



DAWLADDA DEEGAANKA SOOMAALIDA
DHOOOL GAZETA
Somali Regional State
የሶማሌ ክልላዊ መንግሥት

Qimaha ያንዱ ዋጋ Unit Price	Dhool Gazeta Waxaa Soo Saara Golaha Xildhibaanada Dawladda Deegaanka Soomaalida	☒ 392
Bayaan Tirsi: 191/2012 Bayaanka Dib Loo Habeeyay ee Maamulka Shaqaalaha Dawladda..... Bog 1	አዋጅ ቁጥር 191/2012 የተሻሻለው የመንግሥት ሠራተኞች አዋጅ..... ገጽ 1	Proclamation No. 191/2020 The Revised Civil Servants Proclamation Page 1

BAYAAN TIRSI: 191/2012

BAYAANKA DIB LOO HABEEYAY
EE MAAMULKA SHAQAALAHA
DAWLADDA

Maadaama oo ay lagama maarmaan noqotay in la soo saaro Sharci dib u qeexaya Hanaanka Shaqaaleysiinta, Xulashada iyo Xaqiijinta tayada Xirfadeed ee shaqaalaha taasi oo kabi karta Horumarka iyo Maamulka suuban ee ka hana qaaday Deegaanka.

Maadaama oo ay lagama maarmaan noqotay in la aas aaso nidaam midaysan oo lagu maamulo Shaqaalaha dawladda iyada oo laga faa'iideysanayo Aqoonta iyo Xirfadda ay leeyihiin.

Maadaama oo ay lagama maarmaan noqotay in la hagaajiyo Duruufaha ay ku shaqeeyaan si Xafiisyada Dawladdu u noqdaan kuwo kaalin Hormuudnimo ka qaadan kara horumarka iyaga oo dhiirigelinaya Shaqaalaha ay haystaan soona jiitaan Shaqadoonka.

Hadaba, Golaha Xildhibaanadu oo ka duulayo qodobka 49(3) B, ee dastuurka dib loo habeeyay ee Dawladda Deegaanka Soomaalida waxa uu soo saaray Bayaankan:

አዋጅ ቁጥር 191/2012
የተሻሻለው የክልሉ የመንግሥት
ሠራተኞች አዋጅ

በመንግስት መስሪያ ቤት ውስጥ የሚካሄደውን የምልመላና መረጣ ሥርዓትን በመሠረታዊነት በመለወጥና በአገር አቀፍ ደረጃ የሙያና የሥራ ብቃት ማረጋገጫ ሥርዓት በመዘርጋት፣ እንዲሁም የክልሉ የልማትና መልካም አስተዳደር እንቅስቃሴዎች ለማጎልበትና ለማስቀጠል የሚያስችል ህግ ማውጣት በማስፈለጉ፤

በመንግስት መስሪያ ቤቶች ያሉ ሠራተኞችን ወጥነት ባለው መልኩ ለመምራትና እውቀታቸውንና ችሎታቸውን በተገቢው ሁኔታ ለመጠቀም የሚያስችል የአሠራር ሥርዓት መዘርጋት በማስፈለጉ፤

የመንግስት መስሪያ ቤቶች ያሉ ሠራተኞች በማቆየትና አዳዲስ ሰራተኞችን በመሳብ ተወዳዳሪ ለመሆን እንዲችሉ የተሻሻሉ የሥራ ሁኔታዎችን ማመቻቸት አስፈላጊ ሆኖ በመገኘቱ፤

የክልሉ ምክር ቤት በተሻሻለው የሶማሌ ክልላዊ መንግሥት ሕገ- መንግሥት አንቀጽ 49 (3) (ሀ) መሠረት የሚከተለውን አውጇል፡፡

PROCLAMATION NO. 191/2020
THE REVISED CIVIL SERVANTS
PROCLAMATION

WHEREAS it has become necessary to promulgate a law that enable the making of fundamental changes in the system of recruitment and selection and the introduction of national system for the certification of professional and occupational competence as well as the building a civil servants that may enhance the growth and good governance achievements within the Regional state;

WHEREAS, it has become necessary to establish a system for adopting uniform administration of civil servants and proper use of their knowledge and skill;

WHEREAS, it has become necessary to improve conditions of work so that government offices could become competitive through retaining their employees and attracting new entrant

NOW, THEREFFORE in accordance with Article 49(3, A) of the Revised Constitution of Somali Regional state, it is hereby proclaimed as follows.

QAYBTA KOOWAAD

GUUD AHAAN

1. Cinwaan Gaaban

Bayaankan waxaa loogu Yeedhi karaa “Bayaanka Dib Loo Habeeyay ee Maamulka Shaqaalaha Dawladda, Bayaan Tirsi:- 191/2012”

2. Qeexid

Hadaan haboonaanta eraygu macno kale siin, bayaanka dhexdiisa:

1. **“Shaqaale Dawladeed”** waxaa loola jeedaa Qofkasta oo u shaqeeya Dawladda Deegaanka marka laga reebo:

b) Masuuliyiinta Dawladeed ee madax Xafiiseedyada, Ku Xigeenada Madax Xafiiseedyada iyo Masuuliyiinta Heerkoodu la mid yahay.

t) Xubnaha Golaha Xildhibaanada ee Deegaanka.

j) Xeer-ilaalinta iyo Garsooreyaasha Deegaanka.

x) Xubnaha Booliska Deegaanka iyo Maleeshiyada.

Kh) Dhamaan Shaqaalaha kale ee Shuruuc kale xeerisay in gaar loo Maamulo.

2. **“Shaqaale Kumeel-gaadh ah”** waxaa loola jeedaa qofkasta oo Xafiisyada kala duwan ee Deegaanka looga shaqaaleeyay Hanaan kumeelgaadh ah ama marka xaalada jirta ay ogolaanayso in qof loogu shaqaaleysiyo Boos rasmi ah si kumeelgaadh ah, hase ahaatee kuma jiraan:

b) Shaqsiyaadka Shaqo maalmeedka lagu shaqaaleysiyo lana siiyo Gunno Maalinle ah.

t) Shaqsiyaadka loogu meeleevo xafiisyada kala duwan ee Dawladda si ay u korodhsadaan Waayo Aragnimo Xirfadeed.

ክፍል አንድ

ጠቅላላ

1. አጭር ርዕስ

ይህ አዋጅ የተሻሻለው የክልሉ የመንግሥት ሠራተኞች አዋጅ ቁጥር 191/2012 ተብሎ ሊጠቀስ ይችላል።

2. ትርጓሜ

የቃሉ አገባብ የተለየ ትርጉም የሚያሰጠው ካልሆነ በስተቀር በዚህ አዋጅ ውስጥ፡-

1. **“የመንግሥት ሠራተኛ”** ማለት በክልሉ መንግሥት መሥሪያ ቤት ውስጥ በቋሚነት ተቀጥሮ የሚሰራ ሰው ነው፤ ሆኖም የሚከተሉትን አይጨምርም፡-

ሀ) ቢሮ ኃላፊዎች፣ ምክትል ቢሮ ኃላፊዎች፣ እንዲሁም በተመሳሳይ ደረጃ የሆኑ የመንግሥት ተሟላጭዎች፤

ለ) የክልሉ ምክር ቤት አባላትን፤

ሐ) የክልሉ ፍርድ ቤት ዳኞችንና ዓቃቢያነ ሕግን፤

መ) የክልሉ የፖሊስና ሚሊሺያ አባሎችን፤

ሠ) አግባብ ባለው ሌላ ህግ በዚህ አዋጅ እንዳይሸፈኑ የተደረጉ ሠራተኞችን፤

2. **“ጊዜያዊ ሠራተኛ”** ማለት በመንግሥት መሥሪያ ቤት ውስጥ የዘላቂነት ባሕርይ በሌለው ወይም ሁኔታዎች ሲያስገድዱ በቋሚ የሥራ መደብ ላይ በጊዜያዊነት ተቀጥሮ የሚሠራ ሰው ነው፤ ሆኖም የሚከተሉትን አይጨምርም፡-

ሀ) በቀን ሂሳብ እየተከፈላቸው የሚሠሩ የቀን ሠራተኞችን፤

ለ) በመንግሥት መሥሪያ ቤት ውስጥ ለሙያ መልመኛ ወይም ለተግባር ሥልጠና የተመደቡ ሰዎችን፤

PART ONE

GENERAL

1. Short Title

This Proclamation may be cited as the **“Revised Civil Servants Proclamation No. 191/2020”**.

2. Definition

In this Proclamation, unless the context otherwise requires:

1. **“Civil Servant”** means a person employed by a Regional state government institution; provided, however, that it may not include the following:

a) Government officials with rank of Bureau Head, deputy Bureau Head and their equivalent and above;

b) Members of the state Council;

c) State judges and prosecutors;

d) Members of the state police and militia Forces;

e) Employees excluded from the coverage of this Proclamation by other appropriate laws;

2. **“Temporary Employee”** means a person employed in a government institution for a job which is not permanent in nature or where circumstances so require temporarily assigned to a permanent position; provided, however, that it shall not include the following

a) Persons employed as daily laborers and paid on daily basis;

b) Persons assigned in a government institution for apprenticeship or internship;

- j) Shaqsiyaadka heshiis la gala Xafiisyada kala duwan ee Dawladda si aan joogto ahayn iyada oo loo eegayo Nooca ganacsi iyo Waajibaadka Xirfadeed.
- x) Shaqsiyaadka heshiis aan joogto ahayn la gala Xafiisyada kala duwan ee Dawladda iyada oo laga faa'iidayso Aqoonta iyo Xirfadooda
- 3. **“Xafiis Dawladeed”** waxaa loola jeedaa Xafiiskasta oo Dawladda Deegaanku ku aasaasto Bayaan ama Xeer-nidaameed islamarkaana ku shaqeeya Miisaaniyadda Dawladda.
- 4. **“Xafiiska”** ama **“Madaxa Xafiiska”** waxaa loola jeedaa Xafiiska Adeega Shacabka iyo Hormarinta Cududa Shaqaalaha iyo madaxa Xafiiska Adeega Shacabka iyo Hormarinta Cududa Shaqaalaha siday u kala horeeyaan.
- 5. **“Madax Xafiiseed”** waxaa loola jeedaa Masuul dawladeed oo Hogaamiya Xafiis Dawladeed ama ku xigeenadiisa.
- 6. **“Boos Shaqo”** waxaa loola jeedaa Xil iyo Waajibaadyo wadajir ah oo ay meelmarisay hay'ad dawladeed oo u awood u leh taasi oo uu ku guto Hab meelayn Joogto ah shaqaale Dawladeed.
- 7. **“Dalacsiin”** waxaa loola jeedaa meeleeynya lagu meeleeeyo Shaqaalaha dawladda Darajo ka sareysa mida uu ku meelayn yahay.
- 8. **“Hanaanka xaqiijinta tayada Xirfadda”**waxaa loola jeedaa nidaamka lagu xaqiijinayo in Shaqaalaha Dawladda ee cusub in uu u qalmo Booska lagu meelaynayo.
- 9. **“Mushahaar”** waxaa loola jeedaa Salka ama Irkinka lasiiyo Shaqaalaha lagu meeleeeyay Boosas isku derajo ah.

- ሐ) ከመንግሥት መሥሪያ ቤት ጋር በሚገቡት ውል መሠረት ዋጋ እየተከፈላቸው በራሳቸው የንግድ ሥራ ወይም የሙያ ኃላፊነት የሚሠሩ ሰዎችን፤
- መ) ባላቸው ልዩ እውቀትና ችሎታ ምክንያት ከመንግሥት መሥሪያ ቤት ጋር በሚገቡት ውል መሠረት ዋጋ እየተከፈላቸው በትርፍ ጊዜያቸው የሚሠሩ ባለሙያዎችን፤
- 3. **“ የመንግሥት መሥሪያ ቤት”** ማለት ራሱን ችሎ በአዋጅ ወይም በደንብ የተቋቋመና ከመንግሥት በሚመደብለት በጀት የሚተዳደር የክልሉ የመንግሥት መሥሪያ ቤት ነው፤
- 4. **“ቢሮ ወይም “ቢሮ ኃላፊ”** ማለት እንደ ቅደም ተከተሉ የፕብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ ወይም የፕብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ ኃላፊ ነው፤
- 5. **“የበላይ ኃላፊ”** ማለት የመንግሥት መሥሪያ ቤትን በበላይነት የሚመራ ወይም ምክትሎቹ ናቸው፤
- 6. **“የሥራ መደብ”** ማለት በአንድ የመንግስት ሠራተኛ ሙሉ የሥራ ጊዜ እንዲከናወኑ ሥልጣን ባለው አካል የተሰጡ ተግባርና ኃላፊነቶች ናቸው፤
- 7. **የደረጃ ዕድገት”** ማለት የመንግሥት ሠራተኛን ከያዘው የሥራ ደረጃ ከፍ ወዳለ የሥራ ደረጃ ማሳደግ ነው፤
- 8. **“የብቃት ማረጋገጫ ስርዓት”** ማለት አንድ የመንግስት ሠራተኛ ወይም አዲስ ተቀጣሪ ሰው ስለተመደበበት ወይም ስለሚቀጠርበት የሥራ መደብ ብቁ ስለመሆኑ የሚረጋገጥበት ስርዓት ነው፡፡
- 9. **“ደመወዝ”** ማለት በአንድ የሥራ ደረጃ ለተመደቡ ሥራዎች የተወሰነ መነሻ ክፍያ ወይም የእርከን ክፍያ ነው፤

- c) Persons who enter into contract with a government institution to work for consideration and on the basis of their own business or professional responsibility;
- d) Persons who enter into contract with a government institution to work for consideration on part-time basis due to their special knowledge and skills;
- 3. **“Government institution”** means any Regional government office established as an autonomous entity by a proclamation or regulations and financed by government budget;
- 4. **“Bureau” or “Bureau Head”** means the Public Service and Human Resource Development Bureau or Bureau Head, respectively;
- 5. **“head of government institution”** mean a government official who directs the institution and include his deputies;
- 6. **“position”** means a set of duties and responsibilities assigned by a competent authority to be performed full time by an individual civil servant;
- 7. **“promotion”** means assigning a civil servant to a higher grade;
- 8. **“Competence certification system”** means a system to certify the eligibility of the civil servant or new candidate in his respective position;
- 9. **“salary”** means base or step pay authorized for jobs classified in the same grade;

10. **“Xaalada Duruufaha Shaqo”** waxaa loola jeedaa dhamaan xidhiidhka ka dhexeeya Shaqaalaha Dawladda iyo xafiiska waxaana ku jira Saacadaha Shaqada, Mushahaarka, Fasaxyada kala duwan, Fayodhawrka Caafimaad ee Goobta Shaqada, Shaqo ka tegista, kulaylaha, Anshaxa, Soo gudbinta Cabashada iyo waxyaabaha lamidka ah.

11. **“Dib u meelayn”**waxaa loola jeedaa in lagu meeleevo Shaqaalaha Dawladda Boos lamid ah, ka derajo sareeya ama ka hooseeya midka uu hada ku qoranyahay marka uu raali ka noqdo.

12. **“Talaabooyin Anshax”** waxaa loola jeedaa ganaaxa la saaro Shaqaalaha Dawladda Faldambiyeed uu ku kaco oo ka hor imanaya Qodobada Bayaankan, Xeer-nidaameedyada iyo awaamiirta loo soo saaro hab waafaqsan bayaankan.

13. **“Meelkadhac Galmada la xidhiidha”** waxaa loola jeedaa dhamaan meel ka dhac aan loo baahnayn oo la xidhiidha sinjiga kaasi oo noqon kara Ereryo lagu hadlo, ama adeegsiga Xubnaha jidhka kaasi oo leh ujeedo Galmo, waxaana kamid ah:

b) Dhunkashada, Taabashada iyo qanjiidhinta iyo dhaqaaqyada kale ee lamidka ah.

t) Dabosocodka Qofka dhibanaha ah ama in laga hor istaago jidka uu ku socdo iyada oo la isticmaalayo Dhaqdhaqaaq ujeedo Galmo ah.

j) In shuruud Galmo la xidhiidha lagu xidho Shaqaaleysiinta, Dalacsiinta, Bedelaada, Dib u Meelaynta, u Dirista Tabobarka, U dirista Waxbarashada, Gunnooyinka iyo meelmarinta shaqooyinka la xidhiidha Maamulka Cududa Shaqaalaha.

10. **“የሥራ ሁኔታ”** ማለት በመንግሥት መሥሪያ ቤት እና በመንግሥት ሠራተኞች መካከል ያለ ጠቅላላ የሥራ ግንኙነት ሲሆን ይህም የሥራ ሰዓትን፣ ደመወዝን፣ ልዩ ልዩ ፈቃዶችን፣ የሥራ አካባቢ ጤንነትና ደህንነትን፣ የሠራተኞች የሥራ ስንብት ሁኔታና ክፍያ፣ የዲሲፕሊን አፈጻጸምና የቅሬታ አቀራረብ ሥነ-ሥርዓቶችን እና የመሳሰሉትን ያጠቃልላል፤

11. **“ድልድል”** ማለት አንድን የመንግሥት ሠራተኛ በተመሳሳይ ደረጃና ደመወዝ ወይም ከፍ ባለ ደረጃና ደመወዝ ወይም በሠራተኛው ስምምነት ዝቅ ባለ ደረጃ መድብ ማሠራት ነው፤

12. **“የዲሲፕሊን እርምጃ”** ማለት ማንኛውም የመንግስት ሠራተኛ ይህንን አዋጅ ወይም አዋጁን ለማስፈጸም የሚወጡ ደንቦችና መመሪያዎችን ወይም የሥነ-ምግባር ደንብ በመተላለፍ ለሚያደርሰው ጥፋት የሚወሰንበት ቅጣት ነው፤

13. **“ጾታዊ ትንኮሳ”** ማለት በሥራ ቦታ የሚፈጸም ሆኖ ከሌላው ወገን ፈቃድ ውጪ የሚቀርብ የወሲብ ሃሳብ ወይም ጥያቄ ወይም ሌላ ወሲባዊ ተፈጥሮ ያለው የቃል ወይም የአካል ንኪኪ ተግባር ሲሆን የሚከተሉትን ያካትታል፤

ሀ) ከሌላው ወገን ፈቃድ ውጪ የመሳም፣ የሰውነት አካልን የመዳሰስ፣ የመጎንተል ወይም የመሳሰለውን የሰውነት ንኪኪ የመፈጸም ድርጊት፤

ለ) ወሲብ አዘል በሆነ ሁኔታ ተጠቁውን መከታተል ወይም እንቅስቃሴውን መገደብ፤

ሐ) ለቅጥር፣ ለደረጃ እድገት፣ ለዝውውር፣ ለድልድል፣ ለሥልጠና፣ ለትምህርት፣ ለጥቅማ ጥቅሞች ወይም ማንኛውንም የሰው ሀብት ሥራ አመራር ተግባር ለመፈጸም ወይም ለመፍቀድ ወሲብን እንደ ቅድመ ሁኔታ ማስቀመጥ፡፡

10. **“conditions of work”** means the entire field of relations between a government institution and civil servants and includes working hours, salary, various leaves, occupational health and safety, conditions of termination of service and severance pay, disciplinary and grievance procedures and similar matters.

11. **“Redeployment”** means assigning a civil servant to a similar position of an equal grade or to a higher position and grade or to a lower grade where the civil servant so agrees;

12. **“disciplinary measure”** means a penalty imposed on a civil servant for an offence committed in violation of this Proclamation or regulations and directives issued for the implementation of this Proclamation or code of ethics;

13. **“Sexual Harassment”** mean unwelcome sexual advance or request or other verbal or physical conduct of a sexual nature and includes:

a) Unwelcome kissing, patting, pinching or making other similar bodily contact;

b) Following the victim or blocking the path of the victim in a manner of sexual in a manner of sexual nature;

c). Put sexual favor as prerequisite for employment, promotion, transfer, redeployment, training, education, benefits or for executing or authorizing any human resource management act.

14. Bayaankan gudihisa weedhaha loo xeeriyey labku sidoo kale waxay khuseeyaan dhediga;

3. **Xadka Dhaqangalka**

Bayaankani waxa uu dhaqangal ku yahay dhamaan Xafiisyada iyo Shaqaalaha Dawladda ee hoos imanaya qeexida lagu siiyay Bayaankan “Xafiis” iyo “Shaqaale Dawladeed”

OAYBTA LABAAD

QAAB-DHISMEEDKA, QIIMAYNTA SHAQO, SALKA MUSHAHARKA IYO GUNNOOYINKA

4. **Qaabdhismeedka Xafiisyada dawladda**

- 1) Xafiiskasta oo Dawladeed waa inuu darso Qaabdhismeedka ku haboon Gudashada Waajibaadyadiisa iyo ka midho-dhalinta Qorsheyaashiisa Shaqo waana inuu usoo gudbiyo Xafiiska.
- 2) Xafiisku waa inuu darso Qaabdhismeedka ay soo gudbisteen Xafiisyada kala duwan ee Deegaanka waxaana marka ay lagama maarmaanka noqoto uu u gudbin karaa Golaha Hawlfulinta Deegaanka.

5. **Qiimaynta Shaqo**

- 1) Xafiisku waa inuu dhaqangeliyo nidaam ku haboon Qiimaynta Shaqada iyo Fulinta natiijada Qiimaynta Shaqo ee Xafiisyada Dawladda.
- 2) Xafiiskasta oo Dawladeed waa inuu dejiyaa faahfaahinta Aqoonta iyo Xirfadaha ay u baahanyihiin Boosaska shaqo ee xafiiska waana inuu usoo gudbiyaa xafiiska.
- 3) Qiimaynta Shaqada iyo samaynta Derajada waxa loo samayn Hab waafaqsan Xeernidaameedka uu soo saaro Golaha Hawlfulinta ee Deegaanka.

14. በዚህ አዋጅ ውስጥ በወንድ ፆታ የተደነገገው የሴትንም ፆታ ያካትታል፤

3. **የተፈጻሚነት ወሰን**

ይህ አዋጅ “የመንግሥት መሥሪያ ቤት” እና “የመንግሥት ሠራተኛ” በሚል ትርጉም በሚሸፈኑ መስሪያ ቤቶችና ሠራተኞች ላይ ተፈጻሚ ይሆናል።

ክፍል ሁለት

የመንግሥት መሥሪያ ቤት አደረጃጀት፣ የሥራ ምዘና፣ የደመወዝ ስኬል እና አበል

4. **የመንግሥት መሥሪያ ቤት አደረጃጀት**

- 1. ማንኛው የመንግሥት መሥሪያ ቤት የተቋቋመበትን ዓላማ ስኬታማ ለማድረግ የሚያስፈልገውን አደረጃጀትና የሰው ኃይል ፍላጎት አጥንቶ ለሚኒስቴሩ አቅርቦ ያስወስናል።
- 2. ቢሮው የክልሉ መንግሥት አስፈጻሚ መስሪያ ቤቶችን አደረጃጀት አግባብነትና ውጤታማነት እያጠና ማሻሻያ ሲያስፈልግ ለክልሉ አስፋፃሚ ምክር ቤት ለውሳኔ ያቀርባል።

5. **የሥራ ምዘና**

- 1. ቢሮው ተስማሚ የሥራ ምዘና ዘዴ በመምረጥ በማንኛውም የመንግሥት መሥሪያ ቤት ተግባራዊ እንዲሆን ያደርጋል።
- 2. ማንኛውም የመንግሥት መሥሪያ ቤት ደረጃቸው ያልተወሰነላቸው አዲስ የሥራ መደቦችን የሥራ ዝርዝር አዘጋጅቶ ለቢሮው በማቅረብ ደረጃቸውን ያስወስናል።
- 3. የሥራ ምዘናና ደረጃ አወሳሰን በክልሉ አስፋፃሚ ምክር ቤት በሚወጣ ደንብ መሠረት ይወሰናል።

14. Any expression in the masculine gender shall also include the feminine gender.

3. **Scope of Application**

This Proclamation shall be applicable to all offices and employees falling under the definitions of “government institution” and “civil servants”.

PART TWO

ORGANIZATIONAL STRUCTURE, JOB EVALUATION, SALARY SCALE AND BENEFIT

4. **Organizational Structure of government institution**

- 1. Any government institution shall study its organizational structure and manning plans that enable it to achieve its goals, and submit same to the Bureau for approval.
- 2. The Bureau shall undertake studies on the appropriateness and effectiveness of the organization of the Regional state executive organs and submit reorganization proposals to the Council of Cabinet where necessary.

5. **Job Evaluation**

- 1. The Bureau shall adopt appropriate job evaluation methods and enforce the implementation of same in government institutions
- 2. Any government institution shall prepare job descriptions for new positions and submit same to the Bureau for grading.
- 3. Job evaluation and grading shall be conducted in accordance with regulations to be issued by the Council of Cabinet.

6. Mushaharka

- 1) Heerka mushaharka waxa lagu go'aamin iyadoo lagu xisaabtamayo waqtiga lagu jiro lana tixgelinayo Miisaaniyadda Dawladda, Heerka nolosha ee Shacabka, Qiimaha Quutal daruuriga iyo waxyaabaha kale ee lamidka ah.
- 2) Xafiisku isagoo la kaashanaya Xafiisyada kale ee Dawladda waa inuu sameeyo Daraasad ku saabsan Heerarka Mushahaarka Shaqaalaha kala duwan ee Dawladda una gudbiyo Golaha hawlfulinta.
- 3) Heerka mushaharka waa in lagu cadeeyo Bar bilowga Mushaharka iyo Barta ugu sareysa iyo Irkinka ay leeyahay Derajo kasta oo Boosasku leeyihiin.

7. Sinaanta Mushahaarka ee Boosaska iskumidka ah

Dhamaan Boosaska shaqo ee isku midka ah waa inay lahaadaan Mushahaar isku mid ah

8. Bixinta Mushaharka

- 1) Xafiiskasta oo Dawladeed waa inuu Bilkasta dhamaadkeeda siiyo Shaqaalaha Dawladda ama Wakiiladooda Sharci Mushaharka.
- 2) Mushaharka Shaqaalaha Dawladda waxba lagama jari karo marka laga reebo:
 - b) Ogolaansho Qoraal ah oo uu sameeyay Shaqaalahu,
 - t) Xukun Maxkamadeed, ama
 - j) Hab kale oo sharciga waafaqsan
- 3) Cadadka lacageed ee Shaqaalaha Dawladda looga jarayo hab waafaqsan Qodob-hoosaadka 2^{aad} Xarayadiisa (t) iyo (j) kama badan karto Sadex meelood marka loo qaybiyo Mushaharka Meel ahaan.

9. Gunnada

- 1) Gunnada waxaa lagu bixin karaa oo kali ah marka Shaqaalaha dawladdu uu qabanayo Shaqooyinka Dawlada oo kali ah.

6. ደመወዝ ስኬል

- 1. የመንግሥት ሠራተኞች የደመወዝ ስኬል የመንግስትን የፋይናንስ አቅም፣ የህዝቡን አጠቃላይ የኑሮ ሁኔታ፣ የዋጋ ደረጃዎች እና አግባብነት ያላቸውን ሌሎች ሁኔታዎች ባገናዘበ መንገድ በየጊዜው እየተጠና የሚወሰን ይሆናል።
- 2. ቢሮው አስፈላጊ ሆኖ ባገኘው ጊዜ ከሚመለከታቸው የመንግስት መስሪያ ቤቶች ጋር በመተባበር የደመወዝ ስኬል በማጥናትና በማዘጋጀት ለክልሉ አስፋጻሚ ምክር ቤት ለውሳኔ ያቀርባል፤ ሲፈቀድም አፈጻጸሙን ይቆጣጠራል።
- 3. የደመወዝ ስኬሉ ለአያንዳንዱ ደረጃ መነሻና መድረሻ ደመወዝ፣ እንዲሁም በየጊዜው የሚደረገውን የደመወዝ ጭማሪ የሚያመለክቱ እርከኖች ይኖሩታል።

7. እኩል ዋጋ ያላቸው ሥራዎች እኩል ደመወዝ ስለመክፈል

እኩል ዋጋ ያላቸው ሥራዎች ሁሉ እኩል መነሻ ደመወዝ ይኖራቸዋል።

8. የደመወዝ ክፍያ

- 1. ማንኛውም የመንግሥት መሥሪያ ቤት በየወሩ መጨረሻ ለሠራተኞቹ ወይም ለሕጋዊ ወኪሎቻቸው የደመወዝ ክፍያ ይፈጽማል።
- 2. የማንኛውም የመንግሥት ሠራተኛ ደመወዝ፣
 - ሀ) ሠራተኛው ስምምነቱን በጽሑፍ ሲገልጽ፣
 - ለ) በፍርድ ቤት ትዕዛዝ፣
 - ሐ) በሕግ በተደነገገው መሠረት፣ ካልሆነ በስተቀር ሊያዝ ወይም ሊቆረጥ አይችልም።
- 3. በዚህ አንቀጽ ንዑስ አንቀጽ 2(ለ) ወይም (ሐ) መሠረት ከሠራተኛ ደመወዝ በየወሩ የሚቆረጠው ከደመወዙ አንድ ሦስተኛ አይበልጥም።

9. አበል

- 1. ማንኛውም አበል የሚከፈለው የመንግሥትን ሥራ ለማከናወን አስፈላጊ ሆኖ ሲገኝ ብቻ ነው።

6. Salary Scale

- 1. The salary scale applicable to civil servants shall be determined from time to time by considering the Government's financial capability, the general living conditions of the society, price levels and other relevant factors.
- 2. The Bureau shall, in collaboration with the concerned government institutions, upon undertaking studies prepare salary scale and submit same to the Council of cabinet.
- 3. The salary scale shall contain the base pay, the ceiling and step increments of each grade

7. Equal Pay for Equal Work

All positions of equal value shall have equal base salary.

8. Payment of Salary

- 1. Any Government office shall, at the end of every month, make payments of salary to civil servants or their legal representatives.
- 2. The Salary of a civil servant shall not be attached or deducted except in accordance with:
 - a) A written consent of the civil servant;
 - b) A court order; or
 - c) The provisions of the law
- 3. Monthly deductions from the salary of a civil servant to be made pursuant to sub-article 2(b) or (c) of this Article shall not exceed one third of his salary.

9. Allowance

- 1. Any allowance shall be paid only for the purpose of carrying out the functions of the civil service.

2) Xafiisku waa inuu sameeyo Daraasad ku saabsan Noocyada Gunnooyinka iyo Heerka lacageed ee ku haboon una gudbiyo Golaha Hawlfulinta si loo ansixiyo.

QAYBTA SADDEXAAD

ADEEGGA SHACABKA.

OORSHAYNTA, MEELAYNTA IYO HANAANKA FULINTA OIIMAYNTA

10. Oorshaynta Adeegga Shacabka

- 1) Ujeedada guud ee Qorshaynta Adeegga Shacabku waa in la saadaaliyo baahida shaqaale ee lagu gaadhi karo himilooyinka iyo Ujeedooyinka horumarineed ee Deegaanka waana in lagu cadeeyo tirada Shaqaale ee loo baahanyahay iyo dib u eegista waqtiilaha ah ee lagama maarmaanka u ah.
- 2) Xafiiskasta isaga oo ka duulaya Qorsheyaashiisa Istaraatiijiyadeed waa inuu hirgeliyo Daraasad islamarkaana uu meelmariyo Qorshayaal Adeegga Sahacabka ah oo waqtiga Dhaw, Dhexe iyo Dheer ah.
- 3) Boosaska banaan waxaa lagu buuxin iyada oo la samaynayo Dalacsiin, Shaqaaleysiin, Bedelaad ama Dib u meelayn iyadoo la raacayo Qorshaha Adeegga Shacabka.
- 4) Xafiisku waa inuu soo saaro Awaamiir bayaaminaysa Qorshaynta Adeegga Shacabka.

11. Shuruudaha Shaqaaleynta iyo Hanaanka Xaqiijinta Tayada Xirfadda Aqooneed

- 1) Xafiisku waa inuu diyaariyo Shuruudo iyo Halbeeyo lagu xaqiijinayo tayada xirfad iyo Aqooneed ee loo baahanyahay si loogu meeleeeyo qof Boosaska kala duwan waana in lagu helo iyada oo loo tartamayo.
- 2) Halbeegyada iyo Shuruudaha shaqaaleynta waxaa lagu faahfaahin Xeer-nidaameedka uu soo saaro Golaha Hawlfulinta Deegaanka.

2. ቢሮው የአበል ዓይነቶችን እና ክፍያዎችን እያጠና ለክልሉ አስፋፃሚ ምክር ቤት ለውሳኔ ያቀርባል፤ ሲፈቀዱም አፈጻጸማቸውን ይቆጣጠራል።

ከፍል ሦስት

የሰው ሀብት ዕቅድ፣ ስምሪት እና የሥራ አፈጻጸም ምዘና

10. የሰው ሀብት ዕቅድ

- 1. የሰው ሀብት ዕቅድ ዓላማ ማንኛውም የመንግሥት መሥሪያ ቤት በስትራቴጂያዊ ዕቅድ ላይ የተቀመጡትን ዓላማዎች ለማሳካት የሰው ሀብት ፍላጎት ለመተንበይ፣ የሚያስፈልገውን የሰው ሀብት በዓይነትና በብዛት ለማግኘት፣ ለማልማት፣ በአግባቡ ለመጠቀም የሚያግዙ እርምጃዎችን ለመውሰድና ውጤቱንም በየጊዜው እየገመገመ ማሻሻያ ለማድረግ ነው።
- 2. ማንኛውም የመንግሥት መሥሪያ ቤት ስትራቴጂያዊ ዕቅዱን መሠረት በማድረግ የአጭር፣ የመካከለኛና የረጅም ጊዜ የሰው ሀብት ዕቅዱን አጥንቶ ተግባራዊ ማድረግ አለበት።
- 3. ክፍት የሥራ መደቦችን በሠራተኛ ማስያዝ የሚቻለው የሰው ሀብት ዕቅድን መሠረት በማድረግ በደረጃ ዕድገት ወይም በቅጥር ወይም በዝውውር ወይም በድልድል ይሆናል።
- 4. ቢሮው የሰው ሀብት ዕቅድን በተመለከተ ዝርዝር መመሪያ ያወጣል።

11. ወደ መንግስት መስሪያ ቤት የመግቢያና የብቃት ማረጋገጫ ሥርዓት

- 1. ቢሮው በከፍት የሥራ መደቦች ላይ አመልካቾች ተወዳድረው ስለሚቀጠሩበትና ስለሚደረጉበት የመግቢያና የብቃት ማረጋገጫ ሥርዓት መዘርጋት የሚያስችሉ መመዘኛዎችና መለኪያዎች ያዘጋጃል።
- 2. መመዘኛዎቹና መለኪያዎቹ ሥራ ላይ ስለሚውሉበት ሁኔታ በክልሉ አስፋፃሚ ምክር ቤት በሚያወጣው ደንብ ይወሰናል።

2. The Bureau shall undertake studies on the types and payment of allowances and submit same to the Council of cabinet and, upon approval, supervise their implementation.

SECTION THREE

HUMAN RESOURCE PLANNING, DEPLYMENT AND PERFORMANCE EVALUATION

10. Human Resource Planning

- 1. The purpose of human resource planning shall be to forecast the staffing requirement for achieving the strategic objectives of a government institution, to take actions necessary for availing the required human resource, in type and number, for developing and properly utilizing same and for reviewing the results, from time to time, to make improvements thereof.
- 2. Any government institution shall, based on its strategic plans, study and implement short, medium and long-term human resource plans.
- 3. Vacant positions shall be filled through promotion or recruitment or transfer or redeployment in accordance with human resource plans
- 4. The Bureau shall issue directives on human resource planning.

11. Eligibility to Join Government Institution and Competence Certification system

- 1. The Bureau shall prepare national criteria and parameters to establish eligibility and competency certification system whereby candidates for vacant positions shall be recruited and promoted on the basis of competition.
- 2. The criteria and parameters shall be implemented in accordance with regulations to be issued by the Council of cabinet.

3) Dawladdu waxay aasaasi kartaa Xafiis fuliya shaqooyinka Xaqiijinta tayada Xirfad iyo Aqooneed ee lagu sheegay Qodob-hoosaadka (1) ee Qodobkan.

12. Xulashada iyo Shaqaaleysiinta

- 1) Shaqaaleysiin kasta oo Shaqaalaha Dawladda waa in lagu Go'aamiyo Imtixaan loo galo hab waafaqsan Halbeegyada Qaran iyo dhamaan ujeedooyinka kale ee lagu xaqiijinayotayada Xirfada iyo Aqoonta.
- 2) Shaqo doonteyaasha laguma kala saari karo sababo la xidhiidha Qabiil, Sinji, Diin, Aragti Siyaasadeed, Baahiyaha gaarka ah, Cudurka HIV iyo waxyaabaha lamidka ah.
- 3) Iyadoo ay sideeda tahay guud ahaanta Qodobka 47^{aad} ilaa 50^{aad} ee bayaankan booskasta waxaa lagu meelayn qofka buuxiya Shuruudaha Boosku u baahanyahay islamarkaana keena Dhibco ka sareeya kuwa dadka kale ee la galay Imtixaanka.

13. U Qalmida Booska

- 1) Kuwan soo socda uma qalmaan inay noqdaan Shaqaale Dawladeed:
 - b) Qofkasta oo ka yar 18 sano.
 - t) Qofkasta oo Maxkamadi ku xukuntay Faldambiyeed la xidhiidha Musuq, Meelka dhac la xidhiidha Aaminaada, Been Abuur ama Kufsi hadii aanay xukunka kasoo wareegin Shan sano islamarkaana Qofku dhamaysto Waqtiga laga reebay in Qofku shaqo qabto ama Cafis la siiyay Qofka.
 - j). Qof aan haysan Shahaado.
 - x). Qofkasta oo iska diida inuu ku dhaarto Dhaarta lagu xusay Qodobka 16^{aad} ee Bayaanka.

3. በዚህ አንቀጽ ንዑስ አንቀጽ (1) የተመለከተውን የመግቢያና የብቃት ማረጋገጫ ሥርዓትን የሚያስፈጽም ተቋም ሊቋቋም ይችላል።

12. ምልመላና መረጣ

- 1. የመንግሥት የሠራተኛ ቅጥር የሚፈጸመው በሀገር አቀፍ ደረጃ በሚወጣው መመዘኛ በሚሰጠው የፈተና ውጤት ወይም በሌላ ማናቸውም ዓይነት ተጨባጭ የሙያና ሥራ ብቃት ማረጋገጫ ላይ ብቻ ተመስርቶ ይሆናል።
- 2. በብሔረሰብ/ባሕሪ፣ በጾታ፣ በሃይማኖት፣ በፖለቲካ አመለካከት፣ በአካል ጉዳት፣ በኤች.አይ.ቪ/ኤድስ ወይም በሌላም ሁኔታ በሥራ ፈላጊዎችም ሆነ በመንግሥት ሠራተኞች መካከል ልዩነት ማድረግ የተከለከለ ነው።
- 3. በዚህ አዋጅ ከአንቀጽ 47 እስከ 50 የተጠቀሱት ድንጋጌዎች እንደተጠበቁ ሆነው በክፍት የሥራ መደብ ላይ ሠራተኛ የሚመደበው ለሥራ መደቡ የሚጠየቀውን ተፈላጊ ችሎታ የሚያሟላና ከሌሎች ተወዳዳሪዎች ጋር ተወዳድሮ ብልጫ ያለው ሆኖ ሲገኝ ነው።

13. የመንግሥት ሠራተኛ ሆኖ ለመቀጠር የማያስችሉ ሁኔታዎች

- 1. የሚከተሉት የመንግሥት ሠራተኛ ሆነው ሊቀጠሩ አይችሉም፡-
 - ሀ) ዕድሜው ከ18 ዓመት በታች የሆነ ሰው፤
 - ለ) ቅጣቱ ከተፈጸመ፣ በይርጋ ከታገደ ወይም በይቅርታ ከተሠረዘ በኋላ አምስት ዓመት ያለፈው ካልሆነ በስተቀር የሙስና፣ የእምነት ማጉደል፣ የስርቆት፣ የማጭበርበር ወይም የአስገዳድ መድፈር ወንጀል ፈጽሞ ስልጣን ባለው ፍርድ ቤት የተፈረደበት ማንኛውም ሰው፤
 - ሐ) የብቃት ማረጋገጫ ማስረጃ የሌለው ሰው፤
 - መ) በዚህ አዋጅ አንቀጽ 16 መሠረት ቃለ መሀላ ለመፈጸም ፈቃደኛ ያልሆነ ሰው።

3. An institution may be established for the implementation of the eligibility and competency certification system referred to in sub-article (1) of this Article.

12. Recruitment and Selection

- 1. Any type of recruitment of a civil servant shall be effected only on the result of examination conducted on the basis of nationally set criteria or on the basis of any other type of objective certification of professional and occupational competence
- 2. There shall be no discrimination among job seekers or civil servants in filling vacancies because of their ethnic origin, sex, religion, political outlook, disability, HIV/AIDS or any other ground.
- 3. Without prejudice to the provisions of Article 47 to 50 of this Proclamation, vacant position shall be filled only by a person who meets the qualification required for the position and scores higher than other candidates.

13. Ineligibility

- 1. The following shall not be eligible to be civil servants:
 - a) A person under the age of 18 years;
 - b) any person who has been convicted by a court of competent jurisdiction for offences of corruption, breach of trust, theft, fraud or rape unless five years have lapsed from the date the penalty is served or is barred by limitation or remitted by pardon;
 - c) A person having no certificate of competence;
 - d) Any person who is unwilling to take oath of fidelity in accordance with Article 16 of this Proclamation

- 2) Iyadoo ay sideeda tahay Qodob-hoosaadka 1^{aad} Xarafka (t), qofkasta oo laga Eryo shaqada Dawlada sabab la xidhiidha Fal Anshax xumo ah hab waafaqsan Qodobka 34^{aad} ee Bayaankan dib loogama Shaqaaleysiin karo xafiis Dawladeed ilaa inta ay dhamaanayso Shan Sano lagasoo bilaabo waqtiga shaqada laga eryay.
- 3) Qofkasta oo raba inuu noqdo Shaqaale Dawladeed waa inuu keeno Shahaadada Caafimaadka marka laga reebo Cudurka HIV/AIDSka iyo waraaq Boolisku soo qoray oo cadeynaysa Danbi la'aanta.
- 4) Iyadoo ay sideeda tahay arrimaha lagu sheegay Qodob-hoosaadka 1^{aad} Xarafka (b), Xafiisku waxa uu soo saari karaa Awaamiir bayaaminaysa Xaaladaha dadka Da'doodu ka yartahay 18 Sano laakiin ka weyn 14 Sano Shaqooyinka ku haboon.

14. Shaqaaleysiinta Ajaanibka

Iyadoo ay sideeda tahay arrimaha lagu sheegay Qodobka 5^{aad} Qodob hoosaadkiisa (2) ee Bayaanka Siinta Xuquuqaha Qurba joogta asal ahaan kasoo jeeda Dalka ee tirsigiisu yahay 270/2002 iyo Qodobka 20^{aad} Qodob-hoosaadkiisa (2) Qofkasta oo ajaanib ah ma noqon karo Shaqaale Dawladeed.

15. Soo Dhejinta Boosaska Banaan iyo Hanaanka Shaqaaleysiinta

- 1) Xafiiskasta oo Dawladeed waa inuu soo dhejiyo Boosaska shaqo ee ka banaan si loogu tartamo.
- 2) Iyadoo ay sideeda tahay Arrimaha lagu sheegay Qodob-hoosaadka (1) ee Qodobkan marka ay jirto yaraansho dhinaca Xirfadleyaasha uu boosku u baahanyahay, xafiisku waxa uu xidhiidh isaga oo xidhiidh la samaynaya Xarumaha Waxbarashada Sare bixiya wuxuuna ku shaqaaleysiin karaa Xirfadleyaasha soo baxa tartan.

- 2. የዚህ አንቀጽ ንዑስ አንቀጽ (i)(ለ) እንደተጠበቀ ሆኖ ከማንኛውም የመንግሥት መሥሪያ ቤት በዚህ አዋጅ አንቀጽ 34 መሠረት በዲስፕሊን ጉድለት ምክንያት ከሥራ የተሰናበተ ሰው ከሥራ ከተሰናበተበት ጊዜ ጀምሮ አምስት ዓመት ከመሙላቱ በፊት በመንግሥት ሠራተኛነት ሊቀጠር አይችልም፡፡
- 3. በዚህ አንቀጽ ንዑስ አንቀጽ (i)(ሐ) የተመለከተው እንደተጠበቀ ሆኖ ማንኛውም አመልካች በመንግሥት ሥራ ተቀጥሮ ለማገልገል ብቁ መሆኑን ለማረጋገጥ ከኤች.አይ.ቪ./ኤድስ ምርመራ በስተቀር የጤንነት ማረጋገጫ የሕክምና ምርመራ ማስረጃ የማቅረብ ግዴታ አለበት፡፡
- 4. የዚህ አንቀጽ ንዑስ አንቀጽ (i)(ሀ) ቢኖርም ዕድሜያቸው ከ14 ዓመት በላይ የሆናቸውና 18 ዓመት ያልሞላቸው ወጣቶች ስለሚቀጠሩበትና ስለሥራ ሁኔታቸው ቢሮው መመሪያ ያወጣል፡፡

14. የውጭ አገር ዜጎች ቅጥር

የኢትዮጵያ ተወላጅ የሆኑ የውጭ ዜጎችን በትውልድ አገራቸው በተለያዩ መብቶች ተጠቃሚ ለማድረግ በወጣው አዋጅ ቁጥር 270/2002 አንቀጽ 5(2) እና የዚህ አዋጅ አንቀጽ 20(2) እንደተጠበቁ ሆነው ዜግነቱ ኢትዮጵያዊ ያልሆነ ሰው በመንግሥት ሠራተኛነት ሊቀጠር አይችልም፡፡

15. ማስታወቂያ ስለማውጣትና ስለቅጥር አፈጻጸም

- 1. ማንኛውም የመንግሥት መሥሪያ ቤት ክፍት ሥራ ቦታ ሲኖረው ማስታወቂያ በማውጣት አመልካቾች እንዲመዘገቡ መጋበዝ አለበት፡፡
- 2. የዚህ አንቀጽ ንዑስ አንቀጽ (i) ድንጋጌ ቢኖርም ማንኛውም የመንግሥት መሥሪያ ቤት በገበያ ላይ እጥረት ባለባቸው ሙያዎች ከከፍተኛ ትምህርት ተቋሞች ጋር ግንኙነት በመፍጠር ምሩቃንን በመጋበዝ በማወዳደር ቅጥር መፈጸም ይችላል፡፡

- 2. Without prejudice to sub-article (1)(b) of this Article, a person whose service is terminated from any government institution on grounds of disciplinary offence in accordance with Article 34 of this Proclamation shall not be recruited before the lapse of five years from the date of termination of his
- 3. Without prejudice to sub-article (1)(c)of this Article, any candidate shall submit medical certificate, except HIV/AIDS test, to prove his fitness for service.
- 4. Notwithstanding sub-article (1)(a) of this Article, the Bureau shall issue directive on circumstances in which young persons above the age of 14 and below18 may be recruited as civil servants and on the conditions of work applicable to them

14. Employment of Foreigners

Without prejudice to Article 5(2) of the Proclamation providing Foreign Nationals of Ethiopian Origin with Certain Rights to be Exercised in their Country of Origin under Proclamation No 270/2002 and Article 20(2) of this Proclamation, a person who is not an Ethiopian national may not be eligible to be a civil servant.

15. Vacancy Announcement and Recruitment Procedures

- 1. Any government institution shall advertise every vacant position to invite candidates to apply for the position.
- 2. Notwithstanding sub-article (1) of this Article, whenever there is shortage of professionals in the labor market, a government institution may solicit graduates of higher educational institutions in cooperation with the institutions and recruit them through competition.

- 3) Xirfadleyaasha kasoo Qalinjebiyay Xarumaha bixiya Waxbarashada sare ee lagu xusay Qodob Hoosaadka (2) ee Qodobkan waa inay soo gudbinayaan Shahaadooyinkooda hab waafaqsan Qodob hoosaadka (1) (j) ee Qodobka 13^{aad} ee Bayaankan.
- 4) Xafiisku waxa uu soo saari karaa Awaamiir lagu faahfaahinayo Arrimaha Shaqaaleysiinta Shaqaalaha Dawladda.

16. Dhaarta

Qofka loo xusho inuu noqdo shaqaale dawladeed ka hor inta aanu bilaabin shaqada waa inuu ku dhaarto Dhaartan:

“Aniga oo ah Shaqaale Dawladeed waxaan ku Dhaaranayaa inaan si daacadnimo ah, Sinaan iyo Anshax suuban leh aan ugu adeegi doono Shacabka una fulin doono Siyaasadaha Dawladda iyo in aan ugu hogaansami doono dastuurka & sharciyada kale ee Deegaanka iyo dalkaba, isla markaana in aanan cidna u bandhigin sirta lagu Xeeriyay Sharciyada ama Go’amada kasoo baxa Xafiisyada ay khusaso ee aan ku ogaaday shaqada awgeed”.

17. Bilowga Mushaharka

Shaqaaale Kasta oo Dawladeed oo loo xusho inuu qabto Boos waxaa la siin Mushaharka ku haboon Booska lagu meeleeayay.

18 Muddada Tijaabada

- 1) Ujeedada Muddada Tijaabada ah ee Shaqaalaha Dawladdu waa in lagu Qiimeeyo kartidiisa Gudashada Waajibaadyada loo igmaday.
- 2) Shaqaalaha la xushay waxaa la siin Waraaq cadeynaysa mudada Tijaabada ah oo uu saxeexay Madaxa ama Masuulka kale ee ku haboon ee Xafiiska waxaana lagu cadeyn Faahfaahinta Booska lagu meeleeayay, Derajada Booska, Mushaharkiisa, Waqtiga uu shaqada Bilaabay iyo faahfaahinta kale ee loo baahanyahay.

3. በዚህ አንቀጽ ንዑስ አንቀጽ (2) መሰረት የሚቀጠሩ ምሩቃን በዚህ አዋጅ አንቀጽ 23 ንዑስ አንቀጽ (1)(ሐ) የተመለከተውን የብቃት ማረጋገጫ ማቅረብ አለባቸው።

4. የመንግስት ሰራተኞች ቅጥር አፈጻጸም ዝርዝር ሁኔታ ቢሮው መመሪያ ያወጣል።

16. ቃለ መሐለ

የተመረጠው አመልካች ሥራ ከመጀመሩ በፊት የሚከተለውን ቃለ መሐለ ይፈጽማል፤

“እኔ-----በመንግሥት ሠራተኛነቴ ከሁሉም በላይ አድርጌ በእውነት፣ በታማኝነትና ሥነ-ምግባር ሕዝብን ለማገልገልና የመንግሥትን ፖሊሲዎች ለመፈጸም፣ በማንኛውም ጊዜ ሕገ መንግሥቱንና የአገሪቱንና የክልሉ ሕጎች ለማክበር እና በሥራዬ ምክንያት ያወቅሁትንና በሕግ ወይም በሚመለከተው አካል ውሳኔ በምስጢርነት የተመደቡትን ለሌላ ማንኛውም ወገን ላለመግለጽ ቃል እገባለሁ።”

17. የመቀጠሪያ ደመወዝ አወሳሰን

ማንኛውም አዲስ ተቀጣሪ የመንግሥት ሠራተኛ በመንግሥት ሠራተኞች የደመወዝ ስኬል መሠረት ለተቀጠረበት የሥራ መደብ የተወሰነው ደረጃ መነሻ ደመወዝ ይከፈለዋል።

18. የሙከራ ጊዜ

- 1. የሙከራ ጊዜ ዓላማ አዲስ የተቀጠረ የመንግሥት ሠራተኛ ስለ ሥራ አፈጻጸሙ ከትትል እየተደረገ ብቃቱን ለማረጋገጥ ይሆናል።
- 2. የተመረጠው አመልካች የሥራ መደቡን መጠሪያ፣ የተመደበበትን ደረጃ፣ ደመወዙንና ሥራውን የሚጀምርበትን ቀን የሚገልጽ በአሰሪው መሥሪያ ቤት የበላይ ኃላፊ ወይም ሠራተኛን ለመቅጠር ውክልና በተሰጠው የሥራ ኃላፊ የተፈረመ የሙከራ ቅጥር ደብዳቤ በሥራ መደቡ ከሚያከናውነው የሥራ ዝርዝር መግለጫ ጋር ይሰጠዋል።

3. Graduates to be recruited pursuant to sub-article (2) of this Article shall be required to present certificates of competence referred to in sub-article (1) (c) of Article 13 of this Proclamation

4. The Bureau shall issue directives on detailed recruitment procedures

16. Oath of Fidelity

The selected candidate shall, before commencement of his work, take the following oath of fidelity:

"I being a civil servant solemnly swear to sincerely, faithfully and ethically serve the people and execute government policy, and to respect at all times the Constitution and the laws of the Country and not to disclose to any party information that is revealed to me by reason of my duties and is classified as confidential by law or decision of the appropriate body".

17. Determination of Starting Salary

Any newly appointed civil servant shall be paid the base salary as fixed by the civil service salary scale for the position he has been appointed.

18. Probation

- 1. The purpose of probation shall be to prove the competence of a newly appointed civil servant through follow-up of his performance.
- 2. The selected candidate shall be served with a letter of probation recruitment signed by the head or any other authorized official of the government institution, stating the title and grade of his position, his salary, and date of commencement of his job together with job descriptions of his position.

3) Mudada Tijaabada ah shaqaalaha dawlada ee booska waa lix bilood hase ahaatee haddii hawl karnimadiisa laga shakiyo waxaa lagu dari karaa saddex bilood oo dheeraad ah.

4) Waqtiga Tijaabada ah ee Shaqaalaha shaqaaleyntiisa waa la joojin karaa hadii Natijada cel-celiska ah ee qiimaynta Shaqaalahu ay noqoto mid ka hoosaysa Halbeega dhexdhexaadka ah ama ayna ka sareynin Heerkii hore marka loogu daro mudada dheeraadka ah.

5) Hadii shaqaalaha dawlada ee tijaabada ku jira habsan kaga yahay shaqadiisa dhaawaca shaqadiisa ka soo gaadhay ama Xanuunada faafa mid kamid ah awgeed iyadoo aan laga hor imaanayn shuruudaha Qodobka 58^{aad} farqada (3) iyo (4) ee bayaankan waa in tijaabadii u hadhsanayd mudadalaga bilaabo maalinta uu bogsado.

6) Hadii shaqaalaha dawlada ee tijaabada ku jiraa kaga maqan yahay shaqadiisa sabab ka baxsan awoodiisa oo aan ka badnayn Hal bil waxa uu sii bilaaban sii waa in tijaabadii u hadhsanayd mudada laga bilaabo maalinta uu shaqada kusoo noqdo.

7) Iyadoo ay sideeda tahay arrimaha lagu sheegay Qodob-hoosaadka (5) ee Qodobkan, hadii Shaqaalaha dawladdu uu uga maqnaa Shaqada sababo la xidhiidha Dhalmada Muddada u hadhsan ee Tijaabada waxaa loo bilaabi marka uu dhamaysto fasaxa dhalmada.

8) Hadii aan si kale loogu sheegin bayaankan Shaqaalaha ku jira Muddada Tijaabada ah waxa uu leeyahay xuquuq la siman Shaqaalaha Rasmiga ah ee dhamaystay Muddada Tijaabada ah.

9) Masuulkasta oo ku Guuldareysta inuu Qiimeeyo Shaqaalaha inta uu ku guda jiro Muddada Tijaabada ah waxa uu u Qoolanyahay Ganaax Anshax.

3. የሥራተኛው የሙከራ ጊዜ በተቀጠረበት የሥራ መደብ ላይ ለስድስት ወር ሆኖ የሥራ አፈጻጸም ምዘና ውጤቱ ከመካከለኛ በታች ሆኖ ከተገኘ የሙከራ ጊዜው ለተጨማሪ ሦስት ወር ሊራዘም ይችላል።

4. በተራዘመው የሙከራ ጊዜ ውስጥ ሥራተኛው መካከለኛ ወይም ከዚያ በላይ የተጠቃለለ የሥራ አፈጻጸም ይሰናበታል።

5. የዚህ አዋጅ አንቀጽ 58(3) እና (4) ድንጋጌዎች እንደተጠበቁ ሆነው በሙከራ ላይ ያለ የመንግሥት ሥራተኛ በሥራ ምክንያት በሚመጣ በሽታ ወይም በሥራ ላይ በሚደርስ አደጋ ምክንያት ከሥራ የቀረ እንደሆነ ያልጨረሰውን የሙከራ ጊዜ ከሕመሙ ወይም ከጉዳቱ ከዳነበት ጊዜ አንስቶ እንዲጨርስ ይደረጋል።

6. በሙከራ ላይ የሚገኝ የመንግሥት ሥራተኛ ከአቅም በላይ በሆነ ምክንያት ከአንድ ወር በታች በሥራው ላይ ካልተገኘ በሥራው ላይ የተገኘበት ጊዜ ብቻ ታስቦ የሥራ አፈጻጸም ይሞላላታል።

7. የዚህ አንቀጽ ንዑስ አንቀጽ (5) ድንጋጌ ቢኖርም በወሊድ ምክንያት ከአንድ ወር በላይ በሥራ ላይ ያልተገኘች የሙከራ ሥራተኛ የወሊድ ፈቃዱ እንደተጠናቀቀ የሙከራ ጊዜ እንድትጨርስ ይደረጋል፤ ሆኖም በሙከራ ሥራ ላይ ያልተገኘችበት ጊዜ ከአንድ ወር በታች ከሆነ የሥራ አፈጻጸም ምዘና ውጤቷ በሥራ ላይ በቆየችበት ጊዜ ታስቦ ይሞላላታል።

8. በዚህ አዋጅ በሌላ አኳኋን ካልተደነገገ በስተቀር በሙከራ ላይ ያለ የመንግሥት ሥራተኛ የሙከራ ጊዜውን የጨረሰ የመንግሥት ሥራተኛ ያለው መብትና ግዴታ ይኖረዋል።

9. በሙከራ ላይ ያለን የመንግስት ሥራተኛ የሥራ አፈጻጸም ወቅቱን ጠብቆ ያልሞላ የሥራ ኃላፊ በዲ.ሲ.ፕሊን ተጠያቂ ይሆናል።

3. The period of probation of a civil servant on the position of his appointment shall be for six months; however, if the performance result is below average, it may be extended for an additional three months.

4. The service of a probationary civil servant shall be terminated where the cumulative performance evaluation result is not average or higher for the extended period of probation

5. Where the civil servant on probation is absent from his work due to occupational disease or employment accident, without prejudice to the provisions of Article 58(3) and (4) of this Proclamation, he shall be allowed to complete the remaining probation period following the date of his recovery from sickness or injury

6. Where the civil servant on probation period is absent from his work due to force majeure for a period less than one month, the performance evaluation shall cover only the period in which he was present at work

7. Notwithstanding the provision of sub-article (5) of this Article, a civil servant on probation is absent from his work due to maternity leave, for a period of more than one month, she shall be allowed to complete the remaining probation period following the end of her maternity leave; provided, however, that if her absence from his work is less than a month, her evaluation shall cover only the period in which she was present at work.

8. Unless otherwise provided in this Proclamation, a probationary civil servant shall have the same rights and obligations with that of a civil servant who has completed his probation.

9. Any office who fails to timely evaluate the performance of a probationary civil servant shall be liable to disciplinary penalty.

19. Shaqaaalenimo Rasmi Ah

1. Warqad shaqaalenimo rasmi ah waa in la siiyo shaqaalaha dawlada ee dhamaystay mudada tijaabada.
2. Hadii xafiiska dawladu ku guuldaraysto in uu qiimeeyo waxqabadka shaqaalaha dawlada ka hor inta anay dhamaan mudada tijaabada iyadoon laga hor imaanayn masuuliyada madaxa ay khusaysa qiimaynta wax-qabadka waa in lagu sameeyo hal bil gudaheed mudada tijaabada ku xigta hase ahaatee haddii xafiiska dawladu ku guulaysan waayo qiimaynta shaqaalaha dawlada waxaa laga soo qaadi in si rasmi ah loo shaqaaleeyey laga bilaabo maalinta shaaqalayntiisa.

20. Shaqaaaleyn Ku Meelgaadh ah

1) Iyadoo ay sideeda tahay arrimaha lagu sheegay Qodob-hoosaadka (2) ee Qodobkan, xafiisku wuxuu Shaqaale ku meelgaadh ah u Xulan karaa Qof marka Shaqada uu qabanayo ay tahay mid aan Joogto ahayn, hase ahaatee xafiisku waxa uu u Xulan karaa Qof si ku meelgaadh ah isaga oo Boosku yahay Mid Rasmi ah hadii ay jiraan Xaalado lagu qanci karo.
2) Xafiiska Dawladdu waxa uu U Xulan karaa si ku meelgaadh ah Qof Ajnebi ah marka lagu qanco in aanu booskaas buuxin Karin Aqoonta iyo Xirafada uu u baahanyahay Qof Muwaadin ahi hadii la raaco dhamaan hababka Dalacsiinta, bedelaada ama Shaqaaleysiinta.
3) Xuquuqaha qofka Muwaadinka ah ee lagu shaqaaleysiiyay hab Ku Meelgaadh ah waxaa lagu xeerin Xeer-nidaameed uu soo saaro Golaha Hawlfulinta.

21. wakiilashada Shaqo

1) Marka ay lagama maarmaan noqoto, iyada oo Ogolaansho laga helayo Xafiiska, Xafiisyada Dawladdu waxay u wakiilan karaan Shaqooyinka ay qabtaan qaar kamid ah ama Boosas Shaqo Shirkado gaar ah hadii aanay waxba u dhimayn Danaha Shacabka.

19. ቋሚ የመንግሥት ሠራተኛ ስለመሆን

1. በሙከራ ጊዜው መካከለኛ ወይም ከዚያ በላይ የሥራ አፈጻጸም ምዘና ውጤት ያስመዘገበ የመንግሥት ሠራተኛ በቋሚነት መቀጠሩን የሚያረጋግጥ ደብዳቤ ይሰጠዋል..
2. በሙከራ ላይ የሚገኝ የመንግሥት ሠራተኛ የሥራ አፈጻጸም ምዘና ውጤት ጊዜውን ጠብቆ ያልተሞላለት እንደሆነ ተጠያቂ ለሆኖው የሥራ ኃላፊዎ ተጠያቂነት እንደተጠበቀ ሆነው በአንድ ወር ጊዜ ውስጥ የሥራ አፈጻጸም ምዘና እንዲሞላ ተደርጎ የመንግሥት መሥሪያ ቤቱ ይህንን ካልደርግ ለሙከራ ከተቀጠረበት ቀን ጀምሮ ቋሚ የመንግስት ሠራተኛ ይሆናል።

20. ጊዜያዊ ሠራተኛ ስለመቅጠር

1. የዚህ አንቀጽ ንዑስ አንቀጽ (2) ድንጋጌ እንደተጠበቀ ሆኖ ማንኛውም የመንግሥት መሥሪያ ቤት ጊዜያዊ ሠራተኛ ሊቀጥር የሚችለው የዘላቂነት ባሕርይ በሌለው ሥራ መደብ ላይ ነው፤ ሆኖም ሁኔታዎች ሲያስገድዱ በቋሚ የሥራ መደብ ላይ ጊዜያዊ ሠራተኛ መቅጠር ይችላል።
2. አንድ የመንግሥት መሥሪያ ቤት ከፍተኛ ባለሙያ ለሚጠይቅ ማንኛውም ክፍት የሥራ መደብ በደረጃ ዕድገት፣ በዝውውር ወይም በቅጥር ኢትዮጵያዊ ባለሙያ ለማግኘት የማይቻል መሆኑን በማረጋገጥ የውጭ አገር ዜጋ በጊዜያዊነት ሊቀጥር ይችላል።
3. ኢትዮጵያዊ ወይም የውጭ አገር ዜጋ ጊዜያዊ ሠራተኞች አቀጣጠር፣ የሚኖራቸው መብቶችና ግዴታዎች እንዲሁም ስለሚጠበቁላቸው የሥራ ሁኔታዎች ዝርዝር ሁኔታ የክልሉ አስፋፃሚ ምክር ቤት በሚያወጣው ደንብ ይወሰናል።

21. ሥራ ዎችን በውል ለሦስተኛ ወገኖች አሸጋግሮ ስለማሠራት

1. አስፈላጊ ሆኖ ሲገኝ ማንኛውም የመንግሥት መሥሪያ ቤት ቢሮውን በማስፈቀድ የሕዝብን ጥቅም በማይጎዱ የተወሰኑ የሥራ መደቦችን ወይም ሥራዎችን ለግል ድርጅቶች በውል በማሸጋገር እንዲሠሩ ማድረግ ይችላል።

19. Permanent Appointment

1. Where a civil servant on probation has recorded average or higher performance result, he shall be served with a letter of permanent appointment.
2. If performance evaluation of a probationary civil servant is not carried out before the expiry date of the probation period, the performance evaluation shall be carried out within one month following the expiry date of the probation period and the probationer shall be made permanent civil servant from the date of his recruitment as probationer.

20. Temporary Employment

1. Without prejudice to sub-article (2) of this Article, a government institution may appoint a temporary civil servant only for a job which is not of a permanent nature; provided, however, that it may, where circumstances so require, appoint a temporary civil servant to a permanent position
2. A government institution may appoint a foreign national on temporary bases, where it is proved that it is impossible to fill a vacant position that requires high level professional by an Ethiopian through promotion, transfer or recruitment.
3. The appointment of temporary employee of an Ethiopian their rights shall be prescribed by regulation to be issued by the Council of cabinet.

21. Outsourcing

1. Where necessary and upon obtaining the permission of the Bureau, any government institution may outsource certain positions or tasks, that would not compromise public interest, to private enterprises.

2) Xafiisku waa inuu soo saaro Awaamiir faah faahinaysa Boosaska iyo Shaqooyinka loo wakiilan karo Shirkadaha gaarka ah ama Xafiisyada kale.

22. Shaqaaleysiin Wadajir ah

- 1) Xafiisyada dawladdu waxay si wadajir ah u shaqaaleysiin karaan Shaqaale Dawladeed marka Aqoonta uu leeyahay, Xirfadiisa iyo Waayo aragnimadiisu ay lagama maarmaan u tahay Adeegyada ay bixiyaan.
- 2) Shuruudaha xulashada Shaqaalaha wadajirka loo shaqaaleysiinayo, Muddo shaqeedkiisa iyo arrimaha kale ee la xidhiidha Duruufaha shaqo waxaa lagu xeerin Awaamiir uu soo saaro Xafiisku.

QEYB-HOOSAADKA LABAAD DALACSIINTA

23. Ujeedada

Dalacsiinta waxaa loo bixin karaa oo keli ah in Shaqooyinka ay fuliyaan Shaqaale ku haboon, kor u qaadista Adeegyada ay bixiso Dawladdu iyo Dhiirigelinta Shaqaalaha.

24. Xulashada Dalacsiinta

- 1) Shaqaale kasta oo dawladeed waa inuu soo dhaweeyo Shahaadadiisa Aqoonta uu leeyahay hab waafaqsan Qodobka 12^{aad} Qodob-hoosaadkiisa (1) ee Bayaankan.
- 2) Shaqaale kasta oo Dawladeed oo dhamaysta Mudada Tijaabada ah waxa uu xaq u leeyahay inuu u tartamo Dalacsiinta hadii aanay ka reebin arrimaha lagu xusay Awaamiirta la xidhiidha.
- 3) Xafiisku waxa uu soo saari kaaraa Awamiir faah faahinaya nidaamka Dalacsiinta shaqaalaha.

QAYB-HOOSADKA SADDEXAAD BEDELAADA \$ DIB UMEELAYNTA

25. Bedelaada xafiiska Gudihisa

- 1) Xafiiska dawladdu mar kasta oo uu lagama maarmaan u arko waxaa uu shaqaalaha dawlada u bedeli karaa boos kale oo darajo iyo mushahar le'eg ama Booskale oo shaqo oo xafiiska gudihisa ah.

2. ለግል ድርጅቶችና ለሌሎች ተቋማት በውል ሊሸጋገሩ ስለሚችሉ ሥራዎች ቢሮው ዝርዝር የአፈጻጸም መመሪያ ያወጣል።

22. የመንግስት ሰራተኛን በጋራ ስለመቅጠር

- 1. የመንግሥት መሥሪያ ቤቶች የአንድ የመንግሥት ሠራተኛ ልዩ እውቀትና ሙያዊ አቅም ለሥራቸው እጅግ አስፈላጊ ሆኖ ሲያገኙት በጋራ ሊቀጥሩት ይችላሉ።
- 2. የቅጥሩ ሁኔታ፣ ቅጥሩ የሚቆይበት ጊዜ፣ ደመወዝ አከፋፈልና ሌሎች የሰራ ሁኔታዎች ቢሮው በሚያወጣው መመሪያ ይወሰናሉ።

ገዑስ ክፍል ሁለት የደረጃ ዕድገት

23. የደረጃ ዕድገት ዓላማ

የደረጃ ዕድገት አሰጣጥ ዓላማ ሥራው ብቃት ባለው ሠራተኛ እንዲከናወን ለማስቻል፣ የመሥሪያ ቤቱን የሥራ ውጤት ለማሻሻል እና ሠራተኛውን ለማበረታታት ነው።

24. የደረጃ ዕድገት አሰጣጥ

- 1. ማንኛውም የመንግስት ሰራተኛ ለደረጃ እድገት ለመወዳደር በዚህ አዋጅ አንቀጽ 12(1) መሠረት የተሰጠ የብቃት ማረጋገጫ ማስረጃ ማቅረብ አለበት።
- 2. የሙከራ ጊዜውን ያጠናቀቀ የመንግሥት ሠራተኛ በደረጃ ዕድገት ዝርዝር አፈጻጸም መመሪያ ውስጥ ለውድድር የማያበቁት ሁኔታዎች ከሌሉ በስተቀር በመንግሥት መሥሪያ ቤቱ ውስጥ ለወጣ ክፍት የሥራ መደብ በደረጃ እድገት በማመልከት ለመወዳደር ይችላል።
- 3. የደረጃ ዕድገት ስለሚሰጥበት ሌሎች ዝርዝር ሁኔታዎች ቢሮው በሚያወጣው መመሪያ ይወሰናል።

ገዑስ ክፍል ሦስት ዝውውርና ድልድል

25. የውስጥ ዝውውር

- 1. አንድ የመንግሥት መሥሪያ ቤት ለሥራው አስፈላጊ ሆኖ ሲያገኘው ግልጽ የሆነ አሠራርን በመከተል አንድ የመንግሥት ሠራተኛን በዚያው በመስሪያ ቤት ውስጥ እኩል በሆነ የሥራ ደረጃና ደመወዝ ወደ ሌላ የሥራ መደብ ወይም ከአንድ የሥራ ቦታ ወደ ሌላ ሥራ ቦታ በማዛወር ሊያሠራ ይችላል።

2. The Bureau shall issue detailed directives regarding positions and tasks that may be outsourced to private enterprises or other institutions.

22. Joint Appointment

- 1. Government offices may jointly appoint a civil servant, where his special knowledge and professional capacity is found to be essential for their services.
- 2. The conditions of appointment, duration of appointment and other working conditions shall be determined by directives to be issued by the Bureau.

SUB- SECTION TWO

PROMOTION

23. Objectives

Promotion shall be given for the purpose of executing works by competent employees, enhancing the performance of government institutions and for motivating employees.

24. Selection for Promotion

- 1. Any civil servant shall present certificate of competence issued pursuant to Article 12(1) of this Proclamation to compete for promotion.
- 2. Any civil servant who has completed his probation period may compete for promotion unless he is disqualified in accordance with the detail provisions of relevant directives on promotion.
- 3. The Bureau shall issue detailed directives on conditions of promotion of civil servants.

SUB- SECTION THREE

TRANSFER AND REDPLOYMENT

25. Internal Transfer

- 1. A government institution may, whenever necessary, based on a transparent procedure, transfer a civil servant to another similar position of an equal grade and salary or to another place of work within the government institution.

- 2) Iyadoo ay sideeda tahay Arrimaha lagu sheegay Qodob-hoosaadka (1) ee Qodobkan, Shaqaalaha Dawladda iyada oo aan wax ka bedel lagu samaynayn Mushaharkiisa waxaa loo bedeli karaa Boos kale oo shaqo Muuddo aan ka badnayn Hal Sano iyada oo aan lagu xisaabtamayn derajada booska iyo Nooca Shaqada ee la Qabanayo si looga hortago Khatar soo fool leh si loo yareeyo Dhibaataada ay keensanayso khatartan.
- 3) Marka Dhokumenti Caafimaad lagu cadeeyo in shaqaalaha dawladda ee dhamaystay Waqtiga tijaabda ah aanu sii wadan karaynin Gudashada waajibaadkiisa ama uu ku noolaado Goobta shaqo waa in loo bedelo Boos kale oo ku haboon kaasi oo:
 - b) Darajo ahaan la mid ah haddii ay suurtoagal tahay, ama.
 - t) Boos darajo ahaan ka hooseeya haddii boos banaan oo la darajo ah aan la helayn isla markaana uu raali ka yahay in loo bedelo boos darajadiisu ka hooseyso midka uu ku qoranyahay.
- 4. Hadii booska shaqaalaha Dawladda si rasmi ah loo baabiiyo waa in loogu bedelo boos kale oo la derajo ah xafiiska dawlada gudihiiisa.

26. **kusime**

- 1) Marka Xaaladaha lagu jiraa ay ogolaanaysa Shaqaalaha Dawladda waxaa lagu meelayn karaa Boos si kusimenimo ah oo ka derajo sareeya midka uu ku qoranyahay muuddo aan ka badnayn Hal Sano.
- 2) Iyadoo ay sideeda tahay arrimaha lagu sheegay Qodob hoosaadka (1) ee Qodobkan Shaqaalaha Dawladda iyada oo la samaynayo tartan furan waxaa si ku simenimo ah loogu meelayn karaa boos derajo ahaan ka sareeya midka uu ku qoranyahay marka Shaqaalaha Booskaas ku qornaa uu ku maqanyahay Waxbarasho ama Tabobar oo aan ka yareyn Hal sano.
- 3) Shaqaalaha si ku simenimo ah loogu meeleebo Booska waxa uu xaq u leeyahay in la siiyo Gunooyinka ku simenimada.

- 2. **በዚህ አንቀጽ ንዑስ አንቀጽ (1) የተደነገገው ቢኖርም በመሥሪያ ቤቱ ላይ አደጋ እንዳይደርስ ለመከላከል ወይም አደጋው ያደረሰውን ጉዳት ለማስተካከል ሲባል አንድን የመንግሥት ሠራተኛ ደመወዙ ሳይቀነስ፣ ደረጃው ወይም የሥራው ዓይነት ሳይጠበቅ ከአንድ ዓመት ላልበለጠ ጊዜ በጊዜያዊነት አዛውሮ ማሠራት ይችላል።**
- 3. የመንግሥት ሠራተኛ በጤና መታወክ ምክንያት በያዘው የሥራ መደብ ወይም ባለበት የሥራ ቦታ ላይ ሊሠራ አለመቻሉ በሐኪም ማስረጃ ሲረጋገጥ፣
 - ሀ) በተመሳሳይ ደረጃ ሊመደብበት የሚችል ክፍት የሥራ መደብ ካለ በያዘው ደረጃ፣ ወይም
 - ለ) በተመሳሳይ ደረጃ ሊመደብ የሚችልበት ክፍት የሥራ መደብ ከሌለና ሠራተኛው ዝቅ ባለ ደረጃ ላይ ለመሥራት ፈቃደኛ ከሆነ ደረጃው ተቀንሶ፣ ወደ ሚስማማው የሥራ መደብ ወይም የሥራ ቦታ ይዛወራል።
- 4. የአንድ የመንግሥት ሠራተኛ የሥራ መደብ የተሰረዘ እንደሆነ በመሥሪያ ቤቱ ውስጥ ተመሳሳይ ደረጃ ወዳለው የሥራ መደብ ይዛወራል።

26. **በተጠባባቂነት ማሠራት**

- 1. ሁኔታዎች ሲያስገድዱ አንድን የመንግሥት ሠራተኛ ከአንድ ዓመት ላልበለጠ ጊዜ ከፍ ያለ ደረጃ ባለው የሥራ መደብ ላይ በተጠባባቂነት እንዲሠራ ማድረግ ይቻላል።
- 2. የዚህ አንቀጽ ንዑስ አንቀጽ (1) ድንጋጌ ቢኖርም ከአንድ ዓመት በላይ ለሚፈጅ ትምህርት ወይም ስልጠና የሄደን የመንግሥት ሠራተኛ ለመተካት ትምህርቱ ወይም ሥልጠናው ለሚፈጅ ጊዜ ድረስ የሥራ መደቡን ግልጽ በሆነ መስፈርት በውድድር በተጠባባቂ ሠራተኛ ማሠራት ይቻላል።
- 3. ማንኛውም የመንግሥት ሠራተኛ በተጠባባቂነት እንዲሠራ ሲደረግ የተጠባባቂነት አበል ይከፈለዋል።

- 2. Notwithstanding the provisions of sub-article (1) of this Article, a civil servant may, without affecting his salary, be temporarily transferred to another position, for not more than a year, irrespective of the grade or type of functions where it is required to prevent the occurrence of danger or to rectify the damages caused by such danger to the government institution.
- 3. Where it is proved by a medical certificate that a civil servant who has completed his probation period is unable to carry out the functions of his position or to reside in his place of work due to his health condition, he shall be transferred to another suitable position or place of work with:
 - a) the same grade where such vacant position is available; or
 - b) a lower grade where a vacant position of the same grade is not available and he is willing to be transferred to a position of lower grade
- 4. Where the position of a civil servant is abolished, he shall be transferred to another position of an equal grade within the government institution

26. **Acting Assignment**

- 1. Where circumstances so require a civil servant may be assigned to a higher position in an acting capacity for not more than a year.
- 2. Notwithstanding the provision of sub-article (1) of this Article a civil servant may, following transparent and competitive procedure, be assigned to higher position in acting capacity to replace a civil servant who is on education or training program that lasts more than a year.
- 3. Any civil servant assigned in an acting capacity shall be entitled to acting allowance.

4) Xafiisku waxa uu soo saari karaa Awaamiir faahfaahinaysa siyaabaha Shaqaalaha loogu meelayn karo boos si ku simenime ah iyo Gunnooyinka uu xaqa u leeyahay.

27. kasoo Bedelaada Shaqaalaha Dawladda Xafiis kale

- 1) Xafiiskasta oo dawladeed markasta oo ay lagama maarmaan noqoto islamarkaana uu ogolaado Xafiisku iyo Shaqaalahu waxaa loo bedeli boos kale oo Xafiiskale ah oo leh Derajo lamid ah isaga oo ogeysiinaya Xafiiska.
- 2) Marka Shaqaalaha ay khusayso iyo Wasaaradda Heer Federaal ay ogolaato Shaqaalaha Dawladda waxaa laga beedeli karaa Xafiis Heer deegaan waxaana loo bedeli boos Derajo ahaan lamid ah midka uu ku qoranyahay Wasaarada Heer Federaal.
- 3) Shaqaalaha Dawladeed ee lagu meeleeyo Boos kale oo derajo ahaan la mid ah midka uu ku qoranyahay waxaa lagu meelayn habka Bedelaada.
- 4) Iyadoo ay sideeda tahay Arrimaha lagu sheegay Qodob hoosaadka (5) ee Qodobkan, Shaqaalaha Dawladdu ee lagu bedelay hab waafaqsan Qodobkan ma waayi karo Mushaharka iyo faa'iidooyinka kale ee uu ku helay hab waafaqsan derajada Booska uu ku shaqeynayay hab waafaqsan Xeerarka shaqaalaha dawladda.
- 5) Shaqaalaha Dawladda Ujeedo la xidhiidha la Noolaanshaha Qoyskiisa waxaa loo bedeli karaa Boos derajo ahaan iyo mushahar ahaanba lamid ah midka uu ku qoranyahay ama marka uu shaqaaluhu ogolaado boos derajo ahaan ka hooseeya midka uu ku qoranyahay.

28. Caawin xafiis kale

1) Xafiisyada Dawladdu marka ay lagama maarmaan noqoto islamarkaana uu ogolaado shaqaalaha Dawladda iyo Xafiisku waxa uu Shaqaalaha Dawladda ugu diri karaan xafiis kale ama urur Rayid ah si uu u caawiyo ama u qabto shaqooyin dheeri ah oo yaala xafiiskaas muddo aan ka badnayn Halsano.

4. ቢሮው የመንግሥት ሠራተኛ በተጠባባቂነት ስለሚመደብበት ሁኔታና ስለሚከፈለው የተጠባባቂነት አበል መጠን ዝርዝር መመሪያ ያወጣል።

27. ከሌላ መሥሪያ ቤት የሚደረግ ዝውውር

- 1. አንድ የመንግሥት መሥሪያ ቤት ለሥራው አስፈላጊ ሆኖ ሲያገኘውና ላኪና ተቀባይ መሥሪያ ቤቶች እንዲሁም ሠራተኛው ሲስማሙ አንድን የመንግሥት ሠራተኛ እኩል በሆነ ደረጃና ደመወዝ ሚኒስቴሩን በማሳወቅ አዘዋውሮ ማሠራት ይችላል።
- 2. የሚመለከተው መንግሥት ሠራተኛ፣ የክልሉ የመንግሥት መሥሪያ ቤት እና የፌዴራል መንግሥት መሥሪያ ቤት ሲስማሙ እንዲሁም በክልሉ ዝውውርን ለማጽደቅ ስልጣን የተሰጠው አካል ሲያጸድቀው አንድን የመንግሥት ሠራተኛ ከክልል ወደ ፌዴራል የመንግሥት መሥሪያ ቤት እኩል በሆነ ደረጃና ደመወዝ አዘዋውሮ ማሠራት ይችላል።
- 3. በተመሳሳይ ደረጃ ለመቀጠር አመልክቶ በውድድሩ የተመረጠ የመንግስት ሠራተኛ በዝውውር ሥርዓት እንዲመደብ ይደረጋል።
- 4. የዚህ አንቀጽ ንዑስ አንቀጽ (5) እንደተጠበቀ ሆኖ፣ በዚህ አንቀጽ መሠረት የሚዛወር ሠራተኛ የመንግሥት ሠራተኞች ህግ በሚያዘው መሠረት በያዘው የሥራ ደረጃና በአገልግሎት ዘመኑ ምክንያት ያገኘ የነበረው ደመወዝና መብቶቹ አይቀነሱበትም።
- 5. የትዳር አጋሮችን ለማገናኘት ሲባል አንድን የመንግስት ሠራተኛ በተመሳሳይ ደረጃና ደመወዝ፣ ተመሳሳይ ደረጃና ደመወዝ ካልተገኘ በሠራተኛው ስምምነት ዝቅ ባለ ደረጃ አዘዋውሮ ማሰራት ይችላል።

28. የትውስት ዝውውር

1. አስፈላጊ ሆኖ ሲገኝ ላኪው የመንግሥት መሥሪያ ቤትና ሠራተኛው ሲስማሙ አንድን የመንግሥት ሠራተኛ በሌላ የመንግሥት መሥሪያ ቤት ወይም የክልል መንግሥት መሥሪያ ቤት ወይም የመንግሥት የልማት ድርጅት ወይም መንግሥታዊ ወዳልሆኑ ድርጅቶች ከአንድ ዓመት ለማይበልጥ ጊዜ በትውስት ተዛውሮ እንዲሠራ ማድረግ ይችላል።

4. The Bureau shall issue detailed directives on assigning employees on acting basis and the amount of acting allowances.

27. Transfer from another Government Institution

- 1. A government institution may, whenever necessary and the recipient and sender government institutions as well as the civil servant so agree, transfer a civil servant to a similar position of equal grade and salary from another government institution by notifying the Bureau.
- 2. Where the concerned civil servant, regional government institution and the recipient federal government institution so agree and when the appropriate authority in the region approves it, a civil servant may be transferred from a regional government institution to a federal government institution to similar position of equal grade and salary.
- 3. A civil servant who competed and selected for appointment to a position of a similar grade shall be assigned through transfer procedure.
- 4. Without prejudice to sub-article (5) of this Article, a civil servant transferred pursuant to this Article shall not lose the salary and benefits acquired by virtue of his grade and service before the transfer in compliance with the federal civil service laws.
- 5. A civil servant may, for the purpose of re-union of spouses, be transferred to a position of equal grade and salary or, where there is no such position and the civil servant so agrees, to a position of lower grade.

28. Secondment

1. A civil servant may, where it is necessary and the government institution and the civil servant so agree, be seconded to another government institution or regional government institution or public enterprise or non-governmental organizations to perform a specific duty for a period not exceeding one year.

- 2) Markasta oo ay lagama maarmaan noqoto, Xafiiska Dawladdu waxa uu kasoo qaadan karaa shaqaale si uu uga caawiyo ama ugu qabto shaqooyin dheeri ah Xafiisyada kale ee dawladda, ururada rayidka ah ama Wakaaladaha dawladda muddo aan ka badneyn Hal Sano.
- 3) Iyadoo ay sideeda tahay Arrimaha lagu sheegay Qodob hoosaadka (5) ee Qodobkan Wasaaradaha heer federaal waxay shaqaale Caawiya ama shaqooyin dheeri ah u qabta Xafiisyada Deegaanka usoo diri kartaa marka ay codsato Dawladda Deegaanku muddo aan ka badneyn Hal sano.
- 4) Marka Shaqaalaha Dawladda loogu diro Xafiiskale inuu caawiyo:
 - b) Mushaharkiisa iyo faa'iidooyinka kale waxka bedel laguma samayn karo sabab la xidhiidha u dirista Caawinta.
 - t) Qiimaynta Waxqabadkiisa shaqo waxaa ku samayn shaqaalaha Xafiiska uu caawinayo waxaana loo gudbin xafiiskuu asal ahaan uu ka shaqeynayay.
 - J) Hadii uu ku kaco fal Anshax xumo ah waa in faahfaahintiisa iyo cadeymaha loo hayoba loo gudbiyo Xafiiskii uu asal ahaan shaqaaluhu ka shaqeynay, xafiiska loo soo gudbinayona isagoo samaynaya baadhitaan waa inuu talaabada ku haboon ka qaado shaqaalahaas.

29. Dib U Meelayn

- 1) Xafiiskasta oo Dawladeed waa inuu Dib u meeleeyo shaqaalahiisa isagoo tartansiinaya markasta oo Dib u habeyn lagu sameeyo Xafiiska.

- 2) ማንኛውም የመንግሥት መሥሪያ ቤት አስፈላጊ ሆኖ ሲያገኘው ከመንግሥት ልማት ድርጅት ወይም ከክልል መንግሥት መሥሪያ ቤት ወይም መንግሥታዊ ካልሆነ ድርጅት አንድን ሠራተኛ ከአንድ ዓመት ለማይበልጥ ጊዜ በትውስት አዛውሮ ማሠራት ይችላል።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ (5) የተደነገገው ቢኖርም የፌዴራሉ መንግሥት በሀገር ወይም በሕዝብ ላይ የሚደርስ ድንገተኛ አደጋን ለመከላከል ወይም አደጋው ያደረሰውን ጉዳት ለማስተካከል ሲባል አንድን የመንግሥት ሠራተኛ በያዘው ደመወዝ ከአንድ የፌዴራል የመንግሥት መሥሪያ ቤት ወደ ሌላ የፌዴራል መንግሥት መሥሪያ ቤት ወይም በክልሉ መንግሥት ጥያቄ መሠረት ወደ ክልል መንግሥት መሥሪያ ቤት ከአንድ ዓመት ለማይበልጥ ጊዜ በትውስት አዛውሮ ማሠራት ይችላል።
- 4) አንድን የመንግሥት ሠራተኛ ሌላ መሥሪያ ቤት እንዲያገዝ በትውስት የተዛወረ ሠራተኛ፤
 - ሀ) ደመወዝና ማንኛውም ጥቅሙ በዝውውሩ ምክንያት ሳይጓደል በትውስት አዛውሮ በሚያሰራው መስሪያ ቤት ይፈጸምለታል፤
 - ለ) የሥራ አፈጻጸም ምዘና ውጤቱ በትውስት አዛውሮ በሚያሰራው መስሪያ ቤት ተሞልቶ ለቀጣሪው መሥሪያ ቤት ይተላለፋል፤
 - ሐ) የዲሲፕሊን ጥፋት የፈጸመ እንደሆነ በትውስት ተቀባዩ መስሪያ ቤት ለቀጣሪ መሥሪያ ቤቱ ከዝርዝር ማስረጃ ጋር ያሳውቃል፤ ቀጣሪ መሥሪያ ቤቱም ጉዳዩን አጣርቶ እንደአስፈላጊነቱ ተገቢውን እርምጃ ይወስዳል።

29. ድልድል

- 1. የመንግሥት መሥሪያ ቤት አዲስ አደረጃጀት አጥንቶ ተግባራዊ ሲያደርግ ሠራተኞቹን በማወዳደር ደልድሎ ማሠራት አለበት።

- 2. Where it is necessary, any government institution may take an employee on secondment from public enterprise, regional government institution or non-governmental organization for a period not exceeding one year.
- 3. Notwithstanding sub-article (5) of this Article, the state Government may transfer a civil servant on secondment, without affecting his salary, to another government institution or based on the request of a regional state to a government institution of such state, for a period not exceeding one year to prevent the occurrence of danger to the country or the public or to rectify the damages caused by such occurrence.
- 4. where a civil servant seconded to help another office:
 - a) His salary and other benefits shall not be affected because of his secondment and shall be settled by the institution to which he is seconded;
 - b) His performance shall be evaluated by the institution to which he is seconded and be submitted to the employer;
 - c) Commits a disciplinary offence, the institution to which he is seconded shall inform same to the employer together with detailed evidence; and the employer shall, upon investigating the case, take appropriate measure as necessary.

29. Redeployment

- 1. Any government institution shall redeploy its employees on the basis of competition when it implements a new organizational structure.

2. Marka Boos ka banaan Xafiiska lagu buuxinayo shaqaale ka yimiday Xafiis kale waxaa la samayn karaa oo kali ah marka xafiiska Shaqaalaha uu ka shaqeyn jiray uu yahay mid haysta Cududii shaqaale ee ku filnayd ama Booskii uu ku qornaa la Baabiiyay ama Xafiisku uu Ogolaado.

5. Shaqaale kasta oo Dawladeed oo loo meeleeayo hab waafaqsan Qodobkan waxa uu yeelanayaa Mushaharkii iyo Faa'iidooyinkii uu hore u lahaa.

OEYB-HOOSAADKA AFRAAD
OIIMAYNTA WAXQABADKA

30. Qiimaynta Waxqabadka

- 1. Ujeedada loo samaynayo qiimaynta Waxqabadku waa:
 - b) In loo suurto geliyo Shaqaalaha Dawladu inuu u guto waajibaadyadiisa hab waafaqsan Tayadii, Tiradii, Waqtigii iyo Kharashkii loo qoondeeyay.
 - t) In si joogto ah loo qiimeeyo Shaqaalaha Dawladda si loo ogaado Meelaha uu dhaliisha ku leeyahay iyo meelaha uu ku wanaagsanyahay si waxqabadkiisa mustaqbalka loo hagaajiyo.
 - j) Si loo ogaado Baahida Tabobar iyo Sixitaan ee Shaqaalaha.
 - x).Si loogu fududeeyo xafiiska Dawladda in Go'aanada uu ka qaadanayo Shaqaaluhu noqdaan kuwo Xaqiiqda ku salaysan.
- 2. Qiimaynta Waxqabadka Shaqaalaha ee Xafiisyada Dawladdu Samaynayaan waa:

2. በማንኛውም የመንግሥት መስሪያ ቤት የሚገኝ ክፍት የሥራ መደብ ከሌለ የመንግሥት መስሪያ ቤት በሚደለደል የመንግሥት ሠራተኛ እንዲያዝ የሚደረገው መስሪያ ቤቱ የተዘጋ ወይም ትርፍ የሰው ኃይል ሲኖረው ወይም የሥራ መደቡ የተሰረዘ ከሆነና ድልድሉን ቢሮው ሲወስን ወይም ቢሮው በመንግስት ሲታዘዝ ነው።

3. በዚህ አንቀጽ መሠረት የሚደለደል ሠራተኛ ቀደም ሲል ይዞት በነበረው ደረጃና በአገልግሎት ዘመኑ ምክንያት ያገኘ የነበረው ደመወዝና ጥቅሞቹ አይቀነሱበትም።

ገዕዥ ክፍል አራት
የሥራ አፈጻጸም

30. የሥራ አፈጻጸም ምዘና

- 1. የሥራ አፈጻጸም ምዘና ዓላማ በሥራ እቅድ ላይ የተመሠረተ ሆኖ፦
 - ሀ) ማንኛውም የመንግሥት ሠራተኛ የሥራውን በሚጠበቀው መጠን፣ ጥራት፣ ጊዜ እና ወጪ በተሟላ ሁኔታ እንዲያከናውን ለማድረግ፣
 - ለ) ተከታታይ የሥራ አፈጻጸም ምዘና በማካሄድ የመንግስት ሠራተኛውን ጠንካራና ደካማ ጎኖች በመለየት ቀጣዩ የሥራ አፈጻጸሙ እንዲሻሻል በማድረግ ውጤታማ እንዲሆን ለማብቃት፣
 - ሐ) የመንግሥት ሠራተኛውን የሥልጠናና የመሻሻል ፍላጎት በትክክል ለይቶ ለማወቅ፣
 - መ) የመንግስት መስሪያ ቤቱ በተጨማሪ መረጃ ላይ ተመሥርቶ አስተዳደራዊ ውሳኔዎችን እንዲሰጥ ለማስቻል፣ ነው።
- 2. በመንግስት መስሪያ ቤት የሚከናወን የሥራ አፈጻጸም ምዘና ሥርዓት፣

2. The filing of a vacant position in any government institution through redeployment of a permanent civil servant from another government institution shall be made only where the government institution is closed or it has redundant manpower or the position of the civil servant is abolished and the Bureau so decides or instructed by the Government.

3. A civil servant redeployed pursuant to this Article shall be entitled to his previous salary and benefits acquired by virtue of his grade and service.

SUB- SECTION FOUR
PERFORMANCE EVALUATION

30. Performance Evaluation

- 1. the purpose of performance evaluation shall, based on work plans, be to:
 - a) Enable a civil servant to effectively discharge his duties in accordance with the expected volume, quality, time and cost;
 - b) Evaluate a civil servant on continuous basis and identify his strength and weakness with a view to improving his future performance;
 - c) Identify the training and improvement needs of a civil servant;
 - d) Provide incentives based on results;
 - e) Enable the government institution to make its personnel administration decisions based on facts.
- 2. the performance evaluation system to be implemented by a government institution shall:

- b) In la suurto geliyo in la helo Natiijo Qiimayneed oo ku salaysan Cadcadaan iyo Cadeymo dhab ah.
- t) In la xaqiijiyo Natijada Rasmiga ah ee Waxqabadka shaqaalaha iyada oo la barbardhigayo Kharashkii loo qoondeeyay, Culayska shaqada iyo Tayadii laga rabay.
- j) In la dhiirigeliyo Wada shaqeynta iyo Yoolka wada jirka ah.
- x) In la dhiirigeliyo tartan Caafimaad qaba oo dhexmara shaqaalaha Dawladda.
- Kh) in la suurto geliyo Saamaynta ay natijada Shaqaalaha kuyeelatay Shaqooyinka isla xidhiidha.

- ሀ) ግልጽና በተጨማሪ መረጃ ላይ የተመሠረተ የውጤት ምዘና ለማከናወን የሚያስችል፤
- ለ) የተከናወነው ሥራ ከተመደበው በጀት፤ ጊዜ፤ መጠንና ጥራት ጋር በማነጻጸር ትክክለኛውን ውጤት ለመመዘን የሚያስችል፤
- ሐ) የቡድን አሠራርንና የጋራ ተነሳሽነትን የሚያሳልበት፤
- መ) በመንግሥት ሠራተኞች ወይም ቡድኖች መካከል ጤናማ የውድድር መንፈስን በመፍጠር ተቋማዊ ውጤትን ለማሻሻል የሚያግዝ፤
- ሠ) በአፈጻጸም ተከታታይነትና ተመጋጋቢነት ባላቸው ሥራዎች መካከል አንዱ በሌላኛው ውጤት ላይ የሚያሳድረውን ተፅዕኖ ለመገምገም የሚያስችል፤ መሆን አለበት፡፡

- a) Enable transparent and evidence based objective evaluation of performance results;
- b) Enable the verification of actual performance results in comparison with the planned budget, time, volume and quality;
- c) Encourage team work and common initiatives;
- d) Promote healthy competition among civil servants and teams to improve institutional performance results;
- e) Enable impact assessment of performance results among successive and interrelated tasks.

31. Mushahar Korodhka iyo Gunnooyinka

- 1) Shaqaalekasta oo Dawladdu waa inuu helo mushahar Korodh Labadii sanoba Hal mar hab waafaqsan Natijada Qiimaynta Waxqabadkiisa.
- 2) Iyada oo ay sideeda tahay Arrimaha lagu sheegay Qodob hoosaadka (1) ee Qodobkan Shaqaalaha Dawladda waa in la siiyo Gunno hab waafaqsan Natijada Qiimaynta Waxqabadkiisa.
- 3) Xafiisku waxa uu soo saari karaa Awaamiir lagu faahfaahinayo hanaanka Hirgelinta Qiimaynta waxqabadka Shaqaalaha, Korodhka Mushaharka iyo Gunnooyinka.

31. የደመወዝ ጭማሪና ማበረታቻ አወሳሰን

- 1. የመንግሥት ሠራተኛ የደመወዝ እርከን ጭማሪ የሚያገኘው በሥራ አፈጻጸም ምዘና ውጤት ላይ በመመስረት በየሁለት ዓመቱ ይሆናል፡፡
- 2. የዚህ አንቀጽ ንዑስ አንቀጽ (1) ድንጋጌ እንደተጠበቀ ሆኖ የሥራ አፈጻጸም ውጤትን መሰረት በማድረግ ለመንግስት ሠራተኛ ማበረታቻ ይሰጣል፡፡
- 3. ቢሮው የሥራ አፈጻጸም ምዘና ስለሚከናወንበት ሥርዓት፣ የእርከን ጭማሪ እና ማበረታቻ ስለሚሰጥበት ሁኔታ ዝርዝር የአፈጻጸም መመሪያ ያወጣል፡፡

31. Salary Increment and Incentives

- 1. A civil servant shall be entitled to salary step increment every two years based on his performance evaluation result.
- 2. without prejudice to sub-article (1) of this Article, a civil servant shall be provided with incentive based on performance result.
- 3. The Bureau shall issue detailed directives on performance evaluation system, salary step increment and provision of incentive.

QAYBTA AFRAAD
SAACADAHA SHAQADA IYO
FASAXYADA
OAYB-HOOSAADKA KOOWAAD
SAACADAHA SHAQADA

32. Saacadaha Shaqada ee Caadiga

Saacadaha Shaqada ee Caadiga ah waa in lagu go'aamiyo hab waafaqsan hadba Nooca ay tahay shaqada la qabanayo laakiin waa inaanay ka badanin 39 Saacadood todobaadkii.

33 Saacadaha Shaqada ee Xafiiska

Saacadaha Shaqada ee Xafiiska Waqtiga ay bilaabmayaana iyo Waqtiga ay dhamaanayaanba waxa lagu faahfaahin Xeer-nidaameed uu soo saaro Golaha Hawlfulintu.

34. Shaqo Dheeri ah

1) Shaqaale kasta oo Dawladeed oo qabta Shaqo dheeri ah waxaa la siin Fasax Cawil celin ah ama Habeen dhax ku haboon Booskiisa shaqo.

2) Xafiisku waxa uu soo saari Awaamiir faahfaahinaysa Shaqalaha dheeriga ah Xadiga habeen dhax ee la siin karo shaqaalaha iyo Mudada fasaxaba.

35. Ciidaha iyo Nasashada dhamaadka Todobaadka

1) Shaqaalaha Dawladda lagama jari karo Mushaharkiisa sabab la xidhiidha inaanu shaqeynin Maalmaha Ciida, nasashada Dhamaadka Todobaadka ama maalmaha Xafiisyada dawladda lagu xidho Amar ka yimiday Dawladda.

2) Shaqaalekasta oo Dawladeed oo la amro inuu shaqeeyo Maalmaha Ciida, nasashada Dhamaadka Todobaadka ama maalmaha Xafiisyada dawladda lagu xidho Amar ka yimiday Dawladda waa in la siiyo Fasax Cawil celin ah ama Habeen dhax ku haboon Booskiisa shaqo.

ክፍል አራት
የሥራ ሰዓትና ፍቃድ
ንዑስ ክፍል አንድ
የሥራ ሰዓት

32. መደበኛ የሥራ ሰዓት

የመንግሥት ሠራተኞች መደበኛ የሥራ ሰዓት እንደየሥራው ሁኔታ የሚወሰን ሆኖ በሳምንት ከ39 ሰዓት መብለጥ የለበትም።

33. የሥራ መግቢያና መውጫ ሰዓት

የመንግሥት ሠራተኞች የሥራ መግቢያና መውጫ ሰዓት የክልሉ አስፋጻሚ ምክር ቤት በሚያወጣው ደንብ ይወሰናል።

34. የትርፍ ሰዓት ሥራ

1. የትርፍ ሰዓት ሥራ ለሠራ ማንኛውም የመንግሥት ሠራተኛ በሠራተኛው ምርጫ መሠረት የማካካሻ ዕረፍት ወይም የትርፍ ሰዓት ክፍያ ይሰጠዋል።

2. የትርፍ ሰዓት ሥራ ስለሚፈቀዱባቸው ሁኔታዎች፣ ስለክፍያው መጠንና የማካካሻ ዕረፍት ስለሚሰጥበት ሁኔታ ቢሮው ዝርዝር መመሪያ ያወጣል።

35. የሕዝብ በዓላት እና የሳምንት የዕረፍት ቀናት

1. ማንኛውም የመንግሥት ሠራተኛ በሕዝብ በዓል፣ በሳምንት የዕረፍት ቀናት ወይም በመንግሥት ውሳኔ መሥሪያ ቤቶች ዝግ ሆነው በሚውሉበት ቀን ባለመሥራቱ መደበኛ የደመወዝ ክፍያ አይቀነስበትም።

2. የሥራው ሁኔታ አስገድዶ በሕዝብ በዓል ወይም በመንግሥት ውሳኔ መሥሪያ ቤቶች ዝግ ሆነው በሚውሉበት ቀን እንዲሠራ የታዘዘ የመንግሥት ሠራተኛ ምርጫውን መሠረት በማድረግ የትርፍ ሰዓት ክፍያ ወይም የማካካሻ ዕረፍት ይሰጠዋል።

SECTION FOUR
WORKING HOURS AND LEAVES
SUB- SECTION ONE
WORKING HOURS

32. Regular Working Hours

Regular working hours of civil servants shall be determined on the basis of the conditions of work and may not exceed 39 hours a week

33. Office Hours

The time when the office hours of civil servants begins and ends shall be determined by Regulations of the Council of Ministers.

34. Overtime Work

1. any civil servant who has worked overtime is entitled to compensatory leave or overtime pay based on his preference.

2. The Bureau shall issue directive on the conditions of overtime work, amount of payment and compensatory leave.

35. Public Holidays and Weekly Rest Day

1. any civil servant shall incur no reduction in his regular pay on account of having not worked on public holiday or weekly rest day or on a day offices are closed by the order of the Government.

2. Any civil servant ordered to work on a public holiday or on a day government institutions are closed by the order of the Government, due to compelling circumstances, shall be entitled to overtime pay or compensatory leave based on his preference.

3) Iyada oo ay sideeda tahay arrimaha lagu sheegay Qodob hoosaadka (1) ee Qodobkan Shaqaalekasta oo Dawladeed oo la amro inuu shaqeeyo Maalmaha Ciida, nasashada Dhamaadka Todobaadka ama maalmaha Xafiisyada dawladda lagu xidho Amar ka yimiday Dawladda waa in la siiyo Fasax Cawil celin ah oo kamid ah maalmaha shaqada ee todobaadka xiga.

QEYB-HOOSAADKA LABAAD
FASAX SANADEEDKA

36. Ujeedada

- 1) Ujeedada Fasax sanadeedku waa inuu shaqaaluhu helo nasasho ku filan islamarkaana uu kusoo noqdo Shaqada isaga oo leh firfircooni dheeraad ah.
- 2) Shaqaalaha Cusub lama siin kari fasax sanadeed ilaa inta uu ka dhamaysanayo Kow iyo Toban Bilood oo ka bilaabma maalinta la shaqaaleysiiyay.
- 3) Lacag Laguma bedeli karo Fasax sanadeedka marka laga reebo shaqaalaha shaqada laga eryay isaga oo aan qaadan Fasax sanadeedkiisii.

37. Muddada Fasax Sanadeedka

- 1) Shaqaalaha Dawladda waxaa la siin fasax 20 cisho oo maalmo shaqo ah Sanadka ugu horeeya ee shaqadiisa.
- 2) Shaqaalaha Dawladda ee shaqeeyay Hal sano wax ka badan waxaa la siin Fasax dheeri ah oo u dhigma Hal maalin shaqo sanadkiiba, hase ahaatee Wadarta maalmaha Fasaxa ee la siinayo kama badnaan karto 30 cisho oo maalmo shaqo ah.
- 3) Shaqaalaha hore ugasoo shaqeeyay xafiisyada kale ee Dawladda waa in loo tixgeliyo Shaqadiisaa marka uu la siinayo Fasax sanadeedka hab waafaqsan Qodob hoosaadka (1) ee Qodobkan.

3. የዚህ አዋጅ አንቀጽ (1) ድንጋጌ ቢኖርም የሥራው ሁኔታ አስገድዶ በሳምንት የዕረፍት ቀናት እንዲሠራ የታዘዘ የመንግሥት ሠራተኛ በተከታዩ ሳምንት የሥራ ቀናት ውስጥ የማካካሻ ዕረፍት እንዲሰጠው ይደረጋል።

ገዑስ ክፍል ሁለት
ፈቃድ

36. የዓመት ዕረፍት ፈቃድ ዓላማ

- 1. የዓመት ዕረፍት ፈቃድ የሚሰጠው የመንግሥት ሠራተኛው ለተወሰነ ጊዜ በማረፍ አገልግሎቱን በታደሰ መንፈስ እንዲቀጥል ለማስቻል ነው።
- 2. ማንኛውም አዲስ ተቀጣሪ የመንግሥት ሠራተኛ የአስራ አንድ ወራት አገልግሎት ከመስጠቱ በፊት የዓመት ዕረፍት ፈቃድ የማግኘት መብት የለውም።
- 3. የዓመት ዕረፍት ፈቃድ በገንዘብ አይለወጥም፤ ሆኖም የሠራተኛው አገልግሎት በመቋረጡ ያልተወሰደ የዓመት ዕረፍት ፈቃድ በገንዘብ እንዲለወጥ ይደረጋል።

37. የዓመት ዕረፍት ፈቃድ ቀናት

- 1. አንድ ዓመት ያገለገለ የመንግሥት ሠራተኛ 20 የሥራ ቀናት የዓመት ዕረፍት ፈቃድ ያገኛል።
- 2. ከአንድ ዓመት በላይ ያገለገለ ሠራተኛ ለእያንዳንዱ ተጨማሪ ዓመት አንድ የሥራ ቀን እየታከለበት የዓመት ዕረፍት ፈቃድ ያገኛል፤ ሆኖም የሚሰጠው የአንድ የዓመት ዕረፍት ፈቃድ ከ30 የሥራ ቀኖች መብለጥ የለበትም።
- 3. በሌላ የመንግሥት መስሪያ ቤት እና የክልል መንግሥት መስሪያ ቤት ቀደም ሲል የተሰጠ አገልግሎት በዚህ አንቀጽ ገዑስ አንቀጽ (1) አፈጻጸም የሚታሰብ ይሆናል።

3. Notwithstanding the provision of Article (1) of this Proclamation a civil servant ordered to work on a weekly rest day, due to compelling circumstances, shall be granted a compensatory leave during working days of the next week.

SUB- SECTION TWO
LEAVE

36. Objectives

- 1.The purpose of annual leave is to enable a civil servant get rest and resume work with renewed strength.
- 2.Any newly appointed civil servant shall not be entitled to annual leave before serving for eleven months.
- 3.There shall be no payment in lieu of annual leave; provided, however, that payment may be made for unused annual leave due to termination of appointment.

37. Duration of Annual Leave

- 1. A civil servant shall be entitled to annual leave of 20 working days for his first year of service.
- 2. A civil servant having a service of more than a year shall be entitled to additional leave of one working day for every additional year of service; provided, however, that the duration of annual leave shall not exceed 30 working days.
- 3. Previous service rendered in any government institution and regional government institution shall be considered for the application of sub-article (1) of this Article.

38. Bixinta Fasax Sanadeedka

- 1) Fasax sanadeedka waxaa la siin shaqaalaha Sanad Miisaanayadeedka dhexdiisa iyadoo lagu xisaabtamayao fasaxyada hore ee uu qaatay Shaqaaluhu iyo Qorshaha Fasax ee Xafiiska iyada oo la ilaalinayo Waajibaadyada Xafiiska Dawladdu u hayo Shacabka iyo rabitaanka Shaqaalaha Fasaxa Codsanaya.
- 2) Shaqaalaha la siinayo Fasax Sanadeedka waa in loo hormariyo Mushaharkiisa Marka uu qaadanayo Fasax Sanadeedka.
- 3) Iyadoo ay sideeda tahay Arrimaha lagu sheegay Qodob hoosaadka (2) ee Qodobka 36^{aad} Shaqaalaha Dawladda ee shaqeynayay 11 bilood waxaa la siin fasax sanadeed u dhigma muddada uu shaqeeyay.
- 4) Shaqaalaha Dawladda ee ka taga Shaqada kadib marka uu qaato fasax sanadeedka hab waafaqsan Qodob hoosaadka (1) ee Qodobkan waa inuu soo celiyo mushaharka loo siiyay Horumarinta.

39. Dib u dhigista fasax sanadeedka

- 1) Iyada oo aan wax loo dhimayn Arrimaha lagu sheegay Qodob hoosaadka (1) ee Qodobka 38^{aad} ee Bayaankan madaxa xafiisku marka ay jiraan Arrimo khasbaya waxa uu dib udhigi karaa Fasax sanadeedka Laba Sanadood hase ahaatee waa in Fasax sanadeedkaasi la siiyo Sanadka saddexaad.
- 2) Iyada oo aan wax loo dhimayn arrimaha lagu sheegay qodob hoosaadka (3) ee Qodobka 37^{aad} shaqaalaha Fasax sanadeedkiisii dib loo dhigay hab waafaqsan Qodob hoosaadka (1) ee Qodobkan waa in lacag loogu bedelaa Fasaxiisa

38. የዓመት ዕረፍት ፈቃድ አሰጣጥ

- 1. የዓመት ዕረፍት ፈቃድ የመሥሪያ ቤቱን ዕቅድ መሠረት በማድረግና በተቻለ መጠን የሠራተኛውን ፍላጎት በማመዘዝን በሚዘጋጀውና ሠራተኛውም እንዲያውቀው በሚደረግ ፕሮግራም መሠረት በበጀት ዓመቱ ውስጥ ይሰጣል።
- 2. ሠራተኛው የዓመት ዕረፍት ፈቃዱን በሚወስድበት ጊዜ በዕረፍት ላይ የሚቆይበትን የወር ደመወዝን በቅድሚያ ሊወስድ ይችላል።
- 3. የዚህ አዋጅ አንቀጽ 36(2) እንደተጠበቀ ሆኖ አንድ የመንግሥት ሠራተኛ አሰሪ አንድ ወሩን ካጠናቀቀ በኋላ ባገለገለበት በጀት ዓመት ለሰጠው አገልግሎት የዓመት ዕረፍት ፈቃዱ በአገልግሎቱ መጠን ተሰልቶ እንዲሰጠው ይደረጋል።
- 4. በዚህ አንቀጽ ንዑስ አንቀጽ (1) መሠረት የበጀት ዓመቱ ከመጠናቀቅ በፊት የዕረፍት ፈቃድ ወስዶ አገልግሎቱን በራሱ ፈቃድ ያቋረጠ የመንግስት ሰራተኛ አገልግሎት ያልሰጠበት ጊዜ ታስቦ በፈቃድ ላይ እያለ የተከፈለውን ደመወዝ እንዲመልስ ይደረጋል።

39. የዓመት ዕረፍት ፈቃድ ማስተላለፍ

- 1. የዚህ አዋጅ አንቀጽ 38(1) ድንጋጌ ቢኖርም የሥራው ሁኔታ በማስገደዱ ምክንያት መሥሪያ ቤቱ ለሠራተኛው የዓመት ዕረፍት ፈቃዱን በበጀት ዓመቱ ውስጥ ሊሰጠው ያልቻለ እንደሆነ የመሥሪያ ቤቱ የበላይ ኃላፊ ከሁለት የበጀት ዓመት ላልበለጠ ጊዜ ሊያስተላልፈው ይችላል፤ ሆኖም ያልተጠቀመበት የዓመት ዕረፍት ፈቃድ በሦስተኛው በጀት ዓመት ለሠራተኛው መሰጠት አለበት።
- 2. የዚህ አዋጅ አንቀጽ 37(3) ድንጋጌ ቢኖርም ማንኛውም የመንግሥት መሥሪያ ቤት በዚህ አንቀጽ ንዑስ አንቀጽ (1) መሠረት የዓመት ዕረፍት ፈቃዱ ለሚተላለፍበትና ፈቃዱ በገንዘብ ተለውጦ እንዲሰጠው ለሚጠይቅ ሠራተኛ በጀት በቅድሚያ በማስያዝ ከተላለፈው የዓመት ዕረፍት ፈቃድ ውስጥ የመጀመሪያውን የአንድ ዓመት ዕረፍት ፈቃድ ብቻ በገንዘብ ተለውጦ እንዲሰጠው ማድረግ አለበት።

38. Granting of Annual Leave

- 1. Annual leave shall be granted within the budget year in accordance with a leave made known to the civil servants and leave plan prepared on the basis of due consideration of the interest of the government office and, as much as possible, the preference of each civil servant.
- 2. A civil servant shall be entitled to advance payment of his monthly salary at the time of taking his annual leave.
- 3. Without prejudice to the provisions of Article 36(2) a civil servant after the completion of 11 months shall be granted annual leave in proportion to the service rendered.
- 4. A civil servant who resigns after taking his annual leave in accordance with sub-article (1) of this Article before the end of the budget year shall be liable to pay back part of the advance salary for which he has not rendered service

39. Postponement of Annual Leave

- 1. Notwithstanding the provisions of Article 38(1) of this Proclamation, the head of a government institution may authorize the postponement of annual leave for two budget years, where the government office, due to compelling reasons, is unable to grant a civil servant his annual leave within the same budget year; provided however, that the accumulated leave shall be granted to the civil servant in the third budget year.
- 2. Notwithstanding the provisions of Article 37(3) of this Proclamation, a civil servant whose annual leave is postponed for two years in accordance with sub-article (1) of this Article, may claim payment, and the government institution shall make the payment for the first year of the accumulated annual leave from a budget allocated for such purpose.

3) Marka Shaqaalaha Fasax Sanadeedkiisa Lacag loogu bedelayo waxaa lagu xisaabin iyada oo Mushaharkiisa loo qaybinayo 30 cisho.

40. **Fasax Sanadeedka aan la qaadan**

1) Hadii Shaqaalaha Dawladda shaqada laga eryo waa in lacag loogu bedelo maalmaha Fasax sanadeedka ee aanu qaadanin.

2) Arrimaha lagu sheegay Qodob hoosaadka (1) ee Qodobkan dhaqangal kuma aha Shaqaalaha loo bedelo hab waafaqsan Qodobka 27^{aad} ama Dib u Meelayn loogu sameeyo Hab waafaqsan Qodobka 29^{aad} ee Bayaankan, hase ahaatee Fasaxa aan la qaadanin ee dib loo dhigay hab waafaqsan Qodob hoosaadka (1) ee Qodobka 39^{aad} ee bayaankan waxaa koogu wareejin Xafiiska loo bedelay ama Dib u meelaynta loogu sameeyay.

41. **Fasaxa Dhalmada**

1) Shaqaalaha uurka leh waxa la siin:

b) Fasax leh mushahar inta inta ay u socoto Baadhista ama ka warhaynta Dhakhtarka ee Hooyada uurka leh iyadoo lagu xisaabtamayo so jeedinta dhakhtarka.

t) Fasax leh mushahar inta ayna dhalin kahor hab waafaqsan Talo soo jeedinta dhakhtarka.

2) Fasaxa lagu xeeriyay Qodob hoosaadka (1) ee Qodobkan looma tixgelin karo Fasaxa bukaanka.

3) Shaqaalaha uurka leh waxaa la siin 30 cisho oo isku xiga oo fasax ah oo ka horeeya dhalmada iyo 90 cisho oo ka dambeeya Dhalmada oo wadar ahaan isku noqonaysa 120 cisho o oleh Mushahar.

3. የአንድ መንግሥት ሠራተኛ የዓመት ዕረፍት ፈቃድ በገንዘብ ሲለወጥ የሠራተኛው የአንድ ቀን ደመወዝ የሚታሰበው ያልተጣራ የወር ደመወዙን በ30 ቀናት በማካፈል ነው።

40. **ያልተወሰደ የዓመት ዕረፍት ፈቃድ**

1. የመንግሥት ሠራተኛው አገልግሎት በመቋረጡ ያልተወሰደ የዓመት ዕረፍት ፈቃድ የሥራ ቀናቶች ብቻ ታሰበው በገንዘብ ተለውጦ ይሰጠዋል።

2. የዚህ አንቀጽ ንዑስ አንቀጽ (1) ድንጋጌ በዚህ አዋጅ አንቀጽ 27 መሠረት ለተዛወረ ወይም በአንቀጽ 29 መሠረት ለተደለደለ የመንግሥት ሠራተኛ ተፈጻሚ አይሆንም፤ ሆኖም ሠራተኛው በነበረበት የመንግሥት መሥሪያ ቤት በዚህ አዋጅ አንቀጽ 39(1) መሠረት የተላለፈለት የዓመት ዕረፍት ፈቃድ ወደ ተዛወረበት ወይም ወደ ተደለደለበት የመንግሥት መሥሪያ ቤት ይተላለፍላል።

42. **የወሊድ ፈቃድ**

1. ነፍሰጡር የሆነች የመንግሥት ሠራተኛ፤

ሀ) ከእርግዝናዋ ጋር የተያያዘ ምርመራ ለማድረግ ሐኪም በሚያዘው መሠረት ደመወዝ የሚከፈልበት ፈቃድ ይሰጣታል፤

ለ) ከመውለዱ በፊት ዕረፍት እንድታደርግ ሐኪም ካዘዘ ደመወዝ የሚከፈልበት ዕረፍት ይሰጣታል።

2. በዚህ አንቀጽ ንዑስ አንቀጽ (1) የተመለከተው ፈቃድ እንደ ህመም ፈቃድ አይቆጠርም።

3. ነፍሰጡር የሆነች የመንግሥት ሠራተኛ መውለጃዋ ሲደርስ አወልዳለሁ ብላ ከገመተችበት ቀን በፊት 30 ተከታታይ ቀናት የቅድመ ወሊድ ፈቃድ፤ እንዲሁም ስትወልድ ከወለደችበት ቀን ጀምሮ 90 ተከታታይ ቀናት፤ በአጠቃላይ 120 ተከታታይ ቀናት ደመወዝ የሚከፈልበት የወሊድ ፈቃድ ይሰጣታል።

3. Where payment is made to a civil servant in lieu of his accumulated leave, his daily salary shall be calculated by dividing his growth monthly salary by 30 days/

40. **Unused Annual Leave**

1. where the appointment of a civil servant is terminated, payment shall be made to the civil servant for the number of working days of unused annual leaves.

2. The provision of sub-article (1) of this Article may not apply to the civil servant transferred under Article 27 of this Proclamation or redeployed under Article 29 of this Proclamation; provided, however, that the unused leave that had been postponed as specified under Article 39(1) of this Proclamation shall be transferred to the government institution to which he is transferred or redeployed.

41. **Maternity Leave**

1. a pregnant civil servant shall be entitled to:

a) Paid leave for medical examination in accordance with a doctor's recommendation;

b) Paid leave before delivery if recommended by a doctor.

2. The leave referred to in sub-article (1) of this Article shall not be considered as sick leave.

3. A pregnant civil servant shall be entitled to a period of 30 consecutive days of prenatal leave preceding the presumed date of her confinement and a period of 90 consecutive days after her confinement, in total 120 days of maternity leave with pay.

- 4) Hadii Shaqaalahu ay umusho iyada oo aan qaadan fasaxa lagu xeeriyay Qodob hoosaadka (1) ee Qodobkan waxaa fasaxan la siin kadib marka ay umusho.
- 5) Hadii shaqaalahu aanay Umulin waqtigii caadiga ahaa fasaxa ay qaadatay Umulista kahor waxaa loogu tixgelin inuu ahaa fasax sanadeed hadii aanay fasax sanadeedkii hore u qaadanin.
- 6) Shaqaalaha Dawladdawaxaa la siin fasaxa Bukaanka hab waafaqsan Qodob hoosaadka (1) ee Qodobka 42^{aad} ee Bayaankan hadii ay xanuunsatomarka ay dhamaysato fasaxa Dhalmada ee lagu sheegay Qodob hoosaadka (3) ee Qodobkan.
- 7) Shaqaalaha Ilmo kasoo dhaco iyadoo leh uur ka yar Lix Bilood oo ka horeysa inta aanay qaadan fasaxa dhalmada waxaa la siin 60 cisho oo fasax ah kadib marka ilmaha kasoo dhacay uu soo cadeeyo Dhakhtar.
- 8) Hadii Shaqaale Dawladeed ee ku maqan fasaxa dhalmada kahor uu ilme kasoo dhacowaa in la joojiyo Fasaxa dhalmada ka horeeya waana in la siiyo fasax dhan 90 Maalmood oo ka bilaabmaya maalinta uu ilmuhu kasoo dhacay.
- 9) Shaqaalaha Dawladeed ee ilmo uurkiisu u dhexeeyo Saddex ilaa lix bilood kasoo dhacowaxaa la siin 30 cisho oo isku xiga oo ah maalmo shaqo marka ilmaha kasoo dhacay uu cadeeyo Dhakhtar.
- 10) Shaqaale kasta oo Dawladeed oo ay umusho Xaaskiisu waxaa la siin 10 cisho oo fasax ah oo ka bilaabma maalinta ay umusho Xaaskiisu.

- 4. በዚህ አንቀጽ ንዑስ አንቀጽ (1) መሠረት ሠራተኛዋ የተሰጣት የቅድመ ወሊድ ፈቃድ ከማለቁ በፊት ከወለደች ያልተጠቀመችበትን ቀሪ የቅድመ ወሊድ ፈቃድ ከወለደች በኋላ እንድትጠቀምበት ይደረጋል።
- 5. ሠራተኛዋ የወሰደችው የቅድመ ወሊድ ፈቃድ ሲያልቅ ያልወለደች እንደሆነ እስከምትወልድበት ቀን ድረስ ባሉት የሥራ ቀናት የምትቆይበት ዕረፍት በበጀት ዓመቱ ካላት የዓመት ዕረፍት ፈቃድ ወይም በበጀት ዓመቱ የዓመት ፈቃድ የሌላት እንደሆነ ከሚቀጥለው የበጀት ዓመት የዕረፍት ፈቃድ ይተካል።
- 6. ሠራተኛዋ በዚህ አንቀጽ ንዑስ አንቀጽ 3 የተወሰነውን የወሊድ ፈቃድ ከጨረሰች በኋላ ብትታመምና ተጨማሪ ፈቃድ የሚያስፈልጋት መሆኑ በሀኪም ከተረጋገጠ በዚህ አዋጅ አንቀጽ 42(1) በተደነገገው መሠረት የሕመም ፈቃድ መውሰድ ትችላለች።
- 7. ማንኛውም ስድስት ወር የሞላት ነፍሰጡር የሆነች የመንግስት ሠራተኛ የቅድመ ወሊድ ፈቃድ ከመውሰዷ በፊት ጽንሱ የተቋረጠባት ከሆነ ይህንኑ የሚያረጋግጥ የህክምና ማስረጃ ስታቀርብ የ60 ቀን የድህረ ወሊድ ፈቃድ ይሰጣታል።
- 8. የቅድመ ወሊድ ፈቃድ ከወሰደች በኋላ የጽንሰ መቋረጥ ካጋጠማት የወሰደችው የቅድመ ወሊድ ፈቃድ ተቋርጦ በዚህ አንቀጽ ንዑስ አንቀጽ (3) የተመለከተው የ90 ቀን የድህረ ወሊድ ፈቃድ ይሰጣታል።
- 9. ከሦስት እስከ ስድስት ወር ባለው የእርግዝና ጊዜ ውስጥ የፅንሰ መቋረጥ ያጋጠማት የመንግሥት ሠራተኛ ደመወዝ የሚከፈልበት 30 ተከታታይ ቀን ፈቃድ ይሰጣታል።
- 10. ማንኛውም የመንግሥት ሠራተኛ የትዳር ጓደኛው ስትወልድ ደመወዝ የሚከፈልበት 10 የሥራ ቀን ፈቃድ ይሰጠዋል።

- 4. If the pregnant civil servant deliver before the completion of the prenatal leave which is granted under sub-article (1) of this Article, the unused prenatal leave shall be granted after her confinement.
- 5. If the pregnant civil servant does not deliver on the presumed date, the days subsequently taken before her confinement shall be replaced by the annual leave she is entitled to within the budget year or that of the following budget year if no annual leave is left.
- 6. The civil servant shall be entitled to sick leave in accordance with Article 42(1) of this Proclamation, if she becomes sick after completion of her maternity leave under sub- article (3) of this Article.
- 7. any civil servant who encounters a miscarriage of not less than six month's pregnancy prior to her prenatal leave shall be entitled to 60 days post confinement maternity leave if the miscarriage is confirmed by medical certificate.
- 8. If a civil servant on prenatal leave encounters a miscarriage of pregnancy, her prenatal leave shall terminate and she shall be entitled to the 90 days post confinement maternity leave referred to in sub-article (3) of this Article.
- 9. any civil servant who encounters a miscarriage of three to six month's pregnancy shall be granted 30 consecutive days leave with pay if the miscarriage is confirmed by medical certificate.
- 10. any civil servant shall be entitled a paternity leave with pay for 10 working days at the time of his wife's delivery.

42. **Fasaxa bukaanka**

- 1) Shaqaalaha dawladda waxaa la siin fasaxa Bukaanka hadii uu u gudankari waayo waajibaadyadiisa shaqo sabab la xidhiidha Bukaan.
- 2) Fasaxa Bukaanka ee lagu sheegay Qodob hoosaadka (1) ee Qodobkan Shaqaalaha dhamaystay muddada tijaabada kama badankaro sideed bilood sanadka gudihiisa ama Toban iyo laba bilood Afar sano Gudaheed hadii ay isku xigaan waqtiga la siinayo fasaxa iyo hadii kaleba.
- 3) Fasaxa Bukaanka ee lagu xusay Qodob hoosaadka (2) ee Qodobkan waxaa la siin Mushahar dhamaystiran lixda bilood ee ugu horeeya iyo Mushaharkala dhiman labada bilood ee dambe.
- 4) Shaqaalaha dawladda ee ku gudajira muddada tijaabada ah waxaa la siin Hal biloo fasaxa Bukaanka ah marka uu soo dhaweeyo cadeynta Dhakhtarka.
- 5) Hadii Shaqaalaha Dawladdu uu shaqada uga maqnaado sabab la xidhiidha Bukaan:
 - b).Sida ugu dhakhsaha badan waa inuu usoo wargeliyo Xafiiska Dawladda hadii aanay jirin sababo ka baxsan awoodiisa.
- t). Waa inuu soo gudbiyo cadeyn dhakhtar hadii uu shaqada ka maqnaado saddex cisho oo isku xiga.
- 6) Hadii shaqaalaha dawladda oo ku gudajira fasax sanadeedka uu Xanuunsado isaga oo soo gudbinaya Cadeyn dhakhtareed waa in la hakiyo Fasax sanadeedkiisa looguna bedelo Fasaxa Bukaanka.

42. **የሕመም ፈቃድ**

1. ማንኛውም የመንግሥት ሠራተኛ በሕመም ምክንያት ሥራ መሥራት ያልቻለ እንደሆነ ደመወዝ የሚከፈልበት የሕመም ፈቃድ ይሰጠዋል።
2. በዚህ አንቀጽ ንዑስ አንቀጽ (፩) መሠረት የሙከራ ጊዜውን ላጠናቀቀ የመንግሥት ሠራተኛ የሚሰጥ የሕመም ፈቃድ በተከታታይ ወይም በተለያየ ጊዜ ቢወስድም ሕመሙ ከደረሰበት የመጀመሪያ ቀን አንስቶ ባለው አስራ ሁለት ወር ጊዜ ውስጥ ከስምንት ወር ወይም በአራት ዓመት ውስጥ ከአሥራ ሁለት ወር አይበልጥም።
3. በዚህ አንቀጽ ንዑስ አንቀጽ (፪) መሠረት የሚሰጥ የሕመም ፈቃድ ለመጀመሪያዎቹ ስድስት ወራት ከሙሉ ደመወዝ ጋር እና ለሚቀጥሉት ሁለት ወራት ከግማሽ ደመወዝ ጋር ይሆናል።
4. የሙከራ ጊዜውን ያላጠናቀቀ የመንግሥት ሠራተኛ ከታመመ የህክምና ማስረጃ የሚቀርብበት የአንድ ወር የሕመም ፈቃድ ከደመወዝ ጋር ይሰጠዋል።
5. ማንኛውም የመንግሥት ሠራተኛ ሲታመም፣
 - ሀ) ከአቅም በላይ የሆነ ምክንያት ካላጋጠመው በስተቀር በተቻለ ፍጥነት መታመሙን ለመሥሪያ ቤቱ ማሳወቅ አለበት፤
 - ለ) በተከታታይ ከሦስት ቀናት ወይም በአንድ የበጀት ዓመት ውስጥ ከስድስት ቀናት በላይ በሕመሙ ምክንያት ከሥራ የቀረ እንደሆነ ለመታመሙ የሕክምና ማስረጃ ማቅረብ አለበት።
6. የሙከራ ጊዜውን ያጠናቀቀ የመንግስት ሠራተኛ በዓመት ፈቃድ ላይ እያለ መታመሙን የሚያረጋግጥ የህክምና ማስረጃ ካቀረበ የዓመት ፈቃዱ ተቋርጦ የሕመም ፈቃድ ይሰጠዋል።

42. **Sick Leave**

1. any civil servant shall be entitled to sick leave with pay where he is unable to work due to sickness.
2. The duration of sick leave to be granted to a civil servant, who has completed his probation period, in accordance with sub-article (1) of this Article shall not exceed eight months in a year or twelve months in four years, whether counted consecutively or separately starting from the first day of his sickness.
3. Sick leave to be granted in accordance with sub- article (2) of this Article shall be with full pay for the first six months and with half pay for the last two months.
4. a civil servant on probation shall be entitled to one month sick leave with pay if confirmed by a medical certificate.
5. Where any civil servant is absent from work due to sickness:
 - a) he shall, as soon as possible, notify the government institution unless prevented by force majeure;
 - b) He shall produce a medical certificate in case of absence for three consecutive days or for more than six days within a budget year
6. Where a civil servant who has completed his probation and who is on annual leave gets sick and presents a medical certificate, his annual leave shall be interrupted and replaced by sick leave.

7) Fasax Sanadeedka loo hakiyay hab waafaqsan Qodob hoosaadka (6) ee Qodobkan waxaa dib loo bilaabi marka uu dhamaysto.

43. Cadeynta Dkhakhtarka

1) “Cadeyn Dhakhtar” waxaa loola jeedaa Dhokumenti uu soo saaray Xarun Caafimaad oo dawladdu leedahay ama mid gaar loo leeyahay oo ay diiwaangelisay xafiiska ku haboon, hadii cadeynta laga helay xarun caafimaad oo dalka dibadiisa ah waa in ay cadeyso cida ay khusayso.

2) Cadeynta Dakhtarka waa inay ku muujisnaato xaalada Caafimaad ee Shaqaalaha iyo Maalmaha Fasax Bukaana ee uu u baahanyahay shaqaalahu.

44. Fasaxa Arrimaha Gaarka ah

Shaqaalaha dawladda waa in la siiyo fasax hadii uu yeesho arrimaha gaarka ah ee ay kamid yihiin Geerida, Aroska ama Intixaanada oo aan ka badnayn Todoba cisho Sanad miisaanyadeedka dhexdiisa.

45. Fasaxa Gaarka ee leh Mushahar

Shaqaalaha Dawladda waxaa la siin Fasax gaar ah oo leh mushshar marka:

- b) Shaqaalaha looga yeedho maxkamad ama Xafiiskale oo ay kaga jirto arrimo lamid ah.
- t) Hadii uu yahay Musharax ka qayngelaya Doorashada waqtiga codeyntu socoto.

46. Fasaxa Gaarka ah oo aan lahayn Mushahar

1) Hadii Shaqaalaha Dawladdu uu soo dhaweysto sabab lagu qanci karo Madaxa Xafiisku waxa uu siin karaa Shaqaalaha fasax aan ka badnayn Hal sano hadii aanu waxba u dhimayn Waajibaadka Xafiisku u hayo shacabka.

7. በዚህ አንቀጽ ንዑስ አንቀጽ (6) መሠረት የተቋረጠው የዓመት ፈቃድ የሕመም ፈቃዱ እንደተጠናቀቀ እንዲቀጥል ይደረጋል።

43. የህክምና ማስረጃ

1) “የሕክምና ማስረጃ” ማለት በሀገር ውስጥ አግባብ ባለው ባለሥልጣን ፈቃድ ከተሰጠው የግልም ሆነ የመንግሥት የሕክምና ተቋም የሚሰጥ ወይም ከሀገር ውጭ የተገኘና ስለትክክለኛነቱ አግባብ ባለው ባለሥልጣን የተረጋገጠ የምስክር ወረቀት ነው።

2) የምስክር ወረቀቱ ስለመንግሥት ሠራተኛ የጤና ሁኔታና ስለሚሰጠው የሕመም ፈቃድ መግለጽ አለበት።

44. ለግል ጉዳይ የሚሰጥ ፈቃድ

ማንኛውም የመንግሥት ሠራተኛ ለሐዘን፣ ለጋብቻ፣ ለፈተና በአንድ የበጀት ዓመት ውስጥ ሰባት የሥራ ቀናት ፈቃድ ከደመወዝ ጋር ይሰጠዋል።

45. ከደመወዝ ጋር የሚሰጥ ልዩ ፈቃድ

ማንኛውም የመንግሥት ሠራተኛ፣

- ሀ). ከፍርድ ቤት ወይም ከሌሎች ሥልጣን ከተሰጣቸው አካላት መጥሪያ ሲደርሰው የተጠራበት ጉዳይ ለሚጠይቀው ጊዜ፣
- ለ). ከሕዝባዊ ምርጫ ጋር በተያያዘ ጉዳይ ሲሆን ምርጫው ለሚወስድበት ጊዜ፣ ከደመወዝ ጋር ልዩ ፈቃድ ይሰጠዋል።

46. ያለደመወዝ የሚሰጥ ልዩ ፈቃድ

1. የመንግሥት ሠራተኛ በበቂ ምክንያት ደመወዝ የማይከፈልበት ልዩ ፈቃድ እንዲሰጠው ሲጠይቅና የመሥሪያ ቤቱን ጥቅም የማይጎዳ ሲሆን የመሥሪያ ቤቱ የበላይ ኃላፊ ከአንድ ዓመት ለማይበልጥ ጊዜ ሊፈቅድለት ይችላል።

7. the annual leave interrupted pursuant to sub- article (6) of this Article shall be resumed upon completion of the sick leave.

43. Medical Certificate

1. “Medical Certificate” means a certificate issued by a local private or public medical institution licensed by the appropriate authority or where it is acquired from abroad it is verified by an authorized body.

2. the certificate shall describe the health condition and the sick leave to be granted to a civil servant.

44. Leave for Personal Matters

Any civil servant shall be entitled to leave for personal matters such as mourning, wedding and examination for seven days within a budget year.

45. Special Leave with Pay

Any civil servant shall be entitled to special leave with pay:

- a) where he is summoned by a court or any other competent authority, for the time utilized for the same purpose;
- b) for cases involving popular election, for the duration of the election.

46. Special Leave without Pay

1. Where a civil servant applies, on justifiable ground, for a special leave without pay, the head of the government institution may authorize the granting of such leave a period not exceeding one year if it does not adversely affect the interest of the institution.

2. Hadii shaqaalahu uu tartanka Doorashada ka qaybgelayo waxaa la siin Fasax aan lahayn wax mushahar ah inta uu socdo Ololaha Doorashada iyo Codeyntuba.

3. Iyadoo ay sideeda tahay arrimaha lagu sheegay Qodob hoosaadka (1) ee Qodobkan, hadii shaqaalaha Fasaxa qaadanaya lagu meeleyay Mashruuc Dawladdu qabanayso ama Lamaanihiisa loo igmaday shaqo diblomaasiyadeed fasaxaasi waxa uu soconaya inta Mashruucu dhamaanayo ama lamaanihiisu dhamaysanayo shaqada Diblomaasiyadeed ee loo igmaday.

QAYBTA SHANAAD

**DURUUFABA SHAQO EE
DHAQANGALKA KU AH**

**OAYBAHA BULSHADA EE LEH
BAAHIYAHA GAARKA AH**

**47. Duruufaha Shaqo ee Shaqaalaha
Haweenka ah**

- 1) Xafiiskasta oo dawladeed waa inuu siiyo Taageero dheeri ah Shaqaalaha Haweenka ah si ay u horumariyaan Xirfadooda una qaban karaan Boosaska sare ee Xafiiska.
- 2) Haweenka waa in la tixgeliyo marka la samaynayo Shaqaaleysiinta, Dalacsiinta, Bedelaada, Dib u meelaynta, Waxbarashada iyo Tabobarada.
- 3) Waxaa reeban in shaqaale Uurleh lagu meeleyo Boos aanay ku helin Shaqaaleysiin ama dalacsiin hase ahaatee hadii cadeyn dhakhtar lagu muujiyo in shaqada ay haysaa ay khatar ku tahay caafimaadkeeda ama midka ilmaha Uurka ku jira waxaa loo bedeli karaa boos kale.

2. የመንግሥት ሠራተኛ በሕዝብ ምርጫ ለመውደድ ተወዳዳሪ ሆኖ ሲቀርብ የምርጫ ቅስቀሳ በሚካሄድበት ወቅት እና ምርጫው በሚከናወንበት ጊዜ ያለ ደመወዝ ፈቃድ እንዲሰጠው ይደረጋል።

3. የዚህ አንቀጽ ንዑስ አንቀጽ (1) ቢኖርም የመንግሥት ሠራተኛው ያለደመወዝ ልዩ ፈቃድ እንዲሰጠው የጠየቀው የመንግሥት መሥሪያ ቤትን በሚመለከት የፕሮጀክት ሥራ ላይ በመመደቡ ወይም በትዳር ጓደኛው ለዲፕሎማቲክ ሚሲዮን ሥራ በውጭ ሀገር መመደብ ምክንያት ከሆነ ልዩ ፈቃዱ የፕሮጀክት ወይም የዲፕሎማቲክ ሚሲዮን ሥራው እስከሚጠናቀቅ ላለው ጊዜ ሊሰጠው ይችላል።

ክፍል አምስት

**ተጨማሪ የድጋፍ እርምጃ የሚያስፈልጋቸው
የተባረተሰብ ክፍሎች የሥራ ሁኔታ**

**47. ለሴት ሠራተኞች የሚጠበቁ የሥራ
ሁኔታዎች**

1. ማንኛውም የመንግስት መሥሪያ ቤት ሴት የመንግሥት ሠራተኞችን ለማብቃትና በውሳኔ ሰጪ የሥራ ቦታዎች ላይ እንዲመደቡ ለማድረግ የሚያስችሉ የተጨማሪ ድጋፍ እርምጃዎችን መውሰድ አለበት።
2. ሴቶች በቅጥር፣ በደረጃ እድገት፣ በዝውውር፣ በድልድል፣ በትምህርትና ሥልጠና አፈጻጸም የተጨማሪ ድጋፍ እርምጃ ተጠቃሚ መሆን አለባቸው።
3. ነፍሰ ጡር የሆነችን የመንግሥት ሠራተኛ በቅጥር ወይም በደረጃ ዕድገት ከተመደበችበት የሥራ መደብ ወደ ሌላ የሥራ መደብ መደብ ማሰራት የተከለከለ ነው፤ ሆኖም ለራሷ ጤንነት ወይም ለፅንሱ አደገኛ መሆኑ በሕክምና ማስረጃ ሲረጋገጥ ተስማሚ ወደ ሆነ የሥራ መደብ ወይም የሥራ ቦታ ተመድባ እንድትሰራ መደረግ አለበት።

2. Where a civil servant runs for election, he shall be entitled to leave without pay during the election campaign and for the duration of the voting.

3. Notwithstanding sub-article (1) of this Article, where a civil servant applies for special leave without pay due to his assignment on a project run by a government institution or due to the assignment of his spouse to a diplomatic mission abroad, he may be granted with such leave for the duration of the project or the completion of the diplomatic mission.

SECTION FIVE

**CONDITIONS OF WORK
APPLICABLE TO MEMBERS OF
THE SOCIETY DESERVING
AFFIRMATIVE ACTION**

**47. Conditions of Work Applicable
to Female Civil Servants**

1. Any government institution shall take affirmative actions that enable female civil servants to improve their competence and to assume decision making positions.
2. Women shall be entitled to affirmative actions in recruitment, promotion, transfer, redeployment, education and training.
3. It is prohibited to assign a pregnant civil servant to a position other than the position she assumed through recruitment or promotion; provided, however, that where so recommended by a medical certificate due to the risk to her health or to the fetus, she shall be transferred to another position or place of work.

- 4) Xafiisyada Dawladdu kuma eryi karaan Shaqaalaha Dawladda sabab la xidhiidha dhimis shaqaale hab waafassan Qodobka 86^{aad} ee Bayaankan inta ay Urka leedahay ama Afar bilood kadib dhalmada.
- 5) Shaqaalaha Dawladda ee haysta ilmo aan ka weynayn Hal sano marka uu soo cadeeyo Dhakhtar in ilmuhu baahanyahay daaweynwaxaa la siin karaa fasax Mushaharleh.
- 6) Xafiisyada dawladu waa inay sameeyaan goob ku haboon oo Shaqaalaha haweenka ahi ku naasnuujin karaan kuna daryeeli karaan Ilmahooda, faahfaahintana waxaa lagu xeerin Awaamiirta uu soo saaro Xafiiska ay khusayso.

48. Duruufaha shaqo ee dhaqangalka ku ah Dadka leh Baahiyaha gaarka ah

- 1) Dadka leh Baahiyaha gaarka ah waa in la tixgeliyo marka la samaynayo Shaqaaley-siinta, Dalacsiinta, Bedelaada, Dib u meelaynta, Waxbarashada iyo Tabobarada.
- 2) Xafiisyada dawladdu waa inay xaqiijiyaan in goobta shaqadu ay ku haboontahay shaqaalaha leh Baahiyaha gaarka ah waana in uu u diyaariyo agabka ay u baahanyihiin kuna tabobaro habka loo isticmaalo.
- 3) Xafiisyada dawladdu waa inay u xilsaaraan Shaqaale siiya taageerada ay u baahanyihiin Shaqaalaha leh bahiyaha gaarka ah.

- 4. ማንኛውም የመንግስት መስሪያ ቤት ሴት የመንግስት ሠራተኛ ነፍሰጡር በሆነችበት ጊዜና ከወለደችበት ቀን ጀምሮ በአራት ወር ጊዜ ውስጥ በዚህ አዋጅ አንቀጽ 86 መሠረት በሚደረገው የሠራተኛ ቅነሳ ከሥራ ሊያሰናብታት አይችልም።
- 5. ማንኛውም ሴት የመንግስት ሠራተኛ አንድ ዓመት ያልሞላውን ሕጻን ልጇን ለማሳከም በህክምና ማስረጃ ለተረጋገጠ ጊዜ ደመወዝ የሚከፈልበት ፈቃድ ይሰጣታል።
- 6. ማንኛውም የመንግስት መስሪያ ቤት ሴት የመንግስት ሠራተኞች ህጻናት ልጆቻቸውን የሚያጠብቁትና ህጻናቱን የሚንከባከቡበት የህጻናት ማቆያ ማቋቋም አለበት፤ ዝርዝር አፈጻጸሙ የሚመለከተው የመንግስት መስሪያ ቤት በሚያወጣው መመሪያ ይወሰናል።

48. ለአካል ጉዳተኞች የሚጠበቁ የሥራ ሁኔታዎች

- 1. አካል ጉዳተኞች በቅጥር፣ በደረጃ ዕድገት፣ በዝውውር፣ በድልድል፣ በትምህርትና ሥልጠና አፈጻጸም የተጨማሪ ድጋፍ እርምጃ ተጠቃሚ መሆን አለባቸው።
- 2. ማንኛውም የመንግስት መስሪያ ቤት የሥራ አካባቢው ለአካል ጉዳተኛ ሠራተኞቹ ምቹ መሆኑን ማረጋገጥ፣ ለሥራ የሚያስፈልጉ መሣሪያዎችንና ቁሳቁሶችን ማሟላትና ስለአጠቃቀማቸው አስፈላጊውን ሥልጠና እንዲያገኙ ማድረግ አለበት።
- 3. ማንኛውም የመንግስት መስሪያ ቤት ረዳት ለሚያስፈልገው የአካል ጉዳተኛ የሆነ የመንግስት ሠራተኛ ተገቢውን ድጋፍ ሊሰጥ የሚችል ረዳት እንዲመደብለት የማድረግ ኃላፊነት አለበት።

- 4. any government institution shall not discharge a female civil servant by way of retrenchment pursuant to Article 86 of this Proclamation during her pregnancy or within four months after delivery.
- 5. Any female civil servant shall, when confirmed by medical certificate, be entitle to leave with pay for the time spent in the follow up of medical treatment of her child who has not attained the age of one year.
- 6. any government institution shall establish a nursery where female civil servants could breast- feed and take care of their babies; the details of its implementation shall be determined by directives to be issued by the appropriate government institution.

48. Conditions of Work Applicable to Persons with Disabilities

- 1. Persons with disabilities shall be entitled to affirmative actions in recruitment, promotion, transfer, redeployment, education and training.
- 2. any government institution shall ensure that its working environment is conducive to civil servants with disabilities, provide them with the necessary tools and materials and train them how to use such tools and materials.
- 3. any government institution shall have the responsibility to assign a person who shall provide proper assistant for those civil servants with disability that requires assistance.

4) Faa'iidooyinka iyo xuquuqaha lagu siiyay sharciyada kale ayaa dhaqangal ku ah Dadka leh baahiyaha gaarka ah ee lagu xusay Bayaankan.

49. Duruufaha shaqo ee dhaqangalka ku ah Dadyawga la takooro

Dadka kasoo jeeda Beelaha la takooro ama xubnaha metelaya ee qaabdhismeedka kala duwan ee dawladda ugu jiraa uu koobanyahay waa in la tixgeliyo marka la samaynayo Shaqaaleysiinta, Dalacsiinta, Bedelaada, Dib u meelaynta, Waxbarashada iyo Tabobarada.

50. Soo saarista Awaamiirta

Xafiisku waxa uu soo saari Awaamiir faahfaahinaysa habka loo fulinayo taageerada gaarka ah ee lagu xusay Qaybtan.

QAYBTA LIXAAD

BADBAADADA JIDHEED IYO CAAFIMAADKA

51. Ujeedada iyo Dhaqangalka

- 1) Ujeedada Badbaadada jidheed iyo Caafimaad waa:
 - b) In la ilaaliyo fayooqabka Shaqaalaha Dawladda lana horumariyo waxqabadkooda.
 - t) In la habeeyo lana horumariyo goobta shaqada si loo ilaaliyo Caafimaadka shaqaalaha.
 - j) In la suurto geliyo in shaqaalaha Dawladdu qabto shaqo tayadeedu sareyso iyadoo la hagaajinayo badbaadada Shaqaalaha.
- 2) Arrimaha lagu sheegay Qodobkani waxay dhaqangal ku yihiin Shaqaalaha ku meelgaadhka ah.

4. በሌሎች ሕጎች ለአካል ጉዳተኞች የተሰጡ መብቶችና ጥቅማጥቅሞች ለዚህ አዋጅ አፈጻጸም ተግባራዊ ይሆናሉ።

49. አነስተኛ ብሔራዊ ተዋጽኦ ስላላቸው ህዝቦች የሚጠበቁ የሥራ ሁኔታዎች

በመንግስት መስሪያ ቤቱ ውስጥ አነስተኛ ብሔራዊ ተዋጽኦ ያላቸው ማህበራዊ ሰነዶች ወይም በቅጥር፣ በደረጃ ዕድገት፣ በዝውውር፣ በድልድል፣ በትምህርትና ሥልጠና አፈጻጸም የተጨማሪ ድጋፍ እርምጃ ተጠቃሚ መሆን አለባቸው።

50. መመሪያ ስለማውጣት

በዚህ ክፍል ለተመለከቱት የተጨማሪ የድጋፍ እርምጃዎች አፈጻጸም ቢሮው ዝርዝር መመሪያ ያወጣል።

ክፍል ስድስት

የሥራ አካባቢ ደህንነትና ጤንነት

51. ዓላማና ተፈጻሚነት

- 1. የሥራ አካባቢ ደህንነትና ጤንነት ዓላማ፡
 - ሀ) የመንግሥት ሠራተኞችን ደህንነትና ጤንነት በመጠበቅ የሥራ ብቃትን ማጎልበት፤
 - ለ) የሥራ ቦታን ለመንግሥት ሠራተኞች ደህንነትና ጤንነት በሚሰማማ መልኩ ማዘጋጀት፤ ማሻሻልና መጠበቅ፤ እና
 - ሐ) የመንግሥት መሥሪያ ቤት በጎ በሆነ ማህበራዊ ሕይወት ላይ ተመሥርቶ አመርቂ የሥራ ውጤት እንዲያስመዘግብ ማበቃት ይሆናል።
- 2. የዚህ ክፍል ድንጋጌዎች ለጊዜያዊ ሠራተኞችም ተፈጻሚ ይሆናሉ።

4. Privileges prescribed by other laws to persons with disabilities shall be applicable for the implementation of this Proclamation.

49. Conditions of Work Applicable to Minority Peoples

People from Marginalized clans or those having lesser representations within a government institution shall be given the advantage of affirmative action in recruitment, promotion, transfer, redeployment, education and training.

50. Issuance of Directives

The Bureau shall issue detailed directives for the implementation of affirmative actions provided for under this Section.

SECTION SIX

OCCUPATIONAL SAFETY AND HEALTH

51. Objectives and Applicability

- 1. the objectives of occupational safety and health shall be:
 - a) To maintain the safety and health of civil servants and enhance their productivity;
 - b) To arrange, improve and keep suitable work place for the safety and health of civil servants; and
 - c) To guarantee high level performance of a government institution based on social wellbeing.
- 2. the provisions of this Section shall also be applicable to temporary workers.

52. **Dhaawaca Shaqada dhexdeeda ah**

- 1) “**Dhaawaca shaqada dhexdeeda**” waxaa loola jeedaa Shilka ama Xanuunada lagu qaado shaqada dhexdeeda.
- 2) “**Shilka Shaqada Dhexdeeda**” waxaa loola jeedaa dhaawac jidheed ama wadashaqeynta qaybaha jidhka oo kala dhantaalanta oo ku dhacda shaqaalaha isaga oo ku guda jira gudashada waajibaadyadiisa, waxaana kamid ah:
 - b) Dhaawaca soo gaadha shaqaalaha dawladda isagoon ku sugnayn goobtiisa shaqo isaga oo gudanaya Awaamiir kaga timiday masuuliyiinta ay khasaysay.
 - t) Dhaawaca ku yimaada shaqaalaha isaga oo aan ku sugnayn goobtiisa shaqo hase ahaatee isku deyaya inuu shaqadiisa ka badbaadiyo khatar kusoo fool leh iyada oo aanu jirin cid amar siisay.
 - j) Dhaawaca ku yimaada shaqaalaha marka uu u sii socda ama kasoo socda goobtiisa shaqo isagoo adeegsanaya gaadiidka xafiiska ama gaadiid kale oo xafiisku kiraystay.
 - x) Dhaawaca soo gaadha shaqaalaha isagoo jooga goobtiisa shaqo ama Xafiiska gudihiisa kahor inta aanay bilaabmin saacadaha shaqada ama waqtiga laga baxo shaqada ama isagoo ku guda jira nasashada saacadaha shaqada dhexdeeda.
 - Kh) Dhaawac kasta oo soo gaadha shaqaalaha oo ay sabab u tahay Xafiiska aaladaha yaala amacid saddexaad inta uu gudanayo waajibaadkiisa.

52. **በሥራ ላይ ስለሚደርስ ጉዳት**

- 1. “**በሥራ ላይ የሚደርስ ጉዳት**” ማለት በሥራ ላይ የሚደርስ አደጋ ወይም በሥራ ምክንያት የሚመጣ በሽታ ነው።
- 2. “**በሥራ ላይ የሚደርስ አደጋ**” ማለት የመንግስት ሠራተኛው መደበኛ ሥራውን በማከናወን ላይ እንዳለ ወይም ከሥራው ጋር በተያያዘ ምክንያት በአካሉ ወይም በአካሉ የተፈጥሮ ተግባር ላይ በድንገት የሚደርስ ጉዳት ሲሆን የሚከተሉትን ይጨምራል፤
 - ሀ) የመንግሥት ሠራተኛው ከመደበኛ ሥራው፣ የሥራ ቦታው ወይም የሥራ ሰዓቱ ውጭ ሥልጣኑ በሚፈቅድለት ሰው የተሰጠውን ትዕዛዝ በመፈጸም ላይ እያለ የደረሰን ጉዳት፤
 - ለ) ሥልጣኑ በሚፈቅድለት ሰው የተሰጠው ትዕዛዝ ባይኖርም የመንግሥት ሠራተኛው በመሥሪያ ቤቱ ውስጥ የደረሰን ድንገተኛ አደጋ ወይም ጥፋት ለመከላከል በሥራ ሰዓት ወይም ከሥራ ሰዓት ውጭ በሚፈጽመው ተግባር ምክንያት የደረሰን ጉዳት፤
 - ሐ) የመንግሥት ሠራተኛው ወደ ሥራ ቦታው ወይም ከሥራ ቦታው መንግስት ለሠራተኞች አገልግሎት እንዲሰጥ በመደበው የመጓጓዣ አገልግሎት ወይም መሥሪያ ቤቱ ለዚህ ተግባር በተከራየውና በግልጽ በመደበው የመጓጓዣ አገልግሎት በመጓዝ ላይ በነበረበት ጊዜ የደረሰን ጉዳት፤
 - መ) የመንግሥት ሠራተኛው ከሥራው ጋር በተያያዘ ተግባሩ ምክንያት ከሥራው በፊት ወይም በኋላ ወይም ሥራው ለጊዜው ተቋርጦ በነበረበት ጊዜ በሥራው ቦታ ወይም በመሥሪያ ቤቱ ግቢ ውስጥ በመገኘት የደረሰበትን ማንኛውንም ጉዳት፤
 - ሠ) የመንግሥት ሠራተኛው ሥራውን በማከናወን ላይ ባለበት ጊዜ በመንግሥት መሥሪያ ቤቱ ወይም በሦስተኛ ወገን ድርጊት ምክንያት የደረሰበትን ጉዳት።

52. **Employment Injury**

- 1. “**Employment injury**” means employment accident or occupational disease.
- 2. “**Employment accident**” means any organic injury or functional disorder suddenly sustained by a civil servant during or in connection with the performance of his work, and shall include the following:
 - a) injury sustained by a civil servant outside of his regular work, working place or working hours, while carrying out orders given by a competent authority;
 - b) Injury sustained by a civil servant during or outside of working hours while attempting to save his work place from destruction of imminent danger irrespective of an order given by a competent authority;
 - c) injury sustained by a civil servant while traveling to or from his place of work by a vehicle provided by the government institution for the common use of its staff or by a vehicle hired and expressly destined by the institution for such purpose;
 - d) any injury sustained by a civil servant while present, in connection with his duties, in the work place or premises of the institution before the commencement or after completion of his work or during any interruption of work;
 - e) any injury sustained by a civil servant as a result of an action of the government institution or a third party during the performance of his work.

- 3. “Xanuunada lagu qaado Shaqada dhexdeeda” waxaa loola jeedaa noockasta oo xanuun oo ay sababto nooca shaqada ee uu qabanayo shaqaalahu ama uu ka qaaday walax uu ugu dhawaaday shaqada awgeedkuwaasi oo muddo gaaban xanuunkoodu jiri karo hase ahaatee kuma jiraan xanuunada Faafa ee ka jira goobta uu ka shaqeynayo shaqaalahu.
- 4. Iyadoo ay sideeda tahayarrimaha lagu sheegay Qodob hoosaadka (3) ee Qodobkan, hadii shaqaale dawladeed oo ku jira ka hortegista ama daaweynta Xanuunada faafa hadii uu xanuunkaasi ku dhaco waxaa lagasoo qaadi Xanuun lagu qaaday shaqada dhexdeeda.
- 5. Heerka Laxaad la’aanta ee uu keeno dhaawac ku yimaada shaqada dhexdeeda waxaa loo go’aamin iyada oo la raacayo qodobada khuseeya ee lagu sheegay Sharciyada hawlgabka shaqaalaha Dawladda.
- 6. Iyadoo ay sideeda tahay arrimaha lagu sheegay Qodob hoosaadka (1) ee Qodobkan, dhaawaca ku yimaada shaqaalaha dawladda ee ay sababto ficilada kaska ah ee shaqaalaha ama u hogaansanaan la’aanta xeerarka badbaadada ama shaqada oo uu soo galay isaga oo isticmaalay maandooriye lagama soo qaadayo dhaawaca ku yimaada shaqada dhexdeeda.

- 3. “በሥራ ምክንያት የሚመጣ በሽታ” ማለት የመንግሥት ሠራተኛው ከሚሠራው የሥራ ዓይነት ወይም ሥራውን ከሚያከናውንበት አካባቢ የተነሳ በሽታን ለሚያስከትሉ ሁኔታዎች ተጋልጦ በመቆየቱ ምክንያት የደረሰ የጤና መታወክ ሲሆን፤ ሥራውን በሚያከናውንበት ቦታ የሚዛመቱና የሚይዙ ነዋሪ ወይም ተላላፊ በሽታዎችን አይጨምርም።
- 4. በዚህ አንቀጽ ንዑስ አንቀጽ (3) የተመለከተው ቢኖርም በመደበኛ ሥራው ምክንያት ተላላፊ ወይም ነዋሪ በሽታዎችን በማጥፋት ላይ የተሰማራ የመንግስት ሠራተኛ በዚህ በሽታ ከተያዘ በሥራ ምክንያት የመጣ በሽታ እንደያዘው ይቆጠራል።
- 5. በሥራ ላይ በሚደርስ ጉዳት ምክንያት የሚከሰት የአካል ጉዳት መጠን አግባብ ባለው የመንግሥት ሠራተኛዎች ጡረታ ሕግ ድንጋጌዎች መሠረት ይወሰናል።
- 6. በዚህ አንቀጽ ንዑስ አንቀጽ (1) የተመለከተው ቢኖርም ሠራተኛው ሆነ ብሎ በተለይም በመሥሪያ ቤቱ አስቀድሞ በግልጽ የተሰጡትን የደህንነት መጠበቂያ መመሪያዎች በመጣስ ወይም በመጠጥ ወይም በአደንዛዥ ዕፅ ሰከሮ በሥራ ላይ በመገኘቱ የደረሰበት ጉዳት በሥራ ምክንያት እንደደረሰ ጉዳት አይቆጠርም።

- 3. “Occupational disease” means any pathological condition of a civil servant which arises as a consequence of the kind of work he performs or because of his exposure to the agent that causes the disease for a certain period prior to the date in which the disease became evident; provided, however, that it does not include endemic or epidemic diseases which are prevalent and contracted in the area where the work is done.
- 4. Notwithstanding sub-article (3) of this Article, if a civil servant engaged in combating epidemic or endemic disease contracted with such disease, it shall be considered as occupational disease.
- 5. the extent of disability caused by an employment injury shall be determined pursuant to the relevant provisions of the public servants pension law.
- 6. Notwithstanding the provisions of sub-article (1) of this Article, any injury sustained by the deliberate act of the civil servant, particularly, by his non-observance of express safety rules or by reporting to work in a state of intoxication caused by drinks or drugs shall not be deemed an employment injury.

53. **Talaboovinka badbaadada**

- 1) Xafiisyada dawladda waxaa waajib ka saaranyahay:
 - b) Inuu xaqiijiyo in goobta shaqadu aanay wax khatar Caafimaad ama jidheed u keenaynin Shaqaalaha Dawladda.
- 2) Shaqaalaha Dawladda waxaa waajib ka saaranyahay:
 - b) Inuu u hogaansamo talaabooyinka iyo talooyinka badbaadada jidheed iyo caafimaad.
- t) Inuu sida ugu haboon u isticmaalo Agabka iyo alaabada uu ku shaqeeyo.
- j) Inuu ku wargeliyo Masuulka ay khusayso xaaladkasta oo keeni karta khatar.
- 3) Xafiisku waxa uu samayn daraasado lagu ogaanayo laguna hagaajinayo xaaladaha caafimaad iyo khataraha jidheed ee soo gaadha waxaanu suurto gelin dhaqangelintooda.
- 4) Xafiisku waxa uu dabogeli ilaalinta badbaadada goobta shaqo iyo badbaadada shaqaalaha dawladda waxaanu kasoo saaro Awaamiirta dhaqangalka ku ah.

54. **Laxaad Beelid**

- 1) “**Laxaad Beelid**” waxaa loola jeedaa waayida guud ahaan ama qayb ahaan Awoodda lagu shaqeysan karo
- 2) Saamaynta laxaad beelidu waxay noqon kartaa mid muddo gaaban jirta ama muddo dheer saamaynteedu jirto.

53. **የአደጋ መከላከያ እርምጃዎች**

- 1. ማንኛውም የመንግሥት መስሪያ ቤት፣
 - ሀ) የሥራ ቦታው በሠራተኞች ደህንነትና ጤንነት ላይ አደጋ የማያስከትል መሆኑን ማረጋገጥ፤
 - ለ) የአደጋ መከላከያ መሣሪያዎችንና ቁሳቁሶችን ለሠራተኞች የማቅረብና ስለአጠቃቀማቸው መመሪያ የመስጠት፤ ኃላፊነት አለበት፡፡
- 2. ማንኛውም የመንግሥት ሠራተኛ፣
 - ሀ) ደህንነትና ጤንነትን ለመጠበቅ የወጡ መመሪያዎችን የማክበር፤
 - ለ) የተሰጡትን የአደጋ መከላከያ መሣሪያዎችንና ቁሳቁሶችን በአግባቡ የመጠቀም፤ እና
 - ሐ) አደጋ ሊያስከትሉ የሚችሉ ሁኔታዎች መኖራቸውን ሲገምት ለሚመለከተው የመስሪያ ቤቱ ኃላፊ ወዲያውኑ የማሳወቅ፤ ግዴታ አለበት፡፡
- 3. ቢሮው የሥራ አካባቢ ደህንነትና ጤንነት የመጠበቂያና የመከላከያ ዘዴዎችን ያጠናል፤ የመንግሥት መስሪያ ቤቶች ሥራ ላይ እንዲያውሉት ሥልጠና ስለሚሰጥበት ሁኔታ ያመቻቻል፡፡
- 4. ቢሮው በመንግሥት መስሪያ ቤቶች ውስጥ የሥራ አካባቢ ደህንነትና ጤንነት ተግባራዊ መሆኑን ይቆጣጠራል፤ የአደጋ መከላከያ እርምጃዎችን በተመለከተ በመመሪያ ይወስናል፡፡

54. **የአካል ጉዳት**

- 1. “**የአካል ጉዳት**” ማለት የመስሪያ ቤቱ ስራ መቀነስን ወይም ማጣትን በሚያስከትል ሁኔታ በሥራ ላይ የሚደርስ ጉዳት ነው፡፡
- 2. በሥራ ላይ የደረሰ የአካል ጉዳት ጊዜያዊ የአካል ጉዳት፣ ዘላቂ ከፊል የአካል ጉዳት፣ ዘላቂ ሙሉ የአካል ጉዳት ወይም ሞትን የሚያስከትል ውጤት ይኖረዋል፡፡

53. **Safety Measures**

- 1. any government institution shall have the responsibility to:
 - a) ensure that the work place does not cause hazard to the health and safety of civil servants;
 - b) Provide civil servants with protective devices and materials and give them instructions on their utilization.
- 2. any civil servant shall have the obligation to:
 - a) Observe directives issued in relation to safety and health;
 - b) Properly use safety devices and materials; and
 - c) Promptly inform the concerned officer of any situation which he may have reason to believe could present a hazard
- 3. The Bureau shall undertake studies on methods of maintaining occupational safety and health; and facilitate the provision of training for their implementation in government institutions.
- 4. The Bureau shall supervise the implementation of occupational safety and health measures in government institutions and shall issue directives regarding safety precaution measures.

54. **Disability**

- 1. “**Disability**” mean an employment injury resulting in a decrease or loss of capacity to work.
- 2. the effect of disability may be temporary disability, permanent partial disability, permanent total disability or death.

55. Laxaad beelid Muddo Gaaban

“Laxaad beelid Muddo Gaaban” waxaa loola jeedaa waayida guud ahaan ama qayb ahaan Awoodda lagu shaqeysan karomuddo kooban.

56. Laxaad beelid qayb ahaan ee Muddo Dheer

“Laxaad beelid qayb ahaan Muddo Dheer” waxaa loola jeedaa waayida Awoodda lagu shaqeysan karo ee aan wax daawo ah loo heli Karin

57. Laxaad beelid aan soo kabasho lahayn

“Laxaad beelid aan kabasho lahayn” waxaa loola jeedaa waayida Awoodda lagu shaqeysan karo ee aan wax daawo ah loo heli Karin taasi oo ka hor istaagaysa shaqaalaha dawladda inuu qabto nooc shaqeed oo kasta.

58. faa’iidoovinka Caafimaad iyo Fasaxa Dhaawaca

- 1) Xafiisyada Dawladdu waa inay bixiyaan kharashaadka ku baxaya daaweynta Caafimaad ee Dalka gudihisa loogu sameyo Shaqaalaha Dawladda ee dhaawac soo gaadho loona samaynayo:
- b) Daaweynta guud, mida gaar ahaaneed iyo Qaliinada kala duwan.
- t) Daaweynta Cusbitaalka iyo Adeegga fasmasiiga,
- j) Qaybaha samayska ah ee loo geliyo qofka waaya xubno jidhkiisa kamid ah ama qaliinada la xidhiidha isku xidhnaanta lafaha iyo muruqyada.

55. ጊዜያዊ የአካል ጉዳት

“ጊዜያዊ የአካል ጉዳት” ማለት ለተወሰነ ጊዜ በሙሉ ወይም በከፊል የመስራት ችሎታን ማጣት ነው።

56. ዘላቂ ከፊል የአካል ጉዳት

“ዘላቂ ከፊል የአካል ጉዳት” ማለት የመስራት ችሎታ የሚቀንስ የማይደን በሥራ ላይ የሚደርስ ጉዳት ነው።

57. ዘላቂ ሙሉ የአካል ጉዳት

“ዘላቂ ሙሉ የአካል ጉዳት” ማለት ጉዳት የደረሰበትን የመንግሥት ሠራተኛ ማናቸውንም ደመወዝ የሚያስገኝ ሥራ ለመስራት የሚከለክለው የማይደን በሥራ ላይ የሚደርስ ጉዳት ነው።

58. ከሥራ በመጣ ጉዳት ምክንያት የሚሰጥ ህክምና እና ፈቃድ

- 1. በሥራው ምክንያት ጉዳት ለደረሰበት የመንግሥት ሠራተኛ በሀገር ውስጥ ለሚሰጡ ለሚከተሉት የሕክምና አገልግሎቶች የሚያስፈልገው ወጪ በመስሪያ ቤቱ ይሸፈናል፤
 - ሀ) የጠቅላላና የልዩ ሕክምና እንዲሁም የቀድሞ ሕክምና ወጪዎች፤
 - ለ) የሆስፒታልና የመድኃኒት ወጪዎች፤
 - ሐ) የማንኛውም አስፈላጊ ሰው ሰራሽ ምትክ ወይም ተጨማሪ አካሎችና የአጥንት ጥገና ወጪዎች።

55. Temporary Disability

"Temporary disability" means a partial or total loss of capacity to work for a limited period of time.

56. Permanent Partial Disability

"Permanent partial disability" means incurable employment injury reducing the capacity to work.

57. Permanent Total Disability

"Permanent total disability" means incurable employment injury, which prevents the injured civil servant from engaging in any kind of remunerated work.

58. Medical Benefits and Injury Leave

- 1. The government institution shall cover the expenses for the following locally provided medical treatments to a civil servant who has sustained employment injury:
 - a) General and special medical treatment and surgical care;
 - b) Hospital and pharmaceutical care;
 - c) Any necessary prosthetic or orthopedic appliance.

2) Daaweynta Caafimaad ee lagu sheegay Qodob hoosaadka (1) ee Qodobkan waxaa bixin kara xarun caafimaad oo gaar loo leeyahay marka adeegga caafimaad ee loo baahanyahay aanay bixinin Xarumaha Caafimaadka ee Dawladdu.

3) Shaqaalaha dawladda ee dhaawac kasoo gaadho shaqada waxaa la siin fasax leh mushahar iyadoo la tixraacayo Cadeynta dhakhtarka ee la siiyay ilaa inta uu kasoo bogsanayo dhaawaca oo lagu cadeyn doono Cadeyn dhakhtar ama lagu dhawaaqayo inuu laxaad beelay si aan soo kabasho lahayn, hadii lagu dhawaaqo in shaqaalaha dawladdu u laxaad beelay si aan kasoo kabasho lahayn waxaa la siin faa'iidooyinka lagu xusay Qodobka 59^{aad} ee Bayaankan.

4) Hadii shaqaalaha dawladdu si kas ah dib ugu dhigo kasoo kabashada dhaawaca isagoo aan daaweynta sidii loogu talagalay u qaadanayn waxaa la joojin faa'iidooyinka Caafimaad iyo fasaxa lagu sheegay Qodob hoosaadyada (1) iyo (2) ee Qodobkan.

5) Xafiisku waxa uu soo saari awaamiir faahfaahinaysa hanaanka bixinta kharashaadka Caafimaad ee lagu sheegay Qodob hoosaadka (1) ee Qodobkan.

59. Hawlgabka Laxaad beelka iyo magdhawgiisa

1) Shaqaalaha dawladda ee laxaad beelid qayb ahaan ama mid Guud kasoo gaadho dhaawac shaqada dhexdeeda ah waxaa la siin xuquuqaaha iyo faa'iidooyinka lagu xeeriyay Sharciyada Hawlgabka shaqaalaha dawladda.

2. ጉዳት ለደረሰበት የመንግሥት ሠራተኛ በዚህ አንቀጽ ንዑስ አንቀጽ (1) መሠረት የሚሰጠው የህክምና አገልግሎት በግል የህክምና ተቋም እንዲሰጠው የሚደረገው አገልግሎቱ በመንግሥት የሕክምና ተቋማት ሊሰጠው የማይችል ሲሆን ብቻ ነው።

3. በሥራ ምክንያት ጉዳት የደረሰበት ማንኛውም የመንግሥት ሠራተኛ ከጉዳቱ መጠን ታይቶ በህክምና ማስረጃ በሚገልጻል መሠረት ድኖ ወደ ሥራው እስከሚመለስ ወይም በጉዳቱ ምክንያት ለዘለቄታ መሥራት የማይችል መሆኑ በሕክምና ማስረጃ እስከሚረጋገጥ ድረስ የሕመም ፈቃድ ከሙሉ ደመወዝ ጋር ይሰጠዋል። የመንግሥት ሠራተኛው ለዘለቄታው መሥራት ያለመቻሉ በሕክምና ማስረጃ ከተረጋገጠ በዚህ አዋጅ አንቀጽ ፳ የተደነገጉት ጥቅሞች ይጠበቁለታል።

4. ሠራተኛው ሕክምናውን በአግባቡ ባለመከታተሉ ወይም በሐኪም የተሰጠ ትዕዛዝ ባለማክበሩ ሕክምናውን ያጓተተ እንደሆነ በዚህ አንቀጽ ንዑስ አንቀጽ (፩) እና (፪) መሠረት የሚሰጠው ሕክምና እና ፈቃድ ይቋረጥበታል።

5. ቢሮው በዚህ አንቀጽ ንዑስ አንቀጽ (፩) ስለተመለከተው የህክምና ወጪ አከፋፈል የአፈጻጸም መመሪያ ያወጣል።

59. የጉዳት ጡረታ አበል እና የጉዳት ዳረጎች

1. ከሥራ በመጣ የአካል ጉዳት ምክንያት ዘላቂ ሙሉ ወይም ከፊል የመሥራት ችሎታውን ያጣ ማንኛውም የመንግሥት ሠራተኛ በመንግሥት ሠራተኞች የጡረታ ህግ የተሰጡት መብቶችና ጥቅሞች ይጠበቁለታል።

2. the medical treatment to which an injured civil servant is entitled pursuant to sub-article (1) of this Article shall be provided by private medical institutions where the treatment in question could not be provided by public medical institutions.

3. Any civil servant who has sustained an employment injury shall, based on medical certificate be entitled to injury leave with pay until he recovers and resumes work or until it is medically certified that he is permanently disabled. Where it is medically certified that the civil servant is permanently disabled, he shall be entitled to the benefits provided for under Article 60 of this Proclamation.

4. Where the civil servant intentionally delays his recovery by not following the medical treatment properly or by his non-observance of doctor's instructions, his entitlement of medical benefits and leave under sub-articles (1) and (2) of this Article shall cease.

5. The Bureau shall issue implementation directives regarding the payment of medical expenses referred to in sub-article (1) of this Article.

59. Disability Pension and Gratuity

1. any civil servant who has sustained permanent total or permanent partial disability due to employment injury shall be entitled to the rights and benefits provided for by the public servants pension law.

2) Dhaawacyada aan keenayn in shaqaaluhu wax shaqo ah qaban kari waayo mustaqbalka laakiin sababa in la gooyo ama kala dhantaalan xubnihiisa muhiimka ah waxaa lagasoo qaadi Laxaad beel aan joogto ahayn marka la go'aaminayo Xuquuqaha iyo faa'iidooyinka uu helayo shaqaaluhu.

3) Qiimaynta culayska dhaawaca shaqaalaha kuso gaadha shaqada ee lagu xeeriyay Sharciyada Hawlgabka shaqaalaha dawladda ayaa loo adeegsan dhaqangelinta qodob hoosaadka (2) ee Qodobkan.

4) Hadii dhaawac kasoo gaadhay Shaqaalaha shaqadiisa uu keeno inuu u dhinto dhaxleyaashiisa ayaa la siin Magdhawga lagu xeriyay Sharciyada Hawlgabka shaqaalaha dawladda.

60. Cashuur dhaafka
Lacag ama kharashkasta oo loo bixiyay hab waafaqsan Qodobka 59^{aad} ee bayaankan lagama jarayo wax cashuur ah ama wax Qaan ku gudub ah noocay doonto ha ahaatee.

61. Qaandhabashada dhaawacyada ay keento Cid Saddexaad

1) Hadii dhaawaca kusoo gaadhay shaqaalaha shaqada dhexdeeda ay sababtay cid saddexaad, Xafiiska dawladdu waxa uu ka Qaan dhaban karaa Kharashkii uu ku bixiyay dhaawaca shaqaalahaas cida saddexaad ee sababta u ahayd dhaawacaas.

2) Hadii shaqaalahu uu ka helo magdhawga cida saddexaad ee sababtay dhaawaca xafiiska dawladdu waxa uu ka jari karaa kharashaadkii uu u bixiyay hab waafaqsan qodobka 58^{aad} Qodob hoosaadkiisa (1) iyo (3) Mushaharka shaqaalaha, hadii cadadka magdhawga ee cida saddexaad ay siisay shaqaalaha uu ka yar yahay kharashkii uu xafiisku hore u bixiyay, inta dheeriga ah waxaa Xafiisku ka qaandhaban karaa cida saddexaad.

2. ከባድ የአካል ወይም ከባድ የመልክ መበላሸትን ያስከተለ ጉዳት የመሥራት ችሎታ ማጣትን ባያስከትልም ለጉዳት ካሳ አከፋፈልና ለሌሎች ጥቅማጥቅሞች አስጣጥ ሲባል እንደ ዘላቂ ከፊል የአካል ጉዳት ይቆጠራል።

3. በመንግሥት ሠራተኞች የጡረታ ህግ የተደነገገው የአካል ጉዳት መጠን አወሳሰን ለዚህ አንቀጽ ንዑስ አንቀጽ (፪) አፈጻጸም ተግባራዊ ይሆናል።

4. የመንግሥት ሠራተኛ በደረሰበት ጉዳት ምክንያት የሞተ እንደሆነ፣ በመንግሥት ሠራተኞች የጡረታ ህግ መሠረት የጡረታ አበል ለተተኪዎቹ ይከፈላል።

60. ከግብር ነፃ ስለመሆን

በዚህ አዋጅ አንቀጽ 59 መሠረት የሚደረግ ክፍያ ከግብር ነፃ ይሆናል፤ እንዲሁም በዕዳ ምክንያት ሊያዝ ወይም ማቻቻያ ሊደረግ ወይም ባለሙብቱ ሊያስተላልፈው አይችልም።

61. ከሦስተኛ ወገን ስለሚጠየቅ የካሳ ክፍያ

1. በሠራተኛው ላይ የደረሰው ጉዳት በሦስተኛ ወገን ጥፋት ምክንያት የደረሰ እንደሆነ የመንግሥት መሥሪያ ቤቱ በጉዳቱ ምክንያት ለሠራተኛው ባወጣው ወጪ መጠን ጉዳቱን ካደረሰው ወገን ካሳ የመጠየቅ መብት ይኖረዋል።

2. ሠራተኛው ጉዳቱን ካደረሰበት ወገን ካሳ የተቀበለ እንደሆነ መሥሪያ ቤቱ በዚህ አዋጅ አንቀጽ 58(1) እና (3) መሠረት ያወጣውን ወጪ ከሠራተኛው ደመወዝ ላይ ይቀንሳል፤ ሠራተኛው የተቀበለው የካሳ መጠን መሥሪያ ቤቱ ካወጣው ወጪ ያነሰ ከሆነ ልዩነቱን መሥሪያ ቤቱ ከሦስተኛው ወገን መጠየቅ ይችላል።

2. Injuries which, although not resulting in incapacity to work, cause serious mutilation or disfigurement of the injured civil servant, shall be considered permanent partial disability for the purpose of payment of compensation and other benefits.

3. the assessment of the extent of employment injure as provided for by the public servants pension law shall also apply for the implementation of sub- article (2) of this Article.

4. where an employment injury has resulted in the death of a civil servant, his survivors shall receive gratuity provided for by the public servants pension law.

60. Tax Exemption

Any payment to be made pursuant to Article 59 of this Proclamation shall be exempt from tax and may not be attached or set off, or assigned by the beneficiary.

61. Claims of Compensation from Third Party

1. where the injury sustained by the civil servant is caused by the fault of a third party, the government institution shall be entitled to claim compensation from the third party an amount equal to the expenses which it has incurred due to the injury.

2. In the event that the civil servant receives compensation from the third party who caused injury, the government institution may deduct from the salary of the civil servant the expenses incurred pursuant to Article 58(1) and (3) of this Proclamation. Where the amount of compensation received by the civil servant is less than the cost incurred by the government institution, the institution can claim the difference from the third party.

QAYBTA TODOBAAD

**MAAREYNTA XOGTA
SHAQAALAAHA DAWLADDA**

62. Xogta Gaarka ah

- 1) Dhamaan Xafiisyada dawladda iyo Xafiiska adeegga shacabkuba waa inay xafidaan xogta shaqaalaha dawladda oo ay ku jiraan kuwa ku meelgaadhka ah oo loo habeeyay qaab casri ah oo haboon.
- 2) Xafiisku waa inuu u diiwaangeliyo Xogta Adeegga shacabka ee loogusoo diro hab waafaqsan Qodob hoosaadka (1) ee Qodobkan waana inuu xaqiijiyo in xogtani waafaqsantahay Bayaankan iyo Awaamiirta loo soo saaro dhaqangelinta bayaaanka.
- 3) Shaqaalaha dawladdu waxaa uu xaq u leeyahay inuu ogaado xogta shaqsi ahaantiisa ah waana in la siiyo nuqul koobi ah.
- 4) Qof aan ahayn shaqaalaha ay khusayso looma ogolaan karo inuu arko ama ogaado xogta gaarka ah ee shaqaalaha hadii aanay jirin ogolaanshaha shaqaalaha ama amar maxkamadeed.
- 5) Waxaa reeban in dhokumenti aanu ogayn Shaqaalaha dawladdu lagu daro xogtiisa gaarka ah.

**63. Waajibaadka Isku dubaridka
Xogta shaqaalaha**

- 1) Xafiiska waxaa waajib ka saaranyahay:
 - b) Inuu isku dubarido Xogta shaqaalaha Dawladda ee Deegaanka oo si isku sar go'an loo habeeyay.

ክፍል ሰባት

የመንግሥት ሠራተኞች የመረጃ አያያዝ

62. የግል ማሳደር

- 1. ማንኛውም የመንግሥት መሥሪያ ቤት እና ቢሮው ስለእያንዳንዱ የመንግሥት ሠራተኛ ወይም ጊዜያዊ ሠራተኛ አግባብነት ያላቸውን መረጃዎች በዘመናዊ ሁኔታ አደራጅተው ይይዛሉ።
- 2. ቢሮው በዚህ አንቀጽ ንዑስ አንቀጽ (1) መሠረት የሚላኩለት የሰው ሀብት መረጃዎች ይህን አዋጅና አዋጁን ለማስፈጸም የወጡ መመሪያዎችን የተከተሉ መሆናቸውን በማረጋገጥ ይመዘግባል።
- 3. ማንኛውም የመንግሥት ሠራተኛ በግል ማህደሩ ውስጥ የሚገኙትን ማስረጃዎች የመመልከት ወይም ቅጂውን የመውሰድ መብት አለው።
- 4. ከሚመለከታቸው የአስተዳደር ሠራተኞች በስተቀር፣ ያለሠራተኛው ስምምነት፣ የፍርድ ቤት ትዕዛዝ ወይም በህግ በተደነገገው መሠረት ካልሆነ በስተቀር ማንኛውም ሰው የመንግሥት ሠራተኛውን የግል ማህደሩ ማየት አይችልም።
- 5. የመንግሥት ሠራተኛው እንዲያውቀው ያልተደረገ ወይም ያልተገለጸለትን የጽሁፍ ማስረጃ በግል ማህደሩ ውስጥ ማስቀመጥ ከልክል ነው።

**63. የመንግሥት ሠራተኞችን መረጃ የማደራጀት
ኃላፊነት**

- 1. ቢሮው የሚከተለው ኃላፊነት አለበት፣
 - ሀ) በክልል አቀፍ ደረጃ የሰው ሀብት ሥራ አመራር መረጃ ሥርዓት በወጥነት እንዲተገበር የማድረግ፣

SECTIONSEVEN

**MANAGING INFORMATION
PROFILES OF CIVIL SERVANTS**

62. Personnel Records

- 1. any government institution and the Bureau shall keep relevant personnel data organized in a modern way regarding each civil servant or temporary employee.
- 2. The Bureau shall register the human resource information sent to it pursuant to sub-article (1) of this Article upon ascertaining their compliance with the provisions of this Proclamation and directives issued for the implementation of this Proclamation.
- 3. any civil servant shall have right to access to all information contained in his personnel records or to have a copy thereof.
- 4. any person other than the concerned administrative staff shall not have access to personnel records of a civil servant without his consent unless authorized by a court order or by the provision of the law.
- 5. It is prohibited to deposit any document in the personnel records of a civil servant which is not made known or informed to him.

**63. The Responsibility of Organizing
Profile of Civil Servants**

- 1. The Bureau shall have the duty to:
 - a) Implement uniform human resource management information system at a national level;

- t) Inuu sameeyo Xogta Shaqaalaha dawladda ee Deegaanka oo qaab casri ah loo keydiyay.
- j) Inuu ururiyo, isku dubarido islamarkaana faafin karo Xogta Shaqaalah dawladda oo loo dhigay Xisaab ahaan.
- 2) Xafiisyada Dawladda waxaa waajib ka saaranyahay inay usoo diraan Xafiiska Xogta shaqaalaa dawlada waqtiga ku haboon si loo geliyo Xogta shaqaalaha Dawladda ee Deegaanka.
- 3) Xafiisyada dawladdu waa inay usoo diraan Xafiiska Xogta shaqaale kasta oo kamid ah shaqaalahiisa.

QAYBTA SIDEEDAAD

XUQUUQAHA \$ WAAJIBAADYADA

64. Wajibaadyada Xafiisyada Dawladda

Iyadoo ay sideeda tahay arrimaha lagu xeeriyay Bayaankan, xafiisyada Dawladda waxaa waajib ka saaranyahay:

- 1) Inay Shaqaalaha dawladda gaadhsiiyaan dhamaan siyaasadaha, Istaratijiyadaha iyo Sharciyad Dawladda.
- 2) Inay siiyaan shaqaalaha dawladda faahfaahinta waajibaakiisa shaqo kuna qiimeeyaan hab waafaqsan faahfaahintaas iyo qorsha hawleedka xafiiska.
- 3) Inay siiyaan shaqaalaha Aaladaha shaqo ee lagama maarmaanka u ah gudashada waajibaadkiisa islamarkaana lagu tabobaro.
- 4) Inuu diyaariyo Goob ku haboon Badbaadada iyo Caafimaadka shaqaalaha

- ለ) ክልላዊ የመንግሥት ሠራተኞችን መረጃ ቋት የማደራጀት፤
- ሐ) የመንግሥት ሠራተኞችን የሚመለከቱ ስታቲስቲካዊ መረጃዎችን የመሰብሰብ፣ የማጠናቀር እና የማስረጨት ኃላፊነት አለበት።
- 2. ማንኛውም የመንግሥት መሥሪያ ቤት በቢሮው ለሚደራጀው የሰው ሀብት መረጃ ቋት መረጃዎችን ወቅቱን ጠብቆ የመላክ ግዴታ አለበት።
- 3. ማንኛውም የመንግሥት መሥሪያ ቤት የአያንዳንዱን ሠራተኛ መረጃ ለቢሮው መላክ አለበት።

ክፍል ስምንት

መብቶችና ግዴታዎች

64. የመንግስት መሥሪያ ቤቶች ኃላፊነት

በዚህ አዋጅ በሌሎች ድንጋጌዎች የተመለከቱት ኃላፊነቶች እንደተጠበቁ ሆነው፣ ማንኛውም የመንግሥት መሥሪያ ቤት የሚከተሉት ኃላፊነቶች ይኖሩታል፤

- 1. የመንግስት ሠራተኞች በመንግስት ፖሊሲዎች፣ ስትራቴጂዎችና ህጎች ላይ በቁ ግንዛቤ እንዲኖራቸው የማድረግ፤
- 2. ለአያንዳንዱ የመንግሥት ሠራተኛ የሥራ ዝርዝር መግለጫ የመስጠትና በሥራ ዕቅድ ላይ ተመሥርቶ የሠራተኛውን የሥራ አፈጻጸም ውጤት የመለካት፤
- 3. ለመንግሥት ሠራተኞች ለሥራ የሚያስፈልጓቸውን መሣሪያዎች የማቅረብና አጠቃቀማቸውን የማሳወቅ፤
- 4. የሥራ አካባቢውን ለመንግሥት ሠራተኞች ጤንነትና ደህንነት አመቺ የማድረግ።

- b) Organize civil servants data base at national level;
- C). collect, compile and disseminate statistical data relating to civil servants.
- 2. any government institution shall have duty to send information on timely basis to the Bureau's human resource database.
- 3. any government institution shall send to the Bureau personnel data of every employee.

SECTION EIGHT

RIGHTS AND OBLIGATIONS

64. Responsibilities of Government Institutions

Without prejudice to other provisions of this Proclamation, any government institution shall have responsibilities to:

- 1. make civil servants fully aware of government policies, strategies and laws;
- 2. ensure that its working environment is free from any form of religious practices or activities;
- 3. provide job description to each civil servant and evaluate his performance based on work plans;
- 4. Create conducive working environment to the health and safety of civil servants.

65. waajibaadyada Shaqaalaha Dawladda

Shaqaalaha Dawladda waxaa Waajib ka saaranyahay:

- 1) Inuu u hogaansamo Dastuurka iyo shuruucda kale ee dalka iyo deegaankaba.
- 2) Inuu dhaqangeliyo sharciyada iyo siyaasadaha ay soo saarto Dawladdu.
- 3) Inuu si daacadnimo ah ugu adeego Shacabka iyo Deegaankaba.
- 4) Inuu dhamaan Awoodiisa iyo kartidiisa ugu shaqeeyo u adeegida shacabka.
- 5) Inuu waajibaadyada lagu xeeriyay Faahfaahinta waajibaadyadiisa u guto hab waafaqsan sharciga iyo tilmaamaha masuulkiisa.
- 6) Inaanu sheegin Xog ama sir uu ku saabsan Dawladda ama shaqooyinka dawladda oo ku ogaaday shaqadiisa awgeed.
- 7) Inuu iska ilaaliyo dhamaan falalka takoorka ama isirsooca macaamiisha eeku salaysan Sinji, Luuqad, Qabiil, Qoomiyad, Diin, Aragti siyaasadeed, Baahiyaha gaarka ah ama waxyaabaha lamidka ah.
- 8) In aanu qabanin wax shaqo kale ah kaasi oo wax u dhimi kara Waajibaadka uu u hayo shacabka iyada oo aan la tixgelinayn nooca shaqada ee uu ka hayo Xafiiska.
- 9) In aanu Booskiisa shaqo u adeegsanin inuu meel mariyo aragti siyaasadeed ama falkasta oo takoor keenaya.
- 10) In aanay waydiisan ama ka qaadanin shacabka wax hadiyad ah oo la dhaafsanayo Adeegga uu u qabtay.
- 11) In uu si haboon u isticmaalo Agabta iyo aaladaha kale ee uu ku shaqeeyo.

65. የመንግሥት ሠራተኞች ግዴታዎች

ማንኛውም የመንግስት ሠራተኛ የሚከተሉት ግዴታዎች ይኖሩበታል፤

1. ለሕዝብና ለህገ መንግሥቱ ታማኝ መሆንና የህግ የበላይነትን የማክበር፤
2. መንግሥት የሚያወጣቸውን ህጎችና ፖሊሲዎችን በብቃት የመፈጸም፤
3. በማናቸውም ሁኔታ ሕዝብንና ክልሉን ያለአድልዎ የማገልገል፤
4. መላ ዕውቀቱንና ችሎታውን ለሕዝብ አገልግሎት የማዋል፤
5. በሥራ ዝርዝሩ የተመለከቱትንና በቅርብ ኃላፊው የሚሰጠውን ህጋዊ ትዕዛዝ የመፈጸም፤
6. ሚስጢር ተብለው የተለዩና በሥራው አጋጣሚ ያወቃቸውን የመሥሪያ ቤቱን ምስጢሮች የመጠበቅ፤
7. በተገልጋዮች መካከል በጾታ፣ በቋንቋ፣ በዘር፣ በሃይማኖት፣ በፖለቲካ አመለካከት፣ በአካል ጉዳት ወይም በሌሎች ልዩነት በሚፈጥሩ ሁኔታዎች መድሎ ያለመፈጸም፤
8. ለመስሪያ ቤቱ የሚሰጠውን አገልግሎት የሚያጓድል ወይም በማናቸውም አኳኋን ከተመደበበት ሥራ ጋር የሚቃረን ወይም ከመንግስት ሠራተኝነቱ ጋር የማይጣጣም ማናቸውንም ሌላ ሥራ ያለመስራት፤
9. ሥራውን ለፖለቲካ ጥቅም ያለማዋልና በዚህም ምክንያት አድሎ ያለመፈጸም፤
10. በመንግስት ሠራተኝነቱ ለሰጠው ወይም እንዲሰጥ ለሚጠበቀው አገልግሎት ማንኛውንም ዓይነት ስጦታ ወይም ዋጋ ያላቸው ነገሮች ያለመጠየቅ ወይም ያለመቀበል፤
11. ለሥራ ማከናወኛ የተሰጡትን መሣሪያዎችና መገልገያዎች በአግባቡ የመጠቀምና የመጠበቅ፤

65. Obligations of Civil Servants

Any civil servant shall have the following obligations:

1. be loyal to the public and the Constitution and respect the law;
2. effectively execute the laws and policies issued by the Government;
3. serve the public and the country without having any form of bias;
4. devote his whole energy and ability to the service of the public;
5. discharge the functions specified in his job description and the lawful orders of his immediate supervisor;
6. be reserved from exercising any activity or practice reflecting his own faith or religion at the place of work;
7. not disclose confidential matters of the government institution classified as such;
8. Avoid discriminatory treatment of clients on the basis of gender, language, ethnicity, religion, political stand, physical disability or other forms of differentiations.
9. not engage in any other activity that compromise his service to the government institution or otherwise conflict with his duties or is incompatible with his status as a civil servant;
10. not use his position to advance his political interest and thereby exercise discriminatory practice;
11. not solicit or accept any gift or a present having a value in consideration of the service he renders or expected to render as a civil servant;

12) Inuu soo gudbiyo Cadeyntiisa Caafimaad marka uu u baahdo Xafiiska uu ka shaqeeyo hase ahaatee kuma jirto cadeynta xanuunka HIV/AIDS.

13) Inuu u hogaansamo tilmaamaha iyo talooyinka badbaadada iyo Caafimaadka.

66. Xadka Masuuliyadeed

Shaqale kasta oo dawladeed waxay uu masuul ka yahay burburka ama khasaaraha soo gaadha Agabka uu ku shaqeynayo ee ku timaada taxadar daro ka timiday isaga.

QAYBTA SAGAALAAD

HANAANKA QAABILAADA CABASHOYINKA IYO ANSHAX MARINTA

QAYB HOOSAADKA KOOWAAD

TALAABOYINKA ANSHAX MARINTA

67. Ujeedada Ganaaxa Anshax

Ujeedada Ganaaxa Anshax marintu waa in shaqaalaha dawladdu ee caadeysta masuuliyad darro uu ka qoomameeyo falka uu sameeyay waxna ka barto caqlicelina loo sameeyo islamarkaana uu noqdo shaqaale Anshax suuban, hadii uu ku sifoobo hab dhaqan waxba ma dhibaana shaqada laga eryo.

68. Noocyada Ganaaxvada Anshax

- 1) Iyadoo lagu xisaabtamayo culayska ficilka uu sameeyay shaqaalaha dawladdu talaabooyinkan soo socda ayaa laga qaadi karaa shaqaalaha ku kaca Anshax xumo:
- b) Digniin Af ah,
- t) Digniin Qoraal ah,
- j) Ganaax gaadhi kara 15 cisho mushaharkood,
- x). Ganaax gadhi kara 3 bilood Mushaharkood,

12. ከኤች አይ ቪ/ኤድስ በስተቀር ከሥራው ጋራ በተያያዘ በበቂ ምክንያት የህክምና ምርመራ እንዲያደርግ በመንግስት መሥሪያ ቤቱ ሲጠየቅ ለምርመራ የመቅረብ፤

13. ስለሥራ አካባቢ ደህንነትና ጤንነት ጥበቃ የወጡ መመሪያዎችን የማክበር፡፡

66. በዕዳ የመጠ የቅ ኃላፊነት

ማንኛውም የመንግስት ሠራተኛ ለሥራው ማከናወኛ በተሰጡት መሣሪያዎችና መገልገያዎች ላይ በሚደርስ ጉዳት ወይም ጥፋት በዕዳ ተጠያቂ የሚሆነው ጉዳቱ ወይም ጥፋቱ በሠራተኛው ቸልተኝነት ወይም ሆነ ተብሎ በተፈፀመ ድርጊት ምክንያት የደረሰ እንደሆነ ነው፡፡

ክፍል ዘጠኝ

የዲስፕሊን እርምጃዎችና የቅሬታ አፈታት

ንዑስ ክፍል አንድ

የዲስፕሊን እርምጃዎች

67. የዲስፕሊን ቅጣት ዓላማ

የዲስፕሊን ቅጣት ዓላማ የመንግስት ሠራተኛው በፈጸመው የዲስፕሊን ጉድለት ተፀፅቶ በአመለካከቱና በሥነ-ምግባሩ እንዲታረምና ብቁ ሠራተኛ እንዲሆን ለማስቻል ወይም የማይታረም ሆኖ ሲገኝ ለማሰናበት ነው፡፡

68. የዲስፕሊን ቅጣት ዓይነቶች

- 1. የዲስፕሊን ጉድለት የፈጸመ የመንግስት ሠራተኛ እንደጥፋቱ ክብደት ከሚከተሉት ቅጣቶች አንዱ ሊወሰንበት ይችላል፤
 - ሀ) የቃል ማስጠንቀቂያ፤
 - ለ) የጽሑፍ ማስጠንቀቂያ፤
 - ሐ) እስከ አሥራ አምስት ቀን ደመወዝ የሚደርስ መቀጮ፤
- መ) እስከ ሦስት ወር ደመወዝ የሚደርስ መቀጮ፤

12. submit for medical examination, other than examination for HIV/AIDS, when required by the government institution on sufficient grounds related to his service;

13. Observe occupational safety and health rules.

66. Extent of Liability

Any civil servant shall be liable for the damage or loss of equipment and implements supplied to him for the purpose of doing his job, where such damage or loss is caused by his negligence or intentional act.

SECTION NINE

DISCIPLINARY MEASURES AND GRIEVANCE HANDLING

SUB-SECTION ONE

DISCIPLINARY MEASURES

67. Objective of Disciplinary Penalty

The objective of a disciplinary penalty shall be to cause delinquent civil servant to regret and learn from his mistakes and to rehabilitate him so as to become ethically sound civil servant or to discharge him when he becomes recalcitrant. Repent.

68. Types of Disciplinary Penalties

- 1/ Depending on the gravity of the offence, any one of the following penalties may be imposed on a civil servant for breach of discipline:
 - a) Oral warning;
 - b) Written warning;
 - c) Fine up to 15 day's salary;
 - d) Fine up to three month's salary;

<p>Kh) Hoos u dhigid Derajada shaqaalaha muddo gaadhi karta laba bilood,</p> <p>d) Shaqo ka Eryid.</p> <p>2) Ganaaxyada lagu xusay Qodob hoosaadka (1) ee Qodobkan Xarafyadiisa (b) ilaa (j) waxaa lagu qeexu ganaaxyada fudud.</p> <p>3) Ganaaxyada lagu xusay Qodob hoosaadka (1) ee Qodobkan Xarafyadiisa (x) iyo (kh) waxaa lagu qeexay ganaaxyada Culus.</p> <p>4) Hadii hoos loo dhigo derajada shaqaalaha dawladda hab waafaqsan xarafka (kh) ee Qodob hoosaadka (1) ee Qodobkan waa in lagu soo celiyo booskiisii shaqo ee hore marka uu dhamaysto muddada ganaaxa marka:</p> <p>b) Marka booskale oo lamid ah midkiisii uu banaan yahay iyada oo aan la raacayn shuruudaha dalacsiinta.</p> <p>t) Hadii aanay jirin boos banaan waxaa lagu meelayn booska kale ee lamidka ah midkiisii marka uu banaanaado iyada oo aan la raacayn shuruudaha dalacsiinta.</p> <p>5) Marka talaabo anshax laga qaado shaqaalaha Dawladda waa in diiwaanka lagu xafido talaabadaas muddo:</p> <p>b) Ilaa laba sano marka ganaaxu uu yahay mid fudud;</p> <p>t) Ilaa Shan sano marka ganaaxu yaay mid Culus.</p>	<p>ሠ) እስከ ሁለት ዓመት ለሚደርስ ጊዜ በሥራ ደረጃ እና ደመወዝ ዝቅ ማድረግ፤</p> <p>ረ) ከሥራ ማሰናበት።</p> <p>2. በዚህ አንቀጽ ንዑስ አንቀጽ (1)(ሀ) እስከ (ሐ) የተዘረዘሩት ቅጣቶች ቀላል የዲስፕሊን ቅጣቶች ተብለው ይመደባሉ።</p> <p>3. በዚህ አንቀጽ ንዑስ አንቀጽ (1)(መ) እስከ (ረ) የተዘረዘሩት ቅጣቶች ከባድ የዲስፕሊን ቅጣቶች ተብለው ይመደባሉ።</p> <p>4. በዚህ አንቀጽ ንዑስ አንቀጽ (1)(ሠ) መሠረት ከሥራ ደረጃና ደመወዝ ዝቅ በማድረግ የተቀጣ የመንግሥት ሠራተኛ የቅጣት ጊዜውን ሲያጠናቅቅ፤</p> <p>ሀ) ከመቀጣቱ በፊት ይዞት ከነበረው የሥራ መደብ ጋር ተመሳሳይ ክፍት የሥራ መደብ ካለ ያለምንም ተጨማሪ የደረጃ ዕድገት ሥነ-ሥርዓት፤</p> <p>ለ) ከመቀጣቱ በፊት ይዞት ከነበረው የሥራ መደብ ጋር ተመሳሳይ የሆነ ክፍት የሥራ መደብ ካልተገኘ ክፍት የሥራ መደቡ በተገኘ ጊዜ ያለምንም ተጨማሪ የደረጃ ዕድገት ሥነ-ሥርዓት፤ በሥራ መደቡ ላይ እንዲመደብ ይደረጋል።</p> <p>5. አንድ የመንግሥት ሠራተኛ በዲስፕሊን ከተቀጣ በኋላ ቅጣቱ በሪከርድነት ሊቆይና ሊጠቀስበት የሚችለው፤</p> <p>ሀ) ቀላል የዲስፕሊን ቅጣት ከሆነ ቅጣቱ ከተወሰነበት ቀን ጀምሮ ለሁለት ዓመት፤</p> <p>ለ) ከባድ የዲስፕሊን ቅጣት ከሆነ ቅጣቱ ከተወሰነበት ቀን ጀምሮ ለአምስት ዓመት ይሆናል።</p>	<p>e) Down grading for the period of up to two years;</p> <p>f) Dismissal.</p> <p>2. The penalties specified under sub-article 1(a) to (c) of this Article shall be classified as simple disciplinary penalties.</p> <p>3. The penalties specified under sub-article 1(d) - (f) of this Article shall be classified as rigorous penalties.</p> <p>4. a civil servant who has been demoted in accordance with paragraph (e) of sub-article (1) of this Article shall be reinstated, upon the lapse of his period of punishment.</p> <p>a) When a similar vacant post is available, without any promotion procedures;</p> <p>b) In the absence of a vacant post, he shall be reinstated to a similar post without any promotion procedures when it becomes available at a later time.</p> <p>5. after a disciplinary measure has been taken on a civil servant, such measure shall be refer to and remain as a record:</p> <p>a) For two years, where the penalty is simple;</p> <p>b) For five years, where the penalty is rigorous.</p>
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69. **Ganaax Anshax ee culus**

Ganaax Anshax oo culus ayaa la saari falalka soo socda:

- 1) In Waajibaadka shaqo la qabsan waayo, in la iska dhagomariyo amarada sharci iyo u hogaansanaanta Shuruucda, siyaasadaha iyo hanaanka shaqada.
- 2) In si kas ah looga cagajiido qabashada shaqada iyo in la takooro Macaamiisha.
- 3) In si ula kac ah loo hor istaago shaqada iyada oo lala kaashanayo cid kale oo raba inay faldambiyeed galaan.
- 4) Ka habsaamida shaqada ee aan sabab lahayn iyo saacadaha shaqada oo laga maqnaado Xafiiska iyo in cashar laga baran waayo ganaax hore oo la saaray shaqaalaha.
- 5) In la sameeyo gacan ka hadal shaqada dhexdeeda ah.
- 6) Xilgudasho la'aan iyo in shaqaaluhu madax maraan Balwadaha kala duwan.
- 7) In la waydiisto ama la qaato laaluush.
- 8) Inuu Goobta shaqada ku sameeyo fal mooraal ahaan xun.
- 9) In shaqaaluhu ku kaco fal xatooyo ah.
- 10) In shaqaaluhu ku kaco wax isdabamarin iyo fal been abuur ah.
- 11) Inuu burbur soo gaadhsiiyo hantida Xafiiska oo ka timaada taxadardarrada shaqaalaha.
- 12) Si qaldan oo uu u isticmaalo Awoodihiisa iyo Masuuliyadiisa shaqo.
- 13) Inuu meelkadhac la xidhiidha Galmada uu ku kaco isagoo jooga goobta shaqada.
- 14) Inuu ku kaco fal kale oo Anshaxa kadhan ah oo leh culays lamid ah arrimaha lagu sheegay Qodobakan.

69. **ከባድ የዲስፕሊን ቅጣት የሚያስከትሉ ጥፋቶች**

የሚከተሉት ጥፋቶች ከባድ የዲስፕሊን ቅጣት የሚያስከትሉ ጥፋቶች ናቸው፤

1. ሕጋዊ ትእዛዝን ባለማክበር፣ በቸልተኝነት፣ በመለገም፣ ወይም ሆነ ብሎ የአሠራር ሥነ-ሥርዓት ወይም የመንግስትን ፖሊሲ ባለመከተል በሥራ ላይ በደል ማድረስ፤
2. ጉዳዮችን ሆነ ብሎ ማዘግየት ወይም ባለጉዳዮችን ማጉላላት፤
3. ሥራ እንዳይሠራ ሆነ ብሎ ማወክ ወይም ከሚያውኩት ጋር መተባበር፤
4. በቀላል የዲስፕሊን ቅጣት እርምጃዎች ባለመታረም ያለበቂ ምክንያት በተደጋጋሚ ከሥራ መቅረት ወይም የሥራ ሰዓት አለማክበር፤
5. በሥራ ቦታ በጠብ አጫሪነት መደባደብ፤
6. በልማዳዊ ስኬር ወይም በአደንዛዥ ዕፅ ሱስ በመመረዝ ሥራን መበደል፤
7. ጉቦ መቀበል ወይም እንዲሰጠው መጠየቅ፤
8. በሥራ ቦታ ለሕዝብ ሞራል ተቃራኒ የሆነ ድርጊት መፈጸም፤
9. የሌብነት ወይም የእምነት ማጉደል ድርጊት መፈጸም፤
10. የማታለል ወይም የማጭበርበር ድርጊት መፈጸም፤
11. በመሥሪያ ቤቱ ንብረት ላይ ሆነ ብሎ ወይም በቸልተኝነት ጉዳት ማድረስ፤
12. በሥልጣን አለአግባብ መጠቀም፤
13. /በሥራ ቦታ ላይ የታወቀ ትንኮሳ ወይም ጥቃት መፈፀም፤
14. በዚህ አንቀጽ ከተዘረዘሩት ጋር ተመሳሳይ ክብደት ያለው ሌላ የዲስፕሊን ጉድለት መፈጸም፡፡

69. **Offences Entailing Rigorous Disciplinary Penalties**

Rigorous disciplinary penalties may be imposed for the following offences:

1. neglect of duty by being disobedient to lawful orders, negligent or tardy or by intentional nonobservance of working procedures and government policies;
2. deliberate procrastination of cases or mistreatment of clients;
3. to deliberately obstruct work or to collaborate with others in committing such offence;
4. unjustifiable repeated absenteeism or non-observance of office hours, fall short of getting lesson in spite of being penalized by simple disciplinary penalties; fail
5. to initiate and commit physical violence at the work place;
6. neglect of duty by being alcoholic or drug addict;
7. to accept or solicit bribes;
8. to commit an immoral act at work place;
9. to commit an act of theft or breach of trust;
10. to commit an act of misrepresentation or fraudulent act;
11. to inflict damages to the property of the government institution due to an intentional act or negligence;
12. abuse of power;
13. to commit sexual harassment or abuse at the work place;
14. To commit any breach of discipline offence of equal gravity with the offences specified under this Article.

70. Hanaanka Anshax marinta

- 1) Xafiisyada dawladdu waa inay aasaasaan **“Guddiga Anshaxa”** kuwaasi oo guta waajibaadyada qaabilaada cabashooyinka, Baadhista islamarkaana uu usoo gudbiyo xafiiska ay ka dhex aasaasanyihiin.
- 2) Talaabooyinka anshax waa la fulin karaa iyada oo aan wax tixgelin ah loo samaynayn garmaqal maxkamadeed oo socda.

71. ka Joojinta Shaqada shaqaalaha ku kacay fal anshax xumo

- 1) Shaqaalaha Dawladda waxaa laga joojin karaa shaqada hadii:
 - b) Laga cabsi qabo inuu wax u dhimikaro baadhis socota isagoo Qarinaya, Tirtiraya ama baabiinaya cadeymaha falka uu ku kacay.
 - t) Uu shaqalaha looga cabdsi qabo inuu ku kaco dambi kale oo la xidhiidha burburinta Hantida xafiiska.
 - j) Hadii Dambiga uu galay Shaqaalah dawladdu uu yahay mid culus oo wax u dhimaya mooraalka shaqaalaha kale islamarkaana uu hoos u dhigi karo aaminaada ay shacabku ku qabaan Shaqaalaha dawladda.
 - x). Falka anshax xumo ee uu ku kacay uu ganaaxiisu yahay in shaqada laga eryo.
- 2) Shaqaalaha dawladda waxaa shaqada looga joojin karaa hab waafaqsan Qodob hoosaadka (1) ee Qodobkan muddo aan ka badnayn Laba bilood

70. የዲስፕሊን እርምጃ አወሳሰድ

- 1. ማንኛውም የመንግሥት መስሪያ ቤት መደበኛ የዲስፕሊን ምርመራ የሚያካሂድና የውሳኔ ሀሳብ ለመስሪያ ቤቱ የበላይ ኃላፊ የሚያቀርብ የዲስፕሊን ኮሚቴ ማቋቋም አለበት።
- 2. የዲስፕሊን ቅጣት የማንኛውንም ፍርድ ቤት ውሳኔ ሳይጠብቅ ወይም ሳይከተል ሊወሰን ይችላል።

71. ሠራተኛን ከሥራ አገዶ ስለማቆየት

- 1. ማንኛውንም የመንግሥት ሠራተኛ ከሥራ አገዶ ማቆየት የሚችለው፤
 - ሀ) ከተጠረጠረበት ጉዳይ ጋር አግባብነት ያላቸውን ማስረጃዎች በማበላሸት፤ በመደበኛ ወይም በማጥፋት ምርመራውን ያሰናክላል፤
 - ለ) በመንግሥት ንብረት ላይ ተጨማሪ ጉዳት ያደርሳል፤
 - ሐ) ከተከሰሰበት ጥፋት ከብደት አንጻር የሌሎችን ሠራተኞች ሞራል የሚነካ ወይም የተገልጋዩ ሕዝብ በመስሪያ ቤቱ ላይ ሊኖረው የሚገባውን እምነት ያዛባል፤ ወይም
 - መ) ተፈጻሚ የሚባለው ጥፋት ከሥራ ያስወጣል፤ ተብሎ ሲገመት ነው።
- 2. በዚህ አንቀጽ ንዑስ አንቀጽ (1) መሠረት አንድ ሠራተኛ ከሥራና ከደመወዝ ታግዶ ሊቆይ የሚችለው ከሁለት ወር ለማይበልጥ ጊዜ ይሆናል።

70. Taking Disciplinary Measures

- 1. Any government institution shall establish a disciplinary committee which shall conduct formal disciplinary investigation and thereby submit recommendations to the head of the government institution.
- 2. Disciplinary measures may be taken irrespective of any court proceeding or decision.

71. Suspension from Duty

- 1. Any civil servant may be suspended from duty if it is presumed that:
 - a) he may obstruct the investigation by concealing, damaging or destroying evidence related to the alleged offence;
 - b) he may commit additional offence on the property of the government institution;
 - c) the alleged offence is so grave as to demoralize other civil servants or negatively affect the public trust towards civil servants; o
 - d) The disciplinary offence may lead to dismissal.
- 2. A civil servant may be suspended from duty and payment of salary in accordance with sub-article (1) of this Article only for a maximum period of two months.

- 3) Go'aanka shaqo ka joojinta ee lagu sheegay Qodob hoosaadka (2) ee Qodobkan waa in la gaadhsiiyo shaqaalaha ay khusayso iyada oo Qoraal ah islamarkaana uu saxeexay Madaxa xafiiska ay khusayso ogeysiina loo diro Xafiiska Adeegga shacabka iyo Hor. cuduuda shaqaalaha.
- 4) Hadii aan la go'aamin in shaqada laga eryo mushaharka shaqaalaha laga hayay waqtigii laga joojiyay shaqada waa in la siiyo iyada oo aan lagu darayn wax dulsaar ah.
- 5) Shaqo ka joojinta lagu sameeyo shaqaalaha dawladdu kama hor istaagayso xuquuqaha kale ee aanay khusaynin shaqo ka joojintu.
- 6) Iyadoo ay sideeda tahay arrimaha lagu sheegay Qodob hoosaadka (2) ee Qodobkan hadii waqtiga shaqada laga joojiyay uu dhamaado iyada oo aan go'aan shaqo la eryid ah ama kusoo celin ah uu soo bixin hab waafaqsan Qodob hoosaadka (4) ee Qodobkan Madaxa xafiisku waxa uu kordhin karaa mudada shaqo ka joojinta muddo aan ka badnayn Hal bil iyadoo:
 - b) Shaqaalaha la siinayo kala badh mushaharkiisa hadii dib u dhaca ay sababtay baadhista oo arrimo jiidama kasoo dhex bexeen, ama;
 - t) Iyada oo aan wax mushahar ah la siinayn shaqaalaha dawladda hadii dib u dhacu uu sabab u ahaa shaqaalahu

3. በዚህ አንቀጽ ንዑስ አንቀጽ (2) መሠረት ከሥራና ደመወዝ ታግዶ እንዲቆይ የሚደረግ የመንግሥት ሠራተኛ ከመደበኛ ሥራው ታግዶ የሚቆይበት ጊዜና ከሥራ የታገደበት ምክንያት በመሥሪያ ቤቱ የበላይ ኃላፊ ወይም በተወካዩ በጽሑፍ እንዲገለጽለትና ቢሮውም በግልባጭ እንዲያውቀው ይደረጋል።

4. የመንግሥት ሠራተኛው በተከሰሰበት የዲስፕሊን ጥፋት ምክንያት ከሥራ እንዲሰናበት ካልተወሰነበት በስተቀር በአግዱ ወቅት ሳይከፈለው የቀረው ደመወዝ ያለወለድ ይከፈለዋል።

5. የመንግሥት ሠራተኛው ከሥራ በመታገዱ ምክንያት ከዕግዱ ጋር ያልተያያዙ ሌሎች መብቶቹንና ግዴታዎቹን ተፈጻሚነት አያስቀርም።

6. የዚህ አንቀጽ ንዑስ አንቀጽ (2) ድንጋጌ ቢኖርም ከሥራና ደመወዝ ታግዶ የቆየ ሠራተኛ ከሥራ እንዲሰናበት ወይም በዚህ አንቀጽ በንዑስ አንቀጽ (4) መሠረት ደመወዙ እንዲከፈለውና ወደ ሥራው እንዲመለስ ሳይደረግ የዕግዱ ጊዜ ካበቃ፣

- ሀ) የመዘግየቱ ምክንያት የዲስፕሊን ክሱን የማጣራቱ ሂደት ውስብስብነት ከሆነ የመንግሥት ሠራተኛው ግማሽ ደመወዙ እየተከፈለው፣ ወይም
- ለ) ለመዘግየቱ ምክንያት የሆነው የመንግሥት ሠራተኛው ራሱ ከሆነ ያለደመወዝ ከፍቶ፣

3. The decision given in accordance with sub-article (2) of this Article shall be communicated to the civil servant in writing, stating the grounds and duration of his suspension and signed by the head of the government institution or his representative and copied to the Bureau.

4. Unless a decision of dismissal is rendered against a suspended civil servant, the salary withheld during the suspension shall be paid to him without interest.

5. The suspension of a civil servant shall not deprive him of other rights and duties that are not affected by the suspension.

6. Notwithstanding the provisions of sub-article (2) of this Article, if the suspension period of a civil servant expires before his dismissal or reinstatement with payment of salary in accordance with sub-article (4) of this Article, the head of the government institution may extend the suspension for a period of up to one month

- a) with payment of half salary if the delay is caused by the complexity of investigation of the disciplinary charge; or
- b) Without payment of salary if the cause of delay is attributable to the civil servant himself.

7) Haddii waqtigii asalka ahaa ee Shaqo ka joojinta iyo midka dheeraadka ah ee lagu daray waqtiga laga hakiyay mushaharka uu dhamaado iyada oo aan wax go'aan ah oo shaqo ka eryis ama kusoo celin ahi uuna soo bixin shaqaalaha waxaa loo ogolaan inuu sii wato shaqadiisa inta baadhista iyo dhageysiga falka anshax xumada ahi uu socda, hase ahaatee waa in talaabo anshax laga qaadaa xubnaha guddiga anshaxa kamidka ah ee sabab u ahaa dib u dhaca.

72. Muddo Dhaafka

- 1) Talaabo anshax oo la xidhiidha kuwa lagu sheegay inay fudud yihiin laguma qaadi karo shaqaalaha lix bilood gudaheed maalinta uu galay waxaan ka ahayn, hase ahaatee masuulka ku guuldareystay inuu talaabo anshax ka qaado waqtigaas gudihisa ayaa masuul ka noqon waajibaad gudasho la'aantaas.
- 2) Talaabo anshax oo la xidhiidha kuwa lagu sheegay inay culus tahay ee ay ka dhalankarto Ciqaab dambiyeed laguma qaadi karo hadii falkaas shaqaaluhu uu galay ay kasoo wareegtay muddo ka badan muddo dhaafka lagu sheegay Xeerka dambiyada ee Dalka.
- 3) Talaabo anshax oo la xidhiidha kuwa lagu sheegay inay culus tahay hase ahaatee aanay ka dhalanayn Ciqaab dambiyeed laguma qaadi karo hadii falkaas shaqaaluhu galay ay kasoo wareegtay muddo ka badan muddo dhaafka lagu sheegay Dambiyada fudud Xeerka dambiyada ee Dalka.

7. ከሥራና ደመወዝ ታግዶ የቆየ የመንግሥት ሠራተኛ ከሥራ እንዲሰናበት ወይም በዚህ አንቀጽ በንዑስ አንቀጽ (4) መሠረት ደመወዙ እንዲከፈለውና ወደ ሥራው እንዲመለስ ሳይደረግ መደበኛውም ሆነ የተራዘመው የዕግድ ጊዜ ከተጠናቀቀ የሥራና የደመወዝ እግዱ ተነስቶ የዲስፕሊን ክሱ መታየት ይቀጥላል፤ ሆኖም ለመዘግየቱ ምክንያት የሆኑ የኮሚቴ አባላትና የሥራ ኃላፊዎች በዲስፕሊን ጥፋት ተጠያቂ ይሆናሉ።

72. የደርጋ ጊዜ

1. ቀላል የዲስፕሊን ቅጣት የሚያስከትል ጥፋት የፈፀመ የመንግሥት ሠራተኛ የፈጸመው ጥፋት ከታወቀበት ቀን ጀምሮ እስከ ስድስት ወር እርምጃ ካልተወሰደበት በዲስፕሊን ተጠያቂ አይሆንም፤ ሆኖም በተቀመጠው የጊዜ ገደብ ውስጥ እርምጃ ያልወሰደው የሥራ ኃላፊ ተጠያቂ ይሆናል።
2. በወንጀል ጭምር የሚያስጠይቅ ከባድ የዲስፕሊን ቅጣት የሚያስከትል ጥፋት የፈጸመ የመንግሥት ሠራተኛ የወንጀሉን ክስ ለማቅረብ በወንጀል ሕጉ በተቀመጠው የደርጋ ጊዜ ውስጥ በዲስፕሊን ካልተከሰሰ በጥፋቱ ተጠያቂ አይሆንም።
3. በወንጀል የማያስጠይቅ ከባድ የዲስፕሊን ቅጣት የሚያስከትል ጥፋት የፈጸመ የመንግሥት ሠራተኛ የደንብ መተላለፍን ክስን ለማቅረብ በወንጀል ህጉ በተደነገገው የደርጋ ጊዜ ውስጥ በዲስፕሊን ካልተከሰሰ በጥፋቱ ተጠያቂ አይሆንም።

7. If the initial or extended period of suspension of a civil servant from duty and payment of salary expires either before the dismissal of the civil servant or his reinstatement with payment of his salary in accordance with sub-article (4) of this Article, the suspension from duty and payment of salary shall be lifted and the investigation of the disciplinary charge shall continue; provided, however, that committee members and officers responsible for the delay shall be liable for disciplinary offence.

72. Period of Limitation

1. Disciplinary measure shall not be taken against a civil servant who has committed an offence entailing simple disciplinary penalty unless such measure is taken within six months, from the time the commission of the offence is known; provided, however, that the official who has failed to take the disciplinary measures within the time limit shall be held accountable.
2. No disciplinary charge shall be brought against a civil servant who has committed an offence entailing rigorous disciplinary penalty in addition to criminal liability, unless the disciplinary charge is brought within the time limit provided for in the criminal code for such criminal offense.
3. No disciplinary charge shall be brought against a civil servant who has committed an offence entailing rigorous disciplinary penalty, but not entail criminal liability, unless the disciplinary charge is brought within the time limit provided for in the criminal code for petty offenses.

4) Iyadoo ay sideeda tahay arrimaha lagu sheegay Qodob hoosaadyada (2) iyo (3) ee Qodobkan masuulka ku guuldareystay inuu qaado talaabooyinka anshax lix bilood gudaheed oo ka bilaabanta maalinta uu ogaaday falka anshax xumo waxaa laga qaadi karaa laftiisa talaabo Anshax xumo.

5) .Dalab kasta oo la xidhiidha lacag oo uu soo gudbisto shaqaalaha dawladdu waxaa lagu diidi karaa Muddo dhaaf hadii aanu kusoo gudbisanin lix bilood gudaheed maalinta in la siiyo lacagtaasi ay waajibtay.

QAYB-HOOSAADKA LABAAD

HANAANKA QAABILAADA CABASHOYINKA

73. Cabashooyinka

Ujeedada qaybtan “Cabasho” waxaa loola jeedaa cabasho kasta oo uu soo gudbiyo shaqaalaha oo lagu xalin kari waayo hanaanka wada hadalka dhexmara Shaqaalaha iyo masuulka ka sareeyaa oo ay lagama maarmaan noqoto in lagu dhageysto nidaamka qaabilaada Cabashooyinka.

74. Ujeedada Nidaamka Qaabilaada Cabashooyinka

Ujeedada Hanaanka qaabilaada cabashooyinku waa:

- 1) In xal waara loo helo Cabashooyinka Shaqaalaha dawladda.
- 2) In la saxo qaladaadka iyo arrimaha kale ee keena Cabashooyinka.
- 3) In la suurto geliyo wadashaqeyn dhexmarka Shaqaalaha dawladda oo is qadarin iyo niyad wanaag.

4. በዚህ አንቀጽ ንስሱ አንቀጽ (2) እና (3) የተደነገጉት የዲስፕሊን ክስ ማቅረቢያ የይርጋ ጊዜያት ቢኖሩም የዲስፕሊን ክስ ለማቅረብ ኃላፊነት ያለበት የሚመለከተው የሥራ ኃላፊ ጥፋት መፈጸሙን ካወቀበት ቀን ጀምሮ በስድስት ወር ውስጥ ክስን ካላቀረበ በዲስፕሊን ጥፋት ተጠያቂ ይሆናል።

5. ማንኛውም የመንግሥት ሠራተኛ ከገንዘብ ጋር የተያያዙ መብቶቹን ለሚመለከተው አካል በስድስት ወር ውስጥ ካላቀረበ በይርጋ ይታገዳል።

ንዑስ ክፍል ሁለት

ቅሬታ አቀራረብና አፈታት

73. ቅሬታ

ለዚህ ንዑስ ክፍል አፈጻጸም “ቅሬታ” ማለት የመንግስት ሠራተኛ ከቅርብ ኃላፊው ወይም ከሚመለከተው የሥራ ኃላፊ ጋር በሚደረገው ውይይት ሊፈታ ያልቻለና በመደበኛ የማጣራት ሂደት ምላሽ ሊያገኝ የሚገባው አቤቱታ ነው።

74. የቅሬታ አቀራረብና አፈታት ዓላማ

የመንግሥት ሠራተኞች ቅሬታ አቀራረብና አፈታት የሚከተሉት ዓላማዎች ይኖሩታል፤

1. ለቅሬታዎች አፋጣኝ መፍትሔ የመስጠት፤
2. ለቅሬታዎች መንስኤ ሊሆኑ የሚችሉ ስህተቶችንና ድክመቶችን የማረም፤ እና
3. ሁሉንም የመንግሥት ሠራተኞች በአኩልነት ለማስተናገድ የሚያስችል እና ፍትሐዊ የሆነ አሠራር በማስፈን የሰመረ የሥራ ግንኙነት የማዳበር።

4. Notwithstanding the provisions of sub-articles (2) and (3) of this Article, the official who has failed to take the measures, within a period of six month from the date he became aware of the offence, shall be liable for disciplinary offence.

5. Any claim by a civil servant for payment of money shall be barred by limitation unless submitted to the concerned body within six months from the date it becomes due.

SUB-SECTION TWO
GRIEVANCE HANDLING
PROCEDURE

73. Grievance

For the purpose of application of this Sub-Section, “grievance” means a complaint of a civil servant that could not be resolved through discussion conducted with the civil servant’s immediate supervisor or with the concerned officer and should be addressed through a formal review procedure.

74. Objectives of Grievance Handling Procedure

Civil servants’ grievance handling procedure of shall have the following objectives:

1. to provide expeditious remedy for grievances;
2. To rectify mistakes and weaknesses that is causes for grievances.
3. To provide equitable and fair treatment to all civil servants and thereby promote smooth work relationship.

75. Aasaasida Guddiga Qaabilaada cabashooyinka

Xafiisyada dawladdu waa inay aasaasaan Guddiga Qaabilaada cabashooyinka kuwaasi ii baadhis ku sameeya cabashooyinka ay soo gudbistaan shaqaaluhu islamarkaana talo soo jeedinta u gudbiya madaxa Xafiiska ay khusayso.

76. Wajiibaadyada Guddiga Qaabilaada Cabashooyinka

Guddiga qaabilaada cabashooyinka waa inuu baadho cabashooyinka ay soo gudbistaan shaqaalaha dawladdu islamarkaana uu talo soo jeedin ka bixiyo arrimahan:

- 1) Hanaanka dhaqangelinta iyo tarjumida sharciyada iyo awaamiirta;
- 2) Ilaalinta xuquuqaha iyo faa'iidooyinka;
- 3) Fayo-qabka caafimaad iyo badbaadada goobta shaqada,
- 4) Meelaynta iyo dalacsiinta;
- 5) Qiimaynta Waxqabadka;
- 6) Culayska dheeriga ah ee ay shaqaalaha saaraan masuuliyiintoodu;
- 7) Talaabooyinka anshax marinta ee loo qaado hab waafaqsan Qodob hoosaadka (1) xarfihiisa (b) iyo (t) ee Qodobka 68^{aad} ee Bayaankan.
- 8) Xaaladaha kale ee la xidhiidha Duruufaha Shaqo.

77. Go'aamada Maamul

1) "Go'aan maamul" waxaa loola jeedaa go'aan qoraal ah oo uu soosaaro madaxa Xafiiska dawladdu ee khuseeya arrimaha lagu sheegay Qaybtan ee la xidhiidha talo soo jeedinta Guddiga qaabilaada cabashooyinka ama arrimaha kale ee sharcigu u siiyay Awood buuxda.

75. የቅሬታ አጣሪ ኮሚቴ ማቋቋም

ማንኛውም የመንግሥት መሥሪያ ቤት የመንግሥት ሠራተኞች የሚያቀርቡትን ቅሬታ እየተቀበለ በማጣራት የውሳኔ ሃሳብ ለመሥሪያ ቤቱ የበላይ ኃላፊ የሚያቀርብ የቅሬታ አጣሪ ኮሚቴ ማቋቋም አለበት።

76. የቅሬታ አጣሪ ኮሚቴው ተግባር

የቅሬታ አጣሪ ኮሚቴ ከሚከተሉት ጋር በተያያዘ የመንግሥት ሠራተኛው የሚያቀርባቸውን ቅሬታዎች እያጣራ የውሳኔ ሀሳብ የማቅረብ ኃላፊነት አለበት፤

1. ከህጎችና መመሪያዎች አተረጓጎም ወይም አፈጻጸም፤
2. ከመብቶችና ጥቅሞች አጠባበቅ፤
3. ከሥራ አካባቢ ጤንነትና ደህንነት ሁኔታዎች፤
4. ከሥራ ምደባና ደረጃ አሰጣጥ፤
5. ከሥራ አፈጻጸም ምዘና፤
6. በሥራ ኃላፊ ከሚፈጸሙ ተገቢ ያልሆኑ ተፅዕኖዎች፤
7. በዚህ አዋጅ አንቀጽ 68 ንዑስ አንቀጽ (1)(ሀ) እና (ለ) በተመለከተት መሠረት ከሚወሰዱ የዲስፕሊን እርምጃዎች፤
8. የሥራ ሁኔታዎችን ከሚመለከቱ ሌሎች ጉዳዮች።

77. አስተዳደራዊ ውሳኔ

1. "አስተዳደራዊ ውሳኔ" ማለት የመንግሥት መሥሪያ ቤት የበላይ ኃላፊ በዚህ ክፍል የተደነገጉትን ጉዳዮች በሚመለከት በቅሬታ ሰሚ ኮሚቴ ወይም በዲስፕሊን ኮሚቴ ተጣርተው በቀረቡ ጉዳዮች ወይም በቀጥታ በህግ በተሰጡት ሌሎች ጉዳዮች ላይ በጽሁፍ የሚሰጠው ውሳኔ ነው።

75. Establishment of Grievance Handling Committee

Any government institution shall establish a grievance handling committee that conducts grievance inquiry, and submits recommendation to the head of the government institution.

76. Duties of Grievance Handling Committee

A grievance handling committee shall have the duty to investigate complaints lodged by civil servants and submit recommendations relating to:

1. interpretation and implementation of laws and directives;
2. protection of rights and benefits;
3. occupational safety and health;
4. placement and promotion;
5. performance appraisal;
6. undue influence exerted by supervisors;
7. disciplinary measures taken pursuant to sub-article (1)(a) and (b) of Article 68 of this Proclamation;
8. Other issues related to conditions of work.

77. Administrative Decision

1. "Administrative decision" means a decision given in writing by the head of a government institution in the case of matters referred to in this Section on the recommendation of disciplinary or grievance committee or on other matters directly falling under his authority in accordance with the law.

2) Iyadoo ay sideeda tahay arrimaha lagu sheegay Qodob hoosaadka (1) ee Qodobkan, Xaqa inuu helo cadaalad shaqaalaha dawladdu ayaa dhaqangal ku ah amarada uu soo saaro Madaxa Xafiis dawladeed isaga oo aan raacayn habkii ama nidaamkii loogu talo galay ama go'aanada afka ah marka lagu xaqiijiyo marag.

QAYBTA TOBNAAD
MAXKAMADDA ARRIMAHA
SHAOAALAHA DAWLADDA

78. Aasaasidda

1) Maxkamadda Arrimaha Shaqaalaha dawladda oo dhageysan doonta islamarkaana go'aan kasoo saari doonta arrimaha shaqaalaha ee lagu xusay Qodobka 80^{aad} ee Bayaankan oo loogu yeedhi doono **“Maxkamadda Arrimaha Shaqaalaha”** ayaa lagu aasaasay Bayaankan.

2) Maxkamadda arrimaha shaqaalaha dawladdu waxay yeelanaysaa fadhiyada ka go'aan gaadha cabashooyinka rafcaanka.

3) Fadhiyada maxkamaddu waxay yeelan gudoomiye iyo laba xubnood oo uu soo xulo Madaxa xafiisku.

4) Xafiisku waxa uu soo saari karaa awaamiirta faahfaahinaysa nidaamka shaqo ee maxkamadda, nidaamka anshaxmarinta iyo waxyaabaha laxidhiidha.

79. Awoodaha Iyo Waajibaadvada
Maxkamadda Arrimaha
Shaqaalaha

1) Maxkamadda Arrimaha shaqaalaha waxay awood u leedahay:

2. የዚህ አንቀጽ ንዑስ አንቀጽ (1) ድንጋጌ ቢኖርም የመንግስት መስሪያ ቤቱ የበላይ ኃላፊ ሥነ-ሥርዓቱን ሳይጠብቅም ሆነ በቃል የሚሰጠው ውሳኔ የሠራተኛውን የፍትህ የማግኘት መብት ለማስጠበቅ ሲባል ሠራተኛው በቃለ መሀላ ካረጋገጠ እንደ አስተዳደር ውሳኔ ይቆጠራል።

ክፍል አስር

የመንግሥት ሠራተኞች አስተዳደር
ፍርድ ቤት

78. መቋቋም

1. የመንግሥት ሠራተኞች በዚህ አዋጅ አንቀጽ 80 መሠረት የሚያቀርቡትን የስራ ክርክር አይቶ የሚወስን አስተዳደር ፍርድ ቤት (ከዚህ በኋላ **“የአስተዳደር ፍርድ ቤት”** እየተባለ የሚጠራ) በዚህ አዋጅ ተቋቋሟል።

2. የአስተዳደር ፍርድ ቤቱ የሚቀርቡለትን ይግባኞች መርምረው ውሳኔ የሚሰጡ ችሎቶች ይኖሩታል።

3. እያንዳንዱ ችሎት በቢሮ ኃላፊው የሚሰየሙ አንድ ሰብሳቢና ሁለት አባላት ያሉት ዳኞች ይኖሩታል።

4. የአስተዳደር ፍርድ ቤት ዳኞች ሥራቸውን ስለሚሠሩበት ሁኔታ፣ መጠበቅ ስለሚገባቸው ሥነ-ምግባር እና ሌሎች ሁኔታዎች ቢሮው በሚወጣ መመሪያ ይወሰናል።

79. የአስተዳደር ፍርድ ቤት ሥልጣንና
ተግባር

1. የአስተዳደር ፍርድ ቤቱ የሚከተሉት የዳኝነት ሥልጣን ይኖሩታል፤

2. Notwithstanding sub-article (1) of this Article, to guarantee the right to justice for civil servant a decision given by the head of a government institution either without following the formal procedure or verbally shall be construed as an administrative decision when it is ascertain by affidavit.

SECTION TEN

CIVIL SERVANTS
ADMINISTRATIVE TRIBUNAL

78. Establishment

1. The Civil Servants Administrative Tribunal which entertain civil service disputes and render decision as per Article 80 of this proclamation (hereinafter the “Administrative Tribunal”) is hereby established.

2. The Administrative Tribunal shall have chambers which examine and decide on appeal cases.

3. Each chamber shall have a chairperson and two members designated by the Bureau head.

4. The Bureau shall issue directives relating to the manner of execution of function of judges of the Administrative Tribunal, the code of ethics they should observe, and other related matters

79. Powers and Duties of the
Administrative Tribunal

1. The Administrative Tribunal shall have judicial powers to

- b) Inay dhageysato kiisaska loo soo dhaweeyo kana soo saarto go'aamo.
- t) Inay dhageysato kiisaska rafcaanka ahee ay soo gudbistaan shaqaalaha dawladdu eek u saabsan goaan khuseeya.
- 2) Go'aanada ay soo saarto maxkamadda Arrimaha shaqaalaha dawladdu waxa loo tixgelin inay lamid yihiin go'aanada ay soo saarto maxkamadaha madaniga ah.

80. Awood garsoorka Maxkamadda Arrimaha shaqaalaha

Maxkamadda arrimaha shaqaalaha dawladdu waxay awood u leedahay:

- 1) Cabashooyinka rafcaanka ah ee ay shaqaalaha dawladdu soo gudbiso ee la xidhiidha:
- b) Shaqo ka joojin ama shaqo ka eryid sharcidarro ah.
- t) Talaabo anshax oo Culus.
- j) Mushahaar jaris sharcidarro ah.
- x) Farogelinta xuquuqaha dhaawaca shaqada dhexdeeda ku yaala.
- Kh) Marka laga reebo arrimaha lagu sheegay Qodob hoosaadka (7) ee Qodobka 76^{aad} ee Bayaankan arrimaha la xidhiidha nidaamka baadhista iyo qaabilaada cabashooyinka.
- d) Soo gudbisashada waraaqda shaqo ka tegista iyo warqada waayo aragnimada.
- 2) Abiilada ay soo gudbistaan shaqaalaha kumeelgaadhka ah ama shaqaalaha kale lagu aasaasay sharciyo kale ee u maamula shaqaalahooda hab waafaqsan sharciyada maamulka shaqaalaha dawladda.

- ሀ) የሚቀርቡለትን ጉዳዮች በዳኝነት የማየትና ትዕዛዝና ውሳኔ የመስጠት፤
- ለ) የመንግሥት ሠራተኛ ውሳኔ ተሰጥቷል ብሎ በቃለ መሃላ አስደግፎ የሚያቀርበውን ይግባኝ ተቀብሎ የማየት፤ የዳኝነት ስልጣን ይኖረዋል።

2. የአስተዳደር ፍርድ ቤቱ የሚሰጣቸው ትዕዛዞችና ውሳኔዎች እንደ ማናቸውም የፍትሐ-ብሔር ፍርድ ቤት ትዕዛዞችና ውሳኔዎች ይቆጠራሉ።

80. በአስተዳደር ፍርድ ቤት ስለሚታዩ ጉዳዮች

የአስተዳደር ፍርድ ቤቱ የሚከተሉትን ጉዳዮች አይቶ የመወሰን ሥልጣን ይኖረዋል፤

- 1. ከሚከተሉት ጋር በተያያዘ በመንግሥት ሠራተኞች የሚቀርቡለትን ይግባኞች፤
 - ሀ) ከህግ ውጪ ከሥራ መታገድ ወይም አገልግሎት መቋረጥ፤
 - ለ) ከከባድ የዲስፕሊን ቅጣት ውሳኔ፤
 - ሐ) ከህግ ውጪ የደመወዝ ወይም ሌሎች ክፍያዎች መያዝ ወይም መቋረጥ፤
 - መ) በሥራ ምክንያት ከደረሰ ጉዳት የመነጨ መብት መጓደል፤
 - ሠ) በዚህ አዋጅ አንቀጽ 76(7) ከተመለከተው በስተቀር በቅሬታ አጣሪ ኮሚቴ ታይተው ውሳኔ ከተሰጠባቸው ጉዳዮች፤
 - ረ) የሥራ መልቀቂያና የአገልግሎት ማስረጃ ለማግኘት ከቀረበ ጥያቄ፤

2. ጊዜያዊ ሠራተኞችና በማቋቋሚያ ሕጎች የመንግስት ሠራተኞች ሕግ መሠረታዊ ዓላማዎችን በመከተል በራሳቸው የውስጥ መመሪያ ሠራተኞቻቸውን እንዲያስተዳድሩ የተፈቀደላቸው መሥሪያ ቤቶች ውስጥ ተቀጥረው የሚሰሩ ሠራተኞች የሚያቀርቧቸውን ይግባኞች፤

- a) Hear cases brought to it and render orders and decisions
- b) Hear an appeal brought by a civil servant against an alleged decision and supported by an affidavit.

2. Orders and decisions of the Administrative Tribunal shall be considered as orders and decisions of any civil court.

80. Jurisdiction of the Administrative Tribunal

The Administrative Tribunal shall have the power to hear and decide on:

- 1. appeals lodged by civil servants relating to:
 - a) unlawful suspension or termination of service;
 - b) rigorous disciplinary penalty;
 - c) unlawful attachment or deduction of salary or other payments;
 - d) infringement of rights arising from employment injury;
 - e) except provided under Article 76(7) of this Proclamation, cases decided upon investigation by grievance handling committee;
 - f) request for termination letters and certificate of service;
- 2. appeals lodged by temporary employees and employees of government institutions authorized by their establishment legislations to administer their employees in accordance with directives issued following the basic principles of the civil service laws.

- 3) Maxkamadda marka ay dhageysato abiilka waxa ay ku raaci kartaa, wax ka bedeli kartaa ama burin kartaa Go'aanada maamul.
- 4) Maxkamadda arrimaha shaqaalahu waa inau muddo shan cisho gudaheed ah ku gaadhsiiso shaqaalaha dawladda iyo xafiiska dawladda ee ay khusayso go'aanka ay soo saarto.
- 5) Go'aanka maxkamadda ee la xidhiidha arrimaha xaqiiqada ah waa kama dambays, hase ahaatee hadii go'aanka maxkamaddu uu leeyahay qalad sharci waxaa cida ay khusaysaa cabasho u gudbisan kartaa maxkamadda guud ee deegaanka 60 cisho gudahood oo ka bilaabanta maalinta maxkamaddu soo saartay go'aankan.

81. Fulinta Go'aamada

- 1) Xafiisyada dawladda marka ay soo gaadhaan go'aanka maxkamadda shaqaalahu waa inay ku fuliyaan muddo toban maalmood oo maalmo shaqo ah gudaheed.
- 2) Hadii cida loo xukumay go'aanka maxkamadda arrimaha shaqaalaha hab waafaqsan Qodob hoosaadyada (3) iyo (4) ee Qodobka 80^{aad} ee bayaankan ay soo cadeyso inaan go'aankii la fulin 30 cisho kadib markii lasoo saaray Maxkamadda arrimaha Shaqaalahu waxau u diri go'aankaas si ay u fuliso maxkamadda derajada koowaad ee Degmada ama maxkamada Maamulka magaalada ee ay khusayso.
- 3) Madaxa xafiiska ku guuldareysta inuu fuliyo go'aanada maxkamadda waxa uu masuul ka noqon kharashka ka baxa shaqaalaha dawladda iyo xafiiska ee ka yimaada fulin la'aanta go'aanka.

- 3. የአስተዳደር ፍርድ ቤቱ ይግባኝ የተባለበትን አስተዳደራዊ ውሳኔ ከመረመረ በኋላ ውሳኔውን ለማጽናት፣ ለመሻር ወይም ለማሻሻል ይችላል።
- 4. የአስተዳደር ፍርድ ቤቱ ውሳኔ በሰጠ በአምስት የሥራ ቀናት ውስጥ የውሳኔውን ግልባጫ ለይግባኝ ባዩ ወይም ለመስሪያ ቤቱ ተወካይ እንዲደርሰው ማድረግ አለበት።
- 5. የአስተዳደር ፍርድ ቤቱ በፍሬ ነገር ክርክር የሚሰጠው ውሳኔ የመጨረሻ ይሆናል፤ ሆኖም የአስተዳደር ፍርድ ቤቱ ውሳኔ የህግ ስህተት አለበት ብሎ የሚከራከር ወገን የፍርድ ቤቱ ውሳኔ በደረሰው በ60 ቀን ውስጥ ይግባኙን ለክልሉ ጠቅላይ ፍርድ ቤት ማቅረብ ይችላል።

81. የውሳኔ አፈጻጸም

- 1. ማንኛውም የመንግስት መስሪያ ቤት የአስተዳደር ፍርድ ቤቱ የሰጠውን ውሳኔ በደረሰው በአስር የሥራ ቀን መፈጸም አለበት።
- 2. ዚህ አዋጅ አንቀጽ 80(3) እና (4) መሠረት ፍርድ ቤቱ የሰጠው ውሳኔ እስከ 30 ቀን ድረስ አልተፈጸመልኝም በማለት የውሳኔው ተጠቃሚ ሲያመለክት የአስተዳደር ፍርድ ቤቱ ውሳኔውን እንዲያስፈጽምለት ለክልሉ የወራዳ የመጀመሪያ ደረጃ ፍርድ ቤት ወይም ጉዳዩ የሚመለከተው የከተማ ነክ ፍርድ ቤት ይመራሉታል።
- 3. የአስተዳደር ፍርድ ቤቱን ውሳኔ ያላስፈጸመው የመስሪያ ቤቱ የበላይ ኃላፊ በመስሪያ ቤቱና በሠራተኛው ላይ ለሚደርሰው ጉዳት ተጠያቂ ይሆናል።

- 3. The Administrative Tribunal may, after hearing an appeal, confirm, reverse or vary an administrative decision
- 4. The administrative tribunal shall give a copy of the decision within five days after rendering the decision to the appellant or the representative of government institution.
- 5. The decision of the Administrative Tribunal on question of facts shall be final; provided, however, that any party who claims that the decision of the Administrative Tribunal has error of law, may appeal to the State Supreme Court within 60 days up on receiving the decision of the Administrative Tribunal.

81. Execution of Decision

- 1. Any government institution, upon receiving of the decision of administrative tribunal shall execute the decision within ten working days.
- 2. Where the beneficiary of a decision pleaded that the decision of the Administrative Tribunal given in accordance with Article 80(3) and (4) of this Proclamation is not executed within 30 days, the Administrative Tribunal shall refer the case to the State First Instance Court or City Administration to enforce the execution of the decision.
- 3. The head of the government institution who failed to execute the decision of the Administrative Tribunal shall be liable for the damage sustained by the institution and the civil servant.

QAYBTA KOW IYO TOBNAAD

**SHAOO KATEGISTA IYO
KORDHINTA MUDDADA ADEEG
BIXINTA**

82. Shaqo ka tegis rabitaan ah

- 1) Shaqaalaha dawladdu isagoo qoraal ku ogeysiinaya bil kahor xafiiska uu ka shaqeeyo waxa uu si rabitaan ah uga tegi karaa shaqada markuu doono, hase ahaatee hadii xafiisku uu buuxin karo booska uu ka tegayo shaqaaluhu waxa uu u suurto gellin in muddo ka yar bil loo ogolaado shaqaalaha inuu xafiiska ka tago.
- 2) Shaqaalaha dawladda ee shaqada ka taga isaga oo aan wax qoraal ah soo gudbin waqtiga lagu sheehay Qodob hoosaadka (1) ee qodobkan waxa uu u qoolanyahay faldambiyeed ciqaabeed iyo magdhawga dhibaataada ka timaada ficilkiisa.
- 3) Haddii Booska shaqaalaha dawladdu uu ka tegayo aan su fudud loo buuxin Karin, iyada oo heshiis lala samaynayo cida uu u shaqotegayo waxaa shaqo ka tegistiisa dib loo dhigi kara muddo aan ka badnayn saddex bilood oo ka bilaabanta maalinta uu soo codsado shaqo ka tegista.

83. shaqo ka tegis ku timaada

Xanuun

- 1) Haddii shaqaalaha dawladdu kusoo noqon kari waayo shaqada waqtiga lagu sheegay Qodob hoosaadyada (3) iyo (4) ee Qodobka 42^{aad} ee bayaankan waxaa lagasoo qaadi inaanu sii gudan Karin waajibaadkiisa waxaana laga eryi shaqada

ክፍል አስራ አንድ

የሥራ ውል ማቋረጥና ማራዘም

82. በራስ ፈቃድ የሥራ ውል ስለማቋረጥ

1. ማንኛውም የመንግሥት ሠራተኛ በማንኛውም ጊዜ የአንድ ወር ቅድሚያ ማስጠንቀቂያ በመስጠት ሥራውን በፈቃዱ ሊለቅ ይችላል፤ ሆኖም መስሪያ ቤቱ ሠራተኛውን በቀላሉ ሊተካው የሚችል ከሆነ የአንድ ወሩን ጊዜ ሳይጠብቅ ስንብቱን ሊፈቅድለት ይችላል።
2. በዚህ አንቀጽ ንዑስ አንቀጽ (1) የተመለከተውን የአንድ ወር የቅድሚያ ማስጠንቀቂያ ሳይሰጥ አገልግሎቱን ያቋረጠ የመንግሥት ሠራተኛ ግዴታውን ባለመወጣቱ ለሚደርሰው ጉዳት እንደተገቢነቱ በፍትህ ብሔር እና በወንጀል ሕግ መሠረት ተጠያቂ ይሆናል።
3. የመንግሥት ሠራተኛው ለሥራው እጅግ አስፈላጊና በቀላሉ ለመተካት የማይቻል ሆኖ ሲገኝ ወደ ፊት ከሚቀጠርበት መስሪያ ቤት ጋር በመስማማት የመልቀቂያውን ጥያቄ ሠራተኛው ካመለከተበት ቀን ጀምሮ ከሦስት ወር ለማይበልጥ ጊዜ ሊራዘም ይችላል።

83. በሕመም ምክንያት አገልግሎት

ስለማቋረጥ

1. ማንኛውም የመንግሥት ሠራተኛ በዚህ አዋጅ አንቀጽ 42(2) ወይም (4) በተመለከተው ጊዜ ውስጥ ወደ ሥራ ለመመለስ ካልቻለ በሕመም ምክንያት አገልግሎቱ ይቋረጣል።

SECTION ELEVN

**TERMINATION AND EXTENSION
OF SERVICE**

82. Resignation

1. Any civil servant may, by giving a one month prior notice, resign at any time; provided, however, that the government institution may release him prior to the end of the notice period if it can easily replace him.
2. Any civil servant, who has terminated his service without giving a one month prior notice referred to in sub-article (1) of this Article, shall have civil and criminal liability for any damages caused by such failure.
3. Where the service of the civil servant is indispensable and he could not be replaced easily, his release may, in agreement with his future employer, be delayed for a period not exceeding three months counted from the date of application.

83. Termination Due to Illness

1. Where a civil servant is unable to resume work within the time specified under Article 42(2) or (4) of this Proclamation, he shall be deemed unfit for service and his service shall be terminated.

2) Iyadoo ay sideeda tahay arrimaha lagu sheegay Qodob hoosaadka (3) ee Qodobka 58^{aad} hadii shaqaalaha dawladda uu dhaawac kasii gaadho shaqada islamarkaana caafimaad ahaan la xaqiijiyo inuu si aan kasoo kabasho lahayn u laxaad beelay shaqada waa laga eryi.

3) Hadii shaqaalaha dawladdu diido in loo bedelo hab waafaqsan Qodob hoosaadka (3) (t) ee Qodobka 25^{aad} ee bayaankan shaqada waa laga eryi.

84. shago ka ervid la xidhiidha karti daro

1) Shaqaalaha dawladda ee dhamaystay mudada tijaabada ah hase ahaatee markii la siiyay tabobaro kala duwan la xaqiijiyay in waxqabadkiisu liito ama aad u hooseeyo shaqada ayaa laga eryi.

2) Shaqaalaha dawladda waxaa lagu eryi karaa saba la xidhiidha natiijada qiimaynta lagu sameeyay waxqabadkiisa oo hoosaysa sadex qiimayn oo isku xigta isagoo balanqaaday markasta inuu hagaajin doono waxqabadkiisa.

3) Iyadoo ay sideeda tahay arrimaha lagu sheegay Qodob hoosaadka (2) ee Qodobkan shaqaalaha dawladda ee qiimaynta waxqabadkiisu sareeyo shan qiimaynood oo isku xiga shaqada lagagama eryi kari karo karti darro hadii aanay natiijada qiimaynta waxqabadkiisu noqon mid aad u hooseeya afar qiimaynood oo isku xiga.

2. የዚህ አዋጅ አንቀጽ 58(3) ድንጋጌ እንደተጠበቀ ሆኖ በሥራው ምክንያት ጉዳት የደረሰበት የመንግሥት ሠራተኛ ለዘለቂታው መሥራት አለመቻሉ በሕክምና ማስረጃ ሲረጋገጥ አገልግሎቱ ይቋረጣል።

3. በዚህ አዋጅ አንቀጽ 25 ንዑስ አንቀጽ (3ለ) መሠረት በሚፈጸመው ዝውውር ተስማምቶ ለመስራት ፈቃደኛ ያልሆነ የመንግሥት ሠራተኛ አገልግሎቱ ይቋረጣል።

84. በችሎታ ማነስ ምክንያት ከሥራ ማሰናበት

1. የሙከራው ጊዜውን ያጠናቀቀ የመንግስት ሠራተኛ በሥራ አፈጻጸም ውጤቱ የችሎታ ማነስ ከታየበት ተገቢው የአቅም ማጎልበት ሥልጠናዎች ተሰጥተውት ካልተሻሻለ አገልግሎቱ ይቋረጣል።

2. የመንግሥት ሠራተኛ ያለውን ዕውቀትና ችሎታ እየተጠቀመ በተመደበበት ሥራ ላይ የሥራ አፈጻጸም ውጤቱ በተከታታይ ለሶስት ጊዜ ከሚጠበቀው ውጤት በታች ከሆነ በችሎታ ማነስ አገልግሎቱ ይቋረጣል።

3. የዚህ አንቀጽ ንዑስ አንቀጽ (2) ድንጋጌ ቢኖርም ለተከታታይ አምስት ዓመታት ከፍተኛ የሥራ አፈጻጸም ምዘና ውጤት ሲያገኝ የነበረ የመንግሥት ሠራተኛ የሥራ አፈጻጸም ምዘና ውጤቱ በተከታታይ ለአራት ጊዜ ከሚጠበቀው ውጤት በታች ካልሆነ በስተቀር ከሥራ አይሰናበትም።

2. Without prejudice to the provisions of Article 58(3) of this Proclamation, where a civil servant who has sustained employment injury is medically determined to be permanently disabled, his service shall forthwith be terminated.

3. If a civil servant does not agree on a transfer that could be affected in accordance with sub-article 3(b) of Article 25 of this Proclamation, his service shall be terminated..

84. Termination on Grounds of Inefficiency

1. The service of a civil servant who has completed his probation period may be terminated due to inefficiency where his performance evaluation result indicate his inefficiency and has shown no improvement after being given appropriate capacity building training.

2. The service of a civil servant may be terminated due to inefficiency where his performance evaluation result is below satisfactory for three successive evaluation periods despite exerting all his knowledge and ability to accomplish his work.

3. Notwithstanding the provisions of sub-article (2) of this Article, a civil servant whose performance evaluation result is above satisfactory for five successive years may not be dismissed on grounds of inefficiency unless his performance evaluation result becomes below satisfactory for the following four successive evaluation periods.

4) Shaqo ka eryida shaqaalaha dawladda ee lagu sheegay qodob hoosaadyada (2) iyo (3) ee Qodobkan, waxaa loo fulin hab waafaqsan Qiimaynta waxqabadka shaqaalaha ee lagu xusay Qodobka 31^{aad} ee Bayaankan.

85. shaqo ka tegista arrimo ka baxsan Awoodda Bani-aadamka

1) Haddii shaqaalaha dawladda ee dhamaystay muddada tijaabada ah uu ka maqnaado shaqadiisa sabab la xidhiidha arrin ka baxsan Awoodiisa waa inuu ku ogeysiyo xafiiskii uu ka shaqeynaya bil gudaheed.

2) Xafiiska dawladda marka ay soo gaadho sababaha uu shaqaalahu soo gudbiyay ee lagu sheegay Qodob hoosaadka (1) ee Qodobkan, Kadib marka uu xaqiijiyo sababta waa inuu booska uu shaqaalahaasi ku qornaa kadhigo mid banaan muddo lix bilood ah, hase ahaatee haddii uu shaqada kusoo geli waayo shaqaalahu muddadaas lixda bilood ah shaqada ayaa laga eryi.

3) Iyadoo ay sideeda tahay arrimaha lagu sheegay Qodob hoosaadka (2) ee Qodobkan haddii shaqaalaha dawladdu uu shaqada uga maqnaa sabab la xidhiidha xadhig sharci, kadib marka uu soo gudbiyo cadeynta in dambi lagu waayay waxaa dibloogu meelayn booskii uu ka shaqeyn jiray.

4. በዚህ አንቀጽ ንዑስ አንቀጽ (2) እና (3) መሠረት የመንግሥት ሠራተኛውን ከሥራ ማሰናበት የሚቻለው እንደአስፈላጊነቱ በዚህ አዋጅ አንቀጽ 31 ላይ የተቀመጠውን የሥራ አፈጻጸም ምዘና ዓላማ በመከተል ይሆናል።

85. ከአቅም በላይ በሆነ ምክንያት ከሥራ ማሰናበት

1. የሙከራ ጊዜውን ያጠናቀቀ የመንግሥት ሠራተኛ ከአቅም በላይ በሆነ ምክንያት በሥራ ገበታው ላይ ካልተገኘ ምክንያቱን በአንድ ወር ጊዜ ውስጥ ለመሥሪያ ቤቱ ማሳወቅ አለበት።

2. በዚህ አንቀጽ ንዑስ አንቀጽ (1) መሠረት ሪፖርት የተደረገለት የመንግሥት መሥሪያ ቤት የበላይ ኃላፊ ወይም ተወካዩ ሠራተኛው ከሥራ ገበታው ላይ የተለየበት ምክንያት ከአቅም በላይ መሆኑን ካረጋገጠ የመንግሥት ሠራተኛው ይዞት የነበረውን የሥራ መደብ ለስድስት ወር ክፍት አድርጎ መጠበቅ አለበት። ሆኖም የመንግሥት ሠራተኛው በስድስት ወር ጊዜ ውስጥ ወደ ሥራው ካልተመለሰ ከሥራ ማሰናበት ይቻላል።

3. የዚህ አንቀጽ ንዑስ አንቀጽ (2) ድንጋጌ ቢኖርም የመንግስት ሰራተኛው ከስድስት ወር በላይ በሥራ ላይ ያልተገኘው በእስር ምክንያት ከሆነና ከተጠረጠረበት የወንጀል ድርጊት በነፃ ስለመለቀቁ ማስረጃ ካቀረበ የመንግስት መስሪያ ቤቱ ባለው ክፍት የሥራ መደብ ቀደም ሲል ይከፈለው የነበረውን ደመወዝ እያገኘ ወደ ሥራ እንዲመለስ ማድረግ አለበት።

4. The termination of service of a civil servant under sub-article (2) and (3) of this Article shall, as may be necessary, be effected for the achievement of the purposes of performance evaluation under Article 31 of this Proclamation.

85. Termination due to Force Majeure Situations

1. A civil servant, who has completed his probation period if absent from work due to force majeure, shall inform the situation within one month to the government institution.

2. The government institution that has received the reasons of absence of a civil servant in accordance with sub-article (1) of this Article shall, after verifying the validity of the reason by the head of the institution or his representative, keep the post of the civil servant vacant for six months; provided, however, that the service of a civil servant may be terminated if he is unable to resume work within the six months.

3. Notwithstanding sub-article (2) of this Article, if a civil servant who is absent from work due to detention for more than six months produces an evidence of his acquittal, the government institution shall reinstate him on any vacant position by maintaining his previous salary.

- 4) Iyadoo ay sideeda tahay arrimaha lagu sheegay Qodob hoosaadka (1) ee Qodobkan shaqaalaha dawladda ee dhamaystay mudadii tijaabada ahayd ee ka maqnaada shaqada toban cisho oo ah maalmo shaqo oo isku xiga sabab aan la garanayn awgeed waxaa loo dhejin baafin laba jeer oo midkiiba toban cisho yahay kadib hadii uu ku iman waayo shaqada ayaa laga eryi.
- 5) Shaqaalaha dawladda eeku yimaada shaqada muddo bil ah kadib maalintii ugu dambaysay shaqada ee lagu xeeriyay Qodob hoosaadka (4) ee Qodobkan, iyada oo aan halkeeda tahay talaabooyinka maamul ee laga qaadi kari, hadii uu keeno sabab macquul ah waxaa dib loogu celin booskiisii shaqo.
- 6) Iyadoo ay sideeda tahay arrimaha lagu sheegay Qodob hoosaadka (4) ee Qodobkan madaxa xafiiska ee ay khusayso ama kusimihiisu waxay shaqaalaha dawladda ee ku yimaada lix bilood gudaheed isaga oo keenaya cadeyn tilmaamaysa inuu ku maqnaa sabab ka baxsan Awooddiisa waxaa lagu meelayn boos kale oo lamid ah midkii uu ka shaqeyn jiray.'
- 7) Shaqaalaha dawladda ee ku jira mudada tijaabada ee shaqada kaga maqnaada sabab aan la garanayn shaqada ayaa laga eryi iyada oo aan la raacayn talaabooyin dheeri ah.

- 4. የዚህ አንቀጽ ንዑስ አንቀጽ (1) ድንጋጌ እንደተጠበቀ ሆኖ የሙከራ ጊዜውን ያጠናቀቀ የመንግሥት ሠራተኛ ባልታወቀ ምክንያት ለተከታታይ አሥር ቀናት ከመደበኛ የሥራ ቦታው ላይ ከተለየ በየአስር ቀናት ልዩነት በተከታታይ ለሁለት ጊዜ በማስታወቂያ ተጠርቶ ለመንግስት መሥሪያ ቤቱ ሪፖርት ካላደረገ ከሥራ ይሰናበታል።
- 5. በዚህ አንቀጽ ንዑስ አንቀጽ (4) መሠረት በማስታወቂያ ጥሪ የተደረገለት የመንግሥት ሠራተኛ ከሥራ ከተለየበት ቀን ጀምሮ አንድ ወር ከመሙላቱ በፊት ወደ ሥራው ለመመለስ ለመንግስት መሥሪያ ቤቱ ሪፖርት ካደረገ የመሥሪያ ቤቱ የበላይ ኃላፊ ሠራተኛው ከሥራ የቀረበትን ምክንያት በመመርመር የሚወስደው አስተዳደራዊ እርምጃ እንደተጠበቀ ሆኖ ወደ ሥራው እንዲመለስ ይደረጋል።
- 6. የዚህ አንቀጽ ንዑስ አንቀጽ (4) ቢኖርም ከስራ የተሰናበተ ሰራተኛ ከሥራ ከቀረበት ቀን ጀምሮ በስድስት ወር ጊዜ ውስጥ ከሥራ የቀረበት ምክንያት ከአቅም በላይ ለመሆኑ ለመሥሪያ ቤቱ ሪፖርት ካደረገና በቂ ማስረጃ ካቀረበ በመሥሪያ ቤቱ ውስጥ ተመሳሳይ የሆነ ክፍት የሥራ መደብ ከተገኘ የመሥሪያ ቤቱ የበላይ ኃላፊ ወይም ተወካዩ ሲፈቅድ ወደ ሥራ ሊመለስ ይችላል።
- 7. የሙከራ ጊዜውን ያላጠናቀቀ የመንግሥት ሠራተኛ ባልታወቀ ምክንያት ለአንድ ወር ጊዜ በሥራ ገበታው ላይ ካልተገኘ ያለተጨማሪ ሥነ-ሥርዓት አገልግሎቱ ይቋረጣል።

- 4. Without prejudice to the provisions of sub-article (1) of this Article, when a civil servant who has completed his probation is absent from his work for ten consecutive workings days due to unknown reasons, the government institution may terminate his service after calling him to report by two consecutive notices of ten days each.
- 5. A civil servant who has reported to work pursuant to the notices made in accordance with sub-article (4) of this Article if reports to work within a month from the first day of his absence shall, without prejudice to the administrative measure that may be taken by the head of the government institution upon examining the reasons of his absence, be reinstated to his position.
- 6. Notwithstanding the provisions of sub-article (4) of this Article, a government institution may, upon authorization by the head of the institution or his representative, reinstate a civil servant to a similar vacant position if he reports to work within six months from the date of his absence by producing sufficient evidence to prove that his absence was caused by force majeure.
- 7. The service of a civil servant who has not completed his probation shall be terminated without any additional formality where he is absent from work due to unknown reasons.

86. Shaqaaale dhimis

- 1) Shaqaalaha waxaa lagu samaynkaraa dhimis marka:
- b) Booskiisii shaqo la baabiiyay,
- t) Xafiiska dawladda la baabiiyay.
- j) Marka ay cadaato inaan loo baahnayn shaqaalaha; ama
- x) Marka ay suurtoagal noqon waydo in dib loo meeleeyo shaqaalaha hab waafaqsan qodob hoosaadka (1) ee qodobka 29^{aad} ama marka uu shaqaalahu iska diido inuu qabto boos ka hooseeya derajo ahaan midka uu ku qoranyahay.
- 2) Shaqaale dhimista loo sameeyo hab waafaqsan qodob hoosaadka (1)(c) ee qodobkan waxaa ka samayn marka la xaqiijiyo in shaqaalaha waxqabadkiisa iyo aqoontiisuba ay ka hooseyso mida shaqaalaha kale eek u qoran boosaska ay isku derajo yihiin.

87. shaqo ka ervisya ka dhalata fal Anshax xumo

Shaqaalaha dawladda waxaa lagu eryi karaa ganaax Anshax xumo sida lagu xeeriyay qodob hoosaadka (1) (d) ee qodobka 68^{aad} ee Bayaankan islamarkaana aanay go'aankaasi burinin maxkamadda arrimaha shaqaalaha dawladdu.

88. Hawlgab

- 1) Shaqaalaha dawladda ee aan la kordhin waqtiga hawlgabkiisa hab waafaqsan Qodobka 92^{aad} ee bayaankan waxa uu hawlgab noqon maalinta ugu dambaysa ee bisha ugu dambaysa ee uu gaadho da'da Hawlgabka.
- 2) Shaqaalaha dawladda ee gaadha waqtiga Hawlgabka hab waafaqsan Qodob hoosaadka (1) ee Qodobkan waxaa la siin qoraal ogeysiin ah saddex bilood kahor maalinta uu hawlgabka gelayo

86. የሠራተኛ ቅነሳ

- 1. ማንኛውንም የመንግሥት ሠራተኛ፣
 - ሀ) የሥራ መደቡ ሲሰረዝ፣
 - ለ) መሥሪያ ቤቱ ሲዘጋ፣
 - ሐ) ትርፍ የሰው ኃይል ሲኖር፣
- መ) በዚህ አዋጅ አንቀጽ 29(1) መሠረት ለመደልደል ካልተቻለ ወይም የመንግሥት ሠራተኛው ዝቅ ባለ የሥራ ደረጃ ላይ ለመሥራት ፈቃደኛ ካልሆነ ከሥራ ይሰናበታል።
- 2. በዚህ አንቀጽ ንዑስ አንቀጽ (1)(ሐ) መሠረት ቅነሳ የሚደረገው የመንግሥት ሠራተኛው በመሥሪያ ቤት ውስጥ በተመሳሳይ የሥራ መደብ ላይ ካሉ ሌሎች የመንግሥት ሠራተኞች ጋር ሲወዳደር በሥራ ውጤቱና ባለው ችሎታ ዝቅተኛ መሆኑ ሲረጋገጥ ነው።

87. በዲስፕሊን ምክንያት ከሥራ ማሰናበት

በዚህ አዋጅ አንቀጽ ፳፱ ንዑስ አንቀጽ (1)(ሠ) መሠረት በዲስፕሊን ቅጣት የተወሰነበትና በአስተዳደራዊ ይግባኝ ውሳኔው ያልተሰረዘለት የመንግሥት ሠራተኛ አገልግሎቱ ይቋረጣል።

88. በዕድሜ ምክንያት አገልግሎት ስለማቋረጥ

- 1. ማንኛውም የመንግሥት ሠራተኛ በዚህ አዋጅ አንቀጽ 92 መሠረት አገልግሎቱ ካልተራዘመ በስተቀር በሕግ ከተወሰነው የመሥሪያ ዕድሜ ከደረሰበት የመጨረሻ ወር የመጨረሻ ቀን ጀምሮ አገልግሎቱ እንዲቋረጥ ይደረጋል።
- 2. በዚህ አንቀጽ ንዑስ አንቀጽ (1) መሠረት በጡረታ ለሚሰናበት የመንግሥት ሠራተኛ ጡረታ ከመውጣቱ ከሶስት ወር በፊት በጽሑፍ እንዲያውቀው ይደረጋል።

86. Retrenchment

- 1. Any civil servant shall be retrenched where:
 - a) his position is abolished;
 - b) the government institution is closed; or
 - c) Redundancy of man power is created; and where it is not possible to reassign him in accordance with Article 29(1) of this Proclamation or where he is reluctant to accept a position of a lower grade.
- 2. Retrenchment of a civil servant in accordance with sub-article (1)(c) of this Article shall be made when it is proved that his performance and qualification are lower when compared with other civil servants holding the same position

87. Termination of Service on Disciplinary Grounds

The service of a civil servant shall be terminated where a disciplinary penalty under sub-article (1) (f) of Article 68 of this Proclamation is imposed on him and the penalty is not reversed by the Administrative Tribunal on appeal.

88. Retirement

- 1. The service of a civil servant whose service is not extended beyond retirement age pursuant to Article 92 of this Proclamation shall be terminated on the last day of the last month in which he attained the retirement age determined by law.
- 2. A civil servant who retires in accordance with sub-article (1) of this Article shall be notified of his retirement in writing three months prior to his retirement.

**89. Shaqo ka tegis ku timaada
Dhimasho**

- 1) Waajibaad gudashada Shaqaalaha dawladdu waxay joogsanaysaa maalinta uu dhinto.
- 2) Mushaharka dhamaystiran ee Bisha uu dhintay iyo lacagaha kale ee la xidhiidha fasaxyo aanu qaadan shaqaalahu waxaa la siin Lamaanihiisa hadii aanay jirina dhaxleyaashiisa sharci.
- 3) Iyadoo ay sideeda tahay arrimaha lagu xeriyay shuruucda hawlgabka ee dhaqangalka ah Marka uu dhinto shaqaalaha dawladdu wadar lacageed oo u dhiganta Saddex bilood mushaharkood waa in la siiyo lamaanihiisa ama ehelada kale ee uu isagu usoo gudbiyay xafiiska, hadii aanu shaqaalahu intuu noolaa cidna soo gudbinin waxaa la siin cida keenta cadeyn maxkamadeed.
- 4) Lacagta loo bixiyo hab waafaqsan qodob hoosaadka (3) ee Qodobkan lagama jari karo wax cashuur ah, hawlgab ah ama wax qaan dhabasho ah.

90. Cadeynta Waayo aragnimada

- 1) Cadeynta waayo aragnimada ee la siinayo shaqaalaha dawladda waxaa lagu muujin nooca, Muddada, Adeegga iyo mushaharka uu qaadan jiray shaqaalaha dawladdu.
- 2) Hadii shaqaale dawladeed oo uu saaranyahay waajibaad tabobar ama deyn xafiisku ku leeyahay uu shaqada uga tago sababtay doonto ha ahaatee lama siinayo wax cadeyn waayo aragnimo ah ilaa uu soo cadeeyo inaan lagu lahayn wax deyn ama waajibaad kale ah.

**89. በሞት ምክንያት አገልግሎት
ስለማቋረጥ**

1. ማንኛውም የመንግሥት ሠራተኛ ከሞተበት ቀን ጀምሮ አገልግሎቱ ይቋረጣል።
2. አገልግሎቱ በሞት ምክንያት የተቋረጠ የመንግሥት ሠራተኛ የሞተበት ወር ሙሉ ደመወዙ እንዲሁም ላልተወሰደ የዓመት ዕረፍት ፈቃድ የሚፈጸም ክፍያ ለትዳር ጓደኛው፣ የትዳር ጓደኛ ከሌለው ለሕጋዊ ወራሾች ይከፈላል።
3. አግባብ ባለው የጡረታ ህግ የተደነገገው እንደተጠበቀ ሆኖ ማንኛውም የመንግሥት ሠራተኛ በሞት ምክንያት አገልግሎቱ ሲቋረጥ ለሚሠራበት መሥሪያ ቤት በጽሑፍ ላሳወቃቸው የትዳር ጓደኛው ወይም በስሩ ይተዳደሩ ለነበሩ ቤተሰቦች የሦስት ወር ደመወዝ በአንድ ጊዜ ይከፈላል፤ ሆኖም የትዳር ጓደኛውን ወይም በሥሩ የሚተዳደሩ ቤተሰቦችን ሳያስመዘግብ የሞተ እንደሆነ ሥልጣን ካለው አካል ወይም ፍርድ ቤት በሚሰጥ ማስረጃ መሠረት ክፍያው ይፈጸማል።
4. በዚህ አንቀጽ ንዑስ አንቀጽ (3) መሠረት የሚሰጠው ክፍያ ከግብርና ከጡረታ መዋጮ ነጻ ይሆናል፤ እንዲሁም በዕዳ ሊከበር ወይም በማቻቻያነት ሊያዝ አይችልም።

**90. የአገልግሎት ምስክር ወረቀት
አሠጣጥ**

1. ለማንኛውም የመንግሥት ሠራተኛ የሚሰጥ የሥራ ልምድ የምስክር ወረቀት ሠራተኛው ሲያከናውን የነበረውን የሥራ ዓይነት፣ የአገልግሎት ዘመኑና ሲከፈለው የነበረውን ደመወዝ የሚገልጽ መሆን አለበት።
2. የሥልጠና ውል ግዴታ ወይም በመንግሥት መሥሪያ ቤቱ የሚፈለግበት ማንኛውም ዕዳ ያለበት የመንግስት ሠራተኛ በማንኛውም ምክንያት አገልግሎቱን ሲያቋርጥ የውል ግዴታውን ስለመፈጸሙ ወይም ከዕዳ ነጻ መሆኑን የሚገልጽ ማስረጃ ከማግኘቱ በፊት የሥራ ልምድ የምስክር ወረቀት አይሰጠውም።

**89. Termination on the Ground of
Death**

1. The service of a civil servant shall be terminated on the day of his death.
2. The full salary for the month in which a civil servant has passed away as well as the payment for unused annual leaves shall be paid to his spouse or in the absence of spouse to his legal heirs.
3. Without prejudice to the provisions of the relevant pension law, where a civil servant dies, a lump sum of payment equivalent to his three months' salary shall be paid to his spouse or members of his family who were dependent on him, and were communicated, in writing, by him to the government institution; provided, however, that in the absence of such communication of the spouse or family members, the payment shall be effected upon the production of evidence given by a competent body or court.
4. The payment under sub-article (3) of this Article shall be exempted from tax and pension contribution; and shall not be subject to attachment or setoff.

90. Certificate of Service

1. A certificate of service to be issued to any civil servant shall indicate the type and length of his service as well as his salary.
2. If a civil servant who is bound by an obligation of a training contract or is indebted towards the government institution terminates his service for any reason, he shall not be entitled to a certificate of service before obtaining a clearance certificate for discharging his obligations.

3) Arrimaha lagu sheegay Qodob hoosaadka (2) ee qodobkani dhaqangal kuma aha shaqaalaha dawladda ee aan shaqada ka tegin.

91. **Qaan dhabid**

- 1) Shaqaalaha dawladda ee loo dhimay hab waafaqsan qodobka 86^{aad} ee Bayaankan ee aan lahayn wax hawlgab ah waxa la siin:
- b) Lacag u dhiganta Saddex bilood bilood ee u horeeyay shaqadiisa mushaharkoodii;
- t) Saddex meelood hal meel oo mushaharka sanadkasta oo kale oo uu shaqeeyay, Hase ahaatee wadarta lacagta la siinayo kama badan karto 12 bilood mushaharkood
- 2) Shaqaalaha dawladda ee dhamaystay muddada tijaabada ee shaqeynayay muddo aan ka yareyn hal sano waxaa la siin qaan dhabid u dhiganta mudada uu shaqeynayay.

92. **Kordhinta Muddada Adeega**

- 1) Muddada adeeg bixinta ee shaqaalaha dawladda waxaa lagu kordhin karaa waqtiga lagu xusay Sharciyada hawlgabka shan sano markiiba hase ahaatee wadarta mudada la kordhiyay kama badnaan karto toban sano.
- 2) Muddada adeeg bixinta ee shaqaalaha dawladda Qodob hoosaadka (1) ee qodobkan waxaa la kordhin karaa marka:
 - b) Aqoontiisa, xirfadiisa ama waayo aragnimadiisu ay muhiim u tahay Xafiiska Dawladda,

3. የዚህ አንቀጽ ንዑስ አንቀጽ (2) በሥራ ላይ እያለ የሥራ ልምድ የምስክር ወረቀት ለሚጠይቅ የመንግስት ሠራተኛ ተፈጻሚ አይሆንም።

91. **አገልግሎት ሲቋረጥ የሚፈጸም ክፍያ**

- 1. የሙከራ ጊዜውን ያጠናቀቀ የመንግሥት ሠራተኛ በዚህ አዋጅ አንቀጽ 86 መሠረት በቅነሳ ምክንያት ከሥራ ከተሰናበተና የሥራ ውሉ በተቋረጠበት ዕለት የጡረታ አበል የማይከፈለው ከሆነ፣
 - ሀ) ለመጀመሪያ አንድ ዓመት የሦስት ወር ደመወዝ፣
 - ለ) በተጨማሪ ለአገልግሎት ለእያንዳንዱ ዓመት የወር ደመወዙ አንድ ሦስተኛ እየታከለ፣ ይከፈለዋል፤ ሆኖም የሚሰጠው ክፍያ ከሠራተኛው የአሥራ ሁለት ወር ደመወዙ መብለጥ የለበትም።
- 2. የሙከራ ጊዜውን ለጨረሰና ከአንድ ዓመት በታች ላገለገለ የመንግስት ሠራተኛ የሚፈጸመው ክፍያ ከአገልግሎቱ ጋር ተመጣጣኝ ይሆናል።

92. **አገልግሎትን ማራዘም**

- 1. የመንግሥት ሠራተኛ የመጠሪያ ዕድሜው ከደረሰ በኋላ በአንድ ጊዜ እስከ አምስት ዓመት በጠቅላላው ከአሥር ዓመት ለማይበልጥ ጊዜ አገልግሎቱን ማራዘም ይቻላል።
- 2. በዚህ አንቀጽ ንዑስ አንቀጽ (፩) መሠረት የአንድን የመንግሥት ሠራተኛ አገልግሎት ማራዘም የሚቻለው፣
 - ሀ) የሠራተኛው ትምህርት፣ ልዩ ዕውቀትና ችሎታ ለመሥሪያ ቤቱ ሥራ ጠቃሚ ሆኖ ሲገኝ፣

3. The provisions of sub-article (2) of this Article shall not be applicable to a civil servant whose service is not terminated

91. **Severance Pay**

- 1. Any civil servant who has been retrenched under Article 86 of this Proclamation and is not entitled to pension allowance on the date of the termination of his service shall be paid:
 - a) His three months' salary for the first year of his service; and
 - b) one-third of his monthly salary for each additional year of his service; Provided, however, that such payment shall not exceed his 12 months' salary.
- 2. A civil servant who has completed his probation and served for less than one year shall be entitled to severance pay in proportion to his service.

92. **Extension of Service**

- 1. The service of a civil servant may be extended beyond his retirement age for a period up to five years at a time and for a period not exceeding ten years in total.
- 2. The service of a civil servant may be extended under sub-article (1) of this Article where:
 - a) his qualification, special skill and ability is found to be essential to the government institution;

- t) Aanay suurtoagal ahayn in booskiisa lagu meeleeeyo shaqaale kale iyadoo la raacayo talaabooyinka dalacsiinta, bedelaada ama Shaqaleysiinta;
- j) Marka cadeyn dhakhtar lagu muujiyo inuu gudan karo waajidaadyadiisa;
- x) Marka uu isago si rabitaan ah u sheego inuu gudan karo waajibaadyada saaran;
- Kh) Muddo kordhinta hawlgabka waxaa samayn kara xafiiska kadib marka uu codsi qoraal ah usoo gudbiyo saddex bilood kahor maalinta uu hawlgabka gelayo shaqaalahu.

QAYBTA LABA IYO TOBNAAD

ODOBO KALA DUWAN

93. Burinta Shaqaaleysiinta

Dalacsiinta, Korodhka Mushaharka iyo Faa'iidooyinka kale

1) Hadii shaqaaleysiinta, Dalacsiinta, kordhinta Mushaharka iyo faa'i-idooyinka kaleba la cadeeyo in lagu helay cadeymo been abuur ah ama masuulka ansixiyay aanu ahayn midkii awooda u lahaa ama ay ka hor imanayso Qodobada bayaankan, X/nidaameedyada ama Awaamiirta loo soo saaro hab waafaqsan ama shuruucda kale iyadoo ay sideeda tahay faldambiyeedka ka dhalan kara waxaa burin xafiiska ay khusayso ama Xafiiska Adeegga shacabka iyo Horumaarinta cuduuda shaqaalaha.

ለ) በደረጃ ዕድገት፣ በዝውውር ወይም በቅጥር ተተኪ ሠራተኛ ለማግኘት አለመቻሉ ሲረጋገጥ፣

ሐ) ሠራተኛው ለሥራው ብቁ መሆኑ በሕክምና ማስረጃ ሲረጋገጥ፣

መ) ሠራተኛው አገልግሎቱን ለመቀጠል ሲስማማ፣ እና

ሠ) የአገልግሎቱ መራዘም ጥያቄው የመጠሪያ ዕድሜው ከመድረሱ ከሦስት ወር በፊት ለቢሮው ቀርቦ ሲፈቀድ፣ ነው።

ክፍል አሥራ ሁለት
ልዩልዩ ድንጋጌዎች

93. የቅጥር፣ የደረጃ ዕድገት፣ የደመወዝ ጭማሪና ሌላ ጥቅም መስረዝ

1. የሐሰት የትምህርት ወይም የሥራ ልምድ ማስረጃ በማቅረብ ወይም ሥልጣን በሌለው ሰው ወይም ይህን አዋጅ ወይም አዋጁን ለማስፈጸም የወጣውን ደንብና መመሪያ ወይም ሌላ ማናቸውንም ሕግ በመተላለፍ የተፈፀመ ቅጥር፣ የደረጃ ዕድገት፣ የደመወዝ ጭማሪ ወይም ሌላ ጥቅም በዲስፕሊንና በወንጀል የሚያስከትለው ተጠያቂነት እንደተጠበቀ ሆኖ በመሥሪያ ቤቱ ወይም በፕብሊክ ሴርቪስና የሰው ሀብት ልማት ቢሮ በማናቸውም ጊዜ ይሰረዛል።

- b) it is not possible to replace him by another civil servant through promotion, transfer or recruitment;
- c) he is proved fit for service by medical certificate;
- d) he has agreed to the extension of his service; and
- e) the extension is approved by the Bureau upon a request submitted three months prior to the date of his retirement

SECTION TWELVE

MISCELLANEOUS PROVISIONS

93. Nullification of Appointment, Promotion, Salary Increment and Other Benefits

1. If any appointment, promotion, salary increment or other benefits is effected upon presentation of false evidence of education or experience or effected by unauthorized person or contravenes this Proclamation, regulations and directives issued for the implementation of this Proclamation or any other law, it shall, without prejudice to disciplinary and criminal liabilities, be nullified by the government institution or by the Public Service and Human development Bureau.

2) Iyadoo ay sideeda tahay talaabooyinka anshax marineed iyo ciqaabta faldambiyeedka ka dhalan kara shaqaale kasta oo shaqaaleysiintiisa, Dalacsiinta, kordhinta Mushaharka iyo faa'iidooyinkaleba la buriyay lagama codsan karo inuu dib usoo celiyo mushaharkii uu hore u qaatay.

3) Masuulka ama xubin kasta oo kamid ah guddi oo si kas ah ama taxadardarro culus ku jirto u meelmariya shaqaaleysiinta, Dalacsiinta, kordhinta Mushaharka iyo faa'iidooyinka kaleba waxa lagu qaadi talaabooyinka anshax eek u haboon iyo ciqaabta ku haboon iyo magdhawga ku haboon.

4) Hadii Xafiiska dawladda ee ay khusayso ama Xafiiska adeegga shacabka iyo Hor cuduuda shaqaaluhu ay helaan xog sheegaysa in la galay falka lagu sheegay qodob hoosaadka (3) ee qodobkan waa inay qaadaan talaabooyinka lagu saxi karo islamarkaana cadeymaha ay hayaan u gudbiyaan xafiiska ay khusayso ee soo oogi kara Faldambiyeedka ama dacwada madaniga ahba.

94. Awoodda Wakiilashada

Xafiisku waxa uu u wakiilan karaa xafiisyada kale ee dawladda hadii uu u arko lagama maarmaan habsami u qabashada awoodaha iyo waajibaadyada maareynta cududa shaqaalaha dawladda.

95. Xaqiiqinta Dhaqangalka Bayaanka

1) Xafiiska ayaa iska leh masuuliyadda xaqiiqinta dhaqangalka qodobada bayaankan, X/nidaameedyada iyo Awaamiirta loo soo saaro hab waafaqsan bayaankan.

2. የቅጥር፣ የደረጃ ዕድገት፣ የደመወዝ ጭማሪ ወይም ሌላ ጥቅም የተሰጠበት የመንግሥት ሠራተኛ በዲስፕሊንና በወንጀል መጠየቁ እንደተጠበቀ ሆኖ የመሰረዙ እርምጃ እስከተወሰደበት ጊዜ ድረስ የተከፈለውን ደመወዝና ሌሎች ጥቅሞች እንዲመልስ አይጠይቅም።

3. ከህግ ውጭ ቅጥር፣ የደረጃ ዕድገት፣ የደመወዝ ጭማሪ ወይም ሌላ ጥቅም እንዲሰጥ ሆን ብሎ ወይም በከባድ ችፍተኝነት የፈቀደ የሥራ ኃላፊ ወይም የኮሚቴ አባል አግባብ ባለው የዲስፕሊን፣ የወንጀል ህግ እና የፍትህ-ብሔር ህግ ድንጋጌዎች መሠረት ተጠያቂ ይሆናል።

4. በዚህ አንቀጽ ንዑስ አንቀጽ (3) መሠረት የተጠቀሰው ጥፋት መፈጸሙን የመንግሥት የመሥሪያ ቤቱ ወይም በፕብሊክ ሴርቪስ የሰው ሀብት ልማት ቢሮ ከደረሰበት ጥፋቱን ለማረም የሚያስችል እርምጃ መውሰድ እና ኃላፊውን ወይም የኮሚቴ አባሉን በወንጀልና በፍትህ-ብሔር ህግ ተጠያቂ ለማድረግ ሥልጣን ላለው የመንግሥት አካል የተፈጸመውን ድርጊት በማስረጃ አስደግፎ ማቅረብ አለበት።

94. የሥልጣን ውክልና ስለመስጠት
ቢሮው የፕብሊክ ሴርቪሱን የሰው ሀብት ሥራ አመራር ቀልጣፋና ውጤታማ ለማድረግ አስፈላጊ ሆኖ ሲያገኘው በዚህ አዋጅ የተሰጠውን ሥልጣንና ኃላፊነት ለመሥሪያ ቤቶች በውክልና ማስተላለፍ ይችላል።

95. የአዋጁን አፈጻጸም መቆጣጠር

1. ቢሮው ይህን አዋጅና በአዋጁ መሠረት የሚወጡትን ደንቦችና መመሪያዎች በትክክል በሥራ ላይ መዋላቸውን የመቆጣጠር ሥልጣንና ኃላፊነት ይኖረዋል።

2. Without prejudice to his disciplinary and criminal liability, a civil servant whose appointment, promotion, salary increment or other benefits has been nullified may not be requested to pay back the salary and other benefits he has received up to the date of the nullification.

3. An official or member of a committee who intentionally or with gross negligence authorizes unlawful appointment, promotion, salary increment or other benefits shall be liable under the relevant disciplinary, criminal and civil law provisions.

4. Where the head of the government institution or the Bureau finds out that a fault specified under sub-article (3) of this Article has been committed, it shall take corrective measure and submit the case with pertinent evidence to the relevant government body that has the power to initiate criminal or civil proceedings against the persons responsible for the violation.

94. Delegation of Power

The Bureau may delegate its powers and duties under this Proclamation to government institutions where it deems it necessary for the efficient and effective human resource management of the public service.

95. Supervision of Implementation of the Proclamation

1. The Bureau shall have the powers and duties to supervise the proper implementation of this Proclamation and regulations and directives issued hereunder.

2) Xafiisku isagoo gudanaya waajiaadka lagu siiyay Qodob hoosaadka (1) ee Qodobkan waqiguu doono:

b) Waxa uu baadhis ku samayn karaa xogta shaqaalaha dawladda ee taala xafiisyada dawladda ee kala duwan isagoo soo diraya xubno baadhis ku sameeya;

t) Waxa uu weydiin karaa masuuliyiinta kala duwan ama shaqaalaha dawladda inay bixiyaan cadeymo af ah ama qoraal ah;

3) Xafiisku inta uu ku gudajiro baadhista hab waafaqsan Qodob hoosaadka (2) ee Qodobkan hadii ay soo baxdo in sharciga lagu xadgudbay ama fal kalasooc ah lagu kacay waxay:

b) Amri karaa in la saxo qaladaadka la sameeyay;

t) In la joojiyo dhaqangelinta arrinta inta lagasoo saarayo go'aan;

j) Sababi in talaabo maamul laga qaado masuulka ama shaqaalaha dawladda ee ay ku cadaato inuu falkaasi sameeyay; iyo

x) Inuu qaado talaabo waafaqsan qodob hoosaadka (4) ee Qodobka 94^{aad} ee Bayaankan.

96. Awooda Soo Saarida Sharcivada

1. Goalaha Hawl fulinta Deegaanku wuxuu soo saari karaa x/nidaameed lagu fulinayo qodobada Bayaankan.
2. Xafiisku wuxuu soo saari karaa awaamiir lagu fulinayo qodobada bayaanka bayaanka iyo x/nidaamaadka uu golaha hawl fulintu soo saaraan.

2. ቢሮው በዚህ አንቀጽ ንዑስ አንቀጽ (1) የተሰጠውን ሥልጣንና ኃላፊነት ተግባራዊ ለማድረግ በማናቸውም ጊዜ፣
 - ሀ) በመንግስት መሥሪያ ቤቶች በመገኘት ወይም እንዲላኩለት በማዘዝ ማህደሮችንና ሌሎች መረጃዎችን መመርመር፣ እና
 - ለ) ጉዳዩ የሚመለከተውን የሥራ ኃላፊ ወይም ሌሎች የመንግስት ሠራተኞች በቃል ወይም በጽሁፍ እንዲያስረዱ መጠየቅ፣ ይችላል።

3. ቢሮው በዚህ አንቀጽ ንዑስ አንቀጽ (2) መሠረት በሚያደርገው ምርመራ ወይም በሌላ በማናቸውም መንገድ ህግ መጣሱን ወይም አድሎ መፈጸሙን ከደረሰበት፣
 - ሀ) ትክክል ያልሆነ አሠራር እንዲስተካከል የማዘዝ፣
 - ለ) ጉዳዩ ውሳኔ እስኪያገኝ ድረስ አፈጻጸሙን የማገድ፣
 - ሐ) ለድርጊቱ ተጠያቂ በሆነው የሥራ ኃላፊ ወይም የመንግሥት ሠራተኛ ላይ ተገቢው አስተዳደራዊ እርምጃ እንዲወሰድበት የማድረግ፣ እና

መ) በዚህ አዋጅ አንቀጽ 94(4) መሠረት የመፈጸም ሥልጣን ይኖረዋል።

96. ደንብና መመሪያ የማውጣት ሥልጣን

1. ይህን አዋጅ ለማስፈጸም አስፈላጊ የሆኑ ሌሎች ደንቦችን የክልሉ አስፋፃሚ ምክር ቤት ሊያወጣ ይችላል።
2. ቢሮው ይህን አዋጅና በአዋጁ መሠረት የሚወጡትን ደንቦች ለማስፈጸም አስፈላጊ የሆኑ መመሪያዎችን ሊያወጣ ይችላል።

2. The Bureau, in exercising its powers and duties under sub-article (1) of this Article, may at any time:
 - a) examine files and other records by sending inspectors to government institution or by ordering them to submit such files and records; and
 - b) Require the concerned official or other civil servants to give oral or written explanation.
3. Where the Bureau, through its investigation under sub-article (2) of this Article or otherwise, discovers that the law is infringed or a discriminatory act is committed, it shall have the power:
 - a) to order the rectification of the irregularities;
 - b) to suspend the execution of the matter until decision is made there on;
 - c) to cause the taking of appropriate administrative measures against the official or the civil servant responsible for the act; and
 - d) to act in accordance with Article 94 (4) of this Proclamation

96. Power to Issue Regulations and Directives

1. The Council of cabinet may issue regulations necessary for the implementation of this Proclamation.
2. The Bureau may issue directives necessary for the implementation of this Proclamation and regulations issued pursuant to the Proclamation.

97. Qodobada kala guurka

Inta Xafiisku kasoo saarayo Halbeegyada lagu cabirayo u Qalmida iyo Xaqiijinta tayada Xirfadda ee go'aaminta iyo xulashada shaqaalaha ee boosaska cusub, shuruudihii lagu sheegay bayaankan dhaqangal ku ahaan Shaqaaleysiinta, Dalacsiinta, Bedelaada iyo dib u meelaynta shaqaalaha dawladda.

98. Sharciyada aan dhaqangal ahayn

1) Waxaa hab waafaqsan bayaankan loo buriyay Bayaanka maamulka shaqalaha Dawladda deegaanka Soomaalida, bayaan tirsi: 38/1995;

2) Sharci kastoo qodobada bayaankan ka soo horjeeda ma laha fulitaan sharci.

99. Mudada Dhaqangalka Bayaanka

Bayaankani wuxuu dhaqan galayaa maalinta uu ansixiyo golaha Xildhibaanada Deegaanku.

Jig-Jiga, Sane 2012

Mustafe Muxumed Cumar

Madaxwayne ku xigeenka ahna kusiimaha Madaxweynaha Dawladda Deegaanka Soomaalida

97. የመሽጋገሪያ ድንጋጌዎች

ቢሮው ለክፍት የሥራ መደቦች አመልካቾች በፈተና ተወዳድረው የሚመረጡበትን የመግቢያና የብቃት ማረጋገጫ ሥርዓት መዘርጋት የሚያስችሉ መመዘኛዎችና መለኪያዎች እስኪዘረጋ ድረስ የመንግሥት ሠራተኞች ቅጥርን፣ የደረጃ እድገትን፣ ዝውውርና ድልድልን በተመለከተ በዚህ አዋጅ በተደነገጉት ሌሎች መስፈርቶች ተፈጻሚነታቸው ይቀጥላል።

98. ተፈጻሚነት ስለሌላቸው ሕጎች

1. የሶማሌ ክልላዊ መንግሥት የመንግሥት ሠራተኞች አዋጅ ቁጥር 38/1995 በዚህ አዋጅ ተሸሯል።

2. ይህን አዋጅ የሚቃረን ማናቸውም ህግ ተፈጻሚነት አይኖረውም።

99. አዋጁ የሚጸናበት ጊዜ

ይህ አዋጅ በክልሉ ምክር ቤት ከፀደቀበት ቀን ጀምሮ የፀና ይሆናል።

ጁግጁጋ ሰኔ 2012 ዓ.ም

ሙስጠፌ ሙሁመድ ዑመር

የሱማሌ ክልላዊ መንግሥት ምክትል ፕሬዚዳንትና ተጣባቂ ፕሬዚዳንት

97. Transitory Provisions

Until the Bureau adopts the criteria and parameters that enable the establishment of eligibility and competence certification for examining and selecting applicants for vacant posts, the other selection criteria provided for by this Proclamation alone shall continue to apply to the recruitment, promotion, transfer and redeployment of civil servants.

98. Nonapplicable Laws

1. The Somali Regional State Civil servants Proclamation No. 38/1995 is here by repealed.

2. No law shall in so far as it is inconsistent with this Proclamation, have force.

99. Effective Date

This Proclamation shall come into force upon its approval by State Council.

Done at Jig-jig, on May 2020

**MUSTAPHE MOHUMED UMER
INTERIM PRESIDENT OF THE
SOMALI REGIONAL STATE**