



NATIONAL IRRIGATION ADMINISTRATION

# NIA

CURRENTS

SEPTEMBER - OCTOBER 2011

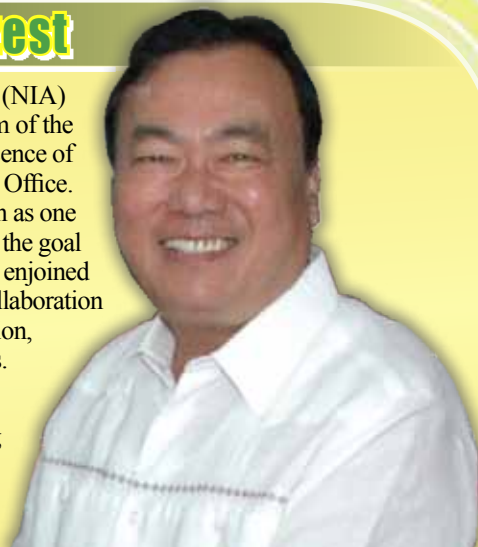


## ASN achieves first year of leadership with zest

Recognized for his remarkable contribution to the National Irrigation Administration (NIA) as a Hall of Fame awardee, **Engr. Antonio S. Nangel (ASN)** was chosen to take the helm of the irrigation agency. Engr. Nangel has taken oath of office as the Administrator before the presence of the *Department of Agriculture Secretary Proceso J. Alcala* on September 2, 2010 at the DA Office. Since then, NIA has never been the same with Administrator Nangel's leadership. Irrigation as one of the major inputs in rice production has posed an extra challenge for the Agency especially the goal of **rice self-sufficient Philippines** by 2013. Thus, upon assumption Administrator Nangel enjoined everyone to take active participation in attaining the Agency's mandate and to sustain the collaboration with various local government units, different government agencies involved in rice production, non-government organizations, government financing institutions, and irrigators associations.

On September 2011, Administrator Nangel reached the first year of his leadership with passion and zest to lead the Agency on a higher level. In his message during the flag raising ceremony, he acknowledged the team effort of each sector for the effective implementation of the projects, programs, and activities without which, accomplishments would not have been attained. He showed appreciation to each one who has given his best to make the past year productive not only for the people the agency serves but to the whole country as well. With the aim of empowering farmers through improved economic living, he reiterated his call to sustain the close cooperation with different government agencies, LGUs, government financial institutions, NGOs and the IAs.

*"In the coming years, we expect to meet more challenges. Kaya natin ito dahil alam ko kasama ko kayo, we are united by our objectives and commitment – ang mapabuti ang buhay ng mga magsasaka at mga empleyado ng NIA"* says Administrator Nangel.



## NIA Regional Managers Face Greater Challenges

By: Aubrey R. Sarmiento, PR Chief/PAIS

In the early stage of one's career, people usually strive for professional growth, promotions, rewards, recognition and wealth. In the later stages, they tend to shift their focus to a more significant and rewarding endeavour. NIA experts, our regional managers who proved themselves through decades of serving the public are now facing challenge that goes with authority and responsibility along with their desire to make enduring mark and leave a meaningful legacy.

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## ASN achieves first year of leadership with zest

### 1. Assessment and Direction Setting

As preparation for the tasks ahead, groundwork commenced with conferences and meetings that were conducted and attended by the members of Executive Committee, Project Managers, Regional Irrigation Managers, Operations Managers, Department Managers, central and field office Division Managers, and selected staff. The aim was to emphasize on the updates and directions of important issues such as the status of project implementation, the status of operations performance, rice self-sufficiency roadmap, ongoing rationalization plan, private-public partnership, and the administrative and financial management matters.

Series of workshops/seminars on engineering and operations were held to re-focus and strengthen the capabilities of field personnel critical in project implementation, pre-construction activities and monitoring, among others.

A result of assessment on project implementation caught the Administrator's attention where some targets for CY 2010 projects remained unmet, hence, he gave instructions to complete CY 2010 projects by April 30, 2011. The projects ordered to be completed based on category were: Rehabilitation of Existing Groundwater Pump Project (REGPP); Small Irrigation Project (SIP); Construction, Restoration and Rehabilitation of Existing National Irrigation Systems (CRRENIS); Balikatan Sagip Patubig Program (BSPP). With the instruction was a reminder that everyone must be diligent to work out on commitment in attaining the target of rice self-sufficient Philippines by 2013.

Conducted conferences and meetings were fruitful - overall activities of the Agency were assessed, remedial measures were provided to meet the commitments.



### 2. Sectoral Accomplishments:

**2.1 Engineering** –Concerted team effort was rewarded with the following accomplishments:

Particulars	AREA (ha)		
	July-December 2010	January-May-2011	Total
Area Generated	5,920	5,690	11,610
Area Restored	26,830	13,320	40,050
Area Rehabilitated	120,070	51,840	171,910

Major projects were completed such as Banaoang PIP in Ilocos Sur and Talibon SRIP in Bohol.

New projects for implementation were programmed in 2012 onwards, namely: Balog-Balog Multipurpose Project – Phase 2 in Tarlac; Malitubog-Maridagao Irrigation Project – Phase 2 in Cotabato and Maguindanao; Irrigated Rice Production Enhancement Project (IRPEP); Kulaman SRIP in Bukidnon and Pasa SRIP in Isabela, assistance from the Korean International Cooperation Agency (KOICA).

For CY2012, about P24.8B is allocated as direct cost in funding new areas for generation, restoration and rehabilitation of irrigation facilities.

Several Memorandum of Understanding (MOU)/Memorandum of Agreement (MOA) were signed for various programs and projects with KOICA, SN Aboitiz and Bureau of Corrections.

### 2.2 Operations

Joint efforts and good weather condition yielded good results

	Cropping Intensity (%)		Irrigated Area (ha)		Harvested Area (ha)	
	WS 2010	DS 2011	WS 2010	DS 2011	WS 2010	DS 2011
NIS	165	139	546,365	529,380	437,801	443,639
CIS	149	109	368,052	328,460	360,992	318,267
Total			914,417	857,840	798,793	761,906

### Improvement on System Operations

Improvements were achieved on systems operations, namely:

- Strengthened partnerships with Irrigators Association through the National Irrigators Association (IA) Congress and IA Cluster Consultative Workshop;
- Local Government Unit (LGU) partnership where irrigation development plans and programs elicited positive response from the executives of LGUs;
- Convergence Initiatives for Rural Development, an effective way of bringing the government to LGUs through consultations and discussions with all stakeholders;
- Promotion/introduction of Water Saving Technology (WST) in the field offices nationwide;
- The adoption of Quick-Turn-Around and ratooning to increase cropping intensity and cropping pattern for 3 rice harvest per year.





### 2.3 Administrative

To cope with the changing times and to uphold uniformity, efficiency and effectiveness in job performance, various trainings, conferences, seminars and workshops were conducted for personnel from various sectors. With the issuance of MC 35, s. 2011, NIA Provident Fund was established to benefit the regular employees by way of savings. From September 2010 to September 2011 the changing of guards occurred in two regional offices.

Region 6 has a new RIM, Engr. Gerardo P. Corsiga, as RIM Edilberto Lomigo retired. Region 13 has Acting RIM Alejandro L. Alberca following Engr. Democratico P. Grana, Jr.'s designation as the Officer-In-Charge of the Office of Deputy Administrator in Engineering and Operations Sector.

A new region, Region IV-B, was created through NIA Board Resolution No. 7678-11. The newly created region was envisioned to accelerate irrigation development in the island provinces of MIMAROPA. Engr. Conrado V. Cardenas, Jr. serves as the Interim Officer-In-Charge.

### 2.4 Finance

To enhance skills and enrich knowledge for improved performance, the management also considered incentives for its personnel. Thus, the Administrator led the approval for the payment of Collective Negotiation Agreement (CNA) given in September 2010, February 2011 and May 2011. On time payment of wages, salaries and bonuses nationwide were made. Alongside is the computerization of office systems and procedures.



## 3. Strategies

Administrator Nangel has adopted a strategy of "management by going around" and makes the service of the Agency visible and felt in the field level especially by the farmers. He has found this more effective to know personally the actual conditions in the field. This is also a way of reaching out to poor communities; the Agency's response to "bridging the gap, touching the heart" campaign of Secretary Proceso J. Alcala. His field visits are defining moments, such as:

**3.1** Administrator Nangel heard the farmers' testimony during field visit at Negros Oriental how the Calango Small Reservoir Irrigation Project (SRIP) made impact to their lives. That rice then was served for the sick only, now they could plant rice at least twice a year and plant vegetables year round. The excess harvest is sold in nearby municipalities. The farmers also shifted to organic fertilizer and increased their yield to 100-120 cavans/hectare/cropping season.

**3.2** How about the statement of the farmers, "may gobyerno pala", during the inauguration and turnover of the Minamaing Communal Irrigation System in Matalam, North Cotabato?

**3.3** The recent meeting with Governor Alfredo G. Marañon, Jr. of Negros Occidental was resulted to a fruitful one. The provincial government would provide counterpart funding of about 50% of P166-million worth of irrigation projects. The projects include repair and rehabilitation of 41 existing irrigation systems in six districts of the province. The commitment of Negros Occidental on agricultural productivity is but a reflection of the Agency's effort to accomplish rice self-sufficiency.

**3.4** The efforts of the members of ALISA Irrigators Association in Alubijid, Misamis Oriental, who painstakingly make their own organic fertilizer from banana peels, rice stalks and other materials available in their surroundings. They also produce indigenous micro organism to hasten decomposition of materials. Using organic fertilizer, their expenses have reduced and profits have maximized. The farmers said they have harvested 100-120 cavans per hectare. This could be replicated nationwide.







## M.T.G. PLIVIRISCAF IA, INC., the youngest Irrigators' Association to prevail as one of the "Most Outstanding IAs 2010 NIS Category"

Organized in December 2006, M.T.G. PLIVIRISCAF of UPRIIS, Division V, Muñoz, Nueva Ecija is the youngest Irrigators Association awarded as the 2010 Most Outstanding IA in the NIS category beating all other IAs nationwide and ranked equal with Balisong San Vicente IA of Cabayangan, B.E. Dujali, Davao Del Norte.

The name carrying the 2010 IA prestigious award is an acronym of city, towns and barangays covering 1,336 hectares new area through the Casecan Multipurpose Irrigation and Power Project (CMIPP).

Starting its operations in 2008, this award winning IA has a net worth of P'2,178,959.35 fixed and movable assets. With the kind of leadership they possess, combined with their determination to expand their network, more blessings are drawing near to compensate their hard work.

Serving around 1,313 farmer beneficiaries, M.T.G. PLIVIRISCAF IA, Inc. ventured in rice seed production and marketing, agro-chemical and fertilizer distributorship, was granted with 7,000 tilapia fingerlings by Bureau of Fisheries and Aquatic Resources and a flatbed dryer worth 850 thousand pesos by the Department of Agriculture.

Based on the submitted O&M performance report, from dry season of 2008 up to dry season of 2011, the IA exceeded their programmed area for irrigation, attained more than 100% of their collectibles and already received an incentive of P'4,886,467.05 from the actual ISF collection. An evidence of their seriousness to support the agency's commitment to uplift the living condition in the rural areas through irrigation development and to achieve rice self sufficiency for the country.

Cropping Season			
Area	2010		2011
	Dry	Wet	Dry
Designed	1,336	1,336	1,336
Programmed	1,210	1,210	1,210
Irrigated	1,349	1,280	1,425
Collection			
Target	3,422,793.00	2,095,913.00	3,165,603.21
Actual	3,420,332.00	2,100,222.00	3,191,006.50
Efficiency (%)	99.93	100.21	100.80
IA Incentive	1,052,601.89	715,362.61	1,082,655.91



### Awards Received:

2010 Most Outstanding IA, NIS Category - National Level  
 2010 Most Outstanding IA under IMT - UPRIIS  
 2010 Most Outstanding IA under IMT - UPRIIS, Division V  
 2010 Top Irrigators' Association - UPRIIS  
 2010 Best IA in Systems Operations, Dry Crop - UPRIIS, Division V  
 2009 1st Runner-up, Most Outstanding IA, NIS Category - National Level  
 2009 Top Irrigators' Association - UPRIIS  
 2009 Best IA in Systems Operations - UPRIIS  
 2009 Best IA in Systems Operations, Wet Crop - UPRIIS, Division V

### Key Officers:

#### Board of Trustees

**Chairman** - Pio C. Floresca  
**Vice Chair** - Nestor Bernardino  
**Secretary** - Reynaldo Urbano  
**Auditor** - Jimmy G. Lata

**Eugenio O. Conde, Jr.**

*Manager, Division V - UPRIIS*

### IA Management

**President** - Marcelo M. De Vera  
**Vice Pres.** - Eddie N. Lomboy  
**Secretary** - Perry Frank Arenas  
**Treasurer** - Ariel B. Dolores  
**PROs** - Alberto Pascual, Eduardo Fronda, Dionisio Santos Jr., Petronilo Nolasco, Nilo Gaston, Juanario Busania, Yolly Pequena, Leopoldo Cargamento, Arnel Lacibal



*"This is the day which the LORD hath made, we will rejoice and be glad in it."  
 Psalms 118:24*

Birthdays become more memorable and special when celebrated with friends and loved ones. On September 20, 2011 NIAs are in celebratory mood for DPG has celebrated his 65th birthday. Of course, DPG is the amiable OIC Deputy Administrator for Engineering and Operations Democrático P. Grana, Jr.. His special day starts with mañanita accorded by the NIA Catholic Community, followed by a blessing of his office. With a grateful heart for reaching another milestone in life, friends, colleagues and family joined Engr. Grana in the celebration of Thanksgiving Mass officiated by Fr. Reds Domino, SVD. Mrs. Precy Grana, a former NIAN, and children joined Engr. Grana in receiving well wishers. Friends and colleagues were ushered to a sumptuous lunch served in his office and at the NIA Penthouse.



# NIA Regional Managers Face Greater Challenges

From page 1

In life, change is really inevitable, the only thing that is constant is the love of our Creator. With this, our regional managers welcome their new assignments like good soldiers anticipating to win their challenges ahead for a better and greater purpose—staple food sufficiency for the country.

This challenge encompasses change both in the structure and process since every manager has his own leadership style, everyone is affected for the better; for we have to perceive change as an opportunity rather than an obstacle.

With the capability of our regional managers, familiarization is no longer an issue, since every NIA office in the country is a home to all. Importantly, this change can maximize their full potentials, skills and experiences by establishing new and stronger relationship with our partner irrigators. Then they move from success to significance, going their way toward building a lasting legacy.

## PIAG AND NIA'S COMMITMENT

The creation of Project Inspectorate and Advisory Group (PIAG) under Memorandum Circular No. 47, s. 2011 will satisfy the need to monitor the interventions, policies and all the necessary actions for the success of NIAs commitment to Food Staple Sufficiency Roadmap (FSSR). PIAG shall handle Project Inspection and Validation (PIV) tasks.

## PIV FRAMEWORK

Government's Food Staple Sufficiency Roadmap (FSSR) 2011-2016 targets full rice self sufficiency at the end of 2013.

NIA gets the greater pie (67%) of the rice budget of the FSSR—signifying heavy dependence on the impact of irrigation development.

Following the realization of the desired area for generation, restoration and rehabilitation, is a crucial need to consequently increase the irrigated area, cropping intensity, and palay yield to improve farm income and uplift farmers lives.

Program Objectives—to decisively coordinate with project executors to achieve accurate status reports, to oversee extent of our accomplishments, review strategies and priorities and to immediately recommend solution to the problems that will emerge along the way.

Implementation Mechanics—creation of PIAG, to function independent from other units and shall report directly to the Administrator.

- conduct orientation/briefing/workshop on execution strategies, project validation and intervention.

Based on the memorandum submitted to NIA Board by the Hon. Secretary Proceso J. Alcala on September 5, 2011, NIA Board Resolution No. 7709-11 s. 2011 was signed indicating the reassignment of sixteen NIA officials to other regional offices and RSSP area.

Regional Manager	Present Station	New Assignment
1. Manuel L. Collado	Regional Manager Reg. 3	Regional Manager, Reg. 1
2. Helys S. Bermudez	Division Manager A, Reg. 1	OIC Operations Manager, MARIIS
3. Reynaldo D. Puno	Operations Manager, UPRIS	OIC Regional Manager, Reg. 3
4. Josephine B. Salazar	Division Manager A, UPRIS	OIC Operations Manager, UPRIS
5. Romeo R. Añonuevo	Division Manager A, Reg. 4 A	OIC Regional Manager, Reg. 4
6. Alejandro L. Alberca	OIC Regional Mgr., Reg. 13	OIC Regional Manager, Reg. 9
7. Modesto G. Membreve	Regional Manager, Reg. 7	Regional Manager, Reg. 13
8. Diosdado A. Rosales	Division Manager, Reg. 7	OIC Regional Manager, Reg. 7
9. Julius S. Maquiling	Regional Manager, Reg. 10	Regional Manager, Reg. 11
10. Felix M. Razo	Regional Manager, Reg. 11	Regional Manager, Reg. 10
11. Amadeo R. Montejo	Division Manager, Reg. 8	OIC Project Manager, HCAAP

*People come and go, lists of the wealthiest and most powerful people change each year. The most advanced cars and newest technological gadgets we acquire become junk before we know it. But a life invested in another life never grows old, gets out-dated, or loses value, it has a perennial effect—even for generations yet to be born. (Robert J. Tamasy, What Makes a Winner Book3)*



RSSP Area Manager	Present Station	New Assignment
1. John N. Celeste	Regional Manager, Reg. 1	RSSP Area Monitor, Northern Luzon
2. Mariano G. Dancel	Operations Manager, MARIIS	RSSP Area Monitor, Southern Luzon
3. Efren S. Roqueza	Regional Manager, Reg. 4-A	RSSP Area Monitor, Visayas
4. Alberto B. Lacuaren	Regional Manager, Reg. 9	RSSP Area Monitor, Mindanao
5. Reinerio E. Irinco	Project Manager, HCAAP	RSSP Staff, Office of the Administrator

## PIAG TASKS

- Formulation of assessment template and practical/effective methodology for performance validation/operations intervention
- Presentation of findings and constant collaboration with Program Management Committee (PMC), RIOs, IMOs, ISOs and staff of PMOs for a balanced and deliberated approach in operations and construction activities. Consequently, to ascertain adoption of efficiency-enhancing strategies and other procedural interventions to ensure validity and legitimacy of the process involved.
- Review O&M plans and assessment of inactive/delisted serviceable area for restoration to increase irrigated and harvested area.
- Recommend solution to identified constraints in project development, execution and operations.
- Facilitate proposal for the grant of awards and recognition to best performing RIOs, PMOs and IMOs.

## COMPOSITION

Four (4) sub-groups: PIAG Northern Luzon (CAR, Regions 1, 2 & MARIIS), PIAG Central/Southern Luzon (Regions 3, 4A, 4B, 5 & UPRIS), PIAG Visayas (Regions 6, 7 & 8), PIAG Mindanao (Regions 9, 10, 11, 12 & 13) with four (4) members each, (1) Chief Associate Project Officer, (3) Associate Project Officers





# NIA Penthouse

## Ceremonial Ribbon Cutting & Blessing



Ceremonial Ribbon Cutting headed by Guest of Honor Usec. Antonio Fleta of the Department of Agriculture and NIA Administrator Antonio S. Nangel with Deputy Administrator Democratico P. Grana, Jr., ARDOMA President Vicente E. Galvez and Project Managers' Society President Vicente R. Vicmudo, Regional Managers, Project Managers and Central Office Staff

Upon seeing the splendor of NIA penthouse, what was your first impression? What exactly came out of your mouth? It's a "wow!". Then you will recall, what was it like before the construction? Followed by a realization that everything can be transformed for a better and greater purpose. It only takes planning, funding and a determination to finish what was started.

**Worth** invested to any undertaking is usually based on "who" will benefit from it, since we consider the people who will stay in the place as important, it was made as complete and comfortable to serve its purpose, a place for work and rest. Just like our irrigation projects to benefit our farmers, we do our best to deliver what is due to them, fields with a complete facilities and enough water supply to profit the land tillers, their families and the whole country as well.

**Beauty** of the penthouse has put NIA into a different level of innovation, try to compare the design of our typical old guesthouse in the field office with this hotel/resort type homey environment. The common perception of an old, dark and dusty NIA guesthouse and training centers where some disturbed spirit seems to get your attention, is now being transformed into a modern-day, state of the art structures like the Benigno Aquino Farmer's Training Center of UPRIS in Cabanatuan City.

**Comfort** brought by own home from the receiving and dining areas, kitchen, bedroom and bathroom facilities, up to the spacious function hall for conferences and gatherings suggest to show an act of kindness and to treat everyone as family, a place to plan together, serve as inspiration to others or draw strength from one another other specially in facing the challenges that work demands.

**July 12, 2011** — Solemnized by Rev. Father Reds Domino, NIA Central and Field Office's officials were gathered for the momentous blessing and inauguration of the most anticipated NIA Penthouse. NIA Administrator Nangel says "the value, beauty and comfort of this penthouse serve as a replica of a strong, solid and serious leadership of all Regional and Project Managers toward the successful completion of our commitment to rice self sufficiency program." In this penthouse, new programs will be formed and realized, relationships will be rekindled and various victories will be celebrated. As a young NIAns I can proudly tell the generations to come that, this was built through the initiatives and efforts of these experienced and good-looking managers whose portraits are arranged like courageous soldiers, hanging steady in the dainty wall.

ARS/PAIS







## Disaster Prevention and Participatory Irrigation Management in Japan

By: Popsmarie S. Dadea, PAIS



National Irrigation Administration (NIA) with its primary goal of achieving the optimal and diversified utilization of water by undertaking integrated irrigation projects keep on striving to learn and gather information on what are the trends and developments in the field of irrigation, thus when the Japanese Institute of Irrigation and Drainage (JIID) organized a Seminar on Participatory Irrigation Management (PIM) and Disaster Prevention Measures, some of its top officials attended the colloquium.

NIA Senior Deputy Administrator, Engr. Antonio A. Galvez together with NIA Consult Vice-President for Operations, Mr. Caesar G. De Guzman; Philippine National Committee of ICID Vice-Chairman, Engr. Dominador D. Pascua; and NIA Regional Irrigation Manager (Region VIII), Dr. Romeo G. Quiza attended the seminar on PIM and Disaster Prevention Measures organized by JIID last September 5-10, 2011 at Tokyo, Japan. JIID invited officials from different countries who are all engaged in PIM and Disaster Prevention Measures,

When people speak of "Participatory Irrigation Management" they are thus usually referring to a change in the level, mode or intensity of such participation that would increase farmer responsibility and authority in management processes. Their participation in irrigation management may be in various system management functions and levels which includes the planning, design, operations, maintenance, rehabilitation, resource mobilization and conflict resolution. For the government authorities to help the farmers and water users to the best of their abilities, being aware of other country's customs and practices in participatory irrigation is very beneficial.

Senior Deputy Administrator Galvez and Dr. Quiza presented the Participatory Irrigation Management: Southern Philippines Irrigation Sector Project (SPISP) Can-asujan Small Reservoir Irrigation System, its profile, strategic management process, PIMT process, SPISP concepts and requirements, achievements, lessons learned and a video documentary. With Senior DA Galvez vast scope of knowledge in the overall direction and control of all irrigation development aspects, it became a perfect opportunity to share it with other people that are also involved in irrigation, in this instance, the participatory irrigation management. Being an engineer, Senior DA Galvez and Dr. Quiza tackled the PIM simply because they know the importance of farmer's participation in irrigation development that in one way or another add some perspective and integration to their technical orientation and institutional knowledge. Also an engineer, Mr. Pascua's presentation was concerned on the Participatory Irrigation Management in the Philippines, its legal framework, types of irrigation systems and a case in PIM: Balisong San Vicente Irrigator's Association, Inc. (BASIA).



## Project Negotiation in Seoul, Korea

NIA Administrator Antonio S. Nangel attends the negotiation of proposed Bohol Northeast Basin Multipurpose Dam Project and Malinao Dam Upgrading Project on October 23 to 27, 2011 in Seoul, Korea.



NIA Administrator Antonio S. Nangel with Region 13 Manager Modesto G. Membreve, Bohol Congressman Erico B. Aumentado and other Officials from Finance and Energy of Korea



Administrator Antonio S. Nangel meets the Philippine Ambassador to Korea Luis T. Cruz

## Pump Irrigation Orientation in China



Photo shows the officials of China CAMC Engineering Co., Ltd and NIA delegates to the Orientation on Pump Irrigation and Power Generation held in Beijing, China. From left, Annabel Landicho, Julieta V. Dumanan, Mrs. Gorospe, Gertrudes Viado, Pilipina P. Bermudez, Project Manager Santiago P. Gorospe, Jr., Mr. Liu Sheng Cheng, Project Manager Reynaldo C. Mencias, Richard Zheng, Alexander Oandasan, Milo Landicho, Rafael Caramat, Jr. and Mr. Wang Ting Fu





# Meet the newly appointed NIA officials...

**ROBERT C. SUGUITAN** born in Dingras, Ilocos Norte on November 20, 1948

Profession: Civil Engineer; Career Service Executive Eligible (CSEE)

Previous Appointment: Department Manager, Internal Audit Services, NIA Central Office, Quezon City

Career Milestone:

Assistant Project Manager B, Casecnan Multipurpose Irrigation and Power Project (1999-2009)  
Project Management Officer A, Special Project Staff-Project Development and Implementation (1991-1999)  
Principal Engineer A, Special Project Staff-Project Development and Implementation (1990-1991)  
Supervising Engineer A, UPRIS, Cabanatuan City (1989-1990)  
Supervising Engineer B, UPRIS, Cabanatuan City (1982-1989)  
Supervising Engineer B, Upper Pampanga River Integrated Irrigation Systems-D4 (1980-1981)  
Supervising Specification Construction Engineer, UPRIS—D4, (1975-1980)  
Engineer Trainee, Upper Pampanga River Project (1971-1974)  
Engineer Trainee, Upper Pampanga River Integrated Irrigation Systems-D4 (1974-1975)

Educational Attainment: Master in Management, College of the Immaculate Conception (2000-2001)

Master in Management, Philippine Christian University, Manila (1994-1996)

Bachelor of Science in Civil Engineering, Mapua Institute of Technology, Manila (1964-1970)

Awards and Recognitions: Various recognitions and commendations for being the Resource Speaker in Contract Works, Project Inspection and Supervision, Construction Management, Systems Operation and Maintenance, Irrigation Water Management and Internal Audit Procedures

ACTING DEPUTY ADMINISTRATOR  
ENGINEERING AND OPERATIONS



**DEXTER G. PATROCINIO** born in Polo, Tanjay City, Negros Oriental on July 21, 1954

Profession: Civil Engineer

Previous Appointment: Division Manager, Engineering and Operations Region 7, Tagbilaran City, Bohol  
Concurrent Manager, Negros Oriental—Siquijor Irrigation Management Office, Sibulan, Negros, Oriental

Career Milestone:

Provincial Irrigation Officer, Negros Oriental Provincial Irrigation Office (1989-2010)  
Assistant Provincial Irrigation Officer, Negros Oriental Provincial Irrigation Office (1986-1989)  
Project Engineer, Negros Oriental Provincial Irrigation Office (1977-1986)

Educational Attainment:

Master in Public Management, Negros Oriental State University, Dumaguete City, Negros Oriental  
Bachelor of Science in Civil Engineering, Siliman University, Dumaguete City, Negros Oriental

Awards and Recognitions:

Most Outstanding Provincial Irrigation Officer, CY 1989 to 2007; Provincial Irrigation Officer, CY 1994 to 2007  
Completed Training and Design, Asian Institute of Technology;  
Training on Effective Irrigation Manager, Southampton University, England

ACTING DEPARTMENT MANAGER  
OPERATIONS DEPARTMENT



**DIOSDADO A. ROSALES** born in Manduae City, Cebu on October 8, 1960

Profession: Civil Engineer and Junior Geodetic Engineer

Previous Appointment: Division Manager, Administrative & Finance Region 7, Tagbilaran City  
and Concurrent Manager of Bohol-Cebu Irrigation Management Office, Cebu City

Career Milestone:

Provincial Irrigation Officer I, Cebu Provincial Irrigation Office (2005-March, 2009)  
Assistant Provincial Irrigation Officer, Cebu Provincial Irrigation Office (1990-2005)  
Senior Engineer A, Communal Irrigation Development Project (CIDP), NIA C.O. (1986-1990)  
Project Engineer, Cebu Provincial Irrigation Office (1982-1986)

Educational Attainment:

Doctor in Management, University of the Visayas, Cebu City (Compl. 36 Units Academic Reqs 1998-1999)  
Master of Science in Management Engineering, University of the Visayas, Cebu City (1997-1998)  
Bachelor of Laws, University of the Visayas, Cebu and San Sebastian College, Manila (31 Units 1985-1987)  
Bachelor of Science in Civil Engineering, Cebu Institute of Technology, Cebu City (1977-1981)  
Consistent Honor Student from Elementary to High School

Awards and Recognitions:

Noteworthy and Exemplary Performance, CY 2002 & 2004 and Most Outstanding Provincial Irrigation Officer, CY 2006 to 2010

ACTING REGIONAL MANAGER  
REGION 7



**AMADEO R. MONTEJO** born in Palo, Leyte on January 27, 1950

Profession: Civil Engineer

Previous Appointment: OIC, Samar Irrigation Management Office, Catbalogan, Western Samar

Career Milestone:

OIC, Northern and Western Irrigation Management Office, Catbalogan, Western Samar (2011)  
Provincial Irrigation Officer, Western Samar Provincial Irrigation Office (2001-2011)  
Provincial Irrigation Officer, Eastern Samar Provincial Irrigation Office (1987-2001)  
Provincial Irrigation Officer, Northern Samar Provincial Irrigation Office (1980-1987)  
Project Coordinator, SIRDP (1987-1989)

Educational Attainment:

Master in Business Administration, International Academy of Management & Economics, Makati (2009-2011)  
Bachelor of Science in Civil Engineering, Divine Word University, Tacloban City (1969-1974)

Awards and Recognitions:

Most Outstanding Provincial Irrigation Officer, CY 2007 to 2008

ACTING, PROJECT MANAGER  
HCAAP





# Meet the newly appointed NIA officials...

**JOSEPHINE B. SALAZAR**, the First Female Operations Manager born in Cabanatuan City on March 19, 1963

Profession: Civil Engineer

Previous Appointment: Division Manager, Division III, UPRIS, Cabanatuan City, Nueva Ecija

Career Milestone:

Principal Engineer C, Division III, UPRIS, (February 26, 2009 to June 28, 2009)  
Supervising Engineer, Division III, UPRIS, (March 24, 1999 to February 25, 2009)  
Sr. Engineer A, Upper Pampanga River Integrated Irrigation Systems (March 1, 1995 to March 23, 1999)  
Engineer A, Upper Pampanga River Integrated Irrigation Systems (July 1, 1989 to February 28, 1995)  
Engineer B, Upper Pampanga River Integrated Irrigation Systems (August 1, 1987 to June 30, 1989)  
Engineer A, Upper Pampanga River Integrated Irrigation Systems (October 1, 1986 to July 31, 1987)

Educational Attainment:

Master in Regional Development, University of Queensland, Australia (2003-2004); Master in Business Administration, Pamantasan ng Araullo, Cabanatuan City (1987-1989); Bachelor of Science in Civil Engineering, Central Luzon Polytechnic College, Cabanatuan City (1979-1984)

Awards and Recognitions:

UPRIS CY 2010 Best Division, Best Maintained, Most Viable Irrigation Management Office, Highest Back Account Collection and Top Grosser Best Managed Frontline Irrigation Service Award, CY 2010; Most Outstanding Frontline Irrigation Manager of the Year, CY 2010 Most Outstanding Irrigation Management Officer, CY 2009

**ACTING OPERATIONS MANAGER  
UPRIS**



**HELSY S. BERMUDEZ** born in San Manuel, Pangasinan on November 10, 1951

Profession: Civil Engineer

Previous Appointment: Division Manager, Pangasinan IMO

On a concurrent capacity, Engr. Bermudez supervises the construction of Small Reservoir Irrigation Project (SRIP). As of date, one SRIP was completed – ACOP SRIP in Rosales, two ongoing – Masidem SRIP in Bani and San Angel SRIP in Rosales, all in Pangasinan

Career Milestone:

OIC, Engineering and Operations Division (March 2009 to Dec 31, 2010)  
Provincial Irrigation Officer III, Pangasinan Provincial Irrigation Office (January 1, 1991 to Feb. 28, 2009)  
Principal Engineer C, Pangasinan Provincial Irrigation Office (July 01, 1984 to Dec. 31, 1990)  
Sr. Engineer B, Regional Office, Region 1 (Oct. 01, 1980 to June 30, 1984)  
Sr. Irrigation Engineer, Regional Office, Region 1 (July 20, 1976 to September 30, 1980)  
Irrigation Engineer, Regional Office, Region 1 (Feb. 01, 1975 to July 19, 1976)  
Assistant Irrigation Engineer, Regional Office, Region 1 (Oct. 01, 1974 to January 31, 1975)  
Junior Civil Engineer, Regional Office, Region 1 (June 17, 1974 to September 30, 1974)  
Civil Engineering Aide II, Regional Office, Region 1 (Sept. 10, 1973 to June 16, 1974)

Educational Attainment:

Master in Development Management, Pangasinan State University, Pangasinan  
Bachelor of Science in Civil Engineering, University of Baguio, Baguio City

Awards and Recognitions:

Most Outstanding Provincial Irrigation Officer (1984 to 2007); Gawad Pag-asa Awardee 2000, Conferred by the Civil Service Commission  
Completed training on design at Asian Institute of Technology as Top Design Engineer

**ACTING OPERATIONS MANAGER  
MARIIS**



**ROMEO R. AÑONUEVO**, born in Lumban, Laguna on September 6, 1948

Profession: Civil Engineer

Previous Appointment: Division Manager, Engineering and Operations Region 4A, Pila, Laguna

Career Milestone:

PIO I, Laguna and Concurrent OIC, Engineering & Operations Div., Reg. 4 (January 1, 2006 to June 14, 2009)  
Provincial Irrigation Officer I, Laguna Provincial Irrigation Office (January 1, 1991 to August 31, 2006)  
Supervising Engineer A, Laguna Provincial Irrigation Office (July 1, 1984 to December 31, 1990)  
Engineer A, Laguna Provincial Irrigation Office (May 1, 1979 to June 30, 1984)  
Assistant Hydrologist, Regional Office 4 (April 18, 1978 to April 30, 1979)  
Civil Engineer, Commission on Audit (January 10, 1975 to April 17, 1978)  
Civil Engineering Aide II, Commission on Audit (Sept. 22, 1972 to January 9, 1975)  
Civil Engineering Aide II, Civil Aeronautics Administration (Sept. 1, 1967 to February 21, 1972)

Educational Attainment:

Master in Public Administration, Union College of Laguna (1995-2001)  
Bachelor of Science in Civil Engineering, FEATI University, Manila (1965-1971)

Awards and Recognitions:

Outstanding Provincial Irrigation Officer, 2005-2006; Gawad Natatanging Lumbeño, 5th Burdang Festival, 2006  
Recognition for Outstanding Participation in launching of Barkadahan Kontra Droga Handog sa Laguna, 2004.  
Katibayan ng Pagpapahalaga by Federation of Laguna Farmers Marketing Coop. Inc. on 01 December 1997  
Plaque of Merit for Dynamic Leadership & Exemplary Devotion for Public Service, 1995.  
Certificate of Appreciation for Sharing Support Services during the “Pagsasanay sa Pagpapaunlad ng Pagpapalayan”, 1993.  
Outstanding Irrigation Superintendent for Operation, 1993; Katibayan ng Pagkilala at Pagpapahalaga-Malayang Pagsasaka, 1991  
Certificate of Commendation for Attaining Financial Viability of Sta. Cruz-Mabacan RIS and Laguna PIO, 1991  
Gawad ng Pagpapahalaga sa Pagsasalang ng mga Programa ng Komisyon, 1991  
Outstanding Provincial Irrigation Engineer, 1990; Katangitanging Panlalawigan Inhinyero ng Patubig, 1989  
Katibayan ng Pagpapahalaga Tanggapan ng May Kakayahan Tumayo sa Sariling Kinita, 1984.  
Commendation for Invaluable service to the Civil Aeronautic Administration, 1974.

**ACTING REGIONAL MANAGER  
REGION 4-A**







## A CLEARER PICTURE: Flood Forecasting and Warning Systems for Dam Operations

### TYPHOON AS ONE OF THE MAIN REASONS FOR DAM SPILL

On September 26, 2009, typhoon Ondoy surprised the residents of Metro Manila and some provinces in Central Luzon for the heavy rains and swift surges of water inundating places as well as those that had never been flooded before. Ondoy's damage on agriculture and infrastructure was over P10 billion. While Filipinos were trying to pick up the pieces of their lives, a week later typhoon Pepeng entered the country. Typhoon Pepeng spared Metro Manila but it caused heavy floods and landslides in the Northern Provinces. These typhoons left a number of fatalities and damages to crops and properties, including devastated dreams and injured spirits.

After two years, on September 27, 2011, Typhoon Pedring entered unleashing strong winds and storm surges that destroyed the sea-wall protecting Roxas Boulevard, Manila. The typhoon continued to sweep across the Northern Luzon with devastating floodwaters in its wake. Typhoon Quiel followed even before Pedring left the Philippine area of responsibility. Typhoon Quiel's fury intensified the dilemma of people already affected by typhoon Pedring. Heavy rains brought additional floods to some areas in Southern, Central, and Northern Luzon, claiming lives and intensifying widespread destruction. According to the National Disaster Risk Reduction and Management Council (NDRRMC) on its October 8, 2011 report, the estimated damages in agriculture and infrastructure caused by typhoons Pedring and Quiel reached P15 billion exceeding Ondoy's.

### CONCERNS ON WATER PROTOCOL

Dam operators in Luzon released water to avert considerable damages in accordance with the standard protocols being observed at the time. However, local government officials of flood-affected areas put some blame on the water releases from the dam. They complained that the operators did not inform nor consult them. With the massive flood brought by the heavy rains of typhoons Pedring and Quiel, concerns over water protocol pursued the agencies which operate major dams. Business World reported that "lawmakers claimed the water protocol, or the rules governing the release of water from dams, need to be revised because it is outdated and it worsened the massive flooding in Luzon after Typhoon Pedring."

### INFORMATION ON FLOOD/DAM WARNING IN NIA

Accordingly, NIA-Irrigation Engineering Center (IEC) Dam Operation Section has issued the following general information on flood/dam warning based on the Design Report for FFWS (main report) and Manuals for Technical Transfer:

- Spillage of Magat and Pantabangan Dams will be decided by PAGASA.
- During typhoon, PAGASA will send Flood Warning Bulletin to FFWS NIA Central Office and Office of the Civil Defense (OCD) via microwave link and optical fiber.
- Flood and Dam Warning Bulletin will be sent to NIA FFWS Field Office.
- From FFWS NIA-Field Office, radio signal will be transmitted downstream activating all Warning Stations equipped with loud speakers and sirens functioned to warn the community within its effective coverage.
- FFWS patrol cars will be dispatched and broadcast recorded announcement to alert the people within the effective radius.
- FFWS NIA-Field Office will alert the Local Government Units (LGUs) which include the governors, mayors, and barangay officials.
- The LGUs will be responsible for alerting the barangays, police force, inhabitants and the Non-Government Organizations (NGOs).
- Media will then be informed by the FFWS Field Office regarding the warning.
- Media will broadcast the warning interrupting the scheduled program to insert announcement via local television and/or radio.

### INITIAL FFWSO PROJECT ESTABLISHED IN 1986 AND 1992

The government established Flood Forecasting and Warning Systems for Dam Operation (FFWSO), first of its kind in the country, with the aim to mitigate losses of human life and property brought about by the annual occurrence of floods. The Government of Japan financially assisted the establishment of FFWSO for the Pampanga River Basin and later for the Agno, Bicol, and Cagayan Valley Basin. The system composed of 2-phase scheme. Phase I — Angat and Pantabangan Dam in 1986. Phase II — Ambuklao and Magat Dam in 1992.

Coordinating agencies monitoring the system— National Irrigation Administration (NIA) Central Office, National Power Corporation (NPC) and Philippine Atmospheric, Geophysical and Astronomical Services Administration (PAGASA) Data Information Center offices in Quezon City that support fax and telephone services to other members of the Joint Technical Committee Office created for coordination during disaster operation.

### ONGOING TWO-PHASED PROJECT TO UPGRADE FFWSO

With climate change, the demand for accurate and updated technology is critical which is indispensable for flood forecasting and early warning signal for efficient dam operation. Hence, to meet this challenge head on, the Philippine government invested in the latest technology. The NIA and PAGASA coordinated to secure assistance from the Japan International Cooperating Agency (JICA) to launch a two-phase project that involved the gradual phase out of obsolete FFWS equipment and roll out of the new state-of-the-art VOIP terminals.

The Technical Cooperation Project (TCP) Phase I completed in 2009 has established the exchange of information among agencies involved in connection with flood forecasting via microwave and optical fiber interface. Phase II is ongoing with PAGASA as the lead agency, NIA and NPC, the owners of major dams in Luzon. Upgrading the remaining FFWS stations that were not included in Phase I particularly the Cagayan River Basin, and to strengthen the existing FFWS stations.

#### The equipment components of FFWS are:

- Real-time Tele-metering System (rainfall, stream flow and water level)
- Real-time Processing System (reservoir inflow)
- Flood Warning System (warning dissemination facilities and supervising control station)
- Monitoring System (exchange of information)
- Telecommunication System





### Magat and Pantabangan Dam Elevation Table

Major Dams constructed, operated and maintained by the National Irrigation Administration in Luzon

Name of Dam	Critical High Water Level (m)	Critical Low Water Level (m)
Magat	Above 193.00	Below 160.00
Pantabangan	Above 216.00	Below 171.00

- Critical High Water Level is the margin when the reservoir water over-tops and causes danger to the dam.
- Critical Low Water Level is the margin of water shortage and usually occurs during dry seasons.
- Even below Critical High Water Level, spilling might commence depending on the advisory of PAGASA most likely during typhoon seasons.
- Even above Critical High Water Level, spilling may not commence and will depend on the advisory of PAGASA. (ex. During dry season and/or if a typhoon has passed its peak, to conserve water).

## PANTABANGAN DAM of Upper Pampanga River Integrated Irrigation System, Nueva Ecija

Designed to control, regulate, and harness the seasonal flows of the Upper Pampanga River and its tributaries for a year-round irrigation of palay and diversified crops, generation of hydroelectric power, mitigation of flood damages, domestic and industrial water, provision of recreation and fish conservation. Flood control is one of the benefits derived from the Pantabangan Dam aside from irrigating more than 100,000 hectares of farmland. The Dam catches the flood flows originating above the dam site and reduces the severity of flood damages along Pampanga River downstream and way down to Manila Bay. This also decreases the annual flood damages on farmlands, houses, buildings, public works structures, agricultural crops and livestock in the provinces of Nueva Ecija, Bulacan, Tarlac and Pampanga and, lowers the flood level at Candaba swamps to about 40 centimeters.



## MAGAT DAM of Magat River Integrated Irrigation System, Isabela

Constructed to irrigate 84,795 hectares of agricultural land, generate hydroelectric power, and promote local tourism. Magat Dam FFWS provides warning signs of impending water release to the towns/barangays situated near the Magat river that are at risk, aiming to mitigate the effect of flooding. Magat Dam is not the primary cause of flooding in the low lying areas, Magat River is just one of 18 tributaries that contributes water flow to the Cagayan River. Dam spilling is done when water in the reservoir reached its full supply level (FSL), exceeding the required supply for irrigation due to heavy rains in the mountain area or typhoon. MARIIS management continuously encourage the affected people in the nearby communities to actively participate in reforestation activities, disaster risk management and practice recycling wastes and waste segregation scheme.

## Angat Dam constructed, operated and maintained by National Power Corporation

Angat Dam was constructed, and is being operated and maintained by the NPC with a storage capacity of one billion cubic meter of water. Its reservoir serves as the main source of potable water for Metro Manila through La Mesa Dam under the management of the Manila Water Sewerage System (MWSS).

The NPC has the jurisdiction in the Angat Dam operation. Supplying irrigation water to Bulacan and Pampanga farmers comes only third in the hierarchy of water appropriation. The Water Code of the Philippines Chapter 3, Article 10 states that, "Water may be appropriated for the following purposes: (a) Domestic (b) Municipal (c) Irrigation (d) Power generation....." During a long dry spell, potable water requirement in Metro Manila is prioritized in consistent with Article 22 that stated, "...in times of emergency the use of water for domestic and municipal purposes shall have a better right over all other uses...."

In case of big water inflow, water released by Angat Dam passes through Bustos Dam, Angat Afterbay Regulator Dam (AARD) constructed by NIA. The AARD is a rubber type of dam constructed in an ogee dam with a storage capacity of 9-12 million cubic meter of water, about 1% storage capacity of Angat Dam, wherein water freely flows upon reaching its maximum elevation. Thus, when the water in Angat Dam reaches the critical elevation, large volume of water releases and flows to the Bustos Dam reservoir.

During the onslaught of typhoon Pedring, of the six bays of Bustos Dam only one bay was opened to regulate the flow of current running water from the upstream and to safeguard the installed rubber from debris brought by the water.



## NIA initiatives and established practices

### Actions taken

The protocol — based on Forecasting Manual, when dam water reaches the spilling level, this warrants water release. However, in an interview to Administrator Antonio S. Nangel as steered by NBS-Channel 4 on October 12, 2011, he disclosed that "to avoid flood, 5 days before typhoon comes, there is a pre-emptive release of water based on the estimated rainfall, like in Pantabangan, we have rain gauges in the watershed with an area of 90,000 hectares enabling us to compute the volume of water inflow." Along with this, the NIA officials meet the LGUs and other sectors concerned to formulate measures to be taken due to the approaching typhoon.

It was during the time of the NIA Administrator Nangel as then UPRIIS Operations Manager when he had successfully handled the Pantabangan dam operation as heavy rains generated by typhoons Ondoy and Pepeng hit the Northern and Central Luzon.

## DENR - the need to upgrade

With the ongoing contention, the government considers to formulate a new set of water protocol consistent with the effects of climate change. DENR's press release on October 8, 2011 stated that Environment and Natural Resources Secretary Ramon J. P. Paje instructed the National Water Resources Board (NWRB), an attached agency of the DENR, to come up with a new protocol on dam management in the face of changing patterns of natural phenomena.

"I strongly agree with the position that we review our protocol on dam management. Climate change has caused every imaginable changes in our environment, from sea level rise to change in the weather pattern, frequency and strength of typhoons, flood course, and high precipitation, which now constitute the 'new normal'," Paje said. The government, in its effort to make a new set of protocol on dam management must consider the urgency to prepare for the next typhoon.



**FAMILY**

**CAREER**

**SPIRITUALITY**

**LOVE LIFE**

**COMMUNITY**

**HEALTH**

**HEALTHY LIFE**

# is a **BALANCED** Life

By: Maria Luisa A. Frias, PAIS

"Men will spend their health getting wealth; then gladly pay all they have just to get health back." (Mike Murdock). This adage simply says that health is not only wealth; it also makes and takes away wealth. Since human resource is the most important assets in an organization, and NIA has an aging population, let us take a look at the four significant parts encompassing the health of a human being:

**Physical health** is the foundation that allows us to work efficiently, it is the energy that gives us power to do our tasks and achieve goals;

**Emotional health** is the columns that support our enthusiasm to work, it is the positive energy that keeps us motivated and helps us overcome failures;

**Mental health** makes the roof that shelters the problem solving and decision making skills that optimize our work, it is the creative energy that allows us to see opportunities and leverage our resources;

**Spiritual health** forms the wall that keeps the purpose why we work; it is the light every day that gives sense to our actions and meaning to our life.

Truly, health is a state of complete physical, mental, spiritual and social well-being, and not just the absence of disease or infirmity, because life is not merely to be alive, but to be totally well.

Concerning physical health, NIA's medical team led by Dr. Catherine Binag is in partner with different Medical Specialists and Health Experts in conducting free lectures and medical examinations. Such measures are so important to evaluate employees' health status through screening and health teaching to prevent the onset and worsening of existing disease, the risk factors causing diseases, prevention and control. Recent activities conducted were:

Particulars/Date/ Sponsor	Purpose	Risk Factors	Preventive Measures
Kidney & Prostate Ultrasound Sept. 15-16, 2011 Philippine Academy of Medical Specialists Foundation (PAMSF)	Kidney ultrasound may be used to assess the size, location, and shape of the kidneys and related structures, such as the ureters and bladder. Ultrasound can detect cysts, tumors, abscesses, obstructions, fluid collection, and infection within or around the kidneys. Calculi (stones) of the kidneys and ureters may be detected by ultrasound.	Age or family history, that cannot be controlled. Other risk factors can be slowed down such as controlling blood pressure and blood sugar that help kidneys work longer.	Primary prevention measures include improving the nutrition of adolescent girls and pregnant women; reducing saturated fats in the diet; increasing exercise; stopping smoking; and controlling blood sugar in diabetics.
Lecture on Prostate & Digital Rectal Examination (DRE) May 27, 2011 GERACE PHARMA Distributor	DRE tells the doctor whether the gland has any bumps, irregularities, soft spots, or hard spots that may cause prostate problems like infection or prostatitis (<50 yrs. old), prostate enlargement or benign prostatic hyperplasia, BPH and prostate cancer (>50 yrs. old).	Factors known to modulate the endocrine system, including alcohol and tobacco use, physical activity, and obesity as risk factors for prostate cancer.	Developing the disease can be reduced by exercise and maintaining a low-fat diet that includes plenty of fruits, vegetables, & whole grains. Incorporating phytochemical-rich foods, such as tomatoes and tomato products (which contain lycopene), soy products (which have isoflavones), garlic (which contain allyl sulfides), and green tea (which have polyphenols), may also help reduce risk.
Ankle Brachial Index (ABI) Test August 17, 2011 Pharma 3 Co., Inc.	An ABI test is a simple, reliable test for diagnosing peripheral arterial disease PAD in the legs. The test measures the blood pressure in your ankles and compares it to that in your arms. If the blood pressure is lower in your legs than in your arms, it may indicate that PAD is restricting blood flow in your legs. A normal resting ankle-brachial index is 0.0 to 1.3. A slight drop of your ABI with exercise means that you probably have PAD. This drop may be important because PAD can be linked to a higher risk of heart attack or stroke. Thus, avoiding the habit of smoking tobacco, too much alcohol intake, maintaining proper diet and exercise are preventive measures.		
Fasting Blood Sugar (FBS) Testing - Monthly Corbridge Group Phils.	Test used to diagnose "diabetes mellitus". The FBS is determined by taking a sample of "venous blood" after an overnight fasting. You may interpret your Fasting Blood Sugar (FBS) as follows: FBS <100mg/dl (5.6mmol/l)= normal fasting blood sugar; FBS 100-125mg/dl (5.6-6.9mmol/l)=IFG (impaired fasting glucose); FBS >126 mg/dl (7.0mmol/l)= provisional diagnosis of diabetes		

**M**ental and emotional health instability of government employees caused by fatigue, anxiety or depression from unavoidable change in the organization or any personal challenges may limit their ability to perform and to miss great opportunities. It can further cause relational conflict because of inability to control their emotions and behavior. Since they are unable to handle life's inevitable trials, change agents often bring out the worst attitude in them. It hampers their mission as a civil servant to build strong partnerships, and lead productive, fulfilling lives.

Resilience is the ability of people to bounce back from adversity, trauma, and stress and attain good emotional and mental health; a strong support system is needed as guide to step forward and face the demands of daily work, and step backwards to reenergize self.

Mind and body are linked; once physical health is improved, greater mental and emotional well-being is automatically experienced. Since most people want to be in a fast lane, constant exhaustion will result to imbalance that lowers the resistance to illness. If a person cannot find time to rest, his body will rest on his own.

On spiritual health, God tells His children to unhook their suspenders and take a rest from the busyness of work that speed up their life. Now, find a quiet time to talk to Him about pressures and problems, evaluate priorities and discover His will towards a successful living.

No one in his death bed would say "Oh I wish I have more time for work"... and be the wealthiest man in the cemetery.

Balance is the key to a healthy life....

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