



## **OFFICE AND ADDRESS OF THE COMMISSION**

All correspondence to the Commission should be addressed to:

The Honorable Chairman,  
Nigerian Law Reform Commission,  
Phase III, Block J, 4<sup>th</sup> Floor,  
C & C Towers,  
Federal Secretariat Complex,  
Central Area, Abuja,  
Nigeria.

Phone: +2347061869953  
+2347061869954

Fax: 234(0) 9-5240402

E-mail: [nlrc\\_info@yahoo.com](mailto:nlrc_info@yahoo.com)

Website: [www.nlrc.com.ng](http://www.nlrc.com.ng)

[www.nlrc.gov.ng](http://www.nlrc.gov.ng)

# NLRC Annual Report 2019

---

<b>CONTENTS</b>	<b>PAGES</b>
Forward by the Honorable Chairman	5
Auditors Report	
<b>PART 1</b>	
1.1 Introduction	7
1.2 Establishment of the Commission	7
1.3 Composition of the Commission	8
1.4 Secretary to the Commission	9
1.5 Functions of the commission	9
1.6 Vision and Mission	10
1.6.1 Vision	10
1.6.2 Vision Statement	10
1.6.3 Mission	10
1.6.4 Mission Statement	10
1.6.5 Values	10
<b>PART 2</b>	
<b>2. DEPARTMENTS OF THE COMMISSION AND THEIR MANDATE</b>	
2.1 Departments and Units	11
2.2 Law Research Departments	11
2.3 Human Resource Management Department	12
2.4 Planning Research and Statistics Department	12
2.5 Finance and Accounts Department	13
2.6 internal Audit Unit	13
2.7 Library Unit	14
2.8 Information/Protocol Unit	14
2.9 Information and Communication Technology (ICT) Unit	15

# NLRC Annual Report 2019

---

## PART 3

3.0 Highlight of Key Activities of the Commission in Year 2019	16
3.1 Reform of Code of Conduct Bureau and Tribunal Act Cap. C15, LFN	16
3.2 Reform of Tax Laws in Nigeria: Companies income Tax Act, Cap. C21, LFN	17
3.3 Completion of the reform and Unification of the Criminal and Penal Code	17
3.4 Revision of the Laws of the Federation of Nigeria, 2004	17
3.5 Collaborations	19
3.6 Staff Matters	20
3.6.1. Promotion	20
3.6.2. Retirement	21
3.6.3. Capacity Building-Training, Workshop and seminar	22

## PART 4

4.0 CHALLENGES, PROSPECTS AND CONCLUSION	26
4.1 Challenges	26
4.1.1 Poor Funding	26
4.1.2 Inadequate Office Accommodation	26
4.1.3 Capacity of the Library	26
4.1.4 Low Rate of Implementation of the Commission's Law Reform Proposals/Reform	27
4.1.5 Project Vehicles	27
4.2 Prospects	27
4.2.1. Expansion of Offices	27
4.2.2. Expected Increase in Government Funding	27
4.3 Conclusion	27

## FOREWARD BY THE HONOURABLE CHAIRMAN

This report by the Nigerian law Reform Commission covers its activities, projects and Programmes from January to December, 2019.

Law reform as a tool for social engineering informed the establishment of the Nigerian Law Reform commission in 1979 by the Nigerian Law Reform Commission Act, Cap N118, Laws of the Federation of Nigeria, 2004.

The primary mandate of the Commission as provided under section 5 of the Act is to keep under review and reform all Federal Laws, whether substantive or procedural to ensure their systematic and progressive development in consonance with the prevailing norms and values of the Nigerian society.

In keeping with this mandate, the Commission in each year undertakes law reform activities projects and programmes either on referral from Honourable Attorney – General of the Federation and Minister of Justice or its own initiative.

In the year under review, the Commission continued the **revision of laws of the Federation of Nigeria, 2004** on referral from the Honourable Attorney – General of the federation and minister of justice.

Also, the commission, on its own initiative with due approval, carried out the following projects:

- a). Reform of the Code of Conduct Bureau and Tribunal Act, Cap. C15, LFN, 2004 Nov 2019
- b). Reform of Tax Laws in Nigeria: Companies Income Tax Act, Cap. C21, LFN, 2004.
- c). Completion of the Reform and Unification of the Criminal and Penal Code.

It is worthy to note however that, the Commission enjoys the encouragement, cooperation and support of the Honourable Attorney General of the Federation in all its activities, projects and programmes for the year.

## NLRC Annual Report 2019

---

The National Assembly also collaborated with Commission as one of their major stake holders in the law making process. Some of their Bills were sent to the Commission for inputs, and the Commission is featured prominently in public hearing of the National Assembly.

The Commission takes this opportunity to renew its pledge to continue to give selfless service to the Nation in the discharge of its statutory and other duties.

The Commission had challenges in the year under review which were mainly lack of adequate funding. This adversely affected projects, researches and other activities of the Commission. Apart from Commission's hope for an enhanced budgetary allocation in subsequent years, it has also proposed an amendment of the NLRC Act to enable the commission access other sources of funds to enhance its performance.

Another challenge is lack of adequate office accommodation. Since 2003 the commission has been "squatting" in the Ministry of Health Building without sufficient office accommodation. We pray for government timely intervention in this regard.

On behalf of the Commission, I wish to appreciate the former commissioners, the directors and the whole staff of the commission, and all those that participated in the work of the Commission during the year under review.

Prof. Jummai A.M Audi  
Hon. Chairperson  
Nigerian Law Reform Commission

## PART 1

### 1. INTRODUCTION

#### 1.1 Period of Report

By Section 12 (1) of the Nigerian Law Reform Commission Act, Cap. N118 Laws of the Federation of Nigeria 2004, the Commission is required to prepare and submit a report of its activities during the immediate preceding fiscal year to the President through the Attorney-General of the Federation and Minister of Justice. This report covers the Commission's activities for the year 2019.

#### 1.2 Establishment of the Commission

The Nigerian Law Reform Commission ( "the Commission") was established in July 1979 by the Nigerian Law Reform Commission Decree, now an Act, Cap N118, Laws of the Federation of Nigeria, 2004 (The NLRC Act). The Commission is autonomous and under the ministerial supervision of the Honorable Attorney-General of the Federation and Minister of justice.

Prior to the establishment of the Commission in 1979, various Government establishments at both State and Federal levels carried out Law reform through the medium of Ad-hoc Committees and Commissions. This arrangement lacked coherence and coordination and failed to adequately confront the task of law reform. In particular, some of the circumstances which appeared daunting included the following:

- (a) where the subject of reform did not readily fall under the purview of one particular Government Department or Ministry;
- (b) where the subject of reform raised issues and the Government, Departments, or stakeholders took contending positions regarding the desired reform, and only a dispassionate considerations by an independent agency could facilitate the reform;
- (c) where the subject of the reform involved issues which are beyond the ordinary business of the Government; and
- (d) Where the subject of reform required the devotion of considerable time and in-depth research effort.

Beyond these considerations, the establishment of Nigerian Law Reform Commission was in itself an implementation of one of the resolutions of the 1960 meeting of Heads of Governments of the Commonwealth Association. Since its establishment, the Commission has not only provided services to State Governments which facilitated the creation of State Law Reform Agencies but also played vital roles in reform of State Laws, particularly in the following instances:

- (a) where the subject of Reform was a law common to some or all States and it was more convenient and more economical for the Commission to conduct a single reform exercise. For example, the Commission conducted a reform on pre- 1900 English statutes of general application and prepared 20 draft model laws which many states of the Federation have since enacted;
- (b) where the subjects of Reform deserve uniformity of legislation among the State and there was need for a model law that the States could adopt. For example, in 1984, the Commission produced the Uniform High Court (Civil Procedure) Rules for State High Courts, which a considerable number of States adopted wholly or substantially.

It is worthy to note that the Commission's interventions have achieved considerable number of reforms at the Federal and State levels.

### **1.3 Composition of the Commission**

The Chairman and Commissioners of the Commission are appointed by the President in line with Section 2 (1) of the NLRC Act which provides that the Commission “**shall consist of four full-time Commissioners, one of whom shall be designated as the Chairman**”. The chairman of the Commission is the chief Executive as well as the accounting officer saddle with the responsibility to coordinate the activities of the commission. Generally, the chairman is responsible for the day to day activities of the commission with the view to achieving the overall functions of the commission stated under section 5 of the Act.



During the year under review, the Commission had one commissioner who was functioning as the acting chairman:

- a. Prof. Jummai A.M. Audi - Commissioner / Ag. Chairman.

### **1.4 Secretary to the Commission**

The Nigerian Law Reform Commission Act was amended in 1999 to provide for the appointment of a Secretary to the Commission by the President, on the recommendation of the Honourable Attorney-General of the Federation and Minister of Justice. Section 8(1) of the Nigerian Law Reform Act created the office of the secretary to the commission. The Secretary is to assist the Honourable Chairman with the day to day administration and management and any other such duties as may be directed from time to time by the commission.

### **1.5 Functions of the Commission**

The functions of the Commission as set out in sections 5 and 7 of the NLRC Act:

- (a) to generally take and keep under review, all Federal Laws with a view to their systematic and progressive development and reform in consonance with the prevailing norms of the Nigerian Society including the codification, consolidation, the repeal of obsolete laws and the reduction in the number of separate enactments on the same subject matter.
- (b) In the exercise of its statutory functions, the Commission is expected to receive and consider proposals for law reform that may be referred to it by the Honourable Attorney-General of the Federation, Government Ministries, Departments or other institutions, States of the Federation or it may initiate its own reform programs. Pursuant to its programs of law reform, the Commission may hold workshops, organize or attend seminars and conferences or enter into correspondence with other Law Reform Agencies in or outside Nigeria.
- (c) By virtue of section 5(2) (e) of the NLRC Act, the commission may also provide expert advice and information to the federal Government,

Ministries, Departments and Agencies, the national Assembly or other bodies with regard to proposals for the reform or amendment of laws.

### **1.6 Vision and Mission**

#### **1.6.1 Vision**

To transform itself into an efficient machinery for the continuous delivery of quality Law Reform for the Nation.

#### **1.6.2 Vision Statement**

To undertake the progressive development and reform of substantive and procedural laws applicable in Nigeria by way of codification, elimination of anomalies or obsolete Laws and general simplification of the law in accordance with general directions issued by the government from time to time.

#### **1.6.3 Mission**

To adhere strictly to the liberal democratic values contained in the Constitution of the Federal Republic of Nigeria; such as human right, equality, justice, freedom and accountability.

#### **1.6.4 Mission Statement**

To monitor the Law with a view to effecting necessary changes to make the law modern, fair, just efficient and in consonance with the prevailing social and moral values of the Nigerian society and the nations international obligations, through constant research and analysis of the Laws and widest public consultation.

#### **1.6.5 Values**

In execution of its core duties, the Nigerian Law Reform Commission strives to protect and uphold the values of equality, integrity, inclusiveness, professionalism, impartiality, excellence, responsiveness, efficiency and respect for the dignity of others.

**PART 2**

**2. DEPARTMENTS OF THE COMMISSION AND THEIR MANDATE**

**2.1 Departments and Units**

The Commission is made up of the following Departments and Units:

- (a) Private Law Department.
- (b) Business Law Department.
- (c) Public Law Department.
- (d) Legal Drafting and Property Law Department.
- (e) Human Resource Management Department.
- (f) Planning, Research and Statistics, Department.
- (g) Finance and Accounts Department.
- (h) Library Unit.
- (i) Internal Audit Unit.
- (j) Information Communication Technology Unit.
- (k) Information and Protocol Unit.

**2.2 Law Research Departments**

There are four Law Research Departments in the Commission-Private property Law Department, Business Law Department, Public Law Department and Legal Drafting Department.

Each Law Research Department is headed by a Director and supervised by a Commissioner. The Departments are responsible for the implementation of the reform projects of the Commission.

## 2.3 Human Resource Management Department

The Human Resource Management Department consists of the following Units-

- (a) Personnel unit;
- (b) Appointments and Promotion unit;
- (c) Registry unit;
- (d) Pension unit;
- (e) Training and Staff Welfare unit;
- (f) Maintenance unit;
- (g) Discipline unit;
- (h) Store unit.

The Department performs the following functions, amongst others:

- (a) **Human Resource Management:** General administration, formulation, execution and review of personnel policies;
- (b) **Appointments and Promotion unit:** Coordination of matters relating to appointment, promotion, advancement, conversion and confirmation;
- (c) **Discipline unit:** Discipline of staff and related matters;
- (d) Processing request for advances and leave
- (e) **Training and Staff Welfare unit:** Handling of staff welfare matters and training needs, etc.

## 2.4 Planning Research and Statistics Department

The Core mandate of the Planning Research and Statistics Department is to make available, timely, accurate and up to date data or information and the development of discreet analytical decision packages which will aid sound executor policies. It also has the mandate to collaborate with organizations outside the Commission, and participate in areas of training and workshops for Commission. The schedule of the Department also includes the following specific outputs-

- a. General Planning and rendition of needed services to other departments

- b. Carrying out of periodic study of the commission to ascertain the strength and weakness of the commission.
- c. Identifying or figure out challenges, gabs, success, threats and prospects of the commission.
- d. Transmit findings/ results to the management for consideration.
- e. Anchoring the production of annual report.

### **2.5 Finance and Accounts Department**

The Department consists of the following Units-

- (a) Advances unit;
- (b) Budget unit;
- (c) Checking unit;
- (d) Central Pay Office (CPO) unit;
- (e) Final Accounts unit;
- (f) Other Charges unit;
- (g) Salary unit;
- (h) Account Administration unit.

The Finance and Accounts Department is responsible for the source and application of the approved budget. It is also responsible for performance and finance reporting as required by financial regulation.

### **2.6 Internal Audit Unit**

The Internal Audit Unit verifies and corroborates the Commission's budget and the releases through the Office of the Accountant General of the Federation and certifies/verifies all statutory payments due to outside organizations.

The Internal Audit, as a Managerial Control Unit functions by measuring and evaluating the effectiveness of Internal Control System of the Commission's activities and ensuring that they are properly channeled to comply with the internal control measures.

The Unit also provides a complete and continuous audit of the accounts and records of revenue and expenditure, assets, allocated and unallocated stores where applicable.

It also ensures regular interface with other regulatory agencies like the Office of Auditor – General for the Federation and Accountant – General of the Federation on any official matter as required by regulations. The Unit also makes recommendation for adequate training and retraining as is required, to prepare the staff for proper performance of their duties.

### **2.7. Library Unit**

The Library houses the research Centre of the Commission, as law reform is done fundamentally through research. The Commission in its reform exercise conducts research into each Legal topic as it applies in various jurisdictions globally, particularly Commonwealth countries. The Library as a result provides technical, readers and e- services

The Library stock stands at 14,104 with only 43 titles added to 2014 stock made up of Nigerian and foreign Legal resources.

The Commission's reports and workshop papers are domicile in the library. It takes active part in the workshops organized by the Commission by offering the needed services and carry out assigned duties. The Library is hoping to open a portal soon to connect to Law Researchers world-wide. We are aiming to become the hub of Law research activities where researchers can interact, share information/topics of research and their findings to reduce duplicity and cost.

### **2.8 Information/ Protocol Unit**

The Unit handles all protocol, media and information matters for the Commission. These include arranging meetings with external bodies including courtesy calls and providing protocol and media services at such meetings; arranging visas and other travel documents for official trips of the members and staff of the Commission; arranging media coverage of Commission's programs as well as participation of the Commission at media programs and events. The unit

is also responsible for updating the public on the Commission's activities and other relevant legal information.

### **2.9 Information and Communication Technology (I.C.T) Unit**

The ICT Unit supervises all the activities on Information Technology of the Commission that relates to computer usage which includes Internet research activities, hardware troubleshooting, supervising and testing of acquired softwares and LAN systems, prompt response in communicating through Intercom within the Commission.

## PART 3

### **3.0 HIGHLIGHT OF KEY ACTIVITIES OF THE COMMISSION IN YEAR 2019**

In 2019, the Commission embarked on the following major Law Reform

Projects:

#### **3.1. Reform of the Code of Conduct Bureau and Tribunal Act, Cap. C15, LFN, 2004**

One of the areas of challenge in our developmental stride as a nation is the issue of corruption in public service, and one of the key means of checking the excesses and measure of prudence, transparency and accountability of public officers, is the requirement of asset declaration on assumption of office. The essence is to check corruption and abuse of office as any property or assets acquired by a public officer after assets declaration, which is not “fairly attributable” to income, gift, or loan approved by the Act, shall be deemed to have been acquired in breach of the Code of Conduct.

However, there are some provisions of the Act and the Constitution which hinder the effective performance of the Bureau and the Tribunal from achieving the objective of the Code of Conduct. For instance, the provision of section 3(d) of the Act which prohibits the reference of any written admission of a breach or non-compliance to the Tribunal is a fundamental flaw that defeats the essence of the Act and reduces the public’s confidence in the Bureau and Tribunal. Furthermore, the accused ought to be invited for questioning when a complaint is made against him before referring the matter to the Tribunal.

The powers of the President under section 18 of the Act to exempt certain public officers from the provisions of the Act needed to be reviewed as it could be an impediment to the prosecution of anti-corruption war.

The Code of Conduct Tribunal currently consists of a Chairman and two other members. This is grossly inadequate for effective performance of the Tribunal given its national jurisdictional coverage. These and other challenges of the law



have been addressed in the process of this reform. The Commission has completed work on the project after holding a National Workshop on 26th November, 2019 at Stonehedge Hotel, Abuja. The final report for on the project is being prepared for submission to the Honorable Attorney-General of the Federation.

### **3.2 Reform of Tax Laws in Nigeria: Companies Income Tax Act, Cap. C21, LFN, 2004.**

The essence of this reform is to enhance revenue generation of the government through company's income tax, stimulate the economy by improvement in taxation, to increase compliance to payment by companies, to ensure correct tax assessment by tax authorities in order for companies to have confidence in tax payment, etc. The project has been completed and the report is being prepared for submission to the Honorable Attorney-General of the Federation.

### **3.3. Completion of the Reform and Unification of the Criminal and Penal Code.**

This project of reform and unification of the criminal and penal codes were carried out in three stages which has already been completed by the Commission. The fourth stage which is the final is the presentation of the reformed and unified code to the stakeholders in a national workshop which was held on 25th February, 2020 at Reiz Hotel, Abuja. The essence of the reform and unification is to provide uniform offences and punishment, and to produce a uniform criminal law for FCT, to be adopted by each state of the federation. The final report of the project is being prepared for submission to the Honorable Attorney-General of the Federation.

### **3.4 Revision of the Laws of the Federation of Nigeria, 2004**

The Commission embarked on the revision of the Laws of the Federation of Nigeria, 2004 with a view to removing spent and repealed Acts; and publishing updated Laws of the Federation of Nigeria. The objectives are to:

(i) provide consolidated Laws which conforms with the Constitution, without redundancies and repealed laws, rationalized where applicable and simplified where necessary.

(ii) provide an up-dated version of the Laws of the Federation as Pre-condition of the rule of Law to enable Judges, government and private lawyers, academics, students and the general public in Nigeria and international to make easy reference to the Law as a means of contributing to easy access to justice for the realization of SDG goal 16.

The Commission assembled in groups and collated the various Laws and subsidiaries from 2004 to 2018. These groups consisted of external members from the Academia, legal practitioners, national assembly, Nigerian institute of advance and legislative studies and other related institutions. The laws were reviewed by the commission with an external reviewer for drafting.

Recommendations on amendments and consolidations were reviewed by the commission and external reviewers. Thereafter the Commission consolidated the recommendations in to soft copy of the laws and the consolidated volumes of the LFN were sent to the printer. Thus the project implementation is at advance stage for submission.

The commission organized the following workshops/ Retreats

(a) Working Groups on Law Revision

Working Groups were inaugurated by the Commission on 12th February, 2019 to proof-read the recommended Draft of consolidated and revised laws of the Federation 2018.

(b) Round Table Discussion on the Reviewed and Consolidated Draft of Revised Laws of the Federation of Nigeria, 2018 on the 21/ 5/ 2019 at the commission to elicit information on experiences from major stakeholders on printing and preservation of the Revised LFN 2018. The aim is to achieve a standard and befitting Draft revised LFN 2018, of reports of consolidation / presentation by working groups on each volume ( May –

## NLRC Annual Report 2019

---

September 2019) at a retreat and in the commission. (retreat 18/22/2019 at keffi Nassarawa state)

### (c) Nigerian Law Reform Commission's Strategic Capacity Building Retreat

The commissions staff participated at a Strategic Capacity Building Retreat organized by the Commission for its Law Research Officers and Administrative Officers for efficiency and better performance of duties at Crystal Guest Hotel, Keffi, Nasarawa State from 7th – 10th October, 2019 and 14th – 17th October, 2019 respectively.

### (d) Courtesy Visit by Law Development Centre Management Committee (Governing Council), Uganda

There was a courtesy visit by the Law Development Centre Management Committee (Governing Council) of Uganda on 17th October, 2019. The Courtesy Visit was basically to solicit information on law reform and development from the Commission as a major stakeholder.

## 3.5 Collaborations

Stakeholders' Round Table organised by the Federal Ministry of Education at Rockview Hotel, Abuja on 15th May, 2019 for inputs on proposed amendments to the –

- (a) National Institute for Nigerian Languages (NINLAN) Act, Cap.N50 LFN 2004;
  - (b) Federal University of Petroleum Resources, Effurun (Establishment) Act, 2017; and
  - (c) National Board for Islamic and Arabic Studies Bill.
- (iii) Symposium on "Addressing Issues of Admissibility of Electronic Evidence under section 84 of the Evidence Act, 2011" organised by the National Judicial Institute (NJI), Abuja, at the Institute on 10th and 11th June, 2019

## NLRC Annual Report 2019

---

(iv) Training Course on International Organisation for Standardization (ISO) 9001: 2015 Standard on Quality Management Systems organised by the Standards Organisation of Nigeria (SON) at SON Corporate Headquarters, 52, Lome Crescent, Wuse Zone 7, Abuja, from 5th – 7th August, 2019.

(v) Nigerian Bar Association (NBA) Annual General Conference 2019 at Eko Hotel and Suites, Lagos, from 23rd – 29th August 2019.

### 3.6 Staff Matters

The following activities relating to staff welfare and other matters were embarked upon in 2019;

#### 3.6.1. Promotion

Below is the list of staff that participated in the 2019 promotion exercise;

#### LIST OF SENIOR STAFF DUE FOR PROMOTION IN 2019

SN	NAME	PRESENT RANK	RANK TO BE PROMOTED TO
1.	MRS OMOARHELOJIE SARAH	CHIEF ADMINISTRATIVE OFFICER, GRADE LEVEL 14	ASSISTANT DIRECTOR, GRADE LEVEL 15
2.	MRS ABEGUNDE NKIRUKA STELLA	ASSISTANT CHIEF ADMINISTRATIVE OFFICER, GRADE LEVEL 13	CHIEF ADMINISTRATIVE OFFICER, GRADE LEVEL 14
3.	MR HANGEIOR FIDELIS TER	ASSITANT CHIEF LAW RESEARCH OFFICER, GRADE LEVEL 13	CHIEF LAW RESEARCH OFFICER, GRADE LEVEL 14
4.	MR UDOEKPE JEREMIAH	ASSISTANT CHIEF CONFIDENTIAL SECRETARY, GRADE LEVEL 13	CHIEF CONFIDENTIAL SECRETARY, GRADE LEVEL 14
5.	MR MONDAY POKO	HIGHER DATA PROCESSING OFFICER, GRADE LEVEL 08	SENIOR DATA PROCESSING OFFICER, GRADE LEVEL 09
6.	MR OJEDIRAN SUNDAY	ADMINISTRATIVE OFFICER	ADMINISTRATIVE OFFICER I,

## NLRC Annual Report 2019

---

	DAVID	II, GRADE LEVEL 08	GRADE LEVEL 09
7.	MRS MARTHA ONOJA	EXECUTIVE OFFICER, GRADE LEVEL 07	HIGHER EXECUTIVE OFFICER, GRADE LEVEL 08

### LIST OF JUNIOR STAFF DUE FOR PROMOTION IN 2019

SN	NAME	PRESENT RANK	RANK TO BE PROMOTED TO
1.	MRS VICTORIA HASSANA AKUDE	SENIOR CLERICAL OFFICER, GRADE LEVEL 06	CHIEF CLERICAL OFFICER, GRADE LEVEL 07
3.	MR NUHU ABDULLAHI	CLERICAL OFFICER II, GRADE LEVEL 05	CLERICAL OFFICER I, GRADE LEVEL 06
5.	MRS ARMAK ESTHER SUNDAY	CLERICAL OFFICER II, GRADE LEVEL 05	SENIOR CLERICAL OFFICER, GRADE LEVEL 06

#### 3.6.2 Retirement

The activities of the pension unit for the year 2019 include the following:

##### **Staff Captured for Retirement**

In the year 2019, 3 (three) officers were enrolled at National Women Development Centre with the National Pension Commission Retiree Data Base capturing exercise against 2020.

- a. Mr. Okoronkwo Charles Amaefula, Internal Auditor, Director has been captured for retirement on 01<sup>st</sup> April, 2020 after serving 35 years. He also attended Pencom Verification Exercise held on the 25<sup>th</sup> July, 2019.

## NLRC Annual Report 2019

---

- b. Mr. Nwokonnaya Aaron Chimezie, Principal Executive officer, who shall be retiring on the 09<sup>th</sup> May, 2020 after attaining 60 years of age. He also participated at the Pencom Data Base Capturing and Verification Exercise on the 25<sup>th</sup> July, 2019.
- c. On the 25<sup>th</sup> July, 2019, Mrs. Funke M. Aladesuyi as Principal Executive officer II, who's voluntary retirement takes effect on the 30<sup>th</sup> December, 2020. She also went for Pencom Data Base capturing and Verification Exercise held at the Woman Center Abuja.
- d. In 2019, the Pension unit wrote a Letters of Introduction to Pension Transitional Arrangement Directorate (PTAD) for Mrs Osilesi, Mr. Emmanuel Ayeni, Mrs Uche Amadi, Mrs Mary King and other pensioners that fall under the old pension, to enable them participate in PITAD Verification Exercises held in the six {6} geo-political zones.
- e. Mrs Glory Mpama has been paid up her Lump sum of her pension entitlement and the Next of Kin of late Mrs Lilian Odoemena have been paid also.
- f. In 2019, the Pension unit wrote letters to the National Pension Commission (PENCOM) as well as NLPC Pension fund administrators informing them of the retirement of Mr. S.M.G Maful, Mr. JOE Oboh and Mr. Ibrahim Musa.
- g. Also in the year 2019, the Pension unit, wrote letters of Notification of death and Letter of Introduction of late Mr. Jacob Ogar Next-Of-Kin to Pencom, Head of Civil Service and NLPC fund administrators to enable them calculate and pay his death benefits to the family.
- h. The Unit, invited the Pension Fund Administrators [PFA] to enroll the new employed staff of the Commission into the Contributory Pension Scheme.
- i. UPDATE OF STAFF DATA**
- j. In 2019, NLPC Pension Fund Administrator Ltd, Stanbic IBTC LTD and Leadway Assurance LTD came to update the data of all the staff registered with them.
- k. COLLABORATION WITH PENCOM, PTAD, BPSR, AND ALL PENSION FUND ADMINISTRATORS**
- l. In 2019, the unit collaborated with all the Pension related organizations such as PENCOM, PTAD, Stanbic IBTC and NLPC Pension Fund Administrators in respect of prompt payment of pensions to retirees, and capturing of intending retirees for 2020.

### 3.6.3 Capacity Building-Training, Workshop and Seminar

#### THE REPORT IN VARIOUS QUARTERS

## NLRC Annual Report 2019

---

### a. First Quarter (January to March 2019) - Second Quarter (April to June 2019)

Within the above period, complaints from staff that relates to National Health Insurance Scheme (NHIS) were addressed. The training and welfare unit carefully handled health related matters that has to do with Staff of the commission and Service providers (Hospitals) especially in the instance of getting codes (Approvals) from approved Health Management Organization (HMO) for hitch free of the process and proper attendance, usually through telephone calls.

#### ii. 8<sup>th</sup> – 12<sup>th</sup> April, 2019

The chairman attended the common wealth law Agency conference (CLA) in living stone, Zambia.

### C. Third Quarter (July to September 2019)

#### (i) 2<sup>nd</sup> -5<sup>th</sup> July 2019

The head of Audit was sponsored to Lagos for a workshop on organized by the institute of chartered accountants on the topic: Corporate fraud and forensic Auditing.

#### (ii) 30<sup>th</sup> July - 2<sup>nd</sup> August, 2019

Staffs participated in a capacity building programme in Public Accountability and Transparency Course organized by the Institute of Chartered Accountants of Nigeria, Enugu State.

#### (iii) 24<sup>th</sup> - 27<sup>th</sup> September, 2019

The commission through the Training and Staff Welfare Unit organized a four-day training workshop on ICT for the Non-Lawyers (Junior Staff) of the Commission, the training was anchored by HAVILAH FUSION TECHNOLOGIES SERVICE Ltd. Keffi, Nasarawa State.

### d. Fourth Quarter (October to December, 2019)

#### (i) 2<sup>nd</sup> -5<sup>th</sup> October, 2019

## NLRC Annual Report 2019

---

The commission arranged for a four-day I C T training workshop for Non-Lawyers (Supporting Staff) of the commission, the workshop was organized by HAVILAH FUSION TECHNOLOGIES SERVICE Ltd. Keffi, Nasarawa State.

(ii) 7<sup>TH</sup> -10<sup>TH</sup> October, 2019, 15<sup>th</sup> -18<sup>th</sup> October, 2019 and 22<sup>nd</sup> -25<sup>th</sup> October, 2019

In compliance with the federal government's emphasis on training and retraining of the Staff in the Federal Civil Service, the Commission on the above dates organised a four-day workshop in batches for Lawyers, Human Resource Management and Accounts & Finance respectively on Working Smart with Microsoft office 2006 and Windows 10. The training was handled by HAVILLAH FUSION TECHNOLOGIES SERVICE Ltd and LAPIN REFORM. Keffi Nasarawa State.

(iii) 28<sup>th</sup> October- 1<sup>st</sup> November, 2019

In line with the current administrations e- government plan and increase in performance of the concerned Staff on Website maintenance, Network trouble shooting and PABS/Intercom management, the Commission nominated Mr. Musbau Salau of Library unit, Thompson Ogunniyi and Sam Sunday of IT unit to participate in ICT training programme organised by TECH 24 Limited Allen Avenue, Ikeja Lagos State.

(iv) 28<sup>th</sup> - 31<sup>st</sup> October, 2019

The Commission sponsored some selected Staff of Human resource management in various units to a Four-day training programme on " Improving Your Managerial Effectiveness", this was organized by Centre for Human Development and Management Service Ltd. Lagos State

(v) 5<sup>th</sup> – 9<sup>th</sup> September 2019

The commission sponsored some staff to a 5 day NBA section on Public interest & development law (SPIDEL) a conference organized at Aba Abia State.

(vi) 28<sup>th</sup> October – 1 November 2019



## NLRC Annual Report 2019

---

The commission sponsored the head of planning, Research & Statistics for a training on Data Analysis and management for PRS officers at Centre for Management development Lagos.

**PART 4**

**4. CHALLENGES, PROSPECTS AND CONCLUSION**

**4.1 Challenges**

**1. Poor Funding :**

One of the major Challenges of the Commission was poor funding. There was inadequate allocation of funds for project execution to the Commission. Thus, the Commission lacked the optimal capacity to fund some of its major projects.

In view of this development, the Commission desires to make a strong case for amendment of the enabling law to facilitate external funding from foreign law foundations (by way of grants) for the Commission's research projects.

Secondly, efforts are ongoing to explore the possibility of greater funding of the Commission's activities by collaborating organs/ agencies. By this intending partnership arrangement, it is hoped that there would be less financial burden on the Commission.

**2. Inadequate Office Accommodation**

The Nigerian Law Reform Commission is yet to have a building of its own after 34 years of existence. It is presently occupying 2 floors in Phase 3 of the building housing the Federal Ministry of Health at the Federal Secretariat Complex, Abuja.

**3. Capacity of the Library**

A well-stocked Law library would have a reasonable collection of key texts for legal research, hence the need for the ongoing e-library project being embarked upon by the Commission to project the library to the prevailing world learning environment.

#### **4. Low Rate of Implementation of the Commission's Law Reform Proposals/ Report.**

Since the Commission does not implement reports and recommendations, experience delay. This is mostly caused by change of government within the period between commissioning of projects and the receipt of the report, thus exposing the commission to different policy agendas and priorities. There is however consolation in the use of law reform reports by judges and citation in the academic circles which lends credence to the quality and the desired effects of the reforms.

#### **5. Project vehicles:**

There are no project vehicles to facilitate the law researchers' movements within and outside Abuja, for effective research, data collection and execution of law reform projects, which is the main function of the Commission.

### **4.2 Prospects**

#### **1. Expansion of the Office**

The Commission needs increased funding to expand its enormous services to cover the 6 geo-political zones of the country in the nearest future. Offices have already been acquired in Kebbi and Lagos States for this purpose.

#### **2. Expected Increase in Government Funding.**

The Commission is optimistic that budgetary allocations would increase to enable it execute its major projects and acquire permanent office accommodation to make its activities more efficient and effective.

### **4.3 Conclusion**

The Commission is able and ready to do more if it is well funded and its library updated with modern books and materials for research. It is hoped that with adequate funding and better implementation of its Law reform proposals, the vision of the Commission to be efficient machinery for the

## NLRC Annual Report 2019

---

continuous delivery of quality law reform to the nation, will be realized. The Commission will continue to give selfless service to the nation, in the discharge of its statutory functions and other duties.

**APPENDIX**

**MANAGEMENT STAFF OF THE COMMISSION**

**Secretary to the Commission**

**Department of Business Law**

**Director**

Mrs. A. Onwuasigwe

LLB (Hon) BL, LLM (ABSU)

**Department of Public Law**

**Director**

Mr. K.J. Ezeobi

LLB (Hon) (UNN) BL

**Department of Legal Drafting and Property Law**

**Director**

Mr. John Ekeh

LLB (Hon) BL

**Department of Private Law**

**Deputy Director**

Mr. Victor N. Uchendu

LLB, BL,

**Human Resource Management**

**Assistant Director/ Ag. Head,**

Mrs. O. A. Ojomo

B.A. (History)

**Department of Finance and Accounts**

**Assistant Director**

Mr. S.O. Aladesuyi

B.Sc. Accounting, PGD, ACA

## NLRC Annual Report 2019

---

### **Audit Unit**

#### **Director**

Mr. C.A. Okoronkwo

B.Sc. (Accounting) UNILAG

### **Library Unit**

#### **Chief Librarian**

Mr. P.G. Oguta

DLS, BLIS (U.I)

### Planning Research and Statistics

#### Director (SAO)

Mr. Akpusugh Kenneth Terngu

B.sc, MBA( mgt), MNIM