

ACANNEWS



Maiden Edition | August

A PUBLICATION OF ANTI-CORRUPTION ACADEMY OF NIGERIA (ACAN)

ACAN TRAINS 3,459 WORKERS IN TWO YEARS



Sina **Babasola**

No fewer than 3,459 personnel from the public and private sectors were trained by the Anti-Corruption Academy of Nigeria (ACAN) between 2015 and 2016 when it commenced full operations.

The Provost of the Academy Prof. Sola Akinrinade who disclosed this stated that within a short period, ACAN “trained 1762 in 2015 and 1697 in 2016 respectively”.

Prof. Akinrinade stated that the first training session for 2017 was conducted on 13 and 14 March for Chairmen and other senior officials of Abia State LG Councils with 71 personnel in attendance.

The Academy's training programmes for years 2015 and 2016 include the following: Training programmes for ICPC staff; Training for officers in the Public Service, including training for members and officials of Anti-Corruption and Transparency Monitoring Units (ACTUs), and for professional heads of Ministries, Departments and Agencies of Government; A National Anti-Corruption Conference in partnership with the UNODC.

Other intervention activities for 2015 and 2016 are the conduct of UNDP-sponsored General Corruption Risk Assessment Training for staff; Conduct of UNODC-sponsored Corruption Risk Assessment of Nigeria's e-Governance System training for staff of Anti-Corruption Agencies (ACAs);

Conduct of four-numbers UNDP-sponsored Training on Grant and Project Management for Civil Society Organisations (CSOs); Pilot phase of certification programmes with conduct of Senior Executive Course in Organisational Integrity Management and Anti-Corruption Leadership Academy.

The Provost said that the Academy also conducted interventions in the higher education sector (Academic and Procurement Integrity Workshops for Universities, Polytechnics and Colleges of Education and allied institutions) while Local Government Officials covering Chairmen and Secretaries of Local Government Service Commissions as well as Legislators in State Houses of Assembly in the six geopolitical zones were trained on

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FROM THE PROVOST'S DESK



The establishment of the Academy is the high point of the Commission's determination to fulfil its enlightenment and education functions in systematic and sustainable approach to achieve long term impact in the national war against corruption. The Academy was established in recognition of the need for change of direction in the war against corruption, by adopting a social science approach of knowledge-based capacity building and risk exposure to tackle corruption through attitudinal change, prevention and enlightenment as an effective complement to enforcement.

At the Academy, we do not subscribe to the widespread notion that fighting corruption in Nigeria is a lost cause. Our philosophy is that "Corruption and related crimes can be controlled or managed through a system of training and re-training, geared towards sound policy formulation, operational efficiency and good management culture." This derives from our vision of becoming "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 is to be "a centre of excellence, enhancing multi-disciplinary approach to the fight against corruption through Training, Research, Documentation and Advisory Services." Indeed, the Academy is hoping to develop into a regional centre of excellence for anti-corruption studies and training.

- Professor **Sola Akinrinade**, FNAL

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Government is determined to secure the country, manage the economy, create employment and fight corruption. Some articulate writers have said if we do not kill corruption, corruption will kill Nigeria. This APC administration intends to kill corruption in Nigeria. We will do our best, I assure you.

- **President Muhammadu Buhari**

ACAN NEWS IS A PUBLICATION OF ANTI-CORRUPTION ACADEMY OF NIGERIA

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entrenching integrity and probity in their operations.

Prof. Akinrinade explained that within the two-year period, ethics and integrity training for Aviation Sector workers; Collaboration with Chartered Institute of Bankers of Nigeria (CIBN) on corruption in the financial services sector; Bespoke training programmes for UBEC, NBC, and other categories of workers were conducted by the academy.

Prof. Akinrinade explained that the Academy was designed to provide training for public officers and the general public on matters relating to good governance, accountability, transparency, integrity, ethics and all issues relating to corruption and corrupt practices.

On ACAN future, Prof. Akinrinade disclosed that a draft research policy is currently being reviewed while the first edition of the Nigerian Journal of Anti-Corruption Studies is expected to be published by middle of 2017.

According to him, other programmes lined up by the academy include Visiting Scholars Programme; designed to bring researchers and scholars in corruption and anti-corruption studies to the Academy for a

period ranging from six months to three years.

He also disclosed that “The Academy is putting together, a training programme in understanding and preventing corruption in the workplace to be implemented for all public service sector workers at Basic, Intermediate and Advanced Levels for officers on Levels 8 – 10, 12 – 14 and 15 – 17 respectively, adding that the Academy, through the ICPC, would seek approval of the Head of Service for main streaming this into the promotion process in the Public Service”.

The Provost further said that the Academy “is finalizing plans to conduct the following certification programmes this year: A 9-month Diploma Programme leading to Fellowship of the Integrity Institute (FII); M.Sc. in Anti-Corruption Studies in collaboration with a partnering University and Certificate Course in Private Investigation leading to certification of private investigators”.

Prof. Akinrinade stated that the Senior Executive Course in Organisational Integrity Management was one of the Academy's flagship programmes along with the Anti-Corruption Leadership



Academy, noting that the programme was aimed at building the capacity of participants to be able to lead the process of building and managing institutional integrity in their organisations.

It seeks to develop participants' understanding of key issues in anti-corruption work while at the same time seeks to enhance participants' capacity to promote integrity, accountability and transparency in the workplace. It also seeks to provide requisite skills and knowledge for designing and managing anti-corruption procedures and integrity systems in their organisations, he stressed. 🚫



Sina Babasola

The Managing Director of the Nigerian National Petroleum Corporation (NNPC), Dr Maikanti Baru has disclosed the readiness of the management of the corporation to rid the organisation of corrupt staff.

The GMD gave this assurance when the management staff of the Anti-Corruption Academy of Nigeria (ACAN) paid him a courtesy visit as part of their advocacy activities to government

WE SHALL RID NNPC OF CORRUPT STAFF - GMD

establishments.

Dr. Baru explained that the corporation was deeply committed to the anti-corruption policy of the Federal government by ensuring transparency and accountability in its operations.

He said, “our commitment to transparency and openness is to ensure that our staff imbibe the culture of integrity and we shall continue with those ideals of preventing corruption. Our ideal for transparency and prevention of corruption can be seen in the monthly publication of our financial reports in the national dailies. We also publish our daily activities on our website. NNPC website is the best in the country. We also engage in public bids as well as direct purchase of goods and services”

The NNPC boss further said that some staff of the corporation found to have flouted the processes of the corporation have received heavy punishment in the past, stressing that some have been retired to serve as deterrent to others.

Dr. Baru said that as a former Chairman of NNPC- Anti-Corruption Monitoring Unit (ACTU), he conducted series of sensitization workshops for 15, 000 staff and contractors of the corporation on the activities of the anti-corruption agencies in the country.

“We made presentations to all operating units in the Federation, distributing copies of the ICPC, EFCC and Code of Conduct Bureau Laws. We also distributed Code of Conduct forms to all staff of the corporation. We are 100 percent compliant as far as Assets

Declaration is concerned.” Dr. Baru insisted.

According to him, NNPC is complying with all the extant laws for fighting corruption in the country. Stressing that Integrity, transparency and accountability are critical elements in the discharge of the corporation duties and its staff are fully briefed on anti-corruption issues.

Earlier, the Provost of ACAN, Prof. Sola Akinrinade had briefed the management staff of NNPC on the activities of the ICPC academy disclosing that the establishment of the Academy was the high point of the Commission’s determination to fulfil its enlightenment and education functions in a systematic and sustainable way to achieve long term impact in the national war against corruption.

In line with enhancing the corruption prevention and education mandate of the Commission, according to him, the



Academy is designed to provide training for public officers and the general public on matters relating to good governance, accountability, transparency, integrity, ethics and all issues relating to corruption and corrupt practices.

Prof. Akinrinade said that as its Philosophy, ACAN believes “Corruption and related crimes can be controlled or managed through a system of training

and re-training, geared towards sound policy formulation, operational efficiency and good management culture.”

He later solicited the support and cooperation of the NNPC management in the training and retraining of its staff by ACAN on integrity. 🚫

About the Anti-Corruption Academy of Nigeria (ACAN)

The anti-Corruption Academy of Nigeria, (ACAN), was established in 2014 to facilitate the effective implementation of the Commission's functions as encapsulated in Section 6 (b – f) of the Corrupt Practices and Other Related Offences Act 2000. The Academy is intended to primarily equip ICPC Staff with 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.



ACAN: The Administrative building housing the auditorium and lecture rooms



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.

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.

PROGRAMMES OF 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.

- Enforcement Studies
- Prevention Studies
- Public Education/Mobilization
- 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. Tuition 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.

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.

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.

ACADEMIC PROGRAMMES

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

RESOURCE FACULTY

Highly qualified and skilful resource persons shall be drawn from the

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 comprising of 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.

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. Extra-curricular activities, indoor and outdoor sporting activities are also available for the pleasure and relaxation of participants.



OTHER FACILITIES

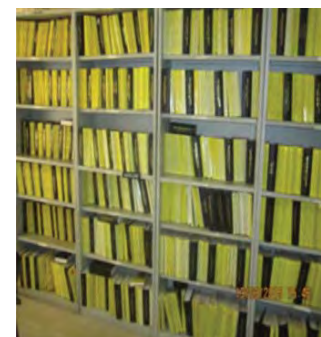
To ensure constant power and water supply throughout the premises 24/7, the Academy has a twin-stand power plant and water reservoir respectively.

COMMUNICATION AND FEEDBACK MECHANISM

The Academy has developed an effective teacher-student communication channel that guarantee reliable feedback mechanism.

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 put in place a 64-bed hostel facility for entry-level and mid-career trainees and a 40-room all en-suite Executive Guest House. The accommodation facilities are equipped with a modern restaurant and a coffee shop.



THE BIRTH OF ANTI-CORRUPTION ACADEMY OF NIGERIA (ACAN) ICPC: GENESIS TO REVELATION



Our Reporters

After careful and thorough planning, spanning more than 5 years, the Anti-Corruption Academy of Nigeria (ACAN), the training and development arm of the Independent Corrupt Practices and Other Related Offences Commission (ICPC) has, in October 2014, finally taken-off at its permanent site in Keffi, Nassarawa State, 46km drive from Abuja city center.

ACAN vision is to be a model manpower development institution that will provide the connection between theory and practice in order to drive the fight against corruption and related crimes in Nigeria and beyond, ACAN is positioned, in practical terms, as a centre of excellence to enhance multi-disciplinary approach to the fight against corruption through Training, Research, Documentation, Advisory services, advocacy and skills development in enforcement and related knowledge.

As contained in its brochure, ACAN is poised to offer world-class academic and practical training in anti-corruption studies not only to staff of ICPC but all anti-corruption practitioners in public and private sector respectively. It has training packages for Fellowship, General Studies and the Fellowship and Masters Programmes are targeted at senior executives for both public and private sectors with first Degree or HND and requisite working experience.

Non-governmental organizations and media practitioners and academics with proven

record of academic research in the area of anti-corruption are also legible to participate in the programme. Indeed the new institution is set to be the African hub for the Austria-based International Anti-Corruption Academy (IACA).

In the roadmap approved by its parent body, ICPC, ACAN is structured to help Nigerians understand the gap between theory and practice of anti-corruption through academic research, carefully designed lectures and seminars. The Academy will also offer Short term courses in integrity issues, security studies and public service matters.

Participants will be offered the necessary analytical and theoretical tools which will enable them to analyse corruption across time, regions and discipline and, importantly, equip them with practical experience of tackling corruption in the real world.

ACAN will also serve as a platform for exchange of ideas, networking and collaboration in the area of crime management and corruption control, thus facilitating ethical re-orientation among participants who will be exposed to the elements and benefits of personal, professional and corporate integrity.

Additionally, typical training to be offered at ACAN will assist participants in learning how to design organization-specific intervention mechanisms for detection and prevention of corrupt practices in various forms human


endeavour.

Meanwhile, in order to give bite to this noble intention, ICPC has appointed the immediate past Vice-Chancellor of Osun State University, Prof. Sola Akinrinade as provost of the academy while scores of principal staff of ICPC have been deployed to the school. Until this appointment, Professor Akinrinade, FNAL, was a Professor of History at the Obafemi Awolowo University, Ile-Ife, where he had taught since 1982. He was educated at

the University of Ife (now Obafemi Awolowo University, Ile Ife), Nigeria, and the London School of Economics and Political Science,

University of London, UK.

A widely travelled scholar, he has held teaching and /or research positions at institutions in Nigeria, South Africa, the United States and England. As a scholar, Professor Akinrinade has published various scholarly works in books, academic monographs, and local and International Journals.

He has also authored several technical reports for various National and International Organisations. Professor Akinrinade served as the Foundation Vice-Chancellor of Osun State University, Oshogbo, Nigeria, between August 2007 and July 2012. He is currently a visiting Professor with the National Universities Commission (NUC). He is a fellow of the Nigerian Academy of Letters. 

ACAN vision is to be a model manpower development institution that will provide the connection between theory and practice in order to drive the fight against corruption and related crimes in Nigeria and beyond,

ETHICAL DEFICIT, CORRUPTION AND CRISIS OF NATIONAL IDENTITY:

INTEGRITY OF TERMITES

by Ekpo Nta, Esq.

Text of the 2017 Convocation Lecture delivered at Achievers University, Owo

Introduction

The convocation lecture of any university carries a burden which I hope I would be able to discharge today. I sincerely thank the Achievers University, Owo for nominating me to deliver this year's convocation lecture at this aptly named citadel of higher learning in Nigeria.

What has the Chairman of an Anticorruption Agency got to tell our young graduands and those receiving honorary degrees? Regrettably, I will disappoint most of those who are expecting me to regale them with the now titillating commentaries of humongous amounts of stolen money or recovered stolen assets that adorn our news media. These have become our international branding that has brought shame to us as a nation. I stand here today to discuss how we can change the corruption narrative to anticorruption, how we can change from using public resources for private gain to public gain. Can your set change Nigeria? Yes you can.

Will some of you graduating today, end your public or private sector career, as prisons inmates either in Nigeria or foreign country? You remind me of my final year Political Science Class at the University of Ibadan in 1977. My set, made up of only sixteen students, was interviewed by the Federal Civil Service Commission on our campus. Some of us were interviewed for recruitment as Administrative Officers into the main Civil Service, as Foreign Affairs Officers, as Police Officers, as Immigration Officers, as Research Officers, etc.

Only one of us opted to be interviewed for the Prison Service and he became the butt of all jokes in the class the day after the interview. He silenced us all with a sarcastic retort, "Some of you will be arrested by the police or other Law Enforcement Agencies for one reason or the other and I will be there in the Prisons Service to welcome you as a former classmate." That statement was so profound that we still remember it when we meet decades later.

My classmate's prophetic statement came to pass because one of my classmates became a Deputy Inspector General of Police before retiring. Another became the Comptroller-General of the Immigration Service before retiring. Yet another became the Director-General of the National Intelligence Agency. I am currently serving as the Chairman of an Anticorruption Agency. To crown it all, the prophetic gentleman who went into the Prison Service eventually became the Comptroller-General of the Prisons Service. Happily for us he never welcomed any of his classmates except those who graduated from other departments and other Universities.

My lecture today will be worthwhile if at the end of your careers no graduate from this set, or other sets, from Achievers University will be incarcerated in prison custody for acts of corruption or other acts of criminality. I recall the incident of a young graduate who made a first class from one of the private universities in Ibadan. He was jailed in Lagos in 2014 as an accomplice in a N1.9 million internet love scam. It is my sincere prayer that those of you graduating today will go to prison with respect either as Prison Officers, Chief Judges, Religious leaders or Social Workers to bring succor to prisoners. Use your talent as to become achievers of international and national note and bring honour to God, your families, University, nation and mankind.

You are graduating from the

Achievers University today having been found worthy in character and learning. Your learning can only take you as far as your character will permit. No matter how learned you are, one slip in character will destroy all you have achieved and put a huge moral or legal pressure on your future. You don't have to be branded as a thief before you lose your right to certain

positions of trust in society. Note that some ethical indiscretions might weigh more than some acts of corruption in the choice of who you become.

A young graduate who lacks integrity cannot be entrusted to work in any national or international organisation or business that requires strong ethical and moral values even where they don't commit any criminal offence. Banking, aviation and health sectors are examples of such places that cannot compromise on ethical values because of the disastrous outcomes.

Those of you who are still students in this university should note that your conduct or misconduct will precede you all your life because your peers have sharp memories. Those who seek to occupy certain positions in Nigeria are required to go through security and background vetting which extend right back to your primary school days. Apart from those caught in the web of criminal negligence or foolhardiness, most of the persons investigated and prosecuted by ICPC have a common strain running through them. They are generally ethically deficit and morally bankrupt and had manifested some of these attributes as teenagers in school or at home.

Our environment shapes us. This means that society and government must pay serious attention and consciously manipulate our environment for positive

outcomes. I do know that my ethical standard was the product of pre-determined circumstances. I grew up as the son of a Prisons Officer and the son-in-law of a Police Officer. To make matters worse or better, depending on your interpretation, my mother was a very strict teacher who ran our home on a strong dose of ethical and moral conduct garnished

An absence or low supply of ethical values leads to a deficit in moral well-being and limits the deficiency-prone individual in the delivery of good governance and promotes corruption. Societies have tended to address and maintain ethical balances through naming and shaming, self-regulating conduct and sanctions.

with severe sanctions.

Attending famous missionary-run secondary schools like Loyola College, Ibadan and Hope Waddell Training Institute, Calabar as a boarding student and later on the University of Ibadan of the seventies reinforced my ethical content. That is not to say that others who probably had the same background like me have not or cannot run into ethical dilemmas. The difference is how I imbibed and interpreted the benefits and consequences.

What is Ethics?

This is a set of societal rules which have international acceptance in terms of permissible behaviour or actions which promote good human values: honesty (e.g. accountability and transparency), justice, chivalry, respect for others, patriotism, etc. It guides conduct on the basis of do what I say and do and not what I say and do not do. An absence or low supply of ethical values leads to a deficit in moral well-being and limits the deficiency-prone individual in the delivery of good governance and promotes corruption. Societies have tended to address and maintain ethical balances through naming and shaming, self-regulating conduct and sanctions.

An erudite professor or lecturer or senior non-academic staff who is engaged in ethically or morally reprehensible behaviour like sexual harassment or extortion for personal favour and or money for marks cannot be said to be promoting good human values. They are destroying the future.

Quite a number of my 1977 Political Science set at the

University of Ibadan ended up in law enforcement because we had lecturers who inspired us not only by their intellectual prowess but by their high ethical and professional standards. We are eternally grateful to the likes of the late Professors Billy Dudley, Essien Essien-Udom and Bade Onimode, late Comrade Ola Oni and Professors Omafume Onoge, Peter Ekeh, Bolaji Akinyemi, Ladipo Adamolekun, to mention a few for moulding our young impressionable character and firing our imagination to stand up for our rights. Cherish and honour

your good lecturers for they have baked you for stardom.

Conversely, we are aware that a high dosage of ethical values can also attract resentment for an upright individual operating within a morally bankrupt and corrupt society. The University staff who is known to be a sticker for ethical and moral uprightness and academic discipline is sometimes discriminated against for being heartless and for not "letting my people go." Students and colleagues would not like to have them as their Project Supervisors or Heads of Departments or Deans as the case may be. However, time will tell when men and women of integrity are needed.

Corruption and Ethical Deficits

Corruption is the subverting of public institutions, processes and goods for the benefit of a few persons or their associates. The substructures that fuel corruption indicate that it thrives where there is a high percentage of ethical and moral deficit in the populace. Societies with high inflation rates, lack of social safety nets, poor infrastructure, poor access to good quality health and educational services, high unemployment rates amongst the youth provide fertile grounds for corruption. Corrupt and ethically deficit civil servants and public office holders and business outfits will tend to exploit these situations in order to provide personal safety-nets and eventually become rabidly greedy to

the point of narcissistic opulence.

How do we fix our ethical deficits? ICPC has produced a draft National

Policy on Ethics and Integrity under its preventive mandate awaiting consideration and approval by the Government. We want to engage the citizens and allocate shares to them as owners of the change. We need to identify and stay with Core Nigerian Values. Can Christians, Muslims and adherents of traditional religions in Nigeria share the same ethical values? Do they have different reactions to "dishonesty"? The culmination and acceptance of shared values become Core Values and over time become a basis for negotiating acceptable

laws for all persons in the society.

Do We Need Constitutional Guarantees for Ethics? Yes we do and it has been provided for under Chapter II of the Constitution of the Federal Republic of Nigeria (2011) dealing with Fundamental Objectives and Directive Principles of State Policy. According to it, national ethics is necessary for "the purpose of promoting the good government and the welfare of all persons in our country on the principles of freedom, equality and justice, and for the purpose of consolidating the Unity of our people." Do Nigerians need Servicom and Social Charters to be scrawled all over the walls before public officers serve with integrity and honesty?

What are human rights if we do not have respect for human dignity and the sanctity of the human person especially when other human societies have stringent rules for treating animals well? Wherever you come from, or whatever your religious belief is, which of you would like to see your children or relations die in hospitals because they were administered with fake drugs? Why did we allow impunity to hijack our country and watch helplessly as our social values, institutions and infrastructures collapse?

In its second year of commencement, the Transparency International (TI) through its Corruption Perception Report ranked Nigeria as the most corrupt country in the world in 1996 with a corruption perception index (cpi) of 0.69. Indeed, we retained the record in 1997 (cpi 1.76) and 2000 (cpi 0.16) and placed second from 2001 to 2003. Our worst rating remains 2000 when we had a cpi of 0.16 at the bottom of 90 nations surveyed.

ICPC was established in 2000 to principally address the abuse of public office for private gain, bribery, etc. that plagued the public service. In 2004 we were the 3rd most corrupt country and this led to the establishment of the EFCC to tackle emerging criminal tendencies of money laundering and terrorist financing following the upsurge of what became popularly known "419" internet-based scams. When Nigerians became notorious for cross-border drugs trafficking the National Drugs Law Enforcement Agency (NDLEA) was established as far back as 1990. Similarly, the National Agency for the Prohibition of Traffic in Persons and Other related Matters (NAPTIP) came into being

The substructures that fuel corruption indicate that it thrives where there is a high percentage of ethical and moral deficit in the populace. Societies with high inflation rates, lack of social safety nets, poor infrastructure, poor access to good quality health and educational services, high unemployment rates

in 2003 to address the trafficking in human beings for prostitution and other related offences.

In spite of our self-criticisms Nigeria's ranking has moved up considerably to place 136 out of 176 surveyed nations by 2016. We have maintained this ranking for the last three years: 2014, 2015 and 2016. In Africa, under the 2016 TI rankings, at least twenty-seven countries ranked higher than Nigeria, out of which twenty-four are in sub-Saharan Africa. Botswana is ranked as the least corrupt and has held that position unbeaten for several years. Botswana is also ahead of a number of European Countries. Nigeria can and must shake itself out of its current position. I am confident that with the right mix of political will, ethical values, uncompromising sanctions, sustainable preventive measures, economic liberalism and support of enlightened citizens we can achieve what we deserve in the comity of nations.

What Intervention/Preventive Activities

have we done in ICPC? A few examples will suffice. In order to correct the ethical deficit at the primary and secondary education levels, ICPC introduced a National Values Curriculum (NVC) in 2007. This was done in collaboration with the National Educational Research and Development Council (NERDC) and was approved by the Council of States on Education. The NVC Curriculum has 12 thematic areas viz; Honesty, Right Attitude to Work, Justice, Discipline, Citizen's Rights, Contentment, Courage, National Consciousness, Regard and Concern for Interest of Others, Role of the family, Role of Religion & Nigerian Values.

ICPC is currently seeking to make Civics, Ethics and National Values compulsory examination subjects alongside Mathematics and English Language at the Senior Secondary School Certificate Examinations. In 2013 ICPC launched a Teacher's Guide for the teaching of an expanded scope of the National Values Curriculum (NVC) and supported training workshops for Train-the-Trainer

programmes for selected teachers.

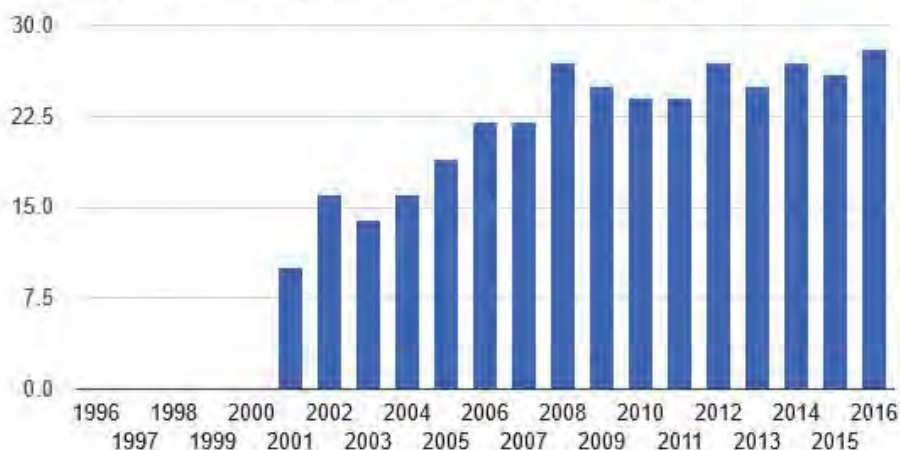
In furtherance of its anticorruption objectives, ICPC collaborates with the National Association of Proprietors of Private Schools (NAPPS), Conference of Heads of Public School Heads of Nigeria (COPSHON), National Association of Parents, Teachers Association of Nigeria (NAPTAN), examinations Ethics Project, etc. to develop children-friendly school environment which promote learning.

Why must we set traps for our children by not having good fully-equipped learning environments to challenge and engage young minds? When they resort to self-help by cheating we unleash law enforcement officials on them.

The monies we use in paying for enforcement every year would actually equip these schools to be functional.

I challenge the Faculty of Education in this university to carry out research to validate this problem I am posing and proffer solutions with empirical data.

Nigeria Corruption perceptions - Transparency International



Source: TheGlobalEconomy.com, Transparency International

Note: The Corruption Perceptions Index (CPI) is an indicator of perceptions of public sector corruption, i.e. administrative and political corruption. The indicator values are determined by using information from surveys and assessments of corruption, collected by a variety of reputable institutions.

Senior Citizens as Integrity Mentors

As Chairman of ICPC I visited my primary School, St. Anthony's Catholic Primary School, Molete, Ibadan in 2012 after 47 years. It was a great day for the children and full of nostalgia for me as we spent substantial time with the pupils and teachers.

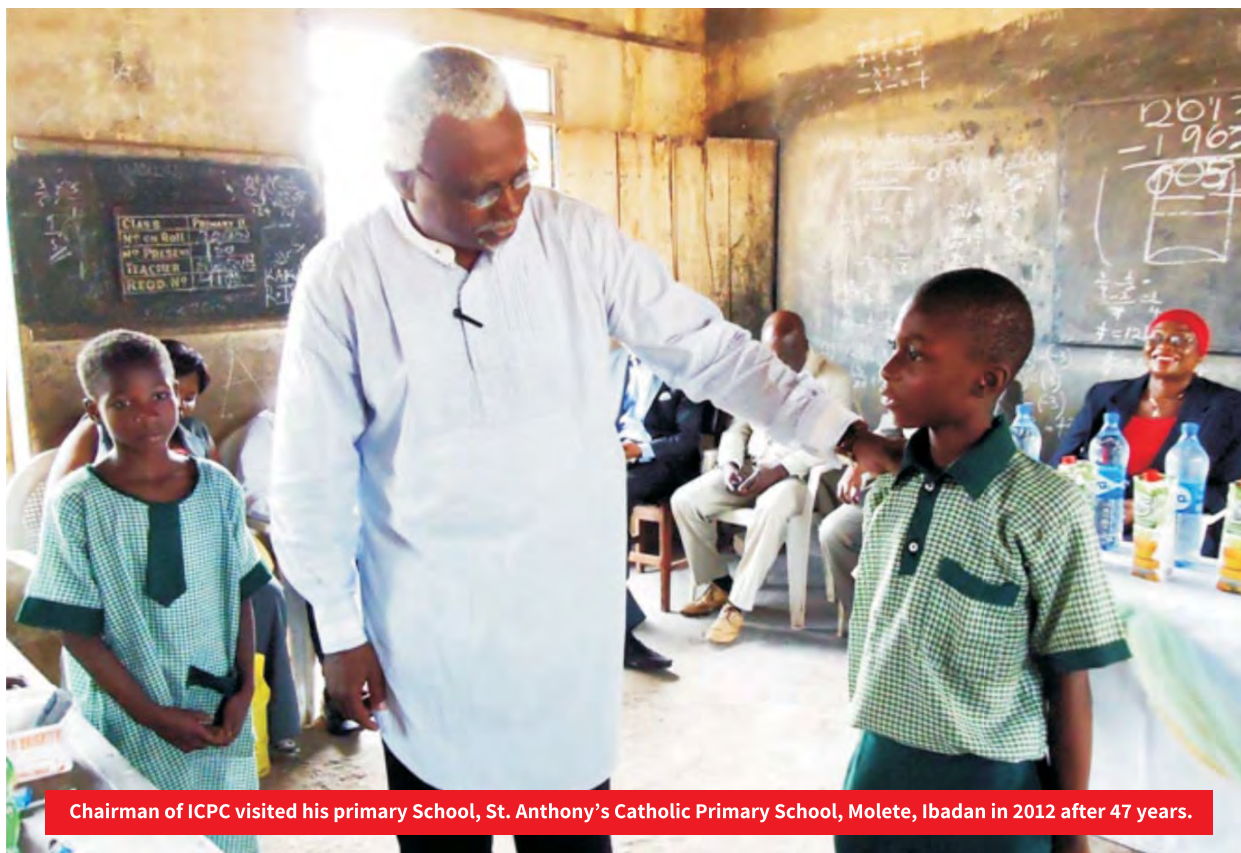
I was the School's Head boy in 1965 and I met the current Head girl and the young pupil who sat where I used to sit in Primary six. Both of them were as excited as I was and both of them can be seen standing with

procurement of his uniforms and books. In his final year he came to me and said "Uncle, I want to be a lawyer like you but no one will pay for my university education." Out of pity and to encourage him, I quickly offered to take on that responsibility if ONLY he was admitted to read law. The young chap completed his secondary school education courtesy of the free education policy of the Akwa Ibom State Government then.

One day out of the blues, I got an excited call from the young man. He informed me that he had been admitted to read law at the University of Uyo and reminded me of

eminent senior citizens gathered here today to offer themselves as mentors, if you want to share your good religious, ethical and moral values. Physically visit your alma mater or neighbourhood schools, especially at the primary school levels. As role models, don't just send money. Let them interact by seeing and touching you physically.

As a young pupil in Ibadan, I used to peep with great awe over the dwarf fence of the family house of the legendary late Chief Obafemi Awolowo because we were told he was the one behind the free education and daily free meals we enjoyed. Just



Chairman of ICPC visited his primary School, St. Anthony's Catholic Primary School, Molete, Ibadan in 2012 after 47 years.

me in one of the picture below. I requested both of them to strive very hard and make their mark in Nigeria too.

I will also share a similar experience I had with a young pupil in the model Nursery/ Primary School I founded in 2001 at Uyo. My family took over the sponsorship of this pupil because his old poor grandmother could not cope maintaining him in the school but refused to send him to a free public primary school. He was always unkempt but we could see that it was due to poverty and not because he wanted to appear so. My mother took over the

my promise as we walked along the school corridor, five years earlier, to sponsor him. Today he is in his fourth year and I have picked up all his fees and associated cost. I know Law School is waiting for me but I feel fulfilled that I could live up to the promises I made to this young man. When our governments, politicians, parents and persons in authority make electoral or corporate promises their words should be their bond. These are the building blocks of ethics and integrity necessary to encourage citizens to believe in good governance.

I want to use this forum to encourage our

imagine how much more inspiring a direct contact, or the opportunity to interact with a greeting, albeit from a distance, would have been to me.

When Senior citizens adopt their alma mater or neighbourhood schools they would be in a strong position to speak up against corrupt practices either on the side of the school management or from government. When I saw the deplorable state of affairs in my former primary school in Ibadan, I had the opportunity of discussing it with the Local Government Chairman and Governor Ajimobi of Oyo State. This exercise is so spiritually and

physically rewarding. The good feelings will add more quality to your life and hopefully reduce or eliminate medical trips to India.

Student Excursions/Advocacy Visits To ICPC

We encourage student excursions/advocacy visits to ICPC in addition to establishing Anti-corruption and Integrity Clubs in secondary schools and tertiary institutions across the country. At the tertiary level ICPC's intervention is not limited to reactive investigation of received petitions and the arrest and prosecution of officials who are involved in corrupt acts.

When we realised that the University system was generating too many disruptive petitions we instituted a University Systems Study and Review (USSR) Study in line with Section 6 (b)-(d) of our Act. The Act empowers ICPC to carry out a system study and review of any government agency to eliminate corruption-prone processes, procedures and practices. And thereafter, to instruct or direct such bodies on reforms and new ways of carrying out those activities. Three universities were randomly selected to represent Federal, State, geopolitical spread and Private Ownership for the pilot study.

The USSR Team consisted of eminent university scholars like Prof. Olu Aina who was on the ICPC Board, Prof. Sola Akinrinade from NUC; and seasoned Investigators, Lawyers and Education Department staff from ICPC. It was headed by Prof. Peter Okebukola: a former Executive Secretary of the National Universities Commission and a University Pro-Chancellor.

At the end of the exercise they produced a 3-volume Report as follows:

- Vol.1- Report of the Pilot Study of the Three Selected Universities
- Vol.2 - Template for the Conduct of University System Study and Review
- Vol.3 - Template of Preventive Actions to Be Taken By Stakeholders

All three Reports are available to interested universities to study and apply in order to reduce incidents of systemic corruption that lead to criminal infractions. Non adherence will always attract the not so palatable attention of Anticorruption

Agencies.

A. Volume 1- Infractions were classified under the following key areas/broad:

- Admissions, enrolment and registration of courses.
- Examination administration, award of degrees and graduation of students
- Teaching and learning services and facilities.
- Appointments, promotion and discipline of staff.
- Departmental administration and faculty governance.
- Contracts awards.
- Management of funds.
- Research and research administration

Associated Corrupt Practices by universities:

- Non-adherence to the carrying capacity set by NUC.
- Non-adherence to rules and regulations guiding admission and recruitments set up by the universities and other related public service requirements.
- Some external interference in the admission process by some proprietors.
- Inadequate funding which encourages Universities to engage in over-enrolment of students and other unethical practices. (Some use free student labour to run on-campus businesses as "punishment" in order to boost internally generated revenue)

B. Vol.3 provided a template of preventive actions to be taken by stakeholders and specifically highlighted some of the preventive actions to be undertaken by the universities as follows:

- Strict adherence to approved NUC carrying capacity.
- Staff selection processes should ensure only people of integrity are appointed to handle admission processes.
- Admission of students should be based on merit only established by the institutions.
- Provision and/or expansion of infrastructure to cater for admitted students.

Some Positive Outcome of USSR

1. The Universities have voluntarily begun the resolution of some identified corruption-prone processes and have invited ICPC to intervene in others that need further investigation or enforcement.

2. The various Anti-corruption and Transparency Units in the universities have begun organising seminars for university personnel in respect of expected codes of conduct in line with the provisions of the Code of Conduct and Tribunal Act 1999.

3. The Nigerian Universities Commission (NUC) has reviewed some of its processes to aid the early detection and resolution of accreditation processes in the University system.

4. Students have utilised the opportunities of this study to have direct contact with ICPC to air their grievances through email and toll-free lines. The Commission contacts their institutions and follows up on action.

5. The Minister of Finance had set up of an Inter-ministerial Committee to review the funding of the overhead expenditure of universities based on actual needs to remove "self-help processes"

6. In addition, ICPC in March 2014 followed up on the issue of poor funding by organising a conference on transparency, accountability and ethical values in tertiary institutions for sustainable development in collaboration with the Tertiary Education Trust Fund (TETFUND) and the Presidency (Office of the Special Adviser to the President on Ethics and Values).

Participants at the conference included the Chief Executive Officers (Vice Chancellors) and Registrars of all Public and private Tertiary Institutions, the Federal Ministry of Education and its Parastatals, and the leadership of the National Assembly and relevant Committees. It was declared open by the President Goodluck Jonathan represented by the Secretary to the Government of the Federation, Senator Pius Ayim. See the following video link: <https://www.youtube.com/watch?v=3Xmze1kIB1M> <https://youtu.be/3Xmze1kIB1M> (or tag: Corruption: ICPC, TETFund Push for Transparency Accountability in Tertiary Institution)

The aims and objectives were as follows:

- Improve delivery of quality of tertiary



ICPC Chairman at the same school.

education.

- Create a climate for transparency and accountability in tertiary education system.
- Enthroned structured practices and procedures that will bring about the emergence of international best practices.
- Examine new ideas and strategies on the war against corruption.

The outcome of the Conference led to better understanding and easier access to the funds which saw an immediate drawdown of over N30 billion which couldn't be accessed by the beneficiary public universities. As we speak I have commenced monitoring the utilisation of TETFund Intervention funds in selected universities.

7. Some Institutions have come up with codes for best practices. ICPC recognised and applauded the following initiatives by some universities and recommends them to others for adaptation and implementation:

- Sexual Harassment Policy and Gender Mainstreaming Policy designed and applicable in the University of Ibadan since 2012. Although the Senate of the Federal Republic of Nigeria is currently debating new laws to address this malaise, ICPC is

using its statute to address it as abuse of public office for private gain.

- Code of Ethics Guide developed by the Anti-corruption and Transparency Unit of the University of Ilorin and launched on 6th August, 2013 by the ICPC Chairman

8. An ICPC/National Universities Commission Task Team between 16-23 May, 2013 commenced the sealing up of premises, seizing properties, making arrests, and is prosecuting those found involved in the operation, of illegal degree-awarding Mills within or in spurious affiliations outside Nigeria. Over 26 of such illegal degree mills were shut down and we still monitor and shut down new ones as they arise. Quite a number of their proprietors and promoters are being prosecuted and this has raised awareness on the part of potential students and their parents.

9. The ICPC Anti-Corruption Academy of Nigeria has commenced negotiations with the relevant Authorities to grant accreditation to provide transferrable credit-earning courses in Corruption Studies for students especially for those who wish to pursue careers in anticorruption. We are happy that the

Senate of the University of Calabar has approved and is running compulsory Anticorruption Modules for all first year undergraduates under the General Studies programme.

ICPC is currently monitoring the new variant where approved universities are deliberately running un-accredited non-NUC programmes for young undergraduates who were not admitted through the Joint Admissions and Matriculation Board (JAMB). These graduates who are below age 30 are deceived that they would be eligible for National Youth Corp Service Scheme. They end up paying campus cartels for forged call-up letters. In 2013 ICPC arrested several of these fake NYSC members as seen in the picture above who had smuggled themselves into NYSC Orientation Camps. This eventually led to the NYSC tightening up the process of Call-up to include evidence of JAMB admission letter. These programmes were meant for adult workers beyond age 30 seeking to acquire in-service university degrees to enhance job performances or social status.

ICPC has Integrity Community Associations for NYSC members to run ethics programme during their camping. After

camping the process is driven by the Corp Members under volunteer groups to prepare them for the workplace corruption they would encounter in the job market.

Our most rewarding partnership, that is citizen-run, is in the area of volunteerism by citizens in the fight against corruption through sensitisation processes. We have put in place a National Anti-Corruption Volunteer Corps and National Coalition of Civil Societies as vehicles to run these initiatives. We are now engaging professional bodies so that they can begin to proactively monitor their members and sanction them.

In order to promote ethical conduct, we need to redefine patriotism by asking questions like: What will make me die for Nigeria if my children will become destitute and will have no guaranteed benefits? In response to this we posit the following:

☒ Continue the proactive partnership and involvement of ICPC with the Pensions Commission and Pension Transition Directorate (PETAD) in cleaning up the pensions system and enforcing new technological processes.

The Integrity of Termites In the words of President Muhammadu Buhari if we do not kill corruption, corruption will kill us (Nigeria). While thinking out what I would title this Convocation Lecture my mind kept going to the termite. We all know that the termite is such a small harmless looking insect. Yet they are the nightmare of any house owner as they can bring down the roof of your house if you don't respect them and provide radical and sustainable prevention processes where they coexist with you.

☒ As a country we need to encourage access to justice irrespective of tongue or status, by empowering the Legal Aid Council to assist the poor. It should be expanded to provide National Legal Schemes to encourage and assist young Lawyers take up and defend the "defenseless" for a State determined fee.

☒ Since there is a strong correlation

between poverty and corruption, encourage the current Federal Government's poverty alleviation programme in order to strengthen democratic rights because the hungry and needy cannot make rational choices.

☒ Promote restitution and compensation for victims of crime and injustice and immediate retribution and punishment for criminal conduct as this is the best signal that can assist ethical conduct of citizens. Elaborate schemes, not ad-hoc ones, must be encouraged and developed.

☒ Educational Institutions, NYSC, Military and paramilitary Organisations must be encouraged to be universal in nature so that all citizens can have a stake and buy-in as these are national institutions.

☒ Promote professionalism by holding professionals to abide by codified ethical values and codes of conduct. We should develop specialisations and allow professionals to run their sectors.

☒ Our integration with the world is based on technological savvy and this must be done in line with international Ethical considerations. Internet e-banking and e-shopping is based on trust and we must remove the yoke of dishonesty that some of our country men have imposed on us.

The Integrity of Termites In the words of President Muhammadu Buhari if we do not kill corruption, corruption will kill us (Nigeria). While thinking out what I would title this Convocation Lecture my mind kept going to the termite. We all know that the termite is such a small harmless looking insect. Yet they are the nightmare of any house owner as they can bring down the roof of your house if you don't respect them and provide radical and sustainable prevention processes where they coexist with you.

Termites are so well adapted and have been in existence for over 120 million years. They have generally survived all attempts to eradicate them using pesticides, insecticides and other means. Builders routinely use steel struts or hardwood treated with solignum as roof members. To survive, the wood termite feeds tenaciously on its hosts so long as they are

wooden: doors, floors, furniture, until it destroys or defaces the host medium. When the host is destroyed the termite self-destructs or moves on to a new host. Is Nigeria's corruption problem like a termite infestation? Having taken root it has defied all known process to eliminate it doggedly eating off our roof and compromising the foundations of our institutions.

To kill the termite, you must study and research it thoroughly. The new process of killing termite colonies is to use its high sense of integrity. They are highly disciplined and don't steal for their individual gain of survival. The worker and soldier termites, which largely forage above the ground for food, always return deep into their well-maintained underground colonies to feed others and the queen and king termites.

Rather than kill them on the surface as most of us do Researchers in the USA are now producing slow acting termite poison which they ingest or come in physical contact with it. They return as time-bombs to the deepest recesses of their colony to regurgitate the food or come in contact with others including the queen and king. This long-lasting poison kills every termite in the colony gradually including new eggs that hatch and come in contact. I have learnt the ways of the termite and have applied it as a sure way of eradicating and curbing entrenched corruption in Nigeria in order to build a new national identity like Singapore did.

This is the key to ICPC's System Study and Review strategy in dealing with corruption prone processes in a sustainable manner. We train members of agencies either through Anticorruption and Transparency Units or tailor-made programmes to imbibe new processes and ethical values which they take deep down into their organisations and drive the process when we pull out. This is what we did when we intervened to clean out corruption in the departure and arrival halls of Murtala Mohammed Airport, Lagos. Foreigners and travellers now attest to the fact that the brazen demand for tips and bribes have virtually ceased. The international airport is where foreigners make their first impression about a country.

The introduction of the Biometric Verification Numbers (BVN) in our banking sector has drastically eradicated ghost

workers in the Federal Civil Service. More still needs to be done to fully identify and retain genuine civil and public servants. This is what we do in our partnership with the banking sector to strengthen online transactions. In December 2016 we trained 10 ICPC operatives in computer forensics and cyber security with Canadian experts. This has tremendously improved our capacity to protect online transactions especially where it impacts on banking and financial scams within our mandate.

Other partnerships have been with the Council for the Regulation of Engineering in Nigeria (COREN) and the recently concluded corruption risk assessment project for selected seaports which are targeted at eliminating corrupt practices. The Vice President launched our Standard Online Operational Portal which unified all operations into one portal for our seaports for ease of doing business at Nigerian ports. This initiative has been lauded by the International Maritime Anti-Corruption Network (MACN).

Nigerians living abroad have over the past years had unsavoury experiences over their remittances. The traditional approach would have been to wait for petitions to come in and we begin to pursue the criminal suspects. ICPC, under my leadership, has signed MOUs which proactively facilitate safe harnessing of Diaspora capital inflow into Nigeria. We are currently promoting a Diaspora Housing Project estimated at N238 million Naira in collaboration with the Federal Housing Authority and the Presidency. The intervention will be better appreciated when you consider that Nigeria's total foreign reserves currently stand at 30million US dollars whereas Nigerians in Diaspora in 2016 alone remitted over 35billion US dollars back home.

IT specialists and Researchers designed the payment system and usage of services used by gsm providers. You cannot steal one kobo from the GSM providers because payments are not by physical face to face exchange of cash. You pay online anywhere there is service through your e-bank accounts or recharge cards. No credit no calls. Compare this to the days we paid through our noses for epileptic fixed line services by defunct NITEL.

The Universities can assist the anticorruption war by designing

theoretical constructs through collaborations between public administration and computer science departments. They stand to make huge financial gains by developing software that will assist governance in Nigeria and other countries that are ranked low on the Transparency International Corruption Perception Index Reports. Must we always wait for foreign constructs and software that further delete our intellectual ability to address indigenous problems? Let's take a cue from some Nigerian youths.

A young Nigerian, Chinedu Echeruo in 2015, sold his App, HopStop.com, to Apple for \$1billion. Others came up with inventions that have revolutionized the world. The jumai.com is attributed to two young men, a Nigerian Tunde Kehinde and Raphael Kofi of Ghana in 2012. Presently, JUMAI is in 23

In conclusion, I would like to posit that Nation building would benefit from a strong dose of citizen and leadership conducts driven by rule of law, ethics and integrity. The substructures that will support genuine ethical conduct must be situated in a fair rewards system where there is access to minimum acceptable standards that provide a decent life to all citizens. The day we begin to reverse the role of the termite eating up our national wealth is the day we begin to eat the flying termite as nutritious food

countries and as at 2013 was worth millions of dollars. Similarly, Konga.com is owned by Sim Shagaya, another young Nigerian. Obviously, we all cannot be entrepreneurs. But remember that given your education at Achievers, you are expected to conquer the world, be the best you could possibly be. So, unleash your creativity and cooperate with ICPC. How? Develop anti-corruption software in any sectors of your choice. We guarantee that ICPC will ensure you get the patent rights that will earn you good money anywhere in the world. It could also be the identification of areas where ICPC intervention could yield financial dividends to the nation or enhance our national image and the like.

But our universities themselves need to improve their services and eliminate

corruption-prone processes before they can seek to change the larger society. For example, examination malpractices can be eradicated through the use of computer based tests or other objective processes including the use of surveillance cameras. In ICPC I introduced CBT for staff promotion and confirmation examinations at our ultra-modern Centre and also offer services to JAMB. There is a lot of extortion going on in the Registries of various universities especially in the provision of transcripts. Based on our ongoing certificate verification investigations some universities have been identified where cartels are producing and selling fake certificates.

In conclusion, I would like to posit that Nation building would benefit from a strong dose of citizen and leadership conducts driven by rule of law, ethics and integrity. The substructures that will support genuine ethical conduct must be situated in a fair rewards system where there is access to minimum acceptable standards that provide a decent life to all citizens. The day we begin to reverse the role of the termite eating up our national wealth is the day we begin to eat the flying termite as nutritious food.

Our collective strength lies in the weakest Nigerian. The poor is awake because of hunger; and the rich cannot sleep because the poor is awake.

Text of the 2017 Convocation Lecture delivered at Achievers University, Owo, Ondo State, Nigeria.
Mr. Ekpo Nta is the Hon. Chairman, Independent Corrupt Practices and Other Related Offences Commission, ICPC. He is a Lawyer, Political Scientist and an Administrator who holds the B.Sc. (1977) and M.Sc. (1980) in Political Science from the University of Ibadan; LL.B. (1987) Civil Law from the University of Calabar; and a BL (1988) from the Nigerian Law School. He was enrolled as an Advocate & Solicitor of the Supreme Court of Nigeria in 1988. On November 29, 2011 he was appointed Board Member/Acting Chairman of the Independent Corrupt Practices and Other Related Offences Commission (ICPC) by the President of the Federal Republic of Nigeria. On September 28, 2012 he was confirmed by the Senate as the substantive Chairman of ICPC for a 5-year term.

Do you wish to report any act of corruption?

You must consider the fight against corruption a personal cause. It is a struggle for the betterment of our lives as individuals, as a nation and for generation yet unborn. The battle must be approached collectively, tenaciously and holistically with all the seriousness and doggedness it deserved. Report any act of corruption to ICPC Headquarters, Plot 802, Constitution Avenue, Central Business District, Abuja or the nearest ICPC state office.

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Sokoto State Office

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Sokoto State.
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For Nigeria to Move forward we must Strengthen our democratic institutions - ICPC Boss

- Murtala Bello Bankanu, Kaduna.

The chairman of the independent corrupt practices and other related offences commission (ICPC), Barr. Ekpo Nta stated that, if we must move forward as a nation, we must strengthen the nation's democratic institutions to enable them deliver on their mandates. He stated this in Kaduna while delivering a welcome address at the opening ceremony of a five days management retreat aims at reviewing the implementation vis-à-vis performance of the commission's 2013-2017 strategic action plan (SAP).

Nta informed the participant that past performance assessment was part of the commission's organisational culture of building a promising national anti-corruption development. He emphasised that, by the end of year 2017 the lifecycle of the SAP will come to an end after five years of steadfast implementation stressing, "incidentally, this is coming at a time when Nigeria had painstakingly approved a national Anti-corruption

strategy (2017-2020) that takes seriously Anti-corruption agencies framework for monitoring and evaluation", according to him, "it is in this premise and conviction that the commission takes with commitment this self-appraisal retreat in order to establish the connection between where we were, where we are presently, and where we are most likely to be in the foreseeable future" Earlier, the secretary to the commission, Dr. Elvis Oglafa reminded the participants that every knowledge based organization was expected to assess its performance over time while making adjustment into future.

Dr. Oglafa stressed that it was even more important that organization interrogate itself in order to know whether there were connecting dots between established vision, mission, goals and values to ensure their alignment. His words, "there is no doubt that the commission is practically

conscious of the significant of connecting dots in strategic planning and implementation, that is why the leadership and the management are working effortless to drive the commission into the future". In his remarks, the Kaduna State Governor Malam Nasir Ahmad El-Rufai who was represented by his deputy, architect Barnabas Yusuf Bala commended the ICPC for ensuring integrity in public institutions, adding that ICPC has a foremost anti-graft agency had been carrying out Vital services that help the nation to thrive to greatness. Delivering a vote of thanks, the member representing north-east Geo-political Zone at the ICPC Board, Bar. Abdullahi Bako expressed the commission's appreciation donor agencies such DFID, Justice for all (J4A) and other development partners who have been supporting the commission in the discharge of its mandates and to remain one of the leading anti-graft agencies in the country. 🚫

PHOTO SPEAK



PHOTO SPEAK



ICPC Gets 10 New Forensic Experts

Ugwoji **Inatimi**

In order to meet up with the challenges posed by cyber related fraud, the Independent Corrupt Practices and Other Related Offences Commission (ICPC) has training and beefed up its operational structure with the training and deployment of ten forensic experts. The 10 ICPC staff were certified as forensic experts at the end of a six-week intensive course on basic and advanced digital forensic conducted by a team of consultants from the

Canadian Institute of Learning held at the Anti-Corruption Academy of Nigeria (ACAN). During the graduating ceremony held at the Commission's auditorium, the Chairman of the Commission, Mr. Ekpo Nta, stated that the staff were trained by some of the best forensic experts and trainers in the industry and have been equipped to work on any electronic platform in the world. The ICPC Chairman charged the Forensic Experts to use the newly acquired knowledge in fulfilling the mandates of the Commission, and not for their personal use.

Mr. Samuel Amoah, the course instructor, who is also the President of the Canadian Institute of Learning, said the graduating staff gave a good account of themselves from the start of the training to the end. Mr. Amoah assured the management of the Commission on the readiness of the officers to work in the forensic field and urged them to make integrity their watch word. The participants were later presented with two certificates; one in Basic Digital Forensic Training and the other in Advance Digital Forensic Training from the Canadian Institute.

ICPC Inducts New Staff

Charity **Adebiyi**

The Head of Administration of the Independent Corrupt Practices and Other Related Offences Commission (ICPC), Mr. G.N Bako has charged newly employed staff of the Commission to be professional in the discharge of their duties. Mr. Bako gave the charge at the commencement of a two-week induction/orientation programme for its twenty-one newly employed staff of the Commission. The two-week intensive training held at the Anti-Corruption Academy of Nigeria (ACAN), the research and training arm of the Commission, was meant to equip participants on the operational structures of ICPC and their roles as anti-corruption agents.

Speaking during the opening ceremony on behalf of the Chairman, Head, Administration Department, Mr. G.N Bako, congratulated the trainees on a successful recruitment exercise. Mr. Bako said the training was vital for them to function efficiently and effectively in the system, not just as drivers but throughout their stay and growth process in the system. According to him, "as you serve in the Commission, you are expected to discharge your official duties with high level of discipline and professionalism". He charged the employees to create a legacy of excellence for themselves and build integrity during their service period stressing, "let your regime leave a good name and a positive report about you as you work in ICPC". In his paper titled, "ICPC and Its Operational Structures, Mr. Bako highlighted the various roles, duties and the operational structures of the Commission in order to equip the participants with

the working knowledge of the anti-graft agency. While presenting a paper titled 'Overview of the ICPC Act 2000', Mr. E. Shogunle of Prosecution department advised the trainees to take time and be conversant with the Law that establishes the Commission on the course of the job. In his opening remarks, the Deputy Provost of ACAN, Mr. Matthew Ameh enjoined the participants to take the training serious and abide by the rules and regulations of the academy, noting that the training would help in the course of work in the Commission. The induction exercise comprises of drilling exercise and paper presentations by various officers of the Commission. The staff who were employed on salary grade level 3 and 4 mostly drivers on the rank of Anti-Corruption Assistant I, II and III, have been deployed to serve in various departments and units of the Commission.

ICPC Boss charges Abia Council Members to shun corrupt tendencies

Ugwoji **Inatimi**

The Chairman of the Independent Corrupt Practices and Other Related Offences Commission (ICPC), Mr. Ekpo Nta has charged newly appointed Local government officers from Abia State to desist from any form of corruption in order to complete their tenure successfully. The ICPC chairman gave the charge at the commencement of a two-day workshop on Anti-Corruption, Ethics and Integrity organized by the Anti-Corruption Academy of Nigeria for members of the Abia State Local Government Councils. The workshop held at the ICPC Headquarters in Abuja was meant to promote zero tolerance for corruption in the workplace for Abia State Local Government officials. Declaring the workshop open, Nta stressed that "corruption like cancer adapts itself to the host and kills off healthy cells as it has to feed on them for survival" noting that to heal the victims, there was the need to engage in surgical removal of the virus through holistic strategies.

Nta explained that the new paradigm in the Commission was early detection and prevention as "this will help to prevent the spread of corruption", and therefore commended the step taken by the Abia State Government to curb corruption at the local government level. He noted that the local government was the closest tier of government to the people, therefore ICPC and Abia State must join hands together to work towards prevention of corruption at the grassroots. According to the ICPC boss, the training was organized to help show the local government council members the right step to take in the anti-corruption crusade and equip them on how to prevent corruption and how to handle corrupt demands in the course of serving their councils. Mr. Nta added that ICPC would want to see all the participants go home with clean records at the end of their tenure stressing, "the best way to fight corruption or corrupt demand is by good governance and the provision of the basic infrastructure for the people. With these the stress of 'stomach infrastructure' will be reduced." The Governor of Abia state, Dr. Okezie Ikpeazu, who was represented by the Senior Special

Assistant on Public Communication, Mr. Sam Hart, reaffirmed the commitment of Abia State support to the anti-corruption fight of the Federal government. While justifying the essence of the training, Mr. Hart said that corruption was common with officials at the local level of government, which was why the state sent all its Chairmen, Deputy Chairmen, Heads of Service and Treasurers to undergo integrity training at the ICPC academy. The SSA expressed the hope that with the training the council officials at the end of their tenure would not have any cause to be invited to ICPC as suspects. Mr. Hart urged the participants to take the training seriously for it would help the fight against corruption and used the opportunity to thank the ICPC Chairman for keeping to its word's in promoting as well as using "Made in Abia" products as training materials. In his remark, ACAN Provost, Professor Sola Akinrinade, called on the participants to contribute their own quota to the process of tackling the problem of corruption at the level of local government which is the closest tier of government to the masses.

SYNOPSIS OF TRAINING PROGRAMMES **FOR 2017**

PROGRAMME TITLE	Entrenching: (a) Academic Integrity; (b) Procurement Integrity; in the Polytechnic and Monotechnics System	PROGRAMME TITLE	Contemporary issues on Assets Tracing, Recovery and Management
TARGET AUDIENCE	(a) Directors of Academic Planning, Deans of Schools, Registrars, Faculty Officers and Admission Officers (b) Directors of Physical Planning, Directors of Works and Bursars	TARGET AUDIENCE	Investigators, Lawyers, Assets Managers, Auditors, Accountants and Forensic officers, among others involved in assets tracing, recovery and/or management in anti-corruption agencies, civil society organisations and other public and private bodies.
DURATION	(a) March 28 - 29 (b) March 30 - 31	DURATION	May 9 - 11
VENUE	Centre for Excellence, Kaduna	VENUE	ACAN, Keffi
COURSE FEE	N60,000.00	COURSE FEE	N60,000.00

PROGRAMME TITLE	Data Collection and Investigation Skills for Corruption Prevention in MDAs: A Programme for ACTUs	PROGRAMME TITLE	Anti-Corruption and Ethics Training For the Aviation Sector
TARGET AUDIENCE	ACTU Chairmen, Secretaries and Other members	TARGET AUDIENCE	Airport workers and other stakeholders including staff of FMA, FAAN, NCAA, NAMA, NCAT, AIB, NIMET, Customs, Immigration, SSS, NDLEA, aviation handlers, security officers and car hire service providers.
DURATION	June 6 - 8	DURATION	August 15 - 17
VENUE	ACAN, Keffi	VENUE	ACAN, Keffi
COURSE FEE	N 50,000.00	COURSE FEE	N 40,000.00

PROGRAMME TITLE	Examinations and Records Integrity (A programme for Tertiary Institutions)	PROGRAMME TITLE	Anti-Corruption and Fraud training for State Government Officials
TARGET AUDIENCE	Registry Officials and Faculty Examination Officers in Universities, Polytechnics and Colleges of Education	TARGET AUDIENCE	(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
DURATION	July 18 - 19	DURATION	(a) June 13 - 15 (b) June 20 - 22 (c) June 27 - 29
VENUE	Centre for Excellence, Kaduna	VENUE	ACAN, Keffi
COURSE FEE	N 60,000.00	COURSE FEE	N 60,000.00

PROGRAMME TITLE	Achieving Project and Procurement Objectives with Integrity	PROGRAMME TITLE	Senior Executive Course
TARGET AUDIENCE	Procurement, Physical Planning, Project Monitoring and Works officers in MDAs, tertiary institutions and other a gencies of government.	TARGET AUDIENCE	Decision-makers and potential leaders at Management level in public and private sector organisations not below the rank of Assistant Directors or equivalent.
DURATION	August 22 - 23	DURATION	October 10 - 12
VENUE	ACAN, Keffi	VENUE	ACAN, Keffi
COURSE FEE	N 50,000.00	COURSE FEE	N 100,000.00

SYNOPSIS OF TRAINING PROGRAMMES **FOR 2017**

PROGRAMME TITLE	Anti-Corruption Leadership Academy	PROGRAMME TITLE	Managing Integrity Systems: A Programme for ACTUs
TARGET AUDIENCE	Senior managers of public and private sector organisations at Management level and not below the rank of Assistant Director or equivalent	TARGET AUDIENCE	ACTU Chairmen, Secretaries and other members
DURATION	October 16 - 20	DURATION	November 7 - 9
VENUE	ACAN, Keffi	VENUE	ACAN, Keffi
COURSE FEE	N 150,000.00	COURSE FEE	N 50,000.00

PROGRAMME TITLE	National Anti-Corruption Conference	PROGRAMME TITLE	Entrenching Integrity, Transparency and Accountability in the Workplace: A Bespoke Programme for MDAs and Private Organisations
TARGET AUDIENCE	Academics (including postgraduate students) in all fields related to corruption and anti-corruption studies, policymakers and practitioners including members of Anti-Corruption Agencies, members of anti-corruption committees of the National Assembly, Legal Practitioners, civil society organisations, media practitioners, etc.	TARGET AUDIENCE	Officials of MDAs and Private Organisations
DURATION	November 29 - 30	DURATION	To Be Determined
VENUE	ACAN, Keffi	VENUE	To Be Determined
COURSE FEE	To Be Determined	COURSE FEE	ACAN or Host Organisation's Preferred Venue

PROGRAMME TITLE	Achieving Integrity in Legislative Support Services Management	PROGRAMME TITLE	Achieving Zero-Tolerance for Corruption in the Workplace: A Bespoke Programme for MDAs and Private Organisations
TARGET AUDIENCE	Clerks, Deputy Clerks and Committee Secretaries in the Houses of Assembly	TARGET AUDIENCE	Officials of MDAs and Private Organisations
DURATION	September 5 - 7	DURATION	To Be Determined
VENUE	ACAN, Keffi	VENUE	To Be Determined
COURSE FEE	N 60,000.00	COURSE FEE	ACAN or Host Organisation's Preferred Venue

PROGRAMME TITLE	Leading with Integrity to Achieve a Corruption-Free Legislatures: State Legislatures
TARGET AUDIENCE	Speakers, Deputy Speakers, Majority Leaders, Minority Leaders and Chief Whips in the State Legislatures
DURATION	August 29 - 31
VENUE	ACAN, Keffi
COURSE FEE	N 60,000.00

SENIOR EXECUTIVE COURSE IN ORGANISATIONAL INTEGRITY MANAGEMENT**Introduction**

The ethical culture of an organisation, including private and public sector agencies, determines the integrity profile of that organisation. Very few organisations exist whose ethical culture cannot be improved upon. Both public and private sector organisations have a duty to reduce corruption risks and promote high ethical standards of performance. Leadership is crucial to the development of a sustainable culture of integrity in any organisation. The leader not only needs to be a person of integrity but also understand how to foster a culture of integrity in the organisation. S/he needs a near professional knowledge of how to tackle corruption and corrupt practices at organisational level, and build his/her team into becoming passionate stakeholders in the quest for institutional integrity. The process of aligning an organisation's operational systems and corruption prevention strategies with high ethical standards requires a conscious development of an integrity plan and profile.

The Programme

The Senior Executive Course in Organisational Integrity Management is a specialised training programme aimed at building a core of executives who would spearhead the management of institutional integrity systems in their respective organisations. Designed for both public and private sector professionals and 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; arm 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.

Expected Outcomes

Upon successful completion of the programme, participants would be able to:

1. Appreciate and understand Nigerian national integrity laws and their application to organisations in the public and private sectors;
2. Set the Ethical Tone for their organisations;
3. Design and Implement an Organisational Framework for Integrity Management
4. Formulate an organisational Ethical Policy
5. Design and periodically review an organisational Integrity Action Plan
6. Support Ethical Decision-making in their organisations
7. Promote a culture of Openness in their organisations
8. Manage incentives (rewards and punishments) for ethical compliance/violations including ability to monitor complaints, investigate and enforce ethical values in the organisation.

Methodology

Content delivery will feature a combination of teaching sessions, experience sharing and focus group discussions and simulation sessions.

Target Participants/Requirements

The programme is targeted at 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.

Date & Time

10th - 12th October 2017; 9.00 am Daily

Venue

Main Auditorium,
Anti-Corruption Academy of Nigeria
Kilometre 46, Abuja - Keffi Expressway
Beside NYSC Orientation Camp
Keffi, Nasarawa State

Registration

Nomination/Expression of Interest Form is available online at www.icpcacademy.gov.ng. Intending participants are to complete and submit the appropriate form online or download a copy, complete and scan to: info@icpcacademy.gov.ng with copy to programmes@icpcacademy.gov.ng. Completed forms should be submitted on or before 22nd September 2017.

Course Fee

The Course Fee is N100,000.00 per participant. This covers programme related costs, including lunch for three days. The course fee is payable upon acceptance to the programme. Details of payment procedure would be communicated upon acceptance of nominees for the programme.

Hotel Reservation

Participants who require assistance with making hotel reservation should please contact any of the numbers listed below.

Enquiries

Further inquiries, you can reach ACAN officials on any of these numbers: 08033200519 (Richard Bello), 08033554816 (Ahmed Abdul) or 08060963585 (Mark Faison). You may also send an e-mail to: info@icpcacademy.gov.ng with copy to provost@icpcacademy.gov.ng.

NOTE

Organisations with large staff complement who wish to have the programme specially designed for their staff may contact the academy by email provost@icpcacademy.gov.ng with copy to programmes@icpcacademy.gov.ng or phone call to any of the numbers above.

ANTI-CORRUPTION LEADERSHIP ACADEMY

Introduction

Leaders and senior managers of public and private sector organisations, including Government Ministries, Departments and Agencies, MDAs, and Anti-Corruption Agencies, ACAs, are crucial to the successful prosecution of the national war against corruption and the quest to enthrone integrity values into national transactions. Given that competence is ingrained in a matrix of personal values or right attitude, knowledge and skills, such officers not only need to have appropriate personal values that promote integrity, transparency and accountability but also need the professional knowledge and requisite skills including leadership skills to lead their organisations in the right direction.

The Programme

The Anti-Corruption Leadership Academy is an innovative training programme aimed at building 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 organizations 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 organizations, and mentor and develop the capacity of subordinate officers to tackle corruption in their domains.

Expected Outcomes

Upon successful completion of the programme, participants would:

1. Be equipped with cutting-edge strategic leadership skills expected to assist in improving their job performance;
2. Appreciate and understand Nigerian national integrity laws and their application to organisations in the public and private sectors;
3. Have developed basic competencies in key areas of anti-corruption work, including corruption prevention, detection and investigation skills developed;
4. Appreciate contemporary strategies of managing organizational Integrity and Corruption challenges;
5. Appreciate the critical relationships associated with leading and managing anti-corruption work and the competencies required to manage them;
6. Be better prepared to provide effective leadership, become change agents and manage the necessary change in their workplace;
7. Be able to set the required leadership tone from

the top and provide mentorship for personnel under their leadership.

Methodology

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.

Target Participants/Requirements

The programme is designed for directorate level staff (Assistant Director and above) in Ministries, Departments and Agencies (MDAs) of Government, and their equivalents in the private sector.

Duration

One Week

Date & Time

16 – 20 October 2017; 9.00 am daily

Venue

Main Auditorium,
Independent Corrupt Practices and Other Related Offences
Commission Headquarters Central Area, Abuja, FCT

Registration

Nomination/Expression of Interest Form is available online at www.icpcacademy.gov.ng. Intending participants are to complete and submit the appropriate form online or download a copy, complete and scan to info@icpcacademy.gov.ng with copy to programmes@icpcacademy.gov.ng

Course Fee

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NOTE

Organisations with large staff complement who wish to have the programme specially designed for their staff may contact the academy by email

What can be reported?

Sections 8-26 of the Corruption Practices and Other Related Offences Act 2000 clearly spell out offences and penalties under the Act.

SECTIONS	OFFENCES	PUNISHMENT
8	Accepting gratification by an official	7 years
8	Giving or accepting gratification through an agent	7 years
9	Corrupt offers to public officers	7 years
10	Corrupt demand by person(s)	7 years
12	Fraudulent acquisition of property	7 years
13	Fraudulent receipt of property	3 years
14	Fraudulent receipt of postal matter, chattel	(7 years)
15	Deliberate frustration of investigation by the commission	7 years
16	Making false statements or returns in respect of money or property received	7 years
17	Gratification by and through agents	5 years
18	Bribery of public officers in relation to voting or performance of duty	5 years with hard labour
19	Using office or position to gratify or confer unfair advantage on oneself, relation or associate	5 yrs without option of fine
21	Bribery in relation to auctions	3 years
22(3)	Inflation of the price of goods and services	7 years and a fine of N1 Million
22(4)	Award of contract without budget provision	3 years and fine of N100,000 fine
22(5)	Transferring money from one vote to another (Virement)	1 year or N50,000 fine
23	Failure to report bribery transactions	2 years N100,000 fine
24	Dealing with, using, holding, receiving or concealing gratification	5 years
25	Making false statement to the Commission	2 years or N100,000 fine
64	Wilfully making false petitions (S.64)	10 years and N100,000 fine