

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

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

OFFICIAL NEWSLETTER OF THE NATIONAL IRRIGATION ADMINISTRATION

CURRENTS

VOLUME 28 NO. 4, 2016



NIA in Full Swing Towards Competency Framework

By: Portia Sandoval Angulo, Industrial Relations Development Officer A



The Governance Commission for GOCCs (GCG) requires all Government-Owned and Controlled Corporations to develop a Competency Framework or Competency Model.

During the 2015 NIA Performance Scorecard discussion between the NIA GCG Technical Working Group (TWG) and GCG Corporate Governance Officers, the latter suggested to incorporate the Competency Framework in the Learning and Growth perspective of the Agency scorecard in order to address the gap in the competency/skills of employees. Hence, NIA committed to GCG the development of a draft competency framework as the Strategic

Measure for the Strategic Objective 6 under the perspective of Learning and Growth.

The course on Competency Modelling and Profiling is the first step to complete the Competency Framework.

The above circumstances compelled the Human Resources Division to avail the services of the Civil Service Institute, the training arm of the Civil Service Commission (CSC) to provide NIA an in-house Training-Workshop on Competency Modelling and Profiling. Said program was held on 16-18 August 2016 at the NIA Classroom B, 3/F IEC Building, EDSA, Diliman, Quezon City...

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“Patience is not simply the ability to wait - it's how we behave while we're waiting” - Joyce Meyer

The Waiting Game

It was a typical practice in Philippine politics that whenever a new President has been installed the immediate and important decision is to put in consign individuals to different vital positions in the government.

When Mayor Rodrigo Roa Duterte, a political star from Davao, got elected as President of the country, he greatly considered trust and loyalty as prime qualifications in picking fellow servant in the government.

Upon assuming the highest office, President Duterte issued Memorandum Circular No. 1, s. 2016 directing all government officials and employees whose appointments are co-terminous with the appointing authority to continue serving in hold-over capacity until end of July 2016, unless their appointments are sooner revoked, resignations accepted, replacements appointed, or reappointments issued.

It was supplemented by Memorandum Circular No. 4, s. 2016 advising all presidential appointees to tender their unqualified courtesy resignations but until any action on their courtesy resignations is taken by the President, appointive officials shall continue to report for work and perform their normal duties and responsibilities.

In response, the National Irrigation Administration (NIA)

openly adheres to what are stipulated in the two consecutive memos. As of present time, NIA Administrator Florencio F. Padernal admitted during one of the agency's flag raising ceremonies that he is definitely ready to leave the office anytime. He even noted that his resignation has already been forwarded to the right office.

“Wala na nga akong personal na gamit sa office ko since end pa ng June. Excited na rin akong bumalik sa private industry because medyo marami na ring trabaho ang naghihintay sa akin” he added

It's been more than two months since the Chief Executive assumed the Presidency but until now there are still lots of executive level positions in the government that need to be addressed and looked into. One of which is the NIA, as of press time the question of who will be the one to lead the agency and where it will be attached are the two prime agenda that are still waiting for official directives.

Despite unclear directions of the agency, the management and the whole workforce of NIA are eager to continue the usual work they are bound to do.

Providing the much needed irrigation services to our Filipino farmers is the strong foundation that keeps the agency aligns with its purpose and responsibilities.



“Tayo naman tuluy-tuloy lang ang trabaho kahit wala pa rin malinaw na direksyon sa atin” Dr. Padernal said.

Continuous contract signing, project implementation, field inspection and visitation, ongoing meetings and consultations, preparation for ISO certification, etc. are still on their way to keep everything rolling and going.

Despite the situation of NIA, the agency is still expediting all its available resources and means to address all the concerns and needs of our Filipino farmers.

In this waiting game where the future of the Agency, the employer and the farmer partners are at stake, we are hopeful to end up all winners. #

PLANS & PROGRAMS



Continued from page 1 (NIA IN FULL SWING TOWARDS COMPETENCY FRAMEWORK)

A total of forty (40) personnel, consisting of twelve (12) Administrative and Finance and Engineering and Operations Division Managers from selected regions and twenty-eight (28) employees from the Central Office were gathered to attend said program.

During the three-day activity, participants were provided techniques and strategies vital in creating the link between the essential requirements of a job. Ms. Jocelyn Linsao-Ng, the course's Subject Matter Expert (SME), also gave an overview on how to align the knowledge, skills, abilities, and behavioral characteristics of employees in order to meet the strategic goals and objectives of the Agency.

Organized after the program completion are the TWG and the Core Team for each job family identified during the training. Both shall write the core, leadership, and functional competencies of the Agency. In particular, it is expected that they will be able to do a draft of the competency table for each identified competency and classify behavioral indicators into different levels. Core Team's outputs shall be submitted to the Chair of the TWG by 12 September 2016 for the TWG's review and finalization.

Part of the training package is a coaching session with the SME which is yet to be set for the presentation and critiquing of produced outputs.

#



Security Awareness

By: Lilia V. Dapuran, PRO, Region 8



The BOSS RM Romeo Quiza giving a welcome message during the opening program of the Security Awareness Seminar



The Chief of Counter-Intelligence Division, Alvin T. Devaras, stresses a point in the topic of Introduction to Security and Counter-Intelligence (CI).

NIA, Tacloban City – Recognizing the threats to the security of our country and in our day to day activities, the National Intelligence Coordinating Agency (NICA) conducted the Security Awareness Seminar to NIA Staff, IMO Managers, Officers-in-charge and selected employees of the region. It was held on August 19, 2016 at the Regional Office Conference Room. The objective of the one-day seminar was to instill among government personnel the security consciousness and strengthen security in the government in general.

The NICA 8 Mobile Training Team of 5 was headed by Alvin T. Devaras, Counter-Intelligence Division Chief. The seminar covered five (5) topics namely, Introduction to Security and Counter- Intelligence; Document & Information Security, Personnel Security, Physical Security, Cyber Security with a bonus on Personal Security. The NICA being the focal agency in the implementation of government security education came prepared to discuss the topics at hand with the participants listening intently to each discussant. The NICA Team got the undivided attention of the group. It was new as it was relevant with the times.

According to the CI Division Chief, the weakest link to security is HUMAN. He added, that one of the weaknesses that can be exploited is gullibility or even jealousy because humans according to him tend to give TMI (too much information) by sharing stories and the like in social media. Thus crime are committed.

The NIA Regional Office for its part and recognizing the need to intensify security in our workplace readily implemented the VISITORS ID and "No Vendors allowed" policy. A good start to reckon with.#



The participants answering the Pre-test to gauge the individual knowledge on security matters.

1,328 Farmers benefit in DOLE-NIA partnership for Emergency Employment Program Implementation

By: Maria Teresa A. Empleo, PRO, Region 9

Following the onslaught of El Niño phenomenon in the country, the Department of Labor and Employment-IX (DOLE) turned over P4.05 million to the National Irrigation Administration-IX (NIA) last June 1, 2016 at DOLE Extension Office, Pagadian City for the beneficiaries of Emergency Employment Program (EEP) dubbed as Tulong Panghanapbuhay sa Ating Disadvantaged/Displaced Workers (TUPAD).

NIA identified 1,328 farmers from the Irrigators Associations (IAs) of Zamboanga del Sur, the most El Niño-affected province in the region. These are IAs from the National Irrigation Systems (NISs) – Labangan River Irrigation System (LABRIS), Salug River IS (SARIS), Dipolo River IS (DIPRIS), and the Sibuguey Valley IS (SVIS) – whose affected areas during El Niño's dry spell reached over 3,415 hectares in total.

"We are giving priorities to areas that are badly affected by El Niño, those farmers who are not able to harvest or whose harvest are below profitable level. We assure you that we and our IAs will give our best effort that this fund will be translated to an improved irrigation canal that will benefit our farmers," said NIA Regional Irrigation Manager Diosdado A. Rosales during the check turnover.

Part of the allocation downloaded by DOLE to NIA included the beneficiaries' group accident insurance, uniform sweatshirts, and orientation on occupational safety and health (OSH) before they start working. Early this month the OSH orientation for all recipients had been completed, hence IAs already started their work on canal clearing and desilting of their respective irrigation systems. The identified IAs will receive the prevailing regional minimum wage of P280.00 per day for 10 days.

"Sa kalisud sa panahon atong hulaw, dako kaayo nig katabang palit ug bugas. Daghang salamat sa DOLE ug NIA niining prebilihiyo," shared Arnel Acuplado from Dipori IA of SVIS, Bayog, Zamboanga del Sur.



Pagadian City – NIA-IX Regional Manager Diosdado A. Rosales (left) together with Engineering and Operations Division Manager Chita O. Lim (center) receive the P4,050,400.00 check from DOLE-IX Regional Director Sisinio B. Cano (right) to start off the joint-implementation of the Emergency Employment Program for El Niño-affected farmers of the region.



Labangan, Zamboanga del Sur – RIM Diosdado A. Rosales delivers his message to the 183 farmer-beneficiaries from Division A of LABRIS during the Orientation on Occupational Safety and Health for TUPAD program conducted by DOLE.

(With the difficulties experienced during El Niño, this is such a big help in putting food on the table. Thank you DOLE and NIA for this privilege.)

This short-term employment is the first collaborative assistance program from DOLE channeled through NIA Region IX to help El Niño-stricken farmers to at least financially recover from their production loss during the El Nino phenomenon. #



Orientation on Quality Management System Certifiable to ISO 9001:2008

By: Portia Sandoval Angulo, Industrial Relations Development Officer A

Information about the International Organization for Standardization (ISO) and the National Irrigation Administration's (NIA) Quality Management System needs to be disseminated as the Agency embarks in acquiring certification for ISO, 9001:2008.

Orientation programs on the above topics were organized by the ISO Core Team on Training and Education to address said necessity. A total of seven (7) orientation programs were conducted by the TET composed of Chair, Ms. Conchita G. Calsiña, members Mesdames Marissa D. De Leon, Portia S. Angulo, Rocielle Harlette E. Navarro, Clarizze C. Toribio, Luzviminda R. Peñaranda, and Mr. Mark Daniel G. Diosana.

The team took turns in providing participants an overview of ISO 9001:2008 and Government QMS. Each employee's roles and responsibilities with regards to ISO undertaking were also clarified during the activity.

Deputy Quality Management Representative, Ms. Angelina P. Angeles, was invited in the orientations conducted in the Central Office to cite live or actual

situations where participants gained a lot of practical tips and advices in preparation for the external/third party audit.

The team went to the pilot offices covered by the QMS. They were deployed to Nueva Ecija and Pila, Laguna on 19 April 2016 and 25 April 2016 to give orientation to seventy (70) UPRIS and sixty (60) Region 4A and Quezon IMO personnel, respectively. Civil Security Affairs personnel as well as the Drivers-Mechanic, Utility Workers, Secretaries, and Data Encoders in the Central Office were separately oriented about the topic on these dates 27 and 29 July 2016 and 12 August 2016. Likewise, orientation for the Central Office-based project employees was conducted on 12 August 2016.

Additionally, participants of the Seminar/Workshop on Human Resource Management Policies and Updates on Civil Service Commission Issuance held on 3-5 August 2016 who were mostly Administrative and Finance Managers, Administrative Officers and Senior Industrial Relations Management/Development Officers were apprised of the Agency's ISO certification endeavor.#



For almost two (2) years, the whole world including the Philippines was bothered with the El Niño Phenomenon which had brought destruction particularly in the agricultural sector. The National Irrigation Administration for its part had implemented interventions in order to minimize the effect of El Niño.

On July 4, 2016, the Philippine Atmospheric, Geophysical and Astronomical Services Administration (PAGASA) issued El Niño Advisory No. 17 which means that the El Niño 2015-2016 episode finally ended. We are now on the La Niña Watch which is the first stage in the monitoring of this phenomenon.

La Niña are two Spanish words which means The Little Girl. El Niño and La Niña are the opposite phases of what is known as the El Niño Southern Oscillation (ENSO) cycle. The ENSO Cycle is a scientific term that describes the fluctuations in temperature between the ocean and atmosphere in the east-central Equatorial Pacific (approximately between the International Date Line and 120 degrees West).

It is sometimes referred to as the cold phase of ENSO and El Niño as the warm phase. These deviations from normal surface temperatures can have large scale impacts not only on ocean processes, but also on global weather and climate.

El Niño and La Niña episodes typically last nine to twelve months, but some may last for years. While their frequency can be quite irregular, El Niño and La Niña events occur on an average of every two to seven years.

The four (4) international prediction centers, CPC/International Research Institute (IRI) of Colombia, Bureau of Meteorology of Australia, Tokyo Climate Center/ JMA of Japan, and APEC Climate Center of South Korea, only pinpoint on one common



THE LA NIÑA 2016 PHENOMENON

By: Engr. Leslie C. Dizon, MBA, Principal Engineer A, SMD,
Operations Department

prediction, that is ENSO-neutral condition is already present. Latest forecasts show positive temperature anomalies to prevail over the globe, with highly probable above normal rainfalls over the maritime continent. For the equatorial Pacific predicted are strong negative temperature and precipitation anomalies.

The sectoral impacts of La Niña are as follows:

A. Agriculture

- Flooding in low-lying agricultural lands
- Extensive damage to growing crops due to flooding
- Increase in pests and diseases

B. Water Resources

- River flooding
- Dam spillage

C. Human Health

- Prevalence of water-borne diseases such as cholera, leptospirosis and schistosomiasis (parasitic disease caused by worms) in flooded areas
- Loss of life from flash floods.

D. Environment

- Landslide
- Coastal erosion caused by big, strong waves (storm swells) or seaside flooding (storm surge)

E. Urban

- Damage to infrastructure
- Economic losses due to traffic, work and school suspension.

The forecast of the CPC/IRI of Columbia indicates a very high probability of La Niña starting July 2016 up to April 2017.



A. Physical Interventions:

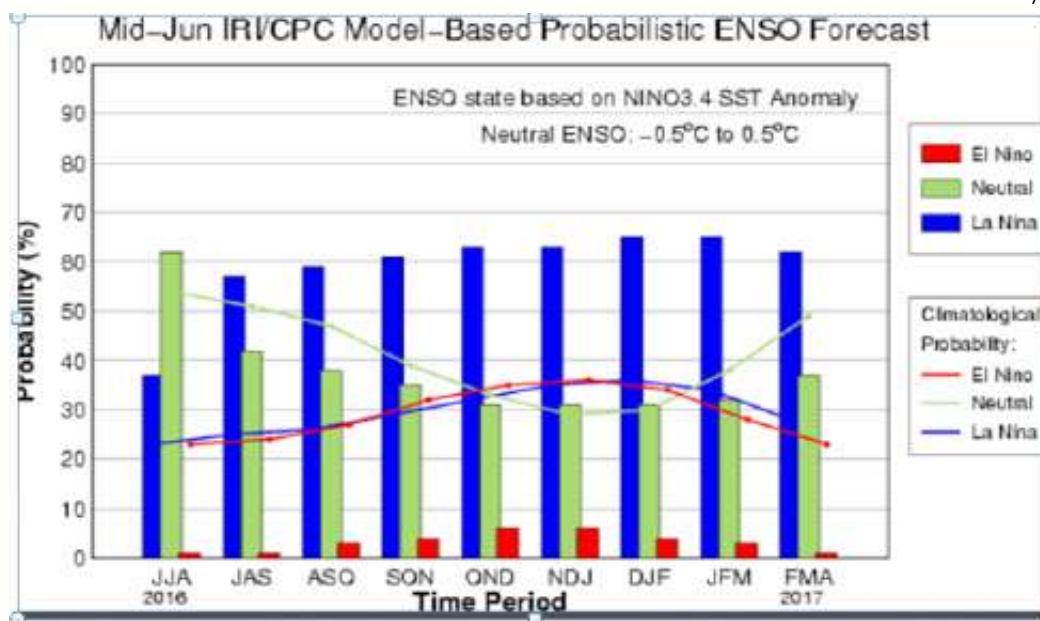
- A.1 Repair of irrigation canals and control gates.
- A.2 Clearing and cleaning of canals and drainage.

B. Procedural Interventions:

- B.1 Adoption of diversified cropping – can withstand unfavorable weather conditions or can be harvested more quickly.
- B.2 Adopt short-growing varieties – varieties less than 120 days.
- B.3 Adopt submergence-tolerant rice variety
- B.4 Adjustment of cropping calendar.

For CY 2016 Wet Season, the Agency had programmed to irrigate 1,009,745 hectares of ricelands for NIS and CIS. Around 336,545 hectares were already planted on March 25 to June 1, 2016 to be harvested on July 15 to September 30, 2016 and this is categorized as very low risk on the effect of La Nina. Likewise, 374,935 hectares were also planted from June 16-23, 2016 with an expected harvest on October 31 to November 7, 2016 and classified as low risk on the effect of the Phenomenon. The last group of farmers that started planting on July 1 to September 1, 2016 with an expected harvest on November 15, 2016 to January 15, 2017 belongs to the very high risk category on the effect of La Nina and this is around 298,265 hectares.

The Government, particularly the National Irrigation Administration is trying its best to mitigate the effects of the La Nina for the benefits of thousands of farmers who derive their livelihood thru the precious water being delivered by the Agency.#



There will be around two to four tropical cyclones from September to October 2016, one to three by November 2016 and one to two cyclones by the December of this year.

To mitigate the effects of the Phenomenon, the NIA has already alerted and directed all Regional Offices to institute physical and procedural interventions as follows:

NIA IV-B conducts first Quality Assurance and Materials Testing seminar for engineers

By: Engr. Myra B. Madriaga, Engineering and Operation Div., R4B

To equip NIA IV-B engineers engaging in construction management of infrastructure projects with essential knowledge in ensuring quality structures, NIA IV-B conducted its first seminar on Quality Assurance and Materials Testing on August 24-26, 2016 at NIA IA Training Center, Bayanan II, Calapan City, Oriental Mindoro.

Engineering and Operations Division Acting Manager Engr. Cesar M. Pobre said that the training will refresh and enhance knowledge of engineers in the region who are engaged in project implementation. He added that it will be beneficial in ensuring the quality of infrastructures constructed by NIA.

Engr. Edison Odongan and Engr. Mary Rose N. Reyes of NIA Central Office served as the resource speakers who discussed topics such as construction materials for roads, diversion structures, canal structures, and protection works, quality control of construction materials and methods of sampling and testing.

The first test was the Sieve Analysis, also Gradation Test or Grading Test,

which is essential to evaluate the distribution of aggregate particles by size in given sample. This test is important to check compliance to standard aggregate blends and is a very good control and quality acceptance tool.

Another topic is the determination of soil's liquid limit which is defined as the minimum water content at which the soil is still in the liquid state, but has a small shearing strength against the flow.

The next test is the determination of Field Density/In-situ Density or Compaction Test. Methods for this test include Sand and Cone Method, Sand Replacement Method, and Nuclear Method.

Ensuring the good quality of concrete was given emphasis in the training seminar as well as testing of reinforcing steel and PVC waterstop.

The participants also underwent hands-on sampling and testing at the provincial office of Department of Public Works and Highways (DPWH). The participants prepared the cylinder sample and performed



compressive strength test for concrete, bending and tensile strength test of reinforcing steel bar (RSB) and compaction test.

This seminar hopes to improve the construction of irrigation infrastructures of NIA in the region.#



PHOTO NEWS



NIA Administrator Florencio F. Padernal during his inspection at Solsona RIS, NISRI subproject, located at Solsona, Ilocos Norte on July 4, 2016. With him is IMO Manager Danilo V. Gomez.



NIA Administrator Florencio F. Padernal pointing to the alignment of spillway during his inspection in the on going construction of Sulvec SRIP, Pasuquin, Ilocos Norte on July 4, 2016. With him from L-R: IMO Mngr. Danilo V. Gomez, Engr. Pimentel of Eng'g Dept. and Mr. Alain Lee, representative of O. R. Sarmiento Construction Inc.



2016 1st NIA Managers' Conference held on September 9, 2016 at the Convention Hall, 5th Floor, IEC Building, NIA Complex, Quezon City.



Administrator Florencio F. Padernal (2nd from left) leads the 2016 1st NIA Managers' Conference. With him are (left to right) Acting Deputy Administrator (DA) for Engineering and Operations Sector Lydia S. Esguerra, DA for Administrative and Finance Sector Estrella E. Icasiano, Administrative Department Manager Atty. Ailyn C. Agtuca-Selda, Acting Financial Management Department Manager Editha B. Morales and PAIS Manager Pilipina P. Bermudez.

Supervisory Development Course (SDC), one of Civil Service Commission's (CSC) programmed series of trainings aimed at honing the supervisory and leadership skills of the Agency's current and future supervisors, held last July 12-15, 2016 at Classroom B, 3rd floor of DCIEC Bldg., NIA Compound. The training, organized by the Institutional Development Division (IDD) and facilitated by Former CSC Director III and accredited SDC Trainer Ms. Thelma P. Japzon, focused on the course's Tracks 2 and 3 which entail know-hows on facilitating exceptional performance, different perspectives on leadership, opportunities to let subordinates grow and excel, making meetings productive and creating powerful and winning presentations.





Officer-in-Charge (OIC), Office of the Administrator and concurrent DA for Administrative and Finance Sector Estrella E. Icasiano and DA for Engineering and Operations Sector Erdolfo B. Domingo, welcome the officials from Bangladesh Agriculture Development Corporation, Bangladesh Ministry of Agriculture. The group paid a courtesy call during their study visit in NIA on July 22-27, 2016 re: modern irrigation systems in the Philippines.



OIC Estrella E. Icasiano receives officials from Department of Irrigation of Nepal who are on study visit to NIA on August 1-2, 2016.



This year's Institutional Development Program (IDP) Mid-Year Review and Planning Workshop followed by a Joint National Irrigation Administration (NIA) and National Confederation of Irrigators' Association (NCIA) Consultation Conference took place last August 22-27, 2016 at Venus Parkview Hotel in Baguio City. It was hosted by NIA-Cordillera Administrative Region office helmed by Regional Irrigation Manager Engr. John L. Socalo. This bi-annual activity is meant for the presentation, review and assessment of physical, financial and IMT/IDP accomplishments of the Agency's Regional Offices and Projects after the first half of the year. In addition to the usual proceedings, NIA and NCIA convened to tackle matters concerning the synchronized elections of Irrigators' Association (IA) officers, the NCIA's Program of Work (POW) and arrangements regarding the conduct of its fund raising activity (Raffle Draw).



The Satisfying Life of Serving the Farmer

By: Jagel Mae S. Escandor, Region 5

There are a thousand reasons why I did not want to join the government service when I was younger, but along the way, I found one reason that made me stay.

I grew up watching or reading the news and I found it disgusting to know the alleged corruption scandals that hound some government officials over the years. As I was a student then, I believed what I saw and heard, but failed to look beyond my sight or listen before I heard. I even equated the word “government” to corruption and vowed never to enter its circle.

After graduating from my undergraduate course, I took up Bachelor of Laws in order to fulfil my initial dream of becoming a lawyer. From there I realized that life is a four-way view and not everything that I see, read, or hear summarizes the whole truth.

In order to go on with law school, I badly needed to find a job. It was timely that an offer came to me and some fateful twist happened when I landed on a work I never even dared to enter into. But since finding employment was hard, I applied for a position and got hired as an executive assistant for a special project of a government office.

That was the time when irony slapped my face and opened my eyes to a wider understanding of how government institutions work. I also learned that while there were bad people lurking inside its circle, there are still many other good officials and employees left pushing for common good. Above all, clienteles are still maintaining high hopes in the government that works for genuine service.

First job in the government circle

I served as an executive assistant for the operations manager of Bicol River Basin Project Management Office in 2010 which was then under the Office of the President.

My stay in my first job in the government was very limited since I entered four months prior to the next presidential election. When President Benigno S. Aquino III took over as the President of the Philippine Republic, he mandated the reorganization of government agencies and later moved for the dissolution of our office.

With that limited time, I still managed to have a glimpse of how the government works. I realized that no matter how good a government project is, some people are always sceptical or find fault over every output that is presented. As to the words of my former employer, government employees are expected to do better than their best because they are being paid with people’s taxes.

Service is sweeter the second time around

When my first employment ended, I applied and got hired as Research Assistant B for the National Irrigation Administration - Camarines Sur Irrigation Management Office (NIA-CSIMO) in November 2010.

This time, I was tasked not to do office assignments. I felt overwhelmed knowing that I would do field works. But beyond the excitement, the tasks attached to the position I accepted contributed greatly to sudden change of heart. This is where I learned to see things through other people’s lens and be appreciative for the things that I already have.

Knowing the farmers

Institutional development work is vital to the implementation of NIA projects since it deals with organizing the farmers and strengthening the organized Irrigators Associations (IA)...**Continue on page 14**



To be able to carry out the said tasks and monitor the sustainable effects of NIA's efforts, we need to integrate with the farmers, attend IA board meetings and assist them in accomplishing their responsibilities stipulated in the memorandum of agreement with the agency, like securing SEC registration/reportorial requirements, negotiating the right-of-way, monitoring the progress of farming activities and other related matters.

Dealing with them almost every day, I learned deeper facts about them that made me respect them even more.

The Farmers' plights and their optimism

It is ironic that the farmers as food producers, if not all, remained below the poverty line. As we eat their produce, some peasant families in far-flung places struggle to find food for dinner. As they know how it felt like having nothing, they perfectly know the importance of giving. Their eyes seemed tired of crying for the lands that are still not theirs that they chose to give light mood in resolving water conflicts.

They almost treated the irrigation systems as their key to survive that they still manage to pay amortization or Irrigation Service Fee (ISF) even after the strongest of typhoons hit their areas or the most inevitable pests pestered their crops.

Being a government employee paid enough to assist the farmers, I felt remorse whenever I remember belittling government service before.

A rewarding experience

More than the news about dishonesty and other irregularities, many other great stories inside the government circle are waiting to be told. Not everyone is involved in corruption; some are just doing their job and they are doing them well. Some are working beyond the work hours without pay and risking their lives in order to deliver the services needed in the community.

If not for NIA, I would not have been able to realize the government's vital accomplishments that some people or news organizations fail to look into.

The areas developed by the agency for irrigation are the same hectares of lands that the farmers love like their own children. With participatory approach of project implementation, it planted concrete trust and confidence in farmers organizations that the government is doing its best for their bright future.

Staying with NIA is such a rewarding experience.#

KODIGO ng

SPECIAL FEATURE
BUWAN NG WIKA

Pagkamamamayan at Kagandahang Asal

Bilang pagdiriwang sa Buwan ng Wika, amin pong muling inilimbag ang Kodigo ng Pagkamamamayan at Kagandahang Asal na nakapaloob sa Atas Tagapaganap Blg. 217 na nilagdaan ng Pangulong Manuel L. Quezon noong ika-19 ng Agosto, 1939.

1. Magtiwala ka sa Diyos na namamatnubay sa kapalaran ng mga tao at mga bansa.

2. Mahalin mo ang iyong bayan sapagkat ito ang iyong tahanan, pinagmumulan ng iyong pagmamahal at bukal ng iyong kaligayahan at pagiging tao. Ang pagtatanggol sa bayan ang pangunahin mong tungkulin. Maging handa sa lahat ng oras na magpakasakit at ialay ang buhay kung kinakailangan.

3. Igalang mo ang Saligang-Batas na nagpapahayag ng makapangyarihang kalooban. Itinatag ang Saligang-Batas para sa iyong kaligtasan at sariling kapakanan. Sundin ang mga batas at tiyaking sinusunod ito ng lahat ng mamamayan at tumutupad sa kanilang tungkulin ang mga pinuno ng bayan.

4. Kusang magbayad ng mga buwis at maging maluwag sa kalooban ang maagap na pagbabayad nito. Alalahaning ang pagkamamamayan ay hindi lamang mga karapatan ang taglay kung hindi maging mga pananagutan din.

5. Panatilihin ang malinis ang mga halalan at sumunod sa pasya ng nakararami.

6. Mahalin at igalang ang iyong mga magulang. Paglingkuran mo silang mabuti at pasalamatan.

7. Pahalagahan mo ang iyong karangalan gaya ng pagpapahalaga mo sa iyong buhay. Ang karalitaang may dangal ay higit na mahalaga kaysa sa yamang walang karangalan.

8. Maging matapat sa pag-iisip at sa gawa. Maging makatarungan at mapagkawanggawa, ngunit marangal sa pakikitungo sa kapuwa.

9. Mamuhay nang malinis at walang pag-aaksaya. Huwag maging maluho at mapagkunwari. Maging simple sa pananamit at kumilos nang maayos.

10. Mamuhay na gaya ng inaasahan sa iyo ng marangal na tradisyon ng ating lahi. Igalang ang alaala ng ating mga bayani. Ang kanilang buhay ay halimbawa ng daan tungo sa tungkulin at karangalan.

11. Maging masipag, huwag ikatakot o ikahiya ang pagbabanat ng buto. Ang pagiging masipag ay daan tungo sa isang matatag na kabuhayan at dagdag sa yaman ng bansa.

12. Umasa sa iyong kakayahan sa pag-unlad at kaligayahan. Huwag agad mawawalan ng pag-asa. Magsikap upang makamit ang katuparan ng iyong mga layunin.

13. Gampanang maluwag sa kalooban ang iyong mga tungkulin. Ang gawaing hindi maayos ay higit na masama sa gawaing hindi tinapos. Huwag ipagpabukas ang gawaing maaari mong gawin ngayon.

14. Tumulong sa kagalingan ng iyong pamayanan at palaganapin ang katarungang panlipunan. Hindi ka nabubuhay na nag-iisa kapiling ang iyong mag-anak lamang. Bahagi ka ng isang lipunang pinagkakautangan ng pananagutan.

15. Ugaliin ang pagtangkilik sa sariling atin at sa mga kalakal na gawa rito sa atin.

16. Gamitin at linangin ang ating likas na yaman at pangalagaan ito para sa susunod na salinlahi. Ang mga kayamanang ito ang minana pa natin sa ating mga ninuno. Huwag mong gawing kalakal ang iyong pagkamamamayan.

Manuel L. Quezon
Pangulo ng Pilipinas
(1935-1944)



Humayo nang payapa sa gitna ng ingay at pagkukumahog
at tandaang may katiwasayang masusumpungan sa katahimikan
Hanggang kakayanin at nang hindi sumusuko,
pakitunguhan nang mabuti ang lahat.
Sambitin ang sariling katotohanan nang mahinahon at walang gatol
at pakinggan ang iba, kahit ang pulpol at mangmang,
sila man ay may masasabi
Iwasan ang hambog at mapusok; nakaliligalig sila ng loob
Kung ihahambing ang sarili sa iba, baka maging palalo o puno ng hinampo
dahil laging may makahihigit o mababa sa iyo.
Masiyahan sa iyong tagumpay, maging sa iyong mga balak.
Pangalagaan ang iyong hanapbuhay gaano man kahamak;
iya'y maaasahang pag-aari sa pabagu-bagong kapalarang dala ng panahon.
Mag-ingat sa pakikipagnegosyo 'pagkat puno ng bulaan ang mundo.
Ngunit, huwag namang magbulag-bulagan sa kabutihan.
Marami ang nagsisikap maabot ang kadakilaan, at saan mang dako'y may kabayanihan.
Magpakatotoo sa sarili. Higit sa lahat, huwag magpanggap sa pagmamahal.
Subalit huwag ding kutyain ang pag-ibig 'pagkat sa harap ng lahat ng kawalan ng sigla at pag-asa
lagi itong tumutubong muli tulad ng damo.
Tanggapin nang mahinahon ang payo ng taon, at isuko nang magiliw ang mga biyaya ng kabataan.
Patatagin ang espiritu bilang pansanggalang sa di-inaasahang kasawian.
Ngunit huwag magpakaligalig sa mga nakababahalang alalalahanin.
Maraming pangamba ang dulot ng pangungulila at pagod.
Bukod sa pagkakaroon ng sapat na disiplina, maging malumanay sa sarili.
Supling ka ng uniberso, gaya ng mga puno't tala
Karapatan mong dumito, at malinaw man ito o hindi sa iyo
walang alinlangan, sadyang namumukadkad ang uniberso.
Kaya maging payapa sa Panginoon
paano man ang pagkilala mo sa Kanya at anuman ang iyong pagsisikap at pangarap;
sa maingay na kaguluhan ng buhay, panatilihing panatag ang iyong loob.
Sa kabila ng pagkukunwari, kawalang-kawawaan, at bigong pangarap,
Maganda pa rin itong mundo. Maging masayahin. Sikaping lumigaya.

Desiderata

(Latin: "desired things")
ni Max Erhmann salin sa Filipino ni Prof. Benilda S. Santos

19 Tips Para Sumaya

1. Magdesisyon na maging masaya – Mag-isip ng paraan at bagay-bagay na magpapasaya sa iyo. Sa plano mo, huwag din kakalimutan ang kasiyahan ng ibang tao, tulad ng iyong asawa at anak.

2. Gamitin ang iyong talento – Saan ka ba magaling? Marunong ka bang kumanta, sumayaw, magpinta, sumulat o magtalumpati? Hanapin at palakasin ang iyong talento.

3. Maglaro – Makipaglaro sa mga bata. Gumawa ng oras para sa sports at magrelaks.

4. Bilangin ang biyaya sa buhay – Magpasalamat tayo sa Diyos sa lahat ng biyaya na binigay niya.

5. Mahalin ang sarili – Lahat ng tao ay nagkakamali. Ayusin ang pagkakamali, humingi ng tawad at kalimutan mo na ito.

12. Magbasa at makinig ng good news lamang – Piliin lang ang mga magagandang balita.

13. Tumawa – Ayon sa pagsusuri, ang panonood ng masayang palabas ay nakapagtatanggal ng lungkot, galit at inis.

14. Alagaan ang iyong kalusugan – Paano ka sasaya kung may sakit ka? Kumain ng tama. Umiwas sa bisyo tulad ng sigarilyo at alak. Magpa-check-up din sa doktor.

15. Mag-ehersisyo – May kakaibang saya ang naidudulot ng ehersisyo. Kapag ika’y napawisan, sasarap ang iyong pakiramdam.

16. Maghanap na katamtamang stress sa buhay –Kung sobra ang stress, masama ito sa katawan.

6. Tingnan ang ganda sa paligid – Nakita mo na ba ang pagsikat ng araw? Nalanghap mo ba ang simoy ng hangin? Narinig mo ba ang kanta ng mga ibon? Ang kalikasan ay punong-puno ng saya.

7. Magrelaks – Kapag napagod ka sa trabaho, mag-relaks at maligo ng maligamgam na tubig. Pagkatapos, magbasa ng iyong paboritong magasin o komiks. Maging abala din sa iyong hobby.

8. Maging malapit sa kamag-anak at kaibigan – Ayon sa isang pagsusuri, ang pagkausap sa isang matalik na kaibigan ng isang oras ay katumbas na ng pag-inom ng isang tabletang pain-reliever.

9. Maghanap ng positibong kaibigan – Humanap ng mga positibong tao, iyung palaging masaya at maganda ang pananaw sa buhay.

10. Tumulong sa kapwa – Ayon sa pagsusuri, tataas ang “endorphins” mo sa katawan sa pagtulong sa kapwa. Ang endorphin ay isang kemikal na nagpapalakas ng ating katawan at nagpapasaya sa atin.

11. Mag-isip ng masasayang bagay – Ayon kay Norman Vincent Peale, ang awtor ng mga libro sa Positive Thinking, dapat nating turuan ang ating sarili na mag-isip ng masasaya. Sabihin mong, “Okay lang ako. Kayang kaya iyan. Malulutas din iyan.”

17. Matulog – Kailangan mo ng 7-8 oras ng tulog bawat gabi.

18. Umibig – Ang taong umiibig ay puwedeng humaba ang buhay ng 7 taon. Oo, tunay iyan. Mas maligaya din ang may partner kaysa sa wala.

19. Maniwala sa Diyos – Ayon sa pagsusuri, ang mga taong may tiwala sa Diyos ay mas masaya kumpara sa mga hindi naniniwala.

Source: <http://www.facebook.com/DocWillieOngOfficial/posts/524996101028239>



NIA QUALITY WORKPLACE PROGRAM AT C.O. & FIELD OFFICES

Sort

Sort through and remove items that are not immediately needed for work.

- Set criteria for sorting the unnecessary items which should be removed from the general area, work stations, storage areas, drawers, walls, and bulletin boards
- Remove unnecessary items from work area (table top plants, plaques, appliances, equipment, furniture)
- Put personal items inside drawers (bags, personal hygiene items, spoons and forks).
- Clear the work area of documents that are not needed and obsolete.
- Filing cabinets must only contain official documents
- Aisle stairways, corners, etc. should be free of items or garbage.



Set in Order

Keep needed items in proper place to allow easy access and immediate.

- Label clearly the personal drawers, shared drawers, cabinets, desktops and storage areas, name of table occupant.
- Display a layout of the workplace to easily identify location of personnel outside the location of department.
- Create Directory of items.
- Implement a Record Retrieval Procedure.
- Designate appropriate areas for storage.
- Do not use workable storage.
- Aisle ways, work station, equipment locations are identified.



Shine / Sweep

Keep the workplace neat and clean. Free from contaminants dirt and foreign materials.

- Check computer, equipment/tools if in proper working condition.
- Clean work and storage areas daily, including tables, drawers, equipment and computers.
- Secure electrical/IT cords.
- Papers are filed daily.
- Avoid getting the work area dirty and dusty.
- Shared areas are cleaned and maintained regularly.
- Give special instructions to the janitor assigned to your staff.
- Garbage and items which could still be recycled shall be collected and disposed properly.



Standardize

Make sorting, arranging and sweeping a habit. designate a NIA-QWP marshal for every department/division.

- Set every Friday as "NIA "QWP" day" for all employees.
- Standardize document labelling, sorting and filing.
- Train the staff about the "NIA-QWP" procedures for full understanding.
- Display clearly the "NIA-QWP" standards.
- List down things and areas that need to be checked regularly.



Sustain

Make a commitment to orderliness and cleanliness.

- Maintain established procedures.
- Get everyone involved in the improvement activities.
- Follow standardized cleaning and work procedures.
- Be updated on the "NIA-QWP" current instructions.
- Audit/Check the "NIA-QWP" progress in your work area regularly.
- Allocate 10 - 15 minutes to clean your work area.
- Always return things to their proper places after use.
- Division Manager shall routinely check compliance of its component Div.
- Take photos of work areas to document progress.
- Include "NIA-QWP" activities in Management Review.
- Monitor "NIA-QWP" compliance every month.
- Recognize/Reward the best "NIA-QWP" complying department.
- Impose appropriate sanction to those who will fail to comply with "NIA-QWP" standards.



ISO HUNT

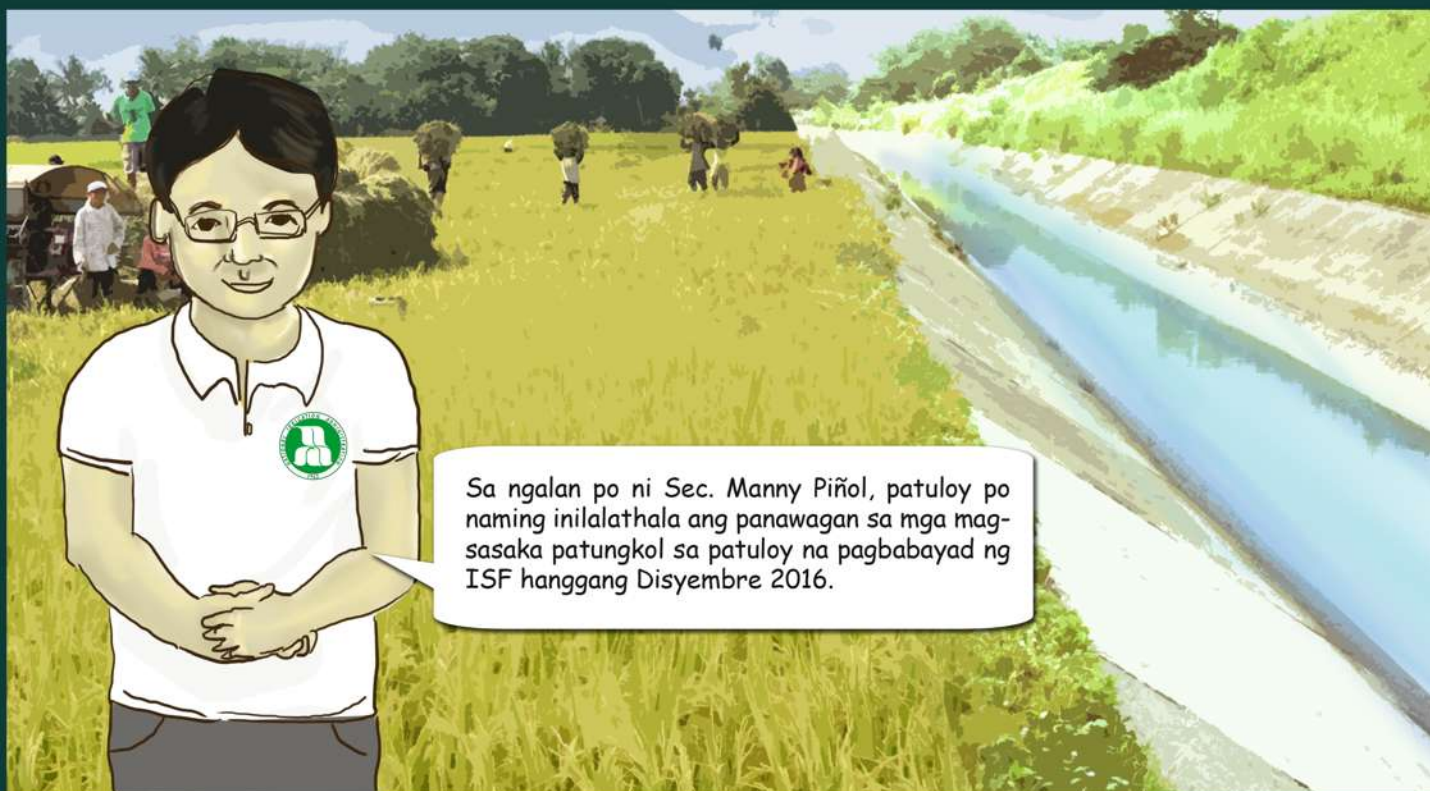
Find the 30 ISO related words/group of words
(no more, no less)

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INIHAHANDOG NG PATUBIGAN KOMIKS...

TONIO

“ANG MAGSASAKANG TUNAY”



Sa ngalan po ni Sec. Manny Piñol, patuloy po naming inilalathala ang panawagan sa mga magsasaka patungkol sa patuloy na pagbabayad ng ISF hanggang Disyembre 2016.



Department of Agriculture
Secretary Emmanuel Piñol.

“Ako po ay nanawagan sa ating mga magsasaka na ngayong taon po na ito ay tapusin muna natin yung ating pagbabayad sa irrigation fees. Sapagkat kapag hindi kayo nagbayad ngayong taon na ito maaaberya po yung NIA natin.

Ang atin pong projected implementation ng libreng patubig ay 2017. Gusto ko lang po ipaliwanag kung bakit - - alam po ninyo yung nakokolekta ng NIA from you (farmers) na irrigation fees ginagamit po nila yang pa sweldo ng mga empleyado ng NIA. Ngayon kapag hindi kayo nagbayad dahil sinabi nga ni President Duterte, maaaapektuhan yung NIA.

Kaya ako po ay nakikiusap na sana maintindihan ninyo, tapusin po muna natin yung taon na ito. Anyway, ginagawa natin ng paraan - legal at lahat ng paraan upang matupad yung pangako ng ating pangulo. Isa lang po ang gusto kong maintindihan ng ating mga magsasaka kapag po si Duterte ang nangako, matutupad yan! Kaya nga po kailangan idaan natin sa maayos na proseso at wag natin biglain kasi maaaberya po ang NIA.

Ginagawa na po ng Technical Working Group kung anu-ano yung mga batas na dapat baguhin, ano ang dapat ibigay sa NIA para masuportahan po yung commitment ng ating pangulo na libreng patubig. Pero inuulit ko po matutupad yan dahil yan ang pinangako ng ating pangulo, pero kailangan lang po natin maghintay until such time na nabago natin yung batas - yung mandate ng NIA. Kapag di kayo nagbayad ngayon maaaberya yung NIA at mahihirapan po tayo sa pag operate ng NIA”

*Halaw sa panayam kay Sec. Piñol sa DZRH noong ika-29 ng Hunyo, 2016 hinggil sa NIA-ISF.

ITUTULUY...