



2507-732

Republic of the Philippines  
Department of Education  
REGION I  
SCHOOLS DIVISION OF VIGAN CITY

Office of the Schools Division Superintendent

**DIVISION MEMORANDUM**

No. 500, s.2025

**REITERATION ON THE ZERO TOLERANCE POLICY ON CORRUPTION IN PERSONNEL ACTIONS WITHIN THE DEPARTMENT**

To: Office of the Assistant Schools Division Superintendent  
Chiefs of the Division  
School Heads of Elementary and Secondary Schools  
All Sections and Unit Heads  
All Non-Teaching Personnel  
All Others Concerned

1. This is to reiterate the Department's Zero Tolerance Policy on Corruption in Personnel Actions, as outlined in the attached Memorandum DM-OUHROD-2025-1779 dated July 4, 2025, issued by Undersecretary Wilfredo E. Cabral.
2. All concerned field officials and personnel are directed to strictly observe the following instructions:
  - a. Post the attached DepEd Advisory dated June 26, 2025, on official bulletin boards, websites, and social media platforms.
  - b. Integrate the advisory into all applicant orientation sessions and ranking procedures.
  - c. Implement a mechanism to obtain confirmation from applicants that they have read and understood the contents of the advisory.
3. This Office strongly condemns any form of corruption, including the so-called "buying of items", and urges everyone to report any such incidents to the Office of the Schools Division Superintendent – Vigan City: [vigan.city@deped.gov.ph](mailto:vigan.city@deped.gov.ph) or contact number 0917-8329007.
4. Immediate dissemination and strict compliance to this memorandum is **desired**.

**VILMA D. EDA, CESO V**  
Schools Division Superintendent



Address: Mena Crisologo St. corner Rivero St., Brgy. IX, Vigan City, Ilocos Sur  
Telephone No: (077) 722-20-23 / (077) 632-05-33  
Email Address: [vigan.city@deped.gov.ph](mailto:vigan.city@deped.gov.ph)  
Website: [www.depedvigan.city](http://www.depedvigan.city)

Your Feedback is important to us. Visit this link [bit.ly/SDOViganCityCSM](http://bit.ly/SDOViganCityCSM)



# ADVISORY

## DepEd REITERATES ZERO TOLERANCE POLICY ON "PAY-FOR-POSITION" SCHEMES

**26 June 2025** - The Department of Education (DepEd) condemns in the strongest terms all forms of corruption involving appointments, promotions, and designations within the agency.

All personnel movements in DepEd must be strictly based on merit, fitness, and competence, in accordance with civil service laws, rules, and established procedures.

Any act of soliciting, offering, or receiving money, favors, or undue advantage in exchange for an appointment, promotion, or reassignment is a grave offense. These actions are punishable under the law, including bribery and Republic Act No. 3019 (Anti-Graft and Corrupt Practices Act), and will result in administrative, civil, and criminal sanctions.

Individuals who have been victimized or approached with such demands are strongly encouraged to report the incident directly to the Office of the Secretary or the Central Office, or to law enforcement authorities such as the National Bureau of Investigation (NBI) or the Philippine National Police (PNP).

The Department guarantees that all complaints will be treated with strict confidentiality, and appropriate safeguards will be in place to protect the identities and well-being of whistleblowers.

DepEd remains fully committed to upholding integrity, professionalism, and fairness in all its processes. Positions in the Department are earned—not bought. We will not allow corruption to undermine the future of Philippine education.

If you have witnessed or experienced such acts, report immediately through:

**NBI: 8523 8231 to 38**

**PNP: 911**

**DepEd Office of the Secretary: 8687 2922**



2025-732

E47  
247

Republika ng Pilipinas

# Department of Education

OFFICE OF THE UNDERSECRETARY  
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

SCHOOLS DIVISION OFFICE DEPED VIGAN CITY	
09 JUL 2025	
<b>RECEIVED</b>	
BY:	E47

**MEMORANDUM**  
**DM-OUHROD-2025-1779**

**TO :** Regional Directors  
Schools Division Superintendents  
All Others Concerned

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

**SUBJECT :** REITERATION OF THE ZERO TOLERANCE POLICY ON CORRUPTION  
IN PERSONNEL ACTIONS WITHIN THE DEPARTMENT

**DATE :** 04 July 2025

This issuance reiterates the Department's **Zero Tolerance Policy** against corruption, especially "pay-for-position" schemes in appointments, promotions, and designations within the Department.

All Regional Directors (RDs) and Schools Division Superintendents (SDS) must ensure **strict compliance with existing recruitment, selection, and appointment policies**. All personnel actions must follow transparent, merit-based processes using Comparative Assessment Results. To implement this directive, the concerned field officials and personnel are advised to adhere to the following instructions:

1. Post the DepEd Advisory dated 26 June 2025 on official bulletin boards, websites, and social media.
2. Include the advisory in applicant orientations and ranking procedures.
3. Establish ways of securing information from applicants that they have read and understood the advisory.

Further, all RDs must monitor compliance. Any individual involved in corrupt practices will face administrative, civil, and criminal penalties under Republic Act (R.A) No. 3019 "Anti-Graft and Corrupt Practices Act," R.A. No. 6713 "Code of Conduct and Ethical Standards for Public Officials and Employees," and other relevant laws.

Incidents of "item buying" must be reported to the Office of the Secretary ([osecc@deped.gov.ph](mailto:osecc@deped.gov.ph)), Office of the Undersecretary for Human Resource and Organizational Development ([usec.hrod@deped.gov.ph](mailto:usec.hrod@deped.gov.ph)), Office of the Undersecretary for Legal and Legislative Affairs ([oula@deped.gov.ph](mailto:oula@deped.gov.ph)), or law enforcement agencies such as the National Bureau of Investigation or the Philippine National Police. Whistleblowers are assured of confidentiality and protection of their identities.

Strict compliance is required.

**Copy furnished:**  
**OFFICE OF THE SECRETARY**



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600  
Telephone Nos.: (+632) 86337206, (+632) 86318494, (+632) 86366549  
Email Address: [usec.hrod@deped.gov.ph](mailto:usec.hrod@deped.gov.ph) | Website: [www.deped.gov.ph](http://www.deped.gov.ph)

Doc. Ref. Code	DM-OUHROD	Rev	00
Effectivity	03.23.23	Page	1 of 1

