



Republic of the Philippines
Department of Education
REGION IX – ZAMBOANGA PENINSULA
SCHOOLS DIVISION OF ZAMBOANGA SIBUGAY

DepEd, Division of Zamboanga Sibugay	
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28 August 2025

OFFICE MEMORANDUM

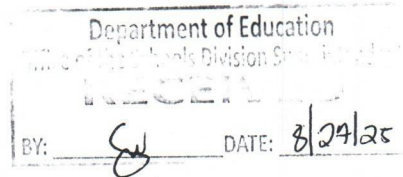
NO. 001, s. 2025

PARTICIPATION TO THE ORIENTATION ON THE 2025 OMNIBUS RULES ON APPOINTMENTS AND OTHER HUMAN RESOURCE ACTIONS (2025 ORA OHRA)

To: **RENZ ROY A. RAMOS**, HRMO II
ROMMEL L. GUSTILO, AO II
Alternate in Charge
JULIUS ROMEO U. DY, ADAS III
Natural Vacancies Appointment In-Charge
CLINT DARYLL F. DUMAJEL, ADAS III
Reclassification Appointment In-Charge
ARNOLD M. BANDOJO, ADAVI
Substitute Appointment In-Charge

1. In line with the Special Conference of the Council of Personnel Officers (CPO) in view of the recent promulgation of the **2025 Omnibus Rules on Appointments and Other Human Resource Actions (ORAOHRA)**, the above-named personnel are **directed to attend the Special Conference of the Council of Personnel Officers (CPO) on September 4, 2025**, to be held at **Payag Resto Bar, Ipil Heights, Zamboanga Sibugay**.
2. This activity aims to ensure a clear understanding of the updated rules and guidelines on the preparation of appointments and other human resource actions for effective implementation in the Division.
3. Travel expenses and other incidental costs related to this activity shall be charged against **local funds**, subject to the usual accounting and auditing rules and regulations.
4. For information and compliance.

VIRGILIO P. BATAN, JR., CESO V
Schools Division Superintendent



RE: Special Conference;
2025 ORA OHRA Initial Orientation
X-----X

18 August 2025

SDS Virgilio P. Batan, Jr., CESO V
Department of Education
Division of Zamboanga Sibugay
Ipil, Zamboanga Sibugay

Dear SDS Batan:

In view of the recent promulgation of the 2025 Omnibus Rules on Appointments and Other Human Resource Actions (2025 ORA OHRA), most of our human resource management officers have expressed concerns brought about by a few major revisions thereon.

To immediately address these concerns, the Zamboanga Sibugay Chapter of the Council of Personnel Officers (CPO) will be holding a special conference on **04 September 2025** at Payag Resto Bar, Ipil Heights, Ipil, Zamboanga Sibugay.

We hope to surface the many concerns that will affect the issuance and actual preparation of appointments. For this reason, we are specifically extending this invitation to that office and encourage you to allow the human resource management practitioner/s therein and others involved in the preparation of appointments to participate in this undertaking.

To defray necessary expenses, a minimal registration fee of **one thousand two hundred (P1,200.00) pesos** shall be charged each participant. Check payments may be made payable to the "Council of Personnel Officers (CPO), Zamboanga Sibugay Chapter."

We will appreciate confirmation of attendance the soonest possible time to enable us to make the necessary adjustments through any of the following CPO Officials:

(1) Ms. Lorvi C. Sucgang	PLGU-Zamboanga Sibugay	0956-723-1706 / 0917-716-9713
(2) Ms. Alma C. De Leon	PLGU-Zamboanga Sibugay	0966-677-8189

Should you need additional information, please do not hesitate to get in touch with the abovenamed CPO Officials.

Thank you and warmest regards.

Very truly yours,

2025.08.19
10:50:44 +08'00'

MARIO JOSE T. CUNTING
Director III
(Concurrent Head, CSC-ZSSO)