

**LIST OF UNCLEAR STAFF FROM APPEAL COMMITTEE - MINISTRY OF WORK**

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	ABDULLAHI NAFIU ONIMISI	31-10-06	31-10-09	01-01-10	7	5	16-08-85	OND	OKENE	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.	Series of diaspora withdrawals observed in the staff bank statement of account.	Stale Diploma statement of result(2005); provision of attestation of non-readiness from the school after 12yrs of graduation from school is not acceptable. Staff also made cash withdrawals from Abuja.	We affirmed consistent cash withdrawal at Abuja from the review of bank statement. Diploma certificate not tendered as required. Staff attached stale statement of result(2005) and letter of attestation(2016).	Cheating the government by earning salary without working as evidenced 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 evidenced 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
2	ABDULLAHI SADIQ ADEMOH	01-11-05	01-11-07	01-01-11	7	4	01-01-78	HND	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.	Relevant documents sighted and attached. Declaration of age altered to properly read 1978. recommended for further investigation.	Alteration of DOB on SDA dated 12/09/2006.	We confirmed alteration of DOB on SDA dated 12/09/2006. The DOB was altered to 1978	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	ABDULLAHI SUMAILA OJODALE	01-08-06	01-08-08	01-01-11	6	11	09-09-81	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.	Relevant certificates and documents sighted and attached. Recommended for further actions.	Staff is recommended to be cleared upon presentation of ND certificate(FIDEL Poly). Only statement of result(2009) was presented.	ND statement of result is stale(2009).	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	ABDULLAHI ZURIYETU	05-06-00	10-05-02	01-01-12	7	4	19-06-77	NABTEB	Idah	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.	Staff has no FSLC or affidavit of loss of certificate; no certificate from SDC. Staff still has no document to support qualifications claimed.	Documents provided as stated above. Staff has no FSLC nor affidavit for loss, no certificate from SDC to support a 2007 result rather an attestation dated 25/4/16 for non-readiness of certificate. No statement of bank account to review his salary and appointment with the state within the period.	WAEAC, certificate, statement of result of SDC only presented. No FSLC, SDA and state of origin for further action.	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
5	ABEDO ABDULAZIZ ITOFA	08-06-10	08-06-12	08-06-10	7	5	03-03-73	HND	ADAVI	Male	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.	Relevant certificates and documents sighted and attached. Recommended for further actions.	Alteration of DOB on FSLC(No: 1157301).	Year of birth on the FSLC had been altered.	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
6	ABUBAKAR HASSAN	03-12-99	31-12-01	01-01-12	13	5	15-06-71	FINAL DIPLOMA	Dekina	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 could not produce original certificates IRO WAEAC, NCE but presented a testimonial and an attestation to support the documents. To be considered for clearance subject to presentation of relevant documents.	Staff documents provided and reviewed. However, no certificate from Technical college(1984), Idah NCE(1990) is stale but attached school attestation. Not cleared. Stale statement of result NCE and Technical college.	The only evidence of NCE is a Testimonial. The NCE was purportedly obtained in 1990. The original NCE certificate should have been obtained long time ago	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.
7	ADAMA ROSE	01-01-05	01-01-06	01-01-12	8	5	28-08-81	HND	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	All relevant documents and certificates sighted, confirmed and attached. It was observed that the staff made several withdrawals at Warri, Delta and Efurum. Recommended for further actions.	Reason that she gave her ATM card to her husband is commonly used to defend diaspora withdrawals. There is no point in her defence that her husband withdrew her salary and pay it into her FBN account	For the diaspora withdrawal, the staff claimed her husband had accident in Delta state. That she dropped her ATM card with the husband. According to her whenever she visit her husband, she usually obtain official permission from the office. In our view, all her claims were mere stories fabricated to justify the fact that she earn salary for work not done	Cheating the government by earning salary without working as evidenced 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 evidenced by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment
8	ADAMA SEIDU	08-06-10	08-06-12	08-06-10	8	4	20-07-84	HND	ANKPA	Male	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.	This is a case of alteration: staff's DOB on FSLC appears to have been altered from 1981 to 1984. Staff's DOB on SDA is 1984 while DOB on WAEAC is 1980 while DOB on staff's records of letter of confirmation is 1984. There are cases of alteration of DOB and disparity in DOB of the staff.	Discrepancies of age noticed in the staff documents, that is FSLC(1984), WASC(1980), though affidavit was done in 2017 to correct the anomaly. The original certificate of ND gotten in 2004 not produced (stale).	Review of documents submitted revealed alteration in the FSLC. The DOB was altered from 1981 to 1984. In the same vein, the original of ND obtained from Fed Poly in 2004 is not in file.	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
9	ADAMU UKWO RABI				7	4				Female	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.	Recommended for clearance after providing FSLC.	Staff documents provided and reviewed. There was no original GCE cert(2002), WAEAC, SSCE statement of result of 2004 is stale. DOB alteration on SDA to 1977(27/1/05)	We affirmed alteration of DOB on SDA dated 27/01/2005 to 1977	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.

10	ADEMU HAUWA KULU	16-08-91	08-09-99	01-01-12	9	3	29-09-74	DIPLOMA	Bassa	F	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.	Relevant documents examined and copies attached for ease of reference. Recommended for clearance.	Admission letter from NUHU BAMALI POLYTECHNIC, Zaria for 2015/2016 session with study leave approval dated 04/12/2016 attached. However, the staff has been withdrawing consistently from zaria since 2014. Admission letter & study leave approval were just cover up for the diaspora activities.	We observed that the study leave approval dated 04/12/2016 is in respect of 2015/2016 admission at Nuhu Bamali Polytechnic, Zaria. However, the staff has been withdrawing consistently from zaria since 2014. Thus, in our opinion, the admission letter & study leave approval were just cover up for the illegally earn salary over the years	Cheating the government by earning salary without working as evidenced 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 evidenced by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment
11	AJAYI OLUWATOSIN GABRIEL	01-11-06	01-11-08	28-08-13	7	5	14-05-83	ND	Mopa-Muro	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 (g) 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 made substantial withdrawals in Suleja and Abuja. Diaspora withdrawals established.	The staff mostly used ATM to withdraw in Suleja & Abuja throughout 2014 and 2015. FSLC is suspicious to be fake as the reference number is altered.	Staff FSLC is suspicious as the reference number appeared altered. Meanwhile, most of the staff cash withdrawals took place in location outside her primary place of assignment.	Cheating the government by earning salary without working as evidenced 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 evidenced by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment
12	ALI MARIAM UMAR	20-11-06	16-11-06	01-01-12	7	5	28-04-74	ADV. NABTEB	Idah	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.	Original copies of documents sighted and attached. Two DOA sworn by the staff: one on 11/03/2009 and the other one 04/08/2011, the later carries 28/05/1974 with the year amended from 1976 to 1974. It is for your further consideration.	Alteration of DOB on SDA dated 11/03/2009 from 1970 to 1974.	We confirmed alteration of DOB on SDA dated 11/03/2009 from 1970 to 1974.	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
13	ALIU KOLAWOLE	21-11-83	01-11-85	01-01-11	13	4	18-07-64	NCE	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.	FSLC & WAEC not attached, other relevant documents obtained and copies attached. Recommended for clearance subjects to provision of FSLC.	Staff was employed on GL05 in 1983 with no corresponding certificate. Study leave approval for the for the NCE obtained in 1997 not attached. Grade 2 certificate used for the employment not attached.	Staff was employed with Grade II statement of result in 1983, the original Grade II certificate is not in the file	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	AMEDU DANIEL ONALO	08-06-10	10-06-12	NIL	8	4	07-02-62	HND	OFU	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 (g) 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	Original documents sighted and attached. 99% of withdrawals done outside work place - diaspora Further review required. No FSLC.	Staff made diaspora withdrawals majorly in Abuja. He produced a letter purportedly signed by the Ag Perm Sec Min of Works attesting to his regular presence at work. This letter cannot justify the withdrawals.	The staff claimed that withdrawals from Abuja and the environ were done due to family separation. The letter of attestation purportedly written by the Permanent Secretary, Ministry of Works, fail to clearly define punctuality of staff in the face of clearing consistent cash withdrawals from Abuja	Cheating the government by earning salary without working as evidenced 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 evidenced by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment
15	AMEH ANTHONY CALISTUS	17-11-98	20-11-00	01-01-10	12	7	02-02-63	B.ENG	Igalamela-Odolu	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.	Documents sighted and attached. However, year of birth on FSLC has been tampered with. Recommended for further action.	Alteration of DOB on statutory declaration of age dated 9th May 1985 from 1962 to 1963. there was also visible alteration of DOB on the FSLC no 822827.	We confirm alteration of DOB staff records. The DOB on statutory declaration of age dated 9/05/1985 was altered from 1962 to 1963. In the same vein there was visible alteration of DOB on the FSLC with refernece number 822827.	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
16	BABA GBALE BODEDE MOSES				7	6				Male	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.	Original certificates and documents sighted, confirmed and attached. However, there is disparity in DOB in staff's records 20/4/59 and that on his FSLC is 1960 and Appt letter has DOB as 30/12/60. Recommended for further actions.	A review of the staff file revealed that the DOB on FSLC(1960) is different from DOB in all other documents(1959).	There is disparity btw the DOB on FSLC and other employment records. The DOB on FSLC is 1960 while the DOB on all other documents including APER forms is 1959.	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)
17	CAROLYN OLU AKANDE	01-04-89	01-04-89	01-01-09	14		25-05-60	B.ED		Female	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.	Staff still submitted stale Grade II 2000 statement. Attestation IRO NCE presented; no FSLC. Staff case to be reviewed.	Staff presented documents for review. However, there are Grade II statement of result which already stale issued in 1980 & B.A ed (2004) statement stale also.	We affirmed that the Grade II statement of result of 1980 and B.A (Ed.) statement of result of 2004 are 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.
18	EDILI MARIAM LADI	01-05-05	01-05-09	1/2010	6	6	16-03-69	WASC	Idah	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 were submitted by the staff and reviewed okay.	Age disparity: staff has verying DOB FSLC(1969), SDA dated 16/03/09(1969), WAEC Jun 2002(1978).	We affirmed disparity in DOB on FSLC, SDA and WAEC. The DOBs in the documents are 1969, 1969 and 1978 respectively.	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)
19	EKI SAMSON MOPA	03-07-89	03-07-91	1/12008	14	9	21-08-68	DIPLOMA	Bassa	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.	Some relevant documents sighted and copies attached for review. Alteration on the SDA confirmed.	Further review of the staff file shows that SDA was altered from 1965 to 1968.	Documents attached thoroughly reviewed. It is our professional opinion that the DOB on the SDA appeared to have been altered.	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

20	GABRIEL EMMA	06-01-03	06-01-05	01-01-10	7	3	25-08-72	B.A.	Dekina	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 were submitted by the staff and reviewed okay.	Alteration of DOB on FSLC. The status of the staff to be changed to age alteration.	We confirmed alteration on DOB on the FSLC in the records of the staff.	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
21	IBRAHIM AYISHAT HUSSEINI	01-08-06	01-08-08	01-01-12	6	3	15-12-68	ND	Idah	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 were submitted by the staff and reviewed okay.	ND certificate was presented, however, alteration of age was sighted in the SDA: 1978 changed to 1968. Therefore, the staff is not cleared due to alteration.	All relevant documents were submitted by the staff and reviewed okay. However, the staff did not present his FSLC and WAEC.	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
22	ICHABA ADAMU	03-07-06	01-07-08	01-01-13	7	8	14-03-88	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.	Officer is recommended for clearance on the condition that he produces ND certificate.	Staff documents presented for review. No original certificate for ND result of (2011) stale.	Copy of the original ND certificate is not in the record of staff	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.
23	ICHADO NOAH	16-04-92	17-04-93	21-06-10	7	4	24-04-65	TRADE TEST	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.	Relevant documents sighted and attached. Recommended for further review.	Staff document attached for review. The DOB on SDA dated 17/02/06 was altered.	We affirmed alteration of DOB on SDA dated 17/02/2006	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
24	IDAJILI ALICE	20-11-06	03-01-08	01-01-13	7	8	10-10-84	WASC	Ofu	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 were submitted by the staff and reviewed okay.	DOB 1984 on FSLC and started primary sch in 1987 - started primary school at the age 3yrs. Age falsification suspected. Statement of result for NECO May/June 1998 stale.	The inconsistencies observed in the DOB on FSLC and the purported date of primary school enrolment call for concern. The DOB on FSLC is 1984 and year of enrollment into primary school is 1987. It is rare if not impossible for a 3 years old child to be enrolled into primary one. The FSLC must have been fraudulently obtained to cover up for age falsification	FSLC (Primary School certificate) fraudulently obtained to cover up for age manipulation	FSLC (Primary School certificate) fraudulently obtained to cover up for age manipulation & Stale Statement of Result.
25	IDRIS ABDULRAHMAN	03-10-06	03-10-08	01-01-13	7	8	01-01-80	SSCE	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.	Alteration in DON on FSLC noted. DOB appears different from the one indicated on WAEC cert of 2014.	Staff documents provided as stated above for review. There is DOB disparity observed in the file. FSLC(1980) altered, 2014 WASC(1993), SDA dated 11/10/11(1980)	DOB on FSLC was altered to 1980. DOB on WAEC is 1993 and DOB on SDA dated 11/10/2011 is 1980. It is apparent the alteration of DOB on FSLC is to ensure the DOB on FSLC align with the DOB on 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) & Age alteration.
26	IDRIS REKIYA	05-07-07	05-07-09	01-01-12	7	4	22-04-85	ND	Idah	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 were submitted by the staff and reviewed okay.	Disparity in DOB: Jun 2003 WAEC(16/07/81), FSLC and SSCE(22/04/85). Stale statement of result for Diploma in LGA Sept 2010. It should be noted also that Diploma(as against ND & HND) is not for promotion but proficiency on the job. Staff is advised to obtain additional academic qualification within the next 3yrs.	Statement of result for Diploma in Local Government Administration is already stale. The certificate ought to have been obtained before now	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.
27	JIMOH ABDULRAZAK ANATAKU	03-10-06	03-10-08	01-01-12	8	5	23-06-77	ND	Okene	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 credential sighted and attached. Staff may be considered.	The original certificate of ND obtained from Fed Poly Nassarawa(2005) could not be provided. The staff however provided a letter of confirmation from the school dated 25/1/2017. this is not tenable.	The staff failed to provide a copy of ND certificate purportedly obtained in 2005 from Federal Polytechnic, Nassarawa	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.
28	JIMOH ILIYASU OKATENGWU	01-01-05	01-01-07	01-01-12	6	5	12-02-77	ND	Okene	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 was unable to provide original of his academic qualifications.	A review of submitted documents show that the staff has a stale GCE statement of result(1999), stale NECO result(2006), National diploma notification of result of 2011 from all over Central Poly Ogun is stale.	We affirmed the GCE, NECO and ND certificates are 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.
29	JOHN RACHEAL	06-10-82	25-10-83	01-01-11	7	13	14-08-62	BASIC S.T.	Dekina	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 certificates and documents sighted and attached. Recommended for further actions.	No FSLC but an attestation was issued by primary school to notify the employer of the staff FSLC status. SDC statement of result issued since 2005 was presented by the staff instead of certificate the statement is already stale.	SDC statement of result already stale(2005).	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.

30	MOHAMMED MAIRO BAIWA	17-09-04	17-09-06	01-01-12	9	3	17-07-71	B.SC	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	Recommended for clearance upon provision of explanation of Abuja withdrawals.	This is a case of confirmed diaspora. More than 80% of withdrawals occurred in FCT without proof of leave or study.	Review of the staff bank statement confirmed that more than 80% of cash withdrawals on the account were done in Abuja. The staff could not explain the reason for the withdrawal from Abuja. Thus, it is apparent that the staff is merely collecting salary from Kogi State government without working for the Government.	Cheating the government by earning salary without working as evidenced 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 evidenced by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment
31	OBANOYE UMAR OMODE				7	5				Male	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.	Relevant documents sighted and attached. Officer recommended for clearance.	Staff documents provided for review, however no evidence of secondary education. O level cert not attached.	No evidence of SSCE 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 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	OGBAJE ALHASSA	03-08-10	30-08-12	28-08-13	7	3	02-08-75	ND	IDAH	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 on DOB very obvious. Affidavit to correct alteration of DOB of 02/08/1975.	Alteration of DOB on SDA dated 31/03/2004 from 1970 to 1975. DOB disparity (2/8/75 on SDA dated 31/03/04), (02/08/70 on APER forms).	Alteration on the DOB consented to by the staff. The DOB on SDA dated 31/03/2004 was altered from 1970 to 1975	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) & Age disparity between official documents.
33	OGUCHE SIMON UMORU				14	11				Male	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 were submitted by the staff and reviewed okay.	Documents were submitted by the staff and reviewed. However, WASC May/June 2002 statement of result is already stale.	We affirmed the statement of result for WASC May/June 2002 is already 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.
34	OKWOLU JANET MERCY	02-02-02	02-02-04	01-01-09	7	3	15-07-75	NCE	Igalamela-Odolu	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.	Recommended for clearance after presenting the original of the above mentioned documents.	File reviewed okay. DOB disparity noted on records. FSLC(1975), SDA dated 4/4/03(1976). Multiple age declaration SDA dated 14/4/03(1976), SDA dated 10/10/12(1975).	Multiple SDA observed in the staff file reviewed. DOB on SDA dated 04/04/2003 is 1976, while DOB on SDA dated 10/10/2012 is 1975	Multiple Statutory Declaration of Age (SDA) with different dates of birth (DOB)	Multiple Statutory Declaration of Age (SDA) with different dates of birth (DOB)
35	OMEDE JOEL ACHOB	13-09-06	13-09-08	01-01-10	9	6	10-11-77	B.SC	Dekina	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 staff presented medical reports from Fed Med Centre & University of Abuja Teaching Hosp as proof that he had been on medical treatment in Abuja and not a diaspora staff.	No evidence of sec Sch education; staff claimed diaspora withdrawals were as a result of sickness and treatment in Abuja(letter duly attached). However, no application or approval for medical leave. Staff to be cleared upon provision of approval to embark on medical leave from his work place and the provision of SSCE cert.	No WASC, SSCE seen in the staff file. Diaspora withdrawals explained to have been due to illness. However, there is no record of application and approval for medical treatment. Need to verify claims from the hospital.	Cheating the government by earning salary without working as evidenced 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 evidenced by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment
36	SALAWU HAWA	04-10-06	26-04-09	01-01-11	8	3	21-10-79	NCE	Okene	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 certificates and documents sighted and attached. Diaspora withdrawals observed in Suleja and Zuba consistently. Recommended for further actions.	Diaspora worker status remains unchanged. No concrete evidence or document attached to prove otherwise. Therefore, staff should remain unclear.	Staff withdrawal pattern in Zuba and Suleja confirm that the staff does not reside in Kogi State even though he received salary from the government	Cheating the government by earning salary without working as evidenced 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 evidenced by consistent cash withdrawals in location outside the state or outside the staff primary place of assignment
37	SIDI-ALI ISAH AMANA	05-06-92	05-06-94	01-01-10	10	10	20-10-65	HND	Kogi	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 employment documents and academic documents presented for review.	SSCE & ND certificates not attached, staff was born on 20/10/1965 and started primary school in 1968 as stated in the FSLC with reference no 180956. The FSLC might have been obtained fraudulently.	The SSCE & ND certificates obtained before the HND not seen, completing primary school in 9years is practically impossible. The FSLC with reference number 180956 was fraudulently obtained to cover up for age falsification as it is practically impossible to finished primary school at age 9 in the 1970s	FSLC (Primary School certificate) fraudulently obtained to cover up for age manipulation	FSLC (Primary School certificate) fraudulently obtained to cover up for age manipulation
38	SULE ABDULLAHI ATEIZA	16-06-95	28-06-97	01-01-10	13	4	03-08-57	PHND	Adavi	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 certificates duly sighted and attached. However, SDA has been tampered with. Recommended for further action	Staff documents attached. However, there is alteration of DOB on statutory declaration of age dated 23/01/79.	No FSLC except affidavit. Other certificates attached. SDA issued 23/01/1979 was altered to 1957.	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

39	SULE HABIBAT	24-12-02	24-12-04	01-01-11	7	3	12-08-81	ND	Ofu	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 sighted and attached. However, the staff presented expired ND statement of result while other certificates were regular. Recommended for further action.	Staff documents provided for review. ND statement of result (2010) stale from fidei Poly Gboko.	The Statement of ND result from Fidei Polytechnic obtained in 2010 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.
40	UMARU VERONICA	27-03-07	01-01-10	01-01-12	6	2	09-08-75	WASC	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.	All relevant documents were submitted by the staff and reviewed okay.	Staff SSCE(2000) statement of result on which his employment was premised in 2007 is stale.	Staff was employed with statement of WAEC result purportedly obtained in 2000. 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 Secondary School where he graduated from, to obtain WAEC Master List to authenticate his SSCE if indeed it is genuine.	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.
41	USMAN MUHAMMED MUSTAPHA	28-06-10	28-06-12	28-06-12	8	5	19-07-83	B.ENG	Okene	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. Recommended for further clearance. However, the staff was absent from last screening.	Documents were provided as stated above. It was observed that there was DOB disparity on records. FSLC(1978), SDA(1983). Notification of appointment(1983). Not cleared.	Disparity on DOB on the staff record. DOB on SDA is 1983, DOB on FSLC is 1978	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)
42	USMAN ZAINAB HAJIA	16-10-06	16-10-08	01-01-13	6	3	24-12-86	ND	Idah	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.	FSLC, NECO certificates sighted with other relevant employment documents.	The ND statement of result in 2011 from Kogi Polytechnic is stale, also the SDC (Clerical General) statement of result obtained in 2008 is stale	We affirmed that the staff ND statement of result obtained in 2011 from Kogi Polytechnic and SDC (Clerical General) statement of result obtained in 2008 are 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.
43	YAKUBU ZAINAB YUNUSA	01-01-05	01-01-07	01-01-10	8	3	23-12-86	HND	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.	All relevant documents were submitted by the staff and reviewed okay.	Statement of result for SSCE results May/June 2004 stale.	Staff was employed with statement of WAEC result purportedly obtained in 2004 which is already 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 Secondary School where he graduated from, to obtain WAEC Master List to authenticate his SSCE if indeed it is genuine.	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.
44	YUSUFU ADEJOH ALAJI	27-01-87	27-01-89	01-01-06	16	9	19-09-59	M.SC	Dekina	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 academic certificates sighted and copies attached. Staff is recommended to be cleared.	The name on WAEC 1974, degree certificate & appointment letter differs. Affidavit for change of name was done in 1992 after master degree obtained in 1986 and was employed in 1987. Staff explanation was not convincing and was asked to present international passport used to travel for course and change of name document used while in school. The staff has refused to come back as at 17/03/2017. Possible impersonation.	Staff went for foreign studies in Russia. The name on the WAEC obtained in 1974 is different from the name on the Bachelor and Master Degree certificate. In his explanation, he decided to change his name while in Russia because he wanted to reflected his loca name. His explanation is not convincing as no school will allow a change of name after admission letter. Accordingly, we suspect impersonation.	Impersonation	Impersonation