



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OFFICE OF BATAAN

JUL 09 2025

DIVISION ADVISORY
No. 151, s. 2025

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Education Program Supervisors
Public Schools District Supervisors
Public Elementary, Junior and Senior High School Heads
All Others Concerned

In reference to Memorandum DM-OUHROD-2025-1779 titled **REITERATION OF THE ZERO TOLERANCE POLICY ON CORRUPTION IN PERSONNEL ACTIONS WITHIN THE DEPARTMENT**, this Office announces the implementation of the issuance.

Attached herewith is the said memorandum for information and guidance.

For immediate dissemination and strict compliance.


CAROLINA S. VIOLETA, EdD, CESO V
Schools Division Superintendent

SI/AD5



Republika ng Pilipinas

Department of Education


OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-OUHROD-2025-1779

TO : Regional Directors
Schools Division Superintendents
All Others Concerned

FROM :  WILFREDO E. CABRAL
Undersecretary
Human Resource and Organizational Development

SUBJECT : REITERATION OF THE ZERO TOLERANCE POLICY ON CORRUPTION
IN PERSONNEL ACTIONS WITHIN THE DEPARTMENT

DATE : 04 July 2025

This issuance reiterates the Department's **Zero Tolerance Policy** against corruption, especially "pay-for-position" schemes in appointments, promotions, and designations within its entire organization.

All Regional Directors (RDs) and Schools Division Superintendents (SDS) must ensure **strict compliance with existing recruitment, selection, and appointment policies**. All personnel actions must follow transparent, merit-based processes using Comparative Assessment Results. To implement this directive, the concerned field officials and personnel are advised to adhere to the following instructions, for proper monitoring of the RDs:

1. Post the DepEd Advisory dated 26 June 2025 on official bulletin boards, websites, and social media accounts;
2. Include the advisory in applicant orientations and ranking procedures; and
3. Establish ways of securing information from applicants that they have read and understood the advisory.

Any individual involved in corrupt practices will face administrative, civil, and criminal penalties under Republic Act (R.A) No. 3019 "Anti-Graft and Corrupt Practices Act," R.A. No. 6713 "Code of Conduct and Ethical Standards for Public Officials and Employees," and other relevant laws.

Incidents of "item buying" must be reported to the Office of the Secretary (osec@deped.gov.ph), Office of the Undersecretary for Human Resource and Organizational Development (usec.hrod@deped.gov.ph), Office of the Undersecretary for Legal and Legislative Affairs (oula@deped.gov.ph), or law enforcement agencies such as the National Bureau of Investigation or the Philippine National Police. Whistleblowers are assured of confidentiality and protection of their identities.

Strict compliance is required.

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OFFICE OF THE SECRETARY