

Republic of the Philippines
DEPARTMENT OF EDUCATION
Region VII, Central Visayas
SCHOOLS DIVISION OF NEGROS ORIENTAL
www.depednegor.net

October 8, 2018

DIVISION MEMORANDUM
No. 654, s. 2018

DATA GATHERING ON THE NUMBER OF DEPED EMPLOYEES WITH DISABILITY

TO : Chiefs, CID & SGOD
DEPS/SEPS/EPS/Coordinators/ Section Heads
Public Schools District Supervisors/ District In-Charge
Public Elementary and Secondary School Heads
All Others Concerned

1. Enclosed herewith is a copy of **Regional Memorandum # 0732, s. 2018**, re: Data Gathering on the Number of DepEd Employees with Disability.
2. School Heads are directed to disseminate this Memorandum with the attached Annexes (survey forms) to their respective teachers.
3. PSDSs and DICs are advised to submit the **survey forms (template)** on October 11, 2018.
4. Immediate and wide dissemination of this Memorandum is desired.


WILFREDA D. BONGALOS, Ph. D., CESO V
Schools Division Superintendent

09 OCT 2018



REPUBLIKA NG PILIPINAS
 REPUBLIC OF THE PHILIPPINES
KAGAWARAN NG EDUKASYON
 DEPARTMENT OF EDUCATION
REHIYON VII, GITNANG VISAYAS
 REGION VII, CENTRAL VISAYAS
 Sudlon, Lahug, Cebu City



O: 10/5/18
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October 2, 2018

REGIONAL MEMORANDUM

0732, 2018

DATA GATHERING ON THE NUMBER OF DEPED EMPLOYEES WITH DISABILITY

To: Schools Division Superintendents
 Officers-in-Charge of Regular and Interim Divisions
 All Others Concerned

1. Enclosed herewith is a copy of the unnumbered memorandum, dated September 17, 2018, from the office of the **VICTORIA L.M. CATIBOG**, Undersecretary for Finance Disbursements and Accounting.
2. Submission of the aforesaid survey forms will be on **October 12, 2018** and shall be addressed to **DR. BRAZIL B. SANCHEZ**, Human Resource Officer III or email thru sanchezbrazil@gmail.com
2. This is for the information and guidance of all concerned.
3. Immediate and wide dissemination of this Memorandum is desired.

Juliet A. Jeruta
JULIET A. JERUTA, Ph.D., CESO/IV
 Director IV/ Regional Director

JAI/VVY/BES

Office of the Director (ORDir), Tel. Nos.: (032) 231-1433; 231-1309; 414-7399; 414-7325; Office of the Assistant Director, Tel. No.: (032) 255-4542
 Field Technical Assistance Division (FTAD), Tel. Nos.: (032) 414-7324 Curriculum Learning Management Division (CLMD), Tel. Nos.: (032) 414-7323
 Quality Assurance Division (QAD), Tel. Nos.: (032) 231-1071 Human Resource Development Division (HRDD), Tel. No.: (032) 255-5239
 Education Support Services Division (ESSD), Tel. No.: (032) 254-7062 Planning, Policy and Research Division (PPRD), Tel. Nos.: (032) 233-9030;
 414-7065 Administrative Division, Tel. Nos.: (032) 414-7326; 414-4367; 414-7366; 414-7322; 414-4367
 Finance Division, Tel. Nos.: (032) 256-2375; 253-8061; 414-7321

“ EFA 2015: Karapatan ng Lahat, Pananagutan ng Lahat ”



Republic of the Philippines
Department of Education



Department of Education
 Region VII, Central Visayas



2018-3252
 27-Sep-18

RD2018-3252

Tanggapan ng Pangalawang Kalihim
Office of the Undersecretary
Finance – Disbursements and Accounting

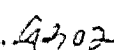
MEMORANDUM

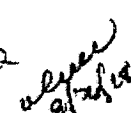
TO : Undersecretaries
 Assistant Secretaries
 Bureau/Service Directors
 Regional Directors
 Schools Division Superintendents
 Division Chiefs/Unit Heads in DepEd Central Office
 All Others Concerned

FROM : 
VICTORIA L.M. CATIBOG
 Undersecretary for Finance & Disbursements and Accounting

SUBJECT : **DATA GATHERING ON THE NUMBER OF DepEd EMPLOYEES WITH DISABILITY**

DATE : 17 September 2018

1. The Department of Education, thru the Bureau of Human Resource and Organizational Development (BHROD) supports the implementation of Republic Act 10524 also known as "An Act Expanding the Positions Reserved for Persons with Disability, Amending for the Purpose Republic Act No. 7277 as Amended, Otherwise Known as the Magna Carta for Persons with Disability", which requires 1% of the government workforce to be PWDs, among many others.
2. The Asia Foundation (TAF) through Coalitions for Change in partnership with the Australian Embassy in the Philippines is currently collaborating with BHROD to develop department policies that embraces inclusivity, aligning systems, policies, and practices to its principles in compliance to the aforementioned Republic Act.
3. In view of the foregoing, all concerned DepEd personnel are hereby directed to participate in the nationwide data gathering procedure that will be undertaken by BHROD to determine the number of personnel with disability currently employed by the Department, by accurately completing the herein attached survey form or Annex A: Survey for Employees with Disability.
4. Submission of the aforesaid survey forms by **bureau/service/regional office** (no individual submission will be accepted) shall be addressed to Dir. Ma. Lourdes D. Pantoja, Director IV of the Bureau of Human Resource and Organizational Development **on or before October 15, 2018**. Rest assured that all information submitted shall be treated with utmost confidentiality whereby only authorized DepEd personnel shall have access to all personal information collected which will be stored in a database in accordance with government policies, rules, regulations, and guidelines.
5. Your wholehearted cooperation for this endeavor is hereby enjoined. 


 9/27/18

Annex A: Survey for Employees with Disability

This survey is being conducted in aid of policy development. The Department of Education, through the Bureau of Human Resource and Organizational Development (BHRD), in partnership with The Asia Foundation is currently conducting an analysis of current policies, systems, and practices that support or impede performance and growth of employees with disabilities. Your answers to the questions below will help determine the need for policies and systems, and how such should be framed and formulated. Thank you for your participation.

I. Profile of Respondents

Name			
Position			
Status of Employment	<input type="checkbox"/> Regular/Permanent <input type="checkbox"/> On probation <input type="checkbox"/> Job Order/ Contract of Service		
Years in DepEd Service	<input type="checkbox"/> 0 to 5 years <input type="checkbox"/> > 5 to 10 years <input type="checkbox"/> > 10 to 15 years	<input type="checkbox"/> > 15 to 20 years <input type="checkbox"/> > than 20 years	
DepEd Office	<input type="checkbox"/> Central Office Specific Unit: _____		
	<input type="checkbox"/> Regional Office: _____ Specific Unit: _____		
	<input type="checkbox"/> Schools Division: _____ Region: _____ Specific Unit: _____		
	<input type="checkbox"/> School: _____ Region: _____ Schools Division: _____		

II. Type of Disability. These questions ask about difficulties you may have doing certain activities because of a health problem. ¹ Encircle the corresponding letter of your answer.

Questions	Responses			
	No – no difficulty	Yes – Some difficulty	Yes – A lot of difficulty	Cannot do at all
1. Do you have difficulty seeing, even if wearing glasses?	a	b	c	d
2. Do you have difficulty hearing, even if using hearing aid?	a	b	c	d
3. Do you have difficulty walking or climbing steps?	a	b	c	d
4. Do you have difficulty remembering or concentrating?	a	b	c	d

¹ Census questions on disability endorsed by Washington Group, combined with WHO Model Disability Survey

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9/20/18

Questions	Responses			
	No – no difficulty	Yes – Some difficulty	Yes – A lot of difficulty	Cannot do at all
5. Do you have difficulty (with self-care such as) washing all over or dressing?	a	b	c	d
6. Using your usual (customary) language, do you have difficulty communicating, for example, understanding or being understood?	a	b	c	d
7. Do you have difficulty sleeping because of your health?	a	b	c	d
8. Do you have difficulty doing household tasks because of your health?	a	b	c	d
9. Because of your health, do you have difficulty joining community activities such as festivities, religious and other activities?	a	b	c	d
10. How much difficulty do you have with feeling sad, low, worried or anxious because of your health?	a	b	c	d
11. Do you have difficulty getting along with people close to you including your friends and families because of your health?	a	b	c	d

III. Assistive Device². Do you currently use any of these assistive devices? Encircle as many as appropriate.

1. None 2. Canes or Sticks 3. Crutches, axillary or elbow 4. Orthoses, lower limb or upper limb or spinal 5. Pressure relief cushions 6. Prostheses, lower limb 7. Rollators 8. Standing frames, adjustable 9. Therapeutic footwear; diabetic, neuropathic, orthopedic	10. Tricycles 11. Walking frames or walkers 12. Wheelchair 13. Spectacles: low vision, short distance, long distance, filters and protection 14. White cane 15. Hearing Aids 16. Others _____
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Thank you for your participation.

² Adopted from WHO Model Disability Survey

Handwritten signature
9/2/04