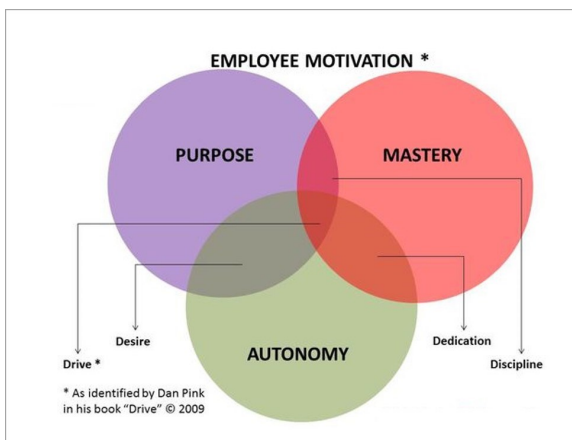


## TIPS FOR DEPARTMENTAL SYNERGY WITHIN THE COMMISSION

Sequel to the Policy Document on functions and expectations of General Managers and Department/Unit Heads shared at the Management Meeting on the 3<sup>rd</sup>, July, 2019 by the DG/CEO, below are some employee relation tips that can be adopted by Department/Unit heads for synergy within the Commission:

1. GMs and Department/Unit heads are to see themselves as mentors/ motivators at the work place and provide overall direction and good leadership to staff.
2. Constant communication and words of encouragement will help boost the morale of Staff in the face of little, as the Management takes steps to provide better welfare for the Commission.
3. Communicate policy issues, decisions of Commission regarding welfare, administrative, procedural, financial and other important Staff matters as agreed in Top Management meetings to staff at weekly departmental



meetings or as the need arises.

4. When Staff members don't get first hand information from leaders, they are quick to gossip and spread rumors from hearsays. It is the duty of all Management staff to bring up issues of gossip in the departmental meetings and properly educate staff.
5. Department/Unit heads can purchase information boards to pin up relevant information in their open offices for all staff to read.
6. To avoid redundancy or over stretching the same set of staff, Depart-

ment/Unit Heads can spread job roles and also measure performance to ensure equity and justice.

7. Ensure attendance of staff to work and take action in accordance with laid down rules and regulations.
8. Settle differences, issues and problems that arise within the department.
9. Develop and maintain Standard Operating Procedures for departmental business processes and work activities and ensure strict adherence and compliance.
10. They can discuss relevant issues/ share ideas with other Department/ Unit Heads, and only escalate critical issues to the Director General/CEO in writing, when it is extremely necessary.

The policy document if followed judiciously will ensure that we are proactive and not reactive to departmental functions and duties and the overall mandate of the Commission.

## NIN Will Ease Constraint of Identification- CBN GOV

As part of the commencement for the enforcement of the mandatory use of the National Identification Number (NIN), the Central Bank of Nigeria (CBN) has stated that it will intensify its support for the use of the NIN as it will ease the constraint of poor identification and increase the number of banking customers.

Speaking on his five (5) year Policy Thrust for 2019-2024 on unique identification, the CBN Governor, Mr. Godwin Emefiele, CON, stated that in order to ease the constraint poor identification has on access to credit by Customers, the CBN will support the National Identity Management Commission (NIMC) to aggressively enroll prospective bankable individuals in the informal sector onto the BVN system.

Governor Emefiele in his remarks also highlighted



CBN Gov. Mr. Godwin Emefiele and NIMC DG/CEO, Engr. Aliyu Aziz

that the existing partnership of harmonization of data with NIMC will give banks the confidence in providing services to expand customer base.

"The current enrolment of 38 million unique banking customers will be expanded to 100million over the next five years. It will also aid in the development of a credit profile for banking customers, which will assist in improving access to credit for credit worthy borrowers by banks."

NIMC is the only agency of the Federal Government with the mandate to create, own and manage the National Identity Database (NIDB) as well as harmonise all existing data collected by different data collecting agencies such as the CBN, FRCN, FIRS, NCC, Pen-Com, INEC, NHIS, Ministry of Agriculture and Rural Development, (FMARD) etc.

The Commission has reached advanced stages of harmonization with data collecting agencies and most have accepted the NIN as a statutory means of identification for any transaction.

The NIN is an 11 digit number assigned to an individual upon successful enrolment into the National Identity Database (NIDB). It is what represents the unique entry of a person's personal information in the National Identity Database. Once issued to an individual the number cannot be used again.