



“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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Exclusive Interview with the DG/CEO

This interview with the Director General/Chief Enrolment Officer of the National Identity Management Commission (NIMC) Engr. Aliyu Aziz, amongst other things, highlights the challenges faced by the Commission in realising its mandate to create a National Identity Management System. Excerpts...

Can we get updates on the harmonisation of the National Identity Management System (NIMS) with other data collecting agencies?

Following the directive of the President and the various meetings of Vice President and Federal Agencies with legacy and identity databases, there has been renewed effort and drive towards the aggregation, harmonization and integration of all government databases into a centralised repository.

Discussions and framework for the achievement of the harmonization has reached advanced stages, and the commission has already commenced harmonization of BVN records with the CBN for the issuance of National Identification Numbers to successfully processed records. Right now, over one million NINs have been issued to BVN holders.

What are the challenges being faced with the NIMS project?

A significant challenge we continue to face with the NIMS project is lack of adequate funding. This has limited us in carrying out a full scale deployment of the NIMS across the 774 LGAs of Nigeria.

With adequate funding, we would be able to open enrolment centres in each LGA, provide adequate power to all centres for effective enrolment, print and deliver all current outstanding cards, and deploy full verification and authentication infrastructure and services nationwide to enable government agencies and businesses verify individuals' identities.

Another challenge we face is the lack of enforcement of the mandatory use of the National Identity Number (NIN). The NIMC act allows the NIN to be presented by individuals before they can access certain services.

If this is enforced, the public would be required to enrol and this would go a long way in populating the

hanced.

How many cards has the commission issued so far?

You may recall that we started card production and issuance in 2014 through a mini card personalisation bureau set up as part of the intervention to meet the identity needs of the public due to the unsuccessful Private Public Partnership (PPP). Despite this constraint, we have personalised over 1 million National e-ID cards, with over 300,000 cards in the hands of Nigerians, while over 750,000 are yet to be collected.

This is a remarkable improvement considering our limited funding and production capacity. We are also exploring avenues to expand our capacity to be able to deliver faster and more efficient identity services.

In a situation where one loses his NIN slip, how can he/she be assisted to get his card?

People are strongly advised to take good care of their NIN slips as they would secure or take care of their ATM cards and cheque books because the NIN slip is a security document.

However, if the NIN slip is misplaced despite best efforts, the card can still be collected. The individual can easily walk into any of our office and get verified by using his/her finger print which will display all the information he/she supplied at the point of registration, as well as the NIN.

The individual can also provide the phone number or complete date of birth provided at the point of registration to enable the NIMC officer access the required identity information and ascertain the status of the card.

If the card is ready, the individual can then go through the usual card collection process. We are also working towards establishing a short code for NIN retrieval via mobile. Please note that people who carelessly and constantly lose their NIN slip may be charged a token for replacement.



NIMC DG/CEO, Engr. Aliyu Aziz

National Identity Database in a timely manner and enable us to provide the full benefits of the NIMS.

In view of the present administrations fight against corruption, what measures have the commission put in place to checkmate fraudulent identity.

The main value proposition of the National Identity Management System is that it provides ALL Nigerian citizens and legal residents with a UNIQUE identity that can be verified and authenticated (using verification infrastructure which we are currently piloting).

The key is to ensure that every identity is verified so as to confirm that individuals are who they say they are. With identity assurance and assertion, benefits can be delivered to targeted beneficiaries, multiple identities can be eliminated, the work of the law enforcement agencies will be made easier and governance will be en-



Head of Service,
Ms. Winifred Oyo-Ita

“...the NIMS project when concluded will make the Commission the ‘one stop shop’ for biometric collection in Nigeria.”

Head of Service tasks NIMC on Data Collection

The Head of Service of the Federation, Ms. Winifred Oyo-Ita, wants the National Identity Management Commission (NIMC) to expedite action on its mandate to populate the National Identity Database (NIDB). Ms. Oyo-Ita made the call recently when the Director General/CEO and NIMC top management staff paid her a courtesy call.

She noted that the project when concluded will make the Commission the ‘one stop shop’ for biometric collection in Nigeria, and will save the County huge sums of money. “NIMC,

Nigeria’s identity manager should be the only organisation for biometric identification of Nigerians so that a harmonised bio-data collection point for Nigerians can be actualized,” she said.

She also expressed hope that it will be used in the public sector for human resource and to further strengthen the Integrated Payroll and Personnel Information System (IPPIS). According to her, the national identity card is also a valuable document that will be used for identification including capturing and storing the accurate data infor-

mation of civil servants, for payment, among others.

Speaking earlier on the commitment of NIMC to its task, the NIMC Director-General, Aliyu Aziz noted that the mandate of the Commission is to create a national identity database that will harmonise all existing databases. He added that the National Identity Card has several features that include identification of holders, bank access, driver’s license, voter information and security.

UPDATES FROM DEPARTMENTS AND UNITS

Operations Department

The Operations Department under the leadership of Mr. Abdulhamid Umar has recorded great achievements since he took over as the General Manager, Operations in January 2016.

The total Enrolment figures which stood at 7,241,646 as at December, 2015 improved significantly to 9,395,792. Seeing an additional 2,154,146 barely four months after Mr. Umar assumed office.

The increase in enrolment is not unconnected with the reward scheme introduced by the GM operations to compensate the most outstanding enrolment officers on a weekly and monthly basis. He also introduced a reward scheme to dedicated operations staff on a monthly basis to encourage hard work and boost productivity amongst operations staff.

The schemes which was introduced by the GM operations in February 2016, is aimed at encouraging and boosting the morale of enrolment officers and operations staff.

Meanwhile, over 121 new Enrolment Centres have been successfully opened since he took over.



Mr. Umenduka Nwachukwu, best Enrolment officer (Anambra State) for three consecutive weeks

....Enrolment of IDPs

The Commission between February and March 2016 enrolled 17,857 Internally Displaced Persons (IDPs) spread across various IDP camps in the FCT. Details of the enrollment are as follows:

s/n	Zone	Location	No
1	Kuje	Kuje (pegin and abuja)	293
		Gwagwalada (dobi)	38
		Kwali (cocin church)	122
		Fuka	174
		Total	627
2	Karu	Karu	1700
		Luvu	367
		Guruku	969
		Total	3036
3	Woru	Durumi	1539
		Kuchigoro	1455
		Woru	3462
		Sunsine	600
		Kabusa	500
		Karimajiji	600
		Old kuchigoro (gongola)	836
		Total	8992
4	Wassa	Wassa	4602
		Tukushiru	600
		Total	5202
		Grand total	17,857

Pension Unit

Benefit Administration:

Benefit administration is the process of establishing, maintaining and managing benefits for the employees of an organization. Employee benefits include: medical insurance, pension plans, Retirement savings account (RSA), Vacation leave, sick leave and maternity leave. It also involves the creating, managing and updating of an employee benefits programme and ensuring maximum engagement among employees.

Pension Management:

A pension fund is a “defined benefit plan” made up of pooled contributions from employers, unions or other organizations providing the retirement benefits for employees or members. Pension funds make up most countries’ biggest investments blocks and dominate the stock

markets in which they are involved.

Furthermore, a pension is a fund into which money is added during an employee’s employment years, and from which payments are drawn to support the person’s retirement from work in form of periodic payments. Pension should not be confused with severance payment, the former is usually paid in installments for life after retirement, while the latter is usually paid as a fixed amount after involuntary termination of employment prior to retirement.

Send all questions and inquiries to:
nimcpension@nimc.gov.ng

Procurement Unit

The Procurement Unit headed by Assistant General Manager, Mrs. Nkoyo Iwok recently organized a Seminar on “Public Private Partnership in the Actualization of the NIMC Mandate”.

The seminar which was well attended by Management staff and select staff from different Departments/Units of the Commission, was chaired by the GM, Human Capital Management (HCM), Mrs. Cecilia Yahaya.

The guest speaker, Executive Director, Infrastructure Concession Regulatory Commission (ICRC), Engr. Chidi Izuwah was represented by the Head of Special Projects for the Commission, Mr. Emmanuel Onwodi.

The Seminar was set up to discuss avenues through which NIMC can generate funds while partnering with the private sector.

The avenues identified for consideration include identity management and authentication, payment solutions, integration of the Bank Verification Number (BVN), civic registration,

smart ID’s for businesses, healthcare/education and many bankable opportunities.

Before now, the Procurement Unit also held a Seminar on “Effective Procurement Process in the Public Sector on the 2nd of February, 2016. Invited guest included staff of the Bureau for Public Procurement (BPP), Federal Inland Revenue Service (FIRS) and the infrastructure Concession Regulatory Commission (ICRC).



(From Left) Mrs. Nkoyo Iwok, Mr. Lanre of BPP, DG/CEO NIMC, Mrs. Hadiza Dagabana of NIMC, Mr. Izuwah of ICRC and others during the recent procurement seminar.

PhotonewsPhotonewsPhotonews



Vice President, Prof. Yemi Osinbajo and the DG/CEO, NIMC at the 2016 budget defence



(Third right), Kano State Governor, Alhaji Abdullahi Ganduje, the DG/CEO, Engr. Aliyu Aziz, (second right), and others, during the Governor's courtesy visit on the DG/CEO to discuss avenues for collaboration on the NIMS project.



NIMC enrolls Internally Displaced Persons at the Waru Apo IDP Camp in Abuja recently.



The DG/CEO accompanied by some Management Staff recently paid a condolence visit to the spouse of a NIMC Staff, Late Mrs. Cecilia Nkechi Ukwu.

Social Diary



Our amiable DG/CEO flanked by Management Staff on the occasion of his birthday which held on May 17th, 2016.



Mr Emmanuel Ogungbe, GM, Research/ISRM and his wife celebrated the coming of their twins on 6th May, 2016.



Mr. Jesse Usman of Card Management Services got married to his heartthrob on 12th March, 2016.



Mr. Olubumi Aina of Protocol Services Unit wedded his lovely wife on 19th March, 2016. Happy Married Life!

NIMC to Commence Nationwide Grassroots Radio Programme

The Management of the National Identity Management Commission (NIMC) has approved the commencement of 'NIMC TIME', a concept for grassroots sensitisation through radio in the six geo-political zones of the country.

Designed by the Corporate Communications Unit (CCU), the pilot phase of the project will run weekly for 3 months in two states of each zone (12 states).

Aimed at creating further awareness about the Commission, the programme will be aired on the State Government-owned radio stations, and is intended to create a communication platform between the residents of the pilot states and its environs with NIMC.

"It will increase daily enrolment, increase the issuance and distribu-

tion of the National e-ID card and how to use the Card. It will also help change the negative perception about NIMC and the NIMS project, as well as provide avenue for feedback," said the Head of Corporate Communications, Mr. Loveday Ogbonna.

To ensure the success of the project, the Zonal/State Coordinators will be empowered by the CCU to enable them drive the programme.

"North West (Kano and Kebbi), South- South (Edo and Cross River), North Central (FCT and Niger) South East (Ebonyi) have conveyed approval of their State government, while other States are urged to expedite action in order to get enlisted as the programme will kick off shortly." Mr. Ogbonna added.

7 Elements of Strong Workplace Ethics

Professionalism:

Being professional involves everything from how you dress and present yourself in the business world to the way you treat others. Professionalism is a broad category that basically encompasses all the other elements of a strong work ethic.

Respectfulness

You display grace under pressure: No matter how tight the deadline or heated the tempers, you always remain poised and diplomatic. Whether you're serving a customer, meeting with a client or collaborating with colleagues, you do your best to respect everyone's opinions, especially under trying circumstances. This shows you value people's individual worth as well as their professional contributions.

Dependability

You can be relied on to keep your promises. You are always on time and prepared for meetings, and deliver your work on schedule and on budget. Your reputation for reliability precedes you because you've proven over time that customers, clients and colleagues can trust you to do everything you say you will. In an uncertain world, your customers, colleagues and clients will appreciate the stability you embody.

Dedication

You don't stop until the job is done, and done right. "Good enough" is not good enough for you and your team. You aim for "outstanding" in everything you do. You put in the extra hours to get things right, giving attention to detail and devotion to excellence. Your passion shows in how hard you work and the results you achieve.

Determination

You don't let obstacles stop you, and enthusiastically embrace challenges like a mountain climber who ascends higher and higher until the summit is reached. You know that your job as an entrepreneur is to solve your clients' problems, and you resolve to continually seek better and more innovative answers. With purpose and resilience, you push ahead, no matter how far you have to go.

Accountability

You take personal responsibility for your actions and outcomes in every situation, and avoid making excuses when things don't go as planned. You admit your mistakes and use them as learning experiences so you won't make the same ones again. You also expect your employees to meet the same high standards, and support those who accept responsibility instead of blaming others.

Humility

You acknowledge everyone's contributions, and freely share credit for accomplishments. You show gratitude to colleagues who work hard, and appreciation to your loyal clients. You have integrity in spades, and are open to learning from others, even as you teach people through your words, actions and example. And, while you always take your work seriously, you strive always to maintain a sense of humour about yourself.

Culled from
<https://www.entrepreneur.com/article/250114>

Health Corner

Dysmenorrhea (Menstrual Cramps)

Menstruation is a normal monthly occurrence for women in their reproductive age where the body sheds the lining of the uterus (womb) via the vagina as menstrual blood.

This shedding is assisted by a host of hormones among which is 'prostaglandins'. Dysmenorrhea (Menstrual cramps) are cramping or throbbing pains felt in the lower abdomen, lower back and sometime inner thigh during menstruation. This Pain can be so discomforting in some women to the extent of making them feel totally miserable. It's a common presentation among ladies below the age of 30 years, however may occur in older women. It can be experienced before, during or immediately after the menstrual flow.

SYMPTOMS

Symptoms of dysmenorrhea includes; Crampy low abdominal pain, throbbing low back pain, nausea, tiredness, bloating and in some cases vomiting may ensue. No investigation is required in the case of primary dysmenorrhea, however you may be required to do ultra-sound scan and other investigation to rule out secondary causes.

TREATMENT

Treatment include, Life Style changes, dietary modifications, Non Pharmacological therapy, Pharmacotherapy. Surgical intervention may sometimes be required.

Life Style and dietary Management

Avoid anxiety and stress during your menses. Ensure adequate rest and sleep for longer periods. Loss weight if overweight or obsessed.

Regular exercise releases endorphins which serves as 'natural morphine'.

Pelvic Exercise also improves blood flow to the pelvis and uterus.

Massage your abdomen and Lower back

Avoid tight dresses that can make you feel bloated

Avoid Low fat diet especially vegetable fats

Avoid Red meats: red meat are rich in arachidonic acid which help produce anti-inflammatory prostaglandins, the main hormone responsible for the uterine cramps

Avoid caffeinated drinks: caffeine cause vasoconstriction thus poor blood supply to the uterus

Avoid alcohol

Reduce consumption of refined sugars as it produces insulin which results in production of prostaglandins

Avoid salty diet: this can cause water retention and bloating especially in obese ladies

Diet Recommendation

Liberal water intake to ensure proper hydration

Eat food containing Calcium, e.g. yogurt. Calcium supplement can also be taken

Eat food containing magnesium: magnesium helps in the absorption of calcium

Sesame seeds (In Hausa Ridi): start eating 2-3 before menses, boiled and pounded fresh ginger with honey, to sweeten, Carrot Juice or Honey and Aloe Vera, Unripe Pawpaw, and green vegetables, etc., all contain nutrients that helps ease and or reduce menstrual flow

Non Pharmacological Therapy

Take a Hot sitz bath

Use of Hot water bottle to massage the lower abdomen

Hypnosis and diversional therapy

PHARMACOTHERAPY & SURGERY

Dysmenorrhea is managed with most NSAIDS (Non-Steroidal Anti-inflammatory drugs) like Ibuprofen and Piroxicam.

Other drugs used are birth-control pills and other forms of hormonal birth control such as patch, vaginal ring, injection, hormone-releasing intrauterine device and contraceptive implant.

Surgical intervention is required in secondary cause of dysmenorrhea, e.g. removal of a fibroid. Another surgical approach involves cutting or destroying the uterine nerves, which prevents the transmission of pain signals. However, this surgery has been shown not to provide long-term relief of pain and may be associated with complications.

