

POLICE CORRUPTION: OBSTACLES TO EFFECTIVE POLICING IN NIGERIA

Abstract

The Nigeria Police are public servants and the enforcers of the law whether civil or criminal. They collect bribes from the motorists, Okada (motor cyclist), and Keke (tricycle) with impunity and pretentiousness. It is heart breaking that the very arm of the government that supposed to enforce the law are the same breaking it. If the enforcers of the law are breakers of the law, who is to be trusted in the society? When Nigeria Police exhibit laxness, ineffective and inefficiency in maintaining peace and order, it becomes dangerous for an average citizen to walk freely in the society. This behavior produces obstacles to effective policing and undermines professionalism. This paper explores the data on police corruption and obstacles to effective policing to streamline factors creating inefficiency and ineffectiveness to policing in Nigerian society. Various measures to effective policing in Nigeria are discussed.

Keywords: Nigeria Police Force, Corruption, Street roads, Highways.

Introduction

The Nigeria Police is one of the most fundamental government bodies endowed with the rights and responsibilities of protecting the people and maintaining peace and order. The rights and responsibilities of the police are the duties aligned with the state's primary responsibilities of guaranteeing peace, safety, and security of the people in the society. Reiner (1993) states that police are special carriers of state's bedrock power, and are the agents with authority for legitimate use of force for maintaining public and private goods and services. In this regard, the police defend the character of the state as a capable political organization, protecting and preserving the interests of the entire society. When police abandon their legitimate endowment, the society is vulnerable to insecurity, crimes, brutality and various vices.

In the face of ever increasing acts of lawlessness, social disorder, armed robbery, political assassinations, village rivalry and hatred, police is involved in collection of bribes and private gifts. This situation depicts the police to 'negative image' and 'negative sanctions', especially in Nigeria, where police's image is an open scandal of corruption.

Police corruption involves exploitation of their public position, resources, and power to suppress individuals in order to bargain for bribes (Amuwo 2005 & Obayelu 2007). Ogunidiya (2009) states that "police corruption is a betrayal of public trust" (p.5). This behavior involves the misuse of public power, a deviation from acceptable norms, and unauthorized use of public resources for private gain. The problem is that, when the police are involved in this type of criminal behavior [i.e. corruption], it undermines effective policing as professional work and creates obstacles to effective policing. The inevitable aftermath [implication] is that, a criminal cannot police another criminal, otherwise, the system becomes weakened, the society becomes vulnerable to various vices and criminal culture becomes liberalized. This situation provoked the Inspector General of Police, Mohammed Abubakar to remove "road-blocks from the nation's highways" (Uma & Eboh 2013, p.62). Olusoga (1981) states that dishonest behavior in professional engagement depicts policing to fraud, bribery, abuse of office, robbery and other immoral practices. Therefore, the Nigeria Police

image problem cannot just vanish by some exorcisms, but could be remedied through careful police trainings and management.

Statutory Establishment

Nigeria Police was established by law. The Constitution of the Federal Republic of Nigeria 1999, Chapter VI, Part III Supplemental B, Sections 214-216, established contemporary Nigeria Police Force. Section 214(1) of this constitution demands for Nigeria Police Force. The 1979 and 1989 Federal Constitutions, in conjunction with 1999, have several provisions for police duties and responsibilities of protecting the citizens, maintaining peace and order, enforcing traffic laws and promoting police-community relations. The police duties also include: prevention and detection of crime, apprehension of offenders, preservation of law and order, protection of life and property, and enforcement of all laws and regulations.

Methodology / Data Collection

The research data on corruption and obstacles to effective policing in Nigeria was collected over several months, and it is based on ethnographic observation of events as they evolve in the society. Therefore, the study uses descriptive analysis to convey the nature of the corruption, obstacles and their impacts to effective policing. This also includes analyses of Nigerian newspapers, magazines, academic journals, books and electronic-based media sources. Another source of data include personal interviews with some police officers at their duty posts along the streets and highways.

Obstacles to Effective Policing

First and foremost, police are usually negatively sanctioned when their job performances are unfavorable. Most of the allegations against the police are ‘sometimes truthful,’ (Onyeozili, 2005), and they include: corruption, delays in the administration of justice, arbitrariness and pervasiveness. These allegations pose serious impediments in effective policing. Several other factors such as nepotism, god-fatherism and ethnicity are also obstructing effective policing in Nigeria (Dike, 2009; Onyeozili, 2005; The Guardian, 2000).

Moreover, inadequacies in resources and management, police funding problem, discriminatory practices in the management and promotion of staff have weakened the police structures and effective policing (Uma & Eboh 2013; Olusoga, 1981). Inadequate manpower, poor condition of services, poor deployment [scheduling], insufficient education, poor training, and poor security equipment are the stumbling block to effective policing in Nigeria (Onyeozili, 2005; Akuul, 2011; Adebayo & Ojo, 2009).

“The police play important roles without which the sustenance of order, legality, development and democracy may be difficult” (Cleen Foundation, 2014, p. 2). Alemika (1988) points out that police officers have negative perception of their duties, especially, when they are scheduled to work round the clock [without off from their duty post]. They negatively called their job assignments death-

trap zombies, and regarded themselves as animated animals who walk aimlessly like dead horses. Police negative perception affect their ability to focus and maintain professionalism.

The society sometimes turn against the police when policing resorts to the use of coercion to secure social control. The police may use all available force or violence to sustain its political authority. Understanding that the police act as the representatives of the state, and the legitimate users of force whenever necessary, helps explain the negative attitudes and characters of the general public (Cleen Foundation, 2014). The negative attitudes and characters of the public towards the police tend to clash with the power of the state to maintain peace and order. Reiner (1993) states that police are the state's bedrock power and monopoly of legitimate use of force.

Effective policing in Nigeria is obstructed when police-community relations is poor. The problem with the Nigeria Police could be extracted from Graham M. Sykes (1978) analysis of "The Police and the Community" in America society as "poor communication" and "lack of sensitivity" (pp.389-394). The Nigeria Police also maintain 'poor communication' and 'lack sense of humor.' This is a model adopted by the police to maintain control over the helpless public. Uma and Eboh (2013) state that numerous information abound on the attitudes of Nigerian public officers such as the police and clerks maintaining communication glitch in order to maintain some degree of social control. In this process, the Nigeria Police become ineffective in meeting the demands of the general public. Therefore, effective policing is weakened and police appear wicked, rude, and corrupt in dealing with the public.

Ethnicity /or tribal influences have been major obstacles on post scheduling, job promotion, transfers, and payment of remuneration (Alemika, 1986). Ethnicity refers to mankind, who are of the same race or national origin, sharing common language and culture. If a particular group of the Igbos, Yoruba or Hausa are sharply criticized or punished by law enforcement officials for wrong doings, there is usually a bizarre response from that ethnic group, especially if the police action is adverse in nature. Its adverseness could result to massive break down of law and order, invoke antagonism and destruction resulting to social chaos in the society.

Some authorities in the country set stumbling blocks against effective policing. Many powerful Nigerians have nurtured and incubated the seats of power for so long, and have become the honorable god-father of the country. Many sponsor vices through immoral action and shield many criminals from prosecutions. The god-fatherism system block police investigation, pervert justice, and short down prosecutions of murderers by exercising their closeness to the power-house. The Guardian (2000) talks about the brutal murder of the former governor of Old East Central State, Sir Anthony Ochefu at Oturkpo in 1999, and how the suspected killers were set free by former Police Inspector General Musiliu Smith. When Attorney General of Nigeria [the chief law enforcement] was murdered in 2002, five armed police officers were supposed to be protecting him, but none was present at their duty post on that dying day to protect him. Significant effort was not invested to solve the murder and the culprits were still at large.

Police corruption is another pique, which has aggravated deep into the image of police work. We encounter police corruption every day, and they take various forms: extortion, intimidation, bribery, gifts and hustling for favor. The dismal remuneration package contributes directly to the alarming rate of corruption in the state security outfit(The Guardian 2015).The public perception of police has created mystical impression (when encountered with police officers) that, all the police want is bribe. The general public has become so naïve that they lost civility and senses to quest for their civil rights as police continue to harass them by demanding for money.

However, the general public is fostering police corruption by yielding to the demand for bribe whether there is violation of law or not in their daily encounter with the police. Effective policing is hampered as Nigerians connive at the precipitating pitfalls of bribery behaviors in order to get by against the law. The connivance of the society in indulging in the illegal service of giving police illegal bribe costs the society large sums of money. The Nigeria society shares a greater blame for adapting to the culture of giving police N20 (Naira) bribe in order to obstruct effective policing. In this manner, giving petty bribes has become the norm of the Nigeria society. Nigerians bribe their ways out of the hands of the uniform police officers. The agony of this character is that, even if a human being is kidnapped and placed in the trunk of a vehicle, the police collects the petty cash without checking the trunk of the vehicle that has been stopped on the street and highway checkpoints. How long would a nation as huge as Nigeria in African continent allow the general public to be swallowed in such grotesque public ignorance with the police?

The Nigeria Police has been under staffed, overworked, and overstressed, and those issues are the contributory factors why some police officers appear weak, stressed, fatigue and sleepy on the job posts or in their patrol vehicles (Odinkalu 2005; Reiner 1993; Black 1980). Our personal interviews with some of the Nigeria Police officers at their job posts revealed that ‘inadequate salary structures, irregular payment of salaries, and overwork or lengthy hours from one duty post (or shift) to another with stagnant payment style impact them significantly (Dike, 2005). Poor and meager salaries destroy their moral, and this is a situation, that Aluko (2002) argues that invokes sociological and psychological effects in policing the society.

For the most part, the condition of job sometimes dispose individuals to possible measures of gross misconduct. Gross misconduct refers to complete negligence of the occupational rules. Internally, problems ensue in policing as officers are exposed to long hours per shift. When police officers are assigned to work from 6am to 6pm and continue from 6pm to 6am, a total long period of 24hours double shifts, it invokes inefficiency. Some of the police officers interviewed, personally reported working more than 16hours per shift due to lack of personnel. Some of these uniformed men and women complained of lack of rest for several days in a week. Some officers interviewed on the field claimed that they are not given option to decline deployment, as result, long deployment hinders police effectiveness. Long shift deployment causes a lot of physical and psychological factors, especially at night. This results to sleep deprivation. Sleep deprivation in a sensitive job like policing induce fatigue, worrisome-ness, irritability, loss of focus, confusion, diminishes vision, and poor

judgment. Peatsall (2012) argues that sleep deprivation causes cognitive impairment, reduces the ability to deal with stress, fatigue, and job related accidents. Under these conditions, the police officers display poor moral judgment in dealing with the public.

Internally, not recognizing police officers for promotion according to merit is a serious problem. Ibrahim (2015) states that police has to pay bribe for “salary increment, promotion, transfer, or incentives” and above all, “police pays money to their superior authorities to be posted to places where they take bribe” (p.24).

According to The Guardian (2015), a Nigerian police constable earns between N22, 000 and N27, 000 per month (depending on the length of service and accommodation plan); a sergeant earns about N30, 000 per month (after deductions of tax, accommodation allowance and others); a Police Inspector earns N50,000 per month. At the Senior Police Officers (SPO) cadre, an assistant superintendent of police earns a little above N80,000 per month (after deductions). These salaries are far below poverty level and within the Africa sub-region (i.e. West Africa), the Nigeria Police Force’s salary structure is the poorest. By comparison, Ghana Labour Act revealed 16.7% increase on the police minimum wage and Ghanaian police officers earn more money than Nigeria Police, better training, and better welfare packages (The Guardian 2015). According to the National Salary Data of South Africa, police officer earns R142, 900 per year. The salary situations in Nigeria Police Force is regarded is the ‘hybridize’ and unless the salary structure changes, it will serve as ‘hydrant for fueling’ ineffectiveness in policing the country.

Crimes committed by the police in the course of their official duties have tarnished their image and cast them as ‘lack of integrity.’ Image problem among the Nigeria Police has been an obstacle in policing the society in Nigeria. They have been involved in political patronage, influence peddling, and such other forms of malfeasance in society.

The most fundamental method of maintaining good character and good quality staff in any occupational engagement is through careful selection of personnel. Selection techniques should include comprehensive background investigations, reliable aptitude tests to determine an individual’s ability to perform skill or learn how to carryout assignments, verification of educational qualifications, and prior experiences. A careful criminal investigation must be conducted, but the obvious problems begins when the recruitment personnel themselves are blindfolded with recruitment bribery and corruption which lead to slothful and sluggish selection of staff. A carelessly selected personnel would begin to dispel poor moral fiber of dishonest practices, spilling on other personnel who are probably honest and good.

In fact, lack of ethical behavior throughout the Nigeria Police Force has created serious setbacks in the operational improvements, policies and procedures, and futuristic forecasts. Visionary schemes are lacking because of unethical behavioral issues, and as a result, Nigeria Police appear to be stagnant in their routine methods of management and operational styles. Unfortunately, many officeholders in Nigeria (appointed or elected) do not have clear concept of the ethical demands of their position, even as operations appear stagnant, little or no attentionis given toit (Dike 2010).

Aftermath of Corruption and its Contributions to Police Ineffectiveness

The Nigeria Police corruption is synonymous to the general disease of corruption that has erupted in all corners of the public sectors. Corruption is fatuous and stupid in all its occurrences, as it destroys public goods and services [policing], and depicts the nation into financial crisis and structural collapse. Corruption weakens policing culture and subjects effective policing into the culture of bribery, extortion, gratification, falsification of records, stealing, embezzlement, and hoarding (Adebanjoko et al., 2014)

Corruption leads to ineffective policing, and it violates established rules and leads to misappropriation of funds that would improve law enforcement operations (Sen, 1999 & Nye, 1967). Corruption in policing creates impediments in law enforcement efficiency as appropriated funds for police management and operations are channeled into illegal means (Lipset et al., 2000).

Police corruption in Nigeria has become a snare to the improvement of police management. Generally, the Nigeria Police has maintained a criminal cultural of collecting money from the motorists openly without fear of reprisal from the Nigeria public. A critical analysis of the Nigeria Police corruption creates a mystical impression that corruption is stampede, and indeed here to stay as police officers are dampen with various tactics of collecting money from the helpless public. The Nigeria Police corruption is a critically toothless disease that has root in human behavior. This behavior germinates to interact with social services, political participation, environmental management, and governance of the society.

With lack of integrity and focus in policing standards in Nigeria, the Nigeria Police Force have lost their tracks which are rooted in (a) maintenance of peace, (b) maintenance of order, and (c) traffic control. This is a situation, Akuul (2011) argues that:

“...from the late 1990’s to date, the Nigeria Police Force has embarked on several measures of fighting crime, some of which includes: Operation Sweep, Operation Flush, Operation Fire for Fire, Anti-crime Patrol, Operation Dzenda to mention a few... All these are efforts to ensure peace. However, it can be argued that these measures have not been able to attain the desired aims and objectives” (p.19).

One wonders what happened to the famous Nigeria Police Force constitutionally endowed to fight corruptions and various vices in society. What went wrong with the 1990s divergence tactical operational focus of the Nigeria Police Force? Today, what Nigeria has in the 21st century is the police organization that incubates corruption, and “corruption affects investments, economic growth, and government expenditure choices; it reduces private investment” (Dike 2010, p.6). Police corruption has become systemic in nature. “Systemic corruption that was long held to be a cultural, moral and historic problem in Nigeria police force has clearly become a political and institutional problem as well” (Ibrahim 2015, p.26). The political and institutionalized mix “breed all forms of social maladies including fraud and violent crimes”, which “undermines efficiency and business interactions

countries” (Salami 2010, p.3). The agony is that inefficiency leads us to more problems that alter the Nigeria Police professional behavior on the streets and highways.

The Way Out

The Nigeria Police Force have rules and regulations governing the entire force, and police corruption and ineffective operations are breakdown of the conventional [traditional] norms of the police codes of ethics. In Sutherland’s theorization (1939), a breakdown of this nature leads to social disorganization due to police less attention to the old norms and values of the traditional police rules, duties and responsibilities. Where the police rules and regulations are not working, new norms and values are to replace the conflicting mix of rules that are giving room for the promotion of police corruptive behaviors. Sutherland (1939) claims that lack of consistency in enforcing the rules (norms) whether traditional methods or modern methods is contributory factor for criminal behavior. Effective controls are no longer strongly emphasized and the police involvement in corrupt behaviors have become their operational norms, weakening normal effective policing. The new breeds of police generations are virtually confused whether to adopt the traditional (normal) police operations or retain the new norms of police corruption, learned at the police checkpoints throughout the country.

The problem facing the society is lack of understanding why police are so involved in this disgraceful behavior that is obnoxious as public servants. For the most part, it has been difficult for the Nigeria public to understand the duties and responsibilities of the various men and women in uniforms on their streets and highways. “Police road-blocks were so rampant that in over ten kilometers in Nigeria highways, you will see about ten police road blocks with associated corrupt practices and delays in movement” (Uma & Eboh 2013, p. 62). Almost every officer at each traffic post asks motorists for vehicle particulars; a process used for finding fault/s, so that negotiation for bribe would ensue. Police frowns at motorists and appear strange with an obvious motive of frightening the public in order to succeed in getting money from them. Even when a motorist has some mechanical faults on the vehicle at a major intersection in a busy city street or highway, police officer jumps inside the vehicle with allegation that the driver intentionally stopped and blocked the road. The motivation for the officer’s offensive behavior is the ‘innate drive’ for money. The drive for money has penetrated into the bone marrows of each Nigeria police officer. It is a situation Ibrahim (2015) argues that “Police corruption is a gangrene which has eaten deep into the fabrics of law enforcement...,” and “allegations of police corruption erupt on daily basis” (p.26). In fact, Nigeria may be better served by resorting to our primitive culture of ‘hue and cry’ pattern of policing in Britain, where all able body individuals pick-up the responsibility of policing the entire communities without a formalized corruption base-police system. Police-community relation is important in the society, and police is obligated to work with the public with integrity and honor.

In the absence of the general corruption that is crippling Nigeria and ripping her bones and gouging her marrows in pieces, Nigeria would be capable of establishing a modern system of police

organization comparable with other modernized police organizations in the Western hemisphere. The Nigeria Police improvements are possible in so many areas such as: Condition of Service, Staff Quarters, Remunerations, Shift Scheduling, Work Supplies for Report Writings, Treatment of Staff, Police Utilization, Patterns of Police Vehicle Patrols, Modern Patrol Vehicles, Supply of Better Communication Equipment, Police Training Improvement, Police Curricular Training Improvement, and Timely Promotion of Police Officers. The conditions of service mean different things to different people depending on the operational definitions for the organization. In Nigeria Police Force, we are looking at conditions that would make policing and working in the force attractive and respectable. The conditions include the duration of work [especially each day of assignment], the values and benefits for the officers' families, allowances for lengthy deployment in a shift, moving allowances, shift change allowances [especially, night shifts], and incentives to work in some challenging duties or special assignments.

An organization such as Police Force commands respect and attracts new aspirants when the general public is aware that such a work force provide living accommodations for their employees at significantly subsidized rates. One major sickness in Nigeria's society is lack of maintenance culture for public property. Therefore, provisions of staff quarters should be accompanied with strict rules and regulations for maintenance of the staff quarters. Most current staff quarters in some police departments are deplorable and dilapidated, showing the obvious impression that Nigeria has the culture of neglecting public property.

The payment structure, the payment style, and the general payment of incentives are the operational magnets that draw the public interest to work for an organization. The payment structure include the overall package of payments, the increments, allowances, overtime payments, and so on. The payment style include the method of paying the employees. Some organizations pay employees every week, two weeks or monthly. Everything should be spelt out for the lay man's understanding. The general incentives include the hospital bill payments for the officers in an event of sickness or accident, the family bill payments if they are also sick, moving allowances, bereavements, officers' death in the line of duty and package benefits for the family members, educational opportunities for the officers and special attention to the children's education. The children are always affected each time their parents are relocated from place to place.

The work scheduling is as important as the existence of the entire police organization. A negligence in how officers are scheduled to work will affect the officers' health, proper covering of all the locations, responding to emergencies, and general management of the manpower needs for the organization. The officers should be allowed to work the normal operational hours of 6am to 2pm = 8hrs; 2pm to 10pm = 8hrs; 10pm to 6am =8hrs. These schedules produce three shifts of comfortable eight hours of normal police operations per day. In this method, the police officers have plenty of rest outside the job, but could be called in to work on emergency basis. The police management has the responsibility to employ enough police officers to cover up the manpower needs of the Nigeria police.

There are huge disadvantages of overworking the police officers, and those disadvantages range from sleep deprivations, social and psychological issues to accident exposures and inefficiencies.

For an organization to remain viable, attractive, and memorable in the lives of the employees, it must have the capability to inhabit its essentials for the effective execution of daily operational activities. The Nigeria Police Force must be able to supply stationeries such as: pens, pencils, notebooks, notepads, statement forms with official police logos, file cabinets, and so on. Report writing is very essential, and it helps keep documentations in chronological order in an event of litigations or court related subpoenas.

Human resource is an essential component of an organizational workforce. For this reason, the Nigeria Police Force should attract capable personnel with integrity, dignity, and calibers with at least university education in the areas of social sciences such as: criminology, security studies, sociology, psychology, economics, history, and similar areas of study. The personnel of this nature would be easily groomed for training and development for future higher careers in the police service profession. The staff must be properly cared for, trained, respected, and held at higher level of prestige and responsibility. In an event of misconduct, due process must be followed before verbal or written warnings, suspension, termination, or retirement from services. These issues must be carefully discussed during initial new staff orientations and emphasized during staff training processes.

An organizational strength depends on the nature of manpower it has to maintain efficiency, effectiveness, and also perform its operations at maximum capacity. The Police officers are required to perform services of law enforcement, maintenance of peace and order, traffic control duties, criminal investigation, services of 'civil guard' and 'official police guard' in private and public goods, and protection of the general public from harm. The ratio of police deployment in a geographical zone is rationally base on the nature of the region in terms of crime related problems, the urban factors (such as the population of the region), and the political, ethnic, and religious factors and their precipitating climates in the regions. The Police Force is far more than just security guard; they are legal organization constitutionally endowed to utilize forceful powers of arrest and subdue chaotic environments, and in this process maintain peace and order in the community.

The Nigeria Police training curricular should be refined in the areas of professionalism, integrity, charismatic, and disciplines while on the field and even when one is not on duty. Training must emphasize on their duties and responsibilities as public servants, the rights of the people in the society, the police-community relations, and when the use of force is justifiable. The issue of police misconducts, especially, in the areas of accepting bribes and its consequences must carry a strong force and occupy a major sections of the curriculum training manual. The officers will leave the training sobered from the intoxicants of bribery or innate drive to collect money from the public.

For those people that have lived or visited some of the foreign nations, especially, advanced nations in the Western societies, even in some other African nations, will admit that the Nigeria system of police vehicle patrol is lagging, and appears repulsive or disgustingly disgraceful for an African populous nation. The Nigeria Police Force must seek for the best methods of vehicle patrol

systems. The modern system of vehicle is equipped with circuit television monitors that tape records the scene when the patrol officer stops a person, asks for particulars, questions an individual, or uses force/or excessive force. In this method, there is a control room with dispatching capabilities, and the working communication apparatus that help call other police officers to the scene for assistance. These equipment are properly maintained, accounted for, and supervised. Each vehicle contain energy saving mechanisms so as to enable the police department maintain cost efficiency. Nigeria currently has vehicle patrol trucks that carry four to six officers in one truck, patrolling the perimeters the same way that the security officers driving around with their patrol vehicles for visibility and deterrence.

Communication in any organization is as essential as flow of blood in the system of any living being. A police organization with adequate communication equipment enhances the job performances. Communication helps the police department in coordination, unifying the workforce, and all other logistics in getting issues resolved and in working together as one organizational body. Good communication equipment enhances efficiency and effectiveness of the police organization. Communication devices such as effective hand held radios with long range radial frequency channels, and short or long range walkie-talkie, and other electronic devices are useful in the chase and apprehension of criminals.

For the most part, an effective police organization strive to retain good employees through various measures. In as much as there may be rotten employees by the nature of their characters and job performances, there are also huge employees with reputable characters useful for the police organization. This type of employees need to be rewarded by appreciating the sincere exemplary contributions in the police organization. Employees who have devoted time and energy in the performance of any assignment deserve recognitions and timely promotion. In fact, ethnic and racial discriminatory practices are very unhealthy in any workforce and should not be allowed to crawl inside any professional organization such as police. Promotion must be based on merit, seniority, good records and professional performances at all times. Promotions must not be based on personal bias or sentiments.

Implications of Police Corruption, Ineffectiveness and Inefficiency in Policing Standards

Consequently, bribing police cannot enhance law enforcement efficiency, instead it raises inefficiency in the methods of policing and exposes police corruption for new recruits [officers]. Tamuno (1993) argues that police corruption is characteristically abnormal, unpleasant and contributes to police inefficiency in operations and management. Its corruptive nature is infectious, destructive, and it is an infamous exposure on new recruits; a situation that Tamuno (1993) referred to as inherent in nature.

Edwin Sutherland (1939) insists in his theory of differential association that criminal behavior is learned. This implies that the new police officers, in association with their fellow corrupt police officers are exposed to learning the inefficient and ineffective corrupt behaviors of their fellow police

officers. Sutherland states that the criminals learn the “frequency, intensity and the meaningfulness of association...” (Vold 1979, p.235), and follow the same pattern in criminal activities. These activities are carried out through interaction, intimacy with peers, learning the techniques, motives, rationalism and drives. Those processes have the capacity to institutionalize policing in corrupt methods that would infect the entire Nigeria Police Force. Ibrahim (2015) argues:

“Police corruption is apparently unwholesome plague that has massively and grievously gripped the Nigeria Police Force. This menace is plausibly institutionalized among and between members of the police force. It has eaten extremely into the soul of the organization and truly has become their nature” (p. 24).

Police corruption creates serious negative perception in the entire nation about this segment of public service. Police corruption may be linked and associated with lack of requisite training and inability of the police to dwell on police officer’s operational and professional guidelines and code of ethics. The backlash implication is that some police officers who have been deepened in corrupt behavior may lag in correcting their operational methods because they have been acclimatized with ineffectiveness, inefficiency and corruptive practices, and have become mainly interested in personal gains as against efficiency and professionalism.

Another implication is the derogatory image of the Nigeria Police Force. Securing employment in the Nigeria Police has been regarded as a place of ‘easy employment recruits,’ due to low morale, illiteracy rates (mostly school dropouts), and dead end job (for low academic achievers). Karimu (2015) states that the Nigeria Police Force is “the dumping ground for miscreants, hardened criminals, bullies and those that are not just good enough for other careers” (p.27). Karimu’s argument gives the impression that lack of adequate formal education and low morale are the contributory factors why the Nigeria Policing is ineffective, inefficient, and primitive in nature. The precipitating effect is that upon discharge from police service, the Nigeria Police Officer have no formal education to fall back on (as teachers, technicians, and so on). They end up working in warehouses, security guard companies, and taxi-cab drivers to supplement their meager pension allowances.

The Nigeria Police lag in crime detection and apprehension of criminals. Kidnapping problem goes on in the villages and towns without police locating where the victims are held (Ordu 2015). “The inability of the police to effectively detect crime and arrest criminals have been identified as a reason for the recent increase in the crime level in the country” (Karimu 2015, p.29). For this weakness, crime rate in Nigeria has increased tremendously. The Nigeria Police are handicapped because of lack of sophisticated surveillance equipment and other security gadgets needed for monitoring and locating victims and criminals. These situations create constraints on policing and frustrate the general public. The society does not trust the state police for rescue due to poor police-community relations. In some situations, the public wonder whether the police are working for the criminals or whether they are the criminals in civilian clothes. Their responses on emergency situations are questionable.

Emergency responses are significantly in great shamble and disgraceful. Many street roads and highways are not geographically mapped out for emergency responses. A Nigerian is hurt or killed before emergency help arrives. In the villages or rural areas, when the public call for police in situation of extreme emergency, the police normally solicit for police's transportations, and settlement on police fees before an officer is dispatched to the scene. In every situation in Nigeria system of policing, money has a central hold, and such situation is not healthy for a nation with a strong steady population growth. Where is the nation heading to with corruption and inefficient style of policing?

The Nigeria Police is following the trails of the misdeeds of their leaders, such as "General Yakubu Gowon and 10 of his 12 state governors who were indicted for corruption and self-enrichment by the Murtala Muhammed-Obasanjo administration" (The Guardian, Sunday 29 November 2015). When the leaders are corrupt, inefficient, and ineffective, the outcry of the public on police inefficiency, ineffectiveness, and misdeeds are flummery, because they have not shown good examples of leadership. There is a saying that a 'fluster spirit can only manifest fluster environment' in order to befuddled the minds around its environs. When a leader lays a faulty foundation of corruption and inefficiency, such faulty foundation can only produce people[members] that are humdrum to the corrupt generation, who are prepared to make tedious policies that are difficult to implement, in order to foster corrupt measures that would not easily lead to discoveries of their corrupt evil practices. Police organization is structurally not an exemption to faulty foundation.

Conclusion

The Nigeria Police Force have been implicated for corruptions, and this has maligned the image of Nigeria Police as an effective political instrument for maintaining peace and order on the street and highways in the country. When the peace and order are not effectively enforced, the society faces social chaos and moral decadence. Nigeria, being a nation where corrupt men receive hero's recognition, even at the face of their social maladies, crime, violence, intimidation and pervasiveness prevail largely due to ineffective policing.

When Nigeria Police exhibit laxness [in enforcing the laws], ineffective and inefficiency in maintaining peace and order, it becomes dangerous for an average citizen to walk freely in the society. We now witness society where murderers, terrorists, armed robbers, assassins, and thieves, humiliate the innocents, and walk away with freedom. Weakness in policing is a major stumbling block.

In 1970s and '80s, entering police work was a last resort for a university graduate (The Daily Times, 1982). Police was a job reserved for elementary and secondary school dropouts. With military corruption at the pick of its glory, police salaries were delayed for months, armed robbers rocketed the streets and highways; some crooked police officers were members of armed robbery group, shot to

death by anti-patrol team officers, and policing took the way of 'gross inefficiency and ineffectiveness' (Nigerian Tide, 1978). Police officers were also armed robbery team in that year.

Judging from histories, armed robbery incidences account for widespread public lack of confidence in police up till date. It could be argued that police recruitment practice was a factor in police crime involvement because lack of adequate background investigation and stringent requirement for academic training is a significant factor that calls for the attention of future recruiting measures.

Contemporarily, lack of technical equipment and 21st century modern-type of police training are contributing to stagnancy in police management and poor communication method with the public. As a result, police has relied on outdated methods of operations, management and methods of policing the society. Attention should be drawn into improving police training, management, creation of effectiveness and efficiency in policing, otherwise, 'police and community relations would be at stake' (Dawn Newspaper, 2011)

Police is so exposed to lawlessness and its social ills have insulted the state security outfit professional image. Nigeria has the ability to create new police structures by curing the deficiencies in this present policing system. Some of the deficiencies can be cured by abolishing some of the old structural state security outfits that are no longer working, recruiting new manpower from top to bottom, and finally, retiring the majority of the old power structures that kept propagating obsolete ideas of police operations in the 21st century.

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