



# N P A NEWS

Monthly Newsletter of the Nigerian Ports Authority Vol. 1 No.10 May, 2018

## NPA TAKES DRESS SENSE TO THE NEXT LEVEL



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**D**ress sense in a Corporate World simply amplifies the way and manner a workforce appear before the public. In today's Corporate World, Management had often placed emphasis on how its employees dress to their place of work.

To many, employees play a vital role in its image boosting through their dress sense. To them, they are what the organization stands for, good or bad. This goes a long way in the perception of the organization which they intend to patronize.

Perception goes a long way in the growth and development of the competitive nature of the corporate environment.

According to a research conducted recently, scholars are of the belief that image speaks about one even when one is not speaking of oneself. "Image is a form of packaging. Good packaging sells."

Corporate bodies today allow their employees to dress freely for comfort. However, they encourage a more defined and professional dress code to maintain a professional image of themselves and the business, where employees routinely interact on a daily basis with publics, clients and business partners.

Suffice to say that adherence to proper dress sense is to present a visual page and send a message that the employees are professionals. It also allows for preparedness in an employee meeting someone from outside the company.

At NPA today, there has been a positive disposition to Management's recent call for its employees to imbibe the culture of complete dressing by both sexes across board. The idea of Management is for the workforce to be dressed in complete English or traditional outfit with matching head gears.

The workforce could be seen in corporate dresses to boost the corporate image of the organization as well as make them comfortable at work.

# From the Editorial Suites



**T**here is a popular saying that “you are addressed the way you are dressed.” In other words, the mode of dressing of an individual says a lot about the individual and determines the way he is perceived as dressing creates perception.

Corporate organizations desirous of sustaining favorable image with their publics, in addition to other strategies, often emphasis certain dress code for their employees. Nigerian Ports Authority is not an exception to this need as it recently reinforced it with a call on all employees to dress corporately as a way to boost its corporate image. The significance of this dressing concept is enunciated in this edition. The 2018 edition of Global Safety Day Celebration took place in Onne Port. The Port Manager, Alhassan Abubakar admonished workers and stakeholders at the occasion to ensure safety standards are adhered to in all fronts.

With the recent outbreak of the deadly Ebola virus disease in the Democratic Republic of Congo, the Occupational Health Department of the Organisation educates workers and all stakeholders on steps to avoid contracting this disease.

NIPOSA, an NPA Sports Fiesta, held recently in Calabar after 17years of lull in activity. We bring you shots from the events.

Apapa Wharf and the 2<sup>nd</sup> World War contingent came together in 1946. What happened then is shown here in an archival photograph.

These and other juicy stories are contained in this edition. Happy reading.

**Catherine N. Ude**  
Editor

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Contributions are welcome from members of staff.  
You can send high resolution photographs of your social events like birthdays.

## NPA News Quote

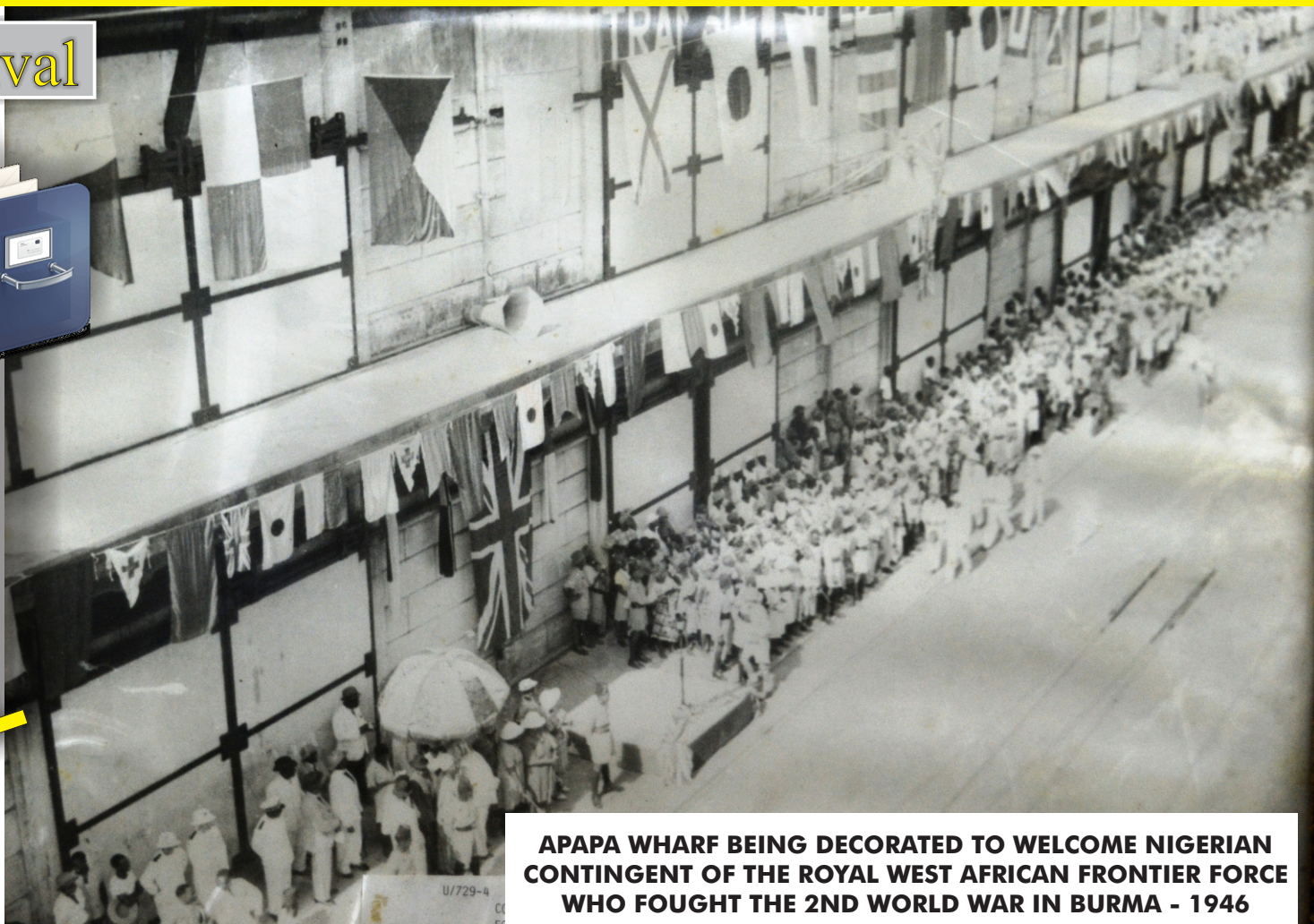
“The pride of Nigeria is in its diversity and the new Nigeria must be one in which leaders employ the things that bind us together with efforts to limit the fault lines and the divisions that they bring. There can be no greatness for Nigeria if every citizen of the country cannot feel at home whether they are in Sokoto, Ilorin, Lagos, Uyo or Aba. The onus to ensure that we have a country where every single Nigerian can proudly call home lies in the hands of our youth”.

- Hadiza Bala Usman, at the 2018 Edition of United Action for Change Youth Leadership Training Programme at the Digital Bridge Institute, Oshodi, Lagos on Thursday, 3<sup>rd</sup> May, 2018.

## Archival



ARCHIVAL



**APAPA WHARF BEING DECORATED TO WELCOME NIGERIAN CONTINGENT OF THE ROYAL WEST AFRICAN FRONTIER FORCE WHO FOUGHT THE 2ND WORLD WAR IN BURMA - 1946**

# 2018 SAFETY DAY CELEBRATIONS: PORT MANAGER ONNE PORT CHARGES ALL ON CONTINUOUS SAFETY EDUCATION

**T**he Port Manager, Onne Port, Alhassan Ismaila Abubakar has reiterated the need for all Maritime Stakeholders and Port users to ensure that safety standards are vigorously adhered to at all fronts towards making the ports a hub in view of the role of the sector in the life of the nation's economy.

Abubakar made these remarks at a forum hosted by the West African Container Terminal (WACT) to commemorate the 2018 Global Safety Day.

Represented by the Head Corporate and Strategic Communication's Onne Port, Mrs. B. Ejemeh Nchey-Achukwu, he affirmed that this event could not have come at a better time in view of the safety record by the WACT group led by Mr. Ahmed Aeizer for its workforce and guests to the Terminal.

According to him, this year's theme tagged "Be stronger, Safer Together: We will win" is rather appropriate because it would go a step further in educating all to ensure they comply with safety update towards an incident/accident free port.

Earlier in his brief remarks, the Managing Director of West Africa Container Terminal (WACT), Mr. Ahmed Aeizer informed all present of the "continued commitment to safety and compliance with safety rules and regulations."

The highpoint of the day's event was a quiz competition by selected WACT staff as well as an award to Mr Donatus Dominic, a welder at WACT who was presented with a "Safety Hero Award."



## NPA WORKFORCE AND THE "FIGHT" AGAINST EBOLA SCOURGE



**M**anagement of the Nigerian Ports Authority [NPA] through the Occupational Health Department has urged the entire workforce of the Organisation on the need to ensure that they vigorously maintain a high sense of personal and environmental hygiene in view of the recent outbreak of the dreaded Ebola Virus Disease in the Democratic Republic of Congo.

In a recent publication made available by the Occupational Health Department and made available to the In House Newsletter crew, Management encourage the Workforce across the country to amongst other ensure they wash hands regularly to get rid of germs, bacteria and other Viruses in view of the number of times one touches the mouth.

In addition to this is the use of hand sanitizers frequently applied in situations and cases water is not accessible. Individuals should avoid close contact with people who are sick. Objects used by

the sick are decontaminated and properly disposed. Employees are reminded to avoid touching or washing of dead bodies if not trained to do so.

On possible symptoms, it urged the workforce to look out for bleeding from the eyes, mouth, nose, rectum and ear.

The Ebola Virus Disease [EVD] which recently reemanated from the Democratic Republic of Congo[DRC] is regarded as the Deadliest Virus on earth. It has no known cure.

The Department concludes by calling on all to be very vigilant as the Virus is regarded as the world's lethal infection. All hands must be on deck and cases should be reported to the nearest hospitals as quickly as possible to avoid the spread.

Happy Birthday



**Catherine N. Ude**  
Prin. Manager C&SC/  
Editor NPA News  
30th May



**Capt. Jerome Angyunwe**  
AGM Harbours HQ  
27th May



**Ngni Franca**  
Snr. Manager ICT (LPC)  
14th May



**Ikechukwu Onyemekara**  
Snr. Mgr. C&SC  
TA Protocol to MD  
25th May



**Rosemary Dafit**  
Snr. Mgr. Accounts (HQ)  
27th May



**Agnes Raphael B.**  
Security Officer I  
Abuja Liaison  
5th May



**Olamobisi Robert**  
Manager HR (HQ)  
5th May



**Asein Marie**  
Prin. Mgr. Ops  
Delta Ports  
3rd May



**Gladys Green**  
Manager T&B (HQ)  
12th May



**Lilian Onyekwere**  
Snr. Mgr. Audit (HQ)  
28th May



**Maureen Ogonna**  
Manager Tarrif & Billing (HQ)  
16th May



**Zainab M. Dan'tiye**  
Prin. Mgr. Admin.  
Abuja Liaison  
30th May



**Olayinka Joshua**  
AGDO M&O (HQ)  
3rd May



**Queen Edet**  
C&SC Officer  
MD's Office  
2nd May



**Adekunle Dada**  
Manager HR Ops (LPC)  
23rd May



**Francisca Orjiugo**  
Manager. Procurement (LPC)  
23rd May



**Kafayat Mohammed**  
Security Dept.  
Abuja Liaison  
7th May



**Babatunde Ogunsanya**  
Snr. Mgr. Traffic  
(Servicom) HQ  
15th May



**Ogoloma Chima**  
Manager Procurement  
TCIP  
1st May



**MD NPA, Hadiza Bala Usman (left) presents a plaque to VC UNILAG, Prof. Oluwatoyin Ogundipe during the courtesy visit to NPA.HQ, Lagos.**

## CSR: NPA PROVIDES PORTABLE WATER TO UNILAG

The Managing Director of the Nigerian Ports Authority, Hadiza Bala Usman has assured Stakeholders and relevant Government Agencies that the NPA Management would do all within the available resources to assist the Authorities of the University of Lagos towards the provision of Portable drinking water to the students as well as in the area of reconstruction of dilapidated buildings at its College of Medicine. According

to her, Management had over time taken interest in the growth and development of the nation particularly as it concerns combating issues that might likely affect human capacity building. The NPA helmsperson made these statements when the Management team of the University of Lagos led by its Vice-Chancellor, Professor Oluwatoyin Ogundipe paid a working visit to the Corporate Headquarters office, Marina, Lagos. Earlier in his address, the Vice-Chancellor informed all present of the need for officers and staff of the organization to take advantage of various Maritime programs presently on-going in the University just as other sister Organisations have been benefitting from such courses.

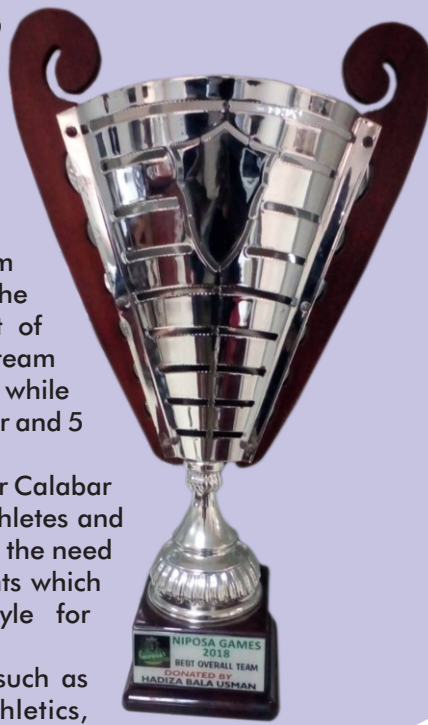
# NIPOSA 2018: HEADQUARTERS TEAM EMERGES OVERALL WINNERS

The 2018 Nigerian Ports Sports Association Games came to an end recently in Calabar with the Headquarters team to the event emerging the overall winner of the competition held at the U.J Esuene Stadium in Calabar.

According to reports, the Headquarters team won 9 Gold, 8 Silver and 11 Bronze medals at the 3-day event which attracted a large turnout of sporting enthusiasts. The Tin Can Island Port team came second with 5 Golds, 4 Silver and 6 Bronze while Rivers Port team came third with 5 Golds, 4 Silver and 5 Bronze.

Earlier in her opening address, the Port Manager Calabar Port Mrs. Funmilayo Olotu while welcoming athletes and officials to the beautiful city of Calabar stressed the need for all to ensure they partake in Sporting events which would eventually help in a healthy lifestyle for longevity and to foster unity.

Participants at the event took part in events such as Football, Lawn Tennis, Table Tennis, Athletics, Badminton, Chess, Scrabble, Squash and the Face of NPA (Male and Female categories).



## FACE of NPA



# WORK HOUR RELAXATION

## Vox Pop

As a man, would you marry a woman older than you? Or as a woman, would you marry a man younger than you?



No, I will not marry a man younger than I am because in my own opinion, my husband should be somebody I can look up to for guidance, direction and leadership and if I know I am older than him, it will have a kind of effect on my regards for him. Though, those qualities do not really depend on age but I won't like a situation like that. I will feel I am taking instructions from my junior.

**Mrs. Omonike Awosika**  
Snr. Manager Facility Management,  
Admin. Division, HQ



Marriage is a God ordained institution and covenant between two matured adults (man and woman) with set goals and objectives. Yes, if it is God's will for me and would assist me to raise a Godly home. No, if it is to please men and displease God.

**Mr. Edet Itighise**  
C&SC, HQ



Yes! I would marry a man younger because love conquers all and age is all about numbers. Just like in the case of Prince Harry and Meghan Markle in the Royal Wedding. We marry for various reasons besides, there is no little man. A man is a man, provided he can provide for his family and he is responsible.

"Girls with dreams become women with vision" – Meghan Markle

In other words, age is no obstacle. If maturity is caught in a younger body and your heart beats for him, public opinion should not be in the way of your happiness.

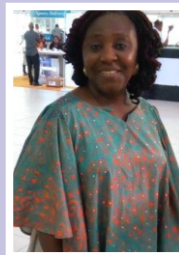
**Mrs. Pauline Ukah**  
HR/Operations, HQ

## Retirement



It was a joyful moment for Mrs. Obiageli Dorothy Zik-Obi, former Principal Manager, Training who recently retired from service. The sendforth party was organised by officers

of the Training Department. Colleagues and friends who attended the party commended Mrs. Zik-Obi for her dedication and mentorship while in service. Also, Mrs. Zik-Obi thanked the AGM Training and all officers of the department for organising such benefiting sendforth party for her.



As a matter of fact, that depends on how the situation comes. A man can marry a woman older than him a woman too can marry a man younger than her age because love is something that develops in human's heart naturally and one can only settle to marry the person he/she is comfortable to run a life with. In respective of tribe, religion or age, to some extent, it is not about beauty or age. Marriage is a complex institution of life.

**Mrs. Josephine Moltok**  
Asst. Gen. Mgr. Abuja Liaison Office

## NPA AT AIPH CONFERENCE



The Managing Director of the Nigerian Ports Authority (NPA), Hadiza Bala Usman (2<sup>nd</sup> from right) at the recently held 2018 International Association of Ports and Harbour, IAPH Conference in Baku, Azerbaijan. To her left is the General Manager, Monitoring and Regulatory Services, NPA, Esther Ugo Madubuike, while to the MD's right is the 2018 IAPH

Scholarship Awardee / AGM Occupational Health, NPA, Ngozi Stella Obikili and the Chair IAPH Women's Forum and General Manager, Sabah Ports, Malaysia, Siti Noraishah Binti Azizan (left).

## NPA HOLDS INTERACTIVE SESSION



Representative of the Managing Director of Nigerian Ports Authority (NPA), the Executive Director, Marine & Operations, Dr. Sokonte H. Davies (Left) addressing Stakeholders at an interactive session in Apapa, Lagos.



Cross-section of Stakeholders at the interactive session in Apapa



By **FEMI ADENIRAN** FCA ACTI CISA

# Pay As You Earn (PAYE) and Personal Income Tax (PIT): HOW IT AFFECTS YOU

**Y**ou are welcome to the debut of expositions on personal finance. Here, we shall be looking into issues that dwell on how you can manage your income and expenses in an efficient and effective way such that you will be able to achieve a desirable level of well being with little or no stress. I urge you to have an open mind and be ready to embark on a positive mental shift from what you hitherto believed to be the norm in personal finance.

Without much ado we are delving straight away into the issue of Personal Income and Pay As You Earn (PAYE) tax. This is because it is topical and I realised that many are oblivious of the provisions of the Law and how it affects them.

The Law governing Personal Income in Nigeria is Personal Income Tax Act, Cap P8, LFN 2004 as amended in 2011. The administration of the PIT Act is vested on the State Internal Revenue Service (SIRS) in each State and the Federal Capital Territory(FCT) Abuja. Under the Act Personal Income Tax (PIT) is made up of direct assessment for self-employed enterprises and Pay-As-You-Earn (PAYE) for salary earners.

For the purpose of this write-up we are interested in Pay-As-You-Earn (PAYE) for salary earners.

As provided by Section 81 of Personal Income Tax Act Cap P8 LFN 2011 all employers must deduct at source, personal income tax from its employees' salaries and wages. The amount so deducted must be remitted to Relevant Tax Authorities (RTA) not later than the 10<sup>th</sup> day every month following the month of deduction.

The place of residence determines the incidence of taxation on employment income and the RTA. Once a place of residence is determined, the RTA is the SIRS in which the taxpayer has a permanent place of residence. For instance if an employee resides in Ogun State but works in Lagos State, the relevant SIRS will be the Ogun State. Under the PIT Act, a person's place of residence is defined as a place available for his domestic use in Nigeria on a relevant day. This excludes hotel, rest house or other place at which he is temporarily lodging unless no more permanent place is available for his use on that day.

According to the Act, Taxable Income is defined as " any salary, wage, fee, allowance or other gain or profit from employment including compensations, bonuses, premiums, benefits or other perquisites allowed, given or granted by any person to any temporary or permanent employee other than so much of any sums as or expenses incurred by him in the performance of his duties, and from which it is not intended that the employee should make any profit or gain".

However, the following income streams are exempted from tax: reimbursement of expenses incurred by the employee in the performance of his duties, and from which the employee is not expected to make any profit;

retirement gratuities and compensation for loss of office; interest on loans for developing an owner-occupied residential house Also under the Act, the following are tax deductible contributions;

- National Housing Fund Contribution;
- National Health Insurance Scheme;
- Life Assurance Premium;
- National Pension Scheme

Consolidated Relief Allowance (CRA)  
Along with the above listed tax exempts, the Consolidated Relief Allowance (CRA) will be granted as a relief. The CRA is the higher of

1% of gross income or N200,000.00, plus an additional 20% of gross income. When all these are taken care of we then have chargeable income, the amount on which tax payable are computed.

Computation of tax under the Personal Income Tax (Amendment) Act, 2011 is based on the provisions of the sixth schedule of the Act as follows:

Personal Income Tax Rates					
Chargeable	Income	Rates	Tax on Band	Cumulative Charge Income	Cumulative Tax Payable
First	300,000.00	7%	21,000.00	300,000.00	21,000.00
Next	300,000.00	11%	33,000.00	600,000.00	54,000.00
Next	500,000.00	15%	75,000.00	1,100,000.00	129,000.00
Next	500,000.00	19%	95,000.00	1,600,000.00	224,000.00
Next	1,600,000.00	21%	336,000.00	3,200,000.00	560,000.00
Over	3,200,000.00	24%			

Personal Relief's (S.33)	
Title	Description
Consolidated Relief	N200,000.00 + 20% of gross income

Source: citn.org

It should be noted that there is a minimum tax rate of 1% of gross income. It is applicable if the taxable income is below N300, 000.

With this you can juxtapose your salary within the law to know your tax liability. However, in the next issue we are going to see examples of how a taxpayer can calculate tax payable and what can be done statutorily to mitigate the tax burden. Till then, continue to manage your personal finance effectively for maximum benefit.

**Mr. Femi Adeniran is Principal Manager (Audit) System ICT, NPA Corporate Headquarters, Marina, Lagos**

## OPERATIONAL EFFICIENCY: ONNE PORT LAUNCHES ADMIRALTY CHART

**T**he need to further improve on the existing operational efficiency towards efficient service delivery in all Port locations across the nation was recently boosted within the Onne Port axis with the launch of the British Admiralty Chart 3288 by the Onne Port Manager, Alhassan Ismaila Abubakar. In a brief ceremony held at the Port Manager's office, Harbour Master Capt. Femi Oyewole alongside his team disclosed that the chart is a navigational instrument showing Bonny River from Ford Point to Onne and Port Harcourt port jurisdictions. The instrument, he further stated, would reflect configuration in the area of depth and width along the access channel. "It is like a road map that assists pilots and seafarers to plan, monitor and maneuver voyages respectively."

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



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## Nigerian Ports Authority

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