



# N P A

## NEWS

Monthly Online Newsletter of the Nigerian Ports Authority

Vol. 2 No.18 January, 2019

# SUCCESSION PLAN

## NPA MANAGEMENT PRIORITIZES CAPACITY BUILDING FOR ITS WORKFORCE

NIGERIAN PORTS AUTHORITY

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**T**he Management of the Nigerian Ports Authority (NPA) under the able leadership of Hadiza Bala Usman, Managing Director, from inception set out in the prioritization of capacity building for its work force in order that they contribute most meaningfully towards greater customer satisfactory delivery at the nation's seaports.

On mounting the saddle, the Hadiza Bala Usman led Management at the NPA categorically informed Stakeholders of their major "Operational thrust" being the stimulation of operational efficiency across board.

Following this therefore amongst others, the NPA Management is prioritizing the training and retraining of its workforce in a bid towards ensuring that officers and staff are prepared to contribute most meaningfully to the growth of the NPA brand as a corporate entity and ultimately so, equally in being able to face the new challenges in the sector in line with International best practices.

It is also expedient to bring to the fore herewith that these capacity building efforts of the Management are motivational on staff in adding to the organization's drive concerning the generation of greater revenue for the Nation's economic growth and boost of her Gross Domestic Product (GDP).

All categories of staff benefit from the programme which spans from career development to specified departmental, divisional, efficiency, targeted and specified training needs.

Very important too is the indication that efforts being discussed herewith are in consonance with Management's vision in respect of succession plan meant to identify critical human resource materials and professionals who will play effective roles managerially so that the NPA brand would be anchored on greater excellence and performance.

# From the Editorial Suites



**E**steemed readers, as we begin activities for the year 2019 on a brighter note, we highlight efforts of the NPA Management towards moving the organization to higher efficiency. One of such is in the area of capacity building through various training programmes for the workforce towards meeting challenges and tasks in the workplace with the view of engendering a competitive edge in corporate circles. In addition, these programmes are geared towards Management's thrust of preparing the workforce in line with the succession plan. In our Health and Safety corner, the need to ensure strict adherence to safety standards at workplace is highlighted in order to prevent unforeseen consequences through acts of complacency. Furthermore, in our Vox Pop, members of the workforce express their views on the resuscitation of the staff bus services by Management. This has resulted in the prompt and safe arrival of staff for duties across board. These and other juicy stories are for your reading pleasure.

Catherine Ude  
Editor

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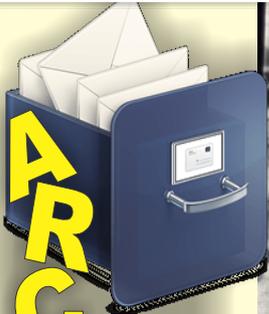
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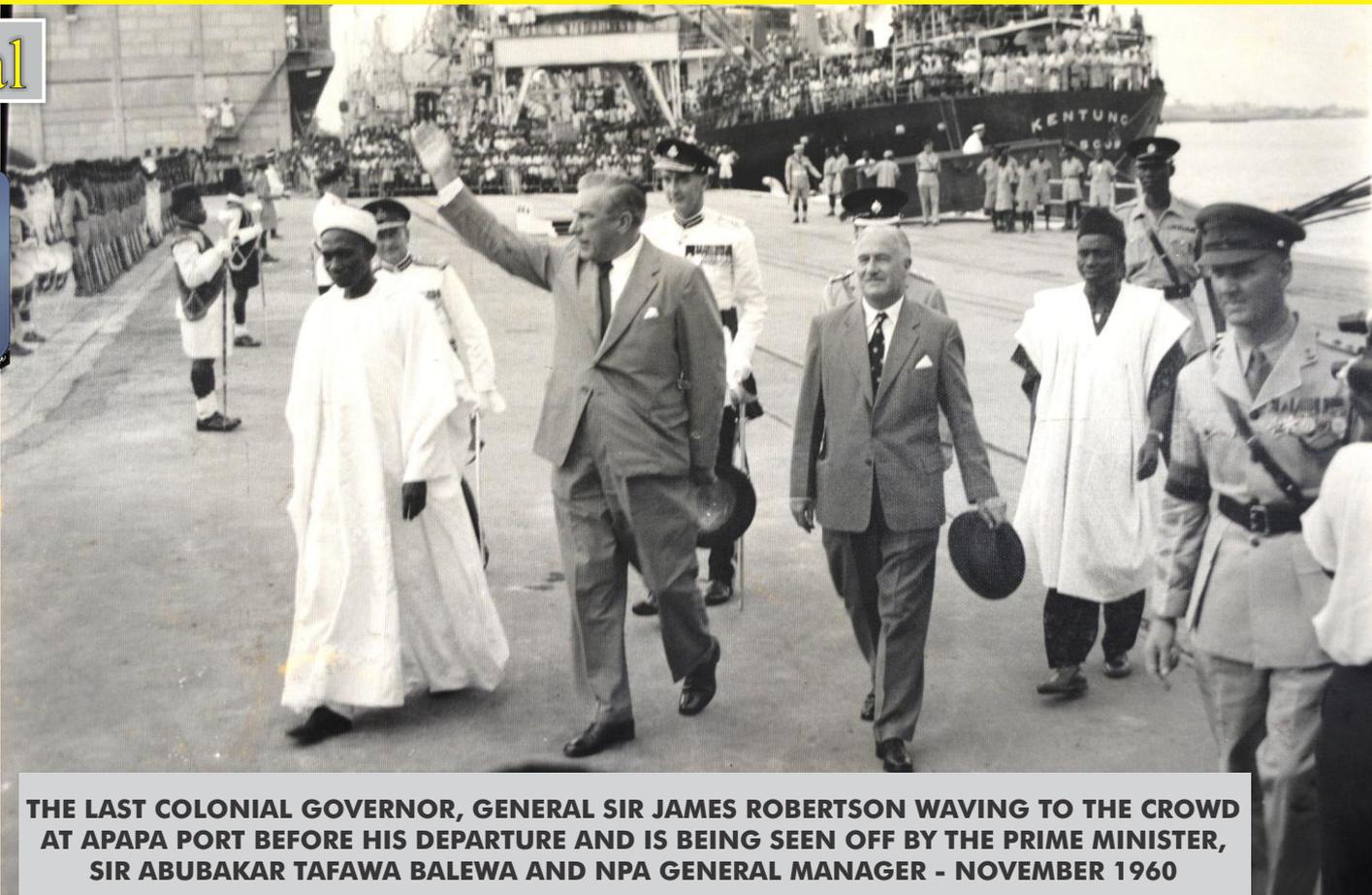
## NPA News Quote

The **PESSIMIST** complains about the wind;  
the **OPTIMIST** expects it to change;  
the **REALIST** adjust the sails.

## Archival



ARCHIVAL



THE LAST COLONIAL GOVERNOR, GENERAL SIR JAMES ROBERTSON WAVING TO THE CROWD AT APAPA PORT BEFORE HIS DEPARTURE AND IS BEING SEEN OFF BY THE PRIME MINISTER, SIR ABUBAKAR TAFAWA BALEWA AND NPA GENERAL MANAGER - NOVEMBER 1960

# IMPORTANCE OF CORPORATE EMAIL



SECURE



Your corporate email protects you from hacking spamming and malware attacks

## TRUSTWORTHY

Your .gov.ng email domain ensures recipients of your emails of your identity, allowing for trusted correspondence



## EFFICIENCY



Effective email use can reduce reliance on face-to-face consultations and meetings, reducing time and geographical barriers

## BACKUP AVAILABILITY

Important documents are automatically backed up in NPA's email server



PRODUCTIVITY



Increase your productivity by moving communications from physical mail to email

Information & Communication Technology Division



Nigerian Ports Authority

# USING YOUR EMAIL



## How to Access your email

1. In the address bar of your internet browser, type in:

<https://webmail.nigerianports.org/owa>  
<https://office.com> (From Prin. Mgr. & above)

Microsoft®  
Outlook® Web App

Security ( [show explanation](#) )

- This is a public or shared computer
- This is a private computer
- Use the light version of Outlook Web App

User name: |

Password: |

Sign in

Connected to Microsoft Exchange

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2. Next, enter your username, password and hit enter. Note: if your email is [z.adekunle@nigerianports.gov.ng](mailto:z.adekunle@nigerianports.gov.ng), your username is 'z.adekunle'. Your default password is your Personal Number e.g A1234

User name: z.adekunle

Password: ●●●●●●

# NPA DETERMINED TO ATTAIN HUB STATUS: Trains its workforce on Operational Competence



Management it would be recalled had often stressed at different fora of its desire to reinvigorate the system to meeting International best practices through an improved workforce trained to efficiently handle Challenges in the Maritime sector.

The training workshop organized by Management in conjunction with Sailnak Nigeria Limited took place at Agura Hotel, Abuja had as its theme Analytical Competence For Managing Operations. It aimed at exposing the workforce to different Strategies and methods of proffering solutions to unforeseen circumstances that might occur and the use of relevant data tools needed for work in view of the competitiveness in the Maritime Sector. Participants were tutored by seasoned technocrats and resource persons.

They were further divided into syndicate session for research work through team play as well as short tests to assess their understanding of the workshop's theme for improved service delivery.

**T**he Nigerian Ports Authority Management is its renewed effort at attaining a hub status with the Sub Saharan Africa especially in the Area of efficient Port operation and improved service delivery recently organized a workforce for its workforce.

## NPA WORKERS UNDERGO TRAINING ON TEAM BUILDING AND LEADERSHIP SKILLS

**T**he role of Team Building as a tool for Management's success cannot be overlooked in today's competitive business environment.

**Team**, according to scholarly views, is a group of people divided into smaller units working together for a common goal. They are identified with common characteristics such as defined objectives and defined membership criteria. They play vital roles for any organization and their failure leads to the failure of the Organization as a whole.

Management it was stressed should endeavor to put in place a functional and professional selected team of membership geared towards the success of the Organization.

Participants were charged to ensure that Management made it point of duty to ensure that all attributes of an effective team such as clear objectives and agreed goals, cooperation and vision and sound Intergroup Relations were put in place to ensure that Organizational goals are achieved.

The training workshop was organized by The Administrative Staff College of Nigeria [ASCON] Topo, Badagry in conjunction with the Nigerian Ports Authority with its theme tagged **Team Building And Leadership Skills**.



**T**he NPA Management has been charged with the task of ensuring that a well-planned and articulated framework is put in place towards continued existence of the organization's goals and objectives. In this regard, Managers and the top echelon

## MANAGEMENT STRATEGISES TOWARDS EFFECTIVE SUCCESSION PLAN

of the NPA just like any organization should always come out with a blue print which would be carefully guided at the workplace in its quest for succession within an organization for positions to be filled by sub-ordinates with requisite knowledge, skills and abilities necessary to succeed in future leadership roles.

This was part of the leadership training organized by the NPA Management and J. Jireh Engineering Services at the three (3) days training program titled "Man power Organization, Succession Planning and Trend Analysis" held at the Bezer Hall and Suites Otta, Ogun State.

Participants at the event were informed that part of the reasons for a succession planning is to identify highly talented individuals in promoting employee development, upholding Corporate Planning and establishment of talented pool amongst others.

In order for an organization to achieve its targets in the area of succession plan, leaders and managers should adopt steps which include allowing subordinates to practice the task given which would go a long way in making the organization succeed in the midst of competitive business world.



# Health and Safety

By Engr. Dafe T. S. Prin. Manager, Safety

## WHAT IS COMPLACENCY IN SAFETY?



Complacency can be defined as self-satisfaction, especially when accompanied by unawareness of actual dangers or deficiencies or a state of mind where a worker is out of touch with the hazards and risks around them. Often times, complacency happens over time, where workers take the conditions or the context around for granted. Complacency is extremely dangerous in the workplace. We get so used to things being done the same way that we do not always look at the hazards in our surroundings. We may also underestimate the risk of tasks that we perform regularly, or fail to notice a change in our environment when we become complacent in our daily routines. With complacency there is a sense of numbness that develops to hazards.

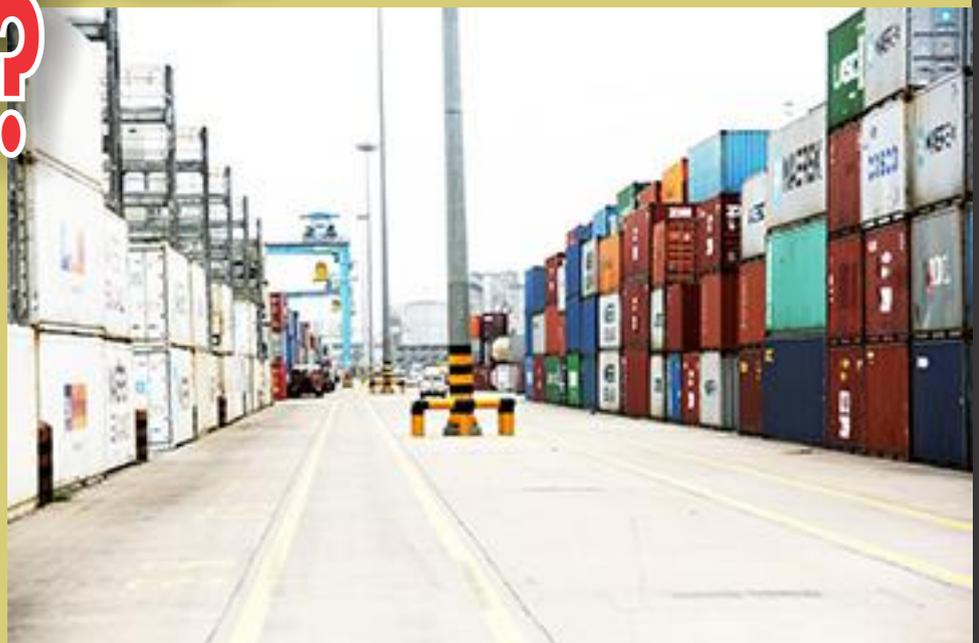
All in all, complacency can be one of the most problematic mindsets that can contribute to injuries and incidents on the job and in the workplace.

Signs of worker complacency may include not using required Personal Protective Equipment (PPE), unsafe use of equipment or skipping steps e.g. non adherence to NPA Management Approved Safety System of Work (SSWO) to ensure safety at the workplace.

Employer/Employees should be on guard to the onset of complacency in the workplace.

Bongarde a web-centered information and training tools company based in United State and Canada gave some tips for employers to curb safety complacency in the workplace as:

1. Engage all workers in reporting unsafe conditions or near misses. Quickly respond to all concerned and during safety meetings, mention safety issues that have been raised and discuss what has been done to address them.
2. Encourage workers to watch out for one another and address co-workers seen working unsafely or



taking shortcuts.

3. Encourage workers to plan ahead before starting any task. They should think of what could go wrong and how to protect themselves from workplace hazards.

In addition,

4. NPA Mission Statement/Core Values

"To deliver efficient port service in a safe, secure and customer-friendly environment" with Core Value of "efficiency, customer satisfaction, safety and security, innovation" should be top most in all employees mind at all times

5. Full Implementation of Management Approved "Safety System of Work (SSWO)"

One of the first things that indicates a company has a culture that supports worker safety and health is top management's deep-rooted

commitment and involvement with safety and health management. To this end, the Management had approved a Safe System of Work (SSWO) to be implemented in all NPA premises. All Divisions/Departments should ensure this is carried out at all times to the letter.

Let us remember that

□ The tragedy of life is often not in our failure, but rather in our complacency; not in our doing too much, but rather in our doing too little; not in our living above our ability, but rather in our living below our capacities - Benjamin E. Mays

□ Complacency is the kiss of death - Shari Redstone

□ You need to have a redesign because familiarity breeds a kind of complacency - Timothy White

# WORK HOUR RELAXATION

## Vox Pop

### HOW WOULD YOU ASSESS THE RESUSCITATION OF THE STAFF BUS BY MANAGEMENT?



It will boost the morale of the workers, alleviate transportation tussle and also enhance sense of belonging. It will also boost the corporate image of the organization.

**Adesola Adeosun**  
Manager Tariff & Billing  
Rivers Ports Complex.



Staff bus will encourage the officers and staff to come to work early and close by officially designated time of 5pm. This will increase productivity and reduce late coming and getting home early.

**Okoroafor Nwachukwu**  
Manager, Corporate & Strategic Communications  
Rivers Port complex.



The resuscitation of the staff bus by the Management is a welcome idea. Most workers have been yearning for it, and especially because of the hardship public transport has imposed on most staff. Before now most workers opt for water transport especially for those from Ikorodu Axis, while others leave their homes as early as 4:30am – 5:00am everyday just to meet up with official work hours. The staff buses have brought relief to most workers. The only disadvantage I observe is that the capacity of the bus is too small and most staff still go for public transport. Nevertheless, we appreciate the Management for giving us a listening ear. The management can improve on it by providing bigger, stronger and durable buses. Long live Nigeria, long live NPA.

**Omokhaiye Mary**  
Welfare Officer I, Marina HQ. E & LR



The staff bus has come a long way in ensuring that staff are punctual at work in a stress free manner. We know how much time and effort Management invested not only to get the project done, but to ensure that the well-being of the staff are met. On behalf of Ikorodu route, we value your commendable team by reducing the staff stress.

**Timothy Oluwole**  
System Analyst II, Marina HQ.



The Management has done a great job by providing a new convenient staff buses for staff and officers of NPA. NPA Management can buy more buses for other routes and ensure that all staff enjoy the facility.

**Erekpaine Erica**  
Senior Patrol women, Marina HQ.  
Security



My own take is, the bus will enable the staff and officers resume on time. It will also support us in the area of bus hike during the raining season. So I would like to thank Management on this improvement of providing buses for the workers.

**Otunyo Andrew**  
Desk Master I, Marina HQ.  
Harbours



The Staff bus is a big prayer answered to those of us living at Mowe Ibafo Ogun State. I am one of those on the staff bus. And I will love every route to have it as well.

**Susan Salamatu Enejo (Mrs.)**  
AGDO I, Marina HQ.  
Personnel



It is indeed a big relieve for us especially the Ikorodu route, we really appreciate the Management for the good gesture. It is good comfortable, reliable. We are proud that we are working in a very good and well established organization. We are looking forward to better things to come.

**Okueyungbo Bosede**  
CPN Marina HQ.  
Security.



The new staff buses by the Management is indeed a welcome idea. It really boost the morale of the staff. It also brings comfortability and reduces stress. Hence, kudos to the Management.

**Olayinka J. C**  
AGDO I, Marina HQ.  
Personnel (GM M & O)

Happy Birthday

Happy Birthday

Happy Birthday

Happy Birthday



**Hadiza Bala Usman**  
MD, NPA  
2nd January



**Adams Jatto**  
GM, Corporate & Strategic  
Communications Division  
2nd January



**Babatunde Longe**  
GM, Operations HQ  
15th January



**Dapo Adekunle**  
AGM ICT Dept, HQ  
12nd January



**Ngozi Obikili,**  
AGM, Occupational Health, HQ  
24th January



**Nelson Ovbude**  
Prin. Mgr. (Traffic) PPP, HQ.  
26th January



**Mrs. Mariam Asanga**  
Prin. Mgr. Tariff & Billing. LPC  
23rd January



**Solomon Adegoye**  
Manager, Procurement Dept, HQ  
30th January



**Uche Jennifer Onwuekwe**  
Manager, Accounts Dept, HQ  
20th January



**Mercy Udoh**  
Secretary, Engr. Dept. HQ  
6th January



**Jibrin Mohammed**  
SGDO, Admin. Dept, HQ  
19th January



**Koleoso Felicia**  
Planning Officer II  
Planning Dept, HQ  
11th January



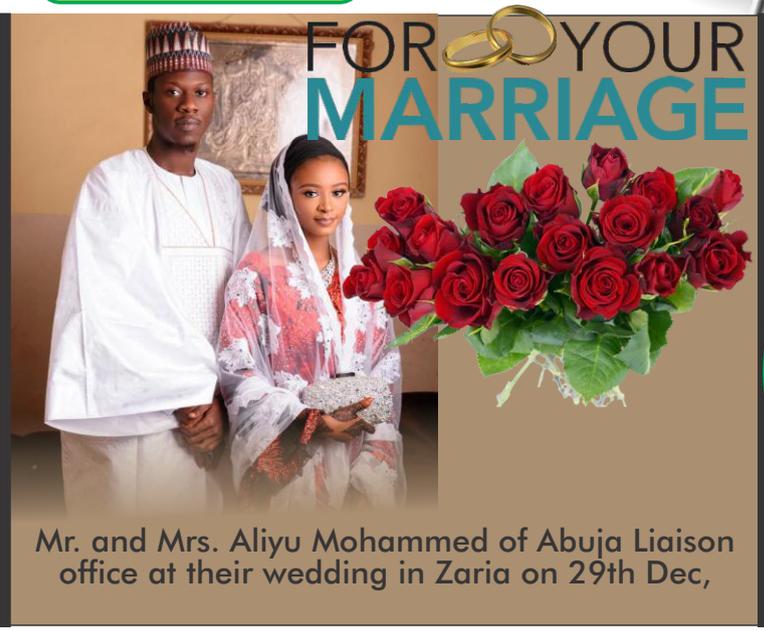
**Mrs. Pere Eyin**  
Snr. Pers Sec. II, Hq.  
28th January



**Jeje Oludare Saheed**  
HR Opts I, LPC  
... January



**Aliyu Ahmad**  
AGDO I, Procurement Dept, HQ  
25th January



Mr. and Mrs. Aliyu Mohammed of Abuja Liaison office at their wedding in Zaria on 29th Dec,

*...the world within our reach...*



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With an increased port operational efficiency, decreased port cost and decreased financial burden on government,

**Nigerian Ports**, becoming the Hub of International Trade and Freighting in West and Central Africa.

**Our Port Locations:**

**Lagos Port Complex, Apapa**  
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## Nigerian Ports Authority

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