



NPA

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ON IMPACT OF CAPACITY DEVELOPMENT
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As we commemorate another Workers' Day 2025, it's essential to reflect on the tireless efforts and unwavering dedication of the Nigerian Ports Authority (NPA) workforce. Recently, the Senior Staff Association of Statutory Corporation and Government Owned Companies (SSASCGOC) of the NPA Marina branch celebrated the 2nd edition of the Akin Bodunde Excellence Service Award in Lagos, marking International Labour Day.

The Chairperson, Comrade Ahmed Sagir, emphasised that the awarded leaders have inspired their teams, fostering a culture of dedication and professionalism that has positively impacted staff performance and work ethic. The following General Managers were honoured for their strategic support and visionary leadership: Onyemekara Ikechukwu C. (GM, Corporate & Strategic Communications); Dantiye Zainab Magaji (GM, Human Resources); Ballah Sarah (GM, Superannuation); Fatai Oladipo O. (GM,

Managing Director's Office); Abdulkadir Muhammad Nurudeen (GM, PPP); Engr. Anas Kawu Suleiman (GM, Lands & Assets Administration); Gofwan Victor Paul (GM, Audit); Adedapo Adekunle (GM, Procurement); Danbatta Rabiu M. (GM, Finance); Adamu Babayo (AGM E&LR).

Additionally, the union carefully selected exceptional staff from various directorates, recognising their skill, dedication, and passion for service. The awardees include: MD's Directorate: Ogunlola Misiliu (ICT) and Bright Oludare Adesida (C&SC); F&A Directorate: Ojaoba Michael Olushola (Finance & Accounts) and Jalige Abdulazeez Umar (Training); M&O Directorate: Odu Hope Owomero (Harbours Department) and Adegoye Mercy Modupe (Security); Engineering Directorate: Abdulkadir Mohammed Musa (Land & Asset Administration) and Engr. Usman Mohammed Shamsudeen (Civil).

The foregoing poses a challenge to Management to possibly consider the reward/award in recognition of staff who have shown exemplary performance to galvanise the teamwork efficiency and boost morale of the workforce, thereby positively impacting the brand (NPA). Additionally, a happy and well-supported workforce is crucial to excellence, professionalism and a thriving economy.



CELEBRATING WORKERS' DAY:

RECOGNISING THE DEDICATION OF NPA'S WORKFORCE

"National Brand Asset Anchored on Service Excellence"



THE EDITOR'S DESK

A MESSAGE FROM OUR EDITOR



The Nigerian Ports Authority's (NPA) commitment to excellence is evident in its workforce's dedication to delivering exceptional services. As we celebrate Workers' Day, we highlight the hard work and commitment of NPA staff, acknowledging their invaluable contributions to the Authority's success

Moving forward, it's crucial to continue fostering emotional intelligence, behavioural management, and leadership skills within the NPA workforce. This way, we ensure that the Authority remains a beacon of excellence in the maritime industry, driving growth and development across the Nation.

In addition, we sampled opinions on the impact of capacity development on employees' performance across the board. 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 as always.



Kingsley Ukabiala
Editor

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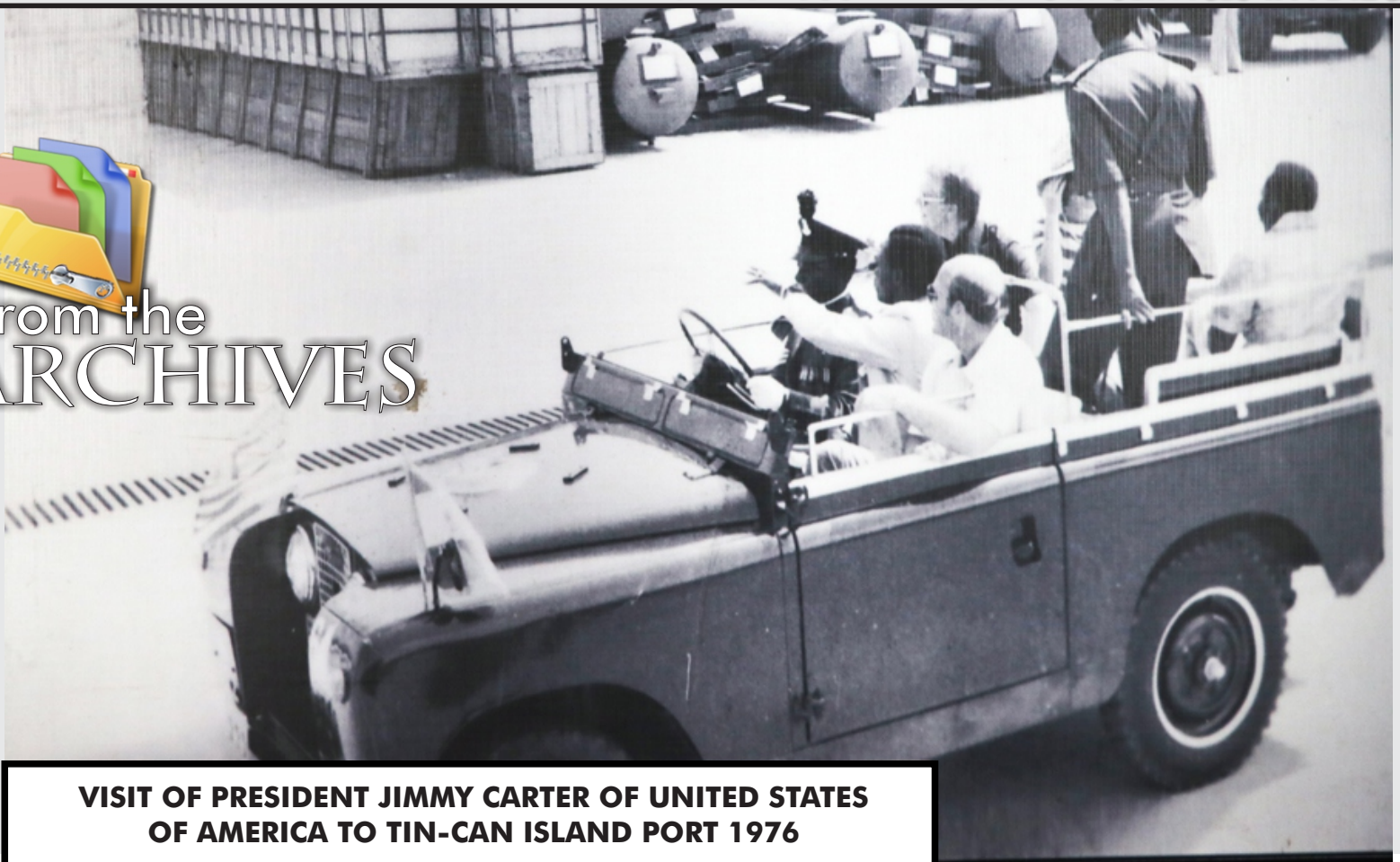


Contributions are welcome from members of staff. You can send high resolution photographs of your social events like birthdays, marriages, burials, etc

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



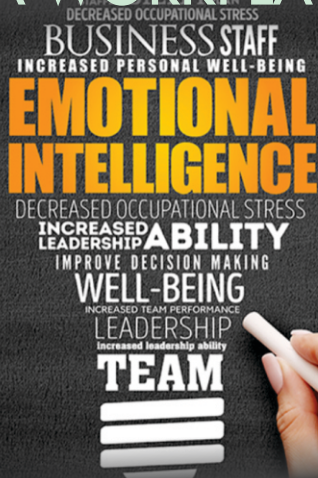
From the
ARCHIVES



**VISIT OF PRESIDENT JIMMY CARTER OF UNITED STATES
OF AMERICA TO TIN-CAN ISLAND PORT 1976**

A production of the Corporate and Strategic Communications Division Available on www.nigerianports.gov.ng and in emails of all officers/staff of NPA.

THE POWER OF EMOTIONAL INTELLIGENCE, BEHAVIOURAL MANAGEMENT AND LEADERSHIP IN A WORKPLACE



In today's fast-paced business world, emotional intelligence, behavioural management, and leadership skills are essential for achieving personal and professional success. Emotional intelligence enables individuals to recognise and manage their emotions as well as understand and respond to the emotions of others. Behavioural management involves regulating one's behaviour in challenging situations. Leadership is the ability to influence and guide others towards a common goal.

Key Benefits

- Improved communication and conflict resolution
- Increased productivity and job satisfaction
- Better decision-making

The combination of emotional intelligence, behavioural management, and leadership skills creates a powerful force in the workplace. It not only helps individuals to excel in their roles but also positively impacts the overall business. Here's how:

- **Improved Communication:** By understanding one's emotions and those of others, individuals can communicate better and avoid misunderstandings. Effective communication is crucial in a workplace, where teams need to work together towards a common goal.
- **Conflict Resolution:** With strong behavioural management skills, individuals can effectively handle conflicts and challenges within the team. They can remain calm, empathise with others, and find a solution that benefits everyone.
- **Increased Productivity:** When leaders possess emotional intelligence, they can create a positive work environment, boosting employee morale and motivation. This, in turn, leads to increased productivity and higher job satisfaction.
- **Better Decision Making:** Leaders with strong emotional intelligence and behavioural management skills can make better decisions by considering their emotions, as well as others. This results in well-thought-out and informed decisions that benefit the organisation.

By developing emotional intelligence, behavioural management, and leadership skills, individuals and organisations can create a harmonious, productive, and successful workplace. Investing in these skills can lead to a positive change and drive business success.



By Kandice Vincent

DELEGATION MADE EASY

If you work on your own, there's only so much one can accomplish, no matter how hard one tries. Everyone needs help and support, and there is no shame in seeking assistance. One of the most common ways of overcoming this limitation is to learn how to delegate tasks to others. If you do this well, you can build a strong and successful team. At first sight, delegation may seem more troubling than it is worth. However, delegating effectively can significantly increase your productivity. By organising the workload so that you can focus on high-priority tasks and assign meaningful and challenging assignments, you have set the stage for success.

Remember, to delegate effectively, choose the right tasks to delegate, identify and choose the right people to delegate to, and delegate in the right way. While it requires effort, the effective delegation will enable you to achieve much more.

When to Delegate

Delegation allows you to make the best use of your time and skills, and it helps other people in the team grow to reach their full potential in the organisation. It is a win-win situation for all involved, but only when done correctly. Keep these criteria in mind when deciding if a task should be delegated:

- The task should offer an opportunity for the growth of another person's skills.
- Evaluate the training effort in relation to the task's recurrence.
- Delegating certain critical tasks may jeopardise the success of your project.
- Management tasks, such as performance reviews, and tasks specifically assigned to you, should not be delegated.

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

Trailer On Flat Car (TOFC): A container placed on a chassis that is in turn placed on a railroad car.

tramp: A ship operating with no fixed route or published schedule.

transit port: When the majority of cargoes moving through a port aren't coming from or destined for the local market, the port is called a transit (or through) port.

transit shed: The shed on a wharf is designed to protect cargoes from weather damage and is used only for short-term storage. Warehouses operated by private firms house goods for longer periods.

transshipment: The unloading of cargo at a port or point where it is then reloaded, sometimes into another mode of transportation, for transfer to a final destination.

Transtainer: A type of crane used in the handling of containers, which is motorized, mounted on rubber tires and can straddle at least four railway tracks, some up to six, with a lifting capacity of 35 tons for loading and unloading containers to and from railway cards.

trucks: Heavy automotive vehicles used to transport cargo. In the maritime industry, cargo is often carried by tractor-trailers. The tractor is the front part of the vehicle, also called a cab. The trailer is the detachable wheeled chassis behind the tractor, on which containers or other cargoes are placed. (See: **common carrier; heavy hauler; drayage**)

CONT. NEXT EDITION



PATHWAYS TO VISA ACQUISITION

VISA REQUIREMENT FOR SINGAPORE (Cont.)



Important Notes

- 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

No matter the type of job being undertaken, there is always the possibility of encountering risks if not properly handled, these risks may result in injuries or accidents that could affect one's efficiency or ability to be productive.

Therefore, understanding health and safety practices in the workplace will help protect oneself as well as others from harm, thereby maintaining a safe working environment. Taking deliberate and proactive steps to implement these practices contributes to a better and safer working environment.

- 1. Increased Productivity and Performance:** Individuals in good health are better equipped to perform daily tasks and excel in professional and personal endeavours.

2. Corporate Reputation: Prioritising health and safety in an organisation improves its corporate image. This will consequently create a positive impression and attract more potential customers or investment that will lead to greater productivity.

A collage of various safety-related items including a yellow hard hat, brown work boots, blue gloves, and safety glasses. Overlaid on this are several white hexagonal icons connected by a network of dots and lines. The icons include: a heart with a cross, headphones, a checklist with a checkmark, a factory with smoke, a person wearing a hard hat, a warning triangle with an exclamation mark, a person wearing goggles, crossed wrench and screwdriver, three workers in hard hats, a padlock, and a heart with a cross. In the center, the text "IMPORTANCE OF HEALTH & SAFETY AT WORK" is written in bold white capital letters.

IMPORTANCE OF HEALTH & SAFETY AT WORK

- HEALTH, SAFETY & ENVIRONMENT DIVISION

- HEALTH, SAFETY & ENVIRONMENT DIVISION

In this edition, we sampled opinions on the impact of **capacity development on employee' performance.**

Compiled by **ALBERT OREM**

Work Hour Relaxation

VOX-POP

Employee training and development are integral to the pursuit of improved organisational growth and performance. Training and development programs help employees manage tasks individually and in teams, relying on a greater understanding of processes and clearly defined goals. They also help the organisation gain and retain top talent, increase job satisfaction, boost morale, improve productivity, and earn more revenue.

Ebem Kingsley Obinna, Security, Lagos Port Complex, LPC



Training boost employee's morale, which in turn helps them to perform efficiently and effectively. It helps the employees to know more about their roles and improving performance.

Udaya Augustina Udaya (Mrs), HR Department, HQ



Training and development of employees leads to greater productivity, efficiency and effectiveness on the job. It also builds human capacity on the job. It increases our input on the job for greater productivity..

Kyari Mohamed Aliyu, Traffic, Onne Port



a wareness between the management and its employees, which, as a result, serves as an ingredient that is used for succession planning against the future growth and continuity of the organisation.

Abdullahi Abdulmutalib, Harbours, Calabar



This is a very important tool in bridging the knowledge gap. It also serves as a tool for creating

training and development have helped the organisation to improve the performance of its employees by more than 75% in the past three years. This can be seen in the areas of higher revenue generation, lower accident and incident rates, safer operational environment, better cargo handling methods, lower insurance cases, customer confidence in the organisation, among others. However, more needs to be done in the area of training employees in the areas of production and use of modern equipment and artificial intelligence, which includes global modern tools for management and operational procedures.

Bisong Joseph Boki, Safety, Calabar Port





Capt. Jerome Angyunwe
Marine HQ
27th May



Zainab M. Dantiye
Human Resources, HQ
30th May



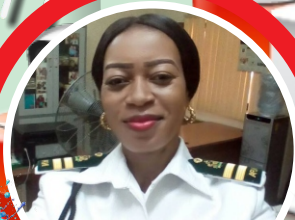
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Ngini Franca
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14th May



Olamobisi Robert
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5th May



Agnes Raphael B.
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Abuja Liaison
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Queen Edet
C&SC Div. HQ
2nd May



Babatunde Ogunsanya
SERVICOM HQ
15th May



Gladys Green
Tariff & Billing, KLT
12th May



Ogoloma Chima
Procurement Dept. TCIP
1st May



Olatunde Damilola Oluwaseun
C&SC Div., HQ
25th May



Adekunle Dada
HR Ops, LPC
23rd May



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16th May



Mary Silas
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4th May



Lilian Onyekwere
Audit HQ
28th May



Kafayat Mohammed
Security Dept.
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7th May



Precious Bada
KLT
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Ajiboye Olajumoke
Accounts Dept.
LPC
5th May



Afolabi O. Aderemi
Admin Dept. HQ
5th May

- 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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