



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



14 May 2025

Regional Memorandum
No. 368, s. 2025

ADVISORY ON THE PROVISION OF THE SPECIAL HARDSHIP ALLOWANCE (SHA) FOR THE FISCAL YEAR (FY) 2025

To **Schools Division Superintendents**
All Others Concerned

1. Enclosed is a copy of Memorandum DM-OUHROD-2025-1060, "titled **Advisory on the Provision of the Special Hardship Allowance (SHA) for the Fiscal Year (FY) 2025,**" which is self-explanatory.
2. The Department of Education (DepEd), through the Human Resource and Organizational Development (HROD) and Finance Service Strands, ensures the timely provision of Special Hardship Allowance (SHA) in accordance with DepEd Memorandum No. 045, s. 2024, which remains the current guidelines for SHA implementation this Fiscal Year (FY) 2025.
3. Relative thereto, attention is invited to the second paragraph of the said Memorandum for guidance.
4. A revised policy on SHA is expected to be issued which will take effect beginning FY 2026.
5. For any concerns or clarifications, please contact the Bureau of Resource and Organizational Development-School Effectiveness Division (BHROD-SED) through email at bhrod.sed@deped.gov.ph.
6. Immediate dissemination of and compliance with this Memorandum is directed.


ATTY. ALBERTO T. ESCOBARTE, CESO II
Regional Director

Incl.: As stated

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Republika ng Pilipinas
Department of Education
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2025-1060

TO : REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED

FROM : WILFREDO E. CABRAL
*Undersecretary for Human Resource and
Organizational Development*

ATTY. EDSON BRON K. SY
Assistant Secretary for Finance
Officer-in-Charge, Office of the Undersecretary for Finance

SUBJECT : ADVISORY ON THE PROVISION OF THE SPECIAL HARDSHIP
ALLOWANCE (SHA) FOR THE FISCAL YEAR (FY) 2025

DATE : 25 April 2025

The Department of Education (DepEd), through the Human Resource and Organizational Development (HROD) and Finance Service Strands, takes into consideration to ensure the timely provision of the Special Hardship Allowance (SHA), affirms the validity of **DepEd Memorandum 045 s. 2024** as the current guidelines for SHA this **Fiscal Year 2025**.

With this, **All DepEd Regional Offices (ROs) and Schools Division Offices (SDOs) are hereby directed to immediately commence the processing of SHA payments to eligible recipients for FY 2025.**

Kindly note, however, that a revised policy on SHA is expected to be issued which will take effect beginning FY 2026.

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

For information and guidance.

Copy Furnished:
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