



Republic of the Philippines  
**Department of Education**  
REGION IV- A CALABARZON  
CITY SCHOOLS DIVISION OF THE CITY OF TAYABAS

02 May 2025

DIVISION MEMORANDUM  
No. **276** s. 2025

**DISSEMINATION OF MEMORANDUM 1102, s. 2025 TITLED "CLARIFICATION  
ON THE IMPLEMENTATION OF THE NEW DEPED NATIONAL UNIFORM  
POLICY"**

To: Assistant Schools Division Superintendent  
Chief Education Supervisors  
Heads, Public Elementary and Secondary Schools  
Heads, Unit/Section  
All Others Concerned

1. In reference to DepEd Memorandum No. 1102, s. 2025, dated April 25, 2025, titled **Clarification on the Implementation of the New DepEd National Uniform Policy**, this office hereby disseminates the official clarifications in response to inquiries regarding the appropriate uniform for school heads and non-teaching personnel in schools.
2. Attached is the Memorandum containing clarifications on the above-mentioned concern.
3. Immediate dissemination of this Memorandum is desired.

  
**CELEDONIO B. BALDERAS JR.**  
Schools Division Superintendent

Encl: As stated  
Reference: Memorandum no. 1102, s. 2025  
To be indicated in the Perpetual Index  
under the following subjects:

CLARIFICATION  
NEW DEPED NATIONAL UNIFORM POLICY

OSDS Personnel Unit – dissemination of memorandum 1102, s. 2025 titled "clarification on the implementation of the new deped national uniform policy"  
PERLKBOT-001459/May 2, 2025



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

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](mailto:bhrod.ewd@deped.gov.ph).

For strict dissemination and compliance.

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**BUREAU AND SERVICE DIRECTORS**