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## **NIGERIAN PUBLIC SERVICE AND ITS REFORMS IN A CHANGING WORLD**

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### **ABSTRACT**

In spite of all the previous well-meaning reforms, the Nigerian public service was far from being ideal. It was largely tradition-bound, somewhat ponderous and showed signs of deterioration and several undesirable characteristics, of which the following were the most prominent: over-centralization, incessant conflicts between cadres, little emphasis on results and concrete performance, a counterproductive separation of authority from responsibility at the topmost hierarchy, dangerously low staff morale and productivity and inappropriate staff development practices. This situation led to the formulation of the National Economic Empowerment and development Strategy (NEEDS). This paper therefore, attempts to examine the Nigerian Public Service in relation to the NEEDS with a view to identifying achievements and challenges. The study reveals that Bureau of Public Service Reforms (BPSR) which drives the reform programme has recorded some modest achievements in its attempt to improve the service but many challenges abound which include poor coordination, and limited ownership of the reform process by the service. The paper then goes on to recommend, among others, the broadening of the ownership of the process and the introduction of e-government for good governance.

**KEYWORDS:** Globalization, Public Service, Reforms, Bureau, Transparency