

January 11, 2022

**Hon. Maria Lourdes G. Ferrer, CESO III**  
**Regional Executive Director**  
**1515 L & S Building, Roxas Boulevard, Ermita, Manila**

Dear Madam:

A Blessed Happy New Year!

This letter-query pertains to my latest promotion, which was announced prior to the official designation as Land Management Officer II.

I am Maria Paz C. Capitan, a graduate of Bachelor of Science in Psychology at Manuel Luis Quezon University or MLQU. I am Civil Service professional eligible and currently holds the position of **Records Officer 1 (SG 10) of DENR-CENRO San Jose, Occidental Mindoro.**

In my case, I am almost thirty-three (33) years in service this coming March 3, 2022, as compared to the other applicants who are only 10-15 years in service. My first entry at DENR-CENRO as casual clerk was on March 3, 1989, and I became permanent on December 2, 1996 as Mathematician Aide 1 .

I was promoted as Records Officer I on September 19, 2015, during our Rationalization period. After six years, there was a vacant position for Land Management Officer II. All applicants were screened for examination and interviewed. Luckily, I was chosen by the Appointing Authority to the position of Land Management Officer II over other qualified applicants. All the applicants took the exam and was interviewed at least twice (first, during the month of February 2021 and since the validity of our exam expired, we repeated.) The second examination was given on October 26, 2021 and I was interviewed on November 5, 2021, in which I both passed with flying colors. In fact, there was news that I placed the highest in

the qualifying exams. Thereafter, on January 3, 2022, I was notified that I am promoted to Land Management Officer II due to my performance in the qualifying exams and my other qualifications, such as my 33 years in service and I am the only applicant who has 21 units in Master of Public Administration.

*Attached together with this letter are the list of promotions that was sent to me with an item number for my promotion*

However, on January 4, 2022, our CENR Officer called and told me that my promotion may not be granted due to the principle of "Quantum Leap".

I have been promoted as Land Management Officer II last January 3, 2022. But unluckily, the item of my promotion has been held by your Regional Office (MIMAROPA) due to the principle of Quantum Leap.

Considering my length of service to DENR-CENRO for almost 33 years, I am also the most senior, turning 62 this coming April 28, 2022. Among the applicants of Land Management Officer II, I am also the only one who has 21 units in Master of Public Administration. Likewise, since I became a permanent employee as Mathematician Aide I (which is a Land Management item and my first appointment) I solely deal with land matters and I was also designated as Deputy public land inspector for five years.

I do not understand this since the principle of "Quantum Leap" has been clarified and resolved with several CSC Resolutions and Memorandum circulars.

Accordingly, Section 97, 2017 Omnibus Rules on Appointments and Other HR Actions (ORAOHRA) provides for the following exceptions:

- a. The position occupied by the person is next-in-rank to the vacant position as identified in the MSP and the SRP of the agency;

- a. The position occupied by the person is next-in-rank to the vacant position as identified in the MSP and the SRP of the agency;
- b. The vacant position is lone or entrance position, as indicated in the agency staffing pattern;
- c. The vacant position is hard to fill, such as accountant, medical officer/specialist, lawyer, or information technology officer/computer programmer positions;
- d. The vacant position is unique or highly specialized, such as actuarial, airways communicator positions;
- e. The candidates passed through a deep selection process, taking into consideration the candidates' superior qualification in regard to: education achievements, highly specialized trainings, work experience, and consistent high performance rating/ranking;
- f. The vacant position belongs to the closed career system;
- g. Other meritorious cases, such as:
  - Appointee is the lone applicant who meets all the requirements for the position and passed through deep selection process
  - When the qualified next-in-rank employees waived their right over the position in writing;
  - When the next-in-rank position, as identified in the agency SRP is vacant;
  - When the next-in-rank employee/s is/are not qualified;
  - When the qualified next-in-rank employees did not apply.

In the light of the matter, could my promotion be an exception to Quantum Leap principle in view of my other qualifications mentioned above?

Please consider my other credentials, experiences and length of service as an exception to the general rule. My emotional experience, the frustration and embarrassment when the promotion was announced then later on revoked was insurmountable and very depressing.

I am hoping and praying for your kind consideration and understanding on this matter.

Respectfully yours,

  
MARIA PAZ C. CAPITAN



	NAME OF APPOINTEE	POSITION TITLE	ITEM NUMBER	SG	OFFICE
1	Ellie J. Nuñez	Forester II	OSEC-DENRB-FORST2-44-2014	15	PENRO Occidental Mindoro
2	Wilfredo T. Aquino	Land Management Officer II	OSEC-DENRB-LAMO2-60-2014	15	PENRO Occidental Mindoro
3	Pedro A. Marmol	Ecosystems Management Specialist II	OSEC-DENRB-ECOMS2-192-1998	15	CENRO Sablayan, Occidental Mindoro
4	Honeyeth M. Tinamisan	Land Management Officer II	OSEC-DENRB-LAMO2-62-2014	15	CENRO Sablayan, Occidental Mindoro
5	Mary Grace C. Robles	Forester I	OSEC-DENRB-FORST1-295-1998	11	CENRO Sablayan, Occidental Mindoro
6	For re-posting	Forester I	OSEC-DENRB-FORST1-290-1998	11	CENRO Sablayan, Occidental Mindoro
7	Karren DP. Alvarez	Forest Technician II	OSEC-DENRB-FORT2-254-2014	8	CENRO Sablayan, Occidental Mindoro
8	Marlon C. Cortez	Forest Technician I	OSEC-DENRB-FORT1-348-2014	6	CENRO Sablayan, Occidental Mindoro
9	For re-posting	Park Maintenance Foreman	OSEC-DENRB-PMF-86-2014	6	CENRO Sablayan, Occidental Mindoro
10	Rhodora A. Garcia	Land Management Officer III	OSEC-DENRB-LAMO3-218-1998	18	CENRO San Jose, Occidental Mindoro
11	Maria Paz C. Capitan	Land Management Officer II	OSEC-DENRB-LAMO2-63-2014	15	CENRO San Jose, Occidental Mindoro
12	Jomilyn B. Bitongan	Land Management Officer I	OSEC-DENRB-LAMO1-59-2014	11	CENRO San Jose, Occidental Mindoro
13	John Senry B. Fulgar	Land Management Officer I	OSEC-DENRB-LAMO1-58-2014	11	CENRO San Jose, Occidental Mindoro
14	Alexis Joy D. Belarmino	Forester I	OSEC-DENRB-FORST1-340-1998	11	CENRO San Jose, Occidental Mindoro