



Republika ng Pilipinas

Department of Education
OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT



MEMORANDUM
DM-OUHROD-2025-0052

January 8, 2025

FOR : UNDERSECRETARIES
ASSISTANT UNDERSECRETARIES
BUREAU AND SERVICE DIVISION
REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
SCHOOL HEADS
ALL OTHERS CONCERNED

To: Schools Division Superintendents
School Heads
All Others Concerned
This Region

For information, guidance and compliance.

[Signature]
BENJAMIN D. PARAGAS PhD, CESO III
Director IV/Regional Director

FROM : WILFREDO E. CABRAL
[Signature]
Undersecretary for Human Resource and
Organizational Development

SUBJECT : ADVISORY ON CIVIL SERVICE COMMISSION (CSC)
MEMORANDUM CIRCULAR (MC) NO.16, S. 2024 ENTITLED
REVISED DRESS CODE FOR GOVERNMENT OFFICIALS AND
EMPLOYEES

DATE : January 7, 2025



In reference to the CSC MC No. 16, s. 2024 dated November 29, 2024, entitled "Revised Dress Code for Government Officials and Employees", the Department of Education (DepEd) reminds all offices of the following:

1. DepEd is given a period of six (6) months to formulate and issue its internal guidelines in alignment with the revised dress code stipulated in the CSC MC No. 16, s. 2024. The DepEd Uniform Committee (DUC) shall formulate and recommend to DepEd Executive Committee the internal guidelines upon consultation with its officials, as well as teaching and non-teaching personnel.
2. The new dress code policy will take effect only upon the issuance of DepEd's internal guidelines.
3. All field offices are advised to continue adhering to DM-OUHROD-2022-0042 entitled "Wearing of the Prescribed DepEd Uniform and Office Attire" dated September 12, 2022, as the existing dress code until the new internal guidelines are released and implemented.

All field offices are hereby requested to disseminate this advisory to all concerned personnel to ensure awareness and preparation for the transition to the revised dress code. For inquiries, please contact the BHROD-EWD through the telephone number (02-86337229) or email at bhrod.ewd@deped.gov.ph

Immediate dissemination of this Memorandum is desired.

Copy Furnished:
OFFICE OF THE SECRETARY





Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT,
NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES,
TEACHER EDUCATION COUNCIL SECRETARIAT, AND
DEPED EMPLOYEES' ASSOCIATIONS COORDINATING OFFICE

MEMORANDUM

DM-OUHROD-2022-0642

TO: Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

FROM:


GLORIA JUMAMIL-MERCADO

*Undersecretary for Human Resource and Organizational Development,
National Educators' Academy of the Philippines,
Teacher Education Council Secretariat, and
DepEd Employees Associations Coordinating Office*

SUBJECT: **WEARING OF THE PRESCRIBED DEPED UNIFORM AND OFFICE ATTIRE**

DATE: 12 September 2022

The Department of Education (DepEd) previously issued DepEd Memorandum No. 016, s. 2021 dated March 31, 2021, entitled "**GUIDELINES ON THE NEW DEPED NATIONAL UNIFORM FOR TEACHING AND NON-TEACHING PERSONNEL**".

In view of this, DepEd would like to reiterate the following specific clauses of the said DepEd memorandum for the adoption of the **four (4) new sets of DepEd national uniform designs for teaching personnel and two (2) new national uniform designs for non-teaching personnel**.

1. In consideration of the current situation brought about by the Covid-19 pandemic and continuing implementation of the blended learning delivery in the Department, SY 2021-2022 was considered a "transition period" to allow ample time for employees to prepare and purchase the new sets of prescribed uniforms. To facilitate the transition period, employees have been allowed to wear their old uniforms. **But starting SY 2022-2023 (Official Opening of Classes is on August 22, 2022), all teaching and non-teaching personnel shall wear the prescribed new sets of uniforms (clause 2).**

2. Only the approved national uniforms shall be used by both teaching and non-teaching personnel. **Regional and school division uniforms will not be allowed for consistency and uniformity across all offices (clause 3).**
3. The following personnel are exempted from wearing the prescribed uniforms:
 - a. Officials who occupy third-level positions in the Career Executive Service (CES);
 - b. Medical and Dental staff who shall wear their professions' uniforms;
 - c. Janitors, utility and maintenance personnel who shall wear appropriate working attire;
 - d. Legal officers, i.e. lawyers/attorneys, whose nature of work requires a different dress code;
 - e. Teaching and non-teaching personnel with physical disabilities and other legitimate health reasons;
 - f. Pregnant employees who shall wear maternity dresses during their period of pregnancy; and
 - g. Teaching and non-teaching personnel who are in mourning may wear the appropriate mourning clothes.
4. Pursuant to item 12.d of DepEd Memorandum No. 16, s. 2021, appropriate office clothes may be worn on *uniform-free Fridays*. This is consistent with CSC Memorandum Circular (MC) No. 19, s. 2000 (Revised Dress Code Prescribed for All Government Officials and Employees in the Workplace), which states that during Fridays or on those days when there is no prescribed office uniform for the day, employees shall wear appropriate office business attire. Wearing of denim/"maong" pants may be considered appropriate attire when paired with a collared polo/shirt (for male employees) and any appropriate blouse or shirt (for female employees).
5. Contract of Service personnel, especially those who perform desk jobs, are encouraged to wear the prescribed uniform. However, they may opt to wear business attire or smart casual attire from *Mondays to Fridays*, in the absence of the prescribed uniform. The following may be worn:
 - Dresses
 - Dress pants / slacks
 - Knee length skirts
 - Blouses
 - Polos
 - Collared shirts
6. Per CSC MC No. 19, s. 2000, the following attire shall be prohibited for all government employees when performing official functions inside the workplace:
 - Gauzy, transparent, or net-like shirt or blouse;
 - Sando, strapless or spaghetti-strap blouse (unless worn as an undershirt), tank-tops, blouse with over-plunging necklines;
 - Micro-mini skirt, walking shorts, cycling shorts, leggings, tights, jogging pants;

- Rubber sandals, rubber slippers, “bakya”.
7. Additionally, pursuant to CSC MC No. 19, s. 2000, any violation of the provisions of this dress code shall be considered as a ground for disciplinary action for violation of Reasonable Office Rules and Regulations, under Section 22 (c), light offenses, Rule XIV, Revised Omnibus Rules Implementing Book V of the Administrative Code of 1987 (Executive Order No. 292).
 8. Furthermore, wearing of DepEd ID shall be required when entering DepEd Office/School premises. Thus, wearing of the prescribed office attire and DepEd ID shall be considered wearing of the complete uniform.
 9. Lastly, the BHROD-Personnel Division shall hold oversight in the monitoring of the wearing of the prescribed office attire and wearing of DepEd ID in the DepEd Central Office. For the Regional Offices and Schools Division Offices, the Personnel Units under Admin shall take charge, while for the Schools, the School Heads shall monitor the compliance. The division chiefs and/or heads of offices are also expected to closely monitor the compliance of their respective employees on a daily basis.
 10. For inquiries, please contact the BHROD-EWD through the telephone number (02-86337229) or email at bhrod.ewd@deped.gov.ph
 11. Immediate dissemination of this Memorandum is desired.

[BHROD-EWD/ E.Losito]



Republic of the Philippines
Department of Education
 BUREAU OF EDUCATION ASSESSMENT

010825088

Office of the Director

Advisory No. 001, s. 2025

06 January 2025

ADVISORY

**Virtual Orientation on the Administration
 of the 2024 Accreditation and Equivalency (A&E) Test**

- In reference to DepEd Memorandum No. 63, s. 2024, titled "2024 Accreditation and Equivalency (A&E) Test Registration and Administration Guidelines", the Education Assessment Division (EAD) of this Bureau invites all Regional Testing Coordinators (RTCs), Division Testing Coordinators (DTCs), and Alternative Learning System (ALS) Focal Persons to attend the Virtual Orientation on the assigned schedule for each island, as shown below:

Island Grouping	Date Day	Time
Luzon	January 9, 2025 (Thursday)	1:00 pm – 3:00 pm
Visayas		3:00 pm – 5:00 pm
Mindanao	January 10, 2025 (Friday)	10:00 am – 12:00 pm

- The guidelines on the test administration, including the roles and responsibilities of the field-testing personnel, and the details for the downloading of Program Support Funds (PSF) will be discussed during the virtual orientation.
- All participants are expected to attend the virtual orientation using the information provided below:

MS Teams meeting link: <https://bit.ly/VirtualOrientationAETest>
Meeting ID: 444 188 120 725
Passcode: DH3jx2Yy

- The meeting link and orientation materials can only be accessed using the DepEd Microsoft account through this link:

<https://tinyurl.com/AETestOrientationMaterials>

- For more information, contact BEA-EAD at telefax number (02) 8631-2589 or email bea.ead@deped.gov.ph

- Immediate dissemination of this Advisory is desired.

Kevin Carl P. Santos 1/7/25

KEVIN CARL P. SANTOS, PhD



January 8, 2025

To: Schools Division Superintendents

For information, dissemination and appropriate action.

Benjamin D. Paragas
BENJAMIN D. PARAGAS, PhD, CESO III
 Director IV / Regional Director



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