



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

PLANNING, HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

DEPARTMENT OF EDUCATION  
REGION VIII, EASTERN VISAYAS

**RECEIVED**

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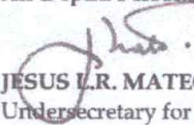
Signature

OFFICE OF THE DIRECTOR IV

Date and Time Received	Signature
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MEMORANDUM  
DM-PHROD-2020-00454

TO : Bureau/Service Directors  
Regional Directors  
Schools Division Superintendents  
Other Heads of Offices  
All DepEd Personnel Concerned

FROM :   
JESUS L.R. MATEO  
Undersecretary for Planning, Human Resource and Organizational Development

SUBJECT : Continuing Effectivity of DepEd Order 011 s.2020

DATE : 26 November 2020

On November 09, 2020, The Civil Service Commission (CSC) released Memorandum Circular (MC) 18 s.2020 on the Amendments to the Revised Interim Guidelines for Alternative Work Arrangements and Support Mechanisms for Workers in the Government during the Period of State of Public Health Emergency due to COVID-19 pandemic.

In light of the ongoing review of the implications and necessary adjustments of the existing provisions in DepEd Order No. 011 s.2020 and to minimize changes for the remainder of the year, the existing provisions in DO 11 s.2020 and its supporting clarificatory memoranda shall remain in effect until the revised guidelines is released.

However, in the exigency of service and ensuring fund utilization by the end of current fiscal year, DepEd offices are requested to implement the needed processing of documents in line with CSC MC 18 provisions, specifically items 3.1.r and 3.2.e, relative to the payment of overtime pay, to wit:

*"3.1.f. Employees under work-from-home are not entitled to Compensatory Overtime Credit/Overtime Pay."*

*"3.2.e. Employees assigned as skeleton workforce shall be entitled to Compensatory Overtime Credit/Overtime Pay for hours rendered beyond normal 8 hours on scheduled workdays or 40 hours a week, and those rendered on rest days or scheduled days off, holidays, and special non-working days, both exclusive of time for lunch and rest, subject to the provisions of CSC-DBM Joint Circular No. 2, s. 2015, as amended and other related civil service, budgeting, accounting and auditing rules and regulations."*

For inquiries or clarifications, please contact the Bureau of Human Resource and Organizational Development - Personnel Division (BHROD-PD) through phone at 02 8633 9345 or email at bhrod.pd@deped.gov.ph.

Please be guided accordingly.

BHROD-OD/raa

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OKD email  
12/2/2020