



Republic of the Philippines  
**Department of Education**  
REGION X – NORTHERN MINDANAO  
SCHOOLS DIVISION OF EL SALVADOR CITY


23 May 2023

DIVISION MEMORANDUM  
No. 239, s. 2023

**MERIT SELECTION PLAN (MSP) AND RECRUITMENT, SELECTION AND APPOINTMENT ORIENTATION FOR ALL HRMPSB MEMBERS**

To: **Conniebel C. Nistal, Asst. Schools Division Superintendent**  
**Ninian A. Alcasid, Chief CID**  
**Rolly B. Labis, Chief SGOD**  
**Jeffrey M. Martinez, Admin Officer V**  
**Helen S. Palasan, School Principal III**  
**Felanie Marie A. Lim, Admin Officer II**  
**Randy Rhys U. Capistrano, Admin Asst. III**  
This Division

1. You are hereby directed to attend the *Merit Selection Plan (MSP) and Recruitment, Selection and Appointment Orientation for all HRMPSB Members* on **May 29-30, 2023** at **Audio-Visual Center (AVC), Third Floor, DepEd Regional Office X, Zone 1 Upper Balulang, Cagayan de Oro City.**
2. This memorandum shall serve as your **Authority to Travel** and all travel and other incidental expenses shall be charged against local funds subject to the existing budgeting, accounting and auditing rules and regulations.
3. All are reminded that this Office adheres to Equal Opportunity Principle (EOP). Hence, all decisions and actions shall be based solely on guidelines set forth, with no discrimination on the account of age, gender identity, sexual orientation, civil status, disability, religion, ethnicity, or political affiliation.
4. For information and compliance.

  
**RANDOLPH B. TORTOLA**  
Schools Division Superintendent  
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To be indicated in the Perpetual Index  
Under the following subjects:  
TRAINING                      WORKSHOPS                      ORIENTATION



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Republic of the Philippines  
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REGION X - NORTHERN MINDANAO



May 19, 2023

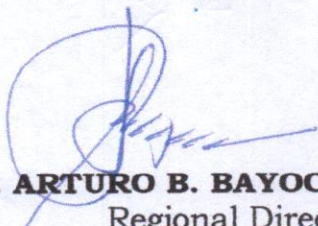
REGIONAL MEMORANDUM

No. 222, s. 2023

MERIT SELECTION PLAN (MSP) AND RECRUITMENT SELECTION  
AND APPOINTMENT ORIENTATION FOR ALL HRMPSB MEMBERS

To: Schools Division Superintendents  
All Others Concerned

1. Pursuant to **DepEd Order No. 09, s. 2022** titled **The Department of Education Merit Selection Plan** and **DepEd Order No. 07, s. 2023** titled **Guidelines on Recruitment Selection and Appointment in the Department of Education**, the new MSP and RSA guidelines and documentary requirements shall be implemented in the hiring and promotion of all teaching, teaching-related and nonteaching positions and shall stipulate the basic principles, general policies, and specific guidelines, procedures, and criteria in the recruitment, selection, and appointment of personnel of the various positions in the Department of Education (DepEd).
2. Hence, this Office will facilitate an orientation for all Region X HRMPSB members at the Audio-Visual Center (AVC), Third Floor, DepEd Regional Office X, Zone 1, Upper Balulang, Cagayan de Oro City, on May 29-30.
3. Attached is the indicative schedule of activities for the information of all concerned.
4. The participants' travel and accommodation expenses shall be charged to their local funds while the snacks and meals shall be covered by the Regional Office's (RO) funds, subject to the usual accounting and auditing rules and regulations.
5. This Office directs the immediate and wide dissemination of this Memorandum.

  
**DR. ARTURO B. BAYOCOT, CESO III**  
Regional Director

ATCH.: As stated  
To be indicated in the Perpetual Index  
under the following subject:

MSP ORIENTATION  
HRDD/reno



**MERIT SELECTION PLAN (MSP) AND RECRUITMENT SELECTION  
AND APPOINTMENT ORIENTATION FOR ALL HRMPSB MEMBERS**

Audio-Visual Center (AVC), Third Floor, DepEd Regional Office X,  
Zone 1, Upper Balulang, Cagayan de Oro City  
May 29-30, 2023

**Indicative Program of Activities**

Day /Time	Day 1	Day 2
8:00-8:15	Arrival/Registration	Morning Preliminaries
8:15-9:00		RSA Guidelines, Salient Points and Criteria
9:00-10:00		
10:00-10:30	<i>Opening Program</i> <ul style="list-style-type: none"> <li>• National Anthem</li> <li>• Doxology</li> <li>• DepEd Quality Policy Statement</li> <li>• Statement of Purpose</li> <li>• Message: Dr. Federico P. Martin, CESO V, OIC-Office of Assistant Regional Director</li> <li>• Message: Dr. Arturo B. <u>Bavocot</u>, CESO III, Regional Director</li> </ul>	
10:30-11:00	DepEd HR Framework	
11:00-12:00		
12:00-1:00	Lunch Break	
1:00-2:00	DepEd PRIME-HR	CSC Resolution No. 1800582
2:00-3:00		
3:00-4:00	Salient Features of the DepEd MSP	Synthesis
4:00-5:00		<b>Closing Activity</b> Ways Forward