

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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Table of Contents Decs Service Manual 2015 Section 3

1. Understanding the eBook Decs Service Manual 2015 Section 3
 - The Rise of Digital Reading Decs Service Manual 2015 Section 3
 - Advantages of eBooks Over Traditional Books
2. Identifying Decs Service Manual 2015 Section 3
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Decs Service Manual 2015 Section 3
 - User-Friendly Interface
4. Exploring eBook Recommendations from Decs Service Manual 2015 Section 3
 - Personalized Recommendations
 - Decs Service Manual 2015 Section 3 User Reviews and Ratings
 - Decs Service Manual 2015 Section 3 and Bestseller Lists
5. Accessing Decs Service Manual 2015 Section 3 Free and Paid eBooks

- Decs Service Manual 2015 Section 3 Public Domain eBooks
 - Decs Service Manual 2015 Section 3 eBook Subscription Services
 - Decs Service Manual 2015 Section 3 Budget-Friendly Options
6. Navigating Decs Service Manual 2015 Section 3 eBook Formats
 - ePub, PDF, MOBI, and More
 - Decs Service Manual 2015 Section 3 Compatibility with Devices
 - Decs Service Manual 2015 Section 3 Enhanced eBook Features
 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Decs Service Manual 2015 Section 3
 - Highlighting and Note-Taking Decs Service Manual 2015 Section 3
 - Interactive Elements Decs Service Manual 2015 Section 3
 8. Staying Engaged with Decs Service Manual 2015 Section 3
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Decs Service Manual 2015 Section 3
 9. Balancing eBooks and Physical Books Decs Service Manual 2015 Section 3
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Decs Service Manual 2015 Section 3
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Decs Service Manual 2015 Section 3
 - Setting Reading Goals Decs Service Manual 2015 Section 3
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Decs Service Manual 2015 Section 3
 - Fact-Checking eBook Content of Decs Service Manual 2015 Section 3
 - Distinguishing Credible Sources
 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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