



FISHERIES OFFICE
ORDER No. 220
Series of 2013

SUBJECT: GUIDELINES ON THE RECRUITMENT AND SELECTION OF FISHERY LAW ENFORCEMENT - QUICK RESPONSE TEAM (FLEQRT) PERSONNEL

In the exigency of the service and in order to provide the basic rules on the recruitment and selection of the **FISHERY LAW ENFORCEMENT - QUICK RESPONSE TEAM (FLEQRT) Personnel** who will be at the forefront in rendering assistance to permanent employees in the enforcement of fishery laws, rules and regulations, the following guidelines are hereby adopted, viz.:

I. GENERAL POLICIES

No person shall be selected as FLEQRT PERSONNEL unless he or she possesses the following minimum qualifications:

- a. Must be a Filipino Citizen;
- b. Must be male or female not more than 40 years of age and in good physical and mental condition;
- c. Must be a Bachelor's Degree holder from a recognized institution of learning of the following courses:
 - Veterinary Medicine/Board Passer
 - Bachelor of Laws
 - Fisheries Technologists (B.S. Fisheries)
 - Marine Biologist
 - Criminology/Board Passer
 - Marine Transportation
 - Nautical Science
- d. Must possess the appropriate Civil Service Eligibility/RA 1080;
- e. Must have passed the psychiatric or psychological and drug tests to be administered by an accredited government hospital for the purpose of determining the physical and mental health of the applicant;
- f. Must not have been dishonorably discharged from military employment or dismissed for cause from any civilian position in the Government;
- g. Must not have been convicted by final judgment of an offense or crime involving moral turpitude;

- h. Of good moral character/conduct (Certificate of Good Moral Character from school or from a reputable person who personally know the applicant);
- i. With basic swimming skills.

II. STANDARDS TO BE USED IN THE SELECTION AND HIRING OF A FLEQRT PERSONNEL

The comparative competence and qualification of the applicants of FLEQRT shall be determined on the basis of the following:

1. EDUCATION

The educational attainment/Bachelor's Degree related to the requirements of the FLEQRT and is equivalent to 35%.

2. ELIGIBILITY

The worthiness or admissibility after having passed the required examination (Board, Licensure, and the likes) set forth by any authorized government agencies and is equivalent to 25%.

However, if the applicant does not possess the eligibility appropriate for the Degree or not a Board Passer (E.g. Licensed Fisheries Technologist, Veterinarian, Marine Biologist and the likes) but a Civil Service Eligible, he may be given 20%.

3. EXPERIENCE

Any related experience involving the application of the principles of the Bachelor's Degree or Course relative to fishery law enforcement attained by the applicant and is equivalent to 5%.

4. TRAINING

Any related skills/capacity enhancement or proficiency activities on fishery law enforcement attained by the applicant and is equivalent to 5%.

5. PHYSICAL FITNESS TEST (PFT)

This refers to the ability of an applicant to pass the physical activities to be assigned and performed by them for the purpose of determining their physical and mental capabilities, and is equivalent to 10%.

The PFT is composed of two (2) exercises and a 3.2 kilometer run. An applicant must perform a minimum of 30 push-ups, 25 sit-ups and finish the 3.2km. run in

not more than 19 minutes and 29 seconds (19:29MINUTES) otherwise, the applicant will receive a score of less than 5% of the total PFT score.

6. INTERVIEW

A formal discussion between the employer and applicant in person, in which information is exchanged, with the intention of establishing the applicant's suitability for a position or it refers to a formal meeting in which the employer question, consult or evaluate the applicant relative to the qualification and suitability to the position applied for and is equivalent to 20%.

III. GUIDE POINTS IN CONDUCTING INTERVIEW

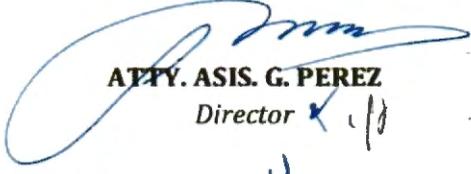
1. Ability to grasp or predict desired project goals.
2. Ability to interact, interface and interrelate with other people (work with the team).
3. Ability to dedicate to his work or belief in moral value of hard work.
4. Special ability/skills to contribute or assist in the successful enforcement of fishery laws, rules and regulations.
5. Ability to cope with stress/stability under pressure.
6. Computer/internet skills.
7. Experience in preparing and submitting reports.

IV. PANEL OF EVALUATORS

The following enumerated officers shall serve as the panel of evaluators/interviewers:

1. Chief, FRPLES – QRT (Chief, FRLED for the Regional Office)
2. Human Resource Management Officer
3. FLEQRT Team Leader
4. Human Resource Management Staff - The Secretariat
5. Administrative Division Chief (for the Regional Office - the Chief, Administrative and Finance Division or the Regional Director's Office, where applicable)

This order shall take effect immediately and shall remain in force until revoked in writing.


ATTY. ASIS. G. PEREZ

Director 