



NPA

News

Monthly Online Newsletter of the Nigerian Ports Authority

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BELLO KOKO

APPLAUDS APM TERMINALS FOR RAISING THE STANDARDS OF PORT OPERATIONS

Mohammed Bello-Koko, Managing Director NPA has commended APM Terminals for raising the standards of Port Operations in the country and for adding immense value to the system through the new digitised administrative building.

The MD expressed gratitude to the Terminal Operator for paying attention to exports, particularly now that the Federal Government has diversified by focusing on growing the non-oil and agro-business sectors which will eventually bring about sustainability, economic growth and sovereign independence.

Koko added that this development is a step in the right direction which also encourages the private sector to invest in export logistics, support businesses and export financing.

The Country's Managing Director of APM Terminals, Klaus Laursen, had said that the aim was to make APM Terminals Apapa a better trade and logistics zone.

"We just have to be better and improve everyday by investing in our people and infrastructure to have a smarter and digitised business that serves the need of our customers and country at large", He added.

IN THIS EDITION

ONE-ON-ONE

DOCUMENTATION IN PROCUREMENT COMES WITH GREAT RISK - MOHAMMED SHEHU, GM PROCUREMENT

- Pg. 3

SERIALIZATION FOR INSIGHT:
CONTRIBUTIVE PENSION SCHEME

- Pg. 4

HEALTH AND SAFETY:

15 SIMPLE PERSONAL SAFETY AND SECURITY TIPS TO KEEP IN MIND EVERYDAY

- Pg. 5

VOX POP:

FG JUST RAISED RETIREMENT AGE FOR TEACHERS TO 65 YEARS OF AGE OR 40 YEARS IN SERVICE. DO YOU THINK THE GOVERNMENT SHOULD EXTEND THIS GESTURE TO OTHER CIVIL SERVANTS OF THE STATUS QUO SHOULD REMAIN?

- Pg. 6



The Managing Director of NPA Mohammed Bello Koko has applauded the management of the APM Terminals for taking the initiative to lead efforts to raise standards in the port industry, this is outlined in this edition.

Also, inside is, The General Manager Procurement Mohammed Shehu who was recently transferred from the Tarrif and Billing Division gave an insight into how documentation is the core essence of the activities of Procurement Division.

On Serialization this month is a very vital part in the life of every civil servant, contributory pension scheme was analyzed forthwith.

Also included are your usual regulars.

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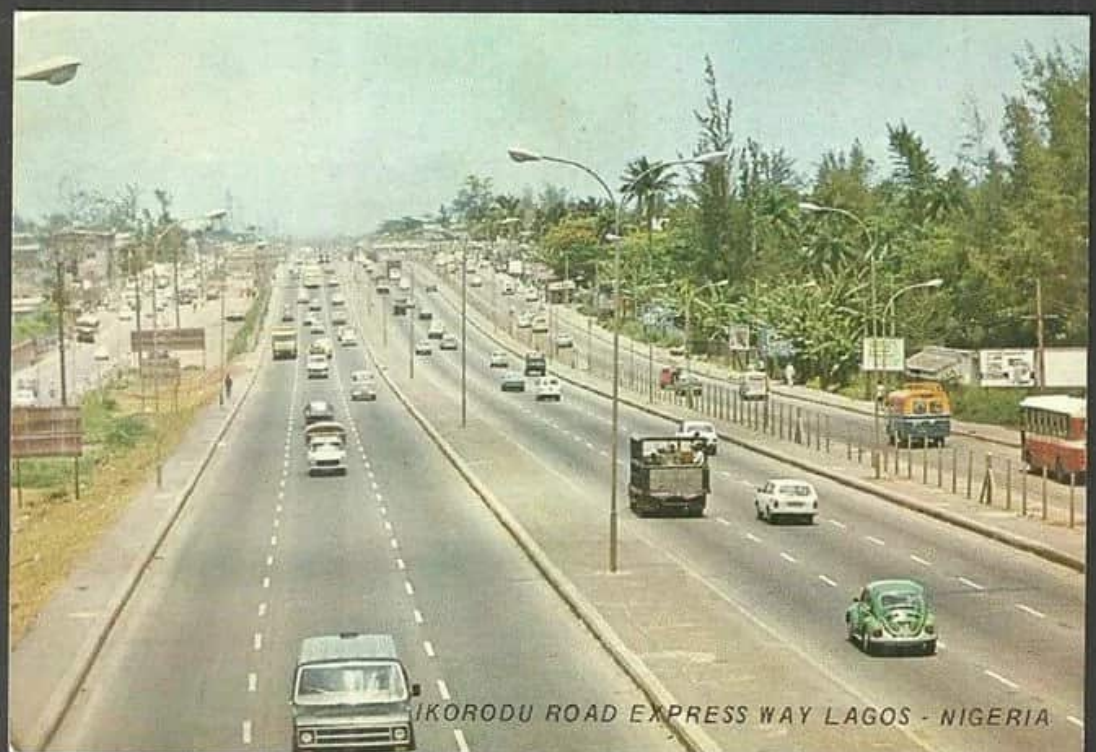
Contributions are welcome from members of staff.
You can send high resolution photographs of your social events like birthdays, marriages, burials, etc.



OUR VISION: TO BE THE MARITIME LOGISTICS HUB FOR SUSTAINABLE PORT SERVICES IN AFRICA



FROM THE
ARCHIVE



IKORODU ROAD EXPRESS WAY LAGOS - NIGERIA

This old picture of Nigeria shows the Ikorodu expressway, Lagos in the 1970s.

DOCUMENTATION IN PROCUREMENT COMES WITH GREAT RISK

- MOHAMMED SHEHU, GM PROCUREMENT

We would like to know you.

My name is Mohammed Shehu. I am the General Manager Procurement, formerly of the Tariff and Billing Division.

Kindly give us a short brief on what the Procurement department is all about?

Procurement as it is, is quite interesting but the truth of the matter is the risk involved is very high in terms of documentation. Procurement is actually about documentation, once you are getting the documentations right, every other thing will fall into place. The only fear is that you will find yourself visiting ICPC, EFCC on some issues that are very minor.

Would you say that you have the manpower to discharge this duty?

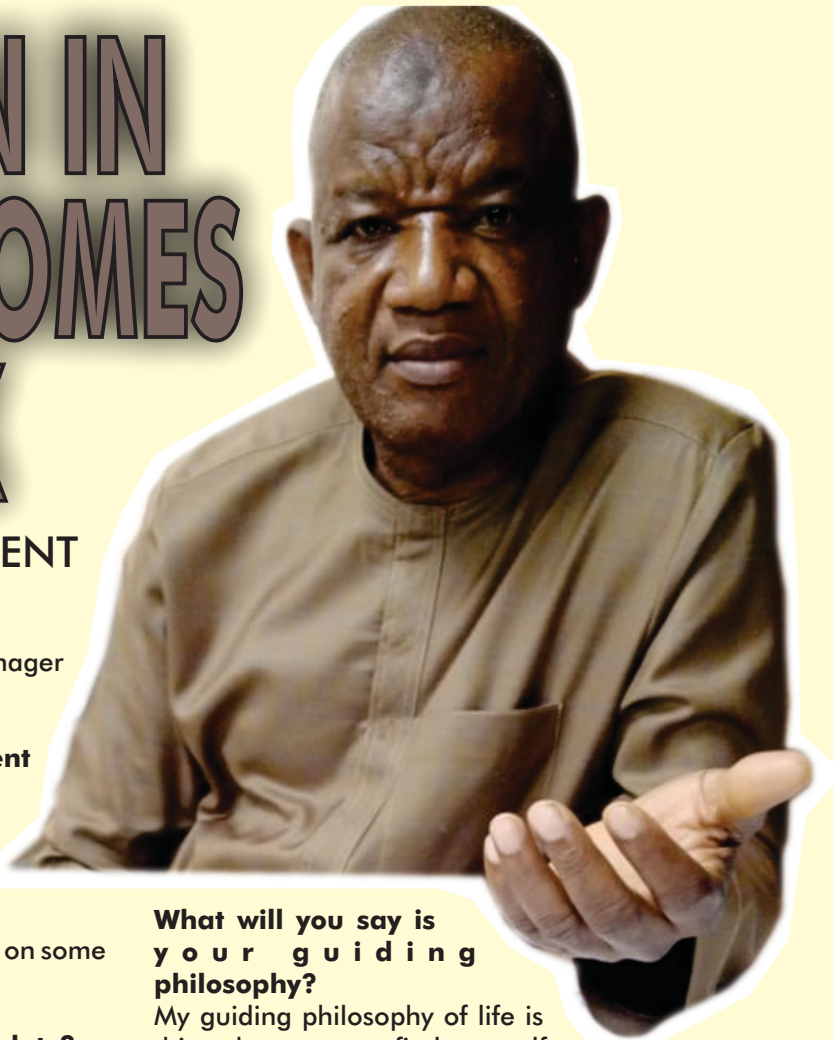
The people I have at the moment are more than capable. Most of them are so experienced on the job, quite a number of them have spent between 25-30 years on this job doing the same thing and of course you should expect the best from them. Also, management is not relenting in training.

What is your opinion about Tariff and Billing Division, your former office?

First and foremost, Tariff and Billing is essentially about revenue generation and collection. The vision here is to ensure that bills are raised properly and error free and then optimize the ration and collection of revenue for the Authority and by extension the federal government.

You have told us about the calibre of professionals that you have, what would be your advice to upcoming professionals?

You see, most young ones when they come in, their focus is not on the job that is what I have come to realize. So what I would advise is that people should try as much as possible to be committed to the job, understand the job first. You can only make impact if you know what you are doing but quite a number of them are not interested. It also depends on their immediate supervisors, there are people who think this knowledge is theirs and it is personal to them but I keep on telling them, once you leave this place it is no longer useful to you. I also try to tell our colleagues and friends, impact on these younger ones because one day you will leave this place and you will not be happy, a place you stayed for 20 – 30 years, after leaving they will say "Ah! These people have gone with the job". It is not really the best.



What will you say is your guiding philosophy?

My guiding philosophy of life is this, wherever you find yourself, put in your best and impact the people around you, let them be your family members, relate to them as your family because if you say, "because I'm the boss, I will do this and I won't do this", whoever comes to you with any problem, be it official or personal, let the problem become yours, once it becomes yours and you own it, the person would put in his best. But if you say, "it's his problem, he should go and sort it out" that's not leadership. We should also realize that people, no matter what they do, the way they are is the way they are, so you have to devise a means of managing them.

On a final note, what would you love to include in this interview?

Management is also doing very well in terms of training and motivation but the issue is this; inflation is on the increase; most people find it very difficult to fend for their families. In that regards management should look inwards, probably either increasing salaries, allowances for people to be more committed. By so doing, it will also eliminate a lot of wastages and loopholes for people to embezzle funds. Temptation will be completely eradicated if you do that.

POETRY

with 'Sola Adesanwo

LETTER FROM CALABAR

(for Messrs G. I. Suku,
D. J. Kato and J.
Hungbo)

This Morning,
early this morning
I stared at my mirror
rather than mine
I saw your glistening
faces
heard melodies of your
nightingale voices.

Disturbed, splintered I
my mirror
questioned my soul
Which claimed relation
with your souls
that we are offspring
of the same father,
residents
in the world of form
reared under the same
roof.

Then I saw the hidden
semblances
O Brothers!
when shall we
converge
so that these souls-
our souls shall sing
in the dialect of bards
Until then
my pen yawns for
sleep,
I remain yours.

Extract from MUSINGS OF A QUESTER

SERIALIZATION FOR INSIGHT

CONTRIBUTIVE PENSION SCHEME

There shall be established, a contributory pension Scheme for payment of pension to employees upon retirement in line with the Pension Reform Act 2014. The Scheme shall apply to all employees of the Authority (except employees on contract appointment). Retirement Savings Account (RSA)
Every employee shall open and maintain a retirement savings account in his name with any pension fund administrator of his choice.

Pension Fund Administrator

Every employee shall be required to nominate a pension fund administrator approved by the National Pension Commission and communicate same to the Authority.

Pension Fund Contribution

The Employer:

The Authority shall contribute (a specified rate of the employee's salary and allowances) to the employee's retirement savings account on a monthly basis.

The Employee:

The employee shall contribute a specified rate, which shall be deducted from his monthly salary and allowances, and paid into his retirement savings account.

Remittance of Contribution

The Authority shall remit all contributions (employer and employee) into the employee's retirement savings account with the Pension Fund Administrator of his choice.



NIGERIAN PORTS AUTHORITY

**CONDITIONS
of
SERVICE**

JULY, 2018

Health and Safety



15 SIMPLE PERSONAL SAFETY AND SECURITY TIPS TO KEEP IN MIND EVERYDAY



According to Merriam-Webster, the primary definition of safety is, "the condition of being free from harm or risk." This is essentially the same as the primary definition of security, which is, "the quality or state of being free from danger." However, another definition for security is, "measures taken to guard".

The other notable difference between security and safety is that security is the protection against deliberate threats while safety is the aspect of being secure against unintended threats.

Living in the safest of worlds is always better to prevent than cure but how do you daily keep in mind safety?

1. **Always be engaged in situation awareness** – meaning to keep attention at everything around you, from cars, to buildings, to people.
2. **Don't work with both earbuds in your ears listening to music in the street** – you should be attentive to cars and people and vigilant to anything approaching you.
3. **Walk with your head straight and look at people on the street and your surroundings** – you will be less likely taken by surprise.
4. **Keep your head up at all times and don't text while walking.** Also limit your phone conversations while you are walking so you'd be less distracted.
5. **Avoid suspicious or dangerous areas at night or** at least have a company while crossing such areas.
6. **Keep your car doors locked in case you have a purse, briefcase or valuables placed on the passenger's seat;** in fact, it is better to drive with your doors locked even if you don't have anything of value in the car.
7. **Always keep your family and friends informed whenever you travel;** write the text messages, send photos or call them so they know you are alright at all times.
8. **Be aware of pickpockets in crowded buses or subways;** keep the bag as close to you as possible, fully closed and secured.
9. **Be aware of all the exit routes in your office, the cinema, the mall and all other places you frequent;** you may think that nothing can happen to you, but it's better to be alert and have in mind more than one way out in case of fire or other danger.
10. **Don't walk in elevator with another person if you don't feel comfortable with that person,** you can wait for the next elevator or take the stairs.
11. **Turn and go in an opposite direction or enter a store / retreat to a public place if stranger in a car approaches you or offers to give you a ride somewhere.**
12. **Close and secure your front door and windows at night** even if you live in a safe neighbourhood or high floor flat – burglars are more creative than you imagine.
13. **Be especially vigilant of people** who try to gain access to your home who might be posing as utility company personnel.
14. **Limit the amount of duplicates and access of your keys** and keypad passwords and never ever hide keys outside. If you absolutely have to, don't hide them all in the same place.
15. This goes without saying, it's better to repeat it; **be very careful at the ATM,** don't approach the machine if you see people just hovering around the ATM and never count your money in public.

- info@redpanicbutton.com

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

WORK HOUR RELAXATION

VOX-POP

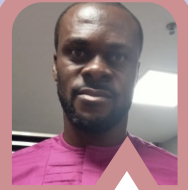
FG JUST RAISED RETIREMENT AGE FOR TEACHERS TO 65 YEARS OR 40 YEARS IN SERVICE. DO YOU THINK THE GOVERNMENT SHOULD EXTEND THIS GESTURE TO OTHERS CIVIL SERVANT OR WHY DO YOU THINK THE STATUS QUP SHOULD REMAIN?

I do believe that the retirement age for other Federal Civil Servants should remain at 60 years or 35 years in service, we need a vibrant and youthful workforce, one that can cope with the vigorous task of the job at hand and commuting to and from their workplaces. The workforce is being over stretched with little or no replacement of the dwindling workforce.



IGERE ERIC O.
SECURITY, HQ

In the instance where someone join the civil servant at a very young age, I believe the individual's working years should be fully utilized because he still has experience and energy to serve better and still being productive. For staff that are contributing to their pension, the extension will enable them save up money in preparation for life as a pensioner.



Nwosu Henry
Audit, HQ

To me, it's not a good policy, considering the unemployment and underemployment situation in the country. The policy should not only be reversed, the retiring age and service should be reduce to 55 and 30 respectively, so that those who are retiring can be replaced by the teeming unemployed youths.



OBAZU GODFREY
ENGR. DELTA PORT.

When a devoted teachers get to the age of 60, his/her outputs effectiveness and productivity diminish. Its better to employ young graduate and continually train and exposed them to the demand of society than retaining a director.



SUBAIR ADEBAYO
CSC, HQ

OLATUNDE OLUWATOSIN
AUDIT, HQ

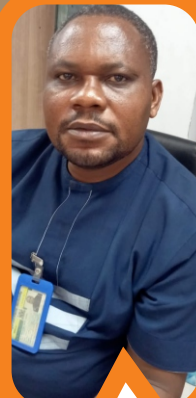
I strongly believe the gesture should be extended to other civil servants for the following reasons; It makes all workers balance on the same value; There won't be space for discrimination; Teachers impact so as the civil servants, they have the same lifeline; Tendency there will be favouritism more to the teachers because they are retiring at 65 years; Civil servants would want to be remembered for their jobs as well as the teachers crave for it.



I am not in support of Government to Extend this kind gesture to other Civil Servants, considering the Teachers are the backbone of every society, they are playing a key role in educational sector, and they deserves to be motivated more than other public servants.



HAMZA ALIYU K.
T&B, CALABAR PORT COMPLEX



UKWELLA LUCKY
AUDIT, HQ

Yes I strongly agree that it should be added due to the fact that they both help, build and boost the country. The Teachers help build the country by teaching whereby the civil servant do the actualization and facilitation of the work.

The civil servant would feel cheated or if not been giving the same opportunity as the Teacher because both parties are under the government. Once they retire early the have the tendency of dieting early rather make both retire at the same time.





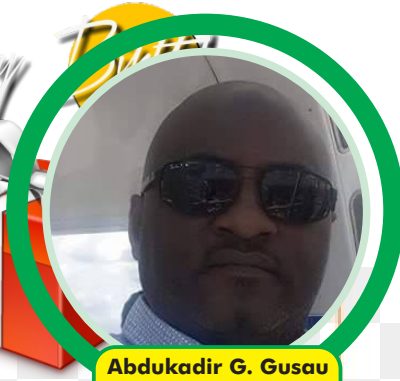
Binta M. Abubakar
6th April
Training Dept. LPC



Kachollom Lar
30th April
Finance Dept. Rivers Port, PH



Maxwell Iloegbunam
1st April
Legal Dept. LPC



Abdukadir G. Gusau
15th April
London Rep.



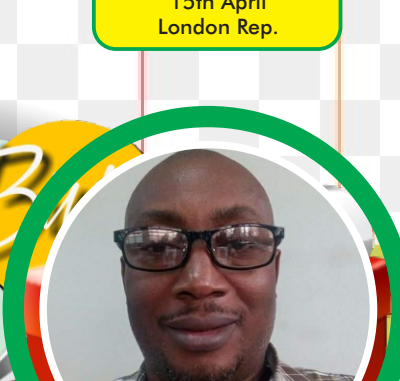
Mbah Eunice
11th April
C&SC. HQ



Chinedu Agu
19th April
Admin Div., HQ



Omolola Amusa
14th April
C&SC. HQ



Friday Eze
21st April
C&SC. HQ



Dahunsi Isiaka Adeolu
29th April
Audit Dept. HQ



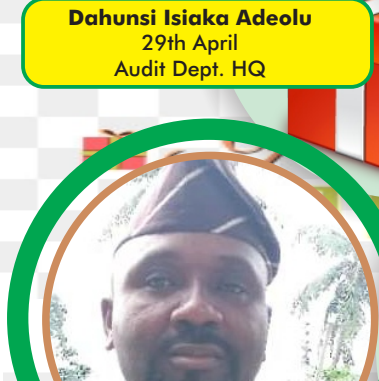
Agatha Igwebuikwe
8th April
C&SP Dept. HQ,



Bukola Awoniyi
30th April
C&SP, Dept. HQ



Nwachukwu Okoroafor
16th April
C&SC, Rivers Port



Adesina Adesanya
19th April
Audit Dept. LPC.



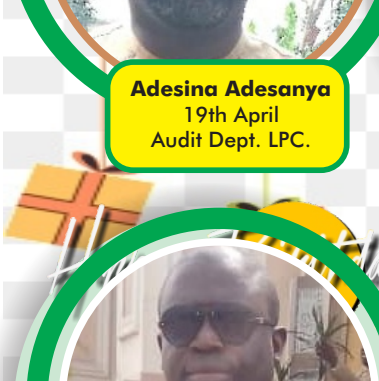
Emenneh Sylvia
20th April
HR Dept. LPC.



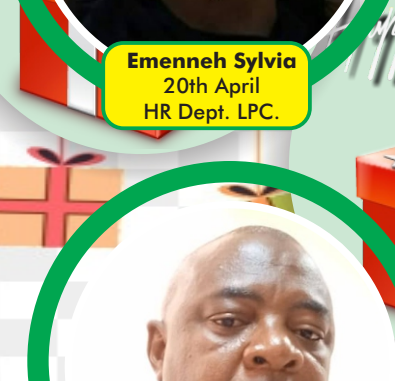
Eze Richard Nkwocha
14th April
C&SC Dept. L^{PC}



Hadiza Usman
11th April
C&SC. Abuja Liaison Office



Austin Bolobolo
14th April
Rivers Port, PH



Attah Timothy
12th April
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Ekobe Lucy
14th April
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Jane .U Eke
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NIGERIAN PORTS AUTHORITY

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for **sustainable Port Services**
in **Africa**



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