



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

Office of the Schools Division Superintendent

January 6, 2026

DIVISION MEMORANDUM

SGOD-2025-006

To : Assistant Schools Division Superintendent
Division Chiefs
Education Program Supervisors
Public School District Supervisors
Public School Head
Public School Teacher
All Others Concerned

Subject: **PARTICIPATION ON THE ONLINE NATIONWIDE SURVEY FOR THE DEVELOPMENT OF DEPED EMPLOYEE MENTAL HEALTH POLICY (DEMHP)**

1. This is in reference to Regional Memorandum HRDD-2025-306 dated December 18, 2025, signed by Rebonfamil R. Baguio, Assistant Regional Director, re: **Participation On The Online Nationwide Survey for The Development Of DepEd Employee Mental Health Policy (DEMHP)**.
2. DepEd personnel shall access the survey through https://bit.ly/DEMHP_MHSurvey.
3. Relevant details and information are provided in the enclosures.
4. Immediate and wide dissemination of this Memorandum is directed.

MELANIE F. ESTACIO, PhD, CESO VI
Schools Division Superintendent

Enclosed: As stated.
SGOD/jsa

DepEd Schools Division of Digos City
RECORDS SECTION

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DATE: 06 JAN 2026 TIME: 4:24 PM

BY: _____



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Republic of the Philippines
Department of Education
DAVAO REGION



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December 18, 2025

REGIONAL MEMORANDUM
HRDD-2025-306

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

To: Assistant Regional Director
Schools Division Superintendents

1. This has reference to DM-OUHROD-2025-3122 titled, Call for participation to the Nationwide Survey for the Development of DepEd Employee Mental Health Policy (DEMHP).
2. DepEd personnel shall access the survey through https://bit.ly/DEMHP_MHSurvey.
3. Immediate dissemination and compliance of this Memorandum is directed.

REBONFAMIL R. BAGUIO
Assistant Regional Director
Officer-In-Charge
Office of the Regional Director

Encl.: As Stated.

ROH2/ibd

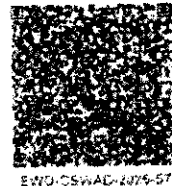
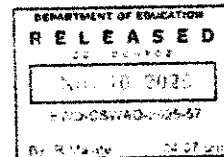
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Republika ng Pilipinas
Department of Education
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

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

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://www.surveymonkey.com/r/depded-mental-health-survey>
- **QR Code:**



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Effectivity	03/23/23	Page	1 of 2



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 [Email: usec.brod@deped.gov.ph](mailto:usec.brod@deped.gov.ph) or tel. no. 8633 - 7229.

For your information and guidance.

Copy furnished:
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