PENGASSAN Digest

A quarterly publication by the Chevron Branch of the Petroleum and Natural Gas Senior Staff Association of Nigeria
Aluta Continua... Victoria Acerta! Injury to One... Injury to All!
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Editorial

Comrades,

I welcome you to the second quarter of 2017 and to the first edition of our digest with me as the editor in chief. I am glad and consider myself privileged to be saddled with this responsibility.

In this edition, we will be bringing you the usual branch chairman's corner which is the first from the new "ship captain" and a call for support from all and sundry to ensure we run and hand over to posterity a vibrant Association and I will add, never let this call fall on deaf ears.

Our wellbeing is at the core of all that we do. It is commonly said that we are what we eat. Ensuring that we maintain a healthy lifestyle is a necessary call for all to answer knowing that health is wealth. With that at the back of our mind, we have brought to you an article on healthy eating and we hope you will enjoy as well as learn from it.

We have not always had all the benefits enjoyed by employees today. Many of them came to being through the sweat and sacrifices of our sometimes unsung leaders past. But as an Association, we have resolved that their contributions, efforts, sufferings and achievements, we shall make all remember. In this edition therefore we will celebrate one of our own, who has retired after having given his all in the service of the association. This edition chronicles his career and achievement as a defender of the defenseless. Going forward we will bringing your way the history of some of the benefits we enjoy today and as well as stories of who is who in the leadership roll call of our great association.

The PMP as good as it is intended to be has been bastardised and its essence lost in our company. One of us who joined CNL from a clime where the PMP process works as designed was at the verge of resigning because our PMP process was too strange and "transcends his understanding". He could not comprehend it. I know you understand what I mean. This edition brings us an article on PMP, what it is and what it is not. It x-rays the painful impact of our bizarre PMP is having on the poor employees.

We also have some comics and satires which have embedded in them, great knowledge and wisdom. We urge you to go through and have a good read. Until we come your way next quarter.

Editor-in-Chief



Branch Chairman's Corner

I am happy to be writing to all our Comrades, since the coming on board of this BEC and want to say a big thank you to every one of us for the successful transition and the maturity displayed by all contestants throughout the electioneering process. We are all winners and there are no losers. The task ahead involves all of us and our collective future, therefore all hands must be on deck to ensure we protect what we have achieve up till this period and enhance the struggle to get more in the days ahead.

We know the challenges ahead of us are onerous but with your continued support and commitment to the cause of the struggle we will be victorious on all fronts. We acknowledge the support and goodwill of all members.

Our commitment to every member of the Association is that of;

1. Partnering with Management to uplift the company and build a new culture of mutual trust between Management and Association for our benefit and for the good of our industrial relations.
2. Sustaining and improving the solidarity among members within the branch and the Association at large.
3. Building capacity of Comrades through developmental initiatives such as training and workshops, as well as actively participating in PENGASSAN programmes.
4. Ensuring the sanctity of the CBA and the respect for rule of law and constitutionality.

We have reviewed the current PMP system in the company and our projection is that if the ugly trend is not addressed holistically we may be setting up ourselves for an uncertain future and as your representative we have communicated our frustration with the mysterious PMP ranking and the magical dimension added to create more confusion to performance evaluation. We have therefore demanded a total over haul of the PMP process. This has also led us into the current stagnation issue which we believe management is paying lip service to. We have requested that Management separates stagnation promotion from PMP promotion and called for a stagnation promotion intervention as the situation is getting worse rather than abating.

We thank all our members for the effort at sustaining operations both in the offices and fields. Your commitment in the face of manpower challenges, extended work hours and days have resulted in some positives in this recession era with the successful completion of the Agbami TAM, EGTL plant repairs with one train online. We recognize the fatigue, work overload and stressful situation we go through daily and encourage management to employ fresh hands to make the task evenly distributed.

As we approach the second quarter, there will be zonal and national elections in PENGASSAN. As a BEC, will be projecting our interest visibly to ensure we get the required recognition that we deserve. We call on all Comrade to queue behind the BEC and give us all the support we will need in the days ahead.

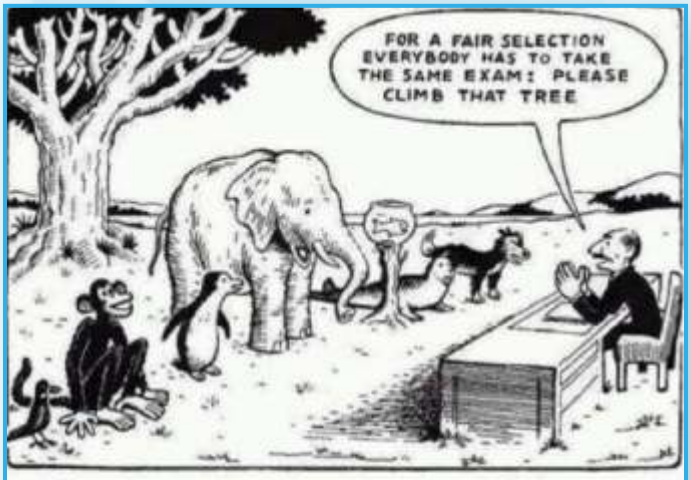
This Association must continue to be great and we must join hands to move into the next phase. I count on you to give me your support so that together we can achieve great things.

We say this to every one of our Comrades that:

- We will always operative within the design and perimeters of the organization and the union.
- We will always maintain the integrity of the union and the organization.
- We expect all our members to always report all abnormal issues affecting employees to the union.
- We will always give feedback to our members on issues bordering employees as they are handled by the BEC.

We thank the out-gone BEC and especially all our former leaders for the work done and the expression of solidarity to the incoming executives. We will hold the baton very strong and ensure the flag will continue to fly high.

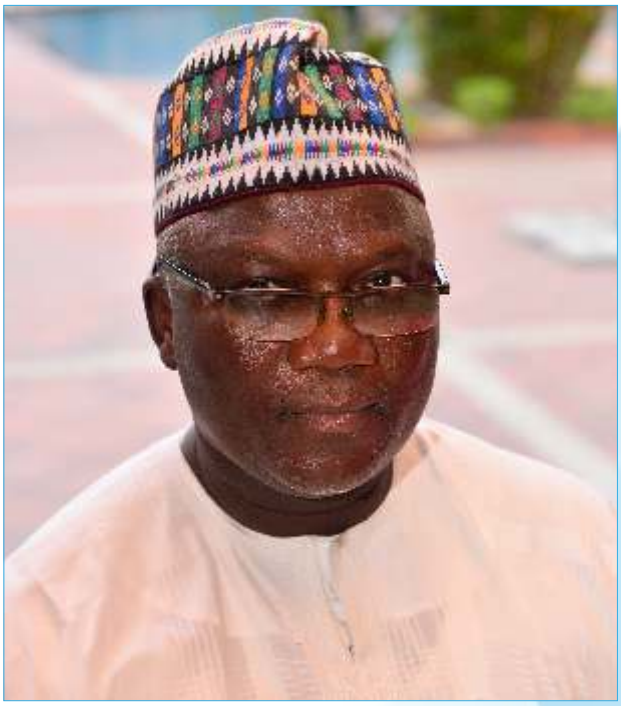
Till we see again next quarter.



Our PMP Peer Ranking System

"Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid."

- Albert Einstein



A. S Abubakar

Retires

Alhaji Ameen Sulaiman Abubakar, popularly known as "A.S."or Alhaji by his friends, colleagues and associates, was born in Ilorin to the family of late Alhaji Busari Abubarkar and late Adiquat Abubakar. He lost his mother very early in life and his father had a great influence on his life till his death in the year 2005.

AS Abubakar attended Holy Trinity Primary School, Lagos and Alore Primary School Ilorin from 1966 to 1973 and Government Secondary School, Afon from 1974 to 1981. Thereafter he attended the Kwara Polytechnic, Ilorin from 1981 to 1983 and 1984 to 1986 for his Ordinary National Diploma (OND) and Higher National Diploma (HND) respectively where he studied Mechanical Engineering with specialization in Heating Ventilation and Air Conditioning (HVAC).

Abubakar started his work as a process Engineer with the Nigerian Paper Mill limited in Jebba , Niger State from 1986 until May 1992. When he joined Chevron Nigeria Limited as an HVAC Technician/Specialist. He served in various capacities in the course of his career with Chevron, such as HVAC lead technician, Facility Management (FM) Estate Services Coordinator and Lead – Electrical Service Unit in Facilities Management (FM) group of supply Chain Management (SCM) Division of Business Services (BS) Department.

As a result of inherent leadership qualities which manifested in his informed opinions, interest in the wellbeing of others, an irrepressible and strong spirit of challenging the status quo with an insatiable desire for continuous improvement of the condition of employees, it was not long before Alhaji Abubakar was identified by the likes of Alhaji Owodunni (Now retired from Chevron and one time PENGASSAN President) and others, then known as the "Boys" who encouraged, mentored and tutored him in the acts and practice of trade unionism. Consequent upon coaching and eventual active participation in the activities of PENGASSAN in Chevron branch, he was elected and meritoriously served as the Lagos chapter secretary and also doubled as a branch Assistant Secretary from 1995 to 1997. His distinguished service, marked by perseverance in the pursuit of his beliefs, transparency, pragmatism, openness and wisdom as a union leader in that short period was recognized by all as amazing, refreshing and phenomenal. It was not surprising that when the then branch secretary, A. S Bello, proceeded on foreign assignment; the general consensus was for A. S. Abubakar to step in as branch secretary. He served in this capacity with distinction from 1997 to 1999 during which he organized all the chapter secretaries to work with the Branch secretariat such that they provided effective and efficient secretarial services to the branch as attested to by the proper documentation, filing and proper record keeping throughout his tenure.

From 1999 to 2003, he served as the branch chairman of Chevron Branch and a member of the national Executive Council (NEC) of PENGASSAN at the National level. During this period, he galvanized the chairmen of other upstream branches of PENGASSAN, known as Producers' Forum, into a veritable body that provided purposeful leadership across the industry and equally acted as the conscience of PENGASSAN nationally. He was the leader of that group of branch chairmen that anchored the period often referred to as the glory days of PENGASSAN. In his time as Chairman, he achieved a lot of benefits for employees of Chevron and across the Oil and Gas industry. The benefits he achieved for chevron employees are too numerous to mention. On the industry achievements, he led efforts with PENGASSAN national leadership to achieve industry wide pay increase to cushion the effects of prevailing inflation within the period.

Throughout his tenure as Chairman, industrial Relation issues never transcended the boarders of Chevron because he will always say that "all our issues can and must be managed internally". He jealously guarded the name and integrity of the brand called Chevron and we must be grateful to him for such sense of responsibility and commitment to the company. It was during his tenure that the profile of the Branch rose as the foremost branch, always setting the pace for others to follow. Today, employees of his era still have nostalgic feelings when talking about his tenure.

The rising profile of A. S. Abubakar was rewarded with more responsibilities in the labour family when he was elected as the two-term Lagos Zonal Chairman of PENGASSAN from 2003 – 2007. He attained the height of his union career with his election as the Lagos zonal chairman of the Trade Unions Congress (TUC) from 2008 – 2011.

As an elder in the Association, he never ceased to support, advice and encourage today's leader of the Association. On several occasions when called upon by the leadership of the day where his wealth of experience was needed to push some critical discussion, he never hesitated to come onboard.

A.S., we are grateful for your contributions and we shall never forget. We wish you a happy retirement











Performance Management: A tool or a sword?

Performance management is a process by which managers and employees work together to plan, monitor and review an employee's work objectives and overall contribution to the organization. More than just an annual performance review, performance management is the continuous process of setting objectives, assessing progress and providing on-going coaching and feedback to ensure that employees are meeting their objectives and career goals.

An effective performance management process produces good performance, high productivity and good staff morale. It is inclusive and open. It does not lend itself to guestimates and projections as all participants in the process know what the outcome will be even before the results are 'published'. The following stories describes scenarios created by a poor Performance Management Process as is seen in some companies today.

NNAMDI'S FEVER

As the phone rang, Nnamdi nervously looked at the phone screen. It was his supervisor, Adamu. He had heard that the Performance appraisal results were out. He looked at the time on his desktop computer screen and it was 2:00pm. He had not been able to focus on anything all morning since he heard about the news of the appraisal results being out. Having been on the same grade for six years, he was hopeful this year will see him move one step up. His peers in other departments were two or three steps ahead of him and despite his best efforts to deliver on the objectives as agreed at the beginning of every performance management cycle and the assurances from Adamu and other supervisor before him that he has 'high potentials', every appraisal period for the past five years scored him as average and left him on the same grade. He knew he was three steps below the cap of his career ladder and wondered if his aspirations to become a supervisor, at least, will ever be actualized. He picked up the phone with sweaty hands and responded 'yes sir' to the command from his supervisor to come over to his office.

IBUKUN'S COMPLEX

Ibukun could not believe it as she looked at the paper in her hands. Tears welled up in her eyes as she wondered loudly before her supervisor, Nkiru: "what have I done?" After seven years on one grade and having been moved across several units in her department where her performance had been rated as very good, she felt like she had been singularly selected for stigmatization. Her husband had been her support over the past four tortuous years, serving as her personal psychologist after each appraisal cycle. She saw her personal dignity battered as she continued to labor under increasing workloads. She was still 4 steps shy of the cap of her career ladder and wondered why she was not considered fit to be promoted. She hardly ever received any complaints about her job; in fact, she received commendations from time to time from her bosses. She received an increase of N1,500 to her salary in the present appraisal period.

Ibrahim's Stigma

Ibrahim had expected to be promoted this year after having received unfavorable ranking two years ago for 'standing up to his supervisor', Wole. He had tried to be of 'good behavior' and worked hard to deliver on his performance objectives. He opened the folded paper he received from Wole and his heart sank as he saw that the grade remained the same. Blood rushed to his temples and his hands turned sweaty in a matter of seconds. His tongue grew very heavy as he struggled to find words to ask the question, "why?" He hardly heard Wole, who was making efforts to pacify him. He could not understand how he could have received only one promotion after 10 years of work. He rose up, excused himself and walked into the restroom.

Efe's Burden

Rising from her discussion with Amina, her supervisor, Efe was indignant. She was disappointed at the outcome of the appraisal cycle but was convinced that she was victimized because she chose to take her full vacation within the year. She had put in her best at her work and felt she deserved her rest. Efe had been encouraged to 'support' the team during the vacation planning for the previous year but she had insisted on taking her full vacation as she had plans for herself and her family. Despite this, she never received any feedback from her supervisors during the year that she needed to improve on any aspect of her job. She had, on many occasions, worked beyond the stipulated work hours due to manpower shortage. She had spent 5 years on one grade. As she approached her desk, she sank into her chair and shut her teary eyes.

WHAT PERFORMANCE MANAGEMENT SHOULD BE:

In order for the performance management process to be efficient and effective, supervisors must master the process and apply it consistently. One of these competencies is understanding performance management Process and Practices. A supervisor equipped with this competency will be able to better focus employee efforts on achieving organizational and individual goals.

According to "A Handbook for Measuring Employee Performance", performance management is the systematic process of

- planning work and setting expectations
- continually monitoring performance
- developing the capacity to perform
- periodically rating performance in a summary fashion
- rewarding good performance

Planning. The supervisor should meet with employees to create their performance plans. The supervisor should establish measurable goals that align to the company's strategic and operational plans and consult with his/her employees when creating these goals. It is in this planning stage that the supervisor has an opportunity to explain to employees how their performance directly impacts how the company and work unit will achieve their goals.

Monitoring. The supervisor should monitor employee progress, not only when there is a progress review due, but on a continuous basis throughout the appraisal period. Monitoring gives the supervisor an opportunity to make a course correction or adjust a timeline if it is needed so that employees will produce the desired outcome of successfully achieving the company's or work unit's goals. It also provides the opportunity for the supervisor to make employees aware of their progress, whether favorable or unacceptable. Should the supervisor determine the employee has unacceptable performance on any critical element, monitoring performance enables the supervisor to identify the problem early and get an opportunity period in place well before the rating of record is due.

Developing. The supervisor should be able to determine from continuous monitoring whether employees need additional development to achieve their assigned responsibilities. It is important to remember that employee development includes not only remediation but enhancing good performance as well. Types of development could include

- formal training (classroom)
- informal training (online)
- coaching or mentoring
- new work assignments (additional responsibilities)

Rating. The supervisor will use the knowledge gained from monitoring the employee's performance during the appraisal period to compare that performance against the employee's objectives, as set at the beginning of the review cycle and assign a rating of record. The final rating should not be a surprise to the employee, particularly when the supervisor and the employee have had numerous performance discussions during the rating period.

Rewarding. The supervisor must make meaningful distinctions when granting awards. Award amounts should be clearly distinguishable between different performance levels that are fully successful or above. Performance management should support compensation decisions.

As the title of the article wonders: is the performance management process a tool or a sword? The answer is: it depends. If the process is well applied following the guidelines above and with the right motives at all levels, it is a very effective tool for excellent organizational development. If it is wrongly applied and becomes a means for rewarding 'friends' or skewed towards cost management, it becomes a sword that alienates. The choice is yours.

Ugo E.

The Grass Story

A highly successful Manager was going home in his car when he saw two men along the roadside eating grass. Disturbed by the sight, he ordered his driver to stop and got out to investigate.

He asked one man
"Why are you eating grass?"

"We don't have any money for food," the poor man replied. "We have to eat grass."

"Well, then, you can come with me to my house and I'll feed you" the manager said.

"But sir, I have a wife and five children with me. They are over there, under that tree".

"Bring them along," the manager replied. Turning to the other poor man he stated, "You come with us also."

The second man, in a pitiful voice then said, "But sir, I also have a wife and seven children with me!"

"Bring them all, as well," the manager answered.

They all entered the car, which was no easy task, even for a car as large as it was.

One of the poor fellows turned to the Manager and said, "Sir, you are too kind. Thank you for taking all of us with you."

The manager replied, "Glad to do it. You'll really love my place; the grass is almost 1 meter high!"



Lesson:

1. Never trust Managers ... They will go to any extreme to finish their job.
2. And there is none like a KIND MANAGER
3. Dedicated to all successful managers and upcoming managers

You and Your Health

ARE YOU EATING WELL?

This question comes readily in mind simply? Or as a surprise among individuals who can afford purchasing any food they feel like eating? Well, many can afford purchasing whatever they like to eat but are not able to determine if what they eat supports eating well or not

Eating well means dividing foods and drink into five main food groups, and choosing a variety of different foods from each of the groups to help get the wide range of nutrients the body needs to stay healthy. What we eat overall should come from each food group to achieve a healthy balanced diet.

Eating well helps improve wellbeing, manage weight and reduce risk of developing diseases such as diabetes and coronary heart disease. Eating well is everyone's responsibility.

You do not need to achieve this balance with every meal but get the balance right over a day or even a week. Below are few tips about eating right:

- Eat at least five portions of varieties of fruit and vegetables a day. They should make up about two third of daily food consumption. Many do not eat enough fruit and vegetables whereas they are good source of vitamins, minerals and fibers. Aim at this, including fruit juice and or smoothies of about 150mls per day.

- Starchy foods are good source of energy and some nutrients; it should not dominate meals else may enhance weight gain. Choose high fiber wholegrain varieties such as whole-wheat, pasta, wheat bread, brown rice, sweet potatoes cooked with skins on.

- Moderate dairy consumptions such as low sugar, reduced or low fat milk, and yoghurt are important source of protein, calcium and some vitamins. They help maintain strong bones and teeth

- Eat two portions of protein in the likes of beans, fish, lean meat, skinless chicken per week. They are good sources of protein, vitamin and minerals. Beans, peas and lentils are lower in fat and high in fiber and will help gastrointestinal emptying and prevent some form of cancers. Eat less red and processed meat – bacon, ham and sausages; they are very high in cholesterol

- Unsaturated fats such as vegetable, olive, and sunflower oil are healthier in fats. All types of fat are high in energy and should be consumed sparingly

- Salt and sugar consumption must be in small quantity because they are not needed in the body. These are concentrated in chocolate, cakes, biscuit, sugary soft drinks, butter and ice cream.

- It is recommended that an adult drink at least 3 liters of water per day – equivalent of 8 glasses of water. Water is most preferred to low sugar or sugar free drinks, tea, or coffee. Water aids digestion, prevents constipation, helps maintain balance of body fluids and aids kidney function.

Eating the right amount of calories in a variety of food is vital to eating right and the body gets the right nutrients it needs to function effectively. It is also important to balance the energy consumption with energy expenditure. If eating or drinking exceeds physical activity over a period of time, there is tendency to gain weight. Be committed to eating right; a healthy you is a healthy workforce and a healthy organization – CNL.

Health Education Unit, 2017, Ext. 72231

Omiwade Modupe



THE BRANCH DELEGATE CONFERENCE, BENIN 2017 IN PICTURES



Veterans of the Association



Governor of Edo State His Excel. Mr. Obasiki & other Members of the High Table



Question and Answer Section



Comrade Owodunni, Comrade Ali, & Our other Leaders Past



Members of the newly constituted Branch Executive Council (BEC)



Cross-section of Delegates at the Conference



Veterans of the Association with Management Representatives



Cross-section of Delegates at the Conference

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