



# CURRENTS

## Christmas Message from Administrator Florencio F. Padernal



"I've been an Administrator for the last five months, and have submitted my '120 Days' report to the President this week," says Dr. Padernal as he starts to deliver his Christmas message to NIAs during NIA's Christmas Program on December 11, 2014 at the NIA Quadrangle.

In his message, Dr. Padernal thanked the Irrigators Associations and also informed NIAs that his administration is continuously making a consultation with the Federations of the Irrigators Associations nationwide. "This consultation process is so important so that we will know exactly the things we are doing and that our decisions will be realistic and sincerely implemented," he further says.

He was elated of positive feedbacks from politicians and farmers who are now feeling the effects of the projects being implemented by NIA.

He then said that "NIA envisions more prosperous set of projects, and all benefits of employees should be given but we have to do our own share as well and to keep on improving the delivery of services to our stakeholders".

He enjoined every NIA to unite, and like this year's Christmas theme, "Masagana, Mapayapa at Masayang NIA" he conveyed that we should have peace. He then thanked and greeted everyone a Merry Christmas and Happy New Year. #  
- Maria Luisa A. Frias, PAIS, C.O.

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## NIA, SN ABOITIZ TO OPTIMIZE MARIS RESERVOIR

■ Melissa C. Agbisit, PRO, MARIIS (with Lioneil G. dela Cruz, PAIS - CO)

***“We have to be thankful for a project that helps a lot in increasing the income of farmers which is our ultimate objective,”*** said National Irrigation Administration (NIA) Administrator Florencio Padernal during the groundbreaking ceremony of the Magat River Irrigation System (MARIS) dam optimization project in Ramon, Isabela on November 4, 2014. The project is in collaboration with the SN Aboitiz Power-Magat Inc. (SNAP-Magat).

The initiative is seen to increase the storage capacity of the MARIS reservoir by up to eight million cubic meters that will primarily improve the delivery of irrigation water to a larger area of farm lands. NIA-Magat River Integrated Irrigation System (NIA-MARIIS) Operations Manager Mariano G. Dancel shared that with the optimization project, irrigating the whole service area of 85,000 hectares would be possible.

**1ST PHOTO CAPTION:** (L-R) MARIIS Operations Manager Mariano G. Dancel, Ifugao Governor Dennis Habawel, NIA Administrator Florencio F. Padernal, Ramon Mayor Wilfredo L. Tabag, and SNAP Executive Director Danilo de Guzman, during the ceremonial ground breaking at the project site. Behind them are SNAP executives and Danilo Tumamao, representative of the Governor of Isabela.

NIA Administrator Florencio F. Padernal said the project is a clear manifestation of a real, effective, efficient private-public partnership. ***“Increasing storage water capacity of the MARIS reservoir is laudable as it denotes water security for peak hours and saves water in cases of abnormal weather condition or in times of crisis as well as increased power generation,”*** he added.

SNAP-Magat Executive Director Danilo de Guzman, on the other hand, noted that the project is an example of collective work between NIA and SNAP. ***“These collaborative projects are underpinned by not only technical expertise between NIA and SNAP but also the strength of the partnership that we’ve forged over the past seven years,”*** he added.

The project will also provide flexibility for power generation. This could potentially add up 7.75 megawatts of additional capacity for the Luzon grid.

The project is seen to start January next year and is expected to be completed in 2016.#

**2ND PHOTO CAPTION:** The MARIS dam is located at the downstream portion of the Magat Dam, one of the largest multipurpose dams in Asia, and is part of the NIA-Magat River Integrated Irrigation System (NIA-MARIIS).



# NIA SWITCHES ON JICA-FUNDED MINI-HYDRO POWER PLANT IN ISABELA

■ Melissa C. Agbisit, PRO, MARIIS  
(with Lioneil G. dela Cruz, PAIS - CO)

The National Irrigation Administration (NIA) and Japan International Cooperation Agency (JICA) led the switching-on ceremony of the 45-kilowatt mini-hydro power plant along an irrigation canal in San Mateo, Isabela on November 4, 2014.

Funded by JICA, the hydro-power facility is constructed along Lateral B, District 2 of the NIA-Magat River Integrated Irrigation System (MARIIS) here. The newly inaugurated facility can benefit 45 households with an individual consumption of 1000 watts.

NIA Administrator Florencio F. Padernal, Department of Energy Undersecretary Zenaida Y. Monsada, and JICA Senior Representative of the Economic Growth Section Eigo Azukizawa led the switching-on ceremony of the demonstration project which started construction in March and was completed in October this year.

Padernal said that although the new mini-hydropower is not as big as what others expect, the significance of the project is enormous. "NIA would like to replicate such projects in other areas. That is one of the reasons why all our irrigation managers from the different regions are here," he said.

The NIA Administrator said that secondary to irrigation, the agency operates and implements hydropower projects in applicable areas. **"In fact, we are planning to bid out over 50 new hydro power projects of various capacities around the Philippines the soonest possible time,"** he shared.

Undersecretary Monsada said the residents in the community where the facility is located will now have better access to energy.

The first of its kind in the country, the project shows that it is viable to utilize existing irrigation canals even with small water heads for power generation.

The NIA-MARIIS, through its Division II office, will be operating and maintaining the new facility. #

**1ST PHOTO CAPTION:** NIA Administrator Florencio F. Padernal (2nd from L) and MARIIS Operations Manager Mariano G. Dancel (1st from R) accompany DOE Undersecretary Zenaida Y. Monsada (3rd from L) and JICA Senior Representative of the Economic Growth Sector Eigo Azukizawa (2nd from R) in opening the gates of the new 45KW JICA-funded mini-hydro power facility along Lateral B of the MARIS Main Canal in San Mateo, Isabela. With them is DOE Director Mario C. Marasigan.

**2ND PHOTO CAPTION:** NIA Administrator Florencio Padernal, DOE Undersecretary Zenaida Monsada, and JICA Representative Eigo Azukizawa during the switching-on of the 45kw mini-hydropower facility in San Mateo, Isabela. The event was witnessed by all the NIA regional irrigation managers.







NIA Central Office, Quezon City - Dr. Florencio F. Padernal led NIA officials in meeting with the Bugkalot Confederation on December 3, 2014 to facilitate the resolution of issues regarding the tribe's claims pertaining to the implementation of the Casecnan Multipurpose Irrigation and Power Project (CMIPP) in Nueva Ecija. Attending the meeting were NIA Deputy Administrators Estrella E. Icasiano and Erdolfo B. Domingo, Atty. Pepito Padilla of Legal Services, PAIS Manager Pilipina P. Bermudez, CMIPP Manager Alexander G. Coloma, and Operations Manager Florentino R. David. Also present were Nueva Vizcaya Lone District Representative Carlos M. Padilla; Abakada Party-list Rep. Jonathan dela Cruz; Nagtipunan-Quirino Mayor and Bugkalot Chieftain Rosario K. Camma; Jerry Pasigian and Robert Cabarroguis of the Bugkalot Confederation; and Percy Brawner and Atty. Petronio Dubadeb from NCIP.

## SPOTLIGHT: NIA | NIA STRENGTHENS PARTNERSHIP WITH BUGKALOT TRIBE

■ Lioneil G. dela Cruz, PAIS-C.O

The recent meeting between the National Irrigation Administration (NIA), National Commission on Indigenous Peoples (NCIP), LGU officials, and the Bugkalot Confederation on December 3, 2014 ended with a positive note as Dr. Florencio F. Padernal took on the lead in clearing the path to resolve issues regarding the tribe's claims.

Two major issues raised by the tribe, led by Mayor of Nagtipunan, Quirino and Bugkalot Chieftain Rosario K. Camma, include the percentage share of the tribe from the gross income derived from CalEnergy Power Plant's power generation and at least 10% environmental release from the dam weirs from Casecnan and Taan Rivers.

According to a statement from the Bugkalot Confederation dated November 18, 2014, the 10% environmental water

release from dam weirs required as per NWRB Resolution 01-0901 dated September 24, 2001 was ignored resulting to the drying up of the Casecnan and Taan rivers thus affecting the aquatic resources of the rivers and sacrificing the livelihood of many Bugkalot tribesmen.

Nueva Vizcaya Lone District Representative Carlos M. Padilla added that the the most expensive fish in the country, the *ludong*, started to disappear in the Casecnan River. ***"All the water goes to Casecnan in Nueva Ecija affecting other localities and creating 'social problems' that push the people to seek help from local politicians,"*** he added.

To address the issues, Dr. Padernal pushed that a timeline of events be prepared and submitted before the year ends to retrace the history of the issues between NIA, CalEnergy, CMIPP, and the Bugkalot tribe. He tapped the NCIP to submit and collate the documents related to the issue to establish an objective history.

Also, the NIA Administrator emphasized the importance of a convergence meeting among the agencies concerned and stakeholders in January 2015 to create a comprehensive and doable action plan that will address the issues on the project.

Abakada Party-list Representative Jonathan dela Cruz expressed his gratitude to Dr. Padernal for the initiatives that will be undertaken by the agency in line with the concerns of the Bugkalot tribe.

Also present in the meeting were Jerry Pasigian and Robert Cabarroguis of the Bugkalot Confederation; Percy Brawner and Atty. Petronilo Dubadeb of NCIP; and other NIA officials.



**A** shift in National Irrigation Administration's cosmos brought down an *estrella* (star) that is perfectly aligned with the constellations forming the map of the stars towards greatness and success. A new face in the top management brightened the agency as it is positioned towards further reforms and transformation. On October 15, 2014, President Benigno S. Aquino III appointed Estrella Eligio-Icasiano as the agency's new Deputy Administrator for Administrative and Finance Sector. She assumed her post on November 3 and since then became NIA's *la estrella guia* (guiding star) and started sharing her light to guide NIA's metamorphosis.

### Qualified and Equipped

Before spreading her magical stardust in NIA, Ma'am Icasiano – a Certified Public Accountant (CPA) since 1977 – spent 34 years as one of the shining stars of the Development Bank of the Philippines (DBP). She first entered DBP in 1978 as an Account Officer until 1993 before she was assigned as Special Assistant to the President/CEO while holding concurrent positions including Investment Officer (1994-1996) and Head of the Mortgage Banking Services Department (1996-1999). In 2000, she became DBP's Vice President and Head of Investment Banking II until 2007. From 2008 to 2009, she headed DBP's Corporate Banking II and from 2009-2011 became DBP's First Vice President and Head of Corporate Banking I. In 2011, she was promoted to Senior Vice President heading Investment Banking and Capital Markets (in concurrent position) until 2012.

Adding to her twinkling list of qualifications, Ma'am Icasiano is a CESO eligible and ranked 12th in the December 1994 Management Aptitude Test Battery (MATB). She also belongs to the roster of CPA royalty as she placed 11th when she took the April 1977 CPA Board Examinations.

She graduated from the University of the Philippines-Diliman with a bachelor's degree in Business Administration and Accountancy in 1976. She also completed the academic units for Master in Business Administration from the De La Salle University.

Her extensive stint in DBP and her other qualifications exposed her to the complex yet essential world of corporate finance and civil service. This intensified the luminosity of her knowledge and skills to efficiently lead and manage NIA's administrative and finance sector.

### Plans for the the Administrative and Finance Sector

Ma'am Icasiano wants to focus on certain aspects in the agency's administrative and finance sector to complement Administrator Florencio F. Padernal's general facelift of the agency. She wants to start this by improving NIA's personnel selection through formulation of standard policies on hiring and promotion, reconstituting the Personnel Selection Committee, identifying potential successors in preparation for the retirement of senior employees, and filling up of vacancies.

She is also looking into the decentralization of processes to free the Senior Management of routine and non-critical tasks. A review of the present work flow shall be undertaken to facilitate this. Also, Ma'am Icasiano encourages the development of an operations manual for every department and for the agency to provide internal control with standard processes and practices in the agency.

Also part of her plans to improve her sector is the computerization of processes such as payroll, personnel data base, billing, collections, budget monitoring, and other routine activities. According to her, computerization will result in cost-efficient operations and will minimize human errors. It will likewise allow people time to do analytical work.

The new Deputy Administrator is also exploring the possibility of granting basic health benefits such as free annual check-ups and group health insurance for all NIA permanent employees. Other items in her agenda are office refurbishing with standardized amenities, and reorganization of existing committees and task forces.

### 'Human resource is NIA's best asset'

Having a competent and highly motivated manpower complement, according to her, is the best way to contribute to the attainment of NIA's vision of being a professional, efficient, and performing government corporation. She believes that NIA's best asset is its manpower thus it is essential to optimally tap human resource to achieve the goals of the agency.

In a statement, Ma'am Icasiano mentioned that "she wants every NIAN to be happy, motivated, and proud to be part of the agency." Using the previous metaphor, her philosophy is like saying she wants every NIAN to tap their inner star to share their own flicker of light to the agency. Her own light as NIA's *la estrella guia* is not enough to intensify the agency's glow. After all, the universe is not brightened by just a single star. ###

■ Lionel G. dela Cruz, PAIS-CO

# LA ESTRELLA GUIA: NIA'S NEW GUIDING STAR





# PIDP POSTS A POSITIVE TREND TOWARDS ACHIEVEMENT OF PROJECT GOALS



The Participatory Irrigation Development Project (PIDP) achieved a satisfactory performance of the project implementation as per mission report of the recently conducted Tenth Implementation Support Mission by the World Bank (WB) led by its Task Team Leader, Maria Theresa G. Quinones on November 10-21, 2014. The mission assessed the project's implementation progress as well as the likelihood of attaining its project development objectives. Project implementation progress has significantly improved compared to the previous missions. To date, cumulative achievements include: 1) completion of NIA Rationalization Plan implementation; 2) substantial progress in the implementation of IMT where 100% of the Irrigators Associations (IAs) organized with 88% entered into IMT Model Contracts and gradual increase

in the IA functionality from 91% in 2009 and 97% in 2013; and 3) satisfactory implementation and quality of 111 completed and 20 ongoing civil works contracts. Thirty-nine (39) out of 43 Core B and two of the 15 Core A systems are completed. Over-all accomplishment of civil works is 46.35%. Disbursement and utilization rate improved to 50% and 40% from 41% and 31%, respectively, during the last mission in May 2014. The implementation of Environmental and Social Safeguards is progressing well with 12 Resettlement Action Plans (RAPs) completed. Contractors Environmental Management Plans (CEMPs) are closely being monitored by the sub-projects and the Project Management Office (PMO). The mission commended the collaborative efforts of PIDP, Central Office IDD, and CORPLAN- MID for the development of IA Computerized Database System, a user-friendly tool designed to improve the agency's database management program. The continued monitoring on gender-related issues in the PIDP covered IAs in compliance with GAD Framework and Manual are likewise supported and recognized by the mission. Furthermore, seven out of eight studies/consultancy services had been completed. Two additional studies: a) Review of NIMF; and b) Preparation of the Ten-Year Irrigation Development Master Plan and NIA Corporate Plan (2016-2025) are being procured by the project. Over-all, the project's physical and financial accomplishment is 58% and 50%, respectively.

The mission was carried out through meetings with key implementers at the Central Office, field visits, and dialogue with the Irrigators Associations and the Project Affected People in selected PIDP covered NISs in Regions 2,5,10,11, and CAR.

A mission Pre Wrap-Up Meeting was conducted by the World Bank and PIDP Task Team with Administrator Florencio F. Padernal, PIDP- PMO Project Manager Gene P. Ragodon, Jr., and the senior staff of the PMO on November 20, 2014. Findings and recommendations of the mission on the project implementation were discussed. The areas of concern that were deliberated among others were: 1) Post- Rationalization Plan of the Agency; 2) Intensification of IA Participation in Construction Works; and, 3) Agency response and actions to the results of PIDP funded policy-related studies.

The Tenth Implementation Support Mission ended with a Wrap- Up Meeting on November 21,2014 with the presence and support of the Acting Deputy Administrator for Engineering and Operations Erdolfo B. Domingo, Deputy Administrator for Administrative and Finance Estrella E. Icasiano, Department and Division Managers, and representatives from oversight agencies (DBM, NEDA and OPAFSAM). WB Task Team Leader Maria Theresa G. Quinones and the team members presented their mission findings and expressed appreciation for the active participation of NIA Central Office, Field Offices, Project Affected People, IAs, and the oversight agencies. In response, the NIA Senior Officers informed that they are glad with the positive evaluation results of the mission. Deputy Administrator Icasiano added, "The performance reflects the concerted efforts and dedication of the project implementers towards achieving its project development objectives."



# PHOTO NEWS



**TALAKAG IRRIGATION ADMINISTRATION**  
SMALL RESERVOIR IRRIGATION PROJECT  
IBATO DIVERSION DAM



Administrator Florencio F. Padernal talks with the Ibato Farmers Irrigators Association headed by its president, Mr. Clemente Paduga, during his visit at Ibato-Iraan SRIP, Aborlan, Palawan in November 2014. He advises the IA to carefully inspect and observe the on-going construction of the reservoir.



Senior Deputy Administrator (SDA) Felix M. Razo (2nd from right) and Mr. Billy Braza (extreme left) representing the joint venture of Tokwing Construction Corp. and Fabmik Const. & Equipment Co., Inc. sign the contract on November 7, 2014 at the OSDA Conference Room, NIA C.O., Quezon City. The Contract amounting to P 166M represents the construction of Main and Lateral canals and appurtenant structures of Talakag Irrigation Project in Bukidnon province. Atty. Pepito L. Padilla (right) and Engr. Lily Mascariñas (3rd from right) serve as witnesses for NIA.



Irrigation Stewards' Association of the Philippines (ISAPHIL), Inc. presents a Plaque of Appreciation to Administrator Padernal during its 27th Founding Anniversary held on November 19, 2014 at Subic Bay Travellers Hotel & Event Center, Olongapo City. (L-R) Bukidnon IMO Manager Jimmy Apostol, SDA Felix M. Razo, ISAPHIL President Carlito M. Gapasin, and Region 3 RIM Josephine B. Salazar.



NIA Administrator Florencio F. Padernal (in black pants) together with Region 10 RIM Julius S. Maquiling (beside Padernal, partly hidden), Division Managers, and Tangub SRIP technical staff inspected the site of construction. (Intake and Ogee spillway) The irrigation project is at the same time aqua culture and flood control that will soon irrigate 608 hectares covering eight barangays of Tangub City, Misamis Occidental.



Engr. Rodel Tabula of Ilocos Sur IMO, winner of Mitsubishi Mirage, receives the check for the car's cash equivalent from NIAEASP officers at the Central Office.



## SIDEBITS

### PIDP SUPPORTS COMPUTERIZED IA DATABASE MANAGEMENT SYSTEM HANDS ON TUTORIAL

■ Ma. Victoria J. Mamaril  
Senior Environmental Specialist A, PIDP

The Participatory Irrigation Development Project (PIDP), in collaboration with IDD-Central Office and technical expertise of the CORPLAN-Management Information Division (MID) spearheaded by its Division Manager, Engr. Edita P. Ragodon, conducted 5 batches of Pilot Testing and Hands-On Tutorials on Computerized IA Database Management System (IA-DMS).

The activity aims to provide IMT implementers with technical knowledge and skills using computerized database system for reliable data management, analysis, and decision-making for the IMT Program. It was piloted in Region 3 on July 22-25, 2014 with the participation of 18 IDD staff, SWRFTs, and Data Encoders in the Regional Office, Bulacan-Aurora-Nueva Ecija (BANE) and Tarlac-Zambales (TARZAM) IMOs. Subsequent four (4) batches started on September 8, 2014 and completed on October 31, 2014 in the different venues sponsored by Region 4-B, Region 5, Region 2 & MARIIS, and Region 11 funded by PIDP under the IMT Fund. The activity was participated by a total of 165 PIDP implementers including non- PIDP NISs and CISs nationwide composed of IDOs, SWRFTs, Regional Programmers, and Data Encoders.

In this activity, issues and concerns were raised and gathered for modification and further improvement of the agency's data management program. Engr. Ragodon cited, ***"with this program, data from the field offices can be easily accessed and analyzed at the Central Office and the timely submission of reports, accuracy and consistency of the data are expected."*** Adoption of the program will be rolled-out nationwide through Memorandum Circular.

Perceived intricate as it is a new system, participants from Baras, Rizal requested for another session of seminar-workshop for the members of their Performance Management Team (PMT) to effectively cascade the SPMS to their colleagues.

### NIA EMBRACES STRATEGIC PERFORMANCE MANAGEMENT SYSTEM

■ Portia S. Angulo - IRDO A, HRD - C.O.

Batches of seminar-workshop on NIA Strategic Performance Management System (SPMS) were conducted before the year 2014 ended. The initial activity, dubbed as "Trainers' Training on SPMS" was held in Baras, Rizal on 15-17 October 2014. It was primarily participated-in by the Regional/Operations/Project Managers and their Division Managers. Said exercise was organized to respond to the Civil Service Commission's (CSC) issuance requiring the adoption of a performance-based incentive system for government employees. This new performance management system focuses on linking individual performance with that of the Agency's organizational vision, mission, and strategic goals.





In order to accommodate the request, the Central Office HRD and PMT arranged the seminar-workshop entitled “NIA Strategic Planning and Management: Aligning and Cascading to Offices and Regions the SPMS” on the following dates and venues:

Date	Participants	Venue
a) 17-19 November 2014	MRIIS and UPRIIS	Sta. Rosa, Nueva Ecija
b) 18-20 November 2014	CAR, Regions 1-3	Sta. Rosa, Nueva Ecija
c) 26-28 November 2014	Regions 4a-5	Sta. Rosa, Laguna
d) 1-3 December 2014	Regions 6-8	Cebu City
e) 4-6 December 2014	Regions 9-CARAGA	Davao City
f) 15 December 2014	Project Management Offices	Central Office, Quezon City
g) 16 December 2014	Central Office	Central Office, Quezon City

The Undersecretary for Operations of the Office of the Presidential Assistant for Food Security and Agricultural Modernization (OPAFSAM), Madame Fredelita Guiza, was the subject matter expert at said activity. She was supported by the C.O. PMT and other C.O. staff who gave valuable inputs during the workshop.

It is expected that our Agency's SPMS shall already be installed comes January 2015 as required by the CSC. By then, the PAR-MORE tool we used to accomplish will be scrapped and it shall be replaced by the forms called Office/Department/Individual Performance Commitment and Review (OPCR, DPCR, and IPCR).

## PAIS CONDUCTS SEMINAR WORKSHOP ON NEWS, FEATURE, AND EDITORIAL WRITING IN THREE BATCHES

■ Maria Luisa A. Frias, PAIS, C.O.

Before the year ends, the Office of the Public Affairs and Information Staff headed by Department Manager Pilipina P. Bermudez facilitated a Seminar-Workshop on News, Feature, and Editorial Writing for Public Relations

Officers (PROs) and designated PROs in three batches. The first batch comprised of participants from Regions 6, 7, 8, and 13 was conducted at Montebello Villa Hotel, Cebu City on October 27-30; the second batch came from Regions 9, 10, 11, and 12 was held at Road House Hotel, GenSan City on November 5-7; and, participants from Regions 4-A, 4-B, and 5 attended the last batch held in Puerto Galera, Mindoro Oriental on November 11-13, 2014. Other offices such as Regions 1, 2, 3, CAR, MARIIS, and UPRIIS have already benefited through the same seminar in 2013.

The three-day seminar-workshop aims to further develop and enhance the knowledge and skills of the PROs and designated PROs in the news, feature, and editorial writing which are essential in the performance of their functions.

*Continued on page 10*



**1ST BATCH PARTICIPANTS** - Regions 6, 7, 8, and Caraga with PAIS Dept. Manager Pilipina P. Bermudez, Sun Star Editor-in-Chief Isolde D. Amante, and Rachelle Nessia of PIA-Cebu.



*Continued from page 9*

Resource speakers from the Regional Philippine Information Agency or its Provincial Information Center and Editors from broadsheets and local newspapers imparted their knowledge in communication writing.

During the workshop, participants were given assignments and exercises to apply what they have learned in the seminar which include writing of news, feature, profile, editorial, and column. The workshop is indeed an intensive writing workshop where participants develop a range of skills, from writing to crafting an in-depth news feature.

Improved public image is one of the aspirations of NIA Administrator Padernal which is included in his future actions for the agency. He aims to improve NIA's public presence through maximized information campaign to increase awareness of general public about NIA's plans and programs, initiatives and accomplishments. Dr. Padernal says that "through PAIS and its regional PROs, media practitioners will be provided with up-to-date and credible information for news publishing and broadcasting to project best image of the agency", thus the conduct of this seminar workshop. XX



**2ND BATCH PARTICIPANTS** - Regions 9, 10, 11, and 12 with PAIS Department Manager Pilipina P. Bermudez .

**3RD BATCH PARTICIPANTS** - Regions 4A, 4B, and 5 with (seated from L-R) Region 4B RIM Efren S. Roqueza, Ms. Angie Villapando of PIA-C.O., PAIS Dept. Manager Pilipina P. Bermudez, Ms. Minerva Quemel of PIA, Ms. Ed G. Yu of Region 5, and (2nd row, 6th from right) Ms. Nieves de Guzman.







**FIRST BATCH PARTICIPANTS: SRIP-PMO A Project Task Force**

**T**he nationwide implementation of the Small Reservoir Irrigation Project (SRIP) is one of the major undertakings of the National Irrigation Administration (NIA). The main activities of SRIP are the construction of embankment dam & its appurtenant structures, construction of irrigation facilities, and pre-construction activities.

In line with these, SRIP Project Management Office (SRIP-PMO) conducted a seminar/training to establish, develop, and train personnel from SRIP-PMO and Regional Irrigation Offices/ Irrigation Management Offices (IMOs) for the effective & efficient way of monitoring & evaluating project accomplishment.

Geo-tagging is the process of adding geographical information to various media in the form of metadata, such as latitude, longitude, bearing, altitude, distance, and place names.

The objective of the seminar on geo-tagging is to train SRIP Monitors and Evaluators to geo-tag all on-going SRIPs to comply with the Department of Budget and Management requirement to geo-tag all government projects.

Training on Geo-tagging is necessary to prepare, orient, and develop personnel who are in-charge of report preparation to include geographical information needed from different Regions/ IMOs with on-going SRIPs.

Topics introduced in the said event were: 1.) the use of Google Earth; 2.) GPS (Global Positioning System);

# SRIP

## SMALL RESERVOIR IRRIGATION PROJECT CONDUCTS SEMINAR IN GEO-TAGGING

■ Laila T. Molina and Olivia G. Ortile, SRIP

3.) My Tracks; 4.) Camera; and 5.) Ways to store data that are usually needed for this process.

The said seminar/training had two (2) batches. The first batch was held on September 1 – 4, 2014, with 27 participants composed of technical personnel from SRIP-PMO & Project Task Force. The second batch, on the other hand was held on December 1 – 4, 2014 with 25 participants composed of technical personnel from Regional Irrigation Offices / IMOs. The lecturers were PIDP Engineering Division staff namely: Engr. Juanito Perez, Division Manager; Engr. Emiliano Domagas, Principal Engr A; and Engr. Lazely Lacanlale, Supervising Engineer A.



**2ND BATCH PARTICIPANTS: Technical personnel from regional irrigation offices and IMOs**



# GANANO I CIA: BACK ON TRACK

■ Dorothy Belle C. De Leon, PRO, NIA-Region 2



To be awarded as the "Most Viable Communal Irrigators Association" in the entire Region may be a feat, but to be a recipient of the award for three consecutive years takes H-A-R-D-W-O-R-K!

Ganano I Communal Irrigators Association Incorporated, situated in Sitio Liwanag, Liwayway, Diffun, Quirino, was first organized way back 1981. With a Firm-Up Service Area (FUSA) of 500 hectares and 483 strong members, it was registered with the Securities and Exchange Commission (SEC) on September 9, 1982.

The dam and the facilities of Ganano I Communal Irrigation Project worth Php 25,886,570.89 were turned over to the IA on September 17, 1991. Over the years, as operation and maintenance was in a smooth glide, the IA accumulated three hand tractors, mechanical drying facility, office and lot, backhoe, a horse, and 15 bikes. The horse is being used by the gatekeeper since the dam site is impossible to reach by motorcycle, especially during wet season; whereas the bikes were utilized by collectors to make the rounds to obtain amortization fees.

All is going on well for a time. And so, in 2002, the IA received the "Most Viable Communal Irrigators Association" award. The Board of Trustees, together with its members, are in one accord, snagging the award two times more. Until the day the officers hastily decided to buy a second hand backhoe. Fiscal problems began to surface, and one problem led to another. Their performance plummeted down. The backhoe was more of a bane, rather than a boon. As to what happened, see boxed story.

## WHAT WENT WRONG?

■ Engr. Danilo Otoman

The Ganano I Communal Irrigators Association Inc. (GICIA) is on top of other CIS in the province of Quirino because of its vast irrigable area – a potential factor for the attainment of its viability. From 1995, 1996, and 1999, the IA ranked 6th, 4th and 3rd respectively, region-wide. And finally, the IA was awarded as the "Most Viable Communal Irrigators Association" from 2002 to 2004.

Overwhelmed by the consecutive awards received, the Board of Directors (BOD) of the CIA started to show signs of slacking in terms of financial management evident in the IA's performance that led to its decline. Three major factors contributed to its temporary lull.

### 1. BODs are the concurrent ISF Collectors

An additional incentive aside from the honorarium enticed the BOD members to make themselves

ISF collectors. They claimed that members were not interested to take the role. The purpose may have been good but this connotes negative implication on the IA's financial system. ISF Collection should never be managed by one and the same person as it tends to be a breeding ground for corruption. Unremitted collections had proliferated and became permissible. Personal needs overruled responsibilities as BOD's made themselves concurrent collectors.

### 2. Unauthorized Disbursement of Collection

Ever since the BOD members became collectors, the IA Treasurer was often overruled in his functions because unauthorized disbursements had already been done prior to remittance. For instance, there were collectors who purportedly 'embezzled' their collections to meet pressing needs. On the other hand, the Irrigation Manager is also getting money directly from each collector who has available collection for

the immediate repair of the second backhoe that the IA had purchased for desilting purposes. The backhoe was purchased on a pre-determined time. Its operation was mismanaged which led to financial distress where the IA could no longer pay even their annual amortization amounting to Ph 400,000.00.

### 3. Inefficient Recording System of Financial Transactions by the IA Treasurer

Observations show lapses on the part of the Treasurer. Vouchers were not prepared prior disbursements. He recorded the expense on his logbook but neglected to prepare the voucher. So, when the Bookkeeper asks for the vouchers for recording purposes, he had nothing to submit. As a result, vouchers were not recorded on time in the Cashbook, delaying the submission of their Annual Financial Statement regularly forwarded to the SEC.

**“The greatest glory in living lies not in never falling, but in rising every time we fall.”**

The IA learned to stand up and pick up the pieces after their bad fall. They may have wallowed in the quagmire of self-pity for a while and had a bit of finger pointing joust. But, they managed to come around.

And that's the game changer.

In one of their assessment meetings, Engr. Julieta M. Laxamana, Institutional Development Section Chief gave her two-cents worth of advice.

"I challenged them to double their efforts so that they can equal, if not surpass, their previous performances," she shared.

The officers and members alike emerged older, but definitely wiser and more determined this time. They hearkened to the pieces of advice given by Engr. Estanislao Najera, Division Manager of Quirino Irrigation Management Office (QIMO), and their constant adviser, Engr. Danilo Otoman, IDS Chief of QIMO.

As a result, the IA was able to purchase an 8,000-square-meter corn lot, gave advance payment for its amortization, retains its own legal counsel, and in 2010, had even had put up a multi-purpose cooperative.

The Ganano Communal Multi-Purpose Cooperative, whose vision is to have a quality managed financial institution socially responsive to the needs of members and community, offers agricultural products such as seedlings, fertilizers, and insecticides.

With renewed vigor, the officers implemented "Operation Tutok" as a collection mantra. Their commitment can be mirrored in their persistence to achieve targets despite physical attacks resulting to hospitalization on two of their collectors.

With a Functionality Survey rate of 101.32 as of 2013, one of the top contenders in the Regional Level, one can see that Ganano I CIA is definitely back on track. #





*The following are the winners  
of 2014 NIA In-House SPORTS  
FEST awarded during the  
Christmas Program on  
December 11.*



Deputy Administrator (DA) for Administrative and Finance (A&F) Sector Madam Estrella E. Icasiano (extreme left) and DA for Engineering and Operations (E&O) sector Erdolfo B. Domingo (extreme right) handed the award to the representatives of Engineering Department, Engr. Hanziel Nonilon De Guzman of PPD (2nd from left) and Mr. Michael Borras of DSD (2nd from right), who won the Championship of Men's Basketball, Junior Division.



The men from the Administrative Department who ably secured the Championship for Men's Basketball, Senior Division during the NIA In-house Sportsfest. With them are DA for E&O Erdolfo B. Domingo (extreme right), DA for A&F Sector Estrella E. Icasiano (2nd from right), and Administrative Department Manager Violeta C. Esguerra (3rd from right).



Administrative Department Manager Violeta C. Esguerra received the championship award from Deputy Administrators Erdolfo B. Domingo and Estrella E. Icasiano for Mixed Volleyball Tournament won by their department.



DA for Engineering and Operations (E&O) sector Erdolfo B. Domingo (left) and Engr. Hanziel Nonilon de Guzman (center) representing Engineering Department receive the Championship award for Badminton tournament from DA for A&F Estrella E. Icasiano.



## BIG EVENTS

# Mapayapa, Masagana at Masayang Pasko sa NIA

*NIA family celebrates Christmas 2014 with a theme, "Mapayapa, Masagana at Masayang Pasko sa NIA" which is anchored to the greatest story of man - about 2,000 years ago the prophesied Prince of Peace, Jesus Christ, was born in Bethlehem.*

Even in the office, Christmas is the most anticipated time of the year. Gathering for the Christmas program is the time to take a break from work and have a great time together. Undaunted with challenges of 2014 and the desire to cap the year after hard work and dedication (O.C. No. 5, s. 2014), NIA once again has prepared for the event, simple yet memorable. Cheerful colors spread through the NIA grounds awakening one's festive spirit. Decors of yesteryears are once again dusted off, added with new ones, and gradually fashioned the Christmas landscape in each office.

**“**For unto us a child is born, unto us a son is given: and the government will be on his shoulder. And he will be called Wonderful, Counselor, Mighty God, Everlasting Father, Prince of Peace. **”**  
- Isaiah 9:6



Only one month with NIA as the Deputy Administrator for Administrative and Finance sector, Madam Estrella E. Icasiano says, *“with all sincerity and truthfulness, I’m happy with NIA”*. And *“let’s stick to the tradition”*, she said. *“2014 is still a good year for NIA and that’s because of you. You have been doing a lot. I think with all the things going for us, targets will be accomplished.”* She concludes with a hope for a more prosperous 2015 and wishes *“happy CNA, VIG, PBB and everything”* to the delight of the crowd.

Region  
Deputy  
Mendic  
Padern



**1st Prize**

**(P30,000)** - Office of the Deputy Administrator for Engineering & Operations, Engineering Department, and Operations Department



**2nd Prize**

**(P25,000)** - Office of the Administrator, Office of the Senior Deputy Administrator, Office of the Board Secretary, CorPlan, PAIS, Legal Services and IAS

Thanksgiving  
Daniel Allan S  
the members



# Sectoral Presentation

Once more everyone is in harmony ready to join the competition, challenged to come up with the best presentation. Even with a short notice, heads of offices and employees from different sectors took time to practice and polish their talents in singing and dancing to prepare for the much-awaited sectoral presentation.

Four groups vie for the song and dance presentation in synch with the year's theme and the following are the winners:

Special numbers added thrill to the event. Flown in for the occasion is NIA Region 8 Chorale, the three-time Champion of NIA Choir Competition.



Another surprise guest that adds glitter in town is the participation of Ms. Jessy Mendiola, ABS-CBN Star, who made NIA officials let their hair down, so to speak.



8 Manager Romeo G. Quiza, Senior Administrator Felix M. Razo, Jessy Mendiola, & Administrator Dr. Florencio E. Al



PAIS Manager Pilipina P. Bermudez and Deputy Administrator Estrella E. Icasiano gamely join Ms. Jessy in entertaining NIAns.



Judges who shared their time and graced the event are (seated from left to right) Atty. Rafaelito Imperial, Supervising Resident Ombudsman; Ms. Georgina Hernandez, Audit Team Leader, NIA-COA; and, Ms. Girlie Eria, Manager, PNB NIA branch. With them are bubbly emcees, Ms. Rocielle Harlette Navarro (extreme left) and Ms. Krisha Dawn Mainit (extreme right).

*Thank God for we celebrate Christmas about a week before the year ends. We still have the time to prepare ourselves for another exciting year. As we pause and reflect the meaning of the season, may we find peace to the One whom the world commemorates His birth today. - LRP*



**(P20,000)**  
CO-Based Projects



Mass commenced the program with Fr. Samonte as the celebrant...With him are of NIA C.O. Chorale



**CONSOLATION PRIZE (P10,000)** -Office of the Deputy Administrator for Administrative & Finance, Administrative Department, and Financial Management Department



# THE VOICE WITHIN

■ Engr. William B. Oppuer, NIA-MARIIS Division III Manager

Monday is a good day to start the week. You have to oust the negativity and let the positivity reside. That way, working will be more harmonious.

Speaking of Monday, this Division is strictly implementing the flag ceremony where employees and the Council of Irrigators Association Management and Staff should attend to exercise office decorum. This practice is truly imbibed to the agency for it is viewed as a good venue to disseminate information regarding the operations of the Division. It is also a tool to heed the opinions and ideas of the employees. Yes, everyone, regardless of the position, is entitled to speak and voice-out their thoughts. This way, issues or problems will be addressed outright.

Speaking should come from the heart, full of "sincerity". Find your comfort where you can really express your message to your listeners. This was what actually Mr. Danilo B. Carig, WRFO-B, did on his speech. And he surely captivated the hearts and attention of the MARIIS Division III employees and CIAs with his words of wisdom...

*"Kas maysa nga agserserbi iti NIA naruay dagiti trabaho tapno intay magun-od iti napintas nga serbisyo, kangrunaan na iti panakaiwanwan iti umno nga panakausar iti paddanum (Bilang isang empleyado na nagsisilbi sa NIA, maraming trabaho ang dapat gawin para maabot ang magandang serbisyo lalo na sa serbisyong patubig).*

*"Naruay dagiti parikot nga masansan nga intay masagrap iti inaldaw. Kaaduan na ket aggapu kadagiti Mannalon nga isuda ti kangrunaan nga pagserserbian tayo (Maraming problema ang ating kinaharap sa araw-araw. Karamihan sa mga ito ay ang problema ng mga Magsasaka, na siyang pangunahing pinagsisilbihan natin).*

*"No dadduma gapu kadagitoy nga parparikot, kayat tayo pay nga papartaken ti aldaw tapno maka-retiro tayo ket maliklikan tayo ti naruay a parikot (Minsan dahil sa mga*

*problemang ito, gusto nating bumilis ang panahon para tayo ay makapag-retire at nang maiwasan ang mga problema).*

*"Ngem kakabsat, saan tay gayam nga maliklikan dagitoy, ta uray awan tayo iti serbisyo addu latta iti intay masagrap nga parikot. Sangwen tayo ngarud dagitoy nga parikot ket ibirukan tayo iti solusyon na ta kalpasan ti aldaw naragsak tayo nga mangibaga nga 'nakatulungak manen' (Pero mga kapatid, hindi pala natin kayang iwasan ang mga problema dahil kahit wala na tayo sa serbisyo marami pa rin tayong kinakaharap na problema. Harapin natin ang mga problema at hanapan ng solusyon, at sa pagtatapos ng araw masasabi natin sa ating sarili na 'Nakatulung na naman ako').*

*"Iti panag-serbi tayo adda iti tallo nga talugading nga nasken nga intay imula ti kapanunutan tayo (Sa ating paninilbihan may tatlong tungkulin na dapat nating itanim sa ating isipan).*

*"Umuna, kas maysa nga empleyado, masapul nga productive tayo. Mabalin nga dadduma ket busy tayo ngem saan tay nga productive. Masansan koma nga intay imula iti panunot tayo nga amin nga ar-aramid tayo ditoy NIA ket makatulung iti panagdur-as ti ahensya tayo. Nga ti maibaybayad kada tayo nga suweldo ket maiyannatup iti nagapuanan tayo (Una, bilang isang empleyado dapat tayo ay produktibo. Minsan tayo ay busy pero hindi masasabing tayo ay productive. Dapat nating itanim sa ating isipan na ang ating ginagawa dito sa NIA ay makakatulong sa pag-angat ng ahensya. Na ang ibinabayad sa atin bilang ating sweldo ay tumutugma sa ating ginagawa).*

*"Maikadwa, kas maysa nga empleyado masapul nga proficient tayo. Masapul nga naurnos, umno ken adda kalidad na ti aramid tayo. Liklikan tayo tay sarita nga 'Just to comply' ngem saan met nga makatulung ta awan met kalidad na (Pangalawa, bilang isang empleyado kailangan na tayo ay proficient. Kailangan na maayos, tama at may kalidad ang ating ginagawa. Iwasan natin ang salitang 'Just to comply' na hindi naman nakakatulong dahil wala naman itong kalidad).*



*"Maikatlo ket isu ti integrity wenno kinapudno tayo iti serbisyo. Uray awan mangkita kada tayo nga boss ket agrabaho tayo iti umno. 'Honesty is the best policy', daytoy iti kapintasan nga linteg nga intay imula iti panunot tayo. Agrabaho tayo nga napudno ta numan pay awan ti boss nga mangkitkita, ti Dios ket makit-kitana ti nasayaat nga ar-aramid tayo. (Pangatlo ay ang tinatawag na integrity. Kahit walang boss na nakatingin sa atin dapat tayo ay magtrabaho pa rin ng tama. Dahil ang Diyos ay nakakakita ng ating ginagawa. 'Honesty is the best policy', ito ang pinakamagandang kasabihan na dapat nating itanim sa ating isipan).*

*"Sapay koma kakabsat ta agtimpuyog tayo nga magunod iti bisyon ken misyon ti NIA babaen kadagitoy naibagak nga kababalin 'productive, proficient ken integrity.' (Sana mga kapatid tayo ay magtulungan para maabot ang vision at mission ng NIA sa pamamagitan ng pagiging 'productive, proficient at integrity').*

Good is not enough to describe how better he is in doing this honest-to-goodness speaking. It requires courage to stand in front of your colleagues and express what's on your mind. Indeed, speaking is the opportunity of the employees to shine and let their voices be heard. And no doubt it touches and rekindles everybody at the very first day of services, Monday, where the voice within could be heard.

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