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NIGERIAN ARMY TRAINING POLICY

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Prepared under the direction of:

A handwritten signature in red ink, likely belonging to the Lieutenant General F. Yahaya, is written over the printed name.

F YAHAYA NAM GSS psc(+) ndc (Chile) FCMH GSMH BA(Hons) MIAD
Lieutenant General
Chief of Army Staff

Abuja
September 2022

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RECORDS OF AMENDMENT

Amendment	Number	Date of Insertion	Initials	Remarks
(a)	(b)	(c)	(d)	(e)

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FOREWORD

1. The ever changing nature of warfare has brought to fore the need for continuous training as a requirement for military efficiency and effectiveness. It is a common dictum that any army that trains better will definitely fight and operate better. Therefore, the importance of training to the Nigerian Army cannot be overemphasized. The current security situation confronting us today can easily be described as violent, uncertain, complex and ambiguous which certainly requires continuous training to deal with the evolving threats. I make bold to say an effective soldier is a product of realistic training. This is why I placed premium emphasis on training as one of the cardinal principles for the actualization of my vision which is **"To Have a Professional Nigerian Army Ready to Accomplish Assigned Missions within a joint environment in Defence of Nigeria"**.

2. It is often said that the way an Army trains is the way it will fight. Although, the NA has always accorded training its pride of place. This training policy however, is the first attempt at documenting a holistic training regime for the NA. It is a 5 part document that carefully espoused the connection between training and doctrine in the NA. Particularly fascinating is the aspect of the individual training that lays out a progressive career path for both the Officers and Soldiers of the NA. The process it espoused aims to bequeaths various competencies through the NA's enshrined professional military education system on its personnel. The NATP 2022 is a highly commendable document accommodating inputs from all stakeholders to institute an enduring training regime for the NA. The document must therefore be realistically implemented to achieve the desired results. Furthermore, I have no doubt that the progressive training from

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the individual to the group and collective levels, linking all arms at the Army level will greatly impact the effectiveness of personnel in all theatres of NA operations. I also note the creativity of the document to harness and harmonize combined field training at NA schools level for the overall effectiveness of NA personnel in the field.

3. I therefore urge commanders at all levels to become familiar with the contents of this training policy and much beyond that, seek to operationalize it. I have no doubt that this policy is timely and absolutely necessary in achieving my vision for the Nigerian Army.



F YAHAYA
Lieutenant General
Chief of Army Staff

Abuja
September 2022

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PREFACE

1. The Nigerian Army Training Policy 2022 (NATP 2022) is to establish procedures for managing and conducting training for the NA in order to achieve compatible operational standards in the execution of missions and operations. This is aimed at providing a guide to various commanders and institutions to initiate a progressive training process for the NA. The NA's effort to continuously train its personnel to fight and achieve victory is in line with the COAS Vision **"To Have a Professional Nigerian Army Ready to Accomplish Assigned Missions within a joint environment in Defence of Nigeria"**. This Training Policy therefore provides excellent guidelines to achieve such training to birth the vision of the COAS.

2. The NATP 2022 also provides Commanders and career planning establishments of the NA the opportunity to progressively structure and harmonize training for the entire NA. This is for the benefit of its personnel to acquire competencies and capacities to deliver on the NA's constitutional roles. The policy exposes training stakeholders to training of personnel at the individual and small group level all the way up to training at NA level where complex NA Corp functions are mainstreamed to boost the efficiency and effectiveness of the NA.

3. The Policy drew strength from the current Nigeria Army Proactive Responsive Doctrine (PRD) to inculcate a robust training in NA personnel with the competencies and motivation to deal with any adversary. The desired endstate of the policy therefore is to produce an efficient and effective officers and soldier for the

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Nigerian Army and that can only be achieved through continuous and realistic training. This training policy therefore seeks to set out the tone upon which such robust military training is anchored.



SO OLABANJI

Major General
Commander TRADOC NA

Minna
September 2022

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PART 1

PREAMBLES OF THE TRAINING POLICY

INTRODUCTION

1. Nigeria's security imperatives are dictated among other factors by her geostrategic environment and internal socio-political dynamics. The aggregation of threats from both external and internal sources has over the time, shaped the doctrine and response posture of the NA to mitigating these threats. In this regard, the military component of Nigeria's national military strategy focuses on the application of military resources in concert with other elements of national power to maintain Nigeria's territorial integrity.

2. The conduct of military operations by the NA in a joint theatre seeks to place priority on the defence of Nigeria and security of her population as a practice than an act of aggression on perceived or real adversaries, whether internal or external. This strategy suggests a posture of friendliness within her geostrategic environment as anchored by Nigeria's Foreign Policy. The emphasis therefore, is to keep the nation safe as part of an overall military response strategy. The hallmark of a military establishment is its ability and readiness to deploy for the accomplishment of the state's military strategic objectives. This expectation therefore, places on the NA, the burden of keeping its personnel in state of operational readiness to accomplish all assigned tasks. Achieving such level of envisaged readiness requires the institution of a deliberate system of pragmatic, progressive and performance-oriented training.

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3. Despite the quantum of training engagements that had been taking place since the inception of the NA, this is the first comprehensive attempt to articulate a policy that guides training in the NA. The established NA training institutions have largely been responsible for the professional military training of personnel, while various headquarters have been responsible for over sighting training for career development and skill acquisition for personnel competence. These headquarters and institutions have however conducted training without an overarching policy. This has resulted in a situation where there is no reference, procedure or basis for directing personnel training aimed at achieving a range of military competence in NA personnel.

NIGERIAN ARMY DOCTRINE AND TRAINING

4. The operational effectiveness of the NA is rested on the tripods of Doctrine, Training and Resources. Doctrine however, influences training and it is the foundation upon which troops action are guided as embodied in NA's tactics, techniques and procedure (TTP) during operations. Moving away from the Responsive Offensive Doctrine (ROD), the NA's recent introspection on its current security challenges led to the adoption of a doctrine which is centered on a proactive posture to deal with perceived threats both within Nigeria's geopolitical sphere of influence and action. This was aptly captured as the Proactive Responsive Doctrine (PRD). This philosophical framework shall embody a training regime that produces troops who proactively seek out any adversaries, employing the offensive capabilities of a well trained, highly motivated, hard hitting, agile force to strike decisively with speed and enormous fire power. This concept shall shape training of all arms to guide the conduct of operations in the NA. It is this doctrinal tailored training that would guide training

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organizations in the NA including training centers, Corps Schools and Division Training School (DTS) to accomplish training in the NA. At these institutions, the PRD strategy of the NA shall be mainstreamed across the spectrum of courses and exercises which covers all phases of conventional offensive and defensive operations, MOOTW, Information and Cyber operations, Sustaining operations, CTCOIN and PSO training and exercises. Training therefore, is the important nexus between NA Doctrine and its operational effectiveness.

POLICY STATEMENT

5. The NA is respected all over the world for its role in conducting operations to bring peace to troubled areas especially in the West African sub-region. Despite the NA's acclaimed operational dexterity, the last decade has been quite challenging. The change in nature of conflicts and its attendant complexities have dictated that the NA adapt its training, drills and procedures to keep pace and be ahead of the threat. The conduct of successful military operations though premised on sound leadership, robust planning and availability of logistics alloyed with tactical considerations is nonetheless, underpinned by effective training.

6. Traditionally, the NA has placed a high premium on training. In support of this, it has over the years established several training institutions and recently reactivated the DTS. These efforts are geared towards ensuring personnel are conditioned and equipped with the appropriate skills to accomplish NA missions during operations while also enhancing professionalism in the NA. Despite these efforts, the current training regime is slanted towards achieving career advancement of NA personnel more than engendering a holistic benefit to professionalism, unit

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cohesion and operational effectiveness of the NA. The expectation that training acquired by personnel should translate to NA's operational effectiveness have not been optimally established. This policy document will therefore focus on harmonizing the conduct of Individual, Group and Formation/Corp training for the effective employment of NA personnel for operations. It also aims to optimize the use of manpower and resources in addition to establishing procedures for management and conduct of training in the NA.

PURPOSE AND OBJECTIVES OF THE TRAINING POLICY

7. This policy is not intended to replace already established extant training guidelines as it factors into already existing procedures, rather it is to give impetus and coordination to training in the NA. This policy therefore, is to establish procedures for managing and linking training of personnel across all components of the NA that would translate to operational effectiveness. It will bring into focus highlight of the structures needed to link and mainstream Corps and Formation training for efficient and seamless conduct of NA operations. The intent is to merge the broad and specific skills to aid collective troops performance during military operations. The policy is to achieve the following objectives:

- a. To midwife the professional military education of NA personnel for career progression.
- b. To ensure NA Personnel are trained to adapt and succeed in a wide range of military operations conducted by the NA.
- c. To better achieve a positive end state for the conduct of military operations.

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- d. To train the way the NA troops are expected to fight in battles.
- e. To engender harmonized training among personnel of various Corps for better understanding of each other's role during operations.
- f. To provide personnel with skills in a coordinated, systematic and progressive manner to perform military tasks.
- g. To increase efficiency of NA personnel for better results in the field.
- h. To build trust and cohesion among NA Formation and Corps personnel.
- i. To train and better position NA troops for effective operations in a joint, multi-agency and multinational environments.

POLICY EFFECTIVE DATE

8. Based on inputs of critical stakeholders, NA training organizations and authority of the COAS, the policy shall come into effect at the end of third quarter 2022. Thereafter, it shall be subject to review every 5 years.

TRAINING STRATEGY

9. The NA training strategy entails an elaborate system that provides training and military education programs to develop professional military competence in personnel, units and formations. Training will be the top priority for all commanders in peacetime. The strategy is about creating a system of sequential training that ensures personnel are professionally prepared for assignments in various operational deployment. At the base level

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is the establishment of foundational training schools for training recruits and cadets who are turned into highly motivated, disciplined, physically fit personnel that are equipped with basic operational and survival skills. The next level in the NA training strategy is the integration of these personnel's training into individual and collective training in units and formations and through other Corps education programs to become specialists in various military field. At the tertiary level are institutional training centers that prepares officers, warrant officers, non-commissioned officers and soldiers for higher positions of responsibility in a sequential and progressive manner. The strategy is aimed at preparing personnel to perform NA's constitutional role.

TRAINING DIRECTIVES

10. The training directive is a document that articulates training activities of the NA, its formations and units in a given training cycle which typically run annually from Jan - Dec. The thrust of NA training directives is dictated by the prevailing threat, real or envisaged, for which personnel training is focused to contain during operation both within Nigeria and in the geostrategic environment. At Army level, the originating authority shall be the COAS through AHQ DAT and at the Formations, Corps and Schools levels by the respective Comds/Comdts. Training directives issued below army level shall reflect the spirit and letters of the directives at Army level. The originating authority shall also factor into a training directives, training events that encourage troops knowledge and practice of combined arms and joint operations technique as well as integration of logistics into operational planning. Additionally, as a guide, the components of the training

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directives for a particular training cycle shall include:

- a. A holistic description of the prevailing threat both within Nigeria's geographical space and in the nation's geo-strategic environment.
- b. Current efforts and gaps in addressing the threat for which training cycle is based.
- c. Articulate an intelligence led effort of likely future threat for which training shall be adapted to contain.
- d. The focus and concept of training suited to deal with traditional and contemporary threat in various operational environments.
- e. Guidelines to train for PSO.
- f. Guidelines for workshops and seminars in line with addressing contemporary challenges.
- g. Provide training focus to the combat, combat support and combat service support arms.

11. Upon receipt of training directives from a higher headquarters, Formation and Unit Commanders shall:

- a. Call a training conference to discuss and draw up the formation/unit Mission Essential Task List (METL) in line with the training directives.
- b. Articulate the formation's training directive/ instructions for implementation at the unit level and inform AHQ DAT, AHQ DASE and HQ TRADOC NA for monitoring and implementation throughout the cycle.

TRAINING MANAGEMENT

12. Training management involves identifying training requirements, drawing up training programs and identifying personnel/unit that needs training and are typically contained in a

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training directive. It also covers planning, execution, standardization, evaluation and feedback. Training management includes planning and allocating resources for training while also monitoring the execution and evaluating training standard. In this regard, specific training requirement for different arms and units are stated. Based on the evaluation and assessment report, peculiar training programs for units, as well as institutional courses for personnel are developed to meet their specific training requirements. Training support is an important component of the training system and must have its place and role in training consideration. Such concern of the training support shall include availability of training literatures, SOP, ammunition for training and other training tools and equipment. The commander will be required to do the following to manage training:

- a. Identify and develop individual training programs, institutional courses and specific training requirement.
- b. Plan and conduct training for self-development of personnel and the pursuit of institutional training.
- c. Ensure units trained in line with NA Doctrine, ORBAT and war fighting expectations against prevailing contemporary threat that engender realistic and exhaustive training that saves lives in combat.
- d. Ensure training programs as well as the actual conduct of training is standardized.
- e. Continuously monitor and evaluate individuals and units during training.
- f. Ensure the availability of required training aids. And materials to support training.

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TRAINING STANDARDIZATION

13. Training standards is expected to be provided for all training events in the NA using approved plans set by higher headquarters and NA training manuals. All training tasks shall be carried out in accordance with set standards. Instructors may however, be free to take exercise initiative when creating training conditions which must be within limits of the approved training plan. Commanders are responsible for the following to ensure set standards are maintained:

- a. Supervise any deviation necessarily identified as relevant during training in collaboration with AHQ DASE team monitoring the training or exercises.
- b. Ensure resolution of any deviation immediately or as time permits during the exercise and subsequently to TRADOC NA for doctrine related issues.
- c. Note and report any deviation and how it was resolved to the appropriate higher authority responsible for the training.
- d. Any training deviation that cannot be corrected immediately must be reported to ASA responsible for the training as soon as possible.

TRAINING RECORDS AND EVALUATION

14. It is essential that every piece of training conducted for officers and soldiers is documented for record keeping. Records that must be kept for all personnel at unit level comprise fitness assessment and unit cadres. Keeping training record for personnel serves to plan for skills upgrading and the maintenance of units' personnel competencies pool. This assists the commander to know at a glance, competencies available to accomplish unit tasks

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when deployed and for further detailed development of training programs. Evaluation of personnel performance during training is key to measuring assimilation. Every training event must be evaluated through both formal and informal internal evaluation. The standards outlined for training by the headquarters provide the basis for achieving training evaluation. Commanders are to use feedback from the evaluation as data for the employment of personnel based on their proficiency to accomplish unit mission and tasks. The following stakeholder action shall be implemented accordingly:

- a. At the beginning of the training cycle:
 - (1) AHQ DAT shall issue the COAS training directives to NA Formations and Corps and all training schedules for the training year.
 - (2) AHQ DASE shall communicate plans for training evaluation to NA Schools and Formations and other relevant AHQ Departments.
 - (3) HQ TRADOC NA shall implement training through oversight of NA Schools as outlined in the concluded courses scheduling conference.
- b. At the end of the training cycle:
 - (1) NA Schools and Formations shall render a report of the training and courses to AHQ DAT to update training compliance record.
 - (2) AHQ DAOP shall base on the conducted training, update units and formation operational readiness after due certification by AHQ DASE.

PHASED AND PROGRESSIVE TRAINING

15. Training will be conducted in phases, from the basic to unit

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training and from simple to the complex. Having successfully completed the basic training, the advance training follows, defined by the objective that is to be achieved. This training is centered on further development of the soldier, SNCO, WO or Officer in the unit especially in dealing with contemporary challenges. Collective training exploit knowledge from the individual training, incorporating collective element and thus evolving higher level of competence for the unit/formation. The highest training level in unit and formation training is characterized by live firing, group exercises and FTX. Evaluation of training at all levels gives the proficiency assessment for a unit, which is an important prerequisite for future or further training.

TRAINING SIMULATION

16. Training Simulation is a virtual medium of training through which various types of military skills can be acquired and practiced using virtual platforms. It involves the creation of true-to-life learning environment that mirrors real life scenarios. Simulation have become an invaluable tool that offers a unique training experience in all military endeavor with emphasis on saving time and valuable resources. It is a tool employed for decision making during war gaming exercises while also providing cheap alternative for training on military hardware. It shall be employed in the NA to impart war gaming skills to prepare personnel, unit and formations to conduct training and exercises without the risks of real-life training while also minimizing cost. Commanders will where possible, incorporate simulation technology leveraging the LFSCN to improve training for the conduct of operations. In this regard, the LFSCN shall:

- a. Conduct simulated virtual war gaming of all NA

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ongoing operations in conjunction with the respective formations on quarterly basis upon the release of the training directives by AHQ DAT. The outcome shall form the basis to focus further training during the training cycle.

b. Develop capacity of unit and formations through the quarterly conduct of workshops and seminars to enhance their competencies in the application of simulation technologies to ongoing operations within their AOR.

c. Develop appropriate software for realistic training in the NA.

d. Enhance operational performance of NA formations, units and personnel through use of simulation systems at tactical, operational and strategic levels.

e. Implement simulation platforms to provide requisite support and inputs to NA operational planning and decision making at all levels.

f. Develop simulation platforms through technology transfer occasioned by collaborative efforts with reputable outfits and inform DASE.

g. Optimize combat readiness in the NA through the provision of targeted and projection-based simulation training.

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PART 2

NIGERIAN ARMY TRAINING ORGANIZATIONS

17. In order to train, develop and improve the manpower of the NA, combat arms, and services schools are established. The existing schools have been expanded and modernized to provide basic and advanced courses. They also organize their special to arms/services courses. AHQ DAT exercises control of activities of these schools through HQ TRADOC and the supporting governing boards of these schools.

NA TRAINING INSTITUTIONS

18. Training is most essential to develop and enhance the competence of personnel for administrative and operational effectiveness. It is on this premise that the NA established various training schools to continuously build capacity of its personnel. In this respect, all NA training institutions shall maintain a standing training teams with the responsibility of ensuring training is conducted to achieve the training objectives at the various institutions. The Training Team Leader (TTL) and members of the Training Team shall perform the following responsibilities:

a. **Training Team Leader.** The responsibilities of the TTL shall include:

- (1) Oversee all training matters and report to the Dy Comdt.
- (2) Head the TT including representatives of other Corps.
- (3) Review training support requirements of Dept/Wings and advise Comdt appropriately.
- (4) Coordinates the activities of members of TT.

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b. **Training Team**. The responsibilities of the TT shall be as follows:

- (1) Implementation of NA schools training activities.
- (2) Coordinate and supervise all Wings in the performance of assigned tasks and schedule of training activities.
- (3) Advise on feasible implementations of training policies/directives.
- (4) Advise on appropriate deployment of instructors.
- (5) Review précis in conformity with existing procedures to suit contemporary security challenges.
- (6) Monitor and evaluate the conduct of training in NA school Wings or faculties.
- (7) Review exams questions in consonance with CIs' to ensure it aligns with the instructions covered.

c. **Computer Education**. All NA Officers and Soldiers shall be equipped with basic computer skills as part of their professional military development in the NA. NA Schools shall thus mainstream computer knowledge acquisition training in all courses at junior level to enable personnel perform basic computer tasks and build capacity to employ computer-based communication and simulation. In this regard, all NA Training Schools shall:

- a. Introduce basic computer education into all NA School's courses curriculum at junior levels.
- b. Enable hands-on computer education

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training to provide personnel with introductory knowledge of computer and its application for employment in the NA.

19. The Corps institutions are mandated to provide specialized training to enable personnel function as specialist in support of broad range military operations. The organization, and roles of schools and institutions that made up the military training and education system in the NA would be highlighted in **Annexes as Table 1:**

Table 1: NA Training Organisations, Roles and Responsibilities.

Annex	Training Organization	Abbreviation
(a)	(b)	(c)
A	AHQ Department of Army Training	AHQ DAT
B	HQ Training and Doctrine Command	HQ TRADOC
C	NA Training Centre	NATRAC
D	NA School of Infantry	NASI
E	NA Armour School	NAAS
F	NA School of Artillery	NASA
G	NA School of Military Engineers	NASME
H	NA School of Signals	NASS
I	NA Intelligence School	NAIS
J	NA School of Supply and Transport	NASST
K	NA School of Medical Sciences	NASMS
L	NA Ordnance School	NAOS

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(a)	(b)	(c)
M	NA School of Electrical and Mechanical Engineering	NASEME
N	NA Institute of Science Education and Technology	NAISET
O	NA School of Finance and Administration	NASFA
P	NA School of Military Police	NASMP
Q	Army War College Nigeria	AWCN
R	NA College of Logistics	NACOL
S	Army school of Physical Training	ASPT
T	NA School of Legal services	NASLS
U	NA School of Music	NASM
V	NA Chaplain Training School (Roman Catholic)	NACTS (RC)
W	NA Chaplain Training School (Protestant)	NACTS (P)
X	NA Islamic Affairs Training School	NAIATS
Y	Depot NA	Depot NA
Z	Amphibious Training School	ATS
AA	Marthin Luther Agwai International Leadership and Peace Keeping Center	MLAILKPC
BB	Division training School	DTS
CC	NA Special Forces School	NASFS
DD	NA Cyber Warfare School	NACWS
EE	Warrant Officers Academy	WOA

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PART 3

INDIVIDUAL TRAINING

20. The process of giving a potential cadet or recruit military training to serve in the NA commences with a successful shortlisting by a selection board of young persons of required age grade, who must be citizens of Nigeria. The potential personnel subject to review, must possess a basic secondary school leaving certificate, to enable at the barest minimum, the assimilation and understanding of military subjects. The basic military subjects taught at the entry level are drill, minor tactics/field craft, map reading, physical training, weapon training, man management and general service knowledge.

21. The training for every individual is the basic training given at the training centers and it is the first in the series of training in their career. It provides the essential knowledge in selected subjects and themes and serve as the foundation of the individual in the NA training. This basic training is given to a cadet at the NDA and to the young recruit at Depot NA. The syllabi for such foundational training is capable of imparting a lifetime legacy on the individual and shaped their perception about the military profession. The aim is to develop in the young personnel, qualities that would enable him perform individually and be able to contribute to the success of a unit or formation's mission.

22. As a follow up to the basic training, individual training provides the soldiers with the knowledge and skills to improve on their individual and Unit/Formation performance. Individual training inculcates in personnel certain cardinal qualities that prepares them to perform in current and future operational

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assignments. These qualities are:

- a. Loyalty.
- b. Duty.
- c. Respect.
- d. Selfless Service.
- e. Honour.
- f. Integrity.
- g. Courage.

23. The conduct of individual training consists of personal training in form of cadres, institutional/doctrinal training and unit training. The basic soldier qualities of high morale, great physical toughness and powers of endurance and constant alertness must be developed. It is only by imaginative and intelligent training that men having these qualities are produced. Individual training needs to be an inherent part of every unit's training program if the objective is to be achieved. Commanders must continuously integrate individual training with collective training to best use the available time and resources to develop junior leaders and ensure every personnel knows every task required of his rank and appointment.

24. Individual training including leadership development training provides the soldier with the knowledge and skills to improve individual and unit/formation effectiveness and assist in achieving the NA's mission, task and goals. Individual training prepares the soldier to improve performance of current and future operational tasks. The focus must be to prepare NA personnel to

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face broad scenarios and situations that requires the NA to deploy either in aid to civil authority in IS or prevent a breach on Nigeria's territorial integrity. Individual training will therefore, focus on achieving the following objectives:

- a. To build on the basic recruit training.
- b. Develop a military education of personnel to include leadership, regimentation, values and ethics for a professional NA.
- c. Build capacity of NA Personnel in Information Technology to Improve skills for adaptation when operating in a digital environment.
- d. Prepare NA personnel for integration and deployment with other multinational staffs for the conduct of a broad spectrum multidimensional PSO as commanders, staff officers, contingent members or military observers.
- e. Prepare NA personnel to collaborate and operate with other MDAs and relief agencies for the conduct of broad-spectrum humanitarian emergency operations.
- f. Develop the capacity of personnel for CIMIC operations.
- g. Develop capacity of personnel in techniques for engaging in political-military interaction for crisis management or humanitarian emergencies.
- h. Inculcate in personnel, procedures and protocols involved in combined arm and joint operations, in particular, compatibility of operational procedures, tactics,

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logistics and communications.

- i. Adherence to Standard Operating Procedures (SOP) and training manuals for the conduct of military operations.
- j. Mainstreaming ASPT standard assessment for physical training in all NA training institutions, formations and units.

25. To achieve the above objectives, commanders at the tactical and operational levels shall structure training syllabi to feature the following themes:

a. **Leadership Theme**. Training to include character development, citizen responsibilities, subordination of the military to democratic authorities, concept of nationalism, supremacy of the constitution, human right issues and policy on use of social media etc.

b. **Military Theme**. Physical fitness, weapons training, regimentation, communication, drill, general service knowledge, CTCOIN training, LOAC, rules of engagement, military ethics and tradition.

OFFICERS AND NON-COMMISSIONED OFFICERS CAREER TRAINING

26. **Local and Foreign Courses**. The NA shall continue to invest in capacity building of officers and soldiers by subscribing to courses offered in both local and friendly military and civil institutions. Courses conducted in local military institutions are streamlined to suit the training and education of personnel's need to build capacity for operational effectiveness. The attendance of foreign courses however needs to be appraised with a view to

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enable the NA derive maximum benefit for the training of personnel against its cost effectiveness to the NA. This is in realization that some friendly nations doctrine and instruction delivery is not compatible with the NA Doctrine. In this regard, the Department of Doctrine and Combat Development, TRADOC NA and AHQ DAT shall jointly conduct periodic appraisal of foreign courses to determine the foreign courses that are to be subscribed and attended as first line training or on comparative basis. Upon completion of a course on comparative basis at an allied military institution, extended debrief shall be conducted at TRADOC NA for issues relating doctrinal differences, lessons learnt and mode of instructions.

27. **Young Officers Training and Courses.** The young officers training and courses are designed to provide the foundational career training to the subalterns in the NA. These courses are to equip the young officers with leadership skill to lead at the lower level of command to accomplish tactical, and technical tasks in the unit. These courses are also to impart skills and knowledge required to lead platoon and equivalent sized units throughout their subaltern years. The mandatory young officers' courses are highlighted subsequently.

28. **Immediate Post Academy Training.** Officer Cadet training provides the foundation upon which the young officer's military career is built. At the Academy, less time is available to focus cadets training on leadership in the unit, regimentation and administration. Additionally, the training will also focus on improving on the level of fitness of the young officers will be improved upon. Before being absorbed into the unit life, it is expedient therefore, that the young officers are provided with leadership and regimentation instructions through short cadres to

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fit them into their junior leadership roles in the units. Such a training is the mandatory Junior leadership and regimentation training in Serti, Taraba State. The objectives of the training are:

- a. To improve the physical fitness level and mental agility of the Young Officers.
- b. To develop the leadership qualities required of the Young Officers.
- c. To educate the Young Officer on all aspects of regimentation in the unit.
- d. To inculcate the core values and war ethos of personal courage, aggressiveness, self-confidence, self-discipline and esprit-de-corp into the officers.
- e. To develop all aspect of patriotism and dedication to service in the officers.

29. Premised on the above, the young officers shall on passing out from the Academy be immediately inducted for the training as follow:

- a. The officers shall proceed on 3 weeks break on passing out from the Academy.
- b. At the expiration of the break, to report to 20 Model Bn, Serti.
- c. The young officers shall go through a medical exam and fitness test prior to commencement of the exercise.
- d. Undergo the course to last for a period of 3 months.

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30. **Young Officers' Courses**. This is a course designed to prepare junior and newly commissioned company grade officers to be effective platoon leaders. Upon successful completion of these courses, the officer will know the responsibilities and duties of a platoon leader and be familiar with task organization and tactics at platoon level and its support system. The officer will be able to synchronize his platoon operations with those of the company, including the integration of fire or logistics support with the platoon manoeuver. Instruction is offered through lectures, syndicate instruction, practical exercises, group participation and computer-based simulations.

31. The YOC module in all NA Corps Schools shall cover aspects of leadership, tactics, training management, physical fitness and other general subject's requisite for the development of the subalterns. With respect to the attendance of YOC, the following shall apply:

- a. All NA Corps shall program young officers to attend the Corp YOC within the first 12 months of their being commissioned.
- b. All young officers holding a Combatant and Direct Regular Commission shall irrespective of their Corps be programmed to compulsorily attend the Infantry Young Officers Course within the first year of being commissioned.
- c. Conversely, HQ ICC shall program every Infantry Young Officer to attend in addition to the Infantry YOC any of the Armour, Artillery, Engineers or Signals Corps YOC per the young officer before attaining the rank of Captain.
- d. The provisions highlighted in sub-Para a - c above are to be fulfilled by all combatant young officers before

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attaining the rank of captain and shall form part of the courses evaluation for the officers' PER.

32. **Platoon and Support Weapons Courses.** Platoon and Support Weapons Courses and YOC courses shall be merged to run concurrently as part of building the young officer's capacity, efficient time management for courses and career progression. During Infantry YOC, a young officer shall be expected to choose, attend and graduate with at least one platoon/support weapons' course. Running the courses simultaneously would reduce the time spent away from unit where subalterns are required to provide junior leadership to aid unit effectiveness during operations. These also build their capacity and proficiency in the employment of platoon and support weapons. Scheduling these courses together would save cost as common to all instructions would not be repeated.

33. The YOC program shall be modified by an addition of 4 weeks to allow the integrated running of the Platoon/Support Weapons Course chosen by the young officer. The integrated YOC/PI Weapons Course shall commence with NDA 68RC. Young officers who have attended the YOC without PI Wpns shall be immediately programed to do so within 2 years from the time this NATP takes effect. In a few years, the backlog of young infantry officers required to attend these courses should be cleared. Grading and generating course reports on the officer's performance shall be done separately for the constituent courses and for use by AHQ MS(A).

34. **Voluntary Courses.** Unlike the career courses whose attendance is compulsory for career progression, voluntary subaltern courses are not required for career progression. They are aspects of individual training whose course contents add to the

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professional competency and survival skill of personnel at individual level. They mostly embody the extra physical training for toughening of personnel to conduct specialized tasks in support of military operations. These specialized courses include airborne, amphibious, counter terrorism, rigger and desert warfare courses amongst others. To encourage the NA develop the pool of personnel with these competencies, attendance and passing of these courses shall attract special allowances as remunerations depending on the level of the proficiency (Basic – Advanced). The monetary value of these allowances is to be determined and periodically reviewed by AHQ DAT and HQ NAFC.

35. **Promotion Examinations**. The purpose of promotion examination is to ensure that junior officers while in their subaltern years are professionally fitted and grounded to take up responsibilities of higher level at junior to mid-level command. In this regard, the NA shall conduct each of the under-mentioned examinations to test its serving combatant officers. AHQ DAT shall screen the list of eligible officers to determine those qualified for the respective examinations towards the end of a training year in preparation for the succeeding year. The examinations shall be conducted by TRADOC NA and shall be known and called:

- a. Lt - Capt Practical Promotion Examination (LCPPE).
- b. Capt - Maj Practical Promotion Examination (CMPPE).
- c. Capt – Maj Promotion Examination for Direct Regular (CMPE-DR).
- d. Senior Staff Course Qualifying Examination (SSCQE).

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36. It is the responsibility of commanders to provide guidance to officers under command to enable them prepare for all scheduled NA examination. In addition, cadres should be organized for prospective candidates to aid preparation. Modalities for the conduct, number of subjects per examination, scoring and number of attempts available to candidates to pass or qualify in the case of SSCQE are all contained in the NA Examination Charter. Notwithstanding the provision of the exam charter, all practical promotion examinations shall be conducted with respect to Map Reading, Weapon Handling and Physical Fitness subjects as follow:

- a. Map Reading subject shall include the conducted of practical day and night navigation for candidates. The practical navigation shall constitute 20% of the total Map Reading Score.
- b. The Weapon Handling subject shall include live firing for candidates. The live firing shall constitute 30% of the total Weapon handling score.
- c. Physical training subject to be conducted by the ASPT to NA standard for the candidates.

37. **Junior Staff Course.** The Junior Staff Course (JSC) is designed to equip young officers of the rank of captain in the NA with the basic staff skills for future staff, instructional and command appointments. The course is aimed at training them to develop their oral and writing skills while introducing the officers to perform the military staff functions thereby, laying the foundation for their subsequent career development in the NA. The attendance of the JSC shall be guided as follow:

- a. All officers of the rank of captain except the Executive

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Commission officers shall attend the JSC in the NA.

b. Priority of attendance in respect of vacancy shall be regular combatant officers - 70%, direct regular - 30%, in that order for every assembled JSC until the envisaged backlog is cleared.

c. The attendance of the JSC shall be mandatory for combatants and Direct Regular officers to be promoted to the rank of Major.

38. **Logistics Staff Course**. The Logistics Staff Course (LSC) is the professional course in the fields of military resource management and administration. It is aimed at equipping NA Officers with logistics skills to apply the functions and techniques on management of the logistics staff duties in support of NA operations. The aim is to acquaint the young officers with the structure, deployment, functions and tasks of the administrative units, sub units and installations of the NA and their interdependence with manoeuvre elements. The attendance of LSC shall be guided as follow:

a. The LSC at NACOL shall have the same status as the JSC at the AFCSC.

b. All combatant officers shall attend the LSC at NACOL.

c. The attendance of the LSC at NACOL shall subject to fulfilling other criteria, be substituted for JSC for DRC Officers only, the base requirement for the attendance of Senior Staff Course (SSC) at the AFCSC.

d. Priority of attendance in respect of vacancy shall be combatant officers - 60%, direct regular - 40% in that order

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for every assembled LSC until the envisaged backlog is cleared.

39. **Junior Leadership Course.** The Junior Leadership Course (JLC) is designed to equip NA Direct Regular Officers with leadership skill commensurate to their level of development in the NA. A Direct Regular officer of the rank of captain shall attend the JLC and the attendance of which shall form part of the assessment to the rank of Major.

40. **Mid-Career Courses.** Mid-career officers form the operational backbone of the NA, hence a deliberate effort shall be devoted to the training of these cadre of officers. Mid-career courses include SSC, SLSOCs and CCCs or its equivalents. Officers of the rank of Major influences the planning and execution of operations ranging from battalion to the brigade levels of command. Associated with this rank therefore comes an expectation of professional excellence. To prepare these officers to be creative and innovative to function better in an increasingly complex security environment, the NA has invested 3 mandatory courses for this cadre of officers namely the Senior Staff Course, Corps specific Company Commander's Course (CCC) and the recently introduced Senior Leadership and Staff Officers' Course (SLSOC) for DRC at NACOL. The attendance and passing of these courses shall be mandatory for the career progression of these officers in the NA.

41. The attendance of the Mid-Career Courses shall be guided as follow:

- a. AHQ DAT shall continue to oversight nominations for the attendance of the Senior staff course.
- b. The prospective officers who have qualified to

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attend the SSC shall be nominated to attend the course not later than the second year of their seniority on the rank of Major.

c. No NA officer shall attend both the JSC and SSC at foreign military institution.

d. The attendance of the LSC subject to fulfilling other criteria, shall qualify an officer for nomination for Senior Staff Course.

e. All NA Corps shall nominate their officers to attend the Senior Staff Course NLT the first year after the attendance of CCC.

f. Attendance of SLSOC is mandatory for all DRC Officers before the attainment of the rank of Lt Col.

42. **Senior Officers Courses.** The NA ensures a steady pool of subalterns are trained and carefully managed to ensure their successful evolution from junior and mid-career to the senior officer's cadre. At the attainment of the rank of a Lt Col, the officers must attend 2 mandatory courses to prepare the officers for the task of Battalion Command and or Joint Service assignments at the operational level. Upon completion of these courses, the officers would be better positioned to respond to emerging challenges of national security and form a pool of operational level staff for the NA. The two mandatory courses are the Battalion Commanders' Course and Army War College Course. The guideline for nomination of a senior officer to attend these courses shall include the following:

a. The officer shall be of the rank of Lt Col for both courses.

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b. The officer shall be nominated for the Battalion Commander's Course within the first year as a Lt Col, but must have a minimum of 3 years seniority on the rank for the War College Course.

43. **Strategic Level Officers Course.** The NA recognizes the importance of developing the strategic thinking competencies of officers of the Rank of Colonel and above to prepare them for Division and Military Strategic Level Joint Service Command and Staff appointments. The impetus accorded this level of training and military education in the NA is further dictated by the ever-increasing complexities of the security environment requiring the understanding of strategy and its application to state craft. The attendance of this course at the National Defence College (NDC) or its equivalent institutions shall be for Regular Combatant senior officers of the NA identified with high potential for further service and top-level military leadership opportunities. In the same vein, the attendance of the Leadership and Strategic Study Course (LSSC) shall be mandatory for Direct Regular Officers of the NA. The curriculum for the strategic level military education shall include the following:

- a. Conduct of seminars to demonstrate the understanding and application of strategic art occurs across all issues of governance.
- b. Inculcating inter-ministerial, agency and Service coordination in support to civil power and authority.
- c. Establishing military process for strategic planning for resolution of conflict that are inherently political in nature.

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44. At the end of the training, the participants of these courses in the NA would be able to demonstrate the following competencies:

- a. Provide military advice to policymakers to inform their understanding of the military instrument of national power and its relationship to policy goals and other instruments of national power.
- b. Formulate strategy, through the practice of strategic art, informed by policy guidance and a net assessment of strategic ends and means.
- c. Implement strategy through the practice of operational art (to include campaign planning), whether institutional or operational, to guide tactical action in the pursuit of strategic ends.
- d. To take up senior leadership and staff role at the formation and military strategic level.

45. The criteria for nomination to attend the NDC and equivalent in friendly institutions shall include the following:

- a. Must be a senior officer of the rank of colonel holding a combatant commission.
- b. Must pass an initial screening to be conducted by the MS(A) and adjudged eligible.
- c. Must have a minimum of 6 years ROD.
- d. The officer's nomination must be within the first 2 years of promotion to the rank of colonel.

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e. The attendance of National Institute of Policy and Strategic Studies (NIPSS) by a regular combatant officer shall not excuse the officer from attending the NDC Course in Nigeria.

f. An officer holding a direct regular commission who has a career profile to attend the strategic level officers' course shall be considered for the attendance of NIPSS/LSSC.

46. **Senior Leadership Course.** This is a capstone course designed for strategic level officers with identified leadership and management qualities and potential to hold strategic appointment as General Officer Commanding, Corp Commanders, managers of NA operations, senior mission leaders in PSOs and multinational force commanders. The attendance of this course is not to form participants into an exclusive club in NA, rather it is to provide such officers with identified attributes in a forum where participant's wealth of experience and knowledge of best practices in management of operations are shared and the NA is afforded a ready pool of senior officers with these competencies and experience to select from when there is the need to fill such appointment at the national or multinational command and staff level. The course shall run for a period of 8 weeks and participants must have attended the NDC or equivalent and of the rank of Brig Gen and Maj Gens. The NARC shall run the Senior Leadership Course twice yearly in conjunction with reputable local and international resource partners. The selection of participants for the course shall be conducted by the AHQ MS(A), nomination by AHQ DAT, all under the direction of the COAS. The Mandatory courses for the NA Officers is attached at Annex CC.

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NON-COMMISSIONED OFFICERS TRAINING

47. **Post Depot NA Battle Training for Young Soldiers.**

Young recruits upon graduation from Depot NA shall immediately undergo battle conditioning training in line with the following regulations:

- a. Selected young soldiers from Depot NA for the training shall be immediately without being posted to any unit, be assembled in Kachia for the specialized infantry training code named OP RESTORE HOPE.
- b. Another set of selected young soldiers from Depot NA shall be assembled in NATRAC for the counter terrorism training.
- c. The selected soldiers trained at these specialized training centers shall upon completion of the training be posted to units in operation areas for immediate employment of skills acquired.
- d. Any soldier having undergone such training shall not be posted to serve in any Service support Corps.

48. **NCO Training and Courses.** Keeping with the principle of progressive training, the next level of military training for a young soldier upon joining a unit is the Basic NCO Courses. The courses are aimed at developing young soldiers professionally at the crew, section, and platoon levels. The blocks of instruction will comprise basic Leadership, Map Reading, Communications, Physical Fitness Training, Weapons Training, Squad/Section Tactics and Corps responsibilities. The purpose is to achieve the following:

- a. Develop the leadership potential of the young soldier.

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- b. Build soldiers' physical fitness for toughness.
- c. Build endurance for long distance combat and tactical route marches.
- d. Enhance soldier's ability to deliver on corps responsibilities.
- e. Understand the soldiers' specialized role in combined arms and services concept.

49. NCO training and courses prepares the soldier for leadership while impart professional skills in them to function as part of the collective team or group for the accomplishment of unit or formation tasks. These courses imbibe in personnel all that is necessary to develop the technical and tactical competence and overall professionalism required of NCOs in the NA. These courses shall be conducted at the relevant Corps school and training centers in form of lectures, small group instruction, field demonstration, practical exercise, and situational training. Also, subject to demand for a particular competency at the formation level, AHQ DAT shall approve the conduct of certain courses to be conducted at the DTS. This shall be subject to availability of manpower with skill as training resources person at the division level. Certification shall be approved by the relevant corps, graded and standardized with the basic course training at the Corps School. The trained personnel shall attract commensurate remuneration for the acquired skill. Except for the voluntary course, attendance and passing of courses with appropriate trade and Corps certification shall form the basis for the promotion of the young soldier.

50. **SNCO Training and Courses.** Professional upgrading course are courses designed to train Senior Non-Commissioned

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Officers (SNCOs) with skills needed to assist the platoon commander in the exercise of command at the lower level. These courses also focus on building the leadership skills of platoon sergeants while improving their level of professional competence. While on these courses, SNCOs are placed in different leadership positions and evaluated on individual ability to lead others. Upon successful completion of these courses, SNCOs are expected become proficient in assisting the platoon commander in:

- a. Leading the platoon.
- b. Planning and conducting platoon level training.
- c. Demonstrate higher level of competency in performing corps functions, planning and supporting the conduct of tactical operations, and mentoring subordinates.

51. Instruction for SNCOs Courses and training shall be delivered through lectures, syndicate instruction, practical exercises, and group participations. Major areas of consideration will be leadership, training management, tactics during the respective Corps upgrading courses necessary to build competencies of SNCOs. The SNCOs course curriculum shall also include planning and conduct of physical fitness sessions for the platoon sized units. Other course content shall include performance-oriented training on communications and weapon handling. For the career progression, SNCOs shall attend and pass all requisite Corps courses with the highest trade certification as appropriate in addition to existing criteria to be eligible for promotion to the rank of Warrant Officer (WO) in the NA.

52. **Warrant Officers Training and Courses.** Warrant Officers require continual training. The engagement and training of these cadre of

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soldiers was recognized as critical to fill the leadership gap between the officers and soldiers of the NA. The Warrant Officers Academy (WOA) was therefore established to enhance warrant officers' leadership and management competencies. In addition to their special to Corps skills and by virtue of the experience acquired over the course of their careers, the warrant officers form a pool of personnel with experience, Service knowledge and regimentation. They therefore embody institutional knowledge required to sustain NA traditions. This class of personnel also serve as effective mentors to the younger soldiers in the unit.

53. In addition to other extant criteria, the attendance and successful completion of the WOA Course shall be required for promotion to the rank of Master Warrant Officer (MWO) in the NA. Subject to available vacancy, the attendance of the WOA shall be based on a rigorous selection process anchored on the following criteria:

- a. Must have attained at the minimum, the rank of Staff Sergeant in the NA and with a minimum of 2 years' seniority on the rank.
- b. Must have attended all requisite Corps courses up to the rank of Staff Sergeant.
- c. A Sergeant of exceptional ability and has attended all requisite Corps courses recommended and shall have the minimum of 7 years before his ROD recommended by his unit commander to AHQ DAT may be admitted to attend the WOA Course.
- d. Must have good disciplinary record with no pending case at the time of the nomination.

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- e. Must have a ROD of not less than 6 years at the time of completion of the course.

MANDATORY CORPS PROFICIENCY COURSES FOR SOLDIERS

54. The career progression of Soldiers in the NA shall be anchored on the individual soldier demonstrable ability to support the accomplishment of unit's mission during deployments and in peace time. Building competencies however is a function of the skill acquired through general, voluntary and Corps requisite courses. The competencies acquired through such process defined by rank in addition to other criteria shall determine the career advancement of the personnel in the NA. The stipulated mandatory Corps proficiency courses for soldiers shall be used in addition to other laid down criteria for the promotion and career advancement of soldiers in the NA. The mandatory Corps proficiency courses for soldiers in the NA is attached as Annex DD.

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PART 4: COLLECTIVE TRAINING

55. Collective training is that training conducted in institutions or units to prepare and enable cohesiveness in teams and units for the accomplishment of the NA operational requirements or missions. This part provides guidance, procedures and responsibilities for managing and developing effective collective training. The successful organization of training will reflect trained and well-drilled soldiers, leaders, and units that will perform assigned tasks to standard. Collective training programs build self-confidence, promote teamwork, esprit de corps and increases professionalism in soldiers, leaders and units. The organization and conduct of effective collective training are the cornerstone of a unit's ability to accomplish its mission. In this regard, the following guidelines are to be considered by commanders:

- a. Identify and train on those tasks that enables the accomplishment of the unit's critical mission.
- b. Preparation of the unit's Mission Essential Task List (METL) that serves as the focal point on which the commander plans, executes, and assesses training. This is critical throughout the entire training process and also aids commanders in allocating resources for training.
- c. Align the unit training development with sub-unit commander's competencies required to execute the NA doctrine.
- d. Develop, publish and enforce individual and collective tasks, following the prescribed standards.

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COLLECTIVE TRAINING AT THE UNIT LEVEL

56. Training in units aims to develop and sustain those individual and collective skills that soldiers, units and sub-units including squads, crews, and sections need to accomplish their missions. It focuses on building readiness and collective task proficiency to execute the unit mission and tasks. To help soldiers and leaders learn and sustain their skills, commanders develop training programs that implement the best mix of personnel for collective training.

57. Commanders are responsible for organizing unit training. They are to identify the training objectives and provide the necessary training guidance in addition to ensuring that training is supported with needed resources. Finally, commanders then conduct and evaluate the training and obtain feedback. They will be guided by the following principle in the conduct of unit training:

- a. Train to standard.
- b. Trains as you will fight.
- c. Train to develop adaptability.
- d. Train to understand the basics.
- e. Train to sustain.

58. Collective training at the unit level can be as simple as performance-oriented training of soldiers like shooting exercises during the conduct of range classification or as elaborate as battle drills and Field Training Exercise (FTX) involving squads or groups. Training exercises are an effective way of building the team-work necessary to meet operational requirement. The training

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exercises in units are also means to assess and evaluate the unit battle readiness, cohesion and proficiency. Depending on the directed training cycle, all units will have a quarter of the cycle to conduct and round off their training in readiness for the brigade training and exercises. The DTO shall coordinate training progression from units to formation in view of the allotted time for the training cycle.

COLLECTIVE TRAINING AT THE FORMATION LEVEL

59. The importance of Formation training is the emphasis it lays on the Combined Arms and Services Training. Proficiency in combined arms and services training is required for units, staff, and commanders to fight and win all land battles in a joint environment. Training and exercise at the formation level focusses on the integration of all Fire support, Intelligence, Electronic Warfare, Combat Support including Field and Air Defence Artillery, cyber and all combat service support element in combined training for joint manoeuvres and supports.

60. The Command aims to attain very early in the training cycle, proficiency of staff through battle staff training. Battle simulations are an important means currently available for commanders and staffs to practice combined arms integration. Once technical proficiency of the battle staff is achieved, it should be integrated with supporting, supported, and adjacent units in full-scale exercises of brigades under command against all contemporary adversaries that realistically represent the threats, their equipment, ideology and doctrines. The DTS shall have preeminence in the conduct of collective training at the division level. In this regard, the DTO shall ensure the following:

- a. Supervise collective training at unit level.

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- b. All division level training and exercises shall be based on the concept of combined arms.
- c. All division level training and exercises shall incorporate logistics components in the planning and execution.
- d. All FTX at division level shall mimic real life scenarios.
- e. There shall be written exercise papers for all FTX, copied to HQ TRADOC NA for monitoring and AHQ DASE for evaluation.

ARMY LEVEL FIELD TRAINING EXERCISES

61. The driver of collective training in the NA is the training directive issued by AHQ DAT. It signals and focus the direction for NA training priorities and sequence, thus establishing a system wide connection of NA training imperatives from the units, brigades and divisions that eventually culminates into an army level training/exercise. The NA training directive will usually be formulated to cover a period of one year or a biannual cycle. Division commanders shall also issue their directives to brigades and equivalent under command stipulating their training priorities and areas seeking particular emphasis or attention. In addition, formation directives shall also cover specific commitments such as study days, TEWTs and CPX. It may also include competitions, all arms training and exercises in which the brigade/units may be involved during the training cycle.

62. The training directives is designed to accommodate training at all levels from units to formations to be implemented in a logical and progressive sequence. In recent past, the NA training

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cycle had been on biennial basis upon which the NA training directive is anchored. In a biennial cycle, the units training is to be conducted over a period of 6 months. Unit training activities within this period will include preparations for the training year, all aspects of individual training, cadres, battle drills and range classification. The next stage covering a period of 6 months will be training activities preparatory for the conduct of brigade level exercises and these will include training drills, simulations, CPX and TEWTs that will culminate into a Brigade FTX. Activities in the following 6 months will be geared towards the actualization of the Division's training exercises and finally the next 6 months will be devoted to preparation and actual conduct of army level exercise to accomplish the NA training directive. AHQ DAT shall indicate the duration span of a training directive. In an annual training cycle, all stakeholders shall have half the time stipulated for a biennial training cycle culminating in the formation or army level yearly FTX.

63. Training exercises contain 3 phases namely the pre-exercise, execution, and post-exercise phases. The following sequence of activities with timelines shall signal the commencement of pre-exercise or preparation phase till the start of the FTX:

- a. AHQ DAT shall send Warning Orders to all formations with detail of plans to conduct an army level training during the last quarter of the training cycle. The instruction shall be sent by the end of second quarter.
- b. AHQ DAT shall in consultation with AHQ DAOP nominate the formation(s) and other supporting unit(s) that would be exercised. The nomination shall be conveyed by the end of second quarter of the training cycle.

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- c. HQ TRADOC shall commence the writing of Exercise Papers and the conduct of initial recce in conjunction with NATRAC by the beginning of third quarter of the training cycle.
- d. HQ TRADOC shall conduct the first coordinating conference with all stakeholders and all Logistics Corps elements in attendance by middle of the third quarter of the training cycle.
- e. AHQ DASE shall schedule an oversight visit to HQ NATRAC for inspection of facilities, locations and staging areas by the middle of third quarter of the training cycle.
- f. HQ TRADOC shall conduct final coordinating conference with all stakeholders in attendance by the beginning of last quarter, two weeks before the commencement of the scheduled FTX.
- g. AHQ DAT shall ensure all resources and support for the FTX are made available to all stakeholders by the last week of the third quarter of the training cycle.

64. The execution phase begins at start of exercise and concludes with the end of the exercise. During the execution phase, player formation and units under command participate in the exercise, which is controlled and evaluated according to plans developed during the pre-exercise or planning phase. The post exercise phase, beginning at ENDEX, covers reviews and reports. All training events and exercises shall conclude with after-action reviews (AARs). In AARs, commanders determine accomplishment of exercise objectives based on input from all stakeholders including staffs, controllers, evaluators, umpires, and Demo Unit as appropriate.

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**NIGERIAN ARMY COMBINED COMBAT ARMS AND
COMBAT SERVICE SUPPORT SCHOOLS FIELD TRAINING
EXERCISE**

65. The availability of units for conventional FTX is increasingly becoming a challenge due to the commitment of troops in various theatre of operations across the country. The NA's fulfillment of continental obligation of providing troops for PSOs has further exacerbated an already precarious manpower situation for the conduct of an Army level exercises. As a stop gap measure to ensure the continuous conduct of Army level exercises for the training year, the combined NA combat arms and combat service support schools FTX shall be directed by AHQ DAT. The NA schools FTX shall be conducted twice yearly at NATRAC. Depot NA recruit shall be integrated to serve as part of the exercise troops. The exercise would replace the final FTX usually conducted at the end of courses at NA schools. In line with this concept, HQ TRADOC NA shall oversight the preparation and organization of the combined NA schools FTX in accordance with NA Doctrine as follow:

- a. Synchronize the relevant NA school's training schedule with a view to accommodating the conduct of the combined schools exercise.
- b. Commence preparation for the combined school FTX immediately after the course scheduling conference.
- c. Write the exercise paper in line with combined arms concept.
- d. Liaise with other relevant AHQ Department, Corps HQs and NATRAC for the conduct of the exercise.

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PRE AND POST OPERATIONAL DEPLOYMENT TRAINING

66. During peacetime, personnel undergo traditional training in their units to maintain their operational readiness for the conduct of military operations. At this time, commanders organize routine individual and collective training including medicals, physical fitness and drills for troops to maintain the unit's premium readiness level. Upon receiving mobilization notice, unit commanders commence preparation for deployment. Such preparation includes the required mission specific briefings, additional training and possibly psychological counselling to ensure troops are ready physically and mentally for deployment.

PRE-DEPLOYMENT TRAINING AND ACTIVITIES

67. Pre-deployment training is designed to ensure every soldier earmarked for operational deployment is fully prepared for active duty in a combat environment. Formations and Units preparing to be deployed in the theatre of operations shall be required to undergo a compulsory 4-weeks pre-deployment combat training. Such training shall focus on comprehensive environment based realistic battle scenarios. HQ NASI shall conduct the following pre-deployment activities:

- a. Concentration and marrying up of troops.
- b. Reorganization and regrouping of troops.
- b. Facilitate and create the environment for building cohesion among the inducting troops.
- c. Ensure the conduct of a comprehensive medical and physical examination to determine suitability of troops for purpose.

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- d. Conduct range and classification and test personal weapon of inducting troops.
- e. Conduct refresher lectures and practical conduct of map reading, field craft and tactics, endurance training and first aid.

IN-THEATRE TRAINING AND ACCLIMATIZATION

68. In-theatre training refers to all training activities and learning initiatives undertaking after deployment into the theatre of operations. It also includes induction training delivered on arrival to equip personnel with knowledge of theatre awareness considered important for manoeuverability and survival in the theatre. The 1 and 8 DTS shall be responsible for the conduct in-theatre training for North West Operations while NASFS conducts in-theatre training for North East Operations. In-theatre training shall cover a period of 4 weeks and shall include the following activities for troops:

- a. Conduct of convoy drills and tactical movement within the theatre.
- b. Conduct of ambush and anti-ambush drills.
- c. Conducting training on attacking terrorist camps.
- d. Conduct of cordon and search operations.
- e. Conduct of IED awareness training.
- f. Familiarize inducting troops with TTP of the adversary.
- g. Weapon handling.
- h. First Aid /Basic life support training.
- i. Motorcycle employment.
- j. Areal and mobile defence.
- k. Raid operations.

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- i. International humanitarian law.
- j. Conduct of night firing/night operations.

DE-INDUCTION TRAINING

69. Deployments to combat operations can be a highly stressful experience. During combat, personnel faced challenges relating to their employment in battles which can range from psychological Post Traumatic Stress Disorder (PTSD), to physical or both. On completion of the tour of duty, it is essential for troops to have a carefully planned re-integration process to return them back to regular unit and family life. HQ NATRAC shall conduct the following de-induction activities for troops returning from theatre:

- a. Conduct a comprehensive medical and physical fitness check to ascertain the de-inducting troops health and fitness status.
- b. Conduct of psychological evaluation and counselling in conjunction with HQ NAMC.
- c. Conduct of regimental and ceremonial parade and drills.
- d. Reintroduction of troops to extra curricula activities.
- e. Conduct of routine unit training.
- f. Dispersal to units.

TRAINING FOR PEACE SUPPORT OPERATION

70. Nigeria's international obligations to global peace have influenced NA's deployment as part of UN, AU or ECOWAS peacekeeping initiatives. The NA's global acclaim in PSO has been achieved through the diligent implementation of standard procedures for peace keeping. This is to be sustained through the conduct of specialised training that provide NA Personnel with

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current best practices in PSO. In this regard, the MLAILPKC shall lead NA's PSO training effort in the conduct the following:

- a. Core PSO Training.
 - (1) Infantry Battalion/Support Units role in PSO.
 - (2) Military Adviser Training.
 - (3) Protection of Civilians Operational Level Training.
 - (4) Child Protection Training.
 - (5) Gender Protection Training.
 - (6) Human Rights Training
- b. Pre-Deployment Training.
 - (1) Development of Mission Specific Concepts of Operations (CONOPS).
 - (2) The Operational Environment.
 - (3) Mission Specific Training.
 - (4) Mission Integration Training.
 - (5) Tactical and Technical Skills training.
 - (5) Rules of Engagement/Directive on Use of Force.
 - (6) Memorandum of Understanding.
 - (7) Current Situation at the time of deployment.
- c. De-induction Training. This shall be a 4 weeks training to include:
 - (1) Debriefing of Troops.
 - (2) Conduct of Medical Examinations.
 - (3) Re-orientation Training.
 - (4) Other de-induction activities relating to extra curricula and regimental activities.

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PART 5: IMPLEMENTATION PLAN

71. The Nigerian Army Training Policy 22 shall be implemented by AHQ DAT in conjunction with HQ TRADOC NA, NATRAC, Corp HQs, NA Training Schools and Division Training Schools. It shall involve the appraisal and compilation of all officers and soldiers currently due to attend the mandatory and corps courses by third quarter 2022.

72. The AHQ DAT in conjunction with the MS(A) shall compile the list of officers for the career mandatory Courses while the respective Corps HQs shall compile for both the officers and soldiers of the Corps by third quarter of 2022. Once the total number of personnel is known, AHQ DAT and AHQ MS(A) shall prepare a schedule by third quarter 2022 for the officers to attend these courses in order of seniority until all backlogs are cleared.

73. The Corps schools shall also conduct appraisal of School facilities for possible expansion temporarily to accommodate the surge in the number of students that need to go through the programs in all the school by Third Quarter 2022. The Corp schools shall also appraise various school's curriculum to accommodate new additional scope of instructions based on the objectives to be achieved by the Training Policy by Third Quarter 2022. The DTOs shall also appraised all B3 level courses and modalities for their startup and conduct at the DTS by Third Quarter 2022.

IMPLEMENTATION GUIDELINES

74. The implementation guidelines for the Nigerian Army Training Policy shall be as follows:

- a. **AHQ DAT**. AHQ DAT shall take the lead in the Implementation of the Nigerian Army Training Policy 2022.

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Guidelines for the conduct of all FTXs shall be directed by AHQ DAT. Preparation of resources for the smooth take off of the NATP shall be harmonized with all Corp and Schools and other stakeholders including HQ TRADOC and NATRAC by third Quarter 2022

b. **AHQ MS(A)**. AHQ MS (A) shall immediately prepare the list of all officers reflecting courses yet to be attended in line with the policy to allow the preparation of nomination schedule in conjunction with AHQ DAT by third quarter 2022.

c. **HQ TRADOC NA**. HQ TRADOC NA shall be responsible as follow:

(1) In conjunction with NATRAC to effectively coordinate, evaluate and oversee the implementation of the NA training policies in line with the directives by AHQ DAT and Office of the COAS.

(2) To develop a checklist for personnel embarking on comparative foreign courses for feedback on the aspect of the training to derive maximum benefit from such training.

d. **Corp HQs**. Corp HQs shall prepare the list of soldier's attendance of courses with a view to determining those whose course profile are up to date and those who are yet to attend mandatory corps courses. The list shall be used to program corps soldiers to keep their course profile updated. Corp HQs will also support corps schools for posting of instructors

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e. **NA TRAINING SCHOOLS.** The conduct of FTX shall be twice yearly at NATRAC. Depot NA recruits shall be integrated to serve as the exercise troops. The exercise would replace the final FTX usually conducted at the end of courses at NA schools.

f. **Office of the COAS.** The Office of the COAS shall provide strategic direction for the overall implementation of the NA training policy. The office of the COAS shall periodically convene a committee to evaluate stakeholders' compliance with the implementation of the NA Training Policy 2022.

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ANNEX A TO
NA TRAINING POLICY
DATED SEP 22

ARMY HEADQUARTERS DEPARTMENT OF TRAINING

1. The NA ensures that the best possible facilities are made available at the training institutions to conduct realistic training. The AHQ Department that sits atop the NA military training and education system is AHQ DAT. The department reports directly to the COAS and is responsible for the training of all NA personnel. AHQ DAT discharges these responsibilities by scheduling all NA training activities. The department also conveys the COAS training directives to NA Formations, Corps and Schools in liaison with HQ TRADOC who exercise oversight control on all NA training schools. It also coordinates support for the Formations and Corps to achieve their training mandates by:

- a. Designation of training areas available to the NA Formations, Corps, and Schools and provides support for the maintenance of the training areas.
- b. The issuance of clear training directives for the training cycle.
- c. Assisting Corps and Formations to coordinate the provision of training support essentials which includes training stores, ammunition and pyrotechnics, training aids, skilled manpower and funds for training.
- d. Programming officers for the attendance of common to all mandatory career courses and examinations in conjunction with AHQ Dept of MS (A) and HQ TRADOC respectively.

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- e. Nominate and support formation/units for the conduct of army level field training exercise for the training cycle.
- f. Coordinate and manage the partner relationship between the NA and foreign partners for the conduct of training of NA personnel.
- g. Constitute AHQ Training Team to oversee the conduct of partnership training and interface with partners when such training is directed by the COAS.

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ANNEX B TO
NA TRAINING POLICY
DATED SEP 22

TRAINING AND DOCTRINE COMMAND

1. The Training and Doctrine Command Nigerian Army (TRADOC NA) was established as the 'Think Tank' and 'Center of Excellence' of the NA to develop and evaluate operational doctrine, force structure and training of personnel for the NA. This was with a view to evolving common framework and approach to NA operations from which plans could be developed and successfully implemented through effective application of a Joint doctrine. The organizational structure, roles and responsibility of TRADOC are as follow:

a. **Organization and Structure.** HQ TRADOC is headed by the Commander, TRADOC NA who is to be assisted at the HQ by the Chief of Staff (COS) and the Admin Bn. TRADOC has 3 Departments namely, the Department of Doctrine and Combat Development (DDCD), Department of Training (DOT), Department of Research Development Test and Evaluation (DRDT&E). Each headed by a Maj Gen. There is also the Directorate of Army Training Support Center (ATSC) headed by a Brig Gen who reports directly to the Comd TRADOC NA.

b. **Roles and Responsibility.** The mission statement of TRADOC is to develop and evaluate doctrine, training and research for the NA. In this regard, TRADOC's role shall be as follow:

(1) To develop and evaluate doctrine and force

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structure for the NA and to implement AHQ training policies and directives.

(2) To coordinate the Professional Military Education (PME) of NA personnel through the exercise of oversight control of all NA training schools and ensure the implementation of NA training policies and directives.

(3) To conduct yearly evaluation of all NA training schools facilities, training aids and curriculum.

(4) To conduct and coordinate research activities in conjunction with DATI, Defence Headquarters (DHQ), Defence Industries Corporation of Nigeria (DICON), other sister services and relevant civil establishments.

(5) Formulates and implements training policies in line with NA Doctrine.

(6) Liaises with local industries to obtain technological and training support.

(7) Prepares and produces training manuals in liaison with corps and services.

(8) Monitors NA training schools for currency of NA Doctrine.

(9) Prepares and reviews examination modules.

(10) Coordinates the provision of training aid sin support of NA institutions.

(11) Conducts promotion examinations for NA officers.

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- (12) Reviews examination syllabi for the NA.
- (13) Acts as Corps HQ when two divisions are simultaneously committed to operations.
- (14) Acts as an alternate AHQ.
- (15) Any other duty as may be assigned by ASA.

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ANNEX C TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY TRAINING CENTRE

1. The organizational structure, roles and responsibility of NATRAC are as follow:

a. **Organizational Structure.** NATRAC is commanded by a major General and assisted by the COS who is a Brigadier General. It is structured into a HQ 2 with directorates. The 2 directorates are the Soldier's Professional Training (SPT) and Conventional Warfare Exercise (CWE) Directorates, both headed by Brig Gens. There is also the Camp organization. It is organized into the Combat Arms Wing, Combat Support Arms Wing, **Combat Support Services Wing, NATRAC Administrative Battalion and Army Training Support Cell.**

b. **Roles and Responsibilities.** The mission of NATRAC is **to conduct realistic mission-specific training on a variety of present and future operations in order to provide troops with requisite combat proficiency skills.** To accomplish this mission, the Centre shall have the following responsibilities.

(1) Conducts conventional warfare training for NA battalions, brigades and divisions.

(2) Host and conduct in conjunction with HQ TRADOC the annual/biannual army level FTX as directed by AHQ DAT

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- (3) Provides core fighting skills for soldiers of the NA while upgrading their capabilities through courses for junior and senior non-commissioned officers.
- (4) Provides conducive environment for specialized training on some special operations for units of the NA.
- (5) Provide de-induction training for units returning from peace Keeping Operations, in order to re-orient them to environment-specific warfare status.
- (6) Training of QRG and Unit Basic CT Course.
- (7) Conduct post-NDA and post-Depot NA training of young officers and soldiers in preparedness for the CTCOIN operations as directed by AHQ DAT.
- (8) Conducts de-induction training of units disengaged from PSOs and the CTCOIN operations.
- (9) Midwife the gradual expansion of NATRAC to attain the status of a Centre of Excellence for Conventional Warfare and CTCOIN training.

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ANNEX D TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY SCHOOL OF INFANTRY

1. The organizational structure, roles and responsibility of NASI are as follow:

a. Organizational Structure. NASI is organized into a HQ, a Training Brigade and 10 training wings. The HQ comprises the Commandant, Dy Commandant, Members of Training Team (MTT) headed by the TTL, Staff Officers Grade 1 and 2 in charge of Administration, Logistics and Training respectively. Each wing is headed by a Chief Instructor (CI) of the rank of Colonel. There are also support departments namely the Physical Training, Motor Transport, Quartermaster and Catering and departments.

b. Roles and Responsibilities. The roles of NASI shall be as follows:

(1) To train officers, and NCOs in the art of command and employment of infantry units and sub-units in both peace and war time.

(2) To develop tactics, techniques and procedures as well as produce instructors to implement approved NA Doctrines for the Infantry Corps at battalion level and below.

(3) To train officers and NCOs of all corps in the operation, deployment and employment of all

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infantry weapons and equipment in all phases of conventional warfare and MOOTW.

(4) To participate in the development, review and testing of doctrines and materials for infantry units.

(5) To carry out any other tasks that may be assigned by the ASA.

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ANNEX E TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY ARMOUR SCHOOL

1. The organizational structure, roles and responsibility of NAAS are as follow:

a. **Organizational Structure.** The NAAS is organized into a HQ and 4 Training Departments. The HQ comprises of the Comdt, Dy Comdt, MTT, Staff Officers of Training, Administration and Logistics Cells. The Departments in NAAS are Tactics Department, Automotive Department, Weapons Department and Communication Department. Each Department is headed by a Director of the rank of Brigadier General. There are also some support departments namely Physical Training, Motor Transport, Quartermaster and Catering departments.

b. **Roles and Responsibilities.** The role of NAAS shall be as follows:

(1) To train officers and NCOs in the art of command and employment of Armour units and sub-units in both peace and war.

(2) To develop tactics, techniques and procedures as well as produce instructors to implement approved NA Doctrines for the Armour Corps at battalion level and below.

(3) To train Armour officers and NCOs in operation, deployment and employment of armour

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tanks and equipment in all phases of war and MOOTW.

(4) To participate in the development, review and testing of doctrines and materials for armour units.

(5) To carry out any other tasks that may be assigned by the ASA.

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ANNEX F TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY SCHOOL OF ARTILLERY

1. The organizational structure, roles and responsibility of NASA are as follow:

a. **Organizational Structure.** NASA is saddled with the responsibility of training gunner officers, NCOs and soldiers to competently support NA operations. The Artillery personnel are groomed on gunnery procedures, operational maintenance and tactics among others. NASA is structured into 5 wings due to the diverse technical nature of the Corps. Artillery training focuses on speed and accuracy to meet up with the contemporary operational requirements in the field.

b. **Roles and Responsibilities of NASA.** NASA shall be responsible for various training activities are as follows:

- (1) Gunnery training in Field and Air defence wings.
- (2) Ballistic and metrological training.
- (3) Artillery manoeuvre training exercise to perfect handling of artillery platform in the field.
- (4) Basic and advance training on target acquisition.
- (5) Liaising with military training institutions and civil establishments to undertake seminars and

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workshops in order to fill gaps in specific to corps lectures on human rights, counter terrorism and counter insurgency warfare.

(6) Hosting of institutions such as AFCSC, NAF GrdTrg School, NDA and WOA when presentations, dry deployment drills, equipment display, demonstration and live firing are conducted.

(7) Bi-annual end of course exercise code named Ex MUNGAMA.

(8) Combined end of year exercise such as Ex KUNGAMA, mostly hosted by NASI and WOA in which NASA provides a field gun battery and an air Defence troops for the exercise.

(9) Basic medium and advanced artillery training for various categories of personnel (officers, NCOs and soldiers).

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ANNEX G TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY SCHOOL OF MILITARY ENGINEERING

1. The organizational structure, roles and responsibility of NASME are as follows:

a. **Organizational Structure.** NASME is structured into HQ headed by the Comdt, who is a Maj Gen and assisted by the Dy Comdt a Brig gen, 3 training branches which are the Combat Engineering Wing, Civil Engineering Wing and Mechanical and Electrical Engineering Wing which is headed by a Chief Instructor respectively. The school is also supported by Army Training and Support Centre (ATSC), NASME Demo Regt (NDR) and the Research Development and Trail Evaluation (RDTE) Centre.

b. **Roles and Responsibilities of NASME.** NASME shall be responsible for various training activities are as follows:

- (1) Training of personnel in combat engineering role.
- (2) Conducts local and specialized training in conjunction with training support provide by GTAG, US AFRICOM and BMATT.
- (3) Training of artisan in various engineering field to address the manpower requirement of the NAE to support the NA.
- (4) Conduct of C-IED and EOD training to personnel.

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- (5) Invention and Innovation aimed at enhancing the capabilities of the NAE into useful ideas, product and devices for the benefit of the NA and the country at large.
- (6) Training of officers and SNCOs of the NAE for career development and progression.
- (7) Conduct of test trails evaluation and induction of new equipment into the NA.
- (8) Hosting of institutions such as AFCSC, NDA and NAF for presentations, equipment display, demonstration and live firing of explosives.
- (9) Carryout any other tasks that may be assigned by COAS.

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ANNEX H TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY SCHOOL OF SIGNALS

1. The organizational structure, roles and responsibility of NASS are as follow:

a. **Organizational Structure.** NASS is structured into a HQ headed by the Comdt, who is a Maj Gen and assisted by the Dy Comdt, a Brig Gen. The HQ is structured into the Training Branch with 4 Depts, each headed by a director who is a Brig Gen. The depts are Cbt Comms Dept, Engr Dept, ICT Dept and Tech Sys Dept. There are 2 Sp depts namely the RDTE, and ATSC headed by Cols and a Demo Regt.

b. **Roles and Responsibilities.** NASS shall be responsible for the training of officers, NCOs and soldiers of NAS, other corps and personnel of sister services in Combat Communication as well as Information and Communication Technology related courses. The roles of NASS shall include:

- (1) Professional training of communicators and technicians.
- (2) Conduct of trade and upgrading courses for NA NCOs and soldiers on communication related skills.
- (3) Conduct of test, trials, evaluation and induction of new equipment into NAS.

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- (4) Development of personnel competencies in the field of ICT.
- (5) Keeping pace with the emerging trends in telecommunications technology and combat communication by constantly reviewing its courses and curricular.
- (6) Liaison and collaboration with similar civil training institutions for mutual benefits as well as capacity building.
- (7) Improve ICT and computer awareness in the NA.
- (8) Conduct R&D in telecommunications, electronics, EW, cyber security and ICT.

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ANNEX I TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY INTELLIGENCE SCHOOL

1. The organizational structure, roles and responsibility of NAIS are as follow:

a. **Organizational Structure.** NAIS is divided into Headquarter which is an Administrative Wing headed by the Commandant who is of the rank of Major Gen and assisted by the Deputy Commandant/Director of Studies who is of the rank of Brig Gen. Training Departments include Combat Wing, Security Wing, Technical Wing, Computer Wing, Psychological Wing and Weapon Handling Company.

b. **Roles and Responsibilities.** The roles of NAIS shall be as summarized below:

- (1) Advising the CMI on the NAIC training policy.
- (2) Carrying out research, test and evaluation regarding equipment and materials.
- (3) Ensuring that training activities are in consonance with the current NA training policy.
- (4) Training of NAIC personnel.
- (5) Training other personnel of the NA, sister services and other government agencies in basic intelligence and security.

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ANNEX J TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY SCHOOL OF SUPPLY AND TRANSPORT

1. The organizational structure, roles and responsibility of NASST are as follow:

a. **Organizational Structure.** The School is organised into 2 main Branches; the Administrative and Training Branches (G1 and G3 cells), 5 Instructional Depts and a Demonstration Bn. The School is headed by the Commandant who is of the rank of Major Gen and assisted by the Deputy Commandant/Director of Studies who is of the rank of Brig Gen. The Depts are Operations/Movement, Driving and Maintenance, Fire/Safety, Supply/Storeman and Catering.

b. **Roles and Responsibilities.** The primary responsibility of NASST shall be to train officers, NCOs and soldiers of NACST to become technically proficient in ST functions for peace and wartime deployment. The specific roles are to train:

- (1) Drivers, cooks and fire fighters for the NA.
- (2) Officers of the Corps in logistics support to the NA.
- (3) Officers of other corps on MT duties.
- (4) Officers on modern methods of logistics support in conventional and asymmetric warfare.
- (5) Soldiers to function as store men in ST stores for POL and rat.

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ANNEX K TO
NA TRAINING POLICY
DATED SEP 22

NIGERIA ARMY SCHOOL OF MEDICAL SCIENCES

1. The organizational structure, roles and responsibility of NASMS are as follow:

a. **Organizational Structure.** The NASMS organizational structure consist of HQ NASMS, Admin Company, Wings and Departments for the effective command and control of staff and students as well as the smooth conduct of trainings.

b. **Roles and Responsibilities.** NASMS is responsible for various training activities as follows:

(1) To train NA personnel in medical/health related courses for manpower development and management with adequate skills for optimal healthcare service delivery.

(2) To train officers of NAMC for career development and progression.

(3) To train NA personnel for Combat Life Saver and Combat Medics.

(4) To train personnel in academic and professional courses for effective and efficient service delivery in NA healthcare facilities.

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ANNEX L TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY ORDNANCE SCHOOL

1. The organizational structure, roles and responsibility of NAOS are as follow:

a. **Organizational Structure.** HQ NAOS is organized into 2 main Branches; the Administrative and Training Branches (G1 and G3 cells), 4 Academic wings, a Research and Development cell and a Demonstration Bn. The School is headed by the Commandant who is of the rank of Major Gen and assisted by the Deputy Commandant/Director of studies who is of the rank of Brig Gen. The Academic wings are the Management Courses Wing, Armament and Ammunition Courses Wing, Technical Courses Wing and Supply Courses Wing (SCW).

b. **Roles and Responsibilities.** The primary responsibility of NAOS is to train officers and soldiers of NAOC to become technically proficient in ordnance functions for peace and wartime deployment. The specific roles are to train:

(1) NCOs capable of handling printing job in various specialties for the NA.

(2) Officers and NCOs in the receipt, handling, maintenance and issue of technical and mechanical stores.

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- (3) Officers of other corps on basic management of stores at unit level.
- (4) NCOs on textile refitting and leather works
- (5) NCOs on the sewing and production of all NA military uniforms.
- (6) Senior NAOC officers on modern materials management concepts and techniques.
- (7) Officers on modern methods of public procurement.
- (8) Officers and NCOs on modern concepts and techniques in material and logistics management.
- (9) NCOs to function as store men in ordnance depot and unit QM.
- (10) NAOC officers and NCOs to be proficient in the handling, storage, maintenance and management of ammo, explosives and armament to enable them function effectively as Armament and Ammunition Technical Officers (AATOs).

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ANNEX M TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY SCHOOL OF ELECTRICAL AND MECHANICAL ENGINEERING

1. The organizational structure, roles and responsibility of NASEME are as follow:

a. **Organizational Structure.** The School HQ is organized into two main branches: the administrative and training branches (G1 and G7 cells), five academics wings, research and development cell and a Demo Bn. HQ NASEME is headed by the Comdt who is of the rank of Major Gen and assisted by Deputy Comdt/DOS who is of the rank of Brig Gen. The academics wings are the Management Industrial Engineering and Basic Wing (MIEBW), Mechanical Engineering Wing (MEW), Electrical Electronics Engineering Wing (EEEW), Weapon Engineering Wing (WEW) and Instrument Office Equipment Wing (IOEW).

b. **Roles and Responsibilities.** NASEME shall be responsible for development of technical manpower for NASEME in particular and the NA in general. The specific roles shall be to train:

(1) NCOs capable of handling repairs and maintenance of all variants of vehicles in the NA inventory.

(2) Soldiers capable of handling repairs and maintenance of all variants of Guns used by the NA.

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- (3) Soldiers proficient in other trades such as; recovery mechanics, welding and fabrication, spray and painting refrigeration and air-conditioning technicians and EME Electricians among others.
- (4) NA officers and NCOs on Instructors' Course.
- (5) NA soldiers on Basic Amourers' Course.
- (6) Officers and NCOs on Gunboat Maintenance Course.
- (7) NCOs on Advanced Armour and Artillery Weapon Instrument Course.
- (8) Officers on Young Officers' Course.
- (9) Officers on Company Commanders Course.
- (10) Officers on Commanding Officers Course.
- (11) Officers on officers Armour Fighting Course.
- (12) Officers on Officers Armament and Instrument Course.
- (13) NASEME offers management courses for both officers and warrant officers to enhance the performance of their technical duties and build requisite skills to effectively manage available resources in NAEME workshops in the field.

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ANNEX N TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY INSTITUTE OF SCIENCE EDUCATION
AND TECHNOLOGY

1. The organizational structure, roles and responsibility of NAISSET are as follow:

a. **Organizational Structure.** The NAISSET is headed by a Maj Gen. HQ NAISSET is composed of 3 Cells namely the Registrar, Coord and Admin Cells all headed by a Brig Gen and the Institute Librarian is a Lt Col. The school is further organized into 3 separate institutes as follow:

(1) Military Courses Wing. HQ NAISSET is directly in charge of coordinating and running the military courses. These include, Corps Courses, General Courses, Languages and ISTD. Each of these is headed by a CI of the rank of Maj.

(2) Nigerian Army College of Education. The Nigerian Army College of Education (NACOE) co-located with NAISSET in Ilorin is one of the 2 Institutions directly under the control of NAISSET. The College is headed by a Provost who is a Brig Gen who is deputized by registrar and Dy Dir of works and services, both Cols. The Academic Wing of the College is divided into 5 schools namely, School of Education, School of Science, School of Art and Social Sciences. All the schools are headed by a Dean.

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(3) **Nigerian Army College of Environmental Science and Technology.**

The Nigerian Army College of Environmental science and Technology (NACEST) located in Makurdi, is headed by a Rector who is a Brig Gen. The college is divided into 5 Schools namely, School of GS, School of Environmental Science, School of Buss/Mgt, School of Natural and Applied Sciences and School of Engr Tech. All the schools are headed by a Dean.

b. **Roles and Responsibilities.** NAISSET roles and responsibilities as contained in the Establishment Order was to coordinate the training activities of NACOE and NACEST and superintend over their leadership. However, the day-to-day management operations of the 2 Colleges rest with heads of the Institutions among other roles and responsibilities. The Comdt provides leadership that facilitates the effectiveness of the 2 Institutions. Among other things, the responsibilities of NAISSET shall be as follow:

- (1) Ensures that the 2 Institutions operate according to establishment objective.
- (2) Ensures that the 2 colleges run their courses as approved by the NA.
- (3) Ensures that the Courses are affiliated with the relevant professional bodies for proper accreditation and make them more valid.
- (4) Makes regular supervisory visits to the schools to ensure right application of policies and programs to achieve effectiveness.

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ANNEX O TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY SCHOOL OF FINANCE AND ADMINISTRATION

1. The organizational structure, roles and responsibility of NASFA are as follow:

a. **Organizational Structure.** NASFA is organized into a HQ headed by the Comdt who is of the rank of Brig Gen. There are 5 Wings in NASFA. These are the Registry, Records, Student Affairs R&D and Training Branch which is sub-divided into the Academic (Long Courses) and Military Courses (Short Courses) Divisions. The departments under the Academic Division are Accountancy, Office Technology Management (OTM), Military and Service Accounts Department (MASAD), Clerk GD/Record Department and Languages Department.

b. **Roles and Responsibilities.** NASFA shall be responsible for various training activities are as follows:

- (1) To equip finance officers with the right competencies to carry out financial and administrative responsibilities across NA formations/units as well as Defence units.
- (2) To train professional and competent finance clerk for the NA.
- (3) To train professional and competent general duty clerks to carry out clerical functions in NA offices.
- (4) To train and muster record clerks for the NA.
- (5) To train professional accountants for the NA.
- (6) To train confidential secretaries for the NA.

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ANNEX P TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY SCHOOL OF MILITARY POLICE

1. The organizational structure, roles and responsibility of NASMP are as follow:

a. **Organizational Structure.** The NASMP is organized into 3 main branches, Headquarters, Training branch and Administrative Company. The School is headed by the Commandant who is a Brig Gen and assisted by the CI, a Col who is the head of he Training branch and the SO1 G1, SO2 G1. The Training branch is headed by CI. The Training branch is subdivided into various SI Wings. The Administrative Branch comprises the Admin Coy, MT Yard, QM and Cat Dept.

b. **Roles and Responsibilities.** The NASMP shall be responsible for the training activities as follows:

(1) Officers NCOs and soldiers on modern criminal investigations, police duties and force protection.

(2) Officers NCOs and soldiers on the conduct of physical security survey on any establishment.

(3) Officers NCOs and soldiers on criminal investigation, Road Traffic Accident investigation and Police report writings.

(3) In collaboration with Ahmadu Bello University (ABU) Zaria officers of the rank of Capt

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and above are awarded Post Graduate Diploma in Police Administration and Security Management on successful completion of the course.

(4) In collaboration with ABU Zaria, SNCOs are awarded Diploma in Security Management on completion of the course.

(5) Officers, NCOs and soldiers as professional physical security supervisors and physical security protection experts.

(6) NCOs and soldiers as professional Military Working Dogs (MWD).

(7) NCOs and soldiers as professional (MWD) handlers.

(8) Officers, NCOs and soldiers are trained in the rudiment of basic forensics and crime scene profiling.

(9) Officers, NCOs and soldiers are trained in the protection of Main Supply Route (MSR).

(10) NCOs and soldiers are trained as Military Police outriders.

(11) Officers, NCOs and soldiers are trained in protection of VIPs.

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ANNEX Q TO
NA TRAINING POLICY
DATED SEP 22

ARMY WAR COLLEGE NIGERIA

1. The organizational structure, roles and responsibility of AWCN are as follow:

a. **Organizational Structure.** The AWCN is to prepare senior military participants for responsibilities as commanders on operational planning at divisional level, equivalent and above. It is currently organized into a headquarters headed by the Comdt who is of the rank of Major Gen and 4 directorates namely the DOS, administration, coordination and finance. Each directorate is headed by a director who is also of the rank of Major Gen.

b. **Roles and Responsibilities.** The roles and responsibilities of AWCN are as follow:

(1) Evaluating the theories of war and factors involved at operational level.

(2) Using operational and limited strategic processes to evaluate the national security challenges and opportunities facing Nigeria in the 21st century.

(3) Learning single and joint service operational doctrines.

(4) Evaluating MOD inter agency, inter-governmental, NGO and multinational processes

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and relationship including the NA's contribution to the nation in peace and war.

(5) Evaluating the role of land power in joint, inter agency, inter-governmental and multinational operations.

(6) Synthesizing theatre strategies, estimates and campaign plans to employ military power in a unified, joint and multinational and inter agency environment.

(7) Enriching leadership, staff and management skills necessary for the operational level of war.

(8) Synthesizing critical elements, enablers and processes that define the operational environment in peace and war.

(9) The College serves as a centre of excellence for capacity building in Stability, Security, Transition and Reconstruction (SSTR) and peace operations at the operational level to improve the NA's operational capacity.

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ANNEX R TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY COLLEGE OF LOGISTICS

1. The organizational structure, roles and responsibility of NACOL are as follow:

a. **Organizational Structure.** The NACOL is headed by the Comdt who directs the affairs of the College and of the rank of Major Gen. He is assisted by a Dy Comdt who is of the rank of Brig Gen and doubles as the College DOS. The College departments are the PSO, Mgt/GS, Admin, Mil & Info Tech, Log planning and Tac Depts, all headed by a CI.

b. **Roles and Responsibilities.** The NACOL was established for the following:

a. To train middle cadre officers and supporting staff in the preparation and execution of logistics plan in support of formations up to corps level.

b. To produce efficient logisticians capable of planning and executing effective logistics support for the NA in combined and joint operations at formation and higher levels using modern management concepts and techniques.

c. Appraising the current and future logistic support requirement of NA operational engagements.

d. Proposing mechanism for providing the requisite logistics support of efficient NA performance.

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ANNEX S TO
NA TRAINING POLICY
DATED SEP 22

ARMY SCHOOL OF PHYSICAL TRAINING

1. The organizational structure, roles and responsibility of ASPT are as follow:

a. Organizational Structure of ASPT. The school is structured and organized to ensure successful conduct of its courses within each quarter as approved by AHQ DAT. The ASPT is organized into an administrative and training branches for instructional activities under the SchoolComdt of the rank of a Brig Gen.

b. Roles and Responsibilities of ASPT. The ASPT shall be responsible for the training activities as follows:

(1) Conduct Physical Training objectives geared towards attaining highest level of physical fitness that translate to mental and physical alertness of NA officers and soldiers.

(2) Train coaches and instructors for formation and units to guide fitness activities in the field to be battle ready at all times.

(3) To run scheduled courses that espouses team spirit, confidence building, maintenance and improvement of physical fitness, agility and enhance maximum endurance.

(4) Assist HQ TRADOC to conduct the physical assessment of candidates for practical promotion examinations as directed by the NA Examination Charter.

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ANNEX T TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY SCHOOL OF LEGAL SERVICES

1. The organizational structure, roles and responsibility of NASLS are as follow:

a. **Organizational Structure.** NASLS is currently organized into Headquarters, Training Branch and an Admin Wing. The Headquarters supervises, and gives direction on all training and administrative activities of the school while the training Branch coordinates all training at NASLS. The Admin Wing in conjunction with G1 Cell handles administrative issues in the school including all operational matters.

b. **Roles and Responsibilities.** The NASLS is tasked with the following responsibilities:

(1) Training of officers and NCOs of the DLS (A) in particular and the Armed Forces in general on a wide spectrum of courses in the application and administration of military law and discipline.

(2) Imparting knowledge of Military and Civil law to officers and soldiers to enable them discharge their duties professionally within the ambit of the law.

(3) Provide specialized training as well as other streamlined training packages in the area of Legal Drafting, Alternative Dispute Resolution, and

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proposed computer proficiency course. This training is extended to personnel of other sister Services.

(4) Training of students using a compact training programme structured to accommodate the fundamentals of international best practices.

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ANNEX U TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY SCHOOL OF MUSIC

1. The organizational structure, roles and responsibility of NASM are as follow:

a. **Organizational Structure.** NASM like every other NA institution has its own organization/structure which helps in the smooth running of the institution. The institution is administered by the Comdt who is of the rank of Col and assisted by a Lt Col. The school is organized into 6 wings namely the Student Officers' Wing headed by a Col, BM/Music Instrument Wing, Military Band Wing, Corp of Drum/Bag Pipe Wing, Steel/Dance band Wing and finally, the Instrument Technology/Repairs/Piano/Guitar Wing all headed by officers of the rank of Maj.

b. **Roles and Responsibilities.** The NASM is tasked with the following responsibilities:

(1) Training bandsmen and other soldiers from various formations and units in various musical instruments to keep the role of the Band Corps in promoting regimentation of the NA.

(2) Train soldiers to be proficient in playing their various musical instruments.

(3) Performs Ceremonial Music for all regimental activities such as National Parades, Change of

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Guard, Guards of Honour, Pulling Out Parades, Passing Out Parade (POP) and Route Marches.

(4) Provide music at social military functions like wedding and burial ceremonies. Others include WASA, Regimental Dinner Nights and cocktail parties.

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ANNEX V TO
NA TRAINING POLICY
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NIGERIAN ARMY CHAPLAIN TRAINING SCHOOL(RC)

1. The organizational structure, roles and responsibility of NACTS are as follow:

a. Organizational Structure. The NACTS (RC) is organized into the office of the Comdt, Administrative department, Research Development, Test, and Evaluation department (RDT&E) and Registry.

b. Roles and Responsibilities. The Nigerian Army Chaplain Training School (RC) is saddled with the responsibility of the training of Chaplain and Chaplain Assistants. Its role is the efficient and effective religious services delivery to the military men and their families. These roles include:

- (1) Advice the DCS (RC) on Chaplain Personnel Training.
- (2) Ensure that training activities are in consonance with the current NA and TRADOC training policy.
- (3) Carry out research for the development of DCS (RC).
- (4) Training of DCS (RC) personnel.

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ANNEX W TO

NA TRAINING POLICY

DATED SEP 22

NIGERIAN ARMY CHAPLAIN TRAINING SCHOOL(P)

1. The organizational structure, roles and responsibility of NACTS are as follow:

a. Organizational Structure. The NACTS (P) HQ is headed by a Comdt who is of the rank of Col. It is structured into an Admin Coy headed by a Maj, a Registry also headed also by a Maj and RDT&E headed by a Capt.

b. Roles and Responsibilities. NACTS(P) is saddled with the responsibility of the training, equipping and empowering Chaplains and Chaplains Assistants. Some of the schools' responsibilities include:

- (1) Training of Chaplaincy.
- (2) Selecting the best candidates for ordination training.
- (3) Harmonizing chaplains from different doctrinal background.
- (4) Carrying out research and development for the DCS (P)

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ANNEX TO
NA TRAINING POLICY
DATED SEP 22

DIRECTORATE OF ISLAMIC AFFAIRS TRAINING SCHOOL

1. The organizational structure, roles and responsibility of DOIA TS are as follow:

a. **Organizational Structure.** The DOIA TS is headed by a Comdt who is of the rank of Col. It is structured into a Admin Branch headed by a CI who is a Lt Col, a R&DTE headed by a Lt Col and a Registry headed a WO.

b. **Roles and Responsibilities.** The school is the production centre for effective manpower of the Directorate. The roles of the school include but not limited to the following:

(1) To inculcate sound moral and spiritual guidance in the minds of the trainees to effectively support the NA personnel and their families.

(2) To introduce and implement courses that can enhance positive changes in the trainees which will promote healthy interaction and peaceful co-existence in the barracks.

(3) To organize and facilitate courses and other training activities that will increase the professionalism of the trainee in local and international affairs.

(4) To train its personnel for effective persuasion of personnel and their families to uphold discipline at all time and avoid acts of indiscipline in all ramifications.

(5) To provide necessary intellectual and religious support to enable Imams discharge their duties in operational situation whenever the need arises so as to motivate troops to perform their duties effectively.

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ANNEX Y TO
NA TRAINING POLICY
DATED SEP 22

DEPOT NIGERIAN ARMY

1. The organizational structure, roles and responsibility of Depot NA are as follow:

a. **Organizational Structure of Depot NA.** The organizational structure of Depot NA consists of Headquarters, Recruits Centre, Training Branch, Record Office, Administrative Company, Medical Centre, Quartermaster Branch and 93 Military Intelligence Regiment.

b. **Roles and Responsibilities.** Depot NA shall be responsible for the training activities as follows:

(1) To train young recruits and impart in them basic military knowledge, skill and regimentation to mold into a discipline, competent, dedicated and loyal soldiers of the NA.

(2) When directed, to assist in the training of personnel of sister services.

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ANNEX Z TO
NA TRAINING POLICY
DATED SEP 22

AMPHIBIOUS TRAINING SCHOOL

1. The organizational structure, roles and responsibility of ATS are as follow:

a. **Organizational Structure.** The ATS is structured into a HQ headed by the Comdt who is a Brig Gen, assisted by a Dy Comdt who is a Col and COS, also a Col. There are 4 Depts and an admin bn under HQ ATS. These are the Coy Amph, Boat Opr, Engr and Demo Dept all headed by CIs of the rank of Lt Cols. The Admin Coy is headed by a major.

b. **Roles and Responsibilities.** The roles and responsibilities of ATS are as follow:

- (1) Conduct training of NA personnel and sister Services in amphibious and riverine operations.
- (2) Maintenance of boats and crafts in the NA inventory.
- (3) To serve as a launching platform for amphibious and riverine operations of the NA.
- (4) Contributes to ongoing NA operation and pre-deployment training for troops from various formations.
- (5) Provide support for Internal Security operations, PSOs as well as CTOIN and anti-banditry operation.

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ANNEX AA TO
NA TRAINING POLICY
DATED SEP 22

MARTIN LUTHER AGWAI INTERNATIONAL LEADERSHIP
AND PEACE KEEPING CENTER

1. The organizational structure, roles and responsibility of MLAILKPC are as follow:

a. **Organizational Structure.** The MLAILKPC is headed by a Comdt who is of the rank of Maj Gen. The Comdt supervises all training and courses at the center. He is assisted by a Dy Comdt/Dir of Studies who is of the rank of Brig Gen. Under the HQ is the training branch headed by DOT who is a Lt Col and an Admin Branch also headed by a Lt Col.

b. **Roles and Responsibilities.** MLAILPKC is a center of excellence for training of military, paramilitary and Civilians from MDAs and international participants. The roles of the school include but not limited to the following:

- (1) Training of quality peacekeepers for depl in PSOs.
- (2) Conduct specialist PSO training for the military and paramilitary and Civilians from MDAs.
- (3) Standardize PSO Trainings in the NA.
- (4) Harmonize lessons learnt from all missions conducted.
- (5) Conduct leadership training for mid-level officers for PSOs.
- (6) Conduct Anti-Piracy Course for the Gulf of Guinea (GoG) Countries.

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ANNEX BB TO
NA TRAINING POLICY
DATED SEP 22

DIVISION TRAINING SCHOOLS

1. The organizational structure, roles and responsibility of DTS are as follow:

a. **Organizational Structure.** The DTS is organized and structured to ensure effectiveness and efficiency. It is of 3 components, the headquarters, training and administrative branches. It is operationally under the division headquarters and administratively under HQ ICC. Posting of officer instructors will be done by AHQ MS while NCOs instructors shall be the responsibility HQ ICC and concerned Corps respectively and formalized by AHQ DOAA.

b. **Roles and Responsibilities.** The roles and responsibilities of DTS are as follow:

(1) Innovative training methods in line with operational requirements of NA divisions and formations.

(2) Design and develop infrastructure and training aids within the division/formations.

(3) Review of division, brigade and units training curriculum.

(4) Oversee brigade and unit level training level and exercises.

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- (5) Conduct division level training and exercises.
- (6) Interface with AHQ Departments, TRADOC NA, NA Training Schools and other establishments on all division training issues.
- (7) Conduct schedule and ad-hoc courses, training and exercises as may be directed by ASA.
- (8) Ensure training and re-training of DTS, brigade and unit instructors.
- (9) Keep record of personnel data, admin data, personnel proficiency, in specialist, joint and collective training.
- (10) Develop feedback mechanism to assess and evaluate DTS, brigade and unit training and exercises.
- (11) Conduct DTS, brigades and units training needs assessment.
- (12) Determine division training priorities and assistance.
- (13) Conduct basic logistics courses for which competencies are in demand within the formation in collaboration with the NAOCS, NASST as may be certified by the respective concerned Corps.
- (14) Organize and conduct specialized training for paramilitary and other security agencies as may be directed by the Div HQ as authorized by AHQ DAT.
- (15) Any other tasks as may be assigned by ASA.

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ANNEX CC TO
NA TRAINING POLICY
DATED SEP 22

NIGERIAN ARMY SPECIAL FORCES SCHOOL

1. The organizational structure, roles and responsibility of NASFS are as follow:

a. **Organizational Structure of NASFS.** The Organization/Structure of NASFS consists a headquarter and 5 Wings namely the Admin wing, Special Warfare Wing, CTCOIN Wing, Technical Wing, and Training/Exercise Wing.

b. **Roles and Responsibilities.** The threat posed by the extremist and other terrorist organizations demands the need for NA to redirect its training to meet the challenges. Hence, NASFS is established to:

(1) Train NA personnel on the new approach to warfare.

(2) Design, Plan, Coordinate and Conduct Specialized training for the NA Special Forces.

(3) Conduct other form of acclimatization training for troop's earmarked for induction into the theatre of operation.

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ANNEX DD TO
NA TRAINING POLICY
DATED SEP 22

NIGERIA ARMY CYBER WARFARE SCHOOL

1. The organizational structure, roles and responsibility of NACWS are as follow:

a. **Organizational Structure.** The Office of the Comdt who is a Brig Gen is responsible for the overall administrative and training requirements of the school. The Comdt is assisted by the Dy Comdt who is a Col. The School is organized into 3 training departments supervised by the Dy Comdt/DOS namely a Work Production Centre, Computer Laboratory and an Administrative Wing. These departments include the Cyber Operations Department, Electronic Warfare Signal Intelligence and Open-Source Intelligence (EW SIGINT & OSINT) Department and Cyber Forensic and Software Development Department.

b. **Roles and Responsibilities.** The main purpose that underlines the creation of the NACWS is to develop the manpower capacity of NA cyber warriors and other NA personnel in the cyber domain. The Roles and Responsibilities of NACWS as contained in the school's Establishment Order are as follows:

- (1) Ensure professional training of Cyber warrior for the NA.
- (2) Conduct trade and upgrading Courses for offr, NCOs and sldrs of the NACWS.

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- (3) Conduct test, trails, evaluation and induction of new cyber equipment and software in the NA.
- (4) Keep pace with the emerging triads in the Cyber domain by constantly reviewing its courses curricular.

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ANNEX EE TO
NA TRAINING POLICY
DATED SEP 22

WARRANT OFFICERS ACADEMY

1. The organizational structure, roles and responsibility of WOA are as follow:

a. **Organizational Structure of WOA.** The hierarchy of the WOA consists of Commandant who is a Brig Gen, a Dy Comdt who is a Col There are 2. branches under the headquarters of WOA namely the Training Branch and Admin Branch, each headed by a Lt Col. The Training Branch is divided into 2 Wings (Military and Academic Wings) which consist of CI, SI and other Instructors. The Admin Branch consist of QM, MTO, Medical Rep, PT and Library Department.

b. **Roles and Responsibilities.**

The roles and responsibilities of WOA are as follow:

(1) To enhance the professionalism of SNCOs through intellectual and educational development.

(2) To impart the art of unit command, administration and logistics both in peace and war at intermediate level to reposition SNCOs to serve as the bridge between officers and soldiers.

(3) To bridge the gap in knowledge between officers and SNCOs of the NA towards constructive interaction between both groups and attendant overarching responsibilities.

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- (4) To enhance the ability of SNCOs to demonstrate confidence, integrity, critical judgement and sense of responsibility.
- (5) To impart knowledge on how to operate in a complex, ambiguous and rapidly changing environment.
- (6) To foster understanding and esprit-de-corps among the SNCOs cadre of the NA.
- (7) To train SNCOs to be eligible for promotion to the next rank.

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ANNEX FF TO
NA TRAINING POLICY
DATED SEP 22

MANDATORY COURSES AND EXAMINATION FOR OFFICERS IN THE NIGERIAN ARMY

Serial	Subaltern	Mid-Career	Senior Level	Strategic Level	Remarks
(a)	(b)	(c)	(d)	(e)	(f)
1.	YOC	SSC (RC)	AWCN Course	NDC Course (RC)	
2.	Pl Comd Course	Coy Comd's Course (All)	Bn Comd Course	NIPSS	
3.	Junior Leadership Course (DR)	Senior Leadership and Staff Officers Course (DR)		Leadership and Strategic Study Course (DR)	
4.	JSC/LSC (All)			SLC (RC)	
5.	Lt – Capt Prom Exam (RC)				
6.	Capt – MajPract Prom Exam (RC)				
7.	Capt – Maj Prom Exam (DR)				
8.	SSCQE (RC)				

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ANNEX GG TO
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DATED SEP 22

MANDATORY CORP PROFICIENCY COURSES FOR SOLDIERS

Serial (a)	Corps (b)	Pte - LCpl (c)	LCpl - Cpl (d)	Cpl - Sgt (e)	Sgt - S/Sgt (f)	S/Sgt - WO (g)	WO - MWO (h)	Remarks (i)
HQ ICC								
1.		BIC (Tac A3)	INCOG (Tac A2)	TACIC (Tac A1)	TACIC (Tac A1)	TACIC (Tac A1)	TACIC (Tac A1)	
2.		Basic Snipers' s Cse (BSC X3)	Adv Snipers' s Cse (BSC X2)	Skill at Arms Instructor' Cse (SAAIC X1)	Skill at Arms Instructor' Cse (SAAIC X1)	Skill at Arms Instructor' Cse (SAAIC X1)	Skill at Arms Instructor' Cse (SAAIC X1)	
3.		Basic Rge Mgt Cse (BRMC X3)	Adv Rge Mgt Cse (BRMC X2)	Skill at Arms Instructor' Cse (SAAIC X1)	Skill at Arms Instructor' Cse (SAAIC X1)	Skill at Arms Instructor' Cse (SAAIC X1)	Skill at Arms Instructor' Cse (SAAIC X1)	
4.		Mor Sect Comd Cse, MG Sect Comd Cse, Anti-Tank Sect Comd Cse, Basic Surv Cse (SPWW X3)	Mor Sect Comd Cse, MG Sect Comd Cse, Anti- Tank Sect Comd Cse, Basic Surv Cse, (SPWW X2)	Mor Sect Comd Cse, MG Sect Comd Cse, Anti- Tank Sect Comd Cse, Adv Surv Cse (SPWW X1)	Mor Sect Comd Cse, MG Sect Comd Cse, Anti-Tank Sect Comd Cse, Adv Surv Cse (SPWW X1)	Mor Sect Comd Cse, MG Sect Comd Cse, Anti-Tank Sect Comd Cse, Adv Surv Cse (SPWW X1)	Mor Sect Comd Cse, MG Sect Comd Cse, Anti-Tank Sect Comd Cse, Adv Surv Cse (SPWW X1)	
5.	ICC	Basic Airborne Cse (BAC X3)	Basic Rigger Cse (BRC X2)	Adv Airborne Cse (AAC X1)	Adv Airborne Cse (AAC X1)	Adv Airborne Cse (AAC X1)	Adv Airborne Cse (AAC X1)	
6.		a. Counter Terrorism Cse (CTC X3) b. Desert Warfare Cse (BWC X3)	Special Warfare Cse (SWC X2)	Special Warfare Instructors' Cse (SWIC X1)	Special Warfare Instructors' Cse (SWIC X1)	Special Warfare Instructors' Cse (SWIC X1)	Special Warfare Instructors' Cse (SWIC X1)	
7.		Basic Drill Cse (Drill B3)	Adv Drill Cse (Drill B2)	Drill Instructors' Cse (Drill B1)	a Drill Instructors' Cse (Drill B1)	a. Drill Instructors' Cse (Drill B1)	a. Drill Instructors' Cse (Drill B1)	
8		Basic APC D&M A3	APC D&M Upgrading A2	APC D&M Upgrading A1	APC D&M Upgrading A1	APC D&M Upgrading A1	APC D&M Upgrading A1	
9		Basic Watermanship Cse (BWC X3)	Adv Watermanship Cse AWC X2	Watermanship Instructor's Cse (WIC X1)	Watermanship Instructor's Cse (WIC X1)	Watermanship Instructor's Cse (WIC X1)	Watermanship Instructor's Cse (WIC X1)	

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MANDATORY CORP PROFICIENCY COURSES FOR ARMOUR SOLDIERS

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
1	Arm'r	a. A3 C/M A2 C/M	b. A2 C/M	a. A3 C/M A2 C/M C/M	b. A2 C/M c. A1 A1 C/M	a. A3 C/M b. A2 C/M c. A1 C/M d. Pl Sgt Cse	a. A3 C/M b. A2 C/M c. A1 C/M d. Pl e. Crew	

MANDATORY CORP PROFICIENCY COURSES FOR ARTILLERY SOLDIERS

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
1		NT – Gmry B3	Gmry B2	Gmry B1	Gmry B1	Gmry B1	Gmry B1	
2	NACA	Loc A3	D & M A3 – A2	Loc A2 – A1	Loc A1	Loc A1	Loc A1	
			Intermediate Loc A1	TANA A1	ARI A1	TANA A1	TANA A1	
		TANA A3	TANA A2	ASAC A1	ASAC A1	ASAC A1	ASAC A1	
3			ABSC A2	ABSC A1	ABSC A1	ABSC A1	ABSC A1	

MANDATORY CORP PROFICIENCY COURSES FOR ENGINEER SOLDIERS

COMBAT ENGINEERING								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
1	NAE	EBC C3	CE X2	CE X1	CE X1	CE X1	CE X1	
2		EOD X3	EOD X2	EOD X1	EOD X1	EOD X1	EOD X1	
3		Land Survey X3	Land Survey X2	Land Survey X1	Land Survey X1	Land Survey X1	Land Survey X1	
4		Draughtmanship X3	Draughtmanship X2	Draughtmanship X1	Draughtmanship X1	Draughtmanship X1	Draughtmanship X1	
5		Manson & Concrete Technology X3	Manson & Concrete Technology X2	Manson & Concrete Technology X1	Manson & Concrete Technology X1	Manson & Concrete Technology X1	Manson & Concrete Technology X1	
6		Capentry & Wood Technology X3	Capentry & Wood Technology X2	Capentry & Wood Technology X1	Capentry & Wood Technology X1	Capentry & Wood Technology X1	Capentry & Wood Technology X1	
7		Water Works & Plumbing X3	Water Works & Plumbing X2	Water Works & Plumbing X1	Water Works & Plumbing X1	Water Works & Plumbing X1	Water Works & Plumbing X1	
8		Tiling X3	Tiling X2	Tiling X1	Tiling X1	Tiling X1	Tiling X1	
9		Painting & Graphic Arts X3	Painting & Graphic Arts X2	Painting & Graphic Arts X1	Painting & Graphic Arts X1	Painting & Graphic Arts X1	Painting & Graphic Arts X1	
10				Clerks of Works (COW "y")	Clerks of Works (COW "y")	Clerks of Works (COW "y")	Clerks of Works (COW "y")	

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MANDATORY CORP PROFICIENCY COURSES FOR SIGNER SOLDIERS

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
1	NAS	a. Signals Soldiers Basic Course (SSBC B3	a. ROP B2	a. ROP B1	a. ROP B1	a. ROP B1	a. ROP B1	
2		b. Radio Operator Course (ROP) B3	b. LMN B2	b. LMN B1	b. LMN B1	b. LMN B1	b. LMN B1	
3		c. Lineman (LMN) B3	c. EW F2	c. EW B1	c. EW B1	c. EW B1	c. EW B1	
4		d. B3	d. PSDR B2	d. PSDR B1	d. PSDR B1	d. PSDR B1	d. PSDR B1	
5		e. Postal Service Dispatch Rider (PSDR) B3	e. TC X2	e. TC X1	e. TC X1	e. TC X1	e. TC X1	
6		f. Technician Course (TC) X3	f. CNC Y2	f. CNC Y1	f. CNC Y1	f. CNC Y1	f. CNC Y1	
7		g. Hardware/Software Management Course (HSMC) Y3	g. CPI Y2	g. CPI Y1	g. CPI Y1	g. CPI Y1	g. CPI Y1	
8		h. Computer Networking Course (CNC) Y3	h. HSMC Y2	h. HSMC Y1	h. HSMC Y1	h. HSMC Y1	h. HSMC Y1	
9		i. Computer Programming & Installation Course (CPI) Y3	i. DBM Y2	i. DBM Y1	i. DBM Y1	i. DBM Y1	i. DBM Y1	
10		j. Database Management Course (DBM) Y3	MTC B2	MTC B1	MTC B1	MTC B1	MTC B1	
11		k. Multimedia Technology Course (MTC) B3				Comm Eqpt Cse Sldrs	Comm Eqpt Cse Sldrs	

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MANDATORY CORP PROFICIENCY COURSES FOR INTELLIGENCE SOLDIERS

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
1	NAIC	Basic Intelligence Course (A3)	Intermediate Intelligence Course (A2)	Advance Intelligence Course (A1)	Advance Intelligence Course Promotion from Sgt and above. The SNCO must have done at least one specialist course from one of the following. a. Counter Intelligence NCOs Course. b. Security Investigation NCOs Course c. Tactical Intelligence NCOs Course	Advance Intelligence Course Promotion from Sgt and above. The SNCO must have done at least one specialist course from one of the following. a. Counter Intelligence NCOs Course. b. Security Investigation NCOs Course c. Tactical Intelligence NCOs Course	Advance Intelligence Course Promotion from Sgt and above. The SNCO must have done at least one specialist course from one of the following. a. Counter Intelligence NCOs Course. b. Security Investigation NCOs Course c. Tactical Intelligence NCOs Course	

MANDATORY CORP PROFICIENCY COURSES FOR NAEME SOLDIERS

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
1.		A Veh Mech X3	A Veh Mech X2	A Veh Mech X1	A Veh Mech X1/AFV Maint Course	WOMC	WOMC	
2.		B Veh Mech A3	B Veh Mech A2	B Veh Mech A1	B Veh Mech A1/ B Vehs Maint Course / Gun Boat Maint Course	WOMC	WOMC	
3.	NAEME	Recovery Mech A3	Recovery Mech A2	Recovery Mech A1	Recovery Mech A1	WOMC	WOMC	
4.		Fabrication Tech A3	Fabrication Tech A2	Fabrication Tech A1	Fabrication Tech A1	WOMC	WOMC	
5.		Fitter Machinist A3	Fitter Machinist A2	Fitter Machinist A1	Fitter Machinist A1	WOMC	WOMC	
6.		Spray Painting A3	Spray Painting A2	Spray Painting A1	Spray Painting A1	WOMC	WOMC	
		EME Electrician A3	EME Electrician A2	EME Electrician A1	EME Electrician A1	WOMC	WOMC	

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(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
8.	NAEME	Electronics Tech X3	Electronics Tech X2	Electronics Tech X1	Electronics Tech X1	WOMC	WOMC	
9.		Electromedical Tech X3	Electromedical Tech X2	Electromedical Tech X1	Electromedical Tech X1	WOMC	WOMC	
10.		R & A Tech A3	R & A Tech A2	R & A Tech A1	R & A Tech A1	WOMC	WOMC	
11.		Weapon Tech X3	Weapon Tech X2	Weapon Tech X1	Weapon Tech X1 / Fd Guns Maint Course/ Tank Gun Maint Course	WOMC	WOMC	
12.		Instrument Tech X3	Instrument Tech X2	Instrument Tech X1	Instrument Tech X1 / Adv Armr & Arty Wpn Instr Course	WOMC	WOMC	

MANDATORY CORP PROFICIENCY COURSES FOR NACST SOLDIERS

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
1	NACST	a. Dvr B3 Cat B3 Sup Stmn B3	a. Dvr B2 b. Cat B2 c. Sup Stmn B2 d. FS X2	a. Dvr B1 b. Cat B1 c. Sup Stmn B1 d. FS X1	a. Dvr B1 b. Cat B1 c. Sup Stmn B1 d. FS X1 e. TPT X1	a. Dvr B1 b. Cat B1 c. Sup Stmn B1 d. FS X1 e. TPT X1	a. Dvr B1 b. Cat B1 c. Sup Stmn B1 d. FS X1 e. TPT X1	

MANDATORY CORP PROFICIENCY COURSES FOR NACMP SOLDIERS

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
1	MP	Military Police B3 Cse	Military Police B2 Cse	Military Police B1 Cse	Military Police B1 Cse	Military Police B1 Cse	Military Police B1 Cse	
2		Special Investigation A3	Special Investigation A2	Special Investigation A1	Special Investigation A1	Special Investigation A1	Special Investigation A1	
3		Military Police Rider B3 Cse	Military Police Rider B2 Cse	Military Police Rider B1 Cse	Military Police Rider B1 Cse	Military Police Rider B1 Cse	Military Police Rider B1 Cse	

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MANDATORY CORP PROFICIENCY COURSES FOR NAOC SOLDIERS

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
1		Printing A3	Printing A2	Printing A1	Printing A1	Printing A1	Printing A1	
2		Tailoring B3	Tailoring B2	Tailoring B1	Tailoring B1	Tailoring B1	Tailoring B1	
3		Technical Store Specialist A3	Technical Store Specialist A2	Technical Store Specialist A1	Technical Store Specialist A1	Technical Store Specialist A1	Technical Store Specialist A1	
4		Amunition Storeman A3	Amunition Storeman A2	Amunition Storeman A1	Amunition Storeman A1	Amunition Storeman A1	Amunition Storeman A1	
5	NAOC	Textile Refitter/Leader Works B3	Textile Refitter/Leader Works B2	Textile Refitter/Leader Works B1	Textile Refitter/Leader Works B1	Textile Refitter/Leader Works B1	Textile Refitter/Leader Works B1	
6		Arms Storeman A3	Arms Storeman A2	Arms Storeman A1	Arms Storeman A1	Arms Storeman A1	Arms Storeman A1	
7		Purchasing & Supply Management (PSM ND A2)	Purchasing & Supply Management (PSM ND A1)	Purchasing & Supply Management (PSM ND A1)	Material Management	Material Management	Material Management	
8		Storeman B3	Storeman B2	Storeman B1	Material Management	Material Management	Material Management	

MANDATORY CORP PROFICIENCY COURSES FOR NAMC SOLDIERS

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
1.		Health Information MMangement CSE X3	Health Information MMangement CSE X2	Health Information MMangement CSE X1	Health Information MMangement CSE X1	Health Information MMangement CSE X1	Health Information MMangement CSE X1	
2.		Health Information MMangement CSE A3	Health Information MMangement CSE A2	Health Information MMangement CSE A1	Health Information MMangement CSE A1	Health Information MMangement CSE A1	Health Information MMangement CSE A1	
3.	NAMC	Health Service Admin CSE X3	Health Service Admin CSE X2	Health Service Admin CSE X1	Health Service Admin CSE X1	Health Service Admin CSE X1	Health Service Admin CSE X1	
4		LAB Tech CSE A3	LAB Tech CSE A2	LAB Tech CSE A1	LAB Tech CSE A1	LAB Tech CSE A1	LAB Tech CSE A1	
5		Med Lab Sci X3	Med Lab Sci X2	Med Lab Sci X1	Med Lab Sci X1	Med Lab Sci X1	Med Lab Sci X1	
6		X-RAY Tech A3	X-RAY A2	X-RAY Tech A1	X-RAY Tech A1	X-RAY Tech A1	X-RAY Tech A1	
7		Imaging Scientist X3	Imaging Scientist X2	Imaging Scientist X1	Imaging Scientist X1	Imaging Scientist X1	Imaging Scientist X1	

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8		PHYSIO Tech A3	PHYSIO A2	PHYSIO Tech A1	PHYSIO Tech A1	PHYSIO Tech A1	PHYSIO Tech A1	PHYSIO Tech A1	
9		Physiotherapy X3	Physiotherapy X2	Physiotherapy X1	Physiotherapy X1	Physiotherapy X1	Physiotherapy X1	Physiotherapy X1	
10		Mort Tech A3	Mort Tech A2	Mort Tech A1	Mort Tech A1	Mort Tech A1	Mort Tech A1	Mort Tech A1	
11		Opt Tech A3	Opt Tech A2	Opt Tech A1	Opt Tech A1	Opt Tech A1	Opt Tech A1	Opt Tech A1	
12		Pharm Tech X3	Pharm Tech X2	Pharm Tech X1	Pharm Tech X1	Pharm Tech X1	Pharm Tech X1	Pharm Tech X1	
13		Storeman B3	Storeman B2	Storeman B1	Storeman B1	Storeman B1	Storeman B1	Storeman B1	
14		EHO X3	EHO Tech X2	EHO Tech X1	EHO Tech X1	EHO Tech X1	EHO Tech X1	EHO Tech X1	
15		EHT Tech A3	EHT Tech A2	EHT Tech A1	EHT Tech A1	EHT Tech A1	EHT Tech A1	EHT Tech A1	
16		CHEW X3	CHEW X2	CHEW X1	CHEW X1	CHEW X1	CHEW X1	CHEW X1	
17		JCHEW A3	JCHEW A2	JCHEW A1	JCHEW A1	JCHEW A1	JCHEW A1	JCHEW A1	
18		COMM HEALTH OFFR X3	COMM HEALTH OFFR X2	COMM HEALTH OFFR X1	COMM HEALTH OFFR X1	COMM HEALTH OFFR X1	COMM HEALTH OFFR X1	COMM HEALTH OFFR X1	
19		PUBLIC HEALTH X3	PUBLIC HEALTH X2	PUBLIC HEALTH X1	PUBLIC HEALTH X1	PUBLIC HEALTH X1	PUBLIC HEALTH X1	PUBLIC HEALTH X1	
20		DENTALTHERA X3	DENTALTHERA X2	DENTALTHERA X1	DENTALTHERA X1	DENTALTHERA X1	DENTALTHERA X1	DENTALTHERA X1	
21		DENTALTECH X3	DENTALTECH X2	DENTALTECH X1	DENTALTECH X1	DENTALTECH X1	DENTALTECH X1	DENTALTECH X1	
22		Dental Surgery Technician/Dental Nurse A3	Dental Surgery Technician/Dental Nurse A2	Dental Surgery Technician/Dental Nurse A1	Dental Surgery Technician/Dental Nurse A1	Dental Surgery Technician/Dental Nurse A1	Dental Surgery Technician/Dental Nurse A1	Dental Surgery Technician/Dental Nurse A1	
23		Bsc/HND Nursing X3	Bsc/HND Nursing X2	Bsc/HND Nursing X1	Bsc/HND Nursing X1	Bsc/HND Nursing X1	Bsc/HND Nursing X1	Bsc/HND Nursing X1	
24		RN X3	RN X2	RN X1	RN Plus X1	RN Plus X1	RN Plus X1	RN Plus X1	
25		Army Nurse/OTT A3	Army Nurse/OTT A2	Army Nurse/OTT A1	Army Nurse/OTT A1	Army Nurse/OTT A1	Army Nurse/OTT A1	Army Nurse/OTT A1	
26		AMB DVR B3	AMB DVR B2	AMB DVR B1	AMB DVR B1	AMB DVR B1	AMB DVR B1	AMB DVR B1	
27		FF X3	FF X2	FF X1	FF X1	FF X1	FF X1	FF X1	
28		ELECTRO MED X3	ELECTRO MED X2	ELECTRO MED X1	ELECTRO MED X1	ELECTRO MED X1	ELECTRO MED X1	ELECTRO MED X1	
29		CAT B3	CAT B2	CAT B1	CAT B1	CAT B1	CAT B1	CAT B1	

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MANDATORY CORP PROFICIENCY COURSES FOR NACTSP SOLDIERS

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
1	NACTSP	a. CA A3	a. CA A3 b. CA A2	a. CA A3 b. CA A2 c. CA A1	a. CA A3 b. CA A2 c. CA A1	a. CA A3 b. CA A2 c. CA A1	a. CA A3 b. CA A2 c. CA A1	