



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

July 10, 2025

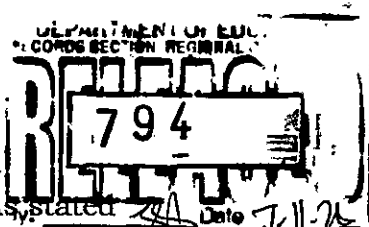
REGIONAL MEMORANDUM

No. **794** s. 2025

**REITERATION OF THE ZERO TOLERANCE POLICY ON CORRUPTION
IN PERSONNEL ACTIONS WITHIN THE DEPARTMENT**

To: Schools Division Superintendents
Regional Office Personnel
All Others Concerned

1. Attached is Memorandum DM-OUHROD-2025-1779 with the subject: Reiteration of the Zero Tolerance Policy on Corruption in Personnel Actions within the Department.
2. The Schools Division Superintendents and Human Resource Merit Promotion and Selection Board shall ensure strict adherence with the existing recruitment, selection, and appointment policies.
3. Immediate dissemination of and strict Memorandum is desired.



[Signature]
EVELYN R. FETALVERO, CESO III
Regional Director

Enclosure: As stated
Reference: As stated

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

CORRUPTION

POLICY

ZERO TOLERANCE

AD-PS-EDR



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

DEPARTMENT OF EDUCATION
RECEIVED
RECORDS SECTION REGIONAL OFFICE NO. VIII
DATE: 7-8-25
TRACKING #: 6499 TIME: 8:50
SIGNATURE: [Signature]

MEMORANDUM
DM-OUHROD-2025-1779

TO : Regional Directors
Schools Division Superintendents
All Others Concerned

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

SUBJECT : **REITERATION OF THE ZERO TOLERANCE POLICY ON CORRUPTION
IN PERSONNEL ACTIONS WITHIN THE DEPARTMENT**

DATE : 04 July 2025

This issuance reiterates the Department's **Zero Tolerance Policy** against corruption, especially "pay-for-position" schemes in appointments, promotions, and designations within its entire organization.

All Regional Directors (RDs) and Schools Division Superintendents (SDS) must ensure **strict compliance with existing recruitment, selection, and appointment policies**. All personnel actions must follow transparent, merit-based processes using Comparative Assessment Results. To implement this directive, the concerned field officials and personnel are advised to adhere to the following instructions, for proper monitoring of the RDs:

1. Post the DepEd Advisory dated 26 June 2025 on official bulletin boards, websites, and social media accounts;
2. Include the advisory in applicant orientations and ranking procedures; and
3. Establish ways of securing information from applicants that they have read and understood the advisory.

Any individual involved in corrupt practices will face administrative, civil, and criminal penalties under Republic Act (R.A) No. 3019 "Anti-Graft and Corrupt Practices Act," R.A. No. 6713 "Code of Conduct and Ethical Standards for Public Officials and Employees," and other relevant laws.

Incidents of "item buying" must be reported to the Office of the Secretary (osec@deped.gov.ph), Office of the Undersecretary for Human Resource and Organizational Development (usec.hrod@deped.gov.ph), Office of the Undersecretary for Legal and Legislative Affairs (oula@deped.gov.ph), or law enforcement agencies such as the National Bureau of Investigation or the Philippine National Police. Whistleblowers are assured of confidentiality and protection of their identities.

Strict compliance is required.

Copy furnished:
OFFICE OF THE SECRETARY



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

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Effectivity	03.23.23	Page	1 of 1

