

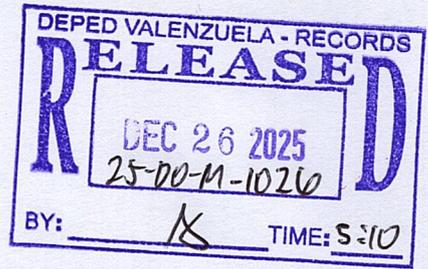
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Republic of the Philippines  
Department of Education  
NATIONAL CAPITAL REGION



**SCHOOLS DIVISION OFFICE – CITY OF VALENZUELA**

Office of the Schools Division  
Superintendent

**DIVISION MEMORANDUM**

No. 1005, s. 2025

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

To: OIC, Assistant Schools Division Superintendent  
Chief Education Supervisors – CID and SGOD  
Education Program Supervisors and Public Schools District Supervisors  
Division Unit Heads & Specialists  
Public & Private Secondary School Heads  
All Others Concerned

1. Enclosed is a copy of DepEd Memorandum DM-OUHROD-2025-1779 dated 04 July 2025 from Mr. Wilfredo E. Cabral, CESO III, Undersecretary, Human Resource and Organizational Development, Department of Education regarding the above captioned subject, the content of which is self-explanatory, for appropriate action and strict compliance of all concerned.
2. Particular attention is invited to paragraph nos. 2 to 4, for reference and guidance.
3. Immediate dissemination of this Memorandum is earnestly desired.

**NOEL D. BAGANO**  
Schools Division Superintendent

Encl.: As stated  
References: As stated  
To be indicated in the Perpetual Index  
under the following subjects:

**PERSONNEL**

**PROMOTIONS**

**TEACHERS**

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

\_\_\_\_\_ / 15 December, 2025



Address: Pio Valenzuela St., Marulas, Valenzuela City  
Telephone Nos.: (02) 8293-4507, 8277-4648, 8291-0873, 8277-3439  
Email Address: [sdvalenzuela@deped.gov.ph](mailto:sdvalenzuela@deped.gov.ph)  
Official Website: <https://www.sdvalenzuelacity.deped.gov.ph>





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 the Department.

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:

1. Post the DepEd Advisory dated 26 June 2025 on official bulletin boards, websites, and social media.
2. Include the advisory in applicant orientations and ranking procedures.
3. Establish ways of securing information from applicants that they have read and understood the advisory.

Further, all RDs must monitor compliance. 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](mailto:osec@deped.gov.ph)), Office of the Undersecretary for Human Resource and Organizational Development ([usec.hrod@deped.gov.ph](mailto:usec.hrod@deped.gov.ph)), Office of the Undersecretary for Legal and Legislative Affairs ([oulag@deped.gov.ph](mailto:oulag@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**



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600  
Telephone Nos.: (+632) 86337206, (+632) 86318494, (+632) 86366549  
Email Address: [usec.hrod@deped.gov.ph](mailto:usec.hrod@deped.gov.ph) | Website: [www.deped.gov.ph](http://www.deped.gov.ph)

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