



Republika ng Pilipinas


# Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM  
DM-HROD-2021-0386

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

FROM:   
**WILFREDO E. CABRAL**  
*Regional Director, DepEd NCR and*  
*Officer-In-Charge, Office of the Undersecretary*  
*Human Resource and Organizational Development*

SUBJECT: ***Nationwide Survey on the Rewards and Recognition (R&R) System of the Department of Education***

DATE: 02 November 2021

The Department of Education (DepEd) is committed to continuously improve its Human Resource (HR) systems in order to ensure the effective implementation of its HRM competencies, systems and practices towards HR excellence. Relatively, the Bureau of Human Resource and Organizational Development (BHROD) is currently undertaking preparations for the PRIME-HRM initial assessment to be conducted by the CSC - National Capital Region (NCR). In December 2020, the DepEd Central Office (CO) was conferred with a Level II recognition for the RSPI and L&D Systems by CSC-NCR. On the other hand, the assessment and curing of deficiencies for the systems on Performance Management (PM) and Rewards and Recognition (R&R) are still ongoing.

In view of the foregoing, the Department is currently reviewing the existing R&R system with the goal to enhance the same which will allow DepEd to achieve the requirement for the CSC PRIME-HRM Level II accreditation. The BHROD through the Employee Welfare Division (BHROD-EWD) conducted a series of online Focal Group Discussions (FGDs) with various identified stakeholders last October 26, 27, and 28, 2021 to review the current DepEd R&R system and practices as stipulated under DO No. 9, s. 2002 entitled, "Establishment of Program on Awards and Incentives for Service Excellence (PRAISE) with the following objectives:

1. To identify policy and implementation gaps that need to be addressed through an Enhanced PRAISE policy;
2. To gather data on current R&R policies and practices (frequency, impact, and relevance to current situations/trends), and
3. To gather recommendations/suggestions to improve the R&R system in DepEd.

In order to gather more data relative to the abovementioned objectives, may we request all teaching and non-teaching personnel, regardless of employment status, to accomplish the online survey form accessible through the link <https://bit.ly/SURVEYONRR2021> and submit your response not later than November 19, 2021. Rest assured that all information in the survey form shall be used for the said purpose only and shall adhere to the provisions of the Data Privacy Act.

For more information and inquiries, kindly e-mail Mr. Rommel H. Espinas or Mr. Maher Taug Usman of the Employee Welfare Division at [rommel.espinas@deped.gov.ph](mailto:rommel.espinas@deped.gov.ph) and [maher.usman@deped.gov.ph](mailto:maher.usman@deped.gov.ph) respectively.