



NPA

EXCERPTS

Monthly Online Newsletter of the Nigerian Ports Authority

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MD NPA ASSURES WORK IN PROGRESS TO EASE GRIDLOCK ON THE APAPA ACCESS ROAD

Management of NPA has put in place new measures to minimise the congestion in and around the Apapa port corridor.

The Acting Managing Director Muhammed Bello Koko stated this when he addressed some journalists in his office recently adding that a visit to the Apapa Port corridor was one of his first assignments when he took up the new role.

Assuring that the organization will achieve its desires soon, he added that the right infrastructure and equipment are being deployed in order to achieve a clear access road towards the port.

The Acting MD earlier lamented that it is most unfortunate that the traffic gridlock on the Apapa road seemed to have defied solutions for a long time, there is however work in progress to ease the gridlock.

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As a result of the incessant gridlock around the Apapa Port axis, the management recently put in place equipment and personnel to redress the problems and allow for easy traffic flow.

ONE ON ONE (our interview column) this month features the AGM Overseas Liaison office who gave an insight into the relationship between her office and the headquarters.

This edition pulls the curtain over the long running Serialization page on LEAVE. While all our regulars are also featured for your delightful reading.

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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

If the highest aim of a captain
were to preserve his ship, he
would keep it in port forever.

Thomas Aquinas



FROM THE
ARCHIVE



TINUBU SQUARE, LAGOS - NIGERIA. (UNDATED)

THE OVERSEAS LIAISON OFFICE IS AN APPENDAGE OF THE CORPORATE HEADQUARTERS IN NIGERIA

- JOSEPHINE MOLTOK
OVERSEAS REPRESENTATIVE

Kindly introduce yourself and where you are currently serving?

I am Josephine Moltok an Assistant General Manager, currently head of the Overseas Liaison Office of the Nigerian Ports Authority in London.

occasionally covered the duties of the General Manager. This has served as a good training ground for me - My boot camp so to speak.

We learnt that you are the second woman ever since in this office, how does that make you feel?

Privileged, thankful and humbled that management deemed me fit among a dozen others who could do the same job and even better. So it is providence that brought me here and I strive to put in my best and make sure I give a good report of women in the authority.

Where else have you served? What has been your experience?

I have served in the defunct Western Zone, Calabar Port, the Corporate Headquarters, Roro Port, LPC and Abuja Liaison Office. All through this journey my experience has been an exciting, adventure of learning from great minds and seeing dynamic systems put in place that has shaped the Nigerian Ports into what it is today.

Is there a disconnect between the London office and the Administrative head quarters in Nigeria?

The Overseas Liaison Office is an appendage of the Corporate Headquarters in Nigeria so how can there be a disconnect between them? That the office is not at the forefront of activities in the organization does not mean there is no link with the Management on a daily basis.

As service center, the Overseas Liaison Office manages the Authority assets and also serves as an interface with Nigerian Ports Authority interest groups overseas, so certainly there is a constant connection.

What is your leadership secret that has seen you head the London office and the Abuja office?

There is no leadership secret. I have been privileged to work with some of the best in this organisation and try to be a good imitator of those who have gone before me by replicating what I have seen them do, that has worked elsewhere.

My sojourn at the Abuja Office started off as National Assembly Liaison officer but with time, I took on more responsibilities as the second in command and

What is your philosophy of life?

Enjoy simple pleasures! Don't take everything too seriously, learn to let go, enjoy whatever you do and laugh.



LETTER TO AFRICAN- AMERICAN PAL

Dear Brother,

Long ago, my great,
grand dad
told me how his
brothers
were ferried across
seven-seas.
Many he said became
dinner on shark's
table.

Long after brother,
their acts remind
you of yester-years,
the field the "masters"
provided
is still full of contours
and sharpenels.

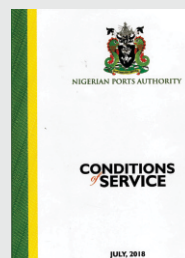
My great, grand dad
said
you are a warrior king
who dwelled in the
tropics and the
savannah,
the duiker, whose skin
all adore,
like a fleet-footed
gazelle,
winner in all contest,
mother of all races!

Your golden crowns
stolen centuries ago,
shall return with
diamond and coral
beads.

Brother, my watch
whispers it's past
midnight,
my pen yawns for ink,
my eyes heavy for sleep
till I feed my pen,
when your golden
morrow
shall come.
I remain your
soul-mate.

SERIALIZATION FOR INSIGHT LEAVE

...continued from last edition



The duration of the study leave without pay shall not be more than two years for a second degree in the first instance, after which the employee can apply for one-year extension if the need arises.

The period of study leave without pay shall be considered a part of the employee's length of service, but shall not be considered when determining the employee's retirement benefits.

04.09 Leave for Religious Purposes

An employee going on religious pilgrimages shall use part or all of his annual leave for such purposes.

04.10 Bereavement Leave

Bereavement with pay shall be granted to an employee for a period of ten (10) working days for loss of spouse, child, parent, or parent spouse. Such leave, if granted, shall not be deducted from an employee's annual leave entitlement.

04.11 Leave of Absence

(a) Leave of absence may be granted on grounds of public policy. The Spouse of a serving officer may be granted leave without pay to enable him/her join his/her spouse on posting abroad on the following conditions:

That the officer's spouse be disallowed from taking up gainful employment.

That such leave would not be regarded as break in service.

That where such spouse has earned confidential reports (i.e. appraisal reports) for at least three years before joining his/her spouse at post, he/her shall be eligible for promotion to put him/her at par with his/her colleagues at home.

Where such spouse improve themselves by acquiring additional qualifications, which will enhance their usefulness to the service, they shall be considered for advancement in consonance with the prevailing regulations in the Authority.

The period a spouse can be on leave of absence shall be four years in the first instance and subject to an extension of not more than one year.

The Ministry of Foreign Affairs may select employees of the Authority for the Technical Aid Corps Programme. In order to preserve the terminal benefits of the officers so selected and ensure the continuity of their service, such officers shall be granted leave of absence on grounds of Public Policy.

04.12 Casual Leave

At the discretion of the Head of Department/Port Manager, an employee may occasionally be granted permission to absent himself from duty subject to a maximum of five (5) working days in a year provided that if such an employee is permitted to leave his station on such casual leave it shall be at his own expense. Casual leave in excess of five (5) working days in any leave year may be granted subject to deduction from subsequent annual leave.

04.13 Sick Leave

An employee who is absent from duty on the ground of

ill health not caused by his own fault or negligence, will, provided such absence is covered by medical report issued by a medical practitioner approved by the Authority, be regarded as absent on sick leave. Such medical report must be produced within three days absence from duty and weekly thereafter for the duration of the employee's absence, unless the employee is receiving treatment as an inpatient of an approved hospital or clinic. The Authority shall be so notified where an employee is receiving treatment as an inpatient.

04.14 Duration of Sick Leave for an Establishment Employee

During a tour of service, sick leave on full pay will be granted, provided there is a reasonable prospect of eventual recovery and return to duty, for a period not exceeding 183 days in aggregate during any period of twelve months and thereafter, sick leave on half pay will be granted for up to a maximum of 182 days. Any payment of sick leave in excess of 365 days during any period of four years or less will, however, be at the discretion of the Managing Director.

04.15 Examination by Medical Board for an Establishment employee

Sick leave for a period not exceeding 90 days at a time may be allowed on the strength of the medical certificate issued by an approved medical practitioner. If at the end of the period the employee is still unfit to return to duty, his Head of department shall arrange for him to be examined by a medical board with a view to his being ascertained whether he should be invalidated from the service or allowed further sick leave. An employee who on medical advice is repatriated to Nigeria will, until certified by the approved authority continue on sick leave up to the limit specified in clause 04.14 above.

04.16 Responsibility of an Employee on Sick Leave

(a) Every employee is responsible for keeping his department informed in writing of the address at which it will be possible to reach him or ascertain his whereabouts in the event of his being prevented by illness from attending his place of work.

(b) if for any reason, it is decided that an employee should be examined by a medical board, he must present himself for examination at the place and time instructed and must afterward comply with the recommendation of the board, which will supersede that of the medical practitioner. An employee who fails to comply with these regulations within three (3) months will have his appointment determined.

Health and Safety

TO CURTAIL FIRE OUTBREAK, PREVENTION IS KEY

There have been frequent occurrence of fire outbreak at recent times.

These are due to rapid development in industries and technology with less regard to FIRE PREVENTION. The fact that fire, which is a source of heat plays an important role in the life of human being and material possession, need not be over emphasized.

It is therefore pertinent at this stage to stress that, the average human being should have knowledge of elementary principles of FIRE PREVENTION and action to be taken in case of fire outbreaks.

Therefore, to curtail fire outbreaks the following key prevention measures should be applied:

(A) The following careless behaviours should be avoided:

Overloading of electrical sockets/circuits.

Storing of flammable liquids in our homes and offices

Defective electric wiring

Careless smoking habits

Careless handling of cooking gas

Children playing with matches or naked lights

Lighting of candles without adequate protection at the base

(B) Wilful Act. This is better known as ARSON and could manifest as a result of:

Violent political activities

Attempt to cover up crime of serious nature

Public demonstration

Jealousy

Workman strike

Warfare etc

(C) Accident - Unforeseen circumstances beyond human control resulting into fire outbreak

Earthquake occurrence as a result of disturbances or movement within and below the earth crust. The

transmissions of resultant vibrations outward to the surface leading to serious shock waves.

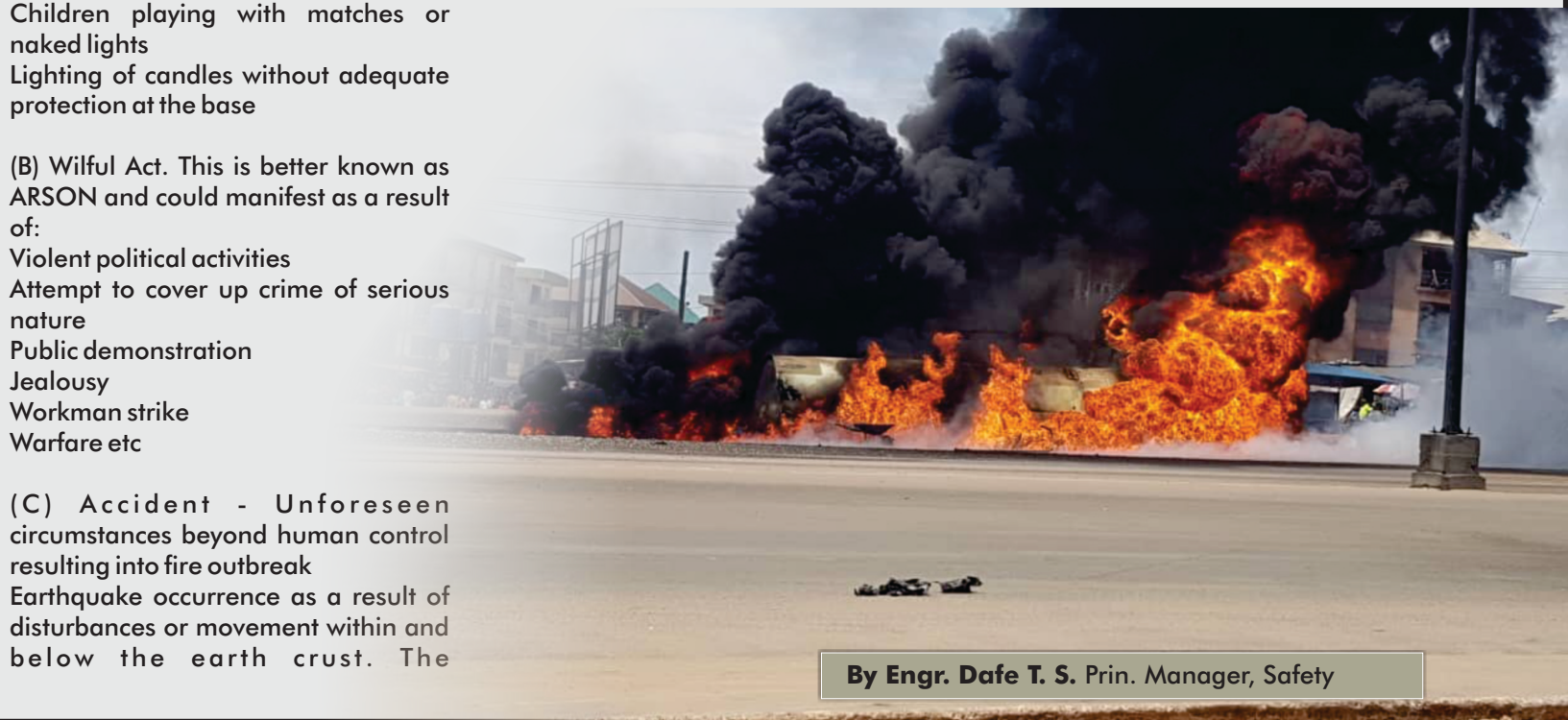
Thunder storm/ lightening: Develop when intense over heating of and surfaces and moist air reaches its maximum temperature.

Volcanic eruption: This is the flow of white - hot laver from parasitic cone.

By Samuel Usoro (NPA Commandant Fire Service)

REMEMBER THAT:-

1. Fire destruction is one man's job, fire prevention is everybody's job
2. Uncontrolled fire knows no frontiers
3. Carelessness is the biggest cause of fire
4. Unattended cooking means fire
5. Fire safety on, accidents gone
6. Accidents brings tears, fire safety brings cheers
7. Ensure fire safety, save life, save property



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

WORK HOUR RELAXATION

VOX-POP

AS NPA WORKER, HOW HAS COVID IMPACTED ON YOUR JOB IN THE LAST 12 MONTHS?



EREKPAINE ERICA
Security Dept., HQ

C OVID-19 has in the last 12 months impacted negatively and poorly on NPA workers in such a way that workers on level 12 downwards were asked to work from home except those on Essential duty. It reduced the work force which made Input and Output very slow. It was a wake up call to all that Health is Wealth.

A s a result of COVID - 19 protocol with regards to enforcing social distancing, public relations and CSR intervention have been impacted negatively. Yes, the pandemic has created virtual interactions but CSR interventions can't be executed virtually.



TOPE FADAHUNSI
C&SC Div.HQ

C ovid 19 has triggered one of the greatest negative impact on job in the last 12 months because the world is interconnected in many ways. The shipping business been an international one suffer a major blow couple with locked down and it's consequences.



ELUMA. O. BONIFACE
Delta Ports.



ABUBAKAR MOHAMMED YAZID
E&LR, Calabar Port

I t has a Negative impact on the level of Productivity and working performance, due to loss of man hour.



INNOCENT OGBUEHI
H/R, Onne port complex

C ovid has Truly had serious impact on how I do my daily job, it has made me more responsible and careful, practicing good hygiene by washing or sanitizing my hands regularly in the office, keeping physical distance, wearing nose mask.



Engr. Ibrahim Yunusa
Port Manager, Rivers Port Complex
15th Aug



Dr. Chijioke Ezeudo
Medical Dept. HQ
18th Aug



Engr. Ademola Adeniran
Civil Dept .HQ
19th Aug



C.Ukadike (PhD)
C&SC Calabar
29th Aug.



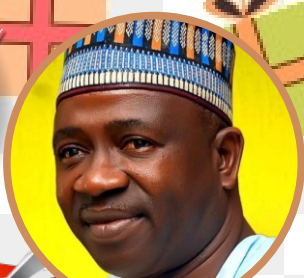
Obaoye Margaret Yinka
EPLR, Abuja
22th Aug.



Ekanem Dennis
Procurement Div, HQ
2nd Aug.



Olayemisi Edozien
Training Dept, HQ
31st Aug



Ayuba Jimoh Dare
SERVICOM Div. HQ
27th Aug.



Nwanchukwu Samuel
C&SC Div .HQ
10th Aug.



Sanni Mohammed
Training Dept. LPC
8th Aug.



Isah Idris Dan'azuni
Tarrif & Billing, HQ
30th Aug.



Shittu Shakirat Olajumoke
Civil Engr. Dept, HQ
10th Aug.



Pyenmwa Maimako
Traffic Dept, LPC
28th Aug.



Anthony Chukwuma
MD'S Office, HQ
15th Aug.



Alice Nanyi Basey
Engineering Dept .HQ
15th Aug.



Bello Nkoyo
Finance Div, LPC
23rd Aug.



Ali Hassan
Security Div., HQ
27th Aug.



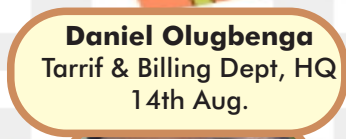
Akinsanya Lucy
C&SC Division, HQ
3rd Aug.



Park Maidambe Pire
Tarriff & Billing Dept, HQ
28th Aug.



Jeribe David
HR/Ops. Division, Rivers Port
28th Aug.



Daniel Olugbenga
Tarrif & Billing Dept, HQ
14th Aug.



Awa Ndukwe Okoro
Audit Division, Rivers Port
16th Aug.

...the world within our reach...



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

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