



Republic of the Philippines  
**Department of Education**  
REGION XI

SCHOOLS DIVISION OF DAVAO DEL NORTE

DEPED DIVISION OF DAVAO DEL NORTE  
RECORDS SECTION  
RECEIVED  
28 SEP 2022 9:26 AM  
By: \_\_\_\_\_

DIVISION MEMORANDUM

No. 1080 s. 2022

To: Assistant Schools Division Superintendent  
Chief Education Supervisor, Curriculum Implementation Division  
Chief Education Supervisor, Schools Governance and Operations Division  
All Section Heads  
All Elementary and Secondary School Heads  
All Others Concerned

Subject: WEARING OF THE PRESCRIBED DEPED UNIFORM AND OFFICE ATTIRE

Date: September 27, 2022

In reference to the Memorandum DM-OUHROD-2022-0042 titled *Wearing of the Prescribed DepEd Uniform and Office Attire*, the Office of the Undersecretary for Human Resource and Organizational Development Office is reminding all Teaching and Non-Teaching Personnel the specific clauses in DepEd Memorandum No. 16, s. 2021 dated March 31, 2021 entitled "Guidelines on the New DepEd National Uniform for Teaching and Non-Teaching Personnel" attached herein.

All Teaching and Non-Teaching Personnel are reminded to wear the prescribed four (4) new sets of DepEd national uniform for teaching personnel and two (2) new national uniform for non-teaching personnel.

Wearing of DepEd ID shall be required when entering DepEd Office/School premises. Thus, wearing of the prescribed office attire and DepEd ID shall be considered wearing of the complete uniform.

Division Chiefs, Section Heads and School Heads are hereby directed to strictly implement the identified specific clauses and to create a monitoring mechanism so that violation of the aforementioned provisions shall be a ground for disciplinary action.

For wide and immediate dissemination and strict compliance.

**DEE D. SILVA, DPA, CESO V**  
Schools Division Superintendent

Per\_JMB





Republic of the Philippines  
**Department of Education**  
DAVAO REGION

Office of the Regional Director DM

**REGIONAL MEMORANDUM** 1073  
ASD-2022-080

To : Schools Division Superintendents / OIC-SDS  
Regional Chiefs of Functional Divisions

Subject: WEARING OF THE PRESCRIBED DEPED UNIFORM  
AND OFFICE ATTIRE

Date : September 19, 2022

Herewith is the copy of the Memorandum DM-OUHROD-2022-0042 dated September 12, 2022 from the Office of the Undersecretary for Human Resource and Organizational Development Office, reiterating the specific clauses in DepEd Memorandum No. 016, s. 2021 dated March 31, 2022, entitled "Guidelines on the New DepEd National Uniform for Teaching and Non-Teaching Personnel."

The Schools Division Superintendents are hereby directed to strictly implement the identified specific clauses from the above-stated memorandum and create a monitoring mechanism so that violation to the aforementioned provisions shall be a ground for disciplinary action.

Further, wearing of DepEd ID shall be required when entering DepEd / School premises. Thus, wearing of the prescribed office attire and DepEd ID shall be considered wearing of the complete uniform.

For information and strict compliance.

**ALLAN G. FARNAZO**  
Director IV

Enclosed: As stated.

ROA3/PS/ljg

DEPARTMENT OF EDUCATION ROXI  
RECORDS SECTION  
**RELEASED**

By: 6301  
Date: Sept. 21, 2022



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Republika ng Pilipinas

## Department of Education

OFFICE OF THE UNDERSECRETARY  
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT,  
NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES,  
TEACHER EDUCATION COUNCIL SECRETARIAT, AND  
DEPED EMPLOYEES' ASSOCIATIONS COORDINATING OFFICE

### MEMORANDUM

DM-OUHROD-2022-0042

22-6301

16 SEP 2022

11.49

TO: Undersecretaries  
Assistant Secretaries  
Bureau and Service Directors  
Regional Directors  
Schools Division Superintendents  
Public Elementary and Secondary School Heads  
All Others Concerned

FROM: *[Signature]*  
**GLORIA JUMAMIL-MERCADO**  
*Undersecretary for Human Resource and Organizational Development,  
National Educators' Academy of the Philippines,  
Teacher Education Council Secretariat, and  
DepEd Employees Associations Coordinating Office*

SUBJECT: **WEARING OF THE PRESCRIBED DEPED UNIFORM AND OFFICE  
ATTIRE**

DATE: 12 September 2022

The Department of Education (DepEd) previously issued DepEd Memorandum No. 016, s. 2021 dated March 31, 2021, entitled "**GUIDELINES ON THE NEW DEPED NATIONAL UNIFORM FOR TEACHING AND NON-TEACHING PERSONNEL.**"

In view of this, DepEd would like to reiterate the following specific clauses of the said DepEd memorandum for the adoption of the **four (4) new sets of DepEd national uniform designs for teaching personnel and two (2) new national uniform designs for non-teaching personnel.**

1. In consideration of the current situation brought about by the Covid-19 pandemic and continuing implementation of the blended learning delivery in the Department, SY 2021-2022 was considered a "transition period" to allow ample time for employees to prepare and purchase the new sets of prescribed uniforms. To facilitate the transition period, employees have been allowed to wear their old uniforms. **But starting SY 2022-2023 (Official Opening of Classes is on August 22, 2022), all teaching and non-teaching personnel shall wear the prescribed new sets of uniforms (clause 2).**



2. Only the approved national uniforms shall be used by both teaching and non-teaching personnel. **Regional and school division uniforms will not be allowed for consistency and uniformity across all offices (clause 3).**
3. The following personnel are exempted from wearing the prescribed uniforms:
  - a. Officials who occupy third-level positions in the Career Executive Service (CES);
  - b. Medical and Dental staff who shall wear their professions' uniforms;
  - c. Janitors, utility and maintenance personnel who shall wear appropriate working attire;
  - d. Legal officers, i.e. lawyers/attorneys, whose nature of work requires a different dress code;
  - e. Teaching and non-teaching personnel with physical disabilities and other legitimate health reasons;
  - f. Pregnant employees who shall wear maternity dresses during their period of pregnancy; and
  - g. Teaching and non-teaching personnel who are in mourning may wear the appropriate mourning clothes.
4. Pursuant to item 12.d of DepEd Memorandum No. 16, s. 2021, appropriate office clothes may be worn on *uniform-free Fridays*. This is consistent with CSC Memorandum Circular (MC) No. 19, s. 2000 (Revised Dress Code Prescribed for All Government Officials and Employees in the Workplace), which states that during Fridays or on those days when there is no prescribed office uniform for the day, employees shall wear appropriate office business attire. Wearing of denim/"maong" pants may be considered appropriate attire when paired with a collared polo/shirt (for male employees) and any appropriate blouse or shirt (for female employees).
5. Contract of Service personnel, especially those who perform desk jobs, are encouraged to wear the prescribed uniform. However, they may opt to wear business attire or smart casual attire from *Mondays to Fridays*, in the absence of the prescribed uniform. The following may be worn:
  - Dresses
  - Dress pants /slacks
  - Knee length skirts
  - Blouses
  - Polos
  - Collared shirts
6. Per CSC MC No. 19, s. 2000, the following attire shall be prohibited for all government employees when performing official functions inside the workplace:
  - Gauzy, transparent, or net-like shirt or blouse;
  - Sando, strapless or spaghetti-strap blouse (unless worn as an undershirt), tank-tops, blouse with over-plunging necklines;
  - Micro-mini skirt, walking shorts, cycling shorts, leggings, tights, jogging pants;

- Rubber sandals, rubber slippers, "bakya".
7. Additionally, pursuant to CSC MC No. 19, s. 2000, any violation of the provisions of this dress code shall be considered as a ground for disciplinary action for violation of Reasonable Office Rules and Regulations, under Section 22 (c), light offenses, Rule XIV, Revised Omnibus Rules Implementing Book V of the Administrative Code of 1987 (Executive Order No. 292).
  8. Furthermore, wearing of DepEd ID shall be required when entering DepEd Office/School premises. Thus, wearing of the prescribed office attire and DepEd ID shall be considered wearing of the complete uniform.
  9. Lastly, the BHROD-Personnel Division shall hold oversight in the monitoring of the wearing of the prescribed office attire and wearing of DepEd ID in the DepEd Central Office. For the Regional Offices and Schools Division Offices, the Personnel Units under Admin shall take charge, while for the Schools, the School Heads shall monitor the compliance. The division chiefs and/or heads of offices are also expected to closely monitor the compliance of their respective employees on a daily basis.
  10. For inquiries, please contact the BHROD-EWD through the telephone number (02-86337229) or email at [bhrod.ewd@deped.gov.ph](mailto:bhrod.ewd@deped.gov.ph)
  11. Immediate dissemination of this Memorandum is desired.

*[BHROD-EWD/E.Losito]*