

Sandiwa

One heart, one spirit, one family

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GMA unveils first online modules of training series

Philippine President Gloria Macapagal-Arroyo unveiled the first modules of the Rice Production Training series online during a visit to the institute on Thursday, 2 August. After being taught to literally thousands of rice researchers, government officials, and farmers for almost three decades, the very first electronic modules of the series were released this month by IRRI.

The ceremony was seen as especially appropriate by those who recalled that it was the father of President Macapagal-Arroyo, former Philippine President Diosdado Macapagal, who formally inaugurated IRRI in 1962 and so launched the very first Rice Production training course soon after.

"We were honored to have the president perform this simple ceremony," Director General Ronald Cantrell said. "While it was a relatively simple ceremony, the potential impact of this training material should be enormous."

President Arroyo also visited the International Rice Genebank and was introduced to several of IRRI's research projects at Block B14 during her brief visit. As she walked from Block B14 to N.C. Brady Laboratory and on to Umali Hall, she was greeted by applauding, picture-snapping groups of IRRI employees. ■



President Arroyo stops by the new plant type exhibit. From left are CGIAR Technical Advisory Committee Chair Dr. Emil Javier; Dr. Glenn Gregorio of Plant Breeding, Genetics and Biochemistry Division; PhilRice Executive Director Dr. Leo Sebastian (partly hidden), and the microphone and smile of plant breeder Dr. Parminder Virk.

President Arroyo gleefully shakes hands with Information Services Manager Sylvia Inciong and Carmen Bernal, a researcher in the Entomology and Plant Pathology Division.



Training and development

By Ian M. Wallace & William G. Padolina

It's not *what* you know but *who* you know. Remember this one? Perhaps it is time to drop this saying in the garbage bin. Yes, contacts are very useful, but information has become even more important, and everyone in the workforce should be regularly thinking about upgrading his or her skills and knowledge.

The day when an employee could expect to do the same job throughout his or her career has already come to an end. Now, most members of the workforce should plan on changing jobs a number of times before retirement, and each job change will need some personal re-tooling, as the old skills may not be what are needed in the new job.



At IRRI, we need to support training and development so that staff will have the skills needed to get the job done. There are a number of options available to employees:

- workshops offered by HR Services on a variety of subjects, from customer relations to effective business writing;
- special short courses presented by various DCUs, such as defensive driving sessions offered by Transport and Safety & Security Services, or quality assurance courses presented by the Biometrics and Bioinformatics Unit;
- books and videos from the IRRI Library and similar sources;
- courses offered by UPLB and other universities;
- professional visits to see how other organizations manage certain activities; and
- e-courses offered by IT Services (classroom courses will also soon be available).



Every employee should be regularly upgrading his or her knowledge base and, if possible, branching out into related areas. Multi-tasking and staff versatility are becoming increasingly highly valued.

IRRI actively promotes staff development, and this is reflected in the three-part NRS performance evaluation and development form. Part III, the "employee development action plan," is devoted entirely to staff development. In Section A, the employee lists his or her training activities during the past year, and this constitutes a permanent record of training and development programs, courses, and so forth, in which the employee has participated. And employees who successfully complete formal courses and workshops will receive, as part of the record, an official certificate. In Section B, the staff member and supervisor identify what future training is required by the employee, such as exposure to new techniques, computer programs, and the like. Section C is reserved for the action plan in which the employee and his or her supervisor will indicate, if possible, exactly how and where the training will be provided—a two-day IT Services

course on database management, for example, or watching a library video on time management.

Employees and supervisors should work together and use the NRS performance evaluation and development form to plan staff training activities. We recommend that each employee devote a minimum of five work days a year to training and development. At first glance, this may seem like a lot of time, but it isn't; it's less than two percent of annual working time.

Staff development is an investment that has repeatedly been shown to pay big dividends to organizations that place a high value on learning and are ready to invest in their staff. IRRI, as one of the leading research and development organizations in the Philippines, has always recognized the importance of training and encourages all staff to make the best of the many learning opportunities available to them.

Remember, it is not so much *who* you know, but *what* you know. ■

Pagsasanay at pagsulong

Ni Ian M. Wallace at William G. Padolina

Hindi ang *iyong alam* kundi kung *sino* ang iyong kilala. Natatandaan ba ninyo ito? Siguro, kailangan nang ibasura ang kasabihang ito. Oo, ang mga kontak ay napakahalaga, subali't ang impormasyon ay labis na naging mas mahalaga, at ang bawa't isa sa mga manggagawa ay dapat isaalang-alang na pag-ibayuhin ang kanilang mga kasanayan at kaalaman.

Ang araw na ang isang empleyado ay umaasang gagampanan niya ang parehong trabaho sa kanyang propesyon habang panahon ay nagwakas na. Ngayon, karamihan sa mga empleyado ay dapat magplano ng pagpapalit ng trabaho bago sila magretiro, at ang bawa't pagbabago ng trabaho ay mangangailangan ng mga panibagong kasangkapang personal, sapagka't ang mga lumang kakayahan ay maaaring di na kakailanganin.

Sa IRRI, kailangang suportahan ang pagsasanay at pagsulong upang ang mga kawani ay magtaglay ng mga kakayahan upang magampanan ang kani-kanilang trabaho. May ilang mga opsyon ang magagamit ng mga empleyado:

- Workshops na isinasagawa ng HR Services tungkol sa mga iba't-ibang paksa, mula customer relations hanggang sa epektibong pagsulat-pangkalakalan;
- Espesyal na pangmadaliang kurso na ibinibigay ng iba't-ibang DCUs, tulad halimbawa ng pagsasanay sa depensibong pagmamaneho na ibinibigay ng Transport and Safety and Security Services, o mga kurso sa quality assurance na ibinibigay naman ng Biometrics and Bioinformatics Unit;
- Mga aklat at video mula sa IRRI Library at mga kahalintulad na pinagkukunan;
- Mga kurso na ibinibigay ng UPLB at iba pang mga pamantasan;
- Mga pangpropesyonal na pagbisita sa ibang mga organisasyon upang malaman kung paano pinamamahalaan ng mga ito ang ilang mga gawain; at

to page 12. . .

Vietnam honors Philippine scientist

The Vietnam Ministry of Agriculture and Rural Development has awarded Monina Escalada, a specialist in development communication, with the Medal for Agriculture Development. This is the first time an IRRI collaborator from the Philippines has received such an honor.



Dr. Escalada, a professor at the Visayas State College of Agriculture (ViSCA) in Baybay, Leyte, has been collaborating with IRRI scientists in the Rice IPM Network, introducing new approaches to improve farmers' decisions in the management of insect pests, weeds, rodents, and nutrients. As the theme leader of the network, Dr. Escalada has been a valuable resource person in sociological research and survey methods to Vietnamese scientists. She developed the first knowledge, attitude, and practice (KAP) survey in 1993 that helped identify the pesticide misuse problem in Vietnam. Working with weed scientists from IRRI and Vietnam, she developed the

weedy rice survey to understand how farmers manage this new problem. Recently, she helped scientists from IRRI, Vietnam, and Australia document farmers' KAP in Mekong and the Red River deltas.

Together with Dr. Thu Cuc of Cantho University in 1993, Dr. Escalada introduced farmer participatory research (FPR), which became a popular tool of research and extension in communicating with farmers. More than 500,000 farmers have conducted FPR experiments in Vietnam. From 1994 to 1997, she helped develop the strategic extension campaign to motivate

farmers to reduce early season insecticide use. The campaign, initiated in Long An province, spread to other provinces, contributing to a 50 percent reduction in insecticide use. In addition, she trained Vietnamese scientists, conducted numerous focus group discussions, developed the survey instruments, and supervised surveys and data analysis as well.

The Medal for Agricultural Development, which is bestowed only on persons who make outstanding contributions to Vietnam's agriculture, has been awarded to four IRRI scientists: Drs. Gurdev Khush, Donald Puckridge, Achim Dobermann, and K.L. Heong. ■

Letters

Social Sciences, not CSWS

Dear Editor,

Thanks for including my name in your article "Other new faces" in the July issue, but there seems to be a misprint or misinformation, because it says that I'm a researcher in Crop, Soil, and Water Sciences. The truth is, I'm a researcher in the Social Sciences, not in CSWS.

Thanks,

Wenifredo A. Geraldino

whatsonlosbaños

Dear Friends,

Three weeks ago, there was a concert at the Cultural Center in Manila of one of my favorite choirs, the Philippine Madrigal Singers. I couldn't believe that I'd missed it, and I'm *still* kicking myself.

Lately, I'd also been kicking around an idea that had to do with that problem, and missing the concert was the last straw. So, in the interest of all of us who want to get out and see and do neat things, I've created a Web site that I hope will become a running bulletin board of events in and around Los Baños and Manila, a repository of knowledge links to more information.

Please check out <http://www.geocities.com/whatsonlosbanos> (before or after work, of course), and— even better—contribute!

Yours truly,
Barney Caton

Inspiring video

I watched the IRRI video *Filling the World's Rice Bowl* in July. It really is a must-see (as is Duncan Macintosh's inspiring speech) for everybody working in IRRI. It gives one a sense of pride knowing that you are working in an organization whose vision and mission is to alleviate poverty (one way or another, directly or indirectly). It is too bad, though, that there are a lot of misconceptions regarding our research. I have to agree with Duncan that it is just a matter of information dissemination. I must admit that before I saw the video, I could not really defend IRRI whenever someone asked me about the issues aired on national TV (those negative issues I mean). After a lengthy discussion with Dr. Glenn Gregorio about the benefits of rice research, and after Cris Dawinan's assurance of the safety of our pesticide application (during our First Aid training), and after watching the video and hearing Mr. Macintosh say some unknown facts about IRRI, I can finally say a lot of good things about our institute—and with conviction. And I believe that these good things far, far outweigh the bad.

Leonor "Ninay" Herradura (Accounting)

What's on, Los Baños!

New York bound

IRRI staff in Rotary program

Three nationally recruited IRRI staff will experience cultural immersion in the American way of life, while exploring opportunities for professional growth, as members of a Rotary International District 3820 team visiting New York from 7 September to 6 October. Rotary International is sponsoring their visit under The Rotary Foundation Group Study Exchange program. The program focuses on information technology this year.

The IRRI staff are Leonisa “Liza” Almendrala, assistant manager, General Accounting Office; Doris “Dors” M. Mercado, researcher, Plant Breeding, Genetics and Biochemistry Division;



Doris Mercado, Gina Santos, and Liza Almendrala with Rotary Club of West Bay President Sylvia Inciong.

and Ginalyn “Gina” Santos, Web developer and multimedia designer, Communication and Publications Services.

Ms Almendrala, who will represent the Rotary Club of West Bay, holds a degree in business administration, magna cum laude, from the Manuel S. Enverga University Foundation. “I’ll try to implement in IRRI some of the financial practices, procedures, and policies that I observe in the U.S. during the visit, if they’re applicable,” she says.

Ms Mercado will represent the Rotary Club of Bay. An agriculture graduate from the University of the Philippines at Los Baños, cum laude, she aims to “contribute to the pool of scientists working for poverty alleviation through rice research.”

Ms Santos, representing the Rotary Club of Los Baños Makiling, completed computer science studies at De La Salle University. “I hope to support the Rotary Club in its humanitarian missions and strengthen the practice of my profession in our own country,” she says, as a result of this program. ■

Occupational safety and health seminar for unit safety supervisors

The IRRI Safety Services sponsored a one-day Occupational Safety and Health Seminar for all division/center/unit deputy safety supervisors on 15 August in Umali Hall. The seminar aimed to properly equip designated unit safety supervisors (USS) with knowledge and skills in occupational safety and health to promote safety in the institute.

Engineer Elmer P. Veluz, an accredited safety consultant of the Department of Labor, was the seminar resource person. The seminar discussed hazard identification and control, fire control, industrial hygiene, and accident reporting, investigation, and prevention.

The following supervisors will soon participate in safety inspections in their respective units under the supervision of the Safety Services:

Paulito Oleta, General Accounting; Elybeth Alcantara, Materials Management Services; Alfredo Reyes, Human Resources Services; Manny Alejar, Visitors and Information Services (VIS); Mauro Malabrigo, Library and Documentation Services; Rogelio Alfonso, Communication and Publications Services (CPS) 3; Joselito Platon, VIS; Larry Escuadra, Food and Housing Services; Rogelio Quintos, CPS 1 and 2; Bayani

Perido, Information Technology and Telecommunications Services (ITTS); Oscar Garcia, Training Center; Ric Hernandez, Agricultural Engineering Unit; Jaime Faronilo, Crops, Soils, and Water Sciences (CSWS)-D. L. Umali (DLU), 1st Floor; Teodoro Migo, CSWS-DLU, 2nd Floor; Arnel Sanico, CSWS-Phytotron Annex; Sylvia Villareal, Entomology and Plant Pathology Division (EPPD)-Entomology; Raymond Pamplona, EPPD-Plant Pathology; Alice Bordeos, EPPD-Genetics; Isaias Domingo, EPPD-Greenhouses; Jojo Lapitan, International Programs Management Office (IPMO); Rolando Casumpang, BBU; Benito Romena, Plant Breeding, Genetics and Biochemistry (PBGB); Bernardo Mercado and Jose Angeles, Genetic Resources Center (GRC); Ramil Gutierrez, Geographic Information System (GIS); Joel Reaño, Social Sciences Division (SSD); Silvino Merca, Seed Health Unit (SHU); Jonathan Abengania, PBGB-GML; Blesilda Albano, PBGB-PMBL; Reynaldo Garcia, PBGB-TCL; Mariel Ong, Analytical Services Laboratory (ASL); Jocelyn Uichanco, CSWS-Soil Micro; Wency Larazo, CSWS-Soil Science; Vivencio Marciano, Experiment Station (ES); Loreto Aclan, ES; and Bienvenido Manimtim, ES-CGFU. ■

Cost savings at IRRRI

By Frisco “Jojo” Guce
Manager, Materials Management Services

Imagine one big pot that contains all of IRRRI’s money—money used to do research, publish findings, attend conferences, meet donors, pay salaries, train people, pay utilities, buy equipment, buy supplies, buy training materials, etc. It would be good if the amount of money at least stays the same. It would be much better if it grows, to settle all the obligations of the institute. What if the amount dwindles? Which of the above will go? What would be the likely combination? More research, fewer jobs?

Before our bosses face such a difficult choice, we at Materials Management Services (MMS) would like to do our share. We hope to start something small in the hope that everyone in the institute will contribute in his or her own way and make it big.

We are aware that, to be successful, we will need all the support and cooperation we can get. At this point, MMS believes that the following ideas are worth looking into.



1. Turning to more cost-effective alternatives for those items that are not “mission critical” to IRRRI’s operation, such as ballpoint pens, pencils, letter envelopes, bond paper, scissors, plastic folders, etc.
2. Standardizing items to improve our bargaining leverage with suppliers, such as laboratory disposables like pipet units, pipet tips, microcentrifuge tubes, white tips, plates, kimwipes, etc.
3. Coming up with a list of allowable office supplies. It’s probably a good time to ask ourselves whether we really need memo pads (given our current e-mail capability), or several sizes of Post-it notes that complicate our lives with deciding which size to use, or special multi-colored markers so we can see where we’re supposed to sign, or mechanical pencils instead of ordinary Mongol pencils.
4. Phasing out stock items such as first class mail envelope size 9×12 and 10×13; transparency film clear IR 1120, Devcon 2-ton bond, etc.
5. Consolidating all the Metro Manila trips that Purchasing and Shipping people make, to reduce the frequency and save on gasoline, miscellaneous expenses, vehicle wear and tear, etc.
6. MMS handling all gas cylinder refills at CIGI.
7. And, last but not least, a review of IRRRI’s existing arrangements with service providers such as freight movers and brokers.

We welcome all suggestions. ■

Rotary Club of Los Baños Makiling launches Operation Lingap

The Rotary Club of Los Baños Makiling (RCLB Makiling) appeals to the generosity and compassion of IRRRI staff, asking that they extend assistance urgently needed by displaced farm families near Mt. Mayon. The recent eruptions of Mayon Volcano have displaced thousands of farmers and their families, destroying homes, crops, and livelihoods. The rains have worsened the situation because of lahar flows. RCLB Makiling has organized a collection drive in coordination with the Rotary Club of Tabaco-Mayon, Albay, for blankets, food, used clothes and shoes, medicines, seeds, and cash for the evacuees.

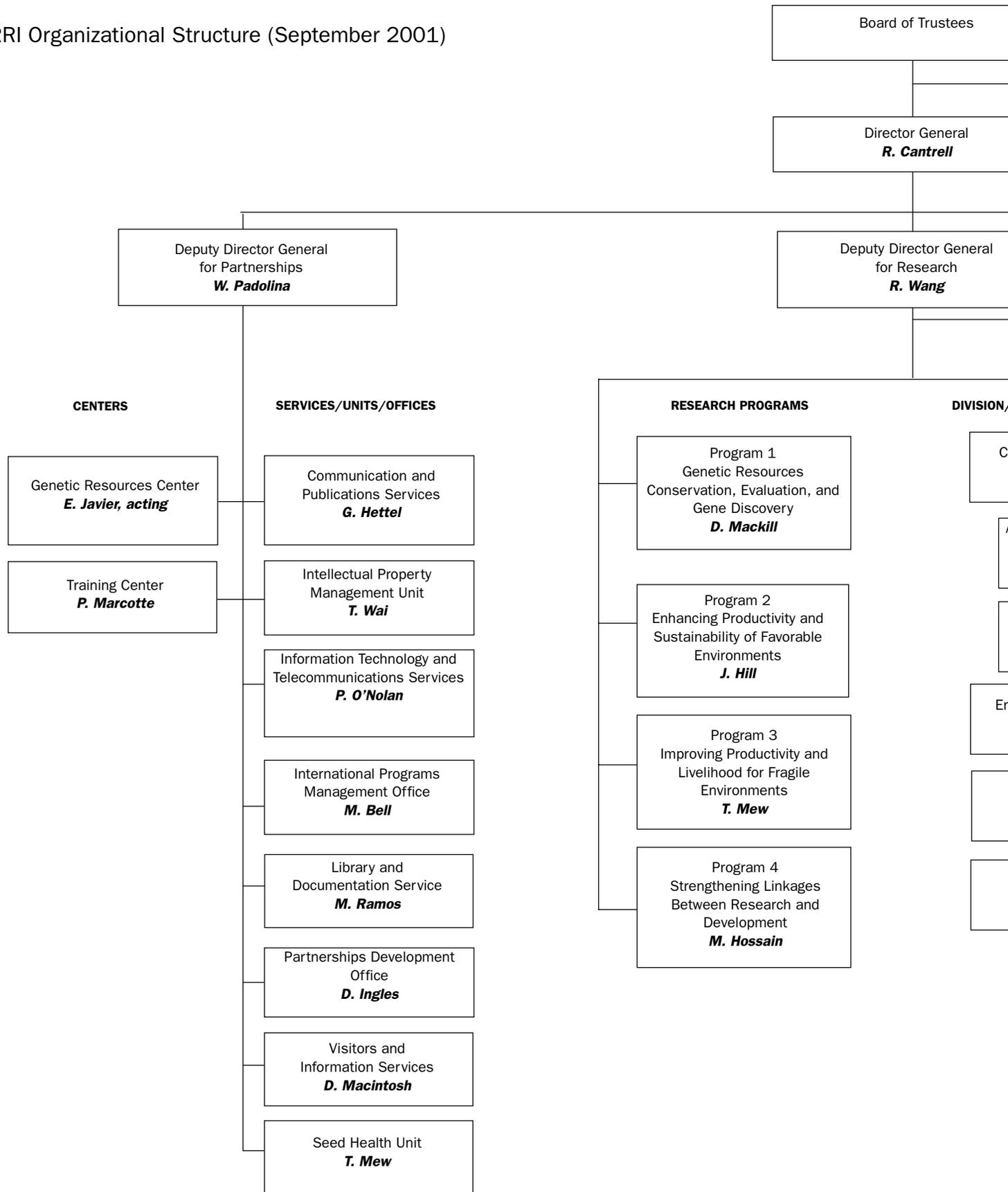
The Rotary Club of Tabaco-Mayon reports that the evacuees are in dire need of food, blankets, and medicines (analgesics and paracetamols for cough and colds, diarrhea, allergies). Contributions in kind or cash will be highly appreciated.

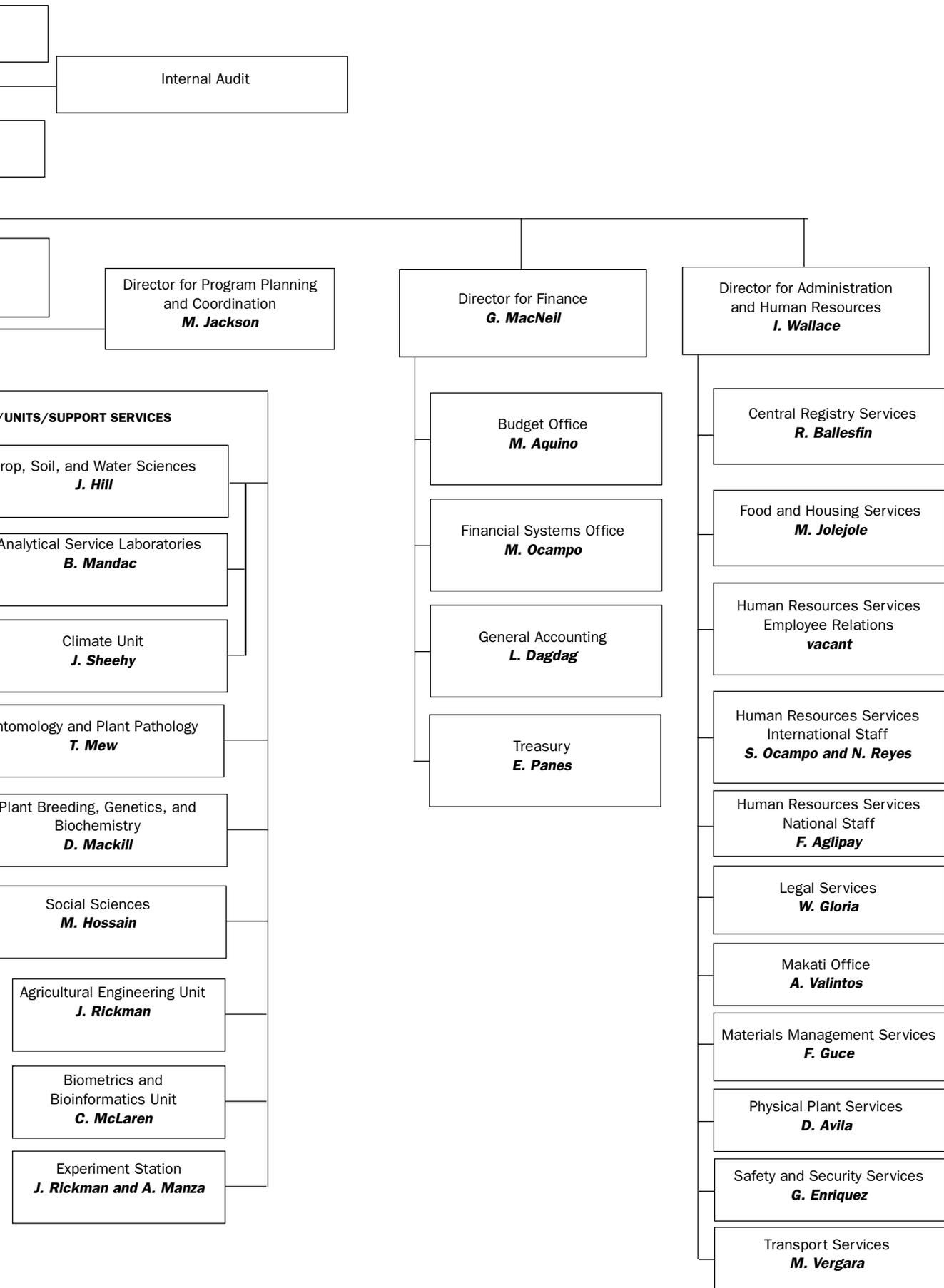
The club recently took a van load of food and material donations—including vegetable seeds, blankets, towels, used clothes, basic necessities, toys, and reading materi-

als—to about 165 families from Barangay Magapo now crammed into 14 classrooms of the San Antonio Elementary School in Barangay San Antonio, Tabaco, Albay. A blanket separates each family’s living area from others’. The school serves as one of the permanent evacuation centers for the thousands of farm families displaced by the eruptions. Barangay Magapo is within a 5.5-km radius of the crater and is classified as a permanent danger zone. For the time being, these families cannot return to the slopes of the volcano to farm. As a long-term and sustainable solution to economic problems of these families, RCLB Makiling has approached various seed companies to provide the farmers with seeds of vegetables and other food crops for planting.

This collection drive launches RCLB Makiling’s quick-response relief project called Operation Lingap (*lingap* means “care” in Filipino) for victims of natural calamities. Drop-offs can be coordinated with any of the following Rotarians: Cora Villareal (Collegeville), Lynda Rebugio (Makiling Botanic Gardens, Forestry), Ayds Adalla (Office of Student Affairs, UPLB), Cel Cadiz (College of Development Communication, UPLB), and Katherine Lopez (CPS, IRRRI; local 703). You may call Cora Villareal at 536-3656/0919-246-1802 or any Rotarian for information and coordination. The drop box for IRRRI is on the first floor of CPS1 Building. ■

IRRI Organizational Structure (September 2001)





Know your organizations: CIE updates

by Ato Reaño and Kathy Lopez

This year, health and medical coverage for IRRI employees rose from P100,000 to P150,000; more than 220 staff members benefited from a defensive driving course for authorized institute drivers and interested staff; food services and sanitation in all three cafeterias are being monitored even as you read this; and electronic copies of the various personnel manuals—including transport guidelines, sexual harassment policy, and personnel policies—are now available to all staff with access to the institute's electronic network.

These are some of the notable improvements in employee benefits and privileges that the Council of IRRI Employees (CIE) has helped to implement in coordination with IRRI management this year.

Part 1 of a two-part series. In the October issue of *Sandiwa*, read about the people behind CIE in Know your organizations: Meet your CIE representatives.

What is the CIE and what does it do? CIE is the umbrella organization that serves as the main channel of communication between nationally recruited staff (NRS) and IRRI management. It recommends proposals and negotiates with management to address important issues and concerns that affect the general welfare of institute employees. It is composed of elected representatives of sectoral organizations such as the Association of IRRI Research Support Staff (AIRESS), Association of IRRI Secretaries and Administrative Staff (AISAS), Society of IRRI Nonresearch Professionals (SINoP), and the IRRI Filipino Scientists Association (IFSA).

An umbrella organization that speaks for institute employees has been around since 1979. It was originally known as the Council of IRRI Employees and Management (CIEM). In 1997, representatives from employee sectors and management, assisted by representatives of the Department of Labor and Employment, met in a resort in Sariaya, Quezon, to work on the new constitution and by-laws (CBL) of what came to be known as the Council of IRRI Employees. The new CBL was ratified by 81 percent of the 810 NRS in March 1998 and took effect immediately. This marked the end of CIEM and paved the way for CIE to become the all-embracing conduit between NRS and management.

CIE aims to improve employee-management relations and establish cooperation among the various sectoral organizations in such diverse areas of concerns as professional growth, living wage and fringe benefits, working habits, job classification and monitoring, food services, health, safety and sanitation in the workplace, social and civic development and concerns, and other related issues. It does these by 1) recommending proposals or resolutions to management on legitimate concerns and 2) negotiating

with management through the Employee Relations Committee. The creation of Employee Relations Services and the hiring of an employee relations manager this year attest to management's concern for the needs of employees and its commitment to improve the quality of their lives and working environment.

CIE is not highly visible because it works mostly behind the scenes. Initial discussions and negotiations with management and employee sector organizations happen in meeting rooms and boardrooms. And only when improvements or new developments in employee welfare and benefits become apparent through approved resolutions and memorandums does it become known that an organization like CIE, with the support of management, is after all doing something for institute employees.

This year, some of the employee concerns that the current CIE officers have worked on, in cooperation with past CIE representatives and institute management, are:

1. Health and medical benefits

- CIE requested an increase in maximum coverage from our health care maintenance organization (HMO). As a result, three health care carriers presented proposals on a benefits package with the required premiums for additional coverage.
- CIE undertook a survey to determine whether employees will agree to pay a higher premium to get additional coverage.
- The HR committee on HMO assessed the providers, benefits and added premiums proposed, and came up with P150,000 for a minimum additional premium of P80 per member per year.
- CIE also requested that Philamcare, through Human Resources Services, conduct a reorientation seminar and discussion for employees so they can better understand the coverage of the medical insurance policy.

2. Transport issues

- An IRRI authorized driver, who had been penalized because of an accident, forwarded a copy of the letter sent to him by HRS and sought clarification about protection of authorized drivers. Based on this, CIE requested that a clear policy and guidelines be established to allow authorized drivers to know their responsibilities, rights, and privileges.
- To avoid future accidents, CIE requested a workshop on transport guidelines and driving. The result: a course on defensive driving for all authorized drivers and interested employees, which Transport Services and Safety and Security Services offered from June to August. The course included lectures and practical exercises on defensive driving. More than 220

employees took part in the course, which we hope will result in safer streets at IRRI and outside.

- Administration has posted a copy of the transport guidelines in the public folders [Public Folder\IRRI\D/C/Us\DAHR\Transport Services\Manuals]. CIE is requesting that this set of guidelines be included in the Manual of Personnel Policies and Procedures.

3. Personnel policies and procedures

- The draft of the Manual of Personnel Policies and Procedures was reviewed by CIE's current and past chairpersons, HRS managers, HR specialists on policy and salary administration, and Legal Services. The review also covered the proposed Code of Discipline, which contains everything related to employee discipline. CIE proposed that the code be made a separate document.
- The volume has been edited and has undergone another round of review. Administration has posted an electronic copy of the manual in the public folders [Public Folder\IRRI\D/C/Us\DAHR\Human Resources Services(HRS)\HRS - National Staff].

4. Retirement savings plan

- CIE also conducted an inquiry on the status of the retirement savings plan (RSP) fund; as a result, the RSP Committee invited the Equitable PCI Bank, Trust Department to make a report for employees.
- CIE also followed up the RSP Handbook for employees, which is intended to provide NRS staff with more information so they can better understand the RSP fund. A draft was shown to CIE representatives for comments and is still being revised and edited.
- CIE also requested through HRS that Miravite, the company managing our fund, conduct another seminar and open forum to address employees' concerns on the RSP. This will be scheduled sometime this month.

5. Infrastructure concerns

Waiting shed at the Open University Gate

- When access from Tabon gate was transferred to UP Open University, CIE proposed to Ian Wallace that a shelter be constructed there. Mr. Wallace agreed and instructed Glenn Enriquez and Dong Avila to draw up plans. Although approved in April, construction has yet to start due to unavoidable delays. The plan was reviewed by UPLB and UP Open U, and modifications had to be made before bidding for the project could be scheduled. Then IRRI had to delay construction until after the 25 August turnover and investiture ceremony of the new chancellor of Open U.

Sidewalk to Open U

- Realizing the risk posed to pedestrians walking to and from the UP Open U gate, CIE requested that administration lay a concrete sidewalk. A series of discussions ensued, resulting in a lower cost compromise that

called for filling and leveling a grass walk beside the road. Work is expected to start this month.

CIE and associations' office

- The need for a common office for different organizations and CIE has been recognized since 1999. The office will serve as a meeting place and repository of the files, documents, and materials of the various organizations, to facilitate turnover. CIE had earlier requested office space, and this was granted by Administration. A room at Bradfield Building, adjacent to Safety and Security Services and the clinic, has been designated the CIE and associations' office. Some improvements are required before the office can be used, but this is not expected to take long.

6. Committee involvement of CIE representatives

Chairperson: member of the RSP Committee, Committee to review Personnel Policy and the Code of Discipline, Committee to investigate and assess accidents, Food Monitoring Committee, Professional Growth Committee, Health and Medical Committee, Job Classification Committee.

Vice chairperson (professional): Professional Growth Committee.

Vice chairperson (support): Health and Medical Committee.

Heads of organizations: Food Monitoring Committee. ■



Exhilarating experience

Frances Tesoro, secretary 2 in Visitors and Information Services, became an instant celebrity when she played the role of President Gloria Macapagal Arroyo during a dry run in preparation for the latter's visit to IRRI on 2 August. The director general, Dr. Ronald P. Cantrell, is shown walking with President Tesoro. Representatives from the Presidential Management Staff and Presidential Security Group observed every detail of the dry run. "The experience was exhilarating," Frances said.

Information Services manager is Rotary president

Sylvia Inciong, Information Services manager in Visitors and Information Services (VIS), was sworn in as the new president of the Rotary Club of West Bay (RCWB) by District Governor Jimmy Hao of Rotary International District 3820. Charter President Tom Clemeno, who is also Experiment Station services manager, is shown here turning over the Rotary bell and gavel to Mrs. Inciong during induction ceremonies held on 21 July at the Splash Mountain Resort in Los Baños, Laguna.

Most RCWB officers and members are IRRI staff, including Johnny F. Goloyugo, secretary/vice president, VIS; Bernie Mandac, treasurer, Analytical Services Laboratory; Rogelio

Rosales, director, and Madeline Quiamco, public relations officer, Training Center; Leodegario Ebron, director, and Jose Roxas, auditor, Plant Breeding, Genetics and Biochemistry Division (PBGB); and Alvaro Pamplona, member, PBGB.

This year, RCWB is sponsoring a presentation-skills seminar for teachers, as well as oratorical and impromptu speech contests on the theme "Mankind Is Our Business." It will also host an intercity Rotary district meeting. In addition, the club is donating books to the University of the Philippines Rural High School, Los Baños School of Science and Technology, Bitin National High School, Masaya National High School, and Jehovah Shammah Christian Community School, all in Bay, Laguna. ■



Khush celebrates his last birthday at IRRI

It was one of those activities penciled in by his secretary, Nelly de los Reyes, in his appointment book on 22 August. It said "PBGB IRS meeting, 2:30 PM, ARBN lecture room."

Somewhere, assistant scientist Varoy Pamplona was ready with his handheld two-way radio to inform everyone where his boss would pass on his way to the meeting.

"What is this?" Dr. Gurdev Khush asked Nelly when the door of the dark lecture room opened. All of a sudden, the lights came on, and everyone in the room sang "Happy

Birthday to You." Pancit, lumpiang gulay, cake, ice cream, and balloons abounded in the room. It was a surprise party tendered by Plant Breeding, Genetics, and Biochemistry staff for the man recognized as one of the world's leading plant breeders.

"I love you all," a grinning Dr. Khush said.

For the World Food Prize laureate, acknowledged as one of the fathers of the Green Revolution, the party indeed came as a surprise.

"I appreciated the love of my colleagues in giving me

the party on my 66th birthday, which will be my last celebration here at IRRI," Dr. Khush told *Sandiwa*.

Dr. Khush retires this year as IRRI's principal plant breeder, after 34 years of service. ■



Dr. Khush strides into the ARBN lecture room for a surprise birthday party in his honor.

IRRI firms up local ties

Dr. Ronald P. Cantrell, IRRI director general, paid courtesy calls on Los Baños Mayor Caesar Perez and Bay Mayor Edwin Ramos early last month. Deputy Director General for Partnerships William Padolina, Visitors and Information Services (VIS) Head Duncan Macintosh, and VIS Manager Sylvia Inciong accompanied Dr. Cantrell.

The meetings reaffirmed IRRI's ties with its neighboring municipalities and ensured continuing mutual support in undertaking community development projects that benefit low-income barangay residents. Dr. Cantrell presented both mayors with kits containing IRRI's 2000-2001 annual report, as well as Morphology of the Rice Plant rice-production training modules in CD ROM format.

Mayor Perez and his predecessor, Frank Lapis, are former IRRI employees with combined service of more than three decades. Mayor Perez joined the institute in 1972 as an emergency laborer and was promoted to full-fledged laborer the following year. From 1980 to 1989, he served as a field aide with the Entomology Division.

Former Mayor Lapis started at IRRI in 1962, also as an emergency laborer. He was an accounting clerk from 1963 to 1968 and served as chief supply clerk with the General Supply Room from 1969 to 1976 and as administrative assistant in the Purchasing and Shipping Office from 1976 to 1978.

IRRI has been instrumental in assisting in the development programs of communities that surround its headquarters in Los Baños through the IRRI-Neighborhood Community Development Project (INCDP) since

1996, using funds from the German Agency for Technical Cooperation (GTZ).

The project aims to help communities around IRRI become more self-reliant and sustainable by assisting with livelihood projects and motivating residents to be productive community members. Among the projects supported by INCDP are ornamental plant nurseries, stuffed toy making, meat processing, the construction of communal septic tank, and the provision of a small-scale water system for Tranca in Bay.

Both IRRI and the municipality of Los Baños are key players in the Los Baños Science Community, whose main function is to promote technological and social change and development in rural communities.

The institute also welcomed the proclamation of Los Baños as a special Science and Nature City during the term of former Mayor Lapis. ■



Riceweb's 5th anniversary



Riceweb, IRRI's popular and highly recognized Internet site, celebrates its 5th anniversary on 25 September. Originally conceived as the electronic version of the *Rice Almanac* publication, the site has expanded over the years to become a hub for linking interesting and far-flung rice-related sites worldwide.

Dow Jones, *USA Today*, and *New Scientist* have acclaimed Riceweb (www.riceweb.org) to be an outstanding educational site and have cross-linked to it. Links to various rice recipe sites have been particularly popular with users. Recently established links have ranged in diversity from Ducks Unlimited (www.ducks.org/conservation/rice.asp), demonstrating the U.S. rice industry's interest in providing wildlife habitat, to the Washington Post (wpni01.auroraquanta.com/pv/rice), featuring a breathtaking array of rice photos exhibited by National Geographic photographer Robb Kendrick.

IRRI's sister centers WARDA and CIAT have also made significant contributions to the site, and they are being joined by the FAO in contributing new information and materials for a major revamp of Riceweb. This coincides with preparation of the 3rd edition of the *Rice Almanac*, scheduled for release in January 2002. ■

Pagsasanay at pagsulong from page 2. . .

- Mga e-courses na ibinibigay ng IT Services (magkakaroon na ng classroom courses sa madaling panahon).

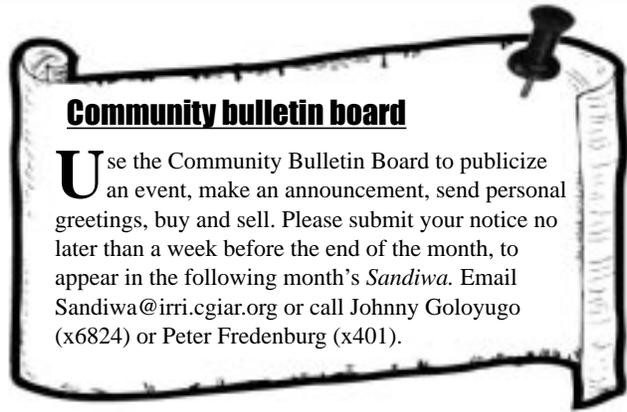
Kinakailangang regular na pinag-iibayo ng mga empleyado ang pundasyon ng kanilang kaalaman at, kung kinakailangan, magtungo sa kaugnay na larangan. Pinahalalagahan na ngayon ang mga iba't-ibang kakayahan sa gawain (multi-tasking) at kagalingan sa iba't-ibang bagay.

Ang IRRI ay aktibong nagtataguyod ng pagsulong ng mga kawani, at ito ay makikita sa tatlong-bahaging NRS performance evaluation and development form. Ang kabuuan ng Part III, ang "employee development action plan," ay nakalaan sa pagsulong ng mga tauhan. Sa Section A, inilista ng empleyado ang sinalihan niyang mga gawaing pagsasanay sa nakalipas na taon, at ito ay nagiging bahagi ng permanenteng talaan ng kanyang pagsasanay at pagsulong. Bilang bahagi ng kanyang rekord, ang mga kawani na matagumpay na nakumpleto ang mga pormal na kurso at workshops ay pagkakalooban ng opisyal na sertipiko na magiging bahagi naman ng kanyang rekord. Sa Section B, inalam ng empleyado at superbaysor kung anong pagsasanay ang kakailanganin ng nauna, tulad ng pag-aaral sa mga makabagong pamamaraan, programa sa computer, at iba pa. Ang Section C naman ay nakalaan sa mga action plan na kung saan itatala ng empleyado at superbaysor, kung maaari, kung paano at saan ibibigay ang pagsasanay—tulad ng dalawang araw na kurso ng IT Services tungkol sa database management, halimbawa, o ang panonood ng video sa aklatan tungkol sa pangangasiwa ng oras.

Kinakailangang magsamang magtrabaho ang mga empleyado at mga superbaysor at gamitin ang NRS performance evaluation and development form upang magplano ng mga gawaing pagsasanay para sa mga tauhan. Iminumungkahi naming bawa't empleyado ay maglaan ng limang araw bawa't taon para sa pagsasanay at pagsulong. Sa unang tingin, ito ay mahabang panahon, subali't hindi; ito ay kulang sa dalawang porsyento sa pantaunang oras ng trabaho.

Ang pagsulong ng mga kawani ay isang puhunan na paulit-ulit na nagbibigay ng malaking dibidendo sa mga organisasyon na nagbibigay ng mataas na pagpapahalaga sa karunungan at handang mamuhunan sa mga kawani. Ang IRRI, bilang isa sa mga pangunahing organisasyon sa pananaliksik at pagsulong sa Pilipinas, ay palagiang kinikilala ang kahalagahan ng pagsasanay at humihimok sa lahat ng kawani upang samantalain nila ang mga magagandang pagkakataon sa mga pagsasanay na laan sa kanila.

Tandaan, hindi gaanong mahalaga kung *sino* ang iyong kakilala, kundi *ano* ang iyong kaalaman. ■



Community bulletin board

Use the Community Bulletin Board to publicize an event, make an announcement, send personal greetings, buy and sell. Please submit your notice no later than a week before the end of the month, to appear in the following month's *Sandiwa*. Email Sandiwa@irri.cgiar.org or call Johnny Goloyugo (x6824) or Peter Fredenburg (x401).

Program Review, 21-23 Nov

The Institute Program Review, originally scheduled for 14-16 November, has been moved to 21-23 November. There is a travel ban for all IRS stationed in Los Baños on these dates to ensure the participation of everyone in the review.

The main agenda of the review will include an overview of each program conducted by the program leaders; reports by each of the project team leaders on progress to date, problems, and a brief outline of plans for 2002; and discussions of staff on the progress and gaps in research and impact in the implementation of programs/projects and other important issues.

Driver's license renewal

Those whose IRRI drivers' permits will expire between 30 September and 16 October are advised to renew them on 21 September. They are Carmelo O. Garcia, Lino M. Carandang, Wenceslao C. Alimagno, Douglas D. Avila, Romulo R. Quilantang, Ricardo S. Catangay, Rosario T. Lubigan, Rolando R. Pacion, Narciso V. Malabanan, Edgardo T. Diaz, Sulpicio J. Malabanan, Normita M. dela Cruz, George Douglas Gray, Edwin Lopez Javier, Reena Bakker Dhaliwal, John Sheehy, Duncan Macintosh, and Sushil Pandey. The required form for requesting license renewal is available through Microsoft Outlook. Those who want to check the availability of their driver's license card can send their temporary driver's license to Transport Services or call Lito Cabral at extension 230. ■

HR Services (National Staff) training plan

Date	Objectives	Training Workshop Title	Target Participants
25-27 Sep	Personnel	Strengthening Personnel Effectiveness and Interpersonal Effectiveness	20 NRS in job levels 5, 6 and 7
4 Oct	Service Excellence	Orientation Program	New hires
17-18 Oct	Communication	Effective Presentation Workshop	25 NRS in job levels 4, 5 and 6
13-14 Nov	Communication	Effective Business Writing	75 NRS (25 per workshop schedule)
15-16 Nov			
20-21 Nov			