

LIST OF UNCLEAR STAFF FOR APPEAL COMMITTEE - HOUSE OF ASSEMBLY

| 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 | 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 | ABU ABDULAZIZ | 02-01-10 | 01-01-12 | 02-01-10 | 9 | 5 | 13-03-77 | HND | Okehi | M | 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 HND certificate 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. | Original of NYSC, HND, ND, WAEC, FSLC, SDA and attestation letter sighted and copies attached for review. | The HND 2006 statement of result attached is stale. Staff was employed in 2010 on GLOB with the result. Hence, attestation letter attached not sufficient. | Year 2006 is long enough to produce original certificate, the attestation letter from Federal Polytechnic, Kaura-Namoda is not genuine due to grammatical errors observed. | Fake or Forged academic certificate | Fake or Forged academic certificate |
| 2 | ABU SUSAN KEHINDE | 09-01-94 | 09-01-96 | 01-01-11 | 10 | 4 | 06-01-68 | OND | Lokoja | F | Falsification of age | Multiple age declaration in the staff file as stated on different documents. | Falsification of age through multiple declaration of age on different official documents. | 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. | No trace of multiple age declaration, staff cleared. | The DOB on FSLC is 1968 that looks like 1965 while DOB on SDA issued in 1994 is 1968. The Marriage certificate in the file put the age at 1964 as she was 26yrs as at 1990. Age disparity confirmed. | The comments of the appeal committee is upheld as the evidence of multiple declaration of age not seen in the staff file but disparity in date of birth. | 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) |
| 3 | ABUBAKAR ADAH SUNDAY | 17-12-99 | 01-09-01 | 27-02-13 | 6 | 3 | 03-05-70 | KSSDC | Omala | 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. | No original certificates particularly WAEC. | The statement of results of the SSCE of 1995 attached is Stale. The statement of result is suspected to be fake. | The SSCE of 1995 statement of result attached is stale and thorough review of the document revealed it is fake. | 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 | ABUTU ELIJAH IDRIS | 06-05-92 | 01-01-95 | 01-01-12 | 10 | 7 | 30-12-72 | DIPLOMA | ANKPA | Male | Alteration of Date of Birth | Alteration in Date of Birth on the statutory documents and the staff employment records | Alteration of Date of Birth (DOB) on Birth Certificate, Statutory Declaration of Age (SDA), FSLC, etc | Staff altered date of birth (DOB) on official and statutory 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. | Staff attached an affidavit to confirm the DOB as 1972 and not 1971 as appeared on the FSLC. Staff cleared | The affidavit dated Jan. 2017 for the correction of DOB considered an after thought since the staff has collected the FSLC since 1987 could not see need to put the record straight. Age disparity confirmed. | 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) | |
| 5 | ADAMU MOHAMMED BINTA | 23-03-10 | 23-03-12 | 23-03-12 | 8 | 5 | 29-10-83 | BSC | Idah | Female | Staff is a confirmed Diaspora worker | The staff is a confirmed diaspora worker making withdrawals from location outside his/her primary place of assignment | Review of Bank Statement also confirmed the staff to be a diaspora worker | Staff is collecting salary without working, this is cheating. Staff salary account are being credited with salary but withdrawal from the account is consistently done from location outside the primary place of assignment. Apply PSR ((Rules 030402 (q) i.e. Serious Misconduct (Holding more than one full-time paid job) or (s) Serious Misconduct (Divided Loyalty) or Rules 030301 (g) Misconduct (Dishonesty)) | This is a clear case of Cheating (Local Diaspora Withdrawal). The staff should be DISMISSED from Public Service. All salaries and allowances illegally earned to be recovered. The supervisor that signed the Annual Appraisal Evaluation Report (APER) and Bio-data form to be TERMINATED | Staff most withdrawals were in abuja, diaspora issues established, not cleared. | The staff's Bank statement reviewed revealed several withdrawals in abuja between 2014 and 2015. In addition to this the SSCE of 2002 statement of result attached is staled. And the FSLC & B.Sc certificates are not attached. | Staff is a diaspora staff who mostly make withdrawals from abuja including paying children school fees in abuja. State Intelligence Bureau yet to conclude the investigation into this case. | Cheating the government by earning salary without working as evidence by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment | Cheating the government by earning salary without working as evidence by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment |
| 6 | ADEMU HASSAN | 15-12-11 | 17-03-14 | NIL | 4 | 14 | 30-03-80 | O'LEVEL | Omala | 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. | SSCE statement of result is staled, staff has multiple declaration of age 1980 & 1981, affidavit attached claiming 1981 as the DOB. | We observed multiple declaration of age with different date of birth(DOB). The DOB on SDA issued in 2017 was 1981 while DOB on SDA issued in 2002 was 1980 and DOB stated on them. Also, the SSCE 2007 statement of result attached is stale. | Multiple age declaration established. The staff attached two different SDAs with different date of birth (DOB) stated on them. Also, the SSCE 2007 statement of result attached is stale. | Multiple Statutory Declaration of Age (SDA) with different dates of birth (DOB) | Multiple Statutory Declaration of Age (SDA) with different dates of birth (DOB) |
| 7 | ADOWN BENARD | 26-08-02 | 01-08-04 | 01-01-12 | 6 | 7 | 27-09-70 | AEO | ANKPA | Male | Alteration of Date of Birth | Alteration in Date of Birth on the statutory documents and the staff employment records | Alteration of Date of Birth (DOB) on Birth Certificate, Statutory Declaration of Age (SDA), FSLC, etc | Staff altered date of birth (DOB) on official and statutory 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. | The staff presented affidavit dated 2017 to defend the alteration. | We observed alteration of the DOB on the SDA dated 2001. The confessional statement of the staff further proved our suspicion of the FSLC presented by the staff to be fake. | The staff attached fake FSLC among his records but later confessed of the act and where it was obtained. Also, attached is an altered SDA obtained in 2001 | 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 |

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| 8 | AGIDI MUHAMMED ANDA | 03-01-02 | 08-01-03 | 01-01-10 | 10 | 3 | 05-01-70 | HND | ADAVI | M | No evidence of participation in all the phases of the screening | There is no original Bio-data to confirm the staff has been involved in the series of screening phases | There is no Bio-data form, staff might not have participated in the first phase of the screening exercise | Staff did not participate in the first phase of the screening exercise. | Staff name to remained on the Unclear list, however to be considered for fresh screening subject to His Excellency directive. | Academic certificates & employment records sighted and copies attached. | We observed disparity in the date of birth (DOB) between the FSLC and SDA attached. The DOB on the FSLC was 1971 while the DOB on SDA issued in 1991 was 1970. | The staff provided all the necessary documents except that there is a disparity in the DOB between FSLC and SDA. | 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) |
| 9 | AJAYI OLUWAFUNKE ABIODUN | 01-02-10 | 01-02-12 | 01-01-13 | 6 | 5 | 21-12-84 | B.A ENG | Ijumu | Female | Staff is a confirmed Diaspora worker | The staff is a confirmed diaspora worker making withdrawals from location outside his/her primary place of assignment | Review of Bank Statement also confirmed the staff to be a diaspora worker | Staff is collecting salary without working, this is cheating. Staff salary account are being credited with salary but withdrawal from the account is consistently done from location outside the primary place of assignment. Apply PSR ((Rules 030402 (q) i.e. Serious Misconduct (Holding more than one full-time paid job) or (s) Serious Misconduct (Divided Loyalty) or Rules 030301 (g) Misconduct (Dishonesty)) | This is a clear case of Cheating (Local Diaspora Withdrawal). The staff should be DISMISSED from Public Service. All salaries and allowances illegally earned to be recovered. The supervisor that signed the Annual Appraisal Evaluation Report (APER) and Bio-data form to be TERMINATED | Withdrawals in Jan & Feb 2014 were mostly in Ibadan, no explanation for that. However, withdrawal had henceforth been in Ikojo. Not cleared | The staff made some withdrawals in Ibadan between January & February 2014 but this is not enough to classify her as diaspora withdrawal. However, she was employed in 2010 with NCE & submitted Degree & NYSC certificates in 2014 without study leave approval and was away for a long time, this made her a diaspora staff. Status to change to absence from work without approval. | There is no evidence of any approval for study leave for the period the staff was away in pursuit of B.A in English and subsequently went for NYSC. Thus, absence from work without approval is the appropriate status. | Absence from work for Study (Full Time) without approval | Absence from work for Study (Full Time) without approval |
| 10 | ALFA SALISU | 17-12-99 | 08-07-02 | 01-03-13 | 4 | 12 | 18-09-79 | O. LEVEL | Dekina | Male | Alteration of Date of Birth | Alteration in Date of Birth on the statutory documents and the staff employment records | Alteration of Date of Birth (DOB) on Birth Certificate, Statutory Declaration of Age (SDA), FSLC, etc | Staff altered date of birth (DOB) on official and statutory 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. | The purported alteration has been cleared, staff cleared. | Alteration of DOB on the SDA dated 2009 confirmed. | The DOB on the attached SDA was altered from 1977 to 1979. | 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 |
| 11 | ALHASSAN IBRAHIM | 17-11-98 | 20-11-00 | 01-01-11 | 7 | 6 | 13-12-68 | TRADE TEST | Lokoja | M | Alteration FSLC | Alteration in Date of Birth on the statutory documents and the staff employment records | Alteration of Date of Birth (DOB) on Birth Certificate, Statutory Declaration of Age (SDA), FSLC, etc | Staff altered date of birth (DOB) on official and statutory 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. | There exists an alteration from 1972 to 1968 which has not intended to cheat as the age claimed is above the one altered. Recommended for clearance. | We noted alteration in the name of staff on the FSLC in the file. It was also observed that the staff altered DOB from 1972 to 1968 in the staff SDA. | Alteration of name of staff on the FSLC was confirmed. In the same vein, we affirmed alteration of DOB on the staff SDA from 1972 to 1968. | 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 |
| 12 | ALHASSAN ROSE ANYAJA | 30-06-94 | 04-02-96 | 01-01-15 | 12 | 2 | 13-03-73 | DIPLOMA | Dekina | Female | Staff is a confirmed Diaspora worker | The staff is a confirmed diaspora worker making withdrawals from location outside his/her primary place of assignment | Review of Bank Statement also confirmed the staff to be a diaspora worker | Staff is collecting salary without working, this is cheating. Staff salary account are being credited with salary but withdrawal from the account is consistently done from location outside the primary place of assignment. Apply PSR ((Rules 030402 (q) i.e. Serious Misconduct (Holding more than one full-time paid job) or (s) Serious Misconduct (Divided Loyalty) or Rules 030301 (g) Misconduct (Dishonesty)) | This is a clear case of Cheating (Local Diaspora Withdrawal). The staff should be DISMISSED from Public Service. All salaries and allowances illegally earned to be recovered. The supervisor that signed the Annual Appraisal Evaluation Report (APER) and Bio-data form to be TERMINATED | Relevant documents presented, review of statement never revealed staff as a diaspora. | Review of staff bank statement did show consistent withdrawals in Abuja. Hence, Status sustained. | The State Intelligence Bureau report confirmed staff is liable of diaspora withdrawals in Abuja based on the confessional statement of the staff that her family based in Abuja. | Diasporal workers (Cheating the government by earning salary without working as evidence by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment) | Diasporal workers (Cheating the government by earning salary without working as evidence by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment) |
| 13 | ALHASSAN ZAKARI | 20-09-00 | 20-09-02 | 27-02-13 | 6 | 7 | 15-06-72 | SSCE | KOGI | Male | Staff is a confirmed Diaspora worker | The staff is a confirmed diaspora worker making withdrawals from location outside his/her primary place of assignment | Review of Bank Statement also confirmed the staff to be a diaspora worker | Staff is collecting salary without working, this is cheating. Staff salary account are being credited with salary but withdrawal from the account is consistently done from location outside the primary place of assignment. Apply PSR ((Rules 030402 (q) i.e. Serious Misconduct (Holding more than one full-time paid job) or (s) Serious Misconduct (Divided Loyalty) or Rules 030301 (g) Misconduct (Dishonesty)) | This is a clear case of Cheating (Local Diaspora Withdrawal). The staff should be DISMISSED from Public Service. All salaries and allowances illegally earned to be recovered. The supervisor that signed the Annual Appraisal Evaluation Report (APER) and Bio-data form to be TERMINATED | The officer claimed he is a protocol officer to the Speaker, Kogi state house of Assembly that is why he sometimes withdrew from Lagos. | There is alteration of DOB on SDA issued in 2005. Also, the SSCE 2006 attached is suspected to have been forged as name was super imposed on the certificate leading to alteration, Diaspora Status still remain | The attached SSCE 2006 appeared to have been tampered with, staff was employed as a labourer & no document suggesting him being protocol officer, hence diaspora status upheld. Also altered is the DOB on the SDA in staff attached. | Alteration of date of birth (DOB) on birth certificate or statutory declaration of age (SDA) or First School Leaving Certificate, Diasporal workers (Cheating the government by earning salary without working as evidence by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment) | Alteration of date of birth (DOB) on birth certificate or statutory declaration of age (SDA) or First School Leaving Certificate, Diasporal workers (Cheating the government by earning salary without working as evidence by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment) |

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| 14 | AMEH ATTAH DRISU | 08-02-93 | 08-02-95 | 01-01-11 | 14 | 6 | | ND | Idah | 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. | All relevant academics qualification certificate sighted and copies attached for review. | Staff could not provide evidence of Secondary School certificate on which the employment & other certificates were based. Incomplete documentation confirmed. | No evidence of Primary & secondary school attached only NABTEB certificate. | Lack requisite academic qualification(s) upon which staff employment and promotion (s) was premised | Lack requisite academic qualification(s) upon which staff employment and promotion (s) was premised |
| 15 | ANAJA MEMUNAT | 01-02-10 | 01-02-12 | 01-03-12 | 6 | 5 | 20-07-85 | DIPLOMA | Dekina | Female | Staff is a confirmed Diaspora worker | The staff is a confirmed diaspora worker making withdrawals from location outside his/her primary place of assignment | Review of Bank Statement also confirmed the staff to be a diaspora worker | Staff is collecting salary without working, this is cheating. Staff salary account are being credited with salary but withdrawal from the account is consistently done from location outside the primary place of assignment. Apply PSR ((Rules 030402 (q) i.e. Serious Misconduct (Holding more than one full-time paid job) or (s) Serious Misconduct (Divided Loyalty) or Rules 030301 (g) Misconduct (Dishonesty)) | This is a clear case of Cheating (Local Diaspora Withdrawal). The staff should be DISMISSED from Public Service. All salaries and allowances illegally earned to be recovered. The supervisor that signed the Annual Appraisal Evaluation Report (APER) and Bio-data form to be TERMINATED | A case of out of station withdrawal observed in the attached statement of account. | Staff consistently making cash withdrawals in ibadan between January 2014 - May 2016, Staff claimed to be born in 1985 and stale SDC 2011 statement of result attached. Staff highest qualification is DIPLOMA and currently on GL06. | Regular cash withdrawals outside the state established, staff could not have started primary school at the age of 3years - age manipulation suspected, stale SDC (Clerical General) statement of result attached. The investigation on the alleged offence is still on going by the State Intelligence Bureau. | Cheating the government by earning salary without working as evidence by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment | Cheating the government by earning salary without working as evidence by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment. Also there the statement of result submitted during employment or to earn promotion is stale i.e has been issued more than five years |
| 16 | ANEMENE ATULE VICTOR | 01-02-10 | 01-02-12 | 01-01-13 | 7 | 5 | 01-10-85 | NCE | Ibaji | 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 tendered and found okay. Staff recommended for clearance. | Staff was employed on GL 06 as at 01/02/2010 with stale statement of NCE result dated 05/11/2007. | Our review affirmed that the staff statement of result dated 05/11/2007 was the basis for first appointment on GL06 in 2010. However, the statement of result of NCE obtained since 2007 is now stale. In line with best practice and as contained in the Head of Service circular dated 23/04/2013, the staff ought to have gone back to the School where he graduated from, to obtain the transcript of the NCE to clear doubt about the authenticity of his/her result | 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 | APEH ONALO | 26-05-00 | 08-07-02 | 01-01-12 | 6 | 8 | 06-05-74 | AEO | Dekina | Male | 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. | Staff presented all relevant documents for further action. | Staff employed as a security officer but now a Clerical Officer on GL07. The conversion letter of the staff from a security officer to clerical officer was not attached. Also, the requisite academic qualification to justify such conversion. | The staff is converted to a clerical officer from security guard but evidence of conversion 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. |
| 18 | ATAKIDA CHARITY RABI | 12-01-87 | 12-01-89 | | 14 | 8 | 01-01-64 | | | F | No evidence of participation in all the phases of the screening | There is no original Bio-data to confirm the staff has been involved in the series of screening phases | There is no Bio-data form, staff might not have participated in the first phase of the screening exercise | Staff did not participate in the first phase of the screening exercise. | Staff name to remained on the Unclear list, however to be considered for fresh screening subject to His Excellency directive. | Original copies of FSLC & Diploma certificates sighted, referred GD 11 statement of result 1988 attached. | We observed that the GD II TC statement of result of 1988 attached is stale. The ought to have attached the copy of the certificate. | The staff to yet provide the certificate of the GD II obtained in 1988. The GD II statement of result of 1988 attached 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. |
| 19 | BABA O. STELLA | 01-06-05 | 01-06-07 | 01-01-12 | 8 | 8 | 02-07-82 | HND | Dekina | Female | Alteration of Date of Birth | Alteration in Date of Birth on the statutory documents and the staff employment records | Alteration of Date of Birth (DOB) on Birth Certificate, Statutory Declaration of Age (SDA), FSLC, etc | Staff altered date of birth (DOB) on official and statutory 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. | The alteration made on the SDA was in line with FSLC cert. No intent to cheat. | There was alteration of the DOB on the statutory declaration of age. Staff was promoted before confirmation. We noted that the Staff embarked on HND programme in 2012 without study approval or study leave approval. | We affirmed the alteration of DOB on the staff's SDA. The alteration might have been done to align the DOB on the SDA to the DOB on the FSLC. We also confirmed that there is no evidence of study leave approval or approval for study in the staff file in respect of HND program embarked upon in 2012. | 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. Also, no approval for study or study leave in respect of HND embarked upon in 2012 |

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| 20 | BALOGUN BIOLA BEN BOLARINWA | 23-03-10 | 23-03-12 | 23-03-10 | 12 | 5 | 25-03-69 | B.SC | Yagba East | 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. | The original of all relevant documents sighted and copies attached. | We observed disparity in the date of birth (DOB). The DOB on FSLC was 1966 while the DOB on SDA issued in 2005 was 1969. Also observed, is the ND 1992 statement of results attached is stale. | Age disparity between SDA and FSLC however, the affidavit submitted by the staff to correct the disparity cannot invalidate the discrepancy. Also, the ND statement of result of 1992 attached is staled. | 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). Secondly, 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. | |
| 21 | DANIEL IDUH OKUBI | 09-01-85 | 09-01-87 | 01-01-11 | 16 | 9 | 01-10-58 | B.ED | ANKPA | M | 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. | Academic certificates & employment records sighted and copies attached. | We observed that the GD II TC statement of result of 1979 attached is stale. The ought to have attached the copy of the certificate. | The staff to yet provide the certificate of the GD II obtained in 1979. The GD II statement of result of 1979 attached 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. |
| 22 | EDOKA JAMES USMAN | 04-01-83 | 12-01-92 | 05-01-05 | 14 | 9 | 02-05-58 | NCE | Olamabolo | M | Absence from work on Leave without approval | This is a case of afabsconment from duty | Staff was confirmed to be on leave over a long period of time without approval | Staff presented back dated study leave approval to cover for going on study. Apply PSR ((030402 (e) i.e Serious Misconduct (Absence from duty without leave)) | To be sanctioned for Serious Misconduct (Absence from duty without leave) in line with Public Service Rule 030402 and DISMISSED from Public Service. | This is a clear case of abscondment from duty, no justifiable cause to back-up his claim. | Staff employed in 1983, obtained B.Ed in 2013 without any evidence of study leave approval. | A case of abscondment from duty upheld as the staff could not defend the allegation. | Absence from work for Study (Full Time) without approval | Absence from work for Study (Full Time) without approval |
| 23 | EHIMONY DAVID JULIUS | 08-09-80 | 01-01-83 | 01-01-10 | 16 | 9 | 29-09-65 | B.ED | LOKOJA | M | Collecting full salary after retirement | Staff was collecting full salary after retirement | Excess salary payment after effective date of retirement was observed. There is no evidence of refund of same | To be charged for dishonesty | The staff name to remained on Unclear list, while future payment of pension and gratuity should stop | All relevant documents provided, Staff cleared. | Staff was employed as a minor before the age of 18 years | Staff was employed at the age of 14 years, 11 months and 10 days. | Underage Employment (i.e. Employed as a minor). Minimum age for employment to be categorise as follows: up to 20/03/1979 is 16 years; between 21/03/1979 to 24/08/2009 is 15 years and from 25/08/2009 to-date is 18 years | Underage Employment (i.e. Employed as a minor). Minimum age for employment to be categorise as follows: up to 20/03/1979 is 16 years; between 21/03/1979 to 24/08/2009 is 15 years and from 25/08/2009 to-date is 18 years |
| 24 | HARUNA JIBRIL BALA | 21-03-13 | 19-06-15 | | 4 | 2 | 13-11-79 | SSCE | Lokoja | Male | 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 polical 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 | Political patronage. | Staff claimed to have FSLC and Trade Test, however there is no copy of either of the document in the file nor were they provided when the staff came to the appeal committee. | We confirmed that the staff did not provide any academic or professional certificate to confirmed the basis upon which the employment was premised. It is strange the staff came to the appeal without any of the certificate and so on | Lack requisite academic qualification(s) upon which staff employment and promotion (s) was premised | Lack requisite academic qualification(s) upon which staff employment and promotion (s) was premised |
| 25 | HUSSAINI UMAR | 07-05-92 | 07-06-94 | 01-01-08 | 14 | 6 | 10-05-67 | B.SC ED | Kogi | Male | 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 sighted and copies attached for further review. | Staff has no study leave approval for the B.Sc Degree programme of Ekiti State University submitted in 2014. | There is no evidence of study approval in the staff records reviewed for the B.Sc obtained from Ekiti State University while in employment of the state. | Absence from work for Study (Full Time) without approval | Absence from work for Study (Full Time) without approval |
| 26 | IDRIS HARUNA T | 02-01-10 | 02-01-12 | 01-01-13 | 5 | | 08-10-84 | WASC | | | Falsification of age | Multiple age declaration in the staff file as stated on different documents. | Falsification of age through multiple declaration of age on different official documents. | 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. | The date of birth of the FSLC was altered. | There is visible alteration of the DOB on the FSLC. The attached affidavit dated 2015 can not rectify the alteration. | Year of birth on the FSLC had been altered, thus, the falsification of age upheld. | 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 |
| 27 | IHINMIKAIYE FLORENCE BUKOLA | 01-02-10 | 01-02-12 | 01-01-13 | 6 | 5 | 10-03-85 | 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 provided, Staff cleared. | We observed that the staff was employed in 2010 while still in school as evidence by the HND & NYSC of 2011 certificates attached. Meaning the staff was employed while still in school and subsequently went for the one year NYSC programme. | The staff was employed in 2010 and presented HND & NYSC certificates in 2011. No evidence of study leave application and approval in the staff file. | Absence from work for Study (Full Time) without approval | Absence from work for Study (Full Time) without approval |
| 28 | I LUOKHAUMO FOLORUNSHO JOSEPH | 01-02-10 | 01-02-12 | | 9 | 4 | 17-01-82 | B.SC. COMPUTER | Kabba/Bunu | 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. | All relevant documents submitted except the degree result of 2008 which is stale. | The B.Sc 2008 statement of result attached is stale however, the staff attached an attestation letter dated 2016 in place of the certificate which is not sufficient. | Staff could still not produce B.Sc certificate except statement of result of 2008 & attestation letter. | 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 | 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 |

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| 29 | LIASU KEHINDE OSENI | 01-08-01 | 01-08-04 | 27-02-13 | 6 | 7 | 20-12-73 | PRIMARY | Yagba East | Male | Alteration of Date of Birth | Alteration in Date of Birth on the statutory documents and the staff employment records | Alteration of Date of Birth (DOB) on Birth Certificate, Statutory Declaration of Age (SDA), FSLC, etc | Staff altered date of birth (DOB) on official and statutory 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. | Relevant documents presented, the alteration is not intentional as noticed on the FSLC and Birth certificates. | The staff stated in the job application dated 10/09/2001 that he was 25yrs, meaning that he was born in 1976. He also claimed he started primary school in 1979 at age 3yr but submitted FSLC with 1973 as DOB. Disparity in age is established. | The staff stated different date of birth on his employment records. The DOB on his application letter was 1976 while the DOB on the FSLC was 1973. | 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) |
| 30 | MAMUDU OJONUGWA | 03-09-13 | 03-09-15 | | 8 | 2 | 29-04-85 | B.A | Ofu | 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. | The staff presented B.Sc statement of result with attestation letter in place of the certificate. | The B.Sc statement of results obtained in 2008 attached is stale. | The B.Sc 2008 statement of result is staled and the attestation letter dated 2016 is suspicious and an after thought. | 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. |
| 31 | MATTHEW BIDE MI FAUSTINA | 22-10-04 | 22-10-06 | 01-01-11 | 12 | 2 | 11-06-72 | HND | Kabba/Bunu | 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 academics qualification certificate sighted and copies attached for review. | Although the staff has provided HND, NYSC, NABTEB(SR 2013) however, the ND certificate is outstanding. The attached affidavit for the FSLC and ND certificate cannot be used to replace the certificates. | The staff is yet to provide the ND certificate. Thus, it 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. |
| 32 | MOHAMMED IBRAHIM EIIGA | 03-12-03 | 03-12-05 | | 6 | 8 | 29-11-73 | PRIMARY | Lokoja | Male | Alteration of Date of Birth | Alteration in Date of Birth on the statutory documents and the staff employment records | Alteration of Date of Birth (DOB) on Birth Certificate, Statutory Declaration of Age (SDA), FSLC, etc | Staff altered date of birth (DOB) on official and statutory 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. | Staff could not provide any document to defend alteration on the birth certificate. | The date of birth (DOB) on the Birth Certificate (BC) was visibly altered. | Alteration of year of birth on the Birth Certificate upheld. | 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 |
| 33 | MONTE VERONICA EJUOJO | 20-09-00 | 20-09-02 | 16-08-12 | 9 | 6 | 15-08-83 | B.SC | Ibaji | 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 lodgement 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 embezzlement or misappropriation in line with PSR 030402 and DISMISSED from Public Service. | Staff explained lodgement of N487,482.03 in Sept. 2016 as being loan proceed from Cooperative Society, evidence attached. | Staff cleared of Huge lodgement. The study leave approval for the B.Sc in 2008 & NYSC of 2009 is not attached. Also noted isthe disparity in the DOB. The DOB on the SDA was 1983 while the affidavit attached for the loss of FSLC put the primary school period from 1985 - 1991, meaning the staff staff started primary school at the age of 2yrs. Therefore, the observed status are Age disparity & absence from duty without approval. | We are in agreement with the remarks of the Quality Assurance Committee, on the age disparity and no study leave approval in staff's file. | Absence from work for Study (Full Time) without approval | Absence from work for Study (Full Time) without approval. Secondly, Absence from work on Leave without approval on account of one year NYSC programme without approval. In addition, 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) |
| 34 | MUSA JIBRIL BIMBO | 01-08-01 | 01-08-04 | 01-01-13 | 5 | 5 | 15-07-78 | TRADE TEST | Okene | Male | Alteration of Date of Birth | Alteration in Date of Birth on the statutory documents and the staff employment records | Alteration of Date of Birth (DOB) on Birth Certificate, Statutory Declaration of Age (SDA), FSLC, etc | Staff altered date of birth (DOB) on official and statutory 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. | The DOB on the SDA attached to the biodata form altered. | Multiple statutory declaration of age with different date of birth (DOB) confirmed. The DOB on APER form of 2001 was 1975, DOB on SDA issued in 2017 was 1976 while DOB on SDA issued in 2016 was 1978. | Multiple SDA with different DOB has been established. The DOB on the SDA issued in 2017 was 1976 while the DOB on the SDA issued 2016 was 1978. | Multiple Statutory Declaration of Age (SDA) with different dates of birth (DOB) | Multiple Statutory Declaration of Age (SDA) with different dates of birth (DOB) & Lack of requisite academic qualification(s) upon which staff employment was premised |
| 35 | OGUH EZEKIEL ARMSTRONG | 09-03-13 | 09-03-15 | 09-03-13 | 8 | 2 | 24-03-84 | B.SC | OFU | M | 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. | Submitted of Clearance. | The case of impositor could not be fully established as the staff already provided documents for name change before employment. However, the B.Sc statement of result of 2011 attached is stale. | We agreed with the decision of the Quality Assurance Committee that the suspicion of an impositor is settled. However, the staff is yet to submit the B.Sc certificate he obtained in 2011, as what is still in place is the statement of result which 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. |
| 36 | OKEJI YUSUF TIJANI | 22-06-84 | 22-06-86 | 01-01-12 | 14 | 9 | 16-07-69 | HND | Okene | Male | Underage Employment | Staff Employed as Minor before attaining the age of 18 | The staff was confirmed to be employed as a Minor contrary to Puplic Service Rule and th Constiution of the Federal Republic of Nigeria | Staff employed before attaining the age of 18 years (as minor) in breach of the PSR (Rules 020205 i.e. Eligibility for Appointment) | To be sanctioned for being employed as a minor and DISMISSED from Public Service. The officer (s) that signed their appointment letter should be TERMINATED | All relevant documents provided. Forwarded for further processing. | Staff was employed as a minor before the age of 18 years | Staff was employed at the age of 14 years, 11 months and 6 days as a minor in breach of PSR | Underage Employment (i.e. Employed as a minor). Minimum age for employment to be categorise as follows: up to 20/03/1979 is 16 years; between 21/03/1979 to 24/08/2009 is 15 years and from 25/08/2009 to-date is 18 years | Underage Employment (i.e. Employed as a minor). Minimum age for employment to be categorise as follows: up to 20/03/1979 is 16 years; between 21/03/1979 to 24/08/2009 is 15 years and from 25/08/2009 to-date is 18 years |
| 37 | OMONA OJONE | 02-01-10 | 02-01-12 | 01-01-13 | 7 | 3 | 21-12-86 | ND | IDAH | F | Manipulated Employment | Staff have been confirmed to be employed and placed on grade level below his/her qualification | Staff employed and deliberately placed on grade level lower than the qualification | Staff was fraudulently employed on lower grade with higher certificate and upgraded before confirmation. Apply PSR ((Rules 030301 (g) i.e Misconduct (Dishonesty) and PSR 030402 (b) | To be sanctioned for Serious Misconduct (Suppression of Records) and Misconduct (Dishonesty) in line with Public Service Rule 030402 and 030301 respectively. The staff | Case of manipulation of appointment cannot be traced, staff cleared. | The staff should have been placed on GL06 at appointment in 2010 having obtained a Diploma in 2009 and not GL04 as been observed.Irregular employment | Case of employment manipulation upheld. The staff was employed in 2010 on GL04 but upgraded to GL06 in same year because of Diploma obtained in 2009. | Under Employment (Staff employed on lower grade when already having higher qualification and 'normalized' resulting in promotion before or at confirmation) | Under Employment (Staff employed on lower grade when already having higher qualification and 'normalized' resulting in promotion before or at confirmation) |

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| 38 | ONOJA MOSES YAKUBU | 21-07-92 | 02-07-94 | 01-01-11 | 13 | 6 | 14-10-72 | HND | Igalamela-Odolu | Male | Alteration of Date of Birth | Alteration in Date of Birth on the statutory documents and the staff employment records | Alteration of Date of Birth (DOB) on Birth Certificate, Statutory Declaration of Age (SDA), FSLC, etc | Staff altered date of birth (DOB) on official and statutory 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. | Alteration of the declaration of age affirmed. Staff presented another SDA which is backdated to cover up for the alteration. | The alteration of DOB on SDA issued in 2002 confirmed. Sworn affidavit dated January 2017 to support the alteration is considered as an after thought. Status sustained. | The staff consented to the alteration. He influenced the court to issue a backdated SDA to cover up the alteration. | Alteration of date of birth (DOB) on birth certificate or (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 |
| 39 | RAFAT OMETERE KOLADE | 06-11-90 | 15/7/1992 | 01-01-12 | 14 | 4 | 26-07-69 | HND | Okehi | F | Alteration of Date of Birth | Alteration in Date of Birth on the statutory documents and the staff employment records | Alteration of Date of Birth (DOB) on Birth Certificate, Statutory Declaration of Age (SDA), FSLC, etc | Staff altered date of birth (DOB) on official and statutory 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. | Falsification of documents cannot be affirmed. Recommended for clearance. | Although the altered SDA has been neatly removed from the staff's file, the previous report has it that 'the staff's SDA was visibly altered to 26/07/1969. | We confirmed that the staff altered her DOB in all her records to reflect 26/07/1969. Although the altered SDA has been neatly removed from the staff's file, but previous report has it that 'the staff's SDA was visibly altered to 26/07/1969. | Alteration of date of birth (DOB) on birth certificate or (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 |
| 40 | SULE ADEJOH MUHAMMED | 01-02-10 | 01-02-12 | 22-08-10 | 7 | 3 | 01-12-76 | HND | Idah | 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. | Original of SDA, FSLC, SSCE, ND & HND sighted, copies attached but FSLC is suspicious. | The FSLC attached is suspicious due to the fact that the serial no-489846 seems to be out of range for the ones issued from Benue state within 1989 period. Also, a case of improper employment has been established. The staff was employed in 2010 and place on a grade, GLO6 lower than his academic qualification. | The employment is irregular as the staff was employed in 2010 on GLO6 while he is already in possession of a HND certificate he obtained in 2010. Irregular employment established, was placed below his academic qualification. | Under Employment (Staff employed on lower grade when already having higher qualification and 'normalized' resulting in promotion before or at confirmation) | Under Employment (Staff employed on lower grade when already having higher qualification and 'normalized' resulting in promotion before or at confirmation) |
| 41 | UKOJE FREDRICK | 01-08-01 | 01-08-03 | 01-01-08 | 8 | 6 | 25-03-72 | NABTEB | Ibaji | 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 tendered and found okay. Staff recommended for clearance. | The staff was employed on GLO4 with effect from 01/08/2001, however the only certificate in the staff documents is NABTEB obtained in December 2008. | We affirmed that the staff was employed on GLO4 with effect from 01/08/2001. There is no evidence of any academic certificate upon which the employment was premised as the only certificate in the staff documents is NABTEB obtained in December 2008. | Lack requisite academic qualification(s) upon which staff employment and promotion (s) was premised | Lack requisite academic qualification(s) upon which staff employment and promotion (s) was premised |
| 42 | UMAR AKUTE AUDU | 19-11-92 | 12-01-94 | 01-01-11 | 14 | 11 | 01-01-65 | NCE | Kogi | 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 sighted and copies attached except FSLC, age discrepancy noticed. | There are two declaration of age in the staff file with different DOB. The DOB on SDA issued in 2016 was 1965 while the DOB on the SDA issued in 2008 was 1970. Multiple | The discrepancy in the statutory declaration of age is confirmed, no evidence to justify the disparity. | Multiple Statutory Declaration of Age (SDA) with different dates of birth (DOB) | Multiple Statutory Declaration of Age (SDA) with different dates of birth (DOB) |
| 43 | UMAR IBRAHIM OHINOYI | 01-12-87 | 01-01-89 | 01-01-13 | 16 | 8 | 15-02-69 | B.A | Bassa | Male | 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. | The original of all relevant documents sighted and copies attached. | The staff is yet to present the Certificate of Diploma obtained in 1998. The statement of result of 1998 attached is stale. | The Diploma statement of results of 1998 attached 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 | 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 |
| 44 | UMORU MOSES | 09-02-92 | 09-07-94 | 31/1/2012 | 10 | 1 | 03-07-73 | | Lokoja | M | No evidence of participation in all the phases of the screening | There is no original Bio-data to confirm the staff has been involved in the series of screening phases | There is no Bio-data form, staff might not have participated in the first phase of the screening exercise | Staff did not participate in the first phase of the screening exercise. | Staff name to remain on the Unclear list, however to be considered for fresh screening subject to His Excellency directive. | The staff on both cleared and uncleared lists, all attached documents reviewed are in order. | The HND statement of result of 2009 is stale. Also, the study leave approval for the HND obtained in 2009 is not attached. | HND statement of result is staled. | 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 | 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 |
| 45 | USMAN LAMI ASMAU | 14-05-87 | 21-04-93 | 01-01-11 | 12 | 9 | 14-05-87 | DIPLOMA | Ankpa | 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. | Further review required for clearance in view of the Tippex noticed on the SDA. | Alteration of DOB on the SDA issued in 1992 confirmed. The DOB was Tippexed. | Relevant documents submitted, DOB on the SDA Tippexed. | Alteration of date of birth (DOB) on birth certificate or (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 |
| 46 | USMAN RABI | 25-01-93 | 27-01-95 | 01-01-11 | 14 | 5 | 02-01-69 | DIPLOMA | Dekina | Female | 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. | No evidence of multiple declaration of age in the attached documents, staff cleared. | Age discrepancies between SDA & records of service confirmed. DOB on the SDA issued in 2016 was 1969 while APER 2012 form was 1964. Status sustained. | There is discrepancies in the DOB between SDA & APER form. This clearly is a case of age falsification. | 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) |
| 47 | USMAN RUFAI | 03-09-13 | 03-09-15 | | 8 | 2 | 17-01-85 | BSC | Ajaokuta | 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 | All relevant academic qualification certificates and employment records sighted and copies attached for review. | The WAEC statement of result of 2001 attached is stale. | WAEC 2001 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 | 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 |

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|----|-------------------------|----------|----------|----------|----|---|----------|---------|--------|--------|--|---|---|--|--|--|---|---|---|---|
| 48 | YAHAYA ISAH | 03-12-03 | 03-12-05 | NIL | 6 | 8 | 25-01-82 | ND | Lokoja | 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. | To produce ND certificate to qualify for clearance. | The Diploma statement of result of 2002 attached is stale and the affidavit in place of WAEC obtained in 1996 is not sufficient unless a certified WAEC master list is attached. | The WAEC certificate of 1996 is not attached however, the affidavit attached cannot take the place of a certificate. Also, the ND statement of result of 2002 attached is staled. | 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 | 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 |
| 49 | YAHAYA SALIFU | 02-01-10 | 02-01-12 | 01-01-13 | 7 | 5 | 15-05-84 | OND | Omala | M | Alteration of Date of Birth | Alteration in Date of Birth on the statutory documents and the staff employment records | Alteration of Date of Birth (DOB) on Birth Certificate, Statutory Declaration of Age (SDA), FSLC, etc | Staff altered date of birth (DOB) on official and statutory 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. | The DOB on the FSLC appeared altered. | Alteration of DOB on the FSLC no 33747 dated 21/01/1994 confirmed. | The staff presented an affidavit with the claim of lost of FSLC while in the staff file was a copy of the FSLC with alteration on date of birth. | 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 |
| 50 | YAKUBU SOLOMON AYODELE | 19-02-86 | 19-02-88 | 01-01-11 | 16 | 9 | 24-06-58 | B.ED | Lokoja | Male | 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. | Relevant documents sighted and copies attached. Recommended for clearance. | The staff was employed on 23/01/1986 with WAEC. Meanwhile, the WAEC certificate is not in the staff file. | The staff WAEC certificate could is not in his file or 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 | 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 |
| 51 | YUSUF IDRIS | 10-01-03 | 10-01-05 | 20-01-11 | 12 | 1 | 01-10-76 | B.A | Lokoja | 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 | All relevant academics qualification certificate sighted and copies attached for review. | All relevant documents attached. However, the DOB on the notification of appointment of 2012 is 1974 while DOB on the SDA issued in 2003 is 1976. He went to | Age disparity between SDA and notification of appointment observed. | Disparity in date of birth between records (e.g between statutory declaration of age and First School Leaving Certificate or West Africa Examination Council | 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 |
| 52 | YUSUF MUHAMMED KOLO | 03-12-03 | 03-12-08 | | 6 | 8 | 14-05-72 | PRIMARY | Lokoja | Male | 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. | Relevant documents tendered for review. Recommended for clearance. | The DOB on the SSCE with reference no-4903473 is 1972 & SDA dated 09/05/2006 is 1972 while DOB on national drivers licence no-LFA13808AA is 1980, on KGHA official ID card is 1970. Bank statement for 2014- 2015 not attached. | There is disparity in the date of birth on some statutory documents attached. Bank statement not attached. | 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) & No evidence of employment history vide absence of proof of salary payment in bank statement for 2014 - 2015. | 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) & No evidence of employment history vide absence of proof of salary payment in bank statement for 2014 - 2015. |
| 53 | ANDAS MOMOH JIMOH MALIK | 09-03-87 | 09-03-89 | 16-05-13 | 17 | 4 | 01-02-59 | B.SC | Okehi | M | Alteration of Date of Birth | Alteration in Date of Birth on the statutory documents and the staff employment records | Alteration of Date of Birth (DOB) on Birth Certificate, Statutory Declaration of Age (SDA), FSLC, etc | Staff altered date of birth (DOB) on official and statutory 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. | Alteration of age declaration cannot be verified. Recommended for clearance. | FSLC not attached, alteration could not be established from the documents attached for review. Thus, no exception on the staff documentations. | The issue of age alteration may be from the staff's documents attached. Thus, the documents attached are in order. | Staff altered date of birth (DOB) on official and statutory records in the file from 1957 to 1959. To retire December 2016 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. |
| 54 | ALHASSAN UNEKWU | 01-08-01 | 01-08-03 | 01-01-08 | 7 | 7 | 05-03-82 | OND | Omala | Female | Staff is a confirmed Diaspora worker | The staff is a confirmed diaspora worker making withdrawals from location outside his/her primary place of assignment | Review of Bank Statement also confirmed the staff to be a diaspora worker | Staff is collecting salary without working, this is cheating. Staff salary account are being credited with salary but withdrawal from the account is consistently done from location outside the primary place of assignment. Apply PSR ((Rules 030402 (q) i.e. Serious Misconduct (Holding more than one full-time paid job) or (s) Serious Misconduct (Divided Loyalty) or Rules 030301 (g) Misconduct (Dishonesty)) | This is a clear case of Cheating (Local Diaspora Withdrawal). The staff should be DISMISSED from Public Service. All salaries and allowances illegally earned to be recovered. The supervisor that signed the Annual Appraisal Evaluation Report (APER) and Bio-data form to be TERMINATED | The staff presented her posting letter to Kogi state Liasion office in abuja dated 2007. | All the academic certificates & employment records reviewed are in order. However, the staff presented letter of redeployment to Abuja Liasion Office to justify her Abuja withdrawals. | Review of Bank Statement also re-confirmed the staff to be a diaspora worker | Cheating the government by earning salary without working as evidence by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment | Cheating the government by earning salary without working as evidence by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment. Also there the statement of result submitted during employment or to earn promotion is stale i.e has been issued more than five years |