



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

DIVISION MEMORANDUM

DEC 15 2025

No. 547, s. 2025

**CALL FOR PARTICIPATION IN THE NATIONWIDE SURVEY FOR THE
DEVELOPMENT OF THE DEPED EMPLOYEE MENTAL HEALTH POLICY (DEMHP)**

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Education Program Supervisors
Public Schools District Supervisors
All Public Elementary and Secondary School Heads
All SDO Personnel
All Others Concerned

1. The Department of Education (DepEd), through the Bureau of Human Resource and Organizational Development – Employee Welfare Division (BHROD-EWD), is currently undertaking the development of the **DepEd Employee Mental Health Policy (DEMHP)**. This initiative aims to safeguard and strengthen the mental health and overall well-being of all DepEd teaching and non-teaching personnel.
2. As part of this effort, DepEd is conducting an **online nationwide Mental Health Survey** that will serve as foundational input in designing evidence-based mental health programs and policies responsive to the diverse needs of DepEd employees.
3. All personnel are **strongly encouraged to participate** in this confidential survey. The information provided will undergo analysis and validation to guide future focus group discussions (FGDs) in 2026 involving selected schools, Schools Division Offices, and Regional Offices. All personal and sensitive information collected will be handled in accordance with **Republic Act No. 10173 (Data Privacy Act of 2012)** and used exclusively for the intended purposes.
4. Personnel may access the survey through the link below:
https://bit.ly/DEMHP_MHSurvey



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

5. Immediate and wide dissemination of this Memorandum is desired for the information and compliance of all concerned.

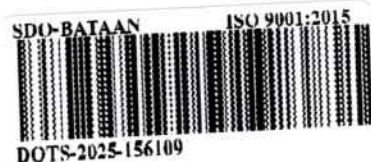

CAROLINA S. VIOLETA, EdD, CESO V
Schools Division Superintendent 

Encl: as stated
Reference: Regional Memorandum No. 308, s. 2025
To be indicated in the Perpetual Index
Under the following subjects:
MENTAL HEALTH

SO9/MLMC 
December 12, 2025



Republika ng Pilipinas
Department of Education
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT



MEMORANDUM
DM-OUHROD-2025-3122

RECEIVED
DEC 10 2025

BY: _____

FOR : Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Public and Private Elementary and Secondary Schools
All Others Concerned

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

SUBJECT : **CALL FOR PARTICIPATION TO THE NATIONWIDE SURVEY FOR THE DEVELOPMENT OF DEPED EMPLOYEE MENTAL HEALTH POLICY (DEMHP)**

DATE : 02 December 2025

The Department of Education (DepEd) recognizes the crucial role of its human resource in the attainment and delivery of quality basic education. To ensure a healthy and productive workforce, physical and mental programs are needed to foster and maintain a work environment that supports employee health and wellbeing. DepEd reaffirms its commitment by initiating the development of the DepEd Employee Mental Health Policy (DEMHP), a landmark policy aimed at safeguarding the mental well-being of its teaching and non-teaching personnel.

As part of this initiative, DepEd will conduct an **online nationwide Mental Health Survey**. All DepEd personnel are strongly encouraged to participate, as the results will serve as foundational input in designing and implementing effective mental health programs and policies tailored to the diverse needs of DepEd employees. Personnel may access the survey via the provided link or QR code:

- **Survey Link:** https://bit.ly/DEMHP_MHSurvey
- **QR Code:**



The information collected will undergo subsequent analysis and validation. Preliminary findings will guide the Bureau of Human Resource and Organizational Development – Employee Welfare Division (BHROD-EWD) in organizing targeted Focus Group Discussions (FGDs) in 2026. These FGDs will include participants from selected schools, Schools Division Offices, and Regional Offices, ensuring that the DepEd Employee Mental Health Program (DEMHP) is evidence-based and reflective of the lived experiences of DepEd employees nationwide.

DepEd underscores that the cooperation and honest participation of every employee in this survey are vital to the successful formulation of a robust and sustainable mental health policy for the Department. Rest assured that all personal and sensitive information that will be gathered will adhere to the provisions of Republic Act No. 10173 (*Data Privacy Act of 2012*) and be used solely for the intended purposes stated herein. DepEd shall not disclose any information without consent from the personnel involved.

For any concerns and/or clarifications, please contact the **BHROD – EWD** through bhrod.ewd@deped.gov.ph or tel. no. 8633 – 7229.

For your information and guidance.

Copy furnished:

OFFICE OF THE SECRETARY

osec@deped.gov.ph

[BHROD-EWD/KZM:olsns]



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600
Telephone Nos.: (+632) 86337206, (+632) 86318494
Email Address: usec.hrod@deped.gov.ph | Website: www.deped.gov.ph

Doc. Ref. Code	CO-OUHROD-F002	Rev	00
Effectivity	03.23.23	Page	2 of 2

