

COURSE SYLLABUS

1. GENERAL

SCHOOL	School of Management, University of the Peloponnese		
DEPARTMENT	Department of Business and Organization Administration – Postgraduate Program (MSc) "Public Administration - Local Government"		
LEVEL OF STUDY	Postgraduate		
COURSE CODE:	DEO5207	SEMESTER OF STUDY	B
COURSE TITLE:	Special Topics in in Public Employment Law - 7.5 ECTS		
INDEPENDENT TEACHING ACTIVITIES	WEEKLY TEACHING HOURS	ECTS credits	
<i>In cases where credits are awarded for distinct components of the course (e.g., Lectures, Laboratory Exercises, etc.). If credits are awarded uniformly for the entire course, state the weekly teaching hours and the total number of credits.</i>			
Lectures	2	4	
In-depth Studies - Assignment Preparation	1	3,5	
<i>Add rows as required. Teaching organization and instructional methods are detailed in Section 4.</i>			
COURSE TYPE	General Background		
<i>Core, General Knowledge, Subject Area, Skills Development</i>			
PREREQUISITE COURSES:	NO		
LANGUAGE OF INSTRUCTION and EXAMINATION:	Greek For Erasmus students, there is the option to submit assignments and take examinations in English.		
COURSE OPEN TO ERASMUS STUDENTS:	YES		
COURSE WEBSITE (URL)	http://ddta.uop.gr/index.php		

2. LEARNING OUTCOMES

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<p>The course examines the institutional and regulatory framework of Public Employment Law in Greece, not as a static legal science, but as a living and dynamic field that intersects with Administrative Science, Human Resource Management (HRM), and Public Policy analysis.</p> <p>It focuses on the critical understanding of the rules governing the relationship between the state and its civil servants, analyzing contemporary reforms (e.g., personnel selection systems, performance evaluation, mobility) and the challenges faced by executives in Public Administration and Local Government during the execution of their duties.</p> <p>The course aims to provide students with the necessary theoretical and applied tools to bridge the institutional and regulatory framework with administrative effectiveness, thereby developing a comprehensive understanding of the functioning of the modern state.</p> <p>COURSE OBJECTIVES / LEARNING OUTCOMES</p>

Upon completion of the course, postgraduate students will be able to understand in depth, interpret, and apply the complex framework of Public Employment Law, combining it with the contemporary demands of Administrative Science and Public Policies.

Specifically, students acquire the following competencies:

Knowledge

Students will acquire the necessary knowledge regarding:

- The constitutional and legislative framework governing the civil service relationship, as well as the position of Public Employment Law within Administrative Law;
- The procedures for recruitment (ASEP), career advancement, performance evaluation, and mobility (National Mobility System - ESK) within the Greek administrative system;
- The framework of rights, restrictions, and duties of public servants, as well as the principles of administrative ethics;
- The forms of multilevel liability (disciplinary, civil, criminal) of administrative bodies;
- The connection between legal rules and contemporary theories of New Public Management and Public Policies.

Skills

Students will be able to:

- Interpret and apply the provisions of the Civil Service Code and relevant case law to practical issues of daily administrative practice;
- Draft applied policy briefs and proposals concerning human resource management and administrative changes in Ministries and Local Government Authorities (OTAs);
- Identify, analyze, and resolve complex administrative problems and legal complications, while concurrently ensuring the legality and efficiency of administrative action;
- Critically evaluate reform efforts and public policies implemented in the field of public management.

Competences

Students will be able to:

- Act as specialized executives and advisors in Ministries, Public Organizations, and Local Government, possessing the capacity for evidence-based decision-making;
- Design and lead administrative modernization and service reorganization processes, considering the existing institutional framework;
- Apply high standards of ethics, integrity, and accountability (anti-corruption) in the execution of their duties or when managing teams within the public sector;
- Combine, either independently or in teams, theoretical academic knowledge with the empirical reality of public policy to generate innovative administrative solutions.

General Competences

Upon completion of the course, students will have developed the ability to:

- Search, analyze, and synthesize data, legislation (Civil Service Code), and case law, utilizing the necessary technologies;
- Make evidence-based and administratively effective decisions regarding human resource management and public policy issues;
- Design and manage projects and administrative reforms (e.g., performance evaluation, goal setting, and mobility systems) at the Central Government and Local Government levels;

- Adapt to new administrative, institutional, and organizational conditions (digitalization, new forms of governance);
- Work independently or in teams within complex and interdisciplinary administrative environments (Ministries, Local Authorities, Civil Service & Disciplinary Boards);
- Demonstrate professional ethics, social responsibility, and absolute respect for the principles of good governance, integrity, and accountability.

3. COURSE CONTENT

The course examines in depth the specific thematic areas and contemporary challenges of Public Employment Law, highlighting its close interconnection with Administrative Science and Public Policies. Instruction focuses on the fruitful synthesis of the theoretical regulatory framework (Civil Service Code, Case Law) with applied administrative practice, analyzing how institutional rules influence decision-making, human resource management, and reform efforts in contemporary Greek Public Administration and Local Government.

The weekly course schedule is structured as follows:

Week 1: Introduction to Public Employment Law

- Public Employment Law as a branch of Administrative Law;
- The evolution of bureaucratic systems and the transition to Public Governance.

Week 2: Constitutional Foundations & Organizational Structure of the State

- Constitutional guarantees (tenure/permanency, equality of access);
- The distinction between political, political appointee (“metaklitoi”), and permanent civil servants;
- The specific legal framework of Local Government Authorities (OTAs).

Week 3: Establishment of the Civil Service Relationship – Recruitment Procedures

- Legal requirements, formal qualifications, and disqualifications for appointment;
- The role and evolution of ASEP (Law 4765/2021 and subsequent amendments).

Week 4: Strategic Recruitment Planning & Public Policies

- Staffing policies and rational human resource planning;
- Aligning recruitment with fiscal policies and institutional needs.

Week 5: Service Status – Duties, Ranks, and the Salary Scale

- The principle of hierarchy and the obligation of obedience;
- Grading structure and the Unified Salary Scale in the public sector.

Week 6: Contemporary Performance Evaluation and Goal-Setting Systems

- The legal framework for employee performance evaluation (Law 4940/2022);
- Critical assessment of key performance indicators (KPIs) as public management tools.

Week 7: Changes in Service Status I – Transfers & Secondments

- The legal status of personnel movements within the same or into different entities;
- Balancing institutional/service needs with employee rights.

Week 8: Changes in Service Status II – Reassignments & Mobility

- The National Mobility System (ESK) as a reform policy;
- Implementing mobility across Central Government and Local Government.

Week 9: Restrictions, Incompatibilities, and Ethics

- Restrictions and incompatibilities: the obligation of political neutrality, paid private practice, and dual employment;
- Codes of Administrative Conduct and policies for strengthening Integrity.

Week 10: Rights of Public Servants

- Freedom of association and the right to strike in the public sector;
- Leave regulations (annual, sick, and educational/training leave).

Week 11: Multilevel Liability I – Disciplinary Law

- Concept and types of disciplinary offenses;
- Disciplinary penalties, procedures before Disciplinary Boards, and judicial guarantees.

Week 12: Multilevel Liability II – Civil and Criminal Liability

- The civil liability of civil servants toward the State and third parties (the role of the Court of Audit);
- Crimes related to official duties (breach of duty, passive bribery).

Week 13: Termination of the Civil Service Relationship – Review & Case Studies

- Grounds for termination (resignation, forfeiture of office, dismissal due to disciplinary offenses);
- Course synthesis through the discussion of applied case studies from public administration.

4. TEACHING, LEARNING AND ASSESSMENT METHODS

<p>MODE OF INSTRUCTION <i>In-person instruction, Distance learning etc</i></p>	<p>Course delivery is conducted through synchronous and asynchronous distance learning using the university's educational platform (accounting for 75% of the course ECTS credits). Concurrently, all methods of asynchronous education and instruction are utilized via the "uop e-class" electronic platform (accounting for 25% of the course ECTS credits).</p> <p>Specifically, it includes:</p> <ul style="list-style-type: none"> • Interactive lectures; • Case study analysis; • Group assignments; • Simulation of procedures (e.g., disciplinary boards / personnel selection); • Guest speakers from public administration (Local Government Authorities - OTAs, etc.). <p>The final course assessment is conducted through a waiver-exempt assignment. Student communication takes place via email (m.petraki@go.uop.gr) and through the e-class platform.</p> <p>An evaluation process for both the course and the instructor is conducted at the end of each semester, in accordance with the applicable statutory regulations and the procedures established by the Institution under the supervision of the Quality Assurance Unit (MODIP).</p>
<p>USE OF INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)</p>	<p>Support of the learning process via the "e-class" electronic platform and synchronous instruction through the "Teams" electronic platform. All educational materials and lectures are uploaded to the</p>

<p><i>Use of ICT in Teaching, Laboratory Education, and Communication with Students</i></p>	<p>multimedia section of "e-class / open class", becoming immediately available to students.</p>	
<p>TEACHING ORGANIZATION <i>Describe in detail the methods and practices of instruction. Lectures, Seminars, Laboratory Practical Exercises, Fieldwork, Study & Analysis of Bibliography, Tutorials, Placement (Internship), Clinical Practice, Art Workshops, Interactive Teaching, Educational Site Visits, Project Design, Writing of Assignment(s) / Essay(s), Artistic Creation, etc.</i></p> <p><i>State the student's study hours for each learning activity, as well as the hours of independent (non-guided) study, so that the total workload per semester corresponds to ECTS standards.</i></p>	<p>Course Activity (Hours)</p>	<p>Semester Workload (Hours)</p>
	<p>Lectures</p>	<p>83</p>
	<p>Practical Exercises focusing on the application of methodologies and case study analysis in smaller student groups</p>	<p>56</p>
	<p>Individual Assignments</p>	<p>56</p>
	<p>Independent Study</p>	<p>30</p>
	<p>Course Total (30-35 workload hours per credit point)</p>	<p>225</p>
<p>STUDENT ASSESSMENT <i>Description of the evaluation process</i></p>	<p>The final course grade is determined by:</p> <ul style="list-style-type: none"> • Student performance and participation in course lectures (20%) • Intermediary assignments/exercises within the asynchronous learning environment (25%) • A waiver-exempt term paper with an accompanying presentation, which serves as an oral examination (55%) <p>The ASSESSMENT of each ASSIGNMENT will be based on the following criteria:</p> <p>a) Completeness and Scientific Rigor: Thorough analysis of the topic, adherence to the required length, robust documentation of arguments/positions, and the correct use of bibliographic references.</p> <p>b) Structure and Organization: Inclusion of key aspects of the assignment, a clear and logical line of thought, expression of fully developed concepts, and smooth transitions between subtopics.</p> <p>c) Linguistic Clarity and Accuracy: Use of appropriate scientific terminology, clarity of expression, correct syntax, and accurate spelling.</p> <p>d) Originality and Creativity: Original synthesis of material, logical conclusions, personal insights/proposals, and practical applications.</p> <p>e) Application of the Case Example: Inclusion of research indicators, the ability to synthesize theory and practice, and accuracy in presenting the core focus areas and analysis of the case example.</p> <p>f) Original Expression and Idea Development: Original articulation and development of concepts and perspectives when examining and analyzing the research question(s).</p>	

5. RECOMMENDED BIBLIOGRAPHY

- Gerontas, A., Pavlopoulos, P., Siouti, G., & Flogaitis, S. (2022). *Administrative Law* (5th ed.). Sakkoulas Publications.
- Makrydimitris, A., & Pravita, M.-H. (2020). *Administrative Science I: Public Administration and the State*. Sakkoulas Publications.
- Michalopoulos, N. (2018). *Human Resource Management in the Public Sector*. Papazisis Publications.
- Spanou, K. (2019). *Public Policies in Greece: Aspects of State Functioning*. Papazisis Publications.
- Spiliotopoulos, E., & Kondylis, B. (2022). *Manual of Administrative Law - Volume II* (16th ed.). Sakkoulas Publications.
- Spiliotopoulos, E., & Chrysanthakis, Ch. (2021). *Core Institutions of Public Employment Law* (10th ed.). Nomiki Bibliothiki.
- Chrysanthakis, Ch. (2021). *Lectures on Administrative Law* (3rd ed.). Nomiki Bibliothiki.