

LIST OF UNCLEAR STAFF FOR APPEAL COMMITTEE - COUNCIL FOR ART & CULTURE

STAFF PERSONAL DETAILS										STAFF SCREENING & VALIDATION COMMITTEE					STAFF SCREENING APPEAL COMMITTEE REPORT							
S/N	EMPLOYEE NAME	DATE OF FIRST EMPLOYMENT	DATE OF CONFIRMATION	DATE OF LAST PROMOTION	CURRENT GRADE	STEP	SALARY STRUCTURE	DATE OF BIRTH	EDUCATIONAL QUALIFICATION	LGA OF ORIGIN	TOWN 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	ADAMA SALIHU	24-11-03	24-11-05	01-01-14	5	4	CONPSS	03-08-71	NABTEB	Ajaokuta	Ajaokuta	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.	Discrepancy in DOB observed in the records provided by staff.	There is observed disparity in the DOB on the FSLC and the DOB on statutory declaration of age.	Staff has only NABTEB statement of result but no original certificate. The NABTEB could also not be defended by the staff. Again, we observed disparity in DOB on FSLC and 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 or Notification of Promotion)
2	ADEJOH SEIDU	16-10-00	02-12-02	01-01-11	7	2	CONPSS	23-01-77	NCE	Olamaboro	Olamaboro	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.	All relevant documents attached for review.	Review of the documents did not reveal that the staff obtained SSCE or its equivalent. Though the staff claim to have NCE, we are curious how this could be possible without SSCE.	The staff was employed with effect from 16/10/2000. At the point of his appointment, we expect that the staff will have FSLC and subsequently SSCE before the current NCE. Unfortunately, no trace of SSCE.	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
3	AGADA LADI FAVOUR	02-09-90	25-10-92	01-01-12	16	5	CONPSS	02-12-69	BLIS	OFU	Lokoja	Female	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 academic and service records attached for review. Age disparity noted on records.	Alteration of DOB on SDA. We also noted that the statement of NCE result in 1990 and Grade II obtained in 1986 are stale	We affirmed the alteration in DOB on statutory declaration of age.	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
4	AHMADU BALA	01-07-06	10-08-08	01-01-11	7	3	CONPSS	19-05-82	ND	Ajaokuta	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.	All relevant documents obtained and attached have contradictory DOB. Further investigation required.	We observed disparity in the DOB on statutory documents.	The observed disparity in the DOB in the attached staff documents was affirmed. Thus, we recommend staff status to be modified in line with disparity in DOB.	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	ALHASSAN ALIYU	01-01-93	17-05-95	01-01-14	10	4	CONPSS	31-07-68	S.D.C	OFU	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.	No FSLC but an attestation, declaration of age duly altered. Recommended for further action.	Date of birth on FSLC was altered.	We affirmed the alteration on the FSLC. The alteration in the DOB on FSLC to provide cover up for the falsification of age on other employment records.	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	ALIH HELEN OMANYO	16-10-00	03-06-03	01-01-13	9	1	CONPSS	12-12-82	HND	Dekina	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.	Copies of original certificates and service records presented for review.	The SSCE statement of result obtained in 2000 is stale.	Though the staff is currently an HND holder, when he was employed with effect from 16/10/2000, it would have been with the SSCE/2000, thus, the statement of SSCE ought to have been replaced with the original	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	AMODU ONALO	01-04-03	01-07-05	01-01-12	7	2	CONPSS	03-03-82	NECO	OFU	Lokoja	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.	Alteration of DOB in all documents. For further investigation.	Review of documents revealed several cases of alteration of date of birth (DOB) in the staff records	We affirmed cases of alteration in DOB in the staff records. Accordingly, we recommend the status of the staff to be sustained.	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
8	ANDREW MUSA	01-01-93	17-05-95	01-01-13	7	2	CONPSS	27-07-72	NCE	ANKPA	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.	Officer submitted only statement of credentials, this is doubtful	Employed in 1993 on GLD4, no evidence of SSCE qualification at the time of appointment. However, Staff later submitted statement of SSCE and NCE in 2012. Statement of results are now 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.	
9	EJIMA REUBEN TIJANI	03-11-92	25/01/1995	01-01-14	10	9		05-06-67	AEO	Ofu	Aloji	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.	Original SDA and FSLC sighted alongside other relevant documents, there was no evidence of age alteration noted.	Alteration noted on SDA dated 30/10/1997. In the same vein, we observed disparity in DOB on APER forms which is given as 1968, DOB on GCE is 1964 and DOB on SDA is 1967.	We confirmed alteration on SDA dated 30/10/1997. In the same vein, we affirmed disparity in DOB on APER forms which is given as 1968, DOB on GCE is 1964 and DOB on SDA is 1967.	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
10	ELEJO ELIZABETH AMADE	01-06-98	19-03-01	01-01-14	13	2	CONPSS	05-08-74	BSC/ED	Ofu	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.	Copies of academic and service records presented for review, recommended for clearance	Staff is currently a B.Sc holder. The foundation for the B.Sc should without doubt be the SSCE. It is therefore strange that the staff does not have SSCE or perhaps the original copy of the SSCE is yet to be obtained.	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.	
11	FARUNA FATIMA	01-07-06	01-08-08	01-12-14	9	1	CONPSS	18-03-82	NCE	Idah	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.	Stale SSCE result 2001. other relevant documents provided for further review.	Statement of SSCE/NECO obtained in 2001 is stale.	Employed since 01/07/2006, but the staff is yet to obtain the original SSCE/NECO result of 2001. Currently staff the staff is an NCE graduate, how does he get the NCE without a validation of his SSCE.	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.
12	HARUNA YAKUBU ISAH	01-01-93	17/05/1995	01-09-13	10	2		27-10-72	DIP-PUB. ADMIN	Ankpa		Male	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.	Copies of relevant academic and service records provided for review and attached. Age disparity noted on service records (APER Forms)	Review of file revealed disparity in DOB in the record of service especially in the DOB on APER form. There is DOB on some APER form and DOB of 1972 on other APER form.	We affirmed disparity in DOB on service records especially on APER forms	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)
13	JOHN JUMAI DORCAS	01-04-03	01-07-05	01-01-12	10	2	CONPSS	08-12-80	NCE	Olamaboro	Lokoja	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.	DOB on the certificate altered.	The DOB on the birth certificate was altered. Interestingly, the staff deposed to an affidavit in 2017 to affirm that the alteration of the DOB in the certificate was not done by him but did not deny that birth certificate was not altered.	We recommend that the status of the staff should be sustained as there is no doubt that the DOB was altered on the birth certificate.	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
14	MOHAMMED ABEL	16-10-00	03-06-03	01-01-14	7	3	CONPSS	17-01-79	ND	Dekina	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.	Age disparity noted on records. SSCE1986, SDA 1979. Diploma statement of result is stale(2010). No evidence of result obtained in 2010 is stale	Review of records revealed disparity in date of birth (DOB) in the staff documents. The DOB on SSCE is 1986, while the DOB on SDA is 1979. The Diploma statement of result obtained in 2010 is stale	We affirmed that the Diploma (non accredited certificate) statement of result obtained in 2010 is stale. Also, we confirmed the disparity in DOB in statutory declaration of age which is 1979 and DOB in the SSCE which is given as 1986	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.
15	MOHAMMED USMAN	18-07-90	01-09-92	01-01-13	13	2	CONPSS	24-03-68	HIGHER DIPLOMA	Okene	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.	Staff failed to produce SSCE. Qualification is Diploma and Higher Diploma.	Staff only has Diploma and Higher Diploma in public Accounting and Auditing which is not for career progression. GCE 1984 statement of result is stale.	We confirmed that the staff does not have SSCE in the documents presented to the committee and could not produce one when he was asked. The inability to produce the original GCE of 1984 is a pointer that the Diploma and Higher Diploma being paraded might be doubtful.	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number KG/EST/CIR/8/VOL.III/918 of April 23, 2013.	Statement of result submitted during employment or to earn promotion is stale (i.e has been issued more than five years) and no longer valid to remain in employment in line with Head of service circular with reference number KG/EST/CIR/8/VOL.III/918 of April 23, 2013.
16	MUSA ABU	01-01-02	12-01-04	01-01-10	7	4	CONPSS	05-08-70	CERTIFICATE	KOGI	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.	Staff has no WAEC Certificate or Statement of Result. Earlier decision of No Relevant Certificate is Upheld.	Review of documents presented by staff did not reveal any trace of SSCE, meanwhile staff claimed to have a Certificate Course.	Staff was employed with effect from 01/01/2002 and currently on GL07/4. However our review of documents in the staff file did not reveal SSCE certificate. If the staff was employed with FSLC, how did he obtain Certificate Course without SSCE?	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

17	MUSA YAKUBU	24-05-01	22-07-04	01-01-11	12	4	CONPSS	14-01-70	HND	Idah	Lokoja	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	Diaspora status confirmed	Review of the Bank statement of the staff revealed several cases of cash withdrawals in location outside Lokoja.	The staff is working in the store department and there is no justification for galvating around without being at work and yet collecting salary. We recommend that the staff status should be sustained.	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
18	OGUCHE JOY	01-01-93	17-05-95	01-01-11	9	3	CONPSS	01-01-93	A.E.O/SDC	Dekina	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.	Copies of relevant academic and service records provided for review and attached.	Disparity in date of birth (DOB) on statutory declaration of age which is 1969 and DOB on FSLC which is 1970	Our review of documents confirmed disparity in date of birth (DOB) on statutory declaration of age which is 1969 and DOB on FSLC which is 1970	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	OKAI HABIB OJODALE	01-01-93	17-05-95	01-01-13	13	2	CONPSS	07-07-73	ND	Idah	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.	All copies of relevant documents attached for review.	Staff does not have SSCE result from the review of his documents, meanwhile the staff is claiming to be an ND holder.	We confirmed that the staff does not have SSCE in the documents presented to the committee and no trace of such in his file either. It is doubtful how the staff could have acquired ND without SSCE.	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
20	OKEE TIJANI	16-10-00	12-02-02	01-01-13	9	1		10-08-79	HND- PUB. ADMIN	Dekina	Egume	Male	Absence from work on Leave without approval	This is a case of absence from duty	Staff was confirmed to be on leave over a long period of time without approval	Staff went on study without study leave approval, this amount to absence from duty without leave. 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.	The worker's allegation is on absenteeism from work. He is hereby referred to the technical committee for further action	Review of documents revealed that the staff went for HND program without study leave. After the HND, we went for NYSC without obtaining relevant approvals. Yet was on the government payroll why he was absent from duty.	We aligned our position with the observation raised by the Quality Assurance team. It is unfortunate that the burden of financing education of most of the students in higher education in the state has been indirectly offloaded to the government through this practice of study leave with pay without approval and employment of children in school. This staff went to the extra mile of even going to observe one year NYSC without any approval after sponsoring himself with salary he was not working for.	Absence from work for Study (Full Time) without approval	Absence from work for Study (Full Time) without approval and also proceeding for NYSC without any form of approval yet on government payroll
21	ONOJA JOHNLA	16-10-00	20/02/2003	01-01-12	4	12		15-08-74	FSLC	Ofu		Male	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.	Copies of certificate and service records attached for review.	We observed alteration in DOB on the SDA dated 23/01/2003. The DOB was altered from 1971 to 1976.	Year of birth on the SDA altered from 1971 to 1976. We confirmed disparity in DOB on FSLC is 1976 and DOB on SDA was altered from 1971 to 1976.	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	ONOJA THERESA ZAINAB	16-10-00	15-07-03	28-08-13	10	11	CONPSS	26-02-78	B.SC	Olamabolo	Lokoja	Female	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 FSLC, WAEC, Statement of result, declaration of age duly altered. Recommended for further action.	Age discrepancies between the DOB on the SDA and FSLC and WAEC certificate.	There is indeed Discrepancy in DOB in SDA, FSLC and WAEC certificates.	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)
23	SHAIIBU REGINA MARIAM	16-10-00	02-12-02	01-01-14	9	1	CONPSS	17-05-82	D.P.A/DIPLOMA	Ofu	Lokoja	Female	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.	Contradictory DOB observed on WAEC and FSLC. Further investigation required.	Our review observed disparity in DOB on WAEC and FSLC.	We affirmed the disparity in the DOB on FSLC and WAEC	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)
24	UDEBU TAYE DORCAS	01-01-93	17-05-95	01-01-12	12	2	CONPSS	14-05-72	DIPLOMA/S.D.C	Ogori/Man gongo	Lokoja	Female	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 attached and photocopies duly sighted.	Staff was employed with effect from 01/01/1993 with Grade II statement of result. Staff subsequently obtained Diploma and has been enjoying career advancement.	Stale Grade II certificate is confirmed. The staff ought to have obtained the original Grade II if indeed the Grade II is authentic. 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.	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.
25	USMAN ELIZABETH ELEJO	03-10-06	03-10-08	01-01-11	6	5	CONPSS	18-05-16	SSCE	ANKPA	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.	SSCE Statement of Result 2003 is stale	The statement of result for SSCE obtained in 2003 is stale.	Staff was employed with effect from 03/10/2006 with SSCE statement of result. Unfortunately 10 years after his appointment and 13 years after obtaining the SSCE the original SSCE is yet to be obtained.	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.
26	YAKUBU ALILU	04-01-03	07-01-05	01-01-12	7	2		04-01-87	SSCE	Ofu	Ija-Ojo	Male	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.	Copies of academic and service records presented for review	We observed multiple statutory declaration of age (SDA) with different date of birth (DOB). DOB on SDA deposited to in 2003 is 1986, why the DOB on SD deposited to in 2009 is 1987. The NECO of 2007 provided is suspected to be forged.	Review of records and discussions with the person who came for the appeal revealed shocking discoveries. We discovered that the real name of the person who presented himself for appeal sitting is Sunday Akpan. He manipulated records including change of name to inherit the name of Yakubu Allu. This is a case of impersonator.	Impersonation	Impersonation
27	YAKUBU JULIET EJURA	30-04-01	03-06-03	26-08-13	12	1	CONPSS	02-06-79	NCE	Idah	Lokoja	Female	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 doc. Provided but DOB on FSLC was altered. Further investigation required.	Age disparity on SDA and FSLC was observed	The disparity in the date of birth on FSLC and statutory declaration of age (SDA) is the extent of falsifying records to cover up for age manipulation.	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)