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, we bring to you another edition of our journal. As usual, we have put together articles that will make very interesting read.

In the Branch Chairman's corner, we will savor some words of appreciation and encouragement from the indefatigable Branch Chairman comrade **Ete Oyegbanren**.

Our focus in the health corner for this edition is the very engine of our body system, the Heart. Join the CNL medical team in the clarion call for us to all ensure we keep a healthy heart. We have two articles centering on the heart and we are encouraged to read and imbibe the advice on the care for our heart. We have got just one of it.

One of our finest comrades in PENGASSAN retired within the period in review. In the role call of honor section, celebrate our own comrade, **Nicholas Nkwocha** AKA **His Ambassador**. We call on all our comrades to give him his due honor for the numerous services he has rendered to the association.

The current Branch Secretary who was the former PRO never got to tell us about himself through the medium of this journal he anchored in the past. Therefore, in this edition, "the know your Executive Column" will be beaming its spot light on our powerful Branch Secretary, **Comrade Charles Ameh**.

Editor-in-chief

BRANCH CHAIRMAN'S CORNER



Comrades,

On behalf of the Branch Executive Council, I thank all Comrades for their support and encouragements so far in the engagement with the CNL Management in the ongoing 2017 full CBA Negotiations. It is indeed a very challenging time to be on the table but I can assure us that the Association will come out stronger and our members' effort for duly rewarded. We will get the best and ensure we do not go below industry standard.

Management has sent out promotion letters to our members who were stagnated for many years and we encourage all who have received their letters to inform the Branch secretariat. We also acknowledge that a lot still needs to be done to lift our members out of stagnation, this fight will need all hands-on deck until everyone is deservedly promoted.

While we work on the many Industrial Relations (IR) issues confronting us as an Association, I want us to exercise prudent restraint in our approach to situations that arise in the work place. Try to consult with the Chapter/Branch leadership for moral support and guidance. This has become imperative due to some unexpected incidents the Branch has been called upon to intervene in, with members taking critical decisions without consultation. It is imperative to carry the BEC along in critical IR matters especially when at the tail end, her assistance is sought to resolve issues when they get knotty. It is in our best interest to heed this counsel.

Our Association is currently planning towards ensuring that we are prepared for the future of the oil and gas industry in Nigeria, and has organized a synergy workshop in Uyo, Akwa Ibom. The essence is to ensure that our various Management teams see us as partners rather than the adversary. We also want to collaborate with both the

government and all other stakeholders to ensure the industry grows and prospers for all players.

Our annual training for Congress members was held on the 9th and 10th of November 2017, in Lagos and this year's event was very impactful based on the quality of presenters we could get on board. The industry is fast changing and we need to be prepared for the dynamics that will come with it. Our intent is to prepare congress members to serve as leaders and have committed followers, and this is one of the greatest opportunities to achieve this.

As we approach the yuletide season, let's remember our loved ones and share the joy of the season. Compliments on the forth coming festive seasons. We need to heighten the level of our safety awareness and continue to look out for one another. We salute the efforts of all our members for their outstanding contribution to the growth of the company and the Association.

Till we see again next quarter and next year.

KNOW YOUR EXECUTIVES SEGMENT



Comrade Charles Ameh

SECRETARY

Interview Questionnaire

Good morning, Comrade Branch Secretary and thanks for creating time out of your busy schedule to provide us more insight into your personality.

Q1. Comrade Charles Ameh, your members want to know more about you.

I joined Chevron in 2001 and have worked in various units with experience spanning from the field operations to my current job as an Environmental Specialist. I am also currently a Doctorate degree student of Chemical Engineering. I am a registered Chemical Engineer, member of the Nigerian Society of Engineers, Nigerian Environmental Society, Society of Petroleum Engineers, Institute of Safety Professionals of Nigeria, Institute of Occupational Safety and Health (UK) and a Certified Safety Professional. I am a husband and a father of three.

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Q2. How long have you been in the fore front of Unionism?

I started my foray into Unionism as a NUPENG Escravos Chapter Field Rep early in my career. In 2008, I got elected as the PENGASSAN Chapter PRO for Escravos. In 2011, I contested for the position of the Chapter Secretary which I lost. However, in 2014, I once again contested for the position of the Branch Pro and got elected for a tenure of three years. I again got elected as the Branch Secretary earlier this year in Benin, a position I currently still hold.

Q3. What is your motivation for accepting to serve as an executive of the CNL PENGASSAN Branch?

My greatest motivation for service comes from the belief that I cannot stand aside and watch people determine my destiny without having a loud say. I am driven by the need to look out for people and ensure there is justice and equity at every point in time.

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Q4. What are your hobbies?

I travel and read a lot. I am always reading so I guess that should be my hobby.

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Q5. How would you measure a successful tenure in 2020?

I will be satisfied in 2020 when I can visibly see the level of consciousness about Unionism rise amongst the workforce. It will give me the assurance that, come what may, there will always be people to stand for justice and equity and defend what their contemporaries fought for.

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Q6. Some words of wisdom to your members especially your core constituency?

Your life is defined by how much change you created within your sphere of control and influence. Strolling through life and taking things as they come is a disservice to our creator.

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ROLL CALL OF HONOUR



Dr. Nicholas Obi Nkwocha
RETIRES

Comrade Dr. Nicholas Obi Nkwocha (His Ambassador) was born in Obibi Ezena, in Owerri, Imo State, on October 25, 1957. He completed his primary education in Obibi Ezena Central school and attended Dele Industrial Training School in Lagos from 1975 to 1978 where he obtained his West African Examinations Council Certificate (WAEC). He eventually obtained a Higher National Diploma in Electrical Engineering from the Petroleum Training Institute in Effurun, Warri in 1989.

Comrade Nkwocha joined Chevron Nigeria Limited in 1978 and rose through the ranks to become a Material Management expert in the Supply Chain Management division of Chevron. He has, over the years, attended several foreign and local courses on management, Labour matters, conflict resolution and Alternative Dispute Resolution (ADR).

Comrade Nkwocha has had an illustrious and enviable career as a Trade Union Activist particularly in PENGASSAN. He was the PENGASSAN Branch Chairman in Texaco Overseas Petroleum Company of Nigeria (TOPCON) between 1986 and 1989. He also served as the Warri Zonal Chairman of the Association from 2005 to 2011. **Comrade Nkwocha** went on to serve as the Vice Chairman of the Trade Union Congress of Nigeria (TUC), Delta State, in 2011.

Comrade Ambassador Nkwocha has received several honours and awards in recognition of his outstanding commitment and service to the cause of workers in Nigeria and is a recipient of a Honorary Doctorate Degree from Pacific Western University in the USA. He was honored with the PENGASSAN National Merit Award in 2007 among other awards. **Comrade Ambassador Nkwocha** is happily married with four children.

And on the 28th of September, 2017 on an evening filled with laughter, joy, nostalgia, pomp and pageantry, comrades, friends, family and colleagues gathered to say thank you and farewell to one of the finest Trade Union activists in Nigeria, **Comrade Nicholas Nkwocha** as he retired from the company This event was organized by the Chevron Branch of PENGASSAN in appreciation of **Comrade Nkwocha's** contribution to the growth of the Association and service to humanity through the Association.

The event was graced by various dignitaries including the HR Director, **Mrs. Ihuoma Onyearugha**, the Deputy President of PENGASSAN, **Comrade Frank Esanubi**, Former President of PENGASSAN and TUC, **Comrade Peter Esele** and many other veterans of the Labor movement in the Branch.

Comrade Nicholas Nkwocha, HIS AMBASSADOR, we are indeed grateful. Thank you and God bless.

Here below are some pictures of the event:









YOUR HEALTH AND YOU



OMIWADE MODUPE
CNL HEALTH EDU. UNIT

LOVE YOUR HEART

TEN COMMANDMENTS FOR A HEALTHY HEART

- Know your risk factors for heart disease
- Talk to your doctor and other health care professionals in any Chevron Hospital about how to lower your risk for heart disease
- Have your blood pressure checked regularly
- Know your cholesterol numbers. This includes your total cholesterol, HDL or "good" cholesterol, LDL or "bad" cholesterol, and triglycerides
- Have your blood sugar level checked for diabetes
- Do not smoke cigarette or use other tobacco products, and limit your exposure to second hand smoke
- Eat a healthy diet to protect your heart
- Get regular physical activity. Join the company lunch hour walk and aerobics
- Aim for a healthy weight and maintain it
- Know the signs and symptoms of a heart attack, and the importance of calling medical emergency numbers immediately

For more information,please contact NMA Medical Matters l9lek504@chevron.com

RISK FACTORS FOR STROKE

Stroke is a disease that affects the arteries leading to and within the brain. It is the number 5 cause of death and a leading cause of disability in the United States. A stroke occurs when a blood vessel that carries oxygen and nutrients to the brain is either blocked by a clot or bursts (or ruptures). When that happens, part of the brain cannot get the blood (and oxygen) it needs, so it is starved of oxygen and brain cells die.

You can change or treat some risk factors but others you cannot. Having regular medical checkup, knowing your risk, and living healthy lifestyle lowers your risk of stroke

Modifiable risk factors

High Blood pressure

- Is the single most important risk factors and number 1 cause of stroke
- Know your blood pressure and have it checked regularly
- The normal blood pressure value is lower than 120/80mmHg

Tobacco use

- Tobacco use damages blood vessels
- It can block the blood vessels, causing a stroke
- Do not smoke
- Avoid second-hand smoke

Diabetes

- Having diabetes increases risk of stroke because it can cause disease of blood vessels leading to vital organs such as brain or heart
- Work with your Health care team in any Chevron Hospital closest to you to manage diabetes

High Cholesterol

- High cholesterol increases the risk of blocked arteries
- If an artery leading to the brain becomes blocked, a stroke can result

Obesity

- Being overweight, obese or both can increase your risk of cardiovascular disease. Be physically active and control what you eat to keep you from being obese

For more information, please contact NMA Medical Matters l9lek504@chevron.com

TAKE YOUR VACATION; LIFE IS SHORT, ENJOY IT!



EMMA NWOBI

Offshore oil and gas platform work is regarded as a stressful occupation, and occupational stress has been shown to be an important risk factor for mental illness (Chen, Wong & Yu, 2009). According to Aw, Gardiner & Harrington (2008), psychological stress can often occur in people when the demands placed upon them in the job outweigh their ability to meet those demands. Although Craig (2009) mentioned that the Karasek's (1979) demand-control model of stress development is applicable to specific job tasks rather than broad job categories like nursing, engineering, offshore oil work; offshore oil and gas work could still be said to be highly demanding with low control i.e. a high strain job.

Various potential work-related psychological hazards and stressors in the offshore environment as revealed by many previous studies include demanding shift pattern, night duty, long working hours, family separation, and family problems associated with "intermittent husband/wife syndrome" for the spouse and children, remote and isolated location of many offshore oil and gas installations (isolation from and within the community), confined work and living conditions, lack of privacy, perceived hazards of offshore work itself and its environment, the helicopter travel, dull and monotonous work in which periods of boredom are interspersed with periods of intense activity (Parkes (1993 &1998), Rundmo (1994), Sutherland & Cooper (1996), Shrimpton & Storey (2001)). Sutherland and Cooper (1991) said that offshore employees suffer adverse impacts in many ways, which includes psychological ill-health, unsatisfactory employee relations, job dissatisfaction, alcohol problems, drug abuse, marital disharmony and divorce and cumulative stress trauma.

Chen, Wong & Yu (2009) in a cross-sectional survey conducted among 561 Chinese offshore oil platform workers, after controlling for age, educational level, marital status and years of offshore working, revealed that poor mental health was significantly positively associated with the occupational stress encountered by these workers.

Because of the nature of offshore work and its short to long term effects on workers, ample vacation time besides the regular shore breaks is extremely important to protect the mental and physical health of workers. Deterioration of workers' health is an inevitable externality to

the highly profitable Oil and Gas Industry but measures must be taken by employers to mitigate the impact of the unnatural work structure and stressful environment on their employees. Employees, on the other hand, must take their welfare in their own hands and take advantage of the opportunities for rest and recreation provided in their terms of employment.

There are several reasons why employees might not want to take time away from the office. Fear of missing out on a promotion, fear of falling behind at work, or simply wanting to save vacation days for another time are all common reasons not to take time off. Not to mention, vacations can get expensive.

Still, ensuring employees take a vacation can bring a wealth of benefits for their health and productivity, and for the success of the organization as well. There are many ways to do this; allowing employees to split vacation time into shorter periods can help encourage those who feel anxious about going away for a long time, while providing incentives to take vacation days can help create a company culture where taking time off isn't necessarily frowned upon.

Here are a few more reasons why employees should make sure they use their vacation days:

1. **You'll be relaxed, refreshed and more productive**

Let's start with the most obvious point; vacations help you recharge. While some employees might feel that it looks better to keep working hard, or that the office won't survive without them, that isn't realistic. You need time to refresh and relax, and taking that time will only help you remain more productive in the long run.

Case in point: according to a 2013 Society for Human Resource Management (SHRM) study cited by Project: Time Off, 75 per cent of HR professionals reported seeing better performance from employees who took more vacation days than from those who took less.

Also, vacations are extremely important for helping you learn to relax. If you don't have that skill, it'll be difficult to handle stress at work down the line. “Without time and opportunity to [relax], the neural connections that produce feelings of calm and peacefulness become weaker, making it more difficult to shift into less-stressed modes,” Clinical psychologist Deborah Mulhern told ABC News.

2. **You (likely) won't lose out on that promotion**

While an infographic from Business Insider notes that saving time for later and being afraid of falling behind at work are the biggest reasons that employees won't take a vacation, some might also be familiar with concerns about taking time off hurting their chances for a promotion or raise.

However, as GoGirl Finance notes, a USTA study found no evidence that avoiding vacation improves one's chances for a bonus or a raise. Furthermore, GoGirl also points out that taking some time away from work might just help others see how important your contributions are. Relying on others and taking time to plan how your duties will be covered in your absence also strengthens your team and helps build bonds between co-workers.

3. **It's good for your health**

Beyond simply helping you recharge and feel less stressed, studies suggest that taking a vacation is also key for your overall health and wellness. GoGirl notes that men who don't take vacations are more likely to suffer from heart disease, while women who don't take time off are more likely to suffer from depression.

As a bonus, staying healthy means you'll take fewer sick days, saving costs for your company. In other words, taking care of yourself is good for your employer as well.

4. **Not taking vacation days costs you in the long run**

Not taking time to relax can cost you in more ways than one. If your employer has a "use-it or lose-it" policy when it comes to vacation days, you could be missing out on more than just the health and relaxation benefits of taking time off. According to Project: Time Off, employees in the US alone are letting go of $52.4 billion in combined benefits every year.

5. **And it can cost your company too**

For companies that allow employees to rollover vacation time, unused paid time off can leave a big liability on company balance sheets. Project: Time Off also notes that US companies recorded roughly $224 billion in unused vacation time this year, with roughly $65.6 billion in unused paid vacation days being carried over from 2014 to 2015. While that isn't an immediate worry, it's certainly a "potential and perhaps unnecessary burden on a business' financial health and outlook."

As mentioned above, employees who don't take care of their health by taking vacations can also cost their company in additional sick days. Furthermore, taking time off can help companies retain talent and keep turnover costs down – SHRM said that 78 per cent of human resources directors found that employees who took more vacation days reported higher job satisfaction.

6. **Time off can stimulate creativity**

Beyond just helping employees maintain their productivity and improve their performance, taking time away from the office can help get creative juices flowing, and may even help you come up with your next big idea. Bill Gates is famous for his think weeks, but even simply taking some time away from one's regular routine can do the trick. For example, Kevin Systrom came up with the idea for Instagram on vacation in Mexico, while Drew Houston was traveling when he thought of the idea for Dropbox.

Taking vacation days is good for you and good for your company too. While it might be difficult for both employers and employees to step away from the office, having a clear vacation policy that encourages employees to take vacation days can be good for both their health and the health of the business.

It is paramount that the vacation policy communicates to employees that taking vacation days is a good thing. After all, life is short, and it's important to take time to enjoy it!

Credits:

a. *Psychosocial effects of offshore Oil and Gas Work (www.researchgate.net)*

b. *Why your Company needs a vacation policy (https://www.humanity.com/blog/encouraging-employees-take-vacations.html)*