

Republic of the Philippines

Department of Education

Region VI – Western Visayas SCHOOLS DIVISION OF CAPIZ

Banica, Roxas City

April 1, 2024

DIVISION MEMORANDUM

No. 189 s. 2024

REITERATION ON EXISTING RULES AND POLICIES ON HUMAN RESOURCE MOVEMENT AND APPOINTMENTS IN THE DEPARTMENT OF EDUCATION

To: OIC, Office of the Assistant Schools Division Superintendent Chief Education Program Supervisors, SGOD & CID Public Schools District Supervisors Heads of Public Elementary, Secondary and Integrated Schools All Others Concerned

- 1. Attached is Regional Memorandum No. 267, s. 2024 titled Reiteration on Existing Rules and Policies on Human Resource Movement and Appointments in the Department of Education.
- 2. Immediate dissemination of this Memorandum is desired.

MIGUEL MAC D. APOSIN EdD, CESO V

Schools Division Superintendent

Enclosure: As stated Reference: As stated

To be indicated in the <u>Perpetual Index</u>
Under the following subjects

APPOINTMENT REGULATIONS

HIRING

LAWS

POLICY

PROHIBITION

RULES AND







Address: Banica, Roxas City, 5800 Contact Number: (036) 651-8454 Email Address: capiz@deped.gov.ph Website: http://depedcapiz.ph



Republic of the Philippines

Department of Education REGION VI-WESTERN VISAYAS

MAR 2 7 2024

REGIONAL MEMORANDUM

No. ______, s. 2024

REITERATION ON EXISTING RULES AND POLICIES ON HUMAN RESOURCE MOVEMENTS AND APPOINTMENTS IN THE DEPARTMENT OF EDUCATION

To: Assistant Regional Director

Schools Division Superintendents

All Others Concerned

- Attached is Memorandum DM-OUHROD-2024-0440 dated March 13, 2024, from Wilfredo E. Cabral, Regional Director, Officer-in-Charge, Office of the Undersecretary for Human Resource and Organizational Development titled "Reiteration on Existing Rules and Policies on Human Resource Movements and Appointments in the Department of Education."
- Immediate dissemination of this Memorandum is desired. 2.

RAMIR B. UYTICO EdD, CESO III

Regional Director

Encl.: As stated Reference: As stated

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

APPOINTMENT

HIRING

LAWS

POLICY

PROHIBITION

RULES AND REGULATIONS

ADG/DepEd RO6-ADM-PS-RM3-020 March 25, 2024







Website: region6.deped.gov.ph



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM DM-OUHROD-2024-0440

TO

: Undersecretaries

Assistant Secretaries Regional Directors

Schools Division Superintendents Human Resource Management Officers

All Others Concerned

FROM

WILFREDO'E, CABRAL

Regional Director

Officer-In-Charge, Office of the Undersecretary Human Resource and Organizational Development

SUBJECT

: REITERATION ON EXISTING RULES AND POLICIES ON HUMAN

RESOURCE MOVEMENTS AND APPOINTMENTS IN THE

DEPARTMENT OF EDUCATION

DATE

: 13 March 2024

The Department of Education (DepEd) has received numerous complaints concerning illegal and unethical practices in the human resource (HR) processes on recruitment and movements, which include the direct or indirect receiving of monetary fees or other valuable things in exchange for securing a permanent position (teaching or non-teaching item), and approval of transfer requests of teachers in the Department.

In this connection, the Department would like to apprise all concerned individuals that such acts are illegal and considered a violation of Section 2 (2), Article IX (B) of the 1987 Constitution of the Republic of the Philippines, which provides that "appointments in the Civil Service shall be made only according to merit and fitness," which the Department is in strict adherence with, as evident in the existing rules and regulations under DepEd Order No. 007, series of 2023, and DepEd Order No. 19, series of 2022.

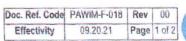
Furthermore, anchored on DO No. 22, s. 2013 (Revised Guidelines on the Transfer of Teachers From One Station to Another), the HROD strand released a Memorandum (DM-OUHROD-2023-1763) dated 15 November 2023, simplifying the processes of approval of the transfer of teachers from one school to another.

0300024-1871











As such, please be reminded that all HR services and requests do not require payment of fees.

All concerned individuals are highly encouraged to immediately report any similar incidents and/or violations of said policies to the Bureau of Human Resource and Organizational Development through the email addresses: usec.hrod@deped.gov.ph. and bhrod.od@deped.gov.ph.

For information and strict compliance.









