

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 / (048) 433-5638

December 15, 2022

MEMORANDUM

FOR

The Regional Executive Director

DENR MIMAROPA

1515 DENR By the Bay Bldg., Roxas Boulevard,

Barangay 668, Ermita Manila

I INCOMING

THRU

The OIC, Assistant Regional Director for Technical Services

LI OUTGOING

FROM

The Provincial Environment and

Natural Resources Officer

SUBJECT

REPORT ON THE CONDUCT OF TRAINING NEEDS

ASSESSMENT (TNA) FOR PAMB MEMBERS AND PAMO-STAFF OF MALAMPAYA SOUND PROTECTED LANDSCAPE AND SEASCAPE (MSPLS), TAYTAY-SAN

PALAWAN

Forwarded is the memorandum dated December 1, 2022 from CENRO Taytay along with the Report on the conduct of Training Needs Assessment (TNA) for PAMB members and PAMO staff of Malampaya Sound Protected Landscape and Seascape (MSPLS).

The TNA was conducted on November 3, 2022 during the Protected Area Management Board (PAMB) meeting at Tay Lelong's Pension House, Poblacion, Taytay, Palawan.

Attached is the Capacity Building Plan for MSPLS.

This serves as Means of Verification (MoV) on the target activity under Protected Area Management and Development.

For information and record.

"For the PENRO"

DMO IV/Chief, Technical Services Division

Officer-In-Charge



COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE

By the National Highway, Poblacion, Taytay, Palawan 5312 Mobile: 0926-505-9335 TM 0912-171-3889 TNT

med: reprotavtav@denr.gov.ph

RECEIVED

December 1, 2022

MEMORANDUM

DATE: Q-0720110022 . 1 235

FOR

The Provincial Environment and Natural Resources Officer- Palawan

Sta. Monica, Puerto Princesa City

FROM

The Community Environment and Natural Resources Officer

SUBJECT

REPORT ON THE CONDUCT OF TRAINING NEEDS ASSESSMENT (TNA) FOR PAMB MEMBERS AND PAMO-MSPLS STAFF OF MALAMPAYA SOUND PROTECTED LANDSCAPE AND SEASCAPE (MSPLS), TAYTAY-SAN VICENTE, PALAWAN

Respectfully forwarded is the Memorandum dated November 28, 2022 of Protected Area Superintendent (PASu) Clarissa P. Pador being an accomplishment and **Means of Verification (MoV)** on the target activity on the Protected Area Management Board (PAMB) meeting under 001 Protected Area Management and Development of Malampaya Sound Protected Landscape and Seascape (MSPLS), Taytay-San Vicente, Palawan.

Please be informed that based on the report submitted, the PAMB members and PAMO Staff of Malampaya Sound Protected Landscape and Seascape (MSPLS) selected a total of thirty (30) topics composed of five (5) topics each for Salient Features of the RA Act 11038 or ENIPAS Act as amended and its IRR (DAO-2019-05), Target-related and other Technical Competencies and Legal and Policy Framework for Biodiversity Conservation and Environmental Management to be enumerated in the template of Capacity Building Plan and will be the basis for the Capacity Building Training target activity.

For his information and record.

CONRADO M. CORPUZ

Cc: PAMO-MSPLS

TAYTAY, PALAWAN
RELEASED



PROTECTED AREA MANAGEMENT OFFICE

MALAMPAYA SOUND PROTECTED LANDSCAPE AND SEASCAPE (MSPLS)

Taytay-San Vicente, Palawan Barangay Old Guinlo, Taytay, Palawan





November 28, 2022

MEMORANDUM

FOR :

The Community Environment and Natural Resources Officer

Taytay, Palawan

FROM

The Protected Area Superintendent

Malampaya Sound Protected Landscape and Seascape (MSPLS)

Taytay-San Vicente, Palawan

SUBJECT

REPORT ON THE CONDUCT OF TRAINING NEEDS ASSESSMENT

(TNA) FOR PAMB MEMBERS AND PAMO-MSPLS STAFF OF MALAMPAYA SOUND PROTECTED LANDSCAPE AND SEASCAPE

(MSPLS), TAYTAY-SAN VICENTE, PALAWAN

This pertains to the target activity on the conduct of Training Needs Assessment (TNA) for PAMB Capacity Building under PAMB Operationalization of Malampaya Sound Protected Landscape and Seascape (MSPLS). Taytay-San Vicente, Palawan for CY 2022.

Please be informed that on November 3, 2022, during the Protected Area Management Board (PAMB) Enbanc meeting, this Office facilitated the Training Needs Assessment (TNA) for PAMB members and PAMO-MSPLS staff.

The Training Needs Assessment (TNA) is design to assess and evaluate the training needs of PAMB members and PAMO-MSPLS staff involved in protected area, it also capacitate the knowledge and understanding of the PAMB member and PAMO-MSPLS staff on the protected area as a whole particularly in Malampaya Sound Protected Landscape and Seascape (MSPLS). It includes the selection of the priorities for the trainings that will help in providing additional information about the importance of a Protected Area.

Further, result of the TNA questionnaire for Protected Areas disclosed about the selection of top priorities topics to be enumerated in the template of Capacity Building Plan and will be the basis for the Capacity Building Training. A total of thirty (30) topics composed of five (5) topics each for Salient Features of the RA Act 11038 or ENIPAS Act as amended and its IRR (DAO-2019-05), Target-related and other Technical Competencies and Legal and Policy Framework for Biodiversity Conservation and Environmental Management were selected by PAMB members and PAMO-MSPLS Staff, below are the selected topics;

PROTECTED AREA MANAGEMENT BOARD (PAMB) Members

- Salient Features of the RA Act 11038 or ENIPAS Act as amended and its IRR (DAO-2019-05)
 - 1. Management Plans and Management Zones (Sec 8-9
 - 2. Special Use Agreement in Protected Areas (SAPA) (Sec 25)
 - 3. Ancestral Domains and Existing Rights (Sec13 & 22)
 - 4. Tenured Migrants and PCBRMA (Sec 23)
 - 5. Special Prosecutors, Prohibited Acts and Penalties (Sec 19-21)



PROTECTED AREA MANAGEMENT OFFICE

MALAMPAYA SOUND PROTECTED LANDSCAPE AND SEASCAPE (MSPLS)

Taytay-San Vicente, Palawan Barangay Old Guinlo, Taytay, Palawan Email add: pamomspls@gmail.com/Contact #: 0938-786-3728 (SMART)



- Target-related and other Technical Competencies
 - 1. Protected Area Management Plan and PAMB Manual of Operations
 - 2. Survey of Protected Area Occupants (SRPAO)
 - 3. Management of Effectiveness Tracking Tool (METT)/Management Effectiveness Assessment (MEA)
 - 4. PCBRMA Process
 - SAPA Process
- Legal and Policy Framework for Biodiversity Conservation and Environmental Management
 - 1. Provision of the Local Government Code (RA 7160) relevant to environmental planning and management
 - 2. Water Code of the Philippines (PD 1037) and amended IRR of 2005
 - 3. Revised Forestry Code (PD 705)
 - 4. Establishing the Guidelines for Ecotourism Development (EO 111)
 - 5. Ecological Solid
 - 6. Waste Management Act of 2000 (RA 9003)

PROTECTED AREA MANAGEMENT OFFICE (PAMO) OF MSPLS Staff

- > Salient Features of the RA Act 11038 or ENIPAS Act as amended and its IRR (DAO-2019-05)
 - 1. Tenured Migrants and PCBRMA (Sec 23)
 - 2. PA Dis/Establishment Process (Sec 5)
 - 3. Facilities within PA (Sec 24)
 - 4. Special Use Agreement in Protected Areas (SAPA) (Sec 25)
 - 5. Environmental Impact Assessment (EIA) (Sec 12)
- Target-related and other Technical Competencies
 - 1. SAPA Process
 - 2. Protected Area Management Plan and PAMB Manual of Operation
 - 3. PCBRMA Process
 - 4. Rates of Fees for the Entrance and Use of Facilities in Pas
 - 5. Communication Education and Public Awareness (CEPA)
- Legal and Policy Framework for Biodiversity Conservation and Environmental Management
 - 1. Environmental functions devolved to local government unit under Section 17 of Local Government Code
 - 2. Philippine Development Plan 2017-2022
 - 3. Cave Act (RA 9072)
 - 4. Local Government Code (Section 16, 444 and 447) (RA 7160)
 - 5. Water Code of the Philippines (PD 1037) and amended IRR of 2005

This is our Means of Verification (MoV) on the said target activity.

For information and record.

MISPLIS TAYTAY/PALAWAN . 22 DATE

CLARISSA P. PADOR



PROTECTED AREA MANAGEMENT OFFICE

MALAMPAYA SOUND PROTECTED LANDSCAPE AND SEASCAPE (MSPLS)

Taytay-San Vicente, Palawan Barangay Old Guinlo, Taytay, Palawan

Email add: pamomspls@gmail.com/Contact #: 0938-786-3728 (SMART)



PHOTO DOCUMENTATION



Photo showing during the orientation and discussion of PASu Clarissa P. Pador on the TNA questionnaire





Photo showing during the answering of TNA questionnaires by the PAMB members and PAMO-MSPLS staff





Photo showing during the successful accomplished of Training Need Assessment (TNA) questionnaires for PAMB members and PAMO-MSPLS staff



MIMAROPA Region

Capacity Building Plan for Protected Area Management Board (PAMB)

nt Plans and Management Zones (Sec 8-9)	1.Manageme	JECT)	BUILDING
the designation of buffer zones and plan and design areas within A&D and in the preparation of management of the protected area.	Participate in	OBJECTIVES	LEARNING
during the identification and designation of the buffer zones and preparation of PA management unto to the approval of the same.	Attendance	OUTCOMES	DESIRED
 Punong Barangays Academe IPMR Taytay-San Vicente Governor PNP (MPS Taytay) People's Organization Congressman Mayor Taytay-San Vicente 	• NGO	NAME OF ENTITY	JESIRED TARGET LEARNERS SCHEDULE
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MIMAROPA Region

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							services.	delivering	in the	performance	Improved	17 and	DAO 2007-	on of the	Familiarizati
Vicente	Taytay-San	 Mayor 	 Congressman 	Organization	 People's 	Taytay)	 PNP (MPS 	 Governor 	Vicente	Taytay-San	• IPMR	 Academe 	Barangays	 Punong 	• NGO
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MIMAROPA Region

Capacity Building Plan for Protected Area Management Board (PAMB)

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		,	plan	management	PA	the updating	IPMR during	Municipal	attendance of	area. And	protected	the IPs within	the right of	and uphold	Kecognize
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MIMAROPA Region

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MIMAROPA Region

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and guidelines	relevant rules	and other	ENIPAS Act	KA 11038 -	PA 11020	provisions of	members the	PAMB	the existing	workshop to	training and	Provide	members.	PAMB	selected	Rangers and	THE I GIVE	the Parks	workshop for	training and	Provide		Park Kangers.	or training for	Identification	identification	assist in the	members and	PAMB	the existing	orientation to	Provide
h	Operations.	Manual of	Plan and	Management	V. I. Sminendn	undating PA	and or	preparation	in the	participation	and active	Attendance							es.	responsibiliti	and	of their duties	deliverance	ine	r A statt in	DA stoff in	members and	of PAMB	commitment	and	performance	Improved
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MIMAROPA Region

				(SRPAO)	Protected Area	2. Survey of				
	governing the protected area.	Act and other relevant rules and guidelines	provisions of DAO 2013-20 and ENIPAS	and new PAMB members the	training and workshop to	Provide			protected area.	governing the
			the protected area occupants.	workshop and to be able to identify	and	Attendance				
Vicente	CongressmanMayorTaytay-San	• People's Organization	GovernorPNP (MPSTavtav)	AcademeIPMRTaytay-SanVicente	Punong Barangays	• NGO	Vicente	 Mayor 	 Congressman 	Organization
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MIMAROPA Region

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Building Plan for Protected Area Management Boa FY 2023-2033	
ard (PAN	

						(MEA)	Assessment	Effectiveness	agement	(METT)/Man	1001	Tracking	Effectiveness	ent of	o. Managem
								members.	PAMB	existing	new and	course to the	refresher	orientation and	Provide
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Vicente	Taytay-San	 Mayor 	 Congressman 	Organization	 People's 	Taytay)	 PNP (MPS 	 Governor 	Vicente	Taytay-San	• IPMR	 Academe 	Barangays	 Punong 	• NGO
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MIMAROPA Region

Capacity Building Plan for Protected Area Management Board (PAMB)

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												PACBRMA	for	identity areas	TICHIDEIS ALIC	mamharrand	of the PAMB	commitment	and	Allendance
	Vicente	Toutou Con	 Mavor 	 Congressman 	Organization	Organization	 People's 	raylay)	Tortor	PNP (MPS)	• Governor		Vicente	Taytay-San	• IPMR	Academic	Academe	Barangays	 Punong 	· NGO
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SAPA

DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

MIMAROPA Region

Capacity Building Plan for Protected Area Management Board (PAMB) FY 2023-2033

environmental 7160) Code (RA Government planning and relevant to Local 1. Provision of the Process à-vis RA No. members viscourse to the PAMB existing new and refresher and existing orientation and Provide provision of PAMB RA No. 11038 features and and the salient Governing Regulations Protected Area within Special Uses 2007-17 Rules particularly the members course to the Provide DAO No. new and refresher orientation and and active to be able to members and information ımpart participation Attendance learned. information to be able to members and PAMB and active Attendance participation Mayor **IPMR** Barangays NGO Governor Vicente Taytay-San Academe Punong Congressman Governor Vicente Organization People's Taytay) PNP (MPS Punong NGO Taytay-San Vicente Barangays Taytay-San IPMR Academe 22 2 22 Elected Coterminous Elected Elected Permanent Elected Elected Coterminous Elected Coterminous Coterminous Permanent Elected Coterminous P75,000. 000.00



MIMAROPA Region

Capacity Building Plan for Protected Area Management Board (PAMB)

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	rivers, lakes,	along the seas,	easement	of legal	establishment	the	Guidelines on	DAO 2021-07	Code, and	the Water	טטוערוועכא מווע	objectives and	members	PAMR	new and	course to the	reiresner	orientation and	Provide			regulations.	raws, rules and	other related	No. 11038, and	ESWM, RA	9003, the
										barangays.	respective	HIGH	their in	in be able	members and	ot PAMB	commitment	and	Attendance								replicate.
				Vicente	Taytay-San	 Mayor 	 Congressman 	Organization	 People's 	Taytay)	 PNP (MPS 	 Governor 	Vicente	Taytay-San	 IPMR 	 Academe 	Barangays	 Punong 	• NGO	A ICCIIIC	Taytay-San Vicente	 Mayor 	 Congressman 	Organization	• People's	Tavtav)	PNP (MPS)
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MIMAROPA Region

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	members the	implement in	Vicente					
	provisions of	their	 Governor 	-	Elected			
	and ENIPAS	barangays in	 PNP (MPS Taytay) 	-	Coterminous			
	relevant rules	enforcement	 People's 	2	Elected			
	and guidelines	of laws, rules	• Congressman					
	0	regulations	Mayor	<u> </u>	Elected			
		and become SDENROs.	Vicente	2	Elected			
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ng the Guidelines for	orientation to the new and	and active participation	 Punong Barangays 	22	Elected			00
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(EO 111)	members and	National	• IPMR	2	Coterminous			
	Municipal	Ecotourism	Vicente					



MIMAROPA Region

									(RA 9003)	Act of 2000	Management	Waste	Solid	Ecological															
The ESWM	RA No. 9003 –	(SWM) - The	Monograph	Solid Waste	that govern	regulations	laws ang	members the	PAMB	and existing		refresher	orientation and	al Provide	(NES).	Strategy	Ecotourism	National	and support the	complement	Plan and to	Management	to the PA	harmonization	Master Plan in	Tourism	prepared the	Officer the	Tourism
			DELINI.	DENR	tasks of	SWM and	of LGUs in	and the role	on of SWM	implementati	in the	commitment	and	Attendance											Plan	Management	PA	based on the	Program
 Mayor 	 Congressman 	Organization	 People's 	Laytay)	FINE (INFO	DAID (MDS	 Governor 	Vicente	Taytay-San	 IPMR 	 Academe 	Barangays	 Punong 	• NGO							Vicente	Tavtav-San	 Mavor 	 Congressman 	Organization	 People's 	Taytay)	 PNP (MPS 	 Governor
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MIMAROPA Region

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MIMAROPA Region

Capacity Building Plan for Protected Area Management Office (PAMO)

3	Dis/Establishment Process (Sec 5)		CAPACITY BUILDING (TITLE/SUBJECT)	
	orientation to the PAMO personnel regarding the provisions of ENIPAS Act of 2018 and DAO 2019-05.	orientation to the PAMO personnel regarding the provisions of DAO No. 2004-32; PACBRMA and its governing guidelines and ENIPAS Act of 2008.	LEARNING OBJECTIVES	MALAMP
	Capacitate and improved performance of the PAMO personnel in the dissemination of information within the PA management plan.	performance of the PAMO personnel in the completion of PACBRMA application.	DESIRED OUTCOMES	MALAMPAYA SOUND PROTECTED LANDSCAPE AND ST
	PAMO- MSPLS Staff	PAMO- MSPLS Staff	NAME OF ENTITY	TAR
	1 2 82 1	1 2 8 2 1	NO.	LANI
	Protected Area Superintendent Forest Rangers Office Support Staff Administrative Assistant CMEMP E. O	Protected Area Superintendent Forest Rangers Office Support Staff Administrative Assistant CMEMP E. O	POSITIONS	TARGET I HARNERS
	×	×	2023	EASC.
			2024	APE (N
			2025	ISPLS)
			2026	EASCAPE (MSPLS), TAYTAY-SAN VICENTE, PALAWAN
			2027	AY-SA
			27 2028 20	NVIC
			2029 2030	ENTE
			2030	, PALA
			2031	WAN
			2032	
			2033	
	P10,000.00	P10,000.00	BUDGET (Php)	



MIMAROPA Region

-		-		-															
Impact Assessment (EIA) (Sec 12)							(SAPA) (Sec 25)	Protected Areas	Agreement in	 Special Use 								PA (Sec 24)	3. Facilities within
orientation to the PAMO	salient features and provision of RA No. 11038	Special Uses within Protected Area and the	Regulations Governing	17 Rules and	particularly the	personnel	to the PAMO	refresher course	orientation and	Provide		2019-05.	ENIPAS Act of	provisions of	regarding the	personnel	the PAMO	orientation to	Provide
capacitate PAMO				processes.	disseminate the	to be able to	personnel and	the PAMO	knowledgeable	Equipped and	Management Plan.	PA	in relation to	their assign task	performance of	personnel in the	PAMO	equipped	Capacitate and
MSPLS Staff			Staff	PAMO-									Staff	MSPLS	PAMO-				
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Superintendent Forest Rangers				CMEMP E. O	Administrative	Staff	Office Support	Forest Rangers	Superintendent	Protected Area x		CMEMP E. O	Assistant	Administrative	Staff	Office Support	Forest Rangers	Superintendent	Protected Area
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MIMAROPA Region

Capacity Building Plan for Protected Area Management Office (PAMO)

			Operation	Manual of	Plan and PAMB	Area Management	2. Protected																1. SAPA Process						
and other	ENIPAS Act	RA 11038 -	provisions of	personnel the	to PAMO	and workshop	Provide training	RA No. 11038.	and provision of	salient features	Area and the	within Protected	Special Uses	Governing	Regulations	17 Rules and	DAO No. 2007-	particularly the	personnel	to PAMO	refresher course	orientation and	Provide	2019-05.	2018 and DAO	ENIPAS Act of	provisions of	regarding the	personnel
Plan and	Management	PA	and or updating	the preparation	participation in	and active	Commitment								CEPA.	learned through	information	impart	to be able to	personnel and	PAMO	knowledge of	Equipped		processes.3	requirement and	disseminate the	to be able to	personnel and
		DIGIT	Staff	MSDIS	PAMO-									CHALL	Staff	MSDI S	DAMO												
<u></u>		2		000	2		_									<u> </u>		2		000	2		1		_		2		000
CMEMP E. O	Assistant	Administrative	Staff	Office Support	Forest Rangers	Superintendent	Protected Area									CMEMP E. O	Assistant	Administrative	Staff	Office Support	Forest Rangers	Superintendent	Protected Area		CMEMP E. O	Assistant	Administrative	Staff	Office Support
							X																Х						
							T																						
							P25,000.00																P10.000.00						



MIMAROPA Region

Capacity Building Plan for Protected Area Management Office (PAMO)

	relevant rules	Manual of							
	COLLA TITTO	INTAITHAT OT							
	and guidelines	Operations and							
	governing the	for							
	protected area.	implementation.							
3. PCBRMA	Provide	Attendance and		-	Protected Area	×			D10 000 00
Process	orientation and	commitment of			Superintendent				110,000.00
	refresher course	the PAMO		2	Forest Rangers				
	to PAMO	personnel,		00	Office Support				
•	personnel	identify areas	PAMO-		Staff				
	particularly the	for PACBRMA	MSPLS	2	Administrative				
	DAO No. 2004-	and to be able	Staff		Assistant				
•	32 and the	to come up			CMEMP E. O				
	salient features	with approved							
	and provision of	PACBRMA.							
	RA No. 11038.								
4. Rates of Fees	Provide learning	Capacitate on		1	Protected Area		×		DAS 000 00
for the Entrance and	events to PAMO	the on the			Superintendent				175,000.00
Use of Facilities in	personnel on the	current exiting		2	Forest Rangers				
PAs	existing rates of	fee system and	DAMO	00	Office Support				
	fees for the	may	MCDI C		Staff				
	entrance and use	recommend to	Staff CLIVI	2	Administrative				
	of facilities in	PAMB the	TIPIC		Assistant				
	PAs	appropriate fee			CMEMP E. O				
		within Pas							
5. Communication	Provide training	Come up with		-	Protected Area				
Education and	and workshop	CEPA materials	PAMO-		Superintendent				
Public Awareness	to PAMO	such pamphlets,	MSPLS	2	Forest Rangers				
(CEPA)	personnel the	flyers, posters	Staff	00	Office Support				
	provisions of	and jingles and			Staff				



MIMAROPA Region

Capacity Building Plan for Protected Area Management Office (PAMO)

		2017-2022	Development Plan	2. Philippine									Government Code	17 of Local	unit under Section	to local government	functions devolved	1. Environmental	*								
provisions of	and salient	PAMO	orientation to	Provide	devolved to LGUs.	functions	projects and	environmental	to identify all	Section 17 and	particularly	(RA 7160)	Code of 1991	Government	events on Local	or learning	orientation and	Provide	protected area	governing the	guidelines	rules and	other relevant	PACBRMA and	SAPA,	ENIPAS Act,	RA 11038 -
															services.	delivery of	and improved	Commitment						awareness.	public	within PA	for distribution
	Staff	MSPLS	PAMO-							Staff	MSPLS	PAMO-															
2	~	2		-									2		00	2		_							_		2
Administrative	Office Support Staff	Forest Rangers	Superintendent	Protected Area							CMEMP E. O	Assistant	Administrative	Staff	Office Support	Forest Rangers	Superintendent	Protected Area							CMEMP E. O	Assistant	Administrative
																		×									
																	20,000.00	P50 000 00									



MIMAROPA Region

Capacity Building Plan for Protected Area Management Office (PAMO)

										and	8	Go	4.								1					90			
										and 447) (RA 7160)	(Section 16, 444	Government Code	Local													9072)	3. Cave Act (RA		
Powers, duties,	Executive:	444 the Chief	Clause, Section	General Welfare	Section 16 the	particularly	(RA 7160)	Code of 1991	Government	events on Local	or learning	orientation and	Provide	regulations.	rules and	implementing	and its	Act, RA 9072	and Protection	management	and Cave	National Caves	personnel on	PAMO	orientation to	event and	Provide learning		KA No. 11038.
					regulations.	rules, laws and	environmental	of	implementation	assist in the	RA 7160 and	knowledge re:	Equipped									category.	determine its	PA and	caves within	mapped out all	Identify and		
					מומוו	Staff	MSPI S	PAMO_											TIPIC	Staff CJ ICIVI	MCDI C	DAMO							
						_		2		00	2									_		2		00	2		_	-	
						CMEMP E. O	Assistant	Administrative	Staff	Office Support	Forest Rangers	Superintendent	Protected Area							CMEMP E. O	Assistant	Administrative	Staff	Office Support	Forest Rangers	Superintendent	Protected Area	CMEMP E.O.	Assistant
													×														X		
												1 20,000.00	P25 000 00													,00,000.00	P50 000 00		



MIMAROPA Region

													IRR of 2005	1037) and amended	the Philippines (PD	Water Code of			7								
lakes	esteros, and	rivers, lakes,	along the seas,	legal easement	establishment of	on the	07 Guidelines	and DAO 2021-	the Water Code,	importance of	objectives and	personnel	to PAMO	refresher course	orientation and	Provide	related laws.	Body and other	Legislative	Bayan – the	Sangguniang	compensation of	function and	Powers, duties,	and Section 447	Compensation	functions and
								CEPA.	conduct of	tasks and in the	the assigned	attainment of	personnel in the	PAMO	performance of	Improved											
							Staff	MSPLS	PAMO-																		
									_		2		000	2		1											
									CMEMP E. O	Assistant	Administrative	Staff	Office Support	Forest Rangers	Superintendent	Protected Area											
																X											
															1 20,000.00	P25 000 00											