

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



Personnel-RM-2024-175


08 March 2024

Regional Memorandum
No. 175, s. 2024

**ADVISORY ON THE PROVISION OF THE SPECIAL HARDSHIP
ALLOWANCE (SHA) FOR FISCAL YEAR (FY) 2024**

To Schools Division Superintendents
All Others Concerned

1. Enclosed is a copy of Memorandum DM-OUHROD-2024-0163 dated February 5, 2024 signed by **ATTY. MICHAEL WESLEY T. POA**, *Undersecretary and Chief of Staff, Officer-in-Charge, Office of the Undersecretary for Finance*, and **DIR. WILFREDO E. CABRAL**, *Regional Director, Officer-in-Charge, Office of the Undersecretary for Human Resource and Organizational Development*, titled "ADVISORY ON THE PROVISION OF THE SPECIAL HARDSHIP ALLOWANCE (SHA) FOR FISCAL YEAR (FY) 2024," which is self-explanatory.
3. Relative to this, the Schools Division Offices (SDOs) are directed to wait for the new guidelines in the provision of SHA for FY 2024. A separate memorandum for the processing of SHA shall be issued immediately upon the issuance of a new DepEd Order.
4. For information and guidance.


ATTY. ALBERTO T. ESCOBARTE, CESO II
Regional Director

Incl.: As stated


08C/ROA/P1



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Certificate No. PHP QMS
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[DM-OUHROD-2024-0163] ADVISORY ON THE PROVISION OF THE SPECIAL
HARDSHIP ALLOWANCE (SHA) FOR FISCAL YEAR (FY) 2024



ORD-UM01-2024-144

Office of the Undersecretary for Human Resource and Organizational Development
(OUHROD) <usec.hrod@depd.gov.ph>

Fri 3/1/2024 4:18 PM

To: DEPED I ILOCOS REGION <region1@depd.gov.ph>; DEPED II CAGAYAN VALLEY <region2@depd.gov.ph>; DEPED III CENTRAL LUZON <region3@depd.gov.ph>; DEPED REGION IV-A CALABARZON <region4a@depd.gov.ph>; MIMAROPA REGION <mimaropa.region@depd.gov.ph>; DEPED V BICOL REGION <region5@depd.gov.ph>; DepEd VI Western Visayas <region6@depd.gov.ph>; DepEd Region VII Central Visayas <region7@depd.gov.ph>; REGION VIII EASTERN VISAYAS <region8@depd.gov.ph>; DEPED IX ZAMBOANGA PENINSULA <region9@depd.gov.ph>; DEPED X NORTHERN MINDANAO <region10@depd.gov.ph>; DEPED XI DAVAO REGION <region11@depd.gov.ph>; DEPED XII SOCCSKSARGEN <region12@depd.gov.ph>; DEPED REGION XIII CARAGA <caraga@depd.gov.ph>; DEPED CORDILLERA ADMINISTRATIVE REGION <car@depd.gov.ph>; DEPED NATIONAL CAPITAL REGION <ncr@depd.gov.ph>; Tolentino Aquino <tolentino.aquino@depd.gov.ph>; Benjamin Paragas <benjamin.paragas@depd.gov.ph>; May Eclar <may.eclar@depd.gov.ph>; Alberto Escobarte <alberto.escobarte@depd.gov.ph>
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📎 1 attachments (1 MB)

DM-OUHROD-2024-0163 ADVISORY ON THE PROVISION OF THE SHA FOR FY 2024.pdf;

Dear **Regional Directors and Schools Division Superintendents:**

In reference to the DepEd Order (DO) No. 039, s. 2021 entitled “*Guidelines on the Provision of Special Hardship Allowance for Public School Teachers*” and the list of hardship posts in the DO 017, s. 2023 entitled “*Amendment to DepEd Order No. 039, s. 2021 (Guidelines on the Provision of Special Hardship Allowance for Public School Teachers)*” which are both valid until FY 2023 only, there is an ongoing joint study between the Department and the United Nation Children’s Fund (UNICEF) to come up with a new set of hardship variables to objectively determine hardship posts. The result of the study shall be the basis in the development of the new guidelines for the provision of SHA to eligible teachers starting FY 2024.

With this, the **DepEd Regional and Schools Division Offices (ROs and SDOs)** are **directed to wait for the new guidelines in the provision of SHA for FY 2024**. A separate memorandum for the processing of SHA shall be issued immediately upon the issuance of a new DepEd Order.

Should you have concerns or clarifications, please contact the Bureau of Human Resource and Organizational Development – School Effectiveness Division (BHRD-SED) through email at bhrod.sed@depd.gov.ph.

For information and guidance.



Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2024-0163

TO : REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED

FROM : ATTY. MICHAEL WESLEY T. POA
Undersecretary and Chief of Staff
Officer-in-Charge, Office of the Undersecretary for Finance

WILFREDO E. CABRAL
Regional Director
Officer-in-Charge, Office of the Undersecretary for Human Resource and Organizational Development

SUBJECT : ADVISORY ON THE PROVISION OF THE SPECIAL HARDSHIP ALLOWANCE (SHA) FOR FISCAL YEAR (FY) 2024

DATE : 5 February 2024

In reference to the DepEd Order (DO) No. 039, s. 2021 entitled "Guidelines on the Provision of Special Hardship Allowance for Public School Teachers" and the list of hardship posts in the DO 017, s. 2023 entitled "Amendment to DepEd Order No. 039, s. 2021 (Guidelines on the Provision of Special Hardship Allowance for Public School Teachers)" which are both valid until FY 2023 only, there is an ongoing joint study between the Department and the United Nation Children's Fund (UNICEF) to come up with a new set of hardship variables to objectively determine hardship posts. The result of the study shall be the basis in the development of the new guidelines for the provision of SHA to eligible teachers starting FY 2024.

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