

ACANNEWS



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

WE HAVE CAPACITY TO REDUCE CORRUPTION-ACAN PROVOST

Sina Babasola

The Provost of the Anti-Corruption Academy of Nigeria (ACAN) Prof. Sola Akinrinade has dismissed the notion that fighting corruption in Nigeria was a lost cause. The Provost in his welcome address at the Closing and Graduation Ceremony of the Course One Participants of the Post-Graduate Certificate in Corruption Prevention programme held at the premises of the Academy, Keffi Nasarawa State declared that Nigeria has the capacity to win the war against corruption and

other vices plaguing the country.

His words, "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."

Prof. Akinrinade disclosed further that this philosophy has guided the Academy programmatic interventions since 2015

stressing that "in the three years that followed, the Academy has reached almost 8000 people with its sensitisation, training and capacity building that include various open and bespoke programmes".

He explained that the need to fight corruption at the prevention level has never been more

urgent adding that our national Anti-Corruption Agencies have an urgent responsibility to enhance the prevention element of their mandates.

The Professor of History noted that the transformation of the ICPC Academy to the Anti-Corruption Academy in October 2014, was, in part, a recognition of the need for change of direction in the war against corruption, 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.

He explained that the Certificate Course in Corruption Prevention was "the first longer term course that is open to participants on nomination from sponsoring agencies, particularly members of the Working Group on Prevention in the IATT. The curriculum and course contents were conceptualized to cover major themes in corruption prevention and expose participants to rigorous theoretical knowledge and practical hands-on work on corruption prevention.

According to him, "the aim is not only to provide a comprehensive and coherent education and professional training package in support of the

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The Emir of Keffi, Dr. Shehu Yamusa, Special Assistant to the President on Financial Crime, Office of the Attorney General of the Federation, Mr. Kohide Ogini and Acting Chairman of ICPC, Dr. Usman Musa Abubakar at the Closing Ceremony of Corruption Prevention Course in Keffi

e-SERVICE BLOCKS LOOPHOLES IN FIRS TAX COLLECTION

Sina Babasola

The Executive Chairman of the Federal Inland Revenue Service (FIRS), Mr. Tunde Fowler has declared that the deployment of e-services by the agency has helped in blocking major loopholes in the collection of tax in the country.

In a goodwill message at the maiden closing/graduation ceremony of the Anti-Corruption Academy of Nigeria (ACAN) Post-Graduate Certificate Course in Corruption Prevention in Keffi, Mr. Fowler said that as a result of the blockage, the e-services have boosted the revenue profile of the FIRS.

The message read by the Director Training of the agency, Mrs. Jimila Takon, the FIRS boss noted with delight that the deployment of e-services has closed the gap that "gives room for corrupt and sharp practices" in the operations of the agency.

This, he said, "has resulted in FIRS generating N4.7 Trillion last year and this year within the first quarter of 2018, the sum of almost N1.5 Trillion has been generated by the Service".

The FIRS chairman was confident that it was confident that effort was expected to generate more revenue increase in subsequent quarters as the taxpayer's awareness of these initiative increases".

He explained that the Service was determined to put in place structures that can easily detect



Mrs. Jimila Takon, MNI
Director, Career & Skills Department/Ag. Chairman (ACTU) FIRS.

corrupt behavior and highlight them if they occur for appropriate sanction.

Mr. Fowler disclosed that FIRS, "is also implementing many reforms initiatives from PACAC, TUGAR, Inter Agency Task Team, etc, which would give more bite to the fight

against corruption".

"We have also joined the country delegation for GIABA Technical Plenaries, FATT membership, Conference of State Parties in the fight against corruption, money laundry and counter terrorist

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FROM THE PROVOST'S DESK



Developments in higher educational institutions (Polytechnics, universities and colleges of education) continue to point in the direction of aggressive response to the unethical practices bedevilling these institutions. Critical challenges have emerged in recent years to the integrity of our tertiary institutions and the products of their academic processes. The ugly phenomenon of corruption has taken up residence in most of our higher educational institutions and found comfort and companionship with ease as those who are supposed to be repulsed by it are the worst culprits.

As I noted in my welcome remarks when addressing participants at the 2015 Workshop for Polytechnics, corruption in any form is unacceptable, but corruption in our higher educational institutions strikes at the very heart of the future of this country. The extent to which the qualifications and the class of degrees being awarded by these institutions have been called into question by the corrupt activities associated with the process which produced them. Achievement levels hardly represent actual capacity of those parading the certificates and other qualifications awarded by these institutions.

Extracted from welcome Remarks of the Provost, at the Opening Ceremony of the Workshop on Examinations and Records Integrity for Nigerian Polytechnics and Allied Institutions, at the Centre for Excellence in Technical Education, NBTE, Kaduna, 11 April 2018

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Quotable Quotes

"Being respected by the people for your honestly and patriotism is the best legacy a man can leave behind. In a country where corruption is perceived as fashionable, Akanbi stood out as a remarkable man who put personal integrity and selflessness before the desire for money outside his legitimate at income.

Throughout his distinguish career in the Judiciary and public service, Akanbi resisted the defeat list mindset that if you can't beat them," join them' extracts of tribute of on the demise" (President Muhammed Buhari GCFR; on the demise of former ICPC chairman Justice Musstapha Akanbi)

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WE'VE BLOCKED ALL CORRUPT LOOPHOLES IN TAX COLLECTION-FIRS CHAIR

financing, illicit financial flows and beneficial ownership", he stressed.

He said that the FIRS will always give its full support to the fight against corruption in order to strengthen the inter-agency cooperation between FIRS and ICPC.

In his own goodwill message, the Acting

Chairman of the Fiscal Responsibility Commission, Victor Muruako stressed the need for all anti-corruption agencies to embark on corruption preventive initiatives rather than allow corruption to happen and then the rat race of investigation and prosecution to start.

Mr. Muruako said, "this is because following

inherent ambiguous legal provisions, criminals will always rely on one legal leeway or the other to delay or even evade justice thereby rubbing the huge efforts of government at getting things right".

LIGHT SENTENCE OF CORRUPT PERSONS ENCOURAGES CORRUPTION IN NIGERIA-CISLAC BOSS

By Sina Babasola

The Executive Director of Civil Society Legislative Advocacy Centre (CISLAC) Mr. Auwal Ibrahim Musa has declared that the light sentence and non-conviction of most corrupt suspects is encouraging the culture and tolerance for corruption in Nigeria.

Mr. Musa stated this in a lecture titled, "The Imperative and Challenge of Corruption Prevention in Nigeria" at the Closing and Graduation Ceremony of the Course One of Post-Graduate Certificate in Corruption held at the Premises of the Anti-Corruption Academy of Nigeria (ACAN), Keffi Nasarawa State.

He noted with regret that the erroneous belief that corruption pays as shown by the, "slap on the wrist punishments" and non-conviction of most corrupt cases is a big challenge and a catalyst for corruption".

The civil society Activist who identified five challenges of corruption prevention

in Nigeria, said that some category of "people for their selfish activities do not want a change and a such do all that is within their power to thwart efforts of well-meaning Nigerian and institutions" aimed to curbing corruption in the country.

He argued further that Nigerias was not lacking laws to reduce incidences of corruption but most of the laws are outdated, stressing that "we agree that most of the laws need to be reviewed to fit into present realities and address current challenges".

According to him, "weak criminal justice system is an impediment to the fight against corruption. The Law enforcement agents must be empowered and trained to face this monster of corruption. A weak criminal justice called system as seen in Nigeria will only feed corruption"

The Executive Director of CISLAC noted that lack of patriotism, ethnic parochialism, religious bias and all forms of sentiments have all combined to

hinder the war against corruption in the country.

Mr. Musa said that as a way of promoting the culture of accountability and transparency in Nigeria, elected public officials and senior civil servants must declare their assets publicly while at the same time, he advocated for adequate protection and encouragement for whistle-blowers in the crusade against corruption in Nigeria.

He went further to say that public servants, elected officials and all citizens need to be guided by principles of integrity and not by greed, adding that if Nigerians can embrace these principles the challenges of corruption would be reduced.

Mr. Musa charged the participants to be good ambassadors of the anti-graft agency stressing, "it is the task of law enforcers, you, to make sure that laws are respected. I call on you to be guided in your career by principles of integrity and professionalism".

ACAN Trains Officers of Nigeria Content Development and Monitoring Board

By Olufemi Nofiu

The Anti-Corruption Academy of Nigeria (ACAN) has concluded a 3 Day Training Course titled "Achieving Zero Tolerance for Fraud and Corruption through Forensic Accounting and Auditing for selected officers of the Account and Audit Departments of Nigeria Content Development and Monitoring Board and Health Records Management Board of Nigeria.

The participants were taken through the concept of fraud and corruption and how they are perpetrated, how to

manage their funds devoid of fraud and corruption in line with best practices.



Mr Gad Nath Bako HOD ADMIN
Addressing Participant at one of the Session at CAN

They were also taught the skills on how to address fraud and corruption risk prone areas and deployment of forensic knowledge to promote zero-tolerance for fraud and corruption in their work place.

Lecturers for the course were drawn from seasoned and experienced facilitators in their various fields of disciplines.

Some of the participants spoken with at the end of the course expressed delight at the high levels of professionalism, competence and expertise displayed by the lecturers and promised to relay the good news

ACAN PARTNERS WITH NBTE TO TRAIN POLYTECHNIC STAFF ON EXAMS INTEGRITY

Sina Babasola

The Anti-Corruption Academy of Nigeria (ACAN) and the National Board for Technical Education (NBTE) have pledged their readiness to stamp out corruption related issues confronting the Nation's education sector.

The Heads of the two Federal Institutions made the pledge at the commencement of a two-day training for examination officers of Nigerian Polytechnics and Other Allied Institutions on examination and record integrity designed specifically to stamp out corruption in the sector.

The Provost of ACAN, Prof. Sola Akinrinade, noted that developments in higher educational institutions, including polytechnics and colleges of education needed aggressive response to the unethical practices bedevilling them.

Akinrinade noted with regret that corruption had taken up residence in most of the country's higher educational institutions and found comfort and companionship from those who were supposed to repulse it.

At the training held in Kaduna, the Provost of ACAN explained that corruption in any form was unacceptable, but lamented that corruption in our higher educational institutions strikes at the very heart of the future of this country.

His words, "The extent to which the qualifications and the class of degrees being awarded by these institutions has been called into question by the corrupt activities associated with the process which produce them.

Continuing, he said, "This became



A Cross Section of Participant at the NBTE Training

evident when achievement levels hardly represent actual capacity of those parading the certificates and other qualifications awarded by our educational institutions,"

The provost applauded the NBTE's efforts toward stamping out corruption in TVET institutions under its purview, assuring that the anti-graft agency would continue to partner with NBTE in the task of stamping out corruption in the sector.

The Executive Secretary of the Board, Dr Masa Udu Kazaure, said that the training organised in collaboration with Anti-Corruption Academy of Nigeria (ACAN) was designed to improve the integrity in examination and certification in polytechnics.

Dr Kazaure said that the goal of the training was to ensure that all manner of examinations corruption is stamped out in various Technical and Vocational Education and Training (TVET)

institutions in the country.

The NBTE boss told the participants that the training with the theme, "Advancement of the Human Capital in the Polytechnics and other Allied Institutions", would help to strengthen the belief in the Nigerian Project.

He used the occasion to charge Rectors, Provosts and Officers in-charge of assessment and issuance of certificate so to as a matter of policy ensure high ethical standard in their various schools.

"Our collaboration with ACAN will yield inestimable value in strengthening characters of officials of examination administration and records, obedience to examination rules, beliefs and norms in all TVET institutions.

"NBTE door is opened to receive all partners of technical and vocational education who want to support us to ensure stability and advancement to revamp the decaying state of TVET institutions", he said.

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to their management and make a strong case for other categories of their colleagues to be sent to the ACAN for training.

The exercise took place between 8th and 10th of May, 2018 at the Academy located along Abuja-Keffi Expressway, Keffi, Nasarawa State and had in attendance 17 officers drawn from the two agencies.



Anti-Corruption Cartoons

ACAN GRADUATES FIRST SET OF POST-GRADUATES IN CORRUPTION PREVENTION



A CROSS SECTION OF THE GRADUAND

By Olufemi Nofiu

The Anti-Corruption Academy of Nigeria (ACAN), the Research and Training Arm of the ICPC has trained and graduated 35 course participants in its maiden Post-Graduate Certificate Course in Corruption Prevention.

The resident course ran for one month and was intended to build the capacity of anti-corruption practitioners to better understand the intricacies of corruption and the array of responses to tackling the menace.

The participants were exposed to rigorous theoretical knowledge and practical hands-on experience in corruption and anti-corruption studies with strong specialisation in Corruption Risk Assessment, corruption detection and enforcement strategies, research methods in corruption prevention and behaviour change management.

The lecturers and Guest Lecturers were drawn from seasoned pools within the ICPC and other anti-graft agencies, the academia, top management professionals and the judiciary, all of whom engaged the students in robust expositions and shared practical experiences in the management of corruption and practical field work.

The graduation ceremony was attended by eminent Nigerians from all walks of life including the Senior Adviser to the President on Financial crime Mr. Kehinde Ogini, Acting Chairman and Secretary to the Commission, Dr Musa Usman Abubakar, the immediate past ICPC Chairman, Bar Ekpo Nta, many former members of the Commission.

Others include Head of Service to the Kano State Government, Alhaji Auwalu Na'iyah, the Chairman of Kano State Public Complaints and Anti-Corruption Commission, Mr. Muhuyi Magaji Ramin Gado and Heads of Departments in the Commission and several other

dignitaries. Royal Father of the day was HRH Alhaji Dr Shehu Chindo Yamusa III, Emir of Keffi.

The course participants cut across top management and middle cadre officers from some government agencies and establishments, officers of Kano State Public Complaint and Anti-Corruption Commission and selected members of staff of the ICPC.

The course was conducted in the serene environment of the Anti-Corruption Academy of Nigeria (ACAN) along Abuja-Keffi Expressway, Keffi, Nasarawa State



PARTICIPANTS FROM KANO STATE PUBLIC COMPLAINTS AND ANTI-CORRUPTION COMMISSION WITH THE KANO STATE HEAD OF SERVICE (REPRESENTING THE GOVERNOR)

INVESTIGATORS: THEIR GOOD QUALITIES AND COMMON MISTAKES

By AdedayoKayode

Investigation according to Dictionary.com is defined as "a searching inquiry for ascertaining facts; detailed or careful examination". Basically, the responsibility of an investigator among others is to find out the truth about occurrence of an event or commission of an act; however as salient as this responsibility on the investigator is, the best he can achieve is a report on facts obtained based on available evidences in the course of the investigation.

It can therefore be summarized thus, that the Investigator's responsibility is to find out the 5W and H of a matter i.e. Who, What, Where, When, Why and How.

In other to be adjudged reliable, a good Investigator must possess and demonstrate certain qualities without which he/she may not be able to carry out his assignments effectively and efficiently. Therefore, an investigator must possess, some, if not all of these qualities.

Objectivity: An Investigator must be objective in all his/her works, not influenced by personal feelings, interpretations, or prejudice. The report of the investigation should be based on facts and unbiased. A bias investigator is unlikely to turn-in a good and useful report at the end of the investigation.

Neutrality: Following closely to the quality of objectivity is Neutrality, the tendency not to side or take a position in a matter until all investigation are exhausted.

Honesty: From Wikipedia, the free encyclopedia Honesty is defined as "a [facet](#) of [moral character](#) and connotes positive and [virtuous](#) attributes such as [integrity](#), [truthfulness](#), straightforwardness, including straightforwardness of conduct, along with the absence of lying, cheating, theft, etc. Honesty also involves being trustworthy, [loyal](#), [fair](#), and [sincere](#)". An Investigator must possess this virtue and exhibit it in all his/her works.

Integrity: Integrity is defined as "concept of consistency of actions, values, methods, measures, principles, expectations, and outcomes. In ethics, integrity is regarded as the honesty and truthfulness or accuracy of one's actions." Therefore, an Investigator must place premium on his/her own integrity will be translated as integrity of the work done. The moral character of an Investigator should not be in question, otherwise the outcome of the investigation will be a subject of controversy.

Confidentiality : A good Investigator should protect information made available to him/her in the course of investigation by ensuring restriction only to authorized parties by not telling others including co-workers, friends, family, etc. These include ensuring that files are locked and secured, information on a case in investigation is not told to people who do not need to know.

Analytical mind: Analytical thinkers use knowledge, facts, and information to make sure they get things right. Those with an analytical mind rarely jump to conclusions. They are knowledgeable about their subject and thorough in looking at all the facts before making a decision. Analytical thinking can also have its downsides. Some [decisions](#) are just not suited to analytical thinking. This is especially true when emotions are involved. In addition, logical thinkers can sometimes get bogged down in the detail.

If you can relate to these 10 things, you probably have an analytical thinking style.

1. You question everything.
2. You look for evidence before coming to a decision.
3. You are addicted to sourcing for information.
4. You love intellectual challenge.
5. You have a strong habit by stinking to routine that works.
6. You can be indecisive because you want to have all the facts.
7. You are methodical and not swayed by emotions.
8. You are insensitive – says the truth and not diplomatic.
9. You are sceptical and can only be persuaded with cold hard facts.
10. You are sometimes politically incorrect because you see everything from your own point of view which sometimes makes you guilty of political incorrectness.

Good Listener: When you're told, "Listen!" by someone, most often you think, "I need to hear this." But listening is so much more than hearing. It is what happens when we not only open our ears, but also open our minds. Good listening ability offers you many benefits, and encourages the speaker to feel relaxed in your presence.

Tenacity: Tenacity can simply be defined as that determination to start something and continue till completion with the same energy and fervency. A tenacious person does not get discouraged easily.

Calmness: This is the mental state of [peace of mind](#) being free from agitation, excitement, or disturbance. It also refers to being in a state of serenity, tranquillity, or peace. Calmness can be cultivated and increased with practice. It usually takes a trained mind to stay calm in the face of a great deal of different stimulation, and possible distractions, especially emotional ones. The negative emotions are the greatest challenge to someone who is attempting to cultivate a calm mind. Your mindfulness will only be as robust as the capacity of your mind to be calm and stable. Without calmness, the mirror of mindfulness will have an agitated and choppy surface and will not be able to reflect things with any

accuracy.

Good communication skill: The ability to communicate effectively (written and verbal) is an essential skill for a good investigation. Communication can be defined as the impacting and exchanging of information. However, how you send or exchange the information matters.

Independence: A good Investigator should be free from the control or influence of other people.

At this juncture, it is imperative to discuss some common mistakes by investigators in the course of this work

1. Complacency

Many Investigators in course of their assignment become complacent believing that the work will always be completed but not mindful of the timing. They believe there will always be time to complete the assignments but by the time such are completed the report may not meet the time requirement and as such may not be useful anymore for effective action.

Also, as a result of complacency some Investigators are not sceptical on their job and this makes them to easily believe and rely on statements made by respondents rather than seeking for appropriate evidence to proof or dis-prove the case on hand.

2. Carelessness

An Investigator may be presumptive and fail to document all phone calls and pressure in respect of the case he/she is handling. Many Investigators lack the tenacity to painstakingly analyse information provided during the course of investigation and may sometimes be presumptive of facts thereby leading to erroneous conclusion. Carelessness in document handling, analysis and communication may also lead to loss of documents or bad investigation.

3. Communication

An Investigator that does not mind his/her communication skill may experience wrong feedback from the respondents and the consequence will be erroneous judgement. Also, improper communication to both up-line and down-line will result in either bad supervision or bad followership. Investigators many times hold the belief that once a case is assigned to them they are solely responsible thereby forgetting that investigation is a team-work involving the supervisor and the low-level team members.

4. Contingencies

In investigation, anything can happen at any time and a good Investigator must be prepared for this. Therefore, all past records of both suspects and witnesses are essential information that cannot be over-looked in the course of information. A good Investigator should not over-look the behavioural and financial profile of the suspects and probably witnesses too bearing in mind that a witness may turn a suspect in the course of investigation. Do not forget to conduct link and network analysis also.

THE FOUR TEMPERAMENT THEORY

The Psychologists researchers have discovered why human behaviours differ from one person to the other_

man Know thyself_

CHOLERIC**MELANCHOLY****PHLEGMATIC &****SANGUINE**

I would therefore walk you through a brief descriptions of these character traits_

-Psychology Corner**CHOLERIC**

They are naturally proud

They are very extrovert

They are domineering

They love to lead and direct affairs

They mostly seek to be in control of situations

They always want to be on top and be seen

They exhibit high level of resilience

They usually do not relent, until they've succeeded

however

They are easily angered

They are hot tempered

They are irascible

Cholerics are alphas of our species

MELANCHOLY

They are undoubtedly gloomy of mind (especially when an act/situation becomes habitual or prolonged)

They are perfectionists

They are also idealist, who want things to be done in certain way (therefore, they do not vouch

TO BE CONTINUE IN NEXT EDITION

STATES SHOULD IMPLEMENT PROCUREMENT ACT 2007**- Ezeh****Sina Babasola****Engr. Emeka Ezech addressing the Participants**

Former Director-General of the Bureau of Public Procurement, Engr. Emeka Ezech has stressed the need for State Governments to complement the Federal Government's Anti-corruption drive by the full implementation of the Public Procurement Act 2007 in their various States.

In a lecture titled, "Public Procurement Act as a Tool for Corruption Prevention: Success Stories, Challenges and Way forward", Engr. Ezech lamented that 11 years after the Procurement Act was passed and signed into Law in the country, "many states are yet to enact similar Laws to guide and regulate their public procurement"

The Former BPP Boss who was delivering the lecture to Course One Participants of the Post-Graduate Certificate Course in Corruption Prevention held at the

premises of the Anti-Corruption Academy of Nigeria (ACAN), Keffi noted with regret that, "where the Laws exist, they are not being operated as they should be".

According to him, 24 States have enacted Laws on Public Procurement. Most states have their Laws modelled after the Federal Law but they are hardly being implemented.

Engr. Ezech explained that for the Nation to fully implement the UNCAC regulation on Corruption Prevention, State Governments which controlled 48 percent of the Country's Economy must enact and implement the BPP Act 2007, noting that the "Federal Government controlled 52 percent of the Economy"

He said that "for Nigeria to derive maximum benefits from her membership of UNCITRAL and UNODC,

each Federating States should adopt similar Laws".

The former Director-General who was in charge for the agency for eight and half years disclosed that the Bureau under his leadership was able to save Nigeria N658 billion due to proper vetting of all public procurement between 2009 and 2014.

His words, "from Financial Year 2009 to Financial Year 2014, a total of 3240 major projects were reviewed by the Bureau, 368 projects were denied certification while 2872 were certified".

Continuing, he added, "out of about N11.744 Trillion requested for the 2872 projects, the sum of N10.024 Trillion was certified as value for money cost. This gives savings of N658 billion".

Engr. Ezech explained, "Public Procurement apart from being a tool for delivery of public goods, works and services at the most advantageous cost, is also a tool to prevent corruption in public expenditure management".

While highlighting the several challenges in Public Procurement in Nigeria, he advocated for the deployment of technology driven services such as the introduction of e-tendering, e-analysis, using the goPRS software. He also called for proper training of personnel involved in procurement as well as quick judicial dispensation of cases, stressing that, all these are essential for deepening procurement in Nigeria.

PHOTO NEWS



Left to Right: Immediate Past Chairman of ICPC, Mr Ekpo Nta, Managing and Chief Executive officer of Siemens in Nigeria, Mrs Onyeché Tifase and National Programme Manager, British Council, Nigeria, Mr Danladi Plang.



Left to Right: Acting Chairman/Secretary to ICPC, Dr Musa Usman Abubakar, chatting with Alh. Ado Bayero and ACAN Provost, Prof. Sola Akinrinade at the graduation Ceremony – PCC



A Cross section of Dignitaries and Heads of Federal Government Agencies at the closing Ceremony of the Post-Graduate Certificate Course in Corruption prevention, held at ACAN Keffi.



Left to Right: Former Chairman of ICPC, Mr Ekpo Nta, Former Board Member, ICPC, Dame Julie Nwariaku and HOD, Public Enlightenment, of ICPC, Mrs Rasheedat Okoduwa.



A Cross section of the invited guest and graduating students at the closing Ceremony of the Post-Graduate certificate Course in Corruption Prevention held at ACAN, Keffi



Right to Left: Board Member, ICPC, Alhaji Abdullahi Ado Bayero, Acting Chairman CCB, Agorn – Tor; HOD Public Enlightenment, of ICPC, Mrs Rasheedat Okoduwa and Dame Julie Nwariaku at the Event.

AUDITORS AID CORRUPTION

-Emir of Keffi

Sina Babasola

The Emir of Keffi, Dr. ShehuYamusa has blamed the high incidence of corruption in Nigeria on the failure of both internal and external Auditors to carry out their functions with integrity and professionalism.

The Royal Father who was speaking during the Closing and Graduation Ceremony of the Course One of the Post-Graduate

Certificate Course in Corruption Prevention at the Anti-Corruption Academy of Nigeria (ACAN), Keffi stated emphatically that the auditors have been colluding with public fraudsters to loot the nation's treasury.

Dr. Yamusa was of the view that there

was no way any Chief Executive Officer of an organisation will succeed in stealing government funds without the active support of its auditors.

According to him, "our internal and external auditors who are supposed to express independent opinions on public financial transactions and check recklessness, most unfortunate collude with public fraudsters to siphon the treasury".

While appealing to auditors to help in eradicating the scourge of corruption in Nigeria, the monarch noted that auditors must not compromise in the course of carrying out their statutory duties but must be more proactive in ensuring financial discipline in all public and private bodies.

The Emir also warned Nigerian workers to desist from engaging in sharp practices, noting that a large chunk of "Nigerian workers have thrown honesty to the winds and blocked their

encouraging corruption in schools, stressing that form "experience many parents and elites abet corruption by supporting all forms of corruption in schools, especially in examination malpractices which are affecting the quality of our examination standard. The chain reaction is quite shameful".

Earlier, the Acting Chairman of Independent Corrupt Practice and Other Related Offences Commission, (ICPC), Dr. Musa Usman Abubakar commended the Federal Government support for the

Commission saying that arrangements have been made to build additional structures such as 500 capacity Auditorium and a befitting 50 room hostel of a 3-star hotel standard.

The ICPC boss explained further that a master plan has been produced for the Academy to cater for its future development.

Dr. Abubakar also commended the Provost of the Academy Prof. Sola Akinrinade for his sacrifice and dedication which have in no small measure elevated the Academy to a greater height adding that his team of dedicated staff cannot escape mention for their immense contributions to the success of the graduation ceremony.



Alhaji Auwalu Na'ija HOS, Kano State. Prof. Sola Akinrinade ACAN Provost and Dr. Shehu Yamusa III, Emir of Keffi chatting during the graduation Ceremony

consciousness with their crave for wealth".

He lamented that the popular song in the public service is, "if you cannot beat them; you join them or let Rat chop; let Lizard chop; let monkey chop; let Baboon chop, chop for your way, make I chop for my way".

Dr. Yamusa while lamenting the poor quality of education in the country, charged parents to desist from

THIS MAY BE A MATTER OF LIFE OR DEATH TO SOMEONE YOU LOVE.

READ IT CAREFULLY & SHARE IT !!!!

This is from Dr. Geetha Krishnaswamy, Please give your 2 minutes and read this:

1. Let's say it's 7.25pm and you're going home (alone of course) after an unusually hard day on the job.
2. You're really tired, upset and frustrated.
- 3 Suddenly you start experiencing severe pain in your chest that starts to drag out into your arm and up in to your jaw. You are only

-YOUR HEALTH CORNER

about five km from the hospital nearest your home.

4. Unfortunately you don't know if you'll be able to make it that far.

5. You have been trained in CPR, but the guy who taught the course did not tell you how to perform it on yourself.

6. HOW TO SURVIVE A HEART ATTACK WHEN ALONE? Since many people are alone when they suffer a heart attack without help, the person whose heart is

beating improperly and who begins to feel faint, has only about 10 seconds left before losing consciousness.

7. However, these victims can help themselves by coughing repeatedly and very vigorously. A deep breath should be taken before each cough, and the cough must be deep and prolonged, as when producing sputum from deep inside the chest. A breath and a cough must be repeated about every two seconds without let-up until help arrives, or until the heart is felt to be beating normally again.

TO BE CONTINUE IN NEXT EDITION

STATES MUST SET UP ANTI-CORRUPTION BODY-HOUSE COMMITTEE CHAIR

By Sina Babasola

The Chairman of the House of Representatives Committee on Financial Crime, Hon. Kayode Oladele has charged all State Governments to set up their own Anti-Corruption Agency as a way of collaborating with the Federal Government in its Anti-Corruption crusade in the country.

Hon Oladele gave the charge while interacting with Course One Participants of the Post-Graduate Certificate Course in Corruption Prevention organized by the Anti-Corruption Academy of Nigeria (ACAN), Keffi.

The Federal Lawmaker said that there was urgent need by State Governments to take up the fight against corruption in their various states. This will provide a platform for states to educate their citizens on the ills of corruption in Nigeria.

While commending the Kano State government for the establishment of an anti-corruption commission in the state, Hon Oladele pleaded passionately with the remaining 35 states and Federal Capital Territory to emulate the Kano state initiative. The Chairman of the Committee who commended ACAN for starting the



From left:-Hon. Rasak Atunwa, Chairman House Committee on Justice, Hon. Kayode Oladele, Chairman House on Financial Crime and Mr Adedayo Kayode, Deputy Provost, (ACAN), after ACAN interactive session with the Federal Lawmakers

Corruption Prevention Course stated that prevention was cheaper to fight corruption than investigation and prosecution.

He assured the participants that his Committee was committed to strengthening anti-corruption agencies in the country, adding that the Committee was working on the various amendments brought before it.

Hon Oladele also disclosed that the Committee was working seriously towards ensuring that the Bill for the establishment of

Separate Court for Corruption and Terrorism Cases, "is pass by the National Assembly".

He also explained that the National Assembly will amend the ICPC Act to allow the Commission to try its suspects in Federal High Court instead of State High Court.

The Committee members present at the interactive session later engaged the 35 participants in question and answer session on the role of the National Assembly on anti-corruption fight of the Federal Government.



ACAN Team and House of Representatives Committee on Financial Crime in a Group Photograph



Mr Auwal Ibrahim Musa, Director of CICLAS delivering his Guest Lecture paper at the Closing Ceremony



Provost of ACAN, Sola Akinrinade with some former Board members of ICPC

A GOOD REWARD SYSTEM AS TOOL IN CORRUPTION PREVENTION

BY IROKA, SAMPSON M.

Merriam-Webster Dictionary defines reward as "a stimulus administered to an organism following a correct or desired response that increases the ability of occurrence of the response." It is therefore something that is given in return for good done or received or otherwise. Kreitner, R. (2009), defines it as "the material and psychological payoffs for performing tasks in the workplace." This may include money, employees' welfare benefits, promotion, recognition, status symbols, praise to name a few.

Generally, individuals act because of certain inherent driving forces within themselves represented by such factors as wants, needs and fear. As individuals differ, so are the named factors. Some of these desires could be conscious or unconscious. It is in an effort to satisfy these needs that persons spend their energies in any given venture or system.

In broad terms, corruption is the abuse of public office or position for private gain. Thus, The World Bank defines corruption as follows: Abuse of public office for private gain. Public office is abused for private gain when an official accepts, solicits or extorts a bribe. It is also abused when private agents actively offer bribes to circumvent public policies and processes for competitive advantage profit. Public office can also be abused for personal benefit, even if no bribery occurs, through patronage and nepotism, the theft of state assets or the diversion of resources.

It is an incontrovertible fact that corruption is both anti-development as well as positively correlates to abject poverty. It negates socio-economic development in all ramifications. It has been identified as the bane of most countries quest for rapid and sustainable development especially the developing nations where Nigeria happens to belong. As a result of corruption, most Nigerians today lack access to many things that citizens of other developed climes take for granted given the arrant primitive accumulation of wealth by the elites. These include, good roads, potable water, affordable healthcare, constant power supply, quality education, clean and sanitary environment and assured security of life and property. Above all, corruption generates

serious economic and social distortions in both public and private sectors of the economy by diverting investment away from areas of need such as education and health. It is equally a truism that most income inequality that exists among the citizens can be directly linked to corruption.

Chapter Two of United Nations Convention against Corruption (UNCAC) recognises the importance of prevention as a veritable tool in the fight against corruption. Apart from being cost effective, corruption prevention is also easier to implement when juxtaposed against full blown investigation and prosecution. This is in line with the popular saying of 'prevention being better than cure.' It would be mere restating the obvious that the fight against corruption can only be won by the involvement of all segments of the society.

It is unarguably a statement of fact that lack of reward breeds frustration. This, if unaddressed, invariably graduates to discontent which is a breeding ground for various acts of corruption including outright sabotaging of the system. It is on this note that one would expect the current negotiations by the government and labour unions with regards to a new National Minimum wage is concluded in good time.

Since public enlistment and support can only be better accomplished through the preventive approach as against the use of enforcement, it would therefore be necessary to accord corruption prevention the attention it rightly deserves. Unlike the preventive approach, enforcement would ordinarily entail special skills as well as specialised training of personnel. However, for corruption prevention to be effective and achieve the intended objective, a good reward system is sine qua non. Thus, according to the theory of Operant Conditioning pioneered by the likes of Skinner, (1974), every positive behaviour should be reinforced with appropriate reward while all negative behaviours should be punished in order to avoid their being repeated.

Accordingly, the central managerial problem in almost every organisation is being able to fashion out appropriate reward system that would energise positive behaviour among the employees. This would necessarily entail a successful implementation of a motivational system that is in tandem with individual aspirations and the organisational objectives. Where this is successfully implemented, it would go a long way in providing answers to such managerial problem as:

- Why does a person choose a particular action over the many alternatives available?
- Why do people continue a given action even though other easier courses of action are open to them?

All things considered, a good reward system

would constitute a significant tool in corruption prevention in the following ways among others:

- By ensuring that good conducts are adequately rewarded while bad ones to which corruption falls into are punished to serve as deterrent to others.

- Ensuring that only the real needs (as opposed to wants) of employees are attended to. This can be done through a joint bargaining system

involving parties (state, labour union and management) as opposed to the use of fiat or unilateralism by the management in deciding what is due to its employees.

- Ensuring that wages and salaries that are paid to employees correspond to their efforts and overall productivity. This is in line with the Expectancy Theory postulated by Victor Vroom (1964).

- A good reward system is also in agreement with Equity theory advanced by Adams, (1979). This focuses on people's feelings on how fairly they have been treated in comparison with their counterparts given similar conditions.

It is an acknowledged fact that discontent among employees especially if not properly

addressed could easily metamorphose into collusion which has been identified as a major source of corruption and similar malfeasance. This usually takes place by first, working against the internal control mechanisms put in place by management by creating needed loopholes to operate.

In conclusion, although corruption may not be totally eradicated especially in the short term, there is however, urgent need to put in place

in most organisations, a sustainable reward system as an important tool in preventing corruption. Also is the fact that corruption is a global phenomenon requiring global attention and necessary multilateral action. However, it is also a settled fact that paying employees well including taking care of their other intrinsic and extrinsic needs would go a long way in helping to reduce incidents of corrupt acts involving them. It is unarguably a statement of fact that lack of reward breeds frustration. This, if unaddressed, invariably

graduate to discontent which is a breeding ground for various acts of corruption including outright sabotaging of the system. It is on this note that one would expect the current negotiations by the government and labour unions with regards to a new National Minimum wage is concluded in good time. This is more so as the current monthly minimum wage of N18,000 (Eighteen thousand Naira Only) seems quite unrealistic when juxtaposed against the present high cost of living in the country.

Continue from page 6

5. Completion

Every assignment has three essential elements namely time, scope and cost. A good Investigator should not see an investigation as a going-concern or do-able when able. Every petitioner wants to see action on his petition while the suspects want to their fate at the completion of the investigation, the management want all on-going cases completed and new cases assigned. When an Investigator procrastinates on an investigation, all stakeholders are dissatisfied.

Conclusion, it should be noted that Investigation is both a science and an art, therefore a good theoretical knowledge of what investigation entails will lead to good practical investigation. The above mistakes are responsible for many bad, incomplete or poorly concluded investigations. If we guide against them the quality of investigation will be improved.

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ACAN Holds Refresher Training on Basic Investigation for ICPC Officials

Mark Faison, Keffi

The Anti-Corruption Academy of Nigeria has commenced the of trained about six hundred officials of the Independent Corrupt Practices and Other Related Offences Commission (ICPC) on Basic Investigation Skills Development. The training which kicked-off in January 2018, took place at the premises of the Anti-Corruption Academy of Nigeria (ACAN) was conducted in batches of 50 participants per batch.

According to the Ag. Chairman of ICPC Barr. Abdullahi Bako, the training was designed to equip the entire workforce of the Commission with basic investigation skills, irrespective of department or job schedule. Barr. Bako who spoke through the Head of investigation at ICPC, Mr Kayode Adedayo pointed out that the fundamental reason for

holding the training was to ensure easy movement of staff on job schedules within the Commission.

Also speaking at the commencement of the training, the Provost of ACAN, Prof. Sola Akinrinade noted that, the importance of training and retraining of staff of all categories in the attainment of organisational goals should never be underestimated, particularly in the case of the peculiar work before the staff of the Commission.

According to the Provost, the dynamics of corruption and corrupt acts continue to challenge orthodox means of investigating, detecting and combatting them.

He pointed out that, "As the legal framework receive fresh impetus through new legislations, so also those perpetrating corrupt acts develop new responses to beat the law. Thus, for professionals in organisations such as ICPC, as narratives

change, they too must respond to the changing dynamics of corruption and corrupt practices".

"As staff of the ICPC, in whichever Department, there are certain expectations associated with your position. There are skills the society assumes you possess, and there are certain basic skills that you need to possess if you expect to be able to perform optimally", he emphasised.

Prof. Akinrinade called on the participants to note that, it is the skills you have acquired in the course of your career progression that come handy when you are tasked with greater responsibilities of heading units, departments or outside stations.

He admonished the participants not to see the training period as a leave from work, or as a time for leisure, but as a period of learning new things, with the view to putting the new knowledge and skills to use.

ACAN HOLDS CAPACITY BUILDING PROGRAMME FOR OFFICIALS OF ADAMAWA, GOMBE AND PLATEAU STATE ON PEACE BUILDING**Mark Faison**

The Anti-Corruption Academy of Nigeria (ACAN) in collaboration with the UNDP recently organised a week long training for officials of the Plateau State and two states from North East Zone of the country on Peace Building Agency in their states.

The two states from North East are Gombe and Adamawa states. In all, 54 personnel drawn from State and Federal Government Agencies participated in the two weeks training programme with Conflict Resolutions Experts, Prof Isaac Albert, Dr. Doyin Ighalo, Dr. Abubakar Mustafa Jamda, Seyi Olarewaju, Bamidele Bello, Theresa Ochu, Sampson Bamidele and Ms Osarieme Edozor handing the various sessions. Representative of the UNDP Kehinde Osotimehin, disclosed that the UNDP is implementing the project, "Promoting Women's Engagement in Peace and Security in Northern Nigeria", adding that the project was funded by the European Union, and has been running for three years now.

According to her, the project was initially handled by the UN Women alone, but in 2018 the project was split into smaller bits to be handled by various agencies, stressing that the UNDP is implementing a small aspect of the project and that is which deals with Early Warning and Early Response.

Osotimehin noted that even though the Plateau state Peace Building Agency is one of the structures earlier established for this purpose, the UNDP is still working in the state to improve on the structures and ensure that they are working effectively.

She also disclosed that once the structures in Plateau are fine-tuned, they will be replicated in Adamawa and

Gombe states.

Also speaking, the Director General of the Peace Building Agency, Joseph Lengmang, disclosed that, the Peace Building Agency was established two years' ago by the Executive governor of Plateau State, Hon Simon Lalong as the first of its kind in the country to deal specifically with peace building among its people. He pointed out that the agency is tasked with the responsibility of identifying red flags to the breach of peace and proffer solutions to checking them before they explode as well as providing measure for resolving crisis where they already exist.

The Director General explained further that the agency focuses on working for cooperation between the various ethno-religious groups in Plateau state.

he therefore change participants "to take the training seriously as it would provide them opportunity to not only develop their personal skills but will also enable them to be able to handle their job of peace building more professionally, for the greater good of the state". Provost of Anti-Corruption Academy of Nigeria, Professor Sola Akinrinade, congratulated the management of the Peace Building Agency for getting the opportunity of having capacity of its staff enhanced for effective performance.

The Provost who pointed out that the training was a rare opportunity for the staff which would have direct impact on their work of peace building in Plateau State, charged them "to take the opportunity and remain fully attentive and involved in all activities during the training".

The training programme which held from 11 -15 June

2018 in Jos focused on developing participants in Grantsmanship, Essentials of Project Management, Early Warning Detection and Data Management, Negotiation and mediation processes & Skills among others.

A similar training was also held for Adamawa and Gombe state officials of the NSCDC and SEMA, from 25 -29 June, 2018 at the premises of the Anti-Corruption Academy of Nigeria in Keffi, Nasarawa state.

According to Osotimehin, the decision to train SEMA officials was made with the view that SEMA would provide a domain for the hosting of the Peace building structure in the two states, pending when the Peace Building Agencies would be established in those state. She however, warned that SEMA is only hosting the project but must let go when the Peace Building Agency is eventually established.

For th NSCDC, Osotimehin said that, they are to host the Operation Rainbow. She however noted that the Operation Rainbow as it operates in Plateau state at the moment needs to be upgrade to make it better. Onecit is upgraded, it will be replicated in Adamawa and Gombe states and domiciled with the NSCDC.

Similarly, the NSCDC is to hold brief until the agencies to operate the officials so that when the Operation Rainbow software is deployed, it will not be new to them. She however added that further training on the effective use of the Application will be conducted for the officials once the App is upgraded and deployed to the two states

It is expected that the gains of the training would see participants perform more effectively in their work of peace building in Plateau State.

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.

Adamawa State Office

No. 6 Mayo Ine Street,
Jimeta, Yola, Adamawa State.
Phone: 08037771263
E-mail: adamawa@icpc.gov.ng

Akwa Ibom State Zonal Office

Plot 37, G Line,
Ewet Housing Estate,
Uyo, Akwa-Ibom State.
Phone: 08023445230, 07039788913
E-mail: akwaibom@icpc.gov.ng

Bauchi State Zonal Office

Plot 10946, Yaya Abubakar Link
Off Federal Secretariat Road,
Bauchi, Bauchi State.
Phone: 08036040239
Email: bauchi@icpc.gov.ng

Benue State Office

26 Jonah Jang Street, High Level,
Makurdi, Benue State.
Phone: 08065287240
E-mail: benue@icpc.gov.ng

Edo State Office

81, Boundary Road,
Benin City, Edo State.
Phone: 08069550952, 07038894444
E-mail: edo@icpc.gov.ng

Enugu State Zonal Office

55B, Ezeilo Street
Independence Layout,
Enugu, Enugu State.
Phone: 08037044584
E-mail: enugu@icpc.gov.ng

Imo State Office

Plot 100, Ngozi Ajaelu Street,
Off Nkwere Street, Works Layout,
Owerri, Imo State.
Phone: 08086621491
E-mail: imo@icpc.gov.ng

Kaduna State Zonal Office

7, Wurno Road,
Unguan Dosa,
Kaduna, Kaduna State.
Phone: 08037184902
E-mail: kaduna@icpc.gov.ng

Kano State Office

Plot 417, Shehu Kazaure Road,
Opp. Kwanar Maggi,
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Phone: 08167120128
E-mail: kano@icpc.gov.ng

Kogi State Zonal Office

No 6 Shugaba Close,
Off Aliyu Attah Way,
Lokoja, Kogi State.
Phone: 08055808900
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Lagos State Zonal Office

10, Okotie Eboh Street,
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Phone: 08128952043, 08023177773,
08064187366
E-mail: lagos@icpc.gov.ng

Osun State Office

No 5 Olu Alabi Street,
G.R.A, Okesia, Osogbo,
Osun State.

Phone: 08036442935

E-mail: osun@icpc.gov.ng

Oyo State Office

No. 19B, University Crescent,
Old Bodija Estate,
Ibadan, Oyo State.
Phone: 08032984983
E-mail: oyo@icpc.gov.ng

Rivers State Office

No. 4, Chief A.K Horsefall Street,
Off William Jumbo, Old G.R.A
Port Harcourt, Rivers State.
Phone: 08023432419
E-mail: rivers@icpc.gov.ng

Sokoto State Office

No. 18, Sama Road,
Giwah Layout,
Sokoto State.
Phone: 08035994938
E-mail: sokoto@icpc.gov.ng

SYNOPSIS OF REGULAR PROGRAMMES by ACAN

PROGRAMME TITLE	Post Graduate Certificate Course in Ethics and Compliance
TARGET AUDIENCE	Anti-Corruption Officers, Integrity Officers Ethics & Compliance Officers, SERVCOM Offices e.t.c
DURATION	One Month
VENUE	ACAN, Keffi
COURSE FEE	N475,000 Or \$1,750

PROGRAMME TITLE	Managing Integrity System
TARGET AUDIENCE	ACTU Chairmen, Secretaries/Others
DURATION	2 Days
VENUE	NBTE, Kaduna
COURSE FEE	N50,000

PROGRAMME TITLE	Understanding the Essential Steps in Procurement Bid Process
TARGET AUDIENCE	Officers involved in Procurement, Project & Physical Planning, works & Maintenance
DURATION	3 days
VENUE	ACAN, Keffi
COURSE FEE	N 60,000.00

PROGRAMME TITLE	Achieving effective, Administration Strive Control in Corruption in MDA's
TARGET AUDIENCE	Administrative Officers, Human Resources Managers, HOD Admin., Policy Formulators in MDA's
DURATION	3 days
VENUE	ACAN, Keffi
COURSE FEE	N 60,000

PROGRAMME TITLE	Monitoring Compliance with ethical Standard in Integrity Codes in MDA'S
TARGET AUDIENCE	ACTU Chairmen/Secretaries
DURATION	3 days
VENUE	ACAN, Keffi
COURSE FEE	N 50,000

PROGRAMME TITLE	Tackling Workplace Corruption through effective Education & Public enlightenment Strategies
TARGET AUDIENCE	ACTU Chairmen/Secretaries
DURATION	3 days
VENUE	ACAN, Keffi
COURSE FEE	N 50,000

PROGRAMME TITLE	Security Executive Course in organization Moral Integrity management
TARGET AUDIENCE	Mid to Senior Career officers with Leadership Roles
DURATION	3 days
VENUE	ACAN, Keffi
COURSE FEE	N 100,000

PROGRAMME TITLE	Anti-Corruption Leadership
TARGET AUDIENCE	Directorate Staff (Asst. Directors &Above)
DURATION	1week
VENUE	ACAN, Keffi
COURSE FEE	N 150,000

PROGRAMME TITLE	Leading with Integrity to achieve a corruption free Legislature
TARGET AUDIENCE	Speakers, Dep. Speakers, Majority Leaders, Chief Whip
DURATION	3 Days
VENUE	ACAN Keffi
COURSE FEE	N 60,000

PROGRAMME TITLE	Achieving Integrity in Legislative Services Support Management
TARGET AUDIENCE	Clerks, Dep. Clerks, Committee secretaries /Admin Staff
DURATION	3 days
VENUE	ACAN, Keffi
COURSE FEE	N 60,000

PROGRAMME TITLE	Entrenching Integrity, Transparency & Accountability in the workplace
TARGET AUDIENCE	MDA'S, State Govt, Official & Private Sector
DURATION	3 days
VENUE	ACAN, Keffi
COURSE FEE	yet to be determined

PROGRAMME TITLE	Achieving Zero Tolerance for Corruption in the Work Place
TARGET AUDIENCE	MDA'S, States & Federal Officials
DURATION	3 days
VENUE	ACAN, keffi but can be moved
COURSE FEE	yet to be determined

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.

Duration: 3 days

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

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

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

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