



Republic of the Philippines
Department of Environment and Natural Resources
MIMAROPA Region
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE
National Road, Brgy. Sto. Nino, Sablayan, Occidental Mindoro
E-mail: cenrosablayan@denr.gov.ph

July 11, 2023

SHOW CAUSE MEMORANDUM

TO : **MS. FE M. RAGUINDIN**
ECOMS III, DENR CENRO Sablayan
Occidental Mindoro

FROM : The CENR Officer

SUBJECT : HABITUAL ABSENCE IN THE OBSERVANCE
OF FLAG CEREMONY

It has come to the knowledge of the undersigned that you already incurred more than three (3) consecutive absences in our flag ceremony attendance. As I examined the records, it has been discovered that you habitually filed your sick leave every Monday. In Section 44 of the Rules and Regulations Implementing Republic Act No. 8491 series of 1998 otherwise known as "The Code of the National Flag, Anthem, Motto, Coat-of-Arms and Other Heraldic Items and Devices of the Philippines," to wit:

Section 44. All officials and employees of the national and local governments, and any agencies or instrumentalities thereof, including government-owned or controlled corporations, institutions of learning, and privately-owned entities or offices displaying the National Flag are hereby directed to comply strictly with the rules prescribed for the rendition of the National Anthem.

Also, the undersigned want to highlight Paragraph three (3) of the Civil Service Commission - Memorandum Circular No. 19 series of 2012 "Observance of Flag Ceremony" substantially provides:

"To ensure that government employees regularly accord respect to the Philippine Flag and to provide a venue where they will be constantly reminded of how they must conduct themselves as public servants, all heads of government agencies are enjoined to schedule a flag-raising ceremony every Monday, or the next working day if Monday is declared a holiday, and a flag-lowering ceremony every Friday or on the last working day of each week. Agencies are advised to conduct the flag-raising and flag-lowering ceremonies at 8 o'clock in the morning and 5 o'clock in the afternoon, respectively."

Please explain within seven (7) working days (upon receipt of this memorandum) why the undersigned shall have no reason to file any administrative charge against you.


E.O. No. 292 otherwise known as the "Administrative Code of 1987" states that:

1st offense means Reprimand

2nd offense means a Suspension

3rd offense means Termination from the service

For your information and appropriate action.


FORESTER ANASTACIO A. SANTOS, MPA
Community Environment and
Natural Resources Officer

cc: The Regional Executive Director
DENR MIMAROPA Region

The PENR Officer
DENR Mamburao, Occidental Mindoro