



Republic of the Philippines
Department of Education
REGION X – NORTHERN MINDANAO
SCHOOLS DIVISION OF OZAMIZ CITY

May 16, 2025

DIVISIONAL MEMORANDUM

No. 174, s. 2025

**CLARIFICATION ON THE IMPLEMENTATION OF THE NEW
DEPED NATIONAL UNIFORM POLICY**

TO : Assistant Schools Division Superintendent
Chief Education Supervisors, CID and SGOD
Public Elementary and Secondary School Heads
Division Personnel
This Division

1. This Office hereby disseminates the attached communication from the Office of the Undersecretary for Human Resource and Organizational Development (OUHROD) re: DM-OUHROD-2025-1102-Clarification on the implementation of New DepEd National Uniform in consistency with CSC Memorandum Circular No. 16, s. 2024.
2. Review of the cited materials is strongly advised for the guidance of the Office concerned.
3. This Office strictly observes the Equal Opportunity Policy (EOP) in all steps to be undertaken for this purpose. Hence, all decisions and actions shall be based solely on guidelines set forth, with no discrimination on the account of age, gender identity, sexual orientation, civil status, disability, religion, ethnicity, or political affiliation.
4. This Office directs immediate and wide of dissemination of this Memorandum.

NIMFA R. LAGO, PhD, CESO VI
Assistant Schools Division Superintendent
OIC – Office of the Schools Division Superintendent

ATCH: DM-OUHROD-2025-085
To be indicated in the Perpetual Index
Under the following subjects:
POLICY UNIFORM

OSDS/djby

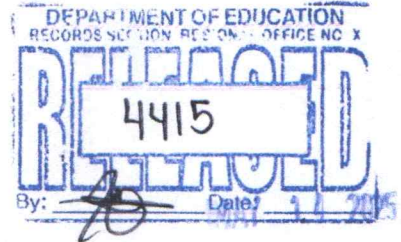


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Republic of the Philippines
Department of Education
REGION X - NORTHERN MINDANAO



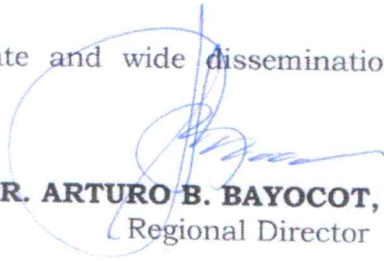
May 9, 2025

REGIONAL MEMORANDUM
No. 355, s. 2025

CLARIFICATION ON THE IMPLEMENTATION OF THE NEW DEPED
NATIONAL UNIFORM POLICY

To: Schools Division Superintendents
Assistant Schools Division Superintendents
School Heads
All Others Concerned

1. This is to disseminate the attached communication from the Office of the Undersecretary for Human Resource and Organizational Development (OUHROD) re: DM-OUHROD-2025-1102-Clarification on the Implementation of New DepEd National Uniform in consistency with CSC Memorandum Circular No. 16, s. 2024.
2. Review of the cited materials is strongly advised for the guidance of the Office concerned.
3. This Office strictly observes the Equal Opportunity Policy (EOP) in all steps to be undertaken for this purpose. Hence, all decisions and actions shall be based solely on guidelines set forth, with no discrimination on the account of age, gender identity, sexual orientation, civil status, disability, religion, ethnicity, or political affiliation.
4. This Office directs the immediate and wide dissemination of this Memorandum.


DR. ARTURO B. BAYOCOT, CESO III
Regional Director

ATCH.: DM-OUHROD-2025-0850
To be indicated in the Perpetual Index
under the following subject:
POLICY

ASD-PS/jaa
DTS No. 25-131177



Address: DepEd Regional Office X, Zone 1, Upper Balulang, Cagayan de Oro City
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Republika ng Pilipinas

Department of Education


OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-OUHROD-2025 1102

TO : Regional Directors
Schools Division Superintendents
Schools Governance and Operations Division Chiefs
Public Elementary and Secondary School Heads
All Others Concerned

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

SUBJECT : CLARIFICATION ON THE IMPLEMENTATION OF THE
NEW DEPED NATIONAL UNIFORM POLICY

DATE : April 25, 2025

This has reference to the implementation of the DepEd Memorandum No. 028, s. 2025 titled "**Guidelines on the New DepEd National Uniform for DepEd Classroom and Office-Based Personnel**" which raised several inquiries from various governance levels regarding the appropriate uniform for school heads and non-teaching personnel in schools.

In line with the abovementioned policy, and to ensure consistency with CSC Memorandum Circular No. 16, s. 2024, the following concerns are hereby clarified:

1. **School Heads** - shall wear the prescribed **office-based** uniform.
2. **Non-Teaching Personnel in schools** assigned to office - shall follow the uniform schedule for office-based personnel. Those in school-based support roles (e.g., administrative aides, guidance counselors, librarians) shall likewise comply with the office-based uniform schedule, unless their roles qualify under the exemptions provided in the guidelines.
3. In accordance with CSC MC No. 16, s. 2024, the **Monday prescribed ASEAN and Filipiniana-inspired uniform shall be worn by all classroom-based and office-based personnel** as adopted by DepEd to promote cultural identity and unique branding of the department.

In this regard, this is to reiterate the schedules of the new national DepEd uniform:

Classroom-Based Personnel	Office-Based Personnel
<ul style="list-style-type: none">◦ <i>Monday</i>: Design A (ASEAN- and Filipiniana-Inspired)◦ <i>Tuesday & Thursday</i>: Design B◦ <i>Wednesday</i>: Design C◦ <i>Friday</i>: Appropriate Office Attire	<ul style="list-style-type: none">◦ <i>Monday</i>: Design D (ASEAN- and Filipiniana-Inspired)◦ <i>Tuesday & Thursday</i>: Design E◦ <i>Wednesday</i>: Design F◦ <i>Friday</i>: Appropriate Office Attire

All DepEd personnel are reminded that requests for exemption due to religious, health-related, or other valid reasons must be submitted to their respective Heads of Office through the Personnel Unit at least fifteen (15) days prior to the intended date of exemption.

For further inquiries, please contact the Bureau of Human Resource and Organizational Development- Employee Welfare Division (BHROD-EWD) through email at bhrod.ewd@deped.gov.ph.

For strict dissemination and compliance.

Copy furnished:

OFFICE OF THE SECRETARY
UNDERSECRETARIES
ASSISTANT SECRETARIES
BUREAU AND SERVICE DIRECTORS