

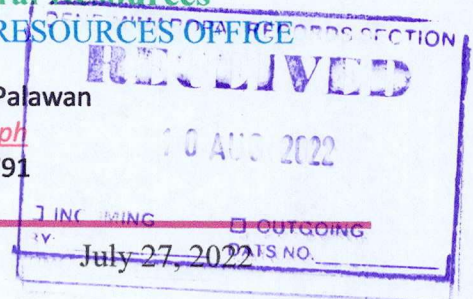


Republic of the Philippines  
Department of Environment and Natural Resources  
PROVINCIAL ENVIRONMENT AND NATURAL RESOURCES OFFICE  
PROVINCE OF PALAWAN

Bgy. Sta. Monica, Puerto Princesa City, Palawan

EMAIL : [penropalawan@denr.gov.ph](mailto:penropalawan@denr.gov.ph)

TelFax No. (048) 433-5638/ 434-8791



MEMORANDUM

FOR : The Regional Executive Director  
DENR – MIMAROPA Region

FROM : The Provincial Environment and  
Natural Resources Officer

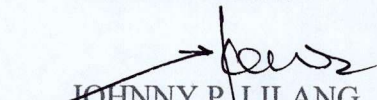
SUBJECT : SUBMISSION OF INDIVIDUAL LEARNING REPORTS

Respectfully forwarded are the memoranda on various dates with regards to the Individual Learning Reports of the following personnel:

CENR OFFICE	Name of Participants	Title of Training/Workshop Attended	Inclusive Dates
PENRO, Palawan	Genesis Z. Ustares	Roll-out of NIPAS MPA Capacity Building and Training on Coastal Vulnerability Assessment	June 7-10, 2022
CENRO Brooke's Point, Palawan	Laarni R. Bolido	Organizational Development Skills Enhancement for Peoples Organizations. New Forestry Related Policies and Issuance of DENR FMB)	June 28-29, 2022 July 13-14, 2022
	Christopher C. Buenafe Enrico L. Aurino III	Enhanced National Greening Program (ENGP) Extension Officers Orientation and Capacity Building for CY 2022	June 21-23, 2022
	Marlou O. Soretas	Coastal Vulnerability Assessment	June 21-23, 2022
	Franklin M. Aquino Anselma M. Fuentes Marivic C. Quitain Arnile D. Junia Ervin S. Valeriano	Integrity, Transparency, Accountability in Public Service	July 13-14, 2022
Quezon, Palawan	Michelle J. Sebido	Integrity Transparency Accountability in Public Service (ITAPS)	July 13-15, 2022
	Jenemie D. Obra Arnel Balacano Henry Bolante	DENR Palawan IEC Officers and PENRO IEC Unit Capacity Building and Basic Course Training	May 18-20, 2022

For the PENRO :

DENR-PALAWAN  
PENRO-RECORDS  
**RELEASED**  
By \_\_\_\_\_  
Date: 01 AUG 2022

  
JOHNNY P. LILANG  
Supervising ECOMS/OIC-Chief, TSD  
In-Charge, Office of the PENRO





Republic of the Philippines  
Department of Environment and Natural Resources  
**MIMAROPA Region**  
**Provincial Environment and Natural Resources Office**  
Bgy. Sta. Monica, Puerto Princesa City, Palawan  
E-mail: penropalawan@denr.gov.ph  
Telfax No. (048) 433-5638

18 July 2022

**MEMORANDUM**


FOR : The Provincial Environment and  
Natural Resources Officer

THRU : The Chief, Conservation and Development Section  
Snake Island Management Officer in concurrent capacity

FROM : Genesis Z. Ustares  
Marine Biologist II, Snake Island Management Office

SUBJECT : **INDIVIDUAL LEARNING REPORT ON ROLL-OUT OF NIPAS  
MPA CAPACITY BUILDING AND TRAINING ON COASTAL  
VULNERABILITY ASSESSMENT**

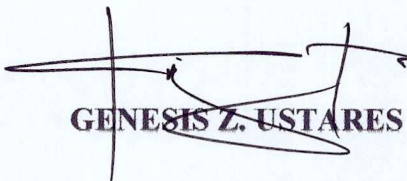
DENR PENRO  
PALAWAN RECORDS  
**RECEIVED**

BY:   
DATE: 07-18-2022 2:45:08

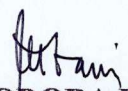
Respectfully submitted is the attached Individual Learning Report of the undersigned on the attended following learning event/trainings:

1. Roll-out of NIPAS MPA Capacity Building for MIMAROPA Region on June 7-10, 2022 at Citystate Asturias Hotel, Puerto Princesa City
2. Training on Coastal Vulnerability Assessment on June 21-23, 2022 at Mindoro Progressive Multi-Purpose Cooperative OSS Hotel, Mamburao, Occidental Mindoro.

For your information and further instructions.

  
**GENESIS Z. USTARES**

Noted by:

  
**RHODORA B. UBANI**  
Chief, CDS/SIMO





## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by participant)

Name of Participant:	Genesis Z. Ustares
Office/Service:	PENRO Palawan, CDS – Snake Island NCMCR
Training Title:	Roll-out of NIPAS MPA Capacity Building for MIMAROPA Region
Learning Providers:	DENR BMB and MIMAROPA Region
Inclusive Dates:	June 7-10, 2022
Venue:	Citystate Asturias Hotel, Puerto Princesa City, Palawan

### I. EVALUATION OF THE COURSE:

#### Technical Content:

- Introduction to Marine Protected Areas
- Review on the Marine Ecosystems
- Management Approaches on Marine Protected Areas
- Mandates for NIPAS MPAs as amended by RA 11038
- Management Planning
- Developing of Goals and Objectives and Management Strategies
- Oceanographic Processes
- Watersheds and Connectivity to Coastal Habitats
- Marine Invertebrates and Linkages to You and Your Community
- Biology of Marine Fish
- Marine Reserves and Spill-over
- Coastal and Marine Ecosystems Assessment
  - Coral Reef Monitoring and Reef Fish Visual Census
  - Seagrass Monitoring
  - Mangrove Assessment

#### Impressions/Comments:

The training design is a full pack technical lectures with corresponding exercises that directly apply the learnings into practice especially on management strategies and threats analysis of the managed MPA. Though the 2-module of NIMCAP was compressed into 2-days workshop that was supposedly took of more or less 5 days' workshop for each module, the learning providers and staffs, successfully delivered all the significant topics to address the usual management concerns for MPAs.

The usual questions and clarifications on coastal and marine ecosystems assessment for the following components: coral reefs, seagrass and mangroves were likewise successfully address and clarified by the learning providers. Actual field assessment for corals and fish visual census with data analysis and presentation would be greatly appreciated in the next training for hands-on experience of the participants.

### II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/FUNCTION

As resident biologist of Snake Island NCMCR, this learning event enriched our understanding for management planning, strategies and threats management. Further, understanding the ocean processes, bio-physical characteristics and linkages to community would greatly help for coastal community participation and establishing effective CEPA activities. The coastal and marine ecosystems assessment leveled-off and standardized the methodologies as management strategies of MPA.





Republic of the Philippines  
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Telfax No. (048) 433-5638

### III. RECOMMENDATIONS

The undersigned recommends for the continuation of the roll-out of NIMCAP for the succeeding modules for the same participants to have a continuity of learnings and applications. Further, recommends for the actual field work activity with data analysis and presentation to properly equipped technical staff in data gathering, analysis, interpretation and technical writing.

### IV. POST LEARNING ACTION PLAN/PROPOSAL

Proposed Plan/Activity/Output	Time Frame
To include the importance of protection of marine reserves and spill-over in every CEPA activities of Snake Island in coastal barangays of Honda Bay	Yearly conduct of CEPA
To implement field methodologies for the assessment of mangroves, seagrass, coral reefs and fish based on the Technical Bulletin No. 2017-05 and 2019-04	2022-2023

Part 2 (To be accomplished by Supervisor)

How will you support the post Learning Action Plan/Proposal?

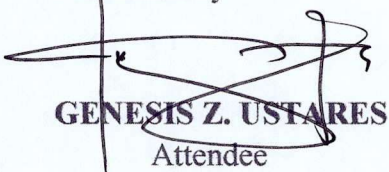
Have you discussed any concerns / resources needed by your subordinate so that he/she can effectively transfer/apply the skills and knowledge gained from the training?

Would you be willing to send him/her to other training/seminars/conference?

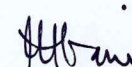
Yes \_\_\_\_\_ No \_\_\_\_\_ Others \_\_\_\_\_

If yes, please specify courses:

Submitted by:

  
**GENESIS Z. USTARES**  
Attendee

Noted/Confirmed by:

  
**RHODORA B. UBANI**  
Immediate Supervisor

\_\_\_\_\_  
Date





## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by participant)

Name of Participant:	Genesis Z. Ustares
Office/Service:	PENRO Palawan, CDS – Snake Island NCMCR
Training Title:	Training on Coastal Vulnerability Assessment
Learning Providers:	DENR ERDB and MIMAROPA Region
Inclusive Dates:	June 21-23, 2022
Venue:	Mindoro Progressive Multi-Purpose Cooperative OSS Hotel, Mamburao, Occidental Mindoro

### I. EVALUATION OF THE COURSE:

#### Technical Content:

- Storm Surge and Coastal Erosion Vulnerability of Coastal Areas
- GIS Activities:
  - Creation of coastal strip
  - Creation of Polylines
  - Using of Near Analysis and Generate Points Along the Lines
- GIS Analysis for Exposure, Sensitivity and Adaptive Capacity

#### Impressions/Comments:

The training was composed with technical, software application and ground validation activity. This purely science approach in coastal management is essential for watershed and coastal managers especially for LGUs and coastal communities. For these initiatives, LGU should be involved and other local partners. Continues CEPA activities in coastal barangays to increase the adaptive capacity that involved active community participation in environmental management, access to provisional basic shelter during disasters, establishment of early warning device is definitely necessary especially on prone areas for climate hazards.

### II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/FUNCTION

As resident biologist of Snake Island NCMCR, this learning event enriched our understanding and know-how for GIS generation and analysis for coastal accretion and erosion which clearly evident on Snake Island. Thus, beach profiling with slope and beach width assessment is applicable and needed to include for yearly coastal and marine assessment and monitoring of Snake Island.

### III. RECOMMENDATIONS

With this training that requires GIS application and software, a face-to-face training is commendable for it really requires hands-on training for both technical/software application and field assessment. The undersigned recommends for a venue with a strong internet connectivity for it requires some of the needed software to generate historical maps and to analyze vulnerability.

### IV. POST LEARNING ACTION PLAN/PROPOSAL

Proposed Plan/Activity/Output	Time Frame
To proposed the inclusion of beach profiling with slope and beach width assessment in the next 5-year Operational Plan of Snake Island 2023-2027 in the next TWG meeting of Snake Island	July-August 2022





Republic of the Philippines  
Department of Environment and Natural Resources  
**Provincial Environment and Natural Resources Office**  
**MIMAROPA Region**  
Bgy. Sta. Monica, Puerto Princesa City, Palawan  
E-mail: penropalawan@denr.gov.ph  
Telfax No. (048) 433-5638

To include the coastal vulnerability and adaptive capacity in the regular CEPA activities of Snake Island in the coastal barangays of Honda Bay

Yearly

Part 2 (To be accomplished by Supervisor)

How will you support the post Learning Action Plan/Proposal?

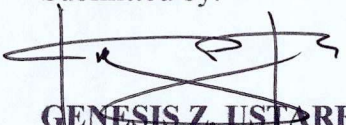
Have you discussed any concerns / resources needed by your subordinate so that he/she can effectively transfer/apply the skills and knowledge gained from the training?

Would you be willing to send him/her to other training/seminars/conference?

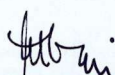
Yes \_\_\_\_\_ No \_\_\_\_\_ Others \_\_\_\_\_

If yes, please specify courses:

Submitted by:

  
**GENESIS Z. USTARES**  
Attendee

Noted/Confirmed by:

  
**RHODORA B. UBANI**  
Immediate Supervisor

\_\_\_\_\_  
Date





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**

RECEIVED COPY

July 13, 2022

FOR : The Regional Executive Director  
DENR, MIMAROPA Region  
1515 L&S Building  
Roxas Blvd., Ermita, Manila

THRU : The Provincial Environment and  
Natural Resources Officer  
Puerto Princesa City, Palawan

FROM : The Community Environment and  
Natural Resources Officer

SUBJECT : **SUBMISSION OF INDIVIDUAL LEARNING REPORT  
OF FORESTER I LAARNI R. BOLIDO**

DENR PENRO  
PALAWAN RECORDS  
**RECEIVED**

BY: 17-15-2022 27-6710  
DATE: 27-6710

In compliance with the Regional Special Order No. 247, series of 2020, we are submitting herewith the Individual Learning Report of Forester I Laarni R. Bolido on the training, *re: "Learning Event on Organizational Development Skills Enhancement for Peoples Organizations"*, conducted by DENR MIMAROPA Region on June 28-29, 2022 at A&A Plaza Hotel, Puerto Princesa City.

For information and record.

For and in the absence of the CENRO:

DENR-CENRO  
BROOKE'S POINT  
**RELEASED**  
DATE: JUL 15 2022  
BY: nm-357

**JOSELYN K. EYALA**  
FIII/Deputy CENRO  
In-Charge, Office of the CENRO

M. Rodriguez St. Poblacion District I, Brooke's Point Palawan 5305  
Mobile Phone: Globe: 0945-257-1402; Smart: 0912-429-0856  
Email/Gmail: cenro\_brkspt@yahoo.com; [cenrobrkspt@gmail.com](mailto:cenrobrkspt@gmail.com)





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
Brooke's Point, Palawan - 5305  
Email Address: cenro\_brkspt@yahoo.com

OFFICE OF THE CENRO  
BROOKE'S POINT, PALAWAN

## INDIVIDUAL LEARNING REPORT

DATE:

JUL 05 2022

2022-2572

Part 1 (To be prepared by the participant)

<b>Name of Participant:</b>	LAARNI R. BOLIDO
<b>Office/Service:</b>	DENR-CENRO BROOKE'S POINT, PALAWAN
<b>Training Title:</b>	LEARNING EVENT ON ORGANIZATIONAL DEVELOPMENT SKILLS ENHANCEMENT FOR PEOPLES ORGANIZATIONS
<b>Learning Providers:</b>	REGIONAL OFFICE
<b>Inclusive Dates:</b>	June 28-29, 2022
<b>Venue:</b>	A & A Plaza Hotel Puerto Princesa City

### I. EVALUATION OF THE COURSE:

The objectives of the learning event

- To improve the agricultural farm practices of people's organization;
- To develop better socio-economic conditions of people's organization;
- To help the POs in access to investment capital, identify markets, and build marketing capabilities; and
- To Familiarize the concept of CBFM

#### • Impressions/Comment:

My impression about the learning event is very important as a forester and designated as CBFM Desk Officer because I used on the said learning event which can incorporate in the implementation of the CBFM projects, Assistance for the People's Organization and in the assessment of Certificate of Stewardship Contract (CSC). I am thankful who sponsored to the learning event because I am the one of the trainees. I, learned more and gain knowledge regarding the learning event.

### II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANTS WORK/FUNCTION

This Training/learning event is very relevant to every one of us as a DENR Employee and designated as CBFM Desk Officer because it covers the community Organizing services of the DENR. This learning event also highlight the important traits in Organizational Development skill enhancement for the POs and the simple bookkeeping for the POs. As a CBFM Desk Officer it's very important to us to have the proper knowledge in the services we are providing to the people's Organization. This training provides all the knowledge and equipped us to be one.



### III. RECOMMENDATIONS

Highly recommended to have another relevance training for us to enhance our skills specially the GIS map for the delineation of CBFM area and more familiar of it.

### IV. POST LEARNING ACTION PLAN/PROPOSAL

PROPOSED PLAN/ ACTIVITY/ OUTPUT	TIME FRAME
During our workshop. <ul style="list-style-type: none"><li>• Presentation of accomplishment on Monitoring of (CBFMAs, CBFM-CARP and CSC) per CENRO</li><li>• Reflection/insight/lessons learned and impression provided by the PO participants</li></ul>	

#### Part 2 (To be accomplished by Supervisor)

How will you support the post Learning Action Plan/Proposal?

I, will support the learning action plan.

Have you discussed any concerns / resources needed by your subordinate so that he/she can effectively transfer/apply the skills and knowledge gained from the training?

Yes, the trainees gained more knowledge from the training.

Would you be willing to send him/ her again to other training/seminars/conference?

Yes / \_\_\_\_\_ No \_\_\_\_\_ Others \_\_\_\_\_

If yes, please specify courses

Training about the GIS.

Submitted by:

LAARNI R. BOLIDO

Forester I

CONRADO M. CORPUZ

CENRO

July 5, 2022

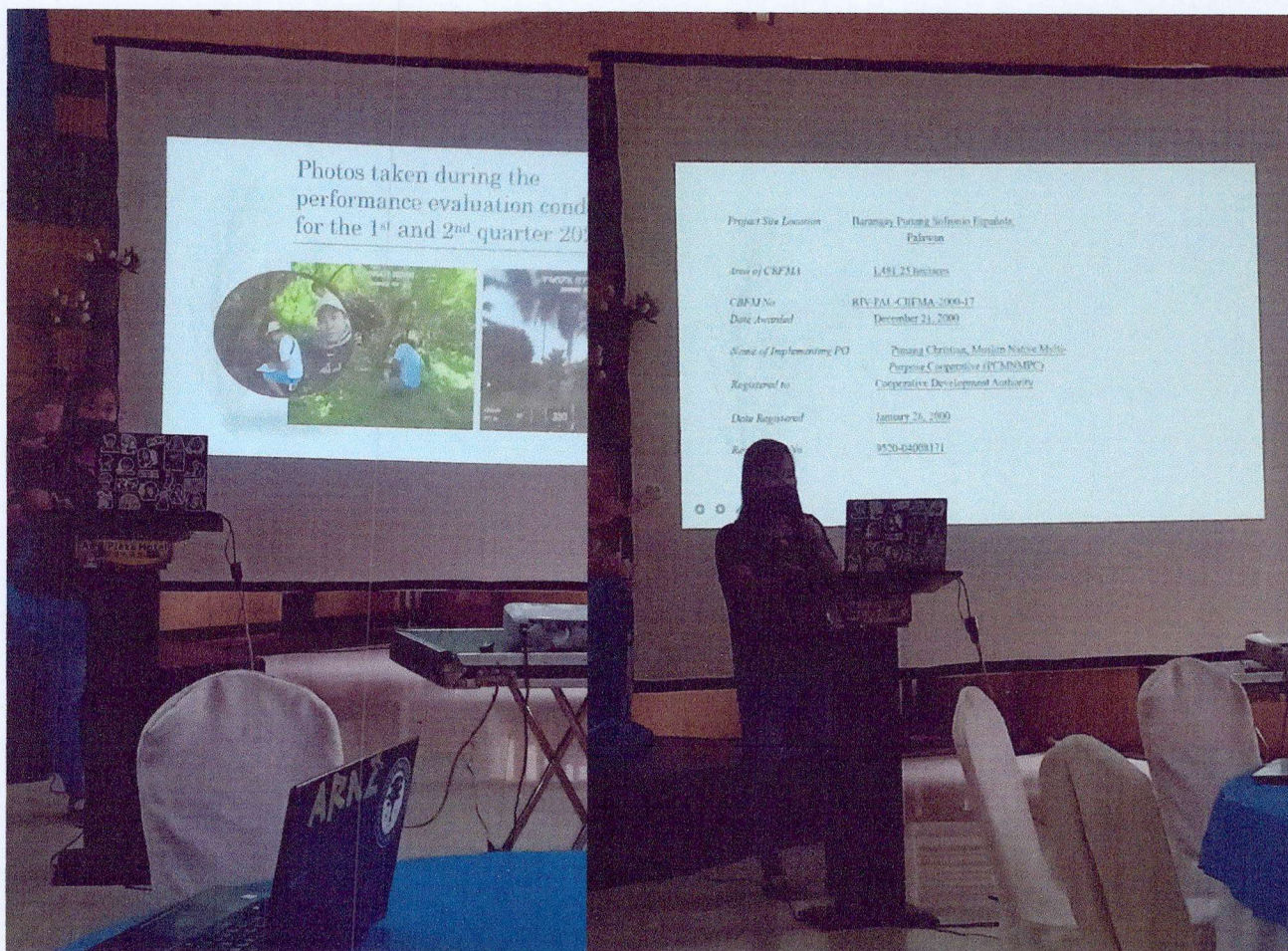
Date



Photos taken during the learning event on June 28-29, 2022 at A&A Plaza Hotel Puerto Princesa City



CENRO CBFM Desk Officer together with the Regional CBFM coordinator



Presentation of accomplishment on CBFMAs, CBFM-CARP and CSC 1<sup>st</sup> and 2<sup>nd</sup> quarter





**Participants on 2 days learning event**



**CBFM desk Officer per CENRO together with PENRO CDS Chief and Regional CBFM coordinator**





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**

Noted copy

July 14, 2022

**MEMORANDUM**

FOR : The Regional Executive Director  
DENR, MIMAROPA Region  
1515 L&S Building  
Roxas Blvd., Ermita, Manila

THRU : The Provincial Environment and  
Natural Resources Officer  
Puerto Princesa City, Palawan

FROM : The Community Environment and  
Natural Resources Officer

SUBJECT : **SUBMISSION OF INDIVIDUAL LEARNING REPORT**

DENR PENRO  
PALAWAN RECORDS  
RECEIVED

BY: [Signature]  
DATE: 07-25-2022 22:07:10

In compliance with the Regional Special Order No. 247, series of 2020, we are submitting herewith the Individual Learning Report on the training, *re: "Enhanced National Greening Program Extension Officers Orientation and Capacity Building for CY 2022" via zoom*, conducted by CENTRAL Office-NGP on June 21-23, 2022.

1. NGP Ext. Officer Christopher C. Buenafe
2. NGP Ext. Officer Enrico L. Aurino III

For information and record.

DENR-CENRO  
BROOKE'S POINT  
RELEASED  
DATE: JUL 15 2022  
BY: [Signature]  
162-7027/2022-7370

For and in the absence of the CENRO:

[Signature]  
**JOSELITO MEYALA**  
FIII/Deputy CENRO  
In-Charge, Office of the CENRO

M.Rodriguez St. Poblacion District I, Brooke's Point Palawan 5305  
Mobile Phone: Globe: 0945-257-1402; Smart: 0912-429-0856  
Email/Gmail: cenro\_brkspt@yahoo.com; [cenrobrkspt@gmail.com](mailto:cenrobrkspt@gmail.com)





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
Brooke's Point, Palawan - 5305  
Email Address: cenro\_brkspt@yahoo.com



### INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

<b>Name of Participant:</b>	CHRISTOPHER C. BUENAFE
<b>Office/Service:</b>	DENR-CENRO BROOKE'S POINT, PALAWAN
<b>Training Title:</b>	Authorizing the Conduct of the Enhance National Greening Program (ENGP) Extension Officers Orientation and Capacity Building for CY 2022.
<b>Learning Providers:</b>	CENTRAL OFFICE-NGP
<b>Inclusive Dates:</b>	June 21, 2022 to June 23, 2022
<b>Venue:</b>	Via Zoom

#### I. EVALUATION OF THE COURSE:

- Technical Content

The ENR Basic Course composed of 7 Modules

1. Introduction Policies, Current Directives and Existing Guidelines on the NGP Greening Program and ENGP Costing and Inter Agency Commitments.
2. ENGP Implementation/Support Activities.
3. Survey Mapping and Spatial Analysis in Identifying Proper Sites for NGP using GIS.
4. Site Species Market Matching and Reforestation Plan Formulation.
5. Plant Propagation of NGP Priority Species Management, Maintenance and Protection Techniques.
6. NGP Standards for Maps and Geotagged Photos, ORUX Maps and Drone.
7. Community Organizing.

Other activities undertaken

1. Pre-test Exam
2. Post Test Exam
3. Open Forum/Question and Answer

- Impressions/Comment:

The learning event was interesting since we have experience and familiarized in this activities. Even if there is no actual or hands-on drill in using GIS, Drone and Clonal propagation I am satisfied to the lecture other than that, the speakers were very accommodating and making sure to address all concerns properly.

I am very grateful for the opportunity to be part of this learning event. As a Forestry Extension Officer this event really helps me to acquire and improve additional knowledge that I can use specially in my job assignment.

#### III. RECOMMENDATIONS

I am recommending to have continuation of this learning Event to understand more or actual training about it. And to have hands-on drill when all materials are available. I also suggest to have a copy of the presentation as a back-up if the participants experience interfere in the internet connection if the learning event is conducted via Zoom or any other.



## II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANTS WORK/FUNCTION

This Training/learning event is very relevant to me as Forestry Extension Officer. It helps us find ways in case we encounter the problem and issues to the partners of NGP projects we can use it to solve the problems encountered in the area. This was a great beginning to acquire additional knowledge and ideas to improve the ability and it is useful in the Implementation of NGP projects, this learning event will serve as a stepping stone to a successful Implementation of NGP projects.

## IV. POST LEARNING ACTION PLAN/PROPOSAL

PROPOSED PLAN/ ACTIVITY/ OUTPUT	TIME FRAME
<ul style="list-style-type: none"><li>As we go back to our respective office, we are planning to find a accessible area for the propose Established NGP projects for the future/planning project the of DENR-NGP to less consuming time in go to the area and more time to monitoring of the NGP projects.</li></ul>	CY 2022

### Part 2 (To be accomplished by Supervisor)

How will you support the post Learning Action Plan/Proposal?

I, will support the learning action plan.

Have you discussed any concerns / resources needed by your subordinate so that he/she can effectively transfer/apply the skills and knowledge gained from the training?

Yes, the trainees gained more knowledge from the training.

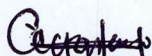
Would you be willing to send him/ her again to other training/seminars/conference?

Yes / \_\_\_\_ No \_\_\_\_ Others \_\_\_\_

If yes, please specify courses

Training about the GIS mapping and Community Organizing.

Submitted by:

  
**CHRISTOPHER C. BUENAFE**  
Forestry Extension Officer

  
**CONRADO M. CORPUZ**  
CENRO

July 05, 2022  
Date





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
Brooke's Point, Palawan - 5305  
Email Address: cenro\_brkspt@yahoo.com

**OFFICE OF THE CENRO**  
**BROOKE'S POINT, PALAWAN**

**RECEIVED**  
DATE: JUL 05 2022  
CN: Mr. - Mr.  
BY:

**INDIVIDUAL LEARNING REPORT**

Part 1 (To be prepared by the participant)

Name of Participant:	ENRICO L. AURINO III
Office/Service:	DENR-CENRO BROOKE'S POINT, PALAWAN
Training Title:	Enhanced National Greening Program Extension Officers Orientation and Capacity Building for CY 2022
Learning Providers:	RFRS-FRCD-FMD
Inclusive Dates:	June 21 to June 23, 2022
Venue:	Via Zoom

<p><b>I. EVALUATION OF THE COURSE:</b></p> <ul style="list-style-type: none"><li>• Technical Content The ENR Basic Course composed of 4 Modules</li><li>1. Introduction, Policies, Current Directives and Existing Guidelines on the ENGP and ENGP Costing and Inter-agency Commitments.</li><li>2. Enhanced National Greening Program (ENGP) Implementation and Support Activities Through the Mechanized and Modernized Forest Nurseries (MMFN).</li><li>3. Survey, Mapping and Spatial Analysis in Identifying Proper Sites for NGP using GIS.</li><li>4. Site-Species-Mapping and Reforestation Plan Formation.</li><li>5. Overview of Community Organizing.</li><li>6. Plant Propagation of ENGP Priority Species Management, Maintenance and Production Techniques.</li><li>7. NGP Standards for Maps, and Geotagged Photos, ORUX Maps and Drone.</li><li>8. Data Consolidating and Gathering.</li></ul> <p>Other activities undertaken</p> <ol style="list-style-type: none"><li>1. Pre test</li><li>2. Post test</li><li>3. Open Forum/Question and Answer</li><li>4. Online Quiz as ice breaker</li></ol>
<ul style="list-style-type: none"><li>• Impressions/Comment:</li></ul> <p>The learning event was very interesting and is a good thing that the agency is constantly providing this kind of seminars/ trainings, although online, but still is very important for us to develop our skills and enhance our knowledge so as to upgrade the level of our services to be provided to the stakeholders. What I wish is that someday we will be able to experience an actual/ hands on training/learning event particularly in GIS and some propagation techniques in bamboo propagation and cloning. I am also very satisfied in the lecture since the speakers were very accommodating and making it sure to address all concerns properly.</p> <p>I am very grateful for the opportunity to be part of this learning event because this will really help me acquire more knowledge and ideas that I can apply in my work assignment.</p>
<p><b>II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANTS WORK/FUNCTION</b></p> <p>This Training/learning event is very relevant in the implementation of the NGP Projects as a whole. For us Forestry Extension Officer, this will serve as our guide that we could apply or rely on in case we have encountered problems in the field. This will also enhance our knowledge in performing our tasks.</p>



### III. RECOMMENDATIONS

I hereby recommend that there should have a continuous Learning Event like these in the future. Also to have a hands-on training even in the CENRO or PENRO level if the situation on COVID-19 hinders the transportation of participants. I also suggest that we should be provided with a copy of the presentation as a back-up, and that the problem in internet connection of participants should be considered in the conduct of these learning events via Zoom or any related online applications.

### IV. POST LEARNING ACTION PLAN/PROPOSAL

PROPOSED PLAN/ ACTIVITY/ OUTPUT	TIME FRAME
<ul style="list-style-type: none"><li>I am planning to immediately apply those points that I have acquired in this learning event. I will also meet with the contractors under my jurisdiction and relay to them some of those very important ideas so as to encourage them to exert enough time and effort for their projects to succeed.</li></ul>	CY 2022

#### Part 2 (To be accomplished by Supervisor)

How will you support the post Learning Action Plan/Proposal?

- I, will support the learning action plan.

Have you discussed any concerns / resources needed by your subordinate so that he/she can effectively transfer/apply the skills and knowledge gained from the training?

- Yes, the trainees gained more knowledge from the training.


Would you be willing to send him/ her again to other training/seminars/conference?

- Yes / \_\_\_\_\_ No \_\_\_\_\_ Others \_\_\_\_\_

If yes, please specify courses

- Training about the GIS mapping and Community Organizing.

Submitted by:

  
**ENRICO L. AURINO III**  
Forestry Extension Officer

  
**CONRADO M. CORPUZ**  
CENRO

July 5, 2022  
Date





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**

NEW COPY

July 13, 2022

FOR : The Regional Executive Director  
DENR, MIMAROPA Region  
1515 L&S Building  
Roxas Blvd., Ermita, Manila

THRU : The Provincial Environment and  
Natural Resources Officer  
Puerto Princesa City, Palawan

FROM : The Community Environment and  
Natural Resources Officer

SUBJECT : **SUBMISSION OF INDIVIDUAL LEARNING REPORT  
OF FORESTER I MARLOU O. SORETES**

DENR PENRO  
PALAWAN RECORDS  
RECEIVED  
BY: [Signature]  
DATE: 07-25-2022 22-6710

In compliance with the Regional Special Order No. 247, series of 2020, we are submitting herewith the Individual Learning Report of Forester I Marlou O. Soretas on the training, *re: "Training on Coastal Vulnerability Assessment"*, conducted by Production Forest Management Section Conservation and Development Division DENR MIMAROPA Region on June 21-23, 2022 at Mindoro Progressive Multi-Purpose Cooperative OSS Hotel, Poblacion 3, Mamburao, Occidental Mindoro.

For information and record.

For and in the absence of the CENRO:

DENR-CENRO  
BROOKES POINT  
RELEASED  
DATE: JUL 15 2022  
BY: [Signature] 1001-3575

[Signature]  
**JOSE LITO A. EYALA**  
FIII/Deputy CENRO  
In-Charge, Office of the CENRO

M. Rodriguez St. Poblacion District I, Brooke's Point Palawan 5305  
Mobile Phone: Globe: 0945-257-1402; Smart: 0912-429-0856  
Email/Gmail: cenro\_brkspt@yahoo.com; [cenrobrkspt@gmail.com](mailto:cenrobrkspt@gmail.com)



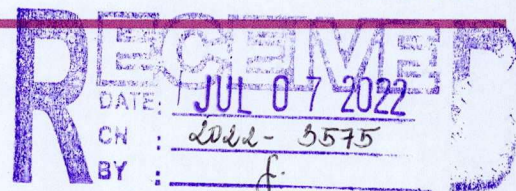


Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
Brooke's Point, Palawan - 5305  
Email Address: cenro\_brkspt@yahoo.com

**OFFICE OF THE CENRO**  
BROOKE'S POINT, PALAWAN

## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)



<b>Name of Participant:</b>	MARLOU O. SORETES
<b>Office/Service:</b>	DENR-CENRO BROOKE'S POINT, PALAWAN
<b>Training Title:</b>	TRAINING ON COASTAL VUNERABILITY ASSESSMENT
<b>Learning Providers:</b>	PRODUCTION FOREST MANAGEMENT SECTION CONSERVATION AND DEVELOPMENT DIVISION DENR-MIMAROPA REGION
<b>Inclusive Dates:</b>	JUNE 21-23, 2022
<b>Venue:</b>	MINDORO PROGRESSIVE MULTI-PURPOSE COOPERATIVE (MPMPC) OSS HOTEL POBLACION 3, MAMBURAO, OCCIDENTAL MINDORO

### I. EVALUATION OF THE COURSE:

The objectives of the learning event

- To determine the vulnerability of coastal areas and develop programs to its increase resilience to the impact of climate change.
- To identify the factors affecting the vulnerability of coastal and marine areas.
- To develop adaptation strategies and capacity building programs to mitigate the impacts of climate change.

### II. Impressions/Comment:

The training on Coastal Vulnerability Assessment is important to everyone to understand the potential impact of coastal erosion and storm surge. With this we understand the factors influencing the vulnerability on the coastal areas. In this training, I learn how to conduct documentation, analyzing the adaptive capacity and generate coastal vulnerability map using ArcGIS software.

I had fully realize during this event the importance of GIS in coastal vulnerability assessment.

### III. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANTS WORK/FUNCTION

The training event is very relevant for me because as a Forester and GIS focal person, I have gain knowledge on how to conduct vulnerability assessment using ArcGIS software and field data gathering.

### IV. RECOMMENDATIONS

Other relevant GIS operations which all GIS focal person can be learned more knowledge about the spatial data and its importance for day to day operations.



<b>V. POST LEARNING ACTION PLAN/PROPOSAL</b>	
<b>PROPOSED PLAN/ ACTIVITY/ OUTPUT</b>	<b>TIME FRAME</b>
Conduct re-echo training for Coastal Vulnerability Assessment using ArcGIS.	8 hrs.

**Part 2 (To be accomplished by Supervisor)**

How will you support the post Learning Action Plan/Proposal?

I, will support the learning action plan.

Have you discussed any concerns / resources needed by your subordinate so that he/she can effectively transfer/apply the skills and knowledge gained from the training?

Yes, the trainees gained more knowledge from the training.

Would you be willing to send him/ her again to other training/seminars/conference?

Yes / \_\_\_\_\_ No \_\_\_\_\_ Others \_\_\_\_\_

If yes, please specify courses

Training on terrestrial vulnerability assessment using advance GIS operation.

Submitted by:

MARLOU O. SORETES  
Forester I/ GIS Focal

CONRADO M. CORPUZ  
GENRO

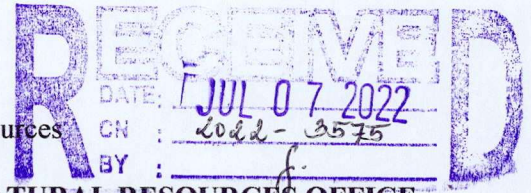
July 5, 2022  
Date





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
Brooke's Point, Palawan

OFFICE OF THE CENRO  
BROOKE'S POINT, PALAWAN



July 5, 2022

**MEMORANDUM**

FOR : The Community Environment and  
Natural Resources Officer

FROM : MARLOU SORETES  
F-I / GIS

SUBJECT : **TRAINING REPORT ON COASTAL VULNERABILITY ASSESSMENT  
AT MAMBURAO, OCCIDENTAL MINDORO DATED JUNE 20-24, 2022.**

Per Travel Order No. 2022-06-17-2550 dated June 20-24, 2022 re: document reference No. 2022-3575, 2022-3669 and 2022-3675 for Training on Coastal Vulnerability Assessment at Mamburao, Occidental Mindoro.

Please be informed that on June 21, 2022 the undersigned attended lectures on Storm Surge and Coastal Erosion Vulnerability of Coastal Areas within the Priority Watersheds in the Philippines, Creation of Coastal strip and polylines using ArcGIS software.

On June 22, 2022 a field work activities at Barangay Claudio Sagrado, Sablayan, Occidental Mindoro. We conducted actual Beach profiling using Graduated poles, Transect tape, slate boards, pencil and field notebook. We conducted measuring in every 2 meters distance the height of beach sand.

On June 23, 2022 encoding and processing Model generation for beach profile then GIS Analysis on exposure, GIS analysis for Sensitivity then GIS analysis of Adaptive Capacity using ArcGIS software.

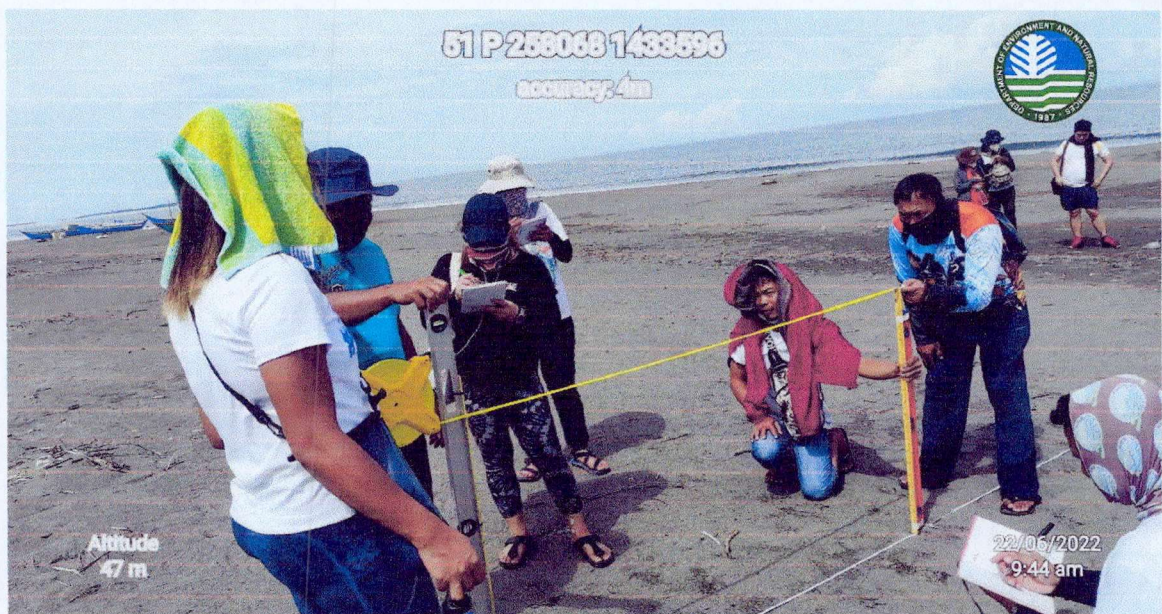
**Photo Documentation**



M. Rodriguez St. Poblacion District I, Brooke's Point Palawan 5305  
Mobile Phone: Globe: 0945-257-1402; Smart: 0912-429-0856  
Email/Gmail: cenro\_brkspt@yahoo.com; cenrobrkspt@gmail.com

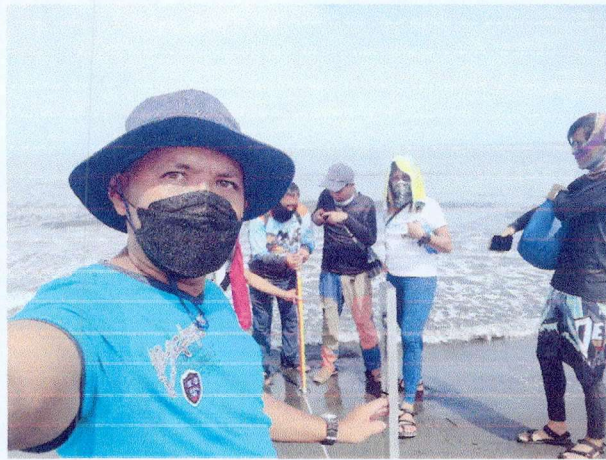


## Beach Profiling



M. Rodriguez St. Poblacion District I, Brooke's Point Palawan 5305  
Mobile Phone: Globe: 0945-257-1402; Smart: 0912-429-0856  
Email/Gmail: cenro\_brkspt@yahoo.com; cenrobrkspt@gmail.com





For the CENRO's information, reference, and further instruction.

  
**MARLO O. SORETES**  
 Forester I





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**

July 22, 2022

**MEMORANDUM**


**FOR :** The Regional Executive Director  
DENR, MIMAROPA Region  
1515 L&S Building  
Roxas Blvd., Ermita, Manila

**THRU :** The Provincial Environment and  
Natural Resources Officer  
Puerto Princesa City, Palawan

**FROM :** The Community Environment and  
Natural Resources Officer

**SUBJECT :** **SUBMISSION OF INDIVIDUAL LEARNING REPORT  
OF FORESTER I LAARNI R. BOLIDO**

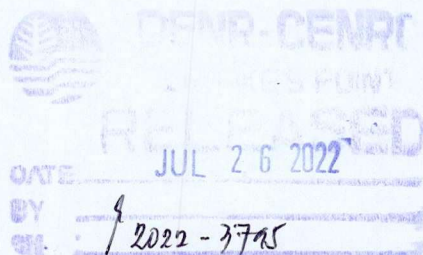
DENR PENRO  
PALAWAN REGION  
**RECEIVED**

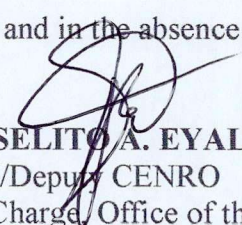
BY:   
DATE: 07-28-2022 22:08:08

In compliance with the Regional Special Order No. 247, series of 2020, we are submitting herewith the Individual Learning Report of Forester I Laarni R. Bolido on the training, *re: "Authorizing the Conduct of the Regional Training on New Forestry Related Policies and Issuance of DENR FMB"*, via zoom conducted by Forest Management Bureau on July 13-14, 2022.

For information and record.

For and in the absence of the CENRO:

  
DATE: JUL 26 2022  
BY: 2022-3715

  
**JOSELITO A. EYALA**  
FIII/Deputy CENRO  
In-Charge Office of the CENRO

M.Rodriguez St. Poblacion District I, Brooke's Point Palawan 5305  
Mobile Phone: Globe: 0945-257-1402; Smart: 0912-429-0856  
Email/Gmail: cenro\_brkspt@yahoo.com; [cenrobrkspt@gmail.com](mailto:cenrobrkspt@gmail.com)



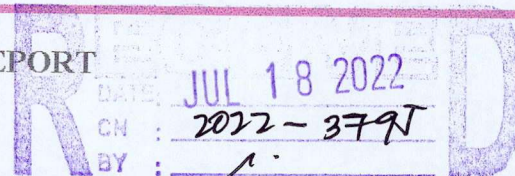


Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
Brooke's Point, Palawan - 5305  
Email Address: cenro\_brkspt@yahoo.com

**OFFICE OF THE CENRO**  
BROOKE'S POINT, PALAWAN

## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)



Name of Participant:	LAARNI R. BOLIDO
Office/Service:	DENR-CENRO BROOKE'S POINT, PALAWAN
Training Title:	AUTHORIZING THE CONDUCT OF THE REGIONAL TRAINING ON NEW FORESTRY RELATED POLICIES AND ISSUANCE OF THE DENR FMB
Learning Providers:	FMB
Inclusive Dates:	July 13-14, 2022
Venue:	VIA ZOOM

### I. EVALUATION OF THE COURSE:

To familiarize the following new related policies;

- DAO 2022-10 Revised DENR manual of authorities on technical Matters
- DAO 2022-42 Guidelines on the Processing Applications for Expansion of Areas Under CBFMA to cover Adjacent Untenured Areas within forest Land
- FMB Technical Bulletin No. 38 Procedural Guide on the Issuance of the Provisional Agreement for All Tenure Instruments Issued Under the Forestry Sector.
- DAO 2020-18: Promoting Tree Plantation Development and Liberalizing Harvesting and Transport of Planted Trees and Tree Derivatives for Inclusive Growth and Sustainable Development.
- DAO 2021-26: Rules and Regulations Governing and the Establishment, Harvesting and Transport of Bamboo.
- DAO 2021-33: Guidelines Governing the Tapping, Extraction, Collection and Transport of Gums, Resins, Oils and Exudates (GROE)
- DAO 2022-05: Rules and Regulation on Wood Charcoal.
- DAO 2020-06: Amending Certain Provisions and Expanding the Coverage of DENR Administrative Order No. 2018-16 or the "Guidelines in the Processing and Issuance of Permits on the Removal and Relocation of Trees Affected by DPWH Projects.

#### • Impressions/Comment:

The learning event was remarkable in a sense that the whole operation of the DENR frontline services were discussed in a two (2) days lecture and presentation by different speaker from different field of expertise. The overall course were not just make my life more productive and responsive in undertaking my duties as a DENR employee.

We are very grateful for the opportunity to be part of this learning event, for the time and effort of every resource speaker on sharing their respective field of expertise for us especially to the new policies, It is a big push for us to be more effective in performing our daily task and responsibility in delivering the best public service to everyone.



## II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANTS WORK/FUNCTION

This Training/learning event is very relevant to every one of us as a DENR Employee and designated as CBFM Desk Officer because it covers the new forestry related policies of the DENR. This learning event also highlight the important traits in policies, rules and regulations. This training provides all the knowledge and equipped us to be one.

## III. RECOMMENDATIONS

Highly recommended to have another relevance training for us to enhance our skills specially the GIS map for the delineation of CBFM area and more familiar of it and also having a face to face training.

## IV. POST LEARNING ACTION PLAN/PROPOSAL

PROPOSED PLAN/ ACTIVITY/ OUTPUT	TIME FRAME
During our workshop. <ul style="list-style-type: none"><li>• Presentation of the new forestry related policies.</li></ul>	

### Part 2 (To be accomplished by Supervisor)

How will you support the post Learning Action Plan/Proposal?

I, will support the learning action plan.

Have you discussed any concerns / resources needed by your subordinate so that he/she can effectively transfer/apply the skills and knowledge gained from the training?

Yes, the trainees gained more knowledge from the training.

Would you be willing to send him/ her again to other training/seminars/conference?


Yes / \_\_\_\_\_ No \_\_\_\_\_ Others \_\_\_\_\_

If yes, please specify courses

Training about the GIS.

Submitted by:

  
LAARNI R. BORSIDO  
Forester I

  
CONRADO M. CORPUZ  
CENRO

July 18, 2022  
Date





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**

July 25, 2022

FOR : The Regional Executive Director  
DENR, MIMAROPA Region  
1515 L&S Building  
Roxas Blvd., Ermita, Manila

THRU : The Provincial Environment and  
Natural Resources Officer  
Puerto Princesa City, Palawan

FROM : The Community Environment and  
Natural Resources Officer

SUBJECT : **SUBMISSION OF INDIVIDUAL LEARNING REPORT**

DENR PENRO  
PALAWAN RECORDS  
RECEIVED

BY: [Signature]  
DATE: 17-25-2022 22-6868

In compliance with the Regional Special Order No. 247, series of 2020, we are submitting herewith the Individual Learning Report on the training, *re: "Training/Learning Event on Integrity, Transparency, Accountability in Public Service"* conducted by DENR MIMAROPA Region, on July 13-15, 2022, via zoom attended by the following personnel, to wit:

1. FIII Franklin M. Aquino
2. Sr. ECOMS Anselma M. Fuentes
3. LMO II Marivic C. Quitain
4. FII Arnil D. Junia
5. FI Evelyn S. Valeriano

For information and record.

DENR-CENRO  
BROOKE'S POINT  
RELEASED  
DATE: JUL 26 2022  
BY: [Signature] 2021-7203

CONRADO M. CORPUZ

M. Rodriguez St. Poblacion District I, Brooke's Point Palawan 5305  
Mobile Phone: Globe: 0945-257-1402; Smart: 0912-429-0856  
Email/Gmail: cenro\_brkspt@yahoo.com; [cenrobrkspt@gmail.com](mailto:cenrobrkspt@gmail.com)



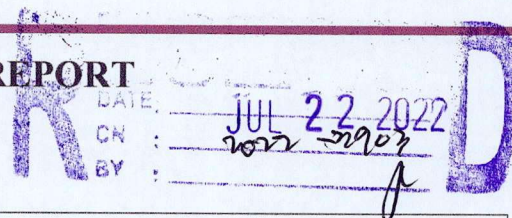


Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
Brooke's Point, Palawan - 5305  
Email Address: cenro\_brkspt@yahoo.com

OFFICE OF THE CENRO  
BROOKE'S POINT, PALAWAN

## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)



<b>Name of Participant:</b>	FRANKLIN M. AQUINO
<b>Office/Service:</b>	DENR-CENRO Brooke's Point / PSU
<b>Training Title:</b>	Seminar/Workshop on Integrity, Transparency and Accountability in Public Service
<b>Learning Providers:</b>	MIMAROPA Region/Facilitated by the Office of the Ombudsman
<b>Inclusive Dates:</b>	July 13-14, 2022
<b>Venue:</b>	On-Line via Zoom

### I. EVALUATION OF THE COURSE:

- **Technical Content:**

1. Understanding Corruption (Corruption Kills)
  - Effects and Cause of Corruption
2. Upholding Accountability in Public Office (Public Office is Public Trust)
  - Objective and Definition
3. Integrating Integrity in Public Office (Integrity Begins with me)
4. R.A. 6713

- **Impression/Comments:**

- The technical contents of the training and presentation of the speakers were brief and complete and well presented using online audio visual presentation.
- The speaker is a perfect / well rounded / experienced speaker.

### II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/FUNCTION:

The learning event is very important and relevant to all Government Employees to recognize the scope of accountability of public servants guided by the established relevant Laws and Policies leading to a corrupt free bureaucracy. (Public Officers and employees must at all times be Accountable to the People, Serve them with utmost responsibility, Integrity, Loyalty and Efficiency, Act with patriotism and Justice and Lead Modest lives).

### III. RECOMMENDATIONS:

Additional trainings/Learning events in order to fully understand how to become a corrupt free bureaucracy, if cannot totally stop at least to minimize. ITAPS training should be given/mandatory to all government employees and officials



**IV. POST LEARNING ACTION PLAN/PROPOSAL:**

Proposed Plan/Activity/Output	Time Frame
Conduct re-echo training during Monday forum	

**Part 2 (To be prepared by the Supervisor)**

How will you support the post Learning Action/Proposal?

Provide support in the preparation / application of the plan

Have you discussed any concerns/resources needed by your subordinate so that he/she can effectively transfer the skills and knowledge gained from the training?

Yes


Would you be willing to send him/her again to other training/seminar/conference?

Yes / No        Others       

If yes, please specify courses.

Other related Trainings/Learning Event


**Submitted by:**

  
**FRANKLIN M. AQUINO**  
Attendee

July 18, 2022

Date

**Noted/Confirmed by:**

  
**CONRADO M. CORPUZ**  
Supervisor



# INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

<b>Name of Participant:</b>	Anselma M. Fuentes
<b>Office/Service:</b>	DENR-CENRO Brooke's Pont, Palawan
<b>Training Title:</b>	Training/Learning Event on Integrity, Transparency, Accountability in Public Service
<b>Learning Providers:</b>	DENR-MIMAROPA Region
<b>Inclusive Dates:</b>	July 13-15, 2022
<b>Venue:</b>	DENR-CENRO, Brookes Point, Palawan/Conference Hall

## I. EVALUATION OF THE COURSE:

### • Technical Content:

- Public Office is a public trust. Public officers and employees must, at all times, be accountable to the people, serve them with utmost responsibility, integrity, loyalty and efficiency, act with patriotism and justice, and lead modest lives (Section 1, Article XI of the 1987 Constitution )
- Professionalism- Public Officials and employees shall perform and discharge their duties with high degree of Excellence, Intelligence, Creativity and Skill
- Commitment to Democracy
- Democratic way of life and values
- Maintain the principle of public accountability
- Uphold the constitution
- Nationalism at Patriotism-Public Officials and employees shall extend prompt, courteous and adequate service to the public
- Political Neutrality- Public Officials and employees shall provide service to everyone without unfair discrimination and regardless of party affiliation or preference
- Justness and Sincerity –Public Officials and employees shall remain true to the people at all times. They must act with justness and sincerity and shall not discriminate against anyone, especially the poor and the underprivileged
- Three-Fold Liability Rule – The “ threefold liability rule” holds that the wrongful acts or omission of a public officer may give rise to civil, criminal and administrative liability.
- 1. Administrative Liability
- 2. Civil Liability : Damage by paying the amount taken plus interest reckoned from the finality of the decision until the amount is fully paid
- Criminal Liability : Malversation of Public Funds (Imprisonment and fine
- What is Integrity ?What is the relevance of Integrity in your life today**
- E-ITAPS Self Paced Module:**
- Office of the Ombudsman
- Offenses involving Gifts and Offenses involving Public Funds/Property
  - Provided the participants with the understanding and identified issues, concerns, and constraints that encountered in the implementation of the DENR activities, targets, programs and projects.
  - Identified the new implementing guidelines that can help in the effective implementation of the activities and deliver relevant ENR programs and services on time.
- A series of workshops thru jamboard and reflection on videos presented was discussed and explained by the participants...

### • Impression/Comments:

- It is very timely, the need of technical skills of field personnel who was filed cases and attended the administrative/court hearing of protecting the environment and natural resources, the participants were obviously become participative and cooperative in the open forum.
- To review, discuss and explained the ENR policies, laws, rules, regulations and guidelines to be implemented in our area of jurisdiction
- The DENR-MIMAROPA Region had done a great job in formulating and conducting said Training/Learning Event & was participated in by Chief, CDS, NGP Coordinator, Chief, RPS, PASu, and Chief, MES in DENR-PENRO/CENRO-Palawan
- The presentation of the lectures/guidelines were brief and concise with updating lectures thru power point presentation headed by DENR-MIMAROPA Region and the Ombudsman as the Resource Speakers

## II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/FUNCTION:

- 1. Understanding Corruption- Corruption kills. it victimizes all.
- 2. Upholding Accountability in Public Office- Public Office is a public trust.



- 3. Integrating Integrity in Public Service-Integrity begins with me
- 4. Nation relative to Individual, Society and Economy affected corruption.
- The learning event was very informative, interesting, and helpful to the Section Chiefs/ participants, and this is essential, useful and necessary for the smooth implementation and successful accomplishments of the cases relative to the strict implementation of environmental laws relative to targets/activities for CY-2022 onwards...
- It is of great help to implement the personnel competency development framework, clusters in managing, technical and interpersonal competencies also in personal effectiveness.
- It is relevant in the organizational, group and individual needs of every government employees.

### III. RECOMMENDATIONS:

- I recommend that this type of learning event should be continuous to support and strengthen the capabilities of technical & communication skills in the project management, leadership, developmental & conservation activities
- Strict implementation of Republic Act 6713 an act establishing a Code of Conduct and Ethical Standards for Public Officials and employees, close monitoring and evaluation on all DENR-CENRO Public Officials and employees with their activities.

### IV. POST LEARNING ACTION PLAN/PROPOSAL:

Proposed Plan/Activity/Output	Time Frame
The learning event activities/targets contains the learning and development needs of the CDS,RPS and MES Chief and Staff in the field offices. Strict Implementation of the RA 6713 and regular monitoring of the Projects, programs & activities conducted by DENR Staff employees. Prepared and submitted Individual Learning report. (ILR)	

### Part 2 (To be prepared by the Supervisor)

#### How will you support the post Learning Action/Proposal?

Coordinate with the Ombudsman and they will provide technical support as agreed during the training/learning event conducted. The DENR also conducts regular monitoring of the implementation of program, projects and the action/strategic plan for the strict implementation of the activity in coordination with MIMAROPA- Region, DENR-PENRO, Palawan and Planning Management Division/Section.

#### Have you discussed any concerns/resources needed by your subordinate so that he/she can effectively transfer the skills and knowledge gained from the training?

The actual application of the skills and knowledge gained in the training/learning event. Learned more about the development framework, different policies, laws, rules, regulations and implementing guidelines and evaluation, performance measurement, career development and training.

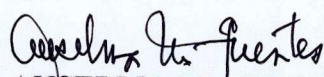
#### Would you be willing to send him/her again to other training/seminar/conference?

Yes \_\_\_\_\_ No \_\_\_\_\_ Others \_\_\_\_\_

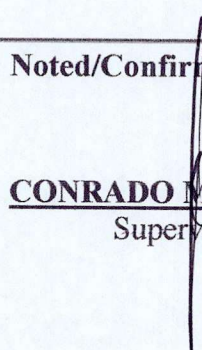
#### If yes, please specify courses.

Management Development Training, Gender and Development Database Management and Analysis, Wetlands Resources and Coastal Hazard Management, Protected Area Critical Habitat Wetlands Law Enforcement and Society of Filipino Foresters, Inc. (SFFI) Conference/Convention and Leadership Management Development training,

Submitted by:

  
**ANSELMA M. FUENTES**  
Attendee

Noted/Confirmed by:

  
**CONRADO M. CORPUZ**  
Supervisor

July 18, 2022

Date



## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

<b>Name of Participant:</b>	Marivic C. Quitain
<b>Office/Service:</b>	DENR-CENRO Brooke's Pont, Palawan
<b>Training Title:</b>	Training/Learning Event on Integrity, Transparency, Accountability in Public Service
<b>Learning Providers:</b>	DENR-MIMAROPA Region
<b>Inclusive Dates:</b>	July 13-15, 2022
<b>Venue:</b>	DENR-CENRO, Brookes Point, Palawan/Conference Hall

### I. EVALUATION OF THE COURSE:

- **Technical Content:**
  - Public Officers and employees must at all times be : Accountable to the people, serve them with utmost responsibility, integrity, loyalty and efficiency, act with patriotism and justice and lead modest lives.
  - E-ITAPS Self Paced Module: What is Integrity?
  - Office of the Ombudsman
  - Offenses involving Gifts and Offenses involving Public Funds/Property
    - Provided the participants with the understanding and identified issues, concerns, and constraints that encountered in the implementation of the DENR activities, targets, programs and projects.
    - Identified the new implementing guidelines that can help in the effective implementation of the activities and deliver relevant ENR programs and services on time.
- A series of workshops thru jamboard and reflection on videos presented was discussed and explained by the participants...
- Public Office is a public trust. Public officers and employees must, at all times, be accountable to the people, serve them with utmost responsibility, integrity, loyalty and efficiency, act with patriotism and justice, and lead modest lives (Section 1, Article XI of the 1987 Constitution )
  - Professionalism- Public Officials and employees shall perform and discharge their duties with high degree of Excellence, Intelligence, Creativity and Skill
  - Commitment to Democracy
  - Democratic way of life and values
  - Maintain the principle of public accountability
  - Uphold the constitution
  - Nationalism at Patriotism-Public Officials and employees shall extend prompt, courteous and adequate service to the public
  - Political Neutrality- Public Officials and employees shall provide service to everyone without unfair discrimination and regardless of party affiliation or preference
  - Justness and Sincerity –Public Officials and employees shall remain true to the people at all times. They must act with justness and sincerity and shall not discriminate against anyone, especially the poor and the underprivileged
  - Three-Fold Liability Rule – The “ threefold liability rule” holds that the wrongful acts or omission of a public officer may give rise to civil, criminal and administrative liability.
  - 1. Administrative Liability
  - 2. Civil Liability : Damage by paying the amount taken plus interest reckoned from the finality of the decision until the amount is fully paid
  - Criminal Liability : Malversation of Public Funds (Imprisonment and fine).

- **Impression/Comments:**
- The DENR-MIMAROPA Region had done a great job in formulating and conducting said Training/Learning Event & was participated in by Chief, CDS, NGP Coordinator, Chief, RPS, PASu, and Chief, MES in DENR-PENRO/CENRO-Palawan
- The presentation of the lectures/guidelines were brief and concise with updating lectures thru power point presentation headed by DENR-MIMAROPA Region and the Ombudsman as the Resource Speakers
- It is very timely, the need of technical skills of field personnel who was filed cases and attended the administrative/court hearing of protecting the environment and natural resources, the participants were obviously become participative and cooperative in the open forum.
- To review, discuss and explained the ENR policies, laws, rules, regulations and guidelines to be implemented in our area of jurisdiction
- The DENR-MIMAROPA Region had done a great job in formulating and conducting said Training/Learning Event & was participated in by Chief, CDS, NGP Coordinator, Chief, RPS, PASu, and Chief, MES in DENR-PENRO/CENRO-Palawan



- The presentation of the lectures/guidelines were brief and concise with updating lectures thru power point presentation headed by DENR-MIMAROPA Region and the Ombudsman as the Resource Speakers

## II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/FUNCTION:

- 1. Nation relative to Individual, Society and Economy affected corruption.
- 2. Understanding Corruption- Corruption kills. it victimizes all.
- 3. Upholding Accountability in Public Office- Public Office is a public trust.
- 4. Integrating Integrity in Public Service-Integrity begins with me
- The learning event was very informative, interesting, and helpful to the Section Chiefs/ participants, and this is essential, useful and necessary for the smooth implementation and successful accomplishments of the cases relative to the strict implementation of environmental laws relative to targets/activities for CY-2022 onwards...
- It is of great help to implement the personnel competency development framework, clusters in managing, technical and interpersonal competencies also in personal effectiveness.
- It is relevant in the organizational, group and individual needs of every government employees.

## III. RECOMMENDATIONS:

- I recommend that this type of learning event should be continuous to support and strengthen the capabilities of technical & communication skills in the project management, leadership, developmental & conservation activities of personnel implementing the laws/policies
- Strict implementation of Republic Act 6713 an act establishing a Code of Conduct and Ethical Standards for Public Officials and employees, close monitoring and evaluation on all DENR-CENRO Public Officials and employees with their activities.

## IV. POST LEARNING ACTION PLAN/PROPOSAL:

Proposed Plan/Activity/Output	Time Frame
The learning event activities/targets contains the learning and development needs of the CDS,RPS and MES Chief and Staff in the field offices. Strict Implementation of the RA 6713 and regular monitoring of the Projects, programs & activities conducted by DENR Staff employees. Prepared and submitted Individual Learning report. (ILR)	

### Part 2 (To be prepared by the Supervisor)

#### How will you support the post Learning Action/Proposal?

Coordinate with the Ombudsman and they will provide technical support as agreed during the training/learning event conducted. The DENR also conducts regular monitoring of the implementation of program, projects and the action/strategic plan for the strict implementation of the activity in coordination with MIMAROPA- Region, DENR-PENRO, Palawan and Planning Management Division/Section.

#### Have you discussed any concerns/resources needed by your subordinate so that he/she can effectively transfer the skills and knowledge gained from the training?

The actual application of the skills and knowledge gained in the training/learning event. Learned more about the development framework, different policies, laws, rules, regulations and implementing guidelines and evaluation, performance measurement, career development and training.

#### Would you be willing to send him/her again to other training/seminar/conference?


Yes \_\_\_\_\_ No \_\_\_\_\_ Others \_\_\_\_\_

#### If yes, please specify courses.

RPS Management Development Training, Seminar on Law Enforcement, Forest Utilization re' permits and leases on land matters policies and implementing laws, and Leadership Management Development training for Land Mgt. Officers.

Submitted by:


Noted/Confirmed by:

  
**MARIVIC C. QUITAIN**

Attendee

July 18, 2022

Date

  
**CONRADO M. CORPUZ**

Supervisor





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
Brooke's Point, Palawan - 5305  
Email Address: cenro\_brkspt@yahoo.com

## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

<b>Name of Participant:</b>	ARNIL D. JUNIA
<b>Office/Service:</b>	DENR-CENRO BROOKE'S POINT, PALAWAN
<b>Training Title:</b>	Integrity Transparency Accountability Public Service (E-ITAPS)
<b>Learning Providers:</b>	Office of the Ombudsman
<b>Inclusive Dates:</b>	July 13-15, 2022
<b>Venue:</b>	Via Zoom

### I. EVALUATION OF THE COURSE:

- Technical Content

#### Module 1: Understanding corruption

1. History of the office of the Ombudsman
2. What are corruption
3. What are the cause of corruption
4. Effects of corruption
  - 3.a. Individual
    - a. No education
    - b. Less housing
    - c. No healthcare
    - d. Poor quality of life
  - 3.b. Society
    - a. Increase in crime rate
    - b. threat to life and property
  - 3.c. Economy
    - a. increased of cost of doing business
    - b. investor lose confidence
    - c. business suffer loses

#### Module 2: Answering to the people: Accountability of public Officers

1. Republic act 6713
2. Norms of conduct of public officials and employee
  - a. Commitment to public interest
  - b. Professionalism
  - c. Justness and sincerity
  - d. Political neutrality
  - e. Responsiveness to the public
  - f. Nationalism and patriotism
  - g. Commitment to democracy
  - h. Simple living
3. The threefold liability rule of government employees
  - a. Criminal liability
  - b. Administrative liability
  - c. Civil liability



<ul style="list-style-type: none"> <li>• Impressions/Comment:</li> </ul> <p>The learning event was very impormative and knowledgeable. Since I have attended on this kind of workshop I will have feasible to do my job as a public servant or public officials.</p> <p>Since I have so many information acquired in this learning event, I will suggest in the office of the ombudsman that if possible we need of all government employee attend in this kind of learning event.</p>	
<b>e. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANTS WORK/FUNCTION</b>	
As a government employee this is a guide to serve the people with the highest ethical standard.	
<b>f. RECOMMENDATIONS</b>	
I recommend that this kind of learning event must be execute every year to prevent and to remind all government employee must doing his/he job in correct way to prevent the corruption as a public servant.	
<b>g. POST LEARNING ACTION PLAN/PROPOSAL</b>	
<b>PROPOSED PLAN/ ACTIVITY/ OUTPUT</b>	<b>TIME FRAME</b>
<ul style="list-style-type: none"> <li>• Before we end the year 2022 we need to conduct again workshop for those employee didn't attended in this event.</li> </ul>	CY 2021

**Part 2 (To be accomplished by Supervisor)**

How will you support the post Learning Action Plan/Proposal?

I, will support the learning action plan.

Have you discussed any concerns / resources needed by your subordinate so that he/she can effectively transfer/apply the skills and knowledge gained from the training?

Yes, the trainees gained more knowledge from the training.

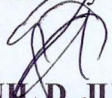
Would you be willing to send him/ her again to other training/seminars/conference?

Yes / \_\_\_\_ No \_\_\_\_ Others \_\_\_\_

If yes, please specify courses

Training about the GIS mapping and Community Organizing.

Submitted by:

  
**ARNEL D. JUNIA**  
 FORESTER II

July 19, 2022  
 Date

  
**CONRADO M. CORPUZ**  
 CENRO





## INDIVIDUAL LEARNING REPORT

### Part 1 (To be prepared by the participant)

<b>Name of Participant:</b>	Ervin S. Valeriano
<b>Office/Service:</b>	DENR CENRO Brooke's Point/EMS
<b>Training Title:</b>	Integrity, Transparency and Accountability in Public Service
<b>Learning Providers:</b>	Office of the Ombudsman
<b>Inclusive Dates:</b>	July 13-15, 2022
<b>Venue:</b>	via Zoom

### I. EVALUATION OF THE COURSE:

- **Technical Content:**

This Learning Event incorporates lectures and topics relative to Basic information/knowledge/insights on:

- ❖ Corruption
- ❖ Accountability of Public Officers (Public Office is a Public Trust)
  - Rules Implementing the code of conduct and ethical standard for Public Officials and Employees
    - Republic Act 7613 (Rules Implementing the code of Conduct and Ethical Standards for Public Official and Employees)
- ❖ Sexual Harassment
- ❖ Integrity

- **Impression/Comments:**

The learning providers and speakers are great and intelligence they provide their best to make the learning event very educated and informative. They presented and discussed clearly their assigned lectures/topics as well as addressed/answered the queries and concerns participants relative to each lectures/topics. Likewise, the participants are actively participated in the discussion as well on the given task in every group. Further, the lectures/topics are really informative and interesting to become a good person and government employee

### II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/FUNCTION:

The learning event is very educated and informative that can help me as a good government employee. It has provided additional knowledge about how we can organize with team work in our office. In addition, work well even if no one is looking.

### III. RECOMMENDATIONS:

- It is recommended that all employees shall undergone learning event on Integrity,



Transparency and Accountability in Public Service (ITAPS) for a better employee with integrity in prevention to zero corruption and other unnecessary activities in the government particularly on DENR family.

**IV. POST LEARNING ACTION PLAN/PROPOSAL:**

Proposed Plan/Activity/Output	Time Frame
Conducts re-echo at the CENRO level to share major take-away on lectures/topics and/or other updates/agreements discussed/presented during the learning event.	Monday Forum
Apply knowledge/insights gained from the learning event.	Whenever and wherever possible

**Part 2 (To be prepared by the Supervisor)**

How will you support the post Learning Action/Proposal?

Provide technical support and monitoring of the implementation in the discharging of duties in connection with the above mentioned post learning action plan/proposal

Have you discussed any concerns/resources needed by your subordinate so that he/she can effectively transfer the skills and knowledge gained from the training?

Yes.

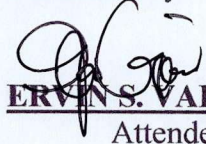
Would you be willing to send him/her again to other training/seminar/conference?

Yes ☒ No ☐ Others ☐

If yes, please specify courses.

Follow-up/refresher trainings/learning events relative to mangrove protection and rehabilitation services offered by the DENR.

Submitted by:

  
**ERVIN S. VALERIANO**  
Attendee

July 25, 2022

Date

Noted/Confirmed by:

  
**CONRADO M. CORPUZ**  
CENRO





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
National Highway, Bgy. Alfonso XIII, Quezon, Palawan  
Email: [cenroquezon@denr.gov.ph](mailto:cenroquezon@denr.gov.ph)

July 14, 2022

**MEMORANDUM**

FOR : The Provincial Environment and  
Natural Resources Officer  
Sta. Monica, Puerto Princesa City

FROM : The Community Environment and  
Natural Resources Officer  
Quezon, Palawan

SUBJECT : **INDIVIDUAL LEARNING REPORTS SUBMITTED BY  
PERSONNEL OF CENRO-QUEZON IN THEIR ATTENDANCE  
TO WEBINAR ON MENTAL HEALTH AT WORKPLACE AND  
DENR PALAWAN IEC OFFICER AND PENRO IEC UNIT  
CAPACITY BUILDING AND BASIC COURSE TRAINING**

DENR PENRO  
PALAWAN REGION  
**RECEIVED**  
BY:   
DATE: 07-15-2022 226723

Respectfully forwarded the Individual Learning Reports of three (3) personnel of this Office in compliance to the IPCR Commitment, that at least one (1) Learning and Development Intervention (L&D) will be attended by personnel and submit report.

They attended the Webinar on Mental Health at Workplace: Understanding Stress, Anxiety, Depression and Burnout and attended the Capacity Building and Basic Course Training. Concerned personnel request for another Webinar on health consciousness, Capacity Building and Basic Course Training.

For your information and record.

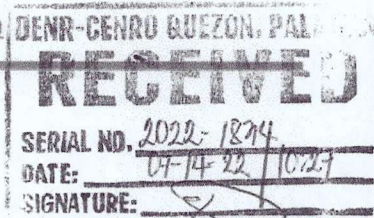
LEONARD T. CALUYA







Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
National Highway, Brgy. Alfonso XIII, Quezon, Palawan  
Contact No.: 0917-160-4920  
Email: [cenroquezon@denr.gov.ph](mailto:cenroquezon@denr.gov.ph)



**INDIVIDUAL LEARNING REPORT**

**Part 1 (To be prepared by the participant)**

<b>Name of Participants:</b>	<b>ARNEL V. BALACANO</b>
<b>Office/Service:</b>	<b>Planning &amp; Support Unit (PSU)</b>
<b>Training Title:</b>	<b>WEBINAR ON MENTAL HEALTH AT WORKPLACE: UNDERSTANDING STRESS, ANXIETY, DEPRESSION AND JOB BURNOUT</b>
<b>Learning Providers:</b>	<b>HUMAN RESOURCE SECTION VIA ZOOM, MIMAROPA REGION</b>
<b>Inclusive Dates:</b>	<b>March 31, 2022</b>
<b>Venue:</b>	<b>DENR-CENRO QUEZON, PALAWAN OFFICE</b>

**I.EVALUATION OF THE COURSE:**

**Technical Content:** The Webinar is about on Mental Health at Workplace:  
Understanding Stress, Anxiety, Depression and Job Burnout.

**MENTAL HEALTH** – is a person's condition with regard to their psychological and emotional well-being. Mental health includes our emotional, psychological, and social well-being.

These are early signs of Mental distress:

- Eating or sleeping too much or too little
- Having low or no energy
- Feeling numb or like nothing matters
- Feeling helpless or hopeless
- Feeling unusually confused, forgetful, on edge, angry, upset, worried, or scared

Burnout can be related to Stress and some emotional signs and symptoms are:

- Feeling helpless
- Trapped and defeated.
- Feeling alone in the world





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MIMAROPA Region  
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Contact No.: 0917-160-4920  
Email: [cenroquezon@denr.gov.ph](mailto:cenroquezon@denr.gov.ph)

Some Risk factors for mental health:

- Peer rejection
- Stressful events
- Poor academic achievement
- Poverty
- Community violence

Sadness also cause of depression however, sadness is a normal reaction to life's struggles, setback and disappointment in life.

COVID-19 pandemic can be associated with symptoms of anxiety, depression and distress, in our present situation.

Bio-Psycho-Social approach to health and wellbeing during the COVID-19 Pandemic and beyond.

**CRUMBS** – Acronyms to lessen stress, anxiety and depression.

1. **Connection** – reach out to friends and family for support.
2. **Routine** – create a daily schedule with realistic goals and work-life balance.
3. **Understanding** – realize how uncertainly and disruption to your life increase stress.
4. **Mindfulness** – stay in the present moment, without trying to predict the far future.
5. **Boundaries** – set boundaries and limitations to manage the constant stream to information and social media.

- **Impression/Comment:**

In my age, it is important and am reminded too, that life is short. Need to enjoy and relax after office hour and keep doing some light exercises like walking & refreshing at bay side.

**I. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANTS WORK/FUNCTION:**

Very relevant to me, as I am retiring from work this May 2023, can apply to my life some tips in the webinar.





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**II. RECOMMENDATIONS:**

I recommend to continue to Zumba dancing of which, our office is doing every afternoon, wherein I am participating sometimes.

**III. POST LEARNING ACTION PLAN/PROPOSAL:**

Re-echo my learning tips to my close friends, co-employee and my family.

Join the Zumba dancing many times.

**Part 2 (To be accomplished by Supervisor)**

How will you support the post Learning Action Plan/Proposal?

\_\_\_\_\_

Have you discussed any concerns/resources needed by your subordinate so that he/she can effectively transfer/apply the skills and knowledge gained from the training?

\_\_\_\_\_

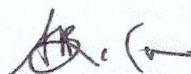
Would you be willing to send him/her again to other training/seminar/conference?

Yes \_\_\_\_\_ No \_\_\_\_\_ Others \_\_\_\_\_

If yes, please specify courses

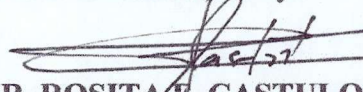
\_\_\_\_\_

Submitted

  
**ARNEL V. BALACANO**  
Forest Ranger

April 10, 2022  
Date

NOTED/Confirmed by:

  
**ENGR. ROSITA F. CASTULO**  
DMO-1V/Officer In-Charge





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
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Contact No.: 0917-160-4920  
Email: [cenroquezon@denr.gov.ph](mailto:cenroquezon@denr.gov.ph)

**DENR-CENRO QUEZON, PALAWAN**  
**RECEIVED**  
SERIAL NO. 2022-1877  
DATE: 07-14-22/11:10  
SIGNATURE: [Signature]

**INDIVIDUAL LEARNING REPORT**

**Part 1 (To be prepared by the participant)**

<b>Name of Participants:</b>	<b>HENRY A. BOLANTE</b>
<b>Office/Service:</b>	<b>Planning &amp; Support Unit (PSU)</b>
<b>Training Title:</b>	<b>WEBINAR ON MENTAL HEALTH AT WORKPLACE: UNDERSTANDING STRESS, ANXIETY, DEPRESSION AND JOB BURNOUT</b>
<b>Learning Providers:</b>	<b>HUMAN RESOURCE SECTION VIA ZOOM, MIMAROPA REGION</b>
<b>Inclusive Dates:</b>	<b>March 31, 2022</b>
<b>Venue:</b>	<b>DENR-CENRO QUEZON, PALAWAN OFFICE</b>

**I.EVALUATION OF THE COURSE:**

**Technical Content:** The Webinar is about on Mental Health at Workplace:  
Understanding Stress, Anxiety, Depression and Job Burnout.

**MENTAL HEALTH** – is a person's condition with regard to their psychological and emotional well-being. Mental health includes our emotional, psychological, and social well-being.

These are early signs of Mental distress:

- Eating or sleeping too much or too little
- Having low or no energy
- Feeling numb or like nothing matters
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Some Risk factors for mental health:

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Sadness also cause of depression however, sadness is a normal reaction to life's struggles, setback and disappointment in life.

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4. **Mindfulness** – stay in the present moment, without trying to predict the far future.
5. **Boundaries** – set boundaries and limitations to manage the constant stream to information and social media.

- **Impression/Comment:**

In my age, it is important and am reminded too, that life is short. Need to enjoy and relax after office hour and keep doing some light exercises like walking & refreshing at bay side.

**I. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANTS WORK/FUNCTION:**

Very relevant to me, as I am retiring from work this May 2023, can apply to my life some tips in the webinar.





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**II. RECOMMENDATIONS:**

I recommend to continue to Zumba dancing of which, our office is doing every afternoon, wherein I am participating sometimes.

**III. POST LEARNING ACTION PLAN/PROPOSAL:**

Re-echo my learning tips to my close friends, co-employee and my family.

Join the Zumba dancing many times.

**Part 2 (To be accomplished by Supervisor)**

How will you support the post Learning Action Plan/Proposal?

\_\_\_\_\_  
\_\_\_\_\_

Have you discussed any concerns/resources needed by your subordinate so that he/she can effectively transfer/apply the skills and knowledge gained from the training?

\_\_\_\_\_  
\_\_\_\_\_


Would you be willing to send him/her again to other training/seminar/conference?

Yes \_\_\_\_\_ No \_\_\_\_\_ Others \_\_\_\_\_


If yes, please specify courses

\_\_\_\_\_  
\_\_\_\_\_

Submitted

  
**HENRY A. BOLANTE**  
Tree Marker

NOTED/Confirmed by:

  
**ENGR. ROSITA F. CASTULO**  
DMO-1V/Officer In-Charge

April 10, 2022  
Date





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
National Highway, Bgy. Alfonso XIII, Quezon, Palawan  
Contact No.: 0917-160-4920  
Email: cenroquezon@denr.gov.ph

**INDIVIDUAL LEARNING REPORT**



**Part I**

Name of Participant	Jenemie D. Obra
Office/Section	CENRO Quezon/Regulation and Permitting Section
Training Title	DENR Palawan IEC Officers and PENRO IEC Unit Capacity Building and Basic Course Training
Learning Providers	Joemarian Casidsid, Darryl Gacasa, Celeste Anna R. Formoso, Rod Evangelista
Inclusive Dates	May 18-20, 2022
Venue	Citystate Asturias Hotel, Puerto Princesa City

**I. EVALUATION OF THE COURSE**

• **Technical Content**

The 3-day Capacity Building and Basic Course Training for DENR Palawan IEC Officers was conducted to strengthen the IEC Unit by acquiring new knowledge and honing existing skills that will capacitate them in carrying their tasks/responsibilities effectively. The training was designed to enhance the communication skills of the Information Officers in facilitating environmental-related events and issues by offering relevant topics and by using available technologies especially through digital platforms/medias. The following were the topics during the 3-day learning event:

1. Basic Photography and Videography Training
2. Beginners Guide and Drone Flying Training
3. News, Technical and Feature Writing Training
4. Public Speaking and Radio Broadcasting Training

• **Impressions/comments**

The 3-day learning event covered a timely and relevant topics that will capacitate the participants in carrying their respective tasks/responsibilities. The Resource Persons delivered the topics effectively and were able to identify and emphasize what learning are best suited/applicable to the Department. The participants were able to apply the gained knowledge through *learning by doing* technique as an effective strategy wherein participants are expose to series of workshops. The given tasks were being completed through guidance of the Resource persons and peers.





## II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANTS

### WORK/FUNCTION:

Learning events/workshops play an important factor in equipping the Information Officers/IEC Unit the necessary skills that will help them in performing their tasks/responsibilities competently. The topics included in the conducted learning event such as Basic Photography and Videography, Beginners Guide and Drone Flying, News, Technical and Feature Writing, Public Speaking and Radio Broadcasting covers the interpersonal and communication skills of the participants which are necessary qualities of a good Information Officer.

## III. RECOMMENDATIONS

In order to strengthen/intensify IEC activities and to capacitate IEC Unit, the following are hereby recommended, to wit:

1. Creating a plantilla position for Information Officer within the PENRO & CENRO level preferably with the degree in journalism, mass communication and public relations.
2. Use of Mobile Photography instead of using DSLR Camera for fastest and easiest communication/information dissemination through social media/digital platform as an effective communication tools
3. Proper budget allocation for IEC activities
4. Outdoor exposures especially on activities that requires to be done outdoor

## IV. POST LEARNING ACTION PLAN/PROPOSAL:

Proposed Plan/Activity/Output	Time Frame
Airing of Radio Program	4 <sup>th</sup> Quarter
Organize/facilitate IEC's and environmental celebrations through traditional IEC's and digital platforms/medias	4 <sup>th</sup> Quarter 4 <sup>th</sup> Quarter

### Part 2 (To be accomplished by Supervisor)

How will you support the post Learning Action Plan/Proposal?

To provide them with the needed assistance to accomplished their proposed plan as well as to give them insights/suggestions for the improvement and realization of their proposed activity.





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
National Highway, Bgy. Alfonso XIII, Quezon, Palawan  
Contact No.: 0917-160-4920  
Email: cenroquezon@denr.gov.ph

Have you discussed any concerns/resources needed by your subordinates so that he/she can effectively transfer/apply the skills and knowledge gained for the training?

Yes. Any proposed activity of this Office needs to be discussed between the Head of the Office and the subordinates so that issues and concern will be raised and be addressed for the betterment of the proposed activity.

Would you be willing to send him/her again to other trainings/seminars/conference?

Yes ☒

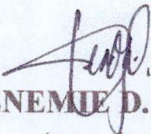
No ☐

Others ☐

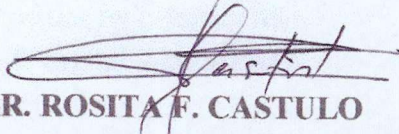
If yes, please specify courses

1. Mobile Photography Training
2. Video Editing
3. Appraisal and Re-appraisal of Foreshore Areas
4. Refresher Course on Land Management and Disposition
5. Training-Workshop using Arc GIS/Manifold

Submitted by:

  
**JENEMIE D. OBRA**  
Attendee

Noted/Confirmed by:

  
**ENGR. ROSITA F. CASTULO**  
DMO IV/In-Charge, Office of the CENRO

July 13, 2022

Date





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
National Highway, Bgy. Alfonso XIII, Quezon, Palawan  
Email: cenroquezon@denr.gov.ph

July 21, 2022

**MEMORANDUM**

FOR : The Provincial Environment and  
Natural Resources Officer  
Sta. Monica, Puerto Princesa City, Palawan

FROM : The Community Environment and  
Natural Resources Officer

SUBJECT : **INDIVIDUAL LEARNING EVENT REGARDING ON THE  
ATTENDED INTEGRITY TRANSPARENCY ACCOUNTABILITY  
IN THE PUBLIC SERVICE (ITAPS).**

DENR PENRO  
PALAWAN RECORDS  
RECEIVED

BY: *[Signature]*  
DATE: 07-25-2022 22-6708

Respectfully forwarded is the Individual Learning Event of the CDS Personnel regarding on the attended Learning event as per Regional Special Order No. 197 Series of 2022 dated July 05, 2022 entitled "Authoring the Conducted of a Seminar-Workshop on Integrity, Transparency and Accountability in the Public Service" held last July 6-8, 2022 via zoom.

Further, this Office recommends to conduct face-to-face Learning Event to all employees of DENR Personnel to raise the awareness and reminds each personnel the basic services may cause corruptions and its effects.

For information and record.



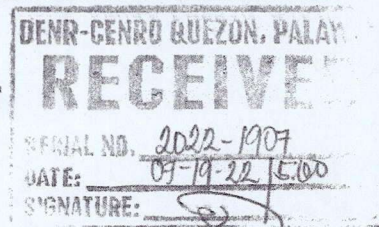
*[Signature]*  
LEONARD T. CALUYA





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
National Highway, Bgy. Alfonso XIII, Quezon, Palawan  
Email: cenroquezon@denr.gov.ph

**INDIVIDUAL LEARNING REPORT**



Part 1 (To be prepared by the participant)

Name of Participant:	MICHELLE J. SEBIDO
Office/Service:	DENR-CENRO QUEZON
Training Title:	INTEGRITY TRANSPARENCY ACCOUNTABILITY IN PUBLIC SERVICE (ITAPS)
Learning Providers:	HUMAN RESOURCE DEVELOPMENT SERVICE (HRDS) AND OFFICE OF THE OMBUDSMAN
Inclusive Dates:	JULY 13-15, 2022
Venue:	Via Zoom

**I. EVALUATION OF THE COURSE:**

• **Technical Content:**

This virtual learning event aims to enhance a deeper understanding of DENR MIMAROPA employees of their role as public servants and accountabilities.

The three (3) days learning event composed of the three (3) modules, to wit:

**Day 1**

**1. Module 1: Understanding Corruption “Corruption kills, it victimizes all”**

This module aims for the participants to define what corruption is, identify why the corruption exist, and what are the basic services may cause corruption. There are seven (7) forms of Corruption, as follows;

1. Bribery
2. Embezzlement
3. Facilitation Payment
4. Fraud
5. Collusion
6. Extortion
7. Patronage, Clientelism and Nepotism

Also, there are three (3) effects of corruption no matter what the excuse is for committing acts of corruption. Corruption negatively affects the;

- a. Individual
- b. Society
- c. Economy

**2. Module 2: Answering to the People: Accountability of the Public Officers “Public Office is a Public Trust”**

This module aims for the participants to relate the workplace situations to the norms of conduct and ethical standards and to determine the law/s relevant to common violations/practices.



The Republic of the Philippines issued the Republic Act No. 6713 or the rules implementing the code of conduct and ethical standards for public officials and employees to guide and remind the government. Every public official and employee shall observe the Norms of Conduct of Public Officials and Employees as standards of personal conduct in the discharge and execution of Official duties (*Section 4 of RA 6713*).

- a. *Commitment to Public Interest* – All government resources and powers of their respective offices must be employed and used efficiently, effectively, honestly and economically. Also, a Public officials and employees shall always uphold the public interest over and above personal interest.
- b. *Professionalism* – Public employees shall perform and discharge their duties with the highest degree of excellence, professionalism, intelligence and skill.
- c. *Justness and Sincerity* – Officials and employees shall remain true to the people at all times. They shall not discriminate against anyone.
- d. *Political Neutrality* – Employees shall provide service to everyone without unfair discrimination regardless of party affiliation.
- e. *Responsiveness to the public* – Employees shall extend prompt, courteous and adequate service to the public.
- f. *Nationalism and patriotism* – Employees shall at all times be loyal to the Republic and to the Filipino people.
- g. *Commitment to democracy* – Employees shall commit themselves to the democratic way of life and values.
- h. *Simple Living* – Employees shall lead their families into modest lives appropriate to their positions and income.

There are three “**threefold liability rule**” that holds the wrongful acts or omissions of a public officer.

1. Criminal Liability- *e.i* Malversion of Public Funds (Imprisonment and Fine)
2. Administrative Liability – it is based on the supervisory powers of the government agency *e.i* Grave Misconduct (Dismissal)
3. Civil Liability – it is a damages by paying the amount taken plus interest reckoned from the finality of the decision until the amount is fully paid.

Every public official and employee shall observe the following standards of personal conduct in the discharge and execution of Official duties.

Before to end this module Mahatma Gandhi quoted, “*The best way to find yourself is to lose yourself in the service of others.*”

## **Day 2: Continuation of learning in ITAPS (Self Faced Course )**

### **Module 2 – Upholding Accountability in the Public Service**

**Lesson 1** – In this Lesson it was discussed the following;

- a. Overview of the Office of the Ombudsman
    - The 1973 Constitution provided for the establishment of a special court known as the Sandiganbayan and an Office of the Ombudsman known as the **Tanodbayan**.
- Presidential Decree Nos. 1486 and 1487**
- On June 11, 1978 The Sandiganbayan and Tanodbayan was created.
- b. Mandate
  - c. Jurisdiction
  - d. Authorities
  - e. 5 Major Functions of the Ombudsman
    1. Public Assistance
    2. Graft Prevention
    3. Investigation
    4. Administrative Adjudication
    5. Prosecution



## ***Common Violations of the Government Employees and Officials***

### **Lesson 2 – Common Violations Involving Gifts**

Gifts can be in the form of :

- Actual Gift, Gratuity, Favor, entertainment, loan, benefit
- Punishable acts
- Accepting, OR Soliciting, OR Requesting, OR Receiving

### **Lesson 3 – Common Violation Involving Public Funds or Property**

*Public Funds* – money that belonging to the State, more specifically on taxes, custom duties etc.

#### **Important Offenses under the Revised Penal Code as amended;**

- a. Malversation – use for personal
- b. Technical Malversation – the public use for which funds or property were applied is different from the purpose for which they were originally appropriated by law or ordinance.
- c. Failure to Render Accounts - fails to do so for a certain months after such accounts should be rendered.

### **Lesson 4 – Common Violations Involving Gender**

This Lesson discusses three (3) important laws, rules and regulations:

#### ***Criminal:***

- a. Sexual Harassment (R.A 7877) and its IRR;
- b. Safe Spaces Act (R.A. 11313) and its IRR

#### ***Administrative***

- c. Section 51 (A), 2017 RACCS (CSC Resolution No. 1701077, promulgated on 3 July 2017) as amended by CSC Resolution No. 2100064 published 17 May 2021

### **3 Folds of Liability**

**ADMINISTRATIVE** - Based on the supervisory powers of the government agency or subdivision where the government employee works (Reprimand/Fine/Suspension/Removal from Office)

**CRIMINAL** - Based on the right of the State to prosecute cases caused by wrongs against the State (as a result of the violation of its laws =Imprisonment/Fine)

**CIVIL** - Based on the claim of an individual (including the government) who may have suffered injury caused by the act or omission of the government employee (Reimbursement/Damages)

#### **Two Forms of Sexual harassment**

- 1) Quid Pro Quo, when a job benefit - such as a pay rise, a promotion, or even continued employment - is made conditional on the victim acceding to demands to engage in some form of sexual behavior; or;
- 2) Hostile working environment in which the conduct creates conditions that are intimidating or humiliating for the victim.

#### **Classification of Sexual Harassment Offenses**

1. **Light Offenses** – *e.i* Stealing a look at a person, private part; worn undergarment; telling sexist sending these through text; malicious leering; display of sexually Offensive Pictures; making offensive hand or body gestures.
2. **Less Grave Offenses** - *e.i* unwanted touching or brushing against victim body; pinching not falling under grave offenses; verbal abuse or threats with sexual overtones
3. **Grave Offenses** - *e.i* unwanted touching of private parts of the body (Genitalia, Buttocks and Breast); requesting for sexual favor.



### Module 3: Integrating Integrity in Public Service

- Attendees encourage to Create a Collective integrity Development  
"Integrity is doing right thing even no one is watching."

- **Impression/Comments:**

The speakers were knowledgeable and experts to the topics that were discussed during the webinar on ITAPS. They delivered the discussions in a way that the participants will easily understand and relate to the topic.

The participants were all proactive in participating in the activities and recitations during the webinar series. They were all kind, participative and approachable during the group activities. It would be more relatable if this course were done face to face.

### II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/FUNCTION:

As one of the participants of this webinar series of ITAPS is relevant, this learning event would help the participants in performing their task in the Office with excellence and integrity. It reminds the participants the basic services that may cause corruption and its effects not only for the individual also in the society and in our Economy.

### III. RECOMMENDATIONS:

Conduct of actual (*face to face*) training workshop in every field Offices. The said workshop will remind and guide all the employees and to become more effective and efficient employee in performing the task and delivering the services.

### IV. POST LEARNING ACTION PLAN/PROPOSAL:

Proposed Plan/Activity/Output	Time Frame
1. Conduct of re-echoing activity in the Office from 15-30 minutes every Monday forum	July 18, 2022 July 25, 2022



**Part 2** (To be prepared by the Supervisor)

How will you support the post Learning Action/Proposal?

Encourage her to effectively employ/share the knowledge gained from virtual learning event she attended/participated to make it useful if effectively applied as a tool in the Office

Have you discussed any concerns/resources needed by your subordinate so that he/she can effectively transfer the skills and knowledge gained from the training?

Yes!


Would you be willing to send him/her again to other training/seminar/conference?

Yes ☒ No ☐ Others ☐

If yes, please specify courses.

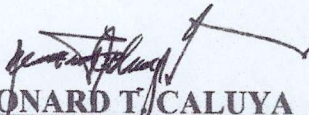
✓ *Management and Leadership Development Training/Course.*

Submitted by:

  
**MICHELLE J. SEBIDO**  
Attendee

July 19, 2022  
Date

Noted/Confirmed by:

  
**LEONARD T. CALUYA**  
Supervisor