



# NPA News

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**T**he Managing Director of the Nigerian Ports Authority (NPA) Hadiza Bala Usman has assured Port Users and the general Public that Management would leave no stone unturned in driving its operations to the greatest height through a well-motivated workforce in line with International best practices adding that this would elevate them to concentrating fully to meeting the challenges associated with their job with the commissioning of its first ever crèche for Port Users located at the Lagos Port Complex Apapa.

The NPA helmsperson represented by the General Manager Servicom Hajia Harira Mohammed made these remarks during the commissioning of the crèche stating that this could not have come at a better time in view of the traffic congestion within the Apapa axis. According to her, mothers would further be relaxed at striking a balance between the home and the office for a more vibrant productivity at both ends.

Earlier in her welcome address, the Port Manager, Lagos Port Complex Aisha Ibrahim in whose domain the crèche was set up stated that the celebration of the 2019 International Women's Day (IWD) with the theme "Balance for Better" was rather historical being the first in the life of the Organisation. She further stated that the crèche was part of the Management's thrust at improving the Welfare of the workforce at optimal productivity.

In addition, Hajia Ibrahim stated that in view of the increase in the number of the womenfolk in today's business world which is competitive, it was expedient for Managers to cushion the pressure of the home which would negate optimal output at the place of work. Thus, there is the need to strike a balance through the setting up of the crèche.

Goodwill messages were presented by various groups who appreciated the setting up of the crèche within the complex which would be managed by professionals in the Pre-Primary Education supervised by the Employee and Labour Division of the NPA.

Amongst those present at the occasion was the First Female President of the Nigerian Association of Commerce Industry Mines Agriculture [NACCIMA] and the Federation of West African Chambers of Commerce And Industry [FEWACCI] for West Africa, Mrs. Alaba Lawson, Representatives from Terminal Operators, Security Agencies and other major stakeholders in the Maritime sector.

## 2019 INTERNATIONAL WOMEN'S DAY: NPA COMMISSIONS PORT CRECHE



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### ...WELCOMES FIRST BABY AT THE CRECHE

**T**he history of crèche dates back to hundreds of years ago under various nomenclatures. However, with the numerous challenges in the business world as a result of the need to control the market, many of our women have joined the corporate world which has led to an increasing number of crèches scattered in various nooks and crannies of cities across the nation.

Suffice to say that the womenfolk particularly professionals have increasingly ventured into fields which hitherto were reserved for the male gender. This has put them under various forms of pressure in balancing their homes with their work life especially battling with the task of thinking of where to keep their babies during working hours.

**A Day-Care Centre** or Creche is an Organisation Managed by adults who take care of children in place of their parents for an agreed fee. Others say it is a "nursery" where basics and the young ones are cared for during the working day.

In summary therefore, we can rightly state that a Crèche is a place set up to take care of innocent children in place of their mothers within the working hours.

The NPA Management within the Lagos Port Complex Apapa axis under the able leadership of the Port Manager Hajia Haisha Ibrahim recently commissioned a Crèche Centre for its workforce and users of the Port with a view to facilitating improved productivity and a more efficient service delivery across board.

During the launch, speakers affirmed that in view of the challenges many face with the problem accessing the Port, it is expedient for NPA Management to cushion this through the welfare scheme.

The facility is managed by professional nannies who have been trained on the art of taking care of children under a very healthy and safe environment which has since been in use and has few babies with **Baby Roman Abolarin** son of Mrs. Abolarin of the Security Division breaking the record as the first baby of the Crèche.





**T**he NPA Management recently recorded another remarkable achievement in the sector in the area of staff motivation and conducive working environment when it commissioned a crèche in the workplace for its staff nursing mothers. This is the first of its kind in the history of the organisation.

The Crèche located at the Lagos Port Complex (LPC) according to the Managing Director Hadiza Bala Usman represented by General Manager Servicom Harira Mohammed during the celebration of the 2019 International Women's Day with the theme "Balance for Better" would assist in optimal productivity of the workforce.

We also bring you a quick insight into the life and workings of a unique "Amazon" in the Maritime Sector, Hadiza Bala Usman, who has made significant contributions in the Sector.

To aid and ease the Visa application processes faced by applicants within the organisation while preparing for foreign trips, we bring you acceptable rules and guidelines which are expected of applicants by foreign embassies towards a successful visa application.

Under our safety segment, we carry out an x-ray on the prevalence of sexual harassment at work place and measures towards curtailing this menace.

These and many more are for your reading pleasure.

**Catherine 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 NewsQuote

**"To reach a port we must set sail -  
Sail, not tie at anchor  
Sail, not drift."**

**□ Franklin D. Roosevelt**

#### Archival



**ARRIVAL OF THE ROYAL WEST AFRICAN FRONTIER FORCE  
(NIGERIAN REGIMENT) BY SEA AT APAPA PORT FROM BURMA WHERE  
THEY FOUGHT IN THE 2ND WORLD WAR - JANUARY, 1946**



# WHO IS HADIZA BALA USMAN?

It is no longer news that Hadiza Bala Usman, fondly called HBU was appointed Managing Director, Nigerian Ports Authority (NPA) on July 18<sup>th</sup>, 2016.

Apart from being the first female Managing Director of the Authority in nearly 64 years of its existence, she has also taken bold steps that keep workers and vast stakeholders asking the captioned question.

To the entire workforce, the simple answer to that question is; HADIZA BALA USMAN is indeed a mother and Chief Executive par excellence.

Nigerian Ports Authority workers readily recall two circumstances that aptly buttress the answer to the above question. First, for the first time in the history of the organization, the Managing Director initiated a dialogue (interactive session) between her and the entire workforce. It was a forum that provided opportunity for them to express their views on the state of their welfare and further cement the developmental strategies of Management. They indeed poured out their minds as it was a very rare opportunity. The Managing Director cashed in on that opportunity. She reeled out her welfare plans for the workforce and assured them that she has

come to improve their welfare, health, ensure regular and prompt payment of salary, amongst others.

A tenacious and visibly proactive Hadiza Bala Usman has risen to be almost a constant with greater operational efficiency since mounting the saddle.

In a little while, she let stakeholders in on her management led desires of turning the NPA into a "model agency" stating that it is a new "vista" where everybody would be part of a winning team.

Today with synergy and collaboration, infrastructural renewal and rehabilitation, prioritization of 25 year Port Master Plan, capacity building and the deployment of modern technology amongst the management "operational thrust", Hadiza Bala Usman has left no one especially industry watchers and stakeholders that indeed the "new era" in NPA has caught on.

To many, she is the Turnaround Amazon in Ports industry who also

has been referred to as the "change agent" whilst being as multitasking as plausible, the MD NPA has exhibited beyond doubts, that "women are multitasking by nature with inherent creative enabling environment for performance combining home-front responsibilities.

A leader and mentor who has positively affected the organization's officers and beyond in the areas of efficiency in the principle of "yes we can".

An achiever, quintessential maritime administrator par excellence, Hadiza Bala Usman MD NPA is today the vice president of a global maritime administrative body, the International Association of Ports and Harbours (IAPH).

An officer and a gentle woman standing very tall clad in soft ambience of creative intelligence.

No wonder, at a stakeholders forum at the Delta Ports, Warri, Delta state last year, a worker described her as; **Madam talk and do** because she has done all that she has promised workers with more to come.



# VISA

## STEPS TO TAKE FOR A SUCCESSFUL VISA APPLICATION

**G**etting your visa approved by foreign embassies is an important first step to take when planning to travel abroad. The application process is usually a "mountain" to surmount and many people struggle to secure foreign visas every day.

A large number of Nigerians want to travel abroad for different reasons such as- To search for a better employment opportunities. To pursue their studies. For medical treatment, for training/conferences/vacation etc.

It is important to understand that the visa application is quite tedious, and every application is assessed rigorously and decisions are mostly based on the following:- merits because accurate information & knowledge is half battle win.

There are no exceptional rules when it comes to applying for a visa to any country, but there are ways to reduce your chances of getting refused. Below tips are supposed to be of help:

1. Have valid International Passport. Forms have to be filled correctly. Every information must be accurate with all the supporting documents.
2. Not following the visa rules strictly. The visa rules are there for reasons. You are supposed to follow them strictly to avoid refusal. Consulates reject applications that do not follow the visa rules strictly. E.g. if a visa usually granted for 30 days, do not try to show a 45 days visa.
3. Mentioning about relations/friends you know little about in the states could risk your chances of having visa. Consular will probe further to know if your contact person has a criminal record or may involve in an illegal activities.
4. Adequate bank statement. It's important that you show your adequate cash/liquid balance in your bank account. Investments like shares and policies, mutual funds etc. cannot be used directly on tour so they act as holding investments not liquid cash.
5. Bank balance should be maintained regularly. If you have deposited certain higher amount in the bank, then you should give a declaration of the source of that transaction.
6. The income source can be from your business, salary, interest on investments, rents, pension, consultancy fee, commission or family income etc. The serve as ties to home country.
7. Being disrespectful to the interviewer. Start with an attitude of respect even if the interviewer may seem tedious or tiresome. You can do this by expressing humbleness and courtesy towards the interviewer and submitting to the authority they represent. Having a messy appearance may appear to show lack of seriousness in the process.
8. Being overly confident during the interview. Being too assertive on all aspects of a visa process or expressing extreme confidence of a visa approval during the interview can make you come as presumptions and arrogant. Try not to present yourself as a 'know-it-all' applicant.
9. Submission- after submission, do not try cancel your policy after you send in your application.
10. False information might lead to getting a ban on applying for a visa.

## 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: .....



# Health and Safety

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

## DEALING WITH HARASSMENT AT WORK

### WHAT IS SEXUAL HARASSMENT?

**M**erriam-Webster Dictionary define Sexual Harassment as an unwanted and unwelcome verbal or physical behavior of a sexual nature especially by a person in authority toward a subordinate (such as an employee or student)

Sexual Harassment is one of the Workplace Hazards in Health, Safety and Environment Management System described as a behavior characterized by the making of unwelcome and inappropriate sexual remarks or physical advances in a workplace or other professional or social situation.

Sexual harassment can be written, verbal or physical. Both the victim and the harasser can be either a woman or a man, and the victim and harasser can be the same sex.

Sexual harassment may include:

- unwelcome touching, grabbing or other physical contact

- comments that have sexual meanings
- asking for sex or sexual favours
- leering and staring
- displaying rude and offensive material
- sexual gestures and body movements
- sexual jokes and comments
- questions about your sex life
- sex-based insults
- criminal offences such as obscene phone calls, indecent exposure and sexual assault

#### HOW SEXUAL HARASSMENT CAN AFFECT YOU

Sexual harassment can be a stressful experience.

You may:

- feel stressed, anxious or depressed
- want to stay away from work
- feel unable to trust your employer or the people you work with
- lack confidence and self-esteem in yourself and your work
- experience headaches, backaches

and sleep problems

- have your life outside of work affected
- be less productive and unable to concentrate

#### WHAT YOU CAN DO IF YOU EXPERIENCE SEXUAL HARASSMENT

Explain to the person that the behaviour is unwanted.

If the behaviour does not stop, report the behaviour to Human Resources.

Keep a record of what happened. Be as specific as possible. Include anything you have said or did to stop the behaviour. The record can be used to make a formal complaint.

#### REMEMBER:

if the behaviour is serious or continues, you should make a written formal complaint

if the behaviour continues you might need mediation

It is your right to be protected at work.

## CORPORATE AND STRATEGIC COMMUNICATIONS FAMILY BIDS ITS CORPS MEMBERS FAREWELL



**T**he General Manager Corporate and Strategic Communications Division Nigerian Ports Authority NPA, Engineer Adams .A. Jatto has applauded outgoing National Youth Service Corps (NYSC) members in the Division for their positive contributions to the growth and development of the Division during their just ended service year, adding that he has no doubt that they would use the experiences gathered while in the Authority for greater use in the Corporate world.

Present at the brief ceremony held at the General Manager's office for Faith Amaka Umeaku and Okere Faith from 2018 batch A were the top echelon of the Division as well as well-wishers.

Gift items were presented to them by the General Manager on behalf of the Division.



# WORK HOUR RELAXATION

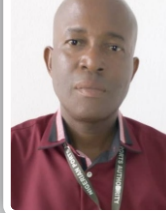
## Vox Pop

### CHILD MOLESTATION IS ON THE INCREASE. WHAT STEPS DO YOU THINK SHOULD BE TAKEN TO CURB THIS MENACE?



**Ugo Ngozi Juliana**  
Medical Dept.  
Delta Ports

**C**hild abuse/molestation is simply the cruel and violent treatment, harassment of a young person below the legal age of maturity either in a physical, emotional or sexual manner. Three ways in which we can curb child molestation are:-  
Don't respond to your child in anger even when things are not alright to avoid emotional abuse  
Pay attention to your children as he/she could share secrets, ideas and feelings.



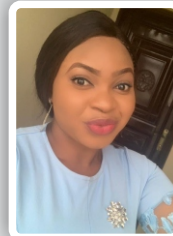
Government should encourage schools to include the subject of child abuse/rights in their programme.  
Finally, early detection/corrective actions taken are key to limit the harm caused to the victim.

**Anthony Okonma**  
Environment Dept. Calabar Port



**Dr. Salihu Dauda**  
Medical  
Rivers Port

**T**he task of bringin up children should not be left for the parents alone, it is pertinent to note parents should exercise extra caution as those who are familiar to them, family friends, neighbours and school/religious teachers may themselves be predators. Parents should bond with their children very well. Identify their peer groups, monitor television programs, video and internet usage. Boys should be watched closely for bad habit. Children above 3years should not be allowed to share room with adults. Sex education should be promoted in schools.



**Awoniyi Bukola Oluwafunmike**  
C & SP, HQ

**P**arents should try as much as possible to take good care of their children, work hard to train them according to their capacity, so as to stop asking their children to live with relatives or strangers as house help.  
It is important for the Federal Government to bring up a law that will work against anybody caught in the act of molesting a child.



incidences and any attempt to cover up the culprit/offender should not be taken lightly by the government.

**Dr. Eunice Irumekhai**  
Training Dept., HQ

Law should be enacted to bring offenders to book. There is need for sensitization to be carried out for parents, teenagers at the home level. Also churches, mosques, buses, schools should be avenues for reaching out to people so that these menace is stopped.

All direct and indirectly accomplices should be sanctioned accordingly. All hospitals, police stations, social workers should act by reporting



**M**y take on this is for the general public not to hide such offenders but confront them as well as question their suspicious activities. Protection of every child should be a joint responsibility of every adult irrespective of who the parents are.

**Ada Obindika**  
Occupational Health, Rivers Port.



**S**ex education should be introduced in schools from kindergarten to university level. Parents should be careful with the kind of people they bring to their home. And finally death punishment should be the best punishment for the offenders because it is a criminal offence.

**Ayomagbemi Fatima**  
Training Dept., HQ



trauma. Government should encourage schools to include the subject of child abuse and their right in their study programme.

**Eucharia Okpu**  
SERVICOM, Rivers Port

**T**hese are some suggested steps to curb this menace. Parents should be friends to their children. Teach your children how to report whenever they are being toucCulprits should be sentenced to at least 25 years imprisonment to serve as deterrent to others. Victims should be given psychological help to avoid future





**Mohammed Bello Koko**  
25th March  
Executive Director F & A.

**Professor Idris Abubakar**  
6th March  
Executive Director E & T S

**Ugo Madubuike**  
30th March  
G. M., Monitoring & Reg. Services

**Chief M. K. Ajayi**  
15th March  
G. M., Agura Hotel, Abuja

**Ukabiala Kingsley Orji**  
27th March  
C&SC Div. HQ, Marina

**Ezinne Asinobi**  
21<sup>st</sup> March  
C & SC Div. Rivers Port

**Florence Onweagba**  
16th March  
C & S C Div. HQ.

**Lola Yetunde Bishopton**  
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Training Dept., Onne Port

**Rosemary Oyeani**  
16th March  
Civil Eng. Dept, HQ

**Funmilayo Kalejaiye**  
6th March  
Tarrif & Billing Dept. HQ

**Joy Iroriteraye**  
24th March  
Servicom Dept. HQ

**Minabere Joshua**  
23rd March  
PPP. Dept. HQ

**Bukola Imafidon**  
21st March  
Board, HQ

**Olajumoke oloyede**  
3<sup>rd</sup> March  
Engineering Div. HQ

**Ibrahim Lukeman**  
28<sup>th</sup> March  
Tariff & Billing Dept.

**Ifeoma Maduka**  
20<sup>th</sup> March

**Abdul Chindaya**  
15th March  
HR, HQ

**Kehinde Sogunwa**  
22nd March  
Security Dept. HQ

**Maryann Okeke**  
25<sup>th</sup> March  
Pollution Control Dept, LPC

**Sharon Amu**  
13th March  
Marine & Operations Div.



*...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 Freight in West and Central Africa.

#### Our Port Locations:

**Lagos Port Complex, Apapa**  
P.M.B. 1021 Apapa Lagos  
Email Address:  
a.aisa@nigerianports.org  
lpcinfo@nigerianports.org

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## Nigerian Ports Authority

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