



DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES  
KAGAWARAN NG KAPALIGIRAN AT LIKAS NA YAMAN



**MEMORANDUM**

**TO :** The Assistant Secretary for International Affairs and  
and Concurrent Director, Biodiversity Management Bureau

**The Regional Executive Directors**  
DENR Regions II, IV-A, IV-B, V, VI, VII, VIII, X,  
XI, XII, XIII

**FROM :** The Undersecretary  
Finance, Information Systems and Climate Change

**SUBJECT :** **APPROVAL OF THE CREATION OF 15 CLASS 1  
PROTECTED AREA MANAGEMENT OFFICES (PAMOs)  
AND THE CORRESPONDING 461 POSITIONS TO SERVE  
AS STAFFING COMPLEMENT**

**DATE :** May 15, 2024

This refers to the letter dated May 8, 2024 of Secretary Amenah F. Pangandaman of the Department of Budget and Management (DBM) (hereto attached), regarding the approval of the creation of the fifteen (15) Class 1 Protected Area Management Offices (PAMOs) and the corresponding 461 positions to serve as staffing complement of the said 15 Class 1 PAMOs.

The Biodiversity and Management Bureau (BMB) is requested to coordinate with the Office of the Undersecretary for Organizational Transformation and Human Resource to undertake the necessary action to facilitate the filling up of positions. The Regional Offices are also requested to take the necessary preparation in complying the requirements for the filling up of the positions. BMB is requested to submit status report on the creation of PAMOs and filling up by June 15, 2024.

For your guidance.

  
**ATTY ANALIZA REBUELTA-TEH**

Cc:  
Office of the Secretary

Undersecretary Augusto dela Peña  
Organizational Transformation  
and Human Resources

Undersecretary Jonas R. Leones  
Policy, Planning and International Affairs

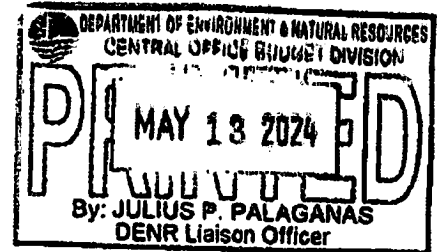
MEMO NO. 2024 - 439



REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF BUDGET AND MANAGEMENT  
GENERAL SOLANO STREET, SAN MIGUEL, MANILA

MAY 09 2024

**SECRETARY MARIA ANTONIA YULO LOYZAGA**  
Department of Environment and Natural Resources (DENR)  
Visayas Avenue, Diliman, Quezon City



Dear **Secretary Loyzaga**:

*Assalamua'alaykum Warahmatullahi Wabarakatuh!*

This pertains to the request of the DENR for the following organizational and staffing modifications pursuant to **Republic Act (RA) No. 7586<sup>1</sup>**, as amended by **RA No. 11038<sup>2</sup>**, also known as the Expanded National Integrated Protected Areas System (ENIPAS) Act of 2018:

- **Creation of 15 Class 1 Protected Area Management Offices (PAMOs)** in the Department, which will be deployed in various areas nationwide; and
- **Creation of 511 positions** for said PAMOs, including **12 Park Operations Superintendent (POSU) V, SG-24 positions**, which will serve as head of the PAMOs.

As you well know, **RA No. 11038** provides the establishment of the PAMOs to protect and strengthen biodiversity conservation for the protected areas (PAs) alongside environmental law enforcement, forest rehabilitation and protection, boundary demarcation, biodiversity assessment and monitoring, habitat protection, survey of registered protected area occupants, ecotourism management, and updating of management plans.

**Section 11-B** of RA No. 11038 thereof provides the **creation** of a **PAMO**, which will be **headed by a Protected Area Superintendent (PASU)**, to supervise the day-to-day management, protection and administration of the PAs.

In addition, this Section highlighted that a **sufficient number of support staff with permanent plantilla positions** shall be appointed by the DENR to assist the PASU in the management of the PA. Lastly, **Section 11-B** stipulated that the PAMO may be augmented by the deputized local environment and natural resources officers upon the recommendation of the PA Management Board.

<sup>1</sup> An Act Providing for the Establishment and Management of National Integrated Protected Areas System, defining its Scope and Coverage, and for other Purposes dated June 1, 1992

<sup>2</sup> An Act Declaring Protected Areas and Providing for Their Management, Amending for This Purpose Republic Act No. 7586, Otherwise Known as the "National Integrated Protected Areas System (NIPAS) Act of 1992" and for Other Purposes dated June 22, 2018

In the evaluation of the subject request, we took into consideration the organizational units and positions, which are necessary for the management, protection, and administration of the DENR PAs, as well as the consistency of proposals with the DBM's existing organization, staffing, position classification, and compensation standards, rules and regulations.

In this regard, we are pleased to inform you of the **favorable consideration** of the **creation** of the following **15 Class 1 PAMOs** in the DENR, which are classified as **division-level** organizational units, to enforce the laws, rules, and regulations relevant to the different PAs nationwide, as well as monitor and evaluate the implementation and management of activities of the PA, among others.

Specifically, said **15 Class 1 PAMOs** shall be lodged under the following DENR Regional Office (RO)/Provincial Environment and Natural Resources Offices (PENROs):

Region	Class 1 PAMO	Area of Deployment
Region II	Batanes Protected Landscape	Provincial Environment and Natural Resources Offices (PENRO) Batanes
	Peñablanca Protected Landscape	PENRO Cagayan
	Northern Sierra Madre Natural Park	PENRO Isabela
	Casecnan Protected Landscape	PENRO Nueva Vizcaya
Region IV-A	Taal Volcano Protected Landscape	PENRO Batangas
Region IV-B	Mts. Iglit-Baco National Park	PENRO Occidental Mindoro
Region V	Bongsanglay Natural Park and Ticao Burias Pass Protected Seascope	PENRO Masbate
Region VI	Northern Negros Natural Park	PENRO Negros Occidental
Region VII	Tañon Strait Protected Seascope	DENR Regional Office No. VII
Region VIII	Guiuan Marine Resource Protected Landscape and Seascope	PENRO Eastern Samar
	Samar Island Natural Park	PENRO Western Samar
Region X	Baliangao Protected Landscape and Seascope and Mt. Malindang Natural Park	PENRO Misamis Occidental
Region XI	Mt. Apo Natural Park	PENRO Davao del Sur
Region XII	Sarangani Bay Protected Seascope	PENRO Sarangani
Region XIII	Siargao Island Protected Landscape and Seascope	PENRO Surigao Del Norte

In addition, we **consider** that each PAMO of the DENR shall be composed of the following positions to handle the effective and efficient performance of its functions:

Position Title, SG	No. of Pos.	No. of Pos. for the 15 Class 1 PAMO
POSU V, SG-24	1	12
Supervising Ecosystems Management Specialist (EMS), SG-22	1	14
Senior EMS, SG-18	3	45
EMS II, SG-15	3	45
ISA I, SG-12	1	15
EMS I, SG-11	3	45
ADAS II, SG-8	2	30

<b>Position Title, SG</b>	<b>No. of Pos.</b>	<b>No. of Pos. for the 15 Class 1 PAMO</b>
Forest Technician II, SG-8	1 for every 2,000 hectares	255
<b>Total</b>		<b>461</b>

As shown above, the **creation** of only **12 POSU V, SG-24** positions is **considered** to act as the head of the new Class 1 PAMOs. This is the case since three (3) POSU V, SG-24 positions for the following PAs are already existing in the different DENR ROs:

- Northern Sierra Madre Natural Park;
- Batanes Protected Landscape; and
- Mt. Apo Natural Park.

In addition, inasmuch as the POSU is directly accountable to the Regional Director and the PAMB and may oversee provinces in the same Region, said POSU positions are being lodged under the Office of the Director of the RO where the PA is located.

Moreover, the **creation** of only **14 Supervising EMS, SG-22** positions is **considered** since there is already one (1) Supervising EMS, SG-22 item that could be tapped and transferred to a PAMO in Region X.

In view of this, the creation of the following **461 positions** in the DENR is **considered** to serve as the staffing complement of said 15 Class 1 PAMOs:

<b>PAMO</b>	<b>No. of Pos.</b>
PAMO Batanes Protected Landscape and Seascape	34
PAMO Peñablanca Protected Landscape and Seascape	26
PAMO Northern Sierra Madre Natural Park	44
PAMO Casecnan Protected Landscape	23
PAMO Taal Volcano Protected Landscape	21
PAMO Mts. Iglit-Baco National Park	25
PAMO Bongsanglay Natural Park and Ticao Burias Pass Protected Seascape	44
PAMO Northern Negros Natural Park	21
PAMO Tañon Strait Protected Seascape	50
PAMO Guiuan Marine Resource Protected Landscape and Seascape	21
PAMO Samar Island Natural Park	44
PAMO Baliangao Protected Landscape and Seascape and Mt. Malindang Natural Park	19
PAMO Mt. Apo Natural Park	20
PAMO Sarangani Bay Protected Seascape	35
PAMO Siargao Island Protected Landscape and Seascape	34
<b>TOTAL</b>	<b>461</b>

On the other hand, the creation of the other proposed positions is not considered since their intended functions could already be handled by herein approved items for creation.

However, in view of the funding limitations under the Miscellaneous Personnel Benefits Fund in the FY 2024 General Appropriations Act, the **creation** of said 463 positions **shall be pursued in two (2) tranches**, i.e., **232** positions in the 1st tranche and **229** positions the 2nd tranche, as follows:

PAMO	No. of Pos.		
	1st Tranche	2nd Tranche	Total
PAMO Batanes Protected Landscape and Seascape	17	17	34
PAMO Peñablanca Protected Landscape and Seascape	13	13	26
PAMO Northern Sierra Madre Natural Park	21	23	44
PAMO Casecnan Protected Landscape	12	11	23
PAMO Taal Volcano Protected Landscape	11	10	21
PAMO Mts. Iglit-Baco National Park	13	12	25
PAMO Bongsanglay Natural Park and Ticao Burias Pass Protected Seascape	22	22	45
PAMO Northern Negros Natural Park	11	10	21
PAMO Tañon Strait Protected Seascape	25	25	50
PAMO Guiuan Marine Resource Protected Landscape and Seascape	11	10	21
PAMO Samar Island Natural Park	22	22	44
PAMO Ballangao Protected Landscape and Seascape and Mt. Malindang Natural Park	9	10	20
PAMO Mt. Apo Natural Park	10	10	20
PAMO Sarangani Bay Protected Seascape	18	17	35
PAMO Siargao Island Protected Landscape and Seascape	17	17	34
<b>Total</b>	<b>232</b>	<b>229</b>	<b>463</b>

In view of this, the list of the approved positions for creation for said 15 Class 1 PAMOs in the DENR is shown in **Annex A**.

The creation of the second tranche of the approved positions in the 15 Class 1 PAMOs, as well as the corresponding Notice of Organization, Staffing, and Compensation Action (NOSCA) for the purpose, will be considered and issued by the DBM **once the filling of the first batch of the created items is completed by the DENR**.

Moreover, the **transfer** of the following four (4) POSU positions to the respective PAMOs **is considered** to oversee the operations of the PAs concerned:

Position Title, SG	No. of Pos.	Item Number	Area of Deployment (Org. Code)		
			From	To	
Park Operations Superintendent V, SG-24	1	POS5-2-2014	DENR Regional Office (RO) No. II (179.00)	PAMO Batanes Protected Landscape and Seascape (190.2104)	
	1	POS5-1-2014	DENR RO No. II (179.00)	PAMO Northern Sierra Madre Natural Park (190.2309)	
	1	POS5-3-2014	DENR RO No. XI (630.00)	PAMO Mt. Apo Natural Park (641.2407)	

Position Title, SG	No. of Pos.	Item Number	Area of Deployment (Org. Code)		
			From	To	
Park Operations Superintendent IV, SG-22	1	POS4-2-2014	DENR RO No. X (585.00)	PAMO Baliangao Landscape and Seascap Malindang Natural (596.2207)	Protected and Mt. Park
<b>Total</b>	<b>4</b>				

In this regard, the **NOSCA No. 0002024-01-031** reflecting the creation of 232 positions and the transfer of four (4) positions in the DENR shall be released through the Department of Budget and Management's (DBM) Action Document Releasing System via <https://apps.dbm.gov.ph>.

Moreover, may we remind the DENR that pursuant to DBM National Budget Circular No. 549 dated October 21, 2013, agencies are directed to update their respective Personnel Services Itemization and Plantilla of Personnel under the web-based application on a monthly basis. This is to ensure the availability of real-time data on the status of agency staffing and serve as a reliable basis in determining the manpower requirements of the national government.

It is understood that this action is subject to the usual budgeting, accounting, and auditing rules and regulations.

Thank you and best regards.

Very truly yours,

  
**AMÉNAH F. PANGANDAMAN**  
 Secretary

**Department of Environment and Natural Resources  
Protected Area Management Office (PAMOs)  
Approved Positions for Creation**

Position Title	No. of Pos.		
	1st Tranche	2nd Tranche	Total
<b>PAMO Batanes Protected Landscape and Seascape</b>			
Supervising Ecosystems Management Specialist, SG-22	1	0	1
Senior Ecosystems Management Specialist, SG-18	1	2	3
Ecosystems Management Specialist II, SG-15	1	2	3
Ecosystems Management Specialist I, SG-11	1	2	3
Information Systems Analyst I, SG-12	1	0	1
Administrative Assistant II, SG-8	1	1	2
Forest Technician II, SG-8	11	10	21
<b>Sub-Total</b>	<b>17</b>	<b>17</b>	<b>34</b>
<b>PAMO Peñablanca Protected Landscape and Seascape</b>			
Park Operations Superintendent V, SG-24	1	0	1
Supervising Ecosystems Management Specialist, SG-22	1	0	1
Senior Ecosystems Management Specialist, SG-18	1	2	3
Ecosystems Management Specialist II, SG-15	1	2	3
Ecosystems Management Specialist I, SG-11	1	2	3
Information Systems Analyst I, SG-12	1	0	1
Administrative Assistant II, SG-8	1	1	2
Forest Technician II, SG-8	6	6	12
<b>Sub-Total</b>	<b>13</b>	<b>13</b>	<b>26</b>
<b>PAMO Northern Sierra Madre Natural Park</b>			
Supervising Ecosystems Management Specialist, SG-22	1	0	1
Senior Ecosystems Management Specialist, SG-18	1	2	3
Ecosystems Management Specialist II, SG-15	1	2	3
Ecosystems Management Specialist I, SG-11	1	2	3
Information Systems Analyst I, SG-12	1	0	1
Administrative Assistant II, SG-8	1	1	2
Forest Technician II, SG-8	15	16	31
<b>Sub-Total</b>	<b>21</b>	<b>23</b>	<b>44</b>
<b>PAMO Casecnan Protected Landscape</b>			
Park Operations Superintendent V, SG-24	1	0	1
Supervising Ecosystems Management Specialist, SG-22	1	0	1
Senior Ecosystems Management Specialist, SG-18	1	2	3
Ecosystems Management Specialist II, SG-15	1	2	3
Ecosystems Management Specialist I, SG-11	1	2	3
Information Systems Analyst I, SG-12	1	0	1
Administrative Assistant II, SG-8	1	1	2
Forest Technician II, SG-8	5	4	9
<b>Sub-Total</b>	<b>12</b>	<b>11</b>	<b>23</b>

Position Title	No. of Pos.		
	1st Tranche	2nd Tranche	Total
<b>PAMO Taal Volcano Protected Landscape</b>			
Park Operations Superintendent V, SG-24	1	0	1
Supervising Ecosystems Management Specialist, SG-22	1	0	1
Senior Ecosystems Management Specialist, SG-18	1	2	3
Ecosystems Management Specialist II, SG-15	1	2	3
Ecosystems Management Specialist I, SG-11	1	2	3
Information Systems Analyst I, SG-12	1	0	1
Administrative Assistant II, SG-8	1	1	2
Forest Technician II, SG-8	4	3	7
<b>Sub-Total</b>	<b>11</b>	<b>10</b>	<b>21</b>
<b>PAMO Mts. Iglit-Baco National Park</b>			
Park Operations Superintendent V, SG-24	1	0	1
Supervising Ecosystems Management Specialist, SG-22	1	0	1
Senior Ecosystems Management Specialist, SG-18	1	2	3
Ecosystems Management Specialist II, SG-15	1	2	3
Ecosystems Management Specialist I, SG-11	1	2	3
Information Systems Analyst I, SG-12	1	0	1
Administrative Assistant II, SG-8	1	1	2
Forest Technician II, SG-8	6	5	11
<b>Sub-Total</b>	<b>13</b>	<b>12</b>	<b>25</b>
<b>PAMO Bongsanglay Natural Park and Ticao Burias Pass Protected Seascape</b>			
Park Operations Superintendent V, SG-24	1	0	1
Supervising Ecosystems Management Specialist, SG-22	1	0	1
Senior Ecosystems Management Specialist, SG-18	1	2	3
Ecosystems Management Specialist II, SG-15	1	2	3
Ecosystems Management Specialist I, SG-11	1	2	3
Information Systems Analyst I, SG-12	1	0	1
Administrative Assistant II, SG-8	1	1	2
Forest Technician II, SG-8	15	15	30
<b>Sub-Total</b>	<b>22</b>	<b>22</b>	<b>44</b>
<b>PAMO Northern Negros Natural Park</b>			
Park Operations Superintendent V, SG-24	1	0	1
Supervising Ecosystems Management Specialist, SG-22	1	0	1
Senior Ecosystems Management Specialist, SG-18	1	2	3
Ecosystems Management Specialist II, SG-15	1	2	3
Ecosystems Management Specialist I, SG-11	1	2	3
Information Systems Analyst I, SG-12	1	0	1
Administrative Assistant II, SG-8	1	1	2
Forest Technician II, SG-8	4	3	7
<b>Sub-Total</b>	<b>11</b>	<b>10</b>	<b>21</b>
<b>PAMO Tañon Strait Protected Seascape</b>			
Park Operations Superintendent V, SG-24	1	0	1
Supervising Ecosystems Management Specialist, SG-22	1	0	1
Senior Ecosystems Management Specialist, SG-18	1	2	3



Position Title	No. of Pos.		
	1st Tranche	2nd Tranche	Total
Ecosystems Management Specialist II, SG-15	1	2	3
Ecosystems Management Specialist I, SG-11	1	2	3
Information Systems Analyst I, SG-12	1	0	1
Administrative Assistant II, SG-8	1	1	2
Forest Technician II, SG-8	18	18	36
<b>Sub-Total</b>	<b>25</b>	<b>25</b>	<b>50</b>
<b>PAMO Guiuan Marine Resource Protected Landscape and Seascape</b>			
Park Operations Superintendent V, SG-24	1	0	1
Supervising Ecosystems Management Specialist, SG-22	1	0	1
Senior Ecosystems Management Specialist, SG-18	1	2	3
Ecosystems Management Specialist II, SG-15	1	2	3
Ecosystems Management Specialist I, SG-11	1	2	3
Information Systems Analyst I, SG-12	1	0	1
Administrative Assistant II, SG-8	1	1	2
Forest Technician II, SG-8	4	3	7
<b>Sub-Total</b>	<b>11</b>	<b>10</b>	<b>21</b>
<b>PAMO Samar Island Natural Park</b>			
Park Operations Superintendent V, SG-24	1	0	1
Supervising Ecosystems Management Specialist, SG-22	1	0	1
Senior Ecosystems Management Specialist, SG-18	1	2	3
Ecosystems Management Specialist II, SG-15	1	2	3
Ecosystems Management Specialist I, SG-11	1	2	3
Information Systems Analyst I, SG-12	1	0	1
Administrative Assistant II, SG-8	1	1	2
Forest Technician II, SG-8	15	15	30
<b>Sub-Total</b>	<b>22</b>	<b>22</b>	<b>44</b>
<b>PAMO Baliangao Protected Landscape and Seascape and Mt. Malindang Natural Park</b>			
Park Operations Superintendent V, SG-24	1	0	1
Senior Ecosystems Management Specialist, SG-18	1	2	3
Ecosystems Management Specialist II, SG-15	1	2	3
Ecosystems Management Specialist I, SG-11	1	2	3
Information Systems Analyst I, SG-12	1	0	1
Administrative Assistant II, SG-8	1	1	2
Forest Technician II, SG-8	3	3	6
<b>Sub-Total</b>	<b>9</b>	<b>10</b>	<b>19</b>
<b>PAMO Mt. Apo Natural Park</b>			
Supervising Ecosystems Management Specialist, SG-22	1	0	1
Senior Ecosystems Management Specialist, SG-18	1	2	3
Ecosystems Management Specialist II, SG-15	1	2	3
Ecosystems Management Specialist I, SG-11	1	2	3
Information Systems Analyst I, SG-12	1	0	1
Administrative Assistant II, SG-8	1	1	2
Forest Technician II, SG-8	4	3	7
<b>Sub-Total</b>	<b>10</b>	<b>10</b>	<b>20</b>

## Annex A

Position Title	No. of Pos.		
	1st Tranche	2nd Tranche	Total
<b>PAMO Sarangani Bay Protected Seascape</b>			
Park Operations Superintendent V, SG-24	1	0	1
Supervising Ecosystems Management Specialist, SG-22	1	0	1
Senior Ecosystems Management Specialist, SG-18	1	2	3
Ecosystems Management Specialist II, SG-15	1	2	3
Ecosystems Management Specialist I, SG-11	1	2	3
Information Systems Analyst I, SG-12	1	0	1
Administrative Assistant II, SG-8	1	1	2
Forest Technician II, SG-8	11	10	21
<b>Sub-Total</b>	<b>18</b>	<b>17</b>	<b>35</b>
<b>PAMO Siargao Island Protected Landscape and Seascape</b>			
Park Operations Superintendent V, SG-24	1	0	1
Supervising Ecosystems Management Specialist, SG-22	1	0	1
Senior Ecosystems Management Specialist, SG-18	1	2	3
Ecosystems Management Specialist II, SG-15	1	2	3
Ecosystems Management Specialist I, SG-11	1	2	3
Information Systems Analyst I, SG-12	1	0	1
Administrative Assistant II, SG-8	1	1	2
Forest Technician II, SG-8	10	10	20
<b>Sub-Total</b>	<b>17</b>	<b>17</b>	<b>34</b>
<b>TOTAL</b>	<b>232</b>	<b>229</b>	<b>461</b>