

NaSARRI Introduces a Quarterly Newsletter

NaSARRI is introducing the first news letter as an information sharing strategy to inform the stakeholders about research and developments within and outside the institute. The Newsletter will be published every after 3 months to cover many activities within and outside NaSARRI such as research, technology developments and dissemination and other happenings at the institute. Therefore, in the proceeding issues we encourage staff to submit news stories accompanied by good photos on the following emails; nakabaggwerobinah@gmail.com and kyeyuneur-mar@gmail.com.

Inside this issue:

Six new cowpea varieties released.	1
Four new sorghum varieties released	2
Highlights of 2017 Jinja Agricultural Trade show	2
Mentoring key to staff performance	3
Re-training of agricultural extension officers	3
NARO performance management frame work	4
Cluster Granary Scheme Project Review meeting at	5

Announcements:

- Bio-pesticide training scheduled for 22nd to 26th August 2017.
- Corporate breakfast every last Thursday of month.
- General staff meeting every quarter.
- Introduction Ceremony— Dinah Abeja introduces Oscar Eyoo on 2nd September 2017
- IFAD Mission supporting vegetable oil development on 4th-15th September 2017 in Eastern Uganda.
- Annual CCRP Sorghum project mid review on 15th-17th September 2017.
- Training of farmers on the new cotton varieties in October.

Written by:

Robinah Nakabaggwe
Nakabaggwerobinah@gmail.com
077445805

Edited by:

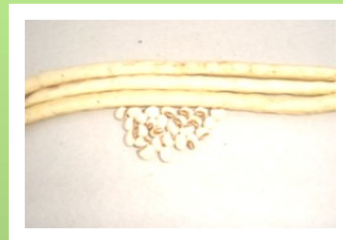
Robert Amayo
Beatrice Sadina
Adikin Scovia

SIX NEW DISEASE-TOLERANT COWPEA VARIETIES RELEASED

Good News to the Smallholder farmers in the arid and semi-arid parts of Uganda. The Dry-land Legumes Research Program released six (6) new cowpea varieties on 13th July 2017, that are widely adapted to different environment, high yielding and tolerant to most common cowpea diseases. Unlike the previous varieties code named SECOW (Serere Cowpea), the new varieties bear new code name, NAROCOW (NARO Cowpea).

NAROCOW PEA1

It has a white seed with a brown eye pattern and yield potential of 1991-2154Kg/ha



NAROCOWPEA4

It has long and slightly curved pods with short apex. It also has white seeds and yield potential of 1899-2066Kg/ha.



NAROCOWPEA2

It has a yield potential of 2024-2200kg/ha, it also has white seeds with a brown eye pattern but rhomboid in shape.



NAROCOWPEA5

It has white seeds with a tan-brown eye pattern and pods are short straight with a short apex. it yields between 1953-2128Kg/ha



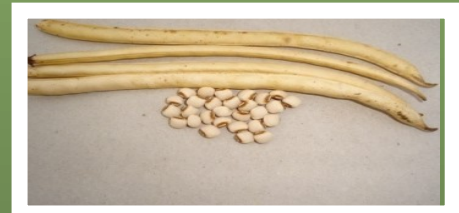
NAROCOWPEA3

It has white ovoid seed with a brown eye pattern, and yield potential of 2024-2200kg/ha



NAROCOWPEA6

It has a short, slightly curved pod shape with a short apex; seeds are rhomboid and white with deep brown eye. It yields between 2049-2198kg/ha



- Recommended insecticides to control field insect pests in cowpea are Profenphos+Cypermethrin, Dimethoate and Chlorpyrifos.
- Seed-dress well dried seed with Actellic or Malathion dust before storage to control bruchids.
- In addition to yield, farmers have preferred NAROCOWPEA 1, 4 & 5 for the tasty leaves, while NAROCOWPEA 2, 3 & 6 were preferred for big pods size for easy picking and bold seeds a preferred market attribute.
- Foundation seed for newly released cowpea varieties are being multiplied and are expected to be available to farmers in the next season (2018A).



FOUR NEWLY RELEASED SORGHUM VARIETIES

The dry land cereals crops program has released four new varieties for smallholder sorghum growers in the arid and semi-arid zones of Uganda ; The new improved sorghum varieties include;

NAROSORG 1

It is drought tolerant, 100% free of tannins, has white/cream seeds and 100% perfect for lager beer production. Yields between 2800-3000kg/ha.



NAROSORG 2

NAROSORG 2 is resistant to bird damage and tolerant to striga weed. It has a red seed and yields 2500 - 2740kg/ha.



NAROSORG 3

It is resistant to sorghum midge damage. Has chalky white seed and a juicy stalk suitable for forage. Yields 2800 - 3000kg/ha.



NAROSORG 4

It is resistant to smut disease and tolerant to striga weed. It has brown seeds and it is easy to thresh and suitable for beverage making. It yields 2300 - 2500kg/ha.



HIGHLIGHTS OF 2017 JINJA AGRICULTURAL AND TRADE SHOW: NARO IN FOCUS

By Robinah Nakabagwe

Welcome back NaSARRI team and everyone who participated in this year's Jinja Agricultural show which took place on 16-23 July 2017. The Jinja Agricultural show is an annual event organized by UNFFE and Ministry of Agriculture Animal Industry and Fisheries (MAAIF) with support from different organizations. This year's event was opened by the guest of honor His Excellence Yoweri Kaguta Museveni. National Agricultural Research Organization (NARO) was one of the key exhibitors. The exhibition followed a commodity approach where all institutes came together to showcase what is done in NARO. Commodities led by NaSARRI included: sorghum, finger millet, ground nuts, sesame, sunflower, cow-pea, green gram and pigeon pea. In addition products from the crop technologies were exhibited to emphasize the role of value addition.

NaSARRI exhibited in 3 exhibition section;

- * Value added products exhibition section
- * Field exhibition section
- * Seed exhibition section;



NaSARRI staff showcasing improved crop varieties at the agricultural show in Jinja

Continued to page 3



Some of the value added products exhibited by NaSARRI including eagle lager beer, cooking oil, among others



NaSARRI field demonstration plots with sorghum and sunflower.

MENTORING KEY TO STAFF PERFORMANCE AND RETENTION

A mentorship seminar, which is part of an on-going series of leadership support at NaSARRI which started way back in December 2016 was held on 17th May 2017 at NaSARRI and was facilitated by Assoc. Prof. Hebert Talwana from College of Agriculture and Environmental Sciences, Makerere University.

This leadership support seminar series is aimed at strengthening leadership and management capacity for agricultural research and development at NaSARRI. The mentorship seminar was the 5th after deepening self understanding, effective communication, emotional intelligence and conflict management, and effective team building.

During the seminar, Prof. Talwana emphasised that many government institutions have lost very good potential employees due to bad managerial skills which could have been attained through mentorship programmes.

A mentor is a person who provides guidance in a particular aspect to a mentee to achieve a desired goal. A mentor may be an employee of the same organization or a professional from another organization. In either case, the mentor is a role model who shares knowledge and advice to help the mentee develop professionally.

Mentoring is beneficial to the employer, mentee and the mentor. This addresses the challenges of staff failure to blend well in their working environments and thus improving performance.

Other speakers at the seminar included Mr. Peter Obuo, also the leader of Dry Lands Grain Legumes Research Programme, emphasized the need for mentorship to be part of life skills in society and at work places for continuity.

“a well mentored staff will

“Mentorship helps in career advancement of employees ”

easily take over the responsibility when his/her boss or supervisor retires from office.” he added that Mentoring helps new staff to feel at home in an organization where there are good mentors”.

As for Dr Martin Orawu, a Senior Research Officer also testified on how the leadership seminar series introduced by the two NaSARRI mentees, has helped him in his daily life especially at work and asked that such programmes should be organized regularly.

Ms. Beatrice Sadina, one of the organizers explained that mentorship helps in career advancement of employees since mentors are able to link them to career opportunities, provides a process of transfer of informal leadership skills from the present leaders

and gives a spirit of belonging as employees with greater knowledge of the organization are able to share it and thus improved staff retention, productivity, communication and team work.

The seminar was organized by Mr. Robert Amayo and Ms. Beatrice Sadina as part of the monthly Leadership Support Seminar series they have been facilitating at NaSARRI. The two scientists are beneficiaries of a Leadership Mentoring Program supported by the McKnight Foundation and facilitated by the Institute for People Innovation and Change in Organizations – East Africa (PICO-EA).



Some of the participants in the Mentoring Seminar Facilitated by Prof. Talwana (Forth from the right in the sitting row)

NARO-MAAIF PARTNER TO TRAIN AGRICULTURAL EXTENSION WORKERS IN UGANDA

By Robinah Nakabaggwe

The Ministry of Agriculture Animal Industry and Fisheries launched a training programme to equip all sub-county agricultural extension officers with skills in order to effectively implement the Single Spine Extension system. The one week training per cohort that was held at the National Semi Arid Resource Research Institute (NaSARRI), one of the National Agricultural Research Organization's institutes (NARO) ran from 21st May to 16 June 2016 with 450 participants. The trainees came from all the four regions of Uganda, and were

trained and equipped with knowledge on production, field establishment, and management of citrus and mangoes.

The training was organized by the Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) in partnership with National Agriculture Research Organization (NARO) and hosted by National Agriculture Semi-Arid Resource Research Institute (NaSARRI). The training is funded through the ATAAS project.

In his opening remark, the Commissioner pointed out that most people born in 1960s, acquired education because of cotton grow-

ing which clearly indicates that through agriculture, a farmer is able to achieve his or her dreams. However, these may not be achieved through production only, there is need for food security, increased incomes and this is assured by value addition whereby a farmer is able to carry out production and agro processing through use of improved modern technologies which are readily available at the National Agricultural Research Institutes (NARIs). Mr. Robert Kahuka, also advised the participants to change their mindset from farming for production only, but also carryout agro processing so that they in-

Continued to page 4

their incomes and transform the economy of the country.



Extension officers grafting mangoes in one of the practical sessions.

In addition, he highlighted that the current population growth rate requires more investments in agriculture so as to increase food production, create more employment opportunities and improve standards of living among the farming communities. He explained that it was the reason why MAAIF,

“Every individual in the country must do something to help communities transform ”

in partnership with NARO, organized the training so that extension officers acquire knowledge and skills on pests and diseases of mangoes and citrus and their identifications, nursery bed management and quality seedlings.

Furthermore, Mr. Rwemigisha Patience from MAAIF also said that agriculture is the only



Extension officers pay visit to one of the citrus farmers at Ocapa in Serere district

way that can help the country to achieve her dream of the middle income status by 2020. He requested the extension staff to work hard to cause the required transformation in the way that every individual in the country must do something to help communities transform because delivering in a hard working team will automatically attract resources to support agricultural work. In his concluding remarks, he said that MAAIF is developing standards for agriculture training services to harmonize the knowledge taken to farmers to avoid disjointed information and advised the extension workers to encourage farmers to carry out fruit production since it is purely in the hands of smallholders in Uganda and that few players exist in the fruit processing sector. This explains why most of the



Extension workers in a theoretical session during the

processed juice consumed in Uganda is imported to meet the local demand. The government's call on households to produce high value and marketable crops has been heeded and there are now many fruit farmers in the country. “The extension workers must be able to help these farmers”, he said.

NaSARRI LAUNCHES NEW PERFORMANCE MANAGEMENT FRAMEWORK

By Robinah Nakabagwe

For quite some time a number of NARO staff have decried the performance appraisal criterion with many saying “it is not fair”. The Senior Human Resource officer Mr. Charles Ssendendo noted that the old performance management system focused more on competencies rather than outputs. The old system was not clearly laying out what is exactly expected from the employee and agreed upon by the supervisor to a form basis for evaluation at the end of the performance period hence the new system was formulated to address such issues.

The new performance management and appraisal system was developed by the Directorate of Human Resource and Administration to take effect in the 2017-2018 financial year. In the new performance system, the employee starts by developing an achievable performance plan and agreement at the beginning of the performance period which is later agreed upon and signed by the appraiser/supervisor and the employee.

Ssendendo explained that the new system aims at; monitoring and evaluating institutional performance, aligning individual performance to organizational goals, ensuring fairness and transparency in staff evaluation and ensuring staff keep track of their performance and make adjustments where necessary. All these were discussed during the introduction of the new performance appraisal system to NaSARRI staff at NaSARRI resource center.

“The system will instill a sense of accountability to which the staff committed themselves to achieve in the performance plan and all the stakeholders will own up the assessment process from the beginning to the end”, he said

Ssendendo also informed staff that effective this year NARO has increased the contract period from four to five years but there will be a progressive annual assess-

ment to check staff performance and this will guide renewal, promotion, demotion and termination of contracts.



NaSARRI staff listening to SHRO Mr Sengendo Charles (NAROSEC) with grey tie

CLUSTER GRANARY SEED PROJECT REVIEW MEETING AT NaSARRI

By Nakabaggwe Robinah and Robert Amayo

The Cluster Granary Seed (CGS) Project funded by the European Union through the ITPGRFA, and was launched early this year in Soroti. The project aims at strengthening seed delivery system for dry land cereals and legumes in drought-prone areas of Uganda.

The project team led by the Principal Investigator, Mr. Wandulu Joseph, organized a project review meeting to assess the progress of project implementation against planned activities. The review meeting held on August 2, 2017 at National Agriculture Semi-Arid Resource Research Institute (NaSARRI) included key project partners the World Vision Uganda, and the National Plant Genetic Resources Center (NPGRC). In his briefing the project team, the PI, Wandulu noted that the project is clocking almost one and half years and therefore it was necessary to review its progress.

The project principle investigator, Wandulu, the pro-



CGS team posed for a group photo

ject has worked towards achieving its plan objectives which include conducting a baseline study, germplasm collection and evaluation, farmer group mobilization and training, establishing the seed delivery modal, development of training materials, training of trainers (ToT), identifying farmer groups and stakeholders, conduct project inception workshop, acquisition of materials and equipment for running the project among others. Dr. Wasswa Mulumba, from NPGRC advised the project team to continue with project implementation of the activities following the work plan for year two (2), should acknowledge ITPGRCA (the funding agent) in case of dissemination materials, and to get samples of each of the germplasm collected and deliver them to the National Plant Genetic Resources Center (NPGRC)

Entebbe with passport data. He continued that the team should ensure that farmers are trained in quality seed production and the seed certification unit at MAAIF should be engaged in the seed production inspection. He emphasized that training of farmers should also focus on pest and disease management and identification, importance and use of the seed granaries and farmers should be advised on the quantities to be saved. Wasswa further invited the World Vision Uganda for a learning visit to other community seed banks so as to appreciate what is done differently from the CGS project arrangements.

Closing the meeting, by Dr. Lubadde Geoffrey, the acting Director of NaSARRI thanked the team for the promising work done and assured them that what their doing is improving people's lives by increasing their income.



Michael Ugen Adrogu (PhD)
Director of Research,

National Semi-Arid Resources Research Institute (NaSARRI)
National Agricultural Research Organization (NARO)
P. O. Box 56 Soroti
Tel: +256 454 463 665/463 663
E-mail: director@nasarri.go.ug
Website: www.nasarri.go.ug

The National Semi-Arid Resources Research Institute (NaSARRI) is one of the 16 Public Agricultural Research Institutes (PARIs) of Uganda established by the National Agricultural Research Act 2005 under the National Agricultural Research Organization (NARO). Currently, NaSARRI undertakes research on ten different crops namely; cotton, sunflower, sorghum, sesame, groundnuts, cowpea, pigeonpea, green gram, finger millet and pearl millet. Research on these commodities is undertaken through four research programs: The **Dryland Oil Crops Research Program** (G/nuts, Sesame and Sunflower), **Dryland Legume Research Program** (Cowpeas, Pigeonpea, and Greengram); **Dryland Cereals Research Program** (Sorghum, Finger millet and Pearl millet); and **Fibre Crop Research Program** (Cotton).

Vision: A market Leader institution in generation and dissemination of appropriate technologies for sustainable development in the semi arid regions of Uganda.

Mission: To generate and disseminate agricultural production technologies and information for improved and sustained integrated crops and natural resources management in partnership with stakeholders

Mandate

To undertake research in crop production for semi-arid production systems in the areas of seed research and crop production management and support range management. The mandate crops include cotton, finger millet, pearl millet, sorghum, cowpea, pigeon pea, green gram, groundnuts, simsim (Sesame) and sunflower. The area of operation covers the semi-arid agro-ecological zones comprising the Eastern Savannah, Karamoja Dry lands, Mid – Northern and Northern region, West Nile region and the cattle corridor.

Goal: To generate and disseminate appropriate technologies and information for sustainable agricultural