



N P A

NEWS



Seasons Greetings

ATTITUDE AND EFFICIENCY: THE KEYS TO UNLOCKING HIGH PERFORMANCE

In today's fast-paced and competitive work environment, attitude and efficiency are essential components of an individual's performance. The ability to manage time effectively, prioritize tasks, and maintain a positive attitude can make all the difference in achieving success.

This report highlights the importance of attitude and efficiency in driving performance and the need for individuals to cultivate these essential skills.

Achieving high performance in our personal and professional lives relies heavily on two essential factors: attitude and efficiency. The way we approach our tasks and the level of dedication we put into them significantly impacts our overall success.

When a positive attitude and efficiency are combined, they often

result in remarkable inferences and drive exceptional performance. Management, therefore, admonishes the workforce to cultivate these qualities in their work ethics so that we can deliver the dividends of good administration.

By embracing a positive attitude and efficiency, we can unlock our full potential and achieve organisational success in our endeavours.

It is pertinent to anchor here that the management of Nigerian Ports Authority (NPA) under the plausible leadership of Dr. Abubakar Dantsoho is desirous of optimal input from the staff of the Authority. In this regard therefore, all employees are here enjoined by management to be team players in the Federal Government's drive at the rebirth of the organisation to occupy its place of pride in the sub-region and line with best practices.



In this Newsletter

WORK ETHICS:
BUILDING A CULTURE OF COLLABORATION IN NPA
- Pg. 3

PATHWAYS TO VISA ACQUISITION:
UK VISA FINANCIAL REQUIREMENTS UPDATE FOR 2025: KEY CHANGES AND GUIDELINES
- Pg. 4

HEALTH AND SAFETY:
FESTIVE SEASON DRIVING: STAY SAFE ON THE ROADS
- Pg. 5

VOXPOP:
IN THIS EDITION, WE SAMPLED OPINION FROM OUR EMPLOYEES ON WHAT ASPECT OF THE MANAGEMENT'S 2024 ACTIVITIES WOULD THEY LIKE TO COMMEND, PARTICULARLY IN RELATION TO STAFF?
- Pg. 6

"National Brand Asset Anchored on Service Excellence"



THE EDITOR'S DESK

A MESSAGE FROM OUR EDITOR



This edition of our publication shines a spotlight on the crucial role that attitude and efficiency play in driving performance. We emphasize the importance of cultivating these essential skills, which are vital for success in both personal and professional spheres.

Similarly, the Nigerian Ports Authority (NPA) has again demonstrated its unwavering commitment to galvanising Dantsoho Jets to greater success. The impressive performance of this sports team is a testament to their hard work, dedication, and the unrelenting support of the management. The team's third consecutive victory at the recently concluded Federation Public Service Games (FEPSGA) is a remarkable achievement that showcases the power of teamwork and perseverance.

In our Vox Pop segment, we share responses from employees commending the management's 2024 activities.

Our regular features cover essential topics such as health and safety, work ethics, and visa requirements for Morocco. We are confident that you will find this edition informative, engaging, and inspiring.

The management and entire crew of NPA News online extend warmest wishes to our esteemed colleagues and readers for a joyous Merry Christmas and a prosperous New Year!!!



Kingsley Ukabiala
Editor

All correspondence to be sent through: npanews@nigerianports.gov.ng

EDITORIAL

- Ikechukwu Onyemekara- Editor-In-Chief
- Ezinne Asinobi - Deputy Editor-In-Chief
- Kingsley Ukabiala - Editor
- Olubiyi Omidiji - Deputy Editor
- Benedicta Onwuemene - Reporter (Travels & Tourism)
- Albert Orem - Reporter (People & Events)
- Anas Mohammed - Reporter

PRODUCTION

Olusola Akosile

PHOTOGRAPHY

Paul I. Erakhifu
Bidemi Agboola



Quotable Quote



The willow which bends to the tempest often escapes better than the oak which resists it.

~ Walter Scott

AZ QUOTES

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

General Post Office, Marina Lagos Island Circa:1962

The first post office was established by the British Colonial Masters in 1852. It was considered to be a part of the British postal system. It was a branch of London General Post Office and this was the situation till 1874. (1862) when the Post Office began its career as a full fledge Department, the Royal Niger Company (RNC) which was actively involved in economic activities in the country, set up its own postal system in Akassa in 1887, Calabar in 1891, Burutu in 1897 and Lokoja in 1899. Mail were being moved from these trading stations to and from Lagos by a weekly mail boat.

In 1898, the British Post Office established post offices at Badagary, Epe, Ikorodu, Ijebu-Ode, Ibadan and Abeokuta. In 1892, the Royal Niger Company became a member of the Universal Postal Union. By 1908, Money Orders and mail were directly exchanged with the German West African Colonies instead of via London, as it was the practice.

In 1925, Royal Airforce planes flew from Kano to Cairo carrying mail for the first time outside the country. From January 1, 1900, the Southern Nigeria Government took over the responsibility of running the postal system in the entire country. There were not too many good roads in those days as such mails were conveyed by canoes, launchers and runners which could only operate at intervals of two weeks or less.

The first post-office in Northern Nigeria was established and located at Lokoja in 1899. While mail delivery was initially the business focus, British Postal orders were being sold and encashed as from 1907 in post offices located at headquarters of all District Commissioners. Internal AirMail flights started in 1931. By 1906, 27 Post Offices were operating and at the time of independence in 1960, 176 Post Offices, 10 sub Post offices and 1,000 Postal agencies were in the country.

Image Credit: AKG Images-Paul Almasy/ Text © ASIRI Magazine 2012



FEPSSGA 2024:

DANTSOHO JETS DOES IT AGAIN



The Management of Nigerian Ports Authority (NPA) is thrilled at the performances of the Dantsoho Jets, the organisation's sports team's impressive third consecutive victory at the recently concluded Federation Public Service Games (FEPSSGA) held in Port Harcourt, Rivers State.

The team showcased exceptional skills and determination, winning an impressive 19 gold, 14 silver, and 5 bronze medals in eight games, including football, basketball, lawn tennis, table tennis, swimming, athletics, long jump, and darts.

This outstanding performance was made possible by the team's hard work and dedication, as well as the unwavering support of the management. The NPA team topped the medals table with a total of 38 medals, surpassing 78 other participating Ministries, Departments, and Agencies (MDAs), thereby standing tall as the 'numero uno' - (the best team).

Mr. Charles Okaga, Team Manager of the Dantsoho Jets, expressed his gratitude to the Managing Director and his team for their unrelenting support. "I encourage all employees to take advantage of the sports facilities available in various ports. Engaging in sports supports overall health and well-being, and I encourage employees to develop an interest in sports as a means of enriching their health." This he said would play out positively in the organisation's global performance to the appreciation of the maritime community

The entire crew of NPA News online extend their heartfelt congratulations to the team on their remarkable victory.

work ethics

TEAMWORK:

BUILDING A CULTURE OF COLLABORATION IN NPA

- NWABUEZE IFEOMA BLESSING

Collaboration refers to the commitment and value placed on working together effectively to achieve common goals. Here are some key aspects of collaboration work ethic:

- **Communication:** Open and honest communication is vital. Team members should feel comfortable sharing ideas, feedback, and concerns, which fosters a positive environment.
- **Respect:** Valuing each other's contributions and perspectives is essential. A collaborative team respects diverse opinions and recognizes that everyone brings unique strengths to the table.
- **Trust:** Building trust among team members in NPA is crucial for effective collaboration. When people trust each other, they are more likely to share ideas freely and take risks.
- **Flexibility:** Being adaptable to changes and willing to compromise is important in collaborative efforts. Sometimes plans may need to shift, and being open to new ideas can lead to better outcomes.
- **Shared Responsibility:** Everyone should feel a sense of ownership over the project. This means that all team members are equally invested in the success of the collaboration and share in both the challenges and achievements.
- **Goal Alignment:** Collaborating effectively requires that everyone is on the same page regarding objectives. Clear goals help guide the team's efforts and keep everyone focused.

Collaboration during the festive period is all about coming together to create memorable experiences and supporting one another. This time of year often involves planning events, holiday parties, or community service initiatives. The spirit of collaboration during this time encourages connection, unity, and a shared commitment to making the festive period special for everyone in NPA.

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

Operating port: At an operational port like Charleston, South Carolina, the port authority builds the wharves, owns the cranes and cargo-handling equipment and hires the labor to move cargo in the sheds and yards. A stevedore hires longshore labor to lift cargo between the ship and the dock, where the port's laborers pick it up and bring it to the storage site. (See **Landlord port.**)

Pallet: A short wooden, metal or plastic platform on which package cargo is placed, then handled by a forklift truck.

Pier: A structure which juts out into a waterway from the shore, for mooring vessels and cargo handling. Sometimes called a finger pier.

Piggyback: A rail transport mode where a loaded truck trailer is shipped on a rail flatcar.

Pilot: A licensed navigational guide with thorough knowledge of a particular section of a waterway whose occupation is to steer ships along a coast or into and out of a harbor. Local pilots board the ship to advise the captain and navigator of local navigation conditions (difficult currents; hidden wrecks, etc.).

Port: This term is used both for the harbor area where ships are docked and for the agency (port authority), which administers use of public wharves and port properties.

Port-of-call: Port at which cruise ship makes a stop along its itinerary. Calls may range from five to 24 hours. Sometimes referred to as "transit port" and "destination port." (See also: **home port**)

Project cargo: The materials and equipment to assemble a special project overseas, such as a factory or highway.

Quay: A wharf, which parallels the waterline.

CONT. NEXT EDITION

PATHWAYS TO VISA ACQUISITION



- Benedicta Onwuemene

UK VISA FINANCIAL REQUIREMENTS UPDATE FOR 2025: KEY CHANGE AND GUIDELINES

The UK government has updated financial requirements for individuals applying for student, tourist, or work visas in 2025.

With changes to the cost of living and inflation, these updates aim to ensure applicants can meet the financial demands of residing in the UK.

The adjustments affect students, tourists, workers, and families planning to live or visit the country in the upcoming year.

The financial guidelines for 2025 have been revised to reflect the country's economic conditions, with significant changes in living cost requirements and visa application fees.

Applicants will need to plan accordingly to meet these updated financial conditions when applying for various visa categories, including student, work, and family visas.

Increased living costs for students

For 2025, the living cost requirements for UK student visas have increased, DAAD Scholarship informs. Applicants planning to study in London must show a minimum of £1,400 per month for living expenses, up from £1,334 in 2024.

Those studying outside London will need to demonstrate £1,100 per month, up from £1,023. These funds are required to cover living costs for up to nine months.

In addition to proving the ability to cover living costs, students must also show they have enough funds to pay for their first year's course fees. This amount must be shown in a bank statement, which must cover a consecutive 28-day period and not be older than 31 days from the visa application date.

Higher visa application fees

Visa application fees for 2025 have seen a slight increase across several categories.

The fee for a standard student visa for those outside the UK has risen from £490 to £510, while the fee for a visit visa for stays of up to six months has increased from £115 to £120.

Longer-term visit visas have also experienced fee hikes, with the two-year visa now costing £420, up from £400 in 2024. Other categories, such as the priority visa service, now cost £550, an increase of £50.

CONT. NEXT EDITION

HEALTH & SAFETY

FESTIVE SEASON DRIVING: STAY SAFE ON THE ROADS



The festive season is a time for celebration, joy, and spending quality time with our loved ones. However, amidst all the excitement and festivities, it is vital to remember that safety should always be a top priority, especially when it comes to driving. As the roads get busier and the weather conditions become more challenging, it is crucial to practice safe driving habits to ensure a safe and happy holiday season. In this article, we will discuss some easy yet effective tips for safe driving during this festive season.

- Plan your trip ahead of time: Before hitting the road, it is essential to plan your trip. This includes checking the weather forecast, route mapping, and leaving with enough time to reach your destination. Taking these precautions will help you avoid any unexpected delays or accidents caused by rushing.
- Avoid distracted driving: In today's fast-paced world, it is easy to get distracted, especially while driving. However, distracted driving is one of the leading causes of road accidents. Therefore, it is crucial to avoid any distractions, such as texting, eating, or even changing the music while driving. Remember, your focus should always be on the road.
- Buckle up and obey traffic laws: Wearing a seatbelt is the simplest and most effective way to protect yourself while

driving. Make sure that all passengers in your vehicle are buckled up before starting your trip. Also, obeying traffic laws, such as speed limits and traffic signals, is essential for ensuring your safety and the safety of others on the road.

- Don't drink and drive: Alcohol consumption is a common occurrence during the festive season, but it should never mix with driving. Drinking and driving can impair your judgment, making you a danger to yourself and others. If you plan on drinking, make sure to have a designated driver or use public transportation to get home safely.
- Take breaks during long drives: If you are embarking on a long road trip during the festive season, it is essential to take breaks regularly. Driving for long periods can be exhausting, and fatigue can impair your driving abilities. Taking a rest stop every few hours will help you stay alert and refreshed.

In conclusion, safe driving is crucial, especially during the festive season. By following these simple tips, you can ensure a safe and happy holiday season for yourself and those around you. Remember, the goal is to enjoy the festivities, but safety should never be compromised. Wishing everyone a joyous and safe holiday season!

Vox Pop

This year, I was impressed by Management's decision to introduce Biometric scans as a means of monitoring attendance. It is commendable to see such commitment to adopting modern methods that an organization like NPA deserves.

- **Onari-Brown Sovic**,
Operations (HQ)



The 2024 Customer Service Week was a well-planned Management activity. The event was colourful and well-organized by the Division. Additionally, employees received gift items, including flasks and mugs.

- **William Olawale O.**, Human Resources,
Operations (HQ)



Firstly, I am grateful for the privilege of being employed by the organization. I also appreciate the Management for issuing us confirmation letters of appointment.

- **Emaikwu Priscilla Ojotule**, Enterprise
Risk Management, Delta
Port.



I appreciate the Management for the significant improvement in upfront payment this year, as well as the consistent and prompt payment of salaries.

- **Obazu Godfrey**, Engr. Department,
Delta Port.



I applaud the appointment of an insider as the Managing Director, which has yielded positive results, particularly in the area of staff welfare, as evident in his activities.

- **Eucharia Okpu**
SERVICOM, Onne Port
Complex.



Under the leadership of Dr. Abubakar Dantsoho, the Management of the (NPA) has made history by conducting a combined promotion examination for two sets of outstanding employees, a first in the Authority's history.

- **Odunsi Regina**, Environment
Development, Calabar Port



In this edition, we sampled opinions from our employees on what aspect of the management's 2024 activities they would like to commend, particularly in relation to staff.

WORK HOUR RELAXATION



Charles Okaga
Operations Div, HQ.
4th December.



Benjamin Swam Sidi
Training Dept.HQ.
11th December



Maduakolam Helen
C&SC, TCIP
13th December



Anthonia Uchegbulem
Pollution Dept. LPC.
21st December



Sola Ayodele Ajamolaya
Security Dept,
HQ, Marina - Lagos.
12th December



Olubiyi Omidiji
C & SC, Lekki Port.
17th December



Nneamaka Isabela Agim
Security Dept., HQ
13th December



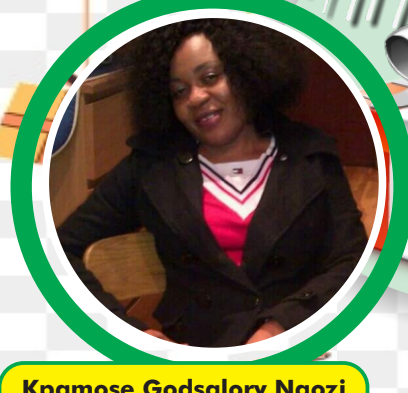
Abidemi Agboola
C&SC Div., HQ.
18th December



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

- 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

Our Port Locations:

Lagos Port Complex, Apapa
P.M.B. 1021 Apapa Lagos
Email Address:
lpinfo@nigerianports.gov.ng

Tin Can Island Port
P.M.B. 1201, Apapa, Lagos
Email Address:
tcipinfo@nigerianports.gov.ng

Rivers Port, Port-Harcourt
Basket House, P.M.B. 5043
Port-Harcourt-Rivers State
Email Address:
riversinfo@nigerianports.gov.ng

Delta Ports, Warri
P.M.B. 1054, Warri
Delta State
Email Address:
deltainfo@nigerianports.gov.ng

Calabar Port Complex, Calabar
New Calabar Port Complex
P.M.B 1014 Calabar,
Cross-River State
Email Address:
calabarinfo@nigerianports.gov.ng

Onne Port Complex, Onne
Onne Port Complex,
PMB 6199 Onne
Rivers State
Email Address:
onneinfo@nigerianports.gov.ng