

A STUDY OF ADMINISTRATIVE CASES IN REGION VI MINISTRY OF EDUCATION AND CULTURE

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This study concerned itself with the administrative cases that were filed with the Ministry of Education and Culture, Region VI, from January, 1968 to December, 1976. It sought to determine the rate of incidence of types of cases in each school division and in groups of respondents classified according to the educational level on which they serve, sex, and official position. The study also followed up the cases to the decisions made about them. Finally it compared the incidence of cases four years before and four years after martial law.

The types of cases were identified through analysis of the contents of the records of the 185 administrative cases under study. The behavior of respondents as described by the complainants in the various administrative cases was analyzed and categorized under four groupings.

To establish the reliability of the grouping of the grounds for discipli-

nary action as provided by Presidential Decree No. 807, the opinions of five consultants were sought. It was decided that agreement of at least eighty per cent must be achieved in order to establish the reliability of the categorization.

Incidence of charges was expressed in incidence quotients in order to permit comparison between groups of respondents classified according to school division, official position, sex, and educational level of service.

The reduction of incidence to percentages allowed comparison among the charges themselves, as regards magnitude of incidence.

The Spearman Rank-Difference Correlation was used to show whether there was relationship between incidence of types of charges and the sex of the respondents. The magnitude of incidence was also traced through the eight years under study.

¹ *An abstract of a Master's thesis done at Central Philippine University, 1980, for a master's degree in education.*

The following were the major findings of the study:

1. The charges between 1968 to 1976 showed that *offenses against civil service law and rules* were the most frequent reported, followed by *immorality*, then *misbehaviors* and finally, *violation of office rules and regulations*.

2. When respondents were classified according to school division based on the computed incidence quotients, the division of *Guimaras* ranked first followed by the division of *Iloilo province, Silay City, Antique, Cadiz City, Capiiz, Bago City, Iloilo City, and Bacolod City*, in that order,

The Division of La Carlota did not have any reported administrative case during the period of the study.

3. When respondents were classified according to sex, males led in incidence of charges, followed by females. Males were charged most often with *immorality*, followed by *misbehaviors*, then *offenses against civil service law and regulations*.

On the other hand, females committed most often *offenses against*

civil service law and rules, misbehaviors, immorality, and finally violation of office rules and regulations.

However, the *pattern* of incidence of charges for both sexes tended to be similar.

With regard to position in the service, the *supervisory* group ranked first in incidence of charges, followed by the *administrative* group, the *facilitative** group, and the *teaching* group, in that order.

As to educational level of service, the *Higher Education level* group; had the most charges, followed by the *Elementary level group* and the *Secondary level group*, in that order.

As to the decisions made, most respondents were found *guilty*. Seventy, or 37.85 per cent of the cases were *dropped*; 11.35 per cent of the cases were *referred to higher authority for appropriate action*. Only nineteen, or 10.28 per cent of those charged were acquitted.

More charges were reported after declaration of the Martial Law than before it.

* *The facilitative group is composed of administrative assistants, bookkeepers, cashiers, clerks, janitors, nursery aides, supply officers and watchmen.*

RECOMMENDATION

Based on the findings and conclusions made on this study, this investigator presents the following recommendations:

1. The findings be disseminated. School administrators should discuss them with faculty and employees in meetings held for the purpose of increasing their sense of responsibility for the good image of the educational system.
2. Seminars for classroom teachers and other school personnel on school laws and regulations be held.
3. Stiffer penalties for school officials and higher ranking employees be imposed in order to deter them from committing administrative offenses.
4. Further study on this subject be conducted at the national level.