HUMAN CAPITAL PROVIDERS ASSOCIATION OF NIGERIA

Monthly Newsletter

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Monthly Report to Members

Dear Distinguished Members,

I welcome you to the new year 2022 and wish our industry the very best. Please take time to read what we have accomplished and how we are preparing to meet members' future needs.

HuCaPAN Leadership Retreat

On Wednesday, 3 November 2021, the Executive Committee retreat was held at the Muson Centre, Onikan, Lagos. The Association appreciates Amb. Chief Nzeribe Okegbue, PhD, the 1st Vice President who sponsored the event. The meeting resolved to take the following actions:

1. Reposition the Association for greater efficiency; the VP 1 would supervise Membership Recruitment and Subscription; VP 2 would supervise Media and Publicity; VP 3 would supervise the Advocacy and Compliance; while the President would supervise Membership Services.

2. Recruit a Training Administrator, Account/Subscription Officer and an Advocacy and Compliance Officer and convert the current Admin/Account Assistant to Account/Subscription Officer.

3. Relocate the Secretariat to a more befitting office, preferably around Yaba, Lagos, because of its centrality.

Engagement of New Officers

The Executive Committee has approved engagement of three (3) new officers. They are; Barr. Olawale Shado as Advocacy/Compliance Consultant; Miss. Razak Zeenot Oluwatosin as Subscription/Account Officer and Miss. Anyanwu Chioma as Training Administrator.

Shado holds a Bachelor of Science Degree in Political Science and a Master's Degree in Industrial and Labour Relations from University of Lagos and University of Ibadan respectively. He also holds Bachelor of Law and Master of Law Degrees from University of Lagos (with specialization in Industrial Law).

He is an experienced Mediator, Conciliator and expert in Nigerian Employment and Labour Relations Law and Practice. He was a former director at the Federal Ministry of Labour and Employment where he rose to the position of State Controller of Labour, Lagos State office, overseeing employment, Labour and industrial relations activities of the most industrialized and commercial nerve centre of Nigeria for several years. He was subsequently appointed the Zonal Director for the South West, the position he held until his retirement in 2017.

He is a well trained and qualified Lawyer, a Notary Public, and an experienced Industrial Relations Consultant. His competences and skills include Labour/Industrial Relations, Employment Law, Crises Management, Litigation, Solicitor-ship, Legal Advisory Services, Mediation/Arbitration, Legislative/Legal Drafting, Property Leases & Tenancy.

Shado is a member of professional bodies which include Nigerian Bar Association, (NBA), Nigeria Industrial Relations Association (NIRA), and Chartered Institute of Arbitrators.

He will be available at the Secretariat every Tuesday and Thursday to attend to members on compliance related issues, contract review, and processing of compliance certificate from statutory agencies like ITF, Pencom, NSITF etc. and renewal of recruiters licence including filling of quarterly report with the Federal Ministry of Labour and Employment among other.

HuCaPAN in Collaboration with FMLE Organises 7th Joint Workshop

The 7th Joint Annual National Workshop for Private Employment Agencies with the theme "Strengthening the Role of Private Employment Agencies in Human Resource Development in Pandemic"was held between the 23 and 24 November 2021 at Lagos Chamber of Commerce and Industry (LCCI) Exhibition and Conference Centre, Alausa, Ikeja, Lagos with live broadcast. The workshop had 255participants drawn from licensed Private Employment Agencies, user enterprises, Ministries, Departments and Agencies, and trade unions.

HuCaPAN Participated in the Unveiling of NELEX by the Honourable Minister, FMLE

A HuCaPAN delegation comprising the President, two Vice Presidents and the Secretariat Staff attended the commissioning of the newly upgraded National Employment Labour Exchange (NELEX) Centre, the office of the Lagos State Controller and Zonal Director of the FMLE by the Honourable Minister, Senator Dr Chris Ngige. The Association displayed banners to welcome the Minister.

HuCaPAN Visits FMLE Lagos

HuCaPAN delegation led by the President visited the Lagos Controller and Acting Zonal Director, South West, Federal Ministry of Labour and Employment, Mr Nnamdi Inuwa and other senior officials of the Ministry to discuss issues affecting members, particularly the practice of outsourcing by unlicensed practitioners.The Ministry officials committed to stricter enforcement and surveillance inspections and requested for the cooperation of HuCaPAN in providing any information that may aid their work. On the team were the 1st Vice President, Amb. Chief Nzeribe Okegbue, PhD. and the Admin/Account Assistant, Mrs. Yetunde Ogunbajo.

Review of the Code of Conduct for PEAs in Nigeria

The Code of Conduct for Private Employment Agencies in Nigeria was reviewed, revised, and validated at a meeting held in Abuja between 18-19 November 2021. The revised CoC shall be printed and circulated in 2022 by the Federal Ministry of Labour and Employment. The 2nd Vice President, Otunba Tunji Balogun, led the HuCaPAN delegation. Other participants were the Treasurer, Mrs Christianah Ubuane, Mrs Chino Adetayo and the Executive Secretary, Mr Olajide Afolabi.

Inauguration of Social Partners Advisory Board on Public Employment Services

The Social Partners Advisory Board on Public Employment Services was inaugurated by the Federal Ministry of Labour and Employment in Lagos on 24 November 2021. The Executive Secretary represents the Association on the Board. HuCaPAN will use the platform to promote members' interest.

Dr Olufemi Ogunlowo
President

Membership Services and Benefits

- Consultancy Services: HuCaPAN will offer consultancy services to member-companies at the Secretariat on compliance related issues free of charge.
- Contract Review: HuCaPAN will assist member-companies to review Service Level Agreements and provide professional advice.
- Processing of Compliance Certificate/Recruiters Licence: For a nominal fee, HuCaPAN will process and obtain ITF and Pension Compliance Certificates and training cost refund for member companies. HuCaPAN will assist member companies to prepare and file quarterly returns and also assist to process Recruiters Licence renewal.
- Capacity Building: HuCaPAN will offer Professional development programs and has designed webinar, workshops and instructor led training plan for the year.
- Insurance Premium Discounts: Member companies can benefit significant savings through premium discount on Life Insurance, Fidelity Insurance, and Health Insurance and vehicle Insurance through the negotiated volume discounts.
- Labour Relations and Dispute Services: HuCaPAN will be available to provide industrial relations services and intervene in industrial disputes that involves member-companies.
- State Chapters: HuCaPAN will establish state Chapters where the state or zone meets the requirement and application is made.
- Industry Information: HuCaPAN is a member of the National Employment Council and other relevant industry stakeholder fora. All members will receive current, accurate and prompt information about the issues on our industry.
- Advocacy: HuCaPAN will champion the interest of the Private Employment Agencies among all the relevant stakeholders including the Federal Ministry of Labour and Employment, the National Assembly, the State Boards of Internal Revenue, the Federal Inland Revenue Service, and other statutory and regulatory agencies such as NSITF, ITF, NHF and PENCOM.
- Expansion of Opportunities: HuCaPAN will actively engage with the market through NECA and other Employers Associations to stamp-out the engagement of unlicensed companies by the principal companies.