

8. Length of canals
 main canals _____ km.
 laterals _____ km.
9. Complex Structures, if any
- | <u>Type</u> | <u>Number</u> |
|-------------|---------------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |
10. Farm ditch _____ km.
 Drainage canals _____ km.
 No. of turnouts _____ units
11. Average slope of irrigable area : _____
12. Soil type at irrigable area : _____
 (Fine textured, medium textured, coarse textured)
13. Type of soil along diversion/main canal : _____
14. Type of terrain along diversion/main canal : _____
15. Distance of Diversion site to nearest all weather road _____ km.
16. Length of access road to be constructed, if any : _____ km.
17. Water sources
 Primary : _____
 Secondary : _____
 Drainage Area : _____
18. Dependable Water Supply
- | <u>Primary Source</u> | | <u>Secondary Source</u> | |
|-----------------------|-----------|-------------------------|-----------|
| Wet Season | _____ lps | Wet Season | _____ lps |
| Dry Season | _____ lps | Dry Season | _____ lps |

19. Water available at diversion site, after deducting water previously granted by NWRC to other source, if any

Wet Season _____ lps Dry Season _____ lps

AGRO-ECONOMIC DATA

20. Number of Farms in Project Area : _____

21. Present Yield of Crops (Cav./ha.)

	<u>Irrigated</u>		<u>Rainfed</u>	
	<u>Wet Season</u>	<u>Dry Season</u>	<u>Wet Season</u>	<u>Dry Season</u>
Rice	_____	_____	_____	_____
Corn	_____	_____	_____	_____
Others	_____	_____	_____	_____

22. Projected Yields of Crops (Cav./ha.)

	<u>Future Without Project</u>				<u>Future With Project</u>	
	<u>Irrigated</u>		<u>Rainfed</u>		<u>Irrigated</u>	
	<u>WS</u>	<u>DS</u>	<u>WS</u>	<u>DS</u>	<u>WS</u>	<u>DS</u>
Rice	_____	_____	_____	_____	_____	_____
Corn	_____	_____	_____	_____	_____	_____
Others	_____	_____	_____	_____	_____	_____

23. Farm Sizes

<u>Farm Sizes</u>	<u>Percentage</u>
_____	_____ %
_____	_____ %
_____	_____ %
_____	_____ %
Average Farm Size	_____

24. Cost of Crop Production (Peso/ha)

	<u>Irrigated</u>		<u>Rainfed</u>	
	<u>WS</u>	<u>DS</u>	<u>WS</u>	<u>DS</u>
Palay <u>P</u>	_____	_____	_____	_____
W	_____	_____	_____	_____

	<u>Irrigated</u>		<u>Rainfed</u>	
	<u>WS</u>	<u>DS</u>	<u>WS</u>	<u>DS</u>
Corn <u>P</u>	_____	_____	_____	_____
W	_____	_____	_____	_____

	<u>Irrigated</u>		<u>Rainfed</u>	
	<u>WS</u>	<u>DS</u>	<u>WS</u>	<u>DS</u>
Others <u>P</u>	_____	_____	_____	_____
W	_____	_____	_____	_____

25. Annual Rice Farm Family Net Income for _____ ha. Farm (P)

	<u>Irrigated</u>	<u>Rainfed</u>
Palay	_____	_____
Corn	_____	_____
Others	_____	_____

26. Unit Price of Crops, P/K (Fin.)

	<u>Present</u>	<u>Future</u>
Palay	_____	_____
Corn	_____	_____
Others	_____	_____

BENEFIT-COST DATA

27. Project Cost

Diversion Works	=	P	_____
Corals & Laterals	=	P	_____
On-Farm Facilities	=	P	_____
Others	=	P	_____
Contingencies	=	P	_____
Total Estimated Cost	=	P	_____

28. Development Cost per hectare P _____/ha.

29. Incremental Project Benefits

Annual Palay Production	=	_____	cav.
Gross Value of Production	=	_____	
Annual Project Net			
Incremental Benefit	=	P	_____
Benefit-Build-up Period	=	_____	yrs.

30. Internal Economic Return = _____ %

31. Estimated O%M Cost P _____

32. Project Life Span _____ years

INSTITUTIONAL ASPECTS

33. Name of Irrigation Association _____

34. Date Organized : _____

35. Date Registered with SEC : _____

36. Number of IA Members : _____

37. Amount of IA Loan : _____

38. Date System was Turn-over to IA : _____

39. Repayment Period _____ years

40. Annual Repayment P _____
P _____/ha
41. Total Amortization paid to NIA P _____
42. If project is New, Percentage of representative sample respondents willing to organize and amortize chargeable cost of the project _____ %
43. Percentage of representative sample respondents willing to render equity _____ %
44. Potential right of way problem, if any
- On Diversion work : _____
- On Diversion/main canal : _____
- On Lateral canal : _____
45. Existing and Potential Problems and Constraints (specify and Explain)
- a. _____

- b. _____

- c. _____

Prepared by :

Provincial Irrigation Engineer

**SAMPLE MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE NATIONAL IRRIGATION ADMINISTRATION
AND
FARMERS IRRIGATORS ASSOCIATION, INC.**

KNOW ALL MEN BY THESE PRESENTS :

This Agreement executed and entered into this _____ day of _____, in _____ :

The NATIONAL IRRIGATION ADMINISTRATION, a government owned and controlled corporation created under Republic Act No. 3601 as amended by Presidential Decree No. 552 with principal office at Epifanio de los Santos Avenue, Quezon City, Philippines, represented in this agreement by _____ hereinafter referred to as the NIA :

- and -

_____ FARMERS IRRIGATORS ASSOCIATION, INC. as association organized and registered in accordance with the laws of the hereinafter referred to as the ASSOCIATION.

The PARTIES hereto witness that ;

WHEREAS, the Association has petitioned the NIA to construct a gravity irrigation system which shall irrigate land situated at Barrio _____ Municipality of _____ in the Province of _____ ;

WHEREAS, the construction of the project in the area is in accordance with the irrigation development program of the NIA ;

NOW THEREFORE, for and in consideration of the foregoing premises and by authority of the provisions of Republic Act No. 3601, as amended by Presidential Decree No. 552 and 1702, the Guiding Principles and the Rules and Regulations of the NIA which are incorporated as an integral part of this Agreement ;

The Parties have agreed by these presents do hereby agree as follows, to wit ;

A. RIGHTS AND OBLIGATIONS OF THE NATIONAL IRRIGATION ADMINISTRATION

- 1) The NIA shall bear the cost of investigation and survey, plan preparation and other pre-construction engineering activities for the project, including the costs of community organizers;
- 2) The NIA shall have the right to enter private property of the Association in connection with the construction of the proposed project and the NIA or its employee shall not be liable whatsoever for damages, which the Association may sustain on account of said activities, unless there is gross negligence or willful acts done by the NIA or its employee to cause such damages;
- 3) The NIA shall likewise spend for the cost of construction of diversion works and appurtenant structures, the canals and other irrigation structures including the turnouts of the irrigation projects;
- 4) The NIA shall render assistance to the said Association in the organization and/or strengthening the irrigation association/cooperative and shall train the beneficiaries or those persons duly selected and are qualified to undertake the operation, maintenance and management of irrigation system upon its completion and turnover;
- 5) The NIA and the Association shall conduct monthly cost reconciliation to determine the actual chargeable cost to the Irrigators' Association and in order to facilitate the financial turnover of the system.

B. RIGHTS AND OBLIGATIONS OF THE ASSOCIATION

- 1) The Association shall be responsible for securing and complying with all the legal requirements related to the construction of irrigation system, such as water rights, easements, permits, legal fees or charges and other similar requirements;
- 2) The Association shall undertake to negotiate for the acquisition by whatever mode, of private properties affected by the project on the

establishment of easements for the dam/or intake, canals, and access roads;

- 3) The Association shall contribute, as its counterpart to the construction of the project easements or right-of-way plus labor and materials of the project the total value of which shall be at least ten percent of the total cost of labor and materials or per hectare of area to be irrigated whichever is lower;
- 4) The Association shall repay the NIA the expenditures incurred by the NIA on the project for materials, equipment use, any right-of-way paid by NIA, and labor up to the level of construction foreman and/or engineer incharge of the project excluding the expenditures for access roads. Administrative, institutional and project planning and design expenses shall not be repaid by the Association. The amount to be paid by the Association shall be determined after completion of the construction and the Association shall execute a promisory note in favor of the NIA in that amount as stipulated hereunder;
- 5) The Association shall pay the sum due to the NIA in annual installation without interest, the amount of the installation to be the money value at prevailing government price of 1 1/2 cavans of palay (50 kg/cav) multiplied by the wet season actually benefited area in hectares provided that the resulting period of repayment does not exceed the maximum 50 years. If the repayment period exceed 50 years, the installment shall be increased so that repayment shall be within a period not longer than 50 years from the turnover of the project;
- 6) Amortization shall be paid annually, the first payment to commence within one year after project turnover;
- 7) The Association shall make available to the NIA for training all persons who shall be ultimately responsible for the operation, maintenance and management of the irrigation system;
- 8) Upon the turnover of the irrigation system, the Association shall maintain and administer the system in accordance with the by-laws of the Association and the rules and regulations which the Association shall promulgate with the concurrence of the NIA;

- 9) The beneficiaries shall spend for the cost of repair, rehabilitation and improvement of the irrigation system. Provided that major repair or rehabilitation of diversion facilities and major structures may, upon request of the Association and under such terms and conditions which shall be embodied in a supplemental agreement between parties herein, be undertaken by the NIA;
- 10) Counterpart participation reduces the amount the Irrigators' Association will pay NIA. Thus the Irrigators' Association shall keep a record the contribution/participation of each member.

C. SPECIAL CONDITIONS

- 1) In order to further ensure recovery of NIA's investment in the project the Association's choice of its Manager shall be subject to NIA's approval;
- 2) The NIA reserves the right to supervise the activities and operation of the Association for as long as the consideration of this Agreement has not been fully paid by the Association;
- 3) The Association shall submit itself to NIA supervision as a safeguard that the provisions of this agreement shall be faithfully observed and that the interest of the members are protected;
- 4) In the exercise of its supervisory functions the NIA may audit the books of accounts and records of the Association and may issue necessary guidelines and such guidelines shall form part of this agreement;
- 5) The By-laws of the association shall contain a provision that all fees received by the Association from its member beneficiaries shall be directly deposited in a bank of choice and that the same cannot be withdrawn without signature of both the president and the treasurer;
- 6) The NIA thru the engineer incharge of the project shall keep a record of the counterpart participation of the Association;
- 7) In the absence of a calamity fund, additional costs for repair/rehabilitation of projects not yet turned over and damaged due to force majeure shall be shouldered by NIA with the Association

providing the equity in the form of labor and/or materials. The amount of equity contribution shall depend upon the extent of damages but should not be less than ten percent (10%) of the total cost. The cost of repair/rehabilitation of damages not due to technical deficiency shall be charged to the Association's loan;

- 8) Amortization payment shall not include cost of access or service roads, flood control or protection dikes that are nor part of the diversion works, power operating facilities, reforestation and it should be only for the recovery of cost irrigation and farm drainage facilities.

IN WITNESS WHEREOF, the PARTIES to this Agreement have hereunto signed this instrument this _____ day of _____, 19 _____

NATIONAL IRRIGATION
ADMINISTRATION

By :

By :

APPROVED :

ACKNOWLEDGEMENT

REPUBLIC OF THE PHILIPPINES)
PROVINCE OF _____) S.S
MUNICIPALITY OF _____)

BEFORE ME, a Notary Public for and in _____, Philippines, on this _____ day of _____, 19 _____ personally appeared _____, with Residence Certificate No. _____ issued at _____ on _____, both known to me to be the same persons who executed the foregoing instrument and who acknowledged to me that the same is their free and voluntary act and deed and of the corporation/entity which each of them respondents.

I certify that this contract consist of _____ pages including this page duly signed by the parties on the left hand margin except page _____ which is signed in the execution of this contract.

IN WITNESS WHEREOF, I have hereunto affixed my signature and official seal on the date and place abovewritten.

NOTARY PUBLIC
My Commission Expires on Dec. 31, 19 ____
TAN No, _____ Issued _____

DOC NO. _____
BOOK NO. _____
PAGE NO. _____
SERIES OF _____

TURNOVER DOCUMENT
FINAL STATEMENT OF CHARGEABLE COST (FSCC)

MEMORANDUM FOR :

The Administrator
This Agency

SUBJECT : Final Statement of Chargeable Cost of Completed
Communal Irrigation System

Name of Project : _____

Location : _____

Name of Association : _____

Service Area (Ha) _____

Detailed Expenditures	Amount
Daily Wage _____	_____
Takay _____	_____
Contracts _____	_____
TEV _____	_____
Materials (cement, RSB, etc.) _____	_____
Office Supplies _____	_____
Sundries _____	_____
Equipment Rental _____	_____
Fuel and Oil _____	_____
Spare Parts _____	_____
Contingencies _____	_____
SUB-TOTAL	_____
Less Gov't subsidy, flood damages _____	_____
TOTAL	_____
CHARGEABLE COST (Amount to be paid)	_____

Prepared by :

Submitted by :

Billing Clerk

Provincial Irrigation Engineer

Concurred :

Approved by :

IA President

Regional Irrigation Director

**FINANCIAL TURNOVER AGREEMENT
(NIA-CIP FORM III-3B)**

Hereby certify that the above mentioned project was turned over to the Association on _____, 199 ____.

Amortization payment shall be in cash. The minimum annual amortization shall be the money value at prevailing government price of at least 1 1/2 cavan of palay multiplied by the actual area in hectares benefited during the wet season in the initial year of operation.

Computation :

Annual installment = 1 1/2 cav. (50 kg. cav.) x
P _____ kg. x Irrig. area _____ has.
Cash Equivalent = P _____ / annum
Period of Repayment = P _____ (Chargeable cost per
FSCC) (Cash Equivalent)
= _____ years
Due Date : Month _____ and _____ day every year
beginning _____ year until the 19 ____ year

This further certifies that all stipulations stated in the Memorandum of Agreement (MOA) between the NIA and IA dated _____, are part and parcel of this Agreement.

Prepared by :

Noted :

Billing Clerk

Provincial Irrigation Engineer

Concurred :

Approved :

Irrigation Association President

Regional Irrigation Director

(NIA-CIP FORM III-3C)

AMORTIZATION SCHEDULE

(Per MC 62, S. 1979 MC 62, 1980)

Name of Project : _____ Direct Cost : _____
Location : _____ Less : Road/Equity, etc. _____
: _____ Chargeable Cost : _____
Date of Turnover : _____

SCHEDULE OF AMORTIZATION

<u>Due Date</u>	<u>Principal</u>	<u>Interest</u>	<u>Amount Due</u>
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			

Total =

Prepared by :

Noted :

Billing Clerk

Provincial Irrigation Engineer

Concurred :

Approved :

Irrigation Association President

Regional Irrigation Director

ANNEX E

*SUPPLEMENTAL
QUESTIONNAIRE SURVEY ON
INSTITUTIONAL ASPECTS*

ANNEX E-1
SUPPLEMENTAL QUESTIONNAIRES FOR THE PROVISIONAL AND
REGIONAL IRRIGATION OFFICES

Table of Contents

	<u>Page</u>
1. Guidelines for Answering Questionnaire for Provincial Irrigation Engineers .	E1-1
2. Questionnaire for Provincial Irrigation Engineers	E1-3
3. Guidelines for Answering Questionnaire for Regional irrigation Managers ...	E1-29
4. Questionnaire for Regional Irrigation Managers	E1-31

JAPAN INTERNATIONAL COOPERATION AGENCY (JICA)
THE MASTER PLAN STUDY
ON
THE SMALL-SCALE IRRIGATION DEVELOPMENT PROJECT

INSTITUTIONAL ASPECT :
ASSESSMENT OF CAPABILITIES AND NEEDS OF
PROVINCIAL AND REGIONAL IRRIGATION OFFICES

**GUIDELINES FOR ANSWERING QUESTIONNAIRE FOR
PROVINCIAL IRRIGATION ENGINEER**

1. The main purpose of the questionnaire is to gather data and information that will help the JICA Study Team assess the present capabilities and needs of the Provincial Irrigation Offices throughout the country in terms of manpower, physical and to some extent, financial resources, as they relate in particular, to the PIO's community irrigation development program.
2. The questionnaire has three main parts, each of which is subdivided into various components, as follows :
 - THE PIO AND ITS RESOURCES
 - Personnel Complement
 - Academic Qualifications and Training
 - Inventory of Buildings/Facilities, Equipment and Vehicles
 - PLANNING AND PROJECT DEVELOPMENT / IMPLEMENTATION
 - Regular Documents Prepared
 - Guidelines on Community Irrigation Development
 - Participatory Approach
 - Extent of Authority

- PERFORMANCE ASSESSMENT
 - Staff Performance, Turnover and Evaluation
 - Financial Viability Indicators
 - Viability Incentive Grant

3. Specific instructions are as follows :

- a) If the question has parenthesis, put a check mark "√" inside it.
- b) If the acronym in parenthesis, (NLTO), is found at the end of the question, this means the answer is not limited to one.
- c) On descriptive questions, please write legibly (in block letters) and briefly.
- d) Where the answer is in peso, please remove the centavos and round off to the nearest number.
- e) Where the answer is in number or in peso, please do not use comma (,) in every three digits.
- f) Where the question is inappropriate, please write "NA", meaning "not applicable", in the space provided for the answer.

4. Corrections on the questionnaires are shown below :

- a) Questions No. 2.08 on Page 9 - To be read as follows :

2.08 In general, how ill you assess your familiarity or knowledge of these guidelines ? Moreover, what particular section(s) need to be revised ?
- b) Question No. 2.12 on Page 16 - To be deleted.

5. Please return the filled-out questionnaire on or before October 20, 1990 directly to the following address :

The Administrator
National Irrigation Administration
EDSA, Diliman, Quezon City

Attention : Mr. Calixto P. Timonera
NIA Counterpart Team Leader for SSIDP

JAPAN INTERNATIONAL COOPERATION AGENCY (JICA)
 THE MASTER PLAN STUDY
 ON
 THE SMALL-SCALE IRRIGATION DEVELOPMENT PROJECT

INSTITUTIONAL ASPECT : ASSESSMENT OF CAPABILITIES AND NEEDS
 OF PROVINCIAL AND REGIONAL IRRIGATION OFFICES

QUESTIONNAIRE FOR PROVINCIAL IRRIGATION ENGINEER

Name of PIE : _____
 Name of PIO : _____
 Address : _____

I. THE PIO AND ITS RESOURCES

A. PERSONNEL COMPLEMENT

1.01 How will you assess the staffing pattern/personnel status in your office
 ? (Write the appropriate number)

Section	NIA Reg. Plantilla Positions		Project Plantilla Positions		Filled-up Contract- ual/Daily Positions	Proposed Additional Positions
	Approved	Filled-up	Approved	Filled-up		
a) <u>Office of PIE</u>						
PIE	_____	_____	_____	_____	_____	_____
Asst. PIE	_____	_____	_____	_____	_____	_____
Other (specify)	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
b) <u>Engineering/Technical</u>						
Engineer A	_____	_____	_____	_____	_____	_____
Engineer B	_____	_____	_____	_____	_____	_____

Section	NIA Reg. Plantilla Positions		Project Plantilla Positions		Filled-up Contractual/Daily Positions	Proposed Additional Positions
	Approved	Filled-up	Approved	Filled-up		
Eng'g. Asst. A	___	___	___	___	___	___
Eng'g. Asst. B	___	___	___	___	___	___
Eng'g. Aide C	___	___	___	___	___	___
Geod. Eng'g. Asst. A	___	___	___	___	___	___
Geod. Eng'g. Asst. B	___	___	___	___	___	___
Const. Foreman B	___	___	___	___	___	___
Mechanic B	___	___	___	___	___	___
Others (specify)	___	___	___	___	___	___
_____	___	___	___	___	___	___
_____	___	___	___	___	___	___
c) <u>Institutional Development</u>						
Irr. Com. Org.	___	___	___	___	___	___
Irr. Org. Work	___	___	___	___	___	___
Irr. Technician	___	___	___	___	___	___
Others (specify)	___	___	___	___	___	___
_____	___	___	___	___	___	___
_____	___	___	___	___	___	___
d) <u>Administrative</u>						
Cashier B	___	___	___	___	___	___
Acctg. Clerk B	___	___	___	___	___	___
Acct. Storekeeper	___	___	___	___	___	___
Clerk B	___	___	___	___	___	___
Sec. Guard B	___	___	___	___	___	___
Utilityman	___	___	___	___	___	___
Janitor	___	___	___	___	___	___
Others (specify)	___	___	___	___	___	___
_____	___	___	___	___	___	___
_____	___	___	___	___	___	___

Section	NIA Reg. Plantilla Positions		Project Plantilla Positions		Filled-up Contractual/Daily Positions	Proposed Additional Positions
	Approved	Filled-up	Approved	Filled-up		
e) Others (specify)						
Total						

1.02 If the available plantilla positions are not yet permanently filled-up, what are the reasons ? (NLTO)*

- Lack of qualified applicants within the office
- Lack of qualified applicants outside the office
- Freeze order on the filling up of positions as part of government policy
- Inadequate budget appropriation from DBM
- Lack of support from the NIA central/regional office
- Others (specify)

1.03 How will you assess the tenurial status of employees in your office ? (Write the appropriate number)

Employees	Length of Stay (years)					
	<1	1-3	4-7	7-10	11-15	More than 15
Permanent						
Contractual/Provisional Temporary/Casual						
Total						

* Not limited to one answer

B. ACADEMIC QUALIFICATIONS AND TRAINING

1.04 What is the educational attainment/professional status of the PIO staff ?
(Write the number of personnel)

	Non-College Graduates	Bachelor Degree Holders	With Masteral Units	Masteral Degree Holders	With Doctoral Units/ Degrees	Passed Board Exams
Office of PIE	_____	_____	_____	_____	_____	_____

Eng'g/Tech'l Department	_____	_____	_____	_____	_____	_____

Institutional	_____	_____	_____	_____	_____	_____

Administrative	_____	_____	_____	_____	_____	_____

Total	_____	_____	_____	_____	_____	_____

1.05 How would you assess the training needs of the PIO staff ? (Write the appropriate number of personnel)

	Completed Training So Far	<u>To be Trained/Provided Refresher Course In</u>	
		<u>1991-1995</u>	<u>1996-2000</u>
Project Design	_____	_____	_____
Project Selection & Prioritization	_____	_____	_____
Feasibility Study Preparation	_____	_____	_____
Contract Management	_____	_____	_____
Construction Methods	_____	_____	_____
Project Cost Acctg.	_____	_____	_____
Monitoring and Evaluation and Reporting	_____	_____	_____
IA Loan Management Accounting, Recording Monitoring and Reporting	_____	_____	_____

	Completed Training So Far	To be Trained/Provided Refresher Course In	
		1991-1995	1996-2000
Inter-Human Relationships	_____	_____	_____
Basic Leadership Dev't.	_____	_____	_____
Financial Mgmt.	_____	_____	_____
System Management	_____	_____	_____
Irrigated Crop Diversification Scheme	_____	_____	_____
Institutional Dev't.	_____	_____	_____
Others (specify)	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

C. INVENTORY OF BUILDINGS/FACILITIES, EQUIPMENT AND VEHICLES

1.06 What is the status of present buildings and facilities of PIO ? Please check.

<u>Building</u>	<u>New Building Required</u>	<u>Rehabilitation of Present Building Required</u>	<u>Present Building Adequate</u>
Administration	()	()	()
PIE Quarter	()	()	()
Guest House	()	()	()
Equipment Shed	()	()	()
Others (specify)	()	()	()
_____	()	()	()
_____	()	()	()
_____	()	()	()

1.07 What is the status of present office equipment ? (Write the appropriate number)

Equipment	Existing Number	Still Serviceable in 1991 - 1995	Need Replacement in 1991 - 1995	Estimated Requirement in 1996-2000
Typewriters	_____	_____	_____	_____
Copying Machine	_____	_____	_____	_____
Blue Printing Machine	_____	_____	_____	_____
Drafting Equipment	_____	_____	_____	_____
Air Conditioner	_____	_____	_____	_____
Calculators	_____	_____	_____	_____
Radio Transceiver	_____	_____	_____	_____
Personal Computer	_____	_____	_____	_____
Steel cabinet	_____	_____	_____	_____
Tables	_____	_____	_____	_____
Chairs	_____	_____	_____	_____
Time Recorder	_____	_____	_____	_____
Others (specify)	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

1.08 What is the status of present survey and hydraulic equipment ? (Write the appropriate number)

Equipment	Existing Number	Still Serviceable in 1991 - 1995	Need Replacement in 1991 - 1995	Estimated Requirement in 1996-2000
Theodolite/Transit	_____	_____	_____	_____
Automatic/Ordinary Level	_____	_____	_____	_____
Steel Tape	_____	_____	_____	_____
Current Meter	_____	_____	_____	_____
Soil Auger	_____	_____	_____	_____
Soil Kit	_____	_____	_____	_____
Meteorological Station	_____	_____	_____	_____
Other (specify)	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

1.09 What is the status of present vehicles ? (Write the appropriate number)

Vehicle	Existing Number	Still Serviceable in 1991 - 1995	Need Replacement in 1991 - 1995	Estimated Requirement in 1996-2000
4-W-D	()	()	()	()
Pick-up Truck	()	()	()	()
Motorcycle	()	()	()	()
Other (specify)				
_____	()	()	()	()
_____	()	()	()	()
_____	()	()	()	()

1.10 What is the status of present construction equipment ? (Write the appropriate number)

Construction Equipment	Existing Number	Still Serviceable in 1991 - 1995	Need Replacement in 1991 - 1995	Estimated Requirement in 1996-2000
Crawler Excavator	_____	_____	_____	_____
Crawler Tractor Dozer	_____	_____	_____	_____
Concrete Mixer	_____	_____	_____	_____
Concrete Vibrator	_____	_____	_____	_____
Water Pumps	_____	_____	_____	_____
Portable Jackhammer	_____	_____	_____	_____
Motor Grader	_____	_____	_____	_____
Ordinary Truck	_____	_____	_____	_____
Dump Truck	_____	_____	_____	_____
Generator	_____	_____	_____	_____
Electric Welder	_____	_____	_____	_____
Others (specify)				
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

II. PLANNING AND PROJECT DEVELOPMENT/IMPLEMENTATION

A. REGULAR DOCUMENTS PREPARED

2.01 What planning and project documents does the PIO prepare and when was the last update ? (NLTO)

<u>Documents</u>	<u>Year Updated</u>
<input type="checkbox"/> Provincial Irrigation Profile (PIP)	_____
<input type="checkbox"/> Provincial Annual Program (PAP)	_____
<input type="checkbox"/> Five or Ten Year Provincial CID Program (5-10 PCIDP)	_____
<input type="checkbox"/> Initial Project Feasibility Reports (I-PFR)	_____
<input type="checkbox"/> Final Project Feasibility Reports (F-PFR)	_____
<input type="checkbox"/> Project Completion Reports (PCR)	_____
<input type="checkbox"/> Others (specify)	_____
_____	_____
_____	_____
_____	_____

2.02 How were these documents prepared ? Please check.

Documents	<u>Role Factor</u>			<u>Consultation Factor</u>		
	Exclusively by PIO	With Substantial Assistance and Supervision by RIO	With Minimal Assistance and Supervision by RIO	With Maximum Consultation with Concerned Sectors and Agencies	With Minimal Consultation with Concerned Sectors and Agencies	Without Any Consultation with Concerned Sectors and Agencies
PIP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PAP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5-10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-PFR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F-PFR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PCR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Documents	Exclusively by PIO	With Substantial Assistance and Supervision by RIO	With Minimal Assistance and Supervision by RIO	With Maximum Consultation with Concerned Sectors and Agencies	With Minimal Consultation with Concerned Sectors and Agencies	Without Any Consultation with Concerned Sectors and Agencies
Others (specify)	()	()	()	()	()	()
_____	()	()	()	()	()	()
_____	()	()	()	()	()	()
_____	()	()	()	()	()	()

2.03 In what area(s) do the aforecited documents have inadequate information?

- () Engineering
- () Other Technical Aspects
- () Agricultural Economy
- () Financial
- () Institutional
- () Others (specify)
- () _____
- () _____

2.04 Are the identified programs and projects in the PAP and 5-10 PCIDP consistent with the following :

	PAP/5-10 PCIDP			
	Fully Consistent	Partially Consistent	Not Consistent At All	No Idea
Barangay Dev'l. Plan and Investment Program	()	()	()	()
Municipal Dev'l Plan and Investment Program	()	()	()	()
Provincial Development Plan and Investment Program	()	()	()	()
Regional Development Plan and Investment Program	()	()	()	()

B. GUIDELINES ON COMMUNITY IRRIGATION DEVELOPMENT

2.05 Does your office have a copy of the New and Updated Guidelines on Community Irrigation Development for Program Implementation ?

() Yes () No

2.06 Are the guidelines completely followed by your office ?

() Yes () No

2.07 If no, please assess the degree of deviation(s) :

	Substantial	Minimal	None
Engineering	()	()	()
Other Technical Aspects	()	()	()
Agro-Economic	()	()	()
Institutional	()	()	()
Others (specify)	()	()	()
_____	()	()	()
_____	()	()	()
_____	()	()	()

2.08 In general, how will you assess your familiarity or knowledge of these guidelines ? Moreover, what particular section(s) need to be revised ?

a) Guidelines as a Whole

<u>Level of Familiarity</u>	<u>PIE</u>	<u>PIO Staff as a Whole</u>
Very familiar (VF)	()	()
Familiar (F)	()	()
Less familiar (LF)	()	()
Not familiar (NF)	()	()

b) Specific Guidelines

	<u>Familiarity of PIO staff as a whole</u>				<u>Revisions Needed</u>		
	VF	F	LF	NF	Total	Partial	None
Preparation of the Five Year Communal Irrigation Development Program	()	()	()	()	()	()	()

	Familiarity of PIO staff as a whole				Revisions Needed		
	VF	F	LF	NF	Total	Partial	None
Preparation of Provincial Annual Program	()	()	()	()	()	()	()

Preparation of Regional Annual Program	()	()	()	()	()	()	()
--	-----	-----	-----	-----	-----	-----	-----

Identification of Communal Irrigation Projects	()	()	()	()	()	()	()
--	-----	-----	-----	-----	-----	-----	-----

Standard Derivation of Unit Cost for Investigation and Survey	()	()	()	()	()	()	()
---	-----	-----	-----	-----	-----	-----	-----

Conduct of Preliminary Investigation for Communal Irrigation Projects	()	()	()	()	()	()	()
---	-----	-----	-----	-----	-----	-----	-----

Gathering of Discharge Measurement for Communal Irrigation Projects	()	()	()	()	()	()	()
---	-----	-----	-----	-----	-----	-----	-----

	Familiarity of PIO staff as a whole				Revisions Needed		
	VF	F	LF	NF	Total	Partial	None
Agro-Economic Data Gathering for Feasibility Report	()	()	()	()	()	()	()
<hr/>							
<hr/>							
Simplified Soil Texture Determination and Soil Nutrient Analysis	()	()	()	()	()	()	()
<hr/>							
<hr/>							
Institutional Profile Writing	()	()	()	()	()	()	()
<hr/>							
<hr/>							
Recruitment of Profile Writers	()	()	()	()	()	()	()
<hr/>							
<hr/>							
Suggested Prototype Design on CIS Profile Writers	()	()	()	()	()	()	()
<hr/>							
<hr/>							
Planning and Monito- ring System for Profile Writers	()	()	()	()	()	()	()
<hr/>							
<hr/>							

	Familiarity of PIO staff as a whole				Revisions Needed		
	VF	F	LF	NF	Total	Partial	None
Conduct of Profile Writers Performance Evaluation	()	()	()	()	()	()	()
Preparation of Initial Project Feasibility Report	()	()	()	()	()	()	()
Conduct of Topographic Survey for Communal Irrigation Projects	()	()	()	()	()	()	()
Preparation of Final Project Feasibility Report	()	()	()	()	()	()	()
The Conduct of Project Selection and Prioritiza- tion Workshop	()	()	()	()	()	()	()
IOW Recruitment and Selection Guidelines	()	()	()	()	()	()	()

	Familiarity of PIO staff as a whole				Revisions Needed		
	VF	F	LF	NF	Total	Partial	None
Conduct of ICO/IOW Performance Evaluation	()	()	()	()	()	()	()
<hr/> <hr/> <hr/>							
Sample Joint NIA-IA Policies and Systems for Construction	()	()	()	()	()	()	()
<hr/> <hr/> <hr/>							
Checklist of Require- ments Prior to Project Construction	()	()	()	()	()	()	()
<hr/> <hr/> <hr/>							
IA Viability Evaluation	()	()	()	()	()	()	()
<hr/> <hr/> <hr/>							
Conduct of Orientation and Planning Workshop on Farm Level Facilities and System Mainte- nance	()	()	()	()	()	()	()
<hr/> <hr/> <hr/>							
Conduct of Pre- Operation and Mainte- nance Conference	()	()	()	()	()	()	()
<hr/> <hr/> <hr/>							

	Familiarity of PIO staff as a whole				Revisions Needed		
	VF	F	LF	NF	Total	Partial	None
Conduct of Test-Run for Communal Irriga- tion Projects	()	()	()	()	()	()	()
Repair of Damages of Communal Irrigation Projects/Systems	()	()	()	()	()	()	()
Turnover of Communal Irrigation Systems	()	()	()	()	()	()	()
Preparation of Project Completion Report	()	()	()	()	()	()	()
Cancellation, Deferment and Suspension of Communal Irrigation Project	()	()	()	()	()	()	()
Reallocation of Funds	()	()	()	()	()	()	()

	Familiarity of PIO staff as a whole				Revisions Needed		
	VF	F	LF	NF	Total	Partial	None
Standard Cost Basis for Institutional Development	()	()	()	()	()	()	()
<hr/>							
<hr/>							
Preparation of the Provincial Irrigation Profile	()	()	()	()	()	()	()
<hr/>							
<hr/>							
Communal Irrigation Implementation Network	()	()	()	()	()	()	()
<hr/>							
<hr/>							

2.09 Is the set of guidelines already comprehensive to answer all the requirements and problems regarding the planning, implementation and monitoring of CID systems and projects ?

- Very comprehensive Less comprehensive
 Comprehensive Not comprehensive

2.10 Were you consulted in the preparation of these Guidelines ?

- Yes No

2.11 Were your comments, views and suggestions incorporated in the final copy ?

- Completely
 Partially
 Not at all

C. PARTICIPATORY APPROACH

2.12 Is the participatory approach adopted by NIA in its CID Program an effective one? () Yes () No

If yes, why? (NLTO)

- () The farmers know more information about local conditions that will be helpful in the project.
- () The farmers have the right to have a say on the project because they will have to pay for it anyway.
- () The approach is consistent with the present rural development policy.
- () Others (specify)

2.13 Then, can this approach be adopted by NIA in the long-run?

- () Yes () No

2.14 If no, what are the reasons? (NLTO)

- () The farmers lack technical know-how particularly modern engineering methods.
- () This approach will only compromise the quality of the project (dam structures, canals, etc.) that will eventually make the project costly in the long run.
- () The top-to-bottom approach is still better than the bottom-up or participatory approach in all respects.

() Others (specify)

2.15 In general, what are the impacts of this strategy on the following ?

a) Technical/Engineering (revisions made in the NIA design as a result of consultation with IA)

- () Substantial () None
() Minimal

b) Financial (changes in the original project costs)

- () Substantial reduction () Minimal increase
() Minimal reduction () Substantial increase
() No change

c) Economic benefits (changes in IRR)

- () Substantial increase () Minimal reduction
() Minimal increase () Substantial reduction
() No change

d) Awareness and Assertiveness of IAs (on the relevance of their participation in project planning and implementation)

- () Highly/substantially stimulated
() Fairly stimulated
() Poorly stimulated
() Not stimulated at all

e) Relationship between IAs and NIA

- () IAs become highly dependent on NIA regarding all its development-related activities.
() IAs have started to stand on their own feet though still consult with NIA from time to time.
() IAs have completely severed their relationship with NIA.

() Others (specify)

f) Relationship between IAs and Other Government Agencies

() IAs have expected other government agencies to adopt also the participatory approach and acted in accordance with this.

() IAs do not have the forecited expectation and simply follow the approach of other agencies.

() IAs suggested the adoption of the participatory approach but nevertheless respect the decision of other government agencies.

() Others (specify)

D. EXTENT OF AUTHORITY

2.16 In general, do you think you have adequate authority to perform your functions as PIE ?

() Yes () No

2.17 If no, in what areas do you feel improvements are still needed ?
(Please elaborate)

() Procurement of spare parts

() Signing of project documents

() Personnel recruitment

() Others (specify)

III. PERFORMANCE ASSESSMENT

A. STAFF PERFORMANCE, TURNOVER AND EVALUATION

3.01 In general, how will you assess the performance of the PIO as a whole and by section ?

	Office/ Section	Outstanding	Very Satisfactory	Satisfactory	Fair	Poor
a)	PIO as a whole	()	()	()	()	()
b)	Engineering	()	()	()	()	()
c)	Institutional	()	()	()	()	()
d)	Administrative	()	()	()	()	()
e)	Others (specify)	()	()	()	()	()
	_____	()	()	()	()	()

3.02 How do the following factors contribute to an effective performance of the PIO ? (NLTO)

Factors	Highly Significant	Significant	Less Significant	Not Significant at all
Adequate and qualified manpower	()	()	()	()
Adequate and timely budgetary support	()	()	()	()
Sufficient logistics support	()	()	()	()
Cooperation and support from NIA regional and central offices	()	()	()	()

Factors	Highly Significant	Significant	Less Significant	Not Significant at all
Cooperation and support from other agencies	()	()	()	()
Viable and capable IAs	()	()	()	()
Staff commitment and dedication to work/mission	()	()	()	()
Security of tenure & good working environment	()	()	()	()
Attractive financial compensation	()	()	()	()
Flexibility in decision making particularly in emergency cases	()	()	()	()
Others (specify)				
_____	()	()	()	()
_____	()	()	()	()
_____	()	()	()	()

3.03 In general, how will you assess the rate of staff turnover in your office during the last 3 to 5 years ? () High () Low

3.04 What could be the reasons why the staff left their jobs ? (NLTO)

- () To look for better security of tenure
- () To seek professional advancement
- () To aspire for higher salary/compensation package
- () Change of residence
- () Others (specify)

3.05 What are the reasons for staying ? (NLTO)

- () Believes in the nobility of NIA's corporate mission and objective
- () Satisfied with working condition at NIA
- () Foresee career development potential and challenging opportunities

- No better prospects outside NIA
- Still serving tenure obligation because of scholarship availment
- Does not want a new working environment
- Reside permanently in present place of work
- Others (specify)

3.06 Is the current performance evaluation system relevant ?

- Yes No.

3.07 If yes, what are the possible reasons ?

- enhance individual's work productivity
- encourage competitive spirit among staff
- others (specify)

3.08 If no, why ?

- just to comply with a standard operating procedure of the office
- no correlation whatsoever with job promotion
- just a waste of time and other office resources
- Others (specify)

3.09 How can performance evaluation of staff be made more effective ?

- tie it up with job promotion
- discuss it thoroughly with the concerned employee before it is finalized or submitted for confirmation to the next higher authority
- provide monetary/material incentives and/or provide psychic awards

() Others (specify)

B. FINANCIAL VIABILITY INDICATOR

3.10 Please provide the PIO's Statement of Income and Expenses from 1987 onwards

	1987	1988	1989	1990(latest month)
<u>Income</u>				
CIS Amortization	_____	_____	_____	_____
Pump Amortization	_____	_____	_____	_____
Equipment Rental	_____	_____	_____	_____
Equity	_____	_____	_____	_____
Management Fee	_____	_____	_____	_____
Others (specify)	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
Total Income	_____	_____	_____	_____
<u>Expenses</u>				
Personnel Services	_____	_____	_____	_____
Others (specify)	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
Total Expenses	_____	_____	_____	_____
Surplus/(Deficit)	_____	_____	_____	_____

3.11 Is there any standard/uniform formula for determining the financial viability of each PIO ? () Yes () No

If no, in what areas does deviation occur and please explain.

Equity Calculation

Equipment Rental Calculation

Amortization Calculation

Personnel/Salaries Estimation

Others (specify)

3.12 Are you satisfied with this standard viability formula ?

Yes No

If no, what are your suggestions to improve this formula ? (NLTO)

Adopt uniform methods in calculating the PIO's income and expenses

Make sure this method is consistent with sound accounting procedures

Others (specify)

C. VIABILITY INCENTIVE GRANT

3.13 How is the practice of providing Viability Incentive Grant (VIG) welcomed by the PIO staff as a whole ?

- Most welcomed
- Welcomed
- Less welcomed
- Not welcomed

3.14 What are the advantages of the VIG as far as your PIO is concerned ? (NLTO)

- Improve work productivity
- Enhance team work
- Improve employee morale
- Others (specify)

3.15 What are its disadvantages ? (NLTO)

- Make staff render overtime work without additional compensation
- Absence of uniform rules in the distribution/allocation of financial incentives among staff
- Unacceptability of such rules on the part of the staff
- Others (specify)

3.16 Do you have suggestion to improve or further improve the VIG system?

- Yes No

3.17 If Yes, what are these ? (NLTO)

- () standardize rules on allocation of financial incentives
- () provide adequate/equal representation among different staff/personnel level in the review of allocation process
- () provide transparency in the allocation of financial incentives
- () provide special financial package for the low-salaried employees regardless of whether they directly or indirectly participate in the viability factor improvement
- () Others (specify)

JAPAN INTERNATIONAL COOPERATION AGENCY (JICA)
THE MASTER PLAN STUDY
ON
THE SMALL-SCALE IRRIGATION DEVELOPMENT PROJECT

INSTITUTIONAL ASPECT :
ASSESSMENT OF CAPABILITIES AND NEEDS OF
PROVINCIAL AND REGIONAL IRRIGATION OFFICES

GUIDELINES FOR ANSWERING QUESTIONNAIRE FOR
REGIONAL IRRIGATION MANAGER

1. The main purpose of the questionnaire is to gather data and information that will help the JICA Study Team assess the present capabilities and needs of the Regional Irrigation Offices throughout the country in terms of manpower, physical and to some extent, financial resources, as they relate in particular, to the RIO's *community irrigation development program*.
2. The questionnaire has three main parts, each of which is subdivided into various components, as follows :
 - THE RIO AND ITS RESOURCES
 - Personnel Complement
 - Academic Qualifications and Training
 - Inventory of Buildings/Facilities, Equipment and Vehicles
 - PLANNING AND PROJECT DEVELOPMENT / IMPLEMENTATION
 - Regular Documents Prepared
 - Guidelines on Community Irrigation Development
 - Participatory Approach
 - Extent of Authority

PERFORMANCE ASSESSMENT

- Staff Performance, Turnover and Evaluation
- Financial Viability Indicators
- Viability Incentive Grant

3. Specific instructions are as follows :
- a) If the question has parenthesis, put a check mark "√" inside it.
 - b) If the acronym in parenthesis, (NLTO), is found at the end of the question, this means the answer is not limited to one.
 - b) On descriptive questions, please write legibly (in block letters) and briefly.
 - d) Where the answer is in peso, please remove the centavos and round off to the nearest number.
 - e) Where the answer is in number or in peso, please do not use comma (,) in every three digits.
 - f) Where the question is inappropriate, please write "NA", meaning "not applicable", in the space provided for the answer.
4. Corrections on the questionnaires are shown below :
- a) Questions No. 2.08 on Page 12 - To be read as follows :

2.08 In general, how ill you assess your familiarity or knowledge of these guidelines ? Moreover, what particular section(s) need to be revised ?
 - b) Question No. 2.12 on Page 19 - To be deleted.
5. Please return the filled-out questionnaire on or before October 20, 1990 directly to the following address :

The Administrator
National Irrigation Administration
EDSA, Diliman, Quezon City

Attention : Mr. Calixto P. Timonera
NIA Counterpart Team Leader for SSIDP

JAPAN INTERNATIONAL COOPERATION AGENCY (JICA)
 THE MASTER PLAN STUDY
 ON
 THE SMALL-SCALE IRRIGATION DEVELOPMENT PROJECT

INSTITUTIONAL ASPECT : ASSESSMENT OF CAPABILITIES AND NEEDS
 OF PROVINCIAL AND REGIONAL IRRIGATION OFFICES

QUESTIONNAIRE FOR REGIONAL IRRIGATION DIRECTOR

Name of RID : _____
 Name of RIO : _____
 Address : _____

I. THE RIO AND ITS RESOURCES

A. PERSONNEL COMPLEMENT

1.01 How will you assess the staffing pattern/personnel status in your office
 ? (Write the appropriate number)

Section	NIA Reg. Plantilla Positions		Project Plantilla Positions		Filled-up Contract- ual/Daily Positions	Proposed Additional Positions
	Approved	Filled-up	Approved	Filled-up		
a) <u>Office of RID</u>						
RID	_____	_____	_____	_____	_____	_____
Asst. RID	_____	_____	_____	_____	_____	_____
Other (specify)	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
b) <u>Engineering</u>						
Division Manager	_____	_____	_____	_____	_____	_____

Section	NIA Reg. Plantilla Positions		Project Plantilla Positions		Filled-up Contractual/Daily Positions	Proposed Additional Positions
	Approved	Filled-up	Approved	Filled-up		

Supg. Enginner A	_____	_____	_____	_____	_____	_____
Senior Engineer A	_____	_____	_____	_____	_____	_____
Engineer A	_____	_____	_____	_____	_____	_____
Engineer B	_____	_____	_____	_____	_____	_____
Eng'g. Asst. A	_____	_____	_____	_____	_____	_____
Eng'g. Asst. B	_____	_____	_____	_____	_____	_____
Eng'g. Aide C	_____	_____	_____	_____	_____	_____
Geod. Eng'g. Asst. A	_____	_____	_____	_____	_____	_____
Geod. Eng'g. Asst. B	_____	_____	_____	_____	_____	_____
Const. Foreman B	_____	_____	_____	_____	_____	_____
Mechanic B	_____	_____	_____	_____	_____	_____
Others (specify)	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____

c) Operations

Division Manager	_____	_____	_____	_____	_____	_____
Supg. Engineer A	_____	_____	_____	_____	_____	_____
Senior Engineer A	_____	_____	_____	_____	_____	_____
Engineer A	_____	_____	_____	_____	_____	_____
Engineer B	_____	_____	_____	_____	_____	_____
Agronomist A	_____	_____	_____	_____	_____	_____
Soil Technologist B	_____	_____	_____	_____	_____	_____
Others (specify)	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____

Section	NIA Reg. Plantilla Positions		Project Plantilla Positions		Filled-up Contractual/Daily Positions	Proposed Additional Positions
	Approved	Filled-up	Approved	Filled-up		
d) Institutional Development						
Division Manager	_____	_____	_____	_____	_____	_____
Supg. Irr. De'v. Officer	_____	_____	_____	_____	_____	_____
Irr. Dev'l Chief	_____	_____	_____	_____	_____	_____
Irr. Dev'l. Officer	_____	_____	_____	_____	_____	_____
Com'l. Relation Officer	_____	_____	_____	_____	_____	_____
Economist	_____	_____	_____	_____	_____	_____
Others (specify)	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
e) Equipment Management						
Division Manager	_____	_____	_____	_____	_____	_____
Engineer A	_____	_____	_____	_____	_____	_____
Trans. Maint. Supr.	_____	_____	_____	_____	_____	_____
Hvy. Eqpt. Optr.	_____	_____	_____	_____	_____	_____
Driver/ Mechanic B	_____	_____	_____	_____	_____	_____
Sr. Auto Mechanic B	_____	_____	_____	_____	_____	_____
Auto Mechanic A	_____	_____	_____	_____	_____	_____
Welder A	_____	_____	_____	_____	_____	_____
Transport Eletrician	_____	_____	_____	_____	_____	_____
Auto Mechanic C	_____	_____	_____	_____	_____	_____
Mechanic B	_____	_____	_____	_____	_____	_____
Transport Eletrician	_____	_____	_____	_____	_____	_____
Transport Eletrician	_____	_____	_____	_____	_____	_____

Section	NIA Reg. Plantilla Positions		Project Plantilla Positions		Filled-up Contractual/Daily Positions	Proposed Additional Positions
	Approved	Filled-up	Approved	Filled-up		
Utility Worker B	___	___	___	___	___	___
Others (specify)	___	___	___	___	___	___
___	___	___	___	___	___	___
___	___	___	___	___	___	___
f) <u>Administrative</u>						
Division Manager	___	___	___	___	___	___
Sr. Ind'l. Rel. Mgt. Officer A	___	___	___	___	___	___
Ind'l. Rel. Dev't. Officer B	___	___	___	___	___	___
Ind'l. Rel. Mgt. Officer B	___	___	___	___	___	___
Elect. Comm. Sys. Operator B	___	___	___	___	___	___
Clerk Processor B	___	___	___	___	___	___
Ind'l. Security Guard A	___	___	___	___	___	___
Utility Worker A	___	___	___	___	___	___
Utility Worker B	___	___	___	___	___	___
Sr. Supply Officer	___	___	___	___	___	___
Storekeeper B	___	___	___	___	___	___
Others (specify)	___	___	___	___	___	___
___	___	___	___	___	___	___
___	___	___	___	___	___	___
g) <u>Finance and Management</u>						
Division Manager	___	___	___	___	___	___
Sr. Corporate Acct. A	___	___	___	___	___	___

Section	NIA Reg. Plantilla Positions		Project Plantilla Positions		Filled-up Contractual/Daily Positions	Proposed Additional Positions
	Approved	Filled-up	Approved	Filled-up		
Corporate Account Analyst	_____	_____	_____	_____	_____	_____
Sr. Acctg. Processor A	_____	_____	_____	_____	_____	_____
Sr. Acctg. Processor B	_____	_____	_____	_____	_____	_____
Cashier	_____	_____	_____	_____	_____	_____
Cashiering Asst.	_____	_____	_____	_____	_____	_____
Clerk Processor B	_____	_____	_____	_____	_____	_____
Sr. Mgt. System Analyst	_____	_____	_____	_____	_____	_____
Fin. Planning Analyst	_____	_____	_____	_____	_____	_____
Collection Rep.	_____	_____	_____	_____	_____	_____
Others (specify)	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
Total	_____	_____	_____	_____	_____	_____

1.02 If the available plantilla positions are not yet permanently filled-up, what are the reasons ? (NLTO) *

- () Lack of qualified applicants within the office
- () Lack of qualified applicants outside the office
- () Freeze order on the filling up of positions as part of government policy
- () Inadequate budget appropriation from DBM
- () Lack of support from the NIA central office
- () Others (specify)

1.03 How will you assess the tenurial status of employees in your office ? (Write the appropriate number)

* Not limited to one answer

<u>Employees</u>	<u>Length of Stay (years)</u>					
	<u><1</u>	<u>1-3</u>	<u>4-7</u>	<u>7-10</u>	<u>11-15</u>	<u>More than 15</u>
Permanent	_____	_____	_____	_____	_____	_____
Contractual/Provisional Temporary/Casual	_____	_____	_____	_____	_____	_____
Total	_____	_____	_____	_____	_____	_____

B. ACADEMIC QUALIFICATIONS AND TRAINING

1.04 What is the educational attainment of the RIO staff ? (Write the number of personnel)

	<u>Non-College Graduates</u>	<u>Bachelor Degree Holders</u>	<u>With Masteral Units</u>	<u>Masteral Degree Holders</u>	<u>With Doctoral Units/ Degrees</u>	<u>Passed Board Exams</u>
Office of RID	_____	_____	_____	_____	_____	_____
Engineering	_____	_____	_____	_____	_____	_____
Operations	_____	_____	_____	_____	_____	_____
Institutional Development	_____	_____	_____	_____	_____	_____
Equipment Management	_____	_____	_____	_____	_____	_____
Administrative	_____	_____	_____	_____	_____	_____
Finance and Management	_____	_____	_____	_____	_____	_____
Total	_____	_____	_____	_____	_____	_____

1.05 How would you assess the training needs of the RIO staff ? (Write the number of personnel)

	<u>Completed Training So Far</u>	<u>To be Trained/Provided Refresher Course In</u>	
		<u>1991-1995</u>	<u>1996-2000</u>
Project Design	_____	_____	_____
Project Selection & Prioritization	_____	_____	_____

	Completed Training So Far	To be Trained/Provided Refresher Course In	
		1991-1995	1996-2000
Feasibility Study Preparation	_____	_____	_____
Contract Mgmt.	_____	_____	_____
Const. Methods	_____	_____	_____
Project Cost Acctg.	_____	_____	_____
Monitoring and Evaluation and Reporting	_____	_____	_____
IA Loan Management Accounting, Recording Monitoring and Reporting	_____	_____	_____
Inter-Human Relationships	_____	_____	_____
Basic Leadership Dev't.	_____	_____	_____
Financial Mgmt.	_____	_____	_____
System Management	_____	_____	_____
Irrigated Crop Diversification Scheme	_____	_____	_____
Institutional Dev't.	_____	_____	_____
Others (specify)	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

C. INVENTORY OF BUILDINGS/FACILITIES, EQUIPMENT AND VEHICLES (excluding those in the national irrigation service offices)

1.06 What is the status of present buildings and facilities of RIO ?

<u>Building</u>	<u>New Building Required</u>	<u>Rehabilitation of Present Building Required</u>	<u>Present Building Adequate</u>
Administration	()	()	()
RID's Quarter	()	()	()
Guest House	()	()	()
Equipment Shed	()	()	()

<u>Building</u>	<u>New Building Required</u>	<u>Rehabilitation of Present Building Required</u>	<u>Present Building Adequate</u>
Others (specify)	()	()	()
_____	()	()	()
_____	()	()	()
_____	()	()	()

1.07 What is the status of present office equipment ? (Write the appropriate number)

<u>Equipment</u>	<u>Existing Number</u>	<u>Still Serviceable in 1991 - 1995</u>	<u>Need Replacement in 1991 - 1995</u>	<u>Estimated Requirement in 1996-2000</u>
Typewriters	_____	_____	_____	_____
Copying Machine	_____	_____	_____	_____
Blue Printing Machine	_____	_____	_____	_____
Drafting Equipment	_____	_____	_____	_____
Air Conditioner	_____	_____	_____	_____
Calculators	_____	_____	_____	_____
Radio Transreceiver	_____	_____	_____	_____
Personal Computer	_____	_____	_____	_____
Steel cabinets	_____	_____	_____	_____
Tables	_____	_____	_____	_____
Chairs	_____	_____	_____	_____
Time Recorder	_____	_____	_____	_____
Others (specify)	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

1.08 What is the status of present survey and hydraulic equipment ? (Write the appropriate number)

<u>Equipment</u>	<u>Existing Number</u>	<u>Still Serviceable in 1991 - 1995</u>	<u>Need Replacement in 1991 - 1995</u>	<u>Estimated Requirement in 1996-2000</u>
Theodolite/Transit	_____	_____	_____	_____

Equipment	Existing Number	Still Serviceable in 1991 - 1995	Need Replacement in 1991 - 1995	Estimated Requirement in 1996-2000
Automatic/Ordinary Level	_____	_____	_____	_____
Steel Tape	_____	_____	_____	_____
Current Meter	_____	_____	_____	_____
Soil Auger	_____	_____	_____	_____
Soil Kit	_____	_____	_____	_____
Meteorological Station	_____	_____	_____	_____
Other (specify)	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

1.09 What is the status of present vehicles ? (Write the appropriate number)

Vehicle	Existing Number	Still Serviceable in 1991 - 1995	Need Replacement in 1991 - 1995	Estimated Requirement in 1996-2000
4-W-D	_____	_____	_____	_____
Pick-up Truck	_____	_____	_____	_____
Motorcycle	_____	_____	_____	_____
Other (specify)	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

1.10 What is the status of present construction equipment ? (Write the appropriate number)

Construction Equipment	Existing Number	Still Serviceable in 1991 - 1995	Need Replacement in 1991 - 1995	Estimated Requirement in 1996-2000
Crawler Excavator	_____	_____	_____	_____
Crawler Tractor Dozer	_____	_____	_____	_____
Concrete Mixer	_____	_____	_____	_____
Concrete Vibrator	_____	_____	_____	_____
Water Pumps	_____	_____	_____	_____
Portable Jackhammer	_____	_____	_____	_____

Construction Equipment	Existing Number	Still Serviceable in 1991 - 1995	Need Replacement in 1991 - 1995	Estimated Requirement in 1996-2000
Motor Grader	_____	_____	_____	_____
Ordinary Truck	_____	_____	_____	_____
Dump Truck	_____	_____	_____	_____
Generator	_____	_____	_____	_____
Electric Welder	_____	_____	_____	_____
Others (specify)	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

II. PLANNING AND PROJECT DEVELOPMENT/IMPLEMENTATION

A. REGULAR DOCUMENTS PREPARED

2.01 What planning and project documents does the RIO prepare and when was the last update ? (NLTO)

<u>Documents</u>	<u>Year Updated</u>
() Regional Irrigation Profile (RIP)	_____
() Regional Annual Program (RAP)	_____
() Five or Ten Year Regional CID Program (5-10 RCIDP)	_____
() Others (specify)	_____
_____	_____
_____	_____
_____	_____

2.02 How were these documents prepared ? Please check.

Documents	<u>Role Factor</u>			<u>Consultation Factor</u>		
	Exclusively by RIO	With Substantial Assistance and Supervision by Central Office	With Minimal Assistance and Supervision by Central Office	With Substantial Consultation with Concerned Sectors and Agencies	With Minimal Consultation with Concerned Sectors and Agencies	Without Any Consultation with Concerned Sectors and Agencies
RIP	()	()	()	()	()	()

Documents	Role Factor			Consultation Factor		
	Exclusively by RIO	With Substantial Assistance and Supervision by Central Office	With Minimal Assistance and Supervision by Central Office	With Substantial Consultation with Concerned Sectors and Agencies	With Minimal Consultation with Concerned Sectors and Agencies	Without Any Consultation with Concerned Sectors and Agencies
RAP	()	()	()	()	()	()
5-10 RCIDP	()	()	()	()	()	()
Others (specify)	()	()	()	()	()	()
_____	()	()	()	()	()	()
_____	()	()	()	()	()	()
_____	()	()	()	()	()	()

2.03 In what area(s) do the aforecited documents have inadequate information?

- () Engineering
- () Other Technical Aspects
- () Agricultural Economy
- () Financial
- () Institutional
- () Others (specify)
- () _____
- () _____
- () _____

2.04 Are the identified programs and projects in the RAP and 5-10 RCIDP consistent with the following :

	RAP/5-10 RCIDP			
	Fully Consistent	Partially Consistent	Not Consistent At All	No Idea
Barangay Dev'l. Plan and Investment Program	()	()	()	()
Municipal Dev'l Plan and Investment Program	()	()	()	()

RAP/5-10 RCIDP

	Fully Consistent	Partially Consistent	Not Consistent At All	No Idea
Provincial Development Plan and Investment Program	()	()	()	()
Regional Development Plan and Investment Program	()	()	()	()

B. GUIDELINES ON COMMUNITY IRRIGATION DEVELOPMENT

2.05 Does your office have a copy of the New and Updated Guidelines on Community Irrigation Development for Program Implementation ?

() Yes () No

2.06 Are the guidelines completely followed by your office ?

() Yes () No

2.07 If no, please assess the degree of deviation(s) :

	Substantial	Minimal	None
() Engineering	()	()	()
() Other Technical Aspects	()	()	()
() Agro-Economic	()	()	()
() Institutional Development	()	()	()
() Others (specify)	()	()	()
_____	()	()	()
_____	()	()	()
_____	()	()	()

2.08 In general, how will you assess your familiarity or knowledge of these guidelines ? Moreover, what particular section(s) need to be revised ?

a) Guidelines as a Whole

<u>Level of Familiarity</u>	<u>RIM</u>	<u>RIO Staff as a Whole</u>
Very familiar (VF)	()	()
Familiar (F)	()	()

<u>Level of Familiarity</u>	<u>RIM</u>	<u>RIO Staff as a Whole</u>
Less familiar (LF)	()	()
Not familiar (NF)	()	()

b) Specific Guidelines

	<u>Familiarity of RIO staff as a whole</u>				<u>Revisions Needed</u>		
	<u>VF</u>	<u>F</u>	<u>LF</u>	<u>NF</u>	<u>Total</u>	<u>Partial</u>	<u>None</u>
Preparation of the Five Year Communal Irrigation Development Program	()	()	()	()	()	()	()
<hr/>							
<hr/>							
Preparation of Provincial Annual Program	()	()	()	()	()	()	()
<hr/>							
<hr/>							
Preparation of Regional Annual Program	()	()	()	()	()	()	()
<hr/>							
<hr/>							
Identification of Communal Irrigation Projects	()	()	()	()	()	()	()
<hr/>							
<hr/>							
Standard Derivation of Unit Cost for Investigation and Survey	()	()	()	()	()	()	()
<hr/>							
<hr/>							

	Familiarity of RIO staff as a whole				Revisions Needed		
	VF	F	LF	NF	Total	Partial	None
Conduct of Preliminary Investigation for Communal Irrigation Projects	()	()	()	()	()	()	()
<hr/>							
Gathering of Discharge Measurement for Communal Irrigation Projects	()	()	()	()	()	()	()
<hr/>							
Agro-Economic Data Gathering for Feasibility Report	()	()	()	()	()	()	()
<hr/>							
Simplified Soil Texture Determination and Soil Nutrient Analysis	()	()	()	()	()	()	()
<hr/>							
Institutional Profile Writing	()	()	()	()	()	()	()
<hr/>							
Recruitment of Profile Writers	()	()	()	()	()	()	()
<hr/>							
<hr/>							

	Familiarity of RIO staff as a whole				Revisions Needed		
	VF	F	LF	NF	Total	Partial	None
Suggested Prototype Design on CIS Profile Writers	()	()	()	()	()	()	()

Planning and Monitoring System for Profile Writers	()	()	()	()	()	()	()
--	-----	-----	-----	-----	-----	-----	-----

Conduct of Profile Writers Performance Evaluation	()	()	()	()	()	()	()
---	-----	-----	-----	-----	-----	-----	-----

Preparation of Initial Project Feasibility Report	()	()	()	()	()	()	()
---	-----	-----	-----	-----	-----	-----	-----

Conduct of Topographic Survey for Communal Irrigation Projects	()	()	()	()	()	()	()
--	-----	-----	-----	-----	-----	-----	-----

Preparation of Final Project Feasibility Report	()	()	()	()	()	()	()
---	-----	-----	-----	-----	-----	-----	-----

	Familiarity of RIO staff as a whole				Revisions Needed		
	VF	F	LF	NF	Total	Partial	None
The Conduct of Project Selection and Prioritiza- tion Workshop	()	()	()	()	()	()	()

IOW Recruitment and Selection Guidelines	()	()	()	()	()	()	()
---	-----	-----	-----	-----	-----	-----	-----

Conduct of ICO/IOW Performance Evaluation	()	()	()	()	()	()	()
--	-----	-----	-----	-----	-----	-----	-----

Sample Joint NIA-IA Policies and Systems for Construction	()	()	()	()	()	()	()
---	-----	-----	-----	-----	-----	-----	-----

Checklist of Require- ments Prior to Project Construction	()	()	()	()	()	()	()
---	-----	-----	-----	-----	-----	-----	-----

IA Viability Evaluation	()	()	()	()	()	()	()
-------------------------	-----	-----	-----	-----	-----	-----	-----

	Familiarity of RIO staff as a whole				Revisions Needed		
	VF	F	LF	NF	Total	Partial	None
Conduct of Orientation and Planning Workshop on Farm Level Facilities and System Maintenance	()	()	()	()	()	()	()
<hr/>							
<hr/>							
Conduct of Pre-Operation and Maintenance Conference	()	()	()	()	()	()	()
<hr/>							
<hr/>							
Conduct of Test-Run for Communal Irrigation Projects	()	()	()	()	()	()	()
<hr/>							
<hr/>							
Repair of Damages of Communal Irrigation Projects/Systems	()	()	()	()	()	()	()
<hr/>							
<hr/>							
Turnover of Communal Irrigation Systems	()	()	()	()	()	()	()
<hr/>							
<hr/>							
Preparation of Project Completion Report	()	()	()	()	()	()	()
<hr/>							
<hr/>							

	Familiarity of RIO staff as a whole				Revisions Needed		
	VF	F	LF	NF	Total	Partial	None
Cancellation, Deferment and Suspension of Communal Irrigation Project	()	()	()	()	()	()	()
Reallocation of Funds	()	()	()	()	()	()	()
Standard Cost Basis for Institutional Develop- ment	()	()	()	()	()	()	()
Preparation of the Provincial Irrigation Profile	()	()	()	()	()	()	()
Communal Irrigation Implementation Net- work	()	()	()	()	()	()	()

2.09 Is the set of guidelines already comprehensive to answer all the requirements and problems regarding the planning, implementation and monitoring of CID systems and projects ?

- () Very comprehensive () Less comprehensive
() Comprehensive () Not comprehensive

2.10 Were you consulted in the preparation of these Guidelines ?

- Yes No

2.11 Were your comments, views and suggestions incorporated in the final copy ?

- Completely
 Partially
 Not at all

C. PARTICIPATORY APPROACH

2.12 Is the participatory approach adopted by NIA in its CID Program an effective one ? Yes No

If yes, why ? (NLTO)

- The farmers know more information about local conditions that will be helpful in the project.
 The farmers have the right to have a say on the project because they will have to pay for it anyway.
 The approach is consistent with the present rural development policy.
 Others (specify)

2.13 Then, can this approach be adopted by NIA in the long-run ?

- Yes No

2.14 If no, what are the reasons ? (NLTO)

- The farmers lack technical know-how particularly modern engineering methods.

- () This approach will only compromise the quality of the project (dam structures, canals, etc.) that will eventually make the project costly in the long run.
- () The top-to-bottom approach is still better than the bottom-up or participatory approach in all respects.
- () Others (specify)

2.15 In general, what are the impacts of this strategy on the following ?

a) Technical/Engineering (revisions made in the NIA design as a result of consultation with IA)

- () Substantial
- () Minimal
- () None

b) Financial (changes in the original project costs)

- () Substantial reduction
- () Minimal increase
- () Minimal reduction
- () Substantial increase
- () No change

c) Economic benefits (changes in IRR)

- () Substantial increase
- () Minimal reduction
- () Minimal increase
- () Substantial reduction
- () No change

d) Awareness and Assertiveness of IAs (on the relevance of their participation in project planning and implementation)

- () Highly/substantially stimulated
- () Fairly stimulated
- () Poorly stimulated
- () Not stimulated at all

e) Relationship between IAs and NIA

- () IAs become highly dependent on NIA regarding all its development-related activities.
- () IAs have started to stand on their own feet though still consult with NIA from time to time.
- () IAs have completely severed their relationship with NIA.
- () Others (specify)

f) Relationship between IAs and Other Government Agencies

- () IAs have expected other government agencies to adopt also the participatory approach and acted in accordance with this.
- () IAs do not have the aforesaid expectation and simply follow the approach of other agencies.
- () IAs suggested the adoption of the participatory approach but nevertheless respect the decision of other government agencies.
- () Others (specify)

D. EXTENT OF AUTHORITY

2.16 In general, do you think you have adequate authority to perform your functions as RID? () Yes () No

2.17 If no, in what areas do you feel improvements are still needed? (Please elaborate)

- () Procurement of spare parts

- () Signing of project document

- () Personnel recruitment

- () Others (specify)

A. STAFF PERFORMANCE, TURNOVER AND EVALUATION

3.01 In general, how will you assess the performance of the RIO as a whole and by division ?

Office/ Department	Outstanding	Very Satisfactory	Satisfactory	Fair	Poor
RIO as a whole	()	()	()	()	()
Engineering	()	()	()	()	()
Operations	()	()	()	()	()
Institutional Devt.	()	()	()	()	()
Equipment Mgt.	()	()	()	()	()
Finance and Mgt	()	()	()	()	()
Others (specify)	()	()	()	()	()

3.02 How do the following factors contribute to an effective performance of the RIO ? (NLTO)

Factors	Highly Significant	Significant	Less Significant	Not Significant at all
Adequate and qualified manpower	()	()	()	()

Factors	Highly Significant	Significant	Less Significant	Not Significant at all
Adequate and timely budgetary support	()	()	()	()
Sufficient logistics support	()	()	()	()
Cooperation and Support from NIA Central Office	()	()	()	()
Cooperation and support from other agencies	()	()	()	()
Viable and capable IAs	()	()	()	()
Staff commitment and dedication to work/mission	()	()	()	()
Security of tenure & good working environment	()	()	()	()
Attractive financial compensation	()	()	()	()
Others (specify)				
_____	()	()	()	()
_____	()	()	()	()
_____	()	()	()	()

3.03 In general, how will you assess the rate of staff turnover in your office during the last 3 to 5 years ? () High () Low

3.04 What could be the reasons why the staff left their jobs ? (NLTO)

- () To look for better security of tenure
- () To seek professional advancement
- () To aspire for higher salary/compensation package
- () Change of residence
- () Others (specify)

3.05 What are the reasons for staying ? (NLTO)

- () Believes in the nobility of NIA's corporate mission and objective
- () Satisfied with working condition at NIA

- Foresee career development potential and challenging opportunities at NIA
- No better prospects outside NIA
- Still serving tenure obligation because of scholarship availment
- Does not want a new working environment
- Reside permanently in present place of work
- Others (specify)

3.06 Is the current performance evaluation system relevant ?

- Yes No.

3.07 If yes, what are the possible reasons ?

- enhance individual's work productivity
- encourage competitive spirit among staff
- others (specify)

3.08 If no, why ?

- just to comply with a standard operating procedure of the office
- no correlation whatsoever with job promotion
- just a waste of time and other office resources
- Others (specify)

3.09 How can performance evaluation of staff be made more effective ?

- tie it up with job promotion
- discuss it thoroughly with the concerned employee before it is finalized or submitted for confirmation to the next higher authority

- () provide monetary/material incentives and/or provide psychic awards
- () Others (specify)

B. FINANCIAL VIABILITY INDICATOR

3.10 Please provide the RIO's Statement of Income and Expenses from 1987 onwards.

	1987	1988	1989	1990 (latest month)
<u>Income</u>				
CIS Amortization	---	---	---	---
Pump Amortization	---	---	---	---
Equipment Rental	---	---	---	---
Equity	---	---	---	---
Management Fee	---	---	---	---
Others (specify)	---	---	---	---
_____	---	---	---	---
_____	---	---	---	---
_____	---	---	---	---
Total Income	---	---	---	---
<u>Expenses</u>				
Personnel Services	---	---	---	---
Others (specify)	---	---	---	---
_____	---	---	---	---
_____	---	---	---	---
_____	---	---	---	---
Total Expenses	---	---	---	---
Surplus/(Deficit)	---	---	---	---

3.11 Is there any standard/uniform formula for determining the financial viability of each RIO? () Yes () No
If no, in what areas does deviation occur and please explain.

- () Equity Calculation

- () Equipment Rental Calculation

- () Amortization Calculation

- () Personnel/Salaries Estimation

- () Others (specify)

3.12 Are you satisfied with this standard viability formula ?

- () Yes () No

If no, what are your suggestions to improve this formula ? (NLTO)

- () Adopt uniform methods in calculating the RIO's income and expenses
- () Make sure this method is consistent with sound accounting procedures
- () Others (specify)

C. VIABILITY INCENTIVE GRANT

3.13 How is the practice of providing Viability Incentive Grant (VIG) welcomed by the RIO staff as a whole ?

- Most welcomed
- Welcomed
- Less welcomed
- Not welcomed

3.14 What are the advantages of the VIG as far as your RIO is concerned ? (NLTO)

- Improve work productivity
- Enhance team work
- Others (specify)

3.15 What are its disadvantages ? (NLTO)

- Make staff render overtime work without additional compensation
- Absence of uniform rules in the distribution/allocation of financial incentives among staff
- Unacceptability of such rules on the part of the staff
- Others (specify)

3.16 Do you have suggestion to improve or further improve the VIG system?

- Yes No

3.17 If Yes, what are these ? (NLTO)

- standardize rules on allocation of financial incentives
- provide adequate/equal representation among different staff/personnel level in the review of allocation process
- provide transparency in the allocation of financial incentives

- () provide special financial package for the low-salaried employees regardless of whether they directly or indirectly participate in the viability factor improvement
- () Others (specify)

ANNEX E-2
OVERVIEW AND ANALYSIS OF SURVEY RESULTS

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ANNEX E-2

OVERVIEW AND ANALYSIS OF SURVEY RESULTS

BACKGROUND

1.01 Purpose

The main purpose of the supplementary questionnaires is to gather data and information that will help the JICA Study Team assess, to a certain extent, the current capabilities and needs of the Provincial and Regional Irrigation Offices in terms of manpower, physical and financial resources, as they relate to the CID program.

- 1.02 It must be noted that the supplementary questionnaires are not designed to gather and analyze a comprehensive set of information regarding the institutional development aspect of NIA's field offices from which specific and detailed recommendatory measures shall be proposed. Nevertheless, based on the information that are generated and analyzed, this study will try to come up with broad general recommendations and to the extent possible, some specific suggestions that will be helpful to the institutional strengthening of the field offices.

1.03 Type and Scope

There are two types of supplementary questionnaires: one for the Provincial Irrigation Engineer and the other, for the Regional Irrigation Director. Each questionnaire focuses on three major areas:

- (1) The PIO/RIO and its Personnel and Physical Resources;
- (2) Capabilities in Planning and Project Development/Implementation; and
- (3) Views on Certain Relevant Strategies, Programs and Practices of NIA.

- 1.04 These areas of investigation will cover, to a certain extent, important issues on the institutional development aspect (RIOs and PIOs) of the Master Plan Study that surfaced during the field investigation of the JICA-NIA Survey Teams, particularly the interview of RIDs and PIEs. Note that such initial findings have helped in the design of the supplementary questionnaires.

1.05 Methodology

The JICA Study Team sent a total of 78 supplementary questionnaires (11 for RIDs and 67 for PIEs) on October 5, 1990 with the request that they be returned on the 25th of the same month.

1.06 Upon the return of the filled-out questionnaires, the data and other information gathered were thoroughly checked before processing and analysis. Simple summing up and averaging of figures including calculation of percentage distribution by regional and provincial offices were adopted in the processing and tabulation.

1.07 Certain level of validation of the results of the questionnaires was later conducted by interviewing selected PIEs, RIDs, officials and rank and file personnel at both central and field offices. Moreover, various relevant records and documents of said offices were also examined for the purpose.

1.08 Status

As of 31 July 1991, a 100% of the questionnaires have been returned and their data were likewise checked, processed and tabulated. This set of filled-out questionnaires served as the basis for this report's analysis.

FINDINGS AND ANALYSIS

2.01 Personnel Complement and Status

Like the Central Office, the NIA field offices have basically three classifications of personnel: permanent, project contractual (non-permanent) and other non-permanent. A summary of NIA's field office personnel as of October, 1990 is as follows (See Tables E2-01 and E2-02 for details):

	RIOs		PIOs		Total for RIOs and PIOs
	Total	Average	Total	Average	
Permanent	1,220	111	1,172	17	2,392
Project contractual	69	6	1,097	16	1,166
Other non-permanent	434	39	2,901	43	3,355
Total	1,723	156	5,170	76	6,893

- 2.02 The total number of project contractual and other non-permanent personnel may have been reduced substantially towards the end of the first half of 1991 due to a substantial reduction in NIA's project funds as a result of the Philippine government's austerity measures.
- 2.03 Filling-up of permanent and project contractual positions is relatively high at 83% and 85%, respectively. Cited as a major reason for not filling-up the prevailing approved plantilla positions is the government freeze order on the same as shown below (in percentages as related total PIOs and RIOs):

Reasons	RIOs		PIOs	
	Total	Percent*	Total	Percent*
Lack of qualified applicants within the office	1	9.1	6	9.0
Lack of qualified applicants outside the office	1	9.1	1	1.5
Freeze order on filling-up of positions as a government policy	8	72.7	43	64.2
Inadequate budgetary appropriation from DBM	1	9.1	13	19.4
Lack of support from NIA Central Office	0	-	7	10.4
Others (spec. viability status improvement)	2	18.2	10	14.9

* In relation to the total number of respondents: 11 RIOs and 67 PIOs

- 2.04 On tenurial status, majority of the permanent employees at the RIOs and PIOs have already rendered more than 11 years of service. On the other hand, a greater part of the non-permanent personnel, specially at the PIOs, have left during the first 3 years. The tenurial status of the NIA's field personnel is summarized below (details in Table E2-03):

Year of Service	RIOs			PIOs			RIOs and PIOs		
	Perma- nent	Non- Permanent*	Sub- Total	Perma- nent	Non- Permanent*	Sub- Total	Perma- nent	Non- Permanent*	Sub- Total
Less than 1	3	39	42	2	837	839	5	876	881
1 - 3	35	163	198	35	1,611	1,646	70	1,774	1,844
4 - 7	101	102	203	122	714	836	223	816	1,039
8 - 10	167	66	233	181	513	694	348	579	927
More than 11	914	133	1,047	831	324	1,155	1,745	457	2,202
Total	1,220	503	1,723	1,171	3,999	5,170	2,391	4,502	6,893

* Refers to project contractual and other non-permanent positions.

2.05 In general, the turnover of field employees of NIA is rather low, particularly in the RIOs, as shown below:

Rate of Turnover	RIOs		PIOs		RIOs and PIOs	
	Nos.	%	Nos.	%	Nos.	%
High	1	9.1	21	31.3	22	28.2
Low	9	81.8	42	62.7	51	66.4
No Data	1	9.1	4	6.0	5	6.4
Sub-total	11	100.0	67	100.0	78	100.0

2.06 The reasons for leaving and staying in the job are summarized as follows:

Reasons	RIOs		PIOs		RIOs and PIOs	
	Nos.	%*	Nos.	%*	Nos.	%*
Reasons for Leaving						
To have better security of tenure	8	72.7	52	77.6	60	76.9
To gain professional advancement	10	90.9	34	50.7	44	56.4
To get higher salary	10	90.9	54	80.6	64	82.1
To change residence	2	18.2	11	16.4	13	16.7
Others	1	9.1	5	7.5	6	7.7
Reasons for Staying						
Belief in NIA's cause	8	72.7	47	70.1	55	70.5
Satisfied with working condition	6	54.5	33	49.3	39	50.0
Potential career development	7	63.6	26	38.8	33	42.3
No better prospects outside NIA	8	72.7	21	31.3	29	37.2
Serving scholarship contract	2	18.2	-	-	2	2.6
Dislike new work environment	1	9.1	1	1.5	2	2.6
Permanent resident in present area	5	45.5	35	52.2	40	51.3
Others	1	9.1	3	4.5	4	5.1

* In relation to the total number of respondents: 11 RIOs and 67 PIOs.

2.07 About two-thirds of the RIO personnel and one-half of the PIO employees are college graduates as listed below (details in Table E2-04):

Academic Qualification	RIOs		PIOs		RIOs and PIOs	
	Nos.	Percent	Nos.	Percent	Nos.	Percent
Non-college Graduates	576	33.4	2,390	46.2	2,966	43.0
Bachelor Degree Holders	1,019	59.1	2,709	52.4	3,728	54.1
With Masteral Units/Degree	127	7.4	71	1.4	198	2.9
With Doctoral Units/Degree	1	0.1	-	-	1	.*
Total	1,723	100.0	5,170	100.0	6,893	100.0
Board Examinees	352	30.7	712	25.6	1,064	27.1

* Negligible

** In relation to the total number of college graduates, i.e., covering bachelor degree holders and those with masteral and doctoral units/degrees.

2.08 The field personnel have already availed a total of 5,577 training slots in various aspects of project planning and implementation, broken down into 2,350 (42%) for the RIOs and 3,227 (58%) for the PIOs. The ratios of training slots to the total number of employees for RIOs and PIOs are 1.4 and 0.6, respectively. The training status and needs of field office personnel as perceived by the RIDs and PIEs is summarized below (details in Table E2-05):

Training Course	(Unit: no.)		
	RIOs	PIOs	RIOs and PIOs
	Training Slots Availed of So Far	Training Slots Availed of So Far	Training Slots Availed of So Far
Project Design	110	107	217
Project Selection & Prioritization	39	98	137
Feasibility Study Preparation	65	155	220
Contract Management	104	28	132
Construction Methods	161	305	466
Project Cost Accounting	76	41	117
Project Monitoring and Evaluation and Reporting	124	80	204
IA Loan Management, Accounting, Recording, Monitoring and Reporting	35	103	138
Inter-Human Relationships	69	165	234
Basic Leadership Development	423	437	860
Financial Management	298	455	753
System Management	259	422	681
Irrigated Crop Diversification Scheme	1	28	29
Institutional Development	261	605	866
Others	325	198	523
TOTAL	2,350	3,227	5,577
RATIO OF TRAINING SLOTS TO TOTAL NO. OF EMPLOYEES	1.4	0.6	0.8

* By RID

2.09 The table shows that the bulk of training slots availed so far falls in the following areas: basic leadership development, financial management, system management and institutional development in general. However, the share of these training areas to

the total number of training slots is expected to decline in the next 10 years as more and more institutional development officers get adequate training.

2.10 A relatively significant demand for training in irrigated crop diversification scheme is foreseen in the future as this area had not been given much attention in the past. Likewise, modest to significant increases in training demand are expected in such areas as contract management, project cost accounting, IA loan management, accounting, recording, monitoring and reporting including inter-human relationship.

2.11 Inventory of Facilities, Equipment and Vehicles

A summary of the inventory of present buildings and facilities shows the following status and needs (details in Table E2-06):

(Unit: no.)

Status of Building and Facilities	RIOs	PIOs	RIOs and PIOs
<u>Administration Building</u>			
New Building Required	5	14	19
Rehabilitation Required	1	31	32
Present Building Adequate	4	19	23
No Data	1	3	4
Sub-Total	11	67	78
<u>RIM/PIE Quarter</u>			
New Building Required	2	21	23
Rehabilitation Required	2	27	29
Present Building Adequate	5	18	23
No Data	2	1	3
Sub-Total	11	67	78
<u>Guest House</u>			
New Building Required	3	29	32
Rehabilitation Required	3	14	17
Present Building Adequate	2	9	11
No Data	3	15	18
Sub-Total	11	67	78
<u>Equipment Shed</u>			
New Building Required	3	24	27
Rehabilitation Required	1	19	20
Present Building Adequate	4	16	20
No Data	3	8	11
Sub-Total	11	67	78
<u>Others</u>			
New Building Required	3	30	33
Rehabilitation Required	1	5	6
Present Building Adequate	1	1	2
No Data	6	31	37
Sub-Total	11	67	78

2.12 The 1990 inventories of selected equipment and vehicles in the field offices are generally inadequate. In fact, many PIOs do not have a single unit of personal

computer, blue printing machine, soil auger, meteorological station, motor grader and electric welder among others. However, in areas where there are existing offices of national irrigation projects (NIPs), the field offices specially the RIOs can tap the equipment and vehicles of NIP project offices from time to time, depending on the project utilization level. The 1990 inventories of these equipment and vehicles are as follows (details in Tables E2-07 to E2-12):

Equipment	RIOs	PIOs	NISs	Total
<u>Survey and Hydraulic Equipment:</u>				
Theodolite transit	24	100	81	205
Automatic/ordinary level	27	157	112	296
Steel type	34	100	81	215
Current meter	22	76	23	121
Soil auger	4	17	1	22
Soil kit	1	34	1	36
Meteorological station	15	2	25	42
<u>Construction Equipment:</u>				
Crane/crawler truck	23	11	123	157
Tractor dozer/crawler	81	167	401	649
Road grader	19	29	157	205
Excavator/back hoe	21	103	238	362
Loader (crawler, wheel, forklift)	39	54	212	305
Roller (vibratory/static)	25	26	125	176
Dump truck	25	214	580	819
Truck (repair shop mobile)	4	3	21	28
Tanker (water/fuel)	6	5	51	62
Stake truck/ordinary truck	28	58	259	345
Air compressor	51	13	97	161
Drilling machine	8	1	74	83
Portable concrete mixer	50	126	218	394
Compactor (plate)	2	9	31	42
Concrete vibrator	40	77	228	345
Welding machine	15	13	82	110
Portable jack hammer	4	41	8	53
Generator set	37	57	115	209
Chain saw	2	19	59	80
Water pump (meter, centrifugal, propeller)	93	240	464	797
<u>Office Equipment:</u>				
Blue printing machine	16	21	14	51
Drafting machine	30	40	81	151
Copying machine	29	18	49	96
Typewriter	238	291	431	960
Air conditioner	132	70	60	262
Time recorder	3	8	31	42
Calculator	519	560	961	2,040
Personal computer	24	18	10	52
Electric scanner	11	0	11	22
Transparency projector	5	0	3	8
Radio base transceiver	27	71	60	158
Mobile radio	20	0	45	65
Steel cabinet	510	0	909	1,419
<u>Vehicle:</u>				
4-wheel drive	94	142	352	594
Pick-up	106	151	484	741
Motorcycle	132	339	1,936	2,407

2.13 The provision of equipment and vehicles under the foreign-assisted projects like CIDP I, CIDP II and VCIPP is expected to meet a portion of the equipment and vehicle requirements of the PIOs in particular. Almost all units provided under CIDP I have been released as of July, 1991 while those under CIDP II have been bidden as of May, 1991. A summary of the list of equipment already purchased/to be purchased under CIDP I, CIDP II and VCIPP is as follows: (details in Tables E2-13 to E2-16)

Equipment/Vehicle	Field Office		
	RIO	PIO	Total
<u>Survey Equipment:</u>			
Centrifugal pump set	0	335	335
Engineer transit	24	67	91
Automatic level	24	67	91
Current meter	33	67	100
<u>Construction Equipment:</u>			
Front-end loader w/backhoe	0	67	67
Truck-tractor w/trailer	12	0	12
Vibratory plate compactor	0	67	67
Telescopic crane shaft	12	0	12
Concrete mixer	0	116	116
Jackhammer w/compressor	0	67	67
Excavator crawler type	0	13	13
Concrete vibrator	0	23	23
Electric generator	0	0	0
Electric welder	0	28	28
Stake truck	0	67	67
Dump truck	12	67	79
<u>Office Equipment:</u>			
Micro-computer	27	80	107
White printing machine	12	24	36
Drafting machine	0	67	67
Mimeo-graphing machine	0	67	67
Electric scanner	0	67	67
Electronic type writer	0	67	67
Manual type writer	9	294	303
Transparency projector	12	0	12
VHF/FM base transceiver	15	11	26
VHP/FM mobile radio	9	26	35
Desk top calculator	8	52	60
<u>Vehicle:</u>			
Pick-up truck	12	80	92
Motorcycle	32	268	300

2.14 Planning and Project Documents

The RIOs and PIOs regularly prepare the Regional/Provincial Annual Programs and the Five/Ten Year Regional/Provincial Communal Irrigation Development Programs. Most of these documents were updated either in 1990 or 1988-89. In addition, the

PIOs are responsible for preparing such documents as Initial and Final Project Feasibility Study Reports and Project Completion Reports.

- 2.15 To a large extent, these planning and project documents were prepared without or with only minimal assistance from the higher-level offices and after a relatively fair level of consultation with the concerned sectors and agencies as shown below:

(Unit: no.)

Manner of Preparation	RIOs		PIOs		RIOs and PIOs	
	Nos.	Percent	Nos.	Percent	Nos.	Percent
<u>Asst. & Supv. by RIO/NIA-CO*</u>						
Substantial	1	9.1	8	11.9	9	11.5
Minimum	1	9.1	14	20.9	15	19.2
None	2	18.2	28	41.8	30	38.5
No Data**	7	63.6	17	25.4	24	30.8
Total	11	100.0	67	100.0	78	100.0
<u>Conslt'n. w/Conc. Sect./Agen.*</u>						
Substantial	3	27.3	8	11.9	11	14.1
Minimum	2	18.2	15	22.4	17	21.8
None	0	0.0	3	4.5	3	3.8
No Data**	6	54.5	41	61.2	47	60.3
Total	11	100.0	67	100.0	78	100.0

* Average for all planning and project documents.

** No data and information from the respondent RIOs/PIOs.

- 2.16 The respondent RIOs/PIOs opined that these documents are consistent with the local development plans and programs (see table below). This is due to the regular conduct of inter-agency program and project consultation at both the provincial and regional levels.

(Unit: no.)

Consistency Level*	RAP/5-10 RCIDP		PAP/5-10 PCIDP		COMBINED	
	Nos.	Percent	Nos.	Percent	Nos.	Percent
Fully Consistent	3	27.3	19	28.4	22	28.2
Partially Consistent	7	63.6	34	50.7	41	52.6
Not Consistent	0	0.0	2	3.0	2	2.6
No Idea	1	9.1	6	9.0	7	8.9
No Data**	0	0.0	6	8.9	6	7.7
Total	11	100.0	67	100.0	78	100.0

* Average for barangay, municipal, provincial and regional development plans and programs.

** No data and information from the respondent RIOs/PIOs.

- 2.17 In most cases, however, the parts of the planning and project documents with relatively inadequate information are agricultural, economic, financial and technical aspects other than engineering like soil, etc. See table below:

(Unit: no.)

Areas of Inadequacy	RIOs		PIOs		RIOs and PIOs	
	Nos.	Percent*	Nos.	Percent*	Nos.	Percent*
Engineering Aspect	4	36.4	8	11.9	12	15.4
Other Technical Aspects	2	18.2	26	38.8	28	35.9
Agricultural Economic Aspect	6	54.5	26	38.8	32	41.0
Financial Aspect	4	36.4	21	31.3	25	32.1
Institutional Aspect	1	9.1	17	25.4	18	23.1

* In relation to the total number of respondents: 11 RIOs and 67 PIOs.

2.18 Guidelines on CID Program

While almost all the RIOs/PIOs have copies of the New and Updated Guidelines on Communal Irrigation Development for Program Implementation, only about one third are completely following the Guidelines. Nonetheless, the deviations are only minimal as shown in the following table:

(Unit: no.)

Degree of Deviations*	RIOs		PIOs		RIOs and PIOs	
	Nos.	Percent	Nos.	Percent	Nos.	Percent
Substantial	1	9.1	5	7.5	6	7.7
Minimal	3	27.3	14	20.9	17	21.8
None	7	63.6	48	68.8	55	70.5
Total	11	100.0	67	100.0	78	100.0

* Average for engineering, technical, agro-economic and institutional aspects.

2.19 On the level of familiarity/knowledge of the Guidelines, the regional and provincial offices considered themselves as either "familiar" or "very familiar" with the Guidelines as a whole and the 33 specific provisions. However, a few respondents pointed out that they are less or not familiar with such provisions as profile writing as well as soil texture determination and soil nutrient analysis. A summary table is shown below while the details are found in Table E2-17:

(Unit: no.)

Level of Familiarity	RIOs		PIOs		RIOs and PIOs	
	Nos.	Percent	Nos.	Percent	Nos.	Percent
<u>On Guidelines Manual as a Whole</u>						
Very familiar	6	54.5	14	20.9	20	25.6
Familiar	5	45.5	44	65.7	49	62.8
Less familiar	0	-	6	9.0	6	8.4
Not familiar	0	-	0	-	0	-
No data	0	-	3	4.5	3	3.8
Total	11	100.0	67	100.0	78	100.0
<u>Conslt'n. w/Conc. Sect./Agen.*</u>						
Very familiar	6	54.5	22	32.8	28	35.9
Familiar	4	36.4	36	53.7	40	51.3
Less familiar	1	9.1	6	9.0	1	9.0
Not familiar	0	0.0	2	3.0	2	2.5
No data	0	0.0	1	1.5	1	1.3
Total	11	100.0	67	100.0	78	100.0

* Average for 33 specific provisions.

2.20 All the respondent RIDs/PIEs considered the Guidelines to be either "comprehensive" or "very comprehensive". They opined that the Guidelines contain already substantial information necessary for an effective implementation of communal irrigation projects. See table below:

(Unit: no.)

Level of Comprehensiveness	RIOs		PIOs		RIOs and PIOs	
	Nos.	Percent	Nos.	Percent	Nos.	Percent
Very comprehensive	3	27.3	9	13.4	12	15.4
Comprehensive	7	63.6	55	82.1	62	79.5
Less comprehensive	0	0.0	2	3.9	2	2.6
Not comprehensive	0	0.0	1	1.5	1	1.3
No data	1	9.1	0	0.0	1	1.3
Total	11	100.0	67	100.0	78	100.0

2.21 A 100% of the RIDs pointed out that they were consulted in the preparation of the guidelines while only half of the PIEs said otherwise. Majority of RIDs and half of the PIEs emphasized that their comments, views and suggestions were partially incorporated in the preparation of the final copy, as shown below:

(Unit: no.)

Level of Incorporating Suggestions	RIOs		PIOs		RIOs and PIOs	
	Nos.	Percent	Nos.	Percent	Nos.	Percent
Completely	1	9.1	11	16.4	12	15.4
Partially	8	72.7	34	50.7	42	53.8
Not at all	1	9.1	7	10.4	8	10.3
No data	1	9.1	15	22.4	16	20.5
Total	11	100.0	67	100.0	78	100.0

* In relation to the total number of respondents: 11 RIOs and 67 PIOs.

- 2.22 About one-fourth of the RIDs/PIEs agree on the need for a partial revision of the Guidelines, as indicated below (details in Table E2-18):

Revisions Needed on the Guidelines	RIOs		PIOs		RIOs and PIOs	
	Nos.*	Percent	Nos.	Percent	Nos.	Percent
Total	*	-	*	1.5	1	1.3
Partial	2	18.2	18	26.9	20	25.6
None	4	36.4	24	35.8	28	35.9
No data	5	45.5	24	35.8	29	37.2
Total	11	100.0	67	100.0	78	100.0

* Average for 33 provisions

** Negligible

2.23 Participatory Approach

All the RIDs were convinced that the NIA's participatory approach in the CID Program is still relevant and can be adopted as a long-run strategy. On the other hand, almost all the PIEs and about three-fourth of them were also convinced of the two issues, respectively. The major reasons they cited are as follows:

(Unit: no.)

Reasons for Effectiveness	RIOs		PIOs		RIOs and PIOs	
	Nos.	Percent*	Nos.	Percent*	Nos.	Percent*
Farmers' knowledge of local conditions	11	100.0	55	82.1	66	84.6
Farmers' ownership right to project	9	81.8	46	68.7	55	70.5
Consistency of approach with local policy	9	81.8	42	62.7	51	65.4
Others	5	45.5	22	32.8	27	34.6

* In relation to the total number of respondents: 11 RIOs and 67 PIOs

- 2.24 The impacts of the participatory approach with respect to the technical/engineering, financial and economic aspects are considered to be minimal. Those on the institutional aspect are found to be relatively high. See Table E2-19.

2.25 Staff Performance

About three-fourth of the RIDs considered the current performance level of their offices (as a whole) to be "very satisfactory" while the rest rated themselves as "satisfactory". Rating among PIEs, however, is almost equally split between the said two performance marks. See table below:

(Unit: no.)

Performance Level	RIOs		PIOs		RIOs and PIOs	
	Nos.	Percent	Nos.	Percent	Nos.	Percent
Outstanding	0	0.0	0	0.0	0	0.0
Very satisfactory	8	72.7	25	37.3	33	42.3
Satisfactory	2	18.2	22	32.8	24	30.8
Fair	0	0.0	1	1.5	1	1.3
Poor	0	0.0	0	0.0	0	0.0
No data	1	9.1	19	28.4	20	25.6
Total	11	100.0	67	100.0	78	100.0

2.26 More than 60% of the RIDs/PIEs considered the following factors to be highly significant in ensuring an effective performance of their offices (Table E2-20)

- (1) adequate and timely budgetary support;
- (2) staff commitment and dedication to work/mission;
- (3) adequate and qualified manpower; and
- (4) sufficient logistic support.

2.27 A total of 59 out of the 67 PIEs considered the current performance evaluation system (PES) to be relevant while only 1/4 of the RIDs shared the same opinion. Cited as major reasons for its relevance are enhancement of work productivity and encouragement of competitive spirit among office personnel. Those who are convinced that the PES is no longer relevant opined that this is being practiced merely to comply with the office's standard operation procedures. See table below:

(Unit: no.)

Particulars	RIOs		PIOs		RIOs and PIOs	
	Nos.	Percent*	Nos.	Percent*	Nos.	Percent*
Reasons for relevance of PES:						
Enhance work productivity	4	36.4	43	64.2	47	60.3
Encourage competitive spirit	2	18.2	29	43.3	31	39.7
Others	0	0.0	3	4.5	3	3.8
Reasons for non-relevance of PES:						
Just to comply with office procedures	3	27.3	10	14.9	13	16.7
Not being linked with job promotion	1	9.1	3	4.5	4	5.1
Wastage of office's time and material resources	1	9.1	1	1.5	2	2.6
Others	0	0.0	1	1.5	1	1.3

* In relation to the total number of respondents: 11 RIOs and 67 PIOs.

2.28 To make it more effective, the RIDs/PIEs suggested the following strategies:

(Unit: no.)

Areas of Inadequacy	RIOs		PIOs		RIOs and PIOs	
	Nos.	Percent*	Nos.	Percent*	Nos.	Percent*
Tie it up with job promotion	7	63.6	34	50.7	41	52.6
Discuss it thoroughly with concerned employees	9	81.8	41	61.2	50	64.1
Provide monetary/material or psychic awards	5	45.5	29	43.3	34	43.6
Others	0	0.0	7	10.4	7	9.0

* In relation to the total number of respondents: 11 RIOs and 67 PIOs.

2.29 Extent of Authority

While majority of the RIDs think that they already have adequate authority, the PIEs are split over the issue as shown below:

(Unit: no.)

Perception of Authority	RIOs		PIOs		RIOs and PIOs	
	Nos.	%	Nos.	%	Nos.	%
Perceived they have adequate authority	10	90.9	32	47.8	42	53.8
Perceived they don't have adequate authority	-	-	31	46.3	31	39.7
No data	1	9.1	4	6.0	5	6.4
Total	11	100.0	67	100.0	78	100.0

2.30 The PIEs who think that they still lack authority in the implementation of CIDP pointed out the following areas for improvement:

Areas for Improvement	Nos. of PIEs	Percent*
Procurement of share parts	31	100.0
Signing of project documents	12	38.7
Personnel recruitment	17	54.8
Others	16	51.6

* In relation to the total number who perceived they don't have adequate authority.

2.31 Financial Viability

The combined statement of revenues and expenses of the PIOs shows a net income of ₱78.2 million in 1990. For the same period, however, the RIOs registered losses mainly due to limited sources of income. Nonetheless, the over-all regional accounts (i.e., including the RIOs, NISs and PIOs) show a net income of ₱14.2 million. A summary of these financial statements is shown below (see details in Table E2-21):

Particular	PIOs		RIOs		Over-all Regional Accounts	
	Total	Average	Total	Average	Total	Average
Income:						
Irrigation Service Fee	-	-	-	-	158,725	14,430
Pump Amortization	2,351	35	-	-	2,352	214
Communal Irrigation Service Amortization	23,138	345	-	-	23,739	2,158
Communal Irrigation Service Equity	81,525	1,217	244	22	81,792	7,435
Equipment Rental	30,233	451	3,206	291	56,013	5,092
Others	3,050	46	9,456	860	19,728	1,793
Total Income	140,297	2,094	12,906	1,173	342,349	31,122
Less: Total Expenses	62,106	927	90,543	8,231	328,195	29,836
Net Income/Loss	78,191	1,167	(77,637)	(7,058)	14,154	1,286

2.32 A historical trend of net income generated by the field offices from 1986 to 1990 is shown below (see Table E2-22 for details):

Year	PIOs		RIOs		Over-all Regional Accounts*	
	Total (₱1,000)	Percent Change (%)	Total (₱1,000)	Percent Change (%)	Total (₱1,000)	Average Change (%)
1986	11,861	-	(19,602)	-	674	-
1987	40,731	243.4	(5,322)	72.8	69	(89.7)
1988	54,570	34.6	(7,467)	(40.3)	47	(31.9)
1989	63,061	15.6	(61,224)	(720.0)	28	(40.4)
1990	96,699	53.3	(77,635)	(26.8)	25	(10.7)

* Covers RIOs, NISs and PIOs.

2.33 Eight out of eleven RIDs were satisfied with the standard formula for determining the financial viability of their offices while a little more than half of the PIEs had similar opinion. However, some minor deviations are observed, as shown below:

(Unit: no.)

Areas of Deviation from Formula	RIOs		PIOs	
	Nos.	Percent*	Nos.	Percent*
Equity calculation	-	-	7	10.4
Equipment rental calculation	-	-	9	13.4
Amortization fee calculation	-	-	6	9.0
Personnel salaries estimation	-	-	5	7.5
Others	-	-	3	4.5

2.34 Some PIEs and RIDs offered suggestions to improve the formula. These suggestions are as follows:

- (1) Adopt uniform calculation methods for every cost and benefit item in the financial statement;
- (2) Make sure such methods are consistent with sound accounting procedures; and
- (3) Consider the number of projects vis-a-vis fund allocation per province, including availability of construction and related equipment.

2.35 The Viability Incentive Grant (VIG) was considered by the RIDs/PIEs to be either a "welcomed" or "most welcomed" practice within NIA. In general, these officials opined that this practice has both advantages and disadvantages. See details in the following table:

(Unit: no.)

Particulars	RIOs		PIOs		RIOs and PIOs	
	Nos.	Percent*	Nos.	Percent*	Nos.	Percent*
<u>Level of Acceptance</u>						
Most Welcomed	3	27.3	41	61.2	44	56.4
Welcomed	8	72.7	23	34.3	31	39.7
Less Welcomed	0	-	0	0.0	0	-
Not Welcomed	0	-	2	3.0	2	2.6
Others	0	-	1	1.5	1	1.3
Sub-total	11	100.0	67	100.0	78	100.0
<u>Advantages</u>						
Improve work productivity	10	90.9	57	85.1	67	85.9
Enhance team work	9	81.8	46	68.7	55	70.5
Improve employee morale	1	9.1	37	55.2	38	48.7
Others	0	-	1	1.5	1	1.3
<u>Disadvantages</u>						
Overtime work without additional pay	5	45.5	46	68.7	51	65.4
No uniform rules on VIG allocation	2	18.2	25	37.3	27	34.6
Rules not acceptable to staff	1	9.1	8	11.9	9	11.5
Others	0	-	3	4.5	3	3.8

2.36 Suggestions to improve the handling of the VIG system are as follows:

(Unit: no.)

Suggestions	RIOs		PIOs		RIOs and PIOs	
	Nos.	Percent	Nos.	Percent	Nos.	Percent
Standardize rules on VIG allocation	7	63.6	33	49.3	40	51.3
Equal staff participation in VIG allocation process review	5	45.5	30	44.8	35	44.9
Transparency in VIG allocation	5	45.5	19	28.4	24	30.8
Special treatment for low-salaried employees	6	54.5	23	34.3	29	37.2
Others	0	-	8	11.9	8	10.3

* In relation to the total number of respondents: 11 RIOs and 67 PIOs.

Table E2-01

APPROVED, FILLED-UP AND PROPOSED POSITIONS IN RIOs AND PIOs, AS OF 1990

(Unit : No.)

RIO/PIO	Permanent			Project Contractual			Other Non-Permanent	Total		
	Approved	Filled-Up	Percent	Approved	Filled-Up	Percent	Filled-Up	Filled-Up	Proposed Additional*	Percent
Regional Irrigation Offices										
RIO I	146	126	86.3	6	5	83.3	76	207	0	0.0
RIO II	138	119	86.2	0	0	0.0	27	146	0	0.0
RIO III	140	119	85.0	7	1	14.3	62	182	0	0.0
RIO IV	130	102	78.5	5	3	60.0	84	189	0	0.0
RIO V	124	108	87.1	7	5	71.4	45	158	45	28.5
RIO VI	145	121	83.4	11	5	45.5	67	193	2	1.0
RIO VII/VIII	115	113	98.3	8	8	100.0	0	121	0	0.0
RIO IX	111	86	77.5	0	0	0.0	1	87	0	0.0
RIO X	119	105	88.2	0	0	0.0	4	109	4	3.7
RIO XI	141	111	78.7	9	5	55.6	15	131	0	0.0
RIO XII	130	110	84.6	50	37	74.0	53	200	53	26.3
TOTAL FOR RIOs	1439	1220	84.8	103	69	67.0	434	1723	104	6.0
Provincial Irrigation Offices										
I	Irrigation Office									
PIO Ilocos Norte	31	22	71.0	122	76	62.3	1	99	1	1.0
PIO Abra	12	11	91.7	0	0	0.0	30	41	0	0.0
PIO Ilocos Sur	22	15	68.2	0	0	0.0	66	81	73	90.1
PIO Mountain Province	21	19	90.5	108	108	100.0	1	128	1	0.8
PIO La Union	20	20	100.0	59	59	100.0	2	81	2	2.5
PIO Benguet	15	13	86.7	2	1	50.0	85	99	0	0.0
PIO Pangasinan	31	25	80.6	4	2	50.0	74	101	74	73.3
Sub-Total	152	125	82.2	295	246	83.4	259	630	151	24.0
II	Irrigation Office									
PIO Cagayan	29	29	100.0	1	1	100.0	111	141	17	12.1
PIO Kalanga Apayao	25	19	76.0	17	9	52.9	1	29	0	0.0
PIO Isabela	29	26	89.7	17	17	100.0	11	54	11	20.4
PIO Ifugao	28	24	85.7	4	0	0.0	83	107	52	48.6
PIO Nueva Vizcaya	26	22	84.6	0	0	0.0	85	107	196	183.2
PIO Quirino	16	16	100.0	21	22	104.8	2	40	2	5.0
Sub-Total	153	156	88.9	60	49	81.7	393	478	378	58.2
III	Irrigation Office									
PIO Nueva Ecija	36	20	55.6	0	0	0.0	63	83	0	0.0
PIO Tarlac	31	24	77.4	8	2	25.0	35	61	0	0.0
PIO Zambales	21	14	66.7	0	0	0.0	23	37	25	67.6
PIO Pangasinan	36	26	72.2	2	2	100.0	15	43	0	0.0
PIO Bulacan	17	14	82.4	23	17	73.9	14	45	5	11.1
PIO Batangas	21	15	71.4	0	0	0.0	28	43	0	0.0
Sub-Total	162	113	69.8	33	21	63.6	178	312	30	9.6
IV	Irrigation Office									
PIO Aurora	20	14	70.0	7	0	0.0	25	39	0	0.0
PIO Quezon	22	19	86.4	0	0	0.0	38	57	0	0.0
PIO Rizal	13	10	76.9	8	0	0.0	38	48	0	0.0
PIO Cavite	10	10	100.0	32	32	100.0	1	43	0	0.0
PIO Laguna	18	18	100.0	2	2	100.0	20	40	12	30.0
PIO Batangas	25	17	68.0	7	1	14.3	46	64	0	0.0
PIO Marikina	19	13	68.4	0	0	0.0	21	34	21	61.8
PIO Mindoro Oriental	24	17	70.8	18	8	44.4	15	40	4	10.0
PIO Mindoro Occidental	23	23	100.0	3	3	100.0	49	75	6	8.0
PIO Romblon	21	18	85.7	0	0	0.0	33	51	33	64.7
PIO Palawan	22	16	72.7	21	14	66.7	0	30	16	46.7
Sub-Total	217	175	80.6	98	60	61.2	286	521	90	17.3
V	Irrigation Office									
PIO Camarines Norte	13	13	100.0	10	10	100.0	34	57	0	0.0
PIO Camarines Sur	25	25	100.0	58	58	100.0	5	88	5	5.7
PIO Cotabato	15	13	86.7	27	27	100.0	0	40	2	5.0
PIO Albay	22	17	77.3	4	4	100.0	41	62	14	22.6
PIO Sorsogon	21	17	81.0	6	2	33.3	53	72	53	73.6
PIO Masbate	13	13	100.0	64	56	87.5	0	69	0	0.0
Sub-Total	109	98	89.9	169	157	92.9	133	388	74	19.1
VI	Irrigation Office									
PIO Aklan	19	17	89.5	38	38	100.0	0	55	0	0.0
PIO Capiz	22	13	59.1	49	48	98.0	21	82	21	25.6
PIO Antique	24	18	75.0	0	0	0.0	61	79	1	1.3
PIO Iloilo	23	19	82.6	87	87	100.0	22	128	22	17.2
PIO Negros Occidental	17	17	100.0	70	70	100.0	25	112	25	22.3
Sub-Total	105	84	80.0	244	243	99.6	129	436	69	15.1
VII	Irrigation Office									
PIO Cebu	18	15	83.3	1	0	0.0	45	60	1	1.7
PIO Negros Oriental	21	21	100.0	38	38	100.0	10	69	0	0.0
PIO Bohol	26	20	76.9	85	77	90.6	260	357	3	0.8
Sub-Total	65	56	86.2	124	115	92.7	315	486	4	0.8
VIII	Irrigation Office									
PIO Northern Samar	20	14	70.0	8	0	0.0	46	60	47	78.3
PIO Samar	18	8	44.4	14	14	100.0	17	39	17	43.6
PIO Eastern Samar	14	11	78.6	49	31	63.3	5	47	0	0.0
PIO Northern Leyte	23	20	87.0	1	1	100.0	100	121	19	15.7
PIO Southern Leyte	18	18	100.0	8	1	12.5	77	96	5	5.2
Sub-Total	93	71	76.3	80	47	58.8	245	363	88	24.2
IX	Irrigation Office									
PIO Zamboanga del Norte	26	20	76.9	0	0	0.0	23	43	9	20.9
PIO Zamboanga del Sur	25	19	76.0	0	0	0.0	33	52	1	1.9
Sub-Total	51	39	76.5	0	0	0.0	56	95	10	22.9
X	Irrigation Office									
PIO Surigao del Norte	16	14	87.5	0	0	0.0	48	62	12	19.4
PIO Agusan del Norte	15	15	100.0	0	0	0.0	12	27	12	44.4
PIO Misamis Oriental	14	12	85.7	18	18	100.0	18	48	17	35.4
PIO Misamis Occidental	19	14	73.7	0	0	0.0	29	43	0	0.0
PIO Bukidnon	22	20	90.9	71	71	100.0	18	109	19	17.4
PIO Agusan del Sur	24	15	62.5	10	10	100.0	19	44	30	68.2
Sub-Total	110	90	81.8	99	99	100.0	144	333	90	27.0
XI	Irrigation Office									
PIO Surigao del Sur	21	14	66.7	12	10	83.3	45	69	19	27.5
PIO Davao Oriental	22	16	72.7	3	3	100.0	1	20	1	5.0
PIO Davao del Norte	29	21	72.4	0	0	0.0	54	75	72	96.0
PIO Davao del Sur	23	20	87.0	5	5	100.0	45	70	45	64.3
PIO South Cotabato	30	26	86.7	5	4	80.0	51	81	51	63.0
Sub-Total	125	97	77.6	25	22	88.0	196	315	188	59.7
XII	Irrigation Office									
PIO Lanao del Norte	21	16	76.2	3	3	100.0	77	96	109	113.5
PIO Lanao del Sur	20	16	80.0	4	4	100.0	54	74	0	0.0
PIO North Cotabato	27	23	85.2	2	2	100.0	399	424	24	5.7
PIO Maguindanao	24	17	70.8	11	6	54.5	107	130	111	85.4
PIO Sultan Kudarat	22	16	72.7	23	23	100.0	30	69	8	11.6
Sub-Total	114	88	77.2	43	38	88.4	667	793	252	31.8
TOTAL FOR PIOs	1,456	1,172	80.5	1,270	1,097	86.4	2,901	5,170	1,324	25.6
TOTAL FOR RIOs AND PIOs	2,895	2,392	82.6	1,373	1,166	84.9	3,335	6,893	1,428	20.7

* Additional positions proposed by the RIOs/PIOs at the time of survey period.

Source : SSIDP Institutional Survey for RIOs & PIOs

FILLED-UP POSITIONS IN RIOS AND PIOS, AS OF 1990

(Unit : No.)

RIO/PIO	By Type of Position				By Division / Unit							
	Permanent	Project Contractual	Other Non-Permanent	Total	RIS/PIE Offices	Engineering	Oper.	Inst'l. Development	Equipment Management	Administrative	Financial & Management	Total
Regional Irrigation Offices												
RIO I	126	5	76	207	2	53	18	28	50	30	26	267
RIO II	119	0	27	146	2	24	16	14	41	30	19	146
RIO III	119	1	62	182	5	33	20	19	39	37	29	182
RIO IV	102	3	84	189	3	41	19	16	45	41	24	189
RIO V	108	5	45	158	3	35	11	14	44	27	24	158
RIO VI	121	5	67	193	4	34	18	14	59	37	27	193
RIO VII/VIII	113	8	0	121	3	22	10	12	33	23	18	121
RIO IX	85	0	1	87	3	15	6	8	27	14	14	87
RIO X	105	0	4	109	3	21	10	10	30	17	18	109
RIO XI	111	5	15	131	3	22	5	11	36	20	34	131
RIO XII	110	37	53	200	3	48	10	14	63	35	27	200
TOTAL FOR RIOS	1,220	69	434	1,723	34	348	143	160	467	311	260	1,723
Provincial Irrigation Offices												
I												
PIO Ilocos Norte	22	76	1	99	2	59	0	16	0	22	0	99
PIO Abra	11	0	30	41	1	19	0	12	0	9	0	41
PIO Ilocos Sur	15	0	66	81	1	56	0	14	0	10	0	81
PIO Mountain Province	19	108	1	128	3	43	0	19	0	63	0	128
PIO La Union	20	59	2	81	1	52	0	16	0	12	0	81
PIO Benguet	13	1	85	99	2	39	0	19	0	39	0	99
PIO Pangasinan	25	2	74	101	3	35	0	21	0	42	0	101
Sub-total	125	246	259	630	15	303	0	117	0	197	0	630
II												
PIO Cagayan	29	1	111	141	2	100	0	19	0	20	0	141
PIO Kalinga Apayao	19	9	1	29	2	7	0	14	0	6	0	29
PIO Isabela	26	17	11	54	2	27	0	13	0	12	0	54
PIO Ifugao	24	0	83	107	1	66	0	19	0	21	0	107
PIO Nueva Vizcaya	22	0	85	107	2	79	0	10	0	16	0	107
PIO Quirino	16	22	2	40	2	19	0	9	0	10	0	40
Sub-Total	136	49	293	478	11	298	0	84	0	85	0	478
III												
PIO Nueva Ecija	20	0	63	83	2	46	0	16	0	19	0	83
PIO Tarlac	24	2	35	61	2	25	0	17	0	17	0	61
PIO Zambales	14	0	23	37	2	16	0	9	0	10	0	37
PIO Pampanga	26	2	15	43	2	13	0	12	0	16	0	43
PIO Bulacan	14	17	14	45	2	25	0	7	0	11	0	45
PIO Bataan	15	0	28	43	1	15	0	17	0	10	0	43
Sub-Total	113	21	178	312	11	140	0	78	0	83	0	312
IV												
PIO Aurora	14	0	25	39	2	19	0	9	0	9	0	39
PIO Quezon	19	0	38	57	0	37	0	7	0	13	0	57
PIO Rizal	10	0	38	48	2	15	0	13	0	18	0	48
PIO Cavite	10	32	1	43	1	27	0	2	0	13	0	43
PIO Laguna	18	2	20	40	1	11	0	9	0	19	0	40
PIO Batangas	17	1	46	64	1	44	0	9	0	10	0	64
PIO Marikina	13	0	21	34	1	19	0	6	0	8	0	34
PIO Mindoro Oriental	17	8	15	40	2	13	0	9	0	16	0	40
PIO Mindoro Occidental	23	3	49	75	2	45	0	13	0	15	0	75
PIO Romblon	18	0	33	51	2	18	0	12	0	19	0	51
PIO Palawan	16	14	0	30	1	9	0	10	0	10	0	30
Sub-total	175	60	286	521	15	257	0	99	0	150	0	521
V												
PIO Camarines Norte	13	10	34	57	2	26	0	16	0	13	0	57
PIO Camarines Sur	25	38	5	68	2	40	0	33	0	13	0	68
PIO Catanduanes	13	27	0	40	1	15	0	13	0	11	0	40
PIO Albay	17	4	41	62	1	23	0	23	0	15	0	62
PIO Sorsogon	17	2	53	72	2	27	0	25	0	18	0	72
PIO Masbate	13	56	0	69	2	22	0	22	0	23	0	69
Sub-Total	98	157	133	388	10	153	0	132	0	93	0	388
VI												
PIO Aklan	17	38	0	55	2	12	0	26	0	15	0	55
PIO Capiz	13	48	21	82	1	19	0	22	0	40	0	82
PIO Antique	18	0	61	79	2	36	0	32	0	9	0	79
PIO Iloilo	19	87	22	128	2	84	0	24	0	18	0	128
PIO Negros Occidental	17	70	25	112	2	45	0	31	0	34	0	112
Sub-Total	84	243	129	456	9	196	0	135	0	116	0	456
VII												
PIO Cebu	15	0	45	60	1	35	0	13	0	11	0	60
PIO Negros Oriental	21	38	10	69	4	38	0	12	0	15	0	69
PIO Bohol	20	77	260	357	2	75	0	16	0	264	0	357
Sub-total	56	115	315	486	7	148	0	41	0	290	0	486
VIII												
PIO Northern Samar	14	0	46	60	2	23	0	12	0	23	0	60
PIO Samar	8	14	17	39	2	17	0	9	0	11	0	39
PIO Eastern Samar	11	31	5	47	2	25	0	9	0	11	0	47
PIO Northern Leyte	20	1	100	121	2	76	0	15	0	28	0	121
PIO Southern Leyte	18	1	77	96	2	66	0	12	0	16	0	96
Sub-Total	71	47	245	363	10	207	0	57	0	89	0	363
IX												
PIO Zamboanga del N.	20	0	23	43	1	9	0	22	0	11	0	43
PIO Zamboanga del Sur	19	0	33	52	2	18	0	20	0	12	0	52
Sub-Total	39	0	56	95	3	27	0	42	0	23	0	95
X												
PIO Surigao del Norte	14	0	48	62	2	39	0	11	0	10	0	62
PIO Agusan del Norte	15	0	12	27	1	7	0	9	0	10	0	27
PIO Misamis Oriental	12	18	18	48	2	18	0	9	0	19	0	48
PIO Misamis Occidental	14	0	29	43	2	23	0	8	0	10	0	43
PIO Bukidnon	20	71	18	109	2	81	0	12	0	14	0	109
PIO Agusan del Sur	15	10	19	44	2	11	0	9	0	22	0	44
Sub-Total	90	99	144	333	11	179	0	58	0	85	0	333
XI												
PIO Surigao del Sur	14	10	45	69	2	42	0	9	0	16	0	69
PIO Davao Oriental	16	3	1	20	2	8	0	2	0	8	0	20
PIO Davao del Norte	21	0	54	75	2	37	0	12	0	24	0	75
PIO Davao del Sur	20	5	45	70	2	41	0	11	0	16	0	70
PIO South Cotabato	26	4	51	81	1	35	0	15	0	30	0	81
Sub-Total	97	22	196	315	9	163	0	49	0	94	0	315
XII												
PIO Lanao del Norte	16	3	77	96	3	61	0	18	0	14	0	96
PIO Lanao del Sur	16	4	54	74	2	50	0	8	0	14	0	74
PIO North Cotabato	23	2	399	424	2	114	0	28	0	280	0	424
PIO Maguindanao	17	6	107	130	2	87	0	15	0	26	0	130
PIO Sultan Kudarat	16	23	30	69	2	30	0	17	0	20	0	69
Sub-Total	88	38	667	793	11	342	0	86	0	354	0	793
TOTAL FOR PIOS	1,172	1,097	2,901	5,170	120	2,413	0	978	0	1,659	0	5,170
TOTAL FOR RIOS AND PIOS	2,392	1,166	3,335	6,893	154	2,761	143	1,138	467	1,970	250	6,893

TENURE STATUS OF EMPLOYEES, AS OF 1990

(Unit: No.)

RIO/PIO	Less than 1 Year		1 - 3 Years		4 - 7 Years		7 - 10 Years		11 - 15 Years		More than 15 Years		Total	
	Permanent	Non-Permanent	Permanent	Non-Permanent	Permanent	Non-Permanent	Permanent	Non-Permanent	Permanent	Non-Permanent	Permanent	Non-Permanent	Permanent	Non-Permanent
Regional Irrigation Offices														
RIO I	-	16	1	18	6	32	17	12	19	2	83	1	126	81
RIO II	-	8	-	9	-	2	12	3	34	4	73	1	119	27
RIO III	-	7	3	23	18	24	8	5	24	3	66	1	119	63
RIO IV	-	-	3	55	13	13	13	9	41	10	32	-	102	87
RIO V	-	-	-	16	2	14	17	10	51	8	38	2	108	50
RIO VI	2	-	4	-	8	-	10	9	26	1	71	62	121	72
RIO VII/VIII	-	-	-	2	3	2	5	1	48	3	57	-	113	8
RIO IX	-	-	2	1	2	-	23	-	24	-	35	-	86	1
RIO X	-	-	8	4	12	-	20	-	35	-	30	-	105	4
RIO XI	-	8	1	10	9	1	14	6	42	3	45	-	111	28
RIO XII	1	-	13	25	28	14	28	11	25	32	15	-	110	82
TOTAL FOR RIOs	3	39	35	163	101	102	167	66	369	66	545	67	1220	503
Provincial Irrigation Offices														
I														
PIO Bocos Norte	-	28	-	28	-	7	3	3	1	11	18	-	22	77
PIO Abra	-	2	-	9	-	5	-	8	-	4	11	2	11	30
PIO Bocos Sur	-	-	-	-	-	-	-	-	-	-	15	66	15	66
PIO Mountain Province	-	-	-	-	-	-	-	-	109	-	-	-	19	109
PIO La Union	-	24	1	21	1	11	4	3	4	2	10	-	20	61
PIO Benguet	-	25	-	55	2	5	3	1	4	-	4	-	13	86
PIO Pangasinan	-	-	-	11	3	21	3	28	9	15	10	1	25	76
Sub-Total	0	79	1	124	6	49	13	152	18	31	87	69	125	503
II														
PIO Cagayan	-	63	-	25	1	16	2	5	14	-	12	3	29	112
PIO Kalunga Apeyao	-	-	1	1	1	2	3	7	1	-	13	-	19	10
PIO Isabela	-	7	-	6	1	6	3	8	8	1	14	-	26	28
PIO Ifugao	-	42	-	22	-	8	6	5	7	2	11	4	24	83
PIO Nueva Vizcaya	-	25	-	30	1	19	3	5	11	6	7	-	22	85
PIO Quirino	-	5	-	10	-	2	1	4	6	2	9	1	16	24
Sub-Total	0	142	1	94	4	53	18	34	47	11	66	8	136	342
III														
PIO Nueva Ecija	-	15	-	20	-	23	3	3	2	-	15	-	20	63
PIO Tarlac	-	-	-	14	9	19	1	2	4	1	10	1	24	37
PIO Zambales	-	5	-	2	-	9	1	6	4	1	9	-	14	23
PIO Pangasinan	-	1	3	7	8	3	3	6	4	-	8	-	26	17
PIO Bulacan	-	10	-	6	-	9	-	5	3	1	11	-	14	31
PIO Batangas	-	3	-	16	3	4	-	3	2	1	10	1	15	28
Sub-Total	0	34	3	65	20	69	8	25	19	4	63	2	113	199
IV														
PIO Aurora	-	-	2	14	-	8	4	2	4	1	4	-	14	25
PIO Quezon	-	1	-	9	-	15	2	7	5	4	12	2	19	38
PIO Rizal	-	-	-	33	-	5	10	-	-	-	-	-	10	38
PIO Cavite	-	-	-	6	1	24	-	3	1	-	8	-	19	33
PIO Laguna	-	6	-	5	5	7	1	3	3	1	9	-	18	22
PIO Batangas	1	-	1	46	-	-	-	1	6	-	9	-	17	47
PIO Marikina	-	1	-	14	-	5	1	1	8	-	4	-	13	21
PIO Mindoro Oriental	-	4	-	9	7	9	3	0	2	0	5	1	17	23
PIO Mindoro Occidental	-	2	2	20	5	28	5	1	8	-	3	1	23	52
PIO Romblon	-	5	3	13	4	9	3	4	5	2	3	-	18	33
PIO Palawan	-	-	-	-	5	10	5	4	3	-	3	-	16	14
Sub-Total	1	19	8	169	27	130	34	26	45	8	60	4	175	346
V														
PIO Camarines Norte	-	2	-	25	2	11	3	5	3	-	5	1	13	44
PIO Camarines Sur	-	1	1	9	2	21	2	30	8	2	12	-	25	63
PIO Catanduanes	-	5	-	15	1	5	-	7	12	1	-	-	13	27
PIO Aklan	-	-	-	18	-	8	3	5	6	11	8	3	17	45
PIO Sorsogon	-	2	-	22	-	8	-	7	5	12	12	4	17	55
PIO Masbate	-	0	-	36	-	10	2	7	9	2	2	1	13	56
Sub-Total	0	10	1	125	5	63	10	55	43	28	39	9	98	290
VI														
PIO Aklan	-	3	-	18	3	3	1	8	4	6	9	0	17	38
PIO Capiz	-	25	-	40	-	-	1	2	8	1	4	1	13	69
PIO Antique	-	-	-	33	-	10	4	6	2	12	12	-	18	61
PIO Iloilo	-	44	-	48	-	17	2	-	11	-	6	-	19	109
PIO Negros Occidental	-	14	1	63	3	12	5	5	2	2	5	-	15	96
Sub-Total	0	86	1	202	6	42	13	21	27	21	36	1	83	373
VII														
PIO Cebu	-	3	-	21	-	8	4	9	9	4	2	-	15	45
PIO Negros Oriental	-	2	-	8	3	21	4	16	5	1	9	-	21	48
PIO Bohol	-	195	-	74	2	24	1	27	6	16	11	1	20	337
Sub-Total	0	200	0	103	5	53	9	62	20	21	22	1	56	430
VIII														
PIO Northern Samar	-	12	1	13	2	6	-	6	6	7	5	2	14	46
PIO Samar	-	-	-	10	1	16	2	2	3	3	2	-	8	31
PIO Eastern Samar	-	1	-	9	-	20	4	6	7	-	-	-	11	36
PIO Northern Leyte	-	18	-	41	1	22	3	13	4	7	12	0	20	101
PIO Southern Leyte	-	5	-	38	4	18	4	11	4	5	6	1	18	78
Sub-Total	0	36	1	111	8	82	13	39	24	22	25	3	71	292
IX														
PIO Zamboanga del Norte	-	9	3	7	1	3	3	3	8	1	5	-	20	33
PIO Zamboanga del Sur	-	5	-	18	-	10	-	-	7	-	12	-	19	33
Sub-Total	0	14	3	25	1	13	3	3	15	1	17	0	39	56
X														
PIO Surigao del Norte	-	9	-	16	-	12	1	5	6	5	7	1	14	48
PIO Agusan del Norte	-	4	-	3	1	3	2	1	4	1	8	-	15	12
PIO Misamis Oriental	-	5	3	25	2	5	5	-	2	-	1	1	12	36
PIO Misamis Occidental	-	-	-	8	-	14	2	6	11	-	1	1	14	29
PIO Bukidnon	-	4	-	37	3	20	5	15	6	10	6	3	29	89
PIO Agusan del Sur	-	-	2	6	1	12	1	7	6	4	5	-	15	29
Sub-Total	0	22	5	95	7	66	16	34	35	28	27	6	90	243
XI														
PIO Surigao del Sur	-	5	-	15	-	11	4	16	3	7	5	1	14	55
PIO Davao Oriental	-	-	-	3	5	1	5	-	5	-	1	-	16	4
PIO Davao del Norte	-	2	3	27	10	4	1	13	1	6	6	2	21	54
PIO Davao del Sur	1	2	5	29	5	8	-	11	6	-	3	-	20	50
PIO South Cotabato	-	11	-	24	4	9	4	7	10	4	8	-	26	55
Sub-Total	1	20	8	98	24	33	14	47	27	17	23	3	97	218
XII														
PIO Lanao del Norte	-	9	-	36	1	12	3	10	1	9	11	4	16	80
PIO Lanao del Sur	-	-	-	28	-	30	16	-	-	-	-	-	16	58
PIO North Cotabato	-	150	1	220	1	11	4	7	4	7	13	6	23	401
PIO Maguindano	-	2	-	90	4	15	3	4	3	3	5	1	17	113
PIO Sultan Kudarat	-	16	-	26	3	3	4	5	5	3	4	-	16	53
Sub-Total	0	175	3	400	9	71	30	26	13	22	33	11	82	706
TOTAL FOR PIOs	2	837	35	1611	122	714	181	513	333	207	498	117	1171	3999
TOTAL FOR RIOs														

Table E2-04 (1/2)

EDUCATIONAL ATTAINMENT OF EMPLOYEES, AS OF 1990

(Unit : No.)

RIO/PIO	Nont. College Graduates								Bachelor Degree Holders								With Masters Units								
	RIM/ PIO Office	Eng'g/ Tech'l. Dept.	Oper. Dept.	List. Dept.	Pqpt.	Adm.	Fin. & Mgt.	Sub- Total	RIM/ PIO Office	Eng'g/ Tech'l. Dept.	Oper. Dept.	Inst. Dept.	Eqpt.	Adm.	Fin. Mgt.	Sub- Total	RIM/ PIO Office	Eng'g/ Tech'l. Dept.	Oper. Dept.	Inst. Dept.	Pqpt.	Adm.	Fin. Mgt.	Sub- Total	
Regional Irrigation Offices																									
RIO I		5	6	3	43	11	2	70	1	42	12	20	7	17	22	121	1	6				2	1	10	
RIO II		3	2	-	30	11	1	47	2	18	12	13	11	14	16	86	-	3	1	5	-	4	2	15	
RIO III		2	2	1	32	19	-	56	5	31	18	17	7	16	28	122	-	-	-	-	-	2	1	3	
RIO IV		4	1	2	29	22	4	62	3	36	16	12	15	13	17	112	-	-	1	1	-	5	3	10	
RIO V		4	2	1	29	13	3	52	2	23	9	10	15	10	16	87	1	4	-	1	-	3	4	13	
RIO VI		1	4	-	31	18	-	54	4	33	14	14	28	19	27	139	-	-	-	-	-	-	-	0	
RIO VII/VIII		6	-	-	26	12	3	47	1	15	8	10	7	5	14	60	2	-	2	2	-	6	-	12	
RIO IX		1	1	-	21	6	-	29	1	13	5	7	5	7	10	48	2	1	-	1	1	1	4	10	
RIO X		2	-	-	23	6	3	34	-	16	9	9	7	7	11	59	3	3	1	1	-	4	4	16	
RIO XI		5	-	-	30	10	1	46	2	16	5	4	6	7	32	72	1	1	-	6	-	3	1	12	
RIO XII		2	1	-	35	19	2	79	2	45	8	13	8	13	24	113	-	-	1	1	-	3	1	6	
TOTAL FOR RIOs	0	35	19	7	349	147	19	576	23	290	116	129	116	128	217	1019	10	18	6	18	1	33	21	107	
Provincial Irrigation Offices																									
I PLO Ilocos Norte		39				14		53	1	20				8		45	1							1	
PLO Abra						3		3	1	19				6		38								0	
PLO Ilocos Sur		26		1		7		34	1	30				3		47								0	
PLO Mountain Province						54		54	3	43				9		74								0	
PLO La Union	0	18		1		6		25	1	34				5		53				2		1	3	0	
PLO Benguet		3				30		33	2	34				6		61		2				2	4	0	
PLO Pangasinan		7				34		41	3	28				8		60								0	
Sub-Total	0	93		2		148		243	12	208				45		378	1	2		2		3	8	0	
II PLO Cagayan		74		5		10		89	2	26				14		10	52							0	
PLO Kalinga Apsyao		1				2		3	1	6				3		24	1					1	2	0	
PLO Isabela		13				4		17	2	14				8		37							0	0	
PLO Ifugao		40				12		52	1	26				9		55								0	
PLO Nueva Vizcaya		50				9		59	2	29				7		48								0	
PLO Quirino		10				5		15	2	9				4		24						1	1	0	
Sub-Total	0	188		5		42		235	10	110				79		41	240	1	0		0		2	3	0
III PLO Nueva Ecija		25		0		6		31	2	21				16		52								0	
PLO Tarlac		12		1		10		23	2	13				6		37						1	1	0	
PLO Zambales		8		1		6		15	2	8				4		22								0	
PLO Pangasinan		10				7		17	1	3				8		22	1			2		1	4	0	
PLO Bataan		22		1		9		32	2	3				6		40								0	
Sub-Total	0	83		3		44		130	10	57				37		176	1	0		3		2	6	0	
IV PLO Aurora		9				3		12	2	10				9		27								0	
PLO Quezon		26				5		31	1	11				8		26								0	
PLO Rizal		3				14		17	2	12				4		30					1		1	0	
PLO Cavite		14				5		19	1	13				2		24								0	
PLO Laguna		5		3		4		12	2	11				8		28								0	
PLO Batangas		20				20		40	1	24				10		43				1			1	0	
PLO Marikina		8				5		13	1	11				6		21								0	
PLO Mindoro Oriental		5				9		14	2	8				5		24						2	2	0	
PLO Mindoro Occidental		17		1		8		26	2	28				12		49								0	
PLO Romblon		5				16		21	2	13				3		30								0	
PLO Palawan		2				6		8	1	7				4		22								0	
Sub-Total	0	114		4		75		193	15	148				98		65	324	0	0		2		2	4	0
V PLO Camarines Norte		12				5		17	1	14				16		39	1						1	0	
PLO Camarines Sur		8				2		10	1	31				25		11	68	1	1		7			9	
PLO Catanduanes		7		1		9		17	1	7				12		22							1	0	
PLO Albay		14				8		22	1	9				21		7	38				2			2	
PLO Sorsogon		17				11		28	2	10				25		7	44							0	
PLO Masbate		10				16		26	2	12				20		7	39	2			2			4	
Sub-Total	0	68		1		51		120	6	83				119		42	250	4	2		11		0	17	
VI PLO Aklan		1				9		10	2	11				24		5	42				2		1	3	
PLO Capiz		6				23		29	1	13				22		17	53							0	
PLO Antique		23				5		28	2	13				32		4	51							0	
PLO Iloilo	1	70				12		83	1	14				24		6	45							0	
PLO Negros Occidental		16				23		39	2	29				31		11	73							0	
Sub-Total	1	116		0		72		189	8	80				133		43	264	0	0		2		1	3	
VII PLO Cebu		22				6		28	1	13				5		32								0	
PLO Negros Oriental		27				6		33	4	10				9		32		1		3			4	0	
PLO Bohol	0	47		0		257		304	2	28				14		6	50	0	0		2		1	3	
Sub-Total	0	96		0		269		358	7	51				36		26	114	0	1		5		1	7	
VIII PLO Northern Samar		7		2		16		25	2	15				9		7	33		1		1			2	
PLO Samar		11				4		15	1	6				9		7	23	1						1	
PLO Eastern Samar		9				3		12	2	16				9		8	35							0	
PLO Northern Leyte		46				19		65	2	30				14		9	55							0	
PLO Southern Leyte		49				9		58	2	17				12		7	38							0	
Sub-Total	0	122		2		51		175	9	84				53		38	184	1	1		2		0	4	
IX PLO Zamboanga del N.		3				6		9	1	8				21		5	35				1			2	
PLO Zamboanga del Sur		3				4		7	2	15				20		8	45							0	
Sub-Total	0	3		0		10		13	3	23				41		13	80	0	1		1		0	2	
X PLO Surigao del Norte		25		1		4		30	2	14				10		6	32							0	
PLO Agusan del Norte		1				5		6	1	6				9		5	21							0	
PLO Misamis Oriental		9				12		21	2	9				9		7	27							0	
PLO Misamis Occidental		10				3		13	2	13				8		7	30							0	
PLO Bukidnon		57				5		62	1	24				12		9	46	1						1	
PLO Agusan del Sur		1				18		19	2	10				9		4	25							0	
Sub-Total	0	103		1		47		151	10	76				57		38	181	1	0		0		0	1	
XI PLO Surigao del Sur		23				8		36	2	14				9		8	33							0	
PLO Davao Oriental		2				4		6	2	6				2		4	14								

EDUCATIONAL ATTAINMENT OF EMPLOYEES, AS OF 1990

(Unit : No.)

RIO/PIO	Masteral Degree Holders						With Doctoral Units / Degrees						Passed Board Exams																																				
	RIM/ PIR Office	Eng/ Techl. Dept.	Oper. Dept.	Inst. Dept.	Eqpt. Dept.	Adm. Dept.	Fin. & Mgt.	Sub- Total	RIM/ PIE Office	Eng/ Techl. Dept.	Oper. Dept.	Inst. Dept.	Eqpt. Dept.	Adm. Dept.	Fin. & Mgt.	Sub- Total	RIM/ PIE Office	Eng/ Techl. Dept.	Oper. Dept.	Inst. Dept.	Eqpt. Dept.	Adm. Dept.	Fin. & Mgt.	Sub- Total																									
Regional Irrigation Offices																																																	
RIO I							1	1								0	1	25	8	3	6	3	4	50																									
RIO II			1	1				2							1	1	17	9	2	3	1	2	2	35																									
RIO III								0							0	1	19	8		2		2	2	32																									
RIO IV		1	1	1	1	1		5							0	1	21	6		5	2	2	3	37																									
RIO V		2		3		1	1	7							0	1	24		4		1	1	11	41																									
RIO VI								0							0	1	12	1	1	1			1	17																									
RIO VII/VIII		1						2							0	1	16					3	3	23																									
RIO IX								0							0	1	11	4	1	4	2	3	3	26																									
RIO X								0							0	1	15	5	2	5		4	3	32																									
RIO XI				1				1							0	1	18	4	2	3	3	3	1	32																									
RIO XII	1	1						2							0	1	13	6	2	4		1	27																										
TOTAL FOR RIOS	1	5	2	6	1	2	3	20	0	0	0	0	0	1	0	1	11	191	31	17	33	15	34	352																									
Provincial Irrigation Offices																																																	
I	PIO Bocos Norte																							0															2	12							14		
	PIO Aban																							0																1	4		2					7	
	PIO Bocos Sur																							0																1	15		6					22	
	PIO Mountain Province																							0																2	6							8	
	PIO La Union																							0																1	14		4					19	
	PIO Benguet																							0					1	1										1	3				1			5	
	PIO Pangasinan																							0						0										3	16							19	
	Sub-total																							0	0	0	1	1	0	0	0	0	0	0	0	0	0	11	70	12	1	1	1	1	1	1	94		
II	PIO Cagayan																							0																1	16		4					21	
	PIO Kalina Agayzo																							0																2	2		2					6	
	PIO Isabela																							0																2	9		5					16	
	PIO Ifugao																							0																1	14		6		2			23	
	PIO Nueva Vizcaya																							0																2	10		3					15	
	PIO Quirino																							0																1	7		2		2			12	
	Sub-Total																							0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	58	22	4	4	4	4	4	4	93		
III	PIO Nueva Ecija																							0																2	8		6					16	
	PIO Tarlac																							0																2	7		1					10	
	PIO Zambales																							0																2	5		1					8	
	PIO Pampanga																							0																1								1	
	PIO Balacan																							0																1	2							3	
	PIO Batangas																							0																1	5							6	
	Sub-Total																							0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	27	8	0	0	0	0	0	0	44		
IV	PIO Aurora																							0																2	5							7	
	PIO Quizon																							0																	6								6
	PIO Rizal																							0																2	5		2					9	
	PIO Cavite																							0																1	1							2	
	PIO Laguna																							0																1	3							4	
	PIO Batangas																							0																1	6		1					8	
	PIO Marikina																							0																1	4							5	
	PIO Misamis Oriental																							0																	1								1
	PIO Misamis Occidental																							0																2	8							10	
	PIO Romblon																							0																2	5		2					9	
	PIO Palawan																							0																1	2							3	
	Sub-Total																							0	0	0	0	0	0	0	0	0	0	0	0	0	0	13	46	5	0	0	0	0	0	0	64		
V	PIO Camarines Norte																							0																1	7							8	
	PIO Camarines Sur																							0			1			1										1	12		7					20	
	PIO Catanduanes																							0																1	5							6	
	PIO Albay																							0																1	8		4					13	
	PIO Sorsogon																							0																2	8				1			11	
	PIO Masbate																							0			1			1	0	0								2	12							14	
	Sub-Total																							0	0	1	0	1	0	0	0	0	0	0	0	0	0	8	52	11	1	1	1	1	1	1	72		
VI	PIO Aklan																							0																1	7							8	
	PIO Capiz																							0																1	3		5		1			10	
	PIO Antique																							0																1	14		2					17	
	PIO Iloilo																							0																1	5		18		5			29	
	PIO Negros Occidental																							0																2	15							17	
	Sub-Total																							0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	44	25	6	6	6	6	6	6	81		
VII	PIO Cebu																							0																1	13		5					19	
	PIO Negros Oriental																							0																2	7		1					10	
	PIO Bohol																							0																1	22		8		1			32	
	Sub-Total																							0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	42	14	1	1	1	1	1	1	61		
VIII	PIO Northern Samar																							0																2	2							4	
	PIO Samar																							0																1	4							5	
	PIO Eastern Samar																							0																2	1							3	
	PIO Northern Leyte																							0																2	12		3					17	
	PIO Southern Leyte																							0																2	8		2					12	
	Sub-Total																							0	0	<																							

Table E2-05 (1/2)

TRAINING STATUS AND NEEDS OF OFFICE PERSONNEL, AS OF 1990

(Unit : No.)

RIO/PIO	Project Design			Project Selection and Prioritization			Feasibility Study Preparation			Contract Management			Construction Methods			Project Cost Accounting			Monitoring & Evaluation and Reporting		
	Completed	Slated for 1991-1995	Slated for 1996-2000	Completed	Slated for 1991-1995	Slated for 1996-2000	Completed	Slated for 1991-1995	Slated for 1996-2000	Completed	Slated for 1991-1995	Slated for 1996-2000	Completed	Slated for 1991-1995	Slated for 1996-2000	Completed	Slated for 1991-1995	Slated for 1996-2000	Completed	Slated for 1991-1995	Slated for 1996-2000
Regional Irrigation Offices																					
RIO I	N.A.						20	25	25	2	40	40	42	40	40	1	25	25	10	80	80
RIO II							1						1								
RIO III																					
RIO IV	49	7	1		50	1			1	71		1	71		1	49			71		1
RIO V	9	7	7	0	16	16	3	13	16	2	17	19	1	15	16	1	15	16	1	18	19
RIO VI		50			40					30				40					35		24
RIO VII/VIII	8	4	4		7		3	2	3	4	4	4		6					8	4	3
RIO IX		30	15		30	20	5	10	5	20	10	10	25	20	15	20	20	15	10	20	13
RIO X	35	35	35	30	30	30	25	25	25		30	30	11	20	35		30	30		30	30
RIO XI	4	8		6	6		2	6		5	5		5	5		5	5		5	5	
RIO XII	5	5	10	3	3	3	6	4	6		5	5	5	5	5	5	5		5	5	
TOTAL FOR RIOs	110	139	72	39	179	70	65	115	81	104	141	109	161	166	112	76	143	90	124	170	149
Provincial Irrigation Offices																					
I																					
PIO Ilocos Norte	2	2					1	3					3	5	10					3	
PIO Abra	2	3	3	2	3	3	2	3	3				8	6	6		1	2	1	2	2
PIO Ilocos Sur	1	4	4	0	4	4	1	4	4	0	3	3	0	8	8	0	5	5	0	4	4
PIO Mountain Province		10		5	3		1	5					15			3	5		5	8	
PIO La Union	2	3	5	2	2	2	4	2	6	0	1	2	3	5	8	2	2	2	1	2	2
PIO Benguet	1	5	5		3	2	2	5	5		2	2	1	5	10		3	3	1	5	5
PIO Pangasinan	1	2		1	2		1	2					10	10		1	2		3	2	
Sub-Total	9	29	17	10	17	11	12	24	18	0	13	7	25	84	42	6	18	12	11	26	13
II																					
PIO Cagayan							3	2				3		3			3			3	
PIO Kalinga Apayao	2	2	2	4	2	4	4	4	4		4	2	1	4	1	1	1	1	1	1	1
PIO Isabela							4	1				5	7		12	9		2	1		2
PIO Ifugao																					20
PIO Nueva Vizcaya	N.A.						4	4					4	6							
PIO Quirino	1	3			3		4	4					6	6							
Sub-Total	3	5	2	4	5	4	15	11	4	5	20	2	17	22	1	3	5	1	1	26	1
III																					
PIO Nueva Ecija		2	2		3	3	2	2	2				5	5	5		2	2		2	2
PIO Tarlac	N.A.																				
PIO Zambales	2	3	3	3	3	3	2	3	3	6	3	3	9	3	3	2	2	2	2	2	2
PIO Pampanga		1			2		2	2			1		6	3			2				3
PIO Bulacan	N.A.																				
PIO Batangas	1	2	3				2	1	1				5	5	5		1	1	1	1	1
Sub-Total	3	8	8	3	8	6	8	8	6	6	4	3	25	16	13	2	7	5	3	8	5
IV																					
PIO Aurora		6		2	2	2	2	2	2		2	2	4	2	4		6		3	5	
PIO Quezon	1	0	0				1	0	0				1	0	0					1	0
PIO Rizal	3	5	8	1	7	8	2	6	8	2	6	8	2	6	8	1	3	4	2	3	5
PIO Cavite																					
PIO Laguna	3	5	5	3	4	2	3	5	2	2	4	2	3	5	3	1	3	2	1	3	2
PIO Batangas	2	1	2				2		1		1	1	5		2	1	1	1		1	1
PIO Marikina	2	3	3	2			2	2					4	3	3						
PIO Mindoro Oriental	3	2	2	1	1	2	2	2	1	2	0	2	0	5	2	4	0	3	0	0	4
PIO Mindoro Occidental	0	2	0	0	2	0	0	2	0	0	2	0	0	2	0	0	2	0	0	2	0
PIO Romblon	2	4		4	4		4					2		4	10		1			4	
PIO Palawan	N.A.																				
Sub-Total	16	28	20	13	20	14	18	18	15	4	19	13	28	30	24	3	19	7	7	22	8
V																					
PIO Camarines Norte		4			5				3					10							4
PIO Camarines Sur	1	1		1	1		2						10	10		3	7		4	4	
PIO Catanduanes	1	7	7		7	7		7	7		7	7	3	7	7		1	1		7	7
PIO Albay		2	1		4	1	1	1	1		2	2		2	2		3	1	3	1	1
PIO Sorsogon	3	5	5	3	2	2	4	2	2		3	5	3	5	3	2	1	1	2	2	2
PIO Masbate	3	11	5	3	3	1	9	3	3		5		12	5	12		3		2	2	
Sub-Total	8	30	18	7	22	11	16	18	13	0	22	12	30	37	24	5	18	3	11	20	10
VI																					
PIO Aklan	3	8			7		5	3		2			7	3		1	1		5	5	
PIO Capiz		3			3		1	3			3		1	6					2		
PIO Antique	2	3		4	4		3	3					5	15		1	2		1	3	
PIO Iloilo		4					3	2					2						2		1
PIO Negros Occidental		2			2		2	2			15		15						3		5
Sub-Total	6	20	0	4	16	0	14	13	0	2	22	0	13	41	0	2	10	0	6	16	0
VII																					
PIO Cebu	1	2	3	1	1	1	3	1		1	2	1	5	3	3	1	2		2	1	1
PIO Negros Oriental	3	2	5		5	5	3	2	5	2	3	5	9	2	10		2			3	3
PIO Bohol	16						23						77							8	
Sub-Total	20	4	8	1	6	6	29	3	5	4	5	6	91	5	13	1	4	0	10	4	4
VIII																					
PIO Northern Samar	4	6	2	2	3	2	3	4	2	2	2	2	4	2	4	2	2	2	2	2	4
PIO Samar	0	3	2	2	3	2	2	2	2	0	2	2	4	6	3	1	2	2	1	2	2
PIO Eastern Samar	2	4	0	2	3	0	2	2	0	1	2	0	4	4	0	2	2	0	3	2	0
PIO Northern Leyte	2	3	4	1	2	2	3	1	1	0	1	2	0	0	0	0	1	1	1	1	2
PIO Southern Leyte	2	3	0	3			2	4		0	8		7							4	
Sub-Total	10	19	8	10	11	6	12	12	7	3	15	6	17	14	5	3	7	5	7	13	8
IX																					
PIO Zamboanga del Norte	4	5	5		3	3		3	3		2	2		1	1		2	2		2	2
PIO Zamboanga del Sur	1	2			2			2													

Table E2-05 (2/2)

TRAINING STATUS AND NEEDS OF OFFICE PERSONNEL, AS OF 1990

(Unit : No.)

RIO/PIO	IA Loan Mgt. Acctg., Rec'g. Monit'g. & Report'g.			Inter-Human Relationship			Basic Leadership Development			Financial Management			System Management			Irrigated Crop Diversification Scheme			Institutional Dev. Scheme			Other (Specify)			
	Completed	Slated for 1991-1995	Slated for 1996-2000	Completed	Slated for 1991-1995	Slated for 1996-2000	Completed	Slated for 1991-1995	Slated for 1996-2000	Completed	Slated for 1991-1995	Slated for 1996-2000	Completed	Slated for 1991-1995	Slated for 1996-2000	Completed	Slated for 1991-1995	Slated for 1996-2000	Completed	Slated for 1991-1995	Slated for 1996-2000	Completed	Slated for 1991-1995	Slated for 1996-2000	
Regional Irrigation Offices																									
RIO I																									
RIO II	9	85	120	10	80	90	12	150	85	86	90	120	82	75	90		120	120	90	45	135	134	145	145	
RIO III																									
RIO IV					189			45			45												98		
RIO V	0	19	19	5	14	19	7	12	19	4	12	16	10	5	15	0	16	16	1	15	16	0	19	19	
RIO VI		120				100	240				80				60					40					
RIO VII/VIII				6	20	15	22	15	15	5	10	5	6	10	8	1	8	3						50	35
RIO IX	20	25	25	32	40	40	54	15	15	18	20	14	18	40	40		50	50	20	15	15				
RIO X		54	54	10	45	45	79	50		56	46		77	65			114		56		96		69	217	157
RIO XI	6	6		6	6		6	6		6	6		6	6					6	6					
RIO XII		5			20		3		3	3	5	8		3	5		5		3	3	11	24	29	29	
TOTAL FOR RIOs	35	314	218	69	614	369	423	303	137	298	234	163	259	206	158	1	313	189	261	84	273	325	460	385	
Provincial Irrigation Offices																									
I																									
PIO Ilocos Norte		16		1	17		11	5		8	16			10			13	5					11	10	
PIO Abra		1	1	1			1			13	4	2	7	10	2		2	2		4	2	11	4	2	
PIO Ilocos Sur	0	3	3	0	3	3	1	3	3	14	4	4	5	13	13	0	3	3	14	4	4	0	6	6	
PIO Mountain Province		0		4	10		16	14		16	14		6	10		1	2		18	14					
PIO La Union	2	4	6	1	6	7	5	10	2	2	2	3	10	10	10	10	10	10	14	6	20				
PIO Benguet		5	5	2	10	10	2	10	10	2	10	10	3	10	10	1	5	5	5	20	20				
PIO Pangasinan							10	9		15	6		15	6					19						
Sub-total	2	29	15	9	46	20	46	46	23	70	56	18	39	69	35	2	35	25	70	48	46	11	21	18	
II																									
PIO Cagayan		3			3					3				4											
PIO Kalinga Apayao	2	2	2	1	2	1	9	5	9	8	5	8	10	5	10		5		14	3	5				
PIO Isabela							11			11			11						11						
PIO Ifugao					20		14	3		5	10		3	12											
PIO Nueva Vizcaya				3	10		6	5		6	5		5	5			8		8						
PIO Quirino										6	5		5	5											
Sub-Total	2	5	2	4	35	1	40	16	9	30	23	8	29	26	10	0	17	0	33	5	5	0	0	0	
III																									
PIO Nueva Ecija							5	5		5	5		5	5		8	8		2	2	4	4			
PIO Tarlac																									
PIO Zambales	8	4	4	1	3	3	3	6	6	9	4	4	7	6	6		2	8	11	12	12	1	2	2	
PIO Pampanga		2					2	13		1	12		7	6			13		12						
PIO Bulacan																									
PIO Batangas				1	3	3	3	10	13	7	6	13	7	6	13				7	6	13				
Sub-Total	8	6	4	2	6	6	8	34	24	17	27	22	21	26	27	0	17	10	30	22	29	1	2	2	
IV																									
PIO Aurora	8	2	8		4		8	4	8	8	4	8	4	4	4		10		8	4	8				
PIO Quezon							25	20	20	25	20	20	25	10	10										
PIO Rizal	1	2	3		8	8	5	7	12	5	7	12	5	7	12		12	12	5	7	12	8		8	
PIO Cavite																									
PIO Laguna	5	6	3	1	4	3	7	6	3	7	6	4	7	6	6	6	6	6	6	6	8	3	4	3	
PIO Batangas		1	1	6			6			6			6				6	6	6						
PIO Marikina							2	2	2	2	2	2	2	2	2				1	4	1		3	3	
PIO Mindoro Oriental	0	6	0	53	2	0	7	3	4	7	0	4	7	0	4	0	5	0	8	4	4				
PIO Mindoro Occidental	0	3	0	0	5	0	0	5	0	0	5	0	0	5	0	0	2	0	0	2	0				
PIO Romblon		3			2			9		6	5		6	5			2		11						
PIO Palawan																									
Sub-Total	14	23	15	60	25	11	61	56	49	68	49	50	68	39	38	6	43	25	37	35	32	14	7	14	
V																									
PIO Camarines Norte		21			25		9	6		2			23				5		16						
PIO Camarines Sur	34	24					22	7		34	11		35	15					29						
PIO Catanduanes	2	10	10		13	13	7	10	10	13	1	1	8	10	10		7	7		12	12		7	7	
PIO Albay		2	1		2	2		2	2		2	2		2	2		2	2	22	1	2				
PIO Sorsogon		2	2		2	2	24	12	12	24	12	12	24	12	12		2	2	24						
PIO Masbate		3		2	12		23	6		26			27	5			3		31	3					
Sub-Total	36	62	13	2	54	17	85	43	24	99	26	15	117	44	24	0	19	11	93	45	14	0	7	7	
VI																									
PIO Aklan		2		20			20			20			20				0	26		24					
PIO Capiz		2		1			2			1	3			6			6		21	21		60			
PIO Antique		2		1	60		4	7		5	5		7			5		29	2			5			
PIO Bohol		1		6													6								
PIO Negros Occidental		5		1	20		6	20		8			3				5		30						
Sub-Total	0	12	0	22	87	0	30	29	0	34	8	0	23	13	0	0	48	0	104	23	0	60	3	0	
VII																									
PIO Cebu	2	2	2		3	3				8	5	5	5	10			15		15						
PIO Negros Oriental		2	2	3	3		9	2		3	6		3	6			11		11						
PIO Bohol	8			20			16			6			8				2		23				97		
Sub-Total	10	4	4	23	6	3	25	2	0	17	11	5	16	16	0	2	26	0	38	11	0	97	0	0	
VIII																									
PIO Northern Samar		1	1	2	4	6	2	4	3		2	2		2	2		2	4	12	10	10				
PIO Samar	1	3	2																						
PIO Eastern Samar	2	2	0	2	6	0	5	5	0	5	5	0	5	5	0	0	4	0	5	4	0				
PIO Northern Leyte	0	1	1	1	3	3	11	10	10	11	11	11	11	11	11	0	11	3	13	13	13				
PIO Southern Leyte	1	4		4	1		4			19			11				0		14				23		
Sub-Total	4	11	4	5	14	9	22	19	13	26	18	13	27	18	13	0	17	7	44	27	23	0	23	0	
IX																									
PIO Zamboanga del Norte		2	2		34	13	4	36	15	3	32	15	10	25	15		34	15	20	14	15	3	32	15	
PIO Zamboanga del Sur		15		1	30		5	15		1	20		1	20			2		5	5		3	17		
Sub-Total	0	17	2	1	64	15	9	45	15	4	52	15	11	45	15	0	36	15	25	19	15	6	49	15	
X																									
PIO Surigao del Norte				28	20	5	25	20	3	16	19	4	8	12		2	2	10	10	10					
PIO Agusan del Norte	1	2		12		7	12		7	12		7	12				2		7	12					
PIO Misamis Oriental	0	2	2		5	5	7	4	5	1	8	5	4	4	4		10	10	5	3	8				
PIO Misamis Occidental	0	2	2	0	2	2	8			1	7		8			0	2		7	2		0	0	0	
PIO Bukidnon	3	5	5	6	10	10	15	20	15	15	20	18	5	10	10	1	13	13							

STATUS OF PRESENT BUILDINGS AND FACILITIES, AS OF 1990

RIO/PIO	Administratives			RIM/PIE Quarter			Guest House			Equipment Shed			Others			(Unit : No.)
	New Building Required	Rehabilitation of Present Building Required	Present Building Adequate	New Building Required	Rehabilitation of Present Building Required	Present Building Adequate	New Building Required	Rehabilitation of Present Building Required	Present Building Adequate	New Building Required	Rehabilitation of Present Building Required	Present Building Adequate	New Building Required	Rehabilitation of Present Building Required	Present Building Adequate	
Regional Irrigation Offices																
RIO I	1			1			1			1						
RIO II			1			1							1			
RIO III			1					1								
RIO IV													1		1	
RIO V		1			1			1				1				
RIO VI			1			1			1		1		1			
RIO VII/VIII	1					1				1					1	
RIO IX	1			1			1			1						
RIO X	1				1			1				1				
RIO XI	1					1	1				1					
RIO XII			1			1			1			1				
TOTAL FOR RIOS	5	1	4	2	2	5	3	3	2	3	1	4	3	1	1	
Provincial Irrigation Offices																
I																
PIO Ilocos Norte		1		1				1				1	1			
PIO Abra			1	1	1		1				1	1				
PIO Ilocos Sur	1					1	1				1	1				
PIO Mountain Province	1					1			1		1	1				
PIO La Union		1		1			1				1	1				
PIO Benguet			1			1			1		1	1				
PIO Pangasinan			1			1			1		1	1				
Sub-Total	2	2	3	3	1	3	3	1	3	0	0	7	4	0	0	
II																
PIO Cagayan		1				1			1		1		1			
PIO Kalangayan						1			1		1		1			
PIO Isabela																
PIO Misamis		1				1					1	1				
PIO Nueva Vizcaya		1				1		1		1		1				
PIO Quirino			1			1					1	1				
Sub-Total	0	4	1	0	4	1	1	2	0	2	2	1	4	0	0	
III																
PIO Nueva Ecija				1							1					
PIO Tarlac		1		1						1			1			
PIO Zambales		1		1							1		1			
PIO Pampanga			1			1		1				1				
PIO Bulacan	1			1			1									
PIO Bataan			1			1				1						
Sub-Total	1	2	2	4	0	2	3	0	0	3	1	1	2	0	0	
IV																
PIO Aurora	1			1			1			1		1	1			
PIO Quezon		1				1			1		1					
PIO Rizal	1			1			1			1		1				
PIO Cavite		1		1			1				1					
PIO Batangas			1			1			1		1					
PIO Laguna			1			1			1		1					
PIO Marikina	1			1					1		1					
PIO Misamis Oriental						1					1			1		
PIO Misamis Occidental		1				1					1					
PIO Roxas	1			1						1		1				
PIO Palawan		1				1					1					
Sub-Total	3	5	2	5	5	1	5	2	1	5	5	0	3	1	0	
V																
PIO Camarines Norte		1				1			1		1		1			
PIO Camarines Sur						1			1		1		1			
PIO Catanduanes			1			1			1		1		1			
PIO Albay		1		1		1		1			1		1			
PIO Sorsogon			1			1			1		1		1			
PIO Masbate			1			1			1		1		1			
Sub-Total	0	3	3	1	2	3	1	3	2	3	2	0	5	0	0	
VI																
PIO Aklan		1				1			1		1		1			
PIO Capiz	1					1		1			1		1			
PIO Antique		1				1					1		1			
PIO Iloilo		1				1		1			1		1			
PIO Negros Occidental		1				1		1			1		1			
Sub-Total	1	4	0	0	5	0	2	2	1	1	1	1	1	2	0	
VII																
PIO Cebu			1			1					1		1			
PIO Negros Oriental			1			1			1		1		1			
PIO Bohol		1		1		1					1		1		1	
Sub-Total	0	1	2	1	1	1	0	1	0	0	0	2	2	0	1	
VIII																
PIO Northern Samar		1				1					1		1			
PIO Samar				1		1					1		1			
PIO Eastern Samar			1			1			1		1		1			
PIO Northern Leyte		1				1		1			1		1			
PIO Southern Leyte						1		1			1		1			
Sub-Total	0	4	1	2	3	0	4	0	1	3	2	0	0	0	0	
IX																
PIO Zamboanga del Norte						1					1		1			
PIO Zamboanga del Sur	1					1		1			1		1			
Sub-Total	1	1	0	0	1	1	1	0	0	1	1	0	2	0	0	
X																
PIO Surigao del Norte	1					1					1		1			
PIO Agusan del Norte	1					1					1		1			
PIO Misamis Oriental			1			1					1		1			
PIO Misamis Occidental			1			1					1		1			
PIO Bukidnon	1					1		1			1		1			
PIO Agusan del Sur		1		1		1		1			1		1			
Sub-Total	3	1	2	3	2	1	3	1	0	3	1	1	4	0	0	
XI																
PIO Surigao del Sur	1					1		1			1		1			
PIO Davao Oriental						1		1		1		1	1			
PIO Davao del Norte						1		1		1		1	1			
PIO Davao del Sur						1		1		1		1	1			
PIO South Cotabato						1		1		1		1	1			
Sub-Total	1	3	1	1	3	1	2	2	1	1	2	2	1	1	0	
XII																
PIO Lanao del Norte						1		1			1		1			
PIO Lanao del Sur						1		1			1		1			
PIO North Cotabato						1		1			1		1			
PIO Maguindanao	1					1		1			1		1			
PIO Sultan Kudarat	1					1		1			1		1			
Sub-Total	2	1	2	1	0	4	4	0	0	2	2	1	2	1	0	
TOTAL FOR RIOS AND PIOS	14	31	19	21	27	18	29	14	9	24	19	16	30	5	1	

Source : SSIDP Institutional Survey for RIOS & PIOS

Table E2-07

INVENTORY OF SURVEY AND HYDRAULIC EQUIPMENT, AS OF 1990

RIO/NIS/PIO	(Unit : No.)							
	Theodolite/ Transit	Automatic/ Ordinary Level	Steel Tape	Current Meter	Soil Auger	Soil Kit	(Meteorological) Station	Others*
Regional Irrigation Offices								
RIO I	2	2	3	6	2			
RIO II	7	3	0	6	0	0	1	
RIO III	0	0	1	1	2	1	2	
RIO IV	0	11	13	0		0	0	
RIO V							0	
RIO VI	13		8	2				1
RIO VII/VIII	1	4	3	4			12	
RIO IX								
RIO X	0	0	0	0	0			
RIO XI	0	0		0			0	
RIO XII	1	7	6	3				
TOTAL FOR RIOs	24	27	34	22	4	1	15	1
National Irrigation Systems								
REGION I	8	12	0	0	0			
REGION II	19	38	10	3	0	0	1	
REGION III	1	8	0	0	0	0	1	
REGION IV	7	17	8	5		1	1	
REGION V	3	4	4	4			10	
REGION VI	7		12	2			5	
REGION VII/VIII	5	3	11	0				2
REGION IX							0	
REGION X	8	7	19	4	1			
REGION XI	12	12		3				
REGION XII	11	11	17	4			7	
TOTAL FOR NISs	81	112	81	23	1	1	25	2
Provincial Irrigation Offices								
I								
PIO Ilocos Norte	1	1		1				
PIO Abra	1	3	1	0		0	0	
PIO Ilocos Sur		1		1		1		1
PIO Mountain Province	2	1	3	0	0	0	0	
PIO La Union		3	3	1	0	1		
PIO Benguet	3	2	0	1	0	0	0	2
PIO Pangasinan	3	2	2	1				
Sub-Total	10	13	9	5	0	2	0	3
II								
PIO Cagayan	2	3	1	1	1	1		
PIO Kalinga Apayao	3	5	2	1		1	1	
PIO Isabela	1	5	1	1		1		
PIO Ifugao	4	4						
PIO Nueva Vizcaya				7				
PIO Quirino	2	3	1	1			1	2
Sub-Total	12	20	5	11	1	3	2	2
III								
PIO Nueva Ecija	3	4	4	2	1	1		
PIO Tarlac	2	2		1	1	1		
PIO Zambales	2	2	3	2	1	1		
PIO Pampanga		2	1	1	1	1		
PIO Bulacan		1	4	1	1	1		
PIO Batangas	2	5	3	2	1	1		
Sub-Total	9	15	17	9	6	6	0	0
IV								
PIO Aurora	0	2	1	1		0		
PIO Quezon	3	4	5	1	1	1		
PIO Rizal	1	1						
PIO Cavite	2	4	1	2				
PIO Laguna		1		2		1		1
PIO Batangas	1	2	1	1				
PIO Marikina	3	3		2	1			
PIO Mindoro Oriental	2	2		1		1		
PIO Mindoro Occidental	2	6	1	1				
PIO Romblon	1	5	2	1	1			
PIO Palawan	1							
Sub-Total	16	30	11	12	3	3	0	1
V								
PIO Camarines Norte	1	1			1	1		
PIO Camarines Sur	1	2	2	1				
PIO Catanduanes	1	4	2	1		1		6
PIO Albay	3	5	1	1				2
PIO Sorsogon	1	2	2	1				
PIO Masbate	2	2		1		1		
Sub-Total	9	16	7	5	1	3	0	8
VI								
PIO Aklan	1	2	1	1		1		
PIO Capiz								
PIO Antique		2	1	1		1		
PIO Iloilo	1	1	1			1		
PIO Negros Occidental	2	1	1					
Sub-Total	4	6	4	2	0	3	0	0
VII								
PIO Cebu	0	2		1	0	1	0	
PIO Negros Oriental	2	2	0	1		1		
PIO Bohol	2	3	5	1		1		
Sub-Total	4	7	5	3	0	3	0	0
VIII								
PIO Northern Samar	3	2	4					
IX								
PIO Samar								
PIO Eastern Samar	1	2	2	1		1		
PIO Northern Leyte	5	1		1				
PIO Southern Leyte	1	1		1				
Sub-Total	10	6	6	4	0	1	0	0
X								
PIO Zamboanga del Norte	2	4	1	2				
PIO Zamboanga del Sur	4	2	4	2				
Sub-Total	6	6	5	4	0	0	0	0
XI								
PIO Surigao del Norte	1	2	1	2		1		2
PIO Agusan del Norte		2	1	1		1		
PIO Misamis Oriental	1	1	1	1		1		
PIO Misamis Occidental	2	2	2	2		1		
PIO Bukidnon	2	4	1	1	2	1		1
PIO Agusan del Sur	2	1	2	1				
Sub-Total	8	13	7	8	2	5	0	3
XII								
PIO Surigao del Sur	2	1	1	2	0	0		
PIO Davao Oriental								
PIO Davao del Norte	2	3	2	1				
PIO Davao del Sur	2		2	2		1		
PIO South Cotabato		2	4	3	2			
Sub-Total	6	6	9	8	2	1	0	0
XIII								
PIO Lanao del Norte		3	1	1		1		
PIO Lanao del Sur	1							
PIO North Cotabato	2	4	1	1	1	1		
PIO Maguindano	2	10	10	2	1	1		3
PIO Sultan Kudarat	1	2	3	1				
Sub-Total	6	19	15	5	2	4	0	3
TOTAL FOR PIOs	106	157	190	76	17	34	2	20
TOTAL FOR RIOs,								
NISs AND PIOs	205	296	215	121	22	36	42	23

Sources : SSIDP Institutional Survey for RIOs & PIOs
Annual Equipment, Supplies and Materials Inventory for Calendar Year 1990, NIA

INVENTORY OF CONSTRUCTION EQUIPMENT : A1 AND A2 CLASSIFICATION, AS OF 1990

(unit : no.)

REG/PIO	Crane (Crawler, Truck)	Tractor Dozer/ Crawler	Road Grader	Excavator (Back-hoe)	Loader (Crawler, Wheel, ForkLift)	Roller (Vibroy Static)	Dump Truck	Truck (Repair Shop Mobile/Lubric)	Tanker (Water/ Fuel)	Stake Truck/ Ovd. Truck	Air Compressor	Drilling Machine	Portable Concrete Mixer	Compactor (Plate)	Concrete Vibrator	Welding Machine	Portable Jack-Hammer	Generator Set	Chain Saw	Water Pump (Motor/ Centri/ Prop)	Others*
Regional Irrigation Offices (excluding systems)																					
REGION I	1	11	0	1	3	0	0	0	1	4	2	2	3	0	0	3	0	0	0	22	5
REGION II	7	4	3	0	2	1	4	0	0	1	3	0	0	0	4	0	0	1	0	3	86
REGION III	4	3	0	1	0	0	0	0	0	1	9	6	3	0	1	2	0	11	2	6	3
REGION IV	0	6	5	3	4	1	5	1	1	3	8	0	27	0	12	3	0	8	0	28	40
REGION V	2	16	2	3	6	5	3	0	0	1	3	0	4	0	5	1	0	2	0	5	0
REGION VI	3	10	1	5	6	3	2	1	1	0	7	0	4	2	5	3	2	5	0	7	29
REGION VII/VIII	3	9	1	2	5	8	6	2	0	0	3	0	7	0	1	0	0	3	0	6	0
REGION IX	3	6	1	4	6	4	1	0	2	5	4	0	1	0	1	0	0	2	0	2	2
REGION X	0	1	1	1	0	0	0	0	0	1	2	0	0	0	3	1	0	0	0	9	0
REGION XI	0	1	0	0	2	0	1	0	1	3	3	0	0	0	2	2	0	1	0	1	6
REGION XII	0	14	5	1	5	3	3	0	0	9	7	0	1	0	6	0	2	4	0	4	10
TOTAL FOR REG	23	81	19	21	39	25	25	4	6	28	51	8	50	2	49	15	4	37	2	93	181
National Irrigation Systems																					
REGION I	5	16	6	17	21	8	29	0	1	15	3	0	13	0	20	4	0	8	0	12	65
REGION II	20	78	35	57	39	26	85	5	15	55	32	67	55	25	59	16	2	29	7	106	295
REGION III	13	31	33	21	28	5	71	2	6	44	4	1	12	0	2	5	0	9	1	47	510
REGION IV	13	59	25	11	28	31	68	3	12	45	14	0	23	2	19	24	0	6	5	78	355
REGION V	6	21	5	11	22	10	35	1	3	12	1	0	17	3	18	6	0	4	0	20	9
REGION VI	9	10	6	18	10	3	14	1	2	7	4	0	1	0	0	1	0	3	0	14	3
REGION VII/VIII	2	6	4	4	7	4	15	2	3	13	3	0	3	0	0	2	0	2	0	14	21
REGION IX	0	0	2	2	3	3	2	0	0	0	2	0	0	0	0	2	0	0	0	3	3
REGION X	9	66	15	24	23	7	70	2	0	31	14	0	34	1	62	4	1	21	5	96	287
REGION XI	41	78	17	68	23	20	158	5	9	27	19	6	44	0	48	16	1	30	31	52	20
REGION XII	5	16	8	5	8	8	33	0	0	18	1	0	16	0	0	2	4	3	10	22	20
TOTAL FOR NIS	123	401	157	239	212	125	540	21	51	258	97	74	218	31	228	82	8	115	59	464	1578
Provincial Irrigation Offices																					
I	PIO Bicol Norte	0	2	5	0	1	4	5	0	0	1	0	5	0	1	0	0	1	0	0	5
I	PIO Bicol Sur	1	0	0	1	0	0	2	0	0	2	0	0	0	1	0	0	1	0	9	0
I	PIO Mountain Province	0	2	0	1	0	0	4	0	0	3	0	0	0	1	0	0	1	0	0	0
I	PIO La Union	0	2	0	0	0	2	1	0	0	1	0	0	0	1	0	0	0	0	8	0
I	PIO Benguet	0	1	0	0	0	0	1	0	0	4	0	0	0	1	0	0	1	0	0	0
I	PIO Pangasinan	0	2	0	1	0	0	1	0	0	1	0	0	0	5	0	0	2	0	0	0
I	Sub-Total	1	10	5	4	2	6	16	0	8	12	1	8	15	8	11	0	5	7	6	20
II	PIO Cagayan	2	10	1	3	6	2	11	0	0	2	0	2	0	1	1	1	1	1	0	12
II	PIO Kalina Agta	0	1	0	1	1	0	5	0	0	0	0	1	0	1	0	0	2	0	3	1
II	PIO Babel	0	2	0	2	0	0	4	0	0	1	0	3	0	1	0	1	1	1	0	4
II	PIO Isabela	0	1	0	1	0	0	2	0	0	0	0	0	0	1	0	1	0	0	2	0
II	PIO Nueva Vizcaya	0	3	0	3	2	0	7	0	0	1	0	2	0	1	0	1	2	0	5	0
II	PIO Quirino	1	1	0	4	0	0	3	0	0	0	2	4	0	4	0	1	1	1	0	2
II	Sub-Total	3	18	1	14	9	2	32	0	2	4	0	12	0	9	1	5	7	0	28	1
III	PIO Nueva Ecija	1	1	0	1	0	0	1	0	0	1	0	3	0	1	0	1	1	1	0	4
III	PIO Tarlac	0	1	1	0	1	0	1	0	0	2	0	0	0	0	0	0	1	0	4	0
III	PIO Zambales	0	0	1	1	1	0	1	0	0	1	0	0	0	0	0	1	1	0	4	0
III	PIO Pampanga	0	1	0	2	1	0	1	0	0	0	0	1	0	0	0	0	1	0	2	0
III	PIO Bulacan	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	2	0
III	PIO Batangas	0	2	0	0	1	0	3	0	0	1	0	0	0	2	0	1	1	0	3	0
III	Sub-Total	1	5	2	4	4	0	7	0	0	5	0	6	0	4	0	3	5	0	19	0
IV	PIO Aurora	0	2	0	2	1	0	3	0	0	1	0	1	0	2	0	1	1	0	1	0
IV	PIO Quezon	0	2	0	1	0	0	2	0	0	0	0	1	0	1	0	3	0	0	2	0
IV	PIO Rizal	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0
IV	PIO Cavite	0	1	0	0	1	0	2	0	0	0	0	2	0	1	0	0	0	0	0	0
IV	PIO Laguna	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
IV	PIO Batangas	0	3	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	0	4	1
IV	PIO Marikina	0	1	0	1	0	2	1	0	0	0	0	1	0	1	0	0	0	0	2	0
IV	PIO Mindoro Oriental	0	1	0	1	0	0	1	0	0	1	0	0	1	0	0	1	0	1	0	3
IV	PIO Mindoro Occidental	0	2	0	2	1	2	3	0	0	1	0	2	0	1	0	0	1	0	2	8
IV	PIO Romblon	0	2	0	0	0	0	1	0	0	1	0	1	0	1	0	0	1	0	2	0
IV	PIO Palawan	0	6	5	5	4	2	12	0	1	4	0	4	0	3	0	1	1	0	8	0
IV	Sub-Total	0	21	5	13	7	6	24	0	1	11	0	9	13	0	11	0	5	6	25	9
V	PIO Camarines Norte	0	2	0	1	0	0	2	0	0	1	0	0	0	2	0	2	1	0	6	0
V	PIO Camarines Sur	0	2	0	2	0	0	2	0	0	0	0	4	0	0	0	0	1	0	5	0
V	PIO Catanduanes	0	2	0	1	0	0	0	0	0	0	0	1	0	1	0	0	1	0	2	0
V	PIO Albay	1	1	0	1	0	0	2	0	0	1	0	2	0	1	0	0	1	0	7	0
V	PIO Sorsogon	0	2	0	1	0	0	2	0	0	1	0	3	0	1	1	0	1	0	4	0
V	PIO Masbate	0	1	0	1	0	0	2	0	0	0	0	1	0	1	0	1	1	0	3	0
V	Sub-Total	1	10	0	7	0	0	13	0	2	3	0	13	0	6	1	3	5	0	27	0
VI	PIO Aklan	0	3	0	2	1	0	2	0	0	3	0	1	1	3	0	0	1	0	5	0
VI	PIO Capiz	0	3	1	4	1	0	5	0	0	1	0	1	4	1	0	1	1	1	8	1
VI	PIO Antique	0	2	0	3	1	0	4	0	0	1	0	1	0	0	1	1	1	0	4	2
VI	PIO Iloilo	1	1	1	2	0	0	3	0	0	0	0	1	2	1	0	0	0	0	2	2
VI	PIO Negros Occidental	0	5	1	4	1	0	5	0	1	2	1	2	1	3	0	1	1	1	3	3
VI	Sub-Total	1	14	3	15	4	0	19	0	1	7	1	8	4	8	3	5	4	0	23	8
VII	PIO Cebu	0	3	1	0	1	0	1	0	0	1	0	3	0	1	0	0	1	0	3	0
VII	PIO Negros Oriental	0	2	1	1	0	0	5	0	0	1	0	3	0							

Table E2-09

INVENTORY OF CONSTRUCTION EQUIPMENT : A1 CLASSIFICATION, AS OF 1990

(Unit : No.)

RIO/NS/P/O	Crane (Crawler, Truck)	Tractor Dozer/ Crawler	Road Grader	Excavator (Back-hoe)	Loader (Crawler, Wheel, Forklift)	Roller (Vibrotatic/ Static)	Dump Truck	Truck (Repair, Stop, Mobile/ Lubric)	Tanker (Water/ Fuel)	Stake Truck/ Ord. Truck	Air Compressor	Drilling Machine	Portable Concrete Mixer	Compactor (Plate)	Concrete Vibrator	Welding Machine	Portable Jack Hammer	Generator Set	Cable Saw	Water Pump (Motor/ Centri/ Prop)	Others*	
Regional Irrigation Offices (excluding systems)																						
RIO I		4			1				1	4	2	2	3			3					19	5
RIO II	2		1			1					3				3						2	64
RIO III	2	2		1							6	6	2		1	2		9	2		6	3
RIO IV		2	3	2	2	1	1		1	2	8	19			8	3		5			18	39
RIO V	1	9	1	2	3	2	1				3				5	1				2	1	
RIO VI	3	4		1	3						5		1	2	5	3	2	5			3	21
RIO VII/VIII	1	2		1	2	6	2	1			2		4		1			2			3	
RIO IX	1	2		2	3	5					5		1		1			2			2	1
RIO X		1									1				2	1						6
RIO XI		1			1						1	1	3		2	2						6
RIO XII		1	1			3					6	5			6		2	4			4	7
TOTAL FOR RIOs	18	28	6	9	15	16	4	2	3	17	42	8	33	2	34	15	4	29	2	64	166	
National Irrigation Systems																						
REGION I	3	10	5	9	15	5	23		1	14	3				20	3				8	10	54
REGION II	11	31	11	33	20	5	46	1	6	39	22	61		25	19	9	1	13	5	39	270	
REGION III	4	23	20	13	19	2	42		1	34	3	1	7		2	4		3	1	47	237	
REGION IV	12	42	17	7	21	22	50		11	38	11		13	1	19	16			1	44	331	
REGION V	5	12	4	11	19	10	35	1		12	1		5	3	17	4			4	5	5	
REGION VI	6	10	5	17	2	2	9	1		6	2		1		1				1	5	1	
REGION VII/VIII	2	3	4	1	1	4	5	2	3	10	5				1			1			2	9
REGION IX		2	2	2	2	3	2				2				1						2	2
REGION X	6	40	11	15	18	7	41	2		11	9				37	2	1	14			28	227
REGION XI	37	28	8	53	17	11	101	4	7	20	16	6			11	12	1	23	9	25	5	
REGION XII	4	12	5	4	4	5	17			8	1		10		1	5	3	10	3		9	
TOTAL FOR NSIs	90	213	92	165	138	76	371	11	29	192	73	48	84	19	125	54	7	72	26	230	1150	
Provincial Irrigation Offices																						
I P/O Bocot Nera			3			3	3						1	1				1				5
P/O Abra	1			1			2			1					1						3	
P/O Bocot Sur					1		1			1			3		1						7	
P/O Masantan Province		2					1			3					1							
P/O La Union		2				2				1					1						8	
P/O Benguet							1			1					1							
P/O Pangasinan		2					1			1					5							
Sub-Total	1	6	3	2	1	5	9	0	0	8	0	0	7	0	11	0	0	7	0		18	5
II P/O Capayan	2	5	1	3	5	2	11			1					1	1	1	1			9	
P/O Kalang Apayzo		1		1			5								1						3	1
P/O Isabela		2		2			5			1					3						4	
P/O Ifugao		1		1			2								1						2	
P/O Nueva Vizcaya		3		3	2		5			1					2						5	
P/O Quirino	1	1		3			2			1					4						2	
Sub-Total	3	13	1	13	8	2	28	0	0	1	3	0	10	0	8	1	5	7	0		25	1
III P/O Nueva Ecija	1			1			1			1					3						4	
P/O Tarlac		1	1		1					1					1						3	
P/O Zambales				1	1		1								1						2	
P/O Pampanga				2	1		1								1						2	
P/O Bulacan							2								1						2	
P/O Bataan		1					2								2						3	
Sub-Total	1	2	2	4	3	0	5	0	0	3	0	0	8	0	4	0	3	5	0		16	0
IV P/O Aurora		2		1	1		1			1					2						1	
P/O Quezon		1		1			2								1						2	
P/O Rizal							2			1					1						1	
P/O Cavite		1			1		2								1							
P/O Laguna		3		1			1			1					2						1	
P/O Batangas		1					1								1						1	
P/O Marikina		1				2	1								1						1	
P/O Mindoro Oriental		1					1								1						1	
P/O Mindoro Occidental		1				2	1								1						1	
P/O Romblon		2					1								1						2	
P/O Palawan		5	3	1	2	1	6	1	3						1		1	1			2	
Sub-Total	0	17	3	7	4	5	14	6	1	7	0	0	10	0	7	0	5	9	8		16	1
V P/O Camarines Norte		2		1			2			1					2						2	
P/O Camarines Sur		2		2			1								3						3	
P/O Catanduanes		2		1			2								1						2	
P/O Albay	1	1		1			2			1					1						4	
P/O Sorsogon		2					1								3						2	
P/O Marikina		1		1			2			1					1						3	
Sub-Total	1	10	0	6	0	8	10	0	0	1	6	10	0	0	6	1	2	6	0		16	0
VI P/O Aklan		3		2	1		2			3					1	2					5	0
P/O Capiz		3	1	4	1		4			1		1			1	1					8	1
P/O Antique		2		3	1		2			1	1				1	1					4	2
P/O Bohol	1	1		2			2								1	2	1				2	2
P/O Negros Occidental		1	1	2	1		0		1	1	1				3	1					2	1
Sub-Total	1	10	3	13	4	0	12	0	1	6	2	1	5	4	7	3	3	4	0		21	6
VII P/O Cebu		3		1		1	1			1					3						2	
P/O Negros Oriental		2		1	1		3			3					1						3	
P/O Bohol		2		1	1		3			2					1						3	
Sub-Total	0	7	3	2	2	4	6	0	0	1	0	0	0	0	3	0	1	3	0		8	0
VIII P/O Northern Samar		2		1	1		2			1					1						2	
P/O Samar		1		1			3								2						3	
P/O Eastern Samar		2		1																		