

Our Ref: PSTI/AD/11/183
Public Service Training Institute,
Ilara-Mokin.

18th June, 2022

The Chief of Staff to the Governor,
The Special Assistant to the Deputy Governor,
Honourable State Commissioners,
The Head of Service,
Special Advisers,
Chairmen of Commissions/Boards/Agencies,
Permanent Secretaries, Tutor-General,
The Clerk, Ondo State House of Assembly,
The State Accountant-General,
The State Auditor-General,
The Auditor-General for Local Governments,
State Statistician-General,
Director-General, State Pensions Commission,
General Managers/Head of Non-Ministerial Departments,



*DFA
Pls circulate adequately
[Signature]
PS 9/6/22*

TRAINING AND RE-TRAINING IN THE ONDO STATE PUBLIC SERVICE

Over the years, there has been much emphasis on additional qualifications for purposes of preferment and promotion in the State Public Service while personal self-development; trainings and re-training on the job have received little or no emphasis. Much as additional qualifications are important for the career progression of some categories of officers, there are also observed gaps in Human Resource Management (HRM) and in the overall state's Public Financial Management (PFM) systems that need to be addressed by workers and the State Government. Indeed, most of the gaps are issues directly related to poor human resource capacity and public financial management needed to ensure good governance by way of promoting efficiency, accountability and transparency in the utilization of public financial and human resources.

2 To address these gaps, government has identified the need to create necessary platforms to continuously provide trainings for her workforce based on a comprehensive training policy that would help rebuild the administrative and technical skill base of the

service. Apart from officers who need additional qualifications for purposes of conversion in their career progressions, government considers the process of acquiring additional qualifications very expensive, time consuming and often times causing manpower dislocations where officers have to stay away from their duty posts for months if not for years to obtain additional certificates with attendant consequences on government human and financial resources.

3. Government, therefore, has approved **Position Trainings** to be organized by the Public Service Training Institute, Ilara-Mokin, as part of its human resource capacity rebuilding plan to complement and impact policy on additional qualifications for purposes of promotions and preferments. The Position Trainings take cognizance of grade levels: GL 06 – GL 07, GL 12 – 13, and GL 15 – 16. The essence of this is to train officers for new roles of Senior, Management and Directorate, respectively. It is to be noted that apart from the Position Trainings, a comprehensive Training Need Policy (TNP) had been developed to continuously up-skill and re-tool the workforce for efficient and improved service delivery.

4. While we advise officers and the various Human Resource Departments in the State to take advantage of these proficiency trainings, it will be required of trained officers to show their certificates of Position Trainings during promotion interviews. In view of this, the office of Establishments and Training will be working hand-in-hand with the PSTI to shortlist officers for the trainings annually.

5. Kindly give the content of this circular the publicity it deserves.



Ekpobomini Jide
for: Head of Service

