



Republic of the Philippines  
**Department of Education**

NATIONAL CAPITAL REGION

SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

Office of the Schools Division  
Superintendent

MAY 07, 2025

**MEMORANDUM**

**No. 212, s. 2025**

**CLARIFICATION ON THE IMPLEMENTATION OF THE NEW DEPED NATIONAL  
UNIFORM POLICY**

- To: OIC-Assistant Schools Division Superintendent  
Chief Education Supervisor, Curriculum Implementation Division  
OIC-Chief Education Supervisor, School Governance and Operations Division  
Public Elementary and Secondary School Principals / OICs  
Administrative Officer V  
All Others Concerned
1. Attached is Memorandum DM- OUHROD-2025-1102 on the above-captioned title, the contents of which are self-explanatory, for the information and guidance of all concerned.
  2. Request for exemption due to religious, health-related, or other valid reasons must be submitted to this Office, through the Personnel Unit, at least fifteen (15) days prior to the intended date of exemption
  3. Immediate and wide dissemination of this Memorandum is desired.

  
**VIOLETA M. GONZALES**

Assistant Schools Division Superintendent  
Officer-In-Charge  
Office of the Schools Division Superintendent

Encl.: As stated

References: As stated

To be indicated in the Perpetual Index  
Under the following subjects:

IMPLEMENTATION      UNIFORM      POLICY

MRAO/DM/ CLARIFICATION ON THE IMPLEMENTATION OF THE DEPED NATIONAL UNIFORM POLICY  
212 /MAY 5, 2025

NUM-2025-212



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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:

<b>Classroom-Based Personnel</b>	<b>Office-Based Personnel</b>
<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.

Copy furnished:

**OFFICE OF THE SECRETARY  
UNDERSECRETARIES  
ASSISTANT SECRETARIES  
BUREAU AND SERVICE DIRECTORS**



Republic of the Philippines  
**Department of Education**

MAR 24 2025

DepEd MEMORANDUM  
No. **028**, s. 2025

**GUIDELINES ON THE NEW DEPARTMENT OF EDUCATION NATIONAL UNIFORM  
FOR CLASSROOM AND OFFICE-BASED PERSONNEL**

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

1. The Department of Education (DepEd) announces the adoption of the **three new sets of DepEd national uniform designs for classroom and office-based personnel starting the transition period of the school year (SY) 2025–2026**. The Executive Committee has set guidelines based on the recommendation of the DepEd Uniform Committee (DUC) composed of teaching and nonteaching employee organizations. These details are outlined in DepEd Memorandum 027, s. 2024 titled Reconstitution of the Department of Education Uniform Committee, which includes the following considerations:

- a. Compliance with Civil Service Commission Memorandum Circular (CSC MC) No. 16, s. 2024 titled Revised Dress Code for Government Officials and Employees;
- b. Comfort and applicability of the uniform to the weather and working conditions;
- c. Overall design appearance, ensuring presentability, conveying modesty and integrity, and maintaining a simple form to allow unrestricted movement;
- d. General availability of the fabric and materials in the market;
- e. Gender inclusive under CSC MC No. 16 s. 2024 (Section V., Item A., No. 4 A-B); and
- f. Cost.

2. To provide ample time for DepEd officials and employees (collectively referred to as DepEd personnel) to prepare and purchase new sets of prescribed uniforms, SY 2025–2026 shall be considered a transition period. During the transition period, DepEd personnel can still wear their old uniforms. **Starting SY 2026–2027, all DepEd personnel shall wear the prescribed new sets of uniforms.**

3. Only the approved national uniforms shall be used by all DepEd personnel. To maintain uniformity across all offices and schools, **there shall be no regional office (RO) and schools division office (SDO) uniforms.**



4. In recognition of the varying geographical/climate conditions, no specific fabric will be prescribed, provided that the **design and color of the fabrics** used are compliant with these guidelines and consistent with Republic Act (RA) No. 9242, otherwise known as the Philippine Tropical Fabric Law (PTF) and its 2023 Amended Implementing Rules and Regulations.

5. The teaching and nonteaching personnel from the Central Office (CO), ROs, SDOs, and schools are free to purchase and obtain the prescribed uniform materials from any available source that complies with the standards set. On the other hand, DepEd employee unions, associations/organizations, or cooperatives are encouraged to offer the prescribed DepEd uniform materials to their members subject to their consent to avail of a more reasonable/discounted price and facilitate uniformity of colors/material of uniform to be purchased.

6. In alignment with CSC MC No. 16, s. 2024, and these internal guidelines, modifications, or adjustments to the new uniform design shall be allowed solely to ensure inclusivity in the workplace. However, such modifications shall be limited to altering short sleeves to long sleeves and the like for religious reasons. The overall design and color of the uniform shall remain unchanged to maintain uniformity across DepEd.

7. This is to reiterate and inform all concerned that DepEd has not endorsed, accredited, or authorized any particular supplier to approach the CO, RO, and SDOs to declare themselves as the exclusive distributor of the fabric materials for the DepEd uniforms. Any uniform suppliers visiting DepEd offices and using the name of any DepEd official to secure a uniform supply deal must be reported to the Office of the Secretary, especially captioned as **Attention: DepEd Uniform Committee**.

8. All concerned must send to the DepEd CO a written report of any DepEd personnel who compel or coerce teaching and nonteaching personnel to purchase the uniform materials from a specific source or supplier.

9. If a DepEd employee is unable to comply with the dress code, he must file a written request for exemption from their Head of Office through their respective Personnel Unit at least 15 days in advance for approval. If the request is approved, the DepEd personnel shall report to work in the approved requested clothing or at least in smart casual attire.

10. The schedule for wearing the new DepEd national uniforms shall be as follows:

**For Classroom-based Personnel**

Monday	-	Designs A for Male and Female (ASEAN- and Filipiniana-Inspired)
Tuesday	-	Designs B for Male and Female
Wednesday	-	Designs C for Male and Female
Thursday	-	Designs B for Male and Female
Friday	-	Appropriate office clothes

**For Office-based Personnel**

Monday	-	Designs D for Male and Female (ASEAN- and Filipiniana-Inspired)
Tuesday	-	Designs E for Male and Female
Wednesday	-	Designs F for Male and Female
Thursday	-	Designs E for Male and Female
Friday	-	Appropriate office clothes

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11. Based on these provisions, the designs and sketches with color specifications of the DepEd National uniforms are enclosed for reference.

12. All DepEd personnel are required to wear their prescribed identification (ID) cards at all times while on official duty or when representing the Department in official functions or activities outside the school and offices as prescribed under RA 11032 otherwise known as the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

13. The following DepEd personnel shall be exempted from wearing the prescribed uniforms:

- a. When the nature of work of the DepEd personnel demands that he/she wear clothing other than those prescribed above, such as but not limited to medical and health personnel, laboratory personnel, technicians and engineers, and those who are performing fieldwork;
- b. When religious affiliation or creed or any legitimate practice by the DepEd personnel in relation thereto requires him/her to wear particular clothing;
- c. Physical disabilities and other legitimate health reasons of the DepEd personnel;
- d. Pregnant female personnel during her period of pregnancy;
- e. DepEd personnel who are mourning due to the death of any member of their family;
- f. Emergency cases or during rehabilitation efforts after a severe calamity/disaster or inclement weather; and
- g. Other circumstances analogous to the foregoing.

14. The annual clothing and uniform allowance in the amount of seven thousand pesos (P7,000.00) or whichever amount shall be appropriated in the succeeding fiscal year for this purpose shall be released to all eligible personnel **not earlier** than the first working day of April of the current year, subject to existing accounting and auditing rules and regulations, and upon the release of the Notice of Cash Allocation from the Department of Budget and Management.

15. Immediate dissemination of this Memorandum is desired.

Encl.:  
As stated



**SONNY ANGARA**  
Secretary

References:

DepEd Memorandum (Nos. 027, s. 2024) and 016, s. 2021

To be indicated in the Perpetual Index  
under the following subjects:

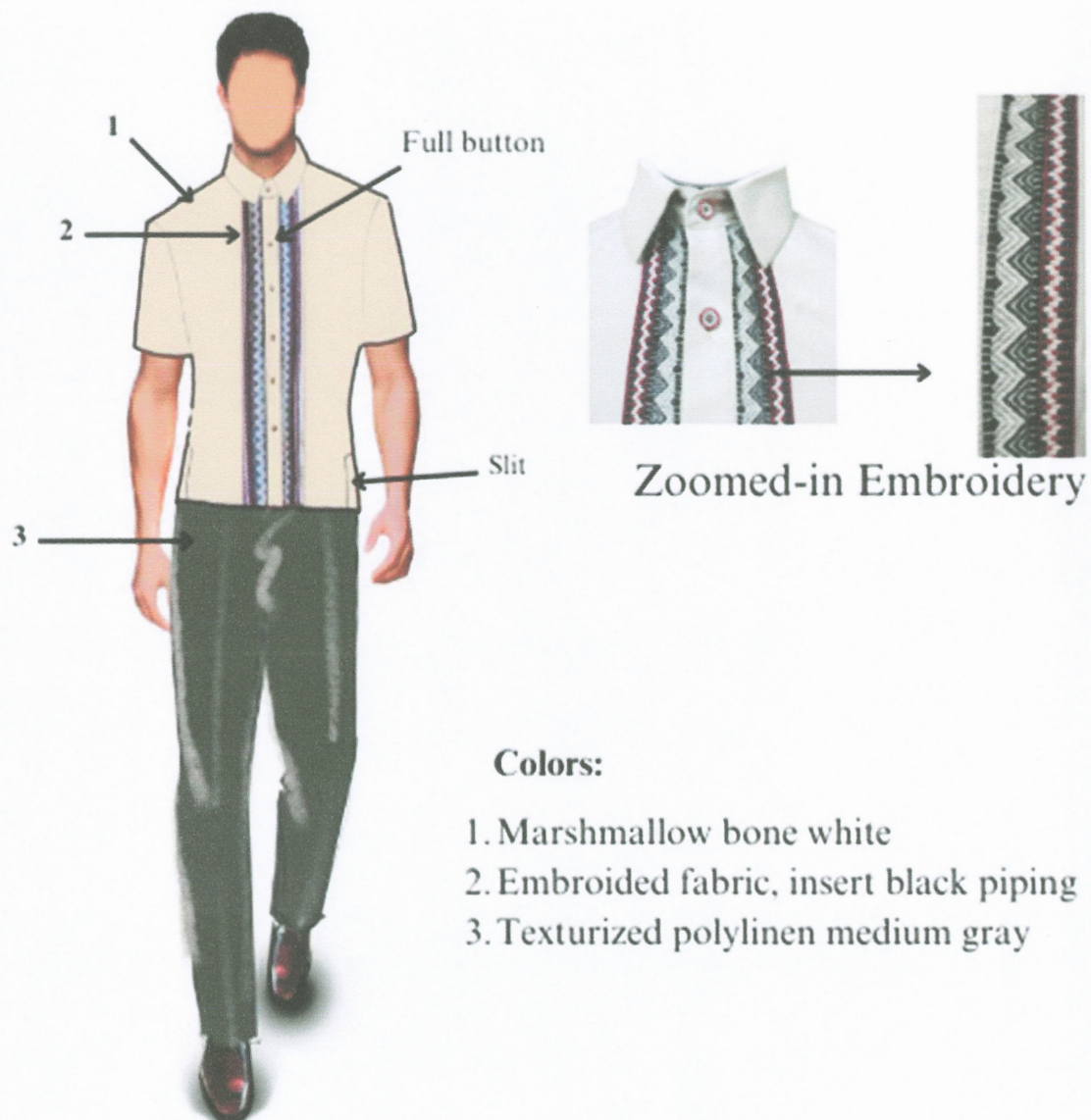
COMMITTEE  
BUREAUS AND OFFICES  
EMPLOYEE  
OFFICIALS

RULES AND REGULATIONS  
TEACHERS  
UNIFORMS

(Enclosure to DepEd Memorandum No. 028, s. 2025)

**For Classroom-based Personnel**

Monday - Design A for Male (ASEAN- & Filipiniana-Inspired)



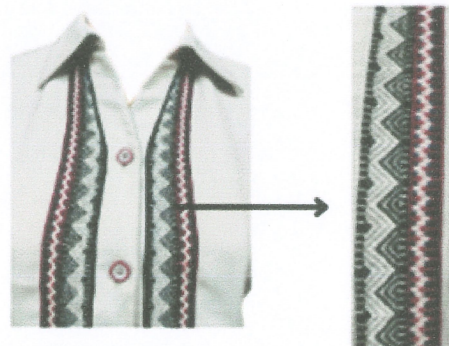
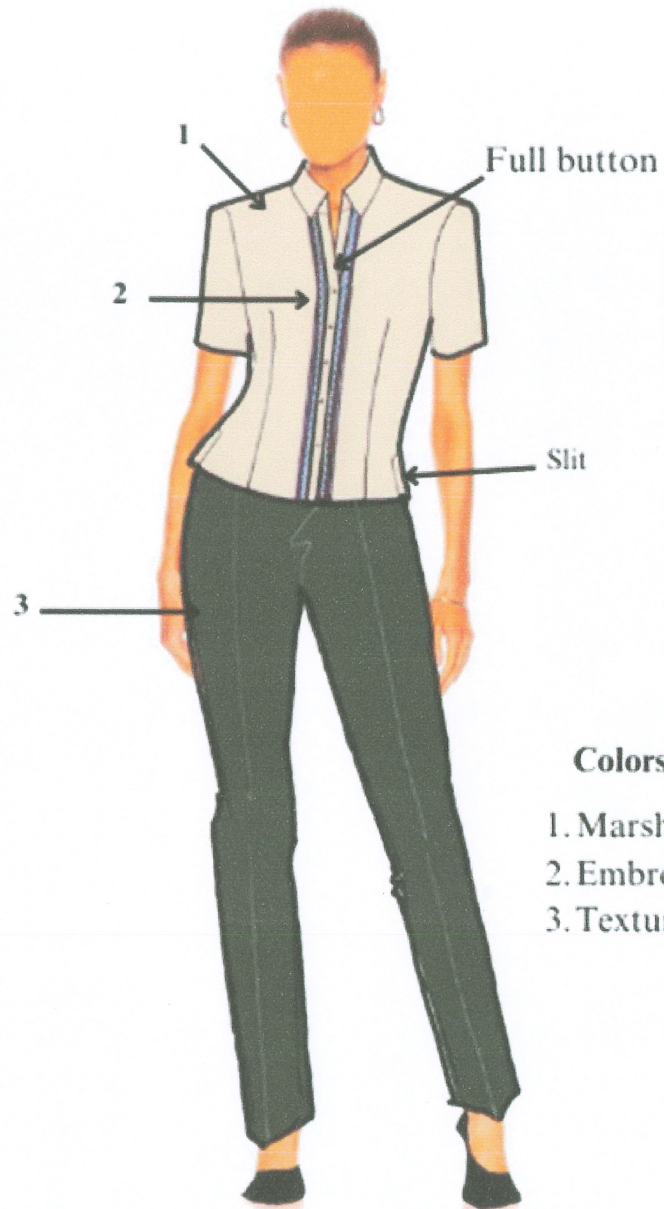
**Colors:**

1. Marshmallow bone white
2. Embroided fabric, insert black piping
3. Texturized polylinen medium gray



**For Classroom-based Personnel**

Monday - Design A for Female (ASEAN- & Filipiniana-Inspired)



Zoomed-in Embroidery

**Colors:**

1. Marshmallow bone white
2. Embroidered fabric, insert black piping
3. Texturized polylinen medium gray

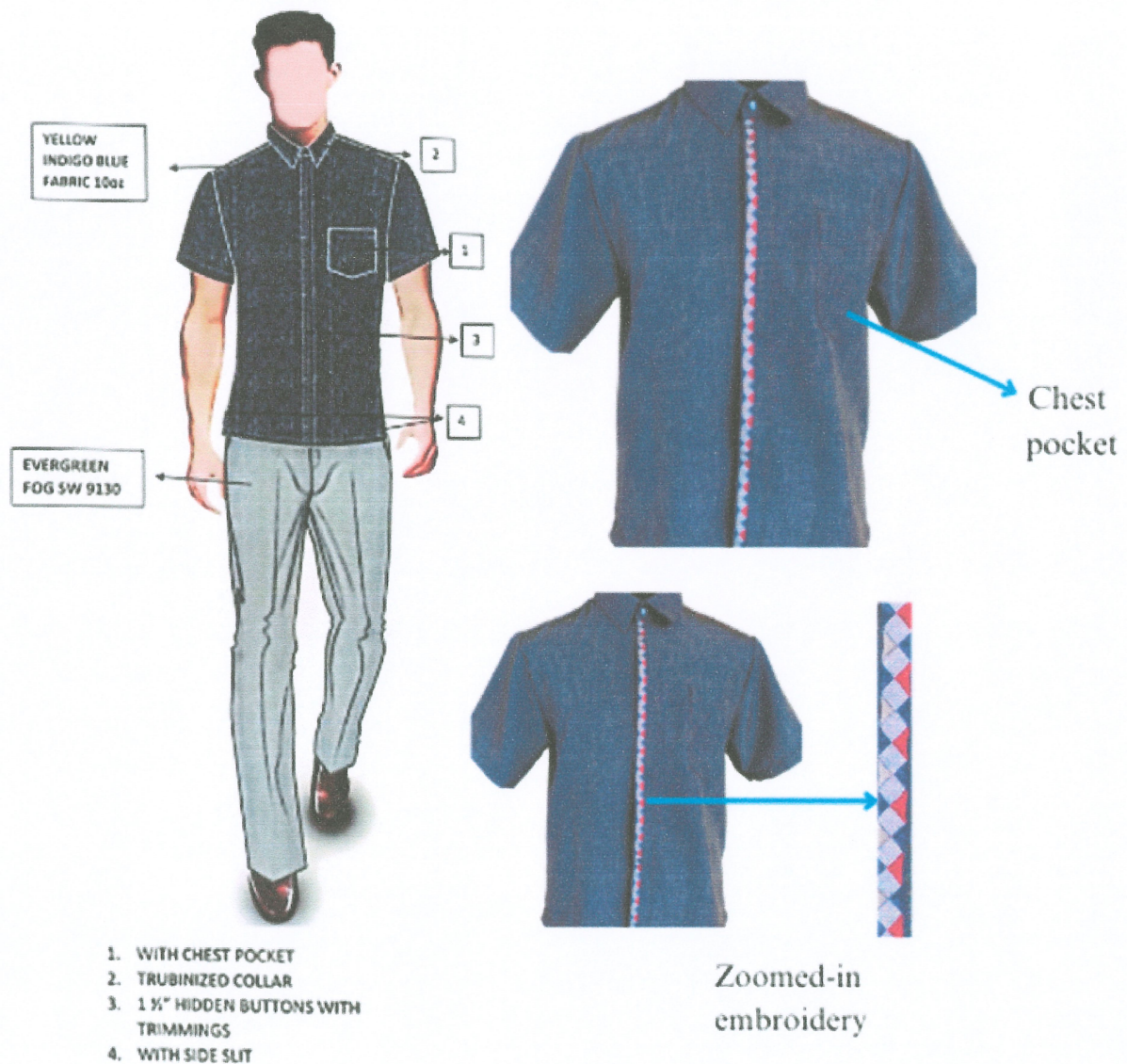
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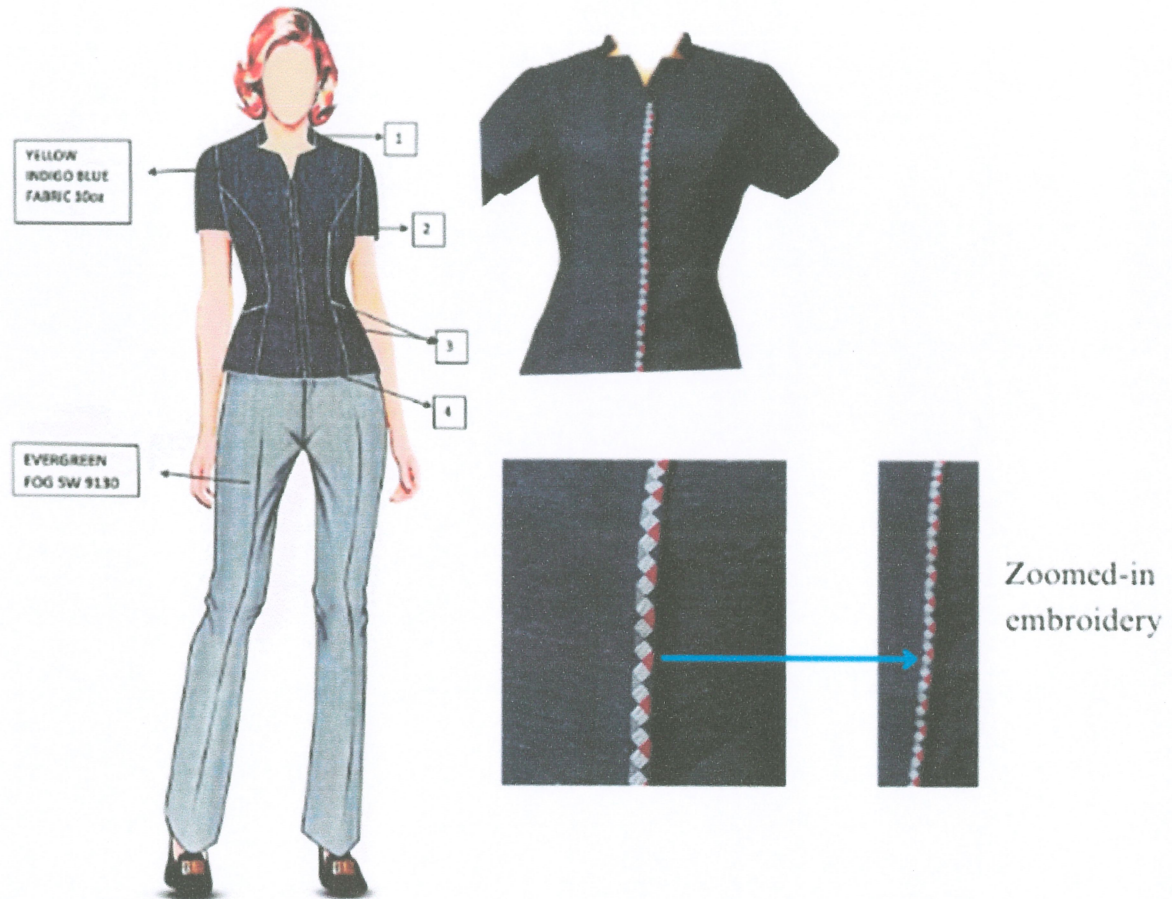
## For Classroom-based Personnel

Tuesday and Thursday- Design B for Male



### For Classroom-based Personnel

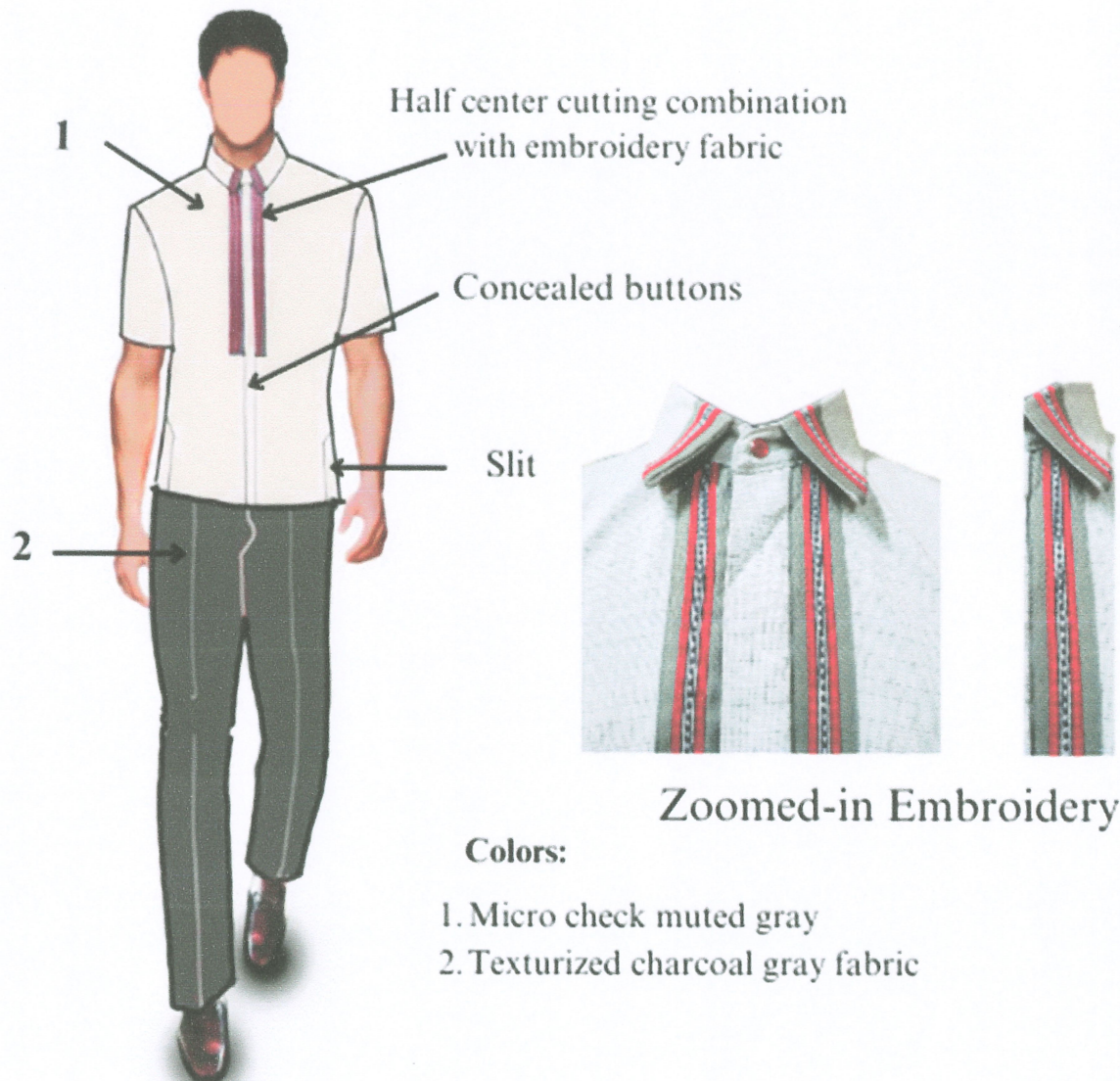
Tuesday and Thursday- Design B for Female



1. 1" STANDING COLLAR
2. 1 1/2" HIDDEN BUTTONS
3. SECRET POCKET
4. WITH TRIMMINGS ON PLACKET



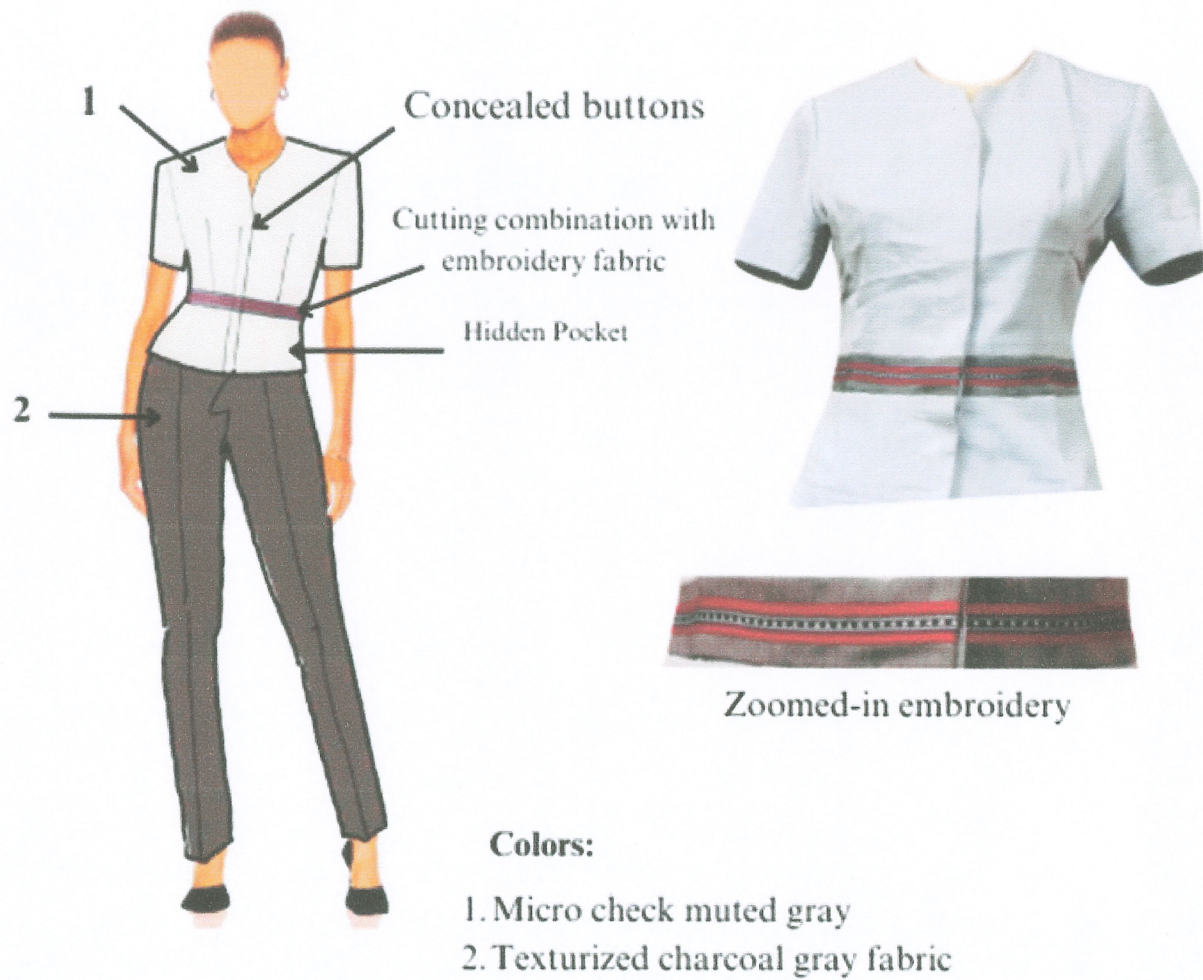
**For Classroom-based Personnel**  
Wednesday - Design C for Male



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**For Classroom-based Personnel**  
Wednesday - Design C for Female



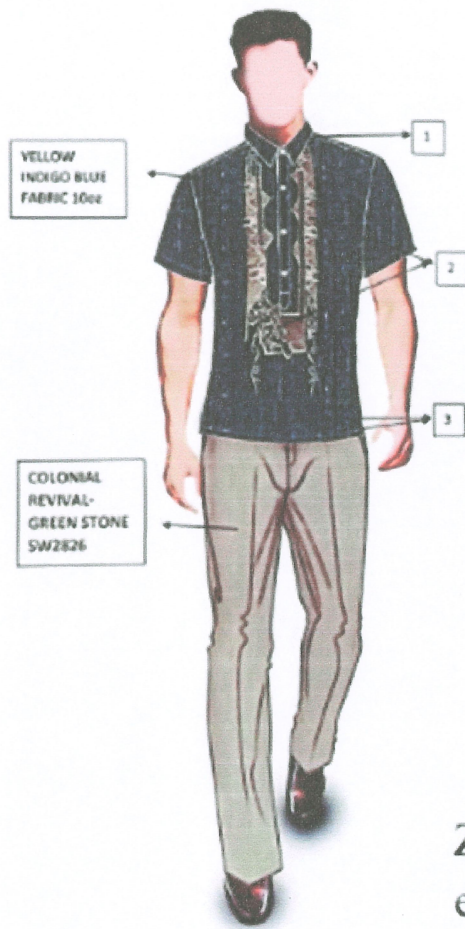
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### For Office-based Personnel

Monday - Design D for Male (ASEAN- & Filipiniana-Inspired)



Zoomed-in  
embroidery

1. TRUBINIZED COLLAR
2. HALD OPEN BARONG WITH EMBROIDERY
3. WITH SIDE SLIT

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**For Office-based Personnel**

Monday - Design D for Female (ASEAN- & Filipiniana-Inspired)



1. 1" STANDING COLLAR
2. CENTER MEET FRONT CLOSURE WITH EMBROIDERY

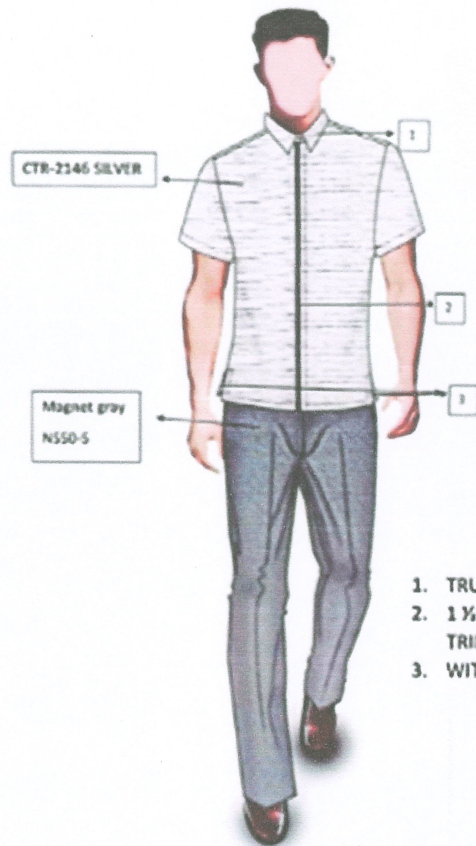
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## For Office-based Personnel

Tuesday and Thursday- Design E for Male



1. TRUBALIZED COLLAR
2. 1 1/2" HIDDEN BUTTONS WITH TRIMMINGS
3. WITH SIDE SLIT



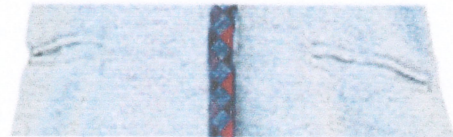
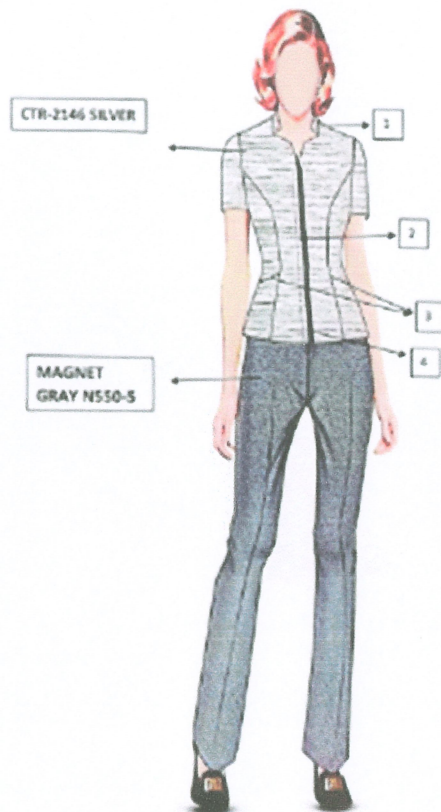
Zoomed-in  
Embroidery

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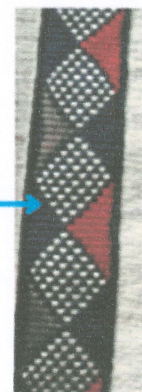
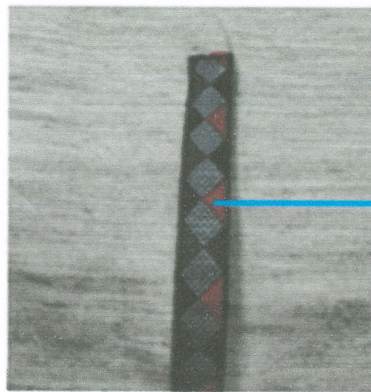
## For Office-based Personnel

Tuesday and Thursday- Design E for Female



Hidden Pocket

1. 1" STANDING COLLAR
2. 1 1/2" HIDDEN BUTTONS
3. SECRET POCKET
4. WITH TRIMMINGS ON PLACKET



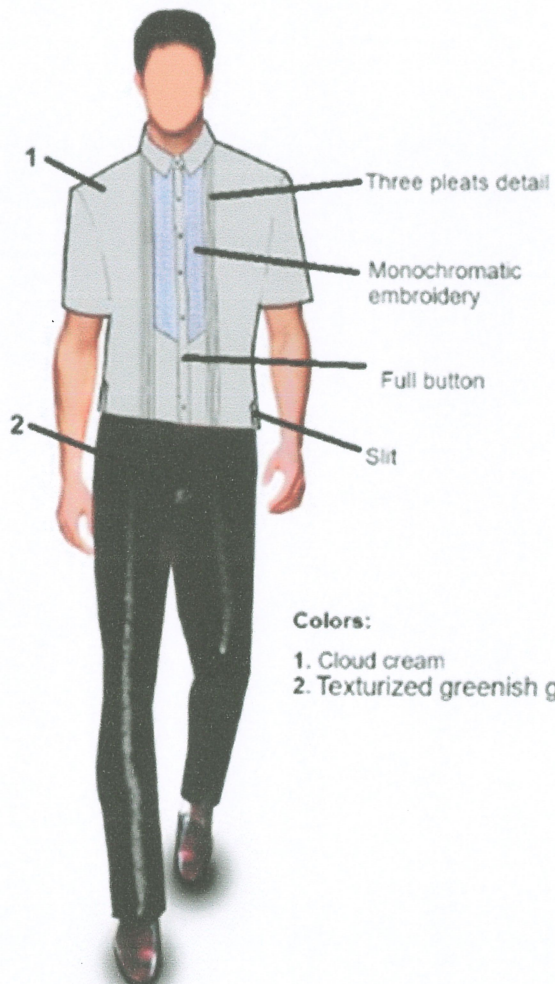
Zoomed-in embroidery

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**For Office-based Personnel**  
Wednesday - Designs F for Male



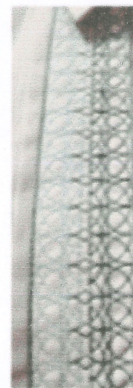
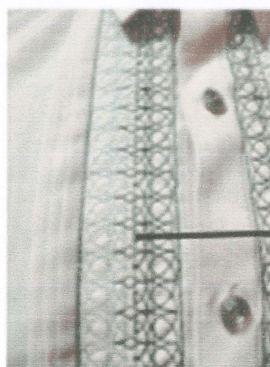
**Colors:**

- 1. Cloud cream
- 2. Texturized greenish grey



Three pleats details

Monochromatic embroidery

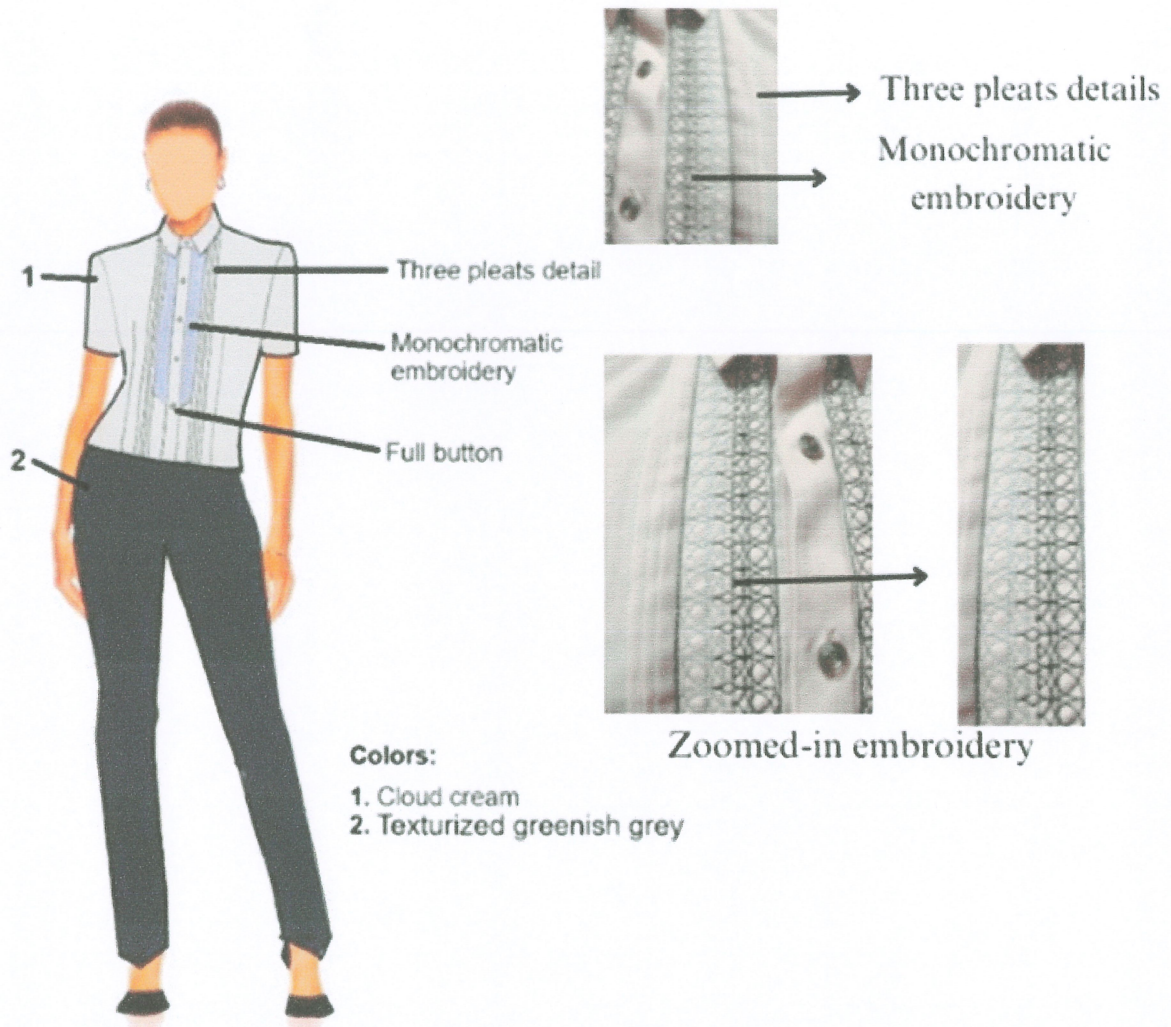


Zoomed-in embroidery

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**For Office-based Personnel**  
Wednesday - Designs F for Female



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