

ASSESSMENT OF PUBLIC ENLIGHTENMENT STRATEGIES OF THE CODE OF CONDUCT BUREAU AND ITS IMPLEMENTATION AMONG PUBLIC OFFICERS IN SELECTED PUBLIC INSTITUTIONS IN NIGERIA

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Abstract

Public officers are expected to maintain high standard of public morality and accountability in the discharge of their duties. In Nigeria, the guide to expected official behaviour is the Code of Conduct for Public Officers as enshrined in the 5th schedule of the 1999 Constitution as amended. The Code of Conduct Bureau is the agency responsible for publicizing and enforcing the codes amongst Public Officers. The objective of this study was to evaluate how effective the Bureau has been in deploying public enlightenment strategies to ensure that public officers are made aware of the requirements of the provisions of the Code of Conduct Bureau and Tribunal Act, through public enlightenment programmes to encourage compliance. Descriptive research design relying on the use of survey was adopted for the study. Primary data was collected using questionnaires. Quantitative methods was deployed in analyzing the data collected, a frequency distribution of the outcome of the responses to the data collection instrument were tabulated and the percentages and mean rating of the response calculated, and used for analyzing the research questions. The findings of this study revealed that the level of public enlightenment conducted by Code of Conduct Bureau on the provisions of the Code of Conduct Bureau and Tribunal Act in Nigeria is within the low extent. But compared with what used to be in the past, it could be inferred that the efforts is considerable but not sufficient. It is recommended that the CCB should employ broader public enlightenment campaign strategies so as to reach a wider public and public officers, among other recommendations.

Keywords: Code of Conduct Bureau, Code of Conduct Tribunal, Code of Conduct Bureau and Tribunal Act, and Public Enlightenment.

JEL Classification: H11; H83

Introduction

The importance of public officers conforming to the highest standards of public morality and accountability in the discharge of their duty cannot be over emphasized. It is necessary to ensure that public expectations are met through good governance. Audu (2012), espoused that the whole essence of public officers holding public office is to satisfy the expectation of the public and provide good governance. Without Good governance, ensuring good quality of life for the citizens, national development and economic growth would be impossible. In a representative democracy, like Nigeria has been since 1999. The public service and its attendant power is entrusted to public officers. They are expected to maintain high public morality and accountability in discharging the fundamental responsibility of the public trust. This is because the public service is the machinery of governance through which the aspiration of the people is met (Ogunrotifa, 2012; Nwekeaku and Obiorah, 2019). If governance is about managing of public resources and money to provide good quality life for the public by public officers, their integrity is essential to ensure the

purpose and outcome are not sabotaged. Integrity is about consistently adhering to strong moral and ethical principles, and high levels of integrity are associated with low levels of corruption, which is the abuse of entrusted power for private gain (Office of the Auditor-General Publications, 2019). Therefore, the integrity of public officers determines and influences the extent to which they are faithful to the administration and management of public resources and funds to meet the expectation of the people, which ranges from the provision of food, clothing, shelter, employment, social infrastructure, economic development, medical facilities, agriculture, education, industrial development to security of lives and properties (Aliyu, 2019). Ultimately, the conduct or behavior of the public officer which is often reflected in official decisions must therefore conform to the highest ethical standards if public expectations must be met (Audu, 2012).

An analysis of the Nigerian governance landscape in the light of the above in recent time reveals a clear deviation from the expectations, thereby resulting to what the

World Bank (2007) describes as governance crisis. The experience of Nigeria since 1999 to date with few exceptions has been corruption, mismanagement and bad governance which have resulted in the crisis of development (Fagbadebo, 2007). Public office in Nigeria, like in other sub-Saharan African countries, is seen as an end in itself, to be used mainly in the pursuit of the self-interest of the public officer (Audu, 2012). Public officers are expected to serve the public and not themselves, but despite the knowledge of this they tend to do otherwise in Nigeria. Thus, good governance, based on ethics, accountability and transparency is not obtainable, instead, there seems to be corruption, favoritism, nepotism and other forms of unethical behaviors that run contrary to good governance. This issue has been a challenge in Nigeria since independence and has undermined all her development plans (Awojobi, 2014). Despite, the awareness that good governance, defined in terms of ethics or ethical behavior, accountability and transparency are very fundamental to sustainable development. UNDP (2001) corroborated that there is greater need for ethics, accountability and transparency in the public service today, given its pivotal role in the governance and development of the nation. In the view of (Audu, 2012), this is still very elusive in Nigeria. The elusiveness of this important vehicle for development is responsible for the decline in good governance in most developing countries (World Bank, 2007). The impact of unethical and corrupt practices in the public service is overwhelming and consequently resulting to loss of confidence in public institutions and the erosion of the rule of law. Nigeria is, of course, rated low in terms of the quantum level of low transparency and accountability in governance (ActionAid Nigeria, 2015 and Fagbadebo, 2007).

The above situation is a perplexing problem, looking at the plethora of laws and their attendant institutions enacted and established by Nigeria to deal with corrupt practices in the country, which included the Criminal Code (which is applicable in the southern states) and the Penal Code (which is applicable in the northern states), the Recovery of Public Property (Special Military Tribunal Act Cap. 389, Laws of the Federation of Nigeria 1990, as amended in 1999), the Failed Banks (Recovery of Debts and Financial Malpractices in Banks) Decree 1994 (as amended in 1999), and the Code of Conduct Bureau and Tribunal Act, Cap. 56, Laws of the Federation of Nigeria 1990, the Corrupt Practices and Other Related Offences Act 2000 and the Economic and Financial Crimes Commission (Establishment) Act 2004. The issue of corruption is still endemic, as since 2014, Nigeria has maintained an average score of only 27 out of 100 in Transparency International's (TI) Corruption Perception Index and still ranked averagely 144/180 for

perceived corruption (Transparency International, 2019). In other words, whatever the anti corruption institutions, like the Code of Conduct Bureau are doing may not be ineffective or of significant impact in the fight against corruption.

The Code of Conduct Bureau is the pioneer agency created to fight corruption in the Nigerian Public service. The strategies or tools available to the Code of Conduct Bureau for public enlightenment includes the following; Conferences, workshops, symposiums, seminars, public lectures, radio or television jingles, handbills, radio or television programmes, posters, billboards, publication on websites, sponsorship of online videos or audio broadcast, news paper publications town hall meetings and rallies. It is consequent on the foregoing discussion on the prevalence of corruption in Nigerian public service despite these channels of enlightenment against corrupt practices that this study sought to investigate the Bureau's public enlightenment campaign efforts. Audu (2012) states that there is something to cheer about with the Code of Conduct Bureau, considering the enlightenment efforts with the organization of workshops, retreat and the extent to which public officers on their own come to fill, complete and submit Assets Declaration Forms today is better, unlike in the past. It is pertinent therefore to assess the extent of the effectiveness of deployment of public enlightenment programmes by the Code of Conduct Bureau relative to compliance with the Codes of Conduct for public officers in Nigeria, based on the perception and evidence from the stakeholders and the public. This study is significant because if the extent is considerable to ensure compliance, it would promote ethical practices in Nigerian Public service. That would consequently reduce corruption and facilitate good governance and fulfillment of public expectation.

Research Objective

The research objective is to evaluate the deployment of the various public enlightenment strategies by the Code of Conduct Bureau in furtherance of the provisions of the Code of Conduct Bureau and Tribunal Act amongst public officers in Nigeria

Research Question

How has the Code of Conduct Bureau deployed the various public enlightenment strategies, in furtherance of implementation of the provisions of the Code of Conduct Bureau and Tribunal Act amongst public officers in Nigeria?

Literature Review

According to enlightenment philosophers, the concept of public enlightenment, sometimes called the 'Age of Enlightenment', was a late 17th- and 18th-century

intellectual movement emphasizing reason, individualism and scepticism. The enlightenment presented a challenge to traditional religious views. Enlightenment thinkers were the liberals of their day. They believed that rational thought could lead to human improvement and was the most legitimate mode of thinking. They saw the ability to reason as the most significant and valuable human capacity. James (2001), asserted that, in order to ensure that communication gap does not exist between the government and the citizenry, governments across the globe ought to pay utmost attention to public enlightenment campaigns. This he said should be a deliberate and conscious strategy to duly inform and educate the citizenry as well as share ideas about government policies, plans, activities, and programmes.

The appreciation of the provisions of the Code of Conduct Bureau and tribunal Acts, Cap. 56, Laws of the Federation of Nigeria 1990 and its underlying aim as an instrument to curb corruption and promote good governance is hinged on the understanding of the concept “public ethics”. The Code of Conduct Bureau which is the establishment that drives the implementation of the act, is generally mandated “*to establish and maintain a high standard of public morality in the conduct of government business and to ensure that the actions and behavior of public officers conform to the highest standards of public morality and accountability*” (Code of Conduct Bureau and Tribunal Act Cap C15, Laws of the Federation of Nigeria, 2004: Part 1). This mandate and its emphasis on “high standard of public morality” embody public ethics.

Public ethics within the purview of this work simply refers to principled behavior and purposeful responsibility by those in public service (elected or appointed). In this context, it connotes the norms, ethics and code for social behavior set by government and the sanctions for their enforcement, as could be ascribed to Code of Conduct Bureau. Theoretically, it encompasses what government officials ought to or not to do in a given circumstances. It reflects the standards and values of good governance, guidelines for regulating and stipulating ethical conducts and practices for government officials in the business of governance to curb corruption; as unethical practices and behaviors breeds corruption which is antithetical to good governance and accountability. Ethics are important for public service, because it concerns itself with the acceptable standards of behavior for government officials (Raga and Taylor, 2005). Ultimately, Hondeghe (cited in Raga and Taylor, 2005) advanced that ethical behavior is essential for an effective and stable political administrative authority as well as social and economic development.

Consequent on the above and the need to curb corruption and ensure honesty, accountability and transparency in the public office in Nigeria, the Code of Conduct Bureau was established in 1979. The 1979 constitution provided a list of codes of conduct for public officers, but it is with its enabling law been enacted in 1989 under the Babangida regime that the Code of Conduct Bureau and code of Conduct Tribunal were established as the agencies to enforce the code of conduct for public officers provided for in the 1979 Constitution of the Federal Republic of Nigeria. Since then the Code of Conduct provision has maintained a permanence of some sort, in the 5th schedule of all constitutions following thereafter and the current 1999 constitution (as amended). The Part1 of the fifth schedule of the 1999 constitution has generally made provision in respect of code of conduct and work attitude for a public officer. Section 1 provides that, ‘a public officer shall not put himself in a position where his personal interest conflicts with his duties and responsibilities’. The Code of Conduct expected of every Public Officer in Nigeria (Federal, State and Local Govt.) who receives emolument from government coffers span from section 1 to 12 of the fifth schedule of the 1999 constitution (as amended) and it ranges from prohibition of engaging or participating in management or running of any private business, profession or trade; maintaining or operating a foreign bank account; asking for or accepting property, benefits of any kind for himself or any other person on account of anything done or omitted to be done by him in the discharge of his duties; belonging to any secret society or occult which is incompatible with the functions and dignity of his office; and declaring his/her assets immediately after taking office; among other provisions.

Looking at the effectiveness of the Code of Conducts and its Bureau in maintaining ethical conducts from every public officer, Junaidu and Aminu(2015) argues that the Code of Conduct Bureau and Tribunal has minimal impact as a result of general corruption in all sectors of the economy. Ani, Izueke and Nzekwe (2014), posit that the codes of conduct puts in place to ensure high standard of behavior has collapsed, and moral contradictions in institutional behavior expectation from the public deepen daily. As such Nigeria’s public sector is more problematic and ethically tasking as a result of the endemic corruption. Given the findings of this research effort, we are of the opinion that Izueke and Nzekwe (2014) conclusion may be too harsh given the modest efforts of the CCB and other anti corruption agencies.

Okoli, Edwin and Attama (2019) asserted that the prevalence of unethical practices in the Nigerian Public Service has made it to be rated poorly, as popular

perceptions, pronouncements of high ranking public officials, reports of government-appointed commissions, observations by former top and serving public officers as well as academic assessments are all unanimous in scoring public officers and institutions very low in their professional conduct. In all this Audu (2012), provided a discourse for a need to study way forward, as the prevalence and ubiquity of unethical behaviors and practices in Nigeria is no longer debatable considering their obviously insidious plague and a wide range of corrosive effects on the Nigerian state.

Sakyi and Bawole (2010) in their research on the impediments to 'the implementation of code of conduct in Anglophone West African countries: the Importance of leadership', identified that the practical application of the code of conduct in public administration remains limited. The reasons for this state of affairs include among others deficiencies in code implementation, lack of exemplary leadership, ineffective reward and punishment system and unsupportive public service organizational culture. Audu (2012) made an assessment of the Code of Conduct Bureau and Code of Conduct Tribunal (CCB and CCT)'s public ethics practices (1999 - 2007). In his findings it indicated that CCB and CCT had performed below expectation; but considering the efforts made at organizing workshops, retreat and the extent to which public officer on their come to fill, complete and submit Assets Declaration Forms today unlike in the past is something to cheer about. Also, as Mohammed Isah, Chairman of the Code of Code Bureau, disclosed when he featured on the News Agency of Nigeria (NAN) Forum in Abuja (Premium Times, Agency Report October 6, 2019). According to him, even though there is an improvement from what it used to be in time past, and what the Bureau met that used to be the level of compliance has now risen to a certain level. But still the issue of enlightenment is the main predicament, as people have little or no knowledge about their obligations in regards to compliance with the Code of Conduct for public officers (Premium Times, Agency Report October 6, 2019). The findings of this research corroborate the position of Audu (2012) and that of Mohammed (2019), while also recommending greater efforts on the part of the Bureau to effectively deploy versatile public enlightenment strategies.

The administrative theory of ethics is central to analysis of public officers code of conduct in a public service as it provide the framework and premise for understanding ethics in the public, administrative, and governance settings and its co relational analysis to maintaining public trust, fairness, and the appearance of propriety in government action, usually expressed as codes of ethics or conduct. Austin (2016) states that code of ethics are an

administrative response to check or prohibit past and potential unethical behavior in a profession or an organization.

Methodology

The research design adopted is a descriptive research design that relies on the use of survey that utilized questionnaire to collect the data. The collected data were from primary sources, generated through the use of structured questionnaires administered to a purposively selected sample of seventy (70) respondents, which consists of two groups, namely; the public population and the institutional population. The public population comprised of members of the Nigerian public who have had contact with the Code of Conduct Bureau either as complainants or subject of investigations and notable Civil Society Groups (see appendix I). While the institutional population comprise of staff of Federal Ministries of, Youth and Sports Development, Women Affairs and Social Development, Niger Delta Affairs, Aviation, Science and Technology, Special Duties and intergovernmental Affairs and Ministry of Communication and Digital Economy. All within the Federal Secretariat, Shehu Shagari Road, Abuja. Aside these groups, random members of the general public were selected to gauge their perception about the efficacy of the CCB. Specifically, a convenience sampling technique is used to select the Administrative staff of MDAs within the Federal Secretariat Abuja that is, those who were available and willing to answer the questionnaire. The rationale for the choice of these categories of officials and organizations was predicated on the nature of what they do and their vast knowledge on ethical and corruption related issues in Nigeria, especially as it relates to the existence and activities of the Code of Conduct Bureau. A descriptive quantitative method was deployed in analyzing the data collected from the questionnaire. Specifically, a frequency distribution of the outcome of the responses to the data collection instrument was collated and the percentages and mean rating of the response calculated, and used for analyzing the research questions. The findings were presented and discussed.

Results and Discussions

Based on the data collected and analyzed, the two research questions formulated to guide the investigation were answered. The analysis of the collected data were presented in tables. Charts where used to represent the summary of the analysis.

The first research question addressed the level of public enlightenment conducted by Code of Conduct Bureau on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria. The analysis of the data showed that on a general interpretation, the level is to a low

extent. This finding is based on the average of the cumulative aggregate of the mean ratings to each response of the various questions as presented in Table 1.1 below. It shows an average cumulative aggregate mean rating of 2.29. Going by the five-point Likert scale of the responses. The 2.29 falls within the Low Extent (LoE) response option scale. Also, the average

cumulative aggregate percentage indicated that the Low Extent (LOE) response option had 42% which is the highest percentage of the average of the cumulative aggregate percentage responses. (See Appendix II for the frequencies of responses to the questionnaire).

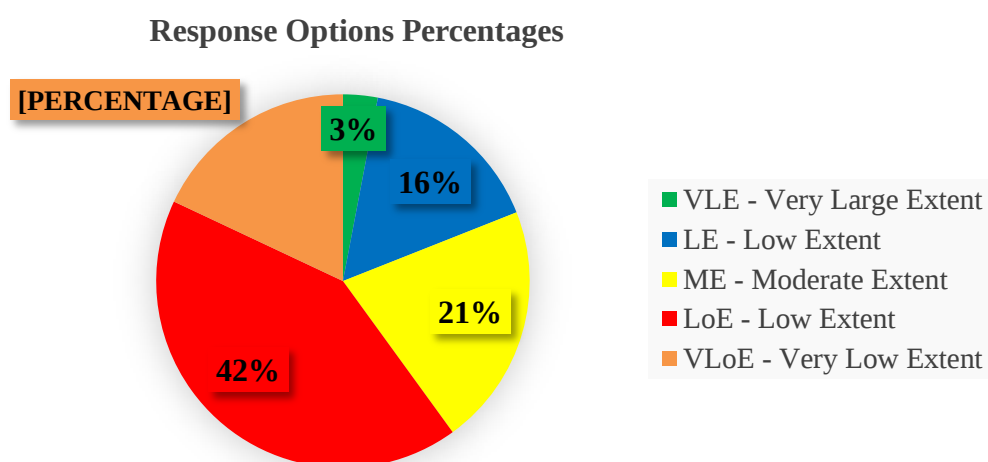
Table 1.1: Percentage and Mean Rating of Responses on the Extent of Public Enlightenment Strategies of CCB on Provisions of the CCB and Tribunal Acts in Nigeria.

No	Questions	% of Rated Response Options					Mean
		VLE 5	LE 4	ME 3	LoE 2	VLoE 1	
1	To what extent has the CCB conducted conferences to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria?	-	46%	30%	21%	03%	2.97
2	To what extent has the CCB conducted workshop to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria?	-	20%	24%	31%	24%	2.24
3	To what extent has the CCB conducted symposiums to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria?	-	-	14%	46%	40%	1.62
4	To what extent has the CCB conducted seminars to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria?	-	-	14%	50%	36%	1.66
5	To what extent has the CCB conducted public lectures to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria?	-	-	13%	46%	41%	1.60
6	To what extent has the CCB sponsored or carried radio or television jingle or advert to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria?	-	16%	41%	29%	14%	2.41
7	To what extent has the CCB made or sponsored radio or television programme to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria?	-	-	04%	56%	40%	1.53
8	To what extent has the CCB printed and used handbills to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria?	30%	50%	16%	04%	-	3.78
9	To what extent has the CCB printed and used posters and bill boards to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria?	16%	39%	21%	24%	-	3.22
10	To what extent has the CCB made publications on their website or other websites to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria?	04%	39%	41%	16%	-	3.09
11	To what extent has the CCB made or sponsor online video or audio broadcasts to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria?	-	-	04%	57%	39%	1.54
12	To what extent has the CCB made Newspaper publications to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria?	-	17%	39%	43%	01%	2.53
13	To what extent has the CCB publish or used Newsletters and Magazines to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria?	-	20%	30%	43%	07%	2.45
14	To what extent has the CCB conducted town hall meetings to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria?	-	-	10%	70%	20%	1.77
15	To what extent has the CCB organized rallies to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria?	-	-	30%	50%	20%	1.96
	Average Cumulative Aggregate	03%	16%	21%	42%	18%	2.29

A further look at the Table.1.1 above indicated that not minding that the general look of the public enlightenment campaigns of CCB which is shown to be at a low extent. The respondents were of the opinion that when it comes to the use of handbills to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria, the CCB to a large extent used it. However, this is only one (1) of the identified fifteen (15) public enlightenment campaign strategies. The calculated mean rating of the responses on each of the strategies, indicated that CCB

public enlightenment campaign strategy effort in ten (10) of the fifteen (15) were to a Low Extent (LoE). While four (4) were to a Moderate Extent (ME). This indicated that majority of the identified public enlightenment campaign strategies were not deployed adequately. Thus, the effort of the CCB in using the handbills to enlighten public officers on the provisions of the CCB and Tribunal Acts in Nigeria could not be sufficient. The average cumulative aggregate of the percentages is represented in the Figure 1 below.

Figure 1: Average Cumulative Aggregate Percentage of Responses on the Extent of Public Enlightenment Strategies of CCB on Provisions of the CCB and Tribunal Acts in Nigeria



A look at the chart clearly showed that the VLoE and LoE response options combined is culminating to 60% and more than the three remaining response options of ME, LE and VLE, which is 40%. Therefore, a representation that most of the respondents were of the opinion that the level of public enlightenment conducted by Code of Conduct Bureau on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria is within the low extent.

This finding when compared to the assertion of Audu (2012), that CCB unlike in the past has made considerable effort at organizing workshops and retreats to enlighten the public on compliance with Assets Declaration. It could be inferred that the efforts could be considerable looking at what used to be in the past, but when compared to a standard expectations. The efforts were still to a low extent. This position is line with the position of Mohammed Isah the Chairman of the Code of Conduct Breau, that though there is an improvement from what it used to be in time past, there is still the issue of level of enlightenment, as people have little or no knowledge about their obligations or relations to compliance with the Code of Conduct for public officers (Premium Times, Agency Report October 6, 2019). This situation is possible because according Iredia (2012), it is

only through the adaptation of schemes that uses different publicity strategies that policies can effectively be publicized. Imperatively, the finding points to a fact that CCB is not employing to a large extent all the fifteen (15) strategies of public enlightenment campaign. It could be said that the publicity strategy deployed by the CCB is not sufficient. This assumption lends the basis for a proposal to investigate the extent the public enlightenment strategies of CCB are effective in reaching out to public officers and general public.

Conclusion and Recommendations

This study finds out that though there were evidence of notable public enlightenment strategies employed by CCB in their public enlightenment campaign on provisions of the CCB and Tribunal Acts in Nigeria. However, the extent the strategies were employed are to a low extent. Imperatively, the deployed strategies were not adequate. This study then concludes that the public enlightenment campaign strategies of CCB on the provisions of the CCB and Tribunal Acts is not sufficient and has minimal reach of the public officers and the general public. It is also, concluded that because of this situation, the rate at which public officers comply with the provisions of the CCB and Tribunal Acts to the letter is likely to be minimal. This possible account for the

prevalence of continued unethical practices in Nigerian public service and corruption at large in Nigeria. Conclusively, the CCB is possibly not doing enough in their public enlightenment campaign strategies.

Based on the finding and the conclusion of this study, it is recommended that the CCB should employ a broader public enlightenment campaign strategy so as to reach a wider public and public officers. It is also suggested that the CCB should collaborate with other agencies which

have campaign platforms, reach and funds, like National Orientation Agency and other related Civil Society Organizations in Nigeria and partner international donor agencies to carry out their campaign programme. The CCB should also from time to time assess the adequacy of their public enlightenment campaign strategies through public opinion, so as to get feedback for development of their campaign programmes.

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APPENDIX

I: Summary of the Selected Sample of the Study

Category of Respondents	Compositions of the Respondents	No.
Public Population	Respondents from Civil Society Organization	5
	Respondents from General Public with Contact with CCB	15
Institutional Population	Respondents from CCB and CCT Principal Officers	10
	Respondents from Administrative Staff of MDAs	40
Total		70

II: Frequency of Response to the Questionnaire

No	Questions	Response Options Frequency				
		VLE	LE	ME	LoE	VLoE
1	To what extent has the Code of Conduct Bureau conducted conferences to enlighten public officers on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria?	-	32	21	15	2
2	To what extent has the Code of Conduct Bureau conducted workshop to enlighten public officers on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria?	-	14	17	22	17
3	To what extent has the Code of Conduct Bureau conducted symposiums to enlighten public officers on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria?	-	-	10	32	28
4	To what extent has the Code of Conduct Bureau conducted seminars to enlighten public officers on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria?	-	-	10	35	25
5	To what extent has the Code of Conduct Bureau conducted public lectures to enlighten public officers on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria?	-	-	9	32	29
6	To what extent has the Code of Conduct Bureau sponsored or carried radio or television jingle or advert to enlighten public officers on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria?	-	11	29	20	10
7	To what extent has the Code of Conduct Bureau sponsored or carried radio or television programme or show to enlighten public officers on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria?	-	-	03	39	28
8	To what extent has the Code of Conduct Bureau printed and used handbills to enlighten public officers on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria?	21	35	11	3	-
9	To what extent has the Code of Conduct Bureau printed and used posters and bill boards to enlighten public officers on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria?	11	27	15	17	-
10	To what extent has the Code of Conduct Bureau made publications on their website or other websites to enlighten public officers on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria?	3	27	29	11	-
11	To what extent has the Code of Conduct Bureau made and broadcast videos or sponsor one through internet media like Youtube to enlighten public officers on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria?	-	-	03	40	27
12	To what extent has the Code of Conduct Bureau made Newspaper publications to enlighten public officers on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria?	-	12	27	30	1
13	To what extent has the Code of Conduct Bureau publish or used Newsletters and Magazines to enlighten public officers on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria?	-	14	21	30	5
14	To what extent has the Code of Conduct Bureau conducted town hall meetings to enlighten public officers on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria?	-	-	7	49	14
15	To what extent has the Code of Conduct Bureau organized rallies to enlighten public officers on the provisions of the Code of Conducts Bureau and Tribunal Acts in Nigeria?	-	-	21	35	14