



ENERGY

KEY TO INDUSTRIAL REVOLUTION AND SUSTAINABLE INDUSTRIES

 Adewale Omomowo
 Ikusemiju Ayokunle

Power, particularly electricity supply has over the years asserted itself as the main driver of industrialization. First-hand experiences and available records have shown that the ultimate performance of any country's economy largely depend on the availability and sustainability of power.

Public and private firms largely depend on power to thrive and sustainable power supply guarantees industrialization and economic growth, leading to employment generation, reduction of poverty, manpower development, enhancement of self-reliance and stimulation of growth in other sectors of the economy. As the world grows, in both wealth and population, the demand for power increases.

This has led to upsurge in global primary-energy consumption which is expected to further increase by 25 per cent between 2020 and 2030. Again, current growing concerns over pollution, climate change and unreliability of power, particularly in developing countries like Nigeria are forcing businesses and governments to critically think about how to generate and/or use power, in a sustainable and dependable way.

The role of power in promoting trade and industry cannot be over quantified. As such, the innovative move of government to generate power following technological revolution has taught people and corporate bodies how to change from one source of power to another in order to perform tasks. **Contd. on Pg 3.**

Editorial

ODSIP NEWSLETTER: SO FAR, SO GOOD

Undeniably, ODSIP publication is part of the rhetoric strategies utilized by Ondo State Public Service to keep Public Servants informed about what government is doing to make lives better for them. Since commencement, the use of this strategy has not been to misinform our dear audience, but to inform, educate and expose them to various developmental efforts of the government in Ministries, Department and Agencies which has consequentially made lives more meaningful. In our last edition, we informed you about efforts of Governor Oluwarotimi Odunayo Akeredolu, SAN, to ensure better communication, collaboration, planning and implementation of Government policies and programmes and this birthed the mantra – One Administration: Improved Service Delivery leads to improved revenue generation. I'm convinced that the previous edition has unveiled the goal of this present administration to the entire public service, while actualization of the goal is a must for every one of us. All hands must be on deck. It is no longer "I am not aware" story.

In this edition, we are making it more stimulating, as usual, various segments you have always enjoyed in our newsletters are herein covered, while the central story of this edition dwells on what the administration of Arakunrin Oluwarotimi Odunayo Akeredolu, SAN, is doing to optimize the utilization of power in Ondo State. You will agree with me that the state of power in Nigeria is precarious and government has over the years sought ways to overcome the challenge, because of its adverse effects on our economy. Notwithstanding, this task of improving electricity supply has become a tall order because power generation or transmission is capital intensive and various governments in Ondo State have technically avoided this sector, by providing various .excuses, but the present administration of Governor Akeredolu took the bull by the horn by ensuring the problem of power in the Sunshine State is mitigated.

This edition is my last outing with you on ODSIP Newsletter. As you are aware, I am winding up and preparing to bow out of the Service of Ondo State. It has been an engaging and rewarding time together. I want to assure you that this edition is an attention-grabbing piece. The ODSIP team has tried as much as possible to break down the technical terms associated with power to the language you can easily understand. Therefore, easy comprehension and understanding of the state of power in Ondo State is guaranteed. As you read, you will be familiar with what the Government has done, is doing and plan to do in order to improve utilization of power in our dear State; part of which has birthed the Linyi hub in Ore and many other projects.

I'm therefore convinced that you will find this

edition interesting. You will definitely retain a copy in your library, as an archival material. Once again, I specially thank you for your readership and acceptability of this medium. I thank you for supporting my office in the business of giving our best for a better Public Service of Ondo State.

God bless you. ■



'Niran Adeyemo, mni.
Publisher/Editor-in-Chief

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ENERGY...(Contd)

This led to the categorization of energy into renewable and non-renewable sources. The renewable sources can naturally replenish themselves while non-renewable sources which include coal, natural gas, petroleum and nuclear energy (fossil fuels) cannot be replaced. Unfortunately, industrialization and human society have been utilising non-renewable power as its primary source of energy.

Against this backdrop and his quest to redeem Ondo State Governor, Arakunrin Oluwarotimi Odunayo Akeredolu, SAN, on assumption of office, never underestimated the efficacy of power for improved industrialization. Hence, he vowed to re-engineer the power sector in the State in fulfillment of the items 3 and 7 of the REDEEMED agenda - *development through massive infrastructure and energy, mining and sustainable industries*. To achieve this, he established the Ondo State Ministry of Energy, Mines and Mineral Resources as well as the State Power Company.

This was to give an institutional framework to the strategic innovation and turnaround Mr. Governor intends to inject into development and sustenance of industries in Ondo State. This was also premised on the fact that the government understands that in order to drive economic growth and industrialization in the State, there is need to overhaul the power sector and perhaps drive same through the involvement of private initiatives and collaboration with the Federal government.

The focus of the government therefore was to generate power through various power plants and other sources, so as to reduce industrial dependency on the national grid, if they are to achieve desired goals. The present administration consequently encouraged industries to explore energy efficiency and optimization strategies so as to curb energy wastages and augment the available electricity supply for maximum use; thus reducing the cost incurred in generating alternative power and increase competitiveness in the industry.

Further put, the present administration through the Ministry of Energy, Mines and Mineral Resources advises industries to optimize the use of power, which is, using less expanding energy efficiency (saving), believing this to improve performance of system by not overusing it. In an interaction with ODSIP Newsletter, the Honourable Commissioner for Energy, Mines and Mineral Resources, Ondo State,

of cutting energy use to potential improvement in mental and physical health. Hence, optimizing energy use in the industrial space is essential.

Going forward, since its establishment, the Ministry has been able to drive better electricity and industrialization in the State.

The determination of the present administration is to change the narratives of power generation and usage in Ondo State and by extension Nigeria. It is on record that the state of power or electricity generation is in a precarious level and has led to the collapse of many industries, while others have relocated overseas. As a result, the Ondo State Government is putting in place series of measures to attract investors, ensure the available ones experience a convenient and profit friendly working environment. Thus, Akeredolu's administration is striving with all vigor to improve generation and supply of power utilized by these companies. It is on record that part of these efforts have yielded the establishment and sustainability of Linyi hub in Ore, revitalization of many moribund industries, including power plants, etc.



Construction of 50KW Solar mini power grid at Obadore, Odigbo Local Government, Ondo State.

Without mincing words, it is also necessary to note that the present administration in Ondo State, recently, engaged in renewable energy which has an important role to play in meeting the future energy needs of both rural and urban areas. The government is therefore giving priority to the development and utilization of renewable energy, especially in the

light of increased awareness of the adverse environmental impacts of fossil-based generation. Arakunrin Oluwarotimi Odunayo Akeredolu, SAN, within a short period of time, has successfully engaged private sector players in the development of Solar Hybrid Plant at Ugbonla – operated by A4&T, Solar Hybrid Plants at Ala-Elefosan - operated by Protegia, Gbagira Plant – operated by A4&T, Solar Hybrid Plant at Lomileju – operated by A4&T, Ajemitale Plant – operated by Ashdam Solar, Obadore Plant – operated by Acob Lighting, Solar Home System by Ondo State Power Company in Aboto, Ebute-ipare and Igbobini; Gas Fire Plant is also ongoing at Alagbaka IPP-Advad Limited (starting 4.5MW), Okitipupa IPP-R.R Reynolds (starting 4MW), Ondo IPP-Lincs Power(starting 2MW) and OWO IPP-Spetad (starting with 1.5MW), with a view to making power available for industrial development and the use of the citizenry, in line with achieving the Sustainable Development Goal (SDG) 7 target. At least, 1.412MW has been injected into the Grid.

From the foregoing, it is very clear that the energy demand in Ondo State and Nigeria, at large, is very high and is increasing geometrically, while the supply remains inadequate, unsecured and irregular.

The mix has hitherto been dominated by fossil resources which are fast being depleted apart from being environmentally unfriendly. The energy supply mix must thus be diversified by installing an appropriate infrastructure and creating full awareness that would promote and develop the abundant renewable energy resources present in the country as well as enhance the security of supply.

Nonetheless, there is clear evidence that Ondo State is blessed with abundant resources of fossil fuels as well as renewable energy resources. The major challenge is an inefficient usage of energy in the country. As a result, there is an urgent need to encourage the involvement of an energy mix that will emphasize the conservation of petroleum resources in such a manner that will enable their continued exportation for foreign earnings, for as many years as possible. In order to ensure the sustainability of adequate power supply and subsequently sustain economic development in the country, the administration of Arakunrin Akeredolu has also intensified further implementation of renewable energy and energy efficiency programmes, as observed in quite a number of successful countries like Germany, Denmark and Japan. Consequently, the need to conserve the present energy generated in the country, using energy-efficient products and the appropriate practices is essential for sustainable development, thus, efforts are ongoing to enable the State carry out the following:

- develop policies on energy efficiency and integrate them into the current energy policies. A comprehensive and coherent energy policy is essential in guiding the citizens towards an efficient usage of its energy resources;
- carry out a resource survey and assessment to determine the total renewable energy potential in the State as well as identify the local conditions and local priorities in various ecological zones;
- develop appropriate drivers for the implementation of energy efficiency policies;
- ensure efficient and full usage of solar technologies in residential, commercial, and industrial sectors;
- adopt utilization of biogas from wastes as a source of cooking fuel in homes;
- shift from high carbon intensive fuels to natural gas for energy generation in industries;
- utilize agricultural residues for electricity generation; among others.

Conclusively, it is evident that a strong and long-term commitment of Governor Oluwarotimi Odunayo Akeredolu, SAN, to improvement of power in the Sunshine State has birthed the formulation and implementation of various policies and projects that has led to the development of renewable energies, to facilitate economic and industrial growth in Ondo State. ■

ODSIP PHOTO SPEAK



Ondo State Deputy Governor, Hon. Lucky Orimisan Aiyedatiwa, the Chief of Staff, Chief Olugbenga Ale, the Head of Service, Pastor 'Niran Adeyemo and DG, DAWN Commission, Mr. Seye Oyeleye at the 2022 Heads of Service Strategic Meeting held at the Dome, Ondo State.



The Six Heads of Service of the Southwestern States and Officials of DAWN Commission at the 2022 Heads of Service Strategic Meeting held at the Dome, Ondo State.



Head of Service, Pastor 'Niran Adeyemo, mni and Director General, PPIMU, Babajide Akeredolu at the 9th HoS Interaction with Change Ambassadors



The Head of Service, DG, PPIMU and some Permanent Secretaries at the 9th Edition of HoS Interaction with Change Ambassadors.

ODSIP Update

- Adewale Omomowo
- Olumuyiwa Akinkuolie

ONDO HOSTS SOUTHWEST STRATEGIC HEADS OF SERVICE SUMMIT

Heads of Service in the Southwest zone and some top Permanent Secretaries on Thursday, 19th May, 2022 converged on Akure, the Ondo State capital to attend the year's edition of the Heads of Service Summit.

The event, which was held at the International Events and Cultural Centre (The DOME) was coordinated by Development Agenda for Western Nigeria (DAWN) Commission. It drew in serving and retired technocrats in the Public Service in Ondo State and its environs, where salient aspects of the Public Service in the Southwest were discussed and resolutions were reached for the growth of the region.

The theme for this year's Summit was "Rethinking Civil Service in a Digital World".

Turn to the back page to read the Communique of the Summit.

AKEREDOLU CREATES FORESTRY MANAGEMENT COMMITTEE

In a bid to better manage activities of the Forestry sector of the State, which brings in the highest revenue in the State, Mr. Governor, Arakunrin Oluwarotimi Akeredolu, SAN created the Forestry Management Committee.

The membership of the Committee comprise relevant stakeholders in the sector such as Commissioners in the Ministry of Agriculture and Forestry, Ministry of Infrastructure, Lands and Housing, Ministry of Energy, Mining and Mineral Resources; Special Adviser on Environment, Director General, PPIMU and Senior Special Adviser on Agribusiness.

The Committee has begun work. It held its first Stakeholders' Engagement on 10th May, 2022 at the Ondo Internal Revenue Service Hall, Akure, where several stakeholders from retired foresters, to practicing loggers and several associations relevant to the sector were present to rub minds with committee on the best ways to manage the forests and replenish the reserves for posterity and general good of the State. **Contd. on Pg 6.**

YOU and the RULES

■ Aderemi Olabode

Succession Planning

In our last edition, we discussed performance appraisal and its objectives. In this edition, we are focusing on succession planning.

Succession Plan is a process employed to deal with gap created by individuals leaving their jobs for whatever reasons. It is aimed at ensuring that as far as possible, suitable people are available to fill those gaps created. It is used mainly for specific employee groups like managers and people who have been identified as having high potentials.

There are some processes involved in succession planning. Some of these are:

- (i) **Recruitment plan:** Under the recruitment plan, we consider the type of worker, qualification, competence, quantity and when the gap is needed to be filled. Having a recruitment plan in place from the beginning streamlines processes and also gives everyone a timeline to work with.
- (ii) **Training plan:** Here, we develop new courses and train the existing staff for the position. The training plan provides a clear understanding of what must happen to meet the training requirements that have been defined thus, end-users receive training in the knowledge, skills and abilities required to support the new roles.
- (iii) **Re-development plan:** Redevelopment plan involves setting programmes for transferring, promoting, or retaining existing staff.
- (iv) **Productivity plan:** Under the productivity plan we have to set up programmes for improving productivity or reducing human resource cost.
- (v) **Retention plan:** Here, efforts should always be made to retain dutiful workers in order to reduce labour turn-over.

8 KEY STEPS IN SUCCESSION PLANNING

- Start identifying key positions
- Identify needs
- Develop your job profiles
- Start the recruiting process
- Appoint a successor
- Hand over the job
- Document the transition
- Regular Staff Records Check ■

ODSIP Update Contd.



9TH EDITION OF HEAD OF SERVICE'S INTERACTION WITH CHANGE AMBASSADORS

The 9th Edition of the Head of Service's interaction with Change Ambassadors was held on 9th June, 2022. The event which took place at the State Information Technology Agency (SITA) featured two major sections: the normal lecture delivered by Mr. Femi Aladenola, Permanent Secretary Directorate of Rural and Community Development, and a fire side chat featuring Mr. Kayode Ogundele, Permanent Secretary Cabinet and Special Services Department, Engineer Babajide Akeredolu, Director-General Performance and Project Monitoring Unit (PPIMU). The facilitators spoke on strategies for Human Development and Productivity for a High Performing Civil Service.

The Head of Service (HoS), Pastor Adeniran Adeyemo *mni* while addressing the Change Ambassadors, charged them to continually strive to ensure a better and well-functioning government in all sectors, imbibe good reform practices, especially in the areas of cascading the knowledge learnt at the interaction and also strive to develop themselves technologically. The HoS also noted that the commitment and productivity of the state's Public Servants have drastically improved since the creation of the Department of Public Service Reform and Development (DPSRD) also known as Reform Office, as the office has been working in line with Governor Akeredolu's REDEEMED Agenda, particularly in the area of Digital Revolution and Entrepreneurship.

In a rather admonition mood, the HoS informed the Change Ambassadors of his imminent Retirement from the Service and that the meeting would be the last interaction he would have as Ondo State Head of Service.

The Administrative Secretary DPSRD, Mr. Adewale Omomowo reiterated the commitment of the Reform Office to driving and coordinating the activities of the Civil Servants for a better Ondo State Civil Service, adding that modalities have been put in place to upgrade strategies and tools for driving reforms under Ondo Service Improvement Programme, particularly on digitization and process improvement in the civil service.

AKEREDOLU APPROVES BIFURCATION OF THE FINANCE AND ACCOUNT DEPT OF THE ONDO STATE CIVIL SERVICE

Ondo State Governor, Arakunrin Oluwarotimi Akeredolu SAN has approved the creation of Accounts department from the already existing department of Finance and Administration to further entrench accountability as well as checks and balances in Government's financial operations.

This was done to reposition the Ondo State Public Service for effective service delivery in line with Mr. Governor's REDEMED Agenda and also in consonance with best practices. The Administrative Officers' Cadre will now handle Personnel and Administrative Duties, while the newly created Accounts Department will handle Accounting and Internal Audit Duties.

Mr. Governor, while addressing a crowd of Accountants at the Cocoa Conference Hall of the Governor's office, who came to thank him for the approval said the bifurcation was approved as part of his administration's quest to underscore professionalism. He stressed the importance of Accountants in government and private organizations and noted that his administration recognizes the contributions of Accountants to the development of the State.

A full understanding of the bifurcation is contained in the Circular issued by the Office of the Head of Service, which can be found on the Circular Website - www.ondocirculars.org ■



ODSIP Lens

DRAINAGE SYSTEM IN GOVERNOR'S OFFICE COMPLEX

ODSIP Lens has been observing the drainage system in the Governor's Office Complex and the way some portions of the road is flooded, especially when it rains. The car park is usually flooded, thereby making it difficult for car owners and even pedestrians to park and walk easily around in the Governor's Office.

Often times, cars are forced to avoid the water and park indiscriminately, which obstructs the flow of traffic, especially on days where there are major events at the Cocoa Conference Hall or anywhere else within Governor's office complex.

We beseech the relevant Ministries, Departments and Agencies (MDAs) in this regard to find a lasting solution to this problem, because the intensity of the rains are increasing and if unchecked, would keep hampering vehicular and pedestrian movement around the complex.

After all, the Governor's Office Complex should have the best ambience, but that isn't the case with these kind of floods and faulty drainage system.

CONDOLENCE: OWO MASSACRE

ODSIP Lens condoles with friends and families of those who lost persons in the brutal massacre which took place at the St. Francis Catholic Church, Owo on the 5th of June, 2022. May the souls of the departed obtain mercy. Amen.



P U Z Z L E

You can send your answers to the Managing Editor. Handsome rewards await the winners.

Answers to the Last Puzzle

A= 87
B= 5061

Words on MARBLE

NOTE:
All letters to the Editor should be directed to:
odsipnewsletter@gmail.com OR
WhatsApp : 08060622636

STRATEGIC SUMMIT OF HEADS OF SERVICE OF SOUTH-WEST GEO-POLITICAL ZONE HELD AT THE INTERNATIONAL CULTURE AND EVENTS CENTRE (THE DOME), ALAGBAKA, AKURE, ONDO STATE

COMMUNIQUE

1.0 PREAMBLE

1.1 The Summit of Heads of Service of South-West Geo-Political Zone of Nigeria, hosted by the Ondo State Government, was held in Akure, from Wednesday 18th to Friday 20th of May, 2022, at the International Culture and Event Center (The Dome), Alagbaka, Akure. The Strategic Meeting powered by the Development Agenda for Western Nigeria (DAWN) Commission, was attended by Heads of Service in the South-West Zone in company of a number of Permanent Secretaries and senior officers from the respective States of the Zone, as delegates.

1.2 The theme of the Summit "Rethinking Civil Service in a Digital World" focused essentially on digitalizing Public Service operations, leveraging Information Communication Technology (ICT), for better service delivery.

1.3 The Summit was declared open by the Governor of Ondo State, Arakunrin Oluwarotimi Akeredolu, SAN, represented by the Deputy Governor, Hon. Lucky Orimisan Aiyedatiwa. In his Keynote Address, the Governor thanked the Forum for choosing Ondo State to host the event. He acknowledged the pivotal role of the Public Service in attaining Government goals and objectives in the Zone. He stressed the need for migration to full digitalization to enhance transparency, accountability and efficiency in governance.

1.4 In his welcome address, the host Head of Service, Pastor Niran Adeyemo mni, appreciated his colleagues, the visiting Heads of Service from the Zone, for the hosting right granted to Ondo State. He intimated the Summit of the State's policy intervention blueprint christened "THE REDEEMED AGENDA" and the various achievements of the Akeredolu-led Administration in Ondo State.

1.5 In his prefatory address, the Director-General (DAWN Commission), Mr. Seye Oyeleye, considered Information and Communication Technology as the fabric of the 21st Century which must be consciously embraced by the Public Service in the South West.

2.0 PRESENTATIONS

In all, the following 2 broad presentations were made and extensively discussed: **Enhanced Effectiveness of the Bureaucracy: The Imperative of e-governance**; and the **Effectively Reforming the Public Service: The intricacies and Sustainability**.

3.0 SUMMIT CONCLUSIONS

The Summit:

- i. noted the necessity for digitalization of the operations of the respective bureaucracies of the South-West Geopolitical Zone for better service delivery;
- ii. reiterated that e-governance be pursued in all facets of government business to achieve accountability, transparency and cost-effectiveness;
- iii. advised that States that are yet to establish Reform Agencies for their reform initiatives and coordination should do so urgently;
- iv. called on the Federal Bureau of Public Service Reforms to assist the States grow their bureaucracies, emphasizing their uniqueness, preferences and needs;
- v. stressed the need for senior public servants to consciously mentor the upcoming ones to address the slide in Public Service ethos and values;
- vi. urged the Zone to avoid working in silos but promote exchange of ideas and personnel to further enrich their respective bureaucracies;
- vii. advised that the process of digitalizing the Public Service be gender sensitive;
- viii. emphasized the need for the Public Sector in the Southwest States to partner with private sector for the digitization drive;
- ix. recommended that DAWN Commission should facilitate continuous capacity development using designated Training Institutes in the Zone;
- x. recommended that new entrants into the Public Service are computer literate and that the Public Service be made attractive to the younger generation in order to leverage their technological capabilities;
- xi. agreed that an officer be designated to track implementation of the resolutions of the Summit.

4.0 APPRECIATION

The Forum expressed appreciation to the Government of Ondo State for hosting the meeting.



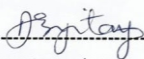
Pastor 'Niran Adeyemo, mni
Head of Service, Ondo State



Dr. Festus Olowogboyega Oyebade
Head of Service, State of Osun



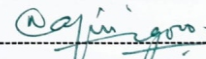
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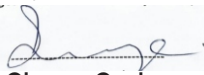
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