ARTICLE 7 UNCAC

PUBLIC SECTOR

NIGERIA (THIRD MEETING)

Art 7(1) - Recruitment of Personnel, Regulation of Remuneration
There is a Federal Civil Service Commission which has the responsibility to recruit personnel into the Civil Service after due advertisements and interviews. Further, to ensure equitable representation in appointments to offices, the Federal Character Commission set up under the Constitution monitors and ensures merit and ‘federal character’ in appointments and promotions to offices in the Public Service. Currently the country is implementing a National Strategy for Public Service Reforms superintended by the Bureau for Public Service Reforms (BPSR) to ensure proper implementation of the laws and administrative processes in compliance with the UNCAC and other instruments. The Strategy focuses on a performance based management system to ensure efficiency and promote a merit–based approach. The National Salaries, Income and Wages Commission regulate wages of Public Servants and provides for a consolidated salary scheme within the Public Service. The challenges of implementation of this article is trying to create a balance between merit and efficiency and ensuring federal character, inclusiveness, and adequate representation across the ethnic and religious diversity.

Training of Public Servants
Nigerian Public Servants benefit from structured training and capacity building programs to ensure proper performance of duties. There are dedicated service–wide training institutions such as the Public Service Institute (PSI), as well as sector specific training institutions. Nigeria has also benefited from several training programs facilitated by bilateral and multi-lateral donors.