

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



Personnel: RM-2025-869

17 November 2025

Regional Memorandum
No. 869, s. 2025

**CALL FOR PARTICIPATION IN THE NATIONWIDE SURVEY
FOR THE DEVELOPMENT OF DEPED EMPLOYEE
MENTAL HEALTH POLICY (DEMHP)**

- To **Regional Office Officials and Employees**
Schools Division Superintendents
Public and Private Elementary and Secondary Schools
All Others Concerned
1. Enclosed is a copy of MEMORANDUM DM-OUHROD-2025-3122 signed by **USec. WILFREDO E. CABRAL**, Undersecretary, Human Resource and Organizational Development, titled **"Call for Participation in the Nationwide Survey for the Development of DepEd Employee Mental Health Policy (DEMHP)"**, contents of which are self-explanatory.
 2. In line with this, all DepEd personnel may access the Mental Health Survey through the link: https://bit.ly/DEMHP_MHSurvey. Everybody is enjoined to participate.
 3. For any concerns and/or clarifications, please contact the BHROD-EWD through bhrod.ewd@deped.gov.ph or at telephone no. (02) 8633-7229.
 4. For information and guidance.


ATTY. ALBERTO T. ESCOBARTE, CESO II
Regional Director

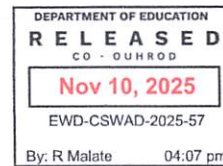
Incl.: As stated

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Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2025-3122

FOR : Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Public and Private Elementary and Secondary Schools
All Others Concerned

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

E-signed by
Wilfredo Cabral
11/10/2025, 7:15:26 AM

**SUBJECT : CALL FOR PARTICIPATION TO THE NATIONWIDE SURVEY FOR THE
DEVELOPMENT OF DEPED EMPLOYEE MENTAL HEALTH POLICY
(DEMHP)**

DATE : 6 November 2025

The Department of Education (DepEd) recognizes the crucial role of its human resource in the attainment and delivery of quality basic education. To ensure a healthy and productive workforce, physical and mental programs are needed to foster and maintain a work environment that supports employee health and wellbeing. In observance of the World Mental Health Day on October 9, DepEd reaffirms its commitment by initiating the development of the DepEd Employee Mental Health Policy (DEMHP), a landmark policy aimed at safeguarding the mental well-being of its teaching and non-teaching personnel.

As part of this initiative, DepEd will conduct an **online nationwide Mental Health Survey**. All DepEd personnel are strongly encouraged to participate, as the results will serve as foundational input in designing and implementing effective mental health programs and policies tailored to the diverse needs of DepEd employees. Personnel may access the survey via the provided link or QR code:

- **Survey Link:** https://bit.ly/DEMHP_MHSurvey
- **QR Code:**



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The information collected will be subject to subsequent analysis and validation. Preliminary results will guide the Bureau of Human Resource and Organizational Development - Employee Welfare Division (BHROD-EWD) in conducting targeted Focus Group Discussions (FGDs) scheduled in November 2025. These FGDs will involve participants from selected Schools, Schools Division Offices, and Regional Offices, ensuring that the DEMHP is not only evidence-based but also reflective of the lived experiences of DepEd employees across the nation.

DepEd underscores that the cooperation and honest participation of every employee in this survey are vital to the successful formulation of a robust and sustainable mental health policy for the Department. Rest assured that all personal and sensitive information that will be gathered will adhere to the provisions of Republic Act No. 10173 (*Data Privacy Act of 2012*) and be used solely for the intended purposes stated herein. DepEd shall not disclose any information without consent from the personnel involved.

For any concerns and/or clarifications, please contact the **BHROD – EWD** through bhrod.ewd@deped.gov.ph or tel. no. 8633 – 7229.

For your information and guidance.

Copy furnished:
OFFICE OF THE SECRETARY
osec@deped.gov.ph

[BHROD-EWD/KZM:scias]



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