



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

April 14, 2025

OFFICE MEMORANDUM
AD-2025- **196**

**WEARING OF PRESCRIBED DEPED UNIFORM
AND OFFICE IDENTIFICATION CARD**

To: DepEd Regional Office VIII Regular Employees
Contract of Service Employees
All Others Concerned

1. In compliance with DepED Memorandum No. 028, s. 2025 dated 24 March 2025 "Guidelines on the New Department of Education National Uniform for Classroom and Office-Based Personnel, all Regional Office VIII Regular Employees are mandated to wear the prescribed Office-based Uniform starting **June 1, 2026**.

2. The prescribed new sets of uniform are as follows:

Day	Set of Uniform
Monday	Designs D for Male and Female (ASEAN - and Filipiniana - Inspired)
Tuesday	Designs E for Male and Female
Wednesday	Designs F for Male and Female
Thursday	Designs E for Male and Female
Friday	Appropriate office attire

3. The Contract of Service employees may adopt the new prescribed set of uniform but not required. They shall instead wear the appropriate office attire.

4. While mandatory wearing of the prescribed Office-based Uniform is still in June 2026, employees who have already the available set of uniforms are not precluded from wearing it earlier than the effectivity date.

5. In the implementation of this dress code, certain exemptions may be allowed, on the following grounds:

- When the nature of work of the DepEd personnel demands that he/she wear clothing other than those prescribed such as but not limited to medical and health personnel, laboratory personnel, technicians and engineers, and those who are performing fieldwork;
- When religious affiliation or creed or any legitimate practice by the DepEd personnel in relation thereto requires him/her to wear particular clothing;

- c. Physical disabilities and other legitimate health reasons of the DepEd personnel;
 - d. Pregnant female personnel during her period of pregnancy;
 - e. DepEd personnel who are mourning due to the death of any member of their family;
 - f. Emergency cases or during rehabilitation efforts after a severe calamity/disaster or inclement weather; and
 - g. Other circumstances analogous to the foregoing.
6. The following attire shall be prohibited for all government employees working official functions inside the workplace:
- a. Gauzy, transparent or net-like shirt or blouse;
 - b. Sando, strapless or spaghetti-strap blouse (unless worn as an undershirt), tank-tops, blouse with over-plunging necklines;
 - c. Micro-mini skirt, walking shorts, cycling shorts, leggings pants;
 - d. Rubber sandals, rubber slippers, "bakya".
7. All DepEd personnel are required to wear their prescribed identification (ID) cards at all times while on official duty or when representing the Department in official functions or activities outside the school and offices as prescribed under RA 11032 otherwise known as the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.
8. Any violation of the provisions of this Dress Code shall be considered as ground for disciplinary action, for violation of Reasonable Office Rules and Regulations, under Section 22, Rule XIV, Revised Omnibus Rules Implementing Book V of the Administrative Code of 1987 (Executive Order No. 292).
9. The Chiefs of Divisions are directed to strictly monitor compliance of this Memorandum of all the staff members.
10. For strict compliance.




EVELYN R. FETALVERO, CESO III
Regional Director

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