



DAWLADDA DEEGAANKA SOOMAALIDA

DHOOOL GAZETA

Somali Regional State

የሶማሌ ክልላዊ መንግሥት

<p>Qimaha ድንዳ ዋጋ Unit Price ብር 35.70</p>	<p>Dhool Gazeta Waxaa soo Saara Baarlamaanka Dawladda Deegaaka sommaalida</p>	<p>✉ 205</p>
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<p>Xeernidaameed Tirsi 4/2001 Xeernidaameedka Maamulka X/ilaalinta ee Goblaha Hawlfulinta D.D.S Bog 1</p>	<p>ደንብ ቁጥር 4/2001 የሶማሌ ክልላዊ መንግሥት አስፈጻሚ አካል በክልሉ የሚገኙ አቃቤ ህጎችን ለማስተዳደር የወጣ ደንብ ገጽ 1</p>	<p>Regulation No. 4/2001 The Somali Regional State Executive Council Regulation to provide for Administration of Regional prosecutors. Page 1</p>
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Maadaama ay muhiim tahay in la soo saaro, lana dhaqangaliyo xeernidaameed heer deegaan ah, oo lagu go'aamiyo magacaabista, meelaynta, dalacaada anshaxmarinta iyo fasaxyada xeeril-aaliyaasha heeraka kala duwan ee D.D.S.

Sidaas darted, Golaha hawlfulinta D.D.S isagoo ka duulaaya awoodaha lagu siiyay Qodobka 59 aad (7) ee dastuurka dib loo habeeyay ee deegaanka iyo Qodobka 28(1) bayaan tirsi 18/1994 bayaanka dib u habaynta hayadaha hawlfulina D.D.S ee bayaaminta a woodaha iyo wajibaadkooda ayaa la soo saaray Xeernidameedka.

OAYB TA KOOWAAD

Qod.1- Cinwaan Gaaban:-

Xeernidameedkan waxu loogu yeedhi karaa 'Xeernidameedka maamulka xeer-ilaaliyaasha D.D. Soomaalida, xeernidameed Tirsi 4/2001 E.C.

በክልሉ በተለያዩ ደረጃ ላይ የሚገኙ አቃቤ ህጎችን በተመለከተ የሚደረጉትን ሹመት፣ የቅጥር፣ የቅጣትና የተለያዩ ፈቃድ አሰጣጥ ሁኔታዎችን ለመወሰንና ተግባራዊ ለማድረግ የሚያስችል ደንብ ማውጣት አስፈላጊ በመሆኑ፤

በተሻሻለው የክልሉ ህገ-መንግሥት አንቀጽ 59(7) እና በተሻሻለው የክልሉ አስፈጻሚ አካላትን ስልጣንና ተግባር የሚወስነው አዋጅ ቁጥር 18/1994 አንቀጽ 28(1) መሠረት እንደሚከተለው ታውጧል፡፡

ክፍል አንድ

አንቀጽ 1 - አጭር ርዕስ:-

ይህ ደንብ "የሶማሌ ክልላዊ መንግሥት ዐቃቤዎችን ስርዓተ-ደንበኞች ደንብ ቁጥር 4/2001 ዓ.ም." ተብሎ ሊጠቀስ ይችላል፡፡

Whereas it is important to issue as well to implement regional regulation for the determination of appointments, employment, promotion, disciplinary measures and leaves of the different levels of the regional prosecutors.

Now therefore, in accordance with the powers given under Article 59 (7) of the regional revised constitution and Article 28(1) of the revised proclamation of the regional executive council proc No. 18/ 1994 providing powers and duties of the executive council it is hereby issued this regulation.

CHAPTER ONE General provisions

Article 1 Short Title

This regulation may be cited as "Regional Prosecutors Administration of Somali regional state executive council regulation No. 4/2001 E.C."

Qeexid:-

aanay habboonaanta eraygu kale siinin, xeerkan:

“Xeer-ilaaliye” waxaa loola eedaa, xeer-ilaaliye kasta oo ka irsan D.D.S oo lagu magic-iabay, loaguna meeleeeyey mid ka nid ah heerarka kutilaaman qodobka 29^{aad} ee xeerkan.

“Xafiiska” Waxaa loola jeedaa xafiiska X/ilaalinta guud iyo caddaalada ee D.D.S.

“Dawlada” waxaa loola jeedaa Xafiiska X/ilaalinta guud iyo Caddaalada ee D.D.Soomaalida.

“Guddiga” waxaa loola jeedaa sida ay u kala horeeyaan guddiyada maamulka xeer-ilaalinta ee heer deegaan iyo gobol laguna assaasay sida ay farayaan qodobka 96,xubinka liyo 2 ee xeeridaameedkan.

“Xafiiska wakiilka ah” waxaa loola jeedaa xafiiska heer gobol “Zone”iyo Degmo oo hoos taga xafiiska x/ilaalinta guud iyo caddaalada.

“Madaxa xafiiska” waxa loola jeedaa Madaxa xafiiska x/ilaalinta guud iyo caddaalada ee D.D.Soomaalida.

“Heer ama heer shaqo” waxaa loola jeedaa heerka lagu meeleeeyo ama lagu magacaabo xeer-ilaaliyaha sida ku cad Qod.29aad ee xeeridaamaadkan.

“Kaliye-xeerilaaliye:” waxa loola jeeda xeer-ilaaliye degmo oo ka hawlagala xafiiska xeer ilaalinta ee heer gobol isagoon lahayn shuruudihi waxbarasho ama wayo-aragnimo ee looga bahnaa booskaas heer gobol.

“Mushahar” waxaa loola jeedaa mushaharka bilowga ah ama mushahar korodhka heerarka kala duwan ee X/ilaalinta.

3. Xadka Fulinta Xeerne-meedkan

Xeeridaameedkan waxa lagu maamulayaa dhammaan xeer-ilaaliyeyaasha heerarka kala duwan lagu magacaabayoo eek u xusan Qod.29 ee xeeridaameedkan.

Iyadoo qodob 1^{aad} sidiisa ahaanayo xeeridaameedkan waxa kale oo xaga mushaarka lagu dabaqaya Agaasimaha.

ገንቀጽ 2 ትርጓሜ

የቃሉ: አገገብ ሌላ ትርጉም የሚያሰጠው ካልሆነ በስተቀር በዚህ ደንብ ውስጥ:-

1. “ዐቃቤ ሕግ” ማለት በዚህ ደንብ ገንቀጽ 29 ከተመለከቱት ደረጃዎች በአንድ የተመደበ የክልል መንግሥት ዐቃቤ ሕግ ነው ::
2. “መስሪያ ቤት” ማለት የሶማሌ ክልላዊ መንግሥት የፍትህና ጠቅላይ ዐቃቤ ሕግ መሥሪያ ቤት ነው ::
3. “መንግሥት” ማለት የሶማሌ ክልላዊ መንግሥት ነው ::
4. “ጉባዔ” ማለት እንደቀደምተክ ተላቸው በዚህ ደንብ ገንቀጽ 96 (1) እና (2) የተቋቋሙ የክልልና የዞን ዐቃቤያን ሕግ አስተዳደር ጉባዔ ማለት ነው ::
5. “ተጠሪ ጽህፈት ቤት” ማለት በዞንና በወረዳ ደረጃ የተቋቋሙ የመሥሪያ ቤቱ ተጠሪ ጽሕፈት ቤት ማለት ነው ::
6. “ቢሮ ኃላፊ” ማለት የሶማሌ ክልላዊ መንግሥት የፍትህና ጠቅላይ ዐቃቤ ሕግ ቢሮ ኃላፊ ነው ::
7. “ደረጃ ወይም የሥራ ደረጃ” ማለት በዚህ ደንብ ገንቀጽ 29 ሥር በተዘረዘረው መሥራት ዐቃብያን ሕግ የተቀጠሩበት፣ የተመደቡበት ወይም የተሾሙበት ደረጃ ነው ::
8. “ረዳት ዐቃቤ ሕግ” ማለት ወረዳ ጽሕፈት ቤት ተመድቦ ተፈላጊ የትምህርትና የሥራ ልምድ መሥሪያት ሳያሟላ በዞን ጽሕፈት ቤት የሚያገለግል ዐቃቤ ሕግ ነው ::
9. “ደመወዝ” ማለት በዐቃብያን ሕግ የደመወዝ ስኬል መስፈርት ለአንድ የሥራ ደረጃ የተወሰነ መነሻ ደመወዝና በደረጃው ውስጥ በየጊዜው የሚሰጥ የደመወዝ ጭማሪ ነው ::

ገንቀጽ 3 የደንብ ተፈጻሚነት ወሰን

1. ይህ ደንብ በገንቀጽ 29 መሰረት የተዘረዘሩት በየትኛው ደረጃ የተመደቡ የክልሉ መንግስት ዐቃብያን ሕግ ሁሉ ተፈጻሚ ይሆናል ::
2. በገንቀጽ 3(1) የተደነገገው እንዳለ ሆኖ ይህ ደንብ በመምሪያ ኃላፊው ላይ ተፈጻሚ ይሆናል ::

Article 2 Definition

In this regulation unless the context requires otherwise

1. “Prosecutor” means any Regional prosecutor appointed to any of the grades as indicated in Article 29 of this regulation
2. “Bureau” means the Regional General Prosecution and Justice Bureau;
3. “Government” Means the government of Somali regional state;
4. “Committee” Means the regional and zonal prosecutors administration committees respectively as indicated in Article 96 (1)(2) of this regulation;
5. “Branch office” means zonal and district bureaus accountable to the Regional Prosecution and Justice Bureau;
6. “Bureau head” means the head of the regional prosecution and justice bureau;
7. “Grade or Work Grade” means grade of prosecutor employed or appointed as prescribed under Article 29 of this regulation;
8. “Assistant Prosecutor” Means district prosecutor working in the zonal office without the educational and experience requirements of zonal prosecutors grade;
9. “Salary” Means a Starting salary or periodic increment of different grades of prosecutors.

Article 3 Scope of Application

1. This regulation shall be applicable to all different grades of prosecutors appointed in accordance with Article 29 of this regulation.
2. Without prejudice to the provisions of sub Article (1) of this Article, if shall be also applicable to department head of the prosecutors.

QAYBTA LABAAD

BKA XULASHADA, MEELAYNTA, IYO IAGACAABISTA XEER-ILAALINTA

1. 4 Shuruudaha xeer-liyenimada looga baahan yahya:-

Qof kasta oo Itoobiyaan ah oo xeer-ilaaliynimo loo qaato waa inuu soo buuxiyo shuruudaha soo socda;

b. waa inuu Afsoomaaliga qori karo, kuna hadli karo, una dhashay deegaanka.

t. Inuu daacad u yahay Dastuurka Jamhuuriyada dimowraadiga Fe-deraalka Itoobiya, iyo kan dee-gaanka.

j. waa in uu yahay aqoonyahan sha-rci bartay X. Inuu ahaado mid magic wanaagsan ku kasbaday hawl-kamimo, aamini-madiisa caad-ilnim-adiisa iyo akhlaaqdiisa.

x.in uu ugu yarar haysto 12+certf.

kh. In aanu ahayn qof dambi lagu eeddeeyey, lag-una xukumay iyo

d. Inay da'diisu tahay 21 sano iyo wixii ka sareeya 60.

Qdo.5 d- Habka loo fulinayo neelaynta Xeer-ilaaliyaha:-

1. Xafiisku, waa inuu si tartan ugu magacaabo xeer-ilaalinta uu ogaysiis soo saaro,ogysiiskaas oo lagu xusayo warbixin gab-an, aqoonta loo baahan yahay heerka shaqada,mushaharka iyo warbixinada kale ee muhiimka ah.

2. Dhammaan dadka doonaya inay xeer-ilaaliyenimo ugu tartamaan xafiiska iyo xafiiska wakiilka ah,waa in ay soo buuxiyaan foomkashaqaalaynta,una soo gudbiyaan xafiiska.

ክፍል ሁለት

ስለ ዐቃቢያን ሕግ አመራረጥ ቅጥርና ሹመት

አንቀፅ 4 ለዐቃቤ ሕግነት የሚያበቁ ሁኔታዎች

(1) በዜግነት ኢትዮጵያዊ የሆነ ለዐቃቤ ህግነት የሚሾም ማንኛውም ሰው የሚከተሉት መስፈርቶች ማሟላት አለበት

ሀ) በሶማሊኛ ቋንቋ መናገርና መጻፍ የሚችል እንዲሁም የክልሉ ተወላጅ የሆነ፤

ለ) ለኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ ሕገ መንግሥት የክልሉ ሕገ-መንግስት ታማኝ የሆነ፤

ሐ) ሕግ ትምህርት የተማረ እና ቢያንስ አስራ ሁለተኛ ክፍል ያጠናቀቀና በተጨማሪ ስርተፍኬት ያለው፤

መ) በታታሪነቱ፣ በታማኝነቱ፣ በፍትሐዊነቱና በሥነ ምግባሩ መልካም ስም ያተረፈ፤

ረ) በወንጀል ክስ ያልተፈረደበት እና ቢያንስ አስራ ሁለተኛ ክፍል ያጠናቀቀና በተጨማሪ ስርተፍኬት ያለው፤

ሰ) ዕድሜው 21 ዓመት ወይም ከዚያ በላይ የሆነና ከ60 ያልበለጠ።

አንቀፅ 5 ስለ ዐቃቤ ሕግ ቅጥር አፈፃፀም ደንብ

1. መስሪያ ቤቱ ዐቃቢያን ሕግ ስለሚመደቡባቸው ክፍት የሥራ ቦታዎች ተስማሚ በሆነው መንገድ ማስታወቅ አለበት ። በሚያወጣውም ማስታወቂያ ወይም መግለጫ ውስጥ የተባለው ክፍት የሥራ ቦታ አጭር መግለጫ፣ ተፈላጊ ችሎታዎች፣ የሥራ ደረጃ የሚከፈለው ደግሞና ሌላም አስፈላጊ መረጃዎችን ይይዛል ።

2. በመስሪያ ቤቱ ውስጥ በዐቃቤ ሕግነት ለመቀጠር የሚወዳደሩ ሰዎች ሁሉ የቅጥር ማመልከቻ ቅጽ በመሙላት ማቅረብ አለባቸው ።

CHAPTER TWO

Selection, Employment and Appointment of Prosecutors

Article 4 Qualification for Appointment of Prosecutors

1. Any Ethiopian to be appointed as prosecutors shall fulfill the following requirements, he or she shall

- a) able to write and read the Somali language and be a citizen of the Somali region;
- b) be loyal to the constitutions of the federal democratic republic of Ethiopia as well as the regional constitution;
- c) Be a graduate in law;
- d) have distinguished him/her self by his/her diligence, loyalty and good moral character;
- e) Not convicted and sentenced with criminal act;
- f) be 21 years of age and not more than 60 years.

Article 5 Procedure for Employment of Prosecutors

- 1. The Bureau shall notify in detail and in appropriate manner vacancies available for the assignment of prosecution. The notice of vacancies shall contain a short descriptions of the vacancies, required qualification, work grade, salary and any other appropriate information.
- 2. Candidates applying to be employed as prosecutors in the Bureau or branch office shall fill employment application form and submit to the Bureau.

afiisku wuxuu isagoo imtiximaya sida uu farayo arjgooda agacaabistu inay ku habboon hiin ayuu ka dooranayaa rtameyaasha wadarta dhibca boga ugu fiicnaadaan.

oooca imtixaankuna waa inuu naado mid lagu cabbiri aro,horumarka shaqada iyo aaladda gaar ahaaneed ee booska anana ee xeer-ilaaliyaha lagu iagacaabayayo sida uu farayo eerka xirfada iyo aqoonta uu irtamuhu ugu qalmi karo ka aby-gelida tartanka iyo weliba inuu haynad leeyahay. Imtixankuna wuxuu noqonayaa hadba ida loogu baahdo af, qoraal ama alala-ddaha kale ee aqoonta lagu niisaamo,laguna hubiyo.

Soo gudbinta caddeymaha:-

aan xeer-ilaaliyaha cusub lagu aabin xafiiska ka hor,waa inuu i caddeymaha soo socda oo

Caddeymaha heerka waxbarashada iyo waayo-aragnimada shaqo

Natiijada baadhista caafimaad Warqada booliska ee caddeynta dambi la'aanta

Caddeymaha kale ee loo baahan yahay

Baadhista Caafimaadka:-

Tartamaha loo doortay in uu xafiiska xeer-ilaaliyenimo ugu shaqeeyo waa in uu marka hore soo maro baadhis caafimaad.

Tartamaha loo doortay inuu xeer-ilaaliyenimada ku shaqeeyo,waxa nooca badhista caafimaad ee uu ku xaqiijinayo inuu shaqada ku habboon yahay go'aa minaya xafiiska sidaas darteenaa,wuxuu xafiisku go'aamin karaa xarumaha caafimaadka ama dhakhaatiirta aqoonsiga loo siiyey inay bixin karaan baadhista iyo shahaadada la aqbali karo .

3. መስሪያ ቤቱ በቀረበለት የቅጥር ማመልከቻ መሰረት ለመቀጠር ተስማሚ መስለው የተገኙትን አመልካቾች በመፈተን ለሥራ ብቁ የሆነውንና ከተወዳዳሪዎች መካከል የተሻለውን አጠቃላይ ውጤት ያገኘውን ሰው ይመረጣል ::

4. የፈተናው ይዘት በመስሪያ ቤቱ ያለውን የሥራ ዕድገትና ዐቃቤ ሕግ የሚቀጠርበት ክፍት የሥራ መደብ ልዩ ሁኔታን መሰረት በማድረግ ተፈታኝ ለሚወዳደርበት ደረጃ የሚበቃ ጠቅላላ ችሎታና እውቀት እንዲሁም ተሰጥኦ ያለው መሆኑን የሚመዘን መሆን አለበት:: ፈተናውም እንደ አስፈላጊነቱ የቃል ወይም የጽሑፍ ጥያቄ በማድረግ ወይም ሁለቱንም የፈተና አይነቶች በማጣመር ወይም በሌሎች የችሎታ መመዘኛዎችና ስልቶች በማጣራት ሊሆን ይችላል ::

አንቀፅ 6 ማስረጃ ስለማቅረብ:-

በመስሪያ ቤቱ ውስጥ አዲስ የሚቀጠር ዐቃቤ ሕግ ከመቀጠሩ በፊት የሚከተሉትን አሟልቶ ማቅረብ አለበት!

1. የትምህርት ደረጃና የሥራ ልምድ ማስረጃዎች!
2. የጤንነት ምርመራ ውጤት!
3. ከወንጀል ነፃ ለመሆኑ የፖሊስ ማስረጃ!
4. ሌሎች አስፈላጊ ማስረጃዎች

አንቀፅ 7- ስለጤንነት ምርመራ

1) በመስሪያ ቤቱ በዐቃቤ ሕግነት ለመቀጠር ተወዳድሮ በዕጩነት የተመረጠ አመልካች ለመቀጠር ይችል ዘንድ በቅድሚያ የጤና ምርመራ አድርጎ ማለፍ አለበት ::

2) በዐቃቤ ሕግነት ለመቀጠር ተወዳድሮ በዕጩነት የተመረጠ አመልካች በጤና ረገድ ለሥራው ተስማሚ ስለመሆኑ ማረጋገጫ የሚቀርብበትን የምርመራ አይነት መስሪያ ቤቱ ይወስናል:: በዚህም መሰረት ምርመራ እያደረጉ በመስሪያ ቤቱ ዘንድ ተቀባይነት ያለው የምስክር ወረቀት እንዲሰጡ እውቅና የተሰጣቸው ሐኪሞች ወይም የህክምና ተቋሞችን መስሪያ ቤቱ መወሰን ይችላል ::

3. The Bureau, based on the application forms shall examine the candidates who seem fit and shall select the one with the best results.

4. The content of the examination shall take in to account the work progress, the special nature of the vacancy concerned to evaluate the general knowledge and capability as well as the gift to the candidate. Where appropriate the examination may be oral or written or both or other method of evaluation may be used.

Article 6 supporting Documents

Anew person in the Bureau shall, before appointment, submit the following complete documents:-

1. educational qualification and work experience documents;
2. health certificate;
3. police certificate for not involving in criminal activities;
4. other necessary documents;

Article 7 Medical Examination

1. A candidate who is selected to be employed as a prosecutor shall pass medical examination.

2. The Bureau shall determine the requirements of medical fitness having regard to the nature of the work, and may designate medical practitioners or institutions to make such examinations.

d.8 Xulida Xeerilaaliyaasha

a xeerkani dhigaayo arimo kasta oo iseeya tartansiinata iyo xulashada u buuxinaayo boos xeerilliyanimoo r walba ah ama haloo maro qaab elayn ama magacaabid waa in ay yaan gudiga heer degaan.

1.9 -Magacaabista Xeer-ilaaliyaha:-

Xeer-ilaaliyeaasha lagu soo xulay sida u dhigayo qodobka 8aad ee xeeridaameedkan waxa magacaabaya madaxa xafiiska iyadoo la waafajinayo xeeridaameekan.

Iyadoo waxba loo dhimin arimaha lagu xeeriyay Qodobka laad, xeerilaaliyaasha lagu magacaabayoo heer degmo waa in magacaabista kahor la helaa fikirka maamulka demada iyo gudiga heer gobol.

10 Hoostagida Xeer-ilaaliyaha:-

Xeer-ilaaliyeaashu waxay u hoggaansan yihiin madaxa xafiiska.

Iyadoon waba la yeelaynin shuruudaha xubinka (1) ee qodobkan, xeer-ilaaliye kasta waxa uu u hoggaansan yahay xeer-ilaaliyaha ka sareeya ee uu hoos tago.

11 Dhaarta:-

Qof kasta oo loo magacaabayoo xeer-ilaaliyenimo, ka hor inta aanu shaqada qaban, waa inuu ku hor dhaartaa Masuulka ay kusayso kuna dhartaa"Anigoo ah _____ waxa aan ku dhaaranayaa inaan u guto xilkayga si daacad ah dhawrona distoorka dawlada Jamhuuriya Dimoqraadiga Federaalka Itoobiya iyo Distoorka Dee-gaanka iyo shuruudka kale ee la soo saari loono kuna shaqaynaya sareynta sharciga Anigoo fulinaaya hurcuuda jirtay ee deegaanka iyo kuwa la soo saaridoona, u gudanayna waa-jibaadkaga si waafaqsan sharciga,ilaalinayana qaquuq iisaanka,una gudan-doona i ay ku dheehan tahay daacadnimo iaminaad, Foojign-aan,iyo eexaso la,aan.

አንቀፅ 8- ስለ አቃቤያን ሕግ አመራረጥ

በዚህ ደንብ መሰረት ማንኛውም የዐቃቤያን ሕግ ውድድርና ቅጥር ለማደረገው ክፍት የሥራ መደብ የሚያካሂደው በክልሉ ገባጭ ይሆናል።

አንቀፅ 9- ስለ አቃቤያን ሕግ ሹመት

1. በዚህ ደንብ አንቀጽ 8 መሠረት ለዐቃቤ ሕግ የተመረጠው ተወዳዳሪ ሹመት በደንቡ መሠረት በመስሪያ ቤቱ ላላፊ ይሆናል።

2. በዚህ ንዑስ አንቀጽ (1) ላይ የተደነገገው እንደተጠበቀ ሆኖ ለወረዳ ጽህፈት ቤት በሚደረገው የአቃቤያን ሕግ ሹመት ከመፈፀሙ አስቀድሞ በዚህ የወረዳው አስተዳደር አስተያየት ይደመጣል ።

አንቀፅ 10- ስለ ዐቃቤያን ሕግ ተጠሪነት

1. ዐቃቤያን ሕግ ተጠሪነታቸው ለቢሮ ላላፊው ይሆናል ።

2. በዚህ አንቀጽ ንዑስ (1) ላይ የተደነገገው እንደተጠበቀ ሆኖ በማንኛውም ደረጃ የሚገኝ ዐቃቤ ሕግ ከእርሱ ለሚቀጥለው የበላይ ዐቃቤ ህግ ተጠሪ ይሆናል ።

አንቀፅ 11- ቃለ መሃላ ስለመፈፀም

1. ማንኛውም ዐቃቤ ህግ ሆኖ የሚሹም ሰው ሥራውን ከመጀመሩ በፊት አግባብ ባለው ባለስልጣን ፊት ቀርቦ የሚከተለውን ቃለ መሃላ መፈጸም አለበት፡-

« እኔ _____ ለሀገሪታችን በመሆን የኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ ሕገ መንግስትና የክልሉ ሕገ መንግስት እና ሌሎች ሕጎችን ላከብርና ላስከበር፤ በክልሉ መንግስት እና በፌዴራል መንግስት የወጡና ወደፊት የሚወጡ ህጎችን በማስፈጸም የህግ የበላይነት ለማረጋገጥ ልሠራ፤ የሥራ ድራሻዬን ሕግ በሚደነገገው መሠረት በመፈጸም የሰዎችን ክብርና ሰብዓዊ መብት ላከብርና ላስጠብቅ፤ የግል ጥቅምን ሳልፈልግ ማንንም በመውደ፤ በመጥላት ወይም በሌላ በማንኛውም ምክንያት አድልዎ ሳላደርግ ማንኛውም ዓይነት ተፅዕኖ ሳልፈራ በሃቀኝነትና በትጋት ላላፊነቱን ለመወጣት ቃል እገባለሁ።»

Article 8 Selection of Prosecutors

Under these regulation matters of evaluation and selection of all grades of prosecutors, whether employment or appointment, it shall be made by the regional committee.

Article 9 Appointment of Prosecutors

1. Prosecutors selected in accordance with Article 8 shall be appointed by the Bureau head pursuant to the provisions of this regulation.

2. Without prejudice to the provisions of sub Article (1) of this Article. Prosecutors appointed to worked administration and the zonal administrations, there shall be a recommendation of respective administrators before appointment is done.

Article 10 Accountability of prosecutors

1. Prosecutors shall be accountable to the Bureau head.

2. Without prejudice to the provisions of sub Article (1) of this Article, a prosecutor at any level shall also be accountable to his/her immediate superior.

Article 11 Oath

1. Any person who is to be appointed as a prosecutor shall before assuming office take the following oath before an appropriate authority:

"I _____ solemnly swear that I shall be loyal to my country and pledge to abide by constitutions of the Federal as well as that of the Region and other laws, to work for the supremacy of law to execute existing laws and those to be enacted in future by the Government, to carry out my responsibilities on the basis of the law, to respect human dignity and safeguard human rights and that I shall discharge my duties honestly sincerely diligently and impartially without seeking personal gain or without fear or favor of any kind."

uulka dhaariyey waa inuu rtaas ku diiwaan-geliyo faylka a ah ee xeer-ilaaliyaha.

Vaxyaabaha ay ka kooban tahay magacaabistu:-

la siinayo qofka loo xushay liyenimadu waa in ay ka aa:-

aca xeer-ilaaliyaha oo sadd-

ka shaqo/jagada ee lagu maga- ay

linta uu hawsha bila-abayo

shaharka bishii la siinayo

vaabaha kale ee muhi-imka ah

rinta magacaabista ama shaqaalavnta vaha:-

f kasta oo la magacaabay ama la eleyey isagoo caddeymo been ah nay xafiiska,waa la burinayaa gacaabistiisa, haddii aanay xaal- lani ay tahay mid ka reebi lahayd gaabistiisa.

ddii la caddeeyo in xeer-ilaaliyaha u magacaabay caddeymo been ah, khtiga uu magacawnaa faa'iido ta oo uu sharci darro ku helay waa u yeelanayaa.

lagacaabista x/ilaaliye bilaw ah:-

a u xeeridaameedkan faraayo xuu xafiisku si tijaabaah u gacaaban karaa x/ilaaliye bilaw ah.

akhtiga tijaabada ah ee x/ilaaliyaha awga ah waa l sano.

fka lagu magacaabayo xeer- aliyaha bilowga ah wakhtiga abada mas'uulkiisa ugu dhawi iqada uu siinayo isagoobaranaya a inuu kor u qaado aqoontiisa iyo rtdiisa.

2. መሐላውን ያስፈፀመው ባለ ሥልጣን የተፈፀመውን መሐላ በዐቃቤ ህግ የግል ማህደር ውስጥ ይመዘገባል ።

አንቀፅ 12- የሹመት ደብዳቤ ሥለሚ ያካተተው ጉዳዮች

ለዐቃቤ ህግ የሚሰጠው የሹመት ደብዳቤ የሚከተለው ጉዳዮችን ያካትታል:-

1. ሙሉ የዐቃቤህግ ስም ከነአያት፤
2. የተመደበበት ደረጃ ፤
3. ሥራውን የሚጀምርበት ቀን፤
4. የሚከፈለው የደሞዝ መጠን
5. ሌላ አስፈላጊ የሆኑ ጉዳዮች

አንቀፅ 13- ስለ ዐቃቤ ህግ ቅጥርና ሹመት መሰረዝ

1. አንድ ዐቃቤ ሕግ ሆነ ብሎ ወይም በቸልተኝነት የሐሰት ማስረጃዎችን አቅርቦ ቢቀጠር ወይም ቢሾም ይህ ሁኔታ ለአቃቤ ህግነት በተመረ ጠበት ጊዜ ታውቆ ቢሆን ኖሮ ቅጥሩ ወይም ሹመቱን አያስከለ ክለውም ነበር የሚያሰኝ ካልሆነ በቀር ቅጥሩ ወይም ሹመቱ በማ ናቸውም ጊዜ ሊሰረዝ ይችላል ።
2. በሹመቱ ወይም ቅጥሩ ምክንያት ያገኛቸውን ጥቅማ ጥቅሞች እንዲ ያካከስ ወይም እንዲመልስ ይደረ ጋል ።

አንቀፅ 14- ስለ ሙከራ ጊዜ

1. በዚህ ደንብ መሠረት መስሪያ ቤቱ በሙከራ ጊዜ ዐቃቤ ሕግነት ሊቀጥር ይችላል ።
2. ለሙከራ ጊዜ እንዲያገለግል ተቀ ጠረ ዐቃቤያነ ሕግ የሙከራ ጊዜው እስከ አንድ አመት ነው ።
3. ለሙከራ ጊዜ የተሾመው ዐቃቤ ሕግ በቅርብ ሃላፊው በሚሠጠው የሥራ ድርሻ እየተመራ ችሎታውንና ትምህርቱን ማሻሻል አለበት ።

2. The authority who administered the decal-ration of oath shall record it in the per-sonal file of the prosecutor.

Article 12 content of the appointment letter

The appointment letter given to the selected prosecutor shall contain

1. Full name of the prosecutor
2. Work grade /post appointed
3. Starting day of the work
4. Monthly salary to be effected
5. Other necessary information

Article 13 Nullity of Employment and Appointment

1. Any employment or appointment of any prosecutor, based on false information given by him/her shall be declared null and void at any time unless the information provided could not have been an impediment to the employment or appointment had it been known at the time of such employment or appointment.
2. Where it is proved that the employment or appointment of the prosecutor is made based on false information he will be forced to make good to all his unlawfull enrichments.

Article 14 Probation

1. Under the provisions of this regulation the Bureau may as probation appoint a new prosecutor.
2. The probation period of a newly appointed prosecutor shall be one year.
3. A person appointed as a new prosecutor shall by learning the work assigned by his/her immediate superior have to improve his/her knowledge and capacity with in the probation period.

Xeer-ilaaliye kasta oo ku jira wakhtiga tijaabada marka la xaqiijiyo in aanu karti u lahayn shaqada inta digniin hal bil ka hor ah qoraal lagu siiyo ayaa laga joojin karaa hawsha iyo mushaharkaba.

addii xafiisku lagama maarmaan u arko muddada tijaabada 3 bilood oo dheeri ah ayuu ku kordhin karaa.

115 Magacaabista joogtada ah:-

Xeer-ilaaliyaha dhamaysta muddada abada eek u cad qod. 14aad ee midameedkan waxaa loo magaabayaa si rasmi ah.

OAYBTA SADDEXAAD
XUBINKA KOOWAAD
XAALADA SHAOO

116 Saacadaha shaqada ee caadiga

1. Maalmaha iyo saacadaha shaqada ee hay'addaha dawlada deegaanka ayey ku dhaqmayaan xeer-ilaliyeyaashu.
2. Xeer-ilaaliye kastaa waa inuu mas'uulkiisa u sheego sababta uu shaqada uga habsaamay iyo marka uu shaqo u baxayo.

117 Shaqo dheeri ah:-

1. Xeer-ilaaliye kasta waxa uu ku qasban yahay inuu shaqo dheeri ah qabto marka sidaas uur amro mas'uulka ka sareeyaa.
2. Shaqada dheeriga ah waxaa la amri karaa oo keliya marka aan shaqada la qaban Karin wakhtiga shaqada ee caadiga ah, xeer-ilaaliyaha sidaas la amrayna waa in la siiyo gunno.

XUBINKALABAAD
FASAXA.

118 Fasax sannadeedka:-

1. Xeer-ilaaliye kasta oo ku magacaaban heer kasta, wuxuu helayaa fasax sannadeed oo mushahar lagu siinayo.
2. Fasaxa sannadka ee xeer-ilaaliyaha la siinayo wuxuu noqon doonaa sidan soo socota:

4. Nimo-ho ee fudud oo ah in ay ka dhacdo xeer-ilaaliyaha marka la xaqiijiyo in aanu karti u lahayn shaqada inta digniin hal bil ka hor ah qoraal lagu siiyo ayaa laga joojin karaa hawsha iyo mushaharkaba.

5. Xeer-ilaaliyaha oo ah inuu mas'uulkiisa u sheego sababta uu shaqada uga habsaamay iyo marka uu shaqo u baxayo.

115 - Xeer-ilaaliyaha joogtada ah

115. Xeer-ilaaliyaha dhamaysta muddada abada eek u cad qod. 14aad ee midameedkan waxaa loo magaabayaa si rasmi ah.

hisaab
30-ka hisaab
116 - Saacadaha shaqada ee caadiga

116 - Saacadaha shaqada ee caadiga

1. Maalmaha iyo saacadaha shaqada ee hay'addaha dawlada deegaanka ayey ku dhaqmayaan xeer-ilaliyeyaashu.
2. Xeer-ilaaliye kastaa waa inuu mas'uulkiisa u sheego sababta uu shaqada uga habsaamay iyo marka uu shaqo u baxayo.

117 - Shaqo dheeri ah:-

1. Xeer-ilaaliye kasta waxa uu ku qasban yahay inuu shaqo dheeri ah qabto marka sidaas uur amro mas'uulka ka sareeyaa.
2. Shaqada dheeriga ah waxaa la amri karaa oo keliya marka aan shaqada la qaban Karin wakhtiga shaqada ee caadiga ah, xeer-ilaaliyaha sidaas la amrayna waa in la siiyo gunno.

118 Fasax sannadeedka:-

118 - Fasax sannadeedka:-

1. Xeer-ilaaliye kasta oo ku magacaaban heer kasta, wuxuu helayaa fasax sannadeed oo mushahar lagu siinayo.
2. Fasaxa sannadka ee xeer-ilaaliyaha la siinayo wuxuu noqon doonaa sidan soo socota:

4. Any prosecutor with in the probation period may be given a one month prior warning notice and then the Bureau may revoke the work if it ascertained that he/she remain incapable of executing his/her duties.

5. The probation period may be extended to three months period by the Bureau where it deemed necessary.

Article 15 Permanent Appointment

Where a prosecutor on probation satisfactorily completes the probation period as provided under Article 14 of this regulation shall be appointed permanently

CHAPTER THREE
SECTION ONE
Conditions of Work

Article 16 Normal Hours of Work

1. The working days and hours of government institutions shall be applicable to working days and hours of prosecutors.
2. Any prosecutor shall report his/her absence, late arrival early departure or other cases of absence of to his/her superior.

Article 17 Overtime

1. Any prosecutor is obliged to work overtime when instructed by his/her superior.
2. Overtime work shall be ordered only if the work cannot be done during normal working hours and the prosecutor so instructed shall be given due care of to the extent feasible.

Section two

Article 18 Annual Leave

1. Any prosecutor appointed to any grade shall have annual leave with pay.
2. The following annual leave shall be granted to prosecutors

Qod.20 Dib u Dhigidda Fasax Sannadeedka

1. Haddii uu xeer-laaliyuh baahi shaqo darted, fasaxa sannadka oo buuxa ama qayb ahaan qaadan kari waayo, fasaxiisa loo gudbinayaa sannadka ku xigga.
2. Sida u faraayo xubinka (1) ee qodobkan, waxa fasax sannadeedka dib loo dhigi karaa oo keliya ugu badnaan fasax sannadeedka laba sanno oo isku xigga.
3. Gudbinta fasaxa ee ku xusan xubinka (1) ee qodobkan, waa in inta aanu dhammaan fasaxa sannadka oo ah 30ka sane ka hor odsi qoraal ah la soo gudbiyo.
4. Fasax sannadeedka aan loo qaadanin sabaa aan ka ahayn sida uu farayo xubinka qodobka 1 iyo 3 ee qodobkan, dhammaan ama qayb ahaan wuu hadhayaa.

Qod 21 Fasaxa Caafimaadka;-

1. Xeer-ilaaliyaha heer kasta jooga ee markii uu wakhtiga tijaabada dhamaystay ka dib, xanuun kale oo aan ahayn dhaawac shaqada dusheeda ku soo gaadhay sabtiisa la shaqayn kari waaya, waxa sida uu qodobkan farayo la siinayaa fasax caafimaad.
2. Fasaxda ku tilmaaman xubinka (1) ee qodobkan, laga soo bilaabo maalinta uu xanuunsaday wakhti ku siman 12 bilood gudahood, haddii si xidhiidh ah ama wakhtiyo kala duwan loo qaato fasaxa, si kastaba ha noqotee, waa in uuna lix bilood ka badnaanin.
3. Haddii xeer-ilaaliye kasta oo heer walba jooga ay wadarta fasaxa caafimaad ee uu muddo 4sanno gudahood ah uu qaatay sannad (hal sanno) gaadho, mustaqbalka fasax kale oo caafimaad lama siinayo.

አንቀፅ 20 - የዓመት ዕረፍት ፈቃድን ስለማስተላለፍ

1. አንድ ዐቃቤ ሕግ በሥራው አስፈላጊነት ምክንያት በፈቃድ ዘመን የዓመት ዕረፍት ፈቃዱን ሙሉው ወይም በከፍል ለመውሰድ ያልቻለ እንደሆነ ፈቃዱ ወደ ሚቀጠለው የፍቃድ ዘመን ይተላለፋል ።
2. በዚህ አንቀጽ ንዑስ አንቀጽ (1) መሰረት የአመት እረፍት ፍቃድን ማስተላለፍ የሚቻለው ቢበዛ ለሁለት (2) ተከታታይ የፍቃድ ዘመን ብቻ ነው።
3. ማንኛውም የአመት ዕረፍት በዚህ አንቀጽ ንዑስ አንቀጽ (1) ማስተላለፍ የሚቻለው የበጀት አመት ከማለቁ ከሴ 30 በፊት ሆኖ በፅሁፍ መቅረብ አለበት።
4. በዚህ አንቀጽ ንዑስ አንቀጽ (1) በተደነገገው መሰረት ሳይሆን በሌላ ምክንያት በሙሉ ወይም በከፍል ያልተወሰደ የዓመት ዕረፍት ፈቃድ ቀሪ ይሆናል ።

አንቀጽ 21 -የሕመም ፈቃድ

1. በማንኛውም ደረጃ የሚገኙ ዐቃቤ ሕግ የሙከራ ጊዜውን ከጨረሰ በሃላ በሥራ ላይ በሚደርስ ጉዳት ሳይሆን በሌላ ሕመም ምክንያት ሥራ ለመስራት ካልቻለ በዚህ አንቀጽ መሠረት የሕመም ፈቃድ ያገኛል ።
2. በዚህ ንዑስ አንቀጽ አንቀጽ 1 የተመለከተው ፈቃድ ህመሙ ከደረሰበት የመጀመሪያ ቀን አንስቶ ባለው የአስራ ሁለት ወር ጊዜ ውስጥ በተከታታይ ወይም በተለያዩ ጊዜያት ቢወሰድም በማንኛውም ሁኔታ ከስድስት ወር አይበልጥም ።
3. በማንኛውም ደረጃ የሚገኝ ዐቃቤ ሕግ በማንኛውም አራት ዓመት ጊዜ ውስጥ የተሰጠው የህመም ፈቃድ ድምር አንድ ዓመት የደረሰ እንደሆነ ወደፊት ሌላ የሕመም ፈቃድ አይሰጠውም ።

Article 20 Postponing Annual Leave

1. If the exigencies of the service unexpectedly prevent a Prosecutor from taking his/her annual leave or part of it within the leave year it shall be postponed to the next fiscal year.
2. Any leave shall be postponed in accordance with sub Article (1) of this Article, only for a maximum of two consecutive leave years.
3. Any leave postponed in accordance with sub Article (1) of this Article, shall in before the end of the fiscal year which ends June 30, be notified to the Bureau in writing to the Bureau.
4. If for reasons other than those stated in sub Articles (1) and (2) of this Article annual leave is not taken fully or partially it shall be forfeited.

Article 21 Sick Leave

1. If a prosecutor at any level having completed his/her probation, is rendered incapable of performing his/her duties of work owing to sickness or occupational injury, he/she shall be entitled to sick leave.
2. The leave referred to in sub Article (1) of this Article shall in no case be more than twelve months counted consecutively or separately in the course of any twelve months period starting from the first day of his/her sickness.
3. If a prosecutor at any level, had one year sick leave in aggregate in a period of four years, no further sick leave shall be granted.

- 4. Xeer-ilaaliye kasta marka uu xanuun dartiis shaqada uga hadho, inay jirto sabab uu xafiisku xaaladda ku oggaan karo ama uu xeer-ilaaliyuhu ku sugan yahay xaalad uuna ku soo sheegi Karin mooyee, waa inuu subaxda soo sheego.
- 5. Xeer-ilaaliye kasta marka uu xanuun dartiis shaqada uga hadho saddex maalmood oo xidhiidh ah, waa in uu keeno warqad caafimaad oo xanuunkiiisa xaqiijinaysa, caddeynta dhakhtarkana waa in lagu xidho galka xeer-ilaliyaha si qarsoodi ahna loo xafido.
- 6. Waxaa fasaxa caafimaadka loo bixinayaa xaaladdahan soo socda:-
 - b) Labada bilood ee ugu ora-ysa waxa lala bixinayaa muhahar buuxa.
 - t) Labada bilood ee ku xigtana waxa lala bixinayaa mushahar badhkii.
 - j) Labada bilood ee ku xigtana wax mushahar ah lama siinayo.

Qod.22 Fasaxa caafimaadka oo laga jaro fasax sannadeedka:-

- 1. Haddii maalmaha uu xeer-ilaaliyaha heer kasta jooga sannadka dhexdiisa isagoo aan haysanin fasax caafimaad xanuun dartiisa shaqada uga hadhay marka la isku geeyo ay 6 maalmood ka bataan, muddada lixda maalmood ka saraysa waxa laga jarayaa fasax sannadeedkiisa.
- 2. Haddii uuna xeer-ilaaliyn maalmood uga hadhsan fasaxiisa sannadka, waxa maalmaha ka badan 6 maalmood, laga jarayaa fasaxiisa sannadka ku xigga. Haddii tan la awoodi wayana, waxa loo tirinayaa sida isagoo qaatay fasax lacag la'aan ah.

Qod.23 Fasaxa caafimaadka oo laga jaro fasax sannadeedka:-

- 1. Xeer-ilaalisada uurka leh si ay baadhitaan caafimaad oo uurkeeda la xidhiidha ay u soo samayso, waxa uu xafiisku siinayaa fasax mushahar leh. Hase ahaatee, xeer-ilaalisada waa in ay keentaa caddeyn caafimaad oo baadhista ku saabsan.
- 2. Haddii xeer-ilaalisada uurka leh, inta aanay dhalin ka hor uu dhakhtarku u soo amro fasax nasasho, waxay helayaa fasax mushahar leh.

- 4. ማንኛውም ዐቃቤ ሕግ በህመም ምክንያት ከሥራ ሲቀር መሥሪያ ቤቱ ስለሁኔታው ሊያውቅ የሚችል ወይም ዐቃቤ ሕጉ ለማስታወቅ የማይችል ካልሆነ በቀር በማግስቱ ለመስሪያ ቤቱ ያስታውቃል ።
- 5. በማናቸውም ደረጃ የሚገኙ ዐቃቤ ሕግ በመታመሙ ምክንያት በተከታታይ ከሶስት ቀን በላይ ከሥራ ከቀረ መታመሙን የሚያረጋግጥ የሐኪም ምስክር ወረቀት ማቅረብ አለበት። የሐኪም ምስክር ወረቀቱ ከዐቃቤ ህጉ የግል ማህደር ጋር ተያይዞ በሚሰጥ መጠበቅ አለበት ።
- 6. የሕመም ፈቃድ ቀጥሎ በተመለከተው ሁኔታ ይሰጣል:-
 - ሀ. ለመጀመሪያዎቹ ሁለት ወራት ከመሉ ደሞወዝ ክፍያ ጋር፤
 - ለ. ለሚቀጥሉት ሁለት ወራት ለያንዳንዱ ወር ከግማሽ የወር ደመወዝ ጋር፤
 - ሐ. ለሚቀጥሉት ሁለት ወራት ጊዜ ያለደመወዝ ክፍያ።

አንቀፅ 22 - የሕመም ፈቃድን ከአመት የዕረፍት ፈቃድ ስለ መቀነስ

- 1) በማናቸውም ደረጃ የሚገኙ ዐቃቤ ሕግ በአንድ የበጀት አመት ውስጥ የህክምና ምስክር ወረቀት ላይ ኖረው በህመም ከሥራው የቀረበት ቀን ተደምሮ ከስድስት (6) ቀን የበለጠ እንደሆነ ከስድስት (6) ቀን በላይ ያለው ጊዜ ከዓመት የዕረፍት ፈቃዱ ላይ ይቀንስበታል ።
- 2) ዐቃቤ ሕጉ ከዓመት የዕረፍት ፈቃድ የተረፈ ቀን የሌለው ከሆነ ከስድስት ቀን በላይ ያለው ቀን በተከታታይ የፈቃድ ዘመን ከሚታሰብለት የአመት ዕረፍት ፈቃድ ላይ እንዲቀነስ ይደርጋል። ይህ ካልተቻለም ያለ ደሞዝ እንደተወሰደ ፈቃድ ይቆጠራል ።

አንቀፅ 23- የወሊድ እና የእርግዝና ፈቃድ:-

- 1) ነፈሰ ጡር የሆነች ዐቃቤ ህግ ከእርግዝና ጋር የተያያዘ ምርመራ ለማድረግ መስሪያ ቤቱ ከደሞዝ ጋር ፈቃድ ይሰጣታል ። ሆኖም ዐቃቤ ህግ ስለምርመራው የሐኪም ማስረጃ ማቅረብ አለባት ።
- 2) ነፍሰ ጡር የሆነች ዐቃቤ ሕግ ከመውለዷ በፊት ሐኪም እንደታርፍ ካዘዘ ደመወዝ የሚከፈልበት ፍቃድ ታገኛለች ።

- 4. Where any prosecutor absents him/her self from work on grounds of sickness he/she notifies the Bureau the day following his/her absence, unless the Bureau is in position to know the sickness or unless it is impractical to notify.
- 5. Where a prosecutor is absent from his/her work for three consecutive days due to sickness, he/she shall submit a medical certificate The medical certificate shall be kept in his/her personal file confidentially.
- 6. Sick leave shall be granted in the following manner:-
 - a) for the first two months with full payment of his/her salary,
 - b) for next two months with 50% payment of his/her salary,
 - c) for the next two months without pay.

Article 22 Deduction of Sick Leave from Annual Leave

- 1. Where the aggregate number of days during which a prosecutor is absent from office, due to sickness without a medical certificate exceeds six(6) during the leave year the number of days exceeding six(6) shall be deducted from his/her annual leave.
- 2. In case no annual leave is left the days shall be deducted from the next years leave. Failure to this it shall be considered as leave without pay.

Article 23 Maternity Leave

- 1. A pregnant prosecutor shall be granted paid leave for medical examination in accordance with doctor's recommendation.
- 2. A pregnant prosecutor shall be granted paid leave before delivery if recommended by a doctor.

marka xeer-ilaaliye kasta sababta u fasaxa u codsaday ay tahay in uuddo xaddidan goobta shaqada waxbarasho darted dalka gudi-iisa ama dalka dibadiisa u degayo, xafiiskuna uu aamino in marka uu tacliinta soo dhamaysto uu xafiiska si wanaagsan ugu adeegi doono, fasax waxbarasho vaa la siin karaa. Fasaxa la siinayo inta uu le'eg yahay iyo taaladdaha kaleba, waxa lagu iulinayaa sida uu farayo amarka guud ee ay dawladdu soo saarayso.

Fasaxa waxbarasho ee loo bixiyo sida uu farayo xubinka (2) ee qodobkan, mushahar kordhinta la sameeyo labadii sannoba mar, muudada uu maqan yahay looma xisaabinayo.

26. Ka maqnaanshaha shaqada la'aan:-

Haddii uu xeer-ilaaliye kasta ka baaqdo shaqada isagoo aan la fasixin shaqada waxaa laga xayiraayaa mushaarkiisa malimihii uu maqnaa.

Haddii uu xeer-ilaaliyuhu keeno saba macquul ah oo maqnaanshihiisa ku saabsan, waxa marka uu xafiisku eego arrintiisa, uu heli karaa mushaharka muddadii uu shaqada ka maqnaa oo dhan ama qayb ahaan.

27. Habka Codsashada Fasaxa:-

marka ay la kulanto xaalad aan qoraal i waydiin Karin mooyee, xeerliye kasta waa inuu fasaxa uu sanayo qoraal ahaan ku soo biyo.

XUBINKA SADDEXAAD
MAYNTA JAGADA SHAQO EE
XEER-ILAALIYAHA

128. Aasaaska jagoovinka shaqo:-

1. jagoovinka shaqo ee xeerilaaliyaasha waa heerar kala duwan loogu kala qaybiyaa iyo kaaraa iyadoo la tixgalinaayo.

b) Culayska, Baaxada iyo Nuuca shaqada.

2. **ማንኛውም አቃቤ ሕግ ፈቃድ የጠየቀበት ምክንያት ለተወሰነ ጊዜ ከሥራ ገበታ ተለይቶ በአገር ውስጥ ወይም ከአገር ውጭ በትምህርቱ ለማሳለፍ ሲሆን እና ትምህርቱን ተከታትሎ ሲያጠናቅቅ ለመስሪያ ቤቱ የተሻለ አገልግሎት እንደሚያበረክት ቢሮ ሃላፊው ሲያምንበት የትምህርት ፈቃድ ሲሰጠው ይችላል። ፍቃድ የሚሰጥበት የጊዜ ርዝመትንና ሌሎች ሁኔታዎች ክልሉ በሚያወጣው አጠቃላይ መመሪያ መሠረት ይሆናል ።**

3. **በዚህ አንቀጽ ንዑስ አንቀጽ 2 መሠረት የሚሰጠው የትምህርት ፈቃድ በየሁለት ዓመት የሚደረግ የደመወዝ ጭማሪ ተፈላጊ የሆነው የቆይታ ጊዜ አይታሰብለትም ።**
አንቀጽ 26 - ያለፈቃድ ከሥራ ስለመቅረት

1. **ማንኛውም ዐቃቤ ሕግ ሳይፈቀድለት በማናቸውም ምክንያት ከሥራ የቀረ እንደሆነ የቀረበት ጊዜ ደመወዝ እንዲያዝ አስፈላጊው እርምጃ ይወሰዳል ።**

2. **ዐቃቤ ሕጉ ከሥራ ለቀረበት በቂ ምክንያት ያቀረበ እንደሆነ ከሥራ ለቀረበት ጊዜ ሙሉ ደሞዘን ወይም በከፊል ለማግኘት ይችላል።**

አንቀጽ 27 - ስለፈቃድ አጠያየቅ
በጽሁፍ ለመጠየቅ የማይቻልበት ሁኔታ ካላጋጠመው በስተቀር ማንኛውም ዐቃቤ ሕግ የሚጠይቀው ፈቃድ ሁሉ በጽሁፍ መሆን አለበት።

ንዑስ ክፍል ሦስት
ስለ ዐቃቤ ህጎች የስራ ደረጃ መወሰኛ ሁኔታ

አንቀጽ 28 - የስራ ደረጃ መወሰኛ ሁኔታ
በተለያዩ ደረጃ ላይ የሚገኙት የአቃቤዎች ህጎች ደረጃዎች በሚከተሉት ሁኔታዎች መሰረት ይወሰናል:-

ሀ. በስራው ክብደት፣ ስፋትና አይነት፤

2. Educational leave may be granted to any prosecutor where the leave is required for pursuing studies locally or abroad provided the Bureau is convinced that the prosecutors training contributes to his/her rendering a service upon completion of his/her education. The duration and condition of the leave shall be based on the guidelines of the Government.

3. Education leave granted under sub Article (2) of this Article shall not be considered for a two year salary increment.

Article 26 Unauthorized Absences

1. Where a prosecutor is absent from duty without permission, the necessary arrangements for withholding his/her salary for the days of absence shall be made.

2. If the prosecutor produces sufficient reasons for his/her absence, could be out he/she may get full or partial payment for the time of absence.

Article 27 Application for Leave

All leave shall be requested in writing unless the prosecutor is encountered with situations preventing him/her to do so.

Section Three

Transfer

Evaluation for work grades of prosecutors

Article 28 Base of work grades

Work grades of prosecutors may be classified in to different levels by:-

- a) Weight, scope and type of the work,

Mushaharka bilowga ah ee la o Marka la bixinayo dalacaada :-

Marka xeer-ilaaliyaha la dalacsiinayo, haddii mushaharka uu intii aan la dalacsiin qaadan jiray ka ooseeyo mushaharka bilowga ah ee heerka lagu dalacsiiyey, wuxuu elayaa mushaharka bilowga ah ee heerkaas loo cayimay.

Ihase ahaatee, haddii mushaharka uu intii aan la dalacsiinin qaadan jiray uu ka sareeyo ama le'ge yahay mushaharka bilowga ah ee heerkaas loo cayimay mushaharkiisa cusub wuxuu noqonayaa heerka mushahar eek u xigga mushaharka uu dalacaadiisa ka yar qaadan jiray.

35. Beddelka la isku beddelo ay ovin isku heer ah:-

Marka xeer-ilaaliyaha loo beddelo ama ay ugu meeleeyo hawl kale oo ay ka qayb qaadatay heer yihiiin hawsha uu hayo, mushaharka iyo heerkiisuba sidii hore ahaanayaan.

36 shaqo sare oo si ku meel-dhac ah la isugu meeleeyo:-

Marka xeer-ilaaliyaha jago sare isku meel-gaadh ah ama dib loogu meeleeyo mushaharka uu hoary uu qaabdan jiray lama beddelayo.

Waxaa xeer-ilaaliyaha jago sare isku meel-gaadh ah ama kusimid ahaan loogu meelayn karaa muddo hal sanno ah oo keliya.

37 Hoos u dhigidda heerka bilowga (Casilidda):-

Marka xeer-ilaaliyaha khalad anshaxumo ama darro shaqo awgeed uu guddiga heerka ee kaashan yihiin waxa xeer-ilaaliyaha jago sare ee kaashan yihiin waxa xeer-ilaaliyaha mushahar kordhinta lagu tilmaamay heerka (Iskeelka) mushaharka bilowga ee kaashan yihiin haddii ay kaashan yihiin.

1.38- mushahar kordhinta wadhtii ay kaashan yihiin ta la sameeyo:-

Marka xeer-ilaaliyaha khalad anshaxumo ama darro shaqo awgeed uu guddiga heerka ee kaashan yihiin waxa xeer-ilaaliyaha mushahar kordhinta lagu tilmaamay heerka (Iskeelka) mushaharka bilowga ee kaashan yihiin haddii ay kaashan yihiin.

Marka xeer-ilaaliyaha khalad anshaxumo ama darro shaqo awgeed uu guddiga heerka ee kaashan yihiin waxa xeer-ilaaliyaha mushahar kordhinta lagu tilmaamay heerka (Iskeelka) mushaharka bilowga ee kaashan yihiin.

Marka xeer-ilaaliyaha khalad anshaxumo ama darro shaqo awgeed uu guddiga heerka ee kaashan yihiin waxa xeer-ilaaliyaha mushahar kordhinta lagu tilmaamay heerka (Iskeelka) mushaharka bilowga ee kaashan yihiin.

ገጽ 34 ስራ ስለማፈቀደው የመነሻ ደመወዝ

1. አንድ ዐቃቤ ሕግ ስራ ስለማፈቀደው የመነሻ ደመወዝ ለተሾመበት ደረጃ ከተወሰነው መነሻ ደመወዝ በታች ከሆነ ለደረጃው የተወሰነውን የመነሻ ደመወዝ ያገኛል።

2. ሆኖም ከመሾሙ በፊት ሲያገኝ የነበረው ደመወዝ ለተሾመበት ደረጃ ከተወሰነው የመነሻ ደመወዝ በላይ ወይም እኩል የሆነ እንደሆነ አዲስ ደመወዙ ከመሾሙ በፊት ያገኘ ከነበረው ደመወዝ ቀጥሎ ባለው የእርከን ደመወዝ ላይ ይሆናል።

ገጽ 35 በደረጃ ተመሳሳይ ወይም ስራ ስለመዛወር

አንድ ዐቃቤ ሕግ ከያዘው ስራ ተመሳሳይ ወይም ስራ ስለመዛወር ወይም ሲመደብ ደመወዙና ደረጃው ተኩረው ይሆናል።

ገጽ 36 ከፍ ወደላለ የሥራ ደረጃ በጊዜያዊነት ስለመመደብ

1. አንድ ዐቃቤ ሕግ ከፍ ወደ ላለ የሥራ ደረጃ በጊዜያዊነት ወይም በተተኪነት ሲመደብ ደመወዙ ቀድሞ ሲያገኝ ከነበረው አይለወጥም።

2. አንድ ዐቃቤ ሕግ ከፍ ወደ ላለ የሥራ መደብ በጊዜያዊነት ወይም በተተኪነት ተመድቦ መቆየት የሚችለው ለአንድ አመት ብቻ ነው።

ገጽ 37 ከደረጃ ዝቅ ስለ ማለት

አንድ ዐቃቤ ሕግ በዲሲፕሊን ተፋት ወይም የሥራ አፈፃፀሙ አጥጋቢ ባለመሆኑ ከደረጃው ዝቅ እንዲል የክልሉ ጉባዔ ሲወሰን ደመወዙ እንደነገሩ ሁኔታ ዐቃቤ ሕጉ ዝቅ ባለበት ደረጃ መነሻ ደመወዝ ወይም ከመነሻው ደመወዝ ቀጥሎ ባለ በማናቸውም የእርከን ደመወዝ ላይ ይመደባል።

ገጽ 38 . በየጊዜው ስለሚደረግ የእርከን ደመወዝ ጭማሪ

1. በዚህ ደንብ ውስጥ በሌሎች አንቀጾች የተደነገገው እንደተጠበቀ ሆኖ አንድ ዐቃቤ ሕግ ለያዘው ደረጃ በደመወዝ ስኬል ውስጥ የተመለከተውን የእርከን ጭማሪ በየሁለት ዓመት የሚያገኘው፤

- ሀ) በሥራ አፈፃፀሙና በሥነ ምግባሩ አጥጋቢ ሆኖ ሲገኝ፤
- ለ) ደመወዙ ለደረጃው ከተወሰነው ጣሪያ ያላለፈ እንደሆነ ነው።

Article 34 Starting Rate for Appointment

1. Where a prosecutor is appointed, he/she shall receive a starting salary of the grade he/she has been appointed to if salary he/she was receiving before his/her appointment is less than the starting salary of the new grade.

2. However, where the salary he/she was receiving before his/her appointment is more than or equal to starting salary of the new grade his/her new salary shall be the one specified at the next higher step.

Article 35 Transfer to work of equal position

Where a prosecutor is transferred or assigned to another work of a similar nature his/her salary and position shall remain the same.

Article 36 Temporary Assignment to Higher Position

1. The salary of a prosecutor assigned, temporarily or as a substitute, to a higher position shall remain the same.

2. A prosecutor may be assigned temporarily or as a substitute, to a higher position for a one year only.

Article 37 Demotion

Where a prosecutor is demoted by the regional committee for disciplinary offence or inefficiency, his/her salary may, as the case may be the starting rate or any salary next to the starting rate of position he/she is demoted to.

Article 38 Periodic salary increments

1. Without prejudice to other provisions of this regulation a prosecutor shall be entitled to periodic increment of salary referred to in the salary scale every two years where:-

- a) his/ her performance and conduct has been satisfactory,
- b) it does not exceed the maximum salary of his/ her grade.

addadka mushahar kordhinta lagu maynayo sida ku salaysan xubinka Jee qodobkan, inta aan la gaadhin 'aanka kordhinta ka hor, wuxuu qonayaa faraqa u dhaxeeya ushaharka kordhinta eek u xigga.

39- Habka loo tiriyo wakhtiga mushahar kordhinta la suggayo:-

Uu xeer-nidaameedkani farayo, wakhtiga suggida ee mushahar kordhinta labadii sannoba mar loo ayaa laga soo bilaabo wakhtiga bilaal-yaha la magacaabay ama lintu uu helay mushahar kordhinta lambaysay.

40- Samaynta Dalaacaadu u to Mushahar Kordhka:-

ilaaliyuhu mushaharka uu ku dalacaada hadii uu le'eg yahay mushahar kordhinta isagoon la csiin uu ku heli lahaa wareega wakhtiga mushahar kordhinta la tirinayaa dalacsiintii ka hor bilaabo maalinta korodhka uu y.

41- Wavida Mushahar korodhka:-

ilaaliyuhu xaq u leeyahay mushahar korodhka jagada uu ku layan yahay wuxuu ku waayi karaa ad anshax daro, qeecaynta wax adkiisa oo ka hoosaysa 2.8 ama ba kale oo sharci.

42- Hoos uu dhigista heerka loo saamaynta ay ku leedahay wakhtiga mushahar kordhinta la sugayo:-

ka xeer-ilaalyaha khlad anshax ama kartidaro darteed, heerkii loo ee horay uu u hayey hoos looga loo, wakhtiga suggida mushahar kordhinta waxa tirintiisa laga soo abayaa maalinta darajadiisa hoos ka dhigay.

43- Habka fulinta mushahar kordhinta:-

mushahar kordhinta uu xafiisku u sugayo xeer-ilaaliyaasha wuxuu sugaynayaa miisaaniyadda sannadka, wuxuu kuuna u gudbinayaa xafiiska bilaal-yahada & horumarinta dhaqaalaha.

2. **በዚህ አንቀጽ ንዑስ አንቀጽ(1) መሠረት የሚደረገው የደመወዝ ጭማሪ መጠን የጭማሪ ውሳኔ ከመደረጉ በፊት ዐቃቤ ሕጉ ሲያገኝ የነበረው ደመወዝና ቀጥሎ የሚገኘው የእርከን ደመወዝ መካከል ያለው ልዩነት ይሆናል።**

አንቀጽ 39. ስለ እርከን ጭማሪ መቆያ ጊዜ አቆጣጠር።

በዚህ ደንብ መሠረት በየሁለት ዓመት የሚሰጥ የእርከን ደመወዝ ጭማሪ የመቆያ ጊዜ የሚቆጠረው ዐቃቤ ሕጉ ከተሾመበት ወይም የመጨረሻውን ጭማሪ ካገኘበት ቀን ጀምሮ ይሆናል።

አንቀጽ 40 ሹመት በእርከን ጭማሪ መቆያ ጊዜ ላይ ስለሚኖረው ውጤት

አንድ ዐቃቤ ሕግ በሹመት ምክንያት የሚያገኘው ደመወዝ ባይሾም ኖሮ በሚቀጥለው የጭማሪ ጊዜ ማግኘት ከሚችለው የእርከን ደመወዝ እኩል የሆነ እንደሆነ የሚቀጥለው የእርከን ጭማሪ መቆያ ጊዜው ከሹመቱ በፊት ጭማሪ ከአገኘበት ቀን ጀምሮ ይቆጠራል።

አንቀጽ 41. ስለ ደረጃ ደግዝ ጭማሪ መቅረት

የስነ-ምግባር ጥሰት፣ በብቃት መለኪያ ምዘና ከ2.8 በታች ማምጣትና ሌሎች ህጋዊ ሁኔታዎች የአቃቤ ህጉን የደረጃ ደግዝ ጭማሪ መብቱን ያሳጡታል።

አንቀጽ 42. ከደረጃ ዝቅ ማለት የእርከን ጭማሪ ማቆያ ጊዜ ላይ ስለሚኖረው ውጤት

በዲሲፕሊን ወይም የስራ አፈፃፀም አጥጋቢ ባለመሆኑ አንድ አቃቤ ህግ ቀደም ሲል ከያዘው ደረጃ ዝቅ የተደረገ እንደሆነ የእርከን ጭማሪ መቆያ ጊዜ ከደረጃ ዝቅ ካለበት ቀን ጀምሮ ይቆጠራል።

አንቀጽ 43. የደግዝ ጭማሪ አፈፃፀም

የክልሉ ፍትህ ቢሮ ለአቃቤያን ህግ የሚጠይቀውን የደግዝ ጭማሪ ከአመት በጀቱ ጋር ለክልሉ ኢኮኖሚ፣ ፋይናንስ እና እድገት ቢሮ ያቀርባል።

2. The increment referred in sub Article (1) of this Article, is the difference in amount between the salary that the prosecutor has been receiving before a decision to give increment and the next step.

Article 39 Calculation of increment waiting period

The two year waiting period for salary increment in accordance with this regulation shall commence running from the date of appointment of the prosecutor or last increment he/she was granted.

Article 40 Effects of appointment on salary increment

Where the salary of a prosecutor as result of his/her appointment to a higher grade is equal to that of the next step salary for which he/she would have been eligible had he/she not been appointed the waiting period for the next periodic increment shall continue to run from the date of the last periodic increment in the grade from which he/she was appointed.

Article 41 Loss of Salary Increment

The right of the prosecutor to salary increment for the grade he/she is appointed may be lost in disciplinary breach and his/her performance evaluation is less than 2.8 or other legal grounds.

Article 42 Effects of Demotion on increment waiting period

Where a prosecutor is demoted for reasons of disciplinary breach or inefficiency, the waiting period shall begin to run as of the effective date of such demotion.

Article 43 Execution of salary increment

The Bureau shall submit to the regional finance and Economic Development Bureau its request for periodic increment for prosecutors together with its annual budget.

Jaabka mushaharka loo bixiyo iyo amarinta mushahar:-

xeer-ilaaliyeyaasha mushaharda la bil walba laga bilaabo maalinta ilaa maalinta bisha ugu ysa.

la siin karaa xeer-ilaaliyaha arin mushahar haddii duruufo ale ay la soo darisaan oo iya inuu horumarin u codsado, la waafajinayo sharciga u xafiiska maaliyada iyo horumarinta aha.

laaliyaha sanad fasaxeedka ku iushaaharka bishaas u jasaxa waa in loo horumariyo.

Xubinka Shanaad

aha loo bixiyo Dalacaada:

Shurudaha Aasaaska u ah la

acaad kasta oo la sameeyo aia saldhig u ahaanaya wax ad sare, karti iyo dabecad naag & buuxinta shuruudaha asiga ee u boosku uu baahan ay, rabitaanka iyo mudada qo ee X/ilaaliyaha.

acsiin waxaa la sameeyn kara kaliya marka u boos sare oo aana jiro.

Sida loo Sameeyo u Xulasha di:-

loon waxba loo dhimayn arimaha ku qodobka 45 Qofna qaab iacsineed lagumo meelayn karo iadood la sameeyn tartan.

iiska wuxuu soo dhejini Ogaysiis ka boos dalaacsiineed u jiro.

rka qof loo Xusho dalacsiin xqabad xiliyeedka joogatada ee laaliyaha ayaa asaas u jodanayaa dalacsintiisa hasa iatee waxaa loo bahan karaa rbixin dheeraad ah.

a aan la samayn tartanka acsiinta X/ilaaliye kasta oo iijada warbixinta wax iadkiisa shaqo ee sadexdii neyneed ee isku xigatay kahor ankan ay ka hoosayso 2.5 uma ami karo dalacsiinta,

arka dadka ku loolomaya lacaad ay labo qof yihiin ama ka dan yihiin qofka tartamayaasha u karti & wax qabad sareeya aa booskaas loo qaadanayaa.

ገንዘብ 44. ስለ ደምዝ አከፋፈልና ደምዝን በቅድሚያ ስለመክፈል

- (1) የአቃቤ ህግ ደምዝ የሚከፈለው በየወሩ ከ26ኛው ቀን ጀምሮ እስከ ወሩ የመጨረሻ ቀን ይሆናል።
- (2) አቃቤ ህጉ ያለበት ሁኔታ እንዲጠይቅ የሚያስገድደው በሆነ ጊዜ በክልሉ የኢኮኖሚ፣ ፋይናንስ እና እድገት ቢሮ መመሪያ መሠረት የቅድሚያ ደምዝ ክፍያ ሊሰጠው ይችላል።
- (3) ፍቃድ በሚሰጥበት ወቅት አቃቤ ህጉ ለተፈቀደለት ወር ደምዝን በቅድሚያ ሊከፈለው ይችላል።

ገደብ ክፍል አምስት ስለ እድገት አሰጣጥ

ገንዘብ 45 ለእድገት አሰጣጥ መሟላት ያለባቸው መሰረታዊ ሁኔታዎች

- (1) የአቃቤ ህጉ ከፍተኛ ብቃት፣ ውጤታማነት፣ መልካም ፀባይ፣ መሠረታዊ ሁኔታዎችን ማሟላት፣ የአቃቤ ህጉ ፍላጎት እና ያገለገለበት ዘመን ለእድገቱ መሠጠት መሠረታዊ ሁኔታዎች ናቸው።
- (2) እድገት የሚሰጠው ከፍተኛ ክፍት ቦታ ሲኖር ብቻ ነው።

ገንዘብ 46 የእድገት አመራረጥ ሁኔታዎች

- 1. በገንዘብ 45 ያለው እንዳለ ሆኖ በአቃቤ ህጎች መካከል ፋክክር ሳይደረግ የእድገት ሽመት ለአቃቤ ህጉ ሊሰጥ አይችልም።
- 2. ከፍተኛ እድገት የሚሰጥበት ክፍት ቦታ በሚኖርበት ጊዜ ቢሮው በፅሁፍ ማስታወቂያ ማሳወቅ አለበት።
- 3. የእድገት አመራረጥ በሚደረግበት ጊዜ የአቃቤ ህጉ የስራ ብቃት ሪፖርት መሠረታዊ የእድገት መወሰኛ ሁኔታ መሆን አለበት። ሆኖም ተጨማሪ መረጃዎች ሊጠየቁ ይችላሉ።
- 4. የእድገት ፋክክር ከመደረጉ በፊት የአቃቤ ህጉ የብቃት ሪፖርቶች አጠቃላይ ውጤት ከ2.5 በታች የሆነ እንደሆነ አቃቤ ህጉ ፋክክር ውስጥ መግባት አይችልም።
- 5. ተጨማሪዎቹ ሁለትና ከሁለት በላይ በሚሆኑበት ጊዜ ከፍተኛ ብቃትና ውጤት ያለው መሾም አለበት።

Article 44 Mode of Payment and Payment in Advance

- 1. The salary of prosecutors shall be paid every month starting from the 26th to the final day of the month.
- 2. Where economic conditions compelled the prosecutor to request he/she may be given to advance salary in line with rules of the finance and economic development Bureau.
- 3. In case of leave the salary of a prosecutor shall be paid in advance for the leave month.

Section Five Modes of Granting Promotion

Article 45 Basic Requirements of Promotion

- 1. A high performance, efficiency, good conduct, fulfilling of basic requirements, interest and working time of the prosecutor shall be the basic requirements of any promotion to be made.
- 2. A promotion shall be made only where there is a higher vacancy position.

Article 46 Modes of Selection for Promotion

- 1. Without prejudice to the provisions of Article 45 of this regulation, no prosecutor may be appointed as promotion without conducting a competitions.
- 2. The Bureau shall make a written notice on any higher position for promotion.
- 3. Where a selection of promotion is made the performance report of the prosecutor shall be the basic requirement of the promotion. However, additional information may be required
- 4. Any prosecutor whose the results of last conceptive performance reports were less than 2.5 before the competition for promotion shall not be compited in the promotion.
- 5. Where competitors are two or more the one who has efficiency and high performance shall be appointed to that position.

56- Warbixinta laga soo gudbinayo ilaaliyaha tijaabada ku jira:-

Sida uu farayo qodobka 14^{aad} ee xeer-nidaameedkan, warbixinta ugu horaysa ee laga soo diyaarinayo xeer-ilaaliyaha tijaabada ku jira, waa in la soo gudbiyo marka ay dhammaato muddo sagaashan (90) maalmood oo laga soo bilaabay maalinta xeer-ilaaliyaha la shaqaaleeyey. Warbixinta labaaadna waa in la soo gudbiyaa bil ka hor inta uuna dhammaan wakhtigiisa tijaabada.

Haddii wakhtiga tijaabada loo kordhiyana, inta ayna muddada loo kordiyey dhammaanin shan iyo toban maalmood ka hor, waa in la soo gudbiyo warbixinta wax qabadka ee xeer-ilaaliyaha tijaabada loo qaatay.

1.57- Habka xusuusdhawrida bixinada hawl-qabadka:-

warbixnada laga soo gudbiyo hawl-qaabadka ee xeer-ilaaliyaha, waa in lagu xidho galka xeer-ilaaliyaha, lana xusuus-dhawro.

Sida uu xeer-nidaameedkani farayo waa in warbixinta hawl-qabad ee a xeer-ilaaliyaha ay qarsoodi noqoto.

1.58- Warbixinada lagga soo biyo cilladaha hawl-qabadka:-

Marka laga ogaado warbixinta hawl-qabadka ee xeer-ilaaliyaha laga soo gudbiyey in wadarta natiijada uu keenay ay aad u hoosayso, waa in warbixinta loo soo gudbiyo maamlka xeer-ilaaliyaha. Xeer-ilaaliyaha warbixinta laga soo gudbiyey waxa fikrad uu warbixinta ka qabo marka lagu wargeliyo uu ku soo gudbin karaa qoraal ahaan. Waa in fikrada uu bixiyey xeer-ilaaliyaha iyo warbixinta oo isku xidhan galkiisa lagu rido, lana xusuusdhawro.

Haddii xeer-ilaaliyaha ay khusayso uuna ku qancsanayn natiijada hawl-qabadka ee la buuxiyey, waa inuu codsado inay arinta ka wada hadlaan mas'uulka hawl-qabadka buuxiyey iyo cida isaga ka saraysa. Waxaana kama dambays ah go'aanka uu gaadho mas'uulkiisa sare.

አንቀጽ 56- በሙከራ ላይ ስላለ ዐቃቤ ሕግ ስለሚቀርብ ዘገባ

1. በዚህ ደንብ አንቀጽ 14 በተመለከተው መሰረት በሙከራ ላይ ስላለ ዐቃቤ ሕግ የሥራ አፈጻጸም የሚዘጋጅ የመጀመሪያ ዘገባ ዐቃቤ ሕጉ ከተቀጠረበት ቀን አንስቶ የሚታሰብ የዘመናዊ (90) ቀናት ጊዜ እንዳለቀ መቅረብ አለበት። ሁለተኛው ዘገባ ደግሞ የሙከራው ጊዜው ከመጠናቀቁ ከአንድ ወር በፊት መቅረብ አለበት።

2. የመከራ ጊዜው የተራዘመ እንደ ሆነ የተራዘመው ጊዜ ከማለቁ አስራ አምስት ቀናት አስቀድሞ ለሙከራ ስለተቀጠረው ዐቃቤ ሕግ የሥራ አፈጻጸም ዘገባ መቅረብ አለበት።

አንቀጽ 57- ስለ ሥራ አፈጻጸም ዘገባዎች አያያዝ

1. ስለ ዐቃቤዎች ሕግ የሥራ አፈጻጸም የሚቀርቡ ዘገባዎች ሁሉ በዐቃቤ ህጉ የግል ማህደር ውስጥ ተያይዘው መቀመጥ አለባቸው።

2. በዚህ ደንብ መሠረት በማናቸውም ጊዜ የሚቀርብ የዐቃቤ ሕግ የሥራ አፈጻጸም ዘገባ በምስጢር መጠበቅ አለበት።

አንቀጽ 58- ስለ ሥራ አፈጻጸም ጉድለት የሚቀርቡ ዘገባዎች

1. ስለ አንድ ዐቃቤ ሕግ የሥራ አፈጻጸም በቀረበው ዘገባ ዐቃቤ ሕጉ ያገኘው መዕከላዊ ውጤት ዝቅተኛ ሆኖ የተገኘ እንደሆነ ዘገባ አቅራቢው ዐቃቤ ሕግ ወይም ባለሥልጣን ስለዘገባው ኮሚሽኑ ከተወሰነው ዐቃቤ ሕግ ጋር መነጋገር አለበት። የሥራ አፈጻጸም ዘገባ የቀረበበት ዐቃቤ ሕግም ስለ ዘገባው ያለውን አስተያየት በጽሁፍ ማቅረብ ይችላል። ዐቃቤ ሕጉ የሚሰጠው አስተያየት ከዘገባው ጋር በግል ማህደሩ ውስጥ ተያይዞ መቀመጥ አለበት።

2. በተሞላው የሥራ አፈጻጸም ውጤት ላይ የሚመለከተው ዐቃቤ ሕግ ቅሬታ ያለው ከሆነ የሥራ አፈጻጸሙን የሞላው ሐላፊና የእርሱ የበላይ ጉዳዩን በጋራ እንዲያይዩት መደረግ አለበት። የበላይ ላይ ሃላፊው የደረሰበት ውሳኔ የመጨረሻ ይሆናል።

Article 56 Efficiency Report during Probation

1. The first efficiency report about a prosecutor on probation referred to Article 14 of this regulation shall be submitted ninety (90) days after his/her employment. The next report shall be made one month before the completion of the probation period.

2. Where the probation period is extended, efficiency report shall be submitted fifteen {15} days before the expiry of the extended period of probation.

Article 57 Maintenance of Efficiency Reports

1. All efficiency reports shall be kept in the personal file of the prosecutor concerned.

2. Efficiency reports of a prosecutor submitted at any time under this regulation shall be kept confidentially.

Article 58 Inefficiency Reports

1. Where the efficiency report of prosecutor is below average, the reporting prosecutor shall submit the report to the prosecutors administration section, the prosecutor about whom the report has been submitted may give remarks in writing on the report. The remarks shall be filed in the personal file together with the report concerned.

2. Where prosecutor has objections on the efficiency report the reporting official and his/her superior shall see the case together with the objection. The decision of the superior shall be final.

Qod.59- Warxibinta xirfad yarida laga soo gudbiyo:-

Cidd warbixinta soo gudbinaysa, waa in ay warbixinta dusheeda ku qortaa calaamada ah "axirifad yari".

Xubinka sagaalaad cabashooyinka

Qod.60-Gundhiga:-

Xeer-ilaaliyuhu waxaa u xaq uleyahay in uu 30 cisho gudahood cabasho ka ga soo gudbisto wixii uu u arko in laga ga gardaran yaahay. Sodonka cisho waxay ka bilabmaysaa malinta ay dhacado amaba uu ogaaday.

Qod.61-Baadhista iyo go'aan ka gaadhista caabshada:-

1. Mas'uulka cabashada loo soo gudbiyey, waa inuu toban malmood gudahood kaga go'aan gadho amaba uu ka ga jawabo. Maalmaahaasu waxay noqon kuwo xidhiidh ah oo ah maalmo shaqo.
2. Haddii mas'uulka cabashada loo soo gudbiyey aanu yeelin sida ku cad farqada (1) amaba xeer-ilaaliyuhu ku qanciwayo go'aanka, wuxuu xeer-ilaaliyuhu xaq u yeelanayaa in uu cabasho u gudbisto madaxa xafiiska.
3. Haddii loo baahdana, madaxa xafiisku wuxuu amri karaa in arrinta baadhitaan sax ah lagu sameeyo.

**QAYBTA AFRAAD
TABABARKA.**

Qod.62-Habka loo fulinayo barnaamijka tababarka:-

1. Xafiiska wuxuuxeer-ilaaliyayasha u diyaarin barnaamij tababar.
2. Barn-aamijka tababarka xeer-ilaaliyeyaasha ee uu xafiiska caddaaladu diyaariyo, waxa hadba sida xaaladu tahay loogu fulin karaa machadka tababarka ee uu xafiisku aasaasayo ama machadyaha ku habboon ee dalka gudihiiisa ama dibadiisa ah, iyadoo si buuxda ama hab iskaashi ah lagu fulinayo.

አንቀፅ 59 ስለኛሎታ ማኅሰ የሚቀርብ ዘገባ ማንኛውም በቋሚነት የተቀጠረ ዐቃቤ ሕግ ኛሎታው እጅግ ዝቅ ያለ ከመሆኑ የተነሳ ከሥራ የመሰናበት ውሳኔ የሚሰጥበት ሁኔታ ሲኖር ዘገባ አቅራቢው በዘገባው ላይ «የኛሎታ ማኅሰ» የሚል ምልክት ያደርግበታል ።

**ጌዑስ ክፍል ዘጠኝ
ስለ አቤቱታ**

አንቀፅ 60፡- መሰረታዊ ሃሳብ ማንኛውም ዐቃቤ ሕግ ስለሚደርስበት በደል አቤቱታ ለማቅረብ መብት አለው ። ሆኖም አቤቱታውን ለማቅረብ የሚችለው በደሉ ተፈጻሚነት ከሚልበት ጊዜ ጀምሮ ቢያንስ 30 ቀናት ሳያልፍ ነው።

አንቀፅ 61- አቤቱታን ስለማጣራትና ውሳኔ ስለመስጠት

1. አቤቱታ የቀረበለት የበላይ ሃላፊ አቤቱታው ከቀረበለት ቀን አንስቶ ለአስር ተከታታይ የሥራ ቀናት ጊዜ ውስጥ ጉዳዩን ተመልክቶ ተገቢ ውሳኔ ወይም ምላሽ መስጠት አለበት።
2. አቤቱታ የቀረበለት የበላይ ሃላፊ በዚህ አንቀጽ ጌዑስ አንቀጽ (1) በተወሰነው የጊዜ ገደብ ውስጥ ጉዳዩን ተመልክቶ ተገቢ ውሳኔ ወይም ምላሽ ያልሰጠበት እንደሆነ ወይም አቤት ባዩ ዐቃቤ ሕግ በውሳኔው ያልተስማማበት ከሆነ ጉዳዩን ለቢሮ ሃላፊው እንዲቀርብለት መብት አለው ።
3. አስፈላጊ ሆኖ ሲገኝ ቢሮ ሃላፊው ስለ አቤቱታው ምርመራ እንዲደረግ ማዘዝ ይችላል።

**ክፍል አራት
ስለ ሥልጠና**

አንቀፅ 62- ስለ ስልጠና ፕሮግራም

1. መስሪያ ቤቱ ለዐቃቢያነ ሕጎች የስልጠና ፕሮግራም ያዘጋጃል።
2. መስሪያ ቤቱ ዐቃቢያነ ሕግን ለማሰልጠን የሚያዘጋጀው ስልጠና ፕሮግራም እንደሁኔታው መስሪያ ቤቱ በሚያቋቁመው የማሰልጠኛ ተቋም ወይም በአገር ውስጥና ከአገር ውጭ በሚገኙ አግባብ ካላቸው ተቋሞች መሉ በመሉ ወይም በትብብር ሊከናወን ይችላል።

Article 59 Adverse Reports

In case where the efficiency report of permanently employed prosecute is extremely low the reporting official shall mark on the report 'adverse report.'

**Section Nine
complaints**

Article 60 Principle

Every prosecutor shall have the right to complain if, he/she is aggrieved with in thirty (30) days. The period of thirty day shall run to begin from the day of the incident occurrence or the day of the know ledge of the prosecutor.

Article 61 Investigation and Decision on the complaint

1. The superior shall give appropriate decision or response within ten (10) working days upon receiving the complain.
2. If the superior does not give appropriate decision or response on the complaint within the time limit referred to in sub Article {1} of this Article or if the complainant disagrees over the decision he/she has the right to submit the complaint to bureau head.
3. The Bureau head may when necessary order to conduct performance investigation to the matter.

**CHAPTER FOUR
TRAINING**

Article 62 Training Schemes

1. The Bureau shall prepare training programs for prosecutors.
2. Training programs prepared by the Bureau for human resource development may be conducted at an institution established by the Bureau or in other appropriate institutions locally or abroad in collaboration with other institutions as the case may be.

63-Waajibka xeer-ilaaliyaha barka la siinayo:-

-ilaaliyaha tababarka la siinayo la waajib ku ah :-

nuu si buuxda u oggolaado ka ayb-gelida barnaanijka tababar ee u xafiisku diyaarinayo.

uu isagoo aan xafiiska fasax ka aysanin aanu baddalin qaybta ama ooca xirfada, joojinin ama ordhisan muddada barnaanijka labarka loogu diray.

uu maadada uu takhasuska ku soogaatay uu xafiiska ugu shaqeeyo udo ku laban-laabanta mudadii uu xafiisku ku kaalmeeyay barshada aadadaas.

eer-ilaaliyuhu hadii uu xafiiska ka ga isagoon dhamaysan mudada ku isan farqada (3), waxaa uu dib u xin kahrashkii wax lagusoobaray loo qaybyay mudada ay ahayd u shaqeeyo.

OAYBTA SHANAAD
SHAQO KA TAGIS.

4- Oofka oo shaqada iskiisa uga

ilaaliyuhu shaqada iskii ayuu uga gi karaa isagoo ogaysiis arinta ku absan soo gudbinaya bil ka hor aalinta uu ka tagayo.

ilaaliyaha shaqada ka taga udada ku xusan qodobka 63 (3) waxaa uu bixinayaa kharashka ku san 63(4).

arka la aaminsan yahay inay aqadu dayacmayso, madaxa fiisku wuxuu go'aamin karaa in muddada xeer-ilaaliyuhu damcay uu shaqada ka tego lagu rdhiyo wakhti aan 1 (hal) bil ka dnayn.

ilaaliyaha doonaya inuu shaqada tago, wuxuu xaq u leeyahay uu xafiiska ka helo shahaado ujjinaysa xaaladdaha shaqadiisa.

shahaadada lagu sheegay farqada waa in lagu xuso arimahan soo da.

wakhtga uu xeer-ilaaliyuhu shaqada bilaabay iyio taariikha uu shaqada ka tagay,iyo.

Sababta uu shaqada uga tagay , &

Warbixin si cod u qeexaysa sida ay ahyd natiijada hawl-qabadka muddadii uu shaqaynayey;iyo

Xilalka shaqo iyo heerarka nushaar ee xeerilaaliyuhu soo naray mudd adri uu shaqayanayay.

አንቀፅ 63- ስለ ሰልጣኝ ዐቃቢያን ሕግ ግዴታ

ማንኛውም አቃቢ ህግ

1. መሰሪያ ቤቱ በሚያዘጋጀው አግባብ ባለው የሥልጠና ፕሮግራም በሙሉ ፈቃደኝነት የመሳተፍ፤
2. በመሥሪያ ቤቱ ውሳኔ ለሥልጠና የተላከበትን የሥልጠና ዘርፍ ወይም የሙያ መስክ ለመቀየር ለሚቋረጥ ወይም ለማራዘም ሊፈልግ መሥሪያ ቤቱን በቅድሚያ የማስፈቀድ፤
3. በመሰሪያ ቤቱ ድጋፍ ሥልጠና ባገኘ በት መያ ቢያንስ ሥልጠናው በወሰደው ጊዜ ልክ ሁለት አጥፍ ለሆነ ጊዜ ለመሥሪያ ቤቱ አገልግሎት የማበርከት ግዴታ አለበት።
4. በንዑስ አንቀፅ (3) ላይ የተጠቀሰውን ጊዜ ሳይጨርስ ከሰራው የሚለቅ አቃቢ ህግ በትምህርት ወጪ የተጠቀመውን ወጪ በሙሉ በየጊዜው እንዲከፍል ይሆናል።

ከፍል አምስት
አገልግሎት ስለማቋረጥ

አንቀፅ 64 -ስራን በገዛ ፈቃድ ስለመልቀቅ

1. ማንኛውም ዐቃቢ ሕግ በማናቸውም ጊዜ ሥራውን በገዛ ፈቃድ ለመተውይቅላል።
2. ሥራውን በገዛ ፈቃድ ለመልቀቅ የሚቀርበው ጥያቄ ዐቃቤ ሕጉ ሥራውን ለማቆም ከሚፈልግበት ቀን አንድ ወር አስቀድሞ በጽሑፍ ማቅረብ አለበት። ዐቃቢ ህጉ በዚህ ደንብ አንቀጽ 63 (3) በተጠቀሰው ጊዜ ሥራውን ከለቀቀ በዚህ ደንብ አንቀጽ 63 (4) መሰረት ወጪዎችን ይከፍላል።
3. ሥራ ይበደላል ተብሎ የሚታመን ሲሆን ዐቃቤ ሕጉ ሥራውን ለማቆም የሚፈልግበትን ቀን ከአንድ ወር ላል በለጠ ጊዜ እንዲራዘም ቢር ሃላፊው መወሰን ይችላል።
4. አንድ ዐቃቤ ሕግ በማናቸውም ምክንያት መሰሪያ ቤቱን ሲለቅ የአገልግሎቱን ሁኔታ የሚገልጽ መረጃና የምስክር ወረቀት የመጠየቅና የማግኘት መብት አለው።
5. በዚህ አንቀጽ ንዑስ አንቀጽ (4) መሰረት ጥያቄ ሲቀርብ በሚሰጠው የሥራ መልቀቂያ የምስክር ወረቀት ላይ የሚከተሉት መገለጽ ይኖርባቸዋል።
 - ሀ) የአገልግሎት ዘመን የተጀመረበትንና የተቋረጠበትን ቀን፤
 - ለ) ሥራውን የለቀቀበት ምክንያት
 - ሐ) በአገልግሎቱ ዘመን የሥራ አፈጻጸም ግምገማ ውጤት ምን እንደሚመስል በጉልህ የሚገልፅ መረጃዎች፤
 - መ) ዓቀቤ ሕጉ በአገልግሎቱ ዘመን በየጊዜው የያዘው የሥራ መደብና ደረጃው ከነደመወዘ።

Article 63 Obligation of Trainee Prosecutor

Any Trainee prosecutor shall:

1. Participate with full consent in the appropriate training program prepared by the Bureau.
2. Obtaining the prior permission of the Bureau where he/she desires to change, cease or extend the field of training for which the Bureau has sent him/her.
3. Serve the Bureau for at least twice the period of his/her training in the field he/she has been trained with the support of the Bureau.
4. Where the prosecutor is to leave the Bureau without completing the period mentioned under sub Article (3) of this Article he/she shall have to refund the education expenses divided into period that he/she would have been served.

CHAPTER FIVE
Termination of Service

Article 64 Resignation

1. A prosecutor may resign from service by his/her own free will.
2. Notification of resignation shall be given in writing at one month before the resignation is to take effect. A prosecutor who resigns at the time provided under Article 63(3)of this regulation shall have to pay expenses referred in Article 63(4) of this regulation.
3. The effective date of resignation may be extended by the bureau head for not more than one month if the resignation is detrimental to the work.
4. A prospector who resigns from the work has the right to request and receive a certificate indicating conditions of his/her service
5. The certificate mentioned under sub Article (4) of this Article shall indicate the following:-
 - a) Date of commencement and termination of service
 - b) The reason for resignation
 - c) particulars indicating his/her efficiency and performance During his/her career, and
 - d) The rank and position and the salary thereto during his/her .tenure of service

Shaqada Oo looga joojiyo Hawl-gabka Oo Xadkeeda la ay Darteed:-

doon la hantaaqayn dia ku cad ada (5) ayaa hawlgabnimo.darteed jada looga joojin marka xeer iyuhu gaadho da'da uu go'aanmiyay ka hawlgabka ee shaqaalaha.

juuqada iyo wajibaadka ilaaliyasha hawlgabka noqda doon la gaadhin da'dii hawlgabka, aa lagu fulinayaa go'aanka rka hawlgabka.

a uu farayo sharciga loo aamiyey adeegga shaqaalaha /ladda, hawl-gabnimada xeer- liyaha, waxa iyadoo aan aam dheeraad ah loo bahanin ay abanaysaa bisha iyo taariikhda danbaysa ee xadka da'da loo aamiyey, shaqadana laga inayaa.

er-ilaaliyuhu sababta ku xusan jada (1) awgeed, waxaa qoraal an loogu sheegayaa maalinta uu

qada joojinayo 30 cisho ka hor.

rka uu xubinka dawladda ee ku boon oggolaado, shan sanno a lagu kordhin karaa da'da diga ee xeerilaaliyuhu ku /lgabo.

xaa muddo kordhinta ku cad jada (5) la samayn karaa.

Marka xeerilaaliyuhu shaqada faa'iido badan u leeyahay.

Marka xeerilaaliyuhu buuxiyo waajibaadyada shaqo iyio shuuradaha caafiimaad ee shaqada looga baahanyahay.

ana helo ogolaanshaha xe- erilaaliyaha.

Shaqada oo xanuun dartiisa joojiyo:-

adoon la habtaaqayn sida ku cad dobka 21 ayaa shaqada lagaga lhiisin xeerilaaliyaha aan laga o qabin inuu soo bagsado.

saxa caafiimaad ee loo danayo sida uu farayo qodobka

aad marka la oggaado inuu 4 ino gudaheeda hal sanno ka dan yahay, wixii intaa ka

mbeeya, waxa loo qaadnayaa er-ilaaliyuhu inuuna shaqadiisa

o gelaynin. Marka ay sidaas

ayna madaxa xafiisku, wuxuu iri karaa in dhammaadka bisha

aad xeer-ilaaliyaha shaqada laga lhiisiyo.

አንቀጽ 65 ብመጠሪያ ዕድሜ ገደብ ምክንያት አገልግሎት ስለሚቋረጥበት ሁኔታ

1. በዚህ አንቀጽ ንዑስ አንቀጽ (5) የተደነገገው እንደተጠበቀ ሆኖ ዐቃብያነ ሕግ በጡረታ ከሥራ የሚገለለብት ዕድሜ በመንግስት ሰራተኞች የጡረታ ህግ የተወሰነው ይሆናል።

2. በዕድሜና ዕድሜ ሳይደርስ ጡረታ የሚወጡ ዐቃብያነ ሕግ መብትና ግዴታ የክልሉ የመንግስት ሰራተኞች የጡረታ ህግ በተወሰነው መሰረት ይፈጸማል።

3. አንድ ዐቃቤ ሕግ በሕግ የተወሰነው የዕድሜ ገደብ ከሚፈጽምበት የመጨረሻ ወር የመጨረሻ ቀን ጀምሮ ያለተጨማሪ ሥነስርዓት ሥራውን እንዲያቆም ይደረጋል።

4. ዐቃቤ ሕጉ በዚህ አንቀጽ ንዑስ አንቀጽ(1) በተመለከተው ምክንያት ሥራውን የሚያቆምበትን ቀን ከ30 ቀናት አስቀድሞ በጽሑፍ እንዲያ ሳውቀው ይደረጋል።

5. አግባብ ባለው የመንግስት አካል ሲፈቀድ አንድ ዐቃቤ ሕግ በእድሜ ገደብ ምክንያት ለመንግስት የሚያ በረከተውን አገልግሎት ማቋረጥ ከሚገባው ዕድሜ አምስት አመት ለማይበልጥ ጊዜ በሥራው ላይ እንዲቆይ ሲደረግ ይችላል።

6. በዚህ አንቀጽ ንዑስ አንቀጽ (5) በተደነገገው መሰረት አንድ ዐቃቤ ሕግ በሕግ የተወሰነውን የዕድሜ ገደብ ከፈጸመ በኋላ በሰራው ላይ እንዲቆይ የሚደረገው፤

ሀ) ዐቃቤ ሕጉ ለሥራው እጅግ ጠቃሚ ሆኖ ሲገኝ፤

ለ) ዐቃቤ ሕጉ ለሥራው የተወሰነውን የሥራ ግዴታዎችንና ተፈላጊ የጤና ሁኔታዎችን አሟልቶ ሲገኝ፤

ሐ) በሥራው ላይ ለመቆየት ሲስማማ ነው።

አንቀጽ 66 በሕመም ምክንያት አገልግሎት ስለማቋራጥ

1. በዚህ ደንብ አንቀጽ 21 የተደነገገው እንደተጠበቀ ሆኖ ከሕመሙ የመዳን ተስፋ የለለው ዐቃቤ ሕግ ሥራውን እንዲተው ይደረጋል።

2. በዚህ ደንብ አንቀጽ 21 መሠረት የሚወሰደው የህመም ፈቃድ በአራት አመት ውስጥ አንድ አመት የበለጠ ሆኖ ሲገኝ ከዚያ ወዲያ ዐቃቤ ሕጉ ለተመደበበት ሥራ እንደማይገባ ሆኖ ይገመታል። ይህም ሲሆን ከ12ኛው ወር የመጨረሻ ቀን ጀምሮ ቢሮ ሃላፊው ዐቃቤ ሕጉ ከሰራ እንዲሰናበት ማዘዝ ይችላል።

Article 65 Retirements

1. Without prejudice to sub Article (5) of this Article, the prosecutor, shall be ceased to work where he/she attains the retirement age specified under the provisions of public service pension law.

2. The right and duties of prosecutor retiring before or on the specified age shall be in accordance with the relevant regional public service pension law.

3. In accordance with public service pension law the retirement of prosecutor shall become effective on the last day of the month in which he/she attains retirement age without any procedure and he/she will be ceased to work.

4. A prosecutor retiring for the reason stated under sub Article (1) of this Article shall be informed of the retirement in writing one month prior to the date of this retirement.

5. A prosecutor may be retained in service beyond the retirement age for period not exceeding five{5} years with the approval of the appropriate government organ.

6. A Prosecutor may be retained in service beyond retirement age as provided in sub Article (5) of this Article only if:-

- a) he/she is very significant for the career,
- b) he/she is found fulfilling medical and other required conditions under his career; and
- c) He/she agrees continue his service provision.

Article 66 Retirement Due to sickness

1. Without prejudice to Article 21 of this regulation a prosecutor shall be retired if there is no prospect of early recovery.

2. Where the sick leave taken pursuant to Article 21 of this regulation exceeds one year within four years, it shall be presumed that the prosecutor is no longer fit for service. In such case the Bureau head may order that the retirement be effective on the last day of the 12th month.

Xeer-ilaaliyuhu waa inuu amarka uu siiyo mas'uulkiisa sare. haddii aanay sharciga ka baxsanayn. u fuliyaa sida lagu amray.

Art 73. Xidhiidhka uu xeer-ilaaliyuhu la yahay Dadweynaha:-

X/ilaaliyuhu waa inuu ogaada falkasta uu qadaayo inuu yahay mid dan u ah bulshada.

X/ilaaliyuhu waa inuu dhawraa xuquuqda iyo sharafta Aadamaha.

Art 74. Ilaalinta sirta:-

Xeer-ilaaliye kasta:-

Warbixintu in ay caadi tahay, uu dadku yaqaano ama shaqadiisa caadidga ah in hab sharci ah loogu fuliyo loogo baahnayn mooyee, waa inuuna cidna u sheegin warbixinta uu shaqada si kadis ah ama sababteeda ama qaab kaleba ku helay.

Inuu mas'uul awood lihi uu si habboon ugu amro mooyee arrimaha shaqada sir ahaanta looga yaqaano ee wararka, hadal qoraalada, qorsheyaasha shaqada iyo arrimaha kale ee kuwaas la midka ah, cid shaqada dhexdeeda ama dibadeeda in ay ogaato si sharci ah loogu fasaxay mooyee, waa inuuna cid kale u sheegin.

Amaahashada lacagta:-

Xeerilaaliyuhu si joogto ah wax uma amaahan karo, haddii ay taasi hantaaqayso sumcaddiisa ama sharafta shaqada.

Xeer-ilaaliyuhu waxaa ka reeban inuu amaah waydiisto ama isku dayo inuu amaah ka qaato qofka ay shaqada darteed iskula kulmaan.

Art 76. Hadiyadaha:-

Xeer-ilaaliyuhu waa in uunan xaalad qada la xidhiidha darteed, qofnaba, uga danin hadyad ama wax kale oo qiime

Art 77. Isku dhaca ka dhasha shaqada vlada iyo arrimaha ama dannaha marka ah:-

Xeer-ilaaliyuhu ogaado in ay isku lacayaan dantii uu umadda u hayay iyo antiisa gaar ahaaneed ama tan ehelkiisa, waa inuu markiiba arintan la socodsiiyaa erilaliyaha ka sareeya, islamarkaasna darsadaa in arinta lagu wareejiyo erilaaliye kale.

2. Oshub ah hana qayb qayb falkasta uu qadaayo inuu yahay mid dan u ah bulshada. waa inuu dhawraa xuquuqda iyo sharafta Aadamaha.

Art 73- Oshub ah hana qayb qayb falkasta uu qadaayo inuu yahay mid dan u ah bulshada.

1. Oshub ah falkasta uu qadaayo inuu yahay mid dan u ah bulshada.

2. Oshub ah falkasta uu qadaayo inuu yahay mid dan u ah bulshada.

Art 74- Ilaalinta sirta

Warbixintu in ay caadi tahay, uu dadku yaqaano ama shaqadiisa caadidga ah in hab sharci ah loogu fuliyo loogo baahnayn mooyee, waa inuuna cidna u sheegin warbixinta uu shaqada si kadis ah ama sababteeda ama qaab kaleba ku helay.

1. Oshub ah falkasta uu qadaayo inuu yahay mid dan u ah bulshada.

2. Oshub ah falkasta uu qadaayo inuu yahay mid dan u ah bulshada.

Art 75- Ilaalinta sirta

1. Oshub ah falkasta uu qadaayo inuu yahay mid dan u ah bulshada.

2. Oshub ah falkasta uu qadaayo inuu yahay mid dan u ah bulshada.

Art 76- Hadiyadaha

Oshub ah falkasta uu qadaayo inuu yahay mid dan u ah bulshada.

Art 77- Isku dhaca ka dhasha shaqada vlada iyo arrimaha ama dannaha marka ah

Oshub ah falkasta uu qadaayo inuu yahay mid dan u ah bulshada.

2. A prosecutor shall obey orders of his/her superior unless it is clearly contrary to the law.

Article 73 Prosecutors Relations with the Public

1. A prosecutor shall always bear in mind that his/her actions concern the interest of the public.

2. A prosecutor shall respect human rights and human dignity.

Article 74 Confidentiality

Any prosecutor:-

1. Any prosecutor shall not disclose any information unless the information is necessary to discharge his official duties the fact is already known to the public and if it is considered as irrelevant information.

2. Shall not disclose information which are confidential minutes, work, plans and other confidential unless it is ordered by the superior authority to reveal for an interested party.

Article 75 Borrowing Money

1. A persistent borrowing is prohibited where this is detrimental to the dignity of the prosecutor of his/her profession.

2. A prosecutor is strictly prohibited from borrowing or attempting to borrow money from a member of the public with whom the prosecutor has a contact in discharge of his/her official duties.

Article 76 Gifts

A prosecutor shall not, in connection with her/his duties solicit or take gifts or remuneration in whatever form, from any person.

Article 77 Conflict of Interests

A prosecutor shall report to his/her superior, a case in which his/her interest or his/her relative's interests conflict with his/her duties and shall request that the case be handled by another prosecutor.

Art 78. Waraaqaha shakhsiga ah:-

Xeer-ilaaliyeyaasha waxa ay ciwaanka xafiiska ku dirsan karaan waraaqaha, waana loogu soo diri karaa. Kharashka looga baahan yahay arrimaha isku dirsashada ahna, waa inuu bixiyo xeer-ilaaliyaha ay arrintu khusayso.

Haddii ay lunto warqad ama alaab xerilaaliyaha loogu soo diray cinwaanka xafiiska, masuul kama noqonayo xafiisku haddii khalad xafiisku lahaa aanu sababin arintaas.

Art 79. Ka shaqaynta xafiisyada dawladda iyo hay'addaha kale ee arka

Xeer-ilaaliyuhu waa inuu;

b) Saacadaha caadiga ah ee shaqada xooggiisa oo idil, aq-oontiisa iyo fikirkiisa ugu shaqeeyo shaqada caadiga ah ee xafiiska ee uu mushaharka ku qaato. Hase ahaatee, marka si sharci ah loogu amro, xeer-ilaaliyuhu waa inuu xafiisyada dawladda amahay'adaha ho-urmarinta ee daw-lada u shaq-eeeyo.

t) ka dhawrsado qabashada shaqo kasta oo lid ku ah ama aan la jaanqaadi Karin xilka uu hayo amaba wax u dhimi karta sharafta shaqadiisa.

iyadoo aan la hantaaqayn arrinta ku bayaansan farqada(1), xeer-ilaaliye kasta inta aanu hawl dibada ah qabanin ka hor, waa inuu oggolaansho ka helo mad-axa xafiiska.

Art 80. Isticmaalka qalabka xafii-

eer-ilaaliyeyaashu waxay qalabka xafiiska u isticmaali karaan oo ay ka heli ay ku gutaan waajib-kaadkooda.

**QAYBTA TODDOBAAD
HABAYN-TA GALALKA
SHAKSHIGA EE XEER-
ILAALIYEYAASHA .**

Art 81. Galka gaarka ah iyo kaadhka xeer-ilaaliyaha:-

Xafiisku waa inuu xeer-ilaaliye kasta oo maamulkiisa hoos yimaad u diyaariyo gal iyo kaadh gaar ah.

Sida ku cad farqada (1) galka shakhsiga ah ee la habaynayo waa in waxyaalaha soo socda ay ku jiraan, laguna xusuus dhawro nuqulka rasmiga ah

b. arjiga uu xeerilaaliyuhu shaqada ku codsaday.

t. warqada lagu magacaabay.

j. Shahaadada waxbarashada iyo tababarka gaarka ah.

Art 78- ስለግል ደብዳቤዎች

1. ዐቃብያነ ሕግ በመስሪያ ቤቱ አዳራሽ የግል ደብዳቤ ሊጽፍ ወይም ከሌላ ሊጻፍላቸው ይችላል። ስለዚህ ጉዳይ የሚያስፈልገውን የመላላክ ወጪ ጉዳዩ የሚመለከተው ዐቃቤ ሕግ መከፈል አለበት።

2. በመስሪያ ቤቱ አዳራሽ የተላከ የማንኛውም ዐቃቤ ሕግ ደብዳቤ ጥቅል ወይም ዕቃ ቢጠፋ መስሪያ ቤቱ በኃላፊነት አይጠየቅም።

Art 79- በሌሎች መሥሪያ ቤቶችና ድርጅቶች ስለመስራት

1. ማንኛውም ዐቃቤ ሕግ

ሀ) በመደበኛ የሥራ ሰዓት መላ ጉልበቱን ችሎታውንና አሳቡን በደግሞ በተመደበበት የመሥሪያ ቤቱ ሥራ ላይ መዋል አለበት። ሆኖም ዐቃቤ ሕግ በአግባቡ ሲታዘዝ ለሌላ የመንግስት መስሪያ ቤት ወይም የመንግስት ልማት ድርጅት መሥራት አለበት።

ለ) ለመስሪያ ቤቱ የሚያበረክተው አገልግሎት የሚያገድል ለተሰጠው ሥራ ላይ ተቃራኒ የሆነ ወይም ከመያ ስነምግባር ጋር የማይጣጣም ማናቸውንም የውጭ ሥራ ሊሰራ አይችልም።

2. በዚህ አንቀጽ ንዑስ አንቀጽ (1) የተደነገገው እንደተጠበቀው ሆኖ ማንኛውም አቃቤ ህግ የውጪ ስራ ለመስራት በቅድሚያ የቢሮ አላፊውን ፈቃድ ማግኘት አለበት።

Art 80- በመሥሪያ ቤቱ መገልገያዎች ስለመጠቀም

ዐቃቤያነ ሕግ ሥራቸውን በሚገባ ለመፈጸም ያህል ብቻ በመስሪያ ቤቱ ልዩ ልዩ መገልገያዎች ለመጠቀም ይችላሉ።

ከፍል ሰዓት

የዐቃቤያነ ሕግ የግል ማህደር ስለማደራጀት

Art 81- ስለ ዐቃቤ ሕግ የግል ማህደርና ካርድ

1. መስሪያ ቤቱ በስሩ ለሚተዳደሩ ለያንዳንዱ ዐቃቤ ሕግ ማህደርና የተለየ የግል ካርድ እንዲኖራቸው ማድረግ አለበት።

2. በዚህ አንቀጽ ንዑስ አንቀጽ አንድ መሠረት የሚደራጀው የግል ማህደር አቃቤ ሕግ

ሀ. ሥራ የጠየቀበትን ማመልከቻ፤

ለ. የተቀጠረበትን ደብዳቤ፤

ሐ. የትምህርትና የልዩ ሥልጠና ማስረጃ፤

Article 78 Correspondence

1. Prosecutors may send or receive correspondences through the Bureaus address. All expenses arising there from shall be borne by the prosecutor.

2. The Bureau may not held responsible for the loss of any private letter or items sent via its address unless the Bureaus fault caused the loss.

Article 79 Working for Other Government Offices or Private institutions

1. Any prosecutor:-

a) shall during normal working hours devote his her full energy and attention to his/her official duties for which he/she is paid. However a prosecutor shall under take to work for other government offices or public enterprises upon receiving appropriate order.

b) Shall refrain from to undertake any activity which would impair his/her duties or is inconsistent with his/her position and profession as a prosecutor.

2. Without prejudice to sub Art (1) of this Article, any prosecutor shall obtain prior permission of the Bureau head to undertake any out side activity.

Article 80 Use of Office Equipment

Prosecutors may utilize office equipment only to the extent necessary to accomplish their duties.

CHAPTER SEVEN

Personal Records of Prosecutors

Article 81 Personal File and Personal Card

1. The Bureau shall keep for every prosecutor under its supervision a personal file and a separate personal card.

2. The personal file established under sub Article (1) of this Article shall consist of the following matters with original copies recorded:-

a) The prospectsors application of work;

b) letter of employment;

c) educational credentials and special training certificate; certificate of service.

shahaadada shaqo ee muddadii uu xafiiska dibadiisa ka soo shaqaynayey.

Warqada uu dalacaada heerka ama magacaabista ku helay.

warqada mushahar kordhinta loogu fasaxay.

Arjiga uu ku codsaday looguna oggolaaday fasaxa sannadka.

Caddeynta fasaxa xanuun ama qoraalka lagu siiyey si kale.

Warbixinta aqoonta shaqo iyo hawlqabadka.

Qoraalka go'aanka dhishibiliin darteed looga gaadhay iyo qoraalka tallaabada lagaga qaaday, iyo

warqadda shaqada lagaga caydhay iyo wararka kale ee kuwaa la midka ah, waa in hadba sida xaaladu tahay asalka ama nuqulka lagu xafido .

ylka gaarka ah ee xeer-ilaaliyuhu iixuu noqonayaa mid lagu qoro ararka muhiimka ah ee laga soo uriyey galka gaarka ah ee xeer-ilaaliyaha oo keliya.

82. Baadhista wararka shakhs-

baadhista kasta wuxuu codsan karaa wararka ku dhex jira galkiisa hakhsiga ah ee xafiiska yaala.

Waxaan ka ahayn madaxa qaybta naamulka xeer-ilaalinta ee xafiiska iyo fuliyaha galka iyo kaadarka gaarka ah ee xeerilaaliyeyaasha waxaa ay galka gaarka ah ee xeer-ilaaliyaha baadhi caraan oo keliya marka uu madaxa xafiisku qoraal ku oggolaado.

Sidaas darteed, waa in warbixinta baadhista caafimaad ee xeerilaaliyaha laga soo gudbiyey si taxadir leh loogu xafido galkiisa gaarka ah.

Xeerilaaliyaha oo ogayn galkiisa lama galin karo caddayna qoraal ah.

- መ. ከመስሪያ ቤቱ ውጭ ላለገ ለገለበት ዘመን የተሰጠውን የሥራ ምስክር ወረቀት፤
- ሠ. የደረጃ እድገት ወይም ሹመት ያገኘበትን ደብዳቤ፤
- ረ. የደመወዝ ጭማሪ የተፈቀደበትን ደብዳቤ፤
- ሰ. የአመት ዕረፍት ፈቃድ የጠየቀበትና ያስፈቀደበትን ማመልከቻ፤
- ሸ. የሕመም ፈቃድ ወይም ሌላ ፈቃድ ያገኘበትን ማስረጃ፤
- ቀ. የሥራ ችሎታና የሥራ አፈጻጸም ሪፖርት፤
- ተ. በዲ.ቲ.ሲ.ን ጥፋት ምክንያት የተሰጠ ውሳኔንና እርምጃ የተወሰደበት ጽሑፍ፤
- በ. ከሥራ የተሰናበተበትን ደብዳቤ እና እነዚህን የመሳሰሉት ሌሎች መረጃዎች ሁሉ እንደ ጉዳዩ ሁኔታ ዋናው ቅጂ ወይም ግልባጭን መያዝ አለበት፡፡

3. የአቃቤ ህግ የግል ካርድ ከአቃቤ ሕግ የግል ማህደር የተለቀሙ ዋና ዋና ጉዳዮችና መረጃዎች ብቻ የሚመዘገቡበት ይሆናል፡፡

አንቀጽ 82- የግል መረጃዎችን ስለመመርመር

- 1. ማንኛውም ዐቃቤ ሕግ በመስሪያ ቤቱ የሚገኘው የግል መገደሩ ውስጥ የተቀመጡትን መረጃዎች ጠይቆ ለማየትና ለመገልበጥ መብት አለው፡፡
- 2. የመሥሪያ ቤቱ የአቃቤያን ሕግ አስተዳደር ክፍል ሹም ወይም የዐቃቤያን ሕግ የግል ማህደርና ካርድ አከናዎኝ ካልሆነ በቀር በመስሪያ ቤቱ ውስጥ ወይም ከመስሪያ ቤቱ ውጭ የሚገኙ ሌሎች ሰዎች የአንድን ዐቃቤ ህግ የግል ማህደር መመርመር የሚችሉት በቢሮ ሃላፊው በጽሁፍ ሲፈቅድላቸው ብቻ ነው፡፡
- 3. ስለ ዐቃቤ ሕግ ጤንነት ምርመራ የሚቀርበው ሪፖርት በልዩ ማህደር እንዲቀመጥ መደረግ አለበት፡፡
- 4. ዐቃቤ ሕግ ላያውቀው በግሉ ማህደሩ ውስጥ የጽሑፍ ማስረጃ ማስቀመጥ ከልከል ነው፡፡

- d) certificate of service rendered outside the Bureau;
- e) letter of appointment or promotion;
- f) letter indicating salary increment;
- g) Application and certificate of annual leave;
- h) evidence of sick leave or other leave given;
- i) Efficiency and work performance reports;
- j) Letter of disciplinary measures and decision taken thereof
- k) letter of dismissal and other similar information and shall be kept the original copies as the case may be;

3. The personal card of a prosecutor shall contain the most important data and information collected from the personal file of the prosecutor.

Article 82 Examination of Personal Records

- 1. Any Prosecutor has the right to examine his/her personal file upon request to the bureau.
- 2. Persons other than the prosecutors administration officer and the record clerk for prosecutors may examine the personal file of a prosecutor only with written permission of the bureau head.
- 3. Medical reports of a prosecutor furnished in accordance with this regulation shall be kept carefully in his/her personal file.
- 4. It is prohibited to maintain written information in the personal file of the prosecutor without his/her knowledge.

QAYBTA SIDEEDAAD
DHISHIBILIINKA
XUBINTA KOOWAAD
GUNDHIGA

Mod 83. Ujeeddada iyo Meelmarinta Ciqaabta Anshaxmarinta:-

1. Ujeeddada aasaasiga ah ee anshaxmarintu waa in xeerilaaliyaha qaf gaysta lagu saxo lana baro sidi uu mustaqbalka waajibaadkiisa ugu gudan lahaa si karti leh iyo waliba haddi u saxmi waayo in shaqda laga caydhiyo.
2. Xeer-ilaaliyaha shaqada dayaca ama gudan waaya waajibaadkiisa, amaba gaysta anshax daro waxaa gafkaasi lagu meelmarin sida uu xernidaameedkanu xeerinayo. Tan looma arkayo inay wax ka dhaafayso ciqaabaha lagu xeriyay Xeerka Ciqaabta amaba kan Madaniga .
3. A go'aanka anshax marinta ee laga gaadho anshax-darrida ama qof kale waxaa la meel marin karaa iyadon la sugin ama aan la racayn go'aan kasta oo Maxkamadeed .

Mod 84. Gafka Anshaxa:-

1. Gafafka culus ee anshaxa waa kuwan soo socda;
 - b) qaadashada ama waydiisashada laaluushka.
 - t) Inuu ku kaco eex isagoo uga jeeda inuu dantiisa uga faa'i-day-sto ama qof kaleba ugu faa'iideeyo.
 - j) Inuu si ula kac leh ama dhayalsi ku jiro u been abuuru xog qoraal ah.
 - x) in dadweynaha xidhiidhka shaqo la leh lacag ka amaahdo.
 - Kh) In la abuuru xaalad horseedi karta go'aan caddaalada dari ah, iyadoo si ula kac ah ama dhayalsi ah aan xogta lagu wargalininamaba laga ga qariyo cidda ay khusayso.
 - d) In sabab aan macquul ahayn shaqada loogu dib rido ama loo meer meriyo dadka dannaha leh.
 - r) isticmaalida maandooriye ama waxyaalaha sharci darrada ah ee loo xaraaroodo.

ክፍል ስምንት
ስለዲሲፕሊን
ንዑስ ክፍል አንድ
መርህ

አንቀፅ 83- ስለ ዲሲፕሊን ቅጣት አላማና አፈጻጸም

1. የዲሲፕሊን ቅጣት መሰረታዊ አላማ ዐቃቤ ሕግ በፈፀመው ጥፋት መሰረታዊ አላማ ዐቃቤ ሕግ በፈፀመው ጥፋት ተፀፅቶ እንዲታረምና ወደፊት በብቃት ሥራውን ለማከናወን እንዲችል ለማስተማርና እንዲሁም የማይታረም ሆኖ ሲገኝ ለማሰናበት ነው።
2. ሥራውን ችላ የሚል ወይም የማስፈፀም ወይም ማንኛውንም የዲሲፕሊን ወይም የስነ-ምግባር ጉድለት የሚፈፅም አቃቤ ህግ ስለጥፋቱ በፍትሐብሄር ሕግና በወንጀለኛ መቅጫ ሕግ በተወሰነበት መሰረት የሚኖርበት ተጠያቂነት ሳይጓደል በዚህ ደንብ መሰረት የሚወሰኑ ቅጣቶች ይፈፀሙበታል።
3. በዲሲፕሊን ጉድለት ወይም በሌላው ጥፋት ምክንያት የሚወሰነው ቅጣት ማንኛውም ፍርድ ቤት የሚሰጠውን ውሳኔ ሳይጠበቅ ወይም ሳይከተል ሊፈፀም ይችላል።

ቀፅ 84- ስለ ዲሲፕሊን ጥፋቶች

- 1) የሚከተሉት ከባድ የዲሲፕሊን ጥፋቶች ናቸው፡-
 - ሀ) ጉብ መቀበል ወይም እንዲሰጠው መጠየቅ፤
 - ለ) ተገቢ ያልሆነ ጥቅም ለራስ ለማግኘት ወይም ለሌላ ሰው ለማስገኘት በማሰብ በአማላጅ መሥራት፤
 - ሐ) ራስን ወይም ሶስተኛ ወገንን ለመጥቀም በጽሑፍ የሠፈረን ማስረጃ ሆን ብሎ ወደ ሀሰትነት መለወጥ፤
 - መ) ከሥራ ጋር ግንኙነት ካላቸው ሰዎች ገንዘብ መበደር፤
 - ሠ) አግባብ ያለውን ፍሬ ነገር ወይም ማስረጃ ሆን ብሎ ወይም በቸልተኝነት ለሚመለከተው ባለሙያዎች ወይም በመደቡት ውሳኔውን የሚያዘባ ሁኔታ መፍጠር፤
 - ረ) ያለበቂ ምክንያት ሥራን በማዘግየት ባለጉዳዩን ማጉላላት፤
 - ሰ) አእምሮን በሚያደነዝዝ ወይም ሱስ በሚያስይዝ ሕገወጥ መጠቀም፤

CHAPTER EIGHT
DISCIPLIN
Section one
Principle

Article 83 Objective and Enforcement of Disciplinary Measures

1. The basic objective of a disciplinary measure is to correct the prosecutor committing an offense and to educate him/her to perform his/her duties in the future efficiently and to dismiss him/her, if the corrective measures fail to achieve the aim.
2. A prosecutor who derelicts or fails to perform his/her duties, or commits any other breach of discipline or ethics shall be liable to the measures under this regulation with out prejudice to any civil or criminal liability.
3. Disciplinary measures may be taken for breaches of discipline or for any other offense irrespective of any court action or proceedings.

Article 84 Disciplinary Offenses

1. The following are serious disciplinary offenses:-
 - a) Taking or soliciting bribes;
 - b) Doing favors through in term diaries with intent to obtain; unlawful benefits for himself/ herself or for another;
 - c) Falsification of written documents with intent to obtain benefits for him self /her self;
 - d) Borrowing money from a member of the public with whom the prosecutor has a contact in discharge of his/her official duties;
 - e) Creating a situation which leads to an improper decision through negligently or intentionally failing to inform or conceal relevant information from to concerned party;
 - f) Creating inconvenience to the public by delay of service without good cause;
 - g) Consumption of narcotic drugs or other illegal substances of such a nature;

- s) In shaqada sakhraanimu lagu yimaado ama fagaaraha lagu arko.
 - Sh) In si joogto ah oon la haysan sabab macquul shaqada looga baaqdo.
 - Dh) In goobta shaqada lagu sameeyo wax ka horimanaya mooralka iyo asluubta wanaagsan.
 - c) in si ula kac ah ama dhayalsi ah dhaawacloog gaysto hantida xafiiska.
 - g) Qaadasho la'aanta amar sharci ah mas'uulkiisu qoraal am a af ku bixiyey.
 - q) inuu sameeyo eex ama nin jeclaysi.
- Gafafka fudud ee anshaxu waa kuwan soo socda;
- b) Shaqada oo loo qaban waayo si tayo iyo karti leh.
 - t) La shaqayn la'aanta shaqaalaha ee caqabadda ku noqon karta geedi socodka shaqada
 - j) Qaadashada amaah joogto ah oo wax u dhimi karta sumcadda xeerilaa-liyaha iyo sharafta shaqadiisa.

XUBINTA LABAAD

GAFAFKA ANSHAXA, CIOAABTA IYO AWOODA GO'AAMINTA CIOAABTA.

ad 85. Cigaabaha anshaxa :-

Xeer-ilaaliyaha lagu soo eedeeyay inuu gaystay gafafka anshax darro ee lagu xusay qodobka 84^{aad} waxaa lagaga go'aan gaadhayaa iyadoo la raacayo habka meelmarinta anshaxa eek u xusan xeeridaameedkan.

Xeer-ilaaliyaha haddii lagu helo inuu galay gafka anshax darro ee lagu soo eedeeyay ayaa, iyadoo la eegayo hadba sida culayskeedu yahay, uu ku mutaysanayaa;

- b) Digniin qoraal ah,
- t) Ganaax aan ka badnayn hal bil oo mushaarkiisa ah,
- j) in laga duudsiyo mushaarka korodhka ugu soo horeya,
- x) hoos u dhigid hal heer, ama
- kh) cigaab shaqo ka eryid ah.

- ሸ) ሰከሮ በሰራ ላይ መገኘት ወይም በአደባባይ በመታየት የሙያውን ሥነምግባርና የመስሪያ ቤቱን ክብር ማጥፋት፤
- ቀ) ያለብድ ምክንያት ወይም ያለ ፈቃድ አዘወትሮ ከሥራ መቀረት፤
- በ) በሥራ ቦታ ለሞራልና ለመልካም ጠባይ ተቃራኒ የሆነ ድርጊት መፈጸም፤ ወይም
- ተ) ሆን ብሎ ወይም በከባድ ችግር ተኝነት በመሥሪያ ቤቱ ገቢ ረት ላይ ጉዳት ማድረስ፤
- ቸ) በጽሑፍ ወይም በቃል ከመስሪያ ቤቱ ወይም ከሰላይ ሃላፊው የተሰጠውን ግልፅና ሕጋዊ ትዕዛዝ አለመቀበል ወይም ተግባራዊ አለማድረግ
- ጎ) አድሎ መስራት።

2) የሚከተሉት ቀላል የዲሲፕሊን ጥፋቶች ናቸው፡

- ሀ) በሥራው ላይ ተገቢ ጥረትና ትጋት አለማሳየት፤
- ለ) ከሥራ ባልደረቦቹ ጋር በመግባት ተባብሮ መሥራት ባለመቻል በሥራ ሂደት ላይ እንቅፋት መሆን፤ ወይም
- ሐ) አዘወትሮ መበደር፤ ሌሎች በተመሳሳይ ደረጃ የሚታይ ቀላል ጥፋቶችን መፈፀም።

**ገዕዝ ክፍል ሁለት
ስለ ዲሲፕሊን ጥፋት፣ ቅጣትና ቅጣትን የመወሰን ሥልጣን**

አንቀፅ 85- በዲሲፕሊን ጥፋት ምክንያት ስለሚወሰኑ ቅጣቶች

1. በዚህ ደንብ አንቀጽ 84 የተዘረዘሩትን ወይም ሌላ ተመሳሳይ ጥፋቶችን በመፈጸሙ በዲሲፕሊን የተከሰሰ ዐቃቤ ሕግ ጉዳዩ በዚህ ደንብ በተወሰነው የአፈጻጸም ሥነ ሥርዓት ታይቶ ይወሰናል።
2. ዐቃቤ ሕጉ በተከሰሰበት የዲሲፕሊን ጥፋት ጥፋተኛ ሆኖ የተገኘ እንደሆነ እንደጥፋቱ ክብደት፡
 - ሀ) የጽሑፍ ማስጠንቀቂያ እንዲሰጠው፤
 - ለ) ከአንድ ወር የማይበልጥ የደመወዝ ቅጣት፤
 - ሐ) የአንድ የእርከን ደመወዝ ጭማሪ ክልከላ፤
 - መ) አንድ ደረጃ ዝቅ የማድረግ፤ ወይም
 - ሠ) ከሥራ የማሰናበት ቅጣት፤ ሊወሰንበት ይችላል።

- h) Found drunk in office or at public place;
- i) Regular absence from work without good cause;
- j) committing any act against moral and good behavior at work place;
- k) Damaging office property intentionally or in gross negligence;
- l) Rejecting or refusing to execute a clear and lawful order given orally/in writing by his/her superior ;
- m) Making bias or favor some;

2 The following are simple disciplinary offenses:-

- a) Not showing effort and diligence at work,
- b) Obstructing the smooth execution of work by not cooperating with colleagues, or
- c) Persistent borrowing, which affects the dignity of the prosecutor and that of his/her profession.

SECTION TWO

Disciplinary offenses, penalties and powers to Decide

Article 85 Disciplinary Penalties

1. A Charge brought against a prosecutor for a breach of disciplinary offenses as provided under Article 84 of this Regulation shall be decided according to the disciplinary procedures laid down in this regulation.
2. Where a prosecutor is found guilty of disciplinary offenses he/she has been charged with the following penalties may be imposed according to the gravity of the offense:-
 - a) a written warning ;
 - b) a fine not exceeding one(1) month of his/her salary;
 - c) prohibiting increment of first salary;
 - d) demotion ;or
 - e) dismissal.

Ciqaabaha ku xusan xubinta (b) iyo (t) ee farqada (2) waa anshax marinta gafafka anshax darada dudud, halka ay ciqaabaha ku xusan xubinta (j) ilaa (kh) ay ka yihiin ciqaabaha gafafka anshax darrida culus.

86. Awooda go'aaminta ciqaa (Jurisdiction):-

Gaf kasta oo anshax darro ah, sida uu farayo nidaamka habka fulinta ee xeer-nidaameedkan lagu go'aamiyey, waxa loo baadhayaa si hagaagsan, marka in la sameeyey la oggaadana waxa go'aan ka gaadhaya guddiga maa-mulka xeer-ilaalinta ee awooda u leh.

Dacwada gafka anshax darrida ah ee culus meeshay doontaba ha ka dhacdee iyo dacwadda gofka anshax darrida ee fudud ee ka dhaca arunta waxaa eegaya gudiga sare.

Dacwada gafka anshax darro fudud ee la soo gudbiyo waxa eegaya guddiga heer gobol.

Haddii dacwad loo haystay inay tahay gaf anshax darro culus loo gudbiyo gudiga sare, gudiguna ogaado inay tahay mid fudud, waxaa uu gudigu awoodaa inuu dib ugu celiyo gudiga hoose amaba ay iyaga laftooduba eegaan .

Haddii dacwad loo haystay inay tahay gof anshax darro fudud loo gudbiyo gudiga hoose, gudiguna ogaado inay tahya mid culus, waxay markiiba u gudbaniyaan gudiga sare.

87 shaqo ka joojinta xeer-iyaha Gaf anshax darro ah soo

Sida uu xeer-nidaameedkani tilma-mayo, xeer-ilaaliyaha lagu soo xedeyay inuu galay gaf anshax darro culus, waxaa shaqada agaga joojinayaa warqad uu jorayo madaxa xafiiska . Shaqo ca joojintaasu kama badnaan carto 45 Maalmood.

3. በዚህ አንቀጽ ንዑስ አንቀጽ 2 «ሀ» እና«ለ» የተዘረዘሩት ቅጣቶች ቀላል የዲስፕሊን ቅጣቶች ሲሆኑ ከ«ሐ» እስከ «ሠ» የተዘረዘሩት ደግሞ ከባድ የዲስፕሊን ቅጣቶች ናቸው።

አንቀጽ 86- ቅጣት የመወሰን ስልጣን

1. ማናቸውም የዲስፕሊን ቅጣት በዚህ ደንብ በተወሰነው የአፈጻጸም ሥርዓት መሰረት በአግባቡ ተጣርቶ መፈፀሙ ከተረጋገጠ ሥልጣን ባለው ጉባዔ ውሳኔ ይሰጥበታል።
2. በከባድ የዲስፕሊን ጥፋት የሚቀርብ ክስ የሚታየው በዋናው ጉባዔ ይሆናል።
3. በቀላል የዲስፕሊን ጥፋት የሚቀርብ ክስ የሚታየው በዞን ደረጃ ያለው ጉባዔ ነው።
4. በከባድ የዲስፕሊን ጥፋት ምክንያት ለዋናው ጉባዔ የቀረበ ክስ ሲጣራ በቀላል የዲስፕሊን ጥፋት ሆኖ ከተገኘ ዋናው ጉባዔ ራሱ ቅጣት ሊወሰን ወይም ወደ ንዑስ ጉባዔ ሊመልሰው ይችላል።
5. በቀላል የዲስፕሊን ጥፋት ምክንያት ለንዑስ ጉባዔ የቀረበ ክስ ከባድ የዲስፕሊን ጥፋት የሚያስቀጣ ሆኖ ከተገኘ ለዋናው ጉባዔ መተላለፍ አለበት።

አንቀጽ 87- የዲስፕሊን ጥፋት የተከሰሰን ዐቃቤ ሕግ ከሥራ አግዶ ስለማቆየት

1. በዚህ ደንብ መሠረት ከባድ የዲስፕሊን ጥፋት ፈፅሟል ተብሎ ሪፖርት የቀረበበት ዐቃቤ ሕግ በምክትል ጠቅላይ ዐቃቤ ሕግ ወይም በምክትል ቢሮ ሃላፊው በሚጻፍ ደብዳቤ ከሥራ ታግዶ እንዲቆይ ይደረጋል ። አገዳውም ከ45 ቀን ላልበለጠ ጊዜ ይሆናል ።

3. Disciplinary penalties enumerated under (a) and (b) sub Article 2 of this Article are simple disciplinary penalties while those enumerated under (c) to (e) are serious disciplinary penalties.

Article 86 Jurisdiction

1. Any breach of discipline shall be decided by a prosecutor's administration having jurisdiction in accordance with the procedures laid down in this regulation after having been properly investigated.
2. Serious disciplinary offense wherever it happens and simple disciplinary offense accruing in the head quarter shall fall under the jurisdiction of the higher committee.
3. Simple disciplinary offenses submitted shall fall under the jurisdiction of the zonal committee.
4. Where a disciplinary offense considered to be of a serious nature is found to be a simple offense by the higher committee, the higher committee may decided the penalty itself or remand it to the lower committee.
5. Where a disciplinary offense considered to be of a simple nature is found to be a serious offense by the lower committee the case shall be referred to the higher committee.

Article 87 Suspension from Duty of a Prosecutor Accused of Disciplinary Offense

1. Where it is reported according to this regulation that, a prosecutor has committed a serious disciplinary offense he/she shall be suspended by a written order of the Bureau head. The period of suspension shall not exceed 45 days.

Sida ku cad farqada (1) waxa xeer-ilaaliyaha shaqada laga joojiyey qoraal ahaan loogu sheegayaa sababta shaqada looga joojiyey, haddii uuna joogin cinwaankiisana la garan waayo, waa in ay warqadiisa shaqo ka joojinta boodhka ogaysiiska ee xafiiska ku dhegsanaato muddo 20 maalmood ah.

Waa in arrinta xeer-ilaaliyaha shaqada lagaga joojiyey loo gudbiyo guddiga anshax marinta ee awooda u leh.

Muddada ay shaqo ka joojintu socoto xuquuqaha iyo waajibaadyada xeer-ilaaliyuhu waa kuwo ilaashan. Waxaa aan iyadu ilaalashanayn wixii la xidhiidhadha sababta shaqda looga joojiyay.

1 88. Kordhinta Muddada shaqo oojinta:-

- Marka;
-) gafka lagu eedeeyay xeer-ilaaliyaha lagu caddayn waa-yo muddada ku xusan qodobka 87 (1).
-) go'aan laga gaadhi waayo.
-) gudiga ku habboonna uu codsado, ayaa madaxa xafiisku ku kordhin karaa muddada shaqo joojinta inta uu u arko inay ku filantahay. kordhin karaa muddada shaqo joojinta inta uu u arko inay ku filantahay.

Mudada uu madaxafiseedku ku kordhinayo kama badan karto 15 maalmood.

1 89. Xayiraada Mushahar ee chtiiga shaqo ka joojinta:-

Marka xeer-ilaaliyaha shaqada laga joojiyo waa in muddada ay shaqo joojintu socoto xeer-ilaaliyaha mushaharka laga xayiro.

Haddii ay caddaato in xeerilaaliyuhu gaystay gaf shaqada lagaga eryi karo ma mutaysanayo siinta mushaarkii laga xayiray iyo ku danbe toona.

Haddii ay caddaato in xerilaaliyuhu gaystay gaf aan mudnayn shaqo ka eryid, waxaa laga qaadi karaa oo kaliya talaabada sharci ahaan ku habboon, waxaana loo so celin wixii xuquuq ah ee kale ee horay looga xayiray.

2. በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት ከሥራ የሚታገደው ዐቃቤ ሕግ የታገደበት ምክንያት በፅሁፍ እንዲገለፅለት ይደረጋል። ተከላሽ በአካል ካልተገኘ ወይም አድራሻው ካልታወቀ የእንግዳው ደብዳቤ በመሥሪያ ቤቱ የማስታወቂያ ሰሌዳ ላይ ለ20 ቀናት ተለጥፎ መቆየት አለበት።

3. ዐቃቤ ሕጉ የታገደ እንደሆነ ጉዳዩ ሥልጣን ላለው ዲስፕሊን ጉባኤ መቅረብ አለበት።

4. የእገዳው ሁኔታና ዓላማው የግድ ለሚጠይቀው ወይም ከሚያስከትለው ክልከላ በቀር በእገዳው ጊዜ የዐቃቤ ሕጉ ሌሎች መብቶችና ግዴታዎች የተከበሩ ናቸው።

አንቀጽ 88- የእገዳ ጊዜ ስለማራዘም

1. የእገዳ ጊዜ ሊራዘም የሚችለው :-

- ሀ) በአንቀጽ 87 (1) በተወሰነው የጊዜ ገደብ ውስጥ ተፈፅሟል የተባለውን የዲስፕሊን ጥፋት አጣርቶ ለውሳኔ ለማብቃት ያልተቻለ ሲሆን፤
- ለ) ጉዳዩን ለማጣራት እና ለመወሰን ከአቅም በላይ በሚሆንበት ጊዜ ፤
- ሐ) ጉዳዩን የሚያየው ከሚቴ ሁኔታውን ለማጣራት የጊዜ ጭማሪ በሚጠይቅበት ጊዜ የቢሮ ሃላፊው የእገዳ ጊዜውን ሊያራዘም ይችላል።

2. የእገዳ ጊዜ ሊራዘም የሚችለው ከአስራ አምስት (15) የሰራ ቀናት ባልበለጠ ሁኔታ ነው።

አንቀጽ 89- በእገዳ ጊዜ ስለደመወዝ መያዝ

1. አንድ ዐቃቤ ሕግ ከሥራው የታገደ እንደሆነ ከሥራው ታግዶ ለሚቆይበት ጊዜ በሙሉ ደመወዙ መያዝ አለበት።

2. የነገሩ ሁኔታ ተገናዝቦ አቃቤ ህጉ የሰራው ጥፋት ከባድ እና የሚያስባርር መሆኑ ከታመነበት ታግዶ እንዲቆይ አይደረግም።

3. በተከሰሰበት የዲስፕሊን ጥፋት የሚሰጠው ውሳኔ ዐቃቤ ሕጉን ከሥራ የማያስወጣው ሆኖ ሲገኝ በዐቃቤ ሕጉ ላይ ከሥራ ማስወጣት ያነሰ ቅጣት ቢወሰንበት ደመወዙ ያለወለድ ይከፈለዋል።

2. A prosecutor suspended from duty in accordance with sub Article (1) of this Article shall be informed in writing of the reasons for suspension where he/she is not present or his/her address is unknown, the suspension letter shall be affixed on the notice board of the bureau for about twenty (20) days period.

3. The case of the suspended prosecutor shall be lodged with the discipline committee having jurisdiction.

4. The rights and duties of the prosecutor remain an affected by the suspension with the exception of such duties and resistant with considerations and aims of the suspension.

Article 88 Extending Period of Suspension

1. Where:-

- a) it is difficult to produce evidence against the prosecutor with in the time limit provided under sub Article (1) of article 87.
- b) it is impossible to examine and decide the case.
- c) where the appropriate committee requests so the Bureau head may extend the period of suspension for a time he/she may think appropriate.

2. The extended period shall not exceed fifteen (15) working days.

Article 89 Withholding of salary during suspension

1. When a prosecutor is suspended from duty his/her full salary shall be withheld for the period of the suspension.

2. Where it is ascertained that the prosecutor has made a serious breach offense legible to dismiss he/she shall not be entitled to the suspended or any later salary.

3. Where the prosecutors breach offense does not constitute a dismissal measure only appropriate legal penalty will be imposed and previously suspended rights shall have to be reinstated.

92. Go'aanka Guddiga:-

Marka guddiga awoodda u leh uu soo baadho dacwada anshax darro ee xeer-ilaaliyaha lagu soo oogay, eedaynat waa uu xidhayaa haddii wax caddayn ah loo waayo.

Haddiise eedaynta la soo gudbiyay hadh ahaan amaba idilkeedba la caddeeyo, waxaa uu gudigu go'aamin karaa in xeerilaaliyaha laga qaado ciqaab anshax marin oo fudud ama culus. Gudigu Go'aankiisa waxaa uu ku salayn culayska gafka iyo hadba sida xaal yahay.

XUBINTA AFRAAD

RACFAANKA.

93. Xaqaa racfaanka:-

Dhinaca aan ku qanacsanayn go'aanka uu guddiga heer gobol soo saaray, wuxuu si arrintiisa racfaan loogu eego codsi u gudbisan karaa Madaxa Xafiiska.

Racfaanka laga qaadanayo go'aanka gudiga waa in muddo sodon (30) maalmood gudahood ah Xafiiska Loogu soo gudbiyo. Muddadaasi waxay ka bilaabmaysaa maalinta uu xeer-ilaaliyuhu ogaaday go'aanka.

94. Arjiga Racfaanka :-

Ma in arjiga racfaanka si cad loogu saxiixsado sababaha lagu diidan yahay racfaanka, iyadoo cinwaanno kala goon-goon ah loo samaynayo fahfaahinta racfaanka.

95. Kharashyada:-

Marka arrinta anshax darrada la eegayo racfaanka ku baxaya markhaatiga, markhaatiga ama keenista caddeymaha kale, markhaatiga ama bixinaya cidda go'aanka ku gowda.

QAYBTA SAGAALAAD

AASAASIDA GUDDIYADA.

96. Askumidda:-

Marka nidaameedkani waxaa uu askumidda laba guddi oo kala:

Guddiga sare oo ah Guddiga Maa-mulka Xeer-ilaalinta ee heer Deegaan, iyo.

Guddiga Hoose oo ah Guddiga Maamulka Xeerilaalinta ee Heer Gobol.

አንቀፅ 92- የጉባዔው ውሳኔ

1. በዐቃቤ ሕጉ ላይ የቀረበው የዲስፕሊን ክስ ሥልጣን ባለው ጉባዔ ከተጣራ በሃላ ዐቃቤ ሕጉን በጥፋተኝነት የማያስጠይቀው ከሆነ ወይም በተከሰሰበት ጥፋት በማስረጃ ካልተረጋገጠ ክስ እንዲዘጋ ሊያደርግ ይችላል።

2. የቀረበው ክስ በሙሉ ወይም በከፊል በማስረጃ የተረጋገጠ ከሆነ የጥፋቱን ክብደት በማመዛዘን እንደነገሩ ሁኔታ ከባድ ወይም ቀላል የዲስፕሊን ቅጣት ሊወሰንበት ይችላል።

ንዑስ ክፍል አራት ስለይግባኝ

አንቀፅ 93- የይግባኝ መብት

1. ዋናው ጉባዔ በሰጠው ውሳኔ ቅር የተሰኘ ወገን ጉዳዩ በይግባኝ እንዲታይለት ለቢሮ ሃላፊው ማቀረብ ይችላል።

2. የይግባኝ አቤቱታ ውሳኔው ለዐቃቤ ሕጉ ከደረሰበት ቀን ወይም በማስታወቂያ ሰሌዳ ከተለጠፈበት ቀን ጀምሮ በ30 ቀናት ውስጥ ለሃላፊው ዕሕፈት ቤት መቅረብ አለበት።

አንቀፅ 94 - ስለይግባኝ ማመልከቻ

በይግባኝ ማመልከቻው ላይ ይግባኝ ባይይግባኝ የተባለበት ውሳኔ የሚቃወምበትን ምክንያት በዝርዝር በየአርዕስቱ በመለየትና እንዲቀየርለት ወይም እንዲሻሻልለት የሚፈልገውን ጉዳይ በግልፅ ማመልከት አለበት።

አንቀፅ 95 - ስለወጭዎች

የዲስፕሊን ጉዳይ በሚታይበት ጊዜ ምስክር ኤክስፐርት ወይም ሌላ ማስረጃ በማቅረብ ረገድ የሚደርሰውን ወጭ ማስረጃ እንዲታይለት ወይም እንዲሰማለት የሚጠይቀው ወገን መክፈል አለበት።

ክፍል ዘጠኝ

ስለዋና ጉባዔና ንዑስ ጉባዔዎች

አንቀፅ 96- መቋቋም

ይህ ደንብ የሚከተሉት ሁለት ኮሚቴዎች አቋቋመዋል ።

1. የዐቃቢያን ሕግ አስተዳደር ዋና ጉባዔ (ከዚህ በጎላ «ዋና ጉባዔ» እየተባለ የሚጠራ) በመሥሪያ ቤቱ በዚህ ደንብ ተቋቋማል።

2. በመሥሪያ ቤቱና የመሥሪያ ቤቱ (የቢሮ) ተጠሪ ዕ/ቤቶች በሚገኙ ባቸው ክልሎች የዐቃቢያን ሕግ አስተዳደር ንዑስ ጉባዔዎች ተቋቋመዋል።

Article 92 Decision of the Committee

1. The committee having jurisdiction over the charge brought against the prosecutor after proper examination, shall dismiss the charge, where there was no sufficient evidence to justify conviction.

2. Where there is evidence to part or total of the charge the committee shall impose a serious or simple disciplinary penalty taking in to consideration the gravity of the offense committed by prosecutor concerned.

Section Four Appeal

Article 93 Right to Appeal

1. Party dissatisfy with the decision of the zonal committee may be filed an appeal to the Bureau head.

2. The appeal taken from the decision of the, committee shall be filed within thirty {30} days to the Bureau head from the receipt of the decision or the date to the knowledge of the prosecutor concerned.

Article 94 Memorandum of Appeal

The memorandum of appeal shall show in detail under distinct headings, the grounds of objection to the decision appealed against.

Article 95 Expenses

The expenses concerning witness's, expert or other evidences brought before the disciplinary hearing shall be borne by the party disappointed.

CHAPTER NINE

Committees Establishments

Article 96 Establishment

This regulation establishes the following two committees:-

- 1. A regional higher prosecutors administration committee, and
- 2. A lower zonal Prosecutors Administration Committee.

4. Wuxuu eegayaa, baadhaya, kana go'aan gaadhayaa xeer-ilaaliyeyaasha shaqada ka tegaya iyo sababta ay uga tagayaan.
5. Wuxuu go'aaminayaa kadib marka u daraasad sameeyo kala beddelka sannadka ee xeer-ilaaliyeyaasha.
5. Isagoo adeegsanaya awooda lagu siiyey xeer-nidaameedkan wuxuu baadhayaa go'aaminayaana arrimaha anshaxa.
7. Waxa kale oo uu qabanayaa hawlaha kale ee lagu siiyey xeer nidaameedkan.

cod 99. Xubnaha guddiga heer gobol:-

- Guddiga heer gobol wuxuu yeelanayaa xubnaha soo socda;
- b) Madaxa xeer-ilaalinta gobolka ----Gudomiye
 - t) Laba Xeer-ilaaliye gobolka ----Xoghayn
 - j) laba xeer-ilaaliye degmada ---Xubin
 - x) Hogaanka Cadaalada iyo Nabadgalyada ee Gobolka --- Xubin

cod 100. Xilka iyo Waajibaadka guddiga hoose:-

1. Guddiga heer Deegaan Gobol waxa uu sida ku cad farqada (3), qodobka 82^{aad} awoodda loogu siiyey baadhayaa ra'yigiisana u soo gudbinayaa guddiga sare arrimaha anshaxa ee gobolka
2. Wuxuu ra'yigiisa guddiga heer deegaanka ugu gudbinayaa habka xulashada, shaqaalaynta iyo magacaabidda xeer-ilaaliyeyaasha loo doonayo in lagu meeleeyo heer gobol iyo degmo.
3. Wuxuu baadhayaa ra'yigiisana ka siinayaa guddiga sare codsiyada beddelka ee xeer-ilaaliyeyaasha xafiisyada gobolka ka hoos shaqeeya ay ku doonayaan in deegaanka dhexdiisa goob kale oo shaqo loogu beddelo.
4. Waxaa kaluu fulinayaa hawlaha kale ee lagu siiyay xeer nidaameedkan amaba uu u xilsaaray guddiga heer deegaan.

cod 101. Hanaanka Shaqo ee Guddiga:-

- Hanaanka shaqo ee guddi kasta wuxuu oqonayaa sidan soo socota;
1. Shirka guddigu waxaa uu qabsoomayaa marka ay xubnaha gudiga goobjoog yihiin 2/3. Go'aanka gudiguna waxa uu noqonayaa mid ku salaysan cod hal dheeri ah.
 2. Haddii uu codka xubnaha guddigu sinaado ama si le'ekaado, wuxuu go'aanku noqonayaa go'aanka dhinca uu guddoomiyuhu ku jiro.

4. ስራ የመልቀቅ ሀሳብ በሚነሳበት ጊዜ ጉዳዩን በተመለከተ አጠቃላይ ሁኔታውን ይሰማል፤ ይመርምራል፤ የስራ የመልቀቅ ምክንያቶችን ያገናዝባል በጉዳዩ ላይ ውሳኔ ይሰጣል።
5. የአቃቤ ህጎችን የዝውውር ጉዳይ በተመለከተ ጉዳዩን ካገናዘበ በሃላ የራሱን ውሳኔ ይሰጣል።
6. በዚህ ደንብ በተሰጠው ስልጣን መሠረት የዲሲፕሊን ጉዳዮችን መርምሮ ይወስናል።
7. በዚህ ደንብ የተሰጡትን ሌሎች ተግባራት ያከናውናል።

አንቀፅ - 99 የዞን ኮሚቴ አባላት

- የዞን ጉባዔ የሚከተሉት አባላት ይኖሩታል።
- ሀ) የዞን አቃቤ ህግ ሃላፊ----- ሰብሳቢ
 - ለ) ሁለት አቃቤ ህጎች ከዞን አቃቤ ህግ ----- ፀሃፊ
 - ሐ) ሁለት የወረዳ አቃቤ ህጎች --- አባል
 - መ) የዞን ፀጥታና ፍትህ ፅ/ቤት ሃላፊ ----- አባል

አንቀፅ - 100- በዞን ደረጃ ያለው ጉባዔ ሥልጣንና ተግባር

1. በዞን ደረጃ ያለው ጉባዔ በዚህ ደንብ አንቀፅ 82(3) በተሰጠው ሥልጣን መሠረት የዲሲፕሊን ጉዳዮችን መርምሮ የመጨረሻ ውሳኔ ለክልል ጉዳዩ ያቀርባል ።
2. በክልሉ ተመድበው እንዲሰሩ በክልሉ ስለሚመለሱት ዐቃቢያን ህግ አመራረጥ ቅጥርና ሹመት አስተያየቱን ለዋናው ጉባዔ ያቀርባል።
3. በተጠሪ ጽ/ቤት ሥር ተመድበው የሚሠሩ ዐቃቢያን ህግ በያዙት የሥራ መደብ በክልሉ ውስጥ ከአንድ ቦታ ወደ ሌላ ቦታ ለመዛወር የሚያቀርቡትን ጥያቄ እየመረመረ አስተያየቱን ለዋናው ጉባዔ ያቀርባል።
4. በዚህ ደንብና በዋናው ጉባዔ የሚሰጡትን ሌሎች ተግባራት ያከናውናል ።

አንቀፅ 101 - የጉባዔዎች የአሰራር ሥነ-ሥርዓት

- የአያንዳንዱ ጉባዔ የአሰራር ሥነ-ሥርዓት እንደሚከተለው ይሆናል።
1. በማናቸውም ስብሰባ አባሎች 2/3ኛ ሲገኙ ምልዓት ጉባዔ ይኖራል።
 2. የጉባዔው አባላት ድምፅ እኩል ከሆነ የጉባዔው ሰብሰቢ ያለበት ወገን ውሳኔ የጉባዔው ውሳኔ ይሆናል።

4. To hear in vesting ate and decide job resigning prosecutors and reasons of the resignation.
5. To determine after conducting study annual prose cutters transfer.
6. To investigate and decide disciplinary cases in accordance with the powers conferred on it under this regulation.
7. To carry out other responsibilities entrusted to it by this regulation.

Article 99 Member of the Zonal Committee

The Zonal committee shall have the following members:-

- a) Head of the Zonal Prosecution Office -- Chairperson
- b) Two Zonal Prosecution ----- Secretary
- c) Two district prosecutors--member
- d) Head of the zonal security and justice Administraration--- member.

Article 100 Powers and Responsibilities of the zonal committee

1. The zonal committee in a accordance with the powers given under Article 82 {3} of this regulation investigate and submit its opinion to the regional committee.
2. The zonal committee makes recommendations to the regional committee on the selection employment and appointment of the zonal and district prosecutors.
3. The zonal committee makes recommendations to the regional committee on transfer requests prosecutors of the branch offices seeking to work other branch offices in the region.
4. To carry out other responsibilities entrusted to it by this regulation or assigned by the regional committee.

Article 101 Working Procedures of the Committees

Working procedures of each committee shall be as follows:-

1. There shall be a quorum where two thirds (2/3) of the members are present at the meetings of the committee; the decisions of the committee are passed on simple majority.
2. in case a fattier the chair person shall have a casting vote.

Marka guddigu go'an gaadho waa in dhinac walba wixii uu u codeeyay iyo sababaynteedaba qoraa. Markii loo baahdana, iyadoo ay bayaannada qodobkan ilaashan yihiin, wuxuu soo saari karaa nidaam shaqo kulin oo isaga u gaar ah.

od 102. Qodobka kala guurka ah

eer nidaameedkana dhaqan galkiisa ka hor /ilaaliyeyaasha ku kala meleeyanaa josaaska ku xusan qodobka 29 ee daameedkan waxbarasho ahaan booska iuxinaya shurdaha wayo wayo-argnimada k u cad shaxda "B" laguma dabaqayo .

QAYBTA TOBNAAD

DHAQAN GALKA XEERKAN

od 103. Soo saarida Awaamiirta

Xafiiska wuxuu soo saari karaa awaamiir xeer nidaameedkan lagu fuliyo.

od 104. Muddada Dhaqan-Galka:-

eer nidaameedkan wuxuu dhaqan-gelayaa ga soo bilaabo maalinta lagu soo saaro /argeysta DHOOL GAZETA.

*Da'uud Max'ed Cali
Madaxwaynaha Dawlada
Deegaanka Soomaalida*

3. ጉባዔው በድምፅ ብልጫ በሚወ ሰንበት ጊዜ ሁሉ የአንስተኛው ድምፅ አስተያየት ከነምክንያቱ በስብሰባው ቃለ ጉባዔ መመዝገብ አለበት። አስፈላጊ ሲሆን ጉባዔው የዚህ አንቀፅ ድንጋጌዎች እንደተ ጠበቁ ሆኖ የራሱን የሥራ አፈፃ ም ሥነ-ሥርዓት ሊያወጣ ይችላል።

አንቀፅ 102- የመሸጋገሪያ አንቀጾች

ይህ አዋጅ ከመፅናቱ በፊት በዚህ አዋጅ በአንቀፅ 29 የተካተቱትን አቃቤ ህጎች የትምህርት ደረጃ፣ ደረጃቸው፣ በታች ውን በተመለከተ በሰንጠረዥ ላይ ያለው ሁኔታ ተፈፃሚ አይሆንም።

ክፍል አስር

አንቀፅ 103-መመሪያዎችን የማውጣት ስልጣን

ቢሮው ለዚህ ደንብ አፈፃፀም መመ ሪያዎች ሊያወጣ ይችላል።

አንቀፅ 104 - ደንብ የሚወጣበት ጊዜ

ይህ ደንብ በክልሉ ጽሁፍ ጋዜጣ ታትሞ ከወጣበት ቀን ጅምሮ የፀና ይሆናል።

**ዳውድ መሀመድ አሊ
የሶማሌ ክልላዊ መንግስት
ፕሬዝዳንት**



3. Where decisions are taken by majority vote the dissenting opinion of the minority with reasons shall be recorded Where necessary the committee may without prejudice to the provisions of this Article draw up their own rules of working procedures,

Article 102 Transitory Provisions

Prior to the effective date of this regulation level of education position grade and experience requirements provided under schedule "B" of this regulation shall not be applicable to the prosecutor employed or appointed at position referred to Article 29 of this regulation.

CHAPTER TEN

Miscellaneous Provisions

Article 103 Powers to issue Directives

The Bureau may issue directives for the implementation of this regulation

Article 104 Effective Date

This Regulation shall come into force on the day of its publication in the regional Dhool gazette.

*Da'ud Mohamed Ali
Somali Regional State President*