

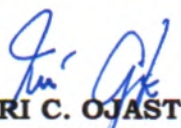


Republic of the Philippines
Department of Education
REGION VII – CENTRAL VISAYAS
SCHOOLS DIVISION OF NEGROS ORIENTAL

**Office of the Schools Division
Superintendent**

DIVISION MEMORANDUM
OSDS-2023- 689

TO : ALL DIVISION PERSONNEL

FROM : 
NERI C. OJASTRO, EdD, CESE
Schools Division Superintendent

SUBJECT : REMINDERS ON THE MANDATORY ATTENDANCE DURING FLAG CEREMONIES

DATE : October 9, 2023

1. This is to remind all Division Personnel about the importance of following Republic Act No. 8491, otherwise known as the “Flag and Heraldic Code of the Philippines” and the Civil Service Memorandum Circular No. 19, s. 2012, “Observance of flag Ceremonies.”
2. Please be informed that Violation of Reasonable Office Rules and Regulations under light offenses are punishable by reprimand for the first offense; suspension of one (1) to thirty (30) days for second offense; and dismissal from the service for the third offense, pursuant to section 50 F Rule 10 of the 2017 Revised Rules on Administrative Cases in the Civil Service.
3. In view thereof, all Division Personnel are mandated to Attend the said Flag Ceremony every Monday morning. Attendance will be monitored by the Human Resources Management Unit.
4. Thus, all personnel engage in field work are required to report to the Division Office every Monday.
5. For guidance and strict compliance.

NCO/NLR-MKP-JMA/AdS/LBY/jlb

OCT 9 2023



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