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## Congratulations!

The online Newsletter crew extends its warmest congratulations to all the newly appointed Assistant General Managers across the board. This appointment is a testament to hard work, dedication and commitment to excellence.

International Women's Day (IWD) is a global celebration recognizing women's achievements, progress toward gender equality, and advocacy for equitable societies. The occasion calls for increased efforts to end gender-based violence and discrimination against women.

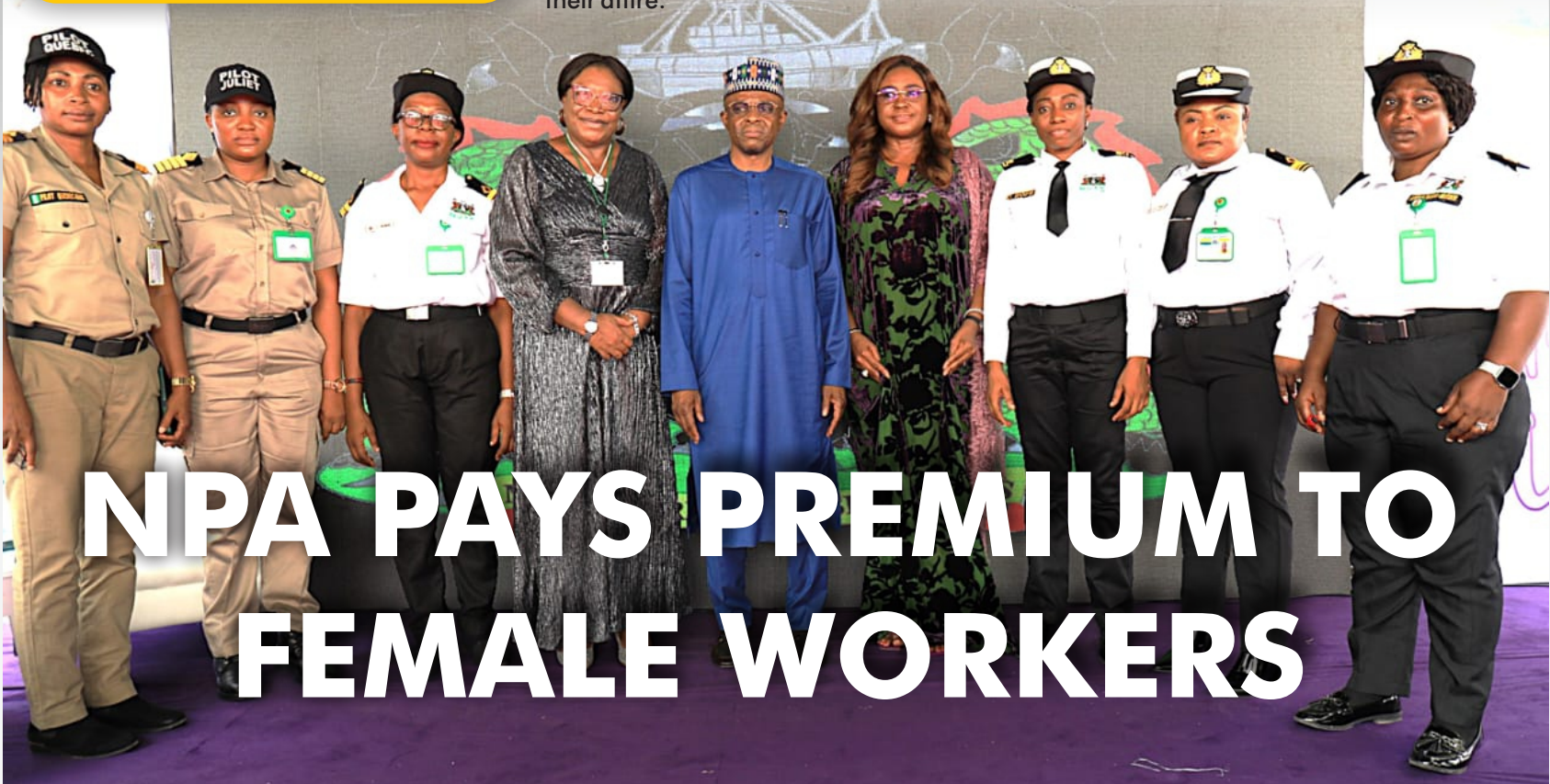
At a recent event celebrating International Women's Day (IWD) at the Nigerian Ports Authority (NPA) Corporate Headquarters themed **"Accelerate Action for Gender equality,"** the Managing Director Dr. Abubakar Dantsoho congratulated women on this year's celebration, reaffirming the Authority's commitment to providing opportunities for girls and women in the maritime industry and championing women's empowerment and gender equality, a core value since its inception.

"As an organisation, we promise to remain unrelenting in supporting the rights and equality for all women and girls while practically creating opportunities for them within and outside the NPA to be empowered in their best abilities." He said.

Speaking during the event, the Executive Director, Finance and Administration, Mrs Vivian Richard Edet, said, "From the dock to the boardroom, women play a vital role in ensuring that the NPA remain vital to the economic growth and hub for the nation and region."

The Online Newsletter crew gathered some notable achievements of the NPA in promoting women's rights, including Extended Maternity Leave for six months for women, ensuring pregnant women, regardless of marital status, allowing nursing mothers to report late and leave early and ensuring women hold key responsibilities within the Authority.

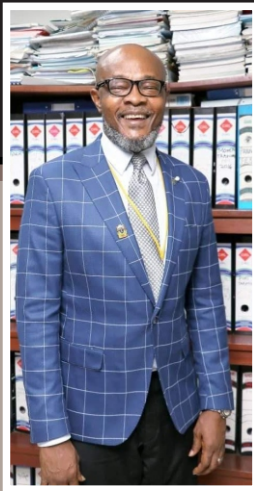
The celebration was marked with enthusiasm, pomp and pageantry showcasing women's fashion and styles, with many participants incorporating the symbolic colour purple into their attire.



# NPA PAYS PREMIUM TO FEMALE WORKERS

**"National Brand Asset Anchored on Service Excellence"**





# THE EDITOR'S DESK

A MESSAGE FROM OUR EDITOR



**T**his edition celebrates the International Women's Day as we recognize the significant progress made towards gender equality and the crucial work still ahead. This global event is a call to action, urging us to unite in our efforts to end gender-based violence and discrimination against women.

Our Online Newsletter team also had the opportunity to interview Ruqayah Abdullahi Musa, a leading female professional at the NPA, highlighting her remarkable accomplishments and contributions to the maritime industry.

In addition to this insightful feature, our Vox Pop segment explores ways the management can better promote gender equality in the workplace. Our regular sections cover essential topics such as health and safety, work ethics, and continuation of visa requirements for Singapore. We hope you find this edition informative, educative, and engaging.



**Kingsley Ukabiala**  
Editor

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## EDITORIAL

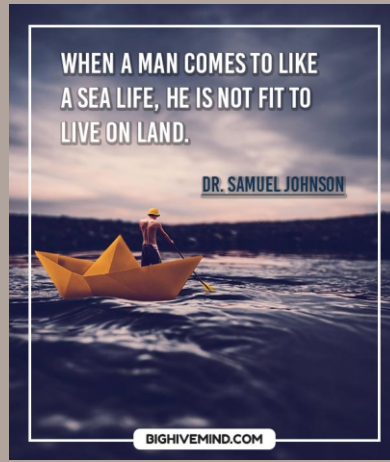
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Contributions are welcome from members of staff. You can send high resolution photographs of your social events like birthdays, marriages, burials, etc

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

## 15 THINGS TO KNOW ABOUT CARTER BRIDGE IN LAGOS

1. Carter Bridge was first constructed in 1901.
2. It was the only bridge connecting the mainland and Lagos Island.
3. Currently, Carter Bridge is one of the three bridges connecting Lagos Island to the mainland. The others are Third Mainland and Eko bridges.
4. The bridge starts from Iddo on the mainland and ends at Idumota area of Lagos Island.
5. The bridge was named after Sir Gilbert Thomas Carter, a former Governor of the Colony of Lagos.
6. The bridge was expanded, upgraded and commissioned by the British colonial government on July 1958.

## From the ARCHIVES



7. The construction firm, Borini Prono Nigeria Ltd., constructed the Carter Bridge.
8. After independence, the bridge was dismantled, redesigned and rebuilt during late 1970s. The construction method used requires that the beams have hollows.
9. The Alaka-Ijora flyover, on the Iddo end of the span was completed in 1973.
10. The parking of vehicles on the bridge has resulted in both severe road congestion in addition to contributing to its rapid deterioration.
11. In 2003, the Nigerian Institute of Structural Engineers noted that the parking of vehicles along the span may result in collapse if left unaddressed.
12. In April 2006, the Lagos State Transport Commissioner announced that all commercial vehicles would be banned from entering Lagos Island by way of the Carter Bridge to keep buses and other vehicles from parking on the bridge.
13. Also in 2006, the Lagos State government instituted a ₦ 50,000 fine for persons parking their vehicles along the span.
14. In addition to congestion on the bridge, Carter was perceived as unsafe at night due to the lack of streetlights. In July 2013, Governor Fashola of Lagos State commissioned streetlights on Carter Bridge powered by an Independent Power Project. The project was conceptualized, designed and completed by the State's Electricity Board ([www.lseb.gov.ng](http://www.lseb.gov.ng)) using local components and technicians.
15. The Carter Bridge is an 0.53 km bridge.



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.

# INTERNATIONAL WOMEN'S DAY 2025:

MEET RUQAYYAH ABDULLAHI MUSA TECHNICAL OFFICER 1 (MARINE)

As the world celebrates International Women's Day 2025, calling for "accelerated action" to promote gender equality, our Online Newsletter crew spotlights Ruqayyah Abdullahi Musa, an outstanding female professional in the Nigerian Ports Authority (NPA). Ruqayyah represents many women who are breaking the glass ceiling and making a significant impact in Africa's maritime and blue economy sectors.

**How has the maritime industry evolved for women since you started your career?**

Since I started my career over 5 years ago in the maritime industry, I have seen significant progress in terms of inclusivity and opportunities for women. Initially, the industry was male-dominated, with fewer women in visible leadership positions. However, over the years, there has been a growing recognition of the importance of diversity, and more support for women pursuing maritime careers. Organizations are working hard to address issues like gender bias and create a more welcoming environment. While challenges persist, such as stereotypes and balancing work-life commitments, the industry is evolving and becoming more inclusive.

**How can the maritime industry promote gender equality and encourage more women to join the sector?**

To promote gender equality, the maritime industry must continue to foster inclusivity through policy changes, education, and a commitment to creating a supportive and respectful environment for women. Collaboration across organizations, governments, and educational institutions is necessary to address these challenges and create a more diverse and equitable workforce.

**What advice would you give to women just starting their maritime careers?**

Don't be discouraged by challenges or stereotypes. Your hard work, determination, and skills will speak louder than anything else. The maritime world offers incredible opportunities for personal growth, adventure, and professional development.

**What does the theme "Accelerate Action" mean to you, and how does it relate to the maritime industry?**

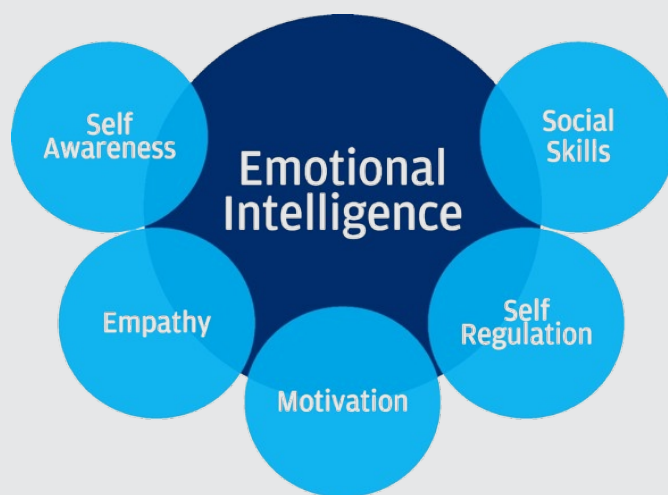
The theme "Accelerate Action" resonates deeply with the need to move beyond talk and make real progress in gender equality. It's about fast-tracking efforts to address barriers, break down outdated norms, and create an inclusive environment where women are equally represented and empowered across all sectors, including the maritime industry.

**What message would you like to share with young women considering a career in maritime?**

While the path may not always be easy, remember that every step forward you take contributes to breaking down barriers for future generations of women in the industry. Don't be afraid to pursue your passion. Surround yourself with supportive mentors, embrace the learning process, and never doubt that you belong in this field.



By Nwabueze Ifeoma



## SELF-AWARENESS & EMOTIONAL INTELLIGENCE

**S**elf-awareness is the ability to see oneself clearly and objectively through reflection and introspection. It is also the ability to notice our thoughts and how they influence our behaviours.

Emotional Intelligence helps us build a strong relationship in our personal lives and careers by utilizing the power of self-awareness, self-management, social awareness, and relationship management. The first step in developing emotional intelligence is self-awareness.

**Here are some signs that you are self-aware:**

- You treat yourself and others with kindness and empathy;
- You build positive relationships, including the one you have with yourself;
- You live a life based on what you love doing;
- You understand how the things you feel, think and do affect you and others;
- You can deal with and direct your emotions, thoughts, and behaviours.

**QUOTES (Self-awareness): "The ability to take an honest look at your life without attachment to it being right or wrong"-Debbie Ford.**

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

**Tariff:** Schedule, system of duties imposed by a government on the import/export of goods; also, the charges, rates and rules of a transportation company as listed in published industry tables.

**Terminal:** The place where cargo is handled is called a terminal (or a wharf).

**Terminal operator:** The company that operates cargo handling activities on a wharf. A terminal operator oversees unloading cargo from ship to dock, checking the quantity of cargoes versus the ship's manifest (list of goods), transferring of the cargo into the shed, checking documents authorizing a trucker to pick up cargo, overseeing the loading/unloading of railroad cars, etc.

**Toplift:** A piece of equipment similar to a forklift that lifts from above rather than below. Used to handle containers in the storage yard to and from storage stacks, trucks and railcars.

**Towboat:** A snub-nosed boat with push knees used for pushing barges. A small towboat (called a **push boat**) may push one or two barges around the harbor. A large towboat is used to push from 5 to 40 barges in a tow is called a **line boat**. From the Port of New Orleans, line boats deliver cargo to Mid-America via the 14,500-mile waterway system flowing through the Crescent City.

(See also tug boat)

**Tractor-trailer:** Some trucks are a solid unit, such as a van, but many have three main units. The front section where the driver sits is called the cab or the tractor (because it pulls a load). Cargo is loaded into the metal box (container), which is loaded onto the wheel base called a chassis or a trailer. These big trucks are often also called 18-wheelers.

CONT. NEXT EDITION



# PATHWAYS TO VISA ACQUISITION

## VISA REQUIREMENT FOR SINGAPORE (Cont.)



### FOR A SOCIAL VISA

(Visiting friends, relatives and for tourism)

- Completed Form 14A (visa application)
- One recent passport-size colour photograph (to be pasted on the top right-hand corner of form).
- Clear photocopy of the passport bio-data page. Please ensure the passport is valid for at least 6 months from the entry date.
- Photocopy of Local contact's Singapore Identity Card (NRIC)
- Completed Form V39A (Letter of Invitation for Visa application)
- A letter of Introduction from the applicant's employer granting leave of absence, stating how long the applicant has been employed, his/her designation, and salary if he/she is employed.
- Copies of confirmed accommodation and travel itinerary.

### For Medical Treatment

- Completed Form 14A (visa application)
- One recent passport-size colour photograph (to be pasted on the top right-hand corner of form).
- Clear photocopy of the passport bio-data page. Please ensure the passport is valid for at least 6 months from the entry date.
- Completed Form V39A (Letter of Invitation for Visa application?) OR a supporting letter duly signed by the medical authority containing the signatory's name, NRIC number and designation to support the application. The letter should state the purpose of the visa application, the appointment details and applicant's medical condition

Passport photo of size 35 mm wide by 45 mm high must be taken against a white background with matt or semi-matt finish. Image should be sharp, clear and taken within the last 3 months. (The photo must be taken full face with you looking directly at the camera. Your head must be straight, your eyes must be open and no hair across the eyes is allowed. Both edges of your face and the top of the shoulders should be clearly seen. **Your face must measure between 25mm and 35mm** from chin to crown of head. The photo should be taken with uniform lighting with no flash reflections or shadows.

CONT. NEXT EDITION



# HEALTH & SAFETY

## STAYING HEALTHY AND SAFE DURING EXCESSIVE HEAT PERIODS



**E**xcessive heat periods can be life-threatening, especially for vulnerable populations such as the elderly, young children, and people with chronic illnesses. However, by taking simple precautions and being aware of the risks, you can stay healthy and safe during these periods.

### Excessive heat can lead to:

- **Heat Exhaustion:** A condition characterized by heavy sweating, pale skin, fast and weak pulse, nausea or vomiting, and dizziness or fainting.
- **Heat Stroke:** A life-threatening condition that occurs when the body's temperature regulation system is overloaded, causing the body's temperature to rise rapidly.
- **Dehydration:** A condition that occurs when the body loses more fluids than it takes in, causing symptoms such as headaches, fatigue, and dizziness.

### Precautions to Stay Healthy and Safe

- **Stay Hydrated:** Drink plenty of water or other fluids to help your body regulate its temperature. Avoid sugary or caffeinated drinks that can exacerbate dehydration.
- **Stay Indoors:** Stay indoors during the hottest part of the day

(usually between 11 a.m and 3 p.m) to avoid exposure to direct sunlight.

- **Keep Cool:** Use cooling devices such as fans or air conditioners to keep your home cool. Take cool showers or baths to lower your body temperature.
- **Wear Protective Clothing:** Wear lightweight, loose-fitting clothing that allows for good airflow and helps keep you cool. Avoid dark colours that can absorb heat.
- **Avoid Strenuous Activities:** Avoid engaging in strenuous activities such as exercise or sports during the hottest part of the day.
- **Check on Vulnerable Neighbours:** Check on vulnerable neighbours, such as the elderly or young children, to ensure they are staying cool and safe.
- **Monitor the Weather:** Monitor the weather forecast to plan your activities accordingly.

"By taking these precautions and working together to combat climate change, we can protect our health and ensure a safer future." – **National Orientation Agency.**



# How do you think management can better promote gender equality in the workplace?

Compiled by ALBERT OREM

## Work Hour Relaxation

### VOX-POP

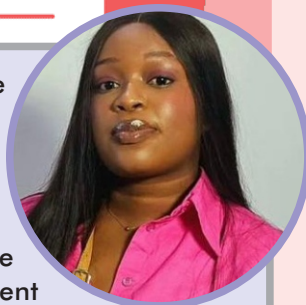
**W**omen should be assisted in actively participating in maritime network programs that empower women. This will lead to greater exposure and enhanced knowledge of global best practices in port management, logistics, and maritime operations.

**Duru Esther Chinenye,, Environment Department, Delta Port**



**T**o foster a more inclusive work environment, management should prioritize equal access to training, leadership opportunities, and promotions for women while enforcing robust anti-harassment policies and promoting diversity and inclusion. Additionally, a gender-balanced decision-making team will help ensure fairness and prevent biased policies.

**Ukanwanne Peace Ugochi, E&LR, HQ**



**G**ender equality amplifies women's voices and advocates for equal opportunities. To promote gender equality, the organization can implement fair policies, provide equal opportunities for career growth, support work-life balance, address gender biases, and foster an inclusive workplace culture.

**Akinsanya Lucy, C&SC, HQ**



**G**ender equality in the workplace means providing equal opportunities, treatment, and compensation to both men and women. To achieve this, it's essential to eliminate the pay gap and ensure equal pay for equal work. Additionally, mentorship programs should be reciprocal, allowing women to mentor men and vice versa, promoting mutual growth, understanding, and a more inclusive work environment.

**Nwankwo Chinyere, Accounts Department, Onne Port**



**G**ender equality can be better promoted in the workplace by implementing anti-discrimination policies, celebrating women's achievements, creating a resource library on gender equality and diversity, and creating women's networks where they can connect and support each other.

**Eucharía Okpu, SERVICOM, Onne Port**



**J**ust as federal character ensures regional representation, gender should be a key factor in selection processes. While merit remains key, we should aim to promote equality through mentorship and unbiased evaluations to create a more inclusive and balanced work environment.

**Fiberesima Anabel Miebaka, C&SC, HQ**







**Ezinne Asinobi**  
21<sup>st</sup> March  
C&SC HQ

**Rabiu Danbatta**  
1<sup>st</sup> March  
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**Joachim Akinseloyin**  
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**Ukabiata Kingsley Orji**  
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**Gloria Bob-Manuel**  
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**Rosemary Oyeani**  
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**Sharon Amu**  
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**Juliet Igbru**  
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**Ifeoma Maduka**  
20<sup>th</sup> March  
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**Romeo Okotete**  
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**Rotimi Holms**  
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Safety Dept. TCIP

**Joyce Oyetola**  
21<sup>st</sup> March  
Engineering Dept. TCIP



- 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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