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As a leading organisation, the Nigerian Ports Authority (NPA) has a significant responsibility to maintain a positive public image. While various factors contribute to the perception of the NPA brand, the dress code of its staff is a crucial aspect that is often overlooked.

The way employees present themselves can significantly shape the perception of the organisation and its values. A professional, corporate and consistent dress code promotes a sense of unity among staff members, creates a positive impression on stakeholders, and communicates professionalism and attention to detail concerning the NPA brand. It is expedient to state most that recently the NPA management required all officers of the organisation to prioritise strict adherence to the official dress code compliance as it is expected to fast track utmost perception management of the agency.

According to management, it would ensure that the brand's perception is always upheld. By doing so, the NPA can project a strong and trustworthy image, ultimately enhancing its reputation and solidifying its position as a leading figure in the Nigerian maritime industry and beyond.

A well-enforced dress code policy is a simple yet effective way to demonstrate the NPA's commitment to professionalism, consistency, and excellence. Staff are the mirror through which the vast public sees the Authority. Therefore, all employees are required to appear most decently dressed across board in the perception of impacting most appreciable by way of physical presentation.

NPA's DRESS CODE:

A REFLECTION OF ITS VALUES AND COMMITMENT TO QUALITY



"National Brand Asset Anchored on Service Excellence"



THE EDITOR'S DESK

A MESSAGE FROM OUR EDITOR



This edition emphasizes the importance of compliance with the staff dress code, a measure that reinforces the NPA's reputation, helps solidify the NPA as a leading authority in the Nigerian maritime industry and ensures a positive brand perception.

In our Corporate Chat section, we feature Dr. Charles Okaga, the NPA's General Manager of Operations, who also serves as the organization's Sports Team Manager, as he shares insights on how sports have contributed positively to the organisational perception. Our Vox Pop segment delves into key factors that improve staff performance across the organisation.

Our regular features on essential topics such as health and safety, work ethics and continuation of visa requirements for the United Kingdom (UK) are inclusive for your delight. We hope you find this edition informative and educative.



Kingsley Ukabiala
Editor

All correspondence 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

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

Nigerian Head of State Yakubu Gowon rides with Queen Elizabeth II to Buckingham Palace during an official visit to London, UK, June 1973.

Photo: Evening Standard/Hulton Archive/Getty Images.



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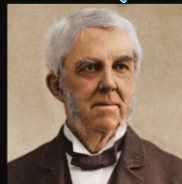
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Quotable Quote



To reach a port we must sail, sometimes with the wind, and sometimes against it. But we must not drift or lie at anchor.

~ Oliver Wendell Holmes

AZ QUOTES

Sports has over time become a tool for greater NPA Brand appreciation. The Authority's sports teams at various outings have regularly performed creditably well winning laurels thereby impacting most positively on the organisational brand. This edition showcases a discourse on Charles Okaga.

Can you please introduce yourself?

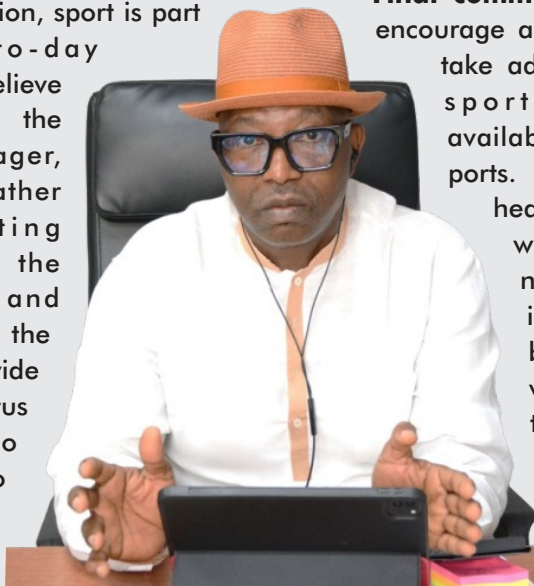
My name is Dr. Charles Okaga. I am the General Manager, Operations of the Nigerian Ports Authority (NPA) and the Sports Team Manager of the "Dantsoho Jets" the NPA's team.

Congratulations on your promotion to General Manager, Operations. How do you intend to combine these two roles?

Thank you. Sports has always been my passion and hobby, and I always make time for them. As the General Manager, Operations, I intend to sustain the long history of the Nigerian Ports Authority as a flagship sports organization in Nigeria.

Before this present role, I have had challenging roles. I was at some point the Technical Assistant to the Managing Director and the immediate Port Manager of Lagos Port Complex, Apapa. You will agree with me that these are quite challenging responsibilities, amid these responsibilities, we still led the NPA contingent to the overall winner of the Federation of Public Service Games in 2021, 2022, and 2023.

I was also at some point a National Scrabble Champion, sport is part of my day-to-day activities and I believe my position as the General Manager, Operations; rather than impacting negatively on the coordination and performance of the team, will provide an added impetus for them to do better due to change of status.



How has the NPA's sports team participation in competitions impacted the organisational brand?

Our participation in sports competitions has significantly boosted the image of the authority. We have won several championships, including the Federation of Public Service Games and the Maritime Cup competitions. Currently, the Bode Thomas Sports Center with its state-of-the-art facilities serves as a major CSR for the port community around Surulere and its environs. Nearly all the schools in Surulere hold their inter-house sports at the sports complex. Our achievements have made us the number-one sporting organisation among Federal Ministries, Departments, and Agencies in Nigeria.

How do you motivate and guide your team for best performance?

My physical presence and participation in nearly all the games are enough motivation. Additionally, management provides support, accommodations, security, and bonuses to motivate the team every time we participate in any competition.

What are your challenges?

One of the challenges we face is an ageing workforce, and we need younger athletes to replace them. It is a challenge because the new intake has not identified with the sports team which is full of aged sportsmen/women.

Final comment, please?

I encourage all employees to take advantage of the sports facilities available in various ports. Sports support health and health is wealth. We all need to be fit to impact the NPA brand. The only way to do that is to be physically fit



TEAMWORK: A STRATEGIC ROADMAP TO SEAMLESSLY MEET HEADLINE

Have you ever thought about what beats just finishing a task? It's finishing it right on schedule! And this can be done efficiently in an organisation where there is teamwork. Meeting a specific time limit set to carry out a task or a project is vital for the success of any organisation and the Nigerian Ports Authority no exception.

The following are methods used by each department to achieve their goals on time;

1. **Task Allocation:** Team members divide the workload based on individual strengths and skills, allowing for more efficient task completion.
2. **Regular Check-Ins:** Holding frequent meetings or check-ins keeps everyone aligned on progress and deadlines. This ensures that any potential roadblocks are identified early, allowing the team to address them before they become bigger issues.
3. **Collaborative Problem Solving:** When challenges arise, the team comes together to brainstorm solutions. Different perspectives can lead to more creative and effective solutions, making it easier to stay on track.
4. **Clear Communication:** Team members maintain open lines of communication, ensuring everyone is on the same page regarding tasks and deadlines. This helps to prevent misunderstandings and keeps the workflow smooth.
5. **Accountability:** Working as a team creates a sense of responsibility among members. Knowing that others are depending on them motivates individuals to stay on task and meet their commitments.
6. **Mutual Support:** Teamwork fosters an environment where members support each other during busy periods. This camaraderie can boost morale and help everyone stay focused on achieving the deadline.

By leveraging these aspects of teamwork, NPA staff effectively collaborate to ensure that deadlines are met without compromising quality and significantly influencing the productivity and effectiveness of the essence of the Nigeria Ports Authority brand.

Content Aid: Proof Hub, Vartika Kashyap – Ugwu Uchechi Emmanuella

MARITIME TERMS



Compiled by Albert Orem

CONT. FROM LAST EDITION

Marshaling yard: This is a container parking lot, or any open area where containers are stored in a precise order according to the ship loading plan. Containers terminals may use a grounded or wheeled layout. If the cargo box is placed directly on the ground, it is called a grounded operation. If the box is on a chassis/trailer, it is a wheeled operation.

Mean low water (MLW): Lowest average level water reaches on an outgoing tide.

Mean high water (MHW): Highest average level water reaches on an outgoing tide.

Mooring dolphin: A cluster of pilings to which a boat or barge ties up.

Motor ship (MS) or motor vessel (MV): A ship propelled by internal-combustion engines.

NVOCC: A non-vessel-owning common carrier that buys space aboard a ship to get a lower volume rate. An NVOCC then sells that space to various small shippers, consolidates their freight, issues bills of lading and books space aboard a ship.

Neo-bulk cargo: Uniformly packaged goods, such as wood pulp bales, which stow as solidly as bulk, but are handled as general cargoes.

Ocean carrier: Diesel-fueled vessels have replaced the old steamships of the past, although many people still refer to modern diesel ships as steamships. Likewise, the person who represents the ship in port is still often called a steamship agent. (See: steamship agent)

On-dock rail: Direct shipside rail service. Includes the ability to load and unload containers/breakbulk directly from rail car to vessel.

On-terminal rail: Rail service and trackage provided by a railroad within a designated terminal area.

CONT. NEXT EDITION

PATHWAYS TO VISA ACQUISITION



- Benedicta Onwuemene

UNITED KINGDOM VISA (JOIN YOUR FAMILY IN THE UK)

A dependent visa allows family members (a partner or children) to enter and remain in the UK as the dependents of the primary visa holder or sponsor.

Dependent visas in the UK are typically associated with specific visa categories, such as spouse visas, civil partner visas, student visas, work visas and so on.

The immigration rules and visa requirements can change over time. Therefore, it is advisable to consult an immigration lawyer for the most up-to-date and accurate information regarding dependent visas in the UK.

Call our experienced immigration lawyer on **0161 989 9370** or fill in the enquiry form to take the first step towards your successful UK Dependent visa application

What is a UK dependent visa?

UK Dependent visa allows close family members (spouse, partner, parent, or child) of a person who is already settled or has a valid visa in the UK to join them. The main applicant or sponsor must meet specific financial and accommodation requirements to demonstrate that they can support their dependent family members in the UK.

What are the requirements for a dependent visa in the UK?

The requirements for a UK Dependent visa can vary depending on the specific category under which the visa is being applied for. However, we will provide a general overview of the requirements for some common dependent visa categories in the UK.

As a dependent

You must be able to prove your identity,

You must be able to prove your relationship with the main applicant or sponsor,

You must have enough money to support yourself without relying on public funds

You must intend to live together with your sponsor throughout your stay in the UK.

You must also meet all the other eligibility requirements depending on the type of application and your circumstances. Please contact us for an initial assessment to determine your eligibility, and to discuss the options.

Document checklist for UK dependent visa

- A valid passport or other travel documents
- Evidence of the relationship between the dependent and main applicant/sponsor
- Marriage certificate for a spouse or Birth certificate for a child
- Evidence that you meet the financial requirement
- Tuberculosis (TB) test results (if applicable)
- Criminal record certificate (if applicable)

This is a general list of documents. Depending on the type of application and your circumstances, you might also need to provide additional documents.

HEALTH & SAFETY

PRIORITIZING PHYSICAL FITNESS:

A KEY TO UNLOCKING ORGANIZATIONAL SUCCESS



As the saying goes, "Health is Wealth," which also holds for organizations. In today's fast-paced work culture, it's common for employees to neglect their physical well-being due to their hectic schedules. However, this can have a negative impact not only on an individual's health but also on the overall productivity of the organization. This is where the need for organizations to imbibe physical fitness exercises for their workforce across ports comes into play.

Incorporating a monthly physical fitness routine for employees can bring about a plethora of benefits, both for the employees and the organization. Let's take a closer look at why every organization should prioritize physical fitness for their workforce.

1. Increased Energy and Focus: Physical fitness exercises, such as aerobics, jogging, or even a simple walk, can do wonders in boosting energy levels and improving focus. Regular exercise increases blood flow and oxygen to the brain, leading to enhanced cognitive function. This, in turn, can help employees to be more alert, productive, and focused while at work.

2. Improved Mental Health: Apart from physical benefits, regular exercise is also known to have a positive impact on mental health. Studies have shown that physical activity can reduce stress, anxiety, and depression, all of which are common in a high-stress work environment. This can result in a happier, more motivated workforce, leading to a more positive work culture.

3. Reduced Absenteeism: Poor employee health is one of the leading causes of absenteeism in organizations. When employees are not physically fit, they are more susceptible to illnesses, resulting in frequent sick leaves. By encouraging and providing opportunities

for monthly physical fitness activities, organizations can improve their employees' overall health, leading to reduced absenteeism and increased productivity.

4. Team Building: Physical fitness exercises provide an excellent opportunity for team building and fostering a sense of unity among employees. It allows colleagues to interact outside of work, building stronger relationships and promoting a sense of camaraderie. This can improve communication, collaboration, and teamwork among employees, resulting in a more harmonious work environment.

5. Healthier Workforce, Lower Healthcare Costs: Incorporating monthly physical fitness routines for employees can lead to a healthier workforce, which in turn can help organizations save on healthcare costs. By promoting a healthy lifestyle, organizations can prevent or reduce the occurrence of diseases and health conditions among their employees, resulting in lower healthcare expenses in the long run.

In conclusion, regular physical fitness exercises are vital for both employees and organizations. It not only improves the overall well-being of employees but also has a positive impact on the organization's bottom line. By encouraging and providing opportunities for monthly physical fitness activities, organizations can foster a healthier, happier, and more productive workforce. So, let's make physical fitness a priority and work towards creating a healthier and more vibrant work culture.

WORK HOUR RELAXATION

Vox Pop

What are the imperatives that enhance NPA staff performance across the organisation?

Generally, I would say that the salary and conducive working environment are the key factors. Compared to other organisations, you will find that NPA's salary is moderate and paid timely, which gives staff the encouragement and motivation to perform at a high level. Additionally, the provision of essential working tools also contributes to increased productivity.



Musa I. BICT (HQ)



ISAH ISIYAKU, Training, Delta Port (Warri)

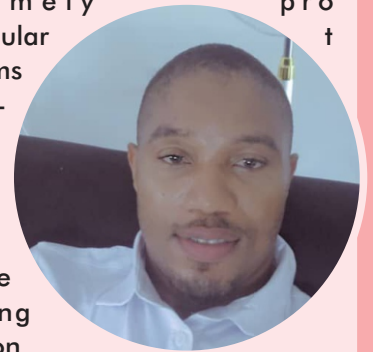
Enhancing staff skills and knowledge through training and development programs, and motivating them through recognition and reward systems, will lead to improved performance and productivity.

Productivity will be enhanced by providing staff with work-life balance and flexible work arrangements. Additionally, equipping staff with state-of-the-art tools and resources will facilitate their work and further boost productivity.



Amaka Johnson (Mrs.), Superannuation, Joseph Street

Conducive environments, including ergonomic office furniture (such as chairs that support spinal health) and staff buses to reduce transportation costs and ease commuting pains, can boost productivity. Additionally, recognizing and rewarding staff through awards for long service, timely promotions, and regular training programs to keep them up-to-date with industry trends and refreshed in their roles, can further enhance their well-being and job satisfaction.



Kaine Frances, Monitoring, HQ

Management should be committed to:

- Enhancing staff skills and expertise through training and manpower development programs
- Continuously implementing effective Performance Management systems to drive excellence
- Leveraging technology to minimize errors and optimize processes
- Fostering a motivated workforce through excellent employee welfare and well-being initiatives
- Developing leadership skills among staff to prepare them for future challenges
- Encouraging teamwork and collaboration among employees to achieve collective success.



Kyari Mohammed Aliyu, Traffic, Onne Port



To enhance staff performance, management should adopt collaborative and simplified goal-setting processes that align individual strengths with motivating objectives. The goals must connect individual and team efforts to organizational priorities, ensuring alignment and positioning. Regular updates and revisions of goals are crucial to maintaining their relevance and fostering continuous improvement.

Timothy Oluwole, Research & Special Project (ICT), HQ



Omonike Awosika
Admin. Div. HQ
8th November



Zainab Kwande
Servicom Div. HQ
12th November



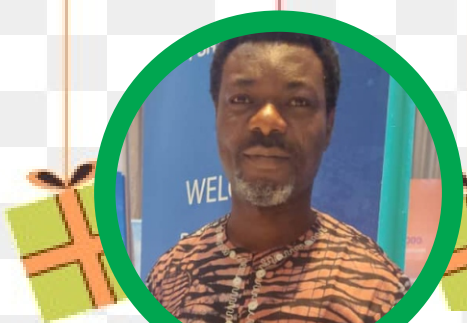
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Corp. & Strat. Comm.Div. HQ
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22nd November



Martina Akoko
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Lilian Brume
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2nd November



Shedrach Edison
TCIP, Fire Service
11th November



Akaninyene Brendan
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4th Nov



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



Kingsley Ezeanaya
Corp. & Strat. Comm.Div. HQ
10th 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

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lpinfo@nigerianports.gov.ng

Tin Can Island Port
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