



THE OFFICIAL NEWSLETTER OF THE NATIONAL IRRIGATION ADMINISTRATION

# CURRENTS

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# TRUE BLOODED NIANS AT THE HELM

True leaders are not born; they are made.

Two former Regional Managers of the National Irrigation Administration (NIA) joined the NIA Top Management as Acting Officials on October 4, 2021. Upon the assumption of Engr. Romeo M. Lopez as Acting Senior Deputy Administrator and Engr. Freddie M. Toquero as Acting Deputy Administrator for Administrative and Finance Sector, Administrator Ricardo R. Visaya and Deputy Administrator for Engineering and Operations Sector C'zar M. Sulaik look forward to a more inspiring and vibrant leadership, especially for all NIA employees who dream of becoming executives someday.

Engr. Lopez obtained the degree of Bachelor of Science in Civil Engineering from Luzonian University Foundation in 1980. On the same year, he opened the first chapter of his book of public service as Civil Engineering Aide at NIA Quezon Provincial Irrigation Office (Quezon PIO). Due to his dedication and commitment, he got promoted as Engineer B on the following year. He was then appointed as Supervising Engineer A of NIA Aurora PIO on 1984 until he became the Provincial Irrigation Officer I of the same PIO in 1991 and Laguna PIO in 2006. After three years, he was appointed as Division Manager A of NIA Laguna-Rizal IMO in 2009 and Quezon IMO in 2012. With the goal of touching the lives of greater Filipino farmers, Engr. Lopez pursued his Master's Degree in Public Administration from Trinity College of Quezon City and Union College of Laguna where he graduated in 2010. Since then, he held key positions at Central and Regional Office, such as the Acting Regional Manager of NIA CALABARZON (2013-2014), Operations Department Manager of Central Office (2015-2017), NIA Region V (2018), and NIA CALABARZON (2019). On the same year, he assumed post as the full-fledged Regional Manager of NIA Region IV-A until he was appointed as Acting Senior Deputy Administrator of the Agency.

Engr. Toquero obtained the degree of Bachelor of Science in Agricultural Engineering degree from Central Luzon State University in 1980. On the following year, he started in the field of public service as Engineer Trainee at NIA Upper Pampanga River Integrated Irrigation Systems (NIA UPRIIS) Dam and Reservoir Division. In 1985, he was promoted as Engineering Assistant B. Not eventually, he was appointed as Senior Agronomist A of the same office, a position that he had duly held for four years. With love for wisdom, he pursued graduate studies at Central Luzon Polytechnic College where he took up Master in Public Management (1989-1991). As a licensed Agricultural Engineer, he pursued his career as Watershed Forester in 1991 and became the Watershed Management Chief for 15 years (1994-2009).

To continually strive towards academic and professional excellence, Engr. Toquero pursued his post-graduate education at Central Luzon State University (CLSU) where he finished Doctor of Philosophy in Rural Development in 2003. From then, he held various key positions in the same office. He became the Division Manager A of NIA UPRIIS Dam and Reservoir Division (2009-2013), NIA UPRIIS Division I (2013-2019). He also served as the Acting Regional Manager of NIA Region V before being appointed as Acting Deputy Administrator for Administrative and Finance Sector of the Agency.

The story of the true-blooded NIAns who rose from the ranks to become the Agency's Top Management Officials serves as a vital testament that we can be anyone and we can be anything as long as we have the burning passion and determination to succeed in life. It is a solid proof that however low or high we have started, it is our goals, efforts, and sacrifices that really matter.

As they were entrusted to co-lead the Agency, their expertise is an immense contribution in providing efficient, reliable, and sustainable irrigation service to raise the living standards of the Filipino farmers. Their experiences from being on low to high positions of NIA serve as their instrument to bring positive changes, not just in irrigation development but also in the enhancement of the NIA's organizational culture, empowerment of human resources, and improvement of the Agency's overall performance.

Indeed, true leaders are not born. They are made. With humble beginnings, we can have a nobler ending and a greater purpose. May the story of our newly appointed Acting Top Management Officials be our inspiration to work harder, to do our job better, and to continually strive towards academic, professional, and moral excellence. With hard work and perseverance, we can definitely be someone we wanted to be. With our collective efforts, we can claim our rightful place as the finest irrigation agency in Asia and in the whole world. Together, as one NIA Family, we will because we can. 🇵🇭



# NIA TRANSFERS 60% OF CMIPP OWNERSHIP TO PSALM



MOA signing for the transfer of NIA's 60% ownership share over the CMIPP to PSALM

The National Irrigation Administration (NIA), represented by Administrator Ricardo R. Visaya, and Power Sector Assets and Liabilities Management Corporation (PSALM), represented by President and Chief Executive Officer (CEO) Atty. Irene Joy Besido-Garcia, signed the Memorandum of Agreement (MOA) for the transfer of the 60% ownership share over the P33.75-billion Casecnan Multipurpose Irrigation and Power Project (CMIPP) to the latter on December 14, 2021 at NIA Administrator's Conference Room, 2nd Floor, Building A. NIA Deputy Administrator for Administrative and Finance Sector Engr. Freddie M. Toquero and Central Office Department Managers were present during the MOA Signing.

The memorandum is pursuant to the Economic Development Cluster (EDC) Resolution No. 02, series of 2021, providing the resolution that NIA shall implement the transfer of its 60% ownership share over CMIPP to PSALM. Under the memorandum, NIA agreed that PSALM shall procure the Operation and Maintenance (O&M) Service Contract under Republic Act No. 9184 (Government Procurement Reform Act) to operate, manage, and maintain CMIPP's power generation facilities and non-power generation facilities, such as weather stations and access roads from December 11, 2021 until its eventual privatization.



In addition, NIA and PSALM shall work together to ensure that CMIPP's irrigation function and power generation are preserved and maintained. In terms of electrical energy trading, PSALM will continue to be the registered marketing participant in the Wholesale Electricity Spot Market's (WESM) database and be responsible for selling, trading, and/or allocating to its customers/WESM the net electrical energy generated by CMIPP's power generation facilities until the project's privatization is completed. In terms of sharing in net revenue and expenses, the parties agreed to share all net revenues and expenses, accruing from the project beginning December 11, 2021, following their 60%-40% ownership ratio (60% for PSALM and 40% for NIA).

For cost-sharing and billing arrangement, NIA and PSALM shall proportionately share in the net income or loss from the project's monthly operations. The Parties shall discuss the protocols in the implementation of sharing and billing arrangements, including the accounting procedures for the same. It was agreed upon that PSALM will pursue the privatization of CMIPP, with the understanding that NIA and PSALM will share in the net proceeds in accordance with their 40%-60% ownership interest.



Administrator Visaya delivers his Acceptance Message during the Turn-over of the Pantabangan View Deck

## PLANS AND PROGRAMS



Administrator Visaya delivers his Acceptance Message during the Turnover of the Casecnan Multipurpose Irrigation and Power Project.



The Bugkalot Tribe of Pantabangan, Nueva Ecija renders a tribal dance during the Turnover of the Casecnan Multipurpose Irrigation and Power Project as a form of gratitude to the government's efforts in uplifting the lives of the Filipino farmers.



Symbolic Turnover of the Casecnan Multipurpose Irrigation and Power Project

CMIPP was successfully undertaken through a Build, Operate, and Transfer (BOT) Agreement between NIA and Cal Energy Casecnan Water and Energy Company, Inc. (CECWEC) on November 13, 1994. The project has a total cost of USD 675 million (P33.75 billion). It involves the construction of a 26.27-kilometer, 6.50-meter diameter transbasin tunnel traversing Caraballo Mountains with a capacity of 80 cubic meter per second (cms) capable of diverting at least 800 million cms of water per year to the Pantabangan Reservoir. It also involves the construction of two diversion weirs in Casecnan and Taan Rivers in Nueva Vizcaya, including 80.46-kilometer access roads that connect to local municipal and provincial road networks. Two generator sets were also installed generating a combined power of 150 MW and a 230-kV Switchyard wherein the National Power Corporation's (NPC) transmission lines were connected. The power produced in the plant is supplied to the Luzon Grid.

On December 10, 2021, CECWEC conducted the Turnover Ceremony of the Casecnan Hydroelectric Power Plant to NIA and PSALM. NIA Administrator Visaya, NIA Acting Senior Deputy Administrator Romeo M. Lopez, NIA Acting Deputy Administrator for Administrative and Finance Sector (DAAFS) Engr. Freddie M. Toquero, Ph.D., NIA UPRIS Department Manager Rosalinda B. Bote, CECWEC President Trinity S. Gatuz, PSALM Vice President for Privatization and Asset Management Arnold C. Francisco, and other officials and employees of NIA, CECWEC, and PSALM attended the event.

Prior to the said turnover ceremony was the Turnover of Pantabangan View Deck from CECWEC to NIA and Pantabangan LGU on December 9, 2021 in the Municipality of Pantabangan, Nueva Ecija. NIA Administrator Visaya, Acting DAAFS Toquero, CECWEC President Gatuz, and local government officials attended the ceremony.

As the lead agency mandated to develop all possible sources of water primarily for irrigation and secondarily in power generation, NIA remains resilient in providing efficient, reliable, and sustainable irrigation service to the Filipino farmers amidst pandemic. 🇵🇭



# AUTOMATED FEATURES OF IRRIGATION PROJECTS INSTALLED IN LAGUNA, TARLAC, AND ILOCOS NORTE

In pursuit of innovations and modernization in irrigation facilities nationwide, NIA Administrator Ricardo R. Visaya led the ribbon-cutting ceremony of the newly installed automated sluice gate of Sta. Cruz River Irrigation System (Sta. Cruz RIS) on November 4, 2021 in Barangay Calumpang, Liliw, Laguna.

Sta. Cruz RIS involves the supply, fabrication, delivery, and installation of sluice gates and mechanism with 2.2-kilowatt electric gear motor, 45 kVA GenSet, and electrical accessories, and construction of operation house and intake house. With 2,295 hectares of Firmed-Up Service Area (FUSA), the project aims to secure year-round irrigation water to the 1,542 farmers of the Municipalities of Sta. Cruz and Pila, Laguna. Furthermore, this intends to promote self-sufficiency in rice production and increase productivity in high value crops.

Present in the event were NIA Acting Senior Deputy Administrator Romeo M. Lopez, NIA Acting Deputy Administrator for Administrative and Finance Sector Freddie M. Toquero, Barangay Calumpang Captain Raymond C. Arnuco, Incoming Regional Manager Wilson M. Lopez, Laguna Rizal Irrigation Management Office (LRIMO) Division Manager Fidel P. Martinez, and Irrigators Associations (IAs).

In the Province of Ilocos Norte, NIA inaugurated the newly rehabilitated P168.773-million Madongan River Irrigation System (Madongan RIS) and P131.292-million Solsona River Irrigation System (Solsona RIS) on November 24, 2021.



NIA Officials during the Ribbon-Cutting Ceremony of the Automated Sluice Gate of Sta. Cruz RIS



(L-R Bottom): NIA Acting Operations Department Manager Delsy J. Revellame, NIA Administrative Department Manager Ailyn C. Agtuca-Selda, NIA Acting Deputy Administrator for Administrative and Finance Sector Freddie M. Toquero, Incoming Regional Manager of NIA Region IV-A Wilson M. Lopez, NIA Administrator Ricardo R. Visaya, NIA Acting Senior Deputy Administrator and Outgoing Regional Manager Romeo M. Lopez and Laguna Rizal IMO Division Manager Fidel P. Martinez

(L-R Top): NIA Acting Public Affairs and Information Staff (PAIS) Department Manager Eden Victoria C. Selva, and IA officials during the Ribbon-Cutting Ceremony of the Newly Installed Automated Sluice Gate of Sta. Cruz RIS in Liliw, Laguna

The rehabilitated and improved Madongan RIS with a FUSA of 2,027 hectares covers the municipalities of Dingras and Marcos, supplying year-round irrigation service to 10 barangays with eight organized IAs. On the other hand, the Solsona RIS with a FUSA of 1,340 hectares covers the municipalities of Solsona and Dingras, providing irrigation service to nine barangays with five IAs.

NIA Acting Deputy Administrator for Administrative and Finance Sector Freddie M. Toquero led the inauguration and turnover ceremony in behalf of the NIA Administrator Ricardo R. Visaya. Also present in the event were the Ambassador of the Embassy of Japan, His Excellency Koshikawa Kazuhiko, representatives of JICA headed by Chief Representative Azukizawa Eigo, local government officials headed by representative to the Ilocos Norte Governor Matthew Joseph M. Manotoc, NIS RIP Project Manager Silvino C. Navarro, NIA Region I Manager Angelito S. Miguel, and Ilocos Norte Irrigation Management Office (Ilocos Norte IMO) Manager Weynard Untalan. Cabinet Secretary Karlo Alexei B. Nograles conveyed his message through a pre-recorded video.

The Madongan RIS and Solsona RIS are under the National Irrigation Sector Rehabilitation and Improvement Project (NIS RIP), funded by the Japanese Government through the Japan International Cooperation Agency (JICA).

Moreover, the NIA Balog-Balog Multipurpose Project - Phase II (BBMP-II) turned over the rehabilitated Tarlac Diversion Dam to NIA Regional Office III on December 1, 2021. The unveiling of Tarlac Diversion Dam marker and test run for the intake and sluice gates of the dam were likewise conducted during the activity.



## PLANS AND PROGRAMS



Sta. Cruz RIS at Barangay Calumpang, Liliw, Laguna

The original operation of the system was in 1959. It was rehabilitated in June 1984 with a total cost of P68.645 million. The project covers about 10,315 hectares of agricultural land in the municipalities of Pura, Victoria, Geron, La Paz, and Tarlac City, all in the province of Tarlac, benefitting 7,699 farmers and their families. The control structures of the gates of the rehabilitated Tarlac Diversion Dam are now automated.

The Tarlac Diversion Dam, located in Barangay Carangian, Tarlac City was formally turned over by BBMP-II Manager Prudencio B. Santos to NIA Regional Office No. III, headed by Manager Josephine B. Salazar. The ceremony is witnessed by NIA Administrator Ricardo R. Visaya. NIA Luzon Regional Managers, some Central Office Department and Division Managers, Region III Irrigation Management Office (IMO) Managers, and Tarlac Federation of Irrigators Association were present during the event.

NIA Top Management Officials, headed by Administrator Ricardo R. Visaya, ensures that the Agency remains true to its mandate of developing, constructing, operating, and maintaining irrigation systems in support of the agricultural programs of the government through innovations and modernization.



Engr. Prudencio B. Santos, Project Manager of BBMP-II leading the test run of the automated intake and sluice gates of the Tarlac Diversion Dam



Unveiling of the Marker of Madongan RIS





# P31.46 BILLION TO IMPLEMENT NIA'S IRRIGATION PROJECTS FOR FY 2022

The National Irrigation Administration (NIA), headed by Administrator Ricardo R. Visaya, attended to the Plenary Deliberations of NIA's Fiscal Year 2022 Budget on November 15, 2021 at the Senate of the Philippines, Pasay City.

Senator Francis Tolentino presided the Budget Hearing for the approval of P31.46-billion NIA's Budget for FY 2022 under the National Expenditures Program (NEP). Senator Cynthia A. Villar, Chairperson of the Senate Committee on Agriculture and Food, and Senator Francis Pangilinan interpolated during the Plenary Deliberations on bulk water. The said budget is still subject for the approval of the Bicameral Conference Committee.

NIA Deputy Administrator for Engineering and Operations Sector C'zar M. Sulaik, Acting Deputy Administrator for Administrative and Finance Sector Freddie M. Toquero and Central Office Department Managers were present during the event. On the other hand, Regional, Project, and Operations Managers from NIA Field Offices nationwide also attended virtually through Zoom Teleconferencing. 🖥️





## REGIONAL DIRECTORS JOIN NIA TOP OFFICIALS

Two former Regional Managers joined the NIA Top Management as Acting Officials: Engr. Romeo Merle Lopez as Acting Senior Deputy Administrator effective October 13, 2021 and Engr. Freddie Dela Merced Toquero as Acting Deputy Administrator for Administrative and Finance Sector effective September 14, 2021. Engineers by profession, these two newly designated Acting Officers had once been the heads of NIA Regional Offices.

Engr. Lopez from Region IV-A (CALABARZON) obtained his Bachelor of Science in Civil Engineering degree from Luzonian University Foundation and finished his Master's Degree in Public Administration from Trinity College of Quezon City and Union College of Laguna. He has been working in NIA for 41 years.



On the other hand, Engr. Toquero from Region V (Bicol Region) obtained his Bachelor of Science in Agricultural Engineering degree from Central Luzon State University. He finished his Master's Degree in Public Management from Central Luzon Polytechnic College and Ph.D. in Rural Development, Master in Soil and Water Management from same university. He has been working in the NIA for 40 years.

As they were entrusted to co-lead the Agency, their expertise is an immense contribution in providing sustainable irrigation services to raise the living standards of the Filipino farmers. 🏡

# SOLAR POWER-DRIVEN PUMP IRRIGATION PROJECTS IN ISABELA

A total of 54 farmers in Quirino and Gamu towns in Isabela benefit from the recently inaugurated and turned over irrigation systems by the NIA Magat River Integrated Irrigation System (MARIIS) on December 2-3, 2021.

With an aggregate cost of P10 million, these projects include two units of solar power-driven pump irrigation project in Barangay Binarzang and Barangay San Mateo in the Municipality of Quirino with a total project cost of P6,666,666.00 and Single Unit Solar Power-Driven Pump Irrigation Project in Barangay Dammao, Gamu, Isabela amounting to P3,333,334.00.

These newly installed solar power-driven pump irrigation projects provide timely and reliable irrigation service to 56 hectares of agricultural land in the towns of Quirino and Gamu, benefitting 54 farmers and their families.

NIA Acting Senior Deputy Administrator Romeo M. Lopez, MARIIS Acting Department Manager Josue A. Sabio, incoming MARIIS Acting Department Manager Gileu Michael O. Dimoloy, Division III Acting Manager Isagani R. Concepcion, local government officials, and Irrigators Associations (IAs) were present during the events. 🏠





## STA. RITA SRIP: HOPE OF SAMARNON FARMERS

Among other lessons we have learned, the pandemic has shown us the importance of preserving and enhancing food production to guarantee adequate supply in the markets, but also as a source of livelihood to many, particularly to our farmers.

Back in 2012, only 20% of Samar's potential irrigable area is supplied with water while Leyte's coverage is about 80%. Most probably, this is because an irrigation project is twice costlier in Samar than in Leyte, where shallow rivers are tapped as sources. Quality sand and gravel are not available in Samar and must be hauled from nearby Leyte. Similarly, irrigation dams in this province are usually built at least 15 kilometers upstream, therefore requiring longer canals from the sources to the farms.

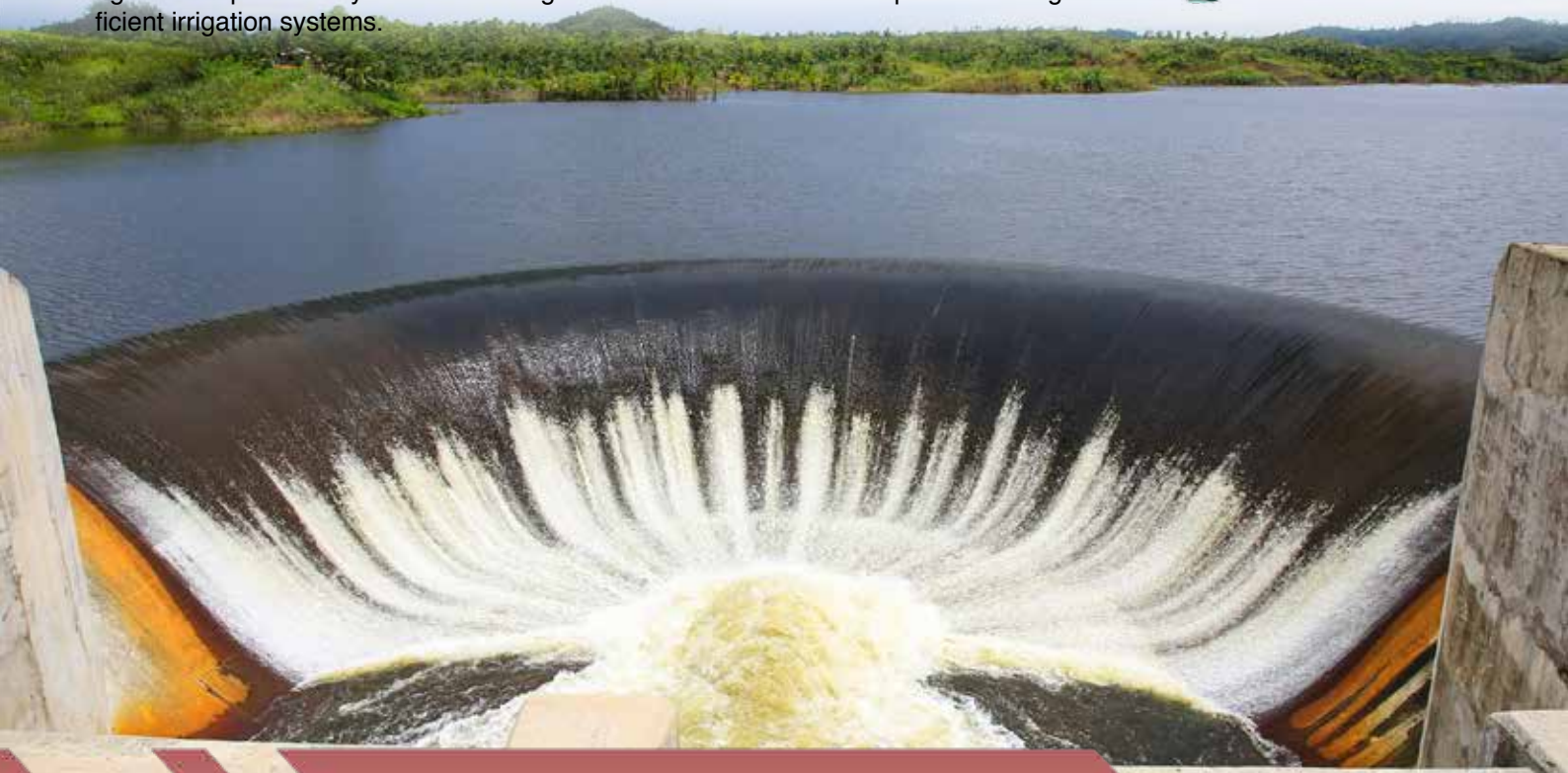
Thus, big irrigation projects on this island were launched. These were just all dreams several years ago. But on October 5, 2021, the concrete structure of the P814.167-million Sta. Rita Small Reservoir Irrigation Project (Sta. Rita SRIP), implemented from 2011 to 2021, stands strong as it was inaugurated in Sta. Rita, Samar, giving high hopes to our farmers of better yield and improved lives.

With the inauguration of Sta. Rita SRIP, the commitment of NIA to the farmers is evident despite the extra challenge in construction of irrigation projects in the island province of Samar. The Agency does its best to boost agricultural productivity in Samar through reliable and efficient irrigation systems.

Sta. Rita SRIP includes the construction of an Earthfill dam and irrigation outlet works from which the service canal draws water for agricultural land. The project will provide timely and reliable irrigation water supply to 960 hectares of agricultural lands in the barangays of Maligaya, San Eduardo, Tulay, Camayse, Tominamos, Anibongon, Sitio Ormocanay, Gumamela, and Kadaragan, benefitting 764 farmers and their families. It is also expected to provide other incidental benefits, such as flood control, aquaculture, hydropower generation, domestic water supply, and recreational facility.

NIA was able to smoothly resettle 3325 project-affected families (PAFs). Irrigating 960 hectares of farmlands while benefitting 764 farmers from the town of Sta. Rita, surely, the rice self-sufficiency of Samar is already secured. Before, our farmers harvest only 40 cavans per hectare per year as they depend only on rainfall for their crops. With the existence of Sta. Rita SRIP, 40 cavans become 150-200 cavans per hectare per year.

NIA Administrator Ricardo R. Visaya, Region VIII Manager Ruby C. Tuan, Jr., Western Samar Provincial Governor Reynolds Michael T. Tan, represented by Samar Provincial Investment and Trade Promotions Officer Brett Delos Santos, Sta. Rita Municipal Mayor Joven P. Tiu, Samar 2<sup>nd</sup> District Representative Sharee Ann T. Tan, represented by Chief of Staff Nelieta Baguna, Silaga River Irrigators Association President Heracleo M. Cajafe, other local government officials, and IAs were present during the event. 



# 1,799 FARMERS TO BENEFIT FROM P74.144-MILLION WORTH OF IRRIGATION PROJECTS IN BICOL REGION

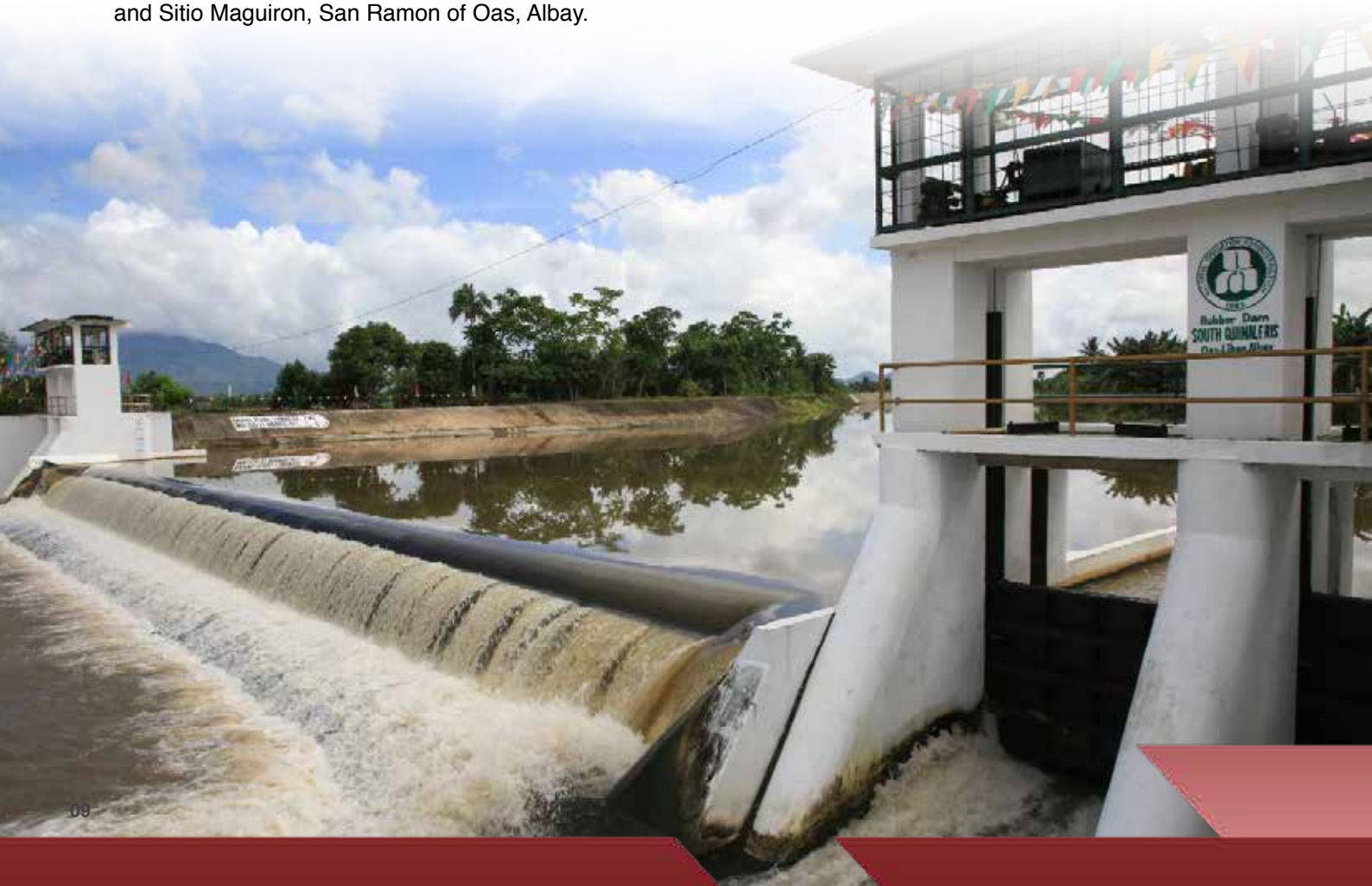
A total of 1,799 farmers in the Provinces of Albay and Camarines Sur, Bicol Region will benefit from the inaugurated and turned over irrigation systems by the National Irrigation Administration (NIA) on November 16, 2021. These projects with an aggregate cost of P74,144,127.46 include 1) P37.893-million South Quinale River Irrigation System (South Quinale RIS) Rubber Dam in Barangay Busac, Oas, Albay, 2) P874,741.48 IA Model Farm Drip Irrigation Project in Barangay Napo, Polangui, Albay, and 3) P35.377-million Agos Rubber Dam in Barangay Agos, Bato, Camarines Sur.

The supply, delivery, and replacement of rubber tube for South Quinale RIS is expected to provide timely and reliable irrigation service to 753 hectares of agricultural land in Barangays Busac, Saban, Manga, and Gumbao in Oas and Barangays Linao, Bacolod, San Isidro and San Vicente in Libon, Albay, benefitting 904 farmers and their families. Likewise, the construction of Drip Irrigation System and Greenhouse of Mahaba Nasisi Ogsong Hibiga River Irrigation System (MNOH RIS) which is a 1,000-square-meter IA Model Farm will benefit 775 Bicolano farmers of Barangays Balinad, Napo, Ponso, Mendez, and Alnay of Polangui, and Barangays Balogo and Sitio Maguiron, San Ramon of Oas, Albay.

The supply, delivery, commissioning, and testing of rubber dam, canal structures and access roads of Agos Communal Irrigation Project (Agos CIP), the first rubber dam in Camarines Sur are bound to irrigate 166.67-hectares of farmlands in the Barangays San Miguel and Agos in Bato, Camarines Sur with 120 farmer-beneficiaries.

Present in the event were NIA Administrator Ricardo R. Visaya, NIA Acting Deputy Administrator for Administrative and Finance Sector Freddie M. Toquero, Albay 3<sup>rd</sup> District Representative Fernando “Didi” Cabredo, representative of Mayor Domingo R. Escoto, Jr. of Oas, Albay, NIA Central Office Department Managers, Incoming Regional Manager Lauro E. Ballesteros, Albay-Catanduanes Irrigation Management Office (ACIMO) Acting Division Manager Jessie D. Baynas, and Irrigators Associations (IAs).

Despite the prevalence of the COVID-19 Pandemic, NIA remains true to its commitment in providing efficient, reliable, and sustainable irrigation service to the Filipino farmers. 🏡





# INVESTING ON THE BEST ASSETS OF THE AGENCY

Over time, some skills may become obsolete or out-of-date and, in this trying times, organizations like NIA really need individuals who can pick up new skills quickly and adjust to changing circumstances while on the job. The organization preferred employees who are open to new experiences and who are able to think beyond the box. This was never more evident than during the COVID-19 Pandemic.

In recognition of these needs, the Training and Career Development Section of the Human Resources Division, Administrative Department enthusiastically endorses and supports NIA's on-going efforts to invest on the improvement of the capabilities of employees as the best assets of the Agency. The following tables highlight Organized Capability Development Programs and Assisted Programs of the said office for the Second Semester of CY 2021. 📅

## Organized Capability Development Programs Second Semester of CY 2021

TITLE	AIM	NO. OF BATCHES	PARTICIPANTS	SERVICE PROVIDER	DATE OF ACTIVITY	NO. OF PAX	MEDIUM
1. Supervisory Skills 101: A Workshop for Potential Frontline Supervisors	Learn how to motivate, give feedback, and communicate as well as translate objectives, targets into performance measurement.	2	Future supervisors in SGs 15 and 16	Center for Innovation, Change and Productivity	7/27- 29/2021 8/3-5/2021	57	Online
2. Training on Technical Writing Skills for Improved Communication	Be able to write concise but comprehensive and well-organized documents that are responsive to the purpose, audience, and situation.	Basic - 1 Intermediate - 6 Advanced - 2	Officials and employees who did not get 4 in the technical writing assessment	South East Asia Speakers and Trainers Bureau, Inc.	7/1-2/2021 7/13-14/2021 7/15-16/2021 7/27-28/2021 7/29-30/2021 8/2-3/2021 8/4-5/2021 8/17-18/2021 8/24-25/2021	373	Online
3. e-Workshop on Relationship Building through Sound Conflict Management Strategies using the LIFO Method Application	Learn new relationship strategies that will help the participants communicate more effectively with key people in their lives on high pressure environment.	2	SG22 and above who did not get 4 in the conflict management assessment	ACG Human Capital Solutions, Corp.	9/23-24/2021 9/29-30/2021	56	Online
4. Raising Awareness through Effective News and Feature Writing	Demonstrate how to sustain the reader's interest from start to end of feature articles.	1	PAIS personnel who did not get 4 in the technical writing assessment	CFS Creative Training and Management	10/19/2021	11	Online
5. Promotion of Workplace Accountability for Enhancement of Personnel Productivity	Realize the importance of workplace accountability and utilize the acquired knowledge and skills on accountability in performing duties as public servants.	16	Officials and employees who did not get 4 in the accountability assessment	South East Asia Speakers and Trainers Bureau, Inc.	10/04/2021 10/5/2021 10/6/2021 10/7/2021 10/8/2021 10/11/2021 10/12-13/2021 10/14-15/2021 10/18-19/2021 10/22&25/2021 10/26-27/2021 10/28-29/2021 11/3-4/2021 11/5/2021 11/ 8/2021 11/9-10/2021	538	Online
6. Training on Achieving Successful Project Output by Practical Project Management	Identify the end goal of projects; and plan work effectively and efficiently.	1	CMD and MID personnel who did not get 4 in the project management assessment	Trust Management Centre	11/17-18/2021	52	Online
7. Administrative and Finance Year-End Review and Planning	Review and assess the administrative and finance's performance for 2021 and plan for CY 2022 targets.	1	AFD Managers and selected CO A&F personnel	N/A	12/13-15/2021	69	Face-to-Face, Pantabangan Lakeshore Hotel, Nueva Ecija

## Training and Career Development Section-Assisted Programs Second Semester 2021

TITLE	NO. OF BATCHES	PARTICIPANTS	SUBJECT MATTER EXPERT	DATE OF ACTIVITY	NO. OF PAX	MEDIUM/ VENUE
1. Virtual Training Workshop on Hydrological Analysis for Pre-Feasibility/ Feasibility Study	1	Region VII Personnel specializing in Hydrology	Personnel of Land and Water Resources Section, Project Planning Division, Engineering Department	October 18-29,2021	7	Online
2. Hydrological Data Analysis Through Time Series	1	Programmers and users of the Dam Information Management System from the Central Office and IISOs	Westpoint Engineering and Supplies, Inc.	November 9-12,2021	36	Online
3. Work Attitude and Values Enhancement Workshop: From Me to We	2	Batch 1- CMD personnel  Batch 2- PPD, ED personnel	Be Blest Training and Formation Center	Batch 1 November 25,2021  Batch 2 December 14,2021	120	Face-to-Face, NIA Convention Hall
4. Training-Workshop on the Use of the Asset Management Information System	4	Projects and Regions	Jan Alesol Tindoc Personnel of the Property Section, Procurement and Property Division, Administrative Department	11/23-24/2021 11/25-26/201 12/2-3/2021 12/6-7/2021	268	Online
5. Virtual Conference on MC 88, s. 2021: Compliance with Procurement Guidelines Pursuant to RA 9184 an its Revised IRR and COA Issuance	4	BAC Members/ Secretariat/TWG	Central Office BAC A and BAC Secretariat	11/25/2021 12/2/2021 12/9/2021 12/23/2021	250	Online
6. A Workshop on the Creation of Right-of-Way Manual, Revised Rules and Procedures for the Committee on Discipline and the New Rules and Procedures for the Committee on Decorum and Investigation	1	Central Office and Field Offices' Legal Officers and Legal Researchers	Atty. Marty Cachapero Atty. Reiman Delos Santos Atty. Red Gabriel W. Convocar Atty. Earl Jonathan C. De Vera Mr. Jose E. Collantes Mr. Orlan Louie L. Redulla	12/6-10/2021	38	Face to Face, Orchard Hotel. Baguio City



# NIA RETIREES FOR CY 2021: PUBLIC SERVICE EXCELLENCE, GRATEFUL EXPERIENCES

Through the years, the National Irrigation Administration (NIA) has proven its immeasurable role in irrigated agriculture. With the hardworking men and women of NIA, we have witnessed how irrigation service excellence can change the Philippine agricultural landscape. Most of the senior officials and employees of NIA started working at the Agency at young age. From then on, they worked and stayed at NIA until the last fruitful year of their public service.

As they welcome the next chapter of their life, the Agency salutes and honors the 217 NIA retirees for CY 2021. One hundred seventy (170) of them are officials and employees who performed technical functions while 41 retirees came from the support team. NIA acknowledges the contributions of each retiree in providing efficient, reliable, and sustainable irrigation service for the Filipino farmers in the past decades.

May the selfless and dedicated service of our NIA retirees serve as an inspiration, not just to all NIAns but also to all public servants, to do our work better for the benefit of the Filipino people and of the nation. 🏡



# ROMEO MERLE LOPEZ

START HERE

From Lucena City, Quezon Province

With 4 children and 6 grandchildren

Bachelor of Science in Civil Engineering in Luzonian University Foundation (1980)

Working student as cartographer in the National Census and Statistics Office

Master in Public Administration at Union College of Laguna (2008)

Started at NIA - Quezon Provincial Irrigation Office (1980)

Acting Irrigation Superintendent in Agos River Irrigation System, Infanta Quezon

Originally wanted to take Medicine to be a doctor

Acting Deputy Administrator for Administrative and Finance Sector (October 2021)

Started as Engineer Trainee in Watershed Management and Erosion Control Project in Pantabangan, Nueva Ecija (1981)

Watershed Management Chief & Forecasting Chief in Pantabangan, Nueva Ecija (1994-2009)

Ph.D. in Rural Development (Master in Soil and Water Management) at Central Luzon State University (2003)

Master in Public Management in Central Luzon Polytechnic College (1991)

"Huwag mong gawin sa iba ang ayaw mong gawin sa iyo."

"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."

Martin Luther King, Jr.

"My heart belongs to NIA. I started here until this time that I will retire."

40 YEARS OF SERVICE IN NIA

KEY TO SUCCESS

Work Dedication  
Work Commitment



Provincial Irrigation Engineer  
Provinces of Marinduque,  
Rombon, and Aurora



IMO Manager  
of Laguna-Rizal IMO



Acting Regional Manager  
of NIA Region IV-A (2013-2014)

IMO Manager  
of Quezon IMO

Operations Department  
Manager  
NIA Central Office  
(2015-2017)

*"The success of an  
organization begins with  
the positive thinking of  
the individual."*

**41** YEARS OF  
SERVICE IN NIA

### KEY TO SUCCESS

Good relationship to all  
Innovation  
Faith to the Lord

Regional Manager  
NIA Region V (2018)

Regional Manager  
NIA Region IV-A (2019)

Acting Senior Deputy  
Administrator  
(October 2021)

lood:  
a Eclja

Division Manager  
of Dam and Reservoir  
Division, UPRIIS (2009-2013)

Division Manager  
of Division I, UPRIIS  
(2013-2019)

Regional Manager  
NIA Region V (2019)

Bachelor of Science in  
Agricultural Engineering in  
Central Luzon State  
University (1980)

With 3 children and 2  
grandchildren

From Pantabangan,  
Nueva Ecija

START HERE

DELA  
FREDDIE  
MERCED  
TOQUERO



# THE DAM INFORMATION MANAGEMENT SYSTEM

By: Engr. Delsy J. Revellame, Acting Department Manager, Operations Department  
Engr. Michael G. Diccion, Senior Engineer A, System Management Division

The modernization of equipment and tools used by National Irrigation Administration (NIA) is one of the foundations and part of the “Four-Point Agenda” of the Administrator to provide operational flexibility and work efficiency, as well as to keep-up with modern-day technology that will be advantageous to every NIA’s daily tasks and to the Agency’s stakeholders as well. New innovations being adapted for dam monitoring have revolutionized the process on how data from Major Dams are accessed.

The Project “Dam Information Management System” was initiated in compliance with the directive of the Administrator Ricardo R. Visaya that Major Dam Parameters should be consistently monitored by the Central Office and respective Head Offices. The main concept of the Project is to deliver continuous data surveillance of the Agency’s Major Dams, particularly, Magat and Pantabangan Dam through online dam monitoring. It is also in accordance with NIA Memorandum Circular No. 82, s. 2018 “Close Monitoring of Water Level on Major Dams” that there should be a working Data Management System to centralize dam monitoring operations.

Through the combined efforts between the System Management Division and Management Information Division and with the cooperation of NIA MARIIS and UPRIIS, the conceptualization of a centralized Database Management System for the said Project have materialized and now operational. The established System has fortified the accessibility on reservoir water level, rainfall frequencies, dam discharge warning announcements, gate openings, and other vital information of the Major Dams including water consumption from power generation and irrigation requirements. This also covers hourly data surveillance from Maris and Masiway Dam, which are adjacent structures downstream of Magat and Pantabangan Dam.

The adopted new innovations have jumpstarted the de-commissioned Dam Monitoring System established in 1985 for the Central Office to Pantabangan Dam link and in 1992 for the Central Office to Magat Dam link. Non-operational indoor/outdoor multiplex radio units, telecommunication components, seven-segment display panels, and teletype computers have been replaced with high-end communication modules, up-to-date IT equipment, connected TVs, videowalls, and PC workstations. The overview of the old information super-highway which involves series of Repeater Stations for point-to-point radio communication to transmit/receive data has been modernized and simplified by a mesh network topology that uses the internet for the same tasks on data sharing. Now, NIA-MARIIS and UPRIIS Head Offices are active as monitoring terminals: Magat and Pantabangan Dam Offices as remote database and the Central Office as the centralized database in a web-interactive network infrastructure.

NIA also acquired sophisticated software specifically for water management applications. It is likewise the same water management software that PAGASA, United States Geological Survey, New York City Environmental Protection, Water Survey of Canada, Royal Irrigation Department of Thailand, and other globally renowned organizations use. The acquired software has been customized to process NIA dam parameters, recognize historical dam data, and function as the key program running the entire Dam Information Management System.





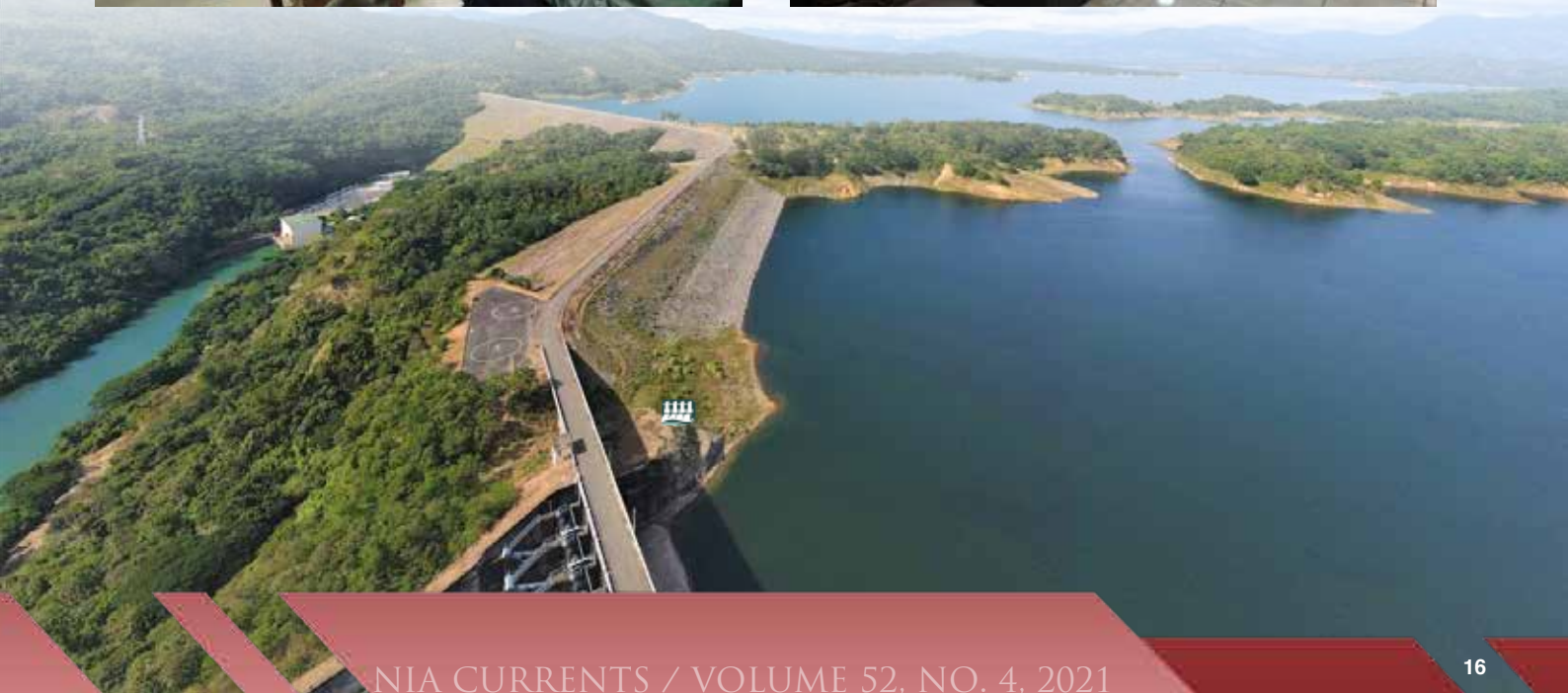
## SPECIAL FEATURE

STORM or “Systematized Telemetry Over Remote Monitoring” is the name given to the developed webserver for the online dam monitoring. The acronym is also the domain name or subdomain attached to the official website of the Agency, creating a new Uniform Resource Locator for identification and as landing page that holds all water management applications for ease of access. Since the STORM webserver is directly hosted by the MID’s Data Center, it is also protected by NIA’s firewall against any cyber-attacks and malwares, in addition to the System’s independent security countermeasures.



The ease of access to the continuous hourly update on dam information will be an advantage in emergency preparedness and action planning from imminent weather disturbances with extreme proportions comparable to Super Typhoon Ulysses and Odette that could affect the concerned areas of the Major Dams. Because the Central Office, MARIIS, and UPRIS are now using a common platform, it will provide the inter-office a synchronized and close coordinated dam monitoring in just one format. Furthermore, a multi-display controller of the System was configured in the Conference Room of the Administrator’s Office and in the Flood Forecasting and Warning System Command Center, as both facilities are suitable to function as interactive war-rooms if the situation requires.

The advancement from the old point-to-point radio communication setup to the adaptation of cutting-edge Information and Communications Technology for the Agency’s Dam Monitoring System can be considered as a major breakthrough. Since the modernized System is already operational, Major Dam parameters can now be accessed by authorized users, providing a more reliable, standardized and convenient online dam monitoring. 🖥️





# NIA BREAKS GROUND FOR P1.3-BILLION DUMOLOC SRIP IN PANGASINAN, TURNS OVER 11 IRRIGATION PROJECTS TO BENGUET FARMERS

The National Irrigation Administration (NIA), headed by Administrator Ricardo R. Visaya, conducted the Ground-breaking Ceremony of the P1.3-billion Dumoloc Small Reservoir Irrigation Project (Dumoloc SRIP) on November 19, 2021 in Barangay Cayanga, Bugallon, Pangasinan and turned over 11 completed irrigation projects to various Irrigators Associations (IAs) on November 20, 2021 in Barangay Wangal, La Trinidad, Benguet.

Dumoloc SRIP entails the construction of a zoned-type earthfill dam across Dumoloc River which will supplement the water supply to Dumoloc Irrigation Systems and other existing dams namely Cayanga, Cabatuan, and Laguit Dams, as well as the Drainage Reuse Points for Cabigaan Area. The project is envisioned to provide reliable irrigation water supply to 1,825 hectares of agricultural land during Wet Season and 990 hectares during Dry Season, with a cropping intensity of 180 percent. This will benefit 1,400 farmers and their families.

On the other hand, the turned over projects for the farmers in Benguet will irrigate 264 hectares of agricultural land in the municipality, benefitting 373 farmers. With an aggregate cost of P35 million, these projects include Cabutotan Communal Irrigation System (Cabutotan CIS) in Madaymen, Kibungan which was turned over to Cabutotan IA, Inc., Cotop Pinanchay CIS in Bashoy, Kabayan which was turned over to Bashoy Indigenous Peoples Farmers Communal IA, Inc., Jappa-Minak-Conet Small Irrigation Project (Jaooa-Minak-Conet SIP) in Shilan, La Trinidad which was turned over to Shilan Farmers IA, Inc., and Kapangan Central CIS in Central, Kapangan which was turned over to Salat Kabelbelan Farmers Irrigators Association, Inc.

Moreover, the Mambolo-Tinongdan SIP in Tinongdan, Itogon was turned over to Tinongdan Indigenous Peoples Organization, Gasal Amsilweng CIS in Masala, Kibungan was turned over to Planterms Farmers Association, Inc., Sapid CIS in Sapid, Mankayan was turned over to Sapid Irrigators and Farmers Association, Inc., Taba-ao CIS in Taba-ao, Kapangan was turned over to ABUDICK Irrigators Association, Inc., Shalongen Creek-Dalabi SIP in Twin Peaks, Tuba was turned over to Dalabi, Al-ogan, Soyosoy Irrigators Farmers Association, Inc., Umesbeg Caucalan CIS in Taloy Sur, Tuba was turned over to Inunas Toyong Shontog IA, Inc., and Taloy Sur CIP in Taloy Sur, Tuba was turned over to Taloy Sur IA.







During his speech, Administrator Visaya highlighted the devolution plans of the government under Executive Order (EO) No. 138 and its Implementing Rules and Regulations (IRR) which mandates the National Government to begin transferring certain functions to Local Government Units (LGUs). The Supreme Court Mandanas-Garcia ruling affirmed that LGUs are entitled to a “just share” on all national taxes collected and not only from the Bureau of Internal Revenue (BIR), they will have an increase in the overall Internal Revenue Allotment (IRA) shares and are expected to assume delivery of services which have been devolved to them under Republic Act 7160, the Local Government Code of 1991.



Furthermore, devolution involves development of CISSs will have to be turned over to LGUs which are under the 1<sup>st</sup> to 4<sup>th</sup> class municipalities. Meanwhile, the development, operation and maintenance of National Irrigation Systems (NISs), as well as those irrigation systems in the 5<sup>th</sup> to 6<sup>th</sup> class municipalities will remain under NIA. While devolution starts implementation in 2022, this will be done in a three-year transition period. NIA Administrator explains that with the devolution program, the Agency's budget for CY 2022 was cut down from P42 billion to P32 billion.

NIA is committed in giving continuous support and guidance to local governments in terms of irrigation development core processes to ensure that no LGU is left behind. The Agency maximizes the opportunities brought by the Supreme Court Ruling to provide more efficient and improved irrigation services to the Filipino farmers, the agricultural heroes who feed the nation. 🏡





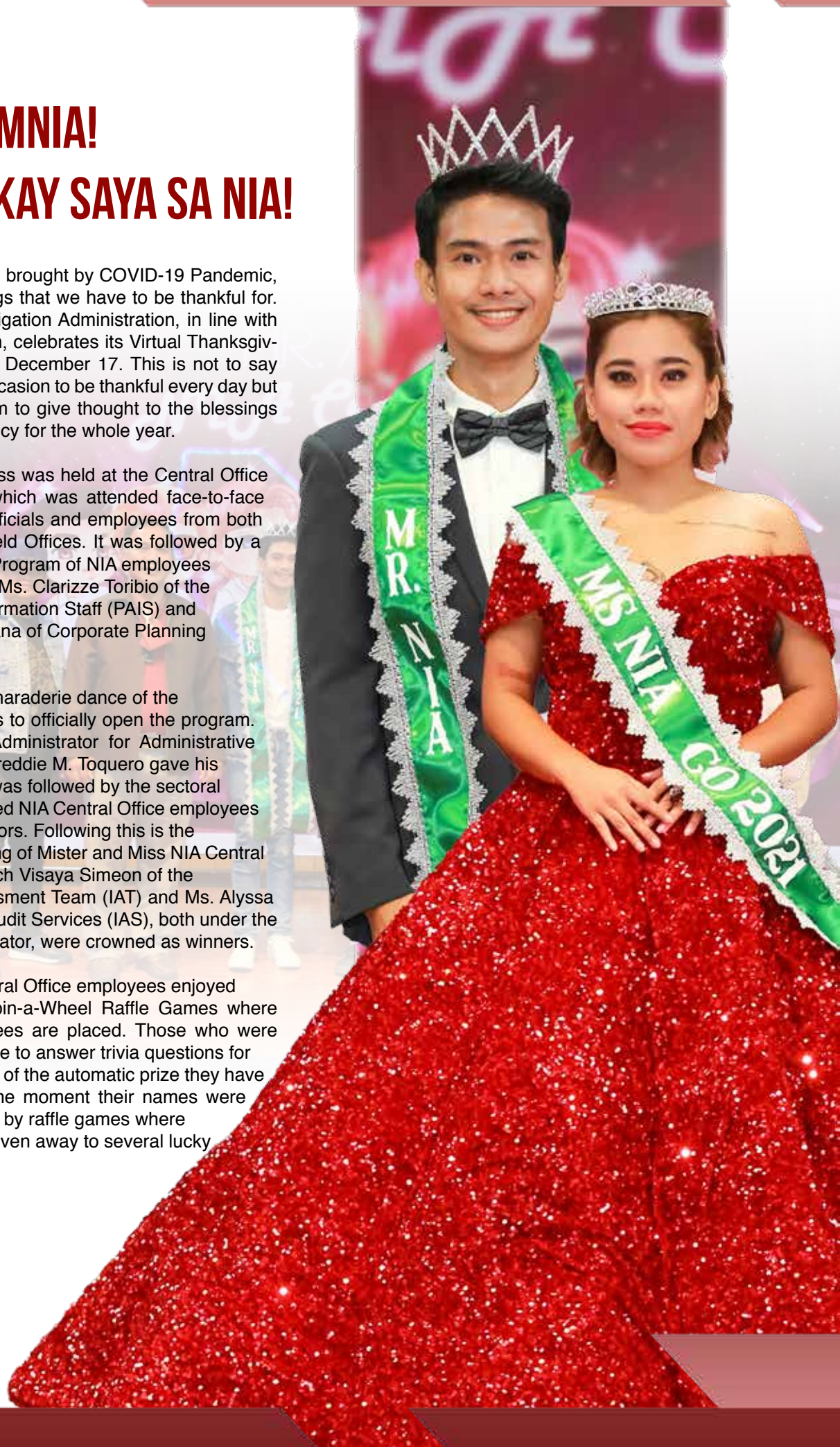
# KAMSAHAMNIA! PASKONG KAY SAYA SA NIA!

Amidst the challenges brought by COVID-19 Pandemic, there are a lot of things that we have to be thankful for. Thus, the National Irrigation Administration, in line with the Christmas Season, celebrates its Virtual Thanksgiving Program 2021 on December 17. This is not to say that NIAns have no occasion to be thankful every day but it reflects well on them to give thought to the blessings they enjoy as an Agency for the whole year.

The Thanksgiving Mass was held at the Central Office Chapel at 8:00 AM which was attended face-to-face and virtually by the officials and employees from both Central Office and Field Offices. It was followed by a Virtual Thanksgiving Program of NIA employees nationwide hosted by Ms. Clarizze Toribio of the Public Affairs and Information Staff (PAIS) and Mr. Mark Daniel Diosana of Corporate Planning Services (CorPlan).

There has been a camaraderie dance of the Department Managers to officially open the program. Afterwards, Deputy Administrator for Administrative and Finance Sector Freddie M. Toquero gave his welcome remarks. It was followed by the sectoral presentation of selected NIA Central Office employees from the different sectors. Following this is the highlights and awarding of Mister and Miss NIA Central Office where Mr. Aldrich Visaya Simeon of the Inspection and Assessment Team (IAT) and Ms. Alyssa Linco of the Internal Audit Services (IAS), both under the Office of the Administrator, were crowned as winners.

In the afternoon, Central Office employees enjoyed playing the virtual Spin-a-Wheel Raffle Games where names of all employees are placed. Those who were chosen had the chance to answer trivia questions for additional prize on top of the automatic prize they have already received at the moment their names were called. It was followed by raffle games where exciting prizes were given away to several lucky employees.





# Thanksgiving for the Year

NIA ushered 2021 with the theme *“Fostering Resiliency and Efficiency for Proficient Service through Innovations and Modernization”*. Indeed, this year has been the second year that our nation and the whole world is battling this pandemic. Together, NIAns have adapted to the change of times with the instituted measures of the national government and our own measures, such as the setting up of NIA Task Force COVID and alternative working arrangements to continue the mitigation of impacts of the COVID-19.

Finally, the light sparked as the vaccine against COVID-19 was developed. Currently, the country continuously rolls out the COVID vaccination nationwide and, more and more of Filipinos are getting vaccinated. NIA has participated in this goal by conducting vaccination drives to our employees. Now that most of the employees are fully vaccinated, the drive for booster shots already started.

However new and unfamiliar the circumstances are, NIAns have proven to continue their resiliency. They will thrive and will rise above. The Agency ensured the unhampered delivery of irrigation services to the farmers. NIA did not stop in the construction of its irrigation projects nationwide despite the pandemic. The team remained true to its sworn mandate of developing, constructing, operating, and maintaining irrigation systems amidst any challenges. Thus, the hashtag *“#TuloyAngDaloyNIA”* has been strengthened.

Each employee's effort for continued efficiency with his/her duties and responsibilities contributed to the collective attainment of the aim of the Agency in delivering efficient, effective, and sustainable irrigation services to the Filipino farmers.

As everyone seems to be adjusting to the New Normal, COVID-19 cases are not that all-time high, and many are returning back to work, the highly transmissible Delta variant entered the country in July. Movements were again restricted, limitations were again set, and there were record number of cases and deaths. and NIA, as an Agency, was not spared.

COVID-19 cases surged in the Central Office and in the Regional Offices. Many have been ill, lost their loved ones, and even succumbed to the virus. This year, NIA lost Deputy Administrator for Administrative and Finance Sector Romeo G. Gan, Management Consultant Atty. Asher A. Dolina, and other NIAns nationwide who succumbed to the pandemic disease. True enough, what a tragedy this is for NIA. They will always be remembered for their valuable contributions in the Agency.

For the year 2021, NIA has losses but it also has gains. It has kept on moving. The Agency was able to still break grounds, inaugurate, operate and maintain irrigation systems nationwide showing its dedication to its commitment amidst the challenges faced.

Administrator Ricardo R. Visaya said, *“For all that has been, I am expressing my deepest gratitude to everyone for continuously and earnestly contributing to the overall fulfillment of the Agency's mandate. Above all, we thank the Lord for his blessings, guidance and protection to each and every one of us throughout the year.”*



# GRATEFUL FOR THE Christmas SEASON

For the 2021 Christmas Celebration, the pandemic is still here to stay but everyone is thankful for the decreased number of cases nationwide and ease of overall restrictions to finally celebrate this special time with his/her loved ones.

Christmas reminds humankind of the birth of our Savior Jesus Christ who exemplified the true meaning of love, mercy, and selflessness to the world. May Christ be always the role model of empathy, kindness and hope in our lives to everyone at the National Irrigation Administration.

In light of the joyous season of Christmas, the Administrator thanked NIAns nationwide, for their efforts, sacrifices and valuable contributions to the Agency. They are the Agency's strength that will always thrive and rise above — the best asset, indeed.

Concluding his thanksgiving message, Administrator Visaya said, *"For the year 2022, hope is ahead. Let us continue working hand-in-hand because together, we can achieve even bigger and greater things. With our synergy of dedication, ideas and cooperation we will bring about the best sustainable irrigation service to our Filipino farmers. In this way, as an irrigation agency, we will contribute to the attainment of food security and agricultural growth of our country."* 🇵🇭






# NIA BREAKS GROUND FOR P1.5-BILLION BOHOL NORTHEAST INTEGRATED IRRIGATION PROJECT

The National Irrigation Administration (NIA), headed by Administrator Ricardo R. Visaya, conducted the Groundbreaking Ceremony of the P1.5-billion Bohol Northeast Integrated Irrigation Project on October 27, 2021 in Barangay Tomoc, San Miguel, Bohol.

Bohol Northeast IIP includes the construction of Cambangay Catch Dam and four diversion dams, namely, 1) Isumod, 2) Cambangay and Ipil, 3) Hinlayagan Ilaga, and 4) Kinan-oan Diversion Dam. Upon completion in 2027, the project will provide timely and reliable irrigation water supply to 2,133 hectares of agricultural land in the municipalities of Danao, San Miguel, Trinidad, and Bien Unido, benefitting 683 farmers and their families. Moreover, the project is also expected to increase the irrigated areas, cropping intensity from 114% to 200%, and rice production of the service area.

NIA Officer-In-Charge Deputy Administrator for Administrative and Finance Sector Freddie M. Toquero, Region VII Officials and employees headed by Regional Manager Wilson M. Lopez, Bohol Provincial Governor Arthur C. Yap, Bohol 2nd District Representative Erico Aristotle C. Aumentado, other local government officials, and Irrigators Associations (IAs) were present during the event.

As the lead government agency mandated to develop all possible sources of water for irrigation, NIA remains steadfast on its commitment in providing efficient, reliable, and sustainable irrigation service in the country. 



Placing of Documents and Symbols in the Time Capsule



Ribbon-Cutting Ceremony



NIA Administrator Visaya delivers his Inspirational Message

# FIRST COTTON IRRIGATION PROJECT IN ILOCOS NORTE

Irrigation boosts cotton production in Pinili, Ilocos Norte through the National Irrigation Administration's Lumbaan-Bicbica Small Irrigation Project (Lumbaan-Bicbica SIP), the Agency's first irrigation project for cotton production.

Aside from the Lumbaan-Bicbica SIP's primary aim for irrigation, this is in support of the continued preservation and practice for the weaving industry in the town of Pinili where the Gamaba Cultural Center in honor of the 97-year old Magdalena Gamayo, an Inabel Weaver is located.

In December 2019, President Rodrigo Roa Duterte's common-law wife, Cielito "Honeylet" Avanceña, visited Magdalena Gamayo, a national living treasure for her excellence in textile weaving, and this paved the way for the irrigation project for cotton farmers.

Lumbaan, Pinili is known for producing varieties of cotton to sustain raw materials needed in Inabel weaving.

To date, the town's cotton farmers have an existing agreement with the Philippine Fiber Industry Development Authority (PhilFIDA) to sustain the production of Abel products.

Aside from providing cotton seeds, fertilizer, and pesticides to the farmers, members of the Lumbaan Weavers and Cotton Producers Cooperative are also trained by the PhilFIDA to process seed cotton, get the fiber, and turn it into yarn.

Located in Barangay Garnaden, Nueva Era, Ilocos Norte, the Lumbaan-Bicbica SIP covers 25 hectares and directly benefits at least 20 cotton farmer-beneficiaries primarily from the town of Pinili, Ilocos Norte. This aims to increase farmer's productivity by giving them more options to plant alternative crops like cotton other than the usual rice and other commercial crops.

Inaugurated and turned over to the farmer-beneficiaries on November 25, 2021, the project was constructed under the approval of President Rodrigo Duterte through Presidential Directive No. 2020-0034 for Solar-Powered Irrigation System under GAA 2020. 🏡





## NIA CARAGA EPAHP PROGRAM ORIENTATION AND MOU SIGNING WITH PARTNER AGENCIES

**NIA Central Office** – The National Irrigation Administration (NIA), led by Senior Deputy Administrator Romeo M. Lopez, conducted the Virtual Enhanced Partnership Against Hunger and Poverty (EPAHP) Memorandum of Understanding (MOU) Signing for NIA Caraga Regional Office with Partner Agencies on November 16, 2021 at the Administrator's Conference Room, 2<sup>nd</sup> Floor, Building A.

The virtual event was presided by Cabinet Secretary Karlo Alexei B. Nograles. It was attended by different EPAHP Partner Agencies in Caraga Region, such as DSWD, DOH, DAR, DA, DILG, DepEd, DOST, DTI, BJMP, Commission on Population and Development, National Nutrition Council, and Landbank of the Philippines (LBP) - North and South Lending Centers.

NIA Caraga Acting Regional Manager June Nathaniel S. Plaza, Central Office Institutional Development Division Manager Leo L. Gallego, Institutional Development Unit (IDU) Heads from Caraga Regional Office and Irrigation Management Offices (IMOs), and Irrigators Associations (IAs) attended the event.



## NIA ATTENDS TO THE LAUNCHING OF THE ARTA'S REGULATORY IMPACT ASSESSMENT MANUAL

**NIA Central Office** – The Agency, led by the Officer-in-Charge of the Office of the Senior Deputy Administrator Romeo M. Lopez, attended to the Virtual Launching of the Anti-Red Tape Authority's (ARTA) Regulatory Impact Assessment (RIA) Manual on October 28, 2021. The launching event was spearheaded by Secretary Jeremiah Belgica, ARTA Director General.

The RIA Manual is a reference document that provides the tools, process, and procedures of undertaking a Regulatory Impact Assessment that will help government agencies, local government units, and other government instrumentalities to enact sound and effective regulations that provide the most benefit for citizens and stakeholders without causing any undue burden or cost.

NIA Committee on Anti-Red Tape (NIA-CART) headed by Administrative Department Manager Atty. Ailyne C. Agtuca-Selda, other officials from NIA Central Office, and different government agencies attended the virtual launching.



# NIA CONDUCTS 3<sup>RD</sup> QUARTER 2021 MANAGERS' CONFERENCE AND CY 2021 MANAGEMENT REVIEW

**NIA Central Office** – NIA conducted the 3<sup>rd</sup> Quarter 2021 Managers' Conference on October 19-20, 2021 and CY 2021 Management Review on October 21-22, 2021 at NIA Convention Hall, 5<sup>th</sup> Floor, IEC Building.

Administrator Ricardo R. Visaya, OIC-Senior Deputy Administrator Romeo M. Lopez, Deputy Administrator for Engineering and Operations Sector C'zar M. Sulaik, OIC-Deputy Administrator for Administrative and Finance Sector Freddie M. Toquero, and Central Office Department and Division Managers attended the event. Regional/Project and Division Managers from NIA Field Offices nationwide also joined in both conferences virtually.

Managers' Conferences and Management Review are being conducted to comprehensively and strictly monitor the status of ongoing irrigation projects nationwide. These serve as a venue for the managers, led by the Top Management Officials, to address challenges, problems, and issues during project implementation, as well as the status of implementation of NIA's Quality Management System. Hence, ensuring the continuous improvement on the delivery of irrigation services to the Filipino farmers. 🇵🇭



## NIA celebrates Rizal Day



**NIA Central Office** – The Agency is one with the nation in celebrating Rizal Day on December 30, 2021 to commemorate the life and works of Dr. José Rizal, the Philippine National Hero. Rizal Day is celebrated every 30th day of December, the anniversary of Rizal's execution at Bagumbayan (present-day Rizal Park, Manila) in 1896.

Rizal became the leader of the reformist movement called "Propaganda". He played a major part in the country's battle for social reforms and independence. His writings, particularly, the novels "Noli Me Tangere" and "El Filibusterismo" served as the nexus for other patriots to rally for the country's cause. 🇵🇭



[www.nia.gov.ph](http://www.nia.gov.ph)



[www.facebook.com/nia.gov.ph](https://www.facebook.com/nia.gov.ph)



## PSA OPENS PHILSYS STEP 2 REGISTRATION FOR NIA EMPLOYEES

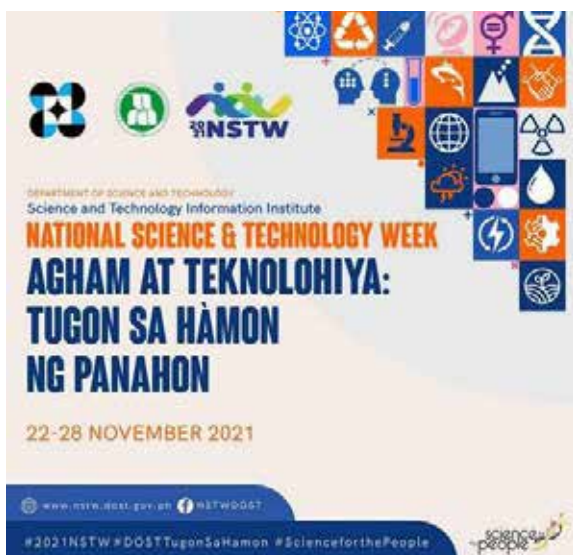
**NIA Central Office** – The National Irrigation Administration (NIA), in coordination with the Philippine Statistics Authority - National Capital Region (PSA-NCR), conducted the Philippine Identification System (PhilSys) Step 2 Registration for NIA Central Office, NIA Cooperative, NIAEASP Canteen, Tough Guards, and M8 Janitorial Services employees and household members on October 18-22, 2021 at NIA Matikas Hall, Ground Floor, NIA Complex, Diliman, Quezon City. Around 1,825 applicants were already registered.

Signed into law by President Rodrigo Roa Duterte in August 2018, the Philippine Identification System Act (Republic Act No. 11055) aimed to establish a single national ID for all Filipinos and resident aliens. Step 1 Registration involved the collection of demographic data and scheduling of appointments for Step 2, which is the validation of supporting documents and capturing of fingerprints, irises, and facial image at registration centers.

NIA Administrator Ricardo R. Visaya, Officer-in-Charge (OIC) of the Office of the Deputy Administrator for Administrative and Finance Sector Freddie M. Toquero, Administrative Department, headed Atty. Ailyne C. Agtuca-Selda, and PSA Chief Statistical Specialist Apolinar F. Oblea were present during the activity. 📄



## NIA SUPPORTS DOST IN NATIONAL SCIENCE AND TECHNOLOGY WEEK CELEBRATION



NIA Central Office – The Agency supports the Department of Science and Technology (DOST) in celebrating the 2021 National Science and Technology Week (NSTW) on November 22-28, 2021 with the theme, **“Agham at Teknolohiya: Tugon sa Hamon ng Panahon”**.

The celebration is pursuant to Presidential Proclamation No. 780, series of 2019, declaring every fourth week of November as NSTW. It aims to highlight the significant contributions of Science and Technology in National Development. 📄



## Mylene C. Garcia

SENIOR FINANCIAL PLANNING ANALYST, BUDGET AND REVENUE DIVISION

Noong dumating ako, kakaunti pa lang ang mga empleyado at kaunti lang din ang daily (casual employees) noon. When I started working, I can say na hindi madali ang trabaho ko since it was my first work, lahat bago sa akin. Lahat pinag-aaralan at pina-familiarize ko ang process ng office. Mababait ang mga kasama ko and, through the years, wala naman ako masabi na nagkaroon ng difficulties sa samahan. Overall, harmonious ang working relationship dito sa Budget.

Hindi ko masabi na pinili ko ang NIA. Siya ang opportunity noong time na need ko ng trabaho, dito ako napunta. For 22 years ko na pag-stay here in the Agency, through those years, wala akong maisip na reason para umalis.

I started as an Accounting Processor. Ang first job ko ay pagpro-process ng claims ng tao, salaries, wages, allowances, and government shares. In general, nag-oobligate kami. Ang nature ng work namin is the utilization, controlling and monitoring of funds. Now as a Corporate Finance Services Chief, hindi na ako naka-focus sa pagprocess ng mga transactions, more of monitoring ng funds ng COB and projects, budget preparations, and analysis na ang trabaho ko ngayon.

Siguro one of the challenges is time. Kasi parang ang tingin ko rito ay every transaction laging deadline 'yan. Laging may reports na dapat tingnan. Ang challenge is time, parang 'yan ang laging hinahabol. Kahit mag-extend ka ng worktime, nandyan pa rin 'yong work hindi natatapos. Ang trabaho rito ay continuous. Katulad noong sa mga budget, hindi naman matatapos ang budget preparation. After noon, i-execute mo naman at paano

mo i-utilize ang pondo. Though hindi naman siya mahirap pero you will get used to it kasi nga sa tagal ng panahon na ginagawa mo, you learned how to manage na rin. In the long run, parang hindi na siya challenge. For me, it is a way of life ko na rin siya kasi nasanay ka na.

Hindi ko makakalimutan is 'yong mayroong kailangan for deadline of submission. Mayroon kasi kaming experience na nagba-budget preparation kami, umaabot talaga kami ng alas-dose dito sa office. 'Yong magcocompile lang kami dahil nga gusto namin ma-meet ang deadline, nagba-bind kami ng isa-submit na budget. Feeling mo alas-nueve pa lang, pagod na pagod ka na. That time, physical ang work. Magbubutas ka, magbabind ka, magsosort ka, tapos inabot kami ng alas-dose. Buti na lang may service. Isa siguro 'yon sa hindi ko makakalimutan.

Dito ko na-earn lahat ng trainings ko. As a matter of fact, wala akong masasabi na ginastusan ko na training. Sa awa naman ng Diyos, madali tayo magpa-approve ng pag-attend ng trainings. Even 'yong mga boss, sila ang nagpu-pursue sayo na, "Mag-training ka. Puwede ito sa iyo, puwede 'yong ganyan sa 'yo."

NIA ang nag-provide ng professional growth ko. Kahit ikaw, puwede ka mag-sabi sa boss mo na, "Ma'am gusto ko mag-training ng ganito para naman ma-enhance o madagdagan ang knowledge ko." Ang dali magsabi sa boss.

Ang advise ko is to have patience. Patience kasi ang promotion kasi hindi mo pwede madaliin. Though patient ka sa pag-aantay, you have to do something while you are down there sa line kasi siyempre dapat mag-exert ka rin ng efforts at willing ka rin to learn. Hindi puwede na mapunta ka sa mataas nang hindi ka familiarize sa sistema ng trabaho. Kailangan alam mo ang trabaho ng bawat isa. Makikita naman kasi ng mga boss ang initiative mo kung talagang karapat- dapat ka. Kung may ginagawa ka noong rank and file, sooner or later aangat ka rin kung talagang ikaw ay nagpupursige.

I believe in the little acts of kindness, dapat mayroon tayo lagi nito. Hindi ako naniniwala na kailangan ipakita ng tinulungan mo na naappreciate niya. If he or she will appreciate ang ginawa mo basta sa sarili mo alam mo na ang purpose ay tumulong lang, expecting nothing in return. Kahit hindi nga tulong, kindness lang puwede na. Puwede naman na hindi maging bastos. Puwede ka naman na maging magalang or magsabi ng 'thank you.' Ang sisimple pero ang effect sa iyo ay good vibes at less stress.

## Maria Angelita E. Gracia

CORPORATE FINANCE SERVICES CHIEF, BUDGET AND REVENUE DIVISION

I was able to join NIA through my mother who encouraged and enticed me to apply for a position in the Financial Management Department under Budget and Revenue Division. She advised me that my educational background fits the job and I have many opportunities for career development. NIA holds a soft spot in my heart and I have always loved NIA. My mother is a retired NIA employee. During my growing years, I was always exposed to the NIA environment that made me love it since I was a child. I have also found a family among my officemates and as to my job, I am very happy and fulfilled in every assignment given to me.

My responsibilities include close coordination of the Personnel Service (PS) Requirement especially of casual personnel and preparation of Project Profile and Registry of Allotment, Obligation, and Disbursement. I also provide assistance in preparing of DBM Forms, BURs and ASAs. The challenges we usually encounter at work are the deadlines of the voluminous reports from time to time. We coped with those challenges by exercising patience, determination and focus on our job. I believe that in every work environment there will always be some work-related or personal issues that will arise at some point of our career. However, with due understanding, patience and respect for each other, we can rise and succeed in hitting our targets and delivering our responsibilities.

My most memorable job experience at NIA is every budget preparation where we need to prepare and consolidate various budget forms for submission to DBM.

NIA provided me with opportunities and experiences that molded me into a person I am now, ready to embrace responsibilities with commitment and dedication and drive to do more of what is expected of me.

I will advise to the people who will be carrying my duties someday is just deal with every situation with patience, dedication and commitment.







## Carissa V. Calalang

CORPORATE BUDGET ANALYST, BUDGET AND REVENUE DIVISION

I learned of the job opening through Facebook. I have a friend that saw an opening from her friend or relative and she forwarded me the message. I sent my resume via e-mail then NIA contacted me and had me interviewed tapos 'yon tuluy-tuloy na. That time, I was looking for work kasi I came from a multinational bank tapos I rested for a while kasi I wanted to focus on my family and on my health. Perfect opportunity rin 'yong opening kasi noong time na iyon, parang I'm ready na rin to go back to work.

I stayed because one of the factors that I really considered is the location. I'm from Quezon City also, so mas madali 'yon commute, and the last time kasi na nagwork ako was in Makati. Pansin ko na mas maraming effort ang napupunta sa commute. Mas maganda iyong malapit so that I can focus on the work itself talaga, hindi 'yong mas pagod ako sa biyahe kaysa mas pagod ako sa work.

I am tasked to process BURs for Capital Outlay and MOOE (Maintenance and Other Operating Expenses). I review documents attached to the BUR to ensure that they are complying with what is required for payment. We need to check everything; everything should match and everything needed documents should be attached. Siyempre we need to ensure na kumpleto 'yon kasi we need to protect 'yong tao and especially the Agency from future hassles.

There are people who are difficult than others or sometimes there are people who challenge the rules that we have in place, but the more important thing is you try your best to make them understand the importance of compliance, of doing things right. I really do my best to explain and educate kung ano 'yon mga kailangan talaga so th at the next time that they will submit ang reimbursements or any documentation nila, smoother na ang processing. So hindi talaga siya challenge, it is really more of conscious effort, to be patient, tapos on my end, magawa talaga nang maayos ang pagreview. On both sides, mas madali for me and my customers. I would consider something memorable for me is I think the friendship that was built in SRIP. When we were there, you take it for granted the daily grind, the daily interaction. But when the Project Management Office was gone, tapos you don't get to see the people anymore on a daily basis, parang doon mo na-appreciate na memorable pala talaga the time na we spent na nagla-lunch, nag-iinteract, at nagwo-work together. Iyon talaga siguro ang memorable for me.

NIA's focus now is on its people. I noticed for the past years, especially with the pandemic that they really focus on the training. So maraming trainings talaga ang naibibigay for the people, all levels, tapos naka-specialize pa siya. Training is very important kasi, at any level, you need growth and training. One tool talaga for you to improve your skill.

With all the tasks that we are assigned dito sa NIA, kahit saang office, I think the best mindset is really to have a good attitude towards work and you really need to treat each other with dignity and respect at any level. Ang mindset na sinasabi ko ay 'yong tatanungin mo lagi, what is the right thing to do kasi it's a self-check na parang ito bang gagawin ko tama ba siya. Kahit gaano kasimple. Example na lang, magtatamad ka. Ano ang impact? Hindi ko na nga icheck-lahat, isang page na lang I'll check, hindi na the rest of the documents, so tama ba 'yon? 'Di ba hindi.?

You need to ask yourself what is the right thing to do and I think if you have a goal, everything that you are going to do should be in line with that goal. Kahit gaano kasimple ang goal mo like let's say gusto kong gumaling sa sakit na ganito, so what do you need to do ba? You go to the doctor, and you follow your doctor's order. Every little step that you do should be in pursuit of that goal.

## Shiela Alexis Marie C. Castillo

CORPORATE BUDGET OFFICER B, BUDGET AND REVENUE DIVISION

'Yong tito and tita ko sa NIA rin nagtatrabaho pero sa regions sila. Since nandito naman ako sa Manila nakatira, dito ako nag-apply. Wala akong particular agency na gustong pasukan. Ang sa akin lang, practicality siguro kung ano mauna tumanggap sa akin, iyon ang tatanggapin ko.

I am involved in budget preparation. Ako po ang nagco-consolidate ng budget per region/project and different departments dito sa Central Office. Ako din po ang gumagawa ng ibang report na pinapasa natin sa other oversight agencies like DBM, DOF, and the like. Mayroon din akong hawak na foreign-assisted project, which is the Chico River Pump Irrigation Project. Ako nagpro-process ng mga billings and the like of the said project. Ang challenges ko siguro ay kapag nagkasabay-sabay na may kailangang ipasa sa other oversight agencies.

Masaya kapag may mga event dito sa office ang happy lang. Solid ang camaraderie among employees.

Dito sa Division naman, lahat po kami ay pinapadala sa seminars and trainings. Equal opportunity po binibigay sa amin kahit iba't ibang SG (Salary Grade) po kami.

Work diligently, efficiently, and effectively pero huwag mo pa rin kakalimutan na mayroon ka pa ring life after work. Huwag kang tumigil sa ginagawa mo hanggang hindi mo naabot 'yong gusto mo. Kahit mahirap kasi baka malapit ka na pala sa finish line bigla ka tumigil sayang naman.





## *Helen T. Laoyan*

**DIVISION MANAGER, BUDGET AND REVENUE DIVISION**

When I finished college, I had no money to review for the board exam since my father was already, by then, a retiree of Philex Mines so I decided to look for a job and so I prepared eight application letters one day after a few months of doing odd jobs here and there like assisting a friend in her clerical work and doing errands for a cousin who was working in a clinic. The last agency that I applied in was NIA. It was a friend who informed me that NIA was in need of accounting personnel. The NIA Office to which I submitted my application letter was the Benguet Provincial Irrigation Office (BPIO) but since I was late for the examination because I chose to take another examination in another office which was of the same schedule, I was told to apply at the Regional Office instead since it was also looking for Accounting graduates. The Secretary in the BPIO was even the one who changed my application letter since I requested her to do so saying that I had no computer at home. I submitted my application letter at the Regional Office on that same day since it is located in the same compound. I remember that the then Acting Manager for the Administrative and Finance Division, Mr. Arthur Garcia, was very happy that somebody applied and so he immediately gave me some test papers for me to answer. I was surprised though because the questions were about English grammar and not about Accounting.

Due to the scarcity of funds then, I started as a Utility Worker but doing Accounting works. There was only one accountant in the office and he handles all the funds such that when he learned that I just finished my Accounting degree, he gave me various accounting tasks. The first job that he gave me was the preparation of Bank Reconciliation Statements. It was quite difficult given that it was the first opportunity for me to distinguish theory from reality. Before I took the board examination and became a CPA myself, said accountant left us for COA. When I passed the Board Examination and was promoted to Corporate Accountant, I really had to step up to the challenge of accounting for the financial affairs of NIA-CAR.

For more than 20 years, I headed the Finance Section of our office. In the field office, the Finance Section is more oriented with Accounting because the real budget preparation is done at the Central Office and the one we prepare at the field office is just a drop in the bucket, thus, when I transferred to the Budget and Revenue Division of the Central Office, it was really quite challenging. The processing of payment of all financial transactions starts at the Budget Division so we have to be wary in order to safeguard the resources of the government. To the extent that we can, we look into the legality, regularity, necessity and reasonableness of our transactions. We are very grateful to the other sectors for lending us a hand on matters that are beyond our knowledge or expertise. Sometimes, though, due to our intention of protecting the interest of the government, some employees think that we are insensitive to their needs. Personally, we should look into the long-term benefits of both the hand that feeds us and ours, not just a one-way traffic. As John F. Kennedy said in his historic inaugural address to the American people, "Ask not what your country can do for you – ask what you can do for your country."

Unforgettable Experiences. We had a project in the Cordillera when I was practically new in NIA funded by the ADB. It was called Cordillera Highland Agricultural Resources Management Program or CHARMP spearheaded by the Department of Agriculture and there was an irrigation component to it. In one ADB mission in Abra, little did we know that the stakeholders we were meeting with were actually NPA (rebels). It was only when we were returning to Bangued that somebody told us about it. I just do not know if the foreigners, consultants and directors knew but for us who were still young and inexperienced, it was really something unforgettable and quite appalling. Other unforgettable experiences include travels to our IMOs and satellite offices where we found ourselves in the middle of a storm along the way, and sometimes have to wait for hours or even days to pass through a landslide or cannot arrive on time due to a vehicle bog down or other reasons. These experiences, however, made us feel proud somehow that despite all odds, we are laying down our lives for the sake of public service.

Trainings. One of the trainings given by NIA was the that of procurement. NIA gave me the opportunity to undergo such training from which I have learned much which really helped me in the evaluation of documents being processed at our end. Other trainings pertain to our regular work and help us get updated with applicable guidelines, especially the new employees. Some of the trainings I really appreciate very much are the managerial and executive leadership trainings I get every now and then when management allows me to attend. These trainings help me greatly in the performance of my duties as a new manager.

A piece of advice to new employees, don't get discouraged if you are still in the lowest rung of the ladder. A fruit that gets ripe naturally and slowly is sweeter than that which gets ripe through other means. I started as a Utility Worker but I knew that I will not stay there forever because I knew in my heart that I have what it takes to move forward. It was just a matter of time. The secret is that even if you are down there below, you have to make yourself eligible and qualified because if the right opportunity for you comes and you are not qualified, then you have nobody but yourself to blame. Increase your value. A well-respected motivational speaker once said that success is something you attract by the person you've become. In short, what matters most is not what you get from your job or career but the person you become because that will determine the direction of your journey in life. So, never stop learning.