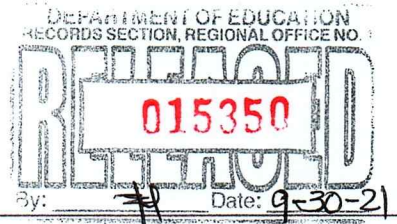




Republic of the Philippines
Department of Education
 REGION I



Office of the Regional Director

SEP 30 2021

REGIONAL MEMORANDUM
 No. 1127, s. 2021

**ONLINE ORIENTATION RE: GUIDELINES ON THE PROVISION OF SPECIAL
 HARDSHIP ALLOWANCE (SHA) FOR PUBLIC SCHOOL
 TEACHERS (DepEd Order 039, s. 2021)**

To: **Schools Division Superintendents
 Chiefs of Regional Office Finance Division &
 Policy, Planning & Research Division**

1. Per MEMORANDUM DM-HROD-2021-0208, The DepEd Central Office through the Office of the Undersecretary for Human Resource and Organizational Development will conduct the Online Orientation on the Guidelines on the Provision of Special Hardship Allowance (SHA) for Public Schools Teachers – Batch 3 (Luzon Cluster) on October 6, 2021, via MS Teams (bit.ly/SHAOrientationDOBatch3).

2. The said orientation aims to discuss the Hardship Index (HI), the schools identified as hardship post, the budget allocation & release, and other procedural guidelines.

3. Regional and Division participants are, as follows:

Regional Office (2):

One Representative from the Finance Division
 Regional Planning Officer

Schools Division Offices (4 per SDO)

One Representative from the Finance Division
 One Representative from the Personnel Unit
 One Representative from the Curriculum Implementation Div.
 Division Planning Officer

4. For information, guidance, and attendance of all concerned.

TOLENTINO G. AQUINO
 Director IV

Encl.: As stated.
 Reference: MEMORANDUM DM-HROD-2021-0208
 To be indicated in the Perpetual Index
 Under the following subjects:

ALLOWANCE HARDSHIP ORIENTATION PUBLIC TEACHERS

PPRD/pjc/RM_2021SHAorientation
 September 29, 2021

DepEd Region 1: Built on character; empower




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Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-HROD-2021-0208TO : REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNEDFROM :  WILFREDO E. CABRAL
Regional Director, DepEd NCR and
Officer-In-Charge, Office of the Undersecretary
Human Resource and Organizational DevelopmentSUBJECT : ONLINE ORIENTATION ON THE GUIDELINES ON THE
PROVISION OF SPECIAL HARDSHIP ALLOWANCE FOR PUBLIC
SCHOOL TEACHERS

DATE : 23 September 2021

Pursuant to *Section 19 of Republic Act No. 4670*, otherwise known as the *Magna Carta for Public School Teachers*, the Department of Education (DepEd) has been providing Special Hardship Allowance (SHA) as additional compensation to teachers who are "*exposed to hardship such as difficulty in commuting to the place of work or other hazards peculiar to the place of employment, as determined by the Secretary.*" Consequently, the Department of Budget and Management (DBM) issued the National Budget Circular (NBC) No. 514, s. 2007 to operationalize the provision of SHA.

However, recognizing that the difficulty experienced by the public school teachers has evolved over time, DepEd and DBM issued Joint Circular (JC) No. 1, s. 2021 entitled "*Revised Guidelines on the Grant of the Special Hardship Allowance (SHA)*" which amended the NBC 514, s. 2007. Relative to this, Department Order (DO) 039, s. 2021 entitled "*Guidelines on the Provision of Special Hardship Allowance for Public School Teachers*" was also issued which shall guide the Department on the implementation of this policy starting FY 2021.

Both the JC and the DO not only improves the processes and procedures for availing of the said allowance in consonance with the intention of Republic Act No. 4670 or the *Magna Carta for Public School Teachers* but also provides a more objective basis for the provision of SHA to qualified teaching personnel, particularly through the adoption of the Hardship Index.

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In view of this, the Bureau of Human Resource and Organizational Development – School Effectiveness Division (BHROD-SED) shall hold an online orientation from **October 4-6, 2021** for select field participants to discuss the details of the *Guidelines on the Provision of Special Hardship Allowance for Public School Teachers (DepEd Order 039, s. 2021)*. This orientation aims to discuss the hardship index (HI), the schools identified as hardship posts, the budget allocation and release, and other procedural guidelines.

The said online orientation will be conducted in three (3) batches via MS Teams with respective dates and target participants as follows:

Batch	Date	Target Participants	Orientation Link
Batch 1 (Mindanao Cluster)	October 4, 2021 8:30AM- 12:00NN	Two (2) representatives from the Regional Office (RO) comprised of:	bit.ly/SHAOrientationDOBatch1
Batch 2 (Visayas Cluster)	October 5, 2021 8:30AM- 12:00NN	<ul style="list-style-type: none"> • 1 Representative from the Finance Division; and • 1 Regional Planning Officer 	bit.ly/SHAOrientationDOBatch2
Batch 3 (Luzon Cluster)	October 6, 2021 8:30AM- 12:00NN	Four (4) representatives from each of the Schools Division Office (SDO) comprised of: <ul style="list-style-type: none"> • 1 Representative from the Finance Unit; • 1 Representative from the Personnel Unit; • 1 Representative from Curriculum Implementation Division (CID); and • 1 Division Planning Officer 	bit.ly/SHAOrientationDOBatch3

For confirmation of attendance, please accomplish this online form: bit.ly/SHAOrientationDOConfirmation on or before September 29, 2021.

For questions and concerns, please coordinate with Ms. Noverose B. Dadole or Mr. Christopher Devera of BHROD-SED at (02) 8633-5397 or email at bhrod.sed@deped.gov.ph.

For your information and appropriate action.

[BHROD-SED/Dadole]