



Republic of the Philippines
Department of Education
Region XII
City Schools Division of Tacurong

23 October 2025

DIVISION MEMORANDUM
OSDS-2025- 144

**REITERATION ON THE COMPLIANCE OF THE POLICY OF WEARING THE
PRESCRIBED DEPED UNIFORM AND THE REVISED DRESS CODE FOR
GOVERNMENT OFFICIALS AND EMPLOYEES**

To: Assistant Schools Division Superintendent
Chief Education Supervisors, CID & SGOD
Education Program Supervisors
SDO Section Heads
Elementary and Secondary School Heads
Teachers and Non-teaching Personnel
This Division

1. Pursuant to DepEd Memorandum No. 028, s. 2025, **entitled “Guidelines on the New Department of Education National Uniform for Classroom and Office-Based Personnel”**, this Office reiterates the adoption of the three new sets of DepEd National Uniform design for classroom and office-based personnel starting the transition period of the School Year (SY) 2025–2026.
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 new sets of uniforms.**
3. In alignment with CSC MC No. 16, s. 2024, and DepEd Memorandum No. 028, s. 2025, 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.
4. 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



Address: Alunan Highway, Poblacion, Tacurong City 9800
Telephone Numbers: (064)-562-4880; 0919-065-6425
Email: tacurong.city@deped.gov.ph
Website: depedtacurong.org



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Department of Education

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- 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

5. 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 Services Delivery Act of 2018.

6. 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 forgoing.

7. As stated in CSC MC No. 16, s. 2024, the following attire shall be prohibited for all teachers and non-teaching personnel when performing official functions inside the workplace:

- Collarless T-shirt
- Blouses with over-plunging necklines
- Backless top/plunged back top
- Sleeveless
- See-through clothing
- Gauzy, transparent, or net-like clothing
- Sando, tank-tops, tube tops, halters, and strapless or spaghetti-strap blouse (unless worn as an undershirt)



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- Leggings, above-the-knee skirt, walking shorts, cycling shorts, and jogging pants (unless worn during official events involving physical exercise)
 - Ripped jeans
 - Short pants
 - Sandals, slippers, and slip-ins exposing the toes
 - Excessive jewelry, except for special occasions and during official celebrations
 - Heavy or theatrical makeup, except for those engaged in the performing arts.
 - Other clothes or accessories analogous to the foregoing which are inappropriate while performing official duties and functions.

8. Principals/School Heads, Division Chiefs and Section Heads shall be responsible for the implementation of this Memorandum in their own area of responsibility.

9. Non-compliance to and deliberate defiance of this Memorandum shall be dealt with administratively pursuant to Section 63.C Light Offenses Paragraph 15. Violation of Reasonable Office Rules and Regulations, which is punishable by reprimand for the first offense; suspension of one (1) to thirty (30) days for the second offense and dismissal from the service for the third offense, under Rule 10, of CSC Resolution no. 2500357 entitled "2025 Rules and Administrative Cases in the Civil Service".

10. Immediate dissemination of and compliance with this Memorandum is highly enjoined.


GILDO G. MOSQUEDA, CEO VI
Schools Division Superintendent

ZBP/ADMIN/DM/REITERATION ON THE OBSERVANCE OF THE POLICY ON WEARING THE PRESCRIBED DEPED UNIFORM AND THE REVISED DRESS CODE FOR GOVERNMENT OFFICIALS AND EMPLOYEES / October 23, 2025



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