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

August 1, 2023

REGIONAL MEMORANDUM

No. **808** s. 2023

**CLARIFICATION ON THE IMPLEMENTATION OF THE HIRING
ARRANGEMENTS OF ENDORSED BENEFICIARIES OF
"SA PINAS, IKAW ANG MA'AM AT SIR" (SPIMS)
PROGRAM FOR SY 2024-2025**

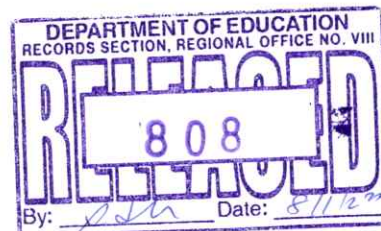
To: Schools Division Superintendents
All Others Concerned

1. Attached is a communication from the Bureau of Human Resource and Organizational Development Division, DepEd Central Office, clarifying provision from Section 6.2 of Department Order No. 190, s. 2018 of the Department of Labor and Employment, relative to the implementation of the hiring arrangements of endorsed beneficiaries of **"Sa Pinas, Ikaw ang Ma'am at Sir" (SPIMS) Program for SY 2024-2025**.
2. 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:

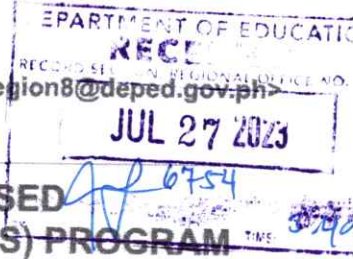
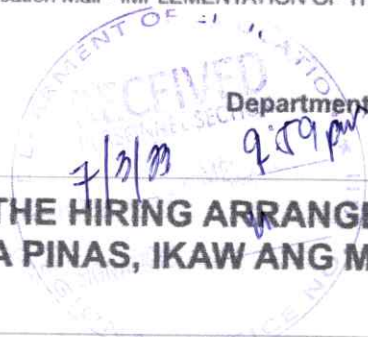
HIRING ARRANGEMENTS
SPIMS



AD-PS-EDR



Address: Government Center, Candahug, Palo, Leyte
Telephone No.: (053) 832-5738
Email Address: region8@deped.gov.ph
Website: <https://region8.deped.gov.ph>



Department of Education Region VIII <region8@deped.gov.ph>

IMPLEMENTATION OF THE HIRING ARRANGEMENTS OF ENDORSED BENEFICIARIES OF "SA PINAS, IKAW ANG MA'AM AT SIR" (SPIMS) PROGRAM FOR SY 2024-2025

Human Resource Development Division <bhrod.hrdd@deped.gov.ph>

Thu, Jul 27, 2023 at 1:26 PM

To: taguegarao@deped.gov.ph, ilocos.sur@deped.gov.ph, ilagan.depedro2@gmail.com, bataan@deped.gov.ph, quirino.depedro2@gmail.com, tayabas.city@deped.gov.ph, la.union@deped.gov.ph, laguna@deped.gov.ph, division.batangascity@deped.gov.ph, laoag.city@deped.gov.ph, division.gentri@deped.gov.ph, DepEd Angeles City <angeles.city@deped.gov.ph>, cabanatuan.city@deped.gov.ph, vigan.city@deped.gov.ph, naga.city@deped.gov.ph, deped.binancity@deped.gov.ph, malolos.city@deped.gov.ph, masbate@deped.gov.ph, DepEd Dasmariñas City <dasmarinas.city@deped.gov.ph>, puertoprincesa@deped.gov.ph, sancarlos.city@deped.gov.ph, sorsogon@deped.gov.ph, sanpablo.city@deped.gov.ph, DepEd Camarines Sur <camarines.sur@deped.gov.ph>, masbate.city@deped.gov.ph, camarines.norte@deped.gov.ph, gapan.city@deped.gov.ph, pangasinan2@deped.gov.ph, iriga.city@deped.gov.ph, sanfernando.city3@deped.gov.ph, imus.city@deped.gov.ph, quezon@deped.gov.ph, catanduanes@deped.gov.ph, DepEd SDO1 Pangasinan <pangasinan1@deped.gov.ph>, mabalacat.city@deped.gov.ph, cavite.city@deped.gov.ph, deped.palawan2@gmail.com, batrac.city@deped.gov.ph, pampanga@deped.gov.ph, DepEd Albay <albay@deped.gov.ph>, calamba.city@deped.gov.ph, calapan.city@deped.gov.ph, oriental.mindoro@deped.gov.ph, nueva.ecija@deped.gov.ph, DepEd Ilocos Norte <ilocos.norte@deped.gov.ph>, santarosa.city@deped.gov.ph, deped.lipacity@deped.gov.ph, sanjose.city@deped.gov.ph, olongapo.city@deped.gov.ph, bulacan@deped.gov.ph, alaminos.city@deped.gov.ph, meycuayan.city@deped.gov.ph, sorsogon.city@deped.gov.ph, DepEd Rizal <rizal@deped.gov.ph>, batanes@deped.gov.ph, candon.city@deped.gov.ph, santiago.city@deped.gov.ph, balanga.city@deped.gov.ph, urdaneta.city@deped.gov.ph, antipolo.city@deped.gov.ph, division.cabuyao@deped.gov.ph, lucena.city@deped.gov.ph, zambales@deped.gov.ph, dagupan.city@deped.gov.ph, deped batangas <deped.batangas@deped.gov.ph>, tabaco.city@deped.gov.ph, bacoor.city@deped.gov.ph, ligao.city@deped.gov.ph, sdo.cagayan@deped.gov.ph, deped.cavite@deped.gov.ph, cauayan.depedro2@gmail.com, munozscience.city@deped.gov.ph, tarlac@deped.gov.ph, isabela@deped.gov.ph, sanjosedelmonte.city@deped.gov.ph, tanauan.city@deped.gov.ph, legazpi.city@deped.gov.ph, tarlac.city@deped.gov.ph, aurora@deped.gov.ph, records.sdomarinduque@deped.gov.ph, leYTE@deped.gov.ph, DepEd Siargao <siargao@deped.gov.ph>, dumaguete.city@deped.gov.ph, misamis.oriental@deped.gov.ph, talisaycity.division@deped.gov.ph, depedbiliran@gmail.com, depedcamiguin@gmail.com, malaybalay.city@deped.gov.ph, northern.samar@deped.gov.ph, aklan@deped.gov.ph, Division of Bayugan City DepEd <deped.bayugan@gmail.com>, cebu@deped.gov.ph, DepEd Bislig City <bislig.city@deped.gov.ph>, bayawan.city@deped.gov.ph, mati.city@deped.gov.ph, toledo.city@deped.gov.ph, negros.occidental@deped.gov.ph, iloilo@deped.gov.ph, DepEd Oroquieta City Division <depedoroquieta@gmail.com>, escalante.city001@deped.gov.ph, DepEd Catbalogan City Division <depedcatbalogancitydivision15@gmail.com>, DepEd Koronadal City <koronadal.city@deped.gov.ph>, DepEd Eastern Samar <eastern.samar@deped.gov.ph>, sagay.city@deped.gov.ph, tagbilarancity.division@deped.gov.ph, DepEd Surigao Del Norte <surigao.delnorte@deped.gov.ph>, DepEd Cebu City <cebu.city@deped.gov.ph>, depedzambosur@gmail.com, tacioban.city@deped.gov.ph, agusannorte@deped.gov.ph, iloilocitydivision@gmail.com, DepEd Zamboanga Sibugay <zamboanga.sibugay@deped.gov.ph>, saranggani@deped.gov.ph, DepEd Guimaras <guimaras@deped.gov.ph>, generalsantos.city@deped.gov.ph, panabo.city@deped.gov.ph, compostela.valley@deped.gov.ph, antique@deped.gov.ph, capiz@deped.gov.ph, DepEd Tangub City <tangub.city@deped.gov.ph>, cotabato.division@deped.gov.ph, depedvalencia21@gmail.com, elsalvador.city@deped.gov.ph, bais.city@deped.gov.ph, deped1miz@gmail.com, DepEd Negros Oriental <negros.oriental@deped.gov.ph>, southern.leyte@deped.gov.ph, digos.city@deped.gov.ph, zamboanga.city@deped.gov.ph, maasin.city@deped.gov.ph, 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<deped.cadizcitydivision@deped.gov.ph>, DepEd Baybay City <baybay.city@deped.gov.ph>, western.samar@deped.gov.ph, deped.davsur@gmail.com, DepEd Bukidnon <bukidnon@deped.gov.ph>, DepEd Ormoc City <ormoc.city@deped.gov.ph>, tandag.city@deped.gov.ph, mandaue.city001@deped.gov.ph, depedzanortedivision@yahoo.com, lanao.norte@deped.gov.ph, deped.bohol@deped.gov.ph, surigao.delsur@deped.gov.ph, DepEd Surigao City <surigao.city@deped.gov.ph>, abra@deped.gov.ph, mt.province@deped.gov.ph, caloocan.city@deped.gov.ph, quezon.city@deped.gov.ph, navotas.city@deped.gov.ph, manila@deped.gov.ph, DepEd Muntinlupa <sdo.muntinlupa@gmail.com>, malabon.city@deped.gov.ph, pasig.city@deped.gov.ph, depedpasaycity@yahoo.com, apayao@deped.gov.ph, ifugao@deped.gov.ph,

NEW email 7/27/23

laspiñas.city@deped.gov.ph, depedsanjuan@gmail.com, taguig.pateros@deped.gov.ph, makati.city@deped.gov.ph, sdo.mandatuayong@deped.gov.ph, sdo.marikina@deped.gov.ph, valenzuela.city@deped.gov.ph, baguio.city@deped.gov.ph, benguuet@deped.gov.ph, tabuk.city@deped.gov.ph, paranaque.city@deped.gov.ph, DepEd V Bicol Region <region5@deped.gov.ph>, DepEd VI Western Visayas <region6@deped.gov.ph>, TOLENTINO AQUINO <tolentino.aquino@deped.gov.ph>, Department of Education Region 10 <region10@deped.gov.ph>, Alberto Escobarte <alberto.escobarte@deped.gov.ph>, DepEd Region VII Central Visayas <region7@deped.gov.ph>, RD-CAR Estela Cariño <estela.carino@deped.gov.ph>, RD-VII Salustiano Jimenez <salustiano.jimenez@deped.gov.ph>, DepEd Region XIII CARAGA <caraga@deped.gov.ph>, ARTURO BAYOCOT <arturo.bayocot001@deped.gov.ph>, Deped Cordillera Administrative Region <car@deped.gov.ph>, Willie CABRAL <wilfredo.cabral@deped.gov.ph>, Gemma Ledesma <ma.ledesma002@deped.gov.ph>, RD V Gilbert Sadsad <gilbert.sadsad@deped.gov.ph>, DepEd IVB MIMAROPA <mimaropa.region@deped.gov.ph>, CARLITO ROCAFORT <carlito.rocafort@deped.gov.ph>, DepEd XII Soccsksargen <region12@deped.gov.ph>, DepEd Region IV-A CALABARZON <region4a@deped.gov.ph>, RD-VIII Ramir Uytico <ramir.uytico@deped.gov.ph>, DepEd National Capital Region <ncr@deped.gov.ph>, DepEd RO-IX ZamPen <region9@deped.gov.ph>, Department of Education Regional Office III <region3@deped.gov.ph>, DepEd XI Davao Region <region11@deped.gov.ph>, Region VIII Eastern Visayas <region8@deped.gov.ph>, EVELYN FETALVERO <evelyn.fetalvero@deped.gov.ph>, ALLAN FARNAZO <allan.farnazo@deped.gov.ph>, RUTH FUENTES <ruth.fuentes@deped.gov.ph>, DepEd I Ilocos Region <region1@deped.gov.ph>, NICOLAS CAPULONG <nicolas.capulong@deped.gov.ph>, Deped II Cagayan Valley <region2@deped.gov.ph>, May Eclar <may.eclar@deped.gov.ph>

Cc: Carla Jane Gob <carla.gob@deped.gov.ph>, School Effectiveness Division <bhrod.sed@deped.gov.ph>, Jeric Francis Llanto <jeric.llanto@deped.gov.ph>

Dear All Regional Directors and Schools Division Superintendents,

This is with reference to DM-OUHROD-2023-0780 with the subject "**Implementation of the Hiring Arrangements of Endorsed Beneficiaries of "Sa Pinas, Ikaw Ang Ma'am at Sir" (SPIMS) Program for SY 2024-2025**", dated June 7, 2023.

The Bureau of Human Resource and Organizational Development – Human Resource Development Division (BHROD-HRDD) has been receiving reports that some SDOs require all endorsed SPIMS beneficiaries to take a refresher course as interpreted on the abovementioned memorandum which states that:

"With this, the previous hiring arrangements for SPIMS Program shall still be in effect for SY 2023-2024, provided that the beneficiaries meet the following conditions upon their assumption to duty/first day of service:

1. They have attended the **applicable or necessary** refresher course provided by PNU as required by the DOLE-NRCO; and
2. They have undergone psychological examination/evaluation with certification of being fit to work in accordance with Section 6.a, Rule 1 of Civil Service Commission (CSC) Memorandum Circular No. 14, s. 2018⁷

To clarify this, may we provide you the provision from **Section 6.2 of Department Order No. 190, s. 2018** of the **Department of Labor and Employment (DOLE)** which provides the **Guidelines on the Implementation of "Sa Pinas, Ikaw ang Ma'am at Sir" Program**:

"SECTION 6. ELIGIBLE APPLICANTS

6.2. Special Conditions

1. ***For OPW-LET passer who passed the examinations within the last five years, regardless of his/her teaching experience, will no longer be required to undergo online refresher course.***
2. ***For OPW-LET passer who has no teaching experience or with teaching experience but acquired more than five (5) years ago, may still apply provided that he/she will undergo the online course provided by PNU or attend the regular refresher course.***

Based on the above quoted provision, it shall be understood that **only** the OFW-LET passer who has no teaching experience or with experience more than five (5) years ago shall be required to take a refresher course to be eligible for the SPIMS Program. Furthermore, it is emphasized that this screening is conducted by the DOLE/DMW to ensure that the concerned SPIMS beneficiaries have already taken the refresher course **before they are endorsed to the Department of Education (DepEd)**. Therefore, it shall be presumed that all SPIMS beneficiaries forwarded to DepEd SDOs are all eligible applicants based on the conditions set in Sec. 6.2.

It is hoped that it clarified matters.

For strict implementation and guidance.


Thank you.

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2 attachments

 **DO-190-18-Guidelines-on-the-Implementation-of-Sa-Pinas-Ikaw-and-Maam-At-Sir-Program1 (1).pdf**
1035K

 **Implementation-of-the-Hiring-Arrangements-of-Endorsed-Beneficiaries-of-SPIMS-Program-for-SY-2024-2025 (2).pdf**
186K



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-OUHROD-2023-0780

**TO : ALL REGIONAL DIRECTORS
ALL SCHOOLS DIVISION SUPERINTENDENTS**

**ATTENTION : CHIEFS, ADMINISTRATIVE DIVISION
CHIEFS, SCHOOL GOVERNANCE AND OPERATIONS (SGOD)
HUMAN RESOURCE MERIT PROMOTION SELECTION BOARDS
(HRMPSBs)**

FROM : GLORIA JUMAMIL-MERCADO
Undersecretary

**SUBJECT : IMPLEMENTATION OF THE HIRING ARRANGEMENTS OF
ENDORSED BENEFICIARIES OF "SA PINAS, IKAW ANG MA'AM
AT SIR" (SPIMS) PROGRAM FOR SY 2024-2025**

DATE : 7 JUNE 2023

This is with reference to the implementation of "Sa Pinas, Ikaw and Ma'am at Sir (SPIMS)" Employment Program in relation to the newly issued DepEd Order (DO) No. 019, s. 2022 titled "Department of Education Merit Selection Plan (DepEd MSP)" and DepEd Order No. 007, s. 2023 on the "Guidelines on the Recruitment, Selection, and Appointment (RSA) in the Department of Education."

The SPIMS Employment Program aims to attract professional teachers who are employed as migrant workers abroad to come back in the Philippines by providing them the opportunity to find employment as public school teachers in the DepEd schools.

Consistent with implementing the principles of merit, fitness, competence, and equal opportunity, and to ensure that DepEd hires teachers with the appropriate qualifications and desired competencies, the new guidelines would effect changes in the hiring arrangements for SPIMS beneficiaries.

It is important to note that the beneficiaries for School Year (SY) 2023-2024 were recruited by DOLE based on the understanding that they shall be subjected to the old hiring arrangements. Further, these beneficiaries were already given allocation of teaching items by DepEd and DBM in accordance with the existing Memorandum of Cooperation (MOC). With this, **the previous hiring arrangements for SPIMS Program shall still be in effect for SY 2023-2024, provided that the beneficiaries**

meet the following conditions upon their assumption to duty/first day of service:

1. They have attended the applicable or necessary refresher course provided by the PNU as required by DOLE-NRCO; and
2. They have undergone psychological examination/evaluation with certification of being fit to work in accordance with Section 6.a, Rule 1 of Civil Service Commission (CSC) Memorandum Circular No. 14, s. 2018¹.

Further, the assessment and selection procedures stipulated under DO 007, s. 2023 shall apply to the evaluation of SPIMS beneficiaries starting SY 2024-2025.

SPIMS beneficiaries endorsed by the DMW **for SY 2024-2025** shall undergo to the following procedural guidelines based on the criteria and point system as stipulated under the said DO 007 s. 2023:

1. Submission of documents required for initial evaluation

Upon receipt of the endorsed qualified SPIMS beneficiaries, the concerned SDO shall request necessary documents needed for the initial evaluation, such as, among others:

- a. Duly accomplished PDS (CS Form No. 212, Revised 2017) with Work Experience Sheet, if applicable;
- b. Photocopy of valid and updated PRC license/ID;
- c. Photocopy of scholastic/academic record such as but not limited to Transcript of Records (TOR) and Diploma;
- d. Photocopy of Certificate/s of Training, if applicable;
- e. Photocopy of Certificate of Employment, Contract of Service, or duly signed service record, whichever is/are applicable;
- f. Photocopy of performance rating from previous employment, if applicable; and
- g. Other documents as may be required by the HRMPSB for comparative assessment.

2. Initial Evaluation of Qualifications

An initial evaluation of the endorsed SPIMS beneficiary's qualification vis-à-vis the CSC approved Qualification Standards for Teacher I position shall be conducted by the HRMO upon receipt of the requested documents.

3. Comparative Assessment (Classroom Observation/Demonstration Teaching, Teacher Reflection Form)

The HRMPSB through a judicious and objective conduct of evaluative assessments, shall assess the endorsed SPIMS beneficiary in accordance with the criteria and point system stipulated under DO 007, s. 2023.

¹ Omnibus Rules on Appointments and Other Human Resource Actions, Revised July 2018

The use of online platforms and other remote modalities and alternative strategies in the conduct of paper evaluation, demonstration teaching, and test administration may be adopted.

4. Other Evaluative Assessments (as deemed necessary).

After such assessments, the schools divisions shall prepare the Comparative Assessment Results - Registry of Qualified Applicants (CAR-RQA) which contains the candidates who obtained a score of at least 50 points. The CAR-RQA shall be the basis of the appointing officer/authority in the selection and appointment to Teacher I positions.

Further, prioritization for SPIMS beneficiaries shall now be on the process of selection and appointment of Teacher I positions in the Department as stipulated in Section 58 of DO 007, s. 2023 to wit:

"For teacher positions, the appointing officer/authority may select from the candidates in the CAR-RQA who are ranked below the top 5 or top-ranking candidates, when the appointment falls within the purview of the exemptions enumerated below:

[c.] Other laws or provisions of the law, national policy, and/or agreement entered into by DepEd with other government agencies and/or non-government institutions which grant priority in the appointment. It is reiterated that the priority in the appointment given to beneficiaries of such laws, national policies, and/or agreements shall only apply to teacher applicants listed in the CAR-RQA."

For your information and guidance.

[HRDD/Gob]



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila



Department Order No. 190
Series of 2018



GUIDELINES ON THE IMPLEMENTATION OF “SA ‘PINAS, IKAW ANG MA’AM AT SIR” PROGRAM

WHEREAS, the enactment of Republic Act No. 10022 mandated the **National Reintegration Center for OFWs of the Department of Labor and Employment** to provide Filipino migrant workers with a mechanism for reintegration into the Philippine society, to serve as a promotion house for their local employment, and to tap their skills and potentials for national development.

WHEREAS, further to Department Order No. 142-15, that aims to strengthen NRCO's operations, it specifically highlighted that aside from undertaking reintegration programs, the Center must also harness the human capital of returning migrants by implementing brain-gain initiatives, promotion of transfer and use of their knowledge, and skills transfer and capacities either for local employment or professional practice.

WHEREAS, the “*Sa ‘Pinas, Ikaw ang Ma’am at Sir*” program is among the various programs of NRCO in line with the fulfillment of the above-mentioned mandate. Moreover, this program also responds to the need for employment reintegration of migrant workers who are planning to practice teaching profession in the Philippines.

WHEREAS, the “*Sa ‘Pinas, Ikaw ang Ma’am at Sir*” is a program that recognizes the hardships and sacrifices of OFW - Licensure Examination for Teachers passers by providing them with gainful employment in the Philippines.

WHEREAS, in the interest of the service and pursuant to the goal of inclusive growth through massive job generation, this Department Order is hereby issued prescribing the procedures for effective implementation of the “*Sa ‘Pinas, Ikaw ang Ma’am at Sir*” program.

SECTION 1. TITLE

This Order shall be known as the Guidelines on the Implementation of "*Sa 'Pinas, Ikaw Ang Ma'am at Sir*" (SPIMS) program.

SECTION 2. OBJECTIVES

This Order aims to fulfill the following objectives:

- a. To ensure continuity of the implementation of SPIMS Program;
- b. To provide a detailed description of the program including the implementation procedures; and
- c. To provide standards and procedures in the screening and selection of the intended beneficiaries.

SECTION 3. PROGRAM DESCRIPTION

The SPIMS is an OFW employment reintegration convergence program being spearheaded by the National Reintegration Center for OFWs (NRCO) of the Department of Labor and Employment (DOLE) in collaboration with the Department of Education (DepEd).

SECTION 4. PARTNER AGENCIES

The NRCO Central Office oversees the implementation of the SPIMS program with the help of the following partner agencies:

- a. Philippine Normal University (PNU)
- b. Department of Education (DepEd)
- c. Commission on Higher Education (CHED)
- d. Technical Education and Skills Development Authority (TESDA)
- e. Other DOLE Offices such as:
 - i. Bureau of Local Employment (BLE);
 - ii. International Labor Affairs Bureau (ILAB);
 - iii. Philippine Overseas Labor Offices (POLOs)
 - iv. Overseas Workers Welfare Administration (OWWA);
 - v. Philippine Overseas Employment Administration (POEA); and
 - vi. Professional Regulation Commission (PRC).

SECTION 5. PROGRAM OBJECTIVES

The implementation of the SPIMS program specifically aims to:

- a. Provide returning OFW-Licensure Examination for Teachers (OFW-LET) passers with gainful employment as public-school teachers in the Philippines;
- b. Mitigate the shortage of public school teachers in the country in line with K-12 implementation of DepEd;
- c. Encourage OFW-LET passers to further enhance their teaching skills by providing online refresher course to retrain their teaching and pedagogic skills necessary with the demands of the present day educational practice consistent with the K-12 curriculum of DepEd.

SECTION 6. ELIGIBLE APPLICANTS

6.1. General Conditions

Applicant must meet the following general conditions to become eligible for the SPIMS program of NRCO:

1. He / She must be a Filipino Citizen or a holder of a Philippine passport;
2. He / She must be an OFW-LET passer with accumulated teaching experience of at least one (1) full year (12 months) for the last five (5) years; and
3. He / She must not have stayed or resided in the Philippines for more than three (3) years based on the applicant's latest date of arrival in the country.

6.2. Special Conditions

1. For OFW-LET passer who passed the examinations within the last five years, regardless of his/her teaching experience, will no longer be required to undergo online refresher course.
2. For OFW-LET passer who has no teaching experience or with teaching experience but acquired more than five (5) years ago, may still apply provided that he/she will undergo the online course provided by PNU or attend the regular refresher course.

SECTION 7. IMPLEMENTATION SCHEMES

7.1 Application Process

1. An OFW-LET passer may apply in two ways:

- a. An applicant may accomplish the SPIMS OFW Profile Sheet Form online at <http://nrco.dole.gov.ph/index.php/spims>; or
 - b. An applicant may visit the NRCO Central Office in Manila, any DOLE Regional Offices nationwide, or the Philippine Overseas Labor Office (POLO) to accomplish the SPIMS OFW Profile Sheet Form.
2. NRCO Central Office will conduct a preliminary evaluation based on the criteria set (i.e. date of arrival, teaching experience, date of LET examination, year of graduation, etc.).
 3. NRCO will require the applicant to submit the following requirements / documents:
 - a. Copy of PRC ID;
 - b. Copy of Certificate of Board Rating;
 - c. Copy of Passport (including the pages with arrival and departure stamps);
 - d. Copy of Certificate of Employment abroad; and
 - e. Copy of Certificate of Employment as a teacher (if available).
 4. NRCO Central Office will endorse the profile of the applicant to the following offices:
 - a. DepEd – For SPIMS applicant with teaching experience for the last 5 years and applicant with bachelor's degree who recently passed the LET for not more than five (5) years will be endorsed to DepEd for final screening and evaluation.
 - b. PNU – For SPIMS applicants with teaching experience beyond five (5) years or with no teaching experience at all will be endorsed to PNU to undergo the required Online Refresher Course (ORC).

7.2 Online Refresher Course

1. Applicant who wants to avail of the Online Refresher Course (ORC) must first register under the SPIMS program.
2. NRCO Central Office will endorse to PNU the list of SPIMS applicants who are required to undergo the ORC.
3. PNU will contact and provide the SPIMS applicant with enrolment key.
4. Using the enrolment key, SPIMS applicant shall access the PNU website and choose his/her preferred specialization and start the ORC.
5. After completing the twelve modules of the ORC, PNU will inform the SPIMS applicant about the result of the course. After satisfactorily passing the ORC, PNU will notify the SPIMS applicant for the payment of the **Certificate of Completion and Assessment Fee** amounting to **One Thousand Five Hundred Pesos (Php 1,500.00)**.
6. SPIMS applicant shall submit the copy of the Certificate of Completion to NRCO Central Office personally or via email at spims_updates@gmail.com.

7.3 Regular Refresher Course

- a. SPIMS applicant may prefer to enroll in a regular refresher course, with at least 12 units of subjects in education, in any colleges or universities of his/her choice instead of taking the online course being offered by PNU.
- b. After completing the regular refresher course, SPIMS applicant must submit the scanned copy of his/her Transcript of Records (TOR) and Certificate of Completion (COC) to NRCO Central via email at spims.updates@gmail.com.

7.4 Selection of Qualified Beneficiaries

- a. SPIMS applicant who passed the screening and evaluation process of DepEd will receive a communication (call, email, or a private message through their social media account) from NRCO Central Office to confirm the chosen school assignment based on the options provided by the DepEd.
- b. If the SPIMS applicant accepts the school assignment, DepEd will request the opening of the plantilla item from the Department of Budget and Management (DBM).
- c. DepEd will send an official letter directly to the SPIMS beneficiary (copy furnished NRCO Central Office) instructing him/her to submit documentary requirements to the Division Office while waiting for the approval of the Notice of Organization Staffing and Compensation Action (NOSCA).
- d. The DepEd's official list of SPIMS beneficiaries shall be forwarded by NRCO Central Office to all DOLE Regional Offices. The DOLE Regional Offices through the NRCO Regional Coordinators shall ensure that the SPIMS beneficiaries have started teaching in their respective school assignments before the granting of the teaching kits.

7.5 Refusal in Accepting the Plantilla Position – If by any chance that the SPIMS applicant will refuse to accept the available teaching position, he/she will be prohibited to re-apply through the program and will be requested to undergo the DepEd's regular hiring process the next time he/she signifies his/her intention to teach in public schools in the Philippines.

SECTION 8. PROVISION OF TEACHING KITS PER BENEFICIARY

Funding for provision of teaching kits shall be downloaded to the concerned DOLE Regional Offices based on the number of SPIMS beneficiaries per region. In the event that a SPIMS beneficiary decides to decline the position, the downloaded fund allotted for the beneficiary shall be given to the next qualified applicant.

8.1 Contents of Teaching Kits – The teaching kit per SPIMS beneficiary shall contain instructional materials, a tablet computer / mini laptop, or other school

supplies and / or gadgets that can help the beneficiary with his/her regular duties as public-school teacher.

8.2 Budget per Teaching Kit – The amount allotted per teaching kit shall not be more than **Twenty Thousand Pesos (Php 20,000.00)** per SPIMS beneficiary. DOLE Regional Offices may determine the contents of the kits subject to availability of supplies and equipment per region.

8.3 Administrative Concerns – The NRCO Regional Coordinators shall be in charge with the procurement and distribution of the teaching kits to SPIMS beneficiaries since the fund will be downloaded to DOLE Regional Offices.

NRCO Regional Coordinators shall prepare a proposal duly approved by their respective DOLE Regional Directors for the conduct of a simple ceremony for the distribution of the teaching kits. An amount, not exceeding to, **Three Hundred Fifty Pesos (Php 350.00)** will be allocated per beneficiary during the awarding ceremony.

Moreover, the amount of **One Thousand Pesos (Php1,000.00)** shall also be given to all Regional Coordinators, regardless of the number of beneficiaries, for communication and transportation expenses.

SECTION 9. PROGRAM MONITORING AND EVALUATION

NRCO Regional Coordinators shall furnish a copy of disbursement and other documentary requirements relative to the awarding of teaching kits to the NRCO's Workers' Reintegration Technical Support Division (WRTSD). Furthermore, the WRTSD shall maintain a database of the beneficiaries/recipient of the teaching kits for monitoring and data banking.

SECTION 10. PROMOTION AND INFORMATION DISSEMINATION

NRCO shall allocate a yearly budget to ensure the promotion and printing of materials related to the conduct of the SPIMS program.

SECTION 11. SEPARABILITY CLAUSE

If any provision of this Order is held invalid or unconstitutional, any other provision not affected shall continue to be valid and effective.

SECTION 12. REPEALING CLAUSE

All rules and regulations, agreements, and procedures inconsistent herewith are hereby repealed or modified accordingly.

SECTION 13. EFFECTIVITY

This Order shall take effect immediately until superseded.

 02 APR 2013



SILVESTRE H. BELLO III
Secretary

Dept of Labor & Employment
Office of the Secretary

