



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



Personnel-RM-2025-521


10 July 2025

**Regional Memorandum**  
**No. 521, s. 2025**


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

**To Schools Division Superintendents  
All Others Concerned**

1. Enclosed is a copy of the Memorandum DM-OUHROD-2025-1779 dated July 4, 2025 signed by **USec. WILFREDO E. CABRAL**, Undersecretary, Human Resource and Organizational Development, DepEd Central Office, titled **"REITERATION OF THE ZERO TOLERANCE POLICY IN CORRUPTION IN PERSONNEL ACTIONS WITHIN THE DEPARTMENT,"** which is self-explanatory.
2. Attention is invited to the second and third paragraphs of the said memorandum for information and guidance.
3. Incidents of "item buying" or giving money in exchange for assurance or promise for an appointment, if there be any, must be reported to the Offices indicated in the abovementioned memorandum. Whistleblowers are assured of confidentiality and protection of their identities.
4. Immediate dissemination of and strict compliance with this Memorandum is directed.

  
**ATTY. ALBERTO T. ESCOBARTE, CESO II**  
Regional Director

Incl.: As stated

  
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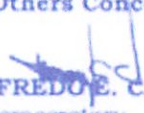
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Republika ng Pilipinas

## Department of Education

OFFICE OF THE UNDERSECRETARY  
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENTMEMORANDUM  
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 ([oscc@depd.gov.ph](mailto:oscc@depd.gov.ph)), Office of the Undersecretary for Human Resource and Organizational Development ([usec\\_hrod@depd.gov.ph](mailto:usec_hrod@depd.gov.ph)), Office of the Undersecretary for Legal and Legislative Affairs ([oula@depd.gov.ph](mailto: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.

Strict compliance is required.

Copy furnished:  
OFFICE OF THE SECRETARY



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