

Waggaa 30^{ffaa} Lak.7/2014
 30^{ff} ዓመት ቁጥር7/2014
 30th year No.7/2021



Finfinnee.....Sadaasa 28 Bara 2013
 ፊንፊኔ፣ሀዳር 28 ቀን 2013 ዓ.ም
 Finfine,.....December 7, 2020

MAGALATA OROMIYAA

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MEGELETA OROMIA

Gatiin Tokkoo Qarshii 44 የአኒቂ " ብ ብር 44 Unit Price Birr 44	To'annoo Caffee Mootummaa Naannoo Oromiyaatiin Kan Bahe በኦሮሚያ ብሔራዊ ክልላዊ መንግስት በጨፌ ኦሮሚያ ጠባቂነት የወጣ	Lak. S. Poostaa 21383-1000 የፖ.ሳ.ቁጥር21383-1000 P.O.Box 21383-1000
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QABIYYEE Dambii Lak. 218/2013 Dambii Bulchiinsaa fi Naamusa Abbootii Alangaa Naannoo Oromiyaa Tumuuf Qophaa'e Lakkoofsa 218/2013Fuula 1	ማውጫ ደንብ ቁጥር 218/2013 የኦሮሚያ ክልል ዓቃቤያነ ሕግ አስተዳደርና ሥነ-ምግባርን ለመደንገግ የወጣ ደንብ ቁጥር 218/2013ገጽ 1	CONTENT Regulation No. 218/2021 Regulation to Provide For the Administration and Ethics of Oromia Region Public Prosecutors, Number 218/2020.....Page 1
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Dambii Bulchiinsaa fi Naamusa Abbootii Alangaa Naannoo Oromiyaa Tumuuf Qophaa'e Lakkoofsa 218/2013

የኦሮሚያ ክልል ዓቃቤያነ ሕግ አስተዳደርና ሥነ-ምግባርን ለመደንገግ የወጣ ደንብ ቁጥር 218/2013

Regulation to Provide For the Administration and Ethics of Oromia Region Public Prosecutors, Number 218/2020

Sirna ogeessotni seeraa gama ogummaa Abbaa Alangummaatti ittiin dhufan, yeroo ogummicha keessa jiran ittiin hogganamani fi ogummicha keessaa ittiin bahan karaa iftoomina qabuun diriirsuun barbaachisaa ta'ee waan argameef;

የህግ ባለሙያዎች ወደ ዓቃቤ ሕግነት ሙያ የሚመጡበትን፣ በሙያው ውስጥ ባሉበት ጊዜ የሚመሩበትን እና ከሙያው ውስጥ የሚወጡበትን ሥርዓት ግልጽነት ባለው ሁኔታ መዘርጋት አስፈላጊ ሆኖ በመገኘቱ፤

WHEREAS, it is found necessary to establish a transparent system whereby the law scholars join the Public Prosecutors' profession and be governed while they are in the profession and they are terminated from the profession;

Abbootiin Alangaa Naannichaa wabummaa hojii qabaatanii, mirgi isaanii kabajamee, dirqamaa fi naamusa ogummaa Abbaa Alangummaa kabajani hojii isaanii bilisa ta'anii itti gaafatamummaan hojjachuun haawaasa haqaan akka tajaajilan gochuun barbaachisaa ta'ee waan argameef;

የክልሉ አቃቤያነ ሕግ የስራ ዋስትና ኖራቸውና መብታቸው ተከብሮላቸው እነርሱም የዓቃቤ ሕግነት ሙያ ግዴታዎችና ሥነ-ምግባር በማክበር፣ ነጻ በመሆንና በሐላፊነት መንፈስ ተግባራቸውን በማከናወን ህብረተሰቡን በፍትሃዊነት እንዲያገለግሉ ማድረግ አስፈላጊ ሆኖ በመገኘቱ፤

WHEREAS, it has become essential to make the Public Prosecutors of the region to have their job security and rights protected so that they can fairly serve the public by discharging their duties being free, responsibly, by respecting their obligations and ethics of the profession;

Dambiin ittiin bulmaata Abbootii Alangaa hojiirra jiru Abbootii Alangaa Biiroo Haqaa Oromiyaa qofa hubannoo keessa galchee kan bahee fi yeroo ammaa immoo Manni Hojii Abbaa Alangaa Waliigalaa Oromiyaa hundaatee hojiin Abbaa Alangummaa iddoo adda addaatti faffaca'ee ture iddoo tokkotti waan deebi'eef, Dambii caaseffama haaraa kana hoogganuu danda'u tumuun barbaachisaa ta'ee waan argameef;

Akkaataa Labsii Mana Hojii Abbaa Alangaa Waliigalaa Oromiyaa Lakkoofsa 214/2011 keewwata 27(1) tiin Manni Maree Bulchiinsa Mootummaa Naannoo Oromiyaa Dambii kana baasee jira.

**Kutaa Tokko
Tumaalee Waliigalaa**

- 1. **Mata Duree Gabaabaa**
Dambiin kun "Dambii Bulchiinsaa fi Naamusa Abbootii Alangaa Naannoo Oromiyaa Lakkoofsa 218/2013" jedhamee waamamuu ni danda'a.
- 2. **Hiika**
Akkaataan jechichaa hiika biroo kan kennisiisuuf yoo ta'e malee, Dambii kana keessatti:
 - 1) "Abbaa Alangaa Waliigalaa" jechuun hoogganaa Mana Hojii Abbaa Alangaa Waliigalaa Oromiyaa jechuudha.
 - 2) "Balaa Hojii Irratti Dhaqqabu" jechuun Abbaan Alangaa hojii idilee isaa raawwachaa osoo jiruu yookiin sababa hojii isaa waliin walqabateen miidhaa qaamaa yookiin du'a isa irra gahu jechuu ta'ee kanneen Dambii kana keewwata 76(2) jalatti tumaman kan hammatuudha.
 - 3) "Guddina Dalgee" jechuun Abbaan Alangaa tokko sadarkaa gita hojii Abbaa Alangaa akkaataa Dambii kana keewwata 28tiin bahu bu'ureeffachuun sadarkaa tokko irraa gara sadarkaa itti aanuutti kan itti guddatu jechuudha.

በሥራ ላይ ያለው የዓቃቤያነ ሕግ መተዳደሪያ ደንብ የኦሮሚያ ፍትህ ቢሮ ዓቃቤያነ ሕግን ብቻ ከግንባቤ በማስገባት የወጣ በመሆኑና በአሁኑ ጊዜ ግን የኦሮሚያ ጠቅላይ ዓቃቤ ሕግ በመቋቋም በተለያዩ ቦታዎች ተበታተኖ የነበረው የዓቃቤ ሕግ ተግባር ወደዚህ መስሪያ ቤት አንድ ላይ ሥለ ተጠቃለለ ይህን አዲስ አወቃቀር ሊመራ የሚችል ደንብ መደንገግ አስፈላጊ ሆኖ በመገኘቱ፤

በኦሮሚያ ጠቅላይ ዓቃቤ ሕግ መሥሪያ ቤት አዋጅ ቁጥር 214/2011 አንቀጽ 27 (1) መሠረት የኦሮሚያ ክልላዊ መንግስት መስተዳድር ምክር ቤት ይህን ደንብ አውጥቷል።

**ክፍል አንድ
ጠቅላላ ድንጋጌዎች**

- 1. **አጭር ርዕስ**
ይህ ደንብ "የኦሮሚያ ክልል ዓቃቤያነ ሕግ አስተዳደርና ሥነ-ምግባር ደንብ ቁጥር 218/2013" ተብሎ ሊጠቀስ ይችላል።
- 2. **ትርጓሜ**
የቃሉ አገባብ ሌላ ትርጉም የሚያስጠው ካልሆነ በስተቀር፣ በዚህ ደንብ ውስጥ፡-
 - 1) "ጠቅላይ ዓቃቤ ሕግ" ማለት የኦሮሚያ ጠቅላይ ዓቃቤ ሕግ መሥሪያ ቤት ሐላፊ ማለት ነው።
 - 2) "የሥራ ላይ ጉዳት" ማለት ዓቃቤ ሕግ መደበኛ ሥራውን በመፈጸም ላይ ሳለ ወይም ከሥራው ጋር በተያያዘ ምክንያት የሚደርስበት የአካል ጉዳት ወይም ሞት ማለት ሆኖ፤ በዚህ ደንብ አንቀጽ 76(2) ሥር የተደነገጉትን የሚጨምር ነው።
 - 3) "የወደጎን /አግድሞሽ ዕድገት" ማለት አንድ ዓቃቤ ሕግ በዚህ ደንብ አንቀጽ 28 መሰረት የሚወጣውን የዓቃቤ ሕግ የስራ መደብ ደረጃ መሠረት በማድረግ ከአንድ ደረጃ ወደሚቀጥለው ደረጃ የሚያድግበት ማለት ነው።

WHEREAS, the existing Public Prosecutors' Administration Regulation was issued taking in to account only the Public Prosecutors of Justice Bureau whereas at present the Attorney General Office is established and the Public Prosecutors' activities hitherto performed in a disorganized manner being dispersed in various institutions has been congregated at a place; and thus it has become indispensable to enact a Regulation which can govern such new structuring;

NOW, THEREFORE, In accordance with Article 27 (1) of the Attorney General Office Proclamation Number 214/2019, the Oromia Regional State Administrative Council has issued this Regulation.

**Section One
General Provisions**

- 1. **Short Title**
This Regulation may be cited as the "Oromia Region Public Prosecutors Administration and Ethics Regulation, Number 218/2020."
- 2. **Definitions**
Unless the context requires otherwise, in this regulation:
 - 1) "Attorney General" means the head of Oromia Attorney General.
 - 2) "Occupational Injury" means an injury or death caused on the public prosecutor while he is performing his regular duty or by the reasons related to his job; and includes those provided under Article 76 (2) of this regulation.
 - 3) "Horizontal Promotion" means the promotion whereby the public prosecutor can be promoted from one level to the next level based on the level of the work position to be provided as per Article 23 of this regulation.

- 4) “Guddina Olee” jechuun Abbaan Alangaa tokko Abbaa Alangaa Aanaa irraa gara Abbaa Alangaa Godinaa sadarkaa tokkoffaatti yookiin Abbaa Alangaa Godinaa irraa gara Abbaa Alangaa Naannoo sadarkaa tokkoffaatti kan itti guddatu jechuudha.
- 5) “Gumii” jechuun Gumii Bulchiinsa Abbootii Alangaa akkaataa Labsiitiin hundaa’e jechuudha.
- 6) “Itti Aanaa Abbaa Alangaa Waliigalaa” jechuun Itti Aanaa hogganaa Mana Hojii Abbaa Alangaa Waliigalaa Oromiyaa jechuudha.
- 7) “Itti Gaafatamaa Hojii” jechuun Itti Gaafatamaa Waajjira Abbaa Alangaa Waliigalaa, Daarektara, Sadarkaa Daarektaraatti Qindeessaa Dhaddachaa Dhaabbii, Qindeessaa Garee Hojii, Itti Gaafatamaa Waajjira Boordii Dhiifamaa fi Mirga Namoomaa, Itti Gaafatamtootaa fi Abbaa Adeemsa Mana Hojii Abbaa Alangaa Godinaa, Aanaa yookiin Magaalaa fi kanneen biroo sadarkaalee ittigaafatamummaa garaagaraa irra jiran jechuudha.
- 8) “Labsii” jechuun Labsii Mana Hojii Abbaa Alangaa Waliigalaa Oromiyaa Lakkoofsa 214/2011 jechuudha.
- 9) “Mana Hojii” jechuun Mana Hojii Abbaa Alangaa Waliigalaa Oromiyaa jechuudha.
- 10) “Miidhaa Qaamaa” jechuun miidhaa hojii irratti dhaqqabu ta’ee, miidhaa haala dandeettii hojjachuu hir’isuu yookiin dhabsiisuu kan hordofsiisu jechuudha.
- 11) “Miidhaa Qaamaa Gar-tokkee Dhaabbataa” jechuun miidhaa dandeettii hojjachuu hir’isuu fi hin fayyine hojii irratti gahu jechuudha.
- 12) “Miidhaa Qaamaa Guutuu Dhaabbataa” jechuun Abbaan Alangaa miidhaan qaamaa hojii irratti dhaqqabe hojii mindaa argamsiisu kamiyyuu hojjachuuf kan dhorku miidhaa hin fayyine jechuudha.

- 4) "የወደ ላይ ዕድገት" ማለት አንድ ዓቃቤ ሕግ ከወረዳ ዓቃቤ ሕግ ወደ አንደኛ ደረጃ የዞን ዓቃቤ ሕግነት ወይም ከዞን ዓቃቤ ሕግነት ወደ አንደኛ ደረጃ የክልል ዓቃቤ ሕግነት የሚያድግበት ማለት ነው።
- 5) "ጉባዔ" ማለት በአዋጅ መሰረት የተቋቋመ የዓቃቤያነ ሕግ አስተዳደር ጉባኤ ማለት ነው።
- 6) "ምክትል ጠቅላይ ዓቃቤ ሕግ" ማለት የኦሮሚያ ጠቅላይ ዓቃቤ ሕግ መስሪያ ቤት ምክትል ሐላፊ ማለት ነው።
- 7) "የሥራ ሐላፊ" ማለት የጠቅላይ ዓቃቤ ሕግ ጽህፈት ቤት ሐላፊ፣ ዳይሬክተር፣ በዳይሬክተር ማዕረግ የቋሚ ችሎት አስተባባሪ፣ የሥራ ቡድን አስተባባሪ፣ የይቅርታና ሰብዓዊ መብት ቦርድ ጽህፈት ቤት ሐላፊ፣ የዞን፣ የወረዳ ወይም የከተማ ዓቃቤ ህግ መስሪያ ቤት ሐላፊዎችና የሥራ ሒደት ባለቤቶች እና ሌሎች በተለያዩ የሐላፊነት ደረጃዎች ላይ ያሉ ማለት ነው።
- 8) "አዋጅ" ማለት የኦሮሚያ ጠቅላይ ዓቃቤ ሕግ አዋጅ ቁጥር 214/2011 ማለት ነው።
- 9) "መሥሪያ ቤት" ማለት የኦሮሚያ ጠቅላይ ዓቃቤ ሕግ መሥሪያ ቤት ማለት ነው።
- 10) "የአካል ጉዳት" ማለት በሥራ ላይ የሚደርስ ጉዳት ሆኖ፣ የመስራት ችሎታን የሚቀንስ ወይም የሚያሳጣ ማለት ነው።
- 11) "ዘላቂ ክፍል የአካል ጉዳት" ማለት በሥራ ላይ የሚደርስ የመስራት ችሎታን የሚቀንስ እና የማይደን ጉዳት ማለት ነው።
- 12) "ዘላቂ ሙሉ የአካል ጉዳት" ማለት ዓቃቤ ሕግ በሥራ ላይ ሣለ የደረሰበት የአካል ጉዳት ደመወዝ የሚያስገኝ ማንኛውንም ሥራ መስራት የሚከለክለውና የማይደን ጉዳት ማለት ነው።

- 4) “Vertical Promotion” means the promotion whereby the public prosecutor can be promoted from being District public prosecutor to first level Zonal public prosecutor or from zonal public prosecutor to first level Regional public prosecutor.
- 5) “Commission” means the Public Prosecutors’ Administration Commission established pursuant to the proclamation.
- 6) “Deputy Attorney General” means the deputy head of Oromia Attorney General Office.
- 7) “Head of Work” means head of Attorney General Office, Director, Coordinator of standing division with the rank of a director, Coordinator of work team, Head of Office of Pardon and Human Rights Board, Heads and Work Process Leaders of Zonal, District or the City Prosecution Offices and others working on various leadership positions.
- 8) “Proclamation” means Proclamation of Oromia Attorney General Office Number 214/2018.
- 9) “Office” means the office of Oromia Attorney General.
- 10) “Bodily Injury” means an injury caused on work or duty; and it results in partial or total disability of working.
- 11) “Permanent Partial Disability” means an incurable injury which causes partial disability of working.
- 12) “Permanent Total Disability” means an incurable occupational bodily injury caused on the public prosecutor which incapacitates him from performing any work resulting salary.

- 13) “Miidhaa Qaamaa Yeroo” jechuun miidhaa qaamaa yeroo murtaa’eeff hojii isaa guutummaan yookiin gar-tokkoon dandeettii hojjachuu dhabuu jechuudha.
- 14) “Muudamaa Gumii Kan Biroo” jechuun ogeessota ogummaa addaa kanneen akka ogummaa Poolisummaa, Oditii, mahaandisii fi kanneen kana fakkaatu qabanii fi hojii Abbaa Alangummaa ogummaa biraatiin deeggaruun bu’aa qabeessa taasisuuf Gumii Waliigalaatiin muudaman jechuudha.

3. Ibsa Koornayaa

Dambii kana keessatti jechi koornaya dhiiraatiin ibsame kan dubartiis ni dabalata.

4. Daangaa Raawwatiinsaa

Dambiin kun Abbaa Alangaa Waliigalaa fi Itti Aanaa Abbaa Alangaa Waliigalaatiin ala ogeessa seeraa Abbaa Alangaa ta’ee muudamee fi akkaataa barbaachisummaa isaatti muudamtoota Gumii kan biroo hunda irratti raawwatiinsa ni qabaata.

Kutaa Lama

Foo’annoo, Filannoo, Qacarrii, Muudamaa fi Ramaddii Abbaa Alangaa

5. Ulaagaalee Abbaa Alangaa Ta’uuf Guutamuu Qaban

- 1) Ulaagaaleen Labsicha keessatti tumaman akkuma jiranitti ta’ee, namni kamiiyyuu Abbaa Alangaa ta’uuf ulaagaalee armaan gadii guutuu qaba:
 - (a) Lammii Itoophiyaa ta’uu;
 - (b) Umriin isaa waggaa 23 gadi kan hin taaneefi waggaa 45 kan hin caalle;
 - (c) Dhaabbata barnootaa seera barsiisuuf beekamtii qabu irraa seeraan digrii jalqabaa yookiin seeraan digrii jalqabaa fi sanaa ol qabaachuu;

- 13) "ጊዜያዊ የአካል ጉዳት" ማለት ለተወሰነ ጊዜ ሥራ የመስራት ችሎታን ሙሉ በሙሉ ወይም በከፊል የሚያሳጣ የአካል ጉዳት ማለት ነው።
- 14) "ሌላ የጉባኤው ተሿሚ" ማለት የተለየ ሙያ እንደ ፖሊሥ፣ ኦዲት፣ ምህድስና እና የመሳሰሉ ሙያዎች ያላቸውና የዓቃቤ ሕግ ሥራን በሌሎች ሙያዎችም በመደገፍ ውጤታማ ለማድረግ ሲባል በጠቅላላ ጉባኤው የሚሾሙ ማለት ነው።

3. የፆታ አገላለጽ

በዚህ ደንብ ውስጥ በወንድ ፆታ የተገለጸ ማንኛውም ቃል የሴት ፆታንም ይጨምራል።

4. የተፈጻሚነት ወሰን

ይህ ደንብ ከጠቅላይ ዓቃቤ ሕግ እና ከምክትል ጠቅላይ ዓቃቤ ሕግ በስተቀር ዓቃቤ ሕግ በመሆን በተሾሙ የህግ ባለሙያዎች እና እንደ አስፈላጊነቱ ሌሎች የጉባኤው ተሿሚዎች ሁሉ ላይ ተፈጻሚነት ይኖረዋል።

ክፍል ሁለት

የዓቃቤ ሕግ ምልመላ፣ መረጣ፣ ቅጥር፣ ሹመት እና ምደባ

5. ዓቃቤ ሕግ ለመሆን መሟላት ያለባቸው መስፈርቶች

- 1) በአዋጁ ውስጥ የተደነገጉት መስፈርቶች እንደተጠበቁ ሆኖ፣ ማንኛውም ሰው ዓቃቤ ሕግ ለመሆን የሚከተሉትን መስፈርቶች ማሟላት አለበት፡-
 - (ሀ) ኢትዮጵያዊ ዜጋ መሆን፤
 - (ለ) ዕድሜው ከ23 ዓመት በታች ያልሆነና ከ45 ዓመት ያልበለጠ፤
 - (ሐ) ሕግ ለማስተማር ዕውቅና ካለው የትምህርት ተቋም በሕግ የመጀመሪያ ዲግሪ ወይም በሕግ የመጀመሪያ ዲግሪ እና ከዚያ በላይ ያለው፤

13) “Temporary Disability” means an injury which results in total or partial losing of working ability for a limited period of time.

14) “Other Appointees of the Commission” means professionals qualified in different professions such as Police, Audit, Engineer and similar professions and appointed by General Commission with the view to make the prosecution profession effective by supporting it with other professions.

3. Gender Reference

In this regulation, any expression in masculine gender shall also apply to the feminine gender.

4. Scope of Application

This regulation shall be applicable on all legal professionals appointed as public prosecutor and on other appointees of the Commission as necessary except the Attorney General and Deputy Attorney General.

Part Two

Recruitment, Selection, Employment, Appointment and Assignment of the Public Prosecutor

5. Prerequisites Qualifying for being a Public Prosecutor

- 1) Without prejudice to the criteria provided in the proclamation, any person who wishes to be a public prosecutor shall fulfill the following criteria:
 - (a) To be an Ethiopian;
 - (b) His age shall not be less than 23 and above 45 years old;
 - (c) To hold first degree in law or first degree and above in law from an educational institution recognized for teaching law;

- (d) Miseensa Dhaaba yookiin Paartii Siyaasaa kamiyyuu kan hin taane;
- (e) Barumsa, hubannoo fi dandeettii seeraa gahaa qabaachuu;
- (f) Afaan Oromoo dubbachuu, dubbisuufi barreessuu sirriitti danda'uu;
- (g) Heeraa fi Sirna Heeraatiif amanamaa ta'uu;
- (h) Naamusa ol'aanaa qabaachuu;
- (i) mana murtiitti himatamee kan hin adabamne ta'uu yookiin erga adabame booda kan moggaa-fame ta'uu;
- (j) Araada adda addaa irraa bilisa ta'uu;
- (k) Kaayyoo, ergama, mul'ata, aangoo fi hojii Mana Hojichaa galmaan gahuuf fedhii guutuu, kuttannoo fi kaka'umsa ol'aanaa kan qabu;
- (l) Dhibee hojii abbaa Alangummaa gahumsaan hojjachuu hin dandeessisne kan hin qabne;
- (m) Qormaata kennamuuf kan darbuu; fi
- (n) Iddoo Manni Hojichaa itti ramadetti deemee hojjachuuf fedhii kan qabu ta'uu qaba.

6. Ragaalee Abbaa Alangaa Ta'anii Qacaramuuf Dhiyaachuu Qaban

- Namni kamiyyuu Abbaa Alangaa ta'ee qacaramuuf ragaalee armaan gadii dhiyeeffachuu qaba:
- 1) ragaa barumsaa;
 - 2) bara 2003 fi sanii as barumsa seeraa digirii kan eebbifame yoo ta'e, ragaa Qormaata Bahiinsa Barnoota Olaanaa darbuu isaa agarsiisu;
 - 3) dhaabbata fayyaa beekamtii qabu irraa ragaa bu'aa qormaata fayyaa;

- (መ) የማንኛውም የፖለቲካ ድርጅት ወይም ፓርቲ አባል ያልሆነ፤
 - (ሠ) በቂ የሆነ የሕግ ትምህርት፣ ግንዛቤና ችሎታ ያለው፤
 - (ረ) አፋን ኦርሞ በጥሩ ሁኔታ መናገር፣ ማንበብና መጻፍ መቻል፤
 - (ሰ) ለሕገ-መንግስቱና ለሕገ-መንግስታዊ ሥርዓቱ ታማኝ መሆን፤
 - (ሸ) የላቀ መልካም ሥነ-ምግባር ያለው፤
 - (ቀ) በፍርድ ቤት ተከስሶ ያልተቀጣ ወይም ከተቀጣ በኋላ የተሰየመ መሆን፤
 - (በ) ከተለያዩ ሱሶች ነጻ መሆን፤
 - (ተ) የመሥሪያ ቤቱን ዓላማ፣ ተልዕኮ፣ ራዕይ፣ ሥልጣንና ተግባር ከግብ ለማድረስ ሙሉ ፍላጎት፣ ቁርጠኝነት እና ከፍተኛ ተነሳሽነት ያለው፤
 - (ቸ) የሚሰጠውን ፈተና ማለፍ የሚችል፤
 - (ኀ) የቃቤ ህግ ሥራን በብቃት ለማከናወን የማይስችል በሽታ የሌለው፤ እና
 - (ነ) መሥሪያ ቤቱ በሚመድበው ሥፍራ ሄዶ ለመሥራት ፍላጎት ያለው መሆን አለበት።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው እንደተጠበቀ ሆኖ፣ ጠቅላላ ጉባኤው ለዚህ አንቀጽ አፈጻጸም የሚረዳ መመሪያ ሊያወጣ ይችላል።

6. ዓቃቤ ሕግ ሆኖ ለመቀጠር መቅረብ ያለባቸው ማስረጃዎች

- ማንኛውም ሰው ዓቃቤ ሕግ ሆኖ ለመቀጠር የሚከተሉትን ማስረጃዎች ማቅረብ አለበት፡-
- 1) የትምህርት ማስረጃ፤
 - 2) በ2003 እና ከዚያ ወዲህ በሕግ ትምህርት ዲግሪ የተመረቀ ከሆነ፣ የከፍተኛ ትምህርት መውጫ ፈተና ማለፉን የሚያመለክት ማስረጃ፤
 - 3) ዕውቅና ካለው የጤና ተቋም የተሰጠ የጤና ምርመራ ውጤት ማስረጃ፤

- (d) Shall not be a member of any political organization or party;
 - (e) To have higher education, understanding and ability of law;
 - (f) Able to properly speak, read and write 'Afaan Oromo';
 - (g) Be loyal to the Constitution and Constitutional System;
 - (h) Possess high ethical conduct;
 - (i) Shall not be accused and sentenced by the court or who has been reinstated after being sentenced;
 - (j) Be free from various addictions;
 - (k) Who has full interest, high commitment and enthusiasm to attain the objective, mission, vision, power and duties of the office;
 - (l) Shall be free from illness disabling him to effectively discharge duties of the public prosecutor;
 - (m) Who can pass the exam given to him; and
 - (n) Shall be the one who is willing to work going to the place where the office has assigned him.
- 2) Without prejudice to the provision under sub article (1) of this article, the General Commission may issue directive for the implementation of this article.

6. Evidences Submitted for Employment as Public Prosecutor

- Any person shall produce the following documents (evidences) to be employed as a public prosecutor:
- 1) Education evidence;
 - 2) If graduated in degree of law in 2011 and after, an evidence indicating that he has passed the higher education exit exam;
 - 3) Evidence of medical examination result from recognized health institution;

- 4) Ragaa yakka irraa bilisa ta'uu isaa mirkaneessu bu'aa qorannoo mallattoo qubaa yookiin ashaaraa qaama ragaa kana kennuuf aangoo qabu irraa;
- 5) Ragaa naamusa isaa ibsu qaama dhimmi ilaallatu irraa kennamee; fi
- 6) Ragaalee barbaachisaa Gumiin Waliigalaa Qajeelfama Dambii kana raawwachiisuuf bahu keesatti murteessu kanneen biroo.

7. Qajeeltoowwan Bu'uura Qacarrii Abbaa Alangaa

- 1) Qacarriin Abbaa Alangaa kan gaggeeffamu akkaataa Dambii kanaatiin dorgommiin ta'a.
- 2) Qacarriin Abbaa Alangaa haala loogii irraa bilisa ta'e, iftoomina qabuu fi itti gaafatamummaa mirkaneessuun gaggeeffamuu qaba.
- 3) Dorgommiin qacarrii yemmuu taasifamu qaama miidhamtootaaf qabxiin afur (4) dursee ida'ameefii qabxii waliigalaatiin walqixa yoo ta'an dursi qaama midhamtootaaf ni kennama.
- 4) Dubartii qaama miidhamtuu taatee fi dhiirri qaama miidhamaa ta'e qabxii walqixa yoo fidan dubartii qaama miidhamtuu taateef dursi ni kennama.
- 5) Dorgommiin qacarrii yemmuu taasifamu dubartootaaf qabxiin sadii (3) dursee ida'ameefii qabxii waliigalaatiin walqixa yoo ta'an dursi dubartootaaf ni kennamaaf.
- 6) Dorgomaan tokko deeggarsa dabalataa tokkoo oliin fayyadamaa yoo ta'e qabxii deeggarsoota dabalataa keessaa isa olaanaan tokko qofti kan qabamuuf ta'a.
- 7) Deeggarsi dabalataa keewwata kana keewwata xiqqaa 3 hanga 6 jalatti tumame dorgommii guldinaa fi muudamaaf taasifamu irrattis raawwatiinsa ni qabaata.

- 4) ከወንጀል ነጻ መሆኑን የሚያረጋግጥ የጣት ምልክት ወይም አሻራ ምርመራ ውጤት ይህንማስረጃ ለመስጠት ሥልጣን ካለው አካል፤
- 5) ጉዳዩ ከሚመለከተው አካል የተሰጠ ሥነ-ምግባሩን የሚገልጽ ማስረጃ፤ እና
- 6) ጠቅላላ ጉባኤው ይህን ደንብ ለማስፈጸም በሚያወጣው መመሪያ ውስጥ የሚወስናቸው ሌሎች አስፈላጊ ማስረጃዎች።

7. የዓቃቤ ሕግ ቅጥር መሠረታዊ መርሆዎች

- 1) የዓቃቤ ሕግ ቅጥር የሚካሄደው በዚህ ደንብ መሠረት በውድድር ይሆናል፤
- 2) የዓቃቤ ሕግ ቅጥር ከማዳላት ነጻ በሆነ፣ ግልጽነት ባለውና ተጠያቂነትን በሚያረጋግጥ ሁኔታ መካሄድ አለበት፤
- 3) የቅጥር ውድድር በሚደረግበት ጊዜለካል ጉዳተኞች አራት (4) ነጥብ አስቀድሞ ተጨምሮላቸው በጠቅላላ ድምር ነጥብ ከሌሎች እኩል ከሆኑ፣ ለአካል ጉዳተኞች ቅድሚያ ይሰጣል፤
- 4) አካል ጉዳተኛ የሆነች ሴት ተወዳዳሪ እና አካል ጉዳተኛ የሆነ ወንድ ተወዳዳሪ እኩል ነጥብ ካመጡ አካል ጉዳተኛ ለሆነችው ሴት ተወዳዳሪ ቅድሚያ ይሰጣል፤
- 5) የቅጥርውድድር በሚደረግበት ጊዜለሴቶች ሦስት (3) ነጥብ አስቀድሞ ተጨምሮላቸው በጠቅላላ ድምር ነጥብ ከሌሎች እኩል ከሆኑ፣ ለሴቶች ቅድሚያ ይሰጣል፤
- 6) አንድ ተወዳዳሪ ከአንድ በላይ ተጨማሪ ድጋፍ ተጠቃሚ ከሆነ፣ ከተጨማሪ ድጋፎቹ ነጥብ ውስጥ ከፍተኛው ብቻ የሚያዘለት ይሆናል፤
- 7) በዚህ አንቀጽ ከንዑስ አንቀጽ 3 እስከ 6 ሥር የተደነገገው ተጨማሪ ድጋፍ ለዕድገትና ሹመት የሚደረግ ውድድር ላይም ተፈጻሚነት ይኖረዋል።

- 4) Finger print examination result an evidence ascertaining his being free from crime from the body authorized to provide such evidence;
- 5) An evidence describing his ethical conduct provided from the concerned body; and
- 6) Other necessary evidences that the General Commission determines in the directive to be issued for the implementation of this regulation.

7. Basic Principles for Employment of Public Prosecutor

- 1) Employment of Public Prosecutor shall be conducted through competition pursuant to this regulation.
- 2) Employment of Public Prosecutor shall be conducted impartially, transparently and in a way that ensures accountability.
- 3) While conducting employment, four (4) points shall firstly be added for the persons with disabilities; and they shall be given priority if they score equal points with others in the total result.
- 4) If a female and a male contestant both with disability score equal result, priority shall be given to the female contestant with disability.
- 5) While conducting employment, three (3) points shall firstly be added for females and the females shall be given priority if they score equal points with others in the total result.
- 6) If a competitor benefits from more than one additional privilege, only the highest one among the points of additional privileges shall be registered for him.
- 7) The additional privileges provided under sub articles 3 up to 6 of this article shall also be applicable to the competitions for promotion and appointment.

8. Haala Raawwii Foo'annoo fi Filannoo Abbaa Alangaa

Manni Hojichaa foo'annoo fi filannoo Abbaa Alangaa haala armaan gadiitiin kan raawwatu ta'a:

- 1) Gitni hojii Abbaa Alangummaa duwwaan jiraachuu adda ni baafata;
- 2) Beeksisa qacarrii sadarkaa Mana Hojichaa fi caasaalee isaa sadarkaan jiranitti maxxansuun guyyoota walitti aanan sodomaaf akka turu taasisuun galmees ni raawwata;
- 3) Keewwata kana keewwata xiqqaa (2) jalatti kan ibsame akkuma eeggametti ta'ee, Manni Hojichaa akkuma haala isaatti mala sub-quunnamtii haguuggaa bal'aa naannicha keessatti qabu irratti beeksisa baasuudhaan namoota fedhii qaban hunda affeeruu ni danda'a;
- 4) Beeksifni akkaataa keewwata kana keewwata xiqqaa 2 fi 3 tiin bahu sadarkaa Abbaa Alangaa irratti dorgomamu, ulaagaa dorgomuuf barbaachisu, mindaa fi kan kana fakkaatan hammachuu qaba;
- 5) namni Abbaa Alangaa ta'ee qacaramuuf galmaa'u kamiyyuu unka Manni Hojichaa dhimma kanaaf qopheessu guutuun iyyannoo isaa akka dhiyeeffatu ni taasisa;
- 6) Iyyattoota ulaagaa barbaachisu guutan erga adda baasee booda qormaata barreeffamaa fi afaanii ni kenna. Qabiyyee fi haalli kenniinsa qormaata barreeffamaa fi afaanii Gumii Waliigalaatiin kan murtaa'u ta'a.
- 7) Qormaatni kennamus namni Abbaa Alangaa ta'ee qacaramuuf dorgomu Abbaa Alangaa ta'ee hojjachuuf dandeettii fi beekumsa gahaa qabaachuu mirkaneeffachuu kan dandeessisu ta'uu qaba;

8. የዓቃቤ ሕግ ምልመላና መረጣ አፈጻጸም ሁኔታ

መሥሪያ ቤቱ የዓቃቤ ሕግ ምልመላና መረጣ ተግባሩን በሚከተለው ሁኔታ የሚፈጽም ይሆናል፡-

- 1) የዓቃቤ ሕግን ክፍት የሥራ መደብ መኖሩን ይለያል፤
- 2) የቅጥር ማስታወቂያ ከመሥሪያ ቤቱ ደረጃ እና በየደረጃው ባለት መዋቅሮቹ በመለጠፍና ለሰላሳ (30) ተከታታይ ቀናት እንዲቆይ በማድረግ ምዝገባ ይፈጽማል፤
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 2 ሥር የተገለጸው እንደተጠበቀ ሆኖ፣ መሥሪያ ቤቱ እንደሁኔታው በክልሉ ውስጥ ሰፊ ሽፋን ባለው የመገናኛ ዘዴ ላይ ማስታወቂያ በማውጣት ፍላጎት ያላቸውን ሰዎች ሁሉ ሊጋበዝ ይችላል፤
- 4) በዚህ አንቀጽ ንዑስ አንቀጽ 2 እና 3 መሠረት የሚወጣው ማስታወቂያ ውድድር የሚደረግበት የዓቃቤ ሕግ ደረጃ፣ ለመወዳደር የሚያስፈልገው መስፈርት፣ ደመወዝ እና የመሳሰሉትን መረጃዎችን ማካተት አለበት፤
- 5) ማንኛውም ዓቃቤ ሕግ ሆኖ ለመቀጠር የሚመዘገብ ሰው መሥሪያ ቤቱ ለዚሁ ጉዳይ የሚያዘጋጀውን ቅጽ በመሙላት አቤቱታውን እንዲያቀርብ ይደረጋል፤
- 6) አስፈላጊውን መሥሪያ ቤት ያሟሉትን አመልካቾች ከለየ በኋላ፣ የጽሁፍና የቃል ፈተና ይሰጣል። የጽሁፍና የቃል ፈተናው ይዘትና አሰጣጥ ሁኔታ በጠቅላላ ጉባኤው የሚወሰን ይሆናል።
- 7) የሚሰጠው ፈተናም ዓቃቤ ሕግ ሆኖ ለመቀጠር የሚወዳደረው ሰው በርግጥም ዓቃቤ ሕግ ሆኖ ለመስራት የሚያስፈልገው በቂ ችሎታና ዕውቀት እንዳለው ለማረጋገጥ የሚያስችል መሆን አለበት፤

8. Manner of Performing Recruitment and Selection of the Public Prosecutor

The Office shall perform recruitment and selection of the public prosecutor as follows:

- 1) Identifies the existence of vacant position of public prosecutor;
- 2) By posting employment notice at the Office and its structures of each level which lasts for thirty consecutive days and performs registration.
- 3) Without prejudice to the provision specified under sub article (2) of this article, the office may invite all interested persons by posting notice on the media having wider coverage in the region as it deems necessary.
- 4) The notice to be posted as per sub article 2 and 3 of this article shall contain the level on which the public prosecutor competes, criteria necessary for the competition, salary and the likes.
- 5) It shall make any person who is registered to be employed as public prosecutor to submit his application by filling the format to be prepared by the office for such purpose;
- 6) After identifying the applicants who fulfill the necessary criteria, it shall provide written and oral examination. The content and manner of providing the written and oral examination shall be determined by the General Commission;
- 7) The exam to be given shall help to ensure that the person who competes to be employed possesses the sufficient ability and knowledge that enables him work as a public prosecutor;

- 8) Bu'aa dorgommii caasaalee isaa sadarkaan jiran keessatti ni maxxansa, akka barbaachisummaa isaatti miidiyaa mijataa ta'een ni ibsa;
- 9) dorgomtoota qabxii olaanaa fidanii dorgommicha darban kaadhimamaa Abbaa Alangaa ta'anii leenjii hojiin duraa akka galan yookiin leenjii osoo hin galin Abbaa Alangaa yookiin Abbaa Alangaa jalqabaa ta'anii akka ramadaman ni taasisa.

9. Sirna Keessummeessa Komii Qacarrii

- 1) Dorgomaan qacarrii irratti komii qabu kamiiyyuu guyyaa bu'aan dorgommichaa maxxanfame yookiin miidiyaan ibsame irraa eegalee guyyaa hojii walitti aanan shan keessatti Gumii Waliigalaatiif komii isaa barreeffamaan dhiyeeffachuu qaba.
- 2) Gumiin Waliigalaa komii bu'uurra keewwata kana keewwata xiqqaa (1)tiin isa dhaqqabe guyyaa walitti aanan kudhan keessatti ilaalee murtii kennuu qaba. Murtiin Gumichaas kan dhumaa ta'a.

10. Hundeeffama, Miseensotaa fi Itti Waamama Koree Foo'annoo fi Filannoo

- 1) Koreen foo'annoo fi filannoo miseensota nama shan(5)qabu sadarkaa Mana Hojichaatti Dambii kanaan hundeeffamee jira.
- 2) Koreen foo'annoo fi filannoo miseensota armaan gadii ni qabaata:
 - (a) miseensota Gumii Waliigalaa keessaa Abbaa Alangaa Waliigalaatiin kan filamu nama tokko -----Walitti Qabaa;
 - (b) abbootii Alangaa Raawattoota Dhimma Gumii keessaa nama tokko.....Miseensaa fi barreessaa;
 - (c) abbaa Alangaa Mana Hojichaa keessaa Gumiidhaan kan filataman nama lama-----Mi-seensa; fi

- 8) የውድድሩን ውጤት በየደረጃው ባሉት መዋቅሮቹ ውስጥ ይለጥፋል፤ እንደ አስፈላጊነቱም አመቺ በሆነ የመገናኛ ዘዴ ይገልጻል፤
- 9) ከፍተኛ ነጥብ በማምጣት ውድድሩን ያለፉ ተወዳዳሪዎችን ዕጩ ዓቃቤ ሕግ በመሆን ወደ ቅድመ ሥራ ሥልጠና እንዲገቡ ወይም ሥልጠና ሳይገቡ ዓቃቤ ሕግ ወይም ጀማሪ ዓቃቤ ሕግ ሆነው እንዲመደቡ ያደርጋል።

9. የቅጥር ቅሬታ ማስተናገጃ ሥርዓት

- 1) በቅጥር አፈጻጸም ላይ ቅሬታ ያለው ማንኛውም ተወዳዳሪ፣ ቅሬታውን የውድድሩ ውጤት ከተሰጠበት ወይም በሚዲያ ከተገለጸበት ቀን ጀምሮ ባሉት አምስት ተከታታይ የስራ ቀናት ውስጥ ለጠቅላላ ጉባኤው በጽሁፍ ማቅረብ አለበት።
- 2) ጠቅላላ ጉባኤው በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት የደረሰውን ቅሬታ በአስር ተከታታይ የስራ ቀናት ውስጥ በማየት ውሳኔ መስጠት አለበት። የጉባኤው ውሳኔም የመጨረሻ ይሆናል።

10. የምልመላና መረጣ ኮሚቴ መመስረት፣ ዓባላት እና ተጠሪነት

- 1) አምስት (5) ዓባላት ያሉት የምልመላና መረጣ ኮሚቴ በመሥሪያ ቤቱ ደረጃ በዚህ ደንብ ተመስርቷል፤
- 2) የምልመላና መረጣ ኮሚቴው የሚከተሉትን ዓባላት ይኖሩታል፡-
 - (ሀ) ከጠቅላላ ጉባኤው ዓባላት ውስጥ በጠቅላይ ዓቃቤ ሕግ የሚመረጥ አንድ ሰው----- ሰብሳቢ፤
 - (ለ) ከጉባኤ ጉዳይ ፈጻሚ ዓቃቤያነ ሕግ መካከል አንድ ሰው-----አባልና ጸሐፊ፤
 - (ሐ) ከመሥሪያ ቤቱ ዓቃቤያነ ሕግ መካከል በጉባኤው የሚመረጡ ሁለት ሰዎች--- አባል፤ እና

- 8) It shall post the competition results in its structures found at each hierarchies; disclose through the appropriate media as may be necessary;
- 9) It shall make those competitors who passed the examination by scoring high results to join pre-job training by being a public prosecutor or to be assigned as a public prosecutor or beginning public prosecutor without attending the training.

9. Employment Grievances Handling Procedures

- 1) Any competitor aggrieved of the employment process may submit his grievance to the General Commission in writing within five consecutive working days from the date that the competition result is posted or disclosed by the media.
- 2) The General Commission shall examine and decide on the grievance it received pursuant to sub article 1 of this article within ten consecutive days. The decision of the Commission shall also be final.

10. Formation, Members and Accountability of Recruitment and Selection Committee

- 1) The recruitment and selection Committee comprising of five (5) members is hereby formed at the main office level by this regulation.
- 2) The recruitment and selection Committee shall have the following members:
 - (a) One person selected by the Attorney General amongst the members of General Commission-----chairperson;
 - (b) One person selected amongst the Commission Affairs public prosecutors-----member and secretary;
 - (c) Two persons selected by the Commission amongst the public prosecutors of the office-----members; and

- (d) miseensota Gumii Waliigalaa keessaa Gumichaan kan filatamu nama tokko-----Miseensa.
- 3) Miseensota koree keewwata kana keewwata xiqqaa (2) jalatti ibsaman keessaa yoo xiqqaate tokko dubartii ta'uu qabdi.
- 4) Ittiwaamamni koree foo'annoo fi filannoo Abbaa Alangaa Walii-galaatiif ta'a.

11. Ulaagaalee Filannoo Miseensota Koree

Namni miseensa koree ta'ee filatamu ulaagaalee armaan gadii kan guute ta'uu qaba:

- 1) amalaa fi naamusa gaarii qabaa-chuu isaatiin Mana Hojichaa fi Abbootii Alangaa biratti fudhataama kan qabu;
- 2) loogii irraa bilisa kan ta'e;
- 3) iccittii hojichi barbaadu eeguu kan danda'u;
- 4) nama hundaa ija walqixaan ni ilaala jedhamee kan itti amanamu;
- 5) Mana Hojichaa keessattii waggaa lamaa fi sanaa ol kan tajaajile;
- 6) koricha keessatti hojjachuuf kakka'umsa kan qabuu; fi
- 7) miseensota korichaa waliin walta'iinsaafi waliigalteen hojjachuu kan danda'u.

12. Bara Hojii Miseensota Koree Foo'annoo fi Filannoo

- 1) Barri hojii miseensota korichaa waggaa sadi ta'ee, akka barbaachisummaa isaatti bara hojii dabalataa tokkoof qofa irra deebiin filatamuu ni danda'u.
- 2) Keewwata kana keewwata xiqqaa 1 jalatti kan tumame miseensa Abbaa Alangaa raawwataa dhimma Gumii hin ilaallatu.

- (መ) ከጠቅላላ ጉባኤው ዓባላት መካከል በጉባኤው የሚመረጥ አንድ ሰው-----አባል።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 2 ሥር ከተገለጹት የኮሚቴ አባላት መካከል ቢያንስ አንዷ ሴት መሆን አለባት።
- 4) የምልመላና መረጣ ኮሚቴው ተጠሪነት ለጠቅላይ ዓቃቤ ሕግ ይሆናል።

11. የኮሚቴው አባላት ምርጫ መስፈርቶች

የኮሚቴ ዓባል በመሆን የሚመረጥ ሰው የሚከተሉትን መስፈርቶች ያሟላ መሆን አለበት፡-

- 1) በመልካም ጸባይና ሥነ-ምግባሩ በመሥሪያ ቤቱና በዓቃቤያነ ሕግ ዘንድ ተቀባይነት ያለው፤
- 2) ከአድሎክዊንት ነጻ የሆነ፤
- 3) ተግባሩ የሚፈልገውን ሚስጥር መጠበቅ የሚችል፤
- 4) ማንኛውንም ሰው በዕኩል ዓይን ያያል ተብሎ የሚታመንበት፤
- 5) በመሥሪያ ቤቱ ውስጥ ሁለት እና ከዚያ በላይ ዓመታት ያገለገለ፤
- 6) በኮሚቴው ውስጥ ለመስራት ተነሳሽነት ያለው፤ እና
- 7) ከኮሚቴው ዓባላት ጋር በመግባባትና በስምምነት መስራት የሚችል።

12. የምልመላና መረጣ ኮሚቴ አባላት የሥራ ዘመን

- 1) የኮሚቴው አባላት የሥራ ዘመን ሦስት ዓመት ሆኖ፣ እንደ አስፈላጊነቱ ለአንድ ተጨማሪ የስራ ዘመን ብቻ በድጋሚ ሊመረጡ ይችላሉ፤
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው የጉባኤ ጉዳይ ፈጻሚ ዓቃቤ ሕግ አባልን አይመለከትም።

- (d) One person to be selected by the Commission amongst members of the Commission by the Commission-----member.
- 3) Among members of the committee specified under sub article (2) of this article at least one of them shall be female.
- 4) Accountability of the recruitment and selection committee shall be to the Attorney General.

11. Criteria For Selection of The Committee Members

Any person to be selected as member of the committee shall fulfill the following criteria:

- 1) Who has got greater acceptance by the office and the public prosecutors in his good ethical conduct and discipline;
- 2) Free from any sort of partiality;
- 3) Who can keep the confidentiality that the task requires;
- 4) Who is trusted or believed that he considers or treats every person as equal;
- 5) Who has served for two or more years in the office;
- 6) Who has inspiration to work in the committee; and
- 7) Members who can work in unison and agreement with the members of the committee.

12. Office Term of Members of Recruitment and Selection Committee

- 1) Office term of the committee members shall be three (3) years and they may be reselected for only one additional term of office as may be necessary.
- 2) The provision under sub article (1) of this article shall not include member of the public prosecutors performing commission affairs.

13. Aangoo fi Hojii Koree Foo'annoo fi Filannoo

Korichi aangoo fi hojii armaan gadii ni qabaata:

- 1) Dambii kanaa fi Qajeelfama bu'uura dambii kanaatiin bahu irratti hundaa'uudhaan foo'annoo fi filannoo qacarrii ni gaggeessa.
- 2) Akkaataa ulaagaa filannootiin iyyattoota ulaagaa guutan foo'achuudhaan wal-dorgomsiisee qabxii caalmaa kan argate Gumiin akka qacaramuuf yaada murtii Abbaa Alangaa Waliigalaatiif ni dhiyeessa;
- 3) hojiin foo'annoo fi filannoon gahumsaan akka raawwatuunif ragaalee qindeessee ni qabata;
- 4) unka odeeffannoo seenaa fi naamusaa iyyattootaa ilaalchisee guutamuu qaban qaama yookiin nama ilaallatu hordofee ni guuchisiisa;
- 5) sanadoota iyyattootni qacarriif dhiyeeffatan, unka iyyannoo iyyattootaan guutaman, ragaa haala naamusa iyyattootaa fi ragaa biroo dhimmichaaf gargaaran hunda qaboo yaa'ii waliin yaada murtii isaa Abbaa Alangaa Waliigalaatiif ni dhiyeessa;
- 6) icciitii adeemsa foo'annoo fi filannoo irratti eegamuu qabu ni eega.

14. Sirna Walgahii Koree Foo'annoo fi Filannoo

- 1) Korichi qacarriin Abbaa Alangaa yeroo barbachise yeroo yeroon ajandaa qabatee walgahii idilee fi ariifachiisaa gaggeessuun hojii isaa kan hojjatu ta'a.
- 2) Miseensota korichaa keessaa lama sadaffaan (2/3) yoo argaman walgahiin ni gaggeeffama.
- 3) Murtiin kan kennamu sagalee caalmaan ta'ee sagaleen kenname walqixa yoo ta'e yaadni walitti qabaan deeggarame murtii korichaa ta'a.

13. የምልመላና መረጣ ኮሚቴ ሥልጣንና ተግባር

ኮሚቴው የሚከተለው ሥልጣንና ተግባር ይኖረዋል፡-

- 1) በዚህ ደንብና በዚህ ደንብ መሠረት በሚወጣው መመሪያ ላይ በመመስረት የቅጥር ምልመላና መረጣ ያካሂዳል፤
- 2) በምርጫ መስፈርት መሠረት መስፈርቱን ያሟሉ አመልካቾችን በመመልመል አወዳድሮ አብላጫ ውጤት ያገኙት በገብኤው ይቀጠሩ ዘንድ የውሳኔ ሃሳብ ለጠቅላይ ዓቃቤ ሕገ ያቀርባል፡፡
- 3) የምልመላና መረጣ ሥራው በብቃት ይፈጸም ዘንድ ማስረጃዎችን አደራጅቶ(አቀናጅቶ) ይይዛል፤
- 4) የአመልካቾች ታሪክና ሥነ-ምግባር መረጃን በሚመለከት መሞላት ያለባቸውን ቅጾች የሚመለከተውን አካል ወይም ሰው በመከታተል ያስሞላል፤
- 5) አመልካቾች ለቅጥር ያቀረቧቸው ሰነዶችን፣ በአመልካቾች የተሞሉ የማመልከቻ ቅጾችን፣ የአመልካቾች ሥነ-ምግባር ሁኔታ ማስረጃዎች እና ለጉዳዩ የሚረዱ ሌሎች ማስረጃዎች ሁሉ ከቃለጉባኤ ጋር የውሳኔ ሃሳቡን ለጠቅላይ ዓቃቤ ሕገ ያቀርባል፤
- 6) በምልመላና መረጣ ሒደት ውስጥ መጠበቅ ያለበትን ሚስጥር ይጠብቃል፡፡

14. የምልመላና መረጣ ኮሚቴ የስብሰባ ሥነ-ሥርዓት

- 1) ኮሚቴው የዓቃቤ ሕግ ቅጥር በሚያስፈልግበት ጊዜ በየጊዜው አጀንዳ በመያዝ መደበኛና አስቸኳይ ስብሰባ በማካሄድ ሥራውን የሚያከናውን ይሆናል፡፡
- 2) ከኮሚቴው አባላት ሁለት ሦስተኛው (2/3) ከተገኙ ሥብሰባው ይካሄዳል፡፡
- 3) ውሳኔ የሚሰጠው በአብላጫ ድምጽ ሆኖ፣ የተሰጠው ድምጽ እኩል ከሆነ በሰብሰባው የተደገፈው ሃሳብ የኮሚቴው ውሳኔ ይሆናል፡፡

13. Power and Duties of Recruitment and Selection Committee

The committee shall have the following power and duties:

- 1) Conducts recruitment and selection for employment based on this regulation and directive to be issued pursuant to this regulation;
- 2) Conducts competition by recruiting applicants who fulfill the criteria in accordance with selection criteria and submits decision opinion of those who score better results to the Attorney General to be employed by the Commission.
- 3) Organize and maintain evidences so that the recruitment and selection task be performed effectively;
- 4) Follows the concerned body or person and make them fill the information formats that need to be filled regarding the biography and ethics of applicants;
- 5) Submits for Attorney General his decision opinion including all the documents that the applicants submit for employment, application form filled by the applicants, evidences about the disciplinary situations of the applicants and all other evidences that help for the issue;
- 6) Keeps the secrecy that need to be kept confidential in the recruitment and selection process.

14. Meeting Procedures of Recruitment and Selection Committee

- 1) When employment of public prosecutor is required, the Committee shall perform its activity by setting agendas and conducting regular and urgent meetings periodically.
- 2) The presence of two-third (2/3) of members of the committee shall constitute quorum and the meeting shall be conducted.
- 3) Decision shall be passed by majority vote; and the chairperson shall have a casting vote in case of tie.

15. Haala Miseensi Koree Miseensummaa Irraa Haqamuu Itti Danda'u

Miseensi koree miseensummaa irraa haqamuu kan danda'u:

- 1) Barri tajaajilaa isaa yoo xumurame;
- 2) Fedhiin akeekkachiisa ji'a tokkoo (1) kennuun;
- 3) Adeemsa hojii Koree keessatti hanqina naamusaa yoo agarsiise;
- 4) Sababa adda addaatiin Hojii idilee isaa yoo gadi lakkise; yookiin
- 5) Dirqama itti kenname sirnaan bahuu yoo dadhabeedha.

16. Haala Miseensi Koree Bakka Itti Bu'u

Bu'uura Dambii kana keewwata 15 tiin miseensi koree miseensummaa irraa yoo ka'e ji'a tokko keessatti qaamuma duraan filaateen bakka bu'uu qaba.

17. Muudama Abbaa Alangaa

- 1) Namni kamiiyyuu Abbaa Alangaa ta'ee muudamuuf kaadhi-mamaan Abbaa Alangaa ta'ee erga qacarama booda Leenjii Hojiin Duraa kennamu fudhatee gahumsaan xumuruu qaba.
- 2) Keewwata kana keewwata xiqqaa (1) jalatti kan tumame jiraatus, Gumiin Waliigalaa bu'aa qabeesummaa hojii Mana Hojichaatiif barbaachisaadha jedhee yoo amane:
 - (a) Ogeessota seeraa muuxannoo gahaa fi dandeettii ol'aanaa qaban, ulaagaalee fi ragaalee Abbaa Alangaa ta'uuf guutamuu qaban guutanii argaman dorgomsiisee kallattiin Abbaa Alangaa taasisee muuduun caasaalee isaa sadarkaan jiranitti ramaduu; yookiin
 - (b) Ogeessota seeraa ulaagaalee fi ragaalee Abbaa Alangaa ta'uuf guutamuu qaban guutanii argaman dorgomsiisee qacaruun gargaaraa Abbaa Alangaa taasisuun ramaduu ni danda'a.

15. የኮሚቴ አባል ከአባልነት ሊሠረዝ የሚችልበት ሁኔታ

የኮሚቴ አባል ከአባልነት ሊሠረዝ የሚችለው፡-

- 1) የአገልግሎት ዘመኑ ሲጠናቀቅ፤
- 2) በፍላጎት የአንድ (1) ወር ማስጠንቀቂያ በመስጠት፤
- 3) በኮሚቴው ሥራ ሒደት ውስጥ የሥነ-ምግባር ጉድለት ካሳየ፤
- 4) በተለያዩ ምክንያት መደበኛ ሥራውን ከለቀቀ፤
- 5) የተሰጠውን ግዴታ በአግባቡ መወጣት ካልቻለ ነው።

16. የኮሚቴ አባል የሚተካበት ሁኔታ

በዚህ ደንብ አንቀጽ 15 መሠረት የኮሚቴ አባል ከአባልነት የሚነሣ ከሆነ በአንድ (1) ወር ውስጥ አስቀድሞ በመረጠው አካል መተካት አለበት።

17. የዓቃቤ ሕግ ሹመት

- 1) ማንኛውም ሠው ዓቃቤ ሕግ ሆኖ ለመሾም እጩ ዓቃቤ ሕግ በመሆን ከተቀጠረ በኋላ የሚሰጠውን የቅድመ ሥራ ሥልጠና ወስዶ በብቃት ማጠናቀቅ አለበት፤
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው ቢኖርም፣ ጠቅላላ ጉባኤው ለመሥሪያ ቤቱ ሥራ ውጤታማነት አስፈላጊ ነው ብሎ ካመነ፡-
 - (ሀ) በቂ ልምድና ክፍተኛ ችሎታ ያላቸውንና ዓቃቤ ሕግ ለመሆን መሟላት ያለባቸውን መስፈርቶችና ማስረጃዎች የሚያሟሉ የሕግ ባለሙያዎችን አወዳድሮ በቀጥታ ዓቃቤ ሕግ አድርጎ በመሾም በየደረጃው ባሉት መዋቅሮቹ መመደብ፤ ወይም
 - (ለ) ዓቃቤ ሕግ ለመሆን መሟላት ያለባቸውን መስፈርቶችና ማስረጃዎች አሟልተው የተገኙ የሕግ ባለሙያዎችን አወዳድሮ በመቅጠር ረዳት ዓቃቤ ሕግ በማድረግ መመደብ ይችላል።

15. Conditions In Which Member Of Committee Can Be Cancelled From Membership

- 1) Up on completion of his term of office;
- 2) Voluntarily by giving one (1) month notice;
- 3) Manifests disciplinary problem in the course of activities of the committee;
- 4) If resigns his regular job for various reasons; and
- 5) Fail to properly discharge the duty assigned to him.

16. Manner of Replacing the Committee Member

If the public prosecutor is removed from membership pursuant to Article 15 of this regulation, he shall be replaced by the body that selected previously.

17. Appointment of Public Prosecutor

- 1) For any person to be appointed as a public prosecutor, he has to efficiently complete attending the pre-job training after being employed as a candidate public prosecutor.
- 2) Notwithstanding to the provision under sub article (1) of this article, if the General Commission believes that it necessary for the effectiveness of the duties of the office, it may:
 - (a) Cause competition of legal professionals having sufficient experiences and higher abilities who fulfill the criteria and evidences required to be public prosecutor and assign them in to its structures of each hierarchy by directly appointing as public prosecutor; or
 - (b) Employ through competition and assign as assistant public prosecutors the legal professionals who fulfill the criteria and evidences required to be public prosecutor.

- 3) Kaadhimamaan Abbaa Alangaa leenjii keewwata kana keewwata xiqqaa 1 jalatti ibsame gahumsaan xumuruun isaa mirkanaa'ee yookiin ogeessi seeraa bu'uura keewwata kana keewwata xiqqaa 2(a) tiin dorgomee injifate, Abbaa Alangaa Waliigalaatiin dhiyaatee Gumii Waliigalaatiin kan muudamu ta'a.
- 4) Gumiin Waliigalaa ogeessa seera bu'uura keewwata kana keewwata xiqqaa 2(b) tiin gargaaraa Abbaa Alangaa taasissee qacare Abbaa Alangaa gochuun kan muudu hojii itti kenname gahumsaa fi naamusaa ol'aanaan raawwachuuf fi leenjii kenamuuf gahumsaan xumuruun isaa yoo mirkanaa'ee ta'a. Haalli raawwii isaa Qajeelfama bahuun kan murtaa'u ta'a.

18. Kakuu Raawwachuuf

- 1) Namni Abbaa Alangaa ta'ee muudamu kamiyyuu hojii jalqabuun dura Gumii Waliigalaa fuulduratti dhiyaatee kakuu itti aanu raawwachuuf qaba.
Ani_____, guyyaa har'aa Abbaa Alangaa ta'ee yemmuun muudamu biyyaa fi Naannoo kootiif amanamaa ta'uuf, heeraa fi seerota mootumma Federaalaa fi naannichaa kabajee kabachiisuun ol'aantummaan seera akka mirkanaa'u hojjachuuf, duudhaalee naamusa ogummaa Abbaa Alangaa kabajuun hojii koo akkaataa seeraatiin qofa itti gaafatamummaa ol'aanaadhaan raawwachuuf, mirgoota namoomaa kabajuu fi kabachiisuuf, kabaja ogummaa koo fi icciitii hojii eeguun dhiibbaa tokko malee amanamummaan, haqummaan, gahumsaan, sodaa yookiin loogii tokko malee hojii koo raawwachuuf waadaa nan seena.

- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተገለጸውን ሥልጠና በብቃት ማጠናቀቁ የተረጋገጠ ረዳት ዓቃቤ ሕግ ወይም በዚህ አንቀጽ ንዑስ አንቀጽ 2(ሀ) መሠረት ተወዳድሮ ያሸነፈ የሕግ ባለሙያ በጠቅላይ ዓቃቤ ሕግ ቀርቦ በጠቅላላ ጉባኤው የሚሾም ይሆናል።
- 4) ጠቅላላ ጉባኤው በዚህ አንቀጽ ንዑስ አንቀጽ 2(ለ) መሠረት ረዳት ዓቃቤ ሕግ አድርጎ የቀጠረውን የሕግ ባለሙያ ዓቃቤ ሕግ በማድረግ የሚሾመው የተሰጠውን ሥራ በከፍተኛ ብቃትና ሥነ-ምግባር መፈጸሙ እና የሚሰጠውን ሥልጠና በብቃት ማጠናቀቁ ሲረጋገጥ ይሆናል። አፈጻጸሙ በሚወጣው መመሪያ የሚወሰን ይሆናል።

18. ቃለ መሐላ መፈጸም

- 1) ዓቃቤ ሕግ ሆኖ የሚሾም ማንኛውም ሰው ሥራ ከመጀመሩ በፊት በጠቅላላ ጉባኤው ፊት ቀርቦ የሚከተለውን ቃለ መሐላ መፈጸም አለበት፡-
“እኔ-----፣ በዛሬው ዕለት፣ ዓቃቤ ሕግ ሆኜ ስሾም ለሀገርና ለክልሌ ታማኝ ለመሆን፣ የፌዴራልና የክልሉን ሕገ-መንግስትና ሌሎች ሕጎች አክብራ በማስከበር የሕግ የበላይነት እንዲረጋገጥ ለመስራት፣ የዓቃቤ ሕግ የሙያ ሥነ-ምግባር ዕሴቶችን በማክበር ሥራዬን በሕግ መሠረት ብቻ በከፍተኛ ሃላፊነት ለመፈጸም፣ ሰብዓዊ መብቶችን ለማክበርና ለማስከበር፣ የሙያዬን ክብርና የሥራ ሚስጥር በመጠበቅ፣ ሥራዬን ያለምንም ተጽዕኖ፣ ፍርሃት ወይም ማዳላት በታማኝነት፣ በፍትሃዊነትና በብቃት ለማከናወን ቃል እገባለሁ።”

- 3) The candidate public prosecutor who is proved to efficiently complete the training specified under sub article 1 of this article or the legal professional who competed and won pursuant to sub article 2 (a) of this article shall be recommended or submitted by the Attorney General and appointed by the General Commission.
- 4) The General Commission shall appoint as a public prosecutor the legal professional it has employed as assistant public prosecutor pursuant to sub article 2 (b) of this article if it is proved that he has executed the tasks assigned to him efficiently with high ethical quality and he has effectively completed the training provided to him. Its implementation particulars shall be determined by the directive to be issued.

18. Making an Oath

- 1) Any person appointed as a public prosecutor shall make an oath before the General Commission prior to assuming his duty: commit I----, hereby commit myself, that while I am appointed as a Public Prosecutor as of today to be loyal to my country and region, to work for ensuring rule of law through respecting and protecting the constitution and the Federal and Regional laws, to perform my duty only with due regard of the law in greater sense of accountability by respecting ethical standards of Public Prosecutor's profession, to respect and protect human rights, to accomplish my duty loyally, fairly, efficiently, without any anxiety or partiality or influence and by keeping dignity of my profession and work confidentiality.

- 2) Namni kakuu keewwata kana keewwata xiqqaa 1 jalatti ibsame raawwachuuf hayyamamaa hin taane kamiyyuu Abbaa Alangaa ta'ee hin muudamu; qacarriin isaas ni haqama.
- 3) Kakuun raawwateen Abbaa Alangaa kakuu raawwateen mallattaa'ee galmee dhuunfaa Abbaa Alangichaa keessatti qabamee taa'uu qaba.

19. Qabiyyee Xalayaa Muudama Abbaa Alangaa

- 1) Abbaa Alangaa bu'uura Dambii kanaatiin kakuu raawwatee Gumii Waliigalaatiin muudameef xalayaan muudamaa Abbaa Alangaa Waliigalaatiin mallattaa'ee ni kennamaaf.
- 2) Qabiyyeen xalayichaas maqaa guutuu Abbaa Alangaa muudamee, guyyaa itti muudame, miindaa ji'aa argatu, sadarkaa Abbaa Alangichaa, faayidaalee adda addaa, bakka itti ramadamee fi sadarkaa hojii irratti ramadamee kan ibsu ta'uu qaba.

20. Haala Kenniinsa Waraqaa Eenyummaa Abbaa Alangaa

- 1) Nama Abbaa Alangaa ta'ee muudame kamiifiyyuu Waraqaan Eenyummaa Mana Hojichaatiin qophaa'ee ni kennamaaf.
- 2) Duugda duuba Waraqaa Eenyummaa kana irrattis "Abbaan Alangaa waraqaa eenyummaa kana qabate akkaataa Labsii Lakk.214/2011 Keewwata 17(4) tiin yakka hidhaa cimaan adabsiisu harkaaf harkatti raawwatee yoo argame malee beekkamtii Abbaa Alangaa Waliigalaatiin ala hin too'atamu yookiin hin hidhamu" kan jedhu barreeffamuu qaba.

- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተገለጸውን ቃለ መሐላ መፈጸም ፈቃደኛ ያልሆነ ማንኛውም ሰው ዓቃቤ ሕግ ሆኖ አይሾምም፤ ቅጥሩም ይሰረዛል።
- 3) የተፈጸመው ቃለ መሐላም ቃለ መሐላ በፈጸመው ዓቃቤ ሕግ ተፈርሞ በዓቃቤ ሕግ የግል ማሕደር ውስጥ ተያይዞ መቀመጥ አለበት።

19. የዓቃቤ ሕግ የሹመት ደብዳቤ ይዘት

- 1) በዚህ ደንብ መሠረት ቃለ መሐላ በመፈጸም በጠቅላላ ጉባኤው ለተሾመ ዓቃቤ ሕግ፣ በጠቅላይ ዓቃቤ ሕግ የተፈረመ የሹመት ደብዳቤ ይሰጠዋል።
- 2) የደብዳቤው ይዘትም የተሾመው ዓቃቤ ሕግ ሙሉ ሥም፣ የተሾመበት ቀን፣ በወር የሚያገኘው ደመወዝ፣ የዓቃቤ ሕግ ደረጃ፣ ልዩ ልዩ ጥቅማ ጥቅሞች፣ የተመደበበት ቦታ እና የተመደበበትን የሥራ ደረጃ የሚገልጽ መሆን አለበት።

20. የዓቃቤ ሕግ መታወቂያ ወረቀት አሰጣጥ ሁኔታ

- 1) ዓቃቤ ሕግ ሆኖ የተሾመ ማንኛውም ሰው በመሥሪያ ቤቱ የተዘጋጀ መታወቂያ ወረቀት ይሰጠዋል።
- 2) በዚህ መታወቂያ ወረቀት በስተጀርባ ላይም "ይህን መታወቂያ ወረቀት የያዘ ዓቃቤ ሕግ በአዋጅ ቁጥር 214/2011 አንቀጽ 17(4) መሠረት በጽኑ እስራት የሚያስቀጣ ወንጀል እጅ ከፍንጅ ፈጽሞ ካልተገኘ በስተቀር ከጠቅላይ ዓቃቤ ሕግ ዕውቅና ውጪ አይያዝም ወይም አይታሰርም" የሚለው መጻፍ አለበት።

- 2) Any person who refuses to make the oath specified under sub article 2 of this article shall not be appointed as a public prosecutor. His employment shall also be cancelled.
- 3) The oath made shall be signed by the public prosecutor who has made such oath and be kept attached with the personal file of the public prosecutor.

19. Contents of Appointment Letter of the Public Prosecutor

- 1) The public prosecutor who has made oath and appointed by the General Commission pursuant to this regulation shall be given appointment letter signed by the Attorney General.
- 2) The content of such letter shall state full name of the appointed public prosecutor, date of his appointment, his monthly salary, level of the public prosecutor, various benefits, the place where he is assigned and the level on which he is assigned.

20. Manner of Providing the Public Prosecutor's Identity Card

- 1) Any person appointed as public prosecutor shall be given an Identity Card prepared by the office.
- 2) On the back side of such Identity Card, the stipulation saying that "The Public Prosecutor holding such Identity Card shall not be arrested or detained without the prior knowledge of the Attorney General unless he is found in hot pursuit committing a serious offense punishable with rigorous imprisonment pursuant to Article 17 (4) of Proclamation Number 214/2018" shall be printed.

21. Ramaddii Hojii Abbaa Alangaa

- 1) Ramaddiin Abbaa Alangaa, sadarkaa hojii Abbaa Alangummaa cimina, walxaxiinsa, ulfaatina hojii fi dandeettiiwwan barbaachisan bu'uura godhatee bahu irratti hunda'ee akkaataa sadarkaa Abbaa Alangaatiin kan raawwatamu ta'a.
- 2) Gumiin Waliigalaa sadarkaa hojii Abbaa Alangummaa bu'uura keewwata kana keewwata xiqqaa (1) tiin bahu bu'uura godhatee Abbootii Alangaa sadarkaa olii irra jiran sadarkaa hojii olaanu irratti kan ramadu ta'ee warra hafan akkaatuma sadarkaa isaanii fi sadarkaa hojiitiin ni ramada. Raawwiin isaa Qajeelfama bahuun kan murtaa'u ta'a.

22. Qacarrii yookiin Muudama Abbaa Alangaa Haquu

- 1) Abbaan Alangaa kamiyyuu ta'e jedhee yookiin dagannoodhaan ragaa sobaa dhiyeessee yoo qacarama yookiin muudame, dhimmi kun yeroo kaadhimamaa Abbaa Alangaa ta'ee qacaramu yookiin Abbaa Alangaa ta'e muudamu kan qacaramuu yookiin muudamu hin dhorkisiifne ture kan jechisiisu yoo ta'e malee qacarriin yookiin muudamni isaa Gummii Waliigalaatiin ni haqama.
- 2) Ittigaafatamummaan seerota birootiin tumame akkuma eeggametti ta'ee, Abbaan Alangaa bu'uura keewwata kana keewwata xiqqaa (1) tiin qacarriin yookiin muudamni isaa haqame qacarriin yookiin muudamni isaa haqamuun dura mindaa fi faayidaalee adda addaa kaffalameef akka deebisu ni taasifama.

21. የዓቃቤ ሕግ ምደባ

- 1) የዓቃቤ ሕግ ምደባ የሥራውን ጥንካሬ፣ ውስብስብነት፣ ክብደት እና የሚያስፈልጉትን ችሎታዎች መሰረት በማድረግ በሚወጣው የዓቃቤ ሕግነት ሥራ ደረጃ ላይ በመመስረት በዓቃቤ ሕግ ደረጃ መሰረት የሚፈጸም ይሆናል።
- 2) ጠቅላላ ጉባኤው በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሰረት የሚወጣውን የዓቃቤ ሕግነት ሥራ ደረጃ መሰረት በማድረግ በላይኛው ደረጃ ላይ ያሉትን አቃቤያነት ሕግ በከፍተኛው የስራ ደረጃ ላይ የሚመድብ ሆኖ የቀሩትንም በደረጃቸው መሠረት እና በሥራው ደረጃ መሠረት ይመድባል። አፈጻጸሙ በሚወጣው መመሪያ የሚወሰን ይሆናል።

22. የዓቃቤ ሕግ ቅጥር ወይም ሹመትን መሠረዝ

- 1) ዓቃቤ ሕግ ሆን ብሎ ወይም በቸልተኝነት የሐሰት ማስረጃ በማቅረብ ከተቀጠረ ወይም ከተሾመ፣ ይህ ጉዳይ እጩ ዓቃቤ ሕግ በመሆን በተቀጠረበት ወይም ዓቃቤ ሕግ በመሆን በተሾመበት ጊዜ መቀጠር ወይም መሾም የማያስከለክለው ነበር የሚያሰኝ ካልሆነ በስተቀር፣ ቅጥሩ ወይም ሹመቱ በጠቅላላ ጉባኤው ይሰረዛል።
- 2) በሌሎች ህጎች የተደነገገው ተጠያቂነት እንደተጠበቀ ሆኖ፣ በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት ቅጥሩ ወይም ሹመቱ የተሰረዘ ዓቃቤ ሕግ፣ ቅጥሩ ወይም ሹመቱ ከመሰረዙ በፊት የተከፈለውን ደመወዝና ልዩ ልዩ ጥቅማ ጥቅሞች እንዲመልስ ይደረጋል።

21. Job Assignment of the Public Prosecutor

- 1) Job assignment of the public prosecutor shall be performed depending on the job level of the public prosecutor to be set on the basis of difficulty, complexity, burdensome nature of a work and necessary abilities as per the grade of the public prosecutor.
- 2) The General Commission shall assign the public prosecutors with the higher levels on the higher level of job depending on the public prosecutor's job level to be set pursuant to sub article (1) of this article; and shall assign the remaining ones in accordance with their levels and the level of job. Its implementation shall be determined by the directive to be issued.

22. Cancellation of Employment or Appointment of the Public Prosecutor

- 1) If any public prosecutor is employed or appointed by intentionally or negligently producing false evidences, his employment or appointment shall be cancelled by the General Commission unless such issue is said to be that it would not have prohibited him from being employed or appointed by the time he was employed as a candidate public prosecutor or appointed as a public prosecutor.
- 2) Save the responsibilities provided by other laws, the public prosecutor whose employment or appointment is cancelled pursuant to sub article (1) of this article shall be made to return the salary and various benefits paid to him before cancellation of his employment or appointment.

23. Muudama Itti Gaafatamtoota Hojii

- 1) Itti Gaafatamaan Waajjira Abbaa Alangaa Waliigalaa, Daareektarri yookiin Sadarkaa Daareektaraatti Qindeessaan Dhaddacha Dhaabbii, Itti Gaafatamaan Waajjira Boordii Dhiifamaa fi Mirga Namoomaa, Itti gaafatamaan Mana Hojii Abbaa Alangaa Godinaa fi Aanaa yookiin Magaalaa yookiin itti gaafatamtootni hojii sadarkaaalee kanatti ilaalaman kan biroo, Abbaa Alangaa Waliigalaatiin dhiyaatee Gumii Waliigalaatiin kan muudamu ta'a.
- 2) Qindeessaan Garee Hojii yookiin Abbaan Adeemsaa fi ittigaafatamtootni hojii sadarkaaalee kanatti ilaalaman kan biroo, Itti Aanaa Abbaa Alangaa Waliigalaa damee sana hoogganuun Abbaa Alangaa Waliigalaatiif dhiyaatee yoo mirkanaa'e Gumii Waliigalaatiin kan muudamu ta'a.
- 3) Abbaan Alangaa Waliigalaa barbaachisaa ta'ee yoo argame Abbaa Alangaa sadarkaa Naannoo irra jiru Ittigaafatamaa Godinaa yookiin Abbaa Alangaa sadarkaa Aanaa taasisee muudamaaf dhiyeessuu ni danda'a.
- 4) Abbaan Alangaa Waliigalaa yookiin Itti Aanaan Abbaa Alangaa Waliigalaa kaadhimamtoota itti gaafatamummaa hojitiif yemmuu filatu sadarkaa barnootaa, muuxannoo hojii, dandeettii fi naamusa ol'aanaa qabachuu fi Abbootii Alangaa biraatiifis fakkeenyummaa gaarii kan qaban ta'uu mirkaneefachuu qaba.
- 5) Abbaan Alangaa Waliigalaa yookiin Itti Aanaan Abbaa Alangaa Waliigalaa kaadhimamtoota itti gaafatamummaa hojitiif yemmuu filatu, itti gaafatamtoota hojii sadarkaan jiran mariisisuu ni danda'a.
- 6) Abbaan Alangaa bu'uura keewwata kana keewwata xiqqaa 3tiin ittigaafatamummaan muudame mindaa fi faayidan iddoo itti muudamee kan caalu yoo ta'e malee, mindaa fi faayidaa osoo hin muudamin dura argachaa ture kan argatu ta'a.

23. የሥራ ሃላፊዎች ሹመት

- 1) የጠቅላይ ዓቃቤ ሕግ ጽህፈት ቤት ሐላፊ፣ ዳይሬክተር ወይም በዳይሬክተር ደረጃ የቋሚችሎት አስተባባሪ፣ የይቅርታና ሰብዓዊ መብት ቦርድ ጽህፈት ቤት ሐላፊ፣ የዞን እና የወረዳ ወይም የከተማ ዓቃቤ ሕግ መሥሪያ ቤት ሐላፊ ወይም በነዚህ ደረጃዎች የሚታዩ ሌሎች የሥራ ሐላፊዎች፣ በጠቅላይ ዓቃቤ ሕግ በጠቅላላ ጉባኤው የሚሾሙ ይሆናል።
- 2) የሥራ ቡድን አስተባባሪ ወይም የሥራ ሒደት ባለቤት እና በነዚህ ደረጃዎች የሚታዩ ሌሎች የሥራ ሐላፊዎች፣ ያንን ዘርፍ በሚመራው ምክትል ጠቅላይ ዓቃቤ ሕግ ለጠቅላይ ዓቃቤ ሕግ ቀርቦው ከጸደቀ በጠቅላላ ጉባኤው የሚሾሙ ይሆናል።
- 3) ጠቅላይ ዓቃቤ ሕግ አስፈላጊ ሆኖ ከተገኘ በክልል ደረጃ ያለን ዓቃቤ ሕግ የዞን ሐላፊ ወይም በዞን ደረጃ ያለን ዓቃቤ ሕግ የወረዳ ሐላፊ አድርጎ ለሹመት ሊያቀርብ ይችላል።
- 4) ጠቅላይ ዓቃቤ ሕግ ወይም ምክትል ጠቅላይ ዓቃቤ ሕግ ዕጩዎችን ለሥራ ሐላፊነት በሚመርጥበት ጊዜ የዕጩዎችን የትምህርት ደረጃ፣ የሥራ ልምድ፣ ከፍተኛ ችሎታና ሥነ-ምግባር ያላቸው መሆናቸውን እና ለሌሎች ዓቃቤያነት ሕግም መልካም ተምሳሌትነት ያላቸው መሆኑን ማረጋገጥ አለበት።
- 5) ጠቅላይ ዓቃቤ ሕግ ወይም ምክትል ጠቅላይ ዓቃቤ ሕግ ዕጩዎችን ለሥራ ሐላፊነት በሚመርጥበት ጊዜ በየደረጃው ያሉ የሥራ ሐላፊዎችን ማወያየት ይችላል።
- 6) በዚህ አንቀጽ ንዑስ አንቀጽ 3 መሠረት በሐላፊነት የተሾመ ዓቃቤ ሕግ የተሾመበት ቦታ ደመወዝና ልዩ ልዩ ጥቅማ ጥቅም የሚበልጥ ካልሆነ በስተቀር፣ ከመሾሙ በፊት ሲያገኝ የነበረውን ደመወዝና ልዩ ልዩ ጥቅማ ጥቅም የሚያገኝ ይሆናል።

23. Appointment of Work Heads

- 1) Head of Attorney General Office, Director or Coordinator of standing court division with the rank of a director, Head of Pardon and Human Rights Board Office, Heads of Zonal, District or City Prosecution Offices and other heads of work considered to rank at these work levels shall be submitted by the Attorney General and appointed by the General Commission.
- 2) Coordinator of work team or process owners of work processes and other work heads considered as similar to these ranks, shall be submitted by the deputy head of Attorney General heading that particular branch to the Attorney General and appointed by the General Commission if approved by him.
- 3) The Attorney General, where found necessary, may submit for appointment the public prosecutor at regional level for the head of the zone, and the public prosecutor at the zonal level for the head of district public prosecution office.
- 4) When the Attorney General or deputy Attorney General nominates the candidates for work leadership, he shall make sure the education status, work experiences, to have high ability and discipline and to be good exemplary for others.
- 5) When the Attorney General or Deputy Attorney General nominates the candidates for work leadership, he may discuss over it with the heads of work found at different hierarchy.
- 6) The public prosecutor appointed as head pursuant to sub article 3 of this article shall earn the salary and various benefits he has been earning before his appointment unless the salary and various benefits of the position on which he is appointed exceed the first one.

24. Ittiwaamama Abbaa Alangaa fi Ittigaafatamaa Hojii

Abbaan Alangaa yookiin ittigaafatamaan hojii sadarkaa kamiyyuu irratti argamu Abbaa Alangaa Waliigalaa fi ittigaafatamaa dhiyoo isaatiif kan itti waamamu ta'a.

25. Bara Hojii Ittigaafatamaa Hojii

Barri hojii itti gaafatamtoota hojii Qajeelfama bahuun daanga'uu ni danda'a.

26. Muudama Irraa Ka'uu Itti Gaafatamaa Hojii

- 1) Ittigaafatamaan hojii kamiyyuu osoo barri hojii isaa hin xumramin itti gaafatamummaa irraa ka'uu kan danda'u fedhii isaatiin akeekkachiisa kennuun yookiin hanqina naamusaa yoo agarsiise yookiin dandeettii ogummaa yookiin gaggeessummaa bakkiichi barbaadu yoo dhabe yookiin rakkoo fayyaa irraa kan ka'e hojicha hojjechuu kan hin dandeenye yoo ta'e qofaadha.
- 2) Ittigaafatamaan hojii kamiyyuu itti gaafatamummaa irraa yemmuu ka'u osoo Abbaa Alangaa ta'ee itti fufee sadarkaa irra gahuu danda'u irratti kan ramadamu ta'a.
- 3) Keewwata kana keewwata xiqqaa 2 jalatti kan tumame jiraatus, Abbaan Alangaa ittigaafatamummaan osoo itti hin kennamin dura Abbaa Alangaa sadarkaa naannoo ta'ee ittigaafatamummaan gara Godinaa ergame ittigaafatamummaa irraa yemmuu ka'u sadarkaa naannootti deebi'ee kan ramadamu ta'a.
- 4) Keewwata kana keewwata xiqqaa 2 jalatti kan tumame jiraatus, Abbaan Alangaa ittigaafatamummaan osoo itti hin kennamin dura Abbaa Alangaa sadarkaa Godinaa ta'ee ittigaafatamummaan gara Aanaa yookiin Magaalaatti ergame ittigaafatamummaa irraa yemmuu ka'u sadarkaa Godinaatti deebi'ee kan ramadamu ta'a.

24. የዓቃቤ ሕግና የሥራ ሃላፊ ተጠሪነት

በማንኛውም ደረጃ ላይ የሚገኝ ዓቃቤ ሕግ ወይም የሥራ ሐላፊ ለጠቅላይ ዓቃቤ ሕጉ እና ለቅርብ ሐላፊው ተጠሪ ይሆናል።

25. የሥራ ሃላፊ የሥራ ዘመን

የሥራ ሐላፊዎች የሥራ ዘመን በሚወጣው መመሪያ ሊገደብ ይችላል።

26. የሥራ ሃላፊ ከሹመት መነሣት

- 1) ማንኛውም የሥራ ሐላፊ የሥራ ዘመኑ ሳይጠናቀቅ ከሃላፊነት ሊነሣ የሚችለው በራሱ ፍላጎት ማስጠንቀቂያ በመስጠት ወይም የሥነ-ምግባር ጉድለት ካሳየ ወይም ቦታው የሚፈልገውን የሙያ ወይም የመምራት አቅም ካጣ ወይም ከጤና ችግር የተነሣ ሥራውን ለመስራት የማይችል ከሆነ ብቻ ነው።
- 2) ማንኛውም የሥራ ሐላፊ ከሃላፊነት በሚነሳበት ጊዜ ዓቃቤ ሕግ ሆኖ ቢቀጥል ኖሮ ሊደርስበት በሚችልበት ደረጃ ላይ የሚመደብ ይሆናል።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 2 ሥር የተደነገገው ቢኖርም፣ ሐላፊነት ሳይሰጠው በራት በክልል ደረጃ ያለ ሆኖ በሐላፊነት ወደ ዞን የተላከ ዓቃቤ ሕግ ከሐላፊነት ሲነሣ ወደ ክልል ደረጃ ተመልሶ የሚመደብ ይሆናል።
- 4) በዚህ አንቀጽ ንዑስ አንቀጽ 2 ሥር የተደነገገው ቢኖርም፣ ሐላፊነት ሳይሰጠው በራት በዞን ደረጃ ያለ ሆኖ በሐላፊነት ወደ ወረዳ ወይም ከተማ የተላከ ዓቃቤ ሕግ ከሐላፊነት ሲነሣ ወደ ዞን ደረጃ ተመልሶ የሚመደብ ይሆናል።

24. Accountability of the Public Prosecutor and Head of Work

The public prosecutor or head of work found at any hierarchy shall be accountable to the Attorney General and to his immediate head or superior.

25. Office Term of Work Heads

Term of office of the work heads shall be determined by the directive to be issued.

26. Removal from Appointment of Work Heads

- 1) Any head of work may be removed from appointment before completion of his term of office only in his voluntary resignation by giving prior notice or he commit disciplinary fault or if he has lost the professional or leadership ability which the position requires or unable to perform his duty due to health problem.
- 2) When any head of work is removed from leadership position, he shall be assigned on work level that he could reach had he continued his career being a public prosecutor.
- 3) Notwithstanding to the provision under sub article 2 of this article, when the public prosecutor who was the regional level public prosecutor before he was appointed as head of the zone is removed from leadership position, he shall be reassigned at the regional level.
- 4) Notwithstanding to the provision under sub article 2 of this article, when the public prosecutor who was the zonal level public prosecutor before he was appointed as head of the district or city prosecution office is removed from leadership position, he shall be reassigned at the zonal level.

27. Ittigaafatamaa yookiin Abbaa Alangaa Sababa Hojiitiin Mana Hojii Mootummaa Birootti Jijjiirame yookiin Muudame

- 1) Itti gaafatamaan yookiin Abbaan Alangaa sababa hojiitiin mana hojii mootummaa kan birootti jijjiiramee yookiin muudamee ture gara Mana Hojichaatti deebi'uuf yoo iyyate murtii Gumii Waliigalaatiin deebi'uu ni danda'a.
- 2) Gumiin Waliigalaa itti gaafatamaa yookiin Abbaa Alangaa akkaataa keewwata kana keewwata xiqqaa (1) tiin iyyata dhiyeeffate haala naamusa isaa qulqulleessee iddoo hojii banaa jiruu fi sadarkaa muuxannoo fi dandeettiin isaa madaalutti ramaduu ni danda'a. Haalli raawwii isaa Qajeelfama bahuun kan murtaa'u ta'a.

Kutaa Sadi

Sadarkaa, Guddinaa fi Jijjiirraa Abbaa Alangaa

28. Sadarkaa Gita Hojii Abbaa Alangaa

- 1) Gitni hojii abbaa Alangaa yookiin muudamaa Gumii kan Biroo, gita hojii muudama hoggansaa yookiin bulchiinsaa osoo hin dabalatiin, sadarkaa hundattuu sadarkaa tokkoffaa hanga torbaffaa kan hin caalle qabaachuu ni danda'a.
- 2) Sadarkaan gita hojii Mana Hojichaa qorannaa irratti hundaa'ee caasaa hojjatamuun kan murtaa'u yookiin kan fooyya'u ta'a.

29. Qajeeltoo Bu'uuraa Guddina Abbaa Alangaa

Guddinni Abbaa Alangaa dandeettii, raawwii hojii, dandeettii adabsiisuu fi ulaagaawwan Gumiin Waliigalaa Qajeelfamaan murteessu kan biroo irratti hundaa'ee dorgommiidhaan kan raawwatamu ta'ee, haala loogii irraa bilisa ta'een, iftoominaa qabuu fi ittigaafatamummaa mirkaneessuun raawwatamuu qaba.

27. በሥራ ምክንያት በሌላ የመንግስት መስሪያ ቤት የተቀየረ ወይም የተሾመ ሐላፊ ወይም ዓቃቤ ሕግ

- 1) በሥራ ምክንያት በሌላ የመንግስት መስሪያ ቤት ተቀይሮ ወይም ተሾሞ የነበረ ሐላፊ ወይም ዓቃቤ ሕግ ወደ መስሪያ ቤቱ ለመመለስ ካመለከተ፣ በጠቅላላ ጉባኤው ውሳኔ ሊመለስ ይችላል።
- 2) ጠቅላላ ጉባኤው በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት አቤቱታ ያቀረበውን ሐላፊ ወይም ዓቃቤ ሕግ የሥነ-ምግባርን ሁኔታ በማጣራት ባለው ክፍት የሥራ ቦታ እና ልምዱና ችሎታው በሚመጥነው ደረጃ ላይ ሊመደበው ይችላል። አፈጻጸሙ በሚወጣው መመሪያ የሚወሰን ይሆናል።

ክፍል ሦስት

የዓቃቤ ሕግ ደረጃ፣ ዕድገት እና ዝውውር

28. የዓቃቤ ሕግ የሥራ መደብ

- 1) የዓቃቤ ሕግ ወይም ሌላ የጉባዔው ተሻሚ የሥራ መደብ፣ የአመራር ወይም የአስተዳደር ሹመት የሥራ መደብን ሳይጨምር በሁሉም ደረጃ ከአንደኛ እስከ ሰባተኛ ያልበለጠ ደረጃ ሊኖረው ይችላል።
- 2) የመስሪያ ቤቱ የሥራ መደብ ደረጃ በጥናት ላይ ተመስርቶ በሚሰራው መዋቅር የሚወሰን ወይም የሚሻሻል ይሆናል።

29. የዓቃቤ ሕግ ዕድገት መሠረታዊ መርህ

የዓቃቤ ሕግ ዕድገት ችሎታ፣ የሥራ አፈጻጸም፣ የማስቀጣት አቅም እና ጠቅላላ ጉባኤው በመመሪያ በሚወስናቸው ሌሎች መስፈርቶች ላይ በመመስረት በውድድር የሚፈጸም ሆኖ፣ ከማዳላት ነጻ በሆነ፣ ግልጽነት ባለው እና ተጠያቂነትን በሚያረጋግጥ ሁኔታ መፈጸም አለበት።

27. The Head or Public Prosecutor Transferred or Appointed in to another Government Office for Work Reasons

- 1) If the head or public prosecutor who was transferred or appointed in to another government office for work reasons applies to return back to the office, he may be returned by the decision of the General Commission.
- 2) The General Commission may assign the head or public prosecutor who has submitted an application as per sub article (1) of this article on the existing vacant position and the level where his experience and ability suits by ascertaining his discipline. Its implementation particulars shall be determined by the directive to be issued.

Section Three

Level, Promotion and Transfer of Public Prosecutor

28. Work Level of the Public Prosecutor

- 1) Except for work level of leadership or administrative appointment, work level of the public prosecutor or other appointee of the Commission at all hierarchy may have the work level not exceeding from first up to seventh level.
- 2) Work level of the office shall be determined or amended by the structure to be implemented based on the examination.

29. Basic Principles of the Public Prosecutor's Promotion

Promotion of the public prosecutor shall be performed through competition based on the ability, work performance, conviction rate and other criteria which the General Commission determines by a directive; and it shall also be performed impartially, transparently and in a way that ensures accountability.

30. Gosa Guddina Abbaa Alangaa

- 1) Guddinni Abbaa Alangaa gosa lama kan qabu ta'ee, guddina olee fi guddina dalgee jedhama.
- 2) Guddinni olee gita hojii banaa sadarkaa Mana Hojichaa fi Mana Hojii Abbaa Alangaa Godina irra jiru guutuuf Abbootii Alangaa dorgomsiisuun kan raawwatamu ta'a.
- 3) Guddinni dalgee sadarkaa gita hojii Abbaa Alangaa bu'uura Dambii kana keewwata 28tiin murtaa'u yookiin fooyya'u irratti waggaa lama lamaan dorgomidhaan kan raawwatamu ta'a.
- 4) Abbaan Alangaa tokko guddina dalgee argachuu kan danda'u haaraa muudamee yookiin guddina dalgee yookiin olee argatee waggaa lama yoo tajaajile qofa ta'a.

31. Ulaagaa Guddina Abbaa Alangaa

- 1) Guddinni Abbaa Alangaa kamiiyyuu ulaagaa armaan gadii irratti hundaa'ee kan raawwatamu ta'a.
 - (a) Bu'aa madaallii raawwii hojii;
 - (b) Qulqullina kuusaa galmee dhuunfaa;
 - (c) Sadarkaa barumsaa; fi
 - (d) Muuxannoo hojii.
- 2) Keewwata kana keewwata xiqqaa (1) jalatti kan tumame akkuma jirutti ta'ee, guddina oleetiif qormaanni dabalataan kan kenamu ta'a.
- 3) Tarreeffamni raawwii keewwata kana keewwata xiqqaa (1) fi (2) Qajeelfama bahuun kan murtaa'u ta'a.

32. Qajeeltoowwan Bu'uuraa Jijjiirraa

- 1) Abbaan Alangaa iddoo hojii tokko irraa gara bakka hojii kan birootti yookiin gita hojii tokko irraa gara gita hojii kan birootti sadarkaa fi faayidaan isaa osoo hin hir'atin jijjiiramee akka hojjatu kan taasifamu hojiif barbaachisaa ta'uu isaa ilaaluun yookiin gaaffii jijjiirraa Abbaan Alangichaa dhiyeessuun ta'a.

30. የዓቃቤ ሕግ ዕድገት ዓይነት

- 1) የዓቃቤ ሕግ ዕድገት ሁለት ዓይነት የሚኖረው ሆኖ፤ የወደ ላይ ዕድገት እና የወደ ጎን ዕድገት ይባላሉ።
- 2) የወደ ላይ ዕድገት በመስሪያ ቤቱና በዞን የዓቃቤ ሕግ መስሪያ ቤት ደረጃ ያለውን ክፍት የሥራ መደብ ለመሙላት ዓቃቤያነት ሕግን በማወዳደር የሚፈጸም ይሆናል፤
- 3) የወደ ጎን ዕድገት በዚህ ደንብ አንቀጽ 28 መሠረት በሚወሰነው ወይም በሚሻሻለው የዓቃቤ ሕግ የሥራ መደብ ደረጃ ላይ በየሁለት ዓመቱ በማወዳደር የሚፈጸም ይሆናል።
- 4) አንድ ዓቃቤ ሕግ የወደ ጎን ዕድገት ማግኘት የሚችለው በአዲስ ተቀጥሮ ወይም የወደ ጎን ወይም የወደ ላይ ዕድገት አግኝቶ ሁለት ዓመት ካለገለገለ ብቻ ይሆናል።

31. የዓቃቤ ሕግ ዕድገት መስፈርት

- 1) ማንኛውም የዓቃቤ ሕግ ዕድገት በሚከተሉት መስፈርቶች ላይ በመመስረት የሚፈጸም ይሆናል፡-
 - (ሀ) የሥራ አፈጻጸም ምዘና ውጤት፤
 - (ለ) የግል ማህደሩ ሁኔታ፤
 - (ሐ) የትምህርት ደረጃ፤ እና
 - (መ) የሥራ ልምድ።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው እንደተጠበቀ ሆኖ፤ ለወደ ላይ ዕድገት ፈተና በተጨማሪነት የሚሰጥ ይሆናል።
- 3) የዚህ አንቀጽ ንዑስ አንቀጽ (1) እና (2) የአፈጻጸም ዝርዝር በሚወጣው መመሪያ የሚወሰን ይሆናል።

32. የዝውውር መሠረታዊ መርሆች

- 1) አንድ ዓቃቤ ሕግ ደረጃውና ጥቅሙ ሳይቀየር ከአንድ የሥራ ቦታ ወደ ሌላ የሥራ ቦታ ወይም ከአንድ የሥራ መደብ ወደ ሌላ የሥራ መደብ ተዘዋውሮ እንዲሰራ የሚደረገው ለሥራ ያለውን አስፈላጊነት በመመልከት ወይም ዓቃቤ ሕግ በሚያቀርበው የዝውውር ጥያቄ መሠረት ይሆናል።

30. Types of the Public Prosecutor's Promotion

- 1) Promotion of the public prosecutor shall have of two types; and these are called vertical and horizontal promotions.
- 2) The vertical promotion shall be performed through competition of public prosecutors with the view to fill the vacant work position at the Attorney General Office and Zonal Prosecution Office levels.
- 3) The horizontal promotion shall be performed once every two years through competition on the work level of the public prosecutors to be determined or amended pursuant to Article 28 of this regulation.
- 4) A public prosecutor shall be entitled to horizontal promotion only if he has served for two years following his newly appointment or his acquiring of horizontal and vertical promotions.

31. Criteria for Promotion of the Public Prosecutor

- 1) Any promotion of the public prosecutor shall be performed based on the following criteria:
 - (a) Work performance evaluation result;
 - (b) Neatness of personal records;
 - (c) Education status; and
 - (d) Work experiences.
- 2) Without prejudice to the provision under sub article (1) of this article, examination shall also be given for vertical promotion.
- 3) Implementation particulars of sub articles (1) and (2) of this article shall be determined by the directive to be issued.

32. Basic Principles of Transfer

- 1) The public prosecutor shall be made to work being transferred from one working place to the other or from one work position to the other maintaining his existing level and benefits by considering its significance to the work or depending on the request for transfer submitted by the public prosecutor.

- 2) Jijjiirraan akkaataa keewwata kana keewwata xiqqaa (1) tiin raawwatamu baay'ina hojii, gahumsaa fi bu'a qabeessummaa hojii Abbaa Alangichaa, tajaa-jilaa fi iddoo Abbaan Alangichaa itti hojjachaa turee fi ulfaatina hojii iddoo Abbaan Alangichaa itti jijjiiramu tilmaama keessa galchuu qaba.
- 3) Jijjiirraan Abbaa Alangaa karooraan raawwatamuu qaba.
- 4) Iyyanni jijjiirraa Abbaa Alangaa kan dhiyaatu barreeffamaan ta'uu qaba.
- 5) Abbaan Alangaa bakka itti ramadametti yoo xiqqaate waggaa lama osoo hin tajaajilin jijjiiramuu hin danda'u.
- 6) Keewwata kana keewwata xiqqaa (5) jalatti kan tumame jiraatuyyuu, ulaagaa jijjiirraa addaa Dambii kana keewwata 35 jalatti tumame irratti hundaa'uun Abbaan Alangaa bakka itti ramadametti waggaa lamaaf osoo hin tajaajiliin jijjiiramuu ni danda'a.
- 7) Abbaan Alangaa balleessaa naamusaan shakkamee dhimmi isaa qulqullaa'aa jiru hanga Gumii dhimmicha ilaaluf aangoo qabuun ilaalamee murtii argatutti jijjiiramuu hin danda'u.

33. Gosaa fi Yeroo Jijjiirraa

- 1) Gosti jijjiirraa Abbaa Alangaa jijjiirraa idilee fi jijjiirraa addaa ta'a.
- 2) Jijjiirraan kamiiyyuu iyyata Abbaa Alangaa yookiin kaka'umsa Mana Hojichaa yookiin Mana Hojii Abbaa Alangaa Godinaa irratti hundaa'uun kan raawwatamuu ta'a.
- 3) Jijjiirraan idilee karoora irratti hundaa'ee waggaatti yeroo tokko kan raawwatamuu ta'a.
- 4) Jijjiirraan addaa yeroo jijjiirraa idilee osoo hin eeggatiin yeroo kamiiyyuu kan raawwatamuu ta'a.

- 2) በዚህ አንቀጽ ንዑስ አንቀጽ (1) መሠረት የሚፈጸመው ዝውውር ዓቃቤ ሕግ የሥራ ብዛት፣ ብቃትና የሥራ ውጤታማነት፣ አገልግሎት እና ዓቃቤ ሕግ ሲሰራበት የነበረው ቦታ እና ዓቃቤ ሕግ የሚዘዋወርበት ቦታ ያለው የሥራ ክብደትን ከግንዛቤ ማስገባት አለበት።
- 3) የዓቃቤ ሕግ ዝውውር በዕቅድ ላይ በመመስረት መፈጸም አለበት።
- 4) የዓቃቤ ሕግ ዝውውር ማመልከቻ በጽሁፍ መቅረብ አለበት።
- 5) ዓቃቤ ሕግ በተመደበበት ቦታ ቢያንስ ለሁለት ዓመት ሳይሆን ለሁለት ዓመት ሳይሆን ሊዘዋወር አይችልም።
- 6) በዚህ አንቀጽ ንዑስ አንቀጽ (5) ሥር የተደነገገው ቢኖርም፣ በዚህ ደንብ አንቀጽ 35 ሥር የተደነገገውን የልዩ ዝውውር መስፈርት ላይ በመመስረት ዓቃቤ ሕግ በተመደበበት ቦታ ለሁለት ዓመት ሳይሆን ሊዘዋወር ይችላል።
- 7) በሥነ-ምግባር ጥፋት ተጠርጥሮ ጉዳዩ በመጣራት ላይ ያለ ዓቃቤ ሕግ ጉዳዩን ለማየት ሥልጣን ባለው ጉባኤ ታይቶ ውሳኔ እስከሚያገኝ ድረስ መዛወር አይችልም።

33. የዝውውር ዓይነት እና ጊዜ

- 1) የዓቃቤ ሕግ ዝውውር ዓይነት መደበኛ ዝውውርና ልዩ ዝውውር ይሆናል።
- 2) ማንኛውም ዝውውር በዓቃቤ ሕግ ማመልከቻ ወይም በመሥሪያ ቤቱ ወይም በዞን ዓቃቤ ሕግ መሥሪያ ቤቱ ተነሣሽነት ላይ በመመስረት የሚፈጸም ይሆናል።
- 3) መደበኛ ዝውውር በዕቅድ ላይ በመመስረት በዓመት አንድ ጊዜ የሚፈጸም ይሆናል።
- 4) ልዩ ዝውውር የመደበኛ ዝውውር ጊዜን ሳይጠብቅ በማንኛውም ጊዜ የሚፈጸም ይሆናል።

- 2) The transfer to be performed as per sub article (1) of this article shall take in to account work load, occupational competence and efficiency of the public prosecutor, the service and place where the public prosecutor has been working and complexity or difficulty of the work to which the public prosecutor is transferred.
- 3) Transfer of the public prosecutor shall be performed as per plan set.
- 4) Application for transfer of the public prosecutor shall be submitted in writing.
- 5) The public prosecutor shall not be transferred before serving for at least two years where he is assigned.
- 6) Notwithstanding to the provision under sub article (5) of this article, the public prosecutor may be transferred before serving for two years at the place where he is assigned based on the criteria of special transfer provided under Article 35 of this regulation.
- 7) The public prosecutor whose case for being suspected of committing disciplinary fault is under investigation shall not be transferred until it is tried and decided by the Commission authorized to treat such case.

33. Types and Period of Transfer

- 1) Type of transfer of the public prosecutor shall be regular and special transfer.
- 2) Any type of transfer shall be performed based on the request of the public prosecutor or initiative of the Attorney General Office or Zonal public prosecution office.
- 3) Regular transfer shall be performed once in a year depending on the plan set.
- 4) Special transfer shall be performed at any time without following the regular period of transfer.

- 5) Iyyanni jijjiirraa addaa Abbaa Alangaatiin dhiyaatu guyyaa iyyanni dhiyaate irraa eegalee ji'a lama keessatti deebii argachuu qaba.
- 6) Jijjiirraan Abbaa Alangaa kaka'umsa Mana Hojichaatiin yookiin Mana Hojii Abbaa Alangaa Godinaatiin yemmuu raawwatamu baasiin sababa kanaaf Abbaa Alangichaatiin bahu qaama jijjiirraa raawwateen kan bakka buufamuuf ta'a. Raawwiin isaa Qajeelfama bahuun kan murtaa'u ta'a.
- 7) Keewwata kana keewwata xiqqaa 6 jalatti kan tumame Abbaa Alangaa sababa badii yookiin hanqina naamusaa yookiin dandeettii agarsiiseen jijjiirame hin ilaallatu.

34. Ulaagaa Jijjiirraa Idilee

- 1) Jijjiirraan idilee iyyata Abbaa Alangaatiin dhiyaatu ulaagaalee armaan gadii irratti hunda'ee kan raawwatamu ta'a:
 - (a) raawwii hojii;
 - (b) turtii yeroo bakka itti ramadamee jiruu;
 - (c) muuxannoo hojii;
 - (d) sadarkaa barnootaa;
 - (e) rakkoo hawaasummaa; fi
 - (f) naamusa.
- 2) Jijjiirraan idilee kaka'umsa Mana Hojichaa yookiin Mana Hojii Abbaa Alangaa Godinaatiin raawwatamu dhimmoota armaan gadii tilmaama keessa kan galche ta'uu qaba:
 - (a) fedhii humna namaa wal-simsii-suu;
 - (b) turtii yeroo bakka Abbaan Alangichaa itti hojjachaa jiruu;
 - (c) gahumsaa fi bu'a qabeessummaa hojii Abbaa Alangichaa;
 - (d) ulfaatina hojii iddoo Abbaan Alangichaa itti hojjechaa jiruu fi itti jijjiiramu; fi

- 5) በዓቃቤ ሕግ የሚቀርብ የልዩ ዝውውር ማመልከቻ፣ ማመልከቻው ከቀረበበት ቀን ጀምሮ በሁለት ወር ውስጥ መልስ ማግኘት አለበት።
- 6) የዓቃቤ ሕግ ዝውውር በመሥሪያ ቤቱ ወይም በዞን ዓቃቤ ሕግ መሥሪያ ቤቱ ተነሣሽነት ሲፈጸም፣ በዚህ ምክንያት በዓቃቤ ሕጉ የሚወጣውን ወጪ ዝውውሩን በፈጸመው አካል የሚተካለት ይሆናል። አፈጻጸሙ በሚወጣው መመሪያ የሚወሰን ይሆናል።
- 7) በዚህ አንቀጽ ንዑስ አንቀጽ 6 ሥር የተደነገገው ባህሪ የሥነ-ምግባር ጥፋት ወይም ጉድለት ወይም የችሎታ ማነስ ምክንያት የተዘዋወረ ዓቃቤ ሕግን አይመለከትም።

34. የመደበኛ ዝውውር መስፈርት

- 1) በዓቃቤ ሕግ ማመልከቻ የሚቀርብ መደበኛ ዝውውር በሚከተሉት መስፈርቶች ላይ በመመስረት የሚፈጸም ይሆናል፡-
 - (ሀ) የሥራ አፈጻጸም፣
 - (ለ) ተመድቦ ባለበት ቦታ ያለው የጊዜ ቆይታ፣
 - (ሐ) የሥራ ልምድ፣
 - (መ) የትምህርት ደረጃ፣
 - (ሠ) ማህበራዊ ችግሩ፣ እና
 - (ረ) ሥነ-ምግባር።
- 2) በመሥሪያ ቤቱ ወይም በዞን ዓቃቤ ሕግ መሥሪያ ቤት ተነሣሽነት የሚፈጸም መደበኛ ዝውውር የሚከተሉትን ጉዳዮች ከግንዛቤ ያስገባ መሆን አለበት፡-
 - (ሀ) ያለውን የሰው ሀይል ፍላጎት ማጣጣም፣
 - (ለ) ዓቃቤ ሕጉ እየሰራበት ያለበት ቦታ የጊዜ ቆይታ፣
 - (ሐ) የዓቃቤ ሕጉ ብቃትና የሥራ ውጤታማነት፣
 - (መ) ዓቃቤ ሕጉ እየሰራበት ያለበት እና የሚዘዋወርበት ቦታ ያለው የሥራ ክብደ ወይም

- 5) Request for special transfer submitted by the public prosecutor shall get its response within two months as of the date on which it is submitted.
- 6) The expense incurred by the public prosecutor while performing transfer of the public prosecutor by the initiative of the Attorney General Office or Zonal public prosecution office shall be covered for him by the body performing such transfer. Its implementation shall be determined by the directive to be issued.
- 7) The transfer provided under sub article 6 of this article shall not concern the public prosecutor transferred due to his disciplinary offense or disciplinary fault or limitation of ability.

34. Criteria of Regular Transfer

- 1) Regular transfer to be submitted by the request of the public prosecutor shall be performed based on the following criteria:
 - (a) Work performance;
 - (b) Period he spent at the place he has been assigned;
 - (c) Experience;
 - (d) Education status;
 - (e) Social problem; and
 - (f) Discipline.
- 2) Regular transfer to be performed by the initiative of the Attorney General Office or Zonal public prosecution office shall take in to account the following conditions:
 - (a) Balancing the distribution of human resource;
 - (b) Duration of period the public prosecutor at the place he is working;
 - (c) Occupational competence and efficiency of the public prosecutor;
 - (d) Complexity or difficulty of the work where the public prosecutor is presently working and transferred; and

- (e) haala hawaasummaa Abbaa Alangichaa.
- 3) Tarreeffamni raawwii keewwata kana keewwata xiqqaa (1) fi (2) Qajeelfama bahuun kan murtaa'u ta'a.

35. Ulaagaa Jijjiirraa Addaa

- 1) Jijjiirraan addaa ulaagaawwan armaan gadii irratti hundaa'ee kan raawwatamu ta'a:
 - (a) rakkoo fayyaa ifatti mul'atu yookiin miidhaa qaamaa naannoo sanatti Abbaa Alangichaa hojjachiisuu hin dandeessifne;
 - (b) ragaa rakkoo fayyaa Boordii Meediikaalaa Hospitaala Ragiicha kennuuf beekkamtii qabu irraa dhihaate;
 - (c) sababa dhukkubaa yookiin du'aatiin, maatii Abbaa Alangichaa namni bulchu kan hin jirre ta'uu isaa yoo mirkanaa'e;
 - (d) Abbaan Alangichaa balleessaa osoo hin qabaatiin walitti bu'iinsa hojii keessatti uumameen yookiin sababa dirqama ogummaa isaa baheef dhiibbaa isarra dhaqqabu irraa kan ka'e bakka itti ramadametti hojjachuu kan hin dandeenye ta'uun isaa yoo mirkanaa'e;
 - (e) sababa miseensi maatii Abbaa Alangichaa yakka raawwateen Abbaan Alangichaa bakka yakki itti raawwatame sanatti hojjachuun rakkisaa ta'uun yoo mirkanaa'e; yookiin
 - (f) sababa hojiitiin jijjiirraa raawwachuun barbaachisaa ta'ee yoo argame.
- 2) Kaayyoo keewwata kanaatiif jecha "maatii" jechuun abbaa, haadha, abbaa warraa yookiin haadha warraa yookiin ijooll-ee Abbaa Alangichaa yookiin namoota dhaabbiidhaan Abbaa Alangichaa waliin jiraatan jechuudha.

- (ሀ) የዓቃቤ ሕጉ ማህበራዊ ሁኔታ።
- 3) የዚህ አንቀጽ ንዑስ አንቀጽ (1) እና (2) የአፈጻጸም ዝርዝር በሚወጣው መመሪያ የሚወሰን ይሆናል።

35. የልዩ ዝውውር መስፈርት

- 1) ልዩ ዝውውር በሚከተሉት መስፈርቶች ላይ በመመስረት የሚፈጸም ይሆናል፡-
 - (ሀ) በግልጽ የሚታይ የጤና ችግር ወይም ዓቃቤ ሕጉን በዚያ አካባቢ ለመስራት የማያስችለው የአካል ጉዳት፤
 - (ለ) ማስረጃውን ለመስጠት ዕውቅና ካለው ሆስፒታል ሜዲካል ቦርድ የቀረበ የጤና እክል ማስረጃ፤
 - (ሐ) በሽታው ወይም በሞቱ ምክንያት፤ የዓቃቤ ሕጉን ቤተሰብ የሚያስተዳድር ሰው የሌለ መሆኑ ከተረጋገጠ፤
 - (መ) ዓቃቤ ሕጉ ጥፋት ሳይኖረው በሥራ ሂደት ውስጥ በተፈጠረ ግጭት ወይም የሙያ ግዴታውን በአግባቡ በመወጣቱ ምክንያት በሚደርስበት ተጽዕኖ የተነሣ በተመደበበት ቦታ መስራት አለመቻሉ ከተረጋገጠ፤
 - (ሠ) የዓቃቤ ሕጉ ቤተሰብ አባል ወንጀል በመፈጸሙ ምክንያት ዓቃቤ ሕጉ በዚያ ወንጀሉ በተፈጸመበት ቦታ ሥራ መሥራቱ አስቸጋሪ መሆኑ ከተረጋገጠ፤ ወይም
 - (ረ) በሥራ ምክንያት ዝውውር መፈጸም አስፈላጊ ሆኖ ከተገኘ።
- 2) ለዚህ አንቀጽ አላማ ሲባል "ቤተሰብ" ማለት አባት፣ እናት፣ ባል ወይም ሚስት ወይም የዓቃቤ ሕጉ ልጆች ወይም በቋሚነት ከዓቃቤ ሕጉ ጋር የሚኖሩ ሰዎች ማለት ነው።

- (e) Social condition of the public prosecutor.
- 3) Implementation particulars of sub articles (1) and (2) of this article shall be determined by the directive to be issued.

35. Criteria of Special Transfer

- 1) Special transfer shall be performed based on the following criteria:
 - (a) Clearly visible health problem or physical disability of the public prosecutor hindering him from working in that area;
 - (b) Medical evidence ascertaining health problem produced from the Medical Board of Hospital having accreditation to provide such evidence;
 - (c) Where it is proved that there is no one to administer families of the public prosecutor due to sickness or death;
 - (d) Where it is proved that the public prosecutor is unable to work where he is assigned due to the dispute which arise in the work process with no fault of the public prosecutor or the adverse impact caused on him for he properly discharged his professional duty;
 - (e) Where it is proved that for the member of the public prosecutor's family committed an offense, it becomes difficult for the public prosecutor to work at the place where his family member committed such offense; or
 - (f) Where it is found necessary to perform transfer for the sake of facilitating work conditions.
- 2) For the purpose of this article, the term "family" means the father, mother, husband or wife or children of the public prosecutor or those persons permanently living with the public prosecutor.

Kutaa Afur
Haala Hojii Abbaa Alangaa
Kutaa Xiqqaa Tokko
Yeroo Hojii

36. Yeroo Hojii Idilee

- 1) Guyyaa fi saa'atiin hojii Abbaa Alangaa guyyaa fi saa'atii hojii manneen hojii mootummaa naannichaa ta'a.
- 2) Abbaan Alangaa kamiyyuu sa'aatii hojii kabajuu qaba.
- 3) Abbaan Alangaa kamiyyuu turree hojii kan seenu yoo ta'e yookiin dursee hojii dhiisee kan ba'u yoo ta'e yookiin sababa kamiinuu hojii isaa irraa yeroo hafu itti gaafatamaa dhiyoo isaatti beeksisuu qaba.

37. Ayyaana Ummataa fi Guyyaa Boqonnaa Torbanii

- 1) Abbaan Alangaa kamiyyuu itti gaafatamaa isaa hojichi ilaallatuun yoo ajajame guyyaa ayyaana ummataa, boqonnaa torbanii yookiin murtii mootummaatiin manneen hojii cufaman hojjachuu qaba.
- 2) Abbaan Alangaa bu'uura keewwata kana keewwata xiqqaa 1 tiin akka hojjatu kan taasifamu, of eeggannoo fi deeggarsi taasifamuuf qabu jiraachuun akkuma jirutti ta'ee, hojichi yeroo idilee keessatti hojjetamee xumuramuu kan hin dandeenye yoo ta'e qofaadha.
- 3) Abbaan Alangaa haalli hojii dirqisiisee guyyoota ayyaanota ummataa, boqonnaa torbanii yookiin murtee mootummaatiin manneen hojii cufaman akka hojjatu yoo ajajame filannoo isaa bu'uura godhachuun kaffaltiin hojii yeroo idileetiin alaa yookiin boqonnaan bakka bu'u ni kennameaaf. Raawwii isaa Qajeelfama bahuun kan murtaa'u ta'a.

ክፍል አራት
የዓቃቤ ሕግ የሥራ ሁኔታ
ንዑስ ክፍል አንድ
የሥራ ሰዓት

36. መደበኛ የሥራ ሰዓት

- 1) የዓቃቤ ሕግ የሥራ ቀንና ሰዓት የክልሉ መንግስት መሥሪያ ቤቶች የሥራ ቀንና ሰዓት ይሆናል።
- 2) ማንኛውም ዓቃቤ ሕግ የሥራ ሰዓትን ማክበር አለበት።
- 3) ማንኛውም ዓቃቤ ሕግ ዘግይቶ ወደ ሥራ የሚገባ ወይም ከሥራ መውጫ ሰዓት አስቀድሞ ሥራ ትቶ የሚወጣ ከሆነ ወይም በየትኛውም ምክንያት ከሥራው በሚቀርበት ጊዜ ለቅርብ ሃላፊው ማሳወቅ አለበት።

37. የህዝብ በዓላት እና የሣምንቱ የዕረፍት ቀናት

- 1) ማንኛውም ዓቃቤ ሕግ ሥራው በሚመለከተው ሃላፊው ከታዘዘ፣ በህዝብ በዓላት ቀናት፣ በሣምንቱ የዕረፍት ቀናት ወይም በመንግስት ውሳኔ መሥሪያ ቤቶች በሚዘገቡት ቀናት መስራት አለበት።
- 2) ዓቃቤ ሕግ በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት እንዲሰራ የሚደረገው፣ ሊደረግለት የሚገባው ጥንቃቄና ድጋፍ መኖሩ እንደተጠበቀ ሆኖ፣ ሥራው በመደበኛው የሥራ ጊዜ ውስጥ ተሠርቶ መጠናቀቅ የማይችል ከሆነ ብቻ ነው።
- 3) ዓቃቤ ሕግ የሥራ ሁኔታ በማስገደዱ በህዝብ በዓላት ቀናት፣ በሣምንቱ የዕረፍት ቀናት ወይም በመንግስት ውሳኔ መሥሪያ ቤቶች በሚዘገቡት ቀናት እንዲሠራ ከታዘዘ፣ የዕርሱን ምርጫ መሠረት በማድረግ ከመደበኛ የሥራ ሰዓት ውጪ ሥራ ክፍያ ወይም የሚተካው ዕረፍት ይሰጠዋል። አፈጻጸሙ በሚወጣው መመሪያ የሚወሰን ይሆናል።

Section Four
Condition of Work of the Public
Prosecutor
Sub-Section One
Working Hours

36. Regular Working Hours

- 1) The working day and hours of the public prosecutor shall be the working day and hours of government offices of the regional state.
- 2) Any public prosecutor shall respect the office hours.
- 3) Any public prosecutor shall notify to his immediate superior or head in cases where he come to office late or leaves from the office before the regular office hour or when he is absent from office or work for whatever reason.

37. Public Holidays and Weekly Rest Days

- 1) Any public prosecutor shall work on public holidays, weekly rest days or on days at which government offices are closed by decision of the government if he is ordered by his head concerning the particular work.
- 2) Without prejudice to the presence of care and support to be made for him, the public prosecutor shall be made to work pursuant to sub article 1 of this article only if the concerned work could not be completed within the regular working hours.
- 3) If the public prosecutor is ordered to work on public holidays, weekly rest days or on days at which government offices are closed by decision of the government for the work condition compels to do so, he shall be paid with overtime work payment or provided with compensatory leave depending on his preference. Its implementation shall be determined by the directive to be issued.

**Kutaa Xiqqaa Lama
Hayyama Boqonnaa**

**ገዑስ ክፍል ሁለት
የዕረፍት ፈቃድ**

**Sub-Section Two
Leaves**

38. Qajeeltoowwan Bu'uuraa Hayyama Boqonnaa Waggaa

- 1) Hayyamni boqonnaa waggaa kan kennamu Abbaan Alangaa yeroo murtaa'ee፣ boqatee tajaajila hojii isaa miira haaromeen akka itti fufu dandeessisuufidha.
- 2) Kan keewwata kana keewwata xiqqaa (1) jalatti tumame akkuma eeggametti ta'ee, Abbaan Alangaa haaraa muudame kamiyyuu ji'a kudha tokko (11) osoo hin tajaajilin hayyamni boqonnaa waggaa hin kennamuuf.

39. Guyyoota Hayyama Boqonnaa Waggaa

- 1) Abbaan Alangaa kamiyyuu hayyama boqonnaa waggaa kaffaltii miindaa waliin argachuuf mirga qaba.
- 2) Hayyamni boqonnaa waggaa Abbaa Alangaatiif kennamu akkaataa armaan gadiitiin ta'a:
 - (a) Abbaan Alangaa waggaa tokko (1) tajaajile hayyama boqonnaa waggaa guyyoota hojii 25 ni argata.
 - (b) Abbaan Alangaa waggaa tokkoo (1) ol tajaajile, tajaajila waggaa tokko tokkootiif guyyaan hojii tokko tokko irratti ida'amee hayyama boqonnaa waggaa kan argatu ta'us hayyamni bara baa-jata tokko keessatti kennamuuf guyyoota hojii 35 caaluu hin qabu.
- 3) Akkaataa keewwata kana keewwata xiqqaa (2) tiin hayyamni boqonnaa waggaa Abbaa Alangaatiif yemmuu shaallagamu tajaajilli mana hojii mootummaa biraatti yookiin dhaabbata misooma mootummaatti kenne lakka'amuufii qaba.

38. የዓመት ዕረፍት ፈቃድ መሠረታዊ መርሆዎች

- 1) የዓመት ዕረፍት ፈቃድ የሚሰጠው፣ ዓቃቤ ሕጉ ለተወሰነ ጊዜ በሚረፍ የሥራ አገልግሎቱን በታደሰ መንፈስ እንዲቀጥል ለማስቻል ነው።
- 2) በዚህ አንቀጽ ገዑስ አንቀጽ 1 ሥር የተደነገገው እንደተጠበቀ ሆኖ፣ ማንኛውም አዲስ የተሾመ ዓቃቤ ሕግ ለአስራ አንድ (11) ወር ሳያገለግል የዓመት ዕረፍት ፈቃድ አይሰጠውም።

39. የዓመት ዕረፍት ፈቃድ ቀናት

- 1) ማንኛውም ዓቃቤ ሕግ የዓመት ዕረፍት ፈቃድ ከደመወዝ ክፍያ ጋር የማግኘት መብት አለው።
- 2) ለዓቃቤ ሕግ የሚሰጠው የዓመት ዕረፍት ፈቃድ አንደሚከተለው ይሆናል፡-
 - (ሀ) አንድ (1) ዓመት ያገለገለ ዓቃቤ ሕግ፣ 25 የሥራ ቀናት የዓመት ዕረፍት ፈቃድ ያገኛል፤
 - (ለ) ከአንድ (1) ዓመት በላይ ያገለገለ ዓቃቤ ሕግ ለያንዳንዱ ዓመት አገልግሎት አንድ አንድ የሥራ ቀን ተደምርቦት የዓመት ዕረፍት ፈቃድ የሚያገኝ ቢሆንም በአንድ የበጀት ዓመት ውስጥ የሚሰጠው ፈቃድ ከ35 የሥራ ቀናት መብለጥ የለበትም።
- 3) የዓመት ዕረፍት ፈቃድ በዚህ አንቀጽ ገዑስ አንቀጽ (2) መሠረት ለዓቃቤ ሕግ በሚሰጠው ጊዜ በሌላ የመንግስት መሥሪያ ቤት ወይም የመንግስት ልማት ድርጅት ውስጥ የሰጠው አገልግሎቱ ይቆጠርለታል።

38. Basic Principles of Annual Leave

- 1) Annual leave shall be granted with a view to enable the public prosecutor get rest for a fixed time and resume his service delivery with a refreshed mind.
- 2) Without prejudice to the provision under sub article 1 of this article, any newly appointed public prosecutor is not be entitled to get annual leave before serving for eleven (11) months.

39. Days of Annual Leave

- 1) Any public prosecutor is entitled to get annual leave with salary pay.
- 2) Annual leave shall be granted to the public prosecutor in the following manner:
 - (a) Public prosecutor who has served for one (1) year shall get annual leave of 25 working days.
 - (b) The public prosecutor who has served for more than one (1) year, shall get annual leave by adding one working day leave for each service year on condition that the leave provided to him in one budget year shall not exceed 35working days.
- 3) While calculating the annual leave for the public prosecutor in accordance with sub article 2 of this article, the service that he has provided in other government office or public enterprise shall also be considered to him.

40. Haala Kenniinsa Hayyama Boqonnaa Wagga

- 1) Hayyamni boqonnaa wagga hanga danda'ametti hojii mana hojichaa fi fedhii Abbaa Alangaa wal madaalchisuun karoora qophaa'u bu'uureffachuun bara baajatichaa keessatti kan kenamu ta'a.
- 2) Hayyamni boqonnaa wagga osoo addaan hin ciccitin yeroo tokkoon bara baajata sana keessatti fudhatamuu kan qabu ta'us sababa adda addaatiin addaan ciccitee kennamuu ni danda'a.
- 3) Abbaan Alangaa hayyama boqonnaa wagga yeroo fudhatu miindaa isaa kan ji'a boqonnaa irra itti turuu dursee fudhachuu ni danda'a.
- 4) Tumaan Dambii kana keewwata 38 (2) jalatti tumame akkuma jirutti ta'ee, Abbaan Alangaa tokko ji'oota kudha tokko erga xumuree booda bara baajataa tajaajila kenne keessatti baay'ina bara tajaajila isaatiin boqonnaan wagga herregamee akka kennamuuf ni taasifama.
- 5) Bu'uura keewwata kana keewwata xiqqaa 1 tiin barri baajataa xumuramuun dura Abbaan Alangaa hayyama fudhatee tajaajila isaa fedhiidhaan addaan kute yeroon tajaajila ittiin hin kennine herregamee yeroo boqonnaa irra ture mindaan kaffalameef akka deebisu ni taasifama.

41. Hayyama Boqonnaa Wagga Dabarsuu

- 1) Tumaan Dambii kana keewwata 40(1) jiraatus, manni hojichaa sababa haalli hojichaa dirqisiisuun Abbaa Alangaaf hayyama boqonnaa wagga isaa bara baajatichaa keessatti kennuufii kan hin dandeenye yoo ta'e:

40. የዓመት ዕረፍት ፈቃድ አሰጣጥ ሁኔታ

- 1) የዓመት ዕረፍት ፈቃድ በተቻለ መጠን የመሥሪያ ቤቱን ሥራ እና የዓቃቤ ሕጉን ፍላጎት በማመዘዝ የሚዘጋጀውን ዕቅድ መሠረት በማድረግ በበጀት ዓመቱ ውስጥ የሚሰጥ ይሆናል።
- 2) የዓመት ዕረፍት ፈቃድ ሳይቆራረጥ በአንድ ጊዜ በዚያው በጀት ዓመት ውስጥ መወሰድ ያለበት ቢሆንም በተለያዩ ምክንያት ተከፋፍሎ ሊሰጥ ይችላል።
- 3) ዓቃቤ ሕግ የዓመት ዕረፍት ፈቃድ በሚወስድበት ጊዜ በዕረፍት ላይ የሚቆይበትን ወር ደመወዙን በቅድሚያ ሊወስድ ይችላል።
- 4) በዚህ ደንብ አንቀጽ 38(2) ሥር የተደነገገው ድንጋጌ እንደተጠበቀ ሆኖ፣ አንድ ዓቃቤ ሕግ አስራ አንድ ወር ካጠናቀቀ በኋላ አገልግሎት በሰጠበት በጀት ዓመት ውስጥ የዓመት ዕረፍት ፈቃድ በአገልግሎት ዘመኑ ብዛት ተሰልቶ እንዲሰጠው ይደረጋል።
- 5) በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት በበጀት ዓመቱ ከመጠናቀቁ በፊት ፈቃድ ወስዶ በፍላጎቱ አገልግሎቱን ያቋረጠ ዓቃቤ ሕግ አገልግሎት ያልሰጠበት ጊዜ ታስቦ በዕረፍት ላይ ለሚቆይበት ጊዜ የተከፈለውን ደመወዝ እንዲመልስ ይደረጋል።

41. የዓመት ዕረፍት ፈቃድን ማስተላለፍ

- 1) የዚህ ደንብ አንቀጽ 40 (1) ድንጋጌ ቢኖርም፣ መሥሪያ ቤቱ በሥራው ሁኔታ አስገዳጅነት ምክንያት በበጀት ዓመቱ ውስጥ ለዓቃቤ ሕጉ የዓመት ዕረፍት ፈቃዱን ሊሰጠው የማይችል ከሆነ ፈቃዱ፡-

40. Manner Of Granting Annual Leave

- 1) Annual leave shall be granted in the fiscal year based on the plan set through balancing the works of the office and interest of the public prosecutor as much as possible.
- 2) Annual leave shall be taken in the fiscal year at once without being interrupted; however, it may be granted intermittently for various reasons.
- 3) The public prosecutor may receive his salary for the month he could be on rest in advance.
- 4) Without prejudice to the provision under Article 38 (2) of this regulation, public prosecutor shall be given annual leave calculating it in the fiscal year as per his service after completing eleven his months of service.
- 5) The public prosecutor who has taken annual leave pursuant to sub article 1 resign from job before completion of the fiscal year shall be made to return the salary paid to him while he was on leave by calculating it from the salary for which he has not given service.

41. Postponement of Annual leave

- 1) Notwithstanding to the provision under Article 40 (1) of this regulation, if it becomes impossible to grant annual leave for the public prosecutor in the fiscal year due to compelling condition of the work, his leave shall be postponed to the next fiscal year by decision of:

- (a) Sadarkaa Mana Hojichaatti murtee Abbaa Alangaa Waliigalaa yookiin Itti Aanaa Abbaa Alangaa Waliigalaa yookiin Daarek-taraatiin;
- (b) Sadarkaa Godinaatti Itti gaafatamaa mana hojii Abbaa Alangaa Godinaatiin;
- (c) Sadarkaa Aanaa yookiin Magaalaatti Itti Gaafatamaa Mana Hojii Abbaa Alangaa Aanaa yookiin Magaalaatiin hayyamni isaa gara bara itti aanutti ni darba.
- 2) Akkaata keewwata kana keewwata xiqqaa (1) tiin hayyama boqonnaa waggaa dabarsuun kan danda'amu yoo baay'ate waggaa lama walitti aananiif ta'ee, hayyamni boqonnaa waggaa Abbaan Alangaa itti hin fayyadamin waggaa sadaffaa keessa Abbaa Alangichaatiif ni kennama.
- 3) Sababoota keewwata kana keewwata xiqqaa 1tiin ala hayyamni waggaa guutumatti yookiin gartokkeen hin fudhatamin haffaa ta'a.
- 4) Manni Hojichaa dursee baajatni akka qabamuuf taasisuun Abbaa Alangaa bu'uura keewwata kana keewwata xiqqaa 2 tiin hayyamni boqonnaa waggaa yeroo lamaaf darbee fi hayyamichi gara maallaqaatti jijjiiramee akka kennamuuf barbaaduuf hayyama boqonnaa waggaa bara biraatti darbeef keessaa kan waggaa tokkoo isa duraa qofa herreegee maallaqatti jijjiiree Abbaa Alangichaatiif ni kaffala.
- 5) Abbaan Alangaa hojii yoo gadi lakkise yookiin tajaajila addaan yoo kute hayyamni boqonnaa waggaa bu'uura keewwata kana keewwata xiqqaa 1 tiin darbeefi ture gara maallaqaatti jijjiiramee ni kennamaaf.

- (ሀ) በመሥሪያ ቤቱ ደረጃ በጠቅላይ ዓቃቤ ሕግ ወይም በምክትል ጠቅላይ ዓቃቤ ሕግ ወይም በዳይሬክተሩ ውሳኔ፤
- (ለ) በዞን ደረጃ በዞን ዓቃቤ ሕግ መሥሪያ ቤት ሃላፊ፤
- (ሐ) በወረዳ ወይም በከተማ ደረጃ በወረዳ ወይም በከተማ ዓቃቤ ሕግ መሥሪያ ቤት ሃላፊ ወደ ሚቀጥለው ዓመት ይተላለፋል።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት የዓመት ዕረፍት ፈቃድን ማስተላለፍ የሚቻለው ቢበዛ ለተከታታይ ሁለት ዓመታት ሆኖ፣ ዓቃቤ ሕግ ያልተጠቀመበት የዓመት ዕረፍት ፈቃድ በሰብተኛው ዓመት ውስጥ ለዓቃቤ ሕግ ይሰጣል።
- 3) ከዚህ አንቀጽ ንዑስ አንቀጽ 1 ምክንያቶች ውጪ ሙሉ በሙሉ ወይም በከፊል ያልተወሰደ የዓመት ዕረፍት ፈቃድ ቀሪ ይሆናል።
- 4) መሥሪያ ቤቱ አስቀድሞ በጀት እንዲያገለግል በማድረግ፣ በዚህ አንቀጽ ንዑስ አንቀጽ 2 መሠረት የዓመት ዕረፍት ፈቃዱ ሁለት ጊዜ የተላለፈ እና ፈቃዱ ወደ ገንዘብ ተቀይሮ እንዲሰጠው ለሚፈልግ ዓቃቤ ሕግ፣ ወደ ሌላ ዓመት ከተላለፈለት የዓመት ዕረፍት ፈቃድ ውስጥ የመጀመሪያውን አንድ ዓመት ብቻ አስልቶ ወደ ገንዘብ በመቀየር ለዓቃቤ ሕግ ይከፍላል
- 5) ዓቃቤ ሕግ ሥራ ከለቀቀ ወይም አገልግሎት ካቋረጠ፣ በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት ተላልፎለት የነበረው የዓመት ዕረፍት ፈቃዱ ወደ ገንዘብ ተቀይሮ ይሰጠዋል።

- (a) The Attorney General or Deputy Attorney General or Director at the Attorney General Office level;
- (b) Head of the Zone Prosecution Office at the Zonal level;
- (c) Head of the District or City Prosecution Office at the District or City level.
- 2) Annual leave shall be postponed as per sub article (1) of this article for a maximum of two consecutive years; and the annual leave not used by the public prosecutor shall be given to him in the third year.
- 3) Except for the reasons under sub article 1 of this article, the annual leave not taken fully or partially shall be forfeited.
- 4) The office shall, by firstly allocating budget for the public prosecutor whose annual leave is postponed for two times as per sub article 2 of this article and interested to get such leave being converted in to cash, pays to the public prosecutor calculating and converting it in to cash only one preceding year leave of his annual leave postponed for other year.
- 5) If the public prosecutor resign from job or terminate his service, the annual leave postponed for him pursuant to sub article 1 of this article shall be converted in to cash and given to him.

- 6) Tumaan keewwata kana keewwata xiqqaa 5 Abbaa Alangaa mana hojii mootummaa biraatti jijjiirame yookiin ergisaan ramadamee raawwatiinsa hin qabu. Ta'us Abbaa Alangaa Mana Hojichaa keessa yeroo turetti hayyamni isaa bu'uura keewwata kana keewwata xiqqaa 1 tiin darbeefi ture gara mana hojii itti jijjiirame yookiin ramadametti ni darbaaf.
- 7) Hayyamni boqonnaa waggaa Abbaa Alangaa tokkoo maallaqaatti yammuu jijjiiramu mindaa Abbaan Alangichaa guyyaa tokkoo kan herregamu mindaan ji'a tokkoo guutuu guyyaa soddomaaf (30) hiruudhaan ta'a.

42. Hayyama Dhukkubaa

- 1) Abbaan Alangaa kamiyyuu sababa dhukkubaatiin hojii hojjachuu kan hin dandeenye yoo ta'e hayyamni dhukkubaa ni kennamaaf.
- 2) Akkaataa keewwata kana keewwata xiqqaa (1) tiin hayyamni dhukkubaa Abbaa Alangaatiif kennamu walitti aansee yookiin yeroo garagaraa fudhatus guyyaa jalqaba dhukkubsatee kaasee yeroo ji'a kudha lama keessatti ji'a saddeet (8) yookiin waggaa afur keessatti ji'a kudha lama (12) hin caalu.
- 3) Hayyamni dhukkubaa akkaata keewwata kana keewwata xiqqaa (2) tiin kennamu faayidaa addaa addaa Abbaan Alangaa argatu waliin ta'ee, ji'oota jahan duraatiif mindaa guutuu waliinii fi ji'oota lamaan itti aananiif mindaa walakkaa waliin ta'a.
- 4) Abbaan Alangaa kamiyyuu sababa hojiitiin miidhaan irra gahe hanga miidhaa isaa ilaalamee bu'uura ragaan yaalaa ibsuun fayyee hanga gara hojiitti deebi'uutti yookiin sababa miidhaatiin dhaabbataan hojjachuu kan hin dandeenye ta'uu isaa ragaa yaalaatiin hanga mirkanaa'utti hayyamni dhukkubaa miindaa guutuu waliin ni kennamaaf.

- 6) የዚህ አንቀጽ ንዑስ አንቀጽ 5 ድንጋጌ ወደ ሌላ የመንግስት መሥሪያ ቤት የተዛወረ ወይም በውስጥ የተመደበ ዓቃቤ ሕግ ላይ ተፈጻሚነት የለውም። ሆኖም ግን ዓቃቤ ሕግ በመሥሪያ ቤቱ ውስጥ በነበረበት ጊዜ በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት ተላልፎለት የነበረው የዓመት ዕረፍት ፈቃዱ ወደ ተዛወረበት ወይም ወደ ተመደበበት መሥሪያ ቤት ይተላለፍሉታል።
- 7) የአንድ ዓቃቤ ሕግ የዓመት ዕረፍት ፈቃድ ወደ ገንዘብ በሚቀየርበት ጊዜ፣ ዓቃቤ ሕግ የአንድ ቀን ደሞዙ የሚሆነው የአንድ ወር ሙሉ ደሞዙን ለሠላሳ (30) ቀን በማካፈል ይሆናል።

42. የህመም ፈቃድ

- 1) ማንኛውም ዓቃቤ ሕግ በህመም ምክንያት መሥራት የማይችል ከሆነ የህመም ፈቃድ ይሰጠዋል።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት ለዓቃቤ ሕግ የሚሰጠው የህመም ፈቃድ በተከታታይም ሆነ በተለያዩ ጊዜ ቢወስደው ከታመመበት የመጀመሪያ ቀን ጀምሮ በአስራ ሁለት ወር ጊዜ ውስጥ ከስምንት (8) ወራት ወይም በአራት (4) ዓመት ጊዜ ውስጥ ከአስራ ሁለት (12) ወራት አይበልጥም።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 2 መሠረት የሚሰጠው የህመም ፈቃድ ዓቃቤ ሕግ ከሚያገኘው ልዩ ልዩ ጥቅም ጥቅም ጋር ሆኖ፣ ለመጀመሪያዎቹ ስድስት ወራት ከሙሉ ደሞዝ ጋር እና ለቀጣዮቹ ሁለት ወራት ከግማሽ ደሞዝ ጋር ይሆናል።
- 4) በሥራ ምክንያት ጉዳት የደረሰበት ማንኛውም ዓቃቤ ሕግ፣ የጉዳቱ መጠን ታይቶ የህክምና ማስረጃ በሚገልጸው መሠረት ድኖ ወደ ሥራ እስከሚመለስ ድረስ ወይም በጉዳቱ ምክንያት በቋሚነት መስራት የማይችል መሆኑ በህክምና ማስረጃ እስከሚረጋገጥ ድረስ የህመም ፈቃድ ከሙሉ ደሞዙ ጋር ይሰጠዋል።

- 6) The provision under sub article 5 of this article shall not be applicable to the public prosecutor transferred or assigned through seconding to another government office. However, the public prosecutor whose annual leave is postponed as per sub article 1 of this article while he is in the office shall such leave be postponed for him to the office to which he is transferred or assigned.
- 7) While converting the leave of the public prosecutor into cash, one day salary of the public prosecutor shall be calculated by dividing his full monthly salary by thirty (30) days.

42. Sick Leave

- 1) Any public prosecutor shall be entitled with sick leave where he is unable to carry out his work due to sickness.
- 2) The sick leave granted to the public prosecutor pursuant to sub article 1 of this article shall not exceed eight (8) within the twelve (12) months period or twelve (12) months within four years be it taken continuously or intermittently.
- 3) The sick leave granted to the public prosecutor pursuant to sub article (2) of this article shall be with various benefits of the public prosecutor; and it shall be with full salary for the first six months and with half salary for the next two months.
- 4) If any public prosecutor has suffered an occupational injury, he shall be given sick leave with full salary pay until he recovers and returns back to work as per the medical certificate prescribes or until it is proved by medical certificate that he has suffered permanent disability and is unable to work permanently.

- 5) Abbaan Alangichaa yaala isaa sirnaan yoo hordofuu baate yookiin ajaja ogeessa fayyaatiin kennameef hordoofuu dhabuu isaatiin yaalii isaa duubatti kan harkise yoo ta’e, bu’uura keewwata kana keewwata xiqqaa (1) fi (2) tiin yaalli fi hayyamni kennamee irraa ni dhaabbata.
- 6) Abbaan Alangaa kamiyyuu yoo dhukkubsate:
 - (a) Sababni humnaa ol ta’e yoo isa muudate irraa kan hafe, hanga danda’ametti dhukkubsachuu isaa hatattamaan Mana Hojiitiif yookiin caasaalee isaa sadarkaan jirutti beeksisuu qaba.
 - (b) Guyyoota hojii sadiif (3) walitti aansee yookiin bara baajataa tokko keessatti guyyoota hojii jaha (6) oliif sababa dhukkubaatiin hojiirraa kan hafe yoo ta’e, dhukkubsachuu isaatiif ragaa yaalaa dhiyeeffachuu qaba.
- 7) Abbaan Alangaa boqonnaa waggaa irra osoo jiru yoo dhukkubsate, ragaa yaalaa dhukkubsachuu isaa mirkaneessu yoo dhiyeesse boqonnaan waggaa isaa addaan citee hayyamni dhukkubaa ni kennamaaf.
- 8) Akkaataa keewwata kana keewwata xiqqaa 7 tiin boqonnaan waggaa Abbaa Alangaa addaan citee ture hayyamni dhukkuba isaa akkuma xumurameen akka itti fufu ni taasifama.

43. Hayyama Dhukkubaa Hayyama Boqonnaa Waggaa Irraa Hir’isuu

- 1) Abbaan Alangaa kamiyyuu bara baajata tokko keessatti ragaa mana yaalaa dhukkubsachuu isaa ibsu osoo hin qabaatin sababa dhukkubaatiin guyyaan inni hojii irraa hafe walitti ida’amee guyyoota jaha (6) ol yoo ta’e, yeroon guyyoota jaha (6) ol jiru hayyama boqonnaa waggaa irraa ni hir’ifama.

- 5) ዓቃቤ ሕጉ ህክምናውን በአግባቡ ካልተከታተለ ወይም በጤና ባለሙያ የተሰጠውን ትዕዛዝ ባለመከተሉ የተነሣ ህክምናውን ወደ ኋላ ያንተተ እንደሆነ፣ በዚህ አንቀጽ ንዑስ አንቀጽ (1) እና (2) መሠረት የሚሰጠው ህክምና እና ፈቃድ ይቋረጥበታል።
- 6) ማንኛውም ዓቃቤ ሕግ ከታመመ፡-
 - (ሀ) ከአቅም በላይ የሆነ ምክንያት ካላጋጠመው በስተቀር፣ በተቻለ መጠን መታመሙን በአስቸኳይ ለመሥሪያ ቤቱ በየደረጃው ላሉት መዋቅሮቹ ማሳወቅ አለበት፤
 - (ለ) ለሦስት (3) ተከታታይ የሥራ ቀናት ወይም በአንድ የበጀት ዓመት ውስጥ ከስድስት (6) የሥራ ቀናት በላይ በህመም ምክንያት ከሥራ የቀረ እንደሆነ፣ ለመታመሙ ማረጋገጫ የህክምና ማስረጃ ማቅረብ አለበት።
- 7) ዓቃቤ ሕጉ በዓመት ዕረፍት ላይ እያለ ከታመመ፣ መታመሙን የሚያረጋግጥ የህክምና ማስረጃ ካቀረበ፣ የዓመት ዕረፍቱ ተቃርጦ የህመም ፈቃድ ይሰጠዋል።
- 8) በዚህ አንቀጽ ንዑስ አንቀጽ 7 መሠረት ተቋርጦ የነበረው የዓቃቤ ሕግ የዓመት ዕረፍት የህመም ፈቃዱ እንደተጠናቀቀ እንዲቀጥል ይደረጋል።

43. የህመም ፈቃድን ከዓመት ዕረፍት ፈቃድ ላይ ሥለመቀነስ

- 1) ማንኛውም ዓቃቤ ሕግ በአንድ የበጀት ዓመት ውስጥ መታመሙን የሚገልጽ የህክምና ማስረጃ ሳይኖረው በህመም ምክንያት ከሥራ የቀረበት ቀናት ተደምሮ ከስድስት (6) ቀናት በላይ ከሆነ፣ ከስድስት (6) ቀን በላይ ያለው ጊዜ ከዓመት ዕረፍት ፈቃድ ይቀነሳል።

- 5) If any public prosecutor has delayed his medical examination by failing to properly attend his examination or failing to attend recommendation of medical professional, the examination and leave given to him as per sub articles (1) and (2) of this article shall be barred stopped.
- 6) If any public prosecutor is sick:
 - (a) Unless he faces force majeure, he shall as soon as possible notify his being sick to the Attorney General Office or its structures at each hierarchy.
 - (b) If he is absent for three (3) consecutive working days or for six (6) working days in one fiscal year due to illness, he shall produce medical evidences.
- 7) If the public prosecutor is sick while he is on annual leave and he produce medical evidence proving his being sick, his annual leave shall be terminated and shall be given sick leave.
- 8) The public prosecutor’s annual leave terminated pursuant to sub article 7 of this article shall be made to continue up on the completion of the sick leave.

43. Deducting Sick Leave from Annual Leave

- 1) If any public prosecutor is absent from office for a total of six (6) working days in one fiscal year due to illness without having medical evidence describing such fact, the period which is above the six (6) days shall be deducted from the annual leave.

2) Abbaan Alangaa bara baajataa keessatti hayyama boqonnaa waggaa isa hafe kan hin qabanne yoo ta'e yeroon guyyaa jahaa (6) ol jiru hayyama boqonnaa waggaa bara baajata itti aanu irraa hir'ifama.

2) ዓቃቤ ሕጉ በበጀት ዓመቱ ውስጥ የቀረው የዓመት ዕረፍት ፈቃድ የሌለው እንደሆነ፣ ከስድስት (6) ቀን በላይ ያለው ጊዜ ከሚቀጥለው የበጀት ዓመት ዕረፍት ፈቃዱ ላይ ይቀነሳል።

2) If the public prosecutor does not have annual leave left in the fiscal year, the period which is above the six (6) days shall be deducted from the annual leave of the next fiscal year.

44. Hayyama Dahumsaa

44. የወሊድ ፈቃድ

1) Abbaan Alangaa dubartiin ulfa taate:

1) ነፍሰጡር የሆነች ሴት ዓቃቤ ሕግ፡-

(a) Qorannoo fayyaa ulfa isheetiin walqabate taasisuuf akkaataa ogeessi fayyaa ajajuun hayyamni mindaan itti kaffalamu ni kennamaaf.

(ሀ) ከዕርግዝናዋ ጋር በተያያዘ የጤና ምርመራ ለማድረግ የጤና ባለሙያ በሚያዘው መሠረት ደሞዝ የሚከፈልበት ፈቃድ ይሰጣታል፤

44. Maternity Leave

1) A female pregnant public prosecutor shall be granted:

(b) Dahumsaan dura boqonnaa akka taasiftu ogeessi fayyaa yoo ajaje boqonnaan mindaan itti kaffalamu ni kennamaaf.

(ለ) ከወሊድ በፊት ዕረፍት ታደርግ ዘንድ የጤና ባለሙያ ካዘዘ፣ ደሞዝ የሚከፈልበት ዕረፍት ይሰጣታል።

(a) Leave with pay for her medical examination in connection with her pregnancy in accordance with the doctor's recommendation;

2) Keewwata kana keewwata xiqqaa 1 jalatti hayyamni tumame akka hayyama dhukkubaatti hin lakkaa'amu.

2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት የተደነገገው ፈቃድ እንደ የህመም ፈቃድ አይቆጠርም።

(b) If the doctor recommends her to take rest before confinement she shall be granted with leave with pay.

3) Abbaan Alangaa ulfa taate yeroon dahumsa ishee yoo gahu guyyaa nan daha jettee tilmaamteen dura guyyoota walitti aanan 30 hayyama dahumsaan duraa, akkasumas guyyaa deesse irraa eegalee guyyoota walitti aanan 90, walumaagalatti hayyamni dahumsaa guyyoota walitti aanan 120 mindaan itti kaffalamu ni kennamaaf.

3) ነፍሰጡር የሆነች ዓቃቤ ሕግ የመውለጃ ጊዜዋ ሲደር እወልዳለሁ ብላ ከገመተችበት ቀን በፊት 30 ተከታታይ ቀናት የቅድመ ወሊድ ፈቃድ፣ እንዲሁም ከወለደችበት ቀን ጀምሮ 90 ተከታታይ ቀናት፣ በጠቅላላው 120 ተከታታይ ቀናት ደሞዝ የሚከፈልበት የወሊድ ፈቃድ ይሰጣታል።

2) The leave provided under sub articles 1 of this article shall not be considered as sick leave.

4) Abbaan Alangaa akkaataa keewwata kana keewwata xiqqaa 3 tiin hayyamni dahumsa duraa kenneameef osoo hin xumuramin dura yoo deesse, hayyamni dahumsaa osoo itti hin fayyadamini hafe erga deessee booda akka itti fayyadamtu ni taasifama.

4) ዓቃቤ ሕግ በዚህ አንቀጽ ንዑስ አንቀጽ 3 መሰረት የተሰጣት የቅድመ ወሊድ ፈቃድ ላይጠናቀቅ በፊት ከወለደች፣ ሳትጠቀምበት የቀረው የወሊድ ፈቃድ ከወለደች በኋላ እንድትጠቀምበት ይደረጋል።

3) When the confinement period of public prosecutor is approaching, she shall be granted prenatal leave for 30 consecutive days before the date she presumed to give birth; as well as post-natal leave for 90 consecutive days upon the date she give birth, hence totally she shall be provided maternity leave with pay of 120consecutive days.

5) Abbaan Alangaa hayyama dahumsa duraa fudhattee osoo hin dahin yoo jalaa dhume hanga guyyaa deessutti guyyootni hojii isheen boqonnaa irraa turtu hayyama boqonnaa waggaa bara baajatachaa irraa yookiin hayyama boqonnaa waggaa kan hin qabne yoo ta'e hayyama boqonnaa waggaa bara itti aanu keessaa bakka bu'aaf.

5) ዓቃቤ ሕግ የቅድመ ወሊድ ፈቃድ ወስዳ ሳትወልድ ካለቀባት፣ እስከምትወልድበት ቀን ድረስ በዕረፍት ላይ የምትቆይባቸው የስራ ቀናት ከበጀት ዓመቱ የዓመት ዕረፍት ፈቃዱ ወይም በዚህ በጀት ዓመት ውስጥ የዓመት ዕረፍት ከሌላት ከሚቀጥለው ዓመት የዓመት ዕረፍት ፈቃዱ ላይ ይተካላታል።

4) If the public prosecutor delivers before completion of the pre-natal leave granted in accordance with sub articles 3 of this article, she shall be made to use the pre-natal leave left unused after she has given birth.

5) If the public prosecutor has completed her pre-natal leave before she delivers, the working days she remains on rest until she deliver shall be replaced from her annual leave in the fiscal year or if no annual leave left in the fiscal year, replaced from the next fiscal year.

- 6) Abbaan Alangaa akkaataa keewwata kana keewwata xiqqaa 3'tiin hayyama dahumsaa murteeffame erga xumurtee booda yoo dhukkubsattee fi hayyamni dabalataa kan ishee barbaachisu ta'uu isaa ogeessa fayyaatiin yoo mirkanaa'e, bu'uura Dambii kana keewwata 42(1) tiin hayyama dhukkubaa fudhachuu ni dandeessi.
- 7) Abbaan Alangaa ulfa ji'a jahaa guutte kamiyyuu, hayyama dahumsa duraa osoo hin fudhatiin dursee ulfi yoo irraa bahe, ragaa yaalaa kana mirkaneessu yoo dhiyeeffatte hayyamni dahumsa booda guyyaa walitti aanan 60 ni kennamaaf.
- 8) Hayyama dahumsaa duraa erga fudhattee booda ulfi yoo irraa bahe, hayyamni dahumsa duraa fudhatte addaan citee, akkaataa keewwata kana keewwata xiqqaa 3 jalatti tumameen hayyamni dahumsaan boodaa guyyaa walitti aanan 90 ni kennamaaf.
- 9) Abbaan Alangaa yeroo ulfaa ji'a 3 hanga 6 keessatti ulfi irraa bahuu muudate hayyamni guyyoota walitti aanan soddomaa (30) mindaan itti kaffalamu ni kennamaaf.
- 10) Abbaan Alangaa kamiyyuu haati manaa isaa yoo deessu hayyamni mindaan itti kaffalamu guyyoota hojii kudhanii (10) ni kennamaaf.

45. Hayyama Gaddaa

- 1) Abbaan Alangaa kamiyyuu abbaan warraa yookiin haati warraa yookiin ijoolleen yookiin abbaan yookiin haati yookiin firri dhiigaa yookiin firri fuudhaa fi heerumaa hanga mana lammaffaatti lakka'amu kan jalaa du'e yookiin namni biroo mana isaa keessatti du'ee reenfii mana isaatii kan bahe yoo ta'e, hayyamni gaddaa mindaa waliin guyyoota hojii walitti aanan shaniif (5) ni kennamaaf;

- 6) ዓቃቤ ሕንገ ለዚህ አንቀጽ ንዑስ አንቀጽ 3 መሠረት የተወሰነውን የወሊድ ፈቃድ ከጨረሰች በኋላ ከታመመችና ተጨማሪ ፈቃድ የሚያስፈልጋት መሆኑ በጤና ባለሙያ ከተረጋገጠ፣ በዚህ ደንብ አንቀጽ 42(1) መሠረት የህመም ፈቃድ መውሰድ ትችላለች።
- 7) ማንኛውም ስድስት ወር የሞላት ነፍሰጡር ዓቃቤ ሕግ፣ የቅድመ ወሊድ ፈቃድ ሳትወስድ በፊት ጽንሱ ከተጨናገፈ፣ ይህንን የሚያረጋግጥ የህክምና ማስረጃ ካቀረበች 60 ተከታታይ ቀናት የድህረ-ወሊድ ፈቃድ ይሰጣታል።
- 8) የቅድመ ወሊድ ፈቃድ ከወሰደች በኋላ ጽንሱ ከተጨናገፈ፣ የወሰደችው የቅድመ ወሊድ ፈቃድ ተቋርጦ በዚህ አንቀጽ ንዑስ አንቀጽ 3 ሥር በተደነገገው መሠረት 90 ተከታታይ ቀናት የድህረ-ወሊድ ፈቃድ ይሰጣታል።
- 9) ከ 3 ወር እስከ 6 ወር የእርግዝና ጊዜ ውስጥ የፅንሰ መጨናገፍ የገጠማት ዓቃቤ ሕግ ደሞዝ የሚከፈልበት የሁላሣ (30) ተከታታይ ቀናት ፈቃድ ይሰጣታል።
- 10) ማንኛውም ዓቃቤ ሕግ ባለቤቱ በምትወልድበት ጊዜ ደሞዝ የሚከፈልበት 10 የስራ ቀናት ፈቃድ ይሰጠዋል።

45. የሀዘን ፈቃድ

- 1) ማንኛውም ዓቃቤ ሕግ ባለቤቱ ወይም ባለቤቷ ወይም ልጆቹ ወይም አባቱ ወይም እናቱ ወይም የሥጋ ዘመዱ ወይም እስከ ሁለት ቤት የሚቆጠር የጋብቻ ዘመዱ ከሞተበት ወይም ሌላ ሰው በቤቱ ውስጥ ሞቶ ሬሳ ከቤቱ የወጣ ከሆነ፣ ደሞዝ የሚከፈልበት 5 ተከታታይ የስራ ቀናት የሀዘን ፈቃድ ይሰጠዋል።

- 6) If the public prosecutor become sick after she has completed maternity leave determined in accordance with sub articles 3 of this article and the medical doctor approves that she is in need of additional leave, she may take sick leave in accordance with Article 42 (1) of this regulation.
- 7) If any public prosecutor of six months pregnancy which is terminated before she has taken pre-natal leave she shall be granted postnatal leave of 60 consecutive days if she presents medical certificate ascertaining such fact.
- 8) If such pregnancy is terminated after she has taken pre-natal leave, her pre-natal leave she shall be terminated and she shall be granted postnatal leave of 90 consecutive days as provided under sub articles 3 of this article.
- 9) The public prosecutor who faced discharge of pregnancy within 3 up to 6 months period of pregnancy shall be granted with a paid leave of thirty (30) consecutive days.
- 10) Any public prosecutor whose wife has given birth shall be granted with a paid leave of ten (10) working days.

45. Mourning Leave

- 1) Any public prosecutor whose husband or wife or children or father or mother or blood relatives or affinitive relatives counted up to second stages is died or another person is died in his house whose body has been taken out of his house shall be given mourning leave with pay for five (5) consecutive working days.

- 2) Abbaan Alangaa kan keewwata kana keewwata xiqqaa (1) jalatti ibsamaniin ala firri dhiyoo yookiin michuun kan jalaa du'e yoo ta'e hayyamni gaddaa mindaan itti kaffalamu kan guyyaa hojii tokkoo(1) ni kennamaaf;
- 3) Hayyamni gaddaa bu'uura keewwata kana keewwata xiqqaa 2 tiin kennamu bara baajata tokko keessatti guyyoota hojii jaha (6) caaluu hin qabu.

46. Hayyama Addaa

- 1) Abbaan Alangaa kamiyyuu haallan armaan gadiitiif hayyama addaa kaffaltii mindaa wajjiin argachuuf mirga qaba:
 - (a) fuudhaa fi heeruma yeroo raawwatu hayyama guyyoota hojii shan (5);
 - (b) barnootaaf kan galmaahe yoo ta'e, bara barnootichaaf galmaa'e keessatti guyyoota qormaataa hundaaf;
 - (c) gumeen qorannoo ilaalamee Abbaa Alangaa Waliigalaatiin yoo hayyamame qorannoo fi qo'annoo seeraa gaggeessuuf waggaa shan keessatti yeroo tokkoof ji'a afuriif;
 - (d) Mana murtii yookiin qaama aangoo qabu kan biroo irraa waraqaan waamichaa kan isa dhaqqabe yoo ta'e guyyoota barbaadameef;
 - (e) Abbaan Alangaa dubartiin kamiyyuu daa'ima waggaa tokko hin guunne yaalchisuuf ragaa yaalaatiin yemmuu mirkanaa'u hayyamni mindaan itti kaffalamu ni kennamaaf.
- 2) Abbaan Alangaa kamiyyuu hojii isaa irraa addaan bahee barnoota yookiin leenjii biyya keessaa yookiin biyya alaatti hordofuuf hayyama kan gaafate yoo ta'ee fi barnoota yookiin leenjii isaa hordofee yammuu xumuru Mana Hojichaaf tajaajila fooyya'aa kan kennu ta'uu yoo itti amane, Guumiin Waliigalaa hayyama barnootaa yookiin leenjii kennuufii ni danda'a.

- 2) ዓቃቤ ሕጉ በዚህ አንቀጽ ንዑስ አንቀጽ 1 ስር ከተገለጹት ውጪ የቅርብ ዘመድ ወይም ወዳጅ ከሞተበት፣ ደሞዝ የሚከፈልበት 1 የስራ ቀን የሀዘን ፈቃድ ይሰጠዋል።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 2 መሠረት የሚሰጠው የሀዘን ፈቃድ በአንድ የበጀት ዓመት ውስጥ ከስድስት (6) የስራ ቀናት መብለጥ የለበትም።

46. ልዩ ፈቃድ

- 1) ማንኛውም ዓቃቤ ሕግ ለሚከተሉት ሁኔታዎች ልዩ ፈቃድ ከደሞዝ ክፍያ ጋር የማግኘት መብት አለው፡-
 - (ሀ) ጋብቻ በሚፈጽምበት ጊዜ አምስት (5) የስራ ቀናት ፈቃድ፤
 - (ለ) ለትምህርት ተመዘግቦ ከሆነ፣ ለትምህርቱ በተመዘገበበት ዓመት ውስጥ ላሉ ሁሉም የፈተና ቀናት፤
 - (ሐ) በምርምር ጉባኤ ታይቶ በጠቅላይ ዓቃቤ ህጉ ከተፈቀደ፣ የህግ ምርምርና ጥናት ለማካሄድ በአምስት ዓመት ውስጥ አንድ ጊዜ ለአራት (4) ወር፤
 - (መ) ክፍርድ ቤት ወይም ሌላ ሥልጣን ካለው አካል የጥሪ ደብዳቤ የደረሰው ከሆነ፣ ለተፈለገበት ቀናት፤
 - (ሠ) ማንኛውም ሴት ዓቃቤ ሕግ አንድ ዓመት ያልሞላው ህጻን ልጇን ለማሳከም፣ በህክምና ማስረጃ ሲረጋገጥ ደሞዝ የሚከፈልበት ፈቃድ ይሰጣታል።
- 2) ማንኛውም ዓቃቤ ሕግ ከስራው ተለይቶ በሀገር ውስጥ ወይም በውጭ ሀገር ትምህርት ወይም ስልጠና ለመከታተል ፈቃድ የጠየቀ እንደሆነ እና ትምህርቱን ወይም ስልጠናውን ተከታትሎ በሚያጠናቅቅበት ጊዜ ለመሥሪያ ቤቱ የተሻለ አገልግሎት የሚሰጥ መሆኑን ጠቅላላ ጉባኤው ካመነበት፣ የትምህርት ወይም የስልጠና ፈቃድ ሊሰጠው ይችላል።

- 2) If the public prosecutor has lost in death his close relatives or partners other than those specified under sub article (1) of this article, he shall be granted with a paid mourning leave of one (1) working day.
- 3) The mourning leave to be granted as per sub article 2 of this article shall not exceed six (6) working days in one fiscal year.

46. Special Leave

- 1) Any public prosecutor shall be entitled to special leave with pay for the following conditions:
 - (a) While concluding marriage, leave of five (5) working days;
 - (b) If registered for education for all examination days in the education year he is registered for;
 - (c) To undertake legal research and study once in five years for four months on condition that it is authorized by the Attorney General;
 - (d) If he has received summon from the court or other authorized body, for the days he is required;
 - (e) Any female public prosecutor shall be given a leave with pay to get medical treatment of her child who has not attained one year of age when it is proved by medical certificate.
- 2) If any public prosecutor requested to attend education or training within the country or abroad and the General Commission believes that he provides better service for the office up on completion of his education or training, it may permit him to attend education or training.

3) Akkaataa keewwata kana keewwata xiqqaa 2 tiin hayyamni yemmuu kennamu yeroo turtii Abbaan Alangichaa barnoota irratti dabarsu keessatti daballiin mindaa waggaa lama lamaa hin raawwatamuuf.

47. Hayyama Addaa Kaffaltii Malee

1) Abbaan Alangaa sababa gahaa ta'een hayyama addaa mindaan itti hin kafalamne yoo gaafate, Gumiin Waliigalaa faayidaa Mana Hojichaa irratti miidhaa kan hin dhaqqabsiifne ta'uu yoo itti amane hayyama addaa waggaa tokko hin caalle kennuuf ni danda'a.

2) Keewwata kana keewwata xiqqaa 1 jalatti kan tumame jiraatus, Abbaan Alangichaa hayyamni addaa mindaa malee akka kennamuuf kan gaafateef sababa piroojektii mana hojii mootummaa ilaallatu irratti ramadamuu isaatiin yookiin hiriyaan gaa'ila isaa hojii misiyoonii dipiloomaasiitiif biyya alaatti ramadamuu isaatiin yoo ta'e, piroojektiichi yookiin hojiin misiyoonii dipiloomaasii hanga xumuramutti hayyamni addaa kennamuufii ni danda'a.

48. Hayyama Malee Hojii irraa Hafuu

1) Abbaan Alangaa kamiyyuu hayyama malee hojii irraa kan hafe yoo ta'e mindaan isaa guyyoota hojii irraa itti hafee irraa kan citu ta'a.

2) Akkaataa keewwata kana keewwata xiqqaa 1 tiin miindaan Abbaan Alangaa akka citu kan ajaju sadarkaa Mana Hojichaatti Abbaan Alangaa Waliigalaa, sadarkaa Godinaatti Itti Gaafatamaa mana hojii Abbaan Alangaa Godinaa fi Sadarkaa Aanaa yookiin Magaallaatti Itti Gaafatamaa Mana Hojii Abbaan Alangaa Aanaa yookin Magaallaa ta'a.

3) በዚህ አንቀጽ ንዑስ አንቀጽ 2 መሠረት ፈቃድ በሚሰጥበት ጊዜ፣ ዓቃቤ ሕጉ በትምህርት ላይ በሚያሳልፍበት የጊዜ ቆይታ ውስጥ በየሁለት ዓመቱ የሚደረገው የደሞዝ ጭማሪ አይፈጸምለትም።

47. ያለ ክፍያ የሚሰጥ ልዩ ፈቃድ

1) ዓቃቤ ሕግ በቂ በሆነ ምክንያት ደሞዝ የማይከፈልበት ልዩ ፈቃድ ከጠየቀ እና ጠቅላላ ጉባኤውም በመሥሪያ ቤቱ ጥቅም ላይ ጉዳት የማያደርስ መሆኑን ካመነበት፣ ከአንድ ዓመት የማይበልጥ ልዩ ፈቃድ ሊሰጠው ይችላል።

2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው ቢኖርም፣ ዓቃቤ ሕጉ ደሞዝ የማይከፈልበት ልዩ ፈቃድ እንዲሰጠው የጠየቀው የመንግስት መሥሪያ ቤትን በሚመለከት ፕሮጀክት ላይ በመመደቡ ወይም የትዳር ጋደኛው ለዲፕሎማሲያዊ ሚሲዮን ሥራ በውጭ ሀገር በመመደቡ ምክንያት ከሆነ፣ ፕሮጀክቱ ወይም የዲፕሎማሲያዊ ሚሲዮን ሥራው እስከሚጠናቀቅ ድረስ ልዩ ፈቃዱ ሊሰጠው ይችላል።

48. ያለፈቃድ ከስራ መቅረት

1) ማንኛውም ዓቃቤ ሕግ ፈቃድ ሳይወስድ ከስራ የቀረ እንደሆነ፣ ከስራ የቀረባቸው ቀናት ደሞዙ ተሰልፎ የሚቆረጥበት ይሆናል።

2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሰረት የዓቃቤ ሕግ ደሞዝ እንዲቆረጥ የሚያዘው በመሥሪያ ቤቱ ደረጃ ጠቅላይ ዓቃቤ ሕጉ፣ በዞን ደረጃ የዞን ዓቃቤ ሕግ መሥሪያ ቤት ሃላፊ፣ እና በወረዳ ወይም በከተማ ደረጃ የወረዳው ወይም የከተማው ዓቃቤ ሕግ መሥሪያ ቤት ሃላፊ ይሆናል።

3) While providing permission as per sub article 2 of this article, the public prosecutor shall not get the salary increment to be made in two years intervals for the period he passes on education or training.

47. Special Leave without Payment

1) If the public prosecutor requested special leave with no pay, the General Commission may provide him special leave for not more than one year if it believes that it does not cause any damage on the benefits of the office.

2) Notwithstanding to the provision under sub article1 of this article, the public prosecutor requested special leave with no pay for he is assigned on the project which concerns government of office or his spouse is assigned for diplomatic mission activity in foreign country, he may be provided the special leave until the completion of such project or diplomatic mission.

48. Unauthorized Absence from Work

1) If any public prosecutor is absent from work without permission, the salary for the days he is absent from work shall be deducted from him.

2) The order for the deduction of the public prosecutor's salary pursuant to sub article1 of this article shall be given Attorney General at the Office level, head of Prosecution Office of the Zone at zonal level and head of Prosecution Office of the District or City at the District or City level.

3) Akkaataa keewwata kana keewwata xiqqaa (1) tiin Abbaan Alangaa hayyama malee hojii irraa hafe sababa gahaa hojii irraa itti hafee yoo dhiyeesse yeroo hojii irraa hafe sanaaf mindaa guutuu ni argata.

49. Akkaataa Hayyamni Ittiin Gaa-fatamu
Haalli humnaa ol ta'e yoo isa qunname malee Abbaan Alangaa kamiiyyuu hayyama gaafachuu kan qabu barreeffamaan ta'a.

Kutaa Xiqqaa Sadi
Mindaa, Durgoo fi Faayidaalee Adda Addaa

50. Qajeeltoo Bu'uuraa

- 1) Abbaan Alangaa yookiin muudamaan gumii kan biroo mindaa fi faayidaalee seeraan murtaa'e argachuuf mirga ni qabaata.
- 2) Mindaan kan kanfalamu hojii hojjatameef qofa ta'a. Hojii hin hojjatamneef yookiin sababa Dambii kanaan beekamtii hin qabneen yeroo hojiirratti hin argamneef miindaan kanfalamuu hin qabaatu.
- 3) Mindaa Abbaa Alangaa haala hojii Abbaa Alangaa fi diinagdee naannichaa bu'uura godhate, bilisummaa ogummaa Abbaa Alangummaa kan eegsisuu fi ogeessota gahumsaa fi naamusa ol'aanaa qaban hawwatu fi tur-siisuu kan danda'u ta'uu qaba.
- 4) Fooyya'iinsi sadarkaa biyyatti taasifamu akkuma eeggametti ta'ee, Gumiin Waliigalaa mindaa Abbaa Alangaa jijjiirama diinagdee fi haawaasummaa yeroo yeroon uumamu xiinxaluudhaan waggaa afur keessatti yeroo tokko irra deebi'ee qorachuun murteessuu ni danda'a.

3) በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሰረት ከሥራ የቀረ ዓቃቤ ሕግ ከስራ የቀረበትን በቂ ምክንያት ካቀረበ፣ ከስራ ለቀረበት ጊዜ ሙሉ ደግሞ ያገኛል።

49. የፈቃድ አጠያየች ሁኔታ

ከአቅም በላይ የሆነ ሁኔታ ካላጋጠመው በስተቀር፣ ማንኛውም ዓቃቤ ሕግ ፈቃድ መጠየቅ ያለበት በጽሁፍ ይሆናል።

ንዑስ ክፍል ሦስት

ደመወዝ፣ አበል እና ልዩ ልዩ ጥቅማ ጥቅሞች

50. መሠረታዊ መርህ

- 1) ዓቃቤ ሕግ ወይም የጠቅላላ ጉባኤው ሌላ ተሿሚ በህግ የተወሰነውን ደመወዝና ጥቅማ ጥቅሞች የማግኘት መብት ይኖረዋል።
- 2) ደመወዝ የሚከፈለው ለተሠራ ሥራ ብቻ ይሆናል። ላልተሰራ ሥራ ወይም በዚህ ደንብ ዕውቅና በሌለው ምክንያት በሥራ ላይ ላልተገኘ ጊዜ ደመወዝ መከፈል የለበትም።
- 3) የዓቃቤ ሕግ ደመወዝ የዓቃቤ ሕግነት ሥራና የክልሉን ኢኮኖሚ ሁኔታ መሠረት ያደረገ የዓቃቤ ሕግነት የሙያ ነጻነት የሚያስጠብቅ እና ከፍተኛ ብቃትና ሥነ-ምግባር ያላቸውን ባለሙያዎች የሚስብና ማቆየት የሚችል መሆን አለበት።
- 4) እንደ ሀገር የሚደረገው ማሻሻያ እንደተጠበቀ ሆኖ፣ ጠቅላላ ጉባኤው በየጊዜው የሚፈጠረውን ኢኮኖሚያዊና ማህበራዊ ለውጥ በመተንተን የዓቃቤ ሕግን ደመወዝ በአራት ዓመት አንድ ጊዜ እንደገና በመመርመር ሊወስን ይችላል።

3) If the public prosecutor who is absent from work without permission pursuant to sub article1 of this article presents sufficient reason for his absence from work, he shall be paid the full salary for the days he is absent from work.

49. Manner of Application for Leave

Unless he faces force majeure, any public prosecutor shall present his request for leave in writing.

Sub-Section Three

Salary, Allowance and Various Benefits

50. Basic Principle

- 1) The public prosecutor or other appointee of the Commission is entitled to get the salary and benefits determined by law.
- 2) Salary shall be paid only for the work carried out. The salary shall not be paid for the work not performed or for the time not spent on duty due to reasons not recognized by this regulation.
- 3) Salary of the public prosecutor shall be one that bases the work load of the public prosecutor and economy of the region; that ensures the professional independence of the public prosecutor and which can attract and retain professionals with outstanding efficiency and discipline.
- 4) Without prejudice to the structural improvement made at federal level, the General Commission may research and decide salary of the public prosecutor once in four years intervals through assessing the socio economic changes occurred from time to time.

51. Ka'umsa Miindaa

- 1) Iskeeliin mindaa tokkoo tokkoo sadarkaatiif mindaa ka'umsaa, iskeelii fi fiixxee ni qabaata.
- 2) Abbaan Alangaa haaraa muudamu yookiin ramadamu sadarkaa hojii irratti muudameef yookiin ramadameef miindaan ka'umsa sadarkichaaf murtaa'e ni kaf-falamaaf.
- 3) Keewwata kana keewwata xiqqaa (2) jalatti kan tumame akkuma jirutti ta'ee, Gumiin Waliigalaa Abbaa Alangaa haaraa muudamuuf sadarkaa barnootaa, muuxannoo hojii fi leenjii addaa inni qabu bu'uura godhachuun mindaa ka'umsaa sadarkichaaf tumametti aanee gulantaalee mindaa jiran keessaa kan isa gitu akka kafalamuuf murteessuu ni danda'a. Haalli raawwii isaa Qajeelfama bahuun kan murtaa'uu ta'a.

52. Ka'umsa Miindaa Abbaa Alangaa Itti Gaafatamaa Hojii ta'ee Muudame

- Abbaan Alangaa itti gaafatamaa hojii ta'ee yemmuu muudamu:
- 1) mindaan osoo hin muudamin dura argachaa ture mindaa sadarkaa itti muudamee gadi yoo ta'e, mindaa sadarkaa itti muudamee sana kan argatu ta'a.
 - 2) miindaan osoo hin muudamin dura argachaa ture miindaa sadarkaa itti muudamee ol yookiin qixxee yoo ta'e, miindaan isaa inni haaraan iskeelii miindaa argachaa turetti aanee kan jiru ta'a.

53. Mindaa Abbaa Alangaa Itti Gaafatamummaa Hojii Irraa Ka'ee

- 1) Abbaan Alangaa ittigaafatamummaa hojii irraa yemmuu ka'u mindaan isaa inni haaraan mindaa sadarkaa osoo Abbaa Alangaa ta'ee itti fufeera ta'ee, sadarkaa irra gahuu ni danda'a jedhamee shallagamu ta'a.

51. መነሻ ደመወዝ

- 1) የደመወዝ እስኪል ለያንዳንዱ ደረጃ መነሻ ደመወዝ፣ እስኪል እና ጣሪያ ይኖረዋል።
- 2) አዲስ የሚሾም ወይም የሚመደብ ዓቃቤ ሕግ ለተሾመበት ወይም ለተመደበበት የሥራ ደረጃ የተወሰነው መነሻ ደመወዝ ይከፈለዋል።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 2 ሥር የተደነገገው እንደተጠበቀ ሆኖ፣ ጠቅላላ ጉባኤው አዲስ ለሚሾም ዓቃቤ ሕግ የትምህርት ደረጃውን፣ የሥራ ልምድና ያለውን ልዩ ሥልጠና መሠረት በማድረግ ለደረጃው ከተደነገገው መነሻ ደመወዝ ቀጥሎ ካሉት የደመወዝ አርከኖች ውስጥ እሱን የሚመጥነው እንዲከፈለው ሊወስን ይችላል። አፈጻጸሙ በሚወጣው መመሪያ የሚወሰን ይሆናል።

52. የሥራ ሃላፊ ሆኖ የተሾመ ዓቃቤ ሕግ መነሻ ደመወዝ

- ዓቃቤ ሕግ የሥራ ሃላፊ ሆኖ ሲሾም፡-
- 1) ከመሾሙ በፊት ሲያገኘው የነበረው ደመወዝ ከተሾመበት ደረጃ ደመወዝ በታች ከሆነ፣ የተሾመበትን ደረጃ ደመወዝ የሚያገኝ ይሆናል።
 - 2) ከመሾሙ በፊት ሲያገኘው የነበረው ደመወዝ ከተሾመበት ደረጃ ደመወዝ በላይ ወይም እኩል ከሆነ፣ አዲሱ ደመወዙ ሲያገኘው ከነበረው የደመወዝ እስኪል ቀጥሎ ያለው ይሆናል።

53. ከሥራ ሃላፊነት የተነሣ ዓቃቤ ሕግ መነሻ ደመወዝ

- 1) ዓቃቤ ሕግ ከሥራ ሃላፊነት ሲነሣ፣ አዲሱ ደመወዙ ዓቃቤ ሕግ ሆኖ ቀጥሎ ቢሆን ኖሮ ሊደርስበት ይችላል ተብሎ የሚታሰበው የደመወዝ ደረጃ ይሆናል።

51. Starting Salary Rate

- 1) The salary scale for each level shall have starting rate, scale and ceiling salary.
- 2) A newly appointed or assigned public prosecutor shall be paid the starting salary determined for the level on which he is appointed or assigned.
- 3) Without prejudice to the provision under sub article (2) of this article, the General Commission may decide payment of one of the equivalent salary among the salary steps found next to the starting salary provided for the level for the newly appointed public prosecutor taking in to account his educational status, experience and special training. Its implementation particulars shall be determined by the directive to be issued.

52. Starting Salary Rate of Public Prosecutor Appointed as Head of Work

- When the public prosecutor is appointed as head of work:
- 1) If his salary before his appointment is less than the salary determined for the level on which he is appointed, he shall be paid the salary for the level on which he is appointed.
 - 2) If his salary before his appointment is more than or equal with the salary determined for the level on which he is appointed, his newly salary shall be the salary scale next to the salary he has been paid.

53. Salary of Public Prosecutor Removed from his Work Post

- 1) When the public prosecutor is removed from work leadership, his newly salary shall be the salary level he could have attained had he continued as a public prosecutor.

2) Abbaan Alangaa ittigaafat-amummaa hojii irraa yemmuu ka'u guddina olee fi dalgee kan argatu akkaataa Dambii kana keewwata 30 jalatti tumameen qofa ta'a.

54. Sadarkaa Hojii Walfakkaataatti yeroodhaaf jijjiiramu yookiin Ramadamuu

Abbaan Alangaa hojii irra jiru irraa gara hojii wal-fakkaataa birootti yeroodhaaf yoo jijjiiramu yookiin yoo ramadamu miindaa fi sadarkaan isaa kan kanaan dura qabu ta'a.

55. Sadarkaa Hojii O'aaanutti Ergisaan Hojjiisiiisuu

1) Bu'aa qabeessummaa hojii mana hojichaatiif barbaachisaa ta'ee yoo argame, Gumiin Waliigalaa Abbaan Alangaa tokko yeroo waggaa tokkoo hin caalleef dorgommiidhaan Mana hojii Abbaa Alangaa Aanaa yookiin Magaalaa irraa gara Godinaatti yookiin Godina irraa gara Mana Hojichaatti ergisaan akka hojjetu taasisuu ni danda'a.

2) Tumaan keewwata kana keewwata xiqqaa 1 jiraatus, Abbaan Alangaa barnoota yookiin leenjii waggaa tokkoo ol ta'e fudhachuuf deeme bakka buusuuf yookiin hanga yeroo barumsichi yookiin leenjichi fudhatutti Abbaa Alangaa biroo ulaagaa ifa ta'een dorgomsiisuun ergisaan hojjechisuun ni danda'ama.

3) Abbaan Alangaa kamiyyuu ergisaan akka hojjetu yammuu taasisifamu faayidaan iddichaaf seeraan murtaa'e kan kaffalamuuf ta'a. Raawwiin isaa Qajeelfama bahuun kan murtaa'u ta'a.

2) ዓቃቤ ሕግ ከሥራ ሃላፊነት ሲነሣ የወደ ላይ እና የወደ ጎን ዕድገት የሚያገኘው በዚህ ደንብ አንቀጽ 30 ሥር በተደነገገው መሠረት ብቻ ይሆናል።

54. ወደ ተመሳሳይ የሥራ ደረጃ በጊዜያዊነት መዛወር ወይም መመደብ

ዓቃቤ ሕግ እየሰራው ካለበት ሥራ ላይ ወደ ሌላ ተመሳሳይ ሥራ በጊዜያዊነት ሲዘዋወር ወይም ሲመደብ፣ ደመወዙና ደረጃው ከዚህ በፊት ይዞት የነበረው ይሆናል።

55. ከፍተኛ የሥራ ደረጃ ላይ በውስጥ ማሰራት

1) ለመሥሪያ ቤቱ ሥራ ውጤታማነት አስፈላጊ ሆኖ ከተገኘ፣ ጠቅላላ ጉባኤው አንድን ዓቃቤ ሕግ ከአንድ ዓመት ላልበለጠ ጊዜ በውድድር ከወረዳ ወይም ከከተማ ዓቃቤ ህግ መሥሪያ ቤት ወደ ዞን ወይም ከዞን ወደ መሥሪያ ቤቱ በውስጥ በመሄድ እንዲሰራ ሊያደርግ ይችላል።

2) የዚህ አንቀጽ ንዑስ አንቀጽ 1 ድንጋጌ ቢኖርም፣ ከአንድ ዓመት በላይ የሆነ ትምህርት ወይም ሥልጠና ሊወስድ የሄደ ዓቃቤ ሕግን ለመተካት ወይም ትምህርቱ ወይም ሥልጠናው ለሚወስደው ጊዜ ሌላ ዓቃቤ ሕግን ግልጽ በሆነ መስፈርት በማወዳደር በውሳኔ ማሰራት ይቻላል።

3) ማንኛውም ዓቃቤ ሕግ በውሳኔ እንዲሰራ በሚደረግበት ጊዜ ለቦታው በህግ የተወሰነው ጥቅም የሚከፈለው ይሆናል።

2) When the public prosecutor is removed from work leadership, he shall get vertical and horizontal promotion only as provided under Article 30 of this regulation.

54. Transferred or Assigned to a Work of Similar Position Temporarily

When the public prosecutors transferred or assigned to a similar level of work temporarily, he shall retain his previous salary and level.

55. Making to Work on a Higher Position in Seconding

1) Where it is found essential for the effectiveness of the office's work performance, the General Commission may cause a public prosecutor from the District or City Prosecution Office to work at the Zone Prosecution Office or from the Zone Prosecution Office to work at the Attorney General Office in seconding for a period not exceeding one year through competition.

2) Notwithstanding to the provision under sub article1 of this article, with a view to replace the public prosecutor who has gone to attend education or training which lasts for more than one year or for the period necessary for such education or training, it is possible to compete other public prosecutor with clear criteria and cause him work in seconding.

3) When any public prosecutor is made to work in seconding, he shall be paid with the benefit legally determined for the position. Its implementation shall be determined by the directive to be issued.

56. Sadarkaa Irraa Gadi Bu'uu

- 1) Abbaan Alangaa kamiyyuu sadarkaa irraa kan gadi bu'u:
- (a) adabbii balleessaa naamusaatiin; yookiin
- (b) raawwiin hojii isaa gahaa yoo ta'uu baate fi leenjiin gahumsa cimsuu fi deeggarsi barbaachisaa ta'e godhameefii kan hin fooyyofne yoo ta'eedha.
- 2) Gumiin Waliigalaa akkaataa keewwata kana keewwata xiqqaa (1) tiin Abbaan Alangaa sadarkaa irraa akka gadi bu'u yeroo murteessu akkuma haala isaatti miindaa ka'umsaa sadarkaa Abbaan Alangichaa gadi bu'ee irratti ramadame yookiin gulantaa miindaa ka'umsaatti aanee jiru irratti ni ramadama.

57. Ramaddii Sadarkaa Hojii Abbaa Alangaa Dhukkubsatee

- Abbaan Alangaa sababa dhukkubaatiin sadarkaa hojii irratti ramadame irratti hojjachuu kan hin dandeenye ta'uun ragaa mana yaalaatiin yoo mirkanaa'e:
- 1) Sadarkaan hojii banaa sadarkaa qabateen itti ramadamuu danda'u yoo jiraate sadarkama qabateen; yookiin
 - 2) Sadarkaan hojii banaa sadarkaa inni qabateen walfakkaatu kan hin jirree fi Abbaan Alangichaa sadarkaa sanaa gadii irratti ramadamee hojjachuuf hayyamaa yoo ta'e sadarkaan isaa hir'atee sadarkaa isaaf mijataa ta'e irratti kan ramadamu ta'a.
 - 3) Akkaataa keewwata kana keewwata xiqqaa 1 fi 2 tiin ramadun kan hin danda'amne yoo ta'e Gumiin Waliigalaa sadarkaa itti hojjachuu danda'a jedhee amanutti akka ramadamu murteessuu ni danda'a.

58. Iskeelii Miindaa fi Jajjabees-situuwwan

- 1) Mindaan Abbaa Alangaa iskeelii mindaa kudha shan(15) gadi hin taane mul'isuu qaba.

56. ከደረጃ ዝቅ ማለት

- 1) ማንኛውም ዓቃቤ ሕግ ከደረጃ ዝቅ የሚለው፡-
- (ሀ) በሥነ-ምግባር ጥፋት ቅጣት፤ ወይም
- (ለ) የሥራ አፈጻጸሙ በቂ ካልሆነ እና የብቃት ማዳበሪያ ሥልጠና እና አስፈላጊው ድጋፍ ተደርጎለትም መሻሻል ካልቻለ ነው።
- 2) ጠቅላላ ጉባኤው በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት ዓቃቤ ሕግ ከደረጃው ዝቅ እንዲል በሚወስንበት ጊዜ እንደ ሁኔታው ዝቅ ያለው ዓቃቤ ሕግ የተመደበበት ደረጃ መነሻ ደመወዝ ወይም ከመነሻ ደመወዙ ቀጥሎ ባለው የደመወዝ እርከን ላይ ይመደባል።

57. የታመመ ዓቃቤ ሕግ የሥራ ደረጃ ምደባ

- ዓቃቤ ሕግ በበሽታ ምክንያት በተመደበበት የሥራ ደረጃ ላይ መሥራት የማይችል መሆኑን በህክምና ማስረጃ ከተረጋገጠ፡-
- 1) በያዘው ደረጃ ሊመደብ የሚችልበት ክፍት የሥራ ደረጃ ካለ፣ በያዘው ደረጃ፣ ወይም
 - 2) እሱ ከያዘው ደረጃ ጋር ተመሳሳይ የሆነ ክፍት የሥራ ደረጃ የሌለና ዓቃቤ ሕጉ ከዚያ በታች በሆነ ደረጃ ላይ ተመደቦ ለመስራት ፈቃደኛ ከሆነ፣ ደረጃው ተቀንሶ ለሱ ተስማሚ በሆነ ደረጃ ላይ የሚመደብ ይሆናል።
 - 3) በዚህ አንቀጽ ንዑስ አንቀጽ 1 እና 2 መሠረት መመደብ የማይቻል ከሆነ፣ ጠቅላላ ጉባኤው ሊሰራ ይችላል ብሎ በአመነበት ደረጃ ላይ እንዲመደብ ሊወስን ይችላል።

58. የደመወዝ ስኬል እና ማባረታቻዎች

- 1) የዓቃቤ ሕግ ደመወዝ ከአስራ አምስት (15) በታች ያልሆነ የደመወዝ ስኬል ማሳየት አለበት።

56. Demotion

- 1) Any public prosecutor shall be demoted from position:
- (a) By disciplinary penalty imposed on him;
- (b) If his work performance is unsatisfactory and he fails to improve himself despite the necessary capacity building training and support provided to him.
- 2) When the General Commission decides for the demotion of the public prosecutor from his position as per sub article 1 of this article, he shall be assigned on the starting salary for the level on which Assignment the public prosecutor is demoted or on the salary step next to the starting salary.

57. Work Level Assignment of the Diseased Public Prosecutor

- When it is proved by medical evidence or certificate that the public prosecutor is unable to work on the work level (grade) he is assigned:
- 1) If there is vacant level on which he may be assigned with his present level (grade) he shall be assigned just with the level he has;
 - 2) If there is no vacant level similar with the level he has and the public prosecutor is ready to be assigned and work on the lesser level, he shall be assigned on the level suitable for him.
 - 3) If it is not possible to assign him as per sub articles 1 and 2 of this article, the General Commission may decide to be assigned on the level it believes that he can work.

58. Salary Scale and Incentives

- 1) The salary scale of the public prosecutor shall indicate not less than fifteen (15) salary scale;

- 2) Daballi iskeelii miindaa waggaa lama lamaan taasifamu argachuu waggama sana keessatti guddina sadarkaa dalgee yookiin olee argachuu kan dhorku miti.
- 3) Abbaan Alangaa tokko sadarkaa qabateef dabalata gulaantaa iskeelii miindaa keessatti ibsame waggaa lama lamaan kan argatu:
 - (a) madaalliin raawwii hojii, naamusaa fi gahumsi isaa gahaa ta'ee yoo argame; fi
 - (b) miindaan isaa fiixee mindaa sadarkichaaf murtaa'e kan hin dabarre yoo ta'eedha.
- 4) Akkaataa keewwata kana keewwata xiqqaa (1) tiin hammi dabala miindaa taasifamus osoo murtiin daballii mindaa hin darbiin dura miindaa Abbaan Alangichaa argachaa turee fi gulantaa miindaa itti aanee argatu gidduu garaagarummaa jiru ta'a.
- 5) Bu'aa raawwii hojii bu'uura godhachuun Abbaa Alangaatiif jajjabeessituun ni kennamaaf. Raawwin isaa Qajeelfama bahuun kan murtaa'u ta'a.

59. Yeroo Turmaata Dabalata Iskeelii in Mindaa Ittiin Lakkaa'amu

- 1) Bu'uura Dambii kanaatiin dabalii iskeelii miindaa waggaa lama lamaan kennamuuf yeroon turmaataa kan lakkaa'amu guyyaa Abbaan Alangichaa itti muudame yookiin guddina itti argate yookiin dabala iskeelii dhumaa itti argate irraa kaasee ta'a.
- 2) Ka'umsi miindaa haaraa hojiirra ooluun iskeelii miindaa argachuu kan dhorku miti. Iskeelii kennamus ka'umsa miindaa haaraa murtaa'e irraa kan shalla gamee kennamu ta'a.

- 2) በየሁለት ዓመቱ የሚደረገው የደመወዝ ስኬል ጭማሪ ማግኘት በዚያው ዓመት ውስጥ የወደ ጎን ወይም ወደ ላይ ዕድገት ማግኘትን የሚከለክል አይደለም።
- 3) አንድ ዓቃቤ ሕግ ለያዘው ደረጃ በደመወዝ ስኬል እርከን ውስጥ የተጠቀሰውን ጭማሪ በየሁለት ዓመቱ የሚያገኘው፡-
 - (ሀ) የሥራ አፈጻጸም ምዘና ውጤቱ፣ መልካም ሥነ-ምግባሩና ብቃቱ በቂ ሆኖ ከተገኘ፤ እና
 - (ለ) ደመወዙ ለደረጃው ከተወሰነው የደመወዝ ባሪያ ያላለፈ ከሆነ ነው።
- 4) በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት የሚደረገው የደሞዝ ጭማሪ መጠንም የደሞዝ ጭማሪ ውሳኔ ከመተላለፉ በፊት ዓቃቤ ሕግ ሲያገኘው የነበረው ደሞዝ እና ቀጥሎ የሚያገኘው የደሞዝ እርከን መካከል ያለው ልዩነት ይሆናል።
- 5) የሥራ አፈጻጸም ውጤቱን መሠረት በማድረግ፣ ለዓቃቤ ሕግ ማበረታቻ ይሰጠዋል። አፈጻጸሙ በሚወጣው መመሪያ የሚወሰን ይሆናል።

59. የደመወዝ ስኬል ጭማሪ የሚቆጠርበት መቆያ ጊዜ

- 1) በዚህ ደንብ መሰረት በየሁለት ዓመቱ ለሚሰጠው የደመወዝ ስኬል ጭማሪ መቆያ ጊዜ የሚቆጠረው ዓቃቤ ሕግ ከተሾመበት ወይም ዕድገት ካገኘበት ወይም የመጨረሻውን የደሞዝ ስኬል ጭማሪ ካገኘበት ቀን ጀምሮ ይሆናል።
- 2) አዲስ የደመወዝ መነሻ ሥራ ላይ መዋሉ የደሞዝ ስኬል ማግኘትን የሚከለክል አይደለም። የሚሰጠው ስኬልም አዲስ ከተወሰነው የደመወዝ መነሻ ላይ በመነሣት ተሰልቶ የሚሰጥ ይሆናል።

- 2) Acquiring salary scale increment to be made every two years shall not bar obtaining of the horizontal and vertical promotion in that year.
- 3) The public prosecutor shall acquire the salary increment specified in the salary scale steps for the level he holds where:
 - (a) His performance evaluation, discipline and competence are sufficient;
 - (b) His salary does not exceed ceiling of the salary determined for the level.
- 4) Amount of the increment to be made as per sub article1 of this article shall be the difference of the salary which the public prosecutor had been receiving before the decision on salary increment is passed and the salary step he will get next.
- 5) Incentives shall be provided to the public prosecutor based on work performance result. Its implementation shall be determined by the directive to be issued.

59. Waiting Period for Calculating Salary Scale Increment

- 1) The waiting period for the salary scale increment to be provided every two years as per this regulation shall be calculated from the date that the public prosecutor is appointed or promoted or got the last scale increment.
- 2) Implementation of the new salary base shall not bar acquiring salary scale increment. The scale increment to be provided shall be calculated and given from the newly determined salary base.

60. Bu'aa Muudamni Yeroo Turmaataa Dabalata Iskeelii Miindaa Irratti Qabaatu

Abbaan Alangaa kamiyyuu miindaan sababa muudamaatiin argatu osoo muudamicha argachuu baatee yeroo dabalataa isa itti aanutti gulantaa iskeelii miindaa argachuu danda'u wajjiin wal-qixa yoo ta'e, yeroon turmaataa dabalata iskeelii itti aanuu muudamuun dura guyyaa dabalata argate irraa kaasee lakka'ama.

61. Bu'aa Sadarkaa Irraa Gadi Bu'uun Yeroo Turmaata Dabalataa Iskeelii Irratti Qabaatu

Abbaan Alangaa kamiyyuu adabbii balleessaa namusaatiin yookiin raawwiin hojii isaa gahaa ta'uu dhabuun sadarkaa dura qabate ture irraa kan gadi bu'e yoo ta'ee yeroon turmaata dabalata iskeelii guyyaa gadi bu'e irraa kaasee kan lakka'amu ta'a.

62. Raawwii Dabalata Iskeelii Miindaa

- 1) Manni Hojichaa daballii mindaa Abbootii Alangaa Mana Hojii Abbaa Alangaa Waliigalaa fi Godinaatiif gaafatu baajata isaa waliin Biiroo Mallaqaa fi Walta'iinsa Dinagdee Oromiyaatiif ni dhiyeessa.
- 2) Manni Hojii Abbaa Alangaa Aanaa yookiin Magaalaa daballii miindaa Abbootii Alangaa baajata isaa waliin Waajjira Mallaqaa fi Walta'iinsa Dinagdee Aanichaa yookiin Magaalichaatiif ni dhiyeessa.

63. Akkaataa Kaffaltii Miindaa

Dambii kana keewwata 40(3) jalatti kan tumame akkuma eeggametti ta'ee, miindaan Abbaa Alangaa kan kaffalamu dhuma ji'aa irratti Abbaa Alangichaatiif yookiin bakka bu'aa isaatiif ta'a.

60. ሹመት በደመወዝ ስኬል ጭማሪ መቆያ ጊዜ ላይ የሚኖረው ውጤት

ማንኛውም ዓቃቤ ሕግ በሹመት ምክንያት የሚያገኘው ደመወዝ ሹመቱን ባያገኝ ኖሮ በሚቀጥለው ጭማሪ ጊዜ ሊያገኝ ከሚችለው የደሞዝ ስኬል እርከን ጋር እኩል ከሆነ የሚቀጥለው የስኬል ጭማሪ የቆይታ ጊዜ ከመሾሙ በፊት ጭማሪ ካገኘበት ቀን ጀምሮ ይቆጠራል።

61. ከደረጃ ዝቅ ማለት በስኬል ጭማሪ መቆያ ጊዜ ላይ የሚኖረው ውጤት

ማንኛውም ዓቃቤ ሕግ በሥነ-ምግባር ጥፋት ቅጣት ወይም የስራ አፈጻጸሙ በቂ ባለመሆኑ ምክንያት አስቀድሞ ከያዘው ደረጃ ዝቅ ብሎ ከሆነ የስኬል ጭማሪ የቆይታ ጊዜው ከደረጃው ዝቅ ካለበት ቀን ጀምሮ የሚቆጠር ይሆናል።

62. የደመወዝ ስኬል ጭማሪ አፈጻጸም

- 1) መሥሪያ ቤቱ ለጠቅላይ እና ለዞን ዓቃቤ ሕግ መሥሪያ ቤት ዓቃቤያነ ሕግ የሚጠይቀውን የደመወዝ ጭማሪ ከባጀቱ ጋር ለኦሚያ ፋይናንስና ኢኮኖሚ ትብብር ቢሮ ያቀርባል።
- 2) የወረዳ ወይም የከተማ ዓቃቤ ሕግ መሥሪያ ቤት ለዓቃቤያነ ሕግ የሚጠይቀውን የደመወዝ ጭማሪ ከባጀቱ ጋር ለወረዳው ወይም ለከተማው ፋይናንስና ኢኮኖሚ ትብብር ጽህፈት ቤት ያቀርባል።

63. የደመወዝ አከፋፈል

በዚህ ደንብ አንቀጽ 40 (3) ሥር የተደነገገው እንደተጠበቀ ሆኖ፣ ዓቃቤ ሕግ ደሞዝ የሚከፈለው በወሩ መጨረሻ ላይ ለዓቃቤ ሕግ ወይም ለተወካዩ ይሆናል።

60. Effects of Appointment on the Waiting Period of Salary Scale Increment

If the salary obtained by any public prosecutor due to his appointment is equal with the salary scale step which he can acquire in the next salary scale increment period had he not been appointed, the waiting period for the next scale increment shall be counted from the date that he has got the scale increment before his appointment.

61. Effects of Demotion on the Waiting Period of Salary Scale Increment

If any public prosecutor is demoted from his prior position for committing disciplinary faults or for his unsatisfactory work performance, the waiting period for the next scale increment shall be counted from the date that he was demoted.

62. Execution of Salary Scale Increment

- 1) Office of the Attorney General shall submit its request of salary increment for the public prosecutors of the Attorney General and Zone Public prosecution Offices together with its budget to Oromia Finance and Economic Cooperation Bureau.
- 2) The District or City Public prosecution Office shall submit its request of salary increment for the public prosecutors together with its budget to the District or City Finance and Economic Cooperation Office.

63. Manner of Paying Salary

Without prejudice to the provision under Article 40 (3) of this regulation, salary shall be paid to the public prosecutor at the end of the month.

64. Miindaa Kutuu

- 1) Miindaan Abbaa Alangaa kan kutamu:
 - (a) Abbaan Alangichaa akka irraa citu barreeffamaan yoo ibse;
 - (b) Ajaja mana murttiitiin;
 - (c) Akkaataa Dambii kanaa fi seerota rogummaa qabaniin tumameen; yookiin
 - (d) Murtii Adabbii balleessaa Naamusaa Gumiin aangoo qabuun kennameen qofa ta'a.
- 2) Akkaataa keewwata kana keewwata xiqqaa 1(b) fi (c) tiin miindaan Abbaa Alangaa irraa ji'aa kutamu miindaa qulqullaa'ee harka isaa gahu harka radi keessaa harka tokko caalu hin qabu.

65. Faayidaalee Adda Addaa Abbaa Alangaa

- 1) Abbaan Alangaa faayidaalee armaan gadii kan argatu ta'a:
 - (a) Kaffaltii kiraa manaa;
 - (b) Kaffaltii tajaajila geejjibaa;
 - (c) Kaffaltii yaalumsaa;
 - (d) Yeroo hayyama mana hojichaatiin barnoota ol'aanaa baratu yookin leenjii yeroo gabaabaa fudhatu mindaa fi faayidaan argachaa ture ittifufuu; fi
 - (e) Kaffaltiiwwan hojiif barbaachisa kan biroo.
- 2) Manni Hojichaa kaffaltii kiraa manaa fi tajaajila geejjibaa Abbaa Alangaa, akkasumas kaffaltii yaalumsaa Abbaa Alangaa fi maatii isaatiif raawwatamuu qabu dursee baajata qabachuun raawwachuu qaba. Hangi kafaltii fi haalli raawwii isaa Qajeelfama bahuun kan murtaa'u ta'a.
- 3) Keewwata kana keewwata xiqqaa 1 fi 2 jalatti kan tumame akkuma jirutti ta'ee, Manni Hojichaa qaama dhimmi ilaalutti dhiyees-suudhaan yookiin mariisiisuuf haala Abbaan Alangaa:

64. ደመወዝ መቆረጥ

- 1) ዓቃቤ ሕግ ደሞዝ የሚቆረጠው፡-
 - (ሀ) ዓቃቤ ሕግ እንዲቆረጥ በጽሁፍ ከገለጸ፤
 - (ለ) በፍርድ ቤት ትዕዛዝ፤
 - (ሐ) በዚህ ደንብና አግባብነት ባላቸው ህጎች በተደነገገው መሠረት፤ ወይም
 - (መ) ሥልጣን ባለው ጠቅላላ ጉባኤ በሚሰጠው የሥነ-ምግባር ጥፋት ቅጣት ብቻ ይሆናል፡፡
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 (ለ) እና (ሐ) መሰረት ከዓቃቤ ሕግ በወር የሚቆረጠው ደመወዝ በእጁ ከሚደርሰው የተጣራ ደመወዙ ከአንድ ሦስተኛው መብለጥ የለበትም፡፡

65. የተለያዩ የዓቃቤ ሕግ ጥቅማጥቅሞች

- 1) ዓቃቤ ሕግ የሚከተሉትን ጥቅማ ጥቅሞች የሚያገኝ ይሆናል፡-
 - (ሀ) የቤት ኪራይ ክፍያ፤
 - (ለ) የትራንስፖርት አገልግሎት ክፍያ፤
 - (ሐ) የህክምና ወጪ ክፍያ፤
 - (መ) በመሥሪያ ቤቱ ፈቃድ የክፍተኛ ትምህርት ሲማር ወይም የአጭር ጊዜ ሥልጠና ሲወስድ ደሞዝና ሲያገኘው የነበረው ጥቅማ ጥቅም መቀጠል፤ እና
 - (ሠ) ሌሎች ለሥራ የሚያስፈልጉ ክፍያዎች፡፡
- 2) መሥሪያ ቤቱ የዓቃቤ ሕግን የቤት ኪራይና የትራንስፖርት አገልግሎት ክፍያ፤ እንዲሁም ለዓቃቤ ሕግና ለቤተሰቡ መፈጸም ያለበትን የህክምና ወጪ ክፍያ አስቀድሞ ባጀት በመያዝ መፈጸም አለበት፡፡ የክፍያው መጠንና አፈጻጸም ሁኔታው በሚወጣው መመሪያ የሚወሰን ይሆናል፡፡
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 1 እና 2 ሥር የተደነገገው እንደተጠበቀ ሆኖ፤ መሥሪያ ቤቱ ጉዳዩ ለሚመለከተው አካል በማቅረብ ወይም በማወያየት ዓቃቤ ሕግ፡-

64. Deduction of Salary

- 1) Salary of the public prosecutor shall only be deducted:
 - (a) By the written consent of the public prosecutor himself;
 - (b) By Court order;
 - (c) As provided under this regulation and other relevant laws;
 - (d) By the disciplinary penalty decision passed by authorized Commission.
- 2) The salary to be deducted monthly from the public prosecutor as per sub article1 (b) and (c) of this article shall not exceed one third (1/3) of his net salary.

65. Various Benefits of the Public Prosecutor

- 1) The public prosecutor shall get the following benefits:
 - (a) Payment of house rent;
 - (b) Payment of transport service;
 - (c) Payment of medical examination or treatment
 - (d) Continuation of his existing salary and benefits even during the times he attends higher education and short term trainings; and
 - (e) Other payments required for work.
- 2) The Office shall allocate budget to be used for payment of house rent and transport service of the public prosecutor as well as for the medical expenses of the public prosecutor and his families in advance and perform accordingly. Its amount and manner of payment shall be determined by the directive to be issued.
- 3) Without prejudice to the provision under sub articles 1 and 2 of this article, the Attorney General Office shall, by presenting to and discussing with the concerned body may facilitate condition as to how the public prosecutor:

- (a) Mana jireenyaa hin qabne mana jireenyaa itti argachuu danda'u; fi
- (b) mana jireenyaa ofii isaatii ijaarachuu yookiin bitachuu yoo barbaade liqii itti argatu mijeessuu ni danda'a.
- 4) Durgoo fi faayidaaleen biroo Abbaa Alangaatiif kan kaffalamu yookiin kennamu ta'a. Raawwiin isaa Qajeelfama bahuun kan murtaa'u ta'a.
- 5) Faayidaan abbaa Alangaa haala diinagdee biyyaa fi naannichaa irratti hundaa'ee yeroo yeroo irraadeebiin qoratamee sirreeffamuu ni danda'a.

Kutaa Xiqqaa Afur

Madaallii Raawwii Hojii Abbaa Alangaa

66. Kaayyoo Madaallii Raawwii Hojii Abbaa Alangaa

Kaayyoon madaallii raawwii hojii karoora hojii irratti kan bu'uureffate ta'ee:

- 1) Abbaan Alangaa kamiyyuu hojii isaa qulqullina, yeroo fi baasii eegamuun haala guutuu ta'een akka raawwatu gochuuf;
- 2) Madaallii raawwii hojii itti fufiinsa qabu gaggeessuun ciminaa fi hanqina Abbaa Alangaa adda baasuun raawwiin hojii isaa itti aanu akka fooyyaa'uu fi bu'a qabeessa ta'u gochuuf;
- 3) Fedhii leenjii fi fooyya'iinsa Abbaa Alangaa sirriitti adda baasuun beekuuf;
- 4) Ragaa qabatamaa irratti hundaa'uun jijjiirraa fi guddina sadarkaa Abbaa Alangaa karaa sirrii ta'een murteessuu; fi
- 5) Onnachiiftuu bu'aa irratti hundaa'ee kennuufidha.

(ሀ) የመኖሪያ ቤት ከሌለው፣ የመኖሪያ ቤት የሚያገኝበትን፣ እና

(ለ) የመኖሪያ ቤት በራሱ ለመሥራት ወይም ለመግዛት ከፈለገ፣ ብድር የሚያገኝበትን ሁኔታ ሊያመቻችለት ይችላል።

4) አበልና ሌሎች ጥቅማ ጥቅሞችም ለዓቃቤ ሕግ የሚከፈል ወይም የሚሰጥ ይሆናል። አፈጻጸሙ በሚወጣው መመሪያ የሚወሰን ይሆናል።

5) የዓቃቤ ሕግ ጥቅማ ጥቅም የሐገርና የክልሉ ኢኮኖሚ ሁኔታ ላይ በመመሥረት በየጊዜው በድጋሚ እየተጠና ሊስተካከል ይችላል።

ገዑስ ክፍል አራት

የዓቃቤ ሕግ የሥራ አፈጻጸም ምዘና

66. የዓቃቤ ሕግ የሥራ አፈጻጸም ምዘና ዓላማ

የሥራ አፈጻጸም ምዘና ዓላማ በሥራ ዕቅድ ላይ የተመሰረተ ሆኖ፡-

- 1) ማንኛውም ዓቃቤ ሕግ ሥራውን በሚጠበቅበት ጥራት፣ ጊዜና ወጪ በተሟላ ሁኔታ እንዲፈጸም ለማድረግ፤
- 2) ቀጣይነት ያለው የሥራ አፈጻጸም ምዘና በማካሄድ የዓቃቤ ሕግን ጠንካራና ድክመት በመለየት ቀጣይ የሥራ አፈጻጸሙ እንዲሻሻልና ውጤታማ እንዲሆን ለማድረግ፤
- 3) የዓቃቤ ሕግን የሥልጠና ፍላጎትና መሻሻል በትክክል ለይቶ ለማወቅ፤
- 4) የዓቃቤ ሕግ ዝውውር እና የደረጃ ዕድገትን በተጨማሪ ማስረጃ ላይ በመመስረት በትክክለኛ አግባብ ለመወሰን፤ እና
- 5) በውጤት ላይ የተመሠረተ ማበረታቻ ለመስጠት ነው።

(a) Who has no residing house can get such house;

(b) Wants to construct or buy residing house, he can get credit.

4) Allowances and other benefits shall be paid or provided for the public prosecutor.

5) Benefits of the public prosecutor may be reviewed and re-adjusted periodically based on the economic situations of the country and region.

Sub-Section Four

Performance Evaluation of the Public Prosecutor

66. Objectives of Performance Evaluation of the Public Prosecutor

The objective of performance evaluation shall be based on the work plan; and is conducted:

- 1) To make every public prosecutor perform his duty in the required quality, time and expense in a complete way;
- 2) To identify the strength and limitations of the public prosecutor through conducting continuous work performance evaluation and thereby make his future work performance to be improved and efficient;
- 3) To basically identify and know the need for training and improvements of the public prosecutor;
- 4) To properly decide the transfer and promotion of the public prosecutor based on the tangible evidences; and
- 5) To provide result based incentives.

67. Akkaataa Madaallii Raawwii Hojii Abbaa Alangaa

- 1) Madaalliin raawwii hojii Abbaa Alangaa bu'uura Qajeelfama bahuun kan raawwatamu ta'a.
- 2) Gumiin Waliigalaa sirna madaallii raawwii hojii Abbaa Alangaa ogummaa Abbaa Alangummaa jiddugaleessa godhatee fi ulaagaalee ifa ta'an irratti hunda'ae qoratee Qajeelfamaan baasuu qaba.
- 3) Ragaan madaallii raawwii hojii Abbaa Alangaa galmee dhuunfaa Abbaa Alangichaa keessatti wal-qabatee taa'uu fi iccitiin eeggamuu qaba.
- 4) Abbaan Alangaa kamiyyuu madaallii raawwii hojii guutaameef ilaaluuf mirga qaba.

68. Gabaasa Raawwii Hojii Abbaa Alangaa

- 1) Itti gaafatamaan dhiyoo kamiyyuu raawwii hojii Abbootii Alangaa isa jala jiran sirnaan hordofuu fi gamaaggamuun gabaasa raawwii hojii qopheessee Muddee soddoma (30) fi Waxabajjii soddoma (30) itti gaafatamaa isaa oliitiif dhiyeessuu qaba. Tarreeffamni qabiyyee fi haalli gabaasichaa Qajeelfama bahuun kan murtaa'u ta'a.
- 2) Itti gaafatamaan olii gabaasa dhiyaateef mirkaneessuun mallatteessee qaama ilaaluuf dabarsuu qaba.

Kutaa Xiqqaa Shan Iyyannoo

69. Qajeeltoo Bu'uuraa

- 1) Abbaan Alangaa kamiyyuu hojii isaatiin walqabatee miidhaa irra gahu ilaalchisee iyyannoo barreeffamaan itti gaafatamaa dhiyoo isaatti dhiyeeffachuuf mirga qaba. Ta'us iyyannoo isaa dhiyeeffachuu kan danda'uu yeroo miidhaan narra gahe jedhu irraa kaasee yoo xiqqaate erga sa'aatii diigdamii afur (24) darbee booda ta'a.

67. የዓቃቤ ሕግ የሥራ አፈጻጸም ምዘና አተገባበር ሁኔታ

- 1) የዓቃቤ ሕግ የሥራ አፈጻጸም ምዘና በሚወጣው መመሪያ መሠረት የሚፈጸም ይሆናል።
- 2) ጠቅላላ ጉባኤው የዓቃቤ ሕግ የሥራ አፈጻጸም ምዘና የሥርዓትን የዓቃቤ ሕግነት ሙያን ማዕከል በማድረግ እና ግልጽ በሆኑ መስፈርቶች ላይ ተመስርቶ በማጥናት በመመሪያ ማውጣት አለበት።
- 3) የዓቃቤ ሕግ የሥራ አፈጻጸም ምዘና ማስረጃ በዓቃቤ ሕጉ የግል ማህደር ውስጥ ተያይዞ መቀመጥ እና በሚስጥር መጠበቅ አለበት።
- 4) ማንኛውም ዓቃቤ ሕግ የተሞላለትን የሥራ አፈጻጸም ምዘና ውጤት የማየት መብት አለው።

68. የዓቃቤ ሕግ የሥራ ሪፖርት

- 1) ማንኛውም የቅርብ ሃላፊ በሥራ ያሉትን ዓቃቤዎች ሕግ በአግባቡ በመከታተልና በመገምገም የሥራ አፈጻጸም ሪፖርት አዘጋጅቶ ታህግስ ሰላሣ (30) እና ሰኔ ሰላሣ (30) ላይ ለበላይ ሃላፊው ማቅረብ አለበት። የይዘቱ ዝርዝር እና የሪፖርቱ ሁኔታ በሚወጣ መመሪያ የሚወሰን ይሆናል።
- 2) የበላይ ሃላፊው የቀረበለትን ሪፖርት አጽድቆ በመፈረም ለሚመለከተው አካል ማስተላለፍ አለበት።

ገዑስ ክፍል አምስት አቤቱታ

69. መሠረታዊ መርሕ

- 1) ማንኛውም ዓቃቤ ሕግ ከሥራው ጋር ተያይዞ የሚደርስበትን ጉዳት በተመለከተ አቤቱታውን በጽሁፍ ለቅርብ ሃላፊው የማቅረብ መብት አለው። ሆኖም ግን አቤቱታውን ማቅረብ የሚችለው ጉዳቱ ደርሶብኛል ካለበት ቀን ጀምሮ ቢያንስ ሀያ አራት (24) ሰዓት ካለፈ በኋላ ይሆናል።

67. Manner of Work Performance Evaluation of the Public Prosecutor

- 1) Work performance evaluation of the public prosecutor shall be performed in accordance with the directive to be issued.
- 2) The General Commission shall issue the work performance evaluation system of the public prosecutor by a directive through studying it with due regard for the public prosecutor's profession and based on clearly set criteria.
- 3) Evidences of the work performance evaluation of the public prosecutor shall be put attached with the personal file of the public prosecutor and kept confidential.
- 4) Any public prosecutor has the right to see the work performance evaluation given to him.

68. Work Performance Report of the Public Prosecutor

- 1) Any immediate head (superior) shall properly follow up and evaluate the work performances of the public prosecutors working under him and prepare their work performance reports and present same to the superior or head higher than him on December thirty (30) and June thirty (30). Particulars of the content and mode of such report shall be determined by the directive to be issued.
- 2) The higher head shall approve and sign the report submitted to him and refer it to the concerned body.

Sub-Section Five Complaints

69. Basic Principle

- 1) Any public prosecutor has the right to submit his written complaint regarding the harm caused on him in connection with his work to his immediate head. However, he may present such complaint after at least twenty four (24) hours as of the time he suffered such harm.

2) Iyyannoon Abbaa Alangaa keewwata kana keewwata xiqqaa 1 jalatti ibsame guyyaa miidhaan gahe irraa eegalee yeroo ji'a jahaa (6) keessatti dhiyaachuu yoo baate daangaa yerootiin haffaa ta'a.

70. Iyyannoo Qulqulleessuu fi Murtii Kennuu

- 1) Itti gaafatamaan iyyanni dhiyaateef guyyaa iyyanni dhiyaate irraa kaasee guyyaa hojii walitti aanan kudhan (10) keessatti dhimmicha ilaalee murtii yookiin deebii barbaachisaa barreeffamaan kennuu qaba.
- 2) Itti gaafatamaan iyyatni dhiyaateef daangaa yeroo keewwata kana keewwata xiqqaa (1) tiin tumame keessatti dhimmicha ilaalee murtii yookiin deebii barbaachisaa barreeffamaan kan itti hin kennine yoo ta'e yookiin Abbaan Alangaa iyyatu sun murticha kan komatu yoo ta'e, komii isaa guyyoota hojii kudha shan (15) keessatti itti gaafatamaa olaanaa sadarkaa itti aanu jirutti dhiyeeffachuu ni danda'a.
- 3) Akkataa keewwata kana keewwata xiqqaa (2) tiin itti gaafatamaa olaanaan guyyaa iyyanni dhiyaateef irraa eegalee guyyoota hojii kudhan (10) keessatti barreeffamaan deebii kennu qaba.
- 4) Akkataa keewwata kana keewwata xiqqaa 3 tiin deebii kennamu irratti Abbaan Alangaa komii qabu yookiin yeroo ka'ame keessatti deebii kan hin arganne yoo ta'e, ji'a tokko(1) keessatti Abbaa Alangaa Waliigalaatiif dhiyeessuu ni danda'a.
- 5) Abbaan Alangaa Waliigalaa komii bu'uura keewwata kana keewwata xiqqaa 4 tiin isa dhaqqabe guyyoota hojii kudha shan (15) keessatti ilaalee murtii kennuu qaba.

2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተገለጸው የዓቃቤ ሕግ አቤቱታ ጉዳቱ ከደረሰበት ቀን ጀምሮ ባለው ስድስት (6) ወር ጊዜ ውስጥ ማቅረብ ካልቻለ በጊዜ ገደብ ቀሪ ይሆናል።

70. አቤቱታን ማጣራት እና ውሳኔ መስጠት

- 1) አቤቱታው የቀረበለት ሃላፊ ማመልከቻው ከቀረበበት ቀን ጀምሮ ባለት አስር (10) ተከታታይ የሥራ ቀናት ውስጥ ጉዳዩን በመመልከት አስፈላጊውን ውሳኔ ወይም መልስ በጽሁፍ መስጠት አለበት።
- 2) አቤቱታው የቀረበለት ሃላፊ በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት በተደነገገው የጊዜ ገደብ ውስጥ ጉዳዩን በመመልከት አስፈላጊውን ውሳኔ ወይም መልስ በጽሁፍ ያልሰጠ እንደሆነ ወይም የሚያመለክተው ዓቃቤ ሕግ በውሳኔው ቅር የተሰኘ እንደሆነ ቅሬታውን በአስራ አምስት (15) የሥራ ቀናት ውስጥ በሚቀጥለው ደረጃ ላለው የበላይ ሃላፊ ማቅረብ ይችላል።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 2 መሠረት የበላይ ሃላፊው ማመልከቻው ከቀረበለት ቀን ጀምሮ ባለት አስር (10) የሥራ ቀናት ውስጥ በጽሁፍ መልስ መስጠት አለበት።
- 4) በዚህ አንቀጽ ንዑስ አንቀጽ 3 መሠረት በሚሰጠው መልስ ላይ ቅሬታ ያለው ዓቃቤ ሕግ ወይም በተቀመጠው ጊዜ ውስጥ መልስ ያላገኘ እንደሆነ በአንድ (1) ወር ውስጥ ለጠቅላይ ዓቃቤ ሕግ ማቅረብ ይችላል።
- 5) ጠቅላይ ዓቃቤ ሕግ በዚህ አንቀጽ ንዑስ አንቀጽ 4 መሠረት የደረሰውን ቅሬታ በአስራ አምስት (15) የሥራ ቀናት ውስጥ በመመልከት ውሳኔ መስጠት አለበት።

2) Complaint of the public prosecutor specified under sub article 1 of this article shall be barred by period of limitation unless it is submitted within six (6) months period as of the date that such harm is caused.

70. Investigating Complaints and Rendering Decision

- 1) The head who has received the complaint shall examine such issue and render the necessary decision or answer in writing within ten (10) consecutive working days as of the date that such complaint is submitted to him.
- 2) If the head to whom the complaint is submitted fail to examine the issue and render the necessary decision or answer in writing within the time limit provided under sub article 1 of this article or the applying public prosecutor aggrieved of the decision rendered, he may present his claim to the next higher head within fifteen (15) working days.
- 3) The higher head who has received the complaint as per sub article (2) of this article shall provide the answer in writing within ten (10) working days as of the date on which has received such claim.
- 4) The public prosecutor dissatisfied with the answer provided as per sub article 3 of this article or if he has not got the answer within the time provided may present his grievance to the Attorney General within one (1) month.
- 5) The Attorney General shall examine the grievance submitted to him as per sub article 4 of this article and render decision within fifteen (15) working days.

**Kutaa Xiqqaa Jaha
Leenjii fi Barnoota**

**ገዕዝ ክፍል ስድስት
ሥልጠና እና ትምህርት**

**Sub-Section Six
Training and Education**

71. Leenjii Kennuu

Manni Hojichaa:

- 1) Abbaa Alangaa haaraa muudameef aangoo fi hojii, gurmaa'ina fi sirna hojimaata Mana Hojichaa ilaalchisee hubannoo waliigalaa akka qabaatu leenjii kennuu ni danda'a.
- 2) Dandeettii raawwachiisumma Abbaa Alangaa cimsuuf leenjii ni kenna; akka kennamu ni taasisa, carraan leenjii biyya keessaa fi biyya alaa akka argamu qaamolee adda addaa waliin qindoominaan ni hojjata.

72. Carraa Barnootaa Kennuu

Manni Hojichaa:

- 1) Kaka'umsa isaatiin yookiin gaaffii Abbaa Alangaatiin, Abbaan Alangaa sadarkaa barumsa isaa akka fooyyeffatu carraa barnootaa kennuufii yookiin hayyamuufii ni danda'a.
- 2) Abbootiin Alangaa carraa barnoota biyya keessaa fi biyya alaa akka argatan qaamolee adda addaa waliin qindoominaan ni hojjata.

73. Dirqama Abbaa Alangaa Leenjii-famuu yookiin Baratuu

- 1) Abbaan Alangaa kamiyyuu:
 - (a) Sagantaa leenjii Manni Hojichaa qopheessurratti fedhii guutuudhaan hirmaachuuf;
 - (b) Murtii Manni Hojichaa gosa leenjii itti ergame jijjiiruu yookiin dheeressuuf yeroo barbaadu dursee Mana Hojichaa hayyamsiisuuf;
 - (c) Deeggarsa Mana Hojichaatiin hojii irraa bilisa ta'ee leenjii yookiin barnoota yeroo dheeraa kan leenji'e yookiin barate yoo ta'e, dachaa dheerina yeroo itti leenji'ee yookiin baratee Mana Hojichaa tajaajiluuf; yookiin

71. ሥልጠና መስጠት

መሥሪያ ቤቱ፡-

- 1) አዲስ ሰተኛ መዓቃቤ ሕግ የመሥሪያ ቤቱን ሥልጣንና ተግባር፣ አደረጃጀትና አሰራር ሥርዓት በተመለከተ አጠቃላይ ግንዛቤ ይኖረው ዘንድ ሥልጠና ሊሰጥ ይችላል።
- 2) ዓቃቤ ሕግን የማስፈጸም አቅም ለመገንባት ሥልጠና ይሰጣል፤ እንዲሰጥ ያደርጋል፤ የሀገር ውስጥ እና የውጭ ሀገር የሥልጠና ዕድል እንዲገኝ ከተለያዩ አካላት ጋር በቅንጅት ይሰራል።

72. የትምህርት ዕድል መስጠት

መሥሪያ ቤቱ፡-

- 1) በራሱ ተነሣሽነት ወይም በዓቃቤ ሕግ ጥያቄ ዓቃቤ ሕጉ የትምህርት ደረጃውን እንዲያሻሽል የትምህርት ዕድል ሊሰጠው ወይም ሊፈቅድሰት ይችላል።
- 2) ዓቃቤያን ሕግ የሀገር ውስጥ እና የውጭ ሀገር የትምህርት ዕድል እንዲያገኙ ከተለያዩ አካላት ጋር በቅንጅት ይሰራል።

73. የሚሰለጥነው ወይም የሚሚረው ዓቃቤ ሕግ ግዴታ

- 1) ማንኛውም ዓቃቤ ሕግ፡-
- (v) መሥሪያ ቤቱ በሚያዘጋጀው የሥልጠና ፕሮግራም ላይ በሙሉ ፍላጎት የመግተፍ፤
- (ሰ) በመሥሪያ ቤቱ ውሳኔ የተላከበትን የሥልጠና ዓይነት ለመቀየር ወይም ለማስረዘም በሚፈልግበት ጊዜ በቅድሚያ መሥሪያ ቤቱን የማስፈቀድ፤
- (ሐ) በመሥሪያቤቱ ድጋፍ ከሥራ ነጻ በመሆን የረጅም ጊዜ ሥልጠና ወይም ትምህርት የሰለጠነ ወይም የተማረ እንደሆነ የሰለጠነበትን ወይም የተማረበትን የጊዜ ቆይታ እጥፍ መሥሪያ ቤቱን የማገልገል፤ እና

71. Providing Training

The Office:

- 1) May provide training for a newly appointed public prosecutor so as to help him get general understanding regarding the power and duties, organizational set up and working systems of the Office.
- 2) With a view to build the performance capacities of the public prosecutor, it shall provide or cause to be provided training; work in collaboration with various organs in its effort to make available domestic and overseas training opportunities.

72. Providing Education Opportunity

The Office:

- 1) May, in its own initiative or request of the public prosecutor provide or authorize education opportunity for the public prosecutor so that he can upgrade his educational status.
- 2) Work in collaboration with various organs to makes available domestic and overseas education opportunities for the public prosecutors.

73. Obligation of Trainee Public Prosecutor

- 1) Any public prosecutor bears an obligation to:
 - (a) Take part on the training program organized by the office;
 - (b) Secure prior authorization of the office in case he wants to change or extend the type of training for which he is sent to attend by the decision of the office;
 - (c) Serve the office twice the period he spent on training or education if he is trained or attended long term training or education by support of the office being free from job; or

- (d) Beekkamtii Mana Hojichaatiin hojiirra osoo jiru yookiin sagantaa barnoota gannaatiin kan barate yoo ta'e, hanga dheerinna yeroo barnoota irratti dabarsee Mana Hojichaa tajaajiluuf dirqama qaba.
- 2) Keewwata kana keewwata xiqqaa 1(c fi d) jalatti kan tumame akkuma eegameetti ta'ee, Abbaan Alangaa leenjii fudhate yookiin barnoota barate Manni Hojichaa tajaajiluu kan hin dandeenye yoo ta'e, miindaa yeroo leenjii yookiin barnootaa keessatti kaffalameef dabalatee baasii biroo mana hojichaatiin leenjichaaf yookiin barumsichaaf bahe kaffaluuf dirqama qaba. Ta'us leenjii yookiin barumsaan booda yeroon tajaajila itti kenne yoo jiraate shallagamee kan irraa hir'ifamu ta'a.

- (መ) በመሥሪያ ቤቱ ዕውቅና በሥራ ላይ በመሆን ወይም በክረምት ጎምህርት ፕሮግራም የተማረ ከሆነ በጎምህርት ላይ ያሳለፈበትን ጊዜ ያህል መሥሪያ ቤቱን የማገልገል ግዴታ አለበት።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 (ሐ እና መ) ሥር የተደነገገው እንደተጠበቀ ሆኖ ሥልጠና የወሰደ ወይም ጎምህርት የተማረ ዓቃቤ ሕግ መሥሪያ ቤቱን ማገልገል የማይችል ከሆነ በሥልጠናው ወይም በጎምህርቱ ጊዜ ውስጥ የተከፈለውን ደግሞ ጨምሮ ለሥልጠናው ወይም ለጎምህርቱ በመሥሪያ ቤቱ የወጣውን ሌላ ወጪ የመክፈል ግዴታ አለበት። ሆኖም ግን ከሥልጠናው ወይም ከጎምህርቱ በኋላ አገልግሎት የሰጠበት ጊዜ ካለ ተሰልፎ የሚቀነስለት ይሆናል።

- (d) Serve the office up to the length of the period he spent on education if he attended his education under recognition of the office being on his job or in summer education program.
- 2) Without prejudice to the provision under sub article 1(c and d) of this article, if the public prosecutor who has taken training or attend education is unable to serve the office, he is obliged to repay the cost spent for the training or education including the salary paid to him during the training or education by the office. However, the service he has rendered after the training or education if any shall be calculated and deducted from him.

Kutaa Xiqqaa Torba

Nageenyaa fi Fayyummaa Naannoo Hojii, Kaffaltii Beenyaa Miidhaa Qaamaa Hojii Irratti Dhaqqabuu fi Tajaajila Yaalaa

- 74. Kaayyoo fi Raawwatiinsa**
Kaayyoon nageenyaa fi fayyummaa naannoo hojii:
- 1) nageenyaa fi fayyummaa Abbootii Alangaa eeguun gahumsa hojii isaanii guddisuu;
- 2) iddoo hojii haala nageenyaa fi fayyummaa Abbaa Alangaatiif mijatu qopheessuu, fooyyeessuu fi eeguu; fi
- 3) Manni Hojichaa fi caasaan isaa sadarkaan jiru Abbaan Alangaa jireenyaa hawaasummaa gaarii irratti hundaa'ee bu'aa hojii ol'aanaa akka galmeessisuu gahoomsuu ta'a.

ንዑስ ክፍል ሰባት
የሥራ አካባቢ ደህንነትና ጤንነት፣ በሥራ ላይ የሚደርስ የአካል ጉዳት ካሳ እና የህክምና አገልግሎት ክፍያ

- 74. ዓላማና አፈጻጸም**
የሥራ አካባቢ ደህንነትና ጤንነት ዓላማ፡-
- 1) ዓቃቤያዊ ሕግን ደህንነትና ጤንነት በመጠበቅ የሥራ ብቃታቸውን ማሳደግ፤
- 2) የሥራ ቦታን ለዓቃቤ ሕግ ደህንነትና ጤንነት በሚያመች አካሄድ ማዘጋጀት፤ ማሻሻልና መያዝ፤ እና
- 3) መሥሪያ ቤቱ እና በየደረጃው ያለው መዋቅሩ ዓቃቤ ሕግ በመልካም የማህበራዊ ኑሮ ተመስርቶ የላቀ የሥራ ውጤት እንዲያስመዘግብ ማብቃት ይሆናል።

Sub-Section Seven
Occupational Safety and Health, Compensation for Employment Injury and Medical Services

- 74. Objective and Applicability**
The objective of occupational safety and health is:
- 1) To maintain the safety and health of the public prosecutor and thereby develop their efficiencies;
- 2) To arrange, improve and maintain the work place in a way suitable for safety and health of the public prosecutor; and
- 3) That the office and its structure at different hierarchy to equip the public prosecutor based on better social life thereby register higher work productivity.

75. Tarkaanfilee Ittisa Balaa

- 1) Manni Hojichaa fi caasaan isaa sadarkaan jiru kamiyyuu:
- (a) Iddoon hojii isaa nageenyaa fi fayyummaa Abbaa Alangaa irratti balaa kan hin geessisne ta'uu isaa mirkaneessuu; fi

- 75. የአደጋ መከላከል እርምጃዎች**
- 1) ማንኛውም መሥሪያ ቤቱ እና በየደረጃው ያለው መዋቅሩ፡-
- (ሀ) የሥራ ቦታው በዓቃቤ ሕግ ደህንነትና ጤንነት ላይ አደጋ የማያስከትል መሆኑን ማረጋገጥ፤

- 75. Safety Measures**
- 1) The office and each of its structure at different hierarchy shall:
- (a) Ensure that its work place does not cause any harm on the safety and health of the public prosecutor; and

- (b) Meeshaalee ittisa balaa Abbaa Alangaatiif dhiyeessuu fi akkaataa itti fayyadama isaa qajeelfama kennuufii qaba.
- 2) Abbaan Alangaa kamiyyuu:
 - (a) qajeelfamoota nageenyaa fi fayyummaa eeguuf bahan kabajuu;
 - (b) meeshaalee hojii ittisa balaa isaaf kennaman sirnaan itti fayyadamuu; fi
 - (c) haalawwan balaa geessisuu danda’an jiraachuu isaanii yoo tilmaamu ittigaafatamaa mana hojii ilaallaatuuf battalumatti beeksisuuf dirqama qaba.

76. Miidhaa Hojiirratti Dhaqqabu

- 1) “Miidhaan Hojiirratti Dhaqqabu” jechuun balaa hojii irratti dhaqqabu yookiin dhukkuba sababa hojiitiin dhufu jechuudha.
- 2) Balaan hojii irratti dhaqqabu kanneen armaan gadii ni hammata:
 - (a) Abbaan Alangaa hojii idilee isaa irra yookiin iddoo hojii isaa yookiin sa’aatii hojii idileetiin alatti nama aangoon isaa hayyamuun ajaja kenname raawwachaa osoo jiruu miidhaa dhaqqabe;
 - (b) ajajni nama aangoon isaa hayyamuun kenname jiraachuu baatus, Abbaan Alangaa balaa tasaa mana hojii isaa keessatti dhaqqabe yeroo hojii yookiin sa’aatii hojii idileetiin ala badii ittisuuf sababa hojii raawwateen miidhaa dhaqqabe;
 - (c) Abbaan Alangaa gara iddoo hojii yookiin leenjii yookiin walgahii dhimma hojii isaatti deema osoo jiru yookiin iddoo hojii yookiin leenjii yookiin walgahii dhimma hojii isaa irraa gara mana isaatti deebi’aa osoo jiruu miidhaa dhaqqabe;
 - (d) Abbaan Alangaa miidhaa sababa raawwii hojii isaatiin walqabateen yeroo hojii dura yookiin booda yookiin hojiin isaa yeroof addaan citee iddoo hojii isaatti yookiin mooraa mana hojiitti argamee miidhaa irra gahe kamiyyuu;

- (ለ) የአደጋ መከላከያ መሣሪያዎችን ለዓቃቤ ሕግ ማቅረብና አጠቃቀሙን በተመለከተ መመሪያ ሊሰጠው ይገባል።
- 2) ማንኛውም ዓቃቤ ሕግ፡-
 - (ሀ) ደህንነትና ጤንነትን ለማስጠበቅ የወጡ መመሪያዎችን ማክበር፤
 - (ለ) ለአደጋ መከላከያ ሥራ የተሰጡትን መሣሪያዎች በአግባቡ መጠቀም፤ እና
 - (ሐ) አደጋ ሊያስከትሉ የሚችሉ ሁኔታዎች እንዳሉ በሚገምትበት ጊዜ ወዲያውኑ ለሚመለከተው መሥሪያ ቤት ሃላፊ የማመልከት ግዴታ አለበት።

76. በሥራ ላይ የሚደርስ ጉዳት

- 1) “በሥራ ላይ የሚደርስ ጉዳት” ማለት በሥራ ላይ የሚደርስ አደጋ ወይም በሥራ ምክንያት የሚመጣ በሽታ ማለት ነው።
- 2) በሥራ ላይ የሚደርስ አደጋ የሚከተሉትን ያካትታል፡-
 - (ሀ) ዓቃቤ ሕግ በመደበኛ ሥራው ላይ ወይም በሥራ ቦታው ወይም ከመደበኛ የሥራ ሰዓት ውጪ ሥልጣኑ በሚፈቅድለት ሰው የተሰጠውን ትዕዛዝ እየፈጸመ ማለት የደረሰ አደጋ፤
 - (ለ) ሥልጣኑ በሚፈቅድለት ሰው የተሰጠ ትዕዛዝ ባይኖርም ዓቃቤ ሕግ በመሥሪያ ቤቱ ውስጥ የደረሰውን ድንገተኛ አደጋ ከመደበኛ የሥራ ጊዜ ወይም ሰዓት ውጪ ጥፋትን ለመከላከል በፈጸመው ተግባር ምክንያት የደረሰ ጉዳት፤
 - (ሐ) ዓቃቤ ሕግ ወደ ሥራ ወይም ሥልጠና ወይም የሥራው ጉዳይ ስብሰባ ቦታው በመሄድ ላይ እያለ ወይም ከሥራ ወይም ሥልጠና ወይም የሥራው ጉዳይ ስብሰባ ቦታው ወደ ቤቱ በመመለስ ላይ እያለ የደረሰ ጉዳት፤
 - (መ) ከሥራ አፈጻጸሙ ጋር በተያያዘ ጉዳት ምክንያት ከሥራ ጊዜ በፊት ወይም በኋላ ወይም ለጊዜው ሥራው ተቋርጦ በሥራ ቦታው ወይም በመሥሪያ ቤቱ ግቢ ውስጥ ተገኝቶ ጉዳት የደረሰበት ማንኛውም ዓቃቤ ሕግ፤

- (b) Supply risk preventive equipment and provide with application guide or direction for the public prosecutor.
- 2) Any public prosecutor is under obligation to:
 - (a) Observe safety directives issued to protect the safety and health;
 - (b) To properly use risk preventive equipment given to him;
 - (c) Forthwith notify to the head of the concerned institution in case he suspects the existence of conditions that may cause accidents or danger.

76. Employment Injury

- 1) “Employment Injury” means accident sustained on job or disease caused due to job.
- 2) Occupational accident shall include the following:
 - (a) Injury sustained by the public prosecutor while he is on his regular duty or executing an order given to him by person with competent authority out of his regular working place or hour;
 - (b) Injury sustained by the public prosecutor while he is working to stop the accident caused in his institution at regular working hours or for the work he performed to prevent more destruction out of the regular working hours;
 - (c) Injury or accident sustained by the public prosecutor while he is traveling to work place or work related training place or while he is returning to his home from work place or from work related training or meeting place;
 - (d) (d)Any injury caused on the public prosecutor who appears at work place before or after working hours for reasons related to his work performances or while he appeared at his working place or the premises of his office for his work temporarily terminated.

- (e) Abbaan Alangaa hojii isaa raaw-wachaa yeroo jiru miidhaa sababa gocha mana hojii isaatiin yookiin qaama sadaffaatiin irra gahe.
- 3) “Dhukkuba Sababa Hojiitiin Dhufu” jechuun Abbaan Alangaa gosa hojii raawwatuun yookiin naannoo hojii isaatiin kan ka’e haalota dhabee dhaqqabsiisaniif saaxilamee turuu isaatiin rakkoo fayyaa irra gahe yoo ta’u, dhukkuboota duraan turan yookiin daddarboo idilee iddoo hojiitti dhaqabuu danda’an hin dabalatu.
- 4) Sababa miidhaa hojii irratti dhaqqabuun hanga miidhaa qaamaa gahu bu’uura tumaalee seera soorama hojjettoota mootummaatiin kan murtaa’u ta’a.
- 5) Keewwata kana keewwata xiqqaa (1) jalatti kan tumame jiraatus, Abbaan Alangaa ta’e jedhee, keessattuu Manni Hojichaa fi caasaan isaa sadarkaan jiru dursee qajeelfamoota eegumsa nageenyaa fi fayyummaa ifaan kennameef darbuun yookiin cabsuun qaama yookiin sammuu isaa haala to’achuu hin dandeenyeen dhugaatiin yookiin baala sammuu adoochuun machaa’ee hojii irratti argamuun miidhaa irra gaheef akka miidhaa sababa hojiitiin dhaqqabeetti hin lakkaa’amu.

77. Bu’aa Miidhaa Qaamaa

Miidhaan qaamaa hojii irratti dhaqqabu bu’aa miidhaa qaamaa yeroo, miidhaa qaamaa gar-tokkee dhaabbataa, miidhaa qaamaa guutuu dhaabbataa yookiin du’a geessisuu yookiin dhaqqabsiisuu ni qabaata.

- (ሠ) ዓቃቤ ሕግ ሥራውን በመፈጸም ላይ እያለ በመሥሪያ ቤቱ ወይም በሦስተኛ አካል ድርጊት ምክንያት ጉዳት የደረሰበት ከሆነ።
- 3) “በሥራ ምክንያት የሚመጣ በሽታ” ማለት ዓቃቤ ሕግ ከሚሰራው የሥራ ዓይነት ወይም ከሥራው አካባቢ የተነሣ በሽታ ለሚያስከትሉ ሁኔታዎች ተጋልጦ በመቆየቱ የደረሰበት የጤና ችግር ሲሆን አስቀድሞ የነበሩ ወይም በሥራ ቦታ ሊገጥሙ የሚችሉ መደበኛ ተላላፊ በሽታዎችን አይጨምርም።
- 4) በሥራ ላይ በሚደርስ ጉዳት ምክንያት የሚደርሰው የአካል ጉዳት መጠን በመንግስት ሰራተኞች ጡረታ አዋጅ ድንጋጌዎች መሠረት የሚወሰን ይሆናል።
- 5) በዚህ አንቀጽ ንዑስ አንቀጽ (1) ሥር የተደነገገው ቢኖርም ዓቃቤ ሕግ ሆነ ብሎ በተለይም በመሥሪያ ቤቱ ወይም በየደረጃው ባለው መዋቅር አስቀድሞ በግልጽ የተሰጠውን የደህንነትና ጤንነት ጥበቃ መመሪያዎችን በመተላለፍ ወይም በመጣስ አካሉን ወይም ዓዕምሮውን መቆጣጠር በማያስችለው አካሊን በመጠጥ ወይም በአደንዛዥ ዕጽ ሰክሮ ሥራ ላይ በመገኘት በደረሰበት ጉዳት በሥራ ምክንያት እንደደረሰ ጉዳት አይቆጠርም።

77. የአካል ጉዳት ውጤት

በሥራ ላይ የሚደርስ የአካል ጉዳት፡-
ጊዜያዊ የአካል ጉዳት፣ ቋሚ የሆነ ከፊል የአካል ጉዳት፣ ቋሚ የሆነ ሙሉ የአካል ጉዳት እና ሞት ሊያስከትል ወይም ሊያመጣ ይችላል።

- (e) Injury caused on the public prosecutor due to the acts of his office or third party while he is executing his duty.
- 3) “Occupational Disease” means the pathological condition of the public prosecutor caused as a result of his being exposed for disease causing situations due to the type of work he performs or his work condition; and it does not include pre-existing or ordinary communicable diseases that may be caused at work place.
- 4) The extent of damage or disability caused due to employment injury shall be determined by the civil servants pension law.
- 5) Notwithstanding to the provision under sub article (1) of this article, if the public prosecutor has sustained an injury for he appears on work by deliberately intoxicating himself with drinks or narcotics to the extent of losing control of his body and mind through violating the safety and health rules clearly given to him by the office and its structure at each hierarchy, such injury shall not be considered as employment injury.

77. Effects of Physical Disability

An employment injury may cause effects like temporary disability, permanent partial disability, permanent total disability or death.

78. Kaffaltii Beenyaa Miidhaa Qaamaa Hojii Irratti Dhaqqabuu

- 1) Abbaan Alangaa kamiyyuu saba-ba hojiiitiin miidhaa qaamaa guutuu dhaabbataan yookiin qaamaa gar-tokkee dhaabbataan irra gaheen dandeettii hojjachuu dhabe mirgoonni fi faayidaaleen seera sooramaa hojjettoota mootummaa irratti kennaman ni eegamaaf.
- 2) Abbaan Alangaa tokko balaa yookiin dhibee sababa hojiiitiin dhufeen miidhaan qaamaa gar-tokkeen dhaabbataan irra kan gahee fi miidhaan irra gahe hojii isaa guutumaatti akka addaan kutu kan hin dirqisiifne yoo ta'e, hojii itti fufuun akkuma jirutti ta'ee miidhaa qaamaa irra gaheef mirgaa fi faayidaaleen isaa seera sooramaa hojjettoota mootummaa irratti kennaman ni eegamaaf.
- 3) Miidhaan qaamaa cimaa yookiin miidhaan cimaa bifa balleessuu hordofsise dandeettii hojjachuu dhaqqabsiisuu baatus, kaffaltii beenyaa miidhaa fi kenniinsa faayidaalee biroof jecha akka miidhaa qaamaa gar-tokkee dhaabbataatti lakkaa'amee mirgaa fi faayidaaleen isaa seera sooramaa hojjettoota mootummaa irratti kennaman ni eegamaaf.
- 4) Sababa miidhaa irra gaheen Abbaan Alangaa kan du'e yoo ta'e, bu'uura seeraa sooramaa hojjettoota mootummaatiin durgoon sooramaa bakka bu'oota isaatiif ni kaffalama.

79. Baasii Sababa Miidhaa Hojiirrat-ti Dhaqqabuu

- 1) Abbaa Alangaa sababa hojiiitiin miidhaan irra gaheef baasiwwan tajaajiloota yaalaaf barbaachisan kan armaan gadii biyya keessatti kennaman Mana Hojii yookiin caasaa isaa sadarkaan jiruun ni uwwifama:

78. በሥራ ላይ የሚደርስ የአካል ጉዳት ካላ ክፍያ

- 1) በሥራ ምክንያት በደረሰበት ቋሚ የሆነ ሙሉ ወይም ቋሚ የሆነ ከፊል የአካል ጉዳት የተነሣ የመስራት ችሎታውን ያጣ ማንኛውም ዓቃቤ ሕግ በመንግስት ሰራተኞች ጡረታ ህግ የተሰጡት መብቶችና ጥቅማ ጥቅሞች ይጠበቅሉታል።
- 2) አንድ ዓቃቤ ሕግ በሥራ ምክንያት በመጣ አደጋ ወይም በሽታ ቋሚ የሆነ ከፊል የአካል ጉዳት የደረሰበት ከሆነ እና የደረሰበት ጉዳት ሥራውን ሙሉ በሙሉ እንዲያቋርጥ የማይስገድደው ከሆነ ሥራውን መቀጠሉ እንደተጠበቀ ሆኖ ለደረሰበት የአካል ጉዳት በመንግስት ሰራተኞች ጡረታ ህግ የተሰጡት መብቶችና ጥቅማ ጥቅሞች ይጠበቅሉታል።
- 3) ከባድ የአካል ጉዳት ወይም የመልክ መበላሸትን ያስከተለ ከባድ የአካል ጉዳት የመስራት ችሎታ ማጣትን ባያስከትልም እንኳን ለጉዳት ካላ ክፍያ እና ሌሎች ጥቅማ ጥቅሞችን ለመስጠት ሲባል እንደ ቋሚ የሆነ ከፊል የአካል ጉዳት ተቆጥሮ በመንግስት ሰራተኞች ጡረታ ህግ የተሰጡት መብቶችና ጥቅማ ጥቅሞች ይጠበቅሉታል።
- 4) ዓቃቤ ሕግ በደረሰበት ጉዳት ምክንያት ከሞተ በመንግስት ሰራተኞች ጡረታ ህግ መሠረት ለተተኪዎቹ የጡረታ አበል ይከፈላል።

79. በሥራ ላይ በሚደርስ ጉዳት ምክንያት የሚወጣ ወጪ

- 1) ዓቃቤ ሕግ በሥራ ምክንያት ለደረሰበት ጉዳት የሚከተሉት በሃገር ውስጥ የሚሰጡ የህክምና አገልግሎት የሚያስፈልጉ ወጪዎች በመሥሪያ ቤቱ ወይም በየደረጃው ባለው መዋቅር ይሸፈናል።

78. Compensation Payment for Employment Injury

- 1) Any public prosecutor who has lost ability to work for he sustained permanent total disability or permanent partial disability due to his job, the rights and benefits provided under the public servants pension law shall be protected for him.
- 2) If the public prosecutor sustained permanent partial disability due to employment injury and occupational disease and if such damage caused on him shall not result in the termination of his job, save to his continuation of his work, the rights and benefits provided for by the public servants pension law shall be protected for him for the injury he sustained.
- 3) Serious injury or a serious injury resulting disfigurement or deformity, though does not cause incapacity to work, shall be considered as permanent partial disability for the purpose of compensation payment and other benefits and he shall be entitled to the rights and benefits provided for by the public servants pension law.
- 4) Where the employment injury resulted in the death of the public prosecutor, his survivors shall receive the gratuity provided for under the public servants pension law.

79. Expenses Due to Employment Injury

- 1) The office and its structures at each hierarchy shall cover the following locally provided medical expenses for the public prosecutor who sustained employment injury:

- (a) Baasiwwan yaalaa waliigalaa fi addaa akkasumas yaala baqaqsanii hodhuu;
 - (b) Baasiwwan hospitaalaa fi qorichaa;
 - (c) Baasiwwan geejjibaa; fi
 - (d) Baasiwwan meeshaa nam-tolchee qaama namaa bakka bu'uu danda'uu yookiin qaamota dabalataa kamiyyuu fi wal'aansa lafee.
- 2) Abbaa Alangaa miidhaan qaamaa irra gahe bu'uura keewwata kanaa keewwata xiqqaa (1) tiin tajaajilli yaalaa dhaabbata dhuunfaatti akka kennamu kan taasifamu tajaajilli dhaabbata fayyaa mootummaatti kennamuu kan hin danda'amne yoo ta'e qofa dha.
- 3) Abbaan Alangaa dhaabbataan hojjachuu kan hin dandeenye ta'uu isaa ragaa yaalaatiin yoo mirkanaa'e, akkaataa Dambii kana keewwata 78 tiin faayidaaleen tumaman ni eegamuuf.
- 4) Haalli kaffaltii baasiwwan yaalaa keewwata kana keewwata xiqqaa 1 jalatti tumamanii Qajeelfama bahuun kan murtaa'u ta'a.

80. Kaffaltii Beenyyaa Qaama Sadaf-faarraa Gaafatamu

- 1) Miidhaan Abbaa Alangichaa irra gahe sababa balleessaa qaama sadaffaatiin yoo ta'e, Manni Hojichaa fi caasaan isaa sadarkaan jiru sababa miidhaatiin hanga baasii Abbaa Alangichaatiif baase qaama miidhaa geessiseraa beenyyaa gaafachuuf mirga ni qaba.
- 2) Abbaan Alangichaa qaama miidhaa isarra geessise irraa beenyaa kan fudhate yoo ta'e, Manni Hojiichaa fi caasaan isaa sadarkaan jiru bu'uura Dambii kana keewwata 79(1) fi (3) tiin baasii baase mindaa Abbaa Alangichaa irraa ni hir'isa.

- (ሀ) የጠቅላላና ልዩ ህክምና እንዲሁም የቀዶ ጥገና ህክምና ወጪዎች፤
 - (ለ) የሆስፒታልና መድሀኒት ወጪዎች፤
 - (ሐ) የትራንስፖርት ወጪዎች፤
 - (መ) የሰውን አካል የሚተካ ሰው ሰራሽ መሣሪያ ወይም ማናቸውም ተጨማሪ አካል እና የአጥንት ህክምና ወጪዎች፡
- 2) የአካል ጉዳት የደረሰበት ዓቃቤ ሕግ በዚህ አንቀጽ ንዑስ አንቀጽ (1) መሠረት በግል የህክምና ተቋም ህክምና አገልግሎት እንዲሰጠው የሚደረገው አገልግሎቱ በመንግስት የህክምና ተቋም ውስጥ መሰጠት የማይችል ከሆነ ብቻ ነው።
- 3) ዓቃቤ ሕጉ በቋሚነት መሥራት የማይችል መሆኑ በህክምና ማስረጃ ከተረጋገጠ በዚህ ደንብ አንቀጽ 78 መሠረት የተደነገጉት ጥቅም ጥቅሞች ይጠበቁለታል።
- 4) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገጉት የህክምና ወጪዎች አከፋፈል ሁኔታ በሚወጣው መመሪያ የሚወሰን ይሆናል።

80. ከሦስተኛ ወገን የሚጠየቅ የካሳ ክፍያ

- 1) በዓቃቤ ሕጉ ላይ የደረሰው በሦስተኛ ወገን ጥፋት ምክንያት ከሆነ መሥሪያ ቤቱ እና በየደረጃው ያለው መዋቅሩ በጉዳቱ ምክንያት ለዓቃቤ ሕጉ ያወጣውን ወጪ መጠን ጉዳቱን ካደረሰው አካል ካሳ የመጠየቅ መብት አለው።
- 2) ዓቃቤ ሕጉ ጉዳት ካደረሰበት አካል ላይ ካሳ የወሰደ ከሆነ መሥሪያ ቤቱ እና በየደረጃው ያለው መዋቅሩ በዚህ ደንብ አንቀጽ 79 (1) እና (3) መሠረት ያወጣውን ወጪ ከዓቃቤ ሕጉ ደግሞ ላይ ይቀንሳል።

- (a) General and special treatments as well as surgical expenses;
 - (b) Medical and pharmaceutical care expenses;
 - (c) Transport expenses; and
 - (d) Expenses of any necessary prosthetic or orthopedic appliances.
- 2) The public prosecutor who sustained employment injury shall be made to get the medical treatment provided under sub article (1) of this article in the private health institutions only if such service cannot be provided in the health institutions of the government.
- 3) Where it is proved by medical certificate that the public prosecutor is permanently incapable to work, he shall be entitled to the benefits provided in accordance with Article 78 of this regulation.
- 4) The manner of payment of the medical expenses provided under sub article1 of this article shall be determined by the directive to be issued.

80. Damage Claimed from Third Party

- 1) If the injury caused on the public prosecutor is due to fault of the third party, the office and its structures at each hierarchy may recover the amount of expenses it has paid for the public prosecutor due to such injury as damage from the body causing the injury.
- 2) Where the public prosecutor has taken damage from the body causing the injury, the office and its structures at each hierarchy shall deduct the expense it has spent in accordance with Article 79 (1) and (3) of this regulation.

3) Hangi beenyaa Abbaan Alan-gichaa akkaataa keewwata kana keewwata xiqqaa (2) tiin fudhate baasii Manni Hojichaa fi caasaan isaa sadarkaan jiru baasee gadi yoo ta'e, garaagarummaa isaa Manni Hojiichaa fi caasaan isaa sadarkaan jiru qaama sadaffaaraa gaafachuu ni danda'a.

Kutaa Shan

Tajaajila Addaan Kutuu

81. Feedhiidhaan Hojii Gadilakkisuu

- 1) Abbaan Alangaa kamiyyuu yeroo barbaadetti fedhii isaatiin hojii gadilakkisuu ni danda'a.
- 2) Abbaan Alangaa fedhiidhaan hojii gadi lakkisuu barbaade kamiyyuu guyyaa hojii itti dhaabuu barbaade ji'a tokko dursee iyyata barreeffamaan dhiyeeffachuu qaba.
- 3) Abbaan Alangaa bu'uura keewwata kana keewwata xiqqaa 2 tiin gaaffii hojii gadi lakkisuu erga dhiyeeffate booda dhim-micha irratti murtiin osoo hin kennamin gaafficha dhiisuu isaa barreeffamaan yoo ibse hojii isaa akka itti fufu taasifamuu qaba.
- 4) Gaaffii fedhiidhaan hojii gadi lakkisuu dhiyaate irratti guyyaa gaaffichi dhiyaate irraa eegalee guyyaa 15 keessatti murtiin kennamuu yoo baate Abbaan Alangichaa guyyaa hojii gadi lakkisuuf beeksise irraa eegalee hojii gadilakkisuuf akka hayya-mametti lakkaa'ama.
- 5) Abbaan Alangaa Waliigalaa hojiin ni miidhama jedhee yoo itti amane guyyaa Abbaan Alangichaa hojii itti gadilakkisuu barbaade yeroo ji'a tokko hin caalleef dheeressuu ni danda'a.
- 6) Abbaan Alangaa iyyata hojii gadi lakkisuu kan dhiyeeffate mana hojii biraatti qacaramuuf yoo ta'e, Abbaan Alangaa Waliigalaa yeroo turtii Abbaa Alan-gichaa ji'a tokkoof dheeressuu kan danda'u mana hojii Abbaan Alangichaa itti qacaramu wajjiin waliigaluun ta'a.

3) ዓቃቤ ሕጉ በዚህ አንቀጽ ንዑስ አንቀጽ (2) መሠረት የወሰደው የካሳ መጠን መሥሪያ ቤቱ እና በየደረጃው ያለው መዋቅሩ ካወጣው ወጪ ያነሰ ከሆነ ልዩነቱን መሥሪያ ቤቱ እና በየደረጃው ያለው መዋቅሩ ከሦስተኛው አካል ሊጠይቅ ይችላል።

ክፍል አምስት

አገልግሎት ስለ ማቋረጥ

81. በፍላጎት ሥራ መልቀቅ

- 1) ማንኛውም ዓቃቤ ሕግ በፈለገበት ጊዜ በፍላጎቱ ሥራውን ሊለቅ ይችላል።
- 2) በፍላጎቱ ሥራ መልቀቅ የፈለገ ማንኛውም ዓቃቤ ሕግ ሥራ ማቆም ከፈለገበት ቀን አንድ ወር አስቀድሞ በጽሁፍ ማመልከቻ ማቅረብ አለበት።
- 3) ዓቃቤ ሕግ በዚህ አንቀጽ ንዑስ አንቀጽ 2 መሠረት የሥራ መልቀቅ ጥያቄ ካቀረበ በኋላ በጉዳዩ ላይ ውሳኔ ማይሰጥ በፊት ጥያቄውን መተወን በጽሁፍ ከገለጸ ሥራውን እንዲቀጥል መደረግ አለበት።
- 4) በቀረበው በፍላጎት ሥራ መልቀቅ ጥያቄ ላይ ጥያቄው ከቀረበበት ቀን ጀምሮ ባሉት 15 ቀናት ውስጥ ውሳኔ ካልተሰጠ ዓቃቤ ሕጉ ሥራ ለመልቀቅ ካሣወቀበት ቀን ጀምሮ ሥራውን ለመልቀቅ እንደተፈቀደ ይቆጠራል።
- 5) ጠቅላይ ዓቃቤ ሕጉ ሥራ ይጎዳል ብሎ ካመነበት ዓቃቤ ሕጉ ሥራ ለመልቀቅ የፈለገበትን ቀን ከአንድ ወር ለማይበልጥ ጊዜ ሊያራዝመው ይችላል።
- 6) ዓቃቤ ሕጉ ሥራ ለመልቀቅ ማመልከቻ ያቀረበው ሌላ መሥሪያ ቤት ለመቀጠር ከሆነ ጠቅላይ ዓቃቤ ሕጉ የዓቃቤ ሕጉን የአንድ ወር ቆይታ ጊዜ ሊያራዝም የሚችለው ዓቃቤ ሕጉ ከሚቀጠርበት መሥሪያ ቤት ጋር በመስማማት ይሆናል።

3) If the amount of damage that the public prosecutor has taken in accordance with sub article (2) of this article is less than the expense that office and its structures at each hierarchy has spent, the office and its structures at each hierarchy may claim its difference from the third party.

Section Five

Termination of Service

81. Voluntary Resignation

- 1) Any public prosecutor may resign from job at any time he wants;
- 2) Any public prosecutor who wants to resign from job shall present his application for resignation in writing one month prior to the date he determined to terminate his job.
- 3) If the public prosecutor reports in writing as he has waived his application for resignation as per sub article 2 of this article before decision is passed on the matter, he shall be made to resume his job.
- 4) Unless the application for resignation presented is given decision within 15 days from the date it is presented, it is considered that is allowed for the public prosecutor to resign his job from the date that has notified to resign.
- 5) The Attorney General may extend or delay the date of release of the public prosecutor for a period not exceeding one month if he believes that his particular job may not be efficiently accomplished.
- 6) If the public prosecutor applies for resignation to be employed in other government office, the Attorney General shall extend duration for releasing the public prosecutor for one month in agreement with his future employer institution.

- 7) Abbaan Alangaa kamiyyuu sababa dhibee ragaa mana yaa-laatiin mirkanaa'een yookiin sababoota biroo Gumiin waliigalaa itti amaneen yoo ta'e malee bakka itti ramadame yookiin jijjiirametti deemuuf hayyamaama yoo hin taane hojii isaa fedhiidhaan akka gadi lakkiseetti fudhatama.
- 8) Abbaan Alangaa tokko sababa kamiiniyyuu Mana Hojichaa yoo gadilakkise haala tajaajila isaa kan ibsu waraqaa ragaa kamiyyuu argachuuf mirga ni qaba.
- 9) Abbaan Alangaa erga hojii gadi lakkise booda deebi'uuf yoo iyyate, Gumiin Waliigalaa haala naamusaa fi dandeettii isaa ilaalee deebisuu ni danda'a.

82. Sababa Umrii Sooramaatiin Tajaajila Addaan Kutuu

- 1) Haalli Abbaan Alangaa umriidhaan sooramaan hojiirraa itti dhaabbatu haala Seera Sooramaatiin ta'a.
- 2) Mirgaa fi dirqamni Abbaan Alangaa umriin sooramaa gahee yookiin umriin sooramaa osoo hin gahin soorama bahuu akkaataa Seera Sooramaatiin raawwatama.
- 3) Abbaan Alangaa kamiyyuu dhuma guyyaa ji'a umriin soorama seeraan murtaa'e erga gahee eegalee adeemsa dabalata addaa malee tajaajilli isaa akka dhaabbatu taasifamuu qaba.
- 4) Abbaan Alangaatiif soorama bahuun isaa ji'a sadi dura barreeffamaan akka beeku taasifamee ji'oota lamaan dhuma hayyamni mindaa waliinii ni kennamaaf.

83. Sababa Dhukkubaatiin Tajaajila Addaan Kutuu

- 1) Abbaan Alangaa kamiyyuu sababa dhukkubaatiin hojii isaa sirnaan raawwachuu kan hin dandeenye ta'uu Gumiin Waliigalaa yoo murteesse hojiirraa geggeeffamuu ni danda'a.

- 7) ማንኛውም ዓቃቤ ሕግ በህክምና ማስረጃ በተረጋገጠ በሽታ ምክንያት ወይም ጠቅላላ ጉባኤው ባመነበት ሌላ ምክንያት ካልሆነ በስተቀር በተመደበበት ወይም በተዛወረበት ቦታ ለመሄድ ፈቃደኛ ካልሆነ በፍላጎቱ ሥራውን እንደለቀቀ ይወሰዳል።
- 8) አንድ ዓቃቤ ሕግ በማንኛውም ምክንያት መሥሪያ ቤቱን ከለቀቀ የአገልግሎቱን ሁኔታ የሚገልጽ ማንኛውንም የምስክር ወረቀት የማግኘት መብት አለው።
- 9) ዓቃቤ ሕግ ሥራ ከለቀቀ በኋላ ለመመለስ ካመለከተ ጠቅላላ ጉባኤው የሥነ-ምግባሩን ሁኔታና ችሎታውን በመመልከት ሊመልሰው ይችላል።

82. በጡረታ ዕድሜ ምክንያት አገልግሎት ማቋረጥ

- 1) ዓቃቤ ሕግ በዕድሜ ምክንያት በጡረታ ከሥራ የሚገለልበት ሁኔታ በጡረታ ህግ መሠረት ይሆናል።
- 2) የጡረታ ዕድሜው ደርሶ ወይም የጡረታ ዕድሜው ሳይደርስ ጡረታ የሚወጣ ዓቃቤ ሕግ መብትና ግዴታ በጡረታ ህግ መሠረት ይፈጸማል።
- 3) ማንኛውም ዓቃቤ ሕግ በህግ የተወሰነው የጡረታ ዕድሜው ከደረሰበት ወር የመጨረሻ ቀን ጀምሮ የተለየ ተጨማሪ ሂደት ሳይከፈልግ አገልግሎቱ እንዲቆም መደረግ አለበት።
- 4) ዓቃቤ ሕግ ከሦስት ወር በፊት በጽሁፍ ጡረታ መውጣቱን እንዲያውቅ ተደርጎ የመጨረሻዎቹን ሁለት ወራት ፈቃድ ከደሞዝ ጋር ይሰጠዋል።

83. በበሽታ ምክንያት አገልግሎት ማቋረጥ

- 1) ማንኛውም ዓቃቤ ሕግ በበሽታ ምክንያት ተግባሩን በአግባቡ መፈጸም የማይችል መሆኑን ጠቅላላ ጉባኤው ከወሰነ ከሥራ ሊሰናበት ይችላል።

- 7) Except for illness confirmed by medical certificate or for other reasons convinced by the General Commission, any public prosecutor is not willing to go to the place he is assigned or transferred, he is considered as he has voluntarily resigned.
- 8) Any public prosecutor is entitled to acquire any kind of certificate or evidence stating his service if he departs the office for whatever reason.
- 9) If the public prosecutor applies for return to job after he had resigned, the General Commission may reaccept him by considering his ethical conduct and abilities.

82. Termination Due to Age of Retirement

- 1) The condition where the service of the public prosecutor be terminated for retirement shall be as per the public servants pension law.
- 2) The rights and obligation of the public prosecutor retired after attaining retirement age or before attaining retirement age shall be performed as per the pension law.
- 3) Service of the public prosecutor shall be terminated without additional procedure as of the last date of the month in which his legally determined retirement age is attained.
- 4) The public prosecutor shall be notified of his retirement in writing three months prior to his retirement; and the last two months shall be given to him as leave with pay.

83. Termination of Service Due to Illness

- 1) Service of the public prosecutor shall be terminated if the General Commission decides that he is unable to properly carry out his duties.

- 2) Gumiin Waliigalaa bu'uura keewwata kana keewwata xiqqaa 1 tiin kan murteessu Abbaan Alangichaa yeroo Dambii kana keewwata 42 keewwata xiqqaa 2 jalatti yeroo ibsame keessatti gara hojiitti deebi'uu yoo dadha-beedha.
- 3) Dambii kana keewwata 42(4) kan tumame akkuma eegametti ta'ee, Abbaan Alangaa sababa hojii isaatiin miidhaan irra gahe ragaa mana yaalaatiin hoji-cha sababa miidhamaan itti fufi-in-saan hojjachuu akka hin dan-deenye yoo mirkanaa'e tajaajilli isaa addaan cita.
- 4) Abbaan Alangaa tokko "sababa dhukkubaatiin hojii isaa sirnaan hojjachuu hin dandeenye" kan jedhamuu danda'u, sababa dhukkubaatiin yookin balaatiin rakkoo fayyaa, qaamaa yookiin sammuu mudatee:
 - (a) haala idileedhaan hojii idilee irratti argamuu yoo dhabe;
 - (b) Hojiirratti argamu illee hojii kennameef si'aayina, baayinaa fi qulqullina barbaadamuun hojjachuu yoo dhabe; yookiin
 - (c) Rakkoo fayyaa, qaamaa yookin sammuu qabaachuun fi hojii qixa barbaadamuun hojjachuu kan hin dandeenye ta'uun ragaa mana yaalaatiin yoo mirkanaa'e ta'a.
- 5) Abbaan Alangaa sababa dhukkubaatiin hojiirraa geggeeffame akkaataa seera roggummaa qabuutiin mirga sooramaa fi faayidaalee biroo argachuu ni danda'a.

84. Gulantaan Hojii Abbaan Alangaa irratti Ramadame Sababa Haqameen Tajaajila Addaan kutuu

- 1) Abbaan Alangaa tokko gulantaan hojii inni irratti ramadame yoo haqame sadarkama qabateen sadarkaa hojii biraatti jijjiiramee akka hojjatu taasifamuu qaba.

- 2) ጠቅላላ ጉባኤው በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት የሚወስነው ዓቃቤ ሕግ በዚህ ደንብ አንቀጽ 42 ንዑስ አንቀጽ 2 ሥር በተገለጸው ጊዜ ውስጥ ወደ ሥራ መመለስ ካቃተው ነው።
- 3) በዚህ ደንብ አንቀጽ 42 (4) ሥር የተደነገገው እንደተጠበቀ ሆኖ በሥራው ምክንያት ጉዳት የደረሰበት ዓቃቤ ሕግ በጉዳቱ ምክንያት በዘላቂነት ሥራውን መስራት እንደማይችል በህክምና ማስረጃ ከተረጋገጠ አገልግሎቱ ይቋረጣል።
- 4) አንድ ዓቃቤ ሕግ በሰብሽታ ምክንያት በአግባቡ ሥራውን መስራት አልቻለም ሊባል የሚችለው በሀመም ወይም በአደጋ ምክንያት የጤና፣ የአካል ወይም የአዕምሮ ችግር ገጥሞት፡-
 - (ሀ) በመደበኛ ሁኔታ መደበኛ ሥራ ላይ ካልተገኘ፤
 - (ለ) በሥራ ላይ ቢገኝም የተሰጠውን ሥራ በሚፈለገው ቅልጥፍና፣ ብዛትና ጥራት መስራት ካልቻለ፤ ወይም
 - (ሐ) የጤና፣ የአካል ወይም የአዕምሮ ችግር እንዳለበትና ሥራውን በሚፈለገው ሁኔታ መስራት የማይችል መሆኑ በህክምና ማስረጃ ከተረጋገጠ ይሆናል።
- 5) በሰብሽታ ምክንያት ከሥራ የተሰናበተ ዓቃቤ ሕግ አግባብነት ባለው ህግ መሠረት የጡረታ መብትና ሌሎች ጥቅማ ጥቅሞች ሊያገኝ ይችላል።

84. ዓቃቤ ሕግ የተመደበበት የሥራ መደብ በመሰረዙ ምክንያት አገልግሎት ማቋረጥ

- 1) አንድ ዓቃቤ ሕግ የተመደበበት የሥራ መደብ ከተሰረዘ በያዘው ደረጃ ወደ ሌላ የሥራ ደረጃ ተዛውሮ እንዲሰራ መደረግ አለበት።

- 2) The General Commission shall decide as per sub article 1, if the public prosecutor fails to return to work within the period specified under Article 42 (2) of this regulation.
- 3) Without prejudice to the provision of Article 42 (4) of this regulation, if it is confirmed by medical certificate that the public prosecutor is permanently disabled to work due to employment injury he has sustained, his service shall be terminated.
- 4) A public prosecutor can be said "that he is unable to properly carry out his duties" if he has faces health, bodily or psychic problem: and
 - (a) He fails to appear on his regular duty on a regular basis;
 - (b) Though he appears in office, he fails to accomplish the task given to him in the required efficiency, amount and quality; or
 - (c) If his suffering from health, bodily or psychic problem and as a result his inability to properly accomplish his task is ascertained by medical certificate.
- 5) The public prosecutor whose service is terminated due to illness may be entitled to pension right and other benefits in accordance with the appropriate law.

84. Termination of Service Due to Cancellation of Work Position on which the Public Prosecutor is assigned

- 1) If the work position on which the public prosecutor is assigned has been cancelled, he shall be assigned to other grade of work maintaining the level he holds.

- 2) Abbaan Alangichaa yeroo ji'a sadii keessatti sadarkaa hojii biraatti jijjiiramuu kan hin dandeenye yoo ta'e mirgoonni seeraan eeggamaniif akkuma jirutti ta'ee akkeekkachiisni ji'a sadii kennameefi tajaajilli isaa akka adda citu ni taasifama.
- 3) Bu'uura keewwata kana keewwata xiqqaa 2 tiin tajaajilli adda kan citu mana hojichaa keessatti Abbootii Alangaa sadarkaa hojii walfakkaataa irra jiran waliin yoo dorgomu raawwiin hojii fi dandeettiin isaa gadi aanaa ta'uun yoo mirkanaa'eedha.
- 4) Keewwata kana keewwata xiqqaa 2 jalatti kan tumame jiraatus Abbaan Alangaa yeroo ulfa taate jirutti yookiin erga deesse booda hanga ji'a afur guututti tajaajilli ishee adda hin citu.

85. Sababa Dandeettii Gad-Aanaa Ta'een Tajaajila Addaan Kutuu

- 1) Abbaan Alangaa hojii itti ramadame dandeettii fi beekumsa qabuun gargamee bu'aan raawwii hojii isaa waggaa sadiif walitti aanee gadi aanaa ta'ee yookiin yeroo adda addaa ta'us madaallii waggaa shan keessatti gaggeeffameen bu'aan raawwii hojii isaa kan waggaa sadii gadi aanaa ta'ee fi leenjiin gahumsa ciimsuu fi deeggarsi barbaachisaa ta'e godhameefii kan hin fooyyofne yoo ta'e, hanqina dandeettiin tajaajilli isaa addaan cita.
- 2) Abbaa Alangaa bu'uura keewwata kana keewwata xiqqaa 1 tiin hojiirraa gaggeeffamuuf akkeekkachiisa ji'a tokkoo ni kennamee.
- 3) Abbaan Alangaa akkaataa keewwata kana keewwata xiqqaa 1 tiin hojiirraa geggeeffame waraqaa qulqullinaa yoo gaafate sababni itti hojiirraa geggeeffame ibsamee kan kennamuuf ta'a.

- 2) ዓቃቤ ሕጉ በሦስት ወር ጊዜ ውስጥ ወደ ሌላ የሥራ ደረጃ መዛወር የማይችል ከሆነ በህግ የተጠበቁለት መብቶች እንደተጠበቀ ሆኖ የሦስት ወር ማስጠንቀቂያ ተሰጥቶት አገልግሎቱ እንዲቋረጥ ይደረጋል።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 2 መሠረት አገልግሎት የሚቋረጠው በመሥሪያ ቤቱ ውስጥ በተመሳሳይ የሥራ ደረጃ ላይ ካሉ ዓቃቤያዊ ሕግ ጋር ሲወዳደር የሥራ አፈጻጸሙና ችሎታው ዝቅተኛ መሆኑ ከተረጋገጠ ነው።
- 4) በዚህ አንቀጽ ንዑስ አንቀጽ 2 ሥር የተደነገገው ቢኖርም ዓቃቤ ሕግ ነፍሰጠር በሆነችበት ጊዜ ወይም ከወለደች በኋላ አራት ወር እስከሚሞላት ድረስ አገልግሎቷ አይቋረጥም።

85. በችሎታ ማነስ ምክንያት አገልግሎት ማቋረጥ

- 1) ዓቃቤ ሕግ የተመደበበትን ሥራ ያለውን ችሎታና ዕውቀት የሥራ አፈጻጸም ውጤቱ ለሦስት ዓመታት በተከታታይ ዝቅተኛ ሆኖ ወይም በተለያዩ ጊዜ ቢሆንም ለአምስት ዓመት በተካሄደ ምዘና የሦስት ዓመት የሥራ አፈጻጸም ውጤቱ ዝቅተኛ የሆነ እና ብቃቱን የሚጨምር ሥልጠና እና አስፈላጊው ድጋፍ ተደርጎለትም ያልተሻሻለ ከሆነ በችሎታ ማነስ አገልግሎቱ ይቋረጣል።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት ከሥራ ለሚሰናበት ዓቃቤ ሕግ የአንድ ወር ማስጠንቀቂያ ይሰጠዋል።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት ከሥራ የተሰናበተ ዓቃቤ ሕግ ከዕዳ ነጻ የመሆን ወረቀት (ክሊራንስ) ከጠየቀ ከሥራ የተሰናበተበት ምክንያት ተገልጾ የሚሰጠው ይሆናል።

- 2) If the public prosecutor cannot be transferred to another level of work within three months, without prejudice to his rights legally entitled, his service shall be terminated after providing him a three months prior notice.
- 3) His service shall be terminated as per sub article 2 of this article if his performance and ability becomes lower than other public prosecutors on similar work level.
- 4) Notwithstanding to the provision under sub article 2 of this article, the service of female public prosecutor shall not be terminated during her pregnancy or after her delivery until her fourth month.

85. Termination of Service on Grounds of Inefficiency

- 1) The public prosecutor's performance result becomes unsatisfactory for three years consecutively despite his effort using his ability and knowledge on the work he is assigned, if his performance becomes unsatisfactory for three different years from the evaluation conducted for five years and he is unable to improve himself despite the capacity building training and necessary support given to him, his service shall be terminated on grounds of inefficiency.
- 2) The public prosecutor shall be given with one month advance notice in order to terminate his service as per sub article 1 of this article.
- 3) If the public prosecutor whose service is terminated as per sub article 1 of this article applies for clearance, he shall be given by stating the reason for the termination of his service.

86. Sababa Du'aatiin Tajaajila Adda Kutuu

- 1) Abbaan Alangaa kamiyyuu guyyaa du'ee irraa eegalee tajaajilli isaa kan addaan citu ta'a.
- 2) Abbaan Alangaa kamiyyuu sababa du'aatiin tajaajilli isaa yoo addaan cite mindaa fi faayidaaleen ji'a Abbaan Alangichaa itti du'ee guutummaan guutuutti akkasumas hayyama boqonnaa waggaa hin fuudhatamiiniif kaffaltiin raawwatamu haadha warraa yookiin abbaa warraa yookiin dhaaltota seeraatiif ni kanfalama.
- 3) Seera sooramaan kan tumamee akkuma eegametti ta'ee, Abbaan Alangaa kamiyyuu sababa du'aatiin tajaajilli isaa yoo addaan citu haadha warraa yookiin abbaa warraa yookiin maatii gargaarsa isaatiin bulaa turan kan barreeffamaan mana hojichaa beeksiseef mindaa fi faayidaaleen biro kan ji'oota sadii yeroo tokkotti ni kanfalamaaf.
- 4) Keewwata kana keewwata xiqqaa 3 jalatti kan tumame jiraatus, haadha warraa yookiin abbaa warraa yookiin maatii gargaarsa isaatiin bulaa turan osoo hin galmeessisiin kan du'ee yoo ta'e qaama aangoo qabuun yookiin bu'uura ragaa Manni Murtii kennuun kaffaltiin ni raawwatamaaf.
- 5) Akkaataa keewwata kana keewwata xiqqaa 3 fi 4 tiin kaffaltiin kennamuu gibiraa fi buusii sooramaa irraa bilisa kan ta'ee fi idaadhaan qabamuu yookiin waldandeessisamuu kan hin dandeenyee ta'a.

87. Sababa Adabbii Yakkaatiin Hojiirraa Gaggeeffamuu

- 1) Abbaan Alangaa tokko Mana Murtii aangoo qabuun murtii isa dhumaa ta'een adabbii hidhaa waggaa tokkoo oliin kan adabame yoo ta'e akeekkachiisa kennuun osoo hin barbaachisiin tajaajilli isaa kan adda citu ta'a. Yeroo kanattis xalayaan hojiirraa gaggeeffamuu isaa ibsu akka isa gahu ni taasifama.

86. በሞት ምክንያት አገልግሎት ማቋረጥ

- 1) ማንኛውም ዓቃቤ ሕግ ከሞተበት ቀን ጀምሮ አገልግሎቱ የሚቋረጥ ይሆናል።
- 2) ማንኛውም ዓቃቤ ሕግ በሞት ምክንያት አገልግሎቱ ከተቋረጠና ቃቤ ሕጉ የሞተበት ወር ደሞዝ እና ጥቅማ ጥቅሞች ሙሉ በሙሉ እንዲሁም ላልተወሰዱ የዓመት ዕረፍት ፈቃድ የሚፈጸመው ክፍያ ለባለቤቱ ወይም ለባለቤቷ ወይም ለሀጋዊ ወራሾች ይከፈላል።
- 3) በጡረታ ህግ የተደነገገው እንደተጠበቀ ሆኖ ማንኛውም ዓቃቤ ሕግ በሞት ምክንያት አገልግሎ ሲቋረጥ ባለቤቱ ወይም ባለቤቷ ወይም በእርሱ እርዳታ ሲተዳደሩ የነበሩና ለመሥሪያ ቤቱ በጽሁፍ ላሳወቃቸው ቤተሰቡ የሦስት ወር ደሞዝና ሌሎች ጥቅማ ጥቅሞች በአንድ ጊዜ ይከፈላቸዋል።
- 4) በዚህ አንቀጽ ንዑስ አንቀጽ 3 ሥር የተደነገገው ቢኖርም ባለቤቱ ወይም ባለቤቷ ወይም በእርሱ እርዳታ ሲተዳደሩ የነበሩ ቤተሰቡን ማያስመዘግባቸው የሞተ ከሆነ ሥልጣን ባለው አካል ወይም ፍርድ ቤት በሚሰጠው ማስረጃ መሰረት ክፍያ ይፈጸማላቸዋል።
- 5) በዚህ አንቀጽ ንዑስ አንቀጽ 3 እና 4 መሠረት የሚሰጥ ክፍያ ከግብርና ከጡረታ መዋጮ ነጻ የሆነ እና በዕዳም ሊያዘ ወይም ሊቻቻል የማይችል ይሆናል።

87. በወንጀል ቅጣት ምክንያት ከሥራ መሰናበት

- 1) አንድ ዓቃቤ ሕግ ሥልጣን ባለው ፍርድ ቤት በሰጠው የመጨረሻ ውሳኔ ከአንድ ዓመት በላይ በሆነ እስራት የተቀጣ ከሆነ ማስጠንቀቂያ መስጠት ማያስፈልግ አገልግሎቱ የሚቋረጥ ይሆናል። በዚህ ጊዜም ከሥራ መሰናበቱን የሚገልጽ ደብዳቤ እንዲደርሰው ይደረጋል።

86. Termination of Service Due to Death

- 1) The service of any public prosecutor shall be terminated upon the date of his death.
- 2) If the service of any public prosecutor is terminated due to his death, his full salary and benefits for the month he is died as well as the payment to be made for unused leave shall be paid to his wife or husband or to his legal heirs.
- 3) Without prejudice to the provision of the relevant pension law, if the service of any public prosecutor terminates due to his death, lump sum payment his three months' salary and other benefits shall be paid to the spouse or to the members of the family dependent on his support who he has registered them to the office in writing.
- 4) Notwithstanding to the provision under sub article 3 of this article, if the public prosecutor passed away without registering the spouse or the members of the family dependent on his support to the office in writing, the payment shall performed based on the evidence provided by authorized body or by the court.
- 5) The payment given pursuant to sub article 3 and 4 of this article shall exempted from tax and pension contribution and shall not be attached in debt or cannot be used for setoff.

87. Termination of Service Due to Criminal Punishment

- 1) If the public prosecutor is punished by competent court in imprisonment above one year, his service shall be terminated without the need to give notice. In such case, he shall be given a letter notifying his dismissal from job.

2) Keewwata kana keewwata xiqqaa 1 jalatti kan tumame jiraatus, sababni itti hidhame balleessaa naamusaatiin dabalataan hojii irraa kan isa gaggeessisu yoo ta'e malee murtiin kenname mana murtii aangoo qabuun diigamee bilisaan yoo gaggeeffame yookiin himanni osoo irratti hin dhiyaatiin too'annoo jala turee yoo gadi lakkifame yookiin adabbiin hidhaa kenname waggaa tokko yookiin sanaa gaditti kan fooyya'e yookiin adabbiin kan daangeffame yoo ta'e hojii isaatti deebi'uuf mirga ni qaba.

88. Sababa Hin beekkamneen Hojirraa Hafuun Hojii Irraa Gaggeeffamuu

- 1) Abbaan Alangaa sababa hin beekkamneen hojii idilee isaa irraa yoo hafe, sababa isaa ji'a tokko keessatti sadarkaa mana hojii jirutti beeksisuu qaba.
- 2) Tumaan keewwata kana keewwata xiqqaa 1 akkuma eeggametti ta'ee, Abbaan Alangaa sababa manni hojii isaa hin beekneen walitti aansee guyyoota hojii 10 hojii idilee isaa irraa yoo dhabame, guyyaa hojii irraa dhabamee eegalee guyyaa hojii 10 booda garagaarummaa guyyoota hojii 10'n beeksisaa yeroo lamaa baasuun Abbaan Alangichaa kan hin gabaasne yoo ta'ee hojii irraa ni gaggeeffama.
- 3) Akkaataa keewwata kana keewwata xiqqaa 2 tiin Abbaan Alangaa beeksifni waamichaa taasifameef guyyaa hojii irraa hafe irraa eegalee ji'a tokko osoo hin guutiin dura gara hojiitti deebi'uuf mana hojichaaf yoo gabaase mindaan yeroo hojii irraa hafee kutamuu yookiin Gumii aangoo qabuun balleessaa naamusaatiin gaafatamuun akkuma eeggametti ta'ee, Abbaan Alangichaa gara hojiitti akka deebi'u ni taasifama.

2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው ቢኖርም የታሰረበት ምክንያት በተጨማሪነት በሥነ-ምግባር ጥፋት ከሥራ የሚያስሰናብተው ካልሆነ በስተቀር የተሰጠው ውሳኔ ሥልጣን ባለው ፍርድ ቤት ፈርሶ በነጻ ከተሰናበተ ወይም ክስ ሳይቀርብበት በቁጥጥር ሥር ውሎ ከተለቀቀ ወይም የተሰጠው የእስር ቅጣት ወደ አንድ ዓመት ወይም ከዚያ በታች ከተሻሻለ ወይም ቅጣቱ ከታገደ ወደ ሥራው የመመለስ መብት አለው።

88. ባልታወቀ ምክንያት ከሥራ በመቅረት ከሥራ መሰናበት

- 1) ዓቃቤ ሕግ ባልታወቀ ምክንያት ከመደበኛ ሥራው ከቀረ እሱ ላለበት የዓቃቤ ሕግ መሥሪያ ቤት ደረጃ በአንድ ወር ውስጥ ምክንያቱን ማሳወቅ አለበት።
- 2) የዚህ አንቀጽ ንዑስ አንቀጽ 1 ድንጋጌ እንደተጠበቀ ሆኖ ዓቃቤ ሕግ መሥሪያ ቤቱ በማያውቀው ምክንያት በተከታታይ ለ10 የሥራ ቀናት በመደበኛ ሥራው ላይ ካልተገኘ ከሥራው ከጠፋበት ቀን ጀምሮ ከ10 የሥራ ቀናት በኋላ በ10 የሥራ ቀናት ልዩነት ሁለት ጊዜ ማስታወቂያ በማውጣት ዓቃቤ ሕግ ሪፖርት የማያደርግ ከሆነ ከሥራ ይሰናበታል።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 2 መሰረት የጥሪ ማስታወቂያ የተደረገለት ዓቃቤ ሕግ ከሥራ ከቀረበት ቀን ጀምሮ አንድ ወር ሳይሞላ በፊት ወደ ሥራ ለመመለስ ለመሥሪያ ቤቱ ሪፖርት ካደረገ ከሥራ የቀረበት ጊዜ ደግሞ መቆረጡ ወይም ሥልጣን ባለው ጉባኤ በሥነ-ምግባር ጥፋት መጠየቁ እንደተጠበቀ ሆኖ ዓቃቤ ሕግ ወደ ሥራ እንዲመለስ ይደረጋል።

2) Notwithstanding to the provision under sub article 1 of this article, unless the reason for his imprisonment cannot subject him additionally for disciplinary penalty of dismissal, if he is released by competent court by reversing the decision against him or if he is released from detention without a charge is brought against him or the penalty against him is mitigated in to one year or less imprisonment or such penalty is suspended, he has the right to return to his job.

88. Termination of Service Due to Absence for Unknown Reason

- 1) If the public prosecutor is absent from his regular duty for unknown reason, he shall notify or report his reason for his absence to the prosecution office of his level within one month.
- 2) Without prejudice to the provision of sub article 1 of this article, if the public prosecutor disappears from his regular duty for a reason not unknown by his office for 10 consecutive working days, after issuing notice for two times in 10 working days difference after 10 working days as of the date he disappears from his regular duty, the public prosecutor shall be dismissed if he fails to report within this time limit.
- 3) If the public prosecutor summoned via notice pursuant to sub article 2 of this article reports to the office to return to office or his duty before completing a period of one full month as of the date he is absent from his regular duty, without prejudice to the deduction of his salary for the period he is absent from his duty or his disciplinary liability by the commission having competent power, he may be allowed to resume his job.

89. Muuxannoo Hojii Abbaa Alangaa

- 1) Abbaan Alangaa kamiyyuu osoo hojii irra jirus ta'e erga hojii gadi lakkise booda waraqaan ragaa muuxannoo hojii akka kenamuuf yoo barbaade argachuuf mirga qaba.
- 2) Qabiyyeen waraqaa ragaa muuxannoo hojii bu'uura keewwata kana keewwata xiqqaa 1 tiin kenamu gita hojii, yeroo tajaajjilli itti jalqabee fi itti addaan cite, ida'ama bara tajaajilaa, sadarkaa hojii Abbaan Alangichaa irra ture, miindaa argachaa turee fi balleessaa naamusaatiin adabamee kan hin moggaafamin yoo ta'e haala naamusa isaa kan hammate ta'uu qaba.
- 3) Abbaan Alangaa dirqama waliigaltee leenjii yookiin barnootaa kan qabu yookiin idaa kamiyyuu manni hojichaa irraa jiru saba ba kamiinuu tajaajila waliigaltee yoo addaan kutu dirqama waliigalticha raawwachuu yookiin ragaan idaa irraa bilisa ta'uu ibsu osoo hin argatiin duraa waraqaan ragaa muuxannoo hojii hin kennamuuf.
- 4) Tumaan keewwata kana keewwata xiqqaa (3) Abbaa Alangaa hojiirra osoo jiru waraqaa ragaa muuxannoo hojii gaafatuuf raawwatiinsa hin qabaatu.

Kutaa Jaha

Bilisummaa Ogummaa Abbaa Alangummaa

90. Abbaan Alangaa Bilisummaa Ogummaa Qabaachuu

Abbaan Alangaa:

- 1) giddulixxummaa qaama yookiin nama kamiirraayyuu bilisa ta'ee hojii isaa naamusa olaanaan ni hojjata; seera, heeraa fi sammuu isaa irratti qajeelfamee hojii isaa hojjachuu qaba.

89. የዓቃቤ ሕግ ሥራ ልምድ

- 1) ማንኛውም ዓቃቤ ሕግ በሥራ ላይ ሆኖም ሆነ ከሥራ ከለቀቀ በኋላ የሥራ ልምድ የምስክር ወረቀት እንዲሰጠው ከፈለገ የማግኘት መብት አለው።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሰረት የሚሰጠው የሥራ ልምድ የምስክር ወረቀት ይዘት የሥራ መደብ፣ አገልግሎት የተጀመረበትና የተቋረጠበት ጊዜ፣ የአገልግሎት ዘመን ድምር፣ ዓቃቤ ሕግ የነበረበት የሥራ ደረጃ፣ ሲያገኝ የነበረው ደምዝ እና በሥነ-ምግባር ጥፋት ተቀጥቶ ያልተሰየመ እንደሆነ የሥነ-ምግባሩን ሁኔታ ያካተተ መሆን አለበት።
- 3) ዓቃቤ ሕግ የሥልጠና ወይም የትምህርት ግዴታ ያለበት ወይም በላዩ ያለው ማንኛውም የመሥሪያ ቤቱ ዕዳ በማናኛውም ምክንያት የአገልግሎት ስምምነቱን በሚያቋርጥበት ጊዜ የስምምነቱን ግዴታ መፈጸም ወይም ከዕዳ ነጻ መሆኑን የሚገልጽ ማስረጃ ሳያገኝ በፊት የሥራ ልምድ ምስክር ወረቀት አይሰጠውም።
- 4) የዚህ አንቀጽ ንዑስ አንቀጽ 3 ድንጋጌ ሥራ ላይ እያለ የሥራ ልምድ ምስክር ወረቀት ለሚጠይቅ ዓቃቤ ሕግ ተፈጻሚነት አይኖረውም።

ክፍል ስድስት

የዓቃቤ ሕግነት የሙያ ነጻነት

90. ዓቃቤ ሕግ የሙያ ነጻነት ያለው ሥለመሆኑ

ዓቃቤ ሕግ:-

- 1) ከማንኛውም አካል ወይም ሰው ባልቃገብነት ነጻ በመሆን ተግባሩን በከፍተኛ ሥነ-ምግባር ያከናውናል፤ በህግ፣ ህገ-መንግስትና ህሊናው በመመራት ተግባሩን ማከናወን አለበት።

89. Work Experience of Public Prosecutor

- 1) If any public prosecutor requests for work experience certificate while he is on duty or after terminating his service, he has the right to get such evidence.
- 2) The content of the experience certificate to be provided as per sub article 1 of this article shall contain the level of work, period of commencement and termination of the service, total of the service year, the work level of the public prosecutor, salary he has been receiving and his discipline where he is punished in disciplinary fault and has not been reinstated.
- 3) The public prosecutor who has obligation of training or education contract or any debt from the office terminates his service contract for whatever reason, he shall not be provided with his work experience certificate before he acquires evidence ascertaining that he has performed his contractual obligation and he is free from any debt.
- 4) The provision of sub article (3) of this article shall not be applicable for the public prosecutor who requests for work experience certificate while he is on duty.

Section Six

Professional Independence of the Public Prosecutor

90. Public Prosecutor Has Professional Independence

The public prosecutor:

- 1) Shall carry out his duty in higher discipline being free from interference of anybody or person. He shall discharge his duty being guided by the law, constitution and mind.

- 2) seeraa fi hojmaata seericha hojjiirra oolchuuf bahe bu'uura godhachuun yoo ta'e malee haala kamiinuu hojii Abbaa Alangummaa irraa hin kaafamu.
- 3) itti gaafatamummaan seeraan qabu akkuma jirutti ta'ee, aangoo fi hojii bu'uura seeraatiin kennameef raawwachuu isaatiif miidhaa gahuuf itti gaafatamummaa seeraa hin qabu.
- 4) sochii siyaasaa irraa bilisa ta'uu qaba.

91. Eegumsa Abbaa Alangaatiif Taasifamuu Qabu

- 1) Abbaan Alangaa kamiyyuu yakka hidhaa cimaan adabsiisu harkaaf harkatti raawwatee yoo argame malee beekkamtii Abbaa Alangaa Waliigalaatiin ala hin to'atamu yookiin hin hidhamu.
- 2) Akkaataa keewwata kana keewwata xiqqaa 1 tiin Abbaa Alangaa Waliigalaatti kan beeksifamu xalayaadhaan ta'ee, yakki raawwatame cimaa kan ta'ee fi Abbaan Alangichaa miliquu ni danda'a jedhamee yoo amaname bilbilaan ta'uu ni danda'a.
- 3) Qaamni akkaataa keewwata kana keewwata xiqqaa 2 tiin beeksise kamiyyuu hanga Abbaan Alangaa Waliigalaa dhimmicha ilaalee deebii kennutti Abbaa Alangichaa too'achuu yookiin hidhuu hin danda'u.
- 4) Abbaan Alangaa kamiyyuu sababa hojii isaatiin ofii isaa yookiin maatii isaa yookiin qabeenya isaa sodaan balaaf isa saaxilu yoo mudate akkaatuma amala hojii isaa fi sadarkaa sodaatti eegumsi addaa ni taasifamaaf. Haalli raawwii isaa Qajeelfama bahuun kan murtaa'u ta'a
- 5) Qaamni dhimmi isaa ilaalu akkaataa keewwata kana keewwata xiqqaa 4 tiin Abbaa Alangaatiif eegumsa addaa akka taasisu yemmuu gaafatamu eegumsa taasisuuf dirqama qaba.

- 2) ህግና ህጉን ሥራ ላይ ለማዋል የወጣውን አስራር መሠረት በማድረግ ካልሆነ በስተቀር በማንኛውም ሁኔታ ከዓቃቤ ሕግነት ሥራው አይነግም።
- 3) በህግ ያለበት ተጠያቂነት እንደተጠበቀ ሆኖ በህጉ መሠረት የተሰጠውን ሥልጣንና ተግባር በመፈጸሙ ምክንያት ለሚደርሰው ጉዳት የህግ ተጠያቂነት የለውም።
- 4) ከፖለቲካ እንቅስቃሴ ነጻ መሆን አለበት።

91. ለዓቃቤ ሕግ መደረግ ያለበት ጥበቃ

- 1) ማንኛውም ዓቃቤ ሕግ በጽኑ አስራት የሚያስቀጣ ወንጀል ፈጽሞ እጅ ከፍንጅ ካልተገኘ በስተቀር ከጠቅላይ ዓቃቤ ሕጉ ዕውቅና ውጪ በቁጥጥር ሥር አይውልም ወይም አይታሰርም።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት ጠቅላይ ዓቃቤ ሕጉ እንዲያውቅ የሚደረገው በጽሁፍ ሆኖ የተፈጸመው ወንጀል ከባድ ከሆነና ዓቃቤ ሕጉ ሊያመልጥ ይችላል ተብሎ ከታመነ በስልክ ሊሆን ይችላል።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 2 መሠረት ያሳወቀ ማንኛውም አካል ጠቅላይ ዓቃቤ ሕጉ ጉዳዩን ተመልክቶ መልስ እስከሚሰጥ ድረስ ዓቃቤ ሕጉን በቁጥጥር ሥር ሊያውለው ወይም ሊያስረው አይችልም።
- 4) ማንኛውም ዓቃቤ ሕግ ከሥራው ጋር በተያያዘ ምክንያት እራሱን ወይም ቤተሰቡን ወይም ንብረቱን ለአደጋ የሚያጋልጥ ስጋት ከገጠመው እንደ ሥራው ባህሪ እና የሥጋቱ ደረጃ ሁኔታ ልዩ ጥበቃ ይደረግለታል። የአፈጻጸሙ ሁኔታ በሚወጣው መመሪያ የሚወሰን ይሆናል።
- 5) ጉዳዩ የሚመለከተው አካል በዚህ አንቀጽ ንዑስ አንቀጽ 4 መሠረት ለዓቃቤ ሕጉ ልዩ ጥበቃ እንዲያደርግለት በሚጠየቅበት ጊዜ ይህን ጥበቃ የማድረግ ግዴታ አለበት።

- 2) He shall not be removed from his public prosecutor duty in any other way except in accordance with the law and working rules issued for implementation of such law.
- 3) Without prejudice to his responsibility in accordance with the law, he shall not be legally responsible for the damage caused for he has exercised the power and duties assigned to him in accordance with the law.
- 4) Shall be free from participation in the political movements.

91. Protection To Be Made For Public Prosecutor

- 1) Any public prosecutor shall not be arrested or detained without prior knowledge of the Attorney General unless he is found committed flagrant offense punishable with rigorous imprisonment.
- 2) The Attorney General shall be notified as per sub article 1 of this article in writing; and it may be done through telephone if the committed offense is grave and the public prosecutor is believed to escape.
- 3) Anybody that notifies as per sub article 2 of this article shall not arrest or detain the public prosecutor until the Attorney General examines the issue and give his response.
- 4) If any public prosecutor faces imminent risk exposing him or his family or his property for damage due to his job, a special protection shall be made to him depending on the character of his work and level of the risk. Its implementation particulars shall be determined by the directive to be issued.
- 5) The concerned body bears obligation to make the required protection when it is required to make special protection for the public prosecutor in accordance with sub article 4 of this article.

6) Abbaan Alangaa sababa hojii isaatiin qabeenya isaa yookiin maatii isaa irratti miidhaan yoo gahe deeggarsi deebisanii dhaabuu mootummaadhaan kan taasifamuuf ta'a. Haalli raawwii isaa Qajeelfama bahuun kan murtaa'u ta'a.

92. Waldaa Ogummaa Abbaa Alangaa

- 1) Abbootiin Alangaa akkaataa seera rogummaa qabuutiin waldaa ogummaatiin gurmaa'uu ni danda'u.
- 2) Keewwata kana keewwata xiqqaa (1) jalatti kan tumame akkuma eeggametti ta'ee, Abbootiin Alangaa mirga kanatti yemmuu fayyadaman seerota rogummaa qabanii fi qajeeltoowwan naamusa ogummaa Abbaa Alangummaa Dambii kana keesatti tumaman kabajuuf dirqama qabu. Tarreeffamni isaa Qajeelfama bahuun kan murtaa'u ta'a.

93. Yaa'ii Abbootii Alangaa

- 1) Yaa'iin Abbootii Alangaa akkaataa barbaachisummaa isaatti waggaatti si'a tokko sadarkaa Mana Hojichaa fi Godinaatti ni gaggeeffama.
- 2) Ajandaan Yaa'ichaa, baay'inni hirmaattotaa fi sirni mariin ittiin gaggeeffamu Qajeelfama bahuun kan murtaa'u ta'a.

Kutaa Torba

Galmee Dhuunfaa Abbaa Alangaa Gurmeessuu

94. Galmee Dhuunfaa fi Kaardii Abbaa Alangaa

- 1) Manni Hojichaa tokkoon tokkoo Abbaa Alangaa galmee fi kaardii dhuunfaa addaa akka qabaatu gochuu qaba.

6) ዓቃቤ ሕግ ከሥራው ጋር በተያያዘ ምክንያት በንብረቱ ወይም በቤተሰቡ ላይ ጉዳት ከደረሰ በመንግስት የመልሶ ማቋቋም ድጋፍ የሚደረግለት ይሆናል፡፡ የአፈጻጸም ሁኔታው በሚወጣው መመሪያ የሚወሰን ይሆናል፡፡

92. የዓቃቤ ሕግ የሙያ ማህበር

- 1) ዓቃቤያነ ሕግ አግባብነት ባለው ህግ መሠረት በሙያ ማህበር ሊደራጁ ይችላሉ፡፡
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው እንደተጠበቀ ሆኖ ዓቃቤያነ ሕግ በዚህ መብት በሚጠቀሙበት ጊዜ አግባብነት ያላቸው ህጎችን እና በዚህ ደንብ ውስጥ የተደነገጉትን የዓቃቤ ሕግነት ሙያ ሥነ-ምግባር መርሆዎችን የማክበር ግዴታ አለባቸው፡፡ ዝርዝሩ በሚወጣው መመሪያ የሚወሰን ይሆናል፡፡

93. የዓቃቤያነ ሕግ የውይይት መድረክ

- 1) የዓቃቤያነ ሕግ የውይይት መድረክ እንደ አስፈላጊነቱ ሁኔታ በዓመት አንድ ጊዜ በመሥሪያ ቤቱ እና በዞን ደረጃ ይካሄዳል፡፡
- 2) የውይይቱ አጀንዳ፣ የተሳተፉዎች ብዛት እና ውይይት የሚካሄድበት ሥርዓት በሚወጣው መመሪያ የሚወሰን ይሆናል፡፡

ክፍል ሰባት

የዓቃቤ ሕግ የግል ማህደር ማደራጀት

94. የዓቃቤ ሕግ የግል ማህደር እና ካርድ

- 1) መሥሪያ ቤቱ እያንዳንዱ ዓቃቤ ሕግ የተለየ የግል ማህደርና ካርድ እንዲኖረው ማድረግ አለበት፡፡

6) If the public prosecutor suffered damage on his property or family due to his job, he shall be given rehabilitation support. Its implementation particulars shall be determined by the directive to be issued.

92. Public Prosecutor's Professional Association

- 1) The public prosecutors can be organized in professional associations in accordance with the appropriate law.
- 2) Without prejudice to the provision of sub article 1 of this article, when the public prosecutors are exercising such right, they are obliged to respect the appropriate laws and public prosecutors disciplinary principles provided in this regulation. Its particulars shall be determined by the directive to be issued.

93. Public Prosecutors' Assembly

- 1) The public prosecutors' assembly shall be conducted at the Office and zonal level once in a year.
- 2) Agenda of the assembly, number of the participants and the procedure for conducting the discussion shall be determined by the directive to be issued.

Section Seven

Organizing Personal File of the Public Prosecutor

94. Personal File and Card of the Public Prosecutor

- 1) The office shall make every public prosecutor to have his personal file and card

- 2) Akkaataa keewwata kana keewwata xiqqaa (1) tiin galmeen dhuunfaa qophaa'u, iyyata Abbaan Alangichaa qaxaramuuf ittiin gaafate, xalayaa ittiin qaxarame, ragaa mana yaalaa, ragaa yakka irraa bilisa ta'uu, uunka seenaa jireenyaa, gabaasa madaallii raawwii hojii, xalayaa guddina sadarkaa fooyya'insa miindaa, fi barreeffama murtii adabbii balleessaa naamusaa, xalayaa hojii irraa ittiin gaaggeeffamee fi ragaalee biroo kan kana fakkaatan hunda akkuma haala dhimmichaatti oriijiinaala yookiin garagalcha isaa qabaachuu qaba.
- 3) Kaardiin dhuunfaa Abbaa Alangaa dhimmoota odeeffannoon gurguddoo galmee dhuunfaa Abbaa Alangichaa irraa funaanaman qofti kan irratti galmaa'an ta'a.

95. Odeeffannoo Yookiin Ragaa Dhuunfaa Qorachuu

- 1) Abbaan Alangaa kamiyyuu galmee dhuunfaa isaa mana hojichaatti argamu keessaa odeeffannoo yookiin ragaalee jiran gaafatee ilaaluudhaaf yookiin garagalatee fudhachuudhaaf mirga qaba.
- 2) Bulchiinsa Abbaa Alangaa Mana Hojichaa yookiin hojjataa kaardii fi galmee dhuunfaa Abbaa Alangaa yoo ta'e malee hojjattoonni mana hojichaa yookiin mana hojichaan alatti argaman galmee dhuunfaa Abbaa Alangaa qorachuu yookiin ilaalu kan danda'an Abbaa Alangaa Waliigalaatiin barreeffamaan yoo hayyamame qofaadha.
- 3) Haala keewwata kana keewwata xiqqaa (1) fi (2) tiin ala ragaa yookiin odeeffannoo galmee dhuunfaa Abbaa Alangaa keessatti walqabatee taa'uu qabu akka Abbaan Alangichaa ilaalu hin dandeenyeen kaa'uun yookiin Abbaa Alangichaa miidhuudhaaf yookiin fayyaduudhaaf yaaduudhaan ragaa yookiin odeeffannoo akkasii galmee keessaa baasuun dhorkaa dha.

- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት የሚዘጋጀው የግል ማህደር-ዓቃቤ ሕጉ ለመቀጠር የጠየቀበት ማመልከቻ፣ የተቀጠረበት ደብዳቤ፣ የህክምና ማስረጃ፣ ከወንጀል ነጻ መሆኑን የሚያረጋግጥ ማስረጃ፣ የሀይወት ታሪክ ቅጽ፣ የስራ አፈጻጸም ምዘና ሪፖርት፣ የደግሞ ማሻሻያ ደረጃ ዕድገት ደብዳቤ እና የሥነ-ምግባር ጥፋት ቅጣት ውሳኔ ጽሁፍ፣ ከሥራ የተሰናበተበት ደብዳቤ እና የመሳሰሉ ሌሎች ማስረጃዎችን ሁሉ እንደ ጉዳዩ ሁኔታ ኦሪጂናል ወይም ቅጂው በውስጡ መያዝ አለበት።
- 3) የዓቃቤ ሕግ የግል ካርድ ከዓቃቤ ሕጉ የግል ማህደር ውስጥ የተሰበሰቡ ዋና ዋና የመረጃ ጉዳዮች ብቻ የሚመዘገቡበት ይሆናል።

95. የግል መረጃ ወይም ማስረጃን መመርመር

- 1) ማንኛውም ዓቃቤ ሕግ በመሥሪያ ቤቱ ዘንድ ከሚገኘው ግል ማህደር ውስጥ ያሉትን መረጃ ወይም ማስረጃዎች ጠይቆ የማየት ወይም ኮፒ አድርጎ የመውሰድ መብት አለው።
- 2) የመሥሪያ ቤቱ ዓቃቤ ሕግ አስተዳደር ወይም የዓቃቤ ሕግ የግል ካርድና ማህደር ሰራተኛ ካልሆነ በስተቀር የመሥሪያ ቤቱ ወይም ከመሥሪያ ቤቱ ውጪ ያሉ ሰራተኞች የዓቃቤ ሕግን የግል ማህደር መመርመር ወይም መመልከት የሚችሉት በጠቅላይ ዓቃቤ ሕጉ በጽሁፍ ከተፈቀደ ብቻ ነው።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ (1) እና (2) መሠረት ውጪ በዓቃቤ ሕግ የግል ማህደር ውስጥ ተያይዞ መቀመጥ ያለበትን ማስረጃ ወይም መረጃ ዓቃቤ ሕጉ ለማየት በማይችልበት ሁኔታ ማስቀመጥ ወይም ዓቃቤ ሕጉን ለመጉዳት ወይም ለመጥቀም በማሰብ የዚህን መሰል ማስረጃ ወይም መረጃ ከማህደሩ ውስጥ ማውጣት የተከለከለ ነው።

- 2) The personal file to be prepared in accordance with sub article 1 of this article shall contain application of the public prosecutor for employment, letter of his employment, medical certificate, evidences ascertaining his being free from criminal act, biography, performance evaluation report, letter of promotion, salary increment and decision of disciplinary penalty, letter of his dismissal from job and all other similar evidences the original document or its copy as the case may be.
- 3) Personal Card of the public prosecutor shall be a document on which only the issues of major information collected from the personal file of the public prosecutor is registered.

95. Investigating Personal Information or Evidence

- 1) Any public prosecutor has the right to ask for and see or take copy of the information or evidences in his personal file found in the office.
- 2) Except the public prosecutor's administration of the office or worker of personal file and card of the public prosecutor, workers of the office or the outsiders can investigate personal file of the public prosecutor only if they get the written authorization of the Attorney General.
- 3) Except as per sub article (1) and (2) of this article, it is prohibited to attach the evidences or information in the personal file of the public prosecutor in a way that he cannot easily see it or intending to harm or benefit the public prosecutor to draw out such type of evidence or information from his file.

- 4) Osoo Abbaan Alangaa hin beekin ragaa barreffamaa galmee dhuunfaa isaa keessa kaa'uun dhorkaa dha.
- 5) Namni dhoorkiiwwan keewwata kana keewwata xiqqaa 3 fi 4 darbuun badii raawwate seera rogummaa qabuun kan itti gaa-fatamu ta'a.

- 4) ዓቃቤ ሕግ ሣያውቅ የጽሁፍ ማስረጃ በግል ማህደሩ ውስጥ ማስቀመጥ የተከለከለ ነው።
- 5) የዚህ አንቀጽ ንዑስ አንቀጽ 3 እና 4 ክልከላዎችን በመተላለፍ ጥፋት የፈጸመ ሰው አግባብነት ባለው ህግ መሠረት የሚጠየቅበት ይሆናል።

- 4) It is prohibited to attach written evidences personal file of the public prosecutor without his knowledge.
- 5) Any person who contravenes the prohibitions under sub article 3 and 4 of this article and commits an offence shall be held liable under pertinent law.

Kutaa Saddeet

Qajeeltoowwan Naamusa Ogummaa Abbaa Alangaa

ክፍል ስምንት

የዓቃቤ ሕግ የሙያ ሥነ-ምግባር መርሆዎች

Section Eight

Ethical Principles of the Public Prosecutor

96. Amanamummaa

Abbaan Alangaa kamiiyyuu:

- 1) heera mootummaaf amanamaa ta'uu;
- 2) amaanaa sababa ogummaa isaatiin itti kenname eeguu;
- 3) hojii isaa seeraa fi hojmaata Manni Hojichaa baasu bu'uura godhachuun raawwachuu;
- 4) gocha seeraan alaa raawwatamuu isaa yoo beeke yookiin arge itti gaafatamaa hojii dhiyoo isaatiif beeksisuu; fi
- 5) maallaqa mootumaa, qabeenyaa fi sa'aatii hojii mootummaa hojii mootummaatiif qofa oolchuu qaba.

96. ታማኝነት

ማንኛውም ዓቃቤ ሕግ:-

- 1) ለህገ-መንግስቱ ታማኝ መሆን፤
- 2) በሙያው ምክንያት የተሰጠውን አደራ መጠበቅ፤
- 3) ሥራውን መሥሪያ ቤቱ የሚያወጣውን ህግና አሰራር መሰረት በማድረግ መፈጸም፤
- 4) ህገ-ወጥ ድርጊት መፈጸሙን ካወቀ ወይም ካየ ለቅርብ የሥራ ሀላፊው ማሳወቅ፤ እና
- 5) የመንግስት ገንዘብ፣ ንብረትና የሥራ ሰዓት ለመንግስት ሥራ ብቻ ማዋል አለበት።

96. Loyalty

Any public prosecutor shall:

- 1) Be loyal to the constitution;
- 2) Keep the trust shouldered up on him due to his profession;
- 3) Perform his duty based on the law and work system issued by the office;
- 4) Inform illegal acts committed that he is aware of to his immediate work leader; and
- 5) Use government money, properties and working hours of the government for the purpose of performing government activities.

97. Haqummaa

Abbaan Alangaa kamiiyyuu:

- 1) waadaa seene kabajee haqaan haqaaf hojjachuu;
- 2) gocha waliin dhahuu irraa bilisa ta'uu;
- 3) himannaa yemmuu dhiyeessuufi falmu dhugaafi ragaa qabatamaa irratti hundaa'u; fi
- 4) yeroo hundumaa dhugaa baasuuf tattaaffii barbaachiisu taasisuu qaba.

97. ሐቀኝነት

ማንኛውም ዓቃቤ ሕግ:-

- 1) የገባውን ቃል በማክበር በሀቅ ለሀቅ መስራት፤
- 2) ከማጭበርበር ድርጊት ነጻ መሆን፤
- 3) ክስ ሲያቀርብ ሲከራከር በእውነት እና ተጨባጭ ማስረጃ ላይ መመስረት፤ እና
- 4) ሁል ጊዜ እውነትን ለማውጣት አስፈላጊውን ጥረት ማድረግ አለበት።

97. Fairness

Any public prosecutor shall:

- 1) Work for justice fairly respecting the promise he indebted to;
- 2) Be free from acts of deceiving;
- 3) Depend on the truth and tangible evidence while framing charges and conducting litigations..
- 4) Always make utmost effort to discover the truth.

98. Al-Loogummaa

Abbaan Alangaa kamiyyuu:

- 1) nama kamiyyuu bifaan, koor-nayaan, sanyiin, umuriin, ilaalcha siyaasaan, amantaan, bakka dhalootaan, haala fayyaan, gosa hojiin, ogummaa qabaachuufi dhabuun akkasumas ejjennoo biroon jechaanis ta'e gochaan garaagarummaa osoo hin uumin hojii isaa seera qofa bu'uura godhachuun hojjechuu;
- 2) seerota biyyattii fi naannichaa sodaa fi daba tokko malee raaw-wachiisuu; fi
- 3) Mana Hojichaa keessattis ta'e alatti gartummaa fi loogii bifa kamiyyuu irraa walaba of taas-isuu qaba.

99. Ejjennoo Gaarii

Abbaan Alangaa kamiyyuu:

- 1) jireenya isaa keessatti ejjennoo cimaa qabaachuu fi dhimma itti amaneef hanga dhumaatti ejjen-noodhaan dhaabbachuu;
- 2) gorsa seeraa sirrii fi madaalawaa ta'e kennuu;
- 3) kabaja ogummaa isaatiif amanamuu fi ejjennoon dhaabbachuun qajeeltoowwan kanneen akka seera duratti walqixa ilaalamuu, akka nama qulqulluutti tilmaamamuu bilisaafi gartummaan ala ta'uun hojiirra oolchuun uummata tajaajilu kabajuu;
- 4) yeroo hojii isaa raawwatu mirgoonni miidhamtoota dhuunfaa, eeruu kennitootaa fi ragaalee kabajamuu isaa mirkaneeffachuu;
- 5) gaaffii himatamaa yookiin ragaalee hin qaanessine, maqaa hin balleessine yookiin hin aarsine gaafachuu; fi
- 6) namni kamiyyuu hojii isaa keessa seenee dhiibbaa akka geessisu hayyamuu irraa of qusachuu qaba.

98. አለማዳላት

ማንኛውም ዓቃቤ ሕግ፡-

- 1) ማንኛውንም ሰው በመልክ፣ በፆታ፣ በዘር፣ በዕድሜ፣ በርዕዮተ ዓለም አመለካከት፣ በዕምነት፣ በትውልድ ስፍራ፣ በጤና ሁኔታው፣ በስራው ዓይነት፣ ሙያ ያለውና የሌለው በመሆን፣ እንዲሁም በሌላ አቋም በቃልም ሆነ በድርጊት ልዩነት ሳይፈጥር ህግን ብቻ መሠረት በማድረግ ሥራውን ማከናወን አለበት፡፡
- 2) የዋገርና የክልሉን ህጎች ካለአንዳች ፍራቻና ተንኮል ማስፈጸም፣ እና
- 3) በመሥሪያ ቤቱ ውስጥም ሆነ በውጪ አማንኛውም ዓይነት ወገንተኝነትና ማዳላት እራሱን ነጻ ማድረግ አለበት፡፡

99. ጽኑ አቃም መኖር

ማንኛውም ዓቃቤ ሕግ፡-

- 1) በኑሮው ሐደት ውስጥ ጠንካራ አቋም መያዝና ባመነበት ጉዳይ እስከመጨረሻው በአቋሙ መጽናት፤
- 2) ትክክለኛና ሚዛናዊ የህግ ምክር መስጠት፤
- 3) ለሙያው ክብር መታመንና በአቋሙ በመጽናት እንደ በህግ ፊት ዕኩል መታየት፣ ከወንጀል ነጻ እንደሆነ ሰው መገመት፣ ነጻና የማይዳለ መሆን የሚሉትን መርሆዎች ተግባር ላይ በማዋል የሚያገለግለውን ህዝብ ማማክበር፤
- 4) ሥራውን በሚያከናውንበት ጊዜ የግል ተበዳዮች፣ የጥቆማ ሰጪዎች እና የምስክሮች መብቶች መከበራቸውን ማረጋገጥ፤
- 5) ተከሣሽን ወይም ምስክሮችን የማያዋርድ፣ ስም የማያጠፋ ወይም የማያናድድ ጥያቄዎችን መጠየቅ፤
- 6) ማንም ሰው በሥራው ውስጥ ገብቶ ተጽዕኖ እንዲያመጣ አማድረግ ተግባር መቆጠብ አለበት፡፡

98. Impartiality

Any public prosecutor shall:

- 1) Carry out his duties only on the basis of law without theoretically or practically creating any discrimination or partiality on the basis of color, sex, identity, age, political outlooks, religion, birth place, health condition, type of work, being professional or non-professional as well as other stands;
- 2) Cause implementation of laws of the country and region without any fear and bias; and
- 3) Liberate him from any form of bias and partiality be it in the office or outside.

99. Integrity

Any public prosecutor shall:

- 1) Have firm stand in his life and keep on with unwavering position for an issue he believed in;
- 2) Provide correct and fair legal advice;
- 3) Respect the people he is serving being trustworthy of his profession and standing firm and thereby implementing the principles like to be equal before the law, to be considered as innocent, to be free and impartial;
- 4) Ensure the rights of individual victims, informers and witnesses to be respected while performing his duties;
- 5) Ask questions which cannot humiliate, defame or offend the accused person or witnesses; and
- 6) Refrain himself from letting any person interfere in to his work and cause an impact.

100. Iftoomina

Abbaan Alangaa kamiyyuu:

- 1) murtii fi tajaajila kennu ilaalchisee icciitii eeguun barbaachisaa yoo ta'e malee, tajaajilamtoota irraa gaaffiin yoo dhiyaateef seeraa fi hojmaata hordofuun odeeffannoo, ibsaa fi deebii quubsaa ta'e kennuu; fi
- 2) tajaajilamtoota, miiltoo hojii fi gaggeessitoota hojii isaatiif odeeffannoo guutuu, sirrii fi ifa ta'e kennuu qaba.

101. Ittigaafatamummaa

Abbaan Alangaa kamiyyuu faallaa seeraa fi naamusa ogummaa Abbaa Alangummaa kan hojjatu yoo ta'e akkaataa Dambii kana keessatti tumameeni fi seerota rogummaa qabaniin kan itti gaafatamu ta'a.

102. Icciiitii Eeguu

- 1) Abbaan Alangaa kamiyyuu:
 - (a) odeeffannoo sababa hojii isaatiin yookiin haala biroo kamiiniyyuu argate keessaa kan baay'ee salphaa yookiin uummata biratti beekamu yookiin hojii idilee isaa karaa seera qabeessa ta'een raawwachuuf barbaachisaa ta'een alatti icciitii kamiyyuu eeguu;
 - (b) dhimma qorannaan yookiin himannaan isaa hin xumuramnee fi adeemsa dhaddachaa gufachiisuu danda'u irratti ibsa kennuu yookiin maxxansuu irraa of qusachuu;
 - (c) qaama yookiin itti gaafatamaa seeraan aangoon kennameefin yoo ajajame malee odeeffannoowan hojmaataan icciitiidha jedhaman yeroo hojiis ta'ee yeroo hojiitiin ala nama kamiifuu ibsuu irraa of qusachuu; fi
 - (d) Mana Hojichaa erga gadi lakkiisee yookiin iddoo biraatti erga jijjiiramee boodas sababa hojiitiin yookiin haala biroo kamiiniyyuu icciitiwwan beeke eeguu qaba.

100. ግልጽነት

ማንኛውም ዓቃቤ ሕግ:-

- 1) የሚሰጠውን ወይም አገልግሎት በተመለከተ አስፈላጊ ካልሆነ በስተቀር ሚስጥር በመጠበቅ ከተገልጋዮች ጥያቄ ከቀረበለት ህግና አሰራርን በመከተል አጥጋቢ የሆነ ማብራሪያና ምላሽ መስጠት፤ እና
- 2) ለተገልጋዮች፣ ለሥራ ባልደረቦቹና ለሥራ ሃላፊዎቹ ሙሉ፣ ትክክለኛና ግልጽ የሆነ መረጃ መስጠት አለበት።

101. ተጠያቂነት

ማንኛውም ዓቃቤ ሕግ ከህግና ከዓቃቤ ሕግነት ሙያ ሥነ-ምግባር ተቃራኒ የሆነ ተግባር የሚሰራ ከሆነ በዚህ ደንብ ውስጥ በተደነገገውና አግባብነት ባላቸው ህጎች መሠረት የሚጠየቅበት ይሆናል።

102. ሚስጥር መጠበቅ

- 1) ማንኛውም ዓቃቤ ሕግ:-
 - (ሀ) በስራው ምክንያት ወይም በሌላ ማንኛውም ሁኔታ ካገኘው መረጃ ውስጥ በጣም ቀላል ወይም በህዝቡ ዘንድ የሚታወቅ ወይም መደበኛ ሥራውን በህጋዊ መንገድ ለመፈጸም አስፈላጊ ከሆነው ውጪ ማንኛውንም ሚስጥር መጠበቅ፤
 - (ለ) ምርመራው ወይም ክስ ያልተጠናቀቀና የፍርድ ቤት ችሎትን የሚያደናቅፍ ጉዳይ ላይ ማብራሪያ ከመስጠት ወይም ከማተም መቆጠብ፤
 - (ሐ) በህግ ሥልጣን በተሰጠው አካል ወይም ሃላፊ ካልታዘበ በስተቀር በአሰራር ሚስጥር ናቸው የተባሉትን ጉዳዮች በሥራ ጊዜም ሆነ ከሥራ ጊዜ ውጪ ለማንኛውም ሰው ከመግለጽ መቆጠብ፤ እና
 - (መ) መሥሪያ ቤቱን ከለቀቀው ወይም ወደሌላ ሥራ ለመሰረዝ ከተቀየረ በኋላም በሥራ ምክንያት ወይም በሌላ ማንኛውም ሁኔታ ያወቃቸውን ሚስጥሮች መጠበቅ አለበት።

100. Transparency

Any public prosecutor shall:

- 1) Unless it is necessary to keep confidentiality regarding the decisions or services he provides, he shall give adequate and satisfactory explanation and reply based on the laws and existing work practices for the question from the customers.
- 2) Provide full, genuine and clear information for his customers, colleagues and work leaders.

101. Accountability

Any public prosecutor shall be held accountable as per the provisions of this regulation and other appropriate laws if he works contrary to the law and public prosecutor's code of ethics.

102. Confidentiality

- 1) Any public prosecutor shall:
 - (a) Keep every secrecy except the very simple or known by the people or which is necessary to legally perform his duties among the information he has got due to his duties or in any other way;
 - (b) Refrain from to give briefings or publication regarding a case which its investigation or litigation is pending and may obstruct the court proceedings;
 - (c) Refrain from disclosing the information categorized as secret in practice to any person be it at working hours or other times unless authorized by the body or legally empowered head; and
 - (d) Keep the secrets he is aware of due to his duties or in any other way even after he left the office or transferred to other place.

2) Keewwata kana keewwata xiqqaa (1) jalatti kan tumame jiraatus; balleessaa saaxiluuf jecha qaama dhimmi ilaaluuf odeeffannoowan icciitummaa qaban beeksi-suun akka icciitii baasuutti hin ilaalamu.

103. Mirgaa fi Faayidaa Uummataa Dursuu

Abbaan Alangaa kamiyyuu:

- 1) Humnaa fi dandeettii qabuun mootummaa fi uummata tajaajilu;
- 2) hojiiwwan raawwatu keessatti mirgii fi faayidaan uummataa kabajamuu isaa mirkaneeffachuu;
- 3) faayidaa dhuunfaa isaa, kan maatii isaa, kan qaama yookiin garee biroo osoo hin taane faayidaa hawaasaa fi mootummaa bu'uura godhachuun hojii isaa raawwachuu; fi
- 4) hojiiwwan biroo hojii idilee isaatiin walitti bu'uu danda'an kamiyyuu hojjechuu irraa of qusachuu qaba.

104. Aangoo Seera Qabeesa Ta'etti Fayyadamuu Yookiin Seera Kabajuu

- 1) Abbaan Alangaa kamiyyuu:
 - (a) daangaa aangoo fi hojii Mana Hojichaaf seeraan kenname keessatti hawaasa tajaajilu;
 - (b) Heera, Labsi, Dambii fi Qajeelfama bu'uura godhachuun hojii isaa raawwachuu; fi
 - (c) qajeelfama iftoomina qabuu fi seera hin faallessinee itti gaafatamaa dhiyoo yookiin itti gaafatamaa olii irraa kennamuuf raawwachuu qaba.
- 2) Qajeelfamni akkaataa keewwata kana keewwata xiqqaa 1(c) tiin Abbaa Alangaatiif kennamu barreeffamaan akka ta'u Abbaan Alangichaa yoo gaafate barreeffamaan kennamuufii qaba.

2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው ቢኖርም ጥፋትን ለማጋለጥ ሲባል ሚስጥርነት ያላቸው መረጃዎችን ለሚመለከተው አካል ማሳወቅ ሚስጥር እንደማውጣት አይቆጠርም።

103. የህዝብን መብትና ጥቅም ማስቀደም

ማንኛውም ዓቃቤ ሕግ፡-

- 1) ባለው አቅምና ችሎታ መንግስትና ህዝብን ማገልገል፤
- 2) በሚያከናውናቸው ተግባራት ውስጥ የህዝብ መብትና ጥቅም መከበሩን ማረጋገጥ፤
- 3) የግለ-ን፣ የቤተሰብ-ን፣ የሌላ አካል ወይም ጥቅም ማዕከል በማድረግ ሳይሆን የህብረተሰብን ተግባራቸውን መፈጸም፤ እና
- 4) ከመደበኛ ሥራው ጋር ለጋጩ የሚችሉ ሌሎች ማንኛውም ሥራዎች ከመሥራት መቆጠብ አለበት።

104. ህጋዊ በሆነ ሥልጣን መጠቀም ወይም ህግን ማክበር

- 1) ማንኛውም ዓቃቤ ሕግ፡-
 - (ሀ) ለመሥሪያ ቤቱ በህግ በተሰጠው ሥልጣንና ተግባር ገደብ ውስጥ ህዝብን ማገልገል፤
 - (ለ) ሥራውን ህገ-መንግስት፣ አዋጅ፣ ደንብና መመሪያን መሠረት በማድረግ ማከናወን፤ እና
 - (ሐ) ከቅርብ ሃላፊው ወይም ከበላይ ሃላፊ የሚሰጠውን ግልጽ የሆነና ከህግ የማይጣረስ መመሪያን መፈጸም አለበት።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 (ሐ) መሠረት ለዓቃቤ ሕግ የሚሰጠው መመሪያ በጽሁፍ እንዲሆን ዓቃቤ ሕግ ከጠየቀ በጽሁፍ መሰጠት አለበት፤

2) Notwithstanding to the provision under sub article 1 of this article, notifying the secret information to the concerned body with a view to expose fault or offense shall not be considered as disclosure of confidentiality.

103. Giving Priority for Public Rights and Interests

Any public prosecutor shall:

- 1) Serve the people and government with all his energy and abilities;
- 2) Ensure that the rights and interests of the people has been protected in all duties he performs;
- 3) Carry out his tasks based on the interests of the society and government rather than his personal, his family's, other body's or party's interests; and
- 4) Refrain from performing any other activities that may come in conflict with his regular duty.

104. Exercising Legitimate Power Or Respecting the Law

- 1) Any public prosecutor shall:
 - (a) Serve the public within the limit of power and responsibilities legally entrusted to the office;
 - (b) Perform his duty based on the constitution, proclamations, regulations and directives; and
 - (c) Accept and implement a clear and lawful instruction or order given to him from his immediate or higher head.
- 2) If the public prosecutor requests order given to him pursuant to sub article (1) (c) of this article to be in writing, it shall be given in writing.

- 3) Itti gaafatamaan kamiyyuu qajeelfama yookiin ajaja seeraan alaa dabarsuu hin qabu. Qajeelfama yookiin ajaja seeraan alaa dabarseef kan itti gaafatamu ta'a.
- 4) Qajeelfamni kenname tumaa keewwata kana keewwata xiqqaa 1(c) waliin kan wal faalllessu ta'uu Abbaan Alangichaa yoo amane kanuma itti gaafatamaa qajeelfamicha kenne barreeffamaan beeksisuun hojiirra oolchuu irraa of qusachuu qaba.

105. Gaaffii Ummataatiif Deebii Ga-haa Kennuu

Abbaan Alangaa kamiyyuu:

- 1) tajaajilamtootaaf kabaja barbaachisu kennuun deebii fi furmaata barbaachisaa ta'e kennuu; fi
- 2) tajaajilamtoonni yookiin namootni biroo yeroo isa komatanii fi isa ceepha'an of to'atee miira tasgab-biitiin keessummeessuu qaba.

106. Fakkeenyummaa

Abbaan Alangaa kamiyyuu:

- 1) bakka hundatti aadaa, amantaafi safuu ummataa kabajuu;
- 2) amala isaatiin fakkeenyum-maadhaan mul'achuu, amalaafi gochaa uummata biratti fudhat-ama hin qabne irraa of eeguu;
- 3) gochaafi jecha isaatiin kabaja qabaachuu, namoota kabajaan keessummeessuufi hojii ogum-maa Abbaa Alangummaafi Mana Hojichaatiif ulfina argamsiisu hojjechuu; fi
- 4) miira itti gaafatamummaa gon-fachuu, jijjiirama deeggaruu, maqaa gaarii Mana Hojichaa ee-guufi aadaa hojii gabbisuu qaba.

- 3) ማንኛውም ሃላፊ ህገወጥ መመሪያ ወይም ትዕዛዝ ማስተላለፍ የለበትም፡ ላስተላለፈው ህገወጥ መመሪያ ወይም ትዕዛዝ የሚጠየቅበት ይሆናል፤
- 4) ዓቃቤ ህጉ የተሰጠው መመሪያ ከዚህ አንቀጽ ንዑስ አንቀጽ 1 (ሐ) ድንጋጌ ጋር የሚጣረስ መሆኑን ካመነ ይህንኑ መመሪያውን ለሰጠው ሃላፊ በጽሁፍ በማሳወቅ ሥራ ላይ ከማዋል መቆጠብ አለበት፡፡

105. ለህዝብ ጥያቄ አጥጋቢ ምላሽ መስጠት

ማንኛውም ዓቃቤ ሕግ፡-

- 1) ለተገልጋዮች ተገቢውን ክብር በመስጠት አስፈላጊ የሆነውን ምላሽና መፍትሄ መስጠት፤ እና
- 2) ተገልጋዮች ወይም ሌሎች ሰዎች እሱን ቅር ሲሾቡትና በሚተቸቡት ጊዜ እሱን በመቆጣጠር በተረጋጋ መንፈስ ማስተናገድ አለበት፡፡

106. መልካም ተምሳሌትነት

ማንኛውም ዓቃቤ ሕግ፡-

- 1) በማንኛውም ሥፍራ የህዝቡን ባህል፣ እምነትና እሴት ማክበር፤
- 2) በባህሪው በመልካም ተምሳሌትነት መታየት፤ በህዝቡ ዘንድ ተቀባይነት ከሌለው ባህሪና ድርጊት መቆጠብ፤
- 3) በድርጊቱና በንግግሩ ክብር ያለው፣ ሰዎችን በክብር ማስተናገድና ለዓቃቤ ሕግነት ሙያና ለመሥሪያ ቤቱ ተገቢውን አመኔታ የሚያስገኝ ተግባር መሥራት፤ እና
- 4) የተጠያቂነት መንፈስን መላበስ፣ ለውጥን መደገፍ፣ የመሥሪያ ቤቱን መልካም ሥም መጠበቅ እና የሥራ ባህልን ማዳበር አለበት፡፡

- 3) No head shall pass an illegal instruction or order. He shall be responsible for the illegal instruction or order he has given.
- 4) If the public prosecutor believes that the instruction given is in contradiction with sub article (1) (c) of this article, he shall notify such fact in writing to the head who has given the instruction and abstain from implementing same.

105. Responsiveness

Any public prosecutor shall:

- 1) Providing the utmost respect to the customers, render the necessary response and solution to them; and
- 2) At times where the customers or other persons criticize him, he shall entertain them patiently and calmly by managing his emotions.

106. Exemplary

Any public prosecutor shall:

- 1) Respect the culture, ritual, custom and religion of the people;
- 2) Appear as exemplary in his ethical conduct; refrain from conducts and acts unacceptable amongst the people;
- 3) Be courteous in his acts and words; treat customers or persons politely and perform tasks that results greater respect for the public prosecutor profession and the office; and
- 4) Be equipped with a sense of responsibility; support changes, maintain good name of the office and enhance his work culture.

107. Hariiroo Abbaan Alangaa Uummata Waliin Qabaachuu qabu
Abbaan Alangaa kamiyyuu:

- 1) Aadaa, duudhaa, safuu fi amantaa ummataa kabajuu;
- 2) jireenya dhuunfaa fi hawaasummaa isaa kabaja hojii ogummaa Abbaa Alangummaatiin wal simsiisuu;
- 3) hojii isaatiin walqabatee kennaa yookiin keessummeessa kamiyyuu fudhachuu irraa of eeguu;
- 4) nama dhimma isa biraa kallattiinis ta'ee al-kallattiin qabu irraa maallaqa liqeeffachuu yookiin liqeeffachuuf yaaluu irraa of eeguu;
- 5) nama dhimma isa biraa hin qabne irraayis sababa gahaan yoo liqeeffate daangaa yeroo waliigalame keessatti deebisuu; fi
- 6) namoota dhuunfaatiif barreeffama adda addaa kanneen akka himannaa, deebiifi gaaffii mirga wabii qopheessuu irraa of qusachuu qaba.
- 7) Hojii dallaalummaa yookiin faddaalummaa raawwachuu hin qabu.

108. Sochii Siyaasaa irraa Bilisa Ta'uu

- 1) Abbaan Alangaa kamiyyuu sochiiwwan siyaasaa armaan gadii irraa bilisa ta'uu qaba:
 - (a) Miseensa dhaaba yookiin paartii siyaasaa kamiyyuu ta'uu yookiin dhaaba yookiin paartii siyaasaa bakka bu'uun hojjechuu yookiin filannoof dhiyaachuu;
 - (b) Dhaaba yookiin paartii siyaasaa tokko deeggaranii yookiin mormanii haasaa taasisuu;
 - (c) Haala kamiinuu rogeessa dhimma siyaasaa ta'uun hojjechuu;
 - (d) Dhaaba yookiin paartii siyaasaaf yookiin hojii siyaasaaf jecha nama miseensa dhaaba yookiin paartii siyaasaa ta'eef deeggarsa maallaqaa gochuu yookiin buusii yookiin deeggarsa walitti qabu; yookiin
 - (e) Kora, yaa'ii yookiin waltajjii dhaabni yookiin paartiin siyaasaa waame irratti argamuu.

107. ዓቃቤ ሕግ ከህዝቡ ጋር ሊኖረው የሚገባው ግንኙነት

- ማንኛውም ዓቃቤ ሕግ:-
- 1) የህዝቡን ባህል፣ ወግ፣ ነውርና እምነት ማክበር፤
 - 2) የግልና ማህበራዊ ህይወቱን ከዓቃቤ ሕግነት ሙያ ሥራ ክብር ጋር ማጣጣም፤
 - 3) ከሥራው ጋር ተያይዞ ማንኛውንም ስጦታ ወይም መስተንግዶ ከመውሰድ መጠንቀቅ፤
 - 4) በቀጥታም ሆነ በተዘዋዋሪ ክፍሉ ዘንድ ጉዳይ ካለው ሰው ላይ ገንዘብ ከመበደር ወይም ለመበደር ከመሞከር መቆጠብ፤
 - 5) ክፍሉ ዘንድ ጉዳይ ከሌለው ሰው ላይም በበቂ ምክንያት ከተበደረም በተስማሙበት የጊዜ ገደብ ውስጥ መመለስ፤ እና
 - 6) ለሌሎች ሰዎች የተለያዩ ጽሁፎች እንደ ክስ፣ መልስ እና የዋስ መብት ጥያቄ ከማዘጋጀት መቆጠብ አለበት፤
 - 7) የድለላ ወይም የአማላጅነት ሥራ መስራት የለበትም፡፡

108. ከፖለቲካ እንቅስቃሴ ነጻ መሆን

- 1) ማንኛውም ዓቃቤ ሕግ ከሚከተሉት የፖለቲካ እንቅስቃሴዎች ነጻ መሆን አለበት:-
 - (ሀ) የማንኛውም ፖለቲካ ድርጅት ወይም ፓርቲ መሆን፣ የፖለቲካ ድርጅት ወይም ፓርቲን በመወከል መስራት ወይም ለምርጫ መቅረብ፤
 - (ለ) አንድን የፖለቲካ ድርጅት ወይም ፓርቲ በመደገፍ ወይም በመቃወም ንግግር ማድረግ፤
 - (ሐ) በማንኛውም ሁኔታ የፖለቲካ ጉዳይ ጠማሪ ሆኖ መስራት፤
 - (መ) ለፖለቲካ ድርጅት ወይም ፓርቲ ወይም ለፖለቲካ ሥራ ሲባል ለፖለቲካ ድርጅት ወይም ፓርቲ አባል ለሆነ ሰው የገንዘብ ድጋፍ ማድረግ ወይም መዋጮ ወይም ድጋፍ መስጠት፤ ወይም
 - (ሠ) የፖለቲካ ድርጅት ወይም ፓርቲ በጠራው ሲምገዘም፣ ጉባኤ ወይም ስብሰባ ላይ መገኘት፡፡

107. The Required Relationship of Public Prosecutors With The People

- Any public prosecutor shall:
- 1) Respect the culture, ritual, religion and customs of the people
 - 2) Suit his private and social lives with the respect to be given for public prosecutor's profession;
 - 3) Keep himself away from accepting any gift or invitation in connection with his duty;
 - 4) Refrain from borrowing or attempting to borrow money from a person who has directly or indirectly has a case with him;
 - 5) Return the money he has borrowed within the time limit agreed upon even where he borrows money from a person who has no case with him for sufficient reason;
 - 6) Refrain from preparing various issues such as charges, defense and request for release in bail for private individuals;
 - 7) Not perform acts of broker or going between.

108. Free From Political Activities

- 1) Any public prosecutor shall be free from the following political activities:
 - (a) To be a member of any political organization or party or to work or to be nominated for election representing any political organization or party;
 - (b) To make a speech by supporting or objecting a political organization or party;
 - (c) To work as affiliate of political issues in any situation;
 - (d) To provide financial support or make contribution or collect support for a person who is member of political organization or party for the purpose of activities of political organization or party; or
 - (e) To be present on the symposium, assembly or meeting called or organized by a political organization or party.

- 2) Duudhaaleen keewwata kana keewwata xiqqaa (1) jalatti tarreeffaman Abbaan Alangaa ilaalcha siyaasaa ofii qabaachuu kan dhorku yookiin mirga filachuu inni qabu kan daangessu miti.
- 3) Abbaan Alangaa siyaasaa keesatti hirmaachuu barbaade dursee hojii Abbaa Alangummaa gadi lakkisuu qaba.

109. Gahumsa Hojii Abbaa Alangummaa
Abbaan Alangaa kamiyyuu:

- 1) seerota yeroo yeroon bahan beekuu fi leenjii qophaa'u irratti hirmaachuun gahumsa isaa gab-bifachuu;
- 2) Dhaddacha seenuun dura qophii gahaa taasisuufi waaroo dhaddhachaa (gaawanii)fi uffannaa gaarii kabaja dhaddachichaa madaalu uffatee argamuu;
- 3) beekumsa, dandeettiifi cimina dhuunfaa hojii Abbaa Alangummaa qixa barbaadamuun hojjechuu isa dandeessisu qabaachuu;
- 4) gahumsa isaa yeroodhaa gara yerootti fooyeffachuuf dhuunfaa isaatiin tattaaffii gochuu;
- 5) leenjiifi haalawwan Manni Hojichaa isaaf mijeessutti qixa sirridhaan dhimma bahuu;
- 6) guddinaa fi jijjiirama seeraa fi sirna seeraa yeroo yerootti taasifamu duukaa bu'ee argachuun hubachuu; fi
- 7) beekumsa qabu namoota waliin hojjetuufi hawaasaaf qooduun hojjechuu qaba.

Kutaa Sagal

Balleessaawwan Naamusaa fi Sirna Ittigaafatamummaa Abbaa Alangaa

Kutaa Xiqqaa Tokko

Balleessaawwan Naamusaa

110. Qajeeltoo

- 1) Qaamni dhimma balleessaa naamusaa qoratee himatuu fi murtii kennu gargar kan ta'ee fi of danda'ee hundaa'uun bilisummaadhaan hojii isaa kan hojjetu ta'a.

- 2) በዚህ አንቀጽ ንዑስ አንቀጽ (1) ሥር የተዘረዘሩት እሴቶች ዓቃቤ ሕግ የግሉ የፖለቲካ አመለካከት እንዳይኖረው የሚከለክል ወይም ያለውን የመምረጥ መብት የሚገድብ አይደለም።
- 3) በፖለቲካ ውስጥ መግተፍ የሚፈልግ ዓቃቤ ሕግ በቅድሚያ የዓቃቤ ሕግነት ሥራን መልቀቅ አለበት።

109. የዓቃቤ ሕግነት ሥራ ብቃት
ማንኛውም ዓቃቤ ሕግ:-

- 1) በየጊዜው የሚወጡትን ህጎች ማወቅ እና በሚዘጋጅ ሥልጠና ላይ በመሳተፍ ብቃቱን ማዳበር፤
- 2) ችሎት ከመግባቱ በፊት በቂ ዝግጅት ማድረግና የችሎት ጋዋንና የችሎቱን ክብር የሚመጥን ጥሩ ልብስ ለብሶ መገኘት፤
- 3) የዓቃቤ ሕግነት ሥራን በሚፈለገው ልክ መከወን የሚያስችለውን የግል ዕውቀት፤ ችሎታና አቅም ማካበት፤
- 4) ብቃቱን ከጊዜ ወደ ጊዜ ለማሻሻል የግሉን ጥረት ማድረግ፤
- 5) መሥሪያ ቤቱ በሚያመቻችለት ሥልጠና እና ሁኔታዎች በትክክል መጠቀም፤
- 6) ከጊዜ ወደ ጊዜ የሚደረገውን የህግና የህግ ሥርዓት ዕድገትና ለውጥ ተከታትሎ በማግኘት መገንዘብ፤ እና
- 7) ያለውን ዕውቀት አብረውት ለሚሰሩት ሰዎችና ለህብረተሰቡ በማጋራት መስራት አለበት።

ክፍል ዘጠኝ

የዲ.ፕ.ሲ.ን ጥፋቶች እና የዓቃቤ ሕግ የተጠያቂነት ሥርዓት ንዑስ ክፍል አንድ የዲ.ፕ.ሲ.ን ጥፋቶች

110. መርህ

- 1) የዲ.ፕ.ሲ.ን ጥፋትን መርምሮ የሚከስና ውሳኔ የሚሰጠው አካል የተለያየ ሆኖ እና እራሱን ችሎ በመቋቋም በነጻነት ተግባሩን የሚያከናውን ይሆናል።

- 2) The provisions listed under sub article (1) of this article shall not prohibit the public prosecutor from having his own personal political outlook or shall not limit his right to vote.
- 3) The public prosecutor who wishes to engage in to political activity shall firstly resign his public prosecutor duty.

109. Public Prosecutor's Performance Efficiency

- Any public prosecutor shall:
- 1) Enhance his efficiency being aware of the laws enacted periodically and taking part on the trainings to be organized;
 - 2) Make the necessary preparation before entering to the court proceeding and to appear on the court wearing the unique clothing of court proceeding and standard clothing which balances with respect of the court;
 - 3) Be equipped with personal knowledge, abilities and mental strength which qualify him to perform the public prosecutor duty as required;
 - 4) Makes his utmost personal effort so as to advance his efficiency from time to time;
 - 5) Properly utilize the trainings and conditions which the office facilitates for him;
 - 6) Pursue and understand the law and legal system developments and changes take in place from time to time; and
 - 7) Carry out his duty sharing his knowledge to his co-workers and the society.

Section Nine

Disciplinary Offenses and System of Determining the Public Prosecutor's Liability

**Sub-Section One
Disciplinary Offenses**

110. Principles

- 1) The body which investigates and institutes charges on disciplinary matters and the body which renders decision on same shall be different and operates independently being established autonomously.

- 2) Qorannaa, himannaa, falmii fi kenniinsi murtii balleessaa naamusaa haala kaayyoo Dambii kanaa galmaan gahuun gaggeef-famuu qaba.
- 3) Deemsi falmii balleessaa naamusaa sirna dhagaha dhimmaa madaalawaa irratti hundaa'uun haqummaa, al-loogummaafi yaada qajeelaadhaan sirnaan xiinxalamuu qaba.
- 4) Abbaan Alangaa dhimma naamusaatiin balleessaa taa-sifamuu kan danda'u ragaan dhimmicha irratti dhiyaatu haala ifaafi amansiisaa ta'een yoo mirkaneesse qofa ta'a.
- 5) Murtii balleessaa naamusaa kenamu irratti qaamni komii qabu dhimmichi qaama bilisa ta'een irra deebi'amee akka isaaf ilaalamu gaafachuu ni danda'a.

111. Gosoota Balleessaa Naamusaa

Balleessaan naamusaa akkaataa ulfaatina isaatiin balleessaa naamusaa salphaa, giddu- galeessaa fi cimaa jedhamee bakka sadiitti kan qoodamu ta'a.

112. Balleessaa Naamusaa Salphaa

Balleessaawwan naamusaa salphaan kanneen armaan gadii ta'u:

- 1) Gocha salphaa kabaja ogummaa Abbaa Alangummaa fi Mana Hojichaa tuffachiisu hojjechuu;
- 2) Namoota dhimma isa biraa hin qabne irraa maallaqa yookiin qabeenya biroo liqeeffachuun daangaa yeroo waliigalame keesatti deebisuu dhabuu;
- 3) Miidhaan dhaqqabuu baatus, hojmaata Mana Hojichaa ifatti diriiree jiru cabsuu;
- 4) Hojii dabalataa kennamu sababa gahaa malee hojjechuu dhabuu;
- 5) Sababa gahaa malee dhimmoota filachuun hojjechuu;

- 2) የዲ.ሲ.ፕ.ሊ.ን ጥፋት ምርመራ፣ ክስ፣ ክርክርና ውሳኔ አሰጣጥ የዚህን ደንብ ዓላማ ከግብ በሚያደርስ ሁኔታ መካሄድ አለበት።
- 3) የዲ.ሲ.ፕ.ሊ.ን ጥፋት ክርክር ምክንያታዊ በሆነ በየጉዳይ መስማት ሥነ-ሥርዓት ላይ በመመስረት በፍትሃዊት፣ ባለማዳላትና በቅን አመለካከት በአግባቡ መተንተን አለበት።
- 4) ዓቃቤ ሕግ ዲ.ሲ.ፕ.ሊ.ን ጉዳይ ጥፋተኛ ሊደረግ የሚችለው በጉዳዩ ላይ የሚቀርበው ማስረጃ በግልጽና አግማኝ በሆነ መልኩ ካረጋገጠ ብቻ ይሆናል።
- 5) በሚሰጠው የዲ.ሲ.ፕ.ሊ.ን ጥፋት ውሳኔ ቅር የተሰኘ አካል ጉዳዩ ነጻ በሆነ አካል እንደገና እንዲታይለት መጠየቅ ይችላል።

111. የዲ.ሲ.ፕ.ሊ.ን ጥፋት ዓይነቶች

የዲ.ሲ.ፕ.ሊ.ን ጥፋት እንደ ክብደቱ ሁኔታ ቀላል፣ መካከለኛና ከባድ የዲ.ሲ.ፕ.ሊ.ን ጥፋት በማለት በሦስት የሚከፈል ይሆናል።

112. ቀላል የዲ.ሲ.ፕ.ሊ.ን ጥፋት

ቀላል የዲ.ሲ.ፕ.ሊ.ን ጥፋቶች የሚከተሉት ይሆናሉ፡-

- 1) ዓቃቤ ሕግነት መደንና የመሥሪያ ቤቱን ክብር የሚቀንስ ቀላል ድርጊት መፈጸም፤
- 2) ከእርሱ ዘንድ ጉዳይ ከሌላቸው ሰዎች ገንዘብ ወይም ሌላ ንብረት በመበደር በተስማሙበት የጊዜ ገደብ ውስጥ አለመመለስ፤
- 3) ጉዳት ባይደርስም እንኳን በግልጽ የተዘረጋውን የመሥሪያ ቤቱን አሰራር መተላለፍ፤
- 4) የሚሰጠውን ተጨማሪ ሥራ ያለበቂ ምክንያት አለመስራት፤
- 5) ያለበቂ ምክንያት ጉዳዮችን በመምረጥ መስራት፤

- 2) The investigation, accusation, trial and rendering decision of disciplinary offenses shall be performed in a way that helps to attain the objectives of this regulation.
- 3) The trial proceeding or procedure of disciplinary offenses shall be examined properly based on a reasonable hearing procedures of an issue fairly, impartially and in good faith.
- 4) The public prosecutor may be held liable for disciplinary offenses only if the evidence produced proves the issue in a precise and convincing manner.
- 5) The party aggrieved on the decision of disciplinary offense rendered may request for the re-examination of the issue by an independent body.

111. Types of Disciplinary Offenses

A disciplinary offense shall be divided in to three parts as petty, medium and grave disciplinary offense.

112. Petty Disciplinary Offenses

Petty disciplinary offenses shall be the following:

- 1) Committing minor act which may undermine the public prosecutor's profession and the office;
- 2) Failing to return the money or other property he has borrowed from persons having no case with him on the time limit agreed up on;
- 3) Breaching the clearly established work rules of the office irrespective of the damage caused;
- 4) Failing to perform additional duty he is given without sufficient reason;
- 5) To act upon only selected cases without sufficient reason;

- 6) Balleessaan naamuusaa raaw-watamuu isaa osoo beekuu gabaasa gochuu dhabuu;
- 7) Of-eeggannoo gochuu dhabuun yookiin dagannoodhaan qabeenya Mana Hojiichaa irratti miidhaa dhaqqabsiisuu;
- 8) Odeeffannoo icciitummaa hin qabne ummataaf kennuuf hayyamaamaa ta'uu dhabuu;
- 9) Hojiiwwan raawwataman ilaalchisee yeroon qaama dhimmi ilaaluuf gabaasa dhiyeessuu dhabuu;
- 10) Gochoota keewwata kana keewwata xiqqaa 1 hanga 8 jalatti ibsaman waliin kan wal-gitu gocha biroo raawwachuu.

113. Balleessaa Naamusaa Giddu-Galeessa

Balleessaawwan naamusaa giddu-galeessi kanneen armaan gadii ta'u:

- 1) Murtiiwwan kennuu fi hojiiwwan raawwatuuf sababa gahaa ta'e kennuu dhabuu;
- 2) Ragaa yookiin ijoo dubbii seerummaa qabu dagannoon keessaa hambisuun haalli murtii akka jallatu gochuu;
- 3) Ragaafi ijoo dubbii ifa ta'e osoo jiru dagannoon keewwata hin madaalleen himata hundeessuu;
- 4) Dagannoodhaan nama himatamuu hin qabne himachuu yookiin nama himatamuu qabu himannaa keessaa hambisuu;
- 5) Dhimma walitti bu'iinsa dantaa uumuu danda'u dagannoodhaan ofitti fuudhee hojjachuu;
- 6) Marii Garee Abbootii Alangaa irratti dagannoon ijoo dubbii yookiin ragaa keessaa hambisuun yookiin faallaa dhugaa galmee keessa jiruu ibsuun murtiin dogoggoraa akka kennamu taasisuu;
- 7) Dhaddacha irratti ajaja yookiin murtii kennamuufi haala falmii dhaddachaa sirnaan hordofuun barreessuu dhabuu;

- 6) የዲ.ሲ.ፕ.ሊ.ን ጥፋት መፈጸሙን እያወቀ ሪፖርት አለማድረግ፤
- 7) አስፈላጊውን ጥንቃቄ ባለማድረግ ወይም በቸልተኝነት በመሥሪያ ቤቱ ንብረት ላይ ጉዳት ማድረስ፤
- 8) ሚስጥራዊነት የሌለውን መረጃ ለህዝብ ለመስጠት ፈቃደኛ አለመሆን፤
- 9) የተሠሩትን ሥራዎች በተመለከተ በወቅቱ ለሚመለከተው አካል ሪፖርት አለማቅረብ፤
- 10) በዚህ አንቀጽ ንዑስ አንቀጽ 1 እስከ 8 ሥር ከተገለጹት ድርጊቶች ጋር ተመጣጣኝ የሆኑ ሌሎች ድርጊቶችን መፈጸም፡፡

113. መከላኛ የዲ.ሲ.ፕ.ሊ.ን ጥፋት

መከላኛ የዲ.ሲ.ፕ.ሊ.ን ጥፋቶች የሚከተሉት ይሆናሉ፡-

- 1) ለሚሰጣቸው ውሳኔዎች ለሚፈጽማቸው ተግባራት በቂ የሆነ ምክንያት አለመስጠት፤
- 2) ማስረጃን ወይም ህጋዊነት ያለው ጭብጥን በቸልተኝነት በማስቀረት ውሳኔ እንዲዛባ ማድረግ፤
- 3) ማስረጃና ጭብጡ ግልጽ ሆኖ ሳለ በቸልተኝነት በማይመጥን አንቀጽ ክስ መመስረት፤
- 4) በቸልተኝነት መከላኛ የሌለበትን ሰው መከላኛ ወይም መከላኛ ያለበትን ሰው ክስ ውስጥ ማስቀረት፤
- 5) የጥቅም ግጭት ሊፈጥር የሚችል ጉዳይን በቸልተኝነት እራሱ በመውሰድ መስራት፤
- 6) በዓቃቤያነ ሕግ የቡድን ውይይት ላይ በቸልተኝነት ጭብጡን ወይም ማስረጃውን ከውስጡ በማስቀረት ወይም በመዝገቡ ውስጥ ያለውን እውነታ ተቃራኒ በመግለጽ የተሳሳተ ውሳኔ እንዲሰጥ ማስደረግ፤
- 7) በችሎት ላይ የሚሰጠውን ትዕዛዝ ወይም ውሳኔ እና የችሎት ክርክር ሁኔታን በአግባቡ በመከታተል አለመጻፍ፤

- 6) Failing to report about the disciplinary offenses being aware of its commission;
- 7) Causing damage on the properties of the office failing to make the necessary care expected from him or by being negligent;
- 8) Unwillingness to provide information which is not secret to the public;
- 9) Failing to deliver report about the performed duties to the concerned body on time;
- 10) To commit other acts having equivalent gravity with acts specified under sub article 1 up to 8 of this article.

113. Disciplinary Offenses of Medium Gravity

Disciplinary offenses of medium gravity shall be the following:

- 1) Failing to give adequate reason for decisions he rendered and tasks he has performed;
- 2) To be a reason for unjust decision to be rendered by negligently missing evidence or legal issue;
- 3) To institute or frame a charge under inappropriate article negligently despite the presence of a clear evidence and issue of fact;
- 4) To negligently charge a person who shall not be charged or to omit the person who ought to be charged from the charge;
- 5) To negligently take and perform a case which may create conflict of interests;
- 6) To cause an improper decision to be rendered by negligently missing an issue of fact or evidence or by expressing fact contrary to the facts found in the file on the panel discussion of the public prosecutors;
- 7) Failing to properly attend the trial on the court and write down the orders or decisions rendered and the whole court proceeding;

- 8) Dhuganii hojii irratti argamuu yookiin machaa'anii daandii irratti argamuu yookiin mana dhugaatii keessatti jeequmsa yookiin lola kaasuu;
- 9) Baala sammuu namaa adoochu yookiin araada nama qabsiisu fayyadamuuf iddoowwan kabaja ogummaa Abbaa Alangummaa fi Mana Hojiichaa salphisaniitti argamuu;
- 10) Of eeggannoon osoo kennamuu-fii sirreessuu dhabuudhaan sababa gahaa malee deddeebi'anii hojii irraa hafuu yookiin sa'aatii hojii kabajuu dhabuu;
- 11) Walgahii yookiin mariin yemmuu gaggeeffamu namoota yaada kennan arrabsuu yookiin kabaja isaanii tuquu yookiin salphisuu yookiin waltajjii jeequ yookiin dhiisanii bahuu;
- 12) Leenjii yookiin seeminaara yookiin workishooppii Manni Hojichaa akka irratti hirmaatu erge yookiin qopheesse irratti sababa gahaa malee hirmaachuu diduu yookiin dhiisanii deemuu;
- 13) Hojii yookiin qajeelfama ifaafi seera qabeessa ta'e itti gaafatamaa dhiyoo yookiin itti gaafatamaa olii irraa kennamu sababa gahaa malee fudhachuu dhiisuu yookiin hojii irra oolchuu dhabuu;
- 14) To'annoo fi hordoffii gahaa ta'e gochuu dhabuudhaan hojii yookiin tajaajilamtoota irra miidhaan akka gahu taasisuu;
- 15) Gabaasa sobaa yookiin sirrii hin taane dhiyeessuu;
- 16) Yeroo hojii idilee isaatti midiyaa hawaasaa fayyadamuu;
- 17) Sa'aatii hojii mootummaatti hojii dhuunfaa yookiin kan nama biraa raawwachuu;
- 18) Balleessaa naamusaa salphaa lamaa fi isaa ol yeroo tokkotti yookiin daangaa waggaa tokkoo keessatti yeroo adda addaatti raawwachuu; yookiin

- 8) ጠጥቶ ሥራ ላይ መገኘት ወይም ስክር በመንገድ ላይ መገኘት ወይም መጠጥቤት ውስጥ ሁከት ወይም ጥል ማንሳት ፤
- 9) አደንባኝ ወይም ሱስ አስያኝ ዕጽን ለመጠቀም የዓቃቤ ህግነት ሙያንና የመሥሪያ ቤቱን ክብር በሚያዋርዱ ሥፍራዎች መገኘት ፤
- 10) ማስጠንቀቂያ እየተሰጠው ባለመታረም ያለበቁ ምክንያት በተደጋጋሚ ከሥራ መቅረት ወይም የሥራ ሰዓትን አለማክበር ፤
- 11) ስብሰባ ወይም ውይይት በሚካሄድበት ጊዜ ሃሳብ የሚሰጡ ሰዎችን መስደብ ወይም ክብራቸውን መንኳት ወይም ማዋረድ ወይም ስብሰባውን መረበሽ ወይም ትቶ መውጣት ፤
- 12) መሥሪያ ቤቱ እንዲሳተፍ በላከው ወይም ባዘጋጀው ሥልጠና ወይም ሴሚናር ወይም ዎርክሾፕ ላይ ያለበቁ ምክንያት አለመሳተፍ ወይም ትቶ መሄድ ፤
- 13) ክቅርብ ሃላፊው ወይም ከበላይ ሃላፊ የሚሰጠውን ግልጽና ህጋዊ የሆነ ሥራ ወይም መመሪያ ያለበቁ ምክንያት አለመቀበል ወይም ሥራ ላይ አለማዋል ፤
- 14) በቂ የሆነ ቁጥጥርና ክትትል ባለማድረግ በሥራ ወይም በተገልጋዮች ላይ ጉዳት እንዲደርስ ማድረግ ፤
- 15) የሃሰት ወይም ትክክል ያልሆነ ሪፖርት ማቅረብ ፤
- 16) በመደበኛ የሥራ ጊዜው ማህበራዊ ሚዲያ መጠቀም ፤
- 17) በመንግስት የሥራ ሰዓት የግል ወይም የሌላ ሰው ሥራ መስራት ፤
- 18) በአንድ ጊዜ ወይም በአንድ ዓመት ጊዜ ውስጥ በተለያዩ ጊዜ ሁለት እና ከዚያ በላይ የዲ.ፕ.ሲ.ን ጥፋቶች መፈጸም ፤ ወይም

- 8) To come to office being drunk or to wander on the street being intoxicated or provoking disturbances or conflicts in the bars;
- 9) To appear at places where undermining the respect of public prosecutor profession and the office so as to use narcotic or addicting drugs;
- 10) To be absent from work or unable to respect office hours without sufficient reason failing adjust himself as per the reprimand given to him;
- 11) Insulting persons forwarding their opinions on the meeting or discussion being underway or violating or degrading their dignity or disturbing or leaving the meeting;
- 12) Refusal to take part or leaving the training or seminar or workshop on which he is sent or prepared by the office without sufficient reason;
- 13) Failing to accept or implement the clear and lawful task or instruction given from the immediate or superior head without sufficient reason;
- 14) Causing greater detriment on the work or customers failing to make sufficient control and follow up;
- 15) Presenting false or wrong reports;
- 16) Staying on or using social media at his regular working hours;
- 17) To perform his private or other person's duty at the government working hours;
- 18) To commit two or more petty disciplinary offenses at a time or at different times within one year's time limit; or

19) Gochoota keewwata kana keewwata xiqqaa 1 hanga 16 jalatti ibsaman waliin kan wal-gitu gocha biroo raawwachuu.

114. Balleessaa Naamusaa Cimaa

Balleessaawwan naamusaa cimmaan kanneen armaan gadii ta'u:

- 1) Nama kamiyyuu bifaan, koor-nayaan, sanyiin, umuriin, ilaalcha siyaasaan, amantaan, bakka dhalootaan, haala fayyaan, gosa hojiin, ogummaa qabaachuufi dhabuun akkasumas ejjennoo biroon jechaanis ta'e gochaan haala garaagarummaa uumuun hojjechuu;
- 2) Matta'aa fudhachuu, akka kenamuuf gaafachuu, nama biraatii akka kennamu taasisuu;
- 3) Namoota kallattiinis ta'ee al kallattiin dhimma isa biraa qaban irraa maallaqa liqeeffachuu yookiin kennaa maallaqaanis ta'ee gosaan fudhachuu;
- 4) Faayidaa argachuu hin malle ofiif argachuuf yookiin nama biraatiif argamsiisuuf yaaduudhaan waa'ilummaadhaan hojjechuu yookiin gidduu deema ta'uun hojjechuu;
- 5) Ofii fayyadamuuf yookiin nama biraa fayyaduudhaaf ragaa barreeffamaan kaa'ame ta'e jedhee gara sobaatti geeddaruu yookiin ragaa sobaatiin fayyadamuu;
- 6) Gocha waliin dhahuu, sanada haquu fi laaquu yookiin faajjii fi chaapaa Mana Hojichaa gocha seeraan alaatiif fayyadamuu;
- 7) Dhaddacha irratti haala ogummaan isaa irraa eeguun sirnaan falmuu dhabuu;
- 8) Ragaa yookiin ijoo dubbii seerummaa qabu ta'e jedhee keessaa hambisuun yookiin dhoksuudhaan haalli murtii akka jallatu gochuu;

19) በዚህ አንቀጽ ንዑስ አንቀጽ 1 እስከ 16 ሥር ከተገለጹት ድርጊቶች ጋር ተመጣጣኝ የሆኑ ሌሎች ድርጊቶችን መፈጸም፡፡

114. ከባድ የዲሲፕሊን ተፋቶች

ከባድ የዲሲፕሊን ተፋቶች የሚከተሉት ይሆናሉ፡-

- 1) ማንኛውም ሰው በመልክ፣ በፆታ፣ በዘር፣ በዕድሜ፣ በፖለቲካ አመለካከት፣ በዕምነት፣ በትውልድ ሥፍራ፣ በጤና ሁኔታ፣ በሥራ ዓይነት፣ ሙያ ያለውና የሌለው በመሆን እንዲሁም በሌላ አቋም በቃልም ሆነ በድርጊት ልዩነት በሚፈጥር ሁኔታ መስራት፤
- 2) ጉቦ መቀበል፣ እንዲሰጠው መጠየቅ፣ ለሌላ ሰው እንዲሰጥ ማድረግ፤
- 3) በቀጥታም ሆነ በተዘዋዋሪ ክእርሱ ዘንድ ጉዳይ ካላቸው ሰዎች ላይ ገንዘብ መበደር ወይም በገንዘብም ሆነ በዓይነት ስጦታ መቀበል፤
- 4) የማይገባውን ጥቅም ለማግኘት ወይም ለሌላ ሰው ለማስገኘት በማሰብ በጓደኝነት መስራት ወይም አማላጅ በመሆን መስራት፤
- 5) ራሱ ለመጠቀም ወይም ሌላ ሰው ለመጥቀም ሆነ ብሎ በማሰብ በጽሁፍ የኖረን ማስረጃ ወደ ሃሰት ማስረጃነት መለወጥ ወይም በሃሰት ማስረጃ መጠቀም፤
- 6) የማጭበርበር፣ ሰነድን መሰረዝና መደለዝ ወይም የመሥሪያ ቤቱን ዓርማና ማህተም ለህገወጥ ተግባር መጠቀም፤
- 7) ችሎት ላይ ከሙያው በሚጠበቅበት ሁኔታ በአግባቡ አለመከራከር፤
- 8) ሆነ ብሎ ማስረጃን ወይም ህጋዊነት ያለው ጭብጥን በማስቀረት ወይም በመደበኛ ውሳኔ እንዲዛባ ማድረግ፤

19) To commit other acts having equivalent gravity with acts specified under sub article 1 up to 16 of this article.

114. Grave Disciplinary Offenses

Grave disciplinary offenses shall be the following:

- 1) To work in a way that discriminates any person on the basis of color, sex, identity, age, political outlook, religion, place of birth, health condition, type of work, being professional or unprofessional as well as other stand both in words and action;
- 2) Receiving or requiring bribery; cause same to be provided for others;
- 3) To borrow money or accept gifts in the form of money or kind from persons who directly or indirectly have cases with him;
- 4) To work in friendship bias or to work as the go between person with a view to acquire undue benefits for himself or for other person;
- 5) To intentionally falsify evidence maintained in written form or make use of false evidences so as to enrich or benefit himself or other person;
- 6) To commit act of deceiving, counterfeiting acts or to use the emblem and stamp of the office for illegal acts;
- 7) Failing to properly conduct the court trial proceeding as expected from his profession;
- 8) To be a reason for unjust decision to be rendered by intentionally omitting or concealing evidences or legal issues;

- 9) Marii Garee Abbootii Alangaa irratti ta'e jedhee ijoo dubbii yookiin raga dhoksuun yookiin keessaa hambisuun yookiin faallaa dhugaa galmee keessa jiruu ibsuun murtiin dogoggoraa akka kennamu taasisuu;
- 10) Murtii Marii Gareen Abbootii Alangaa murteesseen ala murtii biraa kennuu;
- 11) Ragaafi ijoo dubbii ifa ta'e osoo jiru ta'e jedhee keewwata hin madaalleen himata hundeessuu;
- 12) Aangoo kennameef seeraan ala fayyadamuu;
- 13) Qaama yookiin itti gaafatamaa seeraan aangoon kennameefiin osoo hin ajajamiin odeeffannoowwan fi ragaalee sababa hojii isaatiin harka isaa gale qaama biraatiif dabarsanii kennuu yookiin ibsuu;
- 14) Ta'e jedhanii qabeenya Mana Hojichaa irratti miidhaa dhaqqabsiisuu yookiin qisaasuu;
- 15) Bakka hojiitti gochoota hamilee yookiin safuufi naamuusa gaariitiif faallaa ta'an raawwachuu;
- 16) Hojimaata Mana Hojichaa ifatti diriiree jiru cabsuun hojjechuun miidhaan akka dhaqqabu taasisuu;
- 17) Sababa gahaafi qabatamaa hin taaneen hojii lafarra harkisuu yookiin tajaajilamaa dhamaasuu;
- 18) Ta'e jedhanii hojjetoota gidduutti walitti bu'iinsi akka uumamu taasisuu yookiin nama waliin hojjetu sobaan yakkuu;
- 19) Namoota isa wajjin hojjetan waliin waliigalteen hojjechuu dadhabuudhaan hojiirratti miidhaa dhaqqabsiisuu yookiin bakka hojiitti jeequmsa kaasuu yookiin wal-reebuu yookiin wal arrabsuu yookiin abbaa dhimmaa ifachuu yookiin arrabsuufi kabaja isaanii tuquu;
- 20) Dhaddacha irraa hayyama malee hafuu;

- 9) በዓቃቤያነ ሕግ የቡድን ውይይት ላይ ሆነ ብሎ ጭብጡን ወይም ማስረጃው በመደበቅ ወይም ከውስጡ በማስቀረት በመዘገቡ ውስጥ ካለው እውነታ በተቃራኒ በማብራራት የተሣሣተ ውሳኔ እንዲሰጥ ማስደረግ፤
- 10) የዓቃቤያነ ሕግ የውይይት ቡድን ከወሰነው ውሳኔ ውጪ የሆነ ሌላ ውሳኔ መስጠት፤
- 11) ግልጽ የሆነ ማስረጃና ጭብጥ እያለ ሆነ ብሎ ባልተገባ አንቀጽ ክስ መመስረት፤
- 12) የተሰጠውን ሥልጣን አላግባብ መጠቀም፤
- 13) በህግ ሥልጣን በተሰጠው አካል ወይም ሃላፊ ሣይታዘዝ በሥራው ምክንያት እጁ የገቡትን መረጃዎችና ማስረጃዎች ለሌላ አካል አሳልፎ መስጠት ወይም መግለጽ፤
- 14) ሆነ ብሎ በመሥሪያ ቤቱ ንብረት ላይ ጉዳት ማድረስ ወይም ማባከን፤
- 15) በሥራ ቦታ ከሞራል ወይም ነውርና ከመልካም ሥነ-ምግባር ተቃራኒ የሆኑ ድርጊቶችን መፈጸም፤
- 16) በግልጽ የተዘረጋውን የመሥሪያ ቤቱን አሰራር ተላልፎ በመስራት ጉዳት እንዲደርስ ማድረግ፤
- 17) በቁና ተጨባጭ ባልሆነ ምክንያት ሥራን ማንተት ወይም ተገልጋይን ማስቸገር፤
- 18) ሆነ ብሎ በሰራተኞች መካከል ግጭት እንዲፈጠር ማድረግ ወይም የሥራ አጋሩን በሃሰት መወንጀል፤
- 19) አብረውት ከሚሰሩ ሰራተኞች ጋር በሥምምነት መስራት ባለመቻል ሥራ ላይ ጉዳት ማድረስ ወይም በሥራ ቦታ ሁከት ማንሳት ወይም እርስ በርስ መደባደብ ወይም መሳደብ ወይም ባለጉዳይን ማመናጨቅ ወይም መስደብና ክብራቸውን መንካት፤
- 20) ያለፈቃድ ከችሎት መቅረት፤

- 9) To cause an improper decision to be rendered by intentionally concealing or omitting an issue of fact or evidence or by expressing fact contrary to the facts found in the file on the panel discussion of the public prosecutors;
- 10) To give a different decisions other than the decision rendered by the panel of the public prosecutors;
- 11) To intentionally institute or frame a charge under inappropriate article despite the presence of a clear evidence and issue of fact;
- 12) Abuse (illegal use) of his power;
- 13) To transfer or disclose to other body the information and evidences he has got due to his work in the absence of an order by the legally authorized body or head;
- 14) Causing damage or wastage of the properties of the office intentionally;
- 15) Committing acts contrary to good morale or norm and ethics at work place;
- 16) Causing damage through breaching the clearly established working rules of the office;
- 17) To delay works or exhaust customers for insufficient and intangible reasons;
- 18) Intentionally provoking conflicts among the workers or falsely incriminating his co-worker;
- 19) Failing to work in consensus with his coworkers, to cause jeopardy on the work or inducing violence at work place or attacking or insulting each other or mistreating customers or insulting and degrading them;
- 20) To be absent from the court without permission;

- 21) Galmee qorannoo yookiin kan Abbaa Alangaa gatuu yookiin dhoksuu;
- 22) ragaan gahaan osoo jiru galmee cuufuu yookiin dhimma araaraan adda cituu hin qabne akka adda citu gochuu yookiin sababa gahaa malee himata kaasuu;
- 23) ta'e jedhee nama himatamuu hin qabne himachuu yookiin nama himatamuu qabu himannaa keessaa hambisuu;
- 24) Sababni gahaan ol'iyyata gaafachiisu osoo jiruu ol'iyyata gaafachuu dhiisuun yeroo ol'iyyannoo dabarsuu;
- 25) Ta'e jedhanii dhimma falmii irratti hin kaaneefi ragaan hin ragne galmeessuu;
- 26) Ulaagaa kaa'ame osoo hin guutiin ta'e jedhee ragaalee galmeessuu yookiin mirkaneessuu yookiin hayyama kennuu yookiin haaromsuu;
- 27) Sochii siyaasaa keessatti hirmaannaa taasisuu;
- 28) Durgoo seeraan ala fudhachuu yookiin kennuu;
- 29) Ulaagaalee seeraan kaa'amaniin ala qacarrii yookiin muudama yookiin sadarkaa guddinaa yookiin jijjiirraa raawwachuu yookiin leenjii yookiin carraa barumsaa kennuu;
- 30) Dhimma walitti bu'iinsa dantaa uumuu danda'u kamiyyuu ta'e jedhee ofitti fuudhuun hojjachuu;
- 31) Namni kamiyyuu hojii ogummaa Abbaa Alangummaa isaa keessa seenee dhiibbaa akka geessisu hayyamuu;
- 32) Dhimma qorannaan yookiin himannaan isaa hin xumuramnee yookiin falmii irra jiruu fi adeemsa murtii gufachiisuu danda'u irratti ibsa kennuu yookiin maxxansuu;

- 21) የምርመራ ወይም የዓቃቤ ህግ መዘገብ መጣል ወይም መደበቅ፤
- 22) በቂ ማስረጃ እያለ መዘገብ መዘጋት ወይም በዕርቅ መቋረጥ የሌለበትን ጉዳይ እንዲቋረጥ ማድረግ ወይም ያለ በቂ ምክንያት ክስ ማንግት፤
- 23) ሆነ ብሎ መከሰስ የሌለበትን ሰው መክሰስ ወይም መከሰስ ያለበትን ሰው ከክስ ውስጥ ማስቀረት፤
- 24) ይግባኝ የሚያስጠይቅ በቂ ምክንያት እያለ ይግባኝ ባለመጠየቅ የይግባኝ ጊዜን ማሳለፍ፤
- 25) ሆነ ብሎ በክርክር ላይ ያልተነሣገና ምስክርም ያልመሰከረበትን ጉዳይ መመዘገብ፤
- 26) የተቀመጠው መስፈርት ሳይሟላ ሆነ ብሎ ማስረጃን መመዘገብ ወይም ማረጋገጥ ወይም ፈቃድ መስጠት ወይም ማደስ፤
- 27) በፖለቲካ እንቅስቃሴ ውስጥ ተሳትፎ ማድረግ፤
- 28) በህገወጥ መንገድ አበል መውሰድ ወይም መስጠት፤
- 29) በህግ ከተቀመጡት መስፈርቶች ውጪ ቅጥር ወይም ሹመት ወይም የደረጃ ዕድገት ወይም ዝውውር መፈጸም ወይም ሥልጠና ወይም የትምህርት ዕድል መስጠት፤
- 30) ማንኛውም የጥቅም ግጭት ሊፈጥር የሚችል ጉዳይን ሆነ ብሎ እራሱ በመውሰድ መስራት፤
- 31) ማንኛውም ሰው የዓቃቤ ሕግነት ሙያ ስራው ውስጥ ገብቶ ተጽዕኖ እንዲያስከትል መፍቀድ፤
- 32) ምርመራው ወይም ክስ ያልተጠናቀቀ ወይም በክርክር ላይ ያለ እና የፍርድ ሂደትን ሊያደናቅፍ በሚችል ጉዳይ ላይ ማብራሪያ መስጠት ወይም መለጠፍ፤

- 21) Abandoning or concealing investigative or public prosecutor's file;
- 22) Closure of files regardless of the presence of sufficient evidences or terminating non amicable matters amicably or withdrawal of charge without sufficient reason;
- 23) Intentionally accuse person who shall not be accused or omitting from the charge the person who ought to be charged;
- 24) Expiring period of appeal by failing to lodge an appeal despite the presence of sufficient reason to appeal;
- 25) To intentionally register issue not raised and proved by evidence on the court
- 26) To intentionally register or approve or license or renew the evidences or witnesses without fulfilling the already set criteria;
- 27) To participate in political movements;
- 28) To provide or receive allowance illegally;
- 29) To perform employment or appointment or promotion or transfer or provide training or education opportunity without fulfilling the already set criteria;
- 30) To intentionally take by himself and perform any issue which may cause conflict of interest;
- 31) To allow any person to interfere in to the public prosecutors profession and thereby cause an impact;
- 32) To give briefing or publish on an issue which its investigation or accusation is not completed or which is pending on the proceeding which may obstruct the decision process;

- 33) Gahee hojii seeraan yookiin hojimaata Mana hojichaatiin itti kenname bahuuf yoo ta'e malee nama kamiifiyyuu barreeffama adda addaa kanneen akka himannaa, deebiifi gaaffii mirga wabii qopheessuu;
- 34) Iyyannoo yookiin eeruu balleessaa namusaa dhiyaatuuf hordofuun akkaataa Dambii kanaatiin tarkaanfii fudhachuu dhabuu yookiin akka fudhatamu qaama ilaallatu beeksiisuu dhabuu yookiin dhoksuu; fi
- 35) Balleessaa naamusaa giddu-galeessa lamaa fi isaa ol yeroo tokkotti yookiin daangaa waggaa tokkoo keessatti yeroo adda addaatti raawwachuu.

- 33) በህግ ወይም በመሥሪያ ቤቱ አሰራር የተሰጠውን ተግባር ለመወጣት ካልሆነ በስተቀር ለማንኛውም ሰው የተለያዩ ጽሁፍ እንደ ክስ፣ መልስና የዋስትና መብት መጠየቂያ ማዘጋጀት፤
- 34) የሚቀርብለትን አቤቱታ ወይም የዲ.ሲ.ፕሊ.ን ጥፋት ጥቆማ በመከታተል በዚህ ደንብ መሠረት እርምጃ አለመውሰድ ወይም እርምጃው እንዲወሰድ ለሚመለከተው አካል አለማሳወቅ ወይም መደበቅ፤ እና
- 35) በአንድ ጊዜ ወይም በአንድ ዓመት ጊዜ ውስጥ በተለያዩ ጊዜ ሁለት እና ከዚያ በላይ መካከለኛ የዲ.ሲ.ፕሊ.ን ጥፋቶች መፈጸም፡፡

- 33) To prepare various writings such as charges, response and application for bail right for anybody except for discharging the duty assigned to him by law or work practice of the Office;
- 34) Failing to follow up the complaint or accusation of disciplinary offense brought to him and take measures or notify to concerned body for such measure to be taken as per this regulation or to conceal it; and
- 35) Committing two and above medium disciplinary offenses at once or at different times within one year's limit.

Kutaa Xiqqaa Lama

Deemsa Iyyanni Yookiin Eeruun Balleessaa Naamusaa Itti Dhiyaatuu fi Keessummaa'u

115. Qaama Iyyannaa Dhiyeessuu Yookiin Eeruu Kennuu Danda'u

- 1) Namni kamiyyuu balleessaan naamusaa raawwatamuu isaa karaa kamiinuu yoo beeke qaamaan dhiyaatee yookiin osoo hin dhiyaatiin, eenyummaa isaa ibsee yookiin osoo hin ibsin, iyyannaa yookiin eeruu balleessaa naamusaa dhiyeessuu yookiin beeksisuu ni danda'a.
- 2) Iyyanni yookiin eeruun balleessaa naamusaa afaaniin, barreeffamaan, bilbilaan, faaksiin, imeeliin yookiin karaa danda'amaa ta'e kamiinuu dhiyaachuu yookiin beeksifamuu ni danda'a.
- 3) Iyyanni yookiin eeruun balleessaa naamusaa dhiyaatu yoo xiqqaate odeeffannoowwan dhimmicha qulqulleessuuf akka ka'umsaatti gargaaran kan of keessatti qabate ta'uu qaba.

ገዑስ ክፍል ሁለት

የዲ.ሲ.ፕሊ.ን ጥፋት አቤቱታ ወይም ጥቆማ የሚቀርብበት እና የሚስተናገድበት ሒደት

115. አቤቱታ ማቅረብ ወይም ጥቆማ መስጠት የሚችል አካል

- 1) ማንኛውም ሰው በማንኛውም መንገድ የዲ.ሲ.ፕሊ.ን ጥፋት መፈጸሙን ካወቀ በአካል በመቅረብ ወይም ማይቀርብ፣ ማንነቱን በመግለጽ ወይም ማይገልጽ የዲ.ሲ.ፕሊ.ን ጥፋት አቤቱታ ወይም ጥቆማ ማቅረብ ወይም ማመልከት ይችላል፡፡
- 2) የዲ.ሲ.ፕሊ.ን ጥፋት አቤቱታ ወይም ጥቆማ በቃል፣ በጽሁፍ፣ በስልክ፣ በፋክስ፣ በኢሜል ወይም በማንኛውም በሚቻል መንገድ ሊቀርብ ወይም ሊመለከት ይችላል፡፡
- 3) የሚቀርበው የዲ.ሲ.ፕሊ.ን ጥፋት አቤቱታ ወይም ጥቆማ ቢያንስ ጉዳዩን ለማጣራት እንደ መነሻ በመሆን የሚረዱ መረጃዎችን በውስጡ የያዘ መሆን አለበት፡፡

**Sub-Section Two
Disciplinary Offense's Complaints or Accusations Submission and Handling Procedures**

115. Body Presenting Complaints or Providing Accusations

- 1) If any person is aware of the commission of disciplinary offense in any way, he may present or notify the complaints (application) or accusation of such disciplinary offense by appearing or without appearing in person, disclosing or without disclosing himself.
- 2) Complaints (application) or accusation of disciplinary offense may be presented or notified orally, in writing, through telephone, in fax, email or by any possible means.
- 3) The complaints (application) or accusation of disciplinary offense to be presented shall contain at least information that may help to begin investigation of the case.

116. Qaama Iyyannaa yookiin Eeruu Fuudhuu Danda'u

- 1) Iyyanni yookiin eeruun balleessaa naamusaa Abbaa Alangaa Waliigalaa yookiin Itti gaafatamtoota caasaalee Mana Hojichaa sadarkaan jiran yookiin Daareektoreetii Inispeekshinii Naannoo yookiin Garee Inispeekshinii Godinaa biratti dhiyaachuu yookiin beeksifamuu ni danda'a.
- 2) Keewwata kana keewwata xiqqaa 1 jalatti kan tumame akkuma jirutti ta'ee, iyyanni yookiin eeruun dhimma naamusaa Abbaa Alangaa biratti dhiyaachuu ni danda'a.
- 3) Iyyanni yookiin eeruun balleessaa naamusaa dhiyaatu hundi qaama biratti dhiyaateen galmaa'ee qabamuu qaba.
- 4) Qaamni iyyanni yookiin eeruun balleessaa naamusaa biratti dhiyaate dhimmicha qorachuuf aangoo kan hin qabne yoo ta'e battalumatti qaama aangoo qabuuf dabarsuu qaba.

117. Daangaa Yeroo Eeruu Balleessaa Naamusaa Itti Dhiyaatu

- 1) Eeruu balleessaa naamusaa guyyaa balleessaan naamusaa raawwatamuun isaa beekame yookiin bira gahame irraa eegalee:
 - (a) balleessaa naamusaa salphaan ji'a jaha(6);
 - (b) balleessaa naamusaa giddu-galeessi waggaa tokko (1); fi
 - (c) balleessaa naamusaa cimaan waggaa lama (2) keessatti dhiyaachuu qaba.
- 2) Keewwata kana keewwata xiqqaa 1 jalatti kan tumame jiraatus, eeruun naamusaa kamiyyuu guyyaa gochi raawwatame irraa eegalee balleessaan cimaan waggaa afur, giddugaleessa waggaa sadii fi salphaan waggaa lamaan booda dhiyaachuu hin danda'u.

116. አቤቱታ ወይም ጥቆማ መቀበል የሚችል አካል

- 1) የዲ.ሲ.ፕ.ሊ.ን ጥፋት አቤቱታ ወይም ጥቆማ ጠቅላይ ዓቃቤ ሕገ ወይም በየደረጃው ላሉት የመሥሪያ ቤቱ መዋቅሮች ሃላፊዎች ወይም የክልል ኢንስፔክሽን ዳይሬክቶሬት ወይም የዞን ኢንስፔክሽን ቡድን ዘንድ ሊቀርብ ወይም ሊሰጥ ይችላል።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው እንደተጠበቀ ሆኖ የዲ.ሲ.ፕ.ሊ.ን ጉዳይ አቤቱታ ዓቃቤ ሕግ ዘንድ ሊቀርብ ይችላል።
- 3) የሚቀርበው የዲ.ሲ.ፕ.ሊ.ን ጥፋት አቤቱታ ወይም ጥቆማ ሁሉ በሚቀርብለት አካል ተመዝግቦ መያዝ አለበት።
- 4) የዲ.ሲ.ፕ.ሊ.ን ጥፋት አቤቱታ ወይም ጥቆማ የቀረበለት አካል ጉዳዩን ለመመርመር ሥልጣን የሌለው ከሆነ ወዲያውኑ ሥልጣን ላለው አካል ማስተላለፍ አለበት።

117. የዲ.ሲ.ፕ.ሊ.ን ጥፋት ጥቆማ የሚቀርብበት የጊዜ ገደብ

- 1) የዲ.ሲ.ፕ.ሊ.ን ጥፋት ጥቆማ የዲ.ሲ.ፕ.ሊ.ን ጥፋቱ መፈጸሙ ከታወቀበት ወይም ከተደረሰበት ቀን ጀምሮ፡-
 - (ሀ) ቀላል የዲ.ሲ.ፕ.ሊ.ን ጥፋት በስድስት (6) ወር ውስጥ፤
 - (ለ) መካከለኛ የዲ.ሲ.ፕ.ሊ.ን ጥፋት በአንድ (1) ዓመት ውስጥ፤ እና
 - (ሐ) ከባድ የዲ.ሲ.ፕ.ሊ.ን ጥፋት በሁለት (2) ዓመት ውስጥ በቅረብ አለበት።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው ቢኖርም ማንኛውም የዲ.ሲ.ፕ.ሊ.ን ጥፋት ጥቆማ ድርጊቱ ከተፈጸመበት ቀን ጀምሮ ከባድ የዲ.ሲ.ፕ.ሊ.ን ጥፋት ከአራት ዓመት፣ መካከለኛ ከሶስት ዓመት እና ቀላል ዲ.ሲ.ፕ.ሊ.ን ጥፋት ጥቆማ ከሁለት ዓመት በኋላ ሊቀርብ አይችልም።

116. Body Receiving Complaints or Accusation

- 1) An application or accusation of disciplinary offense may be presented or notified to the prosecutor general or to the heads of the structures of the office at various hierarchies or to the regional level inspection directorate or to the zonal inspection team;
- 2) Without prejudice to the provision under sub article 1 of this article, application or accusation of disciplinary matter may be presented to the public prosecutor;
- 3) All the applications or accusations of disciplinary offense shall be registered and maintained by the body it is presented to;
- 4) If the body to which an application or accusation of disciplinary offense is presented has no jurisdiction or power to investigate it, it shall forthwith refer same to the body having competent power or jurisdiction.

117. Period of Limitation for Presenting Accusation of Disciplinary Offenses

- 1) Accusation of disciplinary offense shall be presented within:
 - (a) Six (6) months for petty disciplinary offenses;
 - (b) One (1) year for disciplinary offenses of medium gravity;
 - (c) Two (2) years grave disciplinary offenses as of the date on which the commission of disciplinary offense is known or discovered.
- 2) Notwithstanding to the provision under sub article 1 of this article, any accusation of disciplinary offense shall not be presented after four years for grave disciplinary offenses, three years for disciplinary offenses of medium gravity and two years for petty disciplinary offenses as of the date on which the offense is committed.

Kutaa Xiqqaa Sadi
Hundeeffama, Aangoofi Hojii fi Sirna
Hojmaataa Inispeekshinii

118. Hundeeffamaa fi Itti Waamama
Inispeekshinii

- 1) Qaamni balleessaan naamusaa akka hin raawwatamne ittisu, raawwatamee yoo argame qoratee murtii kennuufi kennisiisu kanaan booda sadarkaa Mana Hojichaatti “Daarektoreetii Inispeekshinii,” sadarkaa Mana Hojii Abbaa Alangaa Godinaatti “Garee Inispeekshinii” jedhamee kan waamamu Dambii kanaan hundeeffamee jira.
- 2) Itti waamamni Daarektoreetii Inispeekshinii Abbaa Alangaa Waliigalaatiif ta’a.
- 3) Itti waamamni Garee Inispeekshinii Itti Gaafatamaa Mana Hojii Abbaa Alangaa Godinaatiif ta’a.

119. Aangoo fi Hojii Daarektoreetii
Inispeekshinii

- 1) Daarektoreetiin Inispeekshinii aangoo fi hojii armaan gadii ni qabaata:
 - (a) Sababoota hanqina naamusaa ta’an irratti qorannoo gaggeessuun yaada furmaataa ni dhiyeessa.
 - (b) Naamusni ogummaa akka dagaagu Abbootii Alangaatiif barumsa hubannoo uumuu ni kenna; balleessaan naamusaa akka hin raawwatamne ni ittisa.
 - (c) Iyyata yookiin eeruu balleessaa naamusaa isaaf dhiyaatu yookiin isatti beeksifamu yookiin isaaf darbu yookiin kaka’umsa mataa isaatiin bira gahee ni qulqulleessa.
 - (d) Galmeewwan Abbaa Alangaatiin murtii dhumaa argatan odiitii ni taasisa; hanqinni naamusaa yoo jiraate tarkaanfii barbaachisaa ta’e ni fudhata; akka fudhatamu ni taasisa.
 - (e) Dhimma balleessaa naamusaa aangoo Gumii Naannoo ta’e irratti himata ni dhiyeessa; ni falma; ol’iyyata ni gaafata; ol’iyyata dhiyaateef deebii ni kenna; ni falma.

ገዑስ ክፍል ሦስት

የኢንስፔክሽን ምስረታ፣ ሥልጣንና ተግባር እና
አስራር ሥርዓት

118. የኢንስፔክሽን ምስረታና ተጠሪነት

- 1) የዲ.ሲ.ፕ.ሲ.ን ጥፋት እንዳይፈጸም የሚከለክል እንዲሁም ተፈጽሞ ከተገኘ ደግሞ መርምሮ ውሳኔ የሚሰጥና የሚያሰጥ አካል ከዚህ በኋላ በመሥሪያ ቤቱ ደረጃ “የኢንስፔክሽን ዳይሬክቶሬት” በዞን ዓቃቤ ሕግ መሥሪያ ቤት ደረጃ “የኢንስፔክሽን ቡድን” በማለት የሚጠራ በዚህ ደንብ ተቋቁሟል።
- 2) የኢንስፔክሽን ዳይሬክቶሬት ተጠሪነት ለጠቅላይ ዓቃቤ ሕግ ይሆናል።
- 3) የኢንስፔክሽን ቡድን ተጠሪነት ለዞን ዓቃቤ ሕግ መሥሪያ ቤት ሃላፊ ይሆናል።

119. የኢንስፔክሽን ዳይሬክቶሬት ሥልጣንና
ተግባር

- 1) የኢንስፔክሽን ዳይሬክቶሬት የሚከተለው ሥልጣንና ተግባር ይኖረዋል፡-
 - (ሀ) የዲ.ሲ.ፕ.ሲ.ን ጉድለት ምክንያቶች ላይ ምርምር በማካሄድ የመፍትሄ ሃሳብ ያቀርባል።
 - (ለ) የሙያ ዲ.ሲ.ፕ.ሲ.ን እንዲዳብር ለዓቃቤያን ሕግ የግንዛቤ መፍጠሪያ ትምህርት ይሰጣል፤ የዲ.ሲ.ፕ.ሲ.ን ጥፋት እንዳይፈጸም ይከለክላል።
 - (ሐ) የሚቀርብለትን ወይም የሚሰጠውን ወይም የሚተላለፍለትን ወይም አቤቱታ ወይም ጥቆማ ወይም በራሱ የደረሰበትን የዲ.ሲ.ፕ.ሲ.ን ጥፋት ያጣራል።
 - (መ) በዓቃቤ ሕግ የመጨረሻ ውሳኔ ያገኙ መዘገቦችን አዲት ያደርጋል፤ የዲ.ሲ.ፕ.ሲ.ን ጉድለት ካለ አስፈላጊውን እርምጃ ይወስዳል፤ እንዲወሰድ ያደርጋል።
 - (ሠ) የክልል ጉባኤ ስልጣን የሆነ የዲ.ሲ.ፕ.ሲ.ን ጥፋት ጉዳይ ላይ ክስ ያቀርባል፤ ይከራከራል፤ ይግባኝ ይጠይቃል፤ ለቀረበለት ይግባኝ መልስ ይሰጣል፤ ይከራከራል።

Sub-Section Three

Establishment, Power and Duties and
Working System of Inspection

118. Establishment and Accountability
of Inspection

- 1) The body which prevents the commission of disciplinary offense and which investigates and give or cause to be given decision if it is found committed, which hereinafter is called as "Inspection Directorate" at the office level and "Inspection Team" at the zonal public prosecution office level is hereby established by this regulation.
- 2) Accountability of Inspection Directorate shall be to the Prosecutor General.
- 3) Accountability of Inspection Team shall be to the head of the public prosecution office of the zone.

119. Power and Duties of Inspection
Directorate

- 1) Inspection Directorate shall have the following power and duties:
 - (a) Undertake studies on the reasons or causes of disciplinary problems and recommend solutions;
 - (b) Provide awareness raising trainings for the public prosecutors with a view to enhance professional ethics; prevent commission of disciplinary offenses;
 - (c) Investigate about the application or accusation of disciplinary offense which is presented to him or he is notified or referred to him or he has discovered in his own initiation;
 - (d) Make audit of the files that have got final decisions of the public prosecutor; take; cause to be taken corrective measures in cases where there exist disciplinary faults;
 - (e) File charges on issues of disciplinary offenses falling under the jurisdiction of Regional Commission; conduct court proceeding; lodge appeal; present reply for an appeal lodged; litigate or conduct proceeding;

- (f) Murtii balleessaa naamusaa Gumii Godinaatiin kenname irratti ol'iyyata dhiyaatuuf deebii ni kenna; ni falma.
 - (g) Dhimmi dhiyaate aangoo isaa jalatti kan hin kufne yoo ta'e gara Garee Inspeekshiniitti ni erga.
 - (h) Dhimmichi kan hin himachiisne yoo ta'e galmee cufee Abbaa Alangaa Waliigalaa fi Abbaa Alangaa dhimmi ilaallatu ni beeksisa.
- 2) Akkaataa keewwata kana keewwata xiqqaa 1(h)tiin murtii kenname irratti qaamni komii qabu Abbaa Alangaa Waliigalaatti komii isaa barreeffamaan dhiyeeffachuu ni danda'a.

120. Aangoo fi Hojii Garee Inispeekshinii
Gareen Inispeekshinii aangoo fi hojii armaan gadii ni qabaata:

- 1) Godinichatti sababoota hanqina naamusaa ta'an irratti qorannoo gaggeessuun yaada furmaataa ni dhiyeessa.
- 2) Naamusni ogummaa akka dagaagu barumsa hubannoo uumuu Abbootii Alangaatiif ni kenna; balleessaan naamusaa akka hin raawwatamne ni ittisa.
- 3) Iyyata yookiin eeruu balleessaa naamusaa isaaf dhiyaatu yookiin isatti beeksifamu yookiin isaaf darbu yookiin kaka'umsa mataa isaatiin bira gahee ni qulqulleessa;
- 4) Galmeewwan Abbaa Alangaatiin murtii dhumaa argatan odiitii ni taasisa; hanqinni naamusaa yoo jiraate tarkaanfii barbaachisaa ta'e ni fudhata; akka fudhatamu ni taasisa;
- 5) Iyyannoo yookiin komiin dhiyaate hanqina naamusaa ta'uu wanti agarsiisu jiraachuu isaa yoo amanee fi aangoo isaa yoo ta'e qorannoo ni gaggeessa; dhimmichi kan himachiisu yoo ta'e Gumii Godinaa irratti himata dhiyeessee ni falma; murtiin kenname kan komachiisu yoo ta'e ol'iyyata ni gaafata;

- (ረ) በዞን ጉባኤ የተሰጠ የዲ.ሲ.ፕሊን ጥፋት ውሳኔን በመቃወም ለሚቀርብለት ይግባኝ መልስ ይሰጣል፤ ይከራከራል።
 - (ሰ) የቀረበው ጉዳይ በሱ ሥልጣን ስር የማይወድቅ ከሆነ ወደ ኢንስፔክሽን ቡድን ይልካል፤
 - (ሸ) ጉዳዩ የማያስከስስ ከሆነ መዝገቡን ዘግቶ ለጠቅላይ ዓቃቤ ሕጉና ጉዳዩ ለሚመለከተው ዓቃቤ ሕግ ያሳውቃል።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 (ሸ) መሠረት በተሰጠው ውሳኔ ላይ ቅሬታ ያለው አካል ቅሬታውን በጽሁፍ ለጠቅላይ ዓቃቤ ሕጉ ሊያቀርብ ይችላል።

120. የኢንስፔክሽን ቡድን ሥልጣንና ተግባር

የኢንስፔክሽን ቡድን የሚከተለው ሥልጣንና ተግባር ይኖረዋል፡-

- 1) በዞን የዲ.ሲ.ፕሊን ጉድለት ምክንያቶች ላይ ምርምር በማካሄድ የመፍትሄ ሃሳብ ያቀርባል፤
- 2) የሙያ ዲ.ሲ.ፕሊን እንዲዳብር ለዓቃቤያነ ሕግ የግንዛቤ መፍጠሪያ ትምህርት ይሰጣል፤ የዲ.ሲ.ፕሊን ጥፋት እንዳይፈጸም ይከላከላል፤
- 3) የሚቀርብለትን ወይም የሚሰጠውን ወይም የሚተላለፍለትን ወይም አቤቱታ ወይም ጥቆማ ወይም በራሱ የደረሰበትን የዲ.ሲ.ፕሊን ጥፋት ያጣራል፤
- 4) በዓቃቤ ሕግ የመጨረሻ ውሳኔ ያገኙ መዝገቦችን ኦዲት ያደርጋል፤ የዲ.ሲ.ፕሊን ጉድለት ካለ አስፈላጊውን አርምጃ ይወስዳል፤ እንዲወሰድ ያደርጋል፤
- 5) የቀረበው አቤቱታ ወይም ቅሬታ የዲ.ሲ.ፕሊን ጉድለት መሆኑን የሚያሳይ ነገር መኖሩን ካመነ እና የሱ ስልጣን ከሆነ ምርመራ ያካሂዳል፤ ጉዳዩ የሚያስከስስ ከሆነ ዞን ጉባኤ ዘንድ ክስ በማቅረብ ይከራከራል። የተሰጠው ውሳኔ ቅር የሚያስኝ ከሆነ ይግባኝ ይጠይቃል፤

- (f) Give reply for the appeal lodged against the disciplinary decision rendered by the Zone Commission;
 - (g) Where the case brought to it does not fall under its jurisdiction, it refers it to the Inspection Team;
 - (h) Where the case does not warrant to frame charge, closes the file and notify same to the prosecutor general and the concerned public prosecutor.
- 2) Any party objecting the decision given as per sub Article 1 (h) of this Article may submit his objection to the prosecutor general in writing.

120. Power and Duties of Inspection Team

The Inspection Team shall have the following power and duties:

- 1) Conduct research on the reasons for disciplinary problems in the Zone and recommend solutions.
- 2) Provide awareness creation lesson for the public prosecutors so as to enhance discipline of profession; prevent the commission of disciplinary offense.
- 3) Investigate the accusation or information about disciplinary offense brought or notified or referred to it or that it discovers in its own motion;
- 4) Make audit of the files that have got final decisions of the public prosecutors take; cause to be taken corrective measures in cases where there exist disciplinary faults;
- 5) Conduct investigation where it believes that the accusation or grievance brought to it has signs indicating to be disciplinary fault and falls under its jurisdiction; file a charge before the Zone Commission and litigate if the case is chargeable; Lodge an appeal where the decision rendered is appealable;

- 6) Iyyata dhiyaate irraa yookiin qorannoo gaggeeffameen hanqinni naamusaa mul'ate kan aangoo fi hojii isaa jalatti hin kufne ta'uu yoo hubate iyyaticha yookiin galmee qorannoo Daayirektoreetii Inispeekshiniif ni dabarsa;
- 7) Qorannoo gaggeeffameen dhimmichi kan himachiisu miti jedhe yoo itti amane galmee cufee Itti Gaafatamaa Mana Hojii Abbaa Alangaa Godinichaa, Daayirektoreetii Inispeekshinii fi Abbaa Alangaa dhimmi ilaallatu ni beeksisa.
- 8) Akkaataa keewwata kana keewwata xiqqaa (7) tiin murtii kenname irratti qaamni komii qabu komii isaa Itti Gaafatamaa Mana Hojii Abbaa Alangaa Godinichaatti barreeffamaan dhiye-eeffachuu ni danda'a.

121. Abbaa Alangaa Balleessaa Naamusaatiin Shakkame Hojii irraa Dhorkanii Tursiisuu

- 1) Abbaan Alangaa balleessaa naamusaa cimaa yookiin giddu-galeessa raawwateera jedhamee shakkame murtii Gumii dhimmicha ilaaluuf aangoo qabuun miindaan isaa osoo hin qabamiin hojii irraa dhorkamee turuu ni danda'a.
- 2) Akkaataa keewwata kana keewwata xiqqaa (1) tiin Abbaan Alangaa hojiirraa dhorkamee turuu kan danda'u:
 - (a) dhimma ittiin shakkame waliin ragaalee walitti dhufeenya qaban balleessuun yookiin dhoksuun qorannicha kan gufachiisu ta'uu;
 - (b) balleessaa biroo raawwachuu kan danda'u ta'uu;
 - (c) ulfaatina balleessaa naamusaa ittiin himatameen hamilee Abbootii Alangaafi hojjettoota biroo kan tuqu yookiin amantaa ummanni Mana Hojichaa irratti qabu kan hir'isu ta'uu; yookiin
 - (d) balleessaa naamusaa raawwatameen hojiirraa gaggeeffamuu ni danda'a jedhamee kan tilmaamu yoo ta'e dha.

- 6) ከቀረበው አቤቱታ ወይም በተካሄደው ምርመራ የታየው የዲ.ሲ.ፕ.ሲን ጉድለት በሱ ሥልጣንና ተግባር ስር የማይወድቅ በሆኑን ከተገነዘበ አቤቱታውን ወይም የምርመራ መዘገቡን ለኢንስፔክሽን ዳይሬክቶሬት ያስተላልፋል፤
- 7) በተካሄደው ምርመራ ጉዳዩ አያስከስስም ብሎ ካመነ መዘገቡን ዘግቶ ለዚህ ዓቃቤ ሕግ መሥሪያ ቤት ሃላፊ፣ ለኢንስፔክሽን ዳይሬክቶሬት እና ጉዳዩ ለሚመለከተው ዓቃቤ ሕግ ያሳውቃል።
- 8) በዚህ አንቀጽ ንዑስ አንቀጽ 7 መሠረት በተሰጠው ውሳኔ ላይ ቅሬታ ያለው አካል ቅሬታውን በጽሁፍ ለዚህ ዓቃቤ ሕግ መሥሪያ ቤት ሃላፊ ሊያቀርብ ይችላል።

121. በዲ.ሲ.ፕ.ሲን ጥፋት የተጠረጠረ ዓቃቤ ሕግን ከሥራ አገዶ ሥለማቆየት

- 1) ከባድ ወይም መካከለኛ የዲ.ሲ.ፕ.ሲን ጥፋት ፈጽሟል ተብሎ የተጠረጠረ ዓቃቤ ሕግ ጉዳዩን ለማየት ሥልጣን ባለው ጉባኤ ደመወዙ ሳይያዝ ከሥራ አገዶ ሊቆይ ይችላል።
- 2) ዓቃቤ ሕግ በዚህ አንቀጽ ንዑስ አንቀጽ (1) መሠረት ከሥራ አገዶ ሊቆይ የሚችለው፡-
 - (ሀ) ከተጠረጠረበት ጉዳይ ጋር ግንኙነት ያላቸውን ማስረጃዎች በማጥፋት ወይም በመደበኛ ምርመራውን የሚያደናቅፍ መሆኑ፤
 - (ለ) ሌላ ጥፋት ሊፈጽም የሚችል መሆኑ፤
 - (ሐ) ከተከሰሰበት የዲ.ሲ.ፕ.ሲን ጥፋት ክብደት አንጻር የዓቃቤያነ ሕግና ሌሎች ሰራተኞች ጥራት የሚገነዘብ ወይም ህብረተሰቡ በመሥሪያ ቤቱ ላይ ያለውን አመኔታ የሚቀንስ መሆኑ፤ ወይም
 - (መ) በተፈጸመው የዲ.ሲ.ፕ.ሲን ጥፋት ከሥራ ሊሰናበት ይችላል ተብሎ የሚገመት ከሆነ ነው።

- 6) Where it has realized from the accusation/application brought or by the investigation conducted that the disciplinary fault committed does not fall under its power and duties, refer the accusation/application or the investigation file for the Inspection Directorate;
- 7) Where it believes, with the investigation conducted that the case is not chargeable, close the file and notify same to the head of the Zone Prosecution Office, Inspection Directorate and to the concerned public prosecutor;
- 8) A party objecting the decision rendered as per sub Article (7) of this Article may submit his grievance in writing to the head of the Zone Prosecution Office.

121. Suspension From Duty Of The Public Prosecutor Suspected Of Committing Disciplinary Offense

- 1) The public prosecutor suspected of committing grave or medium disciplinary offenses may be suspended from duty by the Commission having power to try the case without attaching his salary.
- 2) The public prosecutor may be suspended from duty as per sub Article (1) of this Article where it is believed that:
 - (a) He obstructs the investigation through damaging or concealing the evidences pertaining to the case that he is suspected of;
 - (b) He may commit other offense;
 - (c) With the gravity of the offense he is accused of that he may affect the morale of other public prosecutors or erodes the peoples' trust on the office; or
 - (d) He may be dismissed from duty by the offense that has been committed.

- 3) Akkaataa keewwata kana keewwata xiqqaa (2) tiin dhorkaan kennamu haala kamiiniyyuu guyyoota hojii afurtamii shan(45) kan hin caalleef ta'a.
- 4) Abbaan Alangaa akkaataa keewwata kana keewwata xiqqaa (2) tiin hojii irraa dhorkame, guyyaa hojii irraa dhorkame irraa eegalee guyyoota hojii shan (5) keessatti dhimmi isaa Gumii aangoo qabutti dhiyaachuu qaba.
- 5) Abbaan Alangaa hojii irraa yoo dhoorkamu sababni dhoorkameef barreeffamaan ibsamee kennamuufii qaba.
- 6) Abbaan Alangaa hojii irraa dhoorkame qaamaan argamuu yookiin teessoon isaa beekamuu yoo baate, xalayaan dhoorkichaa gabatee beeksisaa bakka hojii isaatti argamu irratti guyyoota walitti aanan kudhaniif(10) maxxanfamee turuu qaba.

122. Qaama Himata Balleessaa Naamusaa Dhiyeessu

- 1) Balleessaa naamusaa qoratee Gumii Aangoo qabutti himata kan dhiyeessuu fi kan falmu Daayirektoreetii Inispeekshinii yookiin Garee Inispeekshinii qofa ta'a.
- 2) Akkaataa Dambii kanaatiin himannaan balleessaa naamusaa kan dhiyaatu:
 - (a) Gumii Naannootiif yoo ta'e, Daareektoreetii Inispeekshiniitiin;
 - (b) Gumii Godiinaatiif yoo ta'e, Garee Inispeekshiniitiin ta'a.

123. Qabiyyee Himata Balleessaa Naamusaa fi Akkaataa Itti Ergamu

- 1) Abbaan Alangaa himata balleessaa naamusaa isarratti dhiyaateef deebii fi ragaa ittisaa dhiyeessuu akka danda'uuf jecha himanni dhiyaatu:
 - (a) lakkoofsa galmee;
 - (b) guyyaa himannaan balleessaa naamusaa itti qophaa'e,

- 3) በዚህ አንቀጽ ንዑስ አንቀጽ (2) መሠረት የሚሰጠው እገዳ በማንኛውም ሁኔታ ከአርባ አምስት (45) የሥራ ቀናት ለማይበልጥ ጊዜ ይሆናል።
- 4) በዚህ አንቀጽ ንዑስ አንቀጽ (2) መሠረት ከሥራ የታገደው ዓቃቤ ሕግ ከሥራ ከታገደበት ቀን ጀምሮ በአምስት (5) የሥራ ቀናት ውስጥ ጉዳዩ ሥልጣን ላለው ጉባኤ መቅረብ አለበት።
- 5) ዓቃቤ ሕግ ከሥራ ሲታገድ የታገደበት ምክንያት በጽሁፍ ተገልጾ መሰጠት አለበት።
- 6) ከሥራ የታገደው ዓቃቤ ሕግ በአካል ካልተገኘ ወይም አድራሻው ካልታወቀ፣ የእገዳው ማስታወቂያ በሥራ ቦታው በሚገኘው የማስታወቂያ ሠሌዳ ላይ ለአስር (10) ተከታታይ ቀናት ተለጥፎ መቆየት አለበት።

122. የዲ.ፕ.ሊ.ን ጥፋት ክስ የሚያቀርብ አካል

- 1) የዲ.ፕ.ሊ.ን ጥፋትን በመመርመር ሥልጣን ላለው ጉባኤ ክስ የሚያቀርበውና የሚከራከረው ኢንስፔክሽን ዳይሬክቶሬት ወይም ኢንስፔክሽን ቡድን ብቻ ይሆናል።
- 2) በዚህ ደንብ መሠረት የዲ.ፕ.ሊ.ን ጥፋት ክስ የሚቀርበው፡-
 - (ሀ) ለክልል ጉባኤ ከሆነ፣ በኢንስፔክሽን ዳይሬክቶሬት፣
 - (ለ) ለሆነ ጉባኤ ከሆነ፣ በኢንስፔክሽን ቡድን ይሆናል።

123. የዲ.ፕ.ሊ.ን ጥፋት ክስ ይዘት እና የአላኩ ሁኔታ

- 1) የዲ.ፕ.ሊ.ን ጥፋት ክስ የቀረበበት ዓቃቤ ሕግ መልስና መከላከያ ማስረጃ ማቅረብ ይችል ዘንድ የሚቀርበው ክስ፡-
 - (ሀ) የመዝገብ ቁጥር፣
 - (ለ) የዲ.ፕ.ሊ.ን ጥፋት ክስ የተዘጋጀበት ቀን፣

- 3) The suspension given as per sub Article (2) of this Article shall not in any way exceed forty five (45) working days.
- 4) The public prosecutor may be suspended from duty as per sub Article (2) of this Article shall his case be submitted to the Commission having power within five (5) working days as from the date of his suspension from duty.
- 5) Where the public prosecutor is suspended from duty, he shall be given with the reasons for his suspension stating it in writing.
- 6) Where the public prosecutor suspended from duty fails to appear in person or his where about is not known, the suspension letter shall remain posted or fastened on the notice board of his work place for ten (10) consecutive days.

122. Body Presenting Charge of Disciplinary Offense

- 1) The body that investigates disciplinary offense and file a charge to the Commission having power then conduct proceeding shall be only the Inspection Directorate and Inspection Team.
- 2) In accordance with this Regulation, charge of disciplinary offense shall be filed by:
 - (a) Inspection Directorate if it is for Regional Commission; and
 - (b) Inspection Team if it is for Zone Commission.

123. Contents of Charge of Disciplinary Offense and Its Means of Service

- 1) For the public prosecutor can produce his reply and evidences of defense for the charge of disciplinary offense brought against him, the charge to be filed shall contain:
 - (a) File number;
 - (b) Date at which the charge of disciplinary offense is framed or prepared;

- (c) maqaa guutuu Abbaa Alangaa himatameefi teessoo isaa,
 - (d) tumaa Keewwata Dambii kanaa irra darbamee balleessaan naamusaa raawwatame,
 - (e) bakka, yeroofi haala balleessaan naamusaa itti raawwatame,
 - (f) ragaalee namaa fi sanadaa dhimmicha ni mirkaneessu jedhamanii yaadaman,
 - (g) maqaa guutuu fi mallattoo Abbaa Alangaa himannaa balleessaa naamusaa qopheessee; fi
 - (h) chaappaa mata duree fi geengoo Daayirektoreetii Inispeekshinii yookiin Garee Inispeekshiniitiin kan deeggarama ta'uu qaba.
- 2) Himanni balleessaa naamusaa akkaataa keewwata kana keewwata xiqqaa 1 tiin dhiyaatu kooppii sadiin qophaa'ee dhiyaachuu qaba; waraabbiin ragaalee barruu ille haaluma kanaan qophaa'uu qaba.

124. Baniinsa Galmee, Xalayaa Waamichaa fi Kenniinsa Deebii

- 1) Waajjirri Gumii yookiin walitti qabaan Gumii Godinaa himannaa balleessaa naamusaa dhiyaatu fuudhee battalumatti Gumiif dhiyeessuu yookiin akka dhiyaatu gochuu qaba.
- 2) Gumiin dhimmicha ilaaluuf aangoo qabu Abbaa Alangaa himatame xalayaa waamichaa ni dhaaqqabsiisa.
- 3) Xalayaan waamichaa ergamu bakkaa fi yeroo Abbaan Alangaa himatame deebii itti kennuu qabu kan ibsu ta'ee waraabbi himannaa fi ragaa barreeffamaa dhiyaate waliin wal qabatee guyyaa beellamaatiin dura guyyoota hojii walitti aanan kudhan (10) dursee Abbaa Alangaa himatame dhaqqabuu qaba.

- (ሐ) የተከሰሰው ዓቃቤ ሕግ ሙሉ ሥምና አድራሻው፤
 - (መ) የተላለፈው የዚህ ደንብ ድንጋጌና የተፈጸመው ዲ.ሲ.ፕ.ሊ.ን ጥፋት፤
 - (ሠ) የዲ.ሲ.ፕ.ሊ.ን ጥፋቱ የተፈጸመበት ቦታ፣ ጊዜና ሁኔታ፤
 - (ረ) ጉዳዩን ያረጋግጣሉ ተብለው የታሰቡት የሰውና የሰነድ ማስረጃዎች፤
 - (ሰ) የዲ.ሲ.ፕ.ሊ.ን ጥፋት ክስን ያዘጋጀው ዓቃቤ ሕግ ሙሉ ሥምና ፊርማ፤ እና
 - (ሸ) በኢንስፔክሽን ዳይሬክቶሬት ወይም በኢንስፔክሽን ቡድን የራስገና ክብ ማህተም የተደገፈ መሆን አለበት።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት የሚቀርበው የዲ.ሲ.ፕ.ሊ.ን ጥፋት ክስ በሦስት ኮፒ ተዘጋጅቶ መቅረብ አለበት፤ የሰነድ (የጽሁፍ) ማስረጃዎች ቅጂም በዚህ መልኩ መዘጋጀት አለበት።

124. የመዝገብ አከፋፈት፣ የጥሪ ደብዳቤ እና የመልስ አሰጣጥ

- 1) የጉባኤው ጽህፈት ቤት ወይም የዞን ጉባኤ ሰብሳቢ የሚቀርበውን የዲ.ሲ.ፕ.ሊ.ን ጥፋት ክስ በመቀበል ወዲያውኑ ለጉባኤ ማቅረብ ወይም እንዲቀርብ ማድረግ አለበት።
- 2) ጉዳዩን ለማየት ሥልጣን ያለው አካል የተከሰሰውን ዓቃቤ ሕግ የጥሪ ደብዳቤ ያደርሰዋል።
- 3) የሚላከው የጥሪ ደብዳቤ የተከሰሰው ዓቃቤ ሕግ መልስ የሚሰጥበትን ቦታና ሰዓት የሚገልጽ ሆኖ የክስን ቅጂና ከቀረበው የጽሁፍ ማስረጃ ጋር ተያይዞ ከቀጠረው ቀን በፊት ከአስር (10) ተከታታይ የሥራ ቀናት አስቀድሞ ለተከሰሰው ዓቃቤ ሕግ መድረስ አለበት።

- (c) Full name and address of the accused public prosecutor;
 - (d) Article or provision of this Regulation breached creating the commission of disciplinary offense;
 - (e) Place, time and manner or circumstance of committing such disciplinary offense;
 - (f) Witnesses and documentary evidences proposed to prove the case;
 - (g) Full name and signature of public prosecutor who framed or prepared the charge of disciplinary offense; and
 - (h) Heading and round stamps of Inspection Directorate or Inspection Team
- 2) The charge of disciplinary offense filed as per sub Article 1 of this Article shall be in three copies; and the copy of written evidences shall also be prepared similarly.

124. Opening File, Summon and Providing Response

- 1) Office of Commission or chairperson of the Zone Commission shall accept and forthwith deliver or cause it to be delivered to the Commission.
- 2) The Commission having jurisdiction to try the case shall cause summon letter reach to the accused public prosecutor.
- 3) The summon letter to be dispatched shall describe the place and time that the accused public prosecutor shall give his response; and shall reach the accused public prosecutor ten (10) consecutive working days prior to the fixed date of the adjournment being attached with a copy of the charge and written evidences.

- 4) Teessoon Abbaa Alangaa himatamee wallaalamuudhaan yookiin Abbaan Alangichaa hojii irraa baduun yookiin waraqaa waamichaa fuudhuu diduu yookiin sababa amansiisaa birootiin waraqaa waamichaa himatamaa dhaqqabsiisuun yoo dadhabame, himannaan naamusaa isarratti dhiyaachuu isaa, bakkaa fi yeroo himannichi itti dhagahamu beeksifni ibsu gabatee beeksisaa Mana Hojichaa fi iddoo inni hojjachaa ture jirutti argamu irratti maxxanfamee guyyaaa kudha shan(15) akka turu taasifamuu qaba.
- 5) Abbaan Alangaa himatame guyyaa beellamaatti mormii sadarkaa duraa, deebii fi ragaa ittisaa kan qabu yoo ta'e waraabbi sadiin qopheeffatee Gumiif dhiyeeffachuu qaba; waraabbi deebii himannaas galmeen walqabatee guyyuma sana falmiin afaanii ni gaggeeffama.
- 6) Guyyaa dhimmicha dhagahuuf beellamametti sababa Gumiitiin dhimmicha dhagahuun kan hin danda'amne yoo ta'e, Waajjirri Gumii yookiin Gumiin Godinaa dursee Abbaa Alangichaa beeksisuu qaba.

Kutaa Xiqqaa Afur

Aangoo Murtii Kennuu fi Deemsa Falmii Himata Balleessaa Naamusaa

125. Aangoo Murtii Kennuu

- 1) Balleessaan naamusaa kamiiyyuu sirna deemsaa Dambii kana keessatti murtaa'een seeraan qoratamee Gumii aangoo qabuun murtiin kan kennamu ta'a.
- 2) Himanni balleessaa naamusaa cimaa Abbaa Alangaa sadarkaa kamiiyyuu irra jiruun raawwatame kan ilaalamu Gumii Naanootiin ta'a.
- 3) Himanni balleessaa naamusaa giddu-galeessii fi salphaa ta'e kan ilaalamu:

- 4) የተከሰሰው ዓቃቤ ሕግ አድራሻ ባለመታወቁ ወይም ዓቃቤ ሕግ ከሥራ በመጥፋቱ ወይም የጥሪ ደብዳቤውን አልቀበልም በማለቱ ወይም በሌላ አሳማኝ ምክንያት የጥሪ ደብዳቤውን ለተከሰሱ ማድረስ ካልተቻለ የዲ.ሲ.ፕሊን ጥፋት ክስ የቀረበበት መሆኑን፣ ክስ የሚሰማበት ቦታና ጊዜን የሚገልጽ ማስታወቂያ በመሥሪያ ቤቱና እሱ ሲሰራ በነበረበት ቦታ በሚገኘው ማስታወቂያ ሠሌዳ ላይ ተሰጥፎ ለአስራ አምስት (15) ቀን መቆየት አለበት።
- 5) የተከሰሰው ዓቃቤ ሕግ በቀጠሮው ቀን የመጀመሪያ ደረጃ መቃወሚያ፣ መልስና የመከላከያ ማስረጃ ካለው በሦስት ቅጂ አዘጋጅቶ ለጉባኤው ማቅረብ አለበት፣ የክስ መልስ ቅጂም ከመዘገቡ ጋር ተያይዞ በዚያው ቀን የቃል ክርክር ይካሄዳል።
- 6) ጉዳዩን ለመስማት በተቀጠረበት ቀን በጉባኤው ምክንያት ጉዳዩን መስማት የማይቻል ከሆነ የጉባኤው ጽህፈት ቤት ወይም የዞን ጉባኤ አስቀድሞ ለዓቃቤ ሕግ ማሳወቅ አለበት።

ገደብ ክፍል አራት

ውሳኔ የመስጠት ሥልጣን እና የዲ.ሲ.ፕሊን ጥፋት ክስ ክርክር ሥነ-ሥርዓት

125. ውሳኔ የመስጠት ሥልጣን

- 1) ማንኛውም የዲ.ሲ.ፕሊን ጥፋት በዚህ ደንብ ውስጥ በተወሰነው አካሄድ ሥነ-ሥርዓት በህጉ በሠረት ተመርምሮ ሥልጣን ባለው ጉባኤ ውሳኔ የሚሰጥ ይሆናል።
- 2) በማንኛውም ደረጃ ላይ ባለ ዓቃቤ ሕግ የሚፈጸም ከባድ የዲ.ሲ.ፕሊን ጥፋት ክስ የሚታየው በክልል ጉባኤ ይሆናል።
- 3) መካከለኛ እና ቀላል የዲ.ሲ.ፕሊን ጥፋት ክስ የሚታየው፡-

- 4) Where it is unable to make the summon letter reach the accused public prosecutor for the where about of the accused public prosecutor is unknown or for the public prosecutor has been disappeared from duty or his refusal to receive the summon letter or for other convincing reason, the notice stating that he has been accused of disciplinary offense, place and time for hearing the charge shall be posted or fastened on the notice board of the Office and at a place he had been working and made to remain there for fifteen (15) consecutive days.
- 5) The accused public prosecutor shall prepare his preliminary objection, his response and defense evidences if any, in three copies and present same to the Commission on the date of adjournment; the copy of response for the charge shall also be attached to the file and oral litigation shall be conducted that day.
- 6) If it becomes difficult to hear the case on the fixed date of adjournment by the reason of the Commission, Office of Commission or the Zone Commission shall notify same in advance to the public prosecutor.

Sub-Section Four

Power to Decide and Litigation Procedures of Disciplinary Offense

125. Power to Render Decision

- 1) Any disciplinary offense shall be legally investigated and given decision by the Commission having power as per the procedural system decided in this Regulation.
- 2) The charge of grave disciplinary offense committed by the public prosecutor of any level shall be tried by the Regional Commission.
- 3) The charge of medium and petty disciplinary offenses:

- (a) Abbootii Alangaa Aanaa yookiin Magaalaa yookiin Itti gaaf-fatamtoota Hojii sadarkaa Aanaa yookiin Magaalaa yookiin Abbootii Alangaa Godinaa kan ilaallatu yoo ta'e Gumii Godinaatiin ta'a.
- (b) Abbootii Alangaa Naannoo yookiin Itti Gaafatamtoota Hojii sadarkaa Godinaa yookiin miseensota Gumii Godinaa kan ilaalu yoo ta'e Gumii Naannootiin ta'a.
- 4) Balleessaan naamusaa raawwatame cimaadha jedhamee Gumii Naannootti erga dhiyaatee booda yammuu qulqullaa'u, Abbootii Alangaa keewwata kana keewwata xiqqaa 3(a) jalatti ibsamaniin kan raawwatamee fi balleessaa naamusaa giddu-galeessa yookiin salphaa ta'ee yoo argame, Gumiin Naannoo ofii murtii kennuu yookiin yeroo gabaabaa keessatti gara Gumii Godinaa dhimmichi irraa dhufeetti deebisuu qaba.
- 5) Balleessaan naamusaa akkaataa keewwata kana keewwata xiqqaa 3(a) tiin erga dhiyaatee booda yammuu qulqullaa'u, balleessaa naamusaa cimaa ta'ee yoo argame Gumiin Godinaa dhimmicha gara Gumii Naannootti dabarsuu qaba.

126. Deemsa Falmii Himata Balleessaa Naamusaa

- 1) Abbaan Alangaa balleessaa naamusaan himatame guyyaa dhimmichi dhagahamuuf beellamametti dhiyaatee deebii kennuu fi falmii afaanii gaggeessuu qaba.
- 2) Abbaan Alangaa himatame xalayaan waamichaa isa dhaqqabee yookiin akkaataa Dambii kana keewwata 124(4) tiin bu'uura beeksisa maxxanfameen guyyaa beellamaatti dhiyaatee deebii kennuu fi falmii afaanii gaggeessuu yoo baate bakka inni hin jirretti falmiin kan itti fufu ta'a.

- (ሀ) የወረዳ ወይም የከተማ ዓቃቤያነ ሕግን ወይም የወረዳ ወይም የከተማ ደረጃ የሥራ ሃላፊዎችን ወይም የዞን ዓቃቤያነ ሕግን የሚመለከት ከሆነ በዞን ጉባኤ ይሆናል።
- (ለ) የክልል ዓቃቤያነ ሕግን ወይም የዞን ደረጃ የሥራ ሃላፊዎችን ወይም የዞን ጉባኤ አባላትን የሚመለከት ከሆነ በክልል ጉባኤ ይሆናል።
- 4) የተፈጸመው ከባድ የዲ.ሲ.ፕ.ሊ.ን ጥፋት ነው ተብሎ ክልል ጉባኤ ዘንድ ከቀረበ በኋላ ሲመረመር በዚህ አንቀጽ ንዑስ አንቀጽ 3 (ሀ) ሥር በተገለጹት ዓቃቤያነ ሕግ የተፈጸመ እና መካከለኛ ወይም ቀላል የዲ.ሲ.ፕ.ሊ.ን ጥፋት ሆኖ ከተገኘ፣ የክልል ጉባኤ ጉዳዩን እራሱ ውሳኔ መስጠት ወይም በአጭር ጊዜ ውስጥ ጉዳዩ ወደ መጣበት ዞን ጉባኤ መመለስ አለበት።
- 5) የዲ.ሲ.ፕ.ሊ.ን ጥፋት በዚህ አንቀጽ ንዑስ አንቀጽ 3 (ሀ) መሠረት ከቀረበ በኋላ በሚጣራበት ጊዜ ከባድ የዲ.ሲ.ፕ.ሊ.ን ጥፋት ሆኖ ከተገኘ፣ የዞን ጉባኤ ጉዳዩን ወደ ክልል ጉባኤ ማስተላለፍ አለበት።

126. የዲ.ሲ.ፕ.ሊ.ን ጥፋት ከከ ክርክር ሂደት

- 1) በዲ.ሲ.ፕ.ሊ.ን ጥፋት የተከሰሰ ዓቃቤ ሕግ ጉዳዩ ለመሰማት በተቀጠረበት ቀን ቀርቦ መልስ በስጠትና የቃል ክርክር ማካሄድ አለበት።
- 2) የተከሰሰው ዓቃቤ ሕግ የጥሪ ደብዳቤ ደርሶት ወይም በዚህ ደንብ አንቀጽ 124 (4) መሠረት በተለጠፈው ማስታወቂያ በቀጠሮው ቀን ቀርቦ መልስ በስጠትና የቃል ክርክር ማካሄድ ካልቻለ በሌለበት ክርክሩ የሚቀጥል ይሆናል።

- (a) Pertaining to the District or City public prosecutors or work heads at the District or City levels or Zonal public prosecutors shall be tried by Zone Commission;
- (b) Pertaining to the Regional Public Prosecutors or work heads at the Zonal levels or members of Zone Commission shall be tried by the Regional Commission.
- 4) If the committed disciplinary offense which had been presented to the Regional Commission considering it as grave is found, while investigated, to be committed by the public prosecutors mentioned under sub Article 3 (a) of this Article and it is medium or petty disciplinary offense, the Regional Commission shall try and render decision in itself or refer it back to the Zone Commission from where it has been brought within a short period of time.
- 5) If the disciplinary offense, after it has been presented as per sub Article 3 (a) of this Article is found to be grave disciplinary offense while it is investigated, the Zone Commission shall pass on such case to the Regional Commission.

126. Litigation Procedures of Disciplinary Offense

- 1) The public prosecutor accused in disciplinary offense shall appear on the date fixed for hearing his case and give his response and conduct oral litigation.
- 2) If the accused public prosecutor is failed to appear on the date fixed for hearing his case and give his response and conduct oral litigation having received the summon or in pursuance of the notice posted as per Article 124 (4) of this regulation, the litigation shall proceed in his absence.

- 3) Kan keewwata kana keewwata xiqqaa (2) jalatti tumame jiraatus, Abbaan Alangaa himatame guyyaa beellamaatti dhiyaatee deebii kennuu fi falmii afaanii gaggeessuu kan hin dandeenye sababa humnaa ol ta'een ta'uu ragaa amansiisaa fi qabatamaa ta'een deeggaruun Gumiin dhimmicha ilaaluuf aangoo qabu irra deebi'ee akka isaaf ilaalu gaa-fachuuf mirga qaba.
- 4) Ragaan akkaataa keewwata kana keewwata xiqqaa (3) tiin Abbaa Alangichaan dhiyaate amansiisaa fi qabatamaa ta'uu Gumiin dhimmi ilaalu yoo itti amane dhimmicha irra deebi'ee ilaalu ni danda'a; sababni dhiyaate amansiisaa ta'uu yoo baate bakka falmichi gahe irraa itti fufee falmii akka gaggeessu ni taasifama.
- 5) Gumiin dhimmi ilaalu, sababni gahaan yoo jiraate, gaaffii qaama himatuun yookiin Abbaa Alangaa himatameetiin yookiin kaka'umsa mataa isaatiin, himanni yookiin deebiin akka fooyya'u ajajuu ni danda'a.
- 6) Himanni yookiin deebiin akkaataa keewwata kana keewwata xiqqaa (5)tiin yoo fooyya'u, Gumiin gareen kaan akka yaada itti kennu taasisuu qaba.
- 7) Gumiin Abbaan Alangaa himatame dhiyaatee gocha ittiin himatame guutummaa guututti yookiin gar-tokkeen kan amanu yoo ta'e bu'uura amantaa isaatiin murtii kennuu ni danda'a. Hanga adabbii irratti yoo ta'e malee murtii balleessummaa haala kanaan kenname irratti ol'iyyata dhiyeessuun hin danda'amu.

- 3) በዚህ አንቀጽ ንዑስ አንቀጽ (2) ሥር የተደነገገው ቢኖርም፣ የተከሰሰው ዓቃቤ ሕግ በቀጠሮው ቀን ቀርቦ መልስ መስጠትና የቃል ክርክር ማካሄድ ያልቻለው ከአቅም በላይ በሆነ ምክንያት መሆኑን አሳማኝና ተጨባጭ በሆነ ማስረጃ በማስደገፍ ጉዳዩን የማየት ሥልጣን ያለው ጉባኤ ጉዳዩን አንደገና እንዲያይሉት የመጠየቅ መብት አለው።
- 4) በዚህ አንቀጽ ንዑስ አንቀጽ (3) መሠረት በዓቃቤ ሕግ የቀረበው ማስረጃ አሳማኝና ተጨባጭ መሆኑን የሚመለከተው ጉባኤ ካመነበት ጉዳዩን አንደገና ሊያየው ይችላል፤ የቀረበው ምክንያት አሳማኝ ካልሆነ፣ ክርክሩ ከደረሰበት ጀምሮ በመቀጠል ክርክሩን እንዲያካሄድ ይደረጋል።
- 5) ጉዳዩ የሚመለከተው ጉባኤ፣ በቂ ምክንያት ካለ፣ በከላሽ ኦክል ወይም በተከሰሰው ዓቃቤ ሕግ ጥያቄ ወይም በራሱ ተነሳሽነት ክሱ ወይም መልሱ እንዲሻሻል ሊያዝ ይችላል።
- 6) በዚህ አንቀጽ ንዑስ አንቀጽ (5) መሠረት ክሱ ወይም መልሱ ሲሻሻል፣ ጉባኤው ሌላኛው ወገን ሃሳብ እንዲሰጥበት ማድረግ አለበት።
- 7) የተከሰሰው ዓቃቤ ሕግ ቀርቦ የተከሰሰበትን ድርጊት ሙሉ በሙሉ ወይም በከፊል የሚያምን ከሆነ፣ ጉባኤው በዚህ በእምነት ቃሉ መሠረት ወሳኔ ሊሰጥ ይችላል፡፡ በቅጣቱ መጠን ላይ ካልሆነ በስተቀር በዚህ መልኩ በተሰጠ የጥፋተኝነት ውሳኔ ላይ ይግባኝ መጠየቅ አይቻልም።

- 3) Notwithstanding to the provision under sub Article 2 of this Article, if the accused public prosecutor is unable to appear on the date fixed for hearing his case and give his response and conduct oral litigation due to reason which is beyond his capacity or force majeure, he has the right to substantiate this with convincing and tangible evidences and apply for the Commission having power requesting for re-trial of his case.
- 4) If the concerned Commission believes that the evidence presented by the public prosecutor as per sub Article (3) of this Article is convincing and tangible evidences, it may re-try such case; and where the reason presented is not convincing and tangible, he shall be made to proceed the litigation starting from where it has reached right now.
- 5) The concerned Commission may, if there is sufficient reason, order for the alteration of the charge or reply by the request of the accusing body or the accused public prosecutor.
- 6) Where the charge or reply is altered or amended as per sub Article (5) of this Article, the Commission shall cause the other party to provide its view on the same.
- 7) Where the accused public prosecutor admits the act he is accused of entirely or partially, the Commission may render decision as per his plea. Except on the extent of the penalty, it is impossible to lodge an appeal against the decision of convicting rendered in such manner

- 8) Abbaan Alangaa himatame dhiyaatee deebii isaa keessatti mormii sadarkaa duraa kan akka darbiinsa yeroo fi aangoo kaas- ee yoo falme, dhimmi dabalata- an qulqullaa'u yoo jiraate malee Gumiin dhimmi ilaallatu batta- lumatti jala murtii kennuu qaba.
- 9) Gumiin himata balleessaa naamusaa isaaf dhiyaate qulqullees- suudhaaf ragaan barbaachisaa ta'e akka isaaf dhiyaatu ni taasisa.
- 10) Gumiin aangoo qabu dhimma qabate akkaataa seeraatiin qul- qulleessuudhaaf bitaafi mirga famisiisuu qaba.
- 11) Qaamni himata dhiyeesse ragaalee namaa himannaa isaa dhugoomsan bakka himatama- an jirutti kan dhageessifatu yoo ta'u, Abbaan Alangaa himatames ragaalee ittisaa isaa bakka qaam- ni himate jirutti dhiyeeffatee kan dhageessifatu ta'a. Bitaa fi mirgi akkuma haala isaatti gaaffii du- raa, qaxxaamuraafi keessa deebii kan gaafatan ta'a.
- 12) Gumiin aangoo qabu dhugaa baasuuf ni gargaara jedhee yoo amane ragaa biroo dabalataan waamee dhaga'uu ni danda'a.

127. Kenniinsa Murtii Gumii

- 1) Gumiin aangoo qabu himata balleessaa naamusaa Abbaa Al- angaa irratti dhiyaate erga qul- qulleessee booda:
 - (a) Abbaan Alangaa himanni bal- leessaa naamusaa irratti dhiyaate akkaataa Dambii kana keewwa- ta 126 keewwata xiqqaa (2) tiin dhiyaachuu yoo baate bakka Abbaan Alangichaa hin jirretti murtii ni kenna.
 - (b) Abbaan Alangichaa itti gaafat- amummaa kan hin qabne yooki- in himannichi ragaan kan hin mirkanoofne yookiin darbiinsa yerootiin kan dhorkame yookiin Abbaan Alangaa himatame kan ofirraa ittise yoo ta'e himatama- an bilisaan akka gaggeeffamu ni murteessa.

- 8) የተከሰሰው ዓቃቤ ሕግ ቀርቦ በሰጠው መልስ እንደ የይ.ር.ጋ ጊዜ እና የስልጣን ጉዳይ ያሉትን የመጀመሪያ ደረጃ መቃወሚያ በማንሳት ከተከራከረ በተጨማሪ መጣራት ያለበት ጉዳይ ከሌለ በስተቀር ጉዳዩ የሚመለከተው ጉባኤ ወዲያውኑ ብይን መስጠት አለበት።
- 9) የዲ.ሲ.ፕ.ሲ.ን ጥፋት ክስ የቀረበበት ጉባኤ ጉዳዩን ለማጣራት አስፈላጊ የሆነው ማስረጃ እንዲቀርብለት ያደርጋል።
- 10) ሥልጣን ያለው ጉባኤ የያዘውን ጉዳይ በሀገር መሠረት ለማጣራት ግራ ቀኙን ማከራከር አለበት።
- 11) ከሳሹ አካል ክስን የሚያረጋግጡለትን የሰው ምስክሮች ተከሳሹ ባለበት የሚያሰማ ሲሆን የተከሰሰው ዓቃቤ ሕግም የመከላከያ ምስክሮቹን ከሳሹ አካል ባለበት አቅርቦ የሚያሰማ ይሆናል። ግራ ቀኙ እንደ ሁኔታው መሪ፣ መስቀለኛና የማጣሪያ ጥያቄዎችን የሚጠይቁ ይሆናል።
- 12) ሥልጣን ያለው ጉባኤ እውነቱን ለማውጣት ይረዳል ብሎ ካመነ ሌላ ምስክር በተጨማሪ ጠርቶ ሊሰማ ይችላል።

127. የጉባኤው ውሳኔ አሰጣጥ

- 1) ሥልጣን ያለው ጉባኤ ዓቃቤ ሕግ ላይ የቀረበውን የዲ.ሲ.ፕ.ሲ.ን ጥፋት ክስ ከመረመረ በኋላ፦
 - (ሀ) የዲ.ሲ.ፕ.ሲ.ን ጥፋት ክስ የቀረበበት ዓቃቤ ሕግ በዚህ ደንብ አንቀጽ 126 (2) መሠረት ካልቀረበ ዓቃቤ ሕጉ በሌለበት ውሣኔ ይሰጣል፤
 - (ለ) ዓቃቤ ሕጉ ተጠያቂነት ከሌለበት ወይም ክስ በማስረጃ ካልተረጋገጠ ወይም በይ.ር.ጋ የታገደ ወይም የተከሰሰው ዓቃቤ ሕግ ክስን ከተከላከለ ተከሳሹ በነጻ እንዲሰናበት ይወስናል፤

- 8) Where the accused public prose- cutor litigates by raising prelimi- nary objection like period of lim- itation and issue of jurisdiction in his response, unless there is an is- sue which needs further investiga- tion, the concerned Commission shall forthwith give order on the objection raised
- 9) The Commission before which the charge of disciplinary offense is brought shall order the produc- tion of evidences which is neces- sary to investigate it.
- 10) The Commission having jurisdic- tion shall litigate the two parties so as to legally investigate the case at its hand.
- 11) The party or body that has filed a charge shall cause the witnesses proving his charge to be heard in the presence of the accused; and the accused public prosecutor shall also cause his defense wit- nesses to be heard in the presence of the party or body that has filed a charge. The two parties shall ask or pose examination in chief, cross examination and re-examination as the case may be.
- 12) The Commission having jurisdic- tion may call and hear other ad- ditional witness where it believes that it helps to discover the truth.

127. Rendering Decision of the Com- mission

- 1) The Commission having jurisdic- tion shall, after examining the charge of disciplinary offense filed against the public prosecutor:
 - (a) Render decision in the absence of the public prosecutor where the accused public prosecutor fails to appear as per Article 126 (2) of this regulation;
 - (b) Where there is no case making the public prosecutor responsible or the charge is not proved by evidences or is barred by period of limitation or the accused public prosecutor has defended, it shall decide for the ac- quittal of the accused;

- (c) himanni dhiyaate ragaadhaan kan mirkanaa'e yoo ta'e ulfina balleessaa naamusaa raawwat-amee madaaluudhaan adab-bii balleessaa naamusaa cimaa yookiin giddu-galeessa yookiin salphaa ni murteessa.
- 2) Murtiin Gumii barreeffamaan ta'ee qaama himatee fi Abbaa Alangaa himatameef kennamuu qaba.
- 3) Murteen iddoo himatamaan hin jirretti kenname gabatee beeksisaa irratti maxxanfamee guyyoota hojii kudha shan(15)tiif akka turu ni taasifama.
- 4) Abbaan Alangaa dhimmi isaa bakka inni hin jirretti ilaalamee murtiin itti kenname, erga murtiin kennamee booda dhiyaatee falmuu kan hin dandeenye saba-ba humnaa oliitiin ta'uu yoo ibse Gumiin dhimmicha irra deebi'ee ilaalu ni danda'a.
- 5) Iyyannoo murtiin irra deebi'amee naaf haa ilaalamu jedhu ilaalchisee jala murtiin kennamu ol'iyyannoo hin qabaatu.

128. Baasii Falmii

Dhimmi balleessaa naamusaa yeroo dhaga'amutti ragaa namaa yookiin ragaa ogeessaa yookiin ragaa biraa dhiyeessuuf baasiin ba'u qaama ragichi akka isaaf ilaalamu yookiin akka isaaf dhaga'amu gaafateen kan haguugamu ta'a.

129. Qabiyyee Murtii

- 1) Murtiin balleessaa naamusaa qabxiilee armaan gadii of keessatti hammachuu qaba:
 - (a) lakkoofsa galmee, maqaa fi malattoo miseensota murtii kennaniifi guyyaa murtiin itti kenname;
 - (b) maqaa himatamaa guutuufi teessoo isaa;
 - (c) balleessaa naamusaa raawwat-ame, jecha himatamaafi ragaa;

- (d) የቀረበው ክስ በማስረጃ ከተረጋገጠ የተፈጸመውን የዲ.ሲ.ፕ.ሊ.ን ጥፋት ክብደት በመመዘን ከባድ ወይም መካከለኛ ወይም ቀላል የዲ.ሲ.ፕ.ሊ.ን ጥፋት ቅጣት ይወስናል።
- 2) የጉባኤው ውሳኔ በጽሁፍ ሆኖ፤ ለከሰሰው አካልና ለተከሰሰው ዓቃቤ ሕግ መሰጠት አለበት።
- 3) ተከላኝ በሌለበት የተሰጠ ውሳኔ ለአስራ አምስት (15) የሥራ ቀናት በማስታወቂያ ሰሌዳ ላይ ተለጥፎ እንዲቆይ ይደረጋል።
- 4) ጉዳዩ እርሱ በሌለበት ታይቶ ውሳኔ የተሰጠው ዓቃቤ ሕግ ውሳኔው ከተሰጠ በኋላ ቀርቦ መከራከር ያልቻለው ከአቅም በላይ በሆነ ምክንያት መሆኑን ከገለጸ ጉባኤው ጉዳዩን እንደገና ሊያየው ይችላል።
- 5) ውሳኔው በድጋሚ ይታይልኝ የሚለውን አቤቱታ በተመለከተ የሚሰጠው ብይን ይግባኝ አይኖረውም።

128. የክርክር ወጪ

የዲ.ሲ.ፕ.ሊ.ን ጥፋት ጉዳይ በሚሰማበት ጊዜ የሰው ምስክር ወይም የባለሙያ ማስረጃ ወይም ሌላ ማስረጃ ለማቅረብ የሚወጣው ወጪ ማስረጃው እንዲታይለት ወይም እንዲሰማለት በጠየቀው አካል የሚሸፈን ይሆናል።

129. የውሳኔ ይዘት

- 1) የዲ.ሲ.ፕ.ሊ.ን ጥፋት ውሳኔ የሚከተሉትን ነጥቦች በውስጡ ማካተት አለበት፡-
 - (ሀ) የመዝገብ ቁጥር፣ ውሳኔውን የሰጡት አባላት ሥምና ፊርማ እና ውሳኔው የተሰጠበት ቀን፤
 - (ለ) የተከላኝ ሙሉ ሥምና አድራሻ፤
 - (ሐ) የተፈጸመው የዲ.ሲ.ፕ.ሊ.ን ጥፋት፣ የተከላኝ ቃልና ማስረጃ፤

- (c) Where the charge filed is proved by the evidence it shall, by evaluating the gravity of the disciplinary offense committed, impose rigorous or medium or simple penalty of disciplinary offense.
- 2) Decision of the Commission shall be in writing; and shall be provided to the body filing charge and to the accused public prosecutor.
- 3) The decision given in the absence of the public prosecutor shall be made to remain attached on the notice board for fifteen (15) working days.
- 4) The public prosecutor whose case has been tried and decided in his absence has requested after the decision expressing that he failed to appear and litigate his case for the reason which is beyond his control, the Commission may reconsider the case.
- 5) No appeal shall be lodge against the order given regarding an application submitted requesting for re-consideration of the decision.

128. Cost of Litigation

The cost spent or incurred for calling witnesses or expert witnesses or other evidences during hearing case of disciplinary offense shall be covered by the party that applies for such evidence to be examined or heard.

129. Contents of the Decision

- 1) Decision of disciplinary offense shall contain the following substances:
 - (a) File number, name and signature of the members providing the decision and date of the decision;
 - (b) Full name and address of the accused;
 - (c) The disciplinary offense committed; plea of the accused and evidence;

- (d) keewwata Dambii kanaa irra darbame, sababa balleessaa yookiin bilisa itti jedhame, gosaafi hanga adabbii murtaa'ee;
 - (e) akkaataa adabbiin itti raawwatu;
 - (f) murtiin sagalee caalmaan yoo laatame, sababbii yaadan addaa itti bahamee; fi
 - (g) ajaja garagalchi murtii galmee seenaa dhuunfaa himatamaatiin akka walqabatu kennamu.
- 2) Murtiin balleessaa naamusaa haala ifaa ta'een gabaabbatee barreeffamuu qaba.

Kutaa Xiqqaa Shan

Adabbii Balleessaa Naamusaa fi Raawwii Isaa

130. Kaayyoo fi Raawwii Tarkaanfii Adabbii Balleessaa Naamusaa

- 1) Kaayyoon bu'uuraa adabbii balleessaa naamusa Abbaan Alangichaa balleessaa raawwate irraa akka of-sirreessuu fi gara fuulduraatti hojii isaa haala gaariidhaan raawwachuu akka danda'u gochuu, akkasumas kanneen biroo akka irraa baratan taasisuudha.
- 2) Abbaan Alangaa hojii isaarratti balleessaa naamusaa kamiyyuu raawwatu balleessaa isaatiin seera hariiroo hawaasaa fi seera yakkaatiin itti gaafatamummaan qabu akkuma eeggametti ta'ee, adabbiwwan Dambii kanaan tumaman kan irratti raawwataman ta'a.
- 3) Adabbiin sababa hir'ina naamusaatiin kennamu murtii mana murtii irraa kennamu osoo hin eegiin yookiin murtii kenname osoo hin hordofiin raawwatamuu ni danda'a.
- 4) Murtiin adabbii balleessaa naamusaa yeroo kennamu dhimmoota armaan gadii tilmaama keessa kan galche ta'uu qaba:
 - (a) miidhaa balleessaan naamusaa raawwatame hordofsiise;
 - (b) sadarkaa itti gaafatamummaa Abbaa Alangaa balleessaa naamusaa raawwate;

- (መ) የተላለፈው የዚህ ደንብ አንቀጽ፣ ጥፋተኛ ወይም ነጻ የተባለበት ምክንያት፣ የተወሰነው ቅጣት ዓይነትና መጠን፤
 - (ሠ) ቅጣቱ የሚወሰንበት ሁኔታ፤
 - (ረ) ውሳኔው በአብላጫ ድምጽ ከተሰጠ፣ በሃሳብ የመለየቱ ምክንያት፤ እና
 - (ሰ) የውሳኔው ግልባጭ ከተከሰቱ የግል ታሪክ ማህደር ጋር እንዲያያዝ የሚሰጠው ትዕዛዝ።
- 2) የዲ.ሲ.ፕ.ሲ.ን ጥፋት ውሳኔ ግልጽ በሆነ መልኩ በአጭሩ መጻፍ አለበት።

ንዑስ ክፍል አምስት

የዲ.ሲ.ፕ.ሲ.ን ጥፋት ቅጣት እና አፈጻጸሙ

130. የዲ.ሲ.ፕ.ሲ.ን ጥፋት ቅጣት እርምጃ ዓላማ እና አፈጻጸም

- 1) የዲ.ሲ.ፕ.ሲ.ን ጥፋት ቅጣት መሠረታዊ ዓላማ ዓቃቤ ሕጉ ከፈጸመው ጥፋት እራሱን እንዲያርም እና ለወደፊቱ ተግባሩን በጥሩ ሁኔታ ማከናወን እንዲችል ማድረግ፤ እንዲሁም ሌሎች ክርሱ እንዲማሩ ማድረግ ነው።
- 2) በሥራው ላይ ማንኛውንም የዲ.ሲ.ፕ.ሲ.ን ጥፋት የሚፈጽም ዓቃቤ ሕግ፣ ለጥፋቱ በፍትህ-ብሔርና በወንጀል ህግ ያለበት ተጠያቂነት እንደተጠበቀ ሆኖ፣ በዚህ ደንብ የተደነገጉት ቅጣቶችም የሚፈጸሙበት ይሆናል።
- 3) በዲ.ሲ.ፕ.ሲ.ን ጉድለት ምክንያት የሚሰጥ ቅጣት የፍርድ ቤት ውሳኔን ሳይጠበቅ ወይም የሚሰጠውን ውሳኔ ሳይከተል ሊፈጸም ይችላል።
- 4) የዲ.ሲ.ፕ.ሲ.ን ጥፋት ውሳኔ በሚሰጥበት ጊዜ የሚከተሉትን ጉዳዮች ከግምት ውስጥ ያስገባ መሆን አለበት፡-
 - (ሀ) የተፈጸመው የዲ.ሲ.ፕ.ሲ.ን ጥፋት ያስከተለው ጉዳት፤
 - (ለ) የዲ.ሲ.ፕ.ሲ.ን ጥፋት የፈጸመው ዓቃቤ ሕግ ደረጃ፤

- (d) Article of this regulation breached; reason for his being convicted or acquitted; type and extent of penalty decided;
 - (e) Manner of enforcement of the penalty;
 - (f) If decided in majority vote, reason for holding dissenting opinion; and
 - (g) Order given for the copy of the decision to be attached with the personal file of the accused.
- 2) Decision of disciplinary offense shall be written clearly and concisely.

Sub-Section Five

Penalty of Disciplinary Offense and Its Enforcement

130. Objectives and Enforcement of Disciplinary Measure

- 1) The basic objective of disciplinary penalty is to enable the public prosecutor reinstate himself from the offense he has committed and properly perform his duty in the future and to make others learn from it.
- 2) Without prejudice to the civil and criminal liability of the public prosecutor for any disciplinary offense he may commit on his duty, the penalties provided by this regulation shall be applicable to or enforced up on him.
- 3) Penalty imposed due to disciplinary problem may be enforced without waiting the decision to be rendered from the court or without pursuing the decision rendered.
- 4) The disciplinary penalty to be rendered shall take in to account the following issues:
 - (a) The damage caused by the disciplinary offense;
 - (b) Managerial position of the public prosecutor who has committed disciplinary offense;

- (c) Haala raawwii balleessaa naamusaa;
- (d) Raawwii hojii fi naamusa Abbaa Alangaa balleessaa naamusaa raawwatee;
- (e) Irra deddeebiin balleessaa naamusaa kan raawwatu ta'uufi dhabuu isaa;
- (f) Balleessaa naamusaa raawwateef gaabbuufi gaabbuu dhabuu isaa; fi
- (g) Dhimmoota biroo kanneen armaan olii waliin wal fakkaatan.

131. Gosoota Adabbii Balleessaa Naamusaa

- 1) Abbaan Alangaa bu'uura Dambii kanaatiin balleessaa naamusaatiin himatamee balleessaa qabaa-chuun isaa mirkanaa'è akkuma haala isaatti gosoota adabbii balleessaa naamusaa armaan gadiiti tarreeffaman keessaa tokkoo isaatiin kan adabamu ta'a:
 - (a) Adabbii gorsa afaanii barreeffamaan kennamu,
 - (b) Adabbii akeekkachiisa barreeffamaa;
 - (c) Adabbii miindaa hanga ji'a tokkoo;
 - (d) Adabbii miindaa ji'a tokkoo olii hanga ji'a lamaa;
 - (e) Adabbii sadarkaa mindaafi hojii irraa hanga sadarkaa lamaatti gadi buusuu yookiin dhorka mindaafi guddina dalgee hanga sadarkaa lamaa yookiin
 - (f) Adabbii hojiirraa gaggeessuu fi waggaa lamaaf (2) hayyama abukaatummaa akka hin arganne dhoorkuu.
- 2) Gosootni adabbii keewwata kana:
 - (a) Keewwata xiqqaa 1 (a) fi (b) jalatti tumaman balleessaa naamusaa salphaaf;
 - (b) Keewwata xiqqaa 1(c) fi (d) jalatti kan tumaman balleessaa naamusaa giddugaleessaaf; fi
 - (c) Keewwata xiqqaa 1 (e)fi (f) jalatti kan tumaman balleessaa naamusaa cimaaf kan kennaman ta'u.

- (ሐ) የዲ.ሲ.ፕ.ሲ.ን ጥፋቱ አፈጻጸም፤
- (መ) የዲ.ሲ.ፕ.ሲ.ን ጥፋቱን የፈጸመው ዓቃቤ ሕግ የሥራ አፈጻጸምና ሥነ-ምግባር፤
- (ሠ) በተደጋጋሚ የዲ.ሲ.ፕ.ሲ.ን ጥፋት የሚፈጽም መሆኑና አለመሆኑ፤
- (ረ) በፈጸመው የዲ.ሲ.ፕ.ሲ.ን ጥፋት መጸጸቱና አለመጸጸቱ፤ እና
- (ሰ) ከላይ ከተጠቀሱት ጋር ተመሳሳይ የሆኑ ሌሎች ጉዳዮች፡፡

131. የዲ.ሲ.ፕ.ሲ.ን ጥፋት ቅጣት ዓይነቶች

- 1) በዚህ ደንብ መሠረት በዲ.ሲ.ፕ.ሲ.ን ጥፋት ተከሶ ጥፋተኝነቱ የተረጋገጠ ዓቃቤ ሕግ እንደ ጉዳዩ ሁኔታ ከዚህ በታች ከተዘረዘሩት የዲ.ሲ.ፕ.ሲ.ን ጥፋት ቅጣት ዓይነቶች ውስጥ በአንዱ የሚቀጣይሆናል፡-
 - (ሀ) የቃል ግሣጼ ቅጣትን በጽሁፍ መስጠት፤
 - (ለ) የጽሁፍ ማስጠንቀቂያ ቅጣት፤
 - (ሐ) እስከ አንድ ወር የደመወዝ ቅጣት፤
 - (መ) ከአንድ ወር በላይ እስከ ሁለት ወር የደመወዝ ቅጣት፤
 - (ሠ) እስከ ሁለት የደመወዝና የሥራ ደረጃ ዝቅ ማድረግ ወይም እስከ ሁለት ደረጃ የደመወዝና አግድሞሽ ዕድገት ክልከላ ቅጣት፤ ወይም
 - (ረ) ከሥራ ማሰናበት እና ለሁለት (2) ዓመት የጥብቅና ፈቃድ መከልከል ቅጣት፡፡
- 2) የዚህ አንቀጽ፡-
 - (ሀ) ንዑስ አንቀጽ 1 (ሀ) እና (ለ) ሥር የተደነገጉት የቅጣት ዓይነቶች ለቀላል የዲ.ሲ.ፕ.ሲ.ን ጥፋት፤
 - (ለ) ንዑስ አንቀጽ 1 (ሐ) እና (መ) ሥር የተደነገጉት የቅጣት ዓይነቶች ለመካከለኛ የዲ.ሲ.ፕ.ሲ.ን ጥፋት፤ እና
 - (ሐ) ንዑስ አንቀጽ 1 (ሠ) እና (ረ) ሥር የተደነገጉት የቅጣት ዓይነቶች ለከባድ የዲ.ሲ.ፕ.ሲ.ን ጥፋት የሚሰጡ ይሆናሉ፡፡

- (c) Circumstance of committing the disciplinary offense;
- (d) Work performance and discipline of the public prosecutor who has committed disciplinary offense;
- (e) His being a recidivist of disciplinary offense or not;
- (f) Whether he feels repentance for committing disciplinary offense or not; and
- (g) Other similar issues with the above ones.

131. Types of disciplinary penalties

- 1) The public prosecutor who has been accused of disciplinary offense pursuant to this Regulation and proved to be guilty shall be punished with one of the types of disciplinary penalties listed below depending on the circumstance:
 - (a) Providing oral advice in writing;
 - (b) Written reprimand;
 - (c) Attachment of up to one month salary;
 - (d) Attachment of above one month salary which may reach two month's salary;
 - (e) Demotion up to two levels from salary and job or denial of salary and horizontal promotion up to two levels; or
 - (f) Penalty of dismissal from duty and prohibiting advocate license for two (2) years.
- 2) The types of penalties provided:
 - (a) Under sub article 1 (a) and (b) are imposed for petty disciplinary offenses;
 - (b) Under sub article 1 (c) and (d) are imposed for medium disciplinary offenses; and
 - (c) Under sub article 1 (e) and (f) are imposed for grave disciplinary offenses.

132. Raawwii Adabbii Balleessaa Naamusaa

- 1) Murtiin qaama murtii balleessaa naamusaa kennuun murtaa'è akkaataa murtiin itti raawwatamu, guyyaa raawwiin eegaluu fi qaama raawwachiisu ibsuu qaba.
- 2) Waajjirri Gumii murtiin balleessaa naamusaa raawwatamaa jiraachuu isaa ni hordofa; raawwatamee xumuramuu isaa ni mirkaneessa.
- 3) Adabbiin mindaa murtaa'è bu'uura murtii kennameetiin ji'a ji'aan dhuma ji'aa irratti miindaa irraa harka tokko sadaffaa (1/3) kan hin caalle muramee mootummaaf galii akka ta'u godhamuu qaba. Adabbiin mindaa kan raawwatamu hanga mindaa himatamaa isa yeroo murtiin kenname inni argatu irratti ta'a.
- 4) Rawwiin murtii adabbii balleessaa naamusaa darbiinsa yerootiin hin ittifamu.
- 5) Murtiin raawwii irra jiru yookiin raawwatame, ol iyyannoon ilaalame yoo diigame yookiin fooyya'è inni raawwatame iddoo duraatti akka deebi'u ni taasifama.
- 6) Abbaan Alangaa hojiirraa akka gaggeeffamu murtaa'è, mindaan isaa dhaabbatee battalumatti hojiirraa akka gaggeeffamu ni taasifama.
- 7) Abbaan Alangaa balleessaa naamusaa raawwatee adabame hanga moggaafamutti guddina olee yookiin dalgee yookiin gaggeessummaa yookiin muudama kamiyyuu irratti dorgomuu hin danda'u.

132. የዲ.ሲ.ፕ.ሲ.ን ጥፋት ቅጣት አፈጻጸም

- 1) የዲ.ሲ.ፕ.ሲ.ን ጥፋት ውሳኔ በሚሰጠው አካል የተወሰነ ውሳኔ የውሳኔውን አፈጻጸም፣ አፈጻጸሙ የሚጀመርበትን ቀንና የሚያስፈጽመውን አካል መግለጽ አለበት።
- 2) የጉባኤው ጽህፈት ቤት የዲ.ሲ.ፕ.ሲ.ን ጥፋት ውሳኔው እየተፈጸመ መሆኑን ይከታተላል፤ ተፈጽሞ መጠናቀቁንም ያረጋግጣል።
- 3) የተወሰነው የደመወዝ ቅጣት በተሰጠው ውሳኔ መሠረት በየወሩ መጨረሻ ላይ ከደመወዙ አንድ ሦስተኛው (1/3) የማይበልጥ እየተቆረጠ ለመንግስት ገቢ እንዲሆን መደረግ አለበት። የደመወዝ ቅጣት የሚፈጸመው ውሳኔው በተሰጠበት ጊዜ ተከግሎ በሚያገኘው የደመወዝ መጠን ላይ ይሆናል።
- 4) የዲ.ሲ.ፕ.ሲ.ን ጥፋት ቅጣት ውሳኔ አፈጻጸም በይርጋ ጊዜ አይታገድም።
- 5) በአፈጻጸም ላይ ያለ ወይም የተፈጸመ ውሳኔ በይግባኝ ታይቶ ከፈረሰ ወይም ከተሻሻለ የተፈጸመው ውሳኔ ወደነበረበት ቦታ እንዲመለስ ይደረጋል።
- 6) ከሥራው እንዲሰናበት የተወሰነበት ዓቃቤ ሕግ፣ ደመወዙ ቆሞ ወዲያውኑ ከሥራ እንዲሰናበት ይደረጋል።
- 7) የዲ.ሲ.ፕ.ሲ.ን ጥፋት ፈጽሞ የተቀጣ ዓቃቤ ሕግ እስከሚሰየም ድረስ ማንኛውም የወደ ላይ ወይም የአገድሞሽ ዕድገት ወይም አመራርነት ወይም ሹመት ላይ መወዳደር አይችልም።

132. Enforcement of Disciplinary Penalties

- 1) Decision rendered by the body rendering decisions of disciplinary offenses shall disclose the manner of enforcing the decision, date of starting the enforcement and body enforcing the decision.
- 2) The office of Commission shall follow up the enforcement process of decision of disciplinary offense; ensure the completion of its enforcement.
- 3) Penalty imposed on salary shall be performed in accordance with the decision by withholding the amount not exceeding one third (1/3) of the salary at the end of each month and be made to be deposited to the government. Penalty imposed on salary shall be applied on the amount of salary that the accused earns by the time of decision passed on him.
- 4) Enforcement of disciplinary decisions shall not be barred by period of limitation.
- 5) Where the decision pending on enforcement or already enforced decision is reversed or altered through appeal, the already enforced decision shall be made to be reinstated.
- 6) The public prosecutor penalized with dismissal from duty shall his salary be terminated and be forthwith dismissed from duty.
- 7) The public prosecutor punished for committing disciplinary offense shall not compete on any vertical or horizontal promotion or leadership or appointment till he is reinstated.

133. Waa'ee Ragaa Hojii yookiin Qul-qullinaa Kennuu

- 1) Abbaan Alangaa badii naamusaatiin qorannoon irratti gaggeeffamaa jiru yookiin badii naamusaan himatamee jiru fedhii isaatiin hojii yoo gadilakkise dhimmichi osoo murtii hin argatiin ragaan hojii fi waraqaan qulqullinaa hin kennamuuf.
- 2) Abbaan Alangaa badii naamusaatiin adabamee, garuu akkataa dambii kana keessatti tumameen hin moggaafamne, ragaa hojii yoo gaafatee gosti badii naamusichaa adda bahee caqafamee ni kennamaaf.
- 3) Qaamni alaa gaaffii Abbaa Alangichaatiin waa'ee badii naamusichaa gadifageenyaan barbaadeef garuu badiin naamusichaa maal akka ta'e, murtii badiin naamusaa kennee fi adabbiin itti murtaa'e haala ifaa ta'een caqafamee kan kennamuuf ta'a.

134. Waa'ee Kuusaa Balleessaa Naamusaa

- 1) Murtiin balleessaa naamusaa kuusaa (rikkoordii) balleessaa namusaa ta'ee Abbaa Alangichaa irratti ni lakkaawwama.
- 2) Keewwata kana keewwata xiqqaa (1) jalatti kan tumame jiraatus, murtiiwwan balleessaa naamusaa armaan gadii akka kuusaatti hin lakkawwaman.
 - (a) Murtii balleessaa naamusaa akkaataa Dambii kanaatiin moggaafamni irratti taasifame.
 - (b) Dhimma balleessaa naamusaa deemsa qorannaa yookiin himannaa irra jiru.
- 3) Murtiin balleessaa naamusaa kennee kamiyyuu galmee dhuunfaa Abbaa Alangichaan wal qabatee taa'uu qaba.
- 4) Dhimmi balleessaa naamusaa qorannoo irra jiru yookiin himannaa irra jiru kuusaa galmee dhuunfaa Abbaa Alangichaatiin wal hin qabsiifamu. Abbaan Alangichaa kuusaa balleessaa naamusaa akka qabutti hin lakkaa'amu.

133. የሥራ ማስረጃ ወይም ክሊራንስ ወረቀት ሥለመስጠት

- 1) የዲ.ሲ.ፕ.ሲ.ን ጥፋት ምርመራ እየተደረገበት ያለ ወይም በዲ.ሲ.ፕ.ሲ.ን ጥፋት የተከሰሰ ዓቃቤ ሕግ በፍላጎቱ ሥራ ከለቀቀ ጉዳዩ ውሳኔ ሳይሆን የሥራ ማስረጃ ወይም ክሊራንስ ወረቀት አይሰጠውም።
- 2) በዲ.ሲ.ፕ.ሲ.ን ጥፋት ተቀጥቶ ነገር ግን በዚህ ደንብ ውስጥ በተደነገገው መሠረት ያልተሰየመ ዓቃቤ ሕግ የሥራ ማስረጃ ከጠየቀ የዲ.ሲ.ፕ.ሲ.ን ጥፋቱ ዓይነት ተለይቶ ተጠቅሶ ይሰጠዋል።
- 3) በዓቃቤ ሕጉ ጥያቄ ስለዲ.ሲ.ፕ.ሲ.ን ጥፋቱ በጥልቀት ማወቅ ለማወቅ ለራሱን የውጭ አካል ግን የዲ.ሲ.ፕ.ሲ.ን ጥፋቱ ምን እንደሆነ የተሰጠውን የዲ.ሲ.ፕ.ሲ.ን ጥፋት ውሳኔ እና የተወሰነበት ቅጣት ግልጽ በሆነ መልኩ ተጠቅሶ የሚሰጠው ይሆናል።

134. ስለዲ.ሲ.ፕ.ሲ.ን ጥፋት ሪከርድ

- 1) በዓቃቤ ሕጉ ላይ የተሰጠ የዲ.ሲ.ፕ.ሲ.ን ጥፋት ውሳኔ የዲ.ሲ.ፕ.ሲ.ን ጥፋት ሪከርድ ሆኖ ይቆጠርበታል።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ (1) ሥር የተደነገገው ቢኖርም፣ የሚከተሉት የዲ.ሲ.ፕ.ሲ.ን ጥፋት ውሳኔዎች እንደ ሪከርድ አይቆጠሩም፡-
 - (ሀ) በዚህ ደንብ መሠረት መሰየም የተደረገበት የዲ.ሲ.ፕ.ሲ.ን ጥፋት ውሳኔ፤
 - (ለ) በምርመራ ወይም በክስ ሒደት ላይ ያለ የዲ.ሲ.ፕ.ሲ.ን ጥፋት ጉዳይ።
- 3) ማንኛውም የተሰጠ የዲ.ሲ.ፕ.ሲ.ን ጥፋት ውሳኔ ከዓቃቤ ሕጉ የግል ማህደር ጋር ተያይዞ መቀመጥ አለበት
- 4) በምርመራ ወይም በክስ ላይ ያለ የዲ.ሲ.ፕ.ሲ.ን ጥፋት ጉዳይ ከዓቃቤ ሕጉ የግል ማህደር ጋር አይያያዝም። ዓቃቤ ሕጉም የዲ.ሲ.ፕ.ሲ.ን ጥፋት ሪከርድ እንዳለበት አይቆጠርም።

133. Providing Evidences of Work Experience or Clearance

- 1) The public prosecutor whose investigation for committing disciplinary offense is pending or is accused for committing disciplinary offense voluntarily resigns his duty, he shall not be provided with evidence of work experience and clearance before the case is decided.
- 2) The public prosecutor who is penalized in disciplinary offense but not designated as provided under this regulation requests for evidence of work experience, he shall be provided with such evidence by stating the particular type of his disciplinary offense.
- 3) For external body requiring the details of the disciplinary offense with the request of the public prosecutor; however, it shall be provided with such evidence by stating the type of disciplinary offense, disciplinary decision rendered and the penalty imposed on him.

134. Record of Disciplinary Offense

- 1) Decision of disciplinary offense shall be raised or considered as a record of disciplinary offense on the public prosecutor.
- 2) Without prejudice to sub Article (1) of this Article, the following disciplinary decisions shall not be raised or considered as record:
 - (a) Disciplinary decision on which reinstatement is made in accordance with this regulation;
 - (b) A disciplinary offense case which is on the process of investigation or charge.
- 3) Any disciplinary decision rendered shall be kept attached with the personal records of the public prosecutor.
- 4) A disciplinary offense case which is on the process of investigation or charge shall not be attached with the personal records of the public prosecutor. The public prosecutor as well shall not be considered as he has a record.

135. Yeroo Rikkoordii Adabbii Balleessaa Naamusaa

- 1) Adabbiin balleessaa naamusaa cimaan guyyaa murtaa’e irraa kaasee waggaa lama(2);
- 2) Adabbiin balleessaa naamusaa giddu-galeessi guyyaa murtaa’e irraa kaasee waggaa tokko(1); fi
- 3) Adabbiin balleessaa naamusaa salphaan guyyaa murtaa’e irraa kaasee ji’a jaha(6) booda akka rikardiitti Abbaa Alangichaa irratti hin qabamu.

136. Deemsa Moggaafamuu

- 1) Abbaan Alangaa akkaataa Dambii kanaatiin balleessaa naamusaan adabame gaaffii moggaafamuu dhiyeffachuu ni danda’a.
- 2) Gaaffiin moggaafamuu kan dhiyaatu guyyaa murtiin adabbii kenname irraa eegalee balleessaa naamusaa salphaan ji’a jaha(6) booda, balleessaan naamusaa giddu-galeessi waggaa tokko (1) booda fi balleessaa naamusaa cimaan waggaa lama(2) booda ta’a.
- 3) Abbaan Alangaa balleessaawwan naamusaa addaa addaatiin adabame gaaffii moggaafamuu yoo dhiyeesse, yeroon gaaffii moggaafamuuf dhiyaachuu kan herregamu haala armaan gadiitiin ilaalamee ta’a:
 - (a) balleessaawwan itti adabame balleessaa naamusaa cimaa fi giddu-galeessa yoo ta’e, balleessaa isa cimaatu ilaalama.
 - (b) balleessaawwan itti adabame balleessaa naamusaa giddu-galeessaa fi salphaa yoo ta’e, balleessaa isa giddu-galeessatu ilaalama.
 - (c) balleessaawwan itti adabame balleessaa naamusaa cimaa, giddu-galeessaafi salphaa yoo ta’e, balleessaa isa cimaatu ilaalama.
 - (d) balleessaawwan naamusaa gosa addaa addaa yeroo addaa addaatti kan adabame yoo ta’e, moggaafamaaf yeroo irra caalaa fuulduratti hafutu ilaalama.

135. የዲ.ሲ.ፕ.ሊ.ን ጥፋት ቅጣት ሪከርድ ጊዜ

- 1) ከባድ የዲ.ሲ.ፕ.ሊ.ን ጥፋት ቅጣት ከተወሰነበት ቀን ጀምሮ ከሁለት (2) ዓመት፤
- 2) መካከለኛ የዲ.ሲ.ፕ.ሊ.ን ጥፋት ቅጣት ከተወሰነበት ቀን ጀምሮ ከአንድ (1) ዓመት፤ እና
- 3) ቀላል የዲ.ሲ.ፕ.ሊ.ን ጥፋት ቅጣት ከተወሰነበት ቀን ጀምሮ ከስድስት (6) ወር በኋላ በዓቃቤ ሕጉ ላይ እንደ ሪከርድ አይያዝም።

136. የመሰየም አካሄድ ሥርዓት

- 1) በዚህ ደንብ መሠረት በዲ.ሲ.ፕ.ሊ.ን ጥፋት የተቀጣ ዓቃቤ ሕግ የመሰየም ጥያቄ ሊያቀርብ ይችላል።
- 2) የመሰየም ጥያቄ የሚቀርበው የቅጣት ውሳኔ ከተወሰነበት ቀን ጀምሮ ቀላል የዲ.ሲ.ፕ.ሊ.ን ጥፋት ከስድስት (6) ወር በኋላ፣ መካከለኛ የዲ.ሲ.ፕ.ሊ.ን ጥፋት ከአንድ (1) ዓመት በኋላ እና ከባድ የዲ.ሲ.ፕ.ሊ.ን ጥፋት ቅጣት ከሁለት (2) ዓመት በኋላ ይሆናል።
- 3) በተለያዩ የዲ.ሲ.ፕ.ሊ.ን ጥፋቶች የተቀጣ ዓቃቤ ሕግ የመሰየም ጥያቄ ካቀረበ ለመሰየም የሚቀርበው ጥያቄ የሚሰላው በሚከተለው ሁኔታ ታይቶ ይሆናል፡-
 - (ሀ) የተቀጣጣቸው ጥፋቶች ከባድና መካከለኛ የዲ.ሲ.ፕ.ሊ.ን ጥፋት ከሆነ፣ ከባዱ የዲ.ሲ.ፕ.ሊ.ን ጥፋት ይታያል፤
 - (ለ) የተቀጣጣቸው ጥፋቶች መካከለኛና ቀላል የዲ.ሲ.ፕ.ሊ.ን ጥፋት ከሆነ፣ መካከለኛው የዲ.ሲ.ፕ.ሊ.ን ጥፋት ይታያል፤
 - (ሐ) የተቀጣጣቸው ጥፋቶች ከባድ፣ መካከለኛና ቀላል የዲ.ሲ.ፕ.ሊ.ን ጥፋት ከሆነ፣ ከባዱ የዲ.ሲ.ፕ.ሊ.ን ጥፋት ይታያል፤
 - (መ) በተለያዩ የዲ.ሲ.ፕ.ሊ.ን ጥፋት ዓይነቶች በተለያዩ ጊዜ የተቀጣ ከሆነ፣ ለመሰየም የበለጠ ጊዜ ወደፊት የሚቀረው ይታያል፤

135. Duration of Disciplinary Penalty Record

- Penalty shall not be registered as a record on the public prosecutor after:
- 1) Two (2) years from the date of the decision for penalty of grave disciplinary offense;
 - 2) One (1) year from the date of the decision for penalty of medium disciplinary offense; and
 - 3) Six (6) months from the date of the decision for penalty of petty disciplinary offense.

136. Reinstatement Procedures

- 1) The public prosecutor punished for committing disciplinary offense may apply for reinstatement.
- 2) Application for reinstatement shall be submitted after six (6) months from the date of the decision of penalty for petty disciplinary offense, after one (1) year for medium disciplinary offense and after two (2) years from the date of the decision of penalty for grave disciplinary offense.
- 3) If the public prosecutor applies for reinstatement being penalized for committing various disciplinary offenses, the period presented for reinstatement shall be calculated being considered as follows:
 - (a) Where the offenses he is penalized of are grave and medium disciplinary offenses, the grave disciplinary offense shall be considered;
 - (b) Where the offenses he is penalized of are medium and petty disciplinary offenses, the medium disciplinary offense shall be considered;
 - (c) Where the offenses he is penalized of are grave, medium and petty disciplinary offenses, the grave disciplinary offense shall be considered;
 - (d) Where he is penalized for committing various disciplinary offenses at various times, the one which is remained with longer period in the future shall be considered for reinstatement;

- (e) balleessaawwan naamusaa addaa addaa, garuu ammoo gosa tokkoon kan adabame yoo ta'e, isa yeroo dhiyootu ilaalama.
- 4) Gaaffiin moggaafamuu Gumii murticha kennetti dhiyaatee kan murtii argatu ta'a.
- 5) Gaaffiin moggaafamuu fudhataama argachuu kan danda'u, ulaagaa armaan gadii hunda guutee yoo argame qofaadha.
- (a) Adabbichi yeroo fi akkaataa kaa'ameen rawwatamuun isaa yoo mirkanna'aa;
- (b) Yeroon gaaffii moggaafamuuf taa'e kan xumurame ta'uun isaa yoo mirkanna'aa;
- (c) Erga murtiin adabbii kennamnee booda iyyanni balleessaa naamusaa biraa irratti kan hin dhiyaanne, qorannoon balleessaa naamusaa kan irratti hin eegalle, himannaa balleessaa naamusaa kan hin qabne ta'uufi adabbiin balleessaa naamusaa kan biroo kan irra hin jirre ta'uun isaa yoo mirkanna'aa fi
- (d) Amalli Abbaa Alangichaa fooyya'uu isaa ragaan agarsiisu yoo dhiyaatedha.
- 6) Kan keewwata kana keewwata xiqqaa 5(a) hanga (d)tti tumame jiraatus, Abbaan Alangaa hojii irraa gaggeeffame ulaagaa moggaafamuu keewwata kana keewwata xiqqaa 5(b) jalatti tumame guutee yoo argame ni moggaafama.
- 7) Abbaan Alangaa gaaffii moggaafamuu dhiyeessee gaaffiin isaa sababa ulaagaa hin guunneen kufaa jalaa ta'e, yeroo ulaagicha guute kamittuu irra deebi'ee gaaffii isaa dhiyeeffachuu ni danda'a.
- 8) Murtiin moggaafamuu kennamu Abbaa Alangaa gaaffii dhiyeesseef garagalfamee ni kennama; galmee dhuunfaa isaa waliinis akka wal-qabatu ni taasifama.

- (ሠ) የተለያዩ የዲ.ሲ.ፕሊ.ን ጥፋቶች፣ ግን ደግሞ በአንዱ ዓይነት የተቀጣ ከሆነ የቅርብ ጊዜው ይታያል።
- 4) የመሰየም ጥያቄ ውሳኔውን ለሰጠው ጉባኤ ቀርቦ ውሳኔ የሚያገኝ ይሆናል።
- 5) የመሰየም ጥያቄ ተቀባይነት ሊያገኝ የሚችለው የሚከተለውን መስፈርት በሙሉ አሟልቶ ከተገኘ ብቻ ነው።
- (ሀ) ቅጣቱ በተቀመጠው ጊዜና አካሄድ መፈጸሙ ከተረጋገጠ፤
- (ለ) ለመሰየም ጥያቄ የተቀመጠው ጊዜ የተጠናቀቀ መሆኑ ከተረጋገጠ፤
- (ሐ) የቅጣት ውሳኔ ከተሰጠ በኋላ ሌላ የዲ.ሲ.ፕሊ.ን ጥፋት ጥቆማ ያልቀረበበት፣ የዲ.ሲ.ፕሊ.ን ጥፋት ምርመራ ያልተጀመረበትና የዲ.ሲ.ፕሊ.ን ጥፋት ክስ የሌለበት መሆኑ እና ሌላ የዲ.ሲ.ፕሊ.ን ጥፋት ቅጣት የሌለበት መሆኑ ከተረጋገጠ፤ እና
- (መ) የዓቃቤ ሕግ ፀባይ መሻሻሉን የሚያሳይ ማስረጃ ከቀረበ ነው።
- 6) በዚህ አንቀጽ ንዑስ አንቀጽ 5 (ሀ) እስከ (መ) ሥር የተደነገገው ቢኖርም፣ ከሥራ የታገደው ዓቃቤ ሕግ በዚህ አንቀጽ ንዑስ አንቀጽ 5 (ለ) ሥር የተደነገገውን መስፈርት አሟልቶ ከተገኘ ይሰየማል።
- 7) ያቀረበው የመሰየም ጥያቄ መስፈርቱን ባለማሟላቱ ምክንያት ውድቅ የሆነበት ዓቃቤ ሕግ፣ መስፈርቱን በሚያሟላበት በማንኛውም ጊዜ ጥያቄውን በድጋሚ ሊያቀርብ ይችላል።
- 8) የሚሰጠው የመሰየም ውሳኔ ኮፒ ጥያቄውን ላቀረበው ዓቃቤ ሕግ ይሰጣል፡ ፡ ከግል ማህደሩ ጋርም እንዲያያዝ ይደረጋል።

- (e) Where he is accused for committing various disciplinary offenses; but penalized in one type, the latest one shall be considered.
- 4) The application for reinstatement shall be submitted to and decided by the Commission that rendered the decision.
- 5) The application for reinstatement may be accepted only if it fulfills all the following criteria:
- (a) Where the penalty is proved to be executed as per the time and manner it is ordered or provided;
- (b) Where the period for reinstatement is proved to be completed;
- (c) Where it is proved that no other accusation of disciplinary offense is brought, an investigation of disciplinary offense is initiated on him, he has no other charge and penalty of disciplinary offense after decision of imposing penalty; and
- (d) Where evidence indicating the betterment of the conduct of the public prosecutor is presented.
- 6) Notwithstanding to the provision under sub Article 5 (a)-(d) of this Article, if the public prosecutor dismissed from duty is found to meet the reinstatement criteria provided under sub Article 5 (b) of this Article, he shall be reinstated.
- 7) The public prosecutor who applied for reinstatement and whose application is not accepted for failing to meet the criteria may re-apply at any time he meets such criteria.
- 8) The decision to be rendered for reinstatement shall be copied and given to the public prosecutor who has applied for same. It shall also be attached with his personal file.

9) Abbaan Alangaa gaaffiin mog-gaafamuu isaa fudhatama argate guyyaa moggaafame irraa kaasee akka nama balleessaa naamusaa hin raawwanneetti fudhatamee riikoordiin isaa guutummaatti kan haqamuuf ta'a. Abbaan Al-angichaas balleessaa naamusaa irraa qulqulluu akka ta'etti lak-kaa'ama.

9) የመሰየም ጥያቄው ተቀባይነት ያገኘለት ዓቃቤ ሕግ፣ ከተሰየመበት ቀን ጀምሮ የዲ.ሲ.ፕ.ሲ.ን ጥፋት እንዳልፈጸመ ተወስዶ ሪከርዱ ሙሉ በሙሉ የሚሰረዘለት ይሆናል። ዓቃቤ ሕጉ ከዲ.ሲ.ፕ.ሲ.ን ጥፋት ነጻ እንደሆነ ይቆጠራል።

9) the public prosecutor whose application for reinstatement is accepted shall, from the date of his reinstatement be considered as a person who has not committed disciplinary offense and his record shall be fully cancelled. The public prosecutor shall also be treated as he is free of disciplinary offense.

Kutaa Kudhan

Waa'ee Ol 'iyyannoo

137. Qaama Ol'iyyannoo Ilaaluuf Aangoo Qabu

- 1) Gumiin Waliigalaa komii akkaataa armaan gadiitiin isaaf dhiyaatu ol'iyyannoon ilaaluuf aangoo ni qabaata:
 - (a) dhimma Gumiin Naannoo sadarkaa duraatiin ilaalee murtii kenne irratti komii dhiyaatu; yookiin
 - (b) dhimma Gumiin Naannoo sadarkaa ol'iyyannootiin ilaalee murtii kenne irratti komii dhiyaatu.
- 2) Gumiin Naannoo dhimma Gumiin Godinaa sadarkaa duraatiin ilaalee murtii kenne irratti komii dhiyaatu aangoo ol'iyyannoon ilaalu ni qabaata.
- 3) Komiin ol' iyyannoo dhiyaatu barreeffamaan ta'ee, guyyaa murtiin kenname yookiin murtii kennamuu beeke irraa kaasee guyyoota hojii soddoma(30) keessatti qaama aangoo qabutti dhiyaachuu qaba.
- 4) Keewwata kana keewwata xiqqaa (3) jalatti kan tumame jiraatus, sababa humnaa ol ta'een daangaa yeroo kaa'ame keessatti qaamni ol'iyyata dhiyaaffachuu hin dandeenye guyyoota hojii kudha shan(15) keessatti ragaa gahaafi amansiisaa ta'een deeggaree Gummii ol'iyyaticha ilaaluuf aangoo qabutti iyyata dhiyeffachuu ni danda'a.

ክፍል አሥር

ስለ ይግባኝ

137. ይግባኝ የማየት ሥልጣን ያለው አካል

- 1) ጠቅላላ ጉባኤው እንደሚከተለው የሚቀርብለትን ቅሬታ የማየት ሥልጣን አለው፡-
 - (ሀ) የክልል ጉባኤው በመጀመሪያ ደረጃ ሥልጣኑ አይቶ የሰጠውን ውሳኔ በመቃወም የሚቀርብ ቅሬታ ጉዳይን፤ ወይም
 - (ለ) የክልል ጉባኤው በይግባኝ ደረጃ አይቶ የሰጠውን ውሳኔ በመቃወም የሚቀርብ ቅሬታን፡፡
- 2) የክልል ጉባኤ የዞን ጉባኤው በመጀመሪያ ደረጃ ሥልጣኑ አይቶ የሰጠውን ውሳኔ በመቃወም የሚቀርብ ቅሬታ ጉዳዩን በይግባኝ የማየት ሥልጣን ይኖረዋል።
- 3) የይግባኝ ቅሬታ የሚቀርበው በጽሁፍ ሆኖ፣ ውሳኔው ከተሰጠበት ቀን ወይም ውሳኔው መሰጠቱን ካወቀበት ቀን ጀምሮ ባሉት ሰላሣ (30) የስራ ቀናት ውስጥ ሥልጣን ላለው አካል መቅረብ አለበት።
- 4) በዚህ አንቀጽ ንዑስ አንቀጽ (3) ሥር የተደነገገው ቢኖርም ከአቅም በላይ በሆነ ምክንያት በተቀመጠው የጊዜ ገደብ ውስጥ ይግባኙን ማቅረብ ያልቻለ አካል በአስራ አምስት (15) የሥራ ቀናት ውስጥ አቤቱታውን በበቂ እና አሳማኝ ምክንያት በማስደገፍ ይግባኙን የማየት ሥልጣን ላለው ጉባኤ ማቅረብ ይችላል።

Section Ten

Appeal

137. Body Having Jurisdiction to Try Appeal

- 1) The General Commission shall have jurisdiction to try in appeal the claim lodged to it as follows:
 - (a) Claim lodged against the case tried and decided by the Regional Commission in its first instance jurisdiction; or
 - (b) Claim lodged against the case decided by the Regional Commission in its appellate jurisdiction.
- 2) The Regional Commission shall have jurisdiction to try in appeal the claim lodged against the case tried and decided by the Zone Commission in its first instance jurisdiction.
- 3) Appeal shall be lodged in writing; and shall be lodged to the body having jurisdiction within thirty (30) working days from the date of the decision or from the date he is aware of the decision given.
- 4) Notwithstanding to the provision under sub Article (3) of this Article, the party that fails to lodge an appeal due to reason which is beyond his control, he may present his application substantiated by sufficient and convincing evidence to the Commission having jurisdiction to try the appeal within fifteen (15) working days.

- 5) Gumiin ol'iyanni isaaf dhiyaate qabxii komii ol'iyannoo sirnaan xiinxaluun tarkaanfii armaan gadii fudhachuu ni danda'a.
- (a) Murtichi hanqina hin qabu jedhee yoo amane komii dhiyaate kufaa gochuun galmee cufuu;
- (b) Murtichi hanqina qabaachuu isaa yoo hubateefi deebii yookiin yaada itti kennuun barbaachisaadha jedhee yoo amane, deebii kennaan deebii yookiin yaada akka itti kennu taasisuu;
- (c) Murtichi hanqina qabaachuu isaa hubatee, garuu deebi kenna waamuun barbaachisaa miti jedhee yoo amane, dhimmicha xiinxalee murtii kennuu;
- (d) Murtii jalatti kenname cimsuu, diiguu yookiin fooyyessuu;
- (e) Gumiin dhimmicha sadarkaa duraatiin ilaale, qabxiin osoo hin qulqulleessiin bira darbe yoo jiraateefi qabxicha qulqulleessuun barbaachisaadha jedhee yoo itti amane, Gumiin murtii kenne qabxicha irra deebi'ee qulqulleessee murtii itti fakkaate akka kennu yookiin qabxicha qulqulleessee akka isaaf ergu ajajaan gadi deebisuu ni danda'a.
- 6) Murtii Gumiin Waliigalaa kenne dogoggora bu'uura seeraa qaba jedhee qaamni murtii kenname irratti komii qabu erga murtiin kennamee guyyoota hojii jahaatama(60) keessatti Mana Murtii Waliigalaa Oromiyaa Dhaddacha Ijibbaataatti komii isaa dhiyeffachuu ni danda'a.

- 5) ይግባኙ የቀረበለት ጉባኤ የይግባኝ ቅሬታውን በአግባቡ በመመርመር የሚከተለውን እርምጃ ሊወስድ ይችላል፡-
 - (ሀ) ውሳኔው ጉድለት የለውም ብሎ ካመነ የቀረበውን ቅሬታ ውድቅ በማድረግ መዘገቡን መዘጋት፤
 - (ለ) ውሳኔው ጉድለት እንዳለው ከተረዳ እና መልስ ወይም ሃሳብ መስጠት አስፈላጊ ነው ብሎ ካመነ መልስ ሰጪው መልስ ወይም ሃሳብ እንዲሰጥበት ማድረግ፤
 - (ሐ) ውሳኔው ጉድለት እንዳለው ተረድቶ ግን ደግሞ መልስ ሰጪውን መጥራት አስፈላጊ አይደለም ብሎ ካመነ ጉዳዩን በመመርመር ውሳኔ መስጠት፤
 - (መ) ከሥር ጉባኤ የተሰጠን ውሳኔ ማጽናት፤ ማፍረስ ወይም ማሻሻል፤
 - (ሠ) በመጀመሪያ ደረጃ ሥልጣኑ ጉዳዩን ያየው ጉባኤ ሃያጣራው ያለፈው ነጥብ ካለ እና ይህን ነጥብ ማጣራት አስፈላጊ ነው ብሎ ካመነ ውሳኔውን የሰጠው ጉባኤ ነጥቡን አንደገና መርምሮ የሚመስለውን ውሳኔ እንዲሰጥ ወይም ነጥቡን አጣርቶ እንዲልክለት በማዘዝ ወደታች ሊመልሰው ይችላል፡፡
- 6) ጠቅላላ ጉባኤው የሰጠው ውሳኔ መሠረታዊ የህግ ስህተት አለው በማለት በተሰጠው ውሳኔ ላይ ቅሬታ ያለው ወገን ቅሬታውን ውሳኔው ከተሰጠ ባሉት ስልጣን (60) የሥራ ቀናት ውስጥ ለአርማያ ጠቅላይ ፍርድ ቤት ሰበር ሰሚ ችሎት ሊያቀርብ ይችላል፡፡

- 5) The Commission to which the appeal is brought shall properly examine the claims of the appeal and may take the following measures:
 - (a) Where it believes that the decision has no problem, to quash the claim lodged and close the file;
 - (b) Where it realizes that the decision has a problem and believes that it needs a response or opinion, to cause the respondent provides his response;
 - (c) Where it realizes that the decision has a problem but believes that there is no need to call the respondent, to examine the issue deeply and render decision;
 - (d) To maintain, reverse or modify the lower decision;
 - (e) Where it discovers an issue that the Commission which tried the case in its first instance level has missed and it believes that is necessary to examine such issue, it may order for return of the file to the Commission that rendered the decision to re-examine the issue and render decision it thinks appropriate or to re-investigate the issue and send back to it.
- 6) The party objecting the decision rendered by the General Commission claiming that it has basic error of law may lodge its claim to the cassation bench of Oromia Supreme Court within sixty (60) working days after the date of the decision.

Kutaa Kudha Tokko

Gurmaa'ina Gumii Bulchiinsa Abbootii Alangaa fi Waajjira Gumii 138. Miseensota Gumii Waliigalaa

- 1) Miseensonni Gumii Waliigalaa kanneen armaan gadii ta'u:
 - (a) Abbaa Alangaa Waliigalaa-----Walitti qabaa;
 - (b) Itti Aanaa Abbaa Alangaa Waliigalaa fi Hoogganaa Damee Tajaajila Seeraa-----Itti aanaa walitti qabaa;

ክፍል አስራ አንድ

የዓቃቤያነ ሕግ አስተዳደር ጉባኤ እና የጉባኤ ጽሕፈት ቤት አደረጃጀት

138. የጠቅላላ ጉባኤ አባላት

- 1) የጠቅላላ ጉባኤ አባላት የሚከተሉት ይሆናሉ፡-
 - (ሀ) ጠቅላይ ዓቃቤ ሕግ-----ሰብሳቢ፤
 - (ለ) ምክትል ጠቅላይ ዓቃቤ ሕግና የህግ አገልግሎት ዘርፍ ሃላፊ-----ምክትል ሰብሳቢ፤

Section Eleven

Organization of the Public Prosecutors Administration Commission and Office of the Commission

138. Members of General Commission

- 1) Members of the General Commission shall be the following:
 - (a) Attorney General-----Chairperson;
 - (b) Deputy Attorney General and Head of Legal Service Branch-----Deputy Chairperson;

- (c) Daayirektara Daayirektoreetii Yakkoota Adda Addaa-----
-----Miscensaa;
- (d) Daayirektara Daayirektoreetii Qo'annoo, Wixinee fi Hubannoo Seeraa-----Miscensaa;
- (e) Daayirektara Daayirektoreetii Yakkoota Malaammaltummaafi Taaksii-----Miscensaa;
- (f) Daayirektara Daayirektoreetii Idileessuu Korniyaa, Daa'immanii fi Dargaggootaa.....
miscensaa;
- (g) Abbaa Alangaa Mana Hojichaa keessaa nama 1-----Miscensaa;
- (h) Abbaa Alangaa Mana Hojii Abbaa Alangaa Godinaa keessaa nama 1-----Miscensaa;
- (i) Itti Gaafatamaa Waajjira Gumii-----
-----sagalee malee barressaa.
- 2) Keewwata kana keewwata xiqqaa 1 jalatti kan tumame jiraatus, Itti Aanan Abbaa Alangaa Waliigalaa fi Hogganaan Damee Falmii Seeraa dhimmoota naamusaan ala jiran yemmuu ilaalaman mi-seensa gumichaa ta'u.

139. Haala Filannoo Fi Bara Hojii Mi-seensota Gumii Waliigalaa

- 1) Akkaataa Dambii kana keewwata 138 keewwata xiqqaa 1(g)fi (h) tiin Abbootiin Alangaa mi-seensa Gumii Waliigalaa ta'anii filataman muxannoo hojiifi beekumsa seeraa olaanaa kan qaban, bu'aa raawwii hojii gaarii kan galmeessisan, tattaaffii hojiitiin, amanamummaa, haqummaafi naamusa isaaniitiin maqaa gaarii kan horataniifi Abbootii Alangaa biratti amantaa guddaa kan qaban ta'uu qabu.
- 2) Miseensi Gumii Waliigalaa Dambii kana keewwata 138 keewwata xiqqaa 1 (g) jalatti ibsame walgahii Abbootii Alangaa Mana Hojichaatiin namoonni sadi (3) eeramanii sagalee caalmaan kan filatamu ta'a.

- (ሐ) የልዩ ልዩ ወንጀሎች ዳይሬክቶሬት ዳይሬክተር-----አባል፤
- (መ) የህግ ጥናት፣ ማርቀቅ እና ማስረጽ ዳይሬክቶሬት ዳይሬክተር-----አባል፤
- (ሠ) የሙስና እና ታክስ ወንጀሎች ዳይሬክቶሬት ዳይሬክተር-----አባል፤
- (ረ) የአካቶ ምታ፣ ሕፃናት እና ወጣቶች ዳይሬክቶሬት ዳይሬክተር-----አባል፤
- (ሰ) ከመሥሪያ ቤቱ ዓቃቤያነ ሕግ መካከል አንድ ሰው-----አባል፤
- (ሸ) ከዞን ዓቃቤ ሕግ መሥሪያ ቤት ዓቃቤያነ ሕግ መካከል አንድ ሰው-----አባል፤
- (ቀ) የጉባኤ ጽህፈት ቤት ሃላፊ-----ያለ ድምጽ ፀሐፊ።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው ቢኖርም ምክትል ጠቅላይ ዓቃቤ ሕግና የህግ ክርክር ዘርፍ ሃላፊ ከዲ.ሲ.ፕ.ሲ.ን በመለስ ያሉ ጉዳዮች በሚታዩበት ጊዜ የጉባኤው አባል ይሆናል።

139. የጠቅላላ ጉባኤ አባላት አመራረጥ ሁኔታ እና የሥራ ዘመን

- 1) በዚህ ደንብ አንቀጽ 138 ንዑስ አንቀጽ 1 (ሰ) እና (ሸ) መሠረት የጠቅላላ ጉባኤ አባላት ሆነው የሚመረጡት ዓቃቤያነ ሕግ ክፍተኛ የሥራ ልምድና የህግ ዕውቀት ያላቸው፣ ጥሩ የሥራ አፈጻጸም ያስመዘገቡ፣ በሥራ ጥረት፣ በታማኝነት፣ በፍትሃዊነትና በሥነ-ምግባራቸው መልካም ሥም ያተረፉና በዓቃቤያነ ሕግ ዘንድ ትልቅ አመኔታ ያላቸው መሆን አለባቸው።
- 2) በዚህ ደንብ አንቀጽ 138 ንዑስ አንቀጽ 1 (ሰ) ሥር የተገለጸው የጠቅላላ ጉባኤ አባል በመሥሪያ ቤቱ ዓቃቤያነ ሕግ ሥብሰባ ሦስት (3) ሰዎች ተጠቁመው በአብላጫ ድምጽ የሚመረጥ ይሆናል።

- (c) Director of Varied Crimes Directorate-----Member;
- (d) Director of Legal Research, Drafting and Awareness Raising Directorate-----Member;
- (e) Director of Corruption and Tax Related Crimes Directorate----- Member;
- (f) Director of Gender Mainstreaming, Children and Youth Directorate-----Member;
- (g) One Person among the Public Prosecutors of the Office----- Member;
- (h) One Person among the Zone Public Prosecution Office----- Member;
- (i) Head of Office of the Commission-----Secretary without vote.
- 2) Notwithstanding to the provision under sub Article 1 of this Article, the Deputy Attorney General and Head of Legal Litigation Branch shall be member of the Commission at times when non disciplinary cases are heard.

139. Selection and Terms of the General Commission

- 1) The Public Prosecutors to be selected as members of the General Commission as per Article 138 Sub Article 1 (g) and (h) of this Regulation shall be with high experiences outstanding legal knowledge, who have registered excellent performance results, who acquired better reputation in their work efforts, faithfulness, fairness and ethical conducts and who have won an immense credibility amongst the public prosecutors.
- 2) Member of the General Commission mentioned under Article 138 Sub Article 1 (g) of this Regulation shall be selected in majority vote after nomination of three (3) persons by the meeting of the public prosecutors of the office.

- 3) Miseensi Gumii Waliigalaa Dambii kana keewwata 138 keewwata xiqqaa 1(h) jalatti ibsame walgahii Abbootii Alangaa Mana Hojii Abbaa Alangaa Godinaatiin namoonni 3 (sadi) eeramanii sagalee caalmaan kan filatamu ta'a.
- 4) Barri hojii miseensota Gumii Waliigalaa Dambii kana keewwata 138 keewwata Xiqqaa 1 (g) fi (h) jala jiranii waggaa sadi(3) qofaa ta'a.

140. Aangoo fi Hojii Gumii Waliigalaa
Gumiin Waliigalaa aangoo fi hojii armaan gadii ni qabaata:

- 1) qacarrii, ramaddii, muudamaafi guddina Abbootii Alangaa irratti murtii ni kenna;
- 2) Ittigaafatamtoota Hojii ni muuda; muudama irraa ni kaasa;
- 3) jijjiirraa Ittigaafatamtoota Hojiifi Abbootii Alangaa Godina tokko irraa gara Godina biraatti yookiin Dhaddacha tokko irraa gara Dhaddacha biraatti taasifamu ni raawwata;
- 4) jijjiirraa Gumiin Godinaa raawwate irratti komii dhiyaatu ilaalee ni murteessa;
- 5) himata balleessaa naamusaa Gumiin Naannoo aangoo sadarkaa duraatiin ilaalee murtii kenne yookiin dhimma Gumiin Naannoo sadarkaa ol'iyyannoodhaan ilaalee murtii jalaa fooyyessuun yookiin diiguun kenne irratti komii dhiyaatu ilaalee ni murteessa;
- 6) mindaafi faayidaalee adda addaa Abbaa Alangaa qoratamee dhiyaatu irratti murtii ni kenna;
- 7) haala raawwii hojiifi naamusa Abbootii Alangaa Naannoo Oromiyaa ol'aantummaan ni to'ata.
- 8) Qacarrii, muudama, ramaddii, guddina, jijjiirraa, naamusaa, mindaa fi faayidaa adda addaa Muudamtoota Gumii kan biroo ni murteessa; Haalli raawwii isaa Qajeelfama bahuun kan murtaa'u ta'a.

- 3) በዚህ ደንብ አንቀጽ 138 ንዑስ አንቀጽ 1 (ሸ) ሥር የተገለጸው የጠቅላላ ጉባኤ አባል በዞን ዓቃቤ ሕግ መሥሪያ ቤት ዓቃቤያን ሕግ ሥብሰባ ሦስት (3) ሰዎች ተጠቅመው በአብላጫ ድምጽ የሚመረጥ ይሆናል።
- 4) በዚህ ደንብ አንቀጽ 138 ንዑስ አንቀጽ 1 (ሰ) እና (ሠ) ሥር ያሉት የጠቅላላ ጉባኤ አባላት የሥራ ዘመን ሦስት (3) ዓመት ብቻ ይሆናል።

140. የጠቅላላ ጉባኤው ሥልጣንና ተግባር
ጠቅላላ ጉባኤው የሚከተለው ሥልጣንና ተግባር ይኖረዋል፡-

- 1) በዓቃቤያን ሕግ ቅጥር፣ ምደባ፣ ሹመትና ዕድገት ላይ ውሳኔ ይሰጣል፤
- 2) የሥራ ሃላፊዎችን ይሾማል፤ ሹመታቸውን ያነሣል፤
- 3) ከአንድ ዞን ወደ ሌላ ዞን ወይም ከአንድ ችሎት ወደ ሌላ ችሎት የሚደረገውን የሥራ ሃላፊዎችና ዓቃቤያን ሕግ ዝውውር ይፈጽማል፤
- 4) የዞን ጉባኤ የፈጸመውን ዝውውር በመቃወም የሚቀርብ ቅሬታን በመመልከት ይወስናል፤
- 5) የክልል ጉባኤ በመጀመሪያ ደረጃ ሥልጣኑ አይቶ ውሳኔ የሰጠውን የዲ.ሲ.ፐ.ሲን ጥፋት ክስ ወይም የክልል ጉባኤ በይግባኝ ደረጃ አይቶ የበታች ውሳኔን በማሻሻል ወይም በማፍረስ በሰጠው ውሳኔ ላይ የሚቀርብ ቅሬታን በማየት ይወስናል፤
- 6) ተጠንቶ በሚቀርበው የዓቃቤያን ሕግ ደመወዝ እና የተለያዩ ጥቅማ ጥቅሞች ላይ ውሳኔ ይሰጣል፤
- 7) የኦሮሚያ ክልል የዓቃቤያን ሕግ የሥራ አፈጻጸምና ሥነ-ምግባር ሁኔታን በበላይነት ይቆጣጠራል፤
- 8) ሌሎች የጉባኤው ተሻሻሚዎችን ቅጥር፣ ሹመት፣ ምደባ፣ ዕድገት፣ ዝውውር፣ ሥነ-ምግባር፣ ደመወዝ እና የተለያዩ ጥቅማ ጥቅሞችን ይወስናል፤ የአፈጻጸሙ ሁኔታ በሚወጣው መመሪያ የሚወሰን ይሆናል።

- 3) Member of the General Commission mentioned under Article 138 Sub Article 1 (h) of this Regulation shall be selected in majority vote after nomination of three (3) persons by the meeting of the public prosecutors of the zone public prosecution office.
- 3) Term of office of members of the General Commission under Article 138 Sub Article 1 (g) and (h) of this Regulation shall be only three (3) years.

140. Power and Duties of the General Commission

- The General Commission shall have Power and Duties:
- 1) Pass decision on the employment, assignment, appointment and promotion of the public prosecutors;
 - 2) Appoint and remove work leaders;
 - 3) Perform transfer of work leaders and public prosecutors from one zone to the other or from one court circuit to the other;
 - 4) Examine and decide on the claim submitted against the transfer performed by the Zone Commission;
 - 5) Examine and decide on the claim submitted against the decision of the Regional Commission regarding the disciplinary offense trying it in first instance jurisdiction or against the decision of the Regional Commission modifying or reversing the lower decision by trying it at appeal level;
 - 6) Pass decision on the issues of various benefits of the public prosecutors studied and submitted to it;
 - 7) Chiefly control the work performances and ethical conducts of the public prosecutors of Oromia Region.
 - 8) Decide the employment, appointment, assignment, promotion, transfer, ethical conducts, salary and various benefits of other appointees of the Commission. Its implementation particulars shall be determined by the directive to be issued.

141. Miseensota Gumii Naannoo

Miseensonna Gumii Naannoo kanneen armaan gadii ta'u:

- 1) Itti Aanaa Abbaa Alangaa Walii-galaa fi Hogganaa Damee Falmii Seeraa--Walitti qabaa.
- 2) Daareektara Daareektoreetii Dhimmoota Hariiroo Hawaas-aa----Itti Aanaa Walitti Qabaa;
- 3) Daareektara Daarektoreetii Gal-meessa Sanadootaa fi Kenna Hayyamaa----Miseensa;
- 4) Abbootii Alangaa Mana Ho-jichaa keessaa nama lama-----Miseensa;
- 5) Qindeessaa Garee Dhimma Gumii-----Sagalee malee barreessaa.

142. Haala Filannoo fi Bara Hojii Mi-seensota Gumii Naannoo

- 1) Akkaataa Dambii kana keew-wata 141 keewwata xiqqaa 4 tiin Abbootiin Alangaa miseensa Gumii Naannoo ta'anii filata-man muxannoo hojiifi beekum-sa seeraa olaanaa kan qaban, bu'aa raawwii hojii gaarii kan galmeessisan, tattaaffii hojiitiin, amanamummaa, haqummaafi naamusa isaaniitiin maqaa gaarii kan horataniifi Abbootii Alangaa biratti amantaa guddaa kan qa-ban ta'uu qabu.
- 2) Akkaataa Dambii kana keew-wata 141 keewwata xiqqaa 4 tiin Abbootii Alangaa filataman keessaa yoo xiqqaate tokko(1) dubartii ta'uu qabdi.
- 3) Abbootiin Alangaa Dambii kana keewwata 141 keewwata xiqqaa 4 jalatti ibsaman walgahii Ab-bootii Alangaa Mana Hojichaati-in namoonni afur(4) eeramanii sagalee caalmaan kan filataman ta'a.
- 4) Barri hojii miseensota Gumii Naannoo Dambii kana Keew-wata 141 keewwata Xiqqaa 4 jala jiranii waggaa sadi(3) qofaa ta'a.

141. የክልል ጉባኤ አባላት

የክልል ጉባኤ አባላት የሚከተሉት ይሆናሉ፡-

- 1) ምክትል ጠቅላይ ዓቃቤ ሕግና የህግ ክርክር ዘርፍ ሃላፊ-----ሰብሳቢ፤
- 2) የፍትህ-ብሄር ጉዳዮች ዳይሬክቶሬት ዳይሬክተር-----ክትል ሰብሳቢ፤
- 3) የሠነዶች ምዝገባ እና ፈቃድ መስጠት ዳይሬክቶሬት ዳይሬክተር-----አባል፤
- 4) ከመሥሪያ ቤቱ ዓቃቤያነ ሕግ መካከል ሁለት ሰው-----አባል፤
- 5) የጉባኤ ጉዳዮች ቡድን አስተባባሪ----- ያለ ድምጽ ፀሐፊ፡፡

142. የክልል ጉባኤ አባላት አመራረጥ ሁኔታ እና የሥራ ዘመን

- 1) በዚህ ደንብ አንቀጽ 141 ንዑስ አንቀጽ 4 መሠረት የክልል ጉባኤ አባላት ሆነው የሚመረጡት ዓቃቤያነ ሕግ ከፍተኛ የሥራ ልምድና የህግ ዕውቀት ያላቸው፣ ጥሩ የሥራ አፈጻጸም ውጤት ያስመዘገቡ፣ በሥራ ጥረት፣ በታማኝነት፣ በፍትሃዊነትና በሥነ-ምግባራቸው መልካም ሥም ያተረፉና በዓቃቤያነ ሕግ ዘንድ ትልቅ አመኔታ ያላቸው መሆን አለባቸው፡፡
- 2) በዚህ ደንብ አንቀጽ 141 ንዑስ አንቀጽ 4 መሠረት ከሚመረጡት ዓቃቤያነ ሕግ መካከል ቢያንስ አንድ (1) ሴት መሆን አለባት፡፡
- 3) በዚህ ደንብ አንቀጽ 141 ንዑስ አንቀጽ 1 (4) ሥር የተገለጹት ዓቃቤያነ ሕግ በመሥሪያ ቤቱ ዓቃቤያነ ሕግ ሥብሰባ አራት (4) ሰዎች ተጠቁመው በአብላጫ ድምጽ የሚመረጡ ይሆናሉ፡፡
- 4) በዚህ ደንብ አንቀጽ 141 ንዑስ አንቀጽ 1 (4) ሥር ያሉት የክልል ጉባኤ አባላት የሥራ ዘመን ሦስት (3) ዓመት ብቻ ይሆናሉ፡፡

141. Members of Regional Commission

Members of the Regional Commission shall be the following:

- 1) Deputy Attorney General and Head of Legal Litigation Branch-----Chairperson;
- 2) Director of Civil Matters Directorate-----Deputy Chairperson;
- 3) Director of Documents Registration and License Provision Directorate--Member;
- 4) Two Persons among the Public Prosecutors of the Office-----Member;
- 5) Coordinator of the Commission Affairs-----Secretary without vote.

142. Selection and Terms of the Regional Commission

- 1) The Public Prosecutors to be selected as members of the Regional Commission pursuant to Article 141 sub Article 4 of this Regulation shall be with high experiences outstanding legal knowledge, who have registered excellent performance results, who acquired better reputation in their work efforts, faithfulness, fairness and ethical conducts and who have won an immense credibility amongst the public prosecutors.
- 2) At least one (1) of the Public Prosecutors to be selected pursuant to Article 141 sub Article 4 of this Regulation shall be female.
- 3) The Public Prosecutors mentioned under Article 141 Sub Article 1 (d) of this Regulation shall be selected in majority vote after nomination of three (4) persons by the meeting of the public prosecutors of the office.
- 4) Term of office of members of the Regional Commission under Article 141 Sub Article 1 (d) of this Regulation shall be only three (3) years.

143. Aangoo fi Hojii Gumii Naannoo

Gumiin Naannoo aangoo fi hojii armaan gadii ni qabaata:

- 1) himata balleessaa naamusaa cimaa Abbootii Alangaa fi Itti gaafatamtoota Hojii sadarkaa kamiiyyuu irratii argamaniin raawwatame sadarkaa jalqabaan ilaalee murtii ni kenna.
- 2) himata balleessaa naamusaa giddu-galeessaa fi salphaa Abbootii Alangaa Mana Hojichaa yookiin Itti Gaafatamtoota Hojii sadarkaa Godinaa yookiin miseensota Gumii Godinaatiin raawwatame sadarkaa jalqabaan ilaalee murtii ni kenna.
- 3) murtii dhimma balleessaa naamusaa Gumii Godinaatiin kenname ol'iyyataan ilaalee murtii ni kenna.

144. Miscensota Gumii Godinaa

Miseensonna Gumii Godinaa kanneen armaan gadii ta'u:

- 1) Itti gaafatamaa Mana Hojii Abbaa Alangaa Godinaa-----Walitti qabaa;
- 2) Gaggeessaa Adeemsa Hojii Yakkoota Adda Addaa-----Miseensaa fi barreessaa;
- 3) Gaggeessaa Adeemsa Hojii Yakkoota Malaammaltummaafi Takaksii---Miseensa;
- 4) Gaggeessaa Adeemsa Hojii Dhimmoota Hariiroo Hawaasaa-----Miseensa;
- 5) Fookaal parsanii idileessuu koorniyaa, dubartootaa fi dargaggootaa-----Miseensa;
- 6) Abbootii Alangaa Godinaa keessaa kan filatamu nama 1-----Miseensa;
- 7) Abbootii Alangaa Aanaa yookiin Magaalaa keessaa kan filataman namoota lama (2)-----Miseensa.

143. የክልል ጉባኤው ሥልጣንና ተግባር

የክልል ጉባኤው የሚከተለው ሥልጣንና ተግባር ይኖረዋል፡-

- 1) በማንኛውም ደረጃ ላይ በሚገኙ ዓቃቤያነ ሕግ እና የሥራ ሃላፊዎች የሚፈጸም ከባድ የዲ.ሲ.ፕ.ሲ.ን ጥፋት ክስ በመጀመሪያ ደረጃ ስልጣኑ አይቶ ውሳኔ ይሰጣል፡፡
- 2) በመሥሪያ ቤቱ ዓቃቤያነ ሕግ ወይም በዞን ደረጃ ያሉ የሥራ ሃላፊዎች ወይም በዞን ጉባኤ አባላት የሚፈጸም መካከለኛና ቀላል የዲ.ሲ.ፕ.ሲ.ን ጥፋት ክስ በመጀመሪያ ደረጃ ስልጣኑ አይቶ ውሳኔ ይሰጣል፡፡
- 3) በዞን ጉባኤ የተሰጠ የዲ.ሲ.ፕ.ሲ.ን ጥፋት ውሳኔ በይግባኝ አይቶ ውሳኔ ይሰጣል፡፡

144. የዞን ጉባኤ አባላት

የዞን ጉባኤ አባላት የሚከተሉት ይሆናሉ፡-

- 1) የዞን ዓቃቤ ሕግ መሥሪያ ቤት ሃላፊ-----ሰብሳቢ፤
- 2) የልዩ ልዩ ወንጀሎች የሥራ ሂደት መሪ-----አባልና ፀሐፊ፡፡
- 3) የሙስና እና ታክስ ወንጀሎች የሥራ ሂደት መሪ-----አባል፤
- 4) የፍትህ-ብሄር ጉዳዮች የሥራ ሂደት መሪ-----አባል፤
- 5) የአካቶ ምታ፣ ሴቶች እና ወጣቶች የሥራ ሂደት ፎካል ፐርሰን-----አባል፤
- 6) ከዞን ዓቃቤያነ ሕግ መካከል የሚመረጥ አንድ (1) ሰው-----አባል፤
- 7) ከወረዳ ወይም ከከተማ ዓቃቤያነ ሕግ መካከል የሚመረጡ ሁለት (2) ሰዎች-----አባል፡፡

143. Power and Duties of the Regional Commission

The Regional Commission shall have the following Power and Duties:

- 1) Try in its first instance jurisdiction and decide on the grave disciplinary offenses committed by the Public Prosecutors and work leaders found at any level;
- 2) Try in its first instance jurisdiction and decide on the medium and petty disciplinary offenses committed by the Public Prosecutors of the Office or Work Leaders at Zone level or Members of the Zone Commission;
- 3) Try disciplinary decision rendered by the Zone Commission through appeal and render decision.

144. Members of the Zone Commission

Members of the Zone Commission shall be the following:

- 1) Head of the Zone Public Prosecution Office -----Chairperson;
- 2) Leader of Varied Crimes Work Process-----Member and Secretary;
- 3) Leader of Corruption and Tax Related Crimes Work Process-----Member;
- 4) Leader of Civil Matters Work Process -----Member;
- 5) Focal Person of Gender Mainstreaming, Children and Youth Work Process -----Member;
- 6) One (1) Person to be selected among the Zone Public Prosecutors -----Member;
- 7) Two (2) Persons to be selected among the District or City Public Prosecutors-----Member.

145. Haala Filannoo fi Bara Hojii Miseensota Gumii Godinaa

- 1) Akkaataa Dambii kana keewwata 144 keewwata xiqqaa 6 fi 7 tiin Abbootiin Alangaa miseensa Gumii Godinaa ta'anii filataman muxannoo hojii fi beekumsa seeraa olaanaa kan qaban, bu'aa raawwii hojii gaarii kan galmeessisan, tattaaffii hojitiin, amanamummaa, haqummaa fi naamusa isaaniitiin maqaa gaarii kan horataniifi Abbootii Alangaa biratti amantaa guddaa kan qaban ta'uu qabu.
- 2) Abbaan Alangaa Dambii kana keewwata 144 keewwata xiqqaa 6 jalatti ibsame walgahii Abbootii Alangaa Mana Hojii Abbaa Alangaa Godinaatiin namoonni sadi(3) eeramanii sagalee caalmaan kan filatamu ta'a.
- 3) Abbootiin Alangaa Dambii kana keewwata 144 keewwata xiqqaa 7 jalatti ibsaman walgahii Abbootii Alangaa Mana Hojii Abbaa Alangaa Aanaa fi Magaalaatiin namoonni afur(4) eeramanii sagalee caalmaan kan filataman ta'a.
- 4) Akkaataa Dambii kana keewwata 144 keewwata xiqqaa 7 tiin Abbootii Alangaa filataman keessaa yoo xiqqaate tokko dubartii ta'uu qabdi.
- 5) Barri hojii miseensota Gumii Godinaa Dambii kana keewwata 144 keewwata xiqqaa 6 fi 7 jala jirani waggaa sadi(3) qofaa ta'a.

146. Aangoo fi Hojii Gumii Godinaa

Gumiin Godinaa aangoo fi hojii armaan gadii ni qabaata:

- 1) Ramaddiifi jijjiirraa Abbootii Alangaa Aanaalee yookiin Magaalota Godinichaa ni raawwata.

145. የዞን ጉባኤ አባላት አመራረጥ ሁኔታ እና የሥራ ዘመን

- 1) በዚህ ደንብ አንቀጽ 144 ንዑስ አንቀጽ 6 እና 7 መሠረት የዞን ጉባኤ አባላት ሆነው የሚመረጡት ዓቃቤያነ ሕግ ከፍተኛ የሥራ ልምድና የህግ ዕውቀት ያላቸው፣ ጥሩ የሥራ አፈጻጸም ውጤት ያስመዘገቡ፣ በሥራ ጥረት፣ በታማኝነት፣ በፍትሃዊነትና በሥነ-ምግባራቸው መልካም ሥም ያተረፉና በዓቃቤያነ ሕግ ዘንድ ትልቅ አመኔታ ያላቸው መሆን አለባቸው።
- 2) በዚህ ደንብ አንቀጽ 144 ንዑስ አንቀጽ 6 ሥር የተገለጸው ዓቃቤ ሕግ በዞን ዓቃቤ ሕግ መሥሪያ ቤት ዓቃቤያነ ሕግ ሥብሰባ ሦስት (3) ሰዎች ተጠቁመው በአብላጫ ድምጽ የሚመረጥ ይሆናል።
- 3) በዚህ ደንብ አንቀጽ 144 ንዑስ አንቀጽ 7 ሥር የተገለጹት ዓቃቤያነ ሕግ በወረዳና በከተማ ዓቃቤ ህግ መሥሪያ ቤት ዓቃቤያነ ሕግ ሥብሰባ አራት (4) ሰዎች ተጠቁመው በአብላጫ ድምጽ የሚመረጡ ይሆናል።
- 4) በዚህ ደንብ አንቀጽ 144 ንዑስ አንቀጽ 7 መሠረት ከሚመረጡት ዓቃቤያነ ሕግ መካከል ቢያንስ አንዷ (1) ሴት መሆን አለባት።
- 5) በዚህ ደንብ አንቀጽ 144 ንዑስ አንቀጽ 6 እና 7 ሥር ያሉት የዞን ጉባኤ አባላት የሥራ ዘመን ሦስት (3) ዓመት ብቻ ይሆናል።

146. የዞን ጉባኤው ሥልጣንና ተግባር

የዞን ጉባኤው የሚከተለው ሥልጣንና ተግባር ይኖረዋል፡-

- 1) የዞን ወረዳዎችና ከተሞች ዓቃቤያነ ሕግ ምደባና ዝውውር ይፈጽማል።

145. Selection and Terms of the Zone Commission

- 1) The Public Prosecutors to be selected as members of the Zonal Commission pursuant to Article 144 sub Article 5 and 6 of this Regulation shall be those having high work experiences and outstanding legal knowledge, who have registered excellent performance results, who acquired greater reputation in their work efforts, faithfulness, fairness and ethical conducts and have won an immense credibility amongst the public prosecutors.
- 2) The Public Prosecutors mentioned under Article 144 Sub Article 6 of this Regulation shall be selected in majority vote after nomination of three (3) persons by the meeting of Prosecutors of the Zone Public Prosecution office.
- 3) The Public Prosecutors mentioned under Article 144 Sub Article 7 of this Regulation shall be selected in majority vote after nomination of four (4) persons by the meeting of Prosecutors of the District and City Public Prosecution offices.
- 4) At least one (1) of the Public Prosecutors to be selected pursuant to Article 144 sub Article 7 of this Regulation shall be female.
- 5) Term of office of members of the Regional Commission under Article 144 Sub Article 6 and 7 of this Regulation shall be only three (3) years.

146. Power and Duties of the Zone Commission

The Zone Commission shall have the following Power and Duties:

- 1) Perform assignment and transfer of the Districts or Cities public prosecutors in the Zone;

- 2) Guddina Abbootii Alangaa Aanaalee yookiin Magaalota irraa gara Godinichaatti yookiin Godina irraa gara Mana Hojichaatti taasifamuuf kaadhimamtoota dorgomsiisee yaada murtii Gumii Waliigalaatiif ni dhiyeessa.
- 3) Himata balleessaa naamusaa giddu-galeessaa fi salphaa Abbootii Alangaa Aanaa yookiin Magaalaatiin yookiin Itti Gaafatamtoota Hojii sadarkaa Aanaa yookiin Magaalaatiin yookiin Abbootii Alangaa Godinaatiin raawwatu mu sadarkaa jalqabaatiin ilaalee murtii ni kenna.
- 4) Raawwii hojiifi naamusa Abbootii Alangaa Godinichaa olaantummaan ni to'ata.

- 2) ከወረዳዎች ወይም ከከተሞች ወደ ዙሪያ ወይም ከዙሪያ ወደ መሥሪያ ቤቱ ለሚደረገው የዓቃቤያነት ስርዓት ዕጩዎችን አወዳድሮ የውሳኔ ማሳሰቢያ ለጠቅላላ ጉባኤው ያቀርባል።
- 3) በወረዳ ወይም በከተማ ዓቃቤያነት ስርዓት ወይም በወረዳ ወይም በከተማ ደረጃ ባሉ የሥራ ማሳሰቢያዎች ወይም በዙሪያ ዓቃቤያነት ስርዓት የሚፈጸም መካከለኛና ቀላል የዲ.ሲ.ፒ.ሲ.ን ጥፋት ክስ በመጀመሪያ ደረጃ ስልጣኑ አይቶ ውሳኔ ይሰጣል።
- 4) የዙሪያ ዓቃቤያነት ስርዓት የሥራ አፈጻጸምና ሥነ-ምግባር ሁኔታን በበላይነት ይቆጣጠራል።

- 2) Conduct competition of candidates for the promotion of public prosecutors to be made from Districts or Cities to the Zone and from the Zone to the Office and submit decision opinion to the General Commission;
- 3) Try in its first instance jurisdiction and decide on the medium and petty disciplinary offenses committed by the District or City Public Prosecutors or Work Leaders at the District or City levels or by the Zonal Public Prosecutors;
- 4) Chiefly control the work performances and ethical conducts of the public prosecutors in the Zone.

147. Sirna Walgahii Gumii

- 1) Gumiin Waliigalaafi Gumiin Godinaa ji'a keessatti al tokko walgahii isaanii ni gaggeessu.
- 2) Kan keewwata kana keewwata xiqqaa (1) jalatti tumame jiraatus, dhimmi ariifachiisaan yommuu jiraatu walitti qabaan yeroo kamittuu walgahii ariifachiisaa waamuu ni danda'a.
- 3) Kan keewwata kana keewwata xiqqaa (1) jalatti tumame jiraatus, Gumiin Waliigalaa, Naannoo fi Godinaa dhimma naamusaa yemmuu ilaalan akkaataa guyyaa beellama dhimmootaatiin kan walgahan ta'a.
- 4) Walgahiin kan gaggeeffamu miseensota keessaa lama sadaffaan(2/3) yoo argaman qofaadha.
- 5) Murtiin kan darbu sagalee caalmaan ta'ee bakka sagaleen walqixa ta'utti sagaleen walitti qabaan deeggarame murtii Gumii ta'a.
- 6) Murtiin sagalee caalmaan kan darbe yoo ta'e yaadni sagalee xiqqaa sababa isaa waaliin qaboo yaa'ii irratti galmaa'uu qaba.
- 7) Ajandaan walgayii guyyaa walgayii dura guyyaa tokko dursee miseensota Gumii dhaqqabuu qaba.

147. የጉባኤ የስብሰባ ሥነ-ምግባር

- 1) ጠቅላላ ጉባኤውና የዙሪያ ጉባኤ በወር አንድ ጊዜ ሥብሰባቸውን ያካሂዳሉ።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው ቢኖርም፣ አስቸኳይ ጉዳይ በሚኖርበት ጊዜ ሰብሳቢው በማንኛውም ጊዜ አስቸኳይ ሥብሰባ ሊጠራ ይችላል።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው ቢኖርም፣ ጠቅላላ ጉባኤው፣ የክልልና የዙሪያ ጉባኤ የዲ.ሲ.ፒ.ሲ.ን ጉዳይ በሚያየበት ጊዜ እንደ ጉዳዩቹ የቀጠሮ ቀን የሚሰበሰቡ ይሆናል።
- 4) ስብሰባ የሚካሄደው ከጠቅላላ አባላት ውስጥ አንድ ሦስተኛው (1/3) ከተገኙ ብቻ ነው።
- 5) ውሳኔ የሚተላለፈው በአብላጫ ድምጽ ሆኖ ድምጽ እኩል በሚሆንበት ጊዜ በሰብሳቢው የተደገፈው ወገን ድምጽ የጉባኤው ውሳኔ ይሆናል።
- 6) ውሳኔው በአብላጫ ድምጽ የተላለፈ ከሆነ አነስተኛ ድምጽ ያገኘው ማሳሰቢያ ከነምክንያቱ በቃለ ጉባኤው ላይ መመዘገብ አለበት።
- 7) የስብሰባው አጀንዳ ከስብሰባው ቀን አንድ ቀን አስቀድሞ ለጉባኤ አባላት መድረስ አለበት።

147. Meeting Procedures of Commission

- 1) The General and Zone Commission shall conduct their meetings once in a month.
- 2) Notwithstanding to the provision under sub Article (1) of this Article, the chairperson may call urgent meetings at any time where there occurs urgent affair.
- 3) Notwithstanding to the provision under sub Article (1) of this Article, while the General, Regional and Zone Commissions are hearing disciplinary cases, they shall convene as per the adjournment dates of the cases.
- 4) The meeting shall be conducted only if two third (2/3) of the members are present.
- 5) Decision shall be passed in majority vote; and the chairperson shall have casting vote in case of tie.
- 6) Where the decision is passed through majority vote, the opinion with the minor vote shall be registered r in the minute with its reason.
- 7) Agenda of the meeting shall be delivered to the members of Commission one day prior to the date of the meeting.

148. Sababoota Miseensummaa Gumii Irraa Kaasisan

- 1) Miseensi Gumii tokko sababoota armaan gadiitiin miseensummaa irraa ka'uu ni danda'a.
- (a) Yeroon tajaajilaa isaa yoo dhumate;
- (b) hojii yoo gadi lakkise;
- (c) Sababa guddinaa yookiin jijjiirraan bakka biraa yoo deemee fi Walgahii Gumii irratti argamuun rakkisaa yoo ta'e;
- (d) Itti gaafatamummaa akka miseensaatti irraa eegamu sirnaan bahachuu dhabuu Gumiin yoo irratti mirkaneesse;
- (e) Gosa balleessaa naamusaa kamiiniyyuu yoo adaabame; yookiin
- (f) Akeekkachiisa kennuudhaan miseensummaa fedhi isaatiin yoo dhiise.
- 2) Akkaataa keewwata kana keewwata xiqqaa (1) tiin miseensi Gumii yommuu hir'atu bu'uuruuma itti filatameen kan bakka buufamu ta'a.

Kutaa Kudha Lama Hundeeffama, Aangoo fi Hojii Waajjira Gumii

149. Hundeeffama Waajjira Gumii

- 1) Waajjirri Gumii qaama dhimmoota Gumiin ilaalaman olaantummaan qindeessu ta'ee Dambii kanaan hundeeffamee jira.
- 2) Itti waamamni Waajjira Gumii, Abbaa Alangaa Waliigalaatiif ta'a.

150. Gurmaa'insa Waajjira Gumii

- Waajjirii Gumii gurmaa'insa armaan gadii ni qabaata:
- 1) Itti gaafatamaa Waajjirichaa;
 - 2) Ogeessotaa fi hojjattoota biroo barbaachisaa ta'an.

148. ከጉባኤ አባልነት የሚያስነሱ ምክንያቶች

- 1) አንድ የጉባኤ አባል በሚከተሉት ምክንያቶች ከአባልነት ሊነሣ ይችላል፡-
 - (ሀ) የአገልግሎት ጊዜው ሲጠናቀቅ፤
 - (ለ) ሥራ ከለቀቀ፤
 - (ሐ) በዕድገት ወይም በዝውውር ምክንያት ወደ ሌላ ሥፍራ ከሄደ እና በጉባኤው ስብሰባ ላይ መገኘት አስቸጋሪ ከሆነ፤
 - (መ) እንደ አባልነት የሚጠበቅበትን ሃላፊነት በአግባቡ አለመወጣቱን ጉባኤው ካረጋገጠበት፤
 - (ሠ) በማንኛውም ዓይነት የዲ.ሲ.ፕ.ሲ.ን ጥፋት ከተቀጣ፤ ወይም
 - (ረ) ማስጠንቀቂያ በመስጠት በገዛ ፍላጎቱ ከአባልነት ከለቀቀ፡፡
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት የጉባኤ አባል ሲጎድል በተመረጠበት አካሄድ መሠረት የሚተካ ይሆናል፡፡

ክፍል አስራ ሁለት የጉባኤ ጽህፈት ቤት ምስረታ፣ ሥልጣንና ተግባር

149. የጉባኤ ጽህፈት ቤት ምስረታ

- 1) የጉባኤ ጽህፈት ቤት በጉባኤ የሚታዩ ጉዳዮችን በበላይነት የሚያስተባብር አካል ሆኖ በዚህ ደንብ ተመስርቷል፡፡
- 2) የጉባኤ ጽህፈት ቤት ተጠሪነት ለጠቅላይ ዓቃቤ ሕገ ይሆናል፡፡

150. የጉባኤ ጽህፈት ቤት አደረጃጀት

- የጉባኤ ጽህፈት ቤት የሚከተለው አደረጃጀት ይኖረዋል፡-
- 1) የጽህፈት ቤቱ ሃላፊ፤
 - 2) ሌሎች አስፈላጊ ባለሙያዎችና ሠራተኞች፡፡

148. Reasons Entailing Withdrawal from Membership of Commission

- 1) Member of Commission may be withdrawn from membership for the following reasons:
 - (a) Expiry of his service term;
 - (b) Up on his resignation from job;
 - (c) Where it becomes difficult to appear on the meeting of Commission for he has left to other area through promotion or transfer;
 - (d) Where the Commission confirms of his failure to properly discharge his membership responsibilities;
 - (e) Where he is penalized in any type of disciplinary offense; or
 - (f) Where he has voluntarily left his membership status through giving necessary notice.
- 2) Where a member of Commission is reduced as per sub Article (1) of this Article, he shall be replaced on the basis of his being selected.

Section Twelve Establishment, Power and Duties of Office of Commission

149. Establishment of Office of Commission

- 1) The office of Commission is hereby established by this regulation as a body which chiefly coordinates matters to be observed by the Commission.
- 2) Office of the Commission shall be accountable to the Attorney General.

150. Organizational Set Up of the Office of Commission

- The office of Commission shall have the following organizational set up:
- 1) Head of the Office;
 - 2) Other necessary professionals and workers.

151. Aangoo fi Hojii Waajjira Gumii

Aangoo fi hojiin seerota birooti-in kannamaniif akkuma jirutti ta'ee, Waajjirri Gumii aangoo fi hojii armaan gadii ni qabaata.

- 1) Foo'annoo, filannoo, muudama, guddina, jijjiirraa fi dhimmoota bulchiinsa Abbootii Alangaa ilaallatan kan biroo ilaalchisee koreewwan dhimmi ilaaluu fi Gumiif haala ni mijjeessa;
- 2) Ajandaa Gumii ni qopheessa;
- 3) Qaboo yaa'ii Gumii ni qaba, ni qindeessa;
- 4) Murtiiwwan Gumii ni barreessa; ni raawwachiisa;
- 5) Qaamolee Gumii sadarkaa sadarkaan jiraniif deeggarsa barbaachisu ni kenna;
- 6) Galmee fi sanadoota Abbaa Alangaa fi murtiiwwan Gumii ni gurmeessa; haala qabiinsa isaanii ni hammayyeessa;
- 7) Sirnaafi hojimaata ammayyaa Bulchiinsa Abbootii Alangaa ilaallatan qoratee yaada murtii Gumii Waliigalaatiif ni dhiyeesa; yommuu murtaa'us hojiirra ni oolcha;
- 8) Caasaa Mana Hojichaa kan biraa waliin ta'uudhaan mindaafi faayidaa adda addaa Abbaa Alangaa qoratee yaada murtii ni dhiyeessa;
- 9) Sirna komiifi iyyannoo bulchiinsa Abbaa Alangaa iftooma qabu ni diriirsa;
- 10) Komiifi iyyannoo Abbaa Alangaa ni keessummeessa; Gumii Waliigalaatiif yaada murtii ni dhiyeessa, yoo murtaa'us ni raawwachiisa;
- 11) Raawwii hojii Gumii ilaalchisee odeeffannoo ni sassaaba, ni gurmeessa, qaama ilaaluufis ni tamsaasa.
- 12) Daataa bulchiinsa Abbootii Alangaa ni gurmeessa; ni kuusa; qabiinsa ragaa ni hammayyeessa;

151. የጉባኤ ጽህፈት ቤት ሥልጣንና ተግባር

በሌሎች ህጎች የተሰጡት ሥልጣንና ተግባራት እንደተጠበቀ ሆኖ የጉባኤ ጽህፈት ቤት የሚከተለው ሥልጣንና ተግባር ይኖረዋል፡-

- 1) የዓቃቤያነ ሕግ ምልመላ፣ መረጣ፣ ሹመት፣ ዕድገት፣ ዝውውር እና ሌሎች የዓቃቤያነ ሕግ አስተዳደርን የሚመለከቱ ጉዳዮችን አስመልክቶ ለሚመለከታቸው ኮሚቴዎችና ለጉባኤው ሁኔታን ያመቻቻል፤
- 2) የጉባኤውን አጀንዳ ያዘጋጃል፤
- 3) የጉባኤውን ቃለ ጉባኤ ይይዛል፤ ያቀናጃል፤
- 4) የጉባኤውን ውሳኔዎች ይጽፋል፤ ያስፈጽማል፤
- 5) በየደረጃው ላሉት የጉባኤ አካላት አስፈላጊውን ድጋፍ ይሰጣል፤
- 6) የዓቃቤያነ ሕግ ማህደርና ሰነዶችን እና የጉባኤው ውሳኔዎችን ያደራጃል፤ የአያያዝ ሥርዓታቸውን ያዘምናል፤
- 7) የዓቃቤያነ ሕግ አስተዳደርን የሚመለከቱ ዘመናዊ ሥርዓትና አሰራሮችን በማጥናት የውሳኔ ሃሳብ ለጠቅላላ ጉባኤው ያቀርባል፤ ሲወሰንም ሥራ ላይ ያውላል፤
- 8) ከሌላ የመሥሪያ ቤቱ መዋቅር ጋር በመሆን የዓቃቤ ሕግ ደመወዝና የተለያዩ ጥቅም ጥቅሞችን አጥንቶ የውሳኔ ሃሳብ ያቀርባል፤
- 9) ግልጽ የሆነ የዓቃቤ ሕግ ቅሬታና አቤቱታ አስተዳደር ሥርዓት ይዘረጋል፤
- 10) የዓቃቤ ሕግ ቅሬታና አቤቱታን ያስተናግዳል፤ የውሳኔ ሃሳብ ለጠቅላላ ጉባኤው ያቀርባል፤ ሲወሰንም ያስፈጽማል፤
- 11) የጉባኤ የሥራ አፈጻጸምን በተመለከተ መረጃ ይሰበስባል፤ ያደራጃል፤ ለሚመለከተው አካልም ያሰራጫል፤
- 12) የዓቃቤያነ ሕግ አስተዳደር ዳታ ያደራጃል፤ ያከማቻል፤ የመረጃ አያያዙን ያዘምናል፤

151. Power and Duties of Office of the Commission

Without prejudice to the power and duties assigned to it by other laws, office of Commission shall have the following power and duties:

- 1) Facilitates conditions for the concerned Committees and Commission regarding issues of recruitment, selection, appointment, promotion, transfer and administrative issues;
- 2) Prepares agenda of the Commission;
- 3) Takes and organize minute of the Commission;
- 4) Writes and cause implementation of decisions of the Commission;
- 5) Provide necessary support for the structures or bodies of the Commission of each hierarchies;
- 6) Organize or compile files and documents of public prosecutors and decisions of the Commission; modernize or updates their management;
- 7) Studies modern systems and work practices regarding the Public Prosecutors administration submit its decision opinion to the General Commission; implement same up on its approval;
- 8) In collaboration with other structures of the Office studies the salary and various benefits of the Public Prosecutors and present its decision opinion;
- 9) Establish a transparent grievance and complaints administration system of the Public Prosecutors;
- 10) Handles the grievance and complaints of the Public Prosecutors; submit its decision opinion to the General Commission; cause same to be implemented up on its approval;
- 11) Gather and organize information regarding the work performances of the Commission; distribute same to the concerned body;
- 12) Organize and compile the Public Prosecutors administration data; modernize the data maintaining system;

13) Hojiiwwan Gumii Waliigalaatiin kennamuuf hunda ni raawwata.

**Kutaa Kudha Sadii
Tumaalee Adda Addaa**

152. Tumaalee Ce'umsaa

- 1) Balleessawwan naamusaa Dambiin kun bahuun dura sadarkaa qorannaa yookiin himannaa yookiin falmii irra jiran bu'uuruuma seeraa fi sirna duraan jiruutiin xumura kan argatan ta'a.
- 2) Keewwata kana keewwata xiqqaa (1) jalatti kan tumame jiraatus, Abbaa Alangaa kan fayyadu yoo ta'e Dambiin kun raawwatiinsa ni qabaata.
- 3) Abbootiin Alangaa akkataa Dambii Ittiin Bulmaata Abbootii Alangaa Lakkoofsa 161/2005 tiin adabaman yeroon rikordiin adabbii akkaataa Dambii kana keewwata 135 tiin kan raawwatamu ta'a.

153. Aangoo Qajeelfama Baasuu

Gumiin Waliigalaa raawwii Dambii kanaatiif Qajeelfama baasuu ni danda'a.

154. Seerota Haqamanii fi Raawwatiinsa Hin Qabaanne

- 1) Dambiin Ittiin Bulmaata Abbootii Alangaa Lakkoofsa 161/2005 Dambii kanaan haqamee jira.
- 2) Dambiin, qajeelfamnii fi barmaatileen hojii Dambii kanaan walfaallessan kamiyyuu dhimmoota Dambii kana keessatti hammataman irratti raawwatiinsa hin qabaatan.

155. Yeroo Dambiin kun Hojii Irra Itti Oolu

Dambiin kun Sadaasa guyyaa 28 bara 2013 irraa eegalee hojii irra kan oolu ta'a.

**Finfinnee,
Sadaasa 28 Bara 2013
Shimallis Abdiisaa**

Pirezidaantii Mootummaa Naannoo Oromiyaa

13) በጠቅላላ ጉባኤው የሚሰጡትን ማናቸውም ተግባራት ይፈጽማል።

**ክፍል አስራ ሦስት
ልዩ ልዩ ድንጋጌዎች**

152. የመሸጋገሪያ ድንጋጌዎች

- 1) ይህ ደንብ ከመውጣቱ በፊት በምርመራ ወይም ክስ ወይም ክርክር ደረጃ ላይ ያሉ የዲ.ሲ.ፒ.ሲ.ን ጥፋቶች ቀድሞ በነበረው ህግና ሥርዓት መሠረት ፍጻሜያቸውን የሚያገኙ ይሆናል።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ (1) ሥር የተደነገገው ቢኖርም ዓቃቤ ሕግን የሚጠቅም ከሆነ ይህ ደንብ ተፈጻሚነት ይኖረዋል።
- 3) በቀድሞው የዓቃቤያነ ሕግ መተዳደሪያ ደንብ ቁጥር 161/2005 መሠረት የተቀጡ ዓቃቤያነ ሕግ የቅጣት ሪከርድ ጊዜ በዚህ ደንብ አንቀጽ 135 መሠረት የሚፈጸም ይሆናል።

153. መመሪያ የማውጣት ሥልጣን

ጠቅላላ ጉባኤው ለዚህ ደንብ አፈጻጸም የሚረዳ መመሪያ ሊያውጣ ይችላል።

154. የተሻሩ እና ተፈጻሚነት የማይኖራቸው ህጎች

- 1) የዓቃቤያነ ሕግ መተዳደሪያ ደንብ ቁጥር 161/2005 በዚህ ደንብ ተሸሯል።
- 2) ከዚህ ደንብ ጋር የሚቃረኑ ማናቸውም ደንብ፣ መመሪያና ልማዳዊ አሰራሮች በዚህ ደንብ ውስጥ በተካተቱት ጉዳዮች ላይ ተፈጻሚነት አይኖራቸውም።

155. ደንቡ የሚጸናበት ጊዜ

ይህ ደንብ ከህዳር 28 ቀን 2013 ጀምሮ የፀና ይሆናል።

ፊንፊኔ

ህዳር 28 ቀን 2013 ዓ.ም

ሽመልስ አብዲሣ

የኦሮሚያ ክልላዊ መንግስት ፕሬዝዳንት

13) Perform all duties assigned to it by the General Commission.

**Section Thirteen
Miscellaneous Provisions**

152. Transitory Provisions

- 1) Disciplinary offenses pending at investigation or accusation or litigation level before the issuance of this regulation shall get their final solutions the pre-existing laws and procedures.
- 2) Notwithstanding to the provision under sub Article (1) of this Article, this regulation shall apply if it benefits of the Public Prosecutor.
- 3) The Public Prosecutors penalized pursuant to the Public Prosecutors' Administration Regulation Number 161/2013, shall the period for record of penalty shall be implemented as per Article 135 of this Regulation.

153. Power to Issue Directive

The General Commission may issue Directive for the implementation of this Regulation.

154. Repealed and Inapplicable Laws

- 1) The Public Prosecutors' Administration Regulation Number 161/2013 is hereby repealed by this Regulation.
- 2) Any Regulation, Directive and Customary practices contradictory with this Regulation shall not be applicable to matters covered under this Regulation.

155. Effective Date

This Regulation shall come in to force as of 7 December, 2020

**Finfine,
December 7, 2020
Shimelis Abdisa**

President of Oromia Regional State