



## IBADAN, OYO STATE OF NIGERIA

Our Ref. No.....C.37/Vol.IVT/5

The Secretary to the State Government,  
Office of the Executive Governor,  
Secretariat,  
Ibadan.

Attention: Permanent Secretary (General Administration)

### Need to Redress "Fragmentation" of Cadre/Anomalous Creation of Parallel Cadres

I wish to refer to the above stated subject and inform Your Honour that the Civil Service Commissioners, at the Plenary Meeting held on Wednesday 1st December, 2010, directed that Your Honour's attention be invited to the problems of wastages, redundancy and probable frustration being engendered by the existence of fragments of personnel outside established cadres which normally have their pools in some Ministries, Departments and Agencies (MDAs).

2. Your Honour would kindly recall that cadres of Senior Officers such as Social Welfare Officers, Confidential Secretaries, Accountants, and Drivers etc. are pooled under appropriate MDAs for convenience. This arrangement has endured over ages as it has, to a very large extent, helped in stabilizing the service.


3. However, it was observed that, there still exist pockets of personnel outside these established pools. In the Office of the Executive Governor, for instance, records show that there are officers in the Social Welfare Officer, Information Officer and Engineer Cadres who are but not pooled in appropriate MDAs.

4. The existence of fragmentation engenders some problems. For instance, a lot of wastages is allowed when parallel posts are created outside the existing pools of competent officers as both are being maintained from the same source. In addition, pooled officers, in spite of the prospect of better performance derivable from better tutelage and established professionalism, may resultantly not be adequately utilized. Furthermore, such situation could eventually lead to frustration as officers so "fragmented" may find it disadvantageous regarding their future career prospects.

5. In the light of the foregoing, the Commissioners were of the strong opinion that the officers so "fragmented" be pooled to the established cadres in the appropriate MDAs. They nevertheless also acknowledged the need to retain present placement of the officers, if so desired, in order not to allow any disruption in the operation of the Departments where such officers now serve.

6. It is in the light of the foregoing that the Commission wishes to intimate Your Honour about the proposed pooling of the "fragmented" officers working in the Governor's Office. The officers would not necessarily be moved out of their present postings but would have to belong to the established cadres in the appropriate MDAs as required, please.

7. Thanks.

  
J. O. Bolaji,  
Permanent Secretary  
for: Chairman

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