



Republic of the Philippines
Department of Environment and Natural Resources
Region IV - MIMAROPA
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE
Sta. Monica, Puerto Princesa City



March 23, 2023

MEMORANDUM

FOR : The Regional Director
DENR MIMAROPA Region

FROM : Accountant III

SUBJECT : CERTIFICATION ISSUED TO ACCOUNTANT III NESTOR S. LOMIBAO

This refers to your memorandum dated January 23, 2023 (**Annex "A"**) regarding the request of the undersigned to attend review classes in Manila. Attached is a copy of my Study/review Leave Application (SLA) covering the period from May 1 to October 31, 2017 with approved signature of RED Natividad Bernardino (**Annex "B"**).

To educate you Ma'am, the PENR Office paid my salaries from May to August 2017 amounting to (P41,151.00 x 4 mos) P164,604.00 while attending review classes in Manila. The basis of their payment was the approved SLA covering the period from May 01 to October 31, 2017. However, the PENRO Administrative Division Office found out in their records on July 8, 2019 that my SLA has no evidence of approval from the ASEC for Human Resource Development System Office. So on that day, they immediately require me to submit a copy of Approved Study Leave Application by the said ASEC otherwise they will stop paying my salaries and will forcibly withhold/collect the total amount of P164,604.00 from my salaries effecting on that day and onwards (**Annex "C"**). We exchange several memoranda on this matter but no consideration was given to my side. They successfully withheld/collected the total amount of P164,604.00 from July 2018 to January 2020. I considered their action illegal because I have no chance to comply the requirement considering that I have no access in the ASEC's office and also the long span period of time. My claim is valid because the PENRO Resident Auditor has no suspension nor disallowance issued to the undersigned regarding the matter up to this writing. Please take note that their requirement was only a mere approval of my SLA from ASEC's office.

On January 30, 2023, the PENRO Administrative Division Office after securing an undated certification from Human Resource Development Office for allowing me to claim salaries for the period August 01 to October 31, 2017. Instead of paying/returning my money they withheld, they required me again to submit a document (**Annex "D"**) to support the payment of the said salaries which is Scholarship Contract between me and the Head of Office. Their action was unhuman that caused deliberate delay in paying my salaries which is a violation of RA 3019.

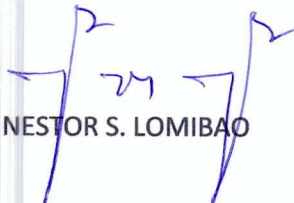
South National Highway, Bgy. Santa Monica
Puerto Princesa City
Email Address: cenroppchuc@yahoo.com
Tel. No. (048) 433-0660



Republic of the Philippines
Department of Environment and Natural Resources
Region IV - MIMAROPA
COMMUNITY ENVIRONMENT AND NATURAL RESOURCES OFFICE
Sta. Monica, Puerto Princesa City

I would like to ask your help to please instruct the PENR Office/r to issue government official receipts that correspond to the amount they withheld/collected from my monthly salaries and benefits since September 2017 or you may refer to the Chief, Finance Division to help the PENR Office to resolve the issue. I have been demanding these government official receipts several times already but no action has been taken.

For her information and action.


NESTOR S. LOMIBAO



JAN 23 2023

MEMORANDUM

FOR : MIRIAM M. MARCELO
OIC DIRECTOR, HUMAN RESOURCE DEVELOPMENT
SERVICE

ATTENTION : THE CHIEF
CAREER DEVELOPMENT DIVISION

FROM : THE REGIONAL EXECUTIVE DIRECTOR

SUBJECT : CERTIFICATION ISSUED TO ACCOUNTANT III NESTOR S.
LOMIBAO

This refers to the memorandum dated December 27, 2022 of Palawan PENR Officer Felizardo B. Cayatoc, pertaining to the certification issued by the Chief, Career Development Division on the approved request of Accountant III Nestor S. Lomibao to attend review classes. Attached is a copy of the said certification for your ready reference.

As mentioned in the said memorandum, the Certification is undated, and no other documents were attached to support it.

In this regard, may we request a dated certification, and a copy of the DENR Scholarship Committee resolution approving the request of Mr. Lomibao to attend the review classes for the period 01 August to 31 October 2017 and the Scholarship Contract. The said documents shall be used as bases, among others, in the computation of Mr. Lomibao's leave credits.

For consideration and appropriate action.


LORMELYN E. CLAUDIO, CESO IV

cc: The PENR Officer
DENR-Palawan

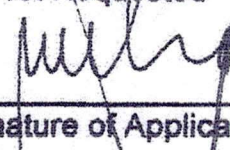
Annex "B"

APPLICATION FOR LEAVE

1	<u>DENR-CENRO, BROOKE'S PT.</u> OFFICE/AGENCY	2	<u>LOMIBAO</u> NAME (Last)		<u>NESTOR</u> (First)
3	<u>April 28, 2017</u> Date of Filing	4	<u>Accountant III</u> Position	5	<u>P 39,151</u> Salary (Monthly)

DETAILS OF APPLICATION

6 a. Type of Leave		b. Where leave will be spent:	
<input type="checkbox"/> Vacation		1 In case of Vacation Leave	
<input type="checkbox"/> To seek employment		<input type="checkbox"/> Within the Philippine	
<input type="checkbox"/> Sick Leave		<input type="checkbox"/> Abroad (Specify)	
<input type="checkbox"/> Maternity			
<input checked="" type="checkbox"/> Others	<u>Study Leave</u>	2 In case of Sick leave	
		<input type="checkbox"/> In hospital (Specify)	
		<input type="checkbox"/> Out-Patient (specify)	
c. Number of Working Days		d. Commutation	
Applied for	: <u>6 months</u>	<input type="checkbox"/> Requested	
Inclusive Dates:	: <u>May 02 to Oct. 28, 2017</u>	<input type="checkbox"/> Not Requested	


(Signature of Applicant)

DETAILS OF ACTION ON APPLICATION

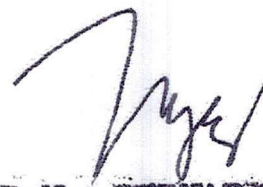
7 a. Certification of Leave Credits	b. Recommendation
as of <u>March 31, 2017</u>	<input type="checkbox"/> Approval
	<input type="checkbox"/> Disapproved due to

Vacation	Sick	TOTAL
<u>19.876</u>	<u>41.542</u>	<u>61.418</u>
Days	Days	Days


MAILAH REGALADO
Admin. Officer IV (HRMO II)


FELIZARDO E. GAYAR
OIC-PENRO

c. APPROVED FOR:	d. DISAPPROVED FOR:
<input type="checkbox"/> days with pay	
<input type="checkbox"/> days without pay	
<input type="checkbox"/> others (specify)	


NATIVIDAD Y. BERNARDINO, CESE
OIC, Regional Director

Date: _____



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

Annex "C"

July 8, 2019

MEMORANDUM

TO : Nestor S. Lomibao
Accountant III
CENRO Puerto Princesa City

FROM : The OIC-Provincial Environment and
Natural Resources Officer

SUBJECT : **REQUIREMENTS TO BE SUBMITTED TO SUPPORT THE
CLAIM FOR SALARIES AS ACCOUNTANT III**

RECEIVED
DENR-CENRO
PUERTO PRINCESA
DOC. NO. _____
DATE: JUL 16 2019
TIME: _____
NAME: 2019-3376
POSITION: J. R. R. R.
SIGNATURE: J. R. R. R.

Please be informed that we are now in the process of computing your salaries and the deductions of premiums and loans from different institutions. However, upon checking your Daily Time Record (DTR) and Application for Study Leave for the period May 2, 2017 to October 28, 2017, we found out that there was no attached copy of approval by the Assistant Secretary for Human Resource Development and Information Systems only a copy of endorsement by OIC-Regional Director Natividad Y. Bernardino (see attached copy) that was found in our record.

In this regard, you are instructed to submit a copy of your approved study leave for the said period to facilitate the immediate processing of your salary.

For information, guidance and strict compliance.


ERIBERTO B. SAÑOS, CESE

DENR DENRO
PALAWAN RECORDS
RELEASED

BY: _____
DATE: 7-12-19 CN 19-5094



Annex D

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

December 27, 2022

MEMORANDUM

**FOR : THE REGIONAL EXECUTIVE DIRECTOR
DENR MIMAROPA Region**

THRU : The Assistant Regional Director for Management Services

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

**SUBJECT : RE: CERTIFICATION ISSUED TO ACCOUNTANT NESTOR S.
LOMIBAO**

This has reference with the attached copy of the undated certification (copy hereto attached) issued by Mr. Dexter M. Tindoc, OIC-Chief, Career Development Division of the DENR-Central Office with regards to the study leave application of Accountant Nestor S. Lomibao covering the period of August 1, 2017 to October 31, 2017. That aside from being undated, said certificate has no other documents as proof of its approval.


In this regard, may we respectfully request whether said certificate may be considered and use as basis in computation of his leave credits, and salaries since the grant of study leave requires a contract between the agency head or authorized representative and the employee concerned (CSC Memorandum Circular No. 21, series of 2004 and DENR Memorandum Circular no. 2005-11).

For her information and further instruction.


FELIZARDO B. CAYATOC

Copy Furnished:
Nestor S. Lomibao
Cenro-Puerto Princesa City

DENR-PALAWAN
PENRO-RECORDS
RELEASED

By: 
Date: 28 DEC 2022 CN 22-3479