



Republic of the Philippines
Department of Education
Region VIII
SCHOOLS DIVISION OF CALBAYOG CITY

July 4, 2025


DIVISION MEMORANDUM
No. 306, s. 2025

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

TO : Assistant Schools Division Superintendent
Chief Education Supervisors (SGOD & CID)
Education Program Supervisors
Public Schools District Supervisors
Public Elementary & Secondary School Heads
Teaching and Non-Teaching Personnel
Division Office Personnel
All Others Concerned

1. This issuance reiterates the DepEd Memorandum DM-OUHROD-2025-1779 Department's Zero Tolerance Policy against corruption, especially "pay-for-position" schemes in appointments, promotions, and designations within the Department.
2. All SDO Calbayog officials and personnel 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, School Heads, field officials, and personnel are advised to adhere to the following instructions:
 - a. Post the DepEd Advisory dated 26 June 2025 on official bulletin boards, websites, and social media.
 - b. Include the advisory in applicant orientations and ranking procedures.
 - c. Establish ways of securing information from applicants that they have read and understood the advisory.
3. Further, all DO officials and School Heads must monitor compliance. Any individual involved in corrupt practices will face administrative, civil, and criminal penalties under Republic Act (RA) 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.
4. Incidents of "item buying" must be reported to the Office of the Secretary (@secidened.gov.ph), Office of the Undersecretary for Human Resource and Organizational Development (usec.hrodadeped.gov.ph), Office of the Undersecretary for Legal and Legislative Affairs (oula@depd.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.
5. Strict compliance is required.




MARGARITO A. CADATONA, JR. PhD, CESO VI
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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 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 (sec@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 (usec.lld@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

ADVISORY

DepEd REITERATES ZERO TOLERANCE POLICY ON "PAY-FOR-POSITION" SCHEMES

26 June 2025 - The Department of Education (DepEd) condemns in the strongest terms all forms of corruption involving appointments, promotions, and designations within the agency.

All personnel movements in DepEd must be strictly based on merit, fitness, and competence, in accordance with civil service laws, rules, and established procedures.

Any act of soliciting, offering, or receiving money, favors, or undue advantage in exchange for an appointment, promotion, or reassignment is a grave offense. These actions are punishable under the law, including Republic Act No. 3019 (Anti-Graft and Corrupt Practices Act), and will result in administrative, civil, and criminal sanctions.

Individuals who have been victimized or approached with such demands are strongly encouraged to report the incident directly to the Office of the Secretary or the Central Office, or to law enforcement authorities such as the National Bureau of Investigation (NBI) or the Philippine National Police (PNP).

The Department guarantees that all complaints will be treated with strict confidentiality, and appropriate safeguards will be in place to protect the identities and well-being of whistleblowers.

DepEd remains fully committed to upholding integrity, professionalism, and fairness in all its processes. Positions in the Department are earned—not bought. We will not allow corruption to undermine the future of Philippine education.

If you have witnessed or experienced such acts, report immediately through:

NBI: 8523 8231 to 38

PNP: 911

DepEd Office of the Secretary: 8687 2922