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CHEVRON PENGASSAN DIGEST

A quarterly publication of the Chevron Branch of the Petroleum and Natural Gas Senior Staff Association of Nigeria

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Editorial

Dear Members,

Welcome to the maiden edition of PENGASSAN digest for the new Branch Executive Council (2023-2026) 1Q2023. Its been a busy period trying to settle down and hit the ground running.

Starting from fuel scarcity, CBN cashless policy to the 2023 general elections and back to partial scarcity again stemming from the rumored subsidy removal. We are not unaware of the conditions you face on a day to day basis yet you deliver word class performance to the company. We appreciate your efforts as comrades, and also ask that you keep your focus and take your well being very important while delivering on your goals.

In this first quarter, we will take time to introduce the executives to you, so you can match faces to the names. The Branch Chairman, Comrade Lavin Aghaunor has an apt introductory message for everyone. Our own immediate past Lagos Zonal Industrial Relations Officer, Comrade Leroy Musa welcomes you to the new BEC while informing you of some activities lined up in the nearest future. Our reliable health care coach , Comrade Modupe Omiwade will enlighten us on colon cancer and the necessary measures to stay safe and healthy. The finance team will enlighten us on how to recover part of our tax by taking us through the process of filing for tax rebate and how to qualify for such. This will be finally followed by some picture stories of events a that happened within the first quarter of 2023.

As we steer the sheep in the right direction, we count on your support to be able to achieve all we have set out to do and even more. Elections to the Chapters and Branch has come and gone, this is the best time to come together and support your executives so we can deliver on our promises.
If you are called upon to support the Association in any capacity, please do not hesitate to do so. Different people have different expertise, in your area of demonstrated competency be bold and willing to share knowledge, to educate others and improve our general awareness level.

We will also use this medium to express our condolences to the family of Comrade Fungewei Tebe Fawari of our Deepoffshore Chapter, who died on Tuesday February 28th, 2023.
This is to further remind us to take our health and general wellbeing very important. May his soul rest in peace, Amen!!!



Finally, the Zonal elections just ended across the zones, where Comrade Paul Udolu emerged as LZIRO and Comrade Wilson Asekutu was also elected as the Warri Zonal Secretary. National elections are just by the corner, we count on your usual support and prayers to come out victorious.
See you soon in our next edition, happy reading.

Branch Chairman's Corner

Dear Members,

I am pleased to address you for the first time, since the election of the current Branch Executive Council in February, through this quarterly magazine and am grateful for the opportunity to serve as your branch chairman. As you know, the Petroleum and Natural Gas Senior Staff Association of Nigeria (PENGASSAN) is committed to promoting the welfare and professional development of our members, as well as advancing the interests of the oil and gas industry in Nigeria.

Despite the challenges we have faced recently, including the COVID-19 pandemic and the volatility of the global oil market, PENGASSAN remains steadfast in our pursuit of a better future for our members and nation. We have continued to engage with CNL, third-party contractors and other stakeholders to ensure that our concerns are heard and addressed, and we have advocated for policies and programs that support the growth and sustainability of our industry.

One of our key priorities has been the protection of the jobs and livelihoods of our members, particularly in the face of the economic downturn and the increasing trend towards automation and digitalisation in the industry. We have worked tirelessly to negotiate fair and equitable terms of employment and to ensure that our members are equipped with the skills and knowledge needed to compete in the changing landscape of the industry.

Another important area of focus for PENGASSAN has

been the promotion of health and safety in the workplace. We recognize that our members are exposed to various occupational hazards, including accidents, injuries, and occupational illnesses, and we have therefore been working closely with our company to ensure that appropriate measures are put in place to protect our members' health and well-being.

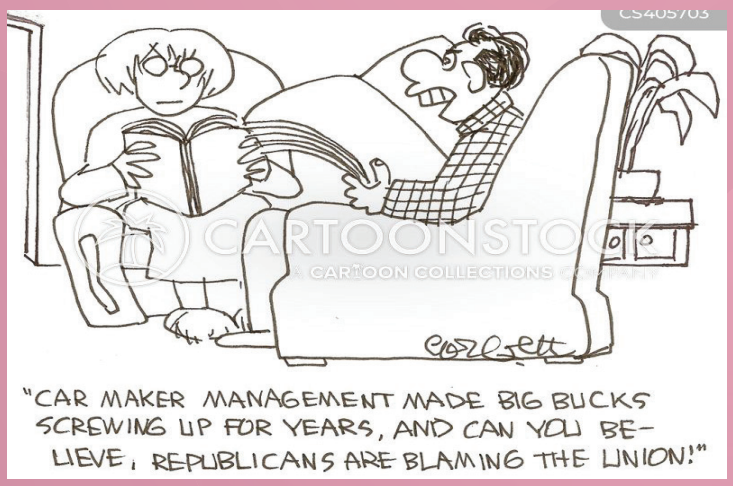
As we look towards the future, we are optimistic about the potential for growth and development in the oil and gas industry, both in Nigeria and globally. We believe that our members are well-positioned to take advantage of emerging opportunities and contribute to the continued success of the industry. However, we also recognize that there are many challenges and uncertainties ahead, and we must remain vigilant and proactive in our efforts to secure our future.

In closing, I want to thank all our members for their continued support and commitment to PENGASSAN's goals and objectives. I also want to encourage you to remain engaged and active in our association, to share your ideas and feedback with us, and to work together towards a better future for ourselves, our families, and our nation.

Thank you, and best regards.



Lavin Aghaunor
Branch Chairman,
PENGASSAN Chevron Branch





"It's a work-related injury. I hurt it trying to climb the corporate ladder."

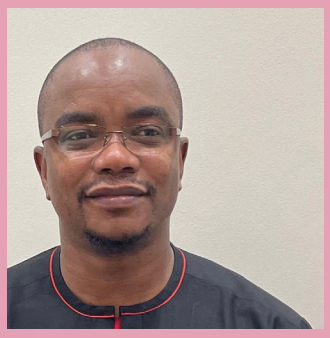




Branch Affairs

New Era

I want to use this opportunity to again thank the BEC by extension Chevron Branch of PENGASSAN for the just concluded elections at the BEC that elected me as the Chevron PENGASSAN representative that will be representing Chevron branch of PENGASSAN at the CWC level of National PENGASSAN.



The position was keenly contested and I am very pleased with the overwhelming support I got from fellow BEC members to win the election. Comrades, be rest assured that I do not take this responsibility lightly and will ensure that the Branch interest is well represented at all levels.

I have served in PENGASSAN at various levels starting from Lagos Chapter secretary when I was first introduced to the service of humanity, this is where my learnings started from. I served directly under Uzor Ethelbert Nwosu the then Lagos Chapter Chairman who taught me the ways of the union and how to serve and put others above oneself. After that experience I went further to work at the branch level as Treasurer, then afterwards proceeded to the position of Vice Chairman of the branch. I am currently serving as the Lagos Zonal Industrial Relations Officer at the zonal level of PENGASSAN.

To the newly elected PENGASSAN executives at the Unit, Chapter and BEC level I would like to encourage us to ensure we uphold the "Chevron brand" at any level we find ourselves. Chevron PENGASSAN over the years have been known to stand for the truth and ensure we do things right or not at all. This is what the elders before us did to earn chevron branch a respectful name greater than any other branch in the PENGASSAN family. As a matter of fact, we the new face of Chevron PENGASSAN should ensure we positively build on the hard work of our elders so that Chevron will sustain her pride of place in PENGASSAN. Although we have had some challenging times in the past few years, I still believe we have the capacity to make chevron brand great again.

I want to commend the new BEC headed by Lavin Aghaunor which have started well by deciding to use processes and procedures in decision making that affects the entire branch. This is a commendable start point that will ensure that Chevron PENGASSAN will be adequately represented by her best human resources at any point in time and at all levels.

In conclusion, it is important to note that the task ahead of the newly elected BEC is humongous given the current political and economic climate of our country as it affects the industry we operate. ALL hands need to be on deck to provide the necessary support needed by the BEC to weather the storm. We need to continually reach out to the BEC with relevant data as may be necessary and also be ready to provide support should you be called upon by the BEC at any time.

Solidarity!!!
Long Live PENGASSAN.



"Aside from ulcers, heart attacks, bypass surgery, drug and alcohol problems, and broken families, a little hard work never hurt anyone!"



"Of course I watch television while I work. Why do you think it's called 'tele-commuting'?"

Health Corner

COLORECTAL CANCER SCREENING: WHAT I NEED TO KNOW?

Colorectal cancer is the abnormal growth of cells in the colon and rectum. It can occur only in the colon as colon cancer or in both sites as colorectal cancer.

The colon is the large intestine or bowel, while the rectum is the continuation of the colon, that connects the colon to the anus. They form part of the digestive tract responsible for absorbing water and nutrients from partially digested food. The remaining waste, called stool is stored in the rectum and eventually leaves the body through the anus.

The risk of developing colorectal cancer increases as one gets older, if there is a family history of colon cancer, polyps, or inflammatory bowel disease. Also, unhealthy lifestyle choices, such as inactivity or sedentary lifestyle, low fiber diet, high-fat diet, or a diet high in processed meats, alcohol consumption, and smoking have been implicated in the development of the disease.

Colorectal cancer is the third most common cancer worldwide. In most cases, there are no symptoms in the earliest stage, but as the disease progresses symptoms become noticeable.

The symptoms include:

- Change in bowel habits, such as diarrhea or constipation.
- Blood in the stool can make the stool appear dark brown or black, bright red blood can be either mixed with the stool or passed.
- The feeling of incomplete bowel emptying despite passing stool.
- Abdominal pain.
- Unexplained weight loss.
- Anemia due to intestinal bleeding.

Colorectal cancer screening detects the tumor at an early stage when it can be treated and detects abnormal growth called polyps early for the necessary removal before turning into cancer. The screening tests include stool for occult blood, sigmoidoscopy, and colonoscopy. The stool for occult blood test checks the stool for blood that can only be seen with a microscope. It is also known as the fecal occult blood test (FOBT). The sigmoidoscopy is a procedure carried out to look inside the rectum and sigmoid (lower) colon while the colonoscopy looks at the entire colon. Both are done with the use of a flexible tube.



Comrade Omiwade Modupe

It is recommended that adults aged 45 to 75, individuals with inflammatory bowel disease, and a family history of colon cancer or polyps be screened for colorectal cancer.

With routine screening, colon cancer is one of the most preventable cancers and is beatable in 90% of cases when detected early.

References:

Centers for Disease Prevention and Control: Colorectal (Colon) cancer. Available online at cdc.gov/cancer/colorectal cancer. Accessed 04 April 2023

National cancer Institute: Colorectal Cancer Screening. Available online at cancer.gov/types. Accessed 04 April, 2023





TAX RELIEF

There are basically four types of tax reliefs that can be granted to an employee to reduce his/her tax liability. These reliefs are:

- Consolidated Relief Allowance (CRA): higher of N200,000 or 1% of gross income plus 20% of Gross Income.
- Contribution to Provident Fund/Pension: CESP/AVC/ Pension Contribution
- Mortgage Interest - Interest on loan for developing an owner-occupied house.
- Life Assurance Relief: Premium Paid by the employee to an insurance company.

The first two reliefs are automatically granted when the deductions are made in the payroll. However, employees will need to apply for the last two, when applicable. Hence, the focus here is on the last two reliefs.

TAX RELIEF ON HOUSING LOAN



An employee may apply for tax relief for interest paid in the preceding year on Housing Loan for developing an owner-occupied residential house.
The Processing of the relief is subject to application by the employee and approval of the Tax Board

Documents Required

- Signed letter from the Bank stating amount of interest paid in the preceding year (excluding charges & penalties). This letter should expressly state the house address and that the accommodation is an owner-occupied house.
- Loan statement issued by the Bank for the preceding year.
- Copy of the duly signed loan agreement between the employee and the Bank.

Tax Relief on Housing Loan Interest



Where the loan is not a mortgage loan and the agreement cannot be directly tied to development of an owner-occupied residential house, it is expected that the employee's address in the company's records should tally the owner-occupied residential address in the loan statement. (Essentially, you will not be able to apply for relief when the building is still work-in-progress).

LIFE ASSURANCE RELIEF



An employee may apply for tax relief on premium paid by the employee to an insurance company in respect of insurance on his life or that of his spouse during the year preceding the year of assessment.
The Processing of the Relief is subject to application by the employee and approval of the Board.

Documents Required

- Life Assurance Premium Certificate stating the premium paid by the employee in the preceding year or Tax Rebate Letter.
- Copies of Receipts for the Premium paid or Statement of Policy Account.

Note:

- The Policy number on both the Receipt(s) and Premium Certificate / Tax Rebate Letter must be the same.
- The sum of amount on the receipts must equal the amount of the premium certificate.
- The premium must be for the prior year only.
- Certificate/Receipts must be on the official letter headed paper of the Insurer and must be stamped and signed.
- Copy of Marriage Certificate (where Life Assurance Policy is on the life of the Spouse).

Life Insurance of Spouse



Relief on life insurance taken on an employee's spouse is only acceptable where the document provided clearly shows that the insurance policy was taken by the employee on the life of the spouse. In this case, the employee is the "Policy Holder", and the spouse is the "Insured".

Generally there are three parties to a life insurance **policy**: The **policyholder**: **Person** who owns the **policy**. The **insured**: **Person** whose life is **insured**. The beneficiary: **Person** who collects the death benefit when the **insured person** dies. 5 Dec 2019

www.insure.com › life-insurance › life-insurance-policy-r...

Who's who on a life insurance policy - Insure.com

Note that amount is pegged to 10% Gross Income hence insuring spouse for the purpose of higher relief does not exist.

The Relief

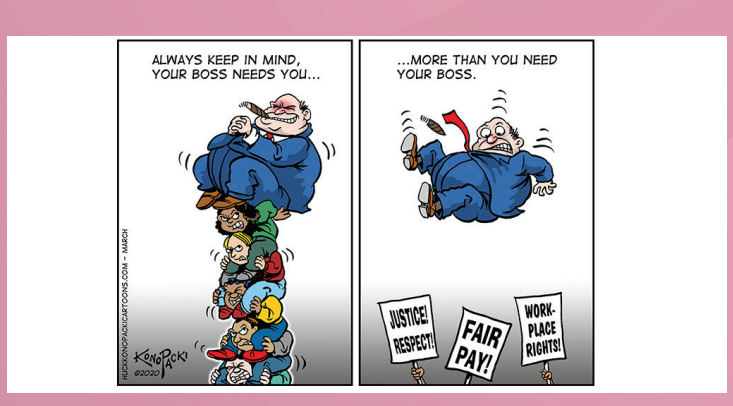
- For most employees, tax relief is 18.96% of the Life assurance premium paid or the loan interest paid.
- Tax relief on life insurance premium is subject to 10% of the preceding year's gross income i.e. the year the premium was paid.
- The relief granted will not appear as a benefit in your payslip. Rather, the relief is used to reduce the tax to be paid in the month of application.
- Relief is applied ONLY in the month your application was approved and processed.

How to Apply

Applications for Housing loan Interest and Life Assurance Premium relief should be submitted online via the Client Service Request System (CSRS). Monthly deadline for submission is on the 15th of the Month.
Link to the tool: http://csrs.lagnr.chevron.com/Request.aspx?ServiceID=64

Contact Payroll Finance Team for more information and Questions.

- Oladele Sanya (Ext 6-7442) – Payroll Supervisor
- Lawrence Ayinde (Ext 6-8786) – Payroll Analyst
- Uwemedimo-King Charles-Abiakwe (Ext 6-1572) – Payroll Analyst
- L9lek132@chevron.com – Joint Mailbox







Know Your Executives



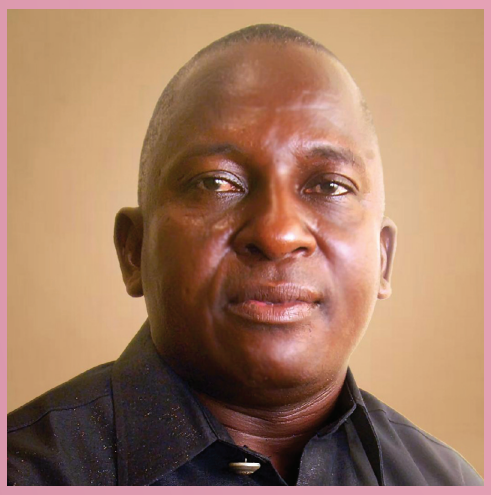
AGHAUNOR, LAVIN BRANCH CHAIRMAN



ADEKUNLE ADEPOJU BRANCH VICE-CHAIRMAN



ADEOLA MICHAEL OMOWA CHAPTER SECRETARY, ESCRAVOS



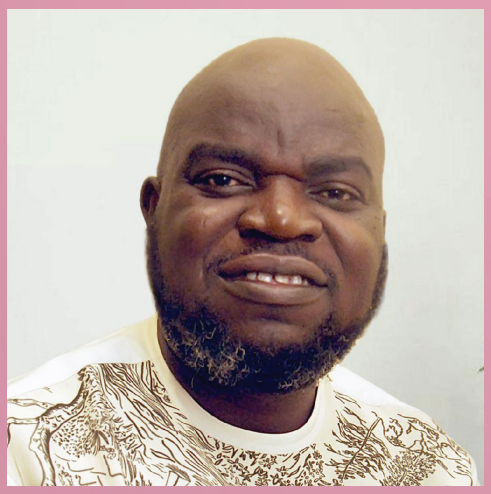
ASEKUTU, WILSON WARRI ZONAL SECRETARY



DR MICHAEL OKE NATIONAL AUDITOR 2



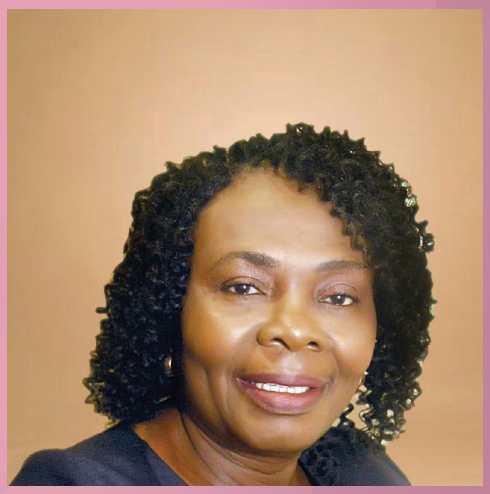
EDWIN KOLOH BRANCH ASSISTANT SECRETARY



ETE OYEGBANRE IMMEDIATE PAST CHAIRMAN



FERGUS ENEGIDE (PhD) BRANCH PUBLIC RELATIONS OFFICER



KATE ANYADIMAJU WOMEN IN PENGASSAN COMMISSION CHAIRPERSON

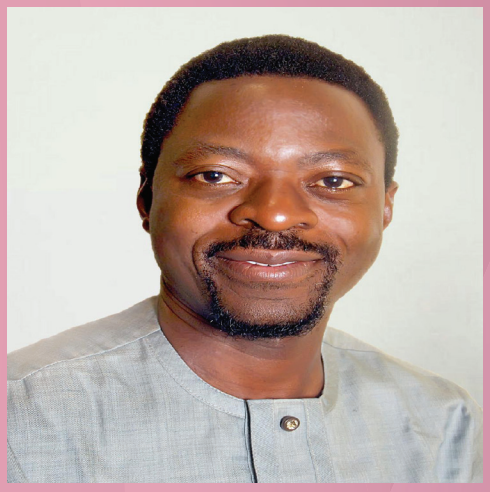
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LEROY MUSA INDUSTRIAL RELATIONS OFFICER, LAGOS ZONE



NYENKE AZUBUIKE KINGSLEY INTERNAL AUDITOR, PORT HARCOURT ZONE



OLUKUNLE OKETOOBO CHAPTER SECRETARY, AGBAMI



OMOVIGHO EDAFEGHWARA BRANCH INTERNAL AUDITOR



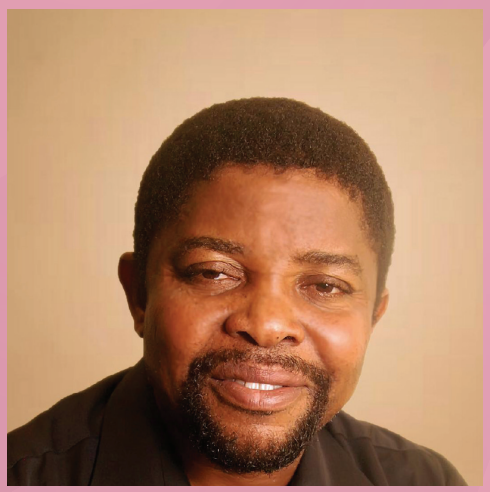
PAUL CHUCKS ATUORAH CHAPTER CHAIRMAN, ESCRAVOS



PAUL UDOLU CHAPTER SECRETARY, LAGOS



SAMUEL AKINFE BRANCH INDUSTRIAL RELATIONS OFFICER



SOPAKIRIBA WEST BRANCH TREASURER



SOPARAIPIRIM PEPPLE BRANCH SECRETARY

Know Your Executives



SUNDAY CHIBUIKE EBULU CHAPTER CHAIRMAN, LAGOS



VICTOR AVOKERIE IJONI CHAPTER CHAIRMAN, AGBAMI

Obituary Announcement



Photo Stories



Deep offshore delegates at the Portharcourt Zonal Elections



Swearing in of Lagos zone delegates where Comrade Paul Udolu was elected as the Lagos Zonal IRO



Branch Chairman, Immediate Past Lagos ZIRO and Former Branch Secretary at the LAGOS Zonal Delegate Conference



Union Executives and Leadership team in communication meeting



The IWD conference was held on Thursday, March 23rd in Abuja.



A cross section of the BEC

Photo Stories



Swearing in of the BEC at the 6th Triennial Branch Delegate Conference



Delegates at the Branch Delegates Conference



Photos from the BDC



Photos from the BDC



Gala night



Gala night