SIDAAMA
PUBLIC SERVICE AND HUMAN RESOURCE DEVELOPMENT BUREAU

SIDAAMU DAGOOMU QOQQOWI MOOTTIMMA DAGITTE OWAANTENNA MANNU JIRO LATISHI BIIRO
በሲዳማ ብሔራዊ ክልላዊ መንግስት ፐብሊክ ሰርቪስና የሰዉሃብት ልማት ቢሮ

T.Kiiro ሲ.ዳ.ል/ዲ/ሰ/ክ/ሰ/19-29804
ቁጥር

Barra 22 / 09 / 2015 ዓ.ም
ቀን

Sidaamu Da/Qo/Mo/_____Biiro/Komishiine /Biilloonye/Ejense/ Bo/Mine

Hawaasa

---------- woradi/quchumu gashshooti Da/Ow/Ma/Ji/La/Biddishsha/Bo/Minira

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Hajo:-Kaajjinshoonni loosaasinete lallawa 21/2014 sowa la'anno

Sidaamu dagoomu qoqqowi amaalete mini mootimmate loosaasine lallawa **21/2014** amaalete mine shiqeenna mootimmate loosu minnara iille loosu aana hosanno gede kaajjinshoti qaangannite.

Konni daafira sidaamu dagoomu qoqqowi giddo heedhanno baalanti mootimmate loosu minna kuni lallawi iilleenna mannu wolqa wonshate looso yaano, qixire,dargu soorrishsha, deerru lopho,amanyootu/disipiliinetenna mootimmate loosaasine looso agurate hajubba lallawa kaima assine jeefisa hasiissannoha ikkinohura qoqquwu mereershi mootimmate loosu minna hundansaanni deerru deerrunkunni heedhanno mootimmate loosu minnara konne lallawa iillannonna hedo cu'mitanno looso loossannonna dirrissanno gede mootimmate loosaasine lalallawa **21/2014** qoola **89** ikkinoha tenne geegote borro ledo amadisiinse sonkoommohura qorophotenni loosu aana hasanno assinara egensiinseemmo.

Keeru Ledo !

Aseffa Gurraacha Adula
አሰፋ ጉራቻ አዱላ
Biirote Sooreessa
የቢሮ ኃላፊ

Affino:-
- Sidaamu Da/Qo/Mo/Presideentichu Borro Minira
- ,, ,, ,, Amaalete Minira
- Biirote sooreessira
- Ma/Ji/Lo/Ma//Handaarira
- Ma/Ji/Lat/Se/Woy/Dayirekitoreettera
- Insipekishiinetenna Mannu Jiro Dayirekitoreettera

Hawaaasa

ያለንን ውስን ሀብት በቁጠባ እንጠቀም

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SIDAAMU DAGOOMU QOQQOWI MOO
TIMMA AFFINI GAAZEEXA
የ ሲዳማ ብሔራዊ ክልላዊ መንግሥት አፍኒ ጋዜጣ
SIDAAMA NATIONAL REGIONAL STATE AFFINI GAZETA

2ki Diro Kiiro … **Hawaasa, Birra/ 2014 M.D**	**Sidaamu Dagoomu Qoqqowi Mootimma Amaalete Mini Allaalshi Hundaanni Fulinoho** **በ ሲዳማ ብሔራዊ ክልላዊ መንግሥት ምክር ቤት ጠባቂነት የወጣ**	**2nd Year No……** **Hawassa, October/2021**

Amado Lallawu Kiiro 21/2014 Sidaamu Dagoomu Qoqqowi Mootimma Mootimmate Loosaasine Lallawa … Qoola 89	**አዋጅ ቁጥር 21/2014 የሲዳማ ብሔራዊ ክልላዊ መንግሥት የመንግሥት ሠራተኞች አዋጅ አዋጅ ገጽ 89**	**Proclamation No21/2022 Sidama National Regional Government Civil Servants Proclamation Proclamation… Page 89**
Lallawu Kiiro 21/2014 Sidaamu Dagoomu Qoqqowi Mootimma Mootimmate Loosaasine Lallawa	**አዋጅ ቁጥር /፳፱፲፬** **የሲዳማ ብሔራዊ ክልላዊ መንግሥት የመንግሥት ሠራተኞች አዋጅ**	**Proclamation No 21/2022 Sidama National Regional Government Civil Servants Proclamation**
Sidaamu Dagoomu Qoqqowi Mootimma safantunkunni harancho yanna ikkasinni mootimmate loosaasine	የሲዳማ ብሔራዊ ክልላዊ መንግሥት ክተ[illegible]ሙ አጭር ጊዜ	**Since the national regional**

Sidaamu Dagoomu Qoqqowi Mootimma Paablik Servilzeana Mannuk Jiro Lallshi Biiro * በሲዳማ ብሔራዊ ክልላዊ መንግስት ፐብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ

gashshooti hajora albi qoqqowi lallawi kiiro 175/2011 loosu aana hosasi sufantanno gede lallawu kiiro 8/2012 fajjineenna horonsi'nanni hee'noonniha ikkirono xaa yannara qoqqowu umisi hattono gobboomu soorro hedote giddo worinoha mootimmate loosaasine gashshate seera fushsha hasiisinohura;

Mootimmate owaante uynanni gara yanna yannatenni woyyeessatenni owaatamaanno dagoomi kasseenya lossate dandiisiisanno mootimmate uurrinshubba giddo mannu wolqa wonshate, bobbahisatenna xa'misiisate xaphooma amuraate wora yannitenna hasiissannota ikkitinohura;

Mootimmate loosaasine loosinsa aana keeshshitanno gede assatenna haaro loosaasineno mootimmate looso baxxenna ammante loosatenni gumaamimma halashshate woyyaawino loosu qooxeesa kalaqa hasiissinohura;

Sidaamu Dagoomu Qoqqowi Mootimma Bayriidi Seera quwa 48 cinaancho quwa 3 (a) garinni aane nooha lallanboonni.

ከመሆኑ የተነሳ ለመንግሥት ሠራተኞች አስተዳደር ጉዳይ የነባሩ

ክልል አዋጅ ቁጥር 175/2011 ሥራ ላይ መዋሉ እንዲቀጥል በአዋጅ ቁጥር 8/2012 ተፈቅዶ ሲሰራበት የነበረ ቢሆንም በአሁኑ ወቅት ክልሉ የራሱን እንዲሁም ሀገራዊ ለውጦችን ታሳቢ ያደረገ የመንግሥት ሠራተኞች አስተዳደር ሕግ ማውጣት በማስፈለጉ፤

የመንግሥት አገልግሎት አሰጣጥን በየጊዜ በማሻሻል የተገልጋዮን ህብረተሰብ እርካታ ለማሳደግ እንዲቻል በመንግሥት ተቋማት ውስጥ የሰው ኃይል የሚሟላበት፣ የሚሰማራበትና የሚጠየቅበትን አጠቃላይ ሥርዓት ማስቀመጥ ወቅታዊና አስፈላጊ በመሆኑ፣

የመንግሥት ሠራተኞች በሥራቸው ላይ እንዲቆዩ ለማድረግና አዳዲስ ሠራተኞችም የመንግሥትን ሥራ ወደውት እና አምነውበት በመሥራት ፍሬያማነትን እንዲጨምሩ የተሻለ የሥራ አከባቢ መፍጠር በማስፈለጉ፤

በሲዳማ ብሔራዊ ክልል መንግሥት ሕገ- መንግሥት አንቀጽ ፵፰ ንዑስ አንቀጽ ፫(ሀ) መሰረት የሚከተለዉ ታውጇል፡፡

government of Sidama was established from a short period of time, the previous Regional Decree No. 175/2019 was allowed to continue in force for the administration of civil servants, by Decree No. 8/2020;

Since it is timely and necessary to put in place a general system in which manpower is met, deployed and requested in government institutions in order to increase the satisfaction of the user society by constantly improving the delivery of government services;

Since it is needed creating a better working environment so that government employees can stay in their jobs and new employees like and believe in government work and thereby increase productivity;

According to Article 48 Sub-Article 3(a) of the Constitution of the Sidama National Region Government, the following



GAFA MITE

XAPHOOMA WORO

1. Harancho Umo

Konne lallawa "Sidaamu Dagoomu Qoqqowi Mootimma Mootimmate Loosaasine Lallawa Kiiro 21/2014" yine woshshinara dandiinanni.

2. Tiro

Horoonsi'noonni gari baxxitino tiro uyisiisannoha ikka hoogiro konni lallawi giddo:

1. **"Qoqqowo"** yaa Sidaamu Dagoomu Qoqqowooti.

2. **"Biiro woy Biirote Sooreessi"** yaa aantensa garinni Sidaamu Dagoomu Qoqqowi Mootimma Dagitte Owaantenna Mannu Jiro Latishshi Biirootinna Sooreessaati.

3. **"Mootimmate Loosu Mine"** yaa umosi dandee lallawunni woy wodhotenni tantaname wo'munni wo'ma woy boco mootimmatenni gaammanni baajeettenni galanno Sidaamu Dagoomu Qoqqowi Mootimma loosu mineeti.

4.**"Mootimmate Loosaasincho"** yaa qoqqowu mootimma loosu

ክፍል አንድ

ጠቅላላ ድንጋጌዎች

1. **አጭር ርዕስ**

ይህ አዋጅ "የሲዳማ ብሔራዊ ክልላዊ መንግሥት የመንግሥት ሠራተኞች አዋጅ ቁጥር 21/2014 ተብሎ ሊጠቀስ ይችላል።

2. **ትርጓሜ**

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

1. "**ክልል**" ማለት የሲዳማ ብሔራዊ ክልል ነው።

2. "**ቢሮ ወይም ቢሮ ኃላፊ**" ማለት እንደየቅደም ተከተሉ የሲዳማ ብሔራዊ ክልላዊ መንግሥት ፐብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ እና ቢሮ ኃላፊ ነው።

3. "**የመንግሥት መሥሪያ ቤት**" ማለት ራሱን ችሎ በአዋጅ ወይም በደንብ የተቋቋመና ሙሉ በሙሉ ወይም በከፊል ከመንግሥት በሚመደብለት በጀት የሚተዳደር የክልሉ የመንግሥት መሥሪያ ቤት ነው።

4. "**የመንግሥት ሠራተኛ**" ማለት በክልሉ መንግሥት መሥሪያ ቤት

has been declared.

PART ONE

GENERAL PROVISIONS

1. Short title

This Proclamation may be cited/mentioned as "Sidama National Regional Government Civil Servants Proclamation No 21/2022".

2. Interpretation

In this Proclamation, unless the context dictates otherwise:

1. "**Region**" means the Sidama National Region.

2. "**Office or Office Head**" means the Office and Office Head of Public Service and Human Resource Development of Sidaama National Regional Government respectively.

3) "Government office" means the government office of the region which is independently established by decree or well established and managed in whole or in part by the budget allocated to it from the government.

4) "Government employee"



mini giddo uurrinshunni qaxarame loosannoha ikkeenna konni woroonni noore dihanqafanno: a) Mootoonsinoonnire, b) Deerru deerrunkunni dagate riqiwamaano ikkite mootimmate loosu minnara qaxarante loossannokkire, c) Deerru deerrunku heedhanno yooaanonna seeru allaalaano, d) Poolisete miillanna poolisete wodhonni galtanno loosaasine, e) Wole hajo la'anno seerinni konni lallawinni galtannokki gede assinoonni loosaasine. 5. **"Yannate Geeshshi Loosaasincho"** yaa mootimmate loosu mine uurrinsha afi'rinokki woy yannate geeshshi looso jeefisate uurrinshu loosu madawera yannate geeshshira qaxarame loosanno ogeessa ikkeenna konni woroonni noore dihanqafanno: a) Barru baatooshshe baantannacloossanno barru loosaasine, b) Mootimmate loosu mini giddocogimma rosiisi'rate woy loosu aani qajeelshira	ውስጥ በቋሚነት ተቀጥሮ የሚሰራ ሰው ሲሆን የሚከተሉትን አይጨምርም፡- ሀ) የመንግሥት ተሿሚዎችን፣ ለ) በየደረጃው የሕዝብ ተወካይ ሆነው በመንግሥት መስሪያ ቤት ተቀጥረው የማይሰሩን፤ ሐ) በየደረጃው የሚገኙ ፍርድ ቤት ዳኞችንና ዐቃቤ ሕጎችን፣ መ) የፖሊስ አባላትና በፖሊስ ደንብ በሚተዳደሩ፤ ሠ) ሌሎች አግባብነት ባለው ሕግ በዚህ አዋጅ እንደማይተዳደሩ በተመለከቱ ሠራተኞች። 5. **"ጊዜያዊ ሠራተኛ"** ማለት በመንግሥት መሥሪያ ቤት ውስጥ የዘላቂነት ባሕርይ የሌለውን ወይም ጊዜያዊ ሥራ ለመፈጸም በቋሚ የሥራ መደብ ላይ በጊዜያዊነት ተቀጥሮ የሚሠራ ሰው ሲሆን የሚከተሉትን አይጨምርም፡- ሀ) በቀን ሂሳብ እየተከፈላቸው የሚሠሩ የቀን ሠራተኞችን፤ ለ) በመንግሥት መሥሪያ ቤት ውስጥ ለመ.ያ መልመጃ ወይም ለተግባር ሥልጠና የተመደቡ ሰዎችን፤ ሐ)ከመንግሥት መሥሪያ ቤት ጋር በሚገቡት ውል መሠረት ዋጋ	means a person permanently employed in the state government office and does not include the following:- a) Government appointees, b) Those who are not employed in government offices as public representatives at all levels; c) Court judges and prosecutors at all levels, d) Police officers and those governed by police regulations; e) Workers who are decided under the relevant law that they are not governed by this decree. **5. "Temporary employee"** means a person who is employed on a temporary basis in a permanent position to perform work of a non-permanent nature in a government office and does not include:- a) Day laborers who are paid by the day; b) Persons assigned to vocational training or practical training in government offices; c) People who work in their own business or profession while being paid according to the contract they agree with

Sidaamu Dagoomu Qoqqowi Mootimma Paabliik Servizenna Mannuu Jiro Lafishi Biiro
የሲዳማ ብሔራዊ ክልላዊ መንግስት የፐብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ

gaamantinore,

c) Mootimmate loosu mini giddo sheemaatu garinni baantannansa ogimmate looso loossannore ikkite uminsa looso loosidhe galtannore,

d) Addi ogimmanna dandoonsa kaiminni mootimmate loosu mini ledo e'anno sheemati garinni hasiisannore baantannansa tirfe yannansanni loossanno loosaasine.

6. **"Aliidi Sooreessa"** yaa mootimmate loosu mine aliidimmate massagannoho woy lekkisaanchoho;

7. **"Loosu Madawe"** yaa mittu mootimmate loosaasinchi wo'ma loosu yannasinni loosanno gede biilloonyu noonsa bissanni uynoonni loosu qeechanna biilloonyeeti.

8. **"Deerru Lopho"** yaa mootimmate loosaasincho amadino loosu deerrinni gotti yino loosu deerrira lossate.

9. **"Ikkadimma Buuxate Amanyoote"** yaa mootimmate loosaasinchi woy haaro qaxaraminohu loosanno woy qaxaramino madawera ikkadimmasi buunxanni amanyooteeti.

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።

6. "**የበላይ ኃላፊ**" ማለት የመንግሥት መሥሪያ ቤትን በበላይነት የሚመራ ወይም ምክትል ነው።

7. "**የሥራ መደብ**" ማለት አንድ የመንግሥት ሠራተኛ ሙሉ በሥራ ጊዜዉ እንዲያከናዉን ሥልጣን ባለው አካል የተሰጠ ተግባርና ኃላፊነት ነው።

8. "**የደረጃ ዕድገት**" ማለት የመንግሥት ሠራተኛን ከያዘው የሥራ ደረጃ ከፍ ወዳለ የሥራ ደረጃ ማሳደግ ነው።

9. "**የብቃት ማረጋገጫ ስርዓት**" ማለት አንድ የመንግሥት ሠራተኛ ወይም አዲስ ተቀጣሪ ሰው ስለተመደበበት ወይም ስለሚቀጠርበት የሥራ መደብ ብቁ ስለመሆኑ የሚረጋገጥበት ስርዓት ነው።

10. "**ደመወዝ**" ማለት በአንድ

the government office;

d) Professionals who work in their spare time and are paid according to the contractual agreement they sign with the government office due to their special knowledge and skills.

6. **"Chief Officer"** means a person in charge of a government office or a deputy.

7. **"Job Position"** means a task and responsibility given by an authorized body to a public servant to perform during the entire working period.

8. **"Promotion"** means promotion of a government servant to a higher level of work than the level of work held by him.

9. **"Compitency Verification System"** means the system by which a civil servant or a newly employed person is verified as to his/her compitency for the position to which he/she is assigned or employed.

10. **"Salary"** means a specified

Sidaamu Daggaafii Qoqqowi Mootimma Paabliik Serviizenna Mannu* Jiro Latishi Biiro * ሲዳማ ብሔራዊ ክልላዊ መንግስት የፐብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ

10. **"Damooza"** yaa mittu loosu deerrira gaamantino loossara kaajjinshoonni kaimu woy gufote baatooshshеeti.

11. **"Loosu Akata"** yaa mootimmate loosu mininna loosaasinete mereero hee'rannoha xaphoomu xaadooshshe ikkeenna giddosi loosu yanna, damooza, addi addi fajjo, loosu qooxeessi fayyinaate, loosunni ittisate baatooshshe, amanyootu gumulonna koffeenya shiqishi'nanni garanna labbannore hanqafanno.

12. **"Dilidile"** yaa mootimmate loosaasincho taalu deerrinna damoozinni gotti yino deerrinna damoozira woy loosaasinchu sumuummenni heeshshi yino deerrira gaame loosiisate.

13. **"Amanyootu Qaafo"** yaa aye mootimmate loosaasinchi konne lallawanna lallawa jeefisate fultanno wodho hattono biddissubba woy loosaasinete amanyootu koodde sa"atenni iillishanno hunaanchimmara uynanni qorchaati.

14. **"Koo-teemmate Seeyaanyo"** yaa loosu baycho kalaqaminoha ikkeenna, hasattote gobbaanni shiqqannoti siimu xaadooshshi

የሥራ ደረጃ ለተመደቡ ሥራዎች የተወሰነ መነሻ ክፍያ ወይም የእርከን ክፍያ ነው።

11. "**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 ክፍያን፣ የዲሲፕሊን አፈጻጸምና የቅሬታ አቀራረብ ሥነ-ሥርዓቶችን እና የመሳሰሉትን ያጠቃልላል።

12. "**ድልድል**" ማለት አንድን የመንግሥት ሠራተኛ በተመሳሳይ ደረጃና ደመወዝ ወይም ከፍ ባለ ደረጃና ደመወዝ ወይም በሠራተኛው ስምምነት ዝቅ ባለ ደረጃ መድቦ ማሠራት ነው።

13. "**የዲሲፕሊን እርምጃ**" ማለት ማንኛውም የመንግስት ሠራተኛ ይህንን አዋጅ ወይም አዋጁን ለማስፈፀም የሚወጡ ደንቦችና መመሪያዎችን ወይም የመንግስት ሠራተኞች ሥነ-ምግባር ኮድ በመተላለፍ ለሚያደርሰው ጥፋት የሚወሰንበት ቅጣት ነው።

14. "**ጾታዊ ትንኮሳ**" ማለት በሥራ ቦታ የሚፈጸም ሆኖ ከሌላው ወገን ፈቃድ ውጪ የሚቀርብ የወሲብ ሀሳብ ወይም ጥያቄ ወይም ሌላ ወሲባዊ ተፈጥሮ ያለው የቃል

base payment or starting payment for jobs assigned to a job level.

11. "**Working conditions**" means the general working relationship between a public office and public employees, including working hours, wages, special permits, health and safety of the work environment, dismissal conditions and remuneration of employees, disciplinary action and grievance procedures, etc.

12. "**Allocation**" means assigning a government employee to the same level and salary or a higher level and salary or a lower level with the agreement of the employee.

13. "**Disciplinary action**" means the punishment imposed on any civil servant who violates this decree or the rules and regulations issued to implement the decree or the code of conduct of civil servants.

14. "**Sexual Harassment**" means a sexual suggestion or



hedo woy xa'mo woy hakka qolte xixxiibbanno qaalla woy mannimmatenni riiqata ikkeenna, konni woroonni nooreno hanqaffanno:

a) Fajjo nookkiha sunqa, riiqata, amammadanna hattoo garinni kikkisa;

b) Siimu xaadooshshi hasatto garinni ha'runsa, ea fula hoola;

c) Qixirete, deerru lophora, soorrishshaho, gaamooshsheho, qajeelshaho, rosoho, addi addi horubbara hattono mannu jiro massago loossara siimu xaadooshshe xa'ma.

3. Koo-teemmate Xawishsha

Mitte koo-teemmanni xawisnoonnihu hasiishshu garinni wole koo-teemmano hanqafanno.

4. Jeefishshu Mami-geeshsha

Konni lallawi jeefishshi "Mootimmate Loosu Mine" nna "Mootimmate Loosaasincho" yitanno tironni hanqafantanno loosu minnanna loosaasine aana

ወይም የአካል ንክኪ ተግባር ሲሆን የሚከተሉትን ያካትታል፡-

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

ለ) ወሲብ አዘል በሆነ ሁኔታ ተጠቂውን 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፣

3. **የጾታ አገላለጽ**

በአንድ ጾታ የተገለጸው ሌላውንም ጾታ ያካትታል።

4. **የተፈጻሚነት ወሰን**

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

request, or any other verbal or physical act of a sexual nature, that occurs without the consent of the other party in the workplace, and includes the following:-

a) The act of kissing, touching, or touching the body without the consent of the other party;

b) Sexually harassing the victim or restricting his or her activities;

c) Presenting sex as a condition for employment, promotion, transfer, assignment, training, education, benefits or any human resources management function or permit;

3. Sexual Expression

What is defined by one gender also includes the other gender.

4. Scope of Application

This Proclamation applies to offices and employees covered by the definitions of "Government Office" and "Government Servant".



ikkanno. **GAFA LAME** **MOOTIMMATE LOOSU MINI TANTANO,** **LOOSU KEENO, DAMOOZANNA BARRU HOSHSHO** **5. Mootimmate Loosu Mini Tantano** 1. Aye qoqqowu mootimma loosu mini uynoonnisi looso jeefisate hasiissanno tantanonna mannu wolqa hasatto xiinxalle biirote shiqishe gumulsiisiranno. 2. Biiro qoqqowu jeefisiisaano loosu minna tantano garimmanna gumaamimma xiinxallatenni woyyeessa hasiissuro qoqqowu gashshootu amaalete minira gumulote shiqishshanno. **6. Loosu Keeno** 1. Biiro gobboomu deerrinni gumullanni garinni injiitanno loosu keeno hayyo mootimmate loosu minnara loosu aana hossanno gede assitanno. 2. Aye loosu mini deerransa gumulloonnikki haaro loosu madabba loosu tittiro	**ክፍል ሁለት** **የመንግሥት መሥሪያ ቤት አደረጃጀት፣** **የሥራ ምዘና፣ የደመወዝ ስኬል እና አበል** 5. **የመንግሥት መሥሪያ ቤት አደረጃጀ** ማንኛውም የክልሉ መንግሥት መሥሪያ ቤት የተቋቋመለትን ዓላማ ስኬታማ ለማድረግ የሚያስፈልገውን አደረጃጀትና የሰው ኃይል ፍላጎት አጥንቶ ለቢሮው አቅርቦ ያስወስናል። ቢሮው የክልሉ መንግሥት አስፈጻሚ መሥሪያ ቤቶችን አደረጃጀት አግባብነትና ውጤታማነት እያጠና ማሻሻያ ሲያስፈልግ ለክልሉ መስተዳድር ምክር ቤት ለውሳኔ ያቀርባል። **6. የሥራ ምዘና** 1. ቢሮው በአገር አቀፍ ደረጃ በሚወሰነው ተስማሚ የሥራ ምዘና ዘዴን በመንግሥት መሥሪያ ቤት ተግባራዊ እንዲሆን ያደርጋል። 2. ማንኛውም የመንግሥት መሥሪያ ቤት ደረጃቸው ያልተወሰነላቸው አዳዲስ የሥራ	**Part Two** **Government Office Organizations, Job Evaluation, Payment Scale and Allowances** **5. Organization of Government Offices** The Any office of the regional government studies the organization and manpower needs needed to achieve the purpose for which it was established and submits it to the office and decides. The office studies the relevance and effectiveness of the organization of the executive offices of the state government and submits it to the state government council for a decision when reforms are needed. **6. Job evaluation** 1. The office will implement the appropriate job evaluation method in the government office as determined at the



qixxeessatenni biirote shiqishe deerransa gumulisiisiranno.

3. Loosu keenonna deerru gumulo gobboomu deerrinni worroonni faasho kaiminni qoqqowu gashshootu amaale mini fushshanno wodho garinni jeeffannoha ikkanno.

7. Damoozu Deerra

1. Biiro hasiisino yannara hajo la'annonsa bissaa ledo halamatenni damooza xiinxallanna ogimmate xawishsha aateni

Qoqqowu Jeefisiisaanote Amaale Minira gumulote shiqishshanno; fajjiniro jeefishsha qorqortanno.

2. Damoozu mittu mittunku deerrihu kaimunna jeefo hattono yanna yannantenni assinanni ledo lainohunni giddaasinchu deerri hee'rannosi.

3. Qoqqowu mootimma latishshu uurrinshuwanna qoqqowu gashootu amaale mininni baxxino garinni uurrinsanni uurrinshuwa loosaasine damoozu deerra, faynaansete wolqa, Dagannita heeshshote gara, loosu jilbanna xaphooma qoqqowu akata hedote giddo woratenni yanna yannatenni xiinxallatenni

መደቦችን የሥራ ዝርዝር አዘጋጅቶ ለቢሮው በማቅረብ ደረጃቸውን ያስወስናል።

3. የሥራ ምዘናና ደረጃ አወሳሰን በሀገር አቀፍ ደረጃ በሚወሰነው ስርዓት ላይ ተመስርቶ የክልል መስተዳድር ምክር ቤት በሚያወጣው ደንብ ይወሰናል።

7. ደመወዝ ስኬል

1. ቢሮው ከሚመለከታቸው የመንግሥት መሥሪያ ቤቶች ጋር በመተባበር የደመወዝ ስኬል በማጥናትና ሙያዊ አስተያየት ለክልሉ መስተዳድር ምክር ቤት ለውሳኔ ያቀርባል፣ ሲፈቀድም አፈጻጸሙን ይቆጣጠራል።

2. የደመወዝ ስኬል ለእያንዳንዱ ደረጃ መነሻና መድረሻ ደመወዝ፣ እንዲሁም በየጊዜው የሚደረገውን የደመወዝ ጭማሪ የሚያመለክቱ እርከኖች ይኖሩታል።

3. የክልሉ መንግሥት ልማት ድርጅቶችና በክልሉ መስተዳድር ምክር ቤት በልዩ ሁኔታ የሚቋቋም ተቋም ሠራተኞች የደመወዝ ስኬል የመንግሥትን የፋይናንስ አቅም፣ የህዝቡን አጠቃላይ የኑሮ ሁኔታ፣ የሥራ ደረጃዎች እና አግባብነት ያላቸውን ሌሎች ሁኔታዎችን ባገናዘበ መንገድ በየጊዜው እየተጠና በክልሉ መስተዳድር ምክር ቤት

national level.

2. Any government office shall prepare a job list of new positions whose rank has not been determined and submit it to the office to determine their rank.

3. Job evaluation and level determination is based on the system determined at the national level and is determined by the regulations issued by the Regional Government Council.

7. Salary scale

1. The office, in cooperation with the relevant government offices, will study the salary scale and provide professional opinion to the regional government council for decision, and when approved, will monitor the implementation.

2. The salary scale shall have the starting and final salary for each level, as well as the increments that will be made from time to time.

3. The salary scale of the employees of the development organizations of the regional

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qoqqowu gasshshootu amaalete mininni gumullanniha ikkanno.	የሚወሰን ይሆናል።	government and the institution specially established by the regional governing council will be determined by the regional governing council in a way that takes into account the financial capacity of the government, the general living conditions of the people, work standards and other relevant conditions.
8. Taalu Loosira Taalo Damooza Baata	8. **ለእኩል ሥራዎች እኩል ደመወዝ ስለመክፈል**	**8. About paying equal Salary for equal jobs**
Taalo deerra afidhino loossa baalantera taalo kaimu damooza baantanni.	እኩል ዋጋ ያላቸው ሥራዎች ሁሉ እኩል መነሻ ደመወዝ ይኖራቸዋል።	All jobs of equal value have equal starting wages.
9. Damoozu Baatooshshe	9. **የደመወዝ ክፍያ**	**9. Payment of Salary**
1. Ayeehuno mootimmate loosu mini aganu goofimarchira loosaasinesira woy seeru riqiwaanosira damoozu baatooshshe baatanno.	1. ማንኛውም የመንግሥት መሥሪያ ቤት በየወሩ መጨረሻ ለሠራተኞቹ ወይም ለሕጋዊ ወኪሎቻቸው የደመወዝ ክፍያ ይፈጽማል።	1. Any government office shall pay salaries to its employees or their legal representatives at the end of every month.
2. Aye mootimmate loosaasinchi damoozi amadamara woy muramara dandaannoha:	2. የማንኛውም የመንግሥት ሠራተኛ ደመወዝ ሊያዝ ወይም ሊቆረጥ የሚችለው፦	2. The salary of any government employee can be withheld or cut:-
a) Loosaasinchi sumuummesi borrotenni xawisiro;	ሀ)ሠራተኛው ስምምነቱን በጽሑፍ ሲገልጽ፣	a) when the employee expresses the agreement in writing,
b) Yoote mini hajajonni;	ለ) በፍርድ ቤት ትዕዛዝ፣	b) by court order;
c) Seerunni jeefinsoonni garinni kaajjinshoonniha ikkiro calla ikkanno.	ሐ) በሕግ በተደነገገው መሠረት ሲወሰን ብቻ ነው።	c) only when determined in accordance with the provisions of law.
3. Konni quwi cinaancho quwa 2 (b) woy (c) garinni loosaasinchu damoozi aaninni aganu aganunni murrannihu daamozunnita sasetenni mitte anga aleenni ikka	3. በዚህ ንዑስ አንቀጽ 2(ለ) ወይም (ሐ) መሠረት ከሠራተኛ ደመወዝ በየወሩ የሚቆረጠው ከደመወዙ አንድ ሦስተኛ አይበልጥም።	3. According to this sub article 2(b) or (c), the monthly



dinosi.

10. Barru Hoshsho

1. Ayetano barru hoshsho baantannihu mootimmate looso loosate hasiisannoha ikkiro callaati.

2. Biiro mootimmate loosu mininni shiqqanno barru hoshshubbanna baatooshshubba xiinxallatenni qoqqowu gashshootu amaalete minira gumulote shiqishshanno; fajjiniro ha'rinsho qorqortanno.

GAFA SASE

MANNU JIRO MIXO, BOBBAASONNA

LOOSU JEEFISHSHI KEENO

Cinaancho Gafa Mite

Filotenna Doorshu Amanyoote

11. Mannu Jiro Mixo

1. Mannu jiro mixo hexxo ayehuno mootimmate loosu mini kaimu mixosi aana wodhino hexxo jeefisate, mannu wolqa hasatto jeefisate, hasiisanno mannu wolqa wonshate, latisate, hattono seerunni horoonsiratenna kuriuu irkissanno qaafo adhatenna gumano yanna

10. አበል

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

2. ቢሮው ከመንግሥት መስሪያ ቤቶች የሚቀርቡ የአበል ዓይነቶችን እና ክፍያዎችን እያጠና ለክልሉ መስተዳድር ምክር ቤት ለውሳኔ ያቀርባል፣ ሲፈቀዱም አፈጻጸማቸውን ይቆጣጠራል።

ክፍል ሦስት

የሰው ሀብት ዕቅድ፣ ስምሪት እና የሥራ አፈጻጸም ምዘና

ንኡስ ክፍል አንድ

ምልመላና መረጣ

11. 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 ለማሟላት፣ ለማልማት፣ በአግባቡ ለመጠቀም የሚያግዙ እርምጃዎችን ለመውሰድና ውጤቱንም በየጊዜው እየገመገመ ማሻሻያ ለማድረግ

deduction from the employee's salary shall not exceed one third of his salary.

10. Allowance

1. Any allowance shall be paid only when it is deemed necessary to carry out the work of the Government.

2. The office studies the types of allowances and a payment provided by government offices and submits them to the regional government council for a decision, and monitors their implementation when approved.

Part Three

Human Resource Planning, Deployment And Performance Evaluation

Subsection One

Recruitment and Selection

11. Human resource planning

1. The purpose of human resources planning is to predict the needs of human resources for any government office to achieve the objectives set in the strategic plan, to meet the required human

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yannatenni keennanni woyyeessateeti.

2. Aye mootimmate loosu mini kaimu mixosi kaima assatenni harancho, mereerimanna seeda yanna mannu wolqa mixo xiinxalle loosu aana hosiisa noosi.

3. Fano loosu madawe loosaasinetenni amadisiisa dandiinannihu mannu jiro mixo kaima assatenni deerru lophonni, qixiretenni, soorrishshunni woy dilidiletenni ikkanno.

Tittiro biddissunni murranni.

12. Mootimmate Loosu Mine Eotenna Ikkadimmate Buuxo Amanyoote

1. Biiro qoqqowu giddo heedhanno fano loosu madawera heewisamaano heewotenni qaxarantannonna deerru lopho afidhanno eotenna ikkadimmate buuxo assinanni amanyoote diriirsate dandiisiissanno gobboomu deerrinni qixxaabbanno keenaasinchuwanna bikkaasinchuwa harunsatenni mootimmate loosu minnara loosu aana hosanno gede assitanno.

2. Keenaasinchuwanna bikkaasinchuwa loosu aana

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፤ ዝርዝሩ በመመሪያ ይወሰናል።

12. **ወደ መንግሥት መሥሪያ ቤት የመግቢያና የብቃት ማረጋገጫ ሥርዓት**

1. ቢሮው በክፍት የሥራ መደቦች ላይ አመልካቾች ተወዳድረው ስለሚቀጠሩበትና ስለሚያድጉበት የመግቢያና የብቃት ማረጋገጫ ሥርዓት መዘርጋት የሚያስችሉ መመዘኛዎችና መለኪያዎች በአገር አቀፍ ደረጃ የሚዘጋጀውን ተከትሎ በክልሉ በሚገኙ መንግሥት መሥሪያ ቤቶች ተግባራዊ ያደርጋል።

2. መመዘኛዎቹና መለኪያዎቹ ሥራ ላይ ስለሚውሉበት ሁኔታ የክልሉ መስተዳድር ምክር ቤት በሚያወጣው ደንብ ይወሰናል።

resources in terms of type and quantity, to develop them, to take measures to help them use them properly, and to evaluate the results regularly and make improvements.

2. Any government office should study and implement its short, medium and long term human resources plan based on its strategic plan.

3. Vacancies can be filled by staff through promotion or recruitment or transfer or allocation based on the human resources plan; details are determined by policy.

12. Entry and Competency assuring system for government office

1. The office will implement the standards and parameters that will be prepared at the national level in the government offices in the region to establish an entry and competency assuring system for the recruitment and promotion of applicants for open positions.

2. The standards and measures will be applied according to the regulations

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hossanno ikkito qoqqowu jeefisiisaanote amaalete mini fushshanno wodhonni murranni.

3. Konni quwi cinaancho quwa 1 aana worroonni eotenna ikkadimmate buuxo amanyoote jeefisiissanno uurrinsha uurrinsara dandiinanni.

13. Filonna Doorsha

1. Mootimmate loosaasinchi qixire jeefinsannihu qoqqowu deerrinni fushshinanni keenaasinchi garinni uyinanni fonqoli gumi woy wolu daninni buuxantino ogimmatenna loosu ikkadimma aana calla kaima assineeti.

2. Ayimmanna mayimma, koo-teemma, amma'no, politiku laooshshe, bisu gawajjo, HIV eedisi woy wole ikkitonni looso hasidhannori aana woy mootimmate loosaasine mereero babbadooshshe assa hoolloonnite.

3. Lallawu quwa 47 kayise 50 geeshsha jawaachishu irko assinara fajjinoonnihu agarame heereenna fano loosu madawera loosaasincho gaammannihu loosu madawe xa'mitanno hasiissanno ikkito wonshannohanna wolootu heewisamaano ledo heewisame roore leelliro callaati.

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

13. **ምልመላና መረጣ**

1. የመንግሥት የሠራተኛ ቅጥር የሚፈጸመው ከክልል ጀምሮ በየደረጃው በሚገኙ በመንግስት መስሪያ ቤቶች ውስጥ በሚሰጠው መመዘኛ የፈተና ውጤት ወይም በሌላ ማናቸውም ዓይነት ተጨባጭ የሙያና ሥራ ብቃት ማረጋገጫ ላይ ብቻ ተመስርቶ ይሆናል።

2. በብሔረሰብ፣ በፆታ፣ በሃይማኖት፣ በፖለቲካ አመለካከት፣ በአካል ጉዳት፣ በኤች.አይ.ቪ/ኤድስ ወይም በሌላም ሁኔታ በሥራ ፈላጊዎችም ሆነ በመንግሥት ሠራተኞች መካከል ልዩነት ማድረግ የተከለከለ ነው።

3. በአዋጁ ከአንቀጽ 47 እስከ 50የተጠቀሱት አዎንታዊ ድጋፍ ድንጋጌዎች እንደተጠበቁ ሆነው በክፍት የሥራ መደብ ላይ ሠራተኛ የሚመደበው ለሥራ መደቡ የሚጠየቀውን ተፈላጊ ችሎታ የሚያሟላና ከሌሎች ተወዳዳሪዎች ጋር ተወዳድሮ ብልጫ ያለው ሆኖ ሲገኝ ብቻ ነው።

14. የመንግሥት ሠራተኛ ሆኖ ለመቀጠር የማያስችሉ ሁኔታዎች

issued by the regional government council.

3. An institution may be established to implement the admission and qualification verification system referred to in sub article (1) of this article.

13. Recruitment and selection

1. Employment of government workers will be done based on the results of the standardized test given in the government offices at all levels starting from the state or any other type of objective proof of professional and work ability.

2. It is prohibited to discriminate between job seekers and government employees on the basis of ethnicity, gender, religion, political opinion, disability, HIV/AIDS or any other condition.

3. Subject to the provisions of positive support mentioned in articles 47 to 50 of the decree, an employee will be assigned to a vacant position only if he meets the required skills for



14. Mootimmate Loosaasincho Ikke Qaxarama Hoolsiissanno Ikkituwa 1. Mootimmate loosaasincho ikke qaxarama dandaannokkihu: a) Dirosi 18 ikkinokkihu; b) Muishshu, ammanama xeisate, mooru, sarraaqate woy wolqatenni giddeesse seyaatate jaddonni Yoote Mine hunaanchimmasi buunxe qorichinshoonni manchi uynoonnisi qoricha gudinkunni woy yirgunni uurrinkunni woy maaro assinihu gedensaanni onte diro sainosikkihu; c) Ikkadimmate dandoo buuxissanno taje noosikkihu; d) Lallawu garinni qaxaramanno woyite gondooro eate umosi fajjannokkihu. 2. Konne quwa cinaancho quwa 1 (b) woro agarante heedheenna mootimmate loosu mininni disipiliinete xe'nenni shorramino manchi shorrami yannanni kayise ontu diri wo'ma geeshsha mootimmate loosaasinchimmara wirro qaxarama didandaanno. 3. Konne quwa cinaancho quwa 1 (c) woro agarante heedheenna aye manchino mootimmate loosu mine qaxarame loosate ikkado	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 የአስገድዶ መድፈር ወንጀል ፈጽሞ ፍርድ ቤት የተፈረደበት ሰው፤ ሐ) የብቃት ማረጋገጫ ማስረጃ የሌለው ሰው፤ መ) በአዋጁ አንቀጽ 17 መሠረት ቃለ መሀላ ለመፈጸም ፈቃደኛ ያልሆነ ሰው፣ 2. በዚህ አንቀጽ ንዑስ አንቀጽ 1(ለ) ድንጋጌ እንደተጠበቀ ሆኖ ከመንግሥት መሥሪያ ቤት በዲስፕሊን ጉድለት ከሥራ የተሰናበተ ሰው ከሥራ ከተሰናበተበት ጊዜ ጀምሮ አምስት ዓመት ከመመላቱ በፊት በመንግሥት ሠራተኝነት ሊቀጠር አይችልም። 3. በዚህ አንቀጽ ንዑስ አንቀጽ 1(ሐ) ድንጋጌ እንደተጠበቀ ሆኖ ማንኛውም አመልካች በመንግሥት ሥራ ተቀጥሮ ለመሥራት ብቁ	the position and is found to be superior in competition with other competitors. **14. Circumstances that prevent employment as a government employee** 1. The following cannot be employed as public servants; a) a person under 18 years of age; b) A person who has been convicted of a crime of corruption, perjury, theft, fraud or rape, unless five years have passed since the punishment was served, suspended by parole or canceled by pardon; c) A person who does not have proof of qualification; d) A person who refuses to take an oath in accordance with Article 17 of the Decree; 2. Subject to the provisions of sub article 1(b) of this article, a person who has been dismissed from a public office for disciplinary reasons cannot be employed as a public servant before the completion of five years from

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ikkasi buuxate HIV/AIDIS gobbaanni keeraanchimmasi buuxate hakimete taje hattono konne quwa cinaancho quwa 1 (b) aana xawinsoonni jaddonni keeraancho ikkasi buuxisiissanno Poolisete mininni uyinoonni taje abbate gadadi heerannosi.

4. Konni quwi cinaanchu quwi 1(a) aana worroonniha noowa heereenna dirinsa 14 aleenni ikke 18 wo'minonsakki wedelli qaxarantannonna loosu ikkito lainohunni biiro biddissa fushshitanno.

15. Wole Gobba Qansooti Qaxarantanno Amanyoote

Itophiyaho ilantino wole gobba qansoota addi addi qoosso horaameeyye assate fulino lallawi kiiro 270/1994 quwa 5 (2) hattono konni lallawi quwa 21 cinaancho quwa (2) worroonnihu agarame hee'reenna Itophiyu qansicha ikkinokkihu mootimmate loosaasincho ikke qaxarama didandaanno.

16. Egensiishshu Fulonna Qixirete Jeefishsha

1. Aye mootimmate loosu mini fano loosu madawe heedhusiro

መሆኑን ለማረጋገጥ ክኤች.አይ.ቪ../ኤድስ ምርመራ በስተቀር የጤንነት ማረጋገጫ የሕክምና ምርመራ እና በዚህ አንቀጽ ንኡስ አንቀጽ 1(ለ) ከተጠቀሱት ወንጀሎች ነጻ መሆኑን የሚያረጋግጥ ከፖሊስ የተሰጠ ማስረጃ የማቅረብ ግዴታ አለበት።

4. በዚህ አንቀጽ ንዑስ አንቀጽ 1 (ሀ) ላይ የተደነገገው ቢኖርም ዕድሜያቸው ከ14 ዓመት በላይ የሆናቸውና አሥራ ስምንት ዓመት ያልሞላቸው ወጣቶች ስለሚቀጠሩበትና ስለሥራ ሁኔታቸው ቢሮው መመሪያ ያወጣል።

15. የውጭ አገር ዜጎች ቅጥር

ትውልደ ኢትዮጵያዊ የሆኑ የውጭ ዜጎችን በተለያዩ መብቶች ተጠቃሚ ለማድረግ በወጣው አዋጅ ቁጥር 270/1994 አንቀጽ 5(2) እና በዚህ አዋጅ አንቀጽ 21(2) የተመለከተው እንደተጠበቀ ሆኖ ዜግነቱ ኢትዮጵያዊ ያልሆነ ሰው በመንግሥት ሠራተኛነት ሊቀጠር አይችልም።

16. ማስታወቂያ ስለማውጣትና ስለቅጥር አፈጻጸም

1. ማንኛውም የክልሉ መንግሥት መሥሪያ ቤት ክፍት ሥራ ቦታ ሲኖረው ማስታወቂያ ስለማውጣት

the date of dismissal.

3. Subject to the provisions of sub article1(c) of this article, to confirm that any applicant is fit to serve in government employment, a medical examination of health, except for HIV/AIDS testing, and a medical examination confirming that he/she is free from the crimes mentioned in sub article1 (b) of this article is obliged to submit evidence from the police.

4. Notwithstanding the provisions of sub article1 (a) of this article, the office will issue guidelines on the employment and working conditions of youths over 14 years of age and under eighteen years of age.

15. Employment of Foreign Citizens

In accordance with Article 5(2) of Decree No. 270/1994 and Article 21(2) of this Decree, a non-Ethiopian citizen cannot be employed as a government employee.

16. Announcement and performance of recruitment



egensiishsha fushshatenni heewisamaano borreessantanno gede koyisa noosi.

2. Konni quwi cinaanchu quwi 1 woro noowa heedheenna aye mootimmate loosu mini dikkote loosaasinete anje noo ogimma xaadduro aliidi rosu uurrinshuwa ledo xaadooshshe kalaqatenni haaro maassamaano koyise heewo assatenni qaxadha xandaanno.

3. Konni quwi cinaanchu quwi 2 garinni qaxarantanno haaro maassamaano konni lallawi quwa 14 cinaancho quwa 1 (c) xawinsoonni ikkadimmate buuxishshi taje shiqisha noonsa.

4. Mootimmate loosaasine qixire jeefinsanni tittirshu ikkito amanyoote lainohunni biiro biddissa fushshitanno.

17. Qaalu Woyyo Ea

Dooramino heewisamaanchi mootimmate loosu mine looso hanafara albaanni xaare qaale ea noosi.

Eanno qaalu gondoorino:

Ani su'ma'ya ..... yaamameemmohu motimmate loosaasinchimma'yanni wo'munkunni aleenni asse

አመልካቾች እንዲመዘገቡ መጋበዝ አለበት።

2. በዚህ አንቀጽ ንዑስ አንቀጽ 1 ላይ የተደነገገው ቢኖርም ማንኛውም የመንግሥት መሥሪያ ቤት በገበያ ላይ እጥረት ባለባቸው መ.ያዎች ከከፍተኛ ትምህርት ተቋማት ጋር ግንኙነት በመፍጠር ምሩቃንን በመጋበዝ በማወዳደር ቅጥር መፈጸም ይችላል።

3. በዚህ አንቀጽ ንኡስ አንቀጽ 2 መሠረት የሚቀጠሩ ምሩቃን በአዋጁ አንቀጽ 14 ንዑስ አንቀጽ 1(ሐ) የተመለከተውን የብቃት ማረጋገጫ ማቅረብ አለባቸው።

4. የመንግሥት ሠራተኞች ቅጥር አፈጻጸም ዝርዝር ሁኔታ ቢሮው መመሪያ ያወጣል።

17. **ቃለ መሐላ ስለመፈጸም**

የተመረጠው አመልካች ሥራ ከመጀመሩ በፊት የሚከተለውን ቃለ መሐላ ይፈጽማል፤"እኔ ..... በመንግሥት ሠራተኛነቴ ከሁሉም በላይ አድርጌ በእውነት፣ በታማኝነትና ሥነ-ምግባር ሕዝብን ለማገልገልና የመንግሥትን ፖሊሲዎች ለመፈጸም፣ በማንኛውም ጊዜ ሕገ መንግሥቱንና የአገሪቱን ሕጎች ለማክበር እና በሥራዬ ምክንያት ያወቅሁትንም ሆነ ወይም

1. Any regional government office should issue a notice inviting applicants to register when there is a vacancy.

2. Notwithstanding the provisions of sub article 1 of this article, any government office can hire graduates in skills that are in short supply in the market by contacting higher education institutions and inviting graduates.

3. Graduates who are employed under sub article 2 of this article must submit the qualification certificate referred to in sub article1(c) of article 14 of the decree.

4. The office will issue guidelines for the detailed performance of government employees.

17. About taking an oath

Before taking the following oath; "I ..... As a public servant, I promise to serve the people truthfully, honestly and ethically, to carry out the government's policies, to respect the constitution and the laws of the country at all times, and not to disclose to any other

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halaalunni, ammanamatenninna amanyootunni dagate soqqamatenna mootimmate seerubbano garunni gumulate aye yannarano gobbate aliidi seeranna woloota seerubba ayiirrisate hattono konni loosi widoonni afeemmo seerubbanna addi addi fojo hajo la'annonsakki bissara sayise aa hoogate qaale e"eemmo.

18. Qaxarammanni Damooza Muranni Gara

Haaru garinni qaxaramannohu mootimmate loosaasinchi mootimmate loosaasine qaxarate worroonni giddaasinchira noo garinni qaxarami madaweha kaimu damooza baantannisiha ikkanno.

19. Wo'naalshu Yanna

1. Wo'naalshu yannati guulcho hedo haaru garinni qaxaraminohu mootimmate loosaasinchi loosu jeefishsha harunsonna irko assinannasi ikkadimmasi buuxateeti.
2. Dooramino heewisamaanchira madawete su'ma, deerranna damooza, hattono looso hanafanno barra xawissannota wo'naalshu yanna xawissanno borro loosu mini sooreessinni woy

በሚመለከተው አካል ውሳኔ በምስጢርነት የተመደቡትን ለሌላ ለማንኛውም ወገን ላለመግለጽ ቃል እገባለሁ።"

18. **የመቀጠሪያ ደመወዝ አወሳሰን**

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

19. **የሙከራ ጊዜ**

1. የመከራ ጊዜ ዓላማ አዲስ የተቀጠረ የመንግሥት ሠራተኛ ስለሥራ አፈጻጸሙ ክትትል እየተደረገ ብቃቱን ለማረጋገጥ ይሆናል።

2. የተመረጠው አመልካች የሥራ መደቡን መጠሪያ፣ የተመደበበትን ደረጃ፣ ደመወዙንና ሥራውን የሚጀምርበትን ቀን የሚገልጽ በአሠሪው መሥሪያ ቤት የበላይ ኃላፊ ወይም ሠራተኛን ለመቅጠር ውክልና በተሰጠው የሥራ ኃላፊ የተፈረመ የመከራ ቅጥር ደብዳቤ በሥራ መደቡ ከሚያከናውነው የሥራ ዝርዝር መግለጫ ጋር ይሰጠዋል።

3. የሠራተኛው የመከራ ጊዜ በተቀጠረበት የሥራ መደብ ላይ ለስድስት ወር ሆኖ የሥራ

party what I have learned as a result of my work and which are classified as confidential by law or by the decision of the relevant body.

18. Determination Employement Salary

Any newly recruited government employee shall be paid the starting salary of the level determined for the position in which he is recruited according to the salary scale of the government employees.

19. Trial/ probationary period

1. The purpose of the probationary period is to monitor the performance of a newly hired civil servant to confirm his competence.

2. The selected applicant will be given a trial employment letter signed by the cheif officer of the employer's office or the officer delegated to hire an employee, stating the job title, the assigned level, the salary and the starting date, along with a detailed description of the work

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loosu jeefishshasi wonshinanniha ikkanno.

7. Konni quwi cinaanchu quwi 5 iima worroonnihu heerirono ilate korkaatinni mittu agani aleenni ikkitino yannara loosu aana leeltinokki wo'naalshu yanna loosaasincho ilate fajjose gooffu gedensaanni wo'naalshu yannase guddanno gede assinanni; loosu aana leeltinokki yanna mittu aganinni ajjannota ikkituro kayinni loosu jeefishshi keeno loosu aana keeshshitu yannata hedatenni wonshinanniha ikkanno.

8. Wolu seerinni worroonnihu agarame heereenna wo'naalshu aana noo mootimmate loosaasinchi wo'naalshu yannasi gudino loosaasinchi ledo taalo qoossonna gadacho heedhannosi.

9. Wo'naalshu aana noo mootimmateloosaasinchi loosu jeefishshi keeno yanna agare wonshinokki loosu sooreessi disipiliinetenni xa'mamannoha ikkanno.

20. Uurrinshu Mootimmate Loosaasinchimma

1. Wo'naalshshu yannara assinoonni keenora mereerimanna ale ikkinoha loosu

እንድትጨርስ ይደረጋል፤ ሆኖም በሙከራ ሥራዋ ላይ ያልተገኘችበት ጊዜ ከአንድ ወር በታች ከሆነ የሥራ አፈጻጸም ምዘና ውጤት በሥራ ላይ በቆየችበት ጊዜ ታስቦ ይሞላላታል።

8. በሌላ ሕግ ካልተደነገገ በስተቀር በሙከራ ላይ ያለ የመንግሥት ሠራተኛ የሙከራ ጊዜውን የጨረሰ የመንግሥት ሠራተኛ ያለው መብትና ግዴታ ይኖረዋል።

9. በሙከራ ላይ ያለን የመንግሥት ሠራተኛ የሥራ አፈጻጸም ወቅቱን ጠብቆ ያልሞላ የሥራ ኃላፊ በዲሲፕሊን ተጠያቂ ይሆናል።

20. **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 በአዋጁ አንቀጽ 19(3) እና (4) የተመለከቱት ድንጋጌዎች እንደተጠበቁ ሆነው በአንድ ወር ጊዜ ውስጥ የሥራ አፈጻጸም ምዘና

this article, a probationary employee who has been absent from work for more than one month due to childbirth will be made to complete the probationary period as soon as her maternity leave is completed; however, if the period of absence from her probationary employment is less than one month, her performance evaluation results will be considered for the time she has been on the job.

8. Unless otherwise provided by law, a public servant on probation shall have the same rights and obligations as a public servant who has completed his probationary period.

9. A probationary public servant who fails to fulfill his duties on time will be subject to disciplinary action.

20. About being a permanent government employee

1. During the probation period, a civil servant who achieves a medium or higher performance evaluation result will be given a letter



loosaasine qaxarate riqiwo uyinoonni sooreessinni sumundoonni borro loosanno loosu tittiro xawishshi ledo uyinanni.

3. Loosaasinchu wo'naalshu yannara qaxarami loosu madawera leyu agani keenonni mereerimunni ajino guma abbiro sasu aganira wo'naalshu yannasi lende seedinsanniha ikkanno.

4. Seedinsoonni yanna giddo loosaasinchu jawaate loosatenni mereerimanna hakkuyi aliidi guma abba hoogiro loosunni shorramannoha ikkanno.

5. Konni lallawi quwa 59 cinaancho quwa (3) nna (4) worroonnihu agarame heereenna wo'naalshu aana noo mootimmate loosaasinchi loosu korkaatinni dagganno xisso woy loosu aana heereenna iillitanno gawajjo korkaatinni loosunni gatinoha ikkiro gudinokkita wo'naalshu yanna xissotenni woy gawajjotenni woyyaawihu gedensaanni gudanno gede assinanni.

6. Wo'naalshu aana no mootimmate loosaasinchi wolqate aleenni ikkino korkaatinni mittu agani woroonni ikkitino yannara loosunni gatannoha ikkiro loosu aana leelli yanna calla keenne

አፈጻጸም ምዘና ውጤቱ ከመካከለኛ በታች ሆኖ ከተገኘ የሙከራ ጊዜው ለተጨማሪ ሦስት ወር ሊራዘም ይችላል።

4. በተራዘመው የሙከራ ጊዜ ውስጥ ሠራተኛው መካከለኛ ወይም ከዚያ በላይ የተጠቃለለ የሥራ አፈጻጸም ምዘና ውጤት ካላገኘ ከሥራ ይሰናበታል።

5. የአዋጁ አንቀጽ 59(3) እና (4) ድንጋጌዎች እንደተጠበቁ ሆነው በሙከራ ላይ ያለ የመንግሥት ሠራተኛ 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 ሠራተኛ ከአቅም በላይ በሆነ ምክንያት ከአንድ ወር በታች በሥራው ላይ ካልተገኘ በሥራው ላይ የተገኘበት ጊዜ ብቻ ታስቦ የሥራ አፈጻጸም ይሞላለታል።

7. በዚህ አንቀጽ ንዑስ አንቀጽ 5 ላይ የተደነገገው ቢኖርም በወሊድ ምክንያት ከአንድ ወር በላይ በሥራዋ ላይ ያልተገኘች የሙከራ ሠራተኛ የወሊድ ፈቃዷ እንደተጠናቀቀ የሙከራ ጊዜ

performed in the job position.

3.The employee's probationary period is six months for the employed position, and if the performance evaluation results are below average, the probationary period may be extended for another three months.

4. During the extended probationary period, the employee will be dismissed if he/she does not get a medium or higher cumulative performance evaluation result.

5. Subject to the provisions of Article 59(3) and (4) of the decree, a probationary civil servant who is absent from work due to a work-related illness or an accident at work will be made to complete the uncompleted probationary period from the time of recovery from the illness or injury.

6. If a probationary civil servant is absent from work for less than one month due to force majeure, only the time spent at work will be credited.

7. Notwithstanding the provisions of sub article5 of

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ሲዳማ ብሔራዊ መንግስት የፐብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ

jeefishshi guma abbinohu mootimmate loosaasinchi uurrinshunni qaxaramasi xawissanno borro uyinannisi.

2. Wo'naalshu yannara qaxaramino loosaasinchi loosu gumulshi guma yanna agare wonshinoonnikkiha ikkiro konni lallawi quwa 19(3) nna (4) worroonniri noo gedeenni heereenna mittu agani giddo loosisi gumulshi keeno assinanniha ikkanna wo'naalshaho qaxarami yannanni hananfe uurrinshunni mootimmate loosaasincho ikkanno.

21. Yannate Geeshshi Loosaasincho Qaxara

1. Konni quwi cinaancho quwa 2 woro agarante heedheenna aye mootimmate loosu mini yannate geeshshi loosaasincho qaxadhara dandaannohu hegeraamu akati nookki loosu madaweraati; ikkirono, ikkito gadadissuro uurrinshu madawe aana yannate geeshshi loosaasincho qaxadhara dandaanno.

2. Mittu mootimmate loosu mini aliidi ogeessa xa'mitanno aye loosu madawera qixiretenni, soorrishshunninna deerru

እንዲሞላ ተደርጎ ለመከራ ከተቀጠረበት ቀን ጀምሮ ቋሚ የመንግሥት ሠራተኛ ይሆናል።

21. ጊዜያዊ ሠራተኛ ስለመቅጠር

1. በዚህ አንቀጽ ንዑስ አንቀጽ 2 ላይ የተደነገገው 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 ማናቸውም 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 የመስተዳድር ምክር ቤት በሚያወጣው ደንብ ይወሰናል።

22. ሥራዎችን በውል በሥስተኛ ወገኖች ስለማሠራት

confirming his permanent employment.

2. If the performance evaluation results of a probationary civil servant are not filled in on time, the provisions of Article 19(3) and (4) of the decree shall be complied with, and the performance evaluation shall be completed within one month, and he shall become a permanent civil servant from the date of his appointment.

21. About hiring temporary workers

1. Subject to the provisions of sub article 2 of this article, any government office may employ temporary workers in non-permanent positions; however, when circumstances warrant, a temporary employee may be employed on a permanent position.

2. A government office may temporarily hire a foreigner for any vacant position that requires a senior professional by ensuring that it is impossible to find an Ethiopian professional through promotion, transfer or

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lophonni Itophiyu qansicha ikkino ogeessa afira hoogiro wole gobba qansicha yannate geeshshira qaxadhara dandaanno.

3. Itophiyu woy gobba qansicha yannate geeshshira qaxadhate, heedhannosi qoossonna gadacho hattono agarrasiha hasiissanno loosu ikkito tittiro Jeefisiisaanote Amaale Mini Wodhonni murranni.

22. Looso Sheemaatunni Sayikki Bissara Uyne Loosiisa

1. Hasiise leelliro aye mootimmate loosu mini biiro fajjishiishiratenni daga gawajjitannokki batidhinokki loosu madabba woy loossa hallanya uurrinshuwara woy wole uurrinshuwara sheemaatunni sayisatenni loossanno gede assara dandaanno.

2. Hallanya uurrinshuwaranna wole uurrinshuwara sayisa dandiinanni loossa lainohunni biiro tittirshunni jeefishshu biddissa fushshitanno.

23. Mootimmate Loosaasincho Guto Qaxadha

1. Mootimmate loosu minna mittu mootimmate loosaasinchi addi egennonna ogimmate dandoo loosinsara lowo geeshsha

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

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

23. የመንግሥት ሠራተኞችን በጋራ ስለመቅጠር

1. የመንግሥት መሥሪያ ቤቶች አንድ የመንግሥት ሠራተኛ የተለየ እውቀት እና የሙያ ክህሎት ለሥራቸው በጣም አስፈላጊ መሆኑን ሲረዱ በጋራ ሊቀጥሩ ይችላሉ።

2. የሚቀጥሩበትን ሁኔታ፣ ቅጥሩ የሚቆይበትን ጊዜ፣ የደመወዝ አከፋፈል እና የሥራ ሁኔታዎችን ቢሮ በሚያወጣዉ መመሪያ ይወሰናል።

ንኡስ ክፍል ሁለት

የደረጃ ዕድገት

24. የደረጃ ዕድገት ዓላማ

የደረጃ ዕድገት ዓላማ ሥራው

employment.

3. The employment of Ethiopian or foreign temporary workers, their rights and obligations, and the details of their expected working conditions shall be determined by the regulations issued by the Governing Council.

22. About Performing works by third parties with Contractual agreement

1. When it is necessary, any government office can authorize the office to transfer certain positions or jobs that do not harm the public interest to private organizations or other institutions.

2. The office will issue detailed performance guidelines for private organizations and other institutions about works that can be contracted out.

23. About joint employment of government employees

1. Public offices may hire a public servant jointly when they understand that a particular knowledge and



hasiissannota ikkase huwatturo guto qaxadhitara dandiitanno.

2. Qaxadhitanno ikkito, qixire keeshshitanno yanna, damoozu baatooshshenna wole loosu ikkituwa biiro fushshitanno biddissinni murranni.

Cinaancho Gafa Lame

Deerru Lopho

24. Deerru Lopho Hexxo

Deerru lopho hexxo loosu ikkadimma noosi loosaasinchinni loosamanno gede assate, loosu miniha loosu jeefishsha woyyeessate hattono loosaasincho jawaachishateeti.

25. Deerru Lopho Uynanni Gara

1. Ayehuno mootimmate loosaasinchi deerru lophora heewisamate konni lallawi quwa 12 cinaancho quwa 1 garinni dandoote ikkadimma buuxishshi taje shiqisha noosi.
2. Wo'naalshu yannasi gudinokkihu mootimmate loosaasinchi deerru lophora heewisama didandaanno.
3. Deerru lopho uynanni wolootta amanyootubba lainohunni biiro biddissa fushshitara dandiitanno.

Cinaancho Gafa Sase

ብቃት ባለው ሠራተኛ እንዲከናወን ለማስቻል፣ የመሥሪያ ቤቱን የሥራ ውጤት ለማሻሻል እና ሠራተኛውን ለማበረታታት ነው።

25. **የደረጃ ዕድገት አሰጣጥ**

1. ማንኛውም የመንግሥት ሠራተኛ ለደረጃ እድገት ለመወዳደር በአዋጁ አንቀጽ 12(1) መሠረት የተሰጠ የብቃት ማረጋገጫ ማስረጃ ማቅረብ አለበት።

2. የመከራ ጊዜውን ያላጠናቀቀ የመንግሥት ሠራተኛ ለደረጃ ዕድገት መወዳደር አይችልም።

3. የደረጃ ዕድገት ስለሚሰጥበት ሌሎች ዝርዝር ሁኔታዎች ቢሮው በሚያወጣው መመሪያ ይወሰናል።

ንኡስ ክፍል ሦስት

ዝውውርና ድልድል

26. የውስጥ ዝውውር

1. ማንኛውም የመንግሥት መሥሪያ ቤት ለሥራው አስፈላጊ ሆኖ ሲያገኘው ግልጽ የሆነ አሠራርን በመከተል የመንግሥት ሠራተኛን በዚያው በመሥሪያ ቤት ውስጥ እኩል በሆነ የሥራ ደረጃና ደመወዝ ወደ ሌላ የሥራ መደብ ወይም ከአንድ የሥራ ቦታ ወደ

professional skill is essential to their work.

2. The conditions of employment, duration of employment, salary payment and working conditions are determined by the guidelines issued by the office.

Subsection two

Promotion

24. Purpose of promotion

The purpose of promotion is to enable the work to be done by a competent employee, to improve the work performance of the office and to motivate the employee.

25. Promotion

1. In order to apply for promotion, any civil servant must submit proof of qualification issued in accordance with Article 12(1) of the Decree.

2. A civil servant who has not completed the probationary period cannot compete for promotion.

3. Other details regarding promotion are determined by the instructions issued by the



Soorrishshanna Diliddile	ሌላ ሥራ ቦታ በማዛወር ሊያሠራ ይችላል።	office.
26. Giddo Soorrishsha		**Subsection Three**
1. Mootimmate loosu mini loosoho hasiise leelliro xawo ikkitino ha'rinsho harunsatenni mootimmate loosaasincho hakkonni loosi mine taalo ikkino loosu deerrinninna damoozinni wole loosu madawera woy mitte loosu basenni wole loosu basera soorrishshunni loosiisara dandaanno.	2. በዚህ ንዑስ አንቀጽ (1) የተደነገገው ቢኖርም በመሥሪያ ቤቱ ላይ አደጋ እንዳይደርስ ለመከላከል ወይም አደጋው ያደረሰውን ጉዳት ለማስተካከል ሲባል ማናቸውም የመንግሥት ሠራተኛ ደመወዙ ሳይቀነስ፣ ደረጃው ወይም የሥራው ዓይነት ሳይጠበቅ አንድ ዓመት ላልበለጠ ጊዜ በጊዜያዊነት አዛውሮ ማሠራት ይችላል።	**Transfer and Allocation**
2. Konni quwi cinaanchu quwi 1 aana worroonnihu hee'reenna loosu minira dano iillitannokki gede gargarate woy dano iillishshino gawajjo taashshate aye mootimmate loosaasinchi damoozasi xeinsikkinni, deerra woy loosu dana agara hasiissukkinni mitto diro sa'inokki yannara yannate geeshsha soorrishshunni loosiisara dandaanno.	3. የመንግሥት ሠራተኛ በጤና መታወክ ምክንያት በያዘው የሥራ መደብ ወይም ባለበት የሥራ ቦታ ላይ ሊሠራ አለመቻሉ በሐኪም ማስረጃ ሲረጋገጥ፣ ሀ) በተመሳሳይ ደረጃ ሊመደብ የሚችልበት 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።	**26. Internal Tranfer**
3. Loosaasinchu fayyimmate mitiimma korkaatinni amadino loosu madawera woy loosu basera loosa dandaannokkita hakimete booride tajenni buunxiro:	4. ማንኛውም የመንግሥት ሠራተኛ የሥራ መደብ የተሰረዘ እንደሆነ በመሥሪያ ቤቱ ውስጥ ተመሳሳይ ደረጃ ወዳለው የሥራ መደብ ማዛወር ይቻላል።	1. When any government office deems it necessary for its work, following a clear procedure, it may transfer a public employee to another position or from one position to another position at the same level of work and salary in the same office.
a) Taalu deerrinni gaamamara dandaanno fano loosu madawe heedhuro amaddino deerrinni,		2. Notwithstanding the provisions of this sub article (1), in order to prevent an accident from happening to the office or to repair the damage caused by the accident, any civil servant may be temporarily transferred for a period of one year without any reduction in salary, rank or type of work. 3. When it is confirmed by a doctor's evidence that a government employee is unable to work in his position or position due to health disorders, a) If there is a vacancy that can be assigned at the same

Sidaamu Dagoomi Qoqqowi Mootimma Paabliik Serviizenna Mannaa Jiro Latishi Biiro

woy

b) Taalu deerrinni gaamamara dandaanno fano madawe hoogguronna Loosaasinchu woffi yitino madawe aana loosate fajjaameessa ikkiro deerrasi woffi assine sumuu yitannosi loosu madawe woy loosu base soorrine loosiisa dandiinanni.

4. Aye mootimmate loosaasinchi madawe faaqantinoha ikkiro taalo deerra afidhino wole madawera soorrine loosiisa dandiinanni.

5. Konne quwa cinaancho quwa 4 aana xawinsoonni garinni loosu mini giddo taalo deerra afidhino loosu madawe hoogguro biiro wole loosu minnara gaantanno.

27. Agadhaanchimmatenni Loosiisa

1. Ikkito gadadissuro aye mootimmate loosaasincho mitto diro sa'inokki yannara luphi yino deerra afidhino loosu madawera agadhaanchimmatenni gaamme loosanno gede assa dandiinanni.

2. Konne quwa cinaancho quwa 1 woro heedhurono mittu diri aleenni keeshshanno roso woy qajeelsha harino mootimmate loosaasincho riqiwate rosu woy qajeelshu keeshshanno yannara

5. በዚህ ንዑስ አንቀጽ ሠራተኛውን ለመመደብ በመስሪያ ቤቱ ተመሳሳይ ስራ መደብና ደረጃ ያልተገኘ እንደሆነ ቢሮው በሌሎች የመንግሥት መስሪያ ቤቶች በሚገኙ ክፍት የስራ መደቦች ይመድባል።

27. **በተጠባባቂነት ማሠራት**

1. ሁኔታዎች ሲያስገድዱ ማንኛውም የመንግሥት ሠራተኛ ከአንድ ዓመት ላልበለጠ ጊዜ ከፍ ያለ ደረጃ ባለው የሥራመደብ ላይ በተጠባባቂነት እንዲሠራ ማድረግ ይቻላል።

2. በዚህ አንቀጽ ንዑስ አንቀጽ 1 ላይ የተደነገገው ቢኖርም ከአንድ ዓመት በላይ ለሚፈጅ ትምህርት ወይም ስልጠና የሄደን የመንግሥት ሠራተኛ ለመተካት ትምህርቱ ወይም ሥልጠናው ለሚፈጀው ጊዜ ድረስ የሥራ መደቡን ግልጽ በሆነ መስፈርት በውድድር በተጠባባቂ ሠራተኛ ማሠራት ይቻላል።

3. ማንኛውም የመንግሥት ሠራተኛ በተጠባባቂነት እንዲሠራ ሲደረግ የተጠባባቂነት አበል ይከፈለዋል። ዝርዝሩ በመመሪያ ይወሰናል።

28. **ከሌላ መሥሪያ ቤት የሚደረግ ዝውውር**

1. ማንኛውም የክልል መንግሥት

level, at the level he holds, or

b) If there is no vacant position that can be assigned at the same level and the employee is willing to work at a lower level, the level will be reduced and transferred to a suitable position or position.

4. Any civil servant whose post has been canceled can be transferred to a post of the same level in the office.

5. If the office does not have the same position and rank to assign the employee in this sub-section, the office will assign it to vacant positions in other government offices.

27. Working as a standby

1. When circumstances require, any civil servant may be made to work on a higher-level position on standby for a period not exceeding one year.

2. Notwithstanding the provisions of sub article 1 of this article, in order to replace a civil servant who has gone for education or training that takes more than one year, the position can be filled by a competitive employee for the



loosu madawe xawo ikkino bikkaasinchinni heewinse agadhaanchu loosaasinchinni loosiisa dandiinanni.

3. Mootimmate loosaasincho agadhaanchimmatenni loosanno gede assinanni yannara agadhaanchimmate baatooshshe baantanni. Tittirsha biddissunni murranni.

28. Wolu Loosu Mininni Assinanni Soorrishsha

1. Mootimmate loosu mini loosoho hasiisiha ikkiro xawo ikkino egensiishsha fushshatenni heewisiise adhannonna soyaanno loosu mini hattono loosaasinchu sumuummenni taalu deerrinna damoozinni biirote afamooshshinni soorrishshunni adhe loosiisa dandaanno.

2. Mootimmate loosu minna noonsa sumuummenni loosaasine soorrishshunni adhitannonna sokkanohu biiro soorrishsha kaajjishshuro calla ikkanno.

3. Taalu deerrira qaxaramate shiqe heewotenni dooraminohu mootimmate loosaasinchi soorrishshu amanyootinni gaamamanno gede assinanni.

4. Konne quwa cinaancho quwa 5

መሥሪያ ቤት ለሥራው አስፈላጊ ሆኖ ሲያገኘው ግልጽ ማስታወቂያ በማውጣትና በማወዳደር ላኪና ተቀባይ መሥሪያ ቤቶች እንዲሁም ሠራተኛው ሲስማሙ ማንኛውንም የመንግሥት ሠራተኛ እኩል በሆነ ደረጃና ደመወዝ ቢሮውን በማሳወቅ አዛውሮ ማሠራት ይችላል።

2. የሚመለከተው የመንግሥት ሠራተኛ በክልሉ የመንግሥት መሥሪያ ቤት እና በየደረጃው የሚገኝ መንግሥት መሥሪያ ቤት ሲስማሙ በክልሉ ዝውውርን ለማጽደቅ ስልጣን የተሰጠው አካል ሲያጸድቀው ማንኛውንም የመንግሥት ሠራተኛ እኩል በሆነ ደረጃና ደመወዝ አዛውሮ ማሠራት ይቻላል።

3. በተመሳሳይ ደረጃ ለመቀጠር አመልክቶ በውድድሩ የተመረጠ የመንግስት ሠራተኛ በዝውውር ሥርዓት እንዲመደብ ይደረጋል።

4. በዚህ አንቀጽ ንዑስ አንቀጽ (5) ላይ የተመለከተው እንደተጠበቀ ሆኖ፣ በዚህ አንቀጽ መሠረት የሚዛወር ሠራተኛ የክልሉ መንግሥት ሠራተኞች ሕግ በሚያዘው መሠረት በያዘው የሥራ ደረጃና በአገልግሎት ዘመኑ ምክንያት ያገኘ የነበረው ደመወዝና መብቶቹ አይቀነሱበትም።

5. የትዳር አጋሮችን ለማገናኘት

duration of the education or training.

3. When any government employee is made to work on standby, he/she will be paid standby allowance. Details are determined by guidance.

28. Transfer from another office

1. Any regional government office, when it deems it necessary for its work, posting clear competition announcement and writing letters to the sending and receiving offices, and when the employee agrees, any government employee can be transferred to the office at the same level and salary.

2. Any government employee can be transferred and employed at the same level and salary when the concerned government employee is approved by the regional government office and the government office at each level.

3. A government employee who applied for employment at the same level and was selected in the competition will



worroonnihu agarame heereenna, konni quwi garinni soorrishsha assinanni loosaasinchi qoqqowu mootimma loosaasine seeri woranno garinni amaddino loosu deerrinninna owaatesi yanna kaiminni afiranno damoozanna qoosso dixeinsanni.

5. Galtenna galtaama mitteenni heerate qoosso ayirrisate taalu deerrinna damoozinni, taalu deerrinna damoozi hoogiro loosaasinchu sumuummenni woffi yino deerrira soorrishsha assine loosiisa dandiinanni.

29. Argete Soorrishsha

1. Hasiise leelleenna aanno loosu mininna loosaasinchu sumuu yituro mootimmate loosaasincho wole mootimmate loosu mine, mootimmate latishshu uurrinshara woy mootimmaweello uurrinshara mitto diro sa'inokki yannara argete soorrishsha assine loosanno gede assa dandiinanni.

2. Mootimmate loosu mini hasiisiha ikkiro mootimmate latishshu uurrinsha woy mootimmaweello uurrinsha loosaasincho mitto diro as'inokki yannara argete soorrishshinni loosanno gede assa dandaanno.

3. Konne quwa cinaancho quwa 1

ሲባል አንድን የመንግስት ሠራተኛ በተመሳሳይ ደረጃና ደመወዝ፣ ተመሳሳይ ደረጃና ደመወዝ ካልተገኘ በሠራተኛው ስምምነት ዝቅ ባለ ደረጃ አዛውሮ ማሰራት ይቻላል።

29. **የትውስት ዝውውር**

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

2. ማንኛውም የመንግሥት መሥሪያ ቤት አስፈላጊ ሆኖ ሲያገኘው ከመንግሥት ልማት ድርጅት ወይም መንግሥታዊ ካልሆነ ድርጅት ማንኛውንም ሠራተኛ ከአንድ ዓመት ለማይበልጥ ጊዜ በትውስት አዛውሮ ማሠራት ይችላል።

3. በዚህ አንቀጽ ንዑስ አንቀጽ 1 የተደነገገው ቢኖርም የክልሉ መንግሥት በሕዝብ ላይ የሚደርስ ድንገተኛ አደጋን ለመከላከል ወይም አደጋው ያደረሰውን ጉዳት ለማስተካከል ሲባል ማንኛውንም

be assigned through the transfer system.

4. Subject to what is stated in sub article(5) of this article, the salary and rights of an employee who is transferred according to this article will not be reduced due to the level of work and service period he/she holds in accordance with the provisions of the state government employees law.

5. In order to unite spouses, a civil servant can be transferred to a lower level with the employee's consent if the same level and salary is not available.

29. Borrowed/Short time transfer

1. When necessary, when the sending government office and the employee agree, a government employee can be transferred to work in another government office or in a public development organization or non-governmental organization for a period of not more than one year.

2. When any government office finds it necessary, it can

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በሲዳማ ብሔራዊ ክልላዊ መንግስት የህዝብ አገልግሎት ልማት ቢሮ

worroonnihu heerirono qoqqowu mootimma dagate aana iillitanno hedeweelcho dano gargarate woy dano iillishshino gawajjo taashshate aye mootimmate loosaasincho amadino damoozinni qoqqowoho mittu gashshootu taqinni wole gashshootu taqira afamanno mootimmate loosu mine mitto diro sa'inokki yannara argete soorrishshinni loosiissara dandiitanno.

4. Konne quwa cinaancho quwa 1 garinni soorrishsha assinoonni loosaasinchi:

a) Damoozunna wole horo xe'ukkinni argete soorrishshinni adhe loosiisiranno loosu mininni jeefinsanniha ikkanno.

b) Loosu jeefishsha argete soorrishshinni adhe loosiisannosi loosu mini widoonni wonshine ama loosu minira sayinsanni.

c) Disippiliinete huno loosiro argetenni adhe loosiisanno loosu mini tittirshu tajenna naqqaso ledo ama loosu minira egensiisannoha ikkanna ama loosu minino hajo buuxatenni hasiissanno qaafo

የመንግሥት ሠራተኛ በያዘው ደመወዝ በክልሉ ከአንድ አስተዳደር እርከን ወደ ሌላ አስተዳደር እርከን ወደሚገኝ መንግሥት መሥሪያ ቤት ለአንድ ዓመት ለማይበልጥ ጊዜ በትውስት አዛውሮ ማሠራት ይችላል።

4. በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት 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 እንደ አስፈላጊነቱ ተገቢውን እርምጃ ይወስዳል።

30. ድልድል

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

transfer any employee from a government development organization or a non-governmental organization on a temporary basis for a period not exceeding one year.

3. Notwithstanding the provisions of sub article1 of this article, the government of the region may transfer any government employee from one administrative level to another administrative level in the region for a period of not more than one year, in order to prevent an emergency or to repair the damage caused by the accident.

4. In accordance with sub article1 of this article, a temporarily transferred employee's :

a) Salary and any benefits will be transferred to the transferee office without any loss due to the transfer;

b) Results of the performance evaluation will be filled out by the transferee's office and forwarded to the employer's office;

c) If he has committed a



adhanno.

30. Diliddile

1. Mootimmate loosu mini haaro tantano xiinxalle loosu aana hosiisanno yannara loosaasinesi heewisiisatenni daladdale loosiisanno.

2. Aye mootimmate loosu mini giddo afantanno fano loosu madawe wolu mootimmate loosu mininni abbine daladdallanni mmotimmate loosaasinchinni amadantanno gede assinannihu loosu mini cufaminoha woy tirfe mannu wolqa heedhuro woy albaanni nooti loosu madawe faaqantinoha ikkironna dildile assinanni gede biiro gumultinoha ikkiro woy biiro qoqqowu mootimma hajajjuha ikkiro callaati.

3. Konni quwi garinni dilidile assinanni loosaasinchi albaanni amadino deerrinni owaantete yannasi kaiminni afiranno damoozinna wole horo dixeinsanni.

Cinaancho Gafa Shoole

Loosu Jeefishsha

31. Loosu Jeefishshi Keeno

1. Loosu jeefishshi keeno hexxo

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

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

ንኡስ ክፍል አራት

የሥራ አፈጻጸም

31. **የሥራ አፈጻጸም ምዘና**

1. የሥራ አፈጻጸም ምዘና ዓላማ በሥራ እቅድ ላይ የተመሠረተ ሆኖ፦

ሀ) ማንኛውም የመንግሥት ሠራተኛ ሥራውን በሚጠበቀው መጠን፣ ጥራት፣ ጊዜ እና ወጪ በተሟላ ሁኔታ እንዲያከናውን ለማድረግ፣

ለ) ተከታታይ የሥራ አፈጻጸም ምዘና በማካሄድ የመንግስት

disciplinary offense, the receiver's office will notify the employer's office with detailed evidence, and the employer's office will investigate the matter and take appropriate action as necessary.

30. Allocation

1. When a government office studies and implements a new organization, it should compare and classify the employees.

2. A vacant position in any government office can be filled by a public servant appointed from another government office when the office is closed or has excess manpower or the position is canceled and the office decides the allocation or the office is ordered by the state government.

3. According to this article, the salary and benefits of an employee who has previously held due to his previous position and service period will not be reduced.

Subsection four



loosu mixo kaima assitinota ikkite: a) Aye mootimmate loosaasinchi loososi agarranni geeshshinni, islanchimmanni, yannanna fulo xeisino garinni loosanno gede assate; b) Sufamino garinni loosu jeefishshi keeno assatenni mootimmate loosaasinchita kaajjadonna laafa midaado bande aantetenni loosu jeefishshisi woyyaawanno assatenni gumaamonna ikkado ikkanno assate; c) Mootimmate loosaasinchita qajeelshunna woyyaambete hasatto bade afate; d) Guma kaima assino afansha aate; e) Mootimmate loosu mini buuxantino taje kaima assire gashshootu gumulo aanno gede dandiisiisate; 2. Mootimmate loosu mini giddo assinannihu loosu jeefishshi amanyooti: a) Xawonna buuxantino taje aana kaima assinoha ikke gumu keeno assate dandiisiisannoha; b) Loosamino loosi gaammoonni	ሠራተኛውን ጠንካራና ደካማ ጎኖች በመለየት ቀጣዩ የሥራ አፈጻጸሙ እንዲሻሻል በማድረግ ውጤታማ እንዲሆን ለማብቃት፣ ሐ)የመንግሥት ሠራተኛውን የሥልጠናና የመሻሻል ፍላጎት በትክክል ለይቶ ለማወቅ፣ መ) በውጤት ላይ የተመሠረተ ማትጊያ ለመስጠት፣ ሠ) የመንግስት መሥሪያ ቤቱ በተጨባጭ መረጃ ላይ ተመሥርቶ አስተዳደራዊ ውሳኔዎችን እንዲሰጥ ለማስቻል ነው። 2. በመንግስት መስሪያ ቤት የሚከናወን የሥራ አፈጻጸም ምዘና ሥርዓት፣ ሀ) ግልጽና በተጨባጭ 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 የሚያነልበት፣ መ) በመንግሥት ሠራተኞች ወይም ቡድኖች መካከል ጤናማ የውድድር መንፈስን በመፍጠር ተቋማዊ ውጤትን ለማሻሻል	**Work performance** **31. Performance evaluation** 1. Purpose of performance evaluation is based on work plan and aimed:- a) to ensure that any government employee can perform his work in the expected amount, quality, time and cost. b) to conduct continuous performance evaluation to identify the strengths and weaknesses of the civil servant and improve his next performance to enable him to be effective. c) to accurately identify the need for training and improvement of the civil servant, d) to provide performance based promotion; e) to enable the government office to make administrative decisions based on factual information. 2. Performance evaluation system carried out by the government office is aimed;

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baajeette, yanna, geeshshinna islanchimma ledo heewinseenna halaalanya guma keenate dandiisiisannoha;

c) Gaamotenni loosanna gutu kakkaooshshe halashshannoha;

d) Mootimmate loosaasine woy gaamote mereero keeraancho heewo kalaqatenni uurrinshate guma woyyeessate kaa'lannoha;

e) Jeefishshu sufaminonna mimmitu ledo xaadooshshu noonsa loossa mereero mittu wolu gumi aana gashshanno hekko keenate dandiisiisannoha; ikka noosi.

3. Loosu jeefishshi keeno biiro fushshitanno biddissi garinni jeefinsanni.

32. Damoozu Lexxonna Afanshshu Jeefishsha

1. Mootimmate loosaasinchi damoozu giddaasinchi lexxo afirannohu loosisi jeefishshi keeno kaiminni lamu lamu diri gawalora ikkanno.

2. Konni quwi cinaancho quwa 1 woro agarante heedheenna loosu jeefishshi guma kaima assatenni mootimmate loosaasinchira afansha uyinanni.

የሚያግዝ፣

ሠ)በአፈጻጸም ተከታታይነትና ተመጋጋቢነት ባላቸው ሥራዎች መካከል አንዱ በሌላኛው ውጤት ላይ የሚያሳድረውን ተፅዕኖ ለመገምገም የሚያስችል፣ መሆን አለበት።

3. የስራ አፈጻጸም ምዘና ቢሮው በሚያወጣው መመሪያ መሠረት ይፈጸማል።

32. **የደመወዝ ጭማሪና ማበረታቻ አወሳሰን**

1. የመንግሥት ሠራተኛ የደመወዝ እርከን ጭማሪ የሚያገኘው በሥራ አፈጻጸም ምዘና ውጤት ላይ በመመስረት በየሁለት ዓመቱ ይሆናል።

2. በዚህ አንቀጽ ንዑስ አንቀጽ 1 የተደነገገው 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።

ክፍል አራት

a) To carry out evaluation of results based on clear and objective data,

b) To measure the actual results by comparing the work done with the allocated budget, time, quantity and quality;

c) To enhances teamwork and collective initiative,

d) Helping to improve institutional performance by creating a healthy spirit of competition among government employees or groups;

e) It should be possible to evaluate the effect of one on the other's results between the tasks that have performance continuity and consistency.

3. Performance evaluation will be done according to the guidelines issued by the office.

32. Determination of salary increases and incentives

1. Government employees will receive salary increments every two years based on performance evaluation

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3. Biiro loosu jeefishsha keennanni amanyoote, giddaasinchu lexxo hattono jawaachishate uynanni afanshi ikkito tittirshunni jeefishshu biddissa fushshitanno.

GAFA SHOOLE

LOOSU YANNANNA FAJJO

Cinaancho Gala Mite

Loosu Yanna

33. Madawanya Loosu Yanna

Mootimmate loosaasineti madawanya loosu yanna loosu akati garinni gumullannita ikkite mitte lamalara 39 sa"aate sa'inota ikka dinose.

34. Loosoho E'nanninna Fullanni Sa''aate

Mootimmate loosaasine loosoho e'annonna fultanno yanna qoqqowu mootimma Jeefisiisaanote Amaale Mininni fultanno wodhonni gumulantanno.

35. Tirfete Yanna Looso

1. Tirfete yanna looso loosino mootimmate loosaasinchira doorshisi garinni riqiwote fooliishsho woy tirfete yanna loosi

የሥራ ሰዓትና ፍቃድ

ንኡስ ክፍል አንድ፡

የሥራ ሰዓት

33. መደበኛ የሥራ ሰዓት

የመንግሥት ሠራተኞች መደበኛ የሥራ ሰዓት እንደየሥራው ሁኔታ የሚወሰን ሆኖ በሳምንት ከ 39 ሰዓት መብለጥ የለበትም።

34. የሥራ መግቢያና መውጫ ሰዓት

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

35. 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።

36. የሕዝብ በዓላት እና የሳምንት የእረፍት ቀናት

1. ማንኛውም የመንግሥት

results.

2. Subject to the provisions of sub article 1 of this article, incentives are given to government employees based on performance results.

3. The office will issue detailed performance guidelines on the system of performance evaluation, promotion and incentives.

Part Four

Working Hours and Permitions

Subsection One:

Working Hours

33. Regular Working Hours

The normal working hours of public servants shall not exceed 39 hours per week depending on the nature of the work.

34. Work Entry and Exit Time

The entry and exit hours of government employees are determined by the regulations issued by the regional administrative council.

35. Overtime work

1. Any government employee who works overtime shall be



baatooshshe baantannisi.

2. Tirfete yanna looso fajjinanni ikkito, baatooshshu bikkanna riqiwote fooliishsho uyinanni amanyoote biiro tittirshu biddissinni murtanno.

36. Dagate Ayyaannanna Lamalate Fooliishshote

Barruwa

1. Aye mootimmate loosaasinchi dagate ayyaani barra, lamalate fooliishshote barruwa woy mootimmate gumulonni loosu minnavcufo hossanno barra loosa hoogasinni daamoozu baatooshshisi dixeanno.

2. Loosu akati qarriseenna dagate ayyaani barra woy mootimmate gumulonni loosu cufame hosanno barra loosanno gede assinoonni loosaasinchira doorshisi garinni tirfete yanna baatooshshe woy riqiwote fooliishsho uyinanni.

3. Konni quwi cinaancho quwa 1 worroonnihu heerirono loosu akati gadadiseenna lamalate fooliishshote barra loosanno gede hajanjoonni mootimmate loosaasinchi aantanno lamala loosu barrubba giddo riqiwote fooliishsho uyinannisi gede

ሠራተኛ በሕዝብ በዓል፣ በሳምንት የዕረፍት ቀናት ወይም በመንግሥት ውሳኔ መሥሪያ ቤቶች ዝግ ሆነው በሚውሉበት ቀን ባለመስራቱ 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።

3. በዚህ አንቀጽ ንዑስ አንቀጽ 1 የተደነገገው ቢኖርም የሥራው ሁኔታ አስገድዶ በሳምንት የዕረፍት ቀናት እንዲሠራ የታዘዘ የመንግሥት ሠራተኛ በተከታዩ ሳምንት የሥራ ቀናት ውስጥ የማካካሻ ዕረፍት እንዲሰጠው ይደረጋል።

ንኡስ ክፍል ሁለት
ልዩ ልዩ ፈቃድ

37. **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

granted compensatory leave or overtime pay at the employee's option.

2. The office will issue detailed instructions on the conditions under which overtime work is allowed, the amount of pay and the conditions for granting compensatory leave.

36. Public holidays and weekends

1. Any government employee will not be deducted from his regular salary for not working on public holidays, weekly holidays or days when offices are closed by government decision.

2. A government employee who is ordered to work on a public holiday or a day when offices are closed by government decision will be given overtime pay or compensatory leave based on his choice.

3. Notwithstanding the provisions of sub article1 of this article, a government employee who is ordered to work weekly days off due to work conditions will be given compensatory leave in the



assinanni.

Cinaancho Gafa Lame

Addi Addi Fajjo

37. Diru Fooliishsho Fajjo Hexxo

1. Dirunnita fooliishshote fajjo uynannihu mootimmate loosaasinchi harancho yannara fooliishshire haaroo'mitino buqqeenni loososi sufanno gede assateeti.

2. Aye haaro qaxaraminohu mootimmate loosaasinchi 11 agana loosikkinni dirunnita fooliishshote fajjo afirate qoosso diheedhannosi.

3. Dirunnita fooliishshote fajjo woxunni disoorrinanni. Kuni noowa heereenna, loosaasinchu qixirete sheemaati muramiro adhinokkita dirunnita fooliishshote fajjo woxeho soorrine uyinanniha ikkanno.

38. Diru Fooliishshote Fajjo Barruwa

1. Mitto diro mootimmate loosu mine owaante uyno loosaasinchi 20 loosu barra diru fooliisho fajjo afi'ranno.
2. Mitto diro aleenni ikkitino yannara mootimmate loosu mine

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።

38. 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 መሥሪያ ቤት ቀደም ሲል የተሰጠ አገልግሎት በዚህ አንቀጽ ንዑስ አንቀጽ (2) አፈጻጸም የሚታሰብ ይሆናል፡

39. የዓመት ዕረፍት ፈቃድ አሰጣጥ

1. የዓመት ዕረፍት ፈቃድ የመሥሪያ ቤቱን ዕቅድ መሠረት

following week's working days.

Subsection Two

Miscellaneous Permission

37. Purpose of Annual Leave

1. Annual leave is granted to enable the civil servant to rest for a certain period of time and resume his service with a renewed spirit.

2. Any newly recruited public servant is not entitled to annual leave before completing eleven months of service.

3. Annual leave is not cashable; however, annual leave not taken due to the termination of the employee's service will be replaced by cash.

38. Annual Leave Days

1. A civil servant who has served for one year will get 20 working days of annual leave.

2. An employee who has served for more than one year shall receive annual leave with one working day added for each additional year, but the annual leave granted shall not

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owaante uyino loosaasinchi mittu mittunku ledote dirira mitto loosu barra lendanna diru fooliishshote fajjo afirannoha ikkanno. Ikkollana, 30 loosu barri aleenni diru fooliishshote fajjo diuyinanni.

3. Wole mootimmate loosu mine uyinoonniti owaante konne quwa cinaancho quwa 2 garinni jeefinsanniha ikkanno.

39. Diru Fooliishsho Fajjo Aate Amanyoote

1. Dirunnita fooliishshote fajjo loosu mini mixo garinninna dandaami bikkinni loosaasinete hasatto hedote giddo woratenni qixxaabbinonna loosaasine affanno gede assinoonni progiraamenni baajeettete diri giddo uynanni.

2. Loosaasinchu dirunnita fooliishshote fajjo adhanno yannara fooliishshote aana keeshshanno yannaha aganu damooza balaxotenni adhara dandaanno.

3. Konni lallawi quwa 37 cinaancho quwa 2 worroonnihu agarame heereenna mootimmate loosaasinchi 11 agana loosihu gedensaanni loosino baajeettete dirira uyino owaantera dirunnita fooliishshote fajjo owaantesi bikkinni uyinanniha ikkanno.

4. Konne quwa cinaancho quwa 1

በማድረግና በተቻለ መጠን የሠራተኛውን ፍላጎት በማመዛዘን በሚዘጋጀውና ሠራተኛውም እንዲያውቀው በሚደረግ ፕሮግራም መሠረት በበጀት ዓመቱ ውስጥ ይሰጣል።

2. ሠራተኛው የዓመት ዕረፍት ፈቃዱን በሚወስድበት ጊዜ በዕረፍት ላይ የሚቆይበትን የወር ደመወዙን በቅድሚያ ሊወስድ ይችላል።

3. የአዋጁ አንቀጽ 37(2) እንደተጠበቀ ሆኖ አንድ የመንግሥት ሠራተኛ አስራ 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 ከመጠናቀቁ በፊት የዕረፍት ፈቃድ ወስዶ አገልግሎቱን በራሱ ፈቃድ ያቋረጠ የመንግስት ሰራተኛ አገልግሎት ያልሰጠበት ጊዜ ታስቦ በፈቃድ ላይ እያለ የተከፈለውን ደመወዝ እንዲመልስ ይደረጋል።

40. **የዓመት ዕረፍት ፈቃድ ማስተላለፍ**

1. የአዋጁ አንቀጽ 39(1) ድንጋጌ ቢኖርም የሥራው ሁኔታ በማስገደዱ ምክንያት መሥሪያ ቤቱ

exceed 30 working days.

3. Service previously provided by another government office will be considered for the implementation of sub article (2) of this article.

39. Grant of Annual Leave

1. Annual leave is given in the fiscal year based on the plan of the office and according to the program prepared by considering the employee's needs as much as possible.

2. When the employee takes his annual leave, he can take the salary of the month he will be on leave first.

3. Subject to Article 37(2) of the decree, after a civil servant completes eleven months of service, annual leave will be calculated based on the amount of service he has provided for the service he has rendered in the fiscal year.

4. According to sub article(1) of this article, a civil servant who has taken vacation leave before the end of the fiscal year and terminated his service at his own will be reimbursed the salary paid



garinni bajeettete diri goofara balaxe dirunnita fooliishshote fajjo adhe heere umisi fajjonni loosu sheemaate murino mootimmate loosaasinchi owaante uyinokki yanna hedote giddo worre fajjote aana heereenna baantoonnisi damooza qolanno gede assinanni.

40. Dirunnita Fooliishshote Fajjo Saysa

1. Konni lallawira quwa 39 cinaancho quwa 1 worroonnihu heerirono loosu akati kaiminni loosu mini loosaasinchoho dirunnita fooliishshote fajjo baajeettete diri giddo aate dandaa hoogiro loosu mini sooreessi lame diro sa'inokki yannara sayisara dandaanno. Ikkeennano, loosaasinchu horoonsirinokkita diru fajjo sayikki diro hooroonsiranno gede aa hasiissanno.

2. Konni lallawi quwa 37 (3) worroonnihu heerirono aye mootimmate loosu mini konne quwa cinaancho quwa (1) garinni diru fooliishsho fajjo sayinsannisi loosaasinchi fajjosi woxeho soorrine uyinannisi gede xa'mirannoha ikkiro baajeette balanxe amadatenni sayinsoonnisi diru foolishsho

ለሠራተኛው የዓመት ዕረፍት ፈቃዱን በበጀት ዓመቱ ውስጥ ሊሰጠው ያልቻለ እንደሆነ የመሥሪያ ቤቱ የበላይ ኃላፊ ከሁለት የበጀት ዓመትላልበለጠ ጊዜ ሊያስተላልፈው ይችላል፣ ሆኖም ያልተጠቀመበት የዓመት ዕረፍት ፈቃድ በሦስተኛው በጀት ዓመት ለሠራተኛው መሰጠት አለበት፡፡

2. የአዋጁ 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፡፡

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

41. **ያልተወሰደ የዓመት ዕረፍት ፈቃድ**

1. የመንግሥት ሠራተኛው

while he was on leave.

40. Transfer of Annual Leave

1. Despite the provisions of Article 39(1) of the Decree, if the office is unable to grant the employee annual leave in the fiscal year due to the force of the work situation, the head of the office may transfer it for a period not exceeding two fiscal years, however, the unused annual leave must be given to the employee in the third fiscal year.

2. Despite the provision of article 37(3) of the decree, any government office shall, in accordance with sub article (1) of this article, reserve a budget for the employee whose annual leave is transferred and who requests that the leave be exchanged for money, and that only the first one-year leave of the transferred annual leave be given in exchange for money.

3. When a government employee's annual leave is converted into cash, the employee's one-day salary is calculated by dividing the gross monthly salary by 30



giddonni albiidi mittu diri fajjo calla woxeho soorrine uyinanni gede assa hasiissanno.

3. Mittu mootimmate loosaasinchira diru fooliishshote fajjo woxeho soorrine uyinanni woyite barru baatooshshi jilba bandannihu mittu agani damooza 30 barrira beehatenniiti.

41. Adhinoonnikki Diru Fooliishsho Fajjo

1. Mootimmate loosaasinchi loosu sheemaati muramasi korkaatinni adhinokki diru fooliishsho fajjo loosu barrubba calla kiirateni woxeho soorrine uyinanniha ikkanno.

2. Konni quwi cinaancho quwi (1) woro quwa 26 garinni soorrishshunni woy quwa 30 (2) garinni diliddiletenni gaamamino mootimmate loosaasinchi aana jeefishsha diafidhanno. Ikkollana kayinni loosaasinchu loosanni keeshshino mootimmate loosu mine quwa 40 (1) garinni aananno dirira sayinsoonni diru fooliishsho fajjo soorrishshunni woy diliddiletenni gaamamino mootimmate loosu minira sa'anno.

42. Ilate Fajjo

አገልግሎት በመቋረጡ ያልተወሰደ የዓመት ዕረፍት ፈቃድ የሥራ ቀናቶች ብቻ ታስበው በገንዘብ ተለውጦ ይሰጠዋል።

2. የዚህ አንቀጽ ንዑስ አንቀጽ (1) ድንጋጌ በአዋጁ አንቀጽ 26 መሠረት ለተዛወረ ወይም በአንቀጽ 30(2) መሠረት ለተደለደለ የመንግሥት ሠራተኛ ተፈፃሚ አይሆንም፤ ሆኖም ሠራተኛው በነበረበት የመንግሥት መሥሪያ ቤት የአዋጁ አንቀጽ 40(1) መሠረት የተላለፈለት የዓመት ዕረፍት ፈቃድ ወደ ተዛወረበት ወይም ወደ ተደለደለበት የመንግሥት መሥሪያ ቤት ይተላለፍለታል።

42. **የወሊድ ፈቃድ**

1. ነፍሰ ጡር የሆነች የመንግሥት ሠራተኛ:-

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

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

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

3. ነፍሰ ጡር የሆነች የመንግሥት

days.

41. Annual leave not taken

1. Annual leave that is not taken due to the termination of service of the civil servant will be given in cash instead of working days only.

2. The provisions of sub article (1) of this article shall not apply to a public servant who has been transferred in accordance with article 26 of the decree or dismissed in accordance with article 30(2); however, the annual leave granted to him in accordance with Article 40(1) of the government office where the employee was, shall be transferred to the government office to which he has been transferred or assigned.

42. Maternity Leave

1. A pregnant government employee:

a) She shall be granted leave with pay as prescribed by a physician for examination related to her pregnancy;

b) She will be given paid leave if her doctor orders

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በሲዳማ ብሔራዊ ክልላዊ መንግስት የፐብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ

1. Godowinni nooti mootimmate loosaasincho:

a) Godowate ledo amadaminohunni buuxo assirate hakime fajjitanno garinni damooza baantanni fajjo uyinannise.

b) Ilasera albaanni fooliishsho assidhanno gede hakime hajajjuro damooza baantanni fooliishsho uynannise.

2. Konni quwi cinaancho quwa (1) xawinsoonni fajjo xissote fajjo gede dikiirranni.

3. Godowinni nooti mootimmate loosaasincho iltanno barri iilleenna ileemma yite heddanno

30 aantete barra ilate albiidi fajjo hattono iltu barrinni ha'runsine aantetenni kiirranniha 90 barra ilate fajjo xaphoomunni 120 aantetenni noo barra damooza baantanniha ilate fajjo uynannise.

4. Konni quwi cinaancho quwa 3 garinni loosaasinchote uyinoonnihu ilate albiidi fajjo gooffukkinni ilturo horoonsidhinokkiha fajjote barra iltu gedensaanni horoonsidhanno gede assinanni.

5. Loosaasincho adhitinoti ilate albiidi fajjo iltukkinni gooffuro ilta

ሠራተኛ መውለጃዋ ሲደርስ እወልዳለሁ 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።

4. በዚህ አንቀጽ ንዑስ አንቀጽ 3 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 ፈቃዷ ይተካል።

6. ሠራተኛዋ በዚህ አንቀጽ ንዑስ አንቀጽ 3 የተወሰነውን የወሊድ ፈቃድ ከጨረሰች በኋላ ብትታመምና ተጨማሪ ፈቃድ የሚያስፈልጋት መሆኑ በሀኪም ከተረጋገጠ የሕመም ፈቃድ መውሰድ ትችላለች።

her to take time off before giving birth.

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

3. A pregnant civil servant will be given 30 consecutive days of prenatal leave before the day she is expected to give birth, and 90 consecutive days from the day she gives birth, for a total of 120 consecutive days of paid maternity leave.

4. According to sub article3 of this article, if the employee gives birth before the end of the prenatal leave, she will be allowed to use the remaining unused prenatal leave after giving birth.

5. If the employee has not given birth at the end of her prenatal leave, the leave that she takes until the day she gives birth will be replaced by her annual leave in the fiscal year or her annual leave in the next fiscal year if she does not have annual leave in the fiscal year.

6. If the employee falls ill after completing the maternity leave specified in sub article3 of this



geeshsha noo loosu barrubba keeshshitanno fooliishsho Baajeettete diri giddo noose diru fooliishshote fajjo woy Baajeettete dirira diru fajjo noosekkiha ikkiro aananno baajeettete diri fooliishshote fajjonna riqinbanni.

6. Loosaasincho konni quwi cinaanchu quwi 3 murroonniha ilate fajjo guddu gedensaanni xissanturonna fajjo hasiissannoseta hakime buuxisiissuro xissote fajjo adhitara dandiitanno.

7. Godobbunkunni 6 agana ikkinoseti mootimmate loosaasincho ilate albiidi fajjo adhitukkinni godowaminorichi gufaawironna konne buuxissanno hakimete taje shiqishshuro 60 barri ilate gedensiidi fajjo uynannise.

8. Ilate albiidi fajjo adhite heedheenna godowaminori gufawiro konne quwa cinaancho 3 garinni fajjinoonniha 90 barri ilate gedensiidi fajjo uyinannise.

9. Sasu aganinni kayise lewu agani geeshsha noo yanna giddo godowaminori gufaawirose mootimmate loosaasincho damooza baantanniha 30 aantete barri fajjo uyinannise.

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 የጽንስ መቋረጥ ካጋጠማት የወሰደችው የቅድመ ወሊድ ፈቃዷ ተቋርጦ በዚህ ንኡስ አንቀጽ (3) የተመለከተው የ90 ቀን የድህረ ወሊድ ፈቃድ ይሰጣታል።

9. ከሦስት እስከ ስድስት ወር ባለው የእርግዝና ጊዜ ውስጥ የፅንስ 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።

43. የሕመም ፈቃድ

1. ማንኛውም የመንግሥት ሠራተኛ በሕመም ምክንያት ሥራ መሥራት ያልቻለ እንደሆነ ደመወዝ የሚከፈልበት የሕመም ፈቃድ ይሰጠዋል።

2. በዚህ አንቀጽ ንዑስ አንቀጽ (1) መሠረት የመከራ ጊዜውን ላጠናቀቀ የመንግሥት ሠራተኛ

article, she can take sick leave if it is confirmed by a doctor that she needs more leave.

7. Any civil servant who is six months pregnant and has had a miscarriage before taking prenatal leave will be given 60 days of postnatal leave upon providing medical evidence to prove the same.

8. If she has a miscarriage after taking prenatal leave, her prenatal leave will be terminated and she will be given 90 days of postnatal leave referred to in this sub article (3).

9. A civil servant who experiences a miscarriage between three and six months of pregnancy shall be granted 30 consecutive days paid leave.

10. Any government employee will be given 10 working days paid leave when his spouse gives birth.

43. Sick Leave

1. Any government employee who is unable to work due to illness shall be granted paid sick leave.



10. Aye mootimmate loosaasinchi galte ilturo damooza baantanniha 10 loosu barri fajjo uynanni.

43. Xissote Fajjo

1. Aye mootimmate loosaasinchi xissote korkaatinni looso loosate dandaannokkiha ikkiro damooza baantannita xissote fajjo uyinanni.

2. Konni quwi cinaancho quwa 1 garinni wo'naalshu yannasi gudino mootimmate loosaasinchira uyinanniti xissote fajjo aantetenni woy addi addi yannara adhinoha ikkirono xisso iillitinosi barrinni hanafe mittu diri giddo sette agana woy shoolu diri giddo mitto diro disa'anno.

3. Konni quwi cinaancho quwa 2 garinni uyinanniti xissote fajjo umi 6 aganira wo'mu damoozi ledonna aanino 2 aganira bocu damoozi ledo uyinanniha ikkanno.

4. Wo'naalshu yanna gudinokkihu mootimmate loosaasinchi xissamiro damooza baantannita 1 agani xissote fajjo uyinanni. Fajjo xa'miranno loosaasinchi hikkiminnu taje shiqisha hasiissanno. 5. Aye mootimmate loosaasinchi xissamiro:

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 (2) መሠረት የሚሰጥ የሕመም ፈቃድ ለመጀመሪያዎቹ ስድስት ወራት ከሙሉ ደመወዝ ጋር እና ለሚቀጥሉት ሁለት ወራት ከግማሽ ደመወዝ ጋር ይሆናል።

4. የመከራ 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. የመከራ ጊዜውን ያጠናቀቀ የመንግስት ሠራተኛ በዓመት

2. According to sub article(1) of this article, the sick leave given to a civil servant who has completed his probationary period shall not exceed eight months or twelve months in four years from the first day of the illness, even if he takes it consecutively or at different times.

3. Sick leave granted under sub article (2) of this article shall be with full pay for the first six months and half pay for the next two months.

4. A civil servant who has not completed the probationary period will be given one month sick leave with salary, upon submission of medical evidence.

5. When any government employee is sick:

a) He must inform the office that he is ill as soon as possible, unless he has a force majeure;

b) If he is absent from work for more than three consecutive days or more than six days in one fiscal year due to illness, he must



a) Wolqate aleenni ikkinori xaada hoogisiro rahotenni loosu minira xissamasi egensiisa hasiissanno.

b) Aantetenni 3 barra woy diru giddo 6 barri aleenni xissote korkaatinni loosunni gatinoha ikkiro hakimete naqqasote taje shiqisha hasiissanno.

6. Wo'naalshu yannasi gudinohu mootimmate loosaasinchi diru fajjo aana heere xissamiha ikkironna hakimete tajenni buuxisiisiro diru fajjo uurrinse xissote fajjo uyinanni.

7. Konne quwa cinaancho quwa 6 garinni uurrinsoonniti diru fajjo xissote fajjo gooffuro suffanno gede assinanni.

44. Hakimete Naqqaso Taje

1. "Hakimete naqqaso taje" yaa gobbate giddo biilloonyu noo bisinni fajjo uyinoonni hallanyano ikkito mootimmate hikiminnu uurrinshanni uynoonni woy gobbate gobbaaydinni ikkiro biilloonyu noo bisinni buunxoonni naqqasote woraqataati. Biiro jeefishshu biddissa fushshitara dandiitanno.

2. Naqqasote woraqati mootimmate loosaasinchi fayyimmasi garanna uynannisita ፈቃድ ላይ እያለ መታመሙን የሚያረጋግጥ የህክምና ማስረጃ ካቀረበ የዓመት ፈቃዱ ተቋርጦ የሕመም ፈቃድ ይሰጠዋል።

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

44. **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፤ ቢሮው የአፈጻጸም መመሪያ ሊያወጣ ይችላል።

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

45. **ለግል ጉዳይ የሚሰጥ ፈቃድ**

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

provide medical evidence.

6. If a civil servant who has completed the probationary period submits medical evidence proving that he is ill while on annual leave, his annual leave will be terminated and he will be given sick leave.

7. The annual leave terminated in accordance with sub article (6) of this article shall be resumed as soon as the sick leave is completed.

44. Medical Evidence

1. "Medical evidence" means a certificate issued by a private or public medical institution licensed by the appropriate authority in the country or obtained outside the country and certified by the appropriate authority; The Bureau may issue enforcement guidelines.

2. The certificate must state the state of health of the government employee and the sick leave granted.

45. Permission to be Granted for Personal Matters

Every government employee is

Sidaamu Dagoomi Qoqqowi Mootimma Paabliik Serviizenna Mannuu Jiro Latishi Biiro
ክልላዊ መንግስት የሲዳማ ብሔረሰብ የሰው ሀብት ልማት ቢሮ

xissote fajjo xawisannoha ikka noosi.

45. Meessi Hajora Uyinanni Fajjo

Aye mootimmate loosaasinchira wi'late, sargetenna fonqoloho mittu baajeettete diri giddo lamala loosu barri fajjo damoozu ledo uynanniha ikkanno.

46. Damoozu Ledo Uynanni Addi Fajjo

1. Aye mootimmate loosaasinchi yoote mininni woy wolootu biilloonyu noonsa bissanni woshshatto iillitusiro woshshamino hajo adhitanno yannara;

2. Dagate doorshi ledo amadaminohunni doorshu goofa geeshsha noo yannara damooza baantanni addi fajjo uyinanni.

47. Damooziweello Uynanni Addi Fajjo

1. Mootimmate loosaasinchi ikkadu korkaatinni damooza baantannikki addi fajjo uyinannisi gede xa'mirironna loosu mini horo gawajjantannokkiha ikkiro loosu mini aliidi sooreessi mitto diro sa'inokki yannara fajjara dandaanno.

46. ከደመወዝ ጋር የሚሰጥ ልዩ ፈቃድ

1. ማንኛውም የመንግሥት ሠራተኛ ከፍርድ ቤት ወይም ከሌሎች ሥልጣን ከተሰጣቸው አካላት መጥሪያ ሲደርሰው የተጠራበት ጉዳይ ለሚጠይቀው ጊዜ፣

2. ከሕዝባዊ ምርጫ ጋር በተያያዘ ጉዳይ ሲሆን ምርጫው ለሚወስድበት ጊዜ፣ ከደመወዝ ጋር ልዩ ፈቃድ ይሰጠዋል።

47. 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።

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

3. የዚህ አንቀጽ ንዑስ አንቀጽ (1) ድንጋጌ ቢኖርም የመንግሥት ሠራተኛው ያለደመወዝ ልዩ ፈቃድ እንዲሰጠው የጠየቀው የመንግሥት መሥሪያ ቤትን በሚመለከት

given seven working days leave with pay in a financial year for bereavement, marriage and examination.

46. Special Leave with Pay

1. When any public servant receives a summons from the court or other authorized bodies, for the time required by the case for which he was summoned,

2. In the case of a public election, he shall be granted special leave with salary for the duration of the election.

47. Special Leave without Pay

1. When a civil servant requests a special leave without pay for a sufficient reason and does not harm the interests of the office, the head of the office may grant it for a period not exceeding one year.

2. When a public servant is presented as a candidate to run in public elections, he will be given leave without pay during election campaigning and during the election.

3. Despite the provision of sub article (1) of this article, if



2. Mootimmate loosaasinchi doorshaho heewisamaancho ikke shiqiro doorshu kakkayishshanna doorsha assinanni yannara damooziweello fajjo uyinannisiha ikkanno.

3. Konni quwi cinaancho quwa 1 woro heedhurono mootimmate loosaasinchi damooziweello fajjo xa'minohu mootimmate loosu mine la'anno pirojekitete loosira gaamamasinni woy galte dipiloomaate ikke gobbatenni gobbaanni gaamamate korkaatinni ikkiro addi fajjo pirojekitete woy dipiloomaatete sokka gooffa geeshsha uynara dandiinanni.

GAFA ONTE

ADDI IRKO HASIISSANNO

DAGOOMU

BISSA LOOSU AKATA

48. Meya Loosaasinera Agarranni Loosu Ikkito

1. Aye mootimmate loosu mini meya mootimmate loosaasine ikkaddanna gumulo uyinanniwa gaamamanno gede assate dandiisiissanno addi addi ledote irko qaafo adha hasiissanno.

2. Meyaati qixirete, deerru lophora, soorrishshu, diliddilete, rosunna qajeelshu jeefishshi yannara ledote irko qaafo

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 የሚስፈልጋቸው የኅብረተሰብ ክፍሎች የሥራ ሁኔታ

48. 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 መደቦ ማሰራት የተከለከለ ነው፤ ሆኖም ለራሷ

the civil servant requests special leave without pay due to assignment to a project related to a government office or his spouse is assigned to a diplomatic mission in a foreign country, the special leave may be granted for the period until the completion of the project or diplomatic mission work:

Part five

The working conditions of the members of society who need additional support measures

48. Working conditions expected of women workers

1. Any government office should take additional support measures to empower female government employees and ensure that they are assigned to decision-making positions.

2. Women should benefit from additional support measures in recruitment, promotion, transfer, assignment, education and training.

3. It is prohibited to assign a pregnant public servant to another position from the position to which she was



horaameeyye ikka noonsa.

3. Godowinni noota mootimmate loosaasincho qixiretenni woy deerru lophonni gaamantino madawenni kayinse wole loosu madawera soorrine loosiisa hoolloonnite. Ikkollana, umise keeraanchimmara woy godowaho noo qaaqqo gawajjannoha ikkasi hakimete tajenni buunxiro injiitanno madawera woy loosu basera gamme loossanno gede assa hasiissanno.

4. Aye mootimmate loosu mini meyati mootimmate loosaasincho godowinni noo yannaranna iltu barrinni hanafe 4 agani giddo konne lallawa quwa 86 garinni loosaasine xeisanno yannara loosunni gegiisa didandaanno.

5. Aye meya mootimmate loosaasincho mitto diro wo'minokki qaaqqose akka'misiissannoha ikkiro hakime fajjitino yannara damooza baantanni fajjo uyinannise.

6. Aye mootimmate loosu mini meya mootimmate loosaasine qaaqqullensa qansirannowanna qaaqquullu hosanna bayicho injeessa hasiissanno. Tittirsha biiro haja la'anno loosu mini ledo halamatenni fushshitanno

ጤንነት ወይም ለፅንሱ አደገኛ መሆኑ በሕክምና ማስረጃ ሲረጋገጥ ተስማሚ ወደ ሆነ የሥራ መደብ ወይም የሥራ ቦታ ተመድባ እንድትሰራ መደረግ አለበት።

4. ማንኛዉም የመንግስት መስሪያ ቤት ሴት የመንግስት ሠራተኛ ነፍሰጡር በሆነችበት ጊዜና ከወለደችበት ቀን ጀምሮ በአራት ወር ጊዜ ውስጥ በዚህ አዋጅ አንቀጽ 86 መሠረት በሚያደርገው የሠራተኛ ቅነሳ ከሥራ ሊያሰናብታት አይችልም።

5. ማንኛዋም ሴት የመንግሥት 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 የሚያጠቡበትና ህጻናቱን የሚንከባከቡበት የህጻናት ማቆያ ማቋቋም አለበት፤ ዝርዝር አፈጻጸሙም ቢሮው ከሚመለከተው የመንግስት መስሪያ ቤት ጋር በሚያወጣው መመሪያ ይወሰናል።

49. **ለአካል ጉዳተኞች የሚጠበቁ የሥራ ሁኔታዎች**

1. አካል ጉዳተኞች በቅጥር፣ በደረጃ ዕድገት፣ በዝውውር፣ በድልድል፣ በትምህርትና ሥልጠና

assigned by employment or promotion; however, when it is proven by medical evidence that it is dangerous to her health or the fetus, she should be assigned to a suitable position or position to work.

4. Any public office cannot dismiss a female public servant during the period of four months from the day she gave birth and when she is pregnant, as a result of the reduction of staff in accordance with Article 86 of this decree.

5. Any female government employee will be granted paid leave for a period of medically proven time to nurse her child under one year of age.

6. Any government office should establish a nursery where female government employees can nurse their children and take care of the children; the detailed implementation will be determined by the instructions issued by the office with the relevant government office.

49. Conditions of Employment for Persons



biddissi garinni gumullanni.

49. Bisu Xe'ne Noonsa Loosaasinera Agarranni Loosu Ikkito

1. Bisu xe'ne noonsa loosaasine qixirete, deerru lopho, soorrishshu, diliddilete, rosunna qajeelshu jeefishshi yannara ledote irko qaafo horaameeyye ikkitanno gede assinanni.

2. Aye mootimmate loosu mini loosu qooxeessi mannimmate xe'ne noonsa loosaasinera injiinoha ikka buuxa, loosoho hasiisanno uduunni wo'masinna horoonsi'rate hayyubba aanano hasiisanno qajeelsha afidhanno gede assa noosi.

3. Aye mootimmate loosu mini kaa'laanchu hasiisannosi bisu xe'ne noosi mootimmate loosaasinchira hasiissanno irko aa dandaanno kaa'laancho gaammanni gede assate qeechi noosi.

4. Wole seerubbanni bisu xe'ne noonsa loosaasinera uyinoonninsa qoosso konni lallawi jeefishshirano loosu aana hossanno.

50. Biddissa Fushsha Konni golira xawinsoonni ledote irko

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. በሌሎች ሕጎች ለአካል ጉዳተኞች የተሰጡ መብቶች ለአዋጁ አፈጻጸም ተግባራዊ ይሆናሉ።

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

With Disabilities

1. Persons with disabilities should benefit from additional support measures in recruitment, promotion, transfer, assignment, education and training.

2. Any government office must ensure that the working environment is comfortable for its disabled employees, provide equipment and materials needed for work, and ensure that they receive the necessary training on their use.

3. Every government office is responsible for assigning an assistant who can provide appropriate support to a disabled government employee who needs an assistant.

4. The rights granted to persons with disabilities in other laws shall also apply to the implementation of the decree.

50. Issuing Instructions

The Bureau shall issue detailed instructions for the implementation of additional support measures referred to in this section.



qaafo jeefishshi tittirotenni biddissa biiro fushshitanno.

GAFA LEE

LOOSU QOOXEESSI HOBBAATENNA

KEERAANCHIMMA

51. Hexxonna Jeefishsha

1. Loosu qooxeessi hobbaatinna keeraanchimma hexxo:

a) Mootimmate loosaasine hobbaatenna keeraanchimma agaratenni loosu ikkadimma halashshate,

b) Loosu baycho mootimmate loosaasine hobbaatiranna keeraanchimmara injaanno garinni qixxeessate, woyyeessate, agaratenna

c) Mootimmate loosu mini dancha dagoomitte heeshsho aana rumuxxino garinni bilchaata loosu guma borreessiisanno gede dandiisiisa ikkanno.

2. Konni goli woro yannate geeshshi loosaasinerano loosu aana hossannoha ikkanno.

52. Loosu Aana Iillitanno Gawajjo

1. "Loosu aana iillitanno gawajjo" yaa loosu aana iillitanno

ጤንነት ዓላማ

ሀ) የመንግሥት ሠራተኞችን ደህንነትና ጤንነት በመጠበቅ የሥራ ብቃትን ማሳደግ፣

ለ) የሥራ ቦታን ለመንግሥት ሠራተኞች ደህንነትና ጤንነት በሚስማማ መልኩ ማዘጋጀት፣ ማሻሻልና መጠበቅ፣ እና

ሐ) የመንግሥት መሥሪያ ቤት በጎ በሆነ ማህበራዊ ሕይወት ላይ ተመሥርቶ አመርቂ የሥራ ውጤት እንዲያስመዘግብ ማብቃት ይሆናል።

2. የዚህ ክፍል ድንጋጌዎች ለጊዜያዊ ሠራተኞችም ተፈጻሚ ይሆናሉ።

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

Part Six

Work Environment Safety and Health

51. Purpose and Applicability

1. Purpose of work environment safety and health is;

a) Enhancing work efficiency by protecting the safety and health of government employees;

b) To prepare, improve and protect the workplace in a manner suitable for the safety and health of government employees, and

c) It will be empowering the public office to record excellent work results based on a good social life.

2. The provisions of this section shall also be applied to temporary workers.

52. Injury at Work

1. "Occupational injury" means an occupational accident or occupational disease.

2. "Occupational accident" means a sudden injury to the body or the natural function of

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hedeweelcho dano woy loosu korkaatinni iillitanno xissooti.

2. "Loosu aana iillitanno dano" yaa mootimmate loosaasinchi uyinoonnisi looso loosanni heereenna woy loosu ledo amadamino korkaatinni mannimmasi woy mannimmasi kalaqamu loosi aana iillitanno gawajjo ikkite konni woroonni xawinsoonnire hanqaffanno.

a) Mootimmate loosaasinchi rosamino loosisi, loosisi base woy loosu yanna gobbaanni biilloonyu noosi bisinni uyinoonnisi hajajo jeefisanna iillitino gawajjo,

b) Biilloonyu noosi bisinni uyinoonni hajajo hooggurono mootimmate loosaasinchi loosu mini giddo iillitino hedeweelcho dano woy gawajjo gargarate loosu yannara woy loosu yanna gobbaanni loosanno assootinni iillitino gawajjo,

c) Mootimmate loosu mini mootimmate loosaasincho loosu basenni galano minira woy galano mininni loosu base hodhisanno gede gaamino hodhishshu owaantenni woy loosu mini tenne hajora karayyainonna gaamino hodhishshinni haranna iillitino gawajjo,

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 መሥሪያ ቤቱ ለሠራተኞች አገልግሎት እንዲሰጥ በመደበው የመጓጓዣ አገልግሎት ወይም መሥሪያ ቤቱ ለዚህ ተግባር በተከራየውና በግልጽ በመደበው የመጓጓዣ አገልግሎት በመንዝ 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፤

the body while the government employee is performing his or her normal work or in connection with the work, and includes the following;

a) Injury suffered by the public servant while carrying out the order given by the person authorized by his authority outside of his normal work, place of work or working hours;

b) In the absence of an order given by a person authorized by the authority, the damage caused by the government employee during the working hours or outside of the working hours to prevent an accident or disaster in the office;

c) Damage suffered when the public servant was traveling to or from the workplace in the transportation service assigned by the office to provide services to employees or in the transportation service rented and clearly assigned by the office for this purpose;

d) Any injury suffered by

Sidaamu Dagoomi Qoqqowi Mootimmaa Paabliik Serviizenna Mannuu Jiro Latishi Biiro
* ክልላዊ መንግስት የፐብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ

d) Mootimmate loosaasinchi loosisi ledo xaaddanno korkaatinni loosu albaanni woy gedensaanni woy loosu yannate geeshsha uurre noo yannara loosu mini hoowe giddo woy loosu basera iillitino gawajjo,	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።	the public servant in connection with his work, before or after work, or by being in the workplace or the office premises when the work was temporarily suspended;
e) Mootimmate loosaasinchi loososi loosanni heereenna mootimmate loosu mininni woy sayikki bisinni assootinni iillitino gawajjo.	4. በዚህ አንቀጽ ንኡስ አንቀጽ (3) የተመለከተው ቢኖርም በመደበኛ ሥራው ምክንያት ተላላፊ ወይም ነዋሪ በሽታዎችን በማጥፋት ላይ የተሰማራ የመንግስት ሠራተኛ በዚሁ በሽታ ከተያዘ በሥራ ምክንያት የመጣ በሽታ እንደያዘው ይቆጠራል።	e) The enjury happened to the public servant during the performance of his duties by the actions of the public office or a third party;
3. "Loosu korkaatinni dagganno xisso" yaa mootimmate loosaasinchi loosanno loosi daninni woy loosanno qooxeessinni kainohunni xisso abbitanno ikkituwara reqecci yee keeshshate korkaatinni iillitino fayyimmate xe'ne ikkitanna loosu basera amaddannonna taraabbanno xisso dihanqaffanno.	5. በሥራ ላይ በሚደርስ ጉዳት ምክንያት የሚከሰት የአካል ጉዳት መጠን አግባብ ባለው የመንግሥት ሠራተኞች ጡረታ ሕግ ድንጋጌዎች መሠረት ይወሰናል።	3. "Illness caused by work" means a health disorder caused by being exposed to disease-causing conditions due to the type of work the government employee does or the environment in which he performs his work, and does not include resident or infectious diseases that spread and catch in the place where he performs his work.
4. Konne quwa cinaancho quwa 3 worroonniri heereenna rosamino loosisi korkaatinni taraabbanno woy uurrinshu xisso hunate aana bobbahino mootimmate loosaasinchi tenne xissonni amadamiro loosu korkaatinni amadinosi gede kiirranni.	6. የዚህ አንቀጽ ንዑስ አንቀጽ (1) ድንጋጌ ቢኖርም ሠራተኛው ሆነ ብሎ በተለይም በመሥሪያ ቤቱ አስቀድሞ በግልጽ የተሰጡትን የደህንነት መጠበቂያ መመሪያዎች በመጣስ ወይም በመጠጥ ወይም በአደንዛዥ ዕፅ ሰክሮ በሥራ ላይ በመገኘቱ የደረሰበት ጉዳት በሥራ ምክንያት እንደደረሰ ጉዳት	4. Despite the provisions of sub-clause (3) of this article, if a government employee engaged in the eradication of contagious or resident diseases as a result of his regular work is infected with the same disease, he is considered to have contracted
5. Loosu aana iillitanno gawajjo korkaatinni kalaqantanno bisu gawajjo jilbi hajo la'anno		



mootimmate loosaasine wonote seeri woro garinni jeefinsanni.

6. Konne quwa cinaancho quwa 1 woro heedhurono loosaasinchu afanni heerenni baxxino garinni loosu mininni faajjetenni uyinoonniha keeraanchimma agadhate biddissa ayirrisa hoogatenni woy agunni woy dilleessanno araadinni dinbe loosu aana leellatenni iillitinosi gawajjo loosu aana iillitino gawajjo gede dikiirranni.

53. Danote Gargarooshshi Qaafo

1. Aye mootimmate loosu mini:

a) Loosu bayichi loosaasinete hobbaatinna keeraanchimma aana dano iillishannokkiha ikkasi buuxa;

b) Dano gargarate hasiisanno uduunne loosaasinete shiqishatenna horoonsi'nanni amanyooti aanano biddissa aate gadadi noosi.

2. Aye mootimmate loosaasinchi:

a) Hobbaatenna keeraanchimma agadhate fultino biddissuwa ayirrisa;

b) Dano gargadhate uyinoonni uduunne garunni horoonsira;

c) Dano iillishshara dandiitanno

አይቆጠርም።

53. **የአደጋ መከላከያ እርምጃዎች**

1. ማንኛውም የመንግሥት መሥሪያ 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 የመሥሪያ ቤቱ ኃላፊ ወዲያውኑ የማሳወቅ ግዴታ አለበት።

3. ቢሮው የሥራ አካባቢ ደህንነትና ጤንነት የመጠበቂያና የመከላከያ ዘዴዎችን ያጠናል፣ የመንግሥት መሥሪያ ቤቶች ሥራ ላይ እንዲያውሉት ሥልጠና ስለሚሰጥበት ሁኔታ ያመቻቻል።

4. ቢሮው በመንግሥት መሥሪያ

a disease caused by work.

5. The amount of disability due to injury at work shall be determined in accordance with the relevant provisions of the Civil Servants Pension Act.

6. Despite the provision of sub-article (1) of this article, the injury suffered by the employee intentionally, especially by violating the safety instructions clearly given by the office or by being drunk or drugged at work, shall not be considered as an injury caused by work.

53. Disaster Prevention Measures

1. Any government office:-

a) Ensuring that the workplace does not pose a risk to the safety and health of employees;

b) is responsible for providing safety equipment and materials to workers and instructing them on their use.

2. Any government employee:

a) Complying with the guidelines issued to protect health and safety.



ikkituwa heerase huwatiro hajo la'anno loosu mini sooreessira rahotenni egensiisate gadadi noosi.

3. Biiro loosu qooxeessi hobbaatenna keeraanchimma agarooshshinna gargarooshshi hayyo xiinxallitanno. Mootimmate loosu minnara qajeelsha aatenni loosu aana hosiissanno gede assitanno.

4. Biiro mootimmate loosu minna giddo loosu qooxeessi hobbaatinna keeraanchimma loosu aana hossinota qorqortanno, dano gargarate adhinanni qaafo lainohunni biddissa fushshitanno.

54. Bisu Gawajjo

1. "Bisu gawajjo" yaa loosate dandoo xe'ne woy hoonge harunsiissanno loosu aana iillitanno gawajjooti.

2. Loosu aana iillitino bisu gawajjo yannate geeshshi bisu gawajjo, hegeraame wo'ma mannimmata ikkitinokki bisu gawajjo, hegeraame wo'ma bisu gawajjo woy rewo harunsiisanno gumi heerannose.

55. Yannate Geeshshi Bisu Gawajjo

ቤቶች ውስጥ የሥራ አካባቢ ደህንነትና ጤንነት ተግባራዊ መሆኑን ይቆጣጠራል፤ የአደጋ መከላከያ እርምጃዎችን በተመለከተ በመመሪያ ይወሰናል።

54. **የአካል ጉዳት**

1. "የአካል ጉዳት" ማለት የመሥራት ችሎታ 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።

55. ጊዜያዊ የአካል ጉዳት

"ጊዜያዊ የአካል ጉዳት" ማለት ለተወሰነ ጊዜ በሙሉ ወይም በከፊል የመሥራት ችሎታን ማጣት ነው።

56. ዘላቂ ከፊል የአካል ጉዳት

"ዘላቂ ከፊል የአካል ጉዳት" ማለት የመሥራት ችሎታ የሚቀንስ የማይድን በሥራ ላይ የሚደርስ ጉዳት ነው።

57. ዘላቂ ሙሉ የአካል ጉዳት

"ዘላቂ ሙሉ የአካል ጉዳት" ማለት

b) properly use the provided safety equipment and materials, and

c) is obliged to immediately inform the concerned head of the office when he thinks that there are conditions that may cause danger.

3. The office studies safety and health protection methods in the work environment; Facilitates the provision of training for government offices to implement.

4. The office supervises the implementation of health and safety in the work environment in government offices; it is determined by the guidelines regarding the risk prevention measures.

54. Disability

1. "Disability" means an injury sustained at work resulting in the reduction or loss of the ability to work.

2. An occupational injury results in temporary disability, permanent partial disability, permanent total disability or death.



"Yannate geeshshi bisu gawajjo" yaa shiima yannara wo'munni wo'ma woy boco looso loosate dandoo hoogate.

56. Seeda Yannara Boco Bisu Gawajjo

"Seeda yanna boco bisu gawajjo" yaa loosate dandoo xeissannonna hurtannokki loosu aana iillanno jawajjooti.

57. Hegeraame Wo'ma Bisu Gawajjo

"Seeda yannara wo'ma bisu gawajjo" yaa gawajjo iillitinosiha mootimmate loosaasincho aye damooza baantanni looso loosa hoolannosihanna hurannokki loosu aana iillitanno gawajjooti.

58. Loosu Korkaatinni Daggino Gawajjora Uynanni Xagishshu Fajjo

1. Loosu korkaatinni gawajjo iillitinosi mootimmate loosaasinchira gobbate giddo uyinanni konni woroonni xawinsoonni xagishshu owaante batooshshe mootimmate loosu mini dandaanno.

a) Xaphoomu, baxxinonna dare gowate xagishshi batooshshe;

b) Hospitaaletenna xaggate

ጉዳት የደረሰበትን የመንግሥት ሠራተኛ ማናቸውንም ደመወዝ የሚያስገኝ ሥራ ለመሥራት የሚከለክለው የማይድን 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 በመሥሪያ ቤቱ ይሸፈናል፤

ሀ)የጠቅላላና የልዩ ሕክምና እንዲሁም የቀዶ ሕክምና ወጪዎች፤

ለ) የሆስፒታልና የመድኃኒት ወጪዎች፤

ሐ)የማንኛውም አስፈላጊ ሰው ሰራሽ ምትክ ወይም ተጨማሪ አካሎችና የአጥንት ጥገና ወጪዎች።

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

55. Temporary disability

"Temporary disability" means the loss of the ability to work, in whole or in part, for a specified period of time.

56. Permanent Partial Disability

"Permanent partial disability" means an irreversible work-related injury that reduces the ability to work.

57. Permanent Total Disability

"Permanent Total Disability" means an irreparable occupational injury that prevents an injured public employee from performing any gainful employment.

58. Treatment and Leave Due to Work-Related Injuries

1. The cost of the following medical services provided in the country to the civil servant who is injured due to his work shall be covered by the office;

a) General and special medical and surgical expenses;



batooshshe;

c) Aye hasiisanno mannu loosino irkishshu uduunne woy lexxote biso woy miqicho xagishshi batooshshe;

2. Gawajjo iillitinosi mootimmate loosaasinchi konne quwa cinaancho quwa 1 garinni uynanni xagishshu owaante hallanya xagishshu uurrinshara uynanni gede assinannihu owaante mootimmate uurrinshuwara uynannikkita ikkituro callaati.

3. Loosu korkaatinni gawajjo iillitinosi mootimmate loosaasinchi gawajjote jilba la'neenna hakimete tajera xawinsoonni garinni hure loosisira higa geeshsha woy looso higa dandaannokkiha ikkasi xagishshu tajenni buunxa geeshsha xissote fajjo wo'mu damoozi ledo uynannisi.

4. Mootimmate loosaasinchi horontanni loosa dandaannokkita xagishshu tajenni buunxiro konni lallawi quwa 59 garinni gumulloonni horo agarantannosi.

5. Loosaasinchu xagishshasi garunni ha'runsa hoogatenni woy xagisaanchunni uynoonni hajajo garunni ayirrisa hoogatenni

የደረሰበት ማንኛውም የመንግሥት ሠራተኛ የጉዳቱ መጠን ታይቶ በህክምና ማስረጃ በሚገለጸው መሰረት ከጉዳቱ ድኖ ወደ ሥራው እስከሚመለስ ወይም በጉዳቱ ምክንያት ለዘለቄታ መሥራት የማይችል መሆኑ በሕክምና ማስረጃ እስከሚረጋገጥ ድረስ የሕመም ፈቃድ ከሙሉ ደመወዝ ጋር ይሰጠዋል።

4. የመንግሥት ሠራተኛው ለዘለቄታው መሥራት ያለመቻሉ በሕክምና ማስረጃ ከተረጋገጠ በዚህ አዋጅ አንቀጽ 59 የተደነገጉት ጥቅሞች ይጠበቁለታል።

5. ሠራተኛው ሕክምናውን በአግባቡ ባለመከታተሉ ወይም በሐኪም የተሰጠውን ትዕዛዝ ባለማክበሩ ሕክምናውን ያጓተተ እንደሆነ በዚህ አንቀጽ ንዑስ አንቀጽ (1) እና (2) መሠረት የሚሰጠው ሕክምና እና ፈቃድ ይቋረጥበታል።

6. ቢሮው በዚህ አንቀጽ ንዑስ አንቀጽ (1) ስለተመለከተው የህክምና ወጪ አከፋፈል የአፈጻጸም መመሪያ ያወጣል።

59. **የጉዳት ጡረታ አበል እና የጉዳት ዳረጎት**

1. ከሥራ በመጣ የአካል ጉዳት ምክንያት ዘላቂ ሙሉ ወይም ከፊል የመሥራት ችሎታውን ያጣ

b) Hospital and drug expenses;

c) Costs of any necessary prosthetic replacement or additional organ and bone repair.

2. The medical service provided to the injured public servant in accordance with sub article(1) of this article shall be provided by a private medical facility only if the service cannot be provided by public medical facilities.

3. Any civil servant who has been injured due to work will be given sick leave with full salary until the extent of the injury is seen and he recovers from the injury and returns to work according to the medical evidence, or until it is confirmed by medical evidence that he is unable to work permanently due to the injury.

4. If the civil servant's permanent inability to work is confirmed by medical evidence, the benefits stipulated in article 59 of this decree will be protected.

5. If the employee delays the treatment by not following the

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xagishshu gufi'ranno assiro konni quwi cinaancho quwa (1) nna (2) garinni uynanni xagishshinna fajjo uurritanno.

6. Konni quwira cinaancho quwa (1) xawinsoonni xagishshu fulo baatooshshe lainohunni biiro biddissa fushshitanno.

59. Gawajjote Womme Baatooshshenna Daaragoote

1. Loosunni daggino mannimmate gawajjonni wo'munni wo'ma woy wo'ma ikkitinokki loosate dandoosi hooginohu mootimmate loosaasinchi mootimmate loosaasinera wommete seerinni uyinoonni qoossonna horo agarantannosi.

2. Kaajjado bisu jawajjo woy jawa dana ba"ate gawajjo loosate dandoo hoolano hoogguro gawajjote kiiso baatooshshiranna wole horo aate hegeraame boco bisu gawajjo gede kiirranni.

3. Mootimmate loosaasine wommete seerira worroonnihu bisu gawajjo jilbi konne quwa cinaancho quwa 2 garinni loosu aana hosanno.

4. Mootimmate loosaasinchi iillitinosi gawajjonni reyinoha ikkiro mootimmate loosaasine

ማንኛውም የመንግሥት ሠራተኛ በመንግሥት ሠራተኞች የጡረታ ሕግ የተሰጡት መብቶችና ጥቅሞች ይጠበቁለታል።

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

3. በመንግሥት ሠራተኞች የጡረታ ሕግ የተደነገገው የአካል ጉዳት መጠን አወሳሰን ለዚህ አንቀጽ ንዑስ አንቀጽ (2) አፈጻጸም ተግባራዊ ይሆናል።

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

60. **ከግብር ነፃ ስለመሆን**

በአዋጁ አንቀጽ 59 መሠረት የሚደረግ ክፍያ ከግብር ነፃ ይሆናል፤ እንዲሁም በዕዳ ምክንያት ሊያዝ ወይም ማቻቻያ

treatment properly or by not complying with the doctor's order, the treatment and leave will be terminated according to sub-article (1) and (2) of this article.

6. The office shall issue an implementation instruction on the payment of medical expenses referred to in sub-article (1) of this article.

59. Injury Pension and Injury Allowance

1. Any civil servant who has lost his permanent full or partial ability to work due to a work-related physical injury shall be protected by the rights and benefits provided by the Civil Service Pension Law.

2. An injury that causes severe physical or severe disfigurement is considered permanent partial disability for the purposes of compensation and other benefits, even if it does not result in loss of ability to work.

3. The determination of the amount of disability prescribed by the Public

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ክልላዊ መንግስት ሲዳማ ብሔረሰብ የፐብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ

wonote seeri garinni wommete baatooshshe baantanni.

60. Giwiru Baatooshshe Gatisa

Konni lallawi quwa 59 garinni baantanni baatooshshi aaninni giwire dimurranni; hattono asaleho amada woy asalu baatooshshira woy qoossote anni woleho sayisara didandaanno.

61. Sayikki Bisinni Xa'minanni Kiisote

Baatooshshe

1. Loosaasinchoho iillitinosi gawajjo sayikki bisi huno korkaatinni iillitinoha ikkiro mootimmate loosu mini loosaasinchoho fushshino fulo jilba gawajjo iillishshino bisiwiiinni kiiso xa'mirate qoosso heedhannosi.

2. Loosaasinchu gawajjo iillishinosi bisiwiinni kiiso adhinoha ikkiro loosu mini quwa 59cinaancho quwa (1) nna (3) garinni fushshirino fulo loosaasinchu damoozi aaninni muranno; loosaasinchu adhino kiiso bikki loosu mini fushshirino fulonni ajjinota ikkituro loosu mini badooshshe sayikki bisiwiinni xa'mira dandaanno.

ሊደረግ ወይም ባለመብቱ ሊያስተላልፈው አይችልም።

61. **ከሦስተኛ ወገን ስለሚጠየቅ የካሣ ክፍያ**

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

2. ሠራተኛው ጉዳቱን ካደረሰበት ወገን ካሣ የተቀበለ እንደሆነ መሥሪያ ቤቱ በአዋጁ አንቀጽ 59(1) እና (3) መሠረት ያወጣውን ወጪ ከሠራተኛው ደመወዝ ላይ ይቀንሳል፤ ሠራተኛው የተቀበለው የካሣ መጠን መሥሪያ ቤቱ ካወጣው ወጪ ያነሰ ከሆነ ልዩነቱን መሥሪያ ቤቱ ከሦስተኛው ወገን መጠየቅ ይችላል።

ክፍል ሰባት

የመንግሥት ሠራተኞች የመረጃ አያያዝ

62. የግል ማኅደር

Employees' Pension Law shall apply to the implementation of sub-article (2) of this article.

4. In case of death of a civil servant due to injuries sustained, pension shall be paid to his successors in accordance with the Civil Servants Pension Act.

60. Regarding Exemption from Taxation

Payment made under Article 59 of the act shall be exempt from tax; nor can it be seized or set off on account of debt or transferred without right.

61. Payment of Compensation Due from a Third Party

1. If the damage caused to the employee is due to the fault of a third party, the government office will have the right to claim compensation from the party that caused the damage to the extent of the expenses incurred by the employee due to the damage.

2. If the employee has received compensation from the party who caused the injury, the office will deduct the expenses

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GAFA LAMALA

MOOTIMMATE LOOSAASINCHI TAJE AMADOOSHSHE

62. Hallanyu Fayle Maareekko

1. Aye qoqqowu mootimma loosu mininna biiro mittu mittunku mootimmate loosaasinchi woy yannate geeshshi loosaasinchi tajubba yannillite doogonni tantante amaddanno.

2. Biiro konne quwi cinaancho quwa (1) garinni sonkannita mannu wolqa taje konne lallawanna lallawa ha'runsite fultino wodhonna biddissa harunsitinota ikkase buuxatenni boorressitanno.

3. Aye mootimmate loosaasinchi umisi fayile giddo noo taje woy naqqaso la"ate woy koppe adhate qoosso noosi.

4. Hajo la'annonsa gashshootu loosaasine gobbaanni loosaasinchu sumuumme nookkiha, yoote mini hajajonni woy seerunni worronnihu gobbaanni aye manchino mootimmate loosaasinchi fayile la"ate didandaanno.

5. Mootimmate loosaasinchi affanno gede assinoonnisikkita woy kulloonnisikkita borrote taje

1. ማንኛውም የክልሉ መንግሥት 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 በማረጋጋጥ 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 በሕግ በተደነገገው መሠረት ካልሆነ በስተቀር ማንኛውም ሰው የመንግሥት ሠራተኛውን የግል ማህደር ማየት አይችልም።

5. የመንግሥት ሠራተኛው እንዲያውቀው ያልተደረገ ወይም ያልተገለጸለትን የጽሁፍ ማስረጃ በግል ማህደሩ ውስጥ ማስቀመጥ ክልክል ነው።

63. የመንግሥት ሠራተኞችን

Part Seven

File Management of Government Employees

62. Private archive

1. Any regional government office and its office shall organize and keep relevant information about each civil servant or temporary worker in a modern manner.

2. The office shall confirm that the human resource data sent to it in accordance with sub article (1) of this article are in compliance with this decree and the instructions issued to implement the decree.

3. Any public servant has the right to see or take a copy of the evidence in his personal file.

4. Except for the relevant administrative personnel, no person shall have access to the personal files of the public

from the employee's salary according to Article 59(1) and (3) of the decree; if the amount of compensation received by the employee is less than the cost incurred by the office, the office can claim the difference from the third party.



woy naqqaso hallanya fayilesi giddo wora didandiinanni.	**መረጃ የማደራጀት ኃላፊነት**	servant except with the consent of the employee, a court order or as prescribed by law.
63. Mootimmate Loosaasine Taje Tantanate Biilloonye	1. ቢሮው፡-	5. It is forbidden to keep written evidence in the personal file that the public servant has not been informed of or has not been informed about.
1. Biiro:	ሀ)በክልል ደረጃ የሰው ሀብት ሥራ አመራር መረጃ ሥርዓት በወጥነት እንዲተገበር የማድረግ፣	**63. Responsibility for organizing information of public servants**
a) Qoqqowu deerrinni mannu jiro massago taje amanyooti taalu garinni loosu aana hosanno gede assa;	ለ)ክልላዊ የመንግሥት ሠራተኞችን መረጃ ቋት የማደራጀት፣	1. The Office:
b) Qoqqowunni deerri mootimmate loosaasine taje amandanni yannillicha amadooshshe tantana;	ሐ) የመንግሥት ሠራተኞችን የሚመለከቱ ስታቲስቲካዊ መረጃዎችን የመሰብሰብ፣ የማጠናቀር እና የማሰራጨት ኃላፊነት አለበት፡፡	a. ensure that the human resource management information system is implemented consistently at the regional level.
c) Mootimmate loosaasine la'anno istatistikete taje gamba assa, raga amadisiisanna fincate biilloonyi noose.	2. ማንኛውም የመንግሥት መሥሪያ ቤት በቢሮው ለሚደራጀው የሰው ሀብት መረጃ ቋት መረጃዎችን ወቅቱን ጠብቆ የመላክ ግዴታ አለበት፡፡	b. organize a database of regional government employees,
2. Aye mootimmate loosu mini biirotenni tantannanni mannu jiro taje yannillichu amadooshshi tantanora taje yanna agare sowaate gadadi noosi.	3. ማንኛውም የመንግሥት መሥሪያ ቤት የእያንዳንዱን ሠራተኛ መረጃ ለቢሮው መላክ አለበት፡፡	c. It is responsible for collecting, compiling and disseminating statistical information about government employees.
3. Aye loosu mini mittu mittunku loosaasinchi taje biirote sowaa noosi.		2. Any government office is obliged to send information to the human resource database organized by the office in a timely manner.
GAFA SETTE	**ክፍል ስምንት**	3. Any government office must send the information of each employee to the office.
QOOSSONNA GADACHO	**መብቶችና ግዴታዎች**	
64. Mootimmate Loosu Minna	64. የመንግስት መሥሪያ ቤቶች	



Qeecha	ኃላፊነት	Section Eight
Wole seerubbanni worroonni qeechuwa agarante heedheenna aye mootimmate loosu mini: 1. Mootimmate loosaasine mootimmate poolise, istiraateejetenna seerubbate aana ikkado huwanyo heedhannonsa gede assate; 2. Loosu mini loosu qooxeessi aye dani amma'note assootubbanni co'icha ikkasi buuxate; 3. Mittu mittunku mootimmate loosaasinchira loosu tittiro xawishsha aatenna loosu mixo kaima assatenni loosaasinchunniha loosu jeefishshi guma keenate; 4. Mootimmate loosaasinera loosoho hasiisanno uduunnicho shiqishatenna horoonsi'nanni gara afisiisate; 5. Loosu qooxeessi mootimmate loosaasine fayyimmanna hobbaatira injiinoha assate qeechi noosi.	በሌሎች ሕግ ድንጋጌዎች የተመለከቱት ኃላፊነቶች እንደተጠበቁ ሆነው፣ ማንኛውም የመንግሥት መሥሪያ ቤት የሚከተሉት ኃላፊነቶች ይኖሩታል፤ 1. የመንግስት ሠራተኞች በመንግስት ፖሊሲዎች፣ ስትራቴጂዎችና ሕጎች ላይ በቂ ግንዛቤ እንዲኖራቸው የማድረግ፤ 2. የመሥሪያ ቤቱ የሥራ አካባቢ ከማንኛውም ዓይነት ኃይማኖታዊ ተግባራት ነጻ መሆኑን የማረጋገጥ፤ 3. ለእያንዳንዱ የመንግሥት ሠራተኛ የሥራ ዝርዝር መግለጫ የመስጠትና በሥራ ዕቅድ ላይ ተመሥርቶ የሠራተኛውን የሥራ አፈጻጸም ውጤት የመለካት፤ 4. ለመንግሥት ሠራተኞች ለሥራ የሚያስፈልጓቸውን መሣያዎች የማቅረብና አጠቃቀማቸውን የማሳወቅ፤ 5. የሥራ አካባቢውን ለመንግሥት ሠራተኞች ጤንነትና ደህንነት አመቺ የማድረግ ኃላፍነት አለበት።	**Rights and Obligations** Subject to the responsibilities set forth in other legal provisions, any public office shall have the following responsibilities; 1. To ensure that government employees have sufficient understanding of government policies, strategies and laws; 2. Ensuring that the work environment of the office is free from any kind of religious activities; 3. give a job description to each government employee and to measure the employee's performance based on the work plan; 4. Providing government employees with the tools they need for work and informing them of their use; 5. He has the responsibility of making the work environment suitable for the health and safety of government employees.
65. Mootimmate Loosaasine Gadacho Aye mootimmate loosaasinchira	**65. የመንግሥት ሠራተኞች ግዴታዎች** ማንኛውም የመንግስት ሠራተኛ የሚከተሉት ግዴታዎች ይኖሩበታል፤	**65. Obligations of public servants** Any civil servant shall have the following duties;



aantete noo gadacho heedhannosi: 1. Dagatenna Bayiidi Seerira ammanaminoha ikkanna seeru aliidimma ayirrisate; 2. Mootimma fushshitanno seerubbanna poolise ikkadimmatenni jeefisate; 3. Aye ikkitonni dagoomahonna gobbate taalo owaante aate; 4. Wo'ma egennosinna dandoosi dagate owaantera hosiisate; 5. Loosu tittirshinni xawinsoonninna muli sooreessi seea harunse aanno hajajo jeefisate; 6. Aye daninni loosu basera hojji ammanosi woy amma'nosi xawisanno assoote assa hoogate; 7. Fojoho yine bandoonninna loosu korkaatinni afino loosu mini fojo amadate; 8. Owaatamaanote mereero koo-teemmate, afuu, ilamate, ammanote, poletiku laooshshi, bisu gawajjo woy wole badooshshe kalaqqanno ikkituwanni badooshshe assa hoogate; 9. Loosu minira aanno owaante xeisanno woy aye daninni gaamamino loosi ledo	1. ለሕዝብና ለሕገ መንግሥቱ ታማኝ መሆንና የሕግ የበላይነትን የማክበር፤ 2. መንግሥት የሚያወጣቸውን ሕጎችና ፖሊሲዎችን በብቃት የመፈጸም፤ 3. በማናቸውም ሁኔታ ሕዝብንና ሀገርን ያለአድልዎ የማገልገል፤ 4. መላ ዕውቀቱንና ችሎታውን ለሕዝብ አገልግሎት የማዋል፤ 5. በሥራ ዝርዝሩ የተመለከቱትንና በቅርብ ኃላፊው የሚሰጠውን ሕጋዊ ትዕዛዝ የመፈጸም፤ 6. በማናቸውም ሁኔታ በሥራ ቦታ ላይ የግል እምነቱን ወይም ኃይማኖቱን የሚያንጸባርቅ ተግባር አለመፈጸም፤ 7. ሚስጢር ተብለው የተለዩና በሥራው አጋጣሚ ያወቃቸውን የመሥሪያ ቤቱን ምስጢሮች የመጠበቅ፤ 8. በተገልጋዮች መካከል በፆታ፣ በቋንቋ፣ በዘር፣ በሃይማኖት፣ በፖለቲካ አመለካከት፣ በአካል ጉዳት ወይም በሌሎች ልዩነት በሚፈጥሩ ሁኔታዎች መድሎ ያለመፈጸም፤ 9. ለመስሪያ ቤቱ የሚሰጠውን አገልግሎት የሚያጓድል ወይም በማናቸውም አኳኋን ከተመደበበት ሥራ ጋር የሚቃረን ወይም ከመንግስት ሠራተኝነቱ ጋር የማይጣጣም ማናቸውንም ሌላ	1. Being loyal to the people and the constitution and respecting the rule of law; 2. Effectively implement the laws and policies issued by the government; 3. Serving the people and the country impartially in any situation; 4. To use all his knowledge and skills for public service; 5. To carry out the legal orders given by the immediate supervisor as indicated in the work list; 6. Not performing activities that reflect his personal beliefs or religion in the workplace under any circumstances; 7. To protect the secrets of the office, which are identified as secrets and which he learns on the occasion of his work; 8. Not discriminating between users on the basis of sex, language, race, religion, political opinion, disability or other differences; 9. Not to do any other work that hinders the service provided to the office or is in any way contrary to the work assigned to him or inconsistent with his government employment;

Sidaamu Dagaahii Qoqqoowi Mootimma Paablilik Servizenna Mannuu Jiro Latishi Biiro
* ሲዳማ ብሔራዊ ክልላዊ መንግስት ድኅረ-ግጭት ልማት ቢሮ

kiphamanno woy mootimmate loosaasinchimmasi ledo harannokki aye wole looso loosa hoogate; 10. Loososi poletiku horora hosiisa hoogatenna konni kaiminni badooshshe assa hoogate; 11. Mootimmate loosaasinchimmasinni uyino woy aanno gede agarranni owaante aye dani afansha woy aye waagu nooricho xa'ma woy adha hoogate; 12. Looo harisate uyinoonni uduunnicho ragunni horoonsiratenna agarate; 13. Echi-Ay-V/Eedis gobbaanni loosu ledo amadisiisaminohunni ikkadu korkaatinni hikkiminnu buuxo assiranno gede mootimmate loosu mini xa'miro buuxote shiqate; 14. Loosu qooxeessi hobbaatenna keeraanchimma agarate fultino biddissuwa ayirrisate. **66. Asalu Xa'mamooshshe** Aye mootimmate loosaasinchi loosoho uynoonnisi uduunni aana iillitanno gawajjo woy hunora asalunni xa'mamannohu gawajjo woy huno loosaasinchu de'nenni woy afanni hee're loosino asssooti	ሥራ ያለመስራት፤ 10. ሥራውን ለፖለቲካ ጥቅመ- ያለማዋልና በዚህም ምክንያት አድሎ ያለመፈጸም፤ 11. በመንግስት ሠራተኝነቱ ለሰጠው ወይም እንዲሰጥ ለሚጠበቀው አገልግሎት ማንኛውንም ዓይነት ስጦታ ወይም ዋጋ ያላቸው ነገሮች ያለመጠየቅ ወይም ያለመቀበል፤ 12. ለሥራ ማከናወኛ የተሰጡትን መሣሪያዎችና መገልገያዎች በአግባቡ የመጠቀምና የመጠበቅ፤ 13. ከኤች አይ ቪ/ኤድስ በስተቀር ከሥራው ጋራ በተያያዘ በበቂ ምክንያት የህክምና ምርመራ እንዲያደርግ በመንግስት መሥሪያ ቤቱ ሲጠየቅ ለምርመራ የመቅረብ፤ 14. ስለሥራ አካባቢ ደህንነትና ጤንነት ጥበቃ የወጡ መመሪያዎችን የማክበር። **66. በዕዳ የመጠየቅ 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።	10. Not to use the work for the political benefit and therefore not to discriminate; 11. Not requesting or accepting any kind of gifts or valuables for the services rendered or expected to be rendered by the government employee; 12. To properly use and maintain the equipment and facilities provided for the performance of work; 13. Except for HIV/AIDS, to submit for examination when requested by the government office to conduct a medical examination with sufficient reason in connection with the work; 14. Complying with the directives issued for the protection of health and safety in the work environment. **66. Liability for Debt** Any civil servant shall be held liable for any damage or destruction caused to the equipment and facilities provided for the performance of his work, if the damage or destruction is due to the employee's negligence or willful act.



korkaatinni iillitinoha ikkirooti.

GAFA HONSE

DISIPPILIINETE QAAFONNA KOFFEENYA TIRRANNI

AMANYOOTE

Cinaancho Gola Mite

Disippiliinete Qaafo

67. Disippiliinete Qorichi Hexxo

Disippiliinete qorichi illachi mootimmate loosaasinchi loosino disippiliinete xe'nenni gaabbe laooshshesinna amanyootesi woyyeessatenni ikkado loosaasincho ikkanno gede dandiisiisate woy woyyaawannokkiha ikkiro geegiissateeti.

68. Disippiliinete Qorichi Dananna Gaamo

1. Disippiliinete xe'ne loosino mootimmate loosaasinchi hunosi bikkinni aantino qorichuwa giddonni mittunni qorichishamanno.

a) Afuu qorophishsha;

b) Borrote qorophishsha;

c) Tonaa ontu barri geeshsha iillanno damoozu qoricha;

d) Sasu agani geeshsha iillanno damoozu qoricha;

e) Lamu diri geeshsha ikkitanno

ክፍል ዘጠኝ

የዲስፕሊን እርምጃዎች እና የቅሬታ አፈታት

ንኡስ ክፍል አንድ

የዲስፕሊን እርምጃዎች

67. የዲስፕሊን ቅጣት ዓላማ

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

68. የዲስፕሊን ቅጣት ዓይነቶችና አመዳደብ

1. የዲስፕሊን ጉድለት የፈጸመ የመንግሥት ሠራተኛ እንደጥፋቱ ክብደት ከሚከተሉት ቅጣቶች አንዱ ሊወሰንበት ይችላል፤

ሀ) የቃል ማስጠንቀቂያ፤

ለ) የጽሑፍ ማስጠንቀቂያ፤

ሐ) እስከ አሥራ አምስት ቀን ደመወዝ የሚያርስ መቀጮ፤

መ)እስከ ሦስት ወር ደመወዝ የሚያርስ መቀጮ፤

ሠ) እስከ ሁለት ዓመት ለሚያርስ ጊዜ በሥራ ደረጃ እና ደመወዝ ዝቅ ማድረግ፤

ረ) ከሥራ ማሰናበት፣

Section Nine

Disciplinary Measures and Complaint Redressal

Subsection One

Disciplinary Measures

67. Purpose of disciplinary punishment

The purpose of disciplinary punishment is to enable the civil servant to repent of his disciplinary defect and correct his attitude and behavior and become a competent employee or to dismiss him if he is found to be irredeemable.

68. Types and classification of disciplinary punishment

1. A civil servant who commits a disciplinary offense may be punished with one of the following punishments depending on the severity of the offense;

a) verbal warning;

b) written warning;

c) A punishment up to fifteen days' wages;

d) A punishment up to three months' salary;

e) Reduction in job status and

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የሲዳማ ብሔራዊ ክልላዊ መንግስት የፐብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ

yannara loosu deerranna damooza woffi assate; f) Loosunni geegiissate. 2. Konne quwa cinaancho quwa 1 (a) - (c) geeshsha worroonni qorichuwa shota disippiliinete qorichuwa hunda gaamantanno. 3. Konne quwa cinaancho quwa 1 (d) - (f) geeshsha worroonni qorichuwa jawa disippiliinete qorichi hunda gaamantanno. 4. Konni quwi cinaanchu quwi 1 (e) garinni loosu deerrinninna damoozunni woffi assatenni qorichishamino mootimmate loosaasinchi qorichu yannasi gudiro: a) Qorichishamasi albaanni amadino loosu madawe ledo taalo ikkitino fano loosu madawe heedhuro deerru lopho jeefishhi biddissi hasiisikkinninna b) Qorichishamasi albaanni amadino loosu madawe ledo taalo fano madawe hoogguro fano loosu madawe afantanno yannara derru lopho jeefishshu biddissi hasiisikkinni loosu madawera gaamamanno. 5. Aye mootimmate loosaasinchi disippiliinetenni qorichishamihu gedensaanni qorichu borreessote taje ikke amadamannohunna aanasi shiqara dandaannohu:	2. በዚህ አንቀጽ ንዑስ አንቀጽ 1(ሀ) እስከ (ሐ) የተዘረዘሩት ቅጣቶች ቀላል የዲሲፕሊን ቅጣቶች ተብለው ይመደባሉ። 3. በዚህ አንቀጽ ንዑስ አንቀጽ 1(መ) እስከ (ረ) የተዘረዘሩት ቅጣቶች ከባድ የዲሲፕሊን ቅጣቶች ተብለው ይመደባሉ። 4. በዚህ አንቀጽ ንዑስ አንቀጽ 1(ሠ) መሠረት ከሥራ ደረጃና ደመወዝ ዝቅ በማድረግ የተቀጣ የመንግሥት ሠራተኛ የቅጣት ጊዜውን ሲያጠናቅቅ፣ ሀ) ከመቀጣቱ በፊት ይዙት ከነበረው የሥራ መደብ ጋር ተመሳሳይ ክፍት የሥራ መደብ ካለ ያለምንም ተጨማሪ የደረጃ ዕድገት አፈጻጸም መመሪያ እና፣ ለ) ከመቀጣቱ በፊት ይዙት ከነበረው የሥራ መደብ ጋር ተመሳሳይ የሆነ ክፍት የሥራ መደብ ካልተገኘ ክፍት የሥራ መደቡ በተገኘ ጊዜ ያለምንም ተጨማሪ የደረጃ ዕድገት አፈጻጸም መመሪያ፣ በሥራ መደቡ ላይ እንዲመደብ ይደረጋል። 5. ማንኛውም የመንግሥት ሠራተኛ በዲስፕሊን ከተቀጣ በኋላ ቅጣቱ በሪከርድነት ሊቆይና ሊጠቀስበት የሚችለው፡- ሀ) ቀላል የዲስፕሊን ቅጣት ከሆነ ቅጣቱ ከተወሰነበት ቀን ጀምሮ ለሁለት ዓመት፣	salary for a period of up to two years; f) Dismissal, 2. The penalties listed in sub-article 1(a) to (c) of this article shall be classified as light disciplinary penalties. 3. The penalties listed in sub-article 1(d) to (f) of this article are classified as severe disciplinary penalties and salary according to sub-article 1(e) of this article, completes his sentence. 4. When a civil servant who has been punished by lowering his job status and salary in accordance with subs-ection 1(e) of this article, completes his sentence; a) If there is a vacant position similar to the position he held before the punishment, without any further promotion instructions and; b) If there is no vacancy similar to the position he held before the punishment, when the vacancy is found, he will be assigned to the position without any further promotion instructions. 5. After any government

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a) Shota disippiliinete qoricha ikkiro qoricha murroonni barrinni kayise lamu dirira;

b) Jawa disippiliinete qoricha ikkiro qoricha murroonni barrinni kayise ontu dirira ikkanno.

69. Jawa Disippiliinete Qoricha Harunsiissanno Huno

Aantete worroonni huno jawa disippiliinete qoricha harunsiissannoreeti:

1. Seeru garinni uyinoonni hajajo ayirrisa hoogatenni, de'netenni, afanni dunkatenni woy afanni loosu harinsho woy mootimmate poolise harunsa hoogatenni loosu aana gawajjo iillisha;
2. Hajo afanni heere keeshshiisha woy hajamaano raateessa;
3. Loosu loosamannokki gede assa woy loosu loosamannokki assitannori ledo halama;
4. Shotu disippiliinete qorichi qaafonni seejjama giwe ikkadu korkaati noosikkiha duucha hige loosunni gata woy loosu sa''aate ayirrisa hooga;
5. Loosu basera gibbo gayisatenni ganama;
6. Rosantino agattonni dimbatenni woy jalli assitanno xagga adhatenni looso gawajja;
7. Muishsha adha woy uyinasira xa'ma;

ለ) ከባድ የዲስፕሊን ቅጣት ከሆነ ቅጣቱ ከተወሰነበት ቀን ጀምሮ ለአምስት ዓመት፣ ይሆናል።

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 ሆን ብሎ ማዘግየት ወይም ባለጉዳዮችን ማጉላላት፤
3. ሥራ እንዳይሠራ ሆን 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 ስካር ወይም በአደንዛዥ ዕፅ ሱስ በመመረዝ ሥራን መበደል፤
7. ጉቦ መቀበል ወይም እንዲሰጠው መጠየቅ፤

employee is disciplined, the punishment can be kept on record and referred to:

a) In case of a simple disciplinary punishment, two years from the date of the punishment;

b) In case of severe disciplinary punishment, the punishment shall be for five years from the date of its determination.

69. Offenses Leading to Severe Disciplinary Punishment

The following offenses are serious disciplinary offences;

1. Misconduct at work by disobeying a legal order, neglecting, violating, or willfully failing to follow procedures or government policy;
2. Deliberately delaying cases or exaggerating victims;
3. Deliberately disrupting work or cooperating with those who disrupt it;
4. Repeated absenteeism or non-compliance with working hours without being corrected by simple disciplinary measures;



8.Loosu basera dagate mooraalera gobbaanni higino assoote loosa; 9.Mooraanchimmate woy ammana xeisate assoote loosa; 10. Awaawurate assoote loosa; 11. Loosu mini uduunni jajji aana afanni here woy de'netenni gawajjo iillisha; 12.Biilloonye doogiweello horoonsira; 13. Loosu basera koo-teemmate ugga woy seyanyo iillisha; 14. Konni quwira worroonniri ledo taalo ayirrnye afidhino wole disippiliinete xe'ne loosa. **70. Disippiliinete Qaafo Adha** 1. Aye mootimmate loosu mini disippiliinete qoratto assitannonna gumulote hedo loosu mini aliidi massagaanchira shiqishshanno disippiliinete komite uurrisa hasissanno. 2. Disippiliinete qoricha aye yoote mini gumulo agarrikkinni woy harunsinikkinni gumullara dandiinanni. 3. Biiro disippiliinete jeefishshi tittirshu biddissa fushshitara dandiitanno. **71. Loosaasincho Loosunni Kie Keeshshiisha**	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 ያታዊ ትንኮሳ ወይም ጥቃት መፈፀም፤ 14. በዚህ አንቀጽ ከተዘረዘሩት ጋር ተመሳሳይ ክብደት ያለው ሌላ የዲሲፕሊን ጉድለት መፈጸም። **70. የዲስፕሊን እርምጃ አወሳሰድ** 1. ማንኛውም የመንግሥት መሥሪያ ቤት መደበኛ የዲስፕሊን ምርመራ የሚያካሂድና የውሳኔ ሀሳብ ለመሥሪያ ቤቱ የበላይ ኃላፊ የሚያቀርብ የዲስፕሊን ኮሚቴ ማቋቋም አለበት። 2. የዲስፕሊን ቅጣት የማንኛውንም ፍርድ ቤት ውሳኔ ሳይጠብቅ ወይም ሳይከተል ሊወሰን ይችላል። 3. ቢሮው የዲስፕሊን አፈጻጸም ዝርዝር መመሪያ ሊያወጣ ይችላል።	5. Cousing fighting violently in the workplace; 6. Abusing work through habitual drunkenness or drug addiction; 7. Accepting or soliciting bribes; 8. Acting against public morals in the workplace; 9. Committing acts of plagiarism or defamation; 10. Committing any act of deception or fraud; 11. Deliberately or negligently causing damage to the property of the office; 12. Abuse of power; 13. Sexual harassment or assault in the workplace; 14. Committing any other disciplinary offense of similar gravity to those listed in this article. **70. Taking Disciplinary Action** 1. Any government office must establish a disciplinary committee that conducts a formal disciplinary investigation and submits a decision proposal to the head of the office. 2. Disciplinary punishment may be imposed without

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* ክልላዊ መንግስት የፐብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ

1. Aye mootimmate loosaasincho loosunni ki'ne keeshshiisha dandiinannihu:

a) Huluullammoonnisi hajo ledo xaadooshshu noonsa naqqaso horote gobbaanni assatenni, maaxatenni woy hunatenni qoratto gufisanno, woy

b) Mootimmate jajji aana ledote gawajjo iillishanno;

c) Qaxxaro shiqqinosi huno ayirrinyi kaiminni wole loosaasine mooraale kisanno woy owaatamaano daga loosu mini aana heedhannoseammana shokkishanno, woy

d) Loosantino yinoonni huno loosunni geegiissiissanno yine hendirooti.

2. Konne quwa cinaancho quwa 1 garinni mittu loosaasinchi loosunna damoozunni kiame keeshshara dandaannoha lame agana sa'inokki yannaraati.

3. Konne quwa cinaancho quwa 2 garinni loosunna damoozunni kiame keeshshanno gede assinanni mootimmate loosaasinchi loosunni kiame keeshshanno yannanna kiamino korkaata loosu mini aliidi sooreessi woy riqiwamaanchisinni

71. ሠራተኛን ከሥራ አግዶ ስለማቆየት

1. ማንኛውንም የመንግሥት ሠራተኛ ከሥራ አግዶ ማቆየት የሚቻለው፦

ሀ) ከተጠረጠረበት ጉዳይ ጋር አግባብነት ያላቸውን ማስረጃዎች በማበላሸት፣ በመደበቅ ወይም በማጥፋት ምርመራውን ያሰናክላል፣ ወይም

ለ) በመንግሥት ንብረት ላይ ተጨማሪ ጉዳት ያደርሳል፣

ሐ) ከተከሰሰበት ጥፋት ክብደት አንጻር የሌሎችን ሠራተኞች ሞራል የሚነካ ወይም የተገልጋዩ ሕዝብ በመሥሪያ ቤቱ ላይ ሊኖረው የሚገባውን እምነት ያዛባል፣ወይም

መ) ተፈጸመ 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።

3. በዚህ አንቀጽ ንዑስ አንቀጽ (2) መሠረት ከሥራና ከደመወዝ ታግዶ እንዲቆይ የሚደረግ የመንግሥት ሠራተኛ ከመደበኛ ሥራው ታግዶ የሚቆይበት ጊዜና ከሥራ የታገደበት ምክንያት

1. Any government employee can be suspended from work for:-

a) Obstructs the investigation by tampering with, concealing or destroying evidence relevant to the suspected case, or

b) causes additional damage to government property;

c) Affects the morale of other employees or distorts the public's trust in the office based on the gravity of the alleged offense, or

d) The crime that is said to have been committed will result in dismissal, when it is presumed.

2. According to sub article (1) of this article, an employee may be suspended from work and salary for a period not

3. The office may issue detailed guidelines for the implementation of discipline.

71. About Suspending an Employee

waiting or following the decision of any court.

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borrotenni xawinsa hasiissanno. Hattono, biirote affinotenni xawisa hasiissanno.

4. Mootimmate loosaasinchi qaxxaro shiqqinosi disippiliinete huno korkaatinni loosunni geegiissamanno gede gumula hoongiro kiote yannara baantisikkinni gatino damooza qalloweelo baantannisi.

5. Mootimmate loosaasinchi loosunni kiamasi kiote ledo xaaddannokki wole qoossonna gadacho jeefishsha dihooltanno.

6. Konni quwi cinaancho quwi 2 woro heedhurono loosunna damoozunni kiame keeshshino loosaasinchi loosunni geegiissamanno gede woy konne quwa cinaancho quwa 4 garinni damoozu baatamannosinna loosoho higanno gede assinikkinni kiote yanna gooffuro:

a) Keeshshate korkaati disippiliinete qaxxaro buuxate harinsho xurqimmanni ikkiro mootimmate loosaasinchi boco damooza baantannasi, woy

b) Keeshshate korkaata ikkinohu mootimmate loosaasincho umosi ikkiro kio mittu agani geeshsha damooziweello seedanna gede loosu mini aliidi sooreessi

በመሥሪያ ቤቱ የበላይ ኃላፊ ወይም በተወካዩ በጽሑፍ እንዲገለጽለትና ቢሮው 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 ክፍያ፣ እግዱ እስከ አንድ ወር ድረስ እንዲራዘም የመሥሪያ ቤቱ የበላይ ኃላፊ

exceeding two months.

3. According to sub article(2) of this article, a government employee who is suspended from work and salary shall be notified in writing by the head of the office or his representative, and the office shall be notified in writing of the period of suspension and the reason for the suspension.

4. The unpaid salary during the suspension shall be paid without interest, unless it is decided to dismiss the civil servant due to the disciplinary offence.

5. The civil servant's suspension from work does not prevent his other rights and obligations that are not related to the suspension.

6. Despite the provisions of sub article(2) of this article, if the period of suspension ends without the worker being suspended from work and salary being dismissed or his salary being paid and returning to work in accordance with sub article(4) of this article,

a) If the reason for the delay is the complexity of the

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gumulara dandaanno.

7. Loosunninna damoozunni kiame keeshshino mootimmate loosaasinchi loosunni geegiissamanno gede woy konne quwa cinaancho quwa 4 garinni damooza baantannisinna loosoho higanno gede assinikkinni umitino ikko seedinsoonni kiote yanna gooffuro loosunna damoozu kio kaeenna disippiliinete qaxxaro la"ama suffanno. Ikkeennano keeshshite korkaata ikkitino komitete miillanna loosu sooreeyye disippiliinete hunonne xa'mantanno.

72. Ittishshu Yanna

1. Shota disippiliinete qoricha harunsiissanno huno loosino mootimmate loosaasinchi loosino huno afantu barrinni kayise lewu agani geeshsha qaafo adha hoongiro disippiliinetenni dixa'mamanno. Ikkeennano worroonni yanna giddo qaafo adhinokki loosu sooreessi xa'mamannoha ikkanno.

2. Jaddotenni xa'misiissanno jawa disippiliinete qoricha harunsiissanno huno loosino mootimmate loosaasinchi jaddote qaxxaro shiqishate jaddote seerinni worroonni ittishshu

ሊወስን ይችላል።

6. ከሥራና ደመወዝ ታግዶ የቆየ የመንግሥት ሠራተኛ ከሥራ እንዲሰናበት ወይም በዚህ አንቀጽ ንዑስ 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. የይርጋ 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 የይርጋ ጊዜ ውስጥ በዲስፕሊን ካልተከሰሰ በጥፋቱ

investigation of the disciplinary case, the civil servant is being paid half his salary, or

b) If the reason for the delay is the civil servant himself, the head of the office may decide to extend the suspension for up to one month without payment of salary.

6. If a government employee who has been suspended from work and salary is dismissed or his salary is paid and returned to work in accordance with sub article (4) of this article, if the normal or extended period of suspension is completed, the suspension from work and salary will be lifted and the disciplinary case will continue to be heard; However, committee members and officials responsible for the delay will be liable for disciplinary offences.

72. Period of the Grace

1. A civil servant who commits a minor disciplinary offense shall not be liable for disciplinary action if no action is taken within six months from the date of discovery of the offense; however, the

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* ክልላዊ መንግስት የፐብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ

yanna giddo disippiliinetenni qaxxarama hoogiro hunosinni dixa'mamanno.

3. Jaddotenni xa'misiissannokki jawa disippiliinete qoricha harunsiissanno huno loosino mootimmate loosaasinchi wodho sa"ate qaxxaro shiqishate jaddote seerinni worroonni ittishshu yanna giddo disippiliinetenni qaxxarama hoogiro hunosinni dixa'mamanno.

4. Konne quwa cinaancho quwa (2) nna (3) worroonni disippiliinete qaxxaro ittishshu yanna heedhurono disippiliinete qaxxaro shiqishate qeechi noosihu loosu sooreessi huno loosamase afi barrinni kayise lewu agani giddo qaxxaro shiqisha hoogiro disippiliinete hununni xa'mamanno.

5. Aye mootimmate loosaasinchi woxu ledo amadantino qoossosi hajo la'anno bisira lewu agani giddo shiqisha hoogiro ittisantanno.

Cinaancho Gafa Lame

Koffeenyu Shiqqonna Tiro

73. Koffeenya

Konni cinaanchu goli jeefishshira "koffeenya" yaa mootimmate loosaasinchi muli sooreessinni

ተጠያቂ አይሆንም።

3. በወንጀል የማያስጠይቅ ከባድ የዲስፕሊን ቅጣት የሚያስከትል ጥፋት የፈጸመ የመንግሥት ሠራተኛ የደንብ መተላለፍን ክስን ለማቅረብ በወንጀል ሕጉ በተደነገገው የይርጋ ጊዜ ውስጥ በዲስፕሊን ካልተከሰሰ በጥፋቱ ተጠያቂ አይሆንም።

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

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

ንኡስ ክፍል ሁለት

የቅሬታ አቀራረብና አፈታት

73. ቅሬታ

ለዚህ ንኡስ ክፍል አፈጻጸም "ቅሬታ" ማለት የመንግስት ሠራተኛ ከቅርብ ኃላፊው ወይም ከሚመለከተው የሥራ ኃላፊ ጋር በሚደረገው ውይይት ሊፈታ ያልቻለና በመደበኛ የማጣራት

official who does not act within the set time limit will be held responsible.

2. A civil servant who commits an offense that requires serious disciplinary punishment, including a criminal one, will not be liable for the offense if he is not disciplined within the grace period set by the criminal law to file charges of the crime.

3. A civil servant who commits an offense that does not require a serious disciplinary penalty shall not be liable for the offense if he is not disciplined within the grace period prescribed by the criminal law to file a charge of violation of rules.

4. Despite the grace periods for filing disciplinary charges stipulated in sub-article (2) and (3) of this article, the relevant official who is responsible for filing disciplinary charges shall be liable for disciplinary offense if he does not file the charges within six months from the date of discovery of the offense.

5. Any government employee who does not submit his

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የሲዳማ ክልላዊ መንግስት የሰራተኞች አመራር እና ልማት ጽ/ቤት

woy hajo la'anno loosu sooreessi ledo assanno hasaawinni tirama dandiitinokkinna rosantino buuxate harinshonni dawaro afira hasiissanno ku'laatooti. Biiro tittirshunni jeefishshu biddissa fushshitanno. **74. Koffeenyu Shiqqonna Tirote Hexxo** Mootimmate loosaasine koffeenyu shiqqonna tirote aamamooshshi aaninoha illachishanno: 1. Koffeenyaho rakkino tiro aa; 2. Koffeenyaho kaima ikkitanno soronna laanfe taashshanna 3. Baalanta mootimmate loosaasine taalloonyunni koyisa dandiisiisannonna farcote injiitino loosu harinsho diriirsatenna biifino loosu xaadooshshe kaajjisha. **75. Koffeenya Buuxxanno Komite Uurrisa** Aye mootimmate loosu mini mootimmate loosaasine shiqishshanno koffeenya haadhe buuxatenni gumulote hedo loosu mini aliidi sooreessira shiqishshannota koffeenya buuxxanno komite uurrisa noosi.	ሂደት ምላሽ ሊያገኝ የሚገባው አቤቱታ ነው። ቢሮው ዝርዝር የአፈጻጸም መመሪያ ያወጣል። **74. የቅሬታ አቀራረብና አፈታት ዓላማ** የመንግሥት ሠራተኞች ቅሬታ አቀራረብና አፈታት የሚከተሉት ዓላማዎች ይኖሩታል፤ 1. ለቅሬታዎች አፋጣኝ መፍትሔ የመስጠት፤ 2. ለቅሬታዎች መንስዔ ሊሆኑ የሚችሉ ስህተቶችንና ድክመቶችን የማረም፤ እና 3. ሁሉንም የመንግሥት ሠራተኞች በእኩልነት ለማስተናገድ የሚያስችል እና ፍትሐዊ የሆነ አሠራር በማስፈን የሰመረ የሥራ ግንኙነት የማዳበር። **75. የቅሬታ አጣሪ ኮሚቴ ማቋቋም** ማንኛውም የመንግሥት መሥሪያ ቤት የመንግሥት ሠራተኞች የሚያቀርቡትን ቅሬታ እየተቀበለ በማጣራት የውሳኔ ሀሳብ ለመሥሪያ ቤቱ የበላይ ኃላፊ የሚያቀርብ የቅሬታ አጣሪ ኮሚቴ ማቋቋም አለበት። **76. የቅሬታ አጣሪ ኮሚቴው ተግባር** የቅሬታ አጣሪ ኮሚቴ ከሚከተሉት ጋር በተያያዘ የመንግሥት ሠራተኛው የሚያቀርባቸውን	financial rights to the relevant body within six months will be suspended. **Subsection Two** **Complaint Submission and Resolution** **73. Complaint** For the purposes of this sub article, "Complaint" means a complaint of a public servant that cannot be resolved through discussion with his immediate head or the relevant official and must be responded to through a formal investigation process. The office will issue detailed performance guidelines. **74. Purpose of presentation and resolution of complaints** Complaint submission and resolution of public employees shall have the following objectives; 1. Providing prompt resolution to complaints; 2. Correcting errors and omissions that may give rise to complaints; and 3. To treat all government employees equally and develop a healthy working relationship

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* ክልላዊ መንግስት የፐብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ *

76. Koffeenya Buuxxanno Komite Assoote

Koffeenya buuxxanno komite aantetenni worroonniri ledo amadaminohunni mootimmate loosaasinchi shiqishanno koffeenya buuxatenni gumulote hedo shiqishate qeechi noose.

1. Seerunna biddissuwate tiro woy jeefishshi;
2. Qoossotenna horote agarooshshi;
3. Loosu qooxeessi keeraanchimmanna hobbaati ikkituwa;
4. Loosu gaamooshshinni deerru amaamooshshi;
5. Loosu jeefishshi keeno;
6. Loosu sooreessinni iillitanno gara ikkitinokki hekko;
7. Quwa 68 cinaancho quwa (1)(a) nna (b) hunda worroonni garinni adhinanni disippiliinete qaafo;
8. Loosu ikkito la'anno wole hajubba.

77. Gashshootu Gumulo

1. "Gashshootu gumulo" yaa mootimmate loosu mini aliidi sooreessi konni golira worroonni hajubba lainohunni koffeenya macciishshitanno komitenna woy disippiliinete komitenni buuxante shiqqino hajubba woy xaaddotenni seerunni uyinoonni

ቅሬታዎች እያጣራ የውሣኔ ሀሣብ የማቅረብ ኃላፊነት አለበት፤

1. ከሕጎችና 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 ከሚፈጸመ· ተገቢ ያልሆነ· ተፅዕኖዎች፤
7. በአዋጁ አንቀጽ 68 ንዑስ አንቀጽ (1)(ሀ) እና (ለ) በተመለከቱት 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 በሕግ በተሰጡት ሌሎች ጉዳዮች ላይ በጽሁፍ የሚሰጠው ውሳኔ ነው።
2. የዚህ አንቀጽ ንኡስ አንቀጽ (1) ድንጋጌ ቢኖርም የመንግስት መስሪያ ቤቱ የበላይ ኃላፊ ሥነ-ሥርዓቱን ሳይጠብቅም ሆነ በቃል የሚሰጠው ውሳኔ ለሰራተኛው

by establishing a fair practice.

75. Establishment of Complaint Investigation Committee

Any government office should establish a complaint investigation committee that receives the complaints submitted by the government employees and submits a decision proposal to the head of the office.

76. Functions of the Complaint Investigating Committee

The Complaint Investigation Committee is responsible for investigating the complaints submitted by the civil servants in relation to the following;

1. Interpretation or enforcement of laws and regulations;
2. Protection of rights and benefits;
3. Workplace health and safety conditions;
4. Job classification and grading;
5. Performance appraisal;
6. Improper influence by the employee;
7. Disciplinary measures taken in accordance with the

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wole hajubba aana borrotenni aanno gumulooti.

2. Konni quwi cinaanchu quwi (1) woro heedhurono mootimmate loosu mini aliidi sooreessi amanyoote agarikkinnino ikko afuunni aanno gumulo loosaasinchunnita farco afirate qoosso buuxisiisate loosaasinchu qaalu gondoorinni buuxisiro gashshootu gumulo gede kiirantanno.

GAFA TONNE

MOOTIMMATE LOOSAASINE

GASHSHOOTU YOO MINE

78. Uurra

1. Mootimmate loosaasine konne lallawa quwa 80 garinni shiqishshanno loosu yekkeero macciishshe gumulanno gashshootu yoo mini konni lallawinni uurrino.

2. Gashshootu yoo mini shiqqannosi kado buuxe gumulo aanno shilootuwa heedhannosi.

3. Mittu mittunku shilooti biirotenni sommanni mittu gambisaanchinna lame miilla noo yooaano heedhannosi.

4. Gashshootu yoo mini yooaano loosonsa loossanno ikkito, amada

ፍትህ የማግኘት መብት ለማረጋገጥ ሲባል ሰራተኛው በቃለ መሃላ 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 በዚህ አዋጅ ተቋቁሟል።

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

3. እያንዳንዱ ችሎት በቢሮው የሚሰየመ አንድ ሰብሳቢና ሁለት አባላት ያሉት ዳኞች ይኖሩታል።

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

79. የአስተዳደር ፍርድ ቤት ሥልጣንና ተግባር

1. የአስተዳደር ፍርድ ቤቱ፣

provisions of sub article (1)(a) and (b) of Article 68 of the Decree;

8. Other matters concerning working conditions;

77. Administrative decision

1. "Administrative decision" means the written decision given by the head of a public office regarding the matters stipulated in this section in the cases that have been investigated by the grievance committee or the disciplinary committee or in other matters directly provided by law.

2. Despite the provisions of sub article (1) of this article, the decision given by the head of the government office without observing the ceremony or verbally is considered as an administrative decision if the employee confirms the right to justice for the employee.

Part Ten

Civil Service Adminstirative Court

78. Establishment

1. An Administrative Court has been established by this



hasiissanno amanyootenna wole ikkituwa biiro fushshitanno biddissinni murranni.

79. Gashshootu Yoo Mini Biilloonyenna Loosu Qeecha

1. Gashshootu yoo mini:

a) Shiqqannosi hajubba la"atenna hajajonna gumulo aate;

b) Mootimmate loosaasinchi gumulo aamantino yee qaalu gondoorinni irkise shiqishanno kado haare la"ate biilloonyi heerannosi.

2. Gashshootu yoo mini aanno hajajonna sayisanno gumulo aye yoo mini fitaabeerete hajo aana aanno hajajonna sayisanno gumulo gede kiirantanno.

80. Gashshootu Yoo Mine La"aantanno Hajubba

Gashshootu yoo mini aantetenni worroonni hajubba lae gumulate biilloonyi heerannosi.

1. Aantino hajubba ledo xaadinohunni mootimmate loosaasinenni shiqqanno kado:

a) Seeru gobbaanni loosunni kiama woy owaante uurrisa;

b) Jawa disippiliinete qorichi gumulo;

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. አስተዳደር ፍርድ ቤቱ የሚሰጣቸው ትዕዛዞችና ውሳኔዎች እንደ ማናቸውም የፍትሐብሔር 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) ከሕግ ውጪ ከሥራ መታገድ ወይም አገልግሎት መቋረጥ፤

ለ)ከክልል የዲስፕሊን ቅጣት ውሳኔ፤

ሐ) ከሕግ ውጪ የደመወዝ ወይም ሌሎች ክፍያዎች መያዝ ወይም መቆረጥ፤

decree to hear and decide the employment disputes submitted by government employees in accordance with Article 80 of this decree.

2. The administrative court will have hearings to examine and make decisions on the appeals submitted to it.

3. Each trial will have a presiding officer and two judges appointed by the office.

4. Administrative Court Judges shall be governed by instructions issued by the office regarding the conditions of their work, the ethics they must maintain, and other conditions.

79. Powers and Functions of the Administrative Court

1. The Administrative Court,

a) Judge the cases presented to him and give orders and decisions,

b) The public servant shall have the jurisdiction to accept and hear the appeals that he submits under oath that a decision has been made.



c) Seeru gobbaanni damooza woy wole baatooshshuwa amada woy mura;

d) Loosu korkaatinni iillitino gawajjonni burqitanno qoosso xeisa;

e) Quwa 76(7) worroonnihu gobbaanni koffeenya buuxxanno komitenna la"ante gumulo afidhino hajubba;

f) Looso aguranna owaantete taje afirate shiqqino xa'mo.

2. Yannate geeshshi loosaasinenna uurrisinonsa seerinni mootimmate loosaasine seeri heelliicho illachuwa harunsatenni uminsaha giddooyidi biddissinni loosaasinensa gashshitanno gede fajjinoonninsa loosi minna giddo qaxarante loossanno loosaasine shiqishidhanno kado.

3. Gashshootu yoo mini kado shiqqino gashshootu gumulo buuxihu gedensaanni gumulo kaajjisha, faaqa woy woyyeessa dandaanno.

4. Gashshootu yoo mini gumulo uyihunni ontu loosu barruwa giddo gumulote koppe kadote shiqishiraanchira woy loosu mini riqiwaanchira iillanno gede assa

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 ሕጋቸው የመንግስት ሠራተኞች ሕግ መሠረታዊ ዓላማዎችን በመከተል በራሳቸው የውስጥ መመሪያ ሠራተኞቻቸውን እንዲያስተዳድሩ የተፈቀደላቸው መሥሪያ ቤቶች ውስጥ ተቀጥረው የሚሰሩ ሠራተኞች የሚያቀርቧቸውን ይግባኞች፣

3. የአስተዳደር ፍርድ ቤቱ ይግባኝ የተባለበትን አስተዳደራዊ ውሳኔ ከመረመረ በኋላ ውሳኔውን ለማጽናት፣ ለመሻር ወይም ለማሻሻል ይችላል።

4. የአስተዳደር ፍርድ ቤቱ ውሳኔ በሰጠ በአምስት የስራ ቀናት ውስጥ የውሳኔን ግልባጭ 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

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

80. Cases considered by the administrative court

The Administrative Court shall have jurisdiction to hear and decide the following matters:-

1. Appeals submitted by government employees in relation to ;

a) Unlawful suspension or termination of service;

b) severe disciplinary action;

c) Unlawful withholding or deduction of wages or other payments;

d) Deprivation of rights arising from work-related injuries;

e) Except for what is mentioned in article 76(7) of this decree, from cases that have been considered and decided by the complaint investigation committee;

f) Resignation and request for proof or evidence of service;



noosi.

5. Gashshootu yoo mini guma hajo yekkeero aana aanno gumulo jeefonnita ikkitanno. Ikkollana gashshootu yoo mini gumulo seeru soro noose yee yekkeeramannohu yoote mini gumulo iillitusihunni 60 barri giddo kadosi qoqqowu xaphoomu yoo minira shiqishira dandaanno.

81. Gumulote Jeefishsha

1. Aye qoqqowu mootimma loosu mini gashshootu yoo mini uyino gumulo iillitusihunni kayise 10 loosu barri giddo jeefisa noosi.

2. Quwa 80 (3) nna (4) garinni yoote mini uyino gumulo 30 barri geeshsha dijeefisantinoe yaatenni gumulote horaameessi ku'laato shiqishiro gashshootu yoo mini gumulo jeefisiisanno gede qooxeessu biilloonyi noosi qoqqowu umindirimi yoo minira sowanno.

3. Gashshootu yoo mini gumulo jeefisiisinokki loosu mini aliidi sooreessi loosu mininna loosaasinchu aana iillitanno gawajjora xa'mamaancho ikkanno.

የሕግ ስህተት አለበት ብሎ የሚከራከር ወገን የፍርድ ቤቱ ውሳኔ በደረሰው በ60 ቀን ውስጥ ይግባኙን ለክልሉ ጠቅላይ ፍርድ ቤት ማቅረብ ይችላል።

81. የውሳኔ አፈጻጸም

1. ማንኛውም የክልሉ መንግስት መስሪያ ቤት የአስተዳደር ፍርድ ቤቱ የሰጠውን ውሳኔ በደረሰው በአስር የስራ ቀናት ውስጥ መፈጸም አለበት።

2. በአዋጁ አንቀጽ 80(3) እና (4) መሠረት ፍርድ ቤቱ የሰጠው ውሳኔ እስከ 30 ቀን ድረስ አልተፈጸመልኝም በማለት የውሳኔው ተጠቃሚ ሲያመለክት የአስተዳደር ፍርድ ቤቱ ውሳኔውን እንዲያስፈጽምለት በክልሉ ለመጀመሪያ ደረጃ ፍርድ ቤት ይልካል።

3. የአስተዳደር ፍርድ ቤቱን ውሳኔ ያላስፈጸመው የመስሪያ ቤቱ የበላይ ኃላፊ በመስሪያ ቤቱና በሠራተኛው ላይ ለሚደርሰው ጉዳት ተጠያቂ ይሆናል።

ክፍል አስራ አንድ

የሥራ ውል ማቋረጥና ማራዘም

82. በራስ ፈቃድ የሥራ ውል ስለማቋረጥ

1. ማንኛውም የመንግሥት ሠራተኛ በማንኛውም ጊዜ የአንድ ወር ቅድሚያ ማስጠንቀቂያ

2. Appeals submitted by temporary workers and workers employed in offices that are allowed to manage their workers by their own internal guidelines following the basic objectives of the Civil Service Law.

3. After examining the administrative decision appealed against, the administrative court may confirm, revoke or amend the decision.

4. The administrative court must deliver a copy of the decision to the appellant or the representative of the office within five working days of making a decision.

5. The administrative court's decision on the merits will be final; however, a party who argues that the administrative court's decision is wrong in law can file an appeal to the state supreme court within 60 days of receiving the court's decision.

81. Execution of decision

1. Any regional government office must implement the decision of the administrative



GAFA TONAA MITE

LOOSU SHEEMAATE MURANNA SEEDISA

82. Meessi Fajjonni Loosu Sheemaate Uurisa

1. Aye mootimmate loosaasinchi aye yannara mittu agani balaxote qorowishsha aatenni loososi umisi fajjonni agurara dandaanno. Ikkeennano loosu mini loosaasincho riqiwate mitii'mannokkiha ikkiro mittu agani yanna agarrikkinni geego fajjasira dandaanno.

2. Konne quwa cinnancho quwa (1) worroonniha mittu agani balaxote qorowishsha uyikkinni owaante muranno mootimmate loosaasinchi gadachosi guuta hoogasinni iillitanno gawajjora hasiishshu garinni fitaabeeretenna jaddote seerinni xa'mamanno.

3. Mootimmate loosaasinchi loosoho lowo geeshsha hasiisannohanna shota gede riqiwannoha afira dandiinannikkiha ikkiro albillite gaxaramanno loosu mini ledo sumuu yaatenni loosaasinchu agurate xa'mo shiqishino barrinni

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 በፍትሐ 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።

2. የአዋጁ አንቀጽ 59(3) ድንጋጌ

court within ten working days of receiving it.

2. According to Article 80(3) and (4) of the decree, when the beneficiary of the decision states that the decision given by the court has not been implemented within 30 days, the administrative court will send the decision to the first level court in the region to enforce the decision.

3. The head of the office who does not implement the decision of the administrative court will be responsible for the damage caused to the office and the employee.

Part Eleven

Termination and Extension of Employment Contract

82. Termination of employment contract at will

1. Any government employee may resign at any time by giving one month's prior notice; however, if the office can easily replace the employee, it may allow the employee to leave without waiting for the one-month period.



kayise sase agana sa'inokki yannara seedisa dandiinanni.

83. Xissote Korkaatinni Owaante Uurrisa

1. Aye mootimmate loosaasinchi quwa 42 (2) woy (4) worroonni yanna giddo loosoho higa hoogiro xissote korkaatinni owaante murantanno.

2. Quwa 59 (3) woro agarante heedheenna loosu korkaatinni gawajjo iillitinosi mootimmate loosaasinchi hegeraame loosate dandoo hoonge ikkase hikkiminnu naqqasonni buunxiro owaante uurritanno.

3. Quwa 26 (3) (b) garinni assinanni soorrishshinni sumuu yee loosate fajjaameessa ikkinokki mootimmate loosaasinchi owaante murantanno.

84. Dandoote Anje Korkaatinni Loosunni Geegiissa

1. Wo'naalshu yanna gudino mootimmate loosaasinchi loosu jeefishshi gumi dandoote anje leellishannoha ikkiro hasiisanno dhuku dhaabbanyooti qajeelsha uyineenna woyyaawa hoogiro owwante murranni.

2. Mootimmate loosaasinchi noosi egennonna dandoo horoonsire

እንደተጠበቀ ሆኖ በሥራው ምክንያት ጉዳት የደረሰበት የመንግሥት ሠራተኛ ለዘለቄታው መሥራት አለመቻሉ በሕክምና ማስረጃ ሲረጋገጥ አገልግሎቱ ይቋረጣል።

3. የአዋጅ አንቀጽ 26 ንዑስ አንቀጽ (3)(ለ) መሠረት በሚፈጸመው ዝውውር ተስማምቶ ለመስራት ፈቃደኛ ያልሆነ የመንግሥት ሠራተኛ አገልግሎቱ ይቋረጣል።

84. በችሎታ ማነስ ምክንያት ከሥራ ማሰናበት

1. የመከራው 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

2. A civil servant who terminates his service without giving the one-month advance notice referred to in sub-clause (1) of this article shall be liable for the damages caused by non-fulfilment of his duties, as appropriate, according to civil and criminal law.

3. When the civil servant is essential for his work and cannot be easily replaced, the resignation request may be extended for a period of not more than three months from the date of the employee's application, in agreement with the office where he will be employed.

83. Termination of service due to illness

1. If any government employee is unable to return to work within the period referred to in Article 42(2) or (4) of this decree, his service will be terminated due to illness.

2. Subject to the provisions of Article 59(3) of the Decree, the service of a civil servant who is injured due to his work will be terminated when it is proved



gaamamino loosi aana loosu jeefishshi gumi aantetenni sase keenote yannara agarranni gumi woroonni ikkiro dandoote anjenni owaante murranni.

3. Konni quwi cinaanchu quwi (2) woro heedhurono aantetenni ontu dirira jawa loosu jeefishshi keeno guma abbino mootimmate loosaasinchi loosu gumi keeno gumi aantetenni shoole keenote yannara agarranni gumi woroonni ikka hoogiro loosunni digeegiissinanni.

4. Konne quwa cinaancho quwa (2) nna (3) garinni mootimmate loosaasincho loosunni geegiissate dandiinannihu hasiishshu garinni konni lallawi quwa 30 aana worroonni loosu jeefishshi keeno illacha harunsatenni ikkanno.

85. Wolqate Aleenni Ikkino Korkaatinni Loosunni Geegiissa

1. Wo'naalshu yanna gudino mootimmate loosaasinchi wolqate aleenni higino korkaatinni loosisi aana leella hoogiro korkaatasi mittu agani giddo loosu minira egensiisa noosi.

2. Konne quwa cinaancho quwa (1) garinni rippoorte assinoonni mootimmate loosu mini aliidi sooreessi woy riqiwamaanchisi

አፈጻጸም ምዘና ውጤት ሲያገኝ የነበረ የመንግሥት ሠራተኛ የሥራ አፈጻጸም ምዘና ውጤቱ በተከታታይ ለአራት ጊዜ ከሚጠበቀው ውጤት በታች ካልሆነ በስተቀር ከሥራ አይሰናበትም።

4. በዚህ አንቀጽ ንዑስ አንቀጽ (2) እና (3) መሠረት የመንግሥት ሠራተኛውን ከሥራ ማሰናበት የሚቻለው እንደአስፈላጊነቱ በአዋጁ አንቀጽ 30 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 ምክንያቱንበአንድ ወር ጊዜ ውስጥ ለመሥሪያ ቤቱ ማሳወቅ አለበት።

2. በዚህ 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

by medical evidence that he cannot work permanently.

3. A civil servant who refuses to agree to the transfer in accordance with sub-article (3)(b) of Proclamation Article 26 will be terminated.

84. Dismissal for Lack of Ability

1. If a civil servant who has completed the probationary period shows a lack of ability in his work performance having taken appropriate capacity building trainings, his service will be terminated.

2. If the performance of a civil servant is below the expected result three times on the job assigned to him, the service will be terminated due to lack of ability.

3. Despite the provisions of sub-article (2) of this article, a government employee who has been receiving high performance evaluation results for five consecutive years shall not be dismissed unless the performance evaluation result is below the expected result for four

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ክልላዊ መንግስት የፐብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ

loosaasinchu loosisinni baxxino korkaati wolqa aliidiha ikkasi buuxiro mootimmate loosaasinchi amade keeshshino loosu madawe lewu aganira fano asse agara noosi. Ikkeennano, mootimmate loosaasinchi lewu agani giddo loosisira higa hoogiro loosunni geegiissa dandaanno.

3. Konni quwi cinaanchu quwi (2) woro heedhurono mootimmate loosaasinchi lewu agani aleenni loosu aana leellinokkihu usuru korkaatinni ikkironna huluullammoonnisi jaddonni keeraancho ikke fulinota xawissanno naqqaso shiqishiro mootimmate loosu mini noosi fano loosu madawera albaanni baantannisi damooza afiranni loosoho higanno assa noosi.

4. Konni quwi cinaanchu quwi (1) woro agarante heedheenna wo'naalshu yanna gudino mootimmate loosaasinchi anfoonnikki korkaatinni 10 barrira rosantino loosu basenni bairo 10 barri badooshshinni aantetenni lame doyicho egensiishshunni woshshame mootimmate loosu minira rippoorte assa hoogiro loosunni geegiissamanno.

5. Konne quwa cinaancho quwa

ወር ጊዜ ውስጥ ወደ ሥራው ካልተመለሰ ከሥራ ማሰናበት ይቻላል።

3. የዚህ አንቀጽ ንኡስ 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. የዚህ አንቀጽ ንዑስ አንቀጽ (1) ድንጋጌ እንደተጠበቀ ሆኖ የመከራ 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 ከመመላቱ በፊት ወደ ሥራው ለመመለስ ለመንግስት መሥሪያ ቤቱ ሪፖርት ካደረገ የመሥሪያ ቤቱ የበላይ ኃላፊ ሠራተኛው ከሥራ የቀረበትን

consecutive years.

4. Pursuant to sub article (2) and (3) of this article, the civil servant may be dismissed from work, as necessary, following the purpose of performance evaluation set out in article 30 of the decree.

85. Dismissal due to force Beyond Control

1. If a civil servant who has completed his probationary period is absent from work due to force beyond his control, he must notify the office within one month of the reason.

2. If the head of the public office reported under this sub article (1) or his representative confirms that the reason for the employee's dismissal is beyond his control, the public employee must keep the position vacant for six months. However, if the civil servant does not return to work within six months, he can be dismissed.

3. Despite the provisions of sub article(2) of this article, if the public servant has been absent from work for more

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(4) garinni egensiishshunni woshshatto assinoonni mootimmate loosaasinchi loosunni baxxino barrinni kayise mittu agani wo'mara albaanni loosisira higate mootimmate loosu minira rippoorte assiro loosu mini aliidi sooreessi loosaasinchu loosunni gatino korkaata buuxatenni adhanno gashshootu qaafo agarante heedheenna loosoho higanno gede assinanni.

6. Konni quwi cinaanchu quwi (4) heerirono loosunni geegiissamino loosaasinchi loosunni gatino barrinni kayise lewu agani giddo loosunni gatino korkaati wolqate aliidiha ikkasi loosu minira rippoorte assironna ikkado naqqaso shiqishiro loosu mini giddo taalo woy labbanno fano loosu madawe afanturo loosu mini aliidi sooreessi woy riqiwamaanchisi fajjiro loosoho hirara dandaanno.

7. Wo'naalshu yanna gudinokki mootimmate loosaasinchi afaminokki korkaatinni mittu aganira loosu basesira leella hoogiro wolu edote amanyooti hasiisikkinni owaante murantanno.

86. Loosaasine Xeisa

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. የመከራ ጊዜውን ያላጠናቀቀ የመንግሥት ሠራተኛ ባልታወቀ ምክንያት ለአንድ ወር ጊዜ በሥራ ገበታው ላይ ካልተገኘ ያለተጨማሪ ሥነ-ሥርዓት አገልግሎቱ ይቋረጣል።

86. የሠራተኛ ቅነሳ

1. ማንኛውንም የመንግሥት ሠራተኛ፣

ሀ) የሥራ መደቡ ሲሰረዝ፣

ለ) መሥሪያ ቤቱ ሲዘጋ፣

ሐ) ትርፍ የሰው ኃይል ሲኖር፣ በዚህ አዋጅ አንቀጽ 29(1) መሠረት ለመደልደል ካልተቻለ ወይም የመንግሥት ሠራተኛው ዝቅ ባለ የሥራ ደረጃ ላይ

than six months due to imprisonment and has provided evidence of his acquittal from suspected criminal activity, he must be reinstated in the vacant position of the public office while receiving the salary he was previously paid.

4. Subject to the provisions of sub article (1) of this article, if a government employee who has completed his probationary period is separated from his regular work place for ten consecutive days for unknown reasons, he will be dismissed if he does not report to the government office twice continously every ten days.

5. If the civil servant who has been called by notice according to sub-article (4) of this article reports to the government office to return to work before completing one month from the date of dismissal, the head of the office will investigate the reason for the dismissal and the employee will be returned .

6. Despite sub article(4) of this article, if a dismissed

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በሲዳማ ክልላዊ መንግስት የፐብሊክ ሰርቪስና የሰው ሀብት ልማት ጽ/ቤት

1. Aye mootimmate loosaasinchi:

a) Loosu madawe faaqanturo,

b) Loosu mini cufamiro,

c) Hasiisannohunni aleenni ikkitino mannu wolqa heedhuro,

Konni lallawi quwa 29 (1) garinni daladdalate dandaa hoongiro woy mootimmate loosaasinchi woffi yiino loosu deerrira loosate fajjaameessa ikka hoogiro loosunni geegiissamanno.

2. Konni quwi cinaancho quwa (1) (c) garinni xeisannihu mootimmate loosaasinchi loosu mini giddo taalo woy labbanno loosu madawe aana noo wolootu mootimmate loosaasine ledo heewinseenna loosu gumisinninna noosi dandoonni woriidiha ikkasi buunxirooti.

87. Disippiliinete Korkaatinni Loosunni Geegiissa

Konne lallawa quwa 68 cinaancho quwa (1) (f) garinni disippiliinete qoricha gumulloonnisinna gashshootu kadonni gumulo faaqantinosikki mootimmate loosaasinchi owaante murantanno.

88. Diru Korkaatinni Owaante Uurrisa

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 68 ንዑስ አንቀጽ 1(ረ) 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 የመጦሪያ ዕድሜ ከደረሰበት የመጨረሻ ወር የመጨረሻ ቀን ጀምሮ አገልግሎቱ እንዲቋረጥ ይደረጋል።

2. በዚህ አንቀጽ ንዑስ አንቀጽ (1)

employee reports to the office that the reason for his dismissal is beyond his capacity within six months from the date of his resignation and provides sufficient evidence, if a similar vacancy is found in the office, the head of the office or his representative will allow and he can go back to work.

7. If a civil servant who has not completed the probationary period is absent from work for one month for unknown reasons, his service will be terminated without further formalities.

86. Reduction of Employee

1. Any government employee will be dismissed:
   a) when the position is cancelled;
   b) when the office is closed;
   c) when there is a surplus of manpower, if it cannot be allocated according to article 29(1) of this decree or if the civil servant refuses to work at a lower level of work.

2. According to sub-article1 (c) of this article, a reduction is



1. Aye mootimmate loosaasinchi quwa 92 garinni aanno owaante seedisa hoongiro seerunni murroonni wonote diri iillihu jeefote agani jeefote barrinni hanafe owaante uurritanno gede assinanni.

2. Konne quwa cinaancho quwa (1) garinni wonotenni geegiissamanno mootimmate loosaasinchi wonotenni fulasi sasu agani albaanni borrotenni afanno gede assinanni.

89. Reewote Korkaatinni Owaante Uurrisa

1. Aye mootimmate loosaasinchi rey barrinni hanafe aanno owaante uurritanno.

2. Aanno owaante reyotenni uurritino mootimmate loosaasinchi rey agani wo'mu damoozi hattono quwa 41(1) garinni adhinokki diru fooliishsho fajjora baantanni baatooshshi galtesira, galte nookkiha ikkiro seeru ragiraanosira baantanni.

3. Hajo la'anno wonote seerinni worroonnihu noowa heereenna aye mootimmate loosaasinchi reyote korkaatinni owaante muranturo loosanno loosu minira borrotenni egensiisino galtesira woy hundasiinni galtanno

መሠረት በጡረታ ለሚሰናበት የመንግሥት ሠራተኛ ጡረታ ከመውጣቱ ከሶስት ወር በፊት በጽሑፍ እንዲያውቀው ይደረጋል።

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 በዚህ አዋጅ አንቀጽ 41(1) መሠረት ላልተወሰደ የዓመት ዕረፍት ፈቃድ የሚፈጸም ክፍያ ለትዳር ጓደኛው፣ የትዳር ጓደኛ ከሌለው ለሕጋዊ ወራሾች ይከፈላል።

3. አግባብ ባለው የጡረታ ሕግ 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 ቤተሰቦቹን ሳያስመዘግብ የሞተ እንደሆነ ሥልጣን ካለው አካል ወይም

made when it is confirmed that the civil servant's performance and ability are low compared to other civil servants in the same position in the office.

87.Dismissal for disciplinary reasons

According to Article 68 Sub-Clause 1(f) of this Decree, the service of a civil servant whose disciplinary punishment has been determined and the administrative appeal decision has not been canceled will be terminated.

88. Termination of service due to age

1. Unless the service is extended according to article 92 of this decree, the service of any government employee will be terminated from the last day of the last month of reaching the retirement age determined by law.

2. In accordance with sub article (1) of this article, the public servant who will be retired will be notified in writing three months before his retirement.



maatesira sasu agani damooza mitte hinge baantanni. Ikkeennano galtesi woy hundasiinni galtanno maatesi borreessiisikkinni reyinoha ikkiro biilloonyu noo bisinni woy yoote mininni uyinanni naqqaso garinni baatooshshe jeefinsanni.

4. Konni quwi cinaanchu quwi (3) garinni uyinanni baatooshshi aaninni giwirenna wonote fushsho dimurranni. Hattono asaleho amandara woy umosi dandoo yaate didandiinanni.

90. Owaantete Naqqasote Taje Aamamooshshe

1. Aye mootimmate loosaasinchira uyinanni loosu rosichi naqqasote taje loosaasinchu loosanni keeshshino loosu dana, soqqanshosi dironna baantannasi keeshshino damooza xawissannoha ikka noosi.

2. Qajeelshu sheemaati gadacho woy mootimmate loosu mine hasi'nanni aye asali noosi mootimmate loosaasinchi aye korkaatinni owaante muranno woyite sheematunni eino gadacho jeefisasi woyasalunni co'icha ikkasi xawissanno taje afirasi albaanni loosu rosichi naqqaso taje diuyinannisi.

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 ሊያከናውን የነበረውን የሥራ ዓይነት፣ የአገልግሎት ዘመኑና ሊከፈለው የነበረውን ደመወዝ የሚገልጽ መሆን አለበት።

2. የሥልጠና ውል ግዴታ ወይም በመንግሥት መሥሪያ ቤቱ የሚፈለግበት ማናቸውም ዕዳ ያለበት የመንግስት ሠራተኛ በማንኛውም ምክንያት አገልግሎቱን ሲያቋርጥ የውል ግዴታውን ስለመፈጸሙ ወይም ከዕዳ ነጻ መሆኑን የሚገልጽ ማስረጃ ከማግኘቱ በፊት የሥራ ልምድ የምስክር ወረቀት አይሰጠውም።

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

89. Termination of service due to death

1. The service of any civil servant shall be terminated from the date of his death.

2. The full salary of the civil servant whose service was terminated due to death, as well as the payment for unused annual leave in accordance with Article 41(1) of this decree, shall be paid to the spouse, and if there is no spouse, to the legal heirs.

3. Subject to the provisions of the applicable pension law, when any civil servant terminates his service due to death, three months' salary shall be paid at once to his spouse or dependents of his family who have notified him in writing to the office where he works; however, the payment will be made based on the evidence provided by the competent body or the court that he died without registering his spouse or dependents.

4. Payments made under sub article (3) of this article shall be exempt from agricultural



3. Konni quwi cinaanchu quwi (2) woro loosu aana heere loosu rosichi naqqasote taje xa'miranno mootimmate loosaasinchira jeefishsha diafidhanno.

91. Owaante Murantanno Yannara Baantanni Baatooshshe

1. Wo'naalshu yanna gudino mootimmate loosaasinchi quwa 86 garinni loosaasine xeisate korkaatinni loosunni geegiissamironna loosu sheemaati muramanno barra wonote hoshshote baatooshshe baantannisikkiha ikkiro:

a) Umi mittu dirira sasu agani damooza,

b) Ledotenni owaante uyino mittu mittunku dirira aganu damooziha sase anganni mitte anga lendanni,

Baantanni; ikkeennano uynanni baatooshshi loosaasinchunniha 12 agani damooza sa"ara didandaanno.

2. Wo'naalshu yanna gudinonna mittu diri woroonni owaante uyino mootimmate loosaasinchira baantanni baatooshshi owaantesi ledo taalcho ikkanno.

92. Owaantete Yanna Seedisa

1. Mootimmate loosaasinchi

91. አገልግሎት ሲቋረጥ የሚፈጸም ክፍያ

1. የመ/ክራ ጊዜውን ያጠናቀቀ የመንግሥት ሠራተኛ በአዋጁ አንቀጽ 86 መሠረት በቅነሳ ምክንያት ከሥራ ከተሰናበተና የሥራ ውሉ በተቋረጠበት ዕለት የጡረታ አበል የማይከፈለው ከሆነ፣

ሀ) ለመጀመሪያ አንድ ዓመት የሦስት ወር ደመወዝ፣

ለ) በተጨማሪ ለአገለገለበት ለእያንዳንዱ ዓመት የወር ደመወዙ አንድ ሦስተኛ እየታከለ፣ ይከፈለዋል፤ ሆኖም የሚሰጠው ክፍያ ከሠራተኛው የአሥራ ሁለት ወር ደመወዙ መብለጥ የለበትም።

2. የመ/ክራ ጊዜውን ለጨረሰና ከአንድ ዓመት በታች ላገለገለ የመንግስት ሠራተኛ የሚፈጸመው ክፍያ ከአገልግሎቱ ጋር ተመጣጣኝ ይሆናል።

92. አገልግሎትን ማራዘም

1. የመንግሥት ሠራተኛ የመጨረሻ ዕድሜው ከደረሰ በኋላ በአንድ ጊዜ እስከ አምስት ዓመት በጠቅላላው ከአሥር ዓመት ለማይበልጥ ጊዜ አገልግሎቱን ማራዘም ይቻላል።

2. በዚህ አንቀጽ ንዑስ አንቀጽ (1) መሠረት የአንድን የመንግሥት ሠራተኛ አገልግሎት ማራዘም የሚቻለው፣

ሀ) የሠራተኛው ትምህርት፣ ልዩ

pension contributions; nor can it be secured by debt or secured by equity.

90. Issue of service certificate

1. The work experience certificate issued to any government employee must state the type of work the employee has been performing, the period of service and the salary he has been paid.

2. When a civil servant who has a duty of training contract or any debt required by the government office terminates his service for any reason, he will not be given a certificate of work experience before obtaining evidence that he has fulfilled his contractual obligation or that he is free from debt.

3. Sub article (2) of this article shall not apply to a government employee who requests a certificate of work experience while in office.

91. Payment on termination of service

1. If a civil servant who has completed the probationary period is dismissed due to



wonote yanna iillituhu gedensaanni mitte hige 5 diri geeshsha xaphoomunni 10 diro sa'inokki yannara owaantete yanna seedinsara dandiinanni. 2. Konni quwi cinaanchu quwi (1) garinni mittu mootimmate loosaasinchi owaantete yanna seedisa dandiinannihu: a) Loosaasinchu rosu qixxaawo, addi egennonna dandoo loosu minira horo uyitannota ikkite leelturo, b) Deerru lophonni, soorrishshunni woy qixiretenni riqiwote loosaasincho afira dandiinannikkita buunxiro, c) Loosaasinchu loosoho ikkado ikkasi hakimete naqqasonni buunsiro, d) Loosaasinchu owaante yanna seedisate sumuu yironna e) Owaantete yanna seedisate xa'mo wonote yanna iillate sasu agani albaanni biirote shiqqe fajjo afidhuro callaati. **GAFA TONAA LAME** **ADDI ADDI WORO** **93. Qixirete, Deerru Lopho, Damoozu Ledonna Wole Horo**	ዕውቀትና ችሎታ ለመሥሪያ ቤቱ ሥራ ጠቃሚ ሆኖ ሲገኝ፣ 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 የመጦሪያ ዕድሜው ከመድረሱ ከሦስት ወር በፊት ለቢሮው ቀርቦ ሲፈቀድ ነው። **ክፍል አሥራ ሁለት** **ልዩ ልዩ ድንጋጌዎች** **93. የቅጥር፣ የደረጃ ዕድገት፣ የደመወዝ ጭማሪና ሌላ ጥቅም መሰረዝ** 1. የሐሰት የትምህርት ወይም የሥራ ልምድ ማስረጃ በማቅረብ ወይም ሥልጣን በሌለው ሰው ወይም ይህን አዋጅ ወይም አዋጁን ለማስፈጸም የወጣውን ደንብና መመሪያ ወይም ሌላ ማናቸውንም	reduction in accordance with article 86 of the decree and the pension is not paid on the day the employment contract is terminated, a) Salary of three months for the first one year; b) In addition, one-third of his monthly salary will be paid for each year of service; however, the payment shall not exceed the employee's twelve month salary. 2. The payment made to the government employee who has completed the probationary period and served less than one year will be commensurate with the service. **92. Extension of service** 1. After reaching the retirement age of a public servant, the service can be extended for up to five years at a time, not exceeding ten years in total. 2. According to sub article (1) of this article, it is possible to extend the service of a civil servant; a) When the employee's

Qoqqowi Mootimma Siiviilaamu Dagoomi Paabliik Serviizenna Manni Jiro Laatishi Biiro * ክልላዊ መንግስት የፐብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ

Faaqa

1. Kaphu rosu woy loosu rosichi taje shiqishatenni woy biilloonyu nookki manchinni woy konne lallawa woy lallawa jeefisate fultino wodhonna biddissa woy wole aye seerano sa"atenni assinoonni qixire, deerru lopho, damoozu ledo woy wole horo disippiliinetenninna jaddotenni harunsiissanno xa'mamooshshi noowa heereenna loosu mini aliidi sooreessinni woy biirotenni aye yannarano faaqantanno.

2. Qixire, deerru lopho, damoozu ledo woy wole horo faaqoonni mootimmate loosaasinchi disippiliinetenninna jaddotenni xa'mamasi agarante heedheenna faaqate qaafo adhini yanna geeshsha baantoonnisi damoozanna wole horo qolanno qele dixa'minanni.

3. Seeru gobbaanni qixire, deerru lopho, damoozu ledo woy wole horo uyinara afanni heere woy jawa de'nenni fajjino loosu sooreessi woy komitete miili hajo la'anno disippiliinete, jaddotenna fitaabeerete seeri woro garinni xa'mamanno.

4. Konne quwa cinaancho quwa (3) garinni xawinsoonni huno

ሕግ በመተላለፍ የተፈፀመ ቅጥር፣ የደረጃ ዕድገት፣ የደመወዝ ጭማሪ ወይም ሌላ ጥቅም በዲስፕሊንና በወንጀል የሚያስከትለው ተጠያቂነት እንደተጠበቀ ሆኖ በመሥሪያ ቤቱ የበላይ ኃላፊ ወይም ቢሮው በማናቸውም ጊዜ ይሰርዛል።

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

3. ከሕግ ውጭ ቅጥር፣ የደረጃ ዕድገት፣ የደመወዝ ጭማሪ ወይም ሌላ ጥቅም እንዲሰጥ ሆን ብሎ ወይም በከባድ ቸልተኝነት የፈቀደ የሥራ ኃላፊ ወይም የኮሚቴ አባል አግባብ ባለው የዲስፕሊን፣ የወንጀል ሕግ እና የፍትሐብሔር ሕግ ድንጋጌዎች መሠረት ተጠያቂ ይሆናል።

4. በዚህ አንቀጽ ንዑስ አንቀጽ (3) መሠረት የተጠቀሰው ጥፋት መፈጸሙን የመሥሪያ ቤቱ የበላይ ኃላፊ ወይም ቢሮው ከደረሰበት ጥፋቱን ለማረም የሚያስችል እርምጃ መውሰድ እና ኃላፊውን ወይም የኮሚቴ አባሉን በወንጀልና

education, special knowledge and skills are useful for the work of the office,

b) When it is confirmed that it is not possible to find a replacement employee through promotion, transfer or employment;

c) When the worker's fitness for the job is confirmed by medical evidence,

d) When the employee agrees to continue his service, and

e) The request for extension of service is submitted to the office three months before reaching the retirement age and is approved.

Part twelve

Miscellaneous provisions

93. Abolition of employment, promotion, salary increase and other benefits

1. Hiring, promotion, salary increase or any other benefit made by providing evidence of false education or work experience or by an unauthorized person or by violating the rules and instructions issued to enforce

Sidaamu Dagoomi Qoqqoowi Mootimma Paabliik Serviizenna Mannuu Jiro Latishi Biiro
ሲዳማ ክልላዊ መንግስት የፐብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ

loosamase loosu mini aliidi sooreessi woy biiro huwatturo huno taashshate dandiisiissanno qaafo adhatenna sooreessa woy komitete miila jaddotenna fitaabeerete seerinni xa'mamaancho assate biilloonyu noosi mootimmate bisira loosamino assoote tajetenni irkise shiqisha noosi. **94. Biilloonyu Riqiwo Aa** Biiro dagitte owaante mannu jiro massagooshshe bilchaatanna gumaamo assate hasiisanno yite ammanturo konni lallawinni uyinoonnise biilloonyenna loosu qeecha loosu minnara riqiwatenni sayisa dandiitanno. **95. Lallawu Jeefishshi Qorqorsha** 1. Biiro kuni lallawinna lallawu garinni fultanno wodhonna biddissuwa ragunni loosu aana hosansa harunsatenna qorqorate biilloonyinna qeechi noose. 2. Biiro konni quwi cinaanchu quwi (1) uyinoonnise biilloonyenna qeecha loosu aana hosiisate aye yannara: a) Mootimmate loosu minnara leellatenni woy sonkanni gede hajajatenni hojji mahiderenna wole tajubba qorqoratenna	በፍትሐብሔር ሕግ ተጠያቂ ለማድረግ ሥልጣን ላለው የመንግሥት አካል የተፈጸመውን ድርጊት በማስረጃ አስደግፎ ማቅረብ አለበት። **94. የሥልጣን ውክልና ስለመስጠት** ቢሮው የፐብሊክ ሰርቪሱን የሰው ሀብት ሥራ አመራር ቀልጣፋና ውጤታማ ለማድረግ አስፈላጊ ሆኖ ሲያገኘው በዚህ አዋጅ የተሰጠውን ሥልጣንና ኃላፊነት ለመሥሪያ ቤቶች በውክልና ማስተላለፍ ይችላል። **95. የአዋጁን አፈጻጸም ስለመቆጣጠር** 1. ቢሮው ይህን አዋጅና በአዋጁ መሠረት የሚወጡትን ደንቦችና መመሪያዎች በትክክል በሥራ ላይ መዋላቸውን የመቆጣጠር ሥልጣንና ኃላፊነት ይኖረዋል። 2. ቢሮው በዚህ 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	this decree or any other law by the head of the office or his office cancel at any time. 2. A civil servant whose employment, promotion, salary increase or other benefit has been canceled will not be asked to return the salary and other benefits paid until the cancellation action has been taken, subject to disciplinary and criminal charges. 3. Any officer or committee member who intentionally or grossly negligently allows illegal hiring, promotion, salary increase or other benefits shall be liable under the relevant provisions of disciplinary, criminal law and civil law. 4. In accordance with sub article (3) of this article, if the head of the office or the office becomes aware that the said offense has been committed, he must take steps to correct the offense and submit evidence of the action to the government body that has the authority to hold the officer or committee member accountable under criminal and civil law.



b) Hajo la'anno loosu sooreessa woy wole mootimmate loosaasine afuunni woy borrotenni xawissanno gede xa'ma dandiitanno.

3. Biiro konni quwi cinaanchu quwi (2) garinni assitanno qorqorshi woy wole aye doogonni seeru gobbaanni higino woy hasiissannokki babbadooshshi assooti loomasasi iillituro:

a) Gara ikkinokki assooti taaltanno gede hajajate;

b) Hajo gumulo afidhanno geeshsha jeefishsha kiate;

c) Assooteho xa'mamaancho ikkino loosu sooreessi woy mootimmate loosaasinchi aana hasiissanno gashshootu qaafo adhinanni gede assatenna d) Quwa 93 (4) garinni jeefisate biilloonyi noose.

96. Wodhonna Biddissa Fushshate Biilloonye

1. Lallawa jeefisiisate hasiissanno wodho qoqqowu jeefisiisaanote amaale mini fushshara dandaanno.

2. Biiro lallawano ikko wodho jeefisiisate hasiissanno biddissuwa fishshitara dandiitanno.

97. Reekkote Woro

Biiro fano loosu madawera heewisamaano fonqolunni

እንዲያስረዱ መጠየቅ፣ይችላል።

3. ቢሮው በዚህ አንቀጽ ንዑስ አንቀጽ (2) መሠረት በሚያደርገው ምርመራ ወይም

በሌላ በማናቸውም መንገድ ሕግ 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) በአዋጁ አንቀጽ 93(4) መሠረት የመፈጸም፣ሥልጣን ይኖረዋል።

96. ደንብና መመሪያ የማውጣት ሥልጣን

1. አዋጁን ለማስፈጸም የሚያስፈልግ ደንብ የክልሉ መስተዳደር ምክር ቤት ሊያወጣ ይችላል።

2. ቢሮው አዋጁንም ሆነ ደንቡን ለማስፈጸም የሚያስፈልጉ መመሪያዎችን ሊያወጣ ይችላል።

97. የመሸጋገሪያ ድንጋጌዎች

ቢሮው ለክፍት የሥራ መደቦች አመልካቾች በፈተና ተወዳድረው

94. Delegation of authority

When the office deems it necessary to make the human resources management of the public service efficient and effective, it can delegate the powers and responsibilities given by this decree to the offices.

95. Controlling the execution of the decree

1. The office shall have the authority and responsibility to supervise the proper implementation of this decree and the rules and regulations issued pursuant to the decree.

2. The Office shall, at any time, exercise the powers and responsibilities conferred by this sub-article (1);

a) Examining files and other information by attending or ordering them to be sent to government offices, and

b) It can ask the concerned official or other government employees to explain orally or in writing.

3. In the investigation carried out by the office under sub article (2) of this article or in any other way, if he is found to have violated the law or been discriminated against,



heewisante doorantanno eotenna ikkadimmate buuxishshi amanyoote diriirsate dandiisiissanno keenaasinchuwanna bikkaasinchuwa gobboomu deerrinni diriirsina geeshsha mootimmate loosaasine qixire, deerru lopho, soorrishshanna dildille lainohunni konni lallawinni worroonni wole safaraanchuwanni calla jeefishshinsa suffanno.

98. Jeefishshu Nookki Seerinna Assooti

1. Sidaamu Dagoomu Qoqqowi Mootimma Rosamino Mootimmate Loosira Albi Qoqqowinni Fultino Lallawubba Loosu Aana Hosansa Suffanno Gede Fajjate Fulino Lallawi Kiiro 8/2012 garinni loosu iima hossanni keeshshinohu albi qoqqowi Mootimmate Loosaasine Gashshooti Lallawi Kiiro 175/2011 konni lallawinni riqiwamino.
2. Konni lallawi ledo kiphamanno aye seeri woy rosamino assooti konni lallawinni hanqafantino hajubbara jeefishshu diheerannonsa.

99. Lallawu Loosu Aana Hosanno Yanna

Kuni lallawi Birra ...../2014 የሚመረጡበትን የመግቢያና የብቃት ማረጋገጫ ሥርዓት መዘርጋት የሚያስችሉ መመዘኛዎችና መለኪያዎች በአገር አቀፍ ደረጃ እስኪዘረጋ ድረስ የመንግሥት ሠራተኞች ቅጥርን፣ የደረጃ እድገትን፣ ዝውውርና ድልድልን በተመለከተ በዚህ አዋጅ በተደነገጉት ሌሎች መስፈርቶች ብቻ አፈጻጸማቸው ይቀጥላል።

98. ተፈጻሚነት የሌለው ሕግና አሰራር

1. በሲዳማ ብሔራዊ ክልላዊ መንግሥት ለመደበኛ መንግሥታዊ ሥራዎች በነባሩ ክልል የወጡ አዋጆች ተፈጻሚነት እንዲቀጥል ለመፍቀድ በወጣው አዋጅ ቁጥር 8/2012 መሰረት ተፈጻሚ ሲሆን የነበረው የነባሩ ክልል የመንግሥት ሠራተኞች አስተዳደር አዋጅ ቁጥር 175/2011 በዚህ አዋጅ ተተክቷል።
2. ይህን አዋጅ የሚቃረን ማናቸውም ሕግ ወይም ልማዳዊ አሰራር በዚህ አዋጅ ለተሸፈኑ ጉዳዮች ተፈጻሚነት የላቸውም።

99. አዋጁ የሚፀናበት ጊዜ

ይህ አዋጅ ከጥቅምት ..... ቀን ፳፻፲፬ ዓ.ም ጀምሮ ሥራ ላይ ይውላል።

a) To order the rectification of an improper practice;
b) To suspend the execution until the case is decided;
c) To take appropriate administrative action against the official or government employee responsible for the act, and
d) He shall have the authority to execute according to Article 93(4) of the decree.

96. Authority to issue rules and regulations

1. The regional administrative council may issue regulations necessary to implement the decree.
2. The office may issue instructions necessary to implement the decree and regulation.

97. Transitional provisions

The office will continue to implement the other requirements stipulated in this decree regarding the recruitment, promotion, transfer and allocation of government employees until the standards and parameters that allow the establishment of an entry and qualification verification system through



M.D hanafe loosu aana hosanno.

Hawaasa, Birra /2014 M.D

Desta Ledamo Bu'lamo

Sidaamu Dagoomu Qoqqowi Mootimma

Pirezidaanticha

ሀዋሳ፣ ጥቅምት /፳፻፲፬ ዓ.ም

ደስታ ሌዳሞ ቡላሞ

የሲዳማ ብሔራዊ ክልላዊ መንግሥት ርዕሰ

መስተዳድር

which applicants for open positions are selected by competitive examination are established at the national level.

98. Inapplicable law and practice

1. In accordance with the Decree No. 8/2020 issued by the Sidama National Regional Government to allow the continuation of the implementation of the decrees issued by the Sidama National Regional Government for regular governmental activities, the existing Regional Civil Servant Management Decree No. 175/2019 has been replaced by this decree.

2. Any law or custom contrary to this Proclamation shall not apply to the matters covered by this Proclamation.

99. Period of validity of the Proclamation This decree will be effective from October 2021.

Hawassa, October/2021

Desta Ledamo Buullamo

President of Sidama National Regional Government