



NPA

News

Monthly Online Newsletter of the Nigerian Ports Authority

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2021

INTERNATIONAL WOMEN'S DAY

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FROM THE MANAGING DIRECTOR

BE PREPARED TO FACE CHALLENGES

The womenfolk working within the Corporate Community have been charged to be ready and determined to handle challenges at home and particularly at the office environment. This would prepare them to exhibit a high level of confidence and equip the women folk to succeed in a male dominated- environment.

This remark was made by the MD NPA, Hadiza Bala Usman, while receiving the top echelon of the PMAWCA Network Of Professional Women, NPA branch, led by the General Manager, Monitoring and Regulatory Services, Mrs Ugo Madubuike, in her office at the Corporate Headquarters, Marina.

Hadiza stated that as a professional woman, she made her choice of facing challenges early in her working years. This she reaffirmed, has helped her throughout until she became the Managing Director of NPA.

The Chief Operating officer while congratulating the Women in her Organization for a successful year, charged them to sustain the support given to Management over the years.

This year's theme "Choose to Challenge" is being celebrated across the world to celebrate women's contribution to the development of the nation's growth.



The International Women's Day, which was celebrated globally was marked with pomp and pageantry in NPA.

The Managing Director, Hadiza Bala Usman, hosted the women folk in NPA at a Zoom meeting to mark the special day.

As she sails on in her 2nd voyage in office, the MD has assured all, that she has much more to offer the industry with the cooperation of the workforce to achieve the desired objectives of the organization.

Serialization For Insight:

This new column debuts and is meant to sensitize and refresh the workforce on the need to stay abreast of the Condition of Service.

All your Regulars are also included as usual in this edition.

Enjoy it.

**'Sola Adesanwo
Editor**

EDITORIAL

Ibrahim Nasiru

- Editor-In-Chief

'Sola Adesanwo

- Editor

PRODUCTION TEAM:

Olusola Akosile

- Production Manager

Olubiyi Omidiji

- Senior Staff Writer

Ebunola Aijjala

- Reporter (People & Events)

Ebere Alaezi-Offia

- Reporter (Travels & Tourism)

SECRETARIAT:

Gbenga Soyomi (Secretary)

Bidemi Agboola

Ali Garba Hassan

Editorial Contributor: Kingsley Ukabiala

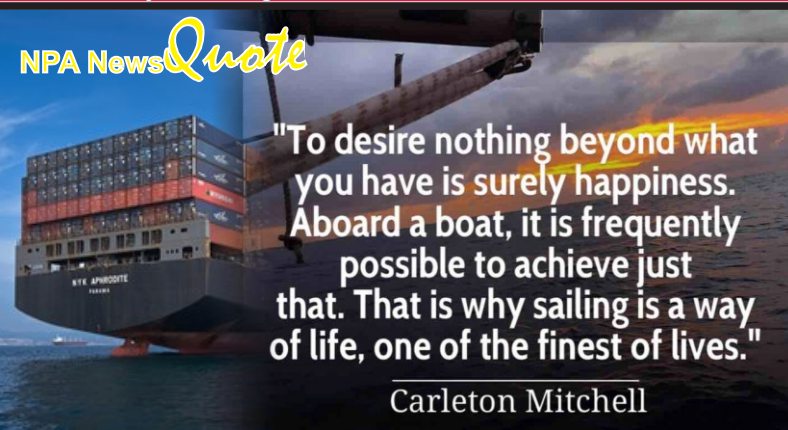
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Available on www.nigerianports.gov.ng and in emails of all officers/staff of NPA.

Contributions to be sent through: npanews@nigerianports.gov.ng

Contributions are welcome from members of staff.

You can send high resolution photographs of your social events like birthdays, marriages, burials, etc.



INDEPENDENCE SQUARE, LAGOS, 1962



FROM THE
ARCHIVE

HOW TO BECOME MORE PROFESSIONAL IN THE WORKPLACE

- JANICE TINGUM

A professional has high ethical standards and displays integrity and excellence in his work and helps advance the business or industry in which he is employed. Becoming more professional at work begins with having a positive attitude towards your job. Aim to demonstrate hard work, dedication and leadership. Find ways to network with others in the field and be informed of new developments affecting your job. As you take steps to become more professional in the workplace, you may also find greater job satisfaction.

Have a professional attitude. Be supportive of your boss and co-workers. Don't gossip about them behind their backs. Show that you are dedicated to the company by arriving at work promptly and staying until quitting time. Put in extra time when it is required without grumbling. Be respectful of your co-workers by not using their supplies or work areas without permission and by not taking up their time unnecessarily. Cheerfully give credit to others for their accomplishments.

Demonstrate professional maturity. Do your work with excellence. Accept responsibility for your mistakes. If you have made an error, don't shift the blame to anyone or anything else. Own up to the problem and offer to solve it. Learn to anticipate problems before they arise so that you can avoid them. Avoid petty interoffice bickering. Don't discuss your personal matters at the office. Instruct family and friends to not call or email you at work unless it is an emergency. Eliminate distractions, such as a radio, computer games or snacks on your desk.

Dress professionally. Choose modest, conservative clothing that reflects the more formal end of the attire accepted at your workplace. In an office setting, for example, casual attire may be acceptable, but a business suit or dress indicates that you are there to do business, not relax. Wear conservative dress shoes and walk with confidence. Upgrade a backpack, bag or large purse to a briefcase.

Manage your time and work space professionally. Create a calendar on your desk or computer to note appointments and deadlines. Check the



calendar regularly so that you stay on schedule with meetings and tasks. If you feel overwhelmed by the demands of phone and email messages, designate a specific time slot each morning and afternoon to review the messages and respond to them. Organize your work area so that you can readily find the files or materials that you need. Use space-saving and step-saving storage solutions to be more efficient.

Be a leader in your profession. Offer to make presentations, head up committees or become a liaison to a professional society. Stay current with changes in your profession through seminars and professional publications. Share the information you have learned with your co-workers. Take risks and demonstrate that you are a problem-solver by agreeing to take on difficult tasks.

Communicate in a professional manner. Maintain eye contact and practice a solid handshake. Enunciate clearly. Listen attentively to others. Remain poised if others challenge your ideas. If you are uncomfortable speaking in public, join a Toastmasters chapter near you to gain practice.

POETRY

with 'Sola Adesanwo

FREEDOM IS COMING



I can see

our blood has irrigated
this land full of contours
fresh foliage now sprout
as the sun peeps through
the horizon.

The nitwit, enemies
of our land
stamped out, as when
the Elephant forages
jungles
Into the depth of our lakes.

I can see
Country men and women
hug and smile gleefully
Gerontocracy has fallen
our country now a gold
mine
like a snow white dove
soaring in the sky.

I can see swift strides
from the stumble of
decades
never again shall bullets
grow wing on our streets.

Yes, I can see
fresh foliage and fauna
dance to the drum beat
of a greener tomorrow.

SERIALIZATION FOR INSIGHT

This section of the Newsletter would henceforth be dedicated to the serialization of official documents and books that would impact on the mission and vision of the NPA.

PROMOTION AND MOTIVATION

Eligibility for Promotion

(a) For an employee to be eligible for promotion, he or she must;

i. Have a performance appraisal report that covers the last three (3) years prior to the promotion exercise.

ii. Achieve a minimum score of not less than sixty percent (60%) for each year, which shall comprise the employee's appraisal score and examination score aggregated at 70% and 30% weights respectively (where applicable). In the case of employees exempted from promotion examinations, the minimum score referenced in this clause shall be based primarily on the employee's appraisal score.

(b) Written/oral examination and practical test where necessary shall be conducted under strict supervision for employees on Grade levels JSS4 to MSS4.

(c) Promotion shall be conducted every year for eligible employees' subject to vacancy and satisfactory performance in the approved staff establishment.

(d) An employee shall qualify for promotion to a higher grade if he or she possesses the appropriate qualification(s) (Academic/ Professional) for the position.

(e) All employees who fall within the field of selection for any promotion exercise shall be considered except those who are under disciplinary action.

(f) The employee being considered for promotion must not have any adverse medical report against him/her from the Medical Board of the Authority.

(g) Seniority and previous records of performance will be taken into account only in choosing between candidates with equal potential for promotion.

(h) The effective date of promotion shall be 1st of January.

Nothing in these conditions shall give an employee any claim to promotion as of right.

Eligibility for Upgrading

For an employee to be considered-for upgrading, he or she must have obtained requisite qualification from a recognized institution. Such employee shall only be eligible upon meeting the following conditions:

(a) Completion of a course of study as duly approved and acknowledged before embarking on such programme.

(b) Submission of the statement of result or academic certificate (which shall be subject to verification).

(c) Success in the applicable upgrading examination.

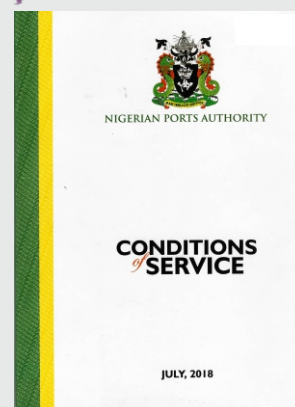
The effective date of up-grading shall be the date of approval by Management. Due care shall however be taken to ensure the up-grading process is completed at the earliest time possible.

Merit Award

Merit award on good performance shall be granted to deserving employees periodically after a careful selection process based on available policy guidelines. A management committee headed by the Divisional Head of Human Resources shall coordinate the Merit Award process.

Long Service Award

Long Service Award shall be granted in recognition and appreciation of employees' loyalty and commitment to service. The award shall be granted to employees who attain a minimum of fifteen (15) years in service in the first instance and at every five-year milestone thereafter. The award shall be monetized at the rate applicable in the Authority.



Health and Safety

WORKING AT HEIGHTS: DOs AND DON'Ts SAFETY MEASURES

On Friday 19th February, 2021 online news reported the death of Steven Magilo, a construction worker, after falling off the eighth floor of a building under construction at Royal Palm Drive, Osborne Foreshore Estate Phase 2, Ikoyi, owned by Lekkicheck Gardens, a property company in Lagos. To prevent such occurrence at a construction site there are needs for do's and don'ts while working at heights.

DO'S

Make sure you can safely get to and from any area that requires you to work from a height.
Wear personal protective equipment and personal fall arrest equipment as required for the job.
Make sure your ladder and any other equipment needed is strong enough for the job and checked regularly.
Consider whether there is a safer alternative to working at heights.
Choose appropriate equipment suitable for the type of work which may include: ladders, scaffolding, working platforms, rope access equipment, harnesses, fall arrest systems and anchorage points.
Have clear plans in place to provide a swift and safe rescue should a fall occur.
Ensure that everyone involved in working at height is competent to do the work they are responsible for.
Stay alert to adverse weather conditions, which may make working at height unsafe. Postpone work in excessively wet, windy or icy conditions.

DON'TS

Don't overload your ladder. Check the label on the ladder to make sure it is capable of supporting both you and your equipment before using it.
When on a ladder, don't overreach.
Never rest a ladder against unstable or weak surfaces.
Don't use ladders to increase the working height of a scaffold.



Use ladders or stepladders to do work that entail heavy or strenuous tasks. Consider the combined weight of the worker and any equipment they are carrying. The combined weight should not exceed the maximum load stated by the equipment manufacturer.
Don't allow any incompetent person without the necessary skills, knowledge and experience, and to do the job to carry out work at heights.
Don't purchase equipment that isn't certified to the latest safety standard, choose a reputable supplier who ensures equipment is safe and complaint.
If workers at heights should notice anything that could pose as a potential workplace hazard, please report it to the manager immediately so it can be addressed promptly.

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

WORK HOUR RELAXATION

Vox Pop

IMPROVED NPA IS A REALISTIC DREAM, WHAT WOULD YOU CONTRIBUTE TO MAKE THE DREAM HAPPEN SOON?



I, as an employee of NPA, will diligently do my job in collaboration with my colleagues to solve problems so that improved NPA will be a realistic dream towards the actualization of set goals.

UCHECHI E. BASSEY
E& LR, CALABAR PORT



Timeliness and commitment for the organization (NPA) to get to its next level; my time of resumption and commitment must be taken into consideration and must be properly checked. The attitude of "Government work is not my father's work" must be killed. Documents must not be delayed unnecessarily. Offices should be provided with quality working equipment.

ONALO A. E.
PROCUREMENT, CALABAR PORT

1. I will make sure our core values are highly sustained.

2. I will make sure accountability, integrity professionalism and service excellence is continually being cultivated.

3. I will encourage team work which will reflect in our organization culture and tradition.

ENYIDIYA GODWIN-OTTI
AUDIT DEPT., ONNE PORT COMPLEX



Striving for something can give you a sense of purpose, drive you to succeed, and ultimately propel you forward in your career. But your aspiration also needs to be realistic - some things might be perfectly fine but may remain only a dream.

INNOCENT OGBUEHI
H/R, ONNE PORT COMPLEX



With a focus on the organisational mission, I will ensure that all assigned task as a security personnel is carried out diligently without fear or favour. I will also make effort to acquire skills that will assist me on my duty post.

CHINA GLORIA K.
FIRE SERVICE, RIVERS PORT



Nigerian Ports Authority should encourage competency in filling available vacancies and timely succession plan.

A. I. TALUM
Hydrographic, HQ

1. My colleagues and i would be more abreast with the mission, vision and the core values of the organization.

2. I would suggest that discipline, reward/motivation should be re-enforced in the organization.

F. N. ONWEAGBA
C&SC, HQ



Good thinking brings more revenue, data strengthen one's weakness and that of your colleagues, so that you can target specific development and growth of the organization.

In addition to my experience I will bring a great attitude and willingness to take on my task.

JERRY SULEMAN
Audit, HQ.



With adequate Incident preparedness prompt emergency response serving as an educator (enlightenment) to the port users/workers doing a lot of behind-the- scene work, we will be able to keep our ports and environs safe for Operation, In line with NPA mission statement.

AHMED SAGIR
Fire service, HQ



Thank God for bringing NPA to 2021 despite EndSars protests and the vandalism that followed. I will try my possible best to make NPA to achieve its optimal goal by ensuring that all documents on my desk are given prompt attention. Avoid lateness and procrastination of all types and attend to customers in a more friendly ways.

OKEMUTE ESTHER
Security Dept., Delta Ports, Warri



Happy Birthday

Happy Birthday

Happy Birthday



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



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



Florence Onweagba
16th March
C&SC Div. HQ.



Lola Yetunde Bishopton
31st March
Training Dept., HQ



Juliet Igbru
16th March
C&SC Delta Ports



Rosemary Oyeani
16th March
Civil Eng. Dept, HQ



Ezinne Asinobi
21st March
C&SC Div. Rivers Port



Joy Iroriteraye
24th March
Servicom Dept. HQ



Rabi Danbatta
1st March
Account Dept. HQ



Minabere Joshua
23rd March
PPP. Dept. HQ



Bukola Imafidon
21st March
Board, HQ



Olajumoke oloyede
3rd March
Engr. Div. HQ



Sunday Micah
24th March
Engr. Dept. HQ



Ibrahim Lukeman
28th March
Tariff & Billing Dept. HQ



Ifeoma Maduka
20th March
Engr. Dept, LPC



Abdul Chindaya
15th March
HR, HQ



Kehinde Sogunwa
22nd March
Security Dept. HQ



Temitope Fadahunsi
3rd March
C&SC Div.,HQ



Maryann Okeke
25th March
Pollution Control Dept, LPC



Sharon Amu
13th March
M & O Div. HQ

...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.

Our Port Locations:

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

Tin Can Island Port
P.M.B. 1201, Apapa, Lagos
Email Address:
tcipinfo@nigerianports.org

Rivers Port, Port-Harcourt
Basket House, P.M.B. 5043
Port-Harcourt -Rivers State
Email Address:
riversinfo@nigerianports.org
g.abubakar@nigerianports.org

Delta Ports, Warri
P.M.B. 1054, Warri
Delta State
Email Address:
deltainfo@nigerianports.org

Calabar Port Complex, Calabar
New Calabar Port Complex
P.M.B 1014 Calabar,
Cross-River State
Email Address:
calabarinfo@nigerianports.org
o.olotu@nigerianports.org

Onne Port Complex, Onne
Onne Port Complex,
PMB 6199 Onne
Rivers State
Email Address:
onneinfo@nigerianports.org
i.alhassan@nigerianports.org

Nigerian Ports Authority

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www.nigerianports.gov.ng

info@nigerianports.org