



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

0126/00873

**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](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-SDO PANABO CITY  
BY 



Republic of the Philippines  
Department of Education  
DAVAO REGION

120726  
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](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

DEPARTMENT OF EDUCATION RO<sup>11</sup>  
RECORDS SECTION  
**RELEASED**  
By: \_\_\_\_\_ Date: \_\_\_\_\_ Time: Dec. 18, 2025  
Date: \_\_\_\_\_



Republika ng Pilipinas

DEPARTMENT OF EDUCATION	
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2025-09-10	
Nov 10, 2025	
EWD-CSWAD-2025-57	
By: R. Matate	04:07 pm



**Department of Education**  
OFFICE OF THE UNDERSECRETARY  
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

**MEMORANDUM**  
DM-OUHRD-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 : 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://bit.ly/DEMHPSurvey>
- QR Code:



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Effectivity	03.23.23	Page	1 of 2



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 [blued@deped.gov.ph](mailto:blued@deped.gov.ph) or tel. no. 8633 – 7229.

For your information and guidance.

Copy furnished:  
**OFFICE OF THE SECRETARY**  
[osec@deped.gov.ph](mailto:osec@deped.gov.ph)



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