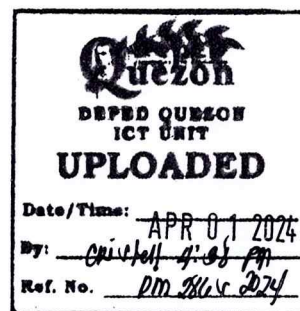




Republic of the Philippines
Department of Education
Region IV-A
SCHOOLS DIVISION OF QUEZON PROVINCE



27 March 2024


DIVISION MEMORANDUM

DM No. 286, s. 2024

**ADVISORY ON THE PROVISION OF THE SPECIAL HARDSHIP ALLOWANCE
(SHA) FOR FISCAL YEAR (FY) 2024**

To: Assistant Schools Division Superintendents
Division Chiefs
Public Schools District Supervisors
Public School Heads
All Others Concerned

1. Enclosed is Memorandum DM-OUHROD-2024-0163 *Re: Advisory on the Provision of the Special Hardship Allowance (SHA) For Fiscal Year (FY) 2024* dated February 5, 2024, which is self explanatory.
2. For information and guidance.


ROMMEL C. BAUTISTA, CESO-V
Schools Division Superintendent

Parmjdf03/27/2024

DEPEDQUEZON-TM-SDS-04-009-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
Trunkline #: (042) 784-0366, (042) 784-0164,
(042) 784-0391, (042) 784-0321



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



Personnel-RM-2024-175


06 March 2024

Regional Memorandum
No. 175, s. 2024


ADVISORY ON THE PROVISION OF THE SPECIAL HARDSHIP ALLOWANCE (SHA) FOR FISCAL YEAR (FY) 2024

To **Schools Division Superintendents**
All Others Concerned

1. Enclosed is a copy of Memorandum DM-OUHROD-2024-0163 dated February 5, 2024 signed by **ATTY. MICHAEL WESLEY T. POA**, *Undersecretary and Chief of Staff, Officer-in-Charge, Office of the Undersecretary for Finance*, and **DIR. WILFREDO E. CABRAL**, *Regional Director, Officer-in-Charge, Office of the Undersecretary for Human Resource and Organizational Development*, titled "ADVISORY ON THE PROVISION OF THE SPECIAL HARDSHIP ALLOWANCE (SHA) FOR FISCAL YEAR (FY) 2024," which is self-explanatory.
3. Relative to this, the Schools Division Offices (SDOs) are directed to wait for the new guidelines in the provision of SHA for FY 2024. A separate memorandum for the processing of SHA shall be issued immediately upon the issuance of a new DepEd Order.
4. For information and guidance.


ATTY. ALBERTO T. ESCOBARTE, CESO II
Regional Director

Incl.: As stated


OSC/ROA/PI



Address: Gate 2, Karangalan Village, Cainta, Rizal
Telephone No.: 02-8682-2114
Email Address: region4a@deped.gov.ph
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Certificate No. PHP OMS
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[DM-OUHROD-2024-0163] ADVISORY ON THE PROVISION OF THE SPECIAL
HARDSHIP ALLOWANCE (SHA) FOR FISCAL YEAR (FY) 2024



ORD-UM01-2024-144

Office of the Undersecretary for Human Resource and Organizational Development
(OUHROD) <usec.hrod@deped.gov.ph>

Fri 3/1/2024 4:18 PM

To: DEPED I ILOCOS REGION <region1@deped.gov.ph>; DEPED II CAGAYAN VALLEY <region2@deped.gov.ph>; DEPED III CENTRAL LUZON <region3@deped.gov.ph>; DEPED REGION IV-A CALABARZON <region4a@deped.gov.ph>; MIMAROPA REGION <mimaropa.region@deped.gov.ph>; DEPED V BICOL REGION <region5@deped.gov.ph>; DepEd VI Western Visayas <region6@deped.gov.ph>; DepEd Region VII Central Visayas <region7@deped.gov.ph>; REGION VIII EASTERN VISAYAS <region8@deped.gov.ph>; DEPED IX ZAMBOANGA PENINSULA <region9@deped.gov.ph>; DEPED X NORTHERN MINDANAO <region10@deped.gov.ph>; DEPED XI DAVAO REGION <region11@deped.gov.ph>; DEPED XII SOCCSKSARGEN <region12@deped.gov.ph>; DEPED REGION XIII CARAGA <caraga@deped.gov.ph>; DEPED CORDILLERA ADMINISTRATIVE REGION <car@deped.gov.ph>; DEPED NATIONAL CAPITAL REGION <ncr@deped.gov.ph>; Tolentino Aquino <tolentino.aquino@deped.gov.ph>; Benjamin Paragas <benjamin.paragas@deped.gov.ph>; May Eclar <may.eclar@deped.gov.ph>; Alberto Escobarte <alberto.escobarte@deped.gov.ph>

Cc: Joergette Razielle Regadio <joergette.regadio@deped.gov.ph>; Bureau of Human Resources and Organizational Development Office of the Director <bhrod.od@deped.gov.ph>; Sharon Ayala <sharon.ayala@deped.gov.ph>; Andrea Lim <andrea.lim002@deped.gov.ph>; Ralph Louis Quejada <ralph.quejada@deped.gov.ph>; Rachel Malate <rachel.malate001@deped.gov.ph>; Sonia Sobremisana <sonia.sobremisana@deped.gov.ph>; BHROD School Effectiveness Division <bhrod.sed@deped.gov.ph>; Bea Yumang <bea.yumang@deped.gov.ph>; Dexter Pante <dexter.pante@deped.gov.ph>; Marian Efondo <marian.efondo@deped.gov.ph>; Christopher Devera <christopher.devera003@deped.gov.ph>; Sebastian Cheng <sebastian.cheng@deped.gov.ph>; SCHOOL EFFECTIVENESS DIVISION - SPECIAL HARDSHIP ALLOWANCE <support.lsha@deped.gov.ph>; Noverose Dadole <noverose.dadole@deped.gov.ph>; Rosalyn Manares <rosalyn.manares@deped.gov.ph>; Janey Rhose Diaz <janey.diaz@deped.gov.ph>; Mario Bermudez <mario.bermudez101@deped.gov.ph>; Resty Osias <resty.osias@deped.gov.ph>; Office of the USec for Human Resource & Organizational Dev (OUHROD) <usec.hrod@deped.gov.ph>

1 attachments (1 MB)

DM-OUHROD-2024-0163 ADVISORY ON THE PROVISION OF THE SHA FOR FY 2024.pdf

Dear **Regional Directors and Schools Division Superintendents:**

In reference to the DepEd Order (DO) No. 039, s. 2021 entitled "Guidelines on the Provision of Special Hardship Allowance for Public School Teachers" and the list of hardship posts in the DO 017, s. 2023 entitled "Amendment to DepEd Order No. 039, s. 2021 (Guidelines on the Provision of Special Hardship Allowance for Public School Teachers)" which are both valid until FY 2023 only, there is an ongoing joint study between the Department and the United Nation Children's Fund (UNICEF) to come up with a new set of hardship variables to objectively determine hardship posts. The result of the study shall be the basis in the development of the new guidelines for the provision of SHA to eligible teachers starting FY 2024.

With this, the **DepEd Regional and Schools Division Offices (ROs and SDOs)** are **directed to wait for the new guidelines in the provision of SHA for FY 2024.** A separate memorandum for the processing of SHA shall be issued immediately upon the issuance of a new DepEd Order.

Should you have concerns or clarifications, please contact 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.



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-OUHROD-2024-0163

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

FROM : ATTY. MICHAEL WESLEY T. POA
*Undersecretary and Chief of Staff
Officer-in-Charge, Office of the Undersecretary for Finance*

WILFREDO E. CABRAL
*Regional Director
Officer-in-Charge, Office of the Undersecretary for Human Resource
and Organizational Development*

**SUBJECT : ADVISORY ON THE PROVISION OF THE SPECIAL HARDSHIP
ALLOWANCE (SHA) FOR FISCAL YEAR (FY) 2024**

DATE : 5 February 2024

In reference to the DepEd Order (DO) No. 039, s. 2021 entitled "Guidelines on the Provision of Special Hardship Allowance for Public School Teachers" and the list of hardship posts in the DO 017, s. 2023 entitled "Amendment to DepEd Order No. 039, s. 2021 (Guidelines on the Provision of Special Hardship Allowance for Public School Teachers)" which are both valid until FY 2023 only, there is an ongoing joint study between the Department and the United Nation Children's Fund (UNICEF) to come up with a new set of hardship variables to objectively determine hardship posts. The result of the study shall be the basis in the development of the new guidelines for the provision of SHA to eligible teachers starting FY 2024.

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For information and guidance.