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*Osagioduwa Lucky Ogbomo, Ese Theresa Esenohor & Ogudo Oaikhena Solomon*

## ABSTRACT

The study significantly assesses post-employment benefits received by pensioners and retirees from the Central Bank of Nigeria and the Nigeria Police Force (NPF), respectively, with a cardinal goal of investigating comparative differences in the light of monthly pension, gratuity, life insurance, and post-employment health benefit. The study embraces the positivism philosophy being that social realities, those social realities were examined to arrive at a law-like generalization. A quantitative research design was adopted in the analysis, and the survey strategy was further employed. The respondents were significantly knowledgeable, potentially post-employed workers in the Central Bank of Nigeria and the Nigerian Police Force in Edo and Delta States. The data from the Central Bank was analyzed separately from data from the police force. Fifty-five copies of a well-structured questionnaire were received from Central Bank respondents, while 49 documents were retrieved from the Nigeria Police Force respondents. The research utilized the Systematic Random Sampling Techniques (SRST). The researcher employed the Cronbach's Alpha (CRAP) statistical tool to test for reliability. Copies of structured close-ended questionnaire were administered to respondents. The result revealed that retirees from CBN are far better off in the light of post-employment benefits.

*Keyword:* central bank, retirees, police force, post employment benefit.

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Osagioduwa Lucky Ogbomo<sup>α</sup>, Ese Theresa Esenohor<sup>σ</sup> & Ogudo Oaikhena Solomon<sup>ρ</sup>

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*The study significantly assesses post-employment benefits received by pensioners and retirees from the Central Bank of Nigeria and the Nigeria Police Force (NPF), respectively, with a cardinal goal of investigating comparative differences in the light of monthly pension, gratuity, life insurance, and post-employment health benefit. The study embraces the positivism philosophy being that social realities, those social realities were examined to arrive at a law-like generalization. A quantitative research design was adopted in the analysis, and the survey strategy was further employed. The respondents were significantly knowledgeable, potentially post-employed workers in the Central Bank of Nigeria and the Nigerian Police Force in Edo and Delta States. The data from the Central Bank was analyzed separately from data from the police force. Fifty-five copies of a well-structured questionnaire were received from Central Bank respondents, while 49 documents were retrieved from the Nigeria Police Force respondents. The research utilized the Systematic Random Sampling Techniques (SRST). The researcher employed the Cronbach's Alpha (CRAP) statistical tool to test for reliability. Copies of structured close-ended questionnaire were administered to respondents. The result revealed that retirees from CBN are far better off in the light of post-employment benefits. Pensioners from the CBN receive compensation, bonus, bounty, dividend on average between zero to three years after retirement in comparison with those from the NPF receives gratuity on average between seven to nine years after retirement. The study therefore, strongly recommends that the NPF pensioners should be immediately excluded from the contributory pension scheme as their counterparts in the army.*

**Keyword:** central bank, retirees, police force, post employment benefit.

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## I. INTRODUCTION

Historically, the earliest practice of the post-employment benefit scheme (PEBPS) in Nigeria was fundamentally focused on staff and employees in the Nigerian civil and public service. Meanwhile, earliest Nigerian private sector (NPS) experience was slightly different in respect of PEBPS. A few staff and employees engaged in the NPS had PEBPS in place. The singular rationale was simply the absence of statutory requirements on the NPS to do so (Nwanegbo, 2007; Ahmed, 2006; Odia and Okoye, 2012). Premier Nigerian PEBPS regulation was the Pension Ordinance (POC) of 1951, which was engineered and structured for the Nigerian public sector (NPSS) PEBPS. It was backdated to 1946 concerning the date of taking effect in Nigeria, but the rationale for the retrospective effect was not stated lucidly. The 1951 POC made provision for the Governor-General (GGR) to grant

post-employment benefits (PEBB), specifically the annual pensions and lump-sum gratuities. However the 1951 POC was subject to continuous update and revision by the UK Secretary of State for Colonial Affairs (SSCA) (Nwanegbo 2007).

However, examining PEBPS in the NPS, it was evident that the premier NPS pension scheme which, was the Nigerian Breweries (NB) birthed in 1954. Next was United African Company (UAC) birthed in 1957 just three years later. Meanwhile, the earliest official pension scheme (PENSC) in Nigeria was the National Provident Fund (NPF) instituted in 1961 for non-pensionable NPS employees. The NPF was significantly a savings system. The NPF requires both employers and employees contributions of N4 each on a once-a-month. The scheme; only made provision for paying only one-off lump sum PEBBs (Nwanegbo, 2007; Ahmed, 2006; Odia and Okoye, 2012).

Over the years, several PEBB were employed and designed in the NPSS. The PEBPS in the NPSS has experienced numerous evolving stages after the earliest POC. These later POC include, the local Government Pension Scheme (LGPS), birthed in 1977, Civil Service Pension Scheme (CSPS), which was created by the Basic Pension Decree (BPD) in 1979. In the same year, the Armed Forces Pension Scheme (AFPC) was birthed in 1979, with effect from 1974. Furthermore, in 1985, the Pensions Rights of Judges (PRJ) was born, which was followed by significant amendments in 1988 and 1991, respectively (Nwanegbo, 2007; Orewa and Adewumi, 1983). In the same vein, the following POC was the Police and other Agencies Pension Scheme Decree (POAD) in 1993 though the POAD was backdated with effect from 1990. After a decade and four years, specifically on the 25<sup>th</sup> of June 2004, the Pension Reform act (PRA) of 2004 was legislated by both houses of parliament (Nwanegbo, 2007; Ahmed, 2006; Odia and Okoye, 2012). The primary intention of the PRA of 2004 was essentially to endow the individual contributor with requisite authority while inaugurating unvarying rules of the direct PEBB administration through an operative regulator (Nwanegbo, 2007). The need for an all-embracing, efficient, and fair PEBPS necessitated the evolving and emerging PEBPS POC over the decades. The current and active PEBB Act in Nigeria is that of 2014. The 2014 Act revised upwards the least possible rate of contributory pension from the overall rate of 15% to a new and current rate of 18% of monthly emolument with 8% contribution by the employee and 10% by the employer (Pension-Reform Act, 2014).

Editorial (2009) highlighted that post-employment years (Nkanga, 2005) are one of the most frightened and worried years of several staff in Nigeria (Editorial, 2009; Akuraun & Kenneth, 2013), including the police officers, and team of the Central Bank of Nigeria. The uncertainties of confronting the uncertain future among staff often create discomfort and fears in the Nigerian context. Similarly, Ogunbameru & Bamiwuye (2004) discuss that post-employment it understood by employees as a shift that might produce physiological, psychological and economic challenges (Agba, Ikoh, Ushie & Agba, 2008). Some retirees died a few years following retirement due to penury created by no payment of pension. Very recently, Premium Time (2022) protested Abia State pensioners over none payment of thirty-eight (38 months) pension since the year 2002 and no payment of two-decade gratuity protested on Wednesday against unpaid pension arrears by the Abia State Government. In the same vein, Nwokoro (2022) reported a planned peaceful protest by retirees of Power Holding Company of Nigeria (PHCN) for no payment of two decades (20 years) PEBB from year 2002 to 2022. Also, according to Naku (2022), was the protest of retirees of River State due to no payment of seven (7) years of PEBB.

Furthermore, the PEBPS of the Nigerian Police Force (NPFR) is not without confronting challenges and pending retardation and pensioners uninterrupted standard of living deceleration. Meanwhile, according to Vanguard (2022) report, it was evidence that the NPFR currently seeks a Bill for an Act to modify the Act of 2014, to provide for the exclusion of the NPFR from the current Contributory Pension Scheme (CPSC) just as the Nigeria army and other sister security bodies and agencies who vacated and

withdrawn from the contributory pension Scheme in 2014 over eight years ago. In addition, A Bill for an Act to amend Sections 1 (c), 7(2), 8(1), 18, 24 and 99 of the Pension Reform Act (PRAT) of 2014 demands that a senior citizen shall be given at least 75% of his PEBB instantly upon post-employment and condemned the current unwarranted delay in pensioner PEBB. It was further contained in Vanguard (2022) agreeing with PenCom's (2021) submission that about 304,963 NPFR records is held in the IPPIS data. The defunct Defined Benefits Scheme, it consist primarily of gratuity and pension. According to Sahara reporters (2021), the recent protest of the NPFR was in September 2021, less than a year ago.

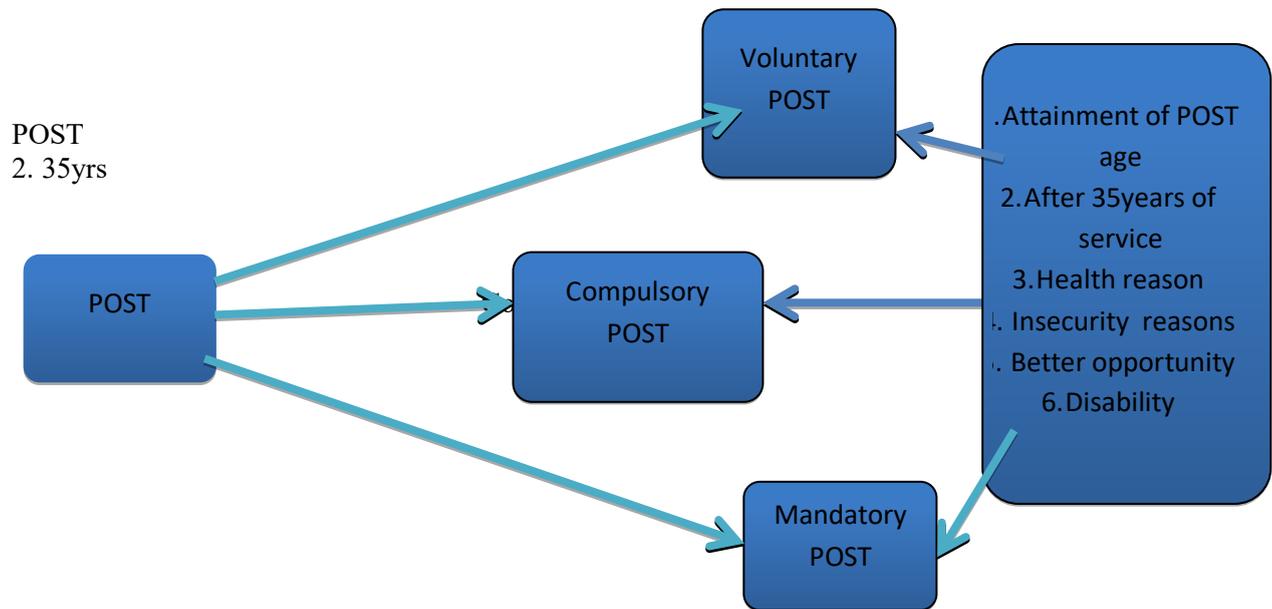
On the contrary, the Central Bank of Nigeria (CBN) PEBB seems unique but not without an urgent cry for improvement. While the NPF seeks exclusion strongly from the 2014 pension act, the senior citizen of the CBN seeks critical review of their pension scheme since the last study was done in 2010. The need for the review was the focus of the CBN Pensioners' Club's Bi-annual National Conference held in Abuja in September 2017 (Vanguard 2020). In 2020, the approximate numbers of CBN pensioners were 5000. CBN retirees also desire swift initiation of the payment of the novel pension and the accrued pension resulting from the general pension review. CBN retirees (Eniola, 2020) petition CBN for breach of the agreement on pensions review. Notwithstanding, the last annual headcount did in CBN was in 2021 nationwide.

The majority of previous studies conducted by Akuraun and Kenneth (2013), *Shimawua*, (2020), Abimiku, Umar and Bawa (2020), Kelvin, Yapatake and Abeid (2017), Obialor (2017), Nwankwo, Kalu and Chiekezie (2017), Nwaoha, Onwuka and Ejem (2017), Alshahrani and Alsadiq (2014), Bazezew (2014), Wendewesen (2012), Nworji and Oluwalaiye (2012), Maji (2011), Nweke (2010), Fapohunda (2013), Sadat (2012), Odia and Okoye (2012) indicates that several pensioners are confronted with fiscal constraints at post-employment life. However, several of the studies were either limited in scope in that they focused on one or two PEBBs or concentrate on a single state or singular government body pension structure. No previous researchers have conducted a comparative study. Hence this broad research objectives investigate PEBB's current practice and status in the Nigeria Police Force and the Central Bank of Nigeria.

## II. CONCEPT OF POST-EMPLOYMENT

To Buckley (1974) Post-Employment (POST), is a preordained stage of ageing where the employee steadily leaves his core stream of active service, social work and is ultimately substituted with new employees. Meanwhile, according to Cole (1997) POST is the period a staff gets to the culmination of his active working years. Similarly, Oniye (2004) believes that POST is an era of an employee's withdrawal from busy job life of one's means of livelihood. In the same vein, Egbuta (1991) and Moser (1997) regarded POST as the withdrawing of staff from rewarding occupation and job in the last segment of the employee's life to enjoy an epoch of time-out till demise. Furthermore, Omoresemi (1987) in Olatunde and Onyinye (2008) stated that POST is a transition period in work life. Similarly, POST is a departing occurrence in a person's life progression from a branch of the occupational life cycle to another phase of withdrawal (Atchley, 1993, 1996). POST in the contemporary world is a complex process indistinguishably interconnected with collective configurations and individual life modifications. POST is an era of reliance on pensions (Szinovacz, 2003). POST is also seen as the segment of time one stopped working because a worker has gotten to a precise age or health reason (Hornby, 2001; Garner, 2009). There are three categories of POST to wit: voluntary POST, compulsory POST and mandatory POST (Madu, 2014).

## Cause of POST and its Typology



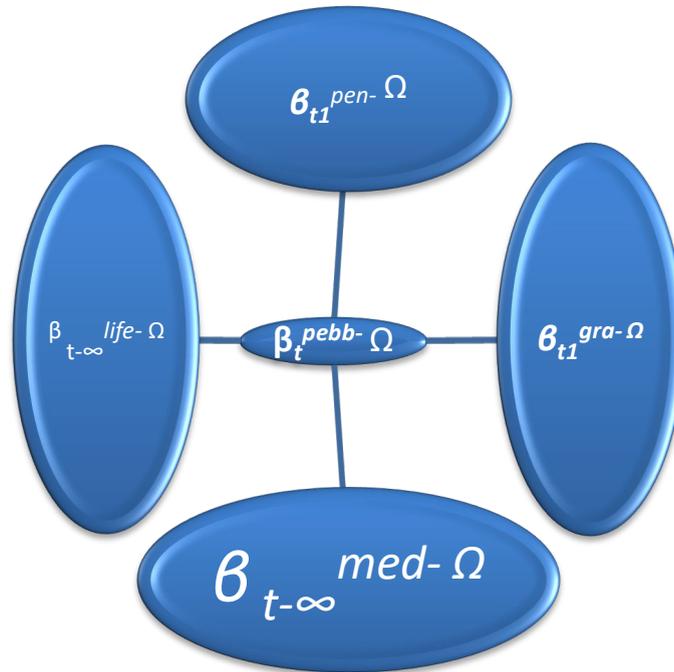
Source (author's conceptualization 2022).

Furthermore, Moser (1997) elucidates that for POST to be prosperous, crucial constituents should be available. These include effective health system, fiscal security, and the balance of scholarly, cultural, physical, and shared activities. To Bur (2001) POST is the science of departing from active service. The rationale can either be voluntary POST or compulsorily POST. When the retirees have accomplished a definite period of active service years or are disengaged from work by involuntary retirement, dismissal (for acts of insubordination or misconduct), death, ailment, frailty, or voluntary departure from service. Nwachukwu (2000), on his part, defined POST as a generally acknowledged means of retreating from one's employment or trade-in future life leisureliness, freedom, or simply to cope with health problems.

### III. POST-EMPLOYMENT BENEFIT

According to International Accounting Standard (IAS 19), post-employment benefits (PEBB) are "employee benefits excluding termination benefits (TB) which are payable after the conclusion of active service and engagement in a country. PEBB are a kind of employee benefits (EBS). PBBs are paid after the worker has finished their employment. The examples of PEBB consist of pensions, gratuity, POST life insurance and POST medical care.

## PEBBs and its Typology



(Source: authors conceptualization 2022)

$$\lambda\beta_t^{pebb-\Omega} = \sum \beta_{t-\infty}^{pen-\Omega} \sum \beta_{t1}^{gra-\Omega} \sum \beta_{ty}^{life-\Omega} \sum \beta_{t-\infty}^{med-\Omega} \sum \dots \alpha\mu$$

Post-employment benefit ( $\lambda\beta_t^{pebb-\Omega}$ ) comprises gratuity, pension, medical service, and life insurance. Gratuity ( $\beta_{t1}^{gra-\Omega}$ ) is a singular lump-sum payment paid only at one time ( $t_1$ ). The amount of  $\beta_{t1}^{gra}$  received is partly a function of the level at retirement<sup>- $\Omega$</sup>  and the years of service  $\beta$ . Pension ( $\beta_{t-\infty}^{pen-\Omega}$ ) is a fixed monthly payment received pay retirees. It is expected to be paid to the retirees as long as they live  $t-\infty$ . The volume of  $\beta_{t-\infty}^{pen}$  received is partly a function of the level at retirement<sup>- $\Omega$</sup>  and the years of service  $\beta$ . Life insurance ( $\beta_{t-\infty}^{life-\Omega}$ ) is a specific amount of premium paid by an insurance company to the family or next of kin of dead retirees after the demise of the retirees. The amount received by the dependents is term death benefit  $t_y$  paid as a lump sum  $\Omega$ . PEBB medical service ( $\beta_{t-\infty}^{med-\Omega}$ ) is a health benefit given to retirees as a result of their past employment. It is usually available and continuous for the unknown years  $t-\infty$  pending the demise of the retirees.  $\sum \dots \alpha\mu$  are other PEBBs not widely practiced in Nigeria. Good examples are car benefits or allowances for specific ranks or levels upon retirement, and house in FCT for all outgoing state governors in Nigeria. The appropriateness of some PEBBs available to a high-ranked public servants in Nigeria might be questionable, examining the general level and degree of hardship in the country for some decades now.

### Pension: CBN and the Nigerian Police Force

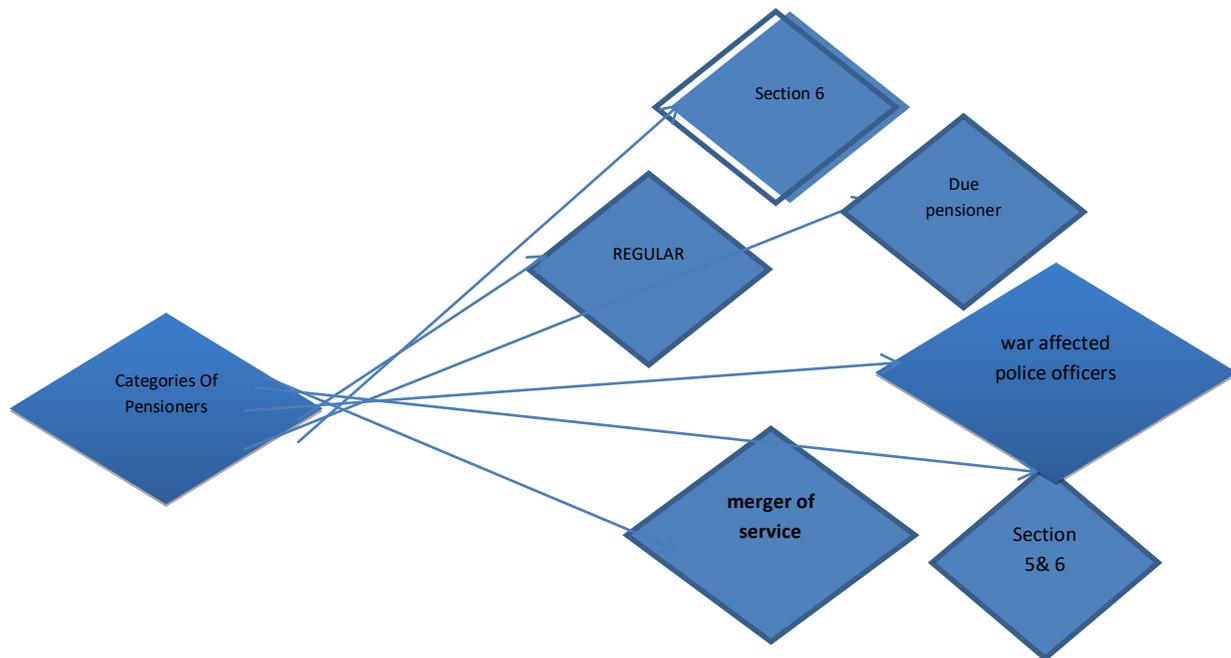
A pension is a lump sum owned by the employee contributed by employee and his employer during employment days and is paid to the employee on a monthly basis after his employment days. Meanwhile, Oxford Advanced Learner's Dictionary defined pension as an amount paid repeatedly by a Government or approved government institution to people above a definite age and to the widow or

incapacitated individuals or by the previous boss or fiscal institution to retired populace. Similarly, the Micro Word Encarta Dictionary (MWED) sees a pension as a retirement fixed payment given monthly to persons during post-employment by either a former employer, the insurance company, or the government as compensation for an injury incurred during employment, or as a reward for past service (Amujiri, 2009). On the contrary, Ozor (2006), believes that a pension is a lump sum income granted to a worker upon worker retirement from active paid occupation. Though he later argued in harmony with (Amujiri, 2009) that pension is generally made on monthly installments. Furthermore pension plans are usually either non-contributory or contributory pension plan, variable or fixed benefits pension plan, individual or collective pension plan; insured or trustee pension plan, and private or public pension plan. Fapohunda (2013) contended that a pension is the sum reserved by an employee or an employer or both to guarantee that at the time of retirement, the retiree has a means of livelihood. To Peshawar (2002), pension is the monthly disbursement from the Government as a consequence of the services done by a civil servant in harmony with applicable guidelines of the government. The last period of active service mandatory for a pension to be receivable is ten years (one decade).

Retiring Pension (RP) is the form of pension that is customarily awarded to an employee who retires after working for the stated number of years. RP practice in Nigeria is between 30-35 years of service. Meanwhile, Peshawar (2002) highlighted that in some countries, RP specified number of active service is twenty-five years. The Compensatory pension (CP) is the brand of assistance awarded to the employee whose employment contract is obliterated untimely, and the employer (government) is cannot offer the worker with the appropriate alternative job. Also, Superannuating Pension (SUP) is the variety of pension granted to employee who is disengaged after attaining the approved age perimeter of 60-65 and 70 years (university professors in Nigeria), respectively. In some countries, the SUP is paid on completion of SUP age of 60 years (Peshawar, 2002). In addition, a Compassionate pension or allowance (COPA) is awarded when the employee pension is disallowed in consequence of a public worker exclusion from employment due to behavior, indebtedness, or ineffectiveness or wastefulness (Amujiri, 2009). Peshawar (2002) revealed that in some countries COPA does not exceed 2/3 of the dismissed employee's pension or gratuity due him at the time of his disengagement.

Furthermore, Invalid Pension (IVD) according to Peshawar (2002), is granted to a city worker who, due to physical or psychological ailment, is perpetually disabled from a report of the certified Medical Board. A civil or public servant can be invalidated for one month of notice receipt of a Medical Certificate or if the employee is on leave of absence. Whereas, Extraordinary Pension (EXPN), is awarded to government worker together with the usual and regular pension, those who died, got wounded, or were incapacitation are directly a function of the employer's employment duty in service. Anticipatory Pension (APC) is a kind of pension that results when there is anxiety that concluding of a civil servant pension issue will be late. Therefore, the retiring employee will be awarded an APC of not less than 80% of the permissible usual by an experienced expert with no consultation with the audit office. Finally, Pension (GDP) according to Osagioduwa (2022) is the brand of pension paid to dead retirees but collected by government officers.

## Nigerian Police Retiree's Taxonomy



Source (author's conceptualization 2022 from <https://www.ptad.gov.ng/departments/ppd/>)

The Police Pension Department (PPD) is responsible for police officers pension and gratuity. PPD is controlled by a Director. It is divided into two partitions, specifically Pension Admin and Pension Accounts (<https://www.ptad.gov.ng/departments/ppd/>). The Pension Transitional Arrangement Directorate (PTAD) recognizes six categories of police retirees. They are; one, Regular (RG). RGs are police officers who have worked with the NPF for ten or fifteen years to thirty-five years or reached 60 years of age. Two, Due Pensioners (DPG) are police officers who retired of their free will but have not gotten to 45 years at the retirement period. This senior citizen will be awarded his total gratuity but cannot be registered in the monthly pension scheme pending when he gets to 45 years. Three, Merger of Service (MSG) are police officers who combined their employment services in the Nigerian Army with their service in the NPF. Four, War Affected Police Officers (WAPOG) are officers who joined the NPF but later migrated to the Biafra Army and fought against the FG of Nigeria throughout the Nigerian civil war between 1967 to 1970. The WAPOG received national forgiveness during Obasanjo Government in 2000 and thus eligible for pensions. Five, Section 5 (S5G) are the family members of the late retirees who died of natural causes during his service with the NPF. The Next-of-Kin (NOK) is usually selected by the deceased Police officer to inherit his entitlement peradventure he dies a natural death. Next-of- kin could be the wife, child, brother, parent, or any family members as selected by the late officer when he was alive. SPOs are entitled to 2 NOKs while Rank and files is allowed 1 NOK. Finally, section 6 (S6G) are NOKs of departed retirees who pass on either on policing duty, by accident during service, or by other unnatural grounds while in service. S6G late police officer's gratuity and monthly pension are granted to his wife and a maximum of 6 children. Each child receives 1/9 of deceased officer accumulated allowances pending when the child attains 18 years of age or decides to die. Also, the wife (s) receives 1/3 of his accrued pensions while she stays unmarried and of virtuous personality (Pension Transitional Arrangement Directorate, nd). However, in any of the categories, certain and specified documentation is required.

Currently, the NPF seeks exclusion and amendment of section 5 sub-section 1 of the Pension Reform Act of 2014 from the pension reform scheme of 2014 as their counterpart in the Nigeria Intelligence Agency (NIA), the Nigeria Army, and the Department of State Security, (DSS). On the contrary, the

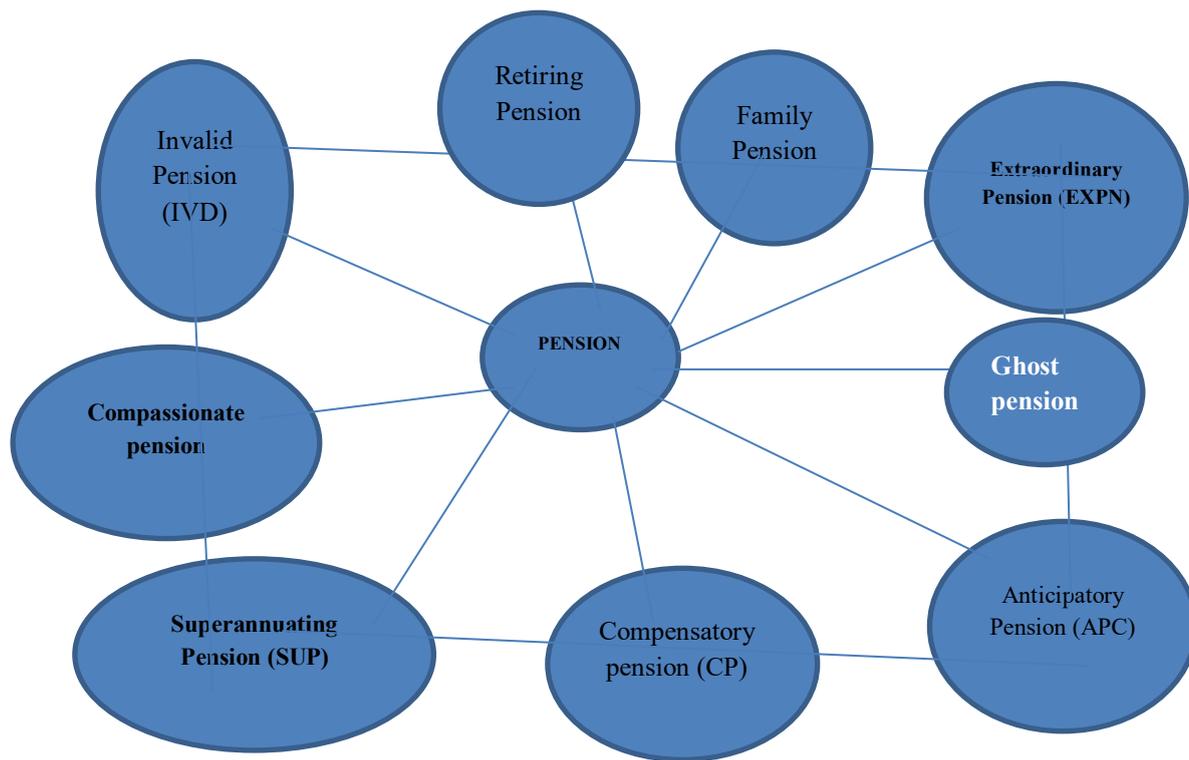
Nigerian government failed to accept and recognize that retirees from the army are probable are large like that of the police force. The federal government is yet to adhere to the agitation of the NPF, contending that the NPF is a colossus entity and the exclusion of the NPF will not be in the most significant interest of the nation's financial system. Secondly, the pension fund has become a growth vector of Nigerian economic well-being, being that colossal fraction of the fund is invested in government security (Vanguard, 2022). Okonta (2022) highlighted that presently, the liability of NPF personnel in the CPS is N213.4b as accrued pension entitlements, while the monthly employer PEBB contributions are about N2.2b.

Furthermore, a few months ago, National Pension Commission, (PenCom) released that the aggregate resources in the CPS grew by N190b in January 2022. The pension funds increased from N13.42t in December 2021, to N13.61t on January 21, 2022. N13.61t CPS fund is about 9% of Nigeria's GDP N8.35t of the fund is currently invested on FG securities and N2.28t, and N123.4b are invested in mutual funds. The NPF needs adequate attention and welfare. That the NPF is burdened with the burdensome obligation of not only defending the citizenry but also thwarting, identifying, and inspecting criminalities and arraigning lawbreakers. Of great concern is the considerable difference between the pensions earned by the NPF and their sister colleague. The maximum retirement benefit of a Deputy Superintendent of Police (DSP) under this offensive current scheme is N2.5m, while Assistant Superintendent of Police (ASP) is N1.5m. Their counterpart in the Nigeria Army (Captain) and DSS receive N12.8m and N10.3m, respectively. Also, Sahara Reporter (2021) contended that a retired Superintendent of Police (SP) receives N42,000 while those that retired got N20, 000 as CSPs in the NPF (Vanguard, 2022). Section 18(8) of the new Police Act (PA) specifies the age for a police officer's retirement as 60 years or 35 years of active service, whichever comes first.

Similarly, Kalu (2022) did compare the financial implication and effect of both pension schemes on the NPF. Argued that presently in the NPF, an Inspector of Police receives N785,284.31; an ASP receives N995,526.42 while a DSP receives N1.4m or N1.7M as gratuities as well as N25,606; N29,154.95 and N41,000.00 respectively as monthly pension after 35 years of service in the CPS. Meanwhile, under the DBS Inspector would receive N4.7m, ASP receives N5.7m and DSP gets N7m as gratuities and N106, 333, N120,433 and N132, 240 respectively as monthly pension."

In Nigeria, Pension Transitional Arrangement Directorate (PTAD) established that the conditions to be met by pensionable staff include voluntary retirement after a qualifying period of active service, ten years up to 31<sup>st</sup> March, 1977, fifteen years from 1<sup>st</sup> April, 1977, and 10 years from 1<sup>st</sup> June, 1992, mandatory retirement after attaining 60 years and 35 years of service whichever comes first, compulsory retirement resulting from reform, the recommendation from medical board confirming that the officer is not psychologically fit, permanent disability and abolition of the staff post due to reforms (<https://www.ptad.gov.ng/departments/ppd/>).

Pieces of literature, reveal that police officers retire early after 30 years compared to other professions (Caudill and Peak, 1990a, 1990b; Violanti, 1990; Flynn, 2011; Hill et al., 2015). Indeed, retired polices service usually do not withdraw from the labor market completely (Forcese and Cooper, 1985; Hill et al., 2015). Meanwhile, retirement is typically undesired by former officers (Caudill and Peak, 1990a; Patterson et al., 2001; Ruiz and Morrow, 2005). The particular reason is the fact that when a police officer retires, he losses the respect, honor and, symbols associated with the office (Caudill and Peak, 1990a; Rehm, 1996; Ruiz and Morrow, 2005; Brandl and Smith, 2012). Hence the imperativeness of a police officer's emotional and physical preparation (Rehm, 1996; Brandl and Smith, 2012; Hill et al., 2015) before retirement.



*Source (authors compilation and conceptualization of pension taxonomy rectangle 2022)*

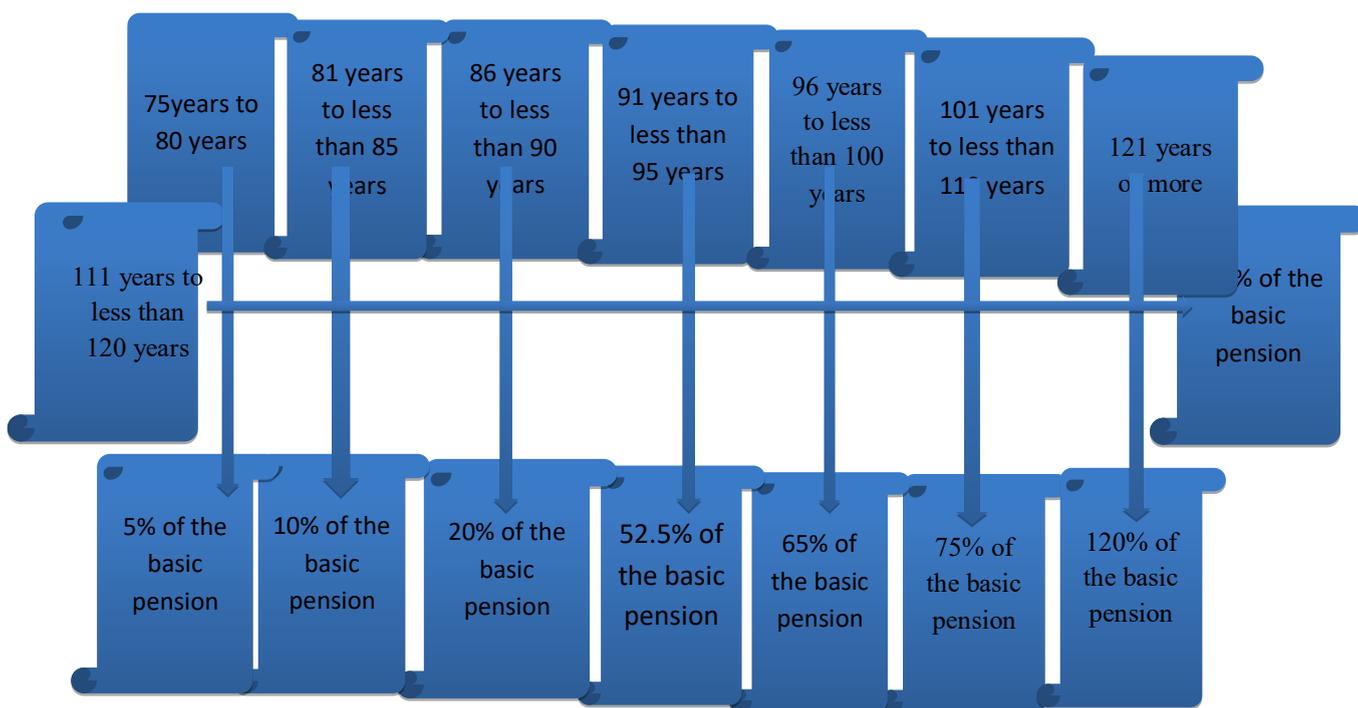
Family Pension (FPH) is a kind of pension awarded to the relations of a civil or public employee at the advent of the employee's death during active service. FPH is also paid to the family members of retirees when the retirees decide to die. Furthermore, the relatives of the deceased government worker who decided to die during employment are awarded 50% of the deceased employee Gross pension. In addition, the gratuity of 1/4 of gross pension in line with the age of the dead pensioners consistent with the commutation schedule is paid simultaneously. Moreover, when the worker chose to pass after retirement from active service, the FPH awarded is 50% of the net pension or abridged pension. In the same vein, the wife of the deceased is awarded FPH life or pending when she remarries. Meanwhile, when a female worker dies, her husband receives FPH for one decade. Similarly, when government worker whose wife is also a government employee's decides to die, she gets the FPH till death or remarriage. Of importance is who constitutes a family. The family consists of Wife (s) of a masculine civil or public staff, husband of the departed public staff and widow and offspring of a departed son of the civil servant. However, when widow chose to pass, the FPH is awarded to the widow's sons, pending when the son gets to 21years and any single daughter, pending when she is married or gets to years, whichever comes first (Government of West Bengal, 2009).

Meanwhile, for a pension to be awarded, the prerequisite and conditions to be fulfilled comprise are, one, the employment supported by the Government. Two, the employment must be pensionable. Three, the pensioners pension is funded from a consolidated and contributory fund. Unfortunately, not all services qualify for a pension. Services or pensionable period consist of, one, times of leave of absence excluding special or odd leave. Two, times of suspension from employment before re-engagement. Three, times of probation before ratification of employment. Four, half of apprenticeship years. Five; military pensionable service then ends before a pension has been earned in respect of it. Six, periods

spent on transit from one employment to another appointment. Seven; times spent on in-service or on-the-job training of staff. Eight, years used for Foreign Service if the contributory scheme applies.

Meanwhile, services not pensionable comprise special leave, 1/2 of the apprenticeship years, and Foreign Service, where the contributor scheme does not apply. Significantly, civil servants are not pensionable when they resign from employment except when they pursue another pensionable employment that is pensionable. Also, when disengaged or sacked from employment due to misbehavior, indebtedness or wastefulness, and absenteeism from responsibility without authorized leave (Government of West Bengal, 2009).

### Pension Supplementary and Pensioner's Age Growth Crusade



*Source (author's conceptualization 2022 of Government of West Bengal (2009) assertions on additional pension and age growth).*

The government of West Bengal (2009) argued that the older a pensioner the higher his monthly pension. This is probably due to the high cost of personal upkeep and maintenance and the effect of inflation on the pensioner monthly real value of money. Retirees from 75 yearsto 80 years should be granted an additional 5% of the elementary assistance. Pensioners in 81 years to less than 85 years should be granted an extra 10% of the basic pension. While those from 86 years to less than 90 years should be granted an additional 20% of the basic pension. Senior citizens from 91 years to less than 95 years should be granted an extra 52.5% of their rudimentary allowance.

Furthermore, retirees from 96 years to less than 100 years should be granted an additional 65% of the basic pension. Also, those from 101 years to less than 110 years should be given an extra 75% of the basic assistance. Similarly, pensioners from 111 years to less than 120 years should be granted an additional 100% of the basic retirement, while those above 121 years should be rewarded an extra 120% of the basic assistance.

#### IV. GRATUITY, LIFE INSURANCE AND HEALTH CARE OF NPF AND CBN RETIREES

Adegbayi (2005) sees gratuity as a lump sum payment awarded to an ex-employee during his post-employment. Meanwhile, assessing the NPF gratuity structure in Nigeria, Okonta (2022), submitted that in agreement with the provision in Section 4(4)(a) the FG of Nigeria should pay Nigeria Police Force pensioners 300% of the pensioner's latest yearly gross remuneration as gratuity during post-employment period in lump-sum, while the pensioner's contributory scheme in the pensioners Retirement Savings Account (RSA) should be employed in paying the pensioners monthly pension. Dimeji (2020) highlighted that the NPF made it mandatory for every pensioners from the police force, regardless of their level of retirement, together with a spouse, access to all NHIS services and benefits contained in Code-073 in the Police Health Organization (Police Maintenance -HMO). The registration was slated from the 7<sup>th</sup> to the 23<sup>rd</sup> of September 2020. Police Maintenance fails to make health benefits provisions for police retirees' children. Meanwhile, Senator Ibrahim noted that after 15 years of NHIS installation, merely 7% of Nigerians are sheltered by the scheme (Nkechi, 2020).

Nkechi (2020) noted that the NHIS also provides health insurance policy identified as the Group Individual and Family Social Insurance Package (GIFSHIP) to aid the achievement of the Universal Health Coverage objective in the state. The novel scheme provides health insurance for both groups and families in Nigeria, including retirees from the NPF and the CBN. NHIS was birthed approximately 20 years ago by Act 35 of 1999 now CAP N42 LFN 2004. The aim of the NHIS was essentially and primarily to guarantee fiscal access to excellent health services for all civil servants and pensioners through health insurance. The Scheme began with several simulations of health insurance, climaxing in the inauguration of the formal sector program for federal civil servants, including retirees from the NPF and the CBN. The new insurance scheme allows individuals, families, and groups to access the NHIS bionetwork. Nkechi (2020) added that categorically, the GIFSHIP consist of three beneficiaries namely three persons category (N45,000 compensation) and group category and (N15,000 premium) family category (N60,000 compensation). GIFS evolution is a function experience gathered from the previous the Vital Contributors Social Health Insurance Programme (VCSHIP) in Nigeria. GIFSHIP eradicates identified complications as it produces further worth by intensifying and advancing of VCSHIP for healthier access and service quality with experience. NHIS coverage in Nigeria has been minimal. In an attempt to address this challenge, Nigeria Senate lately accepted a Bill revising the NHIS Act and retitling it the National Health Insurance Authority (NHIA). The NHIA will convey additional health insurance arrangements in a singular scheme and make health insurance compulsory for every single Nigerian (Nkechi, 2020).

This research relied mainly on Burgess's Activity Theory (BAT). BAT framed by Tensley and Tenstey (1987), is unique among the several theories of post-employment life. The rudimentary supposition of the BAT is that persons with several and multiple duties are supposed to be well fortified to handle the forfeiture of the solitary role and social activity, which is considered as strategic nature of successful post-employment life. BAT is pertinent to this research on account that BAT allow persons and officers like men of the police force and workers in the CBN who entered post-employment years search for a supernumerary engagement for them to be significant and meet the 21<sup>st</sup>-century economic challenges and remain appropriate in harmony with pre- retirement preparation and guidance. Indeed, retired polices service usually do not withdraw from the labor market completely (Forcese and Cooper, 1985; Hill et al., 2015). Meanwhile, it is imperativeness for a police officer to ensure emotional and physical preparation (Rehm, 1996; Brandl and Smith, 2012; Hill et al., 2015) before post-employment life emerges.

## V. METHODOLOGY

The study embraces positivism-philosophy being that social reality were examined to arrive at a law-like generalization. A quantitative research design was adopted in the analysis, and the survey strategy was further employed. The respondents were fundamentally significant knowledgeable, potentially post-employed workers in the Central Bank of Nigeria and the Nigerian Police Force in Edo and Delta States. This research was conducted in two states in Nigeria. Data from the Central Bank was analyzed separately from data from the police force. These states were singled out for this research because they were convenient for the researcher. Forty-five copies of a well-structured questionnaire were received from Central Bank respondents, while 49 documents were retrieved from the Nigeria Police Force respondents. Systematic Random Sampling Techniques (SRST) was employed. Cronbach's Alpha (CRAP) was used to test for reliability. Copies of structured close-ended questionnaire were administered to respondents. The questions were in Five Likert Scales format. Strongly Agree, Agree, Undecided, Disagree, and Strongly Disagree. Table, simple percentage, P value percentage, mean, standard deviation, and chart were used in analyzing the data.

## VI. MODEL SPECIFICATION

### Conceptual Model

$$\lambda\beta_t^{pebb-\Omega//B^{rit}} = f(\beta_{t-\infty}^{pen-\Omega} + \beta_{t_1}^{gra-\Omega} + \beta_{t_y}^{life\ \Omega\ life} + \beta_{t-\infty}^{med-\Omega\ 1\Sigma} + \dots_{a\mu})... \quad (1)$$

Where

$\lambda\beta_t^{pebb-\Omega//B^{rit}}$  = post-employment benefit(retirement benefit)

$\beta_{t-\infty}^{pen-\Omega}$  = Monthly pension payment,

$\beta_{t_y}^{life\ \Omega\ life}$  = life insurance

$\beta_{t-\infty}^{med-\Omega\ 1\Sigma}$  = medical services

$$\dots_{a\mu} = f(cam + hos + err).....(1^a)$$

$\dots_{a\mu}$  = other post-employment benefits (constant)

cam = car

hos = housing

err = error term

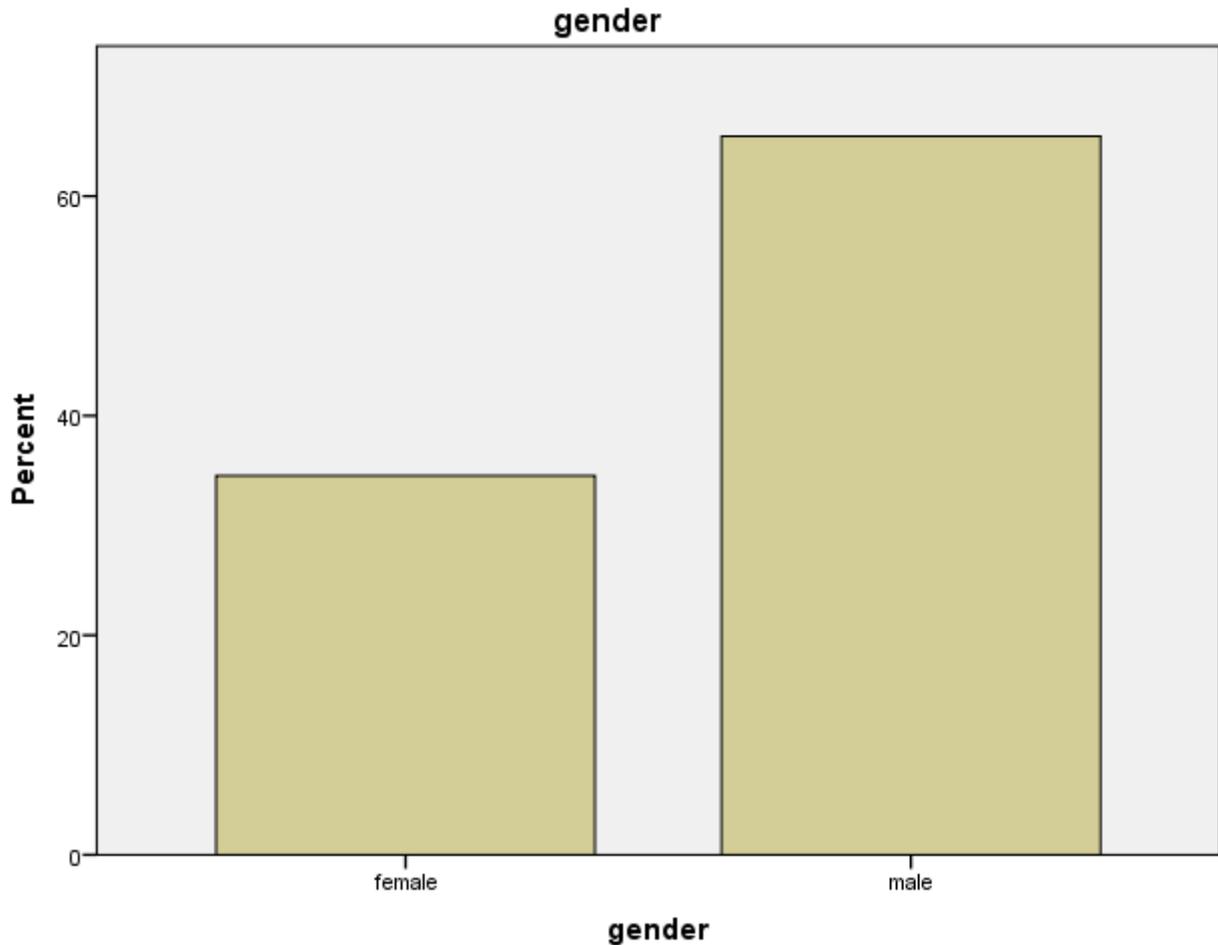
$$\lambda\beta_t^{pebb-\Omega//B^{rit}} = f(\beta_{t-\infty}^{pen-\Omega} + \beta_{t_1}^{gra-\Omega} + \beta_{t_y}^{life\ \Omega\ life} + \beta_{t-\infty}^{med-\Omega\ 1\Sigma} + cam + hos + err).... \quad (2)$$

### Analytical Model

$$\lambda\beta_t^{pebb-\Omega//B^{rit}} = \beta_0 + \beta_{t-\infty}^{pen-\Omega} + \beta_{t_1}^{gra-\Omega} + \beta_{t_y}^{life\ \Omega\ life} + \beta_{t-\infty}^{med-\Omega\ 1\Sigma} + \varepsilon$$

## VII. DATA ANALYSIS AND PRESENTATION

### Gender distribution of CBN staff



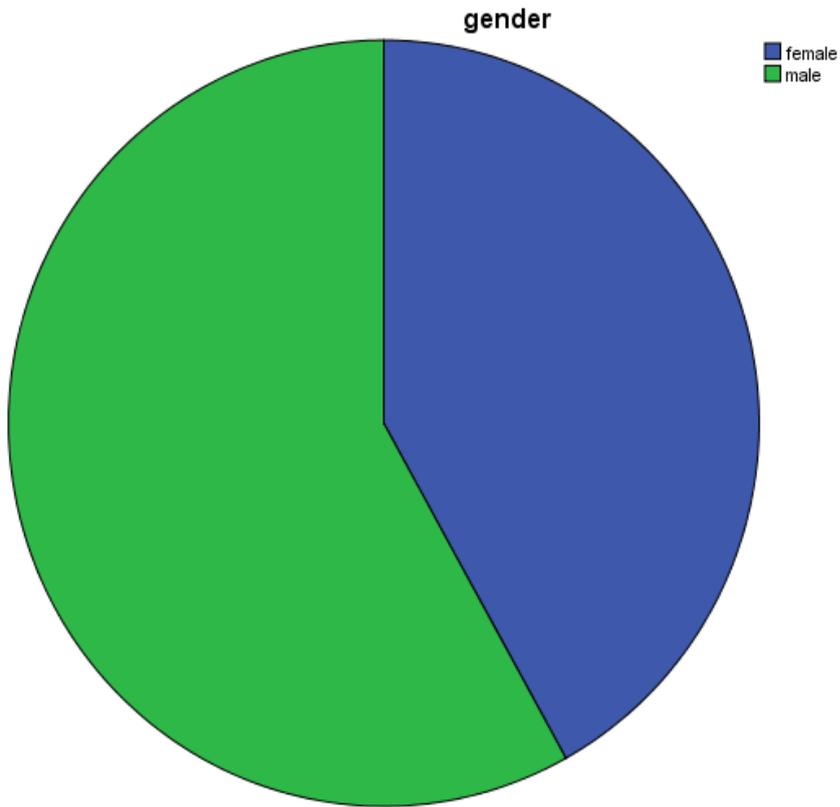
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	female	19	34.5	34.5	34.5
	male	36	65.5	65.5	100.0
	Total	55	100.0	100.0	

Source (field work 2022)

Male respondents from the Central Bank of Nigeria from both states were 65.5 percent, while female respondents were 34.5 percent.

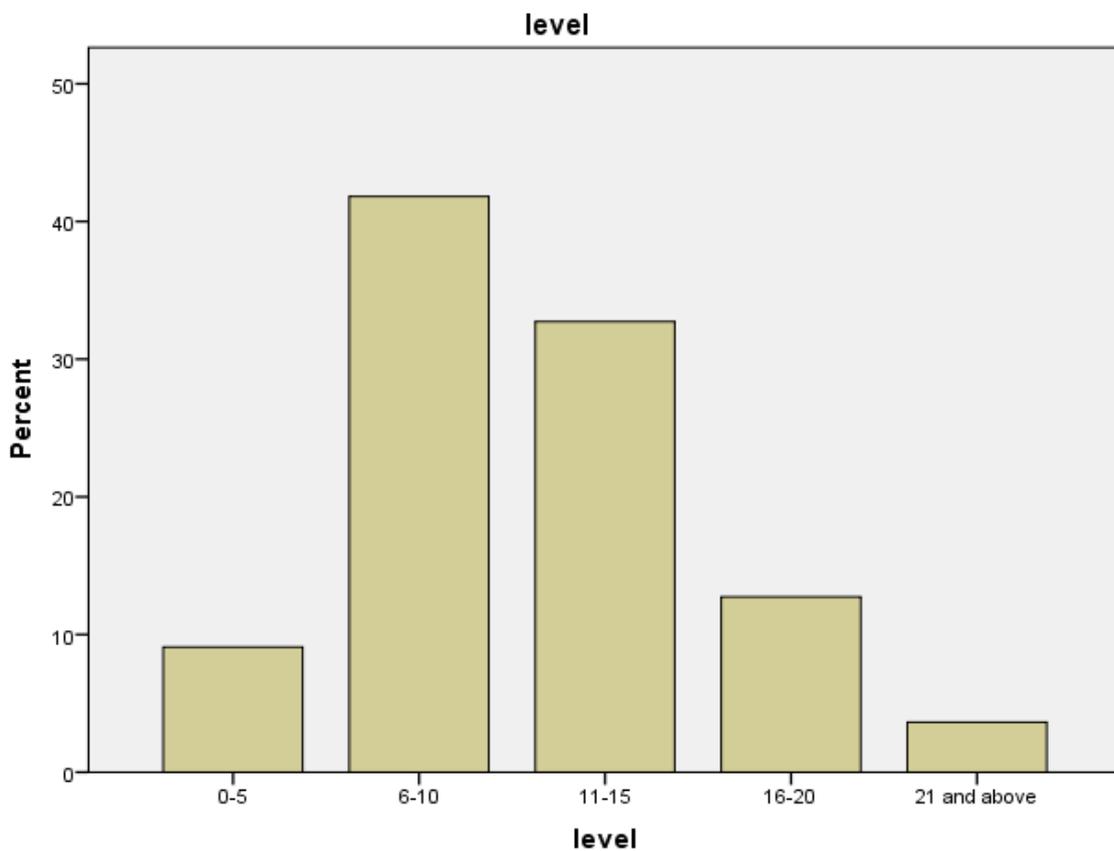
### Gender Distribution of the Police Force

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	female	13	41.9	41.9	41.9
	male	18	58.1	58.1	100.0
	Total	31		100.0	



From the Nigerian Police Force, 41.9367 percent of the respondents are male while, 58.103646 percent of the respondent were female.

Grade level of CBN respondents



		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-5	5	9.1	9.1	9.1
	6-10	23	41.8	41.8	50.9
	11-15	18	32.7	32.7	83.6
	16-20	7	12.7	12.7	96.4
	21 and above	2	3.6	3.6	100.0
	Total	55	100.0	100.0	

### Hypothesis One

Post-employed workers from the Nigerian Police Force significantly receive regular monthly and full pension than post-employed workers from the Central Bank of Nigeria.

Central Bank of Nigeria.							
	Statistic	Std. Error	Bootstrap <sup>a</sup>				
			Bias	Std. Error	95% Confidence Interval		
					Lower	Upper	
Pensioners from your organization receives pension on monthly basis.	N	55		0	0	55	55
	Range	.04					
	Mi	.00					
	Ma	.04					
	$X^{**}$	.0162*	.00115	.0000	.0012	.0138	.0185
	Std. Deviation	.00850		-.00017	.00094	.00649	.01019
	Variance	.000		.000	.000	.000	.000
	Skewness	.461	.322	-.092	.377	-.469	1.033
	Kurtosis	1.044	.634	-.212	.691	-.439	2.245
Valid N (listwise)	N	55		0	0	55	55

a. Unless otherwise noted, bootstrap results are based on 1000 bootstrap samples

The statistical mean ( $X^{**}$ ) value of 0.0162\*\*\* reveals that post employed workers from the Central bank of Nigeria receive regular pension on monthly basis.

### The Nigerian Police force

	Statistic	Std. Error	Bootstrap <sup>a</sup>				
			Bias	Std. Error	95% Confidence Interval		
					Lower	Upper	
Pensioners from your organization receives pension on monthly basis.	N	49		0	0	49	49
	Mi	.00					
	Ma	.04					
	Sum	.89					
	$X^{**}$	.0182		.0000	.0000	.0182	.0182
	Std. Deviation	.01253		.0000	.00000	.01253	.01253
	Variance	.000		.000	.000	.000	.000
	Skewness	-.035	.340	.000	.000	-.035	-.035
	Kurtosis	-1.479	.668	.000	.000	-1.479	-1.479
Valid N (listwise)	N	49		0	0	49	49

a. Unless otherwise noted, bootstrap results are based on 49 stratified bootstrap samples

The statistical mean ( $X^{**}$ ) value of 0.0182\*\*\* reveals that post employed workers from the Nigerian Police Force receives pension on a monthly basis.

Nigeria police force							
	Statistic	Std. Error	Bootstrap <sup>a</sup>				
			Bias	Std. Error	95% Confidence Interval		
					Lower	Upper	
Pensioners from your organization are sometimes paid half of the monthly pension.	N	49		0	0	49	49
	Mi	.00					
	Ma	.04					
	Sum	1.09					
	X**	.0222		.0002	.0015	.0198	.0262
	Std. Deviation	.01066		-.00010	.00087	.00798	.01268
	Variance	.000		.000	.000	.000	.000
	Skewness	.390	.340	-.031	.174	-.094	.711
	Kurtosis	-.620	.668	-.017	.393	-1.406	.265
Valid N (listwise)	N	49		0	0	49	49
a. Unless otherwise noted, bootstrap results are based on 49 stratified bootstrap samples							

The statistical mean (X\*\*) value of 0.0222\*\*\*\* with a deviation of 0.01066 and variance of .000 indicate the post-employed employee from the Nigerian Police Force sometimes are paid half of their regular monthly pension.

The Central Bank of Nigeria							
	Statistic	Std. Error	Bootstrap <sup>a</sup>				
			Bias	Std. Error	95% Confidence Interval		
					Lower	Upper	
Pensioners from your organization are sometimes paid half of the monthly pension.	N	55		0	0	55	55
	Mi	.00					
	Ma	.04					
	X**	.0287		.0000	.0025	.0216	.0328
	Std. Deviation	.01491		-.00046	.00127	.01182	.01683
	Variance	.000		.000	.000	.000	.000
	Skewness	-.956	.322	.005	.329	-1.600	-.110
	Kurtosis	-.659	.634	.142	.716	-1.674	1.222
	Valid N (listwise)	N	55		0	0	55
a. Unless otherwise noted, bootstrap results are based on 55 bootstrap samples							

The statistical mean (X\*\*) value of 0.0287\*\*\*\* with a deviation of 0.01491 and statistical skewness of -.956 indicate the post-employed employee from the Central Bank of Nigeria are always paid their monthly pension in full. We, therefore, reject the alternate hypothesis that Post-employed workers from the Nigerian Police Force sometimes receive monthly and full assistance than post-employed workers from the Central Bank of Nigeria and accept the null hypothesis that Post-employed workers from the Central Bank of Nigeria significantly receive monthly and entire and total assistance than a post-employed workers from the Nigerian Police Force.

### Hypothesis Two

Post-employed worker from the Nigerian police force receives gratuity earlier than post-employed workers from the Central Bank Nigerian.

Central Bank of Nigeria							
	Statistic	Std. Error	Bootstrap <sup>a</sup>				
			Bias	Std. Error	BCa 95% Confidence Interval		
					Lower	Upper	
Pensioners from your organization usually receives gratuity after .....years of retirement	N	55		0	0	.	.
	Mi	.05					
	Ma	.25					
	X**	.1009		.0025	.0110	.	.
	Std. Deviation	.07787		.00061	.00667	.06411	.09150
	Skewness	1.129	.322	-.047	.333	.622	1.649
	Kurtosis	-.407	.634	.007	.879	-1.520	1.596
Valid N (listwise)	N	55		0	0	.	.

a. Unless otherwise noted, bootstrap results are based on 100 bootstrap samples

The statistical mean (X\*\*) value of .1009\*\*\*\* with deviation of .07789\*\* and kurtosis of -.407\*\* shows that retirees from the Central Bank of Nigeria receive their gratuity between one to three years after post-employment life.

### NIGERIA POLICE FORCE

	Statistic	Std. Error	Bootstrap <sup>a</sup>				
			Bias	Std. Error	95% Confidence Interval		
					Lower	Upper	
Pensioners from your organization usually receives gratuity after .....years of retirement	N	49		0	0	49	49
	X**	.2398	.00525	-.0002	.0045	.2296	.2480
	Std. Deviation	.03677		-.00146	.01050	.01000	.05241
	Variance	.001		.000	.001	.000	.003
	Skewness	-4.243	.340	.055 <sup>b</sup>	.944 <sup>b</sup>	-6.291 <sup>b</sup>	-2.668 <sup>b</sup>
	Kurtosis	18.597	.668	.336 <sup>b</sup>	9.575 <sup>b</sup>	6.153 <sup>b</sup>	41.091 <sup>b</sup>
Valid N (listwise)	N	49		0	0	49	49

a. Unless otherwise noted, bootstrap results are based on 100 bootstrap samples

b. Based on 99 samples

The statistical mean (X\*\*) of 0.2398\*\*\*\* with a standard error of .00525 and bias of -.0002 indicates that post-employed staff from the Nigerian Police Force receive their gratuity not less the seven (7) years after retirement. We, therefore, reject the alternate hypothesis that Post-employed worker from the Nigerian police force receive gratuity earlier than a post-employed workers from the Central Bank Nigerian and accept the null hypothesis that Post-employed worker from the Central Bank Nigerian receives gratuity earlier than post-employed workers from the Nigerian police force organization.

### Hypothesis Three

Post-employed workers from the Nigeria Police Force significantly have more access to life insurance than post-employed staff of the Nigerian central bank.

Central Bank of Nigeria					
Life insurance is available to retirees from your organization					
	Statistic	Bootstrap <sup>b</sup>			
		Bias	Std. Error	BCa 95% Confidence Interval	
				Lower	Upper
Mean	.0142	.0002	.0017	.0104	.0190
N	55	0	0	.	.
Std. Deviation	.01243	-.00005	.00093	.01087	.01379
Kurtosis	-.413	.033	.471	-1.210	.818
Skewness	.705	-.017	.211	.347	1.055
Std. Error of Kurtosis	.634				
Geometric Mean	.0000	.0000	.0000	.	.
Harmonic Mean	. <sup>a</sup>	. <sup>c</sup>	. <sup>c</sup>	. <sup>c,d</sup>	. <sup>c,d</sup>
Std. Error of Mean	.00168				
Std. Error of Skewness	.322				
Median	.0100	.0004	.0020	.0100	.0100
a. The data contains both negative and positive values, and possibly zero values.					
b. Unless otherwise noted, bootstrap results are based on 100 bootstrap samples					
c. Based on 0 samples					
d. A 95% confidence interval requires at least 39 bootstrap samples.					

Nigeria Police Force					
Life insurance is available to retirees from your organization					
	Statistic	Bootstrap <sup>b</sup>			
		Bias	Std. Error	95% Confidence Interval	
				Lower	Upper
Mean	.0292	-.0004	.0021	.0250	.0328
N	49	0	0	49	49
Std. Deviation	.01382	-.00019	.00127	.01073	.01584
Harmonic Mean	. <sup>a</sup>	1.7977E+308 <sup>c</sup>	. <sup>c</sup>	. <sup>c,d</sup>	. <sup>c,d</sup>
Geometric Mean	.0000	.0003	.0031	.0000	.0000
Grouped Median	.0328	-.0008	.0022	.0271	.0358
Median	.0400	-.0051	.0058	.0200	.0400
Skewness	-.984	.066	.286	-1.577	-.414
Std. Error of Kurtosis	.668				
Kurtosis	-.315	-.003	.677	-1.277	1.390
Sum	1.43				
Std. Error of Skewness	.340				
Range	.04				
Std. Error of Mean	.00197				
% of Total Sum	100.0%				
Variance	.000	.000	.000	.000	.000
First	UN				
Last	SD				
a. The data contains both negative and positive values, and possibly zero values.					
b. Unless otherwise noted, bootstrap results are based on 100 bootstrap samples					
c. Based on one sample					
d. A 95% confidence interval requires at least 39 bootstrap samples.					

The statistic Mean value of .0142\*\*\*\* and Standard Error of Kurtosis 0.634 indicates that post-employed workers from the Central Bank of Nigeria receive life insurance benefit during post-employment life. On the contrary, the statistic mean value of .0292\*\*\*\*, Kurtosis of -315, and Skewness of -.984, indicating that the post-employed workers from the Nigeria Police Force do not receive life insurance benefit during post-employment life. We, therefore, reject the alternate hypothesis and accept the null hypothesis that Post-employed workers from the Nigeria Police Force significantly don't have more access to life insurance than post-employed staff of the Nigerian central bank.

*Hypothesis Four*

Health post-employment benefit between pensioners of Nigerian police force and the Nigerian central bank is significantly different.

Some pensioners from your organization died untimely from health issues due to non/limited-access to health service after retirement.

Nigeria Police Force					
	Statistic	Bootstrap <sup>a</sup>			
		Bias	Std. Error	BCa 95% Confidence Interval	
				Lower	Upper
Mean	.0171	.0002	.0011	.	.
N	49	0	0	.	.
Std. Deviation	.00764	.00016	.00104	.	.
Harmonic Mean	.0145	.0001	.0008	.0127	.0163
Geometric Mean	.0157	.0002	.0009	.	.
Grouped Median	.0163	.0001	.0009	.0142	.0181
Median	.0200	-.0013	.0034	.	.
Skewness	1.421	-.077	.198	1.226	1.468
Std. Error of Kurtosis	.668				
Kurtosis	2.857	-.274	.905	.634	4.017
Sum	.84				
Std. Error of Skewness	.340				
Range	.03				
Std. Error of Mean	.00109				
% of Total Sum	100.0%				
Variance	.000	.000	.000	.	.
First	A				
Last	A				
% of Total N	100.0%				
a. Unless otherwise noted, bootstrap results are based on 100 bootstrap samples					

Central Bank of Nigeria					
Some pensioners from your organization died untimely from health issues due to limited access to health services after retirement.					
	Statistic	Bootstrap <sup>b</sup>			
		Bias	Std. Error	95% Confidence Interval	
				Lower	Upper
Mean	.0273	-.0002	.0018	.0236	.0307
N	55	0	0	55	55
Std. Deviation	.01367	-.00008	.00100	.01150	.01561
Kurtosis	-.760	.031	.530	-1.389	.904
Skewness	-.747	.025	.233	-1.330	-.312
Std. Error of Kurtosis	.634				
Geometric Mean	.0000	.0000	.0000	.0000	.0000
Harmonic Mean	. <sup>a</sup>	. <sup>c</sup>	. <sup>c</sup>	. <sup>c,d</sup>	. <sup>c,d</sup>
Std. Error of Mean	.00184				
Std. Error of Skewness	.322				
Median	.0300	.0008	.0031	.0300	.0400
Grouped Median	.0308	-.0005	.0020	.0258	.0336
Sum	1.50				
Minimum	UN				
Maximum	SD				
Range	.04				
First	A				
Last	A				
Variance	.000	.000	.000	.000	.000
% of Total Sum	100.0%				
% of Total N	100.0%				
a. The data contains both negative and positive values, and possibly zero values.					
b. Unless otherwise noted, bootstrap results are based on 100 bootstrap samples					
c. Based on 0 samples					
d. A 95% confidence interval requires at least 39 bootstrap samples.					

The statistic mean value of 0.0273<sup>\*\*\*\*</sup> and Standard Error of Kurtosis 0.668 indicates that pensioners from the Nigeria Police Force died untimely from health issues due to limited access to health services after retirement. On the contrary, the statistic Mean value of .0273<sup>\*\*\*\*</sup>, Kurtosis of -.760, and Skewness of -.747, indicating that post-employed workers from the Central Bank of Nigeria died untimely from health issues due to limited access to health services after retirement. We, therefore, reject the alternate hypothesis and accept the null hypothesis that the Health post-employment benefit between pensioners of Nigerian police force and a Nigerian central bank retirees is significantly different.

### VIII. SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATION

The statistical mean ( $X^{**}$ ) value of 0.0287<sup>\*\*\*\*</sup> with a deviation of 0.01491, and statistical skewness of -.956 indicating that post-employed employee from the Central Bank of Nigeria are always paid their monthly pension in full. We, therefore, reject the alternate hypothesis that Post-employed workers from the Nigerian Police Force significantly receive regular monthly and full assistance than post-employed workers from the Central Bank of Nigeria and accept the null hypothesis that Post-employed workers from the Central Bank of Nigeria significantly receive monthly and entire assistance than post-employed workers from the Nigerian Police Force.

The statistical mean ( $X^{**}$ ) of 0.2398\*\*\*\* with a standard error of .00525 and bias of -.0002 indicates that post-employed staff from the Nigerian Police Force receives their gratuity not less the seven (7) years after post-employment years. We, therefore, reject the alternate hypothesis that Post-employed worker from the Nigerian police force receives gratuity earlier than post-employed workers from the Central Bank Nigerian and accept the null hypothesis that Post-employed worker from the Central Bank Nigerian receives gratuity earlier than post-employed workers from the Nigerian police force.

The statistic Mean value of .0142\*\*\*\* and Std. Error of Kurtosis 0.634 indicates that post-employed workers from the Central Bank of Nigeria receives life insurance benefit during post-employment life. On the contrary, the statistic mean value of .0292\*\*\*\*, Kurtosis of -315 and Skewness of -.984, indicate that post-employed workers from the Nigeria Police Force do not receives life insurance benefit during post-employment life. We therefore reject the alternate hypothesis and accept the null hypothesis that Post-employed workers from the Nigeria Police Force significantly don't have more access to life insurance than post-employed staff of the Nigerian central bank.

The statistic mean value of 0171\*\*\*\* and Standard. Error of Kurtosis 0.668 indicates that pensioners from the Nigeria Police Force died untimely from health issues due to non/limited-access to health services after retirement. On the contrary, the statistic Mean value of .0273\*\*\*\*, Kurtosis of -760, and Skewness of -.747, indicating that a post-employed worker from the Central Bank of Nigeria died untimely from health issues due to limited access to health services after retirement. We, therefore, reject the alternate hypothesis and accept the null hypothesis that the Health post-employment benefit between pensioners of Nigerian police force and the Nigerian central bank retirees is significantly different. Works of literature reveal that police officers retire early after 30 years compared to other professions (Caudill and Peak, 1990a, 1990b; Violanti, 1990; Flynn, 2011; Hill et al., 2015). Indeed, retired polices service typically do not withdraw from the labor market completely (Forcese and Cooper, 1985; Hill et al., 2015). Meanwhile, retirement is usually undesired by former officers (Caudill and Peak, 1990a; Patterson et al., 2001; Ruiz and Morrow, 2005). The singular reason is the fact that when a police officer retires, he losses the respect, honor and, symbols associated with the office (Caudill and Peak, 1990a; Rehm, 1996; Ruiz and Morrow, 2005; Brandl and Smith, 2012). Hence the imperativeness of a police officer's is emotional and physical preparation (Rehm, 1996; Brandl and Smith, 2012; Hill et al., 2015) before retirement. Osagioduwa et al. (2019a, 2019b, 2020, 2022a, 2022b) believe in fairness in our dealings and interaction.

The Holy Bible, specifically in ecclesiastics nine vs5 highlighted that those alive know that death is inevitable and unavoidable, still, the deceased know nothing nor have or expect any benefit because the memory of the dead is not remembered. Furthermore, according to Paul (nd) in 1 Timothy 5 vs. 21, nothing should be done in partiality. The study, therefore, concludes that post-employed employee's from the Central Bank of Nigerian receives a significant post-employment benefit in comparison with post-employed police officers. The study, therefore, recommends that;

1. As a matter of urgency, post-employed Nigerian police officers should be granted easy access to the life insurance policy. It seems the life insurance policy and benefit is only available on paper and not the practical reality, considering the risk and uncertainties associated with policing, especially in Nigeria society.
2. The federal government should instantly instigate modalities to ensure the police force's senior citizens receive in full their monthly pensions. Paying half a monthly allowance to police retirees is disastrous in the light of the 21st-century economic hardship.
3. Most importantly, the Nigeria Police Force Reform should be excluded from the pension reform scheme of 2014 as their counterpart in the Nigeria Intelligence Agency (NIA), the Nigeria Army, and

the Department of State Security, (DSS). The National Assembly should make speedy the passage of the bill of exclusion.

4. A Bill for an Act to amend Sections 1 (c), 7(2), 8(1), 18, 24 and 99 of the Pension Reform Act (PRAT) of 2014 demands that a senior citizen of the Nigerian Police Force should be given at least 75% of his PEBB instantly upon post-employment should be urgently passed considering the cardinal role, and usefulness of the police.

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