

State Policing and Police Efficiency in Nigeria

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Abstract

In Nigeria today, the National Conference is ongoing to fashion a more robust way to reposition the country's federalism and strengthen its democracy. As such, one of the major issues being discussed at the conference borders on security; stressing the need for devolution of the highly centralized police power to reposition the institution to adequately maintain law and order and secure the lives and property of people. This, obviously, is as a result of the upsurge in both violent and non-violent crimes across the country following the inability of the police to prove its worth. The inability of the police to efficiently perform its constitutional duties, among others factors, is now blamed on the over-centralization of the force in Nigeria. This situation has brought about the increasing demand for the decentralization of the force, while many are stressing on the need to maintain the status-quo. This paper has weighed both sides of the coin and argued that one of the ways the Nigerian police would be able to function efficiently, not through any form of reform, but through the establishment of state police. Therefore, this paper advocates for the establishment of state policing as one of the lasting measures to curbing the recurring crime problem in Nigeria.

Key words: Nigerian Police, State Police, Policing, Police Efficiency

Introduction

Undoubtedly, Nigeria is currently bedeviled by myriads of worrisome challenges. The most recurring of these are bribery and corruption, unemployment, poverty and insecurity. Since independence in 1960, Nigeria has not experienced the nature and magnitude of insecurity she is enmeshed in, since her return to democratic form of governance in 1999. The return of democracy has witnessed an upsurge in violent crimes because of the withdrawal of the military personnel from security duties within the states (Ihekire 2014). Obviously, the level of violent crimes, such as militancy, armed-robbery, ritual killings, child and women trafficking, rape, politically motivated killings, ethno-religious rivalry, on one hand, and non-violent crimes, such as prostitution, bribery and corruption, public disorder, gambling and so on, on the other hand, appear to have defiled all known criminal justice system solutions. The Boko Haram terrorism has further aggravated already the tensed security situation in Nigeria.

This current state of crime and insecurity has given rise to Nigeria being on the security watch-list of many industrialized countries and has sternly warned their citizens about doing business in Nigeria. For instance, in its 2014 predictions of countries with likelihood of social unrest, the Economic Intelligent Unit, a subsidiary of the Economist, has warned investors of higher than normal level of social unrest in Nigeria in the current year. They also categorized Nigeria among the "Very high risk" countries along with Afghanistan, Egypt, Somalia, etc (*ThisDay Editorial* 19 Jan. 2014). For those already operating in Nigeria, a good number of them have started relocating to other safer countries to avoid losing their lives and investment. In the northern part of Nigeria particularly in the North East, the Boko Haram Islamic terrorists have destroyed life and property, driving out investors both local and foreign. In other commercial cities like Lagos, Kano, Port Harcourt, Ibadan, Abuja, among others, armed-robbers in broad day, rob banks, shops and offices. This situation has made Nigerians to live in fear in their own country.

Also, the high and increasing incidence of violent and non-violent crimes have led to the formation of various vigilante groups like the Bakassi Boys, the emergence of neighbourhood watch in some communities that have been denied peace by criminals and also the spread of private security companies. The Nigeria police force, in all these mounting security challenges has not been able to provide respite to this ugly menace. Constitutionally, the provision of security for life and property is entrusted on the police. Based on daily occurrence, the police have been all but effective in fighting or curbing the high level of crime in the counties. They have been ignobly defected in the very task they were created for.

It is argued here, that, apart from low police motivation that is at the root of the force being immersed in bribery and corruption; poor public perception; dearth of modern policing technology; criminal elements in the force; among others, the growing monster of insecurity and crime in Nigeria and the inability of the Nigeria police to curb it, is due to the centralized structure of the police in Nigeria. This situation has obviously made a lot of

people to lend their voice in the call for a state police as means reducing the disturbing and heart breaking issue of crime and insecurity in Nigeria.

Therefore, in this paper, we argue that the only way out of the crime problem plaguing Nigeria is recourse to state policing. The paper is divided into introduction conceptual clarification, brief history of the Nigeria police, constitutional provisions, proponents and opponents of state, state policing and efficient police service. Recommendation and conclusion forms the last segment.

What is State Police?

State police refers to policing in a federal system in which the state government employs police officers for the purpose of policing the state. Aremu (2014:33) describes state policing as “territorial policing. It is a sub-national form of policing in which there is devolution of security operations in the hands of the federating states of regions. State policing operationally is when policing and all its operations and logistics are controlled by other governments other than the national or federal government”.

Police and policing in contemporary political systems have undergone remarkable changes. Advanced democracies have evolved a police system that cut across the federal, state and the local unit. The state form of police and policing is regarded as indispensable feature of a federal system of governance. It allows its constituent units the constitutional right to provide security for life and property of people within the state. A state form of police and policing differs remarkably from the current centralized Nigeria police force in its creation, funding and control. Unlike the present reality, the state police force is one that would be created, funded and controlled by the state government within a federal system.

The recent clamour for a state police force in Nigeria is not empirically unfounded. Nigeria federalism stipulates the devolution of power between the federating units (federal, state and local). Ideally, this must encapsulate powers. The centralized federal police force in Nigeria, have not been able to squarely deal with or respond to the yearnings of citizens for the security of lives and property.

Arguably, the central focus of the state police force is to bring the police and effective policing closer to the policed within the state. The state police force is made up of officers who understand the language, geography and the peculiar security challenge of the people they would be policing. Also, as ‘insiders’ they would work hand in hand with members of the community to provide quality policing service to the people. The constitutional responsibility of the state police force would be to enforce all criminal and crime related laws made by the state legislature and maintain social order within the state.

The Nigeria Police: Origin, Function and Structure

Before our encounter with, and immersion into the capitalist world economy, the various ethnic nationalities in what is known as Nigeria today, had evolved a very viable internal mechanism for the maintenance of social order in their various localities. Value, natural law, religion, age-grades, secret cults, royal messengers, oracles, among others, helped maintain social order (Agwanwo, 2014). However, what is known today as the Nigeria Police Force came into existence in 1861. In order to effectively entrench its rule, control the people and resources of the colonized, the British had to create the formal police of 30 men Consular Guard.

Table 1: History of Police Creation in Nigeria⁸

S/N	Date	Name and Structure	Jurisdiction
	April 1861	Consular Guard (30 men)	Lagos
	1863	Name changed to Hausa Guard	Lagos
	1879 (Regularised by Ordinance)	Constabulary of the Colony of Lagos, also known as 'Hausa Constabulary'	Colony of Lagos
	January 1896	Lagos Police Force created	Lagos and South West
	1891	Oil Rivers Protectorate constabulary created	Oil Rivers Protectorate - present territories of Edo, Delta, Akwa Ibom, Rivers and Cross River States - Calabar as HQ
	1893	Niger Coast Constabulary	Nigeria Coast Line (also actively involved in the 1896 British expedition to Benin)
	1888	Royal Niger Constabulary by Royal Niger Company – Lokoja as HQ	installations along the banks of the River Niger (played a key role in the British campaigns against Bida and Ilorin)
	1900	Royal Niger Constabulary was split into the Northern Nigeria Police Force and the Northern Nigeria Regiment	Protectorate of Northern Nigeria
	1906	Southern Nigeria Police Force from Lagos Police Force and part of the Niger Coast Constabulary. Southern Nigeria Regiments from bulk of Niger Coast Constabulary	Protectorate of Southern Nigeria
	April 1930	All Police Forces were merged to form the Nigeria Police Force - Lagos as HQ	Nigeria

*Culled from the Nigeria Police Force website (<http://www.npf.gov.ng/history-of-nigeria-police>).

The 1951, 1979 and 1999 constitution of the Federal Republic of Nigeria, in sections of these constitutions provides that: "There shall be a police force in Nigeria which shall be styled the Nigeria police force and subject to provisions of the constitutions no other police force shall be established for the federation or any part there of..." Following those constitutional provisions, the police Act of 1967 section 4, copiously spelt out the functions of the police. These include:

- (1) The prevention and detection of crimes
- (2) The apprehension of offenders
- (3) The preservation of law and order
- (4) The protection of life and property
- (5) The due enforcement of all laws and regulations with which they are directly or indirectly charged and
- (6) To perform such military duties within and outside Nigeria as may be required of them by, or under the authority of this or any Act.

In Nigeria, the protection of life and property, preservation of law and order, detection of crime are core function of the Nigeria police. However, in a country like Nigeria with an estimated population of over 170 million and a land mass of 913,072.64 square kilometers, there is need for some form structure or organizational arrangement to enable the police perform its constitution responsibility effectively. Section 215 (2) of the 1999 Constitution of the Federal Republic of Nigeria (CFRN) states inter alia that, "The Nigeria police force shall be under the command of the Inspector-General of police and contingents of the Nigeria police force stationed in a state shall, subject to the authority of the Inspector-General of police, be under the command of the commissioner of police of that state".

Below the Inspector –General of police are:

⁸ <http://www.npf.gov.ng/history-of-nigeria-police/>

1. The Deputy Inspector-General of Police (DIG)
2. The Assistant Inspector-General of Police (AIG)
3. The Commissioner of Police (in-charge of state contingents)
4. The Deputy Commissioner of Police (DCP)
5. The Assistant Commissioner of Police (ACP)
6. The Chief Superintendent of Police (CSP)
7. The Superintendent of Police (SP)
8. The Deputy Superintendent of Police (DSP)
9. The Assistant Superintendent of Police (ASP)
10. The Inspector of police
11. Sergeant Major, etc.

Nigeria has gone through diverse forms of political development and restructuring since independence in 1960. Tamuno (1982) posits that “as Nigeria develops politically, states and local governments were created”. These creations were conscious response by respective leaders to respond to the emerging needs of the people. To this end, the police organizational structures were not unaffected, but were often restructured to cater for the security needs of the populace. As such, state police commands were created as well as five directorates at the force headquarters. Each directorate was headed by Deputy Inspector-General. These directorates are: finance and administration, operations, investigation and intelligence, logistics and supply as well as training and command, (Tamuno, 1982; Muazu, 2004:70). Also, the increasing political developments manifesting in the creation of more states and local government led to the devolution of police zonal commands from eight zonal commands to twelve in 1999.

Constitutional Polemics on State Police

The clamour for a state police service by many people in Nigeria is based on a “near”-constitutional provision in the Nigerian constitution. Section 214, sub-section (1) of CFRN (1999) state that:

There shall be a police for Nigeria, which is known as the Nigeria police force and subject to the provisions of this section no other police force shall be established for the federation or any part thereof

Section (2)

The Nigeria Police Force shall be under the command of the Inspector-General of police and any contingent of the Nigeria police force stationed in a state shall, subject to the authority of the Inspector-General of police be under the command of the commissioner of police of that state.

Furthermore, the Constitution states that:

The governor of a state may give the commissioner of police of that state, such lawful directions with respect to the maintenance and securing of public safety and public order within the state as he may consider necessary, and the commissioner of police shall comply with those directions or cause them to be carried out

Also, Section 176 (2) of the constitution states that, “the governor of a state shall be the chief executive of the state”.

Gleaning from the various constitutional provisions, the onerous task of maintaining law and order is the sole responsibility of the state governor as the chief security officer of the state. However, in spite of these provisions, evidence abound on how state Governors in Nigeria, who are elected by their people and dubbed the Chief Security Officers of their state, have been reduced to ceremonial chief security officers. This is due to the presence of the state commission of police. The commissioner of police, a political appointee from “above” becomes the one in charge of maintaining law and order in the state, rendering state governors helpless as they

are not answerable to the state governor but the Inspector-General of Police. Reacting to this situation in Rivers State, the Governor of the State, Hon. Rotimi Amaechi notes that;

currently, the state commissioner of police barely acknowledges official communication from the governor, not to mention other principal agents of River State. The avenues of giving him lawful directives in my constitutional role as the chief security officer of the state have been unilaterally and unlawfully precluded by Mr Mbu.

Responding to this and several allegations, the State Commissioner of Police in Rivers State, Mr Joseph Mbu, states that “he takes directives from the inspector-general of police on how to police the state”.

The Need for a State Police

It is no longer a tale-tale that the security situation in Nigeria is very pathetic. Nigeria is presently in the grip of violent and non-violent crime, perpetrated against innocent and defenceless citizens. The indiscriminate violence the country is experiencing in recent times, which has resulted in terrible loss of lives and property and foisting of atmosphere of fear, anxiety, uncertainty, gloom insecurity, and vulnerability among the populace. Also, the diminishing prospects for political stability, social cohesion and economic development have further worsened the security situation in the country (Emeh, 2011).

The high dependence on oil as the most vibrant sector of the Nigeria economy since independence and the misappropriation of its petro-dollar, have being blamed for the wide-spread poverty and burgeoning level of crime in the country. Poverty, unemployment and underemployment breed discontents. These socially and economically disadvantaged groups in society have in most cases, the option of fighting back at the society that created the condition for their deprivation through crime and criminality.

The breakdown of the families through other social forces and the collapse of family value system help explain youth restiveness and community in Nigeria. Muazu (2004) avers that “the breakdown of our moral values consequent upon the present family structure where parents break-up relations at will has made parental care of their children and wards relegated to the background. This means children and ward are now left to the dominant influence of peer groups. What we have next therefore, is a large collection of lawless and disgruntled youth too much for effective policing by the federal police”. Those who are making life difficult and unbearable through their criminal activities, come from one family or the other.

Crime-problems are very pervasive and breeds fear and insecurity. In almost all the communities, town and cities in Nigeria, crime and criminality have become a daily occurrence, with people losing their loved ones and their property in most cases. The Nigerian Police whose constitutional duty it is to protect lives and prevent crimes have failed in their statutory duties, leaving the masses at mercy of criminals.

Central to the inability of the Nigeria police to efficiently perform their statutory duties of maintaining law and order and secure the lives and property of Nigerians could be said to revolve around the over-centralization of the police force in Nigeria. This has given rise to a situation where by a police officer who may be from the North, being posted to the Eastern part of Nigeria, where he/she does not have a grounded knowledge of geographically, culturally, economically and ‘criminologically’. The police man/woman posted to this “foreign land” would not be able to understand the people they are to serve. This has made effective policing extremely difficult in Nigeria.

The State Police Debate: Argument and Counter Argument

The end of Military rule in 1999, has witnessed several agitation for the restructuring of Federalism in Nigeria. These agitations, among other times, have been centered on the need for fiscal federalism, decentralization of Police Power (State Police) among others. Since then, there has been nuanced opinion as to whether or not there should be state police in Nigeria. These debates or dissenting views are examined here.

The Argument for State Police

In Nigeria, the 1999 constitution is clear on the role of the police as specifically to fight crime, protect lives and property of citizen and maintain law and order in society. However, it is regrettable to note that in spite of this

noble roles assigned to them; the police have failed to perform above the board. This situation has necessitated calls for the establishment of the State Police.

One argument for the establishment of state police is based on the need to reduce crime to its barest. Crime occurs in every “community” and is perpetrated by those who in most cases, come from that community or locality. To deal with crime therefore, there is an urgent need to ensure that “locals are absorbed and posted to their various localities to fish out the criminals. Yomi in an interview with *TELL* (2011, august) avers that “a place would be better policed by people from that area because they speak the language. This helps in getting information and gathering intelligence and by extension, the prevention of crime”. Yomi, citing a personal experience continues “when I was a commissioner of police in Abia State and the language was Igbo and I was Yoruba, I always needed an interpreter if I was going to deal with an illiterate who don’t understand English”.

Also, the call for the establishment of state police is due to the nominal role state governor’s play as the Chief Security Officer of their states. The constitution stipulates that the state governors are the chief security officers of their states. In reality, state governor are nothing but glorified chief security officer, who lack the legal capacity to function as such. Instead, the state commissioners of police are the real chief security officer of the state where they are serving. The commissioners of police are appointed by the inspector-general of police for the purpose of protecting lives and property and to maintain social order in their respective state of assignment. The CP takes instruction from the IG and not from the governor of the state where they are serving.

Reacting to this situation, the Chairman of the Nigerian Governors Forum (NGF), Hon. Chibueke Rotimi Amaechi, reading a communiqué issued at the end of their meeting on June, 25 2012, called for the amendment of 1999 constitution to include the provision for the creation of state police. Specifically, the Governors sought the amendment of Section 214 of the constitution that would prohibit State Commissioners of Police from taking orders from the Inspector-General of Police and instead, receive instructions from the state governors (*ThisDay*, Monday 6 august 2012).

Another argument of the proponents of state police is hinged on the federal nature of the Nigerian state. Nigeria operates a federal system of government that allows the devolution of power among the federating states. In other federal democracies like the United States of America, police and security powers are shared among the federating units and not centralized as in Nigeria. The US has over 140 security agencies in-charge of security and the maintenance of law and order. The issue of effective policing is a constitutional one which due to its centralization, successive administrations have failed to properly address. Therefore, the argument is that for Nigeria to tackle the present level of crime and insecurity being faced with, the police must be de-centralized (*The Moment Editorial*, 2011/15/12).

Furthermore, the proponent of state policing in Nigeria posits that the creation of a state form a policing would help reduce the prevailing level of youth unemployment. This, they say is because more youths would be employed by the state to police their state. Expressing this view, Kunle Awolaja posits that “approving state police would lead to the creation of jobs for the unemployed youths since the force must be made up of people from the state, and would give the governors good reason to invest in their police” (*The Compass*, 2011). Following this line of thought, the Oba of Lagos, Rilwan Akiolu avers that “most of the requirements of the police are not provided by the federal government, they are being provided by the state governments. As the saying goes, the one that pays the piper calls the tune” (*Compass*, 2011).

Arguments Against State Police

The call for the establishment of state police has received unprecedented criticism as part of the call for the restructuring of the Nigerian federalism. The agitation against the creation of state police in Nigeria is championed by eminent people such as, the President, Dr. Goodluck Jonathan, major-General Buhari (Rtd), Sunday Ehindero former inspector-general of police, Mohammed Abubakar, current Inspector-General of police, the Northern Governors Forum and other eminent citizen.

President Goodluck Jonathan avers that “state police may be theoretically good, but looking at our political environment, it could be abused to the detriment of the country. The consensus of the council is that we should get to the point where we will be sure that whosoever is in power will not turn it against the people”. Also, Pat Utomi in an interview with *TheNews Magazine* of 2012 described the Nigeria state as a criminal state where

political power is used against those in opposition. This propensity by the ruling elites to use and abuse police powers particularly against their opponents, underscores the presidents vehement opposition to its creation in contemporary Nigeria Major General Buhari (rtd) is another vehement critic of state police. According to him, the agitation for state police is misplaced, that what is rather expected from well meaning Nigerians is the clamour for effective reform in the Nigeria Police. A reform that is well armed will be virile and competent enough to tackle both the existing and emerging security challenges threatening the country (Thursday 8/6/2012). For the former military ruler, effective policing does not lie solely on restructuring of the police system through the establishment of state police, but rather through well thought out reforms that will enable the police grapple with the contemporary security challenges in the country.

Corroborating the above, The Northern Governors' Forum (NGF), a splinter group from the Nigerians' Governors' Forum, submits that "the forum is not in support of the creation of state police, but resolved to prevail on the Federal Government to embark on police reform that will assist. Besides the argument for police reform, another argument against the creation of state police revolves around the multiplicity of police formation in all the states of the federation. This, it is said, would make it difficult for the effective control and management of all the police formations. Njoku, cited in Ogunnade (2012:21) notes that "if we have 36 police formations, 36 different Laws from state to state, it becomes too Complex to manage state police system"

Another strong reason why the establishment of state police in Nigeria is likely to hit a bricks-wall is based funding. At the moment almost all the state governors have been crying of the paucity of fund at the deposal of the state government to meet the development need of their people. Under this unpalatable situation, who will pay the state police force? Where will the fund come from? Currently, some state governors have not been able to deliver on their promise in the provision of physical infrastructure, social welfare services such force education, employment opportunities, and free medical among others. An additional financial burden of this magnitude could make the state governor fail in delivering their electoral promises, (Muazu 2004:90).

In the same vein, some have argued that the institution of state police would jeopardize the sustenance of the nation's nascent democracy. According to Yakasai (2014) "creating state police will undermine democracy in Nigeria. Governors will make sure that only their party members are recruited into the police. When a state police is made up of party thugs and supporter, then you can be sure that opposition will not be allowed to have a level playing field during campaigns".

Police Efficiency in Nigeria: The State Police Option

The Nigerian Police is operating in an asphyxiating political system that has been described as a failed state or failing state which breed insecurity; such as crime, terrorism, environmental catastrophe (Agwanwo, 2014 and Michael, 2014). Indeed Nigeria is undergoing a very serious security and crime problems that seems to dampen the institutional capacity of criminal justice system, thereby questioning the role and ability of the police in protecting lives and property of citizens.

In contemporary globalized world, nation; institution and corporation whether at the national or international level, are appraised on the basis of efficiency or competitiveness in highly competitive world. The concept of efficiency, as Reuben (2008) notes, has acquired a special significance in the assessment of country performance, institutions and systems in a world that is increasingly competitive. It relates to the values of accountability, processes and quality of service delivery, the competence of personnel as well as stakeholder attitudes towards a system or institution". Organizational efficiency revolves around its values that are considered very important by the various units within its operational environment. These values leave an imprint on the organization all the time. According to Jike (2009:2) corporate entities or organization set their goals/objectives with a view to enhancing their competitive ascendancy and stimulating internal efficiency and external effectiveness among similar organization in the same profession or sector.

According to John (1985) measuring productivity and efficiency in policing is a daunting task, given the difficulties in defining police roles and how they are organized to achieve its goals. However, ascertaining whether the Nigerian police is efficient or not will depend on knowing what has happened to crime. Is it increasing or reducing? How secured are peoples' lives? How secured are peoples' property? Are citizens living in fear of crime and criminals? Is the police preventing or controlling crime? The police may answer these by citing the number of cases cleared and their response to distress calls within a particular period.

The important elements which go to make up an efficient police service may not be measurable, at least not in a manner that is objective and comparable. The efficiency of the police in crime prevention and control rests less on what the police do but on the general perception of those being policed (Alan 1980, John 1985).

There exists public ambivalence about the efficiency of the Nigerian Police. As noted by Agwanwo and Worlu (2010) the Nigerian Police have been ranked as one of the best police force in foreign mission. This is because in these foreign missions, they are properly motivated and equipped for the task before them. Back home, its capacity for effective maintenance of law and order, have been grossly endangered by internal complication which has prompted the outcry for the high level of insecurity in the country". Underscoring this further, a pioneer police scholar in Nigeria, Tamuno (1999), quipped that,

I most heartily wish the Inspector-General of Police, his officers and other ranks of the Nigeria police force well at this critical time in their service to Nigeria and the wider world.....Since 1960, their officers and men have brought honour to Nigeria; and demonstrated excellence in the service of humanity worldwide. Their successes at the international arena amply demonstrated that they can do likewise at home despite well-known formidable odds of a wide-ranging character, (cited from Nwolise, 2004:199-200)

However, at home, the Nigerian police has been lampooned and boo-hoed by the masses for their failure in securing the lives and property of the citizenry. This situation has obviously pitted the people against the police. This is worsened by the police corruption and their high-handedness when dealing with poor and defenseless in society.

One of the major problems besetting the Nigerian Police is due to its origin. As a force, it emerged as an occupation force at the back and call of the plunderous colonial system (Agwanwo, 2009). At the end of formal colonialism in Nigeria, the force was not divested of its "coloniality" but was adopted and adapted on the Nigeria Police Force after Independence. Since then, the Police have not performed efficiently.

Another glaring factor against police efficiency in Nigeria is the over-centralization of police power. Nigeria operates a Federal System that is anchored on the devolution between the Federal, State and the Local Government. Yet the structure of police power is still highly centralized. The police commissioner in a state is not answerable to the state governor but to the president of the inspector-General of Police. This vertical authority structure, despite the delimitation of the force into zonal commands, has been cited as a perpetration of a unitary system rather than a federalist arrangement and accounts for police inefficiency in Nigeria (Reuben 2008). For the Nigerian police to properly discharge its constitutional responsibilities in such a way that will endear them to those they are policing, they have to function in a de-centralized police system. This would be a pathway to efficient policing in Nigeria.

Conclusion

Gleaning from the foregoing, police and policing is a political activity geared toward maintaining social order in society. Even though that is the case, various forms of political arrangement stipulate the form of police system it runs. A federal system favours the devolution of police power to the federating units or regions to make them meet the needs of the various sub-units within the federating units. In the case of Nigeria, this is acutely lacking, and is at the root of the police not being able to perform their duties efficiently. To change the status-quo, so as to restructure and reposition the Nigerian police on the path of efficiency in service delivery, with implication on crime reduction, the creation of state policing is a sine-qua-non. Bearing this in mind, the following are recommended;

1. The training and retraining of police officers to enhance their performance and ensure effective policing which will result in drastic crime reduction.
2. The improvement of the conditions of police officers.
3. Urgent recruitment of more police officers to ensure to argument the abysmal current staff strength.
4. Investing on high-tech to facilitate intelligence gathering.

5. The establishment of joint federal, state, and local criminal investigation bureau that will ensure effective collaboration in crime control.
6. The citizens should be conscientized on the need to give the police maximum support in order to effectively get rid of the criminal in the new policing regime.

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