



The First Christmas Tree-mendous in NIA

By: Maria Luisa A. Frias, PAIS, C.O



What's new in NIA this Christmas season? As the shepherds had angels, the wise men had a star; NIA has its giant Christmas tree!

As NIA starts its Christmas Program celebration this year, a kickoff event was held on December 4. A ceremonial lighting of the first ever Christmas Tree in the history of the agency. This Christmas tree was installed in NIA grounds visible to NIAns and visitors alike. A message from Dr. Florencio F. Padernal commenced the ceremony. He stressed out on the importance of sharing during Christmas season and all year round. He thanked all the people who were behind the NIA's

Christmas tree, particularly Deputy Administrator Estrella E. Icasiano for her creative concept.

And what's more in store during the lighting? The singing pride of NIA Central Office', NIA Central Office Chorale did their own rendition of Christmas carol as the tree lights. They're like angels singing on Christmas night!

The presence of Deputy Administrator Icasiano and department heads with some division managers add light to the ceremony. Fr. Efren Avenido came for the sanctification of the Christmas tree as a traditional part of the ceremony.

Needless to say, this first ever giant Christmas tree in NIA grounds is a brainchild of the Deputy Administrator Estrella E. Icasiano, who has been the author of many firsts since her stint as one of the top management officials in this agency.

Like the lights of the Christmas tree, let us bear in mind that as Jesus came to be the light of the world, we should carry that light into our family, workplaces, and community. The true light, the reason for the season, our Lord Jesus Christ. #

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CHRISTMAS IN OUR HEARTS

By: Jhon Vince R. Santoalla, PAIS, C.O

“Christmas is forever, not for just one day, for loving, sharing, giving, are not to put away like bells and lights and tinsel, in some box upon a shelf. The good you do for others is the good you do for yourself.”

- Norman Wesley Brooks, “Let Everyday Be Christmas”

The Philippines as compare to other countries has the world's longest Christmas season – and give all what it takes to come up with a joyful and bountiful celebration. With alluring Christmas decors, dazzling songs and carols, sumptuous meal on Christmas eve and festive events are held throughout the country when “Ber” months make way on the calendar. Yes, a proof that the love and admiration for the Season has long been entrenched to the hearts of Filipinos.

Schools, malls, organizations, and offices have their different versions of yuletide celebration. Accordingly, NIA is one of those agencies in sync with the world in celebrating Christmas season through agency's annual party intertwine with raffle, presentations, surprise guests, and exchange gifts alongside. These are how we recurrently cuddle the most wonderful time of the year – Christmas.

Looking beyond the story of a candle could easily illustrates the true meaning of Season – A piece of candle lit up and use all its wick and wax up to the very last just to serve its prime purpose of lighting up dark places. In life, we should learn how to care for others not only during the Christmas season but most importantly the whole year round. The compassion of loving and sharing towards others must be our daily routine.

This is what NIA is holding on; the blessings and abundance that the agency is receiving despite the impediments and hindrances faced on previous times. “We have projects on-going, funds are coming, people are working; “pagod tayo” but we're happy and we would like to share that happiness with our clients – our farmers”, Deputy Administrator for Administrative and Finance Estrella Icasiano pointed in her Christmas message during the annual Christmas program of the agency.

NIA believes that helping and inspiring our Filipino farmers is a precious gift that can certainly boost their passion in delivering more which in return produces more. “So with abundance comes happiness and that's what we want to share”, Ms. Icasiano also added.

We think of those who aren't blessed with health, or family, or enough food for two holiday meals and days of leftovers. Then it's time to share, and there are ample opportunities for it. Give of yourself, your time and your love. Do not think of the gifts you give to others as an obligation or duty, but think of it as a symbol of your love for them.

Embrace the spirit of Christmas and find the true meaning of the season to bring more joy and happiness into your life. As you enjoy this most noble of holidays, consider how you can unselfishly share your blessings with others. After all, “thanks” is best when followed by “giving.”

NIANs JUBILATE THE MERRIEST SEASON



Messages from the Top

“It's the birth of Jesus Christ for us Christians. It's a season of gift giving especially for our children. It's a sharing of blessings to the needy; we share that's what we are doing.” as NIA Administrator Dr. Florencio F. Padernal delivers his message during the Christmas program. On his note he continuously looks back from where we started and focus ahead for a better future. He was firm with his commitment to fine tune the path with the current efforts and future hopes including revisions of organizational structure,

creation of new regional office - Negros Island Regional office, professionalization of the ten-year Irrigation master plan, innovation of new design and construction method, coming up with a career development program through YPP, and project-construction management class executive course.

With some dose of satisfaction, he gladly told everyone “Yung CNA siguro by next week okay na tayo! I think we will qualify for CNA” which gave the audience some sort of relief. The administrator informed everyone that all the labors and drills are on-going to give NIANs what is due for them.

Deputy Administrator for Engineering and Operations Engr. Erdolfo B. Domingo likewise thanked everyone for tough effort exerted to deliver the services that the agency entitled for. He also appreciates NIANs who renders extra time in fulfilling his/her tasks for the benefit of all. His message ended with a note “Mas malakas at Masaganang Bagong Taon” wishing everyone all the best this coming 2016.



Deputy Administrator for Engineering and Operations Engr. Erdolfo B. Domingo greets everyone a Merry Christmas and Prosperous New Year.

Meanwhile, humor and wittiness are some of the ingredients of Deputy Administrator for Administrative and Finance Ms. Estrella E. Icasiano as she conveys her Christmas message. A woman of many firsts, Ma'am Icasiano joyfully shares the first ever ceremonial Christmas tree lighting, the interdepartmental exchange gift, as well as the surprise dance competition “This is my second Christmas in NIA and I tell you with all honesty this is a lot happier than the first one because we have many firsts for this year's celebration”. She also thanked everyone for all the hard work and commitment in delivering service to the agency. Ma'am Icasiano further expresses the true meaning of Christmas which includes sharing and giving “with abundance comes happiness and that's what we want to share” she added.

Investors' Forum on Hydropower Development in NIA Irrigation Facilities

By: Atty. Rizza Ibañez, Attorney IV
Legal Services Department



OPAFSAM Secretary Fredelita C. Guiza during the investors forum.

Attendees

The Investors' Forum held on 10 November 2015 was attended by 127 participants: 64 representing 47 hydropower developers, 14 comprising of representatives from different government entities such as the Department of Energy (DOE), Japan International Cooperation Agency (JICA), Philippine National Oil Company-Renewables Corporation (PNOC-RC), Development Bank of the Philippines (DBP), National Water Resources Board (NWRB), and Office of the Presidential Assistant for Food Security and Agricultural Modernization (OPAFSAM) and 49 from the NIA Central and field offices.

DOE Presentation

Mr. Andresito Ulgado, Chief of DOE-Hydropower and Ocean Energy Division discussed/presented the standard DOE contract terms based on the Renewable Energy Act and DOE Guidelines (such as the Pre-development and Development Stages, payment of one-time Signature Bonus by the winning developer, Development Assistance, Training Assistance Program and tax incentives), Criteria for Evaluation (Pass/Fail criteria on Legal Documentation, Work Program – 40%, Financial Qualification which includes the proposal for NIA Service Fee and lease – 30%, Technical Qualification – 30%), Guidelines for Applications, including the non-refundable fee of P50,000.00 each payable to DOE and NIA and the processing fee of P23,850.00 to be paid by developers who passed the completeness test.

NIA Presentation

Engr. Romeo M. Lopez presented the number of Potential Sites per region. Out of the 379 sites, only 58 sites have capacity of 300kW and above: 1000kW and up – 13 sites; 500kW to 999kW – 15 sites; and, 300kW to 499kW – 30 sites.

Open Forum

The following are the highlights:

- Accuracy of Data to be provided by NIA;

- NIA assistance in obtaining permits/licenses from Government agencies/LGUs; • Repackaging of sites: prioritized for bidding based on (1) readiness of the facility, (2) size, and (3) income generation/feasibility.

- DBP, in support of the Renewable Energy Projects, offers long-term loans with Indicative Terms: 1) Loan Tenor, 2) 90% JICA Funded, 3) 10% Equity and, also includes: 1) Interest of 5.5 – 6% per annum, 2) Fees are negotiable, and 3) No collateral.

Status of the joint (DOE-NIA) Guidelines on the Award of Hydropower Service Contract within NIA-owned/administered Irrigation Facilities

The draft joint guidelines have been initially deliberated upon by the representatives of the Joint DOE-NIA TWG. It is yet to be finalized and presented to the NIA Board for approval pending the finalization of data on the initial potential sites as well as the rate for the lease on NIA property that will be used by the developer during the implementation of the project.

Other developments

Consequently, per meeting of the TWG for Hydropower Development, the potential sites totaling 379 are recommended to be categorized according to capacity.

Further, to ensure accuracy of the data that will be provided to the developers, member/s of the TWG may be assigned to the different regions (1 or 2 each for Northern Luzon, Southern Luzon, Visayas, and Mindanao) to conduct inspection, if warranted, starting January 2016 to be assisted by the concerned Regional Offices. Furthermore, for sites with potential capacity of below 300kW, the TWG intends to suggest to DOE "Regional Clustering for issuances of hydropower service contract", if possible, or clustering potential micro-hydropower to avoid failure of bidding for the smaller sites.



Monsignor Robert Sisa led a mass celebration at IEC Building, NIA Compound. Present during the event were the top management headed by NIA Administrator Dr. Florencio Padernal, Deputy Administrator for Administrative and Finance Estrella Icasiano, and Deputy Administrator for Engineering and Operations Erdolfo Domingo.



NIA staffs pose with Msgr. Sisa after the mass celebration



One of the brightest Kapamilya Stars Ms. Maja Salvador pokes fun of her talent fee during her surprise performance in NIA Christmas Program 2015



Dr. Padernal gamely accepts the invitation of Ms. Maja Salvador to dance

Celebrating the day

A spirit filled thanksgiving mass started the Christmas program held in NIA Convention Hall with Mass Celebrant Monsignor Robert Sisa. Surprises came as Maja Salvador, one of the brightest stars of Kapamilya network and prime character in the top rated "Ang Probinsyano" wows audience with her soft and sweet voice as she sung her popular single "Dahan-dahan". She also sizzles the stage with her "Twerk it like Miley" dance while instructing no less than Administrator Padernal to feel the rhythm of music. Additional artists comprise the two Filipina beauties including Bb. Pilipinas 2012 First Runner up Ms. Annalie Forbes and Miss World 2014 Third Princess Ms. Nicole Donesa who individually captivate audience with their stunning beauty and singing prowess.



Ms. World 2014 Third Princess Ms. Nicole Donesa serenades a male NIA staff.



Bb. Pilipinas 2012 First Runner-up Ms. Annalie Forbes showcases her vocal prowess in entertaining the crowd.



Office of the Deputy Administrator for Administrative and Finance exchanges their gift with Civil Security Affairs Office during the Inter-Department Exchange gifts.



CORPLAN happily handles their gift to Office of the Deputy Administrator for Engineering and Operations.



The office of the Corporate Planning Services - MID exchange gift with the office of Public Affairs & Information Staff

NIA's in-house talents also elate fellow employees with their respective intermission numbers celebrating their dancing and singing abilities. The first ever NIA local band-Alpha Rice suffices the clamor of NIAns in delivering entertaining number with their plethoric and outburst performance as they sung mixed music genres including classic, rock, and sweet tracks. Enthralling fellow employees is their game - NIA Dance Crew is their name, the troop definitely energizes NIAns with their hop, jump, twist, and spin complemented by trendy dance beat. Also guaranteed to entertain the audience and equally showcase their tuneful melodies are Ms. Lailyn Santiago, Ms. Mona Camposano, Ms. Ma. Renette Basa, and Ms. Camille Calpito.



An all-out rocking performance by Alpha Rice – the first ever band in the agency who defines what real talent is.



The lads of Alpha Rice band. Wilden Selva (bass), Phyll Duran (drums), Aristotle Atienza (Guitar), Tj Hollon (keyboard).



Miss Rukee Navarro and Miss Aize Toribio hosted the Christmas Program.



A blazing dance number was once again presented by NIA Dance Crew during the program.

The most awaited and all-time favorite raffle draw was again drew a spotlight during the occasion. Prizes to be won were rice cookers, gas stoves, washing machine, led TV, refrigerators, sacks of rice, and even monetary prizes. Ms. Jeannie Reyes of Budget and Revenue division – Finance department was able to color the path towards the grand prize as she luckily picked and received cash amounting to P10, 000.

The celebration ended with smiles in every NIAns face as they allow themselves to relish and relax for this merry and wonderful season of the year. Equipping themselves with joy and abundance in their heart magnetize their passion to help, share, and give back. The birth of Jesus Christ gives us hope and in return we must again provide tons of patience, perseverance, and compassion to deliver the true service needed by our beloved country.#

12TH WORLD BANK IMPLEMENTATION SUPPORT MISSION FOR PIDP: WRAP UP MEETING

By: Ma. Victoria J. Mamaril, Environmental Specialist A



Office of the Presidential Assistant for Food Security and Agricultural Modernization (OPAFSAM) Secretary Fredelita C. Guiza, NIA Administrator Florencio F. Padernal, NIA Deputy Administrator for Engineering and Operations Erdolfo B. Domingo together with the Managers of Engineering Department, Financial Management Department, Construction Management Division, Budget Division, Accounting Division, Equipment Management Division, and representatives from the Institutional Development Division and Internal Audit Services attended the Wrap-Up Meeting of the 12th World Bank (WB) Implementation Support Mission for PIDP on December 9, 2015. This activity was the culmination of a week-long review and assessment of the Project's achievement and overall implementation which were carried out through consultation meetings with the NIA and oversight agencies including field visits and meetings with the Key Implementers and Irrigators' Associations of the PIDP covered RIOs, IMO, and NISs in Regions 2,3,8, and 10.

Ms. Ma. Theresa G. Quinoñes, WB Task Team Leader for PIDP discussed the results and the mission's findings and recommendations where she affirmed that the project performance is improving with both physical (68% compared to 64% last mission) and financial (63% compared to 56% last mission). The mission task team noted that while there is a notable improvement in both physical

and financial status of the project, there are areas needing urgent attention. Among the recommendations and agreements are: 1) Engineering Department, Legal Services and PIDP-PMO to review the status of the implementation of the five (5) big contract projects by December 31, 2015 and make decisions on how to proceed with each contract; 2) NIA to provide funding for the shortfall of GESA for the Project extension (January 2016-September 2017); 3) PIDP-PMO and Environmental and Watershed Management Section (EWMS) to assist the IMOs of the seven (7) NISs proposed for rehabilitation (under restructuring) prepare respective Environmental and Social Management Plans (ESMPs).

Ms. Quinoñes also reminded that while the Project is now in the last months of implementation for APL 1 and proposing for Project extension, there is a need to expedite the request for extension to the National Economic Development Authority (NEDA) to be endorsed to the Department of Finance and final endorsement to the World Bank before February 12, 2016. To this, OPAFSAM Secretary Guiza told the PIDP-PMO to immediately complete the review of the modified restructuring request for her signature and endorsement to NEDA/ICC.

The World Bank Task Team also recognized and thanked the support and active participation of the Regional/Acting Irrigation Managers of CAR, Region 2, Region 10, Region 11, representatives from the NIA Regions 5 and 12 and the NEDA who were also present during the Wrap-up meeting.



The NIA Board of Directors chaired by OPAFSAM Sec. Fredelita C. Guiza held a meeting with DOST Secretary Mario G. Montejo (4th from left). With them are (L-R) NIA Board Secretary Atty. Genever M. Dionio, NPC Representative, Administrator Padernal, DPWH Sec. Rogelio L. Singson and NEDA Dep. Director-General Rolando G. Tungpalan.



Next Leaders Exposed

By: Portia Sandoval Angulo, Industrial Relations Development Officer A, HRD-C.O.



Many of National Irrigation Administration (NIA) seasoned personnel have already left the Agency due to the Rationalization Program of the government and the remaining ones are now in their senior year nearing retirement. The RatPlan gave way to the new and young professional entrants.

Administrator Florencio F. Padernal felt that these young white-collar employees, especially those in the technical field must be trained early on under the auspices of the more experienced staff to at least be at par with their caliber. With this, the concept of the NIA Young Professionals' Program (NYPP) was formulated. It is worth mentioning that similar program has been implemented in other offices like the DPWH, ADB, and DBP, among others.

Said program which launching took place last November 28, 2015 at the Convention Hall is a four-month program that forms part of the Agency's continuing education program. Commencement of the program is in the form of a joint orientation with the Executive Course on Project and Construction Management, another brainchild of the Administrator.

The NYPP aims to develop young and highly motivated personnel who have fresh ideas, are innovative, team players, and willing to be trained as they are foreseen to be the future NIA leaders who can contribute to the attainment of the Agency's vision, mission, and objectives.

Forty-One (41) were chosen from hundreds of aspiring young professional staff aged 22-32 years old. However, only 34 accepted the challenge of the program. Most of the regional/department offices were represented except for MRIIS, Regions 4B, 6, 7, and Caraga. The participants are composed of 23 technical people, seven financial persons, and four are from the administrative and other support staff sector.

The program proper started on December 2, 2015 and run for two weeks for the month of December. Session will again resume on January 11, 2016 and the culminating activity is expected by March 11, 2016.

The Administrator announced during the orientation that he will be shelling out some amount from his pocket to cover cash incentives for the best group and best individual performer.#



Photo News



NIA Employees give back during the agency's Christmas Outreach Program in Calumpit, Bulacan on December 23, 2015. The team led by PAIS Manager Ms. Pilipina P. Bermudez, Human Resources Division Manager Ms. Conchita G. Calsiña, and IDD Manager Engr. Bayani P. Ofrecio who personally hand-over some noche buena goods and gifts to CABAGO Farmers' Association.

PAIS' Pantabangan Field visit



PAIS Manager Pilipina P. Bermudez and staff listen as Engr. Ernesto Ponce of the UPRIS - Dam and Reservoir Division, briefs at DRD conference room.



UPRIS Division V Senior IDO Engr. Jimmy Rigos with PAIS Manager Pilipina P. Bermudez and staff during the irrigation systems field visit on December 15, 2015.

Managers' Conference in Dagupan



OPAFSAM Sec. Fredelita C. Guiza (3rd from right) serves as the special guest during the Managers' Conference held in Dagupan, Pangasinan. With her are (L-R) Regional Manager (RM) Reynaldo D. Puno, Proj. Manager Alexander G. Coloma, RM Romeo G. Quiza, RM William P. Ragodon and RM Diosdado A. Rosales.



Listening intently during the Managers' Conference are (from L-R) RM C'zar M. Sulaik, RM Ali S. Satol, RM Felix M. Razo, Acting RM Ramon A. Bugacia, RM Mario H. Sande, RM Gerardo P. Corsiga and RM Vicente R. Vicmudo.

Participants from different department/ office attend the Supervisory Development Course Program-Tracks 2&3 on November 24-27, 2015 at Classroom B, 3rd Floor, IEC Bldg. NIA Compound. With the group is Ms. Thelma P. Japzon (2nd row, 5th from right) who is a Subject Matter Expert and CSC Accredited Trainers.



Engr. Wilhelm S. Tiangco (2nd row, 2nd from right) leads the new set of officers of NIAEASP (NCR Chapter) as its president. With him are the other elected officers, department and project managers. The proclamation of winners was held on December 21, 2015.



JRMP Pre-Bidding Conference held at the NIA Convention Hall on December 14, 2015.

Kasinlakas ng binatang nasa kasibulan

IA SUCCESS STORIES

By: Marietta M. Dela Cruz, PRO A,
NIA - Region 4A

Meeting Ka Mario is a blast from the past, as one see flashes of history and nostalgia while he narrates and reminisces the days gone by in Morong, Rizal. Ka Mario is Mr. Serafio SM. San Felipe, President of Wawa-San Pedro Farmers Irrigators Association, Inc. who in 1981 represented Region IV and awarded as the Outstanding Farmer in the Philippines (*Source: International Rice Research: 25 Years of Partnership*). At 81 years old, he has the energy of a much younger man and a hint of naughtiness is still present in his eyes.

With the help of a well preserved “souvenir program” kindly shared by Ka Mario, the history of their association was unveiled. It was interesting to note that way back in the year 1896, the need of an organized group to manage an irrigation system has already been established. With the initiative of Gobernadorcillo Mariano Raymundo and Teniente Mayor Pascual, the Kapisanang Magsasaka, Inc. in Morong, Rizal was established in 1897 headed by Mr. Felix San Miguel (the father of Engr. Nicasio San Miguel, former Regional Manager of NIA Region IV) – “the purpose of which was to help one another think

of means whereby the rice production and the number of hectares planted to “palagad” by means of irrigation dams and canals could be increased”. For six years, this organization accomplished many things for the uplift of the economic and living conditions of the town. A temporary earth dam along Morong River was constructed for the irrigation of nearby ricefields. Harmonious relations between landlords and tenants were fostered through the equal share of produce and expenses. (Excerpt from the Souvenir Program in the Inauguration of Irrigation Pump System of Kapisanang Magsasaka, Inc. at Morong, Rizal, April 25, 1953).

The Kapisanang Magsasaka during the early years has prospered. But calamities like locust infestation and drought has reduced them to homestead where they have grown coconut and other fruit trees, in their lands they have planted watermelon and potato. During the years, the association has endured and remained organized. They have finally ventured into Cooperative through the effort of Mr. San Miguel as the Association’s President, who has contacted the Rural Credit Cooperative and on

April 28, 1918, their Rural Credit Association was established.

The Cooperative opened the opportunity for the farmers. For 17 years (from 1918 to 1935), the Coop managed to survive. Twice, they were able to declare 8% dividends and were able to pay their loaned capital. Sometime in 1937, a dam was constructed at Ugong Falls at a cost of P25,000.00 known as Dam No. 1 included in the Public Works Act.

During the war crisis of the Japanese occupation from 1941-1945, the Kapisanang Magsasaka and the Rural Credit Association has halted operations. In their place – the Morong Rice Growers Association was established. Managed by Mr. Gregorio Pascual, he obtained from Food Administrator Jose Sanvictores the necessary supplies (palay, cordage and nets for the use of local fishermen and clothing for its members).

Along with the on-going war, the farmers continued to maintain the irrigation systems at Ugong, Wawa and adjacent fields in the Municipality of Rizal resulting in one of the best harvests in 10 years. However,



At IRRI awarding ceremony



Inside the pump house

immediate forced evacuation made them leave behind their commodities and all their harvests were confiscated by the Japanese soldiers.

With the end of war, on July, 1945, the Kapisanang Magsasaka, Inc. started to function again. The Rural Credit Association followed suit and credit facilities were extended to farmer-members.

To improve the irrigation system in the area, two pumps were installed and inaugurated on April 25, 1953 by the then Department of Agriculture and Natural Resources. The project was under repayment scheme at P3,300.00 for ten years but after paying the 30% have already been considered fully paid.

For this project, three Irrigation Service Units were formed, the Uugong Irrigation Association, the Lagundi Irrigation Association and the Wawa Irrigation Association. From these three associations, the Wawa-San Pedro Farmers Irrigators Association, Inc. has evolved duly registered to the Securities and Exchange Commission.

With this history behind them, the Wawa-San Pedro FIA, Inc. with a service area of 80 hectares and 80 farmer-members has endured and continue on being in service. Ka Mario has carry on the responsibility passed on to him by his predecessors. At present, the pumps installed in 1953 is still very much in use, while the engine has already been replaced (because the damaged spare parts are no longer available) using their own fund.

In 1986, during the leadership of Engr. Nicasio T. San Miguel at the region, they were encouraged to avail of NIA program, it did not materialize because they had not the need then and due further to their fear to incur debts. NIA official entry in the association was just in 2014, a 2 km canal lining has been constructed and still under finalization. They are also asking further assistance for a rehabilitation on their irrigation diversion wall for efficient channeling of the flow of water.



Ka Mario with his awards

The IA have carry on the dual personality of their Coop/Association. Each member has a share of stock with a maximum 10 share of stocks. Members received dividend that depends on their share of stock and the payment they made on irrigation fee. For irrigation fee, Ka Mario is amazed that other farmers balked in paying Irrigation Service Fee (for CIS at 1.5 cavan per year and for NIS at 5 cavans per year) when they are used to paying their fee at 10% of their harvest.

They have a simple yet complicated computation on their income but it works. Every member is satisfied with their ways. Every start of planting season, each member who wanted to irrigate their field will line up in their pump house bringing with them enough diesel fuel to fully irrigate his field (1 gallon is 35 minutes). Their indication that his fuel was fully consumed is the flowing of rice hull in the canal. They pay their Water Pump Operator with an average of 40 cavans of palay per season. They also have two irrigation fee collectors who collected in kind during harvest

which they store in a paid ricemill and sold later when the price is higher. They have almost 100% collection efficiency.

Ka Mario is proud to claim that aside from the three (the pump operator and the 2 collectors), not one of the officers receive any honorarium. They have inherited that with their predecessors and they hope to continue the practice in the next generation. Ka Mario's eldest son – Claudio who is one of their Board of Director is being groomed to take his place when he retire.

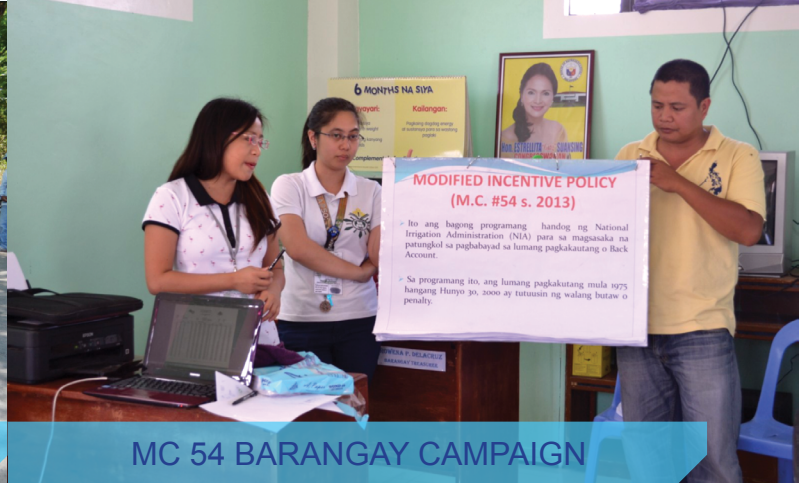
One can see that an association built of a strong foundation and with strong good moral values will endure.

Over a century later amidst war and calamities and internal conflicts, their association is still thriving and when asked what he have to say in the status of their association, with a twinkle in his eyes, Ka Mario said "*Kasinlakas ng Binatang Nasa Kasibulan*".

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CARAVAN ON ISF CAMPAIGN



MC 54 BARANGAY CAMPAIGN

Irrigation Service Fee (ISF) is the lifeblood of NIA. Bulk of the Agency's income comes from it. Thus, formulating strategies in ISF collection is crucial to generate substantial income especially in these challenging times. In UPRIS, Engr. Freddie M. Toquero leads Division 1 employees in ISF campaign.

ISF collection campaign starts every planting season where farmers are oriented of NIA's mandate, its program and activities. On the other hand, intensive ISF Caravan Campaign is conducted and participated by collectors, zone supervisors, Institutional Development Unit (IDU) personnel, IA presidents, and support staff from Administrative Section during harvest season. Activities include serving flyers on ISF payment and disseminating information on the provincial ordinance as reminder for the maintenance of irrigation canals and facilities.

Special activity was incorporated in line with the CSC Physical Fitness and Health Development-Social Development Program – the feeding program. In CY 2013, beneficiaries for the feeding program were students/schools covered by Division I serviceable area. For CY 2014, beneficiaries of the feeding program are the farmers in the service area.

MC 54 CAMPAIGN

Campaign for MC 54 (s. 2013 re: payment on Back Account) started in October 2014 with IA presidents. Prior to this, a conference with different IA President was scheduled. The aim was to request their assistance in serving letters to their respective farmer-members.

A follow up campaign per barangay was conducted in October 2015. A letter for each Barangay Captain was served requesting their assistance in the campaign of MC 54 Incentive Policy. All information about MC 54 were discussed namely: the coverage of the discounted years; mechanics on the application for the incentive policy; the result should they fail to apply for the incentive policy until December 31, 2015; and, comparison of the regular computation against the MC 54 Incentive Policy showing the big discount that farmers would gain. Each day, activity was led by the assigned billing clerk together with the support staff from other units of Administrative Section, IDU, and Operation. Laptop and printers were made available during the said activity to ensure that all queries on back account of farmers will be answered.

As a result of concerted efforts, Back Account collection for 2015 Dry reached 5,874,091.50 and for Wet (as of December 31, 2015), 8,170,337.75. It can be said that even in challenging times, working together to implement strategies pay.



CONVERSATION WITH IA PRESIDENTS



Strategies Pay

@ DIVISION 1, UPRIS

By: Jennefer P. Esguerra, Administrative Officer, UPRIS, Division 1

CNA All The Way!

By: Jhon Vince R. Santoalla, PAIS, CO.

“Na fast-track ang CNA because of the collaborative effort of the agency, nabigay on-time yung mga hinihingi na documents doon sa mga concerned agency for CNA”, this is how NIA Employees Association of the Philippines (NIAEASP) Former President Engr. Juanito T. Gumpal recalls their efforts to attain the 2015 Collective Negotiation Agreement (CNA) Benefit for NIAns.

In an interview, he reveals that the process started when Department of Budget and Management (DBM) issued a Memorandum addressed to all government agencies on November 23, 2015. The said Budget Memorandum Circular No. 2015-2 contains procedures on the grant of Collective Negotiation Agreement Incentive for 2015. This consist all the conditions for the grant of CNA including existence of collective negotiation, agency's savings, and accomplishment of targets. Aside from the savings of the agency there must be at least an average of 70% accomplishments on all targets under the Performance Scoreboard as agreed upon between the Governance Commission for GOCCs (GCG) and the GOCC.

Upon learning the guidelines, the agency together with the NIAEASP form a committee to discuss, act, and comply with the CNA procedures. A memorandum circular (MC No. 68 s. 2015) immediately released within the agency as guidelines for the grants of CNA incentive for 2015. Engr. Gumpal noted positively that the agency has sufficient savings and achieved more than 70%

accomplishments as required by DBM. He cited that based on the Committee Resolution made by the Project Benefit Committee, NIA has a total savings of P371.05-M which will be apportioned with percentage for CNA incentive (50%), improvement of working conditions (30%), and some will be reverted to respective corporate funds (20%). “Yung savings naman kasi hindi lahat napupunta sa incentive o CNA may allocations yan. *“Yung P74.205-M mare-retain for agency, P111.307-M ay pupunta sa working conditions, and yung P185.538-M sa CNA yun para sa 6,334 personnel”* he added.

Based on the agency's computed savings as of October 31, 2015, an amount of P25,000 per employee was authorized. This will be taken from the Corporate Operating Budget and be given to NIAns not earlier than December 15, 2015. Engr. Gumpal further revealed that the management is really willing to give what is due to the employees, *“Kung may basis at may pera nagbibigay naman ang management”*. The incentive is part of recognizing the efforts of all government employees in accomplishing targets at lesser cost; attaining efficient and viable operations through cost-cutting measures and systems improvement.

The speedy submission of all the required documents and internal support and coordination were the prime reasons why CNA was released in time for the merriest season. #

Senate Okays Irrigation Budget

By: Maria Luisa A. Frias, PAIS, CO.

In a Senate Budget Hearing on November 25, 2015, Administrator Florencio F. Padernal got legislators' nod after successfully defending the National Irrigation Administration's budget of P32,743B for the ensuing year.

Among the major items in the Fiscal Year 2016 Budget of the NIA are the agency's Programs and Projects: Under the Programs are:

(a) General Administration and Support (GAS) which involve the Agri-Agra NDC Loan Repayment, payment for NIA's obligation and an allocation for the provision for non-power component of existing systems, and for the support to general management and supervision activities of the agency.

(b) Support To Operations (STO) geared towards the Quick Respond Fund (QRF) to support the immediate needs in case of calamities and for repair of typhoon damages; payment for Right of Way (ROW) completion works and unpaid claims and damages of completed projects.

(c) Budget for Operations which consist of extension/ expansion of existing Irrigation system, Repair, Operation and maintenance of Pump Irrigation Systems, and Operation and Maintenance of NIS Pump Irrigation Systems. Repair works within the operational area is necessary in order to prevent the facilities and structures from becoming non-functional due to deterioration. In Operations, the budget includes Irrigation Management Transfer Support Services consist of various infrastructure facilities for Irrigators' associations. The agency collaborates hand in hand with the Irrigators' Associations for an effective and efficient maintenance of irrigation systems. Climate Change Adaptation works is also included in the operations allocation.

Likewise, Projects and related support for 2016 Budget involve the locally funded projects under which are the Feasibility Study and Detailed Engineering (FSDE) and pre-engineering activities of various potential projects. Partial funds were allocated to foreign assisted projects.#

My so-called NIAgraphy

By: Maria Isobel F. Padolina, PRO, UPRIIS

It all started with a phone call. I was feeling low and depressed that day thinking of how to get out of my job that I no longer enjoy. It's because of my inconsiderate, favoritism, and cruel boss. How terrible that can be? When I was just busy contemplating on my escape plan, my cell phone started ringing and I picked it up very quickly, "Hello, *anak may trabaho ka ng bago umuwi ka na dito.*", my mother said, and to my amazement I replied, "Huh? *Saan?*" and she answered "Sa NIA." I could not believe what I heard but I was suddenly relieved even if at that moment I do not know what NIA is. An instant job replacement isn't it? Who wouldn't accept it? So, I left my thankless job and happily went home. This signals the beginning of my NIA story.

It was Monday morning and I was ready to face my new job. I was hired as a Senior Accounting Processor assigned at the Finance Section of NIA's Upper Pampanga River Integrated Irrigation Systems (UPRIIS) in Cabanatuan City, Nueva Ecija. Being nervous and excited is something that everyone goes through on the first day of work and I was definitely not an exception. After a bad work experience, I was expecting for a good change.

I took my first step toward the door and walked in. A new reality entered in my mind. I am again a stranger in a place that is also strange to me. I could hear them whispering "*Sino siya?*" but I would simply smile with hopes that they would like me.

Being a new kid on the block, there are so much things to learn in addition to the duties related to the job I was hired for. The nature of the job is somehow related to my previous work so I figured that I can easily adjust to the situation. Luckily,

I did because my co-workers were kind and accommodating. My first month was a learning experience. Basically, I learned how the agency functions. My knowledge were only confined on my work assignments. Aside from it, I discover different things. It may seem odd but I found out that NIA is like a market place too. Each day, someone would enter the door carrying various goods, be it food, newspaper, clothes, jewelries, shoes and even lotto cards among others. How convenient that is, right? I remember going home with always a funny story to tell. But then, I learned that some of them were former staff or a relative of a NIA employee. In some ways, they are considered part of the NIA family. I realized that in NIA, they treat each other like a family and I felt it. Being in a company of nice and pleasant people is motivating. It was then that I began enjoying my work.

At first, I did not intend to stay for long but months turned into years. I became closer with my colleagues and I got used to being around them day after day. My job may seem routinary but I made it enjoyable, maybe due to the people around me.

I was able to showcase my creativity and talents on office events which they allowed me to join. Then after two years, I got my most unexpected promotion. For the first time, I became a permanent employee as the Public Relations Officer of UPRIIS.

Soon as I heard it, I was hesitant to accept the job. I fear that I am not capable for it. Probably because it involves a lot of writing and it is something that I hate to do. I can write but my background is unrelated to the position. For one, I am

a Registered Nurse aside from being an Accounting Graduate which I left behind due to this great opportunity. This is definitely another world for me. But I thought, this might be a venue for my personal growth. I accepted the challenge.

As day goes by, I experienced difficulties. Writing an article is like a struggle. Though I believe that God lets everything happen for a reason. At that moment, I knew that I have to do something about it. I started reading and researching. Through constant practice, I found myself craving for more knowledge. I now see NIA as a great medium for me to achieve it.

I got the chance to be involved in NIA's programs and activities. They engaged me to some of NIA's trainings and travels. I finally understand my purpose. It is to share knowledge and information and make NIA's contribution well-known to the primary recipients of our service- the farmers.

My father was once a farmer but I never appreciate what he does. NIA let me recognize their value and their relevant role in improving our economy. And at that minute, I felt that my work really matters. With the use of just a pen and paper, I can make a difference. NIA brought that difference in my life and I am grateful for that.

At this point, I see myself like an empty cup, constantly being filled with knowledge. NIA fills this cup and as it became full, all the beautiful stuff comes out. The beautiful things that NIA can offer.

This is my so-called NIAgraphy. Simple but fulfilling.#

The Man behind the Lens

By: Pops Marie A. Santos-Dadea, PAIS-C.O.



He is a man known to all National Irrigation Administration (NIA) employees. He can travel near and far and for sure the regional manager down to the security guard will recognize him. Isn't it ironic for his is the face you cannot see in any photo?

Rogelio Calimlim Barretto popularly known as Ogie to his peers and Kuya Ogie to the younger ones entered NIA as a laborer on September 4, 1975, became an audio-visual equipment operator from 1977 to 1983, an audio-visual production technician on 1984 to 2012, and subsequently became the head photographer of the Agency. He is one of the pillars of the Public Affairs and Information Staff (PAIS) for he started working at the department from 1977 until 31 December 2015.

And now, Kuya Ogie decided to hang his photographer's vest and say goodbye to the home he had for 40 years and 3 months.

Its not really goodbye Kuya Ogie but see you around. We will miss your smile, your generosity, and the times you showed us your heart. May God bless you on your new journey. PAIS will surely miss you...*our tatay, kuya, and friend.* #



Source: Year of the Fire Monkey (December 2015) Retrieved from: <http://www.china-family-adventure.com/year-of-the-monkey.html>

In 2016, the corresponding element is Fire.

Fire is also associated with the color red. The Year of the Fire Monkey is therefore also known as the Year of the Red Monkey.

So what happens when you mix the Monkey with the Fire Element?

The Monkey is clever, inventive, and energetic. They are sociable and funny. Because of their astute and curious side, they are often the problem-solvers. Fire by its very nature, is the element associated with brilliance, warmth, passion, spark...

An inventive and energetic Monkey combined with the sizzling characteristics of Fire, heralds a decisive and confident year. A year of adventure, resolve, and innovation.

The monkey's sociable characteristics will pave the way for you to expand and nurture your relationships, with family, friends, and colleagues.

What to watch out for? A Red Monkey combines the cleverness of the monkey, the passion of fire... it could lead to an opportunistic or even deceitful and impatient atmosphere. This year we will do well by staying vigilant, and keeping our emotions in check, to think before we act and try to avoid hasty decisions.

The Year of the Monkey follows a steady Year of the Sheep, a year of contemplation.

A Fire Monkey Year will be anything but. It is the year to act, innovate, take matters into our own hands. An adventurous path and clear goals are this year's mantra.

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