



Republic of the Philippines  
**Department of Education**  
 REGION IV-A CALABARZON  
 SCHOOLS DIVISION OF IMUS CITY

11 Dec 2025

**DIVISION MEMORANDUM**

No. 170, s. 2025

**CALL FOR PARTICIPATION IN THE NATIONWIDE SURVEY  
 FOR THE DEVELOPMENT OF DEPED EMPLOYEE  
 MENTAL HEALTH POLICY (DEMHP)**

To: OIC-Assistant Schools Division Superintendent  
 OIC-CID Chief Education Supervisor  
 OIC-SGOD Chief Education Supervisor  
 School Heads/OICs (All Public Schools)  
 All Others Concerned

1. Attached is Regional Memorandum No. 869, s. 2025, titled "Call for Participation in the Nationwide Survey for the Development of DepEd Employee Mental Health Policy (DEMHP)," for information and guidance.
2. Participation in the survey is highly encouraged. The survey may be accessed through this link: [https://bit.ly/DEMHP\\_MHsurvey](https://bit.ly/DEMHP_MHsurvey).
3. For inquiries and clarifications, please email Dr. Gian Paul G. Creencia, Medical Officer III, at [gian.creencia@deped.gov.ph](mailto:gian.creencia@deped.gov.ph).
4. Immediate dissemination of this Memorandum is earnestly desired.

*[Handwritten Signature]*  
**HOMER N. MENDOZA**

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

Encl.: As stated

Reference: As stated

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

HEALTH AND NUTRITION

sgod/gpgc/12-04-2025

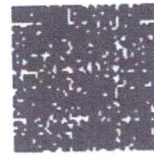


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Republic of the Philippines  
Department of Education  
REGION IV-A CALABARZON



Personnel RM 2025-869

17 November 2025

Regional Memorandum  
No. 869, s. 2025

**CALL FOR PARTICIPATION IN THE NATIONWIDE SURVEY  
FOR THE DEVELOPMENT OF DEPED EMPLOYEE  
MENTAL HEALTH POLICY (DEMHP)**

To **Regional Office Officials and Employees**  
**Schools Division Superintendents**  
**Public and Private Elementary and Secondary Schools**  
**All Others Concerned**

1. Enclosed is a copy of MEMORANDUM DM-OUHROD-2025-3122 signed by **USec. WILFREDO E. CABRAL**, Undersecretary, Human Resource and Organizational Development, titled "**Call for Participation in the Nationwide Survey for the Development of DepEd Employee Mental Health Policy (DEMHP)**," contents of which are self-explanatory.
2. In line with this, all DepEd personnel may access the Mental Health Survey through the link: [https://bit.ly/DEMHP\\_MHSurvey](https://bit.ly/DEMHP_MHSurvey). Everybody is enjoined to participate.
3. For any concerns and/or clarifications, please contact the BHROD-EWD through [bhrod.ewd@deped.gov.ph](mailto:bhrod.ewd@deped.gov.ph) or at telephone no. (02) 8633-7229.
4. For information and guidance.

**ATTY. ALBERTO T. ESCOBARTE, CESO II**  
Regional Director

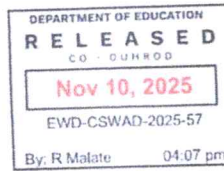
Incl.: As stated

08C/ROA/P1



Address: Gate 2, Karangalan Village, Cainta, Rizal  
Telephone No.: 02-8682-2114  
Email Address: [region4a@deped.gov.ph](mailto:region4a@deped.gov.ph)  
Website: [depedcalabarzon.ph](http://depedcalabarzon.ph)





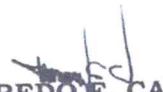
Republika ng Pilipinas

# 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 11/10/2025, 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://bit.ly/DEMHP\\_MHSurvey](https://bit.ly/DEMHP_MHSurvey)
- **QR Code:**



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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](mailto: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](mailto:osec@deped.gov.ph)



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