



Republic of the Philippines
Department of Education
REGION IV-A CALABARZON
SCHOOLS DIVISION OF LUCENA CITY



14 Jul 2025

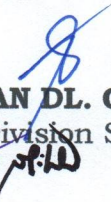
DIVISION MEMORANDUM

No. 261, s. 2025

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

TO: Asst. Schools Division Superintendent
Chief Education Supervisors – SGOD & CID
Public Schools District Supervisors
Education Program Supervisors
Unit Heads
Public Elementary and Secondary School Heads
All Others Concerned

1. This is to reiterate the DepEd Central Memorandum DM-OUHROD-2025-1779 titled **Reiteration of the Zero Tolerance Policy on Corruption in Personnel Actions within the Department** dated July 4, 2025.
2. Immediate attention is called in the second and third paragraphs of the said memorandum for information and guidance.
3. All concerned are reminded to ensure compliance with existing recruitment, selection and appointment policies.
4. For immediate dissemination of and strict compliance with this Memorandum is directed.


SUSAN D.L. ORIBIANA
Schools Division Superintendent

Encl: As stated

Reference:

Regional Memorandum No. 521, s. 2025 - Reiteration of the Zero Tolerance Policy on Corruption in Personnel Actions within the Department

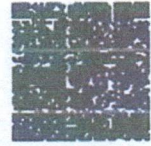
DepEd Central Memorandum DM-OUHROD-2025-1779 – Reiteration of the Zero Tolerance Policy on Corruption in Personnel Actions within the Department

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



Republic of the Philippines
Department of Education
REGION IV-A CALABARZON



Personnel RM-2025-521


10 July 2025

Regional Memorandum
No. 521, s. 2025

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

To Schools Division Superintendents
All Others Concerned

1. Enclosed is a copy of the Memorandum DM-OUHROD-2025-1779 dated July 4, 2025 signed by **USec. WILFREDO E. CABRAL**, Undersecretary, Human Resource and Organizational Development, DepEd Central Office, titled **"REITERATION OF THE ZERO TOLERANCE POLICY IN CORRUPTION IN PERSONNEL ACTIONS WITHIN THE DEPARTMENT,"** which is self-explanatory.
2. Attention is invited to the second and third paragraphs of the said memorandum for information and guidance.
3. Incidents of "item buying" or giving money in exchange for assurance or promise for an appointment, if there be any, must be reported to the Offices indicated in the abovementioned memorandum. Whistleblowers are assured of confidentiality and protection of their identities.
4. Immediate dissemination of and strict compliance with this Memorandum is directed.


ATTY. ALBERTO T. ESCOBARTE, CESO II
Regional Director

Incl.: As stated

08C/ROA/P1



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Republika ng Pilipinas

Department of Education

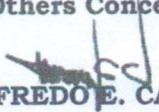
OFFICE OF THE UNDERSECRETARY

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.

Copy furnished:
OFFICE OF THE SECRETARY