



# NPA

## News

Monthly Online Newsletter of the Nigerian Ports Authority

Vol. 4 No. 46 May, 2021

# BEHOLD, BELLO KOKO;

## ACTING MD NPA

**T**he recently appointed acting Managing Director of the Nigerian Ports Authority, Mohammed Bello Koko was

born on the 25th March 1969 in Koko - Besse Local Government Area of Kebbi state.

He attended federal Government College Sokoto for his secondary education in 1986. He attended the University of Sokoto and received a degree in Management Science (B.Sc) in 1992.

He had a Masters in Business Administration in 1995 at Usman Dan Fodio University Sokoto. Started his career with FSC international Bank plc Port Harcourt from 1996 - 2004 as Executive Trainee Banking Operations.

He joined Zenith Bank in 2005 as a member and Team Head, Private Sector and Large Corporate. He is a member, Nigerian Institute Management (NIM); Member, Institute of Strategic Management Nigeria (ISMN).

He has since assumed responsibilities of the new office.

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**T**his edition seeks to introduce to the readers the recently appointed acting Managing Director of the Nigerian Ports Authority (NPA) Mohammed Bello - KoKo.

Also, interviewed in this edition is the new General Manager of the Corporate and Strategic Communications Division, Olaseni Adio Alakija, who gave an insight into his plans for the Division.

Serialisation for Insight delves into an interesting area among workers the **Leave** which every worker enjoys annually.

Furthermore, in this edition Vox - Pop went into the ports to seek the opinion of the workers on their most challenging experience on the job, some of the answers will surprise you.

Your scintillating regulars are also included. Enjoy the read.

**'Sola Adesanwo**  
Editor

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

NPA NewsQuote

**"IT IS NOT THE SHIP  
SO MUCH AS THE  
SKILFUL SAILING THAT  
ASSURES THE  
PROSPEROUS VOYAGE"**

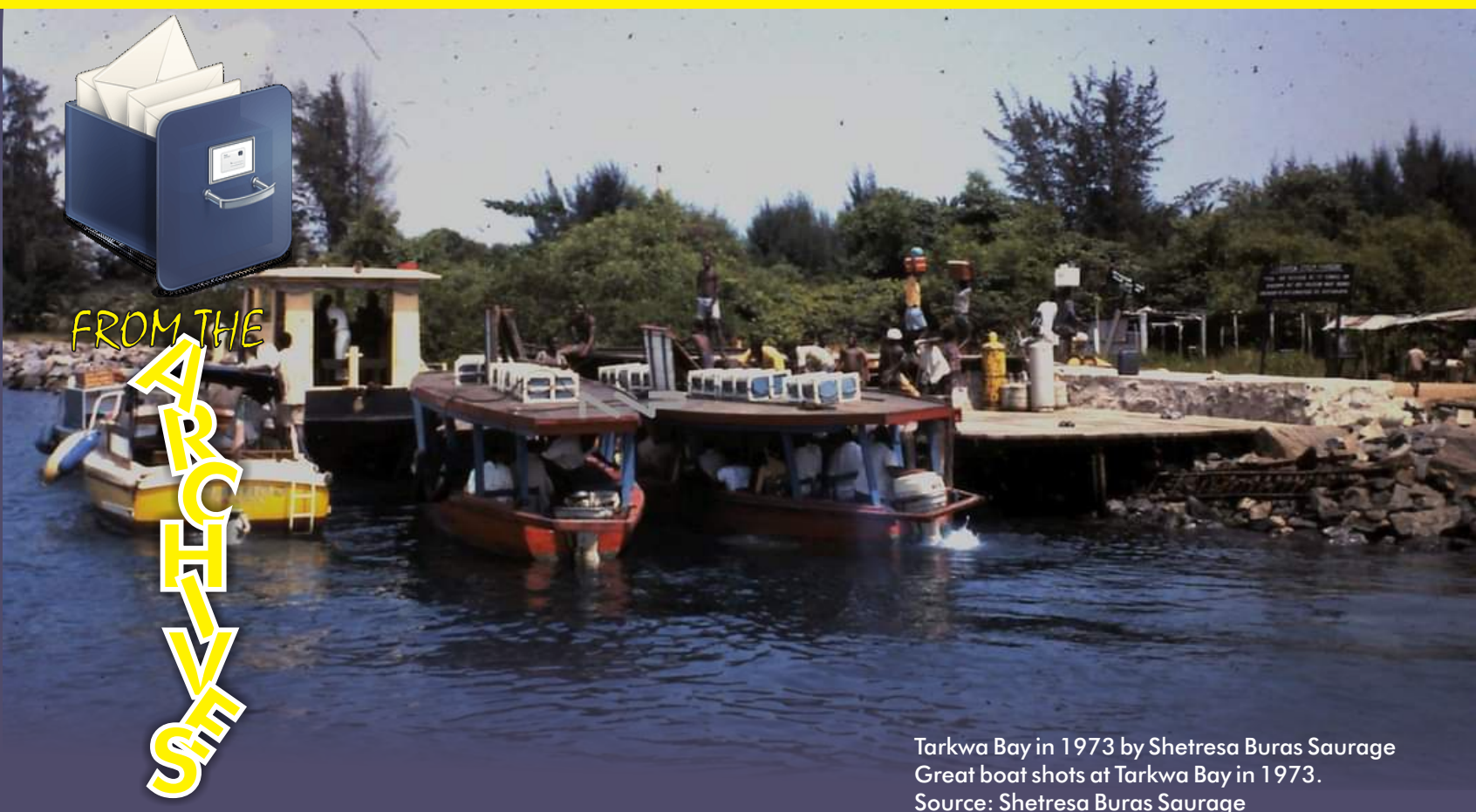
- George William Curtis



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FROM THE  
**ARCHIVE**



Tarkwa Bay in 1973 by Shetresa Buras Saurage  
Great boat shots at Tarkwa Bay in 1973.  
Source: Shetresa Buras Saurage



# "I SHALL ENDEAVOUR TO TAKE THE DIVISION TO NEXT LEVEL"

- ALAKIJA, GM, C&SC

**Sir, can we meet you?**

My name is Olaseni Adio Alakija, General Manager Corporate and Strategic Communications Division.

**Sir we want to know your view about your recent disposition to the Corporate & Strategic Communications Division. Where are you coming from, were you caught unaware sir?**

Yes, really, I was caught unaware because there was this programme that we are running in my former office, we were designing a framework for Enterprise Risk Management in my old office (ERM). You know Enterprise Risk Management is a new concept in Nigeria and Nigerian Ports Authority (NPA) presently, we are trying to key into Enterprise Risk Management, being a new concept.

**What are you bringing to the table in the Corporate & Strategic Communications Division?**

Like I told you, at an earlier meeting, one of my main conviction in life is that there is always room for improvement I also want to leave my mark wherever I pass through. Therefore, I will make sure by the time I leave this place by the grace of God this place will be a better place than the way I met it.

**Sir, what is your impression about the work ethics of the Division generally since your assumption of office?**

In the Insurance Industry the way you are dressed is the way people will address you. For you to even market your product very well, if you are shabbily dressed, the confidence of the buyer will not even be there. For example, the person would say look at the person I want to give my money to, because Insurance is a product that will be useful to the person buying it in the future, it is not a product that you consumed immediately. So for you to convince the buyer, you have to be sharply dressed. You have to convince the buyer why he needs to buy the product. So, naturally, I don't like to operate within an environment where workers don't dress properly. So

when I came that day to the meeting, the crops of Officers I saw, I was happy with the way they were dressed, not that it could not be improved, there is always room for improvement.

**How do you intend to further strengthen the synergy, or improve on the existing collaborations between NPA and members of the Press?**

I know Journalists are key, either within NPA or outside NPA. There is no amount of efforts you put into what you do, the moment people don't know about what you do or what you produce, then why are you producing at all.

So going back to working relationship with the Journalists, it is very vital because you cannot work on your own, you can't be a Mariner and be a Journalist at the same time. Even though you are a Journalist working in NPA, you have your own restrictions. You have your own area of specialization. And for you as a spokesman in NPA to survive and succeed, you need to work with these Journalists and you need to have a good working relationship with them all. Though, generally human being is terrible, not only Journalists, even yourself you need to be careful about what you say, because what you say may not be what the other person perceives. Therefore, even though there is going to be an open door policy but you still need to be careful of what you say, where you say it and when you say it. I am not going to adopt a policy of hoarding information but I need to get clearance before I release any information, i.e. Check and Balance at all times

**Any other information Sir?**

You see; it is either you want to go far or you want to go fast. Yes, generally in life is either you want to go far or go fast. If you want to go fast always go alone but if you want to go far, go with others that you have the same team goal. In life some people don't want to wait for other people, they want to go alone, but you will realize that if you go with other people "no man is an island" if you go with others you may not go fast but you go far and you go well. So that is the message I want to pass.

Thank you so much for your time Sir.

ALAKIJA, GM, C&SC

# POETRY

with 'Sola Adesanwo

## GARLAND FOR FRONTLINE MASQUERADES

**C**oming from the crucible  
to the noble echelon  
in snow white attire  
we thought the novel enemy will  
be a play child  
with slippery, spongy and spiky  
garment  
she arrived in great fury and  
massive velocity  
firing multiple missiles through  
bodily outlets  
Forcing doctors to appear in  
seasonal attire of masquerades.

Drenched in fears, citizens  
scampered  
to the crevices of their homes  
scared to venture out  
they peep, cheers, hail in  
trembling.

Covid-19 is complex and  
camouflages deceptively  
raining smothering fire and  
brimstone  
raging and surging like  
a mighty ocean.

You kept vigil on the front line at  
great danger  
some suffered deadly fangs  
as they fight with bare hands.

Laboratory doors swing infinitum  
as occupants operate ceaselessly  
even as strange army gallops in  
momentary victories.

Soon we shall gather  
at the village square  
to deify doctors with  
a million effigies  
and celebrate clicking calabashes  
Of palm wine.

# 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.

## LEAVE

### 4.01 General Conditions

The conditions governing leave may be reviewed whenever deemed necessary by the Authority from time to time.

An employee shall qualify for Annual Leave not less than six months from his previous leave.

An employee of the Authority who is dismissed would not be entitled to leave grant.

An employee of the Authority who resigns without adequate notice, forfeits all claims to annual leave, and any leave granted to such person shall be ex-gratia. An employee that resigns with adequate notice shall be entitled to proportionate leave allowance for the earned leave days.

An employee who is retiring within the period of a leave earning service shall be entitled to proportionate leave for the period.

An employee shall be granted leave only at the rate applicable to his grade at a date of commencement of the leave during the calendar year. He shall be entitled to leave transport grant at the rate applicable in the Authority.

A newly recruited employee shall earn annual leave in respect of his first year of service on a pro-rata basis but shall not be entitled to leave transport allowance unless he has completed six months service in that year.

Where an employee is disengaged at the instance of the Authority but not related to disciplinary action, such an employee shall be entitled to full leave grant where the leave has not been enjoyed.

When a medical board recommends that an employee should be permanently invalidated, he will forthwith commence annual leave prior to retirement. The amount of leave to be granted to him shall be the longer of either two months or

his annual  
leave  
calculated  
on a pro-  
rata basis.

Leave will  
be granted  
at any time  
during the  
leave year  
and must be  
taken within  
the calendar  
year in  
which it is  
due. Any  
leave not

taken within the period will be forfeited except where due to the exigencies of the Authority's service and duly approved by the Managing Director as recommended by the Line Executive Director, such leave is either not spent or deferred. It shall be enjoyed before retirement as there shall be no commutation of unspent leave to cash after retirement.

In the event of an employee dying before he has enjoyed taking the leave due to him in respect of the calendar year in which he died, his full leave grant should be his earned leave for the year in question and the total amount due shall be paid to his registered next-of-kin.

The period of annual leave granted to any employee of the Authority shall be computed on working days only.

Any employee who, without adequate reason, overstays his annual leave will be regarded as being absent from duty without permission and shall be so disciplined.

If any employee is required to undertake any duty or full-time course of instruction whilst on leave, he will be granted additional number of days to compensate for the period of his leave spent on the course or duty.

An employee may be recalled from leave prior to the expiration of the leave period subject to the approval of the Managing Director and based on the recommendation of Line Executive Director. The remaining portion of his leave period shall be utilized within not more than 90 days of completion of the assignment for which he was recalled. Transport fare (to and from) and an inconvenience allowance shall be paid to the employee that is recalled from leave for the days involved at the rates applicable in the Authority.

An employee who desires to spend his annual leave abroad shall inform the Divisional Head Human Resources through the department head in writing. Detail of his/her address and telephone number shall be provided where available.



NIGERIAN PORTS AUTHORITY

**CONDITIONS  
of  
SERVICE**

JULY, 2018

**To be continued next edition**



# Health and Safety

## 17 WORKPLACE SAFETY TIPS WITH EMPLOYEES

**K**eeping employees safe is paramount to creating a healthy workplace environment that they will enjoy working in.

A safe workplace helps:

- retain staff
- maximise productivity
- minimise employee injury and illnesses
- minimise sick leaves and absenteeism
- reduce the costs of injury and workers' compensation
- meet legal responsibilities and employee obligations

Thus

### 1. KEEP EVERY CORNER CLEAN, ORGANISED, AND CLUTTER-FREE

Slipping and tripping are usually caused by scattered objects or spills on the floor. Make sure that workplace is always clean and fresh. Keep aisles clean, organised, and clutter-free to ensure that nothing is in the way that could hurt those who are working.

### 2. USE MATS ON SLIPPERY FLOORS

Wet area rubber mats are a perfect passive move towards employee safety. They're industrial grade and capable of absorbing up to 80% of water and dirt. Placed strategically around the office, they can save employees from nasty slips and falls.

### 3. STORE COMBUSTIBLE MATERIALS PROPERLY

When not stored properly, these combustible materials are serious fire hazards. They can put everyone's safety at risk. Ensure these materials are stored in areas with proper ventilation.

### 4. ENSURE PROPER TRAINING WHEN HANDLING EQUIPMENT OR MACHINERY

Any employee tasked to handle tools, equipment, or machines should go through proper training first. Anyone who isn't trained should never be assigned to handle heavy machinery and should stay away from it.



### 5. PROVIDE CLOTHES APPROPRIATE FOR TASKS

Employees who will be using power tools should wear proper workwear when operating machinery. Have them wear the right shoes and protective equipment for the task. Only use gloves that fit right and that are appropriate for the task.

### 6. CLEARLY LABEL DESIGNATED HAZARDOUS ZONES

Areas, where dangerous equipment is stored should be clearly labelled and the walkways should be highlighted with the necessary signage.

### 7. PROVIDE FIRST AID TRAINING

Providing employees with first aid stations goes a long way towards safety and is a practical way to deal with emergencies. These wall-mounted stations must be fully stocked with a first aid kit that has all the meds and supplies needed to handle the most commonly encountered situations in the office.

### 8. IMPLEMENT EMERGENCY PROCEDURES

Unfortunately, emergencies do not announce themselves. A workplace, can expect floods, fires and even earthquakes. There is need to be prepared to ensure the safety of the premises, employees and visitors.

### 10. USE MECHANICAL AIDS FOR LIFTING AND TRANSPORTATION

There are two ways you can lift something: on your own or by using some sort of aid. For tasks that involve a lot of heavy lifting, provide mechanical aids such as a wheelbarrow, conveyor belt, crane or forklift. Otherwise, employees' health is at risk and can lead to rise in the number of injuries.

### 12. AVOID ASSIGNING THE SAME REPETITIVE TASKS OVER AND OVER

Repetitive tasks are more dangerous than one may think. Even if they are as simple as typing. These kinds of tasks can be taxing on employees in two ways. Repetitive tasks can be strenuous on their body and their mind.

### 14. REDUCE WORKPLACE STRESS

The most common causes of stress and work burn-out are long hours, a heavy workload, job insecurity and conflicts. These can lead to depression, sleeping difficulties, and affect employee's concentration.

### 16. SCHEDULE REGULAR BREAKS

Employees that have regular breaks tend to feel fresher and more alert than those who don't. Let employees rest in a cool place. This helps to avoid injuries and burnout.

### 17. BE PREPARED IN MEDICAL EMERGENCY SITUATIONS

First aid should cover the basics. But what happens in a true emergency? In some industries, workplace accidents can be quite serious.

Courtesy - ALSCO, Australia

- Engr. Dafe Timothy

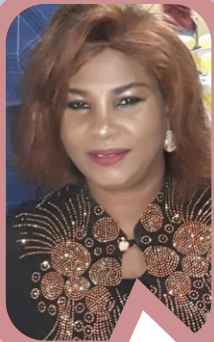


# WORK HOUR RELAXATION

## VOX-POP

WHAT HAS BEEN YOUR BIGGEST CHALLENGE EVER ON YOUR JOB AND HOW DID YOU WADE THROUGH?

**M**y biggest challenge on my job was as a junior officer. Then, I was inadequate in event management duties. I was able to wade through it by challenging myself with positive thoughts, improving academically. Also by apprenticeship, mentorship and rehearsals, today I am one of the best in event management.



**Barbara Ejemeh Nchey-Achukwu**  
C&SC, ONNE PORT COMPLEX

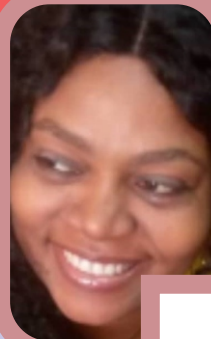
**T**he shortage of junior staff to adequately perform clerical duties which resulted in the use of Industrial Attachment students, who are not enough, in spite of their inadequacies.

**Ajiboye, O. A**  
H/R OPERATIONS, TCIPC



**M**y biggest challenge on the job was handling a stubborn and a rude customer on whom I applied the principle of self control as contained in Gal.5:22 and also a bossy boss theory which I applied that the same principle it has helped me a lot, so let us all cultivate them.

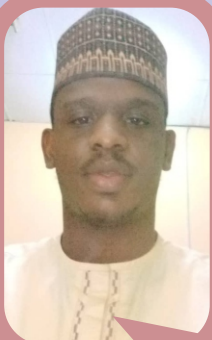
**E. Godwin-Otti**  
AUDIT, ONNE PORT COMPLEX



**L**et me start with the challenges we are encountering:

We don't have a sound working relationship and unity due to the ethnic differences and tribal issues among ourselves. The solution I think is to change our orientation to work collectively as a team. Let trust abide amongst colleagues with no sentiments what so ever.

**Muhammed Mannir Sulaiman**,VESSEL MANAGEMENT



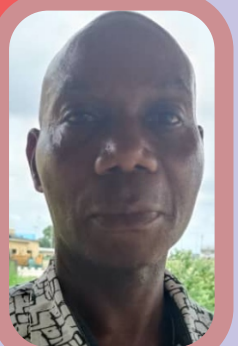
**M**y biggest ever challenge has been the use of computer systems. Prior to the introduction of Computer System into the organization, we were used to the analogue method of typing Local Purchase Order (LPO). I enrolled myself in a computer school where I obtained a diploma degree. Computer was indeed a challenge but I have overcome.

**Onalo Austin E.**  
PROCUREMENT, CALABAR PORT



**I**remembered when I received an item supplied by a contractor against my Head of Departments directives, he threatened to issue me a query and follow it up. I had to beg a senior officer who accompanied me to plead with him. When we got to his office we prostrated before him and asked for forgiveness. I was warned and forgiven.

**Gbenga Obazu Godfrey**  
ENGINEERING, DELTA PORT, WARRI







**Capt. Jerome Angyunwe**  
Marine & Operations HQ  
27th May

**Catherine Ude**  
Superannuation Div. HQ  
Editor NPA News  
30th May

**Ikechukwu Onyemekara**  
C&SC Div. HQ  
TA Protocol to MD  
25th May

**Asein Marie**  
Calabar Ports Complex  
3rd May

**Rosemary Dafit**  
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27th May

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Admin. Dept. (HQ)  
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Abuja Liaison  
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**Ngini Franca**  
ICT (LPC)  
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**Gladys Green**  
Tarrif & Billing, KLT  
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**Adekunle Dada**  
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TCIP  
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**Lilian Onyekwere**  
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**Francisca Orjiugo**  
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**Zainab M. Dan'tiye**  
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