



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

REGIONAL MEMORANDUM

No. 1228, s. 2026

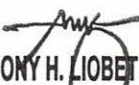
OCT 27 2026

**UPDATING OF GUIDANCE COUNSELING-RELATED POSITIONS INVENTORY
PURSUANT TO REPUBLIC ACT NO. 12080**

TO: Assistant Regional Director
Schools Division Superintendents
All Others Concerned

1. Attached is Memorandum DM-OUHRODI-2026-4026 dated October 21, 2026, re: "Updating of Guidance Counseling-Related Positions Inventory Pursuant to Republic Act No. 12080", which is self-explanatory.

2. Immediate dissemination of and compliance with this Memorandum are desired.


ANTHONY H. LIOBET JD, CESO V
Assistant Regional Director

RAMIR B. UYTICO EdD, CESO III
Regional Director

Encl.: As stated
Reference: As stated

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

BUREAUS AND OFFICES
POSITIONS
INVENTORY

AD/PS/JEM/REGIONAL MEMO-Dissemination-DM-OUHRODI-2026-4026-Updating of guidance counseling-related positions inventory pursuant to rep. act. no. 12080



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Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT, AND INFRASTRUCTURE

MEMORANDUM

DM-OUHRODI-2026-4026

**TO : DEPED REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED**

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

**SUBJECT : UPDATING OF GUIDANCE COUNSELING-RELATED POSITIONS
INVENTORY PURSUANT TO REPUBLIC ACT NO. 12080**

DATE : 21 October 2026

Pursuant to Section 9 of Republic Act No. 12080, titled *Basic Education Mental Health and Well-Being Promotion Act*, and its Implementing Rules and Regulations (IRR), the Department initiated the conversion and reclassification of its guidance-related positions with the issuance of Memorandum DM-OUHROD-2026-0135 on 27 January 2026. Subsequently, the Department issued Memorandum DM-OUHROD-2026-0542, entitled *Amendment to the Performance Requirement and Frequently Asked Questions on the Reclassification of Guidance Counselor and Guidance Coordinator Positions Pursuant to RA 12080*, on 25 February 2026, to provide further guidance on the reclassification process and evaluation.

Thereafter, two supplemental Memoranda dated 12 May 2026 and 01 June 2026 were issued to guide the submission of the Plantilla Allocation List (PAL) for the remaining 175 guidance counseling-related incumbents and to clarify concerns regarding:

- (i) positions tagged as *Coterminous to the Incumbent (CTI)*;
- (ii) incumbents who do not meet the *Qualification Standards (QS)* of equivalent positions; and
- (iii) incumbents who did not signify their intent to participate in the reclassification and retitling process.

It shall be noted that the initial assessment of applications for reclassification was based on the proposed Qualification Standards (QS) submitted to the Civil Service Commission (CSC) in November 2025. On 30 June 2026, the CSC issued CSC Resolution No. 2600920 on the approved QS for Schools Division Counselor (SDC), School Counselor (SC) I-IV, and School Counselor Associate (SCA) I-V positions, with elaborations on the relevant experience and training, which was later adopted and

released by DepEd, together with the official Job Descriptions for the positions and the applicable recruitment, selection, and appointment guidelines, through DepEd Order No. 019, s. 2026.

Further, based on a coordination meeting with the Department of Budget and Management (DBM) held on 13 July 2026, it was resolved that the issuance of a Joint Circular is necessary to establish the criteria, standards, and procedures for the reclassification and retitling of guidance-related positions, including the resolution of concerns on exemption from the quantum leap rule. As an update, DepEd submitted the draft Joint Circular to DBM on 15 September 2026 for review, comment, and/or approval. The issuance of the Joint Circular is targeted within the fourth quarter of 2026, or at the earliest possible time.

To update the status of guidance counseling-related positions, whether filled or unfilled, which shall be the basis for the conversion of vacant items to SCA I and to establish an estimate of the financial requirements necessary for the reclassification of positions pending the issuance of the DBM-DepEd Joint Circular, **all Schools Division Offices (SDO) are hereby directed to facilitate the updating of plantilla item status and reassessment of the position reclassification of guidance counseling incumbents based on the CSC-approved QS**, observing the following guidelines:

1. Update the status of guidance counseling plantilla items using the inventory tool provided.
2. Reassess the qualifications of the incumbent applicants based on the CSC-approved QS and determine the appropriate reclassified position.
 - a. To do this, SDOs shall notify the applicant concerned of the status of their reclassification application.
 - b. Applicants may submit updated qualification credentials should they have acquired higher qualifications since their last submission.
3. Provide an initial assessment on the incumbent's qualifications for the Schools Division Counselor position.

For security and privacy purposes, the inventory of guidance counseling-related plantilla items shall not be disseminated through public channels. The reference link shall instead be shared through the designated closed group communication channel with authorized personnel only.

To facilitate the conduct of the validation activity and ensure common understanding of the process, **all Human Resource Management Officers (HRMO)** are invited to attend a **Virtual HRMO Interface via MS Teams on 28 October 2026 (Wednesday), at 1:30 p.m.** Participants are requested to register through the following link: **<https://bit.ly/HRMO-Interface>**. The MS Teams meeting link will be sent to the participants' registered email addresses upon registration.

For clarifications and concerns, you may coordinate with **Mr. Jeric Francis C. Llanto** or **Ms. Bea Mariae Rolaine C. Ramos** of the Bureau of Human Resource and Organizational Development – Organization Effectiveness Division (BHROD-OED) through landline number **(02) 8633-5375** or email at **bhrod.oed@deped.gov.ph**.

For your appropriate action.

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