

Meet your HR Team

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CEO's New Year Message

I write on behalf of board and management to extend my heartfelt greetings for the season and to appreciate all your contributions to our successes in the past year, in spite of all the challenges we passed through as an organization. Your resilience and attention on results, despite the difficult times are well appreciated.

The current fiscal year (October 2019-September 2020) seems without doubt our most austere, with the maxim of “doing much more with less” very manifest. Again, even in this state, most of you have gone the extra mile to ensure that APIN remains one of the leading PEPFAR implementing partners in Nigeria.



As we enter the New Year, I see vistas of hope for a better enabling environment, as our cries literally of getting to breaking point have reached our funders, what with the unprecedented staff attrition rate last year. They have acknowledged that this difficult state is affecting our ability to deliver optimally, and we are hopeful that this would translate to improved resource allocation in the nearest future. Management would ensure that we continue to communicate transparently, we will surely provide updates on any progress in this direction and do the needful once things improve.

Before ending this short message, it is pertinent to encourage us to continue to do our best in the years ahead, particularly as we get closer to year 4 of this cycle, when the application for the next cycle would be solicited. While we might be complaining of reduced funding, many other partners are eagerly waiting in the wings to participate in the next application cycle and if possible push us out, and so we need to begin to prepare for that process, so we can continue in business as a PEPFAR partner post October 2022. This might seem so much in the future, but the process would usually start about June 2021.

Once again, do accept my best wishes for prosperous and joy filled New Year, and I trust that God will grant you and yours all your hearts desires that align with His perfect will.

“Be honest when in difficulties and simple when in wealth. Be polite when in authority and silent when in anger. This is all that Life Management is all about”

APIN STARS EXCEL AT FIDAF 2019

The FIDAF 2019 tournament has come and gone, but the memories and excitements that graced the event will remain in the hearts of all the fans and spectators at the one-week event held at the Sport Arena of City Amusement Park in Abuja. Although APIN could not participate in all the indoors and outdoors events available, there were some high moments for APIN especially in Football, Volleyball, Scrabble and Table tennis events. APIN won the gold medal in Scrabble through a scintillating performance from Joseph Adeola and also won Silver in volleyball. Adeola was the “*Star Boy*” in Scrabble.



In football, APIN was eliminated at the quarter final stage by a score line of 2-1 by SFH who were the defending champions. The game with SFH is considered as one of the most exciting matches in this edition of the tournament. The defending champions were 2 goals ahead just under 3 minutes in the first half through some careless errors and loss of concentration by our boys, but APIN Stars fought back to reduce the deficit by a goal just before the end of first half. Even though we eventually lost the game due to those early minutes’ mistakes, the organizers, fans and spectators present can never forget the resilience and fighting spirit of APIN side.

From the group stage encounters, APIN set the tone on the part of an iconic moment by defeating the highly rated Mercy Corps side by 2-0 in their first group match. They beat two other highly rated sides, Water Aid and ADB by 12-0 and 4-0 respectively to progress to the quarter-final where they faced SFH. With that feat over Water Aid, APIN became the first team to have won a match with such number of goals in any edition of FIDAF tournament ever in the history of the games. Again, APIN progressed to the quarter final as the team with the highest numbers of 16 goals scored without conceding. Isah Ahmed of our Data & Health Informatics Unit was the captain of his side and finished as the top scorer of the tournament with nine (9) goals to his credit. Arguably his most memorable contribution came in the match against Water Aid where he scored 5 goals in a single match.



Although we were eliminated early at the knock out stage of the football event, there is no doubt that APIN Stars impressed with their run to winning the title and played one of the most exciting football match in the recent history of FIDAF.

At the official presentation of trophies to APIN’s management, the CEO who was visibly excited at the performance of the team, poured encomium on all members of APIN Stars and promised management’s commitment and continuous support in all feature events. Beside the CEO, other management staff present at the trophy presentation were the two DCEO’s for Programs and Operations, Dr Toyin Jolayemi and Mr. Niyi Olaofin respectively. The football Team Manager, Dr. Jay Osi Samuels presented the trophies to management on behalf of the teams.

HR Updates

Policy Updates & Addendum

Recently management approved the inclusion of certain provisions to our Personnel Policy and Handbook. Staff should please note the policy update and addendum on Section 2.19.1 page 31 under **“Resignation”**:

“Employees resigning their appointment will not fulfil their notice period obligations with outstanding leave days. Any leave days not utilized before resignation shall be forfeited. In the same vein, exiting staff cannot use Christmas holidays internally approved by management for end of year festivities to fulfil notice period obligation.

For purpose of proper handing over and clearance procedures, staff on Manager cadre and above are to ensure they observe the full requirements for disengagement as stipulated in this policy”.

Commencement of Yr2019 Performance Appraisal Exercise

We are pleased to announce the commencement of the Year-End (July – December) Performance Appraisal process for Year 2019 and by extension start the process for Y2020 Appraisal Cycle.

As we all know, the annual performance appraisal provides an opportunity to summarize the achievement of goals and accomplishments over the past year and to start planning future goals and expectations for the coming year. Managing performance is a continuous process where feedback regarding performance and coaching is provided on an ongoing basis. The completion of the performance appraisal is the last step in this process.

As usual, we encourage all staff to please take this exercise serious and work towards completing the process on time. The exercise is for all eligible staff (confirmed and who have joined APIN within 9 months in the year) and it's expected to be completed and submitted to HR **by January 31, 2020.**

To make the scoring section issue for evaluation, we have updated the Assessment Tool/Appraisal Form and make it more convenient for assessors. Our goal is to have this process support your success and development. From coming week, we plan to conduct some training sessions and provide regular updates for supervisors and staff on how to go about successful and effective appraisal exercise. We strongly encourage you to participate in the training and take advantage of any material we will provide for this purpose.

Honesty at Work Place

Honesty is a facet of moral character that connotes positive and virtuous attributes such as integrity, truthfulness, straight forwardness along with absence of lying, cheating, theft, etc. Honesty also involves being trustworthy, loyal, fair and sincere.

‘Honesty is the best policy’ has become a clichés; however it is easier said than done. We often advice people that speaking the truth is the best; however how many of us actually tell the truth? For a fact, lying in the work place have negative effects.

Benefits of being Honest at work

- Honesty is the easiest choice.

Being Honest is completely by choice. Each day we make decisions to act either honestly or to be dishonest. Being honest is the easiest choice that we can make. Dishonesty is like a spider web; when an insect gets caught in the web, it usually costs it something. A lot of people have been ruined by lying including relationships.

- Honesty reveals your character.

When we live a lifestyle of honesty, we build up our character. Character is simply a snapshot of who we truly are. It is also the window that people look through to the reality of our inner recesses of our hearts. It creates cracks in our character and in the way people are able to see us. Dishonesty does nothing but erode and destroy the foundation of character. When we lose our character, we actually lose part of who we are and who we might become. Dishonesty carries too much high price.

Honesty sets us free from not only being with people but also from living with a façade over our life. When we are honest, we no longer have to be fake in the way we work or live. There is incredible freedom in knowing that you never have to cover your tracks with remembering what lies you told to whom. Honesty gives us tremendous freedom in life. Many believe that being honest limits them in life but that simply is not true. Dishonesty will eventually catch up with people and they will pay a price. We are truly free when we are honest.

- Honesty gives us credibility.

When we are honest, people won't find it difficult to believe us. A person who is known to be dishonest will find it difficult to convince people. The majority of people would side with the honest person each and every time. Being credible simply means that our words line up with the truth. We are either truthful or deceptive. The truth sets us free and lies leave us in nothing but more bondage. When others are able to depend on our words and rely on our actions, we become credible in life. You can transform your life by stop telling lies and embrace being truthful.

- Honesty keeps you out of trouble.

Honesty allows us to stay out of trouble that might occur due to being deceptive. However, being honest does not mean we won't experience trouble, in fact there are individuals who stood for the truth and paid high price for it, but it worth it! Honesty gives us a greater chance of not experiencing troubles of our own making. Considering the benefits mentioned above its pays off to be honest in all facets of our lives.

Milestones, Birthdays & Events

We wish all those who celebrated their birthdays between October and December 2019 many happy returns and God's divine favour.

Dr Ifeyinwa Rita Onwuatuelo invited friends, colleagues and family members to a birthday bash for her Golden Jubilee birthday celebration at Obasanjo Space Center, Abuja.

Happy 50th birthday Dr. Ify

October 12th



Send forth for Dr Funmilola Elusoji of Clinical Service Unit Ondo office – September 30

Dr Olufemi Ajayi's wedding ceremony.
In picture are staff of Ondo region -
14th December, 2019.

Happy married life to Dr Ajayi!



APIN Ondo region Head of Office, Mr
Femi Owolagba's birthday on October
15.

Happy birthday Femoo!

APIN Ekiti State Team Lead, Dr Ariyo's
birthday on the 24th of September.

Many happy returns to Dr Ariyo!





Emmanuel Ozovehe's send forth.

Send forth for Tope Tella of PSCM, Oyo Region.



Dr. Yomi Biyi-Adedapo's send forth
(Oyo Region)

Dr. Maikano Adamu (Clinical Services, Plateau) 23rd Nov. Happy birthday Dr Maikano.



God's abundant favour to Dr. Osayi Emmanuel (Clinical Services, Plateau) – Nov 1st.

Many happy returns to Auwal Yakub (IT, Plateau) 13th Dec.



Upcoming Birthday Celebrations

S/NO	Name	Location	DOB	S/NO	Name	Location	DOB
1	THOMPSON Atang Gabriel	ONDO	2-Jan	1	UBA Onyije Mary	PLATEAU	1-Feb
2	UDOGU Dubem Juliet	BENUE	2-Jan	2	HENSHAW Nta Ansa	BENUE	1-Feb
3	SAMUELS Osi Jay	ABUJA	3-Jan	3	DABES Naanman Chrisantus	BENUE	2-Feb
4	ENAGBARE Osasu	BENUE	8-Jan	4	ADEJOH Onyejeche Amos	BENUE	2-Feb
5	ECHENIM Emeke Raymond	BENUE	9-Jan	5	JIMOH Olawale Nurain	LAGOS	2-Feb
6	ODUNZE Godswill Uche	BENUE	10-Jan	6	AWOLOLA Rukayat Adeola	LAGOS	3-Feb
7	KEHINDE Balogun	BENUE	11-Jan	7	DANIEL Sarah	LAGOS	3-Feb
8	MOHAMMED Rahamat Laraba	OSUN	13-Jan	8	OKUNADE Opeyemi Salome	LAGOS	4-Feb
9	JOHNSON-IJEOMA Nneoma Ugochinyere	BENUE	14-Jan	9	BAKARE Adetunji Rafiu	LAGOS	4-Feb
10	OLUNLOYO Seun Olufemi	ABUJA	14-Jan	10	AKINMOLADUN Joel Adebayo	LAGOS	4-Feb
11	AMBROSE Ayang Martins	LAGOS	15-Jan	11	OMOLE Monisola Temiwoluwa	ABUJA	5-Feb
12	EBHOJIE Great Oseremhen	LAGOS	17-Jan	12	EGBUCHIEM Nkem Myrrh	BENUE	8-Feb
13	ABBAS Ahmed Isah	ABUJA	17-Jan	13	ISAH Onyiyozia Elizabeth	PLATEAU	11-Feb
14	NTUL Princess Emilia	ABUJA	17-Jan	14	OMOTAYO Fausiyat Fadekemi	BENUE	12-Feb
15	SALIHU Daniel Isa	PLATEAU	19-Jan	15	MBANG Itam Bassey	BENUE	13-Feb
16	AKPAN Fidelis Leo	EKITI	20-Jan	16	IMOH Onwubiko Lambert	LAGOS	14-Feb
17	ADEWOLE Gbolabo Olusegun	LAGOS	20-Jan	17	HENSHAW Josephine Chineyenwa	OYO	17-Feb
18	ALIYU Ohunene Rashida	ABUJA	22-Jan	18	AJAYI Ayodele Oluseye	OGUN	18-Feb
19	ONYIA Obbonaya Christian	LAGOS	23-Jan	19	EGWUMBA Oghenekevwe Patricia	LAGOS	19-Feb
20	USMAN Opeyemi Saheed	ONDO	24-Jan	20	YAKUBU Auwal Mohammed	ABUJA	20-Feb
21	ASEGIEMHE Richard	ABUJA	25-Jan	21	IBEKWE Maris Chinenye	BENUE	20-Feb
22	ODHOMI Oghenechuko Kenneth	ONDO	25-Jan	22	UDOSEN Effiong Idoreyin	LAGOS	20-Feb
23	OHUE Utomiabhi Michael	OYO	26-Jan	23	HICHI Janet Oluyinka	LAGOS	21-Feb
24	GANJANG David Jau	BENUE	26-Jan	24	OMODE Oluwaseyifunmi Stephen	OGUN	22-Feb
25	OLAOFIN Felix Oluniyi	ABUJA	28-Jan	25	TEMBE Terngu Lucy	BENUE	22-Feb
26	ITODO Shaibu Innocent	BENUE	28-Jan	26	EZENWA Uzoma	ABUJA	23-Feb
27	AGBA Kenechukwu Chisom	LAGOS	29-Jan	27	ADOGA Oluwakemi Esther	PLATEAU	23-Feb
28	ADEBAJO Juliana Opeyemi	LAGOS	31-Jan	28	EBIEKURA Ebenezer Oluwafemi	ONDO	24-Feb
				29	OGUNKOYA Olufemi John	OGUN	24-Feb
				30	ADESE Omoladun Oluwafunke	ONDO	26-Feb
				31	OLANIYAN Olajumoke Ayomide	OYO	26-Feb
				32	OKOMOWHO Omojevwe Anthony	BENUE	26-Feb
				33	ONWUADUEGBO Ogedi Annette	ABUJA	27-Feb
				34	JOLAYEMI Monisola Oluwatoyin	ABUJA	28-Feb
				35	GODO Ngufan Sabina	BENUE	28-Feb

Upcoming Birthday Celebrations

S/NO	Name	Location	DOB
1	AMINU Mohammed Sirajo	ABUJA	1-Mar
2	IGODO Dorothy Chinyere	BENUE	1-Mar
3	SURAJU Oladunni Adijat	EKITI	3-Mar
4	NYIOR Nguuma Moses	BENUE	3-Mar
5	ABDULAZEEZ Omeize Ademoh	BENUE	5-Mar
6	ADENIJI Funmi Temilade	OGUN	5-Mar
7	AGIH Danjuma Okpanachi	BENUE	5-Mar
8	UGOCHUKWU Ujunwa Donatus	LAGOS	6-Mar
9	ORILOYE Grace Funke	EKITI	7-Mar
10	ORILOYE Grace Funke	EKITI	7-Mar
11	EBERENDU Chukwudi Obioha	LAGOS	7-Mar
12	PETER Kazah Joseph	ABUJA	8-Mar
13	ONYAM Nkwam Joseph	LAGOS	10-Mar
14	ADEKUNJO Adeleke Victor	ONDO	11-Mar
15	OLUGBUSI Oluwayemisi Janet	LAGOS	12-Mar
16	AKINBINU John Babatunde	ONDO	13-Mar
17	AKINOLA Ayodele Temitope	OYO	13-Mar
18	OJO Deborah Adebola	OYO	13-Mar
19	BUR Nelson Saalu	BENUE	13-Mar
20	OLAWOYIN Ajoke Aminat	OYO	13-Mar
21	OGUH Nnaoma Daniel	OGUN	14-Mar
22	ADETULA Olubunmi Adefunke	ONDO	14-Mar
23	UDIDA Unwada Regina	BENUE	14-Mar
24	BIYI ADEDAPO Lydia Oluwayomi	OYO	17-Mar
25	EDUN Olanrewaju	BENUE	18-Mar
26	OLADOSU Ayilara Adesola	LAGOS	18-Mar
27	ATAYERO Adebola Oyenike	ABUJA	21-Mar
28	BASIR Aderonke Shakirat	LAGOS	21-Mar
29	OLAJIDE Samuel Olalere	OYO	21-Mar
30	KUZANUAM Akamai Judith	ABUJA	22-Mar
31	ADEEKO Mobolaji Azeezah	LAGOS	23-Mar
32	OJO Orimisanre Samuel	EKITI	23-Mar
33	AKUESHI Ukachi Chiedozi	ONDO	25-Mar
34	PEPPLE Ekaete Favour	ABUJA	25-Mar
35	ADUROGBOLA Adebare Adefolake	OYO	26-Mar
36	EHIEMERE Ezesinachi Ihechi	ABUJA	26-Mar
37	OKOLO Moses Chidera	BENUE	27-Mar
38	IBILIBOR Chukwuemeka	PLATEAU	27-Mar
39	WEKPE Solomon	PLATEAU	28-Mar
40	SULEIMAN Sheriff Oladimeji	OYO	30-Mar
41	OGUEJIOFOR Ikenna	ONDO	31-Mar

From Internal Audit Unit: COMPLIANCE & ETHICS IN THE WORKPLACE

It's common to hear the word ethics accompanied by the word compliance and vice versa. Ethics and compliance have different meanings; yet, they often go hand in hand. We'd discuss a little about compliance, a little about ethics and then marry the two together!

Compliance has a surprisingly simple definition. It merely means following laws, rules or policies to the letter of the law. Compliance is a reactive word that forces people to make a conscious choice. Effective compliance is vital to the successful implementation of APIN strategy, vision and mission. It is one of the biggest challenges facing businesses today. Failing to have the right controls and culture in place could mean forking out millions in fines. In the context of APIN as an NGO, compliance operates at two **levels**:

Level 1 - compliance with the external rules that are imposed upon APIN from its donors such as rules regarding United States Code of Federal Regulations (CFR), Cooperative Agreements from our different donors and the Laws of the Federation of Nigeria (LFN).

Level 2 - compliance with APIN internal systems of control that are imposed to achieve compliance with the externally imposed rules as identified in level 1 above.

Management can't be confident that people are being honest and following through on all the commitments made to our donors, stakeholders and staff unless there are rules and norms that have been adopted and emphasized throughout the organization. These rules are important as it builds trust; if we follow the rules, donors can trust us with their money and even commit more funds to us. Remember, it takes 20 years to build a reputation and about five minutes to lose one.

Complying with rules also helps us reduce the risks we face as an organisation e.g.; operational risks, financial risks and reputational risks.

- Operational risk is the prospect of loss resulting from inadequate or failed procedures, systems or policies. Employee errors. Systems failures. Fraud or other criminal activity. Any event that disrupts business processes.
- Financial risk refers to the possibility that a company's cash flow will prove inadequate to meet its obligations.
- Reputational risk is the potential for negative publicity, public perception or uncontrollable events to have an adverse impact on a company's reputation, thereby affecting its income.

Ethics on the other hand means doing what is right regardless of what the law says. It's also a conscious and personal choice. It's entirely possible to be ethical without being compliant. Ethics is proactive, rather than reactive as compliance is. Our personal values system character, values and core principles, guides us when we make decisions.

Whenever we talk about the behavior of APIN staff one of the most important things is ethics. Whether the staff reflects his ethics at home or office or in a professional environment, such staff should live with some set of rules, which make him/her acceptable in the society. Workplace ethics are basically codes of conduct that are expected to be carried out in an office by the employer and the employees in order to maintain professional company culture and build better relationships with donors and stakeholders. The following are some of the expected workplace ethics:

- | | | |
|-------------|------------------|-------------------|
| ❖ Loyalty | ❖ Comradery | ❖ Trustworthiness |
| ❖ Integrity | ❖ Respect | ❖ Caring |
| ❖ Fairness | ❖ Responsibility | ❖ Accountability |

Ethics comprises of all these values and principles and helps in guiding our behavior as an organisation. Even though in APIN, our ethics is guided by the staff handbook, we as staff should imbibe strong ethical values beyond the staff handbook as not all situations have rules, regulations or codes to refer to for guidance. Now, let's examine a few ethical scenarios!

Scenario 1: Although John-Jackson is an honest employee who never takes money from the company petty holder unless necessary and only for the company uses, he uses the company car to run personal errands while also doing the company job assigned to him. Is this unethical behavior?

Solution 1: Surprisingly, the behavior depends on company policy. Some companies do allow employees to use a company vehicle for personal use. However, APIN policy does not allow the use of company car for personal activities. In same vein, the U.S Code of Federal Regulations does not allow the use of a project vehicle on company time to complete personal errands. John-Jackson behavior is therefore unethical.

Scenario 2: Mrs. Jenny the company receptionist is responsible for making photocopy for staff and also responsible for the company mail. Her son, John, who is a junior secondary student comes into the office with a rim of A4 paper in his hand. He requested that his mother print his project for him and that of his other friends in the next class. If the mother fails to print this project, John would fail his class. Master John is Mrs. Jenny's only child and she loves him very much. Should Mrs. Jenny print the Project for her son?

Solution 2: A company property is not to be used for personal gain. Master John's printing should not be done with APIN's printer, the right (ethical) thing to do is to print the project at a business center. The fact that the rim of paper belongs to Mrs. Jenny son still does not make it right.

Scenario 3: A woman (Mrs. Janet) is near death from a special kind of cancer. There is a drug that the doctors believe might save her. It is a form of radium that a Pharmacist in the town had recently discovered. The drug is expensive to make, but the pharmacist was charging ten times what the drug costs him to make. The Pharmacist paid ₦400 for the radium and charged ₦5,000 for a small dose of the drug. The sick woman's husband, Mr. James, went to everyone he knew to borrow the money and tried every legal means, but he could only get together about ₦3,000, which is 60% of what it costs. He told the pharmacist who also knows him very well that his wife was dying, and asked him to sell it cheaper or let him pay later. But the Pharmacist (popularly called Pharm John) said, "No, I discovered the drug and I'm going to make money from it." Mr. James gets desperate and considers breaking into Pharm John's store to steal the drug for his wife. Should Mr. John steal the drugs and not?

Solution 3: You can send your own response to the above scenario to HR XXX and look out for the answer in our next edition!

In summary, ethics and compliance are essentially different sides of the same coin. Compliance is following the law, while ethics is doing what is right regardless of what the law says. Both compliance and ethics helps us realize our shared mission, vision and goals!

HEALTH & WELBEING

Diabetes—Can You Reduce Your Risk?

THE incidence of diabetes mellitus is increasing so quickly that it has become a global epidemic. There are **two major types** of diabetes. **Type 1** starts mainly in childhood, and presently doctors do not know how to prevent it. This article is about type 2, which accounts for about 90 percent of all diabetes.

While in the past it was seen as exclusive to adults, more recently type 2 diabetes has also been affecting children. Experts claim, however, that the risk of type 2 diabetes can be reduced. A little knowledge of this insidious disease may prove helpful to you.

What Is Diabetes?

Diabetes is a condition that causes a person to have an excessive level of blood sugar. The disease upsets the normal process of transferring sugar from the bloodstream into cells

that need it for energy. The result is damage to vital organs and impairment of

blood circulation, sometimes leading to toe or foot amputation, blindness, and kidney disease. A large proportion of diabetes patients die of heart attacks or stroke.

Excess body fat can be a major factor in type 2 diabetes. Experts believe that fat accumulated in the belly and waist may indicate a higher risk for diabetes. More specifically, fat in the pancreas and the liver appear to disrupt the body's regulation of blood sugar. What can you do to reduce your risk?

Symptoms of diabetes

- Frequent urination.
- Excessive thirst.
- Unexplained weight loss.
- Extreme hunger.
- Sudden vision changes.
- Tingling or numbness in the hands or feet.
- Feeling very tired much of the time.
- Very dry skin.

Fasting blood sugar level less than 100mg/dl (5.6 mmol/L) is normal. A fasting blood sugar level from 100 to 125 mg/dl (5.6 to 6.9 mmol/L) is considered prediabetes. If its 126mg/dl (7 mmol/L) or higher on two separate tests, you have diabetes

3 Steps That May Reduce the Risk of Diabetes

1. Have your level of blood sugar tested if you are in a high-risk group.

A medical disorder known as prediabetes—a condition in which blood sugar is moderately higher than normal—often precedes type 2 diabetes. Both conditions are unhealthy, but there is a difference: Although diabetes can be controlled, it cannot yet be cured. On the other hand, some pre-diabetics have been able to bring their blood sugar back to normal levels. Prediabetes may have no obvious symptoms. Hence, this condition may go unnoticed. According to reports, about 316 million people around the world have prediabetes; yet, many of them do not realize it. For instance, in the United States alone, some 90 percent of prediabetes sufferers are unaware of their condition. Various studies focusing on prevalence of prediabetes among hypertensive in Nigeria have found a prevalence of about 25% to 33%.

Prediabetes is not harmless, however. Besides being a precursor to type 2 diabetes, it has recently been linked to an increased risk of dementia. If you are overweight, not physically

When did you have your blood sugar level checked?



active, or have a family history of diabetes, you might already have prediabetes. A blood test can tell you if you do.

2. Choose healthful food. You might benefit from doing the following whenever it is possible and practical: Eat smaller portions than usual. Instead of sugary fruit juice and carbonated beverages, drink water, tea, or coffee. Eat whole-grain bread, rice, and pasta—in moderation—rather than refined foods. Eat leaner meats, fish, nuts, and beans.



3. Stay physically active. Exercise can lower your blood sugar and help you maintain a healthy weight. Swap some TV time for exercise time, recommends one expert. While in the office, try standing up and walking within your office at regular intervals. Sedentary lifestyle is not good for health



You cannot change your genes, but you can change your lifestyle. Doing what we can to improve our health is worth the effort.

This edition of health matters was contributed by Dr Olabanjo Ogunsola, Associate Director, Prevention services

COPING WITH HARMATTAN

Harmattan season is upon us and we are battling the adverse effects of the dry, dusty weather. It is a delicate season when the air is cold and dry and it usually comes with dryness that can crack your lip, and damage your skin if not taken care of properly. A lot of unpleasant diseases are easily triggered by the weather as well. In addition, the weather makes us to be cold. However, the body has adaptive mechanisms that help reduce the effects of cold, it is needful and wise to take care of ourselves in order to prevent infections during the season. Do not forget that during this season, the one thing that suffers the most is our skin so here are some ways we can protect it:

ADJUST YOUR WARDROBE: It is advisable to cover yourself well and wear thick cloth during this period so as to keep your body warm and protect yourself from cold. Wear clothes that are warm enough to protect you and the kids from the cold (especially when your kids are more susceptible to cold) Unfortunately the weather gets super-hot in the afternoons so keep an extra top in your Nappy bag or kids bag that they can change into when the weather gets warmer.

STAY HYDRATED Water! Water and more Water!!! Since harmattan comes with very dry and humid weather conditions, dehydration becomes the order of the day. So staying hydrated is top priority to be able to function well. Do not replace water with any other liquid but water only else you will be doing your body a great disservice. A great way to encourage kids to remain hydrated is by feeding them fruits with high water content e.g. watermelon etc. Taking lots of water will help to avoid dehydration, which is very common during harmattan. Also, water is very important as it aids to beat the dry season so, staying moist and hydrated is vital.

MOISTURIZE YOUR SKIN Moisturizers help to prevent dry and cracked skin. It also helps to prevent the body from sustaining injury easily during the period. !! Moisturizers ensure your skin retain its water. They also make the outer skin super soft. Shea butter, Vaseline, natural oils like almond oil or pure olive oil and coconut oil helps your skin will be soft to touch and skin cracks will be prevented.

ALWAYS APPLY A LIP BALM: During the season, the lips easily get dry. It is essential to use lip balm to keep the lip moist. Lips balms also protect lips from weather conditions like dry winds, heat and sunrays. Regular lip balm application can save you from this harrowing condition.

AVOID DUSTY ENVIRONMENT: Reduce exposure to dusty areas especially if you are asthmatic or have other respiratory conditions that can be irritated by dust. Cover your nose close doors if you can just to minimize your contact with the dust directly. This is a good time to wash your curtains, wipe windows , fans with wet rags and service air conditioners as they tend to trap a lot of dust too ensure that all foods covered at all time

BE FIRE CONSCIOUS: Keep your house warm but remember harmattan is the season with most fire incidents because everything is dry and flammable. Do not leave fire in whatever shape or form unattended to at any time to avoid fire outbreak and indescribable damage to properties and lives.

Wash your eyes regularly to avoid red eyes which is common during harmattan

Keep the doors and windows closed.

World's AIDS Day in Oyo Region

This year's 2019 World AIDS Day (WAD) commemoration themed '**Communities make the Difference**' was jointly celebrated with the various Ministries of Health (SMOH), Agency for the Control of AIDS (SACA), and Local Agency for the Control of AIDS (LACAs)

The following activities were the hallmarks of this year World AIDS Day commemoration.

A five-hour road walk, community sensitization and free testing, visit to Christianah Olawunmi Foundation (COF), Ogbomosho, and it rounded up with thanksgiving service at Methodist Anglican Church and First Baptist Church in Ogbomosho. APIN Oyo supported the state Ministry of Health by providing technical and financial support in the planning of 2019 WAD in the state.



Road walk in Abeokuta, Ogun State



Awareness and HIV testing of Populace at LAUTECH, Osogbo and SH Iwo.

16 Days Gender Activism

In celebration of 16 Days Activism themed “Stands against Rape” (**Stand to end rape**), which is aimed at raising awareness on issues of gender based violence particularly violence against women and girls across the world, APIN Oyo office granted 2 interviews on Television and Radio stations to dialogue, sensitize and generate constructive responses to gender related issues in Nigeria.

Additionally, they organized a one-day meeting with state key stakeholders on responding to GBV.



During the “U” equals “U” awareness campaign, APIN oyo staff went all out to sensitize the public on misconceptions about HIV and people living with HIV and to shatter those long-standing myths. They used the opportunity to spread information about awareness about how HIV is transmitted — and how it isn’t — and to ultimately break down some of the stigma that people living with HIV face every day.

The campaign saw staff visiting various ART and PMTCT sites



Recruitments and Separations (Oct – Dec ‘19

Recruitments:

We are delighted to have the following new staff who joined us between October & December last year. On behalf of all the members and the management of APIN, we would like to extend our warmest welcome and good wishes. We do hope you will enjoy an amazing work life here with us.

S/No	Name	Directorate	Location	Month
1	Abdulazeez Ademoh	MVO - Admin	Benue	October
2	Raphael Abbah	MVO - Admin	Benue	October
3	Samuel Ojo	MVO - Admin	Ekiti	October
4	Kolade Adebajo	MVO - Admin	Ogun	October
5	Tunde Obasoro	MVO - Admin	Ondo	October
6	Tolulope Bamishile	MVO - Admin	Oyo	October
7	Timoteu Aderinto	MVO - Admin	Plateau	October
8	Lucia Torjir	Comm & Prev Services	Benue	November
9	Beatrice Ogaegbe	Comm & Prev Services	Benue	November
10	Jude Ejim	Finance	Benue	November
11	Zakari Muhammed	Strategic Information	Benue	November
12	Chidiebele Edeh	Clinical Services	Ondo	November
13	Oluwafemi Ebekura	Clinical Services	Ondo	November
14	Olufemi Ajayi	Clinical Services	Ondo	November
15	Abama Tanyishi	Clinical Services	Plateau	November
16	Sandra Kemi Daramola	Strategic Information	Benue	October
17	Chinelo Egwu	Strategic Information	Benue	October
18	Christiana Aisudo	Strategic Information	Benue	October
19	Mary Oyeleke	Clinical Services	Ogun	October
20	Oluwatomiini Ademuyiwa	Clinical Services	Oyo	October

Separations.

The following “former” colleagues have moved on. We will remember them with warm thoughts and memories. Best wishes to all of them in the future!

S/No	Name	Directorate	Location	Month
1	Annette Onwuaduegbo	Strategic Information	Abuja	October
2	Excellence Adeyemo	Strategic Information	Benue	October
3	Robert Akpa	Clinical Services	Benue	October
4	Uche Arua	Clinical Services	Benue	October
5	Oluwayomi Biyi-Adedapo	Clinical Services	Oyo	October
6	Ginigeme Ogochukwu	Clinical Services	Abuja	November
7	Franklin Emerenini	Clinical Services	Abuja	November
8	Ugochinyere Ijeoma-Johnson	Community & Prevention Services	Benue	November
9	Timothy Chung	Administration	Benue	November
10	Tyo Angera	Clinical Services	Benue	November
11	Emmanuel Ozovehe	Clinical Services	Ogun	November
12	Chidume Uzochukwu	Clinical Services	Benue	December
13	Joy Chen	Clinical Services	Benue	December
14	Oluseye Ajayi	Clinical Services	Ogun	December
15	Gideon Idoko	Clinical Services	Benue	December
16	Mubarak Badamasi	Finance	Abuja	December
17	Temitope Tella	Pharmacy & SCM	Oyo	December

Little Joiners

Congratulations on your new arrivals.

1. Osarhiemen Aluyi's (APIN Ekiti MVO) wife gave birth to a bouncing baby girl on 15th of August.
2. Olajide Yakubu's (APIN Ondo Admin) wife put to bed a bouncing baby boy on 3rd of November.
3. Kenneth Odhomi's (APIN Ondo Health Informatics) wife gave birth to a bouncing baby boy on 2nd of December.
4. Abiola Alao of Osun SI gave birth to a bouncing baby boy on the 11th of December, 2019

