

Republic of the Philippines
(Republic of the Philippines)
KAGABAWAN NG EDUKASYON AT KULTURA
(DEPARTMENT OF EDUCATION AND CULTURE)
Manila

February 13, 1976

DEPARTMENT MEMORANDUM
No. 45, s. 1976

PROTESTS OF APPOINTMENTS COVERING PROMOTIONS

To the: Bureau Directors
Regional Directors
Chiefs of Services and Heads of Units
Coordinator, State Colleges and Universities
Schools Superintendents

1. Quoted below is a letter of the Acting Chairman of the Civil Service Commission, the Honorable Jacobo C. Cueva, dated January 9, 1976, regarding protests on promotions of officials and/or employees of the Department:

"We have noted with concern the growing number of appointments from what Department and the Bureaus and Offices under it which are being protested. This suggests to our mind a sense of dissatisfaction among the employees in the way the promotion policies are being implemented by the Department. We feel that the Department should at this point reassess the effectiveness of its promotion policies and apply more judiciously the Civil Service rules on promotion.

"We realize that you are as concerned with uplifting morale among the employees as we are and will therefore take the necessary steps in this direction."

2. Attention is invited to Department Order No. 59, s. 1975, "Rules on Personnel Actions and Policies" specifically Rule V on promotions.

3. It is desired that this Department Memorandum be given wide publicity for the information and guidance of all concerned.

(SGD.) JOAN L. MARTINEZ
Secretary of Education and Culture

Reference:

Department Order: (No. 58, d. 1975)

Allotment: 1-2-76 (D.O. 1-76)

To be indicated in the Conceptual Index
under the following subjects:

APPOINTMENT, EMPLOYMENT, REAPPOINTMENT
BUREAU and DEPT. CERS
EMPLOYEES
OFFICIALS
POLICY
PROMOTIONS
RULES and REGULATIONS
TEACHING