

COMMUNIQUE OF THE 5TH TOP MANAGEMENT RETREAT FOR DIRECTORS, CHIEF EXECUTIVE OFFICERS OF AGENCIES AND PARASTATALS AND HEADS OF UNIT OF FEDERAL MINISTRY OF POWER, WORKS AND HOUSING HELD AT THE DANKANI GUEST PALACE HOTEL SOKOTO, SOKOTO STATE FROM FRIDAY, 2ND TO SATURDAY, 3RD NOVEMBER, 2018

The 5th Edition of the Top Management Retreat for Directors, Chief Executives of Agencies and Heads of Unit of the Federal Ministry of Power, Works and Housing was held at the Dankani Guest Palace Hotel, Sokoto, Sokoto State on 2nd and 3rd November, 2018 with the theme “**Public Service and Ease of Doing Business**”.

2. The Two-day Retreat was declared open by the Honourable Minister, Federal Ministry of Power, Works and Housing, His Excellency, Babatunde Raji Fashola, SAN who presided over the event. The Retreat was also attended by the Honourable Minister of State (II), Surveyor Suleiman Hassan Zarma, mnis; Permanent Secretary (Works and Housing), Mohammed Bukar, Permanent Secretary (Power), Louis O. N Edozien; Directors, Managing Directors/Chief Executive of Agencies and Parastatals and Heads of Unit of the Ministry.

3. The Permanent Secretary, Federal Ministry of Power, Works and Housing, Muhammed Bukar welcomed participants to the 5th Edition in the series of quarterly Retreat for Top Management of the Ministry and

its Agencies. He commended the foresight of the Honourable Minister in conceiving and sustaining the quarterly Retreat. He noted that the theme of the Retreat “**Public Service and Ease of Doing Business**” was apt particularly with the resolve of this administration to enhance the ease of doing business in the country through institutional reform with a view to attracting local and foreign investors in improving the economy. This, according to him, informed the issuance of **Executive Order 001** on the Ease of Doing Business by President Muhammed Buhari, *GCFR* on 15th April, 2016 with the objective of promoting transparency and accountability in Government Agencies. He stated that this has improved the country’s ranking on the World Bank’s Ease of Doing Business index despite the marginal drop from 145th to 146th position.

4. Speaking further, he added that the Ministry has keyed into the Executive Order 001, particularly in the implementation of procurement processes and response time to enquiries and staff matters. The Permanent Secretary, thereafter, welcomed and enjoined all the participants to actively participate in the Retreat.

5. In his keynote address, the Honourable Minister informed participants that the Retreat was meant to build a team that understands itself with a view to enhancing efficiency and effectiveness in its working relationship. He stated that the Retreat was to afford participants the opportunity to review policies and programmes of the

Ministry with the aim of improving the quality of services offered to the public.

6. He observed that there has been a remarkable improvement in the area of ease of doing business in Nigeria, notwithstanding the dropping of the country's ranking by one point from 145th to 146th which he attributed to competitive improvement by other countries. The Honourable Minister pointed out that from statistics supplied by the Nigerian Bureau of Statistics, the country has recorded a positive growth in many areas, particularly as it relates to power, transportation and construction from the position we were in 2015. He enumerated the growth as follows:

INFRASTRUCTURE	2ND QUARTER 2015	2ND QUARTER 2018
POWER	-11.61%	+7.59%
TRANSPORTATION	+84%	+21.76%
CONSTRUCTION	+-6.42%	+7.66%

7. He noted that the last quarter of the year, popularly referred to as the Ember months was the period characterized by activities, pressure on infrastructure and attendant demands from the general public for quality service and advised participants to reposition and be pro-active in overcoming such challenges and improving on service delivery.

THE POWER OF GREAT COMMUNICATION

8. The first presentation of the Retreat facilitated by Mr. Mark Eddo focused on the Power of Great Communication. The presentation centered on the application of tools of great communication by Top Management officers in running the affairs of government. Arising from the presentation, the Retreat:

- **noted** that the art of communication was an aspect of leadership which could be used to spread ideas, communicate vision, foster working relationship, build effective teams and survive challenges and catastrophes;
- **noted** the need to provide selfless service to the public, and also fulfilling promises in order to earn their trust;
- **identified** tools for communication to include the use of visuals, narratives, adequate preparations, repetitions, paying attention to body language, listening and knowing the target audience;
- **emphasized** the need for simplicity in the use of language, clarity of purpose and use of short slides in order to achieve effective communication.

9. At the end of the interactive presentation, participants had a role playing session. One of the participants from the Office of the Surveyor-General of the Federation, Surveyor (Mrs.) Ekabo Sally

Onyono Omoha was presented with a book gift in recognition of her contributions to the session.

REPOSITIONING FEDERAL ROADS MAINTENANCE AGENCY (FERMA): PLANS AND PROGRESS

10. The paper was presented by Engr. Nurudeen Rafindadi, MD/CEO, FERMA. The paper focused on the plans and progress of the Agency in the area of road maintenance across the 36 states of the Federation, including the Federal Capital Territory.

11. The Retreat highlighted the efforts of the Federal Road Maintenance Agency (FERMA) to efficiently maintain and manage all Federal roads to keep them in safe and secure condition, thereby enhancing the economic well-being of Nigerians and promoting safety and security of the general public. Accordingly, the Retreat noted as follows:

- the strategies designed by FERMA to prioritize all Federal roads according to requirements and aligned to the Ministry's Road Sector Plan (priority 1-7), sustenance of surveillance programme, continuous vegetation, silt control and acceleration, safeguarding and road recovery of failed, collapse roads through emergency and preventive maintenance programme;

- that funding was the major limitation to the FERMA's ability to actualize its ambitious programmes and activities;
- **noted** the call lines and website put in place by FERMA for use by members of the public to reach out to the Agency to report bad roads – 08134039857, 081299956, 08158996422; www.ferma.gov.ng;
- **encouraged** the Global targets focused on the regeneration to improve the overall capacity and capability in road maintenance, improve its current funding outside budgetary provisions, including sourcing support and intervention from local and international donors;
- **encouraged** the Agency to develop collaborative relationship with international road Agencies targeted at specific service delivery outcomes;
- **advised** FERMA to create effective platform to enable members of public report on bad roads and demand for services;
- **directed** FERMA to reconstruct Benin-Agbor and Benin-Sapele Road to avert the anticipated traffic congestion during the last quarter of the year;
- **advised** FERMA to interface with the Ministry in the area of road maintenance in order to avoid duplication of

- responsibilities and take ownership of problems with a view to gradually solving problems;
- a key point was the need for more emphasis on emergency repair on regular preventive maintenance;
 - **emphasized** on high quality and standard in the purchase of equipment for use to achieve durability and offer better services to the public.

BLOOD CHOLESTEROL AND HEART HEALTH: PREVENTING HEART ATTACKS

12. The third paper was presented by Dr. Eyituoyo Ojo. The objective was to create awareness of participants on blood cholesterol, predisposing factors and likely consequences of high cholesterol if left unchecked. The Retreat noted that cholesterol is fatty substance made by the body and found in the body tissue and blood.

The Retreat further noted that:

- Due to the shift from our traditional African diet to western based diet, there is a high prevalence of elevated blood cholesterol in Africa and Nigeria in particular;
- the human body needs the right blend of balanced diet to function optimally. However, when the diet is distorted, illnesses may set in;

- cholesterol is an essential substance for the body, however, if its concentration in the blood get too high, it becomes a problem and could lead to heart related disease;
- established a correlation between heart disease and levels of cholesterol;
- Low Density Lipoprotein (LDL) which transports cholesterol to the tissues is particularly harmful to the heart because it could clog in the blood vessels and if this happens in the heart, it could lead to cardiac arrest and death;
- risk factors such as consumption of high fat diet, ageing, obesity, diabetes, smoking could make a person susceptible to developing this condition;
- advocated for low fat diet, regular mild exercise, weight reduction, healthy lifestyle, regular comprehensive health checkups to monitor the level of blood cholesterol in order to facilitate cholesterol control and reduce the risk of developing coronary heart related diseases and heart attack.

PRIVATE SECTOR PERSPECTIVE ON THE EASE OF DOING BUSINESS

13. The paper was presented by Alhaji Aliko Dangote, the President, Dangote Group. The paper focused on the importance of adequate infrastructure including regular power supply, motorable road and

affordable housing in the development of the Nigerian economy.

Accordingly, the Retreat:

- noted the need to facilitate success of the private sector and the increased public sector revenue from a more successful private sector;
- **noted** that the Federal Ministry of Power, Works & Housing constitute engine of economic growth and the delivery of its mandate would significantly lead to the present Government's desire towards achieving ease of doing business;
- **noted** that bad roads have impacted negatively on business transaction, thus resulting into huge revenue losses to both private companies and governments. Reference was made to Apapa gridlock which occur as a result of bad roads and how this has resulted into man-hour loss and negatively affected business transactions;
- **noted** that irregular power supply, inconsistency in government policies and budgetary provision for existing projects are the primary constraints on the development of local industry which have negatively affected economic activities in the country;
- funding of the Ministry should be supplemented from outside the budget. At such, there is need to think outside the box;

- use public partnership for positive impact on the economic private sector to drive impact in your area;
- negatively on business transactions relating to huge loses;
- **acknowledged** that the improvement in the ease of doing business in Nigeria would improve the level of business transaction in the country and position private companies to make more profits and in turn pay taxes to the Government;
- **advocated** for increased budgetary provision and spending for the public sector;
- **highlighted** the benefits associated with an improved ease of doing business to include: more jobs, income for the private sector and increase in the volume of taxes paid to the governments;
- **noted** that the high number of bad roads in Nigeria have significant negative impact on economic growth;
- **noted** that Nigeria's power sector improvement as a major catalyst for higher productivity and rapid economic growth; and
- **recommended** that the funding of Federal Ministry of Power, Works and Housing could be improved through collaboration with the private sector and strategic funding such as Sukuk, Levies On Petrol, Tax Credit Refund and other innovative Fund options for infrastructure.

WORKS

- **advocated** for the setting up of toll gates and to raise fund to ensure proper roads maintenance like the Highway Trust Funds in the United States of America (USA).
- **POWER**
 - **advocated** that government is represented in the management of DISCOs in such a way that they are represented by two (2) Directors on their Board;
 - **advised** that Government should invest across whole electricity value chain;
 - **advised** Government to take steps to reduce the cost of gas in the country and to also be paid in Naira for the local purchases.

HOUSING

- **Noted** that the Housing Sector has one of the greatest potentials for job creation after agriculture;
- **Advised** government to reduce the cost of building a house, through sponsoring research on construction of low cost housing, simplify the process of registration and documentation of landed property; improve access to mortgage and partner the private sector;
- **Recommended** the use of 10 tips for public sector managers as follows:

- (i) Consciously prioritize where you want to have impact;
- (ii) Always challenge your teams on “what we can do better”;
- (iii) Cultivate the sense of urgency in your team – 4 years run by very quickly;
- (iv) Continuous performance management is key – Honourable Minister to setup performance league and reward system for his top team;
- (v) Look for creative ways to reward high performances in the Ministry;
- (vi) Adopt system thinking (especially for the power sector) tackle various aspect of problems simultaneously in order to have the biggest impact;
- (vii) Once a policy is agreed, it must be enforced “don’t change No to Yes”;
- (viii) See private sector as partners – government can’t do it alone (vision strategy);
- (ix) Tap the private sector (collectively) for help – be happy to record people to drive initiatives;
- (x) Adopt a customer – focused mind-set – engage the private sector for regular dialogue and feedback (government is about service);

- (xi) Requested the Ministry to nominate three (3) Engineers for sponsorship by the Dangote Group to travel to Singapore to see the technology being used by the company.

**ISSUED TODAY, SATURDAY, 3RD NOVEMBER, 2018 AT THE
DANKANI GUEST PALACE HOTEL, SOKOTO, SOKOTO STATE.**

**Federal Ministry of Power, Works and Housing,
Mabushi, Abuja.**