



Republic of the Philippines
Department of Education
NATIONAL CAPITAL REGION



REGIONAL MEMORANDUM
ORD No. 169, s. 2024

**TO : SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED**

FROM : JOCELYN DR. ANDAYA
Director IV

**SUBJECT : ADVISORY ON THE PROVISION OF THE SPECIAL HARDSHIP
ALLOWANCE (SHA) FOR FISCAL YEAR (FY) 2024**

DATE: March 5, 2024

1. This is in reference to the **MEMORANDUM DM-OUHROD-2024-0163** dated February 5, 2024, regarding the above-captioned subject, which is self-explanatory.
2. The Schools Division Offices are directed to wait for the new guidelines in the provision of SHA for FY 2024, due to an ongoing joint study between the Department and the United Nations Children's Fund (UNICEF). The outcome of the study will serve as the basis for the development of new guidelines for the provision of SHA to eligible teachers starting FY 2024.
3. Please be guided accordingly.

Encl.: As stated,



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Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2024-0163

TO : **REGIONAL DIRECTORS**
SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED

FROM : **ATTY. MICHAEL WESLEY T. POA**
Undersecretary and Chief of Staff
Officer-in-Charge, Office of the Undersecretary for Finance


WILFREDO E. CABRAL
Regional Director
Officer-in-Charge, Office of the Undersecretary for Human Resource and Organizational Development

SUBJECT : **ADVISORY ON THE PROVISION OF THE SPECIAL HARDSHIP ALLOWANCE (SHA) FOR FISCAL YEAR (FY) 2024**

DATE : 5 February 2024

In reference to the DepEd Order (DO) No. 039, s. 2021 entitled "Guidelines on the Provision of Special Hardship Allowance for Public School Teachers" and the list of hardship posts in the DO 017, s. 2023 entitled "Amendment to DepEd Order No. 039, s. 2021 (Guidelines on the Provision of Special Hardship Allowance for Public School Teachers)" which are both valid until FY 2023 only, there is an ongoing joint study between the Department and the United Nation Children's Fund (UNICEF) to come up with a new set of hardship variables to objectively determine hardship posts. The result of the study shall be the basis in the development of the new guidelines for the provision of SHA to eligible teachers starting FY 2024.

With this, the **DepEd Regional and Schools Division Offices (ROs and SDOs) are directed to wait for the new guidelines in the provision of SHA for FY 2024.** A separate memorandum for the processing of SHA shall be issued immediately upon the issuance of a new DepEd Order.

Should you have concerns or clarifications, please contact the Bureau of Human Resource and Organizational Development – School Effectiveness Division (BHROD-SED) through email at bhrod.sed@deped.gov.ph.

For information and guidance.