

Waggaa 30^{ffaa} Lak.4/2014
 30^{ff} ዓመት ቁጥር4/2014
 30th year No.4/2021



Finfinnee.....Waxabajjii 28 Bara 2013
 ሌንግሌ፣ሰኔ 28 ቀን 2013 ዓ.ም
 Finfine.....July 5, 2021

MAGALATA OROMIYAA

L ሀ E ሀ % Z Më ;

MEGELETA OROMIA

Gatiin Tokkoo Qarshii 35 የኪረቂ " ብ ብር 35 Unit Price Birr 35	To'annoo Caffee Mootummaa Naannoo Oromiyaatiin Kan Bahe I % Z Më፣ ብሔራዊ (EGF) ፣ L ረ R r በጨፌ ኦሮሚያ ፣ ፊንፊን ዩኒቨርሲቲ	Lak. S. Poostaa 21383-1000 የፌ.ወ.ዲ.ሪ.፡፡21383-1000 P.O.Box 21383-1000
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QABIYYEE Dambii Lak. 222/2013 Dambii Lakkoofsa 222/2013 Labsii Tajaajila Bishaan Dhugaatii fi Dhangala'aa Naannoo Oromiyaa Raawwachiisuuf BaheFulaa 1	ማውጫ ደንብ ቁጥር 222/2013 ደንብ ቁጥር 222/2013 የኦሮሚያ የመጠጥ ውሃና ፍሳሽ አገልግሎት አዋጅን ለማስፈጸም የወጣገጽ 1	CONTENT Regulation No. 222/2013 Regulation Number 222/2021 A Regulation to Implement Oromia Region Water and Sewerage Services Proclamation.....Page 1
<p>Dambii Lakkoofsa 222/2013 Labsii Tajaajila Bishaan Dhugaatii fi Dhangala'aa Naannoo Oromiyaa Raawwachiisuuf Bahe</p> <p>Labsii Tajaajila Bishaan Dhugaatii fi Dhangala'aa Naannoo Oromiyaa Murteessuuf Bahe, Lakkoofsa 228/2012 hojjiirra oolchuuf tarreeffama isaa Dambiin baasuun barbaachisaa ta'ee waan argameef;</p> <p>Akkaataa Labsii Tajaajila Bishaan Dhugaatii fi Dhangala'aa Oromiyaa, Lakkoofsa 228/2012 Keewwata 74(1) tiin Dambiin kanatti aanu bahee jira.</p> <p>Kutaa Tokko Tumaalee Waliigalaa</p> <p>1. Mata Duree Gabaabaa Dambiin kun “Dambii Tajaajila Bishaan Dhugaatii fi Dhangala'aa Naannoo Oromiyaa Lakkoofsa 222 /2013” jedhamee waamamuu ni danda'a.</p>	<p>ደንብ ቁጥር 222/2013 የኦሮሚያ የመጠጥ ውሃና ፍሳሽ አገልግሎት አዋጅን ለማስፈጸም የወጣ ደንብ</p> <p>የኦሮሚያ የመጠጥ ውሃና ፍሳሽ አገልግሎትን ለመወሰን የወጣ አዋጅ ቁጥር 228/2012 ሥራ ላይ ለማዋል ዝርዝሩን በደንብ ማውጣት አስፈላጊ ሆኖ በመገኘቱ፤</p> <p>በኦሮሚያ የመጠጥ ውሃና ፍሳሽ አገልግሎት አዋጅ ቁጥር 228/2013 አንቀጽ 74 (1) መሠረት የሚከተለው ደንብ ወጥቷል፡፡</p> <p>ክፍል አንድ ጠቅላላ ድንጋጌዎች</p> <p>1. አጭር ርዕስ ይህ ደንብ “የኦሮሚያ ክልል የመጠጥ ውሃና ፍሳሽ አገልግሎት ቁጥር 222/2013” ተብሎ ሊጠራ ይችላል፡፡</p>	<p>Regulation Number 222/2021 A Regulation to Implement Oromia Region Water and Sewerage Services Proclamation</p> <p>WHEREAS, it is found necessary to provide in regulation the particulars of Oromia Region Water and Sewerage Services Proclamation Number 228/2020 so as to implement such proclamation;</p> <p>NOW, THEREFORE, in accordance with Article 74 (1) of Oromia Region Water and Sewage Services Proclamation Number 228/2020, the following Regulation is hereby issued.</p> <p>Part One General Provisions</p> <p>1. Short Title This regulation may be cited as “Oromia Region Water and Sewerage Services Regulation Number 222/2021.”</p>

2. Hiika

Akkaataan jechichaa hiika biroo kan kennisiisuuf yoo ta'e malee, Dambii kana keessatti:

- 1) "Biiroo" jechuun Biiroo Misooma Qabeenya Bishaanii fi Inarjii Oromiyaa jechuudha.
- 2) "Bittaa Gurguddaa" jechuun bittaa kaappitaalaa yeroo tokkoo humni maallaqa isaa miliyoona shanii fi isaa ol ta'eedha.
- 3) "Bittaa Arifachisaa" jechuun sarari, maddii, kusaan yookiin meeshaaleen bishaan dhugaatii omishuufi raabsuuf gargaaran sababa balaa tasaa nam-tolchee yookiin umamaatiin miidhaan irra gahhee dhiyeessiin tajaajila bishaan dhugaatii gara tokkeen yookiin guutuumaan guutuutti yoo addaan kutamee kenna tajaajilichaa hatatamaan eegalchisuuf bittaa raawwatamu jechuudha.
- 4) "Dhaabbata" jechuun Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa yookiin Baadiyyaa Gandoota Hedduu keessatti tajaajila bishaan dhugaatii fi dhangala'aa ummataaf kennuuf bu'uura Dambii kanaan hundaa'e jechuudha.
- 5) "Gaggeessaa Hojii" jechuun nama hojii Dhaabbatichaa ol'aantummaadhaan karoorsu, qindeessu, gaggeessuu fi bulchu yoo ta'u, hojii gaggeessaa yookiin Itti gaafatamaa Dhaabbatichaa, abbootii adeemsa, miseensoota maanaajimantii ta'uun kan xalayaan aangeeffamanii fi ekspertii seeraa ni dabalata.
- 6) "Gaggeessitoota Hojii Biroo" jechuun Itti gaafatamaa Dhaabbatichaatiin ala gaggeessitoota hojii jiran kan dabalatu ta'ee, abbootii adeemsa, miseensoota maanaajimantii fi ekspertii seeraa ni dabalata.
- 7) "Iskiimii Bishaanii" jechuun hojii bishaan dhugaatii Mootummaan yookiin Dhaabbilee Miti-Mootummaa yookiin qaama biraatiin hojettamanii kenna tajaajila bishaan dhugaatii ummataaf kennu jechuudha.

2. ትርጓሜ

የቃሉ አገባብ ሌላ ትርጉም የሚያሰጠው ካልሆነ በስተቀር በዚህ ጸንብ ውስጥ:

- 1) "ቢሮ" ማለት የኦሮሚያ የውሃና ኢነርጂ ሃብት ልማት ማለት ነው።
- 2) "የካፒታል የአንድ ጊዜ ግዢ" ማለት የአንድ ጊዜ ካፒታል ግዢ የገንዘብ አቅጣጫ አምስት ሚሊዮንና ከዚያ በላይ የሆነው ነው።
- 3) "አፋጣኝ ግዢ" ማለት በተፈጥሮ ወይም ሰው ሰራሽ አደጋ ምክንያት የመጠጥ ውሃ መስመር፣ የውሃ መገኛ፣ ማጠራቀሚያ ወይም የመጠጥ ውሃን ለማምረት ወይም ለማከፋፈል የሚረዱ መሣርያዎች ጉዳት ደርሶባቸው የመጠጥ ውሃ አቅርቦት በከፊል ወይም ሙሉ በሙሉ ከተቋረጠ አገልግሎቱን በአፋጣኝ ለማስጀመር የሚፈጸም ግዢ ማለት ነው።
- 4) "ድርጅት" ማለት የመጠጥ ውሃና ፍሳሽ አገልግሎት በከተማ ወይም በገጠር ባለ ብዙ ቀበሌዎች ውስጥ የመጠጥ ውሃ የፍሳሽ አገልግሎት ለህዝቡ ለመስጠት በዚህ ጸንብ መሠረት የተመሠረተ ማለት ነው።
- 5) "ሥራ አስኪያጅ" ማለት የድርጅቱን ሥራ በበላይነት የሚያቅድ፣ የሚያስተባብር፣ የሚመራ እና የሚያስተዳድር ሲሆን በማናጀመንት አባል መሆናቸው በደብዳቤ ሥልጣን የተሰጣቸው ሥራ-ስካጅ ወይም የድርጅቱ ሃላፊ የሥራ ሂደት ሃላፊዎች እና የህግ ኤክስፐርትን ይጨምራል።
- 6) "የሌላ ሥራ አስኪያጅ" ማለት ከድርጅቱ ኃላፊ በስተቀር ያሉት ሥራ አስኪያጆች የሚጨምር ሆኖ የሰራ ሂደት ሃላፊዎችን፣ የማኔጅመንት አባላትን እና የህግ ኤክስፐርትን ይጨምራል።
- 7) "የውሃ አስኪያጭ" ማለት የመጠጥ ውሃ ስራን በመንግስት ወይም መንግስታዊ ባልሆኑ ድርጅቶች ወይም በሌላ አካል ተሠርተው የመጠጥ ውሃ አገልግሎትን ለህዝብ የሚሰጥ ማለት ነው።

2. Definitions

Unless the context requires otherwise, in this regulation:

- 1) "Bureau" means the Water and Energy Resources Bureau of Oromia.
- 2) "Large Scale Procurement" means capital procurement of a time its financial capacity of which is five million and above.
- 3) "Urgent Procurement" means procurement performed to urgently resume the potable water service delivery that has been partially or completely terminated due to artificial or natural sudden damage caused on the water lines, source and storage or on materials used to produce and distribute water.
- 4) "Organization" means an organization established pursuant to this regulation to provide potable water and sewage services to the public in the urban and rural areas with multiple kebeles.
- 5) "Manager" means a person who chiefly plan, organize, manage and administer overall activities of the organization; and includes those empowered in a written letter as manager or head of the organization, process owners, members of the management and legal expert.
- 6) "Other Work Managers" means the work managers other than the head of the organization; and includes process owners, members of the management and legal expert.
- 7) "Water Scheme" means the potable water works undertaken by the government or non-governmental or other bodies and providing potable water services to the public.

- 8) “Labsii” jechuun Labsii Tajaajila Bishaan Dhugaatii fi Dhangala’aa Oromiyaa, Lakkoofsa 228/2012 jechuudha.
- 9) “Nama” jechuun nama uumamaa yookiin qaama mirgi namummaa seeraan kennameef jechuudha.
- 10) “Waajjira” jechuun Waajjira Misooma Qabeenya Bishaanii fi In-arjii Godinaa fi Aanaa jechuudha.
- 11) “Waldaa yookiin Waldaa Itti-fayyadamtootaa” jechuun dhaab-bata hojii waliigalaa bulchiinsaa, opireeshinii fi suphaa bishaan dhugaatii, saaniteeshinii fi haayji-inii baadiyyaa gaggeessuuf hawaa-sa ittifayyadamaa ta’een hundaa’u jechuudha.

3. Ibsa Koornayaa

Dambii kana keessatti jechi koor-nayaa dhiiraatin ibsame dubartiis ni dabalata.

4. Daangaa Raawwatiinsaa

Dambiin kun kenna tajaajila bishaan dhugaatii fi dhangala’aa magaalaa fi baadiyyaa Oromiyaa keessatti kennamuu fi qaamol-ee Dambii kanaan hammataman hunda irratti raawwatiinsa ni qa-baata.

Kutaa Lama

Hundeeffamaa fi Sadarkaa Dhaabbataa

5. Hundeeffama

Dhaabbatni tajaajila bishaan dhugaatii fi dhangala’aa magaalaa yookiin baadiyyaa gandoota hed-duu armaan gadii qaama seerum-maa ofii qabaachuun Dambii ka-naan hundaa’e jira:

- 1) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala’aa Magaalaa Adaamaa;
- 2) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala’aa Magaalaa Asallaa;
- 3) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala’aa Magaalaa Baatuu;

- 8) “አዋጅ” ማለት የኦሮሚያ መጠጥ ውሃና ፍሳሽ አገልግሎት አዋጅ ቁጥር 228/2012 ማለት ነው።
- 9) “ሰው” ማለት የተፈጥሮ ሰው ወይም በህግ የሠውነት መብት የተሠጠው አካል ማለት ነው።
- 10) “ጽ/ቤት” ማለት የዞን እና የወረዳ የተፈጥሮ ውሃ ሃብት ልማትና ኢነርጂ ጽ/ቤት ማለት ነው።
- 11) “ማህበር ወይም የተጠቃሚዎች ማህበር” ማለት የመጠጥ ውሃ ሥራ የገጠር ሳኒቲቲቭን እና ሃይጅን ለማካሄድ ተጠቃሚ በሆነ ማህበረሰብ የሚመሠረት ድርጅት ማለት ነው።

3. የፆታ አገላለፅ

በዚህ ደንብ ውስጥ በወንድ ፆታ የተገለጸው ሴትንም ይጨምራል

4. የተፈጻሚነት ወሰን

ይህ ደንብ በኦሮሚያ ከተሞችና ገጠር ውስጥ በሚገኙ የመጠጥ ውሃና ፍሳሽ አገልግሎት እና በዚህ ደንብ ውስጥ በተካተቱ አካላት ላይ በሙሉ ተፈጻሚነት ይኖረዋል።

ክፍል ሁለት

መመስረትና የድርጅት ደረጃ

5. መመስረት

የሚከተሉት የከተማ ወይም የገጠር ባለብዙ ቀበሌዎች የመጠጥ ውሃ እና ፍሳሽ አገልግሎት የራሳቸው ህጋዊ ሰውነት ኖሯቸው በዚህ ደንብ ተመስርቷል።

- 1) የአዳማ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 2) የአሰላ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 3) የባቱ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤

- 8) “Proclamation” means Oromia Water and Sewage Services Proclamation, Number 228/2012.
- 9) “Person” means natural or juridical person.
- 10) “Office” means the Water and Energy Resources Office of the Zone and District.
- 11) “Association or Beneficiaries” Association” means an organization established by the beneficiary community to conduct the potable water general administrative, operation and maintenance works as well as rural sanitation and hygiene activities.

3. Gender Reference

In this regulation, any term expressed in masculine gender shall apply to feminine Gender.

4. Scope of Application

This regulation shall be applicable to the urban and rural potable water and sewage services provided in Oromia region and to all bodies covered by this regulation.

Part Two

Establishment and Grades of Organization

5. Establishment

The following Urban or Multiple Kebeles Potable Water and Sewerage Services Organizations are established by this regulation having their own legal personalities:

- 1) Adama Town Potable Water and Sewerage Services Organization;
- 2) Asella Town Potable Water and Sewerage Services Organization;
- 3) Batu Town Potable Water and Sewerage Services Organization;

- 4) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Bishooftuu;
- 5) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Naqamtee;
- 6) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Jimmaa;
- 7) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Burraayyuu;
- 8) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Sabbataa;
- 9) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Walisoo;
- 10) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Shaashamannee;
- 11) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Amboo;
- 12) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Boqqojjii;
- 13) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Gandoota Hedduu Eegoo Lolee;
- 14) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Gandoota Hedduu Heexosaa;
- 15) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Dheeraa Awaash Malkaasa'aa;
- 16) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Hurutaa;
- 17) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gobeessaa;
- 18) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Roobee;
- 19) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Goobbaa;
- 20) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Gandoota Hedduu Roobee Maliyyuu;
- 21) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Gandoota Hedduu Mi'oo Gaasaraa;

- 4) የቢሾፍቱ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 5) የነቀምት ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 6) የጅማ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 7) የቡራዩ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 8) የሰበታ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 9) የወሊሶ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 10) የሻሸመኔ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 11) የአምቦ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 12) የቦቆጂ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 13) የኤጎ ሎሌ የባለ ብዙ ገጠር ቀበሌዎች የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 14) የሂጦሳ ባለ ብዙ ገጠር ቀበሌዎች የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 15) የደራ አዋሽ መልካሳ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 16) የሁሩታ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 17) የጎቤሳ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 18) የሮቤ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 19) የጎባ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 20) የሮቤ መልዩ ባለ ብዙ ገጠር ቀበሌዎች የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 21) የሚኦ ጋሠራ ባለ ብዙ ገጠር ቀበሌዎች የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤

- 4) Bishoftu Town Potable Water and Sewage Services Organization;
- 5) Nekemte Town Potable Water and Sewage Services Organization;
- 6) Jimma Town Potable Water and Sewage Services Organization;
- 7) Burayu Town Potable Water and Sewage Services Organization;
- 8) Sebeta Town Potable Water and Sewage Services Organization;
- 9) Woliso Town Potable Water and Sewage Services Organization;
- 10) Shashemene Town Potable Water and Sewage Services Organization;
- 11) Ambo Town Potable Water and Sewage Services Organization;
- 12) Bokoji Town Potable Water and Sewage Services Organization;
- 13) Ego-Lole Multiple Kebeles Potable Water and Sewage Services Organization;
- 14) Hetosa Town Potable Water and Sewage Services Organization;
- 15) Dera of Awash Melkasa Town Potable Water and Sewage Services Organization;
- 16) Huruta Town Potable Water and Sewage Services Organization;
- 17) Gobesa Town Potable Water and Sewage Services Organization;
- 18) Robe Town Potable Water and Sewage Services Organization;
- 19) Goba Town Potable Water and Sewage Services Organization;
- 20) Multiple Kebeles Robe-Meliyu Potable Water and Sewage Services Organization;
- 21) Multiple Kebeles Mio-Gasera Potable Water and Sewage Services Organization;

- 22) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Mooyyalee;
- 23) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Baddallee;
- 24) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Haromaayaa;
- 25) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Baaddiyyaa Gandoota Hedduu Gimbi-chuu Fantaallee;
- 26) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Mojoo;
- 27) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Maqii;
- 28) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Matahaaraa;
- 29) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Oolan Citii;
- 30) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Ayyaanaa;
- 31) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Angar Guutee;
- 32) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Baaddiyyaa Gandoota Hedduu Nageellee;
- 33) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Adoolaa-Shaakkisoo;
- 34) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Shaambu;
- 35) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Mattuu;
- 36) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Fiichee;
- 37) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Sulultaa;
- 38) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Galaan;
- 39) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Laga Xaafoo Laga Daadhii;

- 22) የሞያሌ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 23) የበደሌ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 24) የሐረማያ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት አገልግሎት ድርጅት፤
- 25) የጊንቢቹ ፈንታሌ ባለ ብዙ ገጠር ቀበሌዎች የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 26) የሞጆ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 27) መቂ ከተማ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 28) የመተሃራ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 29) የኦላን ጨቲ ባለ ብዙ ገጠር ቀበሌዎች የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 30) የአያና ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 31) የአንገር ጉቱ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 32) የነጌሌ የባለ ብዙ ገጠር ቀበሌዎች የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 33) የአዶላ ሻኪሶ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 34) የሻምቡ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 35) የመቱ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 36) የፊቹ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 37) የሱሉልታ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 38) የገላን ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 39) የለገጣፎ ለገዳዲ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤

- 22) Moyale Town Potable Water and Sewage Services Organization;
- 23) Bedelle Town Potable Water and Sewage Services Organization;
- 24) Haromaya Town Potable Water and Sewage Services Organization;
- 25) Multiple Kebeles Gimbichu-Fentalle Potable Water and Sewage Services Organization;
- 26) Modjo Town Potable Water and Sewage Services Organization;
- 27) Meki Town Potable Water and Sewage Services Organization;
- 28) Metehara Town Potable Water and Sewage Services Organization;
- 29) Olen-Chiti Town Potable Water and Sewage Services Organization;
- 30) Ayana Town Potable Water and Sewage Services Organization;
- 31) Anger- Gute Town Potable Water and Sewage Services Organization;
- 32) Rural of Multiple Kebeles Negelle Potable Water and Sewage Services Organization;
- 33) Adola-Shakiso Town Potable Water and Sewage Services Organization;
- 34) Shambu Town Potable Water and Sewage Services Organization;
- 35) Metu Town Potable Water and Sewage Services Organization;
- 36) Fiche Town Potable Water and Sewage Services Organization;
- 37) Sululta Town Potable Water and Sewage Services Organization;
- 38) Gelan Town Potable Water and Sewage Services Organization;
- 39) Lege-Tafo Lege-Dadi Town Potable Water and Sewage Services Organization;

- 40) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Sandaafaa Bakkee;
- 41) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Duukam;
- 42) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Dodolaa;
- 43) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Nageellee Arsii;
- 44) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Baaddiyyaa Gandoota Hedduu Siraaroo;
- 45) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gadab Hasaasaa;
- 46) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Bulee Horaa;
- 47) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Ciroo;
- 48) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gimbi;
- 49) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Gandoota Hedduu Goondee Itayyaa;
- 50) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Abboomsaa;
- 51) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Qarsaa;
- 52) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Baadiyyaa Gandoota Hedduu Hamarabbaa Indatoo;
- 53) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Saaguree;
- 54) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Boolee Golgootaa;
- 55) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Collee;
- 56) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Dalloo Mannaa;

- 40) የሰንዳፋ በኬ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 41) ዱከም ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 42) ዶዶላ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 43) ነገሌ አርሲ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 44) ሲራሮ የባለ ብዙ ገጠር ቀበሌዎቻ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 45) ገደብ ሃሳሳ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 46) ቡሌ ሆራ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 47) ጭሮ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 48) ጊምቢ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 49) ጎንዶ ኢተያ የባለ ብዙ ገጠር ቀበሌዎቻ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 50) አሶምሳ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 51) ቀርሳ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 52) ሐምረባ ባለ ብዙ ገጠር ቀበሌዎቻ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 53) የሣገጉሬ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 54) ቦሌ ጎሎጎታ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 55) ጮሌ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 56) ደሎመና ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤

- 40) Sendafa- Beke Town Potable Water and Sewage Services Organization;
- 41) Dukem Town Potable Water and Sewage Services Organization;
- 42) Dodola Town Potable Water and Sewage Services Organization;
- 43) Negelle Arsi Town Potable Water and Sewage Services Organization;
- 44) Rural of Multiple Kebeles Siraro Potable Water and Sewage Services Organization;
- 45) Gedeb-Hasasa Town Potable Water and Sewage Services Organization;
- 46) Bule-Hora Town Potable Water and Sewage Services Organization;
- 47) Chiro Town Potable Water and Sewage Services Organization;
- 48) Gimbi Town Potable Water and Sewage Services Organization;
- 49) Multiple Kebeles Gonde-Eteya Potable Water and Sewage Services Organization;
- 50) Abomsa Town Potable Water and Sewage Services Organization;
- 51) Kersa Town Potable Water and Sewage Services Organization;
- 52) Rural of Multiple Kebeles Hamereba- Endeto Potable Water and Sewage Services Organization;
- 53) Sagure Town Potable Water and Sewage Services Organization;
- 54) Bole-Golgota Town Potable Water and Sewage Services Organization;
- 55) Chole Town Potable Water and Sewage Services Organization;
- 56) Delo-Mena Town Potable Water and Sewage Services Organization;

57) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gindhiir;	57) ጊኒር ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	57) Ginir Town Potable Water and Sewage Services Organization;
58) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gooroo;	58) ጎሮ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	58) Goro Town Potable Water and Sewage Services Organization;
59) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Yaaballoo;	59) ያቤሎ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	59) Yabello Town Potable Water and Sewage Services Organization;
60) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Calanqoo;	60) ጨለንቆ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	60) Chelenko Town Potable Water and Sewage Services Organization;
61) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Awwadaay;	61) አወዳይ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	61) Aweday Town Potable Water and Sewage Services Organization;
62) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Adulaalaa;	62) አዳላላ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	62) Adulala Town Potable Water and Sewage Services Organization;
63) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Botee;	63) ቦቴ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	63) Bote Town Potable Water and Sewage Services Organization;
64) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Bulbulaa;	64) ቦቴ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	64) Bulbula Town Potable Water and Sewage Services Organization;
65) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Qooqaa Ejeree;	65) ቆቃ ኤጄሬ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	65) Koka- Ejere Town Potable Water and Sewage Services Organization;
66) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Haratoo;	66) ሀረቶ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	66) Hareto Town Potable Water and Sewage Services Organization;
67) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Kombolchaa Godina Horroo Guduruu Wallagaa;	67) ሆሮ ጉዳሩ ዞን ኮመንዳቻ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	67) Kombolcha Town of Horo-guduru Wolega Zone Potable Water and Sewerage Services Organization;
68) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gooree;	68) ጎሬ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	68) Gore Town of Potable Water and Sewage Services Organization;
69) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Limmuu Gannat;	69) ሊሙ ገነት ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	69) Limu-Genet Town Potable Water and Sewage Services Organization;
70) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Aggaaroo;	70) አጋሮ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	70) Agaro Town Potable Water and Sewage Services Organization;
71) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Saqqaa;	71) ሰቃ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	71) Seka Town Potable Water and Sewage Services Organization;
72) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Dambi Doolloo;	72) ደምቢዶሎ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	72) Dembi-Dolo Town Potable Water and Sewage Services Organization;
73) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Garba Gurraachaa;	73) ገብረጉራቻ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	73) Gerbe-Guracha Town Potable Water and Sewage Services Organization;
74) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Ejeree Godina Shawaa Lixaa ;	74) ምዕራብ ሸዋ ዞን ኤጄሬ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት፤ ድርጅት	74) Ejere Town of West Shawa Zone Potable Water and Sewage Services Organization;

- 75) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gundoo Masqal;
- 76) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Shanoo;
- 77) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Hoolataa;
- 78) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Caancoo;
- 79) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Tulluu Boolloo;
- 80) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Adaabbaa;
- 81) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gunaa Doolee;
- 82) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Galamsoo;
- 83) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Hirnaa;
- 84) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Baddeessaa;
- 85) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Giincii;
- 86) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Baakkoo;
- 87) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Ejeree Godina Shawaa Kaabaa;
- 88) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Geedoo;
- 89) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Najjoo;
- 90) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Mandii;
- 91) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Ogolchoo;
- 92) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Xiichoo Keellaa;

- 75) ጉንዶ መስቀል ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 76) ሸኖ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 77) ሆለታ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 78) ጫንጮ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 79) ቱሱ ቦሎ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 80) አዳባ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 81) ጉና ዶሌ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 82) ገለምሶ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 83) ሂርና ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 84) በደሳ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 85) ጊንጩ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 86) ባኮ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 87) ሰሜን ሸዋ ዞን ኤጄሬ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 88) ጌዶ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 89) ነጆ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 90) መንዲ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 91) አገልቾ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 92) ጢቾ ኤላ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤

- 75) Gundo-Meskal Town Potable Water and Sewage Services Organization;
- 76) Sheno Town Potable Water and Sewage Services Organization;
- 77) Holeta Town Potable Water and Sewage Services Organization;
- 78) Chanco Town Potable Water and Sewage Services Organization;
- 79) Tulu-Bolo Town Potable Water and Sewage Services Organization;
- 80) Adaba Town Potable Water and Sewage Services Organization;
- 81) Guna-Dole Town Potable Water and Sewage Services Organization;
- 82) Gelemso Town Potable Water and Sewage Services Organization;
- 83) Hirna Town Potable Water and Sewage Services Organization;
- 84) Bedessa Town Potable Water and Sewage Services Organization;
- 85) Ginchi Town Potable Water and Sewage Services Organization;
- 86) Bako Town Potable Water and Sewage Services Organization;
- 87) Ejere Town of North Shawa Zone Potable Water and Sewage Services Organization;
- 88) Gedo Town Potable Water and Sewage Services Organization;
- 89) Nejo Town Potable Water and Sewage Services Organization;
- 90) Mendi Town Potable Water and Sewage Services Organization;
- 91) Ogolcho Town Potable Water and Sewage Services Organization;
- 92) Ticho-Kela Town Potable Water and Sewage Services Organization;

- 93) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Siree Godina Arsii ;
- 94) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Booruu Jaawwii;
- 95) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Samiiraa Kolbaa;
- 96) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Digaluu Qidaamee;
- 97) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Maliyyuu;
- 98) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Dalloo Sabiroo;
- 99) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Haxballaa Haroodumal;
- 100) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Bokkuu;
- 101) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Baabbilee;
- 102) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Dadar;
- 103) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Burqaa;
- 104) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Qobboo;
- 105) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Kaarraa Miillee;
- 106) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Bokkoo Faacaatuu;
- 107) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Funyaan Biraa;
- 108) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Caffee Doonsaa;
- 109) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Boofaa;

- 93) አርሲ ዞን ስራ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 94) ቦሩ ጃዊ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 95) ሰሚራ ኮልባ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 96) ዲገሉ ቅዳሜ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 97) መሊዩ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 98) ደሎ ሳቢሮ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 99) ሐጥባላ ሀሮዱማል ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 100) ቦኩ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 101) ባቢሌ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 102) ደደር ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 103) ቡርቃ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 104) ቆቦ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 105) ካራሚሌ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 106) ቦኩ ፈጫቱ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 107) ፋኛን ብራ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 108) ጩሬ ዶንሳ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 109) ቦፋ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤

- 93) Sire Town of Arsi Zone Potable Water and Sewage Services Organization;
- 94) Boru-Jawi Town Potable Water and Sewage Services Organization;
- 95) Semira Kolba Town Potable Water and Sewage Services Organization;
- 96) Digalu-Kidame Town Potable Water and Sewage Services Organization;
- 97) Meliyu Town Potable Water and Sewage Services Organization;
- 98) Delo-Sebiro Town Potable Water and Sewage Services Organization;
- 99) Hatebela-Harodumel Town Potable Water and Sewage Services Organization;
- 100) Boku Town Potable Water and Sewage Services Organization;
- 101) Babile Town Potable Water and Sewage Services Organization;
- 102) Deder Town Potable Water and Sewage Services Organization;
- 103) Burka Town Potable Water and Sewage Services Organization;
- 104) Kobo Town Potable Water and Sewage Services Organization;
- 105) Karamile Town Potable Water and Sewage Services Organization;
- 106) Boko Fechatu Town Potable Water and Sewage Services Organization;
- 107) Fugnan-Bira Town Potable Water and Sewage Services Organization;
- 108) Chefe-Donsa Town Potable Water and Sewage Services Organization;
- 109) Bofa Town Potable Water and Sewage Services Organization;

- 110) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Siree Godina Wallaga Bahaa;
- 111) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Arjoo;
- 112) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Galiilaa;
- 113) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Cingii;
- 114) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Nuunnuu;
- 115) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Biilloo;
- 116) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Oborraa;
- 117) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Aliiboo;
- 118) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Tulluu Gaanaa;
- 119) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Finca'aa;
- 120) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Daduu;
- 121) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Sakaallaa;
- 122) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Waayyuu;
- 123) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Algee;
- 124) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Hurumuu;
- 125) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Yaayyoo;
- 126) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Sheekii;
- 127) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gidaamii;
- 128) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Qaaqee;

- 110) ምስራቅ ወለጋ ዞን ስራ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 111) የአርጆ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 112) ገሊላ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 113) ጭንጊ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 114) ኑኑ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 115) የቢሎ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 116) የአቦራ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 117) የአሊቦ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 118) የቱሱ ጋና ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 119) የፊንጫኦ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 120) የደዱ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 121) ሰከላ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 122) ዋዩ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 123) አልጌ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 124) ሁሩሙ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 125) ያዩ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 126) የሺኪ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 127) ጊዳሚ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 128) ቃቁ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤

- 110) Sire Town of East Wollega Zone Potable Water and Sewage Service Organization;
- 111) Arjo Town Potable Water and Sewage Services Organization;
- 112) Gelila Town Potable Water and Sewage Services Organization;
- 113) Cingii Town Potable Water and Sewage Services Organization;
- 114) Nunu Town Potable Water and Sewage Services Organization;
- 115) Bilo Town Potable Water and Sewage Services Organization;
- 116) Obora Town Potable Water and Sewage Services Organization;
- 117) Alibo Town Potable Water and Sewage Services Organization;
- 118) Tullu-Gana Town Potable Water and Sewage Services Organization;
- 119) Fincha Town Potable Water and Sewerage Services Organization;
- 120) Dedu Town Potable Water and Sewage Services Organization;
- 121) Sekala Town Potable Water and Sewage Services Organization;
- 122) Wayu Town Potable Water and Sewage Services Organization;
- 123) Alge Town Potable Water and Sewage Services Organization;
- 124) Hurumu Town Potable Water and Sewage Services Organization;
- 125) Yayo Town Potable Water and Sewage Services Organization;
- 126) Sheki Town Potable Water and Sewage Services Organization;
- 127) Gidami Town Potable Water and Sewage Services Organization;
- 128) Kake Town Potable Water and Sewage Services Organization;

- 129) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Dabra Tsiggee;
- 130) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Muka Xurrii;
- 131) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Fittaal Daalattii;
- 132) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Hambisoo;
- 133) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gohaa Tsihoon;
- 134) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Caggaal;
- 135) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Kolooboo;
- 136) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Tafkii;
- 137) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gindoo;
- 138) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Harbuu Culullee;
- 139) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Buusaa;
- 140) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Tajji;
- 141) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Baantuu;
- 142) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Leemman;
- 143) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Mi'essoo;
- 144) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Incinnii;
- 145) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Kaachis;
- 146) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Goojjoo;

- 129) ደብረ ጽጌ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 130) የሙከ ጡሪ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 131) ፊታል ዳለቲ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 132) ሓምቢሶ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 133) ንሃዕዮን ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 134) ጨጋል ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 135) ከሎቦ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 136) ተፍኪ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 137) ጊንዶ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 138) ሓርቡ ጨሎሴ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 139) ቡሳ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 140) ተጂ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 141) ባንቱ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 142) ሌመን ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 143) ሚኤሶ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 144) ኢንጨኒ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 145) ካቺሲ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 146) ጎጆ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤

- 129) Debre-Tsige Town Potable Water and Sewage Services Organiza-tion;
- 130) Muka Turi Town Potable Water and Sewage Services Organiza-tion;
- 131) Fital-Daleti Town Potable Water and Sewage Services Organiza-tion;
- 132) Hambiso Town Potable Water and Sewage Services Organiza-tion;
- 133) Goha-Tsiyon Town Potable Wa-ter and Sewage Services Organi-zation;
- 134) Cagal Town Potable Water and Sewage Services Organization;
- 135) Kolobo Town Potable Water and Sewage Services Organization;
- 136) Tefki Town Potable Water and Sewage Services Organization;
- 137) Gindo Town Potable Water and Sewage Services Organization;
- 138) Harbu Chulule Town Potable Water and Sewage Services Or-ganization;
- 139) Busa Town Potable Water and Sewage Services Organization;
- 140) Teji Town Potable Water and Sewage Services Organization;
- 141) Bantu Town Potable Water and Sewage Services Organization;
- 142) Leman Town Potable Water and Sewage Services Organization;
- 143) Mieso Town Potable Water and Sewage Services Organization;
- 144) Enchini Town Potable Water and Sewage Services Organization;
- 145) Kachis Town Potable Water and Sewage Services Organization;
- 146) Gojo Town Potable Water and Sewage Services Organization;

- 147) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Oolankomii;
- 148) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gudar;
- 149) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Shanan;
- 150) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Shinoo;
- 151) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Qiltuu Kaarraa;
- 152) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Biillaa;
- 153) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Innaangoo;
- 154) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gullisoo;
- 155) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Ayiraa;
- 156) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Arbooyee;
- 157) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Addeellee;
- 158) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Diksiis;
- 159) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Dhummuugaa;
- 160) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Jaarraa;
- 161) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Meeggaa;
- 162) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Dubulluq;
- 163) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa El Wayyee;
- 164) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Cooraa;

- 147) አሎንካሚ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 148) ጉደር ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 149) ሸነን ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 150) ሸኖ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 151) ቂልጡ ካራ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 152) ቢላ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 153) ኢናንጎ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 154) ጉሲሶ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 155) አይራ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 156) አርቦዩ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 157) አዴሌ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 158) ዲክሲስ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 159) ዱሙጋ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 160) ጃራ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 161) ሜጋ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 162) ዱቡሉቅ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 163) የኤልወዩ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 164) ጮራ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤

- 147) Olenkomi Town Potable Water and Sewage Services Organization;
- 148) Guder Town Potable Water and Sewage Services Organization;
- 149) Shenen Town Potable Water and Sewage Services Organization;
- 150) Shino Town Potable Water and Sewage Services Organization;
- 151) Kiltu-Kara Town Potable Water and Sewage Services Organization;
- 152) Bila Town Potable Water and Sewage Services Organization;
- 153) Enango Town Potable Water and Sewage Services Organization;
- 154) Guliso Town Potable Water and Sewage Services Organization;
- 155) Ayra Town Potable Water and Sewage Services Organization;
- 156) Arboye Town Potable Water and Sewage Services Organization;
- 157) Adelle Town Potable Water and Sewage Services Organization;
- 158) Diksis Town Potable Water and Sewage Services Organization;
- 159) Dumuga Town Potable Water and Sewage Services Organization;
- 160) Jarra Town Potable Water and Sewage Services Organization;
- 161) Mega Town Potable Water and Sewage Services Organization;
- 162) Dubuluk Town Potable Water and Sewage Services Organization;
- 163) El-Waye Town Potable Water and Sewage Services Organization;
- 164) Chora Town Potable Water and Sewage Services Organization;

165) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Qullubbii;	165) የቁሉብ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	165) Kulubi Town Potable Water and Sewage Services Organization;
166) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Jaree;	166) ጆሬ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	166) Jare Town Potable Water and Sewage Services Organization;
167) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Ukkee;	167) ኡኬ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	167) Uke Town Potable Water and Sewage Services Organization
168) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Aannoo;	168) አኖ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	168) Anno Town Potable Water and Sewage Services Organization;
169) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Kiiramu;	169) ኪረሙ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	169) Kiramu Town Potable Water and Sewage Services Organization;
170) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gatamaa;	170) ገተማ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	170) Getema Town Potable Water and Sewage Services Organization
171) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Hindee;	171) ሂንዶ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	171) Hinde Town Potable Water and Sewage Services Organization;
172) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Haroo Limmuu;	172) ሀሮ ሊሙ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	172) Haro-Limu Town Potable Water and Sewage Services Organiza- tion;
173) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Harqumbee;	173) ሃርቁምቤ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	173) Harkumbe Town Potable Water and Sewage Services Organiza- tion;
174) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gabayaa Jimaataa;	174) ገበያ ጂማታ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	174) Gebeya Jimeta Town Potable Water and Sewage Services Or- ganization;
175) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Adaamii Kejjoo;	175) የአዳሚ ኪጅ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	175) Adami-Kejo Town Potable Wa- ter and Sewage Services Organi- zation;
176) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Tulluu Waayyuu;	176) ቱሉ ዋዩ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	176) Tullu-Wayu Town Potable Water and Sewage Services Organi- zation;
177) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Buree;	177) ቡሬ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	177) Bure Town Potable Water and Sewage Services Organization
178) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Duuphaa;	178) የዱፓ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	178) Dupha Town Potable Water and Sewage Services Organization;
179) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Ashii;	179) አሽ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	179) Ashi Town Potable Water and Sewage Services Organization;
180) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Muggii;	180) ሙጊ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	180) Mugi Town Potable Water and Sewage Services Organization
181) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Haroo Sabbuu;	181) ሀሮ ሰቡ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	181) Haro-Sabu Town Potable Water and Sewage Services Organi- zation;
182) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gabayaa Roobii;	182) ገበያ ሮቢ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤	182) Gebeya Robi Town Potable Wa- ter and Sewage Services Organi- zation;

- 183) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Mandiidaa;
- 184) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Sertii;
- 185) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Miqaawwaa;
- 186) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Diilallaa;
- 187) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Gooroo;
- 188) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Kofalee;
- 189) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Gandoota Hedduu Hinjaa Burqituu;
- 190) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Finche;
- 191) Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalaa Shanan Dhugoo.

6. Hundeeffama Dhaabbata Haaraa

- 1) Dambii kana Keewwata 5 jalatti kan tumame akkuma eeggametti ta'ee, Biiroon ulaagaa Dambii kana Keewwata 8 jalatti tumaman bu'uureeffachuun Dhaabbata haaraa hundeesuu ni danda'a.
- 2) Dhaabbanni bu'uura Keewwata kana Keewwata Xiqqaa 1tiin hundaa'u maqaa isaa dursee gaalee "Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa" jedhu kan qabaatu yoo ta'u, Biiroodhaan akkuma galmaa'een qaama seerummaa kan argatu ta'a.
- 3) Biiroon Dhaabbata haaraa bu'uura keewwata kana keewwata xiqqaa 1tiin yammuu hundeesuu, waraqaa ragaa qaama seerummaa argachuu isaa ibsu Dhaabbati-chaaf ni kenna.

- 183) መንዲዳ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 184) ሴሪቲ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 185) ማቃዋ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 186) ዲሰላ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 187) ጎሮ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 188) ኮፊሌ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 189) ሂንጃ ቡርቂቱ ባለ ብዙገጠር ቀበሌ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 190) ፊቼ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፤
- 191) የሸነን ዱጎ ከተማ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት፡፡

6. የአዲስ ድርጅት መመስረት

- 1) በዚህ ደንብ አንቀጽ 5 ሥር የተደነገገው እንደተጠበቀ ሆኖ ቢሮው በዚህ ደንብ አንቀጽ 8 ሥር የተደነገገውን መሠረት በማድረግ አዲስ ድርጅት ማቋቋም ይችላል፡፡
- 2) በዚህ አንቀጽ ንዕስ አንቀጽ 1 መሰረት የተመሠረተው ድርጅት "የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅት" የሚል አረፍተ ነገር የሚኖርው ሲሆን በቢሮ እንደተመዘገበ ህገዊ ሰውነት የሚያገኝ ይሆናል፡፡
- 3) ቢሮው በዚህ አንቀጽ ንዕስ አንቀጽ 1 መሠረት አዲስ ድርጅት ሲመሠረት ህጋዊ ሰውነት ማግኘቱን የሚያሳይ የምስክር ወረቀት ለድርጅቱ ይሠጣል፡፡

- 183) Mendida Town Potable Water and Sewage Services Organization;
- 184) Serti Town Potable Water and Sewage Services Organization;
- 185) Mikawa Town Potable Water and Sewage Services Organization;
- 186) Dilela Town Potable Water and Sewage Services Organization;
- 187) Goro Town Potable Water and Sewage Services Organization;
- 188) Kofele Town Potable Water and Sewage Services Organization;
- 189) Hinja-Burkitu Multiple Kebeles Potable Water and Sewage Services Organization;
- 190) Finche Town Potable Water and Sewage Services Organization;
- 191) Shenen-Dugo Town Potable Water and Sewage Services Organization.

6. Establishment of New Organization

- 1) Without prejudice to the provision under Article 5 of this regulation, the Bureau may establish new organization based on the criteria provided under Article 8 of this regulation.
- 2) Organization established pursuant to sub article 1 of this article shall have the phrase saying "Potable Water and Sewage Services Organization" preceding its name; and shall acquire legal personality up on its registration to the Bureau.
- 3) When the Bureau establishes new organization pursuant to sub article 1 of this article, it shall provide a certificate to such organization stating that it has acquired legal personality.

- 7. Ittiwaamama Dhaabbataa**
Itti waamamni Dhaabbataa Boor-dii isaanitiif ta'a.
- 8. Ulaagaa Madaallii Sadarkaa Dhaabbataa**
- 1) Biiron ulaagaa armaan gadii irratti hundaa'uun Dhaabbataa hunda madaaluun qabxiin kan sadarkessu ta'a:
 - (a) baay'ina ummata magaalaa yookiin baadiyyaa waliigalaa ----- %15 keessaa;
 - (b) Baay'ina ittifayyadamtoota dhaabbatichaa ----- %20 keessaa;
 - (c) Hanga fi qulqullina bishaan dhaabbatichi dhiyeessu ----- %10 keessaa;
 - (d) Waliin gahiinsa bishaanii dhaabbatichaa ----- %10 keessaa;
 - (e) to'annoo qisaasama bishaanii dhaabbatichaa ----- %10 keessaa;
 - (f) Hanga galii dhaabbatichi waggaa argatu ----- %20 keessaa;
 - (g) Walxaxiinsa dhiyeessa tajaajila bishaanii dhaabbatichaa ----- % 5 keessaa;
 - (h) Uwwisa hojii qulqullina bishaanii fi dhangala'aa maqsuu fi bulchuu ----- %5 keessaa;
 - (i) Dandeettii baasii investimantii dhaabbatichii deebisuuf qabu --- % 5 keessaa.
 - 2) Akkaataan kenniinsa qabxii waliigalaa Keewwata kana Keewwata Xiqqaa 1 jalatti tumame tarreefamni isaa qajeelfama bahuun kan murta'u ta'a.
 - 3) Sadarkaan Dhaabbilee kan murtaa'u ulaagaa Keewwata kana Keewwata Xiqqaa 1 jalatti tumame bu'uura godhachuun qabxiin madaallii kennamuu cuunfaa raawwii hojii waggoota walitti aanan lamaan darban irratti hundaa'uun bifa iftoomina qabuun madaalamee qabxii waliigalaa %100 irraa kan kennamu ta'a.

- 7. የድርጅቱ ተጠሪነት**
የድርጅቱ ተጠሪነት ለዐርዶቻቸው ይሆናል።
- 8. የድርጅቶች ደረጃ የመመዘኒያ መስፈርት**
- 1) ቢሮው በሚከተለው መስፈርት ላይ በመመስረት ሁሉም ድርጅቶች በመመዘን በነጥባቸው ደረጃ የሚሠጥ ይሆናል፡-
 - (ሀ) አጠቃላይ የከተማ ወይም የገጠር ህዝብ ብዛት -----15%;
 - (ለ) የድርጅቱ ተጠቃሚዎች ብዛት-----20%;
 - (ሐ) ድርጅቱ የሚያቀርበው ውሃ ብዛትና ጥራት -----10%;
 - (መ) የድርጅቱ የውሃ ተደራሽነት-----10%;
 - (ሠ) የድርጅቱ የውሃ ብክነት መቆጠጠር-----10%;
 - (ረ) ድርጅቱ በአመት የሚያገኝ ውን የገቢ መጠን -----20%;
 - (ሰ) የድርጅቱ ውሃ ግልጋሎት አቅርቦት ወውብ ስብከት-----5%;
 - (ሸ) የውሃና ፍሳሽማስወገድና ማስተዳደር ሥር ሽፋን -----5%;
 - (ቀ) ለድርጅቱ የሚወጣውን ኢንቨስትመንት የመመለስ አቅም -----5%።
 - 2) በዚሁ አንቀጽ ንኡስ አንቀጽ 1 ስር የተደነገገው አጠቃላይ የነጥብ አሰጣጥ ዝርዝር በሚወጣው መመሪያ የሚወሰን ይሆናል።
 - 3) የድርጅቶች ደረጃ የሚወሰነው በዚህ አንቀጽ 1 ስር በተደነገገው መሠረት የሚሠጠው የምዘና ውጤት የሁለት ተከታታይ አመት የሥራ አፈጻጸም ውጤት ላይ በመመሥረት ግልጽነት ባለው መንገድ ተመዝኖ አጠቃላይ ውጤት ከ100 ላይ የመሚሰጥ ይሆናል።

- 7. Accountability of the Organization**
Accountability of the organization shall be to the Board.
- 8. Organization's Grade Evaluation Criteria**
- 1) The Bureau shall evaluate all organizations and grade them in their scores based on the following criteria:
 - (a) Total number of urban or rural population-----out of 15%;
 - (b) Number of beneficiaries of the organization-----out of 20%;
 - (c) The amount and quality of water that the organization supplies--- out of 10%;
 - (d) Water accessibility of the organization-----out of 10%;
 - (e) Water wastage control of the organization-----out of 10%;
 - (f) Annual revenue of the organization-----out of 20%;
 - (g) Complexity of water service supply of the organization----- out of 5%;
 - (h) Coverage of water purification and sewage disposal and administration works---out of 5%;
 - (i) Investment cost recovering ability of the organization-----out of 5%.
 - 2) Manner of providing the general score stipulated under sub article 1 of this article its particulars shall be determined by the directive to be issued.
 - 3) Grades of the organizations shall be determined transparently evaluating the aggregate work performances result of the last two consecutive years on the basis of the provision under sub article 1 of this article and the total score shall be given out of 100%.

9. Qabxii Dhaabbata Sadarkeessuuf Kennamu

- 1) Ulaagaalee Dambii kana Keewwata 8 jalatti tumaman bu'uura godhachuun, sadarkaan Dhaabbataa akka armaan gadiitti sadarkaa jahaatti kan sadarkeeffamu ta'a:
 - (a) Dhaabbata sadarkaa tokkoffaa addaa ----- qabxii % 90 fi isaa ol;
 - (b) Dhaabbata sadarkaa tokkoffaa ----- qabxii % 80 hanga % 89.99;
 - (c) Dhaabbata sadarkaa lammaffaa ----- qabxii % 65 hanga % 79.99;
 - (d) Dhaabbata sadarkaa sadaffaa ----- qabxii % 50 hanga % 64.99;
 - (e) Dhaabbata sadarkaa afraffaa ----- qabxii % 40 hanga % 49.99;
 - (f) Dhaabbata sadarkaa shanaffaa ----- qabxii % 25 hanga % 39.99.
- 2) Dambii kana keewwata 5 jalatti kan tumame jiraatus, Dhaabbanni madaallii sadarkeessuu qabxii %24.99 fi isaa gadi argate waldaa Ittifayyadamtootaa bishaan dhugaatii fi dhangala'aa ta'ee sadarkeeffama.

10. Dhaabbata Beeksisuu

- 1) Biiron Dhaabbata hojiirra jiru yookiin Dhaabbata haaraa bu'uura Dambii kanaan hundeeffameef Waraqa Raga Mirkaneessa Sadarkaa maqaa Dhaabbatichaa, sadarkaa isaa fi guyyaa kenname ibsu qopheessee Dhaabbatichaaf kennuu qaba.
- 2) Biiron Dhaabbata bu'uura Keewwata kana Keewwata Xiqqaa Itiin sadarkaa yeroo kennu gaazexaa Naannichaa fi biyyaaleessaa uwwisa bal'aa qabu irratti maxxansuun ummataa beeksisuu qaba.

9. ድርጅቱን በደረጃ ለመለየት የሚሰጥ ነጥብ

- 1) በዚህ ደንብ አንቀጽ 8 ሥር የተደነገጉትን መስፈርቶች መሰረት በማድረግ ድርጅት እንደሚከተለው ስድስት ደረጃዎች ይሆናል:-
 - (ሀ) ልዩ አንደኛ ደረጃ ድርጅት 90% እና ከዛ በላይ ነጥብ፤
 - (ለ) አንደኛ ደረጃ ድርጅት ከ 80% እስከ 89.99 ነጥብ፤
 - (ሐ) ሁለተኛ ደረጃ ድርጅት -----ከ65% እስከ79.99 ነጥብ፤
 - (መ) ሶስተኛ ደረጃ ድርጅት-----ከ50% እስከ 64.99 ነጥብ፤
 - (ሠ) አራተኛ ደረጃ ድርጅት -----40% እስከ 49.99 ነጥብ
 - (ረ) አምስተኛ ደረጃ ድርጅት-----25% እስከ 39.99 ነጥብ
- 2) በዚህ ደንብ አንቀጽ 5 ሥር የተደነገገው ቢኖርም በደረጃ ምዘና ከ 24.99 እና ከዚያ በታች ያገኘ ድርጅት የተጠቃሚዎች ማህበር የመጠጥ ውሃ እና ፍሳሽ አገልግሎት ሆኖ ይመደባል።

10. ድርጅቱን ማሳወቅ

- 1) ቢሮው በሥራ ላይ ላለ ድርጅት ወይም በዚህ ደንብ መሠረት የተመሠረተን አዲስ ድርጅት የድርጅቱን ደረጃ ሥምና ቀን የተሠጠበትን ቀን የሚገልጽ የምስክር ወረቀት መሥጠት አለበት።
- 2) በዚህ አንቀጽ ንዕስ አንቀጽ 1 መሠረት ቢሮ ደረጃ ሲሠጥ በክልሉና በሀገር ውስጥ ሠፊ ሽፋን ባለው ጋዜጣ በማሳተም ህዝቡን ማሳወቅ አለበት።

9. Scores Provided for Grading Organizations

- 1) Based on the criteria provided under Article 8 of this regulation, the organizations shall be graded in to six grades as follows:
 - (a) Special first grade organization-----90% and above points;
 - (b) First grade organization-----80% to 89.99 points;
 - (c) Second grade organization-----65% to 79.99 points;
 - (d) Third grade organization-----50% to 64.99 points;
 - (e) Fourth grade organization-----40% to 49.99 points;
 - (f) Fifth grade organization-----25% up to 39.99 points.
- 2) Notwithstanding to the provision under Article 8 5 of this regulation, the organization that has got the grading evaluation below 24.99 points shall be graded as the potable water and sewage beneficiaries association.

10. Announcement of Organization

- 1) The Bureau shall prepare and provide the certificate describing grade approval of the organization, its grade and date of its issuance for the existing or newly established organization.
- 2) When the Bureau gives grade for the organization pursuant to sub article 1 of this article, it shall notify to the people through publishing on the newspaper of the region and country having wider coverage.

11. Sadarkaa Dhaabbataa Olguddisuu Yookiin Gadibuusuu

- 1) Biiron bu'uura ulaagaa sadarkeessuu Dambii kana keessatti tumaameen madaaluun, sadarkaa Dhaabbataaf kennamee ture olguddisuu yookiin gadibuusuu ni danda'a.
- 2) Dhaabbanni sadarkaa tokko irraa gara sadarkaa itti aanutti guddachuu kan danda'u madaalli gahumsaa Biiron waggaa lama lamaan gaggeessuu bu'uura godhachuun ta'a.
- 3) Dhaabbanni sadarkaa Biiron itti madaalee irraa gara sadarkaa itti aanutti ol-guddachuuf sadarkaa dura jiru irratti yoo xiqqaate waggaa lamaaf tajaajiluu qaba.
- 4) Biiron Sadarkaan Dhaabbataa akka guddattu yookiin gadibu'u yemmuu murteessu Waraqaa Ragaa Mirkaneessa Sadarkaa ibsuu Dhaabbatichaaf kennuu qaba.

12. Ulaagaa Waldaan Gara Dhaabbataatti Ittiin Guddattu

- 1) Waldaan Ittifayyadamtoota gara Dhaabbataatti kan guddatu ulaagaa bu'uura Dambii kana Keewwata 8 fi 9 jalatti tumameen ta'a.
- 2) Waldaan ittifayyadamtootaa ulaagaa Keewwata kana Keewwata xiqqaa 1 jalatti tumame guutee yoo argame Biiron Waldichi gara Dhaabbataatti akka guddatu ni murteessa.
- 3) Biiron Keewwata kana Keewwata Xiqqaa 1 fi 2 jalatti ibsaman bu'uura godhachuun Waldaan gara Dhaabbataatti akka guddatu yeroo murteessu, sadarkaa Dhaabbataa, maqaa Dhaabbataa, guyyaa kenname, Waraqaa Qaama Seerummaa fi Ragaa Mirkaneessa Sadarkaa kennuufi qaba.
- 4) Bu'uura Keewwata kana Keewwata Xiqqaa 3tiin waldaan gara dhaabbataatti yoo guddatu maqaa 'Dhaabbata Tajaajila Bishaan Dhugaatii fi Dhangala'aa' jedhamee waamamuun galmaae waraqaan ragaa qaama seerummaa Dhaabbataa kan kennamuuf ta'a.

11. የድርጅት ደረጃን ማሳደግ ወይም ወደታች ማውረድ

- 1) ቢሮ በዚህ ደንብ ውስጥ በተደነገገው የመመዘኛ መስፈርት መሠረት በመመዘን ለድርጅቱ ተሰጥቶት ትዩንበረውን ደረጃ ወደ ላይ ማሳደግ ወይም ወደ ታች መቀነስ ይችላል።
- 2) አንድ ደድርጅት ከአንድ ደረጃ ወደ ሚቀጥለው ደረጃ ማደግ የሚችለው ቢሮው በየ ሁለት ዓመቱ በሚያደርገው የብቃት ምዘናን መሠረት በማድረግ ይሆናል።
- 3) ድርጅት ቢሮ ከመዘነው ደረጃ ላይ ወደሚቀጥለው ደረጃ ለማደግ በፊት ከነበረው ደረጃ ቢያንስ ሁለት ዓመት ማገልገል አለበት።
- 4) ቢሮ የድርጅት ደረጃ እንዲያደግ ወይም እንዲቀንስ ስወስን የደረጃ ማረጋገጫ የምስክር ወረቀት ለድርጅቱ መስጠት አለበት።

12. ማህበር ወደ ድርጅት የሚያድግበት መስፈርት

- 1) የተጠቃሚዎች ማህበር ወደ ድርጅት የሚያድገው በዚህ ደንብ አንቀጽ 8 እና 9 ስር በተደነገገው መስፈርት መሠረት ይሆናል።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ስር የተደነገገውን መስፈርት አሟልቶ የተገኘ የተጠቃሚዎች ማህበር ቢሮው ወደ ድርጅት እንዲያደግ ይወስናል።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 1 እና 2 ስር በተደነገገው መሠረት ቢሮው ማህበር ወደ ድርጅት እንዲያደግ ሲወስን የድርጅቱን ደረጃ ፣ የድርጅቱ ስም ፣ የተሠጠበት ቀን ፣ ህጋዊ ሰውነት ወረቀትና የደረጃ ማረጋገጫ ማስረጃ መስጠት አለበት።
- 4) በዚህ አንቀጽ ንዑስ አንቀጽ 3 መሠረት ማህበር ወደ ድርጅት ሲያሳድግ “የመጠጥ ውሃና ፍሳሽ አገልግሎት” በሚል ስም ተመዝግቦ የድርጅቱ ህጋዊ ሰውነት ማስረጃ የሚሰጥ ይሆናል።

11. Upgrading or Downgrading of the Organization

- 1) The Bureau may raise or lower the grade given to the organization through evaluating it on the basis of the criteria provided in this regulation.
- 2) The organization shall be promoted from one grade to the next based on the efficiency evaluations conducted by the Bureau every two years.
- 3) The organization shall serve at least for two years on its prior grade in order to be promoted to the next grade from the grade evaluated by the Bureau.
- 4) The Bureau shall provide certificate describing grade approval for the organization when it decides on the grade of the organization to be promoted or dropped.

12. Criteria for Upgrading Association in to Organization

- 1) Beneficiaries' association shall be upgraded in to organization in accordance with the criteria provided under Articles 8 and 9 of this regulation.
- 2) If the beneficiaries' association found to satisfy the criteria provided under sub article 1 of this article, the Bureau shall decide for it to be upgraded in to organization.
- 3) When the Bureau decides for the association to be upgraded in to organization based on the provisions under sub article 1 and 2 of this article, it shall provide grade of the organization, its name, date of its issuance, legal personality certificate and evidence of grade approval for such organization.
- 4) Up on upgrading of the Association in to Organization as per Sub Article 3 of this Article, it shall be registered with the name called "Potable Water and Sewage Services Organization" and given with legal personality certificate of Organization.

Kutaa Sadii

Qaamolee Bulchiinsa Dhaabbataa

13. Ittiwaamama Boordii

- 1) Ittiwaamamni Boordii Dhaabbata Magaalotaa fi Baadiyyaa Gandoota Hedduu sadarkaa tokkoffaa addaa, sadarkaa tokkooffaa fi sadarkaa lammaffaa Biiroodhaaf ta'a.
- 2) Ittiwaamamni Boordii Dhaabbata Magaalotaa fi Baadiyyaa Gandoota Hedduu sadarkaa sadaffaa fi afraffaa Caasaa Biiroo Godinichaatiif ta'a.
- 3) Ittiwaamamni Boordii Dhaabbata Magaalootaa fi Baadiyyaa Gandoota Hedduu sadarkaa shanaffaa Caasaa Biiroo Aanichaatiif ta'a.

14. Miseensota Boordii

- 1) Boordiin miseensota armaan gadii ni qabaata:
 - (a) Waajjira Kantiibaa Bulchiinsa Magaalaa ----- Miseensa;
 - (b) Waajjira Mana Qopheessaa Bulchiinsa Magaalaa ----- Miseensa;
 - (c) Biiroo yookiin caasaa Biiroo keessaa ----- Miseensa;
 - (d) Waajjira Eegumsa Fayyaa ----- Miseensa;
 - (e) Waajjira Dhimma Dubartii, Daa'immanii fi Dargagootaa ----- Miseensa;
 - (f) Waajjira Bulchinsaa fi Ittifayyadama Lafaa ----- Miseensa;
 - (g) Waajjira Barnootaa ----- Miseensa;
 - (h) Waajjira Maallaqaa fi Walta'iinsa Dinagdee ----- Miseensa;
 - (i) Dhaabbata Humna Ibsaa ----- Miseensa;
 - (j) Maamiloota bishaanii keessaa nama lama tokko dubartii ta'u qabdi ----- Miseensa;
 - (k) Hojii Gaggeessaa Dhaabbatichaa ---- sagalee malee barreessaa ta'ee ni hirmaata.
- 2) Walitti qabaa fi itti aanaa walitti qabaan Boordichaa miseensota keessaa Biiroon yookiin Caasaan isaatiin akkaataa ittiwaamama isaatiin kan beeksifamu ta'a.

ክፍል ሶስት

የድርጅቱ የአስተዳደር አካላት

13. የቦርዱ ተጠሪነት

- 1) የከተማና የባለ ብዙ የገጠር ቀበሌ ልዩ አንደኛ ደረጃ፣ አንደኛ ደረጃ እና ሁለተኛ ደረጃ የድርጅት ቦርድ ተጠሪነት ለቢ.ሮው ይሆናል።
- 2) የከተማና የባለ ብዙ ገጠር ቀበሌ ሶስተኛ ደረጃ እና አራተኛ ደረጃ የድርጅት ቦርድ ተጠሪነት ለዞን የቢ.ሮ መዋቅር ይሆናል።
- 3) የከተማ አና የባለብዙ ገጠር ቀበሌ አምስተኛ ደረጃ የድርጅት ቦርድ ተጠሪነት ለወረዳ የቢ.ሮ መዋቅር ይሆናል።

14. የቦርድ አባላት

- 1) ቦርድ የሚከተሉት አባላት ይኖሩታል፡-
 - (ሀ) የከተማ መስተዳደር የከንቲባ ጽ/ቤት ----- አባል፤
 - (ለ) የከተማ መስተዳደር መዘጋጃ ቤት----- አባል፤
 - (ሐ) ከቢ.ሮ ወይም ከቢ.ሮ መዋቅር ውስጥ----- አባል፤
 - (መ) የመሬት አስተዳደርና አጠቃቀም ጽ/ቤት ----- አባል፤
 - (ሠ) ትምህርት ጽ/ቤት ----- አባል፤
 - (ረ) የገንዘብና ኢኮኖሚ ትብብር ጽ/ቤት ----- አባል፤
 - (ሰ) የመብራት ኃይል ድርጅት----- አባል፤
 - (ሸ) ከውሃ ደምበኞች ውስጥ ሁለት ሰው ---- አባል፤
 - (ቀ) የድርጅት ሥራ አስኪሃጅ ----- ያለ ድምፅ ፀሃፊ ሆኖ ይሳተፋል።
- 2) ቢ.ሮ ወይም መዋቅሩ እንደተጠሪነቱ የቦርዱ ሰብሳቢና ምክትል ሰብሳቢ የሚሆነውን እንዲያውቅ ይደረጋል።

Part Three

Administrative Bodies of Organization

13. Accountability of the Board

- 1) Accountability of the Board of Special first grade, first grade and second grade Urban and Multiple Kebeles Rural Organization shall be to the Bureau.
- 2) Accountability of the Board of third grade and fourth grade Urban and Multiple Kebeles Rural Organization shall be to the Bureau structure of the Zone.
- 3) Accountability of the Board of fifth grade Urban and Multiple Kebeles Rural Organization shall be to the Bureau structure of the District.

14. Members of the Board

- 1) The Board shall have the following members
 - (a) Mayor's Office of the City Administration-----member;
 - (b) Municipality's Office of the City Administration-----member;
 - (c) From the Bureau or its Structures-----member;
 - (d) Health Office-----member;
 - (e) Women's, Children and Youth Affairs Office-----member;
 - (f) Land Management and Utilization Office-----member;
 - (g) Education Office-----member;
 - (h) Finance and Economic Cooperation Office-----member;
 - (i) Electric Power Organization Office-----member;
 - (j) Two Persons among Clients of Water, one shall be female----- member;
 - (k) Manager of the Organization---- takes part as secretary without vote.
- 2) Chairperson and Deputy Chairperson of the Board shall be notified among the members by the Bureau or its structures as per his accountability.

- 3) Keewwata kana Keewwata Xiqqaa 1 (a - k) jalatti kan tumame akkuma eeggameetti ta'ee, Dhaabbata Bulchiinsa magaalaa hin qabne keessatti iddoo Waajjira Kaantibaatti Waajjira Bulchiinsa Aanaatiin kan bakka bu'u ta'a.
- 4) Dhaabbata Bulchiinsa Magaalaa yookiin Aanaa lamaa fi isaa oliif tajaajila kennu keessatti Biiroo fi caasaan Biiroo qorannoo irratti hundaa'e miseensoota Boordii Dhaabbataa bakka irraa hundaa'an kan beeksisu ta'a.
- 5) Biiron yookiin Caasaa Biiroo Waajjira Miseensota Boordii ta'an keessaa namoota Boordii bakka bu'uu qaban xalayaan kan beeksisu ta'a.
- 6) Turtiin miseensa Boordii hawwaa keessaa bakka bu'anii waggaa lamaaf ta'ee raawwii hojii ol'aanaa yoo galmeessise irradeebiin marsaa lama kan hin caalleef filatamuu ni danda'a.
- 7) Miseensi Boordii gahee hojii isaa sirnaan hin baane Biiron yookiin Caasaan Biiroo gamaaggamee yeroo kamittuu miseensummaa irraa kaasuun waajjiricha keessaa nama biraa bakka ni buusa yookiin Waajjira keessaa bakka kan bu'u yoo hin jiraanne barbaachisummaa hojiitiif jechuun waajjira biroo miseensa Boordii hin jedhamne irra bakka buusuu ni danda'a.
- 8) Miseensi Boordii akkaataa keewwata kana keewwata xiqqaa 7tiin miseensummaa irraa ka'u balleessaa kan raawwate yoo ta'e, seera rogummaa qabuun kan gaafatamu ta'a.

15. Sirna Walgahii Boordii

- 1) Walgahiin Boordii ji'a sadiitti al tokko kan gaggeeffamu ta'ee, walitti qabaan Boordichaa akkaataa barbaachiisummaa isaatti walgahii ariifachiisaa waamuu ni danda'a.
- 2) Miseensonni Boordiichaa walakkaan ol walgahii irratti yoo argaman walgahichi guutuu ni ta'a.

- 3) በዚህ አንቀጽ ንኡስ አንቀጽ 1 (ሀ-ሸ) ሥር የተደጋጋመው እደተጠበቀ ሆኖ የከተማ መስተዳደር የሌለው ድርጅት በከንቲባ ጽ/ቤት ቦታ በወረዳ መስተዳደር ጽ/ቤት ይተካል።
- 4) ከአንድ በላይ ከተማ መስተዳደር ወይም ሁለት ወረዳ እና ከዚህ በላይ አገልግሎት የሚሰጥ ድርጅት ቢሮው ወይም የቢሮው መዋቅር በጥናት ላይ በመመሥረት የቦርዱ አባላት ከየት መመረጥ እንዳለባቸው የሚያሳውቅ ይሆናል ።
- 5) ቢሮው ወይም የቢሮ መዋቅር የቦርዱ አባላት ከሆኑት ውስጥ ቦርዱን የሚወክሉ ሰዎችን በደብዳቤ የሚያሳውቅ ይሆናል ።
- 6) ከማህበረሰቡ የሚመረጡት የቦርድ አባላት ቆይታ ለሁለት ዓመት ሆኖ ከፍተኛ የስራ አፈፃፀም ካስመዘገበ በድጋሚ ሁለ ጊዜ ላልበለጠ ሊመረጥ ይችላል።
- 7) ሥራውን በአግባቡ ያልተወጣ የቦርድ አባል ቢሮው ወይም የቢሮው መዋቅር በማንኛውም ጊዜ ከአባልነት በማንሳት ከመ/ቤቱ ውስጥ ሌላ ሰው ይተካል ወይም ከመ/ቤቱ የሚተካ ከሌለ ለሥራው አስፈላጊነት ከሌላ መ/ቤት የቦርዱ አባል ያልተባለ መተካት ይችላል።
- 8) በዚህ አንቀጽ ንኡስ አንቀጽ 7 መሠረት ከአባልነት የሚነሳው የቦርድ አባል ጥፋት የፈፀመ ከሆነ አግባብነት ባለው ህግ የሚጠየቅ ይሆናል።

15. የቦርዱ የስብሰባ ሥነ-ሥርዓት

- 1) የቦርድ ስብሰባ በሶስት በወር አንድ ጊዜ የሚካሄድ ሆኖ የቦርድ ስብሰባ እንደ አስፈላጊነቱ አስቸኳይ ስብሰባ ሊጠራ ይችላል።
- 2) ከቦርዱ አባላት ውስጥ ከግማሽ በላይ ከተገኙ ስብሰባው ሙሉ ይሆናል።

- 3) Without prejudice to Sub Article 1 (a-k) of this Article, in Organization that does not have City Administration, Office of the Mayor shall be replaced by the District Administration.
- 4) In the Organization providing service for two or more City Administrations or Districts, the Bureau and its structures shall, based on research notify from where the Board members of Organization shall be established.
- 5) The Bureau or its structures shall notify in letter the persons that shall represent the Board from the offices which are members of the Board.
- 6) Office terms of the Board members represented from the community shall be for two years; and may be re-selected for not exceeding two rounds if they register high performances in their duties.
- 7) The Bureau or its structures may, at any time evaluate and remove from membership the Board member who fail to properly discharge his duty and replace him with other person from the office or if there is no person who replaces him in the office, it may replace him from another office which is not made member of the Board saying that for the sake of work.
- 8) If member of the Board to be removed from membership as per Sub Article 7 of this Article has committed fault or offense, he shall be held liable in accordance with the appropriate law.

15. Meeting Procedures of the Board

- 1) Meeting of the Board shall be held once in three months; and chairperson of the Board may call urgent meeting as may be necessary.
- 2) The meeting shall be quorum where more than half of the Board members are present on such meeting.

- 3) Murteen Boordichaa sagalee caal-maatiin kan darbu ta'ee, sagaleen miseensotaa walqixa yoo ta'e, yaadni walittiqabaadhaan deeggarame murtii Boordichaa ta'a.
- 4) Ajandaan walgahii Boordii guyyaa hojii shan dursee karaa Hojii gaggeessaa Dhaabbatichaa miseenso-taaf dhiyaachuu qaba.
- 5) Miseensonni Boordichaa akka barbaachisummaa isaatti humna dhaabbatichaa irratti hundaa'uun durgoo tajaajilaa argachuu ni danda'u.
- 6) Keewwata kana keewwata xiqqaa 1 hanga 4 jalatti kan tumame akkuma eeggametti ta'ee, Boordii sirna walgahii isaa Dambii ittiin bulmaataa baasuun murteessuu ni danda'a.

Kutaa Afur

Waldaa Ittifayyadamtoota Bishaan Dhugaatii fi Dhangala'aa Baadiyyaa

16. Sirna Hundeeffama Waldaa Ittifayyadamtootaa

- 1) Waldaan Ittifayyadamoota bishaan dhugaatii fi dhangala'aa baadiyyaa kan hundaa'u ittifayyadamtoota iskiimii bishaanii lamaa fi isaa ol ta'anii fi naannaw-wa tokko jiraataniin ta'a.
- 2) Ganda keessa iskiimiin bishaan tokkoo fi isaa ol yoo jiraate Waldaa tokko qofatu hundaa'a.
- 3) Waldaan ittifayyadamtootaa Dambii Ittiin Bulmaataa fi Barreeffama Hundeeffamaa ni qabaata.

17. Iyyata Hundeeffama Waldaa Ittifayyadamtootaa

- 1) Waldaan Ittifayyadamoota bu'uurra Dambii kanaatiin hundaa'u kamiyyuu haala unka Biirichi qopheessuun iyyachuun galmaa'ee beekamtii seeraa argachuu qaba.
- 2) Iyyatni Waldaan Ittifayyadamtootaa akka galmaa'uuf miseensoota Waldichaan Waajjira Misooma Qabeenya Bishaanii fi Inarjii Aanaatiif dhiyaatu, qabiyyee armaan gadii hammachuu qaba:

- 3) የቦርድ ውሳኔ በአባላት ድምጽ የሚወሰን ሆኖ የአባላት ድምጽ እኩል ከሆነ በሰብሳቢው የተደገፈው ሀሳብ የቦርዱ ውሳኔ ይሆናል ።
- 4) የቦርዱ አጀንዳ ከአምስት ቀን በፊት በድርጅቱ ሥራ አስኪያጅ በኩል ለአባላት መቅረብ አለበት።
- 5) የቦርዱ አባላት እንደ አስፈላጊቱ በድርጅቱ አቅም ላይ በመመሥረት የአገልግሎት አበል ሊያገኙ ይችላሉ።
- 6) በዚህ አንቀፅ ንዑስ አንቀፅ 1-4 ሥር የተደገገው እንደተጠበቀ ሆኖ ቦርዱ የራሱን የሰብሰባ ሥርዓት መወሰን ይችላል።

ክፍል አራት

የገጠር መጠጥ ውሃና ፍሳሽ የተጠቃሚዎች ማህበር

16. የተጠቃሚዎች ማህበር አመሠራረት

- 1) የገጠር የመጠጥ ውሃና ፍሳሽ የተቃሚዎች ማህበር የሚመሠረተው አንድ እና ከዚያ በላይ ከሆኑ እና አንድ አካባቢ በሚኖሩ የውሃ ስኪም ተጠቃሚዎች ይሆናሉ።
- 2) በአንድ ቀበሌ ውስጥ አንድ እና ከዚያ በላይ የውሃ ስኪም ካለ አንድ ማህበር ብቻ ነው የሚመሠረተው።
- 3) የተጠቃሚዎች ማህበር የመታደሪያ ደንብ እና የመመሥረቻ ጽሁፍ ይኖረዋል።

17. የተጠቃሚዎች ማህበር መመሥረት ማመልከቻ

- 1) በዚህ ደንብ መሠረት የሚቋቋም ማንኛውም የተጠቃሚዎች ማህበር ቢሮ በሚያዘጋጀው ፎረም መሠረት በማመልከት ተመዝግቦ ህጋዊ ዕውቅና ማግኘት አለበት።
- 2) የተጠቃሚዎች ማህበር እንዲመዘገብ ለውሃ ሃብት እና ኢነርጂ ጽ/ቤት በአባላት የሚቀርበው ማመልከቻ የሚከተለውን ይዘት ይኖረዋል።

- 3) Decision of the Board shall be passed by majority vote; and the chairperson shall hold casting vote in case of tie.
- 4) Agenda of the meeting shall be delivered to the members through the Manager of the Organization five working days in advance of the meeting date.
- 5) Member of the Board may obtain service allowances depending on the capacity of the organization as may deem necessary.
- 6) Without prejudice to the provisions under Sub Articles 1-4 of this Article, the Board may determine its meeting procedures with its administrative law to be issued.

Part Four

Rural Potable Water and Sewerage Beneficiaries Association

16. Establishment Procedures of Beneficiaries Association

- 1) The Rural Potable Water and Sewerage Beneficiaries Association shall be established with the beneficiaries of two and above water scheme who are residing in one locality.
- 2) If there is one and above water scheme in a village, only one Association shall be established.
- 3) The Beneficiaries Association shall have its Administration Regulation and Memorandum of Establishment.

17. Application for Establishment of Beneficiaries Association

- 1) Any Beneficiaries Association to be established pursuant to this regulation shall present application as per the format to be prepared by the Bureau to be registered and acquire legal personality.
- 2) The application for registration of Beneficiaries Association submitted to the District Water Resource and Energy Development Office by the members of the Association shall contain the following contents:

- (a) Maqaa guutuu miseensota waldichaa, mallattoo fi guyyaa itti mallatteessan;
 - (b) Baay'ina Miseensa Waldichaa;
 - (c) teessoo tokko tokkoo miseensota waldichaa;
 - (d) Maqaa Aanaa, Gandaa fi bakka addaa waldichi itti argamu;
 - (e) Maqaa iskiimii bishaanii;
 - (f) Maqaa waldichaa;
 - (g) Qaboo yaa'ii miseensotaa;
 - (h) Maqaa miseensoota koree hojii raawwachiiftuu Waldichaa.
- 3) Waajjirri Misooma Qabeenya Bishaanii fi Inarjii Aanaa iyyata bu'uurra Keewwata kana Keewwata Xiqqaa 1 tiin dhiyaatu galmeessee waraqaa ragaa qaama seerummaa waldichaaf kennuun Biiroof beeksisuu qaba.

18. Mirgaa fi Dirqama Miseensoota Waldaa Ittifayyadamtootaa

- 1) Namni miseensa Waldaa Ittifayyadamtootaa ta'e kamiyyuu mirga armaan gadii ni qabaata:
 - (a) Tajaajila bishaan dhugaatii fi dhangala'aa argachuu;
 - (b) Tajaajiloota waldichaan kennaman kan biroo kamiyyuu walqixa argachuu; fi
 - (c) Waldicha keessatti mirga filuu fi filatamuu.
- 2) Namni miseensa Waldaa Ittifayyadamtootaa ta'e kamiyyuu dirqama armaan gadii ni qabaata:
 - (a) Dambii ittiin bulmaata waldichaa kabajuu;
 - (b) Buusiwwanii fi kaffaltiiwwan tajaajilaa barbaachisaa ta'an yeroon kaffaluu; fi
 - (c) Iskiimii fi daangaa madda bishaanii eeguu fi kunuunsuu.

19. Yaa'ii Waliigalaa Waldaa

- 1) Yaa'iin Waliigalaa waldaa qaama waldicha o'aantummaan bulchu ta'ee, miseensoonni Waldichaa hundi miseensa yaa'ii waliigalaa ta'u.
- 2) Yaa'iin Waliigalaa waldichaa Walittiqabaa fi barreessaa Yaa'ii Walgalaa ni qabaata.

- (ሀ) የማህበሩ አባላት ሙሉ ስም፣ ፈርማ፣ የተፈረመበት ቀን፣
 - (ለ) የማህበሩ አባላት ብዛት፣
 - (ሐ) የእያንዳንዱ አባል አድራሻ፣
 - (መ) ማህበሩ የሚገኝበት የወረዳ፣ ቀበሌ እና የቦታው ልዩ ስም፣
 - (ሠ) የውሃ እስኪሰጥ ሥም፣
 - (ረ) የማህበሩ ሥም፣
 - (ሰ) የአባላቱ ቃለ ጉባኤ፣
 - (ሸ) የማህበሩ የሥራ አስፈጻሚዎች ሥም፣
- 3) የውሃ ሃብት ልማት ኢነርጂ ጽ/ቤት በዚህ አንቀጽ ንኡስ አንቀጽ 1 መሠረት የሚቀርብ ማመልከቻን መዘግቦ ለማህበሩ የህጋዊ ሀውነት ማስረጃ በመስጠት ለቢሮው ማሳወቅ አለበት።

18. የተጠቃሚዎች ማህበር መብትና ግዴታ

- 1) ማንኛውም የተጠቃሚዎች ማህበር አባል የሆነ የሚከተለው መብት ይኖረዋል፡-
 - (ሀ) የመጠጥ ውሃና ፍሳሽ አገልግሎትን የማግኘት፣
 - (ለ) ማንኛውንም በማህበሩ የሚሰጡት አገልግሎት ማግኘት፣ እና
 - (ሐ) በማህበሩ ውስጥ የመምረጥና የመመረጥ መብት።
- 2) ማንኛውም የተጠቃሚዎች ማህበር አባል የሆነ ሰው የሚከተለው ግዴታ ይኖረዋል
 - (ሀ) የማህበሩን የመተዳደሪያ ደንብ ማክበር፣
 - (ለ) አስፈላጊ የሆኑ የአገልግሎት ወጪዎችንና ክፍያዎችን በጊዜው መክፈልና
 - (ሐ) የእስኪሰጥና የውሃ መገኛን መጠበቅና መንከባከብ።

19. የማህበሩ ጠቅላላ ጉባኤ

- 1) የማህበሩ ጠቅላላ ጉባኤ ማህበሩ በበላይነት የሚያስተዳድር ሆኖ የማህበሩ አባላት በሙሉ የጠቅላላ ጉባኤ አባል ይሆናሉ።
- 2) የማህበሩ ጠቅላላ ጉባኤ ስብሰባ እና ፀጋፊ ይሆናል።

- (a) Full name of members of the Association, their signature and date of signing;
 - (b) Number of members of the Association;
 - (c) Address of each member of the Association;
 - (d) Name of District, Village and Specific area where the Association is located;
 - (e) Name of the water scheme;
 - (f) Name of the Association;
 - (g) Minute of the members;
 - (h) Name of members of the Executive Committee of the Association.
- 3) The District Water Resources and Energy Development Office shall register the application submitted to it pursuant to Sub Article 1 of this Article and give certificate of legal personality for the Association and notify same to the Bureau.

18. Rights and Obligations of Members of the Beneficiaries' Association

- 1) Any member of the Beneficiaries' Association shall have the following rights:
 - (a) To get Potable Water and Sewerage services;
 - (b) To get other services provided by the Association equally;
 - (c) Right to vote and be voted in the Association.
- 2) Any member of the Beneficiaries' Association shall bear the following obligations:
 - (a) Respect the Administrative Regulation of the Association;
 - (b) To pay the necessary contributions and service fees on time;
 - (c) To protect and nurture the water scheme and water base surroundings.

19. General Assembly of Association

- 1) The General Assembly of Association shall be the body which chiefly administers the Association; all members of the Association shall be members of the General Assembly.
- 2) General Assembly of the Association shall have the chairperson and secretary of the General Assembly.

- 3) Barri tajaajila Walittiqabaa fi barreessaa yaa'ii waliigalaa waggaa lamaaf ta'ee, yoo hojii gaarii hojjatee fi miseensota yaa'ii waliigalaatiin mirkanaa'e walitti aansee yeroo lamaaf irra deebi'ee filatamuu ni danda'a.
- 4) Keewwata kana Keewwata xiqqaa 1 jalatti kan tumame akkuma eegametti ta'ee, Walittiqabaa fi Barreessaan gahee hojii isaanii fiixaan baasuu yoo dadhaban barri hojii isaanii osoo hin xumuramiin hojii irraa gaggeeffamuu ni danda'u.

20. Sirna Walgahii Yaa'ii Waliigalaa

- 1) Walgahiin idilee Yaa'ii Waliigalaa waggaaatti yeroo lama kan gaggeeffamu ta'ee, akkaataa barbaachisummaa isaatti Walitti qabaan walgahii ariifachisaa waamuu ni danda'a.
- 2) Miseensotni Yaa'ii Waliigalaa walakkaan ol walgahii irratti yoo argaman walgahichi guutuu ta'a.
- 3) Murteen Yaa'ii Waliigalaa sagalee caalmaatiin kan darbu ta'ee sagaleen walqixa yoo ta'e yaadni walittiqabaan deeggarame murtii Yaa'ichaa ta'a.
- 4) Keewwata kana Keewwata Xiqqaa 1 - 3 jalatti kan tumame akkuma eeggametti ta'ee, Waldichi sirna walgahii isaa Dambii ittiin bulmaata baasuun murteessuu ni danda'a.

21. Sirna Filannoo Koree Hojii Raawwachiiftuu Waldaa

- 1) Koreen Hojii Raawwachiiftuu miseensoota Waldaa keessaa Yaa'ii Waliigalaatiin kan filataman ta'a.
- 2) Filannoon miseensoota koree hojii raawwachiiftuu kan gaggeeffamu koree filachiftuu namoota sadii miseensota keessaa filatamaniin ta'a.
- 3) Koreen filachiiftuun bu'uura Keewwata kana Keewwata Xiqqaa 2 tiin filataman miseensa koree hojii raawwachiiftuu ta'anii filatamuu hin danda'an.

- 3) የሰብሳቢው እና ፀሃፊ የሥራ ዘመን ለሁለት ዓመት ሆኖ መልካም ሥራ ከሠራና በጠቅላላ ጉባኤው ከተረጋገጠ በተከታታይ ለሁለት ጊዜ እንደገና ሊመረጥ ይችላል።
- 4) በዚህ አንቀጽ ንኡስ አንቀጽ 1 ሥር የተደነገገው እንደተጠበቀ ሆኖ ሥራቸውን በአግባቡ ያልተወጡ ሰብሳቢና ፀጋፊ የሥራ ዘመናቸው ሳይጠናቀቅ ከሥራ ሊሠናቡቱ ይችላሉ።

20. የጠቅላላ ጉባኤ የሰብሳቢ ሥነ-ሥርዓት

- 1) የጠቅላላ ጉባኤ መደበኛ ስብሰባ በአመት ሁለት ጊዜ የሚካሄድ ሆኖ፣ እንደ አስፈላጊነቱ ሰብሳቢው አስቸኳይ ስብሰባ ሊጠራ ይችላል።
- 2) ከጠቅላላ ጉባኤ አባላት ከግማሽ በላይ ከተገኙ ስብሰባው ሙሉ ይሆናል።
- 3) የጠቅላላ ጉባኤው ውሳኔ በአብላጫ ድምጽ የሚወሰን ሆኖ የአባላቱ ድምፅ እኩል ከሆነ በሰብሳቢው የተደገፈው ሀሳብ የጠቅላላ ግባኤው ውሳኔ ይሆናል ።
- 4) በዚህ አንቀጽ ንኡስ አንቀጽ 1-3 ሥር የተደነገገው እንደተጠበቀ ሆኖ ጉባኤው የሥብሰባ ሥነ -ሥርዓቱን በሚያወጣው የመተዳደሪያ ደንብ መወሰን ይችላል።

21. የማህበሩ ሥራ አስፈጻሚ ኮሚቴ ምርጫ ስርዓት

- 1) የሥራ አስፈጻሚ ኮሚቴ ከአባላት ውስጥ በጠቅላላ ጉባኤ የሚመረጡ ይሆናል።
- 2) የሥራ አስፈጻሚ ኮሚቴ አባላት ምርጫ የሚካሄደው ከአባላቱ ውስጥ በተመረጡ ሦስት አባላት ያሉት አስመራጭ ኮሚቴ ይሆናል ።
- 3) በዚህ አንቀጽ ንኡስ አንቀጽ 2 የተመረጡት የአስመራጭ ኮሚቴ የስራ አስፈጻሚ ኮሚቴ አባላት ሆነው ሊመረጡ አይችሉም።

- 3) Office term of the chairperson and secretary of theGeneral Assembly shall be for two years; and they may be re-selected for two consecutive times if they perform better and such performance is approved bymembers of theGeneral Assembly.
- 4) Without prejudice to the provisions under Sub Article 1 of this Article, if the chairperson and secretary fail to successfully accomplish their duties, they may be dismissed from duty before the completion of their office terms.

20. Meeting Procedures of the General Assembly

- 1) Regular meeting of the General Assembly shall be held twice in a year; and chairperson may call urgent meeting as may be necessary.
- 2) The meeting shall be quorum where more than half of theGeneral Assembly members are present on such meeting.
- 3) Decision of the General Assembly shall be passed by majority vote; and the chairperson shall have a casting vote in case of tie.
- 4) Without prejudice to the provisions under Sub Articles 1--3 of this Article, the Association may determine its meeting procedures with its administrative regulation to be issued.

21. Selection Procedures of Executive Committee of Association

- 1) The Executive Committee shall be selected among members of the Association by theGeneral Assembly.
- 2) Selection of members of the Executive Committee shall be conducted by Selection Committee having three persons selected among the members.
- 3) The Selection Committee that are selected pursuant to Sub Article 2 of this Article shall not be selected as members of Executive Committee.

- 4) Koreen filachiiftuu miseensoota waldaa keessaa koree hojii raaw-wachiiftuu dura taa'aa, barreessaa, abbaa herregaa, maallaqa qabaa fi miseensa tokko qabu ni filachiisa.
- 5) Keewwata kana Keewwata Xiqqaa 4 jalatti kan tumame akkuma jirutti ta'ee koreen hojii raawwachiiftuu waldaa filatamaan humna Waldaa irratti hundaa'uun akka barbaachisummaa isaatti durgoo jii'atti kan argatan ta'u. Hammi kaffaltii durgoo argatanii Dambii ittiin bulmaata waldaatiin kan murtaa'u ta'a.

22. Aangoo fi Gahee Hojii Dura Taa'aa

Dura taa`aan koree hojii raawwachiiftuu waldaa aangoo fi gahee hojii armaan gadii ni qabaata:

- 1) Hojii waldichaa ol'aantummaan ni gaggeessa; ni hordofa; ni to'ata;
- 2) Qaama sadaffaa waliin waldicha bakka bu'ee, waliigaltee ni raawwata;
- 3) Waldicha bakka bu'uudhaan dhimmoota waldichaa ilaallatan irratti ni falma; bakka bu'iinsa ni kenna;
- 4) Barreessaa fi maallaqa qabaa waliin herrega baankii maqaa waldichaatiin ni bana, ni sochoosa; qabeenya Waldichaa biroo barreessaa fi maallaqa qabaa waliin ni bulcha;
- 5) Murtii yaa'ii waliigalaatiin kenname hojiirra ni oolcha;
- 6) Gabaasa hojii fi faayinaansii waldichaa kan ji'a jahaa fi kan waggaa qopheessuudhaan yaa'ii waliigalatiif ni dhiyeessa;
- 7) Karoorra hojii fi baajata waldichaa qopheessee yaa'ii waliigalatiif ni dhiyeessa; yeroo mirkanaa`u hojii irra ni oolcha;
- 8) Tooftaa waldichi galii itti argatu ni qopheessa;
- 9) Ajandaa walgahii ni qopheessa;
- 10) Bu`uura yaa`iin waliigalaa murteessuun hojjattoota ni qacara; ni bulcha, hojiirraa ni gaggeessa;

- 4) አስመራጭ ኮሚቴ ከማህበሩ አባላት ውስጥ ሥራ አስፈፃሚ ኮሚቴ ፣ ሰብሳቢ ፣ ሂሳብ ሠራተኛ ፣ ገንዘብ ያዥ እና አንድ አባል ያልው ያስመርጣል ።
- 5) በዚህ አንቀጽ ንኡስ አንቀጽ 4 ሥር የተደገገጉት እንደ ተጠበቀ ሆኖ የተመረጡት የማህበሩ ሥር አስፈፃሚ ኮሚቴ እንደ አስፈላጊነቱ በማህበር አቅም ላይ በመመስረት በወር አበል የሚያገኙ ይሆናል ፣ የሚያገኙት የአበል መጠን በማህበሩ መተዳደሪያ ደንብ የሚወሰን ይሆናል ።

22. የሊቀመንበሩ ሥልጣንና የሥራ ድርሻ

የማህበሩ ሥራ አስፈፃሚ ሊቀመንበር የሚከተለው ሥልጣን ተግባር ይሆናል ፡-

- 1) የማህበሩ ሥራ በበላይነት ይመራል ፣ ይከታተላል ይቆጣጠራል ፤
- 2) ከሶስተኛ አካል ጋር ማህበሩን በመወከል ውል ይፈጸማል ፤
- 3) ማህበሩ በመወከል ማህበሩን በሚመለከቱ ጉዳዮች ላይ ይከራከራል ፣ ውክልና ይሠጣል ፤
- 4) ከፀሃፊ እና ከገንዘብ ያዥ ጋር በመሆን በማህበሩ ሥም አካውንት ይከፍታል ፤ ያንቀሳቅሳል ፣ የማህበሩን ሌላ ንብረት ከሂሳብ ሰራተኛ እና ከፀሃፊ ጋር በመሆን ያስተዳድራል ፤
- 5) በጠቅላላ ጉባኤው የተወሰኑትን ውሳኔዎች ሥራ ላይ ያውላል ፤
- 6) የስድስት ወር እና የአመት የማህበሩን የሥራ የአፈፃፀም ሪፖርት ለጠቅላላ ጉባኤ ያቀርባል ሲፀድቅም ስራ ላይ ያውላል ፤
- 7) የማህበሩን የሥራ እና በጀት ዕቅድ አዘጋጅቶ ለጠቅላላ ጉባኤ ያቀርባል ሲፀድቅም ሥራ ላይ ያውላል ፤
- 8) ማህበሩ ገቢ የሚያገኝበትን ዘዴ ያዘጋጃል ፤
- 9) የሱብሰባ አጀንዳ ያዘጋጃል ፤
- 10) ጠቅላላው ጉባኤው በሚወስነው መሠረተ ሠራተኛ ይቀጥራል ያስተዳድራል ፣ ከሥራ ያሠናብታል ፤

- 4) The Selection Committee shall cause selection of Executive Committee having chairperson, secretary, accountant, cashier and one member among the Association members.
- 5) Without prejudice to the provision under Sub Article 4 of this Article, the selected Executive Committee of Association shall obtain monthly allowances based on the capacity of the Association as may deem necessary. The paying capacity for those who can obtain allowances shall be determined by Administrative Regulation of the Association.

22. Power and Duties of the Chairperson

Chairperson of the Executive Committee of the Association shall have the following power and duties:

- 1) Chiefly manage; follow up and control the overall activities of the Association;
- 2) Conclude contractual agreement with third party on behalf of the Association;
- 3) Conduct litigation on issues concerning the Association representing the Association;
- 4) Open and runs the bank accounts in the name the Associationtogether with thesecretary and cashier; administer other properties of the Association jointly with thesecretary and cashier;
- 5) Implement decisions given by the General Assembly;
- 6) Prepare and deliver to theGeneral Assembly the sixth month and annual the work and financial reports of the Association;
- 7) Prepare the work and budget plan of the Association and submit to theGeneral Assembly; implement same up on its approval;
- 8) Devises the technique whereby the Association can get an income;
- 9) Prepare agenda of meeting;
- 10) Employ; administer and dismiss workers pursuant to the decision oftheGeneral Assembly;

11) Dura taa'aan walgahii yaa'ii walii-galaa hojiiwwan itti gaafatamumaan hojjate mirkaneessuuf taa-sifame irratti sagalee kennuu hin danda'u;

12) Hojii waldichaa ilaallatu biroo ni raawwata.

23. Aangoo fi Gahee Hojii Barreessaa
Barreessaan koree hojii raawwachiiftuu waldaa aangoo fi gahee hojii armaan gadii ni qabaata:

- 1) Qaboo yaa'ii ni qaba;
- 2) Miseensoota koree walgahiif ni waama;
- 3) Ragaa waldichaa ni qabata;
- 4) maallaqa qabaa fi dura taa'aa waliin herrega baankii maqaa waldichaatiin ni bana; ni sochoosa; qabeenya waldichaa biroo maallaqa qabaa fi dura taa'aa waliin ni bulcha;
- 5) Hojii waldichaa ilaallatu ajajame biroo ni raawwata.

24. Aangoo fi Gahee Hojii Abbaa Herregaa
Abbaan herregaa aangoo fi gahee armaan gadii ni qabaata:

- 1) galii fi bahii herregaa akkasumas qabeenya waldichaa bu'uura Dambii fi Qajeelfama faayinaansiitiin sirnaan hojiirra ooluu fi qabamuu isaa ni to`aata; yaada sirreeffamaa ni kenna;
- 2) galmeewwan herregaa fi sanadoota adda addaa of eeggannoon qabamuu isaa ni to`ata; ni mirkaneessa;
- 3) hojii waldichaa ilaallatu ajajame biroo ni raawwata.

25. Aangoo fi Gahee Hojii Maallaqa Qabaa

Maallaqa qabaan waldichaa aangoo fi hojii armaan gadii ni qabaata:

- 1) galii waldichaa nagahee seeraatiin ni funaana;
- 2) Maallaqa fuudhee Baankiitti galii taasisee nagahee galii itti taasise of eeggannoodhaan ni qabata;

11) ሊቀመንበሩ በኃላፊነት የሰራቸውን ስራዎች ለማፀደቅ በሚደረግ ስብሰባ ላይ ድምፅ መስጠት አይችልም፤

12) ማህበሩን የሚመለከት ሌላ ስራ ይፈፀማል።

23. የፀሐፊ ሥልጣንና የሥራ ድርሻ
የሥራ አስፈጻሚው ፀኑፊ የሚከተለው ሥልጣንና የሥራ ድርሻ ይኖረዋል፡-

- 1) ቃለ ጉባኤ ይይዛል፤
- 2) የኮሚቴውን አባላት ለስብሰባ ይጠራል፤
- 3) የማህበሩን ማስረጃ ይይዛል፤
- 4) ከገንዘብ ያዥና ከሊቀ መንበሩ ጋር በመሆን በማህበሩ ስም የሂሳብ አካውንት ይከፍታል፤ ያንቀሳቅሳል፤ የማህበሩን ሌላ ንብረት ከሊቀ መንበሩ እና ከገንዘብ ያዥ ጋር በመሆን ያስተዳድራል፤
- 5) ማህበሩን የሚመለከት የታዘዘውን ሌላ ሥራ ይሠራል።

24. የሂሳብ ሠራተኛ ሥልጣንና የሥራ ድርሻ
የሂሳብ ሠራተኛ የሚመለከተሉት ሥልጣንና የሥራ ድርሻ ይኖረዋል፡-

- 1) የማህበሩን ገቢና ወጪ እንዲሁም የማህበሩን ንብረት በፋይናንስ ደንብና መመሪያ መሠረት በአግባቡ ሥራ ላይ መዋሉንና መያዙን ይቆጣጠራል፤ የማስተካከያ ሀሳብ ይሠጣል፤
- 2) የሂሳብ መዝገብና የተለያዩ ሠነዶች በጥንቃቄ መያዛቸውን ይቆጣጠራል፤ ያጋልጣል፤
- 3) ማህበሩን የሚመለከቱ ሌላ ሥራ ይፈፀማል።

25. የገንዘብ ያዥ ሥልጣንና የስራ ድርሻ
ገንዘብ ያዥ የሚከተሉት የሥራ ድርሻ ይኖረዋል፡-

- 1) የማህበሩን ገቢ በሀጋዊ ደረሰኝ ይሠበስባል፤
- 2) የተቀበለውን ገንዘብ ባንክ ገቢ በማድረግ ገቢ የተደረገበትን ደረሰኝ በጥንቃቄ ይይዛል፤

11) The chairperson shall not have vote on the meeting of General Assembly held to approve works he has performed under his accountability;

12) Perform other activities concerned with the Association he is required to.

23. Power and Duties of the Secretary
Secretary of the Executive Committee of the Association shall have the following power and duties:

- 1) Takes minute;
- 2) Summon Committee members for meeting;
- 3) Maintain evidences of the Association;
- 4) Open and operates the bank accounts in the name the Association together with the cashier and chairperson; administer other properties of the Association jointly with the cashier and chairperson;
- 5) Perform other activities concerned with the Association he is required to.

24. Power and Duties of the Accountant
The Accountant shall have the following power and duties:

- 1) Control that the financial deposit and expenditure as well as resources of the Association to be properly implemented and managed in accordance with the financial regulation and directives; provides corrective ideas;
- 2) Control and ensure that the books of accounts and various documents to be maintained cautiously;
- 3) Perform other activities concerned with the Association he is required to.

25. Power and Duties of the Cashier
Cashier of the Association shall have the following power and duties:

- 1) Collect income of the Association with legal receipts;
- 2) Deposit money in to the bank and keep the deposit receipts cautiously;

- 3) Hojii waldichaa adeemsisuuf maallaqa baasiif barbaachisan qarshii 5,000.00 kaaziina keessatti ni qabata;
- 4) herrega baasii fi galii ji'a ji'aan abbaa herregaatiif gabaasa ni taasisa;
- 5) galmeewwan herregaa fi sanadoota adda addaa of eegannoon ni qaba;
- 6) barreessaa fi dura taa'aa waliin herrega baankii maqaa waldichaatiin ni bana; ni sochoosa; qabeenya waldichaa biroo barreessaa fi dura taa'aa waliin ni bulcha;
- 7) hojii waldichaa ilaallatu ajajame biroo ni raawwata.

26. Bara Hojii Koree Hojii Raawwachiiftuu fi Sirna Hojii Irra Itti Kaafaman

- 1) Barri hojii miseensota koree hojii raawwachiiftuu waldaa waggaa lamaaf ta'ee, fedhii ittii fayyadamtootaa yoo ta'e miseensi koree hojii gaarii galmeesisan walitti aansee yeroo lamaffaaf irra deebi'amee filatamuu ni danda'a.
- 2) Keewwata kana Keewwata Xiqqaa 1 jalatti kan tumame akkuma eegameetti ta'ee, miseensi koree hojii raawwachiiftuu gahee hojii isaa fiixaan baasuu yoo dadhabe yookiin rakkoo naamusaa yoo qabaate barri hojii isaa osoo hin xumuramiin yaa'ii waliigalaatiin ittigaafatamummaa hojiirra kaafamuu ni danda'a.
- 3) Gabaasa rakkoo naamusaa, raawwiin hojii gadi bu`uu fi karoorsuu dadhabuu ibsu Waajjira Misooma Qabeenya Bishaanii fi Inarjii Aanaa Yaa'ii waliigalaatiif yeroo dhiyeessu miseensi koree barri miseensummaa isaanii osoo hin xumuriin yeroo kamiyyuu hojiirraa kaafamuu ni danda'u.

- 3) የማህበሩ ሥራ ለማካሄድ ለወጪ የሚያስፈልግ ገንዘብ 5000 ብር በካዥ ውስጥ ይይዛል ፤
- 4) የገቢ እና የወጪ ሪፖርት ለሂሳብ ሠራተኛው በየወሩ ሪፖርት ያደርጋል፤
- 5) የሂሳብ መዝገብና የተለያዩ ሰነዶችን በአግባቡ ይይዛል፤
- 6) ከፀሃፊ እና ከሊቀመንበር ጋር በመሆን በማህበሩ ሥም አካውንት ይከፍታል፤ ያንቀሳቅሳል፤ ሌላ የማህበረሰብ ንብረት ከፀሃፊና ከሊቀ መንበር ጋር በመሆን ያስተዳድራል፤
- 7) የታዘዘውን የማህበሩ ሌሎች ሥራቸውን ይፈፅማል፡፡

26. የሥራ አስፈጻሚ ዘመንና ከሥራ ላይ የሚነሱበት ሥርዓት

- 1) የማህበሩ ሥራ አስፈጻሚ የሥራ ዘመን ለሁለት ዓመት ሆኖ የተጠቃሚዎች ፍላጎት ከሆነ መልካም የስራ አፈጻጸም ያስመዘገበ አባል በተከታታይ ለሁለተኛ ጊዜ እንደገና ሊመርጥ ይችላል፡፡
- 2) በዚህ አንቀፅ ንኡስ አንቀፅ 1 ሥር የተደነገገው እንደተጠበቀ ሆኖ ሥራውን በአግባቡ መወጣት ያልቻለ አባል ወይም የሥነምግባር ችግር ካለው የሥራ ዘመኑ ሳይቆይ በጠቅላላው ጉባኤ ከሥራ ላይ ሊነሳ ይችላል፡፡
- 3) የሥነምግባር ችግር የሥራ አፈጻጸም መውረድ የሚገልፅ ሪፖርት የወረዳው የውሃ ሓብት ልማት እና ኢንፎርጼ ጽ/ቤት ለጠቅላላ ጉባኤ ሲያቀርብ የኮሚቴው አባል የሥራ ዘመኑን ሳይጨርስ በማንኛውም ጊዜ ከሥራው ሊነሳ ይችላል፡፡

- 3) Keep about Birr 5000 money necessary to be spend for running activities of the Association in his money box;
- 4) Reports expenditure and deposit accounts to the Accountant monthly;
- 5) Cautiously maintain the books of accounts and various documents;
- 6) Open and operates the bank accounts in the name the Association together with the secretary and chairperson; administer other properties of the Association jointly with the secretary and chairperson;
- 7) Perform other activities concerned with the Association he is required to.

26. Office Terms and Removal Procedures of Executive Committee

- 1) Office Terms of Executive Committee of the Association shall be for two years; and subject to the interests of the beneficiaries, members of the Committee who perform better may be re-selected for second times consecutively.
- 2) Without prejudice to the provisions under Sub Article 1 of this Article, if member of the Executive Committee fail to successfully accomplish his duties or has disciplinary problem, he may be removed from his work responsibility by the General Assembly before the completion of his office term.
- 3) When the District Water Resource and Energy Development Office presents a report about the disciplinary problem, unsatisfactory work performance and failure to plan duty of the members to the General Assembly, members of the Committee may be removed from their work responsibilities at any time before the completion of their office term.

Kutaa Shan

Yuuniyeenii Waldaalee Ittifayyadamtootaa

27. Sirna Hundeeffama Yuuniyeenii

- 1) Yuuniyeeniin waldaalee ittifayyadamtootaa lamaa fi isaa ol irraa sadarkaa Aanaatti kan hundeeffamu ta'a.
- 2) Yuuniyeeniin Waldaan ittifayyadamtootaa qaama seerummaa argachuuf iyyata Waajjira Misooma Qabeenya Bishaanii fi Inarjii Aanaatti dhiyeeffatee unka dhimma kanaaf qophaa'e irratti galmaa'uu qaba.
- 3) Waajjiri Misooma Qabeenya Bishaanii fi Inarjii Aanaa iyyannoo dhiyaate xiinxalee hir'ina yoo qabaate akka sirratu taasisuudhaan waraqaa qaama seerummaa Yuuniyeenii waldaa ittifayyadamtootaa kan kennu ta'a.
- 4) Yuuniyeenii Waldaan ittifayyadamtootaa Dambii Ittiin Bulmaataa fi Barreeffama Hundeeffamaa ni qabaata.
- 5) Waajjirri Misooma Qabeenya Bishaanii fi Inarjii Aanaa hundeeffama Yuuniyeenii waldaa ittifayyadamtootaatiif gorsaa fi deegarsa ni taasisa.
- 6) Aanaa tokko keessatti Yuuniyeeniin Waldaa ittifayyadamtootaa tokko qofaatu jiraata.

28. Yaa'ii Waliigalaa

- 1) Waliitti Qabaa fi Barreessaan yaa'ii waliigalaa Yuuniyeenii yaa'ii waliigalaatin miseensota keessaa kan filataman ta'a.
- 2) Itti waamamni yaa'ii waliigalaa miseensota Yuuniyeenichaaf ta'a.

29. Sirna Walgahii Yaa'ii Waliigalaa

- 1) Walgahiin idilee yaa'ii waliigalaa waggaa yeroo altokko kan gaggeeffamu ta'ee, akkaataa barbaachisummaa isaatti waltitti qabaan walgahii ariifachisaa waamuu ni danda'a.
- 2) Miseensotni yaa'ii waliigalaa walakkaan ol walgahii irratti yoo argaman walgahichi guutuu ta'a.

ክፍል አምስት

የተጠቃሚዎች ማህበራት ዩኒየን

27. የዩኒየን አመሠራረት ሥርዓት

- 1) ዩኒየን ከሁለትና ከዚያ በላይ ተጠቃሚዎች ማህበራት በወረዳ ደረጃ የሚመሠረት ይሆናል።
- 2) የተጠቃሚዎች ማህበራት ዩኒየን የህግ ሰውነት ለማግኘት ለወረዳ ውሃ ሃብት እና ኢነርጂ ልማት ጽሕፈት ቤት አቅርቦ ለዚህ በተዘጋጀው ቅጽ ላይ መመዘገብ አለበት።
- 3) የወረዳ ውሃ ሃብት እና ኢነርጂ ልማት ጽሕፈት ቤት የቀረበው አቤቱታ ጉድለት ካለበት አንዲስተካከል በማድረግ የተጠቃሚዎች ማህበር ዩኒየን ህጋዊ ሰውነት የምስክር ወረቀት የሚሰጥ ይሆናል።
- 4) የተጠቃሚዎች ማህበራት ዩኒየን የመተዳደሪያ ደንብ እና የመመሥረቻ ጽሁፍ ይኖረዋል።
- 5) የወረዳ ውሃ ሃብት እና ኢነርጂ ልማት ጽሕፈት ቤት ለተጠቃሚዎች ማህበራት ዩኒየን ምሥረታ ምክር እና ድጋፍ ያደርጋል።
- 6) በአንድ ወረዳ ውስጥ አንድ የተጠቃሚዎች ማህበራት ዩኒየን ብቻ ይኖራል።

28. ጠቅላላ ጉባዔ

- 1) የዩኒየን ጠቅላላ ጉባዔ ሰብሳቢ እና ጸሃፊ አካላት መካከል የሚመረጡ ይሆናል።
- 2) የጠቅላላ ጉባዔው ተጠሪነት ለዩኒየኑ አካላት ይሆናል።

29. የጠቅላላ ጉባዔው የስብሰባ ሥነ-ሥርዓት

- 1) የጠቅላላ ጉባዔው መደበኛ ስብሰባ በዓመት አንድ ጊዜ የሚካሄድ ሆኖ እንዳስፈላጊነቱ ሰብሳቢው አስቸኳይ ስብሰባ ሊጠራ ይችላል።
- 2) ከግማሽ በላይ የሚሆኑት የጠቅላላ ጉባዔው አካላት ስብሰባ ላይ ከተገኙ ምልዓተ ጉባዔ ይሆናል።

Part Five

Beneficiaries' Associations Union

27. Establishment Procedures of Union

- 1) Union shall be established from two or more Beneficiaries Associations at the District level.
- 2) The Beneficiaries Association Union which has presented its application to the District Water Resource and Energy Development Office to get legal personality shall be registered on the format prepared for this purpose.
- 3) The District Water Resource and Energy Development Office to which the application is submitted shall examine and shall, by making its faults if any to be corrected, provides legal personality certificate of Beneficiaries Association Union.
- 4) The Beneficiaries Association Union shall have its Administration Regulation and Memorandum of Establishment.
- 5) The District Water Resource and Energy Development Office shall provide advises and supports for the establishment of Beneficiaries Association Union.
- 6) There shall be only one Beneficiaries' Association Union in one District.

28. The General Assembly

- 1) Chairperson and secretary of the General Assembly of Union shall be selected from the members by the General Assembly.
- 2) Accountability of the General Assembly shall be to the members of Union.

29. Meeting Procedures of the General Assembly

- 1) Regular meeting of the General Assembly shall be held once in a year; and the chairperson may call urgent meeting as may be necessary.
- 2) The meeting shall be a quorum where more than half of members of the General Assembly are present on such meeting.

- 3) Murteen yaa'ii waliigalaa sagalee caalmaatiin kan darbu ta'ee, sagaleen miseensotaa walqixa yoo ta'e yaadni walitti qabaadhaan deeggarame murtii Yuuniyeenichaa ta'a.
- 4) Keewwata kana Keewwata Xiqqaa 1-3 jalatti kan tumame akkuma eegametti ta'ee, Yuuniyeenichi sirna walgahii isaa Dambii Ittin bulmaataa baasuun murteessuu ni danda'a.

30. Sirna Filannoo Koree Hojii Raawwachiiftuu Yuuniyeenii

- 1) Koree hojii raawwachiiftuu Yuuniyeenii miseensoota Yuuniyeenii waldaa keessaa Yaa'ii Waliigalaatiin kan filataman ta'a.
- 2) Filannoon miseensoota koree hojii raawwachiiftuu kan gaggeefamu koree filachiiftuu namoota sadii miseensoota keessaa filatamaniin ta'a.
- 3) Koreen filachiiftuun bu'uura Keewwata kana Keewwata Xiqqaa 2 tiin filataman miseensa koree hojii raawwachiiftuu ta'anii filatamuu hin danda'an.
- 4) Koreen filachiiftuu miseensoota Yuuniyeenii keessaa koree hojii raawwachiiftuu dura taa'aa, barreessaa, abbaa herregaa, maallaqa qabaa fi miseensa tokko qabu ni filachiisa.
- 5) Keewwata kana Keewwata Xiqqaa 4 jalatti kan tumame akkuma jirutti ta'ee; koreen hojii raawwachiiftuu waldaa filatamaan humna Waldaa irratti hunda'uun akka barbaachisummaa isaatti durgoo ji'atti kan argatan ta'u. Hammi kaffaltii durgoo argatanii Dambii ittiin bulmaata waldaatiin kan murtaa'u ta'a.

31. Aangoo fi Gahee Hojii Dura Taa'aa

- Dura taa'aa koree hojii raawwachiiftuu Yuuniyeenii aangoo fi gahee hojii armaan gadii ni qabaata:
- 1) hojii Yuuniyeenichaa ol'aantummaan ni gaggeessa; ni hordofa; ni to'ata;

- 3) የጠቅላላ ጉባዔው ውሳኔ በድምጽ ብልጫ የሚተላለፍ ሆኖ የሁለቱ ወገን ድምጽ እኩል ከሆነ በሰብሳቢው የተደገፈው ሃሳብ የፌዴሬሽኑ ውሳኔ ይሆናል።
- 4) በዚህ አንቀጽ ንዑስ አንቀጽ 1-3 ሥር የተደነገገው እንደተጠበቀ ሆኖ የኒዮኑ የራሱን የስብሰባ ሥርዓት በሚያወጣው የመተዳደሪያ ደንብ ሊወሰን ይችላል።

30. የዩኒየን ሥራ አስፈጻሚ ኮሚቴ አመራረጥ ሥርዓት

- 1) የማህበራት ዩኒየን ሥራ አስፈጻሚ ኮሚቴ አባላት በጠቅላላ ጉባዔው የሚመረጡ ይሆናል።
- 2) የዩኒየን ሥራ አስፈጻሚ ኮሚቴ አባላት ምርጫ የሚካሄደው ከአባላት መካከል በሚመረጡ ሦስት ሰዎች ባለው አስመራጭ ኮሚቴ ይሆናል።
- 3) አስመራጭ ኮሚቴ በዚህ አንቀጽ ንዑስ አንቀጽ 2 መሠረት ሥራ አስፈጻሚ ኮሚቴ አባል ሆነው መመረጥ አይችሉም።
- 4) አስመራጭ ኮሚቴ ከዩኒየኑ አባላት መካከል የሥራ አስፈጻሚ ኮሚቴ ሊቀመንበር፣ ፀሐፊ፣ ሂሳብ ሹም፣ ገንዘብ ያዥ እና አንድ አባል ያስመርጣል።
- 5) በዚህ አንቀጽ ንዑስ አንቀጽ 4 ሥር የተደነገገው እንደተጠበቀ ሆኖ የተመረጡት የማህበር ሥራ አስፈጻሚ ኮሚቴ አባላት በማህበሩ አቅም ላይ በመመሥረት እንዳስፈላጊነቱ በወር አበል የሚያገኙ ይሆናል። የሚያገኙት ክፍያ መጠን በማህበሩ መተዳደሪያ ደንብ የሚወሰን ይሆናል።

31. የሊቀመንበር ሥልጣንና ተግባር

- የዩኒየን ሥራ አስፈጻሚ ኮሚቴ ሊቀመንበር የሚከተለው ሥልጣንና ተግባር ይኖረዋል፦
- 1) የዩኒየኑን ተግባር በበላይነት ይመራል፤ ይከታተላል፤ ይቆጣጠራል፤

- 3) Decision of the General Assembly shall be passed by majority vote; and the chairperson shall have a casting vote in case of tie.
- 4) Without prejudice to the provisions under Sub Articles 1 -3 of this Article, the Union may determine its meeting procedures with its administrative regulation to be issued.

30. Selection Procedures of Executive Committee of Union

- 1) The Executive Committee of Union shall be selected among members of the Association Union by the General Assembly.
- 2) Selection of members of the Executive Committee shall be conducted by Selection Committee having three persons selected among the members.
- 3) The Selection Committee which is selected pursuant to Sub Article 2 of this Article shall not be selected as members of Executive Committee.
- 4) The Selection Committee shall cause selection of Executive Committee having chairperson, secretary, accountant cashier and one member among the members of Association Union.
- 5) Without prejudice to the provision under Sub Article 4 of this Article, the selected Executive Committee of Association shall obtain monthly allowances based on the capacity of the Association as may deem necessary. The paying capacity for those who can obtain allowances shall be determined by Administrative Regulation of the Association.

31. Power and Duties of the Chairperson

- Chairperson of the Executive Committee of Union shall have the following power and duties:
- 1) Chiefly manage; follow up and control the overall activities of the Union;

- 2) Qaama sadaffaa waliin Yuuniyeenicha bakka bu'ee waliigaltee ni raawwata;
- 3) Yuuniyeenicha bakka bu'uudhaan dhimmoota Yuuniyeenicha ilaallatan irratti ni falma; bakka bu'iinsa ni kenna;
- 4) Barreessaa fi maallaqa qabaa waliin herrega baankii maqaa Yuuniyeenichaatiin ni bana ; ni sochoosa; qabeenya Yuuniyeenichaa biroo barreessaa fi maallaqa qabaa waliin ni bulcha;
- 5) Murtii yaa'ii waliigalaatiin kenaman hojiirraa ni oolcha;
- 6) Gabaasa hojii fi faayinaansii Yuuniyeenichaa kan ji'a jahaa fi kan waggaa qopheessuudhaan yaa'ii waliigalaatiif ni dhiyeessa;
- 7) Karoora hojii fi baajata Yuuniyeenichaa qopheessee yaa'ii waliigalaatiif ni dhiyeessa; yeroo mirkanaa'u hojii irra ni oolcha;
- 8) Tooftaa Yuuniyeenichi galii itti argatu ni qopheessa;
- 9) Ajandaa walgahii ni qopheessa;
- 10) Bu`uura yaa`iin waliigalaa murteessuun hojjattoota ni qacara; ni bulcha; hojiirraa ni gaggeessa;
- 11) Dura taa'aaan walgahii yaa'ii waliigalaa hojiiwwan itti gaafatamummaan hojjate mirkaneessuuf taa-sifame irratti sagalee kennuu hin danda`u;
- 12) Hojii Yuuniyeenicha ilaallatu biroo ni raawwata.

32. Aangoo fi Gahee Hojii Barreessaa

- Barreessaan koree hojii raawwachiiftuu Yuuniyeenii aangoo fi gahee hojii armaan gadii ni qabaata:
- 1) qaboo yaa`ii ni qaba;
 - 2) miseensoota koree walgahiif ni waama;
 - 3) ragaa Yuuniyeenichaa ni qabata;
 - 4) maallaqa qabaa fi dura taa'aa waliin herrega baankii maqaa Yuuniyeenichaatiin ni bana; ni sochoosa; qabeenya Yuuniyeenichaa biroo maallaqa qabaa fi dura taa'aa waliin ni bulcha;
 - 5) hojii Yuuniyeenicha ilaallatu ajajame biroo ni raawwata.

- 2) ዩኒየኑን በመወከል ከሦስተኛ አካል ጋር ውል ይፈጽማል፤
- 3) ዩኒየኑን በመወከል ዩኒየኑን በሚመለከቱ ጉዳዮች ላይ ክርክር ያካሄዳል፤ ውክልና ይሰጣል፤
- 4) ከፀሐፊ እና ገንዘብ ያዥ ጋር በመሆን በዩኒየኑ ሥም የባንክ ሂሳብ ይከፍታል፤ ያንቀሳቅሳል፤ የዩኒየኑን ሌሎች ንብረቶች ከፀሐፊ እና ገንዘብ ያዥ ጋር በመሆን ያስተዳድራል፤
- 5) በጠቅላላ ጉባዔው የሚሰጡ ውሳኔዎችን ሥራ ላይ ያውላል፤
- 6) የዩኒየኑን የስድስት ወር እና የዓመት የሥራና ፋይናንስ ሪፖርት በማዘጋጀት ለጠቅላላ ጉባዔው ያቀርባል፤
- 7) የዩኒየኑን የሥራና ፋይናንስ ሪፖርት በማዘጋጀት ለጠቅላላ ጉባዔው ያቀርባል፤ ሲጸድቅም ሥራ ላይ ያውላል፤
- 8) ዩኒየኑ ገቢ የሚያገኝበትን ዘዴ ያዘጋጃል፤
- 9) የሥብሰባ አጀንዳ ያዘጋጃል፤
- 10) የጠቅላላ ጉባዔው በሚወሰነው መሠረት ሰራተኞችን ይቀጥራል፤ ያስተዳድራል፤ ይመራል፤
- 11) ሊቀመንበሩ የጠቅላላ ጉባዔው በሰላላ ላይነት የሚፈጽመውን ሥራ ለማጽደቅ የሚያደርገው ስብሰባ ላይ ድምጽ መስጠት አይችልም፤
- 12) ዩኒየኑን የሚመለከቱ ሌሎች ተግባራትን ያከናውናል፡፡

32. የፀሐፊው ሥልጣንና ተግባር

- የዩኒየኑ ሥራ አስፈጻሚ ኮሚቴ ጸሃፊ የሚከተለው ሥልጣንና ተግባር ይኖረዋል፡-
- 1) ቃለ ጉባዔ ይይዛል፤
 - 2) የኮሚቴ አባላትን ለስብሰባ ይጠራል፤
 - 3) የዩኒየኑን መረጃ ይይዛል፤
 - 4) ከገንዘብ ያዥ እና ሊቀመንበሩ ጋር በመሆን በዩኒየኑ ሥም የባንክ ሂሳብ ይከፍታል፤ ያንቀሳቅሳል ሌሎች የዩኒየኑን ንብረቶች ከገንዘብ ያዥ እና ሊቀመንበሩ ጋር ያስተዳድራል፤
 - 5) ዩኒየኑን በሚመለከት የሚታዘዘውን ሌሎች ተግባራት ያከናውናል፡፡

- 2) Conclude contractual agreement with third party on behalf of the Union;
- 3) Conduct litigation and give representation on issues concerning the Union by representing the Union;
- 4) Open and runs or operates the bank accounts in the name the Union together with the secretary and cashier; administer other properties of the Union jointly with the secretary and cashier;
- 5) Implement decisions given by the General Assembly;
- 6) Prepare and deliver to the General Assembly the sixth month and annual work and financial reports of the Union;
- 7) Prepare the work and budget plan of the Union and submit to the General Assembly; implement same up on its approval;
- 8) Devises the techniques whereby the Union can acquire income;
- 9) Prepare agenda of meeting;
- 10) Employ; administer and dismiss workers pursuant to the decision of the General Assembly;
- 11) The chairperson shall not have vote on the meeting of General Assembly held to approve works performed under his accountability;
- 12) Perform other activities which concern the Union.

32. Power and Duties of the Secretary
Secretary of the Executive Committee of Union shall have the following power and duties:

- 1) Takes minute;
- 2) Summon Committee members for meeting;
- 3) Maintains evidences of the Union;
- 4) Open and operates the bank accounts in the name the Union being together with the cashier and chairperson; administer other properties of the Union jointly with the cashier and chairperson;
- 5) Perform other activities concerned with the Union that he is required to.

33. Aangoo fi Gahee Hojii Abbaa Herregaa
Abbaan herregaa aangoo fi gahee armaan gadii ni qabaata:

- 1) Galii fi bahii herregaa akkasumas qabeenyi Yuuniyeenichaa bu'uura dambii fi qajeelfama faayinaan-siitiin sirnaan hojiirra ooluu fi qabamuu isaanii ni to'ata; yaada sirreeffamaa ni kenna;
- 2) Galmeewwan herregaa fi sanadoota adda addaa of eeggannoon qabamuu isaa ni to'ata; ni mirkaneessa;
- 3) Hojii Yuuniyeenicha ilaallatu ajajame biroo ni raawwata.

34. Aangoo fi Gahee Hojii Maallaqa Qabaa

Maallaqa qabaan Yuuniyeenichaa aangoo fi gahee hojii armaan gadii ni qabaata:

- 1) galii Yuuniyeenichaa nagahee seeraatiin ni funaana;
- 2) maallaqa fuudhee Baankiitti galii taasisee nagahee galii itti taasise of eeggannoodhaan ni qabata;
- 3) hojii Yuuniyeenichaa adeemsiisuuf maallaqa baasiif barbaachisan qarshii 5,000.00 kaaziinaa keessatti ni qabata;
- 4) herrega baasii fi galii ji'a ji'aan abbaa herregaatiif gabaasa ni taasisa;
- 5) galmeewwan herregaa fi sanadoota adda addaa of eeggannoon ni qaba;
- 6) barreessaa fi dura taa'aa waliin herrega baankii maqaa Yuuniyeenichaatiin ni bana; ni sochoosa; qabeenya Yuuniyeenichaa biroo barreessaa fi dura taa'aa waliin ni bulcha;
- 7) hojii Yuuniyeenicha ilaallatu ajajame biroo ni raawwata.

35. Bara Hojii Koree Hojii Raawwachiiftuu fi Sirna Hojiirraa Itti Kaafaman

- 1) Barri hojii miseensota koree hojii raawwachiiftuu Yuuniyeenii waggaa lamaaf ta'ee, fedhii itti-fayyadamtootaa yoo ta'e miseensi koree hojii gaarii galmeesisan walitti aansee yeroo lamaffaaf irra deebi'amee filatamuu ni danda'a.

33. የሂሳብ ሹም ሥልጣንና ተግባር
ሂሳብ ሹም የሚከተለው ሥልጣንና ተግባር ይኖረዋል፡-

- 1) የዩኒየኑ ገቢ እና ወጪ ሂሳብ እንዲሁም ንብረት በፋይናንስ መመሪያ መሠረት በአግባቡ ሥራ ላይ መዋላቸውን እና መያዛቸውን ይቆጣጠራል፤ የማስተካከያ አቅጣጫ ይሰጣል፤
- 2) የሂሳብ መዛግብትና ልዩ ልዩ ሰነዶች በጥንቃቄ መያዛቸውን ይቆጣጠራል፤ ያረጋግጣል፤
- 3) ዩኒየኑን በሚመለከት የሚታዘዘውን ሌሎች ተግባራት ያከናውናል፡፡

34. የገንዘብ ያዥ ሥልጣንና ተግባር
የዩኒየኑ ገንዘብ ያዥ የሚከተለው ሥልጣንና ተግባር ይኖረዋል፡-

- 1) የዩኒየኑን ገቢ በሀገራዊ ደረሰኝ ይሰበስባል፤
- 2) ገንዘብ ወስዶ በባንክ ገቢ በማድረግ ገቢ ያደረገበትን ደረሰኝ በጥንቃቄ ይይዛል፤
- 3) የዩኒየኑን ሥራ ለማካሄድ ለወጪ የሚያስፈልገውን ገንዘብ ብር 5000 በካዘን ውስጥ ይይዛል፤
- 4) የገቢ እና ወጪ ሂሳብ በየወሩ ለሒሳብ ሹም ሪፖርት ያደርጋል፤
- 5) የሂሳብ መዛግብትና ልዩ ልዩ ሰነዶች በጥንቃቄ ይይዛል፤
- 6) ከፀሐፊ እና ሊቀመንበሩ ጋር በመሆን በዩኒየኑ ሥም የባንክ ሂሳብ ይከናወናል፤ ያንቀሳቅሳል፤ ሌሎች የዩኒየኑን ንብረቶች ከፀሐፊ እና ሊቀመንበሩ ጋር ያስተዳድራል፤
- 7) ዩኒየኑን በሚመለከት የሚታዘዘውን ሌሎች ተግባራት ያከናውናል፡፡

35. የሥራ አስፈጻሚ ኮሚቴ የሥራ ዘመን እና ከሥራ የሚነሱበት ሥርዓት

- 1) የዩኒየኑን ሥራ አስፈጻሚ ኮሚቴ አባላት የሥራ ዘመን ሁለት ዓመት ሆኖ በተጠቃሚዎች ፈቃድ የላቀ የሥራ ውጤት ያስመዘገበ የኮሚቴ አባል ለሁለተኛ ተከታታይ ጊዜ በድጋሜ ሊመረጥ ይችላል፡፡

33. Power and Duties of the Accountant
The Accountant shall have the following power and duties:

- 1) Control that the financial deposit and expenditure as well as resources of the Union to be properly implemented and managed in accordance with the financial regulation and directives; provides corrective ideas;
- 2) Control and ensure that the books of accounts and various documents to be maintained cautiously;
- 3) Perform other activities which concern the Union that he is required.

34. Power and Duties of the Cashier
Cashier of the Union shall have the following power and duties:

- 1) Collect income of the Union with legal receipts;
- 2) Deposit money in to the bank and keep the deposit receipts cautiously;
- 3) Keep about Birr 5000 money necessary to be spend for running activities of the Union in his money box;
- 4) Reports expenditure and deposit accounts to the Finance Officer Accountant on a monthly basis;
- 5) Maintains the books of accounts and various documents cautiously;
- 6) Open and operates the bank accounts in the name the Union being together with the secretary and chairperson; administer other properties of the Union jointly with the secretary and the chairperson;
- 7) Perform other activities concerning the Union that he is required to.

35. Office Terms and Removal Procedures of Executive Committee

- 1) Office Terms of Executive Committee of the Union shall be for two years; and subject to the interests of the beneficiaries, members of the Committee who perform better may be re-selected for the second consecutive times.

- 2) Keewwata kana Keewwata Xiqqaa 1 jalatti kan tumame akkuma eegametti ta'ee, miseensi koree hojii raawwachiiftuu gahe hojii isaa fiixaan baasuu yoo dadhabe barri hojii isaa osoo hin xumuramiin yaa'ii waliigalaatiin ittigaafat-amummaa hojiirraa kaafamuu ni danda'a.
- 3) Gabaasa rakkoo naamusaa, raawwiin hojii gadi bu'uu fi karoorsuu dadhabuu ibsu Waajjira Misooma Qabeenya Bishaanii fi Inarjii Aanaa Yaa'ii waliigalaatiif yeroo dhiyeessu miseensi koree barri miseensummaa isaanii osoo hin xumuriin yeroo kamiyyuu hojiirraa kaafamuu ni danda'u.

Kutaa Jaha

Federeeshinii Tajaajila Bishaan Dhugaatii fi Dhangala'aa

36. Hundeeffama Federeeshinii
Federeeshiniin tajaajila bishaan dhugaatii fi dhangala'aa kanaan booda "Federeeshinii" jedhamee kan waamamu bu'uura Dambii kanaatiin sadarkaa Naannootti hundeeffamee jira.

37. Yaa'ii Waliigalaa

- 1) Waliitti Qabaa, Itti Aanaa Waliitti Qabaa fi Barreessaan yaa'ii waliigalaa Federeeshinii miseensota keessaa kan filataman ta'a.
- 2) Itti waamamni yaa'ii waliigalaa miseensota Federeeshinichaatiif ta'a.

38. Aangoo fi Gahee Hojii Walitti Qabaa
Walittiqabaan aangoo fi gahee hojii armaan gadii ni qabaata:

- 1) Yaa'ii waliigalaa ni gaggeessa;
- 2) Dambiiwwanii fi murtiwwan yaa'ii waliigaaltiin darban sirriitti hojiirra ooluu isaanii ni hordofa, ni to'ata;
- 3) Miseensoota Boordii dhaabbilee irraa bakka bu'an ni filata;
- 4) gabaasni hojii fi odiitii yaa'iidhaan mirkanaa'an hojii irra akka oolan ni taasisa.

- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው እንደተጠበቀ ሆኖ የሥራ አስፈጻሚ ኮሚቴ አባል ተግባሩን በአግባቡ ማሳካት ካልቻለ የሥራ ዘመኑ ማይጠናቀቅ በጠቅላላ ጉባዔ ከሥራ ላይነቱ ሊነሣ ይችላል።
- 3) የወረዳ ውሃ ሃብት እና ኢነርጂ ልማት ጽሕፈት ቤት ለጠቅላላ ጉባዔው በአባሉ ላይ በሚያቀርበው የሥነ ምግባር ጉድለት፣ የሥራ አፈጻጸም ዝቅ ማለት እና ማቀድ አለመቻል ሪፖርት መሰረት ማንኛውም የሥራ አስፈጻሚ ኮሚቴ አባል የሥራ ዘመኑ ማይጠናቀቅ ከሥራ ሊነሣ ይችላል።

ክፍል ስድስት

የመጠጥ ውሃና ፍሃሽ አገልግሎት ፌዴሬሽን

36. የፌዴሬሽን ምሥረታ
ከዚህ በኋላ "ፌዴሬሽን" ተብሎ የሚጠራ የመጠጥ ውሃና ፍሃሽ አገልግሎት ፌዴሬሽን በዚህ ደንብ መሠረት በክልል ደረጃ ተመስርቷል።

37. ጠቅላላ ጉባዔ

- 1) የፌዴሬሽን ጠቅላላ ጉባዔ ሰብሳቢ፣ ምክትል ሰብሳቢ እና ጸሃፊ አካላት መካከል የሚመረጡ ይሆናል።
- 2) የጠቅላላ ጉባዔው ተጠሪነት ለፌዴሬሽኑ አባላት ይሆናል።

38. የሰብሳቢው ሥልጣንና ተግባር

- ሰብሳቢው የሚከተለው ሥልጣንና ተግባር ይኖረዋል፡-
- 1) ጠቅላላ ጉባዔ ያካሄዳል፤
 - 2) በጠቅላላ ጉባዔው የሚተላለፉ ደንቦችና ውሳኔዎችን በአግባቡ ሥራ ላይ መዋላቸውን ይከታተላል፤ ይቆጣጠራል፤
 - 3) ክድርጅቶች የሚወክሉ የቦርድ አባላትን ይመርጣል፤
 - 4) በጉባዔው የሚጸድቁ የሥራና ኦዲት ሪፖርት ተግባር ላይ እንዲውል ያደርጋል።

- 2) Without prejudice to the provisions under Sub Article 1 of this Article, if member of the Executive Committee fail to successfully accomplish his duties, he may be removed from his work responsibility by the General Assembly before the completion of his office term.
- 3) When the District Water Resource and Energy Development Office presents a report about the disciplinary problem, unsatisfactory work performance and failure to plan duty of the members to the General Assembly, members of the Committee may be removed from their work responsibilities at any time before the completion of their office term.

Part Six

Potable Water and Sewerage Services Federation

36. Establishment of Federation
The Potable Water and Sewerage Services Federation hereinafter called as "Federation" is hereby established pursuant to this Regulation at Regional Level.

37. General Assembly

- 1) The Chairperson, Deputy Chairperson and Secretary of the General Assembly of Federation shall be selected from the members.
- 2) Accountability of the General Assembly shall be to the members of the Federation.

38. Power and Duties of the Chairperson

- The Chairperson shall have the following power and duties:
- 1) Manages the General Assembly;
 - 2) Follow up and control the proper implementation of the regulations and decisions passed by the General Assembly;
 - 3) Selects the Board members represented from the Organizations;
 - 4) Cause implementation of the work and audit reports approved by the Assembly.

39. Aangoo fi Gahee Hojii Itti aanaa Walitti Qabaa Yaa'ii Waliigalaa
Itti aanaa walitti qabaa yaa'ii waliigalaa Federeeshinii aangoo fi gahee hojii armaan gadii ni qabaata:

- 1) Walitti qabaan yeroo hin jiretti bakka isaa bu'e ni hojjata;
- 2) Hojii dabalataa walitti qabaadhaan kennameef ni raawwata.

40. Aangoo fi Gahee Hojii Barreessaa Yaa'ii Waliigalaa
Barreessaan Yaa'ii Waliigalaa aangoo fi gahee hojii armaan gadii ni qabaata:

- 1) Qaboo yaa'ii waliigalaa ni qaba;
- 2) Ajandaa yaa'ii waliigalaa ni qopheessa;
- 3) Ajandaa yaa'ii waliigalaa guyyaa waltajjii gaggeeffamuun dura guyyaa hojii 4 dursee akka dh-aqqaabu ni taasisa; waltajjii mi-seensootaa ni waama;
- 4) Murtiiwwan yaa'ii waliigalaatiin murtaa'an sirnaan ni qaba.

41. Aangoo fi Hojii Yaa'ii Waliigalaa
Yaa'iin waliigalaa aangoo fi hojii armaan gadii ni qabaata:

- 1) Federeeshinicha ol'aantummaan ni hoggana;
- 2) Karooraa fi raawwii hojii Federeeshinichaa ilaalee ni mirkanneessa;
- 3) Gabaasa odiittii Federeeshinichaa ilaalee ni mirkanneessa; kallattii sirreeffamaa ni kaa'a;
- 4) Miseensoota keessaa walitti qabaa, itti aanaa waliitti qabaa, barreessaa fi odiitara Yaa'iin waliigalaa ni filata;
- 5) Gaaffii miseensummaa dhiyaate irratti murtii ni kenna;
- 6) Bu'uura ittin bulmaata Federeshinichaatiin miseensa dirqama isaa hin bahiin qoratee miseensummaa irraa akka haqamu ni murteessa;
- 7) Ittin Bulmaata Federeeshinichaa fooyya'uun yoo barbaachise ni fooyyeessa;
- 8) Heregni Federeshinichaa odiitara alaatiin akka qoratamu ni taasisa;
- 9) Diigamiinsa Federeeshinichaa irratti murtii ni kenna.

39. የምክትል የሰብሳቢው ሥልጣንና ተግባር
የፌዴሬሽን ምክትል ሰብሳቢ የሚከተለው ሥልጣንና ተግባር ይኖረዋል፡-

- 1) ሰብሳቢው በማይኖርበት ጊዜ እሱን ተክቶ ይሰራል፤
- 2) በሰብሳቢው የሚሰጠውን ተጨማሪ ሥራ ይፈጽማል፡፡

40. የጠቅላላ ጉባዔ ጸሃፊው ሥልጣንና ተግባር
የጠቅላላ ጉባዔው ጸሃፊ የሚከተለው ሥልጣንና ተግባር ይኖረዋል፡-

- 1) የጠቅላላ ጉባዔውን ቃለ ጉባዔ ይይዛል፤
- 2) የጠቅላላ ጉባዔውን አጀንዳ ያዘጋጃል፤
- 3) የጠቅላላ ጉባዔውን አጀንዳ ሥብሰባው ከማካሄድበት ቀን በፊት 4 የሥራ ቀን አስቀድሞ ለአባላት እንዲደርስ ያደርጋል፤ የአባላት ስብሰባ ይጠራል፤
- 4) በጠቅላላ ጉባዔው የሚወሰኑ ውሳኔዎችን በአግባቡ ይይዛል፡፡

41. የጠቅላላ ጉባዔው ሥልጣንና ተግባር
ጠቅላላ ጉባዔው የሚከተለው ሥልጣንና ተግባር ይኖረዋል፡-

- 1) ፌዴሬሽኑን በበላይነት ይመራል፤
- 2) የፌዴሬሽኑን የሥራ ዕቅድና አፈጻጸም መርምሮ ያጸድቃል፤
- 3) የፌዴሬሽኑን የኦዲት ሪፖርት መርምሮ ያጸድቃል፤ የማስተካከያ አቅጣጫ ያስቀምጣል፤
- 4) ከአባላት መካከል የጠቅላላ ጉባዔውን ሰብሳቢ፣ ምክትል ሰብሳቢና ጸሃፊ ይመርጣል፤
- 5) በቀረበ የአባልነት ጥያቄ ላይ ውሳኔ ይሰጣል፤
- 6) በፌዴሬሽኑ መተዳደሪያ መስረት ግዴታውን መወጣት ያልቻለ አባልን ከአባልነት እንዲሰረዝ ይወስናል፤
- 7) የፌዴሬሽኑን መተዳደሪያ ማሻሻል ካስፈለገ ያሻሽላል፤
- 8) የፌዴሬሽኑ ሒሣብ በውጪ አዲተር እንዲመረመር ያደርጋል፤
- 9) የፌዴሬሽኑን መፍረስ አስመልክቶ ውሳኔ ይሰጣል፡፡

39. Power and Duties of the Deputy Chairperson of the General Assembly
Deputy Chairperson of the Federation's General Assembly shall have the following power and duties:

- 1) Work on behalf of the chairperson during his absence;
- 2) Perform other additional activities assigned to him by the chairperson.

40. Power and Duties of Secretary of the General Assembly
Secretary of the General Assembly shall have the following power and duties:

- 1) Take minute of the General Assembly;
- 2) Prepares agenda of the General Assembly;
- 3) Cause agenda of the General Assembly to reach the members before the date of conducting the meeting; Calls meeting of the members;
- 4) Properly maintain decisions passed by the General Assembly.

41. Power and Duties of the General Assembly
The General Assembly shall have the following power and duties:

- 1) Chiefly manages the Federation;
- 2) Examine and approve the work plan and its performance of the Federation;
- 3) Examine and approve the audit report of the Federation; give curative direction;
- 4) Selects the Chairperson, Deputy Chairperson, Secretary and Auditor of the General Assembly amongst the members;
- 5) Pass decision on the application for membership;
- 6) Investigate and identify a member who fails to discharge his duty as per the Administrative Regulation of the Federation and decide for his cancellation from membership;
- 7) Amends the Administrative Regulation of the Federation if so is necessary;
- 8) Causes account of the Federation to be audited by external auditor;
- 9) Give its decision on the dissolution of the Federation.

42. Sirna Walgahii Yaa'ii Waliigalaa Feedereeshinii

- 1) Walgahiin idilee yaa'ii waliigalaa waggaaatti altokko kan gaggeeffamu ta'ee, akkaataa barbaachisummaa isaatti walitti qabaan walgahii ariifachisaa waamuu ni danda'a;
- 2) Miseensonni yaa'ii waliigalaa walakkaan ol walgahii irratti yoo argaman walgahichi guutuu ta'a;
- 3) Murteen yaa'ii waliigalaa sagalee caalmaatiin kan darbu ta'ee, sagaleen miseensotaa walqixa yoo ta'e yaadni walitti qabaadhaan deeggarame murtii federeeshiniichaa ta'a,
- 4) Keewwata kana Keewwata Xiqqaa 1-3 jalatti kan tumame akkuma eegametti ta'ee, Feedereeshiniichi sirna walgahii isaa Dambii ittiin Bulmaataa baasuun murteessuu ni danda'a.

43. Miseensota Boordii Federeeshinii fi Haala Filannoo Isaanii

- 1) Boordiin Federeeshinii miseensoota armaan gadii ni qabaata:
 - (a) Hojii gaggeessitoota Dhaabbilee Tajaajila Bishaan Dhugaatii fi Dhangala'aa sadarkaa tokkoffaa Addaa yookiin tokkoffaa keessa yaa'ii waliigalaatiin kan filatamu namni tokko ----- Walitti Qabaa.
 - (b) Hojii Gaggeessitoota Dhaabbilee Yookiin Yuuniyeenii Tajaajila Bishaan Dhugaatii fi Dhangala'aa sadarkaa kamiyyuu keessaa yaa'ii waliigalaatiin kan filatamu nama tokko ----- Itti Aanaa Walitti Qabaa;
 - (c) Hojii Gaggeessitoota Dhaabbilee Yookiin Yuuniyeenii Tajaajila Bishaan Dhugaatii fi Dhangala'aa sadarkaa kamiyyuu keessaa yaa'ii waliigalaatiin kan filataman nama 7 ----- Miseensa;
 - (d) Hojii Gaggeessaa Federeeshinii sagalee malee ----- barreessaa.
- 2) Biiron yaa'ii waliigalaa federeeshinii irratti hirmaachuun miseensota boordii federeeshinii kan filachiisu ta'a.

42. የፌዴሬሽን ጠቅላላ ጉባዔ የስብሰባ ሥነ-ሥርዓት

- 1) የጠቅላላ ጉባዔው መደበኛ ስብሰባ በዓመት አንድ ጊዜ የሚካሄድ ሆኖ እንዳስፈላጊነቱ ሰብሳቢው አስቸኳይ ስብሰባ ሊጠራ ይችላል፤
- 2) ከጠቅላላ ጉባዔው አባላት ከግማሽ በላይ የሚሆኑት ስብሰባ ላይ ከተገኙ ምልዓተ ጉባዔ ይሆናል፤
- 3) የጠቅላላ ጉባዔው ውሳኔ በድምጽ ብልጫ የሚተላለፍ ሆኖ የሁለቱ ወገን ድምጽ እኩል ከሆነ በሰብሳቢው የተደገፈው ሃሳብ የፌዴሬሽን ውሳኔ ይሆናል፤
- 4) በዚህ አንቀጽ ንዑስ አንቀጽ 1-3 ሥር የተደነገገው እንደተጠበቀ ሆኖ ፌዴሬሽን የራሱን የስብሰባ ሥርዓት በሚያወጣው የመተዳደሪያ ደንብ ሊወሰን ይችላል።

43. የፌዴሬሽን ቦርድ አባላት እና አመራረጣቸው

- 1) የፌዴሬሽን ቦርድ የሚከተሉት አባላት ይኖረዋል፡-
 - (ሀ) ከልዩ 1ኛ ወይም ከ1ኛ ደረጃ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅቶች ሃላፊዎች መካከል በጠቅላላ ጉባዔው የሚመረጥ አንድ ሰው-----ሰብሳቢ፤
 - (ለ) ከማንኛውም ደረጃ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅቶች ወይም ዩኒየን ሃላፊዎች መካከል በጠቅላላ ጉባዔው የሚመረጥ አንድ ሰው-----ምክትል ሰብሳቢ፤
 - (ሐ) ከማንኛውም ደረጃ የመጠጥ ውሃና ፍሳሽ አገልግሎት ድርጅቶች ወይም ዩኒየን ሃላፊዎች መካከል በጠቅላላ ጉባዔው የሚመረጡ ሰባት (7) ሰዎች-----አባል፤
 - (መ) የፌዴሬሽን ሥራ አስኪያጅ ያለ ድምጽ-----ፀሐፊ።
- 2) ቢሮው በፌዴሬሽን ጠቅላላ ጉባዔ ላይ በመሳተፍ የፌዴሬሽንን አባላት የሚያስመርጥ ይሆናል።

42. Meeting Procedures of the General Assembly of Federation

- 1) Regular meeting of the General Assembly shall be held once in a year; and the chairperson may call urgent meeting as may be necessary.
- 2) The meeting shall be a quorum where more than half of members of the General Assembly are present on such meeting.
- 3) Decision of the General Assembly shall be passed by majority vote; and the chairperson shall have a casting vote in case of tie.
- 4) Without prejudice to the provisions under Sub Articles 1--3 of this Article, the Federation may determine its meeting procedures with its Administrative Regulation to be issued by it.

43. Members of Federation Board and Manner of their Selection

- 1) The Board of Federation shall have the following members:
 - (a) One person to be selected by the General Assembly among the managers of Special First Grade or First Grade Potable Water and Sewerage Service Organizations-----Chairperson;
 - (b) One person to be selected by General Assembly among the managers of Potable Water and Sewerage Service Organizations or Unions of any grade-----Deputy Chairperson;
 - (c) Seven persons to be selected by General Assembly amongst the managers of Potable Water and Sewerage Service Organizations or Unions of any grade-----Members;
 - (d) Manager of the Federation-----Secretary without vote.
- 2) The Bureau shall cause selection of the Board members of Federation by participating on the General Assembly of Federation.

Kutaa Torba

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Part Seven

Sirna Hojimaata Dhaabbatichaa yookiin Waldichaa

Working Systems of the Organization or Association

44. Liqaan Bishaan Dhugaatii Galchuu

44. Installing Potable Water in Credit

- 1) Dhaabbatni namoota harka qalleeyyii ta'aniif liqaadhaan bishaan dhugaatii galchuu ni danda'a.
- 2) Dhaabbatni namoota harka qalleeyyii ta'aniif liqaadhaan bishaan dhugaatii galchuu kan danda'u humna isaa fi karoora isaarratti hundaa'uun ulaagaa armaan gadii irratti hundaa'uun ta'a:
 - (a) Harka qalleeyyii ta'uun isaanii waraqaa ragaa gandaan mirkanaa 'e yoo jiraate;
 - (b) Jiraataa ganda magaalichaa yookiin baadiyyichaa yoo ta'e;
 - (c) Ragaa abbaa qabiyyee mana bishaan itti galuu ta'uu ibsu dhiyeessuu kan danda'u; fi
 - (d) Waliigaltee Dhaabbaticha waliin taasisuun liqii kaffaluuf wabii gahaa kan dhiyeessu yoo ta'e.

44. የመጠጥ ውሃን በብድር ማስገባት

- 1) ድርጅቱ የገንዘብ አቅም ለሌላቸው ሰዎች በብድር የመጠጥ ውሃ ሊያስገባላቸው ይችላል።
- 2) ድርጅቱ የገንዘብ አቅም ለሌላቸው ሰዎች በብድር የመጠጥ ውሃ ሊያስገባላቸው የሚችለው አቅምና ዕቅዱን መሠረት በማድረግ በሚከተሉት መስፈርቶች ላይ በመመሥረት ይሆናል፡-
 - (ሀ) የገንዘብ አቅም የሌላቸው ሥላ መሆናቸው በቀበሌ የተረጋገጠ የምስክር ወረቀት ካለ፤
 - (ለ) የከተማ ወይም የገጠር ቀበሌው ነዋሪ ከሆነ፤
 - (ሐ) ውሃ የሚገባበት ቤት ባለቤትነት ማስረጃ ማቅረብ የሚችል መሆኑ፤ እና
 - (መ) ከድርጅቱ ጋር በሚያደርገው ውልብ ላይ ለመክፈል በቂ ዋስትና የሚያቀርብ ከሆነ።

- 1) The Organization may install or furnish potable water for poor persons in credit.
- 2) The Organization shall install or furnish potable water for poor persons in credit depending on its capacity and plan subject to the fulfillment of the following criteria:
 - (a) Presence of certificate proving their being poor confirmed by the kebele administration;
 - (b) If he is resident of the concerned city or rural kebele;
 - (c) Who can produce evidence describing that he is possessor of the house which the potable water is to be installed for; and
 - (d) If he pledges enough guarantee through the agreement he conclude with Organization.

45. Kaffaltii Malee Tajaajila Bishaan Dhugaatii fi Dhangala'aa Kennuu

45. Providing Potable Water and Sewerage Services Without out Payment

- 1) Dhaabbanni yookiin Waldaan humna isaa fi karoora isaarratti hundaa'uun murtii Boorditiin haala armaan gadiitiin tajaajila bishaan dhugaatii fi dhangala'aa bilisaan kennuu ni danda'a:
 - (a) Weerari dhibee daddarbaa Dhaabbata Fayyaa Addunyaatin yookiin Ministara Fayyaa Itiyooophiyaatin labsame uumamu;
 - (b) Namoota harka qalleeyyii yookiin gargaarsa hin qabneef; fi
 - (c) Barbaachisaa ta'ee yoo argame dhaabbilee tola ooltummaa guddisaa fi kunuunsa daa'immanii fi maanguddootaa irratti bobba'aniif qorannoo irratti hundaa'ee.
- 2) Hangi kenna tajaajila bishaan dhugaatii fi dhangala'aa bilisaan kennamuu fi haalli raawwii isaa Qajeelfama bahuun kan murtaa'u ta'a.

45. ያለክፍያ የመጠጥ ውሃና ፍሳሽ አገልግሎት መስጠት

- 1) ድርጅቱ ወይም ማህበሩ አቅምና ዕቅዱ ላይ በመመሥረት በቦርዱ ውሳኔ በሚከተለው ሁኔታ ያለክፍያ የመጠጥ ውሃና ፍሳሽ አገልግሎት ሊሰጥ ይችላል፡-
 - (ሀ) በዓለም ጤና ድርጅት ወይም በኢትዮጵያ ጤና ሚኒስቴር የታወጀ የተላላፊ በሽታ መፈጠር፤
 - (ለ) የገንዘብ አቅም ለሌላቸው ወይም ረዳት ለሌላቸው ሰዎች፤ እና
 - (ሐ) አስፈላጊ ሆኖ ሲገኝ በመጥናት ላይ በመመሥረት በህፃናት እና አረጋውያን አስተዳደግ እና እንክብካቤ ተግባር ላይ ለተሰማሩ የበጎ አድራጎት ድርጅቶች።
- 2) ያለክፍያ የሚሰጠው የመጠጥ ውሃና ፍሳሽ አገልግሎት እና አፈጻጸሙ በሚያወጣ መመሪያ የሚወሰን ይሆናል።

- 1) The Organization or Association may, based on its capacity and plan and by the decision of the Board, provide Potable Water and Sewerage Services free of charge for the following conditions:
 - (a) Occurrence of communicable disease Declared by World Health Organization or Ethiopia's Ministry of Health;
 - (b) The poor persons or those deprived of any support; and
 - (c) If found necessary, for charity organizations engaged in raising and fostering of children and elderly based on the research on same.
- 2) The extent of Potable Water and Sewerage service provision to be provided free of charge and its implementation particulars shall be determined by the Directive to be issued.

3) Haalli arifachisaan yookiin balaan tasaa yeroo umamuu Dhaabbanni yookiin Waldaan tajaajila bishaan dhugaatii fi dhangala'aa kenneef Bulchiinsi Magaalaa yookiin Aanaa baasicha kan kaffaluuf ta'a.

46. Gandoota Bulchiinsa Magaalaa Jalatti Haaraa Hammatamaniif Bishaan Galchuu

- 1) Gandoota haaraa yookiin baadiyyaa irraa bulchiinsa magaalaa jalatti hamatamaniif bu`uuraalee bishaan dhugaatii fi dhangala'aa kan diriiru baajata bulchiisni magaalaa ramaduun ta'a.
- 2) Baajanni bu`uura Keewwata kana Keewwata Xiqqaa 1 tiin ramadamu, hojii sarara guddaa diriirsuu, qotiinsa boollaa, ijaarsa kuusaa yookiin Boonooof kan oolu ta'a.

47. Qabiyyee Dhaabbata yookiin Waldaa Bishaan Dhugaatii Kabachiisuu

- 1) Lafti tajaajila buufata bishaanii boonoodhaan raabsamuuf oolu ijaaruuf bal'inni isaa meetira 5 x 5 kabajamee eegamuu qaba.
- 2) Ijaarsi yookiin qotiinsa Boolla Bishaanii kamiyyuu Qorannoo sakatta'iinsa dhiibbaa naannoo fi hawaasaa irratti hunda'ee madda bishaaniirraa fagaachuu qaba.
- 3) Qotiinsi boolla madda bishaanii yookiin ijaarsi kuusaa yookiin rabsaa bishaanii iddoo awwaalchaa irraa fagaachuu qaba.
- 4) Bakki dhaangala'aa itti gataamu yookiin kufaamu Qorannoo sakatta'iinsa dhiibbaa naannoo fi hawaasaa irratti hunda'uun kan daangeffamu ta'ee, madda bishaanii yookiin magaalaa yookiin Naannoo Mana jireenyaa irra fagachuu qaba.
- 5) Haalli raawwii keewwata kana keewwata xiqqaa 1 hanga 4 Qajeelfama bahuun kan murtaa'uu ta'a.

3) አስቸኳይ ሁኔታ ወይም ድንገተኛ አደጋ በሚፈጠርበት ጊዜ ድርጅቱ ወይም ማህበሩ ለሠጠው የመጠጥ ውሃና ፍሳሽ አገልግሎት የከተማ ወይም የወረዳ አስተዳደሩ ወጪውን የሚከፍለው ይሆናል።

46. በከተማ አስተዳደሩ ሥር ለተካተቱ አዲስ ቀበሌዎች ውሃ ማስገባት

- 1) ለአዳዲስ ወይም ከገጠር በከተማ አስተዳደሩ ሥር ለተካተቱ ቀበሌዎች የመጠጥ ውሃና ፍሳሽ መሠረተ ልማቶች የሚዘረጉት የከተማ አስተዳደሩ በሚመድበው በጀት ይሆናል።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት የሚመደበው በጀት ዋና (ትልቅ) መሥመር ለመዘርጋት፣ ለጉድጓድ ቁፋሮ፣ ለማጠራቀሚያ (ጋን) ወይም ለቦና ሥራዎች የሚውል ይሆናል።

47. የድርጅት ወይም የማህበር መጠጥ ውሃ ይዞታን ማስከበር

- 1) በቦና ለሚከፋፈል የውሃ አገልግሎት ጣቢያ ለመሥት የሚውልና ሥፋቱ 5 x 5 ሜትር የሆነ መሬት ተከብሮ መጠበቅ አለበት።
- 2) ማንኛውም የውሃ ጉድጓድ ሥራ ወይም ቁፋሮ በአካባቢና ህብረተሰብ ተጽዕኖ ጥናት (ግምገማ) ላይ በመመስረት ከውሃ ምንጭ ሥፍራ መራቅ አለበት።
- 3) የውሃ ምንጭ ጉድጓድ ቁፋሮ ወይም የማጠራቀሚያ (ጋን) ወይም ማከፋፈያ ግንባታ ከመቃብር ሥፍራ መራቅ አለበት።
- 4) ፍሳሽ የሚወገድበት ወይም የሚጠራቀምበት ሥፍራ በአካባቢና ህብረተሰብ ተጽዕኖ ጥናት (ግምገማ) ላይ በመመስረት የሚከለል ሆኖ ከውሃ ምንጭ ወይም ከመኖሪያ ቤት ሥፍራ መራቅ አለበት።
- 5) የዚህ አንቀጽ ንዑስ አንቀጽ 1 እስከ 4 አፈፃፀም ሁኔታ በሚያወጣ መመሪያ የሚወሰን ይሆናል።

3) Where there occurred situation of urgency the City or District Administration shall reimburse the cost for the Organization or Association for the Potable Water and Sewerage service it has provided.

46. Furnishing Water Services for Kebeles Newly Incorporated to the City Administration

- 1) The Potable Water and Sewerage infrastructures shall be developed for new or rural kebeles incorporated under the City Administration with the budget allocated by such City Administration.
- 2) The budget to be allocated pursuant to Sub Article 1 of this Article shall be used for installation of main lines, digging deep holes, construction of reservoir or bono activities.

47. Protecting Possession of Potable Water Organization or Association

- 1) The land to be used for the construction of bono distributed water service station its area or size of which is 5 times 5 shall be reserved being protected.
- 2) Any construction or digging of water hole shall be conducted based on environmental and community impact assessment research and shall also be far from water bases.
- 3) Digging of water holes or construction of water reservoir or distribution shall be far from cemetery areas.
- 4) Liquid waste disposal or accumulation area shall be enclosed based on environmental and community impact assessment research; and shall be far from water bases or city or around residential homes.
- 5) Implementation particulars of sub articles 1-4 of this Article shall be determined by the Directive to be issued.

48. Qulqullina Bishaan Dhugaatii

- 1) Dhaabbanni yookiin Waldaan ulaagaalee safartuu qulqullina bishaanii biyyaalessaa yookiin dhaabbanni fayyaa Addunyaa baasu bu'uura godhachuun qulqullinni bishaanii akka eegamu ni hojjata, hojii irra ni olcha.
- 2) Dhaabbanni yookiin Waldaan qulqullinni bishaanii akka eegamu guyyaa guyyaan siistama bishaanii ni hordofa; ni to'ata; tarkaanfii sirreeffamaa ni fudhata.
- 3) Keewwata kana Keewwata Xiqqaa 1 jalatti kan tumame akkuma eegametti ta'ee, Dhaabbanni yookiin Waldaan laaboraatorii sadarkaan isaa mirkanaa'etti ji'a sadii sadiin qorannoo qulqullina bishaanii taasisuun bu'aa qorannichaa Biirichaa yookiin Caasaa Biiirichaa ittiwaamamuuf dhiyeessee yoo mirkanaa'uu ummataaf maxxansuu qaba.
- 4) Biiirichii yookiin Caasaa Biiirichaa sadarkaan jiru Dhaabbanni yookiin Waldaan qulqullina bishaanii eeguu isaa ni hordofa; ni to'ata; tarkaanfii sirreeffamaa ni fudhata.
- 5) Gahumsa qulqullina bishaanii fi qabiyyee qabachuu qabu Qajeelfama bahuun kan murtaa'u ta'a.

49. Bishaan Dhugaatii Kuusuu

- 1) Namni kamiyyuu bishaan dhugaatii meetir kiyuubii Dhaabbanni yookiin Waldaan haala qabatama isaanii irratti hunda'anii hayyameen olitti kuusuu hin danda'u.
- 2) Keewwata kana Keewwata Xiqqaa 1 jalatti tumame akkuma jirutti ta'ee; hangi bishaan kuufamuuf hayyamamu qorannoo irratti hunda'ee Qajeelfama bahuun kan murtaa'u ta'a.

48. የመጠጥ ውሃ ገጽሕና

- 1) ድርጅቱ ወይም ማህበሩ በብሄራዊ ደረጃ ወይም በዓለም ጤና ድርጅት የሚወጣውን የውሃ ገጽሕና መስኪያ መስፈርቶችን መሠረት በማድረግ የውሃ ገጽሕና እንዲጠበቅ ይሰራል፤ ተግባር ላይ ያውላል።
- 2) ድርጅቱ ወይም ማህበሩ የውሃ ገጽሕና እንዲጠበቅ የውሃ ሲስተሙን በየቀኑ ይከታተላል፤ ይቆጣጠራል፤ የማስተካከያ እርምጃ ይወስዳል።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው እንደተጠበቀ ሆኖ ድርጅቱ ወይም ማህበሩ በየሦስት ወሩ ደረጃው በተረጋገጠ ላቦራቶሪ የውሃ ገጽሕና ምርመራ በማድረግ የምርመራውን ውጤት ለቢሮው ወይም ተጠሪ ለሆነለት የቢሮው መዋቅር በማቅረብ ሲያቅርብ በመለጠፍ ለህዝቡ ማሳወቅ አለበት።
- 4) ቢሮው ወይም በየደረጃው ያለው የቢሮው መዋቅር ድርጅቱ ወይም ማህበሩ የውሃ ገጽሕናን መጠበቁን ይከታተላል፤ ይቆጣጠራል፤ የእርምጃ እርምጃ ይወስዳል።
- 5) የውሃ ገጽሕና ብቃት እና መያዝ ያለበት ይዘት በሚያወጣ መመሪያ የሚወሰን ይሆናል።

49. የመጠጥ ውሃን ማጠራቀም

- 1) ማንኛውም ሰው ድርጅቱ ወይም ማህበሩ ተጨባጭ ሁኔታው ላይ በመመስረት ከፈቀደለት ከዩኒክ ሜትር በላይ የመጠጥ ውሃ ማጠራቀም አይችልም።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው እንደተጠበቀ ሆኖ ለማጠራቀም የሚፈቀደው የውሃ መጠን በጥናት ላይ በመመስረት በሚወጣ መመሪያ የሚወሰን ይሆናል።

48. Purity of Drinking Water

- 1) The Organization or Association shall work; implement for ensuring purity of water based on the water purity measurement standards to be set or issued nationally or by World Health Organization.
- 2) The Organization or Association shall conduct day to day follow up and controlling of the water system and take corrective measure on same with a view to ensure purity of water.
- 3) Without prejudice to the provision under Sub Articles 1 of this Article, the Organization or Association shall make water purity testing in the laboratory with accredited standard in every three months intervals and present to the Bureau or structure of the Bureau to which it is accountable and post same to the public up on its approval.
- 4) The Bureau or structure of the Bureau at each hierarchy shall follow up and control as to whether the Organization or Association has ensured purity of water; take corrective measure on same.
- 5) Efficiency of the water purity and its required contents shall be determined by the Directive to be issued.

49. Storing Potable Water

- 1) No person shall store amount of potable water above cubic meter permitted by Organization or Association based on their actual situation.
- 2) Without prejudice to the provision under Sub Articles 1 of this Article, the amount of potable water permitted to be stored shall be determined by the Directive to be issued based on research.

50. Bulchinsa Dhangala`aa

- 1) Dhaabbanni yookiin Waldaan bulchiinsi dhangala`aa maqsuu si`ataa, ammayyaa`aa, amansiisaa fi ittifufiinsa akka qabaatu qaamolee dhimmi ilaalu waliin ta`uun ni hojjata.
- 2) Sararri dhangala`aan itti maqfamu baasii Bulchiinsa Magaalaa yookiin Aanaatiin kan hojjatamu ta`a.
- 3) Bulchiinsi Magaalaa yookiin Aanaa qorannoo sakatta`iinsa dhiibbaa Naannoo fi Hawaasaa irratti hundaa`ee lafa tajaajila dhangala`aan itti calalamuu fi gatamuuf oolu qopheessee Dhaabbataaf yookiin Waldaaf kennuu qaba.
- 4) Dhaabbanni yookiin Waldaan bakka dhangala`aan itti calalamuu fi gatamu kunuunsa adda ta`een eeguu qaba; daangaan isaas seeraan kabajamee akka eegamuu ni taasisa.
- 5) Namni kamiyyuu dhangala`aa iddoo bulchinsi magaalaa yookiin aanaa qopheessee qofatti maqsuu qaba. Bakka filatameen alatti kan kuuse yookiin maqsee argame yoo jiraate seera roggummaa qabuun kan itti gaafatamu ta`a.
- 6) Dhaabbanni yookiin Waldaan sarara dhangala`aa maqsuuf diriirfame ni bulcha; ni to`ata; ni supha; ni babba`isa; tajaajilamtoonni akka itti fayyadaman ni hayyama; taarifa kenna tajaajila dhangala`aa maqsuuf murtaa`e ni kaffalchiisa; namoota dhuunfaa yookiin Waldaan gurmaa`aniif kenna tajaajila dhangala`aa maqsu irratti bobba`uu barbaadaniif hayyama hojii ni kenna; kaffaltii kaffalamuu qabu ni murteessa. Raawwiin isaa Qajeelfama bahuun kan murta`u ta`a.

50. የፍላጎች አስተዳደር

- 1) ድርጅቱ ወይም ማህበሩ የፍላጎች ማስወገድ አስተዳደሩ ቀልጣፋ፣ ዘመናዊ፣ አስተማማኝ እንዲሆንና ቀጣይነት እንዲኖረው ከሌሎች አካላት ጋር በመሆን ይሰራል።
- 2) የፍላጎች ማስወገጃ መስመር በከተማ ወይም በወረዳ አስተዳደሩ ወጪ የሚሰራ ይሆናል።
- 3) የከተማ ወይም የወረዳ አስተዳደሩ በአካባቢና ህብረተሰብ ተጽዕኖ ጥናት (ግምገማ) ላይ በመመስረት የፍላጎች ማጣሪያ እና ማስወገጃ አገልግሎት የሚውል ቦታ አዘጋጅቶ ለድርጅቱ ወይም ለማህበሩ መስጠት አለበት።
- 4) ድርጅቱ ወይም ማህበሩ የፍላጎች ማጣሪያ እና ማስወገጃ ቦታውን በተለየ እንክብካቤ መጠበቅ አለበት፤ ድንበሩም በህግ ተከብሮ እንዲጠበቅ ያደርጋል።
- 5) ማንኛውም ሰው ፍላጎችን የከተማ ወይም የወረዳ አስተዳደሩ ባዘጋጀው ሥፍራ ብቻ ማስወገድ አለበት። ከተመረጠው ሥፍራ ወጪ አጠራቅም ወይም አስወግዶ የተገኘ ሰው አግባብነት ባለው ሕግ መሠረት የሚጠየቅበት ይሆናል።
- 6) ድርጅቱ ወይም ማህበሩ ለፍላጎች ማስወገጃ የተዘረጋውን መስመር ያስተዳድራል፤ ይቆጣጠራል፤ ይጠግናል፤ ያስፋፋል፤ ተጠቃሚዎች እንዲገለገሉበት ይፈቅዳል፤ ለፍላጎች ማስወገድ አገልግሎት አሰጣጥ የተወሰነውን ታሪፍ ያስከፍላል፤ በግል ወይም በማህበር ተደራጅተው በፍላጎች ማስወገድ አገልግሎት መስጠት ላይ ለመሰማራት ለሚፈልጉ የሥራ ፈቃድ ይሰጣል፤ መከፈል ያለበትን ክፍያ ይወስናል። አፈጻጸሙ በሚያወጣ መመሪያ የሚወሰን ይሆናል።

50. Sewerage Administration

- 1) The Organization or Association shall work in collaboration with the concerned bodies to enable the sewerage disposal administration to be fast, modern, reliable and sustainable.
- 2) The sewerage disposal lines shall be constructed with the costs of the City or District Administration.
- 3) The City or District Administration shall, based on environmental and community impact assessment research, prepare land to be used for sewerage (liquid waste) treatment and disposal and hand over to the Organization or Association.
- 4) The Organization or Association shall conserve in a different nurturing; shall also make its boundary to be legally protected.
- 5) Any person shall remove the sewerage (liquid waste) only at the place where the City or District Administration has prepared for such purpose. Anyone found hoarding or removing at a place other than such selected area shall be held liable under pertinent law.
- 6) The Organization or Association shall administer; control; repair and expand sewerage disposal lines; permit it to be used by the users; collect the tariff decided for sewerage disposal service; issue work license for private individuals or those organized in Association and are interested to engage in sewerage disposal service delivering; decide the fee to be paid. Its implementation shall be determined by the Directive to be issued.

51. Dirqama Waliigalaa Dhaabbataa yookiin Waldaa

- 1) Dhaabbatni yookiin Waldaan kamiyyuu dirqamni Dambii kanaan yookiin seerota birootiin irratti kaawwame akkuma eegametti ta'ee, kenninsa tajaajilaa keessatti dirqamoota armaan gadii ni qaabaata:
- (a) Gandootni yookiin Aanootii oolaa jiran bishaan dhugaatii akka argatan deeggaruu;
- (b) Hojii tola ooltummaa irratti hirmaachuu;
- (c) Hojiiwwan hawaasummaa biroo irratti hirmaachuun ittigaafatamummaa hawaasummaa isaanii bahuu.
- 2) Haalli raawwii Keewwata kana Keewwata Xiqqaa 1 jalatti tumame Qajeelfama bahuun kan murtaa'u ta'a.

Kutaa Saddeet

Sirna Bittaa fi Bulchiinsa Qabeenyaa

52. Qajeeltoowwan Bu'uuraa

Bittaa fi bulchiinsi qabeenya Dhaabbataa, Waldaa, Yuuniyeenii yookiin Federeeshinii qajeeltoowwan armaan gadii irratti kan hunda'aa ta'uu qaba:

- 1) Bittaa gaggeeffamu kamiyyuu bu'aa Dhaabbataa, Waldaa, Yuuniyeenii yookiin Federeeshinii argachuu qaban kan argamsiisu ta'uu qaba;
- 2) Haala addaatiin seeraan kan hayyamame yoo ta'e malee dorgomtoota gidduutti haala kamiiniyyuu haala loogii hin qabneen kan raawwatamu ta'uu qaba;
- 3) Murtiiwwanii fi ulaagaaleen sirna bittaa fi bulchiinsa qabeenyaa kamiyyuu qaamolee dhimmi ilaallatu hundaaf karaa iftoomina qabuu fi haqa qabeessa ta'een kennamu ta'uu qaba; murtiiwwan kennamanii fi tarkaanfiiwwan fudhataman sirna ittigaafatamummaa kan mirkaneessan ta'uu qabu;

51. የድርጅት ወይም የማህበር ጠቅላላ ግዴታዎች

- 1) ማንኛውም ድርጅት ወይም ማህበር በዚህ ደንብ ወይም በሌሎች ህጎች የተጣለበት ግዴታ እንደተጠበቀ ሆኖ በአገልግሎት አሰጣጥ ሂደት ውስጥ የሚከተሉት ግዴታዎች ይኖሩታል፡-
- (ሀ) አጎራባች ቀበሌዎች ወይም ወረዳዎች የመጠጥ ውሃ እንዲያገኙ መደገፍ፤
- (ለ) በበጎ አድራጎት ሥራዎች ላይ መሳተፍ፤
- (ሐ) በሌሎች የማህበራዊ ሥራዎች ላይ በመሳተፍ ማህበራዊ ሃላፊነቶቻቸውን መወጣት፡፡
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው ድንጋጌ አፈፃፀም ሁኔታ በሚወጣው መመሪያ የሚወሰን ይሆናል፡፡

ክፍል ስምንት

የንብረት ግዢ እና አስተዳደር ሥርዓት

52. መሠረታዊ መርሆዎች

የድርጅት፣ የማህበር፣ የዩኒየን ወይም የፌዴሬሽን ንብረት ግዢ እና አስተዳደር በሚከተሉት መርሆዎች ላይ የተመሠረተ መሆን አለበት፡-

- 1) ማንኛውም የሚካሄድ ግዢ አንድ ድርጅት፣ ማህበር፣ ዩኒየን ወይም ፌዴሬሽን ማግኘት ያለበትን ጥቅም የሚያስገኝ መሆን አለበት፤
- 2) በተለየ ሁኔታ በህግ የተፈቀደ ካልሆነ በስተቀር በማንኛውም ሁኔታ በተወዳዳሪዎች መካከል ማዳላት በሌለው አካሄድ የሚፈጸም መሆን አለበት፤
- 3) ማንኛውም የንብረት ግዢ እና አስተዳደር ሥርዓት ውሳኔና መስፈርት ጉዳዩ ለሚመለከታቸው አካላት ሁሉ ግልጽነት ባለው እና እውነተኛ በሆነ መንገድ የሚሰጥ መሆን አለበት፡፡ የሚሰጡ ውሳኔዎችና የሚወሰዱ እርምጃዎች የተጠያቂነት ሥርዓትን የሚያረጋግጡ መሆን አለባቸው፡፡

51. General Obligations of Organization or Association

- 1) Any Organization or Association, without prejudice to the obligations levied on it by this Regulation or by other laws, it has the following obligations in the course of service providing:
 - (a) Supporting neighboring kebeles or Districts to get potable water;
 - (b) Participating on voluntary service providing activities;
 - (c) Discharging their social responsibilities through participating on other social works.
- 2) Implementation particulars of the provisions under Sub Articles 1 of this Article shall be determined by the Directive to be issued.

Part Eight

Procurement and Resource Administration System

52. Basic Principles

The procurement and resources administration of Organization, Association, Union or Federation shall be based on the following principles:

- 1) Any procurement to be performed shall help to derive the benefits deserved by the Organization, Association, Union or Federation;
- 2) Unless specifically authorized by law, it shall be performed in a way free from any kind of partiality among the contestants;
- 3) Any decision and criteria of procurement and resources administration system shall be provided to the concerned bodies transparently and fairly. These decisions and the measures taken shall ensure the system of accountability;

4) Qabeenyi Dhaabbataa, Waldaa, Yuuniyeenii yookiin Federeeshinii akkaataa seeraatiin eegamuu fi kaayyoo barbaadameef ooluu qaba.

53. Sirna Bittaa fi Bulchiinsa Faay-naansii

1) Bittaaan dhiyeessii, ijaarsaa yookiin tajaajilaa Dhaabbataa, Waldaa, Yuuniyeenii yookiin Federeeshinii kamiyyuu sirnoota armaan gadii keessaa tokkoon gaggeeffamuu ni danda'a:

- (a) Bittaa caalbaasii ifaa;
- (b) Bittaa caalbaasii murtaa'aa;
- (c) Bittaa kallattii; yookiin
- (d) Bittaa pirofoormaatiin.

2) Keewwata kana Keewwata Xiqqaa 1 jalatti tumame akkuma jirutti ta'ee sirni Bittaa fi Bulchiinsa Faay-inaansii ittii raawwatu Qajeelfama bahuun kan murtaa'u ta'a.

54. Bittaa Caalbaasii Ifaa

Dhaabbatni, Waldaa, Yuuniyeenii yookiin Federeeshiniin bittaaan dhiyeessii, ijaarsaa yookiin tajaajilaa oomishtoota yookiin dhiyeessitoota hedduun kan oomishamuu yoo ta'e raadiyoo, taleviziyoonaa fi gaazexaa akkasumas meeshaalee sab-qunnamtii biroon dorgomtoota afeeruudhaan adeemsa bittaa caalbaasii ifaa hojiirra oolchuu qaba.

55. Bittaa Caalbaasii Murtaa'aan Gaggeeffamu

Dhaabbatni, Waldaa, Yuuniyeenii yookiin Federeeshiniin oomishtoonni yookiin dhiyeessitoonni dhiyeessichaa, ijaarsichaa yookiin tajaajilichaa akka biyyaatti muraasa ta'uun isaanii qaama dhimmi ilaaluun yoo mirkanaa'e, Boordii yookiin yaa'ii waliigalaa murteessisuun dhiyeessitoota yookiin oomishtoota kanneen xalayaan beeksisuudhaan bittaa caalbaasii murtaa'aan gaggeessuu ni danda'a.

4) የድርጅት፣ የማህበር፣ የዩኒየን ወይም የፌዴሬሽን ንብረት በህጉ መሠረት መጠበቅ እና ለሚፈለገው ዓላማ መዋል አለበት።

53. የፋይናንስ ግዢ እና አስተዳደር ሥርዓት

1) ማንኛውም የድርጅት፣ የማህበር፣ የዩኒየን ወይም የፌዴሬሽን አቅርቦት፣ ግንባታ ወይም አገልግሎት ግዢ ከሚከተሉት ሥርዓቶች በአንዱ ሊካሄድ ይችላል፡-

- (ሀ) በግልጽ ጨረታ ግዢ፤
- (ለ) በተወሰነ ጨረታ ግዢ፤
- (ሐ) በቀጥታ ግዢ፤ ወይም
- (መ) በፕሪፎርማ ግዢ።

2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥርዓት የተደነገገው እንደተጠበቀ ሆኖ የፋይናንስ ግዢ እና አስተዳደር የሚፈጸምበት ሥርዓት በሚወጣው መመሪያ የሚወሰን ይሆናል።

54. የግልጽ ጨረታ ግዢ

የድርጅት፣ የማህበር፣ የዩኒየን ወይም የፌዴሬሽን አቅርቦት፣ ግንባታ ወይም አገልግሎት ግዢ በብዙ አምራቾች ወይም አቅራቢዎች የሚመረጥ ከሆነ በፌዲዮ፣ ቴሌቪዥንና ጋዜጣ እንዲሁም በሌሎች የመገናኛ መሣሪያዎች ተወዳዳሪዎችን በመጋበዝ የግልጽ ጨረታ ግዢን መተግበር አለበት።

55. በተወሰነ ጨረታ የሚፈጸም ግዢ

ድርጅት፣ ማህበር፣ ዩኒየን ወይም ፌዴሬሽን የአቅርቦቱ፣ የግንባታው ወይም የአገልግሎቱ አምራቾች ወይም አቅራቢዎች በሃገር ደረጃ የተወሰኑ ብቻ መሆናቸው በሚመለከተው አካል ከተረጋገጠ በቦርድ ወይም በጠቅላላ ጉባዔ በማስወሰን እነዚህን አቅራቢዎች ወይም አምራቾች በደብዳቤ በማሳወቅ በተወሰነ ጨረታ ግዢ ማካሄድ ይችላል።

4) Resource of the Organization, Association, Union or Federation shall be kept legally and be used for the intended objective.

53. Procurement and Finance Administration System

1) Procurement of supply, construction or services of any Organization, Association, Union or Federation may be performed through one of the following systems:

- (a) Public auction procurement;
- (b) Limited auction procurement;
- (c) Direct procurement; or
- (d) Performa procurement.

2) Without prejudice to the provision under Sub Articles 1 of this Article, the system for performing Procurement and Finance Administration shall be determined by the directive to be issued.

54. Public Auction Procurement

If the procurement of supply, construction or services of Organization, Association, Union or Federation is produced by several producers or suppliers, it may implement Public Auction Procurement by inviting the bidders through radio, television and news publishers as well as other media outlets.

55. Procurement in Limited Auction

If the concerned body proves that the producers or suppliers of the supply, construction or service are limited as national level, the Organization, Association, Union or Federation may, by securing the decision of the Board or General Assembly, conduct with limited auction through notifying these producers or suppliers in letter.

56. Bittaa Kallattiin Raawwatamu

Dhaabbatni yookiin Waldaan Boordii yookiin yaa'ii waliigalaa murteessisuun Dhaabbata mootummaa yookiin Dhaabbata misooma mootummaa irraa kallattiidhaan bittaa kallattii raawwachuu ni danda'a.

57. Bittaa Pirofoormaa

- 1) Dhaabbanni yookiin Waldaan dhiyeessiin, ijaarsi yookiin tajaa-jilli bitamu hojiiwwan ariifachiisaaf kan ooluu fi barbaachisaa ta'ee yoo argame haala armaan gadiitiin sirna bittaa pirofoormaatiin maanaajimantii yookiin koree hojii raawwachiiftuu murteessisuun koree bittaa teeknikaa hundeessuun bittaa arifachisaa raawwachuu ni danda'a:
 - (a) Dhaabbata sadarkaa 1ffaa addaa, sadarkaa 1ffaa fi sadarkaa 2ffaa tiif guyyaatti hanga qarshii 50,000.00 ta'ee haala kamiinuu ji'atti qarshii 200,000.00 kan hin caalle;
 - (b) Dhaabbata sadarkaa 3ffaa fi sadarkaa 4ffaa tiif guyyaatti hanga qarshii 20,000.00 ta'ee haala kamiinuu ji'atti qarshii 100,000.00 kan hin caalle;
 - (c) Dhaabbata sadarkaa 5ffaa tiif guyyaatti hanga qarshii 10,000.00 ta'ee haala kamiinuu ji'atti qarshii 30,000.00 kan hin caalle;
 - (d) Waldaan guyyaatti hanga qarshii 1,000.00 ta'ee haala kamiinuu ji'atti qarshii 10,000.00 kan hin caalle.
- 2) Keewwata kana Keewwata Xiqqaa 1 jalatti kan tumame akkuma eegametti ta'ee, Dhaabbanni yookiin Waldaan haalli ariifachiisaan yeroo qunnamu murtii Boordii yookiin yaa'ii waliigalaatiin bittaa ariifachiisaa hanga qarshii 5,000,000.00 gahu sirna bittaa pirofoormaatiin raawwachuu ni danda'a.

56. በቀጥታ የሚፈጸም ግዢ

አንድ ድርጅት ወይም ማህበር በቦርድ ወይም በጠቅላላ ጉባዔ በማስወሰን በቀጥታ ከመንግስታዊ ድርጅት ወይም ከመንግስት ልማት ድርጅት የቀጥታ ግዢ መፈጸም ይችላል።

57. የፕሪፎርማ ግዢ

- 1) አንድ ድርጅት ወይም ማህበር የሚገዛው አቅርቦት፣ ግንባታ ወይም አገልግሎት ለአስቸኳይ ሥራዎች የሚውል እና አስፈላጊ ሆኖ ከተገኘ በሚከተለው ሁኔታ በፕሪፎርማ ግዢ ማኔጅመንት ወይም ሥራ አስፈጻሚ ኮሚቴን በማስወሰንና የቴክኒካል ግዢ ኮሚቴ በማቋቋም አስቸኳይ ግዢ መፈጸም ይችላል፡-
 - (ሀ) ለልዩ 1ኛ ደረጃ፣ 1ኛ ደረጃ እና 2ኛ ደረጃ ድርጅት በቀን እስከ 50,000.00 ብር ሆኖ በማንኛውም ሁኔታ በወር ከ200,000.00 ብር ያልበለጠ፤
 - (ለ) ለ3ኛ ደረጃ እና 4ኛ ደረጃ ድርጅት በቀን እስከ ብር 20,000.00 ሆኖ በማንኛውም ሁኔታ በወር ከ100,000.00 ብር ያልበለጠ፤
 - (ሐ) ለ5ኛ ደረጃ ድርጅት በቀን እስከ ብር 10,000.00 ሆኖ በማንኛውም ሁኔታ በወር ከ30,000.00 ብር ያልበለጠ፤
 - (መ) ማህበሩ በቀን እስከ ብር 1000.00 ሆኖ በማንኛውም ሁኔታ በወር ከ10,000.00 ብር ያልበለጠ።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው እንደተጠበቀ ሆኖ አንድ ድርጅት ወይም ማህበር አስቸኳይ ሁኔታ በሚገጥምበት ጊዜ በቦርድ ወይም በጠቅላላ ጉባዔ ውሳኔ በፕሪፎርማ ግዢ ሥርዓት እስከ ብር 5,000,000.00 የሚደርስ አስቸኳይ ግዢ ሊፈጸም ይችላል።

56. Procurement Performed Directly

The Organization or Association may, by securing the decision of the Board or General Assembly conduct direct procurement from the governmental organization or public enterprise.

57. Procurement through Performa

- 1) If the supply, construction or service to be purchased is used for urgent activities and is found very essential, the Organization or Association may, by securing the decision of the Management or Executive Committee and through forming Technical Procurement Committee, perform urgent procurement with a Performa procurement system as in the following manner:
 - (a) For special 1st grade, 1st grade and 2nd grade Organization, it shall be up to Birr 50,000.00 per day and shall in no means exceed Birr 200,000.00 per month;
 - (b) For 3rd grade and 4th grade Organization, it shall be up to Birr 20,000.00 per day and shall in no means exceed Birr 100,000.00 per month;
 - (c) For 5th grade Organization, it shall be up to Birr 10,000.00 per day and shall in no means exceed Birr 30,000.00 per month;
 - (d) Association shall be up to Birr 1000.00 per day and shall in no means exceed Birr 10,000.00 per month.
- 2) Without prejudice to the provision under Sub Articles 1 of this Article, the Organization or Association may, where urgent situation encounters, perform urgent purchase up to Birr 5,000,000.00 with a Performa procurement system by securing the decision of the Board or General Assembly.

58. Bittaawwan Gurguddoo

- 1) Dhaabbanni, Waldaan, Yuuniyeeniin yookiin Federeshiniin karooraa Bittaawwan Gurguddoo bara baajataa keessatti gaggeessan qopheessuun Boordii yookiin yaa'ii waliigalaa murteessisuun Biirichaaf yookiin caasaa Biirichaa itti waamamuf dhiyeessuu qaba.
- 2) Karoorri bittaawwan gurguddoo akkaataa Keewwata kana Keewwata Xiqqaa 1 tiin dhiyaatu bara baajataa itti aanu waggaa waggaa hanga Caamsa 30tti ta'uu qaba.
- 3) Bittaaan Gurguddaan kan raawwatamu sirnoota bittaa Dambii kana Keewwata 54 - 57 jalatti tumaman keessaa gosa dhiyeessii, ijaarsaa yookiin tajaajilaa bitamu irratti jalatti tumame irratti hunda'uun adeemsa bittaa rogummaa qabu hojiirra oolchuun ta'a.
- 4) Bittaaan Gurguddaan bu'uura Keewwata kana Keewwata Xiqqaa 3 tiin kan raawwatamu Boordii yookiin Yaa'ii Waliigalaatiin qoratamee karaa Biirichaaf yookiin caasaa Biirichaatiif dhiyaatee kan hayyamame yoo ta'eedha.

59. Haala Bulchiinsaa fi Ittifayyadama Qabeenya Dhaabbataa

- 1) Dhaabbanni yookiin Waldaan bulchiinsa qabeenya isaanii bulchuu, to'aachuu, amayyeessuu fi sirnaan itti fayyadamuuf karooraa bulchiinsa qabeenyaa ni qabaata.
- 2) Dhaabbanni yookiin waldaan qabeenya isaa seeraan qabu, itti fayyadamuu fi barbaachisaa ta'ee yoo argame maqsuu qabu.
- 3) Dhaabbanni yookiin waldaan qabeenya isaa kamiyyuu bifa qusanaa fi bu'aa qabeessa ta'een hojiirra oolchuu qabu.
- 4) Dhaabbanni yookiin waldaan qabeenya isaa kennaan yookiin gargaarsaan qaama sadaffaaf dabarsuu yookiin hojii faayidaa hawaasaa qabuuf oolchuu kan danda'u murtii Boordiichaatiin yookiin yaa'ii waliigalaatiin ta'uu qaba.

58. ትላልቅ ግዢዎች

- 1) ድርጅት፣ ማህበር፣ የኒዮን ወይም ፌዴሬሽን በበጀት ዓመቱ ውስጥ የሚያካሂደውን ትላልቅ ግዢዎች ዕቅድ በማዘጋጀትና በቦርድ ወይም በጠቅላላ ጉባዔ በማስወሰን ለቢሮው ወይም ተጠሪ ለሆነሉት የቢሮው መዋቅር ማቅረብ አለበት።
- 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት የሚቀርበው የሚቀጥለው በጀት ዓመት ትላልቅ ግዢ ዕቅድ በየዓመቱ እስከ ግንቦት 30 ድረስ መሆን አለበት።
- 3) ትላልቅ ግዢ የሚፈጸመው በዚህ ደንብ አንቀጽ 54 -57 ሥር ከተደነገጉት የግዢ ሥርዓቶች መካከል በሚገዛው አቅርቦት፣ ግንባታ ወይም አገልግሎት ዓይነት ላይ በመመሥረት አግባብነት ያለውን የግዢ ሒደት ሥራ ላይ በማዋል ይሆናል።
- 4) በዚህ አንቀጽ ንዑስ አንቀጽ 3 መሠረት የሚፈጸመው ትላልቅ ግዢ በቦርድ ወይም በጠቅላላ ጉባዔ ተመርምሮ ለቢሮው ወይም ለቢሮው መዋቅር በመቅረብ የተፈቀደ ከሆነ ነው።

59. የድርጅት ንብረት አስተዳደር እና አጠቃቀም ሁኔታ

- 1) አንድ ድርጅት ወይም ማህበር ንብረቱን ለማስተዳደር፣ ለመቆጣጠር፣ ለማዘመን እና በአግባቡ ለመጠቀም የንብረት አስተዳደር ዕቅድ ይኖረዋል።
- 2) ድርጅት ወይም ማህበር ንብረቱን በህጉ መሠረት መያዝ፣ መገልገል እና አስፈላጊ ሆኖ ሲገኝም ማስወገድ አለበት።
- 3) ድርጅት ወይም ማህበር ማንኛውም ንብረቱን በቁጠባ እና ውጤታማ በሆነ መልኩ ሥራ ላይ ማዋል አለበት።
- 4) ድርጅት ወይም ማህበር ንብረቱን በስጦታ ወይም በእርዳታ ለሦስተኛ ወገን ማስተላለፍ ወይም ማህበራዊ ፋይዳ ላለው ተግባር ማዋል የሚችለው በቦርዱ ወይም በጠቅላላ ጉባዔው ውሳኔ መሆን አለበት።

58. Bigger Procurements

- 1) The Organization, Association, Union or Federation shall prepare its plan of large procurements they can perform in the fiscal year and submit to the Bureau or its structures to which they are accountable by securing the decision of the Board or General Assembly.
- 2) The plan of large procurements to be submitted as per Sub Articles 1 of this Article of the next fiscal year shall be up to 30th Ginbot annually.
- 3) The large procurements shall be performed depending on the type of supply, construction or service to be bought among the procurement systems provided under Articles 54-57 of this regulation and thereby implementing the appropriate procurement process.
- 4) The large procurements shall be performed as per Sub Article 3 of this Article where it is studied by the Board or General Assembly and approved or permitted through the Bureau or its structures.

59. Manner of Administration and Handling Properties of the Organization

- 1) The Organization or Association shall have their properties administration plan that helps them to administer, control, modernize and properly utilize their properties.
- 2) The Organization or Association shall legally keep, utilize and remove where found necessary.
- 3) The Organization or Association shall apply its properties economically and effectively.
- 4) The Organization or Association can only transfer to third party in the form of donation or assistance or use for activities having social importance only by the decision of the Board or General Assembly.

- 5) Qabeenyi Dhaabbataa yookiin waldaa yeroo itti argame, yeroo qabeenyichi tajaajila addaan kute, gosa qabeenyichaa, baay'ina isaa fi baasii qaqqabsiise tartiibaan gal-maa'ee qabamuu qaba.
- 6) Qabeenya dhaabbii lafa keessaa fi lafa irraa dhaabbatichaa yookiin waldichaa:
 - (a) Yoo xiqqaate waggaatti al tokko lakkaa'amu qaba;
 - (b) Gatii qabeenya Dhaabbataa yookiin waldichaa sirriitti beekuun yoo hin danda'amne tilmaama Biirichi baasuun kan murtaa'u ta'a.

60. Haala Qabeenyi Itti Maqsamu yookiin Haqamu

- 1) Qabeenyi Dhaabbataa yookiin waldaa tajaajila hin kennine yeroodhaan maqsamuu qaba. Raawwiin isaa Qajeelfama bahuun kan murtaa'u ta'a.
- 2) Ibsi qabeenya maqsamee fi galiin maallaqaa qabeenya maqsame irraa argame gabaasa herrega dhaabbatichaa yookiin waldichaa keessatti hammatamuu qaba.
- 3) Maallaqni qabeenya maqsame irraa argame kaappitaala dhaabbatichaa dabaluu ooluu qaba.
- 4) Qabeenyi dhaabbii yookiin dhumataa dhaabbatichaa yookiin waldichaa bifa kamiiniyyuu faayidaa irra ooluu kan hin dandeenyee fi gatii kan hin baafne yoo ta'e kan haqamu ta'a. Raawwiin isaa Qajeelfama bahuun kan murtaa'u ta'a.

61. Qorannoo Odiitii

- 1) Dhaabbatni, Yuuniyeenii, Waldaa fi Federeeshinii herrega isaanii yeroo yeroon odiitii akka godhamuuf sirna odiitii keessaa dirirsuu qaba.

- 5) የድርጅት ወይም የማህበር ንብረት የተገኘበት ጊዜ፣ ንብረቱ አገልግሎት ያቋረጠበት ጊዜ፣ የንብረቱ ዓይነት፣ ብዛቱ እና ያስከተሰው ወጪ በቅደም ተከተል ተመዝግቦ መያዝ አለበት።
- 6) በመሬት ውስጥ እና በመሬት ላይ የሚገኙ የድርጅቱ ወይም የማህበሩ ቋሚ ንብረቶች፡-
 - (ሀ) ቢያንስ በአመት አንድ ጊዜ መቆጠር አለበት፤
 - (ለ) የድርጅቱን ወይም የማህበሩን ቋሚ ንብረቶች ዋጋ በትክክል ማወቅ ካልተቻለ ቢሮው በሚያወጣው ሥሌት የሚወሰን ይሆናል።

60. ንብረት የሚወገድበት ወይም የሚሰረዝበት ሁኔታ

- 1) አገልግሎት የማይሰጥ የድርጅት ወይም የማህበር ንብረት በወቅቱ መወገድ አለበት። አፈጻጸሙ በሚወጣ መመሪያ የሚወሰን ይሆናል።
- 2) የተወገደው ንብረት መግለጫ እና ከተወገደው ንብረት ላይ የተገኘው የገንዘብ ገቢ በድርጅቱ ወይም በማህበሩ የፋይናንስ ሪፖርት ውስጥ መካተት አለበት።
- 3) ከተወገደው ንብረት ላይ የተገኘው ገቢ የድርጅቱን ካፒታል ለመጨመር ዓላማ መዋል አለበት።
- 4) የድርጅቱ ወይም የማህበሩ ቋሚ ወይም አላቂ ንብረት በማንኛውም መልኩ አገልግሎት ላይ መዋል ካልቻለ እና ዋጋ የማያወጣ ከሆነ የሚሰረዝ ይሆናል። አፈጻጸሙ በሚወጣ መመሪያ የሚወሰን ይሆናል።

61. የኦዲት ምርመራ

- 1) ድርጅቱ፣ ዩኒየኑ፣ ማህበሩ እና ፌዴሬሽኑ ሂሳባቸው በየጊዜው ኦዲት ይደረግ ዘንድ የውስጥ ኦዲት ሥርዓት መዘርጋት አለባቸው።

- 5) The time when properties of the Organization or Association is acquired, when it terminated service, type of the property, its amount and cost it resulted shall be registered in order and kept properly.
- 6) The permanent underground and on surface properties of the Organization or Association:
 - (a) Shall be counted at least once in a year;
 - (b) In case it is difficult to know the accurate price of the Organization or Association's property, it shall be determined by the valuation to be set by the Bureau.

60. Manner of Disposal or Cancellation of Properties

- 1) Property of the Organization or Association which doesn't provide service shall be avoided timely. Its implementation shall be determined by the directive to be issued.
- 2) Description of the avoided property and its income accrued from disposal of the property shall be included in the financial reports of the Organization or Association.
- 3) The finance obtained from disposal of the property shall be used for increasing capital of the organization.
- 4) The permanent or disposable properties of the Organization or Association is unable to be used for service in any means and cannot derive price, it shall be cancelled. Its implementation shall be determined by the directive to be issued.

61. Audit Investigation

- 1) The Organization, Association, Union or Federation shall establish internal auditing system so as to ensure their account be audited periodically.

- 2) Biiron yookiin caasaan Biirichaa sadarkaan jiru akkaataa itti waamama isaanitiin herrega Dhaabbataa, Yuuniyeenii, Waldaa fi Federeeshinii waggaatti al tokko yookiin yeroo barbaachisaa ta'e argametti qorannoo odiitii gochuu ni danda'a.
- 3) Keewwata kana Keewwata Xiqqaa 1 fi 2 jalatti kan tumame akkuma jirutti ta'ee, qaamni aangoo qabu barbaachisaa ta'ee yoo argame herrega Dhaabbata, Yuuniyeenii, Waldaa fi Federeeshinii irratti yeroo kamiyyuu qorannoo herreega taasisuu ni danda'a.

- 2) ቢሮው ወይም በየደረጃው ያለው የቢሮው መዋቅር እንደየተጠሪነታቸው የድርጅቱን፣ የኒዮኑን፣ ማህበሩን እና ፌዴሬሽኑን ሂሳብ በዓመት አንድ ጊዜ ወይም አስፈላጊ ሆኖ በሚገኝበት ጊዜ የኦዲት ምርመራ ሊያደርግ ይችላል።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 1 እና 2 ሥር የተደነገገው እንደተጠበቀ ሆኖ ሥልጣን ያለው አካል አስፈላጊ ሆኖ በሚገኝበት በማንኛውም ጊዜ በድርጅቱ፣ በየኒዮኑ፣ በማህበሩ እና በፌዴሬሽኑ የሂሳብ ምርመራ ሊያደርግ ይችላል።

- 2) The Bureau or its structure at each hierarchy may conduct auditing accounts of the Organization, Association, Union or Federation as per their respective accountability once in a year or where found necessary.
- 3) Without prejudice to the provision under sub articles 1 and 2 of this Article, the body having power may auditing accounts of the Organization, Association, Union or Federation at any time where found necessary.

Kutaa Sagal
Sirna Bulchiinsa Hojii Gaggeessitootaa
Kutaa Xiqqaa Tokko
Sirna Qacarrii fi Ramaddii
62. Ittigaafatamaa Yookiin Hojii Gaggeessaa Dhaabbatichaa Qacaruu fi Ramaduu

- 1) Boordiin qaama itti waamamuuf dhiyeessee yoo mirkanaa'è Ittigaafatamaa Dhaabbatichaa beeksisa qacarrii baasuun waldorgomsisee ni qacara; yookiin waajjiraalee yookiin Dhaabbata biroo irraa jijjiirraan ramaduu ni danda'a.
- 2) Biiron yookiin caasaan Biirichaa Ittigaafatamaa Dhaabbataa qacaruu fi ramaduuf murtii Boordiin bu'uura Keewwata kana Keewwata Xiqqaa 1 tiin isaaf dhiyeessee yoo kufaa taasise bu'uura ulaagaa kaawwameen dorgomsisee nama bu'a qabeessummaa hojichaaf barbaachisu qacaruu yookiin ramaduu ni danda'a.
- 3) Boordiin Hojii Gaggeessaa qacaruuf yookiin ramaduuf ulaagaa dandeettii fi muuxannoo barbaachisu Biiron baase irratti hundaa'uun kan raawwatu ta'a.
- 4) Haalli raawwii Keewwata kanaa Qajeelfama bahuun kan murtaa'u ta'a.

ክፍል ዘጠኝ
የሥራ አስኪያጆች አስተዳደር ሥርዓት
ንዑስ ክፍል አንድ
የትጥር እና ምደባ ሥርዓት

- 62. የድርጅቱን ሃላፊ ወይም ሥራ አስኪያጅ መቅጠር እና መመደብ
 - 1) ቦርዱ ተጠሪ ለሆነለት አካል አቅርቦ በማስጸዳቅ የድርጅቱን ሃላፊ የትጥር ማስታወቂያ በማውጣት አወዳድር ይቀጥራል፤ ወይም ከሌሎች ጽህፈት ቤቶች ወይም ድርጅቶች በማዘዋወር ሊመደብ ይችላል።
 - 2) ቢሮው ወይም የቢሮው መዋቅር የድርጅቱን ሃላፊ ለመቅጠር ወይም ለመመደብ በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት ቦርዱ ያቀረበለትን ውሳኔ ውድቅ ካደረገው በተቀመጠው መሥሪያቤት መሠረት በማወዳደር ለሥራው ውጤታማነት የሚያስፈልገውን ሰው መቅጠር ወይም መመደብ ይችላል።
 - 3) ቦርዱ ቢሮው ባወጣው ሥራ አስኪያጁን ለመቅጠር ወይም ለመመደብ የሚያስፈልገው የችሎታና ልምድ መስፈርት ላይ በመመሥረት የሚፈጽም ይሆናል።
 - 4) የዚህ አንቀጽ አፈጻጸም ሁኔታ በሚወጣው መመሪያ የሚወሰን ይሆናል።

Part Nine
Work Administration System of
Managers
Sub Section One
Employment and Assignment System

- 62. Employment and Assignment of Head or Manager of the Organization
 - 1) The Board may, securing approval of its proposal by the body to which it is accountable, employ head of the Organization through competition via issuing employment notice; or assign him by transferring from other offices or Organization.
 - 2) If the Bureau or its structure rejects the decision of the Board to employ or assign head of the Organization submitted to it as per sub articles 1 of this Article, it may employ or assign a person who is competent for the effectiveness of the work for such position through competition pursuant to the set criteria.
 - 3) The Board shall perform employment or assignment of the head based on the ability and experience requirements set by the Bureau.
 - 4) Implementation particulars of this Article shall be determined by the directive to be issued.

63. Qacarrii, Ramaddii fi Guddina Hojii Gaggeessitoota Biroo

- 1) Boordiichi qacarrii fi ramaddii Hojii Gaggeessitoota biroo ittigaafatamummaan isaanii Ittigaafatamaa Dhaabbatichaaf ta'an Ittigaafatamaan yoo dhiyaataniif xiinxalee ni mirkaneessa.
- 2) Ittigaafatamaan Dhaabbatichaa Boordiin dhiyeessee mirkaneessisuun Hojii Gaggeessitoota biroo gita hojii duwaa jiru irratti dursa hojjattoota yookiin Hojii Gaggeessitoota dhaabbatichaa keessaa dorgomsisuun sadarkaa guddinaatiin ramaduu ni danda'a.
- 3) Keewwata kana Keewwata Xiqqaa 2 jalatti kan tumame akkuma eegameetti ta'ee, hojjataan ulaagaa guutuu yoo hin jiraanne beeksisa qacarrii baasuun yookiin waajjiraalee yookiin Dhaabbata biroo irraa jijjiirraan fudhachuun Boordiif dhiyeessee mirkaneessuun ramaduu yookiin qacaruu ni danda'a.
- 4) Ittigaafatamaan Dhaabbatichaa maanaajimantiif dhiyeessee murteessisuun Hojii Gaggeessitoota Dhaabbatichaa keessatti sadarkaa walfakkaataa irra jiru iddoo waljijjiiruun ramaduu ni danda'a.

64. Mirgaa fi Dirqamoota Hojii Gaggeessaa

- 1) Hojii Gaggeessan kamiyyuu itti gaafatamummaa fi tarreeffama hojii itti kenname imaammata, seeraa fi dambii itti bulmaataa bahan bu'uura godhachuun naamusa ogummaa isaa eeguun raawwachuu qaba.
- 2) Mirgaa fi dirqamni Hojii Gaggeessaa Dambii ittiin bulmaata Hojii Gaggeessitoota bahuun kan murtaa'u ta'a.

63. የሌሎች ሥራ አስኪያጆች ቅጥር፣ ምደባ እና ዕድገት

- 1) ቦርዱ ተጠሪነታቸው ለድርጅቱ ሃላፊ የሆኑ ሌሎች ሥራ አስኪያጆች ቅጥር እና ምደባ በሃላፊው ሲቀርብለት መርምሮ ያጸድቃል።
- 2) የድርጅቱ ሃላፊ ለቦርዱ አቅርቦ በማስወገድ ባለው ክፍት የሥራ መደብ ላይ ሌሎች ሥራ አስኪያጆችን ለድርጅቱ ሰራተኞች ወይም ሥራ አስኪያጆች ቅድሚያ ሰጥቶ በማወዳደር በደረጃ ዕድገት ሊመድብ ይችላል።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 2 ሥር የተደነገገው እንደተጠበቀ ሆኖ መስፈርቱን የሚያሟላ ሰራተኛ ከሌለ የቅጥር ማስታወቂያ በማውጣት ወይም ከሌሎች ጽህፈት ቤቶች ወይም ድርጅቶች በዝውውር በመውሰድና ለቦርድ አቅርቦ በማስወገድ መመድብ ወይም መቅጠር ይችላል።
- 4) የድርጅቱ ሃላፊ ለማኔጅመንት አቅርቦ በማስወገድ በድርጅቱ ውስጥ በተመሳሳይ ደረጃ ላይ ያሉ ሥራ አስኪያጆችን ቦታ በማለዋወጥ ሊመድብ ይችላል።

64. የሥራ አስኪያጆች መብትና ግዴታዎች

- 1) ማንኛውም ሥራ አስኪያጅ የተሰጠውን ሃላፊነት እና የሥራ ዝርዝር የወጡትን ፖሊሲዎች፣ ሕጎችና መተዳደሪያ ደንቦች መሠረት በማድረግ እና የሥራ ሥነ-ምግባሩን በመጠበቅ መፈጸም አለበት።
- 2) የሥራ አስኪያጁ መብትና ግዴታ በሚወጣው የሥራ አስኪያጆች መተዳደሪያ ደንብ የሚወሰን ይሆናል።

63. Employment, Assignment and Promotion of Other Work Managers

- 1) The Board shall review and approve the employment and assignment of other work managers who are accountable to the head of the Organization submitted to it by the latter.
- 2) The head of the Organization may, by securing the approval of the Board, assign on vacant positions through competition giving priority for the workers or work managers of the Organization as promotion.
- 3) Without prejudice to the provision under Sub Article 2 of this Article, if there is no worker who meets the requirements, he may assign or employ taking other workers from other offices or organizations via issuing notices up on approval of same by the Board.
- 4) The head of the Organization may, by securing the approval of the Board, assign the work managers working on equal status in the organization by changing their places amongst each other.

64. Rights and Obligations of the Work Manager

- 1) Any work manager shall discharge the responsibilities and list of duties assigned to him based on the policies, laws and administrative regulation adhering to his professional ethics.
- 2) The rights and obligations of the work manager shall be determined by the administrative regulation to be issued.

Kutaa Xiqqaa Lama
Balleessaawwan Naamusaa fi Tarkaan-
fii Bulchiinsaa

65. Balleessaawwan Adabbii
Naamusaa Cima Hordofsiisan

Balleessaawwan armaan gadii adabbii naamusaa cima Hojii Gaggeessaa irratti kan hordofsiisan ta'a:

- 1) Biirichaan yookiin Caasaa Biirichaan yookiin Boordichaan ajaja seera qabeessa barreeffamaan kennamuuf kabajuu dhabuudhaan yookiin ta'e jedhee sirna hojimaataa yookiin imaammata mootummaa hordofuu dhabuudhaan hojii irratti miidhaa geessisuu;
- 2) Ta'e jedhee abbootii dhimmaa Dhaabbatichaa deddeebisuu;
- 3) Iddoo hojiitti dubbii kakaasuudhaan hojjataan wal-reebuu;
- 4) Machii yookiin araada baala sammuu adoochuun fayyadamuun hojii seenuu;
- 5) Matta'aa fudhachuu yookiin akka kennamuuf gaafachuu;
- 6) Gocha hanna yookiin amantaa hir'isuu yookiin gowwoomsuu raawwachuu;
- 7) Qabeenya Dhaabbatichaa seeraan ala fayyadamuu yookiin gocha yakka malaammaltummaa biroo raawwachuu;
- 8) Gocha Dhaabbaticha waliin walitti bu'insa faayidaa ummuu danda'uu raawwachuu;
- 9) Seeraan ala aangootti fayyadamuu;
- 10) Iddoo hojiitti miidhaa koornayaa raawwachuu.

66. Gosa Tarkaanfii Bulchiinsaa Hojii Gaggeessaa Irratti Fudhatamu

Hojii Gaggeessaan balleessaawwan naamusaa raawwatee yoo argame ittigaafatamummaan yakkaa irratti fudhatamu danda'uu akkuma eegameetti ta'ee, tarkaanfiiwwan bulchiinsaa armaan gadii irratti fudhatamuu ni danda'a:

- 1) Hojii gaggeessummaa irraa kaasuu;
- 2) adabbii mindaa ji'a tokkoo hanga ji'a sadii gahu adabuu;
- 3) Waliigaltee hojii addaan kutuu yookiin hojiirraa gaggeessuu.

ገዑስ ክፍል አንድ

የሥነ ምግባር (ዲ.ሲ.ፐ.ሲ) ጥፋቶች እና አስተዳደራዊ እርምጃ

65. ከባድ የሥነ ምግባር (ዲ.ሲ.ፐ.ሲ) ቅጣት የሚያስቀጡ ጥፋቶች

የሚከተሉት ጥፋቶች በሥራ አስኪያጁ ላይ ከባድ የሥነ ምግባር ቅጣት የሚያስከትሉ ይሆናል፡-

- 1) በቢሮው ወይም በቢሮው መዋቅር ወይም በቦርዱ በጽሁፍ የሚሰጠውን ሕጋዊ ትዕዛዝ ባለማክበር ወይም ሆነ ብሎ የመንግስት አሰራር ሥርዓትን ወይም ፖሊሲን ባለመከተል በሥራ ላይ ጉዳት ማድረስ፤
- 2) ሆነ ብሎ የድርጅቱን ደንቦች ማመለስ (ማጉላት)፤
- 3) በሥራ ቦታ ጸብ በማነጣጣት ከሰራተኞች ጋር መጣላት፤
- 4) ሆክሮ (በስካር) ወይም አደንዛዥ ዕጽ በመጠቀም ሥራ መግባት፤
- 5) እጅ መንሻ (ጉብ) መቀበል ወይም እንዲሰጠው መጠየቅ፤
- 6) የሌብነት ወይም እምነት ማጉደል ወይም የማታለል ድርጊት መፈጸም፤
- 7) የድርጅቱን ንብረት በህገወጥ መንገድ መጠቀም ወይም ሌላ የሙስና ወንጀል መፈጸም፤
- 8) ከድርጅቱ ጋር የጥቅም ግጭት ሊፈጥር የሚችል ድርጊት መፈጸም፤
- 9) በሥልጣን ያለአግባብ መጠቀም፤
- 10) በሥራ ቦታ የፆታ ጥቃት መፈጸም፡፡

66. በሥራ አስኪያጁ ላይ የሚወሰድ አስተዳደራዊ እርምጃ ዓይነት

ሥራ አስኪያጁ የሥነ ምግባር ጥፋቶችን ፈጽሞ ከተገኘ ሊወሰድበት የሚችለው የወንጀል ተጠያቂነት እንደተጠበቀ ሆኖ የሚከተሉት አስተዳደራዊ እርምጃዎች ሊወሰዱበት ይችላሉ፡-

- 1) ከሥራ አስኪያጅነት ማንጣት፤
- 2) ከአንድ ወር እስከ ሦስት ወር የሚደርስ የደመወዝ ቅጣት፤
- 3) የሥራ ውልን ማቋረጥ ወይም ከሥራ ማሰናበት፡፡

Sub Section Two

Disciplinary Offenses and Administrative Measures

65. Offenses Entailing Rigorous Disciplinary Penalties

The following offenses (faults) shall entail rigorous disciplinary penalties on the work manager:

- 1) To cause impairment on work by failing to respect the lawful written order given to him by the Bureau or its structures or by the Board or by intentionally failing to follow the working system or policies of the government;
- 2) Intentionally maltreating the clients of the Organization;
- 3) Wrangling with the workers by provoking irritating rumors at work place;
- 4) Going to work place being intoxicated or using narcotics;
- 5) Receiving or requiring bribe;
- 6) Committing theft or untrustworthy or fraudulent acts;
- 7) Using resources of the Organization illegally or committing other corruption offense;
- 8) Performing acts that may result in conflict of interest with the Organization;
- 9) Abusing his power;
- 10) Committing acts of sexual assault at work place.

66. Type of Administrative Measures Taken on the Work Manager

If the work manager is found committing disciplinary offenses without prejudice to the criminal liability to be taken against him, the following administrative measures may also be taken against him:

- 1) Removal from being work manager;
- 2) Penalty of deducting his one to three month salary;
- 3) Terminating contract of employment or dismissal from duty.

67. Hojii Gaggeessaa Ittigaafatamummaa Irraa Kaasuu

- 1) Hojii Gaggeessaan madaallii raawwii hojii gadi aanaa ta'e waggaa lamaaf walitti aansee yoo galmeessise yookiin bu'a qabeessummaa hojiitiif yookiin balleessaa naamusaa yoo raawwate ittigaafatamummaa irraa kaafamuu ni danda'a.
- 2) Boordiin bu'uura Keewwata kana Keewwata Xiqqaa 1 tiin, Hojii Gaggeessaan ittigaafatamummaa irraa akka ka'u murteesse Ittigaafatamaa Dhaabbatichaa yoo ta'e qaama itti waamamuuf dhiyeessee yeroo mirkanaa'u ittigaafatamicha ittigaafatamummaa irraa ni kaasa.
- 3) Keewwata kana Keewwata Xiqqaa 1 fi 2 jalatti kan tumame akkuma eegameetti ta'ee, Hojii Gaggeessaan ittigaafatamummaa irraa kaafame adabbiin mindaa gadi hir'isu yoo hin jiraanne bakka gita hojii dura tureen walqixa ta'e irratti ni ramadama.
- 4) Sadarkaan gita hojii walqixa ta'e kan hin jirre yoo ta'e Hojii Gaggeessaan mindaa isaa qabatee gita gadi aanaa irratti ni ramadama.

68. Waliigaltee Hojii Addaan Kutuu

- 1) Waliigalteen Hojii Gaggeessaa Hojii sababoota armaan gadiitiin addaan cituu ni danda'a:
 - (a) Dhaabbatichii fi Hojii Gaggeessichi yoo waliigalan;
 - (b) Hojii Gaggeessichi kakka'umsa mataa isaatiin hojii isaa dhiisuuf yoo barbaade;
 - (c) Hojii Gaggeessichi dhibee hojicha waliin wal hin qabanneen yoo dhukubsatee fi hojiisaa hojjachuu yoo hin dandeenye;
 - (d) Dhaabbatichi seeraan yookiin sababa biraan hojii isaa dhaabbiin yoo dhaabe;
 - (e) Haalli sababa hojiin Dhaabbatichaa jijjiiramuu isaatiin jijjirama caaseeffamaa taasifame irraa kan ka'e;

67. ሥራ አስኪያጁን ከሃላፊነት ማንግጥ

- 1) ሥራ አስኪያጁ ለሁለት ተከታታይ ዓመታት ገቅተኛ የሥራ አፈጻጸም ውጤት ካስመዘገበ ወይም ለሥራ ውጤታማነት ሲባል ወይም የሥነ ምግባር ጥፋት ከፈጸመ ከሃላፊነት ሊነሣ ይችላል።
- 2) ቦርዱ በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት ከሃላፊነት እንዲነሣ የወሰነበት የድርጅቱ ሃላፊ ከሆነ ተጠሪ ለሆነለት አካል አቅርቦ በሚጸድቅበት ጊዜ ሃላፊውን ከሃላፊነቱ ያነሣል።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 1 እና 2 ሥር የተደነገገው እንደተጠበቀ ሆኖ ከሃላፊነት የተነሣው ሥራ አስኪያጅ ደመወዙን የሚያስቀንስ ቅጣት ከሌለ አስቀድሞ ከነበረው የሥራ መደብ ጋር እኩል በሆነ ቦታ ላይ ይመደባል።
- 4) እኩል የሆነ የሥራ መደብ ደረጃ ከሌለ ሥራ አስኪያጁ ደመወዙን በመያዝ በገቅተኛ የሥራ መደብ ላይ ይመደባል።

68. የሥራ ውልን ማቋረጥ

- 1) የሥራ አስኪያጁ የሥራ ውል በሚከተሉት ምክንያቶች ሊቋረጥ ይችላል፡-
 - (ሀ) በድርጅቱ እና ሥራ አስኪያጁ ስምምነት መሠረት፤
 - (ለ) ሥራ አስኪያጁ በራሱ ተነሣሽነት ሥራውን ለመተው ከፈለገ፤
 - (ሐ) ሥራ አስኪያጁ ከሥራው ጋር በማይያያዝ በሽታ ከታመመ እና ሥራውን ማከናወን ካልቻለ፤
 - (መ) ድርጅቱ በህግ ወይም በሌላ ምክንያት በቋሚነት ሥራውን ካቆመ፤
 - (ሠ) የድርጅቱ ተግባር በመለወጡ ምክንያት በተደረገው የመዋቅር ለውጥ የተነሣ፤

67. Removal of the Work Manager from Leadership

- 1) The work manager may be removed from his work leadership power where he has registered unsatisfactory work performance evaluation result for consecutive two years or for the purpose of work effectiveness or where he has committed disciplinary offenses.
- 2) If the decision of the Board for removal from power pursuant to Sub Article 1 of this Article is the head the Organization, he shall be removed from his power up on approval of such decision by the body to which he is accountable.
- 3) Without prejudice to the provisions under Sub Articles 1 and 2 of this Article, if the penalty imposed on the manager removed from power does not result in deduction of his salary, he shall be assigned on the work position which is equivalent with his prior work position.
- 4) If there is no equivalent work position, this manager shall be assigned on a lower work position maintaining his existing salary.

68. Termination of Employment Contract

- 1) Employment contract of the work manager may be terminated for the following reasons:
 - (a) By the agreement of the Organization and the manager;
 - (b) By the personal motive of the manager;
 - (c) If the manager suffers from sickness which is not related with the duty and unable to perform his duty;
 - (d) If the Organization has permanently stopped its function legally or by other reason;
 - (e) Due to restructuring taken place for reasons of change of the duty of the Organization;

- (f) Gitni hojii yeroo diigame yookiin walitti dabalame Hojii Gaggeessaa hojii sana karaa birootti jijjiiruun yoo danda'amu baate;
- (g) Hojii Gaggeessichi yoo du'e;
- (h) Hojii Gaggeessichi yoo soorama bahe;
- (i) Hojii Gaggeessichi hojii inni irratti ramadame hojjechuuf dandeettii barbaachisu yoo dhabee argamee fi leenjiin kennameefi of gahomsuu dadhabe karaa biraatti jijjiranii hojjechisisuun yoo danda'amu baate;
- (j) Akkaataa Dambii kanaa fi dambii ittin bulmaataa hojii gaggeessitootaa bahuun balleessaa namusaa cimaa hojiirraa gaggeessuu danda'u raawwatee yoo argame;
- (k) Hojii Gaggeessaan yeroo murtaa'ee yoo qacaramee fi yeroon waliigaltee isaa yoo xumurame;
- (l) Miidhaan hojii dhaabbataa yookiin yeroo hojiirratti irra gahu isaa irraan kan ka'e hojii hojjechuu yoo dadhabe fi kunis mana yaalaatiin yoo mirkanaa'e;
- (m) Sababa gahaa malee hojii gaggeessichi guyyaa hojii 15 fi isaa oliif walitti fufiinsaan hojii irraa yoo hafe fi guyya kudhan keessatti beeksisaan waamamee guyyota hafeef ragaa qabatamaa dhiyeffachuu yoo dadhabe;
- (n) Yakkaan himatamee baatii 3 fi isaa ol yoo itti murtaa'e.
- 2) Hojii Gaggeessaan yeroo shakallii xumuree, akkaataa Keewwata kana Keewwata Xiqqaa 1(b) tiin hojii isaa dhiisuuf yeroo barbaade duraan dursee Dhaabbatichaaf ofeeggannoo guyyaa 30 kennuu qaba.
- 3) Hojii Gaggeessaan bu'uura Keewwata kana Keewwata Xiqqaa 2 tiin Dhaabbatichaaf akeekkachiisa yoo kennuu baate mindaa ji'a tokkoo Dhaabbatichaaf kaffaluu qaba.

- (ረ) የሥራ መደቡ ሲፈርስ ወይም አንድ ላይ ሲመጣ (ሲቀላቀል) እና የዚያን ተግባር ሥራ አስኪያጅ ወደ ሌላ ማዛወር የማይቻል ከሆነ፤
- (ሰ) ሥራ አስኪያጁ በሚሞትበት ጊዜ፤
- (ሸ) ሥራ አስኪያጁ ጡረታ በሚወጣበት ጊዜ፤
- (ቀ) ሥራ አስኪያጁ የተመደበበትን ሥራ ለመስራት የሚያስፈልገውን ችሎታ አጥቶ ከተገኘ እና ሥልጠና ቢሰጠውም እራሱን ማብቃት ባለመቻሉ ወደ ሌላ አዛውሮ ማስራት ካልተቻለ፤
- (በ) በዚህ ደንብና በሚወጣው የሥራ አስኪያጅች መተዳደሪያ ደንብ መሠረት ከሥራ ሊያስሰናብተው የሚችል ከባድ የሥነ ምግባር ጥፋት ፈጽሞ ከተገኘ፤
- (ተ) ሥራ አስኪያጁ ለተወሰነ ጊዜ የተቀጠረ ከሆነ እና የውሉ ጊዜ ከተጠናቀቀ፤
- (ቸ) በሥራ ላይ በደረሰበት ቋሚ ወይም ጊዜያዊ የሥራ ጉዳት የተነሣ ሥራ መስራት ካልቻለና ይሄውም በህክምና ማስረጃ ከተረጋገጠ፤
- (ኀ) ሥራ አስኪያጁ ያለበቂ ምክንያት ለ15 እና ከዚያ በላይ ተከታታይ የሥራ ቀናት ከሥራ ከቀረ እና በአስር ቀን ውስጥ በማስታወቂያ ተጠርቶ ለቀረባቸው ቀናት ተጨባጭ ማስረጃ ማቅረብ ካልቻለ፤
- (ኘ) በወንጀል ተከሶ 3 ወር እና ከዚያ በላይ ከተወሰነበት፡፡
- 2) ሥራ አስኪያጅ የሙከራ ጊዜውን አጠናቅቆ በዚህ አንቀጽ ንዑስ አንቀጽ 1 (ለ) መሠረት ሥራውን ለመተው በሚፈልግበት ጊዜ በቅድሚያ ለድርጅቱ የ30 ቀን ማስጠንቀቂያ መስጠት አለበት፡፡
- 3) ሥራ አስኪያጁ በዚህ አንቀጽ ንዑስ አንቀጽ 2 መሠረት ለድርጅቱ ማስጠንቀቂያ ካልሰጠ የአንድ ወር ደመወዝ ለድርጅቱ መክፈል አለበት፡፡

- (f) Where the work position is dissolved or merged and it is impossible to transfer manager of that work to another position of work;
- (g) Due to death of the manager;
- (h) Due to retirement of the manager;
- (i) If the manager fails to possess the ability required for performing the duty on which he is assigned and he is unable to improve himself despite the training given to him and it becomes impossible to use him by transferring to another work position;
- (j) If the manager is found committing grave disciplinary offense (fault) entailing penalty of dismissal from job pursuant to this regulation and administrative bylaw of work managers to be issued.
- (k) If the manager is employed for a definite period and his period of contract is completed;
- (l) If the manager is unable to work due to his permanent (total) or temporary (partial) employment disability which is ascertained by medical evidences;
- (m) If the manager is absent from office for 15 and above consecutive working days without sufficient reason and he fails to produce tangible convincing evidences for the rest days after he has been summoned by notice within the first ten days of his absence;
- (n) If he is sentenced of 3 and above month penalty for he is criminally charged.
- 2) If the manager wishes to resign his duty pursuant to sub Articles 1 (b) of this Article upon completing probation period, he shall give prior notice of 30 days for the Organization.
- 3) If the manager fails to give prior notice for the Organization pursuant to sub Article 2 of this Article, he shall pay his one month salary for the Organization.

69. Sirna Tarkaanfiin Bulchiinsaa Itti Fudhatamu

- 1) Boordiin eeruun balleessaa naamusaa Hojii Gaggeessaatiin raawwatamuun isaa yoo isa dhaqqabu koree naamusaa nama 3 - 5 of keessaa qabu miseensoota Boordii keessaa nama tokkoo fi hojjattoota Dhaabbatichaa keessaa yookiin qaama biraa irraa hundeessuun qoran-noon naamusaa gaggeeffamee yaadni murtii akka dhiyaatuuf taasisuu ni danda'a.
- 2) Boordiin tarkaanfii naamusaa Hojii Gaggeessaa irratti yeroo fudhatu murtii isaa barreeffamaan qopheessuun guyyaa hojii shan keessatti gaggeessichaa kennuufii qaba.
- 3) Hojii Gaggeessaa murtii Boordii bu'ura Keewwata kana Keewwata Xiqqaa 3 tiin isa dhaqqabee komii yoo qabaate guyyaa murtiin isa dhaqqabee kaasee guyyaa 30 keessatti Biiroof yookiin caasaa Biirichaa itti waamamuuf dhiyeessuu qaba.
- 4) Biiroon yookiin caasaan Biirichaa koomiin bu'ura Keewwata kana Keewwata Xiqqaa 3 tiin isa yoo dhaqqabe guyyaa murtichi isa dhaqqabee kaasee guyyaa hojii 30 keessatti dhimmicha qoratee murtii kenname cimsuun yookiin diiguun murteessuun barreeffamaan hojii gaggeessichaa fi Boordiif beeksisuu qaba.
- 5) Biiroon yookiin caasaan Biirichaa komii Hojii Gaggeessaan dhiyeesse ilaalee hanga murtiin dhuma kennamutti murtiin Boordii ugurame akka turu gochuu ni danda'a.
- 6) Hojii Gaggeessaan murtii Biiroon yookiin caasaan Biirichaa kennu irraa komii qabu guyyaa murtichi isa dhaqqabee kaasee ji'a lama keessatti Mana Murtii idileetti dhiyeeffachuu ni danda'a.

69. የአስተዳደራዊ እርምጃ አወሳሰድ ሥነ-ሥርዓት

- 1) ቦርዱ የሥነ ምግባር ጥፋት በሥራ አስኪያጁ ሥለመፈጸሙ ጥቆማ ሲደርሰው ከቦርድ አባላት መካከል አንድ ሰው እና ከድርጅቱ ሰራተኞች መካከል ወይም ከሌላ አካል የተውጣጡ ከ3-5 አባላት ያለው የሥነ-ምግባር ኮሚቴ በመመስረት የዲ.ሲ.ፕ.ሊ.ን ምርመራ ተካሂዶ የውሳኔ ሃሳብ እንዲቀርብለት ሊያደርግ ይችላል
- 2) ቦርዱ በሥራ አስኪያጁ ላይ የዲ.ሲ.ፕ.ሊ.ን እርምጃ በሚወስድበት ጊዜ ውሳኔውን በጽሁፍ በማዘጋጀት በአምስት የሥራ ቀናት ውስጥ ለሥራ አስኪያጁ መስጠት አለበት።
- 3) ሥራ አስኪያጁ በዚህ አንቀጽ ንዑስ አንቀጽ 2 መሠረት በደረሰው የቦርዱ ውሳኔ ላይ ቅሬታ ካለው ውሳኔው ከደረሰው ቀን ጀምሮ ባለት 30 ቀናት ውስጥ ቅሬታውን ለቢሮው ወይም ተጠሪ ለሆነለት የቢሮው መዋቅር ማቅረብ አለበት።
- 4) ቢሮው ወይም የቢሮው መዋቅር በዚህ አንቀጽ ንዑስ አንቀጽ 3 መሠረት ቅሬታው ሲደርሰው ውሳኔው ከደረሰው ቀን ጀምሮ ባለት 30 ቀናት ውስጥ ጉዳዩን መርምሮ የተሰጠውን ውሳኔ በማጽናት ወይም ውድቅ በማድረግ (በመሰረዝ) ወስኖ ውሳኔውን በጽሁፍ ለሥራ አስኪያጁና ለቦርዱ ማሳወቅ አለበት።
- 5) ቢሮው ወይም የቢሮው መዋቅር ሥራ አስኪያጁ ያቀረበውን ቅሬታ መርምሮ የመጨረሻ ውሳኔ እስከሚሰጥ ድረስ የቦርዱ ውሳኔ ታግዶ እንዲቆይ ማድረግ ይችላል።
- 6) ቢሮው ወይም የቢሮው መዋቅር በሰጠው ውሳኔ ላይ ቅሬታ ያለው ሥራ አስኪያጁ ውሳኔው ከደረሰው ቀን ጀምሮ በሁለት ወር ውስጥ ቅሬታውን ለመደበኛ ፍርድ ቤት ማቅረብ ይችላል።

69. Procedures of Taking Administrative Measures

- 1) When information about the committing of disciplinary offense by the manager is brought to the Board, it may form a committee containing 3 -5 persons of which one person taken among the Board members and the rest from workers of the Organization or from other body and order for the investigation of disciplinary offense and submission of its outcome together with the decision opinion.
- 2) The Board, upon taking disciplinary measure on the manager, it shall provide its written decision to such manager within five working days.
- 3) If the manager who has received the decision of the Board as per sub Article 2 of this Article is aggrieved of such decision, he may present his grievance to the Bureau or its structures for which it is accountable within 30 working days from the date of receiving the decision.
- 4) The Bureau or structure of the Bureau shall, upon receiving the grievance as per sub Article 3 of this Article examine the case and decide by maintaining or reversing the prior decision and notify same to the manager and the Board in writing within 30 working days from the date of receiving the decision.
- 5) The Bureau or structure of the Bureau may order for the suspension of the Board's decision until it renders final decision on the grievance submitted by the manager.
- 6) The manager who is dissatisfied with the decision given by the Bureau or structure of the Bureau may present his allegation to the ordinary court within two months from the date of receiving the decision.

70. Kaffaltii Hojiirraa Gaggeeffamu Kaffalamu

Hojii Gaggeessaan yeroo yaalii xumure haalota armaan gadiitiin Dhaabbatichaan hojiirraa kan gaggeeffamu yoo ta'e kaffaltii hojiirraa gaggeeffamuu argachuuf mirga ni qabaata:

- 1) Dhaabbatichi seeraan yookiin sababa biraatiin dhaabbidhaan hojii yoo adda kute;
- 2) Akkaataa Dambii kanaa fi Dambii ittiin bulmaata jalatti tumamen ala kaka'umsa Dhaabbatichaan waliigalteen hojii yoo addaan cite;
- 3) Akkaataa Dambii kana Keewwata 68 (1, e fi f) jalatti tumameen hojii gaggeessichi hojiirraa yoo hir'ifame;
- 4) Miidhaan hojii dhaabbataa yookiin yeroo hojiirratti irra gahu isaa irraan kan ka'e hojii hojjechuu dadhabuun isaa mana yaalaatiin yeroo mirkanaa'ee;
- 5) Yoo xiqqaate waggaa shaniif Dhaabbaticha keessatti muuxannoo hojii qabaatee dhukkubaan yookiin du'aan waliigalteen hojii yoo adda cite yookiin hojiirraa turuuf dirqama leenjii fi barnootaan walqabate yoo qabaachuu baatee hojii isaa fedhii isaatiin gadi lakkise; yookiin
- 6) Dhukkuba HIV/AIDS irraa kan ka'e fedhii isaatiin hojii yoo gadi dhiise.

71. Hanga Kaffaltii Hojiirraa Gaggeeffamuu

Hojii Gaggeessaan bu'uura Dambii kana Keewwata 70 jalatti tumameen kaffaltii hojiirraa gaggeeffamuu akkaataa armaan gadiitiin shallagamee kan kaffalamuuf ta'a:

- 1) Hojii Gaggeessaa tajaajila waggaa jalqabaa tokkoof jidduugaleessi mindaa guyyaa isaa kan torbee xumuraa 30'n baay'ifame kaffalamaaf;
- 2) Hojii Gaggeessaan waggaa tokkoo gad-tajaajile akkaatuma yeroo tajaajilaatiin kaffaltiin keewwata kana keewwata xiqqaa 1 jalatti ibsame shallagamee kaffaltii madaalawaa ni argata;

70. ለሥራ ስንብት የሚከፈል ክፍያ

የሙከራ ጊዜውን ያጠናቀቀ ሥራ አስኪያጅ በሚከተሉት ሁኔታዎች በድርጅቱ ከሥራ የሚሰናበት ከሆነ የሥራ ስንብት ክፍያ የማግኘት መብት አለው፡-

- 1) ድርጅቱ በህግ ወይም በሌላ ምክንያት በቋሚነት ሥራውን ካቋረጠ፤
- 2) በዚህ ደንብና በሚወጣው መተዳደሪያ ደንብ መሠረት ከተደነገገው ሁኔታ ውጪ በድርጅቱ ተነሣሽነት የሥራ ውሉ ከተቋረጠ፤
- 3) ሥራ አስኪያጁ በዚህ ደንብ አንቀጽ 68 (1) (ሀ) እና (ረ) ሥር በተደነገገው መሠረት ከሥራ ከተቀነሰ፤
- 4) በሥራ ላይ በደረሰበት ቋሚ ወይም ጊዜያዊ የሥራ ጉዳት የተነሣ ሥራ መስራት አለመቻሉ በህክምና ከተረጋገጠ፤
- 5) በድርጅቱ ውስጥ ቢያንስ ለአምስት ዓመት የሥራ ልምድ ኖሮት የሥራ ውሉ በሽታ ወይም በሞት ምክንያት ከተቋረጠ ወይም ሥራው ላይ ለመቆየት ከሥልጠና እና ትምህርት ጋር በተያያዘ ግዴታ ከሌለበትና በፍላጎቱ ሥራውን ከለቀቀ፤ ወይም
- 6) ከኤች አይ ቪ/ኤድስ በሽታ የተነሣ በፍላጎቱ ሥራ ከለቀቀ፡፡

71. የሥራ ስንብት ክፍያ መጠን

ሥራ አስኪያጁ በዚህ ደንብ አንቀጽ 70 ሥር በተደነገገው መሠረት የሥራ ስንብት ክፍያው በሚከተለው ሁኔታ ተሰልቶ የሚከፈለው ይሆናል፡-

- 1) ለመጀመሪያ አንድ ዓመት የሥራ አስኪያጅ አገልግሎት የመጨረሻው ሣምንት የቀን ደመወዙ አማካይ በሰላሣ (30) ተባዘቶ ይከፈላል፤
- 2) ከአንድ ዓመት በታች ያገለገለ ሥራ አስኪያጅ በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተገለጸው ክፍያ በአገልግሎት ጊዜው መሠረት ተሰልቶ ተመጣጣኝ ክፍያ ያገኛል፤

70. Severance Pay

The manager who has completed period of probation is entitled for severance pay if he is dismissed from job by the Organization for the following conditions:

- 1) Where the Organization has permanently terminated its operation;
- 2) Where the employment contract has been terminated by the own motion of the Organization in a way other than in accordance with this regulation and administrative regulation of the organization;
- 3) Where the Organization reduced from job in accordance with Article 68 (1) (e) and (f) of this regulation.
- 4) If the manager is unable to work due to his permanent (total) or temporary (partial) employment disability is ascertained by medical evidences;
- 5) Where he has at least five years work experience in the Organization and his employment contract has been terminated due to sickness or his death or he voluntarily resign his job for he has no obligation to remain on the job in connection with training and education; or
- 6) He voluntarily resigns his job due to HIV/AIDS.

71. Amount of Severance Pay

The work manager shall be paid of the severance pay in accordance with Article 70 of this regulation being calculated in the following manner:

- 1) For the work manager of the first year service shall be paid through multiplying his final week average daily salary by 30;
- 2) The work manager who has served below one year shall be paid with reasonable payment by calculating the payment specified under sub Article 1 of this Article in accordance with his service period;

- 3) Hojii Gaggeessaa waggaa tokkoo ol tajaajileef kaffaltii keewwata kana keewwata xiqqaa 1 jalatti ibsame irratti tokkoon tokkoo bara tajaajilaa dabalataatiif, kaffaltii keewwata kana keewwata xiqqaa 1 jalatti ibsame irratti tokko sadaffaan (1/3) dabalamee ni kaffalamaaf. Ta'us, kaffaltiini waliigalaa mindaa Gaggeessaa hojichaa ji'a 12 caaluu hin qabu;
- 4) Bu'uura Dambii kana Keewwata 68 (1) (e) fi f) tiin waliigalteen hojii yoo addaan cite Keewwata kana Keewwata Xiqqaa 1 fi 2 jalatti kan ibsame dabalataan jiddugaleessi mindaa guyyaa hojii gaggees-sichaa kan torbee xumuraa 60'n baay'ifamee ni kaffalamaaf.

72. Waraqaa Ragaa Muxannoo Hojii

- 1) Hojii Gaggeessaan yeroo kamiyyuu yeroo hojii irraa tureef waraqaa ragaa muxannoo hoi akka kennamuuf yoo gaafate, Dhaabbatichi qopheessee ni ken-naaf.
- 2) Hojii Gaggeessaa waliigalteen hojii Dhaabbaticha waliin qabu akkaataa Dambii kanaatiin yoo adda cite, Dhaabbaticha irraa waraqaa ragaa muxannoo hojii fi qulqullinaa argachuuf mirga qaba. Ta'us sababni hojii itti gadidhisee waraqaa ragicha irratti ibsamu hin qabaatu.
- 3) Waraqaa ragichaa bu'uura keewwata kana keewwata xiqqaa 2 tiin kennamu:
 - (a) Hojii hojjechaa ture;
 - (b) Bara tajaajila isaa;
 - (c) Galii gibiraa; fi
 - (d) Mindaa kaffalamaafi turee kan ibsu ta'a.

- 3) ከአንድ ዓመት በላይ ላገለገለ ሥራ አስኪያጅ በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር በተገለጸው ክፍያ ላይ ለያንዳንዱ ተጨማሪ አገልግሎት ዘመን በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር በተገለጸው ክፍያ ላይ አንድ ሦስተኛ (1/3) ተጨምሮ ይከፈላል። ሆኖም ግን ጠቅላላ ክፍያው ከሥራ አስኪያጁ የ12 ወር ደመወዙ መብለጥ የለበትም፤
- 4) የሥራ ውሉ በዚህ ደንብ አንቀጽ 68 (1) (ሠ) እና (ረ) ሥር በተደነገገው መሠረት ከተቋረጠ በዚህ አንቀጽ ንዑስ አንቀጽ 1 እና 2 ሥር ከተገለጸው በተጨማሪ የሥራ አስኪያጁ የመጨረሻው ሣምንት የቀን ደመወዙ አማካይ በስልሣ (60) ተባዝቶ ይከፈላል።

72. የሥራ ልምድ ምሥክር ወረቀት

- 1) ሥራ አስኪያጁ በማንኛውም ጊዜ ሥራ ላይ ለቆየበት ጊዜ የሥራ ልምድ የምሥክር ወረቀት እንዲሰጠው ከጠየቀ ድርጅቱ አዘጋጅቶ ይሰጠዋል።
- 2) ሥራ አስኪያጁ ከድርጅቱ ጋር ያለው ውል በዚህ ደንብ መሠረት ከተቋረጠ የሥራ ልምድና ከግዴታ ነጻ (ክሊራንስ) የምሥክር ወረቀት ከድርጅቱ የማግኘት መብት አለው። ቢሆንም ግን ከሥራ የለቀቀበት ምክንያት በምሥክር ወረቀቱ ላይ መገለጽ አይኖርበትም።
- 3) በዚህ አንቀጽ ንዑስ አንቀጽ 2 መሠረት የሚሰጠው የምሥክር ወረቀት፡-
 - (ሀ) ሲሠራ የነበረው ሥራ፤
 - (ለ) የአገልግሎት ዘመኑ፤
 - (ሐ) ገቢ ግብር፤ እና
 - (መ) ሲከፈለው የነበረውን ደመወዝ የሚገልጽ ይሆናል።

- 3) The work manager who has served above one year shall be paid by adding 1/3 for each additional service year on the payment provided under sub Article 1 of this Article; however, the total payment shall not exceed the 12 month salary of the work manager;
- 4) If the employment contract is terminated as per Article 68 (1) (e) and (f) of this regulation, in addition to the payment specified under sub Article 1 and 2 of this Article, he shall be paid through multiplying his final week average daily salary by 60.

72. Certificate of Work Experience

- 1) Whenever the work manager requests for a certificate of work experience for the period he was on service, the organization shall prepare and provide him.
- 2) Where the employment contract of the work manager with the organization is terminated likewise, he is entitled to get certificate of work experience and clearance from the organization. However, the reason for resigning job shall not be stated on the certificate.
- 3) The certificate to be provided as per sub article 2 of this Article shall describe:
 - (a) The task has been performing;
 - (b) Term of his service;
 - (c) Tax income; and
 - (d) The salary he has been earning.

Kutaa Kudhan

Tumaalee Adda Addaa

- 73. Tumaalee Cehumsaa**
1) Dhimmoonni Dambiin kun osoo raggaa'ee hojiirra hin ooliin dura jalqabaman bu'uura Dambii hojiirra tureen xumura kan argatu ta'a.
2) Dhimmoonni Dambiin kun osoo raggaa'ee hojiirra hin ooliin dura Mana Murtiitti falmii irra jiran kamiyyuu akkaatuma seera duraan tureen kan xumuramu ta'a.
- 74. Aangoo Qajeelfama Baasuu**
Biiroon Dambii kana hojiirra oolchuuf Qajeelfama baasuu ni danda'a.
- 75. Seerota Haqamanii fi Raawwatiinsa Hin Qabaanne**
1) Dambiin Hundeeffama Dhaabbilee Tajaajila Bishaan Dhugaatii fi Dhangala'aa Magaalotaa Oromiyaa Lakk. 40/1997 bahe Dambii kanaan haqamee jira.
2) Dambiin, Qajeelfamnii fi barmaatileen hojii Dambii kanaan walfaallessan kamiyyuu dhimmoota Dambii kanaan hammataman irratti raawwatiinsa hin qabaatan.
- 76. Yeroo Dambichi Hojiirra Itti Oolu**
Dambiin kun Waxabajjii guyya 28, bara 2013 irraa eegal-ee hojiirra kan oolu ta'a.

Finfinnee
Waxabajjii 28 Bara 2013
Shimallis Abdiisaa
Pirezidaantii Mootummaa Naannoo Oromiyaa

ክፍል አሥር

ልዩ ልዩ ድንጋጌዎች

- 73. የመሸጋገሪያ ድንጋጌዎች**
1) ይህ ደንብ ፀድቆ ሥራ ላይ ከመዋሉ በፊት የተጀመሩ ጉዳዮች ሥራ ላይ በነበረው ደንብ መሠረት ፍጻሜ የሚያገኙ ይሆናል።
2) ይህ ደንብ ፀድቆ ሥራ ላይ ከመዋሉ በፊት ፍርድ ቤት በክርክር ላይ ያሉ ማናቸውም ጉዳዮች ቀድሞ በነበረው ሀግ መሠረት ፍጻሜ የሚሰጡ ይሆናል።
- 74. መመሪያ የማውጣት ሥልጣን**
ቢሮው ይህን ደንብ ሥራ ላይ ለማዋል መመሪያ ሊያወጣ ይችላል።
- 75. የተሻራና ተፈጻሚነት የማይኖራቸው ሕጎች**
1) የኦሮሚያ ከተሞች የመጠጥ ውሃ እና ፍሳሽ አገልግሎት ድርጅቶች መመስረቻ ደንብ ቁጥር 40/1997 በዚህ ደንብ ተሸሯል።
2) ከዚህ ደንብ ጋር የሚቃረኑ ማናቸውም ደንብ፣ መመሪያ እና ልማዳዊ አሰራር በዚህ ደንብ ውስጥ በተካተቱ ጉዳዮች ላይ ተፈጻሚነት አይኖራቸውም።
- 76. ደንቡ ሥራ ላይ የሚውልበት ቀን**
ይህ ደንብ ከሰኔ 28 ቀን 2013 ጀምሮ ሥራ ላይ የሚውል ይሆናል።

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ሰኔ 28 ቀን 2013 ዓ.ም
ሽመልስ አብዲሣ
የኦሮሚያ ክልላዊ መንግስት ፕሬዝዳንት

Part Ten

Miscellaneous Provisions

- 73. Transitory Provisions**
1) Matters that began before the coming in to force of this regulation shall be finalized in accordance with the regulation that has been in force.
2) Any matter pending on court litigation before the coming in to force of this regulation shall be resolved in accordance with the preexisting laws.
- 74. Power to Issue Directive**
The Bureau may issue a directive for the implementation of this regulation.
- 75. Repealed and Inapplicable Laws**
1) Oromia Urban Potable Water and Sewerage Service Organizations Establishment Regulation Number 40/2004, is hereby repealed by this regulation.
2) Regulations, Directives and Customary Work Practices contradictory with this Regulation shall not be applicable on the matters covered under this Regulation.
- 76. Effective Date**
This Regulation shall come in to force as of July 5, 2021.

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July 5, 2021
Shimelis Abdisa
President of Oromia Regional State