



NATIONAL PRODUCTIVITY CENTRE



20 ANNUAL
22 REPORT
(PROGRAMMES/ACTIVITIES)

2022 ANNUAL REPORT

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Published by:

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First Published in 1988

National Library of Nigeria Cataloguing in Publication
National Productivity Centre

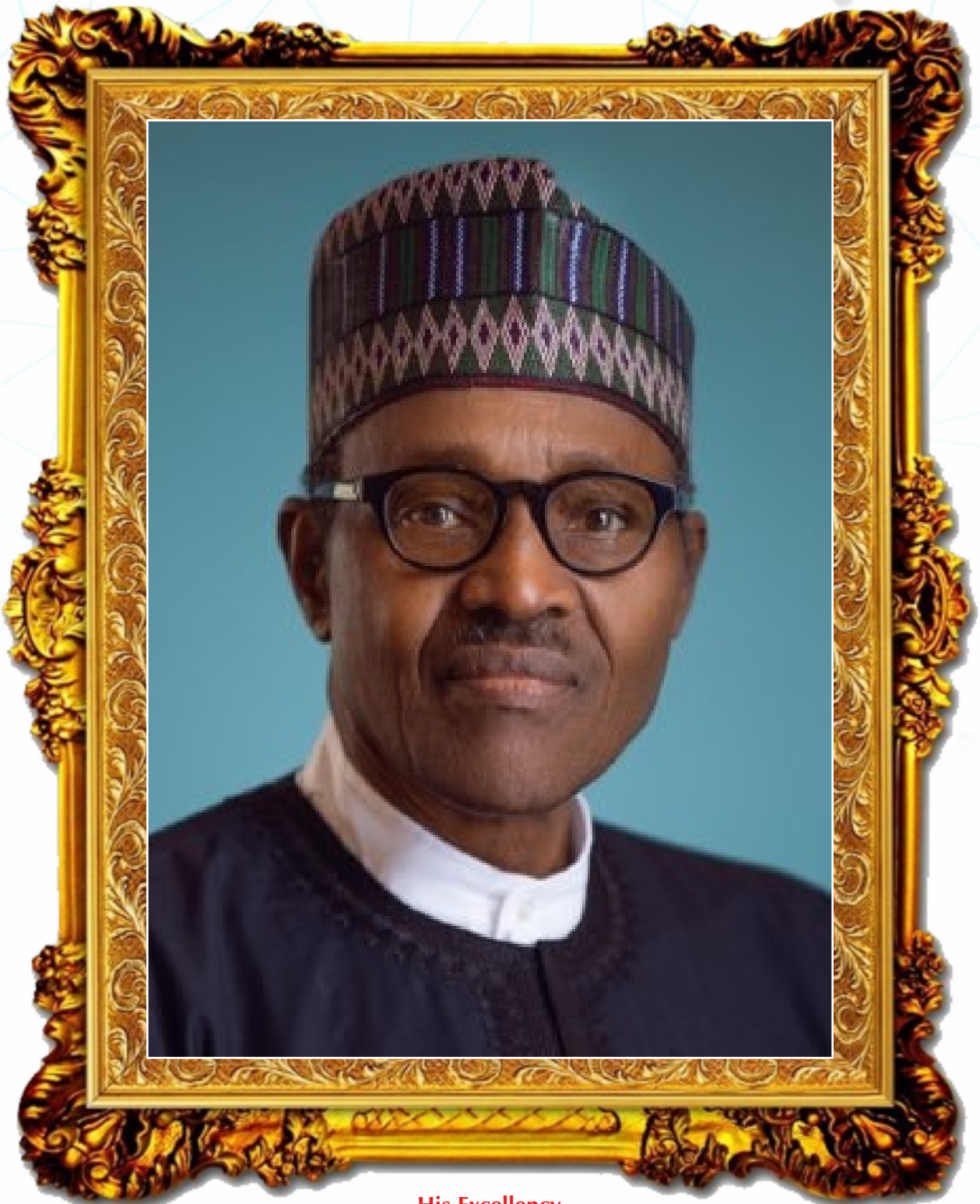
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ISBN:

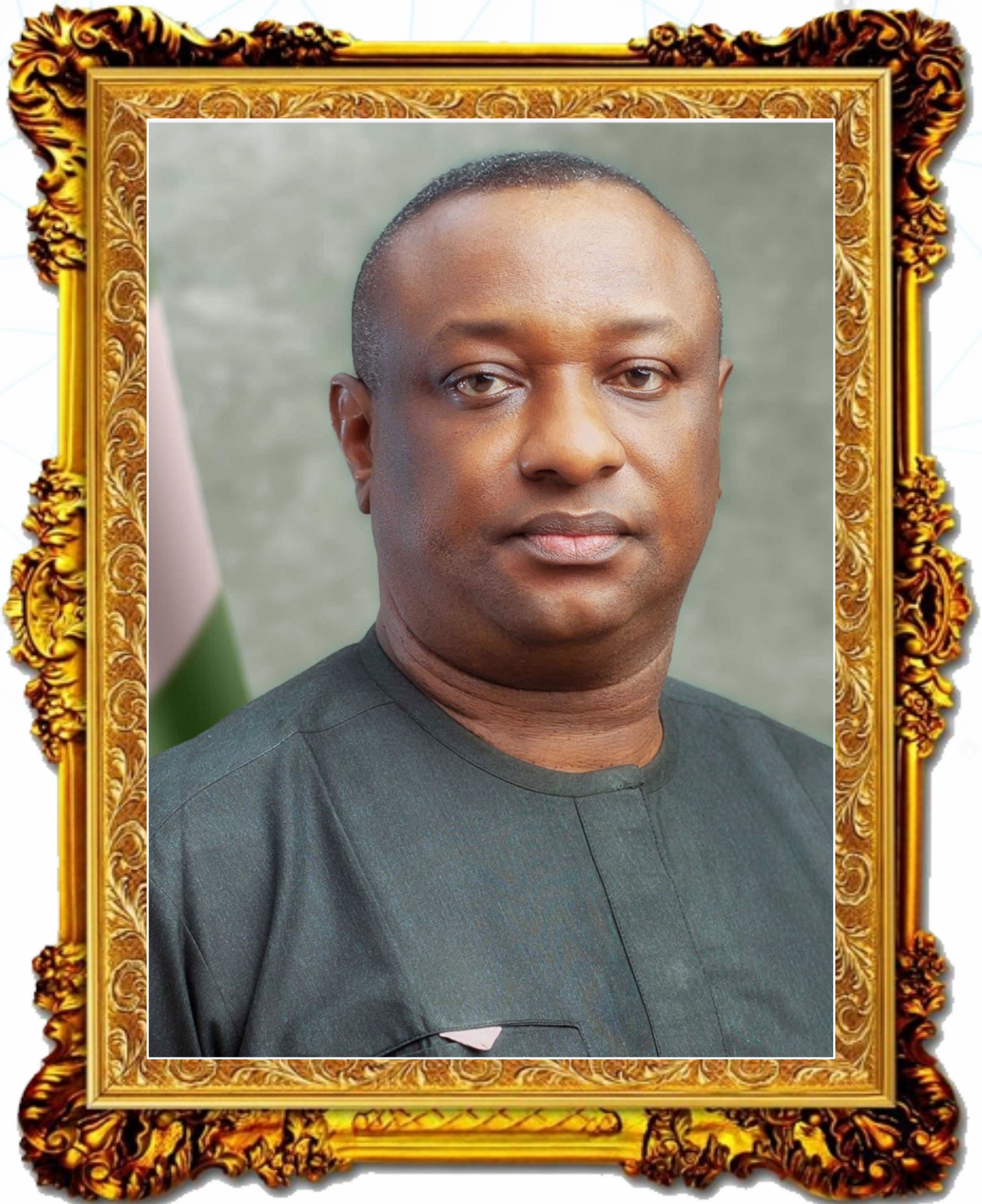
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Muhammadu Buhari
President, Commander-in-Chief of the Armed Forces,
Federal Republic of Nigeria



His Excellency
Sen. (Dr) Chris Nwabueze Ngige OON; MD; KSJI
Honourable Minister of Labour and Employment
Federal Republic of Nigeria



Festus Keyamo, SAN, FCI Arb(UK)
Honourable Minister of State
Federal Ministry of Labour and Employment



Eyo Nsa Ekpo Esq.
Chairman Governing Council



Dr. Kashim Akor
Director - General / CEO
National Productivity Centre (NPC)

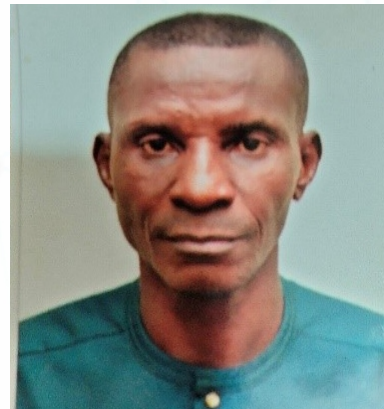
THE MANAGEMENT TEAM



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BRIEF HISTORY

BRIEF HISTORY

Essentially, the goal behind the establishment of the Centre is predicated upon the need to improve the quality of lives of Nigerians by making available increased quantity and improved quality of goods and services to the people for the general purpose of increasing national wealth. The need to improve the quantity and quality of goods and services available for consumption in Nigeria as a means of increasing total wealth, is a task to which successive Nigeria Governments have attached great importance. Between 1963 and 1985, series of panels and commissions were set up by the various Governments of Nigeria to work out the modalities for instituting productivity consciousness in the nation's system.

A more definite effort at institutionalizing the Productivity Concept was made at the instance of the popular ADEBO WAGES AND SALARIES REVIEW COMMISSION OF 1970, which unequivocally recommended the setting up of the Productivity, Prices and Income Board (PPIB). A year later the Whitely Council recommended the establishment of a National Productivity Centre (NPC) for the country, while the Udoji Public Service Review Commission of 1974 not only stressed the need for increased productivity but also strongly underscored the need to establish a result-oriented public service. The year 1978 witnessed the first concrete step at ensuring the establishment of an organized Productivity Movement in Nigeria. This was at the instance of the then Productivity, Prices and Income Board (PPIB) and the then Federal Ministry of Labour at a joint organized Conference in Ibadan.

An obvious signal that a serious attention was being paid to the Productivity phenomenon was received during the launching of the Fourth National Development Plan in 1979 with "Increasing Productivity" chosen as one of its objectives. In 1984, the National Productivity Centre was formally inaugurated while enabling Decree No.7 was promulgated in April, 1987.

FUNCTIONS/OBJECTIVES OF THE NATIONAL PRODUCTIVITY CENTRE

The NPC has as its mandate to stimulate consciousness towards the attainment of higher levels of Productivity in all sectors of the Nigerian economy and promoting international cooperation for the enhancement of national Productivity.

The Centre is also mandated to, among other things:

- ◆ Promote, develop, and provide services and harness potential resources in order to secure for the people of Nigeria, a better and higher standard of living;
- ◆ Conduct studies on contemporary methods of increasing productivity and assist business concerns to set up productivity schemes;

- ◆ Disseminate information on methods and programmes for improving the level of Productivity in industries;
- ◆ Provide consultancy and advisory services to management and workers in the field of industrial engineering, personnel management, production planning, work study and job evaluation with a view to increasing productivity and improving the payment system in organizations concerned;
- ◆ Provide training facilities by organizing courses and seminars specifically designed to improve competence and supervisory skills among workers and management of business organizations;
- ◆ Conduct studies on the levels of Productivity in every sector of the economy and encourage business enterprises to set up productivity teams, charged with the responsibility of setting up target and schemes for improving productivity;
- ◆ Encourage the formation of Productivity Committees, as well as establish branches of the NPC in each State of Nigeria;
- ◆ Liaise, on continuous basis, with the Centre for Management Development (CMD), Administrative Staff College of Nigeria (ASCON) and similar institutions or associations which the Governing Council considers will further the objectives of the Centre;
- Liaise with the International Labour Organization (ILO), United Nations Development Programme (UNDP), and United Nations Conference for Trade and Development (UNCTAD), as well as National, Regional and International Organizations engaged in the promotion of productivity.
- Accept technical aid and channel same into any scheme aimed at the advancement or increase in the level of productivity. The Centre is also responsible for other functions consistent with its objectives and as the Minister may, from time to time, assign to it.

ESTABLISHMENT ACT

The National Productivity Centre (NPC) came into existence through Decree No.7 of April 7, 1987 now NPC ACT (CAP) 70 of 2004, to actualize the desire of the government at improving productivity both in terms of quality and quantity of goods and services in Nigeria.

MANDATE

The Centre is a Research Oriented Federal Government Parastatal Established By Act (CAP) 70 of the laws of the Federation of Nigeria 2004 to stimulate Productivity Consciousness, determine Productivity levels, monitor productivity trends, promote and lead the productivity movement in the country towards the attainment of higher level of productivity in all sectors of the Nigeria economy with the aim of Enhancing the living standard of the people.

VISION

To be a world class productivity institution and a key player in realizing Nigeria`s overall growth and development objectives

MISSION

To develop the mindset and institutionalize productivity culture in the citizenry for the enhancement of service delivery and quality of life.

NATIONAL PRODUCTIVITY CENTRE CORE VALUES & CODE OF ETHICS

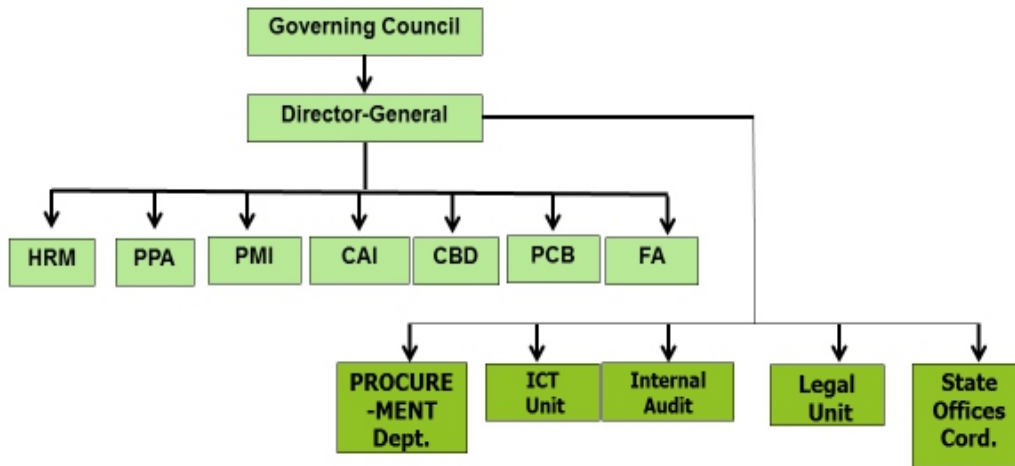
CORE VALUES



CODE OF ETHICS



ORGANIZATIONAL STRUCTURE



Key:

- PPA - Planning and Policy Analysis
- CAI - Corporate Affairs and Information
- PMI - Productivity Measurement and Index
- PCB - Productivity Capacity Building
- CBD - Consultancy & Business Development
- HRM - Human Resources Management
- FA - Finance & Account

THE GOVERNING COUNCIL

Structurally, the Centre has a Governing Council headed by a Chairman. Membership of the Council is on appointment by the President and Commander-In-Chief of the Armed Forces. These members are carefully selected from vital sectors of the economy, comprising the following:

- (i) Nigeria Labour Congress
- (ii) The Nigerian Association of Chambers of Commerce, Industry, Mines and Agriculture (NACCIMA)
- (iii) The Nigerian Employers' Consultative Association (NECA).
- (iv) Federal Ministry of Industry, Trade and Investment
- (v) Trade Union Congress
- (vi) Federal Ministry of Labour and Employment
- (vii) The Centre for Management Development (CMD)
- (viii) The Nigerian Institute for Social and Economic Research (NISER)
- (ix) National Planning Commission
- (x) The Director-General of the NPC

The Council is the apex management body of the Centre. It formulates policies and programmes and ensures their implementations.

Committees of the Council:

For administrative convenience and efficiency, the Council delegates its powers to either standing or ad-hoc Committees to conduct certain functions. The three regular Committees are:

- i. Finance and General Purposes Committee-responsible for fiscal and financial matters such as contracts, budgets, audit reports, etc.
- ii. Establishment Committee-responsible for staff matters such as employment, conditions of service and discipline.
- iii. Programmes Committee-responsible for the annual programmes by directing, scrutinizing and supervising the implementation of programmes.

Secretariat of the Council:

The Council has a Secretariat under the office of the Director-General. An officer of the Centre is appointed by the Council to serve as its Secretary and is charged with the responsibility of managing the Secretariat.

OFFICE OF THE DIRECTOR-GENERAL

The Director – General, who is appointed by the President, Commander-in-Chief of the Federal Republic of Nigeria is the Chief Executive and is responsible to the Council for the day-to-day management of the affairs of the Centre. Statutorily, the Director-General is a member of the Council and the National Productivity Order of Merit Award Committee. The Director-General also represents the nation at international organizations such as the

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DEPARTMENTS AND THEIR FUNCTIONS

CORPORATE AFFAIRS & INFORMATION (CAI)

The Department has as its main goal, the stimulation of productivity consciousness among Nigerians through dissemination of productivity information and advocacy as well as enhancing the Centre's corporate image.

FUNCTIONS OF THE DEPARTMENT

- Organize productivity Awareness Campaign to enhance productivity
- Enrich and further provide latest information on productivity improvement
- Create national consciousness towards a sustainable productivity movement in Nigeria.
- Manage the corporate image of the Centre.
- Publicize all the Centre's programmes and activities.
- Co-ordinate Productivity in Action Schools' programmes and formation of productivity clubs at schools including organizing debate and quiz competitions at secondary schools on productivity related issues.
- Conduct NYSC lectures.
- Organize MDAs lectures for the public sector.
- Publication of productivity News, Journals, Information booklets, Annual reports and other NPC titles.
- Handle all protocol matters.
- Co-ordinate the NPC Foundation Day Lecture (FDL)
- Develop Audio-Visual materials for documentation, publicity, Teaching and Learning.
- Maintain and ensure an efficient library services to support research and intellectual needs of the Centre.
- Any other assignment as may be given

CONSULTANCY & BUSINESS DEVELOPMENT (CBD)

The broad objective of this Department is to develop business strategies and provide consultancy services to client organizations.

FUNCTIONS OF THE DEPARTMENT

1. Designing and installation of Productivity and Quality Improvement Programmes (P&QIP) aimed at improving process efficiency and optimal utilization of resources with emphasis on waste reduction and improvement of work methods.
2. Developing corporate business strategies.
3. Appraisal of proposals for collaborative programmes from external bodies.
4. Assessment of the Centre's areas of need requiring the services of consultants and recommending qualified individuals and organizations for engagement by the Centre.

5. Collaborate with NASME, NACCIMA and other relevant bodies for the promotion of productivity in the SMEs.
6. Co-ordinate NPC professional Membership Scheme.
7. Brand and market all programmes and products of the Centre.
8. Co-ordinate the provision of advisory services to organizations.
9. Co-ordinate the International Organization for Standardization (ISO) certification programme
10. Any other assignment as may be given.

FINANCE AND ACCOUNTS (F&A)

The Finance and Accounts Department was established for efficient and effective service delivery of the financial dealings of the organization.

The department is responsible for the followings:

- Managing the finances of the Centre
- Maintenance of proper and adequate books of accounts.
- Ensuring adherence to laid down financial rules and procedures.
- Ensuring and instituting proper financial controls.
- Making of payment and receiving revenues.
- Preparation, submission and defense of Budget of the Centre.
- Budget monitoring/implementation
- Liaising on pressing matters relating to Budget office and Federal Ministry of Finance.
- Rendition of all relevant returns to the office of the Accountant-General of the Federation.
- Ensuring annual Audit of Accounts of the Centre.
- Any other assignment as may be assigned by the Director-General.

PLANNING AND POLICY ANALYSIS (PPA)

The Planning and Policy Analysis Department is charged with the responsibility of developing strategies for the execution of the Centre's programmes.

FUNCTIONS OF THE DEPARTMENT

- Designing, co-ordination of the Annual Programmes and Projects
- Monitoring and evaluation of programmes.
- Co-ordination and articulation of the Centre's Annual Budget preparation.
- Conducting empirical researches, surveys, and studies.
- Conducting studies on contemporary methods of increasing productivity. The intention is to generate knowledge and understanding of prevailing or emerging dynamics in the economy as they affect productivity.
- Liaising and co-operating with research institutes and all other organizations considered relevant for the attainment of the Centre's goals and objectives.

- Any other assignment as may be given. The Planning and Policy Analysis Department is charged with the responsibility of developing strategies for the successful execution of the Centre's programmes as well as coordinating planning and implementation of programmes and activities of the Centre for the attainment of her goals and objectives.

PRODUCTIVITY CAPACITY BUILDING (PCB)

The overall responsibility of the department is to mobilize and develop the productive capacity of human resources of organizations for the attainment of organizational goals. The capacity building by the Centre is needs based.

FUNCTIONS OF THE DEPARTMENT

- Organizing Seminars, Workshops, Conferences and dialogues for the purpose of disseminating and sharing critical knowledge on productivity related matters in all sectors of the Nigerian economy to build skills and competences of organizations.
- Conducting In-plant programmes for both public and private sector organizations
- Organizing productivity training programmes and in-house seminars for staff of the Centre.
- Designing productivity training modules and materials
- Any other assignment as may be given.

PRODUCTIVITY MEASUREMENT AND INDEX (PMI)

The Productivity Measurement and Index Department co-ordinate the national productivity Index programme of the Centre.

FUNCTIONS OF THE DEPARTMENT

- Collect, analyze, document and disseminate relevant statistics on productivity trends.
 - Produce and disseminate information on sectoral productivity indices periodically.
 - Create and update Productivity indices databank of the Centre.
 - Research into contemporary data gathering systems for National, Regional/International companies.
 - Initiate and develop memos for government attention and action concerning productivity challenges in the economy.
 - Liaise and co-ordinate data gathering activities with other organizations locally and internationally for the purpose of enhancing quality of productivity data in Nigeria.
- Development and adoption of appropriate

HUMAN RESOURCES MANAGEMENT (HRM)

The department shall be responsible for the Recruitment, Discipline, Promotions Staff Welfare, Management and Control of material resources that are needed for the running of the Centre.

FUNCTIONS OF THE DEPARTMENT

- Advice on formulation and interpretation of administrative rules and regulations on establishment matters;
- Maintenance of office accommodation, transport, office equipment and other utilities.
- Collection and maintenance of administrative records such as minutes of meetings, staff records, etc.
- Co-coordinating staff training, general staff welfare, pension schemes;
- Implementing conditions of Service/Scheme of Service;
- Appointment, promotion and discipline of staff
- Interpretation and application of Public Service Rules (PSR).
- Computation and control of staff remuneration.
- Updating the Centre's nominal roll to ensure that officers' pay points and salary grade levels are reflected properly.
- Control and supervision of stores.

PROCUREMENT DEPARTMENT

No Short Note

FUNCTIONS OF THE DEPARTMENT

- To ensure that goods and services are procured with due attention to economy and efficiency;
- To ensure that funds are used to buy only goods and services needed for Centre's development;
- To ensure that procurement processes for goods, works and services are transparent, accountable and competitive.
- To keep adequate records of all procurement activities of the Centre;
- To effectively monitor, supervise and co-ordinate the activities of the State Offices.
- To ensure that requests, inquiries and other matters from the State Offices are promptly attended to;
- Any other duty as may be assigned by the Director-General

BRIEF ON THE CENTRE'S 2022 ACTIVITIES

INTRODUCTION

The activities of the Centre during the period under review have been in consonance with the overall development objectives of the Federal Government, especially the Medium Term National Development Plan (MTNDP).

The under listed activities were successfully carried out during the period:

1. Observance of National Productivity Day (NPD) and Conferment of National Productivity Order of Merit (NPOM) Award Preparations
2. Hosting of National Productivity Summit
3. Online In-house Seminars and Webinar Lectures
4. Survey on "Impact of Entrepreneurship and Vocational Skills Development on Youth Empowerment in Nigeria"
5. Survey on "Post COVID -19 Nigerian Economy: The Productivity Implications"
6. Establishment of States Productivity Committees (SPC)
7. Productivity Promotion and Advocacy
8. Capacity Building
9. In-Plant Training Programmes
10. Citizens' Satisfaction Survey and Indexing
11. Business and Entrepreneurship Development
12. Consultancy Services
13. Institute of Productivity Practitioners
14. Installation of Productivity and Quality Improvement Programme (P&QIP)
15. Productivity Coaching and Mentoring (PCM)
16. Procurement Activities
17. Management Meetings
18. Promotion Exercise
19. Retirement from Federal Civil Service

DETAILED PROGRAMMES REPORT

OBSERVANCE OF NATIONAL PRODUCTIVITY DAY (NPD) AND CONFERMENT OF NATIONAL PRODUCTIVITY ORDER OF MERIT (NPOM) AWARD PREPARATIONS: The 19th National Productivity Day (NPD) and Conferment of National Productivity Order of Merit (NPOM) Award was held on 12th May, 2022 at the Banquet Hall, Presidential Villa, Abuja. The President, Muhammadu Buhari personally conferred the award on the twenty- eight (28) Individuals and eleven (11) Organisations. The following are individuals and organizations awardees for the 2019 and 2020 National Productivity Order of Merit Award:

INDIVIDUALS:

- 1, Haruna Musa
- 2, Dr. Adedamola Dad
- 3, Nura Umar
- 4, Professor Ichado Sunday Menyaga
- 5, Dr. Ogbiya Joseph Martins
- 6, Prof. Augustine Uwakwe
- 7, Ado A. Ja' Afar
- 8, Abayomi Ayobami Olukoju
- 9, Prof. Isaac Nathaniel Itodo
- 10, Mr. Mathew Obi Azoji
- 11, Chief Felix Anyasi Agwu
- 12, Mrs. Maryam Sani Dangaji
- 13, Engr. Dr. Sule Abutu Haruna
- 14, Mr. Olawale Taofeek Adediran.
- 15, Mr. Ibadapo Emmanuel Okunnu
- 16, Mrs. Agnes Iyabo Elusakin
- 17, Dr. Obi Peter Adigwe
- 18, Dr, Asuquo Ekpeyong
- 19, Edem Eyo Okon
- 20, Senator Abdullahi Adamu
- 21, Prof. Ahmed Ahidjo
- 22, Philip Yila Yusuf
- 23, Talatu Mairo Isa
- 24, Dr. Faisal Shuaibu
- 25, Alhaji Abubakar Muhammad, mni
- 26, Mrs. Maryam Sani Dangaji
- 27, Mr. Chinedu Francis Akabueze
- 28, Prof. Stanley Okolo

ORGANIZATIONS:

- 1, Financial Derivatives Company Ltd.
- 2, Erisco Foods Ltd
- 3, Ramadan Press Ltd., Bauchi
- 4, Secure ID Nig. Ltd, Isolo, Lagos.
- 5, Zubee International Company Ltd
- 6, Crown Floor Mills Ltd. Lagos
- 7, Elshcon Nigeria Ltd, Port Harcourt
- 8, Peace Standard Pharmaceutical Ltd. Ilorin
- 9, National Information Technology Development Agency, (NITDA)

- 10, Tummy Tummy Foods Industries Ltd.
- 11, Brittainia U Ltd

POST-HUMUS AWARD:

- 1, Dr. Ameyo Stella Adadevo
- 2, Mr. Babatunde Lawal

SPECIAL COVID-19 AWARD:

- 1, Boss Mustapha
- 2, Dr. Chikwe Ihekweazu
- 3, Prof. Akin Abayomi

EMPLOYERS OF LABOUR CATEGORY:

- 1, Allen Onyema
- 2, Chief Mike Adenuga
- 3, Abdul Samad Rabiu
- 4, Jim Ovia
- 5, Mr. Chinedum Anthony Okere

In the same vein, the National Productivity Centre, Rivers State Office, Port Harcourt held its National Productivity Day on 7th July, 2022 at Federal Secretariat Complex, Port Harcourt.

PRODUCTIVITY AWARENESS LECTURE FOR SECONDARY SCHOOL TEACHERS

The lecture is intended to enable Teachers appreciate the need for productivity improvement so that they can effectively create the necessary changes needed in the secondary school student's productivity. It will also help them improve their performance and by extension improve productivity in the Education system of Nigeria.

Objectives of the Lecture:

The specific objectives are:

- To enhance Teachers output through efficient and quality service;
- To prepare Teachers to take over facilitation/coordination of activities at their various productivity Clubs;
- To enhance participant's productivity through effective Time management; and
- To stimulate in participants, the desire to imbibe productivity culture
- To enable participants, apply basic productivity improvement techniques in their life.

During the year under review, **Productivity lectures to sensitize the public servants (Teachers) were held in the following schools:**

- Government Secondary School, Bwari
- Government Secondary School, Jiwa
- Government Day Secondary School, Bwari
- Government Secondary School, Tudun Wada
- I'Scholar Academy, Gwarimpa
- Government Secondary School, Lugbe
- Government Secondary School, Gwarimpa Government Day Secondary School, Dutse
- Government Secondary School, Kuje
- School for the Gifted, Gwagwalada
- Great Height Academy, Kado
- Government Secondary School, Kabusa
- Government Secondary School, Tudun Wada

LISTS OF JUNIOR SECONDARY SCHOOLS THAT BENEFITTED FROM THE PRODUCTIVITY AWARENESS LECTURE FOR TEACHERS IN FCT ABUJA IN THE PERIOD 2017 REVIEW

Amana International School, Lugbe
 Junior Secondary School, Durumi
 Junior Secondary School, Chika
 Junior Secondary School, Piwoyi
 Junior secondary School, Jabi 1
 Junior secondary School, Wuse zone 6
 Junior Secondary School, Area 10
 Junior Secondary School, Karu
 Junior Secondary School, Asokoro
 Junior Secondary School, Aleita
 Junior Secondary School, Nyanya 1
 Junior Secondary School, Dawaki
 Junior Secondary School, Area 1
 Junior Secondary School, Lugbe
 Junior Secondary School, Life Camp
 Junior Secondary School, Area 11
 Junior Secondary School, Maitama
 Junior Secondary School, Nyanya 2
 Junior Secondary School, Kubwa
 Nigerian Korea School, Lugbe
 Junior Secondary School, PW Kubwa
 Pakit Foundation School, Dakwa (PCM)

Below are photograph of cross section of teachers at Secondary Schools in Abuja listening to the productivity lectures 2021







PRODUCTIVITY COACHING AND MENTORING SCHOOLS DEBATE INSELECTED SECONDARY SCHOOLS (PCM) IN FCT, ABUJA.

Productivity Coaching and Mentoring is an Awareness Campaign programme aimed expanding the frontiers of productivity at the grassroots. It is an arm of the Productivity Awareness Campaign programme designed to take productivity Awareness to secondary schools.

Objectives of the Programme:

1. To get a group that will be in the vanguard of entrenching productivity for national development.
2. Teach basic principle of productivity improvement techniques'
3. Provide basis for spreading productivity messages.
4. To make the youth imbibe productivity culture early in life.
5. To create an avenue where the youth are mentored and coached on the issue of productivity.
6. To guide our youth to make positive decision in life
7. To adequately position them to take their proper place in the developmental process of the nation.

Five Secondary Schools in the FCT benefited from the programme in the year under review: Productivity Coaching and Mentoring Inter School's debate was held on the 15th and 17th February 2022. The topic for the debate was titled "Social Media is contributing to the Productivity of the Global society".

The selected schools for the debate were as follows:

1. Airforce Girls Comprehensive School, Airport Road, Lugbe, Abuja.
2. Great Height Academy, Kado Estate, Abuja
3. Government Secondary School, Lugbe, Abuja
4. Government Secondary School, Dutse, Abuja

The finals of the debate were held on 17th March, 2022 at Nigerian National Merit Award House, Maitama, Abuja. Prizes were awarded to the winners

Below are Photographs of the Productivity Secondary Schools Debate Competition





HOSTING OF NATIONAL PRODUCTIVITY SUMMIT

The 3rd National Productivity Summit was held on 24th and 25th May, 2022 at the Nigerian Army Resource Centre, Asokoro, Abuja. The Summit had in attendance the Honourable Minister of Labour and Employment, Sen. Dr. Chris Nwabueze Ngige. The Permanent secretary, Ms. Daju S. Kachollom, Director General, National Productivity Centre, Dr. Kashim Akor, The NPC Governing Council Chairman, Barr. Eyo Nsa Ekpo among others. Over 200 participants attended the Summit. The theme of the summit was aptly captured **“MOBILIZING AND MANAGING RESOURCES FOR HIGHER PRODUCTIVITY SUSTAINABLE GROWTH AND DEVELOPMENT”**.

The 2-Day Summit was aimed at bringing together stakeholders and intellectuals from all fields of life and sector of the economy to brainstorm and share ideas in order to evolve strategies for mobilizing and managing national resources for the attainment of a more productive and competitive economy. Other specific objectives were to:

- i. Examine the level of productivity in the economy and identify challenges facing the key sectors of the Nigerian economy;
- ii. Propagate the culture of productivity;
- iii. Harness the benefits of productivity towards the attainment of national productivity; and
- iv. Recommend the way forward for improving productivity across the economic sectors in Nigeria for a virile and global competitive economy.

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At the opening session, the welcome address was given by the Honorable Minister of Labour and Employment, Senator (Dr.) Chris Nwabueze Ngige, OON, the Summit was declared open by the Permanent Secretary, Federal Ministry of Labour and Employment Ms. Kachollom S. Daju Mni. The lead paper titled **“Mobilizing and Managing Resources for Higher Productivity, Sustainable Growth and Development in Nigeria”** was presented by Venerable Adelowo Adesina, Managing Consultant, Sages & Scribes Consultants, while the vote of thanks was delivered by the Director-General, National Productivity Centre, Dr. Kashim Akor at the end of the opening ceremony. During the breakout sessions, participants were grouped into three (3) to deliberate on issues germane to increasing national productivity. In all, a total of seventeen (17) technical papers were presented in the course of the 2-Day Summit.

At the end of the presentations, the participants came up with the following recommendations:

Agriculture

- Policies should be geared towards food sustainability in terms of storage and preservation to ensure constant supply.
- Provision of appropriate technological facilities to ensure higher production of agricultural products in Nigeria.
- Improve budgetary allocation to the agricultural sector with the view of cascading needed funds to farmer associations where such funds are more needed.
- Strategies to restructure the security apparatus to provide enabling farming environment especially in the rural areas.

Youth Development

- Government should intensify its focus on youth development especially in provision of assistance in entrepreneurship, sports development, social amenities, and youth involvement in decision-making as it affects the youths.

Community Development

- Grass Root policy that will encourage community involvement/participation in decision making that affects each locality in the country should be given a serious consideration.
- Promotion of clusters in all communities to foster proper implementation of rural development policies.

Education

- Efforts should be geared towards effective implementation of all the proposed reforms in the educational system.
- Provision of incentives to improve social enrollment in communities where large numbers of children are out of school.
- Review of the existing educational curriculum as well as tailoring the policies towards attainment of skill acquisition and self-reliance
- Importance should be accrued to primary education at the local level since it's the foundation of education.
- Efforts should be geared towards provision and sustaining vocational trainings, educational workshops, and demonstration centers for awareness creation on different types of skill acquisition.
- Review of the current education curriculum in line with global reality.
- The educational reforms should be tailored towards entrepreneurship, skill acquisition and self-reliance.
- There is need for building synergy between the education sector, industries, and policy makers.

Welfare of Workers

- Constant and periodic reviews of social protection and improved wages to all Nigerian workers to enable them to survive contemporary social and related challenges.
- Social partners should propose stringent sanctions on employers who fail to pay pension contributions as at when due; and
- Federal and state governments should re-introduce gratuity in civil and public service as a way of incentivizing the workforce.
- The management of various government establishments should be encouraged/mandated to use periodic staff assessments to identify civil servants who have demonstrated excellence and commitment in their work to be awarded accordingly.
- Mandatory development of occupational safety and health policy in all institutions of both federal and state establishments.
- National Productivity Centre should champion the employee workplace wellness initiative in Nigeria.

Politics and Electoral Issues

- Nigerians should actively participate in all the electoral issues especially in the areas of electing their representatives.
- Effective and efficient leadership is needed and should evolve since this is a key to a higher productivity, sustenance growth and development of Nigeria.

MSMES & INFORMAL SECTOR

- Provision of adequate enabling environment as well as sense of belonging and security to all MSMES for proper operations.
- Tax incentives and tax reliefs should be made available to SMES
- Occupational health and safety training should be supported in the informal sector.

Economic Development

- Real intentions for proper political planning in Nigeria to set the country on the path of sustainable growth and development.
- Enhancement for mobilizing and managing human, natural and financial resources effectively for investments that will result in future productivity, growth, and development.

Below Are Some Participants at the National Productivity Summit – 2



CREATION OF WEB BASED VIRTUAL PLATFORM

Management created a web based virtual platform known as Zoom for virtual trainings and meetings. Using the virtual platform, the following in - House Seminars were conducted within the period being reviewed:

- i. Meeting with the Heads of Department and States' Office Co-coordinators of National Productivity Centre: The meeting was presided over by the Director General, Dr. Kashim Akor on 24th February, 2022. A total of twenty five (25) participants attended the meeting.
- ii. "Writing and Editing Research Articles for Publication". The paper was presented by Dr. (Mrs.) Titilola Oshati, Director/HOD Productivity Capacity Building (PCB) Department on 1st March, 2022. Eighty nine (89) participants attended the Seminar presentation.
- iii. "Procedures of Official Communication in Public Service". The paper was presented by Mrs. Mary Soji, Assistant Director (AD) Human Resources Management (HRM) Department on 22nd March, 2022. Eighty nine (89) participants attended the Seminar presentation.
- iv. "Agile Transformation for Enhanced Workplace Productivity". The paper was presented by Mr. Nwalupue Nnamdi Mark, Senior Productivity Research Officer (SPRO), Productivity Capacity Building (PCB) Department, Lagos State Office on 7th April, 2022. Seventy eight (78) participants attended the Seminar presentation.
- v. Anti-Corruption and Transparency Unit (ACTU) Sensitization and Inauguration of Officers: The ceremony was held both physically and virtually on 20th June, 2022 with over one hundred staff in attendance.
- vi. Firm Level Productivity Measurement: "Cobb - Douglas Production Function". The paper was presented by Engr. Usman Abdulaziz of Productivity Capacity Building Department on 23rd June, 2022. Eighty four (84) participants attended the Seminar presentation.
- vii. Improving the Productivity of Blue Waves Building and Construction Company, Idu - Industrial Layout, Abuja. The paper was presented by Engr. Clifford C. Alisigwe, Director / Head, Consultancy and Business Development Department on 28th June, 2022. Eight seven (87) participants attended the Webinar lecture.

SURVEY ON "IMPACT OF ENTREPRENEURSHIP AND VOCATIONAL SKILLS DEVELOPMENT ON YOUTH EMPOWERMENT IN NIGERIA"

The report of the Survey has been printed and disseminated to the relevant stakeholders in the productivity movement nationwide. Survey on "Post COVID -19 Nigerian Economy: The Productivity Implications". The report of the Survey has been printed and also disseminated to the various stakeholders in the productivity movement nationwide is on-going.

ESTABLISHMENT OF STATES PRODUCTIVITY COMMITTEES: The following States Productivity Committees were inaugurated within the period under review by the Director-General, National Productivity Centre.

- a. Benue State Productivity Committee (BSPC) was inaugurated on 27th May, 2022
- b. Kogi State Productivity Committee (KSPC) was inaugurated on 2nd June, 2022
- c. Edo State Productivity Committee (ESPC) was inaugurated on 9th June, 2022
- d. Sokoto State Productivity Committee (SSPC) was inaugurated on 23rd June, 2022
- e. Kaduna State Productivity Committee (KSPC) was inaugurated on 6th July, 2022
- f. Kwara State Productivity Committee (BSPC), Ilorin was inaugurated on 24th August, 2022
- g. Bauchi State Productivity Committee (BSPC), Bauchi was inaugurated on 20th September, 2022
- h. Akwa Ibom State Productivity Committee (AISPC), Uyo was inaugurated on 24th September, 2022
- i. Lagos State Productivity Committee (LSPC), Alausa - Ikeja was inaugurated on 27th October, 2022

PRODUCTIVITY PROMOTION AND ADVOCACY

The productivity promotion and advocacy were heightened and also conducted during the period under review. In the light of this, the Productivity Half Hour interview programme was reactivated and Management Staff were on air to discuss important topics related to productivity from 3.00pm to 3.30pm every Thursdays, on Kapital FM Radio. The following topics were among those discussed between August, 2022 - to December

- a. Synopsis of the 3rd National Productivity Summit: By Dr. Gbenga Bamiduro
- b. Productivity & Quality Improvement Programme for MSME's & SME's Productivity and Quality Improvement: By Engr. Clifford C. Alisigwe
- c. Brainstorming as a Tool for Improving Productivity: By Mrs. Apia and Engr. Taiwo A. Alabi

New virtual and audio jingles have also been produced and these jingles were translated to the following languages English, Pidgin English, Hausa, Yoruba and Igbo. They are now being aired on NTA International and Channels TV and on Kapital FM during the Productivity half Hour.

CAPACITY BUILDING/TRAINING PROGRAMMES:

The overall objective of the department is to mobilize and develop the productive capacity of human resources of organizations for the attainment of organizational goals. The capacity building by the Centre is needs based.

OBJECTIVES OF THE DEPARTMENT

- Organizing seminars, Workshops, Conferences and dialogues for the purpose of disseminating and sharing critical knowledge on productivity related matters in all sectors of the Nigerian economy to build skills and competences of organizations.
- Conducting In-plant programmes for both public and private sector organizations.
- Organizing productivity training programmes and in-house seminars for staff of the Centre.
- Designing productivity training modules and materials.
- Any other assignment as may be given.

During the period under review, the Department implemented the following programmes and activities under the leadership of the Director/ Head of Department Dr. (Mrs.) Titilola Oshati.

A) NATIONAL WORKSHOPS:

One (1) National Workshop was held this year 2022:

A three (3) day National Workshop on “Enhancing Organizational Performance through Productivity Improvement Techniques”. The venue for the National workshop was at Events and Conference Centre, No 1 Sanni Alonge Street, Behind Muhammed Buhari International Market, Mararaba, Nasarawa State. The National workshop took place from 8th - 10th December, 2022. The National Workshop had thirty-eight (38) participants in attendance drawn from both public and private sector organizations such as Federal Ministry of Labour and Employment, Nigerian Custom Service (NCS), Federal Fire Service (FFS), Federal Road Safety Corps (FRSC), Raw Materials Research and Development Council (RMRDC), Small and Medium Enterprises Development Council (SMEDAN) and WWW HSC Consultancy.





B) IN-PLANT TRAINING PROGRAMMES:

I) In-plant Training Programme for Staff of Area Council Service Commission:

The Department implemented an In-plant training programme with the topic “Corporate Image and Reputation Management for Enhanced Productivity” for staff of Area Council Service Commission (ACSC).

The main objective of the training is to improve the performance of the participants and expose them to productivity tools and techniques required to deliver a strong corporate image and reputation. The training was implemented at the National Productivity Centre Conference Room on 31st - 2nd June, 2022. The training had twenty-three (23) participants in attendance.

i) In-plant Training Programme for Staff of Nigeria Export Promotion Council (NEPC):



The Department has also implemented an In-plant training programme with the topic “Corporate Image and Reputation Management for Enhanced Productivity” for staff of Nigeria Export Promotion Council (NEPC). The main objective of the training is to improve the performance of the participants and expose them to productivity tools and techniques required to deliver a strong corporate image and reputation. The training was implemented in three (3) batches:

The first batch held at the Nigeria Export Promotion Council Conference Room in two batches on 8th – 11th August, 2022. The total number of participants was one hundred (100).



The second batch of staff from the Council were trained from 23rd – 26th August 2022. The training had one hundred (100) staff in attendance and it took place at the Nigerian Export Promotion Council Conference Room.

The fourth batch of Staff of the Council were trained from 17th – 22nd October, 2022 for one hundred and sixty (160) staff of the council took place at Lemonde Hotel, Jos, Plateau State.



C) ONLINE IN-HOUSE SEMINAR SERIES/PRODUCTIVITY LECTURE SERIES:

The Department has conducted five (5) online in-house seminar series and one (1) Productivity Lecture as follows:

1. “Writing and Editing Research Articles for Publication” by Dr. Mrs. Titilola Oshati, Director/HOD Productivity Capacity Building (PCB) Department presented on 1st March, 2022.
2. “Procedures of Official Communication in Public Service” by Mrs. Mary Soji, Assistant Director (AD) Human Resources Management (HRM) Department Presented on 22nd March, 2022.
3. “Agile Transformation for Enhanced Workplace Productivity” by Nwalupue Nnamdi Mark, Senior Productivity Research Officer (SPRO), Productivity Capacity Building (PCB) Department, Lagos State Office presented on 7th April, 2022.
4. “Firm Level Productivity Measurement” (Cobb-Douglas Production Function) by Engr. Abdulaziz Usman, Principal Productivity Research Officer (PPRO) Productivity Measurement and Index (PMI) Department Presented on 23rd June, 2022.
5. “Analysis of Women Participation in Soya Beans Value Chain” by Dalhatu Abubakar, Chief Productivity Research Officer (CPRO) Consultancy and Business Development (CBD) Department, Bauchi State Office presented on 8th September, 2022.
6. One Productivity Lecture on the topic “Productivity Improvement Through

Waste (Muda) Reduction Techniques: A Case Study of Blue Waves Building and Construction Company, Idu Industrial Layout, Abuja” by Engr. Alisigwe Clifford, Director/HOD Consultancy and Business Development (CBD) Department presented on 28th June, 2022.

D) CONFERENCE ROOM TRAINING PROGRAMMES:

The Department implemented five (5) Conference Room Training Programmes as follows:



- a) A three (3) day Training Programme on **“Workplace Transformation Challenge”**. The Training Programme was implemented at National Productivity Centre Conference room on 17th – 19th May, 2022. The training had Seven (7) participants in attendance drawn from organizations like Federal Road Safety Commission and Teachers Registration Council of Nigeria.
- b) A three (3) day Training Programme on **“Productivity Improvement & Effective Service Delivery”**. The Training Programme was implemented at National Productivity Centre Conference room on 7th – 9th June, 2022. The training also had Seven (7) participants in attendance. Five (5) fee paying participants from Federal Road Safety Commission and Kwara State Polytechnic and two (2) participants from Productivity Capacity Building (PCB) Department of the Centre.
- c) A three (3) day Training Programme on **“Managing Human Resources for Productivity Improvement”**. The Training Programme was implemented at National Productivity Centre Conference room on 5th – 7th

- a) A three (3) day Training Programme on **“Workplace Transformation Challenge”**. The Training Programme was implemented at National Productivity Centre Conference room on 17th – 19th May, 2022. The training had Seven (7) participants in attendance drawn from organizations like Federal Road Safety Commission and Teachers Registration Council of Nigeria.
- b) A three (3) day Training Programme on **“Productivity Improvement & Effective Service Delivery”**. The Training Programme was implemented at National Productivity Centre Conference room on 7th – 9th June, 2022. The training also had Seven (7) participants in attendance. Five (5) fee paying participants from Federal Road Safety Commission and Kwara State Polytechnic and two (2) participants from Productivity Capacity Building (PCB) Department of the Centre.
- c) A three (3) day Training Programme on **“Managing Human Resources for Productivity Improvement”**. The Training Programme was implemented at National Productivity Centre Conference room on 5th – 7th July, 2022. The training had twelve (12) participants in attendance drawn from Raw Materials Research and Development Council, Federal Road Safety Commission and other MDAs.
- d) A three (3) day Conference Room Training Programmes with the topic **“Total Quality Management: As a Productivity Improvement Tool for Achieving Organizational Excellence”** on 16th – 18th August, 2022. The training had twelve participants in attendance. Nine (9) fee paying participants and Three (3) participants from the Centre.
- e) A three (3) day Conference Room Training Programme with the theme **“High Performance Work Practices for Enhanced Competitiveness”** on 13th – 15th September, 2022. The training had Six (6) fee paying participants in attendance from Nigerian Security and Civil Defense Corps, Federal Road Safety Commission and Teachers Registration Council of Nigeria.

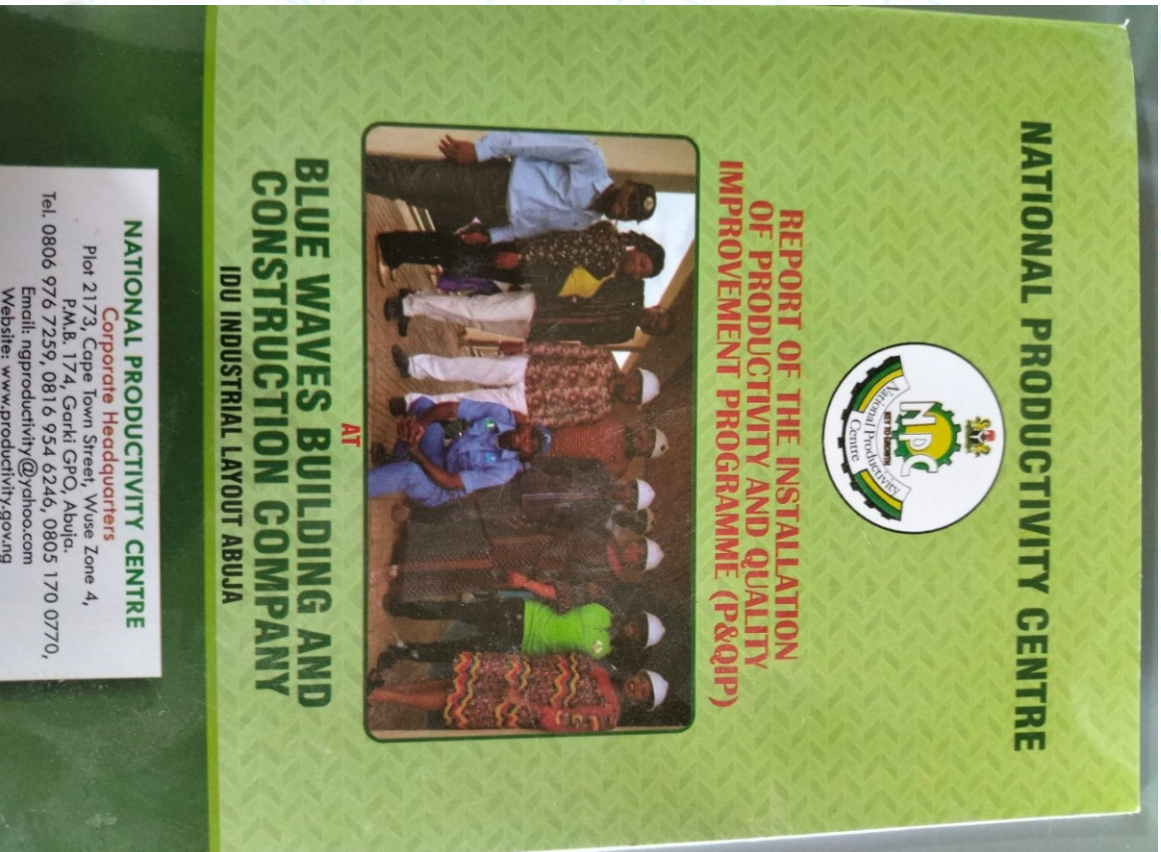
BUSINESS AND ENTREPRENEURSHIP DEVELOPMENT

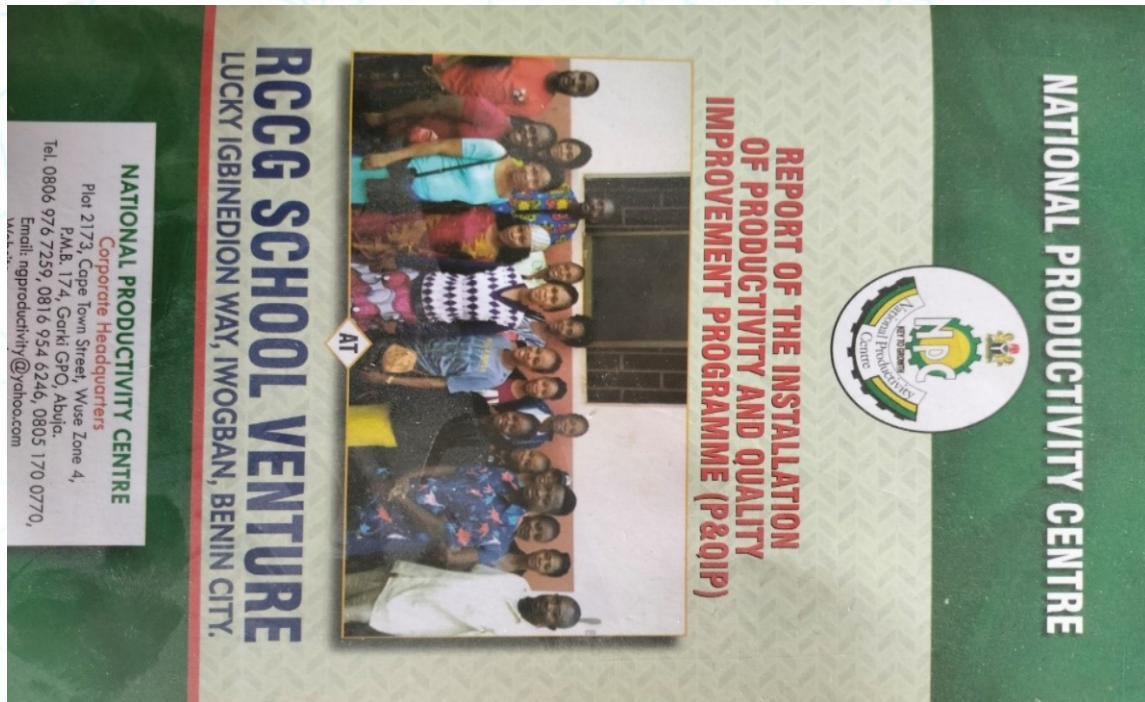
The programme is aimed at improving the agricultural productivity of farmers in Nassarawa State with particular emphasis on **Cassava and Rice** production, processing, storage and marketing sales/ etc. The programme is designed to cover four (4) Local Government Areas, two (2) communities in each Local Government Areas as pilot study. The methodology involved was survey and advisory services. Also linkages with other agencies that are into Cassava and rice production would be adopted for quality farm inputs.

In a related development, the Centre conducted a sensitization programme and implementation of 5S Good Housekeeping Practice with the National Union of Tailors

- a) A three (3) day Training Programme on “**Workplace Transformation Challenge**”. The Training Programme was implemented at National Productivity Centre Conference room on 17th – 19th May, 2022. The training had Seven (7) participants in attendance drawn from organizations like Federal Road Safety Commission and Teachers Registration Council of Nigeria.
- b) A three (3) day Training Programme on “**Productivity Improvement & Effective Service Delivery**”. The Training Programme was implemented at National Productivity Centre Conference room on 7th – 9th June, 2022. The training also had Seven (7) participants in attendance. Five (5) fee paying participants from Federal Road Safety Commission and Kwara State Polytechnic and two (2) participants from Productivity Capacity Building (PCB) Department of the Centre.
- c) A three (3) day Training Programme on “**Managing Human Resources**







Procurement Activities

The Centre was able to conduct the following within the period under review:

- a. Procurement of official vehicles for Directors
- b. Furniture: Procurement of furniture's and fittings for headquarters and States Offices
- c. Computers and Printers: Acquisition of computers / accessories for Headquarters and States Offices
- d. Filling cabinets: For Headquarters and States Offices
- e. Book shelves: For Headquarters and States Offices
- f. Standing fans: For Headquarters and States Offices
- g. Refrigerators; For Headquarters and States Offices
- h. Stationeries; For Headquarters and States Offices
- i. Sign Boards: All States Offices now have befitting Sign Boards.
- j. Renovation of Imo States office
- k. Refurbishment of the Centre's Library
- l. Refurbishment of the Centre's Conference Room

Other activities carried out within the period under review:

- a. 2022 Bid Openings for Category "C" Consultancy Services was held virtually on 23rd May, 2022 at the Conference Room of the Centre with 45 contractors participating on line.
 - b. 2022 Bid Openings for Categories "A" Goods and "B" Works was held virtually on 15th June, 2022 at the Conference Room of the Centre with 64 contractors participating online.
- Other procurement activities are on-going.

Procurement Activities

The Centre was able to conduct the following within the period under review:

- a. Procurement of official vehicles for Directors
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- c. Computers and Printers: Acquisition of computers / accessories for Headquarters and States Offices
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Other activities carried out within the period under review:

- a. 2022 Bid Openings for Category "C" Consultancy Services was held virtually on

REPORT ON PRODUCTIVITY MEASUREMENT AND INDEX

The Centre conducted in the following within the period under review:

S/N	Title	Venue and Date	No of participants
A	Conference Room Training Programmes:		
1	"Total Quality Management: As a Productivity Improvement Tool for Achieving Organizational Excellence"	NPC Conference Room, 16 th – 18 th August, 2022	Twelve (12) participants
2	"High Performance Work Practices for Enhanced Competitiveness"	NPC Conference Room, 13 th – 15 th September, 2022	Six (6) participants
B	In-Plant Training Programmes:		
1	"Corporate Image and Reputation Management for Enhanced Productivity" for Staff of Nigeria Export Promotion Council (NEPC)	NEPC Conference Room, Two (2) batches: 8 th – 9 th and 10 th – 11 th August, 2022	Fifty (50) Participants for batch 1 and Fifty (50) participants for batch 2
2	"Corporate Image and Reputation Management for Enhanced Productivity" for Staff of Nigeria Export Promotion Council (NEPC)	NEPC Conference Room, Maitama, Abuja Two (2) batches: 23 rd – 24 th August, 2022 and 25 th – 26 th August, 2022.	Fifty (50) Participants for batch 1 and Fifty (50) participants for batch 2
	"Corporate Image and Reputation Management for Enhanced Productivity"	NEPC Conference Room, Jos Plateau State Two (2) batches:	Eighty (80) Participants

3	<p>National Workshops: “Enhancing Organizational Performance Through Productivity Improvement Techniques”</p>	<p>11th – 12th September, 2022 and 13th – 14th September, 2022.</p> <p>Events and Conference Centre, No 1 Sanni Alonge Street, Behind Muhammed Buhari International Market, Mararaba, Nassarawa State.</p> <p>8th – 10th December, 2022</p>	<p>for batch 1 and Eighty (80) participants for batch 2</p> <p>Thirty-eight (38) participants</p>
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CONSULTANCY SERVICES / PRODUCTIVITY IMPROVEMENT IN THE INFORMAL SECTOR

The Centre also held a stakeholder meeting with various artisans, starting with the Tailors Association of Nigeria (TAN) Abuja Chapter members. The programme commenced with the launching of **5S Good Housekeeping**: 5S Good Housekeeping Practice was launched with the National Union of Tailors and Garment Workers, Abuja Chapter. The programme was held on 17th August, 2022 at Jeparo Hotel, Gwagwalada, Abuja with one hundred and ninety five (195) members participating in the programme. The programme was carried out in the other four (4) Areas Councils of the Federal Capital Territory.

TRAINING ON PROJECT MONITORING AND EVALUATION

The National Productivity Centre in collaboration with Radcom Nigeria Limited organized a training course on Project Monitoring and Evaluation Titled “Enhancing the Performance of Project Inspectors of National Productivity Centre”. The training was held at Newton Park Hotels, Wuse Zone 4, Abuja on 15th September, 2022. One hundred (100) participants attended the training.

TRAINING OF RESEARCH OFFICERS ON BASIC COURSE FOR PRODUCTIVITY PRACTITIONERS (BCPP)

The National Productivity Centre in collaboration with Radcom Nigeria Limited organized a training course on Productivity Improvement Tools and Techniques for Productivity Research Officers of the Centre. The training was held at North-Gate Hotels, Mararaba, Nassarawa State on 27th – 29th September, 2022. A total of forty three (43) Officers attended the training.

THE STATE OFFICES INSTALLATION OF PRODUCTIVITY AND QUALITY IMPROVEMENT PROGRAMME (P&QIP)

The Centre visited the following organisations for P&QIP during the period under review:

- a) Destiny Farms Limited, Lagos, Lagos State
- b) Victor -AY's Fashion Empire, Kaduna. Kaduna State
- c) A Three Hotel and Suites, Samanda, Ibadan, Oyo State
- d) Nugo Shoe Factory, Benin City, Edo State

ESTABLISHMENT OF AKWA IBOM STATE OFFICE

The Office was formally inaugurated on 21st September, 2022 bringing the number of State Offices to Sixteen (16)

AKWA IBOM'S STATE PRODUCTIVITY DAY

The Director General, Dr. Kashim Akor attended the Akwa Ibom State Productivity day and addressed participants at the occasion on the importance of productivity to national development. The ceremony was held at Uyo, Akwa Ibom State on Saturday, 24th September, 2022.

	SURNAME	FIRST NAME	OTHER NAME	GL/ST
1	MALGWI	GIDEON	ALI	Director
2	OKWUOSA	MARTHA	CHINWE	Director
3	ESEKHAGBE	OMOYEME	ROSEMARY	Director
4	OBHIOKHENAN	AMBROSE	ANEBODE	Director
5	ATUSIUBA	IFEANYI	FRANCIS	Director
6	OSIPITAN	OLUWATOYIN	ADEDIGBA	Director
7	ADETUNJI	BABATUNDE	ADEOLA	Director
8	AZETA	VICTOR	IKHUORIA	Director
9	ACHIMUGU	ALADI		Director
10	SHUAIBU	ZAKARI	ATTE	Director
11	ANYAM	GODWIN	ORDUE	D/Deputy
12	GEORGE UDOFIA	CHIDIMMA	DORATHY	D/Deputy
13	ONUBAIYE	ABDULAZEEZ		Asst. Director
14	FACHE	ISAAC	OMEIZA	Asst. Director
15	USMAN	ABIMBOLA	MULIKAT	Asst. Director
16	BONA	LABARAN		Asst. Director
17	GALADIMA	KENNEDY		Asst. Director
18	AWESOME	OLUSEGUN	JOHN	CPRO
19	ELE	EYILAERE	ANASTASIA	CPRO

20	BOGORO	MUSA	GRACE	CPRO
21	OKECHUKWU	SOLOMON	KENE	CPRO
22	OSUNBOR	OJEMUADE	AUGUSTIN	CPRO
23	BAMIDURO	MONISOLA	OLADELE	CCS
24	KEHINDE	HANNAH	OMOWUMI	CEO (Research
25	BUSH	ANTHONIA	ANWULI	CEO (Research
26	ZADVA	JOY	FIDELIS	ACPRO
27	IZUEGBU	UCHENNA	CHRISTIAN	ACPRO
28	YERIMA	IYA	ADAMU	ACPRO
29	HIAN	LYNDA	AKANGER	ACPRO
30	OKORIE	KINGSLEY	CHIDI	ACPRO
31	USMAN	ABDULAZIZ		ACPRO
32	MUSA	SAIDU		PPRO
33	AGBO	CLEMENT	ANYANWU	PPRO
34	YELWA	KABIR	JIBRIL	PPRO
35	AGBI JOHN	ULIRIA	ONOKHUDU	PPRO
36	OMALE	DOMINIC	ALHASSAN	PPRO
37	AHUCHAOGU	NDUBUISI		PPRO
38	EYO	ROSELINE	EKPO EDET	PPRO
39	ANUCHA	KINGSLEY	CHIKE	PPRO
40	OFILI	CHIKA	COMFORT	PPRO
41	SALIFU	BLESSING		PPRO
42	OGBODO	OGOCHUKWU		PPRO
43	EZZU	YAHAYA	MOMOH	PPRO
44	ENEMCHUCKWU	AUGUSTINE	KANAYO	PPRO
45	MAHA	ESTHER	OJONUGWA	PPRO
46	ABUH	SUSAN		PPRO
47	SALAKO	REBECCA	TITILAYO	PPRO
48	IBRAHIM	UMAR	HARDO	SPRO
49	ADEDOJA	FUNMILAYO	ADERENLE	SPRO
50	ABDULLAHI	ABUBAKAR	HASSAN	SPRO
51	SHITTU	OLAYINKA	YUNUS	SPRO
52	ABDULLAHI	SAEED		SPRO
53	SHAIBU	USMAN		SPRO
54	MUSA	SUMMAIYA		SPRO
55	ADAMU	MUHAMMED	BALA	SPRO
56	IKECHUKWU	UCHEOMA		SPRO
57	ADEOSUN	SARAH	HALIMAT	SPRO
58	ONUOHA	QUEENNETTE	CHIDALU	SPRO
59	ODAIRI	EWARIEZI	DANIEL	SPRO
60	BELLO	MOHAMMED		SPRO
61	AMACHREE	PHILOMENA	OMOTE	SPRO

62	NWOYE	VICTOR	CHINEDU	Snr. Acct
63	ALHASSAN	SADIYA	GIMBA	SPRO
64	ARIWOOLA	OLAJUMOKE	ABOSEDE	SPRO
65	IFEKA	NJIDEKA	ANTHONIA	SPRO
66	AKHUWA	JAMES	ORHANGE	SPRO
67	OKEKE	EBELE	MAUREEN	SAO
68	HALIDU	MAIMUNA	YUNUSA	SAO
69	EBONG	SAMUEL	ABASIOKOMI	Snr. Acct
70	SULEIMAN	ABDULHAMID	MUHAMMED	SPRO
71	FOLAYAN	DAVID	ADENIYI	SSC
72	ISHALEKU	AKUSHONYE	EMMANUEL	Snr. Acct
73	ORIPELAYE	OLAKUNLE		SPRO
74	ABONMGER	EUGENE	LUPER	SPRO
75	ADEOSO	MOJISOLA	OLAPEDJU	SPRO
76	AYELOMI	AYODELE	SUNDAY	SPRO
77	IGE	AZEEZ		SPRO
78	ODI	FATIMA	OJOCHIDE	Snr. Acct
79	OCHEDI	ADUKWU	EKELE	SAO
80	NSA	OKON	EYO	SSC
81	YAHAYA	SALISU	SHAIBU	Snr. Acct.
82	IBIWOYE	FAITH	OYEDAMOLA	SSC
83	OGAR	JUSTIN	IDUKU	Accountant I
84	AREMU	NOAH	BABATUNDE	SEO Research
85	AGBORO	PEACE	UFUOMA	PRO I
86	IMAGIE	CHIOMA	ADAABI	PRO I
87	OTI	AMADAERE	TONYE	PRO I
88	ESU	TRACY	ENIANG	PRO I
89	SHAIBU	HAIRATU	ABUBAKAR	PRO I
90	ALFA	INIKPI	ESTHER	PRO I
91	LOUIS	GIFT	IMOGO	PRO I
92	WHESU	JUJU	INNOCENT	PRO I
93	ISHAQ	ADAMU	ABDULLAHI	PRO I
94	ANOLIEFO	MARY-CYNTHIA	CHIOMA	PRO I
95	JACOB	MERCY	MONOSOKO	PRO I
96	CHARLES	DANKAT	GUGIN	PRO I
97	EYO	NKOYO	FAVOUR	PRO I
98	EDWARD-OBO	FAITH	IJEOMA	PRO I
99	OKEME	PETERLANE	IDOKO	PRO I
100	MOHAMMED	RAKIYA		PRO I
101	ODUNEYE	ADEPEJU	DEBORAH	PRO I
102	NWACHUKWU	CHIKA	NNENNA	PRO I
103	ABDULAZEEZ	TAOFEEK		PRO I

104	GEORGE	TOLULOPE	OLUWAKEMI	PRO I
105	ANOZIE	JOSEPH	ODINAKA	PRO I
106	ADIATU	HUSSEINI	KEHINDE	PRO I
107	ONWUEKWE	ECHAZONA	CHUKWUEBUKA	PRO I
108	MAJOR	SOMTOCHUKWU	VICTOR	PRO I
109	CHINAKA	OLORUNSOLA	NKECHI	PRO I
110	SANUSI	NAFISA	ATIWN	PRO I
111	IBRAHIM	ZAHRA	FATIMA	PRO I
112	YUSUF	MUSTAPHA	MUHAMMED	PRO I
113	HARUNA	GBEMISOLA	RISIKAT	Accountant I
114	PORBENI	MICHEAL	PERE	Accountant I
115	SOLOMON	UDEME	ESTHER	Accountant I
116	AUDU	ALIYU	ATTAH	Accountant I
117	OBAJE	MARY		SEO Acct
118	AHMED	YUSUF	ATAI	PO I
119	ABEGE	SEMBEER	HILDA	AO I
120	ARINZE	JUSTINA		AO I
121	UDEZE	BLESSING	AMARACHUKWU	AO I
122	ZAKARI	SANUSI		AO I
123	IMAM	SADIYA		SEO, GD
124	OLAYINKA	BOLAKALE	RONKE	SEO, Research
125	ZAKARI	REKIYA	ABU	SEO, Acct
126	OTI	BENJAMIN	AKPOBOMEWEI	Accountant I
127	ABUBAKAR	UMAR		PRO I
128	OGUNYEMI	FOLASHADE	HELEN	PRO I
129	YAKUBU	HABEEBAH		PRO I
130	AJIBADE	ROTIMI	TOMILOLA	PRO I
131	YAZID	ABUBAKAR	IMAM	PRO I
132	USMAN	ABDULRAZAK	ADEMOLA	PRO I
133	BEREDUGO	EBIERE		PRO I
134	GODWIN	LYDIA	NMGOHOL	Accountant I
135	TAMBOU	JOY	PREMOBERE	Accountant I
136	TOBA	RACHEAL	FUNKE	SEO, Research
137	MUHAMMED	ADAMU		8/3
138	UBAH	FAITH	IFEOMA	PRO I
139	HAMMAN	ALI		PRO I
140	ONU	UCHE	JOSEPH	PRO I
141	EGBUONU	CHIOMA	IFUNANYA	PRO I
142	JENMI	SOLOMON	OLATUNJI	HEO, GD
143	LIMAN	AHMADU		HEO, GD
144	MARTHA	ALHAMDU	DYERIS	HEO, GD
145	MUSA	YAKUBU		HEO, GD
146	AKINTUNDE	OLAKANMI		SMDM
147	ELAIGWU	GEORGE	OGAR	SMDM

RETIREMENT FROM FEDERAL CIVIL SERVICE/SEND FORTH PARTY

The following Staff of the Centre also retired from the Federal Civil Service within the period under review.

- a. Ms. Stella Ifeoma Ogbonnia, Assistant Director, retired from Imo State Office on 10th August, 2022 having attained the age of 60 years
- b. Mrs. Enoch Irene Nwaobilo, Chief Executive Officer, retired from Imo State Office on 28th August, 2022 having attained the age of 60 years.
- c. Dr. Ambrose A. Obhiohkhen, Director / State Coordinator, retired from Cross Rivers State Office on 6th September, 2022 having attained the age of 60 years
- d. Dr. Gbenga E. Bamiduro, Director / Head, Planning and Policy Analysis Department, retired from the Centre on 19th October, 2022 having attained the age of 60 years.
- e. Mr. Adamu AbdulKadir, Deputy Director / State Coordinator, retired from Bauchi State Office on 8th November, 2022 having attained the age of 60 years

