



Republic of the Philippines
Department of Education
REGION III

SCHOOLS DIVISION OFFICE OF ANGELES CITY



7 Jul 2025

DIVISION MEMORANDUM

No. 207, s. 2025

**DISSEMINATION OF DEPED POLICY REITERATING THE ZERO TOLERANCE
POLICY ON CORRUPTION IN PERSONNEL ACTIONS**

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Public Elementary and Secondary School Heads
All Others Concerned

1. This Office reiterates the contents of the attached Memorandum DM-OUHROD-2025-1779 titled, "Reiteration of the Zero Tolerance Policy on Corruption in Personnel Actions Within the Department" from the Office of the Undersecretary for Human Resource and Organizational Development.
2. The Advisory emphasizes the Department's Zero Tolerance Policy against corruption, particularly addressing "pay-for-position" schemes in appointments, promotions, and designations within the Department.
3. In line with this, the Office reaffirms its strict adherence to existing recruitment, selection, and appointment policies. All personnel actions must be conducted through transparent, merit-based processes using the Comparative Assessment Results (CAR) and/or the Registry of Qualified Applicants.
4. Moreover, any individual found to be involved in corrupt practices will be held accountable and may 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 applicable laws.
5. Immediate and wide dissemination of and strict compliance with this Memorandum are earnestly desired.

ENGR. EDGARD C. DOMINGO PhD CESO V
Schools Division Superintendent

Encl.:

Reference: As stated

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

ZERO TOLERANCE POLICY CORRUPTION IN PERSONNEL ACTIONS

MCS/AOV/July 7, 2025



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Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

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.

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OFFICE OF THE SECRETARY