



N P A

News

Monthly Online Newsletter of the Nigerian Ports Authority

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Ag. MD NPA VOW TO REDUCE HUMAN INTERFERENCE WITHIN THE PORTS

The Acting Managing Director of NPA Mohammed Bello Koko has vowed that human interference within the port premises would be brought to the barest minimum soon.

He stressed that the proposed Port Community System which will bring together all Shipping Companies and Terminal Operators within the port, will go a long way to bring the desired result.

Bello koko also charged all stakeholders to fast track their automative system assuring that the process would be made a priority.

Speaking during his inspection tour of the TCIP recently, the acting MD added that the Authority would strengthen all the security gates at the TCIP while also charging Messrs TTP to deploy both physical and security gadgets at the access points.

Moreover, while congratulating the first female Tugboat Captain in Nigeria and indeed West Africa Captain Camus E. Robinson, the Ag. MD described her as an epitome of perseverance, consistence and a goal-getter whom we should all emulate.

Earlier, the Acting MD Mohammed Bello Koko had enjoined all Stakeholders and Port users in the Maritime sub sector to assist the Authority by way of enhanced synergy and compliance towards the implementation of the e- call up system. He made this remark during an earlier tour of facilities at the Lilypond Terminal Apapa, within the Apapa axis to assess the compliance level of the recently introduced e-call up system (Eto).

According to him Management would leave no stone unturned in its drive to decongest the port corridors and that Management was moving towards the actualization of improved operational efficiency and sound customer service.

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The acting MD NPA Mohammed Bello Koko hits the ground running when he visited the Lily - pond Terminal in Apapa recently to fastrack an enhanced implementation of the E-call up system (Eto), whilst also assuring of reduced human interface at the ports.

To further establish its dynamism, the NPA News, Online newsletter interviewed the first female GM of the ICT Division, her brilliance, humility and track records are enviable and a lesson to younger personnel of the organization, especially the women folks.

Also in this edition is another interesting topic which has been put forward on the Vox Pop page to elicit divergent response from our workforce.

As it is always the case, your ever present regulars are included in this edition.

**'Sola Adesanwo
Editor**

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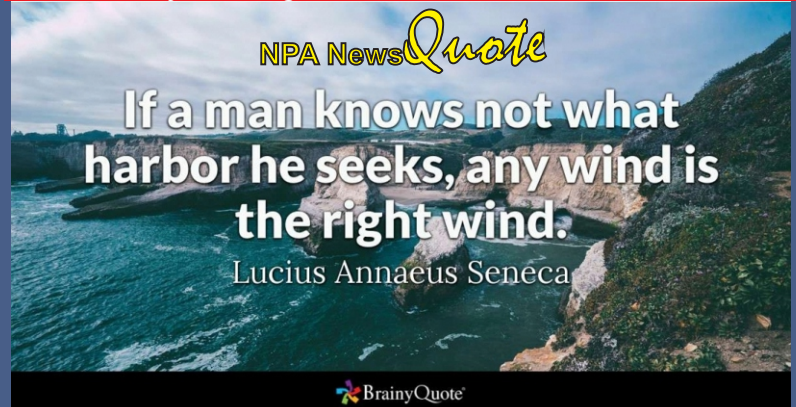
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Available on www.nigerianports.gov.ng and in emails of all officers/staff of NPA.

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.



FROM THE
ARCHIVE



SIR AHMADU BELLO ON HIS WAY TO KAINJI DAM SITE BEFORE CONSTRUCTION BEGAN IN 1964
SOURCE: TUDUN TSIRA

NOTHING SHOULD STOP ANYONE FROM BECOMING WHOEVER THEY WANT TO BE, ESPECIALLY WOMEN

- ANTHONIA OHAGWA (FIRST FEMALE GENERAL MANAGER, ICT, NPA)

Kindly give us your name and your Career Progression in the NPA?

I am Engineer Mrs. Anthonia Ohagwa, I started my career in Nigerian Ports Authority in 1989. I was employed at the Corporate HQ as a Telecom Engineer. Couple of months later, I was transferred to Rivers Port as a Telecom Engineer1. Within a space of 1 year my immediate boss voluntarily left the service and the burden of leadership was handed to me at a very tender age. I began to manage the Telecommunication unit. In 2008, I was appointed the first female Chief Port Engineer the position I held for five solid years. In 2014, I was deployed to the Eastern Zone then as the Acting Assistant General Manager Utilities. The structure was reorganised which brought me back to the Corporate Headquarters in 2017. I was deployed to hold the Command, Control Communication and Intelligence unit at the Headquarters, in 2018 from where I was promoted to become the first female Assistant General Manager ICT, Network and Communications.

What was your immediate reaction when you were appointed as the first General Manager ICT, NPA and what should we expect from you as you hit the ground running?

I was actually elated & excited and it has been a challenge and I love challenges. I am grateful to God and Management. I see it as a show of confidence in the Division. I see it as a positive progression and planning strategy to encourage the staff of the ICT division. A show of trust and to whom much is given much is expected. So that means extra work is part of my plan and part of my team to continue to sustain this trust. This is not something to handle with levity because I know a lot of expectations are there. And for me what I am bringing to the table is my integrity, commitment and quest for professionalism. As you know ICT is a very vast domain and it's a business enabler. With my team we are going to bring our procedural technology, emerging trends in technology that will tally with the goal of the organisation, things that will promote the ideal of the organisation for enhanced productivity and efficiency. As a professional, I will look into those areas that concern port development & will be looking into Port Community System as you know its technology driven and it lies in the backbone of technology, block chain and the rest. For us in ICT we will be working towards realisation of Port

Community System, this is one system that digitizes trust. A lot of people might not want to do business with our nation because of the level of low trust confidence in the system but when you use port community system it's a block chain that involves block chain technology where trust is digitized, transparency as single input of data, so you don't have to go to government agencies and be giving them your data one after the other, but the moment you upload the data onto the system every stakeholder gets a copy of the development and then begin to deal and transact with it and for feedback it's the same thing as well.

What is your word of advice to the upcoming professionals?

I will say to the womenfolk to stand up and deliver. There is nothing limiting us & there is nothing holding us back. Gone are those days when we believe in stereotype and the men won't let us rise, it's no longer true and I believe that we should not just do our jobs, go beyond doing your job, go the extra mile, add value to whatever you are doing.

The woman has a lot on her mind. You have home and office responsibilities but then, you can still create space if you really want to get it. For example, If I want to develop myself actively I will stay three hours in the morning

to develop myself by reading, study online, write exams online and also pray.

What would you want to be remembered for as being your memorable contribution to the growth of the NPA when you retire?

I will want to deliver to NPA a highly motivated workforce, one that is able to readily render support on any resolution of business challenges. I want to deliver to NPA workforce for today and for the future workforce that is trained with capacity building. When you look at ICT, it is a very vast discipline. There are a lot of areas for people to specialise, so in this organization we need to have it specialized e.g. experts in cyber security, networking, software development, application developers and security experts and other skills in ICT, so that when we come together there will be a combination of experts from different areas of specialization.



POETRY

with 'Sola Adesanwo

QUARTER TO MIDNIGHT!

Bruised

Battered
Belaboured
Bearing untold pain
Beaten by the
weather.

Our nation is on a
Prolonged labour
Sweat of blood,
snails down her
cheeks.

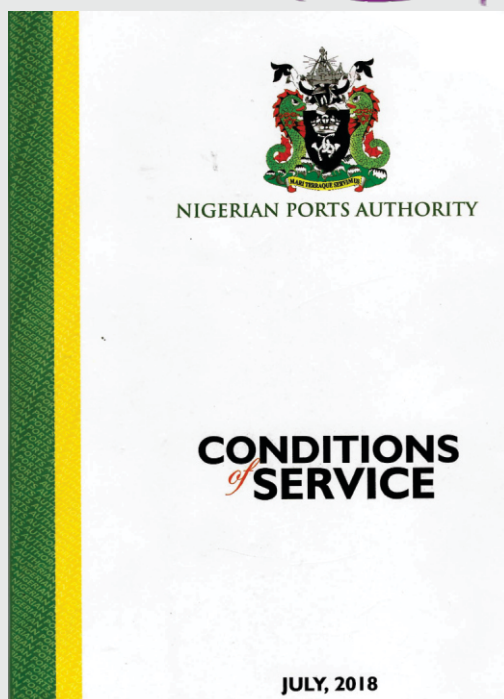
Injustice
Inbalance
Inequality
Subjugation
Ethnocentrism.

Now, after midnight
A new dawn arrives
Brings forth
Like a chick first whiff
of life
Our country will
grow and glow
again.



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.



04.02 Annual Leave

The following leave entitlements shall be operative throughout the Authority for all categories of employees:

MSS 1 & above	-	35 working days
SSS 4 – MSS 2	-	30 working days
JSS – JSS 1	-	21 working days

04.03 Leave Transport Grant

An employee (contract employee inclusive) shall be paid leave transport grant at the rate applicable in the Authority.

04.04 Maternity Leave

This clause applies to all female employees: Married, Single, Divorced or Separated.

All female employees who are pregnant are entitled to sixteen (16) weeks maternity leave at a stretch beginning not less than 2 weeks from the expected date of delivery with her monthly salary and allowances. The annual leave for that year shall be regarded as separate from the maternity leave and may be combined with the maternity leave. Where the annual leave has already been enjoyed before the grant of maternity leave, the employee shall be granted full maternity leave with pay.

All female employees on probation, who are medically certified pregnant, shall, provided they have been employed for six (6) months and above, be entitled to sixteen (16) weeks maternity leave at a stretch beginning not less than 2 weeks from the expected date of delivery with her monthly salary and allowances. Female employees who have served less than six months and applied for maternity leave shall be entitled to the leave but shall not be entitled to leave allowance for the period.

Maternity leave of sixteen (16) weeks with pay shall be granted to female employees who adopt

LEAVE

...continued from last edition

babies of not more than three (3) months old. Such employees shall also be entitled to the applicable leave grant and time-off for nursing mothers as stipulated in Section 04.05.

04.05 Time-off for Nursing Mothers

Any female employee who is nursing a child shall be allowed to report for duty one (1) hour after the official resumption time and close one (1) hour before official closing time every day. This privilege shall be granted up to a maximum period of six months from the date of resumption from maternity leave and upon presentation of the child's Birth Certificate.

04.06 Paternity Leave

(a) Married male employees are entitled to ten (10) days paid paternity leave at a stretch beginning from the date of delivery of a child, on the condition that the employee is lawfully married to the mother of the child and the Authority was duly notified of such marriage.

(b) The paternity leave will be in addition to the annual leave entitlement of the employee for that year.

(c) An employee shall be eligible for only one period of paternity leave in a year.

04.07 Incidental Leave

Incidental leave shall be granted to employees on application to the Head of Department/Port Manager for the following purposes:

Examination

The period of leave allowed for purpose of taking an approved examination will be limited to the shortest period which will allow the employee to reach the appointed place, sit for the examination and return to his station.

An employee may be allowed incidental leave on full pay for a period not more than ten (10) working days to take an examination, the success of which may not be a condition of his current appointment provided the period in excess of the ten (10) working days is deducted from his subsequent annual leave. An employee granted leave under this condition will not be entitled to transport as the Authority's expense.

Sport, Course of study and Trade Union Business Incidental leave may, on application be an employee, be granted such employee for the purpose of engaging in approved sporting activities, course of study short duration e.g. seminars, symposia etc. and trade union business.

To be continued next edition

Health and Safety

PERSONAL PROTECTIVE EQUIPMENT (PPE)



Personal Protective Equipment, commonly referred to as "PPE" are equipment worn to minimize exposure to a variety of hazards or anything designed to be worn or held by someone at work to protect against one or more workplace hazards.

Respiratory Protective Equipment (RPE) is also a personal protective equipment such as masks, respirators, and breathing apparatus that protect against hazards such as dust, vapour, gas or oxygen-deficient atmospheres

Personal Protective Equipment does not include corporate uniforms (unless they are branded PPE items) or ordinary working clothes.

Consequences of Not Wearing PPE

Being struck by falling objects or debris.

Impacts and collisions.

Breathing in contaminated air.

Cuts and punctures.

Chemical burns.

Electric shocks.

Exposure to excessive noise or vibration.

EMPLOYERS' ROLE

Employer shall ensure that suitable personal protective equipment is provided free to his employees who may be exposed to a risk to their health or safety while at work.

In addition, employers must ensure that contractors carry out any repair work in their premises in line with the Safety System of Work (SSOW) which include the use of PPE while working.

EMPLOYEES' ROLE

The Protective Protection Equipment at Work Regulations 1992 place duties on employees to take reasonable steps to ensure that PPE provided is properly used.

7 Types of Personal Protective Equipment (PPE) To Guarantee Safety at Workplace

Head Protection

Head protection is used to protect against falls, falling objects, impact against fixed objects and entanglement. Wearing a helmet offers protection and can prevent head injuries.

Eye Protection

The eyes are the most complex and fragile parts of our body. Each day, more than 600 people worldwide sustain eye injuries during their work. Eye protection safeguards the wearer from flying debris, splashes from chemicals, molten metals, dust and laser light. Thanks to a good pair of safety glasses, these injuries could be prevented.

Hearing Protection

Hearing protection is used in any work activity where noise cannot be controlled by any other means.

Nose Protection

Wearing a mask at work is no luxury, definitely not when coming into contact with hazardous materials while performing their job. Dust masks offer protection against fine dust and other dangerous particles. If the materials are truly toxic, use a full-face mask. This adheres tightly to the face, to protect the nose and mouth against harmful pollution.

Hand Protection

Hands and fingers are often injured, so it is vital to protect them properly. Depending on the sector you work in, you can choose from gloves for different applications: protection against vibrations protection against cuts by sharp materials protection against cold or heat protection

against bacteriological risks protection against splashes from diluted chemicals.

Feet Protection

Safety shoes is personal protective equipment (PPE) for foot protection at workplaces. It prevents workers getting foot injuries due to slippery surface, heavy falling or rolling objects, sharp piercing edges, pinch points, rotary machinery, hot objects, loops of ropes under tension, splinters, electricity, chemicals or even bad weather e.t.c

Body Protection

Preventing accidents is crucial in a crowded workshop, thus good visibility at work is a must for employees/contractors doing repair work: a high-visibility jacket.

Remember !

Prevention is better than cure
Safety does not rely on luck
A safe workplace is a productive workplace
PPE that is defective is not PPE, because it exposes an employee to danger.



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

WORK HOUR RELAXATION

VOX-POP

GIVING OUT LOAN OR BORROWING IN AN OFFICE ENVIRONMENT, WHAT HAS BEEN YOUR EXPERIENCE?

My experience sometime ago is that of frustration and disappointment. The borrower solicits for the loan with cap in hand and promises. However payment comes with quarrel, arrogance, stress and intimidation. Hence, I release what I will not miss, in case the borrower fails. I hate borrowing because It makes one a slave to the lender .



BARBARA EJEMEH NCHEY-ACHUKWU
C&SC Div. ONNE PORT

Every category of the workforce has a Co-operative Society where they fit in. The loan can be channeled to these organizations which are more organized for that purpose. I will definitely be against taking loan from individual as payment default can bring about some unhealthy working relationship.



MUSA ABDULSALAM
TARIFF & BILLING, CALABAR PORT



YIOLA KALOSA BLOSSOM
HUMAN RESOURCES, CALABAR PORT

I have never given out money as a loan or borrow money in the office environment, if I have a need of money that would rather go to my Cooperative Society (Thrift) or bank to borrow money than to borrow within my office environment.



COMR. OJE ELIJAH
SSA RP AND PRESENT SA TO CHAIRMAN, TUC RP/
HR/ OPTNS. RIVERS PORT

It is so terrifying and horrific to say the least. As a labour leader, I have had to intervene severally just to save the image of our great organization. Our officers and staff had at one point or the other patronized money lenders, whom I could best described as currency hawkers. And the inability of staff to faithfully keep their side of the bargain had inordinately portrayed our staff and the organization as mean in the eyes of the public, particularly stakeholders of the maritime Environment.

I had a bitter experience lending money to a colleague in an office environment, who came to meet me in 2018 to borrow money in respect of his son who was going to write Post Jamb. As a mother and someone who knows the value of education, I gave him the money with the expectation that he was going to keep to his end of agreement but up till now the money has not been paid.



IGBRU JULIET
C&SC, DELTA PORTS

Borrowing is synonymous to loaning, one can deduce that it is to complement capital project which we cannot live without , one thing is permanent, the interest rate, duration and contact point. My experience has been awesome as it has helped me to actualize my dreams, since we can get it within our environment.



E. GODWIN-OTTI
AUDIT DIV. ONNE PORT COMPLEX.

KAYODE ODUGBEMI
C&SC, HEADQUARTERS



The experience has been positive and otherwise. Sometime the borrowers would not be willing to pay back for a reason best known to them. It may even lead to unprovoked strain in relationship, I have decided not to honour a loan request I cannot forgo as a gift.



FAMOUS OVWIOMODIOWHO
C&SC DIV. DELTA PORTS

Giving out loan or borrowing within the office environment from my personal experience has been the cheapest, easiest and safest because it's done among friends and colleagues. Most times condition attached are so simple that you can't find anywhere else.



Innocent Gamboro Umar
4th June
Board Secretary/Legal Adviser,
HQ, Marina

Patricia Abohw
23rd June
Superannuation Dept.,
HQ, Marina

Angela Uche Okeke
21st June
Audit, Rivers Port

Femi Adeniran
21st June
Audit, HQ

Jatto Fatima
1st June
Employee & Labour Relations,
TCIP

Charity Ejiogu
22nd June
Occup. Health, TCIP.

Hauwa Usman
13th June
C&SC, TCIP

Adejumoke Oluyemi
22nd June
Land & Assets Admin., TCIP

Diepiriye Awobite
14th June
HR/Opts., HQ

Tunde Ogboloi
25th June
HR Opts. Delta Port, Warri

Iguoba Bethel
26th June
C&SC, HQ

Sarah Oghomienor
4th June
Audit Dept., HQ

Linda Edward Yada
6th June
Audit Dept., LPC

Eluma Boniface
13th June
HR/Opts. Delta Port, Warri.

Mamman Musa A.
26th June
Traffic, Onne Port

Benjamin Oluyori
June 27th.
Enterprise & Risk Mgt.

Uadiale Ngozi Chinwe
29th June
Audit, Onne Port

Bassey Archibong
13th June
Medical Dept., Calabar

Darlyn Orupabo
6th June
HR Opts. Rivers Port

Adisa Desmond
23rd June
Fire Dept, FOT, Onne Port

Joy Nathan
10th June
Audit, HQ Marina

Engr. Omotoso Akinwale
25th June
Civil Engr. Dept., HQ

Sophia Etamette
6th June
Traffic Dept, Delta Port

Laleye Albert
28th June
Traffic Dept., Calabar

...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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Nigerian Ports Authority

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