

# CURRENTS



## New Era. New Leadership.

By: Pops Marie A. Santos-Dadea, PRO, PAIS - CO

*see page 11*

**New man at the helm.** New Administrator Peter Tiu Laviña receives the symbolic key of leadership of the National Irrigation Administration from former Administrator, Dr. Florencio F. Padernal on December 14, 2016.

**VISION:** By 2020, NIA is a professional and efficient irrigation Agency contributing to the inclusive growth of the country and in the improvement of the farmers' quality of life.

**MISSION:** To construct, operate, and maintain irrigation systems consistent with integrated water resource management principles to improve agricultural productivity and increase farmers' income.

# C O N T E N T S

3	EMPLOYEES' BENEFITS HOPING FOR THE SPRING	EDITORIAL	12	NEW NIA CHIEF OUTLINES PRIORITIES	PLANS & PROGRAMS
4-5	NIA'S 24 <sup>th</sup> ADMINISTRATOR		13-16	PHOTO NEWS	
6-10	2016 NIA CHRISTMAS CELEBRATION		17-18	CAMBARUS IA: STORY UNFOLD	PLANS & PROGRAMS
11	NEW ERA. NEW LEADERSHIP.	SIGNIFICANT EVENTS			
	DTR (DAY TO RETIRE)		19		
	LIMELIGHT				
	ISO UPDATES		20		
	TULARAN SI ANNABELLE				

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# **Employees' Benefits** *Hoping for the Spring*

**BF Skinner , is a known psychologist who developed the theory on operant conditioning, that “we are simply a product of the stimuli we get from the external world”.**

**What is it for us in the labor force? In his theory we can say that positive reinforcement or rewards for job well done, in other words employee benefits result to an intended positive behavior of the workers which is manifested in high performance.**

For NIAns, the rewards come in the form of employee benefits such as the anticipated promotion or more regularly the mid-year bonus, usually intended for the educational expenses of the children, the much awaited SSL4, and the other fringe benefits by the end of the year. The exciting thing about the last quarter are the awaited benefits that will be pouring-in – the 14th month pay; the Ener-con, the CNA, the PEI, and the PBB. If there is a skill highly performed at this time, it's the monitoring acumen of the employees which are played in synchrony and performed at its highest until the last stage of “nasa ATM na”. The time of receipt of these monetary benefits signals the start of a shopping spree for NIAns as we catch up with the Christmas season that long started in September. It is like Euphoria resulting to Catharsis, the purging a readying for a fresh new year.

With the introduction of the performance scorecard some years back, a number of the employee benefits became woven with the golden thread of performance. This year, while the 14th month pay, PEI and EnerCon were granted as stand-alone benefits, and received before Christmas, the CNA and PBB remained tied with the performance scorecard. The

most awaited CNA came after Christmas and NIAns have accepted the delay in a very Filipino way—“para ‘di maubos at may pang Bagong Taon pa.” The 2015 PBB can be treated as a savings for next year-- can be for a summer vacation?

What is encouraging is that the new NIA Administrator Peter Tiu Laviña had disclosed his pro-employee stance the first time he met with NIA employees and Managers. He openly pronounced that employee benefits will be prioritized. He was vocal and sincere with his words to make sure employees get what they are entitled to. Clearly he understands how crucial people are in the success of an organization. Clearly he believes that people are important contributors to the level of performance of an organization and therefore should be respected and treated as such. Clearly he knew the application of B.F. Skinner's theory that highly productive and motivated people are matched with the correct fair stimulus of benefits!

Let us look forward to a 2017 full of positive reinforcements reciprocated with high employees' performance! 📊



# NIA's 24<sup>th</sup> ADMINISTRATOR

**L**ast December 6, 2016, the Agency's 24th Administrator officially assumed office. His name is PETER TIU LAVIÑA. He was born in Davao City on September 27, 1957 to the late Pedro del Rosario Laviña, a Caviteño newspaper editor and the first Director of Tourism and Travel Industry in Mindanao, and to Flaviana Tiu Laviña, a retiree from the Commission on Audit who hails from Samar and Leyte.

Administrator Laviña is the third child in a brood of 5 – he has two elder sisters and two younger brothers. PTL is married to Evelyn Gonzales Laviña and is blessed with four (4) children – L.A. , Rochelin, Kyra Angeline and Ecceldeo (XC).

PTL was educated in government/public schools. He studied at the Davao Central Elementary School, now Kapitan Tomas Monteverde Elementary School, Davao City High School (DCHS) and later at the University of Mindanao (UM). He was a recipient of the Boy Scout Leadership Award in Grade VI, passed the NCEE with a rating of 99% , and was a very active college student leader.

The Administrator is a journalist by profession and earned the title “**most active public official blogger**” in the country today. An avid organizer, he has many involvements with various media, cause-oriented businesses and civic organizations. He is well liked because he is **helpful, considerate, concerned, and thoughtful**. An **optimist**, he is good at analyzing situations and offers many objective solutions.

## PRINCIPLES

PTL **believes in God** and he recognizes the tri-people character and multi-ethnic, religious and cultural diversity of our people. He believes we can all work

together in harmony and solidarity to benefit all. He **believes in democracy** and the supreme **sovereign rights of the people**. Through people empowerment, he believes that democracy must at all times be protected from the threats of abuse and authoritarian rule.

PTL **believes in the important role of women and youth in development** and the need to **promote the welfare of the women, children and youth, elderly and differently-abled**. He **believes in sustainable development**. He **believes that both capital and labor can work together in promoting ecological conservation and in the equitable distribution of the fruits of progress**.

## ADVOCACIES

**P** - Participatory governance to promote direct democracy and active citizenship;

**T** - Trade, tourism and investment promotion for more employment opportunities and local government revenues;

**L** - Land use planning for optimum use of land and water resources and environmental protection

## PERFORMANCE AND WORK EXPERIENCE

### **Before Stint as NIA Administrator**

1. Executive Assistant to the Mayor, Davao City;
2. Chief of Staff, Office of the Mayor, Davao City;
3. Consultant on Economic & Political Affairs,
4. Former Chair, Davao Multi-Sectoral Group on Energy Concerns
5. Former Director, Asian Nature Energy Corporation
6. Convenor, EAGLES, Energy Alternatives for Green Living & Economic Sustainability.
7. OIC City Tourism Office;
8. OIC Barangay Affairs, Davao City;
9. Editor, Columnist of various newspapers and media organizations
10. Researcher, Documentor and Information Officer, TFDP-Mindanao (Association of Major Religious Superiors of the Philippines)
11. Medical Detailman, Zuellig Pharma;
12. Community Relations and Information Officer, Southern Philippines Development Authority (SPDA);
13. Manager, CO Realtors, Telavi Property Management Co.

### Other Work Experiences

#### 1. 2005-2007

- a. Chair – Committee on Trade and Commerce & Industry, Committee on City – owned Real Estate Property;



b. Vice-Chair – Committee on Energy, Transportation and Communication; Committee on Information & Communication Technology; Committee on Government Appointments and Reorganization

c. Member – Committee on Housing, Rural and Urban Development; Committee on Cooperative and People's Participation; Davao City Investment Incentive Board; Clean Cities Davao Coalition; Price Monitoring Council; Davao City ICT Development Task Force

d. Official NGO Delegate – 6th Ministerial Conference of the World Trade Organization, Hongkong, 2005

## 2. **2001-2004**

a. Chair – Committee on Trade, Commerce & Industry; Committee on Cultural Communities & Muslim Affairs; Committee on Labor & Employment Opportunities

b. Vice-Chair – Committee on Youth & Sports Development; Committee on Economic Enterprises

c. Member – Committee on Tourism & Beautification; Committee on Housing and Urban Development; Committee on Agriculture

d. First Filipino Speaker –International Conference of the Observatoria Internationale de la Democracia Participativa (OIDP) in Lille France (2003) and Buenos Aires, Argentina (2004)

o. GAD Fathers (Gender Advocacy)  
p. Anti-Child Labor Coalition  
q. Anak ng Dabaw  
r. Davao Musicians Association  
s. Davao Harmonic Orchestra, Inc.

## 2. **Regional National**

a. Alternate Forum for Research in Mindanao (AFRIM)  
b. Unlad Kabayan OFW Services Foundation  
c. GBI Region XI (Guardians)  
d. Table Tennis Association of the Philippines (TATAP)  
e. Bisaya Bloggers  
f. Akbayan (Citizens' Action Party)  
g. Freedom from Debt Coalition  
h. Citizens Movement for a Federal Philippines  
i. Philippine Councilors League  
j. League of Liberal Local Legislators (4L)

## 3. **International**

a. Knights of Columbus Council 11048  
b. International Observatory for Participatory Democracy (OIDP)  
c. Ambassadors Club International

## **AFFILIATIONS**

### 1. **Local**

a. Davao Kaisa Foundation (Tsinoy Association)  
b. Davao High School Alumni Association  
c. Davao Communications Guild  
d. Club 888 Media Forum  
e. Davao Press Club, Inc  
f. Davao City Sports Commission  
g. Davao City Sports Council, Inc.  
h. Davao web Group (ICT)  
i. Sigma Delta Tau Fraternity (UM Engineering)  
j. Samahang Magaaral ng Pulitika (SMP-UM)  
k. Youth Community Service Club  
l. Davao Green Eagles (Alternative Energy)  
m. Clean Cities Davao Coalition  
n. Davao Peace Advocates





# 2016 NIA Christmas Celebration

Celebrating Christmas in the NIA Central Office is one of the most-awaited year-ender events. With the 2016 Theme, *"PASKO SA NIA, Kasabay sa Pagbabago"*, the preparation was another challenge for the members of each committee to come up with a simple yet memorable celebration.

A five-point star-shaped "Parol" is a traditional Christmas decoration of every Filipino home. According to the Book of Matthew, "wise men ... have seen the star in the east and have come to worship Him." The Star announced to the Magi the birth of the Messiah and led them to Bethlehem.

## Lantern Making

Lantern Making Contest is once again organized and accomplished after a couple of years of hiatus. The contest was held on December 12, 2016 at 2:30 pm along Procurement and Property hallway, and Public Affairs & Information Staff hallway. Each Department and C.O based project was encouraged to join. Three offices participated namely: Human Resources Division (HRD) of Administrative Department, Public Affairs and Information Staff (PAIS) and C.O.-based Projects (PIDP-PMO, CARP-IC, NIS RIP, JRMP and SRIP-PMO).



The required common materials present in the lantern were: used "parol" with a size of at least 36", plastic spoon and fork, water bottle, plastic cups and straw. However, contestants were allowed to add and use other materials for artistic expression. Criteria for this contest were: Creativity/Originality – 40%, Workmanship – 30%, Symbolism – 15%, and Over-all impact-15% for a total of 100%. Department Managers composed the Board of Judges, but they were barred from judging their department/office.



Symbolism of each parol is explained to the Judges. The C.O.-based Projects emerged as the 1st Prize winner, PAIS as 2nd Prize winner and HRD as the 3rd Prize winner. Cash Prizes are P10,000.00, P7,500.00 and P5,000.00, respectively.





## Christmas Tree Lighting

A bigger, more beautiful and creative eight-meter Christmas tree was set up at the flag pole area. Lo and behold! The tree was adorned with photos of no less than the central office officials and employees, Board members, regional and project managers, and Office of the Cabinet Secretary encased in sparkling and colorful stars. One just could not resist to look for his/her "star".



This is the second year of having a giant Christmas tree and the ceremonial lighting of which was excitedly done on December 13, 2016. The event was led by the newly installed Administrator Peter Tiu Laviña together with Deputy Administrator (DA) for Administrative and Finance Sector Estrella E. Icasiano and OIC-DA for Engineering and Operations Lydia S. Esguerra and managers of different departments and offices.



## NIA Christmas Program in 2016

★ Thanksgiving Mass at the IEC Convention Hall commences the 2016 NIA Christmas Program on December 14, 2016 with Rev. Fr. Allan Samonte as the celebrant. The agreed get-up for the program was the Duterte checkered.





In the afternoon, the Belen re-enactment of the birth of the Lord Jesus Christ set a cheerful tone of the celebration with the special participation of the managers.



NIA Central Office Chorale and Ms. Camille Calpito performed live as background music of the Belen re-enactment.

NATIVITY LIVE. IDD Manager Bayani P. Ofrecio (leftmost), Operations Department Manager Romeo M. Lopez (2nd from left) and Internal Audit Services Manager Guillermo C. Mercado (3rd from right) acted as the wise men. Likewise, CARP-IC Project Manager Delsy Revellame (3rd from left) performed as Mary, Administrative Department Manager Atty. Ailyne C. Agtuca-Selda (center) as the angel, Atty. Lemuel M. de Guzman of Legal Services Department (2nd from right) as Joseph, and SRIP Project Manager Josias Pacolor (rightmost) as the Shepherd.

**So many nice surprises came along the way for the NIAns, surely change has come and this is the first program celebrating Christmas with a turn-over of leadership. Thus, the program is filled with messages of appreciation for the achievements, confidence to meet challenges and positive expectations for the coming year.**

DA Estrella E. Icasiano warmly led the NIAns in welcoming the newly installed Administrator, Peter Tiu Laviña. "The theme is very apt and very timely for the Change has come," as she commends NIAns for their openness to change. She said, "it is the Agency's way of expressing its support to the government's passion for serving the people, particularly the farmers." DA Icasiano further said that "it is NIA's mandate to contribute to the country's food sufficiency and the Agency stays focused on its mission."

During her message, she presented to the NIA family the Plaque of Recognition Award received by NIA from the Department of Energy for energy efficiency. NIA has achieved an electricity savings of 470,980 kwh for the year 2015 and an Energy Audit Spot Check rating of 95% in compliance to Administrative Order 110 as amended which institutionalized the Government Energy Management Programs in Government Offices. NIA ranked 6th among the top ten energy efficient institutions given recognition by the DOE. She received the award on behalf of NIA at the Resorts World on December 12, 2016.



She acknowledged the leadership of Dr. Padernal for the year 2016 ended quite well. With the ushering in of 2017, DA Icasiano advised NIAns to gear up for some challenges, such as: ISO Certification, more projects given our bigger budget, impact on the NIA of the ISF abolition and the country's hosting of 2017 International Network for Water Ecosystem and Paddy Field (INWEPF) Symposium.

In all these things, however, she reminded NIAns not to forget the reason for the season – commemorating the birth of the Lord Jesus Christ!





## NIA Dance Crew



## NIA C.O. Chorale

**Providing entertainment in between top management officials' good tidings were the super energetic and talented NIA Dance Crew and NIA C.O. Chorale.**

Acknowledging that this is her first time to give a Christmas message, OIC-DA Lydia S. Esguerra observed everyone's excitement during the lighting of the Christmas tree. For her, "it symbolizes our unity and closeness and reminds me of the true meaning of Christmas." She affirmed a strong NIA which is committed to serve our clients – the farmers, despite the many challenges faced for the past eleven months. She noted the Christmas celebration program marks an important milestone in NIA due to the turn-over ceremony of NIA leadership. In this instance, she took the opportunity to show appreciation to Dr. Padernal's valuable contribution to the Agency. "He will leave with us his legacy of rebuilding the integrity of NIA. Thank you Sir for the job well done," she cited. Likewise, she acknowledged the contribution of each NIAN to the Agency's accomplishment. She concluded her message with a hope that may everyone's desire be fulfilled.



Dr. Padernal offered a toast for the continuing successes of NIA under the administration of Administrator Laviña. He called his Christmas message a "Pasasalamat" speech. He cited the reforms and accomplishments under his leadership – from legacy problems to institutional legacy, such as: established the Ten-Year National and Provincial Irrigation Development Master Plan that will guide the NIA ahead; increased budget to almost double from the year 2014 to 2017; modified NIA's Vision, Mission and Core Values; came out with various design options in irrigation; increased irrigation development; enhanced NIA capacity building program; developed quality management manual, "High Density Polyethylene (HDPE) manual", "Pre-cost



in housing, inculcated professionalism in Selection and Promotion of NIA staff and in the bidding process; and, enhanced Asset Inventory to Asset Inventory & Valuation; secured Board approval in procuring IMOs service vehicles; prepared the Agency for ISO certification; procured drones in most of the regional offices for calamity, operations, planning, construction management and operation and maintenance (O&M); and, committed to pursue solar power energy using irrigation canals.

He further informed Administrator Laviña of the new sector, Irrigation and Drainage Sector, so that in the future programming in applicable areas, drainage will be an additional component as indicated in the Philippine Medium Plan.

Dr. Padernal confirmed the scheduled country's hosting of INWEPF in November 2017. He also expressed great appreciation to Administrator Laviña's support for the latter and is agreeable to co-host the event, and described it as "the highest level of collaboration between the two of us".

He expressed deepest gratitude for NIAs' fullest support and cooperation extended to him. "Please equally provide your full support and cooperation to Administrator Laviña as I will do the same, anytime, I am just a finger away. My sincerest greetings for Merry Christmas and a Happy New Year to all of you and your family", Dr. Padernal concluded.

Newly installed Administrator Peter Tiu Laviña acknowledged the numerous and significant contributions of Dr. Padernal to NIA. He is pleased with the warm welcome on his installation as the new administrator that coincides with the NIA Christmas celebration. This reminded him of the saying, "a happy person is a healthy person and a healthy person is a productive person." He affirmed that the positive disposition would help in implementing projects as well as meeting the challenges of the coming year.

The program flow remained entertaining and cheerful with Misses Portia S. Angulo and Rocielle Harlette Navarro on board as masters of ceremonies.

**With the coming of change in NIA, the celebration made us appreciate what has transpired in the previous year and work in unity for a quality service to our stakeholders as we meet the challenges under the new leadership. Indeed, the just concluded 2016 NIA Christmas celebration is memorable.**







**NIA Grounds, Quezon City** - December 14, 2016 marks a new chapter for the National Irrigation Administration (NIA) as the new Administrator Peter Tiu Laviña receives the symbolic key of the Agency from former Administrator Florencio F. Padernal.

Department Managers, Regional Irrigation Managers, Project Management Office Managers, some Irrigation Management Office Managers, and Central Office (CO) employees attended the simple turnover ceremony, preceding the NIA-CO Christmas party.

During his Christmas and farewell message, Dr. Padernal laid his achievements to the Agency from where it was before he came in until now that he's leaving. *"To my NIA family, my deepest gratitude for your fullest support and cooperation extended to me. Merry Christmas and Happy New Year!"* were Dr. Padernal's parting words.

Administrator Laviña on his part thanked Dr. Padernal for his accomplishments in steering NIA to where it is now. In his message, he emphasized his plans for the agency through a four-point agenda, namely, implementation of President Rodrigo Duterte's campaign promise of free irrigation in the country, construction of more irrigation projects, harnessing water resources for hydroelectric power, and the institutional review of the agency.

The new chief further stressed that it will always be a national concern to achieve rice-self sufficiency and food security and NIA will do its best to pursue its attainment with more irrigation projects and effective irrigation systems. 🏠





# New NIA Chief outlines priorities

By: Jhon Vince R. Santoalla, PR Assistant, PAIS - CO

The newly installed NIA Administrator Peter Tiu Laviña, during his initial field visitations in regional offices, was continually presented his plans and actions among NIA top officials and employees. He wanted to set a rhythmic pattern that will unify the irrigation workforce for the betterment of the agricultural sector and Filipino farmers.

As a Presidential appointee, the Administrator is seriously taking the challenge of fulfilling the campaign promise of President Rodrigo Duterte – Free Irrigation Service.

Laviña, in his various interviews, said that under his term he will give solid attention to the four (4) core commitments of the agency in irrigation sector. These pivotal concerns include;

- (1) The implementation of Free Irrigation Service or “No ISF Policy”.**
- (2) Construction of more irrigation systems and projects**
- (3) Making the best use of the irrigation systems by utilizing water resources for hydropower**
- (4) Institutional review of NIA’s mandates, programs and activities in preparation for the federal form of government.**

The approved additional P2 billion budget for NIA this year paved the way for the implementation of the No ISF policy in 2017. Administrator Laviña, from the start, said that he will committedly supports the clamor of our Filipino farmers to ease their burden of paying the ISF.

He stressed that the agency will continue to build more irrigation systems including dams, canals, small reservoirs, etc. to support the agricultural productivity in different regions of the country. Laviña wants to use these systems to its full potential by gearing towards rehabilitation and restoration of old and damaged facilities.

He also recognizes the hydropower component of some of the agency’s dams which can potentially generate income for the agency. He wants to make use of this power-generating component not only for income purposes but also to promote an eco-friendly environment.

An advocate of Federalism, Laviña wants to spread the irrigation development all throughout the country particularly in the Visayas and Mindanao areas to make use of its rich agricultural fields.

He always reminds everyone to be the partners for change for us to attain a rice self-sufficient nation. 🇵🇭



# Photo News

## Visit of Adm Laviña in Regional Office XI, Davao City on Dec. 16, 2016



Meeting Former NIA BOD member Engr. Ismael D. Tabije.



Walking with Davao Norte IMO Mgr. Cornelio M. Bautista, Jr. (Left); Mr. Saturnino Simbajon, Regional Conference of IAs (RCIA XI); Adm. Laviña and NIA XI RM Felix M. Razo



Adm. Laviña interviewed by ABS-CBN reporters during presscon at NIA XI RIM Office.



Adm. Laviña rendering his inspirational speech during the briefing on status of NIA XI on Dec. 16, 2016 in NIA XI, Davao City.



Adm. Laviña inspecting the unfinished Mindanao Irrigation Training Center and Satellite NIA CO Mindanao Office located within the NIA XI Compound in Davao City with RIM Razo, Former NIA BOD member Engr. Tabije and NIA XI Officials.



## New NIA Administrator visits MARIIS and NIA-R2



NIA Administrator Peter Tiu Laviña, together with MARIIS Department Manager Wilfredo C. Gloria, Region 2 Manager Antonio C. Lara, and Cordillera Administrative Region (CAR) Manager John L. Socalo, visited the 8.5 MW MARIS Main (South) Canal Hydroelectric Power Plant Project currently being constructed under the SN Aboitiz Project. With them is former MARIIS Department Manager Mariano G. Dancel

**CAUAYAN CITY, Isabela - New National Irrigation Administration Chief Peter Tiu Laviña visited the Magat River Integrated Irrigation System and the NIA-Region 2 Irrigation Management Office here in Cauayan City, Isabela on December 28, 2016.**

**Administrator Laviña who took office in December 2016, met with the management and staff of the two offices.**

**He reiterated his four point agenda-implementation of free Irrigation Service, undertaking of irrigation**

**projects, harnessing water resources for hydropower, and institutional review of mandate, programs, and activities of the agency.**

**He also visited the 6MW Baligatan Hydroelectric Power Plant which is currently owned and operated by the agency.**

**He said that income from our water resources will significantly help NIA as Irrigation Service becomes free starting 2017.**



## PTL Visits UPRIS

NIA New Administrator Peter Tiu Laviña visited UPRIS on December 7, 2016. Warm welcome from the employees filled with smiles and curiosity greeted the administrator as he shook hands with them. Former Administrator, Engr. Antonio S. Nangel surprisingly arrived and welcomed him as well. 🤝



The incoming NIA Administrator  
Peter Tiu Lavina and OIC  
Administrator Diosdado Rosales  
visited NIA Regional Office 3 and  
the Angat Afterbay Regulator  
(Bustos) Dam





## EEI in Region 8

NIA, Tacloban – The NIA Region8 conducted a one (1) day “Orientation on NIA’s Quality Workplace Program” with special guest and speaker Deputy Administrator for Administrative and Finance Sector Estrella E. Icasiano together with Editha Morales, Head of the Financial Management Department.

The orientation was attended by officials and selected employees of Region 8.

The Deputy Administrator emphasized the importance of being ISO certified not only to comply with the GCG requirements for the Performance-Based Bonus (PBB) but more importantly, to instill in NIA a Culture of Quality Service. The plan, according to her, is to have all the remaining Regional Offices ISO-Certified by 2017.

In the course of her pep talk on ISO, she proudly told the participants of the ISO success story at NIA Central Office the dramatic transformation of the Engineering Department workplace. EEI, as the Deputy Administrator is also known, stated that the secret of success of the Engineering Department was cooperation.



Meanwhile, as the Deputy Administrator toured the Regional Office premises she was “amazed” to see the overall cleanliness of the surroundings prompting her to exclaim “ang yabang ninyo”. Also, the region merited a VERY GOOD rating from the amiable Deputy Administrator after being informed that the NIA Quality Policy statement is being recited during the flag raising ceremony and affirmed that Region 8 Office is ISO-ready.

As Ma’am EEI said in her opening statement *“It’s my first time in Tacloban and happy to be here”*. 🇵🇭



## Outreach Program



RM John N. Celeste (in blue shirt) together with officials of NIA Region 1 receive the goodies from HRD Manager Chit G. Calsiña, HRMO Julieta Esporlas representing the Central Office. Goodies would be given to NIAns adversely affected by typhoon Lawin.



The Team led by HRD Manager Conchita G. Calsiña took time to visit the office of Mrs. Remedios Tuliao, Finance & Administrative Division Manager of Region 1 in Urdaneta City.



# Cambarus IA: Story Unfold

By: Shimei M. Ramos – PRO B, NIA – NIR

Cambarus Irrigators Association, Inc. (IA) was re-organized from a cooperative and officially registered in the Securities and Exchange Commission (SEC) by 2002. To date, the IA has a total of 50.5-hectare service area with an average production of 119 cavans per hectare.

Headed by Mr. Nelson Tocayao (President), the members are Comprehensive Agrarian Reform Program (CARP) beneficiaries and strategically situated within the irrigable service area of Cambarus Small Water Impounding System (SWIS) at Brgy. Cambarus, Municipality of Pontevedra, Negros Occidental.

Through the members' limitless quest for social awareness, they have established a channel to link the government with private agencies. The IA strives hard to communicate their needs and lobby for programs that provide technical, financial and other essential services for agricultural development.

The organization has been participating in activities such as municipal development meeting involving the Sangguniang Bayan ng Pontevedra, cluster meetings with local agriculture office and provincial cooperative council. The IA has been recognized as a member of the Municipal Cooperative Development Council since 2003.

Cambarus IA is also an accredited association by the Municipality of Pontevedra and Provincial Government of Negros Occidental through League of Government Assisted Federation of Irrigator's Association of Negros Occidental (LeGAFIANO) to avail of various local government programs for the farmers.

It is a beneficiary of support services from the Department of Agriculture (DA) through the Land Bank of the Philippines (LBP) – Sikat Saka Program. The association has set a record of the first farmer member, Desiderio Dueñas (Board of Director) and Nelson Tocayao (President) to avail the loan program last 2013 for the whole Negros Occidental with good credit standing until present.

Other line agencies such as the Philippine Crop Insurance Corporation (PCIC), Bureau of Soils, Local Government Unit (LGUs) and non-government organizations (NGOs) also brought agricultural opportunities to the association.

They were awarded as an "Outstanding" IA under the Communal Irrigation System (CIS) Category from 2003 until 2015 by the National Irrigation Administration – Region VI.

An "Outstanding Farmer Association" of the 4th Congressional District last 2011, the IA was also acknowledged by the Municipality of Pontevedra and the Province of Negros Occidental being an "Outstanding Association" for CY2014.

Productive and viable partners in agricultural development, Cambarus IA is proud to showcase its long-term development plan as an organization.

Highlighting, "No Receipt, No Water" policy, the limited water source from the Cambarus Impounding Dam and changes in weather condition affecting its irrigation system made the farmer members strategically execute this approach. Practiced for fourteen years (14) made them as the only IA with "no pending collectibles" in Negros Occidental.







Cambarus Irrigators Association Officers and Board of Directors CY 2016.

The only association in Negros Occidental that is practicing thrift and saving policy termed as “Per Hour Collection of Irrigation Service Fee” to cover a wide range service area.

One in building commitment, the association is promoting the value of “100% member participation” requiring the presence of each member during scheduled activities. A penalty will be enforced to a non-complying member and shall be part of the associations’ general fund.

Another advocacy is their “Annual Tree Planting Activity” participated by each member which started in 2010. The watershed area is located 3 hectare from the impounding dam, Cambarus IA aims for an environmentally sustainable agricultural development.

The IA is also into “community participatory approach” which exercises programs and trainings that includes on-farm research to further develop skills through farmer field school and dispersal of livestock, piglets and other animals. Each member is encouraged to religiously adopt and apply modern farm techniques.

Currently they are also in the process of developing an organic fertilizer through vermi-composting in coordination with the local counterpart of the Department of Agriculture to increase its farm production.

Unlike other associations, Cambarus IA has been consistently implementing its development plan anchored to its vision of being viable community partners.

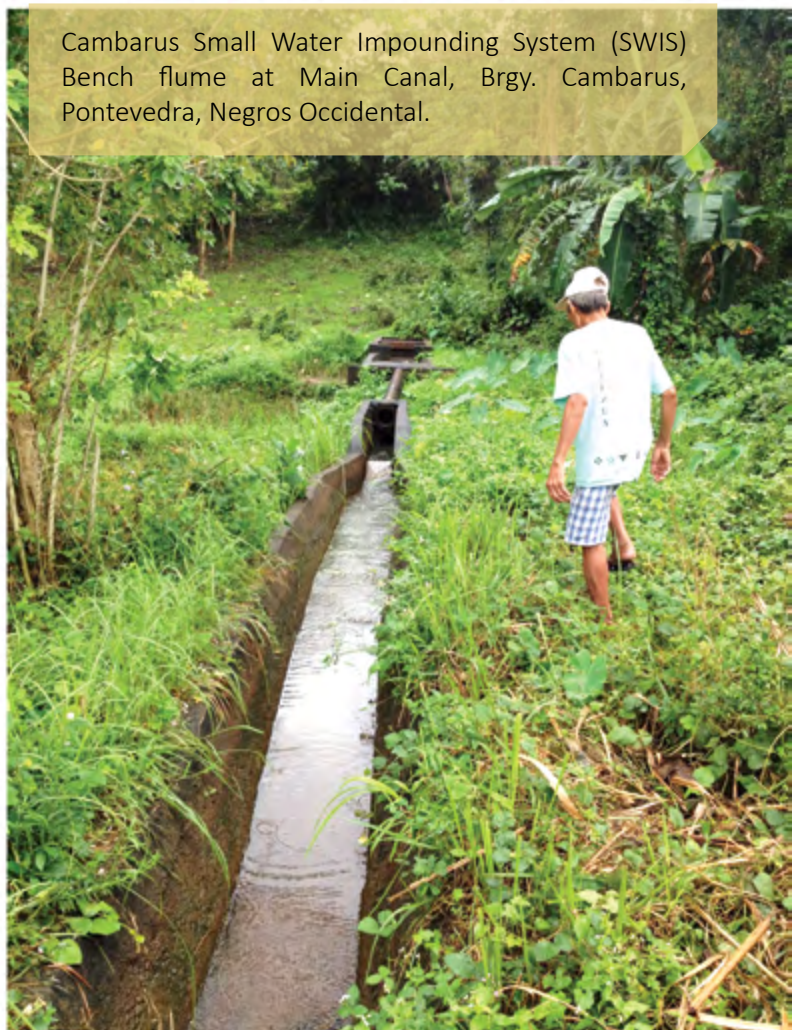
Years from now the association is looking forward to a stable water source.

*“Kami buluntaryo nga naga padayun sa pag-serbisyo sang alalangay sa amun mga myembro,”* (We continue to voluntarily give our service to our IA farmer-members), according to Mr. Tocayao.

*“Nagapasalamat gid kami sang supporta kag bulig sang NIA, LGU, NGOs kag iban pa nga mga ahensya sang gobyerno agud mapabakod ang amun asosasyon,”* (We are thankful for the support and assistance of NIA , LGU, NGOs ang other line agencies to strengthen our capacity as an organization, he added.

Through the initiative and efforts of the association, by 2017, Cambarus IA is scheduled for a 6 Million Rehabilitation Program that will shoulder the repair of Cambarus Small Water Impounding System (SWIS). 🏗️

Cambarus Small Water Impounding System (SWIS) Bench flume at Main Canal, Brgy. Cambarus, Pontevedra, Negros Occidental.





# DTR (Day To Retire)

By: Albert R. Corpuz, NIA MARIIS - DRD

## "Time in"

Parang minamadali nito ang paghigop mo ng mainit na kape tuwing umaga. Madaliang umagahan, madaliang pagsesepilyo. Pinapabilis nito ang hakbang mo patungong banyo upang hugasan na ang natuyong laway sa pisngi. Kasunod nito ang paliligo na kahit labag pa sa katawan mo ang pagbuhos ng malamig na tubig sa inaatok mo pang balat ay kailangan mo itong gawin para hindi ka ma-late sa pagpasok.

Brrrr...anlamig!!!

Ngunit sadya ngang napakabilis ng oras, dahil ilang saglit lamang mula sa pagbangon mo sa kama, ayon na, "tik tak tik tak" ang pag anyaya ng bundy clock sa opisina.

"Time in" 7:59AM. Huh! muntikan pang ma-late..

Parang gusto mo pang bumalik sa kama upang matulog. Ngunit sabi nila, parang energy drink. "Time in" ang nagbibigay lakas upang pumasok ang isang empleyado. Dahil "kung wala ka nito, lagi kang talo" "wala kang sweldo". Pinaka basic na para sa isang empleyado ang mag "time in" tuwing papasok sa umaga. Ito ang basehan kung nararapat ka bang tumanggap ng sahod sa pagtatrabaho o ikaw ba ay ang tinatawag lang na "TITA" – TIme In TAgo at "TITU" – TIme In TULog.

Bago ka pumasok sa opisina, alam mo na ang daily routine mo at pagkakasunod sunod ng trabaho. Maliban lamang kung may mga ibang singit na trabaho. Sumunod sa mga utos ng superior mo at maglingkod sa mga kliyente ng ahensiya. Walong oras araw araw. Limang araw sa isang linggo. Halos dalawang daang araw sa isang taon ang inatang sa atin para maglingkod o magtrabaho sa ahensiya. At kada araw, pagpatak ng alas-singko ng hapon, heto na, "Time out". Nagsawa ka ba sa maghapon trabaho? Hindi, dahil hindi lang ito basta basta. "Time in" ito para sa pamilya.

"Time in, Time out". Parang magkalapit lang. Parang walang diperensiya. Parang saglit lang. In ka kanina, ilang oras lang, Out na.

Natatandaan mo pa ba kung kelan ang unang "time in" mo sa NIA? Kung "Oo", alam mo ba kung ilang beses ka ng nag time in?

Maaring late 1970's o early 1980's ang una mong "time in" sa NIA. Napakaraming trabaho. Kaliwa't kanan ang empleyado. Napakaraming seminar, training, at mga programang nagpatibay at nagpatatag sayo upang ika'y mag "time in" araw araw. Buwan buwan may mga bagong

The writer was inspired by Retirees who availed RatPlan one of whom was his father, Mr. William Corpuz, with 37 years of government service.

kakilala sa trabaho. Maaring sa NIA mo na rin nahanap ang kabiya ng iyong puso. Buwan buwan may pumapasok, meron din natatanggal, nagpapaalam at tuluyan ng nag "time-out" sa trabaho.

Masayang magtrabaho sa NIA, kinsenas sasahod, katapusan sasahod, bukas makalawa PBB, PIB, CNA, sa susunod na buwan VIG, Christmas bonus, COLA etc. Sarap mag time in sa NIA.

Ngunit sa kabilang dako, meron itong hangganan. Mahirap man bagalan ang "tik tak tik tak" ng bundy clock sa opisina, heto ang katotohanang darating tayo, retirement age o ang last TIME OUT.

Marahil ang ilan ay ayaw pang dumating ang puntong ito sa kanila. Subalit ang ilan naman ay pinaghahandaan o nakahanda na.

Ayon sa iba, pagbigyan naman ang mga bata. Ayon naman sa iba, pagod na sila, tama na at sapat na ang serbisyong ibinigay ko sa NIA. Sabi rin ng ibang pa-retire na, napakasarp humilata sa kama tuwing umaga, gusto ko din i-enjoy ang paghigop ng kape sa umaga. Lasaping mabuti ang umagahan sa mesa at maligo sa tanghali kung ang tubig sa banyo'y medyo mainit-init na.

Noon, "time in" ako sa opisina, ngayon, "time in" naman sa pamilya. Mamasyal sa plaza, mall, sa Bora o sa ibang bansa. Magrelax tuwing umaga. Mag alaga ng mga apo at makasama ang asawa o barkada. Wala ng iniisip na trabaho sa opisina. Wala na ring "time in" at "time out" sa hapon. At ang mahalaga, "time out" man sa sweldo, "time in" naman sa pensiyon mo at ibang benepisyo.

Haaay...napakabilis ng panahon. "Time in, Time out". Parang saglit lang. Naka "Time In" na ako kanina, isang kurap mo lang, sasabihin mo sa iyong sarili, "Ako'y Time Out" na. 🏠

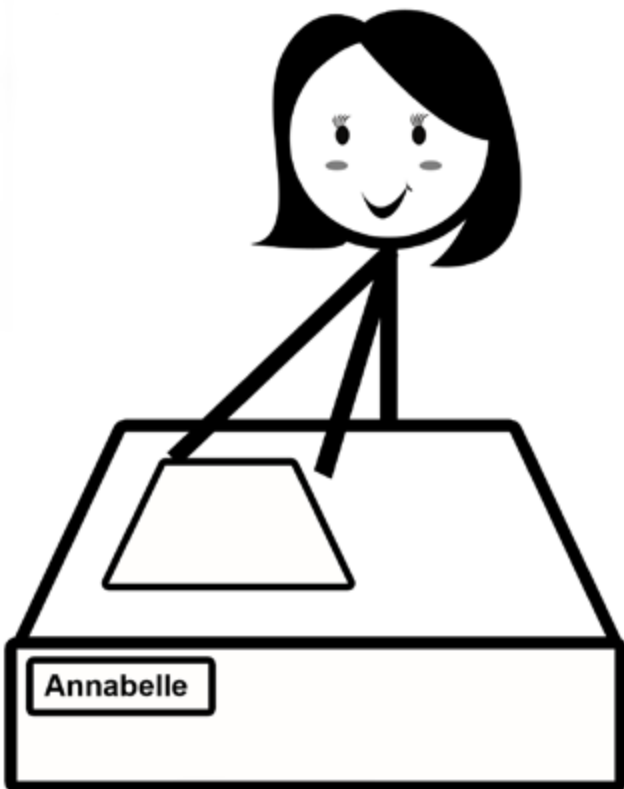


# ISO Updates

## NIA's ISO – QMS Roadmap



## Tularan si Annabelle



Ito si Annabelle,  
Maaga syang pumapasok sa  
opisina,

Nagtrabaho at kumakain  
sya sa tamang oras,

Ginagampanan nyang mabuti  
ang kanyang tungkulin kahit  
walang nakatingin na Boss,

Si Annabelle ay isang lingkod  
bayani,  
Tularan si Annabelle.