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Keeping Fit: How NNPC Limited Engenders Healthy, Productive Workforce



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Keeping Fit: How NNPC Limited Engenders Healthy, Productive Workforce

In keeping with the popular mantra that ‘a healthy workforce is a productive workforce’, the management of the NNPC Ltd. has introduced a scheme to boost the physical fitness of members of staff.

The scheme which has seen, the company invest huge resources in signing retainerhip with various fitness centres across the country is aimed at not only getting staff to enroll with fitness centres, but also aligning their physical exercises to address their peculiar health concerns.

Shedding light on the details of the scheme, the Deputy Manager, Clinical Services, NNPC Medical Services Limited, NMSL, Dr. Benjamin A. Alonge explained that though the arrangement with various fitness centres has been in place for a long while, the NMSL and the Human Capital Management Division recently saw the need to develop a new protocol to guide the enrolment of staff with the retained fitness centres in order to derive maximum health benefits for staff.

According to Dr. Alonge, the new protocol on enrolment of staff with the fitness centres ensures that members of staff undergo a thorough clinical assessment before they are enrolled with the result to determine the regime of exercise they would be exposed to that could address their peculiar health challenges.

“The key thing is that prevention has proved to be better than cure, and the role of NNPC Medical Service Limited is to ascertain the fitness of the staff before

he/she is allowed to be enrolled in these centres for the purpose of undertaking physical exercise. A client who wants to enroll with any of the retained fitness centres such as bodyline fitness centres in Abuja can do so through the NMSL in Utako. The staff will have to undergo a thorough clinical assessment. Based on the results and if the staff is deemed fit by the clinical staff, he or she would be given a pass to get enrolled,” Dr. Alonge explained.

On the benefits of the fitness scheme, he said that apart from ensuring that every member of staff is physically fit, it also ensures that they are safe while trying to keep fit to ascertain their state of fitness before venturing into any physical exercise to ensure that they are recommend to take the kind of exercises that best suit their health conditions.

“Ultimately encouraging staff to take part in physical exercises in order to remain physically and mentally fit will not only benefit the staff themselves, it will also help the company achieve the goals of reducing the growing health cost as well as minimizing man-hour losses at work due to sickness,” Dr. Alonge stated.

Apart from the fitness scheme which enables all categories of staff to enroll with any of the retained fitness centres, staff on M6 and above can register with the IBB Golf Club to further pursue their fitness goals. All that is required is for staff of this category to fill out the forms and pay the relevant registration fees for which they will be reimbursed by the company upon request.

Medicines: Friend or Foe?

By Akaninyene Etuk



Larry groaned when the 7am alarm went off. It was his dreaded medication time. After five years of going in and out of hospital because of his uncontrolled blood pressure, his doctors had warned him sternly that he needed to start taking his medicines seriously. In their words: ***“This is a matter of life and death!”*** Larry needed no one to remind him about the crippling pain that built up in his chest one time when he was having dinner with some work partners.

The pain radiated through his chest and he thought he was having a heart attack. He proceeded to set up an alert on his iPhone and when the shrill sound startled him, he groaned. The fact that Larry knew the medicines were good for him didn't make it any easier for him. He truly hated pills.

People like Larry are in the majority. For many reasons, medication adherence is an issue with patients. One of the reasons is a fear of side effects.

When a patient fears a potential side effect or has seen another person experience something, then he may be hesitant to adhere to a strict regimen.

The fear a patient has must be expressed to his pharmacist and appropriate counselling would be done to assuage the fear. If the risk of a medicine outweighs the benefits, the medicine would be changed to one with a better risk benefit profile.

Another reason a patient like Larry will miss his doses is a lack of understanding of what the medicines are for. If there are no physical

symptoms such as in hypertension (the silent killer), a patient may not understand the role of his medicines in preventing damage to other organs.

The Pharmacist's role is to properly educate on the importance of his medicines and why it is necessary to take them as instructed. Whenever a patient is getting weary of continuing his regimen, efforts must be made to seek counselling to reinforce the value of staying the course.

A third reason why patients like Larry may fail to take their medicines regularly is depression.

Depression is a persistent sadness and a lack of interest or pleasure in previously rewarding activities. According to the WHO, about 5% of the population have been diagnosed with depression.

Symptoms include feeling low and irritable, poor concentration, disrupted sleep, suicidal thoughts amongst others. It is critical to speak to your doctor if you feel any of these symptoms persistently for a proper diagnosis. Depressed individuals may have a hard time keeping up with a strict medication regimen if they do not get the support they need.

In conclusion, optimal medication adherence remains in the best interest of the patient. Larry's groan is understood but he must remember that the pills in his hands are his friends supporting him on the journey to good health and swallow he must.

Akaninyene Etuk is a Clinical Pharmacist, NMSL, Lagos

Making Sense of the Economy (1)

By Ikenna O. Oranueze



We live in very interesting times. Any avid reader of newspapers or business blogs would have noticed over time that the key economic parameters have been in the red, notable of these is the public debt stock that stood at NGN 46.25 trillion as at December 31st, 2022.

In this article, we would try to make sense of some economic parameters and how they affect us.

INFLATION RATE

Inflation is defined as increase in the general price level of goods and services in an economy. This is usually noticed over a period when the purchasing power of the currency procures fewer goods. The interplay of forces of demand and supply drive inflation. Inflation could be demand-pull inflation caused by steady or growing demand whilst supply is stagnant/declining or cost-push inflation characterized by increasing cost of production such as rents, wages, raw material costs summed into the unit price of a commodity. At Nigeria's 18% inflation rate, this translates to the Naira losing 18% of its purchasing power in one year. Central banks have several strategies to control inflation such as increasing interest on savings, increasing tax rates, and implementing of surplus budgets to reduce money in circulation.

It is important to note that investments that return less than inflation rate are losing money.

MPR

The Monetary Policy Rate is the baseline interest rate in the country upon which other interest rates are hinged. Put simply, this is

the rate at which the Central Bank of Nigeria lends money to the commercial banks. This rate is determined by the Monetary Policy Committee chaired by the CBN Governor. As of March 21st, 2023, the MPC recommended MPR of 18% with an asymmetric corridor of -100/+50 basis points which translates to a range of 17%-18.5%. The effect of this is that banks cannot charge less than MPR when lending. When computing lending rates, banks must consider their Cost-of Funds, risk profile of intending customer, expected return, tenor of loan, and overall health of their loan portfolio

PUBLIC DEBT STOCK

The Federal Government of Nigeria can raise funds in the international market through Euro bonds or in the domestic market via issuance of FGN bonds and treasury bills.

These bonds could be midterm (2 to 5 years) or long-term (5 years and above). Public debt is managed by the Debt Management Office (DMO). The DMO is responsible for external debt negotiations, other forms of negotiations, and all other funding operations.

The primary considerations in debt negotiation are debt pricing (rates) and maturity. In raising public debt, the DMO considers the aggregate portfolio and the risk associated with the portfolio. During the annual budget preparation, interest and principal repayment of public debt are factored into the budget computations, sources of repayment such as Customs duties, FIRS taxes for domestic debt, and forecast crude oil benchmark and volumes for servicing of international debt obligations.

OneDrive:

IT Solution for Business Efficiency



As part of NNPC Limited is journey to the cloud and digital transformation, document storage is key.

Files are often the starting point for getting work done and staying connected. Memos, presentations, photos, videos—these are the conduit for more fruitful interactions.

What is OneDrive?

OneDrive is the cloud storage that is available in your Windows File Explorer. You're almost certainly familiar with it, if you're using File Server, as it is the default saving option.

OneDrive allows you to sync and store your personal files in a single place and share them with your contacts. You can access your personal files from any connected device through OneDrive. Simply put, 'anywhere access'.

OneDrive focuses on cloud storage for businesses. It's intended to enable users to share and collaborate on documents with other co-workers and is managed by the organization. It is powered by SharePoint.

Microsoft OneDrive replaces the traditional local "Documents" folder and opens access to work on documents from anywhere, on any device, from the OneDrive app, along with many other capabilities.

Benefits of OneDrive

- **Accessibility:** Stay Connected. The first and most obvious benefit of using cloud storage is accessing your files from anywhere.
- **Availability:** OneDrive is always on.
- **Effortless Collaboration:** Another great benefit of using OneDrive is that it efficiently enhances collaborating with others.
- **Security:** Being able to effortlessly share content entails ensuring that the content is not accidentally shared with the wrong people.
- **Offline Work:** With the OneDrive sync client, users can download content to their local workstations and work with content without having to remain connected to the internet.
- **Files On-Demand Syncing:** This feature is great for users who work on multiple devices.
- **Go Mobile:** Files can be easily retrieved from anywhere on all user devices.



Relevance of Data Analytics in Modern Workplace

By Godwin Chukwuka



Business success in today's digital world is dependent on how well a business executives makes data-driven decision. Making data-driven decision is considered as a smart option.

The concept of data analytics refers to the process of examining large datasets to uncover hidden patterns, correlations, and insights that can inform decision-making.

With the increasing availability of data in today's modern workplace in the era of big data, data analytics has become an essential tool for businesses to gain a competitive advantage. In this article, we will explore the relevance of data analytics in today's modern workplace.

At the centre of management is decision-making and it is improved decision making but separates good leadership from poor or mediocre leadership. Data analytics provides businesses with amazing set insights into their operations, customer behavior, and market trends, allowing them to make informed decisions.

With data analytics, businesses can quickly identify patterns and trends that can inform decision-making and help them stay ahead of the competition.

Weak signals can be found to enable business exploit good opportunities to provide more value to her customers.

In achieving cost optimization in an unpredictable world, maximizing operational efficiency and productivity is of a great importance.

Data analytics can help businesses streamline their operations and reduce costs by automatically identifying areas where efficiency can be improved.

For example, by analyzing data on employee performance, businesses can identify areas where training or process improvements are needed to improve productivity.

In addition, data analytics technology can significantly enhance customer experience and enable business gain greater market share. It can help businesses better understand their customers' behavior, preferences, and needs.

By analyzing data on customer interactions and feedback, businesses can personalize their offerings and improve the overall customer experience.

The collated and analysed data will inspire innovation so that business can exploit the customers' un-met needs and take advantage of the new market opportunities.

Better risk management is another benefit of data analytics. There are technologies and solutions that can help businesses identify and mitigate risks, including fraud, cyber threats, and compliance issues. By analyzing data on transactions and other activities, businesses can detect anomalies and suspicious behavior, allowing them to take proactive measures to mitigate risks. In the energy industry, risk is quite high and expensive, thus the way to go is to leverage on data analytics. It will make the business more agile and responsive to risks.

The business world is driven by innovation and data analytics is an indispensable tool. With data analytics, businesses are empowered to identify new opportunities and develop innovative solutions to problems.

By analyzing data on market trends and consumer behavior, business analysts and innovation analysts can identify unmet needs and develop new products or services to meet those needs. When data science and artificial intelligence are integrated with data analytics, much more business opportunities will abound, thereby increasing profitability.

Data has become the gold of the modern world and data analytics is essential in today's modern workplace, as it provides businesses with insights into their operations, customers, and market trends. With data analytics, businesses can make informed decisions, improve efficiency and productivity, enhance the customer experience, mitigate risks, and drive innovation. As the amount of data available continues to grow, businesses that leverage the skills of data scientists to use data analytics will develop and maintain competitive advantage over those that do not.

Personal Financial Management



Personal financial management is a daunting and continuous task that can cause even the most economically savvy individual to become confused or short-sighted. The decisions we make regarding our personal finances can be complicated, and they change as we pass through the various stages of life.

Personal Finance management involves balancing one's income with financial needs, goals and desires.

Individual goals and desires—and a plan to fulfill those needs within your financial constraints—also impact how personal finance is approached. To make the most of the money at your disposal requires constant awareness and strategic thinking.

Personal finance management involves tracking Income, spending, savings, investment and developing budget.

Below are few money management tips:

- Build a money mindset
- Know your Income
- Create a realistic budget
- Limit spending - cut back on recurring charges
- Develop an investment strategy - create diverse portfolio
- Build emergency fund

The path to improved and effective finances starts with changing our mindset and habits.

Being disciplined and adhering to personal finance management guidelines are like two edged sword.

The Price of Ignorance

By Jerry E. Anyanwu

How many of us have had a flash of memory that made us smile and embarrassed at the same time? Actions taken on days we wish we had known more. Those are the mildest of the costs of ignorance.



Charles Duncan McIver puts it right when he said that: Education is expensive; the only thing more expensive is ignorance.

There was a viral social media humour about an intensive care unit where the patients on a particular life support machine often died at about 6am. No one could understand why until it was observed that death occurs only when a particular cleaning personnel unplugs the life support machine from the mains to charge his phone. As extreme as it was, it happened.

At my first stay in an upscale Hotel, I had entered the elevator to get to my floor. On pressing the number, the elevator seemed unresponsive. Just as I was about to step out to go complain to the front desk, the elevator doors closed, and it rode off to the 6th floor, some people joined in from that floor and it returned to ground floor. When they got off, I pressed my floor number again but it once again proved ineffective, I went to the front desk to complain; 'The elevator doesn't go to floor 9'. The gentleman and lady manning that section of the desk smiled knowingly at me and said, "the Porter will help you".

As we boarded the elevator, the Porter asked for my room card and just then, I saw it boldly written by the number pad of the elevator: *"Tap your key card here to access your floor"*.

You can only imagine how embarrassing that was for me.

As a first time car buyer, I ignorantly agreed with the dealer who supplied the car that the chassis number was same as engine number. I registered the car and started using it even for interstate travels without seeking alternative opinion. Four years after, I was travelling from Portharcourt to Owerri. That stretch of road has over 23 police check points.

I had passed most of them. So, I had no cause to worry when the police at the boundary of both states asked me to clear off and present my vehicle particulars. He looked through them, smiled and asked me to open my bonnet. I did. He politely asked if he could soak a piece of rag, he was holding with my brake fluid. I obliged. He put on his phone torch and flashed at an obscure part of my car engine, gave me a paper and pen

to write out the numbers he calls out as engine number. There and then, they asked me to pay 80 thousand Naira, threatened me with a stolen engine charge, noting that the courts in Rivers State then were shut down.

I spent the next 2 hours of my day negotiating and eventually paid them 15 thousand Naira. I was furious when I discovered that a simple google search could have revealed the location of my car's engine number all those years.

In summary, the price of ignorance can range from the mild embarrassing memories to critically fatal scenarios like the one in the social media story above.

As Leaders in different capacities, it is imperative for us to continue to learn, relearn and train our stakeholders, no matter how far we consider their responsibility is from our core business to reduce the impacts of these costs of ignorance. Sometimes, we may even pay the price for someone else's ignorance.



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