



# HITECH

CONSTRUCTION COMPANY LIMITED

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## CONSTRUCTION OF APAPA/ OSHODI EXPRESSWAY

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# OUR MISSION & VISION



## MISSION

Is to provide professional, quality and technologically advanced products on schedule and within budget. To meet all requirements of our clients and constantly endeavour to maintain and improve our standards of works



## VISION

To become an internationally recognized construction company delivering quality engineering solutions.

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A special note from Union Chairman, CCESSA.

# MUTUAL RESPECT IN A WORKING ENVIRONMENT

– Comrade Abadaike Emakhu Dave



First and foremost, what is mutual respect? This is a symbiotic phenomenon wherein respect flows from the lowermost point of life to the uppermost point of life and vice versa. It describes a situation, feeling, or action that is experienced, felt or done and recognizes understanding differences on a common ground.

On that note, it is very important for every employer to treat employees respectfully in order to promote a positive work culture and the ability to crave for more. And through these, qualities and achievements are fulfilled.

Generally, I think attitude of mutual respect should be a standard in the workplace regardless of any personal feelings and status. Once this is understood, the concept takes on a greater meaning. Both parties will be able to know why we react to certain situation. When employees feel respected, it can lead to increased collaboration and more creative solution, and it will benefit the business as a whole.

This sense of satisfaction is beneficial to both employers and employees. Staff who feel satisfied are more likely to work with a company that values them and helps them develop both personally and professionally. When we show respect to each other, a sense of community is established and incidences of bullying, harassment, or argument can be diminished. When management shows respect for all

employees, there is no room for favoritism, bullying, or harassment.

It goes without saying all managers and employees should:

- i. Control anger amidst pressure
- ii. Be polite to one another
- iii. Be helpful to one another
- iv. Listen to one another
- v. Never use foul language to one another
- vi. Show good manners to one another.

By adapting to these, we can help to demonstrate awareness of our personality and unique character. On the other hand, a manager, should be approachable, open and committed to giving positive feedback on each team member's unique contribution.

A great example is to ask staff involved, to find and explain a positive aspect of the opposing viewpoint and create a safe space whereof employees have the trust to voice their opinions. And I am proud to say Hitech Construction Company Ltd management has always created spaces for Healthy Discussions with mutual respect. And it has actually helped both parties to finding a common ground at concluding issues. The just concluded Internal condition of Service (ICS) is a case study.

The bottom line is human efficiency and dignity at a work place as everyone starts to work together in harmony. We will find it easier to hit annual targets and keep the business growing year-on year.



# Editorial Crew



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*HITECH Magazine is published by Construction and Civil Engineering Senior Staff Association (CCESSA) Hitech in-house.*



# ABOUT HITECH CONSTRUCTION COMPANY LIMITED

**E**stablished in 1988, Hitech is currently one of the leading Building & Civil Engineering Contractors in Nigeria. In addition to headquarters office in Lagos, we have regional offices located in Abeokuta, Abuja, Ibadan, Calabar and Benin City.

The combination of on-site professional management and office-based engineering, design and planning staff, equipped with advanced computerized facilities, has enabled Hitech to maintain itself in the forefront of Construction and Engineering Technology in Nigeria.

Innovate and introduce proven developments in design and planning staff, equipped with advanced computerized facilities, has enabled Hitech to maintain itself in the forefront of Construction and Engineering Technology in Nigeria.

Hitech is able to undertake a multitude of Civil Engineering/Building Projects and has adequate facilities for the construction of: Roadworks, Bridges, Drainage & Concrete Structures, Land Reclamation, River Canalization & Dredging of Dams, Water Supply, Irrigation Schemes & Marine Installations, Airport runways and Infrastructures.

In order to provide logistical support solutions to ongoing projects, Hitech maintains a substantial fleet of heavy-duty construction plant and equipment in addition to numerous haulage vehicles sufficient to supply the material requirements of sites regardless of distance or location.

In addition, our operational granite quarry produces aggregates for concrete, asphalt production and stone-base. Strategically located in Ibadan, this facility provides the basic bulk material requirements of most engineering projects. Asphalt plants are located in Lagos and Ibadan for all road surface requirements.

Delivering quality products, Hitech completed in 1998 the installation of a pre-stressed concrete factory in Abuja utilising state of the art equipment supplied by Pourtelles-Precontraine-Beton of France. The factory commenced production in September 1998 and is capable of producing bridge beams, piles, structural elements, lighting poles and similar products for the construction and allied industries.

With availability of resources in addition to the timely adoption of innovative technology, Hitech intends to maintain its prominent position in the Nigerian Construction Industry and to expand operations internationally.



# EKO-AKETE DEVELOPMENT

The Eko Akete Development Project is an infrastructural development of a portion of land located along the Lekki-Epe Expressway. The land measures approximately 361 hectares.

## Scope of work:

The initial scope of work as contained in the original master plan for the project consists of the following:

- 15.8km asphaltic concrete dual carriageway
- 38km asphaltic concrete secondary roads
- 66km concrete drain network
- 191,380 square meters landscaping and garden areas
- 361 hectares of bush clearing
- Perimeter walling with gates and entrances





# DEMOLITION OF DEFECTED BANK OF INDUSTRY BUILDING AT MARINA LAGOS



**H**itech was appointed by the Lagos State Ministry of Physical Planning and Urban Development, in partnership with the Lagos State Ministry of Works and Infrastructure, as the lead contractor to demolish the partially collapsed Bank of Industry Building (BOI), Broad Street, Marina.

This project was a first of its kind in Nigeria and demolition was performed by use of controlled implosion.

The act of demolishing the BOI structure was accomplished by the use of both conventional and implosive methods respectively. The conventional method as usual involved the use of manual labour and mechanical machines. Non-load bearing walls were demolished manually with the use sledge hammers and diggers. The implosive methods entail the use of explosives installed in drilled holes round

the lift shaft and in specified columns. Progressive collapse was adopted in order to ensure that the structure fell in the right direction and to avoid any damage to surrounding structures.

#### **Other preparatory activities included:**

- Installation of wire-mesh fence to demarcate site
- Installation of geotextile scaffolding to protect surrounding buildings
- Pre-weakening of structures (drilling)

Following the implosion, site clearance commenced. Rubble piles higher than 20 meters were processed into smaller, manageable portions and removed from the site. The total quantity hauled to approved dumpsites is estimated at more than 30,000 cubic meters. In addition, the foundation was demolished and removed up to pile-cap level.



## EXCLUSIVE INTERVIEW WITH THE GROUP PLANT MANAGER, MR GEORGE TAWK

**1. Sir, could you tell us about yourself?**

My name is George Tawk. I joined Hitech Construction Company in 1988, which is 35 years ago. I started from scratch as a Material Store Keeping Manager. My dedication to duty and determination moved me to become the Logistics Manager and then to occupy the office of the Transport Manager. I worked as a Transport Manager for some years where I made impact on my job and was promoted to take up the position of Plant Manager. Working satisfactorily in the position of a Plant

Manager after some years, I was made the Group Plant Manager in 2006. From this my long-standing experience, if you ask me, I have lots of operators, drivers, mechanics and other professionals who had worked with us and majority of them are still with us in the group. And this makes us one family, and the very cardinal success factor of the Plant Department and Hitech in general.

**2. Describe to us your experience as the Group Plant Manager?**

I can tell you the responsibility is

enormous, but safety is my top priority. That is why there is always the feeling of nervousness regarding the Plant & Machinery, the Operators, the Drivers and the Construction generally, because of fear of any fatal accident during the operations. This makes me very sensitive in mitigating safety-related risks.

**3. Tell us what you love most about your job?**

What I love most is seeing most of our projects being successfully completed with ZERO accident record. Another beautiful thing that had kept me going is the Group



Chairman-workers relationship. As he usually says, 'investments are not in the assets but in manpower'. If you care for your team members, your job will be delivered successfully and that is a clear reflection of many employees working for than 25 years in the group.

**4. What are the challenges you face in carrying out your job?**

Yes, I can say, lack of spare parts. Nigeria today does not produce spare parts. She only assembles. Once our machines breakdown we have to order the parts from abroad to keep them functional again and this takes a lot of time. We hope that one day, government providing enabling environment, some big investors will be able to produce these spare parts locally, because we have the raw materials and the talent to do so.

**5. How do you manage resources and responsibilities?**

We manage our resources professionally and prudently. Sometimes lack of funds from the clients puts us in a big challenge to want to lay off some staff or place them on redundancy, but even with such heat, we try as much as possible to maintain our staff having plans for contingency. As you are aware, if we hire and fire at will our professionals, we are putting our expensive machines and equipment

at high risk of damage. In view of this, we always play down the situation no matter the economic bite to keep our workers by way of stood off rather than pay off.

*We hope that one day, government providing enabling environment, some big investors will be able to produce these spare parts locally, because we have the raw materials and the talent to do so.*

**6. Tell us about your relationship with your team members?**

We work as a team. Every member understands the job. The good thing is that many of us are experienced on the job. We are like a band of music, each one knows his responsibility. I am the LEAD VOCALIST of the band, ensuring that everyone is doing his job accurately and perfectly without mistakes and sometimes I also have to be hard and hot to bend the iron.

**7. How Do You Keep Your Team Motivated?**

Operators and Drivers are professionally skilled. They operate the most expensive machinery in the company and handle machines and trucks worth millions of Naira, so we engage them in trainings. We care about them so much and we invest in them and that is why we have those who have been in service for up to 25 years and above. The younger ones are also motivated by their senior colleagues and older staff.

**8. What will be your advice to Project Managers, Foremen and Engineers with regards to Plant use?**

To assign the right machine to the appropriate job. Wrong use of machine is a big NO for me. Careful and appropriate use of machines will enable them last longer.

**9. What do you do in your leisure time?**

In this job there is no leisure time, because we always have deadlines for project delivery but whenever I have the opportunity to have some time off, I compose and play music, and read books.

**THANK YOU SO MUCH SIR FOR YOUR TIME!!!**

# LASG BOOSTS REAL ESTATE WITH COMMENCEMENT OF CONSTRUCTION ON LEKKI REGIONAL ROAD

Though Covid-19 has dislocated economies and development projects across the globe, it appears that with grit and vision, some governments and projects will buck the trend of downward spiral.

The proactive decision by Governor Babajide Sanwo-Olu of Lagos State to launch the commencement of the construction of the 8.5km Lekki Regional Road on May 30, 2021 starting from Victoria Garden City (VGC) in Ajah and ending at the foot of Freedom Way in Lekki Phase 1, is one of such positive moves.

The road, to be constructed on a 45 metre wide Right of Way (RoW) will have, at least, 3 bridges and 2 underpasses. Contract for the project has been awarded to the well known infrastructure

Banana Island on June 10 2021, warned developers to keep away from the RoW of the proposed Lagoon Highway. This is a major road infrastructure that will run from the Free Trade Zone across Badore Road, on the Lagoon, behind VGC, to the south of Gracefield Island, behind Pinnock Beach, to link up with both the Regional Road and the Third Mainland Bridge.

Mr. Jaco Van Heeyl, an Engineer and Construction Manager of Gracefield Island, had earlier said the development would benefit greatly from both the proposed Lagoon Highway and the Lekki Regional Road but, in his view, the Regional Road was of immediate importance. Just like Salako emphasized, Van Heeyl urged developers within Lekki Central and Lagoon District to respect the



construction company, Hitech Construction Company Limited. Construction is projected to be completed within two years. The interesting thing is that the announcement of the construction of the regional road is already impacting positively on real estate in the Ajah and Elegushi areas, and more specifically, on major new city projects happening on the new Lekki Central Zone and the new Lagoon District, both located within the Lagoon water body to the north of Lekki-Epe Expressway.

According to the Special Adviser to Governor Sanwo-Olu on Works, Mr. Aramide Adeyoye, a major beneficiary of this project is Gracefield Island in Lekki Central. Another gainer is Orange Island and Ostia, also located within the Lagoon District. A recent independent market survey is already showing a 25-percent increase in value on Gracefield Island within Lekki Central were on completion, the Lekki Regional Road will bring commuters within 10 minutes from Ikoyi and 5 minutes from Lekki Phase 1, on a road that will be devoid of social distractions. It is expected that, with the commencement of the Lekki Regional Road, the premium real estate sector now has a bigger and more viable terrain to explore potential across the span of the upcoming road.

The Lagos State Commissioner for Physical Planning and Urban Development, Mr. Idris Salako, while on enforcement duty in

row of the proposed Lagoon Highway, as it would happen, at some point in the near future, to ensure the enduring viability of the new Lagoon District. With the emphasis of Governor Sanwo-Olu himself on orderly development of municipal Lagos and outlying areas, it appears Lagos State is on the path of ridding out the negative impact of Covid-19 to a significant extent, with regard to prime real estate, which should have a multiplier effect on the sector in general terms. But a note of caution is necessary here. Even as Lagos State government is creating new Island communities on the Lagoon, it must do so with adequate regard to possible negative environmental impact.

Therefore, both Lagos State and Federal Governments must insist on comprehensive environmental impact studies for these expansions. Lagos State government must also pay due attention to Traffic Impact Assessment. It should not build new roads and, in turn, crowd them with unintended estates that do not feature on its masterplan. Some proposed new island projects are hanging at the moment, due to poor or non-existent access. To protect comfortable mobility of Lagosians, on both land and water, the state government must empower its Ministry of Physical Planning and Urban Development to protect the masterplan and cooperate with the Federal Government in ensuring that jetties, harbours and waterways are not impaired by indiscriminate reclamation.





# Jubilee Bridge Ajah flyover



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pensure

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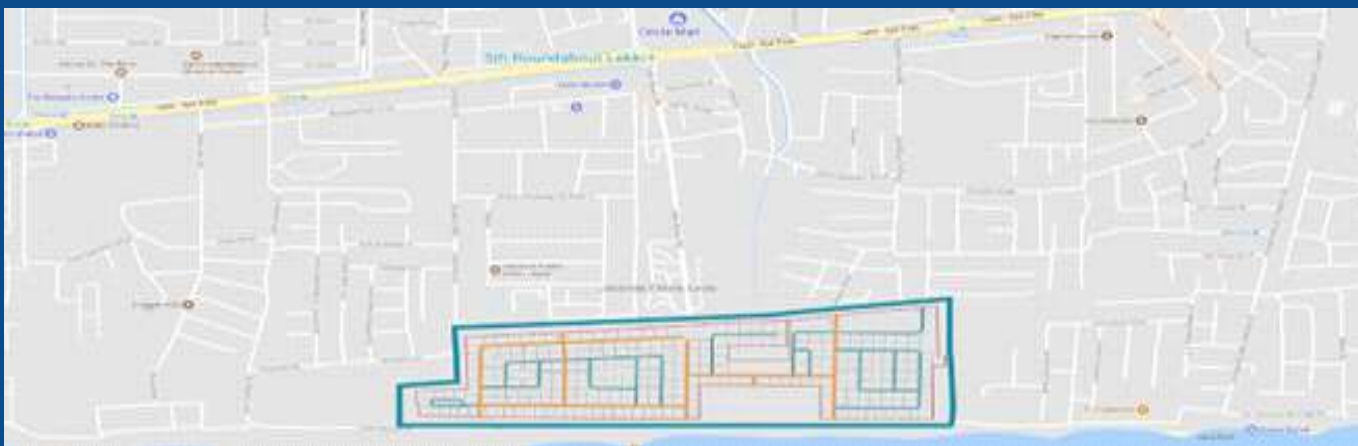
# A hole in

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Email: info@radixpension.com



**HITECH**

**II**



Source: maiyegunbeachestate.com

# MAIYEGUN LUXURY BEACH ESTATE

— OKO OBINNECHE EGWU (ARC)



Source: maiyegunbeachestate.com

Maiyegun Beach Estate is located in Lagos State in Lekki, Eti-Osa Local Government Area. It can be accessed off Lekki-Epe Express Road through Silverbird Road in Jakende First Gate or through Lekki Beach Road by the 5th junction or Jakende Junction along the Lekki-Epe expressway.

Maiyegun Luxury Beach is built on a reclaimed beachfront of about 50 Hectares of Land.

**HITECH CONSTRUCTION COMPANY LIMITED** was awarded the contract for the construction of all the site infrastructure in 2019. The project commenced with the construction of a 2.5km perimeter precast reinforced concrete fence to secure the estate. The Precast Wall Panel of 2.4m in height and 4.8m in width was installed on a ground beam over a span of 5.1m centers precast column and base. With a Coastal Protection of about 2km running on the sea shore. The Sea Retaining Wall is about 7m high from the sea bed constructed with a lining of heavy tones of rocks, accropodes, sand, and geotextile.

The Natural Beach was maintained by constructing a protective low crest breakwater with an upstand average of 3m height trapezoidal cross-section of carefully placed rocks of 1 to 5 tones sizes across the 2km length of the beach shore and 150m away from the estate sea wall. Both ends of the estate coastal

border were constructed with a detailed revetment of about 7m high from the sea bed with the same heavy selected 3 to 5 tons of rocks, accropodes, and sand wrapped with an approved geotextile under a sea retaining wall. In all these, heavy and long boom machines were deployed to make these achievable.

Apart from the construction of the network roads, the estate infrastructures constructed by Hitech also include drainage, underground sewer afresh water pipes, telecommunication pipes, street light pole and laying of power cables which are located by the side wall and technical area of the road.

After the completion of the perimeter fencing, all the utilities were constructed concurrently, including the drainage, sewer, water, and telecom pipes. The 10km drainage constructed is a covered precast concrete box drain of different sizes of 600x600, 750x600, 750x750, 1000x500, 1000x750, 1000x1000 and 1500x1000, with water inlets and removable openings at every 10m interval. The drain was constructed through a professional review and setting out on site, excavating and blinding to the appropriate design specifications, trench width and levels before placing the precast box drain and final backfill and compaction.

The sewerage pipe is of uPVC with different diameters ranging from 160mm to 315mm diameter. The over





*Picture of a precast drain during construction. Source: Author.*

8.0km length pipes were laid on a stone dust bedding inside excavated and backfilled trench with service precast manholes constructed at an average distance of 55m intervals.

A plot discharge connection to the main sewer supply was also constructed for each plot in the estate. The plot connection runs through a covered concrete chamber at the technical area of the walkway to the



*Picture of a sewer pipe construction. Source: Author.*

nearest manhole, in the absence of any manhole, the plot is connected directly to the main pipe flow with a T and bending coupler. In some difficult cases, the plot connection chambers are collectively linked along the technical area to any nearest sewer manhole.

The underground constructed freshwater mainline uPVC pipe is about 11km long while the plot connections and irrigation service are about 5km long with different diameter sizes of 32mm, 50mm, 160mm, 200mm, and 250mm. The water pipe was also laid on a stone dust bed. Other water utilities namely the gate, air, isolation, and washout valves were constructed at different locations of the site in accordance with the design and specifications.



*Picture of a sewer pipe plot connection during construction. Source: Author.*

The Telecommunication pipe is another utility that was constructed underground. The linear length of 110mm diameter uPVC laid is about 55km on an excavated and backfilled trench of about 16km for both the mainline and plot connections. The telecom pipe was laid along a concrete spacer at intervals. Apart from the pipes, 93 precast handhole and manhole was also constructed.

The construction of 250 precast street light bases, poles, and lamp fittings was also done while the preparation for the commencement of excavation and laying of the medium and low voltage cable has been concluded as all the road duct crossing and encasement have been constructed and backfilled while all the required quantity of cables and substations have already been procured and delivered.

The Maiyegun Luxury Beach service road construction and finishing is at the final phase of construction on the site. This is about an 8.2km single carriageway that runs all across the site with a very little fraction of dual carriageway at both access of the site. This is constructed with a concrete paving block after a compacted sub-grade aggregate, base course, and layer of sand bedding have been constructed. A precast curb stone of 250mm in height was also constructed on both sides of the carriageway with the exception of a depressed curb for the plot entrances across the site.

The 3m walkway will be constructed with a 60mm thick concrete paving stone over a well-compacted base course and a 50mm layer of sand bedding. While the 2m technical area will be landscaped with grass and trees.



*Picture of water pipe mainline and plot connection during construction. Source: Author.*



# MAIDEN EDITION GALLERY





# QUANTITY SURVEYING IN HITECH

Agbaje Doyin H. – Q.S. Dept

The Quantity Surveying profession can be traced back to the Bible in Luke chapter 14:28, **For which of you intending to build a tower sit not down first and counts the cost to see whether he will have sufficient to finish it?** The profession was founded in Nigeria in 1969 by a group of Nigerians who trained and practiced in the United Kingdom, thereby making the Nigerian Quantity Surveying practice to have the same pattern as the UK and other Commonwealth countries. The profession is under the professional umbrella of Nigerian Institute of Quantity Surveyors and the practice is regulated by Quantity Surveying Registration Board of Nigeria.

A Quantity Surveyor (QS) is an expert in the Construction Industry with the knowledge of construction cost and contract. A Quantity Surveyor is also known by many names such as Construction Cost Consultant, Building Economist, Construction Accountant, Contractual and Procurement Specialist, and Cost Engineer.

The Quantity Surveying roles have been of immense value and indispensable to the growth and success of Hitech. The QS Dept has been involved in the procurement of various competitive projects from different categories of clients, both government and private entities. This feat was achieved with the great help of experienced members of the QS Team.

The essential aspect of the Company's income generation is also handled by the Dept., viz-a-



viz Project Valuation, Estimation, and Negotiations. Other activities include: work measurements, cost analysis, financial implications, cost advice, amongst others.

Other major roles of the Quantity Surveying Dept in Hitech include:

- Preparation of Bills of Engineering Measurement and Evaluation
- Preparation and interpretation of contract documents
- Prepare cost estimate, budget planning and manage construction costs
- Prepare tender documents
- Predict potential risks in the project and taking precautions to mitigate such
- Valuation of construction works to determine financial status
- Claims and dispute management
- Lifecycle costing analysis
- Forecast the costs of different materials needed for the project
- 

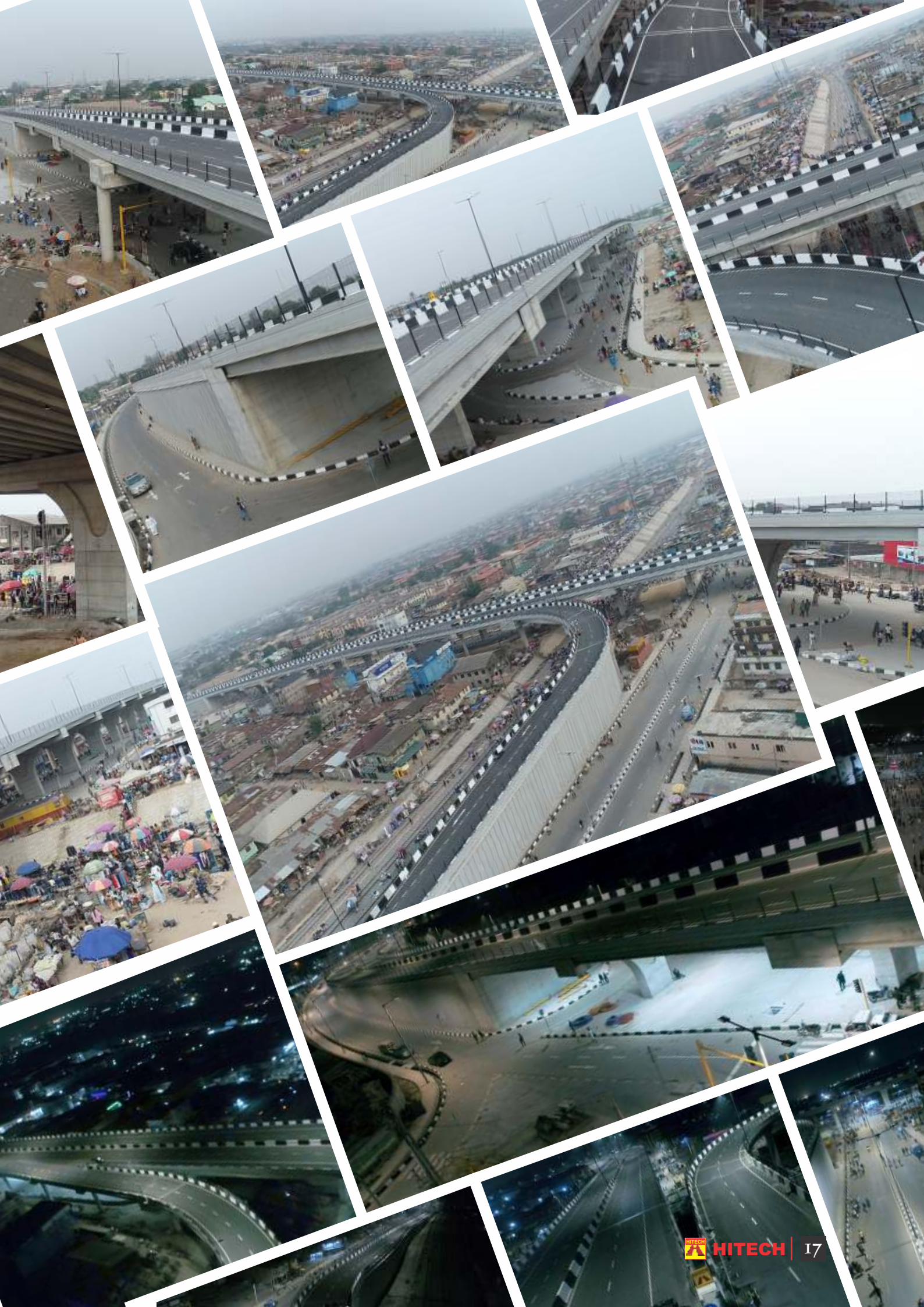
The QS Dept is also work as public relations of the company in representing the company in various meetings and outings, dispute resolutions, interpretations of contract terms, budget and planning, advice on risks, reports on health, safety & environment, as well as the introduction of state-of-the-art technology in construction to the management, which has, not only accepted by the company, but has given Hitech a winning edge among its competitors in the construction industry.



# HITECH COMPLETED PROJECT PEN CINEMA, AERIAL VIEW











# CHALLENGES OF FEMALE EMPLOYEES IN THE CONSTRUCTION INDUSTRY

**F**or decades, the construction industry has been dominated by male employees. The simple reason is that years back, women were very few in the engineering profession especially civil and construction aspect of engineering. The psychological reasoning erroneously attached to the word 'engineering' and 'construction' then discouraged female from undertaking such profession. The tactical annihilation of female from the industry did not only deprive it of all the numerous contributions of female, but indeed, it has affected the speedy overall development of the industry globally. With the advancement of technology which has reduced or almost eradicated the need for physical strength, the female folks are now stepping out to contribute in the industry and there is need to support and encourage them.

Job opportunities open to female in the construction industry could be classified into three main groups:

- Professional ( Skilled)
- Nonprofessional ( Semi Skilled)
- workforce at site. ( Unskilled)

Female participation in any of the group remains very low till date and each group has its own peculiar challenge for the female folk.

The available few professional female in the engineering field (Skilled) find it difficult to compete and secure a position in the industry due to extensive demand of time require to be on work sites and also at home to provide basic care for the entire family. The construction industry by nature of its services is time conscious and require physical representation on site

therefore, professional women are at a disadvantage position compare to their male counterpart. The option of working from home through virtual means in the industry is almost nonexistence as the industry is yet to adopt the recent IT tools and techniques required for such. In this regards, many professional women prefer working in other industries where they will be able to manage the available time between work place and home.

However, for other professionals providing support services like accountants or administrative positions, there is flexible working hours for the positions as it does not require frequent travelling to sites or extension of time as the day's work demands. Professionals in this category are those that stay in the offices to perform necessary tasks. Both genders are in competition for these positions because they are less strenuous and less time demanding.

The second and third categories constitute both semi-skilled and unskilled workers. The workers in these categories are involved in performing technical and manual works such as janitorial services, environmental safety, service attendants, masonry, carpentry and other physical unskilled works. Again in these categories, women are not given the opportunity to learn and develop themselves from unskilled to semi-skilled workers.

These opportunities are available to male because of their physical strength ignoring the fact that these days most of the tasks that require physical strength can be done with the aid of machine easily.



Other important challenges women face in the construction industry that require immediate intervention are highlighted below:

**Hostile work environment:**

Most female construction workers feel isolated and lonely because they are the only woman on a job site. They are usually subjected to sexual and physical harassments, belittling comments and uncomplimentary remarks. These could lead to stress, anxiety and sense of insecurity on site. The perception of the industry as a male dominated one remains a barrier that tends to discourage female participation in the growth of the industry.

**Poor Communication:**

Many Project Managers/ Foremen find it difficult to communicate effectively with female workers about a change in schedule. If there is slippage or lapse in scheduled work, men find it difficult to accept blames and be honest with timelines especially when it has to do with a woman. In certain cases women are verbally insulted and abused by the Foremen while trying to execute the job that wasn't properly communicated. This could negatively affects a woman who is desirous to complete a given task within a given timeline. Lack of adequate communication makes a woman lose interest in the job and also feel ignored and unwanted in the environment where she works.

**Lack of Training and Retraining:**

Many professional women in the construction industry require improvement in technical skills. The skills acquired in the process of recruitment needs an upgrade to further enhance career growth in the industry. The men are given more opportunity to learn and go on training than women because of several commitments women engage in. More women need to be involved in construction activities by exposing them to more challenging work and providing adequate training as well as resources to improve company's diversity.

**Recruitment Policies and Procedures:**

There is need for a deliberate policy to bridge the gap between male and female employees in the industry. The margin of qualified female workers in the industry should be increased to boost the moral of female workers. The Human Resources Department should seek qualified skilled! Semi-skilled and unskilled women whenever the opportunity to recruit workers comes up. I am aware that the culture in construction industry permits informal recruitment practices depicting male values and interests, unstructured interviews, discriminatory selection criteria but there can be improvement.

Most female qualified skilled young graduates are majorly projected from schools through selection of best graduating students and recruiting them as internship before conversion placements take effect. This recent era, has encouraged more women participation in skilled areas such as carpentry, masonry and the likes and are growing professionally on it. For women to be successfully recruited and retained in the construction industry, it requires support, encouragement and mentoring. The industry needs to send the right message that women can, and do succeed in a career in construction and not just to fill the current shortage of staff in the industry.



**Lack of Mentoring/ Role models:**

The lack of female representation can be isolating for women just starting out in an organization and making it difficult for them to identify a clear pathway in developing or progressing their career within the field. The number of women at managerial level remains practically low. The reasons women are not so prominent in construction include lack of awareness and the perception that it is a hand on male dominated industry. It is certain that mentorships is one of the best professional development opportunities any construction company can help to provide that. Mentors acts as a guide, giving a clear idea or path to follow and initiating one could serve as a developmental tools.

Conclusively, the inclusion and fairness treatment of women in today's modern society is an indicator of socio economic and cultural advancement of the construction workplace. There is still much work to be done fully to include women in construction. Construction companies should acknowledge and remove gender bias from work culture to increase recruitment and improve retention. Establishing high level corporate leadership for gender equality, promoting and organizing professional training for female. Incentives (financial and nonfinancial) and local mentorship groups specific to women's need should be developed

# SARFGAN (NIG.) ENT.



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by Adekunle, Yaba,  
Lagos.





# The Complete Guide, And Role of Insurance in Construction & Building Industry

– Usman Saheed, (AIIN)

## What is Insurance?

An arrangement under which an Insurer (insurance company) Contracts to do something that is of value to an Insured (individual or business) upon occurrence of a specific harmful contingency. This is a means of protection from financial loss in which, in exchange for a fee, a party agrees to guarantee another party compensation in the event of a certain loss, damage, or injury. It is a form of risk management, primarily used to hedge against the risk of a contingent or uncertain loss.

## Insurance as a Contract – What is an Insurance Contract?

A special contract that relates to the transfer of a specific risk or risks. This is a legal contract where the Insurer (the insurance company) promises to pay the Insured (the policyholder) after an initial payment known as premium for loss caused by perils covered under the policy.

## What is Construction Insurance?

Construction insurance is a broad categorization of insurance policies that provide protection during construction projects. In reality, the term “construction insurance” refers generally to insurance that relates to construction projects, and it is not itself an actual form of insurance.

Many factors dictate the type of construction insurance coverage one would need for a given project or business. These factors include, the person's relationship to the project (contractor, property owner,

subcontractor, etc.), the type of entity buying the insurance (business or individual), and the type of property to be covered.

The importance of insurance in the construction industry cannot be stressed enough. The construction industry focuses on the tasks of contractors, subcontractors and workers that come together to provide the final product to a client. That product can include the construction of a new building structure, repairing the current structure, or creating a new roadway or walkway for pedestrian or vehicle travel. With so many pieces in play at any given time during a project, there is the potential for something to go wrong and that's where construction industry insurance comes into play.

## Construction Insurance Explained

A worker carrying a stack of plywood can accidentally hit a window with the wood, causing the glass to shatter. Another worker driving a crane may incorrectly remove a row of trees as a result of misunderstanding directions. There is also the potential for personal injury to occur as workers handle heavy equipment and tools. There are many potential hazards that take place in construction that require some sort of accident insurance.

As the contractor on the job site, you are financially responsible for the damage done to the client's property or the construction site. For that reason, you need to have contractor liability insurance in

place before setting foot on a new project job site.

## What is Contractor's Liability Insurance Protection?

Contractor's liability insurance protects you against all instances of accidental injury to a construction worker on your team or the client's personal property and third parties. As a construction contractor, you may encounter situations where the client is not happy with the final product that you provide. If you are unable to resolve the grievances on the job site, the client may file a lawsuit against you. The liability insurance for construction workers will help you fight back against these claims.

You also receive an important barrier of protection for your company as a whole, which covers yourself, your employees, and any equipment or other assets that you have on a job site during a project. The liability insurance will cover claims of theft when a client accuses one of your employees of stealing their personal property while working on the job site. Inaccurate reports of theft are a common occurrence on construction site properties.

## How Construction Liability Provides Coverage

The primary objective of construction liability insurance policies is to bring a level of safety to your job sites. You are able to focus on the task at hand without having to worry about the repercussions of something going wrong. Construction site insurance

gives you coverage for claims that include the following areas of construction work.

### **Injury Claims**

These types of claims focus on your financial responsibility for expenses that arise when a worker sustains an injury on the job site. You receive additional coverage when facing funeral costs and any costs that the court finds you responsible to pay. It excludes any workers compensation claims.

### **Damage Claims**

Damage claims arise when you, an employee or a piece of construction equipment cause damage to a client's property and third parties. You also receive coverage from the financial responsibility of having to pay the relocation costs when your actions cause the client to relocate to a secondary property, such as a hotel. This occurs when there is damage to the client's property that makes it uninhabitable.

### **Product Claims**

There are times during a construction project when you install a piece of equipment that remains a permanent part of the client's property. After the project is complete, the product may malfunction, causing personal injury to the client. It may also damage the client's property, making it difficult for the client to continue living or working there.

### **Copyright Claims**

You may invent a product that makes the work you do on a construction job site easier to complete. However, when that product goes public, another member of your industry may file a claim stating that you stole the idea. As a result, you now face an issue of copyright infringement.

Even if your company emphasizes the importance of construction safety in its risk management plan, an unhappy client can easily file any one of these claims against you or your company. The simple act of filing a claim does not require actual evidence to back up the claim. A client or third party may hold you

responsible for damage that is out of your control during construction. These include whether events that may cause damage to a job site, third party, or acts of vandalism or theft. For each of these claim types, your construction liability insurance company works on your behalf to handle the financial repercussions of these events.

### **The Risk of Not Having Liability Insurance**

These claims have the potential to take a significant amount of time to resolve. The relevant costs quickly add up as well. Your lack of insurance makes you solely responsible for these costs. You must pay for each cost that applies in these cases, as well as any financial judgement, for which a court of law finds you responsible. Each out-of-pocket payment takes more money away from your business. Therefore, not having construction liability insurance in place may result in you closing down your business. This makes the role of insurance for construction workers, and insurance for construction companies more important than ever

### **Basic Construction Insurance Policies**

There are many different types of insurance designed to protect property owners, developers, and contractors through the various phases of a construction project. In fact, certain types of construction insurance policies are required for many projects. In the sections below, we'll review the basics of construction insurance, the most common types of policies available, and when those policies would apply.

### **Types of Construction Insurance**

A property owner undertaking a construction project could seek to insure a number of things related to the project—for example, the building, materials in transit, etc. Depending on the nature of the contract, a contractor for that same project might require different types of coverage, such as general liability and commercial auto insurance.

**Below is more information about the various types of coverage available:**

### **1. Builders Risk (Course of Construction) Insurance**

Builders risk insurance, also known as course of construction (COC) insurance, or sometimes construction all risk insurance, is insurance coverage for buildings and other structures while they are under construction.

However, if your construction project or type of structure is unique, there may still be specialty providers that can offer insurance policies for your unique project. Builders risk policies only protect against certain types of damages. Generally, the most basic builders risk insurance policies will cover damages caused by: Fire, Weather, Vandalism.

Typically, insurers will offer “premium coverage” options, which cost more, but can extend the coverage limits, insurable events, and/or insurable property for the policy. Damages from earthquakes or flooding will generally not be covered, unless coverage for those types of events is added to the policy. Insurance providers may also specify some exclusion in the policy that protects them from covering damages that occur under specific conditions or from policyholder negligence.

### **2. Commercial & Contractor General Liability Insurance**

General liability insurance, sometimes called commercial general liability (CGL) insurance or contractor general liability insurance, is a class of insurance that provides liability protection to businesses in the case of bodily harm or property damage during the course of business. Insurance providers create various versions of these policies available to professionals in construction and for construction projects. Whether you are the property owner, a construction company, or a contractor, liability insurance policies are available to protect policyholders from unnecessary risk. General liability insurance



policies will usually cover a broad range of damages, including: Faulty workmanship, Job-related injury and third parties.

Contractors or developers may actually be required to have a minimum level of liability insurance either by law in some states or to win certain contracts that require it. Companies who complete many design-build projects will definitely want to have liability insurance in case they are sued for mistakes. Also, subcontractors are frequently required to carry liability insurance in order to work for certain general contractors.

General liability insurance policies are available through various providers for the following types of businesses:  
Residential general contractors (RGC)  
Developers  
Remodelers  
Light commercial general contractors  
Trade / specialty contractors (Electrical, plumbing, etc.)

Like Builders Risk and other types of insurance coverage, certain exclusions are likely to be defined in the policy, protecting the insurance company from having to cover certain types of damages or incidents.

### 3. Errors & Omissions Insurance / Professional Liability Insurance

Errors and omissions insurance, also known as professional liability insurance, is a type of insurance offering that provides coverage for businesses against claims arising from errors or mistakes in their work. For example, if an engineer makes an error when calculating the structural requirements for a building, which later causes the owner to have to make costly repairs down the line, the owner might sue the engineer to recover the costs. In that case, the engineer's E&O policy might cover the claim.

There are also specialized contractor E&O policies that are similar to contractor general liability insurance in that they cover claims arising from work performed, but these contractor E&O policies usually cover a more limited set of claims. Generally, a contractor errors and omissions



policy will cover financial losses but not property damage or bodily injury claims.

### 4. Commercial Auto/Truck Insurance

Commercial auto insurance, or commercial vehicle insurance, isn't exclusively available for construction projects. It is insurance intended to provide auto insurance to vehicles used by businesses. The coverage provided by commercial auto insurance is intended to help policyholders avoid high vehicle repair costs, medical expenses, or lawsuits resulting from auto accidents.

There are several coverage options for commercial auto insurance policies that mirror the coverage options of standard auto insurance policies. The standard coverage options include:

**Liability Coverage** – This protects the company and employees from expenses associated with accidents caused by employees.

**Physical Damage Coverage** – This covers damages to company vehicles after a covered collision. This could also include comprehensive coverage, which protects against stolen vehicles, damaged from vandalism, or destruction from natural disasters.

**Medical Payments Coverage** – This coverage helps to pay for injury-related expenses resulting from a covered incident, including medical bills, hospital fees, ambulance costs, and funeral expenses.

**Uninsured Motorist Coverage** – This type of coverage covers damages and injuries caused by uninsured drivers. This is necessary because it is your personal liability coverage that covers damages and injuries that you cause to others. If you get into an accident with someone who does not hold this coverage, you still want to be covered from high medical or repair costs.

**The following vehicle and trailer types are usually covered by insurers who offer commercial auto insurance:**

#### Vehicle Types

Cars, Trucks, Pickup trucks, Dump trucks, Flatbed trucks, Cement mixers, Pump trucks etc.

#### Trailer Types

Auto hauler trailers, Dry freight trailers, Flatbed trailers, Tank trailers etc.

Something to note is that a more specific policy type—commercial truck insurance—falls under the umbrella of commercial auto. While commercial auto insurance is a broad term that covers a wide range of vehicles used for business purposes, commercial truck insurance specifically applies to large vehicles (such as dump trucks, semi-trucks, cement mixers, etc.) and the businesses that use them. In addition to all of the coverage options provided by a standard commercial auto policy, commercial truck insurance also offers cargo coverage, general liability coverage, and downtime coverage, among other options.

Regardless of the type of vehicle you drive, it's important to have some form of commercial auto policy when driving a vehicle for business.

### 5. Inland Marine Insurance

Inland marine insurance is another broad class of insurance that spans well beyond the construction industry. While the name comes from an era when this class of insurance covered primarily ocean-bound materials and vessels, that is no longer the case. Inland marine insurance coverage has evolved to cover many types of property, including property in transit, mobile equipment, property in the custody of a repairman or storage facility, property commonly used in different locations, and even computer equipment and digital information.

For the construction industry “inland marine insurance” applies primarily to the tools and equipment used by contractors and developers. For this reason, in construction industry, it's commonly referred to as “tool and equipment insurance” or “contractor equipment insurance”.

These insurance policies cover many types of property used by construction professionals, contractors, and developers, including:  
Contractor's tools, equipment,

clothing, and supplies (hammers, drills, generators, electric saws, wood, drywall, etc.)

Mobile equipment (excavators, forklifts, loaders, cranes, etc.)

Leased or borrowed equipment (leased tools or mobile equipment like electric generators and forklifts)

Computer equipment and data (laptops, tablets, private project data)

Policies will cover items either at replacement cost or at the fair market value of the damaged or stolen items, and covered incidents for this type of insurance would include:

Equipment stolen from a jobsite

Tools or equipment damaged in transport to a jobsite

Equipment damaged in a fire or natural disaster at a jobsite

This class of insurance can also cover other costs that might be associated with the loss or damage of contractor tools and equipment, including:

Debris removal / pollution cleanup following a covered incident  
Costs caused by delays resulting from a covered incident

### 6. Construction Bonds

Construction bonds, also known as contract bonds, exist to “guarantee” certain aspects of a contract or construction project, and ultimately that the project contract is guaranteed to be completed if accepted. There are several types of contract bonds, which are:

**Bid bonds** – to guarantee that bid proposals on projects are serious and those contractors can financially support the project if their bid is chosen.

**Performance bonds** – to ensure that the contractors adhere to the standards and finish the project laid out in the project contract.

**Payment bonds** – to guarantee that the contractor can provide payment to subcontractors, laborers, and suppliers.

**Maintenance bonds** – to protect the project owner from defective workmanship or fault materials for a length of time after the

contractor's work is completed; also known as warranty bonds.

The cost of the bond to the contractor usually depends on the contractors' historical track-record of income and their credit score. And the better track record a construction specialist has, the less expensive the bond will be for them.

### 8. Workers' Compensation Insurance

Workers' compensation insurance, also known as workers' comp or workman's compensation. This is insurance coverage designed to protect businesses and contractors when their employees are injured while on the job. It does this by covering the following costs after a covered incident:

Medical expenses

Missed wages

Ongoing recovery costs related to an injury

Legal fees when an injured person sues the policyholder

Funeral costs and death benefits

Workers' compensation insurance, like others on this list, spans beyond just the construction industry, but it is an important piece of coverage for developers and contractors who plan to employ others who stand any chance of injury on the job. In fact, workers' compensation insurance is required by law.

### Construction Insurance Requirements

Some might be asking, “is construction insurance necessary?” Actually, in many cases, it's not only necessary, but required.

Commercial auto insurance is required by law. All states and the federal government have laws that set minimum requirements for auto liability insurance. Workers' compensation is also required in most states by law; however, the specific requirements will vary by state and the number of employees in the business.

The other types of construction insurance will not be required by state or federal law; however, many



construction contracts will require the contractors to purchase insurance for the projects they describe. Smaller contractors who work directly with homeowners won't usually be required to carry insurance for the projects they take on, and most often they won't. But when large organizations, like local governments, universities, and big companies contract out large construction projects, they almost always require contractors and commercial developers to carry insurance coverage that protects the various insurable aspects of the project. These costs are almost always passed on to the project sponsor, but nonetheless, the contractor must find and secure a policy.

Typically, these project contracts will require the contractors to at least carry general liability, workers' compensation, and builders risk insurance. Sometimes, surety bonds and inland marine insurance will also be required, but much less often.

The increased limits and protection provided by an excess liability / umbrella policy and by professional liability coverage won't normally be required by the project sponsor or the project contract. However, this coverage can go a long way for contractors and businesses caught in legal battles after covered incidents.

### **Construction Insurance Costs**

This question doesn't have a very straightforward answer because construction insurance refers to many types of policies for many different situations and can be purchased by different types of policyholders.

In addition, the contractors, developers, and property owners who may purchase the policies have options when it comes to the level of coverage they want.

### **Factors that Affect the Cost of Construction Insurance**

Several factors will affect the cost of construction insurance policies. Even though construction insurance policies are all sold independently and vary in what they cover, they are usually influenced by the same set of factors, which are:

- Credit history of the business / policyholder/named insureds
- Experience of contractors / business
- Size of the project or business
- Location of the project or business / contractor
- Coverage limits and deductibles

Other factors may affect the cost of the construction insurance policies that are necessary for your construction project. In general, these factors are used by the underwriter to estimate the likelihood of a covered loss, or the risk associated with insuring the project, contractor, or business. Generally speaking, contractors who face more risk are subject to higher insurance costs. For example the cost of general liability insurance for construction contractors and development firms varies by the type of projects they take on and their track record of claims.

### **Finding the Best Construction Insurance Companies.**

There are many insurance companies that offer specialized policies for the construction industry. In an ideal world, businesses, contractors, and homeowners can buy all of their insurance policies from one provider to save time, energy, and money. Buyers should also consider several factors when choosing an insurer:

**Financial strength** – contractors and commercial developers should consider how financially established their insurer is. In the case of a major catastrophe, the insurer could be placed under a large financial burden. Ideally, the insurer you choose is one of the

more well-established companies with a strong financial outlook.

### **Customer service and reputation**

– policyholders will frequently need to interact with their insurance provider, including when a claim is filed, a policy is updated, or a question about the policy needs to be answered.

**Coverage** – it is also important to make sure that the coverage offered by the policy is complete. Protection provided by the policy should at least meet the minimum state and contractual requirements, and hopefully much more.

**Cost** – The cost of the policy is usually not going to be visible until you've shared many of your personal and project details with the insurer. So it's worth finding multiple quotes before settling down with a provider. Buyers should also ask insurers about the discounts that they offer, because frequently, project sponsors and contractors can save on the final cost of the policy just through applying discounts that they already qualify for.

Contractors and commercial developers, especially those who bid on large construction projects, are often obligated to purchase a large amount of insurance coverage. Frequently, the costs of insurance policies can be passed on to the project sponsor; however, cost should still be an important consideration for contractors, because savings can be passed on to the project sponsor and make their bids on contracts more attractive.

And more than homeowners, contractors may want to consider the construction expertise of their potential insurance providers. The more experienced an insurer is with construction projects, the easier claim filing and designing the policy will be for the buyer.

# HITECH

## LABORATORY DEPARTMENT



*Hitech Geotechnical team carrying out soil investigation with the Dando III Percussion drilling rig.  
Location: REGIONAL ROAD PROJECT VGC LAGOS*

### GEOTECHNICAL TEAM

It is always important to know the nature and condition of the subsoil (Earth), this entails determining the bearing capacity of the subsoil on which the structure is to be constructed and other engineering parameters. Lagos state government has made it mandatory for construction companies to conduct geotechnical soil test before the approval of any structure. **HITECH LABORATORY MANAGER Etienne Van Merwe** employed well trained Geologists, Engineers and Technicians to ensure Quality job.

### ASPHALT LABORATORY

Accurate monitoring of the asphalt is important to ensure that the mix design tolerance is met. For instance, low percentage of bitumen can cause raveling, segregation, low stability and low compaction while high bitumen content can also result to bleeding, shoving and rutting.

One of the critical factors in the design mixes is the proportion of aggregates and bitumen in which the asphalt is made of. Many tests are used to evaluate the properties of mix design such as Bitumen extraction, Marshall Stability and flow, specific gravity, void in mineral aggregate (VMA) and others to ensure the quality of the mix design.

### SOIL LABORATORY

Laboratory testing is an integral part of geotechnical research and practice. Soil and rock samples needed for the tests have to be carefully obtained in the field and being tested in line with the specifications to get accurate results. Laboratory tests are based on specific standards followed worldwide. (ASTM, ISO, BS, COLTO Standards) This is done to predict the behavior of materials to be used for construction.



*Marshall Compaction of asphalt*



*Coring of asphalt to check for the density and thickness of asphalt*



# Hitech Laboratory Department cont'd



Compaction of soil materials to determine the maximum dry density and optimum moisture content of the material



Compacted CBR specimen soaked in the water bath. The California bearing ratio test is performed in order to evaluate the strength of soil subgrades and base course materials



Field density test to determine the relative density of the compacted soil. The relative density is measured by comparing maximum dry density from field test with maximum dry density of laboratory test as standard reference



Determination of Unconfined compressive strength and indirect tensile strength on stabilized material



AEC consultant road supervising field density test



(Indicator section) Sieve analysis to assess the particle distribution of soil material allowing the material to pass through a series of sieves of progressively smaller mesh size and weighing the amount that is stopped by each sieve as a fraction of the whole material

## CONCRETE LABORATORY

Quality tests on concrete are much more important as the production of concrete includes many constituents such as cement, sand, aggregates water and admixtures with different properties. Although the priorities and requirements of the project team is necessary, concrete should meet the test standard. There are many tests carried out on concrete such as compressive strength test, slump test, flexural strength test, density test, water absorption, permeability test etc.

# Hitech Laboratory Department cont'd



Slump test to check for the workability of the concrete



making concrete cubes to check for the compressive strength of the concrete



Crushing of the crushing cubes to determine the compressive strength of the concrete



Permeability test for measuring the quantity of water percolating through the concrete Cubes during a given interval of time and computing the coefficient of permeability



Flexural strength test measures the tensile strength of concrete. It identifies the amount of stress and force an unreinforced concrete slab, beam or other structure can withstand such that it resists any bending failures.

**Makanjuola Nurudeen Olatunji**  
Civil Engineer  
Laboratory Department







# MENTAL HEALTH IN THE WORKPLACE

## NEED FOR WORK-LIFE BALANCE FOR SUSTAINABLE DEVELOPMENT

This is an essential component of our mental health advocacy activities aimed at promoting our wholesome wellness, and understanding that effective, qualitative and modern (technology-based) mental health care services are available in Nigeria and Globally.

This will enhance our collective quality of life, harmonious interpersonal relationships and peaceful coexistence within our communities.

Stress can serve an important purpose and can even help you survive. For our ancestors, stress was a helpful motivator for survival, allowing them to avoid real physical threats.

That is because it makes our body think it's in danger, and triggers "fight or flight" survival mode (survival mode is needed from time to time but not for everyday life!). However, when you have prolonged stress, your body stays alert, even though there is no danger. Overtime, this puts you at risk for health problems, both physical and mental health problems. Common physical health problems due to stress include metabolic diseases like diabetes mellitus and cardiovascular diseases like hypertension, heart diseases, menstrual irregularity, sexual dysfunction and infertility. Common mental health problems include anxiety, depression, substance abuse disorder, suicidality, and precipitation of an existing mental health illness or even perpetuation of existing mental illness.

Infact, different people may feel stress in different ways. Some people experience digestive symptoms while others may have headaches, sleeplessness, depressed mood, anger, and irritability. Studies have shown that one in five people will experience mental illness in any twelve months at work place. Poor work place mental health could result in absenteeism, particularly frequent short periods of absence or may be at work without performing, poor relationships at work, tension and conflicts between colleagues, poor relationships with clients and increase in disciplinary problems.

There is poor work performance due to reduction in productivity and output. Increase in error rates, increased amount of accidents, poor decision-making, deterioration in planning and control of work; poor staff attitude and behavior, loss of motivation and commitment, working increasingly long hours but for diminishing returns, poor time keeping and high labour turnover(particularly expensive for companies at top levels of management).

To curb the menace of unhealthy work-life balance and poor work place mental health, it is essential to have a mental health-friendly work place by creating a healthy and rewarding environment needed for positive mental health that values diversity and includes health care that incorporates mental illness, has programme and practices that promote and support health and wellness of staff

and family, provides training for supervisors in mental health workplace issues, safeguards employee confidentiality and support employees who seek treatment or require hospitalization or disability leave.

Employer can be agents of change in the workplace they should be aware of mental health issues, modify workplace risk factors for stress, develop an organizational climate that promotes wellbeing and creativity, facilitate access to health care for employees who may need it, be understanding their personal situations and combat stigma, and encourage open discussion in the workplace on mental health.

Co-workers (colleagues) can offer support for each other, they should show that they are ready to help by listening without judgement, encourage those not feeling well to seek professional help when they are ready not to leave anyone who appears to be in danger alone and stay in touch to check how the person is doing. Encourage employers to offer mental health and stress management education and programmes that meet their needs and interests, if they are not already in place.

Share personal experience with others to help reduce stigma, when appropriate. Be open-minded about the experiences and feelings of colleagues, Respond with empathy, offer peer support, and encourage others to seek help.

Adopt behaviors that promote stress management and mental health. Eat healthy, well balanced meals, exercise regularly, and get 7-8 hours of sleep at night. Take part in activities that promote stress management and relaxation, such as yoga, meditation, mindfulness.

Build and nurture real-life, face to face social connections. Take the time to reflect on positive

experiences and express happiness and gratitude. Set and work toward personal, wellness and work-related goals and ask for help it is needed.

Stress is a feeling of emotional or physical tension, in order to curb the menace of unhealthy work-life balance and poor work place mental health, it is essential to have a mental health –friendly workplace by creating a healthy and rewarding environment needed for positive mental health; that values diversity and includes health care that incorporates mental illness, If you have been diagnosed with a personality disorder it doesn't mean that you are fundamentally different from any one else, but at times you might need extra support. The word 'personality' refers to the pattern of thoughts, feelings and behavior that

makes each of us the individuals that we are. We don't always think, feel and behave in exactly the same way-it depends on the situation we are in, the people with us and many other things.



These affect the way we think, feel and behave towards others and ourselves.

Personality disorders are a type of mental health problem where your attitudes, beliefs and behaviours cause you longstanding problems in your life. Your experience of personality disorder is unique to you.

You may often experience difficulties in how you think about yourself and others. You may find it difficult to change this unwanted patterns.

In conclusion, generally work is good for our mental health but many work factors can contribute to mental health problems or make existing problems worse, unhealthy work-life is a recipe for stress (work place induced stress).

— BONIFACE ONWO



# Apapa – Oshodi Expressway

– Segun Eluyemi *QS – Project Procurement*

## Introduction

The current situation in the Lagos agglomeration area, the economic hub of Nigeria is of particular importance to the development of the Nation. The congestion situation is so acute of the general traffic of the Apapa Industries and in particular from the Lagos Ports at Apapa and Tin Can Island along the Apapa – Oworonsoki - Ojota Expressway, that the collapse of the transportation system is imminent.

On an average a total of 2500 loaded trucks pass through the Apapa port daily; including the Tin Can Island goods traffic subsequently doubles the demand.

These vehicular movements combined with the service and passenger traffic have contributed to tremendous daily traffic jam along the Expressway.

## Solution Strategy and Objectives of the Project

The major objectives of this project are to:

- have uninterrupted free flow of traffic for personnel and goods (a relief on this route will have a multiplier relief effect on the transportation system in Lagos)
- decongest both Apapa Port and Tin Can Island Port
- disaggregate traffic into long distance and local (urban service) Service Lanes
- establish organised Bus Terminals
- upgrade pavement condition of entire length to ensure the new desirable service demand
- provide adequate road markings for efficient transport management scheme
- and above all, there is the need for restoration of motorability of major transport routes via Apapa – Oworonsoki - Ojota Expressway.

## Location of the Project Road

*Section I* of the Apapa – Oworonsoki – Ojota Road originates at beginning of Creek Road at the intersection with Wharf road and traverses south westwards, passing over Porto Novo Creek at Liverpool area to Tin Can Island and Coconut Creek to terminate at the Beachland Estate Interchange.

*Section III* commences at Cele Bus Stop passing through Oshodi in a north eastern direction to terminate at Anthony Bus Stop.

*Section IV* commences at Anthony, passing through Gbagada, to join the third

mainland bridge at Oworonsoki and going northward through Ogudu, Alapere to Ojota and terminating at the Old Lagos Toll gate in Alausa.



*The state of the road before Reconstruction*



*After Construction*

## Existing Road Condition

The pavement structure of the network of road that comprising Section 1, Section 3 and Section 4 of Apapa – Oshodi - Oworonsoki Expressway has deteriorated due to age, abuse and flooding.

*Section 1:* This section of the road is fairly stable and still motorable due to some minor earlier intervention. However, pavement structures along some stretches have completely failed and such stretches have been abandoned. Within this section, some stretches of the carriageway have become non-motorable and completely abandoned due to pavement failure and flooding, and are littered with shippers containers, refuse and abandoned trucks.

*Section 3:* On this section, the main carriageway and services lanes are in a deplorable state with lots of alligator cracks, deep ruts, depressions and potholes most especially between Isolo and Oshodi. Most of the drains along the section are silted up while some are damaged and needs to be replaced. Though some sections along the service lanes between Isolo Bridge and Oshodi, and between Oshodi and Anthony are motorable, there are a couple of places with big potholes on the pavement.

*Section 4:* The pavement condition within this section is fair throughout its length though bad portions exist very close the interchanges at Oworonsoki on the main carriageway and service lane. The drains along the road are effective for most of the entire stretch. The pavement is characterised by interconnected cracks and peeling of asphalt and potholes. Depressions occur mostly at bridge approaches and at culverts crossing.

## Design

Design specifications adopted in our design for the reconstruction works is the construction a rigid pavement, Continuously Reinforced Concrete Pavement (CRCP). CRCP is designed and constructed as a pavement of choice for long-life performance, recognizing that initial smoothness will be maintained for decades and that maintenance during that time will be minimal.

The Continuously Reinforced Concrete Pavement (CRCP) designed for Apapa – Oshodi – Oworonsoki Expressway contains continuous, longitudinal high tensile steel reinforcement without transverse joints, except where required for end-of-day header joints, at bridge approaches, and at transitions to other pavement structures. The continuous reinforcement is a strategy for managing the transverse cracking that occurs in all new concrete pavements. In new concrete pavements, volumetric changes caused by cement hydration, thermal effects, and external drying are restrained by the pavement base layer and longitudinal reinforcement causing tensile stresses to develop in the concrete. The CRCP road is an excellent long-life pavement solution for highly-trafficked and heavily-loaded roadways, such as that of Apapa – Oshodi - Oworonsoki Expressway.

The concept behind the road design is to:

- eliminate joint-maintenance costs for the life of the pavement
- provide long-term, high load transfer across the transverse cracks, resulting in a consistently smooth and quiet ride with less distress development at the cracks than jointed pavements.

CRCP road pavement can be expected to provide over 40 years of exceptional performance with minimal maintenance.

# APAPA-OSHODI EXPRESSWAY BEFORE COMPLETION







# COVID 19 IMPACT ON CONSTRUCTION INDUSTRY

Since the World Health Organization (WHO) announced the coronavirus 2019 (COVID-19) outbreak as a pandemic, many countries declared a complete national lockdown after a remarkable spike in COVID 19 cases. These decisions restricted the movement of people and resulted in a complete shutdown of many businesses across many sectors.

The construction industry, as a significant growth driver of the economy with no exception, was completely shut down. All the developments and projects were postponed until further notice. It is, therefore, a prudent to address the impact of the pandemic at the outset and end of the crisis to prepare for any future possibility and gain lessons for plans.

This study aims to investigate the effect of COVID 19 on the construction industry's survival. The impacts and fallout have been determined and evaluated through the recruitment of construction experts and practitioners. The impacts have been classified into different groups which include economic, human resources. The study implied two methods include exploratory interviews and questionnaire surveys. The study found the most prominent impacts of COVID 19 are the suspension of projects, labour impact and job loss, time overrun, cost overrun, and financial implications.

The findings of this study shed light on the consequences of the sudden occurrence of pandemic and raise awareness of the most critical impacts which can't be overlooked. The findings also help project stakeholders to realise the sequences of the sudden epidemic and prepare for the worst-case scenario during the planning stage of the construction projects.

Construction industry members — including owners, developers, contractors, subcontractors and supply chain vendors — have experienced varying degrees of impacts as a result of the COVID-19 pandemic. The nature of the impacts and extent of the ramifications are in large part dependent upon the location of both the respective businesses and underlying projects. Direct impacts have ranged from a slowdown of available goods and labor through to suspensions and, in some instances, terminations of parties or entire projects. Construction activities remain in flux in some states and cities depending upon whether construction is classified as an essential business.

As a result, the COVID-19 crisis has led to the need for industry members to address both short-term and long-term business challenges, as well as formulating project-by-project solutions in the face of a new global and national environment. The full breadth and scope of the changes needed to address issues arising from the pandemic are still unknown, and this analysis is likely to continue to evolve until a vaccine or other curative measures are in place on a global basis.

These new realities touch almost every aspect of the

construction process, and specifically such issues as: contract or project notices for default, scheduling and adjustments; project suspension, termination and reinstatement; Occupational Safety and Health Administration and workplace safety compliance; work force management; material, subcontractor and supply chain delays and impacts; risk management and insurance; claims avoidance or, alternatively, claims management; and the disputes process.



Prudent decision-making in this new and unknown environment suggests the use and consultation with persons and teams with necessary industry and legal experience. A proactive approach that seeks sound and practical legal advice will be essential to making cost-effective decisions as new impacts from the pandemic materialize with industry members.

## Operational Implications

**Current Contracts** Delays & disruption to contracts, Suspension & termination of contracts and Crystallisation of disputes due to cash demands.

**Supply Chain** Slowing supply from impacted areas globally, Material, equipment & labour price escalation.

**Sites** Maintaining site security & managing H&S risks, Holding costs, Materials exposure on closed sites.

**People** Impact on workforce availability due to illness and Retention of key skilled employees

## Financial Implications

**Revenue-Cancelled-** delayed contracts will have a medium term negative effect on revenue

**Working Capital-** Significant stress will be placed on Companies working capital and liquidity position

**Funders-** Access to new / support capital may take longer than anticipated; therefore early engagement between companies and their funders is essential.

As the effects of the Coronavirus continue to be felt around the world, governments and businesses' primary focus is the safety of their people. Whilst this focus will continue, Health experts are now being engaged to assess and react to the significant impact of local and global restrictions.

Even if the spread of the virus is contained in the short term, companies will feel the effect for months to come. We will shortly see the impacts of the Coronavirus in terms of contract and project delays, but also supply chain disruptions.

Assessing the full impact is still premature but if the Coronavirus continues to have a major impact after 2020 we expect significant delays to major projects. This means Construction companies need to be on the front foot to proactively mitigate the impacts on their business.

Therefore, it is important to demonstrate to funders the ability of the business to return to something approaching its original underwrite within a reasonable period of time.

# PROJECT TITLE: AGBARA-LUSADA-ATAN ROAD PROJECT IN OGUN STATE.



**ENGR SOLOMON ADEGOKE OLADIMEJI**  
*Head Engineer Agbara Road Project.*

RECONSTRUCTION OF AGBARA-LUSADA-ATAN ROAD, CONTRACT No: OGSMW.2021/CONTRACT2 as awarded by the Ogun State Ministry of Works and Infrastructure to Hitech Construction Company Limited.

The project Flag-off ceremony was held on site on the 29<sup>th</sup> April, 2021.

Hitech Construction Company under the supervision of the Project Manager MR Asthon Davies and his teams are responsible for all road construction activities related to the above mentioned State Government contract.

The project involves the carrying out and completion of a dual carriage way road, drainages, rehabilitation of Bridges along the route, and Installation of Toll Plaza along the Agbara-Lusada-Atan axis in Ogun State Nigeria. This axis is the main access to the two borders (Seme Border and Owode Idi -Iroko Border), which serve the whole country. There is a high volume of traffic on this road, and many are overloaded container trucks and tankers, carrying goods to and fro from the two borders and Agbara Industrial Estate to Ogun State Environment and other various states.

This axis is plagued by deteriorating road infrastructure, and this contract enables the reconstruction to world class standard with Asphaltic Road Surface.

The Agbara-Lusada-Atan road (38.4km) is a section of national road, current transit between Ogun state and Lagos state environment to other neighbouring countries like Togo and the Central African Republic.

The following are the socio economical important of the road:

- The project will revitalize this axis and allow freedom of movement of goods and service from the Industrial area. This will greatly increase the transportation movement, which is being hindered by the current road conditions.
- To improve the economic status of residents within the community
- Free flow of traffic along the routes
- Increased road and junction capacity
- Travel time reduction
- Safer road for both vehicles and pedestrians
- Improve Quality of Life of Ogun State

The below are the current progress pictures:



**PIC 1: LAY 60MM ASPHALTIC BINDER**



**PIC2: SUBBASE STABILIZATION PROCESS**



**PIC3: SLIPFORM TRAPEZOIDAL DRAIN**



**PIC4: WADI BRIDGE EXIT ABUTMENT**





# OGUN STATE COMPLETED PROJECTS

## MOLIPA EXPRESSWAY



## OKE-LANTORO



## IPERU-ODE



# ACCOUNTING FOR THE CONSTRUCTION INDUSTRY

## The Importance of Hiring an Expert on Construction Industry Accounting

- Com. Victor O. Okoro

An accountant is a valued professional that is essential in various industries. Just as hiring the right accountant is very important in the banking industry, it is equally important in the construction industry.

Here are some reasons why an Accountant with an expertise in the construction industry is important:

1. There are various prerequisites needed for building construction. An accountant can help identify improved methods of building and information on how to increase desirability of the construction project by helping the company get LEED (Leadership in Energy and Environmental Design) certification for environment friendly establishments.
2. There are many risks involved in the construction industry. Hence, an experienced Accountant can help clients understand the nature of their industry and the scope of insurance that they need. They can also provide clients with various techniques or strategies to save on costs and protect the company from such risks.
3. A construction business can fall into different categories. There are various business structures to choose from like C corporations, LLCs, S corporations and other possible legal structures in various states. Only a reliable CA (Certified Accountant) can help clients start up the right kind of business structure. The accountant can help measure the company's goals and match it with the structure that would best fit the desired outcome.
4. Most construction companies are faced with a difficult situation in today's economy. Most contractors are now trying to look for projects with the government. But this type of work entails putting up a bond in order to comply with special rules on bidding for construction projects. In this case, it is very important to maximize bond capacity in order to bid for larger and more lucrative projects. All this will be very hard to achieve without a CA to help. A knowledgeable CA will be able to make sure that a client has all the requirements needed to submit a competitive bid.
5. CAs also consider tax strategies and implications. This can improve a construction company's cash flow and profitability that will allow the company to work on more projects in the future.

Given the many benefits a construction industry accountant can give, it is very important to find the most qualified CA for the job. Here are some things to take note of in choosing the right CA partner for your construction company.

### a. What is the definition of construction accounting?

Given the term construction accounting, let us dissect the words and tackle construction first. Construction is the process of organising labour, gathering materials and capital resources in order to build infrastructure like roads, buildings, bridges, dams and the like. Construction is a very diverse industry in itself. There are various types of works under this industry. There are general contractors that oversee every phase of the construction project and there are also subcontractors that only focus on finishing a specific part of it like the plumbing or electricity. Contractors can also handle various types of projects – from simple house rehabilitation projects to building super highways or shopping complexes.

Accounting, on the other hand, is the systematic recording of financial transactions of a business in order to make sound economic decisions that would benefit the company.

Construction Accounting, therefore, is the financial system employed by contractors in order to track cost and revenue of a particular project from its inception up to its completion.

### b. Why is accounting for construction companies different?

One of the most obvious reasons why construction accounting is different lies on the fact that construction projects don't have a fixed business structure. A construction site's workforce is made up of contractors and subcontractors. The site manager doesn't employ all the people working on the project. There may also be temporary workers for a particular day that will not be needed on a daily basis. This alone is already going to be a big headache for an accountant who is not well-versed in the idiosyncrasies of the construction industry.

### c. What are some accounting requisites that are specific to the construction industry?

In the construction industry, costs and revenues are usually dependent on estimates provided by the contractor. Hence, construction accountants need to be knowledgeable on the percentage of completion method. This method attempts to match a company's revenues with costs that were incurred in the same period.

Given the fact that the percentage of completion method requires wise judgments on estimates, it is then very important for an accountant to be knowledgeable on the industry's figures. It is possible to have modifications in the original contract, called "change orders", every now and then because numbers are only based on estimates.

### d. Why is it important to hire accountants that have experience in the construction industry?

There are various requirements in the construction industry. Aside from its specific accounting principles, there are also a lot of tax regulations and auditing requirements governing construction companies.

There are investors and surety companies that require annual audits. Hence, to be able to comply with audits, a contractor's books should always be ready for it. Also, it should be noted that a financial statement prepared by a reputable CPA can help a construction company enhance its bonding and borrowing capacity with investors.

### e. What are the benefits of hiring an accountant instead of doing the books yourself?

Accounting is not something that can be easily done. Experts studied for years to master this craft. In fact, not all accountants can say they know the ins and outs of the construction industry. Hence, it is not advisable to do the books of a construction company on your own. If you hire an accountant, you can get at least two benefits. First, you will surely save money because they have the knowledge to help you get through legal and tax issues. You will also save money because you will have a clear idea of your financial status. Second, you will have peace of mind. Tax requirements can take a lot of time and effort. You will save yourself the trouble and avoid legal hassles by hiring an expert in construction industry accounting.



# CCESSA President Familization Visit



# CCESSA – Hitech In-house 2nd term inauguration





# TRAINING AND

# DEVELOPMENT OF STAFF:

# A NECESSITY FOR ORGANISATIONAL AND CAREER GROWTH

The success of any organization is directly dependent on the quality of its workforce. In this ever changing and fast paced corporate world, training and development is an indispensable function.

Employee development is a process of improving employee's existing competencies and skills and developing newer ones to support the organization's goal. However, this aspect of the workforce management is actually one of the most underrated especially in the construction industry.

How do we absorb the lightning speed of today and the transformative changes needed in our organization without paying proper attention to staff training and development? Staff training and development together make extremely essential criteria on the path of growing with and within an organization. Times are changing and technologies are advancing and so do the required skills to meet the specific demands. This render learnt skills outdated and there emerges a need to unlearn past learning to accommodate newer ones.

The world we are living in is fast and dynamic, where change remains the only constant thing. Whatever we have learnt in school is only a precursor. Our real education begins with our career which demand that we continuously learn, irrespective of how often we have to unlearn and relearn. This is because the true success of a company is in unlearning and relearning in accordance to the demand of the company's client and requirement of its business.

If we must remain relevant in our field and be ready to face the challenges of this present age, we must be prepared to do away with (unlearn) old methods and adopt (learn) new ones to boost our career growth. Lao Tzu explained it well through his quote, "to attain knowledge, add things every day, to attain wisdom remove things everyday". It therefore means that learning is essential to our existence. Just like food nourishes our body, continued learning nourishes our mind. It is an indispensable tools for every career and organization. Continuous learning forms a necessary part in acquiring critical thinking skills and discovering new ways of doing things differently to achieve results. In the words of Alvin Toffler, "the illiterate of the 21<sup>st</sup> century will not be those who cannot read and write, but those who cannot learn, unlearn and relearn". What this means is that we must be persistent in acquiring new knowledge and competencies in our various field of operations in order for us to expand our skillset and develop future opportunities so as to avoid being stagnant and irrelevant in our career.

More importantly, continuous learning prepares an employee for the unexpected because of the advancement in knowledge and also help in boosting your profile. It will give you confidence with the feeling of accomplishment and it will help in sparking new ideas which will enable you find innovative solutions to problems. It also help in changing your perspective so as to understand more deeply. It equally helps you in developing leadership skills.

On the other hand, while employees can look for opportunities to learn outside of the work place, the company management can provide those opportunities to their workforce through programs, workshops, courses etc. Continues learning programs are just as advantageous to the construction industry as whole as they are to the employees. Leading construction companies have one thing in common, they invest in their employees. In a competitive industry like ours, it is easy to get left behind in the race for talent and skillset. If we must stay ahead and continue to be at the forefront, we must invest in learning and development of our workforce. In the words of Richard Branson, "Clients do not come first, employee come first, if you take care of your employees, they will take care of the clients". In other words, implementing learning and development program can go a long way in creating a sustainable construction workforce thereby improving industry competencies and proficiencies. Studies have shown that if workers possesses the skills they need to perform their jobs, they are more confident and motivated in carrying out their tasks, more committed to the organization and less likely to abandon the company.

In conclusion, Knowledge is now at everyone's fingertips. If you don't make use of the opportunity available in advancing your knowledge, you will remain where you are and your capability will soon diminish in importance. Whether the company chooses to invest in learning and development of staff or not, the fact remains that technology is changing and knowledge are evolving and this is having a direct impact on the face of the construction industry. Don't wait, take charge of your own future now and start acquiring new skills and knowledge that will sustain you and make you more relevant in your career. You should know that you are a product of what you know and job security lies in acquiring new skills throughout your entire career.



**Godstime UMUSOR**

B.Sc, M.Sc in Library & Information Science  
Administrative Officer  
Hitech Head Office, Lagos



# CCESSA<sub>20</sub> EXECUTIVES<sub>23</sub>



Com. Christopher Onyenanu  
*Vice Chairman*



Com. Dave Abadaike  
*Chairman*



Com. Nelly Onuorah  
*General Secretary*



Com. Boniface Onwo  
*Assistant Secretary*



Ifeanyi Nwachi  
*Financial Secretary*



Com. James Chukwu  
*Treasurer*



Com. Emmanuel C. Okafor  
*P.R.O*



Com. Aderonke Ademoye  
*Women Leader*



Com. Victor O. Okoro  
*Ex-Officio I*



Com. Chigozie Animba  
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# SERVICE AWARDS



**ADESUYAN ADEKUNLE**  
Surveyor,  
Igbogbo Road Project



**IBETE DAVID**  
Pension/Tax Officer



**MOSES ONYEMUWA**  
Store Supervisor,  
Regional Road Project



**IKOKOKAN BOLARINWA**  
Quantity Surveyor,  
Regional Road Project



**KENNETH LEKUE**  
Chief Accountant, Head Office



**ABADAIKE EMAKHU DAVE**  
Head Tax/Pension



**SAMUEL D. NEEBAEN**  
Document Controller



**USMAN SAHEED**  
Head of Insurance



**NEEDAM, PROMISE G.**  
Senior Accountant



**YOWIKA BARIKA PHILIP**  
Senior Accountant



# SERVICE AWARDS



**KPAKO RUFIN**  
Cook, Group Head Office



**PHILIP V. AKHANOLU**  
Office Assistant,  
Head Office Support



**IYABO LADIPO ADJOKE**  
Steward, Group Head Office



**AUGUSTINE KPANOU**  
Cook, Group Head Office



**KOFFI KOJO**  
General Supervisor,  
Maiyegun Project



**OLUWAFEMI ADELEKE O**  
Tipper Driver,  
Plant Department



**KPATI CLEMENT**  
Cook, Group Head Office



**JUDE EKHANIFO BITA**  
Store Keeper, Eko-akete Project



**ROBERT KOFFI AGBANVO**  
Steward, Group Head Office



**OBOT BLESSING ISAIAH**  
Office Assistant,  
Head Office Support



**SEGUN OWOLABI**  
Gardener, Group Head Office



**SUNDAY OKAFOR**  
Driver, Group Head Office





# Staff Profile

## VICTOR O. OKORO

Mr. Okoro O. Victor joined the C & C Construction Company limited in July 1998 in the capacity of Chief Accountant. He worked with Mr. Joe Beaini, Pioneer General Manager of C & C Construction Company Limited, Port Harcourt, Rivers State, (now Executive Chairman of Mercury Engineering & Construction Company Limited, Port Harcourt), from July 6th 1998. He joined the company from West African Oilfield Services Limited (WAOS), Trans Amadi, Port Harcourt, his former company, to work for C & C.

As a result of restructuring of the C & C Construction Company in July, 2001, the Management seconded him to Hitech Construction Company Limited, to which it transferred its assets, liabilities and employees. He was deployed to the Plant.

In 2002, the Plant Department relocated from Port Harcourt to Obehie-Asa in Abia State. He worked at Obehie-Asa up to May 2007, when he was moved to Hitech Head Office in Lagos, by Mr. George Tawk (the erudite Group Plant Manager). His long years of service in the Company is rooted in his humility to his Bosses, and his unalloyed loyalty, honesty, transparency and contentment in the performance of whatever duty assigned to him. We are highly grateful to God Almighty for His divine providence, protection, guidance, strength, and enough grace being bestowed upon this amazing fellow in the course of his service to the company. We wish him more grace, favors, prosperity and good health as he continues to add value to Hitech Construction Company Limited

Long live Hitech Construction Company Limited and its capable Management Team.



## MR. PETER UMOREN

Mr. Peter Umoren was born in 1953. He joined C & C Construction Company limited in 1993, at Artillery, Port Harcourt, Rivers State as a Soil Laboratory Officer and worked at the OMPADEC Road Projects at Ahoda. From Rivers State he was moved to Yenegoa, Bayelsa State where he worked on the Federal Government Road Project. Between 1998 and 2000, he worked at the Nigerian Defence Academy (NDA) Project in Kaduna.

In 2001, he was transferred to Hitech Construction Company limited and deployed to ALSCON Housing Estate Project at Ikot Abasi, Akwa Ibom State, where he worked for 2 years before he was moved to Umuahia in Abia State in 2003, from where he worked at the Nigerian Breweries 9th Mile Project and Glass Force Project at Aba. In 2006, he was transferred to Lagos and deployed to the Bar Beach Project. He also worked at the Epe Road Project, Isheri-Oshun Road Project and Agric Isawo Road Project, where he finally retired in good health in October, 2022, as the Chief Soil Laboratory Officer.

From all of us in Hitech Construction Company limited, we say "Congratulations Sir." We wish you well in your future endeavours.



## COMRADE DAVID NWABUEZE

He was employed by C & C Construction Company limited Port Harcourt in January, 1995, as a Diesel Clerk. He was moved from Port Harcourt to Okrika Yard. As a result of restriction of the Company in 2001, he was seconded to Hitech Construction Company Limited.

In 2002, he was moved from Okrika Yard in Rivers State to Obehie-Asa in Abia State for Obuaku City Project. In February, 2006, he was transferred from Obehie-Asa to Lagos for Bar Beach Project and from Bar Beach to Lekki for Epe Road Project. In April, 2010, he was elected as the Hitech Lagos Branch junior workers' Union Chairman. And in May, 2014, was re-elected for the second term. In October, 2018, he was elected to the post of National Coordinating Chairman of all the Hitech junior workers of Lagos, Edo, Ogun and Oyo States. That record made him the first Hitech junior worker to climb to that position. Again, in November, 2022, he was re-elected to the same post for the second term.

We give all the glory to God Almighty. Our appreciation goes to the able leadership of Hitech Construction Company Limited and the entire junior and senior workers of the Company for their morale support towards him.

*Congratulations sir.*







**HITECH CONSTRUCTION COMPANY LIMITED**

*Hearty Cheers!*

## Needam, Promise GogoroBari

Congratulations on your recent Chieftaincy title:

**MENE KIISI I  
OF BANGHA KINGDOM**

in recognition of your Meritorious Service  
to the Bangha Kingdom



Sign: **CCESSA** Executives

# The Wedding

Now & forever



Surv. & Mrs. Babatunde Ige



Mr. & Mrs. Kelvin Okwueshine



Mr. & Mrs. Bright Bobori



Mr. & Mrs. Nelson Ehigiegba



# *CCESSA Hitech in-house 2022 End of year party*







# THE SCIENCE, METHODS, AND BENEFITS OF FASTING

When it comes to ideas around living a healthy lifestyle, good nutrition and adequate exercise are often core pillars. While this is certainly true, there is more we can consider regarding our relationship with food and healthy living.

Fasting is the willing abstinence or reduction from some or all food, drink, or both, for a period of time. Although sometimes viewed as unhealthy, depriving, or reserved for religious reasons, short-term fasting can offer excellent health benefits. As research grows in this area of health, fasting is becoming more widely accepted as a legitimate means of managing weight and preventing disease. At the same time, it is important that fasting is done in proper and healthy ways.

## The Science of Fasting

A large body of evidence now supports the benefits of fasting, though the most notable data has been recorded in studies with animals. Even so, these findings are promising for humans. Essentially, fasting cleanses our body of toxins and forces cells into processes that are not usually stimulated when a steady stream of fuel from food is always present.

When we fast, the body does not have its usual access to glucose, forcing the cells to resort to other means and materials to produce energy. As a result, the body begins gluconeogenesis, a natural process of producing its own sugar. The liver helps by converting non-carbohydrate materials like lactate, amino acids, and fats into glucose energy. Because our bodies conserve energy during fasting, our basal metabolic rate (the amount of energy our bodies burn while resting) becomes more efficient, thereby lowering our heart rate and blood pressure.

Ketosis, another process that occurs later into the fast cycle, happens when the body burns stored fat as its primary power source. This is the ideal mode for weight loss and balancing blood sugar levels.

Fasting puts the body under mild stress, which makes our cells adapt by enhancing their ability to cope. In other words, they become strong. This process is similar to what happens when we stress our muscles and cardiovascular system during exercise. As with exercise, our body can only grow stronger during these processes when there is adequate time to rest and recover. That's why short-term fasting is recommended.

## The Types of Fasting

In lab studies, these three types of calorie restriction, or fasting, have demonstrated positive effects on longevity:

- **Time-Restricted Feeding**

This is the process of limiting calorie intake to a specific

timeframe that aligns with our circadian rhythm. Circadian rhythm is often referred to as our “body clock”, the natural cycle that tells our bodies when to sleep, rise, eat, and more. Eating meals only during an 8 to 12 hour period each day while fasting — between 10 a.m. to 6 p.m., for instance — is an example of aligning with our circadian rhythm. Body systems work better when synchronized with one another; midnight snacking when our body usually sleeps throws our natural repair system out of sync. In addition, giving our bodies more time to repair is beneficial for our health.

- **Intermittent Calorie Restriction**

The practice of reducing the number of calories consumed in a day. Research has focused on a two-day diet where calories are reduced in half and carbohydrates are limited for two consecutive days in a week. This approach puts the body through short and intensive therapy. The intermittent calorie restriction approach also reminds us that we do not need to consume constantly. When we do consume we can choose wisely and continue normal activities and exercise with reduced fuel.

- **Periodic Fasting with Fasting Mimicking Diets**

This means limiting calorie intake for three to five days, prompting the cells to deplete glycogen stores and begin ketosis. While this can be done without eating food, it isn't considered the safest option. A specific five-day calorie-limited diet (around 1,000 calories per day) is sufficient to mimic fasting without depleting nutrients. It is speculated that this method is superior to the two-day fast, allowing the body to enter ketosis and begin a true cleanse.

## Health Benefits of Fasting

Although fasting can be challenging and sometimes uncomfortable, the mental and physical benefits can:

- Boost cognitive performance
- Protect from obesity and associated chronic diseases
- Reduce inflammation
- Improve overall fitness
- Support weight loss
- Decrease the risk of metabolic diseases
- **Benefit cancer patients** — A recent study with mice and cancer showed that fasting during chemotherapy jump-starts the immune system and exposes the cancer cells. Ridding the body of old, toxic cells and replacing with new, healthy ones may be just the answer. Traditionally, cancer patients have been told to increase nutrients and caloric intake while undergoing chemotherapy treatments but this approach might now be under review.

—Dr. Susan Puckett, PA



# Sport News

## OUR FOCUS: NIGERIAN TOBI AMUSAN, THE WORLD CHAMPION.

**Tobi Amusan** OON was born 23 April 1997 is a Nigerian track and field athlete who specializes in the 100 metres hurdles and also competes as a

sprinter. She is the current world, commonwealth and African Champion in the 100m hurdles, as well as the meet record holder in those three competitions. Amusan became the first ever Nigerian world champion and world record holder in an athletics event when she won the 2022 World Championships 100 m hurdles gold medal, setting the current world record of 12.12 seconds in the semi-final, followed up by a wind-assisted 12.06 s in the final. She won back-to-back Commonwealth and African titles in 2018 and 2022 in the 100 m hurdles and is also a two-time African Games champion in the event.

In 2015, Amusan took gold in the 100 m hurdles at the African Junior Champion and the same year, as an 18-year-old, secured her first title at the African

Games. In 2021, Amusan became the first Nigerian athlete to win a

later, she took her first major medal in the 100 metres hurdles, which was also silver, at the African Youth Games. She then claimed gold in the event at the 2015 AFRICAN Junior Athletics Championships in Addis Ababa. Also, in 2015, while making her All-Africa Games debut as an eighteen-year-old, she won the gold medal in the 100 m hurdles.

In 2016, as a freshman in the University of Texas at El Paso (UTEP), Amusan became the second athlete for the university to be named C-USA Female Track Athlete of the Year since UTEP joined C-USA. She

was the gold medallist in both the 100 m hurdles and the 200 m. She also claimed a silver in the long jump at the C-USA Championships. Amusan first broke the 13 s barrier in the hurdles with a time of 12.83 s at the El Paso UTEP Invitational. This eclipsed Kim Turner's record, which had stood for 33 years. She was runner-up at the 2016 NCAA Outdoor Championships in the 100 m hurdles. She ran a windy 12.79 s behind Kentucky's Jamsine Camacho-Quinn.

### EARLY LIFE AND EDUCATION

Tobi Amusan was born on April 23, 1997, in Ijebu Ode, Ogun State, Nigeria, to Mr. and Mrs. Amusan, who are school teachers. Tobi, as she is fondly called, is the youngest of three children. She attended Our Lady of Apostles Secondary School in her hometown. In May 2023, Amusan earned Master of Arts degree in Leadership Studies and Sports Management at the University of Texas

### CAREER

From an early age, Amusan was an accomplished athlete. She was the 200 metres silver medallist at the 2013 African Youth championship held in Warri a year

In her first outdoor race of 2017, she ran a then-lifetime best and UTEP record of 12.63 s in the 100 m hurdles. She was the C-USA champion in her specialist event and also the runner up in the 200 m. At the 2017 NCAA Outdoor Championships, there was a

reversal of finishes in the 100 m hurdles. In a dramatic race, Amusan claimed the title ahead of Camacho-Quinn, who was the previous year's champion.

Qatar, she ran a personal best of

### COMMONWEALTH AND AFRICAN CHAMPION

Amusan ran a personal best of 7.89 s in the 60 m hurdles at the start of her 2018 season. She represented her country at the Birmingham World Indoor Championships, reaching the final in the event. At the 2018 Commonwealth Games in Gold Coast, Australia, 2015 world champion Danielle Williams seemed to be the favourite to take the title in the absence of Sally Pearson.

In the final, however, Amusan moved ahead of her competitors and won the race by a clear metre ahead of Williams. She also won a bronze medal in the 4 × 100 m



relay with her teammates, Joy Udo-Gabriel, Blessing Okagbare and Rosemary Chukwuman. And Later in the year, she won her first African Championship title in her signature event at the Asaba African Championship. This fulfilled a Nigerian tradition being 11th gold for Nigeria in the 100 m hurdles since Jude Bell-Gam triumphed at the inaugural edition of the championships in 1979. She also claimed a gold medal in the 4 × 100 m relay at the championships.

In August, the 22-year-old successfully defended her Africa Games title. On 5 October at the World Championships in Doha,





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### CONTACT

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