



FEDERAL CHARACTER COMMISSION

THE PRESIDENCY

OYO STATE OFFICE
FEDERAL SECRETARIAT COMPLEX, IKOLABA
P.M.B. 12, Secretariat Post Office, Ibadan
☎: 08033529390

Ref: FCC/OY/001S/25/190

Date: 3rd August, 2006

THE PERMANENT SECRETARY,
OYO STATE CIVIL SERVICE COMMISSION,
P.M.B. 5005, IBADAN.

Dear Sir,

STATE MINISTRY/PARASTATAL (GL. 1-16+):
RETURN ON MANPOWER DISTRIBUTION AS AT JULY 1ST 2006

By the provisions of section 14(3) of the 1979 Constitution and the Enabling Decree no. 34 of 1996, the Federal Character Commission has mandate to continuously monitor the structure of staffing of every Establishment in the State Public Service with a view to ascertaining equitable distribution of manpower. Our responsibility is to ensure that no Local Government is marginalized. Indeed, the Head of State has approved an average of 3.3% as share of personnel from each Local Government for every Ministry/Parastatal.

2. Manpower distribution ratio for the five Administrative Zones within the State is therefore as follows: **Ibadan Zone 34%; Oke Ogun Zone 30%; Ogbomoso Zone 15%; Oyo Zone 12%; and Ibarapa Zone 9%.**

The equity principle is particularly applicable to all senior positions. Once a candidate has achieved the minimum merit score of 60% in a Promotion/Recruitment exercise, he is prima-facie qualify to fill the prevailing quota for his Zone. Before Federal Character Law came into operation in 1996, there had been heavy lopsidedness in manpower

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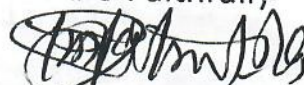
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distribution. By now using Annual Promotion Exercise in addition to normal periodic Recruitment Exercise, we will fast-track the National Goal of Equity Enthronement. Indeed, we should continuously checkmate DISUNITY which is the outcome of marginalization. And to guarantee awareness of all potential employees, the vacant Positions for direct employment shall be advertised in well- circulated newspapers, giving six weeks notice. Promotion should also be carried out annually with an eye for achieving non-marginalization.

3. We annually send out Pro-Forma for completion. The data collected are subsequently analyzed and appropriate action taken. Please complete the attached Pro-Forma in respect of your current year staffing positions. Kindly return the form to us within four weeks from today. You may also observe from the Enabling Decree the sanction for failure to complete and return relevant form on time. Ditto the sanction for rendering false information or non-return of completed form. The data you supply shall be verified since they are subject to public consumption.

4. Many thanks for your Co-operation

Yours Faithfully



Yinka Fehintola

For: Hon. Commissioner

