2017/015</b>
<b>PROGRAMME TITLE:</b>	<b>Achieving Integrity in Legislative Services Support Management</b>
<b>DATE:</b>	<b>September 5 - 7, 2017</b>
<b>OBJECTIVES:</b>	To build the capacity of participants to appreciate the import of proper record management and improve their record management skills; expose participants to corrupt practices associated with poor record keeping; build their capacity to relate to corruption-related issues in records management; promote a culture of integrity, transparency and accountability in record management; expose participants to the provisions of the Corrupt Practices and Other related Offences Act 2000, the procedure for reporting corruption and the penalties for infractions of the provisions of the Act.
<b>EXPECTED OUTCOMES:</b>	Participants equipped with best practices and procedures in Record Management; Increased integrity and transparency in record management in the various State Houses of Assembly; Participants equipped with anti-corruption strategies and given technical exposure to the vulnerabilities of corruption in the record management process; exposed to the provisions of the Corrupt Practices and Other Related Offences Act 2000; A declaration of commitment for a robust action against corruption by participants
<b>CONTENTS:</b>	Typologies of Corruption and Corrupt Practices in the State Houses of Assembly; Effective Record Management as a veritable tool for transparency and accountability in legislative duties; Sustaining a culture of proper record management in the State Houses of Assembly; Conflict of interest in the workplace; Overview of the Corrupt Practices and Other Related Offences Act 2000
<b>METHODOLOGY:</b>	The theoretical framework will be imparted through PowerPoint presentations while experience sharing, participatory approach,

	focused group discussions, and case studies would help internalize and apply knowledge gained.
<b>TARGET AUDIENCE:</b>	Clerks, Deputy Clerks, Committee Secretaries and other administrative officers in the Houses of Assembly
<b>DURATION:</b>	3 days
<b>VENUE:</b>	ACAN, Keffi
<b>COURSE FEE:</b>	<del>₦</del> 60,000.00 per participant

# **SCHEDULE OF INTERNAL STAFF TRAINING PROGRAMMES**

## **GENERAL CAPACITY BUILDING COURSES**

- GCB 01: About ICPC
- GCG 02: Understanding the ICPC Strategic Action Plan
- GCB 03: Corruption and Corrupt Practices at the Workplace
- GCB 04: Delegation and Mentoring Skills
- GCB 05: Succession Planning and Career Development
- GCB 06: Making Impactful Presentation Using PowerPoint
- GCB 07: Pre-Confirmation and Promotion Review Exercise

## **PERFORMANCE IMPROVEMENT COURSES**

- PIC 01: Managing Difficult Situations and Officers at the Workplace
- PIC 02: Performance Appraisal and Improvement Course
- PIC 03: Enhancing the Performance of Staff in the Investigator and Anti-Corruption Assistant Cadres (Secretaries and Clerks)
- PIC 04: Improving Performance of Anti-Corruption Assistants (Technicians & Drivers)
- PIC 05: Improving Registry Administration in the Public Service
- PIC 06: Improving Health Care Service Delivery at the Workplace
- PIC 07: News/Features Writing Techniques as a Tool for Building Corporate Image
- PIC 08: Effective Procurement and Stores Management
- PIC 09: Data Management and Security

## 2016 TRAINING PROGRAMMES IN PICTURES



Some Corps Members in Nasarawa State on a courtesy visit to the Academy in 2016



A cross-section of participants at the training on Entrenching zero-tolerance for corruption in the workplace: The Role of ACTUs held at the Academy from 7 – 9 September 2016



Participants at the UNDP Sponsored Corruption Risk Assessors Certification Programme held between 26 – 30 September and 16 – 17 November 2016



Group photograph of participants at the UNDP Sponsored Corruption Risk Assessors Certification Programme held between 26 – 30 September and 16 – 17 November 2016



Cross-section of participants at the Senior Executive Course in Organisational Integrity Management held at the Academy from 27 – 29 September 2016



Participants at a UNODC Sponsored Corruption Risk Assessment Training Programme held from 10 – 14 October 2016



An aerial view of participants at the Anti-Corruption Leadership Academy, held at the ICPC Auditorium, Abuja from 17 - 21 October 2016



A cross-section of participants at the Anti-Corruption Leadership Academy, held at the ICPC Auditorium, Abuja from 17 - 21 October 2016



Participants at the Anti-Corruption Leadership Academy, hosted to a dinner with the Chairman, ICPC



A cross-section of the induction training programme for Port Harcourt Refining Company Limited ACTU members held at the ICPC headquarters from 26 – 28 October 2016



Port Harcourt Refining Company Limited ACTU members, in a Group Photograph with the Provost, Anti-Corruption Academy of Nigeria at the end of their Induction Training Programme organised by the Academy from 26 – 28 October 2016



Cross-section of participants at the Bauchi State Anti-Corruption Summit organised in Collaboration with Foundation for Transparency and Accountability on November 14, 2016



From L-R, the Deputy Governor, Bauchi State; the Executive Governor, Bauchi State; and the Chairman, ICPC, declaring their support for the fight against corruption in Bauchi State at the Summit



Officials of National Broadcasting Commission at a training on Investigative Skills Development at the Academy from 16 – 18 November 2016



Officials of National Broadcasting Commission at the end of the training programme on 18th November 2016



From L-R, the SSG Plateau State; Speaker, Plateau State House of Assembly; Deputy Governor, Plateau State; Chairman, ICPC; Board Member, ICPC; Provost, ACAN; and Director, Public Enlightenment and Spokesperson for the ICPC, at the Plateau State Anti-Corruption Summit held at the Hill Station Hotel, Jos on 21<sup>st</sup> November 2016



The Chairman, ICPC in a chat with the Deputy Governor, Plateau State during the Plateau State Anti-Corruption Summit



Cross-section of participants at the Plateau State Anti-Corruption Summit



ICPC Headquarters, Central Area, Abuja