



Republic of the Philippines  
Department of Education



31 MAR 2021



DepEd MEMORANDUM  
No. **016**, s. 2021

**GUIDELINES ON THE NEW DEPED NATIONAL UNIFORM FOR TEACHING AND NON-TEACHING PERSONNEL**

- To:
- Undersecretaries
  - Assistant Secretaries
  - Bureau and Service Directors
  - Regional Directors
  - Schools Division Superintendents
  - Public elementary and Secondary Schools Heads
  - All Other Concerned



1. The Department of Education (DepEd) announces the adoption of the **four new sets of DepEd national uniform designs for teaching and two new national uniform designs for non-teaching personnel starting the transition period of the School Year (SY) 2021-2022**. The Executive Committee has set the guidelines based on the recommendation of the DepEd Uniform Committee (DUC) composed of teaching and non-teaching employee organizations with the following considerations:

- a. General availability of the textile materials in the market;
- b. Comfort and durability of the textile materials;  
(The quality of the fabric should be adaptable to the weather conditions and the environment of concerned personnel.)
- c. Over-all look of the design of the uniform; and  
(The design should be presentable, convey modesty and integrity, and should be in its simplest form to allow unrestricted movement.)
- d. Skin tone, age, body built will also be considered in the design.

2. In consideration with the current crisis brought about by the COVID-19 pandemic, and the continuing implementation of the blended learning delivery and alternative working arrangements in the Department, **SY 2021-2022 shall be considered a "transition period"** to allow ample time for employees to prepare and purchase new set of prescribed uniforms. To facilitate the transition period, employees can still wear their old uniforms this coming SY 2021-2022. **But starting SY 2022-2023, all teaching and non-teaching personnel shall wear the prescribed new set of uniforms.**

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3. Only the approved national uniforms should be used by both teaching and non-teaching personnel. **There shall be no regional and schools division uniforms as to have uniformity across all offices.**

4. No specific fabric will be prescribed, for as long as the fabric used will follow the guidelines with the design set.

5. The teaching and non-teaching personnel from central, regional, division and schools are free to purchase and obtain the prescribed uniform materials from any available source that comply with the standards set. On the other hand, Employee cooperatives or associations /organizations are encouraged to offer the prescribed DepEd uniform materials to their teaching or non-teaching personnel members subject to their consent in order to avail of a more reasonable/discounted price and facilitate uniformity of colors/material of uniform to be purchased.

6. All concerned must send to the DepEd Central Office (CO) a written report of any DepEd official or employee who compels or coerces teaching and non-teaching personnel to purchase the uniform materials from a specific source, including the official himself/herself.

7. This is to reiterate and inform all concerned that it has not endorsed, accredited nor authorized any particular supplier to approach the central, regional and division offices to declare himself/herself as the exclusive distributor of the textile materials for the DepEd uniforms. Any uniform supplier who visits DepEd offices and uses the undersigned or any official in the CO in trying to get a deal for the supply of the DepEd uniforms must be reported to the Office of the Secretary Attention: DepEd Uniform Committee.

8. Modification or adjustments on the prescribed uniforms (e.g. long sleeves instead of short sleeves, skirts, instead of pants for the female employees) to conform with religious, social, and cultural requirements or any legitimate practice related thereto shall be allowed.

9. The following personnel are exempted from wearing the prescribed uniforms:

- a. School officials who occupy third level positions in the Career Executive Service (CES);
- b. Medical and Dental staff who shall wear their profession's uniforms;
- c. Janitors, utility and maintenance personnel who shall wear appropriate working attire;
- d. Legal officers, i.e. lawyers/attorneys, whose nature of work requires a different dress code;
- e. Teaching and non-teaching personnel with physical disabilities and other legitimate health reasons;
- f. Pregnant employees who shall wear maternity dresses during their period of pregnancy; and
- g. Teaching and non-teaching personnel who are in mourning may wear the appropriate mourning clothes.

10. The prescribed new set of DepEd national uniform for teaching personnel shall be as follows:

**For Teaching Personnel**

<p><b>Design A for Female Teaching Personnel</b></p> <p>a.1. Blouse: Olive green with secret pockets embroidery: turquoise and pink combination with dark gray piping Zipper: option 1. Back                   2. side</p> <p>a.2. Pants: charcoal gray</p>	<p><b>Design A for Male Teaching Personnel</b></p> <p>a.1. Polo: Moss green embroidery: olive green with dark green army combination</p> <p>a.2. Pants: charcoal gray</p>
<p><b>Design B for Female Teaching Personnel</b></p> <p>b.1. Blouse: Light Clay in sapphire with midnight weave and dark clay on bib accent Zipper: option 1. Back                   2. side</p> <p>b.2. Pants: midnight blue</p>	<p><b>Design B for Male Teaching Personnel</b></p> <p>b.1. Polo: crystal teal in full buttons embroidery: white</p> <p>b.2. Pants: midnight blue pants</p>
<p><b>Design C for Female Teaching Personnel</b></p> <p>c.1. Blouse: light gray pattern with combination of walnut on the side embroidery: walnut and charcoal gray</p> <p>c.2. Pants: charcoal gray</p>	<p><b>Design C for Male Teaching Personnel</b></p> <p>c.1. Polo: light brown in half buttons embroidery: white</p> <p>c.2. Pants: charcoal gray</p>
<p><b>Design D for Female Teaching Personnel</b></p> <p>d.1. Blouse: light blue with egg shell speckled pattern, on bib with dark and light blue stripes with midnight blue piping</p> <p>d.2. Pants: midnight blue</p>	<p><b>Design D for Male Teaching Personnel</b></p> <p>d.1. Polo: light blue with egg shell speckled pattern, chest accent with dark and light blue stripes with midnight blue piping</p> <p>d.2. Pants: midnight blue</p>

11. The prescribed new set of DepEd national uniform for non-teaching personnel shall be as follows:

**For Non-Teaching Personnel**

<p align="center"><b>Design E for Female Non-Teaching Personnel</b></p> <p>e.1. Blouse: black and tortilla print, neck line, piping and lining in tortilla and black Zipper: option 1. Back                                 2. side</p> <p>e.2. Pants: black</p>	<p align="center"><b>Design E for Male Non-Teaching Personnel</b></p> <p>e.1. Polo: earth tone beige in full buttons embroidery tortilla and light gray and brown combination</p> <p>e.2. Pants: black</p>
<p align="center"><b>Design F for Female Non-Teaching Personnel</b></p> <p>f.1. Blouse: light and dark gray combination with piping and lining Zipper: option 1. Back                                 2. side</p> <p>f.2. Pants: dark gray</p>	<p align="center"><b>Design F for Male Non-Teaching Personnel</b></p> <p>f.1. Polo: snow white in full buttons embroidery: light gray, red and dark gray combination</p> <p>f.2. Pants: dark gray pants</p>

12. The schedule for wearing the new set of uniforms listed below should be followed.

a. For Teaching Personnel

- Designs A for Male and Female – Monday
- Designs B for Male and Female – Tuesday
- Designs C for Male and Female – Wednesday
- Designs D for Male and Female – Thursday

b. For Non-Teaching Personnel

- Designs E for Male and Female - Monday and Wednesday
- Designs F for Male and Female - Tuesday and Thursday

c. Wearing of blazer or coat is optional.

d. Appropriate office clothes may be worn on uniform-free Fridays.

13. Based on these provisions, the Designs and Sketches with color specification of the DepEd National Uniforms are enclosed for reference.

14. The annual clothing and uniform allowance in the amount of Six Thousand Pesos (P6,000) or to whichever amount that shall be appropriated in the succeeding

budget years for this purpose, shall be released to all eligible personnel **not earlier** than the first working day of April of the current year, subject to existing accounting and auditing rules and regulations, and upon the release of the Notice of Cash Allocation from DBM.

15. Immediate dissemination of this Memorandum is desired.

  
**LEONOR MAGTOLIS BRIONES**  
Secretary



To authenticate this document,  
please scan the QR code



DEPED-OSEC-441466

Encl.: As stated

Reference: DepEd Memorandum: (No.050, s. 2019)

To be indicated in the Perpetual Index under the following subjects:

COMMITTEE  
EMPLOYESS  
OFFICIALS  
RULES AND REGULATIONS  
TEACHERS  
UNIFORMS

Jobm//DM Guidelines on the New DepEd Uniform...  
0140-March 30, 2021



**PHILIPPINE ELEMENTARY SCHOOL PRINCIPALS ASSOCIATION**

Room 303, 3/F Educators' Community Center,  
Dorm-E Building, Meralco Avenue,  
DepED Complex, Pasig City, 1600 Metro Manila  
Email address: pespa\_association@yahoo.com  
Telefax: (632) 634-9285



**ORDER SLIP**

NAME OF SCHOOL: \_\_\_\_\_  
ADDRESS: \_\_\_\_\_  
REGION: \_\_\_\_\_  
DIVISION: \_\_\_\_\_  
DISTRICT: \_\_\_\_\_

TERMS OF PAYMENT:  CASH  
 DOWNPAYMENT  
DELIVERY/ PICK UP DATE: \_\_\_\_\_

We hereby confirm that I/we made the following order/s knowingly, freely and voluntarily without any employment of force, threat and intimidation.

TYPE OF UNIFORM	FEMALE			BLAZER			MALE			BLAZER			TOTAL
	STD	2L	3L	STD	2L	3L	STD	2L	3L	STD	2L	3L	
NATL MONDAY													
NATL TUESDAY													
NATL WEDNESDAY													
NATL THURSDAY													
<b>TOTAL</b>													

**Note:**

Additional **P25.00 / set** for Freight.  
All signed orders are **confirmed** and considered **sold**.  
No return of CM except change of size in 7 days.

Ordered by:

Confirmed by:

\_\_\_\_\_  
SIGNATURE OVER PRINTED NAME

\_\_\_\_\_  
SIGNATURE OVER PRINTED NAME

\_\_\_\_\_  
DESIGNATION / DATE

\_\_\_\_\_  
CONTACT NUMBER

\_\_\_\_\_  
Email Address

TEACHING UNIFORM  
 NON-TEACHING UNIFORM

FEMALE			FEMALE		
SIZE	BLOUSE / PANTS	PRICE	SIZE	BLAZER	PRICE
STD	1.25y(60width)	PHP 550.00	STD	1.75y(60width)	PHP 400.00
2L	1.50y(60width)	PHP 600.00	2L	2.00y(60 width)	PHP 450.00
3L	1.75y(60width)	PHP 650.00	3L	2.25y(60 width)	PHP 500.00

MALE			MALE		
SIZE	BARONG / PANTS	PRICE	SIZE	BLAZER	PRICE
STD	1.50y/1.50(60width)	PHP 600.00	STD	2.25y(60width)	PHP 450.00
2L	1.75y/1.75y(60width)	PHP 650.00	2L	2.50y(60width)	PHP 500.00
3L	2.0y/2.0y(60width)	PHP 700.00	3L	2.75y(60width)	PHP 550.00

**MODIFIED EXTRA CUT:**

FEMALE			MALE		
SIZE	BLOUSE / PANTS	PRICE	SIZE	BARONG / PANTS	PRICE
STD	1.75y(60width)	PHP 650.00	STD	2.00y(60width)	PHP 700.00
	1.25y(60width)			1.25y(60width)	
	2.00y(60width)			2.25y(60 width)	
2L	1.50y(60width)	PHP 700.00	2L	1.50y(60width)	PHP 750.00
	2.25y(60width)			2.50y(60 width)	
3L	1.75y(60width)	PHP 750.00	3L	1.75y(60width)	PHP 800.00



# PHILIPPINE ELEMENTARY SCHOOL PRINCIPALS ASSOCIATION, INC.

Room 303, 3/F, Educators' Community Center, Dorm-E Building  
DepED Complex, Meralco Ave., Pasig City  
Email Address: [pespa\\_association@yahoo.com](mailto:pespa_association@yahoo.com)  
Telefax: (632) 8634.92.85



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Vice President General  
**MARINO T. CALIBARA**  
Executive Director

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VIS: **LORNA V. BONILLA**  
MIN: **RIZZA R. VALDEZ**

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Treasurer  
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Auditor  
**RONALD F. ABAA**  
PIO

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**NILDA A. QUITANEG** ..... III  
**FERDINAND B. MILLAN** ..... IV-CALABARZON  
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**JOCELYN D. FERNANDEZ** ..... XII  
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**JAMAIL D. PANDARA** ..... ARMM

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**LIWLIWA C. CALPO** ..... II  
**RAMON S. VIRAY** ..... III  
**RONALDO V. GARCIA** ..... IV-CALABARZON  
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**GRACIANO A. BUDDY JR.** ..... NCR  
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**SIMON T. BAKIAN** ..... CAR  
..... ARMM

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USEC for Field Operation & BHRD  
**JESUS LORENZO R. MATEO**  
USEC for Planning Service and Field Operation  
**TONISITO M.C. UMALI**  
USEC for Legislative Affairs  
**ALAIN DEL B. PASCUA**  
USEC for Administrative Service  
**DR. DIOSDADO M. SAN ANTONIO**  
USEC for Curriculum and Instructions

## PESPA MEMORANDUM

**DATE:** March 31, 2021

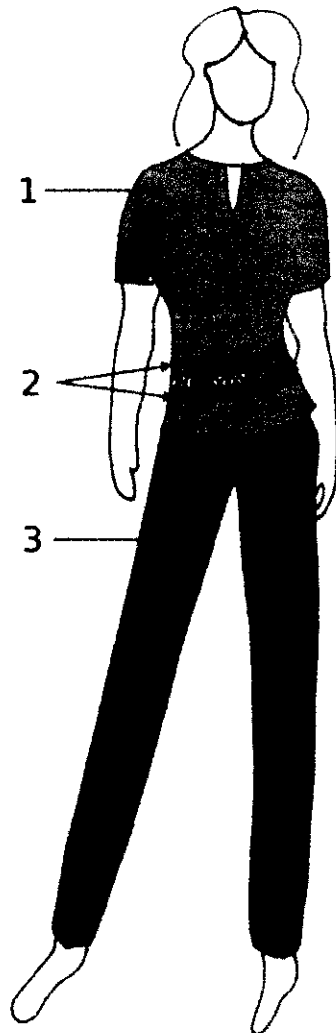
**TO:** Regional Directors  
Regional Secretary, ARMM  
Schools Division/City Superintendents  
Heads, Public Elementary and Secondary Schools  
Regional PESPA Presidents  
Division PESPA Presidents  
PESPA Board of Directors  
All Others Concerned

**Subject:** Enclosure to the Memo Released by the DepED Uniform Committee (DUC)  
Distribution of DepED National Uniform

1. According to the new guidelines set by the Execom, per recommendation of the DepED Uniform Committee, teaching and non-teaching personnel in every division and region are free to purchase the prescribed uniform materials from any available source provided they complied with the standards. On the other hand Employee's cooperatives or association/organizations are encouraged to offer the prescribed DepED uniform materials to their teaching and non-teaching personnel members subject to their consent in order to avail a more reasonable/discounted price and facilitate uniformity of colors/materials of uniform set. That is why PESPA as an associations/organizations is appealing to your kind heart that instead of going to other places to purchase a fabric for DepED National Uniform we can do it and deliver it to your division/region, to avoid COVID-19 in which we are particular of everybody's health.
  2. In this connection, may we please request to provide our PESPA office thru email address: [pespa\\_association@yahoo.com](mailto:pespa_association@yahoo.com) the number of Teachers and non-teaching personnel; and how many are male and female also the specific address by division/region, so that we can determine how many sets of uniform and where it will be delivered. (please see order slip attached and fill up the needed details for our reference).
  3. We accept orders starting this April 1, 2021.
    - ✓ Submitted voluntarily signed order slips are confirmed for delivery
    - ✓ Ordering early will give you ample time for quality sewing
    - ✓ Mode of payment is CASH ON DELIVERY (COD)
- For other inquiries please contact the following:
- Dr. Ferdinand B. Millan**  
PESPA National President  
GLOBE - +63906-474-6016  
SMART - +63933-197-6190
- Ms. Jane P. Junio**  
PESPA Office Secretary  
GLOBE - +63945-480-1186
- Mr. Marino T. Calibara**  
PESPA Executive Director  
GLOBE - +63917-306-3032
4. Our goal is to help DepED employees for the uniformity and at the same time protect them from Covid-19, also by not going too far, instead the organization will do it for them.
  5. We are counting on your continuing commitment in our advocacy to provide our personnel a decent and affordable uniform. It is hoped for your full support and compliance thereof.

**FERDINAND B. MILLAN**  
National PESPA President

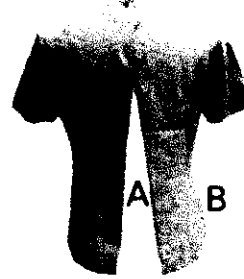
# Design A Teaching: Female Mondays



Neck Line



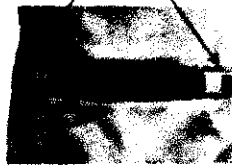
Back Button



Zipper

Option A: Back  
Option B: Sides

Secret Pockets



Zoomed-in Emroidery

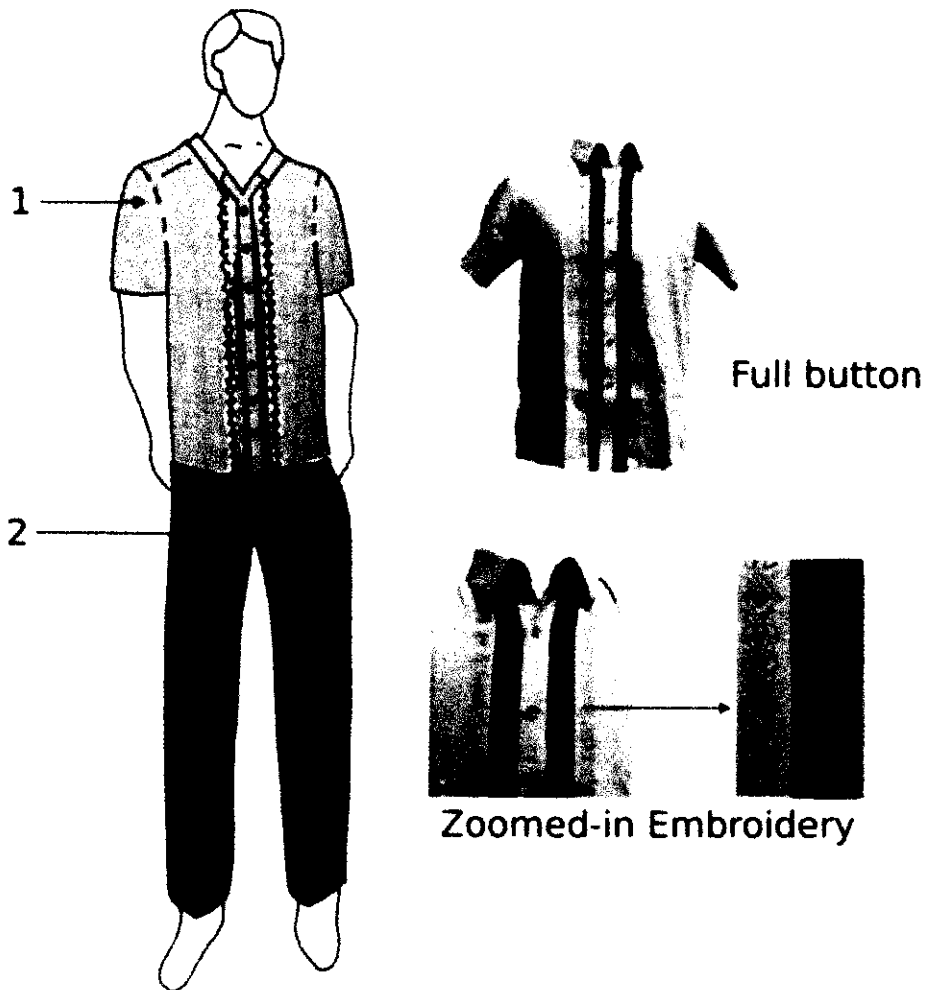
## Colors:

1. Olive Green
  2. Dark Gray
  3. Charcoal Gray
- \*Embroidery: Turquoise & Pink





## **Design A Teaching: Male Mondays**

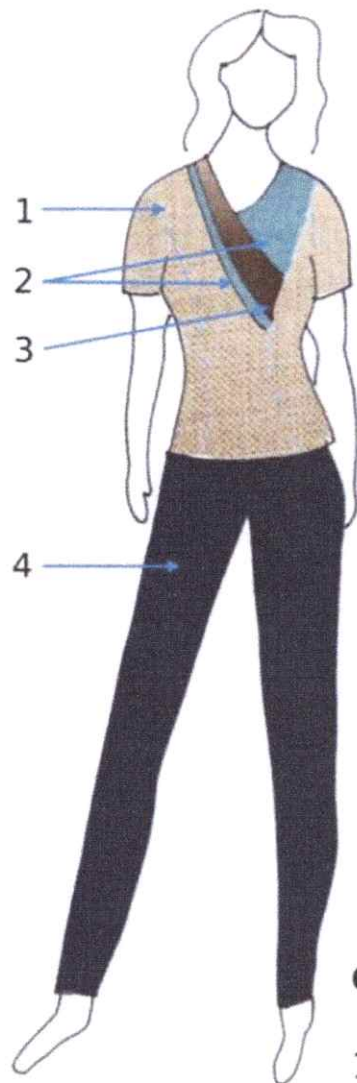


### **Colors:**

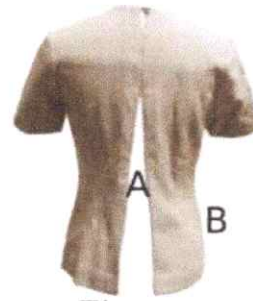
1. Moss
  2. Charcoal Gray
- \*Embroidery: Olive & Dark Army Green



## Design B Teaching: Female Tuesdays



Back Button



Zipper

Option A: Back  
Option B: Sides



Neck line

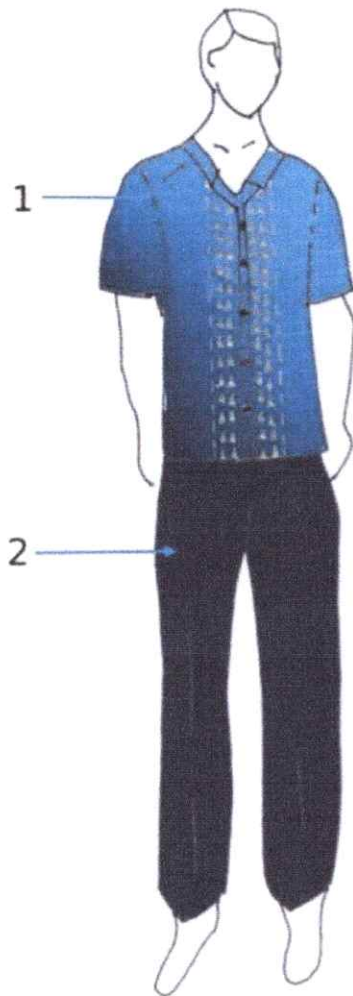
### Colors:

1. Light Clay
2. Sapphire with Midnight Weave
3. Dark Clay
4. Midnight Blue

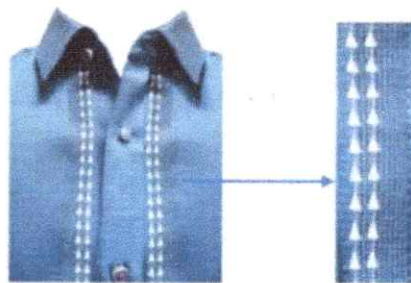


*DepEd*

## Design B Teaching: Male Tuesdays



Full Botton



Zoomed-in Embroidery

### Colors:

1. Crystal Teal
  2. Midnight Blue
- \*Embroidery: White

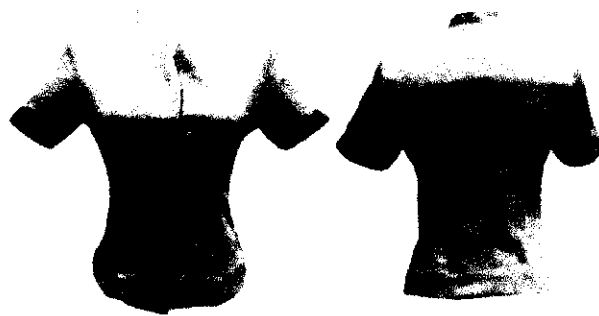
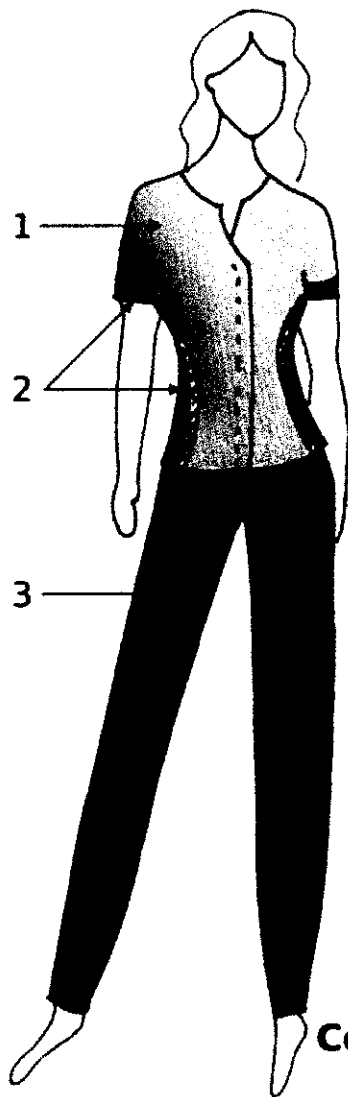


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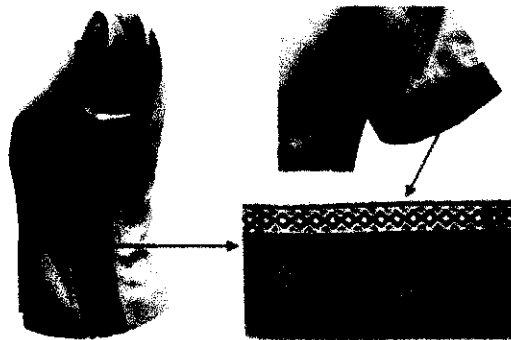
# Design C

## Teaching: Female

### Wednesdays



Concealed Buttons



Zoomed-in Embroidery

### Colors:

1. Light Gray Pattern

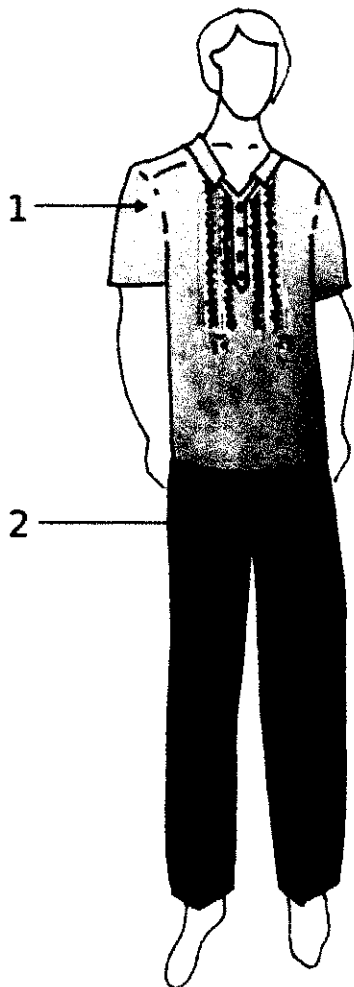
2. Walnut

3. Charcoal Gray

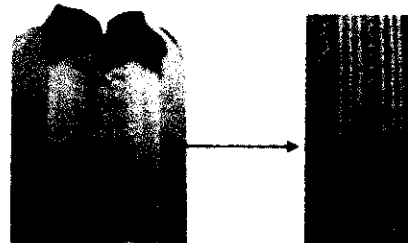
\*Embroidery: Walnut & Charcoal Gray



**Design C**  
**Teaching: Male**  
**Wednesdays**



Half Button



Zoomed-in Embroidery

**Colors:**

- 1. Light Brown
- 2. Charcoal Gray
- \*Embroidery: White



## Design D Teaching: Female Thursdays



1. Light Blue with Eggshell Speckled Pattern

2. Midnight Blue

\*Stripes - Dark & Light Blue

\*Piping - Midnight Blue



*Handwritten signature or initials*

## Design D Teaching: Male Thursdays



### Colors:

1. Light Blue with Eggshell Speckled Pattern
  2. Midnight Blue
- \*Stripes - Dark & Light Blue
  - \*Piping - Midnight Blue

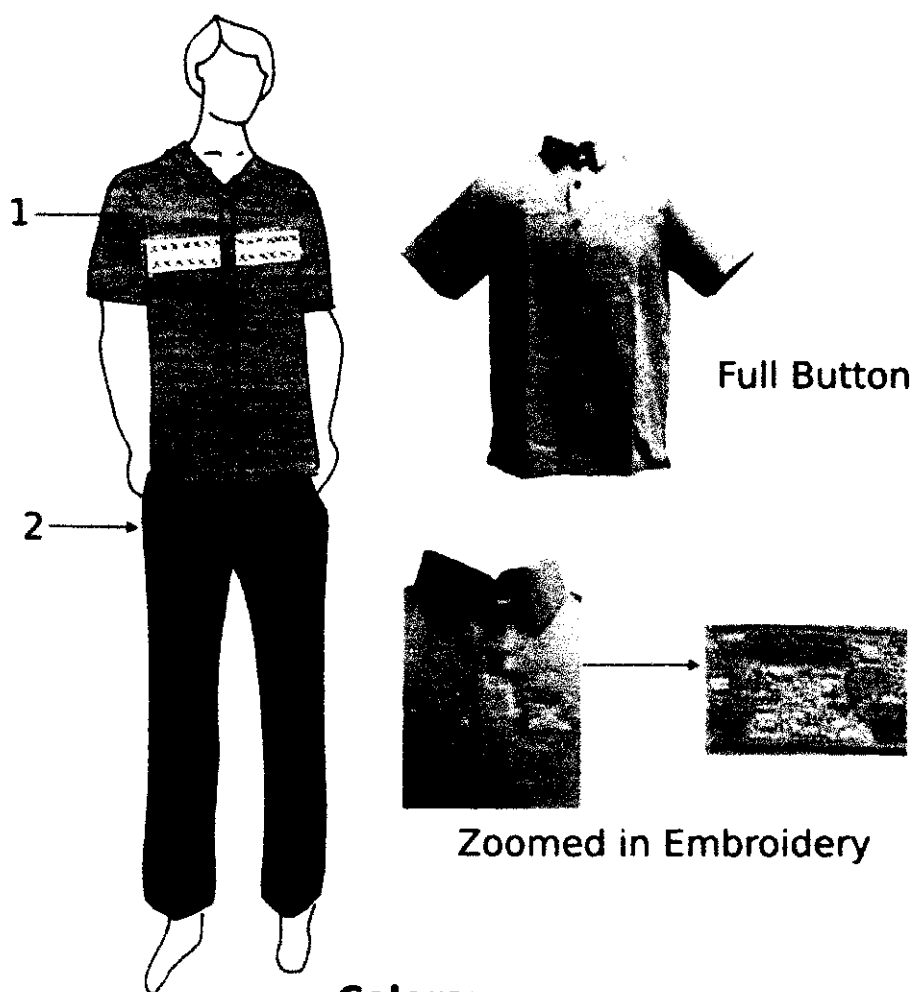


## Design E Non-Teaching: Female Mondays & Wednesdays





## **Design E Non-Teaching: Male Mondays & Wednesdays**



### **Colors:**

1. Earth-tone Beige

2. Black

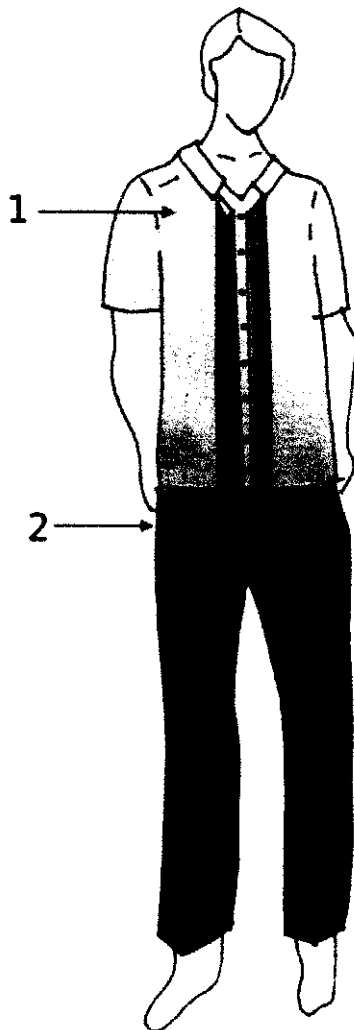
\*Embroidery: Light Gray & Tortilla



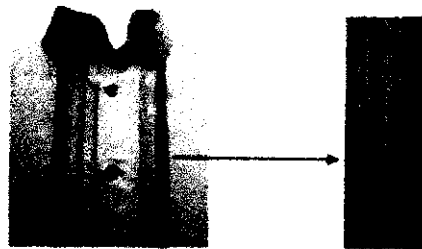
## Design F Non-Teaching: Female Tuesdays & Thursdays



**Design F**  
**Non-Teaching: Male**  
**Tuesdays & Thursdays**



Full botton



Zoomed-in Embroidery

**Colors:**

1. Snow White

2. Dark Gray

\*Embroidery: Light Gray, Red & Dark Gray

