



Republic of the Philippines  
**Department of Education**

JUL 19 2023

DepEd ORDER  
No. **017**, s. 2023

**AMENDMENT TO DEPED ORDER NO. 039, s. 2021**

(Guidelines on the Provision of Special Hardship Allowance for Public School Teachers)

To: Undersecretaries  
Assistant Secretaries  
Bureau and Service Directors  
Regional Directors  
Schools Division Superintendents  
Public Elementary and Secondary School Heads  
All Others Concerned

1. Pursuant to the Department of Budget and Management (DBM)-Department of Education (DepEd) Joint Circular (JC) No. 1, s. 2021 titled Revised Guidelines on the Grant of Special Hardship Allowance, DepEd issued DepEd Order (DO) No. 039, s. 2021 otherwise known as the Guidelines on the Provision of Special Hardship Allowance for Public School Teachers.

2. As provided in Section VI.1.e of the said DO, the teachers who are assigned to schools with Hardship Index (HI) of 0.37 and above are eligible to receive Special Hardship Allowance (SHA). The distribution of the Hardship Index of all schools connotes similarity of characteristics among schools belonging to 0.37 to 0.33. This condition allows an increase in the provision of SHA by lowering the HI cut-off. To further expand the list of hardship post schools as provided in Annex A of DO 039, s. 2021, Section VI.1.e is amended and shall be read as follows:

**Section VI.1.e**

**For FY 2023, teachers assigned in schools with HI of 0.33 and above shall be eligible to receive SHA. Attached as Revised Annex A is the updated list of hardship posts with the corresponding HI.**

3. Enclosed is the **Revised Annex A** for the updated list of hardship post schools eligible for SHA for Fiscal Year (FY) 2023 with HI 0.33 and above. Note, however, that a separate policy shall be issued for the next three-year guideline on SHA implementation starting FY 2024.

4. All other provisions of the said guidelines not affected by these changes shall remain in effect.

5. For more information and queries, please contact the **Bureau of Human Resource and Organizational Development-School Effectiveness Division (BHROD-SED)**, 4th Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City, through email at [bhrod.sed@deped.gov.ph](mailto:bhrod.sed@deped.gov.ph) or at telephone number (02) 8633-5397.

6. This Order shall be applicable for FY 2023 and shall take effect immediately upon its approval, issuance, and publication on the DepEd website. Certified copies of this Order shall be registered with the Office of the National Administrative Register (ONAR) at the University of the Philippines Law Center (UP LC), UP Diliman, Quezon City.

7. Immediate dissemination of and strict compliance with this Order is directed.

  
**SARA Z. DUTERTE**  
*Vice President of the Republic of the Philippines  
Secretary of the Department of Education*

Encl.:  
As stated

Reference:  
DepEd Order (No. 039, s. 2021)

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

ALLOWANCE  
AMENDMENT  
BENEFITS  
FUNDS  
RULES AND REGULATIONS  
TEACHERS

