



Issue Brief

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Compulsory Retirement of Nigerian Police Officers: Legislative Pathways for Reintegration into Police Academic Institutions

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Executive Summary

This issue brief examines the institutional implications of compulsory retirement within the Nigeria Police Force. In Nigeria Police Force, hierarchy and seniority are strictly observed in appointments to top command positions. When a junior officer is elevated above more senior officers such as in the case of the appointment of Tunji Disu those who are senior in rank or date of enlistment may be compelled to retire. While these provisions are legally justified under administrative and structural policy aimed at preserving command order, cohesion, and institutional discipline within the Force, the recent enforcement has led to the exit of several senior officers with extensive expertise in investigations, intelligence, operations, logistics, and training. The absence of a comprehensive statutory framework for structured redeployment into police academic institutions such as the Nigeria Police Academy and the Police Staff College has created a significant gap in knowledge transfer and institutional continuity.

Recent leadership transitions, including the appointment of Tunji Disu, further highlight how hierarchical practice may compel the compulsory retirement of senior officers such as Frank Mba and others at the strategic command level, thereby accelerating the loss of institutional memory. Despite their continued capacity to contribute meaningfully to academic, doctrinal, and mentorship roles, there is no regulated post compulsory retirement engagement scheme within the current legal framework.

To reduce the loss of the intelligent senior police officers due to compulsory retirement before retirement time, this issue brief therefore recommends the following:

1. The National Assembly, through its Committees on Police Affairs (Senate and House of Representatives), may consider to amend the Police Act 2020, to establish a post-service academic engagement scheme, introduce a statutory provision creating a structured framework for redeploying compulsorily retired senior officers into police academic and training institutions on fixed-term contracts.
2. The National Assembly through the Senate and House Committees may wish to direct the Police Affairs Commission to mandate a specific budget line within the annual Police Affairs appropriation for post-compulsory retirement engagement in the Nigerian police institutions.

1. Background:

Under the Administrative and the Structural policy of the Nigeria Police, a senior police officer may be retired or resign upon the appointment of a junior rank officer into a

higher position. Recent enforcement of this provision within the Nigeria Police Force has resulted in the retirement of several senior officers with expertise in investigations, intelligence, operations, and administration before their legal time of



retirement. However, there is no comprehensive statutory framework guaranteeing their structured redeployment into police academic institutions or other related police institutions. Key institutions this action may affect, are the Nigeria Police Academy, Police Staff College, and Nigeria Police College, alongside specialized detective and intelligence training schools. The absence of a reintegration mechanism leads to the loss of valuable institutional memory and professional expertise. Consequently, this gap weakens the transmission of operational experience into formal curricula and undermines long-term capacity development within Nigeria's policing architecture.

2. Issue:

The problem is further illustrated by recent leadership transitions within the Nigeria Police Force, particularly following the appointment of Tunji Disu to a top command position. Such elevation, consistent with police hierarchy practice, may necessitate the retirement of senior officers who are higher in rank or seniority. Officers reportedly affected include Deputy Inspectors-General such as Frank Mba, Mohammed Gumel, Adebola Hamzat, Bzigu Yakubu Kwazhi, Basil Idegwu, Sadiq Idris Abubakar, and Adebowale Williams, among others at the strategic command level¹. The compulsory exit of such senior officers many of whom possess

deep expertise in investigations, intelligence, logistics, operations, research, and training accelerates the loss of institutional memory without structured knowledge transfer. Despite their capacity to contribute to academic, mentoring, and doctrinal development roles, there is no statutory mechanism guaranteeing their redeployment into police training institutions. Notably, the Police Act 2020 does not expressly provide for a regulated post-retirement academic engagement framework, thereby widening the gap between operational leadership and police education².

3. Rationale for National Assembly Action:

Legislative intervention is necessary on this subject matter to mitigate the institutional consequences of compulsory retirement within the Nigeria Police Force. Although retirement is legally grounded under the Police Act 2020 and the Public Service Rules, the absence of a structured reintegration framework leads to avoidable loss of operational expertise and institutional memory. A statutory mechanism would enable those compulsorily retired senior officers to contribute to doctrine development, curriculum design, and mentorship in police training institutions and also the avoidance of them turning against the state. It would also bridge the academic–operational gap by integrating field-based

¹ Ogunbewon, A. (2026, February 25). *FULL LIST: Frank Mba, 7 other DIGs likely to retire after Tunji Disu's appointment as IGP*. The Nation Newspaper. <https://thenationonline.ng/full-list-frank-mba-7->

[other-digs-likely-to-retire-after-tunji-disus-appointment-as-igp/](https://thenationonline.ng/full-list-frank-mba-7-other-digs-likely-to-retire-after-tunji-disus-appointment-as-igp/)

² Federal Republic of Nigeria. (2020). *Police Act, 2020*. Government of Nigeria. <https://placng.org/i/wp-content/uploads/2020/09/Police-Act-2020.pdf>



experience into programmes at the Nigeria Police Academy and the Police Staff College. Furthermore, legislative backing would ensure transparent, merit-based, and time-bound post-retirement appointments. Ultimately, such reform would promote continuity, professionalism, and long-term capacity building within Nigeria's policing architecture.

4. Recommendations to the National Assembly:

The following actions are respectfully recommended to the Senate and House Committees on Police Affairs to serve as a pathway for the reintegration into Police Academic Institutions.

- The National Assembly, through its Committees on Police Affairs (Senate and House of Representatives), may consider to amend the Police Act 2020 to establish a post-service academic engagement scheme, introduce a statutory provision creating a structured framework for redeploying compulsorily retired senior officers into police academic and training institutions on fixed-term contracts.
- The National Assembly through the Senate and House Committee may

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wish to direct the Police Affairs Commission to mandate a specific budget line within the annual Police Affairs appropriation for post-compulsory retirement engagement in the Nigerian police institutions.

Conclusion:

Compulsory retirement within the Nigeria Police Force, while necessary for organizational renewal, currently results in the abrupt loss of experienced officers and institutional memory. The absence of a statutory framework for post-retirement redeployment into police academic institutions weakens training quality and operational continuity. Legislative intervention to establish structured reintegration pathway, merit-based appointments, and dedicated funding would preserve operational expertise, strengthen mentorship, and enhance police professionalism. By transforming retirement into a strategic transition, Nigeria can ensure that the wealth of knowledge held by senior officers continues to benefit policing doctrine, curriculum development, and long-term institutional capacity building.

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