



Republic of the Philippines
Department of Education
REGION VIII - EASTERN VISAYAS

April 7, 2022

REGIONAL MEMORANDUM

No. **348**, s. 2022

**REITERATION OF SPECIFIC CLAUSES FROM DEPED MEMORANDUM
NO. 16, S. 2021 ENTITLED "GUIDELINES ON THE NEW
DEPED NATIONAL UNIFORM FOR TEACHING AND
NON-TEACHING PERSONNEL**

To: Schools Division Superintendents
All Regional Office Employees
All Others Concerned

- Attached is Memorandum dated 24 March 2022 with the subject: Reiteration of Specific Clauses from DepEd Memorandum No. 16, s. 2021 entitled "**Guidelines on the New DepEd National Uniform for Teaching and Non-Teaching Personnel.**"
- Immediate dissemination of and compliance with this Memorandum are desired.

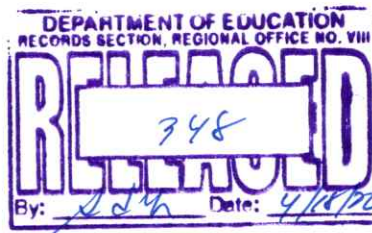

EVELYN R. FETALVERO, CESO IV
 Regional Director

Enclosure: As stated

Reference: As stated

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

- GUIDELINES
- PERSONNEL
- NON-TEACHING
- TEACHING
- UNIFORM



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Republika ng Pilipinas

Department of Education
OFFICE OF THE UNDERSECRETARY

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MEMORANDUM

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

FROM : *Revsee A. Escobedo*
Atty. REVSEE A. ESCOBEDO
Undersecretary for Field Operations, Palarong Pambansa
Secretariat, and DEACO
Chairperson, DepEd Uniform Committee

Annalyn M. Sevilla
ANNALYN M. SEVILLA
Undersecretary for Finance
Vice-Chairperson, DepEd Uniform Committee

SUBJECT : **Reiteration of Specific Clauses from DepEd Memorandum No. 16, s. 2021 entitled "Guidelines on the New DepEd National Uniform for Teaching and Non-Teaching Personnel"**

DATE : 24 March 2022

The Department of Education (DepEd) previously issued DepEd Memorandum No. 016, s. 2021 dated March 31, 2021, entitled "**Guidelines on the New DepEd National Uniform for Teaching and Non-Teaching Personnel**".

In view of the foregoing, DepEd would like to reiterate the following specific clauses of the said DepEd memorandum to adopt the four (4) **new sets of DepEd national uniform designs for teaching personnel** and two (2) **new national uniforms designs for non-teaching personnel**.

- 1.) In consideration of the current situation brought about by the Covid-19 pandemic and continuing implementation of the blended learning delivery in the Department, SY 2021-2022 was considered as a "transition period" to allow ample time for employees to prepare and purchase the new sets of prescribed uniform. To facilitate the transition period, employees have been allowed to wear their old uniforms. **However, starting**

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SY 2022-2023, all teaching and non-teaching personnel shall wear the prescribed new sets of uniforms (Clause 2).

- 2.) Only the approved national uniforms shall be used by both teaching and non-teaching personnel. **Regional and school divisions will not be allowed for consistency and uniformity across all offices (Clause 3).**
- 3.) The annual clothing and uniform allowance 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 **(Clause 14).**

For immediate dissemination of this Memorandum is desired.



[BHROD-OD/LASAM]



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 School 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.**

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>Design A for Female Teaching Personnel</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>Design A for Male Teaching Personnel</p> <p>a.1. Polo: Moss green embroidery: olive green with dark green army combination</p> <p>a.2. Pants: charcoal gray</p>
<p>Design B for Female Teaching Personnel</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>Design B for Male Teaching Personnel</p> <p>b.1. Polo: crystal teal in full buttons embroidery: white</p> <p>b.2. Pants: midnight blue pants</p>
<p>Design C for Female Teaching Personnel</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>Design C for Male Teaching Personnel</p> <p>c.1. Polo: light brown in half buttons embroidery: white</p> <p>c.2. Pants: charcoal gray</p>
<p>Design D for Female Teaching Personnel</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>Design D for Male Teaching Personnel</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">Design E for Female Non-Teaching Personnel</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">Design E for Male Non-Teaching Personnel</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">Design F for Female Non-Teaching Personnel</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">Design F for Male Non-Teaching Personnel</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



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DEPED-OSEC- 441466

Encl.: As stated

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

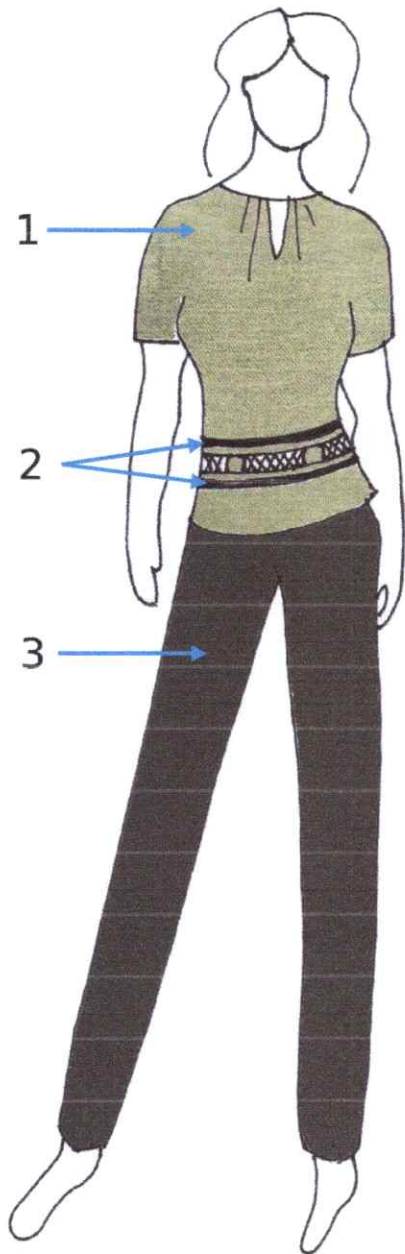
To be indicated in the Perpetual Index under the following subjects:

COMMITTEE
EMPLOYEES
OFFICIALS
RULES AND REGULATIONS
TEACHERS
UNIFORMS

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

Design A

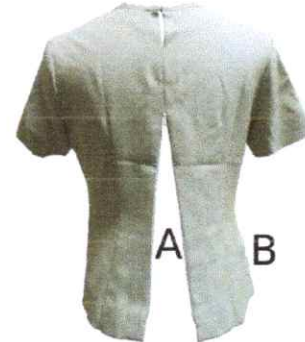
Teaching: Female Mondays



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

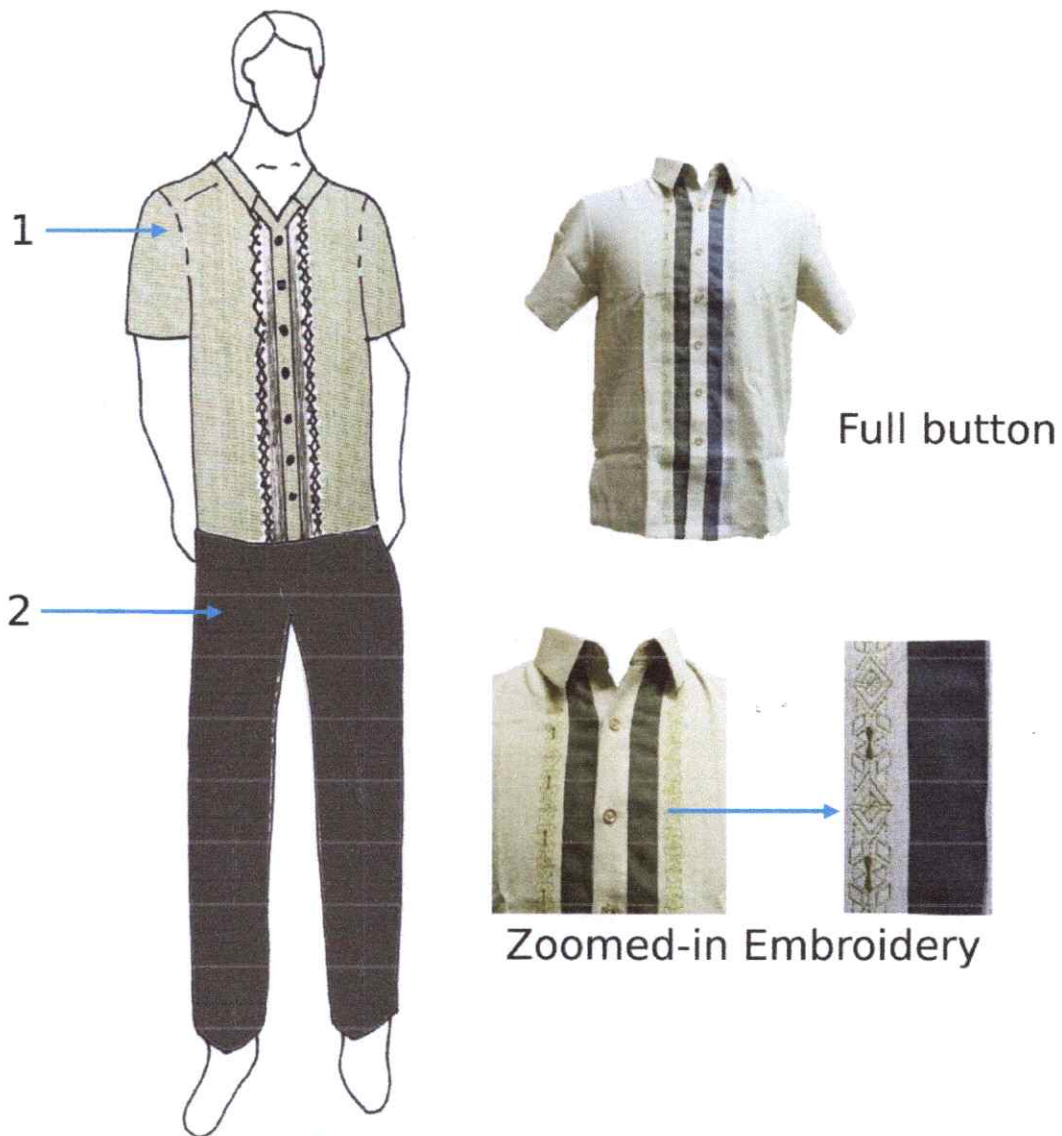


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Design A

Teaching: Male

Monday



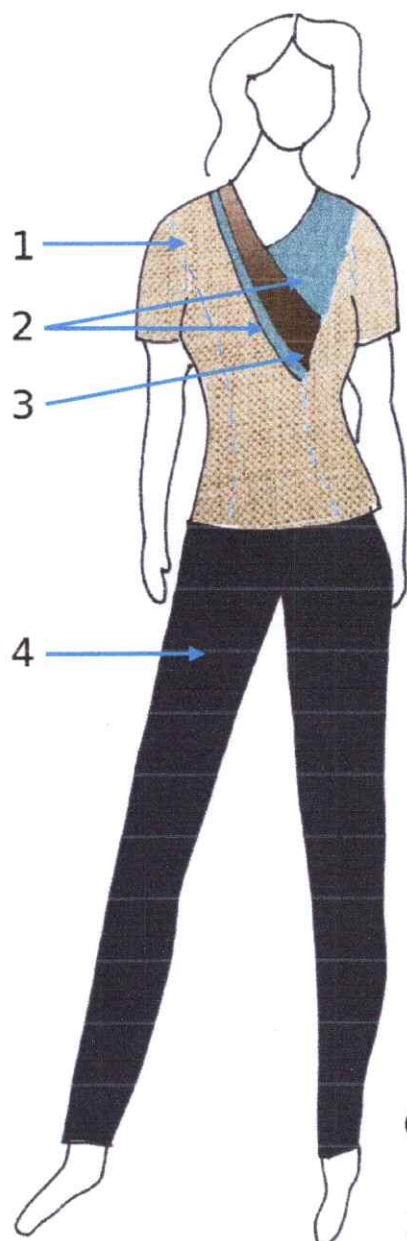
Colors:

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

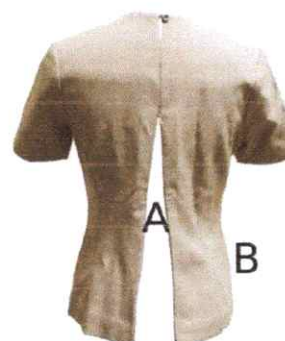


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Design B Teaching: Female Tuesdays



Back Button



Zipper
Option A: Back
Option B: Sides



Neck line

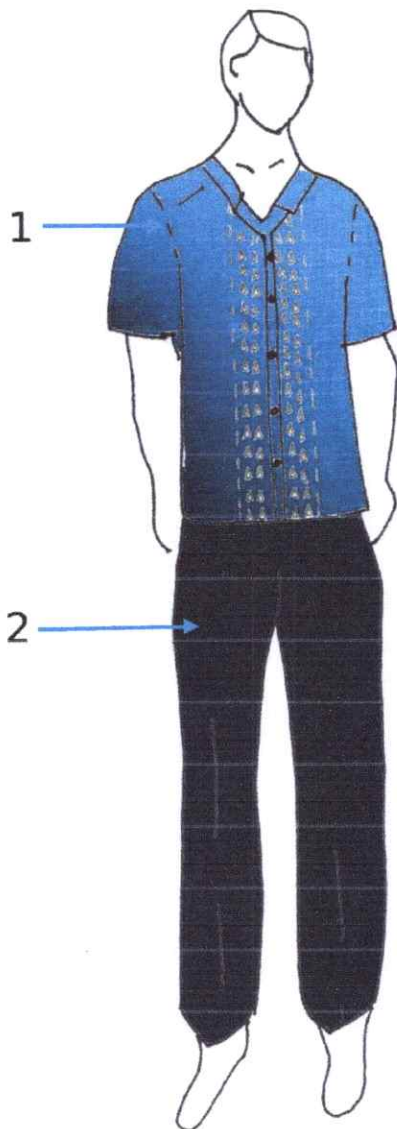
Colors:

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

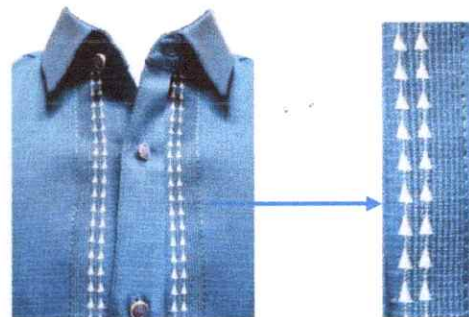


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Design B
Teaching: Male
Tuesdays



Full Button



Zoomed-in Embroidery

Colors:

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

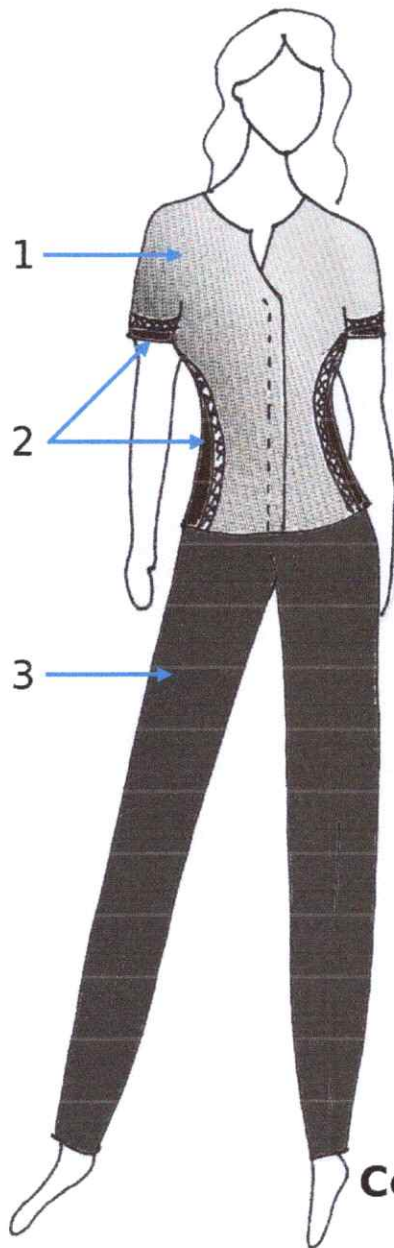


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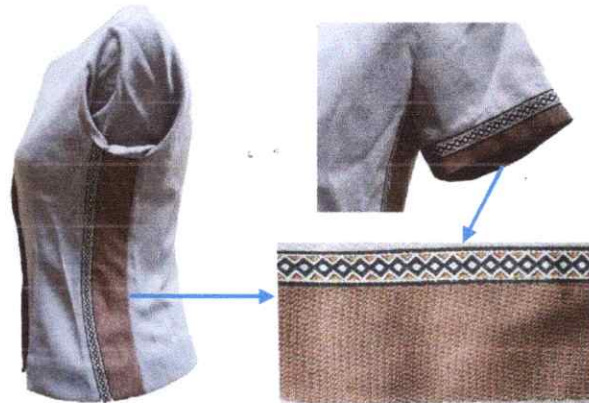
Design C

Teaching: Female

Wednesdays



Concealed Buttons



Zoomed-in Embroidery

Colors:

1. Light Gray Pattern

2. Walnut

3. Charcoal Gray

*Embroidery: Walnut & Charcoal Gray

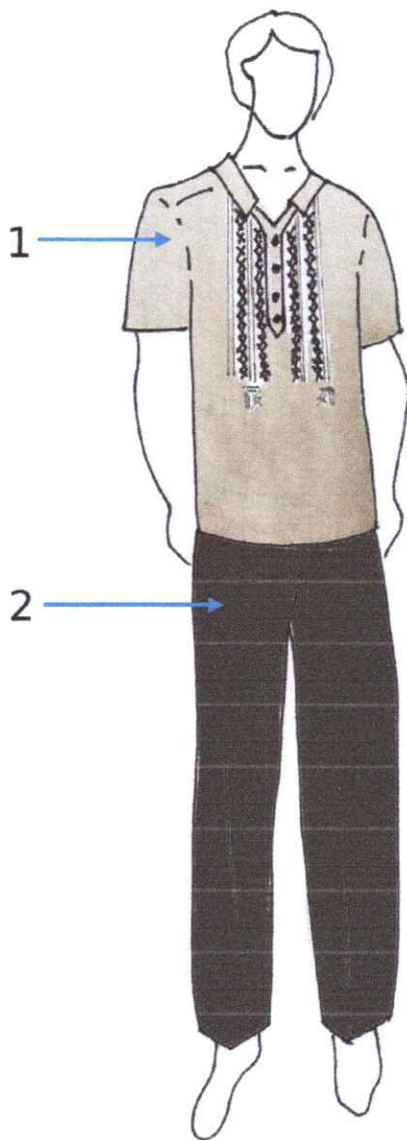


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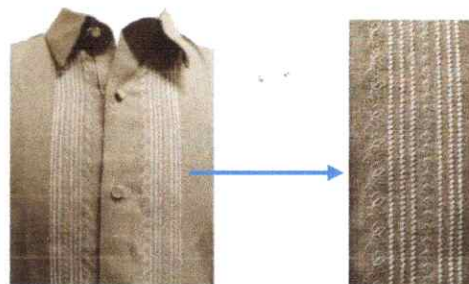
Design C

Teaching: Male

Wednesdays



Half Button



Zoomed-in Embroidery

Colors:

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

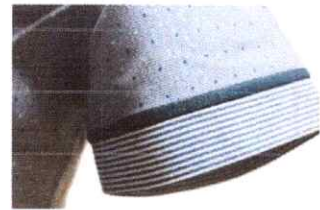
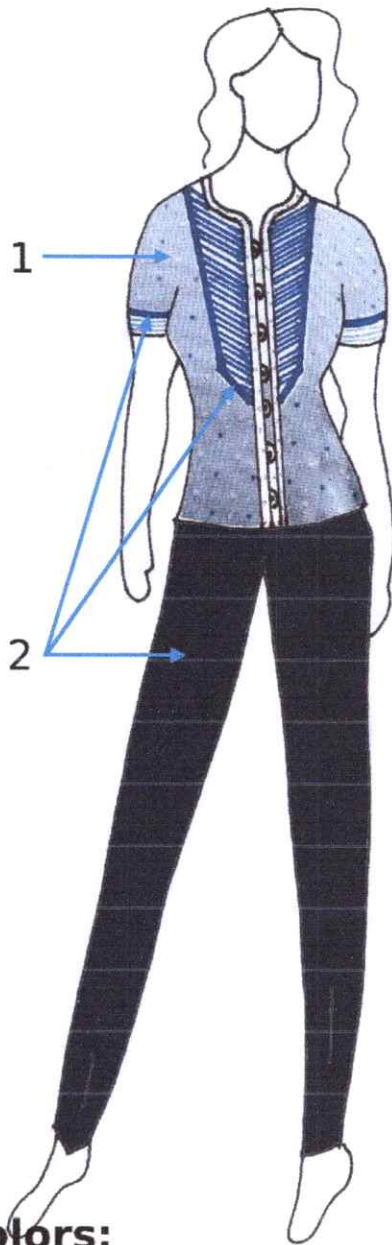


Angelo R. Pineda

Design D

Teaching: Female

Thursdays



Zoomed-in Stripes
& Piping Details

Colors:

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



Author: [Signature]

Design D

Teaching: Male

Thursdays



Colors:

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

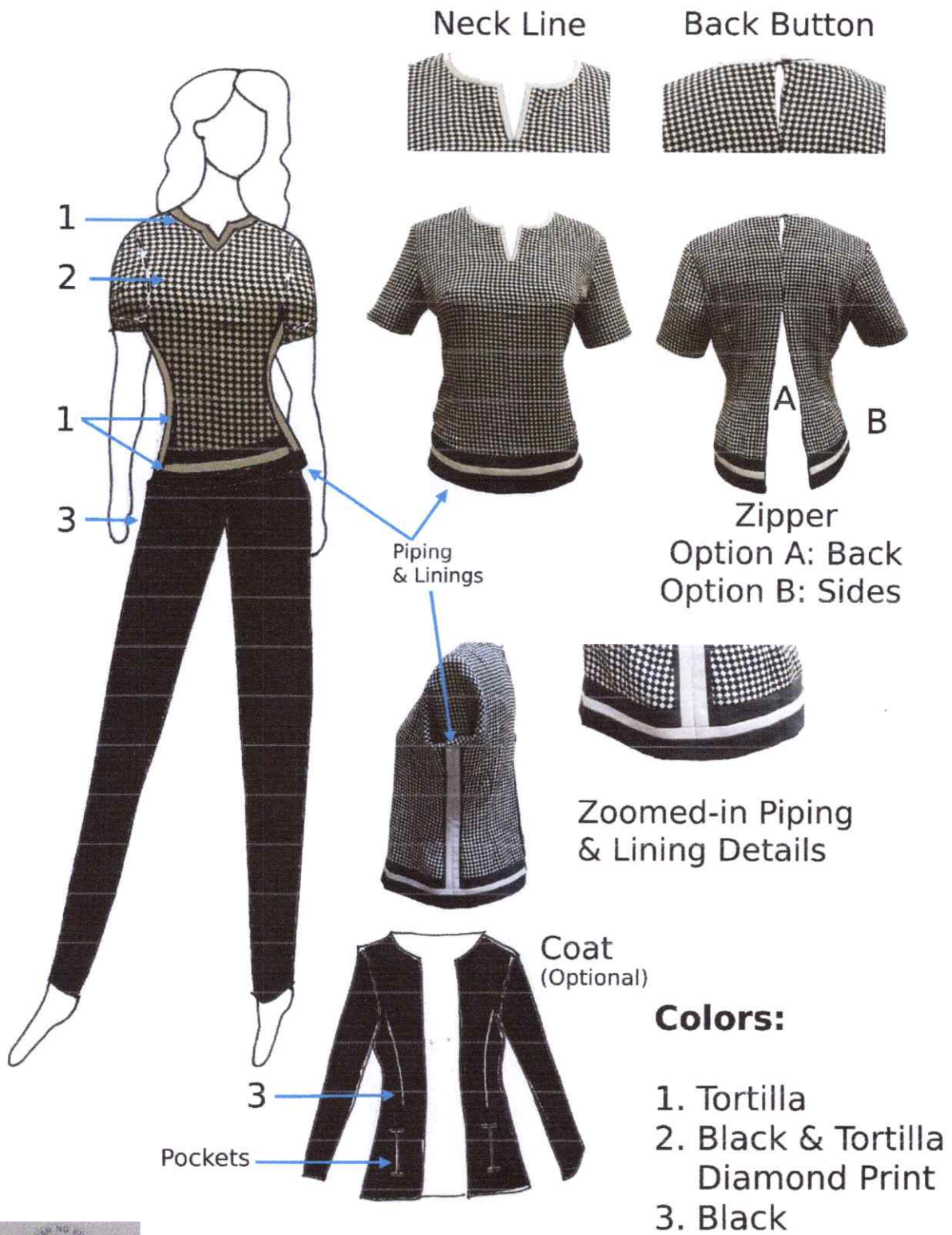


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Design E

Non-Teaching: Female

Mondays & Wednesdays

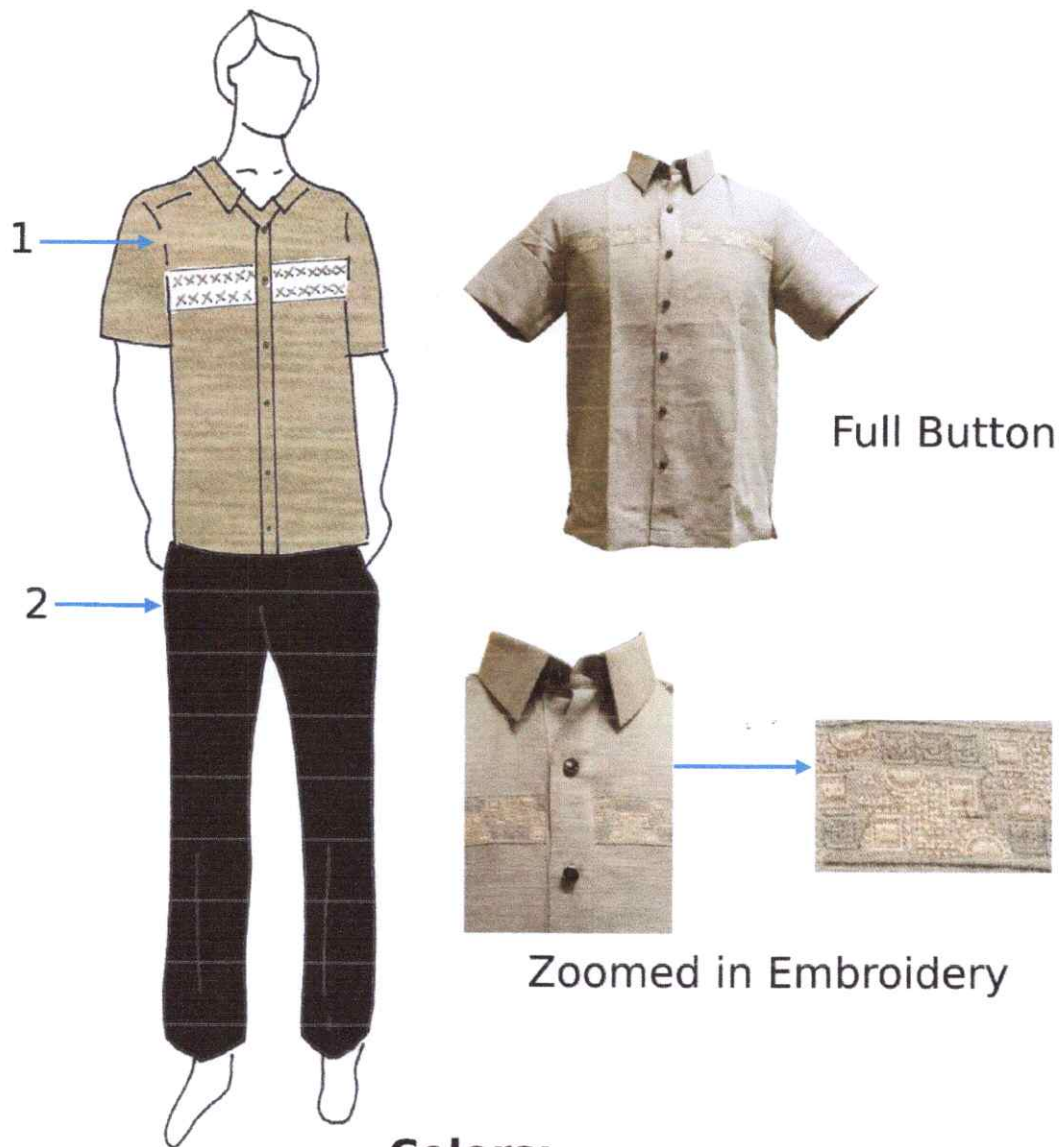


Author: [Signature]

Design E

Non-Teaching: Male

Mondays & Wednesdays



Colors:

1. Earth-tone Beige
2. Black

*Embroidery: Light Gray & Tortilla



Author: [Signature]

Design F

Non-Teaching: Female

Tuesdays & Thursdays



Colors:

- 1. Light Gray
- 2. Dark Gray

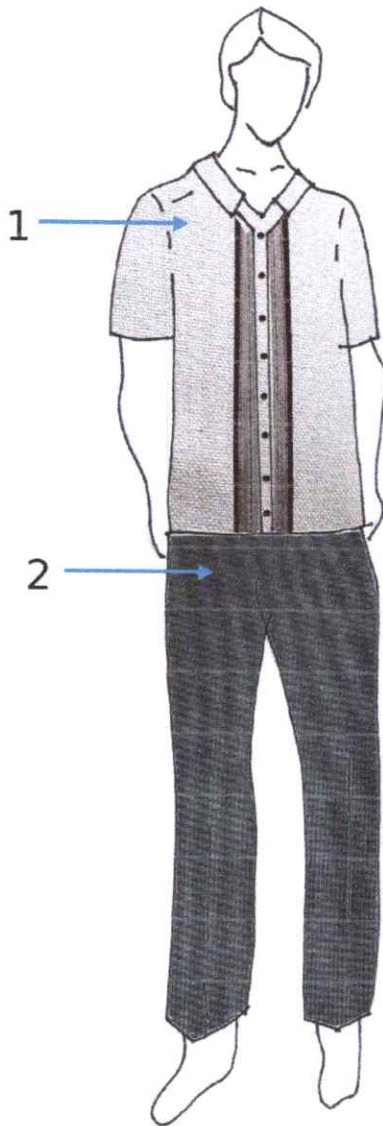


Angela P. Pineda

Design F

Non-Teaching: Male

Tuesdays & Thursdays



Full button



Zoomed-in Embroidery

Colors:

1. Snow White

2. Dark Gray

*Embroidery: Light Gray, Red & Dark Gray



Angelo F. Garcia