



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT



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Date Created: 12/09/2025



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 : 02 December 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. 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:**



Room 102, Rizal Building, DepEd Com
Telephone Nos.: (+632) 86337206, 14
Email Address: usec.hrod@deped.gov.ph

December 15, 2025

To: **Schools Division Superintendents**
All Others Concerned
This Region

For information, guidance, and appropriate action.

BENJAMIN D. PARAGAS PhD, CESO III
Director IV/Regional Director

HRDD/RBC/dmd

MEMORANDUM		Date: 12/18/25	Released (Records): [Signature]
To:	<input checked="" type="checkbox"/> PSDS/DICs	<input checked="" type="checkbox"/> Elem/Sec School Heads	
	<input checked="" type="checkbox"/> Private Schools	<input type="checkbox"/> Others:	
For:	<input checked="" type="checkbox"/> Information	<input checked="" type="checkbox"/> Dissemination	
	<input checked="" type="checkbox"/> Guidance	<input checked="" type="checkbox"/> Strict Compliance	
ORLANDO E. MANUEL PhD, CESO V [Signature] Schools Division Superintendent			
By:	<input type="checkbox"/> []	<input type="checkbox"/> []	Signature: [Signature]



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The information collected will undergo subsequent analysis and validation. Preliminary findings will guide the Bureau of Human Resource and Organizational Development – Employee Welfare Division (BHROD-EWD) in organizing targeted Focus Group Discussions (FGDs) in 2026. These FGDs will include participants from selected schools, Schools Division Offices, and Regional Offices, ensuring that the DepEd Employee Mental Health Program (DEMHP) is evidence-based and reflective of the lived experiences of DepEd employees nationwide.

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.

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OFFICE OF THE SECRETARY

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