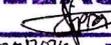




Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF DAVAO DE ORO

DEPARTMENT OF EDUCATION
DIVISION OF DAVAO DE ORO
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Office of the Schools Division
Superintendent

February 18, 2026

Division Memorandum
No. 243, s. 2026

ANNUAL MEDICAL AND DENTAL EXAMINATION FOR DEPED EMPLOYEES

To : Assistant Schools Division Superintendent
Chiefs of Functional Divisions
Public Schools District Supervisor
District Coordinating Principal
All Teaching and Non-Teaching Personnel

1. Upholding the principle in promoting the welfare, safety and security of learners and personnel of the Department of Education at all times, all personnel are encouraged to take care one's health as highest form of protection.
2. This statement is in consonance with DepEd Memo 22, S. 2015 titled Annual Physical Examination of DepEd Employees (Teaching and Non-Teaching personnel) and as per Ra 1123 or universal Health Care Act and its Implementing Rules and Regulation, and in compliance to the Civil Service Commission Memorandum, Circular 17, s. 1989, requiring all teaching and non-teaching personnel to undergo Annual Physical Examination.
3. Moreover, the following diagnostic tests shall be required to all regular personnel, as follows:
 - a. Complete Blood Count
 - b. Urinalysis
 - c. Chest X-ray PA (except for pregnant women)
 - d. Sputum analysis (pregnant women)
4. For personnel that is **30 years old and older**, the following additional laboratories are **required**:
 - a. Lipid profile
 - b. Fasting Blood Sugar
 - c. Serum Uric Acid
 - d. Creatinine
 - e. SGPT



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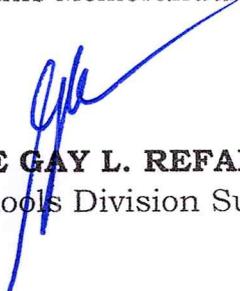
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5. Importantly, the following tests are also **encouraged** to employees with these conditions.

Test	Personnel
Glycosylated hemoglobin (HbA1c)	Diagnosed case of Diabetes Mellitus
Electrocardiogram (ECG)	Diagnosed case of Hypertension
Papanicolaou smear (Pap Smear)	Women >21 years old – once in three years Women >40 years old – once a year
Prostate Specific Antigen (PSA)	Men >50 years old

6. Annual Health Examination Form 86 may be filled out by the DepEd Medical Officer or any government physician. Only laboratory results from March to May 2026 will be accepted for attachment.
7. Oral examination is encouraged to all personnel. It may be conducted by any private or government dentist or by the Division Dentist during the scheduled physical exam.
8. Employees are entitled to a one (1) day Official Time (OT) as approved by the School Head/PSDS.
9. Form 86 and its attachments shall be submitted to the district nurses on or before April 25, 2026 for consolidation. Any personnel who fails to submit the necessary medical documents, a letter of explanation shall be submitted to the division office.
10. A separate Memorandum will be forwarded for the schedule of the Medical and Dental Examination which will be conducted in the respective clinic hubs starting May 4, 2026.
11. Immediate and wide dissemination of this Memorandum is earnestly desired.


PHOEBE GAY L. REFAMONTE, CESO VI
 Schools Division Superintendent



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