



# NPA

## News

## MANAGEMENT COMMENDS LAGOS PORT COMPLEX OVER WORKERS' PERFORMANCE INCENTIVES



**M**anaging Director of the Nigerian Ports Authority, Mohammed Bello Koko has commended the Lagos Port Complex (LPC) Apapa management led by the Port Manager, Charles Okaga for providing a platform to recognise the performance of employees to boost the morale and efficiency of its workforce.

Bello Koko represented by the Executive Director, Marine and Operations, Hon. Onari Brown took out time to shower encomiums on the staff, commending them for supporting the management team in its desire to enthrone a regime of efficiency, diligence and promptness at the workplace. Micheal Emmanuel, a senior Statistian with the Corporate and Strategic Planning Division was unveiled as the employee of the July- September 2023, maiden edition.

Our correspondents with the Division at LPC gathered that, the award was based on criteria such as, punctuality, dedication to duty, creativity and adherence to the established dress code among others.

The board and editorial crew congratulate Mr. Emmanuel for this feat.

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## THE EDITOR'S DESK

A MESSAGE FROM OUR EDITOR



**T**he management of NPA under the leadership of Bello Koko has once again reaffirmed its determination to enhance the morale of the workforce for improved productivity.

In pursuit of this goal, it recently organised health assessment and awareness programme for its workforce. The assessment programme, according to our crew, was to ascertain the present status of the workforce toward efficient service delivery.

We also cover Lagos Port Complex who recently boosted the morale of the workforce through the unveiling of an award platform for dedicated workers at its corridor, with Mr Micheal Emmanuel emerging the overall best winner at the maiden edition.



**Kingsley Ukabiala**  
Editor

All correspondence to be sent through: [npanews@nigerianports.gov.ng](mailto: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

### EDITORIAL

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“The desire to build a house is the tired wish of a man content thenceforward with a single anchorage. The desire to build a boat is the desire of youth, unwilling yet to accept the idea of a final resting place.”

Arthur Ransome

QUOTESTOOLBOX.COM

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



From the  
**ARCHIVES**



## PORT OF APAPA QUAYS GATE, 1959

A production of the Corporate and Strategic Communications Division Available on [www.nigerianports.gov.ng](http://www.nigerianports.gov.ng) and in emails of all officers/staff of NPA.





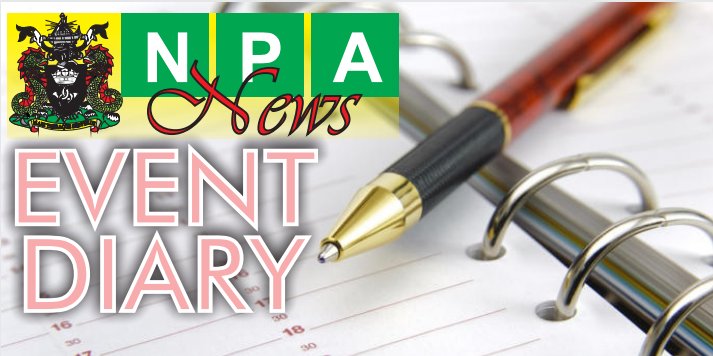
**P**rocrastination is the act of unnecessarily and voluntarily delaying or postponing something despite knowing that there will be [negative consequences](#) for doing so. It is a common human experience involving delays in everyday chores or even putting off important tasks such as attending an appointment, submitting a job report or academic assignment, or broaching a stressful issue with a partner.

#### The Impact of Procrastination

- Damage to reputation
- Distress from delaying
- Lack of respect from others
- Last minute anxiety
- Missed deadlines
- Missed opportunities
- Pressure on colleagues
- Pressure on self
- Sub-standard work

#### Some Tips on Dealing with Procrastination

- Aim to be proactive and a producer, not a procrastinator
- Avoid the action Illusion ("I'm busy,") do what needs to be done & not the peripherals
- Break each task down into smaller chunks and identify the deadline for each
- Identify your emotional barriers to getting started (too stressed, tired). Then imagine the outcome of NOT doing the task: i.e. more stress
- If a task is perceived as really tough or 'too big', just plan 30 minutes of concentrated effort on it to start with. When you spend any longer on work tasks than planned, record this and reward yourself.
- Keep physical: move; stand up, change position, go outside –anything to change your mood and make work 'brain-friendly.'
- Write tasks down.



#### MARITIME CUP 2023: KOKO MARINE RETAINS TROPHY

The Nigerian Ports Authority Football Team 'The Koko Marines' in Lagos recently retained the maritime cup of the 13<sup>th</sup> edition of Ships and Ports Maritime Cup competition, after defeating Nigeria Customs Service 5-4 aggregate on penalties in the final match of the 2023 edition of the tournament.

Koko Marines were too strong for their various opponents enroute the last game of the competition, having scored 11 goals all through without dropping a game.

15 teams took part in this year's edition of the tournament with Marines carting home the winner's prize money of N2million.

The epic final match was played at the Stable, Bode Thomas, Surulere, Lagos and witnessed a large crowd and supporters of each team.

The Management and entire crew of NPANews online heartily congratulate the team on its victory!!!

#### Celebrating AN ICON

JOSEPHINE MOLTOK (MRS)  
AS SHE RETIRES FROM SERVICE



The board and management of the NPANews online celebrate our Editor-In-Chief, Mrs. Josephine Moltok, as she statutorily retires from the services of the Nigerian Ports Authority.

Her intelligent and visionary leadership along with contributions to our monthly online publications will not be easily forgotten. We earnestly thank you for being part of the success story.

Congratulations Ma.

## TOWARDS A HEALTHY WORKFORCE MANAGEMENT ORGANISES WEEKLONG HEALTH AWARENESS PROGRAMME

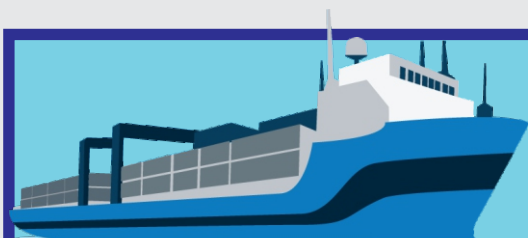
**T**he NPA Management in its efforts and determination to promote and achieve efficiency and quality service through a healthy workforce recently organised Healthy Wise Annual Health Assessment Programme.

The Annual Worker Health Assessment exercise organised for employees within the Authority is aimed at creating awareness on worker's wellbeing, evaluate Health status of employees based on healthy safety parameters and to enable employees know their present health status.

According to findings, the activity's timeframe is scheduled based on the staff strength at various NPA locations and which is planned to last 5weeks, but may be extended on need basis.

The Health Safety and Environment (HSE) Division also provided tips to the workforce tips on ways to keep fit, including, healthy eating, exercise, adequate rest/sleep, socialise and periodic health checks among others.

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



# MARITIME TERMS

Compiled by Albert Orem

**CONT. FROM LAST EDITION**

**bollard:** A line-securing device on a wharf around which mooring and berthing lines are fastened.

**bonded warehouse:** A building designated by U.S. Customs authorities for storage of goods without payment of duties to Customs until goods are removed.

**Box:** Slang term for a container.

**breakbulk cargo:** Non-containerized general cargo stored in boxes, bales, pallets or other units to be loaded onto or discharged from ships or other forms of transportation. (See also: **bulk** and **container**.) Examples include iron, steel, machinery, linerboard and woodpulp.

**bulk cargo:** Loose cargo (dry or liquid) that is loaded (shoveled, scooped, forked, mechanically conveyed or pumped) in volume directly into a ship's hold; e.g., grain, coal and oil.

**bulkhead:** A structure used to protect against shifting cargo and/or to separate the load.

**Buoys:** Floats that warn of hazards such as rocks or shallow ground, to help ships maneuver through unfamiliar harbors.

**cabotage:** Shipment of cargo between a nation's ports is also called coastwise trade. The U.S. and some other countries require such trade to be carried on domestic ships only.

**capacity:** The available space for, or ability to handle, freight.

**captive cargo port:** When most of a port's inbound cargoes are being shipped short distances and most of its export products come from nearby areas, the port is called a captive cargo port. (Contrast with a **transit port**.)

**CONT. NEXT EDITION**



# PATHWAYS TO VISA ACQUISITION

## UNITED KINGDOM (UK) HIGH COMMISSION VISA REQUIREMENTS CHECKLIST

**CONT. NEXT EDITION**

- Benedicta Onwuemene

### Additional Requirements According to Your Employment Status

You will need to submit extra documents according to your working status, as follows:

- **If you are employed:**
  - **A letter from your employer.** This letter should confirm your position at work, your salary and the length of employment.
- **If you are self-employed:**
  - **Business registration documents.** They should confirm the business owner's name and the date the business started trading.
- **If you are a student:**
  - **A letter from your education provider.** The letter should be confirming your enrolment and leave of absence.

Additional Requirements for Applicants Under the age of 18

Applicants under the age of 18 shall submit some additional documents including,

- **Birth Certificate**
- **Adoption paper** (if applicable)
- **If travelling unaccompanied or with someone other than a parent(s)**
  - A signed letter from the parent(s) confirming details of anyone accompanying the minor.
  - A copy of the parent(s) or legal guardian's biographical page of their passport.

### Documents to Present at the UK Port of Entry

At the UK Port of entry, you will need to show some documents to the border control police. If you are an EU/EEA national, you can use the EU/EEA channel to get your documents checked. You only need your ID or passport. Adults must accompany children from the age of 17 and under.

Non-EU/EEA nationals need the following documents when they show up at the UK Port of entry:

- **Valid Passport**
- **Visa (if applicable)**





Health

Safety



# BURNS SAFETY AT HOME

**W**hen it comes to Burn Safety at home, numerous ordinary items pose potential risk from bath water to hot food to electrical outlets to childhood burns. To prevent burns, consider implementing the following burn safety measures:

- **Reduce water temperature.** Set the water heater thermostat to below 120 F (48.9 C). Always test the water temperature before your child gets in the tub. Aim for bath water around 100 F (38 C).
- **Avoid hot spills.** Don't cook, drink, or carry hot beverages or soup while holding a child. Keep hot foods and liquids away from table and counter edges. Don't use tablecloths or placemats, which young children can pull down. When you're using the stove, use back burners and turn the handles of your pots and pans facing the rear of the stove. Avoid leaving food cooking on the stove unattended.

- **Establish "no" zones.** Block access to the stove and fireplace, and make space heaters and water heaters inaccessible.
- **Unplug irons.** Store heat-producing items like clothes irons, unplugged and out of reach.
- **Test food temperature.** Food or liquids warmed in a microwave might heat unevenly, please verify before consuming.
- **Choose a cool-water humidifier or vaporizer.** If you use a hot-steam vaporizer, keep it out of reach.
- **Address outlets and electrical cords.** Cover unused electrical outlets with safety caps. Inserting a fork, key, or other metal object into an outlet could result in an electrical burn.

Keep electrical cords and wires out of the way so children don't chew them. Replace damaged, brittle, or frayed electrical cords.



By Engr. Dafe T. S. Asst. Gen. Manager, Safety (Retired)

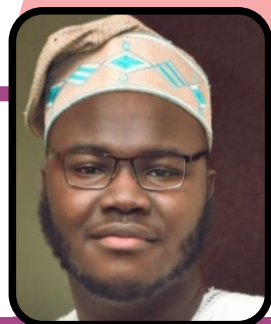
# WORK HOUR RELAXATION



**WHAT MEASURES WOULD YOU SUGGEST TO MANAGEMENT FOR ENHANCING IMPROVED PRODUCTIVITY OF A HEALTHY WORKFORCE?**

**I** feel the issues of training should be closely looked at, not just any training, but closely knitted to suit different jobs. Succession plans are vital in every department, staff who are about to retire should be monitored for proper and well documented handover to guide against leaving gaps when they leave the system.

**Ibrahim Mubarak Baba**  
Estate Department, Calabar

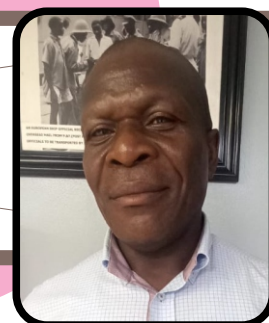


**P**roper integration of modern technology into day to day activities of the organisation will enhance and improve productivity. Enhancement of welfare packages for all categories of workers will go a long way to improve the worker's morale and boost productivity at work.

**Boboye Ogunbayo**  
Harbours, Warri, Delta Ports

**M**y humble suggestion is that worker's motivation will bring about enhanced productivity. Motivation can come through trainings, communication and an improved medical system can enhance the productivity of the workforce.

**John Diri Samuel**  
Admin, HQ



**S**etting achievable goals for employees helps motivate them and build confidence in their abilities, leading to increased productivity. Also, equipping employees with the necessary tools and technology allows them to perform their roles more effectively and contribute to a healthy workforce.

**Oluwalana Bosede Elizabeth**  
Lagos Port Complex, Accounts Department

**O**ffer of regular wellness programmes for employees will help their mental health. Avoidance of multitasking/overtasking of employees. Also, motivation is paramount to employees as it boosts their morale and enhance productivity.

**Adekunle Dada**  
HR Operations, Lagos Port Complex, Apapa



**T**he management of NPA is doing well towards an improved healthy workforce. However, I will suggest the management recruits more experienced Doctors, who can bring a higher level of expertise to our medical services.

**John Tuka James**  
HR MD's Correspondence, HQ





**Josephine Moltok**  
C&SC Division  
1st November



**Zainab Kwande**  
Servicom Div. HQ  
12<sup>th</sup> November



**Engr. Ferdinand Azi**  
Safety Dept. Calabar Port  
11<sup>th</sup> November



**Omonike Awosika**  
Admin. Div. HQ  
8th November



**Adesope Oluwaseun**  
Security Div., LPC  
21<sup>st</sup> November



**Mrs. Mary Okoliko**  
Fire Services. TCIP  
23<sup>rd</sup> November



**Andrew Okocha**  
26th November  
Human Resource, HQ



**Martina Akoko**  
HR Rivers/Onne port  
19<sup>th</sup> November



**Lilian Brume**  
Med. Lab. Science, Delta Ports  
2<sup>nd</sup> November



**Mrs. Priscilla Maduka**  
Audit Div. HQ  
27<sup>th</sup> November



**Firimabo Bobogunga**  
Vessels Management, Rivers Port  
22nd November



**Joyce Umar**  
HQ, HR Ops.  
9<sup>th</sup> November



**Omodayo Taiwo**  
HQ, Engineering  
4<sup>th</sup> November



**Shedrach Edison**  
TCIP, Fire Service  
11<sup>th</sup> November



**Akaninyene Brendan**  
Security Dept., Calabar Port  
4th Nov



**Makanjuola B. Teslim**  
Traffic Dept. Rivers Port  
24th November



**Kingsley Ezeanaya**  
Md's Office, HQ  
10<sup>th</sup> November



**Mrs. Ebun Aijjala**  
Corp. & Strat. Comm.Div. HQ  
11th November



- Efficiency - Customer Satisfaction - Safety & Security - Innovation -



The **Nigerian Ports Authority** provides professional port operations that meet the present and future needs of our customers.

Our stakeholders are top priority, little wonder we guarantee customer satisfaction and innovation in managing our 6 ports across the nation with the aim of maximizing operational efficiencies and providing value for money to our stakeholders.

We are a National Brand Asset Anchored on Service Excellence

# Nigerian Ports Authority

*...To be the Maritime Logistics Hub for Sustainable Port Services in Africa...*



[www.nigerianports.gov.ng](http://www.nigerianports.gov.ng)

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