



N P A
NEWS

*Happy
New Year*

CHANGE FROM WITHIN: How Behavioural Change Can Drive Organizational Success & Service Delivery

As we embark on a new year, Management evaluates the behaviour of its workforce. The success of any organization depends largely on the effectiveness and efficiency of its employees, making their behaviour a crucial factor in achieving goals and driving growth. In today's fast-paced and constantly evolving business landscape, **behavioural change** is no longer a luxury, but a necessity. One of the key drivers of behavioural change is the shift towards a more customer-centric approach. With the rise of social media and online reviews, customer satisfaction and loyalty have become crucial for success. This requires a change in behaviour from employees, as there is need to prioritize the needs and preferences of the customer over their own. Additionally, embracing diversity and inclusion in the workplace is vital, as it brings a diverse range of perspectives, experiences, and ideas.

To facilitate behavioural change, Management leads by example. Leaders embody the desired behaviours and values, as employees often model their behaviour after their superiors. Regular training and development sessions can also be beneficial in promoting behavioural change. These sessions can cover topics such as communication, teamwork, and diversity, providing employees with the necessary tools and skills to adapt to changing environments. The need for behavioural change in the workforce is crucial for organizations to thrive better this year. By promoting a customer-centric approach, embracing diversity, and addressing toxic behavioural pattern, businesses can create a positive and productive work environment. As we begin this year, let's commit to promoting a culture of behavioural change within our organizations to drive success and growth.



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"National Brand Asset Anchored on Service Excellence"



THE EDITOR'S DESK

A MESSAGE FROM OUR EDITOR



As we begin a new year, it's time to refocus and drive towards greater success. This edition emphasizes the importance of behavioural change in achieving organizational goals. With a shift towards customer-centric approaches and embracing diversity and inclusion, we must adapt to stay competitive.

Additionally, we concentrate herewith on tackling our objectives head-on. It's time to reset, refocus, and propel ourselves forward. The NPA newsletter crew urges the concentration on our organization's shared vision, conquer challenges, and learn from our experiences. Together, let us make this year our best yet.

In our Vox-Pop we present the feedback from a randomly selected staff of NPA on issues Management should address towards improved productivity on the job.

This edition includes regular features on essential topics such as health and safety, work ethics and continuation of the 2025 visa requirements for the United Kingdom (UK). We hope you find this edition informative, engaging and inspiring.



Kingsley Ukabiala
Editor

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EDITORIAL

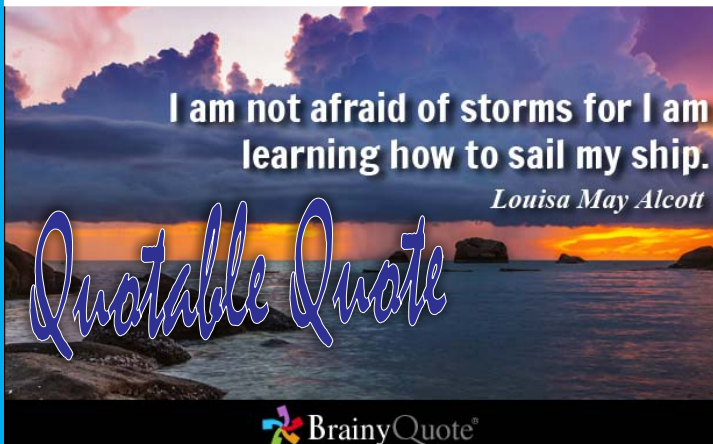
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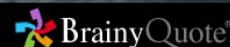
Paul I. Erakhifu
Bidemi Agboola



I am not afraid of storms for I am learning how to sail my ship.

Louisa May Alcott

Quotable Quote



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



Marina, Lagos, 1960.

Photos by Vetter Gerhard, from DF. Rights Reserved.

From the ARCHIVES



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WAKE-UP FROM THE SLUMBER OF YULETIDE



As we embark on the new year, Management encourages all employees to make a commitment to contribute meaningfully to the organizational ideals by aligning with global best practices. We must shift our focus away from the festive mood and back to strategies towards our organizational goals. The beginning of a new year is the perfect opportunity to reset, refocus, and drive towards greater success. Let's leave the leisurely mindset behind and prepare tackle our goals head-on.

The yuletide season comes with distraction, with numerous festivities and gatherings making it easy to lose sight of our objectives. However, as we return to work, it's essential to concentrate on our vision and conquer challenges that may come our way. This is an excellent time to reflect on our accomplishments and mistakes from the previous year, learning from our experiences to propel us forward.

It will be most appropriate if we take moments to access what worked well and what should be improved upon this year. These reflective mindset will enable us to garner realistic and achievable goals for the year. Let's use the festive spirit to recharge and come back even stronger.

To get back into a productive mode, it's crucial to set realistic and achievable goals, develop a plan, stay organized, and stay motivated. Whether it's a personal goal or work-related, having clear vision of what we want to achieve in the year will help us stay focused. A well-thought-out plan will guide us towards these goals, while a clean and clutter-free environment will be a prospectus to our collective victory.



work ethics

THE IMPORTANCE OF WORK ETHICS



Work ethics refers to the set of moral values and principles that guide an individual's behaviour in the workplace. Strong work ethic is essential for achieving personal and organizational success. It promotes productivity, consistency, and professionalism, ultimately leading to growth and development.

Understanding Work Ethics

Work ethics encompass the ideas, norms, and principles that govern employee's conduct in the workplace. It is crucial to be aware of these ethics to ensure that we respect and uphold them in our daily work lives. By doing so, we can create a positive and productive work environment.

The Role of Good Work Ethics

Good work ethics have numerous benefits, including:

- Increased professionalism, efficiency, and effectiveness
- Enhanced staff productivity
- Positive influence on staff attitude and behaviour
- Increased authority and responsibility
- Reduced immoral conduct in the workplace

As emphasized by a notable quote, "If you've got the confidence and the work ethic, you can make any dream come true." This highlights the significance of work ethics in achieving success and making our dreams a reality. By embracing good work ethics, we can create a culture of excellence and integrity in our workplaces.



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

Railhead: End of the railroad line or point in the area of operations at which cargo is loaded and unloaded.

Railyard: A rail terminal at which occur traditional railroad activities for sorting and redistribution of railcars and cargo.

Reefer: A container with refrigeration for transporting frozen foods (meat, ice cream, fruit, etc.)

Refrigeration or reefer units: The protective cooling of perishable freight by ice, liquid nitrogen, or mechanical devices

Ro/Ro: Short for roll on/roll/off . A ro/ro ship is designed with ramps that can be lowered to the dock so cars, buses, trucks or other vehicles can drive into the belly of the ship, rather than be lifted aboard. A ro/ro ship, like a container ship, has a quick turnaround time of about 12 hours.

Rubber-Tired Gantry (RTG): Traveling crane used for the movement and positioning of containers in a container field. RTG's may also be used for loading and unloading containers from rail cars.

Sheddage: Regardless of the length of stay, a vessel is charged a one-time fee for use of shed space and/or marginal (waterside) rail track space. The charge is based on the length of a vessel.

Short ton: A short ton equals 2,000. Lifting capacity and cargo measurements are designated in short tons.

Spreader: a device for lifting containers by their corner posts. The spreader bar on a container crane is telescopic to allow lifting various length containers.

Steamship: Today, ships that transport cargo overseas are powered by diesel fuel instead of steam. Many people still use the term "steamship," but the more modern term for the service is "ocean carrier" and for the ship itself, "motor vessel."

CONT. NEXT EDITION

PATHWAYS TO VISA ACQUISITION



- Benedicta Onwuemene

UK VISA

FINANCIAL GUIDELINES FOR TOURIST AND WORK VISAS

For 2025, the UK government has set more detailed financial requirements for visitors applying for tourist visas. Although no fixed amount is required, applicants must demonstrate that they have enough funds to cover their trip, including accommodation, transport, and daily expenses.

For extended stays, visa officials will scrutinize applicants' financial documentation more thoroughly.

For work visas, the requirements vary by visa type. Skilled Worker Visa applicants must show £1,270 to support themselves unless their employer provides certification of financial support.

Applicants for the Global Talent Visa do not have specific financial requirements but must prove they can cover initial living expenses. Health and Care Worker Visa applicants are exempt from minimum financial requirements if their employer provides sponsorship.

Family visa financial requirements

Family visas have also undergone revisions in 2025. Partners and spouses applying for a family visa must now demonstrate a combined annual income of at least £29,000.

However, applicants may be exempt from this requirement if they or their partner receive certain disability or carer benefits. For children, the requirement is an additional £3,800 per year for the first child and £2,400 for each additional child.

Applicants can also use savings to meet the financial threshold, provided they comply with specific documentation rules. Those who fail to meet the income requirement may still qualify for a visa under certain conditions, such as having a British or Irish child in the UK or if denying the application would breach human rights.

These changes reflect a continued focus on ensuring applicants can financially support their stay in the UK. As the cost of living rises, these financial adjustments are designed to provide clearer guidelines for visa applicants in 2025.



CONT. NEXT EDITION

HEALTH & SAFETY

THE IMPORTANCE OF HEEDING THE CALL OF FIRE ALARMS/DRILLS IN A CORPORATE AND PUBLIC SPACE



Fire alarms/drills are an essential component of any organization's emergency response and preparedness plan. They serve as critical tools in ensuring that employees are aware of the procedures to follow in the event of a fire or other emergency situations. Despite their importance, many employees often view fire drills as an inconvenience or an interruption to their work schedules.

However, all staff must take fire drill simulation seriously and heed the call to participate. Here are some reasons why:

1. **Safety:** Fire drills are designed to ensure that employees know how to safely evacuate the premises in the event of a fire or other emergency. By participating in fire drills, employees can familiarize themselves with the emergency procedures and escape routes.
2. **Compliance:** Many organizations are required by law to conduct regular fire drills. By participating in these drills, employees are contributive to ensuring that their organization are compliant with relevant regulations.
3. **Preparedness:** Fire drills help to identify any weaknesses or areas for improvement in an organization's emergency preparedness plan. By participating in fire drills, employees can help to identify these weaknesses and contribute to the development of a more effective emergency response plan.
4. **Accountability:** In the event of a fire outbreak or other emergencies, employees who have participated in fire drills will be better equipped to respond quickly and effectively. This can help to minimize the risk of injuries or damage to property.
5. **Teamwork:** Fire drills provide an opportunity for employees to work together to respond to an emergency. By participating in fire drills, employees can develop a sense of teamwork and camaraderie that can be beneficial in other areas of their work thereby driving excellence.

What to Do During a Fire Drill

- Immediately stop what you are doing and proceed to the nearest exit
- Do not use elevators
- Assemble at the designated Muster Point.
- Take note of any obstacles or hazards that may impede evacuation
- Follow the instructions of the fire safety team or other designated personnel

By following these simple steps and taking fire drills seriously, employees can help to ensure their safety and contribute to a more effective emergency response plan.

Mrs. Okoliko Mary Amaka
Chief Fire Officer, NPA





The preceding year brought challenges occasioned by some major policy changes, the foremost of which was economic. The removal of fuel subsidies and consequent increase in the pump price of fuel has brought about untold hardship in the nation, as it has translated into a high cost of transportation as well as of all commodities. This has grossly affected the productivity of the workforce. To improve productivity therefore, management should implement a proportional increase in the salaries and allowances of workers to help cushion the effect of the harsh economic reality.

Anyanebechi Iniye Pearl
HR. Ops, Delta Ports

The issues I would like the management to address, are to improve the good office environment, working materials, improve staff welfare, deepen training and retraining of officers and staff, timely promotions of officers and staff of the organization, timely payment of salaries, allowances and others.



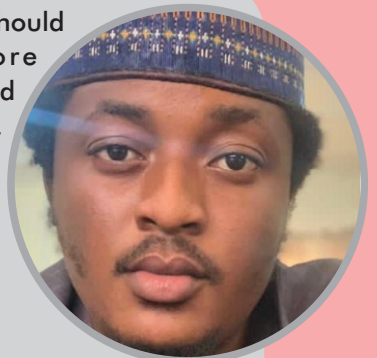
Robert Nwabueze
Vessel Management, Delta Port

In order to improve the productivity of staff, I will implore the management to look into welfare by creating a suitable living standards of employees with the view to putting a stop to them seeking greener pastures abroad (The Japa Saga).

Olowoseunre Gbanga
Admin, Lagos Port Complex

Management should provide more staff buses and operational vehicles, provide computers and laptops, stationaries and stacking shelves for the library.

Haliru Faisal Aliyu
Admin, HQ



Management needs to address many issues to improve productivity on the job.

- Time Management for every job at hand.
- Encourage Teamwork among the workforce and provision of working tools.

Tovishede Peter
C&SC, HQ



While the management has done a good job so far, they should focus on providing greater support for the welfare of the employees. This can be achieved by increasing:

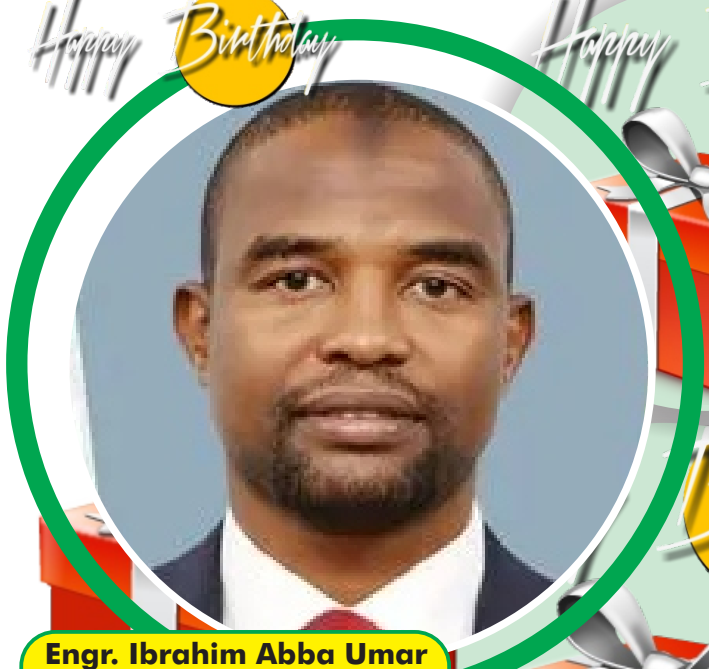
- Availability of official cars for Divisional needs.
- Ensuring that staff have complete computer systems to alleviate any deficiencies in their work.

Engr. Oyetade Joyce Adanma
Engineering, LPC

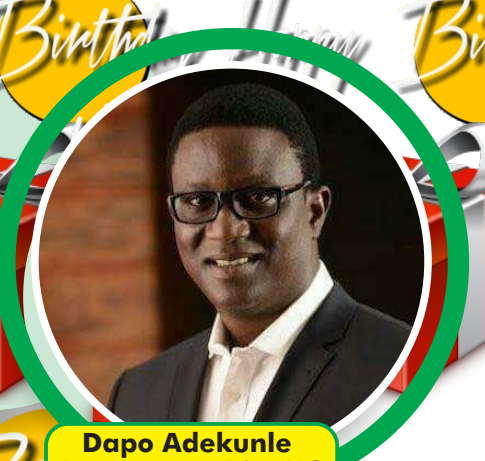


FEEDBACK FROM A RANDOMLY SELECTED STAFF ON ISSUES MANAGEMENT SHOULD ADDRESS TOWARDS IMPROVED PRODUCTIVITY ON THE JOB.

Work Hour Relaxation



Engr. Ibrahim Abba Umar
Executive Director
Engr & Tech Services
1st January



Dapo Adekunle
Procurement Div., HQ
12nd January



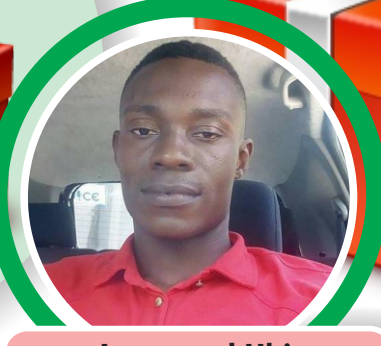
Ballah Yerima
Per. Mng. Dept, HQ
1st January



Zeliha Murtala Muhammed
C&SC Div, HQ
17th January



Deborah Akhabue
Medical Dept, HQ
9th January



Immanuel Ubi
Harbours Dept, Calabar Port
14th January



Solomon Adegoye
Procurement Dept, HQ
30th January



Agazi Bernard
Security LPC
12th January



Mercy Udoh
Engr. Dept. HQ
22nd January



Koleoso Felicia
Planning Dept, HQ
29th January



Roseline Ahamba
Delta Ports, Warri
13th January



Jeje Oludare Saheed
HR Opts, LPC
25th January



Abubakar Hassan
C&SC HQ
1st January



Ahmed Abubakar Sadiq
C&SC HQ
31st January



Aliyu Ahmad
Procurement Dept, HQ
25th January

- 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...



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