

RRIN TABLOID

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RRIN holds January edition of her Monthly Seminar Series (MSS)

The first edition of the monthly seminar series (MSS) of the institute for the year 2024 took place on the 24th of January, 2024 at the RRIN Conference Hall. Dr. T.U. Esekade, Director/Head, Research Support Service Department delivered a paper which he co-authored with other Scientists and Technologists titled "Technicalities of Rubber Plantation Trees Exploitation in Nigeria – RRIN in Focus". He discussed the different aspects of the technicalities involved in rubber tree exploitation under plantation practice in Nigeria with particular focus in RRIN. He examined the different types of tapping tools and the probability of automation of rubber tapping going forward. He interrogated the terminologies of rubber tree exploitation, laying emphasis on rubber tree bark management for sustainable latex production. The importance of rain guard was brought to the fore as a means of maximizing production during the long period of the rains.



Dr. T.U. Esekade, during his presentation

He encouraged both stimulation of and fertilization application on the rubber trees for optimum latex production. In his conclusion, he highlighted the importance of tapping systems and frequencies to labour and yield maximization as well as the pivotal role of labour management for sustainable exploitation of the rubber plantation trees.



Cross section of Staff during the seminar

There was a question-and-answer session after his presentation.

RRIN Scientists participates in Capacity Building Training for Scientists and Stakeholders on Innovation Technologies in Research and Development

The Agricultural Research Council of Nigeria (ARCN), in partnership with Kannon Royal Resources, successfully conducted a one-day capacity-building training program for Scientists and stakeholders in innovative technologies within the field of Research and Development. It held on the 18th of January, 2024 at the ARCN headquarters in Abuja. The event brought together Fifty-nine (59) representatives from various Research Institutes and Colleges of Agriculture across Nigeria. Representatives of Research Scientists from Rubber Research Institute of Nigeria were Mr. Ben Ohiocheoya (Research Operations Department) and Mrs. Faithfulness Oseihale Osazee (Research Outreach Department). The program focused on fostering new innovations and collaborations in line with the national agenda for food security, this was delivered through theoretical lecture, technical session and a visit to the museum of the ARCN. A brief highlight into the training proper was the processes involved in bringing innovations to meet the needs of stakeholders which included an extensive training on understanding innovation within the National Agricultural Research Systems (NARS), understanding Stakeholders analysis and understanding Needs assessments in an innovative system. The high point of the program was the insightful speech by the Executive Secretary of ARCN, Prof. Garba Hamidu Sharubutu where he encouraged scientists to be more innovative in their research so as to meet the needs of stakeholders.



R - L Mr. B. Ohiocheoya and Mrs F.O. Oseghale Osazee

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Nigeria To Host World Rubber Summit

As part of measures to revamp the rubber sector towards boosting the nation's economy, the Ministry of Industries, Trade and Investment is to produce a Commodity Policy for Nigeria's Rubber Sector.

The Minister of Industries, Trade and Investment, Dr. Doris Uzoka – Anite made this known in Abuja while inaugurating a Local Organizing Committee on the World Rubber Summit.



Some members of the Committee

Copied from <https://kapitalfm.gov.ng/2024/01/03> By Mathew Ayoola, Edited by Grace Namiji

Dr. Uzoka – Anite who described the rubber sector as vital to national economic development stated that the move would also enhance the growth of the nation's Non-oil sector, create job opportunities as well as industrialization in line with the renewed hope agenda of President Bola Tinubu's administration.

“The development of the rubber value chain will resuscitate the country's rubber industry thus impact the positive multiplier effect on the nation's economy thereby creating jobs, increasing foreign exchange earnings and improving stakeholder's standard of living” she stated.

According to her, to address challenges in the sector, there is need for concerted efforts from all relevant stakeholders through collaboration and synergy towards mobilizing resources, knowledge and expertise that would promote the upscaling of rubber production and value addition in line with global best practices.

“This is with a view to leverage on global demands for sustainable rubber products and exploit the considerable share in the global rubber market” the Minister said.

While thanking the International Rubber Study Group for the choice of Nigeria for the 2024 World Rubber Summit, Dr Uzoka – Anite advised the Committee to work in line with its terms of reference towards ensuring the success of the summit.

In a remark, the National President of National Rubber Producers, Processors and Marketers Association of Nigeria, Otunba Igbinosun Idowu Peter called for a National Rubber Policy and Strategies for ten years to revamp and attract investors into the sector.

Otunba Peter also stressed the need to provide necessary enabling

environment and encourage investors with some wavers especially importation of equipment for production among others.

Also speaking, the Secretary General of International Rubber Study Group, Prof. Joseph Adelegan, who described Nigeria as the highest producer of rubber in Africa called for sustainable rubber development programme for national economic development. Prof. Adelegan therefore promised the Group's technical support to developing Nigeria's rubber industry.

Dr. Lelia N. Dongo, the Director/CEO, Rubber Research Institute of Nigeria also laid more emphasis to the Honorable Minister for Trade and Investment (HMTI) on the importance of reducing the gestation period of Rubber as a measure to boost the sector and also the need to support the project financially. After the briefing, she gave the vote of thanks.



Dr. L.N. Dongo expressing her ideas during the meeting

RRIN holds January edition of general prayer meeting

The first edition for the year 2024, of the RRIN prayer meeting took place on the 8th of January. It commenced with an opening prayer by Mr. W. Imarhiagbe and a praise worship session, led by Mr. I. Ugiagbe. Thereafter the prayer session commenced, led by Mr. W. Imarhiagbe. He welcomed the representative of the Director/CEO, Dr. I.O. Bakare, as well as other Heads of Departments, Divisions and all Staff present, to the first prayer session for the year 2024, thanking God for His grace and mercy on us all.



Cross section of some members of Staff during the prayer session

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To guide staff on the areas to pray, he cited some bible verses, such as Psalm 98:1, Psalm 145:3. He urged all present to ask God for direction, as well as sing a new song to the Lord in this new year; also that God should do great things for RRIN in this new year;

He further asked for God's wisdom on the Director/CEO and the management team of the Institute; for His glory, open heaven and uncommon favours on the Institute; for early satisfaction of the individual needs of Staff and peaceful election in Edo State.

Dr. A.M.D. Uwumarongie rounded up d prayers with the sharing of the grace.

PENSION MATTERS

CURRENT PENSION ADMINISTRATION IN NIGERIA

Previous successive pension administration in Nigeria had various challenges. This led to the introduction of the current Contributory Pension Scheme (CPS), with effect from July, 2004. 30th June, 2004 became the transition date from the Defined Benefits Scheme (DBS) also known as the Old Pension Scheme.

The Contributory Pension Scheme is an arrangement where both the employee and the employer of public and private organisations contribute towards the payment of the employee's Pension at retirement. Its fully funded through the monthly pension contributions that are remitted to the employees' Retirement Savings Accounts (RSAs). The Contributory Pension Scheme was enacted in 2004 with each employee to contribute 7.5% of his or her monthly basic salary while the employer adds 7.5%. But with the 2014 Amendment Acts to the Pension Scheme, the employee is to contribute 8% while the employer is to contribute 10% with effect from July 2014.

OBJECTIVES OF THE CONTRIBUTORY PENSION SCHEME

1. To ensure that every person who worked in either the public or private sector in Nigeria, including self-employed individuals, receives his/her pension as and when due.
2. To ensure uniform rules, regulations and standards for the administration of retirement benefits in Nigeria.
3. To assist and encourage individual workers to have consistent savings in order to cater for their needs at old age after retirement.

FEATURES OF THE CONTRIBUTORY PENSION SCHEME

1. Contributory: It shares responsibilities between the employee and the employer. Employee contribute 8% and employer contribute 10%.
2. Fully funded: Pension is fully funded from contributions deducted from employees' salaries and the employer's contributions.
3. Retirement Savings Accounts: Individual employees have Retirement Savings Accounts with Pension Fund Administrators, into which pension contributions are remitted.

Emmanuel A. Aiwekhoe

Principal Admin Officer (Pensions)

Health Corner by Dr. D. Ayegba

Caesarian Section (CS)

This is the process of child birthing through surgical means (operation). There are various reasons why some women deliver their babies through operation and this reason could be from the mother or the baby. They are as follows:

WOMEN

Small pelvis (Android pelvis)

Pregnancy induced Hypertension

Pre-Eclampsia and Eclampsia

Placenta Anomaly- Placenta Previa, Placenta Abruption

Previous C/S in some cases two or more

Social reason

Outlet Obstruction by e.g fibroids

Short inter- pregnancy period following a previous C/S

Women with challenges like spinal cord injury

Threatened OR Actual ruptured uterus from over stimulation

Prolonged Obstructed labour.

CHILD

Big baby (Foetal macrosomia)

Foetal Distress

Cord round neck and knotting of the cord

Multiple babies

Hydrocephalus

Cord prolapses

Abnormal presentation e.g, Breech in primip, leg presentation,

Transverse lie, Hand presentation.

Conjoined twins

Precious baby e.g spent longtime before getting pregnant

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

Know your Public Service Rules (PSR)

PROMOTION

(a) Except where powers of appointment or promotion have been delegated, no promotion shall become effective until they have been approved by the Federal Civil Service Commission.

(b) All officers who fall within the field of selection for any promotion exercise shall be considered except those who are under disciplinary action. The minimum number of years that an officer must spend in a post before being considered eligible for promotion shall be as follows:

Grade Level of Staff	Number of Years in Post
06 and below	Minimum of 2 years
07-14	Minimum of 3 years
15-17	Minimum of 4 years

(c) Promotions shall be made strictly on the basis of competitive merit from amongst all eligible candidates.

(i) In assessing the merit of officers, a clear distinction shall be made between their records of performance or efficiency in lower grades and their potential for promotion, i.e. ability and competence to perform the duties and responsibilities of the higher post efficiently.

(ii) Seniority and previous records of performance will be taken into account in choosing between candidates with equal potential for promotion.

(iii) In all cases, however, a generally satisfactory record of conduct shall

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also be considered.

(d) The responsibility for the promotion of officers shall be as follows:

(i) GL.06 and below - by the Ministry/Extra-Ministerial Office.

(ii) GL.07 - 14 - by the Ministry/Extra-Ministerial Office or the relevant Staff pool subject to confirmation by Federal Civil Service Commission.

(iii) GL.15 - 17 - by the Federal Civil Service Commission on recommendation from Ministry/Extra-Ministerial Office or the relevant pool routed through the Head of the Civil Service.

(e) All promotions are subject to satisfying minimum requirements declared by Federal Civil Service Commission and availability of vacancies.

Before each promotion exercise, the appropriate office shall compile a list of all eligible candidates to be considered, the list being prepared on the basis of the job requirement or set of criteria established for the post by the Office of the Head of the Civil Service of the Federation, e.g. qualification/experience, age, training, performance, etc., as contained in the scheme of service. Furthermore:

(a) There shall be structured and sustained training for career progression in the service including continuous professional training and development.

(b) Officers shall qualify for promotion to higher grade after acquiring the skill and competence as provided in the scheme of service for the particular cadre.

The appropriate committee shall meet to interview and consider to officers holding junior appointments in the Ministry/Extra Ministerial Office who may be recommended to the Federal Civil Service commission which shall examine the suitability of the officers recommended and offer them promotion to existing vacancies.

The effective date of all promotions shall be 1st January of the year for which the promotion exercise was conducted or as may be determined by the Federal Civil Service Commission.

Permanent Secretaries/Heads of Extra-Ministerial Offices shall fill one junior vacancies on posts on GL. 06 and below on the recommendation of the Junior post Staff Committee.

Officers on approved Leave of Absence, Secondment, approved Leave with Pay, Special Assignment, etc., shall not be granted notional promotion. Such officers shall sit for promotion

An Officer who has passed the compulsory examination for confirmation in the service shall be eligible for promotion notwithstanding the fact that he has not completed the probationary period specified above

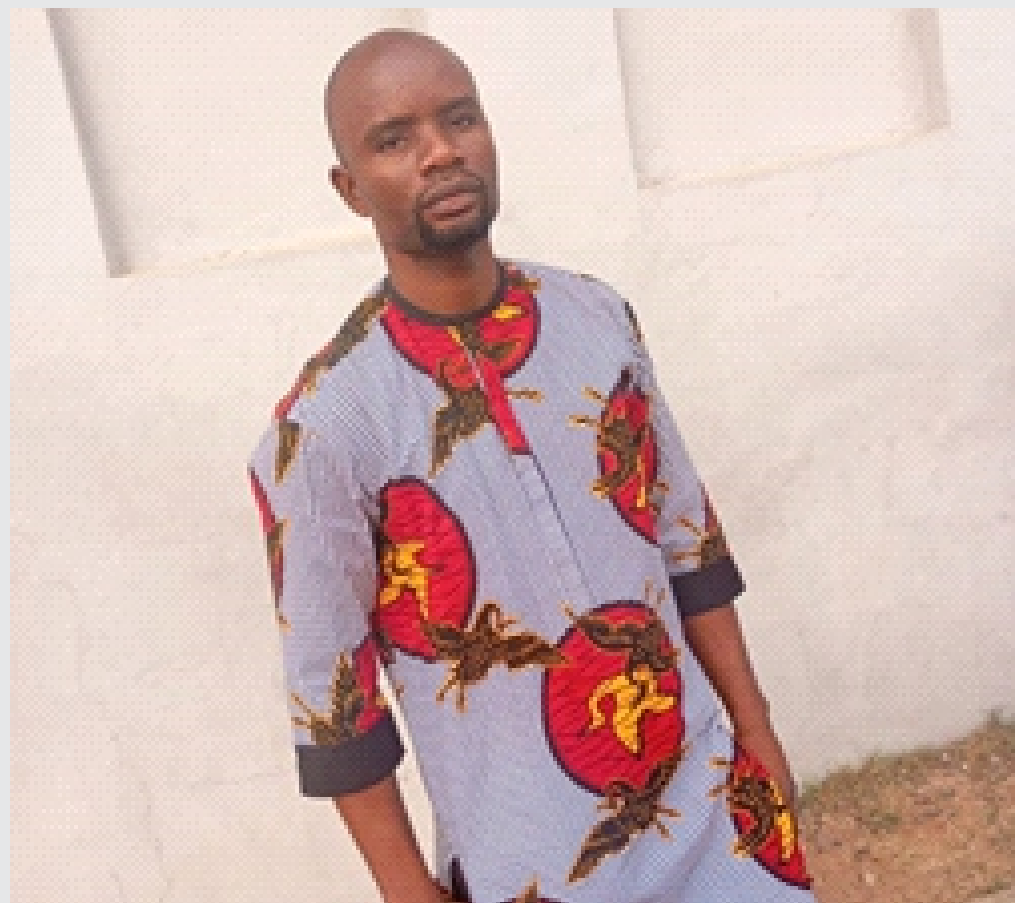
Under normal circumstances, no contract officer will be considered for promotion except where there is no suitable pensionable officer available or where he possesses an exceptional qualification and suitable experience. He could, however, be considered for an enhanced appointment during the renegotiation of his contract.



Staff of the Month

The Staff of the month is Mr Amos Onajite Aharhibaba. He joined the service of RRIN in October, 2008 with his Senior Secondary School Certificate, as an Agricultural Field Overseer on CONRAISS 3/1, and was deployed to the Tapping Unit.

In a bid to enhance himself academically, he sought for and gained admission to the Temple Gate Polytechnic, Aba, to study Business Administration, where he obtained his National Diploma (ND) in 2014. This acquired academic feat led to his conversion from Agricultural Field Overseer Cadre (where he had risen to the position of a Chief Agricultural Field Overseer) to Executive Officer Cadre (Admin) on CONRAISS 6/3 in January, 2017. He is presently in the Human Resources Division in the Administration Department.



Mr Amos Onajite Aharhibaba

He is a member of the Task Force on Environmental Sanitation in RRIN Staff Quarters and also a member of the RRIN Vigilante Team. He is very active in both groups.

Mr Amos Aharhibaba is hardworking, humble and dedicated to his duties

