

Moving towards a Salary-Standardized Agency: A Guide on How to Save Money and Spend Wisely

Updates on NIA's 2018 Budget and Provision for Irrigation Service Fee

Ferdie: The Man at your service

Trick or Treat



OFFICIAL NEWSLETTER OF THE NATIONAL IRRIGATION ADMINISTRATION

CURRENTS

Volume 35, No. 5, 2017

NIA *joins* Kilos Sambayanan Nationwide Caravan

► Government agencies from housing, land, and food sectors joined forces to kick-start the second leg of the anti-poverty information and advocacy campaign of President Rodrigo Duterte. The caravan known as “Kilos Sambayanan: Kilos para sa Sampung Batayang Pangangailangan” was led by the Department of Agriculture, for NCR chapter, on October 20, 2017 at Bureau of Soils and Water Management, Quezon City. *see page 6*

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CONTENTS

Volume 35, No. 5, 2017

Editorial

- 3 A Call for a More Empowering Pay Scale for NIAns

From the Top

- 4-5 The New DA for Administrative and Finance Sector
MGEN ROMEO G GAN (Ret)

Significant Events

- 6 NIA Joins Kilos Sambayanan Nationwide Caravan
7 Moving towards a Salary-Standardized Agency: A Guide on How to Save Money and Spend Wisely
8 To be or not to be...
That is no longer a Question

Plans & Programs

- 9 Leadership Map
10 Updates on NIA's 2018 Budget and Provision for Irrigation Service Fee
11 7TH RM/PM CONFERENCE ON NIA STRENGTHENING
12 THE NIA'S QUALITY MISSION: IWRM 101 (Part II) Integrated Water Resources Management – A Short Introduction
13 Consultative Planning Meeting for the Proposed PIKL-PE 2017: Showcasing IAs Irrigated Agriculture Experiences
14 Engr. Mapoy attends training in Korea
15 NIA C.O. continues Zumba Dance Craze
16-17 Photo News

Limelight

- 18 Ferdie: The Man at your service

Special Event

- 19-20 Trick or Treat

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As a GOCC, the Salary Standardization Law 4 (SSL4) (Executive Order 201) for NIA had not been enjoyed immediately by its workforce. SSL4 effectivity was January 2016. It took NIA Administrator Ricardo R. Visaya plus the lobbying of Deputy Administrator C'zar M. Sulaik and the prodding of the employees association to finally have it reflected in the November 2017 pay slips of NIA employees after the letter of approval by Governance Commission for Government-Owned and Controlled Corporation (GCG) dated October 12, 2017. Hurray! We also enjoyed a salary differential for 10 months based on the Tranche 2 figure of SSL4. Regret that we lost our battle for the Tranche 1 differential. But again, should we just retreat and not reclaim this battle? This is another story...

We should not forget to appreciate the grueling efforts of our co-employees as they performed staff functions for the compliance documents. Also, we should appreciate our top management for sharing with NIAns their social capital to make SSL4 a reality. And then, we should applaud ourselves that while we were still receiving SSL3 figures we continued to perform our duties with the NIAns core values of commitment, integrity, and professionalism.

By stroke of faith, the GCG was created by virtue of Republic Act No. 10149 in 2011 and NIA has been placed under its wings from then on. Now, the GCG operating by its mandate as an overseer of good governance required enumerable documents for NIA to qualify for SSL4 implementation. In our eagerness, different NIA sectors joined best efforts to be able to comply with the GCG requirements starting January 2016. In fact, for some NIAEASP officers and

members nationwide, February 14, 2017 was spent in Mendiola, together with other GOCCs, to lobby for the implementation of SSL4 in their agencies.

Why the yearning for SSL4? We, NIAns, achingly yearned for SSL4 because it will supposedly increase the salary of government workers by an average of 27 percent and therefore would have increased our purchasing power only to find out later that about one-third of it is eaten up by withholding tax. Poor us... after computing and recomputing a hundred folds our differentials,

receiving Php 12,620.00/month by 2018 or a daily rate of Php 573.64 which is only a few pesos higher than the minimum daily wage of Php 512.00 for a non-agricultural worker in NCR enacted only last October 5, 2017. The next salary grades all passed this minimum wage figure and it is only from SG12 to SG 30 that the SSL4 daily wage will be higher by more than Php 500.00. Another point of comparison is to use the country's monthly poverty threshold (PT) of 2015 reported by the Philippine Statistics Authority (PSA) at Php 9,064.00 or Php 302.13 /day for a family of five. The PSA further

reported that PT increased by 15% in a period of three years (2012-2015). Doing some algebraic manipulations, the daily PT by 2018 will be about Php349.75. A NIAN who is occupying an SG 3-Step 8 position will only have Php 70.25/day extra to spend for his family of five members viz the 2018 daily PT. Only SG 18 and above will have more than Php 1,000.00 but less than Php 5,000.00 extra per day to live above the PT. These figures, of course, were arrived at without an imputation of withholding taxes which by then will no longer be significant because of the Tax Reform Law. While this law will be reducing our taxable income, the savings

from tax will also be siphoned back through increased taxation of basic utilities, commodities, fuel, fare hikes, etc., and the extras may not even be enough to pay for these. And so we ask, is NIA's version of SSL4 (Interim Compensation Framework under EO 36) really increasing the purchasing power of NIAns and is a means to live above the poverty threshold, or is it time to join forces again to work on our Agency's Compensation and Position Classification System for NIA to qualify to a more poverty alleviating and empowering salary scale? 🙏

A Call for a More Empowering Pay Scale for NIAns

we end up with a more thousand pesos less. We achingly yearned not because we, NIAns, are "*G na G*" but because it is a law which we as "*mga lingkod bayan*", should rightfully been enjoying since 2016. It was designed to be given in four tranches, the 3rd is to come by 2018.

Now, while we are basking in the euphoria of having received our SSL4, we may also want to pause and think for a moment if indeed SSL4 really helped us NIAns strengthen our purchasing power? For purposes of critical thinking, let us assume that all NIAns are at step 8 of their Salary Grades. If you are SG3 you will be

The New DA for Administrative and Finance Sector MGEN ROMEO G GAN (RET)

■ Josias M. Mercado, Public Relations Assistant, PAIS – CO

For every warrior who wishes to create a legacy and leave a mark of his will, one must inscribe his signature on significant acts he touches. This is not the voice of a character, but of the human spirit, rising up and declaring that it has something to contribute to the general welfare of the nation, no matter how challenging it is.

On September 18, 2017, Retired MGen Romeo G Gan took his oath of office before Cabinet Secretary Leoncio B. Evasco, Jr. in Malacañang Palace. President Rodrigo Roa Duterte appointed him to replace Estrella E. Icasiano after the latter filed an irrevocable resignation earlier in the same

month. General Gan joins NIA with his management expertise on finance and administrative matters that would hasten attainment of agency's mandate.

ACADEMIC EXCELLENCE

After earning the degree, Bachelor of Science, at Philippine Military Academy (PMA - Baguio City, Benguet) in 1983, General Gan seized the opportunity to become a laureate of the prestigious Political Warfare Course at Fu Shing Kang College in Peitou, Taiwan, and the four-month Civil Affairs Course at Fort Bragg, North Carolina, USA in 1993.

In 1997, he completed his Masters Degree in Business Management from the University of the Philippines. Subsequently, he went on a fellowship in Ateneo De Manila University – School of Governance in Quezon City where he is currently pursuing his post-graduate studies, Doctor of Philosophy (Ph.D.) in Leadership. Moreover, he had excellently completed the Professional Directors Program at the Institute for Solidarity in Asia – Institute for Corporate Directors in Diamond Residences, Makati City in 2016, as well as the six-month Command and General Staff Course in Fort Bonifacio, Taguig City in 2001.

DA Gan has a genuine passion for wisdom. He strongly upholds his life long philosophy that learning is a continuous process and exploring the possibilities to acquire supplementary knowledge is essential in building a new hope and a flamboyant dream for the nation.

PROFESSIONAL EXCELLENCE

His professional excellence began in 1996 when he served as the Editor-in-Chief of "Ang Tala Magazine" – The Official Publication of the Armed Forces of the Philippines



(AFP), a position which he had duly executed for four years.

General Gan is renowned for his unrivaled proficiencies from Senior Staff up to Senior Command Positions in AFP and Philippine Army (PA). Some of his notable designations include the Commander of the 12th Infantry Battalion, PA (Camp Jizmundo, Aklan, 2002-2004), 5th Philippine Contingent to Haiti (United Nations, 2007), 401st Infantry Brigade, PA (Agusan Del Sur, 2011-2013), 4th Infantry Division, PA (Camp Evangelista, CDO, 2013), 6th Infantry Division, PA (Camp Awang, Maguindanao, 2013-2014), Civil Relations Service, AFP (Camp Aguinaldo, QC, 2014-2015), and 2nd Infantry Division, PA (Camp Capinpin, Rizal, 2015-2016). He also led some of the highest positions in the military and executive branch of government. He became the Chairman of Promotions Board – Delta (PA, 2008) and Promotions Board – Alpha (2015). From 2013 to 2014, he sat as the Chairman of ADHOC Joint Action Group (AHJAG) for GRP-MILF Peace Talks and Board member of the Board of Senior Officers (PA, 2015-2016).

His management skills paved the way for him to be recognized as the Best Battalion – 12th Infantry Division (2003), Best Brigade – 401st Infantry Brigade for two consecutive years (2012 and 2013), Best Division – 2nd Infantry Division (2015), and Silver Trainblazer Award based on the Performance Governance Scoreboard (PGS) System of the Army Transformation Roadmap in 2015.

MORAL EXCELLENCE

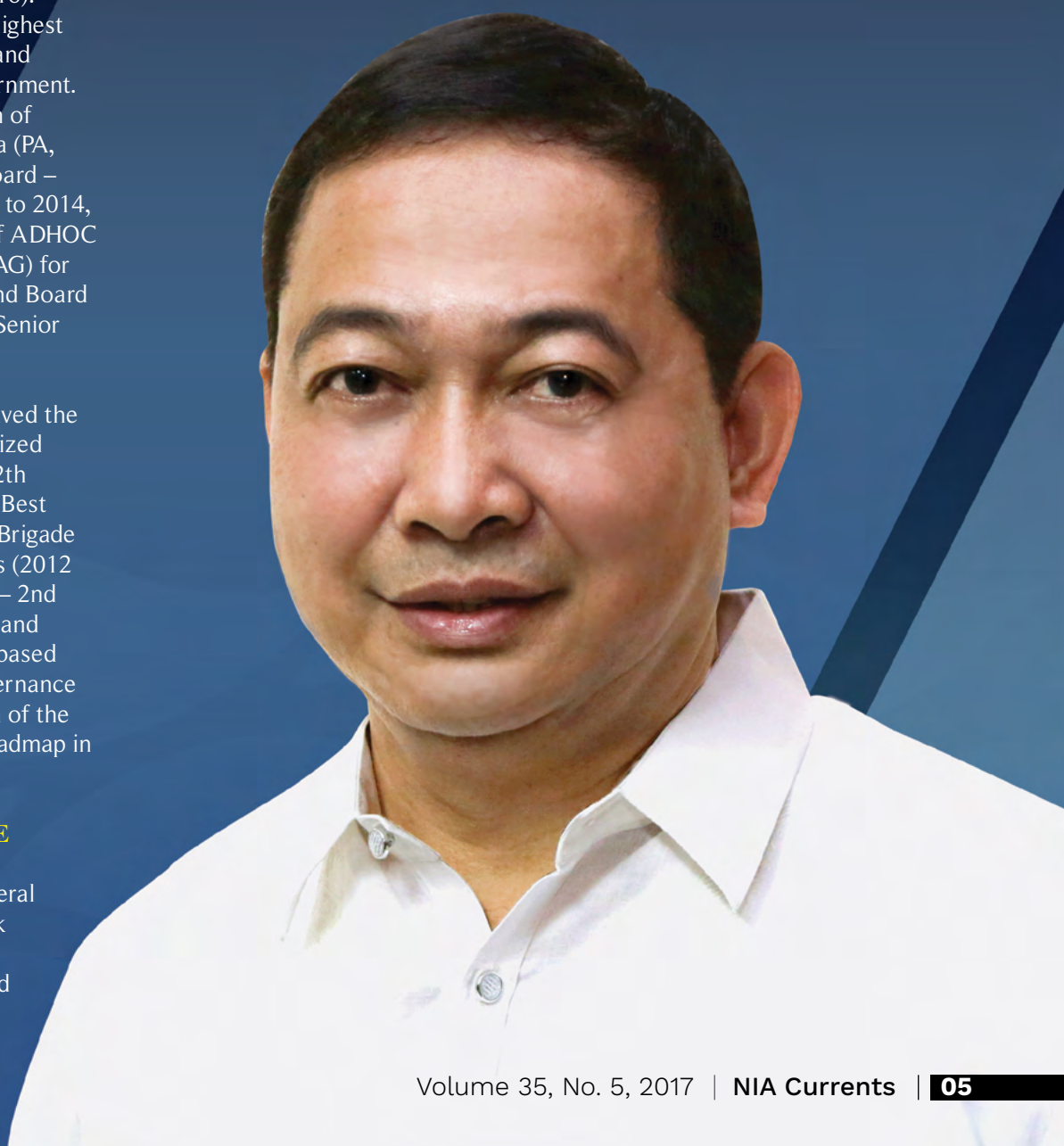
A competent leader, General Gan emphasized his work ethics through the Civil Relations Service - Armed

Forces of the Philippines (CRSAFP) slogan, “ROAR-CRS”. The said mantra stands for Relevant, Objective, Adept, Responsive, Committed, Reliable, and Service-Oriented. During his stint as CRS Commander, the Command harnessed different capabilities in mitigating the effects of natural and man-made calamities, such as the onslaught of Typhoon Glenda and the threat posed by Mayon Volcano in Albay.

A member of the Philippine Military Academy “Matikas” Class of 1983, he actively supported projects in line with disaster preparedness and awareness, empowerment of our indigenous people, children in armed conflicts, and the role of the Filipino youth in nation-building.

Grateful and honored by the trust and confidence bestowed by President Rodrigo Roa Duterte, DA Gan vows to strengthen his determination towards the fulfillment of Administrator Visaya’s Four-Point Agenda.

The Agency is now ascertaining its undeniable significance in uplifting the lives of greater Filipino masses through initiatives that can also be considered as the tangible evidences of NIA’s untiring commitment as a service-oriented government agency that will perpetuate to work as a catalyst in the empowerment of Filipino farmers, and the driving force of irrigation development contributing to agricultural reforms, food security, and industrialization.





Government agencies from housing, land, and food sectors join forces to kick-start the second leg of the anti-poverty information and advocacy campaign of President Rodrigo Duterte. The caravan known as “Kilos Sambayanan: Kilos para sa Sampung Batayang Pangangailangan” was led by the Department of Agriculture, for NCR chapter, on October 20, 2017 at Bureau of Soils and Water Management, Quezon City.

According to the statement published by the National Anti-Poverty Commission (NAPC), the event calls to address the '10 Basic Needs' of the underprivileged Filipinos which include food and land reform, water, shelter, health, education, work, healthy environment, social protection, peace, and participation.

The second leg of Kilos through live streaming was held simultaneously in the key cities of the country (Vigan City, Naga City, Davao City and, Butuan City) with different government agencies taking lead in the realization of the event.

The Presidential Communications Operations Office (PCOO), together with NAPC, mobilized the member agencies under Human Development and Poverty Reduction Cluster

(HDPRC) to start coordinating and cooperating to address issues on food security, land reform, environmental protection, and housing.

During the event, NIA Chief Ricardo R. Visaya presented a short video explaining the important role of the National Irrigation Administration in addressing country's food security. “*Alam natin na ang patubig ay malaki*

ang naiaambag para umangat ang produksyon ng ating mga magsasaka na nagpapataas ng kanilang kita, ng kanilang kabuhayan in particular, and to the Philippine economy in general”, he added.

Administrator Visaya also pointed out that the agency has stopped collecting Irrigation Service Fee (ISF) since the start of 2017 to comply with the call of the President to help the Filipino farmers in their plight on farming costs.

A forum was also held after all the head of agencies presented their respective efforts and interventions to help the marginalized sector. Questions and clarifications were thrown to the key officials by farmers, irrigators associations, women's group, and housing associations who served as the key participants in the said event.

The Kilos Sambayanan initiative was formally launched by PCOO and NAPC at Delpan, Tondo, Manila last July 16, 2017. 🇵🇭

NIA JOINS KILOS SAMBAYANAN NATIONWIDE CARAVAN

■ Jhon Vince R. Santoalla, Public Relations Assistant, PAIS-CO



Social spending is an important commercial activity that contributes to the general growth of economy, commerce, and national output. It positively affects domestic consumption, employment, and investment.

Undoubtedly, the public service has been coping with various challenges of attracting and retaining good workforce as any other sectors of

society. As a part of its strategic approach in competing for good employees, the Philippine government has passed the Salary Standardization Law 4 (SSL4) that aims to amend the compensation and benefits of government personnel in order to compete with the current rates offered by other employers in the market. The second tranche of the SSL4 was effective last January 1, 2017.

However, it will be enjoyed by the NIA employees starting November 2017.

In a world when we are both consumers and accountants, we need to know it all. No matter how little or how much your money is, spending it wisely enables you to save for the coming year. Follow these tips to reduce expenditures in key areas and adopt an economical and a cost-effective approach in shopping.



■ Josias M. Mercado, Public Relations Assistant, PAIS – CO

1

Track your Disposable Income (DI) and buying behavior before creating a budget. In business economics, DI refers to the remaining income after deduction of taxes and mandatory charges, available to be spent or saved as one wishes. Finding this out would serve as a guide in knowing your buying capacity. Prioritize what you need and save the remaining amount for future use.

2

Know the difference between what you need and what you want. Separating “needs” from “wants” serves as one of the toughest aspects of budgeting since a lot of people mistakenly categorize certain items as needs. After all, the right budgeting is the best way to align your spending with what you value.

3

Create a “purchase plan” to avoid overspending. Poor buying behavior leads to impulse and panic buying. Writing a list of your personal and household necessities could make you decide according to your priorities.

4

Do not be deceived by marketing strategies like “sale”. Never ever buy something on the basis of advertisement. There are various forms of marketing techniques and promotional methods used by the business to compel potential customers. Pricing schemes are sometimes tricky and has a driving force to influence your decision.

5

Take all costs into account and create a personal cash flow statement. Monitor the overview of your revenues and expenses. In accounting, Cash Flow is the net amount of cash and cash-equivalents moving in and out of a business. It is important to know where your cash goes. Saved money can be used for investment.



Being in control of your finances is a great stress reliever.

-Brenda Carey



The pronouncement for a FREE Irrigation Service Fee during the campaign of President Rodrigo Roa Duterte has rippled in effect, not only in providing small farmers ease of burden from the load of expensive farm inputs that includes Irrigation Service Fee or “Bayad Serbisyo Patubig”, but also has placed the corporate status of NIA in labyrinth as the House (House Bill No. 5670) and Senate (Senate Bill No. 1465) versions on the Free Irrigation Service Act had disagreeing positions in some provisions. One of which was the revocation of NIA’s corporate status. The revocation would have meant that NIA will no longer be authorized to negotiate and sign foreign loans and grants.

Several consultations with NIA stakeholders were conducted to arrive at the position which the agency will choose between remaining as a GOCC or become a regular government Agency. The last consultation workshop last October 5, 2017 finally gave management the decision that NIA will remain as a GOCC. The Pros defined during this activity were the justifications submitted to the Senate of the Philippines for use in the Bicameral Conference on Free Irrigation Law last October 10, 2017.

To be or not to be... That is no longer a Question

■ Eden Victoria C. Selva, Public Relations Officer IV, PAIS – CO

JUSTIFICATIONS FOR NIA’S RETENTION AS GOCC :

1. NIA in a better position to fast track irrigation programs and project especially that the agency is now ISO certified. (status of irrigation development implementation I : 2016 = 59%, 2022 = 70%);
2. With corporate authority, it can negotiate for loans and grants to finance the big ticket projects;
3. Substantial income after fees, hydro/mini-hydro and solar power plants, bulk water, and ancillary services (Pantabangan and Magat are engaged in hydro power development dams). Per PD 552, NIA can engage in hydro power development;
4. NIA has big assets (land, buildings, machines, etc.) that can yield additional revenues. e.g. lease of properties, sales of non-performing assets;
5. Income from rentals of equipment, training centers, dormitories, and eco-tourism sites;
6. Income from ISF non-exempted entities (corporate farms, plantations, and fishponds drainage system);
7. Management fees from convergence projects (5% of project costs);
8. The financial viability criterion for GOCC does not apply to NIA because the subsidies it receives are adequately funded by GAA (Sect. 5, PD 2029, s. 1986) – Defining GOCC and their role in National Development;
9. Future operations of hydropower plants of to-be completed projects like Balog-Balog, Jalaur, Panay, etc.;
10. Strong partnership with organized and functional Irrigators Associations (IMT and O&M turn-over programs) with a membership of 1.1 million farmers; and
11. NIA can still maintain its corporate status based on section 5b, Paragraph 3 PD 2029, s. 1986 – Criteria for using the corporate form, “The financial viability criterion shall not apply to the corporate operations involving direct and explicit subsidy program as authorized by law and where the subsidiaries involved are adequately funded by appropriate external services such as the General Fund”. Information from Engr. Ofrecio reveals that the submitted documents for our retention as a GOCC have been well considered by our policy makers...
To be or not to be no longer be a corporation is no longer a question.

*Borrowing the lines From Shakespeare’s HAMLET
Material sourced from Engr. Bayani P. Ofrecio,
Acting Department Manager, Operations Department*



■ Eden Victoria C. Selva, Public Relations Officer IV, PAIS – CO

LEADERSHIP MAP

Nearly one year ago since his installation as the new NIA Administrator Ricardo R Visaya first shared the four pillars of his commitment to the agency. The number 3 pillar - Strengthen NIA Organization and number 4 pillar - Develop human resources and improvement of their capabilities, served as the anchors for the Leadership Map which NIA Top Management had drawn for the agency managers and staff. Each role that is played is like a journey.

A specific direction on the map lined up is the “rigodon” or reshuffle of the managers and staff within the agency. This move is a form of internal measure instituted to keep the organization healthy because it is observed that when a manager has been assigned in an area and had stayed for two or more years, the tendency is to relax. The tendency is to develop familiarity among stakeholders that

may compromise the integrity of the desired outputs of the agency. The rigodon should not be taken as a form of punishment. Rather, this should be considered as a challenge and a journey. Those rotated are very good and can do good to their new area of assignment. There are also those that are weak with their performance and therefore the move is intended to be a wake-up call. The administrator implored that the “rigodon” should be considered as a challenge.

While there were managers who were part of the “rigodon”, there were also senior staff at the central office who were re-assigned to assume higher position and bigger responsibilities. One of them is Engr. Robert M. Villanueva, Principal Engineer A and Head of the Plan Formulation and Packaging Section of the Engineering Department, who was assigned to the Design and

Specifications Division as Acting Division Manager. Another is Engr. Ferdinand Sales, Principal Engineer of the Construction Management Division, who was reassigned as Acting Project Manager of SRIP; then, there is Engr. Eusebio Villamanto, Principal Engineer of the Irrigation Engineering Center (IEC) reassigned to the General Services Division as its Acting Division Manager. There are more.

And so, we can say that the leadership map is not only a sanction but also a means of providing other NIAs a chance to explore the road of leadership. As John D.H. Greenway wrote in his book,

“ **A Leaders’ Map is helping doers think and thinkers do.** ”



UPDATES ON NIA'S 2018 BUDGET AND PROVISION FOR IRRIGATION SERVICE FEE

■ **Frya Camille D. Ballesteros, Public Relations Assistant,
PAIS-CO**

Early September, during the plenary session of the House of Representatives, the P40.8 billion budget for 2018 of the National Irrigation Administration (NIA) was approved. The amount is six percent higher than the P38.3 billion allotted for the irrigation sector this year.

NIA Administrator Ricardo R. Visaya said that the approval of the Congress is a welcome move for the agency to implement new projects, undertake project feasibility studies and detailed engineering, and provide adequate and efficient support for operation and maintenance of irrigation systems. He also assumed that the increase in the agency's budget for next year will pave way to build more irrigation infrastructures that will boost and improve agricultural productivity of the country.

Last October 10, the P40.8 billion budget of the agency for 2018 was also sanctioned by the Upper House during its plenary session. On the same day, the Bicameral Committee panel provided a clearer direction for the proposed Free Irrigation Services Act. The Congress and the Senate agreed to settle differences on some provisions of the proposed law.

Senate Committee Chairperson on Agriculture and Food Senator Cynthia Villar admitted that there are disagreeing provisions of Senate Bill 1465 (Free Irrigation Service to Small Farmers Act of 2017) and House Bill 5670 (Free Irrigation Services Act).

SB 1465 states that all small farmers are exempted from paying irrigation service fees for water drawn from National Irrigation Systems (NISs) and Communal Irrigation Systems (CISs) that were funded, constructed, maintained, and administered by the NIA and other government agencies. Farmers with more than five hectares of land, corporate farms, and fishponds, which draw water for non-agricultural purposes from NIS and CIS, or using irrigation systems as drainage facilities, will continue to be subjected to the payment of ISF.

Whereas, HB 5670 indicates that all irrigation systems constructed/built, funded, operated/managed, and maintained by the National Irrigation Administration (NIA), the Department of Agriculture (DA), other government agencies or those turned over and covered by farmers' organizations, Irrigators Associations (IAs), and the Local Government Units (LGUs) will be free of charge.

Administrator Visaya told reporters on the sidelines of the Human Development and Poverty Reduction Forum, that the House and the Senate settled the issue about irrigation service fee during the bicameral meeting. The Lower House version is free irrigation service fee (ISF), while only those owning five hectares and below will be exempted on Senate's version. *"They settled at eight hectares. It is not really free for all. What is important is our small farmers will benefit"*, he added.

With the determination of both houses to lessen production cost, hasten productivity, and increase the income of farmers, the committee has decided to condone in its proposed bill all unpaid irrigation fees and the corresponding penalties of small farmers with landholdings of eight hectares or below due the NIA.

Up to this writing, we still have to wait for the bill to be passed by both Houses and approved into law by President Rodrigo Roa Duterte. 🇵🇭

National Irrigation Administration (NIA) needs to be strengthened to become more efficient and productive in terms of its functions and operations. Senator Loren Legarda told the NIA Chief, Administrator Ricardo R. Visaya, that the agency became inefficient because of lack of ability to accomplish much in project implementation, as well as provide services to the farmers.



Inefficiency is caused by many factors. Most often, it is due to lack of manpower, machineries, and other resources. During the meeting with GCG Commissioner, Administrator Visaya informed the Commissioner that NIA has problems on workforce insufficiency brought by the Rationalization Plan that took effect in 2009. The Commissioner advised that this is the right time for the agency to come up with the organizational structure and staffing pattern. *“Ilagay na ninyo ang mga positions na alam ninyo na makakatulong para magampanan ang mandato ng NIA”*, Commissioner added.

For inefficiency resolution and fast completion of the tasks at the field level, the agency held its 7th Regional and Project Manager’s Conference on NIA Strengthening at the 3rd F/IEC Bldg., Central Office on October 12, 2017. It was attended by Regional and Project Managers of NIA presided by Region 9 Manager and the President of the Association of Regional Directors and Operations Managers (ARDOMA), Engr. Mario H. Sande.

The conference was all about discussion of the Background and Parameters measured in the NIA-Approved RATPLAN, the Proposed Staffing Pattern Template, and its considerations, finalization of Staffing Pattern Template for Regional Irrigation Office (RIO) and Irrigation Management Office (IMO), and presentation of the estimated financial requirement, support NIA strengthening.

7TH RM/PM CONFERENCE ON NIA STRENGTHENING

■ Frya Camille D. Ballesteros, Public Relations Assistant, PAIS-CO

The agency took the conference as an opportunity to develop an organizational structure and staffing pattern responsive to the present and future demand of NIA for its performance efficiency improvement. It was very productive for they came up with parameters agreeable to everybody and which served as the basis of their output.

After the NIA Strengthening for the whole agency is completed and finalized, it will be submitted to the Governance Commission for GOCCs (GCG) and to the Department of Budget and Management (DBM) for approval. 📄



THE NIA'S QUALITY MISSION: IWRM 101 (Part II)

Integrated Water Resources Management A Short Introduction

By:

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Principal Engineer A

Head, Land and Water Resources Section, Project
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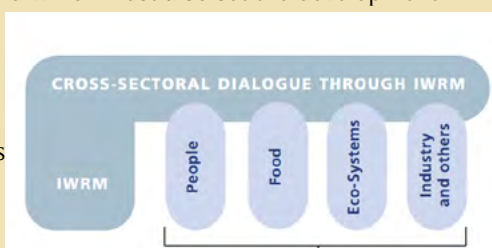
Natural and Human System Interaction

The concept of IWRM, in contrast to the traditional, fragmented water resources management, is concerned with the management of water demand as with the supply. In essence, integration is vital in two basic categories:

- The Natural System, with its critical importance for resource availability and quality, and,
- The Human System, which fundamentally determines the resource use, waste production, and pollution of the resource, and which must also set the development priorities

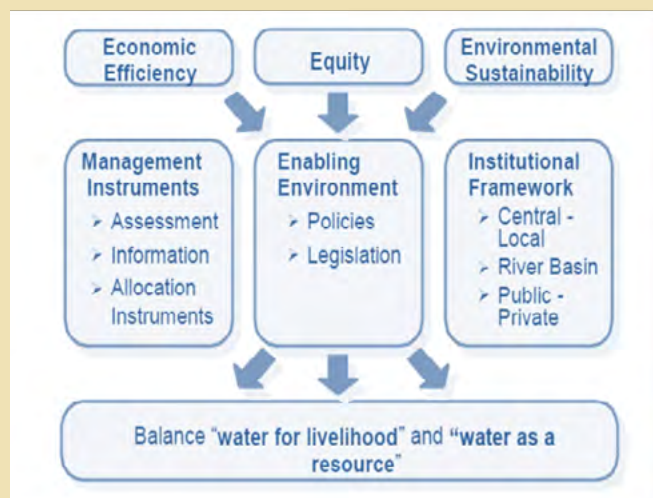
Integration in the natural system involves incorporation of

managements between land and water use, between surface water and groundwater, between water quantity and water quality, between upstream and downstream, and between freshwater system and coastal waters. On the other hand, integration in the human system involves mainstreaming of water in the national economy, ensuring coordination between sectors, and securing partnership between public and private sector management, which basically means involving everybody.



IWRM Pillars

The IWRM framework and approach recognize that complementary elements of an effective water resources management system must be developed and strengthened concurrently. These elements include:



1. **The enabling environment**, which involves the general framework of national policies, legislation and regulations and information for water resources management stakeholders. The laws and policies shall frame water resources management within a country and between countries. This also involves water user dialogues between cross sectoral and upstream-downstream institutions and basin committees, financing organization and investments for budgets, and cooperation of countries within international river basins.

2. **The institutional roles and functions** of the various administrative level and stakeholders, as well as the roles and responsibilities of basin and other water organizations at difference levels in the government, non-government and private sectors, effective coordination mechanisms, planning processes, and financing.

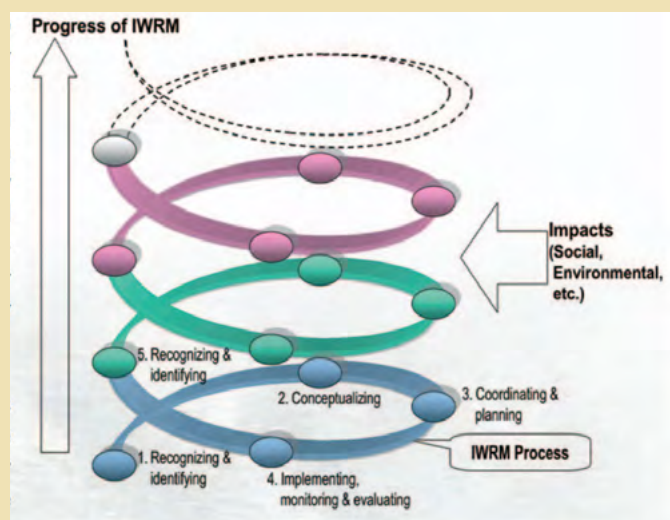
3. **The management instruments**, including operational instruments for effective regulation, monitoring, and enforcement that enable the decision-makers to make informed choices between alternative actions. These choices need to be based on agreed policies, available resources, environmental impacts, and the social and economic consequences. This includes structures to assess water resources, set up communication and information systems, resolve conflicts in allocation of water, establish regulations, establish financing arrangements, establish self-regulations, research and development, undertake development works, ensure accountability, and develop organizational capacity.

In a later stage, the fourth basic condition or element was set – sound investments in water infrastructures with adequate financing available. This was formulated to deliver progress in meeting water demand and needs for flood management, drought resilience, irrigation, energy security, and ecosystem services.

IWRM Process

Unlike the “traditional” processes of water management,

IWRM planning follows a spiral way. In essence, this will take time and will require a step-by-step approach and is intended to respond to changing social, economic, and environmental needs. Moreover, as the process moves up the spiral, this will give sufficient time for the management to gradually improve. Generally, the introduction of the spiral model of IWRM makes it possible to generate realistic plans.



The IWRM is a step-by-step process and is an open ended process that evolves in a spiral manner over time as one moves towards more coordinated water resources management.

Ultimately, the goal of IWRM is to achieve water security for all. Overall, water management requires a holistic, integrated and participatory approach. This may be challenging and time taking and require capacity building on various fronts to accelerate progress. There is no “magic bullet” or “one blue print” for all situations. IWRM is an approach rather than a method or prescription. The success of IWRM efforts adopt an integrated approach in order to address specific development problems. IWRM concept reflects good practice rather than radical new directions. The conceptual spiral process of IWRM demonstrates its lack of endpoint and its ability to continuously respond to new challenges and opportunities.

Overall, the nature of IWRM based from lessons in practice is how water is developed and managed must reflect country priorities, including environmental standards and governance approaches. Water management will not be successful if it is set up as a stand alone system of governance and administration, separate to the rest of government. 🏢

Sources:

Global Water Partnership Technical Advisory Committee (2000). Integrated Water Resources Management. TAC Background Paper No. 4.
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Consultative Planning Meeting for the Proposed PIKL-PE 2017: Showcasing IAs Irrigated Agriculture Experiences

■ Heartie E. Navarro, Community Development Officer IV, IDD-OD

All roads led to NIA Central Office as 50 participants composed of Regional Federation Presidents, Institutional Development Section (IDS) Chiefs, Institutional Development Division (IDD) Central Office Staff, and NIA top management representatives trooped to Classroom A, IEC Building for a consultative planning meeting on September 25, 2017.

The NIA and National Confederation of Irrigators Associations (NCIA) facilitated the Consultative Planning Meeting for the Proposed Philippine Irrigation Knowledge Learning and Policy Engagement (PIKL-PE) 2017. These facilitators aimed to consolidate issues, concerns, and other irrigation related matters of Irrigators Associations and unitedly elevate it to the current administration and concerned agencies.

The discussion highlighted on: (i) how the rural transformation – the IAs’ good practices, innovations, performances, and ingenuity - be presented to the President; that IAs are active and a valuable sector of the society supporting the government’s program on rice self-sufficiency, and (ii) the formulation of a manifesto stating issues, concerns, and appeals of irrigators associations and declaration of support to the government in aiding the poor and the needy.

To showcase IAs irrigated agriculture experiences, it was agreed to hold in Davao City the first Philippine Irrigation Knowledge Learning and Policy Engagement sometime in December 2017. As a confirmation of support, a pledge was made among the federation presidents to donate a minimum of one sack of rice from each IA nationwide.

The pledged sacks of rice are intended for distribution among the poor and needy. IAs from Mindanao can directly transport the rice in Davao; while pledges from Luzon and Visayas IAs would be distributed in their respective areas.

The newly appointed NIA Board Private Sector Representative, Mr. Gregorio G. Sarmiento, graced the event. He advised everyone to take advantage of the time to unite and plan for the PIKL-PE. He even pledged in behalf of IAs from Mindanao 1,000 sacks of rice intended for the indigenous people. 🏠

ENGR. MAPOY ATTENDS TRAINING IN KOREA

■ Luzviminda R. Peñaranda, Senior Public Relations Officer, PAIS – CO

Mr. Ernesto L. Mapoy, Principal Engineer A of IEC-OD, attended Korea International Cooperation Agency (KOICA)-sponsored training on Fostering Experts in Agricultural Water Development Management for Climate Change Adaptation in the Republic of Korea from October 12 to November 2, 2017.

Mr. Mapoy presented a Country Report where he shared four innovative ideas for irrigated paddy fields management and income generation strategies which a country like the Philippines may adopt:

- **Dam Recreational Park Improvement**

Improve dam integrity and aesthetics for Recreation Park and eco-tourism.

- **Smart Water Management System**

An integrated central water management system must be a Real-Time System that can monitor, control and adjust water intake at a water source; water delivery through main and branch canals; and, distribute at gates and

regulators by adopting electricity, mechanics, electronics, telecommunication, and computer technologies. In smart water management system integrated system, dams, reservoirs, pumping stations, head works in streams irrigation, drainage canals, and other hydraulic structures are integrated into one operation system.

- **Paddy-Land Consolidation**

Large-scale farmland consolidation aims to reorganize and replot cellularized/irregular plots, small-size farmland, or farmlands that lack agricultural production facilities, to make them more suitable for large-scale machine-based {or mechanized} farming.

- **Stable Farm Management and “Farmland Pension” to improve the livelihood of aging farmers**

Encouraging full-time farmers by helping them to effectively utilize their farmland. Promote stable and effective farm management, particularly for farmers suffering from natural disasters, such as droughts and floods. In addition, offer farmers a “Farmland Pension” to support their livelihood. To ensure the stable livelihood of the aging farmers, there is a provision of a monthly pension called “funds for stable living of the aged”.

Farmland Management (Farmland Bank) is a system that entrusts or buys farmland from aged farmers and leases or sells them to professional farmers.

The training was organized by KOICA under the Capacity Improvement and Advancement for Tomorrow (CIAT) KOICA Fellowship Program of the Government of Korea. Participants came from seven countries namely: Cambodia with three delegates; Laos, Mongolia, Pakistan, and Vietnam with two delegates each; and a delegate each from Myanmar and the Philippines. 🇵🇭



As a special program of the National Irrigation Administration, the Medical and Dental Services (MDS) of the Administrative Department relaunched the Aero Zumba Dance Craze to all NIA C.O. employees that will be held every Tuesday and Thursday (4:00 PM) at NIA C.O.

Ground/Covered Court. The said activity continued last October 10, 2017 with the hopes of providing a healthy lifestyle and strengthening the camaraderie among employees. Also, a healthy workforce will redound to better employee work performance and better outputs.

As a dance fitness method based on salsa and other Latin dance moves, MDS

introduced Zumba as an enjoyable workout that would deliver fat and calorie burning activities, full body workout, weight loss exercises, improved coordination, aerobic and anaerobic benefits, increased confidence, mood boosting, and companionship.

The implementation of Aero Zumba was successfully revived through the efforts of the NIA's top management, especially, Deputy Administrator for Administrative and Finance Sector Romeo G. Gan. Unlike the preceding program of the Agency, the said activity

is offered for free, providing numerous fitness opportunities to all employees.

"One of the main objectives of this program is to provide a great way to keep fit and lose weight while having fun. Zumba encourages us to transform our lifestyle into a healthier one, to achieve zero sickness and lower cholesterol level, to win new friends and develop camaraderie among participants, and to avoid or at least lessen smoking that carries various negative effects to human health", said Dr. Catherine DC. Binag, Medical Officer IV. 🏠

NIA C.O. continues Aero Zumba Dance Craze

■ Josias M. Mercado, Public Relations Assistant,
PAIS – CO



PHOTO *News*

4 THE RECORD

Administrator Gen Ricardo R Visaya (Ret) and Deputy Administrator for Administrative and Finance Gen Romeo G Gan (Ret) shared the good news to NIA MIMAROPA employees about the status of salary standardization.



(L) NIA MIMAROPA employees listen to the messages of the two special guests from NIA CO. (R) NIA MIMAROPA Regional Manager William P. Ragodon presented the performance status of the region to Administrator Visaya and Deputy Administrator Gan.



The group visited the Baco-Bucayao River Irrigation System located at Brgy. Mulawin, Naujan, Oriental Mindoro.



CONTRACT SIGNING

Contract signing between NIA represented by GEN RICARDO R VISAYA (Ret), administrator, and Mr. Jerome Butaya, authorized representative of Premium Mega Structure Inc. for Bonot-Bonot SRIP on September 7, 2017 at the Administrator's Conference room.



Administrator Ricardo R. Visaya led NIA officials on contract signing with R.U. Aquino Construction and Development Corporation/Kairo Konstrak, Inc. (Joint Venture) re: Rehabilitation/Improvement of PENRIS Main Canal (Sta. 0+000-Sta. 12+386), Lateral "C" (Sta. 0+000-Sta. 8+955.90), Construction/ or Modification of Related Structures Including Fabrication, Supply, Delivery, Installation, and Commissioning of Steel Gates on September 7, 2017 at the Administrator's Conference room.



CONTRACTORS' FORUM

made possible by the Engineering Department. The Forum was conducted on October 13, 2017 at NIA Convention Hall with the presence of the top management officials and department/regional/project managers.





NATIONAL IRRIGATION ADMINISTRATION

Limelight

FERDIE:

*The Man at
your service*

■ Luzviminda R. Peñaranda,
Senior Public Relations Officer, PAIS – CO



*Need help?
Whom are you going to call?*

We are going to call him, Ferdinand A. Fernandez, a.k.a. “Ferdie”, your dependable man with almost 30 years in the public service.

Born on January 18, 1966, Ferdie is a certified “Tubong Malabon”. He finished his primary and secondary education from the same city. Right after he finished high school in 1983, Ferdie entered the workforce as Utility Man at Rural Waterworks Development Corporation. His working relationship with NIA started in 1988 as Laborer in Diversified Crops Irrigation Engineering Center (DCIEC) at the NIA Central Office. After more than two years, he joined Rizal PIO and eventually in 1992, transferred to CARP-IC through Engr. Rogelio Raton, the first Project Manager (PM) of Comprehensive Agrarian

Reform Project - Irrigation Component (CARP-IC). Seizing the chance for personal improvement, Ferdie took Civil Engineering Technology, a three-year course from the Technological University of the Philippines in 1992, but his heart gave way ... he married Vivien and was not able to finish the course.

Living within a modest means, Ferdie and Vivien are proud parents of Denver, 21, a graduate of B.S Industrial Technology from Bulacan State University (BSU); Arianna, 19, 4th year BS Food Science at BSU; Alexzandra, 15, Grade 10; and, Jhoros Dave, 8, Grade 3.

Presently, Ferdie is the Liaison Officer of CARP-IC Project Management Office (PMO). Committed to equip himself for

this craft, he attended orientation/ workshop for accredited Liaison Officer at GSIS, Manila.

His journey as the “Man at your service” started when he helped his contemporaries, the NIA guards, in facilitating GSIS papers. Ferdie got the result immediately. At times, he offered advice to co-employees on what to do with the problems they encountered regarding their GSIS records. One of his duties is to deliver report to various national agencies, such as: DAR, DBM, PARC, Senate and Congress of the Philippines, among others. Yet, he manages his time to assist needing officials and employees especially those who are going to retire from the government service to facilitate requirements for GSIS retirement benefits.



His helping hands are extended to whoever needs him - updating premium and loan payments, reconciling service records and filing loan with PagIbig and GSIS (over-the-counter filing of application for employees with temporary GSIS card).

"Happy ako pag naacomplish ko yung mga requests nila, lalo na yung mga hindi inaasahang benefits na meron pala, na kanilang natanggap. Natutuwa ako kapag nalaman nila na meron pa palang ganito." he says. Indeed, Ferdie is a man with a young boy's grin willing to share his expertise to ease up our lives and give little surprises.

No worries for us, after giving our best years in public service, there is somebody whom we can call should we bow out at this time. No less than Engr. Delsy J. Revellame, CARP-IC project manager says of Ferdie, *"maasahan sya"* (he is dependable).



Trick or Treat

■ Pops Marie A. Santos-Dadea,
Public Relations Officer, PAIS-CO



Halloween, is not an age-old tradition of the Philippines but is a recent adaptation from American culture wherein adults dress up for costume parties and children wear their favorite costumes and do trick or treating.

Trick-or-treating is a Halloween custom in many countries. Children in costumes make their way from house-to-house, usually on the evening of October 31, asking for treats whilst saying "Trick or Treat" in their most scary or cute voices.

The "Trick" is usually an idle threat that they will perform mischievous acts on the homeowners or their property if no "Treat" is given. The treat is usually candies and chocolates.

The National Irrigation Administration (NIA) Central Office through the efforts of the Administrator's Office and the Public Affairs and Information Staff (PAIS) had this activity for the first time on October 27, 2017.

NIA employees' children and grandchildren signed up to join the activity, a total of 150 kids roamed the vicinity from 2:00-4:00 in the afternoon to gather treats (or play tricks, if need be) to all division and department offices. You can see happy faces everytime their plastic jack-o'-lantern or pumpkins filled up in every office they go to.

After trick or treating for two hours, the kids lined up in the NIA Open Grounds to join the Halloween Contest wherein three major prizes are to be given away to the kid wearing the Scariest Costume, Cutest Costume, and the Halloween Costume of the Year.

Judging the event were Deputy Administrator for Administrative and Finance MGen Romeo G Gan, Administrator's Technical Asst. for Legal Affairs Ms. Ma. Kristina Alcoreza, Human Resources Division's Mr. Mark Daniel Diosana, and PAIS Manager Pilipina P. Bermudez. *Continued on the next page.*



HAPPY HALLOWEEN



NIA Administrator Gen. Ricardo R. Visaya receives our little trick or treaters.



Office of the DAEO gives some sweets to the children visiting them.



Kids lined up for treats prepared for them.



Senior Deputy Administrator BGen Abraham B. Bagasin also hands candies and chocolates to the delight of the children.



CUTEST COSTUME



HALLOWEEN COSTUME OF THE YEAR



SCARIEST COSTUME



Deputy Administrator for Administrative and Finance MGen Romeo G. Gan hands over the gift and cash prizes to the winners per category.