



Republic of the Philippines
Department of Education
REGION I



REGIONAL MEMORANDUM

No. 743 s. 2023


AUG 02 2023

To: All Schools Division Superintendents

**ONLINE ORIENTATION ON THE DEPED ORDER (DO) 017, S. 2023
RE: AMENDMENT TO THE POLICY ON SPECIAL HARDSHIP
ALLOWANCE EFFECTIVE FOR FISCAL YEAR 2023**

1. This has reference to the attached MEMORANDUM DM-OUHROD-2023-0994 dated July 25, 2023 from Usec. Gloria Jumamil-Mercado, Undersecretary for Human Resource and Organizational Development, Department of Education, re: Online Orientation on the DepEd Order (DO) 017, s. 2023 re: Amendment to the Policy on Special Hardship Allowance Effective for Fiscal Year 2023.
2. In line with this, it is informed that there is the need for the orientation of field personnel in the implementation implications on the identification of eligible personnel, payment and documentation relative to policy changes. For the Luzon Cluster, the online orientation is scheduled for on August 8-10, 2023 through the link : **<https://bit.ly/Batch1SHAMeeting2023>**. Furthermore, it is reminded to accomplish the online form for the confirmation of attendance at **bit.ly/ConfirmationSHAMeeting2023**.
3. Attached is the Annex A (*Indicative Program Flow*), for reference.
4. For information, guidance and strict compliance.

For the Regional Director:


ATTY. RHEA JOY L. CARBONELL
Chief Administrative Officer
Administrative Division

Encl.: As Stated
References: As Stated
To be indicated in the Perpetual Index
Under the following subjects:

ITEMS

POSITIONS

REPORTS

AD/PS/hfa/RM_OnlineOrientationonSHA
July 28, 2023



DepEd R01

P E R S 2 3 0 5 7 4



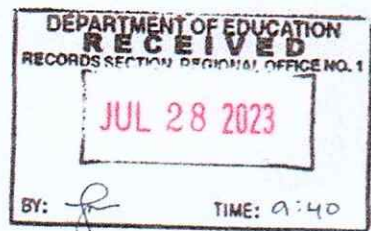
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Republika ng Pilipinas

Department of Education

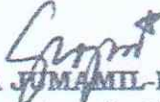
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT



MEMORANDUM

DM-OUHROD-2023-0994

TO : REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED

FROM : 
GLORIA JUMAMIL-MERCADO
Undersecretary for Human Resource and Organizational
Development

SUBJECT : ONLINE ORIENTATION ON THE DEPED ORDER (DO) 017 s.
2023 RE: AMENDMENT TO THE POLICY ON SPECIAL
HARDSHIP ALLOWANCE EFFECTIVE FOR FY 2023

DATE : 25 July 2023

Pursuant to the MATATAG Agenda that underscores the expansion of the coverage in the grant of Special Hardship Allowance (SHA) to **give support to teachers to teach better and compensate teachers for unique school challenges**, the Department of Education (DepEd), with the concurrence of the Department of Budget and Management (DBM), has issued the DepEd Order 017 s. 2023 entitled *Amendment to DepEd Order No. 39, s. 2021 or the Guidelines on the Provision of Special Hardship Allowance for Public School Teachers*. The SHA Policy amendment entails lowering the Hardship index cut-off from 0.37 to 0.33 in determining Hardship Posts schools eligible to receive the SHA for FY 2023.

With this, the need to orient the field in the implementation implications such as the identification of eligible personnel, payment, and documentation in compliance with the policy changes is imperative. As such, the Bureau of Human Resource and Organizational Development – School Effectiveness Division (BHROD-SED) shall hold an online meeting from **08-10 August 2023** with select field participants to discuss all related issues and pressing concerns in the previous (FY 2021- FY 2022) and current (FY 2023) implementation of SHA.

The meeting objectives are as follow:

- a. Orient the field with the implementation implications of the DepEd Order 017 s. 2023 or the Amendment to DepEd Order No. 39, s. 2021;



The online meeting shall be conducted in three (3) batches via MS Teams with respective dates and target participants, as follows:

Batch	Date	Meeting Link	Target Participants
Batch 1 (Luzon Cluster)	August 08, 2023 8:30AM- 12:00NN	https://bit.ly/Batch1SHAMeeting2023	<p>Three (3) representatives from the Regional Office (RO) comprised of:</p> <ul style="list-style-type: none"> • 1 Representative from the Finance Division; • 1 Representative from Personnel Unit; and • 1 Regional Planning Officer
Batch 2 (Visayas Cluster)	August 09, 2023 8:30AM- 12:00NN	https://bit.ly/Batch2SHAMeeting2023	<p>Four (4) representatives from each of the Schools Division Office (SDO) comprised of:</p> <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
Batch 3 (Mindanao Cluster)	August 10, 2023 8:30AM- 12:00NN	https://bit.ly/Batch3SHAMeeting2023	<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

Kindly refer to **Annex A** for the Indicative Program flow of the meeting.

For confirmation of attendance, please accomplish this online form bit.ly/ConfirmationSHAMeeting2023 on or before 28 July 2023.

Should you have questions and concerns regarding this Memorandum, you may coordinate with **Ms. Noverose B. Dadole** or **Mr. Christopher L. Devera** of the BHROD-SED through telephone number **(02) 8633-5397** or email a support.sha@deped.gov.ph.

For dissemination and appropriate action.

START	TIME		ACTIVITY
	END	DURATION	
8:15 AM	8:30 AM	0:15	Pre-Program Check Up
8:30 AM	8:50 AM	0:20	PRELIMINARIES
			Philippine National Anthem Prayer Recognition of Participants
			WELCOME REMARKS
			• Introduction • Message • House Norms and Reminders Meeting Objectives Program Flow Meeting Mechanics
9:50 AM	9:30 AM	0:40	CONTEXT & BACKGROUND • Special Hardship Allowance Guidelines DO 039, s. 2021 • Policy Amendment on SHA DO 017 s. 2023
9:30	10:00	0:30	SHA Policy Ways Forward a. BEIS Data Accuracy and Validation b. Payment of SHA for FY 2023 c. Review of the SHA Policy Implementation (DO 039 s. 2021) d. Utilization Report Template for FY 2023
10:00 AM	10:15 AM	0:15	BREAK
10:15 AM	10:50 AM	0:45	PRESENTATION OF SHA IDENTIFIED ISSUES AND CONCERNS • Status updates on the [DM-OUHROD-2022-0342] or the Observations on the Special Hardship Report for FY 2021 • SHA Utilization Report FY 2022 a. Data consolidation and submission b. Report Observations (accuracy, completeness, etc.)
10:50 AM	11:30 AM	0:40	Open Forum
11:30 AM	12:00 NN	0:30	CLOSING ACTIVITY
			• BHROD-SED Next Steps • Evaluation