



# NPA NEWS



Monthly Newsletter of the Nigerian Ports Authority Vol. 1 No.12 July, 2018

## STAKEHOLDERS APPLAUD NPA MANAGEMENT AT TWO YEARS ANNIVERSARY

By Kingsley Ukabiala & Fama Princewill

**A**s the Hadiza Bala Usman led Management in the NPA clock 2 years in the saddle specifically July 18<sup>th</sup>, 2018, stakeholders applaud exceptional achievements during the period.

At inception, the Managing Director of the NPA, Hadiza Bala Usman made bold to state that: "Today, I assume duty with humility, the responsibility of leading this NPA team. As you all know, the country expects much from us all." "Our ports are a critical artery of the economy, and it is our duty to ensure that the operators deliver port services at the standards that our businesses deserve in the 21<sup>st</sup> century in supporting President Buhari's administration agenda of economic diversity. We will strive for enhanced operating efficiencies to facilitate improved revenue generation and inflows into the national treasury."

Adding, "Everyone at the NPA has a role in promoting best practice, in upholding governance standards and in delivering quality services. We will work hard, with integrity and with zero-tolerance for corruption."

Two years down memory lane that Management has recorded commendable successes that speaks volume attesting to the fact that it is actually set to anchor the activities of the NPA Management on International Best Practices thereby making the Government agency, "a Modern Agency" Amongst the Management Operational thrust worthy of mention are:

- Greater Operational efficiency
- Sustained Transparency
- Increased revenue generation
- Rehabilitation of infrastructure
- Deepening CSR policies
- Prioritization of synergies and collaboration
- Fast tracking, port access gridlock concerns
- Deployment of modern technology/ICT
- Trade facilitation
- Upgrade of 25yr port masterplan
- Capacity building/training
- Removal of hindrances and bottlenecks on healthy competitions in the sector
- Optimum utilization of facilities to attract Foreign Direct Investment (FDIs) in Greenfields
- Decategorization of some ports strictly as oil and gas
- Prioritization of Public Private Partnership (PPP)
- Restructuring NPA's operation to reduce cost
- Introduction of performance driven management system to engender productivity
- Compliance and sustenance to/with Ease of Doing Business

**T**oday, I assume duty with humility, the responsibility of leading this NPA team. As you all know, the country expects much from us all." "Our ports are a critical artery of the economy, and it is our duty to ensure that the operators deliver port services at the standards that our businesses deserve in the 21<sup>st</sup> century in supporting President Buhari's administration agenda of economic diversity. We will strive for enhanced operating efficiencies to facilitate improved revenue generation and inflows into the national treasury."

- Hadiza Bala Usman  
MD NPA, 18th July, 2016



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The Hadiza Bala Usman led Management of Nigerian Ports Authority [NPA] within this month of July 2018 precisely on the 18<sup>th</sup>, clocked 2 years in office. With a mandate to reinvigorate and improve on the existing Port Operations and efficiency, the Management had often solicited for support towards attaining the hub status within Sub Saharan Africa. These amongst others were the set agenda of the Hadiza led Management

Similarly, your juicy In House Online Newsletter, **NPA News** commemorates its One year of uninterrupted production.

In this special edition of these double celebrations, we shall be taking you on a special cruise outlining the numerous achievements of the Management since mounting the saddle.

Industry watchers have expressed their unreserved praises on the NPA Management for its positive contributions to the growth of the Industry. They are of the view that there have been unprecedented positive changes in the sector especially as it concerns Operational efficiency, turnaround time of vessels at the Port, improved synergy and collaboration with Stakeholders, improved revenue generation, berthing of the Egina FPSO vessel, job creation, manpower development of its workforce amongst others.

From the Eastern Ports axis, we bring you reports that in line with International Best Practices, the NPA Management has assured all Port Users and relevant Stakeholders of its willingness to fight against plastic litter and Marine Pollution in general and to continually interface with the workforce to ensure improved staff welfare for enhanced productivity and revenue generation.

These and our regulars are presented for your reading pleasure. Join our team in marking the twin landmark events of the 2 years sojourn of the Management and One year anniversary of the Newsletter.

**Catherine Ude**  
Editor

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You can send high resolution photographs of your social events like birthdays.

#### NPA NewsQuote



**HOME**  
is where the  
anchor drops



**NPANews**  
is ONE



...and still  
counting





# THE STORY SO FAR: 2 YEARS OPERATIONAL REPORT OF HADIZA BALA USMAN ADMINISTRATION

By Babatunde Aina

**T**he present Executive Management of NPA under the leadership of Hadiza Bala Usman came on board when the Nigerian economy was going through turbulence due to the persistent crash in global crude oil prices. The economy responded to the crash in oil prices by recording a consistent decline in growth rate from 2.1% as at end of 2015 to - 2.3% as at end of 2<sup>nd</sup> Quarter 2016.

The problem was compounded by the reduction in crude oil production which was due to the incessant attacks on oil installations at Niger Delta Area. As at end of 2<sup>nd</sup> Quarter 2016, oil production has reduced from 2.2 million barrel per day (bpd) in 2015 to 1.8 million bpd.

Nigerian Maritime sector responded along the same trajectory of negative growth rate. Nigerian Ports Authority, being the gateway to the nation's economy, witnessed significant decline in the volume of cargo handled. Cargo volume reduced from 84,951,927 metric tons in 2014 to 77,387,638 metric tons in 2015, a decline of 8.9 percent. Year 2016 witnessed further drop by 8.5% when comparing 70,819,092 metric tons in 2016 with 2015 figure. Owing to the fact that over 60% of cargo volume is oil and gas, the reduction in oil activities posed a major challenge to port operations.

On assuming duty in July 2016, the first impressive decision taking by the new Management was the request for PowerPoint presentations by all Divisions/Departments on the state of affairs in the organization. Consequently, the new Management set for work and embarked on some initiatives and projects aimed at positioning the Authority for higher throughput which culminated into

the following achievements among others: Procurement and commissioning of 4 tug boats and 3 pilot cutters: This has improved the turn-around time of vessels especially the waiting time of vessels has reduced from 1.4 days in 2016 to 0.7 day as at 1<sup>st</sup> Quarter 2018.

Implementation of the Federal Executive Order 001 in line with the Presidential Enabling Business Environment Council (PEBEC) guidelines on Ease of Doing Business. This has ensured 24 hours port operations in the Lagos ports which have further improved turn-around time of vessels as well cargo dwell time.

Improved Port Infrastructure especially Port Access Roads; NPA Role and collaboration with Dangote Group and Federal Ministry of Works to reconstruct Apapa Port road is commendable.

Re-engineering of NPA's website to make it more customer service oriented. Port processes and procedures are now clearly stated and downloadable on our web. This has further simplified port operations and has hastened cargo clearing processes.

Special attention has been given to workers' welfare. It started from the programme of One-Day Interactive Session with the Managing Director and extended to Long Service Award as well as Meritorious Award for outstanding performance.

Initiated the review of concession agreements and the seeking of legal interpretation on amortization policy with Intels.

Reconstruction and dedication of Ikorodu Lighter Terminal as Export Consolidation Terminal for Agricultural Produce.

The resultant effect of the various initiatives of the Management was the change in operational trend from negative to positive growth. As at end of 2017, a total of 71,535,636 metric tons of cargo was handled at all port locations. This represented a growth of 1.1% over 70,819,092 metric tons achieved in 2016. Port operation has been on the consistent positive growth as the available statistics revealed that Cargo throughput recorded an increase of 7.2% in 1<sup>st</sup> Quarter 2018 compared with 1<sup>st</sup> Quarter 2017.



# MANAGEMENT TO FURTHER IMPROVE ON STAFF WELFARE TOWARDS OPERATIONAL EFFICIENCY...MD NPA

The Management of NPA has assured the workforce of its determination at improving the welfare of the workforce across the country with a view to optimally maximize the huge potentials of the Maritime subsector in line with International best practice.

Hadiza Bala Usman, the chief helmsperson made these remarks during a recent interactive Session with officers and Staff of the organisation within the Onne Port axis.

She affirmed that Management was pleased with the level of Operational efficiency at the Port which is in tune with its policies and plans of the Federal Government. She urged relevant Divisions within the Port axis to begin to identify critical road networks for repairs and forward such to her office. Those approved would be executed in phases.

Hadiza promised all that Management would further take issues relating to Staff welfare serious with a view to boosting their morale. She stated that the procurement of an 18 Seater Bus for Staff has reached advanced stage and would be delivered soon just as an Ambulance was recently delivered.

Furthermore, the Managing Director stated that Management had already concluded plans for the procurement of various equipment such as Pilot Cutters, Patrol boats to ease operation within the Eastern Port axis and other Port location across the country. The Management she further stated would soon commence the dredging of Channels for navigational efficiency as well.

Representative of the two House Unions present at the occasion Comrade Abdullahi Abubakar thanked the Managing Director and her team for the visit. He appreciated Management for the recent Promotion Exercise and the Long Service Award to deserving workers.

He however appealed to Management to address the issue of prompt payment of Travelling Authorization for Staff, Payment of Hazard allowance for those on hazardous duties, payment of Overtime, Rehabilitation of Bonny Transit Quarters, Additional Dredging at Onne Port, Herdsmen harassment with cows within Onne Port amongst others.



Operational vehicles



Top Management led by General Manager Administration, Abdullahi Buhari (3rd from left) during the launching of the new canteen



Rejoicing after success in Promotion Exam



Long Service & Merit Awards



Passing Out of Squad 49 of Fire Service



MD with female Youth Corps Members



# WORK HOUR RELAXATION

## Vox Pop

**What are the good things you have seen implemented by the present NPA Management in 2 years?**



**Staff welfare:** On staff welfare, the Managing Director has really tried. She is painstakingly leading and fighting the welfare course of the workforce.

**Transparency:** On the idea of transparency, the Managing Director is transparent. She is a role model any one should emulate.

**Eugene-Kalio Gift T. Asst. Gen. Duty Officer I, HR/Opts. Rivers Port Complex.**



In my opinion, the NPA present Management has done quite a number of good things in the past two years. One of them is the restructuring of the Nigerian Ports Authority, which aids the effective management of activities in the Authority. Also, the promotion of workers thrice within the period of two years shows they have the interest of workers in mind. Furthermore, the introduction of Management Performance Appraisal System which highlights the training needs of every category of work force in the Authority is also a good initiative. Finally, the Management has interest in improving the welfare of the workers which is laudable.

**Mr. Andrew A. Abada.  
Manager, Accounts, Delta Ports, Warri.**



1. Review of salary & gratuity.
2. Implementation of performance management/job description/schedule of duties.
3. Introduction of command and control unit for monitoring of ships coming in and going out of NPA.
4. Implementation of town hall meeting: first time in NPA history.
5. Carryout promotion as at when due.
6. Review of conditions of services & Managing Director institution.
7. Organized induction programme for newly recruited and payment of their allowances.

**Subair .S. A.  
Manager, HR/Opts.**



The introduction and conduct of promotion exercise to every member of staff and resuscitation of Long Service Award which is a great motivation to the workforce.

**Ashiokpe Christopher  
Traffic Officer I, Rivers Port Complex**



This is the first time that management will have interaction with the senior and junior staff in the organization and this management has improved ports operation in all the ports and this management has blocked revenue leakages in the ports and generated high revenue to the federal government coffers. Thanks.

**Jimoh Idowu, Admin. Dept. Transport Unit.**



1. Open door policy/interaction especially with the 2 House Unions.
2. Prompt payment of Bonuses/Productivity Allowance.
3. Resuscitation of Merit Award/Staff of the Month.
4. Approval of backlog of Long Service Award.
5. Review of Salary structure.
6. Harmonization of Pensioners' pension/3% increase.
7. Welfarist and proactive in employees welfare.
8. Town Hall/Interactive meeting with employees
9. Review of Gratuity from 180%- 300%
10. Approval of medical retainerhip for pensioners in 6 geopolitical zones and FCT.

**Koni Wonosikou  
Principal Manager E&LR  
Employee & Labour Relations**



Several milestones have been achieved within the two years in office of the present NPA Management. The first one is the commissioning of the Command Control Communication and Intelligence (CCCI) centre of the Authority which has been achieving its aims including linking it with the falcon eye of the Navy. Another one is the implementation of Executive Order 3 (24/7 Operation), that is, the provision of marine services-pilotage and berthing of vessels- within 24 hours. Finally, the Management has done well in making the NPA tariff accessible through the NPA website anywhere in the world.

**Mrs. Odinakachi N. Nwosu  
Snr. Pers. Secretary to the Port Manager, D/Ports, Warri.**

**Cont. on pg. 7.**



# 2018 WORLD ENVIRONMENTAL DAY: ONNE PORT MANAGER SEEKS FOR A CLEANER WORKING ENVIRONMENT

**T**he Management of the Nigerian Ports Authority (NPA) has assured all Port Users and relevant Stakeholders that it was willing to do all within its power and available resources in the fight against Plastic Litter and Marine Pollution in general.

The swift realization and enforcement of this campaign, the Management believes would attract investors willing to do business in Nigeria in line with International Best Practices as well as boost the Management's Vision of the Organisation.

Represented by the Onne Port Manager Alhassan Abubakar, Management said plans are already in the pipeline towards protecting the environment from the dangers of the aquatic life of the Nigerian Waters as well as to enhance operational efficiency through swift navigation to enhance growth.

The Onne Port Chief made these remarks at the 2018 World Environment Day Celebration held within the Port axis tagged "If you can't reuse it, refuse it."

Stakeholders at the one day annual occasion were informed that Management would achieve this feat through robust campaign against the indiscriminate dumping of plastics and awareness on pollution control measures in general. Management had before now provided modern pollution environmental equipment as well as sensitized the Public on the need to adopt a cleaner working environment at all times. Earlier on, the former President of Nigerian Environmental Society, Olu Andah Wai-Ogosu informed the gathering that the day was set aside by the United Nations Environmental Programme (UNEP) to "create awareness for the need to protect the environment from damaging industrial and anthropogenic actions and activities."

He stated that a total of 8 million tons of plastic waste find their way into the planet occasionally every year. He however reaffirmed that this scourge can be addressed through a change in food and beverage packaging technology to more re-usable containers which would drastically reduce plastic wastes in the waters/oceans and the community at large.

Engineer Sampson Martins the President of Indigenous Contractors within the Onne axis called on crew on Vessels to shun the practice of disposing plastic refuse on the Nigerian Waters. He stated that often times this leads to the destruction of the aquatic life.

Cont. from pg. 1.

Presidential directive  
Prioritize SOP across board in operations

While they (Management of the NPA) sojourn into greater operational efficiency, stakeholders believe their impact in the sector is critical to moving the sub sector forward.

Most importantly, it is worthy of note to state that this Management of the Nigerian Ports Authority has contributed most meaningfully to the Federal Government Economic Recovery & Growth Plan by all the above, especially in its plausible efforts at generating more revenue, thereby boosting the nation's GDP and improving the lives of Nigerians.

As the Management stirs the ship of NPA in the next year, there are high expectations that it would deliver on its promises.



**Mr. ABDULLAHI GOJE  
FORMER GM C&SC**

**T**he General Manager, Corporate and Strategic Communications, NPA, Abdullahi Aliyu Goje recently retired meritoriously from the service of the Organization on length of service. This is wishing him healthy and happy retirement.



**Ms. CHRISTIANA OGA  
FORMER AGM E&LR**

**I**t was a joyful moment recently when the Assistant General Manager, Employee and Labour Relations, NPA, Christiana Unekhia Oluremi Oga recently retired meritoriously from the service of the Organization at age 60.

## STAKEHOLDERS MEETING IN WARRI







## Vox Pop

Cont. from pg. 5.



Performance Appraiser (360°).  
 Updating and maintaining of Oracle e-Business suites.  
 Optimization and upgrading of Server Rooms in Headquarters and all the Port locations.  
 Installation of Central UPS and Inverters.  
 Establishment of Port Information Centre.  
 Commissioning of Ambulance for all Ports.  
 Procurement of Security and Official Vehicles for the Ports.  
 Procurement of Computer Systems and Printers.  
 Installation of Alternative Internet Services in all Ports.  
 Installation of Virtual Private Network (VPN)

**Olarotimi Azeez**  
 ICT DIVISION

**What are the good things you have seen implemented by the present NPA Management in 2 years?**



1. Improvement of the RIMS platform.
2. Early payment of salaries.

**N. N. Pella**  
 CIA, TCIPC



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



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

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

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