



Republic of the Philippines
Department of Environment and Natural Resources
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JUL 05 2023

SPECIAL ORDER

NO. 2023 - 414

SUBJECT: RECONSTITUTION OF THE DENR CHANGE MANAGEMENT TEAM

In the interest of service, DENR Special Order No. 2022-407 dated 01 June 2022, reconstituting the DENR Change Management Team (CMT), is hereby affirmed with the following goals:

1. Compliance with the Implementing Rules and Regulations of Executive Order 366 for the conduct of a strategic review of the Department's operations;
2. Conformity to the Commission on Audit and Department of Budget and Management Joint Circular No. 2, series of 2020 on the Updated Rules and Regulations Governing Contract of Service and Job Order Workers in the DENR;
3. Align the Department's organization and staffing with its growing mandate; and
4. Focus on outcome performance, change governance, and continual improvement to ensure the effective, efficient and sustainable accomplishment of the Department's mandate.

The DENR CMT shall be composed of the following:

Chairperson : Chief of Staff and Supervising Undersecretary for Strategic Communications

Co-Chair : Undersecretary for Organizational Transformation and Human Resources

Members : Undersecretary for Legal and Administration
Undersecretary for Finance, Information Systems and Climate Change
Undersecretary for Policy, Planning and International Affairs
Undersecretary for Environment and Field Operations – Luzon and Visayas
Undersecretary for Field Operations – Mindanao
Undersecretary for Special Concerns and Legislative Affairs
Undersecretary for Integrated Environmental Science

The DENR CMT shall have the following functions and responsibilities:

1. Conduct a strategic review of the operations and organization of all component units of the Department under the current rationalized structure;
2. Identify the core functions, programs, activities and projects of the Department and its offices;
3. Identify areas of duplication and functions that are not responsible to the current interests of the Department.
4. Identify the functions, programs, activities and projects which can be scaled down or those that need strengthening or where more resources need to be channeled;
5. Determine a more effective rationalized structure based on the assessment of the existing structure;
6. Recommend the issuance of policy/ies aimed at enhancing the existing structure; and
7. Perform other functions and tasks as the Secretary, DENR may direct.

A Technical Working Group (TWG) shall be created that shall assist the CMT in the performance of its functions. The TWG shall be composed of:

Chairperson	:	Undersecretary for Organizational Transformation and Human Resources
Vice Chair	:	Assistant Secretary for Policy, Planning and Foreign-Assisted and Special Projects
Co-Chair	:	Assistant Secretary for Human Resources, Strategic Communication and Sectoral Initiatives
Members	:	Assistant Secretary for Finance, Information Systems and Mining Concerns Assistant Secretary for Enforcement, Solid Waste Management and Local Government Units Concerns Assistant Secretary for Legal Affairs Assistant Secretary for Field Operations – Eastern Mindanao Director, Environmental Management Bureau Director, Mines and Geosciences Bureau Director, Forest Management Bureau Director, Biodiversity Management Bureau Director, Land Management Bureau Director, Ecosystems Research and Development Bureau Director, Administrative Service Director, Financial and Management Service Director, Policy and Planning Service Director, Legal Affairs Service President, DENR Employees Union Representative, <i>Kalipunan ng mga Kawani sa Kagawaran ng Kalikasan (K4)</i>

CMT Secretariat
Heads : Director, Organizational Transformation
Director, Human Resource Development Service
Members : Representative/s, Personnel Division
Representative/s, Management Division
Representative/s, Policy Studies Division

This Order shall take effect immediately and supersedes all previous orders inconsistent herewith.


MARIA ANTONIA YULO LOYZAGA
Secretary

