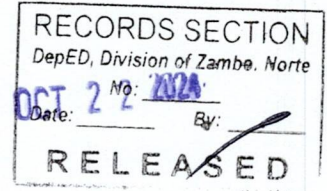




Republic of the Philippines  
**Department of Education**  
REGION IX

SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE



**Office of the Schools Division Superintendent**

DIVISION MEMORANDUM  
No. 573 s.2024

August 21, 2024

**IMPLEMENTATION OF EQUAL OPPORTUNITY POLICY (EOP) FOR LEARNING AND DEVELOPMENT SYSTEM**

TO: **Assistant Schools Division Superintendent**  
**Division Chiefs**  
**Education Program Supervisors/Coordinators**  
**Public Schools District Supervisors**  
**Education Program Specialists (SEPS and EPSp II)**  
**Others Concerned**  
**This Schools Division**

1. Regarding Civil Service Commission (CSC) Resolution No. 1601209 dated October 21, 2016, the Civil Service Commission (CSC) adopted the Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) Enhanced Maturity Level Indicators, thereby amending Annex A (PRIME HRM: Maturity Level Indicators) of CSC Memorandum Circular No. 30, s. 2014 dated December 22, 2014.
2. This office fully supports and adopts the Enhanced PRIME-HRM principles to provide excellence and transparency in all its existing services, processes, systems, and transactions.
3. The basic mandate of the programs the inclusion of Equal Opportunity Policy (EOP) in the implementation of Learning and Development interventions in the Schools Division Office as one of the core systems of PRIME-HRM.
4. Attached in the customized policy titled "Equal Opportunity Principle (EOP) for Learning and Development System."
5. Immediate and wide dissemination of this Memorandum is directed.

**ROY C. TUBALLA EMD, JD, CESO V**  
Schools Division Superintendent