



February 2019

CORE VALUES: INTEGRITY, TEAMWORK, EXCELLENCE, INNOVATION, DEPENDABILITY

IN THIS EDITION

- The Criminalization of Estimated Billing
- Employee Performance Recognition
- Ijaiye Town Gets Energised
- Behind The Role
- Policy Watch



IT'S APPRAISAL TIME!

NEED TO KNOW: 'THE CRIMINALIZATION OF ESTIMATED BILLING' BILL



Femi Gbajabiamila, the lawmaker representing Surulere Federal Constituency, has sponsored a bill in protest against the: “crazy bills” which Electricity Distribution Companies issue to customers for electricity consumed. The proposed bill reads;

“to amend the Electricity Power Reform Act by creating new sections 68 to 72 to prohibit estimated billing forthwith, and a compulsory installation of prepaid meters to every electricity consumer by the Disco within its jurisdiction. Specifically, Section 68 of the proposed legislation empowers electricity consumers to ignore paying estimated bill and must not be disconnected in the event that no prepaid meter was installed for them by their respective Discos within the 30-day period. Any person who performs any act or does anything or refuses, fails and/or neglected to carry out his lawful duties with intention to contravene or frustrate the implementation of sections 68 and 71 of this Act is said to have committed an offence; and upon conviction shall be liable to 6 (six) months imprisonment or a fine of N1, 000,000, (One Million Naira) or to both such fine and imprisonment without prejudice to the right of the Commission to cancel or suspend any license under the act.

THE DISCOs STAND ON THE BILL

Disco have opposed the bill citing that it could worsen the power situation in the country. The Minister of Power, Works & Housing, Babatunde Fashola stated that; the bill could crumble the electricity sector, noting that the financial challenges of metering must first be addressed. He said, Discos have a contractual obligation to provide meters to electricity customers. However, it is not the core mandate. The core mandate is to distribute energy.



The bill was unanimously voted in favour of by the lower legislative Chamber

on the 22nd January 2019. It will be transferred to Senate for concurrence. Should it pass through the 3 stages of hearing, it would be transmitted onward to the President after which maybe assent into law.

PERFORMANCE RECOGNITION

We want to once again congratulate the 60 employees across the 5 regions who received commendation letters from their various Regional Heads. They are:

IBADAN REGION

Adeyemo Olaniyi
Adeyinka Kofoworola
Atilola Nurudeen
Awoniyi Gbenga
Bolanle Wasilat Ogun
Egwuma Christopher
Ogunleye Bamidele
Olaniyan Babatunde
Olufayo Oluwasogo

KWARA REGION

Ebenezer Ajayi
Issa Shehu
Kehinde Salami
Olagbenro Olatunde
Olumide Atilola

OSUN REGION

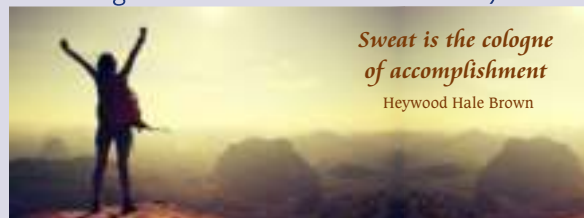
Adewale Dada
Bello Kamil
Olatunji Isiaka A
Omodona Olabode
Omodona Olabode
Taiwo Ajayi Damilola
Yinusa Kazeem

OYO REGION

Akindele Ibukun
Ogunsanwo Moses
Oyewole Aaron
Yahaya Femi

OGUN REGION

Abdulraheem Babatunde
Akeju Adedigba
Akeredolu Oluwaseun
Akinleye Oseyemi
Alaga Sodiq Adewale
Ayandeko Fatai
Ayinla Tunji
Bakinwa Kehinde
Banjo Morenikeji
Ebuwa Christiana
Effiong Inemesit
Esuruoso Olawale
Famuyiwa Adewunmi
Idowu Olugbenga
Kola Alege
Obipehin Lukman
Odjenimah Sunday
Odufoye Tola
OgbegunOlabisi
Ogunfowokan Sade
Ogunjobi Hamudat
Oguntolu Oludayo
Olaoye Motunrayo
Olugbenga Idowu
Omololu Segun
Osibanjo Dapo
Otusanya Kehinde
Rafiu Ajani
Raji Oyeniya
Talabi Babayemi



*Sweat is the cologne
of accomplishment*
Heywood Hale Brown

BEHIND THE ROLE



I joined IBEDC in December 2015 and was posted to Osogbo as the Business Hub Commercial Manager. Coming from a banking background, the power sector was new to me. I was excited, expectant and looked forward to a new experience with eagerness to learn. Osogbo was not entirely new to me as I had previously covered Osun state as a Regional Manager in my former employer. It was a different ball game working with, and managing customers of Electricity Distribution, but my banking experience has been helpful. My day actually starts from the previous night by reviewing collection report for the day in order to plan for the next

day. My experience has been worthwhile and has opened my mind to the challenges, peculiarities and opportunities in the power sector. Working for IBEDC has definitely been a learning curve with high hopes and expectations. After a productive day at work, I love hanging out and being in company of friends mostly watching football matches to cool off for the day. I consider myself to be reserved, humble, easy going and modest. Simplicity is my watchword. I always hope for the best while I prepare for the worst. Listening to good music and going to the cinema is one of my favorite pastime. I am open minded but discerning when making close friends.

Bamidele Falade
BHCM, Dugbe



HEALTH FOCUS

HYPERTENSION

Hypertension is another name for high blood pressure that can over time damage the blood vessel walls and increase a person's risk of heart diseases, stroke and sometimes leads to death.

Blood pressure is recorded as two numbers and written as a ratio: the top number, called the systolic pressure, which is the pressure as the heart beats. The bottom number, called the diastolic pressure, is the measurement as the heart relaxes between beats.

Facts about Hypertension

- A normal blood pressure is 120 over 80 mm of mercury (mmHg), but hypertension is higher than 130 over 80 mmHg.
- Acute causes of high blood pressure include stress, but it can happen on its own, or it can result from an underlying condition, such as kidney disease.
- Lifestyle factors are the best way to address high blood pressure.

Unmanaged hypertension can lead to a heart attack, stroke, and other problems.

Changes to Lower your Blood Pressure

1. Exercise: Lifestyle can sometimes be regimented and

mundane. Imbibe a healthier lifestyle by exercising regularly to keep fit.

2. Reduce your sodium intake, salt and seasoning cubes: The main source of sodium in our diet is from salt, although it can also come from glutamate used as condiment/seasoning cube.

The World Health Organisation recommends an intake of less than 5 grams of salt daily. Two cubes of seasoning cubes contain 2.5 grams. Even a small reduction of sodium in your diet can improve your heart health and reduce blood pressure.

3. Eat More fruits, vegetables and less fat: Studies show that people who eat the most vegetables and fruits live longer and have a lower risk of heart disease, type 2 diabetes, obesity, high blood pressure and other diseases. So instead of snacking on that unhealthy biscuit, eat a carrot.

4. Reduce your alcohol consumption: Drinking too much, too often can increase your blood pressure so practice moderation.

SAFETY & SECURITY TIPS TO MITIGATE AGAINST UNWANTED RISKS



SEATBELTS ARE FOR EVERYONE

Whether traveling in an automobile or airplane, remember that the use of seat belts is a must. Adults and children especially, should be buckled up at all times.



When using Automated Teller Machines (ATM) be vigilant and protect your debit/credit card information.



Please do not **DRIVE AFTER DRINKING ALCOHOL!!!** Let someone else drive you home or better still, call a taxi.

IBEDC CONDITIONS OF SERVICE SECTION 4.4: ABSENTEEISM & TARDINESS

Working hours for all employees in line with the Conditions of Service and Contract of Employment is 8am – 5pm with a maximum time of 15 minutes as grace period for latecomers. It is mandatory that the Attendance Register must be properly entered by employees at the beginning (regardless of lateness) and close of work. If you do not sign in, it would be assumed you were absent from work on that day. The Attendance register is domiciled at the front office reception desk or with the admin assistant at the regional office and Business Hub.

With zero tolerance to absenteeism and tardiness, supervisors must be informed (before 8am) of any lateness and absence which must be duly approved. Absence from work without prior notification/approval would only be tolerated in unavoidable circumstances or emergency cases e.g. illness, bereavement, accidents etc. Even at that, supervisors must be informed at the earliest possible time of no more than 48 hours with proper evidence.

What would constitute a disciplinary action on absenteeism and Tardiness: Unexcused or excessive absence & tardiness and failure to sign in and out of the attendance register.

Can I sign in after 8:15am?

Yes, you should. Once it is 8:15am, HR and Admin Assistants would underline the day's register and any sign in would be done afterwards. It is the responsibility of supervisors to ensure their staff are on time and lateness addressed. It is an indictment on the part of the supervisor should HR bring it to their attention, their staff lateness especially when excessive. Supervisors must ensure this policy is strictly adhered to and queries issued to any defaulters. For more information on policy watch, please contact bolaji.balogun@ibedc.com



TAKE A BREAK

Answer the 5 brain teasers below. Send your answers to munirat.audu@ibedc.com. First person to send the correct answers wins a prize.

1. Where do fish keep their money?
2. Who is the NERC Chairman?
3. I have run out of branded envelope, what department should I request a new one from?
4. How many seconds are there in a year?
5. Solve the puzzle below. **If 1 + 4 = 5**

$$2 + 5 = 12$$

$$3 + 6 = 21$$

$$8 + 11 = 96$$

Then, **7 + 8 = ?**

Congratulations

Jude Ugwuoke Revenue & Assets Protection - HQ, who was the fastest person to turn in the correct answer (21 words) to the Brain Teaser in the January Edition. Contact HR for your prize.

The runner ups were;

1.Yewande Babatunde Commercial Department was able to figure out 20 words.

2.Ademola Adewunmi RCM, Ibadan Region- was able to figure out 20 words.

IJAYE TOWN ENERGIZED AFTER EIGHT YEARS OF BLACKOUT - OYO REGION

IBEDC has put smiles on the faces of people of Ijaye community, an ancient town on the outskirts of Ibadan after eight-years of blackout which predated the privatization era. The town is fast becoming a strategic economic location in Ibadan due to the siting of the new Railway Terminus that will link the Agege Railway Terminus in Lagos state. This is coupled with the World Bank road project from Ijaye to Iseyin making it a commercial hub for business in less than two years.



The MD/CEO, John Donnachie took a swift decision to ameliorate the sufferings of Ijaye even though their situation was an inherited challenge. He said 'we can no longer close our eyes to the sufferings of our customers and the potentials ones in the fast-developing areas critical to our revenue generation'.



EMPLOYEE CORNER

The Change I Want To See

"I wish IBEDC could embrace new way of operation that is forward thinking and in line with new age technology"

Precious Oflia
Information Technology - HQ



BREAKING THE GLASS CEILING- PART 2

(continued from last edition) - **Ehi Obaseki**, Ag. CHRO

Some of the reasons why we have not broken our glass ceiling are:

1. Ask for feedback: The only way to improve is to know what to improve on. Feedback will help you meet expectations and avoid any miscommunication that might jeopardize your growth.

2. Set Goals: Write down your goals, review them regularly and get support to achieve them. Setting goals will not only allow you to track your progress, but also make alterations if your circumstances change.

3. Be a team player. Be someone people want to work with. Behave with integrity, imbibe our core values in your work. It's not easy to navigate the professional world as a woman. With more than 30 years of the term "Glass ceiling", progress has been made, but the climb has been a slow one. However, times are changing as organizations are beginning to look more on experience, skills and competence.

Breaking a glass ceiling takes time and as the saying goes, slowly but surely. Would we then see a positive renewed change from our female employees? Only time will tell!

Question & Answer

Email Signature

Q: I receive lots of emails with different email signatures, what is the approved standard email signature?

The standard IBEDC email signature comprises of the company logo, First name, Last name, Job Title, Department, CUG number, Mobile number, Office address and Website address accordingly.

- All email signature must conform to IBEDC's approved design standard (see below).
- No employee is authorised to alter or recreate their email signature without approval from their Head of Department who will then inform the Human Resource department.
- Educational qualification, awarded investiture, awarded titles are not to be included in the email signature.
- All email signatures must carry a company disclaimer.

