



THE OFFICIAL NEWSLETTER OF THE NATIONAL IRRIGATION ADMINISTRATION

CURRENTS

VOLUME 51, NO. 3, 2021

4,045 FARMERS TO BENEFIT FROM P171.97-MILLION REHABILITATED PORAC-GUMAIN RIS



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SOLAR-POWERED PUMPS:**
IMPROVEMENT OF IRRIGATION
FACILITIES IN NUEVA ECJA

**QUIPOT IRRIGATE 2,800 HECTARES
OF AGRI LANDS IN QUEZON
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NIA'S UNHAMPERED IRRIGATION SERVICE THROUGH THE YEARS

True to its commitment of providing efficient, reliable, and sustainable irrigation service to the Filipino farmers, the National Irrigation Administration (NIA) has served as a catalyst of agricultural growth and development through the construction, operation, and maintenance of irrigation systems/ projects nationwide.

For the past 58 years, NIA has proven its vital role in irrigated agriculture. Through the provision of unhampered irrigation services amidst numerous challenges and adversities, NIA has gained the salute and respect from our Irrigators Associations (IAs) and farmers who are the backliners of the country's battle against COVID-19 Pandemic Situation. The men and women of NIA

have demonstrated that even in the midst of uncertainty, there are a lot more opportunities to contribute to the nation and be of great service to others. Indeed, the 58 years of NIA's existence became an affirmation of how irrigation development means a lot for the people and for the society.

The structural integrity of dams and irrigation systems constructed and will be built by NIA that can last for half a century reflects the Agency's unhampered delivery of timely and reliable irrigation service to our agricultural lands nationwide. Our dedication as NIAns to do our job better tells us a lifelong story of

commitment towards a food self-sufficient nation. As true public servants, our commitment is our driving force to be a catalyst of agricultural development and realize our objective to make Philippines a food self-sufficient nation.

With the unity and solidarity among the National Government, NIA Management and employees, farmers-irrigators, and Local Government Units (LGUs), we can reclaim our rightful place as the Finest Irrigation Agency in Asia. "Let us be the cradle of hopes" and the future of the Philippine agricultural sector. Together, we will because we can. 🏡

5,412 FARMERS TO BENEFIT FROM 18 IRRIGATION PROJECTS WORTH P1.775 BILLION

The inauguration of P150.44-million San Fabian River Irrigation System (San Fabian RIS) in San Fabian, Pangasinan on July 9, 2021 presided by NIA Administrator Ricardo R. Visaya



A total of 5,412 farmers tilling 6,238.96 hectares of agricultural land nationwide will benefit from the 18 irrigation systems recently inaugurated and turned over by the National Irrigation Administration (NIA). These projects with an aggregate cost of P1,775,256,282.00 include 1) P150.44-million San Fabian River Irrigation System (San Fabian RIS) in San Fabian, Pangasinan on July 9, 2021, 2) P1.391-billion Upper Malitbog Service Area (UMSA) in Pikit, North Cotabato on July 8, 2021, 3) P18.5-million Laya West Communal Irrigation System (Laya West CIS) Phase II in Barangay Laya West, Tabuk City, Kalinga on July 7, 2021, and 4) mass turnover of 15 irrigation projects in Region XII amounting to P215,316,282.00 on July 5-8, 2021. The inauguration of the newly rehabilitated San Fabian RIS under the National Irrigation Sector

Rehabilitation and Improvement Project (NISRIIP) was led by NIA Administrator Ricardo R. Visaya in Barangay Bindow, San Fabian, Pangasinan, together with NIA Region I Manager Angelito S. Miguel, NISRIIP Project Manager Silvino C. Navarro, San Fabian Farmers IA President Bernie Dispo, and Ms. Ayumu Ohshima of Japan International Cooperation Agency (JICA) which partly funded the project. With water source from Bued River, the project has a Firmed-Up Service Area (FUSA) of 2,116 hectares in the municipalities of San Fabian, San Jacinto, and Manaoag, benefitting 1,566 farmers and their families.

The turnover ceremony of completed irrigation facilities for UMSA was led by Deputy Administrator for Engineering and Operations Sector C'zar M. Sulaik at Pikit Gymnasium,

Pikit, North Cotabato, together with NIA Region XII Manager Diosdado A. Rosales, MMIP-II Acting Project Manager Saleh P. Kabunto, local government officials, and IAs. With water source from MMIP-II Diversion Dam, UMSA is expected to provide timely and reliable irrigation water supply to 2,464.96 hectares of agricultural land in the municipalities of Aleosan and Pikit, benefitting 2,004 farmers comprising 11 organized IAs.

The turnover ceremony of Laya West CIS to Jose Anniban Farmers IA, headed by IA President Reynaldo Wansi, was presided by NIA-CAR Regional Manager Benito T. Espique, Jr. Funded by the Comprehensive Agrarian Reform Program (CARP) of the Department of Agrarian Reform (DAR), the project covers 133 hectares of rice farm in the Barangay Laya West, benefitting 76 farmers and their families.



The Turnover Ceremony of P1.391-billion Upper Malitbog Service Area (UMSA) in Pikit, North Cotabato on July 8, 2021 presided by NIA Deputy Administrator for Engineering and Operations Sector C'zar M. Sulaik



The Turnover Ceremony of P18.5-million Laya West Communal Irrigation System (Laya West CIS) Phase II in Barangay Laya West, Tabuk City, Kalinga on July 7, 2021 presided by NIA CAR Regional Manager Benito T. Espique, Jr.

The Turnover Ceremony of P18.5-million Laya West Communal Irrigation System (Laya West CIS) Phase II in Barangay Laya West, Tabuk City, Kalinga on July 7, 2021 presided by NIA CAR Regional Manager Benito T. Espique, Jr.



The Mass Turnover of 15 irrigation projects in Region XII amounting to P215,316,282.00 on July 5-8, 2021 presided by NIA Deputy Administrator for Engineering and Operations Sector C'zar M. Sulaik



Meanwhile, the four-day mass turnover ceremony of irrigation projects in Region XII was presided by Deputy Administrator Sulaik. On July 5, 2021, Seven Lakes SIP, Labanang SIP, Elvas SIP, and Ala RIS Extension all in the Province of South Cotabato with an aggregate cost of P56,656,687.00 were formally turned over by NIA to four respective IAs. These projects will provide timely and reliable irrigation water supply to 126 hectares of agricultural land in the Province of South Cotabato, benefitting 67 farmers and their families. During the second day, Badtasan CIS and Domolok-Tokawal CIS were turned over by the Agency to Badtasan IA and Domolok-Tokawal IA. The two projects have a total cost of P51,760,340.00 and will irrigate 944 hectares of farmland in the Province of Sarangani, benefitting 469 farmers and their families.

On July 7, 2021, Buklod SIP, Nati CIS, Kiadsam CIS, Sarip Pedregosa CIS, and SMN CIS were officially turned over by NIA to respective IAs. With an aggregate cost of P76,899,255.00, the five projects will benefit 297 farmers with a total service area of 232 hectares in the Province of Sultan Kudarat. During the fourth day, Malu-ao CIS, Manuangan CIS, Tigbawan CIS, and Midbal CIS were turned over by the Agency to respective IAs. The four projects have a total cost of P30,000,000.00 and will irrigate 223 hectares of farmland in the Province of Cotabato with 933 farmer-beneficiaries. Capping the mass turnover ceremonies of irrigation projects was the signing of turnover documents with NIA Deputy Administrator Sulaik, local government officials, and IA officers.

On June 24, 2021, NIA inaugurated the P14.223-million Calawis Small Irrigation System (Calawis SIS) located in Antipolo City, Rizal and P6.657-million Palay-Palay Pump Communal Irrigation System (Palay-Palay PCIS) in the Municipality of Jala-Jala, Rizal. These turned over projects with a total cost of P1,796,137,901.31 are included in the targeted 71 projects to be inaugurated until August 2021. Five other projects are scheduled for turnover before the end of July.

NIA Top Management Officials, headed by Administrator Visaya, assured that the Agency remains unstoppable in providing efficient, reliable, and sustainable irrigation service to the Filipino farmers amidst pandemic. 🙏

4,045 FARMERS TO BENEFIT FROM P171.97-MILLION REHABILITATED PORAC-GUMAIN RIS

The National Irrigation Administration (NIA) inaugurated the P171.97-million newly rehabilitated Porac-Gumain River Irrigation System (PGRIS) and turned over Irrigators Association (IA) Office with Support Facilities on July 22, 2021 in the Province of Pampanga.

The rehabilitated Porac-Gumain River Irrigation System under the National Irrigation Sector Rehabilitation and Improvement Project (NISRIIP) is funded through a grant from Japan International Cooperation Agency (JICA) amounting to P171,973,175.95. The project is expected to provide timely and reliable irrigation service to 3,249.95 hectares of agricultural land in the municipalities of Lubao, Floridablanca, Guagua, and Sta. Rita in Pampanga Province, benefitting 4,045 farmers and their families.

NIA Administrator Ricardo R. Visaya led the inauguration and turnover ceremony. Also present during the event were NIA Deputy Administrator for Administrative and Finance Sector Romeo G. Gan, representatives of JICA headed by Chief Representative AZUKIZAWA Eigo, local government officials headed by representative to the Mayor of the Municipality of Floridablanca, Mr. Tito Mendiola, NISRIIP Project Manager Silvino C. Navarro, NIA Region III Manager Josephine B. Salazar, and Pampanga-Bataan Irrigation Management Office (PAMBAT IMO) Manager Isabelito V. Bitangcol.

Gumain Dam,
Porac-Gumain River
Irrigation System



Gumain Main
Canal South



IA President Romeo P. Pingul expressed his deep gratitude to NIA and JICA for the rehabilitation works of the Porac-Gumain RIS that will greatly help them, the local farmers.

"Mayroon kaming commitment o ipinangako sa NIA na aalagaan namin nang mabuti at mamahalin namin ang lahat ng naibigay ninyo dahil 'yan ay tulong sa aming mga anak, mga kapatid, at mga kababayan sa apat na munisipyo dito sa second district", IA President Pingul said in his message.

Cabinet Secretary Karlo Alexei B. Nograles delivered his message through a pre-recorded video. He acknowledged the significant contribution of Porac-Gumain RIS to the farmers and in the agricultural sector of our country in these challenging times of pandemic.

"These rehabilitation works will truly pave the way for the increase in production of our farmers which in turn will improve their profitability and livelihood. Napakagandang balita ito para sa ating magsasaka lalo na sa pandemya na ating kinahaharap sa kasalukuyan. Sa panahong ito, mahalaga na mapanatili natin ang daloy ng mga irigasyon patungo sa sakahan. Sa patubig, totoong may pagkain", Cabinet Secretary Nograles remarked.

In his video message, His Excellency Ambassador KOSHIKAWA Kazuhiko of the Embassy of Japan emphasized the strong relationship of Philippines and Japan through improvements of irrigation systems.

"It is an honor to be in close cooperation with the National Irrigation Administration, the local government units, and most importantly the farmers part of the Irrigators Associations. The continuous success and achievement of National Irrigation Sector Rehabilitation and Improvement Project provide a gleaming testimony of the relationship between Japan and the Philippines. It shows us with diligence in working collectively for the gloss of farm sector, we can achieve our goals in spite of the pandemic", he stated.

Cabinet Secretary Nograles and Administrator Visaya extended their gratitude to the Japanese Government through the Embassy of Japan and JICA, for its continuous assistance to the Philippine Government particularly, in helping the Filipino farmers through NIA, in providing them with rehabilitated irrigation systems.

Furthermore, Administrator Visaya highlighted in his message that NIA,

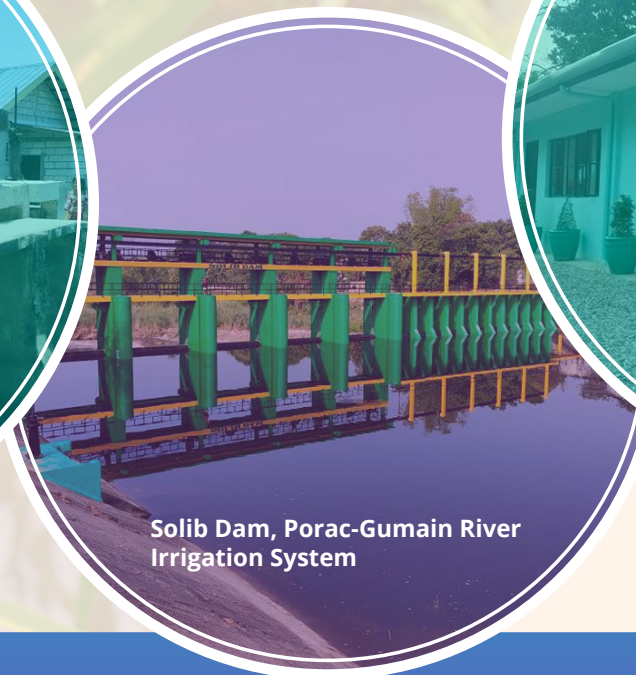
since the assumption in office of President Rodrigo Duterte, is eager to fast track the construction of all the projects.

"The government, under the leadership of President Rodrigo Duterte, is continuously seeking viable solutions to further increase our farmers' yield and to improve their quality of lives, most especially in this time of the pandemic. So with that, even during the pandemic construction did not stop. In fact, there are more than hundred projects that we have to inaugurate until the end of this year worth about P27-billion. Ito ang nagpapatunay na even during the pandemic, the National Irrigation Administration did not stop in the construction of our irrigation systems", Administrator Visaya said.

The rehabilitation works of Porac-Gumain RIS involved replacement of the falling shutter and provision of trash rack at intake in Porac Dam, replacement of sluiceway with rubber seal in Solib Dam, 10.045 kilometers of concrete canal lining, improvement of 20 check gates, and eight IA offices with three support facilities. 🏗️



Carlos Check Gate



Solib Dam, Porac-Gumain River Irrigation System



Porac-Gumain RIS Irrigators Association Council Office

QUIPOT IP IRRIGATE 2,800 HECTARES OF AGRI LANDS IN QUEZON PROVINCE

Year-round irrigation water and more yield is now possible in the Province of Quezon as the National Irrigation Administration (NIA), headed by Administrator Ricardo R. Visaya, inaugurated and partially turned over the Quipot Irrigation Project on July 21, 2021 in the Municipality of Tiaong, Quezon.

The locally funded project amounting to P1,499,500,000.00 (Phase 1 = P999.5 million, Phase 2 = P450 million) aims to promote self-sufficiency in rice production, improve the average cropping intensity, increase irrigated area and paddy yields during wet and dry seasons in the Municipalities of Tiaong, San Antonio, Candelaria, and Sariaya, all in Quezon Province, and San Juan and Rosario, Batangas.

NIA IV-A Regional Manager, Romeo M. Lopez emphasized the possible benefits and outcome of the project for the whole province.

“Ang proyektong patubig na ito ay nagpapakita ng potensyal ng Quezon

na maging aktibong kabahagi ng pagsulong ng agrikultura hindi lamang dito sa probinsya kung hindi maging sa buong rehiyon. We are confident that with all your support, commitment and cooperation hindi malayong maabot ng CALABARZON ang food security sa rehiyon”, Regional Manager Lopez said.

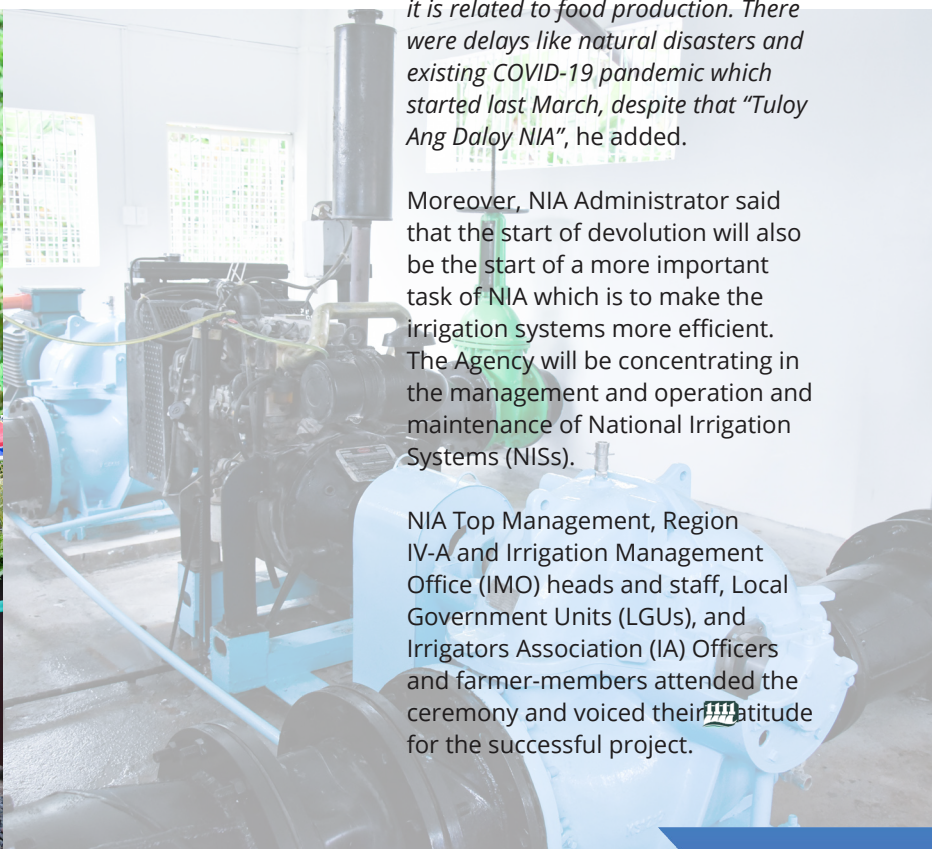
Its main features are the construction of a diversion works, irrigation facilities and access/service roads. It is a Check Gate Barrage Type Diversion Works with an estimated water discharge of 5.95 cubic meter per second (cms) with a height and crest length of 5.50 meters and 50.30 meters. It is the biggest barrage type dam ever constructed in CALABARZON.

NIA Administrator mentioned in his speech that this project took long years to happen but President Rodrigo Roa Duterte instructed him to fast track all projects.

“We seek the approval of IATF for us to continue the project dahil hindi puwedeng maantala itong mga ito dahil it is related to food production. There were delays like natural disasters and existing COVID-19 pandemic which started last March, despite that “Tuloy Ang Daloy NIA”, he added.

Moreover, NIA Administrator said that the start of devolution will also be the start of a more important task of NIA which is to make the irrigation systems more efficient. The Agency will be concentrating in the management and operation and maintenance of National Irrigation Systems (NISs).

NIA Top Management, Region IV-A and Irrigation Management Office (IMO) heads and staff, Local Government Units (LGUs), and Irrigators Association (IA) Officers and farmer-members attended the ceremony and voiced their gratitude for the successful project.



WASHED-OUT MAIN CANAL EXTENSION RESTORED

IN THE SECOND LARGEST RICE-PRODUCING TOWN IN CAGAYAN PROVINCE

Severely damaged during the extreme flooding in Cagayan Province brought by Typhoon Ulysses in November last year, the East Apayao-Abulug Irrigation System (EAAIS) located in the Municipality of Allacapan, the second largest rice producer in Cagayan province, has been prioritized to be restored by the National Irrigation Administration (NIA).

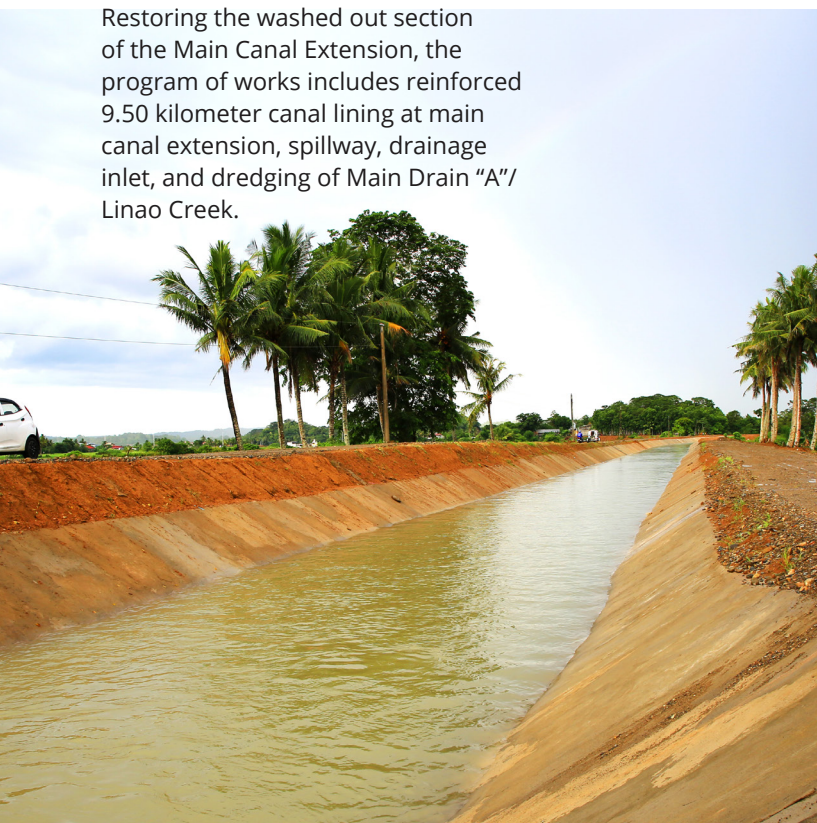
On July 21, 2021, the Agency conducted the inauguration ceremony of the P28.242-million newly-restored Main Canal Extension of EAAIS presided by NIA Senior Deputy Administrator (SDA) Abraham B. Bagasin.

With water source comes from Apayao-Abulug River, the restoration of the project will cover additional 80 hectares of agricultural land in the Municipality of Allacapan with 38 farmer-beneficiaries. At present, the project has a total service area of 2,164.275 hectares, benefitting 1,797 farmers and their families.

SDA Bagasin lauded the collaborative efforts of the officials manning EAAIS for fast tracking the rehabilitation of the said irrigation canal taking into consideration the need to provide water supply to the agricultural lands of over a thousand of farmers who are dependent on the irrigation canal's service.

NIA Region II Manager Raymundo B. Apil, Allacapan Municipal Mayor Harry D. Florida, other officials and employees from NIA Central Office, NIA Region II, and Cagayan-Batanes IMO, IA officials, and some officers and farmer-members of Allacapan Centro East Dagupan Irrigators Association attended the ceremony. The East Apayao-Abulug Irrigation System serves the towns of Abulug, Allacapan, Ballesteros, Aparri and Pamplona in Cagayan province and likewise in the towns of Flora and Sta. Marcela of Apayao Province. 📷

Restoring the washed out section of the Main Canal Extension, the program of works includes reinforced 9.50 kilometer canal lining at main canal extension, spillway, drainage inlet, and dredging of Main Drain "A"/ Linao Creek.



BULALO SIP

TO IRRIGATE AGRI LANDS IN TAGAYTAY CITY



On July 27, 2021, the National Irrigation Administration (NIA) held the Turnover Ceremony of the P6-million Bulalo Small Irrigation Project (Bulalo SIP) in Barangay Iruhin East, Tagaytay City, Cavite. The project was handed over to the Bulalo Damayan Irrigators Association, Inc., led by IA President Fernando Burazon, for operation and maintenance. The ceremony was presided by Senior Deputy Administrator Abraham B. Bagasin.

Bulalo SIP includes the construction of solar pump, solar pump facilities and accessories, two concrete water tanks, trash track, pipelines, and check structures. The project is expected to provide timely and reliable irrigation water supply to 15 hectares of agricultural land in Tagaytay City, benefitting 34 farmers and their families.

In his message, Senior Deputy Administrator Bagasin emphasized the importance of close inter-agency coordination in the completion of various irrigation projects across the country. He emphasized that these projects are for the benefit of farmers and contribute to agricultural development.

"Nagpapasalamat kami sa ating mga LGUs na talagang sumusuporta sa ating mga proyekto. Hindi magiging matagumpay ang mga ganitong proyekto ng pamahalaan kung wala ang suporta ng ating mga kasamahan sa Provincial, District, at Local Governments", said Senior Deputy Administrator Bagasin.

NIA CALABARZON Regional Manager Romeo M. Lopez emphasized the great contribution of agriculture to economic development. He also stated that the Agency is focusing not only on irrigating rice lands, but also on our farmlands that cater to diverse/high value crops.

"Isa ang proyektong ito sa tinatawag nating modernization effort ng ating mga irrigation facilities. Ang solar irrigation project na ito ay malaki ang maitutulong sa ating mga magsasaka para mabawasan ang kanilang gastos sa pagsasaka, sapagkat hindi na sila gagastos pa sa gasolina para mapatakbo nila ang kanilang mga water pump", said Regional Manager Lopez.

Officials from NIA CALABARZON Regional Office, Cavite-Batangas Irrigation Management Office (CBIMO), and Local Government

Units (LGUs), IA officers, and farmers attended the ceremony.

Capping the event was the ceremonial turnover of the symbolic keys of five other irrigation projects in the Province of Cavite, namely, 1) Pacheco PCIP to Pacheco Agrarian Reform Cooperative, headed by IA President Filomino Hernandez, 2) Balayungan PIP to Malainen Luna Eco-Farm IA, represented by IA President Darwin Saloria, 3) Urdaneta PIP to Urdaneta Magallanes IA, headed by IA President Pablito Rogador, 4) Medina PIP to Magallanes Samahang Magsasaka ng Kay-Asas at Medina Agriculture Cooperative, represented by IA President Mariano Maligaya, and 5) Ramirez PIP to Ramirez IA, headed by IA President Rey Villaruel.

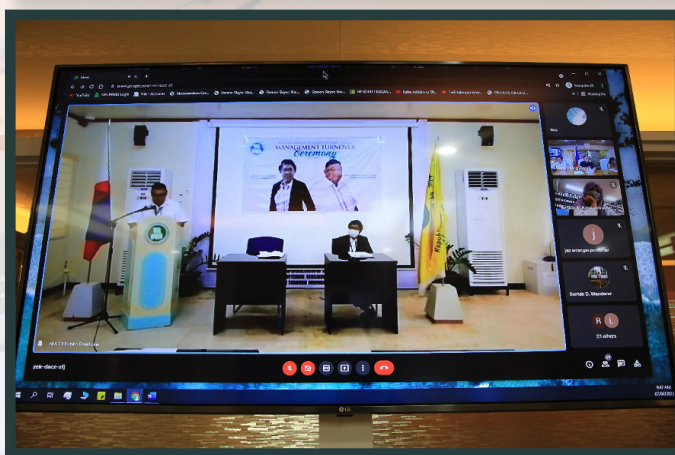
NIA Top Management Officials, headed by Administrator Ricardo R. Visaya, assure that the Agency will continue to develop solar power projects due to its environmental-friendliness, durability, resistance to corrosion, and long-term cost effectiveness, thus uplifting the lives of greater Filipino farmers. 🌱

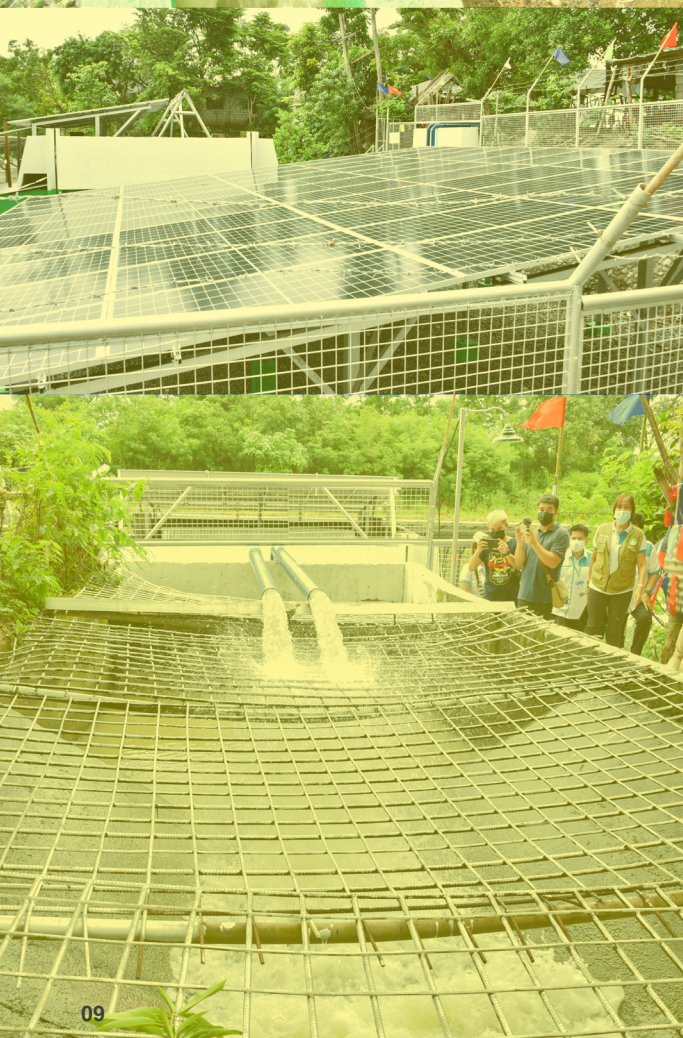
NEW ACTING MANAGER OF NIA CARAGA TAKES OATH OF OFFICE

Engr. June Nathaniel S. Plaza took a virtual oath of office as the new Acting Manager of the National Irrigation Administration (NIA) Regional Office No. XIII (CARAGA) before Administrator Ricardo R. Visaya on July 7, 2021 through Google Meet. In the management turnover ceremony presided by Administrator Visaya, Engr. Estelita S. Sumile, outgoing Acting Regional Manager, passed on the baton of leadership to Engr. Plaza.

Before being appointed as the Acting Regional Manager of NIA Caraga, Engr. Plaza served as the Manager of the Construction Management Division of Jalaur River Multipurpose Project – Stage II (JRMP-II). He has been working in the Agency for more than 24 years.

The ceremony was witnessed by late NIA Deputy Administrator for Administrative and Finance Sector Romeo G. Gan and Acting Department Manager of the Public Affairs and Information Staff Eden Victoria C. Selva. 🇵🇭





SAN ISIDRO AND PEÑARANDA SOLAR-POWERED PUMPS:

IMPROVEMENT
OF IRRIGATION
FACILITIES IN
NUEVA ECIJA

Independent power system for irrigation will now benefit 273 farmers in the Province of Nueva Ecija as the National Irrigation Administration (NIA), headed by Administrator Ricardo R. Visaya, inaugurated the newly completed Solar-Powered Pumps located at Barangay Pulo, San Isidro and Barangay San Jose, Peñaranda, Nueva Ecija on July 27, 2021.

In her speech, NIA UPRIS Department Manager Rosalinda B. Bote stated that *"Ang pagtatayo ng solar-powered pumps ay isa sa mga bago at daynamikong proyekto na pinagtutuunan ng pansin ng NIA, sapagkat malaki ang naitutulong nito sa mga magsasaka hindi lamang para mabawasan ang konsumo sa paggamit ng tradisyunal na diesel powered pump kung hindi pati na rin sa pagpoprotekta sa ating kalikasan."*

San Isidro Solar-Powered Pump Irrigation Project is located at Barangay Pulo, San Isidro, Nueva Ecija with a service area of 323.2762 hectares. The total cost of this project is P17,780,519.47 with 159 farmer-beneficiaries covering Barangays Pulo

and Mangga. While the Peñaranda Solar-Powered Irrigation Project is located at Barangay San Josef, Peñaranda, Nueva Ecija with a service area of 228.878 hectares costing Php 20,461,285.99. This project covers Barangays Poblacion I, Poblacion II, Santo Tomas in Peñaranda and Pambuan in Gapan City with a total of 114 farmer-beneficiaries. The system capacity of both solar panels is 90,390 watts.

In his message, NIA Administrator said that even solar-powered pump projects are more expensive, more or less it will reach 25 years in providing service and also maintenance free.

"Kung 'yong pump ay one hundred thousand lang whereas the solar is about millions of pesos, in the long run makakatipid ang ating mga magsasaka, mas marami ang mapoproduce nila at gaganda ang buhay nila", he added.

IA President of Peñaranda and Representative of San Isidro LGU expressed their gratitude to the whole Agency. They emphasized

the immense advantage and effect of having solar-powered pump irrigation projects as it will reduce the production cost in their barangays. Further, the Administrator voiced his appreciation for the support of all people behind the success of the projects in the province of Nueva Ecija.

"Sa atin pong mga magsasaka, patuloy po tayong magtutulongan, itong mga solar panels sana ay alagaan natin", NIA Administrator said.

The ceremony includes Ribbon Cutting, Unveiling of Marker, Blessing, and Ceremonial Test Run of Solar-Powered Pumps attended by NIA Top Management, Upper Pampanga River Integrated Irrigation Systems (UPRIS) heads and staff, Local Government Unit (LGU) leaders and representatives, and Irrigators Association (IA) Officers and farmer-members.

The Agency is hoping that success will continue to ignite and inspire each and everyone to be of service to Filipino farmers. 🇵🇭



2,532 FARMERS TO BENEFIT FROM P46.92-MILLION WORTH OF IRRIGATION PROJECTS IN CAMARINES SUR, BICOL

A total of 2,532 farmers tilling 1,963.12 hectares of agricultural land in Camarines Sur, Bicol Region will benefit from three inaugurated and turned over irrigation systems by the National Irrigation Administration (NIA) on July 29, 2021. These projects with an aggregate cost of P46,924,543.18 include 1) P26.160-million Pump House and Farm Pond at Tigman-Hinagyanan-Inarihan River Irrigation System (THIRIS) in Calabanga, Camarines Sur, 2) P14.077-million Punta Diamante Pump Irrigation System in Canaman, Camarines Sur, and 3) P6.686-million rehabilitated Taisan CIS Dam (Sibagat Small Reservoir Irrigation Project) in Minalabac, Camarines Sur.

The construction of Check Gate of Punta Diamante Pump Irrigation System is expected to provide timely and reliable irrigation service to 250 hectares of agricultural land in the barangays of Haring, San Agustin, San Vicente, and portion of Dinaga, Canaman, Camarines Sur, benefitting 122 farmers and their families. Likewise, the construction of Pump House, Farm Pond, Canal Structures, and Canalization Works of Tigman-Hinagyanan-Inarihan River Irrigation System (THIRIS) will provide irrigation service to 1,363.12-hectares in Calabanga, Camarines Sur that will benefit 2,245 Bicolano farmers. Also, the newly rehabilitated Taisan Dam is set to irrigate



Punta Diamante Pump Irrigation System in Canaman, Camarines Sur



Unveiling and Blessing of the Punta Diamante Pump Irrigation System in Canaman, Camarines Sur



Test Run of Pump House and Farm Pond at Tigman- Hinagyanan-Inarihan River Irrigation System (THIRIS)



350-hectares of farmlands in the Barangays San Jose and Magadap in Minalabac, Camarines Sur with 165 farmer-beneficiaries.

The inauguration of the irrigation projects under NIA Region V was led by NIA Administrator Ricardo R. Visaya. NIA Deputy Administrator for Administrative and Finance Sector Romeo G. Gan, Camarines Sur 2nd District Representative Luis Raymund Villafuerte, Camarines Sur 3rd District Representative Gabriel Bordado, Municipality of Minalabac Mayor Christopher Lizardo, NIA Region V Manager Freddie M. Toquero, Camarines Sur Irrigation Management Office (CSIMO) Acting Manager Alvin L. Macasinag, Irrigators Associations (IA) officers, and local farmers attended the event.

Camarines Sur 2nd District Representative Luis Raymund Villafuerte expressed his

gratitude to NIA for the irrigation projects in the province that significantly impacts Bicolano farmers. He also called for support for the Sustainable Bicol River Irrigation System.

"Sana po ay patuloy pa rin ang pagmamahal at pagtulong ninyo sa aming probinsiya. Ang Camarines Sur ay Top 5 in the country as rice producing province. Kahit na kaunti pa lang ang irrigation systems namin dahil karamihan ay rainfed ay Top 5 kami. Kaya ako nakikiusap sa NIA na sana ay magtulungan po tayong lahat starting from General Visaya down to the lowest level employee ng NIA para matuloy po 'yong tinutulak namin na Sustainable Bicol River Irrigation System. More than 2,000 hectares po ang matutulungan na farmers ng mga pananim na bigas. Kapag ito po ay natapos, baka mag-Top 3 po kami sa buong Pilipinas", he said in his message.

Further, Administrator Visaya stressed in his message that NIA continues to develop and construct irrigation systems nationwide amidst the pandemic.

"For the last two months lang, including these in Camarines Sur, we inaugurated 153 projects worth more than P11 billion. Tatlo ngayon ang na-inaugurate namin dito sa Camarines Sur. And for next month, sa August, we will be inaugurating about 35 projects worth P2.7 billion. So, isa lang po ang ibig sabihin nito. Walang pandemya sa NIA. Tuloy ang daloy NIA", Administrator Visaya said. 🏠

NIA AND SNAP-MI

SIGN P19.986-MILLION SETTLEMENT AND RELEASE AGREEMENT



The National Irrigation Administration (NIA), represented by Administrator Ricardo R. Visaya, and SN Aboitiz Power-Magat, Inc. (SNAP-MI), represented by President and Chief Executive Officer (CEO) Joseph S. Yu, signed the Settlement and Release Agreement amounting to P19,986,308.78 on August 3, 2021 at the Administrator's Conference Room, 2nd Floor, Building B. The amount serves as a payment of SNAP-MI to NIA for the utilization of excess irrigation water for power generation.

SNAP-MI acquired the 360-megawatt Magat Hydroelectric Power Plant (MHEPP) from the National Power Corporation (NPC) in a competitive bidding conducted by Power Sector

Assets and Liabilities Management Corporation (PSALM). As part of the acquisition, NIA entered into an Operations and Maintenance (O&M) Agreement with SNAP-MI on December 13, 2006 for the non-power components of the Magat Dam owned and operated by NIA primarily for irrigation purposes and secondarily for power generation.

In the course of the implementation of the O&M Agreement, some issues have arisen in relation to the interpretation and application of certain provisions thereof. On June 18, 2008, in order to resolve the then pending issue on the pricing of water for the volume used in excess of the Irrigation Diversion Requirement

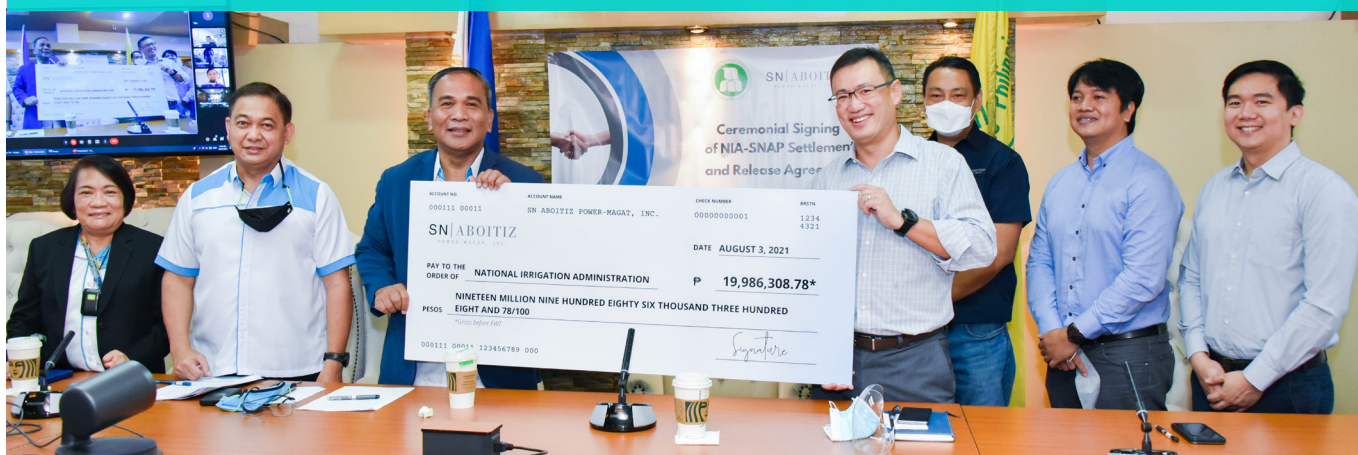
(IDR) during times that the actual reservoir elevation is above the Rule Curve Elevation, the MHEPP Oversight Committee (OC) issued Resolution No. 1, series of 2008 providing the unit of water price to be adopted in computing the water service fee for MHEPP.

For the period of November 2010 to February 2011, NIA is claiming from SNAP-MI the amount of P9,267,898.79 as income opportunity loss due to non-use by SNAP-MI of the full IDR for generation of electricity while the latter is operating for ancillary services. SNAP-MI has disputed on the basis that the service fees shall be computed based on the volume of water used for power generation as provided under the Section 3.1 of the O&M Agreement (Issue No. 1).

For the period of May 2009 to September 2009, NIA is claiming from SNAP-MI the amount of P10,718,409.99 for water consumed above the IDR during spilling conditions following the rate of P0.062 as prescribed under the OC Resolution, but which SNAP-MI has disputed on the basis that the regular rate of P0.031 shall be applied in case of surplus flows that would otherwise be spilled if not used for power generation pursuant to the exception in Section 3.6 of the O&M Agreement (Issue No. 2). The two parties have



NIA Administrator Ricardo R. Visaya (4th from left), SNAP-MI President and CEO Joseph S. Yu, NIA Deputy Administrator for Administrative and Finance Sector Romeo G. Gan (3rd from left), NIA Financial Management Department Manager Editha D. Morales (2nd from left), and the executives of SNAP-MI during the signing of the Settlement and Release Agreement on August 3, 2021 at the Administrator's Conference Room, 2nd Floor, Building B, NIA Central Office



different positions on the service fee adjustment provided in Section 3.1.1 of the O&M Agreement, particularly on the frequency, rate, increase/decrease, and conditions applicable thereto (Issue No. 3).

In consideration of the mutual covenants and agreements established, the Parties agreed that SNAP-MI shall pay a sum of P19,986,308.78 in full and final settlements of Issue Nos. 1 and 2, receipt of which is acknowledged by NIA. The Parties also agreed to modify the O&M Agreement, such that the Service Fee payable by SNAP-MI to NIA shall be computed based on the allocated IDR, whether or not such

IDR was utilized by SNAP-MI for the generation of electricity. The Parties also agreed to exert commercially reasonable efforts to reach a mutually beneficial agreement to resolve Issue No. 3 and the prospective application of provisions relevant to Issue No. 2 in an expeditious manner.

All discussions and negotiations with a view to establish an agreement on the foregoing issues became possible and successful through the persistent efforts of NIA Investment Committee on Renewable Energy and Development (NIA-ICRED) through Atty. Mary Annabelle F. Cruz-Domingo.

NIA Deputy Administrator for Administrative and Finance Sector Romeo G. Gan, NIA Financial Management Department Manager Editha D. Morales, and some executives of SNAP-MI witnessed the Settlement and Release Agreement.

NIA Top Management Officials, headed by Administrator Visaya, assure that the management continues to explore every option for maximizing the use of its dams and reservoirs nationwide with the goal of increasing the NIA's income that may add up to the operating expenses of the Agency in serving our farmer-irrigators. Hence, it has only proven that NIA is more than just irrigation. 🏞️



EPAHP
AVAILABILITY.
ACCESSIBILITY.
CAPABILITY.



The incidence of worsening hunger and poverty in any society leads to undesirable consequences that can destroy the nation's peace and order. Thus, the government exerts additional effort in its fight against hunger and poverty.

The original Partnership Against Hunger and Poverty (PAHP) forged among the Department of Agriculture (DA), Department of Agrarian Reform (DAR), and Department of Social Welfare and Development (DSWD) in 2016 was a significant step towards a healthier Philippines. It is tied to the Sustainable Development Goals (SDGs) and the Philippine Development Plan (PDP) 2017-2022. President Rodrigo Roa Duterte has made this initiative a priority in his administration's poverty reduction efforts.

While the EPAHP has made considerable strides in hunger mitigation, food security, and poverty reduction, the Enhanced Partnership Against Hunger and Poverty (EPAHP) which several government agencies, including the National Irrigation Administration (NIA), have agreed on December 9, 2019 has further consolidated their efforts and

improved their chances of realizing their goal, surely benefitting more of the Filipino people.

Through this whole of nation approach of converging programs and services, the government has been able to maximize our country's resources and provide holistic interventions to the poor, vulnerable and the disadvantaged sectors who are the ones greatly affected by this ongoing health crisis, particularly in this time of pandemic.

The Duterte administration is fully committed to ensuring food security and addressing hunger through programs that strengthen agricultural yield and increase the income of farmers.

NIA Chairman of the Board and Cabinet Secretary Karlo Alexei B. Nograles said, *"We would help our agricultural sector by supplying government entities such as penal institutions and public hospitals with harvested produce provided by our local farmers."*

Creating a synergy between direct action against hunger and measures

to stimulate agriculture and the rural sector is fundamental in EPAHP. Agricultural development achieved through efficient and reliable irrigation service to the farmlands, along with the government's intervention in the marketing of our farmers' produce, offers hope of a swift reduction and even eradication of the poverty and hunger which are also experienced by our farmers. Nograles acknowledges that there is a need to ensure "availability, accessibility and capability" in the food and poverty campaigns, the key focus of EPAHP. And true enough, it has already reached out many Filipinos needing this program. On the part of NIA, numerous efforts on the implementation of this program have been done.

As of the end of the second quarter, NIA, through the Institutional Development Division, Operations Department (IDD), has already accomplished 454 batches of orientation to NIA staff, Irrigators Association (IA) Federations and individual IAs, 60 batches of convergence meeting, 33 MOU Signing, and 43 Marketing Agreement Signing. 📄

ADDING TO THIS LIST, FOR THE THIRD QUARTER OF THIS YEAR, NIA HAS ACCOMPLISHED THE FOLLOWING:

July 21, 2021 – EPAHP Convergence Meeting in Bukidnon
August 16, 2021 – EPAHP Convergence Meeting in Region X and MARIIS
August 20, 2021 – MOU Signing in Region X
September 2, 2021 – MOU Signing in MARIIS
September 10, 2021 – MOU Signing in Region I
September 15-17, 2021 – EPAHP National Review

“

PATULOY ANG PAGLABAN NG ATING GOBYERNO SA PAGKAGUTOM AT KAHIRAPAN NG MARAMI NATING MGA KABABAYAN, MAGING SA KABILA NG DINARANAS NATING PANDEMYA SA ATING BAYAN. ON OUR END SA NIA, TUNGKULIN NATING TULUNGAN ANG ATING IRRIGATORS' ASSOCIATIONS SA DIREKTANG PAGBEBENTA NG KANILANG MGA ANI SA IBA'T IBANG AHENSYA NG ATING PAMAHALAAN.

- Administrator Ricardo R. Visaya

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Sta. Cruz RIS (Region IV-A)

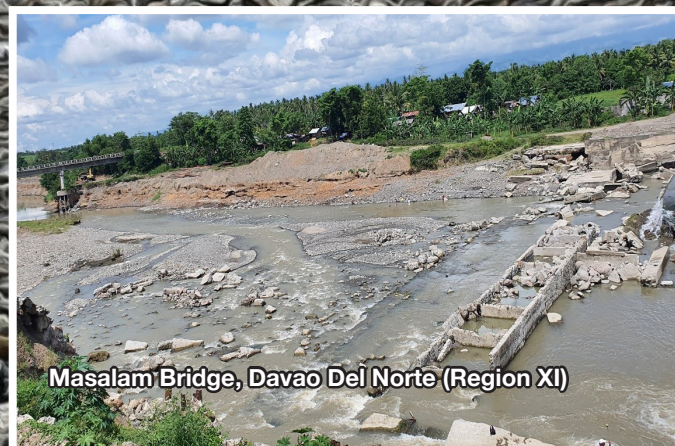


Exposed sheet piles Padada RIS (Region XI)

IRRIGATION PROJECTS THREATEND BY SAND AND GRAVEL SITES



Alip RIS Diversion Works (Region XII)



Masalam Bridge, Davao Del Norte (Region XI)



Padada RIS relative to the quarry area (Region XI)

The National Irrigation Administration (NIA) infrastructure projects are being threatened by sand and gravel quarry sites. These operate too close to irrigation facilities and structures leading to the adverse effects of excessive quarrying activities, such as exposed foundation of said structures, scoured riverbanks, and degraded river beds.

In Region XI, the Padada River Irrigation System located in Hagonoy, Davao Del Sur is experiencing the effect of quarrying activities adjacent to it. The Diversion Dam of Padada RIS suffers severe damages and exposed sheet piles threatening the foundation of the dam due to severe erosion apparently caused by the quarrying operations downstream. Similarly, the relocated Diversion Dam of Sta. Cruz River Irrigation System situated in Liliw, Laguna under NIA Region IV-A is being threatened again by severe erosion due to quarrying operations downstream. This after the original dam about 800 meters downstream was totally damaged in 2006. These are not isolated cases but rather are a nationwide occurrence. Based on the initial inventory by NIA, there are 116 irrigation systems/projects affected by quarrying activities nationwide.

Quarry operators excavating more than the prescribed one-meter extraction-depth limit, excessive


quarrying, including those of river boulders which limit speed of river flow, leading to the diversion of the river course and a steeper river slope resulting in rapid erosion of riverbanks, and the coverage of the quarrying area not effectively marked and delineated using high and conspicuous markers all poses negative effects in irrigation projects nationwide.

With Sibalom River Irrigation System in the Province of Iloilo, Regional Project Monitoring Committee (Region VI) chaired by the National Economic and Development Authority reported on July 9, 2021 that *"the diversion dam is in danger of being severely damage which may be attributed to intensive and improper quarrying within one kilometer downstream, since its end seal and concrete blocks are getting eroded due to continued lowering of the riverbed by around one meter with spillway already hanging which may soon crack and disintegrate"*.

NIA technical survey recommended that the quarry area should be 2.8 kilometers away from the downstream of the diversion dam to allow for the river basin to return to its original elevation and protect the existing irrigation structures. The Agency is calling for the support of the Department of Interior and Local Government (DILG) and the

Department of Environment and Natural Resources (DENR) in the strict enforcement and support of the Regional Project Monitoring and Evaluation System (RPMES) for the safeguard and protection of public infrastructure, as well as the preservation of the integrity of the river system supporting irrigation projects, and the review of Section 79. (a) of DAO No. 2020-21 or Implementing Rules and Regulations of Republic Act No. 7942 "Philippine Mining Act of 1995" for further studies for the appropriate delineation of the radius of prohibited quarry areas adjacent to public infrastructure as set forth in Section 79. (a) of DAO No. 2020-21.

This continuous collection of boulders and aggregates in the downstream portion of NIA's structures are causing the rapid erosion of the riverbed which results in the weakening of protecting walls and similar structures. Damage of this kind will eventually lead to the collapse of the entire structure.

NIA Top Management Officials, headed by Administrator Ricardo R. Visaya, assures that the Agency is doing its best to reduce every risk of losing irrigation water supply to our farmer stakeholders and the damage to public property that will entail immense costs for repair and rehabilitation. 

AMBITIOUS, BRAVE, and EFFICIENT,

WORDS THAT BEST
DESCRIBE GENERAL
ABRAHAM BAGASIN.
BUT WHO EXACTLY IS HE?

Abraham B. Bagasin, fondly called “Abe” by his family and friends, was born in Sanchez-Mira, Cagayan on April 30, 1959. One of the children of Mr. Ireneo and Mrs. Bandelroa Bagasin, he studied at Nagrangtayan Elementary School, Namuac Academy and later at the Philippine Military Academy. General Bagasin is married to Nelia C. Bagasin and is blessed with three children: Karla, Kristina, and Abraham.

General Bagasin is a proud graduate of PMA “Matikas” Class of 1983. He began his military career as a Platoon Leader/Company Commander in the Cagayan, Kalinga, and Apayao. He rose through the ranks and became the Deputy Commander of Northern Luzon Command. His assignments to various command and staff positions honed his potential as a military leader.

Honored by President Duterte’s trust and confidence, General Bagasin took the Oath of Office in Malacañang as Senior Deputy Administrator (SDA) of the National Irrigation Administration

(NIA) on May 8, 2017 after retiring as an AFP official. Despite the fact that the nature of his work as an SDA is vastly different from his prior duties, he believes that agriculture is one of the most crucial pillars of the country’s rising economy. He vowed to work hard to make NIA a well-known model agency.

Indeed, General Bagasin fulfilled his pledge to co-lead the Agency in providing better and more stable irrigation services to our farmers, as well as reaffirmed his commitment to seeing Administrator Visaya’s Four-Point Agenda realized. General Bagasin is a hands-on leader. He made a point of visiting all of the regional offices to check on the status of irrigation projects and systems. He assured to attend Mass Signings of Irrigation Management Transfer (IMT) Contracts. Most importantly, he focused on areas that had been neglected for a long time. As a result of these, he appreciates more and gained a better understanding of the NIA’s mission, not only for our

farmers, but also for the Agency’s role in agriculture. Together with Administrator Visaya, the NIA established itself as a model agency that provides services free of corruption.

Aside from being the Senior Deputy Administrator, he also led different Committees of the Agency:

a) CHAIRPERSON of the
Change Management Team

The Change Management Team (CMT) was created to oversee and review the NIA Reorganization Process and to supervise the selection of Third-Party consultancy services for reorganization pursuant to GCG MC No. 2-15-04. General Bagasin steered the selection of the Third-Party which is CPRM Consultants.

b) CHAIRPERSON of Bids and Awards Committee-A (BAC-A). General Bagasin led the BAC-A Committee in accordance with MC No. 66 series of 2021. Big projects such



as the JRMP -II, Bulo Earthfill Dam, Chico River Pump Irrigation Projects, Dumuloc Earthfill Dam, Bayuyan Earthfill Dam, Ibingan Earthfill Dam, Malinao Dam Improvement Project, and many others were started under their management.

c) **CHAIRPERSON** of the Steering Committee of Investment Committee for Irrigation and Renewable Energy Development (ICIRED)

As the Chairperson of the ICIRED Steering Committee, their main responsibilities included making final decisions on project proposals endorsed by the Technical Working Group (TWG) for clearance, prioritization, and approval of the Administrator, as well as reviewing and approving for adoption improvement and updates on the guidelines, criteria, and procedures as recommended by the TWG. Under his supervision, 25 MOUs have been approved by the Committee and signed by the Administrator.

d) **CHAIRMAN** of the Steering Committee of Information Systems Strategic Plan (ISSP)
General Bagasin chaired the Steering Committee of the Information Systems Strategic Plan (ISSP). It presents an agency's overall strategic plan for the development and implementation of Information Systems (IS), the use of Information Communication Technology (ICT), and the corresponding resource requirements. It ensures that ICT efforts are aligned with and prioritized in accordance with the organization's vision, mission, goals, and strategies. The NIA ISSP 2019-2021 was evaluated by DICT. It was passed and adopted during the 955th Regular Board Meeting.

e) Designated as **QUALITY MANAGEMENT REPRESENTATIVE** for NIA's pursuit of the International Organization for Standardization (ISO) 9001: 2015 Certification.

As **QMR**, General Bagasin ensured that the QMS implementation adhered to ISO key standards and guidelines in collaboration with ISO Teams and the Office of CORPLAN Services.

On September 18, 2018, International Organization for Standardization (ISO) 9001:2015 Certification was conferred to NIA after being assessed by the AJA Registrars. AJA is the third-party ISO-accredited certifying body that audited NIA's Quality Management System (QMS) for public administration of irrigation services on June 27-28, 2018 and bestowed the registration certificate under the management of Administrator Ricardo R. Visaya. **The scope of registration focused on the major activities of the four sites of the Agency namely: a) Central Office, b) Upper Pampanga River Integrated Irrigation Systems (UPRIIS), c) Regional Office IV-A, and d) Quezon Irrigation Management Office (Quezon IMO) in Lucena City, Quezon Province.**

NIA is now ISO 9001:2015 certified, following an assessment by Certification International Philippines, Inc. (CIPI) on February 10, 2020. The certification is valid until February 9, 2023. From September 18 to December 17, 2019, CIPI, a third-party ISO-accredited certifying body, audited NIA's Quality Management System (QMS) for public administration of irrigation services and bestowed the registration certificate under Administrator Ricardo R Visaya's management.



The audit was performed to determine whether the NIA was in compliance with ISO standards. **The registration scope was restricted to the Agency's major activities, which included the Central Office, Regional Offices, and Irrigation Management Offices (IMOs).**

Prior to his appointment as NIA Senior Deputy Administrator, he was designated as the:

- a. MANAGER of Camp Aguinaldo Golf and Country Club
- b. Appointed as DIRECTOR of the Board of John Hay Management Corporation in Baguio City
- c. DEPUTY COMMANDER of Northern Luzon Command (NOLCOM)
- d. REGIMENT COMMANDER of First Scout Ranger
- e. COMMANDANT in Officer Candidate School
- f. ASSISTANT COMMANDANT in Philippine Military Academy
- g. BATTALION COMMANDER of 11th Infantry Battalion in Negros Island
- h. ADMINISTRATIVE OFFICER to the Chief of Staff
- i. COMMANDER of Scout Training School
- j. COMMANDER of Scout Ranger Company in Labangan, Zamboanga Sur and Basilan
- k. OPERATIONS OFFICER of the 17th Infantry Battalion
- l. PLATOON LEADER/COMPANY COMMANDER in Cagayan, Kalinga, and Apayao 🇵🇭



THE GREAT ARCHITECT OF NIA:

A TRIBUTE TO

MGEN ROMEO G. GAN (RET)

By: Alyssa Minette G. Deuna

Technical Assistant A

Office of the Deputy Administrator for Administrative and Finance Sector

What does it take to be a leader? Some trained for it their whole lives and can only achieve so much. While others are naturally born with leadership qualities further honed by their experience and can achieve what others can only dream of. And there are the selected few who are destined to be one. What sets them apart? We all strive for greatness but how can we achieve it in one's lifetime?

Romeo Gali Gan or Romie Gan or GenGan or RGG, as he was fondly called, hailed from humble beginnings, and led a colorful life painted with the brightest of white and the bluest of blue. His life was not a walk in a park, rather it was filled with struggles and challenges until the end. However, he has powered through with strength and grace proving that these bumps in the road might slow you down, but it will never stop you. He said yes to life and embraced it and all its difficulties, taking them as a learning experience every time to become better and wiser. For those who may not know it, RGG is a fatalist. Life might not always be as it seems, but we should accept it as it is. Hence, his mantra, Life is Providential. His story is a true source of inspiration when we put enough effort and when we trust the process and the Divine, life will slowly unfold for you and provide you with the necessary armaments for the accomplishment of one's life's mission. For RGG, it was public service. He was driven by his passion to serve and to serve the country and his countrymen from beginning until the twilight of his life was the greatest honor one could ever have in one's lifetime.

His accomplishments speak volume

and NIANs could attest to the way he had revolutionized and revitalized the Agency. Hence, this tribute will not be about the accomplishments that had been reiterated and recounted throughout, this tribute will be about his life in NIA and how in his own way touched the lives and hearts of the people around him which led to changing perspectives and meeting of the minds. Always for the betterment of the Agency.

BUILDING BRIDGES AND NOT WALLS

MGen Romie Gan is known to be suplado, stubborn, and unrelenting. But despite this seemingly hard exterior, he had the most beautiful heart and would always put the needs of the people first. Another mantra that he echoed when I first entered was, "we should build bridges and not walls." He was the type of leader who wouldn't let his subordinates to make mountains out of molehills. He might not be perfect, but cooperation and trusting that people will see through it despite their differences motivated him to keep on walking as long as it is for the betterment of the people and the Agency.

When he assumed his position as the new Deputy Administrator for Administrative and Finance Sector in September 2017, he walked right in the middle of a divided Agency. However, he did not let this dampen his spirits and hinder the work that needs to be done, rather he took it as a challenge and armed himself with patience and humility to understand and to learn, and he started building bridges instead

of burning them.

RGG was met with challenges throughout his stay in NIA. But he did not allow these distractions to get in the way of the more important things. At the end of the day, he focused on what was essential and he didn't let the noise slow him down, or even stopped him from achieving what was best for the Agency. Some might find his nonchalant, stubborn, suplado attitude as unbearable, but he was the type of leader who stayed true to his core and to his beliefs which were anchored on excellence and integrity. He was steadfast in his pursuit of what was best for the people.

The only time he would build a wall was when you need something to lean on for you to rest your weary mind. He was the type of leader who would listen to your rants and complaints with patience and understanding, like how a father would listen to their children's stories. Those who knew him well know that when the rain is pouring hard, one can always find shelter under his care and will lend a listening ear and offer nuggets of wisdom for those who asked for it. He might have looked aloof and unapproachable, but he was one of the most considerate and sympathetic bosses one could ever have the pleasure of working with.

GREAT MINDS RUN PARALLEL

By building bridges, he had shown his support for his managers and subordinates which was necessary for achieving change and reaching goals. Whenever he arrived at a deadlock





and his ideas aligned with those of his colleagues or he would agree with the suggestions or recommendations offered to him, he would often exclaim that “great minds run parallel.” After that, he would give his unwavering support and would stand by your side until the end – or he would expect you to meet, or exceed, if possible, his expectations from the tasks he had just assigned.

Under his leadership, the Finance Department had undergone reforms that ensured effective processes are properly in place to guarantee ease of doing business in the Agency. He had supported his manager, Editha D. Morales, in the necessary changes that must be done to guarantee the mitigation, or even elimination, of recurring problems in the department. Digitization in the processes in the department were started, allocation of budget repair for offices, and implementing systems and processes for transparency and efficiency.

The Administrative Department had time and time again proved their relevance during the time of RGG. Led by the Administrative Department Manager, Atty. Ailyne C. Agtuca-Selda, she had supported the projects that were campaigned for by our DAAF, such as the beautification of NIA, expanding and inclusivity in our training programs, swift response during the pandemic, modernization of NIA equipment and transportation, promoted wellness in the workplace, and digitization of processes in the human resource, procurement and property, and health disclosure check. In return, she also

received unwavering support of RGG in projects that would benefit the Agency and its employees.

Lastly, he was leading parallel to our Administrator. They were complimenting each other, which made them a dynamic duo that led the Agency to achieve greater heights. RGG supported the Administrator in his endeavors and shared the burden. The positive changes that NIA is experiencing right now was brought about by cooperation, collaboration, and support given by the Top Management and between the managers themselves.

LEGACY LIVES ON

MGen Romeo G Gan (Ret) used to say that he was a kontrabida in NIA, because he was strict and employees should abide by the rules; he was stubborn on certain things and would not budge no matter how much pressure and insistence were put on; and his standards, demands, and expectations were not what some people were used to and the need to exert effort was necessary. He had always thought and felt like he was not loved or even appreciated because of these.

I remember this interview of Karen Davila, which resonated with RGG, where she mentioned that the human psyche wants to be loved, but sometimes doing our job costs something. One cannot please everybody, anyway. Sometimes staying true to your core will make you unpopular but if you will not allow yourself to be lost in the need for love and you follow the path that you were

called for and do it right, anchored on integrity and humility, God will lead you to a path where you will succeed, and you will find your destiny. These words were true. When our beloved RGG joined Our Creator, we saw the overflow of love and gratitude from NIANS. If he could see now how loved he is, he will be surprised. He followed the path given to him and he did not lose himself in his need to be loved. He accepted that he will be unpopular if he did that, but he did not let it stop him and he marched on and stayed true to his principles. At the end of the road, people were waving and cheering for him, it was unfortunate that he did not see nor was he aware of it earlier.

And now the best way to honor and remember him and his contributions to NIA, is to continue his legacy and sustain the changes and keep the momentum going. RGG’s enthusiasm has motivated the employees and revived the energy in the Agency. We are now left with the challenge of making him proud wherever he is and making sure that we are doing our best for the betterment of the Agency and its employees. It was unfortunate that not a lot of people knew how wise and generous he was, but maybe in the next lifetime we will be lucky enough to cross paths with him again. Here’s an excerpt from his farewell message as a 2ID Commander as my parting words for this tribute, *“I hope I have changed your bad habits. To our stakeholders, constituents, and countrymen, I hope I have touched your hearts...”*

UNTIL WE MEET AGAIN, RGG! 



HATS OFF TO YOU TODAY AND ALWAYS, **SIR ASHER!**

It is during the term of NIA Administrator Ricardo R. Visaya that the Inspection and Assessment Team (IAT) was created. Headed by Atty. Asher A. Dolina, the Agency was able to augment its efforts of ensuring smooth project implementation of irrigation projects nationwide. With his competency and credibility, he led IAT, taking into top consideration the Filipino farmers who are being deprived of timely and reliable irrigation facilities if anomalies are present in project implementation.

Atty. Dolina has been serving the National Irrigation Administration (NIA) in silence. Not all NIAns know him actually but the Agency, as a whole, is grateful for his presence, dedication, and commitment in working for the good of the farmers. His silence speaks a lot of words – that of standing with the truth, advocating transparency, and ensuring that the work is done well. He may seem ‘frightening’ to NIA field offices as head of IAT but his work is, indeed, of great significance. His team safeguards NIA core values of Commitment, Integrity, and Professionalism.

Amidst the pandemic, Atty. Dolina has succumbed to COVID-19 on September 4, 2021. A pride of Palo, Leyte, Atty. Asher belongs to Matikas Class of 1983 of the Philippine Military Academy (PMA) along with his mistahs, Administrator Ricardo R. Visaya, then Senior Deputy Administrator Abraham B. Bagasin, and the late Deputy Administrator for Administrative and Finance Sector Romeo G. Gan who passed away several days before him.

Atty. Asher has a well-rounded personality with various talents. Thus, he became part of the Philippine Marines, then of the Philippine National Police, serving in various capacities until he became a Police Chief Superintendent. He was assigned as the director of the Police Regional Office of Eastern Visayas dedicated to upholding camaraderie, voluntarism, and excellence. He has faced numerous battles, accomplished several goals, and aided numerous causes. All these he has done with his faith to the Almighty.

It is in NIA that he spent his last years of dedicated service as public servant, particularly as management consultant and head of IAT. For those who are familiar with him, Atty. Asher is known to be resilient, witty, and eloquent. He possesses physical strength manifested in his fiercely look, has academic prowess, honor and integrity. His deep religious spirituality and humility are evident in his day-to-day living.

It was in March 2017 when Administrator Visaya started leading NIA. That time, he needed lots of competent lawyers and engineers to further improve the operations of the Agency. He then had his first official field visitation in NIA Region VIII. It is there that he designated Atty. Dolina as the Regional Office’s consultant of Eastern Visayas and later on, of the whole Visayas Region. Administrator Visaya designated Atty. Dolina as the team leader of IAT based at the Central Office. In his leadership, Atty. Dolina has performed well ensuring the improvement of the Agency’s operations through eradication of graft and corruption.

As one of his mistahs said, Atty. Asher is a selfless man as he thinks of others before himself. He would defend a mistah against an upper class but would gently remind his classmates who were going beyond regulations. He is a good leader, a model follower, and a principled person. Atty. Asher is oftentimes jolly as manifested in his unique smile and laughter but sometimes serious enough during conversations and thinks deep when topics regarding life values are discussed.

Until his last breath, Atty. Dolina showed these qualities as he battled with COVID-19. He remained strong and faithful to God evident in his last message to his mistahs while in the hospital:

“Bok, I’ve been running this endurance course for so long now. I have reached my heartbreak point where I have to let go. I will be intubated now. Whatever the outcome I leave it all to God. Mga mistah, thank you for the journey I had with you since plebehood. Kung sino man ang nasaktan ko sa kayabangan ko, kung sino man ‘di napagbigyan, pasensya na, tao lang. Kung saan man akong finish line humantong, see you there sometime to drink our beer.”

God has called you home Atty. Asher. Rest in his bosom. Thank you for your life. You’ll forever be remembered. You have fought a good fight. You have finished the race. You have kept the faith (2 Timothy 4:7).

Hats off to you today and always,
Sir Asher! 🎩

NIA:

My First and Last Love

Known to be a woman that is upfront, straightforward, and no holds barred, Engr. Delsy J. Revellame reveals one of her soft spots – NIA, as her first and last love.

Engr. Delsy is a child of the province. The usual story of a probinsyana who took the chances of chasing Metro Manila for opportunities and growth happened to her. But of course, with some tweaks and twists personalized only for her.

The vast lands, quaint islands, and rugged mountains of Quezon Province is the home of Engr. Delsy. Born in Infanta, Quezon, she joined the National Irrigation Administration (NIA) at her early age of 22. In a family of school teachers, Engr. Delsy was not swayed. She stayed firm on what she wants to pursue – Engineering. Started from an inspiration on witnessing the construction of her school when she was in third year in Infanta National High School up until Engr. Delsy was brought to Adamson University by her aunt and graduated as scholar of the Philippine Veterans Association. Her academic years in Engineering seemed smooth sailing.

Right after graduating with a degree of Bachelor of Science in Civil Engineering in Adamson University in 1979 and prior to passing the board exam, Engr. Delsy started her career in NIA under National Irrigation System Improvement Project II - Agos River Irrigation System on July 15, 1979. Then after, she was assigned in the Design and Specifications Division of the NIA Central Office in Quezon City as she was promoted as Assistant

Irrigation Engineer. Ten years later, Engr. Delsy continued to stay with NIA in its Central Office after becoming one of the pioneers of Comprehensive Agrarian Reform Program Irrigation Component (CARP-IC) as Engineer A when it was established in 1989. From then on she has been with CARP-IC and now, serving as its Project Manager. Along with this, she is also the first female manager of the Operations Department.

"Ako ang first woman Department Manager ng Operations. Kasi usually ang Operations Department is manned by men."

Want to know what could have been when Engr. Delsy did not join NIA? She could have been one of the professors in Adamson University, but she declined their offer. She opted to go back to the province and, fortunately, NIA was just walks away from their home. And then the rest is history.

Forty-three years now with NIA, Engr. Delsy acknowledges that one's character counts a lot. For her, dedication and commitment in work are a must. Flexibility is also a plus point. Of course, as Engr. Delsy is also known as a jolly person, she values the importance of happiness and laughter in work. Most importantly, she recognizes compartmentalization of work and family, citing that problems in work must not be brought home and vice versa as it will just bring stress for oneself.

Being an active member and officer of the Lions Club International for 15 years now, Engr. Delsy likes that she is having



a "different world" aside from NIA. As to her, being in an organization with the same purpose and goals as yours, gives a different delight. Engr. Delsy advocates that having life outside work is healthy for one's well-being.

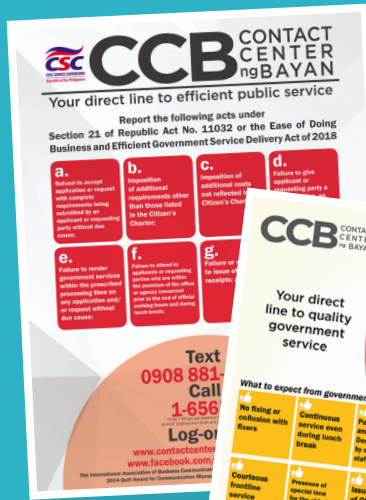
Engr. Delsy is set to retire in 2022. What is life after NIA? Engr. Delsy will be going back and forth in the province and the Metro. With their small farm in Quezon Province, surely she will commit herself to farming and gardening as she adores plants. Also, praying that the pandemic will soon be over, she plans to travel to different parts of the world. How exciting that can be? And most importantly, Engr. Delsy will devote herself to serving again their local church.

"Alam mo, ang hindi ko kinakalimutan ay 'yong pagiging maka-Diyos. Siguro 'yon ang isa ko pang sikreto."

With her tough yet kindhearted personality, Engr. Delsy reveals that one of her secrets to success are all the people she's been with – the people that pushed her, helped her and supported her to be where she is right now.

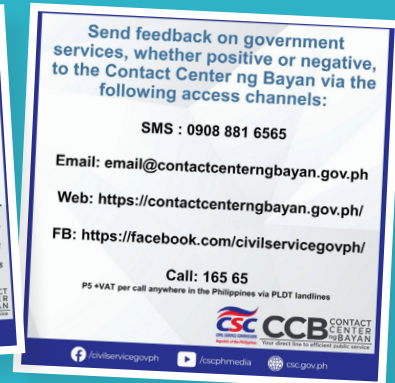
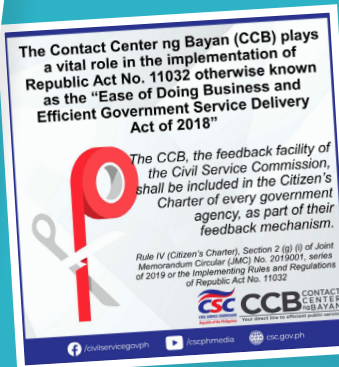
"Sabi ko nga, I look forward to retiring pero handa na ba ako? Talagang mami-miss ko nang husto ang trabaho ko. Mami-miss ko ang NIA. Ito na ang ikalawa kong pamilya. Actually, mas marami 'yong time ko rito kaysa sa family ko. Kaya sabi ko nga, dito ako nagdalaga, dito ako tumanda. My first and last love." 🏡

NIA SUPPORTS CSC CONTACT CENTER NG BAYAN



NIA Central Office – The National Irrigation Administration (NIA) supports the undertaking of the Civil Service Commission (CSC) in disseminating to its clientele the contact information of the CSC - Contact Center ng Bayan (CSC-CCB)

The Contact Center ng Bayan (CCB) is a feedback mechanism designated as the government's main helpdesk where citizens can request for information and assistance on government frontline service procedures, and report commendations, appreciation, complaints, and feedback. It was established by the Civil Service Commission and the Information and Communications Technology Office-National Computer Center (ICTO-NCC) to support the implementation of Republic Act No. 9485 or the Anti-Red Tape Act (ARTA) of 2007.



NIA BATCH 2 OFFICIALS AND EMPLOYEES GET VACCINATED



NIA Central Office – The National Irrigation Administration (NIA), through Quezon City Government's "QC Protektado sa Bakunang Sigurado Program", conducted the second batch of COVID-19 Vaccination on August 6, 2021 at NIA Convention Hall, 5th Floor, IEC Building. A total of 176 officials and employees of NIA Central Office, M8 janitorial personnel, and tough guards under A1, A2, A3, and A4 categories get vaccinated. Also included were the employees of the NIA Cooperative and NIAEASP Canteen.

NIA Deputy Administrator for Administrative and Finance Sector Romeo G. Gan, NIA Administrative Department Manager Atty. Ailyn C. Agtuca-Selda, Quezon City Health Department Representative Kristine Anne Avenido, and Philippine Children's Medical Center (PCMC) Medical Team, led by Dr. Cecille Gan, were present in the conduct of the vaccination program.

NIA Medical and Dental Services Auxillary Team, Management Information Division, headed by Ms. Sussie T. Taniegra, for database management, General Services Division, headed by Engr. Wilhelm S. Tiangco, and Human Resources Division, headed by Ms. Rosalinda A. Segocio, and some healthcare volunteers from NIA assisted the employees throughout the vaccination process. Minimum public health protocols and standards were followed for health and safety of everyone.

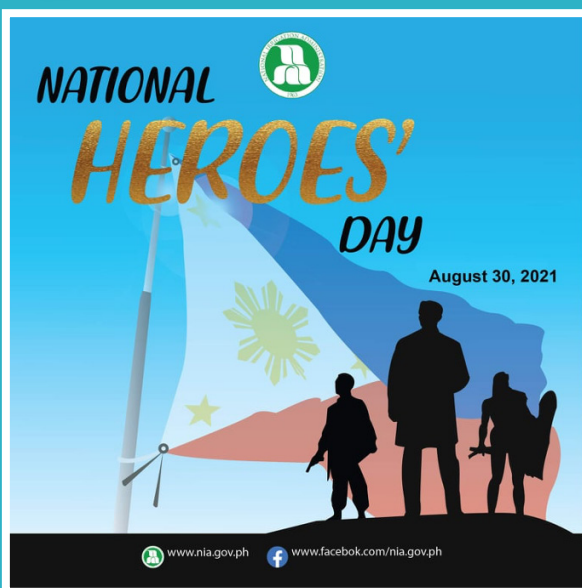


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NEWS

NIA EMPLOYEE'S HOUSEHOLD MEMBERS AND EMPLOYEES FROM ADJACENT REGIONS GET VACCINATED

NIA Central Office – The National Irrigation Administration (NIA), through Quezon City Government's "QC Protektado sa Bakunang Sigurado Program", conducts the COVID-19 Vaccination Program for NIA employees' household members on September 1, 2021 at NIA Convention Hall, 5th Floor, IEC Building. Around 280 household members of NIA Central Office and employees from adjacent field offices, M8 Janitorial Service personnel, and Tough Guards get vaccinated. Also included were the household members of NIA Cooperative and NIAEASP Canteen employees.

Atty. Ailyne C. Agtuca-Selda, Officer-in-Charge (OIC) of the Office of the Deputy Administrator for Administrative and Finance Sector and concurrent Administrative Department Manager, Veterans Memorial Medical Center (VMMC) Medical Team, led by Dr. Mariano Mejia, and Quezon City Health Department were present in the conduct of the vaccination program. 🏠



NIA OBSERVES NATIONAL HEROES DAY

NIA Central Office – The National Irrigation Administration (NIA) is one with the nation in the observance of the National Heroes Day on August 30, 2021.

Pursuant to Republic Act No. 9492, National Heroes Day shall be observed every last Monday of August. It commemorates the Cry of Pugad Lawin (Ang Sigaw ng Pugad Lawin), a revolt that kicked off the 1896 Philippine Revolution against the Spanish Empire and the battle of the Filipinos for independence.

NIA Top Management Officials, headed by Administrator Ricardo R. Visaya, reminded all NIA employees to continuously deliver a selfless public service. The Agency honors not only the valor of our national heroes who fought for our country's freedom but also the heroism of all Filipino farmers and medical frontliners in this battle against COVID-19 Pandemic. 🏠



#AccounTHINGS

GETTING TO KNOW NIANS OF
THE ACCOUNTING DIVISION



Aimee Grace V. Ramos
Corporate Finance Services Chief

"Every working day is an opportunity to be better and do better."

I have known NIA through my mother, and I have seen her joy and contentment while working for NIA over the years. As a result, I have a positive impression of the security provided by the Agency to its employees. NIA Central Office was looking for accountants eight years ago. So, my mother encouraged me to apply, and I did so without hesitation.

My responsibilities include supervision of the process and review and preparation of the financial outputs that were submitted to oversight agencies. For me, the absence of an accounting system is a challenge, as it could have fast track and simplify the processing and the retrieval of data needed from time to time. But because of this challenge, we have learned to adopt other methods that can help us to work faster and smarter.

Another challenge I faced is some employees' refusal or reluctance to adapt on changes that sometimes cause inconvenience or miscommunication among themselves. Employees may find it difficult to adjust on these changes and prefer to use the method that is familiar to them. Rules and

regulations, in my opinion, continue to evolve and change over time.

My most memorable NIA experience was having the opportunity to lead the Bookkeeping Section, which taught me about responsibility, trust, and respect from my team. Another benefit was the opportunity to attend the annual NIA Financial Conferences, meet all of the NIA accountants, and visit their offices across the country. The employees from other regional offices are people I do not work with on a daily basis. Despite this, we are still given opportunity to share our work worries and achievements, as well as learn from one another how to tackle or approach things in a different angle. NIA assists me in advancing in my career by allowing me to attend seminars and face challenges as they arise.

As the Chief of the Bookkeeping Section, the job entails not only studying reports, but also looking out for my co-employees. Different people have difficult attitude and they need different approach. This has allowed me to be more mindful and emphatic in different situations.



Mark Gemmill M. Fagela
Senior Corporate Accountant A

"Every challenge I face is an opportunity to grow and improve."

I came from a town where common of its population are farmers so, for me, it would be nice to be part of an agency that helps them to develop their farmlands. In year 2015, I was invited to try and apply as an Accountant for the Agency. In 2016, I was accepted as Financial Analyst for the Accounting Division. I am currently working in Reconciliation and Miscellaneous Section. I make sure that various NIA transactions are correctly recorded to its proper account. I analyze and review past transactions to avoid any errors or mistakes in transaction records which might affect economic/financial decisions.

As a working student, one of the challenges I face at work is having an overwhelming workload and school reading assignments, activities, and exams all at the same time. That is why having good time management skills helps me deal with these challenges. I plan my schedule and make it a point to stick to it. Aside from that, given the current pandemic, one of the challenges we face is a shrinking workforce. It is understandable that not every employee has a desktop or laptop computer at home to work on. Internet access may also be a problem. These factors may cause some delays in the submission of the report. Constant communication through the best available communication platforms, such as Zoom and Google Meet, is one way for me to maintain a peaceful work environment.

My memorable job experience here in NIA is when I got the opportunity to prepare the first Consolidated Notes to Financial Statements of the Agency in accordance with the prescribed government accounting standard.

As a young professional, NIA has helped me open a lot of doors with my career. I was able to build camaraderie with a lot of people, even those from other agencies. NIA also helped me to unlock more of my potential and strive harder to reach my goals.

Things that I advise for the people who will do my job in the future is to never stop learning and surround yourself with people who are equally driven as you are. Consider every mistake as a learning experience. Lastly, do not forget to pause and take a deep breath every once in a while.



Dhivielyn V. Cortez,
Senior Corporate Accountant

"If you fail, take a deep breath and try again. Stay positive but not with COVID."

I sent my application to random Government Agencies and Private Companies and NIA called first. I was with NIA-Apayao IMO and was later introduced to Ms. Editha D. Morales, the Acting Manager of FMD at that time, during one of the conferences held in NIA CAR. After that conference, our IMO Manager suggested that I should apply in NIA Central Office. And the rest is history.

Apart from the fact that the NIA was the first to contact me during my job search, farmers hold a special place in my heart because I was raised by a farmer.

I am a Senior Corporate Accountant and been in this position for 1 year and 2 months. My responsibilities consist of recording transactions, compiling, and analyzing of data. My colleagues take good care of me from the first day up to now. They treat me as if I am their daughter and sister. In terms of work, I easily adopt from my working environment. The workloads are

simple during the first month. Eventually, it became complex because of the number of employees and the big transactions here in Central Office compared to the IMO, but when you do the same thing every day, you get used to it. I became curious and questioned my superior and colleagues regarding process until I understood those complexities I encountered and became familiar with it.

NIA provided trainings and seminars that are useful in achieving my career objectives. The extracurricular activities in NIA and the team buildings are my most memorable experiences because I rarely go out and I love the bonding created from that time.

One thing I can advise all employees is that constant communication is the key to maintaining a peaceful environment because you are not working alone but as part of a team.

ESPERANZA S. CRUZ,
Corporate Accounts Analyst

"Every day is a new beginning."

Being a liaison officer of my uncle who was a contractor, as I transact with NIA, I observed that employees are happy and contented. This gave me a good impression of a better living. Then, he asked me if I am interested to work in this agency. Without any second thought, I prepared my documents and applied.

My responsibility is to reconcile certain accounts like receivables and payables. Most of the time, I am in the stock (filing) room, digging old files. If I am fortunate, I can proceed with my analysis and reconcile. The absence of old files as basis for my reconciliation hinders me from performing my task. I do not feel frustrated even if I do not find the old files within the day. Instead, I'll do so another day. I believe that it may still not be the right time yet, but with enough seeking or digging and patience, one day it will be a success.



Everything that happened here in the four walls of Accounting Section is treasurable. Also, having the privilege to be a member of the Inventory Team gave me utmost memorable experience to travel around the Philippines. I am grateful that NIA allowed us to attend seminars, and likewise be part of Inventory Team which broaden my horizons.

To be assigned in reconciliation, one need knowledge, understanding, and patience. Once you leave your house, prepare yourself for more and more unreconciled items and abnormal balances to be reconciled through digging, seeking, and analysis.



RAMON WILDEN C. SELVA
Senior Corporate Accountant
Acting Chief of Claims Analysis and Processing Section

"Difficult roads lead to beautiful destinations."

My parents were NIA employees. My father was a previous NIA employee and my mom is a current NIA employee. They are my biggest influence or reason in joining NIA. Because of NIA, I was able to graduate from college. I wanted to give back to the agency that gave my parents the capacity to provide for our family.

I am in charge of making sure that Central Office disbursements are in compliance with COA Circulars, BIR Revenue Regulations, etc. I check vouchers, payrolls, and claims of supplies and contractors. Aside from the usual challenges of volume, deadlines, and complexity, the distinct thing that challenges me is dealing with all types of people even in the office. One of the challenges I face as I supervise a section of 11 to 13 people, is that we have a diverse set of needs, demands, and standards.

Since our section is called "Claims", we deal with all types of claimant. Some are friendly, some are irate, some are nice to talk to, while some are not. But at the end of the day, you use these challenges to improve. It allowed me to stay grounded, to show genuine humility, and to have diligence, especially in work. And of course, I do not invalidate other people. I keep my actions within due bounds towards all co-workers.

My memorable job experience was when I first travelled to Region IV-B (MIMAROPA) for an audit/inventory field work. It was the first time I was involved in such task. NIA assisted me in advancing in my profession by allowing us to attend seminars and trainings.

My advice for the people who will do my job in the future is do not lose your values. Be strict but helpful with others to make things easier.



#AccountTHINGS

GETTING TO KNOW NIANS OF THE ACCOUNTING DIVISION



SHARILYN A. BLUZA
Acting Division Manager/Chief

"Do all things for the glory of the Lord."

It is always my desire to work with a purpose and that purpose is not to just earn money and be able to help my family. I have always wanted to work with a purpose of helping those who are in need. And so, what draw me most to NIA is the fact that the Agency addresses one of the important needs of one, if not the most important people in the country – our farmers.

I believe that without a rich and thriving agriculture in the country, a nation will not be able to survive. This is the very tool for which we end hunger and undernutrition while accelerating the economic growth of our country. And our agricultural sector will not survive on its own without the presence of our farmers.

Having all this in mind, it humbles me and at the same time it makes me proud working for an agency which ultimate goal is the uplifting of the farmers' quality of life. What a privilege it is to work in NIA!

I joined NIA in the year 2017. It was on that same year that I was offered by our then mayor the Assistant Accountant position in the LGU, it was his way of rewarding my hard-work as the Acting Head of the Accounting Department at that time. However, due to my desire to grow, I respectfully declined his offer to manage the Accounting Department knowing full well that I still have so many things to learn and that hard work is not enough to handle such a big responsibility, I need to earn meaningful experience and broaden my budding knowledge in many areas of my career before I can be ripe enough for the position. After declining the offer, I applied a junior position in the NIA, my way of trying to learn as many things as I can, technically. In April 2017, I was offered by the NIA Region IX a senior position in the Finance Section. There I get to roll up my sleeves again and do the nitty-gritty of accounting.

My responsibilities as an Acting Manager are many and varied. There are administrative in nature and there are also technical in nature. With the many responsibilities I have in my hand, I see to it that I get to meet the needs of my people in the workplace and that includes not only guiding them in order to hit our goals but it also means being

intentional in investing in their emotional need. I saw during the pandemic that it is not only the physical health of our employees are adversely affected by the COVID-19 virus but also their mental health. I think the least I can do for my people, as a manager, is to shape a culture wherein employees are really heard and cared for.

As a manager of the Accounting Division, I bring my team with me in striving to improve the transparency of the financial information of the agency. I regularly meet with my section chiefs and my staff so that we can discuss on how to improve our current systems in order to provide reliable and timely financial reports, and be efficient in the processing of all claims that need to be paid by the agency's coffer.

My daily routine to meet everything and everyone who demands my time is I always try to start my day having a quiet time with the Lord. Now more than ever, I saw my need for a God who is sovereign and in control of everything, and a God of the impossible who can provide fresh strength everyday and a hedge of protection from seen and unseen harm. In my quiet time with the Lord, I pray and meditate upon His Word. Doing this first hour in the morning and before doing my work for the day gives me overwhelming peace, joy and comfort. It always reminds me that I am not alone in facing the tasks at hand and that my ultimate purpose in life is not to pursue the applause of the people around me, but my purpose is to gain His "well done thou good and faithful servant".

After my quiet time, I review and update my to-do-list and assess which are my priorities to be accomplished for the day. The rest of the day is spent on attending myriads of meetings, reviewing, and signing documents, and the likes. I end my day with a grateful heart and a prayer that relinquishes to the Sovereign God all that is beyond my control so that I can have a peaceful sleep and I can start anew with a light heart the following day. My current position here at the Central Office is what I consider as the most memorable job experience in NIA. I am so privileged to work alongside with some of the most hardworking and very passionate individuals. I know how difficult and unapologetic the work, pressure,

and stress here in Central Office, yet despite the challenges, these people were able to stay and surpass the challenges with flying colors without expecting any recognition. Hence, this experience truly humbled me and has built my character to become a better worker.

There are many challenges at work, but for me the greatest challenge is how to manage myself – time, health and emotion. I tend to want to do a lot of things with my limited time and health, and because of this propensity, I compromised my health and I get less or no time for things outside work. Being a middle manager also is no easy feat. It is quite a challenge to balance the demands from the top and the demands from the bottom, but the best way for me to deal with those challenges is to always do the right thing. Let the main thing be the main thing. Prioritize what needs to be prioritized. Take time to rest and nurture my soul.

The trust given to me by NIA opened so many doors of opportunities where I can use my skills to help, to learn more, and to grow along the process of helping. I am also grateful also to NIA because working for the Agency allowed me to meet amazing people and I was also able to build my network.

I have five advices for the people who will be doing my job in the future:

1. If you want to earn respect, do your work with excellence.
2. If you want to build trust, do your work with integrity.
3. If you want to please the Lord, do your work with humility.
4. If you want to work without getting sidetracked by the noise and intimidation around you, build your identity, know who you are and don't forget your whys!
5. Take time to meditate and rest! Life is good! Enjoy every moment of it – the positive and the negative.

(Tip: Surround yourself with kind and driven people.) 