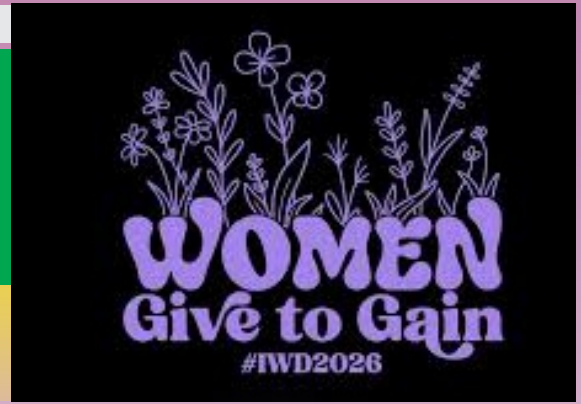




N P A

WOMEN



IWD

NPA EXTOLS ITS FEMALE WORKFORCE

The Nigerian Ports Authority (NPA) marked International Women's Day (IWD) 2026 at the Lagos Port Complex with a high-level event themed "Give-to-Gain." Led by the Executive Director of Finance and Administration, Mrs Vivian Richard-Edet, the gathering honoured the resilience of women in the maritime sector and advocated for accelerated gender equality.

In her remarks, Mrs Richard-Edet commended female staff for thriving in a male-dominated industry, urging them to take pride in their essential contributions to the NPA's success. She stated that "The IWD celebration is not just about marking a day, but celebrating the power, resilience, and hard work of women who continue to shape the NPA."

Keynote speaker Abimbola Ini-Abasi delivered a data-driven charge for women to dismantle systemic barriers, praising the NPA's inclusion of women in technical roles but calling for stronger institutional policies to bridge the leadership gap. During a panel on career growth, Rivers Port Manager Mrs Kenechi Okezie emphasised that while women often work "twice as hard" for recognition, perseverance remains the key to breaking the glass ceiling.

The event concluded with a vibrant celebration of female achievement, featuring a fashion showcase and the symbolic IWD purple, signalling a collective commitment to a more equitable maritime industry.



CROSS SECTION OF NPA FEMALE WORKFORCE

THE EDITOR'S DESK

A MESSAGE FROM OUR EDITOR



This edition marks International Women's Day, acknowledging the strides made towards achieving gender equality while recognising the ongoing efforts required to address existing disparities. As we commemorate this global event, we are reminded of the imperative to collectively work towards eradicating gender-based violence and discrimination.

The Vox Pop segment in this edition engages with the topic of promoting gender equality in the workplace, seeking insights on how management can drive this initiative forward.

Our regular features cover pertinent topics, including health and safety, with an exclusive interview with Dr Saudat Adeka, Assistant General Manager, Occupational Health Services Department, discussing the Annual Occupational Health Assessment. Additionally, we address work ethics and provide updates on UK VISA fees hike.

We trust that this edition proves informative, insightful, and engaging.



Kingsley Ukabiala
Editor

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Paul I. Erakhifu



Quotable Quote

“
There is no better tool or equipment you can have on board than a well-trained crew.”

Larry Pardey

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

Traffic in Lagos Nigeria in 1963 including a Bedford A type bus, a Bedford J type assorted British built ford cars, a Standard Vanguard estate and the two Land Rovers next to each other might be Nigerian army vehicles.

<https://www.flickr.com/photos/70063070@N08/30418362932>

From the
ARCHIVES



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 PEN THAT DOCUMENTED PROGRESS: A TRIBUTE TO UKABIALA KINGSLEY

As the sun sets on a distinguished career spanning decades, the Nigerian Ports Authority (NPA) prepares to bid farewell to one of its most dedicated chroniclers. Mr Ukabiala Kingsley, the veteran Editor of the NPA Newsletter, is officially transitioning into a well-deserved retirement from the civil service. For those within the maritime corridors, Mr Kingsley was far more than a gatekeeper of syntax; he was the institutional memory of an organisation in constant evolution. Under his stewardship, the NPA Newsletter transcended its origins as a simple internal bulletin, evolving into a sophisticated organ of corporate communication. He understood that in the high-stakes maritime environment, communication is the foundation of trust, transparency, and global reputation.

His office often served as a sanctuary of wisdom, a place where the next generation of professionals learned to navigate the industry's nuances with integrity and grace.

As he clears his desk, Mr Kingsley leaves behind a rich archive that mirrors the NPA's journey toward becoming the maritime hub for West and Central Africa. His commitment to excellence, even amidst shifting industry tides, has set the benchmark for corporate communications in the sector.

While the office will be quieter without his steady guidance, the standard he established will remain the Media section's North Star. His chapter within these walls may be coming to an end, but his legacy is permanently etched into the history of the Nigerian Ports Authority.

The NPA Newsletter editorial team wishes him the very best in his future endeavours.



work ethics

BY ATEGUN OREOLUWA
(NYSC Member)

SELF-AWARENESS and NATIONAL EMERGENCY



Work Ethics: Self-Awareness and Emotional Intelligence – Ategun Oreoluwa (Nysc Member)

Self-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 strong relationships 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 in alignment with 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.

QUOTE (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

Export packers: Firms that securely pack export products into a container to crate to protect the cargo from damage during an ocean voyage.

Feeder service: Ocean transport system involving use of centralized ports to assemble and disseminate cargo to and from ports within a geographic area. Commodities are transported between major ports, then transferred to feeder vessels for further transport to a number of additional ports.

Fender piles: The wooden or plastic pilings on the outer edge of the wharf function like the fenders on a car. They are there to absorb the shock of a ship as it docks at the wharf and to protect the structural pilings that actually support the wharf. Fender piles are also called sacrifice piles since they are designed to be discarded after they are broken.

Fleeting: The area at which barges, towboats and tugs are berthed until needed. The operation of building or dismantling barge tows.

Foreign Trade Zone (FTZ) - Known in some countries as a free zone, a foreign trade zone (FTZ) is a site within the USA (in or near a U.S. Customs port of entry) where foreign and domestic goods are held until they ready to be released into international commerce. If the final product is imported into the U.S., duties and taxes are not due until the goods are release into the U.S. market. Merchandise may enter a FTZ without a formal Customs entry or the payment of Customs duties or government excise taxes. In the zone, goods may be: stored; tested; sampled; repackaged or relabeled; cleaned; combined with other products; repaired or assembled, etc.

Freight: Merchandise hauled by transportation lines.
lift cargo.

CONT. NEXT EDITION



UK VISA HIKE: WHAT NIGERIANS NEED TO KNOW



The UK Home Office has announced significant increases in visa, residency, and citizenship application fees, effective April 8, 2026. Here's what you need to know:

VISIT VISAS:

- "Short-term (up to 6 months): Old: £127, New: £135" _
- "Long-term (up to 2 years): Old: £475, New: £506" _
- "Long-term (up to 5 years): Old: £848, New: £903" _
- "Long-term (up to 10 years): Old: £1,059, New: £1,128" _
- Direct airside transit visa: £39 → £41.50
- Landside transit visit visa: £70 → £74.50

STUDENT VISAS:

- "Student (main applicant and dependents): Old: £524, New: £558" _
- Child Student: £524 → £558

WORK VISAS:

- Skilled Worker – up to 3 years: £769 → £819
- Skilled Worker – over 3 years: £1,519 → £1,618
- Skilled Worker (Immigration Salary List) – up to 3 years: £590 → £628

SETTLEMENT AND INDEFINITE LEAVE:

- Indefinite leave to remain: £3,029 → £3,226
- Route to Settlement: £1,938 → £2,064

NATIONALITY AND CITIZENSHIP:

- Naturalisation (British citizenship): £1,605 → £1,709
- Registration as British citizen – adult: £1,446 → £1,540
- Registration as British citizen – child: £1,214 → £1,000 (reduced)

The adjustments come at a time when Nigeria remains one of the largest sources of visa applicants to the UK, with significant numbers applying annually for tourism, education and employment.



Ezinne Asinobi
21st March
Corp. Affairs HQ



Rabiu Danbatta
1st March
Finance HQ



Joachim Akinseloyin
28th March
Corp. Affairs HQ



Ukabiala Kingsley Orji
27th March
Corp. Affairs HQ, Marina



Minabere Joshua
23rd March
PA ED F&A



Risqot Giwa Adekoya
6th March
Finance HQ



Juliet Igbru
16th March
Corp. Affairs Delta Ports



Emmanuel Okafor
2nd March
HR HQ



Olajumoke oloyede
3rd March
Engr. Div. HQ



Temitope Fadahunsi
3rd March
Corp. Affairs, Abuja



Lola Yetunde Bishopton
31st March
Training Dept., HQ



Sunday Micah
24th March
Engr. Dept. HQ



Abdul Chindaya
15th March
HR, HQ



Kehinde Sogunwa
22nd March
Security Dept. HQ



Maryann Okeke
25th March
Pollution Control Dept, LPC



Florence Onweagba
16th March
C&SC LPC



Ibrahim Lukeman
28th March
Tariff & Billing Dept. HQ



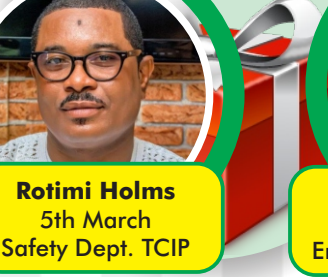
Onafowokan Olukorede
24th March
Engineering Dept. TCIP



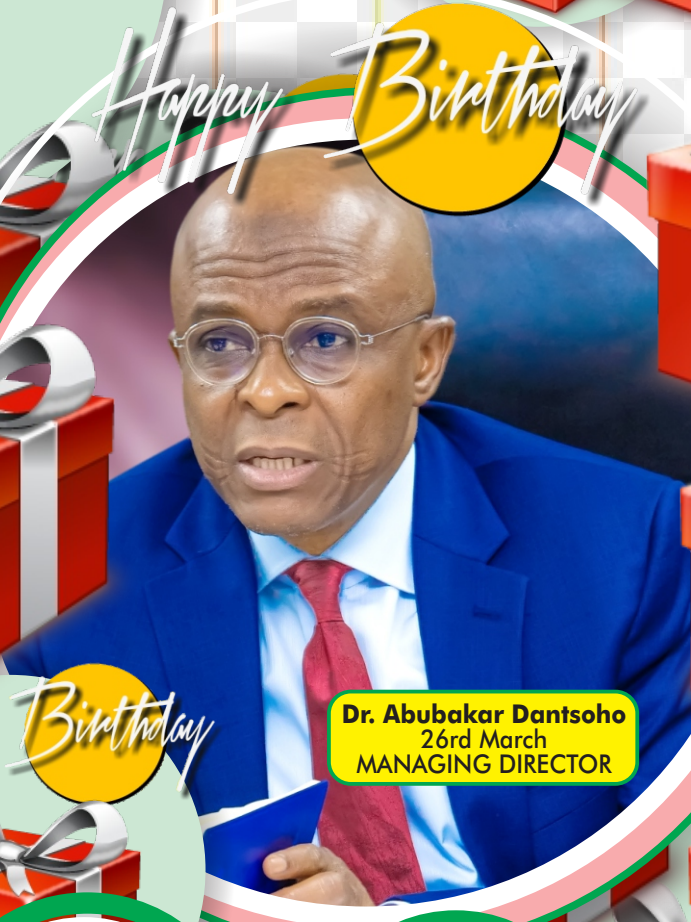
Romeo Okotete
24th March
Training Div. TCIP



Rotimi Holms
5th March
Safety Dept. TCIP



Joyce Oyetola
21st March
Engineering Dept. TCIP



Dr. Abubakar Dantsoho
26rd March
MANAGING DIRECTOR



Rosemary Oyeani
16th March
Civil Eng. Dept, HQ



Gloria Bob-Manuel
21st March
Asset Admin., HQ



Sharon Amu
13th March
M & O Div. HQ



Joy Iroriteraye
24th March
Servicom Dept. HQ

VOX-POP



Management can drive meaningful progress by promoting a diverse and inclusive workplace, championing equity in recruitment, pay, and leadership opportunities, while recognising talent across all genders and socioeconomic backgrounds, positioning the organisation as a model of fairness, innovation, and sustainable growth.

Igiozee Osazee, Accounts, Rivers Port Complex

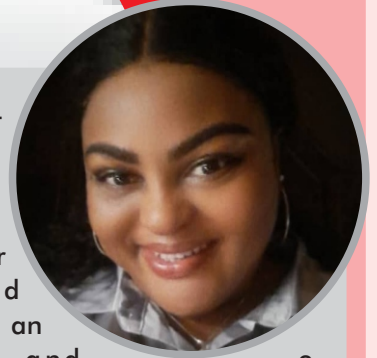


It is often said that inclusion is not merely about having a seat at the table; it is about being heard once you are there. Beyond just "preserving" existing roles for women, leadership should proactively celebrate their unique contributions and expertise. By amplifying these voices and fostering an environment where every perspective carries weight, the organisation can move from symbolic presence to meaningful, systemic equity.

Maranatha Ovbiagele, Board, HQ

Management can promote gender equality by setting clear policies, ensuring fair recruitment and promotion, fostering an inclusive culture, and encouraging open communication, ultimately improving productivity, innovation, and employee satisfaction.

Akpo Sally Ejiah, Performance Management, Delta Port Complex



It is my humble opinion that the Nigerian Port Authority should consider more women in the port by removing undue bottlenecks in terms of appointments. Certain offices could be designated for women as a way to promote gender equality across Port locations.

Mispah .M. Oba, Corporate Affairs, Onne Port Complex



Creating a safe and respectful environment with zero tolerance for harassment or description female employees need to trust that reporting issues won't backfire on them.

Ukanwanne Peace Ugochi, E&LR, HQ



By ensuring balanced representation of both genders across all departments and roles. Additionally, equal opportunities should be provided in areas such as conference participation, training programs, and professional development. Work responsibilities should also be distributed fairly, so that neither gender is disproportionately burdened or overlooked.

Ruth Jo-Amadi, Audit, HQ

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

Work Hour Relaxation

HEALTH & SAFETY

PRIOTISING THE PULSE OF THE WORKFORCE



In a large-scale commitment to employee welfare, the Nigerian Ports Authority (NPA) has officially commenced its annual Occupational Health Assessment across all port locations. This initiative marks a strategic shift from reactive medical care to a proactive culture of wellness, ensuring that the Authority remains not just a hub of maritime productivity, but a safe and supportive environment for its greatest asset: its people. To delve deeper into the vision behind this exercise, the NPA Newsletter crew sat down for an exclusive interview with Dr Saudat Adeka, Assistant General Manager, Occupational Health Services.

What is the core philosophy behind this annual Occupational Health Assessment?

At its heart, Occupational Health is about being proactive rather than reactive. We are not just waiting for people to get sick; we are actively safeguarding the well-being of our employees. By gathering health data and assessing the work environment, we ensure that the NPA isn't just a place of high productivity, but a haven for every worker. We want our staff to thrive, not just survive.

With the assessment currently underway, how are you ensuring 100% participation across all port locations?

To drive engagement, we have launched an extensive sensitisation campaign. We aren't just sitting in offices; we are walking the floors, distributing flyers, and placing roll-up banners at every entrance. The response has been incredibly encouraging. Beyond just "talking the talk," we are also using Wellness Packs as a token of motivation. These packs include bottled water to highlight the critical importance of hydration, especially since dehydration can lead to serious issues like kidney stones. As we like to say: "Water is much cheaper than a hospital bill."

I noticed the Wellness Packs include some very specific items. What is the strategy behind them?

Every item is a "nudge" toward a healthier habit:

The Stress Ball: This is a physical reminder to combat our sedentary work culture. We encourage staff to stand up for five minutes every hour. Sitting too long is a hidden hazard that affects long-term productivity and spinal health.

Hand Sanitiser: This reinforces hand hygiene. Our hands are the primary vehicles for biological hazards and germs; constant sanitisation is a simple but vital defence.

Fresh Fruits: With nearly half of our workforce in the "aged" category, nutrition is non-negotiable. We want to remind everyone that the daily intake of fruits and vegetables is the best fuel for the body.

How do you balance the need for management analytics with the strict requirement for staff confidentiality?

Privacy is the foundation of trust in medical services. All physical records are secured in locked cabinets, and our digital files are protected by high-level encryption and passwords. Access is strictly limited to the Occupational Health team. Management receives high-level, anonymised data to help them make better policy decisions, but an individual's personal health journey remains between them and their medical provider.

An assessment is only useful if there is a follow-up. What "Return to Health" programs are in place?

Exactly. While we expect most of our staff to be in good health, we are ready for the outliers. If we catch a serious issue, we refer the employee immediately to our Marina Clinic, and we've already had cases where this quick intervention was life-saving.

For those on the "borderline", perhaps dealing with obesity, high stress, or early signs of hypertension, we don't just send them away. We provide one-on-one counselling on dietary modifications, exercise, and sleep hygiene. We then schedule follow-up appointments to monitor their progress. In most cases, these lifestyle adjustments prevent the need for more intensive medical referral. We catch it early so it doesn't become a crisis.

Finally, what is your message to Management regarding this exercise?

It has been an awesome initiative. It proves that our leadership truly understands that "Health is Wealth." The positive feedback from the staff has been overwhelming. You simply cannot put a price tag on the well-being of a human being. When our people feel cared for and healthy, they bring their best selves to work. I applaud Management for recognising that a healthy workforce is the NPA's greatest asset.



NIGERIAN PORTS AUTHORITY

To be the *Maritime Logistic Hub*
for *sustainable Port Services*
in *Africa*



Our Port Locations:

Lagos Port Complex, Apapa
Lagos State
lpcinfo@nigerianports.gov.ng

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Delta Ports, Warri
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Calabar Port Complex, Calabar
Cross-River State
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Onne Port Complex, Onne
Rivers State
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Lekki Deep Sea Port
Lagos State
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