

# RRIN TABLOID

## LATEST

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### December edition of general prayer meeting

The December, 2024 edition of the RRIN prayer meeting was scheduled on Monday 2<sup>nd</sup> December, 2024. It commenced with opening prayer by Mr. W. Imarhiagbe and then the usual praise and worship which was led by Mrs. P. Ifahi.

The prayer session which was led by Dr. (Mrs) U Esemuede centered on thanksgiving to God by brethren because it is the passcode to God's presence and it is what He requires from us. Taking her bible text from Psalms 100: 4-5, she admonished all present to always be thankful to God Almighty, irrespective of the present economic situation in the country; and that we have survived till now and will continue to survive by His grace. She said God will never change and will not see His seed begging for bread, therefore, as it is in 1 Thessalonians 5: 18, in every situation, we should give thanks to God. She admonished all not to be discouraged as this will only hinder our prayers to God. Psalms 103:4-5 admonishes us to always thank God, therefore, we should thank God for divine health, freedom, for RRIN as it has been and is still is a blessing to us all. She also led all present to pray for our country's leaders, that they enact policies which will enhance the life of the citizens, as well as prayers for safety of all our Staff, asking God Almighty to bless our going out and coming in. The prayer was rounded up with the sharing of the Grace by Mr. W. Imarhiagbe.



*Cross section of members of Staff, during the prayer session.*

### Inauguration of Gender Unit in RRIN

In line with the directive from the Agricultural Research Council of Nigeria (ARC�) to set up a Gender Unit in RRIN, the Director/CEO, Dr. L.N. Dongo in the month of September, 2024 appointed five (5) persons into the Gender Unit, with Dr. Esohe Ehis-Iyoha as the Focal Person. On Monday, December 2<sup>nd</sup>, 2024 was the formal inauguration of the Unit.

The event took place at the RRIN Conference Hall and commenced with opening prayers by the Director of Administration, Mr. V. Ilumah. In her address, Director/CEO, Dr. L.N. Dongo welcomed all present and thanked the invited guests and speakers for taking out time from their busy schedule to attend the inauguration.



*Dr. L.N. Dongo presenting her welcome address*

The inauguration was graced by Mrs. Debby Iserhienrhien - the President, Women in Agriculture Network, Life - ND, Edo ADP, Oko Ogba, Benin City, Edo State; Helen Igboka - Programme Component Manager: Gender and Inclusion, GIZ Skills Development



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for Youth Employment (SKYE) Programme; Prof E.U. Edosomwan, Faculty of Life Science, University of Benin; Ms Edosa, representing Mrs I.Iheseikhien - Director of Gender Issues, Ministry of Social Development and Gender Issues; Prof Adefunke Adekunle - Director, Centre for Gender Studies, University of Benin.

Two presentations were made to underscore the importance of gender sensitivity in any environment. The first presentation by Ms. Helen Igboka was on **Mainstreaming Gender across sectors, with specific focus on Agriculture.**



*Ms. H. Igboka during her presentation*

She opined that activities in any Sector either mainstream gender, or are biased against gender, which could be male or female, but in Nigeria, it mostly refers to females, because they are most disadvantaged in this part of the world. The second presentation by Prof. E.U. Edosomwan was on **Wearing a Gender Lens to Upscale Innovation, Research and Productivity**, where she highlighted what 'gender' actually means, what the 'gender lens' is and concluded that women play key roles in any society, being the pillars in agriculture and are also powerful change agents, even though they tend to be bypassed in Science Technology and Innovation (STI) policies and decisions making.



*Prof. E.U. Edosomwan during her presentation*

It is imperative that their interests and concerns be reflected in efforts at harnessing STI for development by applying a gender lens and that women should be given more opportunities as they usually excel in whatever they do.

There were also good will messages from the RRIN ASURI Branch Chairman – Dr. J. Ogbebor and the RRIN NASU Branch Chairman – Mr. B. Nwojini, both of whom have female representation in their EXCOs.

The inauguration climaxed with the admission of oath of office on the members by Barr. (Mrs) G.U. Nadoma – the Head of the Corporate Affairs and Legal Matters Unit in the Institute.



*Members of the Gender Unit with Barr. (Mrs) G.U. Nadoma after the admission of Oath of office*

Members of the Gender Unit are:

|                       |              |
|-----------------------|--------------|
| Dr. Esohe Ehis-Iyoha  | Focal Person |
| Mr. Jimoh Omoruyi     | Member       |
| Dr. Sandra Ighedosa   | Member       |
| Mrs Rashidat Momoh    | Member       |
| Mr. Oghenetega Sunday | Member       |



*Dr. L.N. Dongo with members of the IMC, Gender Unit and invited guests*



### **RRIN holds Workshop on Capacity Building for Smallholder Farmers (Youths and Women) on Good Agricultural Practices (GAP) for Production of Rubber Planting Materials and Beekeeping (Honey Production)**

One of RRIN's mandate is delivering Extension and Training to Rubber farmers; to achieve this, a Capacity Building for Smallholder Farmers (Youths and Women) on Good Agricultural Practices (GAP) for Production of Rubber Planting Materials and Beekeeping (Honey Production) workshop was organised from the 2<sup>nd</sup> to 4<sup>th</sup> December, 2024 at the RRIN Conference Hall.

In her welcome address to the participants, Director/CEO, Dr. L.N. Dongo welcomed all to the Institute and thanked them for taking out time from their farms to participate in the workshop. The workshop she said, underscores our commitment as a research institute to empowering smallholder farmers, especially women and youth, with the knowledge and skills required to enhance their productivity and income, while ensuring sustainable agricultural practices. She opined that Agriculture remains the backbone of our economy and there is the urgent need to prioritize the natural rubber sub-sector, if food sufficiency must be realized; and these smallholder farmers, are the drivers of this sub-sector.



*Dr. L.N. Dongo giving her welcome address*

The workshop, serves as a strategic platform to address a majority of the challenges which the smallholder farmers may be facing in the course of their business, such as production of high quality rubber budded stumps, adopt best practices in rubber-intercrop cultivation and explore opportunities in Bee-keeping. She thereafter thanked all the resource persons for the workshop and encouraged the participants to be attentive to the teachings and demonstrations.

The NARPMAN President, Otunba Peter Igbinosun on his part also welcomed the participants to the workshop, he said that rubber farmers contribute to food security in the country through intercropping and that a reduction in the gestation period of the rubber tree was pertinent to encourage more farmers into the industry.



*Otunba Peter Igbinosun welcoming participants to the Workshop*

Thereafter, there were two technical sessions: - TS1 'Production of rubber planting materials' by Mr. S. Igbinobaro and TS2 'Beekeeping' by Mr.E. Odoh. After the technical sessions, the participants were then taken to the field for a practical demonstration of what they had been taught and also a hands-on trial by the participants.



*Workshop participants after a field demonstration*

At the end of the workshop, the participants were presented with a Certificate of Attendance by the Director/CEO, Dr. L.N. Dongo. A total of 27 smallholder farmers including 8 women and 19 youths, participated in the workshop. The workshop exercise was gender balanced as the ratio of 2:1 approved internationally was maintained.

### **ASURI holds end of year general meeting/get-together**

On the 4th of December, 2024, was another epoch making event organised by ASURI RRIN branch EXCO, which took place at the Institute's Conference hall. Scientists stepped out in style, gaily dressed to celebrate themselves and to unwind, at her last general meeting for the year 2024. It was a time



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for stock-taking and reports on activities/projects carried out during the year 2024. Both old and young scientists were in attendance. Topical issues discussed centered on the welfare of our members, including official death benefits for some of our late members, proposed valedictory lectures for retiring senior Research Directors, where by, their wealth of experience can be tapped from, which could benefit the growth and development of the Institute.

After the usual meeting, members were treated to sumptuous meals and drinks to refresh themselves and enjoy the end of year event.

Gift packs were also distributed to all members to celebrate the yuletide.

Scientists were full of excitement as they appreciated the EXCO for a well packaged event to usher in the Christmas and New Year 2025 celebration.



*Cross section of ASURI members during the meeting*

### RRIN participates in RIGAN 2024

RRIN participated in the just concluded RIGAN games, hosted by the Cocoa Research Institute of Nigeria (CRIN) from the 8<sup>th</sup>-15<sup>th</sup> December, 2024. Representatives of RRIn participated in a total of eight (8) events, which includes; Dart, Draft, Long Jump, Triple Jump, Shot Put, Ayo, Chess and Scrabble.

A total of 12 medals were won by her contingent. The break down of the medals and the medalists is as follows: 5 gold, 4 silver and 3 bronze medals.

|                   |                      |
|-------------------|----------------------|
| Gideon Okoyo      | Gold (Dart)          |
| Ighodalo Oghuma   | Gold (Dart)          |
| Ndubuike Blessing | Gold (Dart)          |
| Akhimien Funmi    | Gold (Dart)          |
| Aishat Momoh      | Gold (Draft)         |
| Daniel Odudu      | Silver (Short put)   |
| Beckley Daniel    | Silver (Long jump)   |
| Ehika Doris       | Silver (Long jump)   |
| Daniel Beckley    | Silver (Triple jump) |
| Angela Ubani      | Bronze (Triple Jump) |

Emeghai Ruth Bronze (Dart)  
Nwoga Endurance Bronze (Dart)



*Dr. L.N. Dongo and the RIGAN contingent*

### RRIN Women Welfare Cooperative Society holds her Annual General Meeting (AGM)

The recently registered RRIN Women Welfare Cooperative Society (RWWMCOOP) holds her first Annual General Meeting on the 9<sup>th</sup> of December, 2024. The Cooperative Society which is a brainchild of Dr. (Mrs) B.N. Agbonkpolor and Dr. (Mrs.) S.A. Judah-Odia came on stream in December 2018 with eleven (11) Cooperators and was registered in August, 2019 at the then Edo State Ministry of Wealth Creation, now Edo State Ministry of Trade, Business and Cooperative. Its member strength has since risen to over a hundred (100).

At the AGM, general and financial reports were presented and the EXCO was returned. There was also a minute silence, held in honour of its pioneer Treasurer, Mrs. G. Adindu. The position of Treasurer was then filled in an election process.

The new re-elected and newly elected EXCOs are:

- |                                      |                            |
|--------------------------------------|----------------------------|
| 1. Dr. Mrs. Betty Nosa Agbonkpolor   | <b>President</b>           |
| 2. Mrs. Sonia Elizabeth Oghuma       | <b>Vice President</b>      |
| 3. Dr. Mrs. Sandra Amenze Judah-Odia | <b>Secretary</b>           |
| 4. Dr. Mrs. Ufuoma Eseimuede         | <b>Treasurer</b>           |
| 5. Dr. Monday Desmond Uwumarongie    | <b>Financial Secretary</b> |



*New EXCO of the RWWMCOOP*



## National Agricultural Development Fund (NADF) Committee visits RRIN

The National Agricultural Development Fund (NADF) Committee comprising of three-men led by Dr. Matthew Wheto in the company of Mr. Abdulrhman Abdullahi and Mr. Nnamdi Anosike were at the Institute between the 11<sup>th</sup> – 14<sup>th</sup> December, 2024. Their mission was to carry out a baseline study on the needs assesment in the Institute. They paid a courtesy call to the Director/CEO, Dr. L.N. Dongo, thereafter a meeting was held with Staff. Dr. M. Wheto intimated the f Staff on what was required from them, such as the current status of the establishment; availability, functionality and accessibility of infrastructure and ammenities such as laboratories, equipments in the institute; capacity of the available human resource; research work done; opportunities for commercialising such research works; demand-driven and market-relevant research endeavours; research methodology and ethical considerations.



*NADF courtesy visit to Dr. L.N. Dongo*

Thereafter, the Committee proceeded to visit all the laboratories, the Potty factory, the rubber sheet processing factory, RRIN exhibition room, office accommodation, library, ICT room, metereology station, screenhouse, fabrication unit, power house, water works, clinic, greenhouse old and new staff quarters, nursery, tapping unit and the plantation establishment and development unit.

At the end of the inspection, Head of Departments and programme leaders submitted a comprehensive list of the needs assesment of the Institute as required by the visiting Committee.



*Dr. L.N. Dongo with some key Personnel Staff and the NADF Team after the exercise*

## RRIN conducts Year 2024 Staff Promotion

The year 2024 Senior Staff promotion exercise of the Institute was held from Monday 16<sup>th</sup> to 17<sup>th</sup> December, 2024 with writing of the yearly promotion exam by the qualified Senior Staff.

Prior to the exam, the Senior Staff Appiontment, Promotion and Disciplinary Committee (SSAPDC) met with the Director/CEO, Dr. L.N. Dongo and the representatives of the Agricultural Research Council of Nigeria (ARCN) – Hajiya Hadiza Umar Bultu, Ministry of Agriculture and Food Security – Mrs. O.U. Okuofu as well as the Federal Character Commission – Aihie Orobosa Sylvia, to moderate the questions for the examination.

A total of 187 Staff were screened, however, only 143 were eligible for promotion, while 25 did not meet with the requirements for promotion and the remaining 19 were presented for advancement/Upgrading/Conversion. The eligible candidates comprised of 15 Research Officers and 128 Non-Research Staff. The promotion examination was conducted on the 16<sup>th</sup> of December, 2024 and it was hitch-free. All Staff who sat for the exams were successful.

In the same vein, the Junior Staff Appiontment, Promotion and Disciplinary Committee (JSAPDC) screened and conducted promotional exams for the five (5) persons that were qualified for promotion on the 6<sup>th</sup> of November, 2024. All five candidates who sat for the exams, were successful

## Director/CEO, Dr. L.N. Dongo fetes RRIN Staff in an end-of-year get-together

As is customary, since she assumed the mantle of leadership in 2022, the Director/CEO, Dr. L.N. Dongo, treated her Staff to an end-of-year get-together on the 18<sup>th</sup> of December, 2024. The event was in the natural serene environment of one of the institute's plantation. It commenced with a procession of the



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Director/CEO, Dr. L.N. Dongo and the IMC members into the arena



*Dr. L.N. Dongo and her IMC dancing into the arena for the event*

Thereafter, the event formally commenced with opening prayers by Rev'd J.I. Blessed, the Parish Priest, St. James Anglican church, Obaretin and a welcome address by the Director/CEO, Dr. L.N. Dongo '(GCOR – Grand Commander of Rubber Research) during which she welcomed all present, and appreciated her Staff present for their hardwork and resilience all through the year. This is a time to relax and have fun she said. She admonished all present to always be thankful to God for His mercies because without God, we would not be where we are today.



*Dr. L.N. Dongo welcoming Staff to the event*

At this point, she enjoined all to stand for a minute silence for our departed colleagues. She said the end of year is always a time to reflect and take stock of all our activities for the year, to share and also to say a big thank you and plead for all to key into the alliance

to move RRIN forward and make it visible. She also welcomed and thanked the invited guests for honouring our invitation. The welcome address was followed by a short exhortation by Rev. Macpherson Aghimien, Church of God Mission, Iyanomo District, during which he congratulated all for the opportunity to be present at the gathering. He admonished all to be thankful to God for where we are today, even though it may not be where we want to be.



*Rev. Macpherson Aghimien during his homily*

Thanksgiving he said is a panacea to all issues and can move one from a seemingly irreparable situation to a good one, just like the Lazarus situation in John chapter 11. He also said that whatever office we occupy today is not a right, but a privilege from God. He concluded his exhortation saying that our living and breathing is by His grace, so we should give thanks to God even in the worst situation.

There were also good will messages from the Vice Chairman of ASURI – Dr. (Mrs) E.S. Osazuwa and the Chairman of NASU – Mr. B. Nwojini, both of whom welcomed all to the event, appreciated God for His mercies and congratulated all for good health. Dr. (Mrs) E.S. Osazuwa appreciated Dr. L.N. Dongo for the novel idea to celebrate the event in the natural environment of the rubber plantation. She also applauded her for bringing us all together and that since she assumed office, there has not been a dull moment in the Institute.

The entertainment segment comprised of a dancing competition in which Mrs. Opia was declared the winner; Victory dance by members of the RRIN contingent to the just concluded RIGAN games after which, the medalists were presented with gifts; 'fastest fingers', where three thousand naira worth of recharge cards voucher PIN nos were called out for the fastest person to their recharge their phones; also a



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quiz contest which was compiled by Dr. L.N. Dongo where each correctly answered question merited a cash gift.

The high point of the event was the presentation of award/certificates to deserving members of Staff. They include:

### Staff of the month, 2024

Jan - Mr. Amos Onajite Aharibaba

Feb - Mr. Matthew Itoya

Mar - Mr. Augustine Ojetemhen

Apr - Mr. Theophilus Chukwudi Ushi

May - Mrs. Ebuwa Iredia

Jun - Dr. (Mrs) Okeoghene Emuedo

Jul - Mr. Wilson Imarhiagbe

Aug - Mr. Collins Idubor

Sept - Ms. Hilda Agbonlahor

Oct - Mr. Anthony Osasuyi Inomwan

Nov - Mrs. Funmi Akhimien

Dec - Mrs Margaret Opia

### Staff of the year

Mr. Augustine Ojetemhen

Best Budder - Mrs E. Omosefe

Best Staff Tapper - Mr. J. Azekhuemen

Best Casual Tapper - Mr. J. Unughata

Best Agric Supt. - Mr. M. Bausa

Most cheerful Staff - Dr. (Mrs) F. Otene

Best Administrator - Mr. J. Omoruyi

Most Valuable Player - Dr. I.O. Bakare

Best Research Scientists - Dr. K.O. Omokhafa

The Director/CEO Dr. L.N. Dongo introduced a new activity in this year's event - RRIN Treasure Hunt which was anchored by Dr. Chioma Okwu. Interested participants were screened with questions pertaining to the RRIN's plantation activities and the final contestants were given clues with which they were to search for the hidden treasure. Mr. D. Odudu emerged the winner after he successfully located and dug out the hidden treasure.



Dr. L.N. Dongo and Mr. D. Odudu, the winner of the RRIN Ultimate Search

There was a lot to eat and drink, amongst side attractions such as dancing and photograph session.



Dr. L.N. Dongo and some members of Staff after the event

The event came to an end with a vote of thanks by Dr. (Mrs) F. Balogun - the chairperson of the LOC and then closing prayers by Mrs. Rashidat Momoh at about 3:45 pm.

### Health Corner

#### CONGESTIVE HEART FAILURE

##### Definition

It is a chronic condition where the heart ability to pump blood effectively is impaired, leading to fluid build-up in the body.

##### Causes:

1. Coronary artery disease
2. Hypertension
3. Myocardial infarction
4. Valvular heart disease
5. Cardiomyopathy
6. Arrhythmia

##### Symptoms:

1. Shortness of breath
2. Fatigue and weakness
3. Swelling in the legs
4. Persistent cough or wheezing
5. Rapid or irregular heart beat
6. Confusion
7. Sudden weight gain

##### Types:

1. Left sided heart failure
2. Right sided heart failure
3. Bi-ventricular heart failure

##### Treatment:

Consult your doctor.

Dr. D. Ayegba is the Medical Doctor in the RRIN Clinic

### Know your PSR

#### SECTION I - GENERAL

020101 - Appointments to public offices in the Federal Civil Service. These appointments are made either:



(a) by letter written under the direction of the Federal Civil Service Commission; or

(b) by formal agreement between the officer and the Federal Government or its appointed agents. Subject to Rules 020205, 020206 and 020207 - Permanent Secretaries/Heads of Extra-Ministerial Offices are authorized to appoint eligible candidates to posts in respect of which the powers of appointment have been delegated to them.

**020102** - (i) The Federal Civil Service Commission shall make appointment to posts graded GL.12 - 17. Such appointment shall be made as the need arises into the available vacancies after advertisement. Officers intending to transfer their services shall take part in the annual Public Service Examinations for post GLS 07-10.

(ii) Subject to modalities to be prescribed by the Federal Civil Service Commission from time to time, each Ministry/Extra-Ministerial Office shall select from the pool of successful candidates at the Civil Service Examination prescribed in Rule 020102.

(iii) This shall be handled by the appropriate committees of each Ministry with the representatives of the Federal Civil Service Commission and Head of the Civil Service of the Federation at the meeting of the committees.

(iv) There shall be an annual competitive Civil Service Entry Examination for posts graded GL. 07-10 for new entrants and serving Officers wishing to transfer from other scheduled services. This examination shall be conducted by the Federal Civil Service Commission in conjunction with the Office of the Head of Civil Service of the Federation, Administrative Staff College of Nigeria, and the Public Service Institute of Nigeria.

(v) To qualify for this examination candidates must possess an Honours Degree or Higher National Diploma not below upper credit in relevant disciplines as provided for in the Schemes of Service. Final selection shall be made by the line Ministries/Extra Ministerial Offices in line with their requirements.

**020103** (a) Each Ministries/Extra Ministerial Office shall appoint Junior Staff on GL. 06 and below. This shall be handled by the Junior Staff Committee of each Ministry/Office, with a representative of the Federal Civil Service Commission and the Head of the Civil Service of the Federation at any meeting of the committee, subject to the approval of the Permanent Secretary/Head of Extra Ministerial offices,

(b) Appointment in the Federal Ministries/Extra-Ministerial Offices in the States shall be from the residents of that State who possess the qualifications prescribed in the approved Schemes of Service;

(c) Each Ministries/Extra-Ministerial Office shall work out the actual establishment or requirements for each State Office. The Junior Staff Committee (Local) shall conduct the interview to appoint the officers, subject to approval of the Permanent Secretary/Head of Extra Ministerial offices.

**020104** - Promotions to all posts in the Federal Public Service other than those of Permanent Secretaries are vested in the

Federal Civil Service Commission which, has however authorized Permanent Secretaries/ Heads of Extra - Ministerial Offices to promote eligible candidates to posts in respect of which the powers of appointment have been delegated.

**020105** - The incremental date of an officer appointed or promoted to

a post in the Federal Public Service shall be I" January of every year provided such officer has spent at least six (6) months on the Grade with good performance before enjoying the increment.

**020106** - Seniority in any department shall be determined by the entry date/the assumption of duty certified by an authorized officer as reflected in the appropriate register.

**020107** - The employment of unpaid staff is prohibited.

**020108** - (i) Permanent Secretaries/Heads of Extra-Ministerial Offices shall keep an up-to-date record of every officer under their control. Staff Record. Form Gen 60 shall be used and one copy must be sent to the Central Staff Records Office in the Office of the Head of the Civil Service of the Federation, Offices of the Accountant General of the Federation and Auditor General for the Federation, National Pension Commission within one month of the appointment. Form Gen 60 shall be completed in ink.

(ii) Date of birth recorded on appointment by an officer shall not

be changed throughout the career of the officer. Any contravention shall be regarded as an act of serious misconduct.

### PENSION MATTERS

The National Pension Commission recently issued a revised regulation on retirement and terminal benefits for immediate implementation.

The regulation simplifies some difficulties and guides the process of accessing retirement and terminal benefits by pension contributors and retirees under the Contributory Pension Scheme.

This is the first comprehensive review of the regulation since its initial issuance in 2007.

The commission said the review has input from "key stakeholders" in order to ensure a more efficient retirement benefits administration.

According to a release by the commission recently, the revised regulation contains several new provisions on pension enhancement, voluntary contributions, temporary access to RSA due to loss of job, payment under the Micro Pension Plan, administrative sanctions for violations by Pension Fund Administrators (PFAs), amongst others. The regulation also introduces salient amendments to several existing provisions while providing more clarity on others.

The key highlights of the revised regulation include the simplification of the documentation process, non-confirmation



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of employment status by employers, access to lump sum, RSA consolidation before payment of benefit.

### Documentation process

While the old regulation outlined the documents required for retirees to access benefits, the revised regulation as a way of simplifying the process has now mandated PFAs to make efforts to ensure that all documentation preparatory to the retirement of the Retirement Savings Account (RSA) holder should be provided and concluded within a period of four months prior to the date of retirement.

“In order to ensure that prospective retirees are duly educated on the modes of accessing their benefits, PFAs have also been mandated to advise prospective retirees to check their websites and be acquainted with the CPS Retirement Pack containing features of Programmed Withdrawal (PW) and Retiree Life Annuity (RLA) at least three months to date of retirement. The pack also contains other salient issues that would guide the retirees towards a smooth retirement process”.

### Non-confirmation of employment status by employers

Also, the revised regulation has simplified the provisions on the notification and documentation required for access to RSA due to temporary loss of job.

Temporary loss of job has been defined as a situation “where an employee voluntarily retires, disengages or is disengaged before attaining the age of 50 years and is unable to secure another employment after four months of the disengagement.”

“The provision addresses situations where employers refuse to confirm the retirement or disengagement of their former employees. Prior to this revision, a letter of acceptance of resignation or disengagement issued by the employer is mandatory for a pension contributor seeking payment of 25 percent for temporary loss of job. However, the Revised Regulation provides that where the employer fails/refuses to accept the

resignation letter from the employee, the PFA shall write the employer confirming the employee's resignation and ensure that an acknowledgement copy is kept as proof of receipt.

Where the employer fails to respond to the PFA's inquiry within 30 days, the employer's refusal is taken as acceptance of the employee's resignation for the purpose of benefits payment”.

### Additional lump sum payment

Significantly, in terms of lump sum payment, the revised regulation has clarified that the retirees shall be allowed to access additional lump sum after the payment of initial lump sum provided that there are additional inflows of funds into the RSA from the employers.

However, the additional remittances shall first be applied to augment pension up to 50 percent of the retiree's final salary while the balance may be paid out as lump sum.

Where the retiree's pension is already up to 50 percent of final

salary, the retiree may choose to collect the entire additional remittances as lump sum.

*Emmanuel A. Airwekhoe*

*Principal Admin Officer (Pensions)*

### Staff of the Month

Our Staff for the month of December is Ms. Margret Opia. She joined the service of the Institute on the 3rd of January, 2007 as an Assistant Agricultural Field Overseer on HATISS 02, with a Pitman Examination Institute Certificate, London on 25 words per minute. In 2016, she enrolled for and obtained her West African Examination Senior School Certificate. She is currently a Chief Agricultural Field Overseer with the Administration Department.



*Ms. Margeret Opia*

Ms. M. Opia is obedient, punctual and hardworking and is ever ready to carry out any official duty assigned to her.

### Announcement

#### Another PhD on the block

RRIN recently added another feather to her cap when one of her young Scientist, in the person of Elvis Unabor obtained his Ph.D. Degree in Crop Management – Agronomy from the Federal University of Technology, Akure. Congratulations to Dr. E. Unabor and we wish you more of God's grace in all your endeavours.



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### Picture Gallery



Editors: Dr.(Mrs) O. A. Emuedo, Dr. N.M. Fakuta, Mr. T. Mkor, Dr. (Mrs) C. Okwu-Abolo, Mr. P. O. Igbako and Mr. E Obasuyi.

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As the holiday season approaches, I want to take a moment to reflect on the incredible journey we've shared this year. Together, we've accomplished so much, overcoming challenges and celebrating successes along the way.

Your hard work, dedication, and passion have been the foundation of our achievements. I am truly grateful for the commitment each of you has shown. This year has proven that with collaboration and perseverance, we can accomplish great things.

As we prepare to close out the year, I encourage you to take this time to relax, recharge, and celebrate with your loved ones. The holiday season is a special opportunity to reflect on the things that matter most—family, friends, and the joy of giving.

Looking ahead, I'm excited about the opportunities the new year will bring and confident in our ability to tackle whatever comes our way together.

On behalf of the leadership team, I wish you and your families a Merry Christmas and a Happy New Year filled with peace, joy, and success.



Dr. (Mrs.) Lelia Nkechinyere Dongo  
Executive Director/CEO,  
Rubber Research Institute of Nigeria



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## HAPPY NEW YEAR

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