

30. Grievance

Shall refer to expressed dissatisfactions that arise from the working conditions, relationships or status among co-workers that are believed to be wrong, unfair, ignored, or dropped without due consideration.

31. Grievance Procedure

Shall refer to the a workable procedure for determining or providing the best way to remedy the specific cause or causes of the grievance.

NOTES:

- When the dissatisfaction calls for disciplinary action, it shall not be considered as grievance. It shall be brought as an administrative disciplinary case in accordance with DECS Manual 2000 Section 3.
- *The Grievance Committee shall render its decision within five (5) days from receipt of the grievance in writing.* The decision shall be in writing and shall contain all relevant facts and circumstances as well as the law or rule that was applied.

32. Notes on Proper Subjects/Objects of Grievances

- Unsatisfactory working conditions
- Improper, tedious or laborious work assignments
- Faulty tools or equipment
- Unsatisfactory personnel and/or work processes
- Improper placement and selection of personnel
- Improper appreciation of the factors relative to lay-offs, promotions, salary increases and transfers.
- Arbitrary exercise of discretion
- Interpersonal relationships
- Policies, practices and procedures which affect employees
- Any and all matters giving rise to employee dissatisfaction

33. Notes on Administrative Disciplinary Cases

- **Administrative disciplinary case** is one wherein an official or employee of the government is prosecuted from an act or omission punishable as a non-penal offense as provided for in the Civil Service Law, Administrative Code, and other laws pertaining to public officers and civil service employee. *Non-penal offenses are also known as administrative offenses.*
- Administrative case may be commenced either by the Disciplining Authority of the DECS with a *motu proprio* complaint or by any other person with an ordinary complaint filed with the Disciplining Authority.
- *The Disciplining Authority in the DECS shall be the Secretary. Regional Directors shall also act as the Disciplining Authority in their respective regions. The President is the Disciplining Authority for presidential appointees. The Secretary is duly authorized to discipline presidential appointees subject to the President's confirmation.*

34. Notes on Ordinary Complaint

- An ordinary complaint shall be in writing, under oath and shall be written in a clear, simple, concise language and in systematic manner as to apprise the civil servant concerned of the nature and

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