



*Repositioning*  
**PARASTATALS MONITORING  
OFFICE FOR ENHANCED  
PRODUCTIVITY**  
in alignment with  
**GOVERNOR SANWO-OLU'S**  
*THEMES Plus Agenda*

**DEC 5-7 2023**





**His Excellency**  
**Babajide Sanwo-Olu**  
Executive Governor Of Lagos State



**His Excellency**  
**Obafemi Hamzat**  
Deputy Governor of Lagos State





# **Dr. Olugbemiga Aina**

**Permanent Secretary,  
Parastatals Monitoring Office (PMO)**



# Opening Remarks by **Dr. Olugbemiga Aina,** Permanent Secretary, Parastatals Monitoring Office (PMO)



**L**adies and Gentlemen, the esteemed Management Staff of Parastatals Monitoring Office, It is with great pleasure and anticipation that I address you on the occasion of our groundbreaking and significant 2-day retreat. Our purpose is clear and it is not merely to convene but to immerse ourselves in a shared pursuit of excellence, collaboration, and the enhancement of our esteemed Office.

This retreat serves as a pivotal moment for us to reflect, recalibrate, and collectively align our efforts for the challenges and opportunities that await us in year 2024. As we work on this shared vision together, let us remind ourselves of the core values that define the Parastatals Monitoring Office (PMO) and the indispensable role that interpersonal relationships play in achieving our mandate.

Our Core mandate is to provide oversight function on all Government Agencies' financial and budgetary performance; improve Parastatal's operational

efficiency and effectiveness; adopt innovative solutions with BI-Analytics capabilities; monitor project development across Parastatals; develop initiatives to improve the quality of service delivered to the populace in line with the Theme Plus Agenda.

The retreat is also geared towards strategising on how best to drive the 106 Agencies and parastatals towards improving on their revenue generation for the state, through periodic monitoring and evaluation of these Agencies.

Now, allow me to elucidate the key areas in which each Department and Unit within PMO can contribute to the seamless functioning of our Office. It is incumbent upon us to foster innovation, cooperation, and unity in order to reposition PMO for greater productivity in the coming year.

Here are the focal points that merit our attention:

**a. Initiating New Ideas:** I urge each member to bring forth innovative ideas that will contribute to the strategic repositioning of PMO in year 2024.

**b. Breaking Down Silos:** Working in silos inhibits our collective progress. Let us encourage open communication and collaboration among team members, ensuring that day-to-day activities are executed harmoniously.

**c. Promoting Synergy:** Each Department and Unit should seek synergy with one another, fostering a spirit of unity and shared objectives.

**d. Training Subordinates:** Members are tasked with the responsibility of imparting essential knowledge to their subordinates, ensuring they are well-versed in the rudiments of their roles.

**e. Open Communication:** Encourage an open dialogue among colleagues. Address issues amicably to prevent any negative impact on our collective performance.

**f. Roadmap for year 2024:** Every Department and Unit is expected to present a roadmap for the year 2024, outlining strategies to enhance productivity within the Office.

**g. Positive Work-Life Balance:** I strongly advocate for a positive work-life balance. It not only fosters individual well-being but also significantly enhances our overall work output.

**h. Public Awareness:** The Public Affairs Unit is charged with the crucial task of creating awareness among the general public. Showcase the programs and events of PMO to strengthen our connection with the community.

In conclusion, let us approach this retreat and our shared vision with an open mind, a collaborative spirit, and a commitment to the values that define us. Together, we shall chart a course for a more productive, harmonious, and impactful Parastatals Monitoring Office and more prosperous Lagos State.

Thank you, and let the discussions and collaborations continue.

## WORDS FROM MRS. FOLASADE SALAKO, DIRECTOR, ADMIN AND HUMAN RESOURCE

**D**ear esteemed colleagues, with immense gratitude for your active participation, enthusiasm, and commitment to the success of this transformative event, thank you! Your presence and engagement have undoubtedly fueled the vibrancy that has defined these remarkable days.

Let us collectively turn a new leaf, inspired by the profound discussions and insights gained during our time together. The knowledge and strategies shared are not mere words but powerful tools to propel the Lagos State Parastatals Monitoring Office (PMO) to greater heights.

A special thank you extends to His Excellency, Governor Babajide Sanwo-Olu, and Deputy Governor, Dr. Obafemi Hamzat, for their gracious approval and support in organizing this pivotal retreat. Their commitment to advancing the PMO is the wind beneath our wings.

Heartfelt appreciation goes

to the entire Management Staff for their dedication and collaboration. A special appreciation goes to our esteemed Permanent Secretary, Dr. Olugbemiga Aina for his instrumental roles in orchestrating the success of the Year 2023 Retreat.

May this new dawn mark the beginning of transformative actions, unparalleled achievements, and a stronger PMO. Together, we shall continue to advance and contribute to the success story of Lagos State.





## THE PMO'S VISION



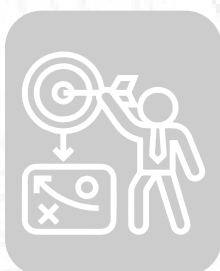
Improve EFFICIENCY and EFFECTIVENESS of all State-owned Parastatals.

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### Goals and Objectives:



- Improve Service Delivery and Profitability.
- Ensure Sustainability and Improved Corporate Governance.
- Align with the Goals of the Administration.
- Increase Internally Generated Revenue (IGR).
- Reduce Dependency on Government.
- Ensure Competitiveness of Agencies in comparison with Industry leading competitors.



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### Mission

Improve the performance of all State-owned Parastatals through internal process re-engineering and improved corporate governance to drive Agency's self-sustainability and reduce dependency on Government fund.

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### In Harmony with Governor Sanwo-Olu's THEMES Plus Agenda:

As Governor Sanwo-Olu steers the ship towards a Greater Lagos through his THEMES Plus Agenda—Traffic Management and Transportation, Health and Environment, Education and Technology, Making Lagos a 21st Century Economy, Entertainment and Tourism, and Security and Governance—the PMO harmoniously aligns the vision. Repositioning becomes the linchpin, weaving through each theme to create a fabric of enhanced productivity and progress.

The PMO's vision goes beyond rhetoric—it's a strategic imperative. Repositioning isn't just a directive; it's a commitment to excellence, a promise to propel each Parastatal towards a future marked by efficiency, profitability, and sustainability. The PMO's vision towards enhanced productivity mirrors the dynamism of Governor Sanwo-Olu's THEMES Plus Agenda, outlining a trajectory where every agency stands not just as an entity but as a driving force behind a Greater Lagos.



# BRIEF OVERVIEW OF THE RETREAT



The Parastatals Monitoring Office (PMO) organized a momentous 2-Day Retreat for its Management Staff at the prestigious Dover Hotels in Ikeja-Lagos. This Retreat which took place on the 5th to the 7th of December 2023, was a groundbreaking initiative. It symbolised a strategic move by the PMO to propel its team towards

enhanced productivity in tandem with the forthcoming year, 2024.

With an opening prayer led by Asst. Director (Procurement) Mrs. Adediji, A.O, the atmosphere was charged with exciting anticipation, setting the tone for what would evolve into an enlightening retreat.

The Retreat, meticulously crafted under the theme, "Reposition Parastatals Monitoring Office (PMO) for Enhanced Productivity," mapped out strategies that transcend beyond routine engagements, fostering staff bonding and harvesting innovative ideas that would shape the trajectory of PMO in the approaching year, 2024.













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It was a great opportunity for learning, unlearning, and relearning.

- **Adeola Shinaba, Director, Monitoring Department**



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The two-day retreat was both relaxing and enlightening. It provided a platform to exchange ideas, learn innovative approaches to enhance our work, and foster collaboration among departments for the advancement of the office.

- **Agbetan Akoteyon, Deputy Director, Public Affairs**

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The Management Retreat was a valuable opportunity for team building, professional development, and strategic planning. It laid the foundation for our Y2024 ROADMAP and beyond. - **PA to the PS**



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Enriching and insightful, the retreat offered a well-planned and strategic initiative for learning and enhancing both our day-to-day activities and mental well-being.

- **Ajao Ibrahim, Head, ICT Unit**

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The Year 2023 Management Retreat was a well-strategized office away from the office. It illuminated new perspectives on daily tasks and mental health practices.

- **Hakeem Olowu, Deputy Director, Admin and HR**



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My experience at the retreat enlightened my knowledge on effective communication, teamwork, and achieving results. I learned the importance of regular exercise and medical check-ups for stable mental health, contributing to the repositioning of PMO for enhanced productivity.

- **Adebajo Olalekan, Principal Auditor**



## - Focused Learning

# Managing MENTAL HEALTH IN THE WORKPLACE

- Insights from Dr. Mrs Mabogunje, Permanent Secretary (Health District VI)

I believe that a healthy mind is paramount to overall well-being. In our fast-paced professional lives, it's easy to overlook the significance of mental health. However, I implore each of you to pay heed to your mental well-being, just as you would to your physical health.

## Why Does Mental Health Matter at Work?

In our roles, the demands can be relentless, and the pressures can mount. Managing our mental health is not merely a personal choice; it is crucial for sustained productivity and the harmony of our work environment.

## Recognising the Signs:

I encourage you all to be attuned to the subtle signs of mental strain. Persistent stress, changes in mood, and difficulty concentrating can be indicators. If you notice these signs in yourself or a

colleague, it's essential to address them promptly.

## Annual Leave as a Wellness Strategy:

Taking annual leave is not just a formality; it is a strategic wellness move. Stepping away from work allows for much-needed rejuvenation. I advocate for each of you to utilize your annual leave to recharge, explore new experiences, and return with a refreshed mindset.

## Combatting Emotional Stress:

Emotional stress can be a



silent underminer of mental health. I urge you to identify stressors and adopt coping mechanisms. Whether it's through hobbies, meditation, or seeking professional assistance, prioritize activities that bring emotional equilibrium.

## Balancing Act:

Maintaining a balance between professional responsibilities and personal life is an art. Delegate when necessary, set realistic goals, and foster an environment that encourages open communication about mental health.

## The Power of Seeking Help:

If ever you feel overwhelmed, remember that seeking help is a sign of strength, not weakness. Our workplace is committed to fostering a culture of support, where reaching out for assistance is both encouraged and valued.

Managing mental health is a shared responsibility. Let us collectively create an environment where every member feels supported, and well-being is not just a goal but a reality.





## CONSOLIDATING EFFORTS FOR REVENUE GENERATION

*A Vision for Lagos State's Prosperity*

Central to PMO's objectives is the consolidation of activities across all Parastatals/Agencies, with a special focus on revenue generation, monitoring, and meticulous reporting to Governor Sanwo-Olu. Dr. Olugbenga Ayoola Aina, the Permanent Secretary of the Lagos State Parastatals Monitoring Office (PMO), in a recent **two-day Parastatals and Agency Revenue Generating Meeting (PARGEM)**, held at the State Treasury Office Resource Centre, Alausa, unveiled an ambitious vision, reemphasising the state government's determination to lay the groundwork for a world-class economy and a smart city that can rival global counterparts. This vision encompasses various sectors, including infrastructure, transportation, security, education, tourism, sports, and entertainment.

During the meeting, Dr. Aina expressed deep appreciation for the unyielding efforts of the Heads of Agencies/Parastatals. Acknowledging their pivotal role, he stressed that the state government's ability to deliver on its ambitious agenda hinges on the commitment of all stakeholders. Each monthly gathering serves as a nexus where these key players are expected to drive revenue generation within their respective offices.

Dr. Aina underscored his office's commitment to fortify the state's financial foundation. The gathering, attended by Heads of State Agencies/Parastatals, served as a strategic platform to discuss and strategise initiatives aimed at boosting the state's revenue.

Dr. Aina, a visionary leader at the helm of PMO, emphasised the pivotal role played by the Heads

of Agencies/Parastatals in contributing to the financial success of Lagos State. Addressing the attendees, he stated that their collective efforts would provide the necessary funds to meet the developmental needs of the state, aligning seamlessly with the administration of Governor Babajide Sanwo-Olu.

Underlining the monumental achievements recorded during the current administration, Dr. Aina attributed much of the success to the invaluable contributions of the Heads of Agencies. Their commitment and dedication have significantly enhanced the state's treasury, contributing to the fulfillment of critical infrastructural, educational, and security needs.

The meeting also welcomed the presence of Mr. Temitope Hundogan, the Permanent Secretary of the Ministry of Finance. His attendance underscored the collaborative nature of efforts between the PMO and the Ministry of Finance, emphasising the integral role each plays in steering Lagos State towards financial prosperity.



# Junior and Middle Level Staff Retreat



In a bid to enhance the professional growth and ethical conduct of its workforce, the Parastatals Monitoring Office also dedicated a day for the junior and middle-level officers' retreat. The event, led by the Permanent Secretary, Ministry of Establishments and Training, Mrs. Olubusola Abidakun, and Director-General of the Public Service Staff Development Centre (PSSDC), Mr. Adekunmilola Adio-Moses, focused on crucial aspects of public service, shedding light on ethics, discipline, and career development.

Mrs. Abidakun delivered a comprehensive lecture on Ethics and Discipline in the Public Service, aligning with the Public Extant Rule (PSR). She addressed fundamental work attitudes, emphasising a growth mindset that includes creativity, thinking outside the box, dedication to work, and versatility.

The lecture provided a detailed examination of each chapter

of the Public Service Rules, with a particular emphasis on 'DISCIPLINE.' Clear elucidation was given regarding the consequences of infractions, underlining the importance of adherence to established rules.

An integral part of the discourse was the discussion on various types of leave in the public service, along with the necessary procedural steps. Mrs. Abidakun highlighted the contemporary issue of the 'JAAPA' syndrome, commonly observed among the youth, advising participants on the appropriate channels for expressing the intention to leave the Lagos State Civil Service.

Encouraging academic growth, participants were urged to consider applying for study leave, either part-time or full-time, in alignment with the guidelines outlined in the PSR. This initiative aims to empower staff with the opportunity to enhance their knowledge and skills.

Mrs. Abidakun recommended that all staff acquire a copy of the available Public Service Rules from the Ministry of Establishment & Training. Stressing the importance

of familiarity with these rules, she reiterated that ignorance is not an excuse for non-compliance, emphasizing the expected conduct and ethics embedded in the PSR.

The retreat, marked a proactive step by the Parastatals Monitoring Office to fortify the junior and middle-level officers with essential knowledge and principles. By addressing crucial aspects of public service, the event aspired to contribute to a more ethical, disciplined, and proficient workforce, aligning with PMO's commitment to its mandate.





# Career Development & Discipline Session for middle and junior-level officers

*Insights from the Director-General of the Public Service Staff Development Centre (PSSDC), Mr. Adekunmilola Adio-Moses's Lecture*



**F**or middle and junior-level officers, nurturing a successful career in public service requires a commitment to ethical conduct, teamwork, excellence, and a continuous pursuit of knowledge. This session serves as a compass toward professional growth and development within the esteemed Lagos State Parastatals Monitoring Office (PMO).

In his insightful lecture, "Ethics in the Public Service," Mr. Adekunmilola Adio-Moses, the Director-General of the Public Service Staff Development Centre (PSSDC), delved into the principles that lay the foundation for a thriving career in public service. Here are some of the key insights:

## **Ethical Attributes:**

- **Consistency:** Every action

should align with ethical principles, emphasizing sincerity, honesty, and impartiality.

- **Frankness:** Constructive communication with others is vital, promoting openness and sincerity.

- **Integrity:** Managing entrusted resources with integrity, implementing best practices in financial, HR, and facilities management.

## **Commitment:**

- **Urgency and Dedication:** A commitment to success, both at an individual and agency level, requires working diligently without seeking undue gratification.

- **Knowledge Sharing:** Commitment extends to a willingness to share knowledge, fostering a culture of continuous learning.

## **Teamwork:**

- **Collaboration:** Encouraging the sharing of best practices, active participation of team members, and fostering productive interactions.

- **Interconnectedness:** Recognizing the interdependence of team members and promoting a synergy that is essential for productivity.

## **Excellence:**

- **Consistent Delivery:** Striving for excellence and quality in all

endeavors, maintaining honesty in discharging duties.

- **Quality Standard:** A commitment to being extremely good and above board in every aspect of professional life.

## **Transparency and Accountability:**

- **Stewardship Reporting:** Emphasizing openness in reporting on stewardship, ensuring accountability by giving a thorough account of work processes.

- **Blemish-Free Service:** Discharging duties without any blemish and upholding principles with a high degree of accessibility for scrutiny.

## **Professionalism:**

- **Acting with Integrity:** A call for maintaining integrity, providing quality service, and being reliable and responsible at all times.

- **Knowledge Competency:** Acquiring sufficient knowledge to guide oneself and others, being well-versed in the Public Service Rules and other relevant documents.





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