



# NIGERIA IMMIGRATION SERVICE HEADQUARTERS

OFFICE OF THE DEPUTY COMPTROLLER GENERAL

SAUKA, AIRPORT ROAD, ABUJA.  
P.M.B. 38  
Telephone: 09-7806771  
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Directorate

NIS/HQ/ADM/1743/VOL.III/3.....

Date 22<sup>nd</sup> October, 2020.....

See Distribution

## CIRCULAR

### RE: HARMONIZATION OF RANKS AND SALARIES IN THE CIVIL DEFENCE, CORRECTIONAL, FIRE AND IMMIGRATION SERVICES

Sequel to the letter ref. no. CDCFIB/1001/VOL.110 dated 16<sup>th</sup> October 2020, the Board at its meeting held between 24<sup>th</sup> and 25<sup>th</sup> September, 2020 took far reaching decision towards harmonization of ranks and salaries in the service to provide qualitative service delivery and career progression.

The Board approved the following issues as stated below:

- i. **Withdrawal of Ranking and Career Progression Disparity Between Degree and HND Holders:** The Board has withdrawn the ranking and career progression disparity between Degree and HND holders. Consequently, all candidates recruited by the Board with HND will be placed at Assistant Superintendent II, COMPASS 08 level and can rise to the highest position in their career without discrimination ceiling or hindrance;
- ii. **Harmonization of Ranks:** All Inspectorate ranks from Senior Inspector to Chief Inspector I (T), are abolished and all Officers on these ranks will be converted to appropriate Superintendent ranks. To maintain the level of seniority of Officers and ensure discipline, individual's level of conversion and effective date will



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# Nigeria Security & Civil Defence Corps

**NATIONAL HEADQUARTERS**

Umaru Musa Yar'adua Way, Airport Road, Sauka Abuja

Ref. No. NSCDC/NHQ/6474/Vol.1/20

27<sup>th</sup> October, 2020

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FORWARDING OF BOARD'S APPROVAL OF HARMONIZATION  
OF RANKS AND SALARIES IN THE CIVIL DEFENCE,  
CORRECTIONAL, FIRE AND IMMIGRATION SERVICES

Sequel to the resolution of the Board at its meeting held between 24<sup>th</sup> and 25<sup>th</sup> September, 2020, I am directed to convey the approval of the Board for the above mentioned subject matter.

2. Attached herewith is the circular for your information, please.

*Amst*  
**ADAMU SOJA SADDABS**  
Deputy Commandant General (Administration)  
For Commandant General

**Distributions:**

1. All Directorates
2. Zonal Commanders
3. State Commandants
4. Provost of College/Academy
5. File

**RESTRICTED**



**CIVIL DEFENCE, CORRECTIONAL, FIRE AND IMMIGRATION SERVICES BOARD**  
**OFFICE OF THE SECRETARY**

CDCFIB/1001/VOL.1/110  
16<sup>th</sup> October, 2020

- Controller-General (NCoS)
- Comptroller-General (NIS)
- Controller-General (FFS)
- Commandant-General (NSCDC)



**HARMONIZATION OF RANKS AND SALARIES IN THE CIVIL DEFENCE, CORRECTIONAL, FIRE AND IMMIGRATION SERVICES**

The Board at its meeting held between 24<sup>th</sup> and 25<sup>th</sup> September, 2020, took far reaching decisions towards harmonization of ranks and salaries in the four (4) Services to provide qualitative service delivery and career progression.

2. The Board approved as follows:

- a. **Withdrawal of Ranking and Career Progression Disparity Between Degree and HND Holders:** The Board has withdrawn the ranking and career progression disparity between Degree and HND holders. Consequently, all candidates recruited by the Board with HND will be placed at Assistant Superintendent II, COMPASS 08 level and can rise to the highest position in their respective Services without discriminatory ceiling or hindrance;
- b. **Harmonization of Ranks:** All Inspectorate ranks from Senior Inspector to Chief Inspector I (T), are abolished and all officers on these ranks will be converted to appropriate Superintendent ranks. To maintain the level of Seniority of officers and ensure discipline, individual's level of Conversion and effective date will be worked out by the Board and the Services and will be communicated in due course. All ranks in the Services are henceforth aligned with that of the Nigeria Police and new ranking system and badges of ranks will be introduced soon.

*DCG (ABS)  
Paste on  
the notice  
board &c.  
Zonal Dist-  
form*

**Promotion to Higher Ranks:** Henceforth, promotion of officers shall be based strictly on their individual productivity, successful attendance of mandatory courses and exams and good annual assessment of their performance by their Comptroller/Controller/ Commandant-Generals;

8/1/22  
pls let PC see  
Taw & Amu

**OFFICE OF THE PERMANENT SECRETARY**

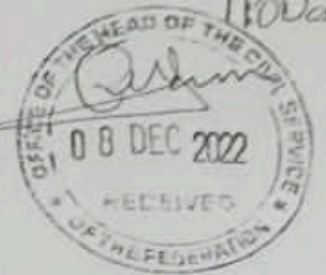
TEL: 09-9044714

**FEDERAL MINISTRY OF FINANCE**  
P.M.B. 14, CADASTRAL ZONE A3  
GARKI, ABUJA FCT.

**OHMF/SPO/SH/480/IB/77**

6<sup>th</sup> December, 2022

**The Head of Civil Service of the Federation**  
Office of the Head of Civil Service of the Federation  
Central Business District  
Abuja.



**Attention: Permanent Secretary, CMO**

**RE: REQUEST FOR APPROVAL FOR THE ABOLITION  
OF DICHOTOMY, HARMONISATION OF RANKS AND  
ALIGNMENT OF SALARIES OF PARAMILITARY AGENCIES  
UNDER THE BOARD WITH THE NIGERIA POLICE FORCE**

We are in receipt of a letter with Ref. No. SH/COS/39/A/206 dated 14<sup>th</sup> November, 2022 from Chief of Staff to the President on the above subject requesting for the thoughts of the Honourable Minister of Finance, Budget and National Planning on the request with a view to guiding Mr. President's perspective.

2. In view of the above, I write to invite you for a stakeholders meeting on the matter. The meeting is scheduled to hold as follows:

Date: Monday, 12<sup>th</sup> December, 2022.

Time: 2:00pm.

Venue: Conference Room of the Permanent Secretary  
Finance, 5<sup>th</sup> floor, Federal Ministry of Finance,  
Budget and National Planning, HQTRS Abuja.

Please accept the assurances of my warm regards.

**Aliyu Ahmed**

