



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

April 21, 2026

**DIVISION MEMORANDUM**

No. 173, s. 2026

**ALTERNATE UNIFORM FOR DEPED CLASSROOM AND OFFICE-BASED PERSONNEL DURING APRIL TO MAY 2026**

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

1. In view of the rising heat index across the country, as reported by DOST-PAGASA, the Department of Education issued **DepEd Memorandum DM-OUHRODI-2026-1083**, dated 13 April 2026. This memorandum allows all classroom and office-based personnel to wear alternate uniforms during April and May 2026 to help ease discomfort caused by extreme heat while still maintaining professionalism.
2. Personnel may wear any **collared DepEd polo shirt** previously used in official events such as Brigada Eskwela, Palarong Pambansa, Oplan Balik Eskwela, or other conferences. Alternatively, a **plain white collared polo shirt with the DepEd logo** may be worn. A sample design is provided for reference. These options aim to ensure comfort while preserving the Department's identity.
3. All shirts must be paired with **appropriate pants such as slacks, jeans, or cargo pants**. In accordance with **CSC Memorandum Circular No. 16, s. 2024, tattered jeans, leggings, tights, and jogging pants are strictly prohibited**. This ensures that personnel maintain proper decorum despite the relaxed uniform policy.
4. School Heads and Unit Heads are directed to regularly monitor the daily heat index in their respective areas through official DOST-PAGASA platforms. They shall also ensure proper ventilation in classrooms and offices, encourage regular hydration, and limit or suspend outdoor activities during peak heat hours. These measures are necessary to safeguard both personnel and learners from the adverse effects of extreme heat.



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5. All personnel are advised to remain vigilant for signs of heat-related illnesses including fatigue, muscle cramps, heat exhaustion, and heat stroke. In such cases, immediate first aid and appropriate medical attention must be provided. This reflects the Department's commitment to the health and safety of its personnel and learners.
6. The use of alternate uniforms shall be allowed until **31 May 2026 only**. Beginning on the first working day of **June 2026**, all personnel shall resume wearing the prescribed **New DepEd National Uniforms** in accordance with **DepEd Memorandum No. 028, s. 2025**.
7. All personnel in the Schools Division of Bataan are hereby directed to comply with this Memorandum. This issuance takes into account current weather conditions while upholding standards of professionalism.
8. For immediate dissemination and strict compliance.

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

End: As stated  
Reference: As stated  
To be indicated in the Perpetual Index  
under the following subjects:

ALTERNATE UNIFORM      OFFICE BASED PERSONNEL      SCHOOL BASED PERSONNEL




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

**MEMORANDUM**  
**DM-OUHRODI-2026-1083**

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

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

SUBJECT: **ALTERNATE UNIFORM FOR DEPED CLASSROOM AND OFFICE-  
 BASED PERSONNEL DURING APRIL TO MAY 2026**

DATE : 13 April 2026

In view of the escalating heat index forecasts nationwide, as officially reported by the Department of Science and Technology - Philippine Atmospheric, Geophysical and Astronomical Services Administration (DOST-PAGASA)<sup>1</sup>, and to ensure the welfare and comfort of personnel, **all Department of Education (DepEd) classroom and office-based personnel are hereby authorized to wear the following alternate uniforms from April until May 2026:**

1. **Any existing collared DepEd polo shirt** previously utilized during official events and activities (e.g., Brigada Eskwela, Palarong Pambansa, Oplan Balik Eskwela, Regional/Division/School Conferences, etc.); **or**
2. **A white collared polo shirt with the standard DepEd logo**, a sample of which is provided as enclosure.

Either of the above-mentioned options shall be paired with pants made of appropriate fabric or textile, such as slacks, jeans, or cargo pants. However, all personnel are strongly reminded to strictly comply with the provisions of Civil Service Commission (CSC) Memorandum Circular (MC) No. 16, s. 2024, otherwise known as the *"Revised Dress Code for Government Officials and Employees"*. The wearing of tattered jeans, leggings, tights, and jogging pants remains strictly prohibited.

<sup>1</sup> DOST-PAGASA 2026 Heat Index Monitoring and Forecast Information (accessed from <https://www.pagasa.dost.gov.ph/weather/heat-index>)



Room 102, Rizal Building, DepEd Complex, Alabang City, Pasig City 1600  
 Telephone Nos.: (+632) 86337206, (+632) 86318494, (+632) 86366549  
 Email Address: usec.hrod@deped.gov.ph | Website: www.deped.gov.ph

Doc. Ref. Code	DM-OUHROD	Rev	00
Effectivity	03 23 23	Page	1 of 3



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HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT, AND INFRASTRUCTURE

The use of the prescribed alternate uniform shall be allowed **until the end of May 2026**. Thereafter, **the full and strict implementation of the New DepEd National Uniforms shall resume on the first working day of June 2026**, pursuant to DepEd Memorandum (DM) No. 028, s. 2025, entitled "*Guidelines on the New Department of Education National Uniform for Classroom and Office-based Personnel*".

Moreover, Heads of Offices and Schools Heads are directed to continuously monitor the daily heat index in their respective areas through the official DOST-PAGASA portals:

- <https://iheatmap.pagasa.dost.gov.ph/> , and
- <https://www.pagasa.dost.gov.ph/weather/heat-index>

To lessen the adverse effects of extreme heat conditions, the following precautionary measures are strongly encouraged:

- ensuring adequate ventilation in offices and classrooms;
- promoting frequent hydration among personnel and learners, and
- limiting or suspending strenuous outdoor activities during peak heat hours.

Further, all concerned officials and stakeholders are enjoined to remain vigilant in identifying symptoms of heat-related illnesses, ranging from fatigue and heat cramps to severe heat exhaustion and heat stroke. In such instances, immediate and appropriate first aid and interventions must be promptly administered.

For inquiries and further clarifications, please contact the Bureau of Human Resource and Organizational Development – Employee Welfare Division (BHROD-EWD) through email at [bhrod.ewd@deped.gov.ph](mailto:bhrod.ewd@deped.gov.ph).

**For immediate dissemination and strict compliance.**

Copy furnished:

**OFFICE OF THE SECRETARY**  
[osec@deped.gov.ph](mailto:osec@deped.gov.ph)



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600  
Telephone Nos.: (+632) 86337206, (+632) 86318494, (+632) 86366549  
Email Address: [usec.bhod@deped.gov.ph](mailto:usec.bhod@deped.gov.ph) | Website: [www.deped.gov.ph](http://www.deped.gov.ph)

Doc. Ref. Code	DM-OUHROD	Rev	00
Effectivity	03 23 23	Page	2 of 3



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 HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT, AND INFRASTRUCTURE

**ENCLOSURE: ILLUSTRATIVE SAMPLE DESIGN (FOR REFERENCE ONLY)**



*This sample design is for reference only. Procurement or purchase is not required.*



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 Telephone Nos.: (+632) 86337206, (+632) 86318494, (+632) 86366549  
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Doc. Ref. Code	DM-OUHROD	Rev	00
Effectivity	03.23.23	Page	3 of 3



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[bataan@dped.gov.ph](mailto:bataan@dped.gov.ph)

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