



“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 to begin Registration of Nigerians in Diaspora Soon

Registration of all Nigerians in the Diaspora for the issuance of the National Identification Number (NIN) will commence before the end of 2016, the Director General/CEO of NIMC, Engr. Aliyu Aziz has said.

He made the statement when the Senior Special Assistant (SSA) to the President on Foreign Affairs and Diaspora, Hon. Abike Dabiri-Erewa, paid him a working visit to discuss the Commission's level of preparedness toward the registration of Nigerians living abroad.

Engr. Aziz explained that by September 2016, NIMC would have engaged and finalized modalities with competent private Companies that would partner NIMC for the capture of Nigerians in the Diaspora through a pilot scheme. He said the Diaspora enrolment was part of NIMC's grand plan to ensure that all Nigerians including those residing abroad are captured in the National Identity Database (NIDB), and assured that the exercise would be done seamlessly like the on-going registration of Nigerians and Legal Residents in the country. He also attributed the delay in the capture of Nigerians in Diaspora to lack of funds and other logistics.

Explaining the process, Engr. Aziz said: “We started the registration and issuance of the NIN in 2012, and we are currently in about 400 locations across the country. The enrolment process is designed in such a way that the enrolment systems can be stationed anywhere in the world, and be securely connected to the National database here in our office.

“Therefore, it will not be a problem

to commence enrolment of Nigerians in Diaspora. We hope that by September this year, we would have selected the companies that will carry out this registration in line with the NIMC



Senior Special Assistant to the President on Foreign Affairs and Diaspora, Hon. Abike Dabiri-Erewa

standards and specifications.” He further said that the NIMC

technology allows individuals to commence registration by accessing the NIMC website, www.nimc.gov.ng to fill the pre-enrolment form, after which a 2D barcode will be generated, printed out and taken to any NIMC enrolment Centre along with supporting document where the biometric data of the applicant will be captured.

Hon. Dabiri-Erewa had earlier expressed concern that there was no single and accurate database of Nigerians in the Diaspora. She also expressed worry that Nigerians in Diaspora were not being issued the National e-Identity Card.

She noted that one of the objectives of her office is getting a single and accurate data of Nigerians in the Diaspora, of which NIMC could be of help. “It is a shame that this is 2016 and we still do not have an accurate database for Nigerians in Diaspora.

We are always working with estimates, which is somewhere in-between 15 to 18 million.” According to her if we get the accurate database from NIMC, it would serve various purposes, e.g., as a databank to enhance security.

She stressed the need to put in place concrete steps to ensure that the Diasporans are enrolled accurately. “It is definitely going to cost a lot of money to get it done, but it can be done.”

Pledging to work with the commission to ensure successful enrolment of Nigerians living abroad, she urged the Commission to be transparent in the selection of the vendors that would handle the registration and also get Diasporan companies involved in the exercise.

The Diaspora enrolment is part of NIMC's grand plan to ensure that all Nigerians including those residing abroad are captured into the National Identity Database (NIDB).

UPDATES FROM DEPARTMENTS AND UNITS

DG/CEO Makes Changes at State Coordinator Level

The Director General/Chief Enrolment Officer recently approved the following changes at the State Coordinators' level. Accordingly, the following redeployment of staff were announced:

S/N	Names	Old Location	New Location	New Posting
1	Paul Sey Duna	Adamawa	Taraba	Local Government Coordination II
2	Kwawo Willies	Adamawa	Adamawa	State Coordinator Adamawa
3	Kingsley Onaghise	Akwa-Ibom	Edo	State Coordinator Edo
4	Efe Oki	Edo	Edo	Local Government Coordination II
5	Fred Iwok	Akwa-Ibom	Akwa-Ibom	State Coordinator Akwa-Ibom
6	Ode Darlington	Benue	Benue	Local Government Coordination II
7	Ibrahim Garuba Nuhu	Plateau	Benue	State Coordinator Benue
8	Engr. Shehu Abdulmumuni	Borno	Gombe	Regional Office North East
9	Zaman Yaksha Mshalpal	Borno	Borno	State Coordinator Borno
10	Ahmed Abdulahi	Kogi	Kogi	Local Government Coordination II
11	Owolabi Usman	FCT	Kogi	State Coordinator Kogi
12	John Ogwuche	Nasarawa	Nasarawa	Local Government Coordination II
13	Shuibu Ajanaku	HQ	Nasarawa	State Coordinator Nasarawa
14	W. R. Osadugba	Ondo	Ondo	Regional Office South West
15	Kayode Adegoke	Osun	Ondo	State Coordinator Ondo
16	Bunmi Soyode	Rivers	Rivers	Regional Office South-South
17	Oghenekaro MaryAnn	Rivers	Rivers	State Coordinator Rivers
18	Kehinde Aigbokhai	HQ	FCT	State Coordinator

NIMC Partners Mercy Corps Nigeria on Financial Inclusion

In its effort to ensure that Nigeria joins the group of Countries rated high in Financial inclusion, the National Identity Management Commission (NIMC) has partnered Mercy Corps Nigeria in their programme designed to strengthen the economic power of marginalized girls between the ages of 16-19 years. The programs include; Educating Nigerian girls in New Enterprise (ENGINE) and Accelerating Savings and Strengthening Entrepreneurship Training and skills (ASSETS). The collaboration which began in February 2015 has ensured the enrolment of over 8,000 girls across Kano, Kaduna, Lagos states and the FCT and the issuance of cards to 50% of this target group so far.

To review the success rate of this collaboration and ensure experience sharing amongst the key stakeholders, NIMC participated in a workshop organised by Mercy Corps Nigeria with the theme "At the frontiers of Financial Inclusion in Nigeria" on the 21st of June, 2016 at the Transcorp Hilton Hotel Abuja.



Cross section of the program beneficiaries at the workshop

Dr Robert Attuh, Consultant to Business Development and Commercial Services NIMC and a Speaker at the event highlighted the role of NIMC in the collaboration. He explained how NIMC has successfully enabled financial inclusion of the program beneficiaries through the clustering of the girls for speedy enrolment and prioritization of their National e-ID cards for production and activation. Other highlights of the workshop included presentations from MasterCard and experience sharing by the program beneficiaries. The beneficiaries of this program were excited to finally own a multi-purpose National e-ID Card which they now use for both identity and financial transactions. Other Key Stakeholders present were,

MasterCard, Access bank plc, Central Bank of Nigeria, the Kano State Ministry of Education as well as members of the media.

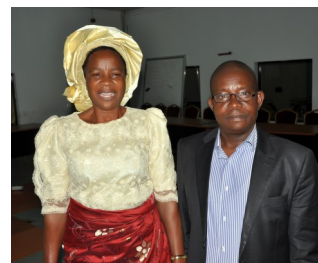
Retirement Send forth of Two Operations Staff

Following the retirement of two Operations staff, Mr. Peter Nkwocha and Mrs. Theresa Olakunle, after 35 years of active service, the General Manager of Operations, Mr. Abdulhamid Umar, and the entire staff of the department hosted the duo to a send forth ceremony on July 13th, 2016.

The DG/CEO, Engr. Aliyu Aziz, members of top management, and staff of the Commission were all in attendance to celebrate with the retirees and the host department. Describing the retirees as hardworking and committed during their service years, Mr. Umar held that it was truly a rare coincidence for the two, who gained employment, underwent trainings and retired on the same day. Supported by the DG and other top management staff, he presented gifts to them, and wished them well in their future endeavors.

The retirees who were full of joy, and thankful to the Almighty God for having kept them through the period of 35 years in service, expressed their unreserved thanks to the DG and Mr. Umar, noting that the DG's presence at the event confirmed his commitment to staff welfare and unity among staff. In the same vein, Mr. Umar explained that he is fully aligned with the DG's strategy to reposition

the Commission with focus on enrolments despite the challenges of power and funding. "The growth of enrolment figures now stands at 9,722,435, and we are committed to ensuring the success of the department and will continue to reward outstanding staff. He named Mr. Abdulraheem Adio as the best officer who had the highest individual enrolment figure recorded in a day in the month of June 2016.



Mrs. Theresa Olakunle and Mr. Peter Nkwocha of Operations Department retires after 35 years of active service

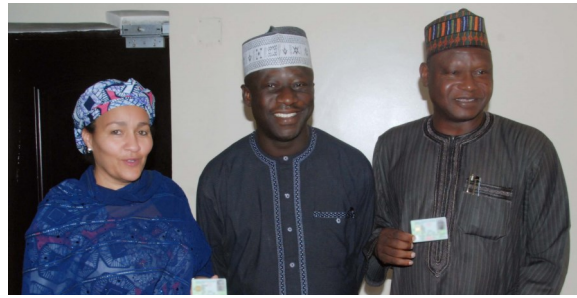
The following enrolment officers emerged as winners in the month of June:

	Names	State	No of enrolment	Date of enrolment
1	Abdulraheem Adio	Oyo	132/135	8 th and 29 th June 2016
2	Alfred Ibrahim	Oyo	130	14 th June 2016
3	Mowoe Edirinverere	Delta	88	24 th June 2016

PhotonewsPhotonewsPhotonews



DG/CEO, Engr. Aliyu Aziz, explains the Card features to the Minister of Budget and National Planning, Mr. Udoma Udo Udoma, as he was issued his card recently



L-R, Minister of Environment, Mrs. Amina Mohammed, GM Operations NIMC, Abdulhamid Umar, and Minister of State for Environment, Ibrahim Usman Jibril after the ministers collected their National e-ID Card.



Corporate Communications and Servicom Unit Staff presenting a Generator gift to the recently retired General Manager of Corporate Communication Unit, Mr. Anthony Okwudior, at his send forth party organized by the Unit.



DG/CEO, Engr. Aliyu Aziz, with Students of White Plains British School when they visited the Commission on Excursion recently.

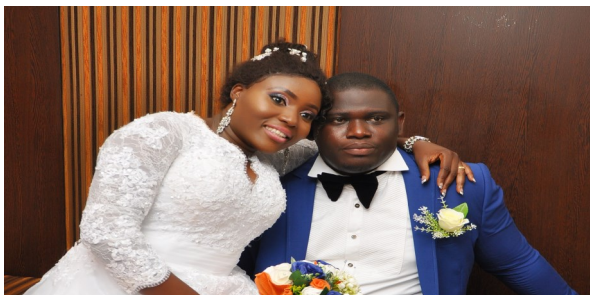
...Happy Married Life to our Ladies



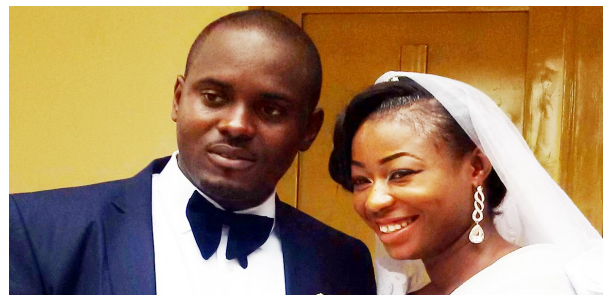
Comfort Mlumun Kajo of Accounts Department wedded her heartthrob, Mr. Tordue E. Kpoghul on the 23rd of April, 2016.



Blessing Ogbonna of HCM got hooked to her Mr. Right, Mr. Iloka Richard Chukwudi on 30th April, 2016.



Nwokolo Chioma, R/ISRM got married to her sweetheart on 7- May, 2016.



Adanna Nwachukwu of HCM got hooked to her Mr. Right, Chukwemeka Nwimo on 28th May, 2016.

Highlights of the One Day Corporate Communications Forum

The Corporate Communications Unit (CCU) of the DG/CEO's office, recently held a one day seminar at the NIMC Headquarters on Wednesday, 23rd June, 2016.

The communication and public relations seminar was the first of its kind and had in attendance, the DG/CEO, Engr. Aliyu Aziz, members of top management and select staff of the Commission. Speakers at the event include a fellow of the Nigerian Institute of Public Relations, Mr. Peter Oyeneye and a New Media Expert, Mr. Henry Okelue.

The purpose of the forum was to bring to the fore the need to continuously engage one another in effective communication towards achieving better results in our work place ethics, approaches and relationships.

Head of Corporate Communication, Mr. Loveday Chika Ogbonna in his opening remarks, explained that good communication skills are relevant in our life, work and relationships; without this, a message can be misunderstood, leading to frustration and or disaster.

He said: "For us at NIMC, effective Communication is significant for all managers and supervisors because it helps us perform the basic functions of management, i.e., planning, organizing, leading and controlling. Communication serves as a foundation for planning, and as such, all essential information communicated to the managers must be properly relayed to the subordinates for implementation." Noting that effective communication is a building block of any successful organization, and acts as organizational blood, Mr. Ogbonna maintained that communication is successful only when the sender and the receiver understand the same information and receive commensurate feedback.

The highpoint of the forum was the presentations made by the public relations expert, Mr. Oyeneye. According to him, a leader must devote at least 30 minutes every day for personal enhancement: time for reading, research in fields of specialization and other areas of interest.

Calling on NIMC leadership to lead by example, he noted that the staff are the most important resource(s) in any organization, and urged the Commission to train the workforce, and duly recognise, reward and celebrate the best, while others are encouraged to aim to be the best.

Mr. Oyeneye also noted that everyone is a leader in his/her own capacity: we are all leaders in our homes, religious organisations, social groups, etc.

"Leadership is the ability and willpower to influence people towards the achievement of common purpose and the ca-

capacity to take people to where they should be even when they don't want to go there and a leader must have a way of measuring his/her performance at any level – like an opinion poll, questionnaire, etc. Communication is not an easy task because of the challenges associated with the sender, the receiver, the channel and feedback," he said.

According to him, the job of a public relations practitioner via internal and external communication should be handled by public relations practitioners and professionals, skilled personnels and or communication experts.

He added that NIMC staff should cultivate the attitude of smiling and being

...the staff are the most important resource(s) in any organization. NIMC Management must train the workforce, and duly recognise, reward and celebrate the best, while others are encouraged to aim to be the best.

courteous, especially those at the front office, even from the gate, because most impressions of any organization is formed at the gate.

"Every staff no matter his/her department/unit should strive to be up to date with happenings in the Commission, in order to be able to speak on any subject matter at the slightest opportunity, except areas that are purely technical, like legal, technology and media communications, etc.," he stated.

He stressed on the need for massive, continuous and consistent communication campaign by the NIMC to sell the NIMC brand and products seamlessly to the Nigerian public.

The Social/New media expert Mr. Henry Okelue took participants through the importance of the new/social media which target mostly the upwardly mobile and youth segment of the society.

He highlighted the need for people to cross check their information severally before pushing the send button as any information that goes viral cannot be retrieved and even when done, the damage would have been done.

Participants at the close of the event, lauded the Corporate Communications Unit for organising the event, and called for more such motivational lectures on leadership and communication.



Stress is a fact of nature in which forces from the inside or outside world affect the individual emotional or physical well-being or both. Due to the over abundance of stress in our modern lives, we usually think of stress as a negative experience, but from a biological point of view, stress can be a neutral, negative, or positive experience. While some stress at work is normal, excessive stress can interfere with your productivity and performance, which can also impact your physical and emotional health.

In an organization like NIMC, change affects employees differently, while some will welcome it, others might become apprehensive and stressed at the mere mention of change and how they will fit into the new structure. Organizational stress can also be caused by issues of structure, management's use of authority, monotony, a lack of opportunity for advancement, excessive responsibilities, ambiguous demands, value conflicts, and unrealistic workloads. The organization can help employees manage their stress by offering special programs and trainings, conducting informational meetings and allowing them to feel empowered during the process of change. A person's non-working life (e.g., family, friends, health, and financial situations) can also contain stressors that negatively impact job performance.

The Warning Signs Include:-

Feeling anxious, irritable and depressed, Loss of interest in work, Sleep deprivation/Change of sleep pattern, Fatigue and trouble concentrating, Headaches, other aches or pains, Feeling moody and tearful, High Blood Pressure, Heart Disease, Weakened Immune System.

Managers can also reduce stress by being positive role models to their co-workers, improve communication and listen to a co-worker in a calm face to face setting which aids in knowing exactly how a co-worker feels. Share information and give workers the opportunity to participate in decisions that affect the unit/department. Establish zero tolerance policy to harassment. Make management actions consistent with the Commission's values.

The Keys to coping with stress are:- Initiating positive, healthy relationships and being more sociable, Prioritizing and organizing e.g. handling high priority tasks first, getting away from your desk for lunch breaks, Establishing routines by having meal times, regular exercises and regular waking times, which are great stress reliever, Practicing relaxation, this helps your body to settle and readjust. At the end of the day, getting satisfaction from your work, enjoying and loving what you do is also a great STRESS RELIEVER.

TEAM WORK

Team work is the cooperative effort of a group of people for a common end or to achieve a desired goal. Team work is often a crucial part of a business, as it's often necessary for colleagues to work well together, putting their best in any circumstance.

The word TEAM can be described as:

**T: ---TOGETHER
E: ---EVERYONE
A: ---ACHIEVE
M: ---MORE**

IMPORTANCE OF TEAMWORK IN AN ORGANIZATION

Efficiency

Work group and teams develop system that allows them to complete task efficiently and quickly. When a task is handed to a well-trained team, the team's work place assures that the task will be completed quickly and accurately. This allows an organization take on more work and generate more revenue.

Ideas

This help to bring creative reasoning in order to achieve a better result, because when two or more people bring ideas and they work together in agreement, it makes the work to be effective. When teams work well together, it allows staff to feel more comfortable in preferring workable suggestions.

Support

There are challenges each day in any work place, and a strong team environment can act as a support mechanism for staff members.

Accountability

This help staff to be responsible for their collective output and their success for achieving their goals. Because teamwork is organized at the collective level rather than on a per-person basis.

In a nut shell, this means people will try to cooperate, using their individual skills and providing constructive feedback despite any personal conflict between individuals.