

**DENR Administrative Order  
No. 99-47  
November 11, 1999**

**SUBJECT : DENR LIKAS: The Lingkod  
Kalikasan Award System for  
Outstanding DENR Officials.**

**I. BASIC POLICY**

In the interest of the service and in accordance with the objective of the DENR to recognize and reward its officials who have demonstrated exemplary managerial and administrative skills, and have achieved excellent accomplishments in pursuing the DENR's goals and objectives, an award system for DENR officials is hereby instituted.

**II. OBJECTIVES**

- a. To give due recognition to deserving DENR officials who have demonstrated exemplary managerial and administrative skills in the performance of their duties.
- b. To identify the benchmark for DENR LIKAS awardee.
- c. To develop a new system of reward for outstanding DENR officials in order to elevate the DENR's level of service to the public.
- d. To enlist public support to the DENR's mandates by highlighting exemplary deeds and accomplishments of outstanding officials to inspire others.

**III. TITLE OF AWARD**

The title for outstanding DENR officials shall be called:

**“DENR LIKAS”**

**LIKAS** that is the acronym shall stand for *Lingkod Kalikasan Award System*, meant to elevate the outstanding DENR official award to a more meaningful and prestigious level. This shall reflect the Department's objectives of sustainable management, protection, and conservation of the natural environment. Further, the award should introduce a new meaning and vigor that will not only bestow to the awardees the honor and distinction of receiving the award but enable them also to implement an environmental project of their choice. The recognition of the awardees' contribution and service to the environment shall then be exceptional, innovative and memorable.

#### **IV. SCOPE**

The award system introduced in this Administrative Order shall include all Bureau Directors, Assistant Bureau Directors, Regional Executive Directors (REDs), Heads of Attached Agencies and their Deputies, Regional Technical Directors (RTDs), MGB Regional Directors, Service Directors in the Central Office, Division Heads in the Central Office, Bureaus and all Regional Offices, Provincial Environment and Natural Resources Officers (PENROs) and Community Environment and Natural Resources Officers (CENROs).

This award system for outstanding DENR officials is different from that prescribed under Memorandum Order No. 99-19 (Selection of the DENR Model Employee), and shall likewise replace the "Eagle" award.

#### **V. REWARD/INCENTIVE**

The Planning and Policy Studies office is hereby directed to create and finalize, within twenty (20) days upon approval of this Order, the members of the selection process and criteria that will be used by the National and Regional Selection Committees.

The broader scope of the “Likas” award compared to the “Eagle” award necessitates the revision of the guidelines of DAO 97-20 [Annual General Inspection (AGI) of Regional key officers] based on the following format:

- A. At the national level, six (6) classifications of “DENR Likas” award shall be given annually:
  - A.1 Likas Award for Outstanding Community Environment and Natural Resources Officer
  - A.2 Likas Award for Outstanding Provincial Environment and Natural Resources
  - A.3 Likas Award for Outstanding Regional Technical Director, MGB Regional Director, Assistant Bureau Director, and Deputy Heads of Attached Agencies
  - A.4 Likas Award for Outstanding Regional Executive Director, Bureau Director, and Head of Attached Agency
  - A.5 Likas Award for Outstanding Service Director
  - A.6 Likas Award for Outstanding Division Chief (This will include all heads of technical or administrative divisions at the DENR central office, staff and line bureaus, attached agencies, and in all regional offices).

For this purpose, a National Selection Committee shall be created.

- B. At the regional level, only two (2) “Likas” awards shall be given annually, to highlight the important role of the DENR Likas Awardees frontline project implementors for:
  - B.1 Outstanding Community Environment and Natural Resources Officer; and
  - B.2 Outstanding Provincial Environment and Natural Resource Officer.

For this purpose, a Regional Evaluation Committee shall be created.

- C. Only the PENRO and CENRO “DENR Likas” Awardees in the Regional Offices shall be considered as nominees for national selection.

## **VI. EFFECTIVITY**

This Order shall take effect immediately and shall supersede all other orders inconsistent herewith.

**(Sgd.) ANTONIO H. CERILLES**  
Secretary