



Republic of the Philippines
Department of Environment and Natural Resources
Visayas Avenue, Diliman, Quezon City
Tel. Nos. (02) 8920-0689 / 8925-8275 / 0917-885-3367 / 0917-868-3367
Website: <http://www.denr.gov.ph> / E-mail: web@denr.gov.ph

MEMORANDUM

FOR : All Undersecretaries
All Assistant Secretaries
All Bureau Directors
All Service Directors
Executive Directors (MBCO, RBCO, ELEPS)
Heads of Attached Agencies (NAMRIA, NRDC, NWRB, LLDA)

FROM : The Undersecretary
Policy, Planning and International Affairs

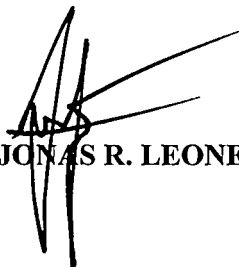
SUBJECT : **HIGHLIGHTS OF EXECUTIVE COMMITTEE MEETING NO. 2022-10 HELD ON JULY 18, 2022, 10:00 AM AT THE DENR-OSEC CONFERENCE ROOM**

DATE : **AUG 01 2022**

We are furnishing herewith the Highlights of Executive Committee Meeting No. 2022-10 held on 18 July 2022, covering the following topics:

1. Presentation to Secretary Ma. Antonia Yulo-Loyzaga (Transition Report)
2. Turnover Ceremony Program
3. MC 01 s. 2022

For information and/or appropriate action.


ATTY. JONAS R. LEONES



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EXECUTIVE COMMITTEE MEETING NO. 2022-10
HIGHLIGHTS OF THE MEETING

18 July 2022, 10:00 AM, OSEC Conference Room, DENR Central Office Building
Visayas Avenue, Diliman, Quezon City

The Executive Committee meeting commenced at 10:13 AM and was presided over by Usec. Ernesto D. Adobo, Jr., Officer-in-Charge, DENR.

AGENDA	AGREEMENTS/INSTRUCTIONS/UPDATES	PERSON/OFFICE RESPONSIBLE	REMARKS
1. Presentation to Secretary Ma. Antonia Yulo-Loyzaga (Transition Report)	<ul style="list-style-type: none">● Usec. Analiza R. Teh discussed the flow of the presentation of the Transition Report to Secretary Ma. Antonia Yulo Loyzaga, to wit:<ul style="list-style-type: none">- Usec. Adobo as OIC, will have introductory message, and will present the overall mandates, mission-vision, goals and organizational structure of the DENR;- Usec Jonas R. Leones will then present 10 Major Programs of the DENR. This will be a broadstrokes of the programs' components;- Presentation of the financial status of the Department or an overview of total budget and balances;- Presentation of the Continuing Programs and Policies;- Proposed Ways Forward, which includes climate change, forest, lands, biodiversity, pollution management and mining.		

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	<ul style="list-style-type: none"> • Usec. Jonas R. Leones recommended that for the ten (10) major programs, what is important during this first meeting with Sec. Loyzaga is the description and rationale as to why we are implementing the program, and not the numbers. • Asec. Gilbert Gonzales suggested giving a big picture of major accomplishments, thus a few numbers on accomplishments can be included in the presentation. • Usec Teh added that they will include the matrix of accomplishments over the last six (6) years among the turnover documents. Bureaus were also required to prepare for their own transition briefing so that they are ready anytime, if pressed for details. • Asec. Ruth Tawantawan commented that the presentation should be short and direct to the point. • Usec. Cuna said Sec. Loyzaga’s priority may be the inputs to the State of the Nation Address (SONA) as well as the cabinet presentation. • Usec. Adobo instructed all the Regional Executive Directors (REDs) to prepare necessary data and information that may be needed in briefing Sec. Loyzaga. He also invited all REDs to attend the first meeting with Sec. Loyzaga. • On the five (5) points for inclusion in the President’s State of the Nation Address (SONA), this has been prepared by Usec. Teh and Usec. Juan Miguel T. Cuna was designated as focal official who will coordinate directly with Presidential Management Staff. 	<p>All Bureau Directors</p> <p>All REDs</p> <p>Usec. Cuna Usec. Teh</p>	

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	<ul style="list-style-type: none"> ● Asec. Arleigh Adorable suggested that Sec. Loyzaga seemed to be focused on Solid Waste Management and suggested encouraging the establishment of Green Cities nationwide. Usec. Adobo asked if this will be included in the 5 points in the SONA or the presentation of the Sec. to the Cabinet. Usec. Cuna said this is separate from the five (5) points inputs to the SONA. Usec Adobo said the SONA inputs can be included in the presentation to the Cabinet of Sec. Loyzaga if this is acceptable to her. Asec. Tawantawan said they are ready with data on green cities, which is included in the Brunei-Indonesia-Malaysia-Philippines East ASEAN Growth Area. Usec. Adobo said it may be discussed in the Cabinet Presentation. ● Usec. Teh enumerated the five (5) points for inclusion in the SONA, which is still being finalized by Dir. Melinda C. Capistrano. This includes 3 major clusters: <ul style="list-style-type: none"> - Climate Risk and Enhancing risk Resiliency (forest laws, prioritizing protection and conservation of Biodiversity and protected areas, Wealth creation, Pollution management, Developing Adaptive Capacities) - Investing in Green Opportunities (Sustainable management of oceans towards blue economy, carrying capacity, MPA Network, Circular Economy Models) - Water Security and Resiliency ● Usec Cuna recalled that Sec. Loyzaga wanted to include mining among the 5 points and that this may be discussed with Sec. Loyzaga on Wednesday. Usec Teh said among the list requested 		

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	<p>was the contribution of Mining to the economy. We can include mining in this context.</p> <ul style="list-style-type: none"> • Usec Cuna added that they also talked about illegally occupied lands and mandating illegal occupants to buy the property. Usec. Adobo highlighted the perennial problem flagged by COA on unrealized profits from those occupying foreshore lands. Asec. Adorable said that we gave LGU the authority to issue permits for foreshore land with the condition that provinces have an approved provincial foreshore management plan incorporated in the Comprehensive Land Use Plan. 		
<p>2. Turnover Ceremony Program on Wednesday</p>	<ul style="list-style-type: none"> • The Turnover Ceremony Program is tentatively scheduled to take place on Wednesday, July 20, at the DENR Building, Social Hall • Asec. Hiro Masuda presented the flow of the Turnover Ceremony Program. The program will start by singing of the national anthem, which will then be followed by an invocation. Usec. Adobo will deliver the welcome message and afterwards an audio visual presentation highlighting the Department's 10 major programs and accomplishments of the former Secretaries Roy A. Cimatu and Jim O. Sampulna will follow. This will be preceded by a Ceremonial Turnover of symbolic icons, the DENR flag and symbolic key which will be participated by the Undersecretaries of the Department. • Asec. Masuda proposed the turnover of different documents that will be discussed at the transition meeting. Usec. Fragada and Usec. Cuna will turn over the profile of the Regional Executive Directors, Assistant Regional Directors for Technical Services and Management Services and PENRO's leadership profile 	<p>Undersecretaries</p>	

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	<p>and directory. Usec. Leones will turn over the plans and eight (8) years strategic program of the Department's communication plan, Usec. Teh will turnover financial matters and climate change related documents, Usec. Adobo, on the other hand, will turn over administrative, human resources and other legislative agenda of the Department. As a conclusion of the program, incoming Secretary Loyzaga will deliver her message. Dir. Al Orolfo of the Foreign Assisted and Special Projects Service will be the emcee of the Turnover Ceremony Program.</p> <ul style="list-style-type: none"> ● Asec. Masuda said that they invited the former Secretaries Cimatu and Sampulna in case they want to set up an executive session after the program. ● Usec. Adobo informed the body that the Turnover Ceremony Program is finally set on July 20 (Wednesday) in the morning. ● Usec. Cuna suggested that since the incoming Secretary appeared to be eager to start work due to the cabinet meeting and upcoming SONA, she could be asked directly about inviting the outgoing Secretaries. Usec. Teh responded that Sec. Loyzaga had already been asked about the same question, as per Usec. Teh, she is amenable to it if it is in the protocol. ● Dir. Ma. Lourdes G. Ferrer requested to run down the detailed five points agenda. Usec Adobo answered that they are preparing the following documents: (1) presentation to the new Secretary; (2) input for the SONA; and (3) presentation to the cabinet re the Department's policy direction. It was decided that REDs needed to be present and that the bureaus and DENR field offices needed 		

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	<p>to prepare for the presentation's specifics. Usec. Adobo claimed that because the SONA is set to take place for next Monday, the inputs are required immediately. For this reason, Sec. Loyzaga's request for a five points agenda needs to be turned in within the day. As was said previously, a point on mining needs to be included in the agenda. Usec. Adobo noted that the particular points may be organized and categorized into clusters. He then urged the bureaus to submit ideas/suggestions for the Department's policy direction, which he considered to be the most critical document that the new Secretary is expecting.</p> <ul style="list-style-type: none"> ● Dir. Ferrer recalled that Usec. Teh only presented 3 clusters earlier with additional points in mining. She requested to know the five points agenda. In addition, she commented that the 3 requested documents are interrelated. She suggested creating the entire program first, then selecting the content for the SONA and the cabinet presentation to ensure ease and uniformity. She also proposed filling in the agenda's five items. Usec. Adobo said that they will finalize the five points agenda within the day. ● Usec. Teh asked the program committee if the guests of Sec. Loyazaga can be accommodated during the Turnover Ceremony. Asec. Masuda answered that there is a table allocated for her guests/visitors. He said that the Social Hall can accommodate up to 100 individuals and an estimated 70 to 80 officials are expected to be present. ● Usec. Adobo said that there is a suggestion that the dress code should be Barong Tagalog/Filipinana. Asec. Masuda confirmed that it is the dress code. 	<p style="text-align: center;">Usec. Adobo</p>	

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	<ul style="list-style-type: none"> ● According to Usec. Teh, Sec. Loyzaga concurred with the suggestion that the former Secretaries be invited. ● Dir. Ferrer proposed that the 2 major documents be coming from Usec. Adobo as the OIC of the DENR. All the rest Undersecretaries will remain to pass their respective assigned documents. ● Asec. Masuda addressed whether or not the media will be invited to cover and conduct press conferences because in the past turnover ceremonies they were present. Usec. Cuna suggested setting up a press conference after briefing the new Secretary. Usec. Adobo also suggested avoiding ambush interviews. The body concurred that the media will be advised to cover only during the program and interviews will be scheduled on a different day. ● The audio visual presentation was presented. Asec. Masuda informed that the presentation is new and updated based on the data submitted by the Policy and Planning Service. Usec. Leones commented that the video appears to be a tribute video for the former Secretaries. He suggested to shorten the video and make it more generic, revise the script highlighting the accomplishments of the Department as a whole regardless of whose leadership it is. ● Asec. Masuda confirmed if the awarding ceremony for the former Secretaries will still push through. Usec. Leones said that there will be no ceremonial awarding during the Turnover Ceremony. 	Asec. Masuda/SCIS	

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	<ul style="list-style-type: none">• Asec Masuda explained that they anticipated that the awarding ceremony would push through, thus the video was prepared for the awarding ceremony. Usec. Adobo proposed to organize a separate awarding ceremony by December.• Usec. Leones informed the body that as per Usec. Teh's message she said to advise the media to avoid ambush interviews and conduct a separate press conference later or some other day.• Asec. Masuda also suggested to place usherettes from the Office of the Strategic Communication Initiatives Service to advise the media about the protocols of the event.• Dir. Parian clarified if there would be a face to face Executive Committee Meeting after the program. Usec. Adobo affirmed and said that it is the initial plan, subject to changes as prescribed by Sec. Loyzaga. He advised all members to be prepared. Dir. Parian requested Asec. Masuda to provide a copy of the program for dissemination to other offices.• Dir. Bernardino asked for a copy of the transition report presentation in preparation for the question and answer portion.• In relation to Usec. Teh's query about the presentation of officials, Asec. Masuda informed the body that the SCIS already prepared a PowerPoint presentation and a booklet with leadership profile of the officials.	Asec. Masuda/SCIS Asec. Masuda/SCIS	
3. Discussion on MC 01 s. 2022	<ul style="list-style-type: none">• Usec. Leones provided updates on initiatives being done to address the problem. Three resolutions are being crafted. The first one is urging for the consideration of Career Executive Service (CES)		

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	<p>Eligible officials holding CES positions. This was signed by members of the board and furnished to the CES Board, and the Office of the President (OP). Last Friday, they discussed the “onstream” officials or those undergoing the process of CES eligibility and they are looking for an acceptable resolution. The third resolution pertains to Non-Career Executive Service Officers (Non-CESOs) holding CES positions and they are looking for good criteria to support these colleagues, who have been with the Department for a long time and have been performing the functions of the CES position. Another resolution was drafted for the DENR Association of Career Executives (ACE) on welcoming Secretary Loyzaga and supporting her nomination/appointment.</p> <ul style="list-style-type: none"> ● Usec. Leones said more support is needed based on coordination with the OP and asked the body to ask for help from politicians they are in contact with. It is critical to discuss this with the incoming Executive Secretary. ● Dir. Natividad Bernardino asked if worse comes to worst, and MC 01 will push through, do those affected have to submit their resignation? How will they vacate their positions? Usec. Adobo answered that MC 01 has two parts. The first one is a declaration that the position is vacant. The second part explains how to go about it. The question falls under No. 3 of the 2nd paragraph. He questioned why it spoke of resignation when there is already a declaration of vacancy. The superfluous statement does not affect the validity of the provision and you disregard it. What is critical is the 2nd part that on July 31st, the official should not hold the position anymore. Another question remains as to which among the next in rank would, if there is more than one, would be chosen to hold the position. He asked the body if there is someone in limbo 		

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	<p>to come forward and inform them. Usec. Adobo further explained they issue instructions as it may dilute MC 01. He advised that officials affected should avoid signing documents that confers rights, deciding cases...etc.</p> <ul style="list-style-type: none"> ● Dir. Ferrer asked if those affected should file their resignation. Usec. Adobo answered that there is no need to do so. ● Usec Leones suggested that officials affected by MC 01, as a precaution, could issue a Special Order, authorizing/designating the most Senior/Next in Rank, in compliance to MC 01. ● Dir. Bernardino asked if the incoming Secretary has an input with respect to MC 01. Usec. Cuna said the Secretary only requested a list of those affected by MC 01 and suggested this be part of the discussion during the first meeting with Sec. Loyzaga on Wednesday. ● Asec. Masuda presented disaggregated data pertaining to MC 01. All in all, there are 62 Non-CESOs, 18 Vacant Positions, and a total of 113 CES Positions. He also presented data according to CES position and office, and status of CESO rank applications for Non-CESOs in CES Positions. There are those who started the eligibility process but were overtaken by Portfolio Assessment for Career Executive Service (PACES). In regards to CSEE, they cannot be called “onstream” due to PACES and they need to undergo PACES and their application for PACES approved for them to be called “onstream.” Usec. Adobo asked if PACES completely replaced the previous system. Asec. Masuda said it was replaced for third-level positions. 	All Concerned Officials affected by MC 01	

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	<ul style="list-style-type: none"> ● Asec. Masuda asked officials to do their CES Performance Evaluation System rating, as the Secretary may use this as an indicator for appointments. ● Dir. Tirso Parian asked whether you need CES eligibility to be appointed to a CESO position. Asec. Masuda replied that ideally, officials need to be CES Eligible to be appointed. There was a discussion on CES policies. ● Dir. Ferrer suggested coordinating with the Department of Budget Management on the provision of special package to retireable officials as a cushion to these officials. ● Asec. Tawantawan asked if the affected officials can apply for reappointment after July 31. Asec. Masuda said that they met with Assistant Regional Directors for Management and advised them to update their PDS. At the same time in the Central Office, once the new Secretary gives the green light, they will pass for evaluation of the Secretary, based on performance. ● Asec. Tawantawan said you cannot get a rank, even if eligible if not appointed to a CES Position. Thus, there are those who have no rank and suggested including this data in the presentation. Asec. Masuda said this was included but not was not highlighted. ● Usec. Adobo asked about the rule relative to the Bacal Case, wherein their rank was not appropriate to the post that they took and subsequently, they lost their item. Asec. Masuda said this is possible as security of tenure only applies if you are appointed to the CES Position (i.e. specific plantilla with Salary Grade with appropriate rank). Usec. Adobo said if that is still the rule, the number of affected officials might increase. Usec Leones said that 	Asec. Masuda, HRDS	

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	<p>based on discussion, those with non-appropriate rank can be demoted. The problem with this is if the item for the lower position is still available. Asec. Masuda said with regard to MC 01, officials with non-appropriate rank are not covered.</p> <ul style="list-style-type: none"> • Usec. Adobo asked about nets like involuntary pooling for the demoted. Asec. Masuda said this exists. He then discussed the promotional appointment to CES Rank and requirement for CES Rank adjustment. 		

There having no other matters to discuss, the meeting was adjourned at 1 PM.