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SEASON OF LOVE:

WHY SHOWING LOVE IN THE WORKPLACE MATTERS

Amidst the hustle and bustle of today's professional landscape, it's essential to recognize the importance of showing love and kindness in the workplace. The word Valentine, derived from the Latin word "valere" meaning "to be strong," reminds us that love and strength are not mutually exclusive. In fact, showing love in the workplace can lead to a stronger, productive and positive environment.

A positive work culture, directly linked to employee satisfaction and retention, is crucial for a company's success. When employees feel appreciated and valued, they become engaged, motivated, and productive. Showing love in the workplace means creating a supportive, respectful environment where employees feel comfortable expressing themselves and sharing ideas.

Simple acts of kindness, such as expressing gratitude, active listening, offering support or even treats can boost morale, foster trust and encourage team work.

Showing love in the workplace has a positive impact on individual performance and mental health. When employees feel valued and supported, they're more likely to have higher job satisfaction and lower stress levels which will lead to improved productivity and overall well-being. Beyond the office, a positive work culture can inspire employees to extend kindness to their communities, strengthening the company's reputation.

By open communication, and encouraging acts of kindness, employees can feel valued and supported, leading to higher satisfaction, productivity, and overall well-being.



Valentine

"National Brand Asset Anchored on Service Excellence"



THE EDITOR'S DESK

A MESSAGE FROM OUR EDITOR



As we navigate the fast-paced and often demanding world of modern work, it's easy to overlook the simple yet profound impact of kindness and love in the workplace. This month, as we celebrate the spirit of Valentine's Day, we are reminded that love and strength are not mutually exclusive. Fostering a culture of love, care, and compassion in the workplace can lead to a

stronger, more productive, and more successful organization. In today's competitive landscape, prioritizing employee welfare is no longer a nicety, but a necessity. Simple gestures from management, such as installing a coffee dispenser in the workplace, can make a significant difference in creating a positive and supportive work environment. To further explore this topic, our Vox Pop segment delves into the types of rewards or recognition that management should implement to boost productivity. In addition to this insightful feature, our regular sections cover essential topics such as health and safety, work ethics and visa requirements for Singapore. We hope you find this edition informative, educative, and engaging.



Kingsley Ukabiala
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“ *Quotable Quote* ”

The waves of the sea help me get back to me.

JILL DAVIS

Southern Living

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



Mapo Hall is the colonial-style Ibadan City Hall on top of Mapo Hill in Ibadan, Oyo State, Nigeria. Mapo Hall was commissioned during the colonial era by Captain Ross in 1929. It was designed and constructed by Engineer Robert Jones.

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BREWING SUCCESS

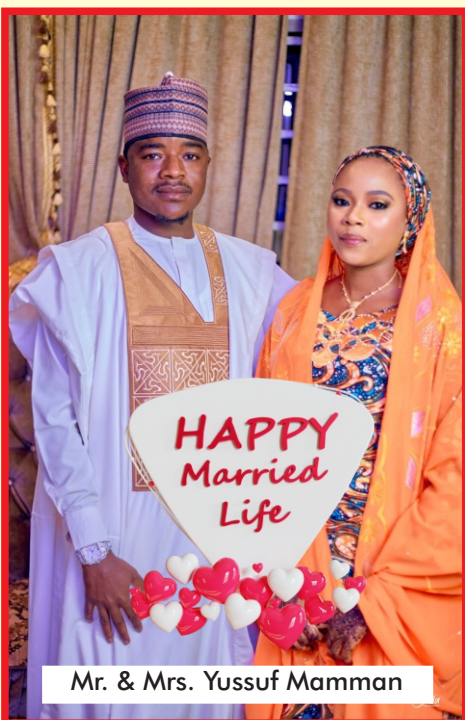
HOW COFFEE DISPENSERS CAN BOOST WORKPLACE MORALE

In the rapid-fire world of modern work, prioritizing employee welfare is crucial for organizations to succeed. One effective way to show appreciation for employees is by offering benefits like office perks. Installing a coffee dispenser in the workplace is a simple yet impactful way to boost workforce morale and demonstrate an organization's commitment to its staff.

Providing coffee dispensers serves as a thoughtful gesture, showing the workforce that they are valued and cared for. This, in turn, can significantly enhance satisfaction, happiness, and productivity. By having a coffee dispenser readily available, workers can quickly grab a cup of coffee and return to work without interruption, saving valuable time and increasing productivity.

The benefits of having coffee dispensers in the office extend beyond time-saving and productivity. It could also save the workforce profiting thus runs, positively impacting their well-being. Additionally, coffee breaks can serve as opportunities for the workforce to relax, socialize, and recharge, leading to better team dynamics and office culture playing out in greater operational efficiency.

By providing coffee dispensers, companies are not only demonstrating their commitment to employee welfare but also potentially enhancing their efficiency. Happy employees are more likely to share positive experiences on social media, leave positive reviews, and contribute to a company's positive brand reputation. This, in turn, can improve search engine rankings, making the company more attractive to potential clients and job seekers.



Mr. & Mrs. Yussuf Mamman

work ethics

By Nwabueze Ifeoma



TEAMWORK

Teamwork is a crucial aspect of any successful organisation or project. It involves individuals working collaboratively towards a common goal, leveraging each person's strengths and skills.

Here are some key points about Teamwork:

COMMUNICATION: Effective communication is vital in teamwork. Team members need to share ideas, provide feedback, and express concerns openly. Clear communication helps prevent misunderstandings and fosters a positive environment.

COLLABORATION: Teamwork requires collaboration, where members contribute their unique skills and perspectives. This diversity can lead to more innovative solutions and improved problem-solving positions.

TRUST: Building trust among team members is essential. When team members trust each other, they are more likely to share ideas freely and support one another. Trust can enhance team cohesion and morale.

CONFLICT RESOLUTION: Conflict may arise in any team activity. Effective teamwork involves addressing differences constructively, finding common ground, and maintaining focus on the team's objectives.

ROLES AND RESPONSIBILITIES: Clearly defined roles and responsibilities help ensure that everyone knows what is expected of them. This clarity can enhance accountability and efficiency within the team.

SUPPORT AND ENCOURAGEMENT: A strong team supports its members, celebrating successes and providing assistance during challenges. Encouragement can motivate individuals to perform at their best.

GOAL ALIGNMENT: Teams should have a shared goal and objectives. Aligning individual efforts with the team's purpose helps create a sense of unity and direction thereby engendering equity.

Overall, teamwork can lead to higher productivity, increased creativity, and a more enjoyable work experience. When individuals work together effectively, they can achieve results that exceed what they could accomplish alone.

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

steamship agent: The local representative who acts as a liaison among ship owners, local port authorities, terminals and supply/service companies. An agent handles all details for getting the ship into port; having it unloaded and loaded; inspected and out to sea quickly. An agent arranges for pilots; tug services; stevedores; inspections, etc., as well as, seeing that a ship is supplied with food, water, mail, medical services. A steamship agency does not own the ship.

steamship company: A business that owns ships that operate in international trade.

steamship line: A steamship (ocean carrier) service running on a particular international route. Examples: NSCSA (National Shipping Company of Saudi Arabia), American President Lines (APL), Maersk Sealand, Evergreen, etc.

stevedores: Labor management companies that provide equipment and hire workers to transfer cargo between ships and docks. May also serve as terminal operators. The laborers hired by the stevedoring firms are called stevedores or longshoremen.

straddle carrier: Container terminal equipment, which is motorized and runs on rubber tires. It can straddle a single row of containers and is primarily used to move containers around the terminal, but also to transport containers to and from the transtainer and load/unload containers from truck chassis.

stripping: The process of removing cargo from a container.

stuffing: The process of packing a container with loose cargo prior to inland or ocean shipment.

Tank barges: Vessels for transporting bulk liquids, such as petroleum, chemicals, molasses, vegetable oils and liquefied gases.

CONT. NEXT EDITION



- Benedicta Onwuemene

VISA REQUIREMENT FOR SINGAPORE



IMPORTANT NOTICE

- Incomplete application / supporting documents will result in non-acceptance of the application at the counter.
- Passports must have a minimum of two blank visa pages and a minimum of 6 months validity.
- Submission of complete applications does not guarantee the issuance of visa.
- Every visa application will be considered on its own merits.
- Applicants are reminded not to confirm their travel plans until their visa applications are approved.
- The processing time for applications without LOI may take longer.
- For all visa applications, a completed Form V39A or LOI (Letter of Introduction) issued by a Local Contact (Singapore Citizen or Singapore Permanent Resident) is mandatory. For other nationals, LOI issued by their embassy can also be accepted, if the applicant is unable to secure an LOI from the local contact to support their visa applications for social/ business visit.
- No specific reason is given when an application gets rejected.
- Providing false information in the visa application or giving false /altered documents pertaining to employment, academic certificates, company registration, bank statements, etc. is considered a serious crime and if discovered, applicants will be prosecuted.
- The office of HCG does not accept submission/tracking/follow up of visa applications or documents through/by any agent. Applicants are advised to approach us and apply with genuine documents only. Kindly note that suspicious documents will be investigated in consultation with the concerned issue and regulatory/law authorities.

CONT. NEXT EDITION

HEALTH & SAFETY



To achieve and maintain a healthy weight, it's essential to focus on nutrient-dense foods that provide the necessary building blocks for optimal health. Here are some healthy protein sources, vegetables, and fats to include in your diet:

- Protein Sources: Fish and seafood (such as scaly fish, tilapia, salmon, crayfish, and shrimp), plant-based proteins (like beans, legumes, and soya)
- Vegetables: Cucumber, spinach, tomatoes, cabbage, lettuce, broccoli, cauliflower
- Healthy Fats: Olive oil, coconut oil, avocado oil

Sample Weight Loss Tips

In addition to eating a balanced diet, here are some evidence-based tips to support your weight loss journey:

- 1. Eat a High-Protein Breakfast:** Starting your day with a protein-rich meal can reduce cravings and calorie intake throughout the day.
- 2. Avoid Sugary Drinks and Fruit Juice:** These beverages are high in calories and can hinder weight loss efforts.
- 3. Drink Water Before Meals:** Drinking water 30 minutes before meals can increase weight loss by 44% over 3 months.
- 4. Choose Weight-Loss Friendly Foods:** Focus on whole, unprocessed foods that are low in calories and high in nutrients.
- 5. Eat Soluble Fibre:** Soluble fibres can promote weight loss and improve overall health.
- 6. Drink Green Tea:** Green tea has been shown to boost metabolism by 3-11%.

7. Base Your Diet on Whole Foods: Whole foods are healthier, more filling, and less likely to cause overeating than processed foods.

8. Eat Slowly: Eating quickly can lead to weight gain while eating slowly can increase feelings of fullness and boost weight-reducing hormones.

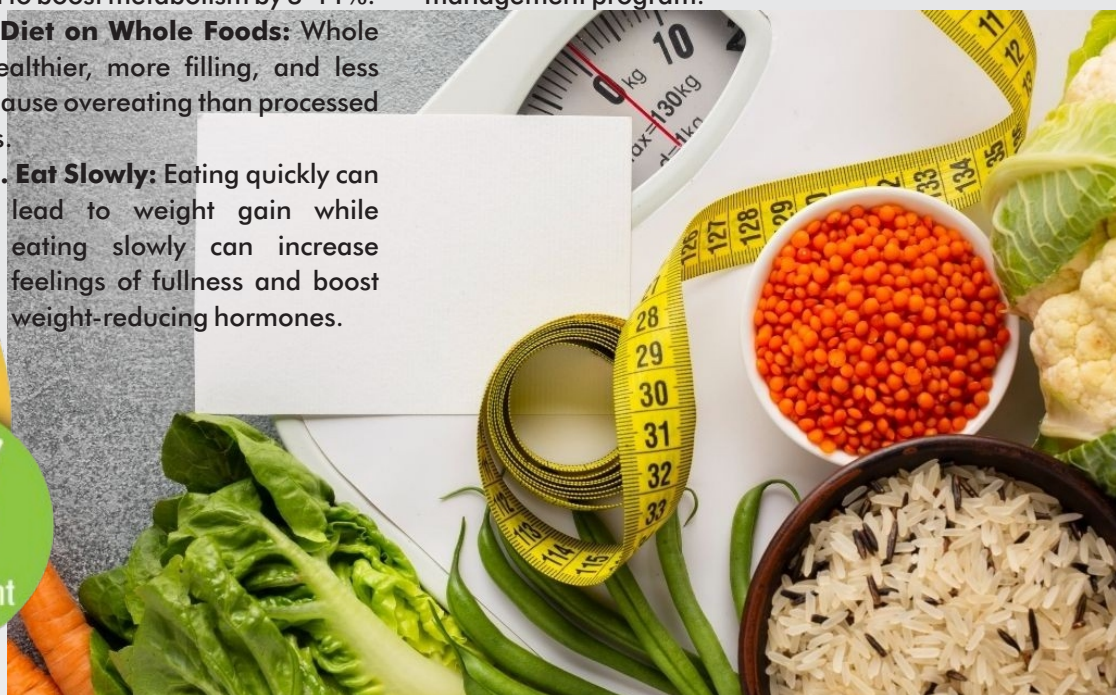
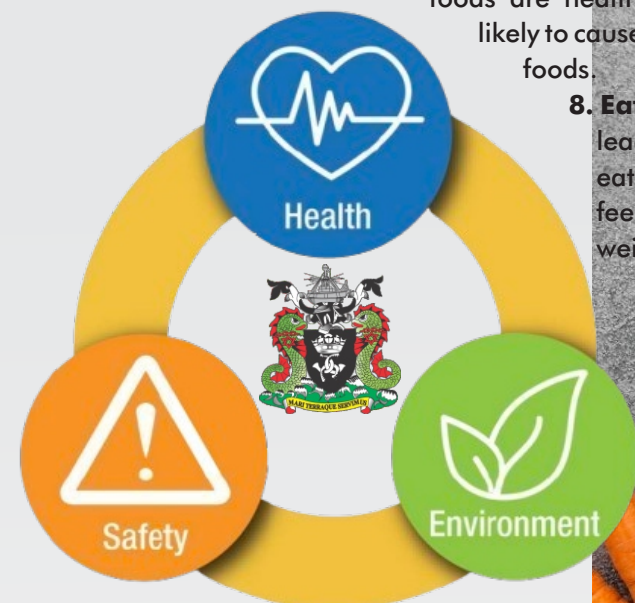
HEALTHY EATING FOR WEIGHT LOSS

9. Monitor Your Weight: Daily weight checks can help you stay on track and achieve your weight loss goals.

10. Prioritize Sleep: Poor sleep is a significant risk factor for weight gain, so aim for 7-9 hours of sleep per night.

Summary

For effective weight control and management, aim to include protein sources, low-fat and carbohydrate sources, and plenty of vegetables in each meal. This will help keep your carbohydrate intake within a healthy range (20-50 grams) and support your weight management program.

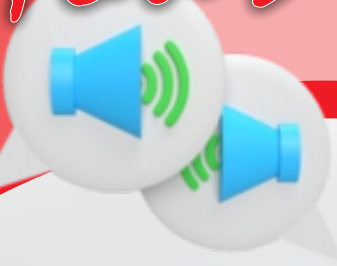


In this edition we sampled opinion on the types of rewards or recognition employees would like to see Management implement to boost productivity?

Compiled by ALBERT OREM

Work Hour Relaxation

VOX-POP



Management can boost productivity by implementing merit-based promotions, financial incentives, public recognition, and employee of the month award programs to motivate staff and encourage excellence.



Aminu Aliyu, Security, HQ



Bonuses, profit-sharing schemes, or salary increments can help to motivate employees. Regular team-building activities, social events, or celebrations would foster a sense of community, collaboration, and camaraderie, leading to increased productivity.

Kyari Mohamed Aliyu, Traffic, Onne Port

- Annual awards
- Regular long service awards
- Promotion reward predicated on commendation and recommendation
- Regular trainings
- Deliberate mentoring and training for exceptional performers
- Adequate work tools will help develop exceptional performance.



Ogoh C. Charles, Harbours, Delta Port

Iwould like to see management implement more of a combination of career development opportunities, performance-based bonuses, recognition programs and work-life balance initiatives, This will help foster a motivating environment that encourages both individual and team growth to enhance organisational productivity.



Isah Isiyaku, Training, Delta Port (Warri)



Management should recognise and reward employees who obtain degrees and professional certifications relevant to their roles. Providing incentives such as promotions, salary increments or study grants will motivate staff to enhance their skills, benefiting both the individual and the organization.

Fiberesima Anabel Miebaka, C&SC, HQ



Management can reward staff with access to wellness programs, gym memberships, scholarship for their children would demonstrate management's commitment to employees' overall well-being.

Ibrahim Mubarak Baba, Estate Department, Calabar



Dr. Chinwe Nwokolo
3rd February
Medical Dept., HQ



Osoba Funmilayo
14th February
Engineering Dept., LPC



Patricia Emebo
18th February
H R Dept. HQ



'Sola Adesanwo
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C&SC Div., TinCan



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26th February
Accounts. Dept., HQ



Ocheme Benjamin
28th February
Servicom Dept., HQ



Dauda Micah Sukukum
2nd February
Legal, HQ



Okolo Joseph Oyabrade
3rd February
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Simeon Ayini
8th February
Personnel Dept. HQ



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3rd February
T&B TCIP



Jangnap Nansoh
15 February
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Darlington Opolo
12th February
Security Dept., LPC



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15th February
Personnel Dept, HQ



Kinde Hamidu
28th February
Security Dept., HQ



Oluwole Ezekiel
18th February
Fire Service, TCIP



Tosin Ogunsakin
3rd February
T&B TCIP



Daku Laraba
14th February
H R Dept. HQ



Dashe David
12th February
Engineering, HQ



Anwuli Akpu
18th February
Security Dept. HQ

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



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



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