



RRIN Holds Sixth Monthly Prayer Session for 2025

The Rubber Research Institute of Nigeria (RRIN) held its sixth monthly prayer session for the year on Monday, 2nd June, 2025, at the Institute's Conference Hall. The session began with opening prayers by Dr. A.M.D. Uwumarongie, followed by a session of praise and worship led by Mrs. E. Eguagie, setting a reflective and uplifting tone for the gathering. Mr. V. Ilumah, the Director, Administration Department led the main prayer session, focusing on the theme 'Integrity in Service'. Taking his text from 1 Samuel 12: 1-12, with a focus on verse 3 and 4, where the Prophet Samuel, at the point of his retirement, asked the people of Israel if he had been unjust to them and the response was no. Mr. V. Ilumah informed Staff to be mindful of what they will be remembered for when they leave office? He said we should be mindful of our actions in the office and never pay evil with evil, but with good, so we will be remembered for good when we leave office. He then led the Staff present to pray for the Lord's direction in all that we do. In addition to appreciating God for sustenance and journey mercies for our Director/CEO, Dr. L.N. Dongo, who just resumed from her annual vacation. In continuation of the prayers, Mr. V. Ilumah committed the Staff of Sub-Stations of the Institute to God and that the Lord will do a new thing in their lives and His Glory will be on all Staff in this new month.

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. The prayer session was wrapped up by Dr. A.F. Akpobome who prayed that God should grant us all our heart desires that is in alignment with God's word. He then led all in the sharing of the grace.



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

The prayer session was closely followed by the presentation of May Celebrants with their birthday cake provided by the Director/CEO, Dr. L.N. Dongo. Then there was a communal prayer by the congregants for the May celebrants after which there were group photographs.



Some May celebrants cutting their cake



May celebrants with some of the Staff present

STRENGTHENING STRATEGIC TIES FOR RUBBER SECTOR REVITALIZATION

A delegation from the Rubber Research Institute of Nigeria (RRIN), led by the Board Chairman, Barr. Alphonsus Ogar Eba, paid a courtesy visit to His Excellency, Prince Bassey Edet Otu, the Executive Governor of Cross River State. The visit aimed to strengthen ties and explore collaborative opportunities to reposition the rubber sector, particularly through youth-driven rubber-based agroforestry approach. RRIN's Executive Director, Dr. Lelia N. Dongo, thanked the Executive Governor for the audience and presented a courtesy folder containing institutional documents, including a strategic proposal for youth empowerment and economic expansion. She highlighted the economic and industrial relevance of rubber and the urgent need to restore the sector's vitality in Nigeria. She

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emphasized RRIN's proposal on Youth Empowerment and economic expansion through Rubber-Based Agroforestry Systems (RAF), underscoring how the collaborative approach could optimize RAFS to serve both Cross River's youth and the broader state economy.



Dr. L.N. Dongo, making her presentation

To support this vision, she requested the establishment of a RRIN outstation in the State, citing the State's existing 22 hectares of rubber plantations and the importance of proximity to youth populations in the implementation of the empowerment programme.



Dr. L.N. Dongo, presenting a courtesy folder to His Excellency, Prince B.E. Otu

During the presentation, Dr. Dongo introduced the International Rubber Research and Development Board (IRRDB), an international body established in 1953, in which Nigeria, through RRIN by virtue of our mandate is a member country of the IRRDB, and RRIN seats on the Board of IRRDB. She informed His Excellency that Nigeria is scheduled to host the International Rubber Conference (IRC) for the first time since IRRDB's inception and earnestly sought the Executive Governor's support

to co-host the event. She emphasized the potential of the conference to attract international stakeholders, drive investment and showcase Nigeria rubber resources on a global platform.

The Executive Director, RRIN also highlighted that Nigeria currently ranks 13th globally and 3rd in Africa in rubber production, despite having the land capacity to lead. With strategic planning and State-level support, she noted, Nigeria and particularly Cross River State can rise to lead rubber production in Africa.

His Excellency warmly welcomed the delegation and expressed deep appreciation for RRIN's renewed interest in the State's rubber sector and fully endorsed the proposal for RRIN outstation in his State, describing it as foundational to a successful agricultural intervention.

In a candid remark, the Executive Governor shared his personal experience as a rubber plantation owner, noting that rubber remains a valuable crop, although presently neglected 'orphaned'. He agreed that reinvigorating the rubber industry is long overdue and pledged to review all submitted documents and schedule further engagements to discuss actionable steps. He also noted that if all efforts are synchronized and driven with vision, Nigeria can compete favorably with major Asian rubber producers.

The visit ended with a group photograph and a heartfelt vote of thanks by the Board Chairman, RRIN, who appreciated the Executive Governor's warm reception and commitment to the shared vision.



Dr. L.N. Dongo with Prince B.E. Otu, Barr. A.O. Eba and others after the visit

RRIN holds Orientation Programme for her new Staff

The Administration Department on the 16th and 17th of June, 2025 held an orientation programme for the newly recruited Staff of the Institute. The programme kicked off with opening remarks by Mr. V. Ilumah, the Director and Head of the Department. In his remarks, he welcomed all members of Staff present and urged the recruited Staff to pay attention to the

various discourses as the programme progresses. The Director/CEO, RRIN in her welcome address urged all the new Staff to always be of good conduct as it is a major criterion for confirmation of their appointment within the two years mandatory probation. Although, many of the newly employed Staff were not actually new in the system as they were Casual Staff for years before their decasualization by this employment, she noted.



Dr. L.N. Dongo, welcoming the new members of Staff to the Orientation Programme

She further appealed to them to pay close attention to the various discourses of the orientation programme and be diligent in their work. She ended her address by wishing them a successful orientation.

The Director/Head, Administration Department then introduced the Management Team (Institute Management Committee, IMC), comprising the Heads of the various Department as well as the Heads of some key Units in the Institute.

Sequel to the introductions, the Director/Head, Administration Department gave a brief history of the Institute, its mandate and mandate crops as well as the organizational chart to the new Staff. The orientation programme commenced with a discourse by Mrs. V.O. Egbokhan, Head of the SERVICOM Unit. She intimated the recruited Staff of the origin of SERVICOM, its meaning and an

overall objective to deliver high-quality services to the people and empower Staff to provide timely, transparent, and professional services.

The Broad Vision and Mission of SERVICOM she said was to create a workforce that consistently demonstrates the value of good service, free from fear or favour.

She then appealed to them to abide by the work ethics which includes attendance and record keeping, so as not to be found wanting. She rounded up the discourse by saying that 'SERVICOM is your friend. It is impartial. For complaints, advice, or suggestions, ASK SERVICOM.'

Next to take the podium was Dr. (Mrs) Esohe Ehis-Iyoha, Focal Person, Gender Unit. She gave a brief overview of the Unit and introduced the members of Staff of the Unit and their portfolios. She stated the Vision and Mission Statement which are as follows respectively:

- To foster an inclusive and gender responsive environment in RRIN, where all individuals are treated with equality, respect, dignity and empowering everyone to contribute to and benefit from the institute's research, innovation and industry practices.

To promote a culture of gender equality and inclusivity within RRIN by implementing policies and programs that ensure equal opportunities for all, encouraging an environment that supports diversity and empowering individuals to actively participate and contribute to the growth and innovation of the rubber industry

Furthermore, she said the Unit aims to empower relevant human capital, especially people with special needs and women in our local community so that they can actively participate in making decision in development process. In addition, develops effective partnerships and collaborations to promote gender outcomes.

Thereafter, Mr. J. Omoruyi, The Director, Gender Unit, educated the new Staff on some administrative terms with regards to their appointment, confirmation, advancement, Upgrading, Promotion and others. He also enlightened them on the Public Service Rules, Civil Service Culture/Code of Ethics of Government Business/Ethics and Values in work place. These include Staff conduct at work, Punctuality, Dress code, Channel of Communication, Disclosure of Official Information and Conditions of and Scheme of Service.



Cross section of members of Staff during Orientation Programme

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Day 2 of the Orientation featured discourse on financial regulations (which includes salary entitlements and allowances, retirement of advances and financial embarrassment), Pre-Auditing (which includes mode of market survey, imprest operations, retirement of cash advances/reimbursement) and the use of the Institutes Library.

There was also a discourse on pension matters and the orientation programme ended with a visit to the Library, various laboratories, Agro-Climatology Unit, Nursery, Merchandise Unit of the Institute.

National Association of Nigerian Students (NANS) South-South Zone pays courtesy call on Director/CEO, RRIN.

A team of nine (9) Executive Officers of National Association of Nigerian Students (NANS) South-South Zone, led by Comrade Isaac I. Ogieva paid a courtesy visit to RRIN on the 17th of June, 2025. On arrival, they were received by Dr. F. A. Akpobome on behalf of the Director/CEO, RRIN, who warmly welcomed them to the Institute.

In his speech, the Coordinator, NANS Zone B, Comrade Isaac Ogieva said their visit was aimed at familiarizing themselves with the Institute, to show support for the good work of the Director/CEO RRIN and for any possible collaborations with the Institute. He also pointed out that this was their first time in RRIN premises. He also said that NANS South-South Zone is aware of the good work the Director/CEO RRIN is doing in the area of supporting the Industrial Training (IT) of Nigerian Students. In his conclusion, he said they were aware of RRIN land encroachment by communities, poor funding, among others and expressed their desire to collaborate with RRIN in tackling these imminent issues.

In his response, representative of the Director/CEO, Dr. F. A. Akpobome said the majority of the buildings in the Institute dated back to the 60s and 70s and maintenance of the plantations are capital intensive; and presently the Institute is experiencing dearth of funds. He appreciated them for the visit and their show of support and intentions to collaborate in finding solutions to issues bothering RRIN.



Dr. A.F. Akpobome, receiving the Certificate of Award on behalf of Dr. L.N. Dongo from Comr. Isaac Ogieva

In commemoration of the visit, an award was presented to the Director /CEO RRIN, which was received by Dr. F. A. Akpobome on her behalf.

The EXCO members present at the visit were

Comr. Isaac Ogieva Coordinator NANS Zone B (South South)

Comr. Temple O. Daniel Dir. of Action and Mobilization, Edo State.

Comr. P. Chukwu NANS Stakeholder

Comr. Peter Oshomoshi Sec Gen, NANS Zone B (DELSU, Abraka)

Comr. Calistus Azegbebor P.R.O., Zone B

Comr. Osagie Bright Treacurer, Zone B

Comr. Evans Ohiosumuan P.A. to Coordinator

Comr. Armstrong Ovie-Afebor NANS Stakeholder

Comr. Osaro Ewae NANS Stakeholder

RRIN holds her sixth Seminar Series for the year 2025

The sixth in the RRIN MSS for the year 2025 took place on Wednesday 18th June, 2025. It featured two presentations. The first presentation by Engr. E.A. Fagbemi, End Use Division, titled 'Mechanical Processing of Rubber Seed Oil - An Overview of RRIN Rubber Seed Processing Factory'. He enlightened the audience on the description of the rubber seed produced by the rubber tree from which the rubber seed oil is obtained. He said the oil content in desiccated kernels of the seed ranges from 35% to 45% and that it contains the following fatty acids: palmitic (C16:0) - 0.2%, stearic (C18:0) - 8.7%, oleic (C18:1) - 24.6%, linoleic (C18:2) - 39.6%, and linolenic (C18:3) - 16.3%, which makes it useful in paint industry and soap making.



Engr. E.A. Fagbemi during his presentation

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He further said that the oil can be extracted from rubber seeds using different methods, including solvent extraction, cold extraction using a hydraulic press, or mechanical extraction employing a pressurized barrel. The mechanical processing process which he further described, involves the following steps: seed collection, pre-storage, sorting, drying, dehulling, conditioning, screw pressing, filtration, and storage.

The second presentation was a Review paper titled 'Assessment of Agricultural Students' Willingness to Engage in Agripreneur Career in Edo State, Nigeria' was presented by Dr. F.E. Balogun, Extension/Training Division. In her presentation, she said about 97.6% of the Students of the College of Agriculture, sampled were willing to be Agripreneurs, hence, an increase in the participation of youths in Agriculture is currently being emphasized as the major means of sustaining Agricultural production as well as combating the high unemployment rate among youths in Nigeria. Therefore, recommendations are made to Tertiary Institutions to provide Agripreneurship education to facilitate their student to become Agripreneurs. However, she opined that the recommendation has not increased participation of youth in Agribusinesses as observed in their surveys of some randomly sampled youths. Adduced evidence for the lack of participation include difficulty in getting Start-up capital, finding customers and fear of tough competition, while marital status and number of family members self-employed were the most important factors that influenced youth's willingness to become Agripreneurs.



Dr. (Mrs.) F.E. during her presentation

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



Cross section of Staff during the seminar presentation

Courtesy visit of Elders of Obagie N'Evbuosa Community to RRIN

The elders of the Obagie N'Evbuosa Community, one of the RRIN host Communities on Thursday 19th June paid a courtesy visit to the Director/CEO, RRIN, Dr. L.N. Dongo. On hand to join the Director/CEO, Dr. L.N. Dongo to receive the visitors were some members of the Institute Management Committee (IMC), which includes

Dr. F.A. Akpobome Director/Head, Research Support Service

Dr. (Mrs) O.A. Emuedo Director/Head, Research Operations

Mr. V.O. Ilumah Director/Head, Administration

Mrs. A.N. Anusike. Assistant Director/Head, Audit Unit

Engr. G. Izevbigie, Head, Works and Services Division.

Welcoming the visitors, Dr. L.N. Dongo apologised for the postponement of the meeting as she had to travel unexpectedly. She expressed her delight at their visit and asked them to extend her greetings to the Enogie.

The Elders Community Chairman, Pa D. Ogunrobo thanked Dr. L.N. Dongo for receiving them. He said the essence of the visit was to inform and reiterate what they had written before, that they were not aware of any encroachment on RRIN land. However, they recently found out that some of their youths had encroached on RRIN land, without the knowledge of the community elders, hence the Community is not in support of their actions. Also, Pa. M. Omoruyi in his contribution said the Institute has not assisted the Community and did not respond to their request for assistance in building their school. The Okaighele in his comments wondered why the Institute did something for the other host Communities except their Community, while the Secretary appealed for jobs for their youths.

Dr. L.N. Dongo in her response said the only Corporate Social Responsibility duty she had performed was the Eye Camp during the 50th anniversary celebration of the Institute, which

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involved all the host Communities. She appealed to the visitors to bear with her as there is paucity of funds, which has impeded all she would like to do for the RRIN host Communities. She appreciated the Obagie N'Evbuosa and Obaretin Communities for not taking part in the land encroachment, especially as there was no perimeter fencing, promising that as soon as there is an improvement in the funding of the Institute, they will be top priority. She admitted receiving their request letter, but paucity of funds has been an issue, appealing to the elders to be patient with the Institute. On the issue of employment, she informed the elders that many of their children were already members of Staff of the Institute and they also had a fair share in the last employment. Going forward she said, the Institute will assist them more especially as they are not part of the land encroachment.

Furthermore, Engr. G. Izevbigie, RRIN Staff and also a son of the Community who supervised the then projects clarified the Comment on the non-beneficial Corporate Social Responsibility by the Institute for the Host Communities of which Obagie N'Evbuosa did not benefit, was, carried out during the tenure of her predecessor. In conclusion, Dr. F. Akpobome on his part appealed for continuous peace between the host Communities and the Institute as it used to be. This he said is a necessary criteria for growth and development.

Members of the visiting Team were:

Pa Daniel Ogunrobo	Chairman, Elders Council
Pa Philip Oghomwangbe	Vice Chairman, Elders Council
Pa Michael Omoruyi	Elder
R.E. Edokpolor	Secretary, Elders Council
Edoba Usiosefe	Elder
Monday Omoiuhidmwen	Elder
Uyi Igiebor	Okaighele
Festus Irabor	Assistant Secretary.



Dr. L.N. Dongo, RRIN IMC Members and the Elders Council of the Obagie N'Evbuosa after the visit.

Director/CEO visits the RRIN Experimental Station at Otuo

The Director/CEO, Dr. L.N. Dongo and some members of the Institute Management Committee paid a maiden visit to her Experimental Station at Otuo on Friday 20th June, 2025.

The Team was received at the Experimental Station, Otuo by Mr. Alex Ilalokhoin the Officer-in-Charge of the Station. He informed

the team that the total land mass was 15 Ha, however only 2 Ha was established in 2011, with NIG800, NIG802, NIG803 and GT1 clones for clonal trials. He went further to inform the team that the rubber were matured for tapping and that three years ago, some of the trees were kitted up and marked for tapping, but didn't receive further directives. Dr. L.N. Dongo then directed that he should put up a request for the requirements for opening the trees for tapping and state the quantity of Tapping kits required after a thorough enumeration of the tapping kits in his custody and also training on the rudiments of tapping at the RRIN main station. He also appealed for funds to repair the sign post which was destroyed during the grading of the access road to the experimental station.

RRIN holds Technical Bid opening for Purchase and Supply of Fertilizer for Farmers in Edo South Senatorial District.

The opening of the bid for purchase and supply of fertilizer for farmers in Edo South Senatorial District took place on the 23rd of June, 2025 at the RRIN Conference hall. Present at the opening were:

Dr. L.N. Dongo – Director/CEO and Chairperson of the ceremony.

Dr. F.A. Akpobome – Director/Head, Research Support Service Department.

Dr. (Mrs) P.E. Imarhiagbe – Director/Head, Research Outreach Department.

Dr. H.Y. Umar – Director/Head, Planning, Monitoring & Evaluation Department.

Dr. S.O. Idoko – Director/Head, Knowledge Sharing Department.

Dr. (Mrs) O.A. Emuedo – Director/Head, Research Operations Department.

Barr. G.U. Nadoma – Assistant Director/Head, Corporate and Legal Matters Division.

Engr. (Mrs) U. Akpaka – Assistant Director/Head, Electrical Unit.

There were also two external observers present as part of requisitions for a free and fair bid opening. The external observers were:

Barr. Paul Ojiemen – Chairman, Civil Liberties Organisation and QS. Dr. Akin Oladiyun.

In her opening remarks, Dr. L.N. Dongo said that bid opening is a major Procurement activity in any budget year. She appreciated the observers and all present for taking out time from their busy schedule to witness the Bid opening.

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Dr. L.N. Dongo, giving her opening remarks

Director/Head, Procurement Unit, Mr. F.A. Ojuloge said this Purchase and Supply of fertilizer for Farmers in Edo South Senatorial District is a zonal 2025 intervention project. He said the request for submission for bids for the project was duly advertised in the Punch and Daily Trust Newspapers and the Federal Tenders Journal of 26th May, 2025, for a period of four weeks.



Mr. F.A. Ojuloge giving his remarks

However, only one bid from Corvix Multiservices Ltd was found in the bid box on opening it. Its technical submission was found to have fulfilled all the requirements, therefore, its financial bid will be sent to the Tenders Board for consideration. Both external observers were pleased with that the laid down procedures were followed in opening the bid.

Dr. L.N. Dongo in her closing remarks, thanked all for their presence and observations.



Cross section of invitees at the Bid opening

Audit Guide

Cash Advance

Cash advance is an amount of money given to a staff to carry out an official assignment for the Institute on behalf of the Institute which is duly approved by the Accounting Officer (ED)

A payment voucher is usually issued in the staff name with an assigned payment voucher number for the advance with the approved document/paper.

A cash advance form must be filled and attached to the payment vouchers by the requesting officer.

When items are purchased for any official work by a staff, same must be taken to Internal Audit for inspection with the purchase receipts for documentation, Auditing and proper capturing.

Thereafter, the items are moved to the stores for proper capturing as received purchases for Store Receive Vouchers (S.R.V) to be given to the staff and if he/she is the user Store Issue Voucher (S.I.V) is given.

After work completion, comes retirement of the money/fund

RETIREMENT OF CASH ADVANCE

Retirement is a process of offsetting/Accounting for money given for a specific purpose.

The following are the steps involved in cash advance retirement

A member of Staff who wants to retire cash advanced must first go to Finance and Accounts Department to obtain Payment Voucher Number (PV NO) assigned to the claim or advance.

All originals of supporting documents must be attached to the retirement letter e.g your original purchase receipt.

Certificate of honour may be used where necessary which must not exceed N5,000.

A letter of retirement should be addressed to Head Internal, Audit through head of Department/Division/Unit with any other supporting document attached.

The letter of retirement must contain the correct amount for retirement and the purpose.

The retirement letter must be duly signed by the officer.

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The retirement letter must be duly signed by the officer. When such letters get to Audit, it becomes the responsibility of Internal Audit to do the necessary documentation and return same to Finance and Account Department for attachment/documentation to nil off the cash advance.

Note: Any staff who did not retire his/her advance after two months, the advance will be deducted from his/her salary and cannot be given another cash advance for any assignment.

Health Corner

DIPHTHERIA AND DENGUE FEVER.

Diphtheria Symptoms:

Early signs:

Sore throat, difficulty swallowing, mild fever, and general weakness.

Advanced symptoms:

Thick gray coating in the throat or nose.

Swollen glands in the neck.

Difficulty breathing or shortness of breath.

Hoarseness or loss of voice.

Nasal discharge (sometimes bloody).

Rapid heart rate and

Dehydration in severe cases.

Dengue Fever Symptoms:

Mild to moderate symptoms:

High fever (up to 40°C).

Severe headache.

Pain behind the eyes.

Muscle, joint, and bone pain (often called "breakbone fever").

Nausea and vomiting.

Skin rash appearing a few days after fever onset.

Swollen glands.

Severe dengue (dengue haemorrhagic fever or dengue shock syndrome):

Severe stomach pain.

Persistent vomiting (at least three times in 24 hours).

Bleeding from gums or nose.

Blood in urine, stools, or vomitus.

Bruising or bleeding under the skin.

Difficulty breathing or rapid breathing.

Extreme fatigue or restlessness.

Preventing Diphtheria:

Ensure routine immunization with the Pentavalent and Td vaccines.

Maintain good hygiene and avoid close contact with infected or ill individuals.

Seek early medical attention if symptoms appear.

Preventing Dengue Fever:

Eliminate mosquito breeding sites by removing stagnant water around homes.

Use mosquito nets and insect repellents to prevent bites.

Wear protective clothing to reduce exposure.

Seek prompt medical care if symptoms develop.

The spread of these diseases can be halted by:

Strengthening routine immunization to prevent diphtheria infections.

Enhancing vector control measures to reduce mosquito populations.

Improving surveillance and case management for early detection and treatment.

Providing adequate resources for healthcare workers and facilities.

Engaging communities through risk communication and health education.

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

Know your PSR

APPLICATION OF THE PUBLIC SERVICE RULES TO FEDERAL GOVERNMENT PARASTATALS

SECTION I - GENERAL

SECTION 2 - APPOINTMENT AND PROMOTION

SECTIONS - LEAVING THE SERVICE SECTION 4 - DISCIPLINE

SECTIONS - PETITIONS AND APPEALS

SECTION 1 - GENERAL

160101 - A Parastatal is a government-owned organization established by statute to render specified services(s) to the public. It is structured and operates according to the instrument establishing it and also comes under the policy directives of Government.

160102 Parastatals shall be Classified into Four (4) categories as follows: (i) Regulatory Agencies; (ii) General Services; (iii) Infrastructure / Utility Agencies; (iv) Security Agencies.

160103 Parastatals are to retain and improve existing rules, procedures and practices in their establishments and ensure that there are no deviations from the general principles contained in the Public Service Rules. For example variations in probationary periods and maturity periods for promotion only reflect organizational peculiarities and not inconsistencies with the Public Service Rules. However in the absence of internal rules and regulations on any matter, the relevant provisions of the Public Service Rules shall apply.

SECTION 2 - BOARDS/COUNCIL MATTERS

160201 (a) Statutory Boards/ Councils shall set operational and administrative policies in accordance with government policy directives and supervises the implementation of such policies. The administrative policies may include those relating to appointment, promotion and discipline of staff.

(b) A Board shall not be involved directly in the day-to-day management of a Parastatal.

(c) A Minister exercise control of Parastatals at policy level through the Board of the Parastatal only.

160202 Accommodation shall not be provided to any Part-Time Member of a Board on a permanent basis. No part time Member of the Board shall be allowed to retain official vehicle for use on a permanent basis.

SECTION 3 - APPOINTMENTS AND PROMOTION

160301 All appointments to public offices, both senior and junior, in Federal Government Parastatals shall be made on the authority of the Boards/Councils within the approved manning levels,

160302 Appointment into all grades in Parastatals shall be need-based and subject to the approval of the supervisory Boards/Councils. Such appointments shall be made through a fair and open selection process that ensures merit, credibility and equal employment opportunity for and with due regard to the Federal Character principle. Eligibility for appointment under this rule shall be in accordance with the provisions of Public Service Rule 020205, subject to the fact that reference made in Rule 020205 to the HC/SOF shall not apply to Parastatals.

160303 The Board/Council of a Parastatal shall approve all promotions without prejudice to its powers to delegate,

160304 The provisions of PSR 020701 (b) and (c) on eligibility for promotion shall apply to all Parastatals, without prejudice to a Parastatal's conditions of service.

SECTION 4 - LEAVING THE SERVICE

160401 (a) The provisions of Section, 8 in Chapter 2 of the Public Service Rules on leaving the service shall apply to all Parastatals, as contained in each Parastatal's conditions of service.

(b) All such Conditions of Service for Parastatals shall be approved by their respective Boards and ratified by the Head of Civil Service of the Federation.

SECTION 5 - DISCIPLINE

160501 The power to exercise disciplinary control over officers in Parastatals is vested in the supervisory Boards/ Councils in accordance with their respective conditions of service.

160502 The provisions of Sections 2 to 6 in Chapter 3 of the Public Service Rules shall guide all Parastatals in addressing disciplinary matters provided that where reference to the Federal Civil Service Commission, Head of the Civil Service of the Federation or the Permanent Secretary, the Board/Councils shall perform such functions.

160503 In the case of paramilitary services, the disciplinary procedures adopted in their respective services shall also apply.

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.

© The letter of notification/acceptance of retirement issued by his/her employer also confirming that the retirement is on

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)

Staff of the Month (June 2025):

Our Staff of the month is Mrs. Lovelyn Asemota. An O.N.D. graduate from the Federal Polytechnic, Auchi, Edo State, Mrs. L. Asemota was employed by the Institute in May, 2007 as an Assistant Executive Officer on HATISS 5 and posted to the Sales Unit of the Institute. She has since risen through the ranks and is presently a Principal Executive Officer II in the Audit Unit where she was deployed to in 2012.



Mrs. L. Asemota

Mrs. L. Asemota is very punctual and regular at her duty post. We celebrate her commitment and contributions to the Institute. Congratulations

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June Birthday celebrants

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

June	Date
<u>Omokhafa O. Kenneth</u>	17
<u>Anegbeh Paul O.</u>	17
<u>Izevbige Faith C.</u>	15
<u>Orumwense Kensington O.</u>	28
<u>Ifijen I. Hilary</u>	29
<u>Igberaese Shulammite O.</u>	6
<u>Omozusi E. Jackline</u>	1
<u>Dike C. Julio</u>	16
<u>Uwague Evans E.</u>	27
<u>Ogbo Chidi-Ebere E.</u>	3
<u>Egbokhan Veronica O.</u>	14
<u>Aiwekhoe Emmanuel A.</u>	16
<u>Irorere Priscilla A.</u>	5
<u>Ushi Chukwudi T.</u>	1
<u>Iredia Ebuwa</u>	12
<u>Fagbemi Eunice O.</u>	3
<u>Umaru Hashimu M.</u>	12
<u>Ahiwe Chinwendu Maureen</u>	4
<u>Ogbu Lucky O.</u>	25
<u>Mangni Shopkat L.</u>	10
<u>Chigozie Eudorah A.</u>	24
<u>Owen-Egharevba Uhumoma</u>	25
<u>Igbinoba Osagie</u>	6
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