Christmas Message from Administrator Florencio F. Padernal

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

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

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

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

He enjoined every NIAn to unite, and like this year’s Christmas theme, “Masagana, Mapayapa at Masayang NIA” he conveyed that we should have peace. He then thanked and greeted everyone a Merry Christmas and Happy New Year. # - Maria Luisa A. Frias, PAIS, C.O.
“We have to be thankful for a project that helps a lot in increasing the income of farmers which is our ultimate objective,” said National Irrigation Administration (NIA) Administrator Florencio Padernal during the groundbreaking ceremony of the Magat River Irrigation System (MARIS) dam optimization project in Ramon, Isabela on November 4, 2014. The project is in collaboration with the SN Aboitiz Power-Magat Inc. (SNAP-Magat).

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

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

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

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

The project is seen to start January next year and is expected to be completed in 2016.0
The National Irrigation Administration (NIA) and Japan International Cooperation Agency (JICA) led the switching-on ceremony of the 45-kilowatt mini-hydro power plant along an irrigation canal in San Mateo, Isabela on November 4, 2014.

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

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

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

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

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

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

The NIA-MARIIS, through its Division II office, will be operating and maintaining the new facility. #
The recent meeting between the National Irrigation Administration (NIA), National Commission on Indigenous Peoples (NCIP), LGU officials, and the Bugkalot Confederation on December 3, 2014 ended with a positive note as Dr. Florencio F. Padernal took on the lead in clearing the path to resolve issues regarding the tribe’s claims.

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

According to a statement from the Bugkalot Confederation dated November 18, 2014, the 10% environmental water release from dam weirs required as per NWRB Resolution 01-0901 dated September 24, 2001 was ignored resulting to the drying up of the Casecnan and Taan rivers thus affecting the aquatic resources of the rivers and sacrificing the livelihood of many Bugkalot tribesmen.

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

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

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

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

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

Qualified and Equipped

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

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

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

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

Plans for the the Administrative and Finance Sector

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

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

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

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

‘Human resource is NIA’s best asset’

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

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

Lionel G. dela Cruz, PAIS-CO

LA ESTRELLA GUÍA: NIA’S NEW GUIDING STAR

NIA CURRENTS | VOLUME 18, NO. 6, 2014
in the IA functionality from 91% in 2009 and 97% in 2013; and 3) satisfactory implementation and quality of 111 completed and 20 ongoing civil works contracts. Thirty-nine (39) out of 43 Core B and two of the 15 Core A systems are completed. Over-all accomplishment of civil works is 46.35%. Disbursement and utilization rate improved to 50% and 40% from 41% and 31%, respectively, during the last mission in May 2014. The implementation of Environmental and Social Safeguards is progressing well with 12 Resettlement Action Plans (RAPs) completed. Contractors Environmental Management Plans (CEMPs) are closely being monitored by the sub-projects and the Project Management Office (PMO). The mission commended the collaborative efforts of PIDP, Central Office IDD, and CORPLAN- MID for the development of IA Computerized Database System, a user-friendly tool designed to improve the agency’s database management program. The continued monitoring on gender-related issues in the PIDP covered IAs in compliance with GAD Framework and Manual are likewise supported and recognized by the mission. Furthermore, seven out of eight studies/consultancy services had been completed. Two additional studies: a) Review of NIMF; and b) Preparation of the Ten-Year Irrigation Development Master Plan and NIA Corporate Plan (2016-2025) are being procured by the project. Over-all, the project’s physical and financial accomplishment is 58% and 50%, respectively.

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

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

The Tenth Implementation Support Mission ended with a Wrap- Up Meeting on November 21, 2014 with the presence and support of the Acting Deputy Administrator for Engineering and Operations Eradolfo B. Domingo, Deputy Administrator for Administrative and Finance Estrella E. Icasiano, Department and Division Managers, and representatives from oversight agencies (DBM, NEDA and OPAFSAM). WB Task Team Leader Maria Theresa G. Quinones and the team members presented their mission findings and expressed appreciation for the active participation of NIA Central Office, Field Offices, Project Affected People, IAs, and the oversight agencies. In response, the NIA Senior Officers informed that they are glad with the positive evaluation results of the mission. Deputy Administrator Icasiano added, “The performance reflects the concerted efforts and dedication of the project implementers towards achieving its project development objectives.”
Administrator Florencio F. Padernal talks with the Ibato Farmers Irrigators Association headed by its president, Mr. Clemente Paduga, during his visit at Ibato-Iraan SRIP, Aborlan, Palawan in November 2014. He advises the IA to carefully inspect and observe the on-going construction of the reservoir.

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

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

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

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

NIA CURRENTS | VOLUME 18, NO. 6, 2014
The Participatory Irrigation Development Project (PIDP), in collaboration with IDD-Central Office and technical expertise of the CORPLAN-Management Information Division (MID) spearheaded by its Division Manager, Engr. Edita P. Ragodon, conducted 5 batches of Pilot Testing and Hands-On Tutorials on Computerized IA Database Management System (IA-DMS).

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

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

Perceived intricate as it is a new system, participants from Baras, Rizal requested for another session of seminar-workshop for the members of their Performance Management Team (PMT) to effectively cascade the SPMS to their colleagues.
The Undersecretary for Operations of the Office of the Presidential Assistant for Food Security and Agricultural Modernization (OPAFSAM), Madame Fredelita Guiza, was the subject matter expert at said activity. She was supported by the C.O. PMT and other C.O. staff who gave valuable inputs during the workshop.

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

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<thead>
<tr>
<th>Date</th>
<th>Participants</th>
<th>Venue</th>
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<tr>
<td>a) 17-19 November 2014</td>
<td>MRIIS and UPRIIS</td>
<td>Sta. Rosa, Nueva Ecija</td>
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<tr>
<td>b) 18-20 November 2014</td>
<td>CAR, Regions 1-3</td>
<td>Sta. Rosa, Nueva Ecija</td>
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<td>c) 26-28 November 2014</td>
<td>Regions 4a-5</td>
<td>Sta. Rosa, Laguna</td>
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<td>d) 1-3 December 2014</td>
<td>Regions 6-8</td>
<td>Cebu City</td>
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<td>e) 4-6 December 2014</td>
<td>Regions 9-CARAGA</td>
<td>Davao City</td>
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<td>f) 15 December 2014</td>
<td>Project Management Offices</td>
<td>Central Office, Quezon City</td>
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<td>g) 16 December 2014</td>
<td>Central Office</td>
<td>Central Office, Quezon City</td>
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It is expected that our Agency’s SPMS shall already be installed comes January 2015 as required by the CSC. By then, the PAR-MORE tool we used to accomplish will be scrapped and it shall be replaced by the forms called Office/Department/Individual Performance Commitment and Review (OPCR, DPCR, and IPCR).

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

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

Before the year ends, the Office of the Public Affairs and Information Staff headed by Department Manager Pilipina P. Bermudez facilitated a Seminar-Workshop on News, Feature, and Editorial Writing for Public Relations Officers (PROs) and designated PROs in three batches. The first batch comprised of participants from Regions 6, 7, 8, and 13 was conducted at Montebello Villa Hotel, Cebu City on October 27-30; the second batch came from Regions 9, 10, 11, and 12 was held at Road House Hotel, GenSan City on November 5-7; and, participants from Regions 4-A, 4-B, and 5 attended the last batch held in Puerto Galera, Mindoro Oriental on November 11-13, 2014. Other offices such as Regions 1, 2, 3, CAR, MARII, and UPRIIS have already benefited through the same seminar in 2013.

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

Continued on page 10
Improved public image is one of the aspirations of NIA Administrator Padernal which is included in his future actions for the agency. He aims to improve NIA’s public presence through maximized information campaign to increase awareness of general public about NIA’s plans and programs, initiatives and accomplishments. Dr. Padernal says that “through PAIS and its regional PROs, media practitioners will be provided with up-to-date and credible information for news publishing and broadcasting to project best image of the agency”, thus the conduct of this seminar workshop. XX

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

During the workshop, participants were given assignments and exercises to apply what they have learned in the seminar which include writing of news, feature, profile, editorial, and column. The workshop is indeed an intensive writing workshop where participants develop a range of skills, from writing to crafting an in-depth news feature.
The nationwide implementation of the Small Reservoir Irrigation Project (SRIP) is one of the major undertakings of the National Irrigation Administration (NIA). The main activities of SRIP are the construction of embankment dam & its appurtenant structures, construction of irrigation facilities, and pre-construction activities.

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

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

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

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

Topics introduced in the said event were: 1.) the use of Google Earth; 2.) GPS (Global Positioning System); 3.) My Tracks; 4.) Camera; and 5.) Ways to store data that are usually needed for this process.

The said seminar/training had two (2) batches. The first batch was held on September 1 – 4, 2014, with 27 participants composed of technical personnel from SRIP-PMO & Project Task Force. The second batch, on the other hand was held on December 1 – 4, 2014 with 25 participants composed of technical personnel from Regional Irrigation Offices / IMOs. The lecturers were PIDP Engineering Division staff namely: Engr. Juanito Perez, Division Manager; Engr. Emiliano Domagas, Principal Engr A; and Engr. Lazely Lacanlale, Supervising Engineer A.
The greatest glory in living lies not in never falling, but in rising every time we fall. "

What Went Wrong?

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

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

1. BODs are the concurrent ISF Collectors

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

2. Unauthorized Disbursement of Collection

Ever since the BOD members became collectors, the IA Treasurer was often overruled in his functions because unauthorized disbursements had already been done prior to remittance. For instance, there were collectors who purportedly ‘embezzled’ their collections to meet pressing needs. On the other hand, the Irrigation Manager is also getting money directly from each collector who has available collection for disbursement. He recorded the expense on his logbook but neglected to prepare the voucher. Transactions by the IA Treasurer for recording purposes, he had nothing to submit.

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

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

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

And that’s the game changer.

In one of their assessment meetings, Engr. Julieta M. Laxamana, Institutional Development Section Chief gave her two-cents worth of advice. “I challenged them to double their efforts so that they can equal, if not surpass, their previous performances,” she shared.

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

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

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

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

The dam and the facilities of Ganano I Communal Irrigation Project worth PhP 23,886,870.89 were turned over to the IA on September 29, 1991. Over the years, as Operation and Maintenance was in a smooth glide, the IA accumulated three hand tractors, mechanical drying facility, office and lot, backhoe, a horse, and 15 bikes. The horse is being used by the gatekeeper since the dam site is impossible to reach by motorcycle, especially during wet season, whereas the bikes were utilized by collectors to make the rounds to obtain amortization fees.

All is going well for a time. And so, in 2002, the IA received the “Most Viable Communal Irrigators Association” award. The Board of Trustees, together with its members, are in one accord, snagging the award two times more. Until the day the officers hastily decided to buy a second hand backhoe. Fiscal problems began to surface, and one problem led to another. Their performance plummeted down. The backhoe was more of a bane, rather than a boon. As to what happened, see boxed story.
The following are the winners of 2014 NIA In-House SPORTS FEST awarded during the Christmas Program on December 11.

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

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

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

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

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

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

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

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

- Isaiah 9:6

(FP30,000) - Office of the Deputy Administrator for Engineering & Operations, Engineering Department, and Operations Department

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

1st Prize

2nd Prize

“Thanksgiving Mass commenced the program with Fr. Daniel Allan Samonte as the celebrant...With him are the members of NIA C.O. Chorale Region 8 Manager Romeo G. Quiza, Senior Deputy Administrator Felix M. Razo, Jessy Mendiola, & Administrator Dr. Florencio E. Padernal”
Once more everyone is in harmony ready to join the competition, challenged to come up with the best presentation. Even with a short notice, heads of offices and employees from different sectors took time to practice and polish their talents in singing and dancing to prepare for the much-awaited sectoral presentation.

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

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

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

Consolation Prize (P10,000) - Office of the Deputy Administrator for Administrative & Finance, Administrative Department, and Financial Management Department

CO-Based Projects

P20,000

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

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

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

Speaking should come from the heart, full of “sincerity”. Find your comfort where you can really express your message to your listeners. This was what actually Mr. Danilo B. Carig, WRFO-B, did on his speech. And he surely captivated the hearts and attention of the MARIIS Division III employees and C1As with his words of wisdom…

“Kas maya nga agerserbi iti NIA naray daghati trabaho tapno intay magun-od iti napintas nga serbisyag, kangrunaan na iti pinakawanwan nga unpo nga panakansas iti paidunan (BILING isang employed nga nagsisilbi sa NIA, maraming trabaho ang dapat gawin para maabot ang mangandag serbisyag lalo na sa serbisyong patubig).


“Na dadduma gapu kadagitoy nga parparikot, kaya tayo pay nga papartaken iti alaw tapno maka-retiro tayo ket maliklikan tayo ti naryay a parikot (Minsal dahn sa mga problemang ito, gusto nating bumihi ang panahon para tayo ay makapag-retire at nang mawasan ang mga problema).

“Ngem kakabat, saan tay gayam nga maliklikan daghatoy, ta uray awan tayo iti serbisyag addu latta iti intay masagrap nga parikot. Sangwen tayo ngarud daghatoy nga parikot ket ibirukan tayo iti solusyon na ta kalpasan ti alaid naragsak tayo nga mangibaga nga ‘nakatulungan manen’ (Pero nga kapad, hindi pala natay kaay nga wala nga wasa nga tayo nga mangabag sa tayo iti serbisyag marami na pin tayong nakakaharap na problema. Harapan natin ang mga problema ta anapun nga solusyon, at sa pagtagatapos nga arow masasabi natin a sahagitar sa ‘Nakatulungan na naman ako.’)

“Iti parik-net nga tayo addu iti tallo nga talung-ging nga nakan nga intay imula iti kapas-nunatun tayo (Sa ating paninihilahilan may tatlong tungkin na dapat nating itinin sa ating isipan).

“Umuma, kas maya nga employed nga, masapul nga productive tayo. Mabilin nga dadduma ket buso nga saan tayo nga productive. Masansan koma nga intay imula iti pinanot tayo nga amin nga ar-aradim tayo ditoy NIA ket makatulungan iti pagadug-as ti ahensya nga tayo. Nga ti mahaybaybad kada tayo nga suweldo ket mayannatup iti nagapanaun nga tayo (Una, bilang isang employed dapat tayo ay produkto. Minsan tayo ay busy pero hindi malasabing tayo ay productive. Dapat nating inatim sa ailing isipan na ang aking ginagawa dito sa NIA ay makakatulungan sa pag-anang nga ahensya. Na nga inibaybayad sa ailing bilang ailing sweldo ay tumutumga sa ailing ginagawa).

“Maikadwa, kas maya nga employed masapul nga produkto nga tayo. Masapul nga naaurnos, unno ken adda kalidad na ti aradim tayo. Likikan tayo tayo sarita nga ‘Just to comply’ ngem saan met nga makatulong ta awan met kalidad na (Pangalawa, bilang isang employed kailangan tayo na aying produkto. Kailangan na mayos, tama at may kalidad ang ating ginagawa. Iwasan natin ang salitang ‘Just to comply’ na hindi naman nakakatulungan dahil wala naman itong kalidad).

“Maikatlo ket isu ti integrity wento kinapudno tayo iti serbisyag. Uray awan mangkita kada tayo nga boss ket nagtrabaho tayo iti unno. ‘Honesty is the best policy’, daytoy iti kapintasnas nga liniteng nga intay imula iti pananot tayo. Agbraha nga tayo nga napudno ta numan pay awan ti boss nga mangkita, ti Dios ket mak-tiktana ti nasayaagt nga ar-aradim tayo. (Pangalo ay aay tawag na integrity. Dahil wala nga naglaking sa a tinatapay tayo ay magagawa pa rin nga tayo. Dahil Diyo ay nakakakita ng aking ginagawa. ‘Honesty is the best policy’, ito aay pinakamagandang kasahian nga dapat nating itinin sa ailing isipan).

“Sapay koma katabas ta aqtimpyayo nga tayo nga magasun iti bisyon ken misyon nga NIA baahen kadagitoy naihay nga nakaahabon ‘productive, proficient ken integrity.’) (Sana mga kapad tayo ay magagulungan para maabot ang vision sa mission nga NIA sa pamamagitan nga pagiging ‘productive, proficient at integritry.’)

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