

COMMUNIQUE OF THE SEVENTH (7TH) TOP MANAGEMENT RETREAT FOR DIRECTORS, CHIEF EXECUTIVE OFFICERS OF PARASTATALS AND AGENCIES AND HEADS OF UNIT OF FEDERAL MINISTRY OF WORKS AND HOUSING HELD AT THE INTERNATIONAL HOTEL, GOMBE, GOMBE STATE FROM FRIDAY, 21ST TO SATURDAY, 22ND FEBRUARY, 2020.

The Seventh (7th) edition of the Top Management Retreat, with the theme “**Service Delivery for National Prosperity**” organized for Directors, Chief Executives of Parastatals and Agencies and Heads of Unit of the Federal Ministry of Works and Housing was held at the Gombe International Hotel, Gombe, Gombe State, from Friday, 21st to Saturday, 22nd February, 2020.

2. The 2-day Retreat was declared open by the Honourable Minister, Federal Ministry of Works and Housing, His Excellency, Babatunde Raji Fashola, SAN, who presided over the event. Also present were, the Honourable Minister of State, Engr Abubakar D. Aliyu, FNSE, the Permanent Secretary, Mohammed Bukar, Directors, Managing Directors/Chief Executive of Agencies and Parastatals as well as Heads of Unit of the Ministry.

3. The Permanent Secretary, Federal Ministry of Works and Housing, Mohammed Bukar, welcomed participants to the 7th Edition in the series of the Retreat and appreciated the foresight of the Honourable Minister in conceiving the laudable tradition with the hope that it would be sustained, given its immense benefits. He recalled that six (6) retreats have so far been held between 2015 and 2019, each of which essentially focused on **Team Building**. He remarked that, with the inception of the second tenure of this administration, the focus is

now on **service delivery**, which informed the choice of the theme of the 7th edition of the retreat. He noted that the theme: **Service Delivery for National Prosperity** is relevant because the emphasis of the current Administration has shifted to “**projects delivery**” as directed by President Muhammadu Buhari. He urged participants to use the retreat as an opportunity to reflect on their previous performances with a view to fine-tuning them and work out strategies for completion of all projects, especially those that have reached appreciable levels. He hoped that the retreat would provide opportunities for participants to come up with articulated strategic plans of action that would guide the Ministry in the current year.

4. He further elaborated that experiences shared by participants would enable them to develop new strategies that would contribute to national development that could help Government to achieve its goals of inclusive growth in lifting majority of the citizenry out of poverty.

5. In his keynote address, the Honourable Minister informed participants that the retreat is to serve as an avenue to meet in a less formal environment to discuss issues on how to move the Ministry forward. He noted that the previous retreats, as rightly pointed out by the Permanent Secretary, focused on **Team Building** based on the need for inter-relationship amongst Departments to synergize in providing the expected outcomes. He said the new focus on team work should include efficient service delivery to accomplish the mandates of the Ministry.

6. Specifically, the Honourable Minister advised the participants to ensure:

- i. that a better approach to service delivery, especially in dealing with the public should be adopted and engendered, by ensuring that all letters received in the Ministry are promptly acknowledged;
- ii. that a standard template be designed in the Ministry for acknowledging or replying such letters;
- iii. that a better appreciation of the theme of the retreat on effective service delivery will only be meaningful if Public Servants take ownership of their tasks and assume leadership for providing solutions instead of waiting for directives;
- iv. that all memoranda, briefs and presentations from staff must personally signed by the staff and must provide prayers/recommendations and options for resolutions of the issues therein;
- v. that the decision of the Ministry to introduce “Staff Recognition and Award” for deserving staff was a welcome development which should be sustained and expressed the hope that it would further motivate the awardees and encourage others to compete for such recognition by working harder. He, however, noted that the subsequent award ceremonies should be better organized, possibly with the support of Consultants or Events Planners with the requisite expertise in such matters. In the alternative, the Ministry should identify and explore in-house capacities to handle the event having learnt from the previous lapses;

7. At the retreat, Five (5) papers were presented as follows:

a. Cyber Security 101 presented by Mabto Strong Nigeria Limited.

The presentation centered on various dimensions of Cyber Crime and the need to ensure the use of modern applications to counter cybercrimes. Arising from the presentation, the retreat:

- i. **noted** that the activities of Cyber Criminals were on the increase;
- ii. **highlighted** various ways Cyber Criminals operate to include Denial Service (DOS) and Distributed Denial of Service (DDoS) attacks, Man-in-the-middle (MitM) attack, Phishing and spear phishing attacks etc,
- iii. **appreciated** the importance of Cyber Security measures to guide against Cyber-Crimes and protect data and information through the use of complex pass word, ignoring spam emails, limiting amount of personal information shared on social media, visiting secured website (e.g., https:// extension), checking website links before accessing them, use of pass codes for mobile devices and computers, regular updates of applications/backup of data and be mindful in the usage of free Wi-Fi; and
- iv. **recommended** the use of right security protocols and Virtual Private Network (VPN) such as Cloud and AVG Antivirus, adherence to telephone etiquettes, etc.

b. Health Talk on Hepatitis by Dr. Ojo Eyituyo, the Senior Medical Officer, Staff Clinic, Federal Ministry of Works & Housing, Headquarters, Abuja. The presentation on Health Talk focused on the various types, levels and dangers of hepatitis. After the presentation, the Retreat:

- i. **noted** that hepatitis A,B,C are harmful to health and should be immediately diagnosed to avoid complications;
- ii. **advised** on the need for regular medical check up to know one's status and the medical remedies required; and
- iii. **noted** the need for the Ministry to liaise with Federal Ministry of Health to ensure that the food vendors in the Ministry are subjected to check every six months to meet prescribed hygiene standard in food processing in order to prevent scourge of hepatitis A.

c. Sensitization on Blood Donation and Transfusion by Dr. Oluwatoyin Smith, represented by Dr. Izedonmwun Omosigho.

The presentation centered on the need to evolve the culture of free blood donation. After the presentation, the Retreat:

- i. **highlighted** the health benefit of regular blood donation;
- i. **advocated** for commitment of participants to blood donation for their personal health and wellbeing;
- ii. **urged** members of the public to support the national blood transfusion service as it also benefits the Donor;

- iii. **noted** the damage associated with commercializing the process of blood donation and advised on the need to donate blood donor voluntarily at intervals based on advice of physicians; and
 - iv. **urged** for the setting up of a blood donation facility in the Ministry's Clinic.
- d. **Presentation by Lands and Housing Department by Great-Edereka, A.D (Mrs.)** The presentation centered on the activities, constraints and achievements of the Lands Department. The retreat thereafter:
- i. **highlighted** the strategic roles and contributions of the Ministry in lands administration through generating Internally Generated Revenue (IGR) over the years for promoting national development;
 - ii. **acknowledged** that the issuance of land title documents including Certificate of Occupancy add value to land resource and facilitates wealth creation;
 - iii. **emphasized** the need for **team work** to be entrenched in the Ministry;
 - iv. **noted** that national prosperity could be better achieved through proper branding, mapping, and geo-spatial positioning of all available lands in the country;

- v. **urged** the Office of the Surveyor General of the Federation to collaborate with the Lands Department and other government institutions as their success depends on availability of requisite geo-information particularly base maps for the whole country;
- vi. **noted** the lapses in land administration in the country and called for a review of the methods and strategies presently being applied;
- vii. **noted** the need for the Lands Department to provide guidelines for consent approval in liaison with the Director, Legal Services to enhance prompt service delivery;
- viii. **noted** the need for adherence to administration of the Land Use Act especially in the payment of compensation;
- ix. **noted** the need to obtain the Gazette of Right of Way from the Federal Lands Survey Office in Lagos for record purposes;
- x. **urged** the Lands Department to come up with strategic ideas to reposition it for effective service delivery through streamlining and automation of documentation processes; and
- xi. **directed** the Senior Special Assistant on Administration and strategy to the Honourable Minister to procure the book titled **The Mystery of Capital – Why Capitalism Triumphs in the**

West and Fails Everywhere Else by Hernando De Soto for every member of the retreat.

e. **DELIVERY OF ROAD INFRASTRUCTURE FOR NATIONAL PROSPERITY** presented by **Engr. Kunle Yusuf**.

The presentation focused on the efforts of the Ministry at delivering on road infrastructure which is a key component of its mandate. The retreat thereafter noted and resolved as follows:

- I. re-double efforts in the provision of road infrastructure and rehabilitation of failed sections of highways to cater for the welfare and wellbeing of the citizenry for national prosperity;
- II. **noted** the poor state of some of the roads was due to over reliance on the road infrastructure, vehicles overload and other human induced factors in the transport sector;
- III. **review** the process for award of contracts and payments to contractors to ensure better delivery on road infrastructure;
- IV. **liaise** with relevant Government institutions to enforce appropriate sanctions on commuters who do not comply with relevant traffic laws including overloading.
- V. **noted** the need to strengthen the manpower at the Field Offices for effective monitoring and evaluation of projects;
- VI. **noted** the critical role of Technical Officers in the Highways Departments and urged that the Ministry to recruit such cadre of Officers to ensure

seamless mentoring and succession to optimize service delivery in road infrastructure delivery for national prosperity;

- VII. **noted** the need to include, in road contracts being awarded by the Ministry a component for maintenance of the roads to check the continuous deterioration of some portions of the road;
- VIII. **noted** the need for proactive and effective interface and partnerships between the Ministry and her Agencies to avoid working at cross proposes, especially in the award of road contract;
- IX. **noted** the need fast track the completion of some strategic road projects across the country, especially the Cham-Numan, Enugu-Onitsha, Odukpani-Itu, Obajana Junction - Auchi-Okene-Benin, Suleja-Minna, roads, ;
- X. **encouraged** the generation of new ideas in addressing challenges in delivering road infrastructure in the country;
- XI. **noted** the concerns of the short life expectancy of the road which largely induced by over dependency on the road on the transport sector;
- XII. **noted** that the Ministry is working with the Presidency to secure the issuance of an Executive Order towards enforcing compliance with Vehicles Axle Load Regulations aimed at sanctioning violators to improve the life expectancy of the roads;
- XIII. **directed** the Legal Department to review the existing rules and regulations and advice Top Management of the Ministry to appropriately advise on the processes for enforcing compliance and sanctions;

- XIV. **noted** the need to streamline the Field Offices and redeploy redundant staff to areas of need and as well building capacity to address identified gaps;
- XV. **recognized** the importance of proper records keeping and minimized indiscriminate practice of opening temporary files;
- XVI. **noted** the need to expand the opportunities for more job creation through conceptualizing and construction of Rest Points and Ware Houses for commercial purposes along the Federal Highways;
- XVII. **urged** participants to think and **ACT** outside the box and apply their acquired knowledge, professional skills and expertise towards a more effective service delivery for national prosperity; and
- XVIII. decided** to constitute three **Committees** on, (a) Axle Load Regulations, (b) Job Redefinition and (c) Record keeping/ICT, whose composition and specific Terms of Reference will be communicated by the Permanent Secretary.

**ISSUED TODAY 22ND FEBRUARY 2020 AT THE INTERNATIONAL HOTEL, GOMBE,
GOMBE STATE**

Federal Ministry of Works & Housing, Abuja