



Republic of the Philippines
Department of Education
REGION VIII - EASTERN VISAYAS

April 23, 2024

REGIONAL MEMORANDUM

No. **473** s. 2024

REMINDERS ON THE RULES OF NEPOTISM

To: Schools Division Superintendents
All Others Concerned

1. Section 125, Rule XII, 2017 Omnibus Rules on Appointments and Other Human Resource Actions, Revised July 2018 states that:

“No appointment in the national government or any branch or instrumentality thereof, including government-owned or controlled corporations with original charters shall be made in favor of a relative of the appointing or recommending officer/authority, or of the chief of the bureau or office or the person exercising immediate supervision over the appointee. Unless otherwise provided by law, the word “relative” and the members of the family referred to are those related within the third degree either of consanguinity or of affinity.

The following are exempted from the operation of the rules on nepotism:

- 2.1 persons employed in a confidential capacity
- 2.2 teachers
- 2.3 physicians
- 2.4 members of the Armed Forces of the Philippines
- 2.5 science and technology personnel under RA No. 8439
- 2.6 other positions as may be provided by law

The nepotism rule covers all kinds of appointments whether original, promotion, transfer, and reemployment regardless of status, including casual, contractual and coterminous but are not primarily confidential. This rule shall also apply to designation.”

2. All Schools Division Superintendents, appointing or recommending officer/authority, or of the chief of the office or the person exercising immediate supervision over the appointee, are advised to inhibit from appointing and/or joining the recruitment, selection, and placement process if the applicant involved is a relative of the covered officials to avoid from being charged with Nepotism.

3. Any violation of the above-mentioned rules shall be punishable by dismissal from the service under Sec. 52, of the 2017 Rules on Administrative Cases in the Civil Service.



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Page 1 of 2

4. Immediate dissemination of and strict compliance with this Memorandum are desired.


EVELYN R. FETALVERO CESO IV
Regional Director 

Enclosure: As stated
Reference: As stated

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

NEPOTISM

PENALTY

AD-PS-EDR

