



# **National Human Rights Commission**

## **Call for Expression of Interests for Host Institutions and Experts on Police Reforms**

### **Technical Sub-Committees on the Implementation of the Report of the Presidential Panel on the Reform of the Special Anti-Robbery Squad (SARS)**

#### **1.0 Introduction**

Recent events in Nigeria have thrown up once again, the issue of Police reforms, law enforcement and human rights. The #ENDSARS protests across Nigerian cities and globally have highlighted the urgent need for a total reform package for the Nigerian Police Force. The report of the 2018 Presidential Panel on the defunct Special Anti-Robbery Squad (SARS) represents the most comprehensive and authoritative attempt at proposing law enforcement reforms in Nigeria. There has never been a better time to implement the report of the Presidential Panel than now. This must also be approached with a sense of urgency and mutual cooperation between every segment of the society.

The value of the report of the 2018 Presidential Panel on the defunct SARS can only be reaped through a robust and strategic implementation agenda which recognises the historical and current challenges and provides effective pathways to medium and long term reforms that will strengthen the Nigerian Police, making it a modern organisation anchored on professionalism, values and respect for human rights and the rule of law.

In view of the above and following from the Presidential Panel report, the National Human Rights Commission is working in partnership with the Nigerian Police Force, Police Service Commission, Ministry of Police Affairs, experts, civil society organisations and development partners to design institutional and operational reforms and programmes which will engender professionalism, respect for human rights and accountability in law enforcement in Nigeria.

The Commission is convening expert technical sub-committees and stakeholders' forums to examine the recommendations by the Presidential Panel and proposed effective frameworks, procedures and mechanisms to entrench accountability and people centred processes in the operations of the Force. This multi-stakeholder process will also design implementation plans, and institutional and structural reforms for training, discipline, financing, operations and welfare for the Nigerian Police.

#### **2.0 The Technical Sub-Committees on Police Reforms**

2.1 In view of the above, the Commission is setting up the following Technical Sub-Committees (TSCs) for the implementation of the Presidential Panel Report:

1. Training, Capacity and Re-orientation
2. Logistics: Infrastructure, Communications and Technology
3. Arrest, Detention, and Investigations
4. Regulations, Oversight and Accountability
5. Financing, Welfare and Partnerships

2.2 The TSCs shall be tasked with the following general mandates:

1. Study and review the recommendations of the Presidential Panel on the defunct Special Anti-Robbery Squad (SARS).
2. In line with the report or other outputs of the experts appointed for that purpose, draw up a Work Plan for the Implementation of the reforms for the next three years.
3. Propose reform measures in line with the specific mandate of the TSCs and the recommendations of the Panel.
4. Consult relevant existing Laws, Regulations and human rights instruments and make recommendations on integrating them into Police Regulations, Rules and other internal working mechanisms:

2.3 The TSCs shall be composed of the following:

1. Experts in the field of law enforcement, gender and institutional Reforms
2. Human rights and justice sector practitioners
3. Representatives of civil society organisations
4. Representatives of Nigerian Youths
5. Representatives of Ministry of Police Affairs and Police Service Commission
6. Representative of the National Human Rights Commission
7. International Development Partners

2.4 The National Human Rights Commission welcomes nominations for membership to the TSCs from civil society organisations, think tanks, youth groups, experts and international development partners with requisite interests and capacity in the specific areas of the mandate of each TSC. Such nominations and expression of interests should be sent to: [policereforms@nhrc.gov.ng](mailto:policereforms@nhrc.gov.ng).

### **3.0 Host Institutions of the Technical Sub-Committees**

The TSCs will be managed by host institutions which shall have competence in the areas of specialisation and mandate of each TSC, including the reforms outputs. The host institutions shall have the following functions:

1. Serve as a Host to the TSCs.
2. Provide programmatic and institutional management of the TSCs.
3. Manage and provide programmatic and intellectual guidance and support to the Experts working on reforms issues under the mandate of the TSC.
4. Convene consultations, dialogues and other outreaches required for the TSC to achieve its mandate and outputs.
5. Ensure mainstreaming of gender into the reform process in the work of the TSCs

6. Serve as the accounting institution to the National Human Rights Commission on the overall delivery of the mandates and outputs of the TSC.

#### **4.0 Experts for Police Reforms**

##### 4.1 Introduction

The National Human Rights Commission is in need of experts who will work with the TSCs and under the management of the Host Institutions to develop frameworks, procedures and conduct institutional assessment, audits and citizens' perception surveys to contribute to the implementation of the Presidential Panel Report. Experts are needed to perform in the following sub-categories:

##### 4.1.1 Training, Capacity and Re-orientation

1. Conduct an assessment of recruitment and training facilities of Police in Nigeria
2. Conduct assessment of recruitment processes and procedures
3. Reform of recruitment process and training
4. Standardised entry-level training on Human Rights
5. Service-wide refresher courses on human rights
6. Value Re-orientation
7. Integration of relevant human rights instruments and principles into the Police Regulations, operations and Manuals. These include: Chapter 4 of the Constitution, the Administration of Criminal Justice Act, Anti-Torture Act, Police Act etc.

##### 4.1.2 Infrastructure, Communications and Logistics

1. Conduct operational assessment of Police logistical infrastructure across Nigeria.
2. Propose modern office infrastructural framework for the Police.
3. Propose model operational logistics to enhance accountability and effectiveness
4. Communication, outfitting and transport
5. Propose infrastructure for collation of disaggregated data for the administration of police logistics, operations and case management

##### 4.1.3 Arrest, Detention, and Investigations

1. Conduct Institutional and System audit of SARS and Police Detention facilities across Nigeria.
2. Conduct citizens perception surveys on Police services and functions
3. Propose arrest, detention and bail procedures in conformity with human rights principles and existing human rights instruments.
4. Extortion and illegal confiscation of private properties
5. Propose Standard Operating Procedure for Investigation of Cases
6. Propose Standard Facility Framework for Police detention and holding facilities
7. Propose internal and external audit frameworks for Police detention and holding facilities.
8. Propose effective data management infrastructure for police arrests and detention records.

##### 4.1.4 Regulations, Oversight and Accountability

1. Independent Oversight Mechanisms for the Police
2. Professional ethics and code of conduct
3. Accountability Procedures for violation of human rights
4. Propose modern Complaints Reporting Mechanism, including the use of information and communication technologies
5. Enforcement of judgement and claims against individual officers and the Police institution
6. Develop and Implement Citizens Perception Surveys and Feedback Mechanisms

#### 4.1.5 Financing, Welfare and Partnerships

1. Propose Multi-level Financing Structure for the Police
2. Propose external funding mechanisms for the Police, including procedures for the utilisation of the Police Trust Fund.
3. Propose welfare packages for the officers and men of the Nigerian Police in line with global best practices. These will include salaries, allowances, hazard/protection, life and medical insurance, housing, pension, family benefits etc
4. Propose dignified housing schemes structure and benefits for the Police.
5. Propose effective Police Community Relations mechanisms.
6. Propose standard programmes for community outreaches for the police at state and local levels.

#### 4.2 Roles of Experts

The experts selected for the delivery of specific output and result shall be tasked with the following:

1. Conduct evidence-based assessments, studies and surveys that will inform various institutional, structural and operational reform in the Nigerian Police.
2. Research on global best practices in law enforcement operations, administration, financing, infrastructures and other mechanisms and frameworks that can be adapted to the Nigerian context.
3. Develop relevant frameworks and procedures for improving police accountability, professionalism and welfare.
4. Ensure mainstreaming of gender into the reform process in the delivery of their outputs, results and work generally.
5. Make presentations to the TSCs as and when needed and advise it in the delivery of its mandate.

### **5.0 Application and Qualifications for Host Institutions and Experts**

#### 5.1 Call for Application for Host Institutions and Experts

The National Human Rights Commission hereby calls for interested and qualified organisations and individual experts to express interests to serve as host institutions or experts based on the above terms of reference. Applications are particularly welcomed from:

1. Civil society organisations working in the field of human rights, law enforcement reforms and the justice sector.

2. Think tanks and research institutes with track record in developing and implementing reform agenda and frameworks in governance, human rights, rule of law and law enforcement.
3. Individual consultants and experts with experience and track records in the fields of law enforcement reforms, training, development and drafting of frameworks and procedures.

## 5.2 Mode of Application

Interested organisations and experts should send their expression of interests to the National Human Rights in the following format:

1. An expression of interest narrative of no more than 3 pages, showing their qualifications, experience and track records in the relevant TSC mandate (for host institutions) or in particular issues of reforms under the TSCs (in the case of experts).
2. An evidence showing experience in similar position or project. This will include project report, final relevant output such as proposal, legislation or framework. (Please send only one).
3. Evidence of registration in the case of firms and civil society organisations
4. Indicate in their narrative if they are applying for host institution or for expert position. **No application will be considered without this information.**

## 5.3 Important points to note:

Interested applicants should kindly note the following:

- a. Incomplete applications will not be considered.
- b. **All applications must be received by close of business on Monday, 16<sup>th</sup> November 2020.**
- c. Applications can only be sent by email to: [policereforms@nhrc.gov.ng](mailto:policereforms@nhrc.gov.ng)
- d. Applications should be addressed to:  
The Executive Secretary,  
National Human Rights Commission  
Abuja
- e. Each Application should indicate in the subject of the email whether it is for host institution or for expert position. Eg, “Abubakar Kunle Nwosu – Application for Expert” or “Centre for Law Enforcement – Application for Host Institution.”
- f. An applicant for host institution who poses the requisite expertise can also apply for expert position and vice versa. The latter must be an independent and separate application and must be in accordance with procedures set above.
- g. Interested applicants seeking relevant information and clarifications can send such requests by email to: [policereforms@nhrc.gov.ng](mailto:policereforms@nhrc.gov.ng)