



Republika ng Pilipinas

Department of Education

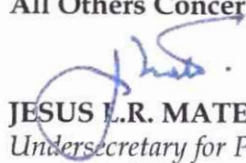
OFFICE OF THE UNDERSECRETARY

PLANNING, HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-PHROD-2021-0423

TO : Regional Directors
Schools Division Superintendents
All Others Concerned

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

SUBJECT : Period of Effectivity of the Existing Provisional Appointments of
Teachers in the Senior High School

DATE : 27 May 2021

Sec. 10 of the Civil Service Commission (CSC) Memorandum Circular (MC) No. 14, s. 2018 on the 2017 Omnibus Rules on Appointments and Other Human Resource Actions (ORAOHRA), Revised 2018 defines provisional appointment as follows:

“Provisional - an appointment issued to an appointee who meets all the requirements of the position except the eligibility but only in the absence of a qualified eligible actually available who is willing to accept the appointment, as certified by the Schools Division Superintendent. It shall not be effective beyond the school year during which it was issued (emphasis supplied). The appointment may be subject to appointment (renewal).”

In consonance with the above CSC definition and following the most recent adjustment of School Year (SY) 2020-2021 as stipulated in DepEd Order (DO) No. 12, s. 2021 titled *Amendment to DepEd Order No. 030, s. 2020 (Amendment to DepEd Order No. 007, s. 2020, School Calendar and Activities for SY 2020-2021)*, which extends the last day of the teaching and learning activities until July 10, 2021; **it is hereby advised and clarified that all existing Provisional appointments issued in SY 2020-2021 to Senior High School (SHS) teachers shall be effective until July 10, 2021, or the end of SY 2020-2021.**

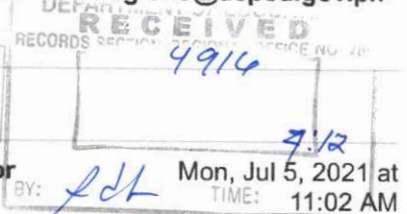
This clarification is separate from the standing appeal of the Department to the CSC to allow the reappointment or renewal of the SHS provisional teachers who were first hired in SY 2016-2017.

For further queries and clarifications, please contact the Human Resource Development Division of the Bureau of Human Resource and Organizational Development (BHROD-HRDD) through bhrod.hrdd@deped.gov.ph.

For information and guidance.



Department of Education Region VIII <region8@deped.gov.ph>



Clarification on DM PHROD-2021-0423

Bureau of Human Resource and Organizational Development Office of the Director

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Dear Regional Directors,

This has reference to the recently issued memo [DM-PHROD-2021-0423] on the Period of Effectivity of the Existing Provisional Appointments of Teachers in the Senior High School and CSC Resolution No. 2100451 issued on June 18, 2021. It has been brought to our attention that there has been confusion/misinterpretation at the field level with regard to this memo. Pending the official issuance of a DepEd Order, the BHROD-HRDD would like to provide clarifications on the matter, as follows:

1. The memo was issued to clarify the period of effectivity of provisional appointments in consonance with the Sec 10.b of the CSC ORAOHRA definition of 'provisional appointment' which states that "it shall not be effective beyond the school year during which it was issued." Given this, all provisional appointments issued this SY 2020-2021 shall be effective on July 10, 2021 as the last day of the teaching and learning activities as stipulated in the DepEd Order (DO) No. 12, s. 2021 or the Amendment to DepEd Order No. 030, s. 2020.
2. It is clarified further that Sec 10.b of CSC ORAOHRA also stipulates that all provisional appointees may be reappointed or renewed by the end of this school year, subject to the applicable conditions per CSC ORAOHRA and RA 10533 on the 5-year allowance to pass the LEPT, reckoned to the date of their first appointment. This shall apply to all SHS teachers with existing provisional appointments (SHS 2017 appointment onwards)
3. For those first hired in SY 2016-2017, attention is invited to CSC Resolution No. 2100451 issued on June 18, 2021, stating that SHS provisional teachers who were first hired in SY 2016-2017 may be reappointed for another school year (SY 2021-2022) or beyond the 5-year allowance; provided they comply with the conditions set in the said CSC Resolution.
4. It is also reiterated in the same CSC Resolution requires all DepEd SDOs to cause the publication and posting of the affected teaching positions before the end of SY 2020-2021 (July 10, 2021) and every six (6) months thereafter to invite qualified LEPT eligible applicants who shall undergo the selection process.

In summary, CSC SC Resolution No. 2100451 – further extends the provisional appointment of those first hire in 2016 to another school year or for SY 2021-2022 subject to conditions as stipulated therein while section 10.b of CSC ORAOHRA shall be applied to those SHS provisional appointees hired in 2017 onwards.

Bureau of Human Resource and Organizational Development

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ORD 9049
7-5-21