



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

REGIONAL MEMORANDUM

No. 973, s. 2026

SEP 09 2026

**ADVISORY ON THE PROCESSING OF THE PAYMENT OF THE SPECIAL
HARDSHIP ALLOWANCE (SHA) FOR FISCAL YEAR (FY) 2026**

TO: Assistant Regional Director
Schools Division Superintendents
All Others Concerned

1. Attached is Memorandum DM-OUHRODI-2026-2753 dated August 10, 2026, re: "Advisory on the Processing of the Payment of the Special Hardship Allowance for Fiscal Year (FY) 2026," which is self-explanatory.
2. Immediate dissemination of and compliance with this Memorandum are desired.

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
ALLOWANCE

ASD/PS/LAS/REGIONAL MEMO -Dissemination-DM-OUHRODI-2026-2753-Special Hardship Allowance (SHA)-FY 2026



Address: Batinguel, Dumaguete City, 6200
Telephone Nos:
Email Address: nir@deped.gov.ph
Website: <https://tinyurl.com/nir-gov-ph>



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT AND INFRASTRUCTURE

MEMORANDUM

DM-OUHRODI-2026-2753

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

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

ATTY. EDSON BYRON K. SY
Undersecretary for Finance

SUBJECT : **ADVISORY ON THE PROCESSING OF THE PAYMENT OF THE
SPECIAL HARDSHIP ALLOWANCE (SHA) FOR FISCAL YEAR (FY)
2026**

DATE : 10 August 2026

All Regional Offices (ROs) and Schools Division Offices (SDOs) are hereby advised to immediately facilitate the processing and payment of the Special Hardship Allowance (SHA) to all qualified teaching personnel for Fiscal Year 2026, using the current guidelines such as DepEd Order 39 s. 2021 and DepEd Order 017 s. 2023.

This advisory is issued to prevent delays in the release of benefits, ensure the timely utilization of SHA appropriations, and continue to provide support for eligible personnel.

Meanwhile, the revised SHA policy is still undergoing final review and consultation with concerned DepEd offices and oversight agencies to ensure their responsiveness and alignment with the Department's direction to strengthen welfare initiatives for teaching personnel.

Further guidance on the revised SHA guidelines shall be issued through a separate communication once finalized and approved.

For concerns or clarifications, you may coordinate with **Ms. Noverose B. Dadole** or **Mr. Christopher L. Devera** of the Bureau of Human Resource and Organizational Development – School Effectiveness Division (BHROD-SED) through email at **bhrod.sed@deped.gov.ph**.

For information and guidance.

Copy furnished: Office of the Secretary



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600
Telephone Nos.: (+632) 86337206, (+632) 86318494, (+632) 86366549
Email Address: usec.hrod@deped.gov.ph | Website: www.deped.gov.ph

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