



Republic of the Philippines
Department of Education
Region XI
SCHOOLS DIVISION OF DIGOS CITY
Digos City

OFFICE OF THE SCHOOLS DIVISION SUPERINTENDENT

DIVISION MEMORANDUM
OSDS-2025-194

To : ASSISTANT SCHOOLS DIVISION SUPERINTENDENT
CHIEF EDUCATION SUPERVISORS
SCHOOLS DIVISION OFFICE PERSONNEL
ELEMENTARY AND SECONDARY SCHOOL HEADS
SCHOOLS PERSONNEL - TEACHING AND NON-TEACHING

Subject : Dissemination of Memorandum on the Reiteration of the Zero Tolerance Policy on Corruption in Personnel Actions within the Department.

Date : 10 July 2025

1. This has reference to the Regional Memorandum No. AD-2025-110 dated on July 8, 2025 entitled: ***“Dissemination of Memorandum on the Reiteration of the Zero Tolerance Policy on Corruption in Personnel Actions within the Department”*** issued by Allan G. Farnazo, Director IV, DepEd Region XI, Davao City, reiterating Memorandum No. DM UOHROD-2025-1779 issued by Undersecretary Wilfredo E. Cabral stating among others that ***“This issuance reiterates the Department’s Zero Tolerance Policy against corruption, especially “pay-for-position schemes in appointments, promotions and designations within the entire organization. Further, it emphasized that “All Regional Directors (RDs) and Schools Division Superintendent (SDS) must ensure strict compliance with existing recruitment, selection and appointment policies.”***
2. In view of the foregoing directive, all concerned personnel are hereby directed to observe religiously the Department of Education’s campaign on Zero Tolerance Policy against corruption involving personnel action.
3. For immediate dissemination and strict compliance.

M. P. Estacio 7-11-25
MELANIE P. ESTACIO, Ph.D., CESO VI
Schools Division Superintendent

Jagled Schools Division of Digos City
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Republic of the Philippines
Department of Education
DAVAO REGION

DepEd Schools Division of Digos
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July 8, 2025

REGIONAL MEMORANDUM
AD-2025-110

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

To: Assistant Regional Director
Schools Division Superintendents
Chiefs of Functional Division

1. Herewith is the Memorandum dated July 4, 2025 from Wilfredo E. Cabral, Undersecretary, Human Resource and Organizational Development, relative to the Reiteration of the Zero Tolerance Policy on Corruption in Personnel Actions within the Department, contents of which are self-explanatory.
2. For information and strict compliance.

ALLAN G. FARNAZO
Director IV

Enclosed: As stated.

ROA9/kgpf

DEPARTMENT OF EDUCATION
RECORDS SECTION
RELEASED

By: [Signature]
Date: 09.2024
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Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
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DEPARTMENT OF EDUCATION BOX
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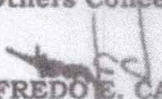
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MEMORANDUM
DM-OUHROD-2025-1779

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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 its entire organization.

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, for proper monitoring of the RDs:

1. Post the DepEd Advisory dated 26 June 2025 on official bulletin boards, websites, and social media accounts;
2. Include the advisory in applicant orientations and ranking procedures; and
3. Establish ways of securing information from applicants that they have read and understood the advisory.

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 (osec@deped.gov.ph), Office of the Undersecretary for Human Resource and Organizational Development (usec.hrod@deped.gov.ph), Office of the Undersecretary for Legal and Legislative Affairs (oula@deped.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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