



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



**MEMORANDUM**

**FOR :** The Regional Executive Director  
DENR, Region X  
Puntod, Cagayan de Oro City



**ATT’N.:** The Chief, Planning and Management Division

**FROM :** The OIC, PENR Officer  
DENR-PENRO Bukidnon

**SUBJECT :** SUBMISSION OF WORK AND FINANCIAL PLAN (WFP) AND  
IMPLEMENTATION PLAN BASED ON 2025 GENERAL  
APPROPRIATIONS ACT (GAA) OF CENRO MANOLO  
FORTICH

**DATE :** February 26, 2025

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Respectfully submitted to your end the Work and Financial Plan (WFP) and Implementation Plan based on 2025 GAA of CENRO Manolo Fortich under covering Memorandum dated February 26, 2025 of CENR Officer Merlita L. Tabamo. An e-copy of the same is also emailed to [pmd10@denr.gov.ph](mailto:pmd10@denr.gov.ph).

For information and record.

THOMAS L. CARDENTE II, Ph.D.

San Victores St., Brgy. 9, Malaybalay City, Bukidnon  
[penrobukidnon@r10.denr.gov.ph](mailto:penrobukidnon@r10.denr.gov.ph) Telephone No. (088) 813-2104



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



**MEMORANDUM**

**FOR : THE REGIONAL EXECUTIVE DIRECTOR**  
DENR-X, Puntod, Cagayan de Oro City

**ATT'N : The Chief, Planning and Management Division**

**THRU : THE OIC, PENR OFFICER**  
DENR-PENRO Bukidnon, Malaybalay City

**FROM : THE CENR OFFICER**  
DENR-CENRO Manolo Fortich, Bukidnon

**SUBJECT : SUBMISSION OF FY 2025 WORK AND FINANCIAL PLAN  
(WFP) AND IMPLEMENTATION PLAN OF CENRO  
MANOLO FORTICH BASED ON GENERAL  
APPROPRIATIONS ACT (GAA)**

**DATE : FEBRUARY 26, 2025**

	<b>RELEASED</b>
CENTRO MANOLO FORTICH	
Signature:	
Name:	Kristine B. Esterosas
Date:	26 Feb 2025 1:00pm
	<b>RECEIVED</b>
PENRO BUKIDNON	
SIGNATURE:	
NAME:	RAMONELL PAANO JR.
DATE:	26 FEB 2025 0:00

In reference to the memorandum dated February 21, 2025 from the Regional Executive Director, Henry A. Adornado, Ph.D., regarding the above-mentioned subject, this Office respectfully submits its FY 2025 Work and Financial Plan and Implementation Plan based on the General Appropriations Act. These plans have been formulated using the prescribed format.

An electronic copy in Excel format has also been forwarded to [pmd10@denr.gov.ph](mailto:pmd10@denr.gov.ph) (see attached screenshot).

For information and record.

**MERLITA L. TABAMO**

**DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES**  
**FY 2025 WORK AND FINANCIAL PLAN**  
(In Thousand Pesos)

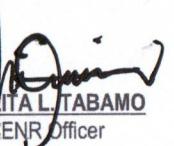
PENRO Bukidnon - CENRO Manolo Fortich

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
<b>A.01. GENERAL ADMINISTRATION AND SUPPORT SERVICES</b>			<b>MANOLO FORTICH</b>								<b>TOTAL</b>	498	164	416	93	1,171
											<b>MOOE</b>	498	164	416	93	1,171
<b>A.01.a. General Management and Supervision</b>																
<b>B. General Services</b>																
b.1. Maintenance of Facility, Vehicle and Equipment per office																
b.1.1. Office Building and other Structures	Office building and other structures maintained/repaired (no)	Manolo Fortich	1	-	1	1	1	1	1	1	MOOE	6	6	6	6	24
b.1.2 Motor Vehicle																
Repair of Motor Vehicles	50,000/vehicle	Vehicles repaired (no)	Manolo Fortich	2	-	3	3	3	3	3	MOOE	38	38	37	37	150
Maintenance of Motor Vehicles	10,000/vehicle	Vehicles maintained (no)	Manolo Fortich			3	3	3	3	3	MOOE	8	8	7	7	30
b.1.3. Equipment	Equipments maintained (no)	Manolo Fortich				3	3	3	3	3	MOOE	18	18	18	18	72
Repair and Maintenance of Office Equipment and machineries																
b.4. Records Management																
Conduct disposal of inventoried valueless records	National Archives of the Philippines (NAP) Form 1 submitted to PENRO on the 2nd week of September 2024	Manolo Fortich								1	MOOE			10		10
Submission of FOI report to the Presidential Communications Office (PCO)	FOI report submitted to Regional Office by end of December 2025 (no)	Manolo Fortich				1	1	1	1	4						

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
<b>C. Procurement Services</b>																
Submission of Updated Annual Procurement Plan non-Common Use Supplies and Equipment (APP non-CSE) based on approved GAA FY 2025 to the GPPB-TSO		Project Procurement and Management Plan (PPMP) prepared and submitted to PENRO (no)	Manolo Fortich			1				1						
Uploading of FY 2026 Annual Procurement Plan -Common Use Supplies and Equipment (APP-CSE) to the PS-PHILGEPS virtual store		Project Procurement and Management Plan (PPMP) prepared and submitted to PENRO (no)	Manolo Fortich				1			1						
<b>Service Contracts</b>																
Service Contracts - Security Services	Depends on the standard rate of the locality	Security guards hired (no.)	Manolo Fortich			1	1	1	1	1	MOOE	100		100		200
Service Contracts - Janitorial Services	Depends on the standard rate of the locality	Janitorial services hired (no.)	Manolo Fortich			1	1	1	1	1	MOOE	54		54		108
<b>Insurance of Property</b>																
4.1 Insurance of Buildings	Refer to GSIS Billing	Property Inventory Form (PIF) prepared and submitted to PENRO; Buildings insured (no)	Manolo Fortich	1	-	1	1	1	1	1	MOOE	90				90
4.2 Insurance of Property, Plant, and Equipment	Refer to GSIS Billing	Property Insurance Form prepared and submitted to PENRO; Property, Plant, and Equipment insured (no)	Manolo Fortich			3	3	3	3	3	MOOE	100				100

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
4.4 Insurance of Motor Vehicles	Refer to GSIS	Property Insurance Form prepared and submitted to PENRO; Motor Vehicles insured (no)	Manolo Fortich			3	3	3	3	3	MOOE	59	59	59		177
	Billing															
Support to QMS Activity		QMS Activity supported	Manolo Fortich								MOOE	25	25	25	25	100
IMPOSITIONS											MOOE					
1. OSEC			Manolo Fortich								MOOE					
2. YOUTH			Manolo Fortich								MOOE	5				5
3. Sr. Citizen/PWD			Manolo Fortich								MOOE	5				5
A.01.b. Human Resource Development																
3. Health and Wellness Program																
Design and implementation of Health and Wellness programs		Number of H&W programs implemented, aligned with the focus areas identified in JAO 2023-0001 of DOLE, CSC, and DOH in creating a healthy workplace	Manolo Fortich			1	1	1	1	1	MOOE				100	100
		Number of employees participated the H&W related activities with a report submitted to the Regional Executive														
		Director														

Recommending Approval:



MERITA L. TABAMO  
CENR Officer

Approved:



THOMAS L. CARDENTE II, Ph.D.  
OIC, PENR Officer

HENRY A. ADORNADO, Ph.D.  
Regional Executive Director

**DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES**  
**FY 2025 WORK AND FINANCIAL PLAN**  
(In Thousand Pesos)

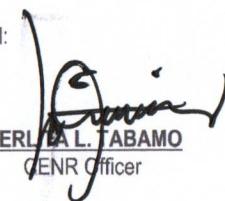
PENRO Bukidnon - CENRO Manolo Fortich

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
<b>A.02.a Data Management including Systems Development and Maintenance</b>			<b>MANOLO FORTICH</b>								<b>TOTAL</b>	146	33	126	8	313
											<b>MOOE</b>	146	33	126	8	313
1. Network Infrastructure Maintenance																
1.2 Network Uptime and Maintained To be downloaded	90% network uptime maintained -CENRO to PENRO: every 5th day of the ensuing month	Manolo Fortich				3	3	3	3	12	<b>MOOE</b>	3	3	3	3	12
2. IT-related Helpdesk Support																
2.1 Provision of ICT Technical Support To be downloaded	100% of IT related issues and concerns resolved/ acted upon within 3 working days -CENRO to PENRO: every 5th day of the ensuing month	Manolo Fortich				3	3	3	3	12	<b>MOOE</b>	3	3	3	3	6
2.2 Hiring of Contract of Service at the Regional and Field Offices RO & PENROs: GIS Operator CENROs: IT Technical Support	20,000/month	Contract of Service hired (no)	Manolo Fortich			1	1	1	1	1	<b>MOOE</b>	120	120	120	120	240
5. Statistics and Data Resource Management																
5.1 Submission of quarterly forestry statistical report	100% of forestry statistical report forms submitted to PENRO every 10th of the ensuing month at the end of the quarter	Manolo Fortich				1	1	1	1	4						
5.2 Submission of quarterly biodiversity statistical report	100% of biodiversity statistical report forms submitted to PENRO every 10th of the ensuing month at the end of the quarter	Manolo Fortich				1	1	1	1	4						

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
5.3 Submission of semi-annual lands statistical report		100% of land statistical report forms submitted to PENRO every July 10 and January 10	Manolo Fortich				1		1	2						
7. National Statistics Month Celebration																
7.1 Participation in the National Statistics Month Celebration		no. of activity in consonance with the NSM celebration conducted with report submitted to PENRO after the culminating activity	Manolo Fortich						1	1	MOOE				5	5
9. Client Satisfaction Survey		100% of Client Satisfaction Survey 2025 collected are encoded and submitted on or before December December 30, 2025 (Data Collection and Encoding of 2025 CSS)	Manolo Fortich			1	1	1	1	1						
10.1 Operation/Maintenance of Enhanced Forestry Information System Percentage of development activities of all issued Tenure Instruments updated in eFIS within 15 working days upon receipt of the annual accomplishment report		100% of development activities of all issued Tenure Instruments updated in eFIS within 15 working days upon receipt of the annual accomplishment report	Manolo Fortich			1	1	1	1	1						
10.2 Percentage of basic information of all issued Tenure Instruments and Private Tree Plantation Registrations updated in eFIS within 7 working days upon receipt of the approved and notarized agreement/registration		100% of basic information of all issued Tenure Instruments and Private Tree Plantation Registrations updated in eFIS within 7 working days upon receipt of the approved and notarized agreement/registration	Manolo Fortich			1	1	1	1	1						

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
11. Geospatial Database																
11.1 DENR CONTROL MAP Data cleansing of spatial data for forestry and biodiversity following the standard attributes		100% of forestry spatial datasets cleansed following the standard attributes by October 30	Manolo Fortich							1	1					
		100% of biodiversity spatial datasets cleansed following the standard attributes by October 30	Manolo Fortich							1	1					
A.02.b. Production and Dissemination of Technical and Popular Materials in the Conservation and Development of Natural Resources including Environmental Education																
8. Managing environmental events proclaimed through executive issuances		Environmental Events celebrated (no) <i>World Wetland Day (Feb 2)</i> <i>World Water Day (Mar 22)</i> <i>Earth Day (April 22)</i> <i>World Oceans Day (June 8)</i> <i>Arbor Day (June 25)</i>	Manolo Fortich			2	3			5	MOOE	20	30			50

Recommending Approval:



MERLITA L. TABAMO  
DENR Officer

Approved:



THOMAS L. CARDENTE II, Ph.D.  
OIC, PENR Officer

HENRY A. ADORNADO, Ph.D.  
Regional Executive Director

**DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES**  
**FY 2025 WORK AND FINANCIAL PLAN**  
**(In Thousand Pesos)**

PENRO Bukidnon - CENRO Manolo Fortich

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
SUPPORT TO OPERATIONS			MANOLO FORTICH								TOTAL	155	49	156	50	409
A.02.e. Formulation and Monitoring of ENR Sector Policies, Plans, Programs and Projects											MOOE	155	49	156	50	409
1. Planning and Monitoring																
Submission of 2026 Budget Proposal and Forward Estimate		2026 Budget Proposal and Forward Estimate submitted to PENRO	Manolo Fortich			1				1						
Submission of 2026 Work and Financial Plan (WFP)		2026 Work and Financial Plan submitted (no) WFP submitted to RO thru PENRO (no)	Manolo Fortich							1	1					
Preparation and submission of OPCR Commitment		FY 2025 (2nd sem)/2026 OPCR (1st sem) Commitment submitted to RO thru PENRO (no)	Manolo Fortich			1				1	2					
Preparation and submission of OPCR accomplishment reports		FY 2025 OPCR accomplishment report prepared and submitted (no)	Manolo Fortich			1				1	2					
Preparation and submission of monthly / quarterly consolidated physical and financial reports		Monthly/quarterly accomplishment report submitted to PENRO every 2nd day of the ensuing month/quarter	Manolo Fortich			3	3	3	3	12						

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
4. Price Monitoring of Forest Products																
The Price Monitoring of Forest Products covers monthly reporting and monitoring of prices under Logs, NTFPs, Lumber, Wood Panels and other forest based products which is governed by the RA 7581 - Price Act, DMO 2021-03 and DAO 2000-55.	P85,000/CENRO/year	Monthly price data of forest products from predetermined regular monitoring retail outlets gathered and uploaded in the mobile price monitoring system (no):  Summary report generated thru the MPMS web application, printed and submitted to PENRO on or before the 5th day of the month ensuing the reference month (no)	Manolo Fortich			3	3	3	3	12	MOOE	21	21	21	22	85
5. Forestry Statistical Reporting System (SRS)	P85,000/CENRO/year	Forestry statistical report  - includes the production and disposition of forest products (i.e. logs, lumber, veneer, plywood), issuances of approved forestry license/permits	Manolo Fortich			1	1	1	1	4	MOOE	21	21	21	22	85
PROFESSIONAL SERVICES Hiring of Professional Services	P213,000/CENRO	Planning Staff hired (no)	Manolo Fortich			1	1	1	1	1	MOOE	107			107	213
Project Monitoring & Supervision (PMS)			Manolo Fortich								MOOE	5	5	5	5	20
Project Monitoring and Evaluation (PME)			Manolo Fortich								MOOE	1	2	2	1	6

Recommending Approval:



MERLIN A. TABAMO  
CENR Officer

Approved:



THOMAS L. CARDENTE II, Ph.D.  
OIC, PENR Officer

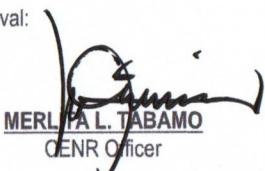
HENRY A. ADORNADO, Ph.D.  
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DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES  
FY 2025 WORK AND FINANCIAL PLAN  
(In Thousand Pesos)

PENRO Bukidnon - CENRO Manolo Fortich

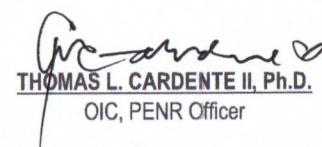
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						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
NATURAL RESOURCES CONSERVATION AND DEVELOPMENT PROGRAM			MANOLO FORTICH								TOTAL	-	88	-	88	175
A.03.d.2. Wildlife Resources Conservation Sub-Program											MOOE	-	88	-	88	175
Outcome Indicators:																
Conservation status of nationally and globally threatened species for 2016 baseline maintained or improved Number of identified Invasive Alien Species (IAS) reduced		Population and Habitat Monitoring and Protection of Priority Threatened Species following the prescribed template (with geotagged photos)														
1. Protection and Conservation of Wildlife																
b. Population & habitat monitoring and protection of priority threatened species																
a. Philippine Eagle	300,000/	Semi-annual monitoring report survey area	Manolo Fortich						1	1	2	MOOE		88	88	175
		- updated population estimate	- Guilang-guilang													
		- updated distribution map	- Hagpa													
		and geotagged photographs	- Consolacion													
		- recommended/implemented management intervention on identified threats														

Recommending Approval:



MERLITA L. TABAMO  
CENR Officer

Approved:



THOMAS L. CARDENTE II, Ph.D.  
OIC, PENR Officer

HENRY A. ADORNADO, Ph.D.  
Regional Executive Director

**DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES**  
**FY 2025 WORK AND FINANCIAL PLAN**  
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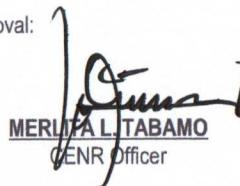
PENRO Bukidnon - CENRO Manolo Fortich

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
<b>NATURAL RESOURCES CONSERVATION AND DEVELOPMENT PROGRAM</b>			MANOLO FORTICH								<b>TOTAL</b>	135	259	230	93	717
I. Land Management Sub-Program											<b>MOOE</b>	135	259	230	93	717
<b>ENHANCED LAND ADMINISTRATION</b>																
Land Survey, Disposition and Records Management																
1. Land Survey and Disposition																
a. Residential (disposed under RA 10023 or Residential Free Patent activity)	6,000/lot	lot survey conducted (no)	Manolo Fortich			7	12	11	-	30	MOOE	34	58	53	-	144
(Turn Around Time: 60 days)	CENRO - 4,800/lot survey	survey returns submitted to PENRO (no)														
CENRO: 30 working days	PENRO - 400/SR															
PENRO: 5 working days	to RO															
RO: 25 working days	RO - 800/lot survey															
Patents issued (no)	5,000/patent	Applications processed within 120 working days (no)	Manolo Fortich			8	12	12	8	40	MOOE	27	40	40	27	134
(Turn Around Time: 130 days)	CENRO - 3,350/application															
CENRO: 120 working days	PENRO - 1,250/patent															
PENRO: 10 working days	RO - 400/patent															
b. Agricultural Free Patent disposed under Republic Act No. 11573	6,000/lot	lot survey conducted (no)	Manolo Fortich			8	15	13	7	43	MOOE	38	72	62	34	206
(Turn Around Time: 60 days)	CENRO - 4,800/lot survey	survey returns submitted to PENRO (no)														
CENRO: 30 working days	PENRO - 400/SR															
PENRO: 5 working days	to RO															
RO: 25 working days	RO - 800/lot survey															
	approved															

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
Patents issued (no)	5,000/patent	Applications processed within 120 working days (no)	Manolo Fortich			7	15	15	3	40	MOOE	23	50	50	10	134
(Turn Around Time: 130 days)	CENRO - 3,350/application															
CENRO: 120 working days	PENRO - 1,250/															
PENRO: 10 working days	patent															
	RO - 400/patent															
e.Titling of Government lands for public and quasi-public use																
e.2. Special Patents - School Sites	5,000/special patent	Applications processed within 120 working days (no)	Manolo Fortich			1	3	2	1	7	MOOE	3	10	7	3	23
*DAO 2015-01 Guidelines for the Processing and Issuance of Special Patents for Public School Sites Under Republic Act 10023	CENRO - 3,350	(School Sites)														
(Turn Around Time: 130 days)																
CENRO: 120 working days	PENRO: 10 working days															
*DAO 2016-21 Guidelines Governing the Processing Request for Proclamation and Issuance of Special Patent over Agricultural Lands	5,000/special patent	Applications processed within 120 working days (no)	Manolo Fortich			3	2	-	5	MOOE	-	10	7	-	17	
(Turn Around Time: 130 days)	CENRO - 3,350	(Government Sites)														
CENRO: 120 working days	PENRO - 1,250															
PENRO: 10 working days	RO (LPDD) - 400															
5. Resolution of Land Claims and Conflicts Cases	P10,000 per case resolved & decided	ADR proceedings conducted with report submitted (no)	Manolo Fortich			1	2	1	2	6	MOOE	9	17	9	17	51
(Turn Around Time: 30 days)	CENRO - 8,500															
Pursuant to DAO 2016-30, the entire ADR process shall not be more than 30 days)	PENRO - 1,500	Land disputes/cases investigated with reports submitted to PENRO (no)														
	Imp.PENRO - 9,500															

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						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
Project Monitoring and Supervision			Manolo Fortich								MOOE	1	1	2	2	6
Monitoring and Evaluation			Manolo Fortich								MOOE		1			1
<b>Impositions</b>																
1. OSEC			Manolo Fortich													

Recommending Approval:



MERLITA L. TABAMO  
GENR Officer

Approved:



THOMAS L. CARDENTE II, Ph.D.  
OIC, PENR Officer

HENRY A. ADORNADO, Ph.D.  
Regional Executive Director

**DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES**  
**FY 2025 WORK AND FINANCIAL PLAN**  
(In Thousand Pesos)

PENRO Bukidnon - CENRO Manolo Fortich

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
Natural Resources Sustainably Managed			MANOLO FORTICH								TOTAL	1,119	771	1,130	528	3,547
Natural Resources Enforcement and Regulatory Program											MOOE	1,119	771	1,130	528	3,547
A.03.g.1 Natural Resources Management Arrangement/																
Agreement and Permit Issuance																
3 . Performance Evaluation of Expiring CBFMA within Five (5) Years	P 50,000/CBFMA	CBFMA evaluated with categorical recommendation and Completed Staff Work	Manolo Fortich	24	7	1				1	MOOE	5	5	5	5	20
Region - 30% PENRO - 30% Implementing PENRO - 70% CENRO - 40%		(CSW) endorsed to PENRO on prescribed time (no)														
<b>MENU OF ACTIVITIES AND STRATEGIES</b>																
Menu 6. Consistent apprehension and mandatory administrative adjudication and confiscation of apprehended forest products including conveyances and other implements																
6.1 Apprehension undocumented forest products including NTFPs , vehicles, equipment and other implements thru proper channels	P 290,000/CENRO & Implementing PENRO	Incidence with corresponding volume and estimated market value of apprehended/seized undocumented forest products including NTFPs with investigation reports submitted to PENRO on prescribed time (no)	Manolo Fortich			1	1	1	1	4	MOOE	51	51	51	51	203
CENRO 70% PENRO 20% RO 10%		Vehicles, equipment and other implements apprehended thru proper channels with investigation reports submitted to PENRO on prescribed time (no)														

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
6.2 Hauling of apprehended and/or seized undocumented forest products and vehicles/implements to CENR Office or any nearest Government Office	P 360,000/CENRO & Implementing PENRO	Volume (bd.ft.) of apprehended forest products hauled to CENR Office or any nearest Government Office with incidence report submitted to PENRO on prescribed time  Apprehended vehicles, equipment and other implement hauled thru proper channels with incidence reports submitted to PENRO on prescribed time (no)	Manolo Fortich			1	1	1	1	4	MOOE	90	90	90	90	360
6.4 Immediate administrative & adjudication proceedings for ALL apprehended and/ or seized undocumented forest products including conveyances, tools and implements	P 290,000/CENRO & Implementing PENRO	Administrative adjudication proceedings carried out report submitted to PENRO on prescribed time (no)	Manolo Fortich			1	1	1	1	4	MOOE	73	73	73	73	290
<b>Menu 7. Provision of institutional support in investigation, filing of information and/or criminal complaints and prosecution of forestry cases</b>																
7.1 Support to investigation, filing and prosecution of criminal complaints	P 290,000/CENRO & Implementing PENRO	Investigation report including possible source/location of undocumented forest products and cases filed with actions taken submitted to PENRO on prescribed time (no)	Manolo Fortich							1	1	MOOE	73	73	73	290
Legal assistance to CENROs and implementing PENROs	P23,540/Legal Assistant/month	Legal Assistant II hired for CENROs (no)	Manolo Fortich			1		1		1	MOOE	141		141		282
<b>Menu 8. Effective Forest Fire, Pest, &amp; Disease Management Measures</b>																

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
Conduct of Fire Prevention and Suppression measures																
8.4 Procurement of Fire Fighting Equipment	115,500/set	Equipment/Tool purchased (no)	Manolo Fortich				2			2	MOOE		232			232
<b>Menu 10. Sustainable implementation of the Lawin Forest and Biodiversity Protection System</b>																
10.1 Support to Full Operationalization of LAWIN System																
b. Hiring of FPOs	12,500/month	FPOs hired (no)	Manolo Fortich			6		6		6	MOOE	450		450		900
c. Conduct of Lawin Patrolling within Forest Conservation Areas (FCAs)	10,000/team/month	Distance Patrolled (km) 25 teams/mo (5 teams)	Manolo Fortich			150	150	150	150	600	MOOE	150	150	150	150	600
- minimum 10km/team/mo		Reports submitted with at least 75% of the observed threats with actions taken submitted to PENRO on prescribed time (no)	Manolo Fortich			3	3	3	3	12						
		Quarterly Patrol Plan submitted (no)	Manolo Fortich			1	1	1	1	4						
Revenue Collection																
- FORESTRY ('000)		Revenues deposited with report submitted (Php'000)	Manolo Fortich			200	600	250	50	1,100						
- Other Land Administrative Fees ('000)		Revenues deposited with report submitted (Php'000)	Manolo Fortich			5	25	25	11	66						
<b>Enforcement of Protected Areas, Wildlife Caves and Cave Resources, Coastal and Marine Resources Laws and Regulations</b>																
1. Processing and Issuance of Wildlife Permits	P 6,000/permit P 1,000/GP	No. of permits issued	Manolo Fortich				1	1		2	MOOE		6	6		12

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
Wildlife permit applications acted upon within the number of days as prescribed by the law																
- LTP: 1-2 days																
- CWR: 7 days																
- WFP/WCuP: 24 days																
- WSUP (for show): 7 days																
- Non-CITES Import/Export/Re-Export Certificate: 5 days																
- Memo-endorsement of CITES permit application - 5 days and issuance by CITES Import/Export/Re-Export Permit: 2-3 days (BMB)																
- GPI/Affidavit of Undertaking/MOA: 4 days																
- Clearance to Operate : 24 days																
- Wildlife Collector Permit for collection of butterfly/monkeys: 13 days																
- WSUP for collection of soft-shelled turtles : 13 days																
- Special Local Transport Permit: 5 days																
2. Compliance Monitoring of CWR and WFP/WCuP holders																
2.1 100% of the holders of WFP/WCuP in the Region monitored quarterly relative to their compliance with the terms and conditions of the wildlife permit	P 10,000/wildlife facility	Electronic copy of quarterly compliance monitoring reports and supporting documents submitted to PENRO every end of the first month of the succeeding quarter	Manolo Fortich			2	2	2	2	2	MOOE	5	5	5	5	20
2.2. 100% of the holders of Certificate of Wildlife Registration (CWR) in the Region monitored once a year, relative to their compliance with the terms and conditions of the wildlife permit	P 5,000/Inspection	Electronic copy of quarterly compliance monitoring reports and supporting documents submitted to PENRO every end of the first month of the succeeding quarter	Manolo Fortich			1	1	2	MOOE			5	5			10

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
6. Revenue Generated																
- PAWS		Revenues deposited with report submitted (Php'000)	Manolo Fortich			500	3,000	1,000	1,000	5,500						
Project Management & Supervision			Manolo Fortich								MOOE	58	58	58	58	232
Monitoring and Evaluation			Manolo Fortich									24	24	24	24	96

Recommending Approval:

MERLIN L. TABAMO  
OENR Officer

Approved:

Thomas L. Cardente II, Ph.D.  
OIC, PENR Officer

HENRY A. ADORNADO, Ph.D.  
Regional Executive Director

**DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES  
FY 2025 WORK AND FINANCIAL PLAN  
(In Thousand Pesos)**

PENRO Bukidnon - CENRO Manolo Fortich

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
Natural Resources Sustainably Managed			MANOLO FORTICH								TOTAL	4	4	4	4	16
Natural Resources Enforcement and Regulatory Program											MOOE	4	4	4	4	16
A. Operations against illegal environment and natural resources activities																
WEO mobilized monthly (no)		Submission of monthly report on WEO mobilized (no)	Manolo Fortich			1	1	1	1	1	MOOE	4	4	4	4	16

Recommending Approval:

MERLITA L. TABAMO  
CENR Officer

Approved:

THOMAS L. CARDENTE II, Ph.D.  
OIC, PENR Officer

HENRY A. ADORNADO, Ph.D.  
Regional Executive Director

**DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES  
FY 2025 WORK AND FINANCIAL PLAN  
(In Thousand Pesos)**

PENRO Bukidnon - CENRO Manolo Fortich

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
Natural Resources Conservation and Development Program			MANOLO FORTICH								TOTAL	4,346	111	645	111	5,213
											MOOE	645	111	645	111	1,512
											CO	3,701	-	-	-	3,701
<b>Forest and Watershed Management Sub-program</b>																
<b>Forest Development, Rehabilitation, Maintenance and Protection</b>																
<b>Enhanced National Greening Program</b>																
Maintenance and Protection		Area maintained and protected with at least 85% survival (ha) with report submitted to PENRO on prescribed time (no)														
		Year 1														
	4,200/ha	Fruit trees/Agroforestry	Manolo Fortich							10	10	CO	42			42
	4,200/ha	Coffee	Manolo Fortich							20	20	CO	84			84
	4,200/ha	Cacao	Manolo Fortich							15	15	CO	63			63
		Year 2														
	6,000/ha	Bamboo	Manolo Fortich			50	50	50	50	50	CO	300				300
			Mt. Tago			50	50	50	50	50	CO	300				300
	10,000/ha	Fruit trees/Agroforestry	Manolo Fortich			50	50	50	50	50	CO	500				500
		Year 3														
	6,000/ha	Bamboo	Manolo Fortich			150	150	150	150	150	CO	900				900
			Mt. Tago			50	50	50	50	50	CO	300				300

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
Plantation Establishment		Area planted (ha)														
	(P7,200/ha)	Fruit trees/Agroforestry	Manolo Fortich						5	5	10	CO	72			72
	(P7,200/ha)	Coffee	Manolo Fortich						10	10	20	CO	144			144
	(P7,200/ha)	Cacao	Manolo Fortich						10	5	15	CO	108			108
Seedling Production		Seedlings Produced (No.)														
	500 seedlings/ha	55/seedling	Fruit trees/Agroforestry	Manolo Fortich			5,000				5,000	CO	275			275
	500 seedlings/ha	35/seedling	Coffee	Manolo Fortich			10,000				10,000	CO	350			350
	500 seedlings/ha	35/seedling	Cacao	Manolo Fortich			7,500				7,500	CO	263			263
Hiring of FEO/Technical Support Staff	22,260/Mo	FEOs hired (no)	Manolo Fortich			1	1	1	1	1	1	MOOE	134		134	267
		Report on FEOs hired submitted to PENRO on prescribed time (no)	Mt. Tago			1	1	1	1	1	1	MOOE	134		134	267
Hiring of Forest Extension Officers/ Technical Support Staff for Graduated NGP Sites	22,260/Mo	FEOs hired (no)	Manolo Fortich			1	1	1	1	1	1	MOOE	134		134	267
		Report on FEOs hired submitted to PENRO on prescribed time (no)														
Database Management Staff	22,260/Mo	DMO Staff hired (no)	Manolo Fortich			1	1	1	1	1	1	MOOE	134		134	267
		Report on DMO hired submitted to PENRO on prescribed time (no)														
Jobs Generation		Jobs generated (No.)														
New Plantation Area/4ha. *7			Manolo Fortich				30	30	19	79						

P/A/P	UNIT COST	PERFORMANCE INDICATOR	PROVINCE	UNIVERSE	BASELINE	FY 2025 PHYSICAL TARGETS					Expense Class	FY 2025 FINANCIAL TARGETS ('000)				
						1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL
Maintenance & Protection (Area/4) (Year 2 and 3)			Manolo Fortich			63	63	63	63	63						
			Mt. Tago			25	25	25	25	25						
Establishment, Maintenance and/or Operations of Nurseries for Seedling Distribution	P200,000/nursery	Nurseries maintained/ established/operated with report submitted to PENRO on prescribed time (no)	Manolo Fortich			1	1	1	1	1	MOOE	50	50	50	50	200
						2,500	2,500	2,500	2,500	10,000						
Project Monitoring and Supervision (PMS)			Manolo Fortich								MOOE	61	61	61	61	244
PMS LESS FIXED EXPENDITURE			Manolo Fortich								MOOE	42	43	43	43	171

Recommending Approval:

MERLITA L. TABAMO  
GENR Officer

Approved:

THOMAS L. CARDENTE II, Ph.D.  
OIC, PENR Officer

**HENRY A. ADORNADO, Ph.D.**  
Regional Executive Director

**DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES  
FY 2025 IMPLEMENTATION PLAN**

**AGENCY: PENRO Bukidnon - CENRO Manolo Fortich**

P/A/P	PERFORMANCE INDICATOR	PROVINCE	FY 2025 PHYSICAL TARGETS					FIRST QUARTER			SECOND QUARTER			THIRD QUARTER			FOURTH QUARTER			OVERALL TOTAL			
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	JAN	FEB	MAR	TOTAL	APR	MAY	JUNE	TOTAL	JUL	AUG	SEPT	TOTAL	OCT	NOV	DEC	TOTAL
<b>A.01. GENERAL ADMINISTRATION AND SUPPORT SERVICES</b>	<b>MANOLO FORTICH</b>																						
<b>A.01.a. General Management and Supervision</b>																							
<b>B. General Services</b>																							
b.1. Maintenance of Facility, Vehicle and Equipment per office																							
b.1.1. Office Building and other Structures	Office building and other structures maintained/repaired (no)	Manolo Fortich	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
b.1.2 Motor Vehicle																							
Repair of Motor Vehicles	Vehicles repaired (no)	Manolo Fortich	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Maintenance of Motor Vehicles	Vehicles maintained (no.)	Manolo Fortich	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
b.1.3. Equipment	Equipments maintained (no)	Manolo Fortich	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Repair and Maintenance of Office Equipment and machineries																							
b.4. Records Management																							
Conduct disposal of inventoried valueless records	National Archives of the Philippines (NAP) Form 1 submitted to PENRO on the 2nd week of September 2024	Manolo Fortich			1			1											1	1			1
Submission of FOI report to the Presidential Communications Office (PCO)	FOI report submitted to Regional Office by end of December 2025 (no)	Manolo Fortich	1	1	1	1	4				1	1				1	1			1	1	1	4
<b>C. Procurement Services</b>																							
Submission of Updated Annual Procurement Plan non-Common Use Supplies and Equipment (APP non-CSE) based on approved GAA FY 2025 to the GPPB-TSO	Project Procurement and Management Plan (PPMP) prepared and submitted to PENRO (no)	Manolo Fortich	1					1	1		1												1

P/A/P	PERFORMANCE INDICATOR	PROVINCE	FY 2025 PHYSICAL TARGETS					FIRST QUARTER				SECOND QUARTER				THIRD QUARTER				FOURTH QUARTER				OVERALL TOTAL	
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	JAN	FEB	MAR	TOTAL	APR	MAY	JUNE	TOTAL	JUL	AUG	SEPT	TOTAL	OCT	NOV	DEC	TOTAL		
Uploading of FY 2026 Annual Procurement Plan -Common Use Supplies and Equipment (APP-CSE) to the PS-PHILGEPS virtual store	Project Procurement and Management Plan (PPMP) prepared and submitted to PENRO (no)	Manolo Fortich					1												1					1	
<b>Service Contracts</b>																									
Service Contracts - Security Services	Security guards hired (no.)	Manolo Fortich	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Service Contracts - Janitorial Services	Janitorial services hired (no.)	Manolo Fortich	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
<b>F. Insurance of Property</b>																									
4.1 Insurance of Buildings	Property Inventory Form (PIF) prepared and submitted to PENRO; Buildings insured (no)	Manolo Fortich	1	1	1	1	1				1	1			1	1			1	1			1	1	1
4.2 Insurance of Property, Plant, and Equipment	Property Insurance Form prepared and submitted to PENRO; Property, Plant, and Equipment insured (no)	Manolo Fortich	3	3	3	3	3				3	3			3	3			3	3			3	3	3
4.4 Insurance of Motor Vehicles	Property Insurance Form prepared and submitted to PENRO; Motor Vehicles insured (no)	Manolo Fortich	3	3	3	3	3				3	3			3	3			3	3			3	3	3
Support to QMS Activity	QMS Activity supported	Manolo Fortich																							
<b>IMPOSITIONS</b>																									
1. OSEC		Manolo Fortich																							
2. YOUTH		Manolo Fortich																							
3. Sr. Citizen/PWD		Manolo Fortich																							

Prepared by:

**Reviewed by**

Approved by:

**SHAIRA AIMA B. AMBOLA**  
EMS II/CENRO Planning Designate

MERITA L. TABAM  
CENR Officer

THOMAS L. CARDENTE II, Ph.D.  
OIC, PENR Officer

**DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES  
FY 2025 IMPLEMENTATION PLAN**

**AGENCY: PENRO Bukidnon - CENRO Manolo Fortich**

P/A/P	PERFORMANCE INDICATOR	PROVINCE	FY 2025 PHYSICAL TARGETS					FIRST QUARTER				SECOND QUARTER				THIRD QUARTER				FOURTH QUARTER				OVERALL TOTAL
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	JAN	FEB	MAR	TOTAL	APR	MAY	JUNE	TOTAL	JUL	AUG	SEPT	TOTAL	OCT	NOV	DEC	TOTAL	
<b>A.02.a Data Management including Systems Development and Maintenance</b>		<b>MANOLO FORTICH</b>																						
1. Network Infrastructure Maintenance																								
1.2 Network Uptime and Maintained	90% network uptime maintained	Manolo Fortich	3	3	3	3	<b>12</b>	1	1	1	3	1	1	1	3	1	1	1	3	1	1	1	<b>3</b>	<b>12</b>
	<i>To be downloaded</i>	-CENRO to PENRO: every 5th day of the ensuing month																						
2. IT-related Helpdesk Support																								
2.1 Provision of ICT Technical Support	100% of IT related issues and concerns resolved/ acted upon within 3 working days	Manolo Fortich	3	3	3	3	<b>12</b>	1	1	1	3	1	1	1	3	1	1	1	3	1	1	1	<b>3</b>	<b>12</b>
	<i>To be downloaded</i>	-CENRO to PENRO: every 5th day of the ensuing month																						
2.2 Hiring of Contract of Service at the Regional and Field Offices	Contract of Service hired (no.)	Manolo Fortich	1	1	1	1	<b>1</b>	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	<b>1</b>	<b>1</b>
RO & PENROS: GIS Operator																								
CENROs: IT Technical Support																								
CENROs: IT Technical Support																								
5. Statistics and Data Resource Management																								
5.1 Submission of quarterly forestry statistical report	100% of forestry statistical report forms submitted to PENRO every 10th of the ensuing month at the end of the quarter	Manolo Fortich	1	1	1	1	<b>4</b>				1	1			1	1			1	1		1	1	<b>4</b>
5.2 Submission of quarterly biodiversity statistical report	100% of biodiversity statistical report forms submitted to PENRO every 10th of the ensuing month at the end of the quarter	Manolo Fortich	1	1	1	1	<b>4</b>				1	1			1	1			1	1		1	1	<b>4</b>

P/A/P	PERFORMANCE INDICATOR	PROVINCE	FY 2025 PHYSICAL TARGETS					FIRST QUARTER				SECOND QUARTER				THIRD QUARTER				FOURTH QUARTER				OVERALL TOTAL
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	JAN	FEB	MAR	TOTAL	APR	MAY	JUNE	TOTAL	JUL	AUG	SEPT	TOTAL	OCT	NOV	DEC	TOTAL	
5.3 Submission of semi-annual lands statistical report	100% of land statistical report forms submitted to PENRO every July 10 and January 10	Manolo Fortich		1		1	2							1	1							1	1	2
7. National Statistics Month Celebration																								
7.1 Participation in the National Statistics Month Celebration	no. of activity in consonance with the NSM celebration conducted with report submitted to PENRO after the culminating activity	Manolo Fortich			1	1															1		1	1
9. Client Satisfaction Survey	100% of Client Satisfaction Survey 2025 collected are encoded and submitted on or before December December 30, 2025 (Data Collection and Encoding of 2025 CSS)	Manolo Fortich	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
10.1 Operation/Maintenance of Enhanced Forestry Information System	100% of development activities of all issued Tenure Instruments Percentage of development activities of all issued Tenure Instruments updated in eFIS within 15 working days upon receipt of the annual updated in eFIS within 15 working days upon receipt of the annual accomplishment report	Manolo Fortich	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
10.2 Percentage of basic information of all issued Tenure Instruments and Private Tree Plantation Registrations	100% of basic information of all issued Tenure Instruments and Private Tree Plantation Registrations updated in eFIS within 7 working days upon receipt of the approved and notarized agreement/registration	Manolo Fortich	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
11. Geospatial Database																								
11.1 DENR CONTROL MAP	100% of forestry spatial datasets Data cleansing of spatial data for forestry and biodiversity following the standard attributes	Manolo Fortich			1	1														1		1	1	1
	100% of biodiversity spatial datasets cleansed following the standard attributes by October 30	Manolo Fortich			1	1														1		1	1	1

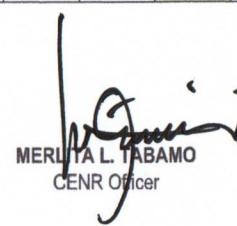
P/A/P	PERFORMANCE INDICATOR	PROVINCE	FY 2025 PHYSICAL TARGETS					FIRST QUARTER				SECOND QUARTER				THIRD QUARTER				FOURTH QUARTER				OVERALL TOTAL
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	JAN	FEB	MAR	TOTAL	APR	MAY	JUNE	TOTAL	JUL	AUG	SEPT	TOTAL	OCT	NOV	DEC	TOTAL	
A.02.b. Production and Dissemination of Technical and Popular Materials in the Conservation and Development of Natural Resources including Environmental Education																								
8. Managing environmental events proclaimed through executive issuances	Environmental Events celebrated (no)	Manolo Fortich	2	3			5		1	1	2	1		2	3									5
	<i>World Wetland Day (Feb 2)</i>																							
	<i>World Water Day (Mar 22)</i>																							
	<i>Earth Day (April 22)</i>																							
	<i>World Oceans Day (June 8)</i>																							
	<i>Arbor Day (June 25)</i>																							

Prepared by:



SHAIRA ANNA B. AMBOLA  
EMS II/CENR Planning Designate

Reviewed by:



MERLITA L. TABAMO  
CENR Officer

Approved by:



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OIC, PENR Officer

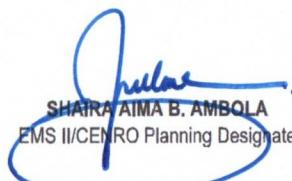
**DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES  
FY 2025 IMPLEMENTATION PLAN**

**AGENCY: PENRO Bukidnon - CENRO Manolo Fortich**

P/A/P	PERFORMANCE INDICATOR	PROVINCE	FY 2025 PHYSICAL TARGETS					FIRST QUARTER				SECOND QUARTER				THIRD QUARTER				FOURTH QUARTER				OVERALL TOTAL
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	JAN	FEB	MAR	TOTAL	APR	MAY	JUNE	TOTAL	JUL	AUG	SEPT	TOTAL	OCT	NOV	DEC	TOTAL	
SUPPORT TO OPERATIONS		MANOLO FORTICH																						
A.02.e. Formulation and Monitoring of ENR Sector Policies, Plans, Programs and Projects																								
<b>1. Planning and Monitoring</b>																								
Submission of 2026 Budget Proposal and Forward Estimate	2026 Budget Proposal and Forward Estimate submitted to PENRO	Manolo Fortich	1					1	1			1												1
Submission of 2026 Work and Financial Plan (WFP)	2026 Work and Financial Plan submitted (no) WFP submitted to RO thru PENRO (no)	Manolo Fortich					1	1															1	1
Preparation and submission of OPCR Commitment (OPCR)	FY 2025 (2nd sem)/2026 OPCR (1st sem) Commitment submitted to RO thru PENRO (no)	Manolo Fortich	1				1	2			1	1											1	1
Preparation and submission of OPCR accomplishment reports	FY 2025 OPCR accomplishment report prepared and submitted (no)	Manolo Fortich	1		1		2	1			1											1	1	2
Preparation and submission of monthly / quarterly consolidated physical and financial reports	Monthly/quarterly accomplishment report submitted to PENRO every 2nd day of the ensuing month/quarter	Manolo Fortich	3	3	3	3	12	1	1	1	3	1	1	1	3	1	1	1	3	1	1	1	3	12
<b>4. Price Monitoring of Forest Products</b>																								
The Price Monitoring of Forest Products covers monthly reporting and monitoring of prices under Logs, NTFPs, Lumber, Wood Panels and other forest based products which is governed by the RA 7581 - Price Act, DMO 2021-03 and DAO 2000-55.	Monthly price data of forest products from predetermined regular monitoring retail outlets gathered and uploaded in the mobile price monitoring system (no)	Manolo Fortich	3	3	3	3	12	1	1	1	3	1	1	1	3	1	1	1	3	1	1	1	3	12

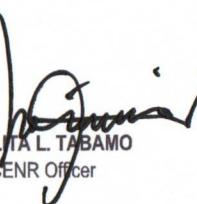
P/A/P	PERFORMANCE INDICATOR	PROVINCE	FY 2025 PHYSICAL TARGETS					FIRST QUARTER				SECOND QUARTER				THIRD QUARTER				FOURTH QUARTER				OVERALL TOTAL
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	JAN	FEB	MAR	TOTAL	APR	MAY	JUNE	TOTAL	JUL	AUG	SEPT	TOTAL	OCT	NOV	DEC	TOTAL	
	Summary report generated thru the MPMS web application, printed and submitted to PENRO on or before the 5th day of the month ensuing the reference month (no)																							
5. Forestry Statistical Reporting System (SRS) - includes the production and disposition of forest products (i.e. logs, lumber, veneer, plywood), issuances of approved forestry license/permits	Forestry statistical report gathered, processed and submitted to PENRO thru email in excel form every 15th day of the following month after the reference quarter (no)	Manolo Fortich	1	1	1	1	4				1	1			1	1			1	1		1	1	4
PROFESSIONAL SERVICES Hiring of Professional Services	Planning Staff hired (no)	Manolo Fortich	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Project Monitoring & Supervision (PMS)		Manolo Fortich																						
Project Monitoring and Evaluation (PME)		Manolo Fortich																						

Prepared by:



SHAIRA AIMAA B. AMBOLA  
EMS II/CENR Planning Designate

Reviewed by:



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**DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES  
FY 2025 IMPLEMENTATION PLAN**

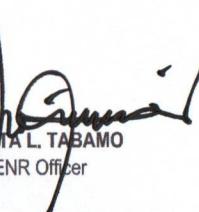
**AGENCY: PENRO Bukidnon - CENRO Manolo Fortich**

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			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	JAN	FEB	MAR	TOTAL	APR	MAY	JUNE	TOTAL	JUL	AUG	SEPT	TOTAL	OCT	NOV	DEC	TOTAL	
<b>NATURAL RESOURCES CONSERVATION AND DEVELOPMENT PROGRAM</b>	<b>MANOLO FORTICH</b>																							
<b>A.03.d.2. Wildlife Resources Conservation Sub-Program</b>																								
Outcome Indicators:																								
Conservation status of nationally and globally threatened species for 2016 baseline maintained or improved Number of identified Invasive Alien Species (IAS) reduced	Population and Habitat Monitoring and Protection of Priority Threatened Species following the prescribed template (with geotagged photos)																							
1. Protection and Conservation of Wildlife																								
b. Population & habitat monitoring and protection of priority threatened species																								
a. Philippine Eagle	Semi-annual monitoring report - updated population estimate - updated distribution map and geotagged photographs - recommended/implemented management intervention on identified threats	Manolo Fortich	1	1	2											1	1			1	1	2		

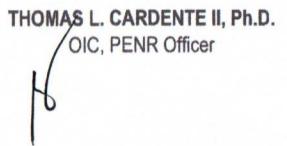
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**AGENCY: PENRO Bukidnon - CENRO Manolo Fortich**

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<b>NATURAL RESOURCES CONSERVATION AND DEVELOPMENT PROGRAM</b>		<b>MANOLO FORTICH</b>																						
I. Land Management Sub-Program																								
<b>ENHANCED LAND ADMINISTRATION</b>																								
Land Survey, Disposition and Records Management																								
1. Land Survey and Disposition																								
a. Residential (disposed under RA 10023 or Residential Free Patent activity)	lot survey conducted (no) survey returns submitted to PENRO (no)	Manolo Fortich	7	12	11	-	30	1	2	4	7	3	3	6	12	3	6	2	11					30
(Turn Around Time: 60 days)																								
CENRO: 30 working days																								
PENRO: 5 working days																								
RO: 25 working days																								
Patents issued (no)	Applications processed within 120 working days (no)	Manolo Fortich	8	12	12	8	40	2	2	4	8	3	3	6	12	3	3	6	12	4	4	8	40	
(Turn Around Time: 130 days)																								
CENRO: 120 working days																								
PENRO: 10 working days																								
b. Agricultural Free Patent disposed under Republic Act No. 11573	lot survey conducted (no) survey returns submitted to PENRO (no)	Manolo Fortich	8	15	13	7	43	2	2	4	8	4	4	7	15	2	3	8	13	7			7	43
(Turn Around Time: 60 days)																								
CENRO: 30 working days																								
PENRO: 5 working days																								
RO: 25 working days																								
Patents issued (no)	Applications processed within 120 working days (no)	Manolo Fortich	7	15	15	3	40	1	2	4	7	4	4	7	15	4	4	7	15	1	2	3	40	
(Turn Around Time: 130 days)																								
CENRO: 120 working days																								
PENRO: 10 working days																								

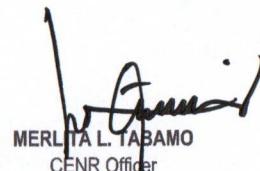
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			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	JAN	FEB	MAR	TOTAL	APR	MAY	JUNE	TOTAL	JUL	AUG	SEPT	TOTAL	OCT	NOV	DEC	TOTAL	
e. Titling of sites for public and quasi public use																								
e.2. Special Patents - School Sites *DAO 2015-01 Guidelines for the Processing and Issuance of Special Patents for Public School Sites Under Republic Act 10023	Applications processed within 120 working days (no) (School Sites)	Manolo Fortich	1	3	2	1	7			1	1	1	1	1	3		1	1	2	1	1	1	7	
<b>(Turn Around Time: 130 days)</b> CENRO: 120 working days PENRO: 10 working days																								
*DAO 2016-21 Guidelines Governing the Processing Request for Proclamation and Issuance of Special Patent over Agricultural Lands	Applications processed within 120 working days (no) (Government Sites)	Manolo Fortich	3	2	-		5					1	1	1	3		1	1	2				5	
<b>(Turn Around Time: 130 days)</b> CENRO: 120 working days PENRO: 10 working days																								
2. Resolution of Land Claims and Conflicts Cases	ADR proceedings conducted with report submitted (no)	Manolo Fortich	1	2	1	2	6			1	1	1	1	1	2		1	1	1	1	1	1	2	6
<b>(Turn Around Time: 30 days)</b> Pursuant to DAO 2016-30, the entire ADR process shall not be more than 30 days)																								
Project Monitoring and Supervision		Manolo Fortich																						
Monitoring and Evaluation		Manolo Fortich																						
Impositions																								
1. OSEC		Manolo Fortich																						

Prepared by:



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**DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES  
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Natural Resources Sustainably Managed		MANOLO FORTICH																						
Natural Resources Enforcement and Regulatory Program																								
A.03.g.1 Natural Resources Management Arrangement/																								
Agreement and Permit Issuance																								
3 . Performance Evaluation of Expiring	CBFMA evaluated with	Manolo Fortich	1				1									1			1					1
CBFMA within Five (5) Years	categorical recommendation																							
Region - 30%	(CSW) endorsed to PENRO on																							
PENRO - 30%	prescribed time (no)																							
Implementing PENRO - 70%																								
CENRO - 40%																								
MENU OF ACTIVITIES AND STRATEGIES																								
Menu 6. Consistent apprehension and mandatory administrative adjudication and																								
confiscation of apprehended forest products including conveyances and other implements																								
6.1 Apprehension undocumented forest	Incidence with corresponding	Manolo Fortich	1	1	1	1	4					1	1			1	1			1	1	1		1
products including NTFPs , vehicles,	volume and estimated market																							
equipment and other implements thru	value of apprehended/seized																							
proper channels	undocumented forest products																							
CENRO 70%	including NTFPs with																							
PENRO 20%	investigation reports submitted																							
RO 10%	to PENRO on prescribed time																							
	(no)																							
	Vehicles, equipment and other																							
	implements apprehended thru																							
	proper channels with																							
	investigation reports submitted																							
	to PENRO on prescribed time																							
	(no)																							
6.2 Hauling of apprehended and/or seized	Volume (bd.ft.) of apprehended	Manolo Fortich	1	1	1	1	4					1	1			1	1			1	1	1		1
undocumented forest products and	forest products hauled to CENR																							
vehicles/implements to CENR Office or	Office or any nearest																							
any nearest Government Office	Government Office with																							
	incidence report submitted to																							
	PENRO on prescribed time																							

P/A/P	PERFORMANCE INDICATOR	PROVINCE	FY 2025 PHYSICAL TARGETS					FIRST QUARTER				SECOND QUARTER				THIRD QUARTER				FOURTH QUARTER				OVERALL TOTAL	
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	Apprehended vehicles, equipment and other implement hauled thru proper channels with incidence reports submitted to PENRO on prescribed time (no)																								
6.4 Immediate administrative & adjudication proceedings for ALL apprehended and/or seized undocumented forest products including conveyances, tools and implements	Administrative adjudication proceedings carried out report submitted to PENRO on prescribed time (no)	Manolo Fortich	1	1	1	1	4					1	1			1	1			1	1	1		1	4
<b>Menu 7. Provision of institutional support in investigation, filing of information and/or criminal complaints and prosecution of forestry cases</b>																									
7.1 Support to investigation, filing and prosecution of criminal complaints	Investigation report including possible source/location of undocumented forest products and cases filed with actions taken submitted to PENRO on prescribed time (no)	Manolo Fortich			1			1												1	1				1
Legal assistance to CENROs and implementing PENROs	Legal Assistant II hired for CENROs (no)	Manolo Fortich	1		1			1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Menu 8. Effective Forest Fire, Pest, &amp; Disease Management Measures</b>																									
Conduct of Fire Prevention and Suppression measures																									
8.4 Procurement of Fire Fighting Equipment	Equipment/Tool purchased (no)	Manolo Fortich		2				2									2	2							2
<b>Menu 10. Sustainable implementation of the Lawin Forest and Biodiversity Protection System</b>																									
10.1 Support to Full Operationalization of LAWIN System																									
b. Hiring of FPOs	FPOs hired (no)	Manolo Fortich	6		6			6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	
c. Conduct of Lawin Patrolling within Forest Conservation Areas (FCAs)	Distance Patrolled (km) Forest Conservation Areas (FCAs)	Manolo Fortich (5 teams)	150	150	150	150	600	50	50	50	150	50	50	50	150	50	50	50	150	50	50	50	150	600	

P/A/P	PERFORMANCE INDICATOR	PROVINCE	FY 2025 PHYSICAL TARGETS					FIRST QUARTER				SECOND QUARTER				THIRD QUARTER				FOURTH QUARTER				OVERALL TOTAL
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	JAN	FEB	MAR	TOTAL	APR	MAY	JUNE	TOTAL	JUL	AUG	SEPT	TOTAL	OCT	NOV	DEC	TOTAL	
- minimum 10km/team/mo	Reports submitted with at least 75% of the observed threats with actions taken submitted to PENRO on prescribed time (no)	Manolo Fortich	3	3	3	3	12	1	1	1	3	1	1	1	3	1	1	1	3	1	1	1	3	12
	Quarterly Patrol Plan submitted (no)	Manolo Fortich	1	1	1	1	4			1	1			1	1		1	1		1	1		1	1
<b>Revenue Collection</b>																								
- FORESTRY	Revenues deposited with report submitted (Php'000)	Manolo Fortich	200	600	250	50	1,100	15	30	155	200	100	400	100	600	150	50	50	250	25	15	10	50	1,100
- Other Land Administrative Fees	Revenues deposited with report submitted (Php'000)	Manolo Fortich	5	25	25	11	66	1	2	2	5	15	5	5	25	15	5	5	25	5	3	3	11	66
<b>Enforcement of Protected Areas, Wildlife Caves and Cave Resources, Coastal and Marine Resources Laws and Regulations</b>																								
1. Processing and Issuance of Wildlife Permits	No. of permits issued	Manolo Fortich	1	1			2								1	1			1	1				2
2. Compliance Monitoring of CWR and WFP/WCuP holders																								
2.1 100% of the holders of WFP/WCuP in the Region monitored quarterly relative to their compliance with the terms and conditions of the wildlife permit	Electronic copy of quarterly compliance monitoring reports and supporting documents submitted to PENRO every end of the first month of the succeeding quarter	Manolo Fortich	2	2	2	2	2			2	2			2	2			2	2			2	2	2
2.2. 100% of the holders of Certificate of Wildlife Registration (CWR) in the Region monitored once a year, relative to their compliance with the terms and conditions of the wildlife permit	Electronic copy of quarterly compliance monitoring reports and supporting documents submitted to PENRO every end of the first month of the succeeding quarter	Manolo Fortich	1	1			2								1	1			1	1				2

P/A/P	PERFORMANCE INDICATOR	PROVINCE	FY 2025 PHYSICAL TARGETS					FIRST QUARTER				SECOND QUARTER				THIRD QUARTER				FOURTH QUARTER				OVERALL TOTAL
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	JAN	FEB	MAR	TOTAL	APR	MAY	JUNE	TOTAL	JUL	AUG	SEPT	TOTAL	OCT	NOV	DEC	TOTAL	
6. Revenue Generated - PAWS	Revenues deposited with report submitted	Manolo Fortich	500	3,000	1,000	1,000	5,500	100	300	100	500	500	1,000	1,500	3,000	250	250	500	1,000	500	250	250	1,000	5,500
Project Management & Supervision		Manolo Fortich																						
Monitoring and Evaluation		Manolo Fortich																						

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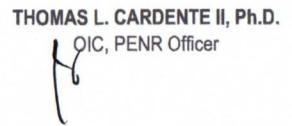
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Natural Resources Sustainably Managed		MANOLO FORTICH																					
Natural Resources Enforcement and Regulatory Program																							
A. Operations against illegal environment and natural resources activities																							
WEO mobilized monthly (no)	Submission of monthly report on WEO mobilized (no)	Manolo Fortich	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

Prepared by:



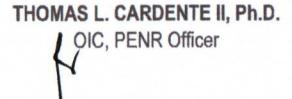
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<b>001 Natural Resources Sustainably Managed</b> <b>Natural Resources Conservation and Development Program</b>	<b>MANOLO FORTICH</b>																								
<b>A.03.b. Forest and Watershed Management Sub-Program</b> <b>ENHANCED NATIONAL GREENING PROGRAM</b> <b>B.5.1 Forest Development Rehabilitation and Maintenance and Protection</b>																									
Maintenance and Protection	Area maintained and protected with at least 85% survival (ha) with report submitted to PENRO on prescribed time (no)																								
Year 1																									
Fruit trees/Agroforestry	Manolo Fortich						10	10															10	10	10
Coffee	Manolo Fortich						20	20															20	20	20
Cacao	Manolo Fortich						15	15															15	15	15
Year 2																									
Bamboo	Manolo Fortich	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	
	Mt. Tago	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	
Fruit trees/Agroforestry	Manolo Fortich	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	
Year 3																									
Bamboo	Manolo Fortich	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	150	
	Mt. Tago	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	

P/A/P	Performance Indicator	Province	FY 2025 PHYSICAL TARGETS					FIRST QUARTER				SECOND QUARTER				THIRD QUARTER				FOURTH QUARTER				Overall Total						
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	Jan	Feb	Mar	Total	Apr	May	June	Total	Jul	Aug	Sept	Total	Oct	Nov	Dec	Total							
Plantation Establishment	Area planted (ha)																													
	Fruit trees/Agroforestry	Manolo Fortich			5	5	10													2	3	5	5	5	10					
	Coffee	Manolo Fortich			10	10	20													5	5	10	10	10	20					
	Cacao	Manolo Fortich			10	5	15													5	5	10	5	5	15					
Seedling Production	Seedlings Produced (No.)																													
500 seedlings/ha	Fruit trees/Agroforestry	Manolo Fortich	5,000				5,000												5,000	5,000					5,000					
500 seedlings/ha	Coffee	Manolo Fortich	10,000				10,000											10,000	10,000					10,000						
500 seedlings/ha	Cacao	Manolo Fortich	7,500				7,500											7,500	7,500					7,500						
Hiring of FEO/Technical Support Staff	FEOs hired (no)	Manolo Fortich	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1						
	Report on FEOs hired submitted to PENRO on prescribed time (no)	Mt. Tago	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1						
Hiring of Forest Extension Officers/ Technical Support Staff for Graduated NGP Sites	FEOs hired (no)		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1						
	Report on FEOs hired submitted to PENRO on prescribed time (no)																													
Database Management Staff	DMO Staff hired (no)	Manolo Fortich	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1						
	Report on DMO hired submitted to PENRO on prescribed time (no)																													
Jobs Generation	Jobs generated (No.)																													
New Plantation Area/4ha. *7		Manolo Fortich	30	30	19	79													10	10	10	30	10	10	30	6	6	7	19	79
Maintenance & Protection (Area/4) (Year 2 and 3)		Manolo Fortich	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63		
		Mt. Tago	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	

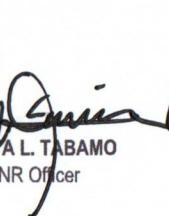
P/A/P	PERFORMANCE INDICATOR	PROVINCE	FY 2025 PHYSICAL TARGETS					FIRST QUARTER				SECOND QUARTER				THIRD QUARTER				FOURTH QUARTER				OVERALL TOTAL
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	JAN	FEB	MAR	TOTAL	APR	MAY	JUNE	TOTAL	JUL	AUG	SEPT	TOTAL	OCT	NOV	DEC	TOTAL	
Establishment, Maintenance and/or Operations of Nurseries for Seedling Distribution	Nurseries maintained/established/operated with report submitted to PENRO on prescribed time (no)	Manolo Fortich	1 2,500	1 2,500	1 2,500	1 2,500	1 <b>10,000</b>	1	1	1	1	1	500	#####	2,500	500	#####	2,500	500	#####	2,500	#####	2,500	10,000
Project Monitoring and Supervision (PMS)		Manolo Fortich																						
PMS LESS FIXED EXPENDITURE		Manolo Fortich																						

Prepared by:



SHAIRA ANNA B. AMBOLA  
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Reviewed by:



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