



JUNE 30, 2025

REGIONAL MEMORANDUM

No. 0638, s. 2025

To: Schools Division Superintendents
All Others Concerned

REQUEST FOR DEPLOYMENT OF FEMALE NURSES TO TRIBAL COMMUNITIES
WITHIN CARAGA REGION

1. In response to the concern endorsed by the Presidential Action Center (PACe) under code PACE-MLB-05-19-2025-024, titled 'Request for Immediate Deployment of Female Nurses to Tribal Communities,' all Department of Education (DepEd) regional offices are directed to facilitate the deployment of female nurses to tribal communities. This directive is to be cascaded to their respective division offices and down to the school level.
2. Caraga is home to a significant number of Indigenous Cultural Communities (ICCs) and Indigenous Peoples (IPs), including the Manobo, Mamanwa, Higaonon, and Mandaya tribes. These communities are predominantly situated in geographically isolated and disadvantaged areas (GIDAs), where access to essential health and education services is often limited. This underscores the urgent need for deploying female nurses to these communities, not only to address existing gaps in health services but also to respond to the expressed concerns of female learners. These learners often experience anxiety or discomfort when interacting with male nurses during health inspections, particularly in culturally modest and reserved indigenous communities.
3. The deployment of female nurses must align with DepEd Order No. 007, s. 2023, titled *"Guidelines on the Recruitment, Selection, and Appointment in the Department of Education."* This policy emphasizes DepEd's commitment to merit, competence, fitness, accountability, transparency, and equal opportunity. It specifically enforces the principle of non-discrimination, ensuring that any qualified individual—internal or external to DepEd—may apply for positions regardless of age, sex, sexual orientation and gender identity (SOGIE), civil status, disability, religion, ethnicity, or political beliefs.
4. Additionally, this concern should align with DepEd's appropriate hiring processes, facilitated by Human Resource Officers in consultation with established recruitment and placement standards.
5. For inquiries, please contact Dr. Edmund D. Mendoza, Chief of the Education Support Services Division (ESSD), at 0938-353-6585 or via email at edmund.mendoza@deped.gov.ph.

6. Immediate dissemination of this memorandum is desired.


MARIA INES C. ASUNCION
Director IV
Regional Director

Encl.: None

Reference: DM-OUHROD-(2025-1579)

To be indicated in the Perpetual Index
under the following subjects:

APPOINTMENT

EMPLOYMENT

POSITIONS

ESSD/lvy
06/24/2025



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-OUHROD-2025-1579

FOR : **MOHAGHER M. IQBAL**
Minister of Basic Education
Bangsamoro Autonomous Region in Muslim Mindanao

REGIONAL DIRECTORS

DepEd Regions IX, X, XI, XII, and XIII

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

SUBJECT : **REQUEST FOR DEPLOYMENT OF FEMALE NURSES TO TRIBAL COMMUNITIES**

DATE : 16 June 2025

This is in reference to the concern received from the Presidential Action Center (PACe) with the code PACE-MLB-05-19-2025-024 titled *Request for Immediate Deployment of Female Nurses to Tribal Communities*.

Per reference, the concerned personnel urges the Department of Education (DepEd) to issue a memorandum on the deployment of female nurses in light of the start of classes for communities with tribal presence such as Matigsalug, Maguindanao, Iranun, Tausug, Maranao, and other tribes which are considered to be culture-sensitive, especially to the gender rights of female daughters, including teachers who are working in public schools.

Given that these tribal communities are pre-dominantly present within your regions and deployment of non-teaching personnel such as nurses are within the perusal and jurisdiction of your respective regions, kindly consider this request to be in accordance with the DepEd Order No. 007 s, 2023 "*Guidelines on the Recruitment, Selection, and Appointment in the Department of Education*", where it underscores the commitment to upholding the principles of Merit, Competence, Fitness, Accountability, Transparency and Equal Opportunity in the Recruitment, Selection, and Appointment of personnel in the Department; with Equal Opportunity being defined as non-discrimination principle that allows any applicant within or outside DepEd to apply for a position, irrespective of age, sex, sexual orientation and gender identity, civil status, disability, religion, ethnicity, or political beliefs.

For consideration and appropriate action.

Copy furnished:
Office of the Secretary
osec@deped.gov.ph

DepEd Action Center
depedactioncenter@deped.gov.ph

Presidential Action Center
pace@op.gov.ph

Sandro Santiago
canheal123@gmail.com

Fw: REFERRAL: SANDRO SANTIAGO

From DEPED ACTION CENTER <depedactioncenter@deped.gov.ph>

Date Wed 28 May 2025 10:43 AM

To Bureau of Human Resources and Organizational Development Office of the Director
<bhrod.od@deped.gov.ph>

Cc Presidential Action Center (PACE) <pace@op.gov.ph>; canheal123@gmail.com <canheal123@gmail.com>

Dear Sir/Madam,

Good day!

May we respectfully refer, for your information and appropriate action, of the herein attached communication coursed through the Presidential Action Center (PAC) with PACe Referral code: PACE-MLB-05-19-2025-024. You may directly communicate with the concerned party/ies.

Please acknowledge receipt.

Thank you.

Sincerely,

Jen

We are happy to be of service: <https://bit.ly/PAS-PAACFeedbackForm>

Department of Education

Public Assistance Action Center

Unit M-106-A, G/F, Mabini Bldg., DepEd Complex, Meralco Ave., Pasig City 1600 Philippines

Telephone Nos. (02) 8636.1663; 8633.1942

Fax Nos. (02) 8638.8641; 8634.0222

SMS 0919-456-0027 (S); 0995-921-8461 (G)

Email Address depedactioncenter@deped.gov.ph

Website <http://www.deped.gov.ph/>

From: Presidential Action Center (PACE) <pace@op.gov.ph>

Sent: Tuesday, May 20, 2025 2:05 PM

To: DEPED ACTION CENTER <depedactioncenter@deped.gov.ph>

Cc: canheal123@gmail.com <canheal123@gmail.com>

Subject: REFERRAL: SANDRO SANTIAGO

Sir/Madam:

25-02326

May we respectfully refer, for any action you may deem proper, the attached electronic mail received by the Presidential Action Center, with details provided below:

PACE Code	PACE-MLB-05-19-2025-024
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Name of Client	SANDRO SANTIAGO
Contact Number / Email	<u>canheal123@gmail.com</u>
Address	NA
Nature of Request	Inquiry
Details	Request for immediate deployment of female nurses to tribal communities

A reply direct to the party/ies concerned, copy furnished the Center citing the above mentioned PACE Code, will be highly appreciated. Further, the purpose of this email is to only forward the attached correspondence and should not, in any way be construed as interceding in the recipient's own evaluation and action, in accordance with existing laws, rules, and regulations.

Thank you.

PUBLIC ASSISTANCE DIVISION

Your feedback is valuable to us especially during these challenging times.

Please let us know your experience by clicking the link below:

[PACE Client Satisfaction Survey](#)

MLB

----- Forwarded message -----

From: **sandro santiago** <canheal123@gmail.com>

Date: Mon, May 19, 2025 at 8:27 AM

Subject: URGING THE DEPARTMENT OF EDUCATION ON ISSUANCE OF MEMORANDUM FOR IMMEDIATE DEPLOYMENT OF FEMALE NURSES EFFECTIVE JUNE 16, 2025 FOR THE COMMUNITIES UNDER THE TRIBES SUCH AS MATIGSALUG, MAGUINDANAO, IRANUN, TAUSUG, MARANAO AND OTHER TRIBES

To: <pace@op.gov.ph>

May 19, 2025

HIS EXCELLENCY FERDINAND R. MARCOS JR.

President of the Philippines

Malacanan Palace, Metro Manila

Magandang Araw President Marcos

Assalamu Alaykum Warahmatullahi Wabarakatuh!

Subject:

URGING THE DEPARTMENT OF EDUCATION ON ISSUANCE OF MEMORANDUM FOR IMMEDIATE **DEPLOYMENT OF FEMALE NURSES** EFFECTIVE JUNE 16, 2025 (START OF CLASSES) FOR THE COMMUNITIES UNDER THE TRIBES SUCH AS MATIGSALUG, MAGUINDANAO, IRANUN, TAUSUG, MARANAO AND OTHER TRIBES WHICH THE SAID TRIBES ARE VERY RICH AND CULTURED SENSITIVE FOR THEIR GENDER RIGHTS OF THEIR FEMALE DAUGHTERS INCLUDING ITS TEACHERS WHO ARE ENROLLED/WORKED IN PUBLIC SCHOOLS.

Ang Kagawaran ng Edukasyon ay mayroong majority of **FEMALE NURSES** sa boong bansa na nakatalaga sa bawat dibisyon at ang mga nurses ay assigned as District Nurse ibig sabihin bawat

nurse ay may hinahawakang central schools with another or plus 10 to 15 elementary/secondary public schools.

Ang kasalukuyang merong mga DepEd MALE nurse assigned as District Nurse with another or plus 10 to 15 elementary/secondary public schools on which ang kanilang nasasakupan mag aaral at empleyado ay majority under this tribes kagaya ng Matigsalug, Maguindanao, Iranun, Tausug, Maranao.

Ang aming concern sa aming mga female o babae naming mga anak or mga guro kapag ang NURSE sa isang paaralan ay LALAKI, ang mga babaeng learners nakaka experience ng mental anxiety kasi mahihiya at sobrang natatakot lumapit ang mga kabataan/learners/mag-aaral na babae kapag mag conduct ng physical assessment, magpa check-up, kagaya nang masakit ang ulo, masakit ang tiyan, may dismenorhea at iba pang karamdanan ay naiilang po sila lumapit or humingi ng tulong sa male nurse kaya ang nangyayari ay ini-inda nalang nila ang kanilang mga karamdaman hanggang maka uwi sa bahay at kawawa po talaga ang mga bata.

Alam naman natin lahat ang mga tribung kagaya ng Matigsalug, Maguindanao, Iranun, Tausug at Maranao ay very protective sa aming mga anak lalong lalo na kapag bababe, ang aming mga babae ay balot na balot sa damit upang maproteksyunan sila at nasa kultura na kapag babae ay huwag basta basta lumapit sa mga lalaki para sa kapakanan po nila at tanging sa mga babae lamang lumapit at ipagkatiwala ang sarili at ang female nurse or babaeng nurse kaya napaka importante na babae ang nurse na italaga para sa kanila.

Ang DepEd ay mayroong Learners Information System (LIS) at ayon sa depenisyon ng google "The DepEd LIS collects and gives access to detailed information about students, including demographic information, school attendance and pathways, and increasingly their learning outcomes" dahil dito malalaman ng DepEd kong anong nasasakupang districts sa boong bansa ang may maraming enrollees na babae at empleyadong babae under the tribu kagaya ng Matigsalug, Maguindanao, Iranun, Tausug at Maranao, iba pa.

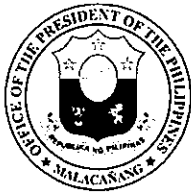
Dahil dito ang aming hiling na dapat **maglabas agad ng kautusan ang Kagawaran ng Edukasyon na simula sa klase ngayong June 16, 2025 (Monday)** ay dapat **DEPED FEMALE NURSE** na ang italaga sa lahat ng District/Schools na may majority enrollment or karamihan ay tribu kagaya ng **MATIGSALUG, MAGUINDANAO, IRANUN, TAUSUG AT MARANAO** upang maproteksyonan ang mga babaeng namin anak na nag-aaral sa public schools at ang importante ay maging panatag na ang loob naming mga magulang at may kumpanyansa na sa sarili ang aming mga anak na babae nag aaral sa public schools na lumapit sa clinic kasi **female (babaeng) nurse na ang nasa loob ng klinika.**

Naway, dasal at inaasahan namin na hindi ipagkait ang aming simpleng kahilingan sa Kagawaran ng Edukasyon sa pamumuno ni Secretary Sonny Angara kasi alam namin na advocate ang kanyang tanggapan on child learners protection policy including RA 9710 known as magna carta for womens.

Kami ay maghihintay sa response.

Sumasainyo at Maraming Salamat po

Parents A. Magulang
All Concerned Parents.



PRESIDENTIAL ACTION CENTER

Office of the President of the Philippines

PACe Building, Malacañang Complex, JP Laurel Street,
San Miguel, Manila City 1005, Metro Manila, Philippines
T | (+632) 8249-8310 local 8175
E | pace@op.gov.ph

Office Hours: 8:15 A.M. - 5:15 P.M.
Monday to Friday (except National Holidays and Work Suspensions)



BAGONG PILIPINAS

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Republika ng Pilipinas
Department of Education
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

11 June 2025

SANDRO SANTIAGO
canheal123@gmail.com

Dear **Mr. Santiago**,

Greetings from the Department of Education (DepEd)!

This has reference to your concern coursed through the Presidential Action Center (PACe) dated May 19, 2025, urging the issuance of a memorandum for immediate deployment of female nurses on communities with tribal presence in light of the start of classes.

The Department of Education strictly adheres to DepEd Order No. 007 s, 2023 or the “*Guidelines on the Recruitment, Selection, and Appointment in the Department of Education*”, where it underscores the commitment to upholding the principles of Merit, Competence, Fitness, Accountability, Transparency and Equal Opportunity in the Recruitment, Selection, and Appointment of personnel in the Department; with Equal Opportunity being defined as non-discrimination principle that allows any applicant within or outside DepEd to apply for a position, irrespective of age, sex, sexual orientation and gender identity, civil status, disability, religion, ethnicity, or political beliefs.

In light of this, your concern has been raised to DepEd Regional Offices and the Ministry of Education for Bangsamoro Autonomous Region in Muslim Mindanao to consider your suggestion given that deployment of personnel in the regions are within their jurisdiction.

Rest assured that the Department remains committed to advocating for and protecting the welfare of our learners and teachers.

Thank you for your concern and understanding.

Very truly yours,

WILFREDO E. CABRAL
Undersecretary
Human Resource and Organizational Development

Copy furnished:

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depedactioncenter@deped.gov.ph



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

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HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-OUHROD-2025-_____

FOR : **MOHAGHER M. IQBAL**
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Bangsamoro Autonomous Region in Muslim Mindanao

REGIONAL DIRECTORS
DepEd Regions IX, X, XI, XII, and XIII

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Sandro Santiago
canheal123@gmail.com



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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