



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

OCT 20 2026

REGIONAL MEMORANDUM

No. 1202, S. 2026

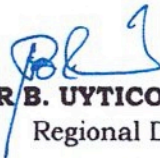
**DISSEMINATION OF MEMORANDUM DM-OUHRODI-2026-3833 TITLED
"CONDUCT OF POLICY REVIEW AND HARMONIZATION ACTIVITIES
ON RECRUITMENT, SELECTION, PLACEMENT, AND
INDUCTION (RSPI) POLICIES"**

To: Assistant Regional Director
Schools Division Superintendents
All others concerned

1. Attached is Memorandum DM-OUHRODI-2026-3833 dated September 21, 2026, titled "Conduct of Policy Review and Harmonization Activities on Recruitment, Selection, Placement, and Induction (RSPI) Policies" which is self-explanatory.
2. Anent the Validation Workshop on the Draft Revised MSP with HR Implementers, the following are the participants from DepEd Negros Island Region in the online validation activity on **October 29-30, 2026**:

No.	Name	Designation	Station
1	GUMATA, ANGIELEE O.	ADOE IV (HRMO)	SDO Himamaylan
2	ROMAY, KENNETH DANIEL C.	ADOE IV (HRMO)	SDO La Carlota
3	SANCHEZ, ADORNI G.	OIC-ADOE V (HRMO)	DepEd NIR RO
4	TUALA, JASPER TADEO I.	Supervising ADOE	DepEd NIR RO

3. The participants shall confirm their attendance by registering through the following link **not later than 12:00 PM on October 27, 2026**:
<https://tinyurl.com/Registration-RSPActivities2026>.
4. Immediate dissemination of and compliance with this Memorandum are desired.


RAMIR B. UYTICO EdD, CESO III
Regional Director



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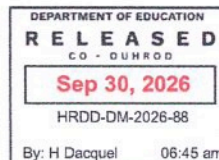


Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT AND INFRASTRUCTURE



MEMORANDUM DM-OUHRODI-2026-3833

TO : **CENTRAL OFFICE DIRECTORS
REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED**

FROM : **WILFREDO E. CABRAL**, 30/2026, 54239 AM
Undersecretary
Human Resource and Organizational Development and Infrastructure
E-signed by
Wilfredo Cabral

SUBJECT : **CONDUCT OF POLICY REVIEW AND HARMONIZATION
ACTIVITIES ON RECRUITMENT, SELECTION, PLACEMENT, AND
INDUCTION (RSPI) POLICIES**

DATE : 21 September 2026

Pursuant to Civil Service Commission (CSC) Memorandum Circular (MC) No. 08, s. 2025, otherwise known as the *2025 Omnibus Rules on Appointments and Other Human Resource Actions (ORA-OHRA)*, and as part of the Department of Education's (DepEd) continuing efforts to strengthen competency-, merit-, and fitness-based human resource management, the Bureau of Human Resource and Organizational Development-Human Resource Development Division (BHROD-HRDD) shall undertake the comprehensive **review and harmonization of the Department's Recruitment, Selection, Placement, and Induction (RSPI) policies**.

The review shall cover the *DepEd Merit Selection Plan (MSP)* under **DepEd Order (DO) No. 019, s. 2022** and the existing *Recruitment, Selection, and Appointment (RSA) Guidelines*, including **DO No. 007, s. 2023** and **DO No. 021, s. 2024**, to ensure alignment with the 2025 ORA-OHRA and address identified policy gaps and implementation concerns. The review shall adopt a consultative and participatory approach involving the RSPI National Technical Working Group (NTWG), and HR practitioners and implementers, and other concerned stakeholders.

Accordingly, the following activities shall be conducted:

Title of the Activity	Date	Venue / Mode
1. Writeshop on the Revision of the DepEd MSP and RSA Guidelines with the RSPI NTWG	October 13-15, 2026	In-person workshop in Baguio Teachers' Camp

2. Validation Workshop on the Draft Revised MSP with HR Implementers	October 29-30, 2026	Online
3. Finalization Writeshop for the Revised MSP and RSA Guidelines with the RSPI NTWG	November 10-13, 2026	In-person workshop <i>within Albay</i>

The series of activities aims to:

- a. **Review, revise, and harmonize** the DepEd MSP and RSA Guidelines with the 2025 ORA-OHRA and other applicable CSC rules and regulations;
- b. **Address policy gaps, overlaps, inconsistencies, and recurring implementation issues** in recruitment, selection, and appointment identified through monitoring and evaluation and stakeholder feedback;
- c. **Validate the proposed revisions with HR implementers and concerned stakeholders** to ensure that the provisions are responsive, practicable, and consistently implementable across governance levels; and
- d. **Finalize the revised MSP and RSA Guidelines** for submission to the CSC for review and approval, as applicable.

In view of the foregoing, the concerned Heads of Offices are requested to **authorize and ensure the participation of identified RSPI-NTWG members and/or designated participants under their supervision**, as specified in the respective annexes.

Further, **Regional Offices are requested to nominate participants for the validation workshop** and shall ensure that their nominees meet the prescribed participant profile and are available for the entire duration of the concerned activity.

The list of participants and indicative program of activities for each workshop are provided in the respective annexes.

For the **online activity**, identified participants shall participate virtually unless otherwise specified in the corresponding annex or subsequent advisory. In-person participation, if necessary, shall be limited to the program management team (PMT) and other identified personnel whose physical presence is essential to the conduct of the activity.

For the **in-person activities**, the board and lodging of all participants, as well as the travel and other incidental expenses of the RSPI NTWG and PMT, shall be charged against the appropriate Central Office GMS Funds for FY 2026. Meanwhile, the travel and other incidental expenses of all other participants shall be charged against their respective local funds, subject to the usual budgeting, accounting, auditing, and other applicable government rules and regulations.

The exact venues, meeting links, meal arrangements, and other administrative details shall be communicated to the participants through a separate advisory.

All identified and nominated participants are requested to **confirm their attendance and register** through the link below or by scanning the corresponding QR code:

<https://bit.ly/Registration-RSPActivities2026>



For more information and further clarification, you may reach Ms. Carla Gob or Ms. Glyrralenz Nuguid through the BHROD-HRDD email address at bhrod.hrdd@deped.gov.ph.

Annex A.2

Activity Title	Writeshop on the Revision of the DepEd MSP and RSA Guidelines with the RSPI NTWG
Schedule	October 13 - 15, 2026
Inclusive Dates	8:00 AM to 12:00 PM & 1:00 PM to 5:00 PM daily
Time & Duration	24 hours
Participants	Members of the Recruitment, Selection, Placement, and Induction (RSPI) Technical Working Group (RSPI-NTWG); BHROD Team
Venue	Within Baguio City
Objectives	To align the MSP and RSA policy/guidelines to the 2025 ORA OHRA and address policy gaps, overlaps, inconsistencies, and recurring implementation issues in RSA within the Department

INDICATIVE PROGRAM OF ACTIVITIES:

TIME	ACTIVITY	EXPECTED OUTPUTS	IN-CHARGE
DAY 1: October 13, Tuesday (First Meal: Lunch)			
9:00 AM -12:00 PM	Ingress and Check-in of Participants		HRDD Organizing Committee, Facilitators Participants
12:00 - 1:30 PM	Lunch break	—	
1:30 - 2:30 PM	Opening Program Session 1: Preliminaries and House Rules Session 2: Presentation of updates on RSPI System (Primer)	Program Objectives and Directions, RSP Updates;	
2:30 - 4:30 PM	Session 3: Presentation of M&E Results Session 4: Presentation of Salient Features and Amendments in the 2025 ORA OHRA	M&E Results; ORA OHRA Salient Points	
4:30 - 5:00 PM	Session 5: Presentation of Workshop Design, Tasking, and Instructions	Tasking of pax	
DAY 2: October 14, Wednesday			
8:30 AM -9:00 AM	Session 5: Preliminaries and Ice Breaker	Draft MSP and RSA Guidelines	HRDD Facilitators Participants
9:00 AM – 12:00 PM	Workshop 1: Group Breakout, Policy Review and drafting of the revised MSP and RSA Guidelines (groupings per assigned part)		
12:00 - 1:30 PM	Lunch break	-	
1:30 PM – 5:00 PM	Session 6: Process Checking Continuation of Workshop 1	Draft MSP and RSA Guidelines	
DAY 3: October 15, Thursday			
8:30 AM - 12:00 AM	Session 7: Presentation of the initial draft (by group); Plenary discussion and noting of inputs, comments, recommendations and agreements	Draft MSP and RSA Guidelines. comments, recommendations agreements	HRDD Facilitators Participants
12:00 - 1:30 PM	Lunch break	-	
1:30 PM – 4:30 PM	Workshop 2: Integration of comments from the plenary discussion (groupings per assigned part)	Draft MSP and RSA Guidelines,	
4:30 PM – 5:00 PM	Session 5: Ways forward and closing Egress of Participants	-	

LIST OF PARTICIPANTS

*Bureau of Human Resource and Organizational Development – Human Resource Development Division
Recruitment, Selection, Placement, and Induction (RSPi) System*

Validation Workshop on the Draft Revised MSP with HR Implementers

October 29-30, 2026

via MS Teams

No.	NAME	POSITION	OFFICE CO/RO/SDO
Recruitment, Selection, and Placement – Technical Working Group (RSP-NTWG) Members			
1	Susan Collano	Schools Division Superintendent	Naga City
2	Cherry Mae Limbaco	Schools Division Superintendent	Malaybalay City
3	Anne Geralyn Pelias	Chief Administrative Officer	Region IV-A
4	Maxim Botillas	Chief Administrative Officer	Baguio, CAR
5	Harvie Villamor	Chief Education Supervisor	Region VIII
6	Janice Gamalong	Supervising Admin. Officer	Region XI
7	Atty. Jasper Tadeo I. Tuala	Supervising Administrative Officer	NIR
8	Arniel Garque	Public Schools District Supervisor	Guimaras
9	Elsa Mariano	Administrative Officer V	NCR
10	Arvin Purisima	Administrative Officer V	Pangasinan II
11	Menchie Kubayashi	Administrative Officer V	Pasig City
12	Isabelita Samapayan	Administrative Officer V	Palawan
HR Field Implementers			
13	Eva D. Rosales	Administrative Officer V	Region VIII
14	Ronal Kevin Del Rosario	Administrative Officer IV	SDO Carmona
15	Angelee O. Gomata	Administrative Officer IV	SDO Himamaylan
16	Lermaflor G. Napoles	Administrative Officer IV	SDO Biliran
CO Participants			
17	Ruby Chanda J. Crisostomo	Chief Administrative Officer	Organization Effectiveness Division
18	Sarah Bianca B. Bilag	Project Development Officer III	Employee Welfare Division
32 identified HR Implementers - (1) RO HRMO and (1) SDO HRMO per Region			
1 participant from Office of the Undersecretary for HROD			
2 participants from BHROD – Office of the Director			
2 participants from BHROD – Personnel Division (PD)			
1 participant from BHROD-School Effectiveness Division (SED)			
6 Program Managers and Secretariat from BHROD-Human Resource Development Division			

Annex B.2

Activity Title	Validation Workshop on the Draft Revised MSP with HR Implementers
Schedule	
Inclusive Dates	October 29 - 30, 2026
Time/s	8:00 AM to 12:00 PM & 1:00 PM to 5:00 PM daily
Duration (in hours)	16 hours
Participants	Members of the Recruitment, Selection, Placement, and Induction (RSPI) Technical Working Group (RSPI-NTWG); Field HRMOs
Venue	via MS Teams
Objectives	To validate the draft revised MSP and RSA policy/guidelines

INDICATIVE PROGRAM OF ACTIVITIES:

TIME	ACTIVITY	EXPECTED OUTPUTS	IN-CHARGE
DAY 1: October 29, Thursday			
9:30 AM - 10:00 PM	Opening Program Session 1: Preliminaries and House Rules	—	HRDD Organizing Committee Participants HRDD Facilitators Participants
10:00 AM - 12:00 PM (health break in between)	Session 2: Presentation of updates on RSP System Session 3: Presentation of the draft MSP and RSA Guidelines	Program Objectives and Directions, RSP Updates; Tasking of pax	
12:00 - 1:30 PM	Lunch break	—	
1:30 PM – 5:00 PM	Session 3: Presentation of Workshop Design, Tasking, and Instructions Workshop 1: Critiquing of the draft Policies (Breakout groups) Tasking and instructions for next day session	Accomplished template for inputs, comments, and recommendations	
DAY 2: October 30, Friday			
9:30 AM - 12:00 PM	Workshop 2: Presentation and discussion (per breakout group) of the gathered inputs, comments, and recommendations Session 4: Process Checking	Comments, inputs, recommendations on the draft MSP and RSA Guidelines	Participants HRDD Facilitators Participants
12:00 - 1:30 PM	Lunch break	—	
1:30 PM – 4:00 PM	Session 5: Presentation of Ways Forward and Next Steps Closing Program	—	

Annex C.1

LIST OF PARTICIPANTS

Bureau of Human Resource and Organizational Development – Human Resource Development Division
Recruitment, Selection, Placement, and Induction (RSPI) System

Finalization Writeshop for the Revised MSP and RSA Guidelines with the RSPI NTWG

November 10-13, 2026

Within Albay

No.	NAME	POSITION	OFFICE CO/RO/SDO
Recruitment, Selection, and Placement – Technical Working Group (RSP-NTWG) Members			
1	Susan Collano	Schools Division Superintendent	Naga City
2	Cherry Mae Limbaco	Schools Division Superintendent	Malaybalay City
3	Anne Geralyn Pelias	Chief Administrative Officer	Region IV-A
4	Maxim Botillas	Chief Administrative Officer	Baguio, CAR
5	Harvie Villamor	Chief Education Supervisor	Region VIII
6	Janice Gamalong	Supervising Admin. Officer	Region XI
7	Atty. Jasper Tadeo I. Tuala	Supervising Administrative Officer	NIR
8	Arniel Garque	Public Schools District Supervisor	Guimaras
9	Elsa Mariano	Administrative Officer V	NCR
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11	Menchie Kubayashi	Administrative Officer V	Pasig City
12	Isabelita Samapayan	Administrative Officer V	Palawan
HR Field Implementers			
13	Eva D. Rosales	Administrative Officer V	Region VIII
14	Ronal Kevin Del Rosario	Administrative Officer IV	SDO Carmona
15	Angielee O. Gomata	Administrative Officer IV	SDO Himamaylan
16	Lermaflor G. Napoles	Administrative Officer IV	SDO Biliran
CO Participants			
17	Ruby Chanda J. Crisostomo	Chief Administrative Officer	Organization Effectiveness Division
18	Sarah Bianca B. Bilag	Project Development Officer III	Employee Welfare Division
1 participant from Office of the Undersecretary for HROD/ BHRD – Office of the Director			
2 participants from BHRD – Personnel Division (PD)			
4 Program Managers and Secretariat from BHRD-Human Resource Development Division			

Annex C.2

Activity Title	Finalization Writeshop for the Revised MSP and RSA Guidelines with the RSPI NTWG
Schedule	November 10 - 13, 2026
Inclusive Dates	8:00 AM to 12:00 PM & 1:00 PM to 5:00 PM daily
Time & Duration	24 hours
Participants	Members of the Recruitment, Selection, Placement, and Induction (RSPI) Technical Working Group (RSPI-NTWG); Field HRMOs
Venue	Within Albay
Objectives	To finalize the draft revised MSP and RSA policy/guidelines

INDICATIVE PROGRAM OF ACTIVITIES:

TIME	ACTIVITY	EXPECTED OUTPUTS	IN-CHARGE	
DAY 1: November 10, Tuesday (First Meal: Lunch)				
9:00 AM -12:00 PM	Ingress and Check-in of Participants	—	HRDD Organizing Committee, Facilitators Participants	
12:00 - 1:30 PM	Lunch break	—		
1:30 - 2:00 PM	Opening Program Session 1: Preliminaries and House Rules Session 2: Presentation of updates on RSP System	Program Objectives and Directions, RSP Updates;		
2:00 - 5:00 PM	Session 3: Presentation of validation workshops results Session 4: Presentation of Workshop Design, Tasking, and Instructions	Validation Results; Tasking of pax		
DAY 2: November 11, Wednesday				
8:30 AM -9:00 AM	Session 5: Preliminaries and Ice Breaker	—	HRDD Facilitators Participants	
9:00 AM - 10:00 AM	Session 6: Presentation of the draft policies	Draft MSP and RSA Guidelines		
10:00 AM – 12:00 PM	Session 7: Presentation by the resource person from the Civil Service Commission	CSC Presentation		
12:00 PM - 1:30 PM	Lunch break	—		
1:30 - 5:00 PM	Workshop 1: Group Breakout, Finalization of the MSP and RSA Guidelines (groupings per assigned part) Session 6: Process Checking	Draft MSP and RSA Guidelines		
DAY 3: November 12, Thursday				
9:00 AM - 12:00 AM	Continuation of Workshop 1 Session 6: Process Checking	Draft MSP and RSA Guidelines	HRDD Facilitators Participants HRDD Facilitators Participants	
12:00 PM - 1:30 PM	Lunch break	—		
1:30 - 4:00 PM	Session 7: Presentation of the initial draft (by group); discussion and noting of inputs, comments, recommendations and agreements	Draft MSP and RSA Guidelines, comments,		

4:00 - 5:00 PM	<i>Workshop 2: Integration of comments from the plenary presentation (groupings per assigned part)</i>	recommendations, agreements	
DAY 4: November 13, Friday			
8:30 AM -9:00 AM	<i>Session 5: Preliminaries and Ice Breaker</i>	—	HRDD
9:00 AM - 11:00 AM	<i>Continuation of Workshop 2</i>	Finalized MSP and RSA Guidelines	Facilitators Participants HRDD
11:00 AM – 12:00 PM	<i>Session 5: Ways forward and closing Egress of Participants</i>		Facilitators Participants