



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

March 11, 2026

REGIONAL MEMORANDUM

No. **312** s. 2026

**PAYMENT OF THE SPECIAL HARDSHIP ALLOWANCE (SHA)
FOR THE FISCAL YEAR (FY) 2026**

To: Schools Division Superintendents
School Heads of Implementing Unit Secondary Schools
All Others Concerned

1. Attached is Memorandum DM-OUHROD-2026-0457 dated February 19, 2026, issued by the Office of the Undersecretary for Human Resource and Organizational Development and Infrastructure, DepEd Central Office, titled "Advisory on the Payment of the Special Hardship Allowance (SHA) for the Fiscal Year (FY) 2026."
2. Immediate dissemination of and strict compliance with this Memorandum are desired.

RONELO AL K. FIRMO, CESO IV
Assistant Regional Director
Officer-in-Charge
Office of the Regional Director

Enclosures: As stated

References: As stated

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

SHA FY 2026

FD-BS-GJNC





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[DM-OUHROD-2026-0457] ADVISORY ON THE PAYMENT OF THE SPECIAL HARDSHIP ALLOWANCE (SHA) FOR THE FISCAL YEAR (FY) 2026

1 message

Office of the Undersecretary for Human Resource and Organizational Development (OUHROD) <use: region1@deped.gov.ph>

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Dear REGIONAL DIRECTORS, SCHOOLS DIVISION SUPERINTENDENTS and ALL OTHERS CONCERNED,

For the guidance of all Regional Offices (ROs) and Schools Division Offices (SDOs), all are directed to facilitate the processing and release of the Fiscal Year (FY) 2026 Special Hardship Allowance (SHA) to all eligible personnel at the end of the Second (2nd) Quarter of the fiscal year.

For any concerns or clarifications, you may coordinate with the Bureau of Human Resource and Organizational Development – School Effectiveness Division (BHROD-SED) through email at bhrod.sed@deped.gov.ph.

For your information, guidance and strict compliance.



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[DM-OUHROD-2026-0457] ADVISORY ON THE PAYMENT OF THE SPECIAL HARDSHIP ALLOWANCE (SHA) FOR THE FISCAL YEAR (FY) 2026.pdf
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Department of Education
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2026- 0457

TO : REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED

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

SUBJECT : ADVISORY ON THE PAYMENT OF THE SPECIAL HARDSHIP
ALLOWANCE (SHA) FOR THE FISCAL YEAR (FY) 2026

DATE : 19 February 2026

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For your information, guidance and strict compliance.

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Office of the Secretary



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