



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 : 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
QUEZON	Michael John D. Cantuba Keith R. Castillo Marivic M. Cario	5 <sup>th</sup> and 6 <sup>th</sup> Batches of Environment and Natural Resources (ENR) Academy Frontline Course	August 8-12 and 15-16, 2022
	Kathleen Khye F. Mozo Keith R. Castillo	Authorizing the Conduct of Training on Coastal Vulnerability Assessment	June 21-23, 2022
Roxas, Palawan	Maria Angelica B. Dela Peña Karl Aries H. Sumandal Glenn Dexter B. Eleazar Marina Joy Bose-Magdayao Charlie A. Rabang	5 <sup>th</sup> and 6 <sup>th</sup> Batches of Environment and Natural Resources (ENR) Academy Frontline Course	August 8-12 and 15-16, 2022
Taytay, Palawan	Mariano P. Lilang Alexander E. Mancio Mary Ann D. Bulacan Jeanette P. Allado	Seminar-Workshop on Integrity, Transparency and Accountability in Public Service (ITAPS)	July 13-15, 2022
	Ricardo S. Tandoc	Water Quality Training Cum Consultation Workshop within NIPAS Marine Protected Areas	July 11-16, 2022
	Clarissa P. Pador Timoteo B. Magnaye Bienvenido F. Veguilla III Ricardo S. Tandoc	Roll-out of NIPAS MPA Capacity Building for MIMAROPA Region	June 6-11, 2022
Coron, Palawan	Prize C. Baldos	Fighting Cybercrime with Data Privacy Awareness and Cybercrime Prevention with Palawan	July 20, 2022

DENR-PALAWAN  
PENRO RECORDS  
**RELEASED**  
By \_\_\_\_\_  
Date: 02 SEP 2022 CN. 22-244

  
FELIZARDO B. CAYATOC



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

August 19, 2022

**MEMORANDUM**

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

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

**SUBJECT** : **INDIVIDUAL LEARNING REPORT RE: ATTENDED 5<sup>TH</sup> AND 6<sup>TH</sup>  
BATCHES OF "ENVIRONMENT AND NATURAL RESOURCES  
(ENR) ACADEMY FRONTLINE COURSE"**

DENR PENRO  
PALAWAN RECORDS  
RECEIVED

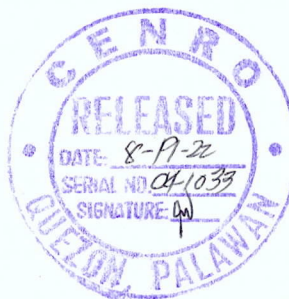
BY: [Signature]  
DATE: 08-30-2022 22:77CG

Respectfully forwarded is the individual learning report of Forest Technician I Michael John D. Cantuba regarding the attended 5<sup>th</sup> And 6<sup>th</sup> Batches Of "Environment and Natural Resources (ENR) Academy Frontline Course" dated August 8 to 12 and August 15 to 16, 2022 via online platform (Zoom).

Please be informed further that the said training was attended prior to RSO No. 130 dated May 13, 2022 as amended by RSO No. 214 dated July 19, 2022.

For your 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  
Contact No. 0917-160-4920  
Email: cenroquezon@denr.gov.ph

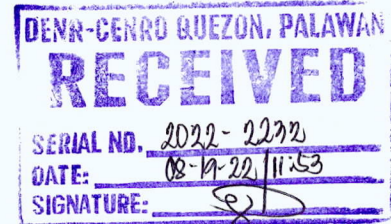
August 19, 2022

**MEMORANDUM**

**FOR** : The Community Environment and  
Natural Resources Officer  
Quezon, Palawan

**FROM** : Michael John D. Cantuba  
Forest Technician I  
DENR-CENR Office, Quezon, Palawan

**SUBJECT** : **INDIVIDUAL LEARNING REPORT RE: ATTENDED 5<sup>TH</sup> AND 6<sup>TH</sup>  
BATCHES OF "ENVIRONMENT AND NATURAL RESOURCES  
(ENR) ACADEMY FRONTLINE COURSE"**



Respectfully submitted is the individual learning report of the undersigned staff of Mount Mantalingahan Protected Landscape (MMPL) Protected Area Management Office (PAMO) regarding the attended 5<sup>th</sup> And 6<sup>th</sup> Batches Of "Environment and Natural Resources (ENR) Academy Frontline Course" dated August 8 to 12 and August 15 to 16, 2022 via online platform (Zoom).

Please be informed further that the training was attended prior to RSO No. 130 dated May 13, 2022 as amended by RSO No. 214 dated July 19, 2022 and that it focused on selected DENR personnel of Palawan.

For your information and record.

  
**MICHAEL JOHN D. CANTUBA**



---

## INDIVIDUAL LEARNING REPORT

Name of Participant : MICHAEL JOHN D. CANTUBA  
Office/Service : DENR-CENRO QUEZON, PALAWAN  
Training/Meeting Title : 5<sup>TH</sup> AND 6<sup>TH</sup> BATCHES OF "ENVIRONMENT AND  
NATURAL RESOURCES (ENR) ACADEMY  
FRONTLINE COURSE"  
Learning Providers : MIMAROPA REGION  
Inclusive Dates : AUGUST 8-12 AND 15-16, 2022  
Venue : REGIONAL OFFICE  
Via Online Platform (Zoom)

---

### PART I (To be accomplished by Participant)

#### EVALUATION OF THE COURSE

##### Technical Content

The objective of this learning event is to enhance the understanding and impart new knowledge about environmental and natural resources management; DENR mandates; ethical values of government employees and personal growth and development.

##### Impressions / Comments

The participants were all participative and collaborative while the speakers are clear and informative in delivering discussions and are accommodating to all comments and suggestion of the participants.

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

The training will greatly help me in understanding salient features of environmental laws and regulations which I could rely when responding to queries of office callers and field clients. Additionally, with the refreshed and imparted new knowledges provided thru this training, I could perform better with my job such as responding to both office and field issues and concern, compliance with referrals and setting-up plans and programs.

Furthermore, the training will also help me grow not only as a government employee but as a person as well.

#### RECOMMENDATIONS

I hereby recommend the following:

1. Annual or every three (3) years conduct of ENR training;
2. Face to face activities; and
3. Adapt the grouping system and the hosting system for the next training.





---

**POST LEARNING ACTION PLAN/PROPOSAL**

---

I proposed to conduct the same training by applying necessary, if not all subjects/topics covered by the ENR course along with partner agencies such as but not limited to MENR Offices and BLGUs.

**PART II (To be accomplished by Supervisor)**

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

-Provide the necessary assistance.

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

-Yes

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


Yes ☒ No ☐ Others ☐

If yes, please specify courses

Submitted by:

  
**MICHAEL JOHN D. CANTUBA**  
Attendee

Noted/Confirmed by:

  
**LEONARD T. CALUYA**  
Supervisor

August 19, 2022  
Date

\_\_\_\_\_  
TDD, Chief



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.: 09979823016  
Email: cenroquezon@denr.gov.ph

August 19, 2022

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

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

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

**SUBJECT** : **INDIVIDUAL LEARNING REPORT OF FT I KEITH R.  
CASTILLO OF CENRO QUEZON, PALAWAN**

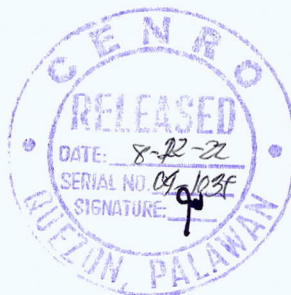
DENR PENRO  
PALAWAN RECORDS  
RECEIVED

BY: *[Signature]*  
DATE: 08-30-2022 22-7760

Forwarded is the Individual Learning Report of FT II Keith R. Castillo re: attended ENR Frontline Course on August 8-12 and 15-16, 2022 via zoom.

For your information and record.

*[Signature]*  
LEONARD T. CALUYA







## INDIVIDUAL LEARNING REPORT

Name of Participant : **KEITH R. CASTILLO**  
Office/Service : **DENR-CENRO QUEZON, PALAWAN**  
Training/Meeting Title : **AUTHORIZING THE CONDUCT OF 5<sup>TH</sup> AND 6<sup>TH</sup> BATCHES OF "ENVIRONMENT AND NATURAL RESOURCES (ENR) FRONTLINE COURSE"**  
Learning Providers : **MIMAROPA REGION**  
Inclusive Dates : **AUGUST 8-12; 15-16, 2022**  
Venue : **CENRO Quezon, Palawan**  
**Via Online Platform (Zoom)**

### PART I (To be accomplished by Participant)

#### EVALUATION OF THE COURSE

##### Technical Content

The objective of this learning event is to strengthen and enhance the employee's knowledge, skills and capability to become better public servant.

##### Impressions / Comments

The participants were all active in participating and the speakers are clever and conversant in accommodating all the comments and suggestion of participants.

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

It helps me perform my job/task specifically in my designated field of assignment and it easy to understand the technical terms in forest resource management services and other services that DENR offers. It also enlighten me on how to perform my duties as a public servant with dignity and integrity. Most of all, taught me to love my work more, to appreciate what I have and to respect others especially our clients.

#### RECOMMENDATIONS

It is hereby recommended that Higher Office to conduct another or series of training annex to this and must be face to face so that the participant can focus during the training.

#### POST LEARNING ACTION PLAN/PROPOSAL

I proposed to conduct IEC regarding with the topic discussed in the training like services that DENR offers/provides and updates on some relevant forestry laws. Moreover, it should not only in technical matters but we must include proper ethics and financial literacy.





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
Quezon, Palawan  
E-mail Address: cenroquezon@denr.gov.ph

**PART II (To be accomplished by Supervisor)**

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

-Provide the necessary assistance.

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

-Yes

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

Yes ☒ No ☐ Others ☐

If yes, please specify courses

Submitted by:

**KEITH R. CASTILLO**

Attendee

August 18, 2022

Date

Noted/Confirmed by:

**LEONARD T. CALUYA**

Supervisor

\_\_\_\_\_  
TDD, Chief





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](mailto:cenroquezon@denr.gov.ph)

August 23, 2022

**MEMORANDUM**

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

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

**SUBJECT** : **SUBMISSION OF INDIVIDUAL LEARNING REPORT ON  
ENVIRONMENTAL AND NATURAL RESOURCES (ENR)  
FRONTLINE COURSE ON AUGUST 8-12 & 15-16, 2022**


DENR PENRO  
PALAWAN RECORDS  
RECEIVED

DATE: 08-30-2022 22:77CG

Submitted is the Individual Learning report of Credit Officer I Marivic M. Cario, In compliance with Regional Special Order No. 214, Series of 2022 dated July 19, 2022 regarding the Amendment to Regional Special Order No. 130 dated May 13, 2022 Authorizing the Conduct of 5<sup>th</sup> and 6<sup>th</sup> Batches of "Environment and Natural Resources (ENR) Frontline Course" with Meeting ID: 872-2423-4164, & Passcode: frontline.

Please see attached the Individual Learning Report.

For his 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, Bgy. Alfonso XIII, Quezon, Palawan  
Contact No.: 0917-160-4920  
Email: [cenroquezon@denr.gov.ph](mailto:cenroquezon@denr.gov.ph)

August 22, 2022

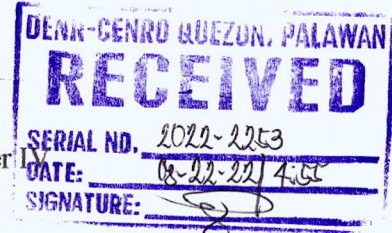
**MEMORANDUM**

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

**THRU** : The Development Management Officer

**FROM** : The Credit Officer I Marivic M. Cario

**SUBJECT** : **SUBMISSION OF INDIVIDUAL LEARNING REPORT ON ENVIRONMENTAL AND NATURAL RESOURCES (ENR) FRONTLINE COURSE ON AUGUST 8-12 & 15-16, 2022**



In compliance with Regional Special Order No. 214, Series of 2022 dated July 19, 2022 regarding the Amendment to Regional Special Order No. 130 dated May 13, 2022 Authorizing the Conduct of 5<sup>th</sup> and 6<sup>th</sup> Batches of "Environment and Natural Resources (ENR) Frontline Course" with Meeting ID: 872-2423-4164, & Passcode: frontline.

Please see attached the Individual Learning Report.

For his information and record.

  
**MARIVIC M. CARIO**





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](mailto:cenroquezon@denr.gov.ph)

## INDIVIDUAL LEARNING REPORT

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

<b>Name of Participant:</b>	MARIVIC M. CARIO
<b>Office/Service:</b>	CENRO Quezon, Palawan/PSU
<b>Training Title:</b>	Webinar/Training Preliminaries on Environment and Natural Resources Frontline Course
<b>Learning Providers:</b>	Human Resource and Development Services
<b>Inclusive Dates:</b>	August 8-12 & 15-16, 2022/8:00 AM-12:00 Noon & 1:00 PM-5:00PM
<b>Venue:</b>	DENR-CENRO Quezon, Palawan

<b>I. EVALUTAION OF THE COURSE</b>
<ul style="list-style-type: none"><li><b>Technical Content:</b>  <b>COURSE OUTPUTS:</b>  <b>The Webinar composed of 2 Outputs:</b><ol style="list-style-type: none"><li>1.) Quizzes and exercises will be given from time to time and will be checked by selected training team members. Scores will be part of final rating.</li><li>2.) An Individual Learning Report with Action Plan shall be submitted to the Office of the Regional Executive Director 7 days after the training copy furnished the Regional HRD Section.</li></ol></li></ul>
<ul style="list-style-type: none"><li><b>Impressions/Comments:</b>  The Webinar on Environment and Natural Resources Frontline Course is very important especially in Government Employees. We learned more knowledge on how to protect our environment and how to serve people with integrity and Quality Management Services.</li></ul>
<b>1.) RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/FUNCTION</b>  <b>THE WEBINAR DISCUSSED THE FOLLOWING TOPICS:</b>  <b>DAY 1 (August 8, 2022) PRESENTATION Presented by MARK FERRER-HRDS: Unfreezing Activity "Ako ang Kalikasan"</b>  <b>DAY 2 (August 9, 2022) MORNING PRESENTATION Presented by Forester CONRADO M. CORPUZ CENRO, Brooke's Point: FOREST MANAGEMENT SERVICES:</b> <ol style="list-style-type: none"><li>a. FMB Mandate, Organizational Structure and Vision</li></ol>

The Mandate of Forest Management Bureau *provides technical guidance to the central and field offices for the effective protection, development, and conservation of forestlands and watersheds.* It shall *recommend policies and programs towards the achievement of sustainable forest management, based on science and principles of good forest governance.*

The Vision of FMB is *Climate resilient and sustainably managed watersheds and forest ecosystems providing environmental and economic benefits to society.*

b. Overview of the Philippine Forestry and Land Classification

According to the record of NAMRIA Year 2010, the total land area of the Philippines is **29,987,008 hectares**. 53% (15,792,333 has.) of this is Forestland/Timberland and 47% (14,194,675 has.) is Alienable and Disposable land

c. World Forest Cover vs. Philippine Forest Cover

Based on 2010 record, the Region 2 has the highest cover with 15% or 1,044,507 has; the next is MIMAROPA with 13% or 915,644 has. And CAR with 11.39% or 773, 191 hectares.

d. Forest Cover Change of the Philippines, by Region, Province

Year 2010, Forest cover by Province, the Palawan has the highest with 10.12% or 692,288 hectares, 2<sup>nd</sup> Isabela with 5.53% or 378,272 has.; 3<sup>rd</sup> is Cagayan, Agusan del Sur & Quezon

e. Extent of Natural Forest Cover Loss in the last 100 year

f. PD 705, EO 23, etc.

Basic Forestry Law:

Presidential Decree No. 705 (May 19, 1975) The Revised Forestry Code of the Philippines, Sec. 69 unlawful occupation or destruction of forest lands. Any person who enters and occupy or possesses or makes kaingin for his own private use or for others any forest land without authority under a license agreement, lease, license or permit.

g. Relevant Forestry Laws

Some Relevant Forestry Laws:

1. EO 23 (Declaring Moratorium on the cutting/harvesting of trees in the natural residual forest & creation of the AILTF)
2. EO 26 (National Greening Program)
3. EO 193 (Expanded National Greening Program)
4. EO 277 (Amended Sec. 68 of PD 705, **mere possession of undocumented forest products**, with the offense of Qualified Theft of illegal logging)
5. EO 263 (Adopting CBFM as National Strategy in forest resources management & development)
6. RA 7161 (Forest charges, & prohibits cutting of all Mangrove Tree Species)



7. RA 9175 (Chainsaw Act of 2002: requiring permit prior to import, distribute, manufacture. Sell/retail, own, possess & use of chainsaw)
8. PD 953 (Penalizing cutting, damaging of trees in private lands that are for public use, except when life or property is in danger)

#### h. Forms of DENR Guidelines

A law enacted by the Philippine Congress or Executive Order or Presidential directive is required in preparing these GUIDELINES or IRRs

Guidelines = Implementing Rules & Regulations (IRRs)

- \* DENR Administrative Orders (DAOs)
- \* DENR Memorandum Orders (DMOs)
- \* DENR Memorandum Circulars (DMCs)
- \* Memorandum Instruction

#### i. Short-term and Long-term permits & current guidelines

##### **Short-Term & Current Guidelines:**

1. Special Tree Cutting Permit-(PD 705, EO 23, PD 953)
2. Private land Timber Permit-PLTP-(DAO 2000-21)
3. Special Private Land Timber Permit-SPLTP-(DAO 2000-21)
4. Resource Use permit-RUP-(DAO 2000-29)
5. Permit to Harvest in ISF Areas-(DAO 1996-26)
6. Muyong Resource Use Permit-(DMC 1996-02)
7. Rattan Cutting License/Contract-(DAO 2000-22 & 1989-04)
8. Lumber Dealers Permit-(RA 1239)
9. Wood processing Plant Permit-(MAO 50, S. 1986. Etc.)
10. Wood recovery permit (Suspended on May 2003)-(DAO 2000-78)
11. Chainsaw Import Authority & Chainsaw registration-(DAO2003-78)
12. Wood Import/Export Authority-(DAO 1999-46)
13. Certificate of Timber Origin-CTO-(DAO 2007-31)
14. Certificate of Lumber Origin-CLO-(DAO 2007-31)
15. Cert. of Minor Forest Products Origin-CMFPO-(DAO1994-07)

##### **Long-Term Permits & Current Guidelines:**

1. Integrated Forest Mgt. Agreement-IFMA-(DAO 1995-53)
  2. Socialized Forest Mgt. Agreement-SIFMA-(DAO 199)
  3. Forest land Grazing Mgt. Agreement-FLGMA-(DAO 199)
  4. Community-Based Forest Mgt. Agreement-CBFMA-(DAO 199)
  5. Forest Land-Use Agreement-FLAg-(DAO 199)
  6. Forest Land-Use Agreement for Tourism-FLAgT-(DAO199)
  7. Joint Venture Agreement-JVA-(1987 Phil. Const.)
  8. Joint Production Agreement-JPA-(1987 Phil. Const.)
  9. Co-Production Sharing Agreement-CPSA-(1987 Phil. Const.)
  10. Timber License Agreement-(TLA)\* PD 705
  11. Farm Lease Agreement (FLA)\*
  12. Agro-Forestry Farm Lease Agreement (AFFLA)\*
  13. Certificate of Stewardship (CSC)\*
- (Note:\* not being issued)

**PERMIT**-is a short-term privilege or authority granted by the state to a person to utilize any limited forest resources of undertake a limited activity with any forest land without any right of occupation and possession therein (PD 705)

**LEASE**-is a privilege granted by the state to a person to occupy & possess, in consideration of a specified rental, any forest land of the public domain in order to undertake any authorized activity (Sec. 3, PD 705)

**ILLEGAL LOGGING**-is the absence of the authority from the DENR pursuant to PD 705, to cut, gather, or collect, transport, process, market & sell timber products, all forms of cutting permits, transport certificate, CTO, CLO, SMF, CoVs, & CMFPO, includes EXPIRED cutting permits, CTOs, CLOs, SMFs, & CoV; MERE POSSESSION of undocumented forest products (EO 277) (Ref.: PD 705, & EO 277)

j. Forestry Law Enforcement

k. Illegal Logging Criteria & Global Recognition

**Illegal logging** is recognized as a problem in the Global, regional, & Local scale costing the world economy some US\$8.0 B lost in revenue alone annually.

l. International Forestry initiatives addressing Illegal Logging

**DAY 2 (August 9, 2022) AFTERNOON PRESENTATION Presented by Maria Alva Renelyn Culla-Umali: LAND MANAGEMENT SERVICES:**

The Resource Speaker discussed the following:

1. **LAND**-is the surface of the earth, the materials beneath it, the air above and all things fixed to the soil. (Dale and MacLaughlin, 1988)
2. The Philippines Land Resources  
Based on **Year 2018** record the total land area is all about **29.7 hectares**, the total population is **100+ million** and the total estimated land parcels is **22 million**. Out of that total land area of **29.7 hectares**, the **47% is Agricultural**, **50% is Forestland** and the **3% is Unclassified**.
3. Creation of the Bureau of Public Lands and the 1<sup>st</sup> Public Land Act
  - a. The Commission enacted **Act 218** (Act creating the Insular Bureau of Public Lands on September 2, 1901.
  - b. **Act 926** (Public Land Act of 1903) which became the basis of public land disposition thereafter. Dispositions under these laws were by way of homestead, free patent, sale and lease of public land suitable for agriculture.
  - c. **Act 1120** of Friar Lands Act (April 26, 1904)
4. Cadastral System Introduced in 1913, **Act No. 2259**, (An Act Providing Certain Special Proceedings for Settlement and Adjudication of Land Titles) Started the Massive Surveying of Public Lands for Dispositions, Compulsory Judicial Registration of Land by Cadastral Claimants.
5. Second Public Land Act Land Classification Introduced on July 1, 1919. Act 2874 (An Act to Amend and Compile the Laws Relative to Lands of the Public Domain)
6. **Commonwealth Act 141** Enacted on December 1, 1936. Act 2874 or the second Public Land Act was amended by **CA 141** which is basically a re-enactment of the said law since no major revision was introduced. **Commonwealth Act 141**, the public land Act of 1936 was enacted which up to now is still the governing law on our public lands.



**7. Constitutional Provisions on Natural Resources:**

- a. The 1935 Constitution classified lands of the public domain into:
  1. Alienable and Disposable Lands
  2. Forest or Timber Land
  3. Mineral Lands
- b. The 1973 Constitution classifications were:
  1. Agricultural
  2. Commercial/Industrial
  3. Residential
  4. Resettlement
  5. Forest
  6. Mineral
  7. Grazing lands
- c. In the 1987 Philippine Constitutions, lands of the public domain are classified into:
  1. Agricultural
  2. Forest or timber,
  3. Mineral lands
  4. National Parks

**Land Classification-** Government classifies land according the provisions of the Constitution and PD 705 known as the "Forestry Reform Code"

The Public Land Act as well as **PD 1073** require that before a land can be titled, it has to be classified as A & D. **Forest Land is not disposable.**

**POSSESSION is Different from OWNERSHIP**

- a. **Possession**-means actual and exclusive control of property by **physical occupation**
- b. **Ownership**-means the **legal right of possession**, control and enjoyment by the owner who has established evidence that he owns the property. Thus, the one in possession does not necessarily mean he is the owner of the land. In general, **OWNERSHIP** is the legal right to possess a property and can be exercised over things or rights. **Title (OCT/TCT)** to a parcel of land, is the **legal claim of ownership**.

**TWO Classification of Land According to OWNERSHIP:**

1. **Private Lands**-those which are titled or registered to private individuals, corporation or association.
2. **Public Lands**-those which have not been titled but released as Alienable and Disposable lands.

**MODES OF ACQUIRING TITLES:**

1. **Administrative proceeding**
  - Patents (DENR)
  - Certificate of Land Ownership Award (DAR)
  - Certificate of Ancestral Domains Title (NCIP)
2. **Judicial Proceeding (Court)**
  - Decrees under judicial registration (PD 1529)

## **MODE OF ACQUIRING PUBLIC LANDS:**

- 1. Public Land Act (CA 141)**
  - a. Free Patent (Administrative Confirmation of Imperfect Title)
  - b. Homestead Patent
  - c. Sales Patent
  - d. Lease
  - e. Judicial Confirmation of Imperfect Title
  - f. Special Patent
- 2. Republic Act 10023**
  - a. Residential Free Patent

## **STATUS OF LAND TITLING/DATA AS OF DECEMBER 2016**

- a. 67% Administratively Titled
- b. 14% Judicially Titled
- c. 9% Areas Turned over to other agencies
- d. 7% Non-agricultural
- e. 3% Remaining untitled A & D lands

## **5 AGENCIES INVOLVED IN LAND MANAGEMENT:**

1. Department of Environment and Natural Resources-DENR
2. Department of Agrarian reform-DAR
3. National Commission on Indigenous People-NCIP
4. Land Record Authority/Register of Deeds-LRA/ROD
5. Court

## **DAY 3 (August 10, 2022) MORNING PRESENTATION Presented by Chief, HRDS EDNA A. TARROSA: DENR IN RETROSPECT:**

### **The resource Speaker Discussed the following Topics:**

- I. **Mandate, Mission and Vision**
- II. **Organization Structure**
- III. **10 Major Programs**
- IV. **Ambisyon Natin 2040**

### **I. EO 192, Series of 1987, DENR MANDATE, VISION AND MISSION**

#### **MANDATE**

-As DENR employee our mandate stated that we are responsible for the conservation, management, development and proper use of the country's environment and natural resources.

#### **VISION**

-If we are properly conserved, managed, developed and proper use of our environment and natural resources, we achieved our vision. "A nation enjoying and sustaining its natural resources and a clean, and healthy environment"

#### **MISSION**

-We need to mobilize the people or our citizenry in protecting, conserving and managing the environment and natural resources for the present and future generations.



## II. ORGANIZATION STRUCTURE

### BUREAUS AND FIELD OFFICES:

#### DENR have 2 Line Bureaus:

1. EMB with 17 Regional Offices
2. MGB with 16 Regional Offices

#### 4 Staff Bureaus:

1. Forest Management Bureau-FMB
2. Biodiversity Mgt. Bureau-BMB
3. Land Mgt. Bureau-LMB
4. Ecosystem Research and development Bureau-ERDB

#### 4 Field Offices:

1. Regional Offices (17)
2. Provincial Environment and Natural Resources Office (75)
3. Community Environment and Natural Resources (140)
4. Research Center (6)

#### 5 Attached Agencies/GOCCs:

1. National Mapping and Resource Information Authority (NAMRIA)
2. National Water Resources Board (NWRB)
3. Palawan Council for Sustainable Development Staff (PCSDS)
4. Laguna Lake Development Authority (LLDA)
5. Natural Resources Development Corporation (NRDC)

## III. 10 MAJOR PROGRAMS OF DENR:

1. Clean Water
2. Solid Waste Management
3. Clean Air
4. Enhanced National Greening Program
5. Intensified Forest Protection and Anti-Illegal Logging
6. Enhanced Biodiversity Conservation
7. Coastal and Marine Ecosystem Management Program
8. Improved Land Administration and Management
9. Geo-Hazard, Groundwater Assessment and Responsible Mining
10. Manila Bay

## IV. AMBISYON NATIN 2040

President Duterte signed the Executive Order No. 08, Approving and Adopting the Twenty-Five Year Long-Term Vision entitled "Ambisyon Natin 2040"

President Duterte wants that after 25 years the people of the Philippines have a "**Maginhawa, Matatag at Panatag na Buhay**"

### DENR CORE VALUES:

If you want to become effective DENR Employee, always put in your mind and heart the DENR Core Values:

1. **Discipline**-Valuing people, valuing work and valuing the organization
2. **Excellence**-Enhancing competencies, Enforcing Environmental Laws, and achieving Goals with Service Quality
3. **Nobility**-Exemplifying integrity with compassion, pride and honor
4. **Responsibility**-Being committed, Accountable, Transparent and Participatory towards good governance

**WHAT IS MINING?**

**Mining have 4 Activities:**

1. Exploration
2. Development
3. Utilization
4. Decommissioning

**2 Mining Method:**

1. Surface Method-applicable to shallow deposits or deposits with low ore-to-waste ratio
2. Underground Method-carried out when the deposits are located at a distance for beneath the ground to be extracted with surface mining

**There are some Laws to Regulate Mining:**

1. RA No. 7942
2. RA No. 7076
3. PCSD Law
4. IPRA Law
5. NIPAS Law
6. EO No. 79
7. EO No. 130
8. Clean Air & Water Act
9. LGU Code
10. Others (DoT, DA, DAR

**There are some Anti-Mining Sentiments:**

1. Lack of Benefits
2. Challenge on the constitutionally
3. Legacy Mines
4. Lack of Information
5. Advocacy Groups
6. Current Violations

**Policy Updates:**

**DAO No. 2021-40**-Lifting the ban on the Open Pit Method of Mining under **DAO 2017-10**

**New Policies:**

1. **DMO No. 2016-01**-Audit of all operating mines and moratorium on new mining projects
2. **MGB MC No. 2018-002**-Standard Monitoring and scorecard
3. **DAO No. 2021-37**-One-operator per tenement
4. **DAO No. 2022-04**-Inclusion of the BMB in monitoring of mining operations

**Why do we mine?**

If it can't be grown it has to be Mined:

1. Urbanization
2. Mineral substitutes are few



3. Mining supports the economy
4. Mining can be sustainable
5. Minimize climate change

**Mining is a partner in achieving the 17 sustainable development goals such as:**

1. No poverty
2. Zero hunger
3. Good Health and well-being
4. Quality Education
5. Gender equality
6. Clean water and sanitation
7. Affordable and clean energy
8. Decent work and economic growth
9. Industry, innovation, and infrastructure
10. Reduce inequalities
11. Sustainable cities and communities
12. Responsible consumption and production
13. Climate action
14. Life below water
15. Life on land
16. Peace, justice and strong institutions
17. Partnership for the goals

**Small Scale Mining Law:**

**RA No. 7076**-People's Small-Scale Mining Act of 1991 (DAO No. 2022-03)

**Some Grounds for Cancellation, Revocation and Termination of Mining Permit/Contract:**

1. Violation of any of the terms and conditions of the Permits or Agreements.
2. Non-payment of taxes and fees due the Government for two (2) consecutive years
3. Falsehood or omission of facts in the Statement

**DAY 4 (August 11, 2022) MORNING PRESENTATION Presented by Engr. BUENA FE RIOFLORIDO: ENVIRONMENTAL MANAGEMENT SERVICES:**

**State Policy on Environmental Protection**-The State shall protect and advance the right of the people to a balanced and healthy ecology in accord with the rhythm and harmony of nature. Section 16, Article II of the 1987 Constitution.

**Laws Relative to Environmental Management:**

1. Presidential decree No. 1586-The Philippine Environmental Impact Statement System.
2. Republic Act No. 6969-Toxic Substances and Hazardous and Nuclear Wastes Act of 1990.
3. Republic Act No. 8749-Philippine Clean Air Act of 1999
4. Republic Act No. 9003-Ecological Solid Waste Management Act of 2000
5. Republic Act No. 9275-Philippine Clean Water Act of 2004

**What is an Environmental Impact Statement?**

A document prepared and submitted by the project proponent that serves as an application for an ECC.

**What is an ECC?**

An Environmental Compliance certificate (ECC) is a document issued by the agency after a positive review of an application, certifying that based on the representations of the proponent, the proposed project or undertaking will not cause significant negative environmental impact.

**CLIMATE CHANGE, GREENHOUSE GASES, & OZONE DEPLETING SUBSTANCE: Presented by CDP Technical Staff JEREMIAH REUBEN V. CABATUANDO****What is Climate?**

Climate is a Long-term average weather pattern in one place.

**What is weather?**

Weather is a condition at one particular time and place, including temperature and rainfall.

**Four Climate Types of the Philippines:**

1. **Type I**-Two pronounced season dry from November to April and wet during the rest of the year.
2. **Type II**-No dry season with a very pronounced maximum rainfall, rainfall during the months of November to December.
3. **Type III**-Seasons not very pronounced relatively dry from November to April and wet for the rest of the year.
4. **Type IV**-Rainfall more or less evenly distributed through out the year.

To be able to understand climate change is to understand first the concept of **GREENHOUSE EFFECT**.

**How does the Greenhouse effect work?**

Most greenhouse look like a small glass house, greenhouse are used to grow plants, especially in the winter. Greenhouse work by trapping heat from the sun. The glass panels of the greenhouse let in light but keep heat from escaping. This causes the greenhouse to heat up, much like the inside of a car parked in sunlight, and keep the plants warm enough to live in the cool seasons.

**Importance of Greenhouse Gases:**

These are the naturally occurring gases that keep the earth comfortably warm enough for plants and animals to live in at an average temperature of 15°C . They act as a natural blanket around the earth trapping heat much like a glass roof of a greenhouse.

**What is Climate Change?**

A Change of climate which is attributed directly or indirectly to human activity that alters the composition of the global atmosphere which is in addition to natural climate variability observed over a comparable period of time.

**DAY 4 (August 11, 2022) AFTERNOON PRESENTATION Presented by MS. JONAH GARCIA: ECOSYSTEM RESEARCH AND DEVELOPMENT BUREAU:**

The Resource Speaker discussed the following Topics:

1. Mission, Vision, Mandate & Functions of ERDB
2. EO 366 and the DENR Rationalization Plan
3. Types of researches produced
4. Sustainable Development Goals
5. RDE Coverage
6. Ecosystem Approach
7. Different Laboratory
8. Objectives of R & D
9. 2017-2022 ENR-RDE Framework
10. RDE Programs on Forest Ecosystem Resiliency and sustainability



11. Regular Activities
12. Support Program's: The 5 P's Proper Planning Prevents Poor Performance
13. The ENR RDE Cycle
14. Types of technologies Produced
15. Research to Technologies
16. Research to Policy.

**WATER RESOURCES MANAGEMENT SERVICES: Presented by MS. MA. CRISTINA ARELLANO**

**The Speaker presented the following:**

- I. **Brief History of NWRB**
- II. **Relevant Policies**
- III. **Frontline Services**

Existing Legal/Policy Framework:

The **1987 Philippine Constitution** provides the national policy on water, as a natural resource, that all waters belong to the State

Presidential Decree 1067 otherwise known as the Water Code of the Philippine

Uses of Water-Water may be appropriated for the following descending purposes and uses:

1. Domestic
2. Municipal
3. Irrigation
4. Power Generation
5. Fisheries
6. Livestock Raising
7. Industrial
8. Recreational
9. Other Purposes

You can survive.....

3 minutes without air

3 days without water

3 weeks without food

"Yamang tubig, pangalagaan, para sa kinabukasan"

**DAY 5 (August 12, 2022) MORNING PRESENTATION Presented by ATTY. JOSEPH DELOS SANTOS:  
CODE OF CONDUCT & ETHICAL STANDARDS FOR PUBLIC OFFICIALS AND EMPLOYEES:**

**SCOPE OF DISCUSSION:**

1. Public Accountability
2. Code of Conduct and Ethical Standards for Public Officials and Employees (RA No. 6713)
3. 2017 Rules on Administrative Cases in the Civil Service

**Accountability of Public Officers**

Public Office is a public trust. Public officers and employees must at all times be "*accountable*"

1. Anti-graft court-Sandiganbayan (Sec. 1, Art. 11 of the 1987 Constitution)
2. Anti-graft body-Office of the Ombudsman (Sec. 5, Art 11 of the 1987 Constitution)

**CORRUPTION:**

1. Misuse of public office, or abuse of entrusted power for private gain
2. Abuse of public office for material reward and personal gain
3. It means impairment of integrity, virtue or moral principle
4. Wrongdoings that clearly violate legally established and ethically acceptable practices

**Three (3) Fold Liability:**

1. **Criminal**-Imprisonment, Fine
2. **Civil**-Damages
3. **Administrative Liability**-Dismissal from the Service, Suspension, Demotion, Reprimand, Fine

**RA No. 6713**-The code of conduct and Ethical Standards for Public Officials and employees

**LAW AND ETHICS:**

**Law**-Sets a minimum behavior

- Actions that do not conform to results in imposition of penalties
- Stops at punishment

**Ethics**-Elevates behavior above mere law obedience

- Involves doing the right things
- Focuses on values as adding solution through helping attitude

**CONCEPTS:**

1. Code
2. Conduct
3. Ethics
4. Norm
5. Integrity

**NORMS OF CONDUCT:**

1. Commitment to public interest
2. Professionalism
3. Justness and sincerity
4. Political neutrality
5. Responsiveness to the public
6. Nationalism and patriotism
7. Commitment to democracy
8. Simple Living

**PROHIBITED ACTS & TRANSACTIONS:**

1. Financial and materials interest
2. Activities outside employment
3. Disclosure or misuse of confidential information
4. Solicitation or acceptance of gifts
5. Acquiring or using any statement filed under the said code for purpose contrary to morals, public policy, or for commercial purposes

**COMMON OFFENSES:**

1. Gifts
2. Public Funds
3. Conflict of Interest
4. Falsification of documents
5. Other corrupt practices



**2017 Rules on Administrative Cases in the Civil Service (2017 RACCS) CSC Resolution No. 1701077**

**JURISDICTION OF DISCIPLINING AUTHORITY:**

1. Employees below SG 24 – DENR Regional Office
2. Employees with SG 24 to 26 who are not Presidential appointees – DENR Central Office
3. Officials with SG 26 and higher who are Presidential appointees – Office of the President
4. Officials and employees of Attached Agencies – Office of the President Attached Agency

**GRAVE OFFENSES:**

1. Less Serious Dishonesty
2. Oppression
3. Disgraceful and Immoral Conduct
4. Inefficiency and Incompetency in the Performance of Officials Duties
5. Habitual Absenteeism
6. Loafing from Duty during office hours
7. Gross Insubordination
8. Conduct Prejudicial to the best interest of the service
9. Disclosing or misusing confidential or classified information and not available to the public

**LESS GRAVE OFFENSES:**

1. Simple Neglect of Duty
2. Simple Misconduct
3. Discourtesy in the course of official duties
4. Violation of Civil Service Law and rules
5. Insubordination
6. Habitual Drunkenness
7. Failure to file sworn SALN
8. Simple Dishonesty

**LIGHT OFFENSES:**

1. Simple Discourtesy
2. Violation of Reasonable Office Rules and regulations
3. Habitual Tardiness
4. Gambling
5. Borrowing Money from Subordinates
6. Habitual Drunkenness
7. Willful failure to pay just debts or taxes due
8. Failure to act letters and requests within 15 working days from receipt

**DAY 5 (August 12, 2022) AFTERNOON PRESENTATION Presented by MARILYN R. LIMPIADA : EASE OF DOING BUSINESS AND EFFICIENT GOVERNMENT SERVICE DELIVERY ACT 2018 REPUBLIC ACT NO. 11032:**

**Republic Act No. 9485 Anti-Red Tape Act of 2007**

**Republic Act No. 11032**

- Signed on May 28, 2018
- Published in the official Gazette on June 1, 2018
- Effective June 16, 2018
- Mandatory implementation in all government offices whether located in the Philippines or abroad on July 1, 2018

**SALIENT POINT OF RA 11032**

- Coverage (Sec. 3)
- Purpose
- Reengineering of Systems and Procedures (Sec. 5)
- Citizen's Charter (Sec. 6)
- Zero Contact Transactions (Sec. 7)
- Accountability of Heads of offices and agencies (Sec. 8)

**RA 11032: IMPLEMENTING RULES & REGULATIONS**

1. General Provisions
2. Coverage
3. Reengineering of Systems & Procedures
4. Citizen's Charter
5. Zero-Contact Policy
6. Accountability of Heads of offices and agencies
7. Accessing Government services
8. Automatic Approval and/or Automatic extension of License, Permit, Certification and Authorization
9. Streamlined Procedures for the Issuance of Local Business, Licenses, Clearances, Permits, Certifications or Authorizations
10. Interconnectivity Infrastructure Development
11. Anti-Red Tape Unit, Authority and Council
12. Report Card Survey
13. Violations, Penalties & Liabilities
14. Commencement of Actions, Evaluation & Investigation
15. Transitory Provisions
16. Final Provisions

**PURPOSE OF RA 11032 (EODB EGSD)**

- Aims to establish efficient Service Delivery
- Prevent Graft and Corruption
- Reduce red tape
- Expedite business and non-business transactions in government
- Provides for rules, tools and mechanisms designed to improve frontline service efficiency and ensure customer satisfaction

**PRESCRIBED PROCESSING TIME:**

- 3 Days for Simple Transactions
- 7 Days for Complex Transactions
- 20 Days for Highly Technical Transactions

**LIMITATION OF SIGNATORIES:**

- Maximum of **3 Signatories** in any document representing officers directly supervising the office or agency concerned.
- In RA 9485 Maximum of **5 signatories** in any documents (not applicable)

**ARTA ADVISORY**

**EPEKTIBO NA ANG IRR NG R.A. 11032**

**ANG AMING PANAWAGAN SA MGA AHENSIYA NG GOBYERNO:**

**TUMALIMA KAYO SA BATAS**



**Atty. Jeremiah Belgica, REB. EnP  
ARTA Director General**

**DAY 6 (August 15, 2022) MORNING PRESENTATION Presented by NAZAR NORMAN S. CORTUNA :  
FINANCIAL LITERACY (FINANCIAL PLANNING, SAVING AND BUDGETING):**

**"IPON-IPON DIN PAG MAY TIME"**

**The ABCs of protecting your Savings:**

- **A-ALWAYS SAVE IN A BANK**
- **B-BEWARE OF OFFERS THAT ARE TOO GOOD TO BE TRUE**
- **C-CHOOSE THE SAVINGS PRODUCT THAT SUITS YOU**

**SESSION OBJECTIVES:**

- Understand Financial Planning
- Learn practical tips and tools on proper financial planning
- Know the Financial Planning Cycle
- Understand the importance of Financial Planning

**WHAT IS FINANCIAL EDUCATION?**

- Process of instruction to increase financial literacy and capability

**WHAT IS FINANCIAL LITERACY?**

- Level o knowledge about financial concepts and principles

**WHAT IS FINANCIAL CAPABILITY?**

- Application of financial literacy in financial decision making

**THREE STEPS TO ACHIEVEING FINANCIAL FREEDOM:**

- **PLAN**-Planning for the Best vs Planning for the worst, Planning for Life
- **SAVE**-mag-impok ngayon para sa mas magandang kinabukasan
- **INVEST**-make your money grow

**THE CORRECT SAVING FORMULA:**

$$\text{INCOME-SAVINGS=EXPENSES}$$

**INCOME**

- List all your income sources, with amount, per month.
- Less Taxes, other mandatory deductions, loan payments

**SAVINGS**

- List all your savings goals, how much, and when you want to achieve them
- Compute how much you need to save per month to save your target savings within your timeline

**EXPENSES**

- List all your expenses, basic needs first, then wants, with amounts, per month.
- Compare your total income vs your total expenses vs savings goals

- Decide on which expense to reduce, defer or eliminate, in favor of your savings goals

#### **OBSTACLES TO SAVINGS:**

- **Procrastination**-delaying savings or putting savings off for another time
- **Poor Spending Habits**-includes spending on unnecessary items; impulse buying; hedonistic lifestyle

#### **JUST SIMPLE REMINDERS:**

##### **REMEMBER:**

1. **Invest only in products and business that you fully understand**
2. **Before you invest, investigate**
3. **Invest only amounts that you are prepared to lose.**

**DAY 6 (August 15, 2022) AFTERNOON PRESENTATION Presented by MS. EDNA A. TARROSA, Chief, HRDS : CLIENT SERVICE EXCELLENCE:**

#### **WHAT IS CLIENT SERVICE?**

- Is an integral part of our job and should not be seen as an external extension of it.

#### **THE 10 COMMANDMENTS OF GREAT CLIENT SERVICE:**

1. Be a Good Listener
2. Identify and Anticipate Needs
3. Make Clients Feel Important and Appreciated
4. Body language is Key
5. Understanding is Crucial
6. Appreciate the power of "Yes"
7. Know How to Apologize
8. Give More Than Expected
9. Get Regular Feedback
10. Treat Employees Well

**DAY 7 (August 16, 2022) MORNING PRESENTATION Presented by FOR. RHODORA UBANI: BIODIVERSITY MANAGEMENT SERVICE:**

#### **8 PRIMARY TASKS OF BIODIVERSITY:**

1. Conserving Caves and cave Resources
2. Information & Education on Biodiversity and nature Conservation
3. Managing Ninoy Aquino Parks and Wildlife Center and the NWRRC
4. Negotiating Biodiversity-Related MEA and Monitoring National Implementation
5. Managing Coastal Biodiversity and Wetlands Ecosystems
6. Promoting and Institutionalizing Ecotourism
7. Conserving Wildlife
8. Establishing & Managing Protected Areas.

#### **LEGAL BASIS-REPUBLIC ACTS:**

- **RA 11038**
- **RA 9072**
- **RA 9147**
- **RA 3571**
- **RA 7586**
- **RA 10629**
- **EO 578**
- **EO 533**



## 2.) RECOMMENDATIONS

The Speakers discussed their topics clear, but due to internet interruption/unstable connection, the participants failure to capture other important topics/guidelines discussed by the Speakers on the orientation. The undersigned hereby recommended Face-to -Face orientation, because brown out is always happened in our area so that the internet connection is unstable.

## 3.) POST LEARNING ACTION PLAN/PROPOSAL

Proposed Plan/Activity/Output	Time Frame

### 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/seminars/conference?

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


If yes, please specify courses

---

---

---

Submitted by:

  
**MARIVIC M. CARIO**  
Attendee

**August 22, 2022**  
Date

Noted/Confirmed by:

**LEONARD T. CALUYA**  
Supervisor



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 11, 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  
CENRO-QUEZON PERSONNEL ~~IN~~ THEIR ATTENDANCE TO  
TRAINING ON COASTAL VULNERABILITY ASSESSMENT  
ON JUNE 21-23, 2022 AT OCCIDENTAL MINDORO**

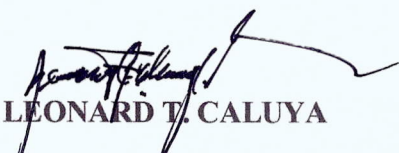
DENR PENRO  
PALAWAN RECORDS  
RECEIVED

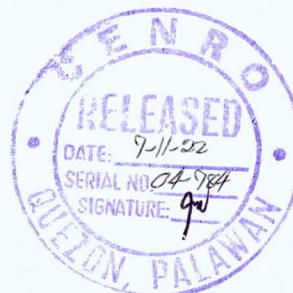
BY:   
DATE: 07-11-2022 CN 22-6468

Respectfully forwarded the Individual Learning Reports of personnel of this Office in compliance to the Regional Special Order No. 170, Series of 2022 re: Authorizing the conduct of training on Coastal Vulnerability Assessment on June 21-23, 2022 in Occidental Mindoro.

The learning event is useful in determining the vulnerability of coastal areas and develop programs to increase resiliency to the impact of climate change. They proposed for another series of training that includes the presence of Barangay Local Government Unit (LGU) Officials and Residence in the subject/affected areas.

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**  
Quezon, Palawan  
E-mail Address: cenroquezon@denr.gov.ph

## INDIVIDUAL LEARNING REPORT

Name of Participant : KATHLEENE KHYE F. MOZO  
Office/Service : DENR-CENRO QUEZON, PALAWAN  
Training/Meeting Title : AUTHORIZING THE CONDUCT OF TRAINING ON  
COASTAL VULNERABILITY ASSESSMENT  
Learning Providers : MIMAROPA REGION  
Inclusive Dates : JUNE 21-23, 2022  
Venue : OCCIDENTAL MINDORO  
Via Online Platform (Zoom)

### PART I (To be accomplished by Participant)

#### EVALUATION OF THE COURSE

##### Technical Content

The objective of this learning event is to be able to determine the vulnerability of coastal areas and develop programs to increase resiliency to the impact of climate change.

##### Impressions / Comments

The participants were all active in participating and the speakers are clever and conversant in accommodating all the comments and suggestion of participants.

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

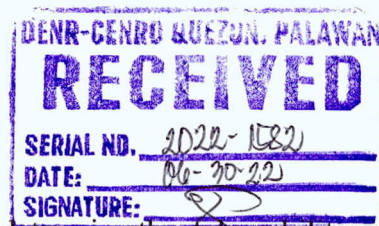
It would help me perform my job/task specifically in my designated field of assignment and it easy to understand the technical terms regarding with the vulnerability of coastal areas.

#### RECOMMENDATIONS

It is hereby recommended that Higher Office to conduct another or series of training on vulnerability assessment. Moreover, sooner there will be again a learning event annex to this.

#### POST LEARNING ACTION PLAN/PROPOSAL

I proposed to conduct another or series of training that includes the presence of Barangay Local Government Unit (LGU) Officials and Residence in the subject/ affected areas.





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
Quezon, Palawan  
E-mail Address: cenroquezon@denr.gov.ph

---

**PART II (To be accomplished by Supervisor)**

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

-Provide the necessary assistance.

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

-Yes

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

Yes ☒ No ☐ Others ☐

If yes, please specify courses

Submitted by:

  
**KATHLEENE KHYE F. MOZO**

Attendee

June 29, 2022

Date

Noted/Confirmed by:

  
**LEONARD T. CALUYA**

Supervisor

TDD, Chief



## INDIVIDUAL LEARNING REPORT

Name of Participant : KEITH R. CASTILLO  
Office/Service : DENR-CENRO QUEZON, PALAWAN  
Training/Meeting Title : AUTHORIZING THE CONDUCT OF TRAINING ON  
COASTAL VULNERABILITY ASSESSMENT  
Learning Providers : MIMAROPA REGION  
Inclusive Dates : JUNE 21-23, 2022  
Venue : OCCIDENTAL MINDORO  
Via Online Platform (Zoom)

### PART I (To be accomplished by Participant)

#### EVALUATION OF THE COURSE

##### Technical Content

The objective of this learning event is to be able to determine the vulnerability of coastal areas and develop programs to increase resiliency to the impact of climate change.

##### Impressions / Comments

The participants were all active in participating and the speakers are clever and conversant in accommodating all the comments and suggestion of participants.

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

It would help me perform my job/task specifically in my designated field of assignment and it easy to understand the technical terms regarding with the vulnerability of coastal areas.

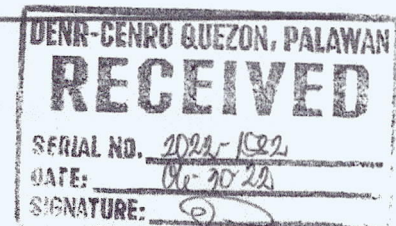
#### RECOMMENDATIONS

It is hereby recommended that Higher Office to conduct another or series of training on vulnerability assessment. Moreover, sooner there will be again a learning event annex to this.

#### POST LEARNING ACTION PLAN/PROPOSAL

---

I proposed to conduct another or series of training that includes the presence of Barangay Local Government Unit (LGU) Officials and Residence in the subject/ affected areas.



**PART II (To be accomplished by Supervisor)**

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

-Provide the necessary assistance.

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

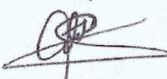
-Yes

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

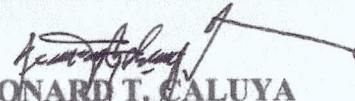
Yes ☒ No ☐ Others ☐

If yes, please specify courses

Submitted by:

  
**KEITH R. CASTILLO**  
Attendee

Noted/Confirmed by:

  
**LEONARD T. CALUYA**  
Supervisor

June 29, 2022

Date

TDD, Chief





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 11, 2022

**MEMORANDUM**

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

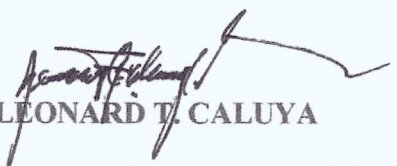
FROM : The Community Environment and  
Natural Resources Officer  
Quezon, Palawan

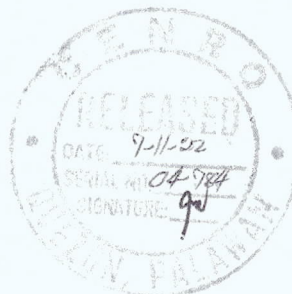
SUBJECT : **INDIVIDUAL LEARNING REPORTS SUBMITTED BY  
CENRO-QUEZON PERSONNEL ~~IN~~ THEIR ATTENDANCE TO  
TRAINING ON COASTAL VULNERABILITY ASSESSMENT  
ON JUNE 21-23, 2022 AT OCCIDENTAL MINDORO**

Respectfully forwarded the Individual Learning Reports of personnel of this Office in compliance to the Regional Special Order No. 170, Series of 2022 re: Authorizing the conduct of training on Coastal Vulnerability Assessment on June 21-23, 2022 in Occidental Mindoro.

The learning event is useful in determining the vulnerability of coastal areas and develop programs to increase resiliency to the impact of climate change. They proposed for another series of training that includes the presence of Barangay Local Government Unit (LGU) Officials and Residence in the subject/affected areas.

For your information and record.

  
LEONARD T. CALUYA





Republic of the Philippines  
Department of Environment and Natural Resources  
Region IV- MIMAROPA

COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE

Barangay III (Poblacion), Roxas, Palawan

Contact No. 09171606578 / 09175028647

Email address: [cenroroxaspalawan@denr.gov.ph](mailto:cenroroxaspalawan@denr.gov.ph)

August 22, 2022

MEMORANDUM

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

**FROM** : The Community Environment and Natural Resources Officer  
Roxas, Palawan


**SUBJECT** : **INDIVIDUAL LEARNING REPORT**

Respectfully forwarded is the Individual Learning Report on ENR Frontline Course last August 8-12, 15-16, 2022 via zoom, to wit:

NAME	POSITION
Maria Angelica B. dela Pena	Credit Officer I
Karl Aries H. Sumandal	Forest Technician II
Glenn Dexter B. Eleazar	Forest Technician II
Marina Joy Bose-Magdayao	Admin. Aide VI
Charlie A. Rabang	Forest Ranger

For information and record.

  
PABLO L. CRUZ

DENR-CENRO ROXAS  
RELEASED  
DATE AUG 22 2022  
BY:   
DOC. NO. 2022-08-1324

# INDIVIDUAL LEARNING REPORT



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

Name of Participant:	MARIA ANGELICA B. DELA PENA
Office/ Service:	CENRO-ROXAS, PALAWAN
Training Title:	ENR FRONTLINE COURSE
Learning Providers:	DENR-MIMAROPA - REGIONAL HRDS
Inclusive Dates:	AUG. 8-12, 15-16, 2022
Venue:	VIA ZOOM

## I. EVALUATION OF THE COURSE

### Topic Content:

### Discussion of the following topics:

#### FOREST MANAGEMENT SERVICES

- FMB Mandate, Organizational Structure, Vision
- Overview of Philippine Forestry and land Classification
- World forest cover vs. Philippine Forest Cover
- Forest Cover Change of the Philippines, by Region, Province
- Extent of Natural Forest Cover loss in the last 100 year
- PD 705, EO 23, etc.
- Relevant Forestry Laws
- Forms of DENR Guidelines
- Short-term and long-term permits & current guidelines
- Forestry Law Enforcement
- Illegal logging criteria & global recognition
- International forestry initiatives addressing illegal logging

#### \*LAND MANAGEMENT SERVICES

- LMB Mandate, Organization Structure
- Major Functions of LMB EO 192
- The Philippines Land Resources
- Private Rights to Land (regalian Doctrine, Torrens System)
- Creation of the Bureau of Public Lands and 1st Public land Act
- Act 1120 or Friar Land Act, Act 2874- 2nd Public land Act, Commonwealth Act 141
- Constitutional Provisions on Natural resources
- Possession vs. ownership
- Classification of Land Accdg. to ownership
- Modes of acquiring titles
- Status of land titling
- Free Patent, Homestead Patent, Qualifications of Applicants, Sales Patent
- Lease, Term of Lease
- Limits of areas for Residential FPs
- Foreshore, Foreshore land Disposition
- Land Management vs. Land Admin.
- Overall process

#### \*DENR's Organizational Structure, Vision, Mission, Mandate

- Mandate, Mission and Vision
- Organizational Structure
- 10 Major Programs
- Ambisyon Natin 2040

#### \*Mining Resources Management 101

- History of MGB
- Mining defined



- Open Pit, Quarrying, Strip Mining, Auger Mining
- Evolution of the Phil. Mining Law
- Laws that regulates mining in the Phil.
- Anti-mining sentiments and its results
- Policy update EO No. 79 & 130, DAO 2021-40
- New Policies
- Why do we mine?
- Social and Environmental Programs
- Economic Contributions of Mining
- Distribution of Govt. Share for LGUs
- Stages of Mining and activities/ requirements
- CDP vs. SDMP
- Mining Rights
- Qualified Person
- Mining Rights granted by the OP/DENR/MGB
- Other Mining tenements issued by the DENR
- LGU issued mining rights
- Small scale mining law
- DAO No. 2022-03
- Grounds for Cancellation, Revocation and termination of Mining Permit/ contract
- Role of the LGU
- Use of gold in renewable and advance technology

**\*ENVIRONMENTAL MANAGEMENT**

- Agency declaration of policy
- State policy on Environmental Protection
- Laws relative to Environmental Management
- The Philippine Environmental Impact System
- ECC
- Toxic Substances and Hazardous Waste
- Philippine Clean Air Act
- Ecological Solid Waste Management
- Philippine Clean Water Act
- Permits
- Guide in applying for CNC

**\*CLIMATE CHANGE, GREENHOUSE GASES & OZONE DEPLETING SUBSTANCE**

- Climate vs. Weather
- Climate System
- Types of Climate in the Philippines
- Greenhouse Effect, sources of Greenhouse Gases
- Climate Change, its effects, evidence & impacts
- What can we do? Mitigation measures & strategies

**\* ENR RESEARCH AND DEVELOPMENT**

- Introduction
- ERDB Org. Structure, Loc. Of Units Functions and other Rationalization Plan
- Mission, Vision, Mandates, Functions
- Facilities
- Ecosystem Research, Development and Extension
- ENR RDE framework
- RDE Programs and Support Services
- The ENR RDE Cycle
- Types of Technologies
- How do we reach out?
- From research to technologies & policies

**\*CODE OF CONDUCT & ETHICAL STANDARDS FOR OFFICIAL AND EMPLOYEES**

- Public Accountability
- RA No. 6713
- 2017 Rules on Administrative Cases in Civil Service

- -RA 6713
- \*ANTI-RED TAPE ACT OF 2007**
  - Purpose
  - Re-engineering of Systems and Procedures
  - Citizen's Charter
  - Zero contact Transactions
  - Accountability of Heads of Offices and agencies
- \*FINANCIAL LITERACY**
  - Financial Planning
  - Practical Tips or tools on proper financial planning
  - Financial Planning cycle
  - Importance of Financial Planning
- \*SERVICE EXCELLENCE WAY FORWARD**
  - Client service
  - Know who is the boss
  - Proper etiquette in handling clients
  - Forms of addresses/ title
- \* BIODIVERSITY MANAGEMENT SERVICES**
  - Protected Areas and Wildlife Bureau
  - EO 366-Rationalization Plan
  - Biodiversity Managemnet Bureau
  - Mission, Vision, Tasks, Org. Structure, Functions
  - Legal Basis
  - Biodiversity
  - Philippine Biodiversity
  - Mega-diversity
  - Coastal and Marine Biodiversity
  - Approaches to Biodiversity Conservation
  - CITES
  - Protected Areas
  - Legal Framework

**Impression/ Comments:**

We're very thankful and grateful to the DENR especially to the facilitators. We are lucky and privileged to have this kind of orientation.

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

The orientation gives emphasis to us because we will be able to perform our duties and responsibilities in line with the rules and policies given by the organization. The information, knowledge and ideas that we gained from the activity will be able to help us in our job or even in our personal future plans.

**III. RECOMMENDATIONS:**

More trainings, workshops or orientation for us to deepen our knowledge about our job and on organization and to be able to render effective/ efficient service.

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

Proposed Plan/ Activity/ Output	Time Frame
Attend on possible workshops and trainings in line with my position and on organization.	August 8-12, 15-16, 2022

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

**How will you support the post learning action plan/ proposal?**

---



---



---



---

Have you discussed any concern/ resource needed by your subordinate so that he/ she can effectively transfer 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 by:

  
MARIA ANGELICA DELA PENA

Attendee

Noted/ Confirmed by:

  
PABLO L. CRUZ

Supervisor

22-Aug-22

Date





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

Barangay III (Poblacion), Roxas, Palawan  
Contact No. 09171606578 / 09175028647  
Email address: [cenroroxaspalawan@denr.gov.ph](mailto:cenroroxaspalawan@denr.gov.ph)



**INDIVIDUAL LEARNING REPORT**

Part 1

Name of Participant:	KARL ARIES H. SUMANDAL
Office/Service:	DENR CENRO Roxas, Palawan
Training Title:	ENVIRONMENT AND NATURAL RESOURCES (ENR) FRONTLINE COURSE
Learning Providers:	
Inclusive Dates:	August 8-12, 2022 and August 15-16, 2022
Venue:	Webinar

**I. EVALUATION OF THE COURSE:**

Technical Content

Topics:

- The DENR in Retrospect
  - DENR's Organizational Structure
  - DENR's Vision, Mission, Mandate and Core Values
  - Office Protocol and Etiquette
- ENR Frontline Services
  - Forest Resource Management Services
  - Land Management Services
  - Biodiversity Conservation and Management Services
  - Mining Resources Management Services
  - Environmental Management Services
  - ENR Research Services
  - Water Resources Management Services
- Ease of Doing Business and Efficient Government Service Delivery
  - Ethics in DENR
  - RA 11032
  - Anti-Red Tape Act
- Service Excellence
  - Financial Literacy (Financial Planning, Saving and Budgeting)
  - Client Service Excellence



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

Barangay III (Poblacion), Roxas, Palawan  
Contact No. 09171606578 / 09175028647  
Email address: [cenroroxaspalawan@denr.gov.ph](mailto:cenroroxaspalawan@denr.gov.ph)

**Impression/Comments:**

- The webinar was participated by different CENRO and PENRO employees in Palawan
- I became more familiar in the DENR mandates, core values, protocols and etiquettes
- All the topics discussed are useful and timely specially in our work
- I learned different laws in every frontline services that the DENR offers
- I appreciate the topic about financial literacy that may help us improve our savings and budgeting skills

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

- The training is relevant to my work because I am assigned in the Conservation Development Section which deals in a lot of programs in the DENR. I am assigned in fieldworks where we are always engaged in the communities. We encounter a lot of questions from the people about the services we offer, now I am more equipped to answer those questions and give ideas that may help their queries and concerns.

**III. RECOMMENDATIONS**

- The Environment and Natural Resources (ENR) frontline course are very important for us DENR employees. It is best that we all appreciate and learn all the services that we offer in DENR. I think it is also best to have a specialized training specifically for every sections that we are assigned

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

Proposed Plan/Activity/Output	Time Frame
1. Conduct IEC about the services in Forest Management Bureau and Biodiversity Management Bureau in the community.	October 2022

Part 2 (to be accomplished by Supervisor)

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

- Send employee to more trainings related to Forest Management Bureau and Biodiversity Management Bureau
- If possible, include the learnings in job performance.





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

Barangay III (Poblacion), Roxas, Palawan  
Contact No. 09171606578 / 09175028647  
Email address: [cenroroxaspalawan@denr.gov.ph](mailto:cenroroxaspalawan@denr.gov.ph)

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

- No

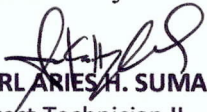
Would you be willing to send him/her again to other training/seminar/conference?

Yes    /    No    Others   

If yes, please specify courses

- Trainings related to the services offered by the DENR specially related to the Conservation and Development Section.

Submitted by:

  
**KARL ARIES H. SUMANDAL**  
Forest Technician II

Noted/Confirmed by:

  
**RENSY L. MAGDAYAO**  
Forester II/ Chief CDS

Date: August 22, 2022

INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

Name of Participant:	GLENN DEXTER A. ELEAZAR
Office/ Service:	CENRO-ROXAS, PALAWAN
Training Title:	ENR FRONTLINE COURSE
Learning Providers:	DENR-MIMAROPA - REGIONAL HRDS
Inclusive Dates:	AUGUST 08-16, 2022
Venue:	VIA ZOOM

I. EVALUATION OF THE COURSE

Topic Content:

Discussion of the following topics:

\*OPENING PROGRAM

- Registration
- Pre-Test
- Unfreezing Activity " Ako ay Kalikasan"

\*THE DENR IN RETROSPECT

- DENR's Organizational Structure
- DENR's Vision, Mission and Core Values
  - + Vision
  - + Mission
  - + Core Values
    - \*Discipline
    - \*Excellence
    - \*Nobility
    - \*Responsibility
- Office Protocol and Etiquette

\*ENR FRONTLINE SERVICES

-Forest Resources Managament Services

- + Overview of Philippine Forestry - Land Classification
  - \*Total Land Area - 29,987,008 ha
    - Forestland/Timberland - 15,792,333 hectares (53%)
    - Alienable & Disposable Land - 14,194,675 (47%)
- +FMB Mission, Vision and Mandate
- +Landmark Regulations in Forestry Law Enforcement
- +Presidential Decree No. 705
- +Executive Order No. 277
- +Laws and Guidelines prohibiting cutting, gathering and disposition of trees
- +Priority of Forest Management
- +Executive Order No. 23
- +Policies on Tree Cutting
- +Requirement in securing Tree Cutting Permit
- +Procedures in the issuance of TCP
- +Basic Forestry Law

-Land Management Services

- +Mandate
- +Act 1120 or Friar Lands Act
- +Act 926 (Public Land Act of 1903)
- +Commonwealth Act 141
- +Executive Order No. 192
- +Second Public Land Act (Act 2874)
- +The Philippines' Land Resources (Total Land Area = 29.7m hectares, Total Population = 100+ million)
- +Difference between Possession and Ownership
- +Torrens System
- +Act 218
- +Regalian Doctrine
- +Public Lands (Alienable and Disposable and Non-Alienable and Disposable)
- +Land Administration and Management
- +Modes of Acquiring Titles

-Environmental Management Services

- +Climate Change
- +Awareness and Information Dissemination as Adaptation Strategies to Climate Change
- +Greenhouse Gases (GHGs)
- +Rise of Sea Levels
- +Climate Change Impacts





- \*Coastal/Marine Ecosystem
- \*Agriculture
- \*Human Health
- \*Water Resources
- \*Forests/Biodiversity
- \*Industry and Energy
- +Evidence of Climate Change
- +Permits
- +Difference between Climate and Weather
- +Human(Anthropogenic) Sources of GHGs
- +Beneficial Use of Water
- +Guide in applying for CNC (Certificate of Non-Coverage)
- +Laws Relative to Environmental Management
- +Hazardous Waster
- +Philippine Clean Air Act of 1999 (Republic Act No. 8749)
- +Republic Act No. 6969
- +Pollution Sources
- +The Philippine Environmental Impact Statement System (Presidential Decree No. 1586)
- +Ecological Solid Waste Management (Republic Act No. 9003)
- +Priority Chemicals List
- +Chemical Control Orders
- +Toxic Substance and Hazardous Waste (Republic Act No. 6969)
- +Marine Water Classification
- +Guide in applying for an ECC (Certificate of Non-Coverage)
- Biodiversity Management Services**
  - +What is Biodiversity?
    - \*Three Hierarchical Levels
      - Genetic, Species and Ecosystem
  - +Kinds of Ecosystem: Grassland, Freshwater, Marine, Mangrove and Wetland
  - +Legal Basis - Republic Acts : RA 3571, RA 7586, RA 10629,
  - +Legal Basis - Executive Orders: E.O. 578 and E.O. 533
  - +Philippine Biodiversity
  - +Functions of BMB
  - +Protected Area and Wildlife Bureau (PAWB) - 22 June 1987
  - + BMB Mission and Vision
  - +Species Diversity, Genetic Diversity
  - +E.O. 366 - Rationalization Plan (PAWB was renamed as BIODIVERSITY MANAGEMENT BUREAU)
- Mining Resources Management Services**
  - +Mining Rights
  - +MPSA, FTAA and MPP
  - +DAO No. 2022-03
  - +Use of Gold in renewable and advance technology
  - +Exploration, Development and Utilization
  - +Mining Rights issued by the DENR/MGB
  - +Small Scale Mining Law
  - +Other Mining Tenements issued by the DENR
  - +2015-2030 UN Agenda
  - +New Policies: DAO No. 2016-01, MGB MC No. 2018-002, DAO No. 2021-37, DAO No. 2022-04
  - E.O. No. 79, E.O. No. 130
  - +Why do we mine?
  - +Mines and Geosciences Bureau
  - +Social and Environmental Programs
  - +Economic contribution of Mining
  - +Evolution of the Philippine Mining Law
  - +Anti-Mining Sentiments
  - +Stages of Mining and Activities/Requirements
- Water Resources Management Services**
  - +National Water Resource Board (NWRB)
    - \*Profile and Mandates
  - +History of NWRB
  - +Philippine Water Code of 1976 (PD 1067)
  - +Legal Mandates: PD 1067, EO 124-A, EO 860, PD 424, PD 1206, EO 123
  - +The NWRB Board
  - +Existing Legal/Policy Framework (The 1987 Philippine Constitution)
  - +Priority Use of Water
  - +NWRB STANDARD RULES AND REGULATIONS IN THE WATERWORKS OPERATION
  - +You can survive..... 3 minutes w/o air, 3 mins. w/o water and 3 weeks w/o food
  - +Certificate of Public Convenience (CPC)
  - +Water Resource Regulation
  - +Transfer, Suspension, Revocation, Modification and Cancellation of Water Permit
  - +Uses of Water and Criteria for Approving Water Rights
  - +Global Water Resources

**-ENE Research Services**

- +ENR Research, Development and Extension
- +ERDB Vision, Mission, Mandates and Functions
- +Technology Transfer Cycle
- +Article XIV, Section 10 of the 1987 Philippine Constitution
- +ERDB Facilities
- +ENR RDE Framework 2011-2022
- +Types of Technologies

**-Ethics in DENR**

- +RA No. 6713 (The Code of Conduct and Ethical Standards for Public Officials and Employees)
- +Concepts: Code, Conduct and Ethics
- +Corruption
- +Norms of Conduct
- +Accountability of Public Officers
- +Criminal Liability and Civil Liability
- +Law and Ethics
- +Code of Conduct and Ethical Standards
- +2017 Rules on Administrative Cases in the Civil Service (2017 RACCS) CSC Resolution No. 1701077
- +Prohibited Acts and Transactions
- +Jurisdiction of Disciplining Authority
- +Formal Charge, Disciplinary Cases, Formal Investigation and Preventive Cases
- +Sexual Harassment Cases (CSC Resolution No. 010940 of 2001) Sec. 51-A, Anti-Red Tape Act (ARTA) (RA No. 9485 of 2007; CSC Resolution No. 081471 of 2008) Sec. 51-B

**-Anti-Red Tape Act**

- +RA 9485 (ARTA OF 2007), RA 11032 (EODB EGSD ACT OF 2018)
- +Joint Memorandum Circular 2019-001
- +Sexual Harassment
- +Salient Point of RA 11032
- +Grave Offenses, Kinds of Administrative Penalties, Less Grave Offenses, Administrative Offenses, Light Offenses
- +Offenses, Accessing Government Services, Streamlining and Process Improvement on Critical Areas, Regulatory Impact Assessment (RIA), Updating Citizen's Charter

**-Financial Literacy (Financial Planning, Saving and Budgeting)**

- +What is Financial Education, Financial Literacy and Financial Capability?
- +How do you find the career of your Dreams?
- +Obstacles to Savings
- +Why do we need to save?
- +Steps to Financial Freedom: Plan, Save, Invest
- +Importance of Fin-Ed
- +Financial Literacy of Filipino
- +The Correct Saving Formula: Income - Savings = Expenses
- +What is Saving? Savings?
- +Financial Plan Journey
- +Why don't we Save.....
- +Life Cycle Events
- +Smart Spending Saves (3s)
- +Saving is LIFE
- +Balance Budgeting Rule (50/30/20)

**-Client Service Excellence**

- +What is Client Service?
- +Know who is the BOSS
- +Identify and Anticipate Needs
- +Appreciate the power of "YES"
- +Basic Performance Skills
- +Respect
- +Professionalism
- +The ability to listen closely to the Client
- +Time Management Skills
- +Service Knowledge
- +Situation Evaluation and Analysis
- +Body Language is KEY
- +Organizational Skills

**Impression/ Comments:**

We're very thankful and grateful to the DENR especially to the facilitators and Resource Speakers. We are lucky and privileged to have this ENR Frontline Course in order for us to work efficiently and grow as an employee and as an individual.



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

The 7-day ENR Frontline Course gives emphasis to all of the employees because we will be e able to perform our duties and responsibilities in line with the rules and policies given by the organization. The information, knowledge and ideas that we gained from the activity will be able to help us in our job or even in our personal future plans.

III. RECOMMENDATIONS:

More trainings, workshops or orientation for all of the employees to deepen our knowledge about our job and on our Department.

IV. POST LEARNING ACTION PLAN/ PROPOSAL

Proposed Plan/ Activity/ Output	Time Frame
Attend on possible workshops and trainings in line with my position and on organization.	2022-2023

Part 2. (To be prepared by the Supervisor)

How will you support the post learning action plan/ proposal?

• Send employee to more training related to his jobs especially in line with CHFM.

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

No

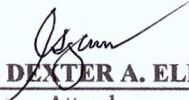
Would you be willing to send him/ her again to other training/ seminar/ conference?

Yes ☒ No ☐ Others ☐

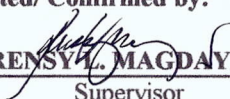
If yes, please specify courses

Training related to his job to enhance his knowledge and skills

Submitted by:

  
GLENN DEXTER A. ELEAZAR  
Attendee

Noted/ Confirmed by:

  
RENSYL L. MAGDAYAO  
Supervisor

August 23, 2022

Date



## INDIVIDUAL LEARNING REPORT



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

**Name of Participant :** MARINA JOY B. MAGDAYAO  
**Office/ Service :** CENRO-ROXAS, PALAWAN  
**Training Title :** ENR FRONTLINE COURSE  
**Learning Providers :** DENR-MIMAROPA - REGIONAL HRDS  
**Inclusive Dates :** AUG. 8-12, 15-16, 2022  
**Venue :** WEBINAR

### **I. EVALUATION OF THE COURSE**

#### **Topic Content:**

#### **Discussion of the following topics:**

##### **❖ FOREST MANAGEMENT SERVICES**

- FMB Mandate, Organizational Structure, Vision
- Overview of Philippine Forestry and land Classification
- World forest cover vs. Philippine Forest Cover
- Forest Cover Change of the Philippines, by Region, Province
- Extent of Natural Forest Cover loss in the last 100 year
- PD 705, EO 23, etc.
- Landmark Regulations in Forestry Law Enforcement
- Forms of DENR Guidelines
- Short-term permits, Cutting permits or Authorities & current guidelines
- Tree cutting permit and Special uses of Forest lands and Legal basis
- Illegal logging criteria & global recognition
- International forestry initiatives addressing illegal logging

##### **❖ LAND MANAGEMENT SERVICES**

- LMB Mandate, Organization Structure
- Major Functions of LMB EO 192
- The Philippines Land Resources
- Private Rights to Land (Regalian Doctrine, Torrens System)
- Creation of the Bureau of Public Lands and 1st Public land Act
- Act 1120 or Friar Land Act, Act 2874- 2nd Public land Act, Commonwealth Act 141
- Constitutional Provisions on Natural resources
- Possession vs. ownership
- Classification of Land According to ownership
- Modes of acquiring titles
- Status of land titling
- Free Patent, Homestead Patent, Qualifications of Applicants, Sales Patent

- Lease, Term of Lease
- Limits of areas for Residential FPs
- Foreshore, Foreshore land Disposition
- Land Management vs. Land Admin.
- Overall process

❖ **DENR's Organizational Structure, Vision, Mission, Mandate**

- Mandate, Mission and Vision
- The Line Bureaus and Staff Bureaus
- Organizational Structure
- DENR Commitments
- Overall strategic Framework
- 10 Major Programs
- “Ambisyon Natin 2040”
- DENR Core Values

• **Mining Resources Management 101**

- History of MGB
- Mining defined
- Open Pit, Quarrying, Strip Mining, Auger Mining
- Evolution of the Phil. Mining Law
- Laws that regulates mining in the Phil.
- Anti-mining sentiments and its results
- Policy update EO No. 79 & 130, DAO 2021-40
- New Policies
- Why do we mine?
- Social and Environmental Programs
- Economic Contributions of Mining
- Distribution of Govt. Share for LGUs
- Stages of Mining and activities/ requirements
- CDP vs. SDMP
- Mining Rights and Qualification of persons to apply for permit
- Mining Rights granted by the OP/DENR/MGB
- Other Mining tenements issued by the DENR
- LGU issued mining rights and Roles of LGU
- Small scale mining law
- DAO No. 2022-03
- Grounds for Cancellation, Revocation and termination of Mining Permit/ contract
- Use of gold in renewable and advance technology
- **ENVIRONMENTAL MANAGEMENT**
- Agency declaration of policy
- State policy on Environmental Protection
- Laws relative to Environmental Management
- The Philippine Environmental Impact System
- Toxic Substances and Hazardous Waste

- Philippine Clean Air Act of 1999
- Ecological Solid Waste Management
- Philippine Clean Water Act
- Permits, ECC, CNC, Online filing of Application

#### ❖ **CLIMATE CHANGE, GREENHOUSE GASES & OZONE DEPLETING SUBSTANCE**

- Philippine Climate Change Act of 2009
- Climate vs. Weather
- Climate System
- Types of Climate in the Philippines
- Greenhouse Effect, sources of Greenhouse Gases
- Climate Change, its effects, evidence& impacts
- What can we do? Mitigation measures & strategies

#### ❖ **ENR RESEARCH AND DEVELOPMENT**

- Introduction
- ERDB Org. Structure, Loc. Of Units Functions and other Rationalization Plan
- Mission, Vision, Mandates, Functions and Facilities
- Deputized agents
- Ecosystem Research, Development and Extension
- ENR RDE framework
- RDE Programs and Support Services
- The ENR RDE Cycle
- Types of Technologies
- How do we reach out?
- From research to technologies & policies

#### ❖ **CODE OF CONDUCT & ETHICAL STANDARDS FOR OFFICIAL AND EMPLOYEES**

- Public Accountability
- RA No. 6713
- Norms of Conduct
- 2017 Rules on Administrative Cases in Civil Service

#### ❖ **ANTI-RED TAPE ACT OF 2007**

- Purpose
- Re-engineering of Systems and Procedures
- Citizen's Charter
- Zero contact Transactions
- Accountability of Heads of Offices and agencies

#### ❖ **FINANCIAL LITERACY**

- Financial Planning
- Steps to achieving Financial Freedom
- Practical Tips or tools on proper financial planning and successful saving



- Financial Planning cycle
- Importance of Financial Planning
- The ABCs in Budgeting
- ❖ **CLIENT SERVICE EXCELLENCE**
  - Client service
  - Know who is the boss
  - The 10 Commandments of Great Client Service
  - The Essential Client Service Skills
  - Client Service Tips: Back to Basics
  - The A to Z of Office Etiquette, Forms of addresses/ title
- ❖ **BIODIVERSITY MANAGEMENT SERVICES**
  - Protected Areas and Wildlife Bureau
  - EO 366-Rationalization Plan
  - Biodiversity Management Bureau
  - Mission, Vision, Tasks, Org. Structure, Functions
  - Legal Basis
  - Biodiversity
  - Philippine Biodiversity
  - 17 Mega-diversity Countries
  - Coastal and Marine Biodiversity
  - Approaches to Biodiversity Conservation, CITES
  - Protected Areas
  - Legal Framework

**Impression/ Comments:**

As a participant of this ENR course I am very thankful and grateful for the new learnings and the knowledge shared by the speakers, also very thankful for the facilitators during the discussions.

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

The course is very relevant to me as an employee in performing my task and also in dealing with colleagues and clients concern, issues and problems. This also serve as a refresher regarding the rules, regulations, policies and programs of the department. The knowledge, tips, and lessons gained during this course will help me to be able to perform my job better and for improvement not just as an employee but also as an individual.

**III. RECOMMENDATIONS:**

More trainings, seminars and workshops for us, employees of the department, to serve as venue of learning and renew our stored knowledge regarding the policies, programs, rules, regulations and laws that is needed in performing our daily task and responsibilities.

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

Proposed Plan/ Activity/ Output	Time Frame
To attend workshops and trainings related to my work of assignment and on the organization and also trainings and workshop to be able to enhance my other skills	2022-2023

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

**How will you support the post learning action plan/ proposal?**

By sending to attend different activities to improve the skills and experience in performing her task and other related work assigned to her, and to assign her task that may need her skills.

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

No

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


Yes ✓ No \_\_\_\_\_ Others \_\_\_\_\_

**If yes, please specify courses**

Mapping course, and Environmental Protection.

Submitted by

Noted/Confirmed by

  
MARINA JOY B. MAGDAYAO  
Attendee

  
MARIA CHRISTINE C. SINDAYEN  
OIC-Chief, Planning and Support Unit

Date : August 22, 2022

INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

Name of Participant:	CHARLIE A. RABANG
Office/ Service:	CENRO-ROXAS, PALAWAN
Training Title:	ENR FRONTLINE COURSE
Learning Providers:	DENR-MIMAROPA - REGIONAL HRDS
Inclusive Dates:	AUGUST 08-16, 2022
Venue:	VIA ZOOM

I. EVALUATION OF THE COURSE

Topic Content:

Discussion of the following topics:

\*OPENING PROGRAM

- Registration
- Pre-Test
- Unfreezing Activity " Ako ay Kalikasan"

\*THE DENR IN RETROSPECT

- DENR's Organizational Structure
- DENR's Vision, Mission and Core Values
  - + Vision
  - + Mission
  - + Core Values
    - \*Discipline
    - \*Excellence
    - \*Nobility
    - \*Responsibility
- Office Protocol and Etiquete

\*ENR FRONTLINE SERVICES

- Forest Resources Managment Services
  - + Overview of Philippine Forestry - Land Classification
    - \*Total Land Area - 29,987,008 ha
      - Forestland/Timberland - 15,792,333 hectares (53%)
      - Alienable & Disposable Land - 14,194,675 (47%)
  - +FMB Mission, Vision and Mandate
  - +Landmark Regulations in Forestry Law Enforcement
  - +Presidential Decree No. 705
  - +Executive Order No. 277
  - +Laws and Guidelines prohibiting cutting, gathering and disposition of trees
  - +Priority of Forest Management
  - +Executive Order No. 23
  - +Policies on Tree Cutting
  - +Requirement in securing Tree Cutting Permit
  - +Procedures in the issuance of TCP
  - +Basic Forestry Law
- Land Management Services
  - +Mandate
  - +Act 1120 or Friar Lands Act
  - +Act 926 (Public Land Act of 1903)
  - +Commonwealth Act 141
  - +Executive Order No. 192
  - +Second Public Land Act (Act 2874)
  - +The Philippines' Land Resources (Total Land Area = 29.7m hectares, Total Population = 100+ million)
  - +Difference between Possession and Ownership
  - +Torrens System
  - +Act 218
  - +Regalian Doctrine
  - +Public Lands (Alienable and Disposable and Non-Alienable and Disposable)
  - +Land Administration and Management
  - +Modes of Acquiring Titles
- Environmental Management Services
  - +Climate Change
  - +Awareness and Information Dissemination as Adaptation Strategies to Climate Change
  - +Greenhouse Gases (GHGs)
  - +Rise of Sea Levels
  - +Climate Change Impacts



- \*Coastal/Marine Ecosystem
- \*Agriculture
- \*Human Health
- \*Water Resources
- \*Forests/Biodiversity
- \*Industry and Energy
- +Evidence of Climate Change
- +Permits
- +Difference between Climate and Weather
- +Human(Anthropogenic) Sources of GHGs
- +Beneficial Use of Water
- +Guide in applying for CNC (Certificate of Non-Coverage)
- +Laws Relative to Environmental Management
- +Hazardous Waster
- +Philippine Clean Air Act of 1999 (Republic Act No. 8749)
- +Republic Act No. 6969
- +Pollution Sources
- +The Philippine Environmental Impact Statement System (Presidential Decree No. 1586)
- +Ecological Solid Waste Management (Republic Act No. 9003)
- +Priority Chemicals List
- +Chemical Control Orders
- +Toxic Substance and Hazardous Waste (Republic Act No. 6969)
- +Marine Water Classification
- +Guide in applying for an ECC (Certificate of Non-Coverage)
- Biodiversity Management Services**
  - +What is Biodiversity?
    - \*Three Hierarchical Levels
      - Genetic, Species and Ecosystem
  - +Kinds of Ecosystem: Grassland, Freshwater, Marine, Mangrove and Wetland
  - +Legal Basis - Republic Acts : RA 3571, RA 7586, RA 10629,
  - +Legal Basis - Executive Orders: E.O. 578 and E.O. 533
  - +Philippine Biodiversity
  - +Functions of BMB
  - +Protected Area and Wildlife Bureau (PAWB) - 22 June 1987
  - + BMB Mission and Vision
  - +Species Diversity, Genetic Diversity
  - +E.O. 366 - Rationalization Plan (PAWB was renamed as BIODIVERSITY MANAGEMENT BUREAU)
- Mining Resources Management Services**
  - +Mining Rights
  - +MPSA, FTAA and MPP
  - +DAO No. 2022-03
  - +Use of Gold in renewable and advance tehnology
  - +Exploration, Development and Utilization
  - +Mining Rights issued by the DENR/MGB
  - +Small Scale Mining Law
  - +Other Mining Tenements issued by the DENR
  - +2015-2030 UN Agenda
  - +New Policies: DAO No. 2016-01, MGB MC No. 2018-002, DAO No. 2021-37, DAO No. 2022-04
  - E.O. No. 79, E.O. No. 130
  - +Why do we mine?
  - +Mines and Geosciences Burea
  - +Social and Environmental Programs
  - +Economic contribution of Mining
  - +Evolution of the Philippine Mining Law
  - +Anti-Mining Sentiments
  - +Stages of Mining and Activities/Requirements
- Water Resources Management Services**
  - +National Water Resource Board (NWRB)
    - \*Profile and Mandates
  - +History of NWRB
  - +Philippine Water Code of 1976 (PD 1067)
  - +Legal Mandates: PD 1067, EO 124-A, EO 860, PD 424, PD 1206, EO 123
  - +The NWRB Board
  - +Existing Legal/Policy Framework (The 1987 Philippine Constitution)
  - +Priority Use of Water
  - +NWRB STANDARD RULES AND REGULATIONS IN THE WATERWORKS OPERATION
  - +You can survive..... 3 minutes w/o air, 3 mins. w/o water and 3 weeks w/o food
  - +Certificate of Public Convenience (CPC)
  - +Water Resource Regulation
  - +Transfer, Suspension, Revocation, Modification and Cancellation of Water Permit
  - +Uses of Water and Criteria for Approving Water Rights
  - +Global Water Resources

**-ENE Research Services**

- +ENR, Research, Development and Extension
- +ERDB Vision, Mission, Mandates and Functions
- +Technology Transfer Cycle
- +Article XIV, Section 10 of the 1987 Philippine Constitution
- +ERDB Facilities
- +ENR RDE Framework 2011-2022
- +Types of Technologies

**-Ethics in DENR**

- +RA No. 6713 (The Code of Conduct and Ethical Standards for Public Officials and Employees)
- +Concepts: Code, Conduct and Ethics
- +Corruption
- +Norms of Conduct
- +Accountability of Public Officers
- +Criminal Liability and Civil Liability
- +Law and Ethics
- +Code of Conduct and Ethical Standards
- +2017 Rules on Administrative Cases in the Civil Service (2017 RACCS) CSC Resolution No. 1701077
- +Prohibited Acts and Transactions
- +Jurisdiction of Disciplining Authority
- +Formal Charge, Disciplinary Cases, Formal Investigation and Preventive Cases
- +Sexual Harassment Cases (CSC Resolution No. 010940 of 2001) Sec. 51-A, Anti-Red Tape Act (ARTA) (RA No. 9485 of 2007; CSC Resolution No. 081471 of 2008) Sec. 51-B

**-Anti-Red Tape Act**

- +RA 9485 (ARTA OF 2007), RA 11032 (EODB EGSD ACT OF 2018)
- +Joint Memorandum Circular 2019-001
- +Sexual Harassment
- +Salient Point of RA 11032
- +Grave Offenses, Kinds of Administrative Penalties, Less Grave Offenses, Administrative Offenses, Light Offenses
- +Offenses, Accessing Government Services, Streamlining and Process Improvement on Critical Areas, Regulatory Impact Assessment (RIA), Updating Citizen's Charter

**-Financial Literacy (Financial Planning, Saving and Budgeting)**

- +What is Financial Education, Financial Literacy and Financial Capability?
- +How do you find the career of your Dreams?
- +Obstacles to Savings
- +Why do we need to save?
- +Steps to Financial Freedom: Plan, Save, Invest
- +Importance of Fin-Ed
- +Financial Literacy of Filipino
- +The Correct Saving Formula: Income - Savings = Expenses
- +What is Saving? Savings?
- +Financial Plan Journey
- +Why don't we Save.....
- +Life Cycle Events
- +Smart Spending Saves (3s)
- +Saving is LIFE
- +Balance Budgeting Rule (50/30/20)

**-Client Service Excellence**

- +What is Client Service?
- +Know who is the BOSS
- +Identify and Anticipate Needs
- +Appreciate the power of "YES"
- +Basic Performance Skills
- +Respect
- +Professionalism
- +The ability to listen closely to the Client
- +Time Management Skills
- +Service Knowledge
- +Situation Evaluation and Analysis
- +Body Language is KEY
- +Organizational Skills

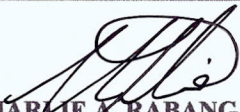

**Impression/ Comments:**

We are lucky and privileged to have this ENR Frontline Course in order for us to work efficiently and grow as an employee and as an individual. Thank you to all the resource speakers for sharing the knowledge.



<b>II. RELEVANCE OF THE LEARNING EVENT TO PARTICIPANT'S WORK/ FUNCTION:</b>  The 7-day ENR Frontline Course gives emphasis to all of the employees because we will be able to perform our duties and responsibilities in line with the rules and policies given by the organization. The information, knowledge and ideas that we gained from the activity will be able to help us in our job or even in our personal future plans.	
<b>III. RECOMMENDATIONS:</b>  More trainings, workshops or orientation for all of the employees to deepen our knowledge about our job and on our Department.	
<b>IV. POST LEARNING ACTION PLAN/ PROPOSAL</b>	
<b>Proposed Plan/ Activity/ Output</b>	<b>Time Frame</b>
Attend on possible workshops and trainings in line with my position and on organization. Conduct IEC on Environmental Protection.	2022-2023

<b>Part 2. (To be prepared by the Supervisor)</b>
<b>How will you support the post learning action plan/ proposal?</b>
Inclusion in trainings related to his position.
<b>Have you discussed any concern/ resource needed by your subordinate so that he/ she can effectively transfer the skills and knowledge gained from the training?</b>
No.
<b>Would you be willing to send him/ her again to other training/ seminar/ conference?</b>
Yes ___/___      No ___      Others ___
<b>If yes, please specify courses</b>
Environmental Protection Course.

<b>Submitted by:</b>  <b>CHARLIE A. RABANG</b> Attendee	<b>Noted/ Confirmed by:</b>  <b>MARCES C. LASANGEN</b> Supervisor
<b>August 23, 2022</b> Date	





Republic of the Philippines  
Department of Environment and Natural Resources  
Region IV- MIMAROPA  
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE  
Barangay III (Poblacion), Roxas, Palawan  
Contact No. 09171606578 / 09175028647  
Email address: [cenroroxaspalawan@denr.gov.ph](mailto:cenroroxaspalawan@denr.gov.ph)

August 22, 2022

MEMORANDUM

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

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

SUBJECT : INDIVIDUAL LEARNING REPORT

Respectfully forwarded is the Individual Learning Report on ENR Frontline Course last August 8-12, 15-16, 2022 via zoom, to wit:

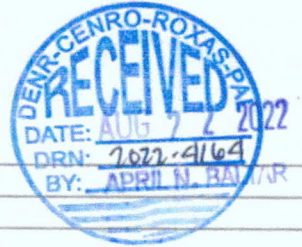
NAME	POSITION
Maria Angelica B. dela Pena	Credit Officer I
Karl Aries H. Sumandal	Forest Technician II
Glenn Dexter B. Eleazar	Forest Technician II
Marina Joy Bose-Magdayao	Admin. Aide VI
Charlie A. Rabang	Forest Ranger

For information and record.

  
PABLO L. CRUZ

DENR-CENRO ROXAS  
RELEASED  
DATE: AUG 22 2022  
BY: \_\_\_\_\_  
DOC. NO. 2022-08-1324

## INDIVIDUAL LEARNING REPORT



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

<b>Name of Participant:</b>	MARIA ANGELICA B. DELA PENA
<b>Office/ Service:</b>	CENRO-ROXAS, PALAWAN
<b>Training Title:</b>	ENR FRONTLINE COURSE
<b>Learning Providers:</b>	DENR-MIMAROPA - REGIONAL HRDS
<b>Inclusive Dates:</b>	AUG. 8-12, 15-16, 2022
<b>Venue:</b>	VIA ZOOM

### I. EVALUATION OF THE COURSE

#### Topic Content:

#### Discussion of the following topics:

##### **FOREST MANAGEMENT SERVICES**

- FMB Mandate, Organizational Structure, Vision
- Overview of Philippine Forestry and land Classification
- World forest cover vs. Philippine Forest Cover
- Forest Cover Change of the Philippines, by Region, Province
- Extent of Natural Forest Cover loss in the last 100 year
- PD 705, EO 23, etc.
- Relevant Forestry Laws
- Forms of DENR Guidelines
- Short-term and long-term permits & current guidelines
- Forestry Law Enforcement
- Illegal logging criteria & global recognition
- International forestry initiatives addressing illegal logging

##### **\*LAND MANAGEMENT SERVICES**

- LMB Mandate, Organization Structure
- Major Functions of LMB EO 192
- The Philippines Land Resources
- Private Rights to Land (regalian Doctrine, Torrens System)
- Creation of the Bureau of Public Lands and 1st Public land Act
- Act 1120 or Friar Land Act, Act 2874- 2nd Public land Act, Commonwealth Act 141
- Constitutional Provisions on Natural resources
- Possession vs. ownership
- Classification of Land Accdg. to ownership
- Modes of acquiring titles
- Status of land titling
- Free Patent, Homestead Patent, Qualifications of Applicants, Sales Patent
- Lease, Term of Lease
- Limits of areas for Residential FPs
- Foreshore, Foreshore land Disposition
- Land Management vs. Land Admin.
- Overall process

##### **\*DENR's Organizational Structure, Vision, Mission, Mandate**

- Mandate, Mission and Vision
- Organizational Structure
- 10 Major Programs
- Ambisyon Natin 2040

##### **\*Mining Resources Management 101**

- History of MGB
- 
- Mining defined

- Open Pit, Quarrying, Strip Mining, Auger Mining
- Evolution of the Phil. Mining Law
- Laws that regulates mining in the Phil.
- Anti-mining sentiments and its results
- Policy update EO No. 79 & 130, DAO 2021-40
- New Policies
- Why do we mine?
- Social and Environmental Programs
- Economic Contributions of Mining
- Distribution of Govt. Share for LGUs
- Stages of Mining and activities/ requirements
- CDP vs. SDMP
- Mining Rights
- Qualified Person
- Mining Rights granted by the OP/DENR/MGB
- Other Mining tenements issued by the DENR
- LGU issued mining rights
- Small scale mining law
- DAO No. 2022-03
- Grounds for Cancellation, Revocation and termination of Mining Permit/ contract
- Role of the LGU
- Use of gold in renewable and advance technology

**\*ENVIRONMENTAL MANAGEMENT**

- Agency declaration of policy
- State policy on Environmental Protection
- Laws relative to Environmental Management
- The Philippine Environmental Impact System
- ECC
- Toxic Substances and Hazardous Waste
- Philippine Clean Air Act
- Ecological Solid Waste Management
- Philippine Clean Water Act
- Permits
- Guide in applying for CNC

**\*CLIMATE CHANGE, GREENHOUSE GASES & OZONE DEPLETING SUBSTANCE**

- Climate vs. Weather
- Climate System
- Types of Climate in the Philippines
- Greenhouse Effect, sources of Greenhouse Gases
- Climate Change, its effects, evidence & impacts
- What can we do? Mitigation measures & strategies

**\* ENR RESEARCH AND DEVELOPMENT**

- Introduction
- ERDB Org. Structure, Loc. Of Units Functions and other Rationalization Plan
- Mission, Vision, Mandates, Functions
- Facilities
- Ecosystem Research, Development and Extension
- ENR RDE framework
- RDE Programs and Support Services
- The ENR RDE Cycle
- Types of Technologies
- How do we reach out?
- From research to technologies & policies

**\*CODE OF CONDUCT & ETHICAL STANDARDS FOR OFFICIAL AND EMPLOYEES**

- Public Accountability
- RA No. 6713
- 2017 Rules on Administrative Cases in Civil Service



-RA 6713

\*ANTI-RED TAPE ACT OF 2007

-Purpose

-Re-engineering of Systems and Procedures

-Citizen's Charter

-Zero contact Transactions

-Accountability of Heads of Offices and agencies

\*FINANCIAL LITERACY

-Financial Planning

-Practical Tips or tools on proper financial planning

-Financial Planning cycle

-Importance of Financial Planning

\*SERVICE EXCELLENCE WAY FORWARD

-Client service

-Know who is the boss

- Proper etiquette in handling clients

-Forms of addresses/ title

\* BIODIVERSITY MANAGEMENT SERVICES

-Protected Areas and Wildlife Bureau

-EO 366-Rationalization Plan

-Biodiversity Managemnet Bureau

-Mission, Vision, Tasks, Org. Sructure, Functions

-Legal Basis

-Biodiversity

-Philippine Biodiversity

-Mega-diversity

-Coastal and Marine Biodiversity

-Approaches to Biodiversity Conservation

-CITES

-Protected Areas

-Legal Framework

Impression/ Comments:

We're very thankful and grateful to the DENR especially to the facilitators. We are lucky and privileged to have this kind of orientation.

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

The orientation gives emphasis to us because we will be able to perform our duties and responsibilities in line with the rules and policies given by the organization. The information, knowledge and ideas that we gained from the activity will be able to help us in our job or even in our personal future plans.

III. RECOMMENDATIONS:

More trainings, workshops or orientation for us to deepen our knowledge about our job and on organization and to be able to render effective/ efficient service.

IV. POST LEARNING ACTION PLAN/ PROPOSAL

Proposed Plan/ Activity/ Output	Time Frame
Attend on possible workshops and trainings in line with my position and on organization.	August 8-12, 15-16, 2022

Part 2. (To be prepared by the Supervisor)

How will you support the post learning action plan/ proposal?

Have you discussed any concern/ resource needed by your subordinate so that he/ she can effectively transfer 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

\_\_\_\_\_

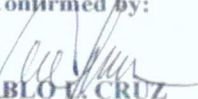
\_\_\_\_\_

\_\_\_\_\_

Submitted by:

  
\_\_\_\_\_  
MARIA ANGELICA DELA PENA  
Attendee

Noted/ Confirmed by:

  
\_\_\_\_\_  
PABLO L. CRUZ  
Supervisor

22-Aug-22  
\_\_\_\_\_  
Date



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

Barangay III (Poblacion), Roxas, Palawan  
Contact No. 09171606578 / 09175028647  
Email address: [cenroroxaspalawan@denr.gov.ph](mailto:cenroroxaspalawan@denr.gov.ph)



**INDIVIDUAL LEARNING REPORT**

Part I

Name of Participant:	KARL ARIES H. SUMANDAL
Office/Service:	DENR CENRO Roxas, Palawan
Training Title:	ENVIRONMENT AND NATURAL RESOURCES (ENR) FRONTLINE COURSE
Learning Providers:	
Inclusive Dates:	August 8-12, 2022 and August 15-16, 2022
Venue:	Webinar

**I. EVALUATION OF THE COURSE:**

Technical Content

Topics:

- The DENR in Retrospect
  - DENR's Organizational Structure
  - DENR's Vision, Mission, Mandate and Core Values
  - Office Protocol and Etiquette
- ENR Frontline Services
  - Forest Resource Management Services
  - Land Management Services
  - Biodiversity Conservation and Management Services
  - Mining Resources Management Services
  - Environmental Management Services
  - ENR Research Services
  - Water Resources Management Services
- Ease of Doing Business and Efficient Government Service Delivery
  - Ethics in DENR
  - RA 11032
  - Anti-Red Tape Act
- Service Excellence
  - Financial Literacy (Financial Planning, Saving and Budgeting)
  - Client Service Excellence





Republic of the Philippines  
Department of Environment and Natural Resources  
**Region IV- MIMAROPA**

**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES  
OFFICE**

Barangay III (Poblacion), Roxas, Palawan  
Contact No. 09171606578 / 09175028647  
Email address: [cenroroxaspalawan@denr.gov.ph](mailto:cenroroxaspalawan@denr.gov.ph)

Impression/Comments:

- The webinar was participated by different CENRO and PENRO employees in Palawan
- I became more familiar in the DENR mandates, core values, protocols and etiquettes
- All the topics discussed are useful and timely specially in our work
- I learned different laws in every frontline services that the DENR offers
- I appreciate the topic about financial literacy that may help us improve our savings and budgeting skills

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

- The training is relevant to my work because I am assigned in the Conservation Development Section which deals in a lot of programs in the DENR. I am assigned in fieldworks where we are always engaged in the communities. We encounter a lot of questions from the people about the services we offer, now I am more equipped to answer those questions and give ideas that may help their queries and concerns.

III. RECOMMENDATIONS

- The Environment and Natural Resources (ENR) frontline course are very important for us DENR employees. It is best that we all appreciate and learn all the services that we offer in DENR. I think it is also best to have a specialized training specifically for every sections that we are assigned

IV. POST LEARNING ACTION PLAN/PROPOSAL

Proposed Plan/Activity/Output	Time Frame
1. Conduct IEC about the services in Forest Management Bureau and Biodiversity Management Bureau in the community.	October 2022

Part 2 (to be accomplished by Supervisor)

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

- Send employee to more trainings related to Forest Management Bureau and Biodiversity Management Bureau
- If possible, include the learnings in job performance.



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

Barangay III (Poblacion), Roxas, Palawan  
Contact No. 09171606578 / 09175028647  
Email address: [cenroroxaspalawan@denr.gov.ph](mailto:cenroroxaspalawan@denr.gov.ph)

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

- No

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

Yes      / No      Others     

If yes, please specify courses

- Trainings related to the services offered by the DENR specially related to the Conservation and Development Section.

Submitted by:

  
**KARL ARIES H. SUMANDAL**  
Forest Technician II

Noted/Confirmed by:

  
**RENSY L. MAGDAYAO**  
Forester II/ Chief CDS

Date: August 22, 2022

## INDIVIDUAL LEARNING REPORT



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

Name of Participant : MARINA JOY B. MAGDAYAO  
Office/ Service : CENRO-ROXAS, PALAWAN  
Training Title : ENR FRONTLINE COURSE  
Learning Providers : DENR-MIMAROPA - REGIONAL HRDS  
Inclusive Dates : AUG. 8-12, 15-16, 2022  
Venue : WEBINAR

### I. EVALUATION OF THE COURSE

Topic Content:

Discussion of the following topics:

#### ❖ FOREST MANAGEMENT SERVICES

- FMB Mandate, Organizational Structure, Vision
- Overview of Philippine Forestry and land Classification
- World forest cover vs. Philippine Forest Cover
- Forest Cover Change of the Philippines, by Region, Province
- Extent of Natural Forest Cover loss in the last 100 year
- PD 705, EO 23, etc.
- Landmark Regulations in Forestry Law Enforcement
- Forms of DENR Guidelines
- Short-term permits, Cutting permits or Authorities & current guidelines
- Tree cutting permit and Special uses of Forest lands and Legal basis
- Illegal logging criteria & global recognition
- International forestry initiatives addressing illegal logging

#### ❖ LAND MANAGEMENT SERVICES

- LMB Mandate, Organization Structure
- Major Functions of LMB EO 192
- The Philippines Land Resources
- Private Rights to Land (Regalian Doctrine, Torrens System)
- Creation of the Bureau of Public Lands and 1st Public land Act
- Act 1120 or Friar Land Act, Act 2874- 2nd Public land Act, Commonwealth Act 141
- Constitutional Provisions on Natural resources
- Possession vs. ownership
- Classification of Land According to ownership
- Modes of acquiring titles
- Status of land titling
- Free Patent, Homestead Patent, Qualifications of Applicants, Sales Patent



- Lease, Term of Lease
- Limits of areas for Residential FPs
- Foreshore, Foreshore land Disposition
- Land Management vs. Land Admin.
- Overall process

❖ **DENR's Organizational Structure, Vision, Mission, Mandate**

- Mandate, Mission and Vision
- The Line Bureaus and Staff Bureaus
- Organizational Structure
- DENR Commitments
- Overall strategic Framework
- 10 Major Programs
- "Ambisyon Natin 2040"
- DENR Core Values

• **Mining Resources Management 101**

- History of MGB
- Mining defined
- Open Pit, Quarrying, Strip Mining, Auger Mining
- Evolution of the Phil. Mining Law
- Laws that regulates mining in the Phil.
- Anti-mining sentiments and its results
- Policy update EO No. 79 & 130, DAO 2021-40
- New Policies
- Why do we mine?
- Social and Environmental Programs
- Economic Contributions of Mining
- Distribution of Govt. Share for LGUs
- Stages of Mining and activities/ requirements
- CDP vs. SDMP
- Mining Rights and Qualification of persons to apply for permit
- Mining Rights granted by the OP/DENR/MGB
- Other Mining tenements issued by the DENR
- LGU issued mining rights and Roles of LGU
- Small scale mining law
- DAO No. 2022-03
- Grounds for Cancellation, Revocation and termination of Mining Permit/ contract
- Use of gold in renewable and advance technology
- **ENVIRONMENTAL MANAGEMENT**
- Agency declaration of policy
- State policy on Environmental Protection
- Laws relative to Environmental Management
- The Philippine Environmental Impact System
- Toxic Substances and Hazardous Waste

- Philippine Clean Air Act of 1999
- Ecological Solid Waste Management
- Philippine Clean Water Act
- Permits, ECC, CNC, Online filing of Application

❖ **CLIMATE CHANGE, GREENHOUSE GASES & OZONE DEPLETING SUBSTANCE**

- Philippine Climate Change Act of 2009
- Climate vs. Weather
- Climate System
- Types of Climate in the Philippines
- Greenhouse Effect, sources of Greenhouse Gases
- Climate Change, its effects, evidence& impacts
- What can we do? Mitigation measures & strategies

❖ **ENR RESEARCH AND DEVELOPMENT**

- Introduction
- ERDB Org. Structure, Loc. Of Units Functions and other Rationalization Plan
- Mission, Vision, Mandates, Functions and Facilities
- Deputized agents
- Ecosystem Research, Development and Extension
- ENR RDE framework
- RDE Programs and Support Services
- The ENR RDE Cycle
- Types of Technologies
- How do we reach out?
- From research to technologies & policies

❖ **CODE OF CONDUCT & ETHICAL STANDARDS FOR OFFICIAL AND EMPLOYEES**

- Public Accountability
- RA No. 6713
- Norms of Conduct
- 2017 Rules on Administrative Cases in Civil Service

❖ **ANTI-RED TAPE ACT OF 2007**

- Purpose
- Re-engineering of Systems and Procedures
- Citizen's Charter
- Zero contact Transactions
- Accountability of Heads of Offices and agencies

❖ **FINANCIAL LITERACY**

- Financial Planning
- Steps to achieving Financial Freedom
- Practical Tips or tools on proper financial planning and successful saving

- Financial Planning cycle
- Importance of Financial Planning
- The ABCs in Budgeting

#### ❖ CLIENT SERVICE EXCELLENCE

- Client service
- Know who is the boss
- The 10 Commandments of Great Client Service
- The Essential Client Service Skills
- Client Service Tips: Back to Basics
- The A to Z of Office Etiquette, Forms of addresses/ title

#### ❖ BIODIVERSITY MANAGEMENT SERVICES

- Protected Areas and Wildlife Bureau
- EO 366-Rationalization Plan
- Biodiversity Management Bureau
- Mission, Vision, Tasks, Org. Structure, Functions
- Legal Basis
- Biodiversity
- Philippine Biodiversity
- 17 Mega-diversity Countries
- Coastal and Marine Biodiversity
- Approaches to Biodiversity Conservation, CITES
- Protected Areas
- Legal Framework

#### **Impression/ Comments:**

As a participant of this ENR course I am very thankful and grateful for the new learnings and the knowledge shared by the speakers, also very thankful for the facilitators during the discussions.

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

The course is very relevant to me as an employee in performing my task and also in dealing with colleagues and clients concern, issues and problems. This also serve as a refresher regarding the rules, regulations, policies and programs of the department. The knowledge, tips, and lessons gained during this course will help me to be able to perform my job better and for improvement not just as an employee but also as an individual.

#### **III. RECOMMENDATIONS:**

More trainings, seminars and workshops for us, employees of the department, to serve as venue of learning and renew our stored knowledge regarding the policies, programs, rules, regulations and laws that is needed in performing our daily task and responsibilities.

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



Proposed Plan/ Activity/ Output	Time Frame
To attend workshops and trainings related to my work of assignment and on the organization and also trainings and workshop to be able to enhance my other skills	2022-2023

Part 2. (To be prepared by the Supervisor)

How will you support the post learning action plan/ proposal?

By sending to attend different activities to improve the skills and experience in performing her task and other related work assigned to her, and to assign her task that may need her skills.

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

No

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


Yes ✓ No \_\_\_\_\_ Others \_\_\_\_\_


If yes, please specify courses

Mapping course, and Environmental Protection.

Submitted by

Noted/Confirmed by

  
MARIA JOY B. MAGDAYAO  
Attendee

  
MARIA CHRISTINE G. SINDAYEN  
OIC-Chief, Planning and Support Unit

Date : August 22, 2022

## INDIVIDUAL LEARNING REPORT

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

Name of Participant:	GLENN DEXTER A. ELEAZAR
Office/ Service:	CENRO-ROXAS, PALAWAN
Training Title:	ENR FRONTLINE COURSE
Learning Providers:	DENR-MIMAROPA - REGIONAL HRDS
Inclusive Dates:	AUGUST 08-16, 2022
Venue:	VIA ZOOM

### I. EVALUATION OF THE COURSE

Topic Content:

Discussion of the following topics:

#### \*OPENING PROGRAM

- Registration
- Pre-Test
- Unfreezing Activity " Ako ay Kalikasan"

#### \*THE DENR IN RETROSPECT

- DENR's Organizational Structure
- DENR's Vision, Mission and Core Values
  - + Vision
  - + Mission
  - + Core Values
    - \*Discipline
    - \*Excellence
    - \*Nobility
    - \*Responsibility
- Office Protocol and Etiquette

#### \*ENR FRONTLINE SERVICES

##### -Forest Resources Managament Services

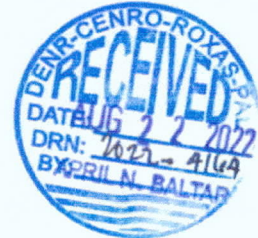
- + Overview of Philippine Forestry - Land Classification
  - \*Total Land Area - 29,987,008 ha
    - Forestland/Timberland - 15,792,333 hectares (53%)
    - Alienable & Disposable Land - 14,194,675 (47%)
- +FMB Mission, Vision and Mandate
- +Landmark Regulations in Forestry Law Enforcement
- +Presidential Decree No. 705
- +Executive Order No. 277
- +Laws and Guidelines prohibiting cutting, gathering and disposition of trees
- +Priority of Forest Management
- +Executive Order No. 23
- +Policies on Tree Cutting
- +Requirement in securing Tree Cutting Permit
- +Procedures in the issuance of TCP
- +Basic Forestry Law

##### -Land Management Services

- +Mandate
- +Act 1120 or Friar Lands Act
- +Act 926 (Public Land Act of 1903)
- +Commonwealth Act 141
- +Executive Order No. 192
- +Second Public Land Act (Act 2874)
- +The Philippines' Land Resources (Total Land Area = 29.7m hectares, Total Population = 100+ million)
- +Difference between Possession and Ownership
- +Torrens System
- +Act 218
- +Regalian Doctrine
- +Public Lands (Alienable and Disposable and Non-Alienable and Disposable)
- +Land Administration and Management
- +Modes of Acquiring Titles

##### -Environmental Management Services

- +Climate Change
- +Awareness and Information Dissemination as Adaptation Strategies to Climate Change
- +Greenhouse Gases (GHGs)
- +Rise of Sea Levels
- +Climate Change Impacts



- \*Coastal/Marine Ecosystem
- \*Agriculture
- \*Human Health
- \*Water Resources
- \*Forests/Biodiversity
- \*Industry and Energy
- +Evidence of Climate Change
- +Permits
- +Difference between Climate and Weather
- +Human (Anthropogenic) Sources of GHGs
- +Beneficial Use of Water
- +Guide in applying for CNC (Certificate of Non-Coverage)
- +Laws Relative to Environmental Management
- +Hazardous Waster
- +Philippine Clean Air Act of 1999 (Republic Act No. 8749)
- +Republic Act No. 6969
- +Pollution Sources
- +The Philippine Environmental Impact Statement System (Presidential Decree No. 1586)
- +Ecological Solid Waste Management (Republic Act No. 9003)
- +Priority Chemicals List
- +Chemical Control Orders
- +Toxic Substance and Hazardous Waste (Republic Act No. 6969)
- +Marine Water Classification
- +Guide in applying for an ECC (Certificate of Non-Coverage)
- Biodiversity Management Services**
  - +What is Biodiversity?
    - \*Three Hierarchical Levels
      - Genetic, Species and Ecosystem
  - +Kinds of Ecosystem: Grassland, Freshwater, Marine, Mangrove and Wetland
  - +Legal Basis - Republic Acts : RA 3571, RA 7586, RA 10629,
  - +Legal Basis - Executive Orders: E.O. 578 and E.O. 533
  - +Philippine Biodiversity
  - +Functions of BMB
  - +Protected Area and Wildlife Bureau (PAWB) - 22 June 1987
  - + BMB Mission and Vision
  - +Species Diversity, Genetic Diversity
  - +E.O. 366 - Rationalization Plan (PAWB was renamed as BIODIVERSITY MANAGEMENT BUREA)
- Mining Resources Management Services**
  - +Mining Rights
  - +MPSA, FTAA and MPP
  - +DAO No. 2022-03
  - +Use of Gold in renewable and advance technology
  - +Exploration, Development and Utilization
  - +Mining Rights issued by the DENR/MGB
  - +Small Scale Mining Law
  - +Other Mining Tenements issued by the DENR
  - +2015-2030 UN Agenda
  - +New Policies: DAO No. 2016-01, MGB MC No. 2018-002, DAO No. 2021-37, DAO No. 2022-04
  - E.O. No. 79, E.O. No. 130
  - +Why do we mine?
  - +Mines and Geosciences Burea
  - +Social and Environmental Programs
  - +Economic contribution of Mining
  - +Evolution of the Philippine Mining Law
  - +Anti-Mining Sentiments
  - +Stages of Mining and Activities/Requirements
- Water Resources Management Services**
  - +National Water Resource Board (NWRB)
    - \*Profile and Mandates
  - +History of NWRB
  - +Philippine Water Code of 1976 (PD 1067)
  - +Legal Mandates: PD 1067, EO 124-A, EO 860, PD 424, PD 1206, EO 123
  - +The NWRB Board
  - +Existing Legal/Policy Framework (The 1987 Philippine Constitution)
  - +Priority Use of Water
  - +NWRB STANDARD RULES AND REGULATIONS IN THE WATERWORKS OPERATION
  - +You can survive ..... 3 minutes w/o air, 3 mins. w/o water and 3 weeks w/o food
  - +Certificate of Public Convenience (CPC)
  - +Water Resource Regulation
  - +Transfer, Suspension, Revocation, Modification and Cancellation of Water Permit
  - +Uses of Water and Criteria for Approving Water Rights
  - +Global Water Resources



**-ENE Research Services**

- +ENR Research, Development and Extension
- +ERDB Vision, Mission, Mandates and Functions
- +Technology Transfer Cycle
- +Article XIV, Section 10 of the 1987 Philippine Constitution
- +ERDB Facilities
- +ENR RDE Framework 20117-2022
- +Types of Technologies

**-Ethics in DENR**

- +RA No. 6713 (The Code of Conduct and Ethical Standards for Public Officials and Employees)
- +Concepts: Code, Conduct and Ethics
- +Corruption
- +Norms of Conduct
- +Accountability of Public Officers
- +Criminal Liability and Civil Liability
- +Law and Ethics
- +Code of Conduct and Ethical Standards
- +2017 Rules on Administrative Cases in the Civil Service (2017 RACCS) CSC Resolution No. 1701077
- +Prohibited Acts and Transactions
- +Jurisdiction of Disciplining Authority
- +Formal Charge, Disciplinary Cases, Formal Investigation and Preventive Cases
- +Sexual Harassment Cases (CSC Resolution No. 010940 of 2001) Sec. 51-A, Anti-Red Tape Act (ARTA) (RA No. 9485 of 2007; CSC Resolution No. 081471 of 2008) Sec. 51-B

**-Anti-Red Tape Act**

- +RA 9485 (ARTA OF 2007), RA 11032 (EODB EGSD ACT OF 2018)
- +Joint Memorandum Circular 2019-001
- +Sexual Harassment
- +Salient Point of RA 11032
- +Grave Offenses, Kinds of Administrative Penalties, Less Grave Offenses, Administrative Offenses, Light Offenses
- +Offenses, Accessing Government Services, Streamlining and Process Improvement on Critical Areas, Regulatory Impact Assessment (RIA), Updating Citizen's Charter

**-Financial Literacy (Financial Planning, Saving and Budgeting)**

- +What is Financial Education, Financial Literacy and Financial Capability?
- +How do you find the career of your Dreams?
- +Obstacles to Savings
- +Why do we need to save?
- +Steps to Financial Freedom: Plan, Save, Invest
- +Importance of Fin-Ed
- +Financial Literacy of Filipino
- +The Correct Saving Formula: Income - Savings = Expenses
- +What is Saving? Savings?
- +Financial Plan Journey
- +Why don't we Save.....
- +Life Cycle Events
- +Smart Spending Saves (3s)
- +Saving is LIFE
- +Balance Budgeting Rule (50/30/20)

**-Client Service Excellence**

- +What is Client Service?
- +Know who is the BOSS
- +Identify and Anticipate Needs
- +Appreciate the power of "YES"
- +Basic Performance Skills
- +Respect
- +Professionalism
- +The ability to listen closely to the Client
- +Time Management Skills
- +Service Knowledge
- +Situation Evaluation and Analysis
- +Body Language is KEY
- +Organizational Skills

**Impression/ Comments:**

We're very thankful and grateful to the DENR especially to the facilitators and Resource Speakers. We are lucky and privileged to have this ENR Frontline Course in order for us to work efficiently and grow as an employee and as an individual.

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

The 7-day ENR Frontline Course gives emphasis to all of the employees because we will be able to perform our duties and responsibilities in line with the rules and policies given by the organization. The information, knowledge and ideas that we gained from the activity will be able to help us in our job or even in our personal future plans.

### III. RECOMMENDATIONS:

More trainings, workshops or orientation for all of the employees to deepen our knowledge about our job and on our Department.

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

Proposed Plan/ Activity/ Output	Time Frame
Attend on possible workshops and trainings in line with my position and on organization.	2022-2023

---

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

**How will you support the post learning action plan/ proposal?**

• Send employee to more training related to his job especially in line with CRM.

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

No

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

Yes   /   No        Others       

If yes, please specify courses

and Training related to his job to enhance his knowledge and skills

Submitted by:

GLENN DEXTER A. ELEAZAR  
Attendee

Noted/ Confirmed by:

RENSY MAGDAYAO  
Supervisor

August 23, 2022

Date \_\_\_\_\_

## INDIVIDUAL LEARNING REPORT

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

Name of Participant:	CHARLIE A. RABANG
Office/ Service:	CENRO-ROXAS, PALAWAN
Training Title:	ENR FRONTLINE COURSE
Learning Providers:	DENR-MIMAROPA - REGIONAL HRDS
Inclusive Dates:	AUGUST 08-16, 2022
Venue:	VIA ZOOM

### I. EVALUATION OF THE COURSE

Topic Content:

Discussion of the following topics:

#### \*OPENING PROGRAM

- Registration
- Pre-Test
- Unfreezing Activity " Ako ay Kalikasan"

#### \*THE DENR IN RETROSPECT

- DENR's Organizational Structure
- DENR's Vision, Mission and Core Values
  - + Vision
  - + Mission
  - + Core Values
    - \*Discipline
    - \*Excellence
    - \*Nobility
    - \*Responsibility
- Office Protocol and Etiquette

#### \*ENR FRONTLINE SERVICES

##### -Forest Resources Managment Services

- + Overview of Philippine Forestry - Land Classification
  - \*Total Land Area - 29,987,008 ha
    - Forestland/Timberland - 15,792,333 hectares (53%)
    - Alienable & Disposable Land - 14,194,675 (47%)
- +FMB Mission, Vision and Mandate
- +Landmark Regulations in Forestry Law Enforcement
- +Presidential Decree No. 705
- +Executive Order No. 277
- +Laws and Guidelines prohibiting cutting, gathering and disposition of trees
- +Priority of Forest Management
- +Executive Order No. 23
- +Policies on Tree Cutting
- +Requirement in securing Tree Cutting Permit
- +Procedures in the issuance of TCP
- +Basic Forestry Law

##### -Land Management Services

- +Mandate
- +Act 1120 or Friar Lands Act
- +Act 926 (Public Land Act of 1903)
- +Commonwealth Act 141
- +Executive Order No. 192
- +Second Public Land Act (Act 2874)
- +The Philippines' Land Resources (Total Land Area = 29.7m hectares, Total Population = 100+ million)
- +Difference between Possession and Ownership
- +Torrens System
- +Act 218
- +Regalian Doctrine
- +Public Lands (Alienable and Disposable and Non-Alienable and Disposable)
- +Land Administration and Management
- +Modes of Acquiring Titles

##### -Environmental Management Services

- +Climate Change
- +Awareness and Information Dissemination as Adaptation Strategies to Climate Change
- +Greenhouse Gases (GHGs)
- +Rise of Sea Levels
- +Climate Change Impacts



- \*Coastal/Marine Ecosystem
- \*Agriculture
- \*Human Health
- \*Water Resources
- \*Forests/Biodiversity
- \*Industry and Energy
- +Evidence of Climate Change
- +Permits
- +Difference between Climate and Weather
- +Human (Anthropogenic) Sources of GHGs
- +Beneficial Use of Water
- +Guide in applying for CNC (Certificate of Non-Coverage)
- +Laws Relative to Environmental Management
- +Hazardous Waster
- +Philippine Clean Air Act of 1999 (Republic Act No. 8749)
- +Republic Act No. 6969
- +Pollution Sources
- +The Philippine Environmental Impact Statement System (Presidential Decree No. 1586)
- +Ecological Solid Waste Management (Republic Act No. 9003)
- +Priority Chemicals List
- +Chemical Control Orders
- +Toxic Substance and Hazardous Waste (Republic Act No. 6969)
- +Marine Water Classification
- +Guide in applying for an ECC (Certificate of Non-Coverage)
- Biodiversity Management Services**
  - +What is Biodiversity?
    - \*Three Hierarchical Levels
      - Genetic, Species and Ecosystem
  - +Kinds of Ecosystem: Grassland, Freshwater, Marine, Mangrove and Wetland
  - +Legal Basis - Republic Acts : RA 3571, RA 7586, RA 10629,
  - +Legal Basis - Executive Orders: E.O. 578 and E.O. 533
  - +Philippine Biodiversity
  - +Functions of BMB
  - +Protected Area and Wildlife Bureau (PAWB) - 22 June 1987
  - + BMB Mission and Vision
  - +Species Diversity, Genetic Diversity
  - +E.O. 366 - Rationalization Plan (PAWB was renamed as BIODIVERSITY MANAGEMENT BUREA)
- Mining Resources Management Services**
  - +Mining Rights
  - +MPSA, FTAA and MPP
  - +DAO No. 2022-03
  - +Use of Gold in renewable and advance technology
  - +Exploration, Development and Utilization
  - +Mining Rights issued by the DENR/MGB
  - +Small Scale Mining Law
  - +Other Mining Tenements issued by the DENR
  - +2015-2030 UN Agenda
  - +New Policies: DAO No. 2016-01, MGB MC No. 2018-002, DAO No. 2021-37, DAO No. 2022-04
  - E.O. No. 79, E.O. No. 130
  - +Why do we mine?
  - +Mines and Geosciences Burea
  - +Social and Environmental Programs
  - +Economic contribution of Mining
  - +Evolution of the Philippine Mining Law
  - +Anti-Mining Sentiments
  - +Stages of Mining and Activities/Requirements
- Water Resources Management Services**
  - +National Water Resource Board (NWRB)
    - \*Profile and Mandates
  - +History of NWRB
  - +Philippine Water Code of 1976 (PD 1067)
  - +Legal Mandates: PD 1067, EO 124-A, EO 860, PD 424, PD 1206, EO 123
  - +The NWRB Board
  - +Existing Legal/Policy Framework (The 1987 Philippine Constitution)
  - +Priority Use of Water
  - +NWRB STANDARD RULES AND REGULATIONS IN THE WATERWORKS OPERATION
  - +You can survive ..... 3 minutes w/o air, 3 mins. w/o water and 3 weeks w/o food
  - +Certificate of Public Convenience (CPC)
  - +Water Resource Regulation
  - +Transfer, Suspension, Revocation, Modification and Cancellation of Water Permit
  - +Uses of Water and Criteria for Approving Water Rights
  - +Global Water Resources

#### **-ENE Research Services**

- +ENR Research, Development and Extension
- +ERDB Vision, Mission, Mandates and Functions
- +Technology Transfer Cycle
- +Article XIV, Section 10 of the 1987 Philippine Constitution
- +ERDB Facilities
- +ENR RDE Framework 20117-2022
- +Types of Technologies

#### **-Ethics in DENR**

- +RA No. 6713 (The Code of Conduct and Ethical Standards for Public Officials and Employees)
- +Concepts: Code, Conduct and Ethics
- +Corruption
- +Norms of Conduct
- +Accountability of Public Officers
- +Criminal Liability and Civil Liability
- +Law and Ethics
- +Code of Conduct and Ethical Standards
- +2017 Rules on Administrative Cases in the Civil Service (2017 RACCS) CSC Resolution No. 1701077
- +Prohibited Acts and Transactions
- +Jurisdiction of Disciplining Authority
- +Formal Charge, Disciplinary Cases, Formal Investigation and Preventive Cases
- +Sexual Harassment Cases (CSC Resolution No. 010940 of 2001) Sec. 51-A, Anti-Red Tape Act (ARTA) (RA No. 9485 of 2007; CSC Resolution No. 081471 of 2008) Sec. 51-B

#### **-Anti-Red Tape Act**

- +RA 9485 (ARTA OF 2007), RA 11032 (EODB EGSD ACT OF 2018)
- +Joint Memorandum Circular 2019-001
- +Sexual Harassment
- +Salient Point of RA 11032
- +Grave Offenses, Kinds of Administrative Penalties, Less Grave Offenses, Administrative Offenses, Light Offenses
- +Offenses, Accessing Government Services, Streamlining and Process Improvement on Critical Areas, Regulatory Impact Assessment (RIA), Updating Citizen's Charter

#### **-Financial Literacy (Financial Planning, Saving and Budgeting)**

- +What is Financial Education, Financial Literacy and Financial Capability?
- +How do you find the career of your Dreams?
- +Obstacles to Savings
- +Why do we need to save?
- +Steps to Financial Freedom: Plan, Save, Invest
- +Importance of Fin-Ed
- +Financial Literacy of Filipino
- +The Correct Saving Formula: Income - Savings = Expenses
- +What is Saving? Savings?
- +Financial Plan Journey
- +Why don't we Save.....
- +Life Cycle Events
- +Smart Spending Saves (3s)
- +Saving is LIFE
- +Balance Budgeting Rule (50/30/20)

#### **-Client Service Excellence**

- +What is Client Service?
- +Know who is the BOSS
- +Identify and Anticipate Needs
- +Appreciate the power of "YES"
- +Basic Performance Skills
- +Respect
- +Professionalism
- +The ability to listen closely to the Client
- +Time Management Skills
- +Service Knowledge
- +Situation Evaluation and Analysis
- +Body Language is KEY
- +Organizational Skills

#### **Impression/ Comments:**

We are lucky and privileged to have this ENR Frontline Course in order for us to work efficiently and grow as an employee and as an individual. Thank you to all the resource speakers for sharing the knowledge.

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

The 7-day ENR Frontline Course gives emphasis to all of the employees because we will be able to perform our duties and responsibilities in line with the rules and policies given by the organization. The information, knowledge and ideas that we gained from the activity will be able to help us in our job or even in our personal future plans.

**III. RECOMMENDATIONS:**

More trainings, workshops or orientation for all of the employees to deepen our knowledge about our job and on our Department.

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

Proposed Plan/ Activity/ Output	Time Frame
Attend on possible workshops and trainings in line with my position and on organization. Conduct IEC on Environmental Protection.	2022-2023

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

How will you support the post learning action plan/ proposal?

Inclusion in trainings related to his position.

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

No.

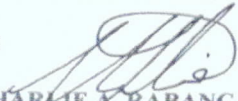
Would you be willing to send him/ her again to other training/ seminar/ conference?

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

If yes, please specify courses

Environmental Protection Course.

Submitted by:

  
CHARLIE A. RABANG  
Attendee

Noted/ Confirmed by:

  
MARCES C. LASANGEN  
Supervisor

August 23, 2022

Date





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region

**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**

By the National Highway, Poblacion, Taytay, Palawan 5312

Mobile: 0926-505-9335 TM 0912-171-3889 TNT

Email: cenrotaytay@denr.gov.ph

July 28, 2022

DENR PENRO  
PALAWAN RECORDS  
RECEIVED  
BY: *[Signature]*  
DATE: 08-31-2022 22-7818

**MEMORANDUM**

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

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

**SUBJECT :** **SUBMISSION OF INDIVIDUAL LEARNING REPORT ON THE  
ATTENDED SEMINAR-WORKSHOP IN INTEGRITY,  
TRANSPARENCY, AND ACCOUNTABILITY IN PUBLIC  
SERVICE (ITAPS)**

Respectfully submitting are the memorandum dated July 18, 2022 of SEMS Alexander E. Mancio, FT I Mary Ann D. Bulacan and Admin Aide VI Jeannette P. Allado and memorandum dated July 22, 2022 of DMO IV Mariano P. Lilang, Jr. on the above subject.

Please confirm your receipt hereof. Thank you.

DENR CENRO  
TAYTAY, PALAWAN  
RELEASED  
BY: *[Signature]*  
DATE: AUG 19 2022 2388

*[Signature]*  
ALAN VALLE



Republic of the Philippines  
Department of Environment and Natural Resources  
Region IV - MIMAROPA

**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**

by the National Highway, Poblacion, Taytay, Palawan 5312  
Contact No.: 09265059335 (Globe) / 09121713889 (Smart)  
Email address: [cenrotaytay@denr.gov.ph](mailto:cenrotaytay@denr.gov.ph)

July 22, 2022

**MEMORANDUM**

**TO :** The Community Environment and Natural Resources Officer  
Taytay-El Nido, Palawan

**FROM :** Mariano P. Lilang, Jr.

**SUBJECT :** **INDIVIDUAL LEARNING REPORT**

**DENR CENRO  
TAYTAY, PALAWAN  
RECEIVED**

BY: *[Signature]*  
DATE: 7-22-22 CN 3762

**Name of Participant:** Mariano P. Lilang, Jr.

**Office/Service:** DENR-CENR Office/Planning, and Administrative Support  
Service (PASS) Section

**Training Title:** Seminar-Workshop on Integrity, Transparency and  
Accountability in Public Service (ITAPS)

**Learning Providers:** eITAPPS of the Office of the Ombudsman by the coordination  
of the Office of [hrrdsdenrmimaropa@gmail.com](mailto:hrrdsdenrmimaropa@gmail.com) and authorized  
pursuant to Regional Sepcial Order 197 dated July 5, 2022

**Inclusive Dates:** July 13-15, 2022 (Wednesday to Friday)

**Venue:** Via ZOOM

**I. EVALUATION OF THE COURSE:**

• **Technical Content:**

The seminar aimed for participants to define what corruption is; identify why corruption



exists; examine the magnitude of corruption in societal costs; to relate situations to the norms of conduct and ethical standards; and determine the law/s relevant to common violations. The seminar speakers redefined the program to Integrity, Transparency, Accountability, and Participatory in Public Service (ITAPPS); that ITAPPS is the corruption prevention platform of the Office of the Ombudsman, and eITAPPS is a work in progress.

- **Impression/Comments:**

In sum of the learning, it is a wisdom to always be guided by Section I, Article XI of the 1987 Constitution as quoted during the training about the accountability of public officers in responding to the people, thus: "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." For learning retention purpose, the lecture created the acronym ASAL as:

A – ccountable to the people

S – erve them with utmost responsibility, integrity, loyalty and efficiency

A – ct with patriotism and justice; and

L – ead modest lives

The training, though just but a reminder of already existing laws, is very beneficial. It is aimed to ultimate zero tolerance on corruption in public service. As such, the undersigned, as per the lectures, visualizes various forms of corruption happening in the working place; that every peso saved with the zero tolerance on corruption policy matters in favor of the government and to the benefit of the people. Quoted in the lecture, says Mahatma Gandhi "The best way to find yourself is to lose yourself in the service of others"

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

As Development Management Officer IV, undersigned, per the Position Description Form, is tasked of supervision, evaluation, review and recommendation to the revision/amendments of policy issues and/or corrective measures. This perfectly fits to another maxim by unknown source: "The only thing necessary for the triumph of evil is for good xxx to do nothing!"

## II. RECOMMENDATIONS:

Our agency is championing to define its own acronym with core values, namely Discipline, Excellence, Nobility, and Responsibility (DENR). Somehow along the line in its pursuit, there are still failures that result to waste like meeting targets for mere compliance, and improper disbursement of funds, favoritism including in promotion opportunities, and many more. These have also been tackled in passing during the seminar.



IV. POST LEARNING ACTION PLAN/PROPOSAL:	
Proposed Plan/Activity/Output	Time Frame
To continue on the undersigned's duties in submitting issues, concerns, and recommendations of corrective measure as pledged of during the completion on the third day of the seminar.	As the needs arise

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

How will you support the post Learning Action/Proposal?

Answer: To promptly act on the output of the undersigned attendee.

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?

Answer: Yes

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

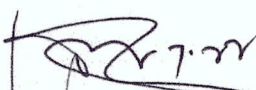
Answer: Yes


If yes, please specify courses.

Follow-up courses resultant of eITAPPS of the Office of the Ombudsman.

**Submitted by:**

**Noted/Confirmed by:**

  
**MARIANO P. LILANG, JR.**  
Attendee  
Date: July 22, 2022

  
**ALAN L. VALLE**  
Supervisor

Copy furnished: Planning Unit for MoV purpose



Republic of the Philippines  
Department of Environment and Natural Resources  
**Region IV – MIMAROPA**  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
5312 Taytay, Palawan

July 18, 2022

**MEMORANDUM**

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

**THRU** : Community Environment and  
Natural Resources Officer

**FROM** : ALEXANDER E. MANCIO-SEMS, RPS. Chief,  
MARY ANN D. BULACAN-FT II, and  
JEANETTE P. ALLADO – Admin. Aide VI

**SUBJECT** : **SUBMISSION OF INDIVIDUAL LEARNING REPORT ON THE  
ATTENDED SEMINAR-WORKSHOP IN INTEGRITY,  
TRANSPARENCY, AND ACCOUNTABILITY IN PUBLIC  
SERVICE (ITAPS)**

**DENR CENSO**  
**TAYTAY, PALAWAN**  
**RECEIVED**  
BY: *[Signature]*  
DATE: 7.22.22 CN 3764

Respectfully submitted is the individual learning report of the undersigned on the abovementioned subject per Regional Special Order No. 197, series of 2022 dated July 5, 2022.

The seminar-workshop on Integrity, Transparency and Accountability in Public Service (ITAPS) was facilitated by the personnel of the Office of the Ombudsman on July 13-15, 2022. The first day of the event start with a prayer via video and followed by the National Anthem via video. Ms. Edith Dizon, speaker of the Module I – Understanding Graft Corruption explained briefly and concisely relevant laws, rules and regulations in the public office. On the other hand, Miguel Tani discussed the topic on the importance and the liability of an employee as a public servant. Series of online group activities had been participated, and the required individual assignment had been properly submitted as part of the completion of the seminar-workshop.

Attached are the mentioned report.

For information, review and further instruction.

*[Signature]*  
**MARY ANN D. BULACAN**

*[Signature]*  
**JEANETTE P. ALLADO**

*[Signature]*  
**ALEXANDER E. MANCIO**



## INDIVIDUAL LEARNING REPORT

### Part 1

<b>Name of Participant:</b>	ALEXANDER E. MANCIO
<b>Office/Service:</b>	DENR-CENRO TAYTAY, PALAWAN
<b>Training Title:</b>	SEMINAR-WORKSHOP ON ITAPS
<b>Learning Provider:</b>	DENR
<b>Inclusive Dates:</b>	JULY 13-15, 2022
<b>Venue:</b>	VIA ZOOM

---

### **I. EVALUATION OF THE COURSE:**

#### Technical Content:

The objective of the ITAPS is to provide better services specifically to those employees who have no knowledge in ITAPS, basic information on management and how to implement as government employee as a to public servant to the client/customer.

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

The undersigned acquired knowledge on attended seminar workshop on how to perform well in my work as a public servant. The training is essential for effective and efficient delivery of services to the clientele. It further enlightened me on how to guide and supervise my subordinates in performing their duties and functions taking consideration the interest of the public. Public officer is a public trust, any form of gifts in connection with public official duties and functions considered as graft and corruption. Hence, employees must be properly guided not to commit such violation, since they are employed in the agency to serve the public in general.

### **III. RECOMMENDATIONS**

In view hereof, the undersigned recommend CENRO Taytay participants to disseminate the information acquired from the aforementioned events for the benefit and guidance of all the personnel.



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

Proposed Plan/Activity/Output	Time Frame
Make a presentation of the learning acquired on the aforementioned event during staff meeting.	August, 2022

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

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

As proposed/recommended, the management will make it sure that the same is properly conducted for guidance of our personnel

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, and we will continually discuss.

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

Yes ✓ No      Others     

If yes, please specify courses

ENR Supervisory training

Submitted by:

ALEXANDER E. MANCIO  
Attendee

July 18, 2022

Date

Noted/ Confirmed by:

ALAN L. VALLE  
Supervisor

## INDIVIDUAL LEARNING REPORT

### Part 1

<b>Name of Participant:</b>	MARY ANN D. BULACAN
<b>Office/Service:</b>	DENR-CENRO TAYTAY, PALAWAN
<b>Training Title:</b>	SEMINAR-WORKSHOP ON INTEGRITY TRANSPARENCY AND ACCOUNTABILITY IN PUBLIC SERVANT (ITAPS)
<b>Learning Provider:</b>	DENR MIMAROPA REGION
<b>Inclusive Dates:</b>	JULY 13-15, 2022
<b>Venue:</b>	VIA ZOOM

### I. EVALUATION OF THE COURSE:

#### Technical Content:

The E-Learning Modality of Integrity, Transparency and Accountability in Public Service "E-ITAPS" is a Graft-Prevention Program of the Office of the Ombudsman designed for all government officials and employees with the application of distance learning methodologies. The course introduces the norms of conduct for public officers, anti-corruption laws and integrity. The intention of the course is to remind the participants to perform their duties with highest level of integrity, transparency and accountability daily and consistently.

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

This learning event helps us recognized our scope of accountability as a public servant. As Special Collecting and Disbursing Officer of this Office, I am a public officer accountable for public funds or collection of CENRO Taytay, Palawan. It also provides us the understanding about corruption, the possible causes and effects that will affect our integrity as a public officer.

### III. RECOMMENDATIONS

Seminars such as these are recommended for the next batch of participants because it will provide more understanding about the accountability of public officers and to eliminate corruption in our respective offices.

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

Proposed Plan/Activity/Output	Time Frame
In line of my work designated as Special Collecting and Disbursing Officer (SCDO), I'll see to it that all the collection of this Office is regularly remitted and reported as well as the unused Official Receipts is properly accounted.	
Other referrals for action (Provide services for clients on time and with integrity).	

#### 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/seminars/conference?

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

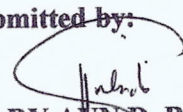
If yes, please specify courses

---

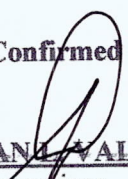
---

---

Submitted by:

  
MARY ANN D. BULACAN  
Attendee

Noted/ Confirmed by:

  
ALANI VALLE  
Supervisor

July 18, 2022  
Date



## INDIVIDUAL LEARNING REPORT

### Part 1

<b>Name of Participant:</b>	JEANETTE P. ALLADO
<b>Office/Service:</b>	DENR-CENRO TAYTAY, PALAWAN
<b>Training Title:</b>	SEMINAR-WORKSHOP ON INTEGRITY TRANSPARENCY AND ACCOUNTABILITY IN PUBLIC SERVANT (ITAPS)
<b>Learning Provider:</b>	DENR MIMAROPA REGION
<b>Inclusive Dates:</b>	JULY 13-15, 2022
<b>Venue:</b>	VIA ZOOM

---

### **I. EVALUATION OF THE COURSE:**

#### Technical Content:

The objective of the ITAPS is to provide better services specifically to those employees who have no knowledge in ITAPS, basic information on management and how to implement as government employee as a to public servant to the client/customer.

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

I gained knowledge on the attended seminar - workshop on how to serve as a public servant. Trainings like this are indeed essential in order to perform our job. It helps me on how to explain to the client the needs for requests without the need for gifts or other form of offering. Receiving gift from the client/customer is a form of Corruption and not allowed. Only entertain the clients appropriately with respect.

### **III. RECOMMENDATIONS**

Seminars such as these are recommended for the next batch.

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

Proposed Plan/Activity/Output	Time Frame
In line of my work designated of the Receiving. I see to it that all the documents received have complete attachment/s, incomplete documents WILL not be received. Gift is not allowed for it is a form of Corruption. I will serve my best tend to their request as a good public servant.	
Application/referrals of documents (improvement of the client service).	

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

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

As proposed/recommended, the management will make it sure the needs at the Receiving Desk will be supplied.

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, and we will continually discuss.


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

Yes ✓ No \_\_\_\_\_ Others \_\_\_\_\_

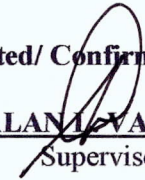
If yes, please specify courses

Refresher Course on this Seminar/Workshop after a year.

Submitted by:

  
JEANETTE P. ALLADO  
Attendee

Noted/ Confirmed by:

  
ALAN VALLE  
Supervisor

July 18, 2022

Date



Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region

**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**

By the National Highway, Poblacion, Taytay, Palawan 5312

Mobile: 0926-505-9335 TM 0912-171-3889 TNT

Email: cenrotaytay@denr.gov.ph

July 25, 2022

MEMORANDUM

**DENR PENRO  
PALAWAN RECORDS  
RECEIVED**  
BY: *[Signature]*  
DATE: *07-28-2022* *22-6830*

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

FROM : The Community Environment and Natural Resources Officer  
This jurisdiction

SUBJECT : **INDIVIDUAL LEARNING REPORT ON WATER QUALITY  
TRAINING CUM CONSULTATION WORKSHOP ON JULY 11-16,  
2022**

Respectfully forwarded is the memorandum dated July 22, 2022 and acted by this Office on July 25, 2022 of Forest Ranger Ricardo S. Tandoc concerning the abovementioned subject.

This report will serve as **Means of Verification (MoV)** on the target activity for meetings attended.

For his information and record.

**DENR CENRO  
TAYTAY, PALAWAN  
RELEASED**  
BY: *[Signature]*  
DATE: *JUL 26 2022* *2021*

*[Signature]*  
**ALAN E. VALLE**





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region

**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](mailto:pamomspls@gmail.com)/Contact #:0938-786-3728 (SMART)



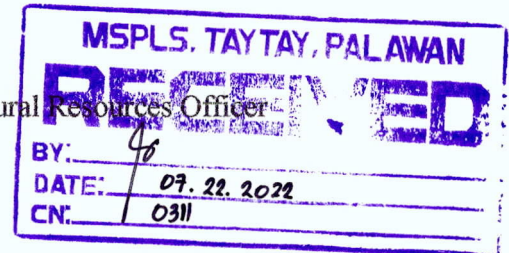
July 22, 2022

**MEMORANDUM**

**FOR :** The Community Environment and Natural Resources Officer  
Taytay, Palawan

**FROM :** Forest Ranger

**SUBJECT :** SUBMISSION OF INDIVIDUAL LEARNING REPORT



This pertains to the above subject that the undersigned attended the six (6) day training workshop regarding "Water Quality Training Cum Consultation Workshop on the Implementation of Water Quality Monitoring within NIPAS Marine Protected Areas" held on July 11 - 16, 2022 at By the Sea Resort, Olongapo, Zambales.

Attached is the Individual Learning Report and photo documentation.

For your information in record.

  
**RICARDO S. TANDOC**

## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

Name of Participant:	RICARDO S. TANDOC
Office/Service:	DENR – CENRO Taytay
Training Title:	“ Water Quality Training Cum Consultation Workshop on the Implementation of Water Quality Monitoring within NIPAS Marine Protected Areas ”
Learning Providers:	Biodiversity Management Bureau (BMB)
Inclusive Dates:	July 11 - 16, 2022
Venue:	By The Sea Resort, Olongapo, Zambales.

### I. EVALUATION OF THE COURSE:

- **Technical Content:**

The technical content of the “Water Quality Training Cum Consultation Workshop on the Implementation of Water Quality Monitoring within NIPAS Marine Protected Areas” is a brief and easy for participants to understand regarding water quality monitoring in some Protected Areas. First day of training is an introduction to the water quality checker, demonstration and data processing and analysis also covering installation trouble shooting and mapping. On the second day, auto – calibration of the checker was explained, field demonstration offshore collection data, clearing maintenance of the checker for a better understanding of the participant during the training and last day the Integrated Coastal Management was discussed the ridge to reef protection and conservation.

- **Impression/Comments:**

The training for water quality monitoring was very useful to the participants especially those working in MPAs within their jurisdiction. The resource speakers were very accommodating in answering questions during the open forum and Horiba staff guided the participants in actual data collection in the field. Also, the training was learned is very important to monitor our seawater in each Protected Area and Marine Protected Areas.

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

The training workshop especially the actual water collection of the data is relevant to me as a staff assigned to the Protected Area Management Office (PAMO). Water Quality training provides additional knowledge to monitor our seagrass, mangroves and corals in our area of jurisdiction. The learning I gained during the training will help me as well in this Office in carrying out the target activity in coastal activities.

### II. RECOMMENDATIONS:

Respectfully recommended by the undersigned as an Office personnel to be given another training related to protection/conservation for Marine Protected Areas and Protected Areas.



## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

<b>Name of Participant:</b>	RICARDO S. TANDOC
<b>Office/Service:</b>	DENR – CENRO Taytay
<b>Training Title:</b>	“ Water Quality Training Cum Consultation Workshop on the Implementation of Water Quality Monitoring within NIPAS Marine Protected Areas ”
<b>Learning Providers:</b>	Biodiversity Management Bureau (BMB)
<b>Inclusive Dates:</b>	July 11 - 16, 2022
<b>Venue:</b>	By The Sea Resort, Olongapo, Zambales.

### I. EVALUATION OF THE COURSE:

- **Technical Content:**

The technical content of the “Water Quality Training Cum Consultation Workshop on the Implementation of Water Quality Monitoring within NIPAS Marine Protected Areas” is a brief and easy for participants to understand regarding water quality monitoring in some Protected Areas. First day of training is an introduction to the water quality checker, demonstration and data processing and analysis also covering installation trouble shooting and mapping. On the second day, auto – calibration of the checker was explained, field demonstration offshore collection data, clearing maintenance of the checker for a better understanding of the participant during the training and last day the Integrated Coastal Management was discussed the ridge to reef protection and conservation.

- **Impression/Comments:**

The training for water quality monitoring was very useful to the participants especially those working in MPAs within their jurisdiction. The resource speakers were very accommodating in answering questions during the open forum and Horiba staff guided the participants in actual data collection in the field. Also, the training was learned is very important to monitor our seawater in each Protected Area and Marine Protected Areas.

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

The training workshop especially the actual water collection of the data is relevant to me as a staff assigned to the Protected Area Management Office (PAMO). Water Quality training provides additional knowledge to monitor our seagrass, mangroves and corals in our area of jurisdiction. The learning I gained during the training will help me as well in this Office in carrying out the target activity in coastal activities.

### II. RECOMMENDATIONS:

Respectfully recommended by the undersigned as an Office personnel to be given another training related to protection/conservation for Marine Protected Areas and Protected Areas.



## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

<b>Name of Participant:</b>	RICARDO S. TANDOC
<b>Office/Service:</b>	DENR – CENRO Taytay
<b>Training Title:</b>	“ Water Quality Training Cum Consultation Workshop on the Implementation of Water Quality Monitoring within NIPAS Marine Protected Areas ”
<b>Learning Providers:</b>	Biodiversity Management Bureau (BMB)
<b>Inclusive Dates:</b>	July 11 - 16, 2022
<b>Venue:</b>	By The Sea Resort, Olongapo, Zambales.

### I. EVALUATION OF THE COURSE:

- **Technical Content:**

The technical content of the “Water Quality Training Cum Consultation Workshop on the Implementation of Water Quality Monitoring within NIPAS Marine Protected Areas” is a brief and easy for participants to understand regarding water quality monitoring in some Protected Areas. First day of training is an introduction to the water quality checker, demonstration and data processing and analysis also covering installation trouble shooting and mapping. On the second day, auto – calibration of the checker was explained, field demonstration offshore collection data, clearing maintenance of the checker for a better understanding of the participant during the training and last day the Integrated Coastal Management was discussed the ridge to reef protection and conservation.

- **Impression/Comments:**

The training for water quality monitoring was very useful to the participants especially those working in MPAs within their jurisdiction. The resource speakers were very accommodating in answering questions during the open forum and Horiba staff guided the participants in actual data collection in the field. Also, the training was learned is very important to monitor our seawater in each Protected Area and Marine Protected Areas.

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

The training workshop especially the actual water collection of the data is relevant to me as a staff assigned to the Protected Area Management Office (PAMO). Water Quality training provides additional knowledge to monitor our seagrass, mangroves and corals in our area of jurisdiction. The learning I gained during the training will help me as well in this Office in carrying out the target activity in coastal activities.

### II. RECOMMENDATIONS:

Respectfully recommended by the undersigned as an Office personnel to be given another training related to protection/conservation for Marine Protected Areas and Protected Areas.

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

Proposed Plan/Activity/Output	Time Frame
Assist in the accomplishment of the target activity regarding Water Quality Monitoring for Malampaya Sound Protected Landscape and Seascape (MSPLS) Taytay – San Vicente.	CY 2023

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

How will you support the post Learning Action/Proposal?

I will support FR Tandoc learning action/proposal by answering, to be undertaken and appointing his suggested activity.

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.

Training, workshop, orientation related to Conservation and Development under Protected area.

**Submitted by:**

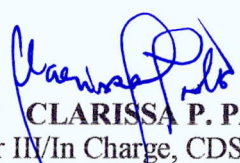
  
**RICARDO S. TANDOC**  
Forest Ranger

Attendee

July 22, 2022

Date

**Noted/Confirmed by:**

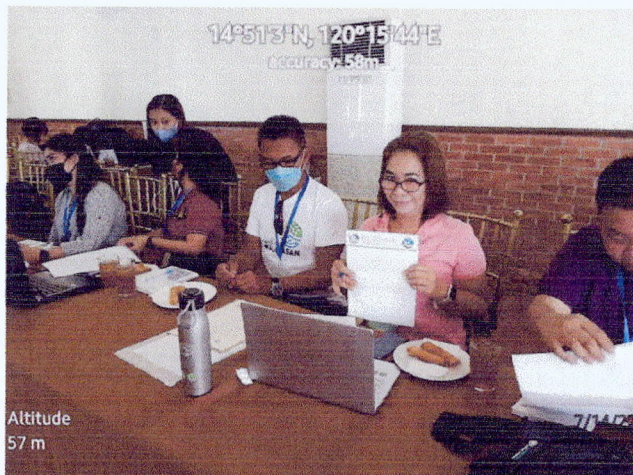
  
**CLARISSA P. PADOR**  
Forester III/In Charge, CDS/PASu, MSPLS

Supervisor

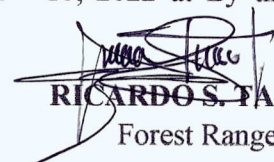




## PHOTO DOCUMENTATION



I certify that the above photo was true and taken during the attended six (6) day training workshop regarding "Water Quality Training Cum Consultation Workshop on the Implementation of Water Quality Monitoring within NIPAS Marine Protected Areas" held on July 11 - 16, 2022 at By the Sea Resort, Olongapo, Zambales.

  
**RICARDO S. TANDOC**  
Forest Ranger





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region

**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**

By the National Highway, Poblacion, Taytay, Palawan 5312

Mobile: 0926-505-9335 TM 0912-171-3889 TNT

Email: cenrotaytay@denr.gov.ph

PAMO

DENR CENRO  
PALAWAN RECORDS  
RECEIVED

June 28, 2022

MEMORANDUM

BY: [Signature]  
DATE: 07-06-2022 22-6020

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

FROM : The Community Environment and Natural Resources Officer  
This jurisdiction

SUBJECT : **ROLL-OUT OF NIPAS MPA CAPACITY BUILDING FOR  
MIMAROPA REGION ON JUNE 6-11, 2022**

Respectfully forwarded are the Individual Learning Report of the following personnel relative to the abovementioned subject.

1. For. III Clarissa P. Pador
2. FT I Timoteo B. Magnaye, Jr.
3. FT II Bienvenido F. Veguilla III
4. FR Ricardo S. Tandoc

This report will serves as **Means of Verification (MoV)** on the target activity for meetings attended.

For his information and record.

For and in the absence of the CENRO:

DENR CENRO  
TAYTAY, PALAWAN  
RELEASED

BY: [Signature]  
DATE: JUN 30 2022 1864

**ALEXANDER E. MANCIO**  
SEMS/Chief, RPS  
In Charge, Office of the CENRO



Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region

**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](mailto:pamomspls@gmail.com)/Contact #:0938-786-3728 (SMART)



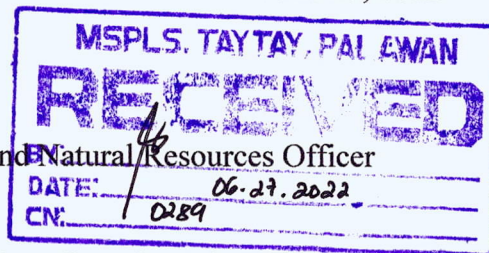
June 27, 2022

**MEMORANDUM**

**FOR :** The Community Environment and Natural Resources Officer  
Taytay, Palawan

**FROM :** In Charge, CDS/The Protected Area Superintendent  
Malampaya Sound Protected Landscape and Seascape (MSPLS)  
Taytay - San Vicente, Palawan


**SUBJECT : SUBMISSION OF INDIVIDUAL LEARNING REPORT**



This pertains to the above subject that the undersigned attended the six (6) day training workshop regarding “Roll – Out of NIPAS MPA Capacity Building for MIMAROPA Region” held on June 6 – 11, 2022 at Asturias Hotel, Puerto Princesa City, Palawan.

Attached is the Individual Learning Report and photo documentation.

For your information in record.

  
**CLARISSA P. PADOR**



## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

<b>Name of Participant:</b>	CLARISSA P. PADOR
<b>Office/Service:</b>	DENR – CENRO Taytay
<b>Training Title:</b>	“ Roll – Out of NIPAS MPA Capacity Building for MIMAROPA Region ”
<b>Learning Providers:</b>	Biodiversity Management Bureau (BMB)
<b>Inclusive Dates:</b>	June 6 – 11, 2022
<b>Venue:</b>	Asturias Hotel, Puerto Princesa City, Palawan

### I. EVALUATION OF THE COURSE:

- **Technical Content:**

The technical content of the “Roll – Out of NIPAS MPA Capacity Building for MIMAROPA Region” is a brief and easy to understand by the participants. Although the two (2) modules Fundamentals of MPA Management and Marine Ecosystem and Ocean Processes were composed in two (2) days and the BAMS for Coastal and Marine Ecosystem in one (1) day, the activities provided during the training workshop allows participants to better understand the topics during the training resource materials were also provided to the participants.

- **Impression/Comments:**

Very useful and informative to participants especially those with MPAs within their area of jurisdiction. The resource speakers were very accommodating in answering the questions during the training workshop and exercises. In the field praticum, the participants were guided by the resource speaker assigned to each coastal and marine habitats. Also, the participants were able to applied what they learned in the training workshop especially in the assessment of mangroves, seagrass and coral reef.

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

The training workshop especially the exercises is relevant to me as PA Superintendent MSPLS and In Charge, CDS. This training/workshop provides additional knowledge on the Fundamentals of MPA Management, Marine Ecosystem and Ocean processes, and BAMS for coastal and marine ecosystems that are considered our area of jurisdiction (AOR). The learning I gained during the training will help me as well in this Office in carrying out the target activity in coastal and marine activities.

### II. RECOMMENDATIONS:

Respectfully recommends that another training related to protection/conservation in the fulfillment of each target office activity will follows.



IV. POST LEARNING ACTION PLAN/PROPOSAL:	
Proposed Plan/Activity/Output	Time Frame
Lead/facilitate in the accomplishment of the target activity on Coastal and Marine Ecosystem (Seagrass, Mangroves and Corals) for Malampaya Sound Protected Landscape and Seascape (MSPLS) Taytay – San Vicente.	4rth Quarter 2022

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

How will you support the post Learning Action/Proposal?

I will support PASu Pador learning action/proposal by answering, to be undertaken and appointing his suggested activity.

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.

Training, workshop, orientation related to Conservation and Development under Protected area.

**Submitted by:**

**Noted/Confirmed by:**

**CLARISSA P. PADOR**

Forester III/In Charge, CDS/PASu, MSPLS

\_\_\_\_\_  
Attendee

**ALAN L. VALLE**  
CENRO

\_\_\_\_\_  
Supervisor

June 27, 2022

Date

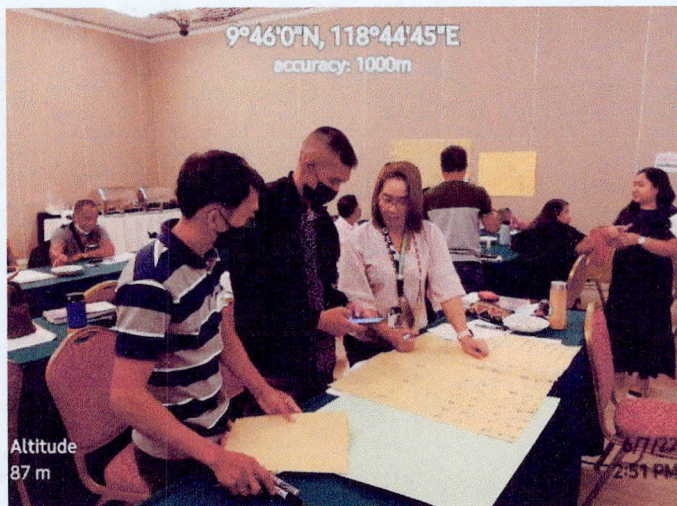




Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**PROTECTED AREA MANAGEMENT OFFICE**  
**MALAMPAYA SOUND PROTECTED LANDSCAPE AND SEASCAPE (MSPLS)**  
Taytay-San Vicente, Palawan  
Barangay Old Guinlo, Taytay, Palawan  
Email add: [pamomspls@gmail.com](mailto:pamomspls@gmail.com)/Contact #:0938-786-3728 (SMART)



## PHOTO DOCUMENTATION





INDIVIDUAL LEARNING REPORT

RECEIVED  
TAYTAY, CENRO  
BY: [Signature]  
DATE: 6-20-22 ON 358

Part 1 (To be prepared by the participant)

Name of Participant:	TIMOTEO B. MAGNAYE JR.
Office/Service:	DENR-CENRO Taytay
Training Title:	“Roll-Out of NIPAS MPA Capacity Building for MIMAROPA Region “
Learning Providers:	Biodiversity Management Bureau
Inclusive Dates:	June 6-11, 2022
Venue:	Asturias Hotel, Puerto Princesa City, Palawan

I. EVALUATION OF THE COURSE:

• Technical Content:

The technical content of the “Roll-Out of NIPAS MPA Capacity Building for MIMAROPA Region “is brief and easy to understand by the participants. Although the two (2) modules Fundamentals of MPA Management and Marine Ecosystem and Ocean Processes were compressed in two (2) days and the BAMS for Coastal and Marine ecosystem in one (1) day, the activities provided during the training workshop allows the participants to understand better the topics during the training. Resource materials were also provided to the participants.

• Impression/Comments

Very useful to the participants especially those with MPA within their area of jurisdiction. The Resource speakers were very accommodating in answering questions during the training workshop. During the field practicum, the Resource speakers assigned to each coastal and marine habitats guided the participants. Also, the participants were able to apply what they have learned during the training workshop.

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

The training-workshop is relevant to me as an employee. This training provides additional knowledge on Fundamentals of MPA Management, Marine Ecosystem and Ocean Processes, and BAMS for coastal and marine ecosystem considering that our Area of Jurisdiction (AOR). The learning that I acquired during the training would be helpful to me as well as this office in accomplishing the target activity in coastal and marine activities.

II. RECOMMENDATIONS:

The undersigned would like to respectfully recommend that personnel of this Office that were provided with trainings should be tapped in accomplishing the target activity.

IV. POST LEARNING ACTION PLAN/PROPOSAL:



Proposed Plan/Activity/Output	Time Frame
Assist in the accomplishment of the target activity on Coastal and Marine Ecosystem (Seagrass, Mangroves and Corals) for Malampaya Sound Protected Landscape and Seascape (MSPLS), within the jurisdiction of this Office.	3 <sup>rd</sup> Quarter 2022

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

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

I will support the learning Action /Proposal of FT I Magnaye by ensuring that his proposed activity will be conducted and monitored.

**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.

Training/Seminar/Courses related to Conservation and Development.

**Submitted by:**

  
**TIMOTEO B. MAGNAYE JR.**  
 Forest Technician 1

\_\_\_\_\_  
 Attendee

**June 20, 2022**  
 Date

**Noted/Confirmed by:**

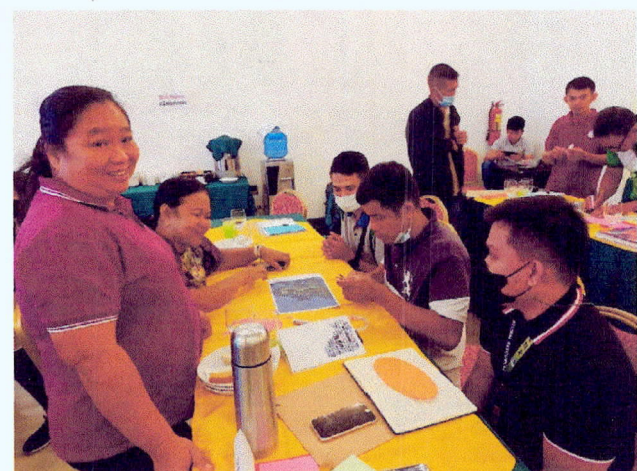
**ALAN L. VALLE**  
 CENR Officer

  
 Supervisor



Photo showing the undersigned during the “Roll-Out of NIPAS MPA Capacity Building for MIMAROPA Region ” on June 6-11, 2022 at Puerto Princesa City, Palawan

#### PHOTO DOCUMENTATION





## INDIVIDUAL LEARNING REPORT

DENR CENRO  
TAYTAY, PALAWAN  
RECEIVED  
BY: *[Signature]*  
DATE: *4-20-22* CR *3179*

Part 1 (To be prepared by the participant)

<b>Name of Participant:</b>	Bienvenido F. Veguilla III
<b>Office/Service:</b>	DENR CENRO Taytay
<b>Training Title:</b>	"Roll-out Training of NIPAS Marine Protected Area in MIMAROPA"
<b>Learning Providers:</b>	Marine Spatial Planning
<b>Inclusive Dates:</b>	June 6-11, 2022
<b>Venue:</b>	Astorias Hotel Puerto Princesa City

### I. EVALUATION OF THE COURSE:

- **Technical Content:**

A training workshop on enhancement of Coastal and Marine Ecosystem Management Program(CMEMP) Implementation, particularly on NIPAS MPA Capacity Building Program(NIMCAP) Regional Implementation and Coastal and Marine Ecosystem Monitoring and Assessment through the BAMS Bulletins.

- **Impression/Comments:**

The learnings gained from the said training is very much useful and needed particularly in monitoring and assessment of corals, seagrass and mangroves. Also in planning for the protection and conservation of coastal and marine protected areas.

I will apply what I have learned in this training if I will be given chance to work on this field.

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

The learning that I have acquired was not related to my work as Enforcement Personnel of DENR CENRO Taytay, Palawan.

I am very much thankful that I was chosen one of the participant to the above mentioned training because I have gained new skills and knowledge that I can apply to actual scenario when the office give me an order to be assigned on the Coastal Monitoring and Assessment.

## II. RECOMMENDATIONS:

Conduct another training related to coastal and marine protection and conservation.

## IV. POST LEARNING ACTION PLAN/PROPOSAL:

Proposed Plan/Activity/Output	Time Frame
Re-echo of the training.	October 2022

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

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

Advise the subordinate to conduct the re-echo activity with the DENR –CENRO Taytay staff with related works in coastal and marine activities.

#### 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, in order to apply the knowledge and skills in monitoring and assessment of Coastal and Marine of El Nido-Taytay Managed Resource Protected Area (ENTMRPA) with in their area of jurisdiction.

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

Yes ☐ / \_\_\_ No ☐ Others ☐

If yes, please specify courses.

Rigid training on ENR Law for terrestrial and marine legal matters.

Submitted by:

  
BIENVENIDO F. VEGUILLA III  
Attendee

June 20, 2022

Date

Noted/Confirmed by:

  
MICHAEL L. MARASIGAN  
Supervisor





Republic of the Philippines  
**Department of Environment and Natural Resources**  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
5312 Taytay, Palawan

## PHOTO DOCUMENTATION



*[Handwritten signature]*

by the National Highway, Poblacion, Taytay, Palawan 5312  
email: [cenrotaytaypal@yahoo.com.ph](mailto:cenrotaytaypal@yahoo.com.ph)  
GLOBE 09265059335 \* SMART 09121713889





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region

**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](mailto:pamomspls@gmail.com)/Contact #:0938-786-3728 (SMART)



June 27, 2022

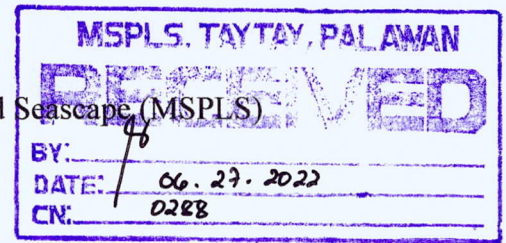
**MEMORANDUM**

FOR : The Community Environment and Natural Resources Officer  
Taytay, Palawan

THRU : The Protected Area Superintendent  
Malampaya Sound Protected Landscape and Seascape (MSPLS)  
Taytay - San Vicente, Palawan

FROM : Forest Ranger

SUBJECT : **SUBMISSION OF INDIVIDUAL LEARNING REPORT**



This pertains to the above subject that the undersigned attended the six (6) day training workshop regarding "Roll – Out of NIPAS MPA Capacity Building for MIMAROPA Region" held on June 6 – 11, 2022 at Asturias Hotel, Puerto Princesa City, Palawan.

Attached is the Individual Learning Report and photo documentation.

For your information in record.

  
**RICARDO S. TANDOC**



## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

<b>Name of Participant:</b>	RICARDO S. TANDOC
<b>Office/Service:</b>	DENR – CENRO Taytay
<b>Training Title:</b>	“ Roll – Out of NIPAS MPA Capacity Building for MIMAROPA Region ”
<b>Learning Providers:</b>	Biodiversity Management Bureau (BMB)
<b>Inclusive Dates:</b>	June 6 – 11, 2022
<b>Venue:</b>	Asturias Hotel, Puerto Princesa City, Palawan

### I. EVALUATION OF THE COURSE:

- **Technical Content:**

The technical content of the “Roll – Out of NIPAS MPA Capacity Building for MIMAROPA Region” is a brief and easy to understand by the participants. Although the two (2) modules Fundamentals of MPA Management and Marine Ecosystem and Ocean Processes were composed in two (2) days and the BAMS for Coastal and Marine Ecosystem in one (1) day, the activities provided during the training workshop allows participants to better understand the topics during the training resource materials were also provided to the participants.

- **Impression/Comments:**

Very useful to participants especially those with MPAs within their jurisdiction. The resource speakers were very accommodating in answering questions during the training workshop and exercises. In the field praticum, the participants were guided by the resource speaker assigned to each coastal and marine habitats. Also, the participants applied what they learned in the training workshop especially in the assessment of mangroves, seagrass and coral reef.

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

The training workshop especially the exercises is relevant to me as an employee and assigned to the Protected Area Management Office (PAMO). This training provides additional knowledge on Fundamentals of MPA Management, Marine Ecosystem and Ocean processes, and BAMS for coastal and marine ecosystems that are considered our area of jurisdiction (AOR). The learning I gained during the training will help me as well in this Office in carrying out the target activity in coastal and marine activities.

### II. RECOMMENDATIONS:

Respectfully recommended by the undersigned as an Office personnel to be given another training related to protection/conservation in fulfillment of each target office activity.

IV. POST LEARNING ACTION PLAN/PROPOSAL:	
Proposed Plan/Activity/Output	Time Frame
Assist in the accomplishment of the target activity on Coastal and Marine Ecosystem (Seagrass, Mangroves and Corals) for Malampaya Sound Protected Landscape and Seascape (MSPLS) Taytay – San Vicente.	4rth Quarter 2022

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

How will you support the post Learning Action/Proposal?

I will support FR Tandoc learning action/proposal by answering, to be undertaken and appointing his suggested activity.

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?

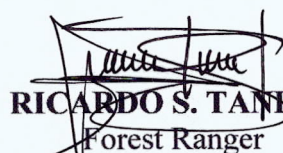
Yes ☒ No ☐ Others ☐

If yes, please specify courses.

Training, workshop, orientation related to Conservation and Development under Protected area.

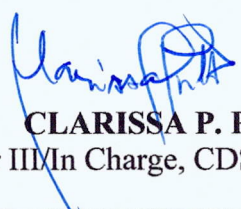
**Submitted by:**

**Noted/Confirmed by:**

  
**RICARDO S. TANDOC**  
 Forest Ranger

\_\_\_\_\_  
 Attendee

June 27, 2022  
 Date

  
**CLARISSA P. PADOR**  
 Forester III/In Charge, CDS/PASu, MSPLS  
 \_\_\_\_\_  
 Supervisor





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**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](mailto:pamomspls@gmail.com)/Contact #:0938-786-3728 (SMART)



### PHOTO DOCUMENTATION







Republic of the Philippines  
**Department of Environment and Natural Resources**  
Community Environment and Natural Resources Office  
Barangay 5, Calamianes Island, Coron, Palawan  
Telephone No. +63 917 504 2633

E-mail: cenrocoron@denr.gov.ph Website: www.denr.gov.ph

MEMORANDUM

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


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

**FROM** : The OIC, Community on Environment and  
Natural Resource Officer  
Coron, Palawan

**SUBJECT** : SUBMISSION OF INDIVIDUAL LEARNING REPORT OF  
ADMINISTRATIVE AIDE VI PRIZE C. BALDOS

**DATE** : 25 JULY 2022

DENR PENRO  
PALAWAN RECORDS  
RECEIVED

BY:   
DATE: 28.07.2022 226948

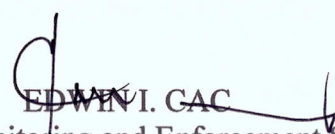
Respectfully submitted is the Individual Learning Report of Administrative Aide VI Prize C. Baldos pertaining to the webinar hosted by the Department of Information and Communications Technology (DICT) Region IV-B entitled "Fighting Cybercrime with Data Privacy Awareness and Cybercrime Prevention with Palawan" held via Zoom on July 20, 2022.

The said event is an initiative of the Department of Information and Communications Technology (DICT) in its continuous pursuit towards data security in ICT and in view of the need for more awareness on data privacy

For information and record.

For and in the absence of the CENRO:



  
EDWIN I. CAC  
SEMS/Chief, Monitoring and Enforcement Section  
OIC, Assistant CENRO Officer (DMO IV)  
In-Charge \_ Office of the CENRO







## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

<b>Name of Participant:</b>	Prize C. Baldos
<b>Office/Service:</b>	CENRO-Coron, Palawan
<b>Training Title:</b>	Fighting Cybercrime with Data Privacy Awareness and Cybercrime Prevention with Palawan
<b>Learning Providers:</b>	DICT-MIMAROPA
<b>Inclusive Dates:</b>	July 20, 2022
<b>Venue:</b>	Via Zoom

### I. EVALUATION OF THE COURSE:

- Technical Content:
  - R.A 10173 “The Data Privacy Act of 2012” and its scope of the Law
  - Article III, 1987 Philippine Constitution
  - Structure of the Data Privacy Act
  - National Privacy Commission mandates
  - Data Subject, Processing, Lawful Criteria to Process Information, Lawful Criteria to Process Sensitive Personal Information
  - Personal Information Controller and its obligation
  - Personal Information Processor and its obligation
  - Data Privacy Principle (Transparency, Legitimacy and Proportionality
  - Rights of Data Subject
  - Five Pillars of Compliance
  - Penalties
  - Understanding Cybercrime Prevention and Cyber Security Awareness
  - Philippine National Public Key Infrastructure (PNPKI) Orientation

- Impressions/Comment
  - The webinar is very vital especially nowadays that people are engaging in using ICT for both personal and professional advantage. This serves as an awareness of Data Privacy and its penalties once violated.

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

- As one of the personnel who uses ICT in the Office to perform daily tasks, this is very helpful in proper controlling of data and knowing how to rightfully use and process it, especially in handling the Official email of the Office.

### III. RECOMMENDATIONS

I am looking forward to more learning event like this.

### IV. POST LEARNING ACTION PLAN/PROPOSAL

PROPOSED PLAN/ ACTIVITY/ OUTPUT	TIME FRAME
Submission of Certificate of Attendance /Participation issued by the Learning provider	Within the year

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

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

Full support by providing technical assistance.

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?

To this moment, we have not yet discussed.

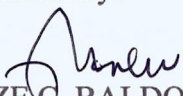
Would you be willing to send him/ her again to other training/seminars/conference?

Yes \_/\_ No \_\_\_\_ others \_\_\_\_

If yes, please specify courses:


Basic course in ENR laws.

Submitted by:

  
PRIZEC. BALDOS  
Attendee

July 20, 2022  
Date

Noted by:

  
EDWIN I. CAC  
OIC, Assistant CENR Officer (DMO IV)  
CENRO Coron





R4B CENRO Coron <cenrocoron@denr.gov.ph>

## Fighting Cybercrime with Data Privacy Awareness and Cybercrime Prevention with Palawan

1 message

Jeanette Ripalda <jeanette.ripalda@dict.gov.ph>

Thu, Jul 14, 2022 at 10:26 AM

To: penropalawan@denr.gov.ph, R4B CENRO Coron <cenrocoron@denr.gov.ph>, cenrotaytay@denr.gov.ph, R4B CENRO Roxas Palawan <cenroroxaspalawan@denr.gov.ph>, cenrobrookespoint@denr.gov.ph, cenropuertoprincesa@denr.gov.ph, rebote29@gmail.com, adierghin22@gmail.com, agutayapalawan@yahoo.com, cudillasue@gmail.com, municipalityofbalabac@gmail.com, icebataraza@gmail.com, brookespointmayoroffice@gmail.com, lancer121967@gmail.com, Yaken Cagayanen <lgucagayancillo1810@gmail.com>, culon.municipality16@gmail.com, mayoroffice.lgucuyo@gmail.com, amelcaabay@rocketmail.com, mmoelnido@gmail.com, ohoyvex@gmail.com, MPDClinapacan@gmail.com, mayoroffice.mag@gmail.com, mayordanao@gmail.com, citymayor@puertoprincesa.ph, mayoroffice\_quezonpalawan@yahoo.com, officeofthemayor.otolodi2019@gmail.com, mayoroffice\_extension@yahoo.com, amyalvarez@ymail.com, s.espanola9513@gmail.com, CVRtaytay@gmail.com, mayoroffice.araceli@gmail.com, st.aldaw@yahoo.com, mayorofficebusuanga@gmail.com, boytaps\_tatos@yahoo.com, doc\_adion21@yahoo.com, edna\_g\_lim@yahoo.com, mag.mayoroffice@gmail.com, backup@gmail.com, cmisd@puertoprincesa.ph, mo.rizalpalawan2019@gmail.com, lguaraceli.bacsec@gmail.com, cityinformation@puertoprincesa.ph, magsaysaypalawanrhu@gmail.com, Pdrmo Palawan <palawanpdrmo@gmail.com>, cdrmo.ppscity@gmail.com, jon4aborian@yahoo.com, joenelguarin@mail.com, mdrmmaracelipal@gmail.com, dilgabalabac@yahoo.com, mdrmm\_bataraza@yahoo.com, apodan\_16@yahoo.com, billyparoo@gmail.com, rg\_bndac@yahoo.com, coronmdrmc@gmail.com, joflagrosa@gmail.com, mdrmmocuyo@gmail.com, engnglendagingacasacabildo@gmail.com, rabilos25@gmail.com, mdrmmgulalayaan@gmail.com, mdrmmolinapacan@gmail.com, raymunddlrs12@gmail.com, mdrmmo\_quezon2011@yahoo.com, bojielorenzo@gmail.com, mdrmmoroxas@yahoo.com, svmdrm@gmail.com, enopia.elanor@gmail.com

Dear Sir/ Madam:

Greetings from the Department of Information and Communications Technology Region IV-BI

In 2021 Kaspersky Security Network, a cybersecurity company, has detected and blocked over 50 million web threat attempts in the Philippines alone. Echoing the same cybersecurity crisis, DICT's National Computer Emergency Response Team has received and resolved thousands of cybersecurity incidents for 2021 ranging from malware and malicious files to data exfiltration attacks.

The DICT MIMAROPA, in its continuous pursuit towards data security in ICT and in view of the need for more awareness on data privacy, is hosting a Cybersecurity and Data Privacy Orientation Webinar on July 20, 2022 via Zoom and Facebook Live.

In this regard, we are pleased to extend our invitation to your organization for the aforementioned awareness initiative.

Please refer below for the Schedule and Zoom Access Details:

Event: **Fighting Cybercrime with Data Privacy Awareness and Cybercrime Prevention with Palawan**

Date and Time: **July 20, 2022 from 08:00 AM – 5:00 PM**

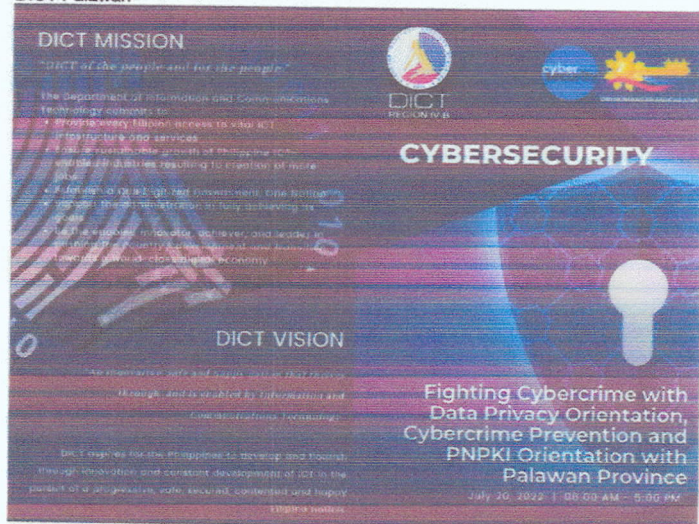
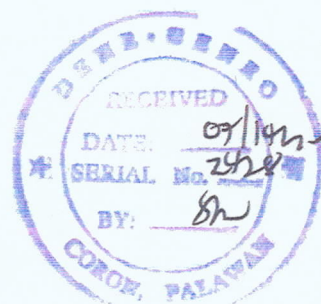
Zoom Link: <https://bit.ly/dpoandcyber>

Facebook Live: [facebook.com/dict4b](https://www.facebook.com/dict4b)

Should there be a need for clarification or inquiry, please do not hesitate to contact us through our Cybersecurity and PNPKI Lead, Nicole N. Matib at [nicole.matib@dict.gov.ph](mailto:nicole.matib@dict.gov.ph) or via her mobile no. at 09454464776.

Thanks,

Jeanette Ripalda  
DICT Palawan





Republic of the Philippines  
**Department of Environment and Natural Resources**  
Community Environment and Natural Resources Office  
Barangay 5, Calamianes Island, Coron, Palawan  
Telephone No. +63 917 504 2633

E-mail: cenrocoron@denr.gov.ph Website: www.denr.gov.ph

MEMORANDUM

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

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

**FROM** : The OIC, Community on Environment and  
Natural Resource Officer  
Coron, Palawan

**SUBJECT** : SUBMISSION OF INDIVIDUAL LEARNING REPORT OF  
ADMINISTRATIVE AIDE VI PRIZE C. BALDOS

**DATE** : 25 JULY 2022

DENR PENRO  
PALAWAN RECORDS  
RECEIVED

BY:   
DATE: 08-07-2022 22:0448

Respectfully submitted is the Individual Learning Report of Administrative Aide VI Prize C. Baldos pertaining to the webinar hosted by the Department of Information and Communications Technology (DICT) Region IV-B entitled "Fighting Cybercrime with Data Privacy Awareness and Cybercrime Prevention with Palawan" held via Zoom on July 20, 2022.

The said event is an initiative of the Department of Information and Communications Technology (DICT) in its continuous pursuit towards data security in ICT and in view of the need for more awareness on data privacy

For information and record.

For and in the absence of the CENRO:



EDWIN I. CAC  
SEMS/Chief, Monitoring and Enforcement Section  
OIC, Assistant CENRO Officer (DMO IV)  
In-Charge - Office of the CENRO





Republic of the Philippines  
Department of Environment and Natural Resources  
MIMAROPA Region  
**COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE**  
Coron, Palawan - 5316  
Email Address: cenrocoron@denr.gov.ph

## INDIVIDUAL LEARNING REPORT

Part 1 (To be prepared by the participant)

<b>Name of Participant:</b>	Prize C. Baldos
<b>Office/Service:</b>	CENRO-Coron, Palawan
<b>Training Title:</b>	Fighting Cybercrime with Data Privacy Awareness and Cybercrime Prevention with Palawan
<b>Learning Providers:</b>	DICT-MIMAROPA
<b>Inclusive Dates:</b>	July 20, 2022
<b>Venue:</b>	Via Zoom

### I. EVALUATION OF THE COURSE:

- Technical Content:
  - R.A 10173 “The Data Privacy Act of 2012” and its scope of the Law
  - Article III, 1987 Philippine Constitution
  - Structure of the Data Privacy Act
  - National Privacy Commission mandates
  - Data Subject, Processing, Lawful Criteria to Process Information, Lawful Criteria to Process Sensitive Personal Information
  - Personal Information Controller and its obligation
  - Personal Information Processor and its obligation
  - Data Privacy Principle (Transparency, Legitimacy and Proportionality)
  - Rights of Data Subject
  - Five Pillars of Compliance
  - Penalties
  - Understanding Cybercrime Prevention and Cyber Security Awareness
  - Philippine National Public Key Infrastructure (PNPKI) Orientation

- Impressions/Comment
  - The webinar is very vital especially nowadays that people are engaging in using ICT for both personal and professional advantage. This serves as an awareness of Data Privacy and its penalties once violated.

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

- As one of the personnel who uses ICT in the Office to perform daily tasks, this is very helpful in proper controlling of data and knowing how to rightfully use and process it, especially in handling the Official email of the Office.

<b>III. RECOMMENDATIONS</b>	
I am looking forward to more learning event like this.	
<b>IV. POST LEARNING ACTION PLAN/PROPOSAL</b>	
<b>PROPOSED PLAN/ ACTIVITY/ OUTPUT</b>	<b>TIME FRAME</b>
Submission of Certificate of Attendance /Participation issued by the Learning provider	Within the year

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

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

Full support by providing technical assistance.

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?

To this moment, we have not yet discussed.


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

Yes / No        others       

If yes, please specify courses:


Basic course in ENR laws.

Submitted by:

  
PRIZE C. BALDOS  
Attendee

July 20, 2022  
Date

Noted by:

  
EDWIN L. CAC  
OIC, Assistant CENR Officer (DMO IV)  
CENRO Coron



**Fighting Cybercrime with Data Privacy Awareness and Cybercrime Prevention with Palawan**

1 message

Jeanette Ripalda &lt;jeanette.ripalda@dict.gov.ph&gt;

Thu, Jul 14, 2022 at 10:26 AM

To: penropalawan@denr.gov.ph, R4B CENRO Coron <cenrocoron@denr.gov.ph>, cenrotaytay@denr.gov.ph, R4B CENRO Roxas Palawan <cenroxaspalawan@denr.gov.ph>, cenbrookesspoint@denr.gov.ph, cenropuertoprincesa@denr.gov.ph, rebote29@gmail.com, adierghin22@gmail.com, agutayapalawan@yahoo.com, cudillasue@gmail.com, municipalityofbalabac@gmail.com, lcebaraza@gmail.com, brookesspointmayoroffice@gmail.com, lancer121967@gmail.com, Yaken Cagayanen <lgucagayanen1810@gmail.com>, culion.municipality16@gmail.com, mayoroffice.lgucuyo@gmail.com, amelcaabay@rocketmail.com, mmoelnido@gmail.com, choyyex@gmail.com, MPDClinapacan@gmail.com, mayoroffice.mag@gmail.com, mayordanao@gmail.com, citymayor@puertoprincesa.ph, mayoroffice\_quezonpalawan@yahoo.com, officeofthemayor.otolodi2019@gmail.com, mayoroffice\_extension@yahoo.com, amyalvarez@ymail.com, s.espanola9513@gmail.com, CVRtaytay@gmail.com, mayoroffice.araceli@gmail.com, st.aldaw@yahoo.com, mayorofficebusuanga@gmail.com, boytaps\_tatos@yahoo.com, doc\_adion21@yahoo.com, edna\_g\_lim@yahoo.com, mag.mayoroffice@gmail.com, backup@gmail.com, cmisd@puertoprincesa.ph, mo.rizalpalawan2019@gmail.com, lguaraceli.bacsec@gmail.com, cityinformation@puertoprincesa.ph, magsaysaypalawanrhu@gmail.com, Pdrmo Palawan <palawanpdrmo@gmail.com>, cdrmo.ppscity@gmail.com, jon4aborlan@yahoo.com, joenelguarin@mail.com, mdrmaracelipal@gmail.com, dilgabalabac@yahoo.com, mdrmo\_bataraza@yahoo.com, apodan\_16@yahoo.com, billyparco@gmail.com, rg\_bndac@yahoo.com, coronmdrrmc@gmail.com, joflagrosa@gmail.com, mdrmmocuyo@gmail.com, engrglendagingacasacabildo@gmail.com, rabilos25@gmail.com, mdrmlgukalayaan@gmail.com, mdrmmolinapacan@gmail.com, raymunddlrs12@gmail.com, mdrmo\_quezon2011@yahoo.com, bojielorenzo@gmail.com, mdrmoroxas@yahoo.com, svmdrmo@gmail.com, enopia.elanor@gmail.com

Dear Sir/ Madam:

Greetings from the Department of Information and Communications Technology Region IV-B!

In 2021 Kaspersky Security Network, a cybersecurity company, has detected and blocked over 50 million web threat attempts in the Philippines alone. Echoing the same cybersecurity crisis, DICT's National Computer Emergency Response Team has received and resolved thousands of cybersecurity incidents for 2021 ranging from malware and malicious files to data exfiltration attacks.

The DICT MIMAROPA, in its continuous pursuit towards data security in ICT and in view of the need for more awareness on data privacy, is hosting a Cybersecurity and Data Privacy Orientation Webinar on July 20, 2022 via Zoom and Facebook Live.

In this regard, we are pleased to extend our invitation to your organization for the aforementioned awareness initiative.

Please refer below for the Schedule and Zoom Access Details:

Event: **Fighting Cybercrime with Data Privacy Awareness and Cybercrime Prevention with Palawan**Date and Time: **July 20, 2022 from 08:00 AM – 5:00 PM**Zoom Link: <https://bit.ly/dpoandcyber>Facebook Live: [facebook.com/dict4b](https://www.facebook.com/dict4b)

Should there be a need for clarification or inquiry, please do not hesitate to contact us through our Cybersecurity and PNPKI Lead, Nicole N. Matib at [nicole.matib@dict.gov.ph](mailto:nicole.matib@dict.gov.ph) or via her mobile no. at 09454464776.

Thanks,

Jeanette Ripalda  
DICT Palawan