

LIST OF UNCLEAR STAFF FOR APPEAL COMMITTEE - KOGI STATE SANITATION & WASTE MANAGEMENT BOARD

STAFF PERSONAL DETAILS													STAFF SCREENING & VALIDATION COMMITTEE				STAFF SCREENING APPEAL COMMITTEE REPORT				
S/N	EMPLOYEE NAME	DATE OF FIRST EMPLOYMENT	DATE OF CONFIRMATION	DATE OF LAST PROMOTION	CURRENT GRADE	STEP	SALARY STRUCTURE	DATE OF BIRTH	EDUCATIONAL QUALIFICATION	LGA OF ORIGIN	GENDER	NATURE OF PROBLEM	SCREENING COMMITTEE REVIEW REMARK	FORENSIC AUDITOR'S ADDITIONAL REMARK	TECHNICAL COMMITTEE FINAL REMARK	ACTION PLAN	APPEAL COMMITTEE COMMENT	QUALITY ASSURANCE REMARK	TECHNICAL COMMITTEE DECISION	REVISED STATUS	MODIFIED REVISED STATUS
1	ABDULLAHI SULEIMAN	01-08-02	01-08-02	17-02-09	8	5	CONHESS	29-09-79	WAHEB	LOKOJA	MALE	Incomplete documentation in the staff file	Incomplete documentation in the staff file	Incomplete documentation in the staff file	Incomplete documentation in the staff file	Incomplete documentation in the staff file	Original of the documents were sighted, NECO & FSLC certificates not attached.	The SSCE 2000 statement of result is stale.	The SSCE certificate before the Diploma for Environment Health Technician obtained in 2010 not attached.	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number KG/EST/CIR/8/VOL.III/918 of April 23, 2013.	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number KG/EST/CIR/8/VOL.III/918 of April 23, 2013.
2	ADABARA S. ABDULRAHEEM	10-12-98	10-12-00	11-01-13	8	9		21-09-79	DIPLOMA	Ajaokuta	Male(M)	Falsification of age	Multiple age declaration in the staff file	Falsification of age through multiple declaration of age.	Staff altered date of birth (DOB) on official documents and supply different (DOB) on statutory & employment records in the file. Apply PSR	To be sanctioned for Serious Misconduct (Falsification of Records) in line with Public Service Rule	Review of staff file confirmed allegation of alteration and multiple age declaration.	We observed the alteration of DOB on the FSLC attached.	Alteration on FSLC confirmed; the staff could not put forward convincing explanation.	Alteration of date of birth (DOB) on birth certificate or statutory declaration of age (SDA) or First School Leaving Certificate	Alteration of date of birth (DOB) on birth certificate or statutory declaration of age (SDA) or First School Leaving Certificate
3	ADEYEMI JOHN DADA	01-08-04	01-08-06	01-08-04	4	10		09-07-69		Yagba East	M	Incomplete documentation in the staff file	All document required for the screening exercise not available	Open & Close files and documents required for screening were not provided for review.	Staff to submit original copy (ies) of ALL outstanding documents within 30 working days of receipt of notification.	The Name of staff to remain in the UNCLEAR list until the presentation of outstanding documents, within the stipulated time frame, otherwise DISMISSED thereafter.	All relevant documents and certificates sighted, confirmed and attached. Recommended for further actions.	The NECO statement of result of 2008 from Govt Da Sec School is stale.	NECO statement of result of 2008 is stale.	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number KG/EST/CIR/8/VOL.III/918 of April 23, 2013.	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number KG/EST/CIR/8/VOL.III/918 of April 23, 2013.
4	AJAYI OLUSHOLA EZEKIEL	15-09-99	19-09-01	01-11-12	8	2	CONPSS	14-08-82	B.ENG	Yagba West	Male	No relevant documents to support qualification claimed	Original copy of certificates were not provided for necessary review	All academic certificates required for screening were not provided or not in the staff file	Staff to submit original copy (ies) of FSLC/SSCE/GCE/Grade II or ND/HND/B.Sc./B.A. within 30 working days of receipt of notification.	The Name of staff to remain in the UNCLEAR list until the presentation of outstanding documents, within the stipulated time frame, otherwise DISMISSED thereafter.	Relevant documents sighted and attached except the FSLC cert. Recommended for further action.	The statement of result of B.Eng of 2011 attached is stale. There is no study leave approval in the staff file for the B.Eng certificate. FSLC and B.Eng certificate not attached.	The FSLC and B.Eng certificate of 2011 not attached. And no affidavit for its loss attached. The statement of result is stale.	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number
5	AUDU FUNMILAYO	01-07-02	01-07-04	01-01-05	4	6		05-04-80	FSLC	Okehi	Female	Incomplete documentation in the staff file	Incomplete documentation in the staff file	Incomplete documentation in the staff file	Incomplete documentation in the staff file	Incomplete documentation in the staff file	All relevant documents sighted and copies attached for review.	The DOB on the FSLC with reference no-1101619 was tampered with to reflect 1980 and besides she started primary school in 1978 as stated on the FSLC 2 years before she was born. Staff was employed in 2002 on GL03 with FSLC. Staff has been on same grade level since 2005 till date.	Staff was employed on GL03 in 2002 without WAEC, DOB alteration on the FSLC to reflect 1980 while the staff started primary school in 1978. Staff has remained on GL04 being bar of the cadre since 2005.	FSLC (Primary School certificate) fraudulently obtained to cover up for age manipulation	FSLC (Primary School certificate) fraudulently obtained to cover up for age manipulation & Staff has been stagnated on GL04 having reached the bar of his cadre since 2005.
6	AUDU MARIAM	08-01-07	08-01-09	30-11-11	7	4		22-11-83	DIPLOMA	OFU	F	Forged academic certificate	One of the certificates in the staff employment records has been confirmed to be fake during the background check	Background check confirmed one of the academic certificates to be fake.	One of the staff academic certificate (s) have been confirmed to be forged/fake. Apply PSR ((Rules 030402 (a) i.e Serious Misconduct (Falsification of records))	To be sanctioned for Serious Misconduct (Falsification of Records) in line with Public Service Rule 030402 and DISMISSED from Public Service.	Environmental health Technician certificate not yet provided - only attestation wef 01/02/14.	The diploma in environmental health statement of result of 2007 is stale. Although an attestation of non-readiness was equally attached, but it is not acceptable.	One of the academic certificates presented has been confirmed forged by the Institution the staff claimed to have graduated.	Fake or Forged academic certificate	Fake or Forged academic certificate
7	BELLO OLUWATOYIN RUTH	01-08-02	01-08-04	01-01-12	9	6	CONPSS	07-06-82	HND	Ijumu	Female	No relevant documents to support qualification claimed	Original copy of certificates were not provided for necessary review	All academic certificates required for screening were not provided or not in the staff file	Staff to submit original copy (ies) of FSLC/SSCE/GCE/Grade II or ND/HND/B.Sc./B.A. within 30 working days of receipt of notification.	The Name of staff to remain in the UNCLEAR list until the presentation of outstanding documents, within the stipulated time frame, otherwise DISMISSED thereafter.	All relevant documents and certificates sighted, confirmed and attached. Recommended for further actions.	The HND statement of result issued by Akwa Ibom State Poly in 2008 is stale.	HND statement of result of 2008 is stale.	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number
8	BORIDA FUNMILAYO	10-01-15	NIL	NIL	2	1	CONPSS	08-05-68	FSLC	IJUMU	FEMALE	Incomplete documentation in the staff file	Incomplete documentation in the staff file	Incomplete documentation in the staff file	Incomplete documentation in the staff file	Incomplete documentation in the staff file	All employment was put on hold by Kogi State Govt in 2015. Not to be cleared.	The first letter of appointment with effect from 01/10/2015 via appointment letter dated 25/9/2015. There was payment of salary into Staff account in 2013, 2014 & 2016, but not in 2015.	The first letter of appointment with effect from 01/10/2015 via appointment letter dated 25/9/2015. There was payment of salary into Staff account in 2013, 2014 & 2016, but not in 2015.	Employed between January 1, 2015 to January 27, 2016	Employed between January 1, 2015 to January 27, 2016
9	EJIMA PIUS	01-08-07	01-08-09	01-01-12	4	7		03-05-60	GRADE II	Omala	M	Incomplete documentation in the staff file	All document required for the screening exercise not available	Open & Close files and documents required for screening were not provided for review.	Staff to submit original copy (ies) of ALL outstanding documents within 30 working days of receipt of notification.	The Name of staff to remain in the UNCLEAR list until the presentation of outstanding documents, within the stipulated time frame, otherwise DISMISSED thereafter.	Contradictory declaration of age: SDA dated 13/03/2009 has 03/05/1960 as the DOB (but vividly altered) while another dated 10/10/2012 had 03/05/1967 as the DOB.	We observed multiple declaration of age with different DOB. The SDA issued on 13/03/2009 has DOB of 03/05/1960 while the SDA issued on 10/10/2012 has DOB of 03/05/1967. Also the Staff certificate of 2009	Multiple declaration established as two different SDAs attached has different DOB i.e 1967 & 1960. Also Grd II TC of 2002 statement of result is stale; yet to provide the certificate.	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number

10	JOSEPH BOSEDE OMOTAYO	01-01-15		01-10-15	2	1		14-10-72	FSLC	Yagba East	F	New employment (2015 and 2016)	Staff was employed in 2015/2016 for political reasons	The staff appointment was done towards the end of the last administration for political patronage	Staff Employed in 2015 and 2016, remained null and void in line with His Excellency pronouncement	All those employed from January 1, 2015 to January 27, 2016 should be TERMINATED	New employment(2015) and alteration of DOB on SDA.	The staff was newly employed in 2015. Despite this we still observed alteration of DOB on SDA dated 16/3/09.	There was alteration of year of birth on SDA aside from the fact that the staff was employed in 2015.	Employed between January 1, 2015 to January 27, 2016	Employed between January 1, 2015 to January 27, 2016	
11	MARY YAKUBU	08-01-07	08-01-09	12-10-12	4	7		06-12-82		OFU	FEMALE(M)	No relevant documents to support qualification claimed	Original copy of certificates were not provided for necessary review	All academic certificates required for screening were not provided or not in the staff file	Staff to submit original copy (ies) of FSLC/SSCE/GCE/Grade II or ND/HND/B.Sc./B.A. within 30 working days of receipt of notification.	The Name of staff to remain in the UNCLEAR list until the presentation of outstanding documents, within the stipulated time frame, otherwise DISMISSED thereafter.	Staff has FSLC as the only qualification presented; certificate appears doubtful. There is a case of multiple declaration of age observed. SDA dated 05/05/2011 has DOB as 12/06/1982. This is contrary to other DOB reviewed.	We observed Multiple declaration of age with different DOB. The SDA issued in 2011 has DOB of 1982 while the SDA issued in 2016 has DOB of 1965.	Multiple declaration established as two different SDAs attached has different DOB i.e 1982 & 1965.	Multiple Statutory Declaration of Age (SDA) with different dates of birth (DOB)	Multiple Statutory Declaration of Age (SDA) with different dates of birth (DOB)	
12	MUSA HALIMA	01-10-15		01-10-15	2			30-07-86	FSLC	Bassa	F	New employment (2015 and 2016)	Staff was employed in 2015/2016 for political reasons	The staff appointment was done towards the end of the last administration for political patronage	Staff Employed in 2015 and 2016, remained null and void in line with His Excellency pronouncement	All those employed from January 1, 2015 to January 27, 2016 should be TERMINATED	Could not trace staff name on the list although staff claimed her name appeared on uncleaned list. Evidence of payment of salary was noted since 2012 from the statement of account. This indicates staff was employed long before 2015 but letter of employment issued in 2015.	Newly employed staff. However, the statement of account revealed that the staff have been receiving salary since 2012 as an Ad-Hoc staff under the Deputy Governor's office but was converted through the letter dated 17/09/2015 to staff.	The Letter of employment dated 01/10/15 attached showed that despite the embargo on employment the staff was employed. The Bank statement revealed staff had been on salary since 2012 to 2016. The staff was converted from Ad-Hoc staff to main staff through the minutes of letter dated 17/09/15.	Employed between January 1, 2015 to January 27, 2016	Employed between January 1, 2015 to January 27, 2016	
13	MUSA REKIYA	01-05-01	01-05-03	01-01-06	4	9	CONPSS	04-04-74	O'LEVEL	Omala	Female	Incomplete documentation in the staff file	Incomplete documentation in the staff file	Incomplete documentation in the staff file	Incomplete documentation in the staff file	Incomplete documentation in the staff file	Original FSLC sighted with other employment documents.	The WAEC 2003 statement of result from Government Secondary School, Ogodu is stale.	Stale WAEC statement of result obtained in 2003 attached.	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number KG/EST/CIR/8/VOL.III/918 of April 23, 2013.	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number KG/EST/CIR/8/VOL.III/918 of April 23, 2013.	
14	OJUOLA OLUWAKEMI	16-09-08	16-09-10	01-01-12	9	8	CONPSS	24-10-81	HND	LOKOJA	Female	No relevant documents to support qualification claimed	Original copy of certificates were not provided for necessary review	All academic certificates required for screening were not provided or not in the staff file	Staff to submit original copy (ies) of FSLC/SSCE/GCE/Grade II or ND/HND/B.Sc./B.A. within 30 working days of receipt of notification.	The Name of staff to remain in the UNCLEAR list until the presentation of outstanding documents, within the stipulated time frame, otherwise DISMISSED thereafter.	Relevant documents presented and attached. However, there are discrepancies noted in FSLC and SDA, 1981 & 1982 respectively. Omitted but discovered in Waterboard as uncleaned but has been relocated to his actual MDA.	We observed disparity in the DOB between FSLC and SDA. The DOB stated on the SDA issued on 29/08/2003 is 24/10/1981 while the DOB on FSLC is 24/10/1982.	Age Disparity established between the DOB stated on the SDA and FSLC.	Disparity in date of birth between records (e.g between statutory declaration of age and First School Leaving Certificate or West Africa Examination Council or Annual Performance Evaluation Report or Notification of Promotion)	Disparity in date of birth between records (e.g between statutory declaration of age and First School Leaving Certificate or West Africa Examination Council or Annual Performance Evaluation Report or Notification of Promotion)	
15	OLOWOYO OLUWATOYIN GRACE	01-08-04	01-08-06	01-01-12	10	3	CONHESS	26-04-84	HND	YAGBA EAST	Female	Huge and unexplained cash inflow	Review of Bank Statement revealed huge cash inflow into his/her account which can not be explained	Staff with huge, unexplained and suspicious cash inflow into his/her salary account including possible diversion of Public Funds into salary account.	Staff loyalty is divided as there are huge and unexplained cash inflow into salary account. Apply PSR ((Rules 030402 (k) or (l) or (m) i.e Serious Misconduct (Corruption or Embezzlement or Misappropriation))	To be sanctioned for corruption or misappropriation in line with PSR 030402 and DISMISSED from Public Service.	Huge cash inflow into the staff account observed. The staff claimed the funds found in her account does not belong to her. Further verification and consideration is required.	We observed huge cash deposits in the staff statement of account attached. Her account appears to be a clearing house used for deposits and transfers, which is an irregular practice.	We observed huge inflow of funds into staff's account however, claims she acts as a clearing house to customers who purchase cement. Also observed, is the disparity between the DOB on the SDA and notification of promotion.	Huge and unexplained cash inflow or divided loyalty	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number KG/EST/CIR/8/VOL.III/918 of April 23, 2013.	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number KG/EST/CIR/8/VOL.III/918 of April 23, 2013.
16	ONUJ JUSTINA AISHATU	08-12-98	08-12-00	01-01-00	9	6		21-06-73		Ankpa	F	Incomplete documentation in the staff file	All document required for the screening exercise not available	All documents required for screening were not provided or not in the staff file	Staff to submit original copy (ies) of ALL outstanding documents within 30 working days of receipt of notification.	The Name of staff to remain in the UNCLEAR list until the presentation of outstanding documents, within the stipulated time frame, otherwise DISMISSED thereafter.	All relevant documents and certificates sighted, confirmed and attached. Recommended for further actions.	The SSCE statement of result of 1993 attached is stale. The sworn affidavit dated 27/01/2017 for loss of SSCE certificate is not acceptable as it is seen as an after thought.	SSCE statement of result of 1993 is stale. The attached affidavit for the loss of SSCE certificate is not tenable.	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number KG/EST/CIR/8/VOL.III/918 of April 23, 2013.	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number KG/EST/CIR/8/VOL.III/918 of April 23, 2013.	
17	SALIU BOSEDE MAGREAT	08-01-04	08-01-06	01-01-10	4	6		10-01-60	FSLC	Ijumu	FEMALE(M)	Falsification of age	Multiple age declaration in the staff file	Falsification of age through multiple declaration of age.	Staff altered date of birth (DOB) on official documents and supply different (DOB) on statutory & employment records in the file. Apply PSR ((Rules 030402 (a) i.e Serious Misconduct (Falsification of records))	To be sanctioned for Serious Misconduct (Falsification of Records) in line with Public Service Rule 030402 and DISMISSED from Public Service.	All relevant documents and certificates sighted, confirmed and attached. Recommended for further actions.	The staff was born on 1/11/60 based on the attached SDA issued on 15/8/04. However, the FSLC attached revealed that she started primary school in 1994 meaning she was 34yrs at the time. The staff is suspected to have either falsified her age or	A closer look at the FSLC attached shows that the staff started primary school in 1994 at the age of 34yrs based on the year of birth of 1960 stated on the SDA attached. The certificate is suspicious with the intention to cover up the actual age.	FSLC (Primary School certificate) fraudulently obtained to cover up for age manipulation	FSLC (Primary School certificate) fraudulently obtained to cover up for age manipulation	