



Republic of the Philippines
Department of Education
NATIONAL CAPITAL REGION
SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

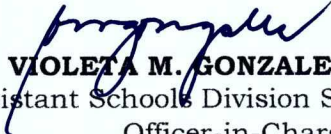
**Office of the Schools Division
Superintendent**

MEMORANDUM
No. 167, s. 2026

**ALTERNATE UNIFORM FOR DEPED CLASSROOM
AND OFFICE-BASED PERSONNEL DURING APRIL TO MAY 2026**

To: Assistant Schools Division Superintendent
Chief Education Supervisor, Curriculum Implementation Division
Chief Education Supervisor, School Governance and Operations Division
Public Elementary and Secondary School Heads
Administrative Officer V
All Others Concerned

1. Attached is the DM-OUHRODI-2026-1083, titled, "**Alternate Uniform for DepEd Classroom and Office-Based Personnel during April to May 2026**", the contents of which are self-explanatory, for the information and guidance of all concerned.
2. In this connection, attention is invited to paragraph 2 of the said Memorandum, for strict compliance.
3. Immediate dissemination of, and compliance to this Memorandum is earnestly desired.


VIOLETA M. GONZALES CESO VI
Assistant Schools Division Superintendent
Officer-in-Charge
Office of the Schools Division Superintendent

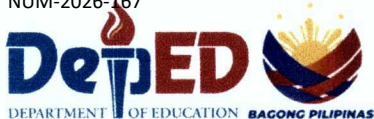
Encls: As stated.
References:
DM-OUHRODI-2026-1083

To be indicated in the Perpetual of Index under the following subject

EMPLOYEES POLICY

SRHB/ ALTERNATE UNIFORM FOR TEACHING AND NON-TEACHING PERSONNEL 167/April 21, 2026

NUM-2026-167



Student Center for Life Skills Bldg., Centennial Ave, Brgy. Tunasan, Muntinlupa City
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NUM-167-2026



Republika ng Pilipinas

Department of Education


OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT, AND INFRASTRUCTURE

MEMORANDUM

DM-OUHRODI-2026-1083

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

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

SUBJECT: **ALTERNATE UNIFORM FOR DEPED CLASSROOM AND OFFICE-
BASED PERSONNEL DURING APRIL TO MAY 2026**

DATE : 13 April 2026

In view of the escalating heat index forecasts nationwide, as officially reported by the Department of Science and Technology - Philippine Atmospheric, Geophysical and Astronomical Services Administration (DOST-PAGASA)¹, and to ensure the welfare and comfort of personnel, **all Department of Education (DepEd) classroom and office-based personnel are hereby authorized to wear the following alternate uniforms from April until May 2026:**

1. **Any existing collared DepEd polo shirt** previously utilized during official events and activities (e.g., Brigada Eskwela, Palarong Pambansa, Oplan Balik Eskwela, Regional/Division/School Conferences, etc.); **or**
2. **A white collared polo shirt with the standard DepEd logo**, a sample of which is provided as enclosure.

Either of the above-mentioned options shall be paired with pants made of appropriate fabric or textile, such as slacks, jeans, or cargo pants. However, **all personnel are strongly reminded to strictly comply with the provisions of Civil Service Commission (CSC) Memorandum Circular (MC) No. 16, s. 2024, otherwise known as the "Revised Dress Code for Government Officials and Employees"**. The wearing of tattered jeans, leggings, tights, and jogging pants remains strictly prohibited.

¹ DOST-PAGASA 2026 Heat Index Monitoring and Forecast Information (accessed from: <https://www.pagasa.dost.gov.ph/weather/heat-index>)



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The use of the prescribed alternate uniform shall be allowed **until the end of May 2026**. Thereafter, **the full and strict implementation of the New DepEd National Uniforms shall resume on the first working day of June 2026**, pursuant to DepEd Memorandum (DM) No. 028, s. 2025, entitled "*Guidelines on the New Department of Education National Uniform for Classroom and Office-based Personnel*".

Moreover, Heads of Offices and Schools Heads are directed to continuously monitor the daily heat index in their respective areas through the official DOST-PAGASA portals:

- <https://iheatmap.pagasa.dost.gov.ph/> , and
- <https://www.pagasa.dost.gov.ph/weather/heat-index>

To lessen the adverse effects of extreme heat conditions, the following precautionary measures are strongly encouraged:

- ensuring adequate ventilation in offices and classrooms;
- promoting frequent hydration among personnel and learners, and
- limiting or suspending strenuous outdoor activities during peak heat hours.

Further, all concerned officials and stakeholders are enjoined to remain vigilant in identifying symptoms of heat-related illnesses, ranging from fatigue and heat cramps to severe heat exhaustion and heat stroke. In such instances, immediate and appropriate first aid and interventions must be promptly administered.

For inquiries and further clarifications, please contact the Bureau of Human Resource and Organizational Development – Employee Welfare Division (BHROD-EWD) through email at bhrod.ewd@deped.gov.ph.

For immediate dissemination and strict compliance.

Copy furnished:

OFFICE OF THE SECRETARY

osec@deped.gov.ph



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ENCLOSURE: ILLUSTRATIVE SAMPLE DESIGN (FOR REFERENCE ONLY)



This sample design is for reference only. Procurement or purchase is not required.