



Republic of the Philippines
Department of Environment and Natural Resources
Association of Career Executives (ACE)
Visayas Avenue, Diliman, Quezon City

MEMORANDUM

TO : All Regional Executive Directors

FROM : The President, DENR-ACE and
Undersecretary for Policy, Planning and International Affairs

SUBJECT : DENR ASSOCIATION OF CAREER EXECUTIVES (ACE) INC. BOARD
RESOLUTION NO. 2022-04 ENTITLED "A RESOLUTION DIRECTING
ALL DENR-ACE MEMBERS TO OBSERVE COMPLIANCE WITH
REPUBLIC ACT 11313 OR THE SAFE SPACES ACT"

Respectfully provided herein is a copy of the DENR-ACE Resolution No. 2022-04 dated 6 June 2022, entitled "A Resolution Directing All DENR-ACE Members to Observe Compliance with Republic Act 11313 or the Safe Spaces Act", duly adopted by the Association.

As members of the DENR-ACE and heads of the DENR Regional Offices, you are hereby expected to implement the same in your respective Offices including all field offices under your jurisdiction.

For your information and compliance.


ATTY. JONAS R. LEONES, CESO I

Copy furnished:
The Undersecretary
Finance, Information Systems and Climate Change and Chairperson,
National Gender and Development Focal Point System (NGFPS)

MEMO NO. 2022 - 645



Republic of the Philippines
Department of Environment and Natural Resources
Association of Career Executives (ACE)
Visayas Avenue, Diliman, Quezon City

RESOLUTION NO. 2022- 04

A RESOLUTION DIRECTING ALL DENR-ACE MEMBERS TO OBSERVE COMPLIANCE WITH REPUBLIC ACT 11313 OR THE *SAFE SPACES ACT*

WHEREAS, the Career Executive Service (CES) was created under Presidential Decree (PD) No. 1 dated 24 September 1972, mandating a continuing pool of well-selected and development-oriented career administrators who shall provide competent and faithful service. It created the CES Board (CESB) to serve as the governing body of the CES;

WHEREAS, it is the policy of the State to value the dignity of every human person and guarantee full respect for human rights. It is likewise the policy of the State to recognize the role of women in nation-building and ensure the fundamental equality before the law of women and men. The State also recognizes that both men and women must have equality, security and safety not only in private, but also on the streets, public spaces, online, workplaces and educational and training institutions;

WHEREAS, RA 11313 or the *Safe Spaces Act* was enacted to prevent gender-based sexual harassment in streets, public spaces, online, workplaces, and educational or training institutions, providing measures and prescribing penalties for violation thereof;

WHEREAS, the DENR-ACE members are occupying supervisory positions that have responsibilities of securing the work spaces in their respective offices free from any form of sexual harassment;

NOW, THEREFORE, the DENR-ACE Board **RESOLVES**, as it is hereby **RESOLVED**, directing all DENR-ACE members to faithfully and to strictly observe compliance with RA 11313 or the *Safe Spaces Act*. They are reminded of their obligations under Section 17 of said Act:

Sec. 17. Duties of Employers. – Employers or other persons of authority, influence or moral ascendancy in a workplace shall have the duty to prevent, deter, or punish the performance of acts of gender-based sexual harassment in the workplace. Towards this end, the employer or person of authority, influence or moral ascendancy shall:

- (a) Disseminate or post in a conspicuous place a copy of this Act to all persons in the workplace;
- (b) Provide measures to prevent gender-based sexual harassment in the workplace, such as the conduct of anti-sexual harassment seminars;
- (c) Create an independent internal mechanism or a committee on decorum and investigation to investigate and address complaints of gender-based sexual harassment which shall:
 - (1) Adequately represent the management, the employees from the supervisory rank, the rank-and-file employees, and the union, if any;
 - (2) Designate a woman as its head and not less than half of its members should be women;
 - (3) Be composed of members who should be impartial and not connected or related to the alleged perpetrator;

- (4) Investigate and decide on the complaints within ten days or less upon receipt thereof;
- (5) Observe due process;
- (6) Protect the complainant from retaliation; and
- (7) Guarantee confidentiality to the greatest extent possible
- (d) Provide and disseminate, in consultation with all persons in the workplace, a code of conduct or workplace policy which shall:
 - (1) Expressly reiterate the prohibition on gender-based sexual harassment;
 - (2) Describe the procedures of the internal mechanism created under Section 17(c) of this Act; and
 - (3) Set administrative penalties.


RESOLVED, this 6th day of June 2022 in Iloilo City.

DENR-ACE NATIONAL BOARD MEMBERS



USEC. JONAS R. LEONES, CESO I
 President

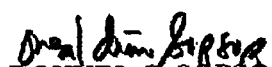

ASEC. HIRO V. MASUDA, CESO III
 Vice President



DIR. EMELYNE V. TALABIS, CESO IV
 Board Member/Secretary



DIR. AL O. OROLFO, CESE
 Board Member/Treasurer


DEP. ADMIN. EFREN P. CARANDANG, CESO II
 Board Member/Auditor


DIR. NORLITO A. ENERAN, LL.M., CESO III
 Board Member/Legal Counsel

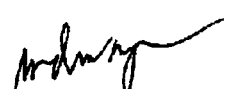

ARED RONNEL C. SOPSOP, CESE
 Board Member/Legal Counsel


RED RALPH C. PABLO, CESO III
 Board Member/PRO


RED GWENDOLYN C. BAMBALAN, CESO III
 Board Member/Program Director


RED JACQUELINE A. CAANCAN, CESO III
 Program Director


RED FRANCISCO E. MILLA, JR., CESO III
 Program Director


ARED MA. MERCEDES V. DUMAGAN, CESE
 Program Director



2022 DENR-ACE MID-YEAR GENERAL ASSEMBLY CUM CONFERENCE
Grand Xing Hotel, Iloilo City
June 6, 2022

A. Attendees:

Board of Directors:

Physical:

Atty. Jonas R. Leones	– President
Dr. Hiro V. Masuda	– Vice President
Atty. Emelyne V. Talabis	– Board Secretary
Dr. Al O. Orolfo	– Treasurer
Atty. Ronnel C. Sopsop	– Legal Counsel
Engr. Ralph C. Pablo	– P.R.O.
Dr. Gwendolyn C. Bambalan	– Program Director
For. Jacqueline A. Caanca	– Program Director
For. Francisco E. Milla, Jr.	– Program Director

Via Zoom:

Efren C. Carandang	– Auditor
--------------------	-----------

Members:

Physical:

Engr. Paquito T. Moreno, Jr.	– RED, DENR-Region III
For. Nonito M. Tamayo	– RED, DENR-Region XIII
Engr. Paquito D. Melicor, Jr.	– RED, DENR-Region VII
Atty. Felix S. Alicer	– RED, DENR-Region XII
Jasper Alberto H. Lascano	– RD, MGB-Region XI
Lormelyn E. Claudio	– RED, DENR-MIMAROPA
Dr. Seville D. David Jr.	– ED, NWRB
Jacob Meimban Jr.	– ED, MBCO
Nelson V. Gorospe	– ED, RBCO
Maria Lourdes G. Ferrer	– Director, ERDB
Dr. Vicente B. Tuddao Jr.	– Director, IAS
Atty. Ismael T. Manaligod	– OIC-ARD for Management Services, DENR-Region II
Donna Mayor-Gordove	– ARD for Management Services, DENR-MIMAROPA
Benito Antonio De Leon	– Undersecretary for Enforcement
Dr. Henry A. Adornado	– RED, DENR-Region X
Joe Amil M. Salino	– RD, EMB-MIMAROPA
Atty. Michael Drake P. Matias	– RD, EMB-NCR
Victor T. Billones	– OIC ARD for Technical Services, DENR-Region XI
Engr. Efren B. Carido	– RD, MGB-Region XII
Andres T. Untal	– OIC ARD for Management Services, DENR-Region VI
Felix S. Mirasol, Jr.	– ARD for Technical Services, DENR-Region X
Arturo N. Salazar	– ARD for Management Services, DENR-Region VIII
Maribel P. Alicer	– ARD for Special Concerns, DENR-Region XI

B. The meeting was called to order by the President, Undersecretary Jonas R. Leones, at 7:30 in the evening

C. Highlights of the General Assembly

- The Assembly began with Atty. Emelyne V. Talabis, Acting Director, Land Management Bureau and ACE Board Secretary, welcoming the participants to the Midyear General Assembly cum Conference.
- She announces that considering the time constraints with the schedule, Usec. Jonas R. Leones, Undersecretary for Policy, Planning and International Affairs and ACE President, deemed it best to have a separate General Assembly for the discussion of the DENR-ACE Bylaws.

Further, she acknowledged that the Notice of Meeting was not emailed to all ACE Members. The meeting, therefore, upon motion of RED Felix Alicer, was converted to the ACE Board Meeting.

- Usec. Leones mentioned that the Management Conference was actually for Secretary Jim Sampulna, but is hoping that Sec. Sampulna will be able to join them the next day.

He also said that the conference is very timely considering that there will be a new set of DENR Officers in view of the new administration.

He also relayed that on one interview, where he was asked on his recommendation for the next DENR Secretary, he said that it could be anybody for as long as that person knows the functions of the Department because he believes that the Department is a very technical office and that they cannot afford to brief a new Secretary for another one or two years.

Updates on DENR-ACE Activities, Plans and Programs

• 4-Point Strategic Agenda

1. Leverage deeper linkaging and networking to secure our position in the community
 - ComPASSION Projects:
 - Children's Books and Toys Giving at the Philippine Children's Medical Center (PCMC)
 - Storytelling and Book Giving Activity in partnership with Romblon Book Club
 - Consultation Workshop of DAR CES Officers (Lessons and gains of having a CESO Organization at the agency)
 - DENR- Career Executive Service Board (CESB) collaboration for Padayon Program and Project Paglaum (support to COVID-19 victims)
 - Bloodletting Activities in partnership with PCMC
 - Recognition of DENR-ACE, Inc. during the partners' appreciation and victory dinner of the CESB

2. Provide equal professional career development opportunities
 - Initiated the drafting of a CBS for third level positions which will include Director II of EMB and MGB
 - Ongoing activities
 - Evaluation of competency gaps and Training Needs Analysis for each member;
 - Establishment of DENR-ACE Resource Pool to include CESOs and other third level officials as members; and
 - Institutionalize coaching and mentoring of members by including in the OPCR coaching and mentoring activities

3. Establish an intra-association succession planning and stewardship throughout the CES Eligibility Process
 - Provide administrative support to in-stream Eligibility aspirants and rank appointment/adjustment processes (creation of a PACES Committee)
 - Monitoring of progress in the CES eligibility and rank appointment/adjustment processes

Considering that the deliberation of the CESB was halted due to the non-conferment of Chairman Karlo Nograles for the Civil Service Commission, Usec. Leones mentioned that there will be more time to accommodate more applicants for the PACES.

He then requested the officials to encourage their subordinates who have the potential to undergo PACES Eligibility Process to comply with the documentary requirements.

- Establish database of eligibility and rank applicants with a tracking system
- Establish a mentoring program that will hone, and transform apparent next-in-line leaders (Career Executives Leadership Series)
- Sustain the representation/Committee membership of DENR-ACE on the following:
 - DENR Review Committee
 - DENR Change Management Team
 - PACES Assessment Committee
- Policy formulation
 - DENR-ACE Resolution No. 2022-01 dated March 1, 2022
“A Resolution Proposing to the DENR Secretary the Establishment of a Mechanism or Processes of Evaluation of Applicants for Endorsement to the Master in National Security Administration Program of the National Defense College of the Philippines”
 - DENR-ACE Resolution No. 2022-02 dated March 1, 2022

“Resolution Authorizing/Designating Al O. Orolfo as Representative to the Bureau of Internal Revenue (BIR) for the Application of Official Receipts and other Official Documents”

4. Incentive System for accomplishments of Career Executives and recognition of dutiful service for retirees
 - Support to the applicants for the following:
 - Gawad CES Presidential Award
 - CES Very Innovative Person (VIP) Award
 - Recognize commendable and laudable performance of ACE retirees’ commitment and dedication to service

As for the incentive part of the 4th Pillar, Usec. Leones mentioned that they are planning to let officials with exemplary performance to attend international conferences.

Usec. Leones mentioned that it is high time that the Regional Executive Directors be exposed in international conferences and even cited that Field Offices should also be asked to join conferences for EMB, Forestry and other research activities.

However, participants will have to undergo orientations with the IIR for the protocols as some conferences have commitments.

Usec. Leones assured the body that as long as he is the Undersecretary for International Affairs, invitations to international conferences will reach the Regional Offices.

- Policy formulation
 - DENR-ACE Resolution No. 2022-03 dated June 3, 2022
“Resolution Approving Undersecretary Joselin Marcus E. Fragada as member of the DENR-ACE Advisory Committee”

Membership Updates as of June 2022

	Lifetime Members	Members	Total
Active	28	53	82
Retired	7		7
Honorary		4	4
Total			90

The list of membership is based on the payment of Association Dues.

Usec. Leones encouraged everyone to pay a lifetime membership fee as it is cheaper than annual payment of dues.

- Before Usec. Leones ends his report, he requested the officials to encourage their subordinates who are capable to take the PACES Eligibility Process saying that in every administration, the list of officials who are non-CESOs are requested, if this happens, at least, they could say that they are already undergoing the process instead of not doing anything.

He ensured that Usec. Ernesto Adobo, Jr. and Asec. Masuda will help the applicants to get endorsement to the Career Executive Service Board (CESB).

Dir. Talabis also mentioned that indeed, the Department needs the CESOs to ensure the continuity of Service especially in the change of administration.

She also informed the body that the PACES Committee look forward to deliberating other officials who will undergo the PACES Eligibility Process; they do double time with the meetings.

Proposed Resolution on Safe Spaces Act (A Resolution Directing all DENR-ACE Members to Observe Compliance with the Republic Act 11313 or the Safe Spaces Act)

As an introduction, Dir. Talabis said that the ACE believes that as supervisors and leaders in their respective offices, they have the duty and obligation to implement Republic Act No. 11313 or the Safe Spaces Act.

She mentioned that there will also be an orientation tomorrow on the Safe Spaces Act to be discussed by Usec. Annaliza Teh.

Dir. Talabis also read the Whereas Clauses of the proposed Resolution focusing on the content of the 3rd Whereas Clause, which states the objective of RA 11313.

The Resolution was approved by the Board of Directors and by virtue of the motions, was hereby adopted by the Association.

Proposed Amendment of the By-Laws

Discussion on the amendments of the By-laws will be too long and Usec. Leones just instructed the Secretariat to provide each member copy of the proposed amendment of the By-laws for their review.

This will be discussed during the General Assembly in November.

Way Forward

Before the adjournment, Usec. Leones once again requested the Directors of the Bureaus especially the MGB and EMB to strongly encourage their RDs to undergo the PACES Eligibility Process.

D. Other Matters

- Usec. Leones informed the body that Assistant Regional Director Al Orolfo is now designated as the Director of Foreign Assisted and Special Projects Service (FASPS).
- Secretariat to update contact information of the members.

E. Adjournment


Usec. Leones motioned for the adjournment and hearing no objection from the body, the conference was hereby adjourned at 8:40 pm until November of the same year.

Prepared by:



ATTY. EMELYNE V. TALABIS, CESE
Secretary

Noted by:



ATTY. JONAS R. LEONES, CESO I
President