



Republic of the Philippines
Department of Education
REGION VII - CENTRAL VISAYAS
DIVISION OF CITY SCHOOLS - TAGBILARAN CITY

**Office of the Schools Division
Superintendent**

November 20, 2025

Division Memorandum
No. 855 s. 2025

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

To: Assistant Schools Division Superintendent
Chiefs, CID, SGOD
Public Elementary and Secondary School heads
All DepEd Teaching and Non-Teaching Personnel
All Others Concerned

1. This Office, through the School Governance and Operations Division – School Health and Nutrition Unit, disseminates Regional Memorandum No. 1189, s. 2025, and DM-OUHROD-2025-3122 from the Office of the Undersecretary for Human Resource and Organizational Development, relative to the **nationwide Mental Health Survey** for the development of the **DepEd Employee Mental Health Policy (DEMHP)**.
2. The Department of Education underscores the importance of promoting employee well-being and is currently crafting a comprehensive mental health policy for teaching and non-teaching personnel. To support this effort, all DepEd employees are **strongly encouraged to answer the online Mental Health Survey**, which will help shape evidence-based programs and interventions.
Survey Link: https://bit.ly/DEMHP_MHSurvey
Personnel may access the survey through the link provided above.
3. Survey results will guide the Bureau of Human Resource and Organizational Development – Employee Welfare Division (BHROD-EWD) in preparing for the Focus Group Discussions (FGDs) scheduled in November 2025. All information collected will be handled confidentially and in compliance with the **Data Privacy Act of 2012**.
4. For details please see attached Memorandums for your reference.
5. Immediate dissemination and compliance of this Memorandum is desired.

WILFREDA D. BONGALOS PhD, CESO V
Schools Division Superintendent

WDB/AAL/SGOD/MCC/rfp



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Republic of the Philippines
Department of Education
REGION VII - CENTRAL VISAYAS

0014227

11-18-2025

Office of the Regional Director

REGIONAL MEMORANDUM

No. **1189**, s. 2025

11-18-2025

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

To: Schools Division Superintendents
Assistant Schools Division Superintendents
All Others Concerned

1. Attached is Memorandum DM-OUHROD-2025-3122 from the Office of the Undersecretary for Human Resource and Organizational Development, Wilfredo E. Cabral, titled Call for Participation to the Nationwide Survey for the Development of DepEd Employee Mental Health Policy (DEMHP), which is self-explanatory.
2. For details, attached is the communication.
3. For dissemination and compliance of all concerned.

SALUSTIANO T. JIMENEZ JD, EdD, CESO III
Director IV
Regional Director

11-171

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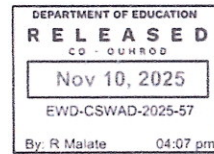
DepEd Tayo Region VII



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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**
Undersecretary for Human Resource and Organizational Development

E-signed by
 Wilfredo Cabral
 11/10/2025, 7:15:26 AM

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
- **QR Code:**



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Doc. Ref. Code	CO-OUHROD-F002	Rev	00
Effectivity	03.23.23	Page	1 of 2



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 or tel. no. 8633 – 7229.

For your information and guidance.

Copy furnished:
OFFICE OF THE SECRETARY
osec@deped.gov.ph

[BHROD-EWD-K/M/ales]



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