

Bunga ng Gawa:
"Kada Adlaw Kugi,
Kada Adlaw Agi"

Shriek or
Sweets

"Hu U?"

The Bottom Line
of a Healthy
NIA



THE OFFICIAL NEWSLETTER OF THE NATIONAL IRRIGATION ADMINISTRATION

CURRENTS

Volume 40, No. 4, 2018

NIA TRANSITIONS TO ISO 9001:2015 RECEIVES CERTIFICATION



The National Irrigation Administration (NIA) successfully transitioned to ISO 9001:2015 QUALITY MANAGEMENT SYSTEM (QMS) international standard and proudly received the certification from the AJA Registrars Inc., the third-party certification body, after demonstrating that the established and maintained QMS of NIA is in conformity with the international standard last 12th of September 2018. [see page 20](#)

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ANG HINDI MARUNONG LUMINGON SA PINANGGALINGAN...

There is something about the close of another year that encourages reflection. We look back on the year's events, revere on achieved milestones, ponder on what could have been better, savor our victories, and meditate on all the blessings we have received from our gracious God above.

When we held the Agency's 1st New Year's Call on January 08, 2019, more than the excitement of this new experience, the Administrator shared to all the policy directions plans and programs for the year. The proposed NIA Strengthening to compliment accelerated irrigation development is not yet realized because it was tied to the National Irrigation Master Plan which is due for completion by 1st quarter of 2019 by the UPLB Foundation. As part of the Agency's austerity measures, the NIA 55th Founding Anniversary was celebrated with the sportsfest, tiangge, and attendees from the regional offices as we feasted with a dinner packed with regional delights. Also realized was the transfer to the Corporate Planning Services (CorPlan) of the functions of Organization and Management Division of the Internal Audit Services, and correspondingly, the creation of a new division at CorPlan. Several Stakeholders Forum were also conducted nationwide to foster a mutually beneficial relationship among the stakeholders most especially between the NIA, the IAs and the LGUs. In addition to the Stakeholders Forum as a means of strengthening the Agency's public relations, we have also participated in several inter-agency collaborations, such as the World Water Day and the "Kugi-Agi".

Performance based reward system was adopted as a basis in sending managers and employees to seminars and related events overseas. COA disallowances was minimized from 64 AOMs in 2017 to 28 AOMs in 2018 as accounting and auditing rules were observed and adhered to. Lastly, Right-of-Way requirements of the DENR and NCIP were settled and complied with by the Agency as it became a more familiar ground in project implementation. Through team effort, the Agency was conveyed the ISO 9001:2015 certification. This year, we lost some dear colleagues who have walked with us along the halls of NIA. Many have retired from service but many young faces with their new sets of skills and technology have repopulated our compound.

This 2018, we, as NIA Team, had remained steadfast and unwavering to challenges faced and won in transforming these into infinite realities. "We have to look back to look forward".

The goal of PAIS publications is to provide our readers information on how the Agency is contributing to the economic and social agenda of the government. Through the support of the writer-contributors from other sectors, we were able to publish four issues of NIA Currents for 2018. It is an honor to be a courier to you our readers the stories of the Agency's activities, achievements, and performers for the past years and we thank you for this. We are looking forward to writing for you again in 2019. 📖


CAPABILITY-BUILDING TRAININGS FOR THE 4TH QUARTER

■ Eden Victoria C. Selva, PRO IV, NIA PAIS-C.O.

Training is a means to address job performance gaps of workers so as for them to execute our tasks at performance standards or even above the standard. Our management has continued to support the trainings for our employees, old and new, to ensure that excellent service is delivered to our customers. For the last quarter of the year, there were five in-house trainings provided and three international conferences attended.

LIST OF TRAINING PROGRAMS CONDUCTED FOR THE 4TH QUARTER OF CY 2018

	TITLE	OBJECTIVE/S	PARTICIPANT/S	DATE	VENUE
1	Basic Orientation on Safety and Health Seminar	Provides an adequate basic health and safety awareness to employees for them to effectively perform assigned duties and task in a safe manner.	185 participants nationwide (4 Batches)	Batch 1 - Oct. 08-12, 2018 Batch 2 - October 22-26, 2018 Batch 3 - Nov. 5-9, 2018 Batch 4 - Nov. 19-23, 2018	Classroom B, IEC Building
2	Workshop on Writing Technical Competency Tables	Identify behavioral indicators for each competency using the cognitive, affective and psychomotor taxonomies.	NIA Core Team/TWG	Oct. 25-26, 2018	ACE Hotel and Suites
3	Training Course in Knowledge Management	To continually improve the effectiveness of our QMS.	35 participants composed of KMT Head and members	Nov. 26-27, 2018	Classroom B, IEC Building
4	Validation Presentation of Technical Competencies	Presenting for validation and approval of the technical competency output from the functional review and competency analysis workshop.	45 participants	December 05, 2018	Classroom B, IEC Building
5	Road Education Safety Seminar for C.O. Drivers	To refresh the knowledge and skills of driver mechanics.	30 participants consisting of NIA C.O. Drivers and Assistant Mechanics	December 12, 2018	Classroom B, IEC Building
6	Training Course on New Technologies of Agricultural Engineering and Agro-Processing for Developing Countries	To acquire knowledge on the new technologies of Agri-Engineering and Agro-Processing for developing countries.	1 participant	October 11-30, 2018	Beijing, China
7	USCID's 11th International Conference on Irrigation and Drainage	To attend to the USCID Conference and deliver a paper.	13 participants	October 15-19, 2018	Phoenix, Arizona, USA
8	15th International Network for Water and Ecosystem in Paddy Fields (INWEPF) Symposium and Steering Committee Meeting	To attend to the 15th INWEPF Conference and Steering Committee Meeting and deliver a technical paper. To visit some irrigation systems in Nara and Osaka Prefectures	27 participants	November 19-25, 2018	Nara, Japan

Trainings or capacity-building always give the trainee a sense of empowerment. We can say that the year 2018 is an empowering year for NIAns. 

PAIS ORGANIZES TRAINING FOR NIA ARTIST ILLUSTRATORS AND PHOTOGRAPHERS NATIONWIDE

■ Josias M. Mercado, Public Relations Assistant A, PAIS-C.O.

The National Irrigation Administration – Office of the Public Affairs and Information Staff (NIA-PAIS), headed by Ms. Pilipina P. Bermudez, conducted a five-day Seminar-Workshop on Photography, InDesign, and Layout for 36 Artist Illustrators and Photographers of the Central, Regional, and Project Management Offices on November 16-20, 2018 at NIA Regional Office No. III Farmers' Training Center, Tambubong, San Rafael, Bulacan.

The seminar-workshop is organized by the Office to equip the participants with necessary skills in the efficient performance of the core public relations functions, particularly in the coverage and documentation of the Agency's significant events. It is divided into three major parts: Training on Photography for the first two days, Training on InDesign and Layout for the third and fourth day, and the Review of the Activities on the final day.

In his message, NIA Deputy Administrator for Engineering and Operations Sector, Engr. C'zar M. Sulaik, emphasized the need for the effective coverage of the Agency's various programs and activities for the benefit of all Filipino farmers, as well as inform its stakeholders of the Agency's accomplishments. He also emphasized that we have to upgrade our equipment such as camera and computers. 🖨️



"This training serves as a venue for us to cascade the best practices that our Agency is doing to continually uplift the lives of our stakeholders, especially our farmers"

- Deputy Administrator C'zar M. Sulaik

PERSONAL SKILLS DEVELOPMENT TRAINING FOR NIS RIP-IDP IMPLEMENTERS

■ Melyn T. Jover, Community Development Officer II, IDD-OD

The Institutional Development Division (IDD) has been giving assistance to the National Irrigation Sector Rehabilitation and Improvement Project (NIS RIP). IDD provides support to the Project in the Institutional Development Program (IDP) implementation, especially in capability building of the IDP implementers in the 11 subprojects in nine regions it covers. NIS RIP Institutional Development Section also works in coordination with IDD, as it is working under the latter's umbrella, to cascade learnings and development activities to the Irrigators Associations (IAs).

On November 26-30, 2018, the IDD facilitated the Personal Skills Development Training (PSDT) for the IDP Implementers of NIS RIP held at Quezon IMO, Region IV-A. It was attended and participated by a total of 30 participants from the 11 subprojects, PMO and Quezon IMO staff.

PSDT is one of the vital trainings provided to an individual employee. Personal development enables individuals to utilize their own learnings. Learning is a proactive, as well as reactive process, designed to support immediate needs as well as long term goals. It also enables learners to identify key areas of learning and development activity that will allow them to acquire new or develop existing skills and behavioral attributes to enhance or improve performance in their current roles at home, in the office, and in the community. Personal development addresses anticipated changes in their roles and career aspirations towards a future role.

The training further enables a person to improve awareness and identity and develop talents and potentials that boost build-up human capital. Skills analysis activity is also undertaken to determine individual learning and development needs and identify development objectives.

To achieve the very purpose of this training, topics were grouped into three modules and sessions for effective facilitation:

Person

- Session 1 – Person and Self-Awareness
- Session 2 – Personality Development
- Session 3 – Self-Confidence

Skills

- Session 4 – Communication
- Session 5 – Active Listening
- Session 6 – Feedback
- Session 7 – Public Speaking

Life Management

- Session 8 – Time Management
- Session 9 – Stress Management
- Session 10 – Anger Management
- Session 11 – Managing One's Finances

Mr. Martin T. Tacloban, Mr. Leonard I. Salonga, Ms. Imee M. Rigonan, and Ms. Melyn T. Jover facilitated PSDT with the overall supervision of the IDD IDS Chief Ms. Heartie E. Navarro. The participants were able to demonstrate through practical application and workshops the different skills necessary in personality development contained in the three modules. 📖



1,728 FARMERS TO BENEFIT FROM LIBMANAN-CABUSAO PUMPING STATION

■ Josias M. Mercado, Public Relations Assistant A, NIA PAIS-C.O.

The National Irrigation Administration (NIA) Region 5 with Administrator Ricardo R. Visaya, lead the Blessing and Inauguration Ceremony of the new P74-million Pumping Station of the Libmanan-Cabusao Pump Irrigation System (LCPIS) in Awayan, Sipocot, Camarines Sur on October 11, 2018.

The newly inaugurated pumping station has four units of brand new 250 HP diesel engines and pumps which will irrigate 2,195 hectares of farmlands, benefitting 1,728 farmers and their families in 10 barangays in Libmanan and two barangays in Cabusao, Camarines Sur.

The LCPIS was originally constructed in the early 1980s under the Integrated Area Development Program of the Philippine government with funding from the United States Agency for International Development (USAID). The original pumping station had four units of electrically-driven engines and pumps. In 1998, the electric engines were replaced with diesel engines and only two remain operational today.

Camarines Sur has the largest potential irrigable area of 123,700 hectares among the six provinces of Bicol Region. As of June 2018, NIA has already irrigated a total service area of 77,043 hectares in Camarines Sur, attaining 62.28 percent of irrigation development. Thus, this new pumping station of LCPIS is projected to add to the percentage of irrigation development in the province. 🇵🇭



BUNGA NG GAWA

“KADA ADLAW KUGI, KADA ADLAW AGI”

■ Eden Victoria C. Selva, Public Relations Officer IV, PAIS-C.O.

“Kada Adlaw Kugi, Kada Adlaw Agi” is a Visayan phrase that translates to “fruit of labor” (*Bunga ng Gawa*). It was coined by the Office for Supervised Agencies under the Office of the Cabinet Secretary for an event held last October 19, 2018 at the DM Hall, Landbank Building in Ermita, Manila. The activity highlighted the accomplishments of the programs of the government specifically in terms of poverty reduction.

There were 10 short videos showcasing government, impact stories which can be used to inform the ordinary citizenry of the good things that the supervised Agencies have accomplished.

For NIA, the presentation was a convergence effort of the Institutional Development Division, the Public Affairs and Information Staff, UPRIIS, PCOO, PIA (special mention to Director Benjamin “Benjz” Felipe), and the Barangayan Siete Irrigators Association of UPRIIS Division 6.

NIA Managers Pilipina P. Bermudez, Delsy J. Revellame, Conchita C. Calsina, Leo L. Gallego and staff of PAIS attended the occasion.

NIA’s contribution is the video entitled **“Daloy”** and impact photos of irrigation development on the ground. The short video production is about the successful partnership between the NIA and Irrigators Associations as shown in the video of NIA-UPRIIS and Barangayan Siete Irrigators Association.

NIA had pursued its irrigation development activities through the framework of the Participatory Approach Program. The Deputy Administrator for Engineering and Operations C’zar M. Sulaik narrates its importance to both parties. On the other hand, NIA Administrator Ricardo R. Visaya explains that the Stakeholders Forum is a mechanism of providing transparency, cooperation and convergence among the different NIA stakeholders.



FIELD PHOTOS



Combined, all of NIA’s irrigation development efforts pursued through NIA participatory processes and mechanisms had resulted to a better life of the farmers as they graduated to a farming that depends on rain (rainfed farming) to a two-crop farming system. Stories of farmers interviewed like Deodany and Maricel who prior

to irrigation can only eat meat once a week but now, with irrigation, can eat meat anytime. Likewise, they now have acquired additional farm lands and vehicles as well as farming equipment. Maricel finds fulfillment as a farmer. They have proven that irrigation has been instrumental in uplifting their economy and quality of life.



The other nine agencies that presented their videos to the event were the Housing and Urban Development Coordinating Council (HUDCC) – *“Bangon”*: shows how the agency helped the rebuilding of communities in the aftermath of the Marawi siege, National Anti-Poverty Commission (NAPC) – *“Punyagi”*: in the different faces of poverty, specifically from the urban poor and fisherfolks, the NAPC initiated the formulation of anti-poverty framework for mainstreaming in relevant government agencies, National Commission on Indigenous Peoples (NCIP) – *“Unlad”*: the video shows an IP community in Davao City where the Agency initiated Ancestral Domain Development Approach through Culturally Responsive Economic programs applied; National Commission on Muslim Filipinos (NCMF) – *“Ang Tubig at ang Batas”*: the video is about the program on Shariah and how it helped a Muslim Shariah Lawyer to be empowered and win over his struggle against poverty,

Presidential Commission for the Urban Poor (PCUP)- *“Tupad”*: the video tells about how former urban informal settler has transformed to a successful housing developer, providing affordable housing to other urban poor communities through the community-level empowerment program of the Agency, National Youth Commission (NYC)- *“Agapay”*: it featured two faces of youth in the Philippines, a teenage girl who lost a limb in a near-fatal accident but has maintained her positivity, optimism and confidence, and a young public servant who continuously strives with her advocacy for a quality education among the youth to reach their life dreams, Cooperative Development Authority (CDA) – *“Sinop”*: a story of a multi-purpose cooperative in San Jose, Batangas City who were waste pickers and waste sorters of landfills whose lives and economic status were transformed after the assistance of the CDA into a multipurpose cooperative, Philippine

Commission on Women (PCW)- *“Binurdang Pangarap”*: shows a tapestry of hope and women’s dreams, embellished with passion for the arts and local culture, entrepreneurial spirit and community service, and convergence of the government and private sector with women towards innovation, transformation, and progress, Technical Education and Skills Development Authority (TESDA) – *“Kasanayan Mula sa TESDA, Tanglaw at Pailaw sa Kamangyanan”*: illustrates the efforts of the agency to empower the indigenous peoples and cultural communities of Mindoro, the Mangyans.

In behalf of Cabinet Secretary Leoncio B. Evasco, Jr., Assistant Secretary John Roby R. Otero delivered the message. Undersecretary Atty. John Titus J. Vista likewise gave some inspirational thoughts.

Bunga ng Gawa inspires us, Lingkod Bayans, not to be weary, get bored, lose hope or be disenchanted of the efforts that we are delivering every day as we travel to our work places because *Kada Adlaw Kugi, Kada Adlaw Agi.* 🌟



SHRIEK OR SWEETS

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

In view of the celebration of All Saints' Day (aka All Saints' eve or Halloween), the National Irrigation Administration (NIA) for the 2nd time holds the most popular Halloween activity, the Trick or Treat. The activity was held on October 30, 2018 from 2:00-4:00 in the afternoon.

Open for children, grandchildren, nieces, and nephews of the Central Office employees, the activity had 305 registered kids who roamed the NIA compound to gather treats, such as candies, chocolates, biscuits, and other sweets to all offices.

It was also commendable that employees were cooperative and hyped in doing the office decorations, this to the delight of the adults and to the fright of the children. It was a really fun and scary afternoon visiting the darkened, horrifying, and spine-chilling offices.

After trick or treating, the kids lined up in the NIA covered court for the awarding ceremony of the Halloween Contest with the following categories: The Cutest Costume, Scariest Costume, and the Halloween Costume of the Year with cash prizes of P2,500.00 each for the two former and P5,000.00 for the latter.

Judges of the activity were Public Affairs and Information Staff Manager Pilipina P. Bermudez, Administrative Department Manager Atty. Ailyne C. Agtuca-Selda, Financial Management Department Manager Editha D. Morales, and NIA-Region 8 Manager Engr. Fermina B. Aling. 🏠





LIGHTING UP A SYMBOLIC CHRISTMAS TREE

■ Jayson B. Cabrera, Public Relations Assistant A, PAIS-C.O.

“Some Christmas tree ornaments do more than glitter and glow, they represent a gift of love given a long time ago.” - Tom Baker

Christmas at NIA is indeed a joyous and bright celebration. Aside from the reality that this season is the most wonderful time of the year, this is NIA's way as well of celebrating its accomplishments for the year to end. Christmas has been put on the month of December so that people could give glory to the Almighty in thanksgiving for a fruitful and productive year which is to pass.

And so with NIA, accompanied by Christmas decorations shimmering all around the compound, it expresses its utmost gratitude to God whose guidance and love never cease to be poured to each NIA official and employee. One main attraction seen at the compound is the giant Christmas tree surrounded by thousands of Christmas lights.

A ceremony was held last December 07, 2018 and attended by several NIA officials and employees to formally light up the giant Christmas tree. The history of the world conceiving the idea of putting up a Christmas tree was read. It was followed by the rite of the blessing of the Christmas tree so that it may become not only a mere decoration but rather, a symbol of love, hope, and peace to everyone who would have the chance to look at it. Afterwards, the main button switch was pressed and the tree was lighted up together with the surrounding lights all over the gazebo area.

In the year 2004, St. Pope John Paul II called the Christmas tree a symbol of Christ. According to him, this very ancient custom exalts the value of life, as in winter what is evergreen becomes a sign of undying life. It then reminds Christians of the “tree of life” of Genesis 2:9, an image of Christ, the supreme gift of God to humanity.

And this is the same thing Tom Baker has been saying when he said that Christmas tree ornaments represent a gift of love given a long time ago – that immense love which was freely given to us by Jesus when he was born in the manger only for him to die on the cross to save us from our sins. 🙏



A CHRISTMAS BLAST FOR KIDS!

■ Luzviminda R. Peñaranda, Senior PRO, PAIS-C.O.

It was a balmy day of December 21, 2018 when excited young children with parents/guardians in-tow trooped to the NIA Covered Court as the venue for the much-awaited party for kids, 2018 NIA Children's Christmas Party.

The attendees were the children, grandchildren, nephews, and nieces of NIA employees, and personnel of NIAEASP Canteen, NIA Cooperative, NIASLAI, M8 and Tough Guard. Children of 13 years of age and below are eligible to join the party. To make the program safer and enjoyable, kids are categorized into three age brackets: 0-4, 5-9, and 10-13 years old. Out of the total registrants of 533 kiddos, 243 or 46% belong to 5-9 years old, 131 tots or 24% with age from zero to four years, and 159 or 30% youngsters belong to 10-13 years old. Parents and/or guardians accompanied toddlers, preschoolers and kids with special needs.

Early preparations for this event were done to make it a memorable one. Ushers and usherettes were selected among NIANS and acted as marshals to ensure safety and smooth flow of the program. Booths for photos, cotton candy, and sticker tattoos were set up with the delight of the kids and kids at heart. Loot bags were given as they entered the place. While the young children were taking the snacks, their excitement grew with fun games and with the presence of mascots: Popo, Hetty, and Jolibee. The time allotted for these mascots seems so fast to grab photo opportunities with them.

Gifts from Administrator Ricardo R. Visaya and Deputy Administrator for Operations and Engineering Sector C'zar M. Sulaik culminated the Children's Christmas Party. The joy is felt and seen on the kids' face as they leave the place with toys. Truly, the pooled effort is not in vain for NIA gave these young children a blast of experience to last in their memory. 🎁





Deputy Administrator Romeo G. Gan welcoming the attendees

“Hu u?” “Hindi ko kayo nakilala.”, said Deputy Administrator Romeo G. Gan in his welcome message, as he expressed his happiness and excitement seeing the NIA Central Office employees and guests dressed up in bright and bold cocktail dresses, and long sleeves and necktie as they partied for Christmas last December 20, 2018. This was held at the covered court draped in white cloths and dangling geometrical metal pieces and surrounded with the

colorful pop-art inspired photos of the managers and top management officials.

Special Program Committee



The Special Program Committee consisting of selected employees from each department planned this year's Christmas Ball with the theme **“A Colorful Celebration for the Season: The VOGUE – POP ART Edition”**.



A revamp: What's different?

To give more of the “ball” vibe, employees walked on the red carpet and had their picture taken on the photo wall.

NIA *Zillennials* were also given a chance to host the event. Young Engineers Christian Abanag, Charles Von Olivia, and Denyse Aira Rances served as Masters of Ceremonies during the program.

A *camaraderie dance* in the tune of “Katchi” was performed by the employees from the different departments, the Special Program Committee, and the NIA Dance Crew at the start of the program. The camaraderie dance is meant to build friendship and unity among employees before they compete for the Christmas Dance Competition.



Katchi-ing Camaraderie Dancers from the different offices

“HU U?”

■ Clarizze C. Toribio, Information Officer A, PAIS-C.O.

Meanwhile, Miss Angel Army Bumagat and Mr. Hanziel Nonilon De Guzman of the Engineering Department were hailed Best Dressed during the night.

The Administrative Department headed by Atty. Ailyne Agtuc-Selda won the Office with the highest ratio of attendees award.

Raffle were also pre-drawn by the committee and everyone received their prizes. Yay!



Best Dressed Awardees



Atty. Jiselle Rae A. Villamor leading the prayer during the NIA Christmas Ball 2018.

Zillennial Engineers were chosen as emcees for this event.



Whitney Houston is shaking!

This year's Christmas Ball highlighted the dance competition in retro-pop hits. Six groups showcased their talents in dancing. It was participated by the employees of the Offices under the Office of the Administrator, Engineering Department and Special Projects Group, Operations Department, Administrative Department, and Finance Department. Managers did not disappoint everyone, because they were the stars of each group presentation. Even Senior Deputy Administrator Abraham B. Bagasin danced. He even put a show because he did something at the end of their performance. Curious? Ask your fellow NIAns, kidding! :P In the end, the Special Projects Group who danced to Whitney Houston's hit song "I wanna dance with somebody".

The winners of the Dance Competition:

1st Place:	Special Projects Group
2nd Place:	Engineering Department
3rd Place:	Offices under the Office of the Administrator
Consolation Prizes:	Administrative Department
	Finance Department
	Operations Department

The Joy in Giving

The program would not be complete without Administrator Ricardo R. Visaya's Christmas message. In his speech, he highlighted the true spirit of the season — that the real source of joy is not in receiving but in giving.

"Let us make this a day of dedication of our thoughts and efforts to the task of bringing about better life for our clients. Let this be our Christmas gift to the farmers we serve: our continued sacrifice and cooperation so that our present aspirations of uplifting the lives of many more farmers will soon become concrete realities.", he said.

Christmas is truly a season of giving. NIAns are thankful for the farmers' successes, which mirrors its success. 🎁





ON THE INAUGURATION OF STA. BARBARA RIS AND TURNOVER OF IA OFFICES WITH SUPPORT FACILITIES AND FARM MACHINERIES

■ Jayson B. Cabrera, Public Relations Assistant A, PAIS-C.O.

The inauguration of the P133.85-million Sta. Barbara River Irrigation System (Sta. Barbara RIS) took place on December 03, 2018 at Madurriao, Iloilo City. This newly rehabilitated irrigation system, along with the newly constructed IA offices with support facilities and farm machineries, is a symbol of the best of what the National Irrigation Administration and the farmers can achieve together in the pursuit of their goals.

Funded through Japan International Cooperation Agency (JICA), the rehabilitated Sta. Barbara RIS is expected to provide timely and reliable irrigation service to 2,289 hectares of agricultural land in the Municipalities of Leganes, Pavia, Sta. Barbara, and Iloilo City, benefitting 1,266 farmers and their families. The project is set to improve the cropping intensity of farmers from 162 to 200 percent, thus increasing the farmers' yield from 99 to 110 cavans per hectare for wet season and 80 to 100 cavans per hectare for dry season.

The inauguration of this project means that NIA's objectives in Sta. Barbara RIS to establish sustainable operations and maintenance system (O&M), to strengthen IAs, to provide agricultural support, and increase rice productivity are all set to be realized.

On the other hand, the IA offices with support facilities and farm machineries are significant components of this project. The new buildings which will house the IA offices will serve as

a suitable workplace where meetings can be held, records and documents can be secured, and a place where different agencies can coordinate with the IAs. The support facilities and farm machineries would ensure quality of rice produced, thus gaining higher price for the commodity, eventually increasing the farmers' income.

"NIA has already accomplished the rehabilitation and improvement of this irrigation system and we will never stop giving you, our farmers, the best possible [irrigation] service that you deserve", said Administrator Visaya.

Sta. Barbara RIS, whose water sources come from Sta. Barbara River, includes the construction of 12.1 kilometers of concrete canal lining, construction and repair of 65 units of related structure, repair and replacement of 113 units of other structure, new steel gates, and 7.6 kilometers of gravel surfacing, among others.

Closing his speech during the inauguration, Administrator Visaya said, *"We can make huge steps forward when we work hand in hand in achieving sustainable socio-economic growth and agricultural development in our country. Ika nga, Ang NIA at magsasaka, magkatuwang sa ginhawa!"* 🇵🇭



THE BOTTOM LINE OF A HEALTHY NIAN

■ Eden Victoria C. Selva, Public Relations Officer IV, NIA PAIS-C.O.

Embedded in the Administrator's fourth Pillar of leadership, "Develop human resources and improve their capabilities", is safeguarding the health and wellness of the NIAN. Although not spoken, NIA Management considers the health and wellness of the employee as part of their core responsibilities. And when we speak of wellness, it covers the physical, mental, emotional, and spiritual condition of a person which help the employee thrive.

A demonstration of this commitment is the on-going Zumba events held every Tuesday and Thursday at the NIA covered court, the free influenza vaccine for employees, and the procurement of an upgraded dental equipment.

This last quarter, the NIA Medical Team headed by Dr. Catherine "Karen" Binag completed two major milestones in the health and wellness program of the Agency at Central Office: Employee Drug

Test (DT) and Annual Physical Examination (APE).

For the drug test out of the 704 target employees 698 employees have undertaken the test. The remaining six employees were on leave. The venue for the drug test was at the NIA Convention Hall, DCIEC Building. It took seven dates for the DT to be completed and 10 days for the APE.

Trailing the drug test is the Annual Physical Examination (APE) for the 320 monthly eligible employees of Central Office. For the APE, only 263 employees were able to avail of the program while there were 61 eligible employees who failed to avail of the free examination. However, there were four non-eligible employees who shouldered the cost of their APE at the bid rate of 4T pesos/head. Procedures that were undertaken in the APE for both sexes were blood chemistry, CBC, urinalysis, chest x-ray, ECG, physical examination, and whole abdominal ultrasound. In

addition to these tests, females were subjected to breast ultrasound and pap-smear, while the males above 40 years old were given Prostate Specific Antigen (PSA).

The Drug test was undertaken in collaboration with the East Avenue Medical Center, PDEA and DOH while the APE was conducted through the Best Diagnostics (which won the bidding process).

The efforts of giving attention to the Agency's workforce by supporting their health proposes that the Agency also benefits from having a drug-free workplace, less absences, and improved productivity. **THE BOTTOM LINE: A HEALTHY EMPLOYEE REDOUNDS TO A BETTER SERVICE DELIVERY.** 🏢

UPRIIS DIVISION I: MOTIVATION SETTING THROUGH A NEW ADMINISTRATION BUILDING

■ Patrixia Noel G. Lucero, Clerk Processor A, NIA-UPRIIS Head Office

The inauguration of the new Administration Building of UPRIIS Division 1 took place on November 27, 2018 at Brgy. Malayantoc, Sto. Domingo, Nueva Ecija. Division Manager, Engr. Freddie M. Toquero, supported by the Acting Department Manager of NIA-UPRIIS, Engr. Rosalinda B. Bote, warmly welcomed NIA Administrator Ricardo R. Visaya in such inauguration.

The ceremony was attended by other distinguished guests, Honorable Mayor Greg G. Andres of Sto. Domingo Nueva Ecija, Barangay Captain Emerson Matias of Malayantoc, Sto. Domingo, Federation of Irrigation Association (FIA) President Ben Gagelonia together with 14 BOT members and employees from Division I. Everyone witnessed the unveiling of the land marker and ribbon cutting. Thanksgiving prayer and blessing of the building was led by Rev. Fr. Jonas G. Agustin.

“Kami po dito sa Division I ay taos pusong naniniwala na ang gusaling ito ay magiging makabuluhan sa patuloy na pagbibigay ng serbisyong tapat, sapat, epektibo at mahusay sa inyong lahat, lalung-lalo na sa ating mga kapatid na magsasaka”, Division Manager Engr. Toquero said.

Since his appointment last March of 2017, Administrator Visaya said that he has always been firm with the agenda of leading NIA towards improvement. He focused his attention on the strengthening of the organization and the human resources that completes the structure.

“Our men, our best asset”, Administrator Visaya shared a life lesson he learned from his service in the army as AFP Chief of Staff and 2nd Lieutenant. “Kahit gaano kadami ang equipment mo, kahit gaano kaganda ang opisina mo, if your personnel are not motivated, your organization will not be effective and efficient as it should be”, he said.

Improving personnel capabilities were considered as significant investment under the leadership of Administrator Visaya. According to him, he is willing to send engineers abroad to attend trainings in order to enhance their capabilities and workmanship in the country.

“So managers, take good care of our men, make this a friendly office that can accept any body”, he added.

For the Administrator, every employee must follow a simple principle in life, that a man in an organized workplace is a man with an organized mindset providing quality of work and service to people. 🏢



“This building has been constructed as part of my agenda. Sana ito ay maalagaan, not really for us, but especially for our clients that we would like to serve, ang ating mga kapatid na magsasaka.”

– NIA Administrator Ricardo R. Visaya



CORDILLERAN NIANS RECEIVE BUILDING AS GIFT

■ Jean Doree May B. Ananayo, Senior Artist Illustrator, CAR



New Year. New Home. NIANS in the Cordillera Administrative Region (CAR) Regional Office will be occupying a newly renovated office this 2019 after the inauguration of the newly improved NIA-CAR building in Wangal, La Trinidad, Benguet on December 13, 2018.

“The completion of the NIA-CAR Building is a Christmas gift for the employees of NIA-CAR due to their dedication and commitment to service”, said NIA Administrator Ricardo R. Visaya as the Guest of Honor during the inauguration rites.


Visaya also stated that the agency builds competitive employees through trainings conducted and attended not only in the country but outside as well.

According to NIA Deputy Administrator for Administrative and Finance Sector Romeo G. Gan, the renovation of the building is relevant to the desire of NIA Administrator’s four-point agenda, among which is modernization.

Meanwhile, Benguet Governor Crescencio Pacalso expressed gratitude to the agency mentioning that NIA provides big help to farmers. Pacalso also said that the provincial government will give full support to NIA’s future irrigation projects.

The inauguration rites was also graced by the representatives from the Office of the Representative of the Lone District of Benguet, and Office of the Municipal Mayor of La Trinidad.

The NIA-CAR Building was first built in 1991. The ground floor served as office of the Benguet Provincial Irrigation Office (BPIO) which was still under NIA Region 1 at that time, and a training hall. The second floor served as a dormitory.

At present, the NIA-CAR Building houses the two divisions of NIA-CAR, Engineering and Operations Division (EOD) and Administrative and Finance Division (AFD) while the former mess hall was turned into Regional Manager’s Office. 



NIA TRANSITIONS TO ISO 9001:2015 RECEIVES CERTIFICATION

■ Jerome Carl L. Retamal, Data Analyst-Controller, CorPlan

The National Irrigation Administration (NIA) successfully transitioned to ISO 9001:2015 Quality Management System (QMS) international standard and proudly received the certification from the AJA Registrars Inc., the third-party certifying body, after demonstrating that the established and maintained QMS of NIA is in conformity with the international standard last September 12, 2018.

However, the transition, the same with other exceptional endeavors, was not without challenges and an interesting story to tell.

The transition of NIA to the latest version of ISO 9001 started on March 26, 2018. This transition shows the commitment of NIA to continual improvement, which is one of the key principles of QMS. Furthermore, the transition was also a timely endeavor as the ISO 9001:2008 was set to be phased out by September 15, 2018. All certifications under the said standard are deemed ineffective after such date.

The scope of the certified QMS is the provision of irrigation services through the development, construction, operation, and maintenance of irrigation systems conducted at the Central Office, Upper Pampanga Integrated Irrigation System (UPRIIS) Head Office, MIMAROPA Regional Office, and Quezon Irrigation Management Office. The said sites are collectively known as the “Transitioners”. The Transitioners are the pilot sites which were previously ISO 9001:2008 certified.

One of the major differences between ISO 9001:2008 and ISO 9001:2015 is the

increased prominence the latter gives to risk-based thinking and knowledge management. NIA had to enhance its QMS structure through the creation of the Risk Management Team and Knowledge Management Team in the QMS structure as to conform with the new feature of ISO 9001:2015. The Risk Management Team spearheaded the creation and review of risks and opportunities registries, which aim to identify risks and opportunities, assess its impact and probability, and provide appropriate preventive measures and risk response. On the other hand, the Knowledge Management Team led the process of determining and collecting knowledge necessary for NIA processes

AJA Registrars, Inc. that the minor non-conformity shall not hinder but will only delay the issuance of the certification until resolution of NIA of the minor non-conformity, one can feel that the happiness of the members of the QMS Core Team from knowing that NIA had successfully transitioned to ISO 9001:2015, albeit delayed, is a glass half empty. As a response to the minor non-conformity on the conduct of the internal quality audit (the “Fortunately...” part starts here), the internal quality auditors participated in the “Internal Quality Audit Skills Enhancement Seminar-Workshop” conducted by the Development Academy of the Philippines (DAP) at Zambales last September 26-28,

2018. This activity enhanced not only the auditing skills but also the effective working relationships of the internal quality auditors. Furthermore, the audit procedures and other various forms used during internal quality audits were improved during the seminar-workshop. Despite the minor non-conformity finding, it turned out for the better and for continual improvement of the



and ensuring that organizational knowledge is responsive to changing needs and is available to the extent necessary.

On June 25-27, 2018, approximately three months after the start of QMS implementation in conformity with ISO 9001:2015, the auditors from the AJA Registrars, Inc. conducted the transition audit of the Transitioners.

Unfortunately (or one may say “Fortunately...”, continue reading to see why), the audit concluded with a minor non-conformity regarding the conduct of the internal quality audit. Despite the pronouncement of the auditors from

QMS of NIA. In the end, all is well, at least on the part of the Transitioners.

Well, a successful endeavor would not go unnoticed and unrewarded. The Government Quality Management Committee (GQMC), chaired by the Secretary of the Department of Budget and Management (DBM), invited NIA to the 6th GQMC Recognition Ceremony for Government Organizations with QMS Certifications held last October 25, 2018 at the Philippine International Convention Center. The Senior Deputy Administrator and Quality Management Representative Abraham B. Bagasin received the award for NIA.

You may be wondering, what happens to the other regional offices, IMOs, and other offices that are not yet certified?

First, the said offices are called the “Beginners”. They are called Beginners because they have no first-hand experience of the implementation of QMS in conformity with any ISO 9001 version. They were neither ISO 9001:2008 certified nor ISO 9001:2015 certified, yet.

Second, as NIA lives up to the principle of continual improvement, the Beginners had started implementing QMS in conformity with ISO 9001:2015 last 1 October 2018. The Beginners, the same with the Transitioners, are not unaccompanied in their implementation. The DAP had been and will be assisting the Beginners in their journey to a certified QMS. The DAP had conducted various activities in the regional offices, such as but not limited to, process walk-through, Foundation Course on ISO 9001:2015 QMS, Training Course on ISO 9001:2015 QMS Requirements and Documentation, and Training Course on Auditing QMS, workshops, and technical guidance sessions.

The QMS implementation of the Beginners resulted to the documentation and improvement of various processes. In compliance with Memorandum Circular No. 80, s. 2018, the QMS implementation saw the creation of Operations and Desk Manuals of all offices of NIA. Furthermore, the Beginners have started the creation of their risks and opportunities registries. Moreover, there had been an increase in the number of regional offices using the computerized document tracking system (CDTS). In general, the nationwide implementation of QMS in conformity with ISO 9001:2015 has brought improvement in the processes conducted by the Beginners.

The Beginners still have a lot of activities to do and a long journey to take. However, with the Transitioners as the forerunner, the Beginners would have less to ponder as they may replicate what the Transitioners have done. Furthermore, the Transitioners are also willing and able to provide insights and guidance as to how the Beginners would do their implementation. Hopefully, at the end, all offices of NIA are ISO 9001:2015 or future versions certified. This exceptional endeavor of conforming with the international standard is a significant step toward the vision of the Agency to contribute to the inclusive growth of the country and in the improvement of the quality of life of farmers. 🏡

CARP-IC LAUNCHES ITS 30-YEAR JOURNEY

■ Jona C. Lee, SIDO, CARP-IC

As we celebrate 30 years, we are proud to present the changes and developments our agricultural country has undertaken. The 30-year journey of the Comprehensive Agrarian Reform Program-Irrigation Component was celebrated with a book launch on the 17th December 2018, at the NIA Central Office ground. Present were the NIA top management officials, Administrator Ricardo R. Visaya, Senior Deputy Administrator Abraham B. Bagasin, and Deputy Administrator for Administrative and Finance Sector Romeo G. Gan together with other NIA employees.

Agricultural Abundance: The Thirty-year Journey of CARP-IC started as a small idea being considered at the back of the minds. It started as a blank page, a phrase with no sentence to fit into, and an impossible narrative collection. Like any other accomplished task, it arises from nothing but was sparked and was furthered with the thought of wanting to bring out the best of CARP-IC.

This book is a compilation of stories contributed by NIA staff in the IMOs and RIOs who worked hard to write their stories. Each narrative focused on challenges before, during, and after irrigation systems were constructed and how the systems were able to touch lives of the 178,702 farmer

beneficiaries (FBs) across 15 regions in the Philippines.

CARP-IC is now standing strong at its 30 years. It has outcomes that is proud of and it has upheld its duty to the people it serves in the agrarian reform communities. We are delighted to bring you this collection, not just to highlight the success stories of our projects, but also to acknowledge that there were days when the pavements were rough, long walks were needed to obtain water supply, and nights were treated like days for crops to be produced as they were expected.

To touch lives by improving the agricultural production through the irrigation system has always been the CARP's ideal. It is a process that takes time, effort, and perseverance. It is a continuous process that pushes everyone to exert better insights and inputs. Despite having positive outcomes, the drive to improve does not falter, but is being challenged even more.

Chasing success and hoping for the best, CARP-IC gives everyone a cheer! Kudos to everyone who made this 30-year celebration possible! 🎉



A GLIMPSE INTO THE COLORS OF JAPAN: INWEPF 2018

■ Edén Victoria C. Selva, Public Relations Officer IV, NIA PAIS-C.O.



Japan is blessed with four seasons: spring, summer, autumn/fall, and winter. Autumn or fall in Japan is usually between the months of September and November. The atmosphere at this time has a light cool breeze. The foliage of deciduous trees like ginkgo and maple trees turn yellow, crimson and reddish showcasing a colorful palate in the mountains, parks, temple grounds and private gardens all over Japan.

The International Society of Paddy and Water Environment Engineering (PAWEES) and the International Network for Water and Ecosystem to Paddy Fields (INWEPF) joint International Conference Nara 2018 and the 15th INWEPF Steering was held in Nara Kasugano International Forum, Nara City, Nara Prefecture, Japan last November 20-22, 2018. The writer was among the 27 delegates from the Philippines. There were a total of four international organizations, 21 countries and 552 participants composed of university researchers, policy makers, social scientists, engineers, and practitioners from the government and private sectors who actively shared their thoughts during the four-day event.

The PAWEES-INWEPF Nara Conference joint theme was “Promoting Sustainable Paddy Farming to Achieving the Sustainable Development Goals (SDGs) with the INWEPF sub-themes (5th Phase Theme) of “More Resilient and Productive Paddy Farming” and “Strengthening the Partnership and Utilization of INWEPF Expertise to Achieve the SDGs”. While the PAWEES organizes activities with an academic approach, the INWEPF on the other hand focuses mainly on policy and engineering approaches. Both organizations re-acknowledged the significance of ensuring the multi-functionality of paddy farming as well as sustainable and stable food production.

Emphasis was given to meeting the three INWEPF challenges which were taken up in focus in the different working groups:

1. Food Security and Poverty Alleviation
2. Sustainable Water Use
3. Partnership

Administrator Ricardo R Visaya, who headed the Philippine delegates, delivered the report on the 14th INWEPF Symposium and Steering Meeting which was hosted by the INWEPF Philippines last November 2017. Administrator Visaya is the Chair of the INWEPF Philippines Committee and he is co-Chaired by Dr. Florencio F. Padernal, former NIA Administrator. Another paper presenter from the Philippines was Engr. Rosalinda R. Bote, Department Manager of UPRIS, entitled “Irrigation Water Management Digital Program for the Optimization of Reservoir Usage for an Effective and Efficient Systems Operation”.

During the four-day event, the participants were not only treated to the wide array of technical and policy papers but also the colors of Japan. Nara Kasugano International Forum, has sprawling grounds where the colours of autumn were splendid.

Meals were just as colorful, intricate and healthy. The bento boxes convey the bento culture of Japan.

Several technical visits to some of Japan's irrigation systems like the Shinakawa irrigation pond and shimobuchi headworks, as well as some cultural touchdowns were also experienced by the participants.

Forward Looking

Toward achieving the SDGs, PAWEES and INWEPF will contribute for the further development of sustainable paddy farming in harmony with the environment, strengthening the partnership among countries and related organizations such as ICID and FAO. To this end, both parties will proceed with the following activities respectively:

PAWEES: The activities of PAWEES including editorial duties of the international journal of PAWEES, Paddy and Water Environment (PWE), shall expand and strengthen cooperation with national and international institutions as well as individual experts from paddy cultivation regions or societies of the world. The Paddy and Water Environment (PWE) has been well recognized in the disciplines of agricultural sciences, engineering, and environmental sciences. The PAWEES members agreed to continuously support the publication of the PWE and maintain its quality.

INWEPF: The INWEPF launched the **5th Phase Strategy from 2018 to 2021** toward achieving the three challenges of “**Food Security and Poverty Alleviation**”, “**Sustainable Water Use**” and “**Partnership**” adopted in the Ministerial Meeting on “**Water for Food and Agriculture**” which was held in March 2003 in Kyoto and provided an opportunity for the establishment of INWEPF. The theme of the 5th Phase Strategy is “**More Resilient, Sustainable and Productive Paddy Farming**” and it is composed of three working groups (WGs) organized to focus on specific area: The WG1 - “Strengthening Multi-Functionality and Food Value Chain”, WG2 - “Modernizing Irrigation and Drainage System in Response to Climate Change” and WG3 - “Improving Water Use Efficiency and Water Productivity”

In the 5th Phase Strategy, under the

theme of ***“Strengthening Partnership and Utilization of INWEPF Expertise to Achieve the SDGs”***, the INWEPF will expand its activities to the African region where increasing rice production is an urgent issue as well as deepening cooperation among the member countries and international organizations. The 16th INWEPF Steering Meeting will be held in Korea in 2019 hosted by the INWEPF Korean Committee in collaboration with the PAWEES 2019 International Conference. The INWEPF members will get together for the meeting and share knowledge and experiences toward further development of paddy farming.

The PAWEES 2019 International Conference will be hosted by KSAE and held in Korea. The purpose of the next conference is to discuss the issues related to paddy and water environment. The specific theme of the conference will be announced later. The PAWEES members hope that PAWEES 2019 will provide an opportunity to enhance the exchanges of our knowledge and experience among participants. The 17th INWEPF Steering Meeting will be held in Sri Lanka in 2020 hosted by the INWEPF Sri Lankan Committee. 🇱🇰



ICID: ARIZONA

■ Maria Kaythrine P. Bagasin, Executive Assistant A,
Office of the Senior Deputy Administrator

The 11th International Conference on Irrigation and Drainage that was held in Phoenix, Arizona on October 15 – 19, 2018 was very thought-provoking and successful. It was made of absolute sense in terms of the Principles and their application.

Arizona has had drought declaration since 1998. They have an advanced technology used on irrigation and drainage that includes recycling of groundwater as the primary water source of Arizona. It has been stated in California Code of Regulations Title 22, Section 60304 that recycled water used for the surface irrigation of the following shall be a disinfected tertiary recycled water, except that for filtration pursuant to Section 60301.320. All wastewater in town is captured and highly treated so that it can be safely used for irrigation and other non – potable uses. This recycled or reclaimed water helps

reduce demands on our groundwater use by providing an additional water source in their growing community. Reclaimed water must meet strict water quality standards as established by the Arizona Department of Environmental Quality. It undergoes state-of-the-art treatment processes, is screened, filtered and chlorinated to meet the highest water standards earning an A+ rating. No health-related problems have been traced to reclaimed water, according to State health and water quality officials. Power technology is available for recycled water to use. Zero – risk appears to be the goal of regulators. The more personal, direct, and local the use of reclaimed water, the less willingness of it. It shows that using recycled or reclaimed water on irrigation is a low key hence, it is the most comfortable to use in people of Arizona. In order for a community to use reclaimed water, it must provide a holding or storage site which may be

located above or below the ground. Above-ground storage reservoirs look like small lakes or ponds. The town delivers the reclaimed water to the reservoir. It is then the responsibility of the community to pump it into their distribution system for use on landscaped areas. The level in the reservoirs fluctuates because of the watering demands on the neighboring landscape. Natural process is their way of storing recycled or reclaimed water. The benefits of reclaimed water can be used on irrigation, on golf courses, parks, common areas in homeowner communities, highway medians, and other landscaped areas. Aesthetic purposes such as fountains and decorative ponds, agricultural uses for irrigation such as pasture lands, and irrigation at nurseries, wetlands creation, restoration and enhancement, and industrial uses including plant wash down, processing water and cooling water. 🇺🇸

PHOTO NEWS

THE 4RECORD

NIA Central Office – The National Irrigation Administration (NIA) Top Management Officials headed by Administrator Ricardo R. Visaya signed the Memorandum of Understanding (MOU) with the MetroPacific Water Investments, Inc. represented by its President, Atty. Laurence R. Rogero, on **October 03, 2018** at the Administrator's Conference Room, 2nd Floor, Building A.

The MOU Signing aims to pursue the conduct of Feasibility Study (FS) for the Conveyance

of 30 million liters per day (mld) of raw water from the Bubunawan River to the designated point of the MetroPacific Cagayan de Oro, Inc. for a period of five years.

The said conduct of FS is at no cost to NIA. The study will include, among others, the impact on the irrigability of the area. The service rate for the temporary utilization of the main canal of NIA Irrigation System for the conveyance of raw water is open at six percent (6%) of the gross income.



Sta. Marcela, Apayao – The National Irrigation Administration (NIA), represented by NIA Public Affairs and Information Manager, Pilipina P. Bermudez, attended the 2nd Regional IA Congress of the Cordillera Administrative Region Federation of Irrigators Association (CARFIA) on **October 25-26, 2018**.

The IA Congress aims to acknowledge the immeasurable role of Irrigators Associations in honing a better future for the agricultural sector through the establishment of well-coordinated support of all government institutions and non-government organizations to reach maximum food production.



NIA Region 6 – The National Irrigation Administration (NIA) conducted the **Stakeholders Forum on Irrigation Development** in the Provinces of Guimaras and Iloilo on **November 16, 2018** at The Mansion, G. Luna Street, Iloilo City to discuss the status of irrigation development in the province, as well as the status of the Agency's on-going and future irrigation projects. Also part of the event is the turnover of completed and pump projects with Governor Arthur D. Defensor, Administrator Ricardo R Visaya, Deputy Administrator for Administrative and Finance Romeo M. Gan, Regional Manager Gerardo P. Corsiga, and Engr. Randy Alipis.



NIA Region I – The National Irrigation Administration (NIA) conducted the **Stakeholders Forum on Irrigation Development** in the Provinces of Ilocos Sur and La Union on **October 24, 2018** at Maestro Convention Hall, Vigan City, Ilocos Sur. NIA Administrator Ricardo R. Visaya, managers and staff from Central and Regional Office, Irrigators Associations, Local Government Units, Congressional Representatives of the provincial districts, some uniformed personnel, and other stakeholders were present in the event.



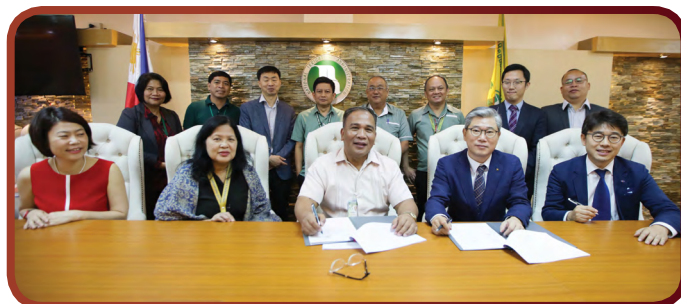


NIA Central Office - The National Irrigation Administration (NIA) conducted a **Testimonial Dinner for the Outgoing Secretary to the Cabinet**, Leoncio B. Evasco, Jr., as an expression of gratitude for his selfless support to the Agency during his tenure as the Cabinet Secretary on **November 07, 2018** at NIA Convention Hall, 5th Floor, IEC Building, NIA Central Office, Diliman, Quezon City.



Diliman, Quezon City - Deputy Administrator for Administrative and Finance Sector, Romeo G. Gan, celebrates his 58th birthday on a simple dinner with NIAns on **November 06, 2018** at SM North EDSA.

The Deputy Administrator perceived his birthday as an opportunity to start a new year of challenge towards the attainment of another milestone for the Agency through a more transparent, more responsive, and financially viable administration.



NIA Central Office - The National Irrigation Administration (NIA) headed by Administrator Ricardo R. Visaya and the representatives from the Korean Export-Import Bank – Economic Development Cooperation Fund (KEXIM-EDCF) conduct the **Environmental and Social Monitoring of the Activities of Jalaur River Multipurpose Project Phase II (JRMP II)** on **November 08, 2018** at Administrator's Conference Room, 2nd Floor, Building A.

The meeting aims to conduct Stakeholders Forum for lowland and upland project affected families (PAFs) and Non-Government Organization (NGO) Meeting, as well as a meeting with NIA HQ and signing of the Minutes of Discussion for environmental and social activities for the project construction phase.



NIA Central Office - The National Irrigation Administration (NIA), in leadership of Administrator Ricardo R. Visaya, conducted the **3rd Quarter Assessment of the Agency's Project and Operations and Maintenance Performance** on **November 06-08, 2018** at NIA Convention Hall, 5th Floor, IEC Building.



NIA Central Office – Selected officers of the National Irrigation Administration (NIA) shared the best practices and experiences they gained from international trainings ON Japan, Canada, and Arizona, USA during the 3rd Quarter Assessment of the Agency's Project and Operations and Maintenance Performance on **November 08, 2018** at NIA Convention Hall, 5th Floor, IEC Building.



NIA Central Office – The National Irrigation Administration (NIA) Top Management Officials headed by Administrator Ricardo R. Visaya and the officers of NIA Employees Association of the Philippines (NIAEASP) receive the Certificate of Collective Negotiation Agreement (CNA) Recognition from the Civil Service Commission (CSC) during the Agency's Flag Raising Ceremony on **December 17, 2018** at NIA Grounds, Diliman, Quezon City.

Pursuant to Rule XIII of the Amended Rules and Regulations of Executive Order No. 180, the CNA entered into by and between the NIAEASP and the management of NIA is now registered with Certificate of Registration No. 1527 dated **December 03, 2018**.



NIA Central Office – The National Irrigation Administration (NIA) Top Management Officials headed by Administrator Ricardo R. Visaya and the executives MAC Builders / BNYU Development Corporation (Joint Venture) represented by its Authorized Managing Officer, Manuel A. Chua, sign the Contract Agreement for the Construction of P474.99-million Calunasan Earthfill Dam and its appurtenant structures under the Small Reservoir Irrigation Project (SRIP) on **December 10, 2018** at the Administrator's Conference Room, 2nd Floor, Building A.



NIA Central Office – The National Irrigation Administration (NIA) holds a pre-birthday celebration of Administrator Ricardo R. Visaya on **December 07, 2018** at NIA Central Office Covered Court, Diliman, Quezon City.

A simple boodle fight was prepared for lunch which reminds NIAns of the three basic principles of life: Humility, Gratitude, and Commitment. The Administrator seized the opportunity to remind all NIAns to continuously work hard towards the attainment of the Agency's mission of providing vital contribution to the inclusive socio-economic and agricultural development of the country through efficient, reliable, and sustainable irrigation service to the Filipino farmers.

The event is attended by the NIA Top Management Officials, employees and staff at Central Office, Project Managers, Regional Managers, some former colleagues, and other personal guests.

Photo News



NIA Central Office – The Philippine Institute of Civil Engineers (PICE) NIA Sub-Chapter conducted the 25th Annual General Assembly on **December 18, 2018** at NIA Convention Hall, 5th Floor, IEC Building. One of the agenda of the Assembly is the election of the new members of the Board of Directors for CY 2019, as well as the conduct of a simple Christmas Party as part of the Agency's Christmas Celebration.



NIA Central Office – The National Irrigation Administration (NIA) conducted its 943rd Regular Board Meeting on **December 18, 2018** at Administrator's Conference Room, 2nd Floor, Building A.



MAKING KNOWN KUYA MON

■ Jayson B. Cabrera, Public Relations
Assistant A, PAIS-C.O.

As employees, there are times when we disregard our security guards as we do not give response – even a single nod or smile, to their morning greeting to us (although sometimes, they themselves are the ones who do not greet us). We tend to just ignore them when we do not wear our IDs. We sometimes become mad when they ask us regarding our uniform. Though they may seem to sound impolite for few times, they inspect us as we enter the compound because they are just doing their work faithfully.

This article aims to put the limelight to one of NIA's industrial security guards, Mr. Ramon B. Reyes. He always asks for the identification of the visitors and employees who frequent the Agency, but now, it is his ID which we will look for.

One afternoon, I went to the Public Assistance and Complaints Desk at the lobby area where Kuya Mon is stationed. I had an hour of talking to him, asking him of his life story with NIA. Living a simple life in the City of San Jose del Monte, Bulacan, Kuya Mon goes to the Central Office from Monday to Friday for a 6AM to 5PM duty. He serves NIA CO for almost 31 years now. He was a security aide to the past Administrators before he was assigned at the lobby station to assist incoming and outgoing visitors and employees, check their IDs and uniforms, assist during flag ceremonies, etc. *Continued on the next page*

Born on March 17, 1958, Kuya Mon belongs to a family whose members consist of a police bodyguard (his father) and a policeman and military personnel (his siblings). This led him to dream of becoming a military soldier when he was a child. However, he was able to only finish in high school by supporting himself through selling icedrops, barbecue, etc., and becoming a gasoline boy during the night as well. He wanted to enter PMA afterwards but his parents could not afford sending him there. So he just continued working at a young age as construction worker and was able to work abroad in a Saudi Arabian fabrication company as a helper and a maintenance staff for four years. Going back to the Philippines, he was married and entered NIA in the year 1988 as an industrial security guard.

He may not have fulfilled his dream of becoming a soldier, but his work in NIA somehow resembles to that dream. He also became privileged when he was given a chance to become a reserved officer of the AFP in 1989. Working in NIA, he said that the key in fulfilling well his duties and responsibilities is that of a courteous way of transacting to the employees and to the clients. Even though there may be several people who are difficult to handle, he remains to be well-mannered and humble in doing his best for them to follow the protocols. Asked what made him stay in NIA for several years already, he said, *“Pagtatrabaho lang nang mabuti ang susi. Pag nagtrabaho nang mabuti, may magandang kahihinatnan ka sa buhay.”* This is his little, yet great contribution to the Agency – working well in faithfully fulfilling his duties and responsibilities.

NIA has been a key factor for Kuya Mon to raise his two children. He successfully made them receive their college diploma – a legacy which shall never be stolen from them. He really promised to himself that he would not let his children feel the same sufferings he had when he was young. He said, *“Sinikap kong mapagtapos ang mga anak ko dahil ayaw kong maranasan nila ang hirap na dinanas ko.”*

Talking about his hobbies outside work, he said that he is a cyclist. He joins his young colleagues on rides every weekend. Being the eldest among them, they call him *“Tatay”*. He is also fond of playing basketball ensuring that he gets fit so he can work properly, but stopped just a year ago when he turned as a senior citizen. He also loves plants and he is into succulents nowadays. Asked when he will stop working, he said that once his children tell him to do so, he will. But then, until he has the strength to continue working, he will work until his retirement age of 65.

Noticing him attend Holy Mass during Wednesday and Friday at the NIA Chapel, I asked him if he is naturally a religious person. He answered, *“Hindi naman ako palasimba dati e, nito na lang na medyo tumatanda na ako. Ganun pala yun, nagiging mas malapit na sa Diyos kapag tumatanda.”* Indeed, Kuya Mon is having a successful life now because he lets God journey with him.

His work does not seem to be known by many people. He has been silently working for three decades already, doing his tasks faithfully while not being recognized by many of us. The next time we have the chance to encounter him or to pass by in his station at the main lobby area, let us take time to chat with him for a little while, or just even greet him, give him a smile or just even a simple nod.

Thank you Kuya Mon for your three decades of service to NIA! Your ID deserves a big clap from your co-employees here at the Central Office. 🙌

Kuya Mon: “Sir, good morning po. Pakiiwan nalang po ng ID nyo.”

Visitor (in a boastful tone): “Hindi mo ba ako kilala?”

Kuya Mon: “Kaya ko nga ho Sir pinapasabit sa inyo ang ID nyo, para makilala ko po kayo.”

