



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



**MEMORANDUM**

**SEP 26 2024**

**TO : All Regional Executive Directors, The Directors and  
Heads of Office  
Regional Offices, Bureaus and Attached Agencies**

**FROM : The Undersecretary  
Legal and Administration**

**SUBJECT : EXEMPTION FROM THE WEARING OF OFFICE  
UNIFORMS FOR LAWYERS HOLDING PERMANENT  
POSITIONS IN THE DENR CENTRAL OFFICE,  
REGIONAL OFFICES AND ATTACHED AGENCIES**

This has reference to the request of this Office for a renewal of the exemption from the wearing of office uniforms for lawyers holding permanent positions in the DENR Central Office, Regional Offices, and attached agencies. This Office made this request through a memorandum dated April 29 2024, addressed to the Undersecretary for Human Resources and Organizational Transformation.

In his response memorandum, the Undersecretary for Human Resources and Organizational Transformation granted the request. Further, the memorandum provided that, "In consideration of the merits of your request, the request for exemption is hereby granted. Nonetheless, we highly encourage DENR lawyers to wear the prescribed uniform in the office when not appearing in court."<sup>1</sup>

Please ensure that this information is disseminated to all concerned personnel. Thank you for your attention and cooperation.

**ATTY. ERNESTO D. ADOBO, JR., CESO I**

**MEMO NO. 2024 - 874**

<sup>1</sup> Copy of the Memorandum from the Undersecretary for Organizational Transformation and Human Resources is attached as "Annex A"



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



**MEMORANDUM**

**FOR : The Undersecretary  
Legal and Administration**

**FROM : The Undersecretary  
Organizational Transformation and Human Resources**

**SUBJECT : REQUEST FOR EXEMPTION FROM THE WEARING OF  
OFFICE UNIFORMS FOR ATTORNEY POSITIONS IN THE  
DENR CENTRAL OFFICE, REGIONAL OFFICES, BUREAUS  
AND ATTACHED AGENCIES**

**DATE : MAY 24 2024**

This is in response to your Letter dated 29 April 2024, requesting for the renewal of the exemption of lawyers from wearing the office uniform holding permanent position in the DENR Central Office, Regional Offices, Bureaus and Attached Agencies.

CSC Memorandum Circular No. 14 series of 2001 authorizes the head of agencies, in consultation with their employees, to determine the appropriate office attire for their officials and employees.

We understand that lawyers, due to the nature of their functions, are expected to wear attire that is suitable to their court appearances. Along this line, we have requested the participation of a representative of the Legal Affairs Service during the selection of fabric and design of DENR uniforms. This is to ensure that the designs selected would be appropriate for the requirements of their profession.

In consideration of the merits of your request, the request for exemption is hereby granted. Nonetheless, we highly encourage DENR lawyers to wear the prescribed uniform in the office when not appearing in court.

For your information and consideration.

  
**AUGUSTO D. DELA PEÑA**

Visayas Avenue, Diliman, Quezon City 1100, Philippines  
[www.denr.gov.ph](http://www.denr.gov.ph)