



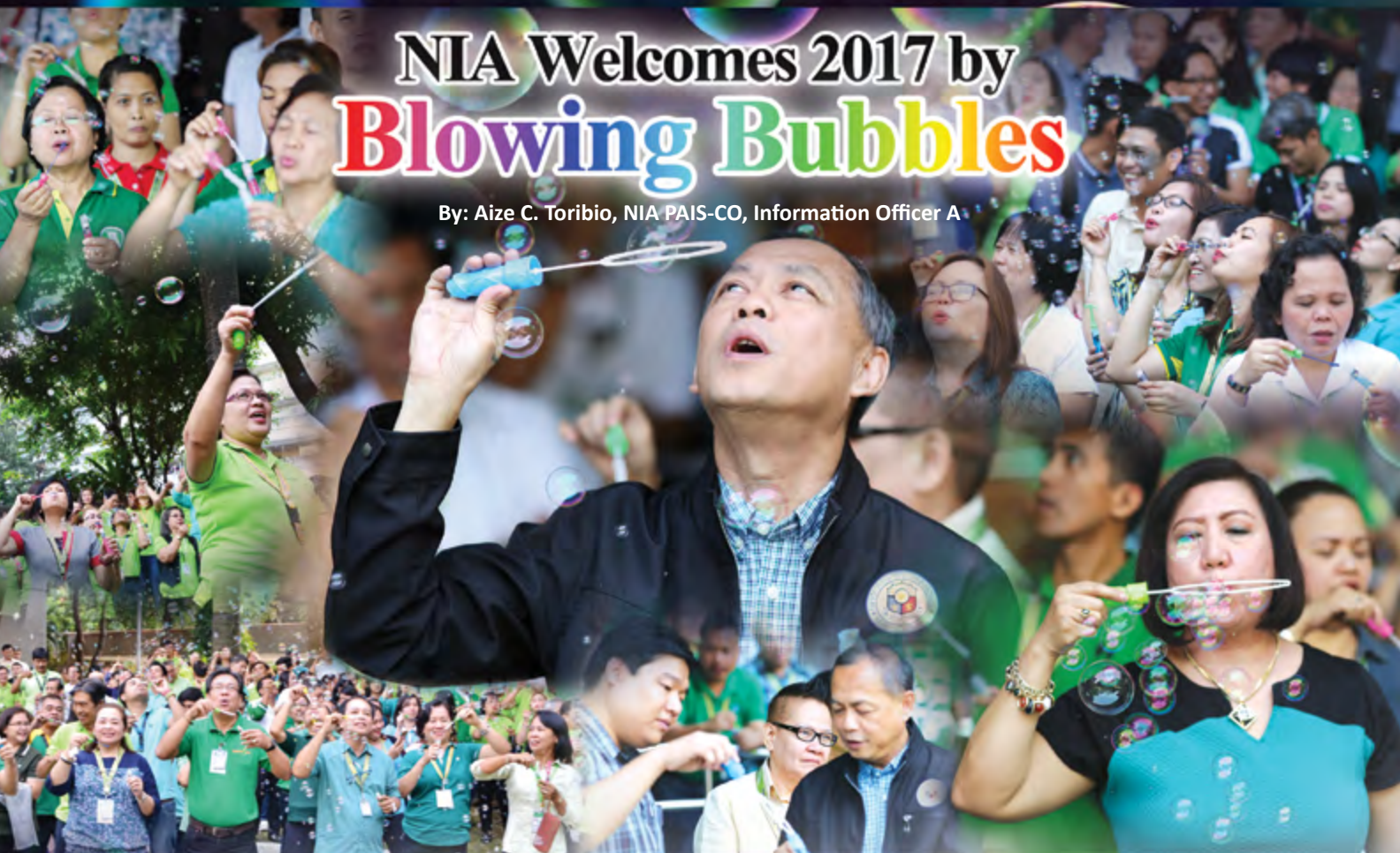
OFFICIAL NEWSLETTER OF THE NATIONAL IRRIGATION ADMINISTRATION

# CURRENTS

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## NIA Welcomes 2017 by Blowing Bubbles

By: Aize C. Toribio, NIA PAIS-CO, Information Officer A



Remember blowing soap bubbles as a child? Or DIY-ing using a gumamela flower? Wasn't it a magical experience? The rainbow colored liquid orb floating through the air was both fun and fascinating!

This 2017, NIA welcomes the year by blowing bubbles. As advised by Administrator Peter Tiu Laviña, the Public Affairs and Information Staff spearheaded the event: **"Ushering in 2017: A NEW BEGINNING"**.

NIA faces another challenge: a shift from being a corporate agency to a developmental/social agency. To demonstrate the readiness for this change, NIA held a nationwide simultaneous simple ceremony on January 3, 2017 after the flag raising ceremony.

Bubble sticks were distributed and employees wore shades of green during the ceremony; greenery symbolizes fresh beginning and is also the color of the year...[see page 9](#)

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# NIA's *first* Core Value... *Commitment*

“Do not hire a man who does your work for money, but him who does it for the love of it.”

- Henry David Thoreau,  
American author

Organizations are challenged to reach its goal and sustain its efficacy; success of which calls for the employees' core values. Core values are basic attributes of how employees perform and conduct themselves even in an ever-changing environment. Thus, NIA identifies commitment as one of the three established core values to inspire us Nians on how to go about our work and accomplish our mission.

**Commitment** is defined as “willingness to give your time and energy to something that you believe in, or a promise or firm decision to do something.” [dictionary.cambridge.org/us/dictionary/english/commitment](http://dictionary.cambridge.org/us/dictionary/english/commitment)

Meyer, Natalie J. & Allen, John P. (1996) examined the three distinct types of employee commitment such as: Affective, Normative, and Continuance.

Affective commitment describes **how much an employee wants to stay at their organization.** The desire to continue serving an organization is based on affection or emotional attachment.

Normative commitment relates to **how much employees feel they should stay at their organization.** Employees that are normatively committed generally feel that leaving their organization would have disastrous consequences, and feel a sense of guilt about the possibility of leaving.

Continuance commitment relates to **how much employees feel the need to stay at their organization.** The underlying reason for their commitment lies in their need to stay with the organization. Possible reasons vary, but the main reasons relate to a lack of work alternatives and remuneration. They consider the cost of leaving.

Could we identify with one of the above?

Dr. Jose Rizal (national reform), Ninoy Aquino (support youth, farmers and fisherfolk), Nelson Mandela (anti-apartheid), and Mahatma Gandhi (total non-violence as the cornerstone of civil disobedience)... what do they have in common? Their life shows commitment in the midst of challenging times.

Even with the recent ISF policy change, our commitment is essential to achieve the utmost impact to the public. The challenge lies on us- to commit or not to commit? We may not be like those well known figures whose commitment seems larger than life. As ordinary employee, we may live a dedicated life. Commitment is present when one is willing to come in early, extend working hours, and bring home work when the situation requires. The committed employee just wanted to get the work properly done and on time. Commitment can be seen on diligence on

what we do even in compliance with office rules and policies; these may seem ordinary but show who we are. Let us not be weary doing something that we believe could contribute to the agency's success. Commitment demands willingness and active participation individually and collectively.

In all the challenges we face, let us remain committed to be reliable and effective partners striving for the improvement of the farmers' quality of life. May the core values be our guide for they are embed in the fabric of our heart intertwined with His Word so that whatever we do, we work heartily not only for the good of men but for the delight of the Lord.

Even after fifteen decades, the counsel of Mr. Thoreau still holds today.



## KUADRO DE ALAS OF ADMIN LAVIÑA

By: Marietta M. Dela Cruz, NIA  
Region 4A, PRO

Regional Manager William P. Ragodon led the NIA 4A on January 7, 2017, a cheery Saturday morning, to warmly welcome the visit of the newly installed NIA Administrator Mr. Peter Tiu Laviña who brought with him Department of Agriculture (DA) Usec. Evelyn Laviña whom as the Administrator said is like a “buy one take one” for 4A as any question about agriculture can be answered first-hand coming from a DA official.

This is in line with the new Administrator’s plan to visit irrigation systems all-over the country to see the actual situation of irrigation facilities as well as to visit the regional offices and their farmer-beneficiaries represented by the Irrigators’ Association.

In this visit, Administrator Laviña captured the hearts of everyone as he presented his plans and programs for NIA. With his Kuadro De Alas mantra, he enumerated his focus for the agency, for its employees, and for the Irrigators’ Associations.

### Kuadro de Alas - For the Agency:

1. Free Irrigation – as Administrator Laviña said, this is an election promise of President Duterte which must be pursued for the benefit of our farmers;
2. Constructing more irrigation projects to increase irrigated area – with the present 57% currently irrigated land in the country of the targeted 3.2 million hectare irrigable area, while some area

are slowly being urbanized, Administrator Laviña declared that NIA has to exert utmost effort to make sure that the remaining 1.3 million hectare will be irrigated as soon as possible;

3. Harnessing of water resources for mini hydro-power plants in irrigation system that would serve both energy generation which would help ease the problem on power crisis and irrigation.

4. Institutional review of the agency in line with the plan by the government for a constitutional change where in, a Federal System of government could happen in 2-3 years.

### Kuadro de Alas - For the Irrigators’ Association:

1. No ISF – as President Duterte promised, irrigation will now be free for the farmers (starting 1st crop of 2017) to at least ease their burden on farming expenses;

2. Further strengthening of Irrigators’ Associations (IA) – NIA will continue on its institutional work to boost and strengthen each and every Irrigators’ Association that can manage to stand on its own. Federation of IAs will also be pursued to empower them for future activities. He also announced the search for the Model IA Federation and Model IA to be given special citation and special support.

3. Alternative to lost incentive (share on ISF collection) – IAs/farmer-members will be encouraged to pursue entrepreneurship- not just to be a farmer but a businessman as well, to increase income. Administrator Laviña also said that IAs are tax exempt and should carry out the process to claim this incentive. For other sources of fund for IA Operation and Maintenance, in lieu of their share from ISF, the IA can collect Annual & Monthly Dues, Membership fee, Maintenance Fee, etc. suggested by the Administrator.

4. NIA in partnership with the DA will join together to continuously support the needs of the farmers through the various program of the latter.

### Kuadro de Alas - For the Employees:

Administrator Laviña revealed during the assembly that NIA employees have been left behind by other government agencies in salary increase since 2012. This is the reason some NIA engineers were pirated by DPWH which has a better salary scale.

As a result of his intervention and risk taking, the CNA and PEI were received by the NIA employees. The Administrator has shown his care for the welfare of NIA employees with another kuadro de alas:

1. The Collective Negotiation Agreement (CNA) of the employees’ union – the NIAEASP; and
2. The Performance Based Bonus (PBB): Coordination was made by the Administrator with the Governance Commission for GOCCs (GCG) to give due consideration as NIA performance has been affected a number of factors:
  - a. Strong typhoons have hit the country for the last 2 years.
  - b. The national election of 2016 which resulted to delayed fund release and delayed construction/completion of projects. He also asked NIAEASP officers to coordinate with the GCG about this.
3. The Salary Standardization Law (SSL) IV. Administrator Laviña announced that Cabinet Secretary Leoncio B. Evasco, Jr. has already signed and submitted a Memorandum/Proposal to the Office of the President supporting the Adoption of SSL-IV for affected GOCCs. If approved by President Duterte, this will mean that NIA salary scale will level-up to other government agencies under the SSL IV;
4. Viability Incentive Grant (VIG). The VIG request was left behind and has been a carry-over from the last administration which was addressed then to President Aquino. It was necessary to make another request, now addressed to President Duterte wherein Administrator Laviña has already signed and submitted it to the Office of the President. He also said that he already made a follow-up with Executive Secretary Salvador C. Medialdea.

With the full support of the Congress who sees the need to increase the budget of NIA, all the program and project proposals will surely be accomplished, all these for the Rice Self-Sufficiency in the country. As the Administrator said, **“Sa Suntuk ng Pagbabago, Knock-out ang kahirapan.” #**





## Farmers to benefit from two new irrigation projects in Palawan

By: Aileen Vernice G. Bahia, NIA-MIMAROPA, PRO

Roxas, Palawan- Farmers will benefit from two (2) newly-completed irrigation projects of the National Irrigation Administration (NIA) in coordination with the Department of Agrarian Reform (DAR). These are the RAE Pump Communal Irrigation Project (PCIP) amounting to P3.9M and Malico II Lined Canal Irrigation Project amounting to P8.2M.

RAE has 17 units of pump which will irrigate 70 hectares and will benefit 42 farmers of Barangay Sandoval while Malico II Line Canal will irrigate 30 hectares and will benefit 27 farmers of Barangay Tagumpay. Both projects aim to increase rice production and water delivery on the service area.

Construction of RAE PCIP started on January 1, 2015 and was completed on March 15, 2016 while Malico II started on August 15, 2016 and was completed on December 12, 2016.

Turnover and inauguration of these irrigation projects were held on February 8, 2017. Present during the event is NIA Administrator Peter Tiu Laviña together with CARP-IC Project Manager Delsy J. Revellame, NIA MIMAROPA Acting Regional Manager Ramon A. Bugacia, Palawan IMO Manager Conrado V. Cardenas Jr., Roxas Municipal Mayor Maria Angela V. Sabando, Irrigators Association (IA) Presidents Mr. Loreto B. Canabig of Sabuata IA (Malico II) and Mr. Alfredo

Catalino of Samahang Manunubig ng RAE Sandoval Roxas Palawan Inc. (RAE). Both Mr. Canabig and Mr. Catalino were very thankful for the project provided by NIA and DAR. They said that this will be of big help for the farmers especially this planting season.

NIA officials stressed that farmers should take good care of the irrigation projects for the future generations.

In his message, Administrator Laviña coined the term “sabwatan” which means alliance or cooperation from the Sabuata IA. He highlighted that this is what the farmers, LGU, and government agencies need for the improvement of irrigation and agriculture in the province.

*“Kami ho sa NIA ay bow sa ating mga partners, sa mga Irrigators Association. Kung wala ho sila, wala ho tayong kakainin. Marami ang makakamit natin. Ang mahalaga pagkaka-isa, sabwatan at pagtutulong-tulungan,”* Administrator Laviña said.

He also emphasized the advantage of having a good relationship with the LGU, the very supportive partners of the projects provided by NIA. Lastly, he cheered the IAs with the additional funding for irrigation projects of Roxas for the current year. #



Ribbon-cutting of RAE Pump Communal Irrigation Project at Brgy. Sandoval, Roxas, Palawan. (L-R) NIA MIMAROPA Acting Regional Manager Ramon A. Bugacia, Roxas Municipal Mayor Maria Angela V. Sabando, CARP-IC Project Manager Delsy J. Revellame, NIA Administrator Peter Tiu Laviña, Palawan IMO Manager Conrado V. Cardenas Jr.



NIA Administrator Peter Tiu Laviña (3rd from R) together with the Samahang Manunubig ng RAE Randoval Roxas Palawan Inc. headed by IA President Alfredo Catalino (4th from L) during the turnover of RAE Pump Communal Irrigation Project at Brgy. Sandoval, Roxas, Palawan. Present also are (starting 5th from L) NIA MIMAROPA Acting Regional Manager Ramon A. Bugacia, Roxas Municipal Mayor Maria Angela V. Sabando, CARP-IC Project Manager Delsy J. Revellame, Palawan IMO Manager Conrado V. Cardenas Jr. and Project In-Charge Nimrod B. Maceda.



NIA Administrator Peter Tiu Laviña together with the Sabuata Irrigators Association during the inauguration and turnover of Malico II Lined Canal Irrigation Project at Roxas, Palawan.

Turnover of Ceremonial Key for the Samahang Manunubig ng RAE Randoval Roxas Palawan Inc. headed by IA President Alfredo Catalino (3rd from L).



Turnover of Ceremonial Key for the Sabuata IA headed by Loreto B. Cabanig (3rd from L).



## Laviña visits the “Land of the Oragons”

By: Analene J. Escolano, NIA-Region 5, PRO



**Left Photo** - CABILOGAN SAN-JUAN Rubber Dam, Ligao City, Albay. The Administrator together with Regional Manager Vicente R. Vicmudo and all the IMO Managers in region 5. (L-R.) Engr. Wilfredo C. Papaya – OIC, Div. Mgr for EOD; Engr. Alan N. Fabricante, Acting IMO Mgr for Sorsogon-Masbate IMO; Engr. Alvin L. Macasinag for Cam. Norte; Engr. Cristeta E. Mesias for Albay-Catanduanes IMO.



**Right Photo** - NIA Administrator Peter Tiu Laviña with Bicol Regional Manager Vicmudo at the lobby of the Regional Training Center for Farmers Empowerment in Naga City.

With his cozy sneaker-shoes sans socks the simple and hardworking NIA Administrator, Peter Tiu Laviña arrived in the regional office in Naga City, morning of January 16, 2017.

Full of excitement, NIA officials and employees warmly welcomed him by blowing bubbles while flashing and dashing their beautiful smiles as he alighted from the vehicle. At a glance, you will see a low-profile, no-mask, no-pretensions, and a ‘what-you-see is what-you-get’ type of person. In his social media account, you can perceive him as a God-fearing man, with a humble heart, and a genuine desire to serve.

Just more than a month since his appointment as administrator, Laviña had already came a long way bringing high hopes and great encouragement to NIA officials and employees. He has a vision to make NIA great again.

As an active Facebook user, Laviña never misses to post inspirational quotes and photos of his official visits to NIA offices including irrigation systems all over the country. He is

using the social media as a powerful tool in creating awareness and providing information about what he is doing as administrator, and how the Agency functions in developing various irrigation programs in the country. And yes, like so many other, he also takes “selfies”.

During his meeting with the regional office employees headed by Regional Manager Vicente R. Vicmudo, he enumerated his Four-main priorities for the Agency in line with President Rodrigo Roa Duterte’s goal of achieving food sufficiency in the country. He also stressed his advocacy on good governance. Under his stewardship, he urges everyone to render public service untainted by corruption. He desires to have an organization that develops a common goal, provides objective solutions to issues concerning implementation of irrigation programs, and exercise professional, and commendable service to the farmers.

Moreover, Laviña also stated that he will support the employees association in fighting for all the

financial benefits they deserve. Indeed, it was a timely visit for the Administrator, less than a month after the destructive Typhoon Nina hit Bicol in December 25, 2016.

In his two-day field visit, Administrator Laviña together with Manager Vicmudo and all IMO Heads inspected irrigation dams in THIRIS, located in the 3rd District of Camarines Sur and the newly repaired rubber dam of Cabilogan-San Juan in Ligao City, Albay on January 16-17, 2017. They also visited other irrigation systems with damages caused by the destructive typhoon.

NIA Region 5 believes that under Administrator Laviña’s leadership, the agency will be back on its track. More irrigation projects will be implemented, higher performance ratings will be posted, and more dynamic organization will be nourished. NIA will rise again and will continue to carry out its mandate to provide a committed irrigation service to the Filipino farmers, efficiently and effectively.#



## NIA Administrator visits Region 6

By: Maritess M. Bolinas, NIA-Region 6, PRO



Administrator Peter T. Laviña (2nd from right) listens as Regional Manager Gerardo P. Corsiga (3rd from right) and Iloilo-Guimaras IMO Division Manager Florencio P. Colorado (4th from right) discuss the ongoing construction of the Barotac Viejo Small River Irrigation Project (BVSRIIP). Also in photo are Engr. Jesus L. Dato-on (left most) and Engr. Benjamin P. Sanchez (right most).



Administrator Laviña gives his message during the dialogue with NIA Employees and Irrigators' Associations.

January 4, 2017, Iloilo City- Newly appointed Administrator of National Irrigation Administration, Peter Tiu Laviña, conducted his first field visit for 2017 in Region 6.

Administrator Laviña together with Region 6 Regional Manager Gerardo P. Corsiga and Iloilo Guimaras Irrigation Management Office Manager Florencio P. Colorado went to see the actual structures of the Santa Barbara River Irrigation System dam located at Brgy. Tungay, Sta. Barbara, Iloilo.

The said dam is the oldest in Western Visayas, which was built on December 1, 1922.

He then proceeded to Barotac Viejo Small River Irrigation Project (BVSRIIP) located at Brgy. Nueva Invencion, Barotac Viejo,

Iloilo which is currently being constructed by Oscar R. Sarmiento Construction, Inc. and Newington Builders, Inc. (Joint Venture). The project which is a 27.65-meter tall dam with crest length of 373.37 meters and crest width of 9.00 meters, has a total catchment size of 50.40 square kilometers. It has a reservoir capacity of 11.084 mcm and inflow design of 874.60 cms which targets to irrigate 2,050 hectares.

A dialogue with the Administrator at EON Centennial Resort Hotel, Alta Tierra Village, Jaro, Iloilo City was conducted in the afternoon of the same day. It was attended by Iloilo Provincial Governor, Arthur D. Defensor, Sr., members of the Local Government Units, heads of other government agencies, NIA employees, representatives of Federation of Irrigators Association, farmers from old and new Irrigators Associations, Indigenous Peoples of Calinog, members of Hugpong Federal Movement, and members of the press.

In his message, Administrator Laviña discussed his Four-point agenda. Also, he gave his full support to the implementation of two big projects which are the Jalaur River Multi Purpose Project Stage II (JRMP II) and Panay River Basin Integrated Development Project (PRBIDP). Furthermore, he cheered the NIA employees by assuring them that all the benefits such as CNA, PBB, VIG, and SSL4, which are due to them will be granted upon receipt of its legal basis.

***"Let's help each other and find solutions to all our constraints and be partners for change," he stressed.#***

Iloilo Provincial Governor Arthur D. Defensor gives his message of support to NIA projects.





## Region IX welcomes Irrigation Chief

By: **Maria Teresa A. Empleo,**  
NIA-Region 9, PRO

Labangan, Zamboanga del Sur – The newly appointed Administrator of National Irrigation Administration (NIA), Peter Tiu Laviña, went on a two-day visit to Region IX starting January 31, 2016. This is the 12th region he visited in a month's time since the turnover of management last December 14, 2016 at NIA Central Office, Quezon City.

The visit dispelled concerns on the free Irrigation Service Fee (ISF) policy as promised by the President during his electoral campaign. In his rounds from NIA Regional Office IX in Labangan, Zamboanga del Sur, to Salug River Irrigation System (SARIS) office in Molave, Zamboanga del Sur, to the Regional Sub-Office in Zamboanga del Norte, Administrator Laviña discussed the Free ISF policy guidelines in all these fora attended by the Irrigators Associations (IAs), NIA employees, and media men.

In his message, IAs in National Irrigation Systems (NIS) and Communal Irrigation Systems (CIS) will be unburdened of ISF and amortization fees starting this

year's cropping season. However, the IA may need to raise fund for their respective IAs to cover for its operation and maintenance costs, an incentive that is lost with the free ISF policy of the government. As a shared responsibility, NIA will subsidize the operation and maintenance of irrigation canals for the NIS with a formula pegged at Php1,750.00 per section (section is defined: 3.5 km for cemented canals, 7 km for earth canals ) and Php150.00 per cropping per hectare for six months. Since this is only diminutive compared to the share received by the IA when ISF is collected, Laviña encouraged the IAs to add more sources of income for the association.

*“Kinahanglan walaon na nato ang mentalidad na asosasyon lang ta, kinahanglan magnegosyo gyud ta. We have to develop our farmers as entrepreneurs,” he said. (We should get rid of the mentality that we are only an association, it is necessary that we do business.)*

Another possible income for the IA is the 50-50 sharing scheme between NIA and IA in the last

cropping season of CY 2016. NIA will also give an incentive to the IA for the collection of its back accounts which is still mandated by law.

*“Gikinahanglan na ang NIA ug IA magkahiusa . . . mas angay karon na pakusgon pa nato atong IA ug ang NIA committed na pakusgon pa ang institutional development,” he said while highlighting organizational discipline for a continued efficient operation of IAs amidst the free ISF implementation. (It is necessary that NIA and IA are united . . . it is more befitting now that we strengthen the IA and NIA is committed to fortify institutional development.)*

Aside from the full implementation of the free ISF as promised by the President, he shared his 4-point Agenda which is among his focus during his term in NIA.

Administrator Laviña also visited project sites such as the SARIS dam site, the newly completed west main canal in Barangay San Jose, Mahayag, Zamboanga del Sur, the Dohinob CIS dam in Brgy. Labakid, Roxas, Zamboanga del Norte, and the Dipolog CIS dam in Polanco, Zamboanga del Norte.

He also graced the 1st Finance Manager's Conference in the evening of January 31st in Dapitan City where he emphasized the crusade of the President in improving government service.#







## NIA Chief spends Valentine's Day 2017 in ALISA

By: Maria Fe A. Saldivar, LAMISCA IMO, Region 10, IDO

The Alubijid-Loguilo Irrigators Service Association, Inc. (ALISA) located in Alubijid, Misamis Oriental, was the first communal irrigation system in Region 10 visited by the NIA Administrator, Peter Tiu Laviña. It is not only because it is situated along the highway bound to Cagayan de Oro City but one of the consistent Outstanding Irrigators Associations in Region 10 since 2001. ALISA is headed by a surviving founding officer and abled president, Mr. Wilfred A. Adviento. His Leadership of commitment and discipline made ALISA ahead in the province of Misamis Oriental.

The visit of the NIA administrator was significant not because it was a Valentine's Day, he clarified the free ISF pronouncement; subsidy for CIS still for funding allocation.

He also emphasized the continuous education for farmers to cope with the challenges through engaging into entrepreneurial venture to uplift their living conditions.

Regional Manager Jimmy L. Apostol, the Division Manager of Lanao del Norte, Misamis Occidental, Misamis Oriental & Camiguin Irrigation Management Office (LAMISCA IMO) Joecarnine L. Gubat, Region 10 staff, LAMISCA IMO personnel and the vice mayor of municipality of Alubijid warmly welcomed Administrator Laviña. #





...Continued from page 1

## NIA Welcomes 2017 by *Blowing Bubbles*

### **Blowing bubbles is Eco-friendly**

Blowing Bubbles is an environmentally friendly alternative in welcoming the year, opposed to the unsustainable alternatives such as:

**Balloon releases:** Instead of littering the planet by letting balloons go, you can instead have fun, celebrate, and remember with environmentally-friendly alternatives.

**Sky lanterns:** (Chinese paper lanterns) are not environmentally-friendly alternative. Leaving fire unattended is against fire code. Sky lanterns have started huge fires, caused serious burns, and have killed animals.

**Butterfly releases:** Lepidopterologists warn butterfly releases are not good for the environment. They also promote the breeding and exploitation of animals.

**Dove releases:** Wildlife rehabilitators advise against the release of all domestic birds. Casualties are still common even when a professional is used. They also promote exploitation of animals.

Blowing bubbles is always fun; watching them bounce around towards the sky and twist with the



wind. Bubbles dancing in the sky when hit by sun's ray reflect back the colors of the rainbow. It also requires you to breathe and exhale. This is a great way to release your feeling as well and just let go. (<http://balloonsblow.org/>)

Breathe and release all the burden you had in 2016 and let the breeze carry them away. Imagine the spectacular sight of a countless number of bubbles floating away into the sky with a piece of every person that had gathered together.

Soaring up in the sky, the bubbles carry with them the unattained goals of the Agency as well: carrying all supplications to the heavens for victories of the Agency.





# Plans and Programs

## Bubbles represent Hopes and Dreams

We have experienced “bursting of bubble” in our lives, right? It’s depressing at first but that does not stop us from doing what we want to do. What is the first thing that we do after the bubbles pop in the air? Do we stop right away? No! We blow more bubbles!

When our hopes and dreams disappear like the bubbles, we do not give up, we do not quit – WE CREATE NEW ONES! As the maker of the bubbles we create bubbles that will be bigger and last longer; Like our determination in our #goals. We have the power to create and improve our goals and decisions respectively. BE A RESPONSIBLE BUBBLE MAKER. #



## NIA PR sets directions for 2017

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

NIA Quezon, City – “180 degrees shift tayo considering yung mga bagong requirements and demands ng ating new Administration especially our Administrator” said Public Affairs and Information Staff (PAIS) Department Manager Ms. Pilipina P. Bermudez during the annual PAIS National Review and Planning Workshop (NRPW), January 23 – 26, 2017 at London Beach Resort, Brgy. Bawing, General Santos City.

The 4-day event was strongly represented by all the Public Relations Officers (PROs) and designated PROs from different NIA Regional and Project Management Offices. Region XII Irrigation Manager Engr. Ali S. Satol warmly greeted everyone during his opening remarks on the 1st day of NRPW. “So we hope you will enjoy your stay here in Gensan, kung magkaproblema man kayo nandito naman ang ating Gensan office to assist and support you”, he added.

All were given the opportunity to report their respective accomplishments for the previous year including problems encountered which hindered them on attaining their targets.

The group also formed small teams to deliberate difficulties using the ‘But Why’ technique on all areas of public relations including public relations and publicity, publications/Information Education Communication (IEC) materials, audio visual, and communications and monitoring. Team representatives presented their assigned areas outlining not only problems identified but also suggestions on how to deal with it.

During the last day, the group had an opportunity to listen and to learn with Mr. Ed Yu, one of the well-versed NIA PRO in terms of Media Relations and Publicity. He wittingly shared authentic experiences in terms of dealing with media in particular with the Do’s and Don’ts. “The most



## Financial Assessment / Planning and Finance Managers' Conference

By: Mark Daniel Diosana, Office of the Deputy Administrator for Administrative & Finance Sector, Technical Assistant A

The Financial Management Department spearheaded the conduct of Financial Assessment / Planning and Finance Managers' Conference held at Dapitan City, Zamboanga del Norte from January 29 to February 1, 2017. It was attended by Administrative and Finance Managers from all of NIA's Regional Offices and their respective Chief Accountants.

As an offshoot of a meeting held last September 30, 2016, Technical Working Groups (TWGs) were formed in order to address major COA findings common to most regions. These findings are the following:

- Writing-off of Accounts Receivable
- Obligation of Contracts and Amounts
- De-recognition/Revaluation/Appraisal of Assets (Completed Projects)
- Implementation of GAD Programs
- Auditing of IA books

The guidelines for each of the Technical Working Group were finalized and presented to the Deputy Administrator for Administrative and Finance Sector. All groups took the initiative to present each of their Procedural Guidelines appropriate to their topic.

Aside from the TWGs other topics that were discussed during the conference were the Corporate Operating Budget for CY 2018 GAA, distribution of Php 2 Billion subsidy for ISF, review / revision of MC No. 78, s. 2005 on the monthly deposit scheme, and finally, the Succession Plan for 2018-2019 retirees.

On the last day of the conference, Administrator Laviña came for the Open Forum and Closing Ceremonies. The three-day conference was able to completely tackle its planned agenda.#

*important thing in media relation is yung pakikisama mo sakanila (media) kasi kung wala kang personal connection mahihirapan ka, kahit gaano ka pa kagaling magsulat mahirap na mailabas yang sinulat mo", he stressed.*

South Cotabato- Sarangani IMO Manager Engr. Orlando A. Tibang thanked all the PROs who participated the said event. He said that they were honored to receive the PR team and assisted them with their annual planning conference. "Kayo yung mga beautician ng NIA, kayo yung nagpapaganda sa image ng Agency", he added.

The PAIS Manager challenges each PROs to do their utmost effort to project the best image of the agency to the public most especially to its client – Filipino farmers. "Tulong tulong tayo na mas mapaganda at mapabango pa yung ating ahensya lalo na ngayon at suportado ng gobyerno ang agrikultura", she said. #



## Management Committee Meeting

The first Management Committee (ManCom) meeting under the leadership of Administrator Peter Tiu Laviña was held on Feb 2, 2017 at the Conference Room of the Administrator's Office. It was attended by all C.O. Department Managers and Division Managers.

Focusing on matters & concerns that can be addressed immediately, the Administrator voiced-out his plan for the ManCom meeting to be held on a monthly basis.





Continued from page 11 (Management Committee Meeting)

Sector	Concerns	Follow-up Action
<b>A. Operations</b>	ISF Abolition affecting the funding for the Repair-Operations & Maintenance of NIS/Pumps; CIS budget	Inclusion of CIS in the 2018 Budget; funding for ROMNISPIs; modification of the NIA-IA Contracts; Continue collection of ISF Back-Accounts; modification of Guidelines on NO ISF Policy to consider non-rice crops (pineapple, banana plantations, fish-ponds, etc.); consideration of equity participation only if it will be coming from the LGUs and not from the IAs; develop a guidelines for the 50-50 sharing on ISF collected as of Dec. 2016.
	Heavy Equipment: only 50% cash support was released	Provide the Administrator an inventory of equipment nationwide with their lifespan; disposal of unserviceable equipment; preparation of a proposal for current equipment needs; follow-up the 50% remaining unreleased cash support; Atty. Ailyn C.A. Selda to follow-up on the pending request to purchase new vehicles with DBM; access of heavy equipment donation (1st Gen)
<b>B. Administrative</b>	Lack of NIA man-power complement	Creation of positions (daily/or monthly co-terminous positions) to address work demand; HRD instructed to collate all requests for additional position with a justification of accelerated infrastructure projects; need to have a staff succession plan to be ready for staff that will be retiring/resigning
	Delayed procurement of Supplies and Materials	Review by the BAC on the Design Software requested in 2015; all needed supplies and materials for 2017 should be procured within the 1st qtr; for delivered sub-standard equipment, the Bid Evaluation Report should be reviewed carefully as the 2nd lowest bidder with better quality can be chosen; consider PPMP lease; consider other equipment for geotagging purposes instead of a cellphone
<b>C. Finance</b>	Procurement is limited by the SARO for the year	
<b>D. PAIS</b>	Schedule of publications procurement	A designation to canvass should be issued to PAIS for the NIA publications;

Other concerns discussed were the Notices of Disallowance issued by the COA which are now responded to by the Engineering Department; the uniform understanding on how to rate the SPMS; submission of sectoral accomplishments for the NIA Annual Report which should reflect the impacts on the farmer's way of life; ISO-QMS; creation of follow-up teams for DBM, OP, GCG.

## To Keep *or* Not to Keep?

By: Portia Sandoval Angulo, HRD-CO,  
IRDO

Piles of records were uncovered as NIA implements ISO 9001:2008. Many employees got tempted to just discard the documents and records they acquired over the years as they practice the 5S in their own workplace. For the system's continual improvement, a Briefing/ Orientation on Records Disposition Schedule (RDS) was organized by the Training and Career Development Section of the Human Resources Division in coordination with the Quality Management System's Document and Records Control team headed by Atty. Ailyn C. Agtuca-Selda. It was held last 10 February

2017 at the NIA Classroom A, 3/F IEC Bldg., EDSA, Diliman, Quezon City.

The following objectives were targeted for the conduct of said activity: 1) to effect better coordination in the management of NIA documents and records; 2) to appropriately establish the NIA RDS in accordance with the General Records Disposition Schedule; and 3) to clarify previously submitted RDS for the approval of National Archives of the Philippines (NAP).

The run of this activity did not only benefit our Agency for the aim of



# Photo News



During site inspection in Hubo CIP in San Agustin, Surigao del Sur (SDS), with RM C'zar M. Sulaik, EOD Manager Constancio G. Banaay, Jr. and SDS IMO Manager Ferdinand D. Amon.



NIA Administrator Peter Tiu Laviña has finally come to meet the 220 farmers Irrigators Associations (IAs) Presidents of Region XI as keynote speaker during the 9th Irrigators Associations Congress on January 26, 2017. the congress was held at the Ritz Hotel at the the Garden Oasis, Barrio Obrero in Davao City, his first to see many IA presidents in a convention.



Engr. Danny Yamis presents the operation of the Lower Agusan River Pump Irrigation System and its electric consumption at Pumping Station, Bit-os, Butuan City to Administrator Laviña with CARAGA Regional Manager C'zar M. Sulaik, Engineering and Operations Division Manager Constancio G. Banaay, Jr. and Agusan del Norte, Surigao del Norte and Dinagat Islands IMO Manager Salome N. Layasan.

ISO certification but it also complied with NAP's issuance of General Circular (GC) No. 1 dated 20 January 2009 which treats on the Rules and Regulations Governing the Management of Public Records and Archives Administration.

Mr. Larry O. Pardilla, Sr. Records Management Analyst of NAP, posted as the Subject Matter Expert (SME) who guided the participants in the discussion of NIA's records disposition. It was learned that NIA's RDS was approved way back early 80's. Thus, the Agency's outdated RDS resulted to some comments

from NAP when they evaluated our recent RDS submission. Mr. Pardilla mentioned that RDS must be revised every five (5) years or an addendum may be submitted to NAP for their approval.

The lecture centered on Rules 7.2 and 7.3 of GC No. 1 which directs all government agencies and instrumentalities to observed the General Records Schedules (GRS) prescribed by NAP in determining the disposal of their valueless records and also to establish an RDS covering its substantive records and those records not included in the GRS,

respectively. Mini-workshop about records and inventory appraisal was also provided by the aside from the lecture.

The briefing was well attended by Unit Documents and Records Controllers from the Central Office, Region 4 A, Quezon IMO and UPRIS, representing the four (4) sites covered for ISO 9001:2008. A Seminar-Workshop on Basic Records and Archives Management will follow through this March to continuously capacitate the records keepers or the duly designated Documents and Records Controllers in the performance of their functions.#



## CONTRACT SIGNING OF BBMP II FEB. 2, 2017



Represented by Admin. Peter Tiu Laviña (NIA) & A.M Oreta & CO. Inc. Northern Builders ( Joint Venture Contractor) Represented by Artemio M. Santos

## Irrigation Chief



North Cotabato 1st District Representative Cong. Jesus Sacdalan visited NIA Central Office, February 8, for a close coordination meeting on irrigation projects in North Cotabato and Maguindanao.



## CONTRACT SIGNING OF BENLIW DAM SRIP FEB. 2, 2017



NIA represented by Admin Peter Tiu Laviña and A.M. Oreta and CO. Inc. Northers Builders (Joint Venture Contractor) represented by Artemio M. Santos.



The NIA chief warmly received Allacapan Cagayan Mayor Harry Florida on February 6, 2017 for the urgent need to repair a typhoon-damaged NIA service road and bridge.



# Welcomes Visitors

Camarines Governor Egay Tallado talked about providing irrigation to his constituents with NIA Administrator Peter Tiu Laviña on January 27, 2017.



Among the visitors on January 30, 2017 is Mr. Lincoln Ong from the Office of the Presidential Adviser on Business.



Korea Rural Community Corp., February 13, visited NIA Central Office to show their interest for the joint Korean-Philippine irrigation project in Bicol Region.



Mr. Joel de Jesus of Manila Waters visited the NIA Chief to discuss future cooperation and coordination last January 10, 2017.

First NIA Board Meeting with the Chairman, Cabinet Secretary Leoncio B. Evasco, held at Malacañang Palace on December 13, 2016.





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By: Anne Giselle R. Collantes, Quezon IMO, R4A, IDO

I was twenty years old when I earned my bachelor's degree in psychology. Right after graduation, I started applying for jobs but my parents gave me the option to work in Dubai or stay here in the Philippines. I chose the former because it meant closer to my parents and sister. I was excited and terrified at the same time because it would be the first time to travel internationally on my own; and being in a completely different environment where the culture is far more conservative and strict which I was not used to. Somehow I had to acclimatize myself with the changes in my life.

The most memorable interview I have had would be with a British woman. Honestly, I was not confident enough in speaking the English language but I tried my best to answer her questions truthfully as I could. Few days after the interview, she called to inform me that I got the job. I was happy and I immediately called my parents to bear the good news. My designation was computerized maintenance management system officer in

engineering department of Dubai World Trade Centre where most of my colleagues were male of Indian descent, some were Emiratis and two Filipinos whom I barely saw and talked to because of our different work schedules. I tried to socialize with my other colleagues but it was difficult for me to relate with them because of our cultural differences. Due to long working hours, I was longing companionship. Luckily, my older sister worked at the same company as I am but was assigned in events management department where mostly Filipino women were working.

After three years of working in Dubai, I decided to go home for a two-month vacation in the Philippines that eventually turned into five months. I was undecided whether I should stay or leave again. One day, my aunt who previously worked in National Irrigation Administration as an auditor asked and suggested if I wanted to work in a government office, I said okay, I'll give it a try.

I went for the interview clueless as to what services NIA provided. I was assigned as clerk to the Sr. IDO of NIA Quezon IMO. Recently I was promoted to IDO. At first, I was hesitant to accept the offer because I was afraid that I may not be able to perform the job efficiently. In the end, I accepted it because it was a challenge that I'm willing to take. Due to the nature of my job, I got to socialize with the farmers and to hear their different stories about their lives and how grateful they are for what we're doing. For the first time I was passionate of what I'm doing not because of monetary compensation. It felt good to be able to help them in a little way.

Working for a year with NIA has taught me a lot in ways I could never imagine. Even though, my employment status maybe uncertain, I know wherever I go, whatever the future holds, the knowledge, skills and experiences acquired will forever be etched in my heart. #





# Ano ang "Commitment" para sayo?



**Maria Corazon Espano-Culanag** Being a Loyal and Honest but most of all is Unconditional LOVE

Like · Reply · 3 · February 14 at 9:05am



**Popsmarie A. Santos-Dadea** Commitment is being committed by being in love, staying in love, and choosing the love you chose.

#work

Unlike · Reply · 2 · February 14 at 9:16am · Edited



**Maribeth Alisaca Malinao** Commitment is the process of relentless pursuit of one's conviction despite the odds.

Like · Reply · February 14 at 9:51am



**Jane Baroza Huqueriza** When you commit you mean it "commitment" 😊😊

Like · Reply · 1 · February 14 at 12:03pm



**Edgar Layug Ubaldo** Commitment is dedicating yourself to others intellectually or emotionally to a course of action.

Like · Reply · 1 · February 14 at 1:23pm



**Mayet Dela Cruz** When you mean what you say and you do what is needed to be done even if it means climbing the highest mountain, crossing the deepest sea... 😊

Like · Reply · 1 · February 14 at 2:07pm



**Mary Ann Cruz** When you say commitment, just like contract, you have the responsibility and the enthusiasm to give ur time n to pursue ur obligation to whatever task or duty you have in the office, at home and in a relationship. Dedication is badly needed.

Like · Reply · 1 · February 14 at 7:53pm



**Wilma Valenzuela Granados** Help save NIA. that's commitment... lol...

Like · Reply · 1 · February 14 at 10:35pm



**Samantha Meziel** Commitment is continuing in the simplicity of obedience with a full purpose of the heart to seek to become the Lord's Heart and Mind... ❤️

Like · Reply · February 15 at 9:16am



**Bernabe Lucero Lopez** Commitment is committed yourself to do the task with positive result on time.

Like · Reply · February 15 at 1:56pm · Edited



**Omilia Eiy** Commitment is doing what we ought to do.

Like · Reply · 1 · February 15 at 8:05pm



**Armel Heart Fernandez Gatchalian** Commitment is a promise you made to yourself, to other people and specially to God, so you have to do the best that you can, with love, honesty and dedication to fulfill that promise.

Like · Reply · February 16 at 3:53am



**Melanie Deleon** Commitment..be it in love, in work, or in whatever u put yourself committed to, is a state of mind...wherein obstacles are all but stepping stones u will be using come what may...mapa lilek man or mapa diablo...you are going to push thru with that commitment..if you really are comitted...

Like · Reply · 3 · February 16 at 9:09am



**Zel Ramos Lpt** COMMITMENT: It's when you engage yourself into it without asking for something in return. Working hard for it and contentment follows.

Like · Reply · 3 · February 16 at 10:47pm



**Daryl Pascua** intentional promise + proactive attitude + ability to execute it = commitment

Like · Reply · February 17 at 1:22am · Edited



**Dexter Lagman** commitment means being loyal to what you said and will do and transforming promises into reality with no excuses just result.

Like · Reply · February 17 at 6:12am



# ISO Updates

The search for an ISO Certifying Body was over.

Anglo Japanese American Registrars or AJA Registrars Inc. was named as the Third Party certifying body.

## Company Overview

Anglo Japanese American Registrars was established in 1995. Formed and wholly owned by business professionals with extensive experience in the establishment and certification of formal management systems. This experience combined with the practical solutions to lessons learned has resulted in the AJA group expanding into the highly successful global network it is today.

The AJA Registrars group of companies have maintained their fundamental objective and that is to provide:

**REALISTIC  
CONSISTENT  
EFFECTIVE**

\*Data from the AJA Registrars Inc. website

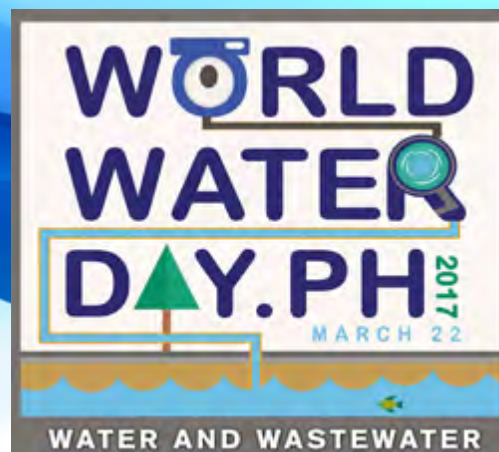
\*Notice of Award was given to the said body on February 6, 2017

\*AJA Registrars Inc. submitted their Performance Bond on February 13, 2017

\*ISO Technical Working Group Secretariat is in the process of drafting the contract

Soon....

Signing of Contract between NIA and AJA Registrars Inc.#



**W**orld Water Day (WWD) is an annual event celebrated on March 22. The

day focuses attention on the importance of fresh water and advocates for the sustainable management of freshwater resources.

This day was first formally proposed in Agenda 21 of the 1992 United Nations Conference on Environment and Development in Rio de Janeiro. In 1993, the first World Water Day was designated by the United Nations General Assembly and since, each year focuses on a different issue. This year the WWD's theme is "Water and Wastewater". And like the previous years the National Irrigation Administration (NIA) is one in celebrating the importance of water.





RBCO Deputy Executive Director Donna Mayor-Gordove welcomes the "Water Family" members during the first WWD preparatory meeting held at the DENR-NCR Main Bldg. on January 17, 2017.



First preparatory meeting held for the World Water Day 2017 Celebration with representatives from different Agencies and corporations.



Second preparatory meeting held at the EMB Air Quality Bldg. on February 3, 2017 aims to place and set the week-long activities of each participating Agency and corporation.



# Prep Meeting for the WWD 2017 Celebration

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

Spearheaded by the Department of Environment and Natural Resources (DENR) WWD-Philippines had a series of meetings, January 17, February 3, and February 15, to discuss the plans and activities each participating Agency or corporation will hold for the week-long celebration.

Members of the "Water Family" includes the National Water Resources Board, Environmental Management Bureau, Local Water Utilities Administration, River Basin Control Office, Biodiversity Management Bureau, Philippine Association of Water

Districts, Maynilad, Manila Water, Metropolitan Waterworks and Sewerage System, Laguna Lake Development Authority, Manila Bay Coordinating Office, Metro Manila Development Authority, Pasig River Rehabilitation Commission, Department of Interior and Local Government, Philippine Information Agency, Department of Education, UBM Philippines, and NIA.

The kick-off activity will be a photo exhibit to be held at Market Market in Taguig on March 15-17 showcasing each member's take and contribution in support of the fete. March 16-21 will have an

Maynilad, Manila Water, and DENR-NCR present the logo, poster, and tarpaulin designs to be used for WWD 2017.



array of activities like Pasig River tour, on-the-spot painting contest, mangrove planting, earth warrior games, Lakbayan, photo exhibit, estero cleanup, water craze, sungka tournament, etc.

The culminating activity on March 22 will be an awarding ceremony wherein champions of different Agencies and corporations will be honored in their respective fields. #





*“Unless commitment is made, there are only promises and hopes; but no plans.”*

# Commitment measures success

By: Ma. Theresa C. Lee, CARP-IC, SIDO

This quote by Peter F. Drucker greatly emphasizes the relevance of being true to one's word.

The quote aforementioned above, if given a thought, would make one realize how important it is to come up with a plan and pursue it- not for the goal itself but for the outcome. It is for the people dependent on the plan, for the people waiting for the plan, and for the people needing the plan.

“Depending on the rain and having no facilities to store water in, we could only use our land once in a year. With CARP's project- dams and irrigation facilities, we can finally harvest and make use of our lands at least two or three times a year.” These are the common lines usually heard from farmer-beneficiaries (FBs) in the Agrarian Reform Communities (ARCs) that indeed help in motivating us to do our best to help alleviate their living.

According to A.R. Rahman, Indian Philanthropist, when you do something with a lot of honesty, appetite and commitment, the input reflects on the output. Had

CARP not put these irrigation facilities and dams as its top priority, these farmers would still be bothered every night by the thought of the probability of having and not having rain. Had CARP not dedicated itself to its commitment, and just played as a mere part of the government, most of the farmers in ARCs would still be experiencing agricultural issues, preventing them from acquiring their best potentials..

This CY 2017, commitment is being greatly highlighted with the hopes of not only completing, but achieving three projects. Today, as Agrarian Reform Infrastructure Support Project (ARISP) III approaches its third phase completion, there will be a total of 12,872 FBs who will profit from the 12,274 ha. developed. The second is Mindanao Sustainable Agrarian and Agriculture Development Project (MinSAAD) which for a start will restore three dams that will generate 69 ha. and restore and rehabilitate 331 ha. of which 112 farm families, three landless

and 111 farmer-beneficiaries will benefit. The above mentioned projects are both foreign assisted funded by Japan International Cooperation Agency. On the other hand, the locally funded project, Comprehensive Agrarian Reform Program (CARP) Regular III which has a budget of PhP 282 Million will result in the generation, restoration and rehabilitation of 1,400 ha. with 2,230 FBs in the whole country.

Because of CARP-IC's ultimate goal of improving the socio-economic life of the Agrarian Reform Beneficiaries our commitment is dedicated to them. Restoration and rehabilitation of irrigation systems and generation of new areas will be ways to help the ARBs optimize their field production.

With this, it can be greatly realized how such honesty, appetite and commitment, brings CARP-IC into a larger scale. As its three main attributes, success is heightened thus helping and motivating it better to focus on.#

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