



OFFICIAL NEWSLETTER OF THE NATIONAL IRRIGATION ADMINISTRATION

CURRENTS

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FOUNDING ANNIVERSARY

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Editorial

Redefining NIA's brand of **PROFESSIONALISM**

The third and the last of NIA core values is "**PROFESSIONALISM**". This is the way a NIAN is supposed to act in the workplace in adherence to the standard and acceptable behavior of the organization which s/he represents. However, as we look around, we see diversity on how a NIAN demonstrates "**professionalism**". Is this a barometer that it is high time to redefine what is **NIA's Brand of "professionalism"**?

NIA has just celebrated its' 54th founding Anniversary last June 19, 2017. Earlier in May, NIA held its' "Salamat Mabuhay" for employees who are retiring this year. The face of a NIAN has been constantly evolving during the years as one generation retires and another moves up to take its place. Each generation



brandishing their own understanding of professionalism while together, every Monday morning, during flag ceremony, reciting together NIA's 3 core values, the third of which is "professionalism". It is no wonder that even the wardrobe displayed varies – from a formal intricately embroidered top on a soft linen pants to a more casual fashion of polo shirt or blouse on a faded and mangled denim pants paired with sneakers, sandals or even fitflops! A large portion of the employees in white and black of different forms. Seldom now are the days when employees give warm greetings to each other regardless of generation. If a time-motion study is conducted to determine the effective working hours of NIAns, it will surely be less than the 8 hours required. Why? – because we are a little early in taking our breaks and a little later returning from each. Management had ways of curving the dilemma 1- by issuing a prescribed uniforms to all employees: the problem is not all uniforms were delivered by the commissioned contractor; 2- having released many a memoranda on the required office hours using biometrics – problem is there are employees who are smarter than the machine; 3- management had held a number of orientation on ethical standards for civil servants – problem is words are not enough (take it from the words of Confucius – "I hear and I forget". It is not

saying that NIAns are less professional or are already unprofessional, but there is always a hope to redefine the values and attitudes of today's NIAns towards professionalism in the workplace. Redefined for it to be more inclusive of what the amalgam of generations today have understood what professionalism in the workplace should be because if not it will remain as an abstract concept with varied interpretation by each employee. As we continue with our efforts to develop professionalism as NIAns, we are also ensuring the stability of our Agency so that even with the changes of leadership at the highest position of the land and our Agency, we can continue to deliver efficient public service.

Professionalism is conducting oneself with responsibility, integrity, accountability and excellence. It means communicating effectively and appropriately and always finding ways to be productive even exceeding set expectations.

NIA is a microcosm of the country's bureaucracy and so unless NIAns and its leaders will work together in shielding NIA from meddling interest groups in its' internal affairs, to practice professionalism can be challenging. 🏢

Meet the New NIA Board Member: **Pio J. Benavidez, NPC President and CEO**

By: Luzviminda R. Peñaranda, Sr. PRO, PAIS-CO

Appointed on April 1, 2017, The National Power Corporation (NPC) President and Chief Executive Officer (CEO) PIO J. BENAVIDEZ joins the NIA BOARD on April 18, 2017. One of his thrusts as the NPC President and CEO is to have 24/7 stable and reliable power supply in the Small Power Utilities Group (SPUG) areas.

In 1973, he graduated Cum Laude from FEATI University with a degree of Bachelor of Science in Mechanical Engineering. He is a licensed Professional Mechanical Engineer. His desire for a higher learning earned him "Superior Performance Honor" as he graduated in 1990 at the Asian Institute of Management under the Management Development Program.

He worked his way up the ladder and became the Senior Vice President of NPC, managing All Plant Generations, Technical and Maintenance Services, Independent Power Producers, Pre/Post Privatization Activities, Assets Preservation Department, Human Resources and Administration, Watershed Management Department, and Dams Reservoir & Flood Forecasting Department.

President Benavidez also served as: Vice Chairman of Nuclear Power Projects Core Group; Sr. Adviser, NPC-ALECO Management Team; Philippine Delegation Head, HAPUA Working Group; Chairman, Steering Committee, NPC/PSALM O&M Agreement; and, Alternate Board Member, Renewable Energy Board. Previously, he was the Executive Advisor of

Axia Power Holdings Philippines Corporation, a Marubeni Company.

President Benavidez had extensive studies and on-the-job training in Geothermal Power Plant Planning, Design Engineering and Operations both in Japan and in the Philippines. He represented the Philippines in numerous fora on Energy in the ASEAN, Asia, APERC, SOME/ANEM/APEC. He also worked as Guest Lecturer and Consultant in the Energy field both here in the Philippines and Asia.

As an NPC employee/official, he had extensive exposure & expertise in Planning, Design and Engineering, Power Plant Operation and Maintenance, Research and Development and Island Missionary Electrification and Renewable Energy. He also received specialized training in Coal, Non-Conventional Energy and Natural Gas Utilization.

Born in Bato, Catanduanes on October 14, 1951, President Benavidez is happily married to Virginia H. Benavidez, the former Ambassador to Brunei Darussalam & New Zealand and former Chief of Mission 1, Department of Foreign Affairs. They are blessed with two children Alexander and Rubianca.

Serving in various capacities and the recent as the NIA Board Member, President Benavidez vows to protect the integrity of NIA, consequently one of the NIA's core values. 🏢

Data provided by: Ms. Alith Maria B. Bagood, Office of the President, NPC

The New SDA: **BGEN ABRAHAM B BAGASIN (Ret)**

ABB: From National Security to Food Security

By: Alimbai A. Maglangit, Office of the Senior Deputy Administrator



It is a common perception that military service operates around an entirely different work culture from that of civilian work settings. The former is believed to be more rigid, precise, and structured with a strict observance of the “chain of command”. This is not to say that civilian employment is less disciplined, but most people will agree that the dynamics are just different. Military men are assumed to be conditioned to operate differently as leaders because of their military training and the nature of “missions” they carry out. With the appointment of two retired generals to supervise NIA, this perception may have its chance to be verified. Questions such as ‘Will they be as effective as they were when they were generals?’ come to mind. But President Duterte believed so, as their appointments only confirm that they will be, if not more effective, as civilian leaders.

On May 8, 2017, Retired General Abraham B. Bagasin assumed office as the Senior Deputy Administrator to join Administrator Ricardo R. Visaya in overseeing the National Irrigation Administration. With two retired generals at the helm, NIA is expected to make its way through a good deal of changes.

When asked if he went through some serious adjustments in performing his new “job”, General Bagasin replied in the negative, saying that it was just a simple shift from one leadership position to another in a public sector setting. He also shared that his PMA background had made it easier for him to assume any leadership position since the Academy strives to educate and train its cadets to be competent officers and leaders. Unlike civilian universities, the Philippine Military Academy bestows its graduates with Bachelor Degrees not specific to a field of study but a comprehensive academic and military education that equip the cadets with strong leadership skills.





MILITARY SERVICE

After graduating from the Philippine Military Academy in 1983, General Bagasin went on to undergo several advanced trainings-- a Scout Ranger Course (1983) and later the Infantry Officer Course (1995). In 2002, he took the General Staff Course (GSC) at the Korea Army College.

General Bagasin proudly shared that he was a die-hard infantry man. He was assigned as a Commander and Staff Officer of the 17th Infantry Battalion stationed in Cagayan and the 11th Infantry Battalion in Negros Island. He was also Commander of the Scout Ranger Company in Zamboanga del Sur and Basilan. Thereafter, he served as Assistant Commandant of the Philippine Military Academy from 2007-2009. The following year, he became Commandant of the Officer Candidate School until 2011. Before he left the military service in 2015, General Bagasin was Regimental Commander of the First Scout Ranger from 2011-2012 and shortly after, Deputy Commander of the Northern Luzon Command.



CIVIL SERVICE- great opportunity

Grateful for being given a second opportunity to serve the country; albeit, in a civilian capacity, General Bagasin eagerly looks forward to bringing positive changes to NIA. Honoured by the trust and confidence accorded to him by President Duterte, Senior Deputy Administrator Bagasin vows to work hard towards making NIA a well-regarded model agency where services are delivered efficiently and transactions are without taint of corruption.

Since his assumption, General Bagasin has been able to visit almost all the regional offices to check on the status of some irrigation projects and systems and mostly to attend Mass Signings of Irrigation Management Transfer (IMT) contracts. He disclosed that these visits have allowed him not only to get a “hands-on” appreciation of what NIA is all about but likewise, a good sense and grasp of issues/problems besetting NIA in the field.

Together with the Administrator, Senior Deputy Administrator Bagasin believes that at this point of NIA’s history, their military background is just appropriate. As an officer and a general, he was very cautious about his actions and decisions because severe consequences result from any wrong assessment. Lives depended on these decisions. All decisions he made were always for the success of a mission and not for personal gain, he stressed.

Bringing along this mind-set as he performs his duties as Senior Deputy Administrator, General Bagasin believes that he can strongly assist in realizing the 4- point agenda of Administrator Visaya. He admits that he has a lot to learn about NIA’s system and processes, but he is getting there. He loves a good challenge and NIA has proven to be a big challenge.



NIA'S 54th Foundi

“ This is the first day of our 54th Anniversary, I would like you to participate and enjoy the celebration and let's make this the most memorable anniversary NIA will ever have. ”

June 19, 2017 - This year's anniversary amidst speculations that it will never push through with the usual celebration, went ahead with much gusto and joy fixed in each employees face. Air filled with happiness, pride, excitement, and camaraderie was felt throughout the NIA Central Office compound as the first day of the four-day festivities starts.

A wonderful and colorful morning greeted everyone with the parade of colors making everyone giddy with each region/project's turn to walk and show their production in the competitor's eyes.

Administrator Visaya in his message stressed that anniversaries are not just there to be celebrated but to also reflect what were the achievements in the past year, and with that, he happily announced that the performance in 2016 is much higher than in 2015. *“Because of our accomplishments it is proper to congratulate everybody*

NIA Administrator Ricardo R. Visaya delivers his first-ever anniversary message during the agency's 54th Founding Anniversary held at the NIA Central Office.



for a job well done”, he added. The Irrigation Chief also emphasized that with the increase in the Agency's budget allocation, expectations are higher, many projects should be implemented, and there will be more possible things to do for the Agency. With these positive things coming in NIA's way he requested cooperation from all the managers and employees and reminded everyone that NIA's vision of sustaining its efficiency and professionalism should always be held in high regard so as not to disappoint but always exceed expectations. *“The key here is our cooperation, our loyalty, [and] our commitment to the service especially in serving our farmers”,* he punctuated his speech.



Actor-singer Jericho Rosales graced the event and makes hearts melt during his song number.

NIA's anniversary would not have been completed without each regions'/ project gimmick of a dance, a cheer, vibrant balloons, bright party poppers, and muses that made the sun shine even brighter during the opening day.

Also in attendance was actor-singer Jericho Rosales who sang two songs to the delight of everyone.





By: Pops Marie A. Santos-Dadea, Jhon Vince R. Santoalla, and Clarizze C. Toribio, PAIS - CO

54th Anniversary

Cultural and Choir Competition

The Cultural and Choir Competition is one of the main dishes of NIA Anniversary's menu yearly. That is why preparations upon preparations were given by the regional and central offices to fit in key and secret ingredients to showcase tasteful performances.

With the same criteria and guidelines, the Choir Competition was again dominated by the undefeated charms and voices of Region 8, the champion for the said category. Meanwhile, the Cordillera Administrative Region (CAR) owned the stage by proving that dancing is engraved in their culture and tradition which made them the victor of the Cultural Dance.

For the Choir Competition, the participants sang as their common song 'Magsimula ka' by Mr. Leo Valdez and a song of their choice while in Cultural Dance, the contestants moved into the rhythm of 'Banga' or Pot dance which is a popular contemporary dance of the Kalingas in the Cordillera Region aside from another of their choice.

Other winners of the Choir Competition include Region 3 (1st Runner Up), and Central Office (2nd runner Up). For Cultural Dance, the Casecnan Multipurpose Irrigation Power Project (CMIPP) grabbed the 2nd place while the group all the way from Region 10 made it to 3rd Place.

Still, the true champion was the audience who witnessed the vibrant and festive competition which transcends the culture inscribed not only in the respective regions but in the agency as a whole.



Bingo Socials for the benefit of Marawi Victims



A bingo Social sponsored by NIAEASP - NCR for the benefit of Marawi Victims was held in the afternoon of June 20, 2017. The total proceeds of P145,100.00 (inclusive of P18,000 donations) was turned over to Engr. Jimmy Apostol - RM of Region 10 during the closing program of the NIA Anniversary last June 22, 2017.

2016 Praise Awardees



Regional Manager of the Year Award

Engr. Diosdado A. Rosales
Regional Manager A
Region 9, Pagadian City



Department Manager of the Year Award

Engr. Wilfredo C. Gloria
Department Manager A
MRIIS, Cauayan City, Isabela



Project Manager of the Year Award

Engr. Delsy J. Revillame
Project Manager A
CARP-IC, IEC Bldg., NIA, EDSA, Diliman, Quezon City



Irrigation Management Office Manager of the Year Award

Engr. Francisco A. Domingsil
Division Manager A
Nueva Vizcaya IMO, Region 2



Division Manager of the Year Award

Engr. Eduardo P. Ramos
Division Manager A
Division 1 - MRIIS, Batal, Santiago City



Best Project Management Office of the Year Award

AGNO RIVER INTEGRATED IRRIGATION SYSTEM EXTENSION
PROJECT (ARISEP)
Rosales, Pangasinan

2016 Praise Awardees



Best Irrigation Management Office of the Year Award

NUEVA VIZCAYA IRRIGATION MANAGEMENT OFFICE
Region 2 Capitol Site, Bayombong, Nueva Vizcaya



Best Division/ District Office of the Year Award

Division 3 - MRIIS
San Manuel, Isabela



CARP-IC Most Outstanding IA 2016

Gravity Irrigators Service Associaton, Inc.
Davao del Norte IMO



CARP-IC Most Outstanding IA 2016

Bulacanon IA, Inc.
Cotabato IMO



CY 2016 Most Outstanding IA, CIS Category

San Agustin Ruparan Brgy. Irrigation Development Association
(SARBIDA)
Ruparan, Digos City, San Agustin CIS, Davao del Sur Region XI



CY 2016 Most Outstanding IA, NIS Category

San Isidro Farmers IA, INC.
San Isidro, Carmen, Davao del Norte
Libuganon RIS, Region XI

The Sportsfest

SPORTS COMPETITION WINNERS

Men's Volleyball

Champion: Region 8
1st Runner-up: Region 4A
2nd Runner-up: Region 6
3rd Runner-up: MARIIS

Women's Volleyball

Champion: Region 6
1st Runner-up: Region 10
2nd Runner-up: Region 3
3rd Runner-up: Region 11

Badminton

Champion: Region 5
1st Runner-up: Central Office
2nd Runner-up: Region 3
3rd Runner-up: Caraga Region



Chess

Champion: Region 10
1st Runner-up: Central Office
2nd Runner-up: UPRIS
3rd Runner-up: Region 3

Dart

Champion: Region 2
1st Runner-up: Region 5
2nd Runner-up: Region 4A
3rd Runner-up: Region 9

Senior Men's Basketball

Champion: UPRIS
1st Runner-up: Central Office
2nd Runner-up: Region 9
3rd Runner-up: Region 1



Obstacle Race

Champion: Region 2
1st Runner-up: Region 4B
2nd Runner-up: Region 4A
3rd Runner-up: Region 6

Back Flip Relay

Champion: Region 6
1st Runner-up: Caraga Region
2nd Runner-up: Region 2
3rd Runner-up: Region 11

Movin' On Up Relay

Champion: Region 4A
1st Runner-up: UPRIS
2nd Runner-up: Region 4B
3rd Runner-up: Region 2



SPORTS FEST OVERALL WINNERS

Champion: Regions 6 and 2
1st Runner-up: Region 4A
2nd Runner-up: Central Office and UPRIS
3rd Runner-up: Region 10



NIAEASP 31ST General Assembly

By: Eden Victoria C. Selva, PRO IV, PAIS-CO/ PRO-NIAEASP-NCR

It is the 2nd General Assembly (GA) organized and led by the current officers of the NIAEASP-NCR with the theme “**NIAEASP @ 31 Patuloy sa Pagsulong ng Kapakanan ng mga Kawani at Paglaban sa Katiwalian**”. The whole day occasion was held last May 24, 2017 at the Convention Hall of the DCIEC Building, NIA , Quezon City compound. Part 1 was the GA Proper held in the morning and Part 2 was a Bingo Social held in the afternoon. Presiding over the GA was its President Engr. Wilhelm S. Tiangco who reported on the accomplishments of the NCR Chapter for their 1st year of leadership.

Aside from the Report of Operations which covered the Cash Position of the Association for CY Jan-Dec 2016 and the financial performance of the credit and canteen which the NIAEASP-NCR manages, he also shared the recipients of the different Assistance Programs extended by the Association to its members such as burial assistance, medical assistance and food stub to birthday celebrants. An agreement reached during the assembly was the stoppage of the refund of the members' equity once the member retires. A segment of the morning activities was allocated to the NIAEASP Council led by the Council President Engr. Victorino A. Aron which covered the recognition of previous Council members. Highlight of this part was the awarding of the first “**Joel Culejera Leadership Award**” to Engr. Florentino “Pory” David, UPRIIS Department Manager, in recognition of his advancing and uplifting the rights, welfare and benefits of the UPRIIS employees when he granted the 2017 CNA despite the challenges faced. Deputy Administrator for Administrative and Finance Estrella E. Icasiano represented the NIA top management in the occasion.



15th World Bank Implementation Support Mission: A Big Leap for PIDP

By: Ma. Victoria Mamaril, Environmental Specialist B, PIDP



Kick-Off Meeting for the 15th WB Implementation Support Mission for PIDP headed by NIA Administrator Ret. Gen. Ricardo R. Visaya, Deputy Administrator C'zar M. Sulaik together with Department Managers, Division Managers and representatives from different sectors. Kick-Off Meeting was held at the NIA Convention Hall on May 25, 2017.

A three week-long activity (May 22- June 9, 2017) for the World Bank 15th Implementation Support Mission for PIDP commenced with a kick-off meeting on May 25, 2017 which were attended by NIA top officials led by Administrator Retired General Ricardo R. Visaya, Deputy Administrator for Engineering and Operations, Engr. C'zar M. Sulaik, Department Managers, Division Managers and representatives in the different sectors of the agency. Also, Mr. Rhonel Santos, Economic Development Specialist represented NEDA as one of the oversight agencies. While the mission focused on assessing project implementation, project development objective and key performance indicators it will also give special attention in the completion of four remaining Core A systems and rehabilitation of four Core B systems approved under the PIDP project restructuring and extension until August 31, 2018. In the kick-off meeting, Ms. Theresa G. Quiñones, WB Task Team Leader said, “*the approval of the project restructuring will provide ample time to complete and /or rebid the four remaining big projects and allow additional rehab works in the four Core B NISs in Regions 1,3,4-B and 8*”.



Ms. Maria Theresa G. Quiñones, World Bank Task Team Leader gives the overview and objectives of the Implementation Support Mission.



NIA Administrator Ret. Gen. Visaya delivers his message of support to the Project during the Kick-Off Meeting.



Ms. Alysandra Gage, WB FAO Expert meets with the IA leaders in Bonga Pump 2 in Region 1 during the field visit.



Mission Task Team for Civil Works inspecting the on-going diversion dam repair in Baco-Bucayao RIS, Region 4-B.



Engr. Romeo Quiza, Regional Manager of Region 8 leads the Mission Team to the on-going construction in Lower Binahaan, Leyte.



Group Photo taken after the Wrap-Up Meeting held at the NIA Convention Hall on June 9, 2017. Deputy Administrator Icasiano (Front row, 6th from right) chaired the Wrap-Up Meeting. With her are the NIA Department & Division Managers, Representatives from Finance & Engineering Sectors, World Bank Task Team and PIDP-PMO Project Manager & Staff.

expressed their support over the project's infrastructure improvement to ensure timely completion of the works as per contracts.

Apart from the various sectorial meetings with NIA officials at the Central Office, mission activities took account on field visits and meetings with Irrigators' Associations (IAs) and Project Affected Persons (PAPs) in the eight (8) RIOs (CAR, 1,2,3,4-B,8,10,&11) comprising fourteen (14) NISs.

The mission recognized progress both in the Irrigation Transfer Management (IMT) Program and Safeguards component of the project. Participation of the IAs in the systems' O&M activities continuous to improve despite the pronouncement of government to abolish the collection of Irrigation Service Fee. The roll-out of MC 13 series of 2017 is being undertaken in the field office.

Accomplishment on environmental and social safeguards were noted to be satisfactory as payment for the PAPs were substantially (96%) made and implementation of livelihood programs had been started.

The mission noted a positive achievements on civil works at 85% from 81% in the last mission with the completion of 54 out of the 58 NISs under the PIDP while it is worthy to mention that early progress was observed during field visits in the 4 Core B NISs under the project restructuring.

The mission's findings on the project implementation continued to be generally satisfactory. The overall physical accomplishment is 81% with a significant increase in disbursement rate at 78% compared to 70% in the previous mission. The results and the findings were affirmed by WB Task Team headed by Ms. Theresa G. Quiñones during the Wrap-Up Meeting on June 9, 2017 which were attended by NIA Deputy Administrator for Administrative and Finance, Estrella E. Icasiano together with Department/Acting Managers of Operations, Engineering and Finance, Engr. Romeo R. Lopez, Ms. Lydia S. Esguerra and Ms. Editha D. Morales respectively, Division Managers of Institutional Development and Human Resource Development, Engr. Bayani P. Ofrecio and Ms. Conchita Calsiña, respectively and representatives from Finance and Engineering sectors. Ms. Quiñones on behalf of the World Bank group conveyed her appreciation for the active participation and hospitality extended by the NIA Central Office management as well as the Regional Irrigation Offices and Irrigation Management Offices visited, officers and members of the IAs and PAPs met during the field visits. The Bank likewise recognized the efforts and commitment of the PIDP Project Management and its staff headed Project Manager, Engr. Eleuterio C. Luz in carrying out the activities in all the components towards project completion. 🏗️



INWEPF UPDATE: TASK FORCE MEETING

By: Mark Daniel Diosana, Office of the Deputy Administrator for Administrative & Finance

After a series of meetings and workshops, finally, delegates for the International Network for Water Ecosystem and Paddy Fields (INWEPF) Task Force Meeting have arrived last May 9, 2017 in Manila. Seven (7) delegates from Thailand, four (4) from Korea, and four (4) from Japan were present for the said meeting.

On the first day of the Task Force Meeting, the foreign delegates arrived at the NIA Central Office and were greeted by warm welcomes including *leis, smiles and mabuhays*. They were introduced to each other, and the newly appointed Senior Deputy Administrator Ret. Gen. Bagasin, NIA RIMs, and other NIA staff.

The Meeting started with the presentation of technical papers summarize in Table 1.

Table 1		
Country	Title of study	Brief background
INWEPF Japan	Monetary Assessment of the Functional Roles of Paddy Fields	The study aims to evaluate the monetary assessment of the multifunctional roles of paddy fields.
INWEPF Korea	Modernization of Irrigation and Drainage System	The study aims to share policies, technologies, and information on modernization of irrigation system for agricultural water management efficiency in paddy fields
INWEPF Japan	The study of the Irrigation Canal considering the Life Cycle Cost	The study aims to choose the most adequate canal type depending on the economic situation, survey was carried out on irrigation canal design criteria in the East Asian monsoon countries

After the presentations, the delegates were briefed on the plans NIA has in store for them for the Symposium this coming November 2017.

The delegates were then brought to the Science City of Muñoz to have a short meeting with the MTG PLIVIRISCAF NIA-IA. There they exchanged information on how this IA was able to receive numerous awards for being one of the best IAs in the country. It was a real eye-opener not only for the foreign delegates but for all that were present.

A grand welcome was prepared by the host offices which included the dinner & socialization.

Although everyone was tired during the first day, that didn't stop them to wake up early for the second day. Everyone toured dams and irrigation systems: Pantabangan Dam and Rizal Dam. After the tour and the short briefing with the NIA facilities. The delegates visited PhilRice at the Science City of Munoz. Everyone there were very interested with the short yet very informative presentation on the effect of Paddy fields to Climate Change.

After a long second day, the delegates traveled to Clark, Pampanga to inspect the possible hotels in which the 14th Symposium will be held.

The tiring two-day task force meeting and ocular inspection of the sites, had prepared the NIA for the upcoming 14th INWEPF Symposium and Steering Meeting this November 2017. 🏠

National Rice Achievers Awards 2016

By: Heartie E. Navarro, CDO IV, Irrigators Association Assistance Section, IDD-OD

The Department of Agriculture started the National Rice Achievers awards in 2011 to recognize the contributions of high performing Irrigators Associations (IAs), municipalities, provinces, and agricultural extension workers in the realization of the self-sufficiency program of the government. Since its inception, NIA is tasked in selecting the winners for Outstanding IAs. A technical working group composed of staff from different NIA offices was created to evaluate the potential winners. An IA is eligible for nomination if it meets all of the following criteria:

1. The area of coverage is at least 50 hectares for CIS and 100 hectares for NIS;
2. It has attained at least 90% membership of potential IA members;
3. The functionality status must be outstanding during the previous year as per IA Functionality survey conducted by Irrigation Management Offices and validated by Regional Offices; and
4. The IA is registered with SEC as of December 31, 2016 and regularly submits its annual SEC reportorial requirements.

The criteria for giving out the award focuses on 7 key areas: (1) operation and maintenance, (2) organization, (3) financial, (4) organizational discipline, (5) trainings, (6) agricultural equipment and (7) crop production. For CY 2016, DA gave an award to four (4) most outstanding IA, two (2) from the CIS category and two (2) from the NIS category. The winners will receive a plaque of recognition and One Million Pesos. Other contenders received a plaque of recognition and One Hundred Thousand Pesos. The list of winners are as follows:

CIS Category

1. Region XI - Batinao Cabacungan Sto Nino IFA
2. Region 8 - Hingatungan IA



Batinao Cabacungan Sto Nino IFA President, Mr. Caraciolo O. Jaso accepted the award from the DA and ATI officials led by Director Luz A. Taposok for 2016 Rice Achievers Award for Irrigators Association CIS Category. He was joined by the NIA officials led by Deputy Administrator for Engineering and Operations, Engr. C'zar M. Sulaik, Deputy Administrator for Finance and Administrative, Ms. Estrella E. Icasiano and Regional Irrigation Manager Felix M. Razo.



2016 Rice Achievers Award Winner Irrigators Association for CIS Category - Hingatungan IA. The award was received by IA President - Virgilio T. Tosloc. The award was given by the ATI officials led by Director Luz A. Taposok and assisted by Deputy Administrator for Engineering and Operations, Engr. C'zar M. Sulaik, Deputy Administrator for Finance, Administrative, Ms. Estrella E. Icasiano, Regional Irrigation Manager, Romeo G. Quiza and IDD Manager, Bayani P. Ofrecio last May 23, 2017 at the Philippine International Convention Center (PICC), Pasay City.

NIS Category

1. Region XI - Patafia Inc.
2. MRIIS - Villafuerte IA



Rice Achievers Award for Irrigators Association Winner for NIS Category - PATAFIA Inc. of Region XI. IA President Mr. Daniel P. Seville accepted the award from DA Undersecretary Segfredo R. Serrano and ATI Director Dr. Luz A. Taposok and assisted by NIA Deputy Administrator for Engineering and Operations, Engr. C'zar M. Sulaik and Deputy Administrator for Administrative and Finance, Madam Estrella E. Icasiano. Mr Seville was joined by the Regional Irrigation Manager of NIA Region XI, Engr. Felix M. Razo and NIA staff.



Rice Achievers Award for Irrigators Association Winner for NIS Category, VILLAFUERTE IA of Magat River Integrated Irrigation System, Cauayan, Isabela. IA President, Mr. Villamor C. Villarta accepted the award from DA officials led by Undersecretary Segfredo R. Serrano and ATI Director Dr. Luz A. Taposok and assisted by NIA Deputy Administrator for Engineering and Operations, Engr. C'zar M. Sulaik and Deputy Administrator for Administrative and Finance, Madam Estrella E. Icasiano.

Other contestants that received One Hundred Thousand Pesos (P100,000.00) and plaque of recognition are as follows:

NIS Category

1. Penaranda IA - Division IV, UPRIS
2. Kasaganaan IA - Region 8
3. BNBL IA - Region XII

CIS Category

1. Amaling Manoot IA - Region IV-B
2. San Augustin- San Ramon Farmers' Coop. Inc. - Region V
3. Barbaza IA - Region VI

The awarding ceremony took place in Philippine International Convention Center on May 23, 2017. Senator Cynthia Villar, Chairman of the Senate Committee for Agriculture and Food was the guest speaker. She stressed that mechanization is the key to enhance competitiveness and productivity in rice production.

Deputy Administrators C'zar M. Sulaik and Estrella E. Icasiano assisted DA Undersecretary Segfredo R. Serrano and ATI Director Dr. Luz A. Taposok in handing the awards. They were joined by NIA Managers Romeo M. Lopez, Pilpina P. Bermudez, Bayani P. Ofrecio, Delsy J. Revellame and Concepcion Cablayan. The IA Presidents received the awards, accompanied by the Regional Irrigation Managers, IMO Managers and IDD Staff.

Third NIA Managers' Conference

By: Luzviminda R. Peñaranda, Sr. PRO, PAIS - CO

Managers, be it regional/project/department/division with staff in tow trooped to the common destination, the Convention Hall, 5th floor, IEC building NIA Central Office (C.O.), inside NIA Complex Quezon City, with one goal – to attend the two-day managers' conference. This is the first managers' conference under the leadership of Ret. Gen. Ricardo R. Visaya, Administrator.

Deputy Administrator (DA) for Engineering and Operations C'zar M. Sulaik in his welcome message, posed challenges to attendees as precursor of change and be open to adapt the various challenges coming from diverse perspective. *"This is the opportune time to highlight and exchange best practices of every NIA manager in implementing their mandated task to the fullest,"* he added. DA Sulaik viewed the conference as "a form of empowerment as this provides an opportunity for all to actively participate in the planning activities, decision-making processes and contributing propositions that will work in securing sustainable irrigation development in the country." Finally, he believed "the conference is geared towards the promotion of excellence and the advocacy of good governance practices".



PAIS Manager Pilipina P. Bermudez who acted as facilitator announced the established House rules to maximize the conference time and make it more productive.

After acknowledging the presence of everyone, Administrator Visaya introduced his staff. His brief message emphasized the desire to achieve the Agency's Vision and Mission and even be responsive to continue the good practices started by the previous administration. He encouraged everyone to follow the house rules and the mechanics of the conference.

Acting Manager of Corporate Planning (CorPlan) Services Rogelia C. dela Torre, started the conference proper thru a review of the highlights of two previous Managers' Conferences. The regional, project and operations managers presented their reports – physical and financial performance of engineering and operations-monitored projects, plans of actions for the remaining months of the year,



status of operations and maintenance, and Performance Score Card. The order of presentation was thru draw lots, The C.O. Department Managers acted as panelists during the managers' conference. Issues were highlighted, recommendations/suggestions (catch-up plans) were examined, agreements were made and top management officials gave their advice and support on the high-level challenges.

The attendance of the top management officials and managers was timely for Atty. Dennis S. Santiago, Executive Director V of Department of Budget Management Government Procurement Policy Board Technical Support Office (DBM GPBB-TSO) was invited to present the General Overview of RA 9184, Procurement Organizations and the 2016 Revised IRR. He ably responded to inquiries raised from all quarters.

Department managers from the central office presented each office's concerns. Deputy Administrator for Administrative and Finance Estrella E. Icasiano narrated the forth coming Agency activities such as hosting International Network for Water and Ecosystem in Paddy Fields (INWEPF), Retirees' Day on May 26; preparation for NIA's 54th Anniversary and NIA C.O. tree planting program in June; and, the challenges to hurdle in availing SSL4. Synthesis of the conference was presented by Manager Bermudez.



The conference culminated with Gen. Visaya's message on the performance of field managers; President Duterte's zero tolerance on graft and corruption, the reason he was designated as the Administrator; improvement in field operations along with modernized equipment; provision of hydropower in project implementation; and, for the management to endeavor a good relationship with the employees, since men are the best assets of an organization. Should there be challenges beyond the manager's control, these should be referred to him.

The two-day managers' conference ended with a refreshed mandate to continue and sustain the irrigation development in the country guided the four (4) pillars of governance by the administrator. 🏡



More hydropower projects eyed

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

NIA, Quezon City – The National Irrigation Administration is currently embarking on the benefits of developing and constructing hydropower projects on its existing irrigation systems and future irrigation projects all throughout the country.

This means that NIA aside from providing sustainable and efficient irrigation services can actually be an active partner for renewable power generation.

According to the previous studies conducted by the agency, there are about 357 potential irrigation sites for hydropower. Most of the potential sites are in Region 2 particularly in Isabela and Quirino Provinces.

Last month, NIA Administrator Gen. Ricardo Visaya led the signing of MOA together with Nascent Technologies Corp. for the development and construction of 0.4 MW Barit Irrig. Discharge Hydroelectric Power plant pegged at P27.6 million.

“This is part of the continuous effort of the agency to support the administration in providing more renewable energy sources that will not just only boost NIA’s income but also will contribute to the provision of electricity in far-flung communities in the country”, he added

Currently, the agency has two (2) operational hydropower projects namely the 1MW Rizal Hydropower plant in Nueva Ecija and another 1MW Bulanao Mini-Hydropower Project in Kalinga.

Other on-going hydropower projects include 8.5MW MARIS Main (South) Canal Hydroelectric Power located in Isabela with target commercial operation on February 2018. Both Marbel # 1 Mini Hydropower Project in South Cotabato and Butao Irrigation Drop Mini Hydropower Project in Pangasinan were approved and signed (MOA) along with their respective developers.

Negotiations are still on the table for 630KW Munoz Hydropower Project in Upper Pampanga River Integrated Irrigation System, Nueva Ecija; the 1 MW Bulanao Mini-




Hydropower Plant in Chico River Irrigation System, Kalinga; 3.6 MW Addalam Hydroelectric Project in Addalam River Irrigation Project, Quirino in which comprehensive study was conducted last year; and Agno RIS main canal in Agno River Integrated System, Pangasinan.

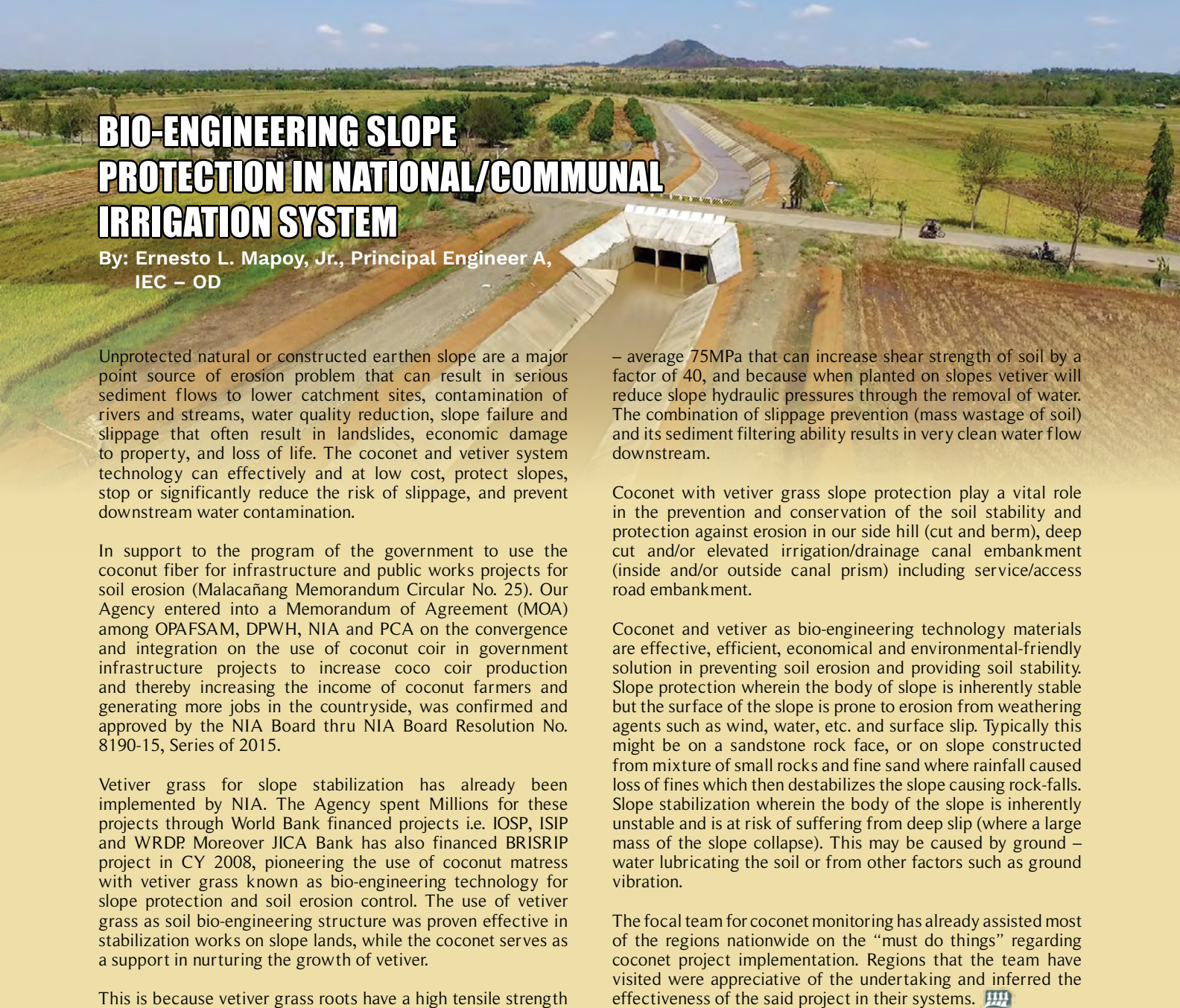
The NIA administrator assured the farmers that the mini ‘hydros’ will not upset irrigation component as the water will just pass thru the irrigation canal.

“There is no conflict with power generation and irrigation it is just a matter of getting the most out of our water resource. We are optimistic that this endeavor will take off and will ensure smooth implementation and optimum results”, he said.

The development and construction of hydropower projects is align with Presidential Decree (PD) No. 552, Section 2C dated September 11, 1974 which gives NIA the directive to achieve the optimum utilization and control of water resources primarily for Irrigation purposes, secondarily for Hydraulic Power Development and for Domestic Water supply and others.

Cited as the legal basis for these are RA 9513 – “Renewable Energy Act of 2008” and RA 7156 – “Mini-hydroelectric Power Incentives Act”. NIA issued Memorandum Circular No. 55 S 2011 that defines the guidelines on Mini Hydro-power Plants in NIA irrigation canals/systems. 





BIO-ENGINEERING SLOPE PROTECTION IN NATIONAL/COMMUNAL IRRIGATION SYSTEM

By: Ernesto L. Mapoy, Jr., Principal Engineer A,
IEC – OD

Unprotected natural or constructed earthen slope are a major point source of erosion problem that can result in serious sediment flows to lower catchment sites, contamination of rivers and streams, water quality reduction, slope failure and slippage that often result in landslides, economic damage to property, and loss of life. The coconet and vetiver system technology can effectively and at low cost, protect slopes, stop or significantly reduce the risk of slippage, and prevent downstream water contamination.

In support to the program of the government to use the coconut fiber for infrastructure and public works projects for soil erosion (Malacañang Memorandum Circular No. 25). Our Agency entered into a Memorandum of Agreement (MOA) among OPAFSAM, DPWH, NIA and PCA on the convergence and integration on the use of coconut coir in government infrastructure projects to increase coco coir production and thereby increasing the income of coconut farmers and generating more jobs in the countryside, was confirmed and approved by the NIA Board thru NIA Board Resolution No. 8190-15, Series of 2015.


Vetiver grass for slope stabilization has already been implemented by NIA. The Agency spent Millions for these projects through World Bank financed projects i.e. IOSP, ISIP and WRDP. Moreover JICA Bank has also financed BRISRIIP project in CY 2008, pioneering the use of coconut mattress with vetiver grass known as bio-engineering technology for slope protection and soil erosion control. The use of vetiver grass as soil bio-engineering structure was proven effective in stabilization works on slope lands, while the coconet serves as a support in nurturing the growth of vetiver.

This is because vetiver grass roots have a high tensile strength

– average 75MPa that can increase shear strength of soil by a factor of 40, and because when planted on slopes vetiver will reduce slope hydraulic pressures through the removal of water. The combination of slippage prevention (mass wastage of soil) and its sediment filtering ability results in very clean water flow downstream.

Coconet with vetiver grass slope protection play a vital role in the prevention and conservation of the soil stability and protection against erosion in our side hill (cut and berm), deep cut and/or elevated irrigation/drainage canal embankment (inside and/or outside canal prism) including service/access road embankment.

Coconet and vetiver as bio-engineering technology materials are effective, efficient, economical and environmental-friendly solution in preventing soil erosion and providing soil stability. Slope protection wherein the body of slope is inherently stable but the surface of the slope is prone to erosion from weathering agents such as wind, water, etc. and surface slip. Typically this might be on a sandstone rock face, or on slope constructed from mixture of small rocks and fine sand where rainfall caused loss of fines which then destabilizes the slope causing rock-falls. Slope stabilization wherein the body of the slope is inherently unstable and is at risk of suffering from deep slip (where a large mass of the slope collapse). This may be caused by ground – water lubricating the soil or from other factors such as ground vibration.

The focal team for coconet monitoring has already assisted most of the regions nationwide on the “must do things” regarding coconet project implementation. Regions that the team have visited were appreciative of the undertaking and inferred the effectiveness of the said project in their systems. 

ORIENTATION AND PLANNING WORKSHOP ON THE OPERATIONALIZATION OF FREE IRRIGATION SERVICE


By: Heartie E. Navarro, CDO IV, Irrigators Association
Assistance Section, IDD-OD

The Institutional Development Division conducted the Orientation and Planning Workshop on the Operationalization of Free Irrigation Service on June 5-9, 2017 at the NIA Convention Hall, DCIEC Bldg, EDSA Diliman, Quezon City. There were eighty-nine (89) participants composed of operations chiefs and institutional development chiefs from eighteen (18) regions, IDD Central Office Staff, selected SMD, IEC Staff and NCIA Board of Directors attended and participated in the activity. They shared their experiences and learnings and contributed outputs across the events on various workshops.

The Deputy Administrator for Engineering and Operations, Engr. C'zar M. Sulaik graced the activity by providing

inspirational messages and stayed throughout the proceeding. Managers Romeo M. Lopez and Bayani P. Ofrecio acted as resource persons. IDD and SMD staff facilitated the workshop.

The workshop commenced with the identification of issues, problems and challenges encountered in the implementation of Guidelines in Free Irrigation Service, followed by the drafting of the proposed addendum, revisions and supplemental guidelines to diminish problems in its implementation. After identifying the issues and drafting of proposed addendum, the group focused in reviewing and recommending some changes in the Memorandum of Agreement (MOA) – (1) between NIA and IA; (2) between NIA and LGU; (3) Tripartite Agreement between NIA, IA and LGU; and (4) prototype MOA for Modified IMT Contract. Attorney Rizza Ibañez of the Legal Services Department acted as Resource Person and provided advice. The last day of the workshop was devoted in listing down capability building programs for NIA Staff, IA officers and members.

The workshop output will serve as reference for the management in the preparation of implementing rules and regulations of free irrigation law. It will also be valuable in making future policies concerning the operation and maintenance of irrigation systems. 

NIA's vow to another greener year

By: Maria Luisa A. Frias, Secretary A, PAIS – CO



National Irrigation Administration upholds its commitment to contribute and provide help to the environment, and the nation. More than a hundred employees from the Central Office participated in the simultaneous National Tree Planting activity at the Upper Tabuating Irrigation Project (UTIP) in Barangay Nazareth, General Tinio, Nueva Ecija on June 9, 2017, a project site under the Upper Pampanga River Integrated Irrigation Project (UPRIIS).

This annual activity aims to restore and preserve the environment and contribute to the development of the nation by inculcating a passion for volunteerism among employees. Central office Department Managers spearheaded the activity, with UPRIIS' Department Manager, Engr. Florentino R. David. The employees are encouraged to join this activity in living commitment to giving back to the community and the Agency's mission of accepting social responsibility. NIA employees, Irrigators Associations, uniformed men, and local government units rolled up their sleeves and braved the steep mountain terrain to plant various seedlings in support of biodiversity conservation. About 3,000 seedlings were planted in an 8 – hectare land within UTIP.

NIA's Tree Planting Program aims for the restoration of NIA watersheds in order to help recover and conserve biodiversity; optimize benefits from reforestation such as cleaner air; a better ecosystem to support wildlife; and most of all, a sufficient supply of clean water for agriculture, industrial and household consumption.

NIA's believe that people are its greatest resource and the Agency aims to promote the spirit of volunteerism by encouraging employees to actively participate in community efforts, such as like this.



Greening the Philippines the NIA Way



Photo News



Negros Island Region - Mass signing of modified IMT contract of Bago and Pangiplan RIS and Mass Turn-over of completed Communal Irrigation Projects of NIR on May 2, 2017.



Memorandum of Agreement (MOA) signing between the NIA and the Nascent Technologies Corporation for the development and construction of a 400kw hydroelectric power plant along the canal of Barit River Irrigation System in Buhi, Camarines Sur on May 15, 2017.



Administrator Ricardo R. Visaya signed Contract agreement Re: Construction of Balog - Balog Storage Dam & its Appurtenant Structure under BBMP - II with LTP Construction Inc./ Guangxi Hydroelectric Construction Bureau Co., Ltd (Consortium) represented by Mr. Isidro T. Pajarillaga on May 23, 2017.

“PROFESSIONALISM”

/prəˈfeʃənəlɪzəm/

Interviewed by: Clarizze C. Toribio

Moving on to the third NIA Core Value: PROFESSIONALISM. What is Professionalism and why does it matter?
Matagal-tagal na din natin nire-recite ang Vision, Mission, Core Values, and Quality Policy sa flag raising ceremony, pero ikaw bilang isang empleyado ng NIA, ano nga ba ang “Professionalism” para sa’yo?



“Professionalism is commitment to a certain responsibility or task that is given to you. It is a voluntary output to bring out the best effort that you can give to be able to get best results.”

- **Leonida Cunanan (Training and Career Development Section, HRD)**



“Kapag may appointment kailangan on time ka. Kapag nag-agree ka at nagcommit kailangan tuparin mo. Dapat din marunong kang rumespeto at magadjust kung sino ang kausap mo whether rank and file or ang top management officials. Ganoon ang professionalism”

- **Tito Cuervo (Civil Security Affairs)**

“For me, professionalism is being still a professional, despite of difficulties in your workplace and the people you work with.”

- **Olivia Ortile (SRIP)**



“Professionalism means consistency of quality. Knowing how to do it, when to do it, and actually doing it.”

- **Wilden Selva (Cash Division)**



“Professionalism is about work attitude within ourselves that must be shared to others for the benefit of the agency not for the advantage of one's self. We are called and always be remembered as NIAns, but for me, we might as well be called as NIAnts. We may be small to the eyes of many but we have a big contribution to the country's economy. Ants work together as they stand tougher than ever. I've never seen an ant who's hungry because they save, to avoid scarcity. NIAnts are always humble, united and ready to face any challenge. That's the spirit of professionalism. GO NIAnts...”

- **Phyll Duran (JRMP II)**



“What is professionalism? A day in the life of an employee should be handled with utmost professionalism. Professionals, most especially civil servants, are expected to deliver our jobs efficiently, effectively, and with competence.”

- **Mark Daniel Diosana (Office of the Deputy Administrator for Administrative and Finance)**



“Professionalism entails specialized knowledge which emanates from a personal commitment to develop and improve skills. It involves keeping knowledge up-to-date in order to deliver the best performance. Moreover, professionalism involves getting the job done with grace even under pressure. It focuses on finding solutions, and not making excuses.”

- **Fae Angelie Datu (Procurement and Property Division)**



“Professionalism is a trait or behavior that a person possess in dealing with other persons. Since it is a trait of behavior, professionalism is not measured on how many degrees (PhDs, Masters or BS) you have completed/ acquired in the university, but rather it is measured on the type of behavior and strict adherence to the virtues of courtesy, honesty and responsibility in dealing with individuals.”

- **Engr. Leslie C. Dizon, MBA (Systems Operation Section, Systems Management Division)**

