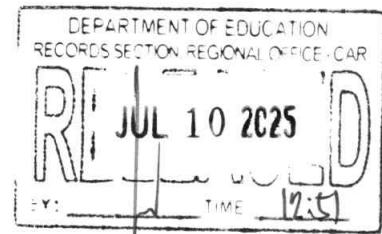




Republic of the Philippines
Department of Education
CORDILLERA ADMINISTRATIVE REGION



07 July 2025

REGIONAL MEMORANDUM
No. 493.2025

DISSEMINATION OF DM-OUHROD-2025-1779 "REITERATION OF THE ZERO TOLERANCE POLICY ON CORRUPTION IN PERSONNEL ACTIONS WITHIN THE DEPARTMENT"

To: Assistant Regional Director
Schools Division Superintendents
All Divisions
All Others Concerned

1. Enclosed is **DM-OUHROD-2025-1779**, titled "*Reiteration of the Zero Tolerance Policy on Corruption in Personnel Actions within the Department.*"
2. This issuance underscores the Department's firm stance against any form of corruption, especially in matters concerning appointment, promotion, and designations.
3. All concerned are directed to strictly observe and comply with the existing policies to uphold integrity, transparency, and accountability in all personnel actions.
4. For information, guidance and compliance.


ESTELA P. LEON-CARIÑO EdD, CESO III
Director IV/ Regional Director

ASD/PS/msc
DM-OUHROD-2025-1779



Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
 HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

DEPARTMENT OF EDUCATION RECEIVED RECORDS SECTION, REGIONAL OFFICE - CAR	
JUL 07 2025	
BY: /	TIME:

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



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Effectivity	03.23.23	Page	1 of 1

