

Meet your HR Team

Luke Ejembi Onu

(Associate Director, HR & Admin)

Ademola Adurotoye

(Manager, HR & Admin Lagos)

Oyewole Oduwusi

(Senior Officer, HR Abuja)

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(Assistant Officer, HR Rep Benue)

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(Senior Associate, HR Rep Oyo)

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(Senior Associate, HR Rep Plateau)

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(Associate, HR Rep Lagos)

Olajide Yakubu

(Associate, HR Rep Ondo)



We want to thank everyone for the support and encouragement we have received since the release of the first edition of our Newsletter in April.

Your supports will continue to encourage us to keeping you informed of our objectives, things you need to know about your workplace, employee news, achievements and milestones.

We still expect more contributions and articles which we can feature in subsequent editions.

Please share your experience on anything with us, we shall let the world know about it!

Thank you and enjoy this.....

"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"

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2019 Employee Satisfaction Survey

Last month we launched an online survey platform for staff participation in an ongoing Employee Satisfaction Survey. The purpose of the survey was to gauge employee's commitment and opinion about how they feel with the work they do at APIN. Management is committed to making APIN a place where we are all proud of the work we do. The survey will help us drive this commitment and give insight on continuous improvement and assess how we are doing as an organization.

That is why we are encouraging AllOfUs to ensure we take part in the survey. If you have not done yours, please click [HERE](#) now. This link will be shut down by close of work July 8th to indicate the end of the exercise.



In a blaze of glory, the World salutes APIN at her Book Presentation

Thursday April 11, 2019 was a day of glory for us at APIN as prominent Nigerians from the public service and leaders in the development world in Nigeria stormed the Executive Hall of the International Conference Centre (ICC) for the public presentation of a book ***“Turning the Tide – AIDS in Nigeria”***. The book documents the tremendous progress of the country in preventing HIV infection, treating those in need and developing a responsive healthcare system. The book is a compilation of contributions from dozens of the country’s leading HIV experts and edited by Prof. Phyllis Kanki, Dr. Prosper Okonkwo and our board chairman, Dr. Oluwale Odutolu.

The Vice President, Professor Yemi Osibanjo was the Special Guest of Honour and was represented by the Honourable Minister of States for Petroleum, Dr Ibe Kachukwu while the Minister of Health, Professor Isaac Adewale; The Director General, Nigeria Agency for the Control of AIDS (NACA), Dr. Sani Aliyu were also present. Other notable persons at the event were Professor John Idoko (former DG, NACA), the Permanent Secretary of the Ministry of Health, Abdullahi Mashi and the Minister of State for Health, Dr. Osagie Ehanire.

In a brief welcome address, Dr. Prosper Okonkwo used the occasion to eulogize the contributing authors (majority of who are staff of APIN) who he said were not paid even an honorarium for their efforts and sacrifices.

He also expressed his profound appreciation to the vice president of Nigeria for making out time to attend the event, the DG of NACA and finally to Prof Phyllis Kanki who he said was the lead editor.

The book is in 4 sections, 26 chapters, with 4 photo essays from the program which are intended to give a human angle to the epidemic, as well provide some useful insights for those not working on HIV/AIDS. Dr Prosper said “he hope that the broad scope of issues covered in the book will make it a veritable resource to policy makers, program managers, the academia and all those who might want to learn more about the efforts of the Nigeria government at achieving epidemic control of HIV/AIDS in Nigeria”.



Book Launch: Photo Gallery



(L – R) Mrs Amoo, Mrs Adeola, Dr Ify, Mrs Connie Smith and Dr Prosper



Cross-section of participants



Dr Toyin receiving an award



Dr Jay, Mrs. Amoo and Rosemary



Dr Prosper, Dr Jay and Ushers



Cross-section of participants



Some dignitaries exchanging pleasantries



Dr Odutolu, Prof Kanki, Prof Adewole and Dr Prosper



Cross-section of Dignitaries



Prof. Idoko and Mrs Rosemary Okagbue



Representative of the Vice-President (Dr Ibe Kachukwu) and Minister of Health



Dr Akinyemi with some Dignitaries

Milestones, Birthdays & Events

Upcoming Birthdays (July, August & September)

S/NO	Name	Location	DOB
1	ANYANDU Nwamaka Chidinma	LAGOS	1-Jul
2	OFODILE Onyedi Alex	LAGOS	2-Jul
3	ADETORO Adenike Damilola	LAGOS	2-Jul
4	JAYEOLA Oyenike Olamide	OSUN	3-Jul
5	OGUNNAIKE Omolade Abiola	LAGOS	5-Jul
6	TIJANI Isaiah	ABUJA	5-Jul
7	HARRISON Chima Christian	PLATEAU	6-Jul
8	OSISANYA Oluwakemi Arinola	OYO	7-Jul
9	IDRIS Maiyamba Musa	ABUJA	9-Jul
10	AVONG Bosede Eunice	BENUE	10-Jul
11	ADIKWU Oliver	BENUE	12-Jul
12	ADEYEMO Rasq Adeyinka	OGUN	12-Jul
13	UGWUALA Echendu Joseph	ABUJA	14-Jul
14	GBASHI Nguhilen Maranatha	BENUE	14-Jul
15	OKUSAGA Oluwaseyi Gbenga	OGUN	15-Jul
16	OLAWOYIN-OLABODE Mary Oluyemisi	LAGOS	16-Jul
17	AKANDE Aboh Patrick	ABUJA	17-Jul
18	NYIOR Mwuese Rosemary	ABUJA	17-Jul
19	JEKPE Eshiomokhe Favour	PLATEAU	17-Jul
20	OKPE Deborah Honey	BENUE	18-Jul
21	OGUNSOLA Rejoice Titilope	OSUN	18-Jul
22	OLADEPO Oluhide Olakunle	ABUJA	19-Jul
23	DEBODERO Moyowa Asirat	LAGOS	20-Jul
24	TELLA Temitope Aminat	OYO	21-Jul
25	ASHANO Erowho Efejiro	ABUJA	22-Jul
26	BEBIA Etta Ojong	BENUE	22-Jul
27	CHEN Doom Joy	BENUE	24-Jul
28	JWANLE Humphrey Plang	ABUJA	25-Jul
29	YARNAP Onyotse Susan	PLATEAU	26-Jul
30	OCHAYI Hankeli Henry	BENUE	27-Jul
31	DANIELS Benjamin	PLATEAU	27-Jul
32	ONYENIKE Mary Adebola	BENUE	27-Jul
33	ONUOHA Ikechukwu Donald	BENUE	28-Jul
34	ONUOHA Genevive Chinwe	ABUJA	29-Jul
35	ANINWORIE Arinze	BENUE	31-Jul
36	AGUIYI-IRONSI Enyinnaya Jonathan	ABUJA	31-Jul
37	ALUYI Osakue Osarhiemen	EKITI	1-Aug
38	IFEJOKWU Moses Chukwuka	LAGOS	2-Aug
39	EDACHE Ngbede Joseph	BENUE	2-Aug
40	OLUWAGBEMI Felix Olatunde	OYO	4-Aug
41	ADUROTOYE Jacob Ademola	LAGOS	5-Aug
42	AWOBIYI Ojo Ademola	OYO	8-Aug
43	ANISIOBI Arinze Elozoma	BENUE	8-Aug
44	AMEH Abah Onyeche	PLATEAU	10-Aug
45	BELLO Rasheed Ayoola	EKITI	13-Aug
46	ONYEKE Chinwendu Benjamin	BENUE	14-Aug
47	HEAVENS Olabisi Oluwakemi	LAGOS	14-Aug
48	GBADEBO Oluwatoyin Adetobi	EKITI	14-Aug

Celebrated Birthdays



Happy Birthday Dr Oyewole Oduwusi (May 27th)



Happy many returns Mrs. Bunmi Amoo (May 30th)



Happy Birthday Judith Kuzanuam (March 22nd)

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49	ANUGHA Pauline Ekene	EKITI	15-Aug
50	KYESHIR Alfa Sekyen	PLATEAU	16-Aug
51	OSINDERO Adeyemi Olusola	LAGOS	18-Aug
52	OKODUWA Ise Augusta	ABUJA	18-Aug
53	AKPA Edache Robert	BENUE	18-Aug
54	ALUKO Anthony Elizabeth	ABUJA	18-Aug
55	SEGILOLA Opeyemi Solomon	OYO	19-Aug
56	ADEYEYE Adebola Oluwatomisin	OGUN	19-Aug
57	EZE Chukwuma Wilson	BENUE	20-Aug
58	ADEGBOYEGA Olanrewaju Muideen	OGUN	22-Aug
59	ODIDO Ebu Magnus	BENUE	22-Aug
60	SAMUELS Oghie Albert	OSUN	22-Aug
61	BADAMASI Durojaiye Mubarak	LAGOS	23-Aug
62	ONQYOM Akpan Joseph	BENUE	24-Aug
63	IBILOYE Justin Olujuwon	ABUJA	24-Aug
64	BODUNRIN Vou Saadatu	PLATEAU	24-Aug
65	OLATOMIRIN Samuel Olabanji	LAGOS	25-Aug
66	ADEBANJO Rachel Oladunni	OYO	25-Aug
67	OHIREIN Izebe Christopher	ABUJA	26-Aug
68	ELUSAKIN Oyeyemi Emmanuel	BENUE	28-Aug
69	FAYOMADE Richard Segun	LAGOS	30-Aug
70	AGBAJI Onytse Anna	ABUJA	1-Sep
71	OKE Adeyeye Oluwabunmi	OGUN	2-Sep
72	KADEV Kevin Kenneth	BENUE	4-Sep
73	CHIDUME Jude Uzochukwu	BENUE	6-Sep
74	ADEJO Utenwojo Solomon	BENUE	6-Sep
75	NNAKWE Michael Tobechei	BENUE	7-Sep
76	AIYELADE Elizabeth Afe	BENUE	8-Sep
77	ADEOLA Nonye Juliet	ABUJA	9-Sep
78	ALPHONSUS Na'Anyen Philip	PLATEAU	10-Sep
79	USHIE Agbo Faith	BENUE	11-Sep
80	NWAGBO Obioma Chinedum	ONDO	12-Sep
81	ARUA Agwu Uche	BENUE	13-Sep
82	UIAH Ene Maryrose	PLATEAU	14-Sep
83	AMEH Jackson Owoicho	BENUE	14-Sep
84	GIDADO Amina Judith	BENUE	15-Sep
85	OLADOJA Bunmi Bimbo	ONDO	15-Sep
86	OMEDE Abdul Solomon	PLATEAU	15-Sep
87	VAKKAI Dominic Esther	PLATEAU	16-Sep
88	OLOWONIYI Timothy Olorunseyi	ABUJA	16-Sep
89	ABOLAJI Oloyinka Olumide	LAGOS	17-Sep
90	AGADA Johnson Emmanuel	ABUJA	19-Sep
91	ODONG Ayang Ensure	LAGOS	21-Sep
92	NNOLI Adaku Chinwe	LAGOS	22-Sep
93	AZOR Isaac Agber	BENUE	23-Sep
94	ONOTU Omeiza Patrick	BENUE	24-Sep
95	UJI Frank Inalegwu	BENUE	24-Sep
96	ARIYO Oluseyi Abinbola	EKITI	24-Sep
97	WUSHISHI Musa Oladele	OYO	25-Sep
98	OYEKANMI Funmilayo Imoleayo	LAGOS	28-Sep
99	UMEH Christopher Nnamdi	ABUJA	28-Sep
100	CHIHIN Tivde Cosmas	BENUE	29-Sep



Best of wishes Mr Enebi Achimugu (April 21st)



Mrs. Mary Agbese (former Miss. Mary Uba) walk the aisle with her heartthrob on 4th May, 2019 at Makurdi Benue State.



Happy Birthday Dr. Anita (May 26th)



Happy Birthday Emmanuel Osondu (June 2nd)

More Events



Happy Birthday Dr. Michael (May 17th)



We celebrate you Chisom (June 9th)



Dr Chiedozi Akueshi (March 25th)



Happy Birthday Ikenna (March 31st)



Happy Birthday Daniel (April 1st)



Erosanaga and Ifeanyi (April 7th)



Happy Birthday Olajide (May 31st)



Happy married life to Ekene Anugba



Happy married life to Gabriel Thompson



Happy Birthday Oluwatoyin (May 2nd)



Dr Adefunke Adetula Sendforth – APIN Ondo office

Achievements & Recognitions

Achievements are relevant honours or awards that people have earned for exceeding average standards in either academics, athletics or in a work environment that stand them out from others. In this column, we take special pleasure to showcase some of our colleagues who made valuable strides in advancing their career through self-development. We are proud of them and recognize the value of pride in their achievements.



DALHATU TIJANI, Associate-Info Tech (Oyo Region) bagged the prestigious CISCO certification in CCNA (Routing & Switching). We congratulate you for this achievement and are proud of you.



MARYROSE ENE UJAH, Associate – Finance (Plateau Region) is a brand new Associate Chartered Accountant (ACA). She crossed the huddle passed by ICAN and become an accomplished woman. We congratulate you.



IFEANYI MADUBUIKE ARALU, Assistant officer – Finance (ONDO Region) also bagged an ACA certification of the Institute of Chartered Accountant of Nigeria (ICAN). We salute your enrolment into the list of “Honours of Fame”



MUBARAK DUROJAYE BADAMASI, Senior Finance Officer (Lagos Region) was on May 23 2019 admitted into Associate membership of Chartered Institute of Taxation of Nigeria (CITN). Congratulations Mubarak and we encourage you to keep the flag flying.

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Pharm Michael Tomori, Technical Officer – Monitoring & Evaluation (Ondo Region) bagged a PhD in Public Health from the Central University, Nicaragua.



Olatunde Kehinde, Senior Technical Officer – Laboratory Services (Oyo Region) bagged a PhD in Public Health from the Central University, Nicaragua.



Oyewole Oduwusi, Senior Officer – Human Resources (Abuja Office) was awarded a PhD Degree in Management from the Central University, Nicaragua.



Pharm Solomon Omede, Technical Officer – Pharmacy & Supply Chain Management (Plateau Office) was awarded a PhD Degree in Management from the Central University, Nicaragua.

FIRE PREVENTION & SAFETY IN THE WORKPLACE

We all know that fire destroy property, cause injuries, and take lives. A fire in the workplace can cause serious and devastating losses to us as individuals and as an organization. One of the key strategies to maintaining a safe workplace and preventing fires is fire safety training. That was why in April this year, our Admin & Logistics Unit organized an in-house training session on Fire Prevention & Safety in collaboration with the Federal Fire Service.

In that training, we were taught how to recognize fire hazards, conduct a fire safety risk assessment, prevent a workplace fire, and respond if a fire occurs. With the awareness gained from the training, staff learnt how to eliminate fire hazards and respond quickly and efficiently if a fire breaks out. Practical demonstrations and drills were performed on how to use the fire extinguisher in an event of a fire outbreak.

We were told that fire safety awareness begins by identifying the basic properties of fire. All fires start when heat (a source of ignition) comes into contact with fuel (anything that burns) and oxygen is present. To prevent a fire therefore, the goal is to keep sources of ignition and fuel apart.

Causes of Fire

- Faulty electrics are the biggest cause of workplace fires, loose wires, plugs that are over loaded and old equipment can all make for a potential death trap.
- Not reporting electrical fault on time
- Using of equipment improperly
- Over using of equipment
- Burning of food in staff area
- Everything from frayed computer cables to broken kitchen appliances can possibly cause a fire in workplace.
- Highly combustible materials like paper, plastic wrapping and cardboard can be a big problem in many types of office and work spaces, especially if they are allowed to build up around areas like bins and computers.
- Careless smoking
- Keeping petroleum product in the house
- Children playing with matches, gas cylinder, kerosene.
- Children plugging heater and watching it turn to red hot, even as it burns the container, rug, carpet to their admiration
- Negligence
- ARSON this are fires that are willfully planned and executed e.g. political issues.



Tips to prevent fires in the workplace include:

1. Smoke only in designated areas and extinguish smoking materials safely. Never smoke in storerooms or chemical storage areas.
2. Report any electrical fault immediately to the Maintenance Officer
3. Mark hazards and potential fire risks with clear, visible signage. Paste fire emergency telephone numbers in conspicuous areas.
4. Have faulty wiring and malfunctioning electrical equipment repaired promptly. Never attempt electrical repairs unless you are qualified and authorized.
5. Avoid running electrical cords or wires under rugs and carpets or near a heat source; keep them out of doorways where they can become worn.
6. Switch off all electrical appliances when leaving the office after the day's work.
7. Be aware of possible ignition sources when working in potentially explosive atmospheres, such as warehouse and stores. Use non-sparking tools and control static electricity as required.
8. Learn how to properly use a fire extinguisher. Know where fire extinguishers are located and which extinguishers to use for the specific type of fire.
9. Keep candle on a metal candle stand

10. Don't use leaking gas cylinder ,keep gas cylinder outside

11. Don't leave cooking oil unattended to

12. Don't allow children to play with matches, heater, kerosene and gas cylinder.



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Evacuation Procedure for Employee

- Raise an alarm to warn others in the office/home e.g. ATTENTION! ATTENTION! ATTENTION!
- An emergency has been reported.
- Please evacuate the building.
- Switch off all electrical appliance in use if it is safe to do so, close doors and windows behind as you are escaping.
- Everyone should move to the MUSTER POINT
- Call or alert the fire service station nearest to your office
- Try to extinguish the fire first but don't endanger yourself
- Do not use the lift in high raising building use the staircase
- Do not wait to collect personal belongings
- Get everybody out, assist the young ones and disable, lead them to safety at the Muster point.
- Take a roll call of all staff at the muster point to ensure everyone is safe
- Do not re-enter the building until you are ask to do so by a safety personnel

Generally, whether you are at home or in the workplace, it is important that you understand the fire safety plan and you share this information with others. Making people aware of the potential triggers, how to activate fire alarms and the routes out of a building are all critical to minimizing the risks.

INTERNAL AUDIT: WHAT WE DO AND HOW WE ADD VALUE

1. WHAT WE DO:

The internal audit's role can be summarized by this statement "to enhance and protect organisational value of APIN by providing risk-based and objective assurance, advice and insight".

In performing our duties we aid the organization accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes.

2. HOW WE ADD VALUE:

Provides assurance

Internal audit provides assurance to senior management and the board's audit committee that risks are being managed effectively by providing an independent, objective and constructive view of the business controls with APIN.

Improves Efficiency of Operations

By objectively reviewing our organization's policies and procedures, internal audit gives assurance that we are doing what our policies and procedures say we should be doing, and that these processes are adequate in mitigating our unique risks. By continuously monitoring and reviewing our processes,

we identify control recommendations to improve the efficiency and effectiveness of these processes.

Evaluates Risks and Protects Assets

Internal audit assists APIN Board, management, staff and other stakeholders by identifying and prioritizing risks through a systematic risk assessment (such as fraud risk, financial risks, fiduciary risk, legal risks etc.). By doing this we identify and come up with ways on how to mitigate such risks, thereby protecting the organization and its assets.

Ensure Compliance with Laws and Regulations

By regularly performing internal audit across the Head office and regional offices, we ensure compliance with any and all relevant laws and donor regulations. This helps avoid costly fines associated with non-compliance and provide peace of mind that APIN is prepared for any external audit, whether from donors or external auditors. Internal audit therefore acts as the last line of defense.

Quotes & Thoughts

“There are a lot of things that go into creating success. We don’t just do things we like to do, we MUST do things that cause the organization to succeed.....not spending time doing our favourite activities”.

.....Michael Dell

“At APIN, we have to choose and be the best all the time, every day, without compromise....guided by our own virtue and highest ambition” .

“Keep away from people who try to belittle your ambitions. Small people always do that, but the really great make you feel that you, too, can become great”.

“No wealth can ever make a bad man at peace with himself” .

“In everything we do, let us never negotiate out of fear. But let us never fear to negotiate” .
.....John F. Kennedy

“Twenty years from now you will be more disappointed by the things that you didn’t do than the ones you did do. So throw off the bowlines...Explore. Dream. Discover”.

“Let others lead small lives, but not you. Let others argue and gossip over small things, but not you. Let others cry over small hurts, but not you. Let others leave their future in someone else’s hands, but not you”.

.....Jim Rohn

“Great men are not born great, they grow great” .
“To win without risk is to triumph without glory
.....Mario Puzo

Info Tech Tips



How to Join a Zoom Meeting – Step by Step Instructions

The ways to join Zoom Meeting/Room are mainly through these four methods. You only need to use one to connect; hence, you would need to decide on your choice method. The first three are for Windows, Mac, and Linux; while the fourth is for mobile ecosystems.

1. Click on the Zoom link you may have been provided with (it will look like this: <https://zoom.us/j/582365272>)
2. Go to <https://zoom.us/join> and enter the Meeting ID that you have been provided with in the appropriate field and click 'Join' (the Meeting ID will be a 9/10/11 digit number, for example: 582 365 272)

Join a Meeting

Meeting ID or Personal Link Name

Your meeting ID is a 9, 10, or 11-digit number

Join

3. Run "Start Zoom" App on your Windows/Mac, Click on "Join a Meeting", then you see the dialog box below. In the box, you insert "Meeting ID", Screen Name, then click the Join button.

Zoom

Meeting ID or Personal Link Name

Screen Name

☒ Remember my name for future meetings

☐ Don't connect to audio

☐ Turn off my video

Join

4. Connecting using mobile systems (smartphones/tablets): Download the Zoom Cloud Meetings app from Play Store or Apple Store. [Note: the supported ecosystems are Android, iOS as well as the defunct *[BlackBerry OS]*

For more on this article, visit: [ZoomDocsAPIN](#)

HR Update

Performance Management

We are well underway with the 2019 performance year which began on January 1, and will end on December 31, 2019. We want to appreciate every staff for taking part in the concluded exercise for 2018. We thank ALIOFUs for contributing to the overall goals of our organization. 41% of staff got ***“Exceptional”*** performance rating, while 57% got ***“Superior”*** and 2% were rated ***“successful”***. There was no ***“unsatisfactory performance”***. These performance outcomes are commendable and we encourage us to maintain the tempo while the lower 2% should do more.



We are already due for the mid-year progress review and evaluation covering the period Jan – June. This exercise will involve all confirmed staff as at June 2019. New and unconfirmed employees will only do the **Probation Assessment** leading to confirmation of their appointment. For employees recently placed in a new positions or has change of roles, their supervisors should please develop their job description (JD) —keeping in mind plans for the upcoming appraisal exercise.

While HR will continue to issue specific performance management information notices, we should please remember that mid-year is already due in this month of July. HR will share the evaluation tool/form shortly. We shall continue to devise ways to improve on the process and modify the performance management system to make it easy to administer.

New Appointments/Job Enlargement

Recently, precisely in the month of May, HR announced a slight restructuring approved by management. The extent of this restructuring was necessitated by the introduction of the SURGE strategy in Benue and Lagos states.

The following changes came into effect from May 2, 2019:

Lagos State:

- a. Mrs. Remi Olaitan was appointed Head of Operations for Lagos state in addition to her role as the Director overseeing Pharmacy & Supply Chain directorate. With this enlargement of her job, she will oversee Admin, Finance & logistics issues for the state.
- b. Dr. Ogochukwu Ginigeme is heading the SURGE Strategy Team in Lagos State reporting to DECO – Programs and Head of Operations on technical and Operational matters respectively.
- c. With these changes, the State Team structure in Lagos was suspended forthwith.

Benue State:

- a. In same vein, Dr. Gideon Idoko is heading the SURGE team in Benue state and continue to report to the Head of Office – Dr. Kelechi Ngwoke.
- b. The State Team structure for Benue remains.

Prevention & Community Directorate:

- a. Dr. Ifeyinwa Onwuatuelo was appointed the Acting Head of Prevention and Community Services Directorate to be assisted by Dr. Olabanjo Ogunsola who is the PMTCT focal person for APIN.

Oyo State:

- a. Dr. Olalere Olajide is now the new Acting Head of Office (HOO) for Oyo region while Dr. Folake Adurogbola assumes the role of STA.

We congratulate all new appointees and wish them well in their new roles.

Health & Wellness

Making Exercise Part of Your Schedule

It can be tough to make exercise a habit and a regular part of your day, but the benefits are well worth the effort. Make a commitment to exercise, and use these tips to help you ease into a workout program:

- **Talk to your doctor.** Make sure it's safe for you to start an exercise routine, and learn which exercises are best and how much you can push yourself.
- **Get equipped.** You'll need sturdy, supportive shoes for whatever exercise you choose, whether it's walking or biking. Also make sure you have clothing that's comfortable and will help wick away sweat.
- **Make the time.** Set aside time every day for exercise, even if you start just by taking the stairs instead of the elevator, or with a walk around the block. Gradually work your way up to longer workouts on most or every day of the week.
- **Turn chores into exercise.** You don't have to hit the gym for it to count as exercise. Scrub your house from top to bottom, mow the lawn, or tackle big projects like cleaning out clutter in closets, the basement, or garage.
- **Get motivated.** Consider getting a workout buddy to keep you on track or hiring a personal trainer to develop a program. A trainer will encourage you to stick with it and help you chart your progress.

- **Make it fun.** Exercise doesn't have to be an exhausting, sweaty chore that you dread. Enjoy your workout! Go dancing, swimming, bike with your friends, or take up a new sport or game. While you're exercising, listen to music, chat with a friend, or just escape into your own thoughts

How Exercise Helps Overall

Exercise keeps you moving, healthy, and feeling energized. But staying active also benefits your mind, spirit, and body by:

- Keeping you independent and able to take care of yourself at home.
- Helping you stay strong and fit so you can play with grandchildren.
- Helping you sleep better.
- Preventing weight gain and contributing to the loss of extra pounds.
- Reducing the risk of falls and broken bones
- Improving your self-confidence and feelings of happiness and self-worth.
- Lowering your risk of serious illnesses like heart disease and diabetes.
- Keeping your brain and memory functioning well.

You'll be amazed at how easy it is to work in small bits of exercise each day and how you'll come to enjoy it and look forward to it. Everyone wants to stay healthy, active, and independent as they age, and regular exercise is the key.



Separations (April - June '19)

The following former colleagues have moved on.....We appreciate their services to APIN and wish them the best in their future endeavours!

S/no.	Name	Directorate	Location	Month
1	Matthew Iorfa	Clinical Services	Benue	January
2	Toochuchkwu Azuibuike	Clinical Services	Benue	January
3	Zumpan Linus Dapiya	Pharmacy & SCM	Plateau	February
4	Gabriel Oderinde	Clinical Services	Osun	February
5	Omolola Wilson	Clinical Services	Lagos	February
6	Matthias Alagi	Strategic Information	Abuja	March
7	Mfam Nserd	Clinical Services	Benue	March
8	Shakirat Bashir	Pharmacy & SCM	Lagos	May
9	Ahmad Salihu	Strategic Information	Abuja	May
10	Abiola Ogunnaike	Strategic Information	Lagos	May
11	Adewale Adedoyin	Clinical Services	Lagos	May
12	Adefunke Adetula	Clinical Services	Ondo	May
13	Babatunde Akinyemi	Prevention & Community Services	Oyo	May
14	Augustina Ogbonna	Prevention & Community Services	Plateau	June
15	Chysantus Dabes	Pharmacy & SCM	Benue	June

This past quarter witnessed the exit of the Director of Prevention and Community Services, Dr. Babatunde Ladi-Akinyemi. He joined APIN 10 years ago during which he displayed high level of professionalism. He decided to join (FHI360) and we can only respect and honor his choice.





- 1) We rejoice with the family of Tolu Bamishile (MVO-Ibadan) who welcomed a baby girl in May 2019.
- 2) The family of Ikenna Oguejiofor of our M&E unit Akure office welcomed a bouncing baby boy on the 19th of March 2019.
- 3) Oluwafunke Adese of Admin unit Akure office gave birth to a bouncing baby girl on the 4th of April, 2019.
- 4) The family of Dr Isa S. Daniel (Plateau Region) was blessed with a bouncing baby girl on May 17th 2019. We join his family to celebrate this bundle of joy.