



“Established by the NIMC Act No. 23 of 2007, it has the mandate to establish, own, operate, maintain and manage the National Identity Database in Nigeria, register persons covered by the Act, assign a Unique National Identification Number and issue General Multi-Purpose Cards (GMPC) to those registered individuals, and to harmonize and integrate existing identification databases in Nigeria.”

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NIMC HITS ENROLMENT FIGURE OF 10 MILLION

I wish to congratulate all on the landmark achievement of our ten millionth (10million) enrolment into the National Identity Database, which occurred at exactly 1.31pm on Sunday, 31st July, 2016.

You will agree with me that this is a remarkable achievement, despite the challenges facing us as a Commission especially when compared to the figures on ground before November 23,2015. It is noteworthy to state that between Monday 4th January to Sunday 31st July 2016, a total enrolment figure of 2, 841, 568 (Two million, eight hundred and forty-one thousand, five hundred and sixty-eight) was recorded.

Although this may not have met our initial expectation, it is a move in the right direction and signals increased efforts by all of us to achieving more in the days ahead, especially under the conducive atmosphere.

Let me congratulate all of us on this achievement. Even though, we may not beat on this achievement, you will agree that, to us at NIMC, this is surely a demonstration of commit-

ment in the midst of the prevailing situations we find ourselves. It takes a

committed workforce who believe in its leadership to pull this through.

To our staff in Operations, I say a big thank you all and to the GM, Operations, I say congratulations, and remember that the reward for hard work is more work. It is also pertinent to state that card issuance/collection has recorded appreciable increase within the period under review. To this I say bravo to the team led by DGM, Card Management Services.

Permit me to also congratulate other departments and units who also contributed to this success and I say thank you.

I believe that other services offered by the Commission will experience similar growth, to make us the best Government agency. I urge all staff to remain dedicated and steadfast, even as management continues to make efforts to address the critical issues affecting our welfare and working conditions.

Once again, congratulations and thank you very much while we look forward to better opportunities ahead.



DG/CEO NIMC, Engr. Aliyu Aziz

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NIMC Partners Gombe State in the Verification of its Civil Servants

The National Identity Management Commission (NIMC) is partnering the Gombe State Government in the enrollment of the state's Civil Servants into the National Identity Database (NIDB) and the issuance of the National Identification Number (NIN).

The issuance of the NIN to each staff of the state government agencies will aid the state government at various points of staff verification exercises to sanitize the service; by fishing out staff members who have discrepancies and irregularities in their names, dates of birth, academic qualifications and other staff/employee records.

The Enrolment exercise which commenced in the third week of July, 2016 will run for four weeks and will be concluded by the end of August, 2016. As at the time of this report, the exercise has been ongoing for three weeks.

Before the flag off of the exercise in the state, the Executive State Governor of Gombe, Dr. Ibrahim Dankwambo,



(Middle) Gov. of Gombe State, Dr. Ibrahim Dankwambo, (2nd Left) GM, Legal and Regulatory Services, (2nd Right) AGM, North East and other NIMC staff during the flag off of Civil Servants enrolment in Gombe State.

the Deputy Governor, Hon. Charles Ilyas and the Chief of Staff to the Governor were issued their National e-ID Cards.

In an effort to hasten the enrolment exercise in the state, three NIMC Mobile Enrolment Vans and Mobile Enrolment Kits were deployed from the NIMC Headquarters, Abuja to the State.

The mobile enrolment vans were deployed to the following locations in the state: Kaltungo, Kumo – Akko Local Government, Dadinkowa – Yamaltu/Delba LGA, Ministry of Health and Ministry of Education, which are believed to have a high concentration of Civil Servants, while one mobile enrolment van was deployed to the hinterland of Kaltungo to perform the same function of enrolling the workers in the area.

The intervention of the Mobile Buses and staff from the Headquarters relieved the NIMC Gombe state Office of pressure and also witnessed a remarkable increase in the daily enrolment by about 50 per cent.

Leave in the Public Service

Leave is an authorized temporary absence from one's workplace for a period of time. The types of leave in the Public Service which NIMC belongs are: Annual Leave, Casual Leave, Maternity Leave, Exam Leave, Study Leave (study leave with pay or without pay), Leave of Absence and Sick Leave.

Others are deferred leave, proportionate leave (pro-rata), sabbatical leave, compassionate leave, pre-retirement leave, leave on grounds of urgent or private affairs, leave for cultural and sporting activities and leave to take part in trade union activities.

We shall be discussing annual, casual and maternity leave in this edition. Others will be discussed in subsequent editions.

Annual Leave: Annual leave is the absence of an officer from duty for a specific period of time between 1st January and 31st December of the calendar year. The number of days for this type of leave is 30 days including weekends and public holidays, which must tally with the leave roster usually submitted by each Department to the Human Capital Management (HCM) as practiced in NIMC at the beginning of the leave year. The annual leave can either be approved in full or in two installment. Any leave not taken within the calendar year is deemed to have been forfeited.

Casual Leave: This type of leave is the absence of an officer from duty

for a short period of time, not exceeding an aggregate of five working days within a leave year as authorized by a superior officer. Casual leave shall only be granted after an officer has exhausted his/her annual leave within the calendar year.

Maternity Leave and Post Maternity Leave: A female staff that is pregnant is entitled to 16 weeks (4 months) maternity leave at than 4 weeks from the expected date of delivery with full pay. A medical certificate showing the expected date of confinement must be presented not less than one month before the Expected Date of Delivery (EDD). The female staff's annual leave for that year will however be regarded as part of the maternity leave. Where this annual leave has already been enjoyed before the grant of the maternity leave that part of the maternity leave equivalent to the annual leave will be without pay.

Any female officer who is nursing a child shall be granted post maternity leave from duty (time off for nursing mothers) for two hours every day. The officer shall be authorized to work from 8am to 3pm. The post maternity leave is granted for a maximum period of six (6) months to the female officer from the date she resumes from maternity leave.

...to be continued in next edition.

NIMC Engages S.S. Afemikhe for Strategic Health Check

The leadership of our amiable Director General/Chief Enrolment Officer, Engr. Aliyu Aziz has engaged the services of S.S Afemikhe, a frontline indigenous Consulting Firm, to conduct a strategic health check on the NIMC, as part of his effort at repositioning and refocusing NIMC for effective and efficient service delivery.

The consulting firm is presently reviewing our processes, procedures, vision and mission.

Specifically, S.S. Afemikhe was contracted to, amongst other tasks, seek to provide answers to the following pertinent questions:

- How is the Commission currently performing?
- What are the factors that are currently influencing its performance? Are these factors internal or external?
- What resources does the Commission have at its disposal?
- What is the state of these resources? Are they sufficient for it to achieve its vision and fulfil its mission?
- What opportunities does the Commission have?
- Does the Commission have the right management structure that empowers success?
- Does NIMC have the right people?
- Do staff have the right balance of skill and experience? Are the staff objectives in alignment with that of the Commission?
- What is the culture in NIMC? Is it aiding or hindering success?

Several brainstorming sessions have been held to discuss the above issues and still on going. Please do not hesitate to forward any useful information on any but not limited to the issues raised above to suggestions@nimc.gov.ng

This email portal, you may recall was recently created and communicated to all staff so as to send contributions, opinions and ideas that are aimed at moving the Commission forward, especially from staff outside the head office, but few responses were received and still being expected.

Staff welfare/issues which formed part of the key points of the present administration during the first interactive session with the DG/CEO and staff is receiving undivided attention. Various Committees have been deliberating on the best possible ways to enhance staff welfare/issues under the present circumstance. The delay being experienced is to ensure that only the best and practicable options are arrived at for implementation.

Management is not unmindful of the place of staff even where there is technology, hence it is interested in building staff while building on technology.

In line with global best practices and in view of the fact that the vision and mission of an organisation must be concise, clear, ambitious, purposeful, futuristic, unique, realistic and measurable, the Consultant initiated a discourse to consider the review of our existing vision and mission statements. For those who are yet to make contributions, please feel free to drop a line or two in the suggestions e-mail above.

Generally, the health check being carried out seeks to provide critical and objective support to the NIMC, in its bid to reposition itself from its current level of performance, to one where it is meeting and exceeding its core mandate while carrying everyone along.

As soon as the exercise is concluded, details will be made known to all staff.

NIMC Creates PPP Unit to Enhance Service Delivery

The National Identity Management Commission (NIMC) has created a Public-Private Partnership (PPP) Unit comprising of members from various departments in the Commission for effective service delivery.

A Circular from the Office of the Head of Civil Service of the Federation (OHSF), made it mandatory for the Ministries, Departments and Agencies (MDAs), NIMC inclusive, to establish a Public-Private Partnership (PPP) Unit in

order to originate, prepare, develop, market, procure and manage the PPP for service delivery and for effective mobilization of private sector resources for national development.

A PPP is a government service or private business venture that is funded and operated through a partnership of government and one or more private sector companies for the purpose of delivering a service or facility for the use of the general public in which the private party pro-

vides a public service or project and assumes substantial financial, technical and operational risk in the project.

The PPPs enable the public sector to harness the expertise and efficiencies that the private sector can bring to the delivery of certain facilities and services traditionally procured and delivered by the public sector. Again, PPPs are structured so that the public sector body seeking to make a capital investment without any borrowing.

In the light of the above, the NIMC Management recently approved the establishment of the NIMC PPP Unit which was formally inducted by Infrastructure Concession Regulatory Commission (ICRC) after conducting the requisite training. The Unit comprising members from various departments in the Commission for effective service delivery. The members include James Bura Mamza, Simon Ishaku, Eno Offiong, Sam Okocha, Friday Ikhile, Michael Ajayi and Aisha Ibrahim.

PhotonewsPhotonewsPhotonews



GM HCM, Cecilia Yahaya and the Hon. Minister of Agric, Chief Audu Ogbeh during the card issuance to the minister recently.



General Manager, IT/IDD, Chuks Onyepunuka, explains the card features to the Permanent Secretary, General Service, Office of the Head of Service, Adelakun Saheed Yemi as he was issued his card recently.



Adeola Taiwo Ogunbode of ESNI with her Colleagues at her send forth party organized by the Unit. On 29th July, 2016



Head, Procurement Mrs. Nkoyo Iwoko cutting her birthday cake recently, she was joined by staff of her unit. This is wishing her many more years!

...Hearty Celebrations



Ekenechukwu Okafor of Program Management Office celebrated his Birthday on 17th June, 2016.



Cyril Akubo Idoko of ESNI got married to his sweetheart on 23rd July, 2016



Bolaji Alabi Adejumo of Servicom, celebrated her Birthday with her colleagues on 10th June, 2016.

WAEC SSCE 2016 Result

Abubakar Faizah Sani

| | |
|------------------|----|
| Marketing | A1 |
| Civic Education | A1 |
| English Language | A1 |
| Mathematics | A1 |
| Biology | A1 |
| Computer | A1 |
| Chemistry | A1 |
| Physics | A1 |
| Further Maths. | A1 |



Congratulations to Miss Faizah, daughter of GM, Legal Services, Hadiza Ali Dagabana, who recently emerged one of three candidates who made the best WAEC results nationally.

Health Benefits of Adequate Water Intake

Water also known by its scientific name, Dihydrogen monoxide or oxidane and chemically as H₂O is one of the most important nutrient needed by the human body to function efficiently. It's more *than a thirst quencher*. Water intake is essential for life, and it is very important to take the right amount of water to remain healthy. Many people tend to underestimate the health benefits of drinking water, while many others hardly meet up to half of our daily requirement of water intake.

Body water balance depends on the net difference between water gain and water loss. Water gain occurs from consumption of (liquids and food) and production (metabolic water), while water losses occur from the respiratory system, skin, renal, and gastrointestinal tract.

Human Body water composition: The average adult body is made up of 50%-75% of water by weight, Muscles about 75%, Fat tissues are about 25%, Bones are about 20% and our Brain is about 80% water.

Ideal Daily Water Intake: To maintain good health and proper body functions, the amount of water in the body should remain relatively constant by ensuring daily water loss is replaced by an equivalent amount of daily water intake.

The amount of water and other fluids that we need to drink each day varies from person to person and is influenced by several factors including age, sex, body size, weather and the level of physical activities; Men need more water than women; active and obese people need more water and more amount of water is generally required on a hot day than on a cold day.

a) On the average every individual needs

approximately 80oz or 2.4Liters of water per day. Or grossly divide your body weight in pounds by 2 to get the ounces you need to drink a day.

b) Overweight people should add an additional 12oz for every 25lbs they are over weight

c) Or at least 13 glasses and 8 glasses for Adult Male and female respectively.

Negative Effects of Inadequate Hydration: Inadequate hydration results in dumping of toxic waste into tissues, fat, joints, and muscles instead of being eliminated in urine and via perspiration. This can impair cognitive, physiological and performance responses.

Taste is usually the major symptoms that prompt people to notice their body requires water, however improper hydration can manifest in different ways depending on the degree of dehydration.

Symptoms includes headache, fatigue, Muscle cramps, depression, Sluggishness, Sleepiness or tiredness, memory loss, chronic fatigue syndromes, darkening of the urine, weight gain, poor muscle tone, muscle cramps and sprains, bad breath, rise in body temperature, hardening of the arteries, high blood pressure and cholesterol, joint pains, Kidneys stones manifesting as abdominal pain, damage to kidneys.

Health Benefits of Proper Hydration

a) Encourages weight loss
b) Reduces incidence of Headaches and Migraines

c) Helps in Digestion and Constipation by Maintaining Normal Bowel Function

d) Moisturizes the skin, keeps it fresh, soft, glowing and smooth thus promoting healthier younger-looking skin. Gets rid of wrinkles. **it's the best and cheapest anti-aging treatment available**

e) Energize Muscles thus preventing aching joints, muscle cramps and strains
f) Relieves Fatigue



How many glasses of water have you had today?



Time management is the process of planning and exercising conscious control over the amount of time spent on specific activities to enhance accountability, effectiveness and productivity. Time is our most precious resources and managing it matters alot. Time management is not about doing your job well, it is about living your life well. You should have time for everything you want to do, and that includes work, exercises to keep fit, relaxing to cool off, and just taking the time now and then to sit and stare, because that's when you get most creative ideas. Some rules for successful time management include:

Goals: People spend energy trying to be more efficient without first doing the more important - setting goals. It is from your list of goals that you can determine what is important to you because being more efficient with your time is irrelevant if you do not know how you want to spend it.

Analyze how you spend your time: It's important to know how you spend and manage your time, this can be done by setting a timer or reminder and time recorder for the activity you want to do for the day.

Have a To Do list: A to do list is the basis of all time management systems. The To Do List can be electronic, on fancy paper, bound in a notebook or loose-leaf, the key is to have everything

you want to do on one list. Your how to do list might have a one line item on it such as "write annual report".

Always update your To Do list: When you update your list, it will help you determine what the important items are. You can mark these with a highlighter pen or some other way to make them stand out.

Be organised: Learn to be organised when doing your work; and try to do the important once first. Also ensure that you desktop is organised at all times.

Focus: Focus on one task at a time. One hundred percent focus and concentration on one task at a time can be very powerful; as it eliminates distraction. When properly organized and prepared and when your energy and power are high, you can frequently complete a



NIMC 101

This is a general knowledge segment created to highlight/enhance our knowledge of what each Department/Unit does.

It should guide our understanding of the roles and functions of these department/unit in order to avoid misconceptions.

The Corporate Communications Unit
The Corporate Communication Unit (CCU) is under the Director General's office and was primarily set up to be the bridge between the Commission, members of staff, partners and the general public. The Unit is divided into four subunits namely:

- Media/ Public Relations
- Branding/ Promotions
- New Media/ Online Communications
- Internal Communications

The Core roles and duties of the CCU include:

To create clear and effective communication channels for NIMC's internal and external audiences.

To increase the profile and reputation of NIMC.

To manage and promote the NIMC

brand/Collaterals.

To influence the knowledge, attitudes and behaviours of NIMC's internal and external audiences.

To effectively and timely communicate NIMC's mission, visions, values and strategic plan to all staff, stakeholders and the general public.

To create and sustain professional and social contacts with internal and external stakeholders.

To advise on appropriate CSR activities to promote the NIMC brand, etc.

Other sub units reporting to the Head of Corporate Communications are:

- Servicom/Customer Care
- Website Management Services
- Protocol Services

Staff with flair for creative writing (thinking out of the box) brand promotions/enhancement, good customer care ethics, hands-on experience on new media, website content development and Public relations will function effectively in Corporate Communication Unit.



One day an employee came to work with both of his ears bandaged. The following conversation ensued between the employee and his boss.

Boss: What happened to your ears?

Employee: Yesterday I was ironing a shirt, when my phone rang and I promptly answered with the iron instead of the phone!"

Boss: Well, that explains one ear. What about the other?

Employee: They called back!