



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
- 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

08C/ROA/P1







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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 BRYON 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

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.

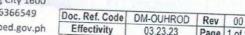
Should you have concerns or clarifications, please contact the Bureau of Human Resource and Organizational Development - School Effectiveness Division (BHROD-SED) through email at bhrod.sed@deped.gov.ph.

For information and guidance.

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