

Waggaa 27<sup>ffaa</sup> ..... Lak. ....1/2011  
 ፳፯ኛ ዓመት..... ቁጥር.....፲፩/፪ሺ፲፩  
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 ፊንቤቤ፣ .....መጋቢት 15 ቀን ፪ሺ፱ ዓ.ም  
 Finfine,.....March 22, 2017

# MAGALATA OROMIYAA

## L μ E p % Z Më ;

# MEGELETA OROMIA

Gatiin Tokkoo ..... Qarshii 21.60 የአገሪቱ " ብ ..... ብር 21.60 Unit Price ..... Birr 21.60	To'annoo Caffee Mootummaa Naannoo Oromiyaatiin Kan Bahe I%ZMë፣ ብሔራዊ EGF" i L ገ R r በጨፌ ኦሮሚያ ግንባታ ፎንድ »	Lak. S. Poostaa ..... 21383-1000 ፎ.ባ.ደ.፣ .....21383-1000 P.O.Box ..... 21383-1000
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<b>QABIYYEE</b> <b>Dambii Lakk. 191/2009</b> Dambii Lakk. 191/2009 Dambii Ittiin Bulmaata Poolisii Oromiyaa Lakk. 32/1995 Irra Deebiidhaan Fooyyessuuf Bahe .....Fuula 1	<b>ማዕጫ</b> <b>ደንብ ቁጥር ፻፲፩/፳፻፱</b> ደንብ ቁጥር ፻፲፩/፳፻፱ የኦሮሚያ ፖሊስ መተዳደሪያ ደንብ ቁጥር ፴፪/፲፱፻፺፭ ለማሻሻል የወጣ ደንብ .....ገጽ ፩	<b>CONTENT</b> <b>Regulation No. 191/2017.</b> Regulation No. 191/2017, A Regulation to Amend Oromia Police Administration Regulation No. 32/2003 .....Page 1
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Dambii Lakk. 191/2009 Dambii Ittiin Bulmaata Poolisii Oromiyaa Lakk. 32/1995 Irra Deebiidhaan Fooyyessuuf Bahe	<b>ደንብ ቁጥር ፻፲፩/፳፻፱</b> የኦሮሚያ ፖሊስ መተዳደሪያ ደንብ ቁጥር ፴፪/፲፱፻፺፭ ለማሻሻል የወጣ ደንብ	Regulation No. 191/2017, A Regulation to Amend Oromia Police Administration Regulation No. 32/2003
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Miseensonni Poolisii Komishinii Poolisii Naannichaa mirgaa fi dirqama isaanii beekanii hojii isaanii haalla iftoominaa fi ittigaafatamummaa qabuun akka raawwatan taasisuun barbaachisaa ta'ee waan argameef;

Dambiin kanaan dura hojiirra jiru sadarkaa guddina hawaas-diinagdee amma irra gahamee fi rii-foormiiwwan gaggeeffamaa jiran waliin akkaataa walsimuu fi mirgaa fi dirqama miseensaa bifa ifa ta'een akka ofkeessatti qabachuu danda'utti fooyyeessuun barbaachisaa ta'ee waan argameef;

የክልሉ ፖሊስ ኮሚሽን የፖሊስ አባላት መብትና ግዴታቸውን በማወቅ ተግባራቸውን በግልፅና ተጠያቂነት ባለው መልኩ እንዲያከናውኑ ማድረግ አስፈላጊ ሆኖ በመገኘቱ፤

ከዚህ በፊት ሥራ ላይ ያለው ደንብ አሁን ከተደረሰበት ማህበራዊና ኢኮኖሚያዊ እድገትና እየተካሄዱ ካሉት ሪፎርሞች ጋር በተጣጣመ ሁኔታና የአባሉን መብትና ግዴታ ግልፅ በሆነ መልኩ ማካተት እንድትችል ማሻሻል አስፈላጊ ሆኖ በመገኘቱ፤

WHEREAS, it is found necessary to enable members of the police Commission of the region discharge their duty transparently and in an accountable ways knowing their rights and responsibilities;

WHEREAS, it is found necessary to amend the existing Regulation in a way compatible with the presently attained socio-economic growth and with the reforms being implemented and in a manner that can address the rights and obligations of the members clearly;

Akkaataa Labsii Lakk. 199/2008 keewwata 74 (2) tiin Dambiin kanatti aanu bahee jira.

**Kutaa Tokko**

**Tumaalee Waliigalaa**

1. **Mata Duree Gabaabaa**  
Dambiin kun “Dambii Lakk. 191/2009 Dambii Ittiin Bulmaata Poolisii Oromiyaa Lakk. 32/1995 Irra Deebiidhaan Fooyyessuuf Bahe” jedhamee waamamuu ni danda’aa.

2. **Hiika**  
Akkaataan jechichaa hiika biroo kan kennisiisuf yoo ta’e malee, Dambii kana keessatti:

- 1) “Barumsa” jechuun sadarkaa tokkoffaa irraa eegalee dhaabbilee barnootaa beekamtii qabaniin kan kennamu dha.
- 2) “Dhaabbata Yaalaa” jechuun Hospitaala Poolisii fi kilinikii Poolisiidhaaf tajaajila yaalaa kennuu fi mana yaalaa kan biroos jechuu dha.
- 3) “Dirqama Addaa” jechuun Qondalaa yookiin miseensa Poolisii hojii idilee isaa irratti dirqama biyya keessaa yookiin biyya alaatti yeroo murtaa’eef ergama mootummaatiif ergaman jechuu dha.
- 4) “Faayidaa” jechuun haala adda ta’een mootummaa fi Komishinichaan murtaa’ee kan miseensoota Poolisiitiif kennamu yookiin kaffalamu jechuudha.
- 5) “Gaggeessaa Tarsiimo’aa” jechuun qondaala o’anaa Gonfoon isaa Gargaaraa Komishinara hanga Komishinaraatti jiru jechuudha.
- 6) “Gonfoo” jechuun sadarkaa gonfoo Konistaabilii hanga Komishinaraatti jiru jechuudha.

በአዋጅ ቁጥር ፻፺፱/፪ሺ፰ አንቀፅ ፸፬ (፪) መሠረት የሚከተለው ደንብ ወጥቷል።

**ክፍል አንድ**

**ጠቅላላ ድንጋጌዎች**

- ፩. **አጭር ርዕስ**  
ይህ ደንብ “ደንብ ቁጥር ፻፺፩/፳፻፱ የኦሮሚያ ፖሊስ መተዳደሪያ ደንብ ቁጥር ፴፪/፲፱፻፺፭ ለማሻሻል የወጣ ደንብ” ተብሎ ሊጠራ ይችላል።
- ፪. **ትርጓሜ**  
የቃሉ አገባብ ሌላ ትርጉም የሚያሰጠው ካልሆነ በስተቀር በዚህ ደንብ ውስጥ፡-
  - ፩) “ትምህርት” ማለት ከአንደኛ ደረጃ ጀምሮ አውቅና ባላቸው ትምህርት ተቋማት የሚሰጥ ነው።
  - ፪) “የህክምና ተቋም” ማለት ለፖሊስ የህክምና አገልግሎት የሚሰጡ ሆስፒታል፣ ክሊኒክና ሌሎች የህክምና ተቋማት ማለት ነው።
  - ፫) “ልዩ ግዴታ” ማለት የፖሊስ መኮንን ወይም አባል በመደበኛ ሥራው ላይ በግዴታ በሀገር ውስጥ ወይም በውጭ ሀገር ለተወሰነ ጊዜ ለመንግሥት ተልዕኮ የሚላኩ ማለት ነው።
  - ፬) “ጥቅማ ጥቅም” ማለት በመንግሥትና በኮሚሽኑ በልዩ ሁኔታ ተወስኖ ለአባላት የሚሰጥ ወይም የሚከፈል ጥቅም ማለት ነው።
  - ፭) “ስትራቴጂያዊ አመራር” ማለት ማዕረጉ ከምክትል ኮሚሽነር እስከ ኮሚሽነር ያለ ክፍተኛ አመራር ማለት ነው።
  - ፮) “ማዕረግ” ማለት ከኮንስታብል እስከ ኮሚሽነር ደረጃ ያለ ማዕረግ ማለት ነው።

NOW THEREFORE, in accordance with proclamation No.199/2017 Article 74(2), the following regulation is hereby issued.

**Part One**

**General Provisions**

1. **Short Title**  
This Regulation may be cited as “Regulation No. 191/2017 A Regulation to Amend Oromia Police Administration Regulation No. 32/2003”.
2. **Definition**  
Unless the context requires otherwise, in this Regulation:
  - 1) "Education" means Education provided by recognized Educational institutions beginning from elementary Education.
  - 2) "Health Institution" means Police Hospital and clinics providing examination service for the police, and other Health Centers.
  - 3) "Special Duty" means a fixed period duty of a police officer or member in addition to his regular duty to be performed within the country or being sent to Abroad for the government mission.
  - 4) "Benefit" Means benefit decided in special situation by the government and the Commission and provided for the police members
  - 5) "Strategic Leader" Means Senior Officer whose Rank is from Assistant Commissioner to Commissioner.
  - 6) "Rank" Means level of rank beginning from Constable up to Commissioner.

- 7) “Gootummaa” jechuun gocha ogummaa Poolisii idileen gaafatuu ol aarsaa lubbuu yookiin miidhaa qaamaa kan hordofsii-suu danda’u ta’uu osoo beekuu balaa yookiin miidhaa faayidaa fi mirga ummataa, mootummaa yookiin Komishinichaa irratti aggamame hambisuuf gochi raawwate balaa aggaamame guutummaa guutuutti yookiin harka caalu hambisuu kan danda’e jechuudha.
- 8) “Guddina Gonfoo” jechuun miseensa poolisii tokko gonfoo qabatee jiru irraa gara gonfoo itti aanutti guddisuu jechuudha.
- 9) “Guddina Sadarkaa” jechuun poolisii tokko ramaddii hojii irra ture irraa gara hojii sadarkaa ol’aanutti guddisuu jechuudha.
- 10) “Gumii” jechuun Gumii Bulchiinsa Miseensota Poolisii Komishinii Poolisii Oromiyaa jechuudha.
- 11) “Hojjataa Siviilii” jechuun hojjattota siviilii Komishinicha keessatti akkaataa Labsii fi Dambii hojjattoota siviil sarvisiitiin mindeeffamanii dhaabbii fi kontiraataan hojjatan jechuudha.
- 12) “Ijoolllee” jechuun ijooll-ee miseensichaa fi ijooll-ee gudifachaatis ni dabalata.
- 13) “Kaadhimamaa Poolisii” jechuun Kaadhimamaa Poolisii ummata keessaa filatamee leenjii idilee Poolisummaa fudhachaa jiru jechuudha.
- 14) “Kaadhimamaa Qondaalaa” jechuun Yunivarsiitii Kollejyii Poolisii Fedaraalaa yookiin Kollejyii Poolisii Oromiyaa galee leenjii yookiin barnoota hordofaa kan jiru jechuudha.
- 15) “Kaffaltii Iddoo” jechuun caaseffama Komishinichaa keessatti argamu irratti hooggansa sadarkaa sadarkaan itti gaafat-amummaadhaan ramadameef kaffaltii iddoo sanaaf eeyyama-mee kaffalamu jechuudha.

- ፯) "ጀግንነት" ማለት መደበኛ የፖሊስ ሙያ ከሚፈልገው በላይ የሕይወት ወይም የአካል ጉዳት መስዋዕትነት ሊያስከትል የሚችል መሆኑን እያወቀ በህዝብ፤ በመንግሥት ወይም በኮሚሽኑ ጥቅምና መብት ላይ የተሰነዘረውን አደጋ ወይም ጉዳት ለማስቀረት የፈጸመው ድርጊት የተሰነዘረውን አደጋ ሙሉ በሙሉ ወይም በአብላጫው ማስቀረት የቻለ ማለት ነው።
- ፰) "የማዕረግ እድገት" ማለት አንድን የፖሊስ አባል ካለው ማዕረግ ወደ ሚቀጥለው ማዕረግ ማሳደግ ማለት ነው።
- ፱) "የደረጃ እድገት" ማለት አንድን ፖሊስ ካለበት ሥራ ምድብ ወደ ከፍተኛ የሥራ ደረጃ ማሳደግ ማለት ነው።
- ፲) "ጉባኤ" ማለት የኦሮሚያ ፖሊስ ኮሚሽን አባላት አስተዳደር ጉባኤ ማለት ነው።
- ፲፩) "የሲቪል ሰራተኛ" ማለት በሲቪል ሰርቪስ ሰራተኞች አዋጅና ደንብ መሠረት በኮሚሽኑ ውስጥ ተቀጥረው በቋሚና ኮንትራት የሚሠሩ ማለት ነው።
- ፲፪) "ልጆች" ማለት የአባሉ ልጆችና የጉዲፈቻ ልጆችንም ይጨምራል።
- ፲፫) "እጩ ፖሊስ" ማለት ከህዝብ ተመርጦ መደበኛ የፖሊስነት ሥልጠና እየወሰደ ያለ እጩ ፖሊስ ማለት ነው።
- ፲፬) "እጩ መኮንን" ማለት የፌዴራል ፖሊስ ዩኒቨርሲቲ፣ ኮሌጅ ወይም የኦሮሚያ ፖሊስ ኮሌጅ ገብቶ ሥልጠና ወይም ትምህርት እየተከታተለ ያለ ማለት ነው።
- ፲፭) "የወንበር ክፍያ" ማለት በኮሚሽኑ ውስጥ ባለው መዋቅር ላይ በየደረጃው በኃላፊነት ለተመደበ አመራር ለቦታው ተፈቅዶ የሚከፈል ማለት ነው።

- 7) "Heroism" Means an outstanding accomplishment of bravery performed being aware of its consequence of life sacrifice or bodily injury beyond the regular duty expected from police profession so as to avert the serious threat or damage against the interest and rights of the people government and the commission which has succeeded in averting such threat totally or its greater part.
- 8) "Rank Promotion" Means promoting a police member from the rank he is holding to the next higher rank.
- 9) "Grade promotion" Means promoting police member from the job he has been assigned to a higher grade.
- 10) "Council" Means Administration Council of Oromia Police Commission.
- 11) "Civil Worker" Means the civil workers permanently or temporarily working in Oromia police Commission being employed as per the Civil servants proclamation and Regulation.
- 12) "Children" Means children of the member and includes adopted children.
- 13) "Recruit" Means a police selected among the society and is attending regular police training.
- 14) "Candidate Officer" Means a police member attending training or education by joining Federal Police University College or Oromia Police College.
- 15) "Payment of Position" Means the payment made for the managements assigned at each hierarchy in the Commission's structure s permitted for that particular position.



- 16) “Kaffaltii Ogummaa” jechuun miseensi poolisii kamiyyuu erga leenjii bu’uura poolisummaa fudhatee booda dabalataan ogummaawwan Komishinichaan adda bahan irratti leenjijee ramadameef kaffaltii raawwatamu jechuudha.
- 17) “Komishinii” jechuun Komishinii Poolisii Oromiyaati.
- 18) “Komishinara Jeneraalaa” jechuun Komishinara Jeneraalaa Poolisii Oromiyaati.
- 19) “Koree Manajimantii” jechuun qaama hooggansa o’aanaa sadarkaa Komishinii, Godina, Magaalaa fi Aanaatti jiru jechuudha.
- 20) “Leenjii” jechuun leenjii Kaadhimamaa Poolisii, leenjii hojiirrattii fi hojiin ala kenanamudha.
- 21) “Maatii Miseensaa” jechuun miseensa poolisii haadha warraa yookiin abbaa warraa ijoollee umurii waggaa 18 hin guunnee fi miseensicha jalatti kan bulan umuriin isaanii waaggaa 21 gadi kan ta’an ijoollee isaa ni dabalata.
- 22) “Magaalaa” jechuun magaalaa sadarkaa Muummee fi O’aanaa itti waamani isaanii Naannoof ta’an jechuudha.
- 23) “Naannoo” jechuun Naannoo Oromiyaa jechuudha.
- 24) “Nama” jechuun nama uumamaan yookiin qaama mirgi namummaa seeraan kennameef jechuudha.
- 25) “Pirezidaantii” jechuun Pirezidaantii Mootummaa Naannoo Oromiyaati.
- 26) “Poolisii” jechuun leenjii Ogummaa Poolisii bu’uuraatiin leenjifamee Komishinichatti mindeeffamee kan hojjatu jechuudha.
- 27) “Sababa Hojiitiin Miidhaa Qaqqabu Yookiin Dhibee Dhufu” jechuun sababa hojiitiin balaa yookiin miidhaa qaama irra gahu yookiin dhukkuba dhufu ta’ee, akkaataa Dambii kanaa fi seera soorama hojjattootaa mootummaa irratti hunda’ameen miidhaa sababaa hojiitiin qaqqabu yookiin sababa hojiitin dhibee dhufu jechuudha.

- ፲፮) "የሙያ ክፍያ" ማለት ማንኛውም አባል መሠረታዊ የፖሊስ ሥልጠና ከወሰደ በኋላ በተጨማሪ በኮሚሽኑ በተለዩ ሙያዎች ላይ ሠልጥኖ ለተመደበበት ሙያ የሚፈፀም ክፍያ ማለት ነው።
- ፲፯) "ኮሚሽን" ማለት የኦሮሚያ ፖሊስ ኮሚሽን ነው።
- ፲፰) "ኮሚሽነር ጀነራል" ማለት የኦሮሚያ ፖሊስ ኮሚሽነር ጀነራል ነው።
- ፲፱) "የማኔጅመንት ኮሚቴ" ማለት በኮሚሽን፣ በዞን፣ በከተማ አስተዳደርና በወረዳ ደረጃ ያለው የክፍተኛ አመራር አካል ማለት ነው።
- ፳) "ሥልጠና" ማለት የአጩ ፖሊስ፣ የሥራ ላይ ሥልጠና እና ከሥራ ውጪ የሚሰጥ ሥልጠና ነው።
- ፳፩) "የቤተሰብ አባል" ማለት የአማ ወራ ወይም አባ ወራ ፖሊስ አባል እድሜያቸው ፲፰ ያልሞላቸው ልጆችና በአባሉ ሥር የሚተዳደሩ እድሜያቸው ከ፳፩ ዓመት በታች የሆኑ ልጆቻቸውን ይጨምራል።
- ፳፪) "ከተማ" ማለት ተጠሪነታቸው ለክልል የሆኑ የዋና እና የከፍተኛ ደረጃ ከተማ ማለት ነው።
- ፳፫) "ክልል" ማለት የኦሮሚያ ክልል ማለት ነው።
- ፳፬) "ሰው" ማለት የተፈጥሮ ሰው ወይም በሕግ የሰውነት መብት የተሰጠው አካል ማለት ነው።
- ፳፭) "ፕሬዝዳንት" ማለት የኦሮሚያ ክልል መንግሥት ፕሬዝዳንት ነው።
- ፳፮) "ፖሊስ" ማለት በመሠረታዊ የፖሊስ ሙያ ሠልጥኖ በኮሚሽኑ ተቀጥሮ የሚሠራ ማለት ነው።
- ፳፯) "በሥራ ምክንያት የሚደርስ ጉዳት ወይም የሚመጣ በሽታ" ማለት በሥራ ምክንያት በአካል ላይ የሚደርስ አደጋ ወይም ጉዳት ወይም የሚመጣ በሽታ ሆኖ፣ በዚህ ደንብና በመንግሥት ሠራተኞች ጡረታ ሕግ ላይ በመመስረት በሥራ ምክንያት የሚደርስ ጉዳት ወይም የሚመጣ በሽታ ማለት ነው።

- 16) "Payment of Profession" Means payment made for the police member who after completing the basic police training and additionally trained on the professions identified by the Commission and has been assigned.
- 17) "Commission" Means Oromia Police Commission.
- 18) "Commissioner General" Means Oromia Police Commissioner General.
- 19) "Management Committee" Means the senior management body which is found at the Commission, Zone, City and District levels.
- 20) "Training" Means training of police candidate, training provided on-job and off-job.
- 21) "Member's Family" Means the police member, his spouse, children below 18 years and his children below 21 years being administered by him.
- 22) "City" Means the Principal and higher cities which are accountable for the Region.
- 23) "Region" Means Oromia region.
- 24) "Person" Means natural person or a body which has been given with legal personality.
- 25) "President" Means President of Oromia Regional State.
- 26) "Police" Means a police who has been trained in basic police profession and employed and working in the Commission.
- 27) "Occupational Injury or Occupational Disease" Means an accident or bodily injury or disease caused due to occupation and considered as such in accordance with this Regulation and public servants' pension law.

28) "Walcaalumsa Gonfoo" jechuun gonfoon kan caalu yookiin gonfoo walqixaa qabatanii gonficha dursee kan argate yookiin gonfoo walqixa qabatanii itti gaafatamummaadhan kan ramadame yookiin tajaajilaan kan dursu yookiin tajaajilaanis ta'ee gulantaan tokko ta'anii qubee maqaa isaatiin miseensa dursa qabu jechuudha.

**3. Ibsa Koorniyaa**

Dambii kana keessatti jechi koornayaa dhiiraatiin ibsame dubartiis ni dabalata.

**4. Daangaa Rawwatiinsa Dambichaa.**

Dambiin kun Komishinara Jeneraalaa, Itti aanaa Komishinara Jeneraalaa, Sadarkaa Itti aanaa Komishinara Jeneraalatti gaggeessaa Adeemsa Hojii dhimmoota Kominikeeshinii mootummaa fi hojjattoota Paabliik Sarvaantii osoo hin dabalatin itti gaafatamtootaa fi miseensota gulantaalee Dambii kana keewwata 97 jalatti tarreeffaman irratti raawwatiinsa ni qabaata.

**5. Qajeeltoowwan Bu'uuraa**

Miseensi kamiyyuu hojii isaa raawwatu keessatti qajeeltoowwan bu'uuraa armaan gadii hordofuu qaba:

- 1) Sirna Heeraan hundeeffame kabajuu fi kabachiisuu;
- 2) Tajaajiltummaa u m mataa g u d d i s u u f seektaroota haqaa fi nageenyaa waliin qindoominaan hojjachuu;
- 3) Duudhaalee hojii Komishinichi gabbifate amantaan fudhachuun hojiirra oolchuu;
- 4) Hojimaata iftoomaa fi ittigaa-fatamummaa mirkaneessuu danda'u diriirsuun bu'a qabeessummaa Komishinichaa mirkaneessuu.

፳፰) "የማዕረግ መበላለጥ" ማለት በማዕረግ የሚበልጥ ወይም እኩል ማዕረግ ኖሯቸው ማዕረጉን ቀድሞ ያገኘ ወይም እኩል ማዕረግ ኖሯቸው በኃላፊነት የተመደበ ወይም በአገልግሎት የሚቀድም ወይም በአገልግሎትም ሆነ በደረጃ አንድ ሆኖ በስሙ ፊደል ቅደም ተከተል ቅድሚያ ያለው አባል ማለት ነው።

**፫. የፆታ አገላለፅ**

በዚህ ደንብ ውስጥ በወንድ ፆታ የተገለፀው ሴትንም ይጨምራል።

**፬. የተፈጻሚነት ወሰን**

ይህ ደንብ ኮሚሽነር ጄነራል፣ ምክትል ኮሚሽነር ጄነራል፣ በምክትል ኮሚሽነር ጄነራል ደረጃ የመንግሥት ኮሙኒኬሽን የሥራ ሒደት ኃላፊና የፕብሊክ ሰርቪስ ሰራተኞችን ላይጨምር በዚህ ደንብ አንቀፅ ፺፯ ሥር የተዘረዘሩ ኃላፊዎችና አባላት ላይ ተፈጻሚነት ይኖረዋል።

**፭. መሠረታዊ መርሆች**

ማንኛውም አባል በሚያከናውነው ሥራው ውስጥ የሚከተሉትን መሠረታዊ መርሆች መከተል አለበት፡-

- ፩) በሌላ መንግስት የተመሠረተውን ስርዓት ማክበርና ማስከበር፤
- ፪) የህዝቡን ተጠቃሚነት ለማሳደግ ከፍትህና ጸጥታ ሴክተሮች ጋር በቅንጅት መሥራት፤
- ፫) ኮሚሽኑ ያካበተውን የሥራ እሴቶች በአመኔታ በመውሰድ ሥራ ላይ ማዋል፤
- ፬) ግልጽነትና ተጠያቂነትን ማረጋገጥ የሚችል አሰራር በመዘርጋት የኮሚሽኑን ውጤታማነት ማረጋገጥ።

28) "Priority in Rank" Means a situation of being higher in rank or precede in acquiring rank despite having similar rank or having similar rank but assigned on managerial post or preceding in service or member having priority in alphabet of his name from others having equal service and rank.

**3. Gender description**

In this Regulation, any term described in masculine gender shall include feminine.

**4. Scope of Application**

This Regulation shall be applicable to all the heads and members on the levels specified under article 97 of this Regulation except the Commissioner General, Process Owner of Government Communication affairs work process with the rank of Deputy Commissioner General and public servants.

**5. Basic Principles**

Any member shall follow the following basic principles in the process of performing his Duty:

- 1) Respect and protect the Constitutionally established system;
- 2) Work in collaboration with other Justice and Security sectors to better benefit the people;
- 3) Take the values developed by the Commission full heartedly or trustfully and implement;
- 4) Ensure the effectiveness of the Commission through establishing a system capable of realizing transparency and accountability.

**Kutaa Lama**  
**Gurmaa'ina, Aangoo fi Hojii Koree Manajimantii fi Gumii Bulchinsaa Miseensota Poolisii Komishinichaa**

**6. Gurmaa'ina Komishinichaa**  
Komishinichi gurmaa'ina armaan gadii ni qabaata:  
(a) Komishinara Jeneraalaa;  
(b) Itti Aantota Komishinara Jeneraalaa;  
(c) Miseensota Poolisii; fi  
(d) Hojjattoota biroo caasaa Komishinichaaf barbaachisan.

**7. Koree Manajimantii**

- 1) Koreen Manajimantii Sadarkaa Komishinii Miseensota armaan gadii ni qabaata:
  - (a) Komishinara Jeneraalaa;
  - (b) Itti Aantota Komishinara Jeneraalaa fi nama sadarkaa kanatti muudame;
  - (c) Daayirektara Kollejijii Poolisii Oromiyaa;
  - (d) Adeemsa Hojii Komishinichaa itti waamamni isaa Komishinara Jeneraalaatiif ta'an fi akkaataa barbaachisummaa isaatti Komishinara Jeneraalaatiin dhiyaatanii Koree Manajimantiitiin kan mirkanaa'u;
  - (e) Komishinara Jeneraalaatiin kan filatamu sagalee malee kan hirmaatu barreessaa tokko.
- 2) Koreen Manajimantii sadarkaa Godinaalee, Magaalootaa fi Aanaaleetti miseensota armaan gadii ni qabaatu:
  - (a) Hoogganaa Poolisii Godinaa, Magaalaa fi Aanaa;
  - (b) Abbootii Adeemsa;
  - (c) Itti gaafatamaa Too'annaa Yakkamtoota Gurmaa'anii;
  - (d) Hoogganaan kan filatamu sagalee malee kan hirmaatu miseensa tokko.

**ክፍል ሁለት**  
**የኮሚሽኑ ፖሊስ አባላት የማኔጅመንት ኮሚቴና አስተዳደር ጉባኤ አደረጃጀት፣ ሥልጣንና ተግባር**

**፩. የኮሚሽኑ አደረጃጀት**  
ኮሚሽኑ የሚከተሉት አደረጃጀት ይኖሩታል፡-

- (ሀ) ኮሚሽነር ጀነራል፤
- (ለ) ምክትል ኮሚሽነር ጀነራል፤
- (ሐ) የፖሊስ አባላት፤ እና
- (መ) ለኮሚሽኑ መዋቅር የሚያስፈልጉ ሌሎች ሠራተኞች።

**፪. የማኔጅመንት ኮሚቴ**

**፩) የኮሚሽን ደረጃ ማኔጅመንት ኮሚቴ**  
የሚከተሉት አባላት ይኖሩታል፡-

- (ሀ) ኮሚሽነር ጀነራል፤
- (ለ) የኮሚሽነር ጀነራል ምክትሎችና በዚህ ደረጃ የተሾመ ሰው፤
- (ሐ) የኦሚያ ፖሊስ ኮሌጅ ዳይሬክተር፤
- (መ) ተጠሪነታቸው ለኮሚሽነር ጀነራሉ የሆኑ የሥራ ሒደት ባለቤቶችና እንደአስፈላጊነቱ በኮሚሽነር ጀነራሉ አቅራቢነት በማኔጅመንት ኮሚቴ የሚጸድቅ፤
- (ሠ) በኮሚሽነር ጀነራል የሚመረጥ ያለድምፅ የሚሳተፍ አንድ ጸሐፊ።

**፪) የዞኖች፣ ከተሞችና ወረዳዎች ደረጃ የማኔጅመንት ኮሚቴ**  
የሚከተሉት አባላት ይኖራቸዋል፡-

- (ሀ) የዞን፣ የከተማና የወረዳ ፖሊስ ኃላፊ፤
- (ለ) የሥራ ሒደት ባለቤቶች፤
- (ሐ) የተደራጁ ወንጀለኞች ቁጥጥር ኃላፊ፤
- (መ) በኃላፊው የሚመረጥ ያለድምፅ የሚሳተፍ አንድ አባል።

**Part Two**  
**Organization, Power and Duties of Management Committee and Administrative Council of the Commission's Police Members**

**6. Organization of the Commission**

The Commission shall have the following organization:

- (a) Commissioner General;
- (b) Deputy Commissioner General;
- (c) Police members; and
- (d) Other workers necessary for structure of the Commission.

**7. Management Committee**

1) The Commission level management committee shall have the following members:

- (a) Commissioner General;
- (b) Deputy Commissioner General and a person appointed at this level;
- (c) Director of Oromia Police College;
- (d) Work processes of the Commission accountable to the Commissioner General and as necessary those members nominated by the Commissioner General and approved by the management committee;
- (e) One Secretary selected by the Commissioner General who takes part without vote.

2) Management committee at the Zone, City and District levels shall have the following members:

- (a) Heads of the Zone, City and District Police;
- (b) Process Owners;
- (c) Head of Organized Offenders Control;
- (d) One member to be selected by the Head who take part without vote.



**8. Aangoo fi Hojii Koree Manajimantii Sadarkaa Sadarkaa-haan jiranii**

- 1) Aangoo fi Hojii Koree Manajimantii Komishinichaa: Koreen manajimantii Komishinichaa aangoo fi hojii armaan gadii ni qabaata:
  - (a) Haala gurmaa'iinsa Komishinichaa xiinxalee Mootummaaf ni dhiyeessa;
  - (b) Wixinee baajataa qophaa'ee dhiyaateef ilaalee mootummaaf ni dhiyeessa; yeroo hayyamamus qooddii baajataa fi qabeenyaa ni raawwata;
  - (c) Karooraa fi gabaasa raawwii hojii ni qorata; Mootummaaf ni dhiyeessa;
  - d) Seerota Komishinichi ittiin gaggeeffamu raawwii isaanii ilaalichisee qorannaa ni gaggessa; Dambii Komishinichi ittiin gaggeeffamu akka fooyya'u yookiin akka jijjiramuu yaada ni dhiyeessa; Qajeelfama Dambicha hojiirra oolchu ni baasa;
  - (e) Guddina Gonfoo Qondaal-totaa fi miseensotaa ni mirkaneessa; Gonfi gargaaraa Komishinaraa fi isaa ol akka mirkanaa'u yaada ni kenna;
  - (f) Karoora fedhii fi carraa leenjii yookiin barumsa adda addaa dhiyaatuuf ilaalee ni mirkaneessa;
  - (g) Abbootii Adeemsa, Adeemsa Xiqqaa fi Itti gaa-fatamtoota Divizyinii Komishinichaa, hooggantootaa fi Abbootii Adeemsa Qajeelcha Poolisii Godinaalee fi Magaalota Sadarkaa Godinaa qabanii ni ramada; ni jijjiira; ni kaasa;. Haalli raawwii isaa Qajeelfama bahuun kan murtaa'u ta'a.
  - (h) Dhimmoota Komishinara Jeneraalaan adda bahanii dhiyaatan irratti mari'atee murtii ni kenna;

**፰. በየደረጃ ያሉት የማኔጅመንት ኮሚቴ ሥልጣን እና ተግባር**

- ፩) የኮሚሽኑ ማኔጅመንት ኮሚቴ ሥልጣንና ተግባር:-
  - የኮሚሽኑ ማኔጅመንት ኮሚቴ የሚከተሉት ሥልጣንና ተግባር ይኖሩታል:-
    - (ሀ) የኮሚሽኑን አደረጃጀት ሁኔታ አጥንቶ ለመንግሥት ያቀርባል፤
    - (ለ) ተዘጋጅቶ የቀረበለትን የበጀት ረቂቅ አይቶ ለመንግሥት ያቀርባል፤ ሲፈቀድም የበጀትና የሀብት ክፍፍል ይፈጽማል፤
    - (ሐ) የዕቅድና ሥራ አፈፃፀም ሪፖርት ይገመግማል፤ ለመንግሥት ያቀርባል፤
    - (መ) ኮሚሽኑ የሚመራባቸውን ሕጎች አፈፃፀም በተመለከተ ጥናት ያካሄዳል፤ ኮሚሽኑ የሚመራበት ደንብ እንዲሻሻል ወይም እንዲቀየር ሐሳብ ያቀርባል፤ ደንቡን ሥራ ላይ የሚያውል መመሪያ ያውጣል፤
    - (ሠ) የመኮንኖችና የአባላት የማዕረግ እድገትን ያጸድቃል፤ የረዳት ኮሚሽነርና ከዚያ በላይ ያለ ማዕረግ እንዲጸድቅ ሐሳብ ይሰጣል፤
    - (ረ) የሚቀርብለትን የተለያዩ የሥልጠና እና የትምህርት ፍላጎትና ዕድል ዕቅድ አይቶ ያጸድቃል፤
    - (ሰ) የሥራ ሒደት ባለቤቶች፣ አነስተኛ የሥራ ሒደትና የኮምሽኑ ዲቪዥን ኃላፊዎች፣ የዘጠኝና የዘንደረጃ ያላቸው ከተሞች የፖሊስ መምሪያ ኃላፊዎችንና የሥራ ሒደት ባለቤቶችን ይመድባል፤ ያዛውራል፤ ያነሳል፤ የአፈፃፀም ሁኔታ በሚወጣ መመሪያ የሚወስን ይሆናል፤
    - (ሸ) በኮሚሽነር ጀነራሉ ተለይተው በሚቀርቡት ጉዳዮች ላይ ተወያይቶ ውሳኔ ይሰጣል፤

**8. Power and Duties of Management Committee of each Hierarchy:**

- 1) Power and Duties of Management Committee of the Commission: Management Committee of the Commission shall have the following power and duties:
  - (a) Analyze the organizational set up of the Commission and submit to the Government;
  - (b) Examine the prepared budget draft and submit to the Government; and perform budget and resource distribution or allocation up on its approval;
  - (c) Review the plan and work performance report; submit same to the Government;
  - (d) Conduct researches regarding enforcement of the laws governing the Commission; Propose recommendation for the amendments or change of the Regulation guiding the Commission; Issue directive that help to implement the Regulation;
  - (e) Approve rank promotions of the officers and members; Propose recommendation for the approval of ranks of Assistant Commissioner and above;
  - (f) Examine and approve plan of the demands and opportunities for various trainings or education submitted to it;
  - (g) Assign; Transfer and Remove Process Owners of Smaller Processes and heads of Divisions of the Commission; and Heads and Process Owners of the Zone police and Cities having Zonal levels; its implementation shall be determined by the directive to be issued;
  - (h) Deliberate and pass decision on the matters identified and presented by the Commissioner General.

2) Aangoo fi hojiin koree manajimantii sadarkaa Godinaalee, Magaalotaa yookiin Aanaalee Qajeelfama bahuun kan murtaa'u ta'a.

**9. Hudeeffama Gumii Bulchiinsaa Miseensota Poolisii Komishinichaa**

1) Gumiin bulchiinsa miseensota poolisii Komishinichaa kanaan booda "Gumii" jedhamee kan waamamu Sadarkaa Komishinii, Godinaalee, Magaalotaa fi Aanaaleetti Dambii kanaan hundeeffamee jira.

2) Itti waamamni Gumichaa sadarkaa Naannootti Komishinara Jeneraalaatiif, sadarkaa Godinaa, Magaalaa fi Aanaatti Hoogganaa Poolisii Godinichaa, Magaalichaa fi Aanicaatiif ta'a.

**10. Miseensota Gumichaa Sadarkaa Sadarkaan Jiranii**

1) Gumiin Bulchiinsa Miseensota Poolisii sadarkaa Komishinii Itti Aanaa Komishinara Jeneraalaa fi Damee Hojii Nageenya Naannoo Mirkaneessuutiin kan hoogganamu, Komishinara Jeneraalaa osoo hin dabalatiin miseensota armaan gadii ni qabaata:

- (a) Miseensota Koree Manajimantii;
- (b) Gumichaan kan filatamu barreessaa nama tokko.

2) Gumiin Bulchiinsa miseensota poolisii sadarkaa Godinaa, Magaalaa fi Aanaatti Abbaa Adeemsa hojii Nageenya Naannoo Mirkaneessuun kan hoogganamu ta'ee, Hoogganaa Poolisii osoo hin dabalatiin miseensota armaan gadii ni qabaata:

- (a) Miseensota Koree manajimantii;
- (b) Gumichaan kan filatamu barreessaa nama tokko.

፪) የዞኖች፣ የከተሞች ወይም የወረዳዎች ደረጃ ማኔጅመንት ኮሚቴ ሥልጣንና ተግባር በሚወጣ መመሪያ የሚወሰን ይሆናል።

**፩. የኮሚሽኑ ፖሊስ አባላት አስተዳደር ጉባኤ አመሠራረት**

፩) የኮሚሽኑ ፖሊስ አባላት የአስተዳደር ጉባኤ ከዚህ በላ "ጉባኤ" ተብሎ የሚጠራ በኮሚሽን፣ በዞኖች፣ በከተሞች ወይም በወረዳዎች ደረጃ በዚህ ደንብ ተቀቁል።

፪) የጉባኤው ተጠሪነት በክልል ደረጃ ለኮሚሽነር ጀነራል፣ በዞን፣ በከተማና በወረዳ ደረጃ ለዞን፣ ለከተማው ወይም ለወረዳው የፖሊስ ኃላፊ ይሆናል።

**፯. በየደረጃው ያሉ የጉባኤ አባላት**

፩) በኮሚሽን ደረጃ የምክትል ኮሚሽነር ጀነራል ፖሊስ አባላትና የክልል ጸጥታ ሥራ ቅርንጫፍ ማረጋገጥ የሚመራ አስተዳደር ጉባኤ ኮሚሽነር ጀነራሉን ሳይጨምር የሚከተሉት አባላት ይኖረዋል፡-

- (ሀ) የማኔጅመንት ኮሚቴ አባላት፤
- (ለ) በጉባኤው የሚመረጥ አንድ ጸሐፊ።

፪) የፖሊስ አባላት አስተዳደር ጉባኤ በዞን፣ በከተማና በወረዳ ደረጃ የአከባቢ ጸጥታ ሥራ ማረጋገጥ የሥራ ሒደት ባለቤት የሚመራ ሆኖ፣ የፖሊስ ኃላፊን ሳይጨምር የሚከተሉት አባላት ይኖሩታል፡-

- (ሀ) የማኔጅመንት ኮሚቴ አባላት፤
- (ለ) በጉባኤው የሚመረጥ አንድ ጸሐፊ።

2) Power and Duties of Management Committee at the Zones, Cities or Districts levels shall be determined by the directive to be issued.

**9. Establishment of Administrative Council of the Commission's Police Members**

1) Administrative Council of Police members of the Commission hereinafter called "Council" is hereby established at the Commission, Zones, Cities and Districts levels by this Regulation;

2) The accountability of the Council shall be to the Commissioner General at the Commission level, and to the heads of the Zone, City and the District police at the Zone, City and District levels.

**10. Members of the Council at each Hierarchy**

1) The Commission level Police members Administrative Council, which is led by the Deputy Commissioner General and peace and security ensuring division shall, excluding the Commissioner General have the following members;

- (a) Members of Management Committee;
- (b) One Secretary to be selected by the Council.

2) The Administrative Council of the Zone, City and District levels police members shall be led by the Process Owner of Peace and Security ensuring work process shall have the following members excluding head of the police:

- (a) Members of Management Committee;
- (b) One Secretary to be selected by the Council.



**11. Aangoo fi Hojii Gumichaa**

- 1) Gumiin sadarkaa Komishinii aangoo fi hojii armaan gadii ni qabaata:
  - (a) Gumiin Komishinichaa akkaataa keewwata kana keewwata xiqqaa 2 (b) dhimma miseensota poolisii balleessaa naamusaa cimaa Kollejii Poolisii Oromiyaa, sadarkaa Godinaa yookiin Magaalaatti raawwataman jedhamanii Koree Naamusaa Kollejii Poolisii Oromiyaa yookiin Gumiin Bulchiinsaa Godinaa yookiin Magaalaattii fi koree naamusaa Komishiniitiin ilaalamee dhiyaateef qoratee ni murteessa;
  - (b) Keewwata kana keewwata xiqqaa a jalatti kan tumame akkuma eegametti ta'ee, murtiin kennamu Gonfoo irraa kan gadi buusisu yoo ta'e Gumiin Bulchiinsaa Komishinichaa yaada murtii qaama Gonfoo kenneef dhiyeessuun akka murtaa'u ni taasisa.
- 2) Gumiin bulchiinsa sadarkaa Godinaa, Magaalaa yookiin Aanaa aangoo fi hojii armaan gadii ni qabaata:
  - (a) Gumiin bulchiinsaa sadarkaa Aanaa adabbii naamusaa salphaa miseensota poolisii mindaa hanga % 10 gahutti adabsiisu ilaalchisee yaada murtii koree naamusaa Aanaatiin calalamee dhiyaateef ilaalee murtii ni kenna; adabbiiwwan naamusaa cimaa kan biroo yaada murtii waliin kara poolisii Godinaa yookiin Magalaatti ni dabarsa;
  - (b) Gumiin bulchinsaa sadarkaa Godinaa yookiin Magaalaa adabbii naamusaa cimaa mindaa % 10 ol hanga ji'a tokkoo gahu adabsiisu kan miseensota Poolisii Godinichaa, Magaalichaa yookiin Aanaa ilaalchisee yaada murtii koree naamusaa Godinaa yookiin Magaalaatiin dhiyaataniif ilaalee murtii ni kenna; adabbiiwwan naamusaa cimaa biroo dhiyaataniif ilaalee yaada murtii waliin Komishiniif ni dabarsa;

**፲፩. የጉባኔው ሥልጣንና ተግባር**

- ፩) የኮሚሽን ደረጃ ጉባኔ የሚከተሉት ሥልጣንና ተግባር ይኖረዋል፡-
  - (ሀ) የኮሚሽኑ ጉባኔ በዚህ አንቀጽ ንዑስ አንቀጽ ፪ (ለ) መሠረት በኦሮሚያ ፖሊስ ኮሌጅ፣ በዞን ወይም በከተማ ደረጃ ፖሊስ አባላት ተፈጸሙ ተብለው በኦሮሚያ ፖሊስ ኮሌጅ፣ በዞን ወይም በከተማ ደረጃ ሥነ ምግባር ኮሚቴ ታይቶ የቀረበለት ከባድ የሥነ ምግባር ጥፋት ጉዳይ መርምሮ ይወስናል፤
  - (ለ) በዚህ አንቀጽ ንዑስ አንቀጽ (ሀ) ሥር የተደነገገው እንደተጠበቀ ሆኖ፣ የሚሰጠው ውሳኔ ከማዕረግ ላይ የሚያስወረድ ከሆነ የኮሚሽኑ አስተዳደር ጉባኔ ማዕረጉን ለሰጠው አካል የውሳኔ ሐሳብ በማቅረብ እንድወስን ያደርጋል፡፡
- ፪) የዞን፣ የከተማ ወይም የወረዳ ደረጃ አስተዳደር ጉባኔ የሚከተሉት ሥልጣንና ተግባር ይኖረዋል፡-
  - (ሀ) የወረዳ ደረጃ አስተዳደር ጉባኔ የፖሊስ አባላትን ቀላል የሥነ ምግባር ቅጣት ከደሞዝ እስከ ፫% የሚደርስ የሚያስቀጣውን በተመለከተ በወረዳ ሥነ ምግባር ኮሚቴ ተጠርቶ የቀረበለትን የውሳኔ ሐሳብ አይቶ ውሳኔ ይሰጣል፤ ሌሎች ከባድ የሥነ ምግባር ቅጣት ከውሳኔ ሐሳብ ጋር ወደ ዞን ወይም ከተማ ፖሊስ ያስተላልፋል፤
  - (ለ) የዞን ወይም የከተማ ደረጃ አስተዳደር ጉባኔ የዞን ወይም የከተማ ወይም የወረዳው ፖሊስ አባላትን ከባድ የሥነ ምግባር ቅጣት ከ10% በላይ እስከ አንድ ወር ደሞዝ የሚደርስ የሚያስቀጣውን በተመለከተ በዞን ወይም በከተማ ሥነ ምግባር ኮሚቴ የቀረበለትን አይቶ ውሳኔ ይሰጣል፤ ሌሎች የሚቀርቡለትን ከባድ የሥነ ምግባር ቅጣት አይቶ ከውሳኔ ሐሳብ ጋር ለኮሚሽን ያስተላልፋል፡፡

**11. Power and Duties of the Council**

- 1) The Council at the Commission level shall have the following power and duties:
  - (a) It shall examine and decide on cases of grave disciplinary offences committed by police members of Oromia Police College, at the Zone or City levels which have been examined and submitted by discipline committee of Oromia Police College or by the Zone or City Administrative Council and by the Discipline Committee of the Commission in accordance with sub article 2 (b) of this article;
  - (b) Without prejudice to the provision under sub article (a) of this article, where the decision to be rendered results in demotion from rank, the Administrative Council of the Commission shall submit its decision opinion to the body that has granted the rank and cause it to be decided.
- 2) The Administrative Council at the Zone, City or District levels shall have the following power and duties:
  - (a) The District level Administrative Council shall examine and decide on the decision recommendation screened and submitted to it by the District Discipline Committee regarding simple disciplinary penalty of police members which result or impose Up to 10% reduction from salary, concerning other grave disciplinary penalties, it shall refer them to the Zone or City police with its decision recommendation;
  - (b) The Zone or City level Administrative Council shall examine and decide on the decision recommendation submitted to it from the Zone or City discipline committee regarding the rigorous disciplinary penalties imposing 10% which goes up to one month salary reduction of the zone, City or the District police members.

**12. Sirna Walgahii Gumichaa**

- 1) Miseensota gumichaa keessaa harki walakkaa ol yoo argaman walgahichi guutuu ta'a;
- 2) Murtiin Gumii sagalee caalmaa miseensota waligahii irratti aragamaniin kan darbu ta'ee, sagaleen walqixa yoo ta'e yaad-ni walitti qabaan deeggarame murti Gumichaa ta'a.
- 3) Mirgi ol'iyyannoo akkuma eegametti ta'ee murtiin Gumichaan kennamu murtii isa dhumaa ta'a;
- 4) Walgahiin idilee Gumichaa torbee lamatti si'a tokko kan gaggeeffamu ta'ee, Gumichi akkaataa barbachusumma isaatti torbee lamaa gaditti gaggeessuu ni danda'a.

**Kutaa Sadii**

**Filannoo Yookiin Foo'annaa, Leenjii, Ramaddii fi Jijjiirraa Poolisii**

**13. Filannoo Yookiin Foo'annoo Kaadhimamaa Poolisii**

- 1) Filannoo fi leenjiin kaadhimamaa Poolisii kan raawwatamu Kollejijii Poolisii Oromiyaatiin ta'ee; namni kaadhimamaa Poolisii ta'ee filatamuuf fedhii qabu kamiyyuu ulaagaalee armaan gadii guutuu qaba:
  - (a) Lammummaan isaa Itoophiyaa kan ta'ee fi waggaa lamaa fi isaa ol jiraataa Gandichaa kan ta'e;
  - (b) Heera mootummaaf amanaamaa kan ta'ee fi kabajee kabachiisuudhaaf qophaa'ummaa kan qabu;
  - (c) Afaan Oromoo dubbachuu, barreessuu fi dubbisuu kan danada'u;
  - (d) Ganda keessa jiraatu irraa xalayaa deeggarsaa dhiyeefachuu kan danda'u;
  - (e) Walqixxummaa sabaa fi sablammoottaa, koornayaa fi amantaatti kan amanu;
  - (f) Naamusa gaarii kan qabu;
  - (g) Rikardii balleessummaa yakkaa kan hin qabne;

**፲፪. የጉባዔው የስብሰባ ሥነ ሥርዓት**

- ፩) ከጉባዔው አባላት ውስጥ ከግማሽ በላይ ከተገኙ ስብሰባው ሙሉ ይሆናል፤
- ፪) የጉባዔው ውሳኔ በስብሰባው ላይ በተገኙት አባላት ድምፅ ብልጫ የሚተላለፍ ሆኖ፤ ድምፅ እኩል ከሆነ በስብሰባው የተደገፈ ሐሳብ የጉባዔው ውሳኔ ይሆናል፤
- ፫) የይግባኝ መብት እንደተጠበቀ ሆኖ በጉባዔው የሚሰጥ ውሳኔ የመጨረሻ ውሳኔ ይሆናል፤
- ፬) የጉባዔው መደበኛ ስብሰባ በሁለት ሳምንት አንድ ጊዜ የሚካሄድ ሆኖ፤ ጉባዔው እንደ አስፈላጊነቱ ከሁለት ሳምንት በታች ማካሄድ ይችላል።

**ክፍል ሦስት**

**ስለፖሊስ ምርጫ ወይም ምልመላ፣ ሥልጠና፣ ምደባና ዝውውር**

**፲፫. ስለ እጩ ፖሊስ ምርጫ ወይም ምልመላ**

- ፩) የአዲስ ፖሊስ ምልመላና ሥልጠና የሚፈፀመው በኦሮሚያ ፖሊስ ኮሌጅ ሆኖ፤ እጩ ፖሊስ ሆኖ ለመመልመል ፍላጎት ያለው ማንኛውም ሰው የሚከተሉትን መስፈርቶች ማሟላት አለበት፡-
  - (ሀ) ዜግነቱ ኢትዮጵያዊ የሆነና ሁለት ዓመትና ከዚያ በላይ የቀበሌው ነዋሪ የሆነ፤
  - (ለ) ለሕገ መንግሥቱ ታማኝ የሆነና አክብሮ ለማስከበር ዝግጁነት ያለው፤
  - (ሐ) የአፋን ኦሮሞ ቋንቋ መናገር፣ መጻፍና ማንበብ የሚችል፤
  - (መ) ከሚኖርበት ቀበሌ የዲጋፍ ደብዳቤ ማቅረብ የሚችል፤
  - (ሠ) በብሔሮች፣ ብሔረሰቦችና ሕዝቦች እንዲሁም በፆታና ሀይማኖት እኩልነት የሚያምን፤
  - (ረ) መልካም ሥነ ምግባር ያለው፤
  - (ሰ) በወንጀል ጥፋተኝነት ሪከርድ የለሌበት፤

**12. Meeting procedures of the Council**

- 1) The meeting shall be a quorum where more than half of the members of the Council are present;
- 2) Decision of the Council shall be passed by the majority vote of the members who attend the meeting, and the chairperson shall have a casting vote in case of tie;
- 3) Without prejudice to the right of appeal the decision passed by the Council shall be final;
- 4) The regular meeting shall be held once in two weeks, and the Council may held the meeting in less than two weeks' time as deemed necessary.

**Part Three**

**Selection or Recruitment, Training, Assignment and Transfer of police Members**

**13. The selection or Recruitment of Police candidate**

- 1) The recruitment and training of a police candidate shall be performed by Oromia Police College, and any person who is willing to be recruited as a Police candidate shall fulfill the following criteria:
  - (a) An Ethiopian citizen and he shall live for two or more years in the kebele;
  - (b) They shall be loyal to the Constitution of the government and readiness to respect and protect it;
  - (c) He shall speak, write and read "Afan Oromo";
  - (d) He shall be the one who can produce support letter from the kebele he is residing,
  - (e) He shall be faithful in the equality of rations and nationalities in gender equality and religions;
  - (f) Shall have good disciplines, convection;
  - (g) He shall not have criminal records;

- (h) Umriin isaa waggaa 18 gadi kan hin taanee fi waggaa 25 kan hin caalle;
  - (i) Kan hin fuune yookiin hin heerumne;
  - (j) Miseensa dhaaba siyaasaa kamiyyuu kan hin taane;
  - (k) Gahumsa qaamaa kan qabu fi fayyaa kan ta'e;
  - (l) Barnoota sadarkaa 2ffaa xumuree qormaata biyyooles-saa kan fudhate yookiin sanaa ol kan ta'e;
  - (m) Dheerina dhiiraaf Meetira 1.65 fi isa ol, Dubartiif Meetira 1.55 fi isaa ol kan ta'e;
  - (n) Ulfaatina dheerinaan walmadaalu kan qabu;
  - (o) Araada adda addaa irraa bilisa kan ta'e;
  - (p) Qormaata kennamu kan darbu;
  - (q) Iddoo fi ogummaa Komishinichi irratti ramadu hundatti ramadamee hojjachuuf fedhii kan qabu;
  - (r) Guyyaa leenjii xumure yookiin qaxarame irraa kaasee waggaa torba tajaa-jiluuf mallatteessuu yookiin dirqama seenuu kan danda'uu; fi
  - (s) Ulaagaawwan filannoo kan biroo Komishinichi baasu kan guutu.
- 2) Ulaagaaleen filannoo keewwata kana keewwata xiqqaa 1 jalatti tarreeffaman akkuma jiranitti ta'ee, Komishinichi ulaagaalee filannoo ogummaa poolisii adda addaa fooyyessuu fi Qajeelfama baasuu ni danda'a.

**14. Kakuu Raawwachuu**

- 1) Kaadhimamaan Poolisii kamiyyuu leenjii isaa xumuree hojii osoo hin eegalin dura kakuu armaan gadii raawwachuu qaba:

- (ሸ) እድሜው ከ፲፰ ዓመት ያላነሰና ከ25 ዓመት ያልበለጠ፤
  - (ቀ) ያላገባ ወይም ያላገባች፤
  - (በ) የማንኛውም ፖለቲካ ድርጅት አባል ያልሆነ፤
  - (ተ) የአካል ብቃት ያለውና ጤናማ የሆነ፤
  - (ፑ) የ፪ኛ ደረጃ ትምህርት አጠናቅቆ የሀገር አቀፍ ፈተና የወሰደ ወይም ከዚያ በላይ የሆነ፤
  - (ኀ) ቁመት ለወንድ 1.65 ሜትርና ከዚያ በላይ፣ ለሴት 1.55 ሜትርና ከዚያ በላይ የሆነ፤
  - (ኘ) ከቁመት ጋር የሚመጣጠን ክብደት ያለው፤
  - (ኘ) ከተለያዩ ስቦች ነፃ የሆነ፤
  - (አ) የሚሰጠውን ፈተና የሚያልፍ፤
  - (ከ) ከሚሸኑ በሚመድብበት በሁሉም ቦታና ሙያ ላይ ተመድቦ ለመሥራት ፍላጎት ያለው፤
  - (ኸ) ሥልጠና ከጨረሰበት ወይም ከተቀጠረበት ቀን ጀምሮ ለሰባት ዓመታት ለማገልገል መፈረም ወይም ግዴታ መግባት የሚችል፤
  - (ወ) ከሚሸኑ የሚያወጣውን ሌሎች የምርጫ መስፈርቶች የሚያሟላ፡፡
- ፪) በዚህ አንቀጽ ንዑስ አንቀጽ ፩ ሥር የተዘረዘሩት የምልመላ መስፈርቶች እንዳሉ ሆነው፤ ከሚሸኑ የተለያዩ የፖሊስ ሙያ ምርጫ መስፈርቶችን ማሻሻልና መመሪያ ማውጣት ይችላል፡፡

**፲፬. ቃለ መሐላ ስለመፈጸም**

- ፩) ማንኛውም ዕጩ ፖሊስ ሥልጠናውን አጠናቅቆ ሥራ ከመጀመሩ በፊት የሚከተለውን ቃለ መሐላ መፈፀም አለበት፤

- (h) His age shall not be less than 18 and above 25 years old;
- (i) He/she shall not be married;
- (j) He shall not be a member of any political party;
- (k) Shall be physically fit and healthy;
- (l) Shall be one who has completed secondary school and has taken national examination or above that;
- (m) Shall be 1.65 and above meters males and 1.55 and above meters tall for females;
- (n) Shall have weight proportional with his height;
- (o) Shall be free from various addictions;
- (p) Shall be one who and pass the examination to be given;
- (q) Shall be willing to work on all position and professions on which the commission assigns him;
- (r) Shall be one who can sign or enter in to obligation to serve for seven years as of the date he has completed training or he has been employed; and
- (s) The one who fulfills other selection recruitment criteria which the commission sets.

2. Without prejudice to the recruitment criteria specified under sub article 1 of this article, the commission may amend the various recruitment criteria of police profession and may issue directive.

**14. Oath**

- 1) Any Police recruit who has completed his training shall take the following oath prior to commencing his duty;



“Ani ----- Miseensa Poolisii Komishinii Poolisii Oromiyaa ta’ee yammuum qaxaramu, Heera mootummaa fi seerota adda addaa kabajee kabachiisuun dhimmoota hojimaataa fi seeraan icciitiin eeggamuu qaban qaama birootiif dabarsee osoo hin kennin sirriitti eeguuf, yakka gara kuteenyaan ittisuu fi loogirraa bilisa ta’uun ummata dhuugaa fi amanamummaan tajaajiluuf waadaa nan gala.”

2) Kakuun yookiin waadaan raawwatame mallattoo Kaadhimamaa poolisii yookiin qondaalaatiin mallatta’ee galmee dhuunfaa miseensichaa keessa taa’uu qaba.

**15. Waliigaltee Qaxarrii**

1) Kaadhimamaan poolisii yookiin qondaalaa haaraa ummata keessaa filatamu kamiyyuu barri qaxarrii isaa lakkaa’amuu kan eegaluu fi miseensa ta’uu kan danada’u leenjii fi barumsa poolisummaa yoo xumuree fi kakuu raawwatee waliigaltee qaxarrii guyyaa mallatteesse irraa eegalee ta’a.

2) Miseensi waliigaltee qaxarrii mallatteesse kamiyyuu waggaa torba tajaajiluuf dirqama qaba. Tajaajilli waggaa torbaa lakkaa’amuu kan eegalu guyyaa waliigaltee qaxarrii mallatteesse irraa eegalee ta’a.

3) Namni poolisummaaf filatamee leenjii poolisummaa xumuree kamiyyuu waliigaltee qaxarrii Komishinihi qopheessu mallatteessuu qaba.

**16. Ramaddii**

1) Ramaddiin miseensa poolisii kan raawwatamu Komishinichaan ta’ee:  
(a) Karoora humna namaa Komishinichaa giddu-galeessa kan godhate,  
(b) Sadarkaa barumsaa, dandeettii fi beekumsa hojichi gaafatuu fi

“እኔ ..... የኦሮሚያ ፖሊስ ኮሚሽን አባል ሆኜ ስቀጠር ሕገ መንግሥቱንና የተለያዩ ሕጎችን አክብራ በማስከበር፣ በአሠራርና በሕግ በሚስጥር መጠበቅ የሚገባቸውን ጉዳዮች ለሌላ አካል አሳልፌ ላለመስጠትና በአግባቡ ለመጠበቅ፣ ወንጀልን በቁርጠኝነት መከላከልና ከአድልዎ ነፃ በመሆን ሕዝቡን በእውነትና በታማኝነት ለማገልገል ቃል አገባለሁ”።

፪) የተፈጸመው ቃለ መሐላ በዕጩ ፖሊሱ ወይም በመኮንኑ ተፈርጦ የአባሉ ግል ማህደር ውስጥ መቀመጥ አለበት።

**፲፮. ስለቅጥር ውል**

፩) ከሕዝብ የሚመለመል ማንኛውም አዲስ ዕጩ ፖሊስ ወይም መኮንን የቅጥር ውሉ መቆጠር የሚጀምረውና የፖሊስ አባል መሆን የሚችለው የፖሊስ ትምህርትና ሥልጠና ካጠናቀቀና ቃለ መሐላ ፈፅሞ የቅጥር ውል ከፈረመበት ቀን ጀምሮ ይሆናል፤

፪) የቅጥር ውል የፈረመ ማንኛውም የፖሊስ አባል ለሰባት ዓመት የማገልገል ግዴታ አለበት፤ የሰባት ዓመት አገልግሎት መቆጠር የሚጀምረው የአገልግሎት ውሉን ከፈረመበት ቀን ጀምሮ ይሆናል፤

፫) ለፖሊስነት ተመልምሎ የፖሊስ ሥልጠና ያጠናቀቀ ማንኛውም ሰው ኮሚሽኑ የሚያዘጋጀውን የቅጥር ውል መፈረም አለበት።

**፲፯. ምደባ**

፩) የፖሊስ አባል ምደባ የሚከናወነው በኮሚሽኑ ሆኖ፡-  
(ሀ) የኮሚሽኑን የሰው ኃይል እቅድ ያማከለ፤  
(ለ) ሥራው የሚጠይቀው የትምህርት ደረጃ፣ ክህሎትና ችሎታ፣ እና

I ..... as being a member of Oromia police commission solemnly swear to respect and protect the constitution and other various laws ; not to disclose and keep properly matters classified as confidential by practice in law to any other body; to prevent crime diligently and serve the public with in partiality, honestly and with integrity.

2) Such oath or promise shall be duly signed by the police recruit or officer and filed in his personal file.

**15. Contract of Employment**

1) Any police candidate or officer newly elected from the people shall his employment year begin to be counted and shall become a member where he has completed police professing training and education and from the date he has taken another Oath and signed employment agreement (Contract);

2) Any police member who has signed employment contract shall be obliged to serve for seven years, the seven years’ service provision shall begin to be counted from the date he has signed his employment contract;

3) Any person recruited to be a police and completed the police training shall sign the employment contract prepared by the commission

**16. Assignment**

1) The assignment of a police member shall be performed by the commission, and it shall:

- (a) Be performed by considering the man power plan of the commission;
- (b) Base education status the ability and knowledge which the work requires; and

- c) Gonfoo miseensichi qabu, bara tajaajilaa, naamusa inni qabuu fi bu'aa raaw-wii hojii isaa bu'uura kan godhate ta'a.
- 2) Miseensi poolisii kamiyyuu haala dirqisiisaan yoo jiraateen alatti iddoo itti ramadame irratti waggaa lama hojjachuuf dirqama qaba.
- 3) Miseensi poolisii kamiyyuu rammaddii isaaf kennamu fud-hatee hojjachuuf dirqama qaba.
- 4) Miseensa poolisii kamiyyuu qaamni isa ramade osoo hin beekiin iddoo itti ramadame irraa kaasuun, jijjiiruun yookiin ramaddii biroo gaggeessuun hin danda'amu.
- 5) Haalli dirqisiisaan yoo jirate Komishinichi miseensa poolisii tokkoof osoo mindaa hin dabaliniif iddoo ittigaafatamum-maa ol'aanu irratti yeroo ji'a jaha hin caalleef eeggataadhaan ramadee hojjachiisuu ni danda'a. Haa ta'u malee ji'a jahaa ol eeggataa- dhaan yoo tajaajile mirga guutuu bakka ittigaafat-amummaa sanaaf eeyyamame ni argata.
- 6) Miseensi poolisii kamiyyuu sadarkaa hooggansaa irratti ramadamee jiru sababa dhibeetiin yookiin miidhaa qaama irra gaheen sadarkaa hooggan-saa irratti hojjachuu kan hin dandenye ta'uu isaa ragaa mana yaalaatiin yoo mirkanaa'e:
  - (a) Sadarkaa yookiin gosa hojii walfakkaatuun iddoo hojjachuu itti danda'u yoo jiraate sadarkaa qabatee jiruun akka ramadamu ni taasifama.
  - (b) Sadarkaa yookiin gosa hojii walfakkaatuun iddoo irratti hojjachuu danda'u kan hin jirre yoo ta'e iddoo isa madaalu irratti ramadamee akka hojjatu ni taasifama.

- (ሐ) አባሉ ያለውን ማዕረግ፣ የአገልግሎት ዘመን፣ ሥነ ምግባሩንና የሥራ አፈፃፀም ውጤቱን መሠረት ያደረገ ይሆናል።
- ፩) ማንኛውም የፖሊስ አባል አስገዳጅ ሁኔታ ከሌለ በስተቀር በተመደበበት ቦታ ሁለት አመት የመሥራት ግዴታ አለበት፤
- ፪) ማንኛውም የፖሊስ አባል የተሰጠውን ምደባ ወስዶ የመሥራት ግዴታ አለበት፤
- ፫) ማንኛውንም የፖሊስ አባል የመደበው አካል ሳያውቅ ከተመደበበት ቦታ ላይ ማንሳት፣ ማዛወር ወይም ሌላ ምደባ ማካሄድ አይቻልም፤
- ፬) አስገዳጅ ሁኔታ ካለ ኮሚሽኑ የአንድን ፖሊስ አባል ደመወዝ ሳይጨምር ከፍባለ የሥራ ደረጃ ላይ ከስድስት ወር ላልበለጠ ጊዜ በተጠባባቂነት መድቦ ማሠራት ይችላል፤ ነገር ግን ከስድስት ወር በላይ በተጠባባቂነት ካገለገለ ለኃላፊነት ቦታው የተፈቀደውን ሙሉ መብት ያገኛል፤
- ፭) ማንኛውም የፖሊስ አባል በጤና መታወክ ወይም በደረሰበት የአካል ጉዳት ምክንያት በተመደበበት የኃላፊነት ደረጃ ላይ በቀጣይነት ሊሠራ አለመቻሉ በሕክምና ማስረጃ ከተረጋገጠ፡-
  - (ሀ) ሊሠራ የሚችልበት ተመሳሳይ ደረጃ ወይም የሥራ ዓይነት ካለ በያዘው ደረጃ እንዲመደብ ይደረጋል፤
  - (ለ) ሊሠራ የሚችልበት ተመሳሳይ ደረጃ ወይም የሥራ ዓይነት ከሌለ የሚመጥነው ቦታ ላይ ተመድቦ እንዲሠራ ይደረጋል።

- (c) The rank of the member, service year his discipline and his work performance result.
- 2) Any police member shall serve for two years where he has been assigned unless there exists compelling circumstance;
- 3) Any police member shall take and work (perform) the assignment he has been given;
- 4) It is prohibited to remove and transfer from his place of assignment or making another assignment any police member without the knowledge of the body who has assigned him;
- 5) Where there exist compelling circumstance the commission may assign a police member on a higher position and make him work for not exceeding six months as an acting worker without salary increment. However where he serves acting worker for more than six months, he shall be granted with the full right permitted for such position;
- 6) Where it is proved by the medical evidence serve that any police member is unable to work on the leadership position he has been assigned due to sickness disease or due to bodily on jury he suffered:
  - (a) He shall be assigned on a similar level or type of work on which he can work, if any with the level he has;
  - (b) Where there is no work position on which he can work with similar level or type of work he shall be assigned on a position which fits him;

- 7) Miseensi hooggansa irra jiru tokko iddoo ramaddii hojii isaa irratti sababa mootummaan dirqama addaatiif barbadee yeroo ji'a sadii hin caalleef kan hin argamne yoo ta'e hooggana isatti aanee jiruuf bakka bu'iinsa kennuu ni danda'a.
- 8) Akkaataa keewwata kana keewwata xiqqaa 7tti hoogganaan poolisii bakka bu'iinsa aangoo isaa kenne gara iddoo ramaddii hojii isaatti osoo hin deebi'in ji'a sadii oli kan turu yoo ta'e ittigaafatamaa ol'aanaan bakka bu'iinsi dabalataa ji'a sadiif akka dheeratu gochuudhaan iddoo sana dorggoommiif banaa gochuun namni bakka bu'iinsan ture dorgomaa qabxii olaanaa fideen qabxii walqixa yoo argate dursi miseensa bakka bu'ee tu reef in kennamaaf.
- 9) Ramaddii yookiin jijjiirraa miseensa poolisii iddoo tokko irraa gara iddoo biraatti yeroo taasifamu baasiin geejibaa kan miseensichaa maatii fi meeshaalee mana keessaa adda addaa hunda komishinichaan uwwifama.

**17. Jijjiirraa**

- 1) Komishinichi barabaachisaa ta'ee yoo argame poolisii kamiyyuu hojii walfakkaatu yookiin hojii tokko irraa gara hojii birootti yookiin iddo tokko irraa gara iddoo birootti jijjiiree hojjachisuu ni danada'a.
- 2) Miseensi fedha isaatiin gaaffii jijjiirraa dhiyeessee akkaataa gaaffii isaatiin jijjiirraan yoo hayyamameef durgoon oolmaa fi baasiin geejibaa hin kaffalamuuf.
- 3) Haalli raawwii Dambii kanaa keewwata 16 fi 17 Qajeelfama bahuun kan murtaa'u ta'a.

- ፯) በአመራር ደረጃ ላይ ያለ አንድ አባል መንግሥት ለልዩ ግዴታ ስለፈለገ ምክንያት ከሦስት ወር ላልበለጠ ጊዜ በሥራ ገበታው ላይ በማይኖርበት ጊዜ ከእሱ ቀጥሎ ላለው ኃላፊ ውክልና ሊሰጥ ይችላል፤
- ፰) በዚህ አንቀጽ ንዑስ አንቀጽ ፯ መሠረት የሥልጣኑን ውክልና የሰጠ የፖሊስ አባል ወደ ሥራ መደቡ ሳይመለስ ከሦስት ወር በላይ የሚቆይ ከሆነ የበላይ ኃላፊ ውክልናው በተጨማሪ ለሦስት ወር እንዲራዘም በማድረግ ቦታውን ለውድድር ክፍት በማድረግ ተወክሎ የቆየ ሰው ተወዳድሮ ክፍተኛ ነጥብ ያመጣ ተወዳዳሪ ጋር እኩል ነጥብ ካመጣ ተወክሎ ለነበረው አባል ቅድሚያ ይሰጠዋል፤
- ፱) የፖሊስ አባል ምደባ ወይም ዝውውር ከአንድ ቦታ ወደ ሌላ ቦታ በሚደረግበት ወቅት የአባሉ፣ የቤተሰቡና የልዩ ልዩ የቤት ውስጥ ዕቃዎች ማንንዣ ሙሉ ወጪ በኮሚሽኑ ይሸፈናል።

**፲፯. ዝውውር**

- ፩) አስፈላጊ ሆኖ ከተገኘ ኮሚሽኑ ማንኛውንም ፖሊስ ከተመሳሳይ ወይም ከአንድ ሥራ ወደ ሌላ ሥራ ወይም ከአንድ ቦታ ወደ ሌላ ቦታ በማዛወር ሊያሠራ ይችላል፤
- ፪) አባል በፍላጎቱ የዝውውር ጥያቄ አቀርቦ በጥያቄው መሠረት ዝውውሩ ከተፈቀደለት ውሎ አበልና የማንንዣ ወጪ አይከፈለውም፤
- ፫) የዚህ ደንብ አንቀጽ 16 እና 17 አፈፃፀም ሁኔታ በሚወጣ መመሪያ የሚወሰን ይሆናል።

- 7) Where a member on management post is unable to be present on his position for not more than three months since the government wants him for special duty he may give delegation for leadership next to his position;
- 8) Where the police head who has given delegation of his power pursuant to sub article 7 of this article stays for more than three months till he reruns to his position of assignment the higher management shall make the delegation to be extended for three additional months and make such position vacant or competition and where the person delegated score equal point with the competitor who score the highest point, he shall be given with priority;
- 9) Where the assignment or transfer of a police member from one position for the other is made the transport cost of the member, his family and his various household items transport cost shall be covered by the commission.

**17. Transfer**

- 1) The commission may transfer any police member from one work position or place of work to the other where it found necessary.
- 2) Where a police member submits request of transfer in his own will and such transfer is permitted as per his request he shall not be paid with allowance and transport costs
- 3) The implementation particulars of articles 16 and 17 this regulation shall be determined by the directive to be issued.



**18. Leenjii Hojii Irraa Yookiin Hojiin Ala Kennamu**

- 1) Miseensi poolisii kamiyyuu akkaataa barbaachisummaa isaatiin iddoo itti ramadame irratti dandeettii fi gahumsa isaa akka cimsatuuf leenjii hojii irraatii fi hojiin ala akka argatu ni taasifama.
- 2) Miseensi Poolisii kamiyyuu tajaajila waggaa torbaa kennuun akkuma jirutti ta'ee, hojiin ala ta'ee leenjii ji'a 6 ol yoo fudhate hanga yeroo leenjichi fudhate tajaajiluuf dirqama qaba.

**19. Barumsa Hojiin Ala Kennamu**

Miseensi kamiyyuu tajaajila waggaa torba kennuun akkuma jirutti ta'ee, hojiin ala ta'ee barumsa yoo barate hanga yeroo barumsichi fudhate tajaajilu qaba. Kana yoo hin taane mindaa fi baasii itti bahe hunda kaffaluuf dirqama qaba. Haalli barumsi hojiin alaa itti hayyamamuu fi raawwiin isaa Qajeelfama bahuun kan murtaa'u ta'a.

**Kutaa Afur**

**Guddina Gonfoo fi Ramaddii Iddoo Ittigaafatamummaa**

**20. Kaayyoo**

Gonfii fi ramaddiin iddoo ittigaafatamummaa kaayyoo armaan gadii ni qabaata:

- 1) Guddina Gonfoo fi iddoo ittigaafatamummaa sadarkaa sadarkaadhaan kennamu fedhii humna namaa barabachisu gutuu; fi
- 2) Miseensota poolisii jajjabeessuun raawwii hojii Komishinichaa fooyyeessuuf ta'a.

**21. Guddina Gonfoo:**

- 1) Miseensii poolisii kamiyyuu haalli guddina gonfoo isa dhorkisisu kan jiru yoo ta'e malee akkaataa gabatee Dambii kana keewwata 98 tiin turmaata yeroo gonfoo yoo xumuree fi guddina gonfootiif raawwiin hojii isaa yoo xiqqaate quubsaa fi isaa ol yoo ta'ee guddina gonfoo itti aanu ni argata.

**፲፰. በሥራ ላይ ወይም ከሥራ ውጪ ስለሚሰጥ ሥልጠና**

- ፩) ማንኛውም የፖሊስ አባል እንደ አስፈላጊነቱ በተመደበበት ቦታ ላይ ክህሎቱንና ብቃቱን እንዲያጠናክር በሥራ ላይ ወይም ከሥራ ውጪ ሥልጠና እንዲያገኝ ይደረጋል፤
- ፪) ማንኛውም የፖሊስ አባል የሰባት ዓመት አገልግሎት መስጠት እንዳለ ሆኖ፤ ከሥራ ውጪ ሆኖ ከስድስት ወር በላይ ሥልጠና ከወሰደ ሥልጠና የወሰደበት ያህል ጊዜ የማገልገል ግዴታ አለበት፡፡

**፲፱. ከሥራ ውጪ የሚሰጥ ትምህርት**

ማንኛውም አባል የሰባት አመት አገልግሎት መስጠቱ እንዳለ ሆኖ፤ ከሥራ ውጪ ሆኖ ትምህርት ከተማረ ትምህርቱን የወሰደበት ጊዜ ያህል ማገልገል አለበት፡፡ ይህ ካልሆነ የወጣበትን ደመወዝና ወጪ በሙሉ የመክፈል ግዴታ አለበት፡፡ ከሥራ ውጪ ትምህርት የሚፈቀድበት ሁኔታና አፈፃፀሙ በሚወጣ መመሪያ የሚወሰን ይሆናል፡፡

**ክፍል አራት**

**የማዕረግ እድገትና የኃላፊነት ቦታ ምደባ**

**፳. ዓላማ**

የኃላፊነት ቦታ ምደባና ማዕረግ የሚከተሉት አላማ ይኖሩታል፡-

- ፩) በየደረጃ የሚሰጠው የማዕረግ እድገትና የኃላፊነት ቦታ የሚያስፈልገውን የሰው ኃይል ፍላጎት ለሚሟላት፤ እና
- ፪) የፖሊስ አባላትን በማበረታታት የኮሚሽኑን የሥራ አፈፃፀም ለማሻሻል ይሆናል፡፡

**፳፩. የማዕረግ እድገት**

- ፩) ማንኛውም የፖሊስ አባል የማዕረግ እድገትን የሚያስከለክሉ ሁኔታዎች ከሌሉ በስተቀር በዚህ ደንብ አንቀፅ ፺፰ ሠንጠረዥ መሠረት የማዕረግ ቆይታ ጊዜ ካጠናቀቀና ለማዕረግ እድገት የሥራ አፈፃፀም አጥጋቢና ከዚያ በላይ ከሆነ የሚቀጥለውን የማዕረግ እድገት ያገኛል፤

**18. Providing on-job or off-job training**

- 1) Any police member shall be made to get the one job or off job training as deemed necessary to an able him strengthen his ability and efficiency
- 2) Without prejudice to serve for seven years of any police member he shall serve up to the period that the training takes where he attends off job training for more than 6 months.

**19. Off-job education**

Any member shall, without prejudice to providing service for seven years, serve for the period that such education has taken where he attends of-job education. Failure to do so, he shall pay the salary and all the costs spent for him. The situation of permitting off-job education and its implementation shall be determined by the directive to be issued.

**Part Four**

**Promotion in Rank and Assignment to a position**

**20. Objective**

Rank promotion and Assignment to position shall have the following objective:

- 1) Fulfilling the required man power through rank promotion and assignment to position granted in hierarchical levels; and
- 2) Promoting the performances of the Commission through motivating the police members.

**21. Promotion in rank**

- 1) Any police member shall acquire the next rank promotion where he has completed period of stay for rank promotion in accordance with the table under article 98 of this regulation and where his work performance is at least satisfactory and above for rank promotion unless there exist conditions prohibiting rank promotion.

- 2) Keewwata kana keewwata xiqqaa 1 jalatti kan tumame akkuma eegametti ta'ee;
  - (a) Miseensi poolisii hojii addaa hojjate yookiin raawwii bu'aa hojii adda ta'e galmeessise yookiin hojii kalaqa addaa ta'e uume (hojjate) guddinni gonfoo ariifachiisaan kennamuufii ni danda'a.
  - (b) Guddinni gonfoo Saajiin Ol'aanaa irraa gara Gargaaraa Inispeektaraatti taasifamu qormaataa fi leenjii qondaalummaa kennamuun ta'a. Ulaagaa dorgommii kan guutuu fi qormaata kennamu kan darbu gonfoo gadii aanaas yoo qabate miseensi poolisii tokko Gargaaraa Inispeektaraatiif dorgomuu ni danada'a.
  - (c) Guddinni gonfoo Inispeektara irraa gara Inispeektara olaanaattii fi Komaandara irraa gara Gargaaraa Komishinaraatti taasifamu dorgommiidhaan ta'a. Haallii raawwii isaa Qajeelfama baahuun kan murtaa'u ta'a.
- 3) Miseensi poolisii kamiyyuu barnoota qondaalummaa gonfoo argamsiisaniin alatti gosa barumsa kaminiyyuu barachuu/leenji'uu isaatiin qofa guddina gulantaa hin argatu; garuu dorgommii guddina gonfoof qabxii murtaa'e kennisiisuu danda'a.
- 4) Guddina gonfoo argachuun qofti faayidaa gulantichi kennisiisuun alatti guddina ittigaafatamummaa sadarkaa hin kennisisu.

**22. Aangoo Guddina Gonfoo Kennuu**

Akkaataa Dambii kanaatiin guddinni gonfoo miseensoota Poolisii kan kennamu:

- 1) Gonfoo Gargaaraa Komishinaraa fi isaa ol jiru Pirezidaantii Naanichaatiin kan kennamu ta'a.

፪) በዚህ አንቀጽ ንዑስ አንቀጽ ፩ ሥር የተደነገገው እንደተጠበቀ ሆኖ፡-

(ሀ) የተለየ ሥራ የሠራ ወይም የተለየ የሥራ ውጤትን ያስመዘገበ ወይም የተለየ የፈጠራ ሥራ የሠራ የፖሊስ አባል የተፋጠነ የማዕረግ እድገት ሊሰጠው ይችላል፤

(ለ) ከከፍተኛ ሳይን ወደ ረዳት ኢንስፔክተር የሚደረግ የማዕረግ እድገት በሚሰጠው የመኮንንነት ፈተና እና ሥልጠና ይሆናል፤ የውድድሩን መሥራርት የሚያሟላና የሚሰጠውን ፈተና የሚያልፍ ዝቅተኛ ማዕረግ ብኖረውም አንድ የፖሊስ አባል ለረዳት ኢንስፔክተርነት ማዕረግ መወዳደር ይችላል፤

(ሐ) ከኢንስፔክተር ማዕረግ እድገት ወደ ዋና ኢንስፔክተርና ከኮሚንደር ወደ ረዳት ኮሚሽነር የሚደረግ የማዕረግ እድገት በውድድር ይሆናል፤ አፈፃፀሙ በሚወጣ መመሪያ የሚወሰን ይሆናል፡፡

፫) ማንኛውም የፖሊስ አባል የማዕረግ እድገት ከሚያስገኝ የመኮንንነት ትምህርት በስተቀር ማንኛውንም የትምህርት ዓይነት በመማሩ ወይም በመሠልጠኑ ብቻ የማዕረግ እድገት አያገኝም፤ ይሁን እንጂ ለማዕረግ እድገት ውድድር የተወሰነ ነጥብ ሊያሰጠው ይችላል፤

፬) የማዕረግ እድገት ማግኘት ብቻ ማዕረጉ ከሚያስገኝለት ጥቅም ውጪ የኃላፊነት ደረጃ እድገት አያሰጥም፡፡

**፳፪. የማዕረግ እድገት የመስጠት ሥልጣን**

በዚህ ደንብ መሠረት ለፖሊስ አባላት የማዕረግ እድገት የሚሰጠው፡-

፩) የረዳት ኮሚሽነርና ከዚያ በላይ ያለ የማዕረግ እድገት በክልሉ ፕሬዝዳንት የሚሰጥ ይሆናል፤

2) Without prejudice to sub article1 of this article:

- (a) Police member who has accomplished an exceptional performance or has registered exceptional performance achievements or has created or performed outstanding innovation may be entitled to an accelerated promotion;
- (b) The rank promotion to be made from chief sergeant to assistant inspector shall be through an examination and officer ship training. Any police member holding a lower rank may compete for the rank of assistant inspector where he fulfills the eligibility criteria and pass the examination;
- (c) A rank promotion to be made from the rank of inspector to chief inspector and from commander to assistant commissioner shall be through competition. Its implementation shall be decided by the directive to be issued.

- 3) The fact that any police member has attended education or training in any field other than education qualifying for an officer ship of rank shall not entitle him acquire step increment; However, it may hold certain points for competition of rank promotion;
- 4) Acquiring rank promotion only shall not qualify for appointment to a position except for the acquisition of the benefits accorded to the rank.

**22. Granting Rank Promotion**

In accordance with this regulation, rank promotion of the police members shall be granted:

- 1) Rank to assistant commissioner and above shall be granted by the president of the regional state;

- 2) Gonfoo Gargaaraa Inispeektara irraa eegalee hanga Komaandaraa jiruu fi kan miseensoota Poolisii Istaafii Komishinii fi Eegumsa VIP Gargaaraa Saajiin irraa eegalee hanga Saajiin Ol'aanaa jiru Komishinara Jenaraalaatiin kan kennamu ta'a.
- 3) Gonfi Gargaaraa Saajiin irraa eegalee hanga Saajiin Ol'aanaa jiru:
  - (a) Kan miseensoota Poolisii Kollejji Oromiyaa karaa Daayireektara Kollejji Poolisii Oromiyaatiin kan kennamu ta'a.
  - (b) Kan miseensoota Poolisii Godinaa, Magaalaa fi Aanaa irra jiran karaa Hoogganaa Poolisii Godinaa yookiin Magaalaatiin kan kennamu ta'a.

- ፪) ከረዳት ኢንስፔክተር ማዕረግ ጀምሮ እስከ ኮሚንደር ያለውና የኮሚሽን እስተዳድር ፖሊስ አባላትና ከረዳት ሳጅን VIP ጥበቃ ጀምሮ እስከ ዋና ሳጅን ያለው የማዕረግ እድገት በኮሚሽነር ጀነራል የሚሰጥ ይሆናል፤
- ፫) ከረዳት ሳጅን እስከ ዋና ሳጅን ያለው የማዕረግ እድገት፡-
  - (ሀ) የአሮሚያ ፖሊስ ኮሌጅ አባላት በአሮሚያ ፖሊስ ኮሌጅ ዳይሬክተር የሚሰጥ ይሆናል፤
  - (ለ) የዞን፣ የከተማና የወረዳ ፖሊስ አባላት በዞን ወይም በከተማ ፖሊስ ኃላፊ በኩል የሚሰጥ ይሆናል፡፡

- 2) Rank from assistant Inspector up to commander and police members staffs of the commission and VIP securities from assistant sergeant up to chief sergeant shall be granted by the commissioner General;
- 3) Regarding the rank starting from assistant sergeant up to chief sergeant:
  - (a) For the police members that are staffs of Oromia Police College, the rank shall be granted by the director of Oromia Police College;
  - (b) For the police members at the Zones, Cities and Districts the rank shall be granted by the head of the Zone or the City police.

**23. Adeemsa Calallii Guddina Gonfoo**

Adeemsi calallii guddina Gonfoo sadarkaa sadarkaan jiru karaa Adeemsa Hojii Bulchiinsa Qabeenya Humna Namaatiin ta'ee haala armaan gadiitiin kan raawwatamu ta'a:

- 1) Galmeen dorgomtootaa bu'uurra ulaagaa jiruun sirrii fi haala guutuu ta'een calalamee dhiyaachuu isaa ni mirkaneessa;
- 2) Ragaa fi muuxannoon hojii dorgomtootaa sirrii ta'uu isaa ni mirkaneessa;
- 3) Dorgomtoota dhiyaatan bu'uurra ulaagaatiin dorgomsiisee sadarkaan ni kaa'a;
- 4) Adeemsi hojii kun waa'ee dorgomtootaa ilaalchisee waan qulqullaa'uu qabu jira jedhee kan itti amanu yoo ta'e kutaa hojii poolisii kamiyyuu irraa qulqulleffachuu ni danda'a;
- 5) Dorgomtoota qabxii caalmaa argatan filuun yaada murtii waliin Hoogganaa sadarkaa sadarkaadhaan jiruuf ni dhiyeessa;
- 6) Keewwata kana keewwata xiqqaa 1-5 jalatti kan tumame akkuma jirutti ta'ee, barbaachisaa ta'e yoo argame Adeemsi Hojii Bulchiinsa Qabeenya Humna namaa adeemsa kenna Gonfoo kan calalu koree hundeesuu ni danda'a. Haalli raawwii kenna Gonfoo fi adeemsa calallii Qajeelfama bahuun kan murtaa'uu ta'a.

- ፳፫. የማዕረግ እድገት የማጣራት ሒደት የማዕረግ እድገት የማጣራት ሒደት በየደረጃ ባለው የሰው ሐብት አስተዳደር የሥራ ሒደት በኩል ሆኖ በሚከተለው ሁኔታ የሚከናወን ይሆናል፡-
  - ፩) የተወዳዳሪዎች ማህደር ባለው መሥሪያቤት በትክክልና በተሟላ ሁኔታ ተጣርቶ መቅረቡን ያረጋግጣል፤
  - ፪) የተወዳዳሪዎች የሥራ ልምድና ማስረጃ ትክክል መሆኑን ያረጋግጣል፤
  - ፫) የቀረቡ ተወዳዳሪዎችን በመሥሪያቤቱ መሠረት አወዳድሮ በደረጃ ያስቀምጣል፤
  - ፬) ይህ የሥራ ሒደት ተወዳዳሪዎችን በተመለከተ መጣራት ያለበት ነገር አለ ብሎ የሚያምንበት ከሆነ ከየትኛውም የፖሊስ ክፍል ማጣራት ይችላል፤
  - ፭) የላቀ ውጤት ያገኙ ተወዳዳሪዎችን በመምረጥ ከውሳኔ ሐሳብ ጋር በየደረጃው ላሉ ኃላፊዎች ያቀርባል፤
  - ፮) በዚህ አንቀጽ ንዑስ አንቀጽ ፩-፭ ሥር የተደነገገው እንዳለ ሆኖ፣ አስፈላጊ ሆኖ ከተገኘ የሰው ሐብት አስተዳደር የሥራ ሒደት የማዕረግ አሰጣጥ ሒደትን የሚያጣራ ኮሚቴ ሊያቋቁም ይችላል፤ የማዕረግ አሰጣጥና የማጣራት ሒደት ሁኔታ በሚወጣ መመሪያ የሚወሰን ይሆናል፡፡

**23. Screening process for rank promotion**

The screening process of rank promotion of hierarchical levels shall be made through the human resource administration work process; and shall be implemented as follows:

- 1) Ensure that the files of competitors to be correctly and fully screened and submitted depending on the criteria set forth;
- 2) Ensure that the evidences and work experiences of the competitors to be correct and genuine;
- 3) Conduct competition of the contestants appeared as per the criteria set forth and put in ranks;
- 4) Where this work process believes that there exist an issue to be investigated regarding the competitors, it may do so from any work process of the police;
- 5) It Shall select the competitors who score better results and submit to the heads of each hierarchies with its decision opinion;
- 6) Without prejudice to the provisions stipulated under sub article 1-5 of this article, the human resource administration work process may establish a committee which screens out the process of granting rank promotion where it is found necessary; the implementation of granting rank and its screening process shall be decided by the directive to be issued.



**24. Ramaddii Iddoo Ittigaafatamummaa**

- 1) Miseensi poolisii kamiyyuu ha-laawwan ramaddii iddoo ittigaafatamummaa dhorkisisan yoo jiraataniin alatti bakka duwwaa ittigaafatamummaa jiru irratti ulaagaa kan guutu yoo ta'e dorgomuu ni danda'a. Ulaagaan dorgommii Qajeelfama bahuun kan murtaa'u ta'a.
- 2) Guddina ittigaafatamummaa argachuun mindaa fi faayidaa iddoon sun argamsiisuu danda'u argachuun alatti guddina gonfoo hin kennisiisu; haa ta'u malee dorgommii gonfootiif tilmaama keessa ni gala.

**25. Guddina Gonfoo fi Iddoo Ramaddii Ittigaafatamummaatiif Haalawwan Dursa Kennisiisan**

- 1) Dorgomtoonni guddina gonfoo fi iddoo ittigaafatamummaatiif dhiyaatan qabxii dorgommii walqixaa yoo galmeessisan miseensa gonfoo dursa argateef dursi ni kennamaaf. Gonfoo fi qabxiin isaanii walqixa yoo ta'e hooggansa ramaddii gaggeessuun kan murtaa'u ta'a.
- 2) Dorgomtoonni guddina gonfoo fi iddoo ramaddii ittigaafatamummaatiif dorgommiif dhiyaatan qabxiin isaanii fi gonfoon isaanii walqixaa yoo ta'e dubartootaf dursi ni kennama.

**26. Haalawwan Guddinaa fi Ramaddii Ittigaafatamummaaf Dorgomuu Dhorkisiisan Miseensi Poolisii Kamiyyuu:**

- 1) Akkaataa Dambii kanaatiin adabbiin naamusaa kan itti murtaa'ee fi yeroo adabbii isaa kan hin xumurre yoo ta'e yookiin himatamee adeemsa irra kan jiruu fi kan itti hin murtoofne yoo ta'e;
- 2) Yakkaan himatamee Mana Murtiitiin kan adabamee fi adabbichi erga xumuramee eegalee daangaa yeroo rikardii Dambii kana keewwata 77 (1)(b) jalaatti ibsame kan hin guunne yoo ta'e guddina gonfoo fi ramaddii bakka ittigaafatamummaaf dorgomuu hin danda'u.

**፳፬. የኃላፊነት ቦታ ምደባ**

- ፩) ማንኛውም የፖሊስ አባል የኃላፊነት ቦታ ምደባን የሚያስከለክሉ ሁኔታዎች ከሌሉ በስተቀር ባለው ክፍት የኃላፊነት ቦታ ላይ መሥራርቱን የሚያሟላ ከሆነ መወዳደር ይችላል፤ የመወዳደሪያ መሥራርት በሚወጣ መመሪያ የሚወሰን ይሆናል፤
- ፪) የኃላፊነት እድገትን ማግኘት ቦታው ማስገኘት የሚችለውን ደግገና ጥቅማ ጥቅም ከማግኘት ውጪ የማዕረግ እድገትን አያሰጥም፤ ይሁን እንጂ ለማዕረግ እድገት ውድድር ከግምት ውስጥ ይገባል።

**፳፭. ለማዕረግ እድገትና ለኃላፊነት ቦታ ምደባ ቅድሚያ የሚያሰጡ ሁኔታዎች**

- ፩) ለማዕረግ እድገትና ለኃላፊነት ቦታ ውድድር የሚቀርቡ ተወዳዳሪዎች ተመሳሳይ የውድድር ውጤት ካስመዘገቡ ቀድሞ ማዕረግ ላገኘው አባል ቅድሚያ ይሰጣል፤ ማዕረጋቸውና ነጥባቸው እኩል ከሆነ ምደባ በሚያካሄደው አመራር የሚወሰን ይሆናል፤
- ፪) ለማዕረግ እድገትና ለኃላፊነት ቦታ ምደባ የሚቀርቡ ተወዳዳሪዎች ነጥባቸውና ማዕረጋቸው እኩል ከሆነ ለሴቶች ቅድሚያ ይሰጣል።

**፳፮. ለኃላፊነት እድገትና ምደባ ለመወዳደር የሚያስከለክሉ ሁኔታዎች**

- ማንኛውም የፖሊስ አባል፡-
- ፩) በዚህ ደንብ መሠረት የሥነ ምግባር ቅጣት የተወሰነበትና የቅጣት ጊዜውን ያልጨረሰ ከሆነ ወይም ተከሶ በሐዲት ላይ ያለና ያልተወሰነበት ከሆነ፤
- ፪) በወንጀል ተከሶ በፍርድ ቤት የተቀጣና ቅጣቱ ከተጠናቀቀ ጀምሮ በዚህ ደንብ አንቀፅ ፸፯ ንዑስ አንቀፅ ፩ (ለ) ሥር የተገለፀው የሪከርድ ጊዜ ገደብ ያልተሟላ ከሆነ የማዕረግ እድገትና የኃላፊነት ቦታ ምደባ ላይ መወዳደር አይችልም።

**24. Assignment to a position**

- 1) Any police member unless there exist prohibitions of assignment to a position may compete on the vacant position where he meets the criteria for such position. The competition criteria shall be decided by the directive to be issued;
- 2) Promotion for a position shall not grant promotion in rank except for the salary and benefits accorded to such position. However, it shall be taken in to account for rank promotion.

**25. Conditions entitling preference for rank promotion and Assignment to a position.**

- 1) Where the police members compete as candidates for promotion in rank and assignment to a position score equal competition results, preference shall be given for the senior member in acquiring rank promotion. Where their rank and result becomes equal, it shall be decided by the leadership conducting the assignment;
- 2) Where the competitors compete as candidates for rank promotion and assignment to apposition have equal results and ranks, preference shall be given for females.

**26. Conditions prohibiting competition for rank promotion and Assignment to a position**

- Any Police member:
- 1) He was sentenced with disciplinary penalty in accordance with the provisions of this regulation and has not yet completed his penalty period or he has been accused and his case is pending and he has not been sentenced;
  - 2) He has been accused of committing crime and sentenced by court and has not fulfill the time limit of the record specified under article 77 sub article 1(b) of this regulation after completing the penalty.

**27. Guddina Gonfoo Yookiin Ittigaafatamummaa Irraa Haquu**  
Guddinni gonfoo yookiin ramaddiin ittigaafatamummaa ragaa sobaa dhiyeessuun yookiin gocha seeraan ala raawwatee yoo argame ittigaafatamummaa adabbii naamusaa fi yakkaa hordofsiisuun akkuma jirutti ta'ee yeroo kamiyyuu ni haqama.

**28. Aangoo Guddina Gonfoo Haquu**

- 1) Gonfoo Gargaaraa Komishinara irraa hanga Komishinaraatti jiru Koree Naamusaa fi Gumii Bulchiinsaa sadarkaa sadarkaadhan jiruun erga ilaalameen booda yaada murtii waliin karaa Komishinara Jeneralaatiin Pirezidaantiif dhiyaatee yoo mirkanaa'ee haqama.
- 2) Gargaaraa Inispeektaraa irraa hanga Komaandaraatti gonfoon haqamu Koree Naamusaa fi Gumii Bulchiinsaa sadarkaa sadarkaadhaan jiruun ilaalamee Komishinara Jeneralaatiif dhiyaatee mirkanaa'a.
- 3) Gargaaraa Saajiin irraa hanga Saajiin O'aanaatti gonfoon haqamu Koreen Naamusaa sadarkaa sadarkaadhaan jiru ilaalee Hoogganaa Poolisii Godinaa yookiin Magaalaatiin calalamee dhiyaatee Komishinara jeneralaatiin Mirkanaa'a. Haalli raawwii isaa Qajeelfama bahuun kan murtaa'uu ta'a.

**29. Mallattoo Gonfoo**

Miseensi Poolisii kamiyyuu poolisummaa fi gonfoo isaa ibsuu kan dandeessisu mallattoo gonfoo uffata seeraa waliin ni uffata. Haalli haalluu mallattoo gulantaa Istaandardii akka biyyaatti bahuun ta'a.

**፳፯. ኮማንዳንት ስርዓት ወይም ኮንሰልት ማረጋገጫ**

የሀሰት ማስረጃ በማቅረብ ወይም ሌላ ወጥ ድርጊት በመሥራት የተገኘ የኮማንዳንት ስርዓት ወይም የኃላፊነት ቦታ ምደባ የሚያስከትለው የሥነ ምግባር ወንጀል ቅጣት ተጠያቂነት እንደተጠበቀ ሆኖ በማንኛውም ጊዜ ይሠረዛል።

**፳፰. የኮማንዳንትን የመሠረዝ ሥልጣን**

፩) ከረዳት ኮሚሽነር ጀምሮ እስከ ኮሚሽነር ማዕረግ ያለው በሥነ ምግባር ኮሚቴና በየደረጃው ባለ የአስተዳደር ጉባኤ ከታየ በኋላ ከውሳኔ ሐሳብ ጋር በኮሚሽነር ጀነራል በኩል ለፕሬዝዳንቱ ቀርቦ ከፀደቀ ይሠረዛል፤

፪) ከረዳት ኢንስፔክተር እስከ ኮሚንደር ድረስ የሚሠረዝ ማዕረግ በየደረጃው ባለ የሥነ ምግባር ኮሚቴና አስተዳደር ጉባኤ ታይቶ ለኮሚሽነር ጀነራል ቀርቦ ይጸድቃል፤

፫) ከረዳት ሳጅን እስከ ዋና ሳጅን ያለ የሚሠረዝ ማዕረግ በየደረጃው ባለ በሥነ ምግባር ኮሚቴ ታይቶ በዞን ወይም በከተማ ፖሊስ ኃላፊ ተጣርቶ ቀርቦ በኮሚሽነር ጀነራል ይፀድቃል። የአፈ.ባፀመ. ሁኔታ በሚወጣ መመሪያ የሚወሰን ይሆናል፤

**፳፱. የኮማንዳንት ምልክት**

ማንኛውም የፖሊስ አባል ፖሊስነቱንና ማዕረጉን መግለጽ የሚችል የኮማንዳንት ምልክት ከደንብ ልብስ ጋር ይለብሳል፤ የምልክቱ ቀለም ሁኔታ እንደ ሀገር በሚወጣ ስታንዳርድ ደረጃ ይሆናል።

**27. Revocation of Rank promotion and Assignment to position**

A Rank promotion and Assignment to position obtained by submitting fraudulent evidences or through contravening the law shall be revoked at any time in addition to its disciplinary and criminal liabilities.

**28. Power to revoke rank promotion**

- 1) A promotion in rank from assistant commissioner up to the commissioner shall firstly be examined by the discipline committee and administrative council of each levels and submitted to the president through the Commissioner General with decision opinion and be revoked where approved;
- 2) A rank promotion from Assistant Inspector up to commander shall be revoked by firstly examined by discipline committee and the Administrative council of each levels and submitted to the Commissioner General and here shall be revoked where approved;
- 3) A promotion in rank from Assistant sergeant up to chief sergeant be revoked by firstly examined by discipline committee of each levels and shall be screened by the head of zone or city police and submitted to the Commissioner General for approval. Its implementation shall be decided by the directive to be issued.

**29. Rank Insignia**

Any police member shall wear a rank insignia with his uniform describing his being a police and his rank. The color of the rank insignia shall be as per the standard issued nationally.

**Kutaa Shan**  
**Mindaa, Uffannaa Seeraa, Hidhannoo,**  
**Asxaa fi Waraqaa Eenyummaa.**

**30. Iskeelii Mindaa**  
Komishinichi Istaandard-ii akka biyyaatti bahu irratti hudaa'uudhaan Iskeelii mindaa miseensota poolisiitiif tajaajilu Mootummaa Naannichaatiif dhiyeessee yammuu hayyama-me hojiirra ni oolcha.

- 31. Raawwii Kaffaltii Mindaa**
- 1) Mindaan miseensaa kan kaffalamu jiini seenee guyyaa 26ffaa irraa eegalee hanga guyyaa dhuma ji'ichaatti ta'a.
  - 2) Haalli adda ta'e yoo qunnameen alatti mindaan miseensaa kamiyyuu guyyaa hojii fi iddo hojiitti kan kaffalamu ta'a.
  - 3) Keewwata kana keewwata xiqqaa 2 jalatti kan tumame akkuma jirutti ta'ee, Komishinichi kaffaltii mindaa karaa baankii filateen rawwachuu ni danda'a.
  - 4) Miseensi kamiyyuu mindaa isaa akka kaffalamuuf akkaataa seeraatiin nama birootiif bakka bu'iinsa kennuu ni danda'a.

- 32. Dabalata Irkanii**
- 1) Bu'aan madaallii raawwii hojii miseensa poolisii kamiyyuu quubsaa yookiin isaa ol yoo ta'e irkanii gulantaa miseensichi qabatee jiru irratti hundaa'ee waggaa lama lamaan dabalata irkanii ni argata.
  - 2) Dabalanni irkanii miseensa poolisii kamiifiyyuu taasifamu akkaataa keewwata kana kewwata xiqqaa 1 irratti tumameen bu'aa raawwii hojii miseensicha irratti hundaa'uudhaan ta'a.
  - 3) Miseensi poolisii tokko bu'aa raawwii hojii quubsaa kan hin arganne yoo ta'e dabalata irkanii hin argatu.
  - 4) Miseensi poolisii guddina gonfoo argate ka'umsa mindaa gonfoo argate sanaaf murtaa'ee argata.

**ክፍል አምስት**  
**ደመወዝ፣ ደንብ ልብስ፣ ትጥቅ፣ አርማና የመታወቂያ ካርድ**

**፴. የደግዝ ስኬል**  
ኮሚሽኑ እንደ ሀገር በሚወጣ ስታንዳርድ ላይ በመመሥረት ለፖሊስ አባላት የሚያገለግል የደግዝ ስኬል ለክልሉ መንግሥት አቅርቦ ሲፈቀድ ሥራ ላይ ያውላል።

- ፴፩. የደግዝ ክፍያ አረጋግጫ**
- ፩) የአባል ደመወዝ የሚከፈለው ወር ገብቶ ከ፳፯ኛ ቀን ጀምሮ እስከ ወሩ መጨረሻ ይሆናል፤
  - ፪) የተለየ ሁኔታ ካላጋጠመ በስተቀር የማንኛውም አባል ደመወዝ በሥራ ቀንና በሥራ ቦታ የሚከፈል ይሆናል፤
  - ፫) በዚህ አንቀፅ ንዑስ አንቀፅ ፪ ሥር የተደነገገው እንዳለ ሆኖ፣ ኮሚሽኑ የደግዝ ክፍያን በመረጠው ባንክ በኩል ሊፈፀም ይችላል፤
  - ፬) ማንኛውም አባል ደግዞ እንዲከፈለው በሕግ መሠረት ለሌላ ሰው ውክልና መስጠት ይችላል።

- ፴፪. የዕርከን ጭማሪ**
- ፩) የማንኛውም ፖሊስ አባል የሥራ አፈፃፀም ምዘና ውጤት አጥጋቢ ወይም ከዚያ በላይ ከሆነ አባሉ ይዞ ባለው ደረጃ እርከን ላይ ተመሥርቶ በየሁለት አመቱ የዕርከን ጭማሪ ያገኛል፤
  - ፪) ለማንኛውም ፖሊስ አባል የሚደረገው የዕርከን ጭማሪ በዚህ አንቀፅ ንዑስ አንቀፅ ፩ ላይ በተደነገገው መሠረት የአባሉ የሥራ አፈፃፀም ውጤት ላይ በመመሥረት ይሆናል፤
  - ፫) አንድ የፖሊስ አባል አጥጋቢ የሥራ አፈፃፀም ውጤት ያላገኘ እንደሆነ የዕርከን ጭማሪ አያገኝም፤
  - ፬) የማዕረግ እድገት ያገኘ የፖሊስ አባል ላገኘው ማዕረግ የተወሰነውን መነሻ ደመወዝ ያገኛል፤

**Part Five**  
**Salary, uniform, Equipment, Emblem and Identity Card**

**30. Salary scale**  
The commission shall submit the salary scale applicable for the police members to the regional government and implement upon approval depending on the standard set nationally.

- 31. Performance of payment of salary**
- 1) The salary of any member shall be paid beginning from 26th day up to the end of the month;
  - 2) Unless a different situation encounters, salary of any member shall be paid on a working day and at the workplace;
  - 3) Without prejudice to the provision under sub article 2 of this article, the commission may perform the payment of salary through the bank it selects;
  - 4) Any member may delegate another person to receive his salary in accordance with the law.

- 32. Step Increment**
- 1) Where the performance evaluation result of any police member is satisfactory or above, he shall be entitled to salary increment within two years intervals based on his present level;
  - 2) The salary scale increment to be made for any police member shall be on the basis of work performance result of the member as stipulated under sub article 1 of this article;
  - 3) The police member who fail to score satisfactory work performance result shall not be entitled to a salary scale increment;
  - 4) A police member who has acquired rank promotion shall be entitled to get the base salary decided for the rank he has acquired;



- 5) Keewwata kana keewwata xiqqaa 4 jalatti kan tumame akkuma eegametti ta'ee, miseensi guddina gonfoo argate tokko guddinaa gonfoo osoo hin argatiin dura mindaan kaffalamaafii ture gonfoo kaadhimamaa argatu yoo caale yookiin qixa yoo ta'e dabalata irkanii tokko ni argata.
- 6) Miseensi poolisii tokko iddoo ol'aanaa ittigaafatamummaatti yoo ramadame ka'umsa mindaa bakka kaadhimamaa itti ramadame sanaa argata. Haa ta'u malee ramaddii osoo hin argatin dura mindaan inni argatu mindaa iddoo kaadhimamaa irratti ramadame sana yoo caale yookiin qixa yoo ta'e dabalata mindaa irkanii tokko ni argata.

- ፭) በዚህ አንቀጽ ንዑስ አንቀጽ ፬ ሥር የተደነገገው አንደተጠበቀ ሆኖ፤ የማዕረግ እድገት ያገኘ አንድ አባል የማዕረግ እድገቱን ከማግኘቱ በፊት ይከፈለው የነበረው ደመወዝ በእጩነት ከተመደበበት ማዕረግ ከሚያገኘው ከበለጠ ወይም እኩል ከሆነ የአንድ ዕርክን ጭማሪ ያገኛል፤
- ፮) አንድ የፖሊስ አባል በከፍተኛ የኃላፊነት ቦታ ከተመደበ በእጩነት የተመደበበትን ቦታ መነሻ ደመወዝ ያገኛል፤ ይሁን እንጂ ምደባ ከማግኘቱ በፊት የሚያገኘው ደመወዝ በእጩነት ከተመደበበት ቦታ ደመወዝ ከበለጠ ወይም እኩል ከሆነ የአንድ ዕርክን ጭማሪ ያገኛል፡፡

- 5) Without prejudice to the provision of sub article 4 of this article, where a police member promoted in rank has been receiving a salary which exceeds or equal to the salary of a candidate of such rank before acquiring rank promotion, he shall be entitled to get one step salary increment;
- 6) A police member assigned to a higher position shall be entitled to the base salary of the position he has been assigned as a candidate; however, where his existing salary before his assignment to a position exceeds or equal to the salary of the position he has been assigned as candidate, he shall be entitled to get one step salary increment.

**33. Mindaa Qabuu Yookiin Kutuu**

- 1) Mindaan miseensa poolisii kamiyyuu haalawwan armaan gadiitiin ala qabamuu yookiin kutamuu hin danada'u:
  - (a) Fedhii yookiin waliigaltee miseensichaatiin; yookiin
  - (b) Ajaja Mana Murtiitiin; yookiin
  - (c) Akkaataa Dambii kanaa yookiin seerota biroo dhimmichi ilaaluun.
- 2) Miseensa poolisii irraa sabaaba kaminiyyuu mindaan citu 1/3ffaa caaluu hin qabu.

- ፴፫. ደመወዝን መያዝ ወይም መቆረጥ
- ፩) የማንኛውም ፖሊስ አባል ደመወዝ ከሚከተሉት ሁኔታዎች ውጭ መያዝ ወይም መቆረጥ አይችልም፡-
  - (ሀ) በአባሉ ፍላጎት ወይም ስምምነት፤ ወይም
  - (ለ) በፍርድ ቤት ትዕዛዝ፤ ወይም
  - (ሐ) በዚህ ደንብ መሠረት ወይም ጉዳዩ በሚመለከተው ሌሎች ሕጎች መሠረት፡፡
- ፪) ከፖሊስ አባል የሚቆረጠው ደመወዝ በማንኛውም ምክንያት ከአንድ ሦስተኛ (1/3) መብለጥ የለበትም፡፡

**33. Attachment Or Deduction of salary**

- 1) The salary of any police member shall not be attached or deducted except in the conditions mentioned below:
  - (a) The consent or agreement of the member; or
  - (b) By the court order; or
  - (c) In accordance with this regulation or other laws which the matter concerns.
- 2) The amount to be deducted from the salary of a police member shall not exceed 1/3 of the salary for whatever reason.

**34. Kaffaltii Durgoo Oolmaa, Ogummaa, Iddoo Ittigaafat-amummaa fi Faayidaalee Adda Addaa**

- 1) Miseensi Poolisii kamiyyuu hojii mootummaatiif iddoo hojii idilee isaa irraa fagaatee yeroo deemu kaffaltii durgoo oolmaa fi geejjibaa akka seera faayinaansiitiin ni kaffalamaaf. Haa ta'u malee miseensota gareedhaan salgii fi isaa ol dirqama addaatiif deemaniif durgoo nyaataa yookiin reeshinaatu kennamaaf.

- ፴፬. የውሎ አበል፣ የሞያ፣ የኃላፊነት ቦታና የተለያዩ ጥቅማ ጥቅሞች ክፍያ
- ፩) ማንኛውም የፖሊስ አባል ለመንግሥት ሥራ ከመደበኛ የሥራ ቦታው ርቆ ሲሄድ የውሎ አበልና የትራንስፖርት ክፍያ በፋይናንስ ሕግ መሠረት ይከፈለዋል፤ ይሁን እንጂ በቡድን ወይም ከዘጠኝ በላይ ሆነው ለተለየ ግዳጅ ለሚሄዱ አበላት የምግብ ወይም የሬሽን አበል ብቻ ይሰጣቸዋል፤

**34. Payments of daily, professional and position allowances and Various Benefits.**

- 1) Any police member shall be paid daily allowances and travel expenses as per the finance laws where he goes far distances away from his regular work place for government duties; however, for the members who have gone in groups consisting of nine or more members for a special duty or operation, shall be provided with only food allowances or ration;

- 2) Keewwata kana keewwata xiqqaa 1 jalatti kan tumame akkuma jirutti ta'ee, dabalataan humna gareedhan bobba'u kanaaf reeshina jiidhaan dhiyaa-chuufi ni danda'a.
- 3) Miseensonni Poolisii gonfoo fi sadarkaa ittigaafatamummaa walfakkaatu irra jiran kaffaltii durgoo fi faayidaa walqixa argatu.
- 4) Miseensi Poolisii ogummaa addaa qabuun tajaajila yammuu kennu durgoo ogummaa ni argata.
- 5) Komishinichi haala qabatamaa yeroo irratti hundaa'uudhaan durgoo nyaataa, ogummaa fi faayidaalee adda addaa akkaataa akaakuu isaanitiin xiinxalee mootummaaf ni dhiyeessa; yammuu hayyamamu hojiirra ni oolcha.
- 6) Miseensi poolisii kamiyyuu iddoowwan gammoojjummaan isaanii mootummaadhaan adda bahee durgoon gammoojjii itti kanfalamaa jirutti yoo ramadame akkaataa seera faayinaansiitiin durgoon gammoojjii ni kaffalamaaf.
- 7) Miseensi poolisii tokko iddoo ittigaafatamummaa yookiin ogummaa kaffaltii argamsiisu irratti ramadamee hojjachaa jiru sababa kaminiyyuu iddoo itti-gaafatamummaa yookiin ogummaa qabu irraa yoo ka'e mindaa iddoof yookiin ogummaaf kaffalamaafii jiru irraa ni ka'a.
- 8) Keewwata kana keewwata xiqqaa 7 jalatti kan tumame akkuma jirutti ta'ee, miseensi poolisii iddoo ittigaafatamummaa yookiin ogummaa kaffaltii argamsiisu irratti ramadamee hojjachaa jiru Komishinichi itti amanee barumsa/leenjii ogummaa Poolisii hojiin ala ta'ee akka baratu (leenji'u) yoo murtaa'e mindaa iddoof yookiin ogummaaf kaffalamaafi jiru qabatee ni ka'a.

- ፪) በዚህ አንቀፅ ንዑስ አንቀፅ ፩ ሥር የተደነገገው አንዳለ ሆኖ፤ በተጨማሪ በቡድን ለግዳጅ ለሚሰማራ ለዚህ ኃይል እርጥብ ፊሽን ሊቀርብላቸው ይችላል፤
- ፫) በተመሳሳይ የኃላፊነት ማዕረግና ደረጃ ላይ ያሉ ፖሊስ አባላት እኩል ውሎ አበልና ጥቅማ ጥቅም ያገኛሉ፤
- ፬) የፖሊስ አባል ባለው የተለየ ጥያ አገልግሎት ሲሰጥ የጥያ አበል ያገኛል፤
- ፭) ኮሚሽኑ የጊዜው ተጨባጭ ሁኔታ ላይ በመመስረት የምግብ፣ የጥያና የተለያዩ ጥቅማ ጥቅሞችን በዓይነታቸው አጥንቶ ለመንግሥት ያቀርባል፤ ሲፈቀድም ሥራ ላይ ያውላል፤
- ፮) ማንኛውም የፖሊስ አባል በረሃነታቸው በመንግሥት ተለይቶ የበረሃ አበል እየተከፈለ ባሉ ቦታዎች ከተመደበ በፊደናንስ ሕግ መሠረት የበረሃ አበል ይከፈለዋል፤
- ፯) አንድ የፖሊስ አባል ወይም በኃላፊነት ቦታ ወይም ክፍያ በሚያስገኝ ጥያ ተመድቦ እየሠራ በማንኛውም ምክንያት ከኃላፊነት ቦታ ወይም ከዚያ ጥያ ላይ ከተነሳ ለቦታው ወይም ለጥያው እየተከፈለ ያለው ደመወዝ ይነሳበታል፤
- ፰) በዚህ አንቀፅ ንዑስ አንቀፅ ፯ ሥር የተደነገገው እንዳለ ሆኖ፤ በኃላፊነት ቦታ ወይም ክፍያ በሚያስገኝ ጥያ ላይ ተመድቦ እየሠራ ያለ የፖሊስ አባል ኮሚሽኑ አሚኖቦት ትምህርት ወይም የፖሊስ ጥያ ሥልጠና ከሥራ ውጪ ሆኖ እንዲማር ወይም እንዲሠለጥን ከተወሰነ ለቦታው ወይም ለጥያው እየተከፈለ ያለውን ደመወዝ ይዘ ይነሳል፤

- 2) Without prejudice to the provision of sub article 1 of this article, the force deployed in group may additionally be provided with soft ration;
- 3) Police members on similar rank and position shall acquire equal allowances and benefits;
- 4) Where a police member provides service with a different profession he possesses, he shall acquire profession allowances;
- 5) The Commission shall identify the food and profession allowances as well as various benefits in their varieties and submit to the government based on real existing situation of the time ;implement same up on approval;
- 6) Any police member shall be paid with desert allowance in accordance with finance law where he is working in areas identified as deserts by the government and are being paid desert allowances;
- 7) Where any police member has been removed from position or profession generating payment for whatever reason, he shall also be made leave the salary or allowance he has been paid for such position or profession;
- 8) Without prejudice to the provision under sub article 7 of this article, where the commission decides that the police member who is assigned and working on a position or profession generating income to learn or train off-job police profession education or training, he shall he shall be removed leaving the salary paid for such position or profession;

9) Keewwata kana keewwata xiqqaa 7 jalatti kan tumame akkuma jirutti ta'ee, miseensi sababa kaminiyyuu iddoo ittigaafatamummaa yookiin ogummaa irraa ka'e mindaa iddoof yookiin ogummaaf kaffalamaafii ture gadi lakkise, yeroo gara ittigaafatamummaa yookiin ogummaa kaffaltii argamsiisutti dhufu miseensota gonfoo fi mindaadhaan walqixa turan qaqqaban irratti ni sirraa'aaaf. Haalli raawwii keewwata kanaa Qajeelfama bahuun kan murtaa'u ta'a.

**35. Haala Raabsaa Uffata Seeraa fi Hidhannoo**

- 1) Miseensi kamiyyuu uffata seeraa kan guyyaa, kan halkanii, kan hojii fi uffata kabajaa argachuuf mirga ni qaba.
- 2) Miseensi kamiyyuu hojii isaa kan gadi lakkise yoo ta'e uffata seeraa yammuu hojiirra ture osoo hin fudhatin hafe gaafachuuf mirga hin qabu.
- 3) Gosa uffata seeraa, yeroo itti raabsamuu fi haala uffannoo isaa ilaalchisee Qajeelfama bahuun kan murtaa'u ta'a.
- 4) Miseensi kamiyyuu hojii Koms-hinichaa raawwachuuf kan isa dandeessisu hidhannoo argachuuf mirga qaba.

**36. Asxaa fi Baajii**

- 1) Komishinichi kabaja ol'aantummaa seeraa, mirkanaa'uu ol'aantummaa seeraa fi tajaajilaa ummataa ta'uu isaa kan ibsu Asxaa mataa isaa ni qabaata.
- 2) Asxaan Komishinichaa waraqaa eenyummaa poolisii, gonfoo, uffannaa seeraa fi konkolaataa poolisii irratti, akkasumas haala Komishinichi murteessuun iddoo barabaachisaa ta'etti tajaajila kennuu ni danda'a.
- 3) Miseensi poolisii kamiyyuu gahee hojii isaa kan ibsu baajii keewwachuu qaba.

ህ) በዚህ አንቀጽ ንዑስ አንቀጽ ፯ ሥር የተደነገገው እንዳለ ሆኖ፤ በማንኛውም ምክንያት ከኃላፊነት ቦታ ወይም ከሞያ የተነሳ አባል ለቦታው ወይም ለሞያው እየተከፈለ ያለውን ደመወዝ ለቆ ወደ ኃላፊነት ወይም ክፍያ ወደሚያስገኝ ሞያ በመጣ ጊዜ በማዕረግና በደመወዝ እኩል የነበሩት አባሎች በደረሱበት ላይ ይስተካከልሉታል፤ የዚህ አንቀጽ አፈፃፀም በሚወጣ መመሪያ የሚወሰን ይሆናል።

**፴፮. የደንብ ልብስና ትጥቅ**

- ሐ) ማንኛውም አባል የቀን፣ የሌሊት፣ የሥራና የክብረ በዓል ደንብ ልብስ ለማግኘት መብት አለው፤
- ከ) ማንኛውም አባል ሥራውን የለቀቀ እንደሆነ ሥራ ላይ በነበረ ጊዜ ሳይወስድ የቀረውን ደንብ ልብስ ለመጠየቅ መብት የለውም፤
- ተ) የደንብ ልብስ አይነት፣ የሚከፋፈልበት ጊዜና የአለባበስ ሁኔታን በተመለከተ በሚወጣ መመሪያ የሚወሰን ይሆናል፤
- ሀ) ማንኛውም አባል የኮሚሽኑን ሥራ ለማከናወን የሚያስችለውን ትጥቅ ለማግኘት መብት አለው።

**፴፯. አርማና ባጅ**

- ሐ) ኮሚሽኑ የሕግ የበላይነት ማስከበር፣ የሕግ የበላይነት ማረጋገጥና የህዝብ አገልጋይ መሆኑን የሚገልፅ የራሱ አርማ ይኖረዋል፤
- ከ) የኮሚሽኑ አርማ በፖሊስ መታወቂያ ካርድ፣ ማዕረግ፣ ደንብ ልብስና በፖሊስ ተሽከርካሪ ላይ እንዲሁም ኮሚሽኑ በሚወስነው ሁኔታ አስፈላጊ በሆነ ቦታ አገልግሎት መስጠት ይችላል፤
- ተ) ማንኛውም የፖሊስ አባል የሥራ ድርሻውን የሚገልፅ ባጅ ማድረግ አለበት፤

9) Without prejudice to the provision under sub article 7 of this article, where any police member who has been removed from position or profession leaving the salary he has been paid for the position or profession returns to a position or profession generating income, his salary shall be corrected on the rank and salary of those members who have been equal with him reached; The implementation of this article shall be determined by the directive to be issued.

**35. Distribution of uniform and Weapons**

- 1) Any police member shall have the right to get the day, night, work and title uniform;
- 2) Any police member who voluntarily resign his duty shall not have the right to request the uniform which he failed to take while was on duty;
- 3) The type of uniform, the time of distribution and the condition of the uniform shall be decided by the directive to be issued;
- 4) Any member shall have the right to get equipment which help him perform duties of the commission.

**36. Emblem and Badge**

- 1) The Commission shall have its own logo or emblem which describes that the commission works to ensure rule of law and as it is the servant of the public;
- 2) The Logo or Emblem of the Commission may serve on Identity card of the police as well as at other necessary places where the Commission decides;
- 3) Any police member shall wear a badge describing his duties;



- 4) Akaakuu fi itti fayyadamni haalluu asxaa fi baajii Qajeelfama bahuun kan murtaa’u ta’a.
- 37. Waraqaa Eenyummaa Qabaachuu**
- 1) Miseensi kamiyyuu lakkoofsa ittiin beekamtii fi waraqaa eenyummaa Komishinichaan kennamuuf ni qabaata.
- 2) Lakkoofsi ittiin beekamtii miseensi kamiyyuu uffannaa seeraa uffatu irratti laphee isaa karaa bitaa haala mul’achuu danda’uun godhachuu qaba.
- 3) Waraqaan eenyummaa poolisii asxaa Komishinichaa, suura miseensichaa, maqaa guutuu, kutaa hojii, sadarkaa hojii, gulantaa, gosa dhiigaa, dheerina, bifa, lakkoofsa ittiin beekamtii, lakkoofsa bilbila miseensichaa fi Komishinichaa qabaachuu qaba.
- 4) Miseensi poolisii kamiyyuu yammuu seera kabachiisu waraqaa eenyummaa isaa agarsiisuu qaba.

**Kutaa Jaha**

**Sa’aatii Hojii Fi Hayyama Adda Addaa**

**38. Sa’aatii Hojii Idilee**

- 1) Tajaajilli Komishinichaa guyyaatti sa’aatii 24:00 torbanitti guyyaa 7 ji’atti guyyaa 30 wagaatti guyyaa 365(6) osoo walii irraa hin cinne ni kennama.
- 2) Miseensi poolisii kamiyyuu sa’aatiiin hojii idilee isaa guyyaatti sa’aatii 8:00 ta’a. Haa ta’u malee haalli dirqisiisaan yoo jiraate sa’aatii dabalataa akka hojjatu ajajamuu ni danda’a.
- 3) Miseensichi sa’aatii dabalataa hojii hojjateef boqqonnaan bakka bu’u ni kennamaaf.
- 4) Keewwata kana keewwata xiqqaa 3 jalatti kan tumame akkuma jirutti ta’ee, Komishinichi gosa hojii murtaa’e irratti miseensa sa’aatii dabalataa hojjateef haalli kaffaltiin ittiin raawwatamu Qajeelfama bahuun kan murtaa’u ta’a.

- ሀ) የኦሮሚያ የባጅ ቀለም አይነትና አጠቃቀም በሚያወጣ መመሪያ የሚወሰን ይሆናል።
- ፴፯. የመታወቂያ ካርድ ማግኘት**
- ሐ) ማንኛውም አባል በኮሚሽኑ የሚሰጠውን መለያ ቁጥርና መታወቂያ ካርድ ይኖረዋል፤
- ከ) የፖሊስ አባል መለያ ቁጥርን በሚለብሰው የደንብ ልብስ ላይ በግልፅ በሚታይ ሁኔታ በግራ በኩል ደረቱ ላይ ማድረግ አለበት፤
- ተ) የፖሊስ አባል መታወቂያ ካርድ የኮሚሽኑን አርማ፣ የአባሉን ፎቶግራፍ፣ ሙሉ ስም፣ የሥራ ክፍል፣ የሥራ ደረጃ፣ ደረጃ፣ የደም ዓይነት፣ ርዝመት፣ መልክ፣ መለያ ቁጥር፣ የአባሉንና የኮሚሽኑን ስልክ ቁጥር መያዝ አለበት፤
- ሀ) ማንኛውም የፖሊስ አባል ሕግን በሚያስከብርበት ጊዜ መታወቂያ ካርዱን ማሳየት አለበት።

**ክፍል ስድስት**

**የሥራ ሰዓትና የተለያዩ ፍቃዶች**

- ፴፰. መደበኛ የሥራ ሰዓት**
- ሐ) የኮሚሽኑ አገልግሎት በቀን 24:00 ሰዓት፣ በሳምንት 7 ቀን፣ በወር 30 ቀንና በአመት 365 ወይም 366 ቀናት ሳይቋረጥ ይሰጣል፤
- ከ) ማንኛውም የፖሊስ አባል መደበኛ የሥራ ሰዓቱ በቀን 8:00 ሰዓት ይሆናል፤ ይሁን እንጂ አስገዳጅ ሁኔታ ካለ ተጨማሪ ሰዓት እንዲሠራ ሊታዘዝ ይችላል፤
- ተ) ለተጨማሪ ሰዓት ለሠራው ሥራ የሚተካ ዕረፍት ይሠጠዋል፤
- ሀ) በዚህ አንቀፅ ንዑስ አንቀፅ ፫ ሥር የተደነገገው እንዳለ ሆኖ፣ ኮሚሽኑ በተወሰነ የሥራ ዓይነት ላይ ተጨማሪ ሰዓት ለሠራ አባል ክፍያ የሚፈጸምበት ሁኔታ በሚወጣ መመሪያ የሚወሰን ይሆናል።

- 4) Type of uniform, period of distribution and condition of the uniform shall be decided by the directive to be issued.

**37. Having Identity Card**

- 1) Any police member shall have identification number and Identity card given to him by the Commission;
- 2) Any police member shall wear the identification number on his left chest in a way that can be easily visible;
- 3) The identity card of the police shall bear emblem of the commission, photograph of the member, full name, working section, work level, Grade, blood type, height, color, identification number and phone number of the member and Commission;
- 4) Any police officer shall show his identity card where he is on duty of protecting the law.

**Part Six**

**Working Hours and Various Leaves**

**38. Regular Working Hours**

- 1) The service of the Commission shall be delivered 24 hours a day 7 days a week 30 days a month and 365 (6) days a year without being interrupted;
- 2) The regular working hours of any police shall be 8 hours a day. However, he may be ordered to work additional hours where there occurs compelling circumstances;
- 3) The member shall be provided with a leave as a substitute for his additional hours he has worked;
- 4) Without prejudice to the provision under sub article 3 of this article, the commission may decide by the directive to be issued about the payments to be paid for the member who work additional hours on some particular types of work.

**39. Hayyama Waggaa**

- 1) Miseensi poolisii waggaa tokko tajaajile hayyama waggaa guyyaa hojii digdama argachuuf mirga ni qaba.
- 2) Miseensi poolisii waggaa tokko ol tajaajile waggaa waggaan guyyaan tokko tokko dabalamee ni kennamaaf. Haa ta'u malee hayyamni waggaa guyyaa hojii soddoma caaluu hin danda'u.
- 3) Miseensi poolisii tajaajila hojii waajjira birootti kenne raawwii keewwata kana keewwata xiqqaa 2 kanaaf kan herregamu ta'a.

**40. Akkaataa Kenna Hayyama Boqonnaa Waggaa**

- 1) Hayyamni boqonnaa waggaa bobba'iinsa humna namaa Komishinichaa bu'uura godhachuu fi hanga danda'ametti fedhii poolisichaa madaaluun kan qophaa'uu fi poolisichi akka beeku karoora Komishinichaa bu'uura godhatee bara baajataa keessatti kennamaaf.
- 2) Miseensi poolisii tokko boqonnaa waggaa yeroo fudhatu mindaa isaa ji'a tokko dursee fudhachuu ni danda'a.
- 3) Miseensi poolisii tokko boqonnaa waggaa yoo gaafate hooganaan dhiyoo yoo itti amane akkasumas haalli hojii kan dirqisisu yoo ta'e hayyamichi qoqqoodamee kennamuufii ni danda'a.
- 4) Akkaataa keewwata kana keewwata xiqqaa 1 jalatti tumameen miseensi poolisii boqonnaa waggaa bara baajataa keessatti fudhatee fi barri baajataa osoo hin xumuramin dura hojii fedhii isaatiin gadilakkisee tajaajila yeroo inni itti hin kennin herregamee boqonnaa irra yammuu jiru mindaan kaffalameef akka deebi'u ni taasifama.

**፴፱. ስለዓመት ፈቃድ**

- ፩) አንድ ዓመት ያገለገለ የፖሊስ አባል ጽዮሥ ሥራ ቀናት የዓመት ዕረፍት ፈቃድ ለማግኘት መብት አለው፤
- ፪) ከአንድ ዓመት በላይ ያገለገለ የፖሊስ አባል በየዓመቱ አንድ የሥራ ቀን እየታከለበት የዓመት ዕረፍት ፈቃድ ይሰጠዋል፤ ይሁን እንጂ የሚሰጠው የዓመት ዕረፍት ፈቃድ ከ፱ የሥራ ቀናት መብለጥ የለበትም፤
- ፫) የፖሊስ አባል በሌላ መሥሪያ ቤት የሰጠው አገልግሎት ለዚህ አንቀፅ ንዑስ አንቀፅ ፪ አፈፃፀም የሚታሰብ ይሆናል፡፡

**፵. የዓመት ዕረፍት ፈቃድ አሰጣጥ ሁኔታ**

- ፩) የዓመት ዕረፍት ፈቃድ የኮሚሽኑን የሰው ኃይል ስምሪት መሠረት በማድረግና በተቻለ መጠን የፖሊሱን ፍላጎት በማመዛዘን የሚዘጋጅና ፖሊሱ እንዲያውቅ የኮሚሽኑን መርሃ ግብር መሠረት በማድረግ በበጀት ዓመቱ ውስጥ ይሰጠዋል፤
- ፪) አንድ የፖሊስ አባል የአመት ዕረፍት ፈቃድ ሲወስድ የአንድ ወር ደመወዙን ቀድሞ መውሰድ ይችላል፤
- ፫) አንድ የፖሊስ አባል የዓመት ዕረፍት ጠይቆ የቅርብ ኃላፊው ካመነበት እንዲሁም የሥራ ሁኔታ የሚያስገድድ ከሆነ ፍቃዱ ተከፋፍሎ ሊሰጠው ይችላል፤
- ፬) በዚህ አንቀፅ ንዑስ አንቀፅ ፩ ሥር በተደነገገው መሠረት፤ የፖሊስ አባል በበጀት ዓመት ውስጥ የዓመት ዕረፍት ወስዶና የበጀት ዓመቱ ከማለቁ በፊት በፍላጎቱ ሥራውን ለቆ አገልግሎት ያልሰጠበት ከዕረፍቱ ላይ ተቀንሶ በዕረፍት ላይ እያለ የተከፈለው ደሞዝ እንዲመለስ ይደረጋል፡፡

**39. Annual Leave**

- 1) Police member who serve one year has the right to get annual leave of twenty working days;
- 2) Police member who has served more than one year shall be provided by adding one day yearly. However, the annual leave shall not exceed thirty working days;
- 3) The service provided by the police in other offices shall be calculated for him for the implementation of sub article 2 of this article.

**40. Ways of granting annual leave**

- 1) The annual leave shall be prepared based on the human force deployment of the Commission and considering the interest of the police as much as possible and shall be provided to him within the budget year depending on the plan of the Commission and awareness of the police;
- 2) The police member may receive his one month salary in advance when he take annual leave;
- 3) Where a police member requests annual leave, he may be provided by dividing such leave where immediate boss believes and work circumstances compels;
- 4) A police member who has taken annual leave in the budget year in accordance with the provision under sub article 1 of this article and resigned his duty before the completion of the budget year where he is on leave without providing service the salary paid to him shall be calculated and made to be returned back.

**41. Hayyama Boqonnaa Wagga Dabarsuu.**

- 1) Sababa haala hojitiin kan ka'e Komishinichi hayyama boqonnaa wagga bara baajataa sana keessatti miseensichaaf kennuufii kan hin dandeenye yoo ta'e ittigaafatamaan dhiyoo miseensichaa bara baajataa itti aanutti dabarsuufii ni danda'a. Haa ta'u malee hayyama wagga kuufame bara baajataa sadaffaa keessa kennamufii qaba.
- 2) Keewwata kana keewwata xiqqaa 1 jalatti kan tumame jiraatuus haalli adda ta'e Komishinicha yoo muudate Komishinarri Jeneraalaa hayyamaa wagga kan hoog-gansaa ta'ee kan miseensaa haalichi hanga sirraa'utti hayyamni wagga akka hin kennamne dhorkuu ni danda'a.
- 3) Miseensi poolisii hayyama waggaa bahe tokko haalli dirqisi-saan yoo jiraate hayyama isaa gidduutti kutee akka hojiitti deebi'u taasifame hayyama itti hin fayyadamin sana yeroo biraatti dabarsuufin ni danda'ama.
- 4) Bu'uura keewwata kana keewwata xiqqaa 3 jalatti tumameen miseensi poolisii tokko hayyama wagga isaa adda kutee gara hojiitti yammuu deebi'u baasiin geejjibaa fi durgoon oolmaa ni kaffalamaaf.

**42. Hayyama Wagga Hin Fudhatamin.**

- 1) Akkaataa Dambii kana keewwata 41 (1) tiin hayyamni wagga hin kennamne yoo ta'e guyyaan hojii qofti herregamee maallaqatti jijjiiramu ni danda'a. Raawwiin isaa Qajeelfama bahuun kan murtaa'u ta'a.
- 2) Bu'uura keewwata kana keewwata xiqqaa 1 jalatti tumameen miseensa poolisii waajjira mootummaa birootti jijjiirameef raawwatinsa hin qabaatu. Haa ta'u malee hayyamni wagga hin fudhatamin gara waajjiraa mootummaa miseensichi itti jijjiirameetti ni darbaaf.

**፵፩. የዓመት ዕረፍት ፈቃድን ማስተላለፍ**

- ፩) በሥራ ሁኔታ ምክንያት ኮሚሽኑ የዓመት ዕረፍት ፈቃድን በዚያ በጀት ዓመት ውስጥ ለአባሉ መስጠት ካልቻለ የቅርብ ኃላፊው ለሚቀጥለው በጀት ዓመት ሊያስተላልፍለት ይችላል፤ ይሁን እንጂ የተጠራቀመ የዓመት ፈቃድ ለሦስተኛ በጀት ዓመት ውስጥ ሊሰጠው ይገባል፤
- ፪) በዚህ አንቀጽ ንዑስ አንቀጽ ፩ ሥር በተደነገገው ቢኖርም የተለየ ሁኔታ ኮሚሽኑን ካጋጠመው ኮሚሽነር ጀነራሉ የአመራርም ሆነ የአባልን የዓመት ፈቃድ ሁኔታው እስኪስተካከል ድረስ የዓመት ፈቃድ እንዳይሰጥ መከለስ ይችላል፤
- ፫) የዓመት ፈቃድ የወጣ አንድ የፖሊስ አባል አስገዳጅ ሁኔታ ካለ ፍቃዱን በመሃል አቋርጦ ወደ ሥራ እንዲመለስ ከተደረገ ያልተጠቀመበትን ፈቃድ ለሌላ ጊዜ ማስተላለፍ ይችላል፤
- ፬) በዚህ አንቀጽ ንዑስ አንቀጽ ፫ ሥር በተደነገገው መሠረት አንድ የፖሊስ አባል የዓመት ፍቃዱን አቋርጦ ወደ ሥራ ሲመለስ የትራንስፖርት ወጪና የቀን ውሎ አበል ይከፈሉዋል።

**፵፪. ያልተወሰደ የዓመት ፈቃድ**

- ፩) በዚህ ደንብ አንቀጽ ፵፩ (፩) መሠረት የዓመት ፈቃድ ያልተሰጠ እንደሆነ የሥራ ቀን ብቻ ታስቦ ወደ ገንዘብ ሊቀየር ይችላል፤ አፈፃፀሙ በሚወጣ መመሪያ የሚወሰን ይሆናል።
- ፪) በዚህ አንቀጽ ንዑስ አንቀጽ ፩ ሥር በተደነገገው መሠረት ወደ ሌላ የመንግሥት መሥሪያ ቤት ለተዛወረ የፖሊስ አባል ተፈጻሚነት አይኖረውም፤ ይሁን እንጂ ያልተወሰደ የዓመት ፈቃድ ወደ ተዛወረበት የመንግሥት መሥሪያ ቤት ይተላለፍሉታል።

**41. Transferring Annual Leave**

- 1) Where the commission is unable to provide annual leave for the member in the budget year due to work situation, the immediate head of the member may transfer such leave for him to the next budget year; However, the collected annual leave shall be given to him in the third budget year;
- 2) Notwithstanding to the provision under sub article 1 of this article, where a special situation faces the Commission, the Commissioner General may prohibit the annual leave of the management and the member until such situation be corrected;
- 3) The police member who is on annual leave may be made to interrupt such leave and return to duty and to transfer the unused leave for other time where there is compelling circumstance;
- 4) Where a police member interrupts his leave and return to duty as provided under sub article 3 of this article, he shall be paid with transport cost and allowances.

**42. The Unused Annual Leave**

- 1) Where annual leave is not granted as per article 41 (1) of this regulation, it may be converted in to money by calculating only the working days. Its implementation shall be determined by the directive to be issued;
- 2) The provision stipulated in accordance with sub article 1 of this article shall not be applicable to the police member who is transferred to other Government Office. However, the unused annual leave shall be transferred to the Government Office to which the member is transferred.



**43. Hayyama Dahumsaa**

- 1) Miseensi poolisii dubartii ulfa taate tokko:
  - (a) Bu'uura ogeessi fayyaa aja-juun qorannaa taasisuu; yookiin
  - (b) Osoo hin dahin dura akka boqannaa argattuuf ogeessi yaalaa yoo ajaje boqonnaa mindaan itti kaffalamu ni argatti.
- 2) Miseensi poolisii ulfa taate guyyaan dahumsa ishii yoo gahe, guyyaa nan daha jettee tilmaamteen dura walitti aansee guyyaa 30f hayyama dahumsaa dursa kan kennamuuf ta'ee, akkasumas guyyaa deesse irraa eegalee walitti aansee guyyaa 60f hayyamni dahumsaa ni kennamaaf.
- 3) Bu'uura keewwata kana keewwata xiqqaa 2 jalatti tumameen miseensi poolisii ulfa taate hayyamni dahumsaa dursa kenneef osoo hin xumuriin yoo deesse guyyaa hayyama ishii itti hin fayyadamne erga deesseen booda akka itti fayyadamtuu ni taasifama.
- 4) Miseensi poolisii ulfa taate tokko hayyamni dahumsaa dursa kenneefi osoo hin dahin yoo turte bara baajataa hayyama waggaatti herregamu irraa hayyamni ni kennamaaf yookiin bara baajataa keessa hayyama waggaa hin qabdu yoo ta'e bara baajataa itti aanu irraa ni kennamaaf.
- 5) Miseensi poolisii ulfa taate tokko bu'uura keewwata kana keewwata xiqqaa 2 jalatti tumameen hayyama dahumsaa kenneefi erga xumurtee booda yoo dhukkubsattee fi dabalata hayyama kan ishii barbaachisu ta'uu ogeessa yaalaan yoo mirkanaa'e bu'uura Dambii kana keewwata 44 jalatti tumameen hayyamni dhibee (yaalaa) ni kennamaaf.

**፵፫. የወሊድ ፈቃድ**

- ፩) አንድ ነፍሰጡር የሆነች ሴት የፖሊስ አባል፡-
  - (ሀ) የህክምና ባለሞያ ባዘዘው መሠረት የህክምና ምርመራ ማድረግ፤ ወይም
  - (ለ) ከመውለዱ በፊት የህክምና ባለሞያ ዕረፍት እንድታገኝ ካዘዘ ደሞዝ የሚከፈልበት ዕረፍት ታገኛለች፤
- ፪) ነፍሰጡር የሆነች የፖሊስ አባል የመውለዱ ጊዜዋ ከደረሰ እውልዳለሁ ብላ ከገመተችበት ቀን በፊት ለ፱ ተከታታይ ቀናት የቅድመ ወሊድ ፈቃድ የሚሰጣት ሆኖ፤ እንዲሁም ከወለደችበት ቀን ጀምሮ ለ፳ ተከታታይ ቀናት የወሊድ ፈቃድ ይሰጣታል፤
- ፫) በዚህ አንቀጽ ንዑስ አንቀጽ ፪ ሥር በተደነገገው መሠረት ነፍሰጡር የሆነች የፖሊስ አባል የተሰጣትን የቅድመ ወሊድ ፈቃድ ሳትጨርስ ከወለደች ያልተጠቀመችበት የወሊድ ፈቃድ ከወለደች በኋላ እንድትጠቀምበት ይደረጋል፤
- ፬) ነፍሰጡር የሆነች አንድ የፖሊስ አባል በተሰጣት የቅድመ ወሊድ ፈቃድ ሳትወልድ ከቆየች በበጀት አመት ዕረፍት ከሚታሰብ ላይ ፈቃድ ይሰጠታል ወይም በበጀት አመቱ ውስጥ የአመት ፈቃድ ከሌላት በሚቀጥለው የበጀት አመት ላይ ይሰጣታል፤
- ፭) በዚህ አንቀጽ ንዑስ አንቀጽ ፪ ሥር በተደነገገው መሠረት ነፍሰጡር የሆነች አንድ የፖሊስ አባል የተሰጣትን የወሊድ ፈቃድ ከጨረሰች በኋላ ከታመመችና ተጨማሪ ፈቃድ የሚያስፈልጋት መሆኑን በህክምና ባለሙያ ከተረጋገጠ በዚህ ደንብ አንቀጽ ፵፬ ሥር በተደነገገው የህመም ወይም የህክምና ፈቃድ ይሰጣታል፤

**43. Maternity Leave**

- 1) A pregnant female police member shall be entitled to get a paid leave:
  - (a) For medical examination with regard to her pregnancy as per the recommendation of a physician; or
  - (b) For prenatal leave where recommended by a physician.
- 2) A pregnant police member shall be entitled to a period of 30 consecutive days of prenatal leave with pay preceding her presumed date of confinement; and a period of 60 consecutive days of maternity leave as from the date she has given birth;
- 3) where the pregnant police member give birth before the completion of prenatal leave granted as per sub article 2 of this article, the unused prenatal leave shall be made to be used by her after giving birth;
- 4) where a pregnant police member who has been granted with prenatal leave does not deliver within such period, she shall be provided with additional leave to be calculated from her annual leave within the budget year or from the following budget year where no annual leave is left within the budget year;
- 5) Where a pregnant police member become sick after she has completed her maternity leave granted as per sub article 2 of this article and the physician recommends as leave is necessary for her, she shall be granted with sick leave as provided under article 44 of this regulation;

6) Miseensi poolisii haatii warraa deesse maatii fi haadha warraa isaa kunuunsuuf hayyamni guyyaa hojii 5 mindaan kan itti kaffalamu ni kennamaaf.

**44. Hayyama Dhibee Yookiin Yaalaa**

- 1) Miseensi poolisii kamiyyuu sababa dhibeetiin hojii hojjachuu kan hin dandeenye yoo ta'e ragaa dhaabbata yaalaa yookiin ogeessa yaalaatiin yoo deegarame hayyamni dhibee ni kennamaaf.
- 2) Bu'uura keewwata kana keewwata xiqqaa 1 jalatti tumame miseensa poolisiitiif hayyamni dhibee kennamu walitti aansuun yookiin yeroo adda addaa yoo fudhates guyyaa dhukkubsate irraa eegalee ji'oota 12 keessaa ji'oota 8 yookiin waggaa 4 keessatti ji'oota 12 caaluu hin qabu.
- 3) Bu'uura keewwata kana keewwata xiqqaa 2 jalatti tumameen hayyamni dhibee kennamu calqaba ji'oota jahaatiif mindaa guutuu waliinii fi ji'oottan lamaan itti aanaaniif ammoo mindaa walakkaan kan kaffalamuuf ta'a.
- 4) Bu'uura keewwata kana keewwata xiqqaa 2 jalatti kan caqafame daangaan yeroo hayyama dhibee miseensota poolisii HIV/AIDS dhiigaa isaanii keessatti argame irratti raawwatiinsa hin qabu.
- 5) Miseensi poolisii kamiyyuu yoo dhukkubsate sababni humna ol ta'e yoo qunnameen alatti hanga danda'ametti hatattamaan hoogganaa dhiyoo isaatiif beeksisuu qaba.
- 6) Miseensi poolisii kamiyyuu walitti aansuun sababa dhibeetiin Guyyaa sadii fi isaa ol yoo hafe ragaa mana yaalaa dhiyeessuu qaba.

፮) ባለቤቱ የወለደች የፖሊስ አባል ቤተሰቡንና ባለቤቱን ለመንከባከብ ደግሞ የሚከፈለበት ፭ የሥራ ቀን ፈቃድ ይሰጠዋል።

**፵፬. የህመም ወይም የህክምና ፈቃድ**

- ፩) ማንኛውም የፖሊስ አባል በህመም ምክንያት ሥራ መስራት አለመቻሉ ከህክምና ተቋም ወይም በህክምና ባለሙያ ማስረጃ ከተደገፈ የህመም ዕረፍት ይሰጠዋል፤
- ፪) በዚህ አንቀፅ ንዑስ አንቀፅ ፩ ሥር በተደነገገው መሠረት ለፖሊስ አባል የሚሰጥ የህመም ፈቃድ በተከታታይ ወይም በተለያዩ ጊዜ በወስድም ከታመመበት ቀን ጀምሮ በ፲፪ ወራት ውስጥ ፰ ወራት ወይም በ ፱ አመት ውስጥ ከ፲፪ ወራት መብለጥ የለበትም፤
- ፫) በዚህ አንቀፅ ንዑስ አንቀፅ ፪ ሥር በተደነገገው መሠረት የሚሰጥ የህመም ፈቃድ ለመጀመሪያ ፮ ወራት ከሙሉ ደግሞ ጋር እና ለሚቀጥሉት ፪ ወራት ደግሞ ግማሽ ደግሞ የሚከፈለው ይሆናል፤
- ፬) በዚህ አንቀፅ ንዑስ አንቀፅ ፪ ሥር የተደነገገው የፈቃድ ጊዜ ገደቡ HIV/AIDS በደማቸው ውስጥ ባለው የፖሊስ አባላት ላይ ተፈጻሚነት አይኖረውም፤
- ፭) ማንኛውም የፖሊስ አባል ከታመመ ከአቅም በላይ የሆነ ምክንያት ካልገጠመው በስተቀር በታችለ መጠን በአፋጣኝ ለቅርብ ሀላፊው ማሳወቅ አለበት፤
- ፮) ማንኛውም የፖሊስ አባል በተከታታይ በህመም ምክንያት ፫ ቀን እና ከዚያ በላይ ከቀረ የሐኪም ማስረጃ ማቅረብ አለበት።

6) A police member whose wife has given birth shall be entitled to have 5 days of paid leave to nurture his family and spouse.

**44. Sick leave**

- 1) Any police member shall be provided sick leave where he is unable to work due to sickness and is supported by evidence of health institution or a physician;
- 2) The sick leave to be provided to a police member in accordance with sub article 1 of this article shall not exceed eight months within twelve months or twelve months within four years whether he has taken it consecutively or intermittently beginning from the first day of his sickness;
- 3) The sick leave to be provided as per sub article 2 of this article shall be with full salary pay for the first six months and with half salary pay for the next two months;
- 4) The time limit of sick leave specified under sub article 2 of this article shall not be applicable on the HIV/AIDS positive police members;
- 5) Where any police member has got sick, he shall notify to his immediate head as soon as possible unless prevented by force majeure;
- 6) Any police member shall produce medical evidences where he is absent from duty for three or more consecutive days due to sickness.

**45. Sababa Hojiirratti Miidhaa Qaqqabuun Hayyama Yaalaa Kennamu.**

- 1) Miseensi poolisii sababa hojiirratti miidhaan yoo irra gahe hanga miidhama isaa irraa fayyee hojiitti deebi'utti yookiin sababa miidhaan irra gaheef hanga dhumaatti hojii hojjachuun kan hin dandeenye ta'uu isaa hanga ragaa mana yaalaatiin mirkaanaa'utti hayyamni miidhaa isaa irra gaheef mindaa guutuu waliin ni kennamaaf.
- 2) Miseensii poolisii sababa miidhaatiin hayyama irra jiru:
  - (a) Qorannaa mana yaalaatiif dhiyaachuuf hayyama-maa ta'uu yoo baate yookiin maal na dhibeedhaan yookiin haala kaminiyyuu ta'e jedhee qorannichaaf gufuu kan ta'e yookiin sababa gahaa hin taaneen akka harkifatu yoo godhe,
  - (b) Miidhaa isa irra gahe irraa yeroo itti fayyuu tursiisuuf yaadee yaala taasifamuuf haala barbaachisuun yoo hordofuu dhiise,
  - (c) Qajeelfama yaalaa Komishinichi baase kan darbe yoo ta'e hayyama yaalaa irra yammuu jiru kaffaltiin argatu ni dhaabbata.
- 3) Bu'uura keewwata kanaa keewwata xiqqaa 2 tiin haalonni sababa kaffaltii dhorkisiisan yoo ka'an kaffaltiin taasifamu itti fufa. Haa ta'u malee kaffaltiin yeroo dhorkamee ture akka kaffalamuuf gaafachuuf mirga hin qabu.

**46. Hayyama Gaa'ila**

Miseensi poolisii kamiyyuu yeroo gaa'ila raawwatu hayyamni gaa'ilaa osoo karaa hin dabalatin guyyaa hojii torba mindaa isaa waliin ni kennamaaf.

**፵፮. በሥራ ላይ በሚደርስ ጉዳት ምክንያት የሚሰጥ የህክምና ፈቃድ**

- ፩) የፖሊስ አባል በሥራ ምክንያት ጉዳት ከደረሰበት ከጉዳቱ ድኖ ወደ ሥራ እስኪመለስ ድረስ ወይም ጉዳቱ በመድረሱ ምክንያት እስከ መጨረሻው ሥራ መሥራት አለመቻሉ በህክምና ማስረጃ እስኪረጋገጥ ጉዳት ስለደረሰበት ፈቃድ ከሙሉ ደመወዝ ጋር ይሰጠዋል፤
- ፪) በጉዳት ምክንያት ፈቃድ ላይ ያለ አባል፡-
  - (ሀ) ለህክምና ምርመራ ለመቅረብ ፈቃደኛ ካልሆነ ወይም በቸልተኝነት ወይም በየትኛውም ሁኔታ ምርመራው እንቅፋት የሆነ ወይም በቂ ባልሆነ ምክንያት እንዲጎተት ካደረገ፤
  - (ለ) ከደረሰበት ጉዳት የሚድንበትን ጊዜ ለማቆየት አስቦ የሚደረግለትን ህክምና በሚፈለግ ሁኔታ ካልተከታተለ፤
  - (ሐ) ኮሚሽኑ ያወጣውን የህክምና መመሪያ የተላለፈ ከሆነ በህክምና ፈቃድ ላይ በነበረ ጊዜ የሚያገኘው ክፍያ ይቆማል፤
- ፫) በዚህ አንቀጽ ንዑስ አንቀጽ ፪ መሠረት የክፍያ ምክንያትን የሚከለክሉ ሁኔታዎች ከተነሱ የሚደረገው ክፍያ ይቀጥላል፤ ይሁን እንጂ ለጊዜ ተከልክሎ የነበረው ክፍያ እንዲከፈለው ለመጠየቅ መብት የለውም፡፡

**፵፯. የጋብቻ ፈቃድ**

ማንኛውም የፖሊስ አባል ትዳር ሲመሰርት የመንገድ ጉዞን ሳይጨምር ፯ የሥራ ቀናት የጋብቻ ፈቃድ ከደመወዝ ጋር ይሰጠዋል፡፡

**45. Sick leave due to Employment Injury**

- 1) A police member who sustained an employment injury shall be entitled to an injury leave with full salary pay until he recovers to resume work or until his permanent disability is medically certified;
- 2) A police member who is on injury leave shall be suspended from receiving the payments where he:
  - (a) Is unwilling to submit himself for medical examination or where he negligently or in any way intentionally obstructs medical examination or he delays such examination without sufficient reasons;
  - (b) Fails to follow-up his medical treatment properly to intentionally retard his recovery from the injury he sustained;
  - (c) Violates the medical directive issued by the commission.
- 3) The payment shall proceed where the circumstances or reasons of the suspension as per sub article 2 of this article are lifted. However, he shall not request for back payment for the period of suspension.

**46. Marital Leave**

Any officer shall be entitled to, excluding the time for travelling, seven (7) working day leave with pay when he celebrates his marriage.



**47. Hayyama Gaddaa**

Miseensi poolisii kamiyyuu haadha warraa yookiin abbaa warraa, ijoollee, abbaa, haadha, obboleessa, obboleettii yookiin kan miseensichi bulchu yookiin kan miseensicha waliin jiraatu/ jiraattuu fi hanga sadarkaa lammaffaatti kan lakkaa'aman firootan dhiigaa yookiin firootan fuudhaa fi heerumaa kan jalaa du'an yoo ta'e walitti aansee hayyama guyyaa kudhan kan mindaan itti kaffalamuuf guyyaa gaddaa fi iddoon fageenyaa gaddaa tilmaama keessa galee akka fageenyaa isaatti adeemsa karaa osoo hin dabala-tin hayyamni ni kennamaaf.

**48. Hayyama Dhimma Dhuunfaaf Kennamu**

Miseensi poolisii kamiyyuu hojii idilee isaa hojjachaa yeroo boqonnaa isaatti barumsa barachaa jiru guyyaa qormaataa ragaa mana barumsichaa irraa yoo dhiyeeffate hayyamni guyyaa qormaatachaa fudhatu mindaa waliin ni kennamaaf.

**49. Hayyama Addaa Mindaa Waliin Kennamu Miseensi poolisii kamiyyuu:**

- 1) Mana murtii yookiin kan aan-goon kennameef biroo irraa waamichi yoo isa qaqqabe dhimma itti waamame hanga xumurutti; yookiin
- 2) Bu'uura karoora Komishinichaatiin carraa barumsaa biyya keessaa yookiin alaa akka argatu yoo murtaa'e mindaa guutuu waliin hayyamni ni kennamaaf.
- 3) Miseensi poolisii kamiyyuu sababa quubsaa yoo dhiyeessee fi faayidaa Komishinichaa kan hin miine yoo ta'e hoogganaan isaa kaffaltii mindaa malee hayyama addaa ji'a tokko kan hin caalle kennuufii ni danda'a.

**፵፯. የሀዘን ፈቃድ**

ማንኛውም የፖሊስ አባል አባወራዊ ወይም እማወራ፣ ተወላጅ፣ አባት፣ እናት፣ ወንድም፣ እህት፣ ወይም ከሌላ የሚያስተዳድረው ወይም ከአባሉ ጋር የሚኖር ወይም የሚትኖር እና እስከ ሁለተኛ ደረጃ የሚቆጠሩ የሥጋ ወይም የጋብቻ ዘመዶች የሞተበት እንደሆነ የሀዘን ቀንና የሀዘን ቦታ ርቀት ከግምት ውስጥ ገብቶ እንደ ርቀቱ የመንገድ ጉዞን ሳይጨምር ደመወዝ የሚከፈልበት 10 ተከታታይ ቀናት ፈቃድ ይሰጠዋል።

**፵፰. ለግል ጉዳይ የሚሰጥ ፈቃድ**

ማንኛውም የፖሊስ አባል መደበኛ ሥራውን እየሰራ በትርፍ ጊዜው ትምህርት እየተማረ ያለ በፈተና ቀን ከትምህርት ቤቱ ማስረጃ ካቀረበ ፈተናውን የሚወስድበት ቀን ፈቃድ ከደመወዝ ጋር ይሰጠዋል።

**፵፱. ከደመወዝ ጋር ስለሚሰጥ ልዩ ፈቃድ**

ማንኛውም የፖሊስ አባል፡-

- ፩) ክፍርድ ቤት ወይም ሌላ ሥልጣን ከተሰጠው አካል መጥሪያ ሲደርሰው የተጠራበትን ጉዳይ እስኪጨርስ፤ ወይም
- ፪) በኮሚሽኑ እቅድ መሠረት የሀገር ውስጥ ወይም የውጭ ሀገር የትምህርት እድል እንዲያገኝ ከተወሰነ ከሙሉ ደመወዝ ጋር ፈቃድ ይሰጠዋል፤
- ፫) ማንኛውም የፖሊስ አባል በቂ ምክንያት ካቀረበና የኮሚሽኑን ጥቅም የማይጎዳ ከሆነ ኃላፊው ያለደመወዝ ክፍያ ከአንድ ወር የማይበልጥ ልዩ ፈቃድ ሊሰጠው ይችላል።

**47. Mourning Leave**

Any police member shall be entitled to mourning leave with pay for ten (10) consecutive days, excluding the time spent for travelling, in the event of death of his spouse, descendent, ascendant, sister, brother or any other relative up to the second degree by consanguinity or affinity or a person under his supervision or living with him.

**48. Leave for Personal Matter**

Any police member who seats for examination in relation to his part time education shall be granted exam leave with pay, upon production of evidence from the school where he attends.

**49. Special Leave with Payment**

Any police member shall be entitled to special leave with pay where:

- 1) He is summoned by a court of law or any other authorized body, for the time utilized for that purpose; or
- 2) Where, it is decided for him to attend education offered at home or abroad according to the Commission's plan;
- 3) Any officer may be granted special leave without payment for a month upon his sufficient reason and where his chief believes that leave does not affect the interests of the Commission.

**Kutaa Torba**  
**Tajaajila Yaalaa fi Faayidaalee Adda Addaa**

**50. Tajaajila Yaalaa**

- 1) Miseensi poolisii kamiyyuu dhaabbata yaalaa poolisii kamittuu ofii isaa fi maatii isaatiif tajaajila yaalaa bilisaa argachuuf mirga ni qaba.
- 2) Keewwata kana keewwata xiqqa 1 jalatti tumame kan raawwatu amu baajata mootummaa irraa ramadamuun ta'ee; haalli raawwii isaa Qajeelfama bahuun kan murtaa'uu ta'a.
- 3) Miseensa poolisiif yookiin maatii isaatiif tajaajilli yaalaa kennamu humna dhaabbata yaalaa poolisii ol yoo ta'e mana yaalaa mootummaa fi dhaabbilee yaalaa dhuunfaatti bifa riiferaalaatiin ni ergama.
- 4) Humni dhaabbata mana yaalaa hanga hayyameetti Dambii kana keewwata 2 (12) jalatti hiika kennameen kan hin uwwifamne ijoollee miseensa poolisii, abbaa fi haadha miseensichaa, haadhaa fi abbaa haadha warraa yookiin abbaa warraa, obboleessaa fi obboleettii haadha warraa yookiin abbaa warraa kaffaltiidaan tajaajila yaalaa argachuu ni danda'u. Haalli raawwii isaa Qajeelfama bahuun kan murtaa'uu ta'a.
- 5) Abbaa warraa yookiin haadha warraa ta'anii kan waliin jiraatan keessaa tokko du'an adda yoo bahan mirgoota keewwata kana keewwata xiqqaa 1, 3 fi 4 tiin fayyadamaa ta'u kan danda'an hanga hin heerumneetti yookiin hin fuuneetti qofaadha.

**51. Tajaajila Mana Jireenyaa**

- 1) Sababa amala hojii isaanitiin miseensota poolisii mooraa/kaampii keessa jiraataniif tajaajilli mana jireenyaa, bishaanii fi ibsaa bilisaan akka argatan ni taasifama.

**ክፍል ሰባት**  
**የህክምና አገልግሎትና ልዩ ልዩ ጥቅማ ጥቅሞች**

- ፩. የህክምና አገልግሎት
- ፩) ማንኛውም የፖሊስ አባል በማንኛውም የፖሊስ የህክምና ተቋም ለራሱና ለቤተሰቡ ነፃ የህክምና አገልግሎት የማግኘት መብት አለው፤
- ፪) በዚህ አንቀጽ ንዑስ አንቀጽ ፩ ሥር የተደነገገው የሚፈጸመው ከመንግሥት በሚመደበው በጀት ሆኖ አፈፃፀሙ በሚወጣ መመሪያ የሚወሰን ይሆናል፤
- ፫) የፖሊስ ለአባል ወይም ለቤተሰቡ የሚሰጥ የህክምና አገልግሎት ከፖሊስ የህክምና ተቋም አቅም በላይ ከሆነ በመንግሥት የህክምና ተቋምና በግል የህክምና ተቋማት በሪፌራል መልክ ይላካል፤
- ፬) የህክምና ተቋም አቅም በፈቀደ መጠን በዚህ ደንብ አንቀጽ ፪ (፲፪) ሥር በተሠጠ ትርጓሜ ያልተካተቱ የፖሊስ አባሉ ልጆች፣ የአባሉ አባትና እናት፣ የአባ ወራ ወይም እማ ወራ አባትና እናት የአባ ወራ ወይም እማወራ ወንድምና እህት በክፍያ የህክምና አገልግሎት ማግኘት ይችላሉ፤ የአፈጻጸሙ ሁኔታ በሚወጣ መመሪያ የሚወሰን ይሆናል፤
- ፭) አባ ወራ ወይም እማ ወራ ሆነው አብረው ከሚኖሩት ውስጥ አንዱ በሞት ከተለዩ በዚህ አንቀጽ ንዑስ አንቀጽ ፩፣ ፫ እና ፬ መሠረት መብቶች ተጠቃሚ መሆን የሚችሉት እስካላገባች ወይም እስካላገባ ብቻ ነው።

**፶፩. የመኖሪያ ቤት አገልግሎት**

- ፩) በሥራው ባህሪ ምክንያት በግቢ ወይም በካምፕ ውስጥ ለሚኖሩ ፖሊስ አባላት የመኖሪያቤት፣ የውሃና የመብራት አገልግሎት በነፃ እንዲያገኙ ይደረጋል፤

**Part Seven**  
**Medical Service and Various Benefits**

**50. Medical Service**

- 1) Any police member shall have the right to get free medical service for himself and his family members in any police medical institution;
- 2) The stipulation under sub-article 1 of this article shall be implemented with the budget allocated by the government; and its implementation shall be decided by the directive to be issued;
- 3) Where the medical service to be provided to the police member or his family is beyond the capacity of the police medical institutions, he shall be referred to another public or private medical institutions;
- 4) As much as the capacities of the medical institution permits, paid medical service may be given to the children and father and mother of the police member, mother and father of her or his spouse, brother and sister of her or his spouse not covered by the definition provided under article 2(12) of this Regulation; Its implementation shall be decided by the directive to be issued;
- 5) Where one of two persons living as husband and wife is died, the remaining spouse can use the rights provided under sub-article 1, 3 and 4 of this article only if he or she does not married.

**51. Housing Service**

- 1) Police members who are living in camp due to the nature of their work shall be provided with housing, water and electric power services free of charge;

2) Tajaajila mana jireenyaa yookiin mooraa/kaampii, bishaanii fi ibsaa miseensa poolisiitiif kennamu yammuu tajaajilli miseensichaa adda cituu fi hojii kaampii keessa nama jiraachisu irraa hojii birootti yoo jijjiirame tajaajilli kennamee ture addaan ni cita.

**52. Tajaajila Sirna Awwaalchaa**  
Miseensi poolisii kamiyyuu tajaajilli isaa osoo addaan hin citin yoo du'e Komishinichi baasii sirna awwaalchaaf oolu ni uwwisa. Akkasumas sirni awwaalcha miseensichaa akkaataa sadarkaa gulantaa isaatiin kabaja sirna poolisummaatiin ni raawwatama.

**53. Faayidaa Addaa Gaggeessaa Tarsiimo'aatiif Kennamu**  
Qondaalli poolisii gaggeessaa tarsiimo'aa ta'e kamiyyuu yeroo hojii irra jiruu fi sababa sooramaatiin tajaajila poolisii yeroo addaan kutu kabaja Gonfichi qabuuf jecha faayidaan adda addaa ni eegamaaf. Haalli raawwii isa Qajeelfama bahuun kan murtaa'u ta'a.

**Kutaa Saddeet**

**Naamusa, Humnatti Fayyadamuu fi Dirqama Miseensa Poolisii**

**54. Qajeeltoowwan Naamusaa**  
Miseensi poolisii kamiyyuu qajeeltoowwan naamusaa armaan gaditti ibsaman hordofuu qaba:  
1) Bu'uura aangoo fi ittigaafat-amummaa kennameefin;  
(a) Sabaaf sablamootaa fi ummootaa gidduutti, gosaan, koornayaan, amantaan qooqaan, bifaan, ilaalcha siyaasaatiin, qabeenyaan, dhaloootaan yookiin sababa biroo kamiyyuu loogii tokko malee mirga seeraan kennameef kabajuu fi kaba-chiisuu,

፪) ለፖሊስ አባል የሚሰጠው የመኖሪያ ቤት ወይም የግቢ ወይም የካምፕ፣ የውሃና የሙብራት አገልግሎት የአባሉ አገልግሎት ሲቋረጥና በካምፕ ውስጥ ከሚኖር ሥራ ወደ ሌላ ሥራ ከተቀየረ ሲሰጥ የነበረው አገልግሎት ይቋረጣል።

**፶፪. የቀብር ሥነ ሥርዓት አገልግሎት**  
ማንኛውም የፖሊስ አባል አገልግሎቱ ላይቋረጥ ከሞተ ከሚሸኑ ለቀብር ሥነ ሥርዓቱ የሚውል ወጪን ይሸፍናል፤ እንዲሁም የአባሉ የቀብር ሥነ ሥርዓት እንደ ማዕረጉ ደረጃ በፖሊሳዊ የክብር ቀብር ሥነ ሥርዓት ይፈፀማል።

**፶፫. ለስትራቴጂካዊ አመራር የሚሰጥ ልዩ ጥቅም**  
ስትራቴጂካዊ አመራር የሆነ ማንኛውም የፖሊስ መኮንን በሥራ ላይ ባለ ጊዜና በጠረታ ምክንያት የፖሊስ አገልግሎት በሚያቋርጥበት ጊዜ ለማዕረጉ ክብር ሲባል ልዩ ልዩ ጥቅማ ጥቅሞች ይጠበቅሉታል፤ የአፈፃፀሙ ሁኔታ በሚወጣ መመሪያ የሚወሰን ይሆናል፤

**ክፍል ስምንት**

**የፖሊስ አባል ሥነ ምግባር፣ በኃይል መጠቀምና ግዴታ**

**፶፬. የሥነ ምግባር መርሆዎች**  
ማንኛውም የፖሊስ አባል ከዚህ በታች የተገለፁትን የሥነ ምግባር መርሆዎች መከተል አለበት፡-

- ፩) በተሰጠው ሥልጣንና ኃላፊነት መሠረት፡-
  - (ሀ) በብሔሮች፣ ብሔረሰቦችና ሕዝቦች መካከል በዘር፣ በፆታ፣ በሃይማኖት፣ በቋንቋ፣ በቀለም፣ በፖለቲካዊ አመለካከት፣ በሀብት፣ በትውልድ ወይም በማንኛውም በሌላ ምክንያት ያለምንም አድልዎ በሕግ የተሰጣቸውን መብት የማክበርና የማስከበር፤

2) The provision of housing or camp and supply of water and electricity service to the police member shall cease upon termination of his service and where he is transferred from the work which requires living in camps to other work.

**52. Funeral Ceremony Service**  
Where any officer died before the termination of his service, the commission shall cover the funeral ceremony expense. And his funeral ceremony shall be conducted with police celebration honor depending on his rank.

**53. Special benefits for strategic manager**  
Special benefit shall be respected for any officer who is strategic manager during his service and who has terminated police service due to pension. Its implementation shall be decided by the directive to be issued.

**Part Eight**

**Ethics, Use of Force and Duties of Police Members**

**54. Ethical Principles**  
Every police member shall adhere to the following ethical principles:  
1) With regard to the powers and responsibilities given to him:  
(a) Respect and protect the rights of nations, nationalities and peoples given by law without discrimination on the basis of race, gender, religion, language, color, political outlook, wealth, birth or any other ground;



- (b) Heera Mootummaa biyyaa fi naannichaa, waliigalteewwan mirgoota namoomaa Addunyaa Itiyoophiyaan fudhattee mallatesitee fi seerota biroo kabajuu fi kabachisuu,
- (c) Gosa yakkaa kamiyyuu kuttannoon ittisuu fi ofi isaa yakka irraa bilisa ta'uu.
- 2) Hojii isaa hubannoon, naamusa gaariidhaan, obsaa fi of-eeggannoo guddaadhaan raawwachuu;
  - (a) Iddoowwan argamuu hin qabnetti argamuu dhabuu, kabaja mataa isaa fi dhaabatchaa eeguu,
  - (b) Sa'aatii hojii kabajuudhaan namoota biroof fakkeenya gaarii ta'uu,
  - (c) Seera birootiin kan tuma-me akkuma jirutti ta'ee iccitii odeeffannoo nageenya biyyaa, naannoo, ummataa fi nama dhuunfaa ilaallatan eeguu,
  - (d) Qaama aangoo qabuun yoo ajajame malee yookiin haala amala hojichaatiin dhimmicha akka beekuu yoo taasifameen alatti miseensi poolisii kamiyyuu haala hojii sochii poolisii, bobba'iinsa, hidhannoo fi odeeffannoowwan walfakkaatan qaama dhimmi hin ilaallanneef dabarsanii kennuu dhiisuu,
  - (e) Miseensi poolisii faayidaa mataa isaa, fira dhiigaa yookiin firoottan fuudhaa fi heerumaan waliin, bu'adhaan walqabatee fi sababa ittigaafatamummaa hojii isaatiin dhimma walitti bu'iinsa uumu yoo isa qunname ittigaafatamaa isaatiif barreeffamaan beeksisuu fi walitti bu'iinsa faayidaa dhabamsiisuuf bu'uura qajeelfama ittigaafatamaa isaatiin kennamuun raawwachuu,

- (ለ) የሀገሪቱንና የክልሉን ሕገ መንግሥት፣ ኢትዮጵያ ተቀብላ የፈረመቻቸውን ዓለም አቀፍ የሰብዓዊ መብት ስምምነቶችና ሌሎች ሕጎችን የማክበርና የማስከበር፤
- (ሐ) ማንኛውንም ዓይነት የወንጀል ድርጊት በጽናት መከላከልና ራሱም ከወንጀል ነፃ መሆን።
- ፪) ሥራውን በማስተዋል፣ በመልካም ሥነ ምግባር፣ በታጋሽነትና በከፍተኛ ጥንቃቄ ማከናወን፡-
  - (ሀ) መገኘት በለሌበት አካባቢ አለመገኘት፣ የራሱንና የተቋሙን ክብር መጠበቅ፤
  - (ለ) የሥራ ሰዓትን በማክበር ለሌሎች ሰዎች መልካም እርዳታ መሆን፤
  - (ሐ) በሌሎች ሕግ የተደነገገው እንዳለ ሆኖ፣ የሀገርን፣ የክልልን፣ የሕዝብንና የግለሰብን ደህንነት የሚመለከቱ መረጃዎችን በሚስጥር መጠበቅ፤
  - (መ) ሥልጣን ባለው አካል ካልታዘዘ በስቀር ወይም ከሥራው ባሕሪ አንፃር ጉዳዩን እንዲያውቀው ካልተደረገ በስተቀር ማንኛውም የፖሊስ አባል የፖሊስን የሥራ እንቅስቃሴ ሁኔታ፣ ስምሪት፣ ትጥቅና ተመሳሳይ መረጃዎችን ለማይመለከተው አካል አሳልፎ አለመስጠት፤
  - (ሠ) የፖሊስ አባል ክራሱ፣ ከሥጋ ዘመዱ ወይም ከጋብቻ ዘመዶቹ ጥቅም ጋር የተያያዘና በሥራው ኃላፊነት ምክንያት ግጭት የሚፈጥር ጉዳይ ሲያጋጥመው ለኃላፊው በጽሑፍ ማሳወቅና የጥቅም ግጭትን ለማስወገድ ከኃላፊው በሚሰጠው መመሪያ መሠረት ማከናወን፤

- (b) Respect and protect the federal and region's Constitution, international human right agreements accepted and signed by Ethiopia and other laws;
- (c) Resolutely prevent any kind of criminal act and refrains himself from crime.
- 2) Discharge his duties with consideration, good ethics, patience and great care:
  - (a) Avoid frequenting indecent places and preserve his personal and institutional reputations;
  - (b) Be a role model for others by respecting working hours;
  - (c) Without prejudice to the provisions by other laws, keep the secrecy of classified information relating to the security of the country, region, the people and private individuals;
  - (d) Refrain from disclosing information concerning the operations, deployment, weapons and related information of the police to a body not concerned except where ordered so by the authorized body or the person should have access to such information because of the nature of his duty;
  - (e) Inform in writing to his superior any conflict of interest with his benefit or that of a person related to him by consanguinity or affinity related with benefit and his work responsibility; and discharge his responsibilities in a manner that could avoid the conflict of interest when so directed by his head;

- (f) Ramaddii hojii idilee isaa irratti guutumaan guutuuti beekumsaa fi dandeettii isaatti fayyadamuun raawwachu,
- (g) Ajaja seera qabeessa ta'e qaama ol'aanaa fi ittigaafatamaa isaa irraa kennamu kamiyyuu raawwachu,
- (h) Hoogganaa sadarkaa sadarkaan jiru kabajuu,
- (i) Hojii isaa ammaalaajummaan hojjachuu dhiisuu fi of isaatiifis ammaalajummaa keessa galee hojjachuu dhiisuu,
- (j) Faayidaa hin malle argachuuf yookiin nama biroof argamsiisuuf aangoo isaa haguuggii godhachuun fayyadamuu dhiisuu,
- (k) Sababa hojii isaatiin walqabateen tajaajila kenneef yookiin kennuuf kenna yookiin faayidaa addaa karaa kallattiin yookiin alkallattiin nama irraa fudhachuu dhiisuu,
- (l) Dhimma hojii poolisii fi dhaabbatichaa waliin walqabatu hoogganaa ol'aanaa dhimmi isaa ilaallatu osoo hin hayyamsisiin gosa buusii kamiyyuu walitti qabu dhiisuu fi dhimmoota kana fakkaatan kamiyyuu raawwachu dhisuu,
- (m) Giddugaleessummaa eegu fi bakka Komishiniin yookiin qaamni hooggansaa sadarkaa sadarkaan jirutti ramadetti deemee hojjachuu,
- (n) Hidhannoo fi uffata seeraa hojiif kennameef beekamtii Komishinichaatiin ala qaama sadaffaaf dabarsanii kennuu dhiisuu.

- (ረ) በተመደበበት መደበኛ ሥራ ክህሎትና እውቀትን ሙሉ በሙሉ በመጠቀም ማከናወን፤
- (ሰ) ከበላይ አካልና ከኃላፊው የሚሰጠውን ማንኛውንም ሕጋዊ የሆነ ትእዛዝ መፈፀም፤
- (ሸ) በየደረጃው ያለውን ኃላፊ ማክበር፤
- (ቀ) ሥራውን በአማላጅ አለመሥራትና ለራሱም በአማላጅነት ውስጥ ገብቶ አለመስራት፤
- (በ) የማይገባውን ጥቅም ለማግኘት ወይም ለሌላ ሰው ለማስገኘት ሥልጣኑን ሽፋን በማድረግ አለመጠቀም፤
- (ተ) ከሥራው ጋር በተያያዘ ምክንያት ለሰጠው ወይም ለሚሰጠው አገልግሎት ስጦታ ወይም ልዩ ጥቅም በቀጥታ ወይም በተዘዋዋሪ መንገድ ከሰው አለመቀበል፤
- (ፑ) ከፖሊስና ከድርጅቱ ሥራ ጋር በተያያዘ ጉዳይ የሚመለከተውን የበላይ ኃላፊ ሳያስፈቅድ ማንኛውንም ዓይነት መዋጮ አለመስብሰብና ማንኛውንም ተመሳሳይ ጉዳዮች አለመፈፀም፤
- (ኀ) ማዕከላዊነትን መጠበቅና ኮሚሽኑ ወይም በየደረጃው ያለው የአመራር አካል በመደበው ቦታ ሄዶ መሥራት፤
- (ኘ) ለሥራ የተሰጠውን ትጥቅና ደንብ ልብስ ከኮሚሽኑ እውቅና ውጪ ለሦስተኛ አካል አሳልፎ አለመስጠት፡፡

**፶፮. ኃይል ስለመጠቀም**

- ፩) ማንኛውም የፖሊስ አባል ኃላፊነቱን በሚወጣበት ወቅት ግልጽ የሆነ ተቃውሞ ካጋጠመውና ሌላ አማራጭ ከአጣ ተመጣጣኝ የሆነ ኃይል ሊጠቀም ይችላል፤

- (f) Discharge his duties to the best of his knowledge and ability;
- (g) Execute any lawful order given to him by superior body or his superior;
- (h) Respect management of each hierarchies;
- (i) Avoid working under being lobbied by others, and refrain from lobbying others;
- (j) Refrain from using his authority to obtain undue benefits for himself or for others;
- (k) Refrain from taking a gift or any special benefit directly or indirectly from any person for the service he has delivered or expected to deliver in relation to his duties;
- (l) (1)Refrain from collecting any type of contribution in relation with police activities or the institution without authorization by the concerned higher official and refrain from any related issues;
- (m) Respect the order of each hierarchies and work going to the place where the management body at each hierarchies assigns him;
- (n) Refrain from giving the weapons and uniform given to him to third party without the knowledge of the commission.

**55. Use of Force**

- 1) Any police member may use proportionate force where he faces a clear resistance while discharging his duties and where other options are not available;

**55. Humnatti Fayyadamuu**

- 1) Miseensi poolisii kamiyyuu ittigaafatamummaa isaa yammuu bahu mormiin ifa ta'e yoo isa qunnamee fi filannoo biraa yoo dhabe humna walgituutti fayyadamuu ni danda'a.

- 2) Bu'uura keewwata kana keewwata xiqqaa 1 tiin miseensi poolisii kamiyyuu meeshaa waraanaatti fayyadamuu kan danda'u:
  - (a) Miseensicha irratti yookiin nama biroo irratti ajjeechaa fi miidhaa qaamaa cimaa irra gahu yookiin qabeenya dantaa mootummaa fi ummataa irra gahuu danda'u ittisuuf,
  - (b) Humna balleessaa meeshaa waraanaan deeggaramuun heera mootummaa diiguuf socho'u ittisuuf,
  - (c) Shakkamaa yakka cimaa raawwatee baduuf yaalu too'annaa seeraa jala oolchuuf yookiin shakkamaa iddoo too'anaatii baduuf yaalaa jiru yookiin yakkamaa murtii argatee baduuf yaalu qabuuf,
  - (d) Akkaataa keewwata kana keewwata xiqqaa 2 (a-c) jalatti ibsamaniin meeshaa waraanaatiin fayyadamuun kan danda'amu tarkaanfileen kanneen birootti fayyadamuun quubsaa ta'e kan hin argamne yoo ta'e qofaadha.
  - (e) Tarkaanfiin madaalawaa fudhatamu kamiyyuu miidhaa cimaa gahuu malu karaa hir'isuu danda'uun ta'uu qaba.

- 3) Bu'uura keewwata kana keewwata xiqqaa 2 (d) tiin miseensii poolisii meeshaa waraanaa fayyadamee:
  - (a) Nama miidhaan irratti qaqqabe hatattamaan akka yaala argatu gochuu, fi
  - (b) Haala uumame qaama ol'aanaa dhimmi ilaaluuf hattattamaan gabaasa gochuu qaba.

**56. Akkaataa Qabiinsaa fi Itti Fayyadama Qabeenyaa**

- 1) Miseensi poolisii kamiyyuu qabeenya mootummaa hojiif kennameef haala seera qabeessa ta'een eeguu fi kaayyoo karoofame qofaaf oolchuuf ittigaafatamummaa qaba.

፪) በዚህ አንቀጽ ንዑስ አንቀጽ ፩ መሠረት ማንኛውም የፖሊስ አባል የጦር መሣሪያ ሊጠቀም የሚችለው፡-

- (ሀ) በአባሉ ወይም በሌላ ሰው ላይ ሊደርስ የሚችለውን ግድያና ከፍተኛ የአካል ጉዳት ወይም በመንግሥትና በህዝብ ንብረት ላይ ሊደርስ የሚችለውን ጥቃት ለመከላከል፤
- (ለ) በጦር መሣሪያ ታግዞ ሕገ መንግሥቱን ለማፍረስ የሚንቀሳቀስ የጥፋት ኃይልን ለመከላከል፤
- (ሐ) ከባድ ወንጀል ፈጽሞ ለማምለጥ የሚሞክር ተጠርጣሪን በሕግ ቁጥጥር ሥር ለማዋል ወይም ከቁጥጥር ሥር ካለበት ቦታ ለማምለጥ የሚሞክር ተጠርጣሪን ወይም ውሳኔ አገኝቶ ለማምለጥ የሚሞክር ወንጀለኛን ለመያዝ፤
- (መ) በዚህ አንቀጽ ንዑስ አንቀጽ ፪ (ሀ-ሐ) ሥር በተገለጹት መሠረት በጦር መሣሪያ መጠቀም የሚችለው በሌሎች አርምጃዎች መጠቀም በቁሆኖ ሳይገኝ ሲቀር ብቻ ነው፤
- (ሠ) ማንኛውም የሚወሰድ ተመጣጣኝ አርምጃ ሊደርስ የሚችለውን ከፍተኛ ጉዳት መቀነስ በሚችል መንገድ መሆን አለበት።

፫) በዚህ አንቀጽ ንዑስ አንቀጽ ፪ (መ) መሠረት የጦር መሣሪያ የተጠቀመ አባል፡-

- (ሀ) ጉዳት የደረሰበትን ሰው በአስቸኳይ የህክምና አርዳታ እንዲያገኝ ማድረግ፤ እና
- (ለ) ስለተፈጠረው ሁኔታ ለሚመለከተው የበላይ አካል በአስቸኳይ ሪፖርት ማድረግ አለበት።

**፶፮. የንብረት አያያዝና አጠቃቀም ሁኔታ**

- 1) ማንኛውም የፖሊስ አባል ለሥራ የተሰጠውን የመንግሥት ንብረት ሕጋዊ በሆነ ሁኔታ መጠበቅና፤ ለታቀደለት ዓላማ ብቻ የማዋል ኃላፊነት አለበት፤

2) Any police member may use firearms pursuant sub article 1 of this article:

- (a) To prevent death and grave bodily injury to be caused on him or other person or damage to be caused on government or public properties;
- (b) To prevent the move of destructive force supported firearms to destroy the Constitution;
- (c) To apprehend dangerous suspect attempting to escape from the crime he has committed or a suspect who is trying to escape from detention or convicted prisoner from escaping;
- (d) Use of firearms pursuant to sub-article 2 (a-c) of this article is possible only where the use of other measures is found insufficient;
- (e) Any proportional measure to be taken shall be in a way that reduces grave injury that may be caused;

3) A police member who has used firearms pursuant to sub-article 2(d) of this Article shall:

- (a) Make the injured person get medical treatment urgently; and
- (b) Submit a report of the incident forthwith to the concerned higher body.

**56. Handling and Use of Resources**

- 1) Any police member shall have the duty to protect lawfully and to use government resources assigned to him to discharge his duties only for their intended purposes;



- 2) Keewwata kana keewwata xiqqaa 1 jalatti kan tumame akkuma eegametti ta'ee hoog-ganaan sadarkaa sadarkaadhaan jiru haala qabiinsaa fi itti fayyadama qabeenyaa hordofuu fi too'achuuf ittigafatamummaa ni qaba.
- 3) Beekamtii Komishinichaatiin alatti qabeenya hojiif itti kenname kamiyyuu qaama sadaffaaf dabarsee kennuu hin qabu.
- 4) Miseensi poolisii kamiyyuu qabeenya hojii isaa akka ittiin raawwatuuf kennameef irra miidhaa gahuuf yookiin yoo bade kan ittigaafatamuu danda'u miidhaan yookiin balleessaan qaqqabe miseensichi ta'e jedhee yookiin maal na dhibeedhaan kan geessise yoo ta'e qofaadha.

**57. Hojii Kan Biraa Hojjachuu**

- 1) Miseensi poolisii kamiyyuu tajaajila Komishinichaaf kennu kan hir'isu yookiin dirqama ogummaa isaa waliin kan walitti bu'u yookiin kan wal hin simne hojii biroo kamiyyuu hojjachuu hin qabu.
- 2) Keewwata kana keewwata xiqqaa 1 jalatti kan tumame akkuma jirutti ta'ee miseensi poolisii kamiyyuu yeroo boqannaa isaa Komishinichatti beeksisee hojii kan biraa hojjachuu ni danda'a.

**58. Qoranna Yaalaatiif Dhiyaachuu**

- 1) Miseensi poolisii kamiyyuu qorannaa HIV/AIDS tiin alatti sababa gahaa hojii isaa waliin walqabatuun qorannaa yaalaa akka taasisu Komishinichaan yoo gaafatame qoratamuuf dirqama qaba.
- 2) Bu'uura keewwata kanaa keewwata xiqqaa 1 tiin qorannaan yaalaa taasifamu baasiin isaa Komishinichaan kan uwwifamu ta'a.

- ፪) በዚህ አንቀጽ ንዑስ አንቀጽ ፩ ሥር የተደነገገው እንደተጠበቀ ሆኖ፤ በየደረጃው ያለ አመራር የንብረት አያያዝና አጠቃቀም ሁኔታን የመከታተልና የመቆጣጠር ኃላፊነት አለበት፤
- ፫) ከኮሚሽኑ አውቅና ውጪ ለሥራ የተሰጠውን ማንኛውንም ንብረት ለሦስተኛ አካል አሳልፎ መስጠት የለበትም፤
- ፬) ማንኛውም የፖሊስ አባል ሥራውን እንዲያከናውንበት የተሰጠው ንብረት ላይ ለሚደርስ ጉዳት ወይም መጥፋት እዳ ተጠያቂ የሚሆነው ጉዳቱ ወይም የደረሰው መጥፋት አባሉ ሆን ብሎ ወይም በቸልተኝነት ያደረሰ እንደሆነ ብቻ ነው፡፡

**፺፰. ሌላ ሥራ ስለመስራት**

- ፩) ማንኛውም የፖሊስ አባል ለኮሚሽኑ የሚሰጠውን አገልግሎት የሚያጓድል ወይም ከመያወጃ ግዴታ ጋር የሚጋጭ ወይም የማይጣጣም ማናቸውንም ሌላ ሥራ መስራት የለበትም፤
- ፪) በዚህ አንቀጽ ንዑስ አንቀጽ (፩) ሥር የተደነገገው እንዳለ ሆኖ፤ ማንኛውም የፖሊስ አባል ኮሚሽኑን አሳውቆ በዕረፍት ጊዜው ሌላ ሥራ ሊሠራ ይችላል፡፡

**፺፯. ለህክምና ምርመራ ስለመቅረብ**

- ፩) ማንኛውም የፖሊስ አባል ከኤች.አይ.ቪ/ኤድስ ምርመራ በስተቀር ከሥራው ጋር በተያያዘ በበቂ ምክንያት የህክምና ምርመራ እንዲያደርግ በኮሚሽኑ ሲጠየቅ የመመርመር ግዴታ አለበት፤
- ፪) በዚህ አንቀጽ ንዑስ አንቀጽ ፩ መሠረት ለሚደረገው የህክምና ምርመራ የሚያስፈልገው ወጪ በኮሚሽኑ የሚሸፈን ይሆናል፡፡

- 2) Without prejudice to the provision of sub article (1) of this article, the management at each hierarchies shall have the responsibility to follow up and supervise the handling and use of the resources;
- 3) Any police member shall not give the resource assigned to him to discharge his duty to a third party without the knowledge of the commission;
- 4) Any police member shall be liable for the damage or loss of resources assigned to him to discharge his duties if the damage or the loss has resulted from his intentional or negligent act.

**57. Engagement in another Work**

- 1) Any police member shall not engage in any other business which may impair the service he provides to the commission or is in conflict or inconsistent with his professional duties;
- 2) Without prejudice to the provision of sub article (1) of this article, any police member may, up on notifying the Commission may engage in another work during his leisure time.

**58. Submission for Medical Examination**

- 1) Any police member shall, except for HIV/AIDS test, submit himself for medical examination when required by the Commission for good cause related to his duties;
- 2) The cost of medical examination to be carried out in accordance with sub-article 1 of this article shall be covered by the Commission.

**59. Uffannaa Seeraa**

- 1) Miseensi poolisii kamiyyuu:
  - (a) Yeroo hojii isaa irra jiru uffata seeraa qulqullinni isaa eegame guutee uffachuu fi uffannaa seeraa isaa irratti mallattoo gonfoo kenna-meef godhachuu, yookiin
  - (b) Sababa ramaddii amala hojii isaatiin uffannaa seeraa kan hin uffanne yoo ta'e uffata bakka uffannaa seeraa isaaf kenname uffachuuf dirqama ni qaba.
- 2) Miseensi poolisii kamiyyuu uffannaa seeraa isaaf kenname nama biraaf ergisuu, kennuu fi gurguruu hin danda'u.
- 3) Miseensi poolisii kamiyyuu yammuu uffata seeraa isaa uffatu qubeelaa gaa'ilaatiin alatti meeshaalee bareedinaa kan biroo godhachuu hin qabu. Haalli raawwii isaa Qajeelfama bahuun kan murtaa'u ta'a.

**60. Hariiroo Ummata Waliin Jiraachuu Qabu Miseensi poolisii kamiyyuu:**

- 1) Hariiroon ummata waliin qabu; tokkummaa, walqixxummaa, eenyummaa, safuu, aadaa, amantaa fi duudhaa ummataa kabajuu qaba;
- 2) Ayyaana ummataa kabajamu irratti uffata seeraa uffachuun seera kabachiisuuf ittigaafat-amummaa ni qaba.

**61. Gochaawwan Dhorkaman**

Miseensa poolisii kamiifiyyuu gochaawwan armaan gadii raawwachuun dhorkaadha:

- 1) Finciila hojii dhaabuu yookiin kora/walgahii seeraan alaa irratti hirmaachuu,
- 2) Hiriira nagaa gochuu yookiin keessatti hirmaachuu,
- 3) Miseensa yookiin deeggaraa dhaaba siyaasaa kamiyyuu ta'uu,
- 4) Haala kaminiyyuu dhoksaanis ta'e ifatti sochii dadammaqsuu siyaasaa tasisuu,

**፶፱. ስለደንብ ልብስ**

- ፩) ማንኛውም የፖሊስ አባል:-
  - (ሀ) በሥራው ላይ በሚሆንበት ወቅት ንጽህናው የተጠበቀ የደንብ ልብስ አሟልቶ መልበስና በደንብ ልብሱ ላይ የተሰጠውን የማዕረግ ምልክት ማድረግ፤ ወይም
  - (ለ) በሥራው ባህሪ ምደባ ምክንያት ደንብ ልብስ የማይለብስ ከሆነ በደንብ ልብስ ምትክ የተሰጠውን ልብስ የመልበስ ግዴታ አለበት።
- ፪) ማንኛውም የፖሊስ አባል የተሰጠውን ደንብ ልብስ ለሌላ ሰው ማዋስ፤ መስጠትና መሸጥ አይችልም፤
- ፫) ማንኛውም የፖሊስ አባል ደንብ ልብሱን ሲለብስ ከጋብቻ ቀለበት ውጪ ሌላ ጌጣጌጥ ማድረግ የለበትም፤ አፈፃፀሙ በሚወጣ መመሪያ የሚወሰን ይሆናል።

**፷. ከህዝብ ጋር መኖር ስለሚገባው ግንኙነት**

- ማንኛውም የፖሊስ አባል:-
- ፩) ከህዝብ ጋር በሚኖረው ግንኙነት የህዝቡን አንድነት፤ እኩልነት፤ ማንነት፤ እሴት፤ ባህል፤ ሀይማኖትና ወግ ማክበር አለበት፤
- ፪) በሚክበር ህዝባዊ በዓላት ላይ ደንብ ልብሱን በመልበስ ሕግን የማስከበር ኃላፊነት አለበት።

**፷፩. የተከለከሉ ድርጊቶች**

- ማንኛውም የፖሊስ አባል የሚከተሉትን ድርጊቶች መፈጸም የተከለከለ ነው:-
- ፩) የሥራ ማቆም አድማ ወይም አመፅ ወይም ሕገወጥ ስብሰባ ላይ መሳተፍ፤
- ፪) ሰላማዊ ሰልፍ ማድረግ ወይም መሳተፍ፤
- ፫) የማንኛውም ፖለቲካ ድርጅት አባል ወይም ደጋፊ መሆን፤
- ፬) በማንኛውም ሁኔታ በስውርም ሆነ በግልፅ የፖለቲካ ቅስቀሳ ማድረግ፤ እና

**59. Uniform**

- 1) Any police member shall:
  - (a) Wear his clean and complete uniform while on duty and put his rank insignia on the uniform; or
  - (b) Wear clothes provided as a replacement if not required to wear uniform due to his position of assignment;
- 2) Any police member shall not lend, give and sale his uniform to other persons;
- 3) Any police member shall not wear jewelry, except marriage ring, with his uniform. Its implementation particulars shall be determined by the directive to be issued.

**60. Relationship with the public**

- Any police member shall:
  - 1) In his relation with the public respect the unity, equality, identity, morality, culture, religion and customs of the people;
  - 2) Wear uniform and maintain law and order during the celebrations of public holidays.

**61. Prohibited Acts**

It is prohibited for any police member to perform the following acts:

- 1) Participate in a strike or in unlawful meetings or gatherings;
- 2) Conduct or participate in a demonstration;
- 3) Be a member or supporter of any political organization;
- 4) Conduct political agitation overtly or covertly;

5) Dorgommii filannoo taasifam-uuf dhaaba siyaasaa kamiyyuu yookiin nama deeggaruus ta'ee mormuun, kakaasuun yookiin Asxaa dhaaba siyaasaa kamiyyuu yookiin mallattoo filannoof itti fayyadamu bakka kamittiyyuu qabachuun yookiin fayyadamuun dhorkaadha.

**62. Filannoo Irratti Hirmaachuu**

- 1) Miseensi poolisii kamiyyuu filannoowwan mootummaan gaggeeffaman irratti mirga filachuu ni qaba. Haa ta'u malee dorgomuu yoo barbaade tumaaaleewwan Dambii kanaa akkuma eeggametti ta'ee dursa hojii gadi lakkisuu qaba.
- 2) Dorgommii filannootiif miseensi poolisii hojii gadi lakkise filannoon moo'us moo'atamus miseensa poolisummaatiin deebi'uu fi qaxaramuu hin danda'u.

**63. Qabeenya Deebisuu**

- 1) Miseensi poolisii sababa kaminiyyuu hojii irraa gaggeeffame meeshaa waraanaa hidhannoo, Asxaa, fiishkaa, waraqaa eenyummaa, aanadaa fi qabeenya adda addaa Komishinichaa harka isaa jiru deebisu qaba.
- 2) Komishinichi qabeenya mooutummaa miseensicha harka jiruu fi maallaqa leenjiiif baasii ta'ee yoo jiraate akka deebisu akkaataa Dambii kanaa fi seerota birootiin gaafachuuf mirga ni qaba.

**64. Qaamolee Hawaasaa Deeggarsa Addaa Barbaadan**

Miseensi poolisii kamiyyuu daa'imman, dubartoota, manguddootaa fi namoota qaama midhaamtoota ta'an yakka rawwatani yoo argamanii fi yakki isaan irratti rawwatamee yoo argame kara haamilee isaanii hin tuqneen kunuunsee qabuu fi tajaajila si'ataa kennuuf dirqama qaba.

፭) ለምርጫ የሚደረግ ውድድር ውስጥ ማንኛውንም የፖለቲካ ድርጅት ወይም ሰው በመደገፍም ሆነ በመቃወም ቅስቀሳ ማድረግ ወይም የማንኛውንም ፖለቲካ ድርጅት ዓርማ ወይም ለምርጫ የሚጠቀምበትን ምልክት በማንኛውም ቦታ መያዝ ወይም መጠቀም የተከለከለ ነው።

**፩፻. ለምርጫ ስለመሳተፍ**

- ፩) ማንኛውም የፖሊስ አባል በመንግሥት በሚካሄዱ ምርጫዎች የመምረጥ መብት አለው፤ ይሁን እንጂ ለመወዳደር ከፈለገ የዚህ ደንብ ድንጋጌዎች እንደተጠበቁ ሆነው በቅድሚያ ሥራ መልቀቅ አለበት፤
- ፪) ለምርጫ ውድድር ለመሳተፍ ሥራውን የለቀቀ የፖሊስ አባል በምርጫው ቢያሸንፍም ቢሸነፍም ወደ ፖሊስ አባልነት መመለስና መቀጠር አይችልም።

**፳፫. ንብረት ስለመመለስ**

- ፩) በማንኛውም ምክንያት ከሥራ የተሰናበተ የፖሊስ አባል በእጁ የሚገኙትን የጦር መሠሪያ፣ ትጥቅ፣ አርማ፣ ፊሽካ፣ የመተወቂያ ካርድ፣ ሰነድና የተለያዩ የኮሚሽኑን ንብረት መመለስ አለበት፤
- ፪) ኮሚሽኑ በአባሉ እጅ ያሉትን የመንግሥት ንብረት ወይም አባሉን ለማስልጠን ወጪ የሆነ ገንዘብ ካለ አባሉ እንዲመልስ በዚህ ደንብ ወይም በሌሎች ሕጎች መሠረት የመጠየቅ መብት አለው።

**፳፬. ልዩ ድጋፍ የሚያስፈልጋቸው የሕብረተሰብ ክፍሎች**

ማንኛውም የፖሊስ አባል ህፃናት፣ ሴቶች፣ አረጋውያንና አካል ጉዳተኞች ወንጀል ፈጽመው ሲገኙና ወንጀል ተፈጽሞባቸው ሲገኙ ስሜታቸውን በማይነካ መንገድ አንክባክቦ መያዝና ቀልጣፋ አገልግሎት የመስጠት ግዴታ አለበት።

5) Agitate for or against any political organization or person in campaigning for election or carry or use in any place the emblem of any political organization or any sign it uses for election campaign.

**62. Participation in Election**

- 1) Any police member shall have the right to vote in any election conducted by government; provided; however, that if he wants to compete for election, he has to resign from his duty subject to the provisions of this Regulation;
- 2) A police member who has resigned from his duty to compete for election shall not be returned or reemployed as a police member irrespective of his election result.

**63. Returning Properties**

- 1) Any police member who is dismissed from his job for any reason shall return weapon, gun, emblem, frisk, identity card, document and different properties of the commission in his hand;
- 2) The commission shall have the right to claim the government property and the money spent for training if any from the member in accordance with this regulation or other laws to return.

**64. Part of the society in need of special support**

Any member shall have the duty to treat with special care and give effective service in a way that do not affect their morality to children, women, elders and persons with disabilities when they are found committed crime or a crime is committed on them.



65. **Ittigaafatamummaa**  
Miseensi poolisii kamiyyuu seera cabsuun murtii inni murteessisu yookiin sababa gocha raawwateen miidhaa qaqqabuuf ittigaafatamaa ta'a.

**Kutaa Sagal**

**Tarkaanfi Naamusaa Fi Haala Komiin Itti Dhiyaatu**

66. Kaayyoo Adabbii Naamusaa  
Kaayyoon adabbii naamusaa miseensa poolisii hanqina naamusaa raawwateef gara fuulduraaf gaabbee akka sirraa'uu fi hojii isaa haala gaariin akka raawwatu akkasumas miseensotni biroo akka irraa baratan taasisuudha.

**67. Balleessaawwan Naamusaa Salphaa**

Miseensi poolisii gochaawwan balleessaa naamusaa armaan gadii raawwatee yoo argame balleessaa naamusaa salphaadhaan itti gaafatama:

- 1) Uffata seeraa mallattoo gulantaa waliin guuttatee uffachuu dhabuu yookiin baajii yookiin lakkoofsa ittiin beekumsaa godhachuu dhabuu;
- 2) Miseensa gulantaan isa caaluu fi hoogganaa isaa oliif nagaa poolisii kennuu dhabuu, akkasumas hoogganaa isaa olii kabajuu dhiisuu fi qaaneesuu;
- 3) Miseensota isaa gadii tuffachuu fi rifachiisuu;
- 4) Iddoo hojiitti argamanii hojii irratti bobba'uu dhabuu;
- 5) Sa'aatii hojiitti walitti qabamanii odeessuu;
- 6) Hir'inni naamusaa raawwatu amuu isaa osoo beekuu qaama dhimmi ilaaluuf beeksisuu dhabuu;
- 7) Qulqullina dhuunfaa isaa eegachuu dhabuu;
- 8) Uffata seeraa uffatanii iddoo hin taanetti argamuu;

፳፭. **ተጠያቂነት**  
ማንኛውም የፖሊስ አባል ሕግን በመጣስ በሚያስወስነው ውሳኔ ወይም በፈጸመው ድርጊት ምክንያት ለሚደርሰው ጉዳት ተጠያቂ ይሆናል።

**ክፍል ዘጠኝ**

**የሥነ ምግባር እርምጃና ቅሬታ የሚቀርብበት ሁኔታ**

፳፮. **የሥነ ምግባር ቅጣት ዓላማ**  
የሥነ ምግባር ቅጣት ዓላማ የሥነ ምግባር ጥፋትን የፈፀመ የፖሊስ አባል ተጸጽቶ ለወደ ፊት እንዲታረምና ሥራውን በጥንቃቄ እንዲያከናውን፤ እንዲሁም ሌሎች አባላት እንዲማሩበት ማድረግ ነው።

- ፳፯. **ቀላል የሥነ ምግባር ጥፋቶች**
- የሚከተሉትን የሥነ ምግባር ጥፋት ድርጊቶች ፈጸሞ የተገኘ የፖሊስ አባል በቀላል የሥነ ምግባር ጥፋት ይጠየቃል፡
    - ሐ) የደንብ ልብስ ከነማዕረግ ምልክቱ አሟልቶ አለመልበስ ወይም ባጅ ወይም መለያ ቁጥር አለማድረግ፤
    - ለ) በማዕረግ ለሚበልጠው አባልና ለበላይ ኃላፊ ፖሊስ ሰላምታ አለመስጠት፤ እንዲሁም የበላይ ኃላፊን አለማክበርና ማሸማቀቅ፤
    - ሐ) የበታች አባላትን መናቅና ማስደንገጥ፤
    - ለ) በሥራ ቦታ ተገኝተው በሥራ አለመሰማራት፤
    - ሐ) በሥራ ሰዓት ተሰብስቦ ማውራት፤
    - ለ) የሥነ ምግባር ጉድለት መፈጸሙን እያወቀ ለሚመለከተው አካል አለማሳወቅ፤
    - ለ) የራሱን የግል ንፅህና አለመጠበቅ፤
    - ለ) ደንብ ልብስን ለብሶ አልባሌ ቦታ መገኘት፤

65. **Liability**  
Any police member shall be liable for the damages caused as a result of his decision or action in violation of the law.

**Part Nine**

**Disciplinary measure and Grievance procedure**

66. Objectives of Disciplinary Penalties  
The objectives of disciplinary penalty is to rehabilitate the police member who commit disciplinary fault learning from his act and perform his work effectively make other members learn from it.

**67. Simple Disciplinary Offences**

A police member who is found to commit the following acts of disciplinary offences shall be liable in simple disciplinary offence:

- 1) Failure to wear complete uniform with the rank insignia, badge or identification number;
- 2) Failure to salute a member higher in rank and his superior as well as failure to give due respect and humiliating his superior;
- 3) Degrading and harassing his subordinates;
- 4) Failure to be on duty while being in the work place;
- 5) Chatting in groups during working hours;
- 6) Failure to notify a breach of discipline to the concerned body being aware of its commission;
- 7) Failure to keep his personal hygiene;
- 8) Being present at indecent place wearing his uniform;

- 9) Ofeeggannoo gochuu dhabuudhaan meeshaa waraanaa da-guudhan dhukaasuu;
- 10) Sababa quubsaa malee yookiin hayyama malee hanga guyyaa torbaa hojii irraa hafuu;
- 11) Sababa humnaan ol ta'e yoo isa qunname malee hoogganaa isaa dhiyoo osoo hin beeksiisiin sababa yaalaatiin hojii irraa hafuu;
- 12) Sa'aatii hojii dabarsanii galuu yookiin sa'aatiin bahumsaa osoo hin gahiin hojii irraa dursani bahuu;
- 13) Abbootii dhimmaa sababa quubsaa hin taaneen beellamaan deddeebisuu;
- 14) Tarkaanfii naamusaa fudhachuu dhabuu yookiin ittigaafatamummaa himannaa dhiyeesuu bahuu dhabuu;
- 15) B a l l e e s s a a w w a n naamusaa salphaa armaan olitti tarreeffamaniin waliin balleessaawwan ulfaatinni isaanii walfakkaatan kan biroo raawwatee yoo argame.

- 68. Balleessaawwan Naamusaa Cima**  
 Miseensi poolisii gochaawwan balleessaa naamusaa armaan gadii raawwatee yoo argame balleessaa naamusaa cimaadhaan itti gaafatama:
- 1) Balleessaawwan naamusaa salphaa yeroo lamaa fi isaa ol deddeebi'ee raawwatee yoo argame;
  - 2) Qajeelfama hojii fudhachuu dhabuu, humna guutuun hojjachuu dhabuu, maal na dhibee dhaan yookiin adeemsa sirna hojichaa cabsuudhaan hojii irratti miidhaa qaqqabsiisuu;
  - 3) Ta'e jedhanii gabaasa sobaa qaama ol'aanaaf kennuu;
  - 4) Gochaa hojii tokkummaa miseensotaa diigu irratti hirmaachuu;
  - 5) Ta'e jedhee hojiin akka hin hojjatamne jeequ yookiin warra jeeqan waliin hariiroo uumu;

- ሀ) ጥንቃቄ ባለመድረግ የጦር መሣሪያን በቸልተኝነት መተኮስ፤
- ለ) ያለበቁ ምክንያት ወይም ያለፈቃድ ለሰባት ተከታታይ ቀናት ከሥራ መቅረት፤
- ሐ) ከአቅም በላይ የሆነ ምክንያት ካላጋጠመው በስተቀር የቅርብ ኃላፊውን ሳያሳውቅ በህክምና ምክንያት ከሥራ መቅረት፤
- ተ) የሥራ ሰዓት አሳልፎ ሥራ መግባት ወይም የመውጫ ሰዓት ሳይደርስ ቀድሞ ከሥራ መውጣት፤
- ቀ) ባለጉዳዮችን በቁ ባልሆነ ምክንያት በቀጠሮ ማመለስ፤
- ቀ) የሥነ ምግባር እርምጃ አለመውሰድ ወይም ክስ የማቅረብ ኃላፊነትን አለመወጣት፤
- ቀ) ከዚህ በላይ ከተዘረዘሩት ቀላል የሥነ ምግባር ጥፋቶች ጋር ተመሳሳይ ክብደት ያላቸው ሌላ የሥነ ምግባር ጥፋቶችን ፈፅሞ ከተገኘ።

- ፳፰. ከባድ የሥነ ምግባር ጥፋቶች**  
 የሚከተሉትን የሥነ ምግባር ጥፋት ድርጊቶች ፈጸሞ የተገኘ የፖሊስ አባል በከባድ የሥነ ምግባር ጥፋት ይጠየቃል፡
- ሀ) ቀላል የሥነ ምግባር ጥፋቶችን ለሁለት ጊዜና ከዚያ በላይ በመደጋገም ፈፅሞ ከተገኘ፤
  - ለ) የሥራ ትእዛዝን አለማክበር፣ በሙሉ አቅም አለመስራት፣ በቸልተኝነት ወይም የአሠራር ሒደትን በመጣስ በሥራ ላይ ጉዳት ማድረስ፤
  - ሐ) ሆን ብለው ለበላይ አካል የሀሰት ሪፖርት መስጠት፤
  - ተ) የአባላትን የሥራ አንድነት በሚያናጋ ድርጊት ላይ መሳተፍ፤
  - ቀ) ሆን ብሎ ሥራ እንዳይሠራ ማወክ ወይም ከሚያውኩት ጋር መተባበር፤

- 9) Firing arms by negligent handling;
- 10) To be absent from duty for seven consecutive days without good cause or permission;
- 11) To be absent from duty due to health problem without informing his superior except in case of force majeure;
- 12) Being late from office and leaving office early;
- 13) Mistreating customers through procrastination;
- 14) Failure to discharge ones responsibility to take disciplinary measure or institute disciplinary charge; or
- 15) Committing any other offences of similar gravity with the simple disciplinary offences specified above under this Article.

- 68. Grave Disciplinary Offences**  
 A police member who has committed the following disciplinary offences shall be guilty of grave disciplinary offence:
- 1) Repeatedly committing simple disciplinary offences for two and more times;
  - 2) Disobedient to take work order, failing to perform a duty vigorously, performing negligently or affecting work through violating the working procedures;
  - 3) Intentionally giving false report to superior organ;
  - 4) Participating in acts that destabilize the unity of members;
  - 5) Deliberately obstructing work process or collaborating with those who are committing such offence;

- 6) Walitti aansee guyyaa saddeetii hanga guyyaa digdamaatti sababa quubsaa hin taaneen hojii irra hafuu;
- 7) Iddoo hojiitti lola uumuu yookiin walreebuu;
- 8) Machii dhaqneeffatanii yookiin baala sammu adoochuun fayyadamuu fi araadaan hojii miidhuu;
- 9) Bakka hojiittis ta'ee hojiidhaan ala gochaa haamilee ummataaf faallaa ta'e raawwachuu;
- 10) Faayidaa hin malle argachuuf jecha ragaa mana yaalaa kenamuufitti fayyadamuudhaan hojii biraa irratti bobba'uu;
- 11) Bakka hojiitti waa'ee amantaa lallabuu yookiin faarfannaa amantaa yookiin lallabawwan dhageessisuu yookiin suurawwan amantaa waliin walqabatan maxxansuu fi gochoota walfakkaatan raawwachuu;
- 12) Miseensa waliin hojjatu sobaan himachuu yookiin eeruu sobaa dhiyeessuu;
- 13) Ajaja Mana Murtii kabajuu dhabuudhaan adeemsa murtii danquu;
- 14) Uffata seeraa, Asxaa, waraqaa eenyummaa fi baajii nama hin malleef kennuu yookiin ergisuu yookiin meeshaa waraanaa daganoodhaan gatuu;
- 15) Hojii eegumsaa yookiin dirqama irratti muguu yookiin rafuu;
- 16) Qorannaa HIV/AIDSn alatti hojii wajjin kan walqabatan qorannaa fayyummaaf taasisamuuf hayyamamaa ta'uu dhabuu;
- 17) Wantoota mana boqonnaa shakkamaan keessa turu akka hin galle dhorkaman galchuu;
- 18) Ofeeggannoo gochuu dhabuudhaan meeshaa waraanaa gatuu;
- 19) Meeshaa waraanaa fayyadamuudhan hojjattoota waliin hojjatanii fi ittigaafatamaa isaa yookiin namoota biroo doorsisuu;

- ፩) በተከታታይ ከ፰-፰ ቀናት ያለበቁ ምክንያት ከሥራ መቅረት፤
- ፪) በሥራ ቦታ ጸብ መጫር ወይም መደባደብ፤
- ፫) ስከርን በመላመድ ወይም አደንዛዥ እፅ መጠቀምና በሱስ ምክንያት ሥራን መገዳት፤
- ፬) በሥራ ቦታም ሆነ ከሥራ ቦታ ውጪ ከህዝብ ሞራል ተቃራኒ የሆነ ተግባር መፈፀም፤
- ፭) የማይገባ ጥቅም ለማግኘት ሲባል በተሰጠው የህክምና ማስረጃ በመጠቀም ሌላ ሥራ ላይ መስማራት፤
- ፮) በሥራ ቦታ ስለሀይማኖት መስበክ ወይም የሀይማኖት ነክ መዝሙሮች ወይም ስብከቶች ማስማት ወይም ከሀይማኖት ጋር የተያያዙ ምስሎችን መለጠፍና ተመሳሳይ ተግባራትን መፈፀም፤
- ፯) አብሮ የሚሰራውን አባል በሀሰት መክሰስ ወይም የሀሰት ጥቆማ መስጠት፤
- ፱) የፍርድ ቤትን ትእዛዝ ባለማክበር የፍርድ አሰራርን ማስተንጎል፤
- ፲፬) ደንብ ልብስ፣ አርማ፣ መታወቂያ ካረድና ባጅ ለማይገባው ሰው መስጠት ወይም ማዋስ ወይም የጦር መሳሪያ በቸልተኝነት መጣል፤
- ፲፭) በጥበቃ ወይም በግዳጅ ሥራ ላይ ማንቀላፋት ወይም መተኛት፤
- ፲፮) ከኤች.አይ.ቪ/ኤድስ ምርመራ በስተቀር ከሥራ ጋር በተያያዘ የጤና ምርመራ ለማድረግ ፈቃደኛ አለመሆን፤
- ፲፯) ተጠርጣሪ በሚቆይበት ማረፊያ ቤት ውስጥ እንዳይገቡ የተከለከሉ ነገሮችን ማስገባት፤
- ፲፰) ጥንቃቄ ባለማድረግ የጦር መሳሪያ መጣል፤
- ፲፱) የጦር መሳሪያን በመጠቀም የሥራ ባልደረባውንና ሀላፊውን ወይም ሌሎች ሰዎችን ማስፈራራት፤

- 6) Being absent from work without good cause from eight to twenty consecutive days;
- 7) Causing or involving in physical violence at the place of work;
- 8) Harming work by being alcoholic or drug addict;
- 9) Committing acts contradictory to public morality at working place or elsewhere;
- 10) Engaging in other activities to get undue benefits by using sick leave;
- 11) Preaching religion, playing religious songs or teachings orally or posting religious pictures at the place of work and committing other similar acts;
- 12) Accusing or giving false information against a member with whom he is working;
- 13) Obstructing court proceedings by failing to observe any court order;
- 14) Giving or lending uniform, emblem, identity card and badge to a person not entitled or abandoning weapon negligently;
- 15) Feeling asleep or Sleep while on guard or duty;
- 16) Refusing to submit oneself to medical examination relating to work, with the exception of HIV/AIDS test;
- 17) Entering prohibited things in to the suspect detention house;
- 18) Abandoning a weapon by being negligent;
- 19) Intimidating his colleagues and superiors or other persons by using weapons;



- 20) Ofeeggannoo dhabiinsaana rasaasni meeshaa waraanaa akka dhuka'uu gochuun qaama namaa, lubbuu namaa yookiin qabeenya irratti miidhaa qaqqabsiisuu;
- 21) Yammuu seerri cabu osoo arguu irra darbuun dirqama ogummaa isaa bahuu dhabuu; 22)Haala adda ta'een balaaf kan isa saaxilu yoo ta'een alatti miseensa dirqama hojii Poolisii irratti madaa'e gargaaruu yookiin reenfa miseensa wareegamee kaasuu osoo danda'uu dhiisee deemuu yookiin nama sababa adda addaatiin miidhaan irra gahe gargaaruu osoo qabuu kan hin gargaarre;
- 23) Qamaa aangoo qabuun osoo hin hayyamamiin maqaa Komishinichaatiin qarshii walitti qabuu yookiin sassaabuu;
- 24) Gochoota mirga dhala namoomaa sarbanii fi heera mootummaa waliin faallaa ta'an raawwachuu;
- 25) Meeshaa waraanaa hidhate kireessuu, ta'e jedhee yakka ittin raawwachuu yookiin gurguruu;
- 26) Hojii dirqamaa irraa baqachuu yookiin bakka eegumsaa irraa baduu yookiin leenjii Komishinichi qopheessu kamiyyuu irratti hirmaachuu diduu; leenjii irra baduu;
- 27) Bakka hojiitti yookiin hojii alatti gochaa miidhaa koornayaa qaqqabsisu raawwachuu; 28) Matta'aa fudhachuu, kennuu yookiin akka kennamuuf gaafachuu fi haala mijeesuu; 29)Bakka hojiitti yookiin hojiin alatti gocha hanna, amantaa hir'isuu yookiin waliin dhahuu raawwachuu;
- 30) Qabeenya Komishinichaa irratti ta'e jedhamee yookiin maaltu na dhibee dhaan miidhaa geessisuu;

- ፳) ጥንቃቄ ባለማድረግ የጦር መሣሪያ ጥይት እንዲተኮስ በማድረግ በሰው አካል፣ በሰው ሕይወት ወይም በንብረት ላይ ጉዳት ማድረስ፤
- ፳፩) ሕግ ሲጣስ እያየ በማለፍ ሙያዊ ግዴታውን አለመወጣት፤
- ፳፪) በተለየ ሁኔታ ለአደጋ የሚያጋልጥ ካልሆነ በስተቀር በፖሊሳዊ ግዳጅ ላይ የቆሰለውን የፖሊስ አባል ህክምና እንዲያገኝ አለመርዳት ወይም የተሰዋውን የፖሊስ አባል አስከሬን ማንሳት እየቻለ ትቶ መሄድ ወይም በተለያዩ ምክንያት ጉዳት የደረሰበትን ሰው መርዳት እየቻለ አለመርዳት፤
- ፳፫) ሥልጣን ባለው አካል ሳይፈቀድ በኮሚሽኑ ስም ገንዘብ መሰብሰብ፤
- ፳፬) ሰብአዊ መብትን የሚጥሱና ከሕገ መንግሥት ጋር የሚጻፈሩ ድርጊቶችን መፈፀም፤
- ፳፭) የታጠቀውን የጦር መሳሪያ ማከራየት፤ በመሳሪያው ሆነ ብሎ ወንጀል መፈፀም ወይም መሸጥ፤
- ፳፮) ከግዳጅ ሥራ መሸሽ ወይም ከጥበቃ ቦታ ላይ መጥፋት ወይም ኮሚሽኑ በሚያዘጋጀው መንፍቅም ሥልጠና ላይ አለመሳተፍ፤ ከሥልጠና ላይ መጥፋት፤
- ፳፯) በሥራ ቦታ ወይም ከሥራ ቦታ ውጪ ያታዊ ጥቃት የሚያደርስ ድርጊት መፈፀም፤
- ፳፰) ጉብ መቀበል፣ መስጠት ወይም እንዲሰጠው መጠየቅና ሁኔታ ማመቻቸት፤
- ፳፱) በሥራ ቦታ ወይም ከሥራ ቦታ ውጪ የስርቆት፣ እምነት የማጉደል ወይም የማጭበርበር ተግባር መፈፀም፤
- ፴) በኮሚሽኑ ንብረት ላይ ሆነ ብሎ ወይም በቸልተኝነት ጉዳት ማድረስ፤

- 20) Causing bodily injury, death or property damage by making a bullet fired from his firearm by his failure to handle with care;
- 21) Failure to discharge one's duties by taking no measure seeing the violation of laws;
- 22) Failure to assist a police officer injured on duty or failure to pick up the dead body of a member or failure to help any person injured by various reasons except in special case which expose him to danger;
- 23) Collecting money in the name of the commission without permission of concerned body;
- 24) Committing acts violating human right and contrary to the Constitution;
- 25) Renting and intentionally committing a crime with the weapon he is armed or selling it;
- 26) Disappearing from duty or from guard post or refusing to participate on any training prepared by the commission or disappearing from training;
- 27) Committing an act endangering gender at work place or out of work places;
- 28) Accepting, giving or soliciting a bribe and facilitating condition;
- 29) Committing theft, breach of trust or fraudulent acts at working place or out of work places;
- 30) Intentionally or negligently causing damage on the property of the Commission;

- 31) Seeraan ala aangootti fayyadamuu yookiin aangoo seeraan hin kennamiineeffitti fayyadamuun faayidaa argachuu; mirga namaa dhiibuu;
- 32) Odeeffannoowwan iccitii ta'an nageenya waligalaa fi ergama Komishinichaa irratti miidhaa ol'aanaa geessisuu danda'an baasuu;
- 33) Sanada Komshinichaa yookiin abbaa dhimmaa dhoksuu, qaama biraa seeraan hin hayyammameef dabrsanii kennuu; fakkeessanii qopheessuu fi bal-leessuu;
- 34) Yeroo qaxaramus ta'ee erga qaxarameen booda ragaa sobaa kamiyyuu dhiyeessuu; 35) Chappaa, tiitarii yookiin Asxaa Komishinichaa, maxxansaalee fi unkaalee yookiin waraqaalee eenyummaatiin gocha waliindhahuu raawwachuu yookiin raawwachuuf yaaluu;
- 36) Miseensa dhaaba siyaasaa kamiyyuu ta'anii argamuu yookiin dhaaba siyaasaa deeggaruu yookiin mormuun socho'uu;
- 37) Shakkamaa fi sirreeffamaa seeraa murtii argate ta'e jedhee gatauu yookiin akka badu haala mi-jeessuu;
- 38) Balleessaawwan naamusaa keewwata kana keewwata xiqqaa 1 - 37 tti tarreeffaman waliin ulfaatinni isaanii kan walgitu balleessaawwan naamusaa kan biroo raawwachuu.

- ፱፩) ያለአግባብ በሥልጣን መጠቀም ወይም በሌላ ያልተሰጠውን ሥልጣን በመጠቀም ጥቅም ማግኘት፤ ሰብዓዊ መብትን መጣስ፤
- ፱፪) በጠቅላላ ደህንነትና በኮሚሽኑ ተልዕኮ ላይ ከፍተኛ ጉዳት ሊያደርሱ የሚችሉ ሚስጥር የሆኑ መረጃዎችን ማውጣት፤
- ፱፫) የኮሚሽኑን ወይም የባለጉዳይን ሰነድ መደበቅ፣ አግባብ ላልሆነ ለሌላ ወገን አሳልፎ መስጠት፣ አስመስሎ ማዘጋጀትና ማጥፋት፤
- ፱፬) በሚቀጠርበት ወቅትም ሆነ ከተቀጠረ በኋላ መንኛውንም የሀሰት ማስረጃ ማቅረብ፤
- ፱፭) የኮሚሽኑን ማሳተም፣ ቲተር ወይም አርማ፣ ህትመቶችና ቅፅዎች ወይም በመታወቂያ ካርዶች የማጭበርበር ድርጊት መፈፀም ወይም ለመፈፀም መሞከር፤
- ፱፮) የማንኛውም ፖለቲካ ፓርቲ አባል ሆኖ መገኘት ወይም የፖለቲካ ፓርቲን በመደገፍ ወይም በመቃወም መንቀሳቀስ፤
- ፱፯) ተጠርጣሪና በሌላ ውሳኔ ያገኘውን ታራሚ ሆነ ብሎ መልቀቅ ወይም እንዲጠፋ ሁኔታን ማመቻቸት፤
- ፱፰) በዚህ አንቀፅ ንዑስ አንቀፅ ፩-፱፯ ሥር ከተዘረዘሩት የሥነ ምግባር ጥፋቶች ጋር ከብደታቸው የሚመጣጠን ሌሎች የሥነ ምግባር ጥፋቶችን መፈፀም፡፡

- 31) Procuring undue advantage; violating persons rights by abusing power or using unlawful power;
- 32) Disclosing information classified as confidential that may cause serious damage on the general security and mission of the commission;
- 33) Hiding, transferring to another unauthorized person, forging and destroying documents of the Commission or a customer;
- 34) Submitting false evidence during or after employment;
- 35) committing or attempting to commit fraudulent acts by using the stamps, titers or emblem of the commission, printed documents and formats or identity cards;
- 36) Becoming a member of any political party or participating in favor or against a political party; or
- 37) Causing a suspect and prisoner to escape or facilitating condition for them to escape intentionally;
- 38) Committing any other disciplinary offences having similar gravity with the disciplinary offences specified under sub articles 1-37 of this article.

**69. Adabbii Naamusaa Salphaa**

- 1) Miseensi poolisii kamiyyuu Dambii kana keewwata 67 (1-8) jalatti balleessaawwan tumaman keessaa tokko yookiin kan walfakkaatan yeroo duraatiif yoo raawwatee argame akeekachiisa afaanii ittigaafatamaa dhiyoo isaatiin ni kennamaaf.
- 2) Miseensi poolisii kamiyyuu:
  - (a) Bu'uura keewwata kanaa keewwata xiqqaa 1 tiin erga adabameen booda irra deebi'ee balleessaawwan sana raawwatee yoo argame; yookiin

- ፷፱. ቀላል የሥነ ምግባር ቅጣት
- ፩) ማንኛውም የፖሊስ አባል በዚህ ደንብ አንቀፅ ፷፯ (፩-፰) ሥር ከተደነገጉት ጥፋቶች ውስጥ አንዱን ወይም ተመሳሳዩን ለመጀመሪያ ጊዜ ፈፅሞ የተገኘ እንደሆነ የቃል ማስጠንቀቂያ በቅርብ ኃላፊው ይሰጠዋል፤
- ፪) ማንኛውም የፖሊስ አባል፡-
  - (ሀ) በዚህ አንቀፅ ንዑስ አንቀፅ (፩) መሠረት ከተቀጣ በኋላ ያንኑ ጥፋቶች በድጋሚ ፈፅሞ ከተገኘ፤ ወይም

**69. Simple Disciplinary Penalties**

- 1) Any police member who commits any one of the offences provided under article 67 (1-8) of this Regulation or other similar offence for the first time shall be subject to oral reprimand by his immediate superior;
- 2) Any police member:
  - (a) Where he commits those offences for the second time after he has been penalized pursuant to sub-article 1 of this article; or

- (b) Dambii kana keewwata 67 (9-14) jalatti balleessaawan tumaman keessaa tokko yookiin kan walfakkaatan yeroo duraatiif yoo raawwatee argame ofeeggannoon barreeffamaa itti gaafatamaa dhiyoo isaatiin ni kennamaaf.
- (c) Miseensi poolisii akeekachiisa afaanii yookiin ofeeggannoon barreeffamaa kennameefii osoo jiruu irra deebi'ee balleessaa naamusaa salphaa sadarkaa Aanaatti yoo raawwate Gumii bulchiinsaa Aanaatiin, sadarkaa Godinaa, Magaalaa, Kollejii Poolisii Oromiyaa yookiin Komishiniitti yoo ta'e hoogganaa dhiyootiin mindaa ji'an argatu irraa hanga % 10 tti qarshiidhaan ni adabama.
- (d) Keewwata kana keewwata xiqqaa 2 (b) jalatti kan tumame akkuma eegametti ta'ee miseensi poolisii ofeeggannoo dhabiinsaan meeshaa waraanaa dhukaase gatii isaa dachaadhaan ni kaffala.

**70. Adabbii Naamusaa Cima**

- 1) Dambii kana keewwata 68 (1-18) jalatti balleessawwan tumaman keessaa tokko yookiin kan walfakkaatan yeroo jalqabaatiif miseensi poolisii balleessaa naamusaa raawwatee argame himannaan naamusaa itti dhiyaatee balleessaa ta'ee yoo argame mindaa ji'aan argatu irraa % 10 oli hanga mindaa ji'a tokkoo gahutti qarshiidhaan ni adabama.
- 2) Keewwata kana keewwata xiqqaa 1 jalatti kan tumame akkuma eegametti ta'ee miseensi poolisii ofeeggannoo dhabiinsaan meeshaa waraanaa gate gatii meeshaa waraanaa dachaadhaan ni kaffala.

- (ለ) በዚህ ደንብ አንቀጽ ፷፮ (፱-፲፬) ሥር ከተደነገጉት ጥፋቶች ውስጥ አንዱን ወይም ተመሳሳዩን ለመጀመሪያ ጊዜ ፈፅሞ የተገኘ እንደሆነ በቅርብ ኃላፊው የጽሑፍ ማስጠንቀቂያ ይሰጠዋል፤
- (ሐ) የፖሊስ አባል የቃል ወይም የጽሑፍ ማስጠንቀቂያ ተሰጥቶት እያለ በወረዳ ደረጃ በድጋሚ የሥነ ምግባር ጥፋት ከፈፀመ በወረዳ አስተዳደር ጉባኤ፣ በዞን፣ በከተማ፣ በኦሮሚያ ፖሊስ ኮሌጅ ወይም በኮሚሽን ከሆነ በቅርብ ኃላፊው ከሚያገኘው ደምዘ እስከ ፲% በገንዘብ ይቀጣል፤
- (መ) በዚህ አንቀጽ ንዑስ አንቀጽ ፪(ለ) ሥር የተደነገገው እንደተጠበቀ ሆኖ፣ ጥንቃቄ ባለማድረግ የጦር መሳሪያ የተኮሰ አባል የተኮሰውን ጥይት ዋጋ በእጥፍ ይከፍላል፡፡

- ፫. **ከባድ የሥነ ምግባር ቅጣት**
- ፩) በዚህ ደንብ አንቀጽ ፷፰ (፩-፲፰) ሥር ከተደነገጉት የሥነ ምግባር ጥፋቶች ውስጥ አንድ ወይም ተመሳሳይ ጥፋት ለመጀመሪያ ጊዜ አጥፍቶ የተገኘ የፖሊስ አባል በሥነ ምግባር ተኮሶ ጥፋተኛ ሆኖ ከተገኘ ከ፲% እስከ አንድ ወር የሚደርስ ገንዘብ በደምዘ ይቀጣል፤
- ፪) በዚህ አንቀጽ ንዑስ አንቀጽ ፩ ሥር የተደነገገው እንደተጠበቀ ሆኖ፣ በቸልተኝነት ወይም ጥንቃቄ በማጣት የጦር መሳሪያ የጣለ የፖሊስ አባል የጦር መሳሪያውን ዋጋ በእጥፍ ይከፍላል፤

- (b) Where he commits any one of the offences specified under article 67(9-14) of this regulation or any other similar offence for the first time shall be subjected to written warning by his immediate superior;
- (c) Where a police member commits simple disciplinary offence for the second time after oral reprimand or written warning at district level, he shall be subjected to fine penalty up to 10% of monthly salary by the district Administrative Assembly; where it is at the Zone, Town, oromia police college or Commission levels by immediate superior;
- (d) Without prejudice to the provision under sub article 2(b) of this article, a police member who fires a weapon negligently shall pay twice of its price.

**70. Rigorous disciplinary penalty**

- 1) A member who is proved to commit any one of the disciplinary offences specified under article 68 sub article 1-18 of this regulation or other similar disciplinary offences for the first time and found guilty upon a disciplinary charge brought against him shall be subjected to a fine from 10% up to his one month salary in birr;
- 2) Without prejudice to the provision of sub article 1 of this article, a police member who has lost weapon due to his negligence shall pay twice the price of such weapon;



- 3) Miseensi poolisii kamiyyuu:
  - a) Bu'uura keewwata kana keewwata xiqqaa 1 tiin erga adabameen booda irra deebi'ee balleessawwan sana raawwatee yoo argame; yookiin
  - b) Dambii kana keewwata 68 (19-23) jalatti balleessawwan tumaman keessaa tokko yookiin kan walfakkaatan yeroo jalqabaatiif yoo raawwatee argame; himannaan naamusaa itti dhiyaatee balleessaa ta'ee yoo argame gulantaa sadarkaa tokkoo fi mindaa irra akka gadi bu'u yookiin gulantaa itti aanuu yeroo tokkoof akka irra darbamuu yookiin sadarkaa konstabiiliitti kan argamu yoo ta'e yeroon turmaata gulantaa itti argatu hanga waggaa lamaatti akka dheeratu gochuudhaan adabama.
- 4) Miseensi poolisii kamiyyuu:
  - (a) Bu'uura keewwata kana keewwata xiqqaa 3 tiin erga adabameen booda irra deebi'ee balleessaawwan sana rawwatee yoo argame; yookiin
  - (b) Dambii kana keewwata 68 (24-37) jalatti balleessaawwan tumaman keessaa tokko yookiin kan walfakkaatan yeroo duraatiif yoo raawwatee argamee fi himannaan naamusaa itti dhiyaatee balleessaa ta'ee yoo argame hojiirraa akka gageeffamu ni taasifama.
  - (c) Bu'uura keewwata kana keewwata xiqqaa 3 tiin miseensi poolisii gulantaa fi mindaadhaan sadarkaa tokko gadi bu'ee akka adabamu ta'e yeroo turmaata adabbii isaa xumuree mindaa fi gulantaa osoo hin adabamiin dura gulantaa qabatee ture sana deebi'efi akka argatu ta'a.

- ፫) ማንኛውም የፖሊስ አባል፡-
  - (ሀ) በዚህ አንቀጽ ንዑስ አንቀጽ ፩ መሠረት ከተቀጣ በኋላ፣ እንደገና ያንኑ ጥፋት አጥፍቶ ከተገኘ፣ ወይም
  - (ለ) በዚህ ደንብ አንቀጽ ፳፰ (፲፱-፳፫) ከተደነገጉት የሥነ ምግባር ጥፋቶች ውስጥ አንድ ወይም የሚመሳሰል ጥፋት ለመጀመሪያ ጊዜ ፈፅሞ ክስ ተመስርቶበት ጥፋተኛ ሆኖ ከተገኘ ከአንድ ማዕረግ ደረጃና ከደሞዝ ዝቅ እንዲል ወይም ከሚቀጥለው ደረጃ እድገት ለአንድ ጊዜ እንዲታለፍ ወይም በኮንስታብል ደረጃ የሚገኝ ከሆነ የደረጃ እድገት የሚያገኝበት ጊዜ እስከ ፪ አመት እንዲራዘም በማድረግ ይቀጣል፡፡
- ፬) ማንኛውም የፖሊስ አባል፡-
  - (ሀ) በዚህ አንቀጽ ንዑስ አንቀጽ ፫ መሠረት ከተቀጣ በኋላ እንደገና ያንኑ ጥፋት አጥፍቶ ከተገኘ፣ ወይም
  - (ለ) በዚህ ደንብ አንቀጽ ፳፰ (፳፬-፴፯) ሥር ከተደነገጉት የሥነ ምግባር ጥፋቶች ውስጥ አንድ ወይም ተመሳሳይ ጥፋት ለመጀመሪያ ጊዜ ፈፅሞ ክስ ተመስርቶበት ጥፋት ሆኖ ከተገኘ ከሥራ እንዲሰናበት ይደረጋል፤
  - (ሐ) በዚህ አንቀጽ ንዑስ አንቀጽ ፫ መሠረት ከማዕረግና ከደሞዝ አንድ ደረጃ ዝቅ ብሎ እንዲቀጣ የተደረገ የፖሊስ አባል የቅጣት ጊዜውን ጨርሶ በማዕረግና በደሞዝ ሳይቀጣ በራት ይዞ የነበረውን ማዕረግ እንዲመለስበት ይደረጋል፡፡

- 3) Where any police member:
  - (a) Commits the same disciplinary offences for the second time after he has been punished in accordance with sub article 1 of this article; or
  - (b) Is found to commit one of the disciplinary offences provided under article 68(19-23) of the regulation, or other similar offences for the first time and found guilty upon filing disciplinary charges, he shall be penalized with one step demotion in rank and salary or prohibiting his next rank promotion for one period of stay or where he is at the rank of constable, he shall be penalized by extending the period of stay to acquire the promotion by two years.
- 4) Where any police member:
  - (a) Commits the same offence for the second time after being penalized as per sub article 3 of this article; or
  - (b) Commits any one of the disciplinary faults specified under article 68 (24-37) of this regulation; or other similar offences for the first time and found guilty up on disciplinary charge filed against him, he shall be dismissed form job;
  - (c) Who is penalized by demoting one step in rank and salary as per sub article 3 of this article shall be made to regain the rank and salary he hold prior to his punishment up on completion of his period of penalty.

**71. Hojiirraa Ganuu**

Miseensi poolisii tokko guyyaa 21 fi isaa oli sababa quubsaa malee hojiirraa kan hafe gantummaadhaan humna irraa hir'ifamee akkaataa seera yakkaatiin akka it-tigaafatamu ta'a. Haa ta'u malee barreeffama ifa ta'een beeksifni boordii wajjirachaa irratti maxx-ansuudhaan waamichi yeroo lama guyyaa hojiirraa hafe irraa eegalee torbe torbeen erga taasifameefii booda humna irraa ni hir'ifama.

**72. Waa'ee Hojiirraa Dhorkuu**

- 1) Miseensa poolisii tokko hojii idilee isaa irraa dhorkanii tursiisuun kan danda'amu:
  - (a) Dhimmoota itti shakkame sana ragaa balleessuu fi dhoksuudhaan qorannicha ni danqa; yookiin
  - (b) Hojii fi qabeenya Komishinichaa irratti miidhaa biroo ni geessisa; yookiin
  - (c) Haalli ulfaatina balleessaa ittiin himatamee haamilee miseensota poolisii ni tuqa yookiin amantaa ummanni tajaajila Komishinichaa irraa argatu ni xureessa; yookiin
  - (d) Balleessaan raawwatame hojii isaa irraa ni ariisisa jedhamee yoo itti amanameedha.
- 2) Bu'uura keewwata kana keewwata xiqqaa 1 tiin miseensa poolisii tokko hojiirraa dhorkamee tursiisuun kan danda'amu haalli dirqisisaan yoo qunname malee mindaan isaa kaffalamaafii yeroo ji'a sadii hin caalleef ta'a.
- 3) Miseensi poolisii kamiyyuu yammuu hojiirraa dhorkamu sababa hojiirraa dhorkameef xalayaan dhorkaa ni kennamaaf.

**73. Aangoo Hojiirraa Dhorkuu fi Itti-gaafatamummaa Irraa Kaasuu**

- 1) Miseensa poolisii balleessaa naamusaatiin himatame akkaataa Dambii kana keewwata 72 tiin murtii hojiirraa dhorkuu murtaa'uu kan danda'u hoogganaa ol'aanaa isaatti dhiyoo jiruun ta'a.

**፸፩. ከሥራ ስለመክዳት**

አንድ የፖሊስ አባል ፳፩ ቀንና ከዚያ በላይ ያለአሳማኝ ምክንያት ከሥራ ከቀረ በክህደት ከኃይል ተቀንሶ በወንጀል ሕግ መሠረት እንዲጠየቅበት ይደረጋል፤ ይሁን እንጂ ግልፅ በሆነ ጽሑፍ በጽሕፈት ቤቱ ሰሌዳ ላይ ማስታወቂያ በመለጠፍ ከሥራ ከቀረበት ቀን ጀምሮ በየሳምንቱ ፪ ጊዜ ጥሪ ከተደረገለት በኋላ ከኃይል ይቀነሳል፡፡

**፸፪. ከሥራ ስለማገድ**

- ፩) አንድ የፖሊስ አባልን ከመደበኛ ሥራው ላይ አግዶ ማቆየት የሚቻለው፡-
  - (ሀ) በተጠረጠረበት ጉዳይ ማስረጃ በማጥፋትና በመደበኛ ምርመራውን የሚያደናቅፍ፤ ወይም
  - (ለ) በኮሚሽኑ ሥራና ንብረት ላይ ጉዳት ያደርሳል፤ ወይም
  - (ሐ) የተከሰሰበት ጥፋት ክብደት ሁኔታ የፖሊስ አባላትን ሞራል ይካክል፤ ወይም ህዝቡ ከኮሚሽኑ አገልግሎት የሚያገኛውን እምነት ያንቋሽሻል፤ ወይም
  - (መ) የተፈጸመው ጥፋት ከሥራው ላይ ያስባርረዋል ተብሎ ከታመነበት ነው፡፡
- ፪) በዚህ አንቀፅ ንዑስ አንቀፅ ፩ መሠረት፤ አንድ የፖሊስ አባልን ከሥራ አግዶ ማቆየት የሚቻለው አስገዳጅ ሁኔታ ካልገጠመ በስተቀር ደሞዙ እየተከፈለው ከሦስት ወር ላልበለጠ ጊዜ ብቻ ነው፡፡
- ፫) ማንኛውም የፖሊስ አባል ከሥራ ሲታገድ የታገደበት ምክንያት የአገዳደብ ደብዳቤ ይሰጠዋል፡፡

**፸፫. ከሥራ ማገድና ከሀላፊነት የማንሳት ሥልጣን**

- ፩) በሥነ ምግባር ጥፋት የተከሰሰ የፖሊስ አባል በዚህ ደንብ አንቀፅ ፸፪ መሠረት ከሥራ ላይ የመታገድ ውሳኔ ሲሰጥ የሚችለው በቅርብ የበላይ ሀላፊው ይሆናል፤

**71. Desertion from duty**

A police member who is absent from duty for 21 and more days without sufficient reason shall be deducted from the police force as desert and shall be made to be liable in accordance with the provisions of criminal law. However, he shall be deducted from the police force after he has been summoned for two times weekly beginning from the 1st date of his absence for duty by posting a legible notice on the notice board of the office.

**72. Suspension from Duty**

- 1) A police member can be suspended from his duty where it is believed that:
  - (a) He obstructs the investigation of the case he is suspected of by damaging and hiding the evidences there of; or
  - (b) He causes another damage on the service and property of the commission; or
  - (c) The gravity of the offense he has been accused could affect the morale of the police members or impair the public trust on the services of the commission; or
  - (d) The offence he has committed entails dismissal from his duty.
- 2) The suspension of a police member from duty as per sub article 1 of this article shall be for a period not exceeding three months with his salary pay unless there encounters compelling circumstance;
- 3) Where any police member is suspended from duty, he shall be served with a letter stating the grounds of his suspension.

**73. Power to suspend from duty and remove from position**

- 1) The decision of suspension from duty as per article 72 of this regulation a police member accused of disciplinary offence shall be decided by his immediate higher supervisor;

2) Miseensi poolisii ittigaafat-amummaa irratti ramadamee jiru kamiyyuu akkaataa Dambii kana keewwata 72 tiin balleessa naamusaa cimaa raawwachuu isaatiin yookiin hanqina dandeettiitiin ittigaafatamummaa irraa akka ka’u kan murtaa’u qaama ramaddii ittigaafatamummaa kenneen ta’a. Akkaataan raawwii isaa Qajeelfama bahuun kan murtaa’u ta’a.

**74. Akkaataa Tarkaanfiin Naamusaa Itti Fudhatamu**

- 1) Miseensa poolisii balleessaa naamusaa salphaa darbee balleessaa ta’ee yoo argame tarkaanfii naamusaa salphaa kan fudhatu hoogganaa isaa dhiyoo jiruun ta’a.
- 2) Miseensi poolisii balleessaa naamuusaatiin himatamee himannaa chaarjii tarreeffama balleessaa isaa ibsu akka isa gahu taasifamee carraan ofirraa ittisuu ni kennamaaf.
- 3) Miseensi balleessaa naamusaa salphaa raawwatee sadarkaa Komishinii, Kollejijii, Godinaa Magaalaa yookiin Aanaa hoogganaa dhiyoo isaa mindaa isaa irraa hanga % 10 hin caalleen ni adabama.
- 4) Dambii kana keewwata 70 (3) (b) jalatti ibsameen alatti miseensi balleessaa naamusaa cimaa rawwatee argame Gumii Bulchiinsaa Godinaa yookiin Magaalaatiin mindaa ji’a tokkoo kan hin caalle ni adabama.
- 5) Dambii kana keewwata 70 (3) (b) jalatti ibsameen alatti miseensi balleessaa naamusaa cimaa rawwatee argame sadarkaa naannootti, Kollejijii poolisii Oromiyaa, damee hojii fi abbootii adeemsaa kallattiidhan Komishinara Jeneraalaatiif itti waamama qabaniin mindaa ji’a tokkoo kan hin caalle ni adabama.

፪) በኃላፊነት ላይ ተመድቦ ያለው ማንኛውም የፖሊስ አባልበዚህ ደንብ አንቀፅ ፸፪ መሠረት ከባድ የሥነ ምግባር ጥፋት በመፈጸሙ ወይም በክህሎት ጉድለት ከኃላፊነት ላይ እንዲነሳ የሚወሰነው የኃላፊነት ምደባ በሰጠው አካል ይሆናል። የአፈጻጸሙ ሁኔታ በሚወጣ መመሪያ የሚወሰን ይሆናል።

**፸፬. የሥነ ምግባር እርምጃ የሚወሰድበት ሁኔታ**

- ፩) የፖሊስ አባል ቀላል የሥነ ምግባር ጥፋት ተላልፎ ጥፋተኛ ሆኖ ከተገኘ ቀላል የሥነ ምግባር እርምጃ የሚወስደው በቅርብ ኃላፊው ይሆናል፤
- ፪) በሥነ ምግባር ጥፋት የተከሰሰ የፖሊስ አባል የጥፋቱን ዝርዝር የሚገልፅ የክስ ቻርጅ እንዲደርሰው ተደርጎ የመከላከል ዕድል ይሰጠዋል፤
- ፫) በኮሚሽን፣ በኮሌጅ፣ በዞን፣ በከተማ ወይም በወረዳ ደረጃ ቀላል የሥነ ምግባር ጥፋት የፈጸመ አባል በቅርብ ሀላፊው ከደሞዩ ላይ ከ፲% ባልበለጠ ይቀጣል፤
- ፬) በዚህ ደንብ አንቀፅ ፸፫(፫) (ለ) ሥር ከተገለፀው በስተቀር ከባድ የሥነ ምግባር ጥፋት ፈጽሞ የተገኘ አባል በዞን ወይም በከተማ አስተዳደር ጉባኤ ከአንድ ወር ደሞዝ ባልበለጠ ይቀጣል፤
- ፭) በዚህ ደንብ አንቀፅ ፸፫ (፫) (ለ) ሥር ከተገለፀው በስተቀር ከባድ የሥነ ምግባር ጥፋት ፈጽሞ የተገኘ አባል በክልል፣ በኦሮሚያ ፖሊስ ኮሌጅ፣ በቀጥታ ለጀነራል ኮሚሽን፣ ተጠሪነት ባላቸው የሥራ ቅርንጫፍና የሥራ ሒደት ባለቤቶች ከአንድ ወር ደሞዝ ባልበለጠ ይቀጣል፤

2) The decision for the removal from position in accordance with article 72 of this regulation of any police member assigned to a position shall be made by the body assigning to a position. Its implementation shall be decided by the directive to be issued.

**74. Ways of taking disciplinary measures**

- 1) Simple disciplinary measure against a police member who is found guilty of simple disciplinary offence shall be taken by his immediate head;
- 2) A police member accused disciplinary offence shall be served with a charge stating the particulars of the offence and shall be given with opportunity to defend himself;
- 3) A member who commit simple disciplinary offence at the Commission, College, Zone, City or District level shall be penalized up to 10% of his salary by his immediate head;
- 4) A member who is found commit grave disciplinary offence other than provided under article 70(3)(b) of this regulation shall be punished with fine not exceeding his one month salary by the Zone or City Administration Commission;
- 5) A member who is found to commit grave disciplinary offence other than provided under article 70 (3) (b) shall be punished with fine not exceeding his one month salary by the regional, Oromia police college, work branches and process owners directly accountable to the Commissioner General;



- 6) Balleessaawwan adabbii naamusaa cimaa armaan gadii hordofsiisan Koree Naamusaa Komishinichaan ilaalamee Gumii sadarkaa Komishinichaatiin mirkanaa'uu qaba:
  - (a) Adabbii naamusaa gonfoo gadi buusisu; yookiin
  - (b) Adabbii naamusaa sadarkaa yookiin gulantaa irraa gadi buusisu; yookiin
  - (c) Adabbii naamusaa yeroo turmaata argannaa gulantaa akka dheeratu taasisu; yookiin
  - (d) Adabbii naamusaa hojii irraa gaggeessisu.
- 7) Adabbiin naamusaa kamiyyuu murtii Mana Murtii osoo hin eegiin murtaa'uu ni danda'a. Haalli raawwii adabbii naamusaa Qajeelfama bahuun kan murtaa'u ta'a.

**75. Mirga Ol'iyyannoo**

- 1) Miseensi poolisii adabbiin naamusaa salphaa itti murtaa'e tokko komii yoo qabaate hoogganaa dhiyoo adabbii naamusaa isatti murteesse irraa hoogganaa sadarkaa tokko isaa ol jirutti komii isaa dhiyeeffachuu ni danda'a. Murtii ol'iyyannoo kennameen yoo itti quufuu baate komii isaa hoogganaa sadarkaa itti aanee jirutti dhiyeeffachuu ni danda'a. Sadarkaa kanaan murtiin kennamu isa dhumaa ta'a.
- 2) Miseensi poolisii sadarkaa Komishinii fi Kollejii Poolisii Oromiyaatti adabbii naamusaa cimaatiin adabame tokko komii yoo qabaate Komishinara Jeneraalatiif komii isaa ni dhiyeessa; Murtiin sadarkaa kanatti kennamu isa dhumaa ta'a.
- 3) Miseensi poolisii balleessaa naamusaa cimaa raawwatee Gumii Bulchiinsaa Komishinichaatiin murtii dhumaa argate irratti yoo itti quufuu baate komii isaa Komishinara Jeneraalichaatiif dhiyeeffachuu ni danda'a. Murtiin Komishinara Jeneraalichaatiin kennamu murtii isa dhumaa ta'a.

- ፯) የሚከተሉትን ከባድ የሥነ ምግባር ቅጣት የሚያስከትሉ ጥፋቶች በኮሚሽን ሥነ ምግባር ኮሚቴ ታይቶ በኮሚሽን ደረጃ ጉባኤ መረጋገጥ አለበት፡-
  - (ሀ) ማዕረግን ዝቅ የሚያስደርግ የሥነ ምግባር ቅጣት፤ ወይም
  - (ለ) ከደረጃ ዝቅ የሚያስደርግ የሥነ ምግባር ቅጣት፤ ወይም
  - (ሐ) የደረጃ ማገኛ ቆይታ ጊዜ እንዲራዘም የሚያደርግ የሥነ ምግባር ቅጣት፤ ወይም
  - (መ) ከሥራ የሚያሰናብት የሥነ ምግባር ቅጣት፡፡
- ፰) ማገኛውም የሥነ ምግባር ቅጣት የፍርድ ቤት ውሳኔን ሳይጠብቅ ሊወሰን ይችላል፤ የሥነ ምግባር ቅጣት አፈፃፀም ሁኔታ በሚወጣ መመሪያ የሚወሰን ይሆናል፡፡

**፪፭. የይግባኝ መብት**

- ፩) ቀላል የሥነ ምግባር ቅጣት የተወሰነበት አንድ የፖሊስ አባል ቅሬታ ካለው ውሳኔውን ከሰጠው የቅርብ ኃላፊው አንድ ደረጃ ከፍ ለሚለው ሐላፊ ይግባኝ ማቅርብ ይችላል፤ በተሰጠው የይግባኝ ውሳኔም ከልተስማማ ቅሬታውን በደረጃ ቀጥሎ ላለው ሐላፊ ማቅርብ ይችላል፤ በዚህ ደረጃ የሚሰጠው ውሳኔ የመጨረሻ ይሆናል፤
- ፪) በኮሚሽንና በኦሮሚያ ፖሊስ ኮሌጅ ደረጃ በከባድ የሥነ ምግባር ቅጣት የተቀጣ አንድ የፖሊስ አባል ቅሬታ ካለው ለጀነራል ኮሚሽነር ይግባኝ ያቀርባል፤ በዚህ ደረጃ የሚሰጠው ውሳኔ የመጨረሻ ይሆናል፤
- ፫) ከባድ የሥነ ምግባር ጥፋት ፈፀሞ በኮሚሽን አስተዳደር ጉባኤ የመጨረሻ ውሳኔ የተወሰነበት የፖሊስ አባል በውሳኔው ካልረካ ቅሬታውን ለጀነራል ኮሚሽነሩ ማቅርብ ይችላል፤ በጀነራል ኮሚሽነሩ የሚሰጠው ውሳኔ የመጨረሻ ውሳኔ ይሆናል፡፡

- 6) The Offences/Faults which entail the following rigorous disciplinary measures shall be examined by discipline committee of the Assembly at the Commission level:
  - (a) Disciplinary penalty/measure of demoting from rank; or
  - (b) Disciplinary measure of demoting grade or level; or
  - (c) Disciplinary measure of extending period of stay to get level increment; or
  - (d) Disciplinary measure of dismissing from duty.
- 7) Any disciplinary measure may be decided irrespective of the court decision. The implementation particulars of disciplinary penalty shall be decided by the directive to be issued.

**75. Right to appeal**

- 1) Where a police member punished with simple disciplinary measure has grievance on the decision, he may submit his appeal to the higher head next to his immediate head who has decided on him. Where he is dissatisfied with the decision on the appeal, he may submit his complaint to the next level head. The decision rendered at this level shall be final;
- 2) Where a police member who is punished with rigorous disciplinary measure at the Commission and Oromia Police College levels has grievance, he may submit his complaint to the Commissioner General. The decision rendered at this level shall be final;
- 3) A police member who has committed grave disciplinary offence and has got final decision by the Commission's Administrative Assembly is dissatisfied by such decision may submit his appeal to the Commissioner General. The decision given by the Commissioner General shall be final;

- 4) Bu'uura keewwata kanaatiin komii ol'iyannoo kamiyyuu dhiyyeeffachuun kan dan-da'amu garagalchi murtii erga isa qaqqabee eegalee:
  - (a) Adabbii naamusaa salphaa yoo ta'e guyyaa hojii 15; yookiin
  - (b) Adabbii naamusaa cimaa yoo ta'e guyyaa hojii 30 keessatti ta'uu qaba.

**76. Daangaa Yeroo Himanni Itti Dhiyaatuu fi Adabbiin Itti Raawwatamu**

- 1) Miseensi poolisii balleessaa naamusaa salphaa raawwate balleessaa raawwachuun isaa guyyaa beekameerraa kaasee hanga ji'a lamaatti balleessaa naamusaan himatamee yoo murtii argachuu baate balleessaa raawwateef naamusaan itti hin gaafatamu.
- 2) Miseensi poolisii balleessaa naamusaa cimaa raawwate balleessaa raawwachuun isaa guyyaa beekamerraa kaasee hanga ji'a sadii keessatti balleessaa naamusaan himatamee yoo murtii argachuu baate balleessaa raawwateef naamusaan itti hin gaafatamu.
- 3) Miseensi poolisii balleessaa naamusaa cimaa yakkaan hin gaafachiifne raawwate guyyaa balleessaa raawwachuun isaa beekamerraa eegalee ji'a sadii keessatti yoo hin himatamne balleessaa raawwateef naamusaan itti hin gaafatamu.
- 4) Keewwata kanaan daangan yeroo yoo jiraatellee hooggansi poolisii dhimmi isa ilaalu:
  - (a) Balleessaa naamusaa salphaan raawwatamuu osoo beekuu yeroo ji'a lama hin caalle keessatti tarkaanfii yoo hin fudhanne; yookiin
  - (b) Balleessaa naamusaa cimaa raawwatamuu osoo beekuu yeroo ji'a sadii hin caalle keessatti himannaa kan hin dhiyeessin yoo ta'e bu'uura Dambii kanaa keewwata 67 (14) tiin naamusaan itti gaafatama.

- ሀ) በዚህ አንቀፅ መሠረት የይግባኝ ቅሬታ ማቅረብ የሚቻለው የውሳኔ ግልባጭ ከደረሰው ቀን ጀምሮ፡-
- (ሀ) ቀላል የሥነ ምግባር ቅጣት ከሆነ በ፲፮ የሥራ ቀናት፤ ወይም
- (ለ) ከባድ የሥነ ምግባር ቅጣት ከሆነ በ፱ የሥራ ቀናት ውስጥ መሆን አለበት።

**፸፮. ከስ የሚቀርብበትና ቅጣት የሚፈፀሟበት የጊዜ ገደብ**

- ሀ) ቀላል የሥነ ምግባር ጥፋት የፈፀመ የፖሊስ አባል ጥፋት መፈፀሙ ከታወቀበት ቀን ጀምሮ እስከ ሁለት ወር በሥነ ምግባር ጥፋት ተከሶ ውሳኔ ካላገኘ ለፈጸመው ጥፋት በሥነ ምግባር አይጠየቅም፤
- ለ) ከባድ የሥነ ምግባር ጥፋት መፈፀሙ የፖሊስ አባል ጥፋት መፈፀሙ ከታወቀበት ቀን ጀምሮ እስከ ሦስት ወር ጊዜ ውስጥ በሥነ ምግባር ጥፋት ተከሶ ውሳኔ ካላገኘ ለፈጸመው ጥፋት በሥነ ምግባር አይጠየቅም፤
- ሐ) በወንጀል የማያስጠይቀውን ከባድ የሥነ ምግባር ጥፋት የፈፀመ የፖሊስ አባል ጥፋት መፈፀሙ ከታወቀበት ቀን ጀምሮ በሦስት ወር ጊዜ ውስጥ ካልተከሰሰ ለፈጸመው ጥፋት በሥነ ምግባር አይጠየቅም፤
- ሀ) በዚህ አንቀፅ የጊዜ ገደብ ቢኖርም ጉዳዩ የሚመለከተው የፖሊስ አመራር፡-
- (ሀ) ከባድ የሥነ ምግባር ጥፋት መፈፀሙን እያወቀ ከሁለት ወር በማይበልጥ ጊዜ ውስጥ እርምጃ ካልወሰደ፤ ወይም
- (ለ) ከባድ የሥነ ምግባር ጥፋት መፈፀሙን እያወቀ ከሦስት ወር ለማይበልጥ ጊዜ ውስጥ ከስ የማያቀርብ ከሆነ በዚህ ደንብ አንቀፅ ፳፯ (፲፬) መሠረት በሥነ ምግባር ይጠየቃል።

- 4) In accordance with this article, any appeal shall be submitted from receiving copy of the decision:
  - (a) Within 15 working days for simple disciplinary measures; or
  - (b) Within 30 working days for rigorous disciplinary measures.

**76. Period of Limitation for Filing charge and Imposing penalty**

- 1) No disciplinary charge shall be brought against a police member who has committed simple disciplinary offence unless such disciplinary charged is brought against him and get decision within two months from the date his commission of the offence is known;
- 2) No disciplinary charge shall be brought against a police member who has committed grave disciplinary offence unless such disciplinary charge is brought against him within three months from the date of being aware of his commission of the offence;
- 3) No disciplinary charge shall be brought against a police member who has committed grave disciplinary offence which does not entail criminal liability unless such charge is brought against him within from the date of being aware of his commission of the offence;
- 4) Notwithstanding period of limitation as per this article the concerned head shall:
  - (a) He fail to take disciplinary measure within a period not exceeding two months being aware of the commission of simple disciplinary offence; or
  - (b) Who fail to take disciplinary measure within a period not exceeding three months shall accountable according to Article 67 sub article 14

**77. Rikardii Adabbii Naamusaa**

- 1) Miseensi poolisii tokko naamusaan erga adabamee booda adabbichi rikardii ta'ee irratti qabamuu kan danda'u:
  - (a) Balleessaa naamusaa salphaa ofeeggannoo afaaniin alatti yoo ta'e guyyaa balleessaan isaa beekamee himatame irraa eegalee ji'a jaha keessatti,
  - (b) Balleessaa naamusaa cimaa yoo ta'e guyyaa balleessaan isaa beekamee himatame irraa eegalee hanga waggaa tokkotti keessatti ta'a.
  - (c) Balleessaawwan Dambii kana keewwata 69 (2) jalatti tumaman rikardii ta'anii kan qabaman akkaataa Dambii kana keewwata 97 tiin hanga turmaata yeroo gonfoo miseensichi itti argatu ta'ee miseensichi sadarkaa konistaabilitti kan argamu yoo ta'e guyyaa balleessaan isaa beekamee himatame irraa eegalee hanga waggaa lamaatti ta'a.
- 2) Keewwata kana keewwata xiqqaa 1 (a-c) jalatti akkaataa tumameen miseensi poolisii rikardii adabbii naamusaa qabu guddina gulantaa fi dorgommii adda addaa irraa ni dhorkama. Haa ta'u malee miseensi balleessaa naamusaa salphaas ta'ee cimaa raawwate jedhamee himatame yoo bilisa bahe mirga dhorkamee ture keessaa haala murtii bulchiinsaatiin ilaalamee kan argachuu danda'u duubatti deebi'ee ni argata.

**78. Hundeeffama Koree Naamusaa**

- 1) Balleessaawwan naamusaa miseensota Komishinichaatiin raawwataman qorachuun bu'uura Dambii kana keessatti tumameen yaada murtii kan kennu yookiin yaada murtiif ka'umsa ta'u kan dhiyeessu kanaan booda "Koree Naamusaa" jedhamee kan waamamu sadarkaa Komishinii, Godina, Magaalaa fi Aanaatti Dambii kanaan hundeeffamee jira.

**፫፯. የሥነ ምግባር ቅጣት ሪከርድ**

- ፩) አንድ የፖሊስ አባል በሥነ ምግባር ከተቀጣ በላ ቅጣቱ ሪከርድ ሆኖ ሊያዝበት የሚችለው፡-
  - (ሀ) ከቃል ማስጠንቀቂያ ውጪ ያለ ቀላል የሥነ ምግባር ጥፋት ከሆነ ጥፋቱ ታውቆ ከተከሰሰበት ቀን ጀምሮ በስድስት ወር ውስጥ፤
  - (ለ) ከባድ የሥነ ምግባር ጥፋት ከሆነ ጥፋቱ ታውቆ ከተከሰሰበት ቀን ጀምሮ እስከ አንድ አመት ውስጥ ይሆናል፤
  - (ሐ) በዚህ ድንብ አንቀፅ ፳፱ (፪) ሥር የተደነገጉት ጥፋቶች ሪከርድ ሆነው የሚያዙት በዚህ ደንብ አንቀፅ ፺፯ መሠረት አባሉ የማዕረግ ዕድገት የሚያገኝበት የቆይታ ጊዜ ሆኖ፤ አባሉ በኮንስታብል ደረጃ የሚገኝ ከሆነ ጥፋቱ ታውቆ ከተከሰሰበት ቀን ጀምሮ እስከ ሁለት አመት ይሆናል፤
- ፪) በዚህ አንቀፅ ንዑስ አንቀፅ ፩ (ሀ-ሐ) ሥር በተደነገገው መሠረት የሥነ ምግባር ቅጣት ሪከርድ ያለው የፖሊስ አባል ከደረጃ እድገትና ከተለያዩ ውድድሮች ይታገዳል፤ ይሁን እንጂ ቀላል የሥነ ምግባር ጥፋትም ሆነ ከባድ የሥነ ምግባር ጥፋት ፈፀሟል ተብሎ የተከሰሰ አባል ነፃ ከወጣ ታግዶ ከቆየው መብት ውስጥ በአስተዳደራዊ ውሳኔ ሁኔታ ታይቶ ማገኘት የሚችለውን ወደ ኋላ ተመልሶ ያገኛል፡፡

**፫፰. የሥነ ምግባር ኮሚቴ አመሠራረት**

- ፩) በኮሚሽኑ አባላት የሚፈፀሙ የሥነ ምግባር ጎፋቶችን በመመርመር በዚህ ደንብ ውስጥ በተደነገገው መሠረት የውሳኔ ሐሳብ የሚሰጥ ወይም ለውሳኔ መነሻ የሚሆን ሐሳብ የሚያቀርብ ከዚህ በላ "የሥነ ምግባር ኮሚቴ" ተብሎ የሚጠራ በኮሚሽን፣ በዞን፣ በከተማና ወረዳ ደረጃ በዚህ ደንብ ተቀባይ፤

**77. Record of disciplinary penalty**

- 1) After a police member is punished with disciplinary measure, such disciplinary penalty may be raised as a record against him:
  - (a) Within six months from the date his commission of the offence is known and is accused where it is simple disciplinary offense other than oral reprimand;
  - (b) Where it is grave disciplinary offence, up to one year from the date his commission of the offence is known and accused;
  - (c) The disciplinary offences stipulated under article 69(2) of this regulation shall be raised as a record up to the period of stay of the police member to acquire rank as per article 97 of this regulation; and where the member is at the constable level it shall be up to two years from the date his commission is known and accused.
- 2) A police member who has a disciplinary penalty record as stipulated under sub article 1 (a-c) of this article shall be suspended from level promotion and from various competitions. However, where a member who is accused of committing simple or grave disciplinary offences is acquitted, he shall get among his rights suspended retroactively through administrative decision.

**78. Establishment of Discipline Committee**

- 1) A Committee hereinafter called "Discipline Committee" which examines the disciplinary offences committed by the members of the Commission and suggest decision opinion or an opinion which act as a basis of decision as provided in this regulation is hereby established at the Commission, Zone, Urban center and District levels by this regulation;



2) Itti waamamni Korichaa walitti qabaa gumii sadarkaatiin jiruutiif ta'a.

፪) የኮሚቴው ተጠሪነት በየደረጃው ላለ ለጉባኤው ሰብሰቢ ይሆናል።

2) The accountability of the Committee shall be to the chairperson of the Assembly at each level.

**79. Miseensota Koree Naamusaa Sadarkaan Jiranii**

**፫፱. በየደረጃው ያሉት የሥነ ምግባር ኮሚቴ አባላት**

**79. Members of Discipline Committee Of each Hierarchies**

1) Koreen naamusaa sadarkaan jiru miseensota armaan gadii ni qabaata:

፩) በየደረጃው ያለ የሥነ ምግባር ኮሚቴ የሚከተሉት አባላት ይኖሩታል፡-

1) The Discipline Committee of each level shall have the following members:

- (a) Adeemsoota hojii jiran keessaa hoogganaa poolisii sadarkaan jiruun kan ramadaman walitti qabaa fi barreessaa dabalatee miseensota sadi;
- (b) Miseensota sadarkaan jiran keessaa miseensotaan kan filataman namoota lama miseensa.

(ሀ) ካሉት የሥራ ሒደቶች ውስጥ በየደረጃው ላለው የፖሊስ ሀላፊ የሚመደቡ ሰብሳቢና ጸሐፊ ጨምሮ ሦስት አባላት፤

- (a) Three members including the chairperson and secretary assigned the police heads of each levels from the existing work processes;
- (b) Two persons as members selected by the members from the members of each level.

2) Koricha keessatti yoo xiqqaate tokko dubartii ta'uu qabdi.

(ለ) በየደረጃው ካሉት አባላት ውስጥ በአባላት የሚመረጡ ሁለት አባል።

2) At least one member of the Committee shall be female;

3) Barri hojii miseensota koree waggaa lama ta'ee, miseensi korichaa yeroo lammaffaaf filatamuu ni danda'u.

፪) ከኮሚቴው አባላት ውስጥ ቢያንስ አንድ ሴት መሆን አለባት፤

3) Term of office of the Committee members shall be two years; and member of the Committee may be reselected for the second term.

፫) የኮሚቴው አባላት የቆይታ ጊዜ ሁለት ዓመት ሆኖ፤ የኮሚቴው አባል ለሁለተኛ ጊዜ መመረጥ ይችላል።

**80. Aangoo fi Hojii Koree Naamusaa Sadarkaan Jiranii**

**፹. በየደረጃው ያሉት የሥነ ምግባር ኮሚቴ ሥልጣንና ተግባር**

**80. Power and Duties of Discipline Committee of Each Hierarchies**

'Koreen naamusaa sadarkaan jiru aangoo fi hojii armaan gadii ni qabaata:

በየደረጃው ያለው የሥነ ምግባር ኮሚቴ የሚከተሉት ሥልጣንና ተግባር ይኖሩታል፡-

The Discipline Committee of each hierarchy shall have the following powers and duties:

- 1) Koreen naamusaa Aanaa dhimma miseensota balleessaa naamusaa salphaa raawwatan jedhamanii dhiyaateef qoratee yaada murtii waliin Gumii Bulchiinsaa Aanaaf ni dhiyeessa;
- 2) Koreen naamusaa Godinaa yookiin Magaalaa dhimma miseensota balleessaa naamusaa salphaa hanga mindaa % 10 adabsiisu raawwataman jedhamee dhiyaateef qoratee yaada murtii waliin Gumii Bulchiinsaa Godinaa yookiin Magaalaatiif ni dhiyeessa;

፩) የወረዳ የሥነ ምግባር ኮሚቴ ቀላል የሥነ ምግባር ጥፋት ፈፀሙ ተብለው የቀረቡለትን አባላትን ጉዳይ መርምሮ ከውሳኔ ሐሳብ ጋር ለወረዳ አስተዳደር ጉባኤ ያቀርባል፤

1) The District Discipline Committee shall examine issues of members committed minor disciplinary offences and submit same to the District Administration Assembly with its decision opinion;

፪) የዞን ወይም የከተማ የሥነ ምግባር ኮሚቴ ቀላል የሥነ ምግባር ጥፋት የፈፀሙ አባላትን ጉዳይ እስከ 10% ደሞዝ የሚያስቀጣ ተፈፀሙ ተብለው የቀረቡለትን መርምሮ ከውሳኔ ሐሳብ ጋር ለዞን ወይም ለከተማ አስተዳደር ጉባኤ ያቀርባል፤

2) The Zone or Urban Center discipline committee shall examine issues of members who commit minor disciplinary offences which are punishable with fine up to 10% salary and submit to the Zone or Urban Center Administration Assembly;

3) Koreen naamusaa Komishinichaa dhimma miseenso-ta balleessaa naamusaa cimaa Kollejji Poolisii Oromiyaa koree naamusaan calalamee dhiyaate, akkasumas sadarkaa Godinaa fi Magaalaatti balleessaa naamusaa cimaa raawwatan jedhamanii Gumii Bulchiinsaa Godinaa yookiin Magaalichaa irraa dhiyaataniif ilaaluun yaada murtii waliin Gumii Bulchiinsaa Komishinichaatiif ni dhiyeessa.

4) Dhimmoota balleessaa naamusaa biroo walitti qabaa Gumii Bulchiisaatiin qajeelfameef qulqulleessee ni dhiyeessa.

**81. Hundeeffama Koree Komii Dhaggeeffatu Sadarkaan Jirani**

1) Koreen komii murtii Gumii Bulchiinsaa sadarkaan jiru irratti ol'iyannoo dhiyaatu qulqulleessuun hoogganaa sadarkaa sadarkaan jiruuf dhiyeessu "Koree Komii Dhaggeeffatu" jedhamee kan waamamu Dambii kanaan hundeeffamee jira.

2) Itti waamamni korichaa hoogganaa sadarkaan jiruuf ta'a.

3) Baay'inni miseensotaa, aangoo fi hojiin korichaa Qajeelfama bahuun kan murtaa'u ta'a. Kuttaa Kudhan Tajaajila Addaan Kutuu

**82. Fedhiidhaan Hojii Gadi Lakkisuu**

1) Miseensi poolisii kamiyyuu dirqama tajaajila waggaa torbaa erga xumureen booda ofeeggannoo barreeffamaa ji'a tokkoo dursee kennuudhaan hojii isaa fedhii isaatiin gadi lakisuu ni danda'a.

፫) የኮሚሽኑ የሥነ ምግባር ኮሚቴ በሥነ ምግባር ኮሚቴ ተጣርቶ የቀረበለትን የኮሮሚያ ፖሊስ ኮሌጅ አባላት ጉዳይ አባድ የሥነ ምግባር ጥፋት፤ እንዲሁም በዞንና በከተማ ደረጃ አባድ የሥነ ምግባር ጥፋት ፈፀሙ ተብለው ከዞን ወይም ከከተማ አስተዳደር ጉባኤ የቀረቡለትን አይቶ ከውሳኔ ሐሳብ ጋር ለኮሚሽኑ አስተዳደር ጉባኤ ያቀርባል፤

፬) በአስተዳደር ጉባኤ ስብሰባ የተመራለትን ሌሎች የሥነ ምግባር ጥፋት ጉዳዮች አጣርቶ ያቀርባል።

፹፩. በየደረጃው ያሉት የቅሬታ ሰሚ ኮሚቴ አመሰራረት

፩) በየደረጃው ባለው አስተዳደር ጉባኤ ውሳኔላይ የሚቀርበውን ቅሬታ ይግባኝ በማጣራት በየደረጃው ላለው ኃላፊ የሚያቀርብ "ቅሬታ ሰሚ ኮሚቴ" ተብሎ የሚጠራ በዚህ ደንብ ተቀብሏል፤

፪) የኮሚቴው ተጠሪነት በየደረጃው ላለው ኃላፊ ይሆናል፤

፫) የአባላት ብዛት፣ የኮሚቴው ሥልጣንና ተግባር በሚወጣ መመሪያ የሚወሰን ይሆናል።

**ክፍል አሥር**

**አገልግሎትን ማቋረጥ**

፹፪. በፍላጎት ሥራን መልቀቅ

፩) ማንኛውም የፖሊስ አባል የሰባት ዓመት የግዳጅ አገልግሎቱን ከጨረሰ በላ ከአንድ ወር አስቀድሞ የጽሑፍ ማመልከቻ በመስጠት ሥራውን በፍላጎቱ መልቀቅ ይችላል፤

3) The Commission Disciplinary Committee shall examine the issues of grave disciplinary offences committed by Oromia Police College screened and delivered by Disciplinary Committee as well as grave offences committed at the Zone and Urban Center level and submitted to it by the Administration Assembly of the Zone or Urban Center and submit same to the Administration Assembly of the Commission with its decision opinion;

4) Shall investigate and submit other disciplinary offences directed to it by the Administration Assembly.

**81. Establishment of Appeal Hearing Committee of Each Hierarchies**

1) A Committee which examines the appeal against the decision of Administration Assembly of each level and submits to the Head of each hierarchical level called 'Appeal Hearing Committee' is hereby established by this regulation;

2) The accountability of the Committee shall be to the head of each hierarchy;

3) The number of members, power and duties of the Committee shall be decided by the directive to be issued.

**Part Ten**

**Termination of Service**

**82. Voluntary resignation of service**

1) Any police member may resign his service after completing his seven years mandatory service by giving one month advance notice in writing;

- 2) Gaaffiin hojii fedhiidhaan gadi lakkisuu kan dhiyaate yeroo Labsiin hatattamaa itti labsamee fi seera kabachiisuudhaaf ergamni addaa yeroo itti kenname keessa yoo ta'e hanga Labsiin hatattamaa ka'utti yookiin ergamni addaa hanga xumuramutti gaaffiin hojii gadi lakkisuu fudhatama hin qabaatu. Haa ta'u malee Labsiin yeroo hatattamaa battaluma ka'etti yookiin ergamni addaa akkuma xumurameen yeroon ofeeggannoo barreeffamaa ji'a tokkoo kennamee ture lakkaa'amu ni eegala.
- 3) Komishinichi yeroon ofeeggannoo osoo irra hin darbin dura akkaataa keewwata kanaa keewwata xiqqaa 2 jalatti tumameen murtiin addaa yoo kennameen alatti gaaffiin hojii fedhiin gadi lakkisuu akka hayyamameetti lakkaa'ama.
- 4) Akkaataa keewwata kana keewwata xiqqaa 1 fi 2 jalatti tumame darbuun miseensi poolisii tajaajila addaan kute bu'uura seera yakkaatiin kan ittigaafatamu ta'a.
- 5) Miseensi tajaajila dirqama waggaa torbaa hin xumurre fedhii isaatiin hojii yoo gadi lakkise tajaajila yeroo itti hin kennine herregamee leenjii fi barumsa bu'uura poolisummaatiif baasii itti bahe kaffaluuf dirqama qaba.
- 6) Miseensi poolisii hojii idileetiin ala ta'ee barumsa yookiin leenjii argate akkaataa Dambii kanaatiin yeroo tajaajila kennuu qabu osoo hin xumurin gaaffii hojii gadi lakkisuu yoo gaafate tajaajila yeroo itti hin kennine herregamee barumsa fi leenjiiif baasii bahee fi mindaa kaffalamaafii ture akka kaffalu ni taasifama.

- ፪) ሥራ የመልቀቅ ጥያቄ የቀረበው የአስቸኳይ ጊዜ አዋጅ የታወጀበትና ሕግን ለማስከበር ልዩ ተልዕኮ የተሰጠበት ጊዜ ውስጥ ከሆነ የአስቸኳይ ጊዜ አዋጁ እስኪነሳ ወይም ልዩ ተልዕኮው እስኪጠናቀቅ ድረስ ሥራ የመልቀቅ ጥያቄው ተቀባይነት አይኖረውም፤ ይሁን እንጂ የአስቸኳይ ጊዜ አዋጁ እንደተነሳ ወይም ልዩ ተልዕኮው እንደተጠናቀቀ የአንድ ወር የማስጠንቀቂያው ጊዜ መቆጠር ይጀምራል፤
- 3) ኮሚሽኑ የማስጠንቀቂያ ጊዜው ሳያልፍ በዚህ አንቀፅ ንዑስ አንቀፅ ፪ ሥር በተደነገገው መሠረት የተለየ ውሳኔ ካልተሰጠ በስተቀር በፍላጎት ሥራ የመልቀቅ ጥያቄ እንደተፈቀደ ይቆጠራል፤
- ፬) በዚህ አንቀፅ ንዑስ አንቀፅ ፩ እና ፪ ሥር የተደነገገውን በመተላለፍ አገልግሎትን ያቋረጠ የፖሊስ አባል በወንጀል ሕግ መሠረት የሚጠየቅ ይሆናል፤
- ፭) የሰባት አመት ግዴታውን ሰይጠርስ በፍላጎቱ ሥራውን የለቀቀ አባል አገልግሎት ያልሰጠበት ጊዜ ታስቦ ለፖሊስነት መሠረታዊ ሥልጠና እና ትምህርት የወጣበትን ወጪ የመክፈል ግዴታ አለበት፤
- ፮) ከሥራ ወጪ ሆኖ ትምህርት ወይም ሥልጠና ያገኘ የፖሊስ አባል በዚህ ደንብ መሠረት አገልግሎት መስጠት ያለበትን ጊዜ ሰይጠርስ ሥራ የመልቀቅ ጥያቄ ከጠየቀ አገልግሎት ያልሰጠበት ጊዜ ታስቦ ለትምህርትና ሥልጠና የወጣ ወጪና ሲክራሎ የነበረው ደግሞ እንዲከፍል ይደርጋል፤

- 2) The resignation notice submitted at the time of declaration of state of emergency and when he is given special mission of protecting law and order shall not be accepted until such state emergency be lifted or the special mission is completed. However, the one month notice period shall commence up on the lifting of state of emergency or the completion of the special mission;
- 3) The resignation shall be deemed to have been accepted unless the commission decides otherwise on the basis of the provision under sub article 2 of this article before the expiry notice period;
- 4) Police member who has terminated his service in violation of the provision under sub article 1 and 2 of this article shall be criminally liable;
- 5) Police member who has resigned from service before completing his seven years mandatory service, he shall pay back the cost spent for his basic police training and education corresponding to remaining balance of the compulsory service period;
- 6) Where police member who has taken off –job education or training submits notice of resignation before completing the compulsory service period expected from him, he shall be made to pay back the cost of his education or training for which he fail to provide service including the salary which has been paid to him as per the provisions of this regulation;



- 7) Miseensi poolisii hojii idilee isaa hojjachaa baasii Komishinichaatiin barumsa yookiin leenjii argate akkaataa Dambii kanaatiin yeroo tajaajila kennuu qabu osoo hin xumurin gaaffii hojii gadi lakkisuu yoo gaafate tajaajila yeroo itti hin kennin herregamee barumsa yookiin leenjiif baasii bahe walakkaa isaa akka kaffalu ni taasifama.
- 8) Keewwata kana keewwata xiqqaa 1-7 tti kan tumame akkuma eggametti ta'ee Komishinichi gaaffii hojii gadi lakkisuu dhiyaatu miseensicha bakka buusuun kan rakkisu ta'ee yoo argame ji'a lamaaf dheeressuu ni danda'a. Raawwii in isaa Qajeelfama bahuun kan murtaa'u ta'a.

**83. Sababa Dhibee fi Miidhaa Hojii Irratti Qaqqabuun Tajaajila Addaan Kutuu**

- 1) Miseensii poolisii kamiyyuu sababa dhibee fi miidhaa hojii irratti qaqqabuun hayyamni kennameef erga dhume booda hojiitti deebi'uu kan hin dandeenye ta'uu isaa boordii yaa-laatiin kan mirkanaa'u yoo ta'e tajaajilli isaa akka addaan citu ni taasifama.
- 2) Bu'uura keewwata kanaa keewwata xiqqaa 1 tiin miseensi poolisii tajaajilli isaa addaan cite bu'uura seera sooramaa fi Dambii kana keewwata 88 (1) tiin mirgi isaa ni eegamaaf.

**84. Sababa Hanqina Dandeettiitiin Hojiirraa Gaggeessuu**

- 1) Miseensa poolisii kamiyyuu hojii ramadame irratti beekumsaa fi dandeettii qabu fayyadamee hojjachuuf taattaffii isa irraa eegamu taasisee madaallii raawwii hojii fi bu'aa hojii waggaa lamaaf walitti aansuun qabxii giddugaleessaan gadi aanaa yoo ta'e hojiirraa akka gaggeeffamuu ni taasifama.

፯) መደበኛ ሥራውን እየሰራ በኮሚሽኑ ወጪ ትምህርት ወይም ስልጠና ያገኘ የፖሊስ አባል በዚህ ደንብ መሠረት መስጠት የሚገባውን አገልግሎት ሳይጨርስ ሥራ የመልቀቅ ጥያቄ ከጠየቀ አገልግሎት ያልሰጠበት ጊዜ ታስቦ ለትምህርት ወይም ለሥልጠና የወጣውን ወጪ ግማሹን እንዲከፍል ይደረጋል፤

፰) በዚህ አንቀፅ ንዑስ አንቀፅ ፩-፯ ሥር የተደነገገው እንደተጠበቀ ሆኖ፤ ኮሚሽኑ የሚቀርበውን ሥራ የመልቀቅ ጥያቄ አባሉን በሌላ ሰው መተካት የሚያስቸግር ሆኖ ከተገኘ ለሁለት ወራት ማራዘም ይችላል፤ አፈጻጸሙ በሚወጣ መመሪያ የሚወሰን ይሆናል።

**፹፫. በሀመምና በሥራ ላይ በደረሰ ጉዳት ምክንያት አገልግሎትን መቋረጥ**

፩) ማንኛውም የፖሊስ አባል በሀመምና በሥራ ላይ በሚደርስ ጉዳት ምክንያት የተሰጠው ፈቃድ ከተጠናቀቀ በኋላ ወደ ሥራ መመለስ አለመቻሉ በህክምና ቦርድ የሚረጋገጥ ከሆነ አገልግሎቱ እንዲቋረጥ ይደረጋል፤

፪) በዚህ አንቀፅ ንዑስ አንቀፅ ፩ መሠረት አገልግሎቱ የተቋረጠ የፖሊስ አባል በጡረታ ሕግና በዚህ ደንብ አንቀፅ ፹፰ (፩) መሠረት መብቱ ይጠበቅለታል።

**፹፱. በችሎታ ማነስ ምክንያት ከሥራ ማሰናበት**

1) ማንኛውም የፖሊስ አባል በተመደበበት ሥራ ላይ ያለውን እውቀትና ክህሎት ተጠቅሞ ለመሥራት ከሱ የሚጠበቀውን ጥረት አድርጎ የሥራ አፈፃፀም ምዘና እና የሁለት አመት የሥራ ውጤት በተከታታይ በአማካይ ነጥብ ዝቅተኛ ከሆነ ከሥራ እንዲሰናበት ይደረጋል፤

7) Where a police member who has taken on job education or training with the expense of the Commission submits notice of resignation before completing the service he is expected to provide as per this regulation, he shall be made to pay half of the cost spent for his education or training or the cost corresponding to the remaining balance of the required service period;

8) Without prejudice to the provisions stipulated under sub articles 1-7 of this article, the commission may extend the request for resignation from service submitted to it for two months where it is found difficult to replace the position of this police member. Its implementation shall be determined by the regulation to be issued.

**83. Termination of service Due to Sickness and Occupational Injury**

1) The service of any police member whose inability to resume work is confirmed by medical board after completion of his sick and occupational injury leave shall be terminated;

2) A police member whose service has been terminated pursuant to sub article 1 of this article shall be entitled to get all the rights he deserve in accordance with pension law and article 88 (1) of this regulation.

**84. Dismissal from Job on grounds of Inefficiency**

1) Where any police member whose average work performance and work result evaluation is unsatisfactory for two consecutive years despite exerting his utmost effort using his knowledge and ability to accomplish his work, he shall be dismissed from duty;

- 2) Keewwata kana keewata xiqqaa 1 jalatti kan tumame akkuma jirutti ta'ee waggaawwan shanan darbaniif bu'aa raawwii hojii olaanaa kan galmeessisaa ture miseensi poolisii kamiyyuu madaallin bu'aan raawwii hojii isaa waggoota sadeen darbaniif qabxii giddugaleessan qubsaa gadi yoo ta'een alatti hojiirraa akka gaggeeffamu hin taas-ifamu.
- 3) Bu'uura keewwata kana keewwata xiqqaa 1 fi 2 jalatti tumameen hojiirraa gaggeessuun kan danda'amu:
  - (a) Sadarka hojiirra jirun leenjii barbaachisu kennuudhaan; yookiin
  - (b) Sadarkaa hojii qabatee jiru waliin kan walfakkaatuu fi iddoo hojjachuu danda'u irratti jijjiiruudhaan yeroo waggaa tokko hin caalleef akka hojjatu taasifamee gahumsa isaa foyyeessuu kan hin dandeenye yoo ta'ee fi ofeeggannoo dursaa ji'a tokko kennuudhan ta'a.
- 4) Keewwata kana keewwata xiqqaa 2-3 jalatti kan tumame akkuma jirutti ta'ee Komishinichi barbaachisaa ta'ee yoo argame miseensa sababa adda addaatiin gahee isa irraa eegamu bahuu hin dandeenye yookiin dandeettii hin qabnee fi gulaantaa qabuun iddoo gulataan isaa madaaluun gaggeessuu kan hin dandeenye miseensichaaf mirgi sooramaa isaa kabajameefii hojiirra akka gaggeeffamu taasisuu ni danda'a. Raawwiin isaa Qajeelfama bahuun kan murtaa'u ta'a.
- 5) Akkaataa keewwata kana keewwata xiqqaa 4 tiin miseensonni poolisii hojiirraa gaggeefamanii mirgi sooramaa isaanii kabajameef hanga danda'ametti faawundeeshinii hundeeffamu keessatti akka hammataman Komishinichi haala ni mijeessa.

- ፪) በዚህ አንቀፅ ንዑስ አንቀፅ ፩ ሥር የተደነገገው እንዳለ ሆኖ ላለፉት አምስት አመታት ከፍተኛ የሥራ አፈፃፀም ውጤት ሲያስመዘግብ የቆየ ማንኛውም የፖሊስ አባል የሥራ አፈፃፀም ምዘና ውጤቱ ለላለፉት ሦስት አመታት በመካከለኛ ነጥብ ከበቂ ቦታች ካልሆነ በስተቀር ከሥራ እንዲሰናበት አይደረግም፤
- ፫) በዚህ አንቀፅ ንዑስ አንቀፅ ፩ እና ፪ ሥር በተደነገገው መሠረት ከሥራ ማሰናበት የሚቻለው፡-
  - (ሀ) ሥራ ላይ ባለ ደረጃ አስፈላጊ ሥልጠና በመስጠት፤ ወይም
  - (ለ) ከያዘው ሥራ ጋር የሚመሳሰልና ሊሰራ ከሚችልበት ቦታ ላይ በመቀየር ከአንድ አመት ላልበለጠ ጊዜ እንዲሰራ ተደርጎ ብቃቱን ማሻሻል ያልቻለ ከሆነና የአንድ ወር ቅድመ ማስጠንቀቂያ በመስጠት ይሆናል፡፡
- ፬) በዚህ አንቀፅ ንዑስ አንቀፅ ፪-፫ ሥር የተደነገገው እንዳለ ሆኖ አስፈላጊ ሆኖ ከተገኘ ኮሚሽኑ በተለያዩ ምክንያት ግዴታውን መወጣት የማይችለውን አባል ወይም ክህሎት የለለውና ባለው ደረጃ የሚመጥነውን ቦታ መምራት የማይችለውን ለአባሉ የጡረታ መብቱ ተከብሮለት ከሥራ እንዲሰናበት ማድረግ ይቻላል፤ አፈጻጸሙ በሚወጣ መመሪያ የሚወሰን ይሆናል፤
- ፭) በዚህ አንቀፅ ንዑስ አንቀፅ ፬ መሠረት ከሥራ ተሰናብተው የጡረታ መብታቸው የተጠበቀላቸው የፖሊስ አባላት በተቻለ ሁኔታ በሚመሠረተው ፋውንዴሽን ውስጥ እንዲታቀፉ ኮሚሽኑ ሁኔታን ያመቻቻል፡፡

- 2) Without prejudice to the provision of sub article 1 of this article, any police member who has scored high performance evaluation results for the last five consecutive years shall not be dismissed from his duty unless his average performance evaluation results for the last three consecutive years becomes below satisfactory;
- 3) The dismissal form duty in accordance with sub articles 1and 2 of this article shall be possible:
  - (a) By providing him the required training on the grade he is working; or
  - (b) By making him work for a period not more than one year by transferring him on another similar position and where he is able to work and where he fail to improve his efficiency and by providing him two months advance notice.
- 4) Without prejudice to sub articles 2-3 of this article the Commission may where it found necessary dismiss a member from duty by respecting his right of pension where such member fail to discharge his responsibility for various reasons or lack ability and unable to manage the position he is assigned. Its implementation shall be determined by the regulation to be issued;
- 5) The Commission shall facilitate conditions for the members who are dismissed from duty by respecting their pension right as per sub article 4 of this article to be accommodated in the foundation to be established as much as possible.

**85. Sababa Naamusaatiin Hojiirraa Gaggeessuu**

Miseensi poolisii kamiyyuu bu'uura tumaalee Dambii kanaatiin balleessa naamusaa cimaadhaan himatamee hojii irraa akka gaggeeffamu murtiin dhumaa kan kennameef yoo ta'e tajaajilli isaa addaan cita.

**86. Sababa Umuriin Tajaajila Addaan Kutuu**

- 1) Miseensi poolisii naannichaa kamiyyuu umuriin ittiin soorama bahu waggaa 55 ta'a.
- 2) Poolisiin kamiyyuu tajaajilli isaa yoo hin dheeratiiniin alatti umuriin soorama isaa seeraan murtaa'een guyyaa dhumaa irraa kaasee tajaajilli isaa akka addan citu ni taasifama.
- 3) Miseensii poolisii soorama bahu osoo soorama hin bahiin waggaa sadii yeroo isa hafu gara maatii isaatti akka jijjiiramu ta'ee ji'a jahaan dura barreeffamaan akka beeku ni taasifama. Haa ta'u malee soorama bahuuf ji'a sadii yoo isa hafu mindaa waliin hayyamni ni kennamaaf.
- 4) Keewwata kana keewwata xiqqaa 1-3 jalatti kan tumame akkuma eegametti ta'ee miseensi fedhii isaatiin daangaan umurii sooramaaf taa'ee osoo hin xumurin soorama bahuu barbaade tajaajila waggaa 25 fi isaa ol kenne umuriin isaa waggaa 50 yoo guute soorama bahuu danda'a. Kan hafan akkaataa tumaalee seera sooramaatiin raawwatiinsa ni qabaatu.
- 5) Keewwata kana keewwata xiqqaa 1-4 tti kan tumame yoo jiraatees akkaataa Dambii kana keewwata 84 (4) jalatti tumameen Komishinichi mirgi soorama miseensichaa kabajameefii hojiirraa gaggeeffamuu qaba jedhee yoo itti amane daangaa umuriitiin osoo hin daangeeffamiin hojiirraa gaggeessuu ni danda'a.

**፳፮. በሥነ ምግባር ምክንያት ከሥራ ማሰናበት**

ማንኛውም የፖሊስ አባል በዚህ ደንብ ድንጋጌዎች መሠረት በከባድ ሥነ ምግባር ጥፋት ተከሶ ከሥራ እንዲሰናበት የመጨረሻ ውሳኔ የተሰጠው ከሆነ አገልግሎቱ ይቋረጣል።

**፳፯. በእድሜ ምክንያት አገልግሎትን ማቋረጥ**

- ፩) ማንኛውም የክልሉ ፖሊስ አባል ጡረታ የሚወጣበት እድሜ ፶፮ ይሆናል፤
- ፪) ማንኛውም ፖሊስ አገልግሎቱ ካልተራዘመ በስተቀር የጡረታ እድሜው በሕግ የተወሰነ ከመጨረሻ ቀን ጀምሮ አገልግሎቱ እንዲቋረጥ ይደረጋል፤
- ፫) ጡረታ የሚወጣ የፖሊስ አባል ጡረታ ሳይወጣ ሦስት ዓመት ሲቀረው ወደ ቤተሰቡ እንዲዘዋወር ተደርጎ ከስድስት ወር በፊት በጽሑፍ እንድያውቅ ይደረጋል፤ ይሁን እንጂ ጡረታ ለመውጣት ሦስት ወር ሲቀረው ከደሞዝ ጋር ዕረፍት ይሰጠዋል፤
- ፬) በዚህ አንቀጽ ንዑስ አንቀጽ ፩-፫ ሥር የተደነገገው እንደተጠበቀ ሆኖ፤ በፍላጎቱ ለጡረታ የተቀመጠውን ወሰን ሳይጨርስ ጡረታ ለመውጣት የፈለገ አባል ፳፮ ዓመትና ከዚያ በላይ አገልግሎት ከሰጠና እድሜው ፶ ዓመት ከሞላ ጡረታ መውጣት ይችላል፤ የቀሩት በጡረታ ሕግ ድንጋጌዎች መሠረት ተፈጻሚነት ይኖራቸዋል፤
- ፭) በዚህ አንቀጽ ንዑስ አንቀጽ ፩-፱ ሥር የተደነገገው ቢኖርም በዚህ ደንብ አንቀጽ ፹፬ (፱) ሥር በተደነገገው መሠረት ኮሚሽኑ የአባሉ ጡረታ መብት ተከብሮለት ከሥራ መሰናበት አለበት ብሎ ካመነበት በእድሜ ወሰን ሳይገደብ ከሥራ ማሰናበት ይችላል።

**85. Dismissal from Duty for Disciplinary Reasons**

Where any police member is accused of grave disciplinary offence in accordance with the provisions of this regulation and penalized with final decision of dismissal from duty, his service shall be terminated.

**86. Termination of Service on grounds of age**

- 1) The retirement age of any police member of the region shall be 55 years;
- 2) The service of any police member shall be terminated from the last date of his legal retirement age unless his service is extended;
- 3) The retiring police member shall be transferred to his family three years prior to his retirement and shall be notified of his attainment of retirement in writing before six months of his retirement. However, he shall be given with paid leave when he left with three months for retirement;
- 4) Without prejudice to the provisions under sub articles 1-3of this article, a police member who wants to retire before the completion of attainment of retirement age may be allowed to retire where he has served for 25and above years and attained 50 years old;
- 5) Notwithstanding to the provisions under sub articles 1-4of this article where the Commission believes that the member shall be dismissed from duty by respecting his pension right as stipulated under article 84(4) of this regulation, it may dismiss the member without being limited to age.



**87. Sababa Du'aatiin Tajaajila Addaan Kutuu**

- 1) Miseensi poolisii kamiyyuu guyyaa du'e irraa eegalee tajaajilli isaa addaan ni cita.
- 2) Miseensi poolisii tajaajilli isaa sababa du'aatiin addaan cite mindaa guutuun ji'a inni keessatti du'ee, haadha warraa yookiin abbaa warraa, yoo hin qabaanne dhaaltoota isaatiif ni kaffalama.
- 3) Tumaaleen seera sooramaa akkuma jirutti ta'ee miseensi poolisii du'e bakka bu'oonni isaa:
  - (a) Kan du'e yookiin kan wareegame sababa dirqamaatiin yookiin leenjii ogummaa adda addaa fi qondaalummaa irratti osoo jiruu dhibee beekamaadhaan ala dhimma leenjii waliin walqabatuun yoo ta'e mindaa isaa waggaa lamaa,
  - (b) Kan du'e sababa biroon yoo ta'e mindaa isaa ji'a jahaa yeroo tokkoon akka kaffalamuuf ni taasifama.

**88. Sababa Miidhaa Cimaq Qaama Irra Gahuun Faayidaa Argachuu Qabu**

- Miseensi poolisii kamiyyuu sababa hojiitiin miidhaa qaamaa irra gaheen tajaajila akka addaan kutu boordii yaalaatiin yoo murtaa'e:
- 1) Miidhaa qaamaa cimaatiin kan tajaajila addaan kutu yoo ta'e mindaan isaa kan waggaa tokkoo yeroo tokkoon ni kaffalamaaf,
  - 2) Keewwata kana keewwata xiqqaa 1 jalatti kan tumame akkuma jirutti ta'ee, miidhaan qaamaa cimaq irra gahee tajaajila isaa kan addaan hin kunne yoo ta'e mindaan ji'a jahaa yeroo tokkoon ni kaffalamaaf.

**፳፯. በሞት ምክንያት አገልግሎትን ማቋረጥ**

- ፩) የፖሊስ አባል ከሞተ ቀን ጀምሮ አገልግሎቱ ይቋረጣል፤
- ፪) በሞት ምክንያት አገልግሎቱ የተቋረጠ የፖሊስ አባል የሞተበት ወር ሙሉ ደሞዝ ለእማወራ ወይም ለአባወራ፤ ከሌላቸው ለወራሾቹ ይከፈላል፤
- ፫) የጡረታ ሕግ ድንጋጌዎች እንዳለ ሆኖ፤ የሞተ የፖሊስ አባል ተወካዮቹ፡-
  - (ሀ) የሞተው ወይም የተሰዋው በግዴታ ምክንያት ወይም የተለያዩ ሙያ ሥልጠና እና መኮንንነት ላይ እያለ ከታወቀ ህመም በስተቀር ከሥልጠና ጋር የተያያዘ ከሆነ የሁለት ዓመት ደሞዥ፤
  - (ለ) የሞተው በሌላ ምክንያት ከሆነ የስድስት ወር ደሞዥ በአንድ ጊዜ እንዲከፈለው ይደረጋል፡፡

**፳፰. በአካል ላይ በሚደርስ ከባድ ጉዳት ምክንያት ማግኘት ያለበት ጥቅማጥቅም**

- ማንኛውም የፖሊስ አባል በሥራ ምክንያት በደረሰበት ጉዳት አገልግሎት እንዲያቋርጥ በህክምና ቦርድ ከተወሰነ፡-
- ፩) በከባድ አካል ጉዳት ምክንያት አገልግሎት የሚያቋርጥ ከሆነ የአንድ ዓመት ደሞዥ በአንድ ጊዜ ይከፈለዋል፤
  - ፪) በዚህ አንቀፅ ንዑስ አንቀፅ ፩ ሥር የተደነገገው እንዳለ ሆኖ፤ ከባድ የአካል ጉዳት ደርሶበት አገልግሎቱን የማያቋርጥ ከሆነ የስድስት ወር ደሞዥ በአንድ ጊዜ ይከፈለዋል፡፡

**87. Termination of Service Due to Death**

- 1) The service of any police member shall terminate from the date of his death;
- 2) The police member whose service is terminated due to his death, his full salary of the month in which he is died shall be paid to his wife or her husband or if does not have, to the legal heirs;
- 3) Without prejudice to the provisions of pension law, the survivors of the deceased police member shall be entitled to a lump sum payment of:
  - (a) His two year's salary where he died or sacrificed due to special duty or while on various professional and officer ship training with such training related reasons other than known diseases;
  - (b) His six month salary where he died due to any other reason.

**88. Benefits Obtained For Severe Bodily Injury**

- Where the Medical Board decided that any member shall terminate his service due to severe occupational injury:
- 1) He shall be paid a lump sum payment of his one year salary where he terminates service due to severe bodily injury;
  - 2) Without prejudice to the provision under sub article 1 of this article where the severe bodily injury does not terminate his service, he shall be paid a lump sum payment of his six month salary.

**89. Ragaa Muuxannoo Hojii**  
 Miseensi poolisii kamiyyuu hojjiirraa osoo jiruu yookiin erga tajaajila addaan kutee booda yeroo kamiyyuu ragaan muuxannoo hojii akka kennamuuf yoo gaafate gosa hojii hojjachaa ture, bara tajaajila isaa fi mindaa ji'aan kaffalamaafii ture kan ibsu ragaan muuxannoo hojii sadarkaa Komishinii fi Godina yookiin Magaalaan ni kennamaaf.

**90. Waraqaa Ragaa Qulqullinaa**  
 1) Miseensi poolisii sababa kaminiyyuu hojjiirraa yammuu gaggeeffamu waraqaa ragaa gaggeeffamuu isaa ibsu ni kennamaaf.  
 2) Waraqaan qulqullinaa miseensichaaf kennamu gosa hojii hojjachaa ture, bara tajaajilaa, gahee mindaa isaa fi k.k.f. ibsuu qaba.  
 3) Miseensi poolisii kamiyyuu tajaajila waggaa torbaa osoo hin xumurin gaaffii hojii gadi lak-kisuu yoo dhiyeesse akkaataa Dambii kana keewwata 82 (5) tiin baasii irraa barbaadamu erga kaffalee booda waraqaan qulqullinaa ni kennamaaf. Raawwiin isaa Qajeelfama baahuun kan murtaa'u ta'a.

**91. Tajaajila Dheeressuu**  
 1) Miseensi poolisii tokko umuriin sooramaa isaa erga gahee booda hanga waggaa shan hin caalleetti dheeressuufiin ni danda'ama.  
 2) Bu'uura keewwata kana keewwata xiqqaa 1 tiin tajaajila poolisii tokko dheeressuun kan danda'amu:  
 (a) Sadarkaa barumsaa, beekumsaa fi dandeettii addaa poolisichi qabu hojii Komishinichaa kan fayyadu ta'ee yoo argame,  
 (b) Guddinaan, ramaddiin, jijjiiraadhaan yookiin qaxariin bakka miseensichaa buusuun kan hin danda'amne ta'uun yoo mirkanaa'e,

**፳፱. የሥራ ልምድ ማስረጃ**  
 ማንኛውም የፖሊስ አባል ሥራ ላይ እያለ ወይም አገልግሎት ካደረገ በላይ በማንኛውም ጊዜ የሥራ ልምድ ማስረጃ እንዲሰጠው ከጠየቀ ሲሆን የነበረው የሥራ አይነት፣ የአገልግሎት ዘመኑና ሲከፈለው የነበረው ወራዊ ደሞዝን የሚገልጽ የሥራ ልምድ ማስረጃ በኮሚሽንና በዞን ወይም በከተማ ደረጃ ይሰጠዋል።

**፺. ስለክሊራንስ**  
 ስ) የፖሊስ አባል በማንኛውም ምክንያት ከሥራ ሲሰናበት መሰናበቱን የሚገልጽ የምስክር ወረቀት ይሰጠዋል፤  
 ፪) ለአባሉ የሚሰጠው ክሊራንስ ሲሆን የነበረው የሥራ አይነት፣ የአገልግሎት አመት፣ የደሞዝ ድርሻ እና የመሳሰሉትን መግለፅ አለበት፤  
 ፫) ማንኛውም የፖሊስ አባል የሰባት አመት ግዴታውን ሳይጨርስ ሥራ የመልቀቅ ጥያቄ ካቀረበ በዚህ ደንብ አንቀፅ ፹፪ (፭) መሠረት የሚጠበቅበትን ወጪ ከክፈለ በላ ክሊራንስ ይሰጠዋል፤ አፈጻጸሙ በሚወጣ መመሪያ የሚወሰን ይሆናል።

**፺፮. አገልግሎትን ስለማራዘም**  
 ስ) አንድ የፖሊስ አባል የጡረታ እድሜው ከደረሰ በኋላ ከአምስት ዓመት ላይበለጠ ጊዜ ማራዘም ይቻላል፤  
 ፪) በዚህ አንቀፅ ንዑስ አንቀፅ ፩ መሠረት የአንድ ፖሊስን አገልግሎት ማራዘም የሚቻለው፡-  
 (ሀ) ፖሊሱ ያለው የትምህርት ደረጃ፣ ክህሎትና የተለየ እውቀት ለኮሚሽኑ ሥራ የሚጠቅም ሆኖ ከተገኘ፤  
 (ለ) በእድገት፣ በምደባ፣ በዝውውር ወይም በቅጥር አባሉን መተካት የሚያቻል መሆኑ ከተረጋገጠ፤

**89. Experience Evidence**  
 Where any police member requests evidence of his work experience at while he is on duty or after terminating service, he shall be given with an experience evidence stating the type of work he has been working, his service years and his monthly salary at the commission, zone or city (town) levels.

**90. Clearance Certificate**  
 1) A police member discharged from duty for any reason shall be provided with clearance Certificate describing his being discharged;  
 2) The clearance certificate to be provided to the member shall describe type of work he has been working, his service years, his salary and the likes;  
 3) Where any police member requests the resignation from service before completing the seven years mandatory service, he shall be provided with clearance certificate after he has paid the expenses required from him as per article 82(5) of this regulation. Its implementation shall be determined by the regulation to be issued.

**91. Extension of service**  
 1) The service of a police member may be extended for not more than five year after he attained retirement age;  
 2) The service of a police member may be extended as per sub article 1 of this article where:  
 (a) The educational qualification, knowledge and the special ability of the police member is found essential for the activities of the commission;  
 (b) It is proved that it is impossible to replace the member by another member through promotion, assignment, transfer or employment;

- (c) Miseensichi tajaajila itti fuuf yoo waliigale,
  - (d) Komishinchi bara tajaajilaa dheeressuuf fedhii yoo qabaate,
  - (e) Komishinichi akkaataa barbaachisummaa isaatti miseensichi hojichaaf gahumsa qabaachuu isaa ragaa mana yaalaatiin mirkaneessuu ni danda'a.
- 3) Akkataa keewwata kanaatiin miseensi poolisii tajaajilli dheerateef faayidaalee miseensi poolisii tokko argachuu qabu ni argata.

**92. Miseensa Tajaajila Poolisummaa Addaan Kute Hojiitti Deebisuu**  
 Miseensi poolisii kamiyyuu beekamtii Komishinichaa fi gaaffii mootummaatiin hojiif barbaadamee mana hojii mootummaa kan birootti ramadamee yookiin jijjiiramee osoo hojjachaa jiruu gaaffii gara hojii poolisiitti deebi'uu yoo dhiyeessee fi mana hojii keessatti hojjachaa ture irraa xalayaa deeggarsaa yoo dhiyeesse gulantaa yeroo hojii gadi lakkisu qabu sana qofa qabatee gara hojii poolisiitti deebi'uu ni danda'a.

**93. Miseensa Poolisii Yakkaan Himatame**

1) Komishinichi miseensa poolisii yakkaan himatame sababa ittigaafatamummaa isaa bahuuf jecha haala humnaa ol ta'een gocha yakkaa rawwachuu isaa yoo itti amane:

- (a) Mana Murtiitiin murtiin dhumaa hanga kennamutti ogeessa seeraa Komishinichaa yookiin abukaattoo qaxaruudhaan bilisaan tajaajila abukaatummaa akka argatu ni taasifama,
- (b) Falmichi adeemsa irraa osoo jiruu miseensichi yeroo barbaadametti Mana Murtii dhiyaachuu akka danda'u wabii ni ta'aaf,

- (ሐ) አባሉ አገልግሎት ለመቀጠልፍቃደኛ ከሆነ፤
  - (መ) ኮሚሽኑ የአገልግሎት ዘመኑን ለማራዘም ፍቃደኛ ከሆነ፤
  - (ሠ) ኮሚሽኑ እንደአስፈላጊነቱ አባሉ ለሥራው ብቃት መኖሩን በሀክምና ማስረጃ ማረጋገጥ ይችላል።
- ፫) በዚህ አንቀጽ መሠረት አገልግሎት የተራዘመለት የፖሊስ አባል፤ አንድ የፖሊስ አባል ማገኘት ያለበትን ጥቅሞች ያገኛል።

**፺፪. የፖሊስነት አገልግሎት ያቋረጠውን አባል ወደ ሥራ ስለመመለስ**  
 ማንኛውም የፖሊስ አባል በኮሚሽኑ እውቅና እና በመንግሥት ጥያቄ ለሥራ ተፈልጎ በሌላ የመንግሥት መስሪያ ቤት ተመድቦ ወይም ተዛውሮ እየሰራ እያለ ወደ ፖሊስ ሥራ ለመመለስ ጥያቄ ካቀረበና ሲሠራ ከነበረበት መስሪያ ቤት የድጋፍ ደብዳቤ ካቀረበ ሥራ ሲለቅ የነበረውን ደረጃ ብቻ ይዞ ወደ ፖሊስ ሥራ መመለስ ይችላል።

**፺፫. በወንጀል ስለተከሰሰ የፖሊስ አባል**

፩) ኮሚሽኑ በወንጀል የተከሰሰው የፖሊስ አባል ሀላፊነቱን ለመወጣት ሲል ከአቅም በላይ በሆነ ሁኔታ ወንጀል መፈጸሙን ካመነበት፡-

- (ሀ) በፍርድ ቤት የመጨረሻ ውሳኔ እስክሰጠው የኮሚሽኑን የሕግ ባለሙያ ወይም ጠበቃ በመቅጠር በነፃ የጥብቅና አገልግሎት እንዲያገኝ ይደረጋል፤
- (ለ) ክርክሩ በሒደት ላይ እያለ አባሉ በተፈለገ ጊዜ ፍርድ ቤት መቅረብ እንዲችል ዋስ ይሆነዋል፤

- (c) The member agreed to keep on providing service;
  - (d) The commission willing to extend tenure of the service;
  - (e) The commission may prove the competency of the member for the service with medical evidences as deemed necessary.
- 3) The member whose service has been extended as per this article shall get the benefits that other members are entitled. Its implementation shall be decided by the directive to be issued.

**92. Returning a Member who has Terminated Police Service to Job**  
 Where any member who has been assigned or transferred to another government office with the knowledge of the commission and request of the government being required for particular service applies to return to police service and has produced support letter from the office he has been working, he may be returned to police service on the level he has been holding while he resigned from job.

**93. Police member accused of crime**

1) Where the Commission believes that the police member accused of crime has committed such offence due to compelling circumstance beyond his control he has faced while discharging his duty:

- (a) He shall get free legal service by the Attorney of the Commission or by hiring legal Attorney for him until his case get final decision of the Court;
- (b) Shall be his bail to make the member appear before court whenever he is required while case pending;



- (c) Mirgi wabii kan eegameef yoo ta'e hojii isaa irra ta'ee mindaa argachaa falmichi akka gaggeeffamu ni taasisa,
- (d) Mana Murtii falmichi itti gaggeeffamu yeroo ded-deebi'u akkaataa seera faayinaansiitiin guyyaa beellamaa dhiyaachuu akka danda'u baasiin geejjibaa fi durgoon oolmaa ni kaffalamaaf,
- (e) Mirgii wabii isaa dhorkamee hidhamee yookiin mana sirreessaa galee falmiin kan gaggeeffamu yoo ta'e Mana Murtiitiin murtiin dhumaa hanga kennamutti mindaan isaa ni kaffalamaaf.
- (f) Bilisaan gadi lakkifamee yookiin himanni yakkaa irraa ka'ee mana sirreessaatii yoo gadilakkifame gara hojii isaatti ni deebi'a,
- (g) Yakka himatameen balleessaan isaa itti mirkanaa'ee adabbiin hidhaa waggaa shan hin caalle yoo itti murtaa'ee adabbii isaa erga xumuree booda hojii isaatti akka deebi'u ni taasifama. Haa ta'u malee yeroo hidhaa irra tureef mindaan hin kaffalamuuf,
- (h) Yakka himatameen balleessaan isaa itti mirkanaa'ee adabbii hidhaa waggaa shan caaluun akka adabamu murtii isa dhumaa Manni Murtii yoo itti murteesse murtiin guyyaa itti kannamee eegalee hojiirraa akka gaggeeffamu ni taasifama,
- (i) Keewwata kana keewwata xiqqaa a jalatti kan tumame akkuma jirutti ta'ee, miseensa poolisii haala humnaa ol ta'een balleessaa hariiroo hawaasaa raawwate tokkoof ogeessa seeraa yookiin abukaatoo qaxaruum Komishinichi falmii ni gaggeessaaf.

- (ሐ) የዋስ መብቱ የተጠበቀለት ከሆነ ሥራው ላይ ሆኖ ደግሞ እያገኘ ክርክሩ እንዲካሄድ ያደርጋል፤
- (መ) ክርክሩ የሚካሄድበት ፍርድ ቤት ስመላለስ በፋይናንስ ሕግ መሠረት በቀጠሮ ቀን መቅረብ እንድችል የትራንስፖርት ወጪና ውሎ አበል ይከፈለዋል፤
- (ሠ) የዋስ መብቱ ተከልክሎ ወይም ማረሚያ ቤት ገብቶ ክርክሩ የሚካሄድ ከሆነ በፍርድ ቤት የመጨረሻ ውሳኔ እስክሰጥ ድረስ ደግሞ ይከፈለዋል፤
- (ረ) በገባ ተለቅቆ ወይም የወንጀል ክስ ተነስቶበት ከማረሚያ ቤት ከተለቀቀ ወደ ሥራው ይመለሳል፤
- (ሰ) በተከሰሰበት ወንጀል ጥፋቱ ተረጋግጦበት ከአምስት ዓመት የማይበልጥ የእስር ቅጣት ከተወሰነበት ቅጣቱን ከጨረሰ በኋላ ወደ ሥራው እንዲመለስ ይደረጋል፤ ይሁን እንጂ እስር ላይ በሚቆይ ጊዜ ደግሞ አይከፈለውም፤
- (ሸ) በተከሰሰበት ወንጀል ጥፋቱ ተረጋግጦበት ከአምስት ዓመት በሚበልጥ የእስር ቅጣት እንድቀጣ ፍርድ ቤቱ የመጨረሻ ውሳኔ ከወሰነበት ውሳኔ ከተሰጠበት ቀን ጀምሮ ከሥራ እንዲሰናበት ይደረጋል፤
- (ቀ) በዚህ አንቀፅ ንዑስ አንቀፅ “ሀ” ሥር የተደነገገው እንደተጠበቀ ሆኖ፤ ከአቅም በላይ በሆነ ሁኔታ የፍትህ ብሔር ወንጀል ለፈፀመ ለአንድ ፖሊስ አባል ኮሚሽኑ የሕግ ባለሙያ ወይም ጠበቃ በመቅጠር ክርክር ያካሄድላታል፡፡

- (c) Shall make the member follow his trial by being on his duty and receiving his salary where he is released on bail;
- (d) The member shall be paid transportation cost and allowances in accordance with finance law to enable him appear before court as per the adjournment while he is attending his case;
- (e) He shall be paid of his salary where he is denied of release on bail and he is attending the trial being in custody or in prison administration;
- (f) He shall resume his duty where he is acquitted or a charge against him is withdrawn and released from prison;
- (g) Where he is convicted and punished with imprisonment for a period not exceeding five years, he shall be made to be returned to his duty after completing his penalty; However, he shall not be paid of his salary for the period he has been in prison;
- (h) Where he is punished with imprisonment exceeding five years by the final decision of the court, he shall be dismissed from duty from the date of such decision against him;
- (i) Without prejudice to the provision under sub article (a) of this article, the Commission may conduct litigation for a police member who is made civilly liable by hiring legal expert or Attorney.

- 2) Miseensi poolisii yakkaan himatame kamiyyuu haala hojii isaatiin walqunnamtii hin qabneen sababa yakka raawwateen bu'uuraa Dambii kanaatiin tar kanfiin naamusaa fudhatamu akkuma jirutti ta'ee:
  - (a) Mirgi wabii isaa yoo eegameef hojii isaa irra ta'ee mindaa argachaa falmicha akka gaggeessu ni taasifama,
  - (b) Mirgii wabii isaa dhorkamee hidhamee falmii kan geggeessu yoo ta'e mindan isaa hin kaffalamuuf,
  - (c) Bilisaan yoo gadi lakkifame yookiin himannaan yakkaa yoo irraa ka'ee mana sirreessaatii hiikame mirgi hojii deebi'uu ni eegamaaf,
  - (d) Balleessaawwan naamusaa adabbii cimaa hordofsisaniin alatti, yakka himatameen balleessaan isaa itti mirkanaa'ee adabbiin hidhaa waggaa tokko hin caalle yoo itti murtaa'ee adabbii isaa erga xumuree booda hojii isaatti akka deebi'u ni taasifama. Haa ta'u malee yeroo hidhaa irra tureef mindaa fi faayidaaleen biroo hin eegamuuf.
  - (e) Yakka himatameen balleessaan isaa itti mirkanaa'ee adabbii daangaa yeroo yookiin maallaqaan yoo adabame hojii idilee isaa kan itti fufuu ta'a,
  - (f) Yakka himatameen balleessaan isaa itti mirkanaa'ee adabbiin hidhaa waggaa tokko caaluun akka adabamu murtii isa dhuma Manni Murtii yoo itti murteesse guyyaa murtiin itti kanname irraa eegalee hojiirraa akka gaggeeffamu ni taasifama.

- ፪) በወንጀል የተከሰሰ ማንኛውም የፖሊስ አባል ከሥራው ጋር ግንኙነት በሌለው ሁኔታ መንጀል በመፈፀሙ ምክንያት በዚህ ደንብ መሠረት የሚወሰደው እርምጃ እንዳለ ሆኖ:-
  - (ሀ) የዋስ መብቱ ከተጠበቀለት በሥራው ላይ ሆኖ ደሞዝ እያገኘ ክርክሩን እንዲያካሄድ ይደረጋል፤
  - (ለ) የዋስ መብቱ ተከልክሎ ታስሮ ክርክር የሚያካሄድ ከሆነ ደሞዙ አይከፈለውም፤
  - (ሐ) በነፃ ከተለቀቀ ወይም የወንጀል ክስ ተነስቶለት ከሚረገፍ ቤት ከተለቀቀ ወደ ሥራ የመመለስ መብት ይጠበቅለታል፤
  - (መ) ከባድ ቅጣት ከሚያስከትሉት የስነ ምግባር ጥፋቶች ውጪ በተከሰሰው ወንጀል ጥፋቱ ተረጋግጦበት ከአንድ ዓመት የማይበልጥ የእስር ቅጣት ከተወሰነበት ቅጣቱን ከጨረሰ በኋላ ወደ ሥራው እንድትመለስ ይደረጋል፤ ይሁን እንጂ በእስር ላይ በነበረ ጊዜ ደሞዝና ሌሎች ጥቅማጥቅሞች አይጠበቅለትም፤
  - (ሠ) በተከሰሰበት ወንጀል ጥፋተኝነቱ ተረጋግጦበት የጊዜ ወሰን ቅጣት ወይም በገንዘብ ከተቀጣ መደበኛ ሥራውን የሚቀጥል ይሆናል፤
  - (ረ) በተከሰሰበት ወንጀል ጥፋቱ ተረጋግጦበት ከአንድ ዓመት በሚበልጥ የእስር ቅጣት እንዲቀጣ ፍርድ ቤት የመጨረሻ ውሳኔ ከወሰነበት ውሳኔ ከተሰጠበት ቀን ጀምሮ ከሥራ እንዲሰናበት ይደረጋል፤

- 2) Without prejudice to the disciplinary measure taken on any police member for he commits an offence not related to his duty in accordance with this regulation:
  - (a) He shall be made to be on his duty and conduct his trial receiving his salary where he is released on bail;
  - (b) He shall not be paid a salary where he is conducting his trial being denied of release on bail;
  - (c) He shall be entitled to resume his duty where he is acquitted or the charge against him is withdrawn;
  - (d) Except disciplinary offenses entailing rigorous penalty, he shall be made to resume his duty after completing his penalty where he is convicted of his offense and punished with imprisonment and exceeding one year; however he shall not be entitled to get his salary and other benefits for the period he was in prison;
  - (e) He shall continue his regular duty where he is convicted of his offense and penalized with punishment which is suspended for a time being or penalized with fine;
  - (f) Where he is with the final decision of imprisonment exceeding one year, he shall be dismissed from his from the date of the decision against him.

**Kutaa Kudha Tokko**  
**Akkaataa Qabiinsa Ragaa Miseensota**  
**Poolisii**

**94. Galmee Dhuunfaa**

- 1) Komishinichi miseensota poolisii Komishinicha jala jiran tokkoon tokkoo isaaniitiif ragaa yookiin odeeffannoo sirrii ta'e kan qabatu galmeen dhuunfaa akka jiraatu ittigaafatamummaa ni qaba.
- 2) Miseensi kamiyyuu galmee dhuunfaa isaa keessatti ragaawan argaman ilaalu yookiin kooppii isaa fudhachuuf mirga ni qaba.
- 3) Qaama aangoo qabuun yookiin hooggantoota Komishinichaatiin yookiin raawwattoota bulchiinsa qabeenya humna namaa dhimmi isaa ilaaluun alatti namni kamiyyuu galmee dhuunfaa miseensa poolisii tokko ilaalu hin danda'u.
- 4) Miseensichi kan hin beekne ragaa kamiyyuu galmee dhuunfaa isaa keessa kaa'uun yookiin hidhuun dhorkaadha.
- 5) Miseensi poolisii kamiyyuu:
  - (a) Ragaa fuudhaa fi heerumaa yookiin ragaa ittiin wal hiikan galmee dhuunfaa isaatiin walqabsiisuu fi beeksisuu qaba.
  - (b) Ijoollee yoo godhate yookiin yoo guddifate yookiin maatii isaa keessaa yoo du'e kutaa isaatti beeksisuu qaba.

**95. Odeeffannoo Istaatistiksii**

- 1) Komishinichi:
  - (a) Sadarkaa Komishinichaatti daataa humna namaa ni gurmeessa,
  - (b) Sirni hooggansa hojii ragaa qabeenya humna namaa bifa tokkoon akka hojiirra oolu ni taasisa,
  - (c) Odeeffannoowwan istaatiistiksii miseensota poolisii ilaallatu walitti qabuu fi qindeessudhaan hojiiwwan barbaachisaniif faayidaarra ni oolcha.

**ክፍል አሥራ አንድ**  
**የፖሊስ አባላት የመረጃ አያያዝ ሁኔታ**

**፳፬. ስለግል ማህደር**

- ፩) ኮሚሽኑ በስሩ ለሚገኙ ለእያንዳንዱ የኮሚሽኑ የፖሊስ አባላት ማስረጃ ወይም ትክክለኛ የሆነ መረጃ የያዘ የግል ማህደር እንዲኖር የማድረግ ኃላፊነት አለበት፤
- ፪) ማንኛውም አባል በግል ማህደሩ ውስጥ ያሉትን ማስረጃዎች የማየት ወይም ቅጂውን የመውሰድ መብት አለው፤
- ፫) ሥልጣን ባለው አካል ወይም በኮሚሽኑ አመራሮች ወይም ጉዳዩ ከሚመለከታቸው የሰው ኃይል ሀብት አስተዳደር ፈፃሚዎች በስተቀር ማንኛውም ሰው የአንድን ፖሊስ አባል የግል ማህደር ማየት አይችልም፤
- ፬) አባሉ የማያውቀውን ማንኛውም ማስረጃ በግል ማህደሩ ውስጥ ማስቀመጥ ወይም ማሰር ክልክል ነው፤
- ፭) ማንኛውም የፖሊስ አባል፤
  - (ሀ) የጋብቻ ወይም የፍቺ ማስረጃን ከግል ማህደሩ ጋር ማያያዝና ማሳወቅ አለበት፤
  - (ለ) ልጅ ከወለደ ወይም ካሳደገ ወይም ከቤተሰቡ ውስጥ ከሞተ ለክፍሉ ማሳወቅ አለበት ።

**፳፭. ስታትስቲካዊ መረጃዎች**

- ፩) ኮሚሽኑ፡-
  - (ሀ) በኮሚሽኑ ደረጃ የሰው ኃይል መረጃ ያደራጃል፤
  - (ለ) የሰው ኃይል ሀብት አመራር መረጃ ሥርዓት በወጥነት ሥራ ላይ እንዲውል ያደርጋል፤
  - (ሐ) የፖሊስ አባላትን የሚመለከቱ ስታትስቲካዊ መረጃዎችን በማሰባሰብና በማቀናጀት ለአስፈላጊው ሥራ ጥቅም ላይ ያውላል፤

**Part Eleven**

**Manner of Keeping Evidences of**  
**Police Members**

**94. Personnel Records**

- 1) The Commission shall have the responsibility to keep personnel records containing all relevant evidences or information regarding each police member;
- 2) Any member has the right to get access to all evidences contained in his personnel record to see or to have a copy thereof;
- 3) No person other than the bodies having power or officials of the commission or the concerned human resource administration staff shall look in to the personnel records of a police member;
- 4) It is prohibited to deposit or attach any evidence in the personnel records of a police member without his knowledge;
- 5) Any police member shall:
  - (a) Attach evidences of his marriage or divorce to his personnel records and notify same;
  - (b) Notify about the birth or adoption of children or death of his family member to his unit.

**95. Statistical Data**

- 1) The Commission shall:
  - (a) Organize human resource data at the Commission level;
  - (b) Cause the uniform implementation of human resource evidence management system;
  - (c) Collect and compile statistical data relating to police members and cause it to be used for necessary activities.



2) Qaamni Komishinichaa sadarkaa sadarkadhaan jiru daataa humna namaa yeroo isaa eeggate Komishinichaaf dabarsuuf dirqama ni qaba.

96. Madaallii Raawwii Hojii

- 1) Kaayyoo Madaallii raawwii hojii:
  - (a) Miseensonni poolisii hojii isaanii karooraan hoogganamaa, baay'inaa, qulqullinaa fi si'ayina karaa dabalun akkasumaas baasii karaa qusatuun akka raawwatan dandeessisuu,
  - (b) Ciminaa fi hanqina miseensota poolisii addaan baasun hojii ijaarsa dandeettii karoora irratti hundaa'e hojjachuuf dandeessisu,
  - (c) Miseensonni poolisii raawwii hojii isaanii gara fuulduraa akka fooyyeffatan kaka'umsa hojii isaanii cimsu,
  - (d) Miseensota poolisiitiif jajja-beessituu bu'aa hojii irratti hundaa'e kennuu fi
  - (e) Hoogganaan ragaa qabatamaa irratti hundaa'ee murtii bulchiinsaa akka kennu dandeessisuu ta'a.
- 2) Madaallii raawwii hojii iftoominaa fi qaamni hojichi ilaallatuu fi miseensoonni poolisii bakka argamanitti waliin kan raawwatamu ta'a.
- 3) Keewwata kana keewwata xiqqaa 1 fi 2 jalatti kan tumame akkuma jirutti ta'ee, miseensi poolisii hojiin ala ta'ee barumsa baratu kamiyyuu dhaabbata barumsaa baratu irraa akkaataa Komishinichi hayyameen barachaa jiraachuu isaatiif ragaa wayitaawaa ta'e yoo dhiyeesse qabxiin madaallii yeroo barumsa galu qabu akka qabxii madallii raawwii hojiitti ni qabamaaf.
- 4) Beekamtii Komishinichaatiin miseensi mana hojii mootummaa kan biraa keessatti ergisaadhaan tajaajilaa jiru kamiyyuu bu'aa raawwii madaallii mana hojii mootummaa keessatti tajaajilaa jiru irraa dhiyaatu akka gabaasa madaallii raawwii hojitti ni fudhatama.

፪) በየደረጃ ያሉት የኮሚሽኑ አካላት ጊዜውን የጠበቀ የሰው ሀብት መረጃን ለኮሚሽኑ የማስተላለፍ ግዴታ አለበት።

፺፮. የሥራ አፈፃፀም ምዘና

- ፩) የሥራ አፈፃፀም ምዘና ዓላማ፡-
  - (ሀ) የፖሊስ አካላት ሥራቸው በዕቅድ እየተመራ፣ ብዛት፣ ጥራትና ቅልጥፍናን በሚጨምር መንገድ እንዲሁም ወጪን በሚቆጥብ መንገድ እንዲፈጽሙ ለማስቻል፤
  - (ለ) የፖሊስ አካላትን ጥንካሬና ድክመት በመለየት በዕቅድ ላይ የተመሠረተ የአካላት የአቅም ግንባታ ሥራን ለመስራት ያስችላል፤
  - (ሐ) የፖሊስ አካላት የወደፊት የሥራ አፈፃፀማቸውን እንዲያሻሽሉ የሥራ ተነሳሽነታቸውን ለማጎልበት፤
  - (መ) ለፖሊስ አካላት በሥራ ውጤት ላይ የተመሠረተ አበረታች ለመስጠት፤ እና
  - (ሠ) ኃላፊው በተጨማሪ ማስረጃ ላይ ተመስርቶ አስተዳደራዊ ውሳኔ እንዲሰጥ ለማስቻል ይሆናል።
- ፪) የሥራ አፈፃፀም ምዘና ግልጽነትና ሥራው የሚመለከተው አካልና የፖሊስ አካላት በተገኙበት በጋራ የሚፈፀም ይሆናል፤
- ፫) በዚህ አንቀፅ ንዑስ አንቀፅ ፩ እና ፪ ሥር የተደነገገው እንደተጠበቀ ሆኖ፤ ከሥራ ወጪ የሆነ ትምህርት የምማር ማንኛውም የፖሊስ አካል ከሚማርበት ትምህርት ተቋም ኮሚሽኑ በፈቀደ መሠረት እየተማረ ስለመሆኑ ወቅታዊ የሆነ ማስረጃ ካቀረበ ትምህርት ቤት በገባ ጊዜ የነበረው የሥራ አፈፃፀም ምዘና ውጤት እንደሥራ አፈፃፀም ምዘና ይያዘለታል፤
- ፬) በኮሚሽኑ ዕውቅና በሌላ መንግሥታዊ መስሪያ ቤት ውስጥ በውሰት እያገለገለ ያለ ማንኛውም አካል እያገለገለ ካለበት የመንግሥት መስሪያ ቤት የሚቀርበው የሥራ አፈፃፀም ምዘና ውጤት እንደሥራ አፈፃፀም ምዘና ውጤት ሪፖርት ይወሰዳል።

2) Every branch of the Commission at each hierarchical level shall submit human resource data to the commission timely.

96. Performance Evaluation

- 1) The objective of performance evaluation shall be to:
  - (a) Enable police members to discharge their duties guided by their in a way that promote its volume , quality and efficiency and minimize costs;
  - (b) Enable to identify the strength and weaknesses of police members and thereby implement appropriate capacity building programs based on plans;
  - (c) Strengthen motivation of police members to improve their work in the future;
  - (d) Provide incentives to police members based on their work results; and
  - (e) Enable the heads to make administrative decisions based on tangible evidences.
- 2) Performance evaluation shall be carried out in a transparent manner with the participation of the concerned bodies and police members;
- 3) Without prejudice to the provision under sub article 1 and 2 of this article where any police member who is attending off-job education produce current evidence from the institution in which he is learning proving that he is learning as per the permission of the Commission, his previous performance evaluation result before joining the institution can be taken as his performance evaluation result;
- 4) The performance evaluation result sent to the commission by the government office in which a police member is working can be taken as performance evaluation of any member who is serving in other government office with the knowledge of the Commission.

**Kuta Kudha Lama**  
**Kenniinsaa fi Guddina Gonfoo**  
**97. Waa'ee Sadarkaa fi Tartiiba Gonfoo**

- 1) Sadarkaan Gonfoom i s e e n - sota poolisii s a d a r k - aa Gonfoo Jalqabaa, Giddu-galeessaa, ol'aanaa fi Tarsiimo'aa kan qabu ta'a.
- 2) Tartiibni fi moggaafamni Gonfoo Komishinichaa kan armaan gadii ta'a:
  - (a) Konistaabil, Gargaaraa Saajiin, Itti Aanaa Saajiin, Saajiinii fi Saajiin ol'aanaa Gonfoo Jalqabaa;
  - (b) Gargaaraa Inispeektaraa, Itti aanaa Inispeektaraa fi Inispeektarri Gonfoo gid-dugaleessaa;
  - (c) Inispeektara ol'aanaa, Itti aanaa Komaandaraa fi Komaandarri Gonfoo ol'aanaa.
  - (d) Gargaaraa Komishinaraa; Itti A a n a a Komishinaraa fi Komishinarri Gonfoo Tarsiimo'aa.
- 3) Akkaataa keewwata kana keewwata xiqqaa 1 jalatti ibsameen gonfi miseensaa mallattoo mataa isaa ni qabaata.

**98. Yeroo Turmaata Kenniinsa Gonfoo**

- 1) Guddinni Gonfoo idileedhaan yookiin haala ariifachiisaa irratti hundaa'uun kennamuu ni danda'a.
- 2) Miseensi Poolisii kamiyyuu Gonfoo itti aanu argachuuf gonfoo qabateen yoo xiqqaate yeroo armaan gadiitiif turuu qaba:

**ከፍል አሥራ ሁለት**  
**የማዕረግ አሰጣጥና እድገት**

- ፺፯. ስለማዕረግ ደረጃና ቅደም ተከተል**
- ፩) የፖሊስ አባላት ማዕረግ ደረጃ የመጀመሪያ፣ መካከለኛ፣ ከፍተኛና ስትራቴጂካዊ ማዕረግ ደረጃ ያለው ይሆናል።
- ፪) የኮሚሽኑ ማዕረግ ቅደም ተከተልና ሲያሚ የሚከተሉት ይሆናል፡-
  - (ሀ) ኮንስታብል፣ ረዳት ላጅን፣ ምክትል ላጅን፣ ላጅንና ዋና ላጅን- የመጀመሪያ ደረጃ ማዕረግ፣
  - (ለ) ረዳት ኢንስፔክተር፣ ምክትል ኢንስፔክተርና ኢንስፔክተር- መካከለኛ ደረጃ ማዕረግ፣
  - (ሐ) ዋና ኢንስፔክተር፣ ምክትል ኮሚንደርና ኮሚንደር- ከፍተኛ ደረጃ ማዕረግ፣
  - (መ) ረዳት ኮሚሽነር፣ ምክትል ኮሚሽነርና ኮሚሽነር- ስትራቴጂካዊ ደረጃ ማዕረግ
- ፫) በዚህ አንቀጽ ንዑስ አንቀጽ ፩ ሥር በተገለጸው መሠረት የአባል ማዕረግ የራሱ ምልክት ይኖረዋል።

**፺፰. የማዕረግ አሰጣጥ ቆይታ ጊዜ**

- ፩) የማዕረግ እድገት በመደበኛ ወይም በአስቸኳይ ሁኔታ ላይ በመመሥረት ሊሰጥ ይችላል።
- ፪) ማንኛውም የፖሊስ አባል የሚቀጥለውን ማዕረግ ለማግኘት በያዘው ማዕረግ ቢያንስ ለሚከተለው ጊዜ መቆየት አለበት፡-

**Part Twelve**  
**Promotion in Rank and Its Entitlement**

**97. Levels and Placement of Ranks**

- 1) The levels of ranks of the police members shall have - the junior level of rank, Middle level, Higher level and strategic.
- 2) Placement and names of ranks of the Commission's police shall be:
  - (a) Constable, Assistant Sergeant, Deputy Sergeant, Sergeant and Chief Sergeant shall be initial rank;
  - (b) Assistant inspector, Deputy inspector and Inspector shall be middle level ranks;
  - (c) Chief inspector, Deputy Commander, and Commander shall be high level ranks;
  - (d) Assistant Commissioner, Deputy Commissioner and Commissioner shall be strategic ranks;
- 3) Ranks of the police specified under sub article 1 of this article shall have its own symbols.

**98. Period of stay for conferring promotion**

- 1) Rank promotion may be conferred regularly or on the basis of urgency;
- 2) Any police member shall stay at least the following period holding his existing rank to get the next rank.

Irkaniiwwan Gulantaa	Gulantaa Poolisii	Yeroo Turmaataa Waggaadhaan		Gonfoo Guddinaan Argamu
		Idilee	Ariifachiisaa	
<b>Gulantaa Jalqabaa</b>	Konistaabil	3	2	Gargaaraa Saajiin
	Gargaaraa Saajiin	2	1	Itti aanaa Saajiin
	Itti Aanaa Saajiin	2	1	Saajiin
	Saajiin	2	1	Saajiin Ofaanaa
	Saajiin Ofaanaa	2	1	Gargaaraa Inispeektaraa
	Gargaaraa Inispeektaraa	2	1	Itti aanaa Inispeektaraa
<b>Gulantaa Giddugalee-ssaa</b>	Itti Aanaa Inispeektaraa	3	2	Inispeektara
	Inispeektara	3	2	Inispeektara ofaanaa
	Inispeektara Ofaanaa	3	2	Itti aanaa Komaandaraa
<b>Gulantaa Ofaanaa</b>	Itti Aanaa Komaandaraa	3	2	Komaandara
	Komaandara	4	3	Gargaaraa Komishinaraa
	Gargaaraa Komishinaraa	4	3	Itti Aanaa Komishinara
	Itti aanaa Komishinaraa	4	3	Komishinara
	Komishinara	-	-	
	I/A/Komishinara Jeneraala	-	-	
	Komishinara Jeneraala	-	-	
	Komishinara Jeneraala	-	-	

የደረጃ ፅርድ	የፖሊስ ደረጃ	የቀይታ ጊዜ በዓመት	ሰዓት	ሰዓት	የሚገኝ ግዕዝ
<b>ጽዮራ ደረጃ</b>	ኮንስታብል	3	2	ረዳት ሳይን	ረዳት ሳይን
	ረዳት ሳይን	2	1	ምክትል ሳይን	ምክትል ሳይን
	ምክትል ሳይን	2	1	ሳይን	ሳይን
	ሳይን	2	1	ዋና ሳይን	ዋና ሳይን
	ዋና ሳይን	2	1	ረዳት ኢንስፐክተር	ረዳት ኢንስፐክተር
	ረዳት ኢንስፐክተር	2	1	ምክትል ኢንስፐክተር	ምክትል ኢንስፐክተር
<b>መካከለኛ ደረጃ</b>	ምክትል ኢንስፐክተር	3	2	ኢንስፐክተር	ኢንስፐክተር
	ኢንስፐክተር	3	2	ዋና ኢንስፐክተር	ዋና ኢንስፐክተር
	ዋና ኢንስፐክተር	3	2	ምክትል ኮሚንደር	ምክትል ኮሚንደር
	ምክትል ኮሚንደር	3	2	ኮሚንደር	ኮሚንደር
<b>ኮሚንደር ደረጃ</b>	ኮሚንደር	4	3	ረዳት ኮሚንደር	ረዳት ኮሚንደር
	ረዳት ኮሚንደር	4	3	ምክትል ኮሚንደር	ምክትል ኮሚንደር
	ምክትል ኮሚንደር	4	3	ኮሚንደር	ኮሚንደር
	ኮሚንደር	-	-		
	ምክትል ኮሚንደር	-	-		
	ኮሚንደር	-	-		

Grade of levels	Police level	Period of stay per annum		Rank obtained by Promotion
		Regular	urgent	
<b>Junior lever</b>	Constable	3	2	Assistant sergeant
	Assistant sergeant	2	1	Deputy sergeant
	Deputy sergeant	2	1	sergeant
	Sergeant	2	1	Chief sergeant
	Chief sergeant	2	1	Assistant inspector
<b>Middle level</b>	Assistant inspector	2	1	Deputy inspector
	Deputy inspector	3	2	inspector
	Inspector	3	2	Chief inspector
	Chief inspector	3	2	Deputy commander
	Deputy commander	3	2	commander
	Commissioner	4	3	Assistant Commissioner
<b>Strategic level</b>	Assistant Commissioner	4	3	Deputy Commissioner
	Deputy Commissioner	4	3	Commissioner
	Commissioner	-	-	
	Deputy Commissioner General	-	-	
Commissioner General	-	-		



**Kutaa Kudha Sadii**

**Badhaasaa Miseensota Poolisii**

**99. Kaayyoo**

Kaayyoon badhaasni miseensota poolisiitiif kennamuuf miseensota hirmaannaa olaanaa gum-achanii fi tajaajila gaarii kennan jajjabeessuudhaan galma gahiinsa ergama Komishinichaa mirkaneessuudhaaf ta'a.

**100. Akaakuu Badhaasa Miseensota Poolisii**

- 1) Badhaasni miseensota poolisiitiif kennamu akkaataa armaan gaditti tarreeffameen ta'a:
  - (a) Meedaaliyaa Gootummaa Sadarkaa 1ffaa ;
  - (b) Meedaaliyaa Gootummaa Sadarkaa 2ffaa ;
  - (c) Meedaaliyaa Gootummaa Sadarkaa 3ffaa;
  - (d) Meedaaliyaa Bu'aa Raawwii Hojii Olaanaa;
  - (e) Meedaaliyaa Tajaajila Poolisii Sadarkaa 1ffaa;
  - (f) Meedaaliyaa Tajaajila Poolisii Sadarkaa 2ffaa;
  - (g) Meedaaliyaa Tajaajila Poolisii Sadarkaa 3ffaa; fi
  - (h) Riivaanii Tajaajila Poolisii.
- 2) Akkaataa keewwata kana keewwata xiqqaa 1 (a - h) tiin akaakuu badhaasaa ibsaman kennaan isaanii yookiin kaffaltiitiin raawwatamuu qabu akkasumas boca, haalluu fi qabiyyeen isaanii Qajeelfama bahuun kan murtaa'u ta'a.

**101. Meedaaliyaa Gootummaa Sadarkaa 1ffaa**

- 1) Meedaaliyaan gootummaa sadarkaa 1ffaa miseensa poolisii, garee yookiin kutaa hojii dirqama hojii poolisummaa gaafatuun olitti gootummaa yookiin daran boonsu raawwataniif badhaasa kennamuudha.
- 2) Miseensi poolisii badhaafamaa meedaliyaa gootummaa sadarkaa 1ffaa ta'e:

**ክፍል አሥራ ሦስት**

**የፖሊስ አባላት ሽልማት**

**፺፱.**

**ዓላማ**

ለፖሊስ አባላት ሽልማት የሚሰጥበት ዓላማ ከፍተኛ አስተዋጾ ላበረከቱና መልካም አገልግሎት የሰጡ የፖሊስ አባላትን በማበረታታት የኮሚሽኑን ተልዕኮ ስኬት ለማረጋገጥ ይሆናል።

**፺.**

**የፖሊስ አባላት ሽልማት ዓይነት**

**፩)**

ለፖሊስ አባላት የሚሰጠው ሽልማት ከዚህ በታች በተዘረዘረው መሠረት ይሆናል፡-

- (ሀ) አንደኛ ደረጃ የጀግንነት ሜዳይ፤
- (ለ) ሁለተኛ ደረጃ የጀግንነት ሜዳይ፤
- (ሐ) ሦስተኛ ደረጃ የጀግንነት ሜዳይ፤
- (መ) የላቀ የሥራ አፈጻጸም ውጤት ሜዳይ፤
- (ሠ) አንደኛ ደረጃ የፖሊስ አገልግሎት ሜዳይ፤
- (ረ) ሁለተኛ ደረጃ የፖሊስ አገልግሎት ማዳይ፤
- (ሰ) ሦስተኛ ደረጃ የፖሊስ አገልግሎት ሜዳይ፤ እና
- (ሸ) የፖሊስ አገልግሎት ረባን ናቸው።

**፪)**

በዚህ አንቀጽ ንዑስ አንቀጽ ፩ (ሀ-ሸ) መሠረት የተገለጹት የሽልማት ዓይነቶች አሰጣጣቸው ወይም መፈጸም የሚገባው ክፍያ፣ እንዲሁም የሽልማቶቹ ቅርጽ፣ ቀለምና ይዘታቸው በሚወጣ መመሪያ የሚወሰን ይሆናል።

**፺፩.**

**አንደኛ ደረጃ የጀግንነት ሜዳይ**

**፩)**

አንደኛ ደረጃ የጀግንነት ሜዳይ የዘወትር ፖሊሳዊ ግዳጅ ከሚጠይቀው በላይ እጅግ በጣም የሚያኮራ ጀግንነት ለፈጸሙ የፖሊስ አባል፣ ቡድን ወይም የሥራ ክፍል የሚሰጥ ሽልማት ነው፤

**፪)**

አንደኛ ደረጃ የጀግንነት ሜዳይ ተሽላሚ የሆነ የፖሊስ አባል፡-

**Part Thirteen**

**Awards of Police Members**

**99. Objective**

The objectives of giving awards to police members shall be to ensure the attainment of the mission of the Commission through encouraging police members having outstanding achievement and provide better service.

**100. Types of Awards of Police Members**

1) Types of awards to be given for police members shall be the following:

- (a) 1st Rank medal of heroism;
- (b) 2nd Rank medal of heroism;
- (c) 3rd Rank medal of heroism;
- (d) Medal of outstanding work accomplishment;
- (e) 1st Rank Medal of police service;
- (f) 2nd Rank medal of police service;
- (g) 3rd Rank medal of police service; and
- (h) Police service Ribbon.

2) The types of award referred to under sub article (a-h) of this article, their manner of confer or their payments, shape, Color and substance shall be determined by the directive to be issued.

**101. 1st Rank Medal of Heroism**

1) The medal of Heroism 1st Rank is an award conferred on the police member, team or unit that perform unparalleled bravery proudest achievement beyond ordinary police duty;

2) A police member awarded with the medal of heroism 1st Rank shall:

- (a) Kaffaltii qarshii 20,000.00 yeroo tokkoo fi dabalata mindaa % 25 ni kennamaaf. Kan wareegame yoo ta'e dhaaltota seeraatiif qarshii 25,000.00 kan kaffalamu ta'a.
  - (b) Waraqaan ragaa Pirezidaantiin ni kennamaaf.
- 3) Gareen yookiin kutaan hojii badhaasa meedaaliyaa gootummaa sadarkaa 1ffaa ta'e qarshii 20,000.00 fi waraqaa ragaa Pirezidaantiin ni kennamaaf. Miseensi poolisii garee yookiin kutaa hojii badhaafame keessatti miseensa ta'ees tokkoo tokkoo isaaniitiif dabalata mindaa % 25 ni kaffalamaaf. Akkaataa barbaachisummaa isaatti Komishinichi yoo itti amane miseensoota badhaafamaniif guddina gonfoo sadarkaa tokko kennuufii ni danda'a.

**102. Meedaaliyaa Gootummaa Sadarkaa 2ffaa**

- 1) Medaaliyaa gootummaa sadarkaa 2ffaa, miseensa poolisii garee yookiin kutaa hojii dirqama hojii poolisummaatiin yeroo kamiyyuu gaafatuun alatti gootummaa baayyee boonsu kan raawwateef badhaasa kennamuudha.
- 2) Miseensi poolisii badhaasa meedaaliyaa gootummaa sadarkaa 2ffaa argatu:
  - (a) Kaffaltii qarshii 15,000.00 yeroo tokkoo fi dabalata mindaa % 20 ni kennamaaf. Kan wareegame yoo ta'e dhaaltota seeraatiif qarshii 20,000.00 ni kaffalama.
  - (b) Waraqaan ragaa Komishinara Jeneraalaatiin ni kennama.
- 3) Gareen yookiin kutaan hojii badhaafame meedaaliyaa gootummaa sadarkaa 2ffaa ta'e qarshii 15,000.00 fi waraqaa ragaa Komishinara Jeneraalaatiin ni kennamaaf. Miseensi poolisii garee yookiin kutaa hojii badhaafame ta'e tokkoo tokkoo isaaniitiif dabalata mindaa % 20 ni kennamaaf. Akkaataa barbaachisummaa isaatti Komishinichi yoo itti amane miseensota badhaafamaniif guddina gonfoo sadarkaa tokko kennuufii ni danda'a.

- (ሀ) 20,000 ብር በአንድ ጊዜ ክፍያና 25% የደመወዝ ጭማሪ ይሰጠዋል፤ አባሉ የተሰዋ እንደሆነ ለሕጋዊ ወራሾቹ 25,000 ብር የሚከፈል ይሆናል፤
- (ለ) በፕሬዚዳንት የምስክር ወረቀት ይሰጠዋል።
- ፫) አንደኛ ደረጃ የጀግንነት ሜዳይ ተሸላሚ የሆነ ቡድን ወይም የሥራ ክፍል 20,000 ብርና የምስክር ወረቀት በፕሬዚዳንት ይሰጣቸዋል፤ የተሸላሚው ቡድን ወይም የሥራ ክፍል አባል ለሆነ ለአያንዳንዱ የፖሊስ አባልም ፳፮% የደመወዝ ጭማሪ ይሰጠዋል፤ ኮሚሽኑ በአስፈላጊነቱ ካመነ ለተሸለሙ አባላት የአንድ ደረጃ የማዕረግ እድገት ሊሰጥ ይችላል።

**፪፪. ሁለተኛ ደረጃ የጀግንነት ሜዳይ**

- ፩) ሁለተኛ ደረጃ የጀግንነት ሜዳይ የዘወትር ፖሊሳዊ ግዳጅ ከሚጠይቀው በላይ በጣም የሚያኮራ ጀግንነት ለፈፀመ የፖሊስ አባል፤ ቡድን ወይም የሥራ ክፍል የሚሰጥ ሽልማት ነው።
- ፪) ሁለተኛ ደረጃ የጀግንነት ሜዳይ ሽልማት የሚያገኝ የፖሊስ አባል፡-
  - (ሀ) 15,000 ብር በአንድ ጊዜ ክፍያና 20% የደመወዝ ጭማሪ ይሰጠዋል፤ አባሉ የተሰዋ እንደሆነ ለሕጋዊ ወራሾቹ 20,000 ብር ይከፈላል፤
  - (ለ) በኮሚሽነር ጀነራል የምስክር ወረቀት ይሰጣል።
  - ፫) ሁለተኛ ደረጃ የጀግንነት ሜዳይ ተሸላሚ የሆነ ቡድን ወይም የሥራ ክፍል 15,000 ብር እና በኮሚሽነር ጀነራሉ የምስክር ወረቀት ይሰጠዋል፤ የተሸላሚው ቡድን ወይም የሥራ ክፍል አባል ለሆነ ለአያንዳንዱ የፖሊስ አባልም ፳% የደመወዝ ጭማሪ ይሰጠዋል፤ ኮሚሽኑ በአስፈላጊነቱ ካመነ ለተሸለሙ አባላት የአንድ ደረጃ የማዕረግ እድገት ሊሰጥ ይችላል።

- (a) Be entitled to a lump sum payment of birr 20,000 and 25% salary increment. Where he is sacrificed, his lawful survivors shall be entitled to payment of birr 25,000;
  - (b) be conferred given a certificate by the president;
- 3) The team or unit awarded with medal of heroism 1st Rank is entitled to a lump sum payment of birr 20,000 and certificate by the president. Every police member who is a member of such team or unit shall also be entitled to a 25% salary increment. The Commission may grant one step rank promotion for the awarded members as deemed necessary where it believes so.

**102. Medal of Heroism 2nd Rank**

- 1) The medal of Heroism 2nd rank is an award conferred on the police member, team or unit that has performed or achieved very commendable success of bravery beyond the ordinary police duty;
- 2) The police member awarded with medal of Heroism 2nd Rank shall:
  - (a) Get a lump sum payment of 15,000 birr and 20% salary increment. Where he is sacrificed, his survivors shall get a lump sum payment of 20,000 birr;
  - (b) Be given a certificate by the Commissioner General.
- 3) A team or unit awarded with the medal of Heroism 2nd Rank shall be given with birr 15,000 and a certificate by the Commissioner General. Every police who is a member of such team or unit shall be entitled to 20% salary increment;

**103. Meedaaliyaa Gootummaa Sadarkaa 3ffaa**

- 1) Medaaliyaa gootummaa sadarkaa 3ffaa miseensa poolisii garee yookiin kutaa hojii dirqama hojiin poolisummaa yeroo kamiyyuu gaafatuun alatti gootummaa boonsaa kan raawwaateef badhaasa kennamuudha.
- 2) Miseensi poolisii badhaasaa meedaaliyaa sadarkaa 3ffaa argatu:
  - (a) Kaffaltii qarshii 10,000.00 yeroo tokkoo fi dabalata mindaa % 15 ni kaffalamaaf. Kan wareegame yoo ta'e dhaaltota seeraatiif qarshiin 15,000.00 ni kaffalama.
  - (b) Waraqaan ragaa Komishinara Jeneraalaatiin ni kennamaaf.
- 3) Garee yookiin kutaan hojii badhaasa meedaaliyaa gootummaa sadarkaa 3ffaa argatu qarshii 10,000.00 fi waraqaan ragaa Komishinara Jeneraalaatiin ni kennamaaf. Miseensi poolisii miseensa garee yookiin kutaa hojii badhaafamaa ta'e tokkoo tokkoo isaanitiif dabalata mindaa % 15 ni kennamaaf; akkaataa barbaachisummaa isaatti Komishinichi yoo itti amane miseensota badhaafamaniif guddina gonfoo sadarkaa tokko kennuufii ni danda'a.

**104. Meedaaliyaa Bu'aa Raawwii Hojii Yookiin Milkaa'ina Ol'aanaa**

- 1) Meedaaliyaan bu'aa hojii ol'aanaa badhaasa miseensa, garee yookiin kutaa hojii ergama Komishinichaa milkeessuuf hojii sammuutiin yookiin kalaqaan yookiin ogummaa kamiinuu bu'aa ol'aanaa argamsiisaniif kennamuudha.
- 2) Miseensi poolisii badhaasa bu'aa hojii ol'aanaa argatu:

**፳፫. የሥራት ልማት ጥገና ሚዳይ**

- ፩) ሥራት ልማት ጥገና ሚዳይ የዘወትር ፖሊሳዊ ግዳጅ ከሚጠይቀው በላይ የሚያከራ ጥገና ለፈፀመ የፖሊስ አባል፣ ቡድን ወይም የሥራ ክፍል የሚሰጥ ሽልማት ነው።
- ፪) ሥራት ልማት ጥገና ሚዳይ ሽልማት የሚያገኝ የፖሊስ አባል፡-
  - (ሀ) 10,000 ብር በአንድ ጊዜ ክፍያና 15% የደመወዝ ጭማሪ ይሰጠዋል፤ አባሉ የተሰዋ እንደሆነ ለሕጋዊ ወራሾቹ 15,000 ብር በአንድ ጊዜ ክፍያ ይከፍላል፤
  - (ለ) በኮሚሽነር ጅነራል የምስክር ወረቀት ይሰጠዋል።
- ፫) ሥራት ልማት ጥገና ሚዳይ ሽልማት የሚያገኝ ቡድን ወይም የሥራ ክፍል 10,000 ብር እና በኮሚሽነር ጅነራል የምስክር ወረቀት ይሰጠዋል፤ የተሻሻሉት ቡድን ወይም የሥራ ክፍል አባል ለሆነ ለያንዳንዱ የፖሊስ አባልም 15% የደመወዝ ጭማሪ ይሰጠዋል፤ ኮሚሽነሩ በአስፈላጊነቱ ካመነ ለተሻለሙ አባላት የአንድ ደረጃ የማዕረግ እድገት ሊሰጥ ይችላል።

**፳፬. የላቀ የሥራ አፈጻጸም ውጤት ወይም የከፍተኛ ስኬት ሚዳይ**

- ፩) የላቀ የሥራ ውጤት ሚዳይ የኮሚሽነሩን ተልዕኮ ለማሳካት በአዕምሮ ሥራ፣ በፈጠራ ወይም በማናቸውም መስክ የላቀ ውጤት ላስገኙ አባል ወይም ቡድን ወይም የሥራ ክፍል የሚሰጥ ሽልማት ነው።
- ፪) የላቀ የሥራ ውጤት ሚዳይ የሚያገኝ የፖሊስ አባል፡-

**103. Medal of Heroism 3rd Rank**

- 1) The Medal of Heroism 3rd Rank an award conferred on police member, team or unit that achieved commendable bravery which is beyond the regular police duty;
- 2) The police member awarded with the medal of Heroism 3rd Rank shall be:
  - (a) Be entitled to a lump sum payment of birr 10,000 and 15% salary increment; and where he is sacrificed, his legal survivors shall be entitled to a lump sum payment of birr 15,000.
  - (b) Also be given with a certificate by the Commissioner General.
- 3) The team or unit awarded with the Medal of Heroism 3rd rank shall be entitled to a lump sum payment of 10,000 birr and a certificate by the Commissioner Genera. Every police who is a member of such team or unit shall be given 15% salary increment. Where the Commission believes, it may give one step promotion in rank for each police member who has acquired medal as deemed necessary.

**104. Medal of Work Performance or Distinguished Achievement**

- 1) The medal of distinguished work achievement is an award conferred on a police member, team or unit that has, through his mental work or creativity or in any profession registered distinguished achievement for the attainment of the Commission's mission;
- 2) The police member awarded with the Medal of police service 1st Rank shall get a lump sum payment of an amount of money equivalent to his four month salary;



- (a) Guddinni gulantaa sadarkaa tokkoo fi dabalanni mindaa % 20 ni kennamaaf. Badhaasicha osoo hin fudhatiin kan du'e yoo ta'e dhaaltota seeraa isaatiif qarshii 10,000.00 ni kaffalama.
  - (b) Waraqaan ragaa Komishinara Jeneraalaatiin ni kennamaaf.
- 3) Gareen yookiin kutaan hojii badhaasa meedaaliyaa bu'aa hojii ol'aanaa argatu waraqaan ragaa Komishinara Jeneraalaatiin ni kennamaaf. Miseensi poolisii garee yookiin kutaa hojii kana keessatti miseensa ta'e tokkoo tokkoo isaaniitiif guddina gulantaa sadarkaa tokkoo fi dabalanni mindaa % 20 ni kaffalamaaf.

**105. Meedaaliyaa Tajaajila Poolisii Sadarkaa 1ffaa**

- 1) Meedaaliyaan tajaajila poolisii sadarkaa 1ffaa miseensa poolisii naamusa gaarii poolisummaa isaatiin mudaa kan hin qabne miseensa poolisii ta'ee waggaa 25 fi isaa ol kan tajaajileef badhaasa kennamuudha.
- 2) Miseensi poolisii badhaasa meedaaliyaa tajaajila poolisii sadarkaa 1ffaa ta'e qarshiin mindaa isaa ji'a afur gahu kaffaltii yeroo tokkoon ni kaffalamaaf.

**106. Meedaaliyaa Tajaajila Poolisii Sadarkaa 2ffaa**

- 1) Meedaaliyaan tajaajila poolisii sadarkaa 2ffaa miseensa poolisii naamusa gaarii fi disippiliinii poolisummaa isaatiin mudaa kan hin qabne miseensa poolisii ta'ee waggaa 20 ol kan tajaajileef badhaasa kennamuudha.
- 2) Miseensi poolisii badhaasa meedaaliyaa tajaajila poolisii sadarkaa 2ffaa argatu qarshiin mindaa isaa ji'a sadi gahu kaffaltii yeroo tokkoon ni kaffalamaaf.

- (ሀ) የአንድ ደረጃ የማዕረግ እድገትና ፳% የደመወዝ ጭማሪ ይሰጠዋል፤ ሽልማቱን ሳይቀበል የጥተ እንደሆነ ለሕጋዊ ወራሾቹ 10,000 ብር ክፍያ ይከፈላል፤
- (ለ) በኮሚሽነር ጄነራል የምስክር ወረቀት ይሰጠዋል።
- (፫) የላቀ የሥራ ውጤት ሜዳይ ሽልማት የሚያገኝ ቡድን ወይም የሥራ ክፍል በኮሚሽነር ጄነራል የምስክር ወረቀት ይሰጣል፤ በዚህ ቡድን ወይም ሥራ ክፍል ውስጥ አባል የሆነ ለያንደንዱ አባል የአንድ ደረጃ የማዕረግ እድገትና ፳% የደመወዝ ጭማሪ ይከፈላል።

**፫፮. አንደኛ ደረጃ የፖሊስ አገልግሎት ሜዳይ**

- (፩) አንደኛ ደረጃ የፖሊስ አገልግሎት ሜዳይ በፖሊሳዊ ሥነ ምግባሩ እንከን የሌለውና የፖሊስ አባል ሆኖ ፳፮ አመትና ከዚያ በላይ ላገለገለ የሚሰጥ ሽልማት ነው፤
- (፪) አንደኛ ደረጃ የፖሊስ አገልግሎት ሜዳይ ተሽላሚ ለሆነ የፖሊስ አባል የአራት ወር ደመወዙን የሚያህል ገንዘብ በአንድ ጊዜ ክፍያ ይከፈላል።

**፫፯. ሁለተኛ ደረጃ የፖሊስ አገልግሎት ሜዳይ**

- (፩) ሁለተኛ ደረጃ የፖሊስ አገልግሎት ሜዳይ በሥነ ምግባሩና በፖሊሳዊ ዲስፕሊኑ እንከን የሌለውና የፖሊስ አባል ሆኖ ከ፮ ዓመት በላይ ላገለገለ የፖሊስ አባል የሚሰጥ ሽልማት ነው፤
- (፪) ሁለተኛ ደረጃ የፖሊስ አገልግሎት ሜዳይ ሽልማት የሚያገኝ የፖሊስ አባል የሦስት ወር ደመወዙን የሚያህል ገንዘብ በአንድ ጊዜ ይከፈላል።

- (a) Shall be granted with one step promotion and 20% salary increment; Where he is died before receiving the award , 10,000 birr to his heirs;
  - (b) Certificate shall be given by the Commissioner General.
- 3) The team or unit awarded with medal of outstanding performance of achievement shall be given with certificate by the commissioner general. Each police member who also a member of such team or unit shall be provided with one step level promotion and 20% salary increment.

**105. 1st Rank Medal of Police Service**

- 1) 1st Rank Medal of Police Service is an award conferred on a police member deserving good ethical conduct and has served for 25 or more years;
- 2) A police member who is awarded with the medal of 1st rank police service shall be provided or paid with lump payment of money equivalent to his four months' salary.

**106. 2nd Rank Medal of Police Service**

- 1) The Medal of Police Service 2nd Rank is an award to be conferred on a police member who is reputed for his good police ethical conduct and has served for 20 or more years as a police member;
- 2) A police member awarded with the Medal of Police service 2nd Rank shall be entitled to a lump sum payment of an amount of money equivalent to his three month salary.

**107. Meedaaliyaa Tajaajila Poolisii Sadarkaa 3ffaa**

- 1) Medaliyaan tajaajila poolisii sadarkaa 3ffaa miseensa poolisii naamusaa fi disippiliinii poolisummaa isaatiin mudaa kan hin qabne miseensa poolisii ta'ee waggaa 15 ol kan tajaajileef badhaasa kennamuudha.
- 2) Miseensi poolisii badhaasa meedaaliyaa tajaajila poolisii sadarkaa 3ffaa ta'e qarshii mindaa isaa ji'a lama gahu kaffaltii yeroo tokkoon ni kaffalamaaf.

**108. Riibaanii Tajaajila Poolisii**

Riibaaniin tajaajila poolisii heera mootummaatiif amanaama ta'uun tajaajila miseensa poolisiitiif kennamu waggaa kudhan kudhaniin badhaasa kennamuudha.

**109. Akkaataa Sirna Kenniinsa fi Uffannaa Meedaaliyootaa fi Riibaanotaa**

Meedaaliyoonnii fi riibaanonni Dambii kana keessatti caqasaman akkaataa kenniinsaa fi uffannaan isaa Qajeelfama bahuun kan murtaa'u ta'a.

**110. Meedaaliyaa fi Riibaanii Kennamee Deebisanii Fudhachuu Miseensi badhaasa fudhate tokko:**

- 1) Meedaaliyaan yookiin riibaaniin kennameef ragaa sobaa irratti kan hundaa'e ta'uun isaa yoo mirkanaa'e, yookiin
- 2) Yakka heera mootummaa yookiin sirna heera mootummaa irratti raawwatamuun, gantummaan, shororkeessummaan, baala sammuu namaa hadoochu naanneessuun yookiin yakka biroo walfakkaataa ta'aniin himatamee balleessummaan isaa murtii Mana Murtiitiin yoo mirkanaa'e Meedaaliyaan yookiin Riibaaniin kennameef irraa fuudhama.

**፲፯. ሦስተኛ ደረጃ የፖሊስ አገልግሎት ሜዳይ**

- ፩) ሦስተኛ ደረጃ የፖሊስ አገልግሎት ሜዳይ በሥነ ምግባሩና በፖሊሳዊ ዲሲፕሊን እንከን የሌለውና የፖሊስ አባል ሆኖ ከ፲፮ ዓመት በላይ ላገለገለ የፖሊስ አባል የሚሰጥ ሽልማት ነው።
- ፪) ሦስተኛ ደረጃ የፖሊስ አገልግሎት ሜዳይ ተሸላሚ የሆነ የፖሊስ አባል የሁለት ወር ደመወዙን የሚያህል ገንዘብ በአንድ ጊዜ ይከፈለዋል።

**፲፰. የፖሊስ አገልግሎት ሪባን**

የፖሊስ አገልግሎት ሪባን ለሕገ መንግሥቱ ታማኝ በመሆን ለሚሠጥ ለፖሊስ አገልግሎት በየአሥር ዓመቱ የሚሰጥ ሽልማት ነው።

**፲፱. የሜዳዮችና ሪባኖች አሰጣጥና አለባበስ ሥርዓት**

በዚህ ደንብ ውስጥ የተገለጹት የሜዳዮችና ሪባኖች አሰጣጥና አለባበስ ሥርዓቱ በሚወጣ መመሪያ የሚወሰን ይሆናል።

**፳፯. የተሰጠውን ሜዳይና ሪባን መልሶ ስለመውሰድ ሽልማት የወሰደ አንድ አባል፡-**

- ፩) የተሰጠው ሜዳይ ወይም ሪባን በሀሰተኛ ማስረጃ ላይ የተመሠረተ መሆኑ ከተረጋገጠ፤ ወይም
- ፪) በሕገ መንግሥቱ ወይም በሕገ መንግሥታዊ ሥርዓቱ ላይ በሚደረግ ወንጀል፣ በክህደት፣ በአሸባሪነት፣ በአደንዛዥ ዕዕ አዘዋዋሪነት ወይም በሌላ ተመሳሳይ ወንጀል ተከሶ ጥፋተኝነቱ በፍርድ ቤት ውሳኔ ከተረጋገጠ የተሰጠው ሜዳይ ወይም ሪባን ይወሰድበታል።

**107. Medal of Police Service 3rd Rank**

- 1) The medal of police service 3rd rank is an award that is conferred on a police member who is reputed for his good ethical conduct and police discipline and has served for more than 15 years as a police member;
- 2) A police member awarded with the Medal of police service 3 Rank shall be entitled to a lump sum payment of an amount of money equivalent to his two month salary.

**108. Ribbon of Police Service**

The Ribbon of police service shall be awarded to police members of the Commission every ten years for the service being loyal to the constitution.

**109. Awarding Ceremony and Wearing of Medals and Ribbons**

The Awarding Ceremony and Wearing of Medals and Ribbons provided in this Regulation shall be determined by the directive to be issued.

**110. Deprivation of Medals and Ribbons**

- 1) It is discovered that the award is granted on the basis of false evidence; or
- 2) The awardee has been convicted by court being accused of crime against the constitution or the constitutional order, treason terrorism, drug trafficking or any other similar crimes.

**111. Miseensa Poolisii Hojii Badhaasa Meedaaliyaatiif Geessisu Hojjatee Du'e**

- 1) Bu'uura Dambii kanaatiin miseensi poolisii hojii badhaasa Meedaaliyaatiif geessisu hojjatee du'eef Meedaaliyaan seera qabeessa ta'e maqaa isaatiin ni galmaa'aaf.
- 2) Meedaalichi haadha warraa isaatiif ni kennama, haadha warraa yoo hin qabaanne ijooll-ee isaa keessaa isa hangafaaf kennama, dhala yoo hin qabaanne akkaataa bu'uura seera dhaalaatiin ta'ee abbaa mirgaa dhaaluuf ni kennama.
- 3) Bu'uura keewwata kana keewwata xiqqaa 1 miseensi poolisii wareegame Meedaaliyaan gootummaa maqaa isaatiin galmaa'eeef guddinni gulantaas kennamee fi maqaa isaatiin galmaa'uufii ni danda'a. Raawwiin Dambii kanaa tumaalee kutaa kudha sadii jalatti ibsaman Qajeelfama bahuun kan murtaa'u ta'a.

**Kutaa Kudha Afur Tumaalee Adda Addaa**

**112. Sirna Komiin Itti Dhiyaatuu fi Itti Hiikamu**

Komishinichi komii miseensotaa haala gaariidhaan akka hiikamuu danda'u sirna komiin itti dhiyaatuu fi itti hiikamu ni diriirsa.

**113. Jajjabina Qaamaa fi Dorgommii Ispoortii**

Komishinichi miseensonni poolisii sochiiwwan jajjabina qaamaa fi dorgommiiwwan ispoortii irratti haala itti hirmaatan ni mijjeessa.

**114. Qabeenya Horachuu**

Komishinichi qaabeenya adda addaa horachuu fi faawundeeshinii mataa isa hundeeffachuu ni danda'a. Raawwiin isaa Qajeelfama bahuun kan murtaa'u ta'a.

**፻፲፩. ለሜዳይ ሽልማት የሚያበቃ ሥራ ሠርቶ ስለሞተ የፖሊስ አባል**

- ፩) በዚህ ደንብ መሠረት ለሜዳይ ሽልማት የሚያበቃ ሥራ ሠርቶ የሞተ የፖሊስ አባል አግባብ ያለው ሜዳይ በስሙ ይመዘገብለታል።
- ፪) ሜዳይ ለባለቤቱ ይሠጣል፤ ባለቤት ከሌለው ለታላቅ ልጁ ይሰጣል፤ ልጅ ከሌለው በውርስ ህግ መሠረት ለውርስ ባለሙብቱ ይሰጣል።
- ፫) በዚህ አንቀጽ ንዑስ አንቀጽ ፩ መሠረት የተሰዋ የፖሊስ አባል በስሙ የተመዘገበለት የጀግንነት ሜዳይ የማዕረግ ደረጃ እድገት-ምተሰጥቶት በስሙ ሊመዘገብለት ይችላል፤ የዚህ ደንብ አፈፃፀም በክፍል አሥራ ሦስት ሥር የተገለጹት ድንጋጌዎች በሚወጣ መመሪያ የሚወሰን ይሆናል።

**ክፍል አሥራ አራት ልዩ ልዩ ድንጋጌዎች**

**፻፲፪. ቅሬታ የሚቀርብበትና የሚፈታበት ሥርዓት**

ኮሚሽኑ የአባላት ቅሬታ በአግባቡ መፈታት እንዲችል ቅሬታ የሚቀርብበትና የሚፈታበትን ሥርዓት ይዘረጋል።

**፻፲፫. ስለአካል ብቃትና ስፖርታዊ ውድድር**

ኮሚሽኑ የፖሊስ አባላት በአካል ብቃት እንቅስቃሴዎችና በስፖርታዊ ውድድሮች ላይ የሚሳተፉበትን ሁኔታ ያመቻቻል።

**፻፲፬. ንብረት ስለማፍራት**

ኮሚሽኑ ልዩ ልዩ ንብረቶችን ማፍራትና የራሱን ፋውንዴሽን ማቋቋም ይችላል፤ አፈፃፀሙ በሚወጣ መመሪያ የሚወሰን ይሆናል።

**111. Posthumous Award of Medals**

- 1) The lawful medal shall be registered in the name of a police member who died after having accomplished an outstanding deed which qualifies for the award of a medal in accordance with this regulation;
- 2) The medal shall be given to his spouse; in default of a spouse, to his eldest descendant, in default of descendants to his legal heir as per the relevant law of succession;
- 3) The sacrificed police member in whose name the Medal of Heroism is registered in accordance with sub article 1 of this article may also be granted with promotion in rank and be registered in his name. Implementation of the provisions specified under part thirteen of this regulation shall be determined by the directive to be issued.

**Part Fourteen**

**Miscellaneous Provisions**

**112. Grievance Handling Procedure**

The Commission shall establish grievance handling procedure to properly address the complaints of police members.

**113. Physical Exercises and Sports Competition**

The Commission shall facilitate conditions to enable police members participate in physical exercises and sports competitions.

**114. Owning Property**

The Commission may own various properties and establishes its own foundation. Its implementation shall be determined by the directive to be issued.



**115. Tumaalee Ce'umsaa**

- 1) Balleessaawwan naamusaa osoo Dambiin kun hin bahin dura sadarkaa qorannoo yookiin himannaa irra jiran akkaataa Dambii ittiin bulmaata Poolisii Oromiyaa Lakk. 32/1995 tiin xumura kan argatan ta'a.
- 2) Dambiin kun bahuun dura miseensota Poolisii Komishinichaa ilaalchisee murtiiwwan bulchiinsaa kennaman raawwiin isaanii kan ragga'e ta'a.
- 3) Miseensotni Komishinichaa akkaataa Dambii ittiin bulmaata Poolisii Oromiyaa Lakk 32/1995 balleessaa naamusaatiin adabamanii turan rikardiin isaanii akkaataa Dambii kana keewwata 77 tiin kan raawwatamu ta'a.

**116. Aangoo Qajeelfama Baasuu**  
Komishinichi Dambii kana raawwachiisuuf qajeelfamoota adda addaa basuu ni danda'a.

**117. Seerota Raawwatiinsa Hin Qabanne**

- 1) Dambii ittiin Bulmaata Poolisii Oromiyaa Lakk. 32/1995 Dambii kanaan haqameera.
- 2) Qajeelfamoonnii fi barmaatiileen hojii Dambii kanaan walfaalleessan kamiyyuu dhimmoota Dambii kanaan hammataman irratti raawwatiinsa hin qabaatan.

**118. Yeroo Dambichi Hojiirra Itti Oolu**

Dambiin kun Bitootessa 15, Bara 2009 irraa eegalee hojiirra kan oolu ta'a.

**Finfinnee,**  
**Bitootessa 15, Bara 2009**  
**Lammaa Magarsaa**  
**Pirezidaantii Mootummaa Naannoo Oromiyaa**

**፻፲፮. የመሽጋሪያ ድንጋጌዎች**

- ፩) ይህ ደንብ ከመውጣቱ በፊት በምርመራ ወይም ክስ ደረጃ ላይ ያሉ የሥነ ምግባር ጥፋቶች በኦሮሚያ ፖሊስ መተዳደሪያ ደንብ ቁጥር ፴፪/፲፱፻፺፮ መሠረት ፍፃሜ የሚያገኙ ይሆናሉ፤
- ፪) ይህ ደንብ ከመውጣቱ በፊት የኮሚሽኑ ፖሊስ አባላትን በተመለከተ የተሰጡ አስተዳደራዊ ውሳኔዎች አፈፃፀማቸው የጸደቀ ይሆናል፤
- ፫) በኦሮሚያ ፖሊስ መተዳደሪያ ደንብ ቁጥር ፴፪/፲፱፻፺፮ መሠረት በሥነ ምግባር ጥፋት ተቀጥተው የነበሩ የኮሚሽኑ አባላት ሪከርዳቸው በዚህ ደንብ አንቀፅ ፸፮ መሠረት የሚፈጸም ይሆናል።

**፻፲፯. መመሪያ የማውጣት ሥልጣን**  
ኮሚሽኑ ይህን ደንብ ለማስፈፀም መመሪያ ሊያወጣ ይችላል።

**፻፲፮. ተፈፃሚነት ስለማይኖራቸው ሕጎች**

- ፩) የኦሮሚያ ፖሊስ ኮሚሽን መተዳደሪያ ደንብ ቁጥር፤ ፴፪/፲፱፻፺፮ በዚህ ደንብ ተሽሯል።
- ፪) ከዚህ ደንብ ጋር የሚቃረኑ ማናቸውም መመሪያዎችና ልማዳዊ አሠራሮች በዚህ ደንብ ውስጥ በተሸፈኑ ጉዳዮች ላይ ተፈፃሚነት አይኖራቸውም።

**፻፲፰. ደንቡ ሥራ ላይ የሚውልበት ጊዜ**  
ይህ ደንብ ከመጋቢት ፲፮ ቀን ፳፻፱ ዓ.ም ጀምሮ ሥራ ላይ የሚውል ይሆናል።

**ፊንፊኔ**  
**መጋቢት ፲፮ ቀን ፳፻፱ ዓ.ም**  
**ለማ መገርግ**  
**የኦሮሚያ ክልላዊ መንግሥት ፕሬዚዳንት**

**115. Transitional Provisions**

- 1) Disciplinary offences/faults on investigation or accusation before the issuance of this regulation get final solution in accordance with Oromia Police Administration Regulation No.32/2003;
- 2) The enforcement of administrative decisions passed regarding police members of the Commission before the issuance of this regulation shall remain valid;
- 3) Conviction records of members of the Commission penalized in accordance with Oromia Police Administration Regulation No.32/2003 for disciplinary offences shall be implemented as per article 77 of this regulation.

**116. Power to Issue Directive**  
The Commission may issue various directives to implement this regulation.

**117. Inapplicable Laws**

- 1) The Oromia Police Administration Regulation No.32/2003 is hereby repealed;
- 2) Any directives and work practices/customary practices inconsistent with this Regulation shall not be applicable in respect of matters covered by this Regulation.

**118. Effective Date**  
This Regulation shall come in to force as of March 22/2017.

**Finfine**  
**March 22/2017.**  
**Lema Megersa**  
**President of Oromia Regional State**