



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

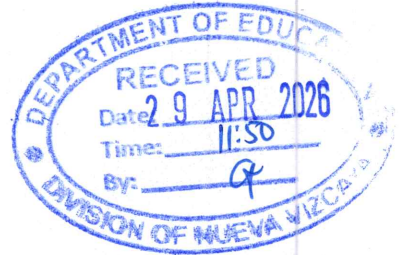
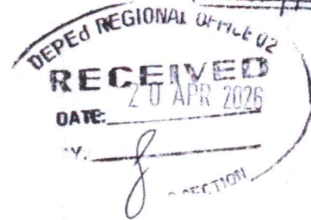
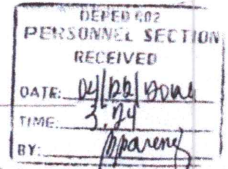
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT, AND INFRASTRUCTURE

DepEd Regional Office No. 02



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MEMORANDUM
DM-OUHRODI-2026-1083

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

FROM : **WILFREDO E. CABRAL**
Undersecretary for Human Resource and Organizational Development, and Infrastructure

SUBJECT: **ALTERNATE UNIFORM FOR DEPED CLASSROOM AND OFFICE-BASED PERSONNEL DURING APRIL TO MAY 2026**

DATE : 13 April 2026

In view of the escalating heat index forecasts nationwide, as officially reported by the Department of Science and Technology - Philippine Atmospheric, Geophysical and Astronomical Services Administration (DOST-PAGASA)¹, and to ensure the welfare and comfort of personnel, **all Department of Education (DepEd) classroom and office-based personnel are hereby authorized to wear the following alternate uniforms from April until May 2026:**

- Any existing collared DepEd polo shirt** previously utilized during official events and activities (e.g., Brigada Eskwela, Palarong Pambansa, Oplan Balik Eskwela, Regional/Division/School Conferences, etc.); **or**
- A white collared polo shirt with the standard DepEd logo**, a sample of which is provided as enclosure.

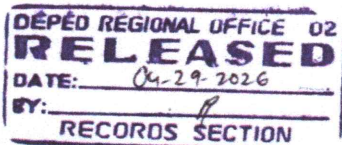
Either of the above-mentioned options shall be paired with pants made of appropriate fabric or textile, such as slacks, jeans, or cargo pants. However, all personnel are strongly reminded to strictly comply with the provisions of Civil Service Commission (CSC) Memorandum Circular (MC) No. 16, s. 2024, otherwise known as the "Revised Dress Code for Government Officials and Employees". The wearing of tattered jeans, leggings, tights, and jogging pants remains strictly prohibited.

¹ DOST-PAGASA 2026 Heat Index Monitoring and Forecast Information (accessed from: <https://www.pagasa.dost.gov.ph/weather/heat-index>)



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April 28, 2026



To: All Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

For information, dissemination and strict compliance.

For: BENJAMIN D. PARAGAS PhD, CESO III
Director IV, Regional Director



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The use of the prescribed alternate uniform shall be allowed **until the end of May 2026**. Thereafter, **the full and strict implementation of the New DepEd National Uniforms shall resume on the first working day of June 2026**, pursuant to DepEd Memorandum (DM) No. 028, s. 2025, entitled "Guidelines on the New Department of Education National Uniform for Classroom and Office-based Personnel".

Moreover, Heads of Offices and Schools Heads are directed to continuously monitor the daily heat index in their respective areas through the official DOST-PAGASA portals:

- <https://iheatmap.pagasa.dost.gov.ph/> , and
- <https://www.pagasa.dost.gov.ph/weather/heat-index>

To lessen the adverse effects of extreme heat conditions, the following precautionary measures are strongly encouraged:

- ensuring adequate ventilation in offices and classrooms;
- promoting frequent hydration among personnel and learners, and
- limiting or suspending strenuous outdoor activities during peak heat hours.

Further, all concerned officials and stakeholders are enjoined to remain vigilant in identifying symptoms of heat-related illnesses, ranging from fatigue and heat cramps to severe heat exhaustion and heat stroke. In such instances, immediate and appropriate first aid and interventions must be promptly administered.

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

For immediate dissemination and strict compliance.

Copy furnished:

OFFICE OF THE SECRETARY
osec@deped.gov.ph

MEMORANDUM		Date: 4/29/24	Released (Records):
To:	<input checked="" type="checkbox"/> PSDS/DICs	<input checked="" type="checkbox"/> Elem/Sec Schol 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 Ph.D., CESO Schools Division Superintendent			
By:	<input type="checkbox"/> ASDS	<input type="checkbox"/> CID Chief	<input type="checkbox"/> SGOD Chief
	<input type="checkbox"/> AO	<input type="checkbox"/> Atty	Signature: <i>[Signature]</i>



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Doc. Ref. Code	DM-OUHROD	Rev	00
Effectivity	03.23.23	Page	2 of 3





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ENCLOSURE: ILLUSTRATIVE SAMPLE DESIGN (FOR REFERENCE ONLY)

DepED

This sample design is for reference only. Procurement or purchase is not required.



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Effectivity	03.23.23	Page	3 of 3

