

SOUTH WEST GEO-POLITICAL ZONE

Lagos • Ogun • Oyo • Osun • Ondo • Ekiti

PUBLIC SECTOR ACCOUNTABILITY, TRANSPARENCY & GOOD GOVERNANCE

A Capacity-Building Training for the Public complaints Commission's Staff

July 2026



MEET THE FALICITATORS

FACILITATOR'S PROFILE

Mr. Adeniran Adebisi Dave *(IT Manager | Network & Systems Administrator | Resource Person & Facilitator)*

Mr. Adeniran Adebisi Dave is an IT Manager and Network/Systems Administrator with over 20 years of professional experience across financial institutions, healthcare facilities, and academic organizations in Nigeria. He currently serves as IT Manager at Unlimited Digitech Ltd., where he oversees IT infrastructure, cybersecurity, and disaster recovery planning for a diverse portfolio of clients, including microfinance banks, universities, and hospitals.

Beyond his technical practice, Mr. Adeniran is an experienced resource person and facilitator on public sector capacity-building programs. In November 2025, he served as Lead Resource Person for Skytech Analytic Nigeria Limited on a two-day training titled "***Ethics, Accountability and Integrity in Public Sector Investigation***," delivered to 75 staff of the Public Complaints Commission (PCC), Ogun State — covering ethics and accountability, whistleblower protection, confidentiality protocols, and cybersecurity awareness. He also served as a part-time lecturer in Computer Science at Olabisi Onabanjo University Consults, teaching networking, operating systems, and data structures.

He holds a Higher National Diploma, Post-Graduate Diploma , and an MSc in Computer Science at the Federal University of Agriculture, Abeokuta (FUNAAB). He is a Cisco Certified Network Associate (CCNA), ISO/IEC 27001:2022 ISMS Foundation certified, and an active member of the Nigeria Computer Society (NCS).

Drawing on this blend of technical, institutional, and ethics-focused facilitation experience, Mr. Adeniran brings a practical, service-oriented perspective to the theme of *Accountability, Transparency and Good Governance* for PCC staff.



MEET THE FALICITATORS

FACILITATOR'S PROFILE

Sup Eyitayo Olufemi Jemiri

A seasoned Peace and Conflict Resolution Practitioner, Security Professional, and Alternative Dispute Resolution (ADR) Specialist with over two decades of progressive experience in public security, peacebuilding, crisis management, and mediation.

He currently serves as a Superintendent of Corps (SC) with the Nigeria Security and Civil Defence Corps (NSCDC), Ogun State Command, where he coordinates peacebuilding initiatives, mediates communal disputes, and facilitates stakeholder engagement within the Crisis Management Department's Peace and Conflict Resolution Unit.

A certified mediator and negotiation specialist, he holds a Master of Education in Guidance and Counseling from the National Open University of Nigeria, and brings extensive training credentials including certifications in Peacebuilding and ADR, Negotiation and Dispute Management Strategies, Critical National Assets and Infrastructure Security Management, and Refugee Management, among many others.

His facilitation experience includes: In November 2025, he served as Co- facilitator for Skytech Analytic Nigeria Limited on a two-day training titled "***Ethics, Accountability and Integrity in Public Sector Investigation***," delivered to 75 staff of the Public Complaints Commission (PCC), Ogun State , covering ethics, accountability, integrity, and ADR — as well as delivering dispute resolution training for traditional rulers of the Owu Kingdom.

He is a Full Member of the Society for Peace Studies and Practice, an Associate Member of the Institute of Chartered Mediators and Conciliators, and holds several community leadership positions, including Chairman of the Iyetedo Community Development Association.

Please welcome, **Sup Eyitayo Olufemi Jemiri.**



WHY THIS TRAINING MATTERS



Public trust is the currency of every credible institution.



Commission staff are stewards of public resources and processes across six states.



Nigeria's legal reforms (FOI Act, Procurement Act, ICPC Act) raise the bar for staff conduct.



Every file kept, decision made and citizen served either builds or erodes public confidence.

TRAINING OBJECTIVES

By the end of this training, participants will be able to:



01

Explain accountability, transparency and good governance



02

Identify Nigeria's legal & institutional framework



03

Apply accountability mechanisms in daily work



04

Use practical transparency tools and practices



05

Recognise ethical dilemmas & conflicts of interest



06

Propose solutions to zone-specific governance challenges

Three Pillars of Public Service Trust



ACCOUNTABILITY

The obligation to answer for decisions, actions and use of public resources, and to accept responsibility for outcomes.



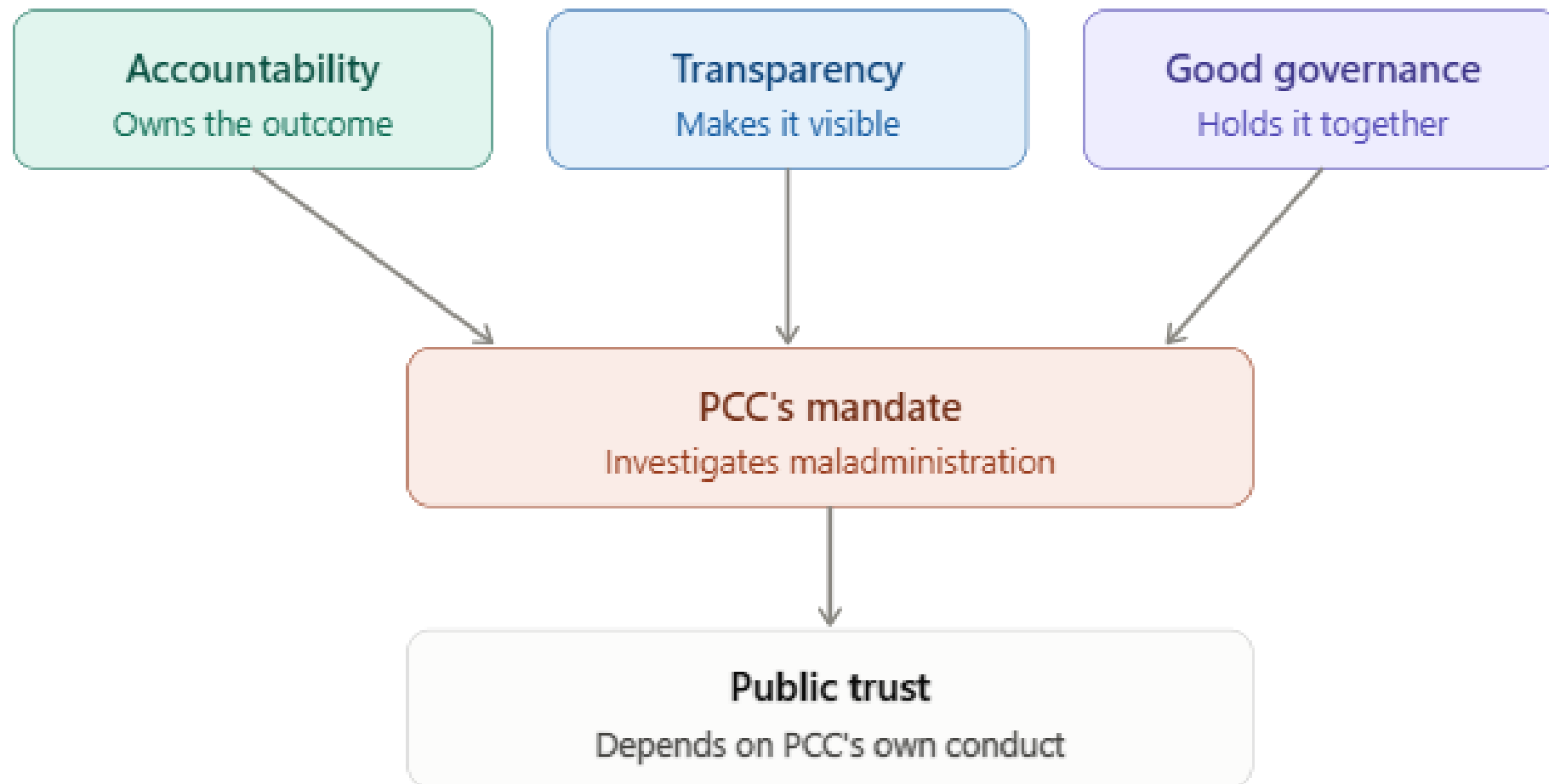
TRANSPARENCY

Openness in decisions and processes, with information accessible to the public in a timely, accurate manner.



GOOD GOVERNANCE

Exercise of authority that is participatory, accountable, transparent, effective, efficient, equitable and lawful.



The PCC enforces these values on others — and must model them itself

Eight Characteristics of Good Governance



Participation



Rule of Law



Transparency



Responsiveness



Consensus Orientation



Equity & Inclusiveness



Effectiveness & Efficiency



Accountability

Nigeria's Accountability & Transparency Laws

1999 Constitution

Principles of state policy on transparency & fair hearing

FOI Act, 2011

Public right of access to government-held information

Public Procurement Act, 2007

Due process & competitive bidding in public contracts

Fiscal Responsibility Act, 2007

Prudent, transparent management of public finances

ICPC Act, 2000

Criminalises bribery, gratification & abuse of office

EFCC Act, 2004

Investigation & prosecution of financial crimes

Code of Conduct Bureau Act

Code of Conduct & asset declaration for public officers

Whistleblower Policy, 2016

Protection & reward for reporting financial malpractice

Who Watches the Watchmen?



ICPC

Investigates & prosecutes corrupt practices



EFCC

Tackles economic & financial crimes



Auditor-General

Independent audit of public accounts



Public Accounts Committees

Legislative oversight of expenditure



Bureau of Public Procurement

Due process in public contracting



Code of Conduct Bureau

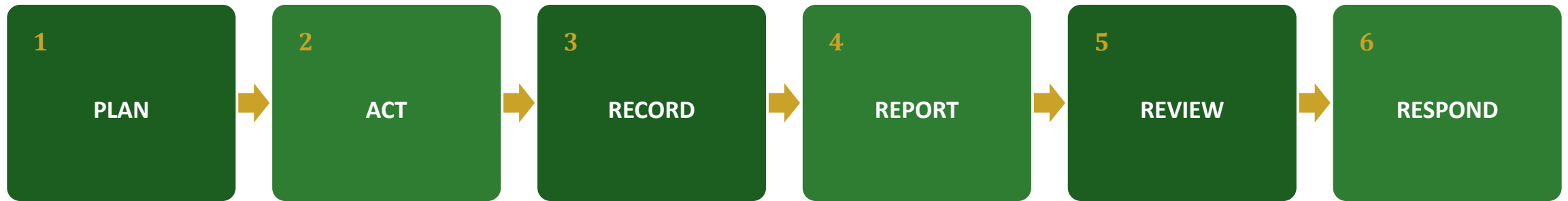
Monitors asset declarations & ethics



Civil Society & Media

Informal watchdogs & public scrutiny

The Accountability Cycle



Every staff member has a role at each stage — from realistic planning and accurate record-keeping, to timely reporting, honest review, and constructive response to findings.

Internal & External Accountability Mechanisms



INTERNAL

- Internal controls & authorisation limits
- Internal audit & risk management
- Performance management & appraisals
- SOPs & departmental manuals
- Supervisory review meetings
- Grievance & disciplinary procedures



EXTERNAL

- External audit (Auditor-General)
- Legislative oversight committees
- Judicial review & litigation
- Media & investigative scrutiny
- Citizen feedback & petitions
- Freedom of Information requests

Everyday Transparency Practices



Records Management

Accurate, complete, promptly filed records with clear retention rules



Procurement

Open advertisement, standard documents, documented evaluation



Budgeting

Timely, reconciled reports available to oversight bodies



FOI Compliance

Timely, accurate response within statutory timelines



Public Communication

Clear, accurate, timely engagement with citizens

Core Ethical Principles for Public Officers



Integrity

Act honestly whether or not
being observed



Objectivity

Decide on merit and
evidence, free of bias



Selflessness

Act in the public interest, not
personal gain



Confidentiality with Accountability

Protect sensitive
information; remain
answerable



Diligence

Carry out duties competently
and promptly

Conflicts of Interest, Gifts & Whistleblowing



CONFLICT OF INTEREST

Declare it to your supervisor and recuse yourself from the affected decision.



GIFTS & GRATIFICATION

Decline gifts or favours that could influence — or appear to influence — official decisions.



WHISTLEBLOWING

Report suspected wrongdoing through protected internal or external channels.

Common Challenges to Accountability & Transparency



Weak enforcement of laws and sanctions



Poor records management & weak information systems



Inadequate governance training for staff



Bureaucratic bottlenecks encouraging shortcuts



Political interference in administrative decisions



Low public awareness of FOI rights



Resource constraints limiting audit capacity



Fear of victimisation discouraging whistleblowing

Strengthening Governance — Two Levels of Action

INSTITUTIONAL

- Strengthen internal controls & independent audits
- Transparent, published procurement processes
- Functional, protected whistleblowing channel
- Digitise records & service delivery
- Regular staff ethics & FOI training
- Publish citizen-friendly performance reports

INDIVIDUAL STAFF

- Keep accurate, complete records
- Respond promptly & honestly to requests
- Declare conflicts of interest early
- Decline gifts tied to official duty
- Report suspected malpractice
- Treat the public with fairness & courtesy

Every Cadre Has a Part to Play

Zonal / State Coordinators	Model ethical leadership; ensure state compliance
Heads of Department	Enforce internal controls; timely reporting
Finance & Accounts	Accurate records; TSA & regulation compliance
Procurement Officers	Due process & documented evaluation
Records / Information Officers	Organised records; timely FOI response
Field / Operations Staff	Accurate reporting; transparent public engagement

Group Discussion: Case Studies



The Delayed FOI Request

A journalist's information request sits unanswered for two months.

Discuss: what principle is at stake, and what should happen next?



The Vendor's Gift

A bid evaluator is offered an expensive "token of appreciation".

Discuss: what principle is at stake, and what should happen next?



The Missing Records

An audit finds no supporting documents for past payments.

Discuss: what principle is at stake, and what should happen next?



The Whistleblower's Dilemma

A junior staffer discovers inflated procurement costs.

Discuss: what principle is at stake, and what should happen next?



A SIMPLE SELF-CHECK

Before You Act, Ask Yourself:

- 1 Is it lawful?
- 2 Would I be comfortable if this were made public?
- 3 Does it serve the public interest, not a private one?
- 4 Am I keeping a proper record of it?

If the answer to any of these is uncertain — pause, and seek guidance.

CONCLUSION

Good Governance Begins With Each of Us



APPLY

Apply these principles to your specific role and department



CHAMPION

Champion transparent, ethical practice among colleagues



REPORT

Report suspected malpractice without fear of retaliation



SUSTAIN

Participate in periodic refresher training

“Good governance begins with each one of us, in every file we keep, every decision we make and every citizen we serve.”



THANK YOU

Service with Integrity, Openness and Accountability