



Republic of the Philippines
Department of Environment and Natural Resources
Visayas Avenue, Diliman, Quezon City, Philippines 1104

OCT 27 2003

SPECIAL ORDER

No. 2003- 843

Subject: *Change of Item Number of Directors Leonardo Sibbaluca, Isabelo Montejo, Pedro Noble, Neria Andin and Arleigh Adorable*

This Special Order is being issued to effect correction on the item numbers assigned to the subject Regional Technical Directors who have been appointed Director III without consideration of the technical sector where the vacant items belong.

A. Background

1. As organized the DENR Regional Office is composed of ENR sectors and the support divisions.
2. As provided by Executive Order No. 192 (1987), the Administrative Code of 1987 and DENR Administrative Order No. 1, series of 1988, each Sector in the DENR Regional Office is headed by a Regional Technical Director (RTD), who has the rank of a Department Assistant Regional Director or Director III.
3. After the conversion of the Environmental Management Bureau (1999) and the Mines and GeoSciences Bureau (1995) from staff to line bureaus, four sectors have remained in the DENR Regional Office. These are Forest Management (FMS), Land Management (LMS), Ecosystems Research and Development (ERDS) and Protected Areas and Wildlife (PAWS). Coastal Zone management has been added recently to PAWS.
4. The RTD positions in a regional office are distinct in terms of expertise, education and experience needed to perform their technical functions. An example is that only foresters can be appointed to the position of RTD for Forest Management. Selection of the various RTDs for appointment had to follow this differentiation in needed expertise, even as the DENR started to adopt the generic position title of Director III.
5. During the period 1998 to 2002, deviations from the technical requirements for the RTD positions occurred, due mainly to the use of the generic title of Director III. Related to this development was the conversion of the RTD posts into Assistant Regional Directors (ARED) for Operations, Technical Services, Administrative Services and Legal and Public Affairs.
6. To be named to the post of ARED, the official did not have to be a specialist in a sector, which was explicit in the case of the EO 192 as it pertained to the RTD's.
7. Coupled by the use of the generic title of Director III, the change from RTD to ARED resulted in the appointment of foresters to the positions allocated to the RTD for Lands; appointment of a non-forester to a RTD for Forestry position and appointment of other professionals (like geodetic engineers) to the highly skilled position of RTD Research.

8. The deviation likewise resulted in having more appointed RTD's than the number of RTD positions allocated to a particular sector, to the disadvantage of the other sectors.

B. Personal Services Itemization/Plantilla Item Numbers

1. Each position in the DENR is listed in the Personal Services Itemization (PSI) contained in the Annual Appropriations Act.
2. The PSI is the principal basis of the plantilla of positions in the DENR.
3. All positions in the PSI, including Director III, when listed in the plantilla are assigned item numbers.
4. Director III positions assigned to the Regional Offices are assigned Item Numbers that correspond to the Regional Technical Directors for FMS, LMS, ERDS and PAWCZM (formerly EMPAS)
5. The number of RTD (Director III) positions corresponds to the number of Regional Offices.

With the developments identified in A, above, the appointment of Foresters Sibbaluca and Montejo to positions allocated to RTD Land Management and Engr. Pedro Noble, to position allocated to RTD Research was done. On the other hand, the present functions of the Directors Andin and Adorable do not match their position items.

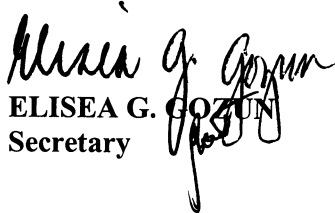
In view of the above premises, the Item Numbers pertaining to the following DENR officials are hereby officially changed:

NAME	from PRESENT POSITION/ item number	to position/item number	remarks
1. Leonardo R. Sibbaluca	Director III – Item No. DIR3-13-1998 (RTD for Land Management position)	Director III – Item No. DIR3-45-1998 (RTD for Forest Management position)	<i>Director Sibbaluca is a registered forester and has no expertise and direct experience in land management. He has not performed the functions of RTD for Land Management</i>
2. Isabelo R. Montejo	Director III – Item No. DIR3-42-1998 (RTD for Land Management position)	Director III – Item No. DIR3-39 (RTD for Forest Management position)	<i>Director Montejo is a registered forester and has no expertise and direct experience in land management. He has not performed the functions of RTD for Land Management</i>
3. Pedro L. Noble	Director III – Item No. DIR3-35-1998 (RTD for Research position)	Director III – Item No. DIR3-13-1998 (RTD for Land Management position)	<i>At present, he occupies the position item of Regional Technical Director for Research (also Director III). Coming from outside the DENR, Director Noble did not have any experience in environment and natural management research. He is a geodetic engineer and was a surveying contractor when he was appointed Director III at the DENR last December 9, 2002. The position item given to him was that of Regional Technical Director for Research</i>

NAME	from PRESENT POSITION/ item number	to position/item number	remarks—
4. Neria A. Andin	DIRECTOR III-Item No. DIR3-26-1998 (RTD for Research position)	Director III-Item No. DIR3-4-1998 (FMB Assistant Director position)	<i>Director Neria Andin is actually serving as Assistant Director of the Forest Management Bureau since July 2001.</i>
5. Arleigh Adorable	DIRECTOR III-Item No. DIR3-4-1998 (FMB Assistant Director)	Director III-Item DIR3-56-1998 (Item formerly held by Director Raoul Geollegue)	<i>Director Arleigh Adorable is actually serving as Regional Technical Director of Protected Areas, Wildlife and Coastal Zone Management.</i>

The Undersecretary for Management and Technical Services is hereby directed to effect the changes/correction in the DENR Official Plantilla and to inform officially the Department of Budget and Management, the Civil Service Commission and other offices that may have oversight responsibilities over positions in government.

This Special Order takes effect immediately.


 ELISEA G. GOZUN
 Secretary