

RRIN TABLOID

LATEX

Vol. 3. Issue 8 Aug., 2024



A new dawn in RRIN

A new dawn broke in the Rubber Research Institute of Nigeria when Mr. Mkposong Asuquo, (FIMC), Managing Director Inter Global Africa Consultants and his team responded to the Director/CEO's request for a round table discussion on RRIN Consult and Inter Global Africa Consultants MOU on Tuesday 16th July, 2024. In his introduction to the Director/CEO and her team, he remarked that his company is aware that Rubber can increase the country's GDP if maximally utilized and that their main focus is first on the people and social responsibility to the neighboring communities. He assured RRIN of their financial and technical expertise which is a sustainable approach for a win-win collaboration. He concluded his remark by appreciating the Director/CEO and her team for the lofty ground that she has granted them.

He highlighted three major areas of interests

- Space for their equipment and Secretariat
- Revamping and expansion of RRIN smoke house
- Expanding Plantation establishment and maintenance



Dr. L.N. Dongo signing the MoU

Mr. Mkposong Asuquo, mentioned another key area of interest which is assisting in the area of motorized tapping of the rubber trees. He complimented the rubber sample collected from RRIN as it passed through the test both locally and internationally where it was graded as TSR-10.



Mr. Mkposong Asuquo signing the MoU

He concluded by saying that with a little touch, RRIN's rubber will become one of the best in sub-Saharan Africa. Thereafter, the MOU was signed by both Chief Executive Officers.



Dr. L.N. Dongo, Mr. Mkposong Asuquo, his team and the RRIN's IMC after the signing of the MoU

RRIN holds July edition of general prayer meeting

The July, 2024 edition of the RRIN prayer meeting took place as usual, on Monday the 1st of July, 2024. It started as usual with praise and worship, thereafter, the prayer session which was led by Dr. E.A. Abolagba commenced. His prayers were centered on thanksgiving, for divine protection over our lives, that of our families, our properties and endeavours since the beginning of the year. Taking his text from Psalm 108: 15, he prayed for God's continued protection over each and every member of Staff and against all satanic manipulations, opposing the success of the development programmes of the Institute (Exodus 12: 12). Also reading from Psalm 65: 11, he led the members of Staff present to pray for God to crown the remaining part of this year with his goodness and for God's wisdom on the Director/CEO and the IMC members (James 1: 5), to ensure the sustainable growth and development of the Institute. He also prayed for divine lifting and development for RRIN, using Jeremiah 30: 19 as his standard. He concluded by asking God to rain His blessings on all Staff of RRIN in all their endeavours, so they shall be like the tree planted by the riverside (Psalm 1: 3)

Dr. K.O. Omokhafa rounded off the prayers with the sharing of the grace.



Cross section of some members of Staff during the prayer

RRIN TABLOID

LATEST

Vol. 3. Issue 8 Aug., 2024



Courtesy visit to the Director General/CEO Raw Materials Research and Development Council (RMRDC) Maitama, Abuja

The Director /CEO of Rubber Research Institute of Nigeria (RRIN) Dr. L. N. Dongo and her Team paid a research study visit to the recently appointed Director General/CEO, Raw Materials Research and Development Council (RMRDC), Prof Nnanyelugo Martin Ike-Muonso at the RMRDC headquarter office in Abuja on 5th July, 2024. The visit provided an excellent occasion to formally congratulate the DG/CEO RMRDC on his appointment.



Dr. L.N. Dongo, Prof N. M. Ike-Muonso and others during the meeting.

The Director/CEO RRIN also discussed the potential areas of collaboration that could benefit both institutions. Dr. L.N. Dongo also used the opportunity to seek funding intervention in the area of:

Advancing Rubber Cultivation in Nigeria through CRISPR/Cas9-Enabled Accelerated Maturity of Rubber by reducing the growth period of rubber trees to 3-5 years

Reactivation and commercialization of pilot plant for the rubber seed oil and glazier putty production in RRIN

Establishment of natural rubber latex concentrate pilot plant project in RRIN.

The intervention fund from RMRDC and the synergy between the RMRDC and the RRIN is hoped to further advance the shared goals on both institutions.



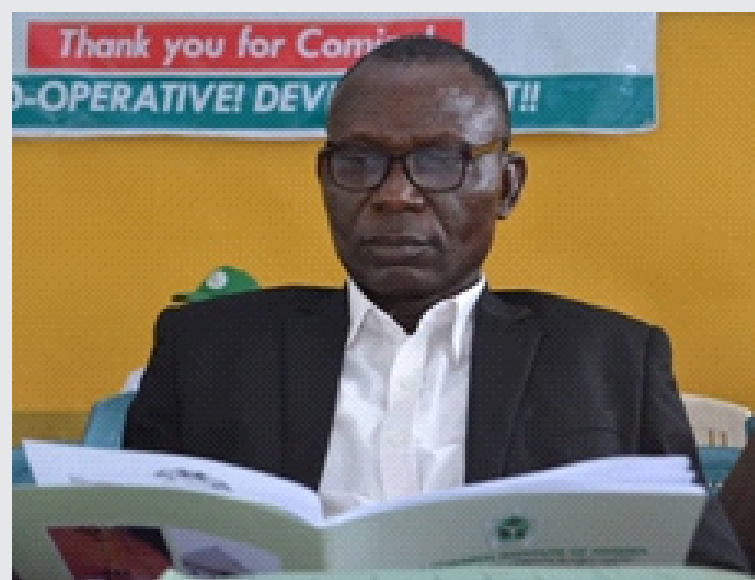
Dr. L.N. Dongo, Prof N. M. Ike-Muonso and others after the meeting.

Rubber Research Institute of Nigeria Staff Multi-Purpose Cooperative Society (RRINSMPCS) holds her Annual General Meeting

The calm city of Iyanomo was agog with merriment, when the Executive and members of the Rubber Research Institute of Nigeria Staff Multi-Purpose Cooperative Society (RRINSMPCS) rolled out their drums to celebrate her Annual General Meeting (AGM) on Thursday, 25th July, 2024.

The AGM featured the presentation of the Accounts for years 2021, 2022 and 2023 respectively. In his welcome address, the President of RRINSMPCS, Dr. Haliru Y. Umar appreciated and warmly welcomed the guests from the Ministry of Trade, Business and Cooperative led by the Director of Cooperatives, Mrs. Efeomo Enoma, Edo Cooperative Federation and as well as the Director/CEO of RRIN, ably represented by Dr. Isiaka O. Bakare.

Dr. Isiaka O. Bakare, on behalf of the Director/CEO of Rubber Research Institute of Nigeria, Dr. Lelia N. Dongo, commended the Executive Committee for their achievements since assuming office. He thanked the entire membership of the Society for their coherence and support for the leadership, welcoming all guests to the Institute and assured them of peaceful deliberations.



Dr. I.O. Bakare, representing the Director/CEO

Goodwill messages came from the President, Edo Cooperative Federation, Mr. Filani Ojo, President of RRIN Unity Farmers' Cooperative Society, Mr. Victor I. Ilumah and as well as the President of RRIN Women Welfare Cooperative Society, Dr. (Mrs) Betty N. Agbonkpolor.

After the adoption of the three years financial reports as presented by the Treasurer of the Society, Mrs. A.N. Anusike and Minutes of last AGM presented by the Secretary of the Society, Comrade Elijah J. Obasuyi respectively, the Director of Cooperative Mrs. Efeomo Enoma exercised the powers vested on her and dissolved the Executive Committee led by Dr. Haliru Y. Umar to pave way for election to various positions and the constitution of a new Executive Committee.



Cross section of cooperators during the AGM

RRIN TABLOID

LATEX

Vol. 3. Issue 8 Aug., 2024



Thereafter, a keenly contested election saw the emergence of the following persons as the new Executive members and they were immediately sworn in by the Director of Cooperative:

Dr. Haliru Y. Umar	-	President
Dr. Nicholas O. Ogbemor	-	Vice President
Comrade Elijah J. Obasuyi	-	Secretary
Mrs. Stella Mesike	-	Treasurer
Mr. Edeki Ogoigbe	-	Exco
Mr. Samuel O. Affi	-	Exco
Mrs. Helen Ehiwe	-	Exco
Mr. Jasper I. Ugiagbe	-	Exco



Some members of the newly elected executives as they take the oath of office

Health Corner

By Dr. D. Ayegba
CHOLERA

Cholera is one of the serious medical emergencies that require urgent and prompt intervention. It is a bacterial disease-causing severe diarrhea and dehydration.

Aetiology - It is caused by bacterium *Vibrio cholera*. Cholera is an acute diarrhea infection caused by ingestion of food or water contaminated with the bacteria.

Epidemiology - Cholera can be endemic or epidemic.

Endemic when there is evidence of local transmission in the past years (cases are not imported from elsewhere).

Epidemic when there is no evidence of its occurrence before plus endemic cases.

Risk Factors

Cholera occurs mostly in areas where there is inadequate access to water and sanitation facilities in slums camps for Internally Displaced Persons (IDP), Refugee camps.

Symptoms - Cholera is often mild or without symptoms, but can be severe.

1. Severe acute watery diarrhea (Rice water stools)
2. Severe dehydration
3. Vomiting
4. Thirst
5. Leg cramps
6. Restlessness or irritability
7. Death

Most people infected with cholera do not develop any symptoms, although the bacteria are present in their feces for 1-10 days after infection and are

shed back into the environment potentially infecting other people.

Prevention and Control

A combination of surveillance, water sanitation and hygiene, social mobilization, treatment and oral cholera vaccines called Vaxchora (lyophilized CVD 103 HgR) single dose is used

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

PENSION MATTERS

Component of retirement benefits under the contributory pension scheme

There are three main components of retirement benefits under the Contributory Pension Scheme namely;

1. Accrued Pension Right: Accrued Pension Right represents an employee's benefit for past years of service from the date of his/her first appointment to 30th June, 2004 and is determined by applying the rules under the old pension scheme (Defined Benefit Scheme).
2. Monthly Pension Contributions: Pension Contributions are the total monthly contributions of both the employer and the employee from July, 2004 to the month of retirement based on applicable grade levels/steps and salary structure(s) and also includes income earned on the contributions.
3. Return on Investment: Investment income earned on the **Retirement Savings Account** Balance.

Ground for retirement under the contributory pension scheme

1. Mandatory Contractual Retirement Age:
 - 60 years in the Public Sector
 - 65 years for Academic and Non-Academic staff of Tertiary Institutions
 - 70 years for Professors

Retirement from Service on Attainment of maximum allowable length of service (35 years for core civil service)

- Termination/disengagement from service
- Voluntary disengagement
- Retirement on medical ground based on advice of a Physician/Medical Board
- Deceased (Death Benefit)

Emmanuel A. Aiwekhoe

Principal Admin Officer (Pensions)

Know your Public Service Rules (PSR)

Chapter 2; Section 8 – Leaving the Service

020801 - If within his probationary period it is established to the satisfaction of the authority empowered to appoint an officer that he is not qualified for efficient service, his appointment may be terminated by that authority at any time without any further compensation than free transport to the place from which he was engaged and such free transport will be granted only if his conduct has been good. Provided the termination is not due to misconduct on the officer's part, it will be effected by means of a month's notice and, subject to the same proviso, if the officer is eligible for vacation leave in respect of his/her service to date, such leave may be granted together with (if the officer so desires) normal vacation leave transport grant in lieu of the free transport mentioned above. Such leave, if any, shall be so arranged as to take place within the period of notice and, if possible, to expire on the same day as the notice. The position regarding the refund of the cost of any training given the officer is governed by the bond relating to such training.

RRIN TABLOID

LATEX



Vol. 3. Issue 8 Aug., 2024

020802 - If an officer relinquishes his/her appointment within the period of his/her probationary service he may be required to refund any expenditure by government in transporting him, his/her family, servant and baggage to and from the place at which he/she has been employed and he/she will not be eligible for any facilities from government towards transport from the station at which he/she is then serving. The position regarding the refund of the cost of any training given the Officer is governed by the bond relating to such training

020803 - The appointment of an officer on probation who fails to secure confirmation in the pensionable establishment at the expiration of his/her probationary period, including such extension thereof as prescribed under Rule 020301, may be terminated in the manner specified in Rule 020801.

020804 - (a) An Officer who resigns will be liable to:

(i) forfeit all claims to vacation leave; any vacation leave or passage privileges granted will be *ex-gratia*;

(ii) refund to the Government in full any sum of money which he/she may be owing to Government or which, under the provisions of other Rules or agreements entered into with Government, is refundable to Government for his/her not discharging the obligations set out in such agreement; provided that any or all of such refunds may be waived at the discretion of the Government.

(b) By virtue of the provisions of Regulation 15 of the Pension Reform Act 2004, all previous pensionable service is forfeited on resignation and cannot be taken into account for pension purposes if the officer is subsequently re-employed except where, under certain circumstances, such a break in service has been condoned by the Office of Establishments and Pension.

020805 - An Officer who leaves the service other than by resignation or dismissal will be eligible for proportionate leave in accordance with Rule 100211. If he/she has enjoyed more leave during the leave year than he/she is eligible to receive under that Rule, he/she will be required to refund salary at the rate at which it was paid for the number of 'working days' leave enjoyed in excess of what he/she was eligible to receive, the days in respect of which salary is refunded being treated as leave without pay for pension purposes. This provision will be waived in the case of an officer who dies in the service

020806 - (i) Officers who fail promotion examination on three (3) consecutive attempts on the same grade and whose on-the-job performance has been assessed to be below average shall be required to leave the service,

(ii) An Officer whose service is no longer required in the event of abolition of office, re-organisation of the office or redundancy shall be required to leave the service.

020807 - All Pensionable officers shall participate in the Contributory Pension Scheme as provided for in the Pension Reform Act, 2004.

020808 - In order to ensure that officers receive their retirement benefits promptly, Departmental Pension Officers are required to forward the up-to-date record of service of these officers accompanied with the under-listed documents:

(a) Pension Form Gen. 62 (in duplicate) with two recent colour passport photographs;

(b) Birth certificate or sworn Declaration of Age;

(c) Record of Service;

(d) Acceptance of retirement letter;

(e) Letter of Appointment or Gazette Publication of First Appointment;

(f) Letter of Confirmation of Appointment or gazette publication;

(g) Clearance Certificate signed by the Director of Administration/Personnel Management;

(h) Clearance Certificate of Non-Indebtedness signed by the Director of Administration/Personnel Management;

(i) Evidence of last promotion

(j) Current Personnel Emolument Card/Last Pay Certificate;

(k) Evidence of Transfer of Service (where applicable);

(l) Evidence of condonation and merger of Service (where applicable);

(m) Carbon copy of audited computation sheet of terminal benefits;

(n) Signed payment voucher for receipt of gratuity (if applicable); and

(o) Stamped Death Certificate (for deceased officers).

020809 - Forwarding of Departmental Files and other documents not expressly mentioned in Rule 020808 shall no longer be a condition for processing of retirements benefits.

020810 - (i) The compulsory retirement age for all grades in the Service shall be 60 years or 35 years of pensionable service whichever is earlier.

(ii) No officer shall be allowed to remain in service after attaining the retirement age of 60 years or 35 years of pensionable service whichever is earlier.

(iii) The provision of (i) and (ii) of the Rule is without prejudice to prevailing requirements for Judicial officers and Academic Staff of Universities who retire at 70 and 65 years respectively.

(iv) Provided the officer would not have attained the retirement age of 60 years or spent 35 years of pensionable service, whichever is earlier;

(a) a Director shall compulsorily retire upon serving eight years on the post; and n

(b) a Permanent Secretary shall hold office for a term of four years and renewable

for a further term of four years, subject to satisfactory performance, and no more.

SECTION 9 - CERTIFICATE OF SERVICE

020901 All officers including those on non-pensionable appointments shall be issued, on leaving the service, Certificate of Service.

020902 - Certificates of Service should be issued to officers holding senior posts on GL. 07 and above, require the countersignature of the Permanent Secretary of the retiring officer, Permanent Secretary, Federal Civil Service Commission; those to be issued to officers holding junior posts GL. 06 and below, require the countersignature of the Permanent Secretary of the retiring officer and the Permanent Secretary Establishments and Pension Office.

020903 - The main purpose of a Certificate of Service is that it may be used as a reference covering the holder's public service when seeking other employment. Accordingly, a Permanent Secretary/Head of Extra Ministerial Office should, when completing a Certificate give in it that information which he himself, were he in a position of a prospective employer, might fairly expect to obtain from the person who has previously employed the holder.

020904 - Certificate of Service shall be rendered in triplicate on the approved Forms as follows:

For Officers on G.L. 07 and above - Form Gen. 58;

For Officers on G.L. 06 and below - Forms Gen. 58A

020905 - Action to complete the issue of a Certificate of Service should be taken in time for the Certificate to be handed to the recipient before he proceeds on leave prior to leaving the service. If it is necessary to include in the Certificate of Service of any Officer any adverse comment on his work or conduct, the Certificate of Service must be completed and handed to him in time to permit him to make, before leaving the service, any representations on the subject that he may desire to put forward for Government's consideration

The names of some things you probably did not know

1. The space between your eyebrows is called a **glabella**.

2. The way it smells after it rains is called **petrichor**.

3. The plastic or metallic coating at the end of your shoelaces is called an **aglet**.

4. When your stomach rumbles, that's a **wamble**.

RRIN TABLOID

LATEX



Vol. 3. Issue 8 Aug., 2024

5. The cry of a new born baby is called a **vagitus**.
6. The prongs of a fork are called **tines**.
7. The sheen of light that you see when you close your eyes and press your hands on them is called **phosphenes**.
8. The tiny plastic thing placed in the middle of a pizza box is called a **box tent**.
9. The day after tomorrow is called **overmorrow**.
10. Your little toe or finger is called the **minimus**.
11. The wired cage that holds the cork on a bottle of champagne is called an **agraffe**.
12. The "na na na" and "la la la", which don't really have any meaning in the lyrics of any song, are called **vocables**.
13. When you combine a question mark with an exclamation mark (!?), it is referred to as an **interrobang**.
14. The space between your nostrils is called **columella nasi**.
15. The armhole in clothes, where the sleeves are sewn, is called **armscye**.
16. Finding it difficult to get out of bed in the morning is called **dysania**.
17. Illegible handwriting is called **griffonage**.
18. The dot over an "i" or a "j" is called a **tittle**.
19. That sick feeling you get after eating or drinking too much is called **crapulence**.
20. The metal thing used to measure your feet at the shoe store is called **Bannock device**.

Staff of the Month

Our Staff of the month is Mr. Wilson I. Imarhiagbe, an Assistant Chief Agricultural Superintendent in the Research Outreach Department. He joined the service of RRIN as a Higher Agricultural Superintendent in March 2009 on CONTISS and was deployed to the Common Fund for Commodity (CFC) project under the Executive Directors' office. He has a National Diploma (1986) and a Higher National Diploma (1988) both in Agriculture from the then Bendel State College of Agriculture, Anwai-Asaba.

At the expiration of the CFC project, he was redeployed to the Nursery Unit of the Institute. He is presently an Assistant Chief Agricultural Superintendent on CONSAISS 12, in the Mixed Farming Unit of the Research Outreach Department.



Mr. Wilson I. Imarhiagbe

He is an obedient and diligent Staff, who carries out his duties with enthusiasm and commitment

Picture Gallery



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