



# NPA

## XMAS



Monthly Online Newsletter of the Nigerian Ports Authority

Vol. 5 No. 53 December, 2021

# NPA ASSURES ON REDUCING COST OF DOING BUSINESS IN PORTS

**T**he Managing Director of the Nigerian Ports Authority Mohammed Bello Koko has assured that the management is doing everything humanly possible to ensure that the cost of doing business at the Terminals is reduced in line with the Federal Government policy on ease of doing business.

Speaking recently when he hosted the Executive Secretary of the Nigerian Shipper's Council Mr. Emmanuel Jime in his office at the headquarters, Bello - Koko added that the Authority was willing to cooperate with all sister government agencies working in and around the Ports industry.

The Managing Director said the organization will leverage on the existing cordial relationship with relevant government agencies in the maritime sector to ensure that the rules and regulations are strictly adhered to by all stakeholders. Furthermore, Bello Koko asserted that NPA will continue to make Ports operate easy but swift through the continuous acquisition of state of the art Maritime Craft such as tug boats e.t.c in a view with further attracting foreign investments

Finally the MD added that the newly implemented Nigerian Ports Process Manual (NPPM) is an enduring game changer which he added will discourage arbitrary increase in cost of freighting in Nigeria.

## IN THIS EDITION

### ONE-ON-ONE:

"TO SHATTER GLASS CEILINGS,  
WOMEN SHOULD PUT IN  
THEIR VERY BEST"

- OLUFUNMILAYO OLOTU, PM LPC  
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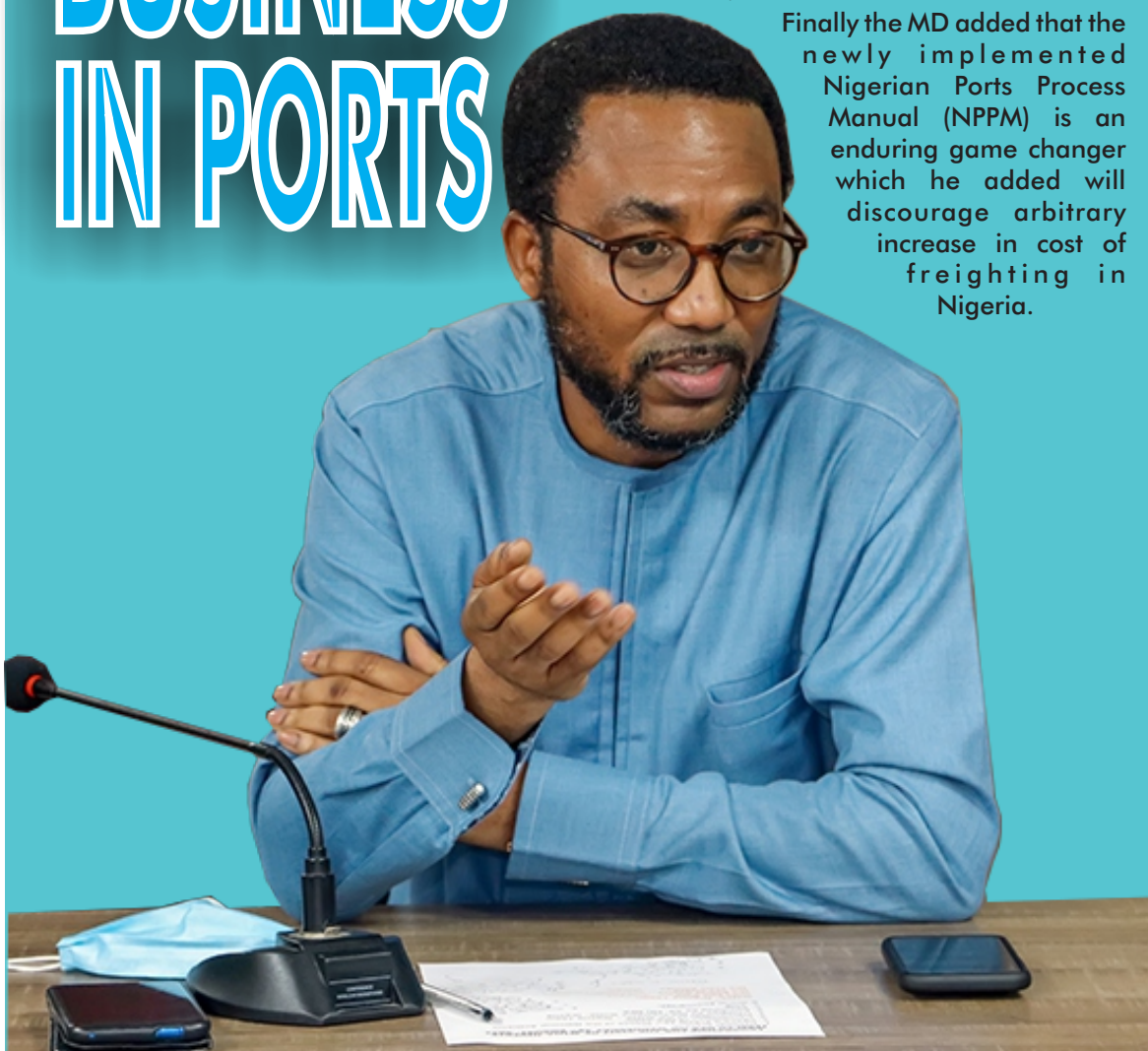
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HAS THE 13TH MONTH PAY EVER  
HELPED YOU OR YOUR FRIEND  
TO RELIEVE SOME OF YOUR OR  
THEIR END OF YEAR NEEDS?

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K o

In it's bid to reposition the Nigerian Ports Authority, the management has pledged her sincerity and support in the ongoing collaborative efforts with sister government agencies to ensure a reduction in the cost of doing business at the Terminals in order to align with Federal Government policy on the Ease Of Doing Business. This much was disclosed in the Acting Managing Director's, Mohammed Bello ko speech as documented in this edition.

In furtherance to the interview with the Port Manager of the LPC Mrs Olufunmilayo Olotu which ran in the last edition, the second part of this very interesting interview is available on the One-On-One page of this edition.

On the Health and Safety page, we came up with a few questions to task our readers and allow them to exercise their brain in related safety and sundry issues.

As a result of the recent resurgence of the Omicron variant of the Coronavirus, the Poetry section delved into the seemingly mythical power of the virus appreciating the efforts of Medical Personnel and assuring that there is hope for humanity.

The usual regulars are also included.

**'Sola Adesanwo**  
Editor

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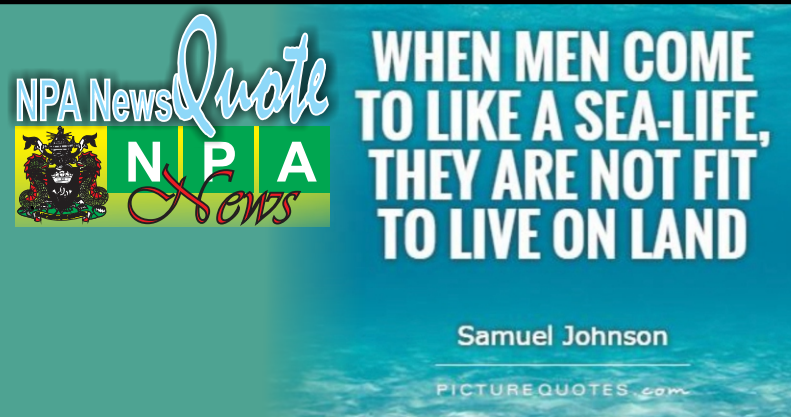
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Contributions are welcome from members of staff.

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



FROM THE  
**ARCHIVE**



**THE CHIEF OF STAFF SUPREME HEADQUARTERS MAJOR GENERAL SHEHU YAR'ADUA CUTTING THE TAPE TO DECLARE THE WARRI PORT COMPLEX, IN 1978 WHILE THE MID-WEST MILITARY GOVERNOR BRIGADIER A. WAZIRI AND OTHERS LOOK ON.**



Continued from last edition.

**W**hat would you like to be remembered for as Port Manager of two ports by the time you will move up to higher responsibilities.

I want to be remembered as a female Port Manager that believed in the remembrance of the labours of our heroes' past. I cannot tell you the number of former Port Managers that we have engaged here, "brought them let them come and talk to us, even when we have in-house training, we let them be the ones that will speak to us". The first female Port Manager in the whole of West Africa was from Nigerian Ports Authority appointed for Calabar, Princess Angel Bassey, and I made several efforts while at Calabar to meet her, I could not. When I came here, I shared that vision with my Head of C&SC here.

Unfortunately, by the time we were preparing for the visit, she died. However, if they did not do it right, maybe I wouldn't be on this seat.

**There's no doubt you are a role model for women in the NPA, so how would you like to advise upcoming female professionals?**

Thank you! I want to be remembered as a Port Manager that went out of her way to mentor upcoming officers and upcoming youths. When you come across me either as a student on IT, a youth corper or as a young newly recruited officer, I engage you one-on-one. So what would be my advice? I would give the advice that my late father gave to me; "Let your work speak for you such that even if they do not like your face, the quality of your work will keep them looking for you". My dad told me that, it stuck here (touched her head) I have never forgotten and it is following me everywhere I have gone.

I heard a quote over the weekend, "if you are too big to follow, you will be too small to lead". I am leading as Port Manager but I also have leaders as AGM's, as General Managers, as Executive Directors, as Managing Directors, how do I relate with them? So work on your mind set but any little thing they give you to do, give it your best, people are watching. In public service, nothing is hidden and nothing is forgotten. Payday will always come.

"I was raised partially in Alagomeji, but I was groomed in Oshodi. Irrespective of your background, you can attain any height you want. The Deputy Vice Chairman of the only Indigenous Terminal is a woman and she is even the President of STOAN (Ships Owners and Terminals Association of Nigeria). If you go to APMT, we have female crane operators, crane lifting the boxes, we have female pilots now so there are no limitations whatsoever and if you choose to make us Port Managers, God helping us, we would deliver. The first female Managing Director Hadiza Bala Usman, is also from here.

I talk authoritatively not because I am cramming, no, but because I have made myself available when it matters. You cannot say bottom power for me, in any case the person who appointed me Port Manager happens to be a woman. She is not here now, the person who took over, retained me, it is a message. So when you put in your best, believe you me, you will shatter glass ceilings. There are no barriers where I am concerned and I am open to learning. I am still learning. Sincerely, we all have opportunities and we are expected to make the best out of those opportunities. It is about making an impact, leaving footprints.

**"TO SHATTER GLASS  
CEILINGS, WOMEN  
SHOULD PUT IN  
THEIR VERY BEST"**

**- OLUFUNMILAYO OLOTU, PM LPC**

**You have told us so many things thus far and we are indeed excited and inspired but what would you say is the underlining factor in all these things? What is your philosophy of life?**

I am going to go scriptural now. I think it is Proverbs 29, "Seest thou a man diligent in his works, he would stand before kings and not ordinary men." It is a guiding principle. I cannot remove the God factor in everything I have told you so far, I cannot remove it. Have there been challenges? Of course yes. There have been challenges; operational challenges, personal challenges, emotional challenges, the risk factor like I have mentioned earlier on. But in all of this, maybe they say Africans we always talk, God! God! God! but I feel for me, I cannot remove it. So if you ask me over and over again, what drives me? what propels me to do everything I am doing, not for the sake of whatever, even here I must acknowledge him (lifts up her bible), I must, it is here, not for decoration. I come in the morning, I look at my time. When did I close yesterday. When did I come in today? I must communicate with my creator and what is he asking me to do? Work for your bosses as if they are standing next to you. What we often say is eye service, the boss is here, everybody is, but I work on the mandate and the dictate of the golden principle, "Love God, love your fellow man".

**Thank you very much ma, we have come to the end of this interview. We appreciate you for your time this morning and God bless you ma.**

I must praise you for the NPA News Online, I didn't start reading when the management made it compulsory to read. I have always been on them even when I was at Marina. Akosile would send me the link and once I read, my policy is, if you have not heard from me, I have not read it. the moment I read, I must pass a comment.



# 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 with 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 scene at  
great danger  
Some suffered deadly fangs  
As they fought with bare hands.

Laboratory doors swing ad-  
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.

Extract from : MUSINGS OF A  
QUESTER

# SERIALIZATION FOR INSIGHT

## HEALTH & WELL-BEING SALARIES AND ALLOWANCES

**D**efinition

Salary consists of the rate of pay for the appointment held apart from any allowance, overtime or special additional payments. On appointment, the total emoluments (salary and allowances) will be paid from the date the employee first reports to the Authority to assume duty on pro-rata basis.

### Payment of Salaries and Allowances

Salaries and allowances shall be paid monthly to all employees in the Authority if they have not defaulted in attendance or debarred by reason of disciplinary action. Salaries and allowances will be paid to the account of the employees at any bank of their choice in Nigeria. Employees will be required to make their own arrangements for the transfer or remittance and allotments.

Any number of hours worked by an employee within the grade levels JSS4-SSS1 over and above the normal hours of work (eight (8) hours a day and forty (40) hours a week) shall be adequately compensated (overtime payment) in accordance with the rate applicable in the Authority and in line with the Authority's regulation on overtime.

### Increment

Employees shall be eligible for annual increment as specified in the financial guide subject to satisfactory work and conduct. Satisfactory work shall be defined as the attainment of a minimum performance rating of B (i.e. performance appraisal score of between 50% and 69%).

Employees who have been stagnated on a grade due to limited vacancy (i.e. employees who are eligible for promotion in line with section 03.01 but could not be promoted because of limited vacancy) shall be entitled to 50% of the incremental rate of the next grade level for every year of stagnation.

When an employee has earned a letter of warning with deferment of increment during an increment-earning period, he shall forfeit his increment for the period stated therein.

### Incremental Date

Employees shall be awarded increment as specified in the financial guide subject to satisfactory work and conduct on the 1<sup>st</sup> day of January every year.

Where an employee has reached the maximum

incremental steps on a particular grade, the extra number of years spent on that grade and step shall be taken into consideration in determining his appropriate placement in the next grade on promotion.

### Responsibility Allowance

An employee of the Authority who has been assigned to cover the duties of a higher Post from JSS1 and above or equivalent for a period not less than 10 working days for Staff and 15 working days for Officers shall be paid responsibility allowance at the rate applicable in the Authority.

### Relief Duty Allowance

An employee on relief duty outside his station shall be entitled to relief duty allowance at the rate applicable in the Authority.

### Estacode Allowance

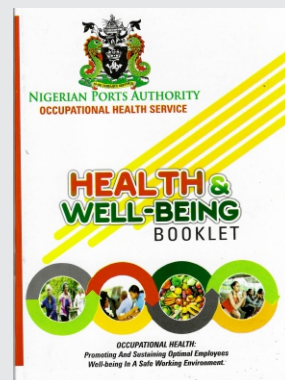
An employee on authorized duty on behalf of the Authority outside Nigeria will be entitled to estacode and local transport allowances at the rate applicable in the Authority.

### Allowance in Lieu of Hotel Accommodation

An employee on transfer or a newly recruited employee shall be entitled to an allowance in lieu of hotel accommodation. The rate shall be as applicable in the financial guide.

An employee on transfer/newly recruited who opts to stay in a hotel shall not be entitled to allowance in lieu of hotel accommodation. He shall be entitled to a stay in the hotel for the first twenty-eight (28) days with meals and an additional twenty-eight (28) days without meals. Any subsequent stay beyond the fifty-six (56) days shall be at the expense of the employee.

To be continued next edition.





# Health and Safety

## SAFETY QUIZ



**Here are some questions to check your understanding of Safety. Try to answer and at the end check your score %**

1. Who is responsible for signing a Company Safety Policy?

- A.** Site Manager **B.** Company Safety Officer  
**C.** Company Secretary **D.** Managing Director

2. Which one of the following must be in a Company's written Health and Safety Policy?

- A.** Aims and Objectives of the Company **B.** Organisation and arrangements in force for carrying out Health and Safety Policy  
**C.** Name of the Health and Safety Adviser **D.** Company Director's home address

3. The Health and Safety at Work Act requires employers to provide what for the employees?

- A.** Adequate rest periods **B.** Payment for work done  
**C.** A safe place to work **D.** Suitable transport to work

4. Which of the following statement is correct?

- A.** The duty for health and safety falls only on the Employer **B.** All Employees must take reasonable care, not only to protect themselves but also their colleagues  
**C.** Employees have no responsibility for health and safety on site **D.** Only Client is responsible for safety at site

5. Which of the following is correct for Risk assessment

- A.** It is good ideas but not essential **B.** Only the required to be done for hazardous work **C.** Must always be done **D.** Only required on major jobs

6. What is Hazard?

- A.** Where accident is likely to happen **B.** An accident waiting to happen  
**C.** Something with the potential to cause harm **D.** The likelihood of something going wrong

7. Why should regular inspections of the workplace take place?

**A.** To check whether the working environment is safe

**B.** To check that all employees are present

**C.** To check that everyone is doing their job

**D.** To prepare for the visit from an HSE Inspector

8. How can you help to prevent accidents?

- A.** Don't report them **B.** Know how to get help quickly  
**C.** Report any unsafe conditions **D.** Know where the first aid kit is kept

9. Before performing manual lifting, what is the first thing you should do?

- A.** Check the headroom **B.** Weigh the article  
**C.** Assess the whole task **D.** Kick it to see if it is stable

10. Which one of the following should you do if you witness a serious accident in the workplace?

- A.** Pretend you saw nothing **B.** Say nothing in case you get in trouble **C.** Discuss what to do with your workmates  
**D.** Tell your Supervisor what you saw happened

11. Under which of the following circumstances must injury accidents be reported?

- A.** Only if you break a bone **B.** Only if you have time off work  
**C.** Any time they occur **D.** Only if you need to go to hospital

12. What is the aim of carrying out an Accident investigation?

- To determine the cause(s) and prevent similar accident **B.** To establish what injuries were sustained **C.** To find out who is at fault **D.** To establish the cost of any damage incurred

13. Why is it important to report 'Near Misses' accidents to your Employer?

- A.** It's the Law **B.** To make the figures look good **C.** So lessons can be learned, preventing an accident next time **D.** So that someone can be discipline

14. Can you opt out of wearing Personal Protective Equipment (PPE)?

- A.** Yes, by informing the Site Supervisor **B.** An accident waiting to happen

**C.** Yes, by working officially to your employer **D.** Yes, if it is uncomfortable

15. When must you wear all PPE provided by your Employer?

- A.** An instructed by your Employer **B.** Only if it fits  
**C.** When you want to **D.** Only when you need it

16. An emergency route(s) must be provided on workplace to ensure

- A.** Safe passage to the open air **B.** Safe passage to the rest areas  
**C.** Safe passage to a secure place of safety **D.** Safe passage to the ground height

17. What should you do if you hear a Fire Alarm?

- A.** Ignore it because it might be someone playing around **B.** Leave work for the day  
**C.** Evacuate the premises to a designated place of safety **D.** Go towards the sound to find out what is going on

18. What action should you take if you discover a fire in the workplace?

- A.** Leave it because you will get blame **B.** Raise an Alarm  
**C.** Carry on working if it safe to do so **D.** Extinguish the fire without raising Alarm

19. What is the purpose of using a "Permit to Work (PTW)" System?

- A.** To ensure the job is carried out by the quickest method **B.** to help ensure a safe system of work **C.** To ensure that the Client will pay for the work

**D.** to enable tools and equipment to be properly checked before the commencement of work

20. When working alone

- A.** Make sure someone responsible knows where you are **B.** You can do away with protective equipment **C.** Don't bother anyone if you have a problem, always sort it out yourself **D.** Wear headphone; it makes the day go more joyfully

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

Check for interpretation on page 6

# WORK HOUR RELAXATION

## VOX-POP

HAS THE 13TH MONTH PAY EVER HELPED YOU OR YOUR (FRIEND) TO RELIEVE SOME OF YOUR OR (THEIR) END OF YEAR NEEDS?

**I**t has actually helped me in the area of paying my children school fees. We know how difficult it is to pay bills in January, especially after the festive period.



**Kienka Clifford**  
RIVERS PORT

**I**t is helpful. It enables me to meet up with the extra financial demands both from my family and others. This gesture in the spirit of the festive season do put smile on the faces of the people around me. COMPLIMENTS OF THE SEASON!



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



**Obazu Godfrey**  
ENGR. DEPT. DELTA PORT. DELTA

**T**he 13th month's salary is usually paid on the month of December every year. It has helped me in many ways, because as a Christian that December month is loaded with many bills to settle. Therefore 13th month's salary always comes as a liberator.



**Itodo Ekatu Silas**  
ENGINEERING , HQ

**P**roductivity Allowance as it is referred helps in no small measures in cushioning effects of teaming expectations during the holiday season.

-Family members, friends, colleagues and associates expect gifts both in items and cash to celebrate the Yuletide season.

-The allowance amenable staff meet up with those expectations.

- It helps in payment of school fees for parents in the coming term.

-It also help keeps the staff afloat over the long month of January of the preceding year.

**W**ith regards to 13th month pay, it helps me in settling my children school fees every second term of the year and also to buy some food items for New Year celebration



**Hamza K Aliyu**  
T&B, CALABAR PORT

**I** write to testify that it has helped and would help some more of reviewed. The 13th month pay help and ease some expenditures during the festival season. It gives me the avenue to reach out to people generally, friends and family.

It is an avenue to show love and relieve the pressure from the beginning of the year, a way to put food on people's table and an avenue to make them smile.

I say the 13th month pay goes a long way yet I would say it can go a longer way. Long live the Nigerian Port Authority.



**Olatunde Oluwatosin**  
AUDIT, HEADQUARTERS

Continued from PAGE 5

### Health and Safety

1	2	3	4	5	6	7	8	9	10
D	B	C	B	C	C	A	C	C	D
11	12	13	14	15	16	17	18	19	20
C	A	C	C	A	C	C	B	B	A

1/20	2/20	3/20	4/20	5/20	6/20	7/20	8/20	9/20	10/20
5%	10%	15%	20%	25%	30%	35%	40%	45%	50%
11/20	12/20	13/20	14/20	15/20	16/20	17/20	18/20	19/20	20/20
55%	60%	65%	70%	75%	80%	85%	90%	95%	100%

#### % INTERPRETATION

80% and Above: Excellent Safety Knowledge  
70% - 80%: Very Good Safety Knowledge  
60% - 70%: Good Safety Knowledge  
50% - 60%: Average Safety Knowledge  
40% - 50%: Fair Safety Knowledge  
40% and below: Poor Safety Knowledge





**Abubakar Garba Umar**  
GM T&B  
30th December



**Charles Okaga**  
TA to MD (M&O) HQ.  
4th December.



**Benjamin Swam Sidi**  
Training Dept. LPC.  
11th December



**Engr. Okey Ezenwa**  
Safety Dept. HQ.  
16th December



**Anthonia Uchegbulem**  
Pollution Dept. HQ.  
21st December



**Sola Ayodele Ajamolaya**  
Security Dept,  
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12th December



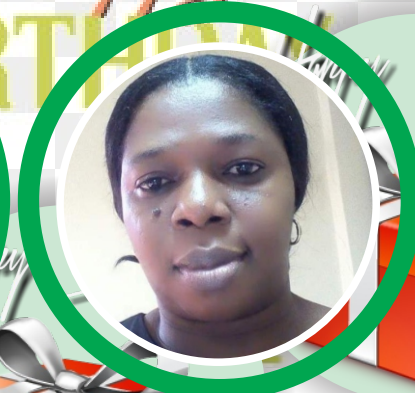
**Olubiye Omidiji**  
C & SC Division HQ.  
17th December



**Nneamaka Isabela Agim**  
Security Dept., Calabar Port  
13th December



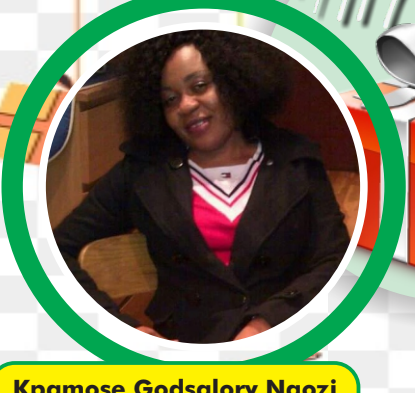
**Abidemi Agboola**  
C&SC Div., HQ.  
18th December



**Ijeoma Nwosu**  
Stores Dept., LPC.  
15th December



**Mercy Gaiya**  
Corp. & Strat. Plan. Dept,  
HQ, Marina - Lagos.  
1st December



**Kpamose Godsglory Ngozi**  
Library HQ, Marina - Lagos.  
2nd December



**Beatrice Sidi**  
Employee & Labour Relations Dept. HQ  
17th Dec.



**Kabir Abubakar**  
Finance. HQ.  
31st December



**Caroline Enuneku**  
Sec. Audit Dept. HQ  
15th December



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