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RRIN Holds Fifth Monthly Prayer Session for 2025

The Rubber Research Institute of Nigeria (RRIN) held its fifth monthly prayer session for the year on Monday, 5th May, 2025, at the Institute's Conference Hall. The session began with a session of praise and worship led by Mrs. E. Eguagie, setting a reflective and uplifting tone for the gathering. Dr. (Mrs.) F.C. Izevbigie led the main prayer session, focusing on the theme fruitfulness. Drawing from Genesis 1:28, she emphasized that it is God's desire for every living being to be fruitful. She further referenced John 15:4-5, highlighting the importance of remaining connected to Christ, just as branches must remain attached to the vine in order to bear fruit. Dr. Izevbigie prayed that as individuals and as an Institution, RRIN would experience fruitfulness in all endeavours this month and beyond. She also asked for divine revival in areas of stagnation in the lives of staff members. Special prayers were offered for the continued progress of the Institute, urging everyone to stay connected to God to ensure that their efforts yield lasting results. She concluded by committing the Director/CEO and the Management team into God's hands, praying for divine protection, wisdom, and guidance as they lead the Institute forward. The session was brought to a close by Dr. A.M.D. Uwumarongie, who prayed for a fresh spiritual unction for all attendees, encouraging them to remain steadfast in their faith and connected to God.



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

Thereafter, Director Administration, Mr. V. Ilumah was called upon to pray for the April celebrants. He committed them to God, praying for good health, progress and long life

for the celebrants



April celebrants cutting their cake

Therafter, the celebrants took a group photograph with the cake which was graciously provided by the Director/CEO, Dr. L.N. Dongo



April celebrants with some of the Staff present

Edo State Chapter of Soil Science Society of Nigeria (ESSSN) Holds her Chapter Meeting at RRIN

The Edo State Chapter of the Soil Science Society of Nigeria (ESSSN) held its chapter meeting on Thursday, 8th May, 2025, at the Rubber Research Institute of Nigeria (RRIN), Iyanomo.

In her welcome address, the Director/CEO, RRIN, ably represented by Dr. Fred Akpobome, expressed appreciation to the society for choosing RRIN as the host venue and further encouraged the chapter to sustain regular meetings, noting that such gatherings are essential for the growth and advancement of the society.

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Dr. Fred Akpobome welcoming the guests on behalf of Director/CEO, Dr. L.N. Dongo

The State President of the Society, Professor Ogeh, also welcomed members and thanked them for their presence and commitment. He urged members to remain financially supportive by paying their monthly dues. Professor Ogeh went on to read the minutes of the previous meeting and shared key updates from the recently held National Soil Science Conference in Kano, which he noted he attended as the sole representative from Edo State. Significantly, he announced that the Edo State Chapter has been granted the hosting rights for the 2027 National Conference of the Soil Science Society of Nigeria. He informed members that while the National conference is traditionally held in May, it has now been rescheduled to take place in October or November going forward. Additionally, the chapter resolved to organize a symposium within the year, and a committee was constituted to oversee its planning and execution.



Professor Ogeh giving his opening remarks

The meeting was adjourned with the announcement that Benson Idahosa University (BIU) would host the next chapter meeting in July, 2025.

The meeting was well attended with 24 members, including prominent soil scientists such as Professor Ogbohodo, Mr. Osewota, and Professor Ogeh, the State Chapter, President.



Cross section of some members of the ESSSN during the meeting

RRIN holds her fifth Seminar Series for the year 2025

The fifth in the RRIN MSS for the year 2025 took place on Wednesday 21st May, 2025. It featured two presentations. The first presentation by Dr. C.N Idehen, titled 'Phosphorus sorption mechanism as an indicator for fertilizer management in soils supporting rubber growth in Iyanomo'. He discussed the evaluation of the P sorption capacities of soils formed from Coastal plain sand parent materials classified at the series levels in Iyanomo rubber stations. The study he said, was conducted on soil samples collected from the representative profile pits in each soil mapping unit: Iyanomo (Ahiara, Kulfo, Orlu and Alagba series), amounting to 4 profile pits and the results of the P sorption capacity showed that all the soils series exhibited different affinity to sorbed P and in decreasing order Alagba > Kulfo > Ahiara > Orlu. He concluded that these findings underline the importance of soil characteristics in P dynamics, providing actionable insights for efficient fertilizer application and also optimizing P sorption and kinetics, thus supporting strategies to enhance soil fertility and improving rubber production sustainability.



Dr. C.N Idehen, during his presentation

The second presentation titled 'Growth effect of digestate from anaerobic digestion process of rubber effluent on maize plant (*Zea mays*)' by Dr. (Mrs.) Faithfulness O. Oseghale-Osazee. In her presentation, she said digestate at two levels (20000 and 40000 litres/ha) from the anerobic digestion of organic waste and NPK (15:15:15) fertilizer were investigated for their soil fertility and growth parameters on cereal crop. After eight weeks of observation of growth parameters of the experimental plants, she concluded that the 20,000l/ha digestate from the anaerobic digestion of rubber effluent has potential as a soil amendment material for the growth of maize.



Dr. (Mrs.) Faithfulness O. Oseghale-Osazee during her presentation

Thereafter, the questions, answers and comments session followed and then announcements by the chairperson of the RPRC.



Cross section of Staff during the seminar presentation

Know your PSR

SECTION 2 - TYPES OF LEAVE

100201 - The types of leave in the Federal Public Service are as follows:

(a) Annual Leave; (b) Proportionate Leave (Pro-rata Leave); (c) Deferred Leave; (d) Casual Leave; (e) Sick Leave; (f) Maternity Leave; (g) Examination Leave; (h) Sabbatical Leave; (i) Study Leave with Pay;

U) Study Leave without Pay; (k) Leave on Compassionate Ground; (l) Pre-retirement Leave; (m) Leave of Absence; (n) Leave on Grounds of Urgent Private Affairs; (o) Leave for Cultural and Sporting Activities; (p) Leave to take part in Trade Union Activities;

100202 - Annual Leave is the absence of an officer from duty for a period specified in Rule 100203 as may be authorized by a superior officer.

100203 - Annual Leave shall be granted to an officer in accordance with his grade level as follows:

Grade level	No. of days
O 7 and above	30 calendar days
O 4 - O 6	21 calendar days
O 3 and below	14 calendar days

An officer shall qualify for Annual Leave not less than six months after the previous leave within a leave earning service year.

100204 (a) It is the responsibility of the Head of the Department of Administration/Personnel to draw up the Annual Leave Roster for all officers in that Ministry/Extra-Ministerial Office;

(b) It is the responsibility of every Permanent Secretary/Head of Extra-Ministerial Office to approve the Leave Roster for the coming year not later than the 31st December.

100205 - Leave will be granted at any time during the leave year. Normally, the full leave will be taken at one time but it may be taken in not more than two installments, Any leave not taken within the calendar year concerned will be forfeited. No officer is allowed to accumulate leave.

100206 - An officer who desires to spend his/her annual leave abroad shall inform the Permanent Secretary /Head of Extra-Ministerial Office before proceeding on vacation and shall provide details of his/her address.

100207 - An officer spending his/her leave within or outside Nigeria must furnish the Permanent Secretary/Head of Extra-Ministerial Office with his/her intended destination or leave address before proceeding on leave.

100208 - An officer is required to resume duty after vacation on the date following the expiration of his/her authorized leave.

100209 - An officer may be required to return to duty before the expiration of his/her authorized leave by the Permanent Secretary/ Head of Extra-Ministerial Office. Any portion of his/her leave so curtailed shall be taken immediately and not

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later than ninety (90) days of completion of the assignment.

100210 - On return from annual leave, every officer must complete and submit a Resumption of Duty Certificate (Form L.10) to his/her Permanent Secretary/Head of Extra-Ministerial Office who will endorse and forward the form to the Office of the Head of Civil Service of the Federation (OHCSF) or to the relevant pool office.

100211 - "Proportionate Leave" (Pro-rata) is a vacation granted to a new or retiring officer in proportion to the number of days he/she has put into the service. Any period of service under 30 days is not reckonable. The calculation of proportionate leave shall be done in accordance with the table below:

Calculation of Proportionate Leave as in the Current PSR and the Proposed Amendment

Month	(Calendar Days)		
	GL07 & above	GL04-06	GL03 & below
12	30	21	14
11	28	19	13
10	25	18	12
9	23	16	11
8	20	14	9
7	18	13	8
6	15	11	7
5	12	9	6
4	10	8	5
3	7	6	4
2	5	4	3
1	3	2	1

100212 - (a) An officer who joins the Federal Public Service during the course of the Leave Year will not normally be granted an annual leave but a proportionate leave. The proportionate leave allowance shall be based on the number of earned leave days.

(b) Officers who attend courses of instruction/training over a period of six months shall be entitled to proportionate leave for the period they put in service.

(c) An officer who is retiring within the period of Leave-Earning Service shall be entitled to proportionate leave.

100213 - (a) Deferred Leave is that which an officer is granted in exceptional circumstances by the Permanent Secretary or Head of Extra-Ministerial Office to carry forward to the next leave year because of exigency of duty. It could be part of annual leave not fully exhausted or any leave approved for deferment.

(b) Authorized deferred leave may be commuted to cash only where an officer has been made to retire prematurely and cannot spend all his/her deferred leave before his/her retirement.

100214 - Casual Leave is the absence of an officer from duty for a short period not exceeding an aggregate of 5 working days within a leave year as may be authorized by a superior officer. The casual leave shall only be granted after an officer has exhausted his/her annual leave. Casual leave is deductible in advance or arrears of earned leave.

100215 - A maximum of seven days casual leave shall be granted

in any leave year. Casual leave in excess of seven days in any leave year may be granted only by the Permanent Secretary/Head of Extra-Ministerial Office.

100216 - Sick Leave is the absence of an officer from duty on account of ill-health as authorized by a Healthcare Provider.

100217 - Maternity Leave is the authorised absence from duty of a serving female officer granted by a superior officer on account of pregnancy covering the prenatal and postnatal periods.

100218 -A female staff that is pregnant is entitled to 16 weeks maternity leave at a stretch beginning not less than 4 weeks from the expected date of delivery with full pay. A medical certificate showing the expected date of confinement must be presented not less than two months before that date. The annual leave for that year will, however, be regarded as part of the maternity leave. Where this annual leave has already been enjoyed before the grant of maternity leave that part of the maternity leave equivalent to the annual leave will be without pay.

100219 - Any female officer who is nursing a child shall be granted two hours off-duty every day. This facility shall be granted up to a maximum period of six months from the date she resumes duty from maternity leave.

100220 -An officer may be granted special leave for the purpose of taking an examination, which he/she is required to pass by the condition of his/her appointment.

100221 -An officer may be allowed special leave with full pay to take an examination the passing of which is not a condition of his/her current appointment, provided that his/her Permanent Secretary/Head of Extra-Ministerial Office certifies the following:

(a) that the passing of the examination is likely to enhance his/her value to the Service;

(b) evidence of admission for the course; (c) evidence of a time-table for the examination.

100222 -Sabbatical leave is the absence of an officer on GL.15 or equivalent and above from duty, for the purpose of research either within or outside Nigeria. The Officer on sabbatical leave shall be qualified to undertake properly organized study in areas relevant to the interest of the service or national development for a period of twelve months once in five years.

100223 -Study Leave is the leave granted to a confirmed serving officer to undertake an approved course of study within or outside the country.

100224 -There are three types of study leave: (a) In-service Training;

(b) Study leave with pay;

(c) Study leave without pay.

An officer may be granted study leave with pay, study leave without pay, or in-service training provided that his/her Permanent Secretary/Head of Extra-Ministerial Office certifies the following:

- (i) evidence of letter of admission; (ii) evidence of duration of the course;
- (iii) that the course is necessary to enhance the performance of the officer and to add value to the service;
- (iv) that the course is relevant to the officer's profession.

100225 - Officers shall be granted in-service training for a period not exceeding two years with normal emoluments, allowances and course fees. The period of study shall count towards gratuity and pension,

100226 - Study leave with pay shall be granted to an officer with normal emoluments and allowances. The duration of study leave with pay shall not exceed two years. If, however, an officer has a carry-over, the period of extension shall not be more than one year. The period of extension shall also attract pension, right of emoluments and allowances.

100227 - Officers are granted study leave without pay where the proposed courses of study are not contained in the approved training proposals for their Ministries/Extra-Ministerial Office.

100228 -The conditions for approval of study leave without pay are as follows:

- (a) officers on study leave without pay are not entitled to emoluments and allowances;
- (b) the duration of study leave without pay shall not be more than four years in the first instance, after which the officer can apply for one year extension if the need arises.
- (c) The period of study shall not be regarded as a break in Service.

100229 - Officers going on religious pilgrimages other than Officials assigned to cover such activities should use part of their annual leave for such purposes.

100230 An officer may be allowed special leave from duty on full pay on compassionate ground for a period up to two weeks for burial of spouse/child/parents/parents of spouse.

100231 - Leave of Absence is absence of an officer from duty authorized on grounds of public policy. All such leave shall be approved by the Head of Civil Service of the Federation, on the recommendation of the Permanent Secretary or Head of Ministerial Office.

100232 - The various types of leave of absence are:

- (a) Leave of Absence to join spouse on course of instruction of not less than 9 months duration abroad.
- (b) Special Leave of Absence to join spouse on grounds of Public Policy.
- (c) Leave of Absence on grounds of Public Policy for Technical Aid Programme.
- (d) Leave of Absence for Special/Personal Assistant on grounds of Public Policy.
- (e) Leave of Absence for spouse of Presidents, Vice Presidents, Governors, Deputy Governors, on grounds of Public Policy

100233 - An officer who is also a public servant shall be permitted to join his/her spouse proceeding abroad on a course of instruction. The officer is eligible for free passage at Government expense where the course of instruction is not less than nine (9) months

100234- On grounds of public policy, the spouse of a serving officer may be granted without pay for a period not exceeding five years to enable him/her join his/her spouse on posting abroad on the following conditions:

- (a) that the officer's spouse be disallowed from taking up gainful employment;
- (b) that such leave be not regarded as break in service;
- (c) where such spouses improve themselves by acquiring additional qualifications, which will enhance their usefulness to the service, they shall be considered for advancement in consonance with the prevailing regulations;
- (d) the period a spouse can be on leave of absence shall be four years in the first instance and subject to an extension of not more than one year.

PENSION MATTERS

RETIREMENT ON MEDICAL GROUNDS

Documentations

An employee retiring due to mental or physical incapacitation shall be considered to be retiring on medical grounds. The retiree shall provide the following documents:

- (a) Medical Certificate certifying that he/she can no longer continue with the employment due to incapacitation. The certificate shall be issued by qualified physician or a properly constituted Medical Board.
- (b) Where the employee is not in a position to submit the medical certificate in person, his representative/NOK shall do so on his/her behalf.
- (c) The letter of notification/acceptance of retirement issued by his/her employer also confirming that the retirement is on medical grounds.
- (d) Last three (3) pay slips or any other evidence of total annual emolument or any evidence of total annual remuneration.
- (e) Enrolment slip (for employee of FGN Treasury-Funded MDAs)

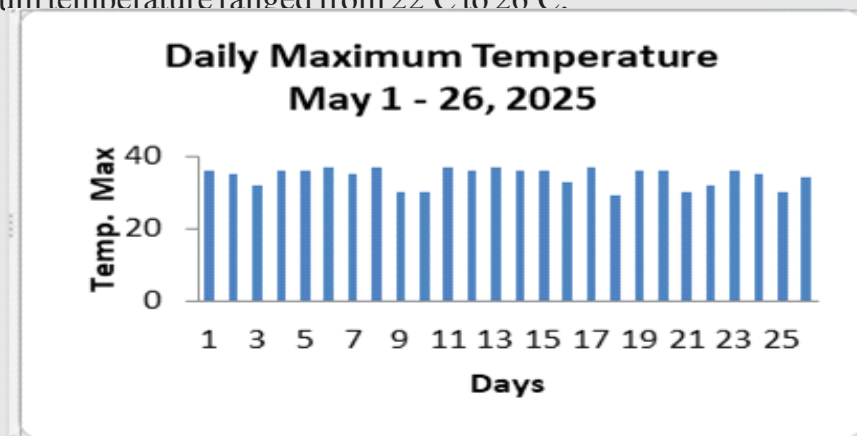
Emmanuel A. Airwekhoe

Principal Admin Officer (Pensions)

Agro climatology Bulletin (May 1 – 26, 2025)

Weather Trend

The trend of maximum temperature indicated a high temperature. The minimum temperature ranged from 22°C to 26°C.



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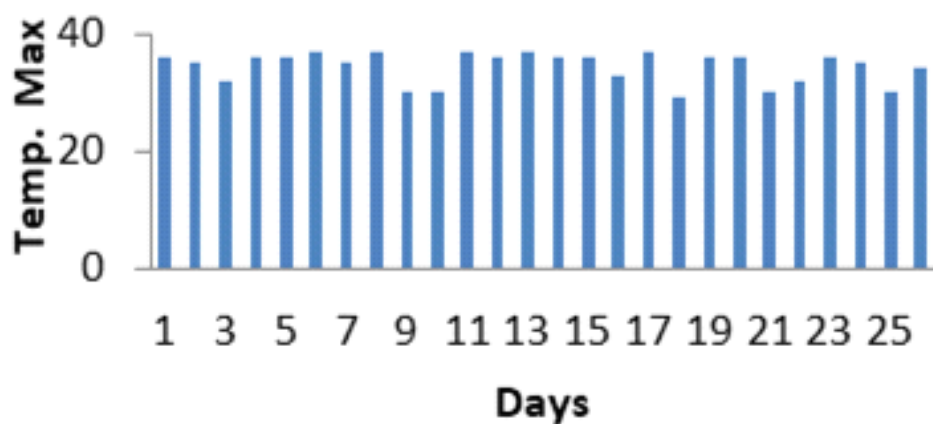
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while the maximum temperature ranged from 29°C to 37°C during the period under review.

**Daily Maximum Temperature
May 1 - 26, 2025**



The actual mean maximum temperature distribution for the month is 25.48°C with a monthly total of 1403.20°C. The temperature observed during the month is favourable for planting of new crops. There was eight (8) days of rain in the month of May with a value of 54.20mm.

	MINIMUM TEMPERATURE (°C)	MAXIMUM TEMPERATURE (°C)	WIND SPEED (KM/HR)	RELATIVE HUMIDITY (%)
Mean	24.53	25.48	2.88	27.49
Maximum	26	37	8	98.4
Minimum	22	29	1.0	27.0
Sum	638.0	1403.20	75.0	2341.70

The average velocity wind speed was 2.88km/hr and average Relative Humidity was 27.49% for the period under review.

The agricultural activities that was observed within the institute and her environ is the harvesting of cassava planted in the previous year as few farmers were seen carrying out the said activity.

For comments and suggestions, send feedback to:

*Head, Planning Monitoring and Evaluation Department,
Rubber Research Institute of Nigeria, P.M.B. 1049 Benin City.*

Staff of the Month (May 2025): Mrs. Christina Agbontian

The Rubber Research Institute of Nigeria (RRIN) is pleased to announce Mrs. Christina Agbontian as the Staff of the Month for May 2025.

Mrs. Agbontian began her career at RRIN 2nd October, 2008; she was appointed as an Agricultural Field Overseer on CONTISS 3/1 and deployed to the Plantation Establishment and Development Unit (PEDU). Demonstrating a strong commitment to personal and professional growth, she pursued further education and was admitted into Global Polytechnic, Benin City in the 2021/2022 academic session to study Business Administration. She successfully completed her National Diploma (ND) in Business Administration in October 2023.



Mrs. Christina Agbontian

In recognition of her improved qualifications, she was laterally converted from Chief Agricultural Field Overseer to Agricultural Superintendent on CONRAISS 6/11. She currently serves in the Rubber Support Services Department. Mrs. Agbontian is known for her dedication, consistency, and punctuality. She maintains a commendable work ethic and remains a dependable member of the RRIN workforce.

We celebrate her commitment and contributions to the Institute. Congratulations, Mrs. Christina Agbontian

May Birthday celebrants

MAY	Date
Egharevba Owen	6
Balogun Florence Ebunola	6
Obazee Efosa Osagie	14
Umumarongie Monday Desmo	27
Asemota Bright Osagie	27
Udokpoh Nyaknno Udo	11
Umoh Florence	5
Idika Ogeri Rosemary	23
Osaghale O. Faithfulness	18
Fasina Kolapo Ayoola	18

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MAY	Date
Ohaga Stanley Chikwado	14
Ojuloge Felix Adeniyi	30
Efeozee Eghosa Eddy	19
Idokogi Patrick Izuaqbe	25
Nwadie Beatrice Oziama	4
Olaye Mabel Imadomwinyi	27
Imanah Josephine Blessing	27
Ebiguele Bright Akhazeta	10
Ilekhaize Jacob Algbolosimuan	15
Osumah Dele Oijamu	29
Usoboh Anthony Uhonmoasereh	1
Iyamu Gloria Osamede	18
Nearyaunor Adimabua Jude	21
Uduakang Ubong Edet	29
Imohini Maria	28
Momoh Nana Aishat	15
Ishayah Dogara	6
Osarenkhoe Efosa Bathlomew	6
Iyamu Rufus Osamwonyi	16
Napoleon Akhimienam	16
Bamidele B. Joseph	14
Imadomwinyi Edith Osaro	26
Udom Iohan	18
Odeh Rosemary Esosa	14
Ehiwere Oisemen Peace	23
Igbinobaro Monday	28
Ifahi Paulina	13
Nwabueze Onyeka Nelson	20
Agu Richard Destiny	19
Adoghe Aghalu Emmanuel	13
Aghedo Nicholas Ikechukwu	4
Isa Yohama Aboki	1
Omorogbe Joy Ayekosa	3
Ugiagbe Ekue Uhimwen	20
Bello Abdulraheem Kehinde	11
Ofuyowwi Dono Emmanuel	9
Odoh Eugene Onebuchi	30
Hyacinth Emmanuel Chiazom	23

MAY	Date
Edoma Ethel Ekama	27
Nkeki Elizabeth	16
Osagie Juliet Miromoke	15
Igbinosun Stanley	10
Omovigho Moses Victor	18
Amachi Nwanyichi Grace	16
Imade Iziegbe Jennifer	13
Imoh Loveth	21
Omoruyi Ona	20
Ekuase Janet	14
Okojie Comfort	6
Ebrugbe Efemena David	15
Okweye Alice	24
Othegbeme Alfred	1
Omofomwan Mabel	11
Nadoma Jimmy Karatu	15
Asein Oyakhire Godsent	25
Agbasimere H Omonigho-Maria	3
Ugwu Batholomew	23
Amujede Abu Godday	10
Egbon Mabel	5
Udu David Onawo	30
Equavoen Fredrick	19
Akpan Philip John	27
Omanor Monday	7
Osemwegie Edosa Micheal	22
Omomaife Roland Edah	11
Udi Margaret	5
Ogbebor Joseph	10

The Director/CEO, Dr. L.N. Dongo and her Management Staff wish all the celebrants a happy birthday.

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