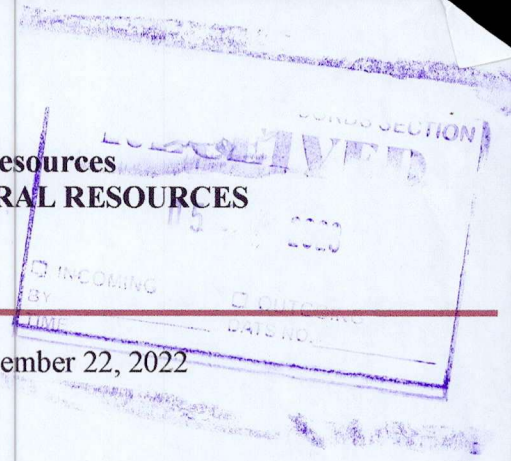




**Republic of the Philippines
Department of Environment and Natural Resources
PROVINCIAL ENVIRONMENT AND NATURAL RESOURCES
REGION IV – MIMAROPA**

December 22, 2022



MEMORANDUM

FOR : The Regional Executive Director
DENR-MIMAROPA Region
1515 DENR By the Bay Building, Roxas Blvd.,
Brgy 668, Ermita, Manila

FROM : The OIC, PENR Officer

SUBJECT : **EXPLANATION ON THE REFUSAL TO SIGN ON THE RESULT
OF DELIBERATION**

Respectfully forwarding herewith is the explanation of Chief, Management Services Abe R. Francisco on his refusal to sign on the result of deliberation of vacant positions in DENR PENRO Occidental Mindoro.

For information and record.


ERNESTO E. TAÑADA



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

December 19, 2022

MEMORANDUM

FOR : The Regional Executive Director
1515 DENR By the Bay Building, Roxas Boulevard,
Brgy. 668, Ermita, Manila

: The Chair, Regional Selection and Promotion Board

THRU : The OIC, PENR Officer

FROM : The Chief, Management Services Division and
Member, Regional Selection and Promotion Board

SUBJECT : EXPLANATION ON THE REFUSAL TO SIGN ON THE
RESULT OF DELIBERATION

Please be informed that I chose not to sign the documents for hiring and promotion because of the learnings gained in the attendance to the HR Summit in Palawan that made me realized the very need to amend/update the System of Ranking Position (SRP) of the region as it is not compliant to the functional system of the agency.

Moreover, I believed that this SRP deprived several personnel of equal opportunity to apply for vacant positions in the province.

As Chief, MSD, I have called the attention of the management during the Management Conference in San Jose to defer and immediately schedule to amend/update the SRP of the region before going through and completing the ongoing hiring and promotion stages which was recognized/acknowledged by the RED upon hearing similar sentiments/issues with other provinces.

I was also expecting that the participants from the regional office will relay the learnings to the RED and come up with a written instruction on what treatment to do with the ongoing hiring and promotion as agreed by all those who attended in Palawan.

For information and understanding on the chosen decision.




ABE R. FRANCISCO



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

December 19, 2022

MEMORANDUM

FOR : The Regional Executive Director
1515 DENR By the Bay Building, Roxas Boulevard,
Brgy. 668, Ermita, Manila

: The Chair, Regional Selection and Promotion Board

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FROM : The Chief, Management Services Division and
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For information and understanding on the chosen decision.

CERTIFIED TRUE COPY

Ann Cheryl Jane H. Vargas
ANN CHERYL JANE H. VARGAS
RO I

12-22-2022

Abe R. Francisco
ABE R. FRANCISCO