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(for supervisors/managers)

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In addition to being afforded notice of discharge or discipline and access to a hearing, public employees (except members of the West Virginia State Police) may also file a grievance with the Public Employees Grievance Board to challenge any alleged violation, misapplication, or misinterpretation of the statutes, policies, rules, or written agreements applicable to the employee, including claims for wrongful discipline and discharge.

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the public sector enjoy a
number of job protections
and due process rights
including the requirement

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that an employer have just cause for any discipline, including a termination and that the employer utilize progressive discipline where possible. Additionally, employees have the right to respond to allegations prior to disciplinary action and to challenge disciplinary actions once implemented.

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public service is directly
related to, and affected by,
the efficiency of the people
who work in that service.
Discipline plays a major
role in the uniformed public
services and the degree of
self-discipline exhibited by
public servants will affect
their own efficiency and

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Unit 4: Understanding
Discipline in the Uniformed
Public ...

two many public employees
are afforded additional
protections in the areas of
discipline and discharge
that private sector
employees simply are not
afforded absent a collective
bargaining agreement an
employee friendly handbook
or other contract whether
public employees are at will
employees or have this
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A disciplinary procedure is
a formal way for an employer

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unacceptable or improper
behaviour ('misconduct')
performance ('capability')
Before starting a
disciplinary procedure, the
employer should first see
whether the problem can be
resolved in an informal way.
This can often be the
quickest and easiest
solution.

Step 1: Understanding the
options: Disciplinary
procedure ...

We would like to show you a
description here but the
site won't allow us.

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Employee Discharge And
Progressive Discipline
Policy - SHRM
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Discipline in the workplace relates to training employees so they abide by the code of conduct. Without rules, employees might be inclined to do whatever they want. Typically, the human resources department or equivalent establishes the company's code of conduct that managers and employees must follow.

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