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Republic of the Philippines
Department of Education
 REGION XI
 SCHOOLS DIVISION OF PANABO CITY

Office of the Schools Division Superintendent

Division Memorandum

No. 0009 s. 2026

To: Assistant Schools Division Superintendent
 Chief of the Schools Governance and Operations Division (SGOD)
 Chief of the Curriculum Implementation Division (CID)
 All Elementary and Secondary School Heads
 All Teaching and Non-teaching Personnel

Subject: **PARTICIPATION ON THE ONLINE NATIONWIDE SURVEY FOR THE DEVELOPMENT OF DEPED EMPLOYEE MENTAL HEALTH POLICY (DEMHP)**

Date: January 09, 2026

1. Attached is Regional Memorandum No. HRRD-2025-306 dated December 18, 2025, and DM-OUHROD-2025-312 titled "Participation to the Nationwide Survey for the Development of DepEd Employee Mental Health Policy (DEMHP).
2. Further, DepEd Personnel shall access the survey through https://bit.ly/DEMHP_MHSurvey.
3. For your guidance and compliance.

JINKY B. FIRMAN, PhD, CESO VI
 Schools Division Superintendent

Enclosed: as stated
 SGOD/aba/jcc

RELEASED
 JAN 09 2026
 JAN 09 2026

RECORDS SECTION-SOO PANABO CITY
 BY 7



Schools Division Office of Panabo City
 City Hall Compound, Km 31, Panabo City
 Telephone No: (084) 823-1469
 Email: panabocity.division@deped.gov.ph

DepEd Panabo:
Empowering Champions in Education
 through Journeying, Blending and Fostering commitment in
 providing quality education, MATATAG for all.





Republic of the Philippines
Department of Education
DAVAO REGION

December 18, 2025

REGIONAL MEMORANDUM
HRDD-2025-306

PARTICIPATION ON THE ONLINE NATIONWIDE SURVEY FOR THE
DEVELOPMENT OF DEPED EMPLOYEE MENTAL
HEALTH POLICY (DEMHP)

To: Assistant Regional Director
Schools Division Superintendents

1. This has reference to DM-OUHROD-2025-3122 titled, Call for participation to the Nationwide Survey for the Development of DepEd Employee Mental Health Policy (DEMHP).
2. DepEd personnel shall access the survey through https://bit.ly/DEMHP_MHSurvey.
3. Immediate dissemination and compliance of this Memorandum is directed.

REBONFAMIL R. BAGUIO
Assistant Regional Director
Officer-In-Charge
Office of the Regional Director

Encl.: As Stated.

ROH2/ibd

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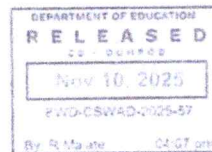
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Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT



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**
E-signed by
Wilfredo Cabral
2025. 7. 15. 26 AM
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 : 6 November 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. In observance of the World Mental Health Day on October 9, 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://dpe1.dep.gov.ph/survey>
- **QR Code:**



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600
Telephone Nos.: (+632) 86337206, (+632) 86318494
Email Address: usec_hrod@deped.gov.ph | Website: www.deped.gov.ph

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The information collected will be subject to subsequent analysis and validation. Preliminary results will guide the Bureau of Human Resource and Organizational Development - Employee Welfare Division (BHROD-EWD) in conducting targeted Focus Group Discussions (FGDs) scheduled in November 2025. These FGDs will involve participants from selected Schools, Schools Division Offices, and Regional Offices, ensuring that the DEMHP is not only evidence-based but also reflective of the lived experiences of DepEd employees across the nation.

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.

Copy furnished:
OFFICE OF THE SECRETARY
osec@deped.gov.ph



Room 102, Rizal Building, DepEd Complex, Maralco Ave., Pasig City 1500
Telephone Nos.: (+632) 86337206, (+632) 86316494
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