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8ኛ ዓመት ቁጥር 9
8th Year No ------ 9

ባህርዳር የካቲት 17ቀን/1996 ዓም
Bahir Dar Feb.,25th / 2004

በኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፑብሊክ
የአማራ ብሔራዊ ክልላዊ መንግስት ምክር ቤት
ዝክረ - ሕግ
ZIKRE HIG

OF THE COUNCIL OF THE AMHARA NATIONAL REGIONAL STATE IN THE FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA

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በየደረጃው የሚገኙትን የአማራ ብሔራዊ ክልላዊ መንግስት ፖሊስ አባላት ምልመላ፣ ቅጥር፣ ምደባ፣ ዝውውር፣ እድገት እና ስንብት የሚወስን ክልል አቀፍ መተዳደሪያ ደንብ አውጥቶ በስራ ላይ ማዋል በማስፈለጉ፤

የአማራ ብሔራዊ ክልል መስተዳድር ም/ቤት በብሔራዊ ክልሉ ህገ-መንግስት አንቀጽ 58 ንዑስ አንቀጽ 7 እና የክልሉን ፖሊስ አደረጃጀትና አስተዳደር ለመወሰን በወጣው አዋጅ ቁጥር 66/1994 ዓ.ም. አንቀጽ 25 ስር በተሰጠው ስልጣን መሰረት ይህንን ደንብ አውጥቷል::

ክፍል አንድ
ጠቅላላ ድንጋጌዎች

1. አጭር ርዕስ

ይህ ደንብ "የአማራ ብሔራዊ ክልላዊ መንግስት ፖሊስ መተዳደሪያ ክልል መስተዳድር ም/ቤት ደንብ ቁጥር 6/1995 ዓ.ም" ተብሎ ሊጠቀስ ይችላል::

REGULATION NO 6/2003

A REGULATION ISSUED BY THE COUNCIL OF THE REGIONAL GOVERNMENT TO PROVIDE FOR THE ADMINISTRATION OF THE POLICE IN THE AMHARA NATIONAL REGIONAL STATE.

WHERE AS, it is necessary to enact and implement a region wide Administrative Regulation which is meant to determine matters of selection, recruitment, placement, transfer, promotion and dismissal of the members of the Amhara National Regional State police, found at various levels;

Now, therefore, The Council of the Amhara National Regional Government, pursuant to the powers vested in it, under the provisions of Art, 58 sub-art.7 of the National Regional Constitution and Art, 25 of the Regional State Police Force Organization and Administration Determination Proclamation No 66/2002, hereby issues this regulation as follows.

PART ONE
GENERAL PROVISIONS

1. Short Title

This Regulation may be cited as " The Amhara National Regional State Police Administration Council of Regional Government Regulation No 6/2003".

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2. ትርጓሜ

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

1. "ፖሊስ" ማለት በአማራ ብሔራዊ ክልላዊ መንግስት ፖሊስ አደረጃጀትና አስተዳደር መወሰኛ አዋጅ ቁጥር 66/1994 ዓ.ም. አንቀጽ 2 ንዑስ አንቀጽ 2 ስር የተመለከተው ሠው ነው::
2. "ኮሚሽን" ማለት የአማራ ብሔራዊ ክልላዊ መንግስት ፖሊስ ኮሚሽን ነው
3. "ማሰልጠኛ ተቋም" ማለት መደበኛ የፖሊስ ስልጠና የሚሰጥበት የትምህርት ተቋም ነው::
4. "የማዕረግ ዕድገት" ማለት አንድን ፖሊስ ከያዘው ማዕረግ ቀጥሎ ወዳለው ማዕረግ ማሣደግ ነው::
5. "ቢሮ ወይም የቢሮ ኃላፊ" ማለት እንደ ቅደም ተከተላቸው የአማራ ብሔራዊ ክልላዊ መንግስት አስተዳደርና ፀጥታ ጉዳዩች ቢሮ ወይም የዚሁ ቢሮ ኃላፊ ነው::

3. የደንቡ ተፈፃሚነት ወሰን

ይህ ደንብ ኮሚሽነሩን ፣ ምክትል ኮምሽነሩንና በክልሉ ሲቪል ሰርቪስ ህግጋት መሰረት የሚተዳደሩትን የኮሚሽኑን ሰራተኞች ሣይጨምር በማናቸውም ፖሊስ ላይ ተፈፃሚ ይሆናል::

ክፍል ሁለት
ስለምልመላ፣ ስልጠና፣ ቅጥር፣ ምደባና ዝውውር

4. ምልመላና ቅጥር

1. ከዚህ በታች የተዘረዘሩትን መመዘኛዎች የሚያሟላና ፍላጎት ያለው ማንኛውም የተፈጥሮ ሰው በፖሊስነት መመልመል ይችላል::
   ሀ. ዜግነቱ ኢትዮጵያዊ የሆነ፣
   ለ. ለክልሉና ለፌዴራሉ ህገጋተ መንግስታት ታማኝ የሆነ፣
   ሐ. መልካም ሥነ-ምግባር ያለው፣
   መ. እድሜው ከ18 ዓመት ያላነሠ፣
   ሠ. ቢያንስ የ10ኛ ክፍል ትምህርቱን ያጠናቀቀ፣
   ረ. ለፖሊስነት የሚያበቃ አቋምና የተሟላ ጤንነት ያለው::
   ሰ. በወንጀል ጥፋተኝነት ሪከርድ የሌለበት::
2. በዚህ አንቀጽ ንዑስ አንቀጽ 1 የተደነገገው እንደተጠበቀ ሆኖ ለፖሊስነት የሚደረገው ምልመላ የጾታንና በክልሉ ውስጥ

2. Definitions

Unless the context otherwise requires, in this regulation: -

1. "Police officer" means any person mentioned under Art.2 sub-art.2 of the Amhara National Regional State Police Force Organization and Administration Determination proclamation No 66/2002.
2. "Commission" means the commission of police of the Amhara National Regional State.
3. "Training Institution" means an educational institution where in regular police training is provided.
4. "Promotion Rank" means promoting a member of the police from the rank he has held to the next higher rank.
5. "Bureau" or "Bureau Head" means the Amhara National Regional State Administrative and Security Affairs Bureau or its Head thereof, according to their consecutive orders.

3. Scope of Application of the Regulation

This Regulation shall, with the exception of the commissioner, deputy commissioner as well as those civil servants employed by the commission and administer pursuant to the Regional civil service laws, be applicable to any police officer.

PART TWO
SELECTION, RECRUITMENT, TRAINING, PLACEMENT AND TRANSFER

4. Selection and Recruitment

1. Any natural person wishing to serve as a police officer may, upon fulfillment of the criteria specified here below, be recruited as such where he:
   a) is an Ethiopian citizen;
   b) is loyal to the Regional and the Federal constitutions;
   c) has a good ethical conduct;
   d) is not bellow the age of 18 years;
   e) has at least completed 10th grade in pursuance of his education;
   f) is physically fit and healthy enough to be recruited as a police officer;
   g) has had no criminal conviction record before.
2. Without prejudice to the provisions of sub-Art. 1 of this article hereof, any selection carried out for a police recruitment shall take

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የሚገኙትን ብሔር -ብሔረሰቦች እና ሕዝቦች ሚዛናዊ ተዋፅኦ ከግምት ውስጥ ያስገባ መሆን አለበት::

3. በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት ለፖሊስነት የተመለመለ ማንኛውም ሰው በኮሚሽኑ የሚዘጋጀውን የቅጥር ውል ይፈርማል::
4. የፖሊስ ምልመላ ማስታወቂያና ሒደቱ ኮሚሽኑ በሚያወጣው መመሪያ ይወሰናል::

5. በፖሊስነት የተቀጠረ ማንኛውም ሰው ለሰባት አመት የአገልግሎት ግዴታ ይኖርበታል፡ ይኸው የግዴታ አገልግሎት ዘመን መቆጠር የሚጀምረው ስልጠናውን አጠናቆ ከወጣበት ቀን ጀምሮ ይሆናል::

5. ስለስልጠና

1. ማንኛውም ፖሊስ በፖሊስነት ተመድቦ አገልግሎት ከመጀመሩ በፊት መሠረታዊ የፖሊስ ስልጠና ይሰጠዋል::
2. የስልጠናው አላማ ለህገ-መንግስት መከበር የሚቆምና ብቃት ያለው የፖሊስ ባለሙያን መፍጠር ነው::

3. የስልጠናው አይነቶች በሶስት ይከፈላሉ:: እነሱም:-
   ሀ. መሰረታዊ የፖሊስ ሥልጠና
   ለ. ከፖሊስ ሥራ ጋር የሚገናኝ ልዩ ልዩ የሙያ ሥልጠናና
   ሐ.ለአመራር የሚያበቁ ስልጠናዎች ናቸው::
4. ስልጠናውን ለማስፈፀም የሚያስፈልጉት ዝርዝር ሁኔታዎች ኮሚሽኑ በሚያወጣው መመሪያ መሰረት ይወሰናሉ::

5. ማንኛውም ጀማሪ ሰልጣኝ በስልጠና ወቅት:-
   ሀ. ምግብ፣ የመኝታ አገልግሎት፣ ልብስ፣ጫማ፣ የፅህፈት መሣሪያ እንዲሁም ኮሚሽኑ በሚያወጣው መመሪያ መሠረት የኪስ ገንዘብ ያገኛል::
   ለ. ለሚደርስበት ህመም ነፃ የህክምና አገልግሎት ያገኛል::
   ሐ. በሚመደብበት የስልጠና ፕሮግራም የመሣተፍ ግዴታ አለበት::

   መ. የሚገባበትን ማሰልጠኛ ተቋም ውስጠ ደንብና መመሪያዎች ማክበር አለበት::

   ሠ. የተመደበበትን የስልጠና መስክ ለማቋረጥ፣ ለመቀየር ወይም ለማራዘም ሲፈልግ ኮሚሽኑን በቅድሚያ ማስፈቀድ

into consideration the fair and balanced representation of all sexes as well as nation-nationalities and peoples residing in the regional state.

3. Any person recruited to be a police officer in accordance with sub-Art. (1) of this Article hereof shall sign an employment contract prepared by the Commission,
4. Police selection and recruitment notice as well as its process shall be determined by a directive which the commission may issue
5. Any person recruited to be a police officer shall serve for a compulsory period of seven years, provided, however, that such a period of compulsory service shall be bound to commence to be calculated as of the date of his completion of the training thereto.

5. Training

1. Any police officer shall receive basic police training before his assignment to a regular police duty.
2. The objective of the training is to create a professional police officer dedicated to and capable of the enforcement of the constitution.
3. The types of the training are categorized in to three. Hence they are: -
   a). Basic police training;
   b). Various professional trainings related to police service and
   c). Trainings enabling one to assume managerial positions.
4. Particular requirements necessary for the execution of the training shall be determined by a directive which the commission may issue thereof.
5. Any recruit shall, during basic training:
   a). be entitled to get food, lodging, clothing shoes, stationery materials as well as a pocket money determined by directives of the commission;
   b). receive free medical service, upon sickness;
   c). be obliged to participate in the training program into which he is assigned;

   d) strictly adhere to internal regulations and directives of the training institution he is assigned to;
   e). have the permission of the commission prior to the terminating, changing or extending of his field of training.

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አለበት::

6. ቃለ መሀላ

1. ማንኛውም የክልሉ ፖሊስ አባል መሠረታዊ የፖሊስ ስልጠና እንዳጠናቀቀ ሥራ ከመጀመሩ በፊት የሚከተለውን ቃለ መሀላ ይፈጽማል:-

   እኔ ------------------- የክልሉንና የፌዴራሉን ሕገ-መንግስታትና ሌሎች ህጐች በሚገባ ለመጠበቅና ለማስከበር፣ ወንጀልን በቁርጠኝነት ለመከላከልና ህዝቡን በእውነትና በታማኝነት ለማገልገል ቃል እገባለሁ"::

2. የተፈፀመው ቃለ መሀላ በፖሊሱ ተፈርሞ በግል ማህደሩ ውስጥ ይቀመጣል::

6. Oath

1. Any Regional police officer who has completed basic police training program shall, before commencing his work, take the following oath:-

   "I... Solemnly swear that I shall pledge to protect the Regional and Federal constitutions, enforce the law, to prevent crime diligently and serve the public honestly and with integrity

3. The oath, executed shall, after having been duly singed by the police officer, be kept in his personal file

7. ምደባ

ማንኛውም ሰልጣኝ ሥልጠናውን ከጨረሰ በኋላ በሠለጠነበት ሙያ በክልሉ ውስጥ በማናቸውም ቦታ በኮሚሽኑ ይመደባል::

7. Assignment

Any trainee, upon completion of his training, shall be assigned by the commission in accordance with his area of qualification.

8. በዝውውርና በተጠባባቂነት ስለመመደብ

1. ኮሚሽኑ ለሥራው አስፈላጊ ሆኖ ሲያገኘው ማንኛውንም ፖሊስ በመስሪያ ቤቱ ውስጥ በተመሣሣይ የሥራ ደረጃና ደመወዝ ከአንድ የሥራ መደብ እኩል ደረጃ ወዳለው ሌላ ተመሣሣይ የሥራ መደብ ወይም ከአንድ የሥራ ቦታ ወደ ሌላ የሥራ ቦታ በማዛወር ሊያሠራ ይችላል::
2. በዚህ አንቀጽ ንዑስ አንቀጽ 1 መሠረት በውስጥ ዝውውር ሊሞላ በሚችል ክፍት የሥራ መደብ ላይ መስራት የሚፈልጉ ሌሎች ፖሊሶች ሲኖሩ ዝውውሩ የሚፈፀው በውድድር ይሆናል::
3. በዚህ አንቀጽ ንዑስ አንቀጽ 1 የተደነገገው ቢኖርም ኮሚሽኑ ሥራው እንዳይበደል የአንድን ፖሊስ ደመወዝ ሣይቀንስ ሆኖም ደረጃውን ወይም የያዘውን የሥራ ዓይነት ሣይጠብቅ ከአንድ ዓመት ላልበለጠ ጊዜ በጊዜአዊነት አዛውሮ ማሠራት ይችላል::
4. ማንኛውም ፖሊስ በጤና መታወክ ምክንያት በያዘው የሥራ መደብ ላይ ወይም ባለበት የሥራ ቦታ ሊሠራ አለመቻሉ በሀኪም ማስረጃ ሲረጋገጥ:-

8. Transfer and Temporary Assignment

1. The commission, whenever necessary, may transfer any police officer to another similar position of an equal grade and salary or to another place of work within its office.
2. Any transfer to be made under sub-Article(1) of this Article shall be carried out on the basis of competition wherever there are other interested police officers
3. Without prejudice to the provisions of sub-Art(1) of this Article, the commission may temporarily assign a police officer to a position, for the sake of work, without affecting his salary, but irrespective of his position and grade for not more than a year .
4. Here it is supported by a medical certificate that the nature of the work and place of work a police officer assigned is not suitable for his health, he shall be transferred to another suitable position or place of work with;

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ሀ. በተመሣሣይ ደረጃ ሊመደብ የሚችልበት ክፍት የሥራ መደብ ካለ በያዘው ደረጃ ወይም

ለ. በተመሣሣይ ደረጃ ሊመደብ የሚችልበት ክፍት የሥራ ቦታ ከሌለና ፖሊሱ በዝቅተኛ ደረጃ ላይ ለመሥራት ፈቃደኛ ከሆነ ደረጃው ተቀንሶ ወደሚስማማው የሥራ መደብ ወይም የሥራ ቦታ ይዛወራል::

5. ሁኔታዎች ሲያስገድዱ ኮሚሽኑ አንድን ፖሊስ ከፍ ያለ ደረጃ ባለው የሥራ መደብ ላይ በተጠባባቂነት እንዲሠራ ማድረግ ይችላል:: ይህም ሲሆን ቢሮው በሚወስነው መሠረት የተጠባባቂነት አበል ይከፈለዋል::

6. አንድን ፖሊስ ከአንድ አመት በላይ በተጠባባቂነት ማሠራት አይቻልም::

7. የአንድ ፖሊስ የሥራ መደብ የተሠረዘ እንደሆነ በመ/ቤቱ ውስጥ ተመሣሣይ ደረጃ ወዳለው የሥራ መደብ መዛወር ይኖርበታል::

ክፍል ሶስት
የሥራ ሰዓትና ልዩ ልዩ ፈቃዶች

9. መደበኛ የሥራ ሰዓት

1. የፖሊስ አገልግሎት በቀን 24 ሰዓት፣ በሣምንት 7 ቀናትና በወር 30 ቀናት በአመት 365/6/ ቀናት ያለማቋረጥ ይሰጣል::
2. የማንኛውም ፖሊስ መደበኛ የሥራ ሰዓት በቀን 8 ሰዓት ሆኖ በሣምንት ከ40 ሰዓት መብለጥ የለበትም፣ ሆኖም ለአስቸኳይ ጉዳይ ወይም ለልዩ የፖሊስ ሥራ የትርፍ ሰዓት ሥራ እንዲሠራ በአለቃው ከታዘዘ መሥራት ይኖርበታል፤ ለሠራበት ትርፍ ሰዓትም እንደሁኔታው የማካካሻ ዕረፍት ይሰጠዋል::

10. የአመት ዕረፍት ፈቃድ መርህ

1. የአመት ዕረፍት ፈቃድ የሚሰጠው ፖሊሱ ለተወሰነ ጊዜ በማረፍ አገልግሎቱን በታደሰ መንፈስ እንዲቀጥል ለማስቻል ነው::
2. የአመት ዕረፍት ፈቃድ በገንዘብ አይለወጥም::

11. የአመት ዕረፍት ፈቃድ ቀናት

1. አንድ አመት ያገለገለ ፖሊስ 20 የሥራ ቀናት የአመት ዕረፍት ፈቃድ ያገኛል::
2. ከአንድ አመት በላይ ያገለገለ ፖሊስ ለእያንዳንዱ ተጨማሪ አመት አንድ

a) the same grade where such a vacant position is available; or

b) a lower grade where a vacant position of the same grade is not available and if he is willing to be transferred to a position of lower grade

5. Where circumstances so require, a police officer may be assigned to a higher position in an acting capacity and shall be entitled to acting allowance in accordance with the decision of the Bureau.

6. No police officer may assigned in an acting capacity for more than a year.

7. Where the position of a police officer is cancelled, he shall be transferred to another position of an equal grade within the commission.

PART THREE
WORKING HOURS AND VARIOUS LEAVES

9. Normal Working Hours

1. The police service shall be continuously rendered for 24 hours a day, 7 days a week, 30 days a month and 365/6/ days a year.
2. The normal working hours of any police officer shall be 8 hours a day and shall not exceed 40 hours in a weak. However, he shall work additional hours whenever instructed to do so by his superior in case of emergency, or for a special police duty. Where necessary, he shall be granted compensatory time off for the additional hours he spent on duty.

10. Principles of Annual Leave

1. The purpose of annual leave is to enable the police officer get rest and resume work with a renewed spirit
2. There shall be no payment in live of annual leave.

11. Duration of Annual Leave

1. Any police officer shall be entitled to an annual leave of 20 working days for his first year of service .
2. A police officer having a service of more than one year shall be entitled to an

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የሥራ ቀን እየታከለበት የአመት ዕረፍት ፈቃድ ያገኛል፤ ሆኖም የሚሰጠው የአንድ አመት የዕረፍት ፈቃድ በጠቅላላው ከ30 የሥራ ቀናት መብለጥ የለበትም::

3. በሌላ የመንግስት መ/ቤት ቀደም ሲል ፖሊሱ የሰጠው አገልግሎት ለዚህ አንቀጽ ንዑስ አንቀጽ 2 ድንጋጌ አፈፃፀም የሚታሰብ ይሆናል::

12. የአመት ዕረፍት ፈቃድ አሠጣጥ

1. የአመት እረፍት ፈቃድ የኮሚሽኑን እቅድ መሠረት በማድረግና በተቻለ መጠን የፖሊሱን ፍላጐት በማመዛዘን በሚዘጋጅና ፖሊሱ እንዲያውቀው በሚደረግ መርሀ-ግብር መሠረት በበጀት አመቱ ውስጥ ይሰጠዋል::

2. አንድ ፖሊስ ፈቃድ በሚወስድበት ጊዜ በእረፍት ላይ የሚቆይበትን የአንድ ወር ደመወዙን በቅድሚያ ሊወስድ ይችላል::

3. ልዩ ሁኔታ ካላጋጠመ ወይም ፖሊሱ ተከፋፍሎ እንዲሰጠው ጠይቆ የቅርብ አለቃው ካልፈቀደለት በቀር የአመት ዕረፍት ፈቃድ ሣይከፋፈል በአንድ ጊዜ በበጀት ዘመኑ ውስጥ መሰጠት አለበት ::

4. የሥራው ሁኔታ በማስገደዱ ወይም በፀጥታ አለመረጋጋት ምክንያት የአመት ዕረፍት ፈቃድ ሊተላለፍ ይችላል::

13. የአመት ዕረፍት ፈቃድ ስለማስተላለፍ

1. የሥራው ሁኔታ በማስገደዱ ምክንያት ኮሚሽኑ የአንድን ፖሊስ የአመት ዕረፍት ፈቃድ በበጀት አመቱ ውስጥ ሊሰጠው ያልቻለ እንደሆነ የኮሚሽኑ የበላይ ኃላፊ ወይም የተዋረድ ጽ/ቤት ኃላፊዎች ለሁለት የበጀት ዓመት ሊያስተላልፉት ይችላሉ::

2. ሆኖም ፖሊሱ ያልተጠቀመበት የአመት ዕረፍት ፈቃድ በ3ኛው የበጀት አመት ለፖሊሱ መሰጠት አለበት::

14. የወሊድ ፈቃድ

1. ነፍሰጡር የሆነች የሴት ፖሊስ :-

ሀ. ከእርግዝናዋ ጋር የተያያዘ ምርመራ ለማድረግ ሀኪም በሚያዘው መሠረት ደመወዝ የሚከፈልበት ፈቃድ ይሰጣታል፤

ለ. ከመውለዷ በፊት ዕረፍት እንድታደርግ ሃኪም ካዘዘ ደመወዝ የሚከፈልበት

additional leave of one working day for every additional year of service; provided, however, that the maximum duration of the said annual leave shall not exceed 30 working days.

3. Previous service rendered by the police officer in any other governmental office shall be considered for the application of sub-Article (2) of this Article hereof.

12. Granting of Annual Leave

1. Annual leave shall be given on the basis of the commission's plan and shall be prepared by giving due consideration to the interest of the police officer and according to a schedule known to the police officer within the fiscal year.

2. A Police officer shall be entitled to an advance payment of his one-month salary at the time of taking his annual leave.

3. Annual leave shall be granted without interruption at one time during the fiscal year unless there is exceptional circumstance or is so requested by the police officer and approved by his immediate superior.

4. Annual leave may be postpond due to compelling reasons of work or when security problems arise.

13. Postponement of Annual Leave

1. Where the commission is unable to grant a police officer his annual leave within the same fiscal year owing to compelling reasons, the commissioner or those of subordinate officers at various levels, may authority the postponement of annual leave for two fiscal years

2. However, the accumulated leave shall be granted to the police officer in the third fiscal year.

14. Maternity Leave

1. A Pregnant police officer shall be entitled to:

a) Paid leave for medical examination in accordance with a doctor's recommendation;

b) Paid leave before delivery if recommended by a doctor.

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እረፍት ይሰጣታል::

2. መውለጃዋ ሲደርስ እወልዳለሁ ብላ ከገመተችበት ቀን በፊት 30 ተከታታይ ቀናት የቅድመ ወሊድ ፈቃድ እንዲሁም ስትወልድ ከወለደችበት ቀን ጀምሮ 60 ተከታታይ ቀናት የወሊድ ፈቃድ ከደመወዝ ጋር ይሰጣታል::
3. የወሰደችው የቅድመ ወሊድ ፈቃድ ሲያልቅ ያልወለደች እንደሆነ እስከምትወልድበት ቀን ድረስ ባሉት የሥራ ቀናት የምትቆይበት ዕረፍት በበጀት አመቱ ካላት የአመት ዕረፍት ፈቃድ ወይም በበጀት አመቱ የአመት ዕረፍት ፈቃድ የሌላት እንደሆነ ከሚቀጥለው የበጀት አመት የዕረፍት ፈቃዷ መውሰድ ትችላለች::
4. በዚህ አንቀጽ ንዑስ አንቀጽ 2 የተወሰነውን የወሊድ ፈቃድ ከጨረሰች በኋላ ብትታመምና ተጨማሪ ፈቃድ የሚያስፈልጋት መሆኑ በሀኪም ከተረጋገጠ በዚህ ደንብ አንቀጽ 15 በተደነገገው መሠረት የህመም ፈቃድ መውሰድ ትችላለች::

15. ህመም ፈቃድ

1. ማንኛውም ፖሊስ በህመም ምክንያት ሥራውን ማከናወን ያልቻለ እንደሆነና በሐኪም የተረጋገጠ የህመም ፈቃድ ይሰጠዋል::
2. በዚህ አንቀጽ ንዑስ አንቀፅ 1 መሠረት ለፖሊሱ የሚሰጠው የህመም ፈቃድ በተከታታይ ወይም በተለያየ ጊዜ ቢወሰድም ህመሙ ከደረሰበት የመጀመሪያዎቹ ቀናት አንስቶ ባለው የ12 ወራት ጊዜ ከ 8 ወራት ወይም በአራት አመት ውስጥ ከ12 ወራት ሊበልጥ አይችልም::
3. በዚህ አንቀጽ ንዑስ አንቀጽ 2 መሠረት የሚሰጥ የህመም ፈቃድ ለመጀመሪያዎቹ ሶስት ወራት ከሙሉ ደመወዝ ጋር ለሚቀጥሉት ሶስት ወራት ከግማሽ ደመወዝ ጋር እና ለመጨረሻዎቹ ሁለት ወራት ያለደመወዝ ይሆናል::
4. ማንኛውም ፖሊስ ሲታመም:-
   ሀ. ከአቅም በላይ የሆነ ምክንያት ካላጋጠመው በስተቀር በተቻለ ፍጥነት መታመሙን ለመ/ቤቱ ማሣወቅ አለበት:
   ለ. በተከታታይ ከሶስት ቀን ወይም በአንድ የበጀት አመት ውስጥ ከስድስት ቀን በላይ በህመሙ ምክንያት ከሥራ የቀረ እንደሆነ ለመታመሙ የህክምና ማስረጃ ማቅረብ አለበት::

16. ከሥራ በመጣ ጉዳት ምክንያት ስለሚሰጥ ፈቃድ

2. A pregnant police officer shall be entitled to a period of 30 consecutive days of maternity leave with pay before delivery and 60 consecutive days of maternity leave after delivery.
3. If she does not deliver on the presumed date, the days subsequently taken before her delivery shall be replaced by her annual leave; if she doesn't have annual leave within the fiscal year, it shall be replaced from the next fiscal year.
4. The officer shall be entitled to sick leave in accordance with Article 15 of this Regulation if she becomes sick and needs an additional leave evidenced by a medical recommendation after completion of her maternity leave under sub-Article(2) of this Article hereof.

15. Sick Leave

1. Any police officer shall be entitled to sick leave certified by medical institution where he is unable to work due to sickness
2. The duration of sick leave to be granted to a police officer in accordance with sub-Article(1) of this Article shall not exceed eight months in one year or twelve months in four years, whether taken consecutively or intermittently, having been counted starting from the first day of sickness.
3. Sick leave to be granted in accordance with sub-Article (2) of this Article shall be with full pay for the first three months, with half pay for the next three months and without pay for the last two months.
4. Where a police officer is sick:
   a) he shall, as soon as possible notify the concerned office unless prevented by force major,
   b) he shall produce a medical certificate in case of absence from work for three consecutive days or for more than six days within a fiscal year.

16.Leave due to Employment Injury

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1. በሥራው ምክንያት ጉዳት የደረሰበት ፖሊስ የሚያስፈልገውን የህክምና ወጪ ኮሚሽኑ ይሸፍናል::
2. በሥራው ምክንያት ጉዳት የደረሰበት ፖሊስ ከጉዳቱ ድኖ ወደ ሥራው እስኪመለስ ወይም በጉዳቱ ምክንያት ለዘለቄታው መሥራት ያልቻለ መሆኑ በህክምና ማስረጃ እስከሚረጋገጥ ድረስ የሚሰጠው የህመም ፈቃድ በማናቸውም ሁኔታ ከአሥራ ሁለት ወራት መብለጥ የለበትም::
3. በአስራ ሁለት ወር ጊዜ ውስጥ ከጉዳቱ ድኖ ወደ ሥራ መመለስ አለመቻሉ በሕክምና ማስረጃ ሲረጋገጥ በዚህ አንቀጽ ንዑስ አንቀጽ 5 የተደነገገው ጥቅም ይጠበቅለታል::
4. ፖሊሱ ህክምናውን በአግባቡ ባለመከታተሉ ወይም በሀኪም የተሰጠውን ትዕዛዝ ባለማክበር ህክምናውን ያጓተተ እንደሆነ በዚህ አንቀጽ ንዑስ አንቀጽ 1 እና 2 መሠረት የሚሰጠው የሕክምና ፈቃድ ይቋረጣል::
5. ከሥራ በመጣ ጉዳት ምክንያት ዘላቂ ሙሉ ወይም ከፊል የመሥራት ችሎታውን ያጣ ፖሊስ አግባብ ባለው የጡረታ ህግ መሠረት የሚያገኘው መብት ይጠበቅለታል::
6. ፖሊሱ በደረሰበት ጉዳት ምክንያት የሞተ እንደሆነ አግባብ ባለው የጡረታ ህግ መሰረት የሚያገኘው የጡረታ አበል ለሕጋዊ ወራሾቹና ለሌሎች ጥገኞቹ ይከፈላል::
7. ለዚህ ደንብ አላማ "በሥራ ላይ የሚደርስ ጉዳት " የሚለው ሃረግ በአሠሪና ሠራተኛ ጉዳይ አዋጅ ቁጥር 42/1985 /እንደተሻሻለ/ የተሰጠው ትርጉም ይኖረዋል::

17. የጋብቻ ፈቃድ

ማንኛውም ፖሊስ ጋብቻ ሲመሠርት ሶስት የሥራ ቀናት የጋብቻ ፈቃድ ከደመወዝ ጋር ይሰጠዋል::

18. የሀዘን ፈቃድ

1. ማንኛውም ፖሊስ የትዳር ጓደኛ፣ ተወላጅ፣ ወላጅ ወይም እስከሁለተኛ ደረጃ የሚቆጠር የሥጋ ወይም የጋብቻ ዘመድ የሞተበት እንደሆነ ደመወዝ የሚከፈልበት የሶስት ተከታታይ ቀናት የሃዘን ፈቃድ ይሰጠዋል::
2. ፖሊሱ በዚህ አንቀጽ ንዑስ አንቀጽ 1 ከተመለከተው ውጪ የቅርብ ዘመድ ወይም ወዳጅ የሞተበት እንደሆነ ደመወዝ

1. Medical treatment expenses emanating from an employment injury shall be covered by the commission.
2. Any police officer who has sustained an employment injury shall be entitled to injury leave with pay until he recovers and resumes work or until it is medically certified that he is permantly disabled ; provided, however, that the leave so granted shall not exceed 12 months.
3. A police officer who is unable to recover and resume work within 12 months shall be entitled to the benefits provided for under sub Art (5) of this Article.
4. Where the police officer delays his recovery by not following the treatment properly or by his non-observance of doctors' instructions, his entitlement to the medical benefits and leave under sub-Art (1) and (2) of this Article shall cease.
5. A police officer who has sustained permanent total or partial disability due to employment injury shall be entitled to the benefits provided for in the relevant pension law.
6. Where an employment injury results in the death of the police officer, pension due to him shall be his legal heirs and other dependents in accordance with the relevant pension law.
7. For the purpose of this regulation, the term "Employment Injury" shall have the meaning given to it under the labour proclamation No. 42/1993 (as amended).

17. Marital Leave

Any police officer shall be entitled to three working days leave with pay for the conclusion of this marriage.

18. Mourning Leave

1. Any police officer shall be entitled to leave with pay for three consecutive days in the event of the death of his spouse, descendant, ascendant or any other relative up to the second degree, by consanguinity or affinity.
2. A police officer shall be entitled to leave with pay for one day in the event of the death of his close relative or friend other

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የሚከፈለበት የአንድ ቀን የሃዘን ፈቃድ ይሰጠዋል፣ ሆኖም በዚህ ምክንያት የሚሰጥ የሃዘን ፈቃድ በአንድ የበጀት ዓመት ውስጥ ከስድስት ቀን መብለጥ የለበትም::

than those specified in sub-Article (1) of this Article ; provided, however, that such leave shall not exceed six days within a fiscal year.

19. ከደመወዝ ጋር ስለሚሰጥ ፈቃድ

ማንኛውም ፖሊስ:-

1. ከፍርድ ቤት ወይም ከሌሎች ሥልጣን ከተሰጣቸው አካላት መጥሪያ ሲደርሰው የተጠራበት ጉዳይ እስከሚያበቃበት ጊዜ ድረስ፤
2. በህዝብ ምርጫ ሥልጣን የሚይዙ የመንግስት ኃላፊዎችን ለመምረጥ ሲሆን ምርጫው ለሚወሰድበት ጊዜ፤
3. በኮሚሽኑ ዕቅድ በተገኘው የትምህርት ዕድል በሃገር ውስጥ ወይም በውጪ አገር እንዲማር ሲወሰን ከደመወዝ ጋር ልዩ ፈቃድ ይሰጠዋል::

19. Special Leave With Pay

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

1. he is summoned by a court or any other competent authority, until the purpose for which he has been summoned is accomplished;
2. he participates in the election of Government officials, for the period the voting process requires;
3. he gets educational opportunity at home or abroad in accordance with the commission's plan.

20. ያለ ደመወዝ ስለሚሰጥ ፈቃድ

ማንኛውም ፖሊስ በቂ ምክንያት ሲያቀርብና ኮሚሽኑን ጥቅም የማይጎዳ ሲሆን በአምስት አመት ውስጥ ለአንድ ጊዜ ብቻ ለሠላሣ ተከታታይ ቀናት ደመወዝ የማይከፈልበት ፈቃድ መውሰድ ይችላል::

20. Leave Without Pay

A police officer shall be entitled to a leave without pay for 30 consecutive days in a period of five years where he applies on good grounds for such leave, provided, however, that the interest of the commission is not at jeopardy.

ክፍል አራት
ስለደመወዝና የህክምና አገልግሎት

PART FOUR
SALARY AND MEDICAL SERVICES

21. ስለደመወዝና አበል

1. ማንኛውም ፖሊስ በክልሉ መንግሥት በሚወሰነው መሠረት:-
   ሀ. ለተመደበበት የሥራ ቦታ ደመወዝ ይከፈለዋል፤
   ለ. የቀለብ፣ የመጓጓዣ አበልና እንደ አስፈላጊነቱ የሚወሰን ሌላ አበል ሊከፈለው ይችላል::
2. የፖሊስ ደመወዝ ክፍያ የሚደረገው በየወሩ መጨረሻ ነው::
3. ማንኛውም ፖሊስ የአንድ ወር ደመወዙን በፋይናንስ ደንብ መሠረት ለመበደር ይችላል፤
4. በዚህ አንቀጽ ከንዑስ አንቀጽ 1-3 በሠፈሩት ድንጋጌዎች ሥር የተመለከተው እንደተጠበቀ ሆኖ በክልሉ ውስጥ በልዩ የፖሊስ ኃይል አባልነት እንዲያገለግሉ ለተመደቡ ፖሊሶች ኮሚሽኑ የመኖሪያ ካምፕ ያዘጋጅላቸዋል::

21. Salary and Allowances

1. Any police officer, as determined by the Regional State, shall be paid:
   a) a salary for a position he is assigned to;
   b) allowances for rations, transportation and other allowances that may be determined as the situation requires.
2. a police officer's salary shall be paid at the end of every month.
3. any police officer is entitled to borrow his one month salary in accordance with the financial regulations.
4. Without prejudice to the provisions of sub Articles 1-3 of this Article hereof the commission shall make available a residential camp for members of the special police force assigned to render service in the regional state.

22. ስለደመወዝ ስኬል

1. ኮሚሽኑ ለፖሊሶች የሚያገለግሉ የደመወዝ ስኬሎችን አጥንቶ በቢሮው አማካኝነት ለክልሉ መስተዳድር ምክር ቤት

22. Salary Scale

1. The commission shall study the salary scales for the use of the police officers and present through the bureau to the Council of

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ያቀርባል፣ሲፈቀድም አፈፃፀሙን ይቆጣጠራል::

2. የደመወዝ ስኬሉም ለእያንዳንዱ የማዕረግ ደረጃ መነሻና መድረሻ ደመወዝ እንዲሁም በየጊዜው የሚደረገውን የደመወዝ ጭማሪ የሚያመለክቱ እርከኖች ይኖሩታል::

23.ስለደመወዝ መሻሻልና የእርከን ጭማሪ

1. የክልሉ ፖሊሶች የደመወዝ ጣሪያ በክልሉ መስተዳድር ም/ቤት በየጊዜው እየታየ እንደሁኔታው ተሻሽሎ የሚወሰንና የሚፈፀም ይሆናል::
2. ከፍተኛ ወይም ከዚያ በላይ የሆነ የሥራ አፈፃፀም ውጤት ላገኙ ፖሊሶች እንደሥራ አፈፃፀማቸው ውጤት መጠኑ የተለያየ የደመወዝ ደረጃ ሊወሰንላቸው ይችላል::
3. የዚህ አንቀጽ ንዑስ አንቀጽ 2 ድንጋጌ ከፍተኛ የሥራ አፈፃፀም ውጤት ላላገኙ ፖሊሶች ተፈፃሚ አይሆንም::
4. በዚህ አንቀጽ ከንዑስ አንቀጽ 1-3 የሠፈሩት ድንጋጌዎች እንደተጠበቁ ሆነው የሥራ አፈፃፀም ውጤቱ አጥጋቢ የሆነ ማንኛውም ፖሊስ በያዘው ማዕረግ በየሁለት ዓመቱ የእርከን ጭማሪ ያገኛል::

24.የደመወዝ ክፍያን ስለመያዝና ስለመቁረጥ

1. የማንኛውም ፖሊስ ደመወዝ:-

ሀ. በፖሊሱ ስምምነት፣
ለ. በፍርድ ቤት ትዕዛዝ፣ወይም
ሐ. በሕግ በተደነገገው መሠረት ካልሆነ በስተቀር ሊያዝ ወይም ሊቆረጥ አይችልም

2. በዚህ አንቀጽ ንዑስ አንቀጽ 1/ለ/ /ሐ/ መሠረት ከፖሊሱ ደመወዝ ላይ የሚቆረጠው መጠን የደመወዙን አንድ ሶስተኛ መብለጥ የለበትም

25. የህክምና አልግሎት

1. ማንኛውም ፖሊስ በፖሊስ የህክምና ተቋምና በሌሎች የክልሉ መንግስት የህክምና ተቋማት የሚሰጠውን ማናቸውንም የህክምና አገልግሎት በነፃ የማግኘት መብት አለው::
2. ማንኛውም ፖሊስ የትዳር ጓደኛውና አካለ መጠን ያልደረሱ ልጆቹ ከፖሊስ የህክምና ተቋማት ነፃ የህክምና አገልግሎት እንዲያገኙ ሊያደርግ ይችላል::

the Regional Government as well as oversee the implementation of same upon approval.

2. The salary scale shall contain the minimum and maximum pay and steps for each level of rank as well as indicate the periodical increments for each level.

23.Salary Reform and Scale Increment

1. The salary ceiling of police officers shall, from time to time, be conditionally reformed as to be determined and executed by the Council of the Regional Government.
2. The salary increments to be made to those police officers with outstanding performances or above may be reformed and determined with different variations depending on the degree of their performance
3. The provisions of sub. Article (2) of this Article shall not be applicable to police officers whose performances are not outstanding .
4. Without prejudice to the provisions of sub-Articles (1 -3) of this Article hereof, a police officer whose performance is found to be satisfactory shall be entitled to obtain a scale increment every two years.

24. WithHolding and Deduction of Salary

1. The salary of a police officer may not be withheld or deducted except in accordance with:

a). the consent of the police officer
b). a court order, or
c). the provisions of the law

2. Monthly deductions from the salary of a police officer to be made pursuant to sub-Article (1) (b) or (c) of this Article shall not exceed one third of his salary.

25. Medical Services

1. Any police officer shall have the right to obtain medical services free of charge from the police medical institutions and other facilities of the regional state.
2. Any police officer may be able to obtain the provision of medical services free of charge from the police medical facilities for his spouse and minor children.

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3. ማንኛውም ፖሊስ በዚህ ደንብ መሠረት ለሚያገኘው የህክምና አገልግሎት የሚያደርገው የመዋጮ መጠን ቢሮው በሚያወጣው መመሪያ መሠረት ይወሰናል::

4. ኮሚሽኑ በጡረታ የተገለሉ ፖሊሶች ከፖሊስ የህክምና ተቋማት የህክምና አገልግሎት ስለሚያገኙበት ሁኔታ አስፈላጊውን መመሪያ አጥንቶ ለቢሮው በማቅረብ ያስወስናል፤ ሲፈቀድም በሥራ ላይ ያውላል::

3. The amount of contribution to be made by any police officer with regard to the medical services obtained pursuant to this Regulation shall be determined and implemented in accordance with a directive to be issued by the Bureau.

4. The commission shall undertake studies and produces a directive enabling the retired police officers to obtain medical services from the police medical institutions present it to the Bureau and implement same upon approval.

ክፍል አምስት
የፖሊሶች የመረጃ አያያዝ

PART FIVE
MAINTENANCE OF RECORDS OF POLICE OFFICER

26. የግል ማህደር

1. ኮሚሽኑ በሥሩ ስለሚተዳደረው ስለ እያንዳንዱ ፖሊስ አግባብነት ያላቸውን መረጃዎች የሚይዝ የግል ማህደር እንዲኖር ያደርጋል::
2. ማንኛውም ፖሊስ በግል ማህደሩ ውስጥ የሚገኙትን ማስረጃዎች የመመልከት ወይም ግልባጩን የመውሰድ መብት ይኖረዋል::
3. ከሚመለከታቸው የአስተዳደር ሠራተኞች በስተቀር ኮሚሽነሩ ወይም ም/ኮሚሽነሩ ሣይፈቅድ ማንኛውም ሰው የአንድን ፖሊስ የግል ማህደር ማየት አይችልም::
4. ፖሊሱ ያላወቀውን እርሱን የሚመለከት ማስረጃ በግል ማህደሩ ውስጥ ማስቀመጥ ክልክል ነው::

26. Personal File

1. The commission shall keep personal File containing all relevant information regarding each police officer under its administration.
2. Any police officer shall have access to all information contained in his personal file or have a copy thereof.
3. No person other than the concerned Administrative staff shall have access to the personal file of a police officer unless authorized by the commissioner or deputy commissioner.
4. It is prohibited to keep any piece of document concerning him in the personal file of a police officer without his prior knowledge.

27. ስታስቲካዊ መረጃዎች

ኮሚሽኑ ፖሊሶችን የሚመለከት ስታስቲካዊ መረጃዎችን የመሰብሰብና የማጠናቀር ኃላፊነት ይኖርበታል::

27. Statistical Data

The commission shall have the responsibility to collect and compile statistical data regarding police officers.

28. የሥራ አፈፃፀም ግምገማ ዓላማ

1. የሥራ አፈፃፀም ግምገማ አላማ ፖሊሶች:-

ሀ. ሥራቸውን በሚጠበቀው መጠን ጥራት፣ደረጃና ጊዜን ባሟላ ሁኔታ እንዲያከናውኑ፤

ለ. ጠንካራና ደካማ ጎኖቻቸውን እንዲያውቁና

ሐ. ለወደፊቱ የሥራ አፈፃፀማቸው እንዲሻሻልና ለሥራ ያላቸውን ተነሣሽነት እንዲያጎለብቱ ማስቻል ይሆናል::

2. የሥራ አፈፃፀም ግምገማ በግልፅና ሥራው የሚመለከታቸው በተገኙበት በጋራ

28. Purpose of Performance Evaluation

1. The purpose of performance evaluation shall be to enable police officers to:-

a) effectively discharge their duties in accordance with the expected amount, quality, standards and time;

b) identify their strengths and weaknesses, and

c) improve their future performance and develop self initiative

2. Performance evaluation shall be transparent and shall be carried out with the collective

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ይከናወናል::

3. የሥራ አፈፃፀም ግምገማ ቢሮው በሚያወጣው መመሪያና በኮሚሽኑ ውሣኔ መሠረት ይፈፀማል::

ክፍል ስድስት
አገልግሎትን ስለማቋረጥና ስለማራዘም

29. በገዛ ፈቃድ ከሥራ ስለመሰናበት

1. ማንኛውም ፖሊስ በማንኛውም ጊዜ የአንድ ወር ቅድሚያ የጽሁፍ ማስታወቂያ በመስጠት ሥራውን በገዛ ፈቃዱ ሊለቅ ይችላል::
2. መልቀቂያ ጠያቂው ፖሊስ ለሥራው እጅግ አስፈላጊና በቀላሉ ለመተካት የማይችል ሆኖ ሲገኝ ኮሚሽነሩ ወይም ም/ኮሚሽነሩ የመልቀቂያ ጥያቄውን ከ3 ወር ለማይበልጥ ጊዜ ሊያራዝመው ይችላል::
3. መልቀቂያውን የጠየቀው ፖሊስየግዴታ አገልግሎት ዘመኑን ሣያጠናቅቅ ከሆነ ወይም ልዩ ሥልጠና ወስዶ የሚያስፈልገውን አገልግሎት ያላጠናቀቀ ከሆነ ኮሚሽኑ ለእርሱ ሥልጠና ያወጣውን ማንኛውንም ወጪ መክፈል ይኖርበታል::

30. በህመም ወይም ከሥራ በመጣ ጉዳት ምክንያት ለአገልግሎት ብቁ ስላለመሆን

1. ማንኛውም ፖሊስ በዚህ ደንብ አንቀጽ 15 ንዑስ አንቀጽ 2 ሥር በተመለከተው የህመም ጊዜ ውስጥ ወደ ሥራ ለመመለስ ካልቻለ የህክምና ማስረጃ ማቅረብ ሣያስፈልገው በህመሙ ምክንያት ለሥራው ብቁ እንዳልሆነ ተቆጥሮ አገልግሎቱ እንዲቋረጥ ይደረጋል::
2. በሥራው ምክንያት ጉዳት የደረሰበት ማንኛውም ፖሊስ በዚህ ደንብ አንቀጽ 16 ንዑስ አንቀጽ 2 መሠረት የተሰጠው የህመም ፈቃድ ጊዜ ካበቃ በኋላ ወደ ሥራው መመለስ ካልቻለ ለዘለቄታው መሥራት አለመቻሉን በህክምና ማስረጃ ሲረጋገጥ ወዲያውኑ ከሥራ እንዲሰናብት ይደረጋል::

31. በችሎታ ማነስ ምክንያት ከሥራ ስለመሰናበት

1. ማንኛውም ፖሊስ ያለውን ዕውቀትና ችሎታ ተጠቅሞ የተመደበበትን ሥራ ለማከናወን የተቻለውን ጥረት እያደረገ የሥራ አፈፃፀም ውጤቱ በተከታታይ ለሁለት ጊዜ ከአጥጋቢ ነጥብ በታች ከሆነ ማሰናበት ይችላል::

participation of police officers working together.

3. Performance evaluation shall be carried out in accordance with the directive of the bureau as well as decision of the commission thereof.

PART SIX
TERMINATION AND EXTENSION OF SERVICE

29. Resignation

1. Any police officer, may giving a one-month prior notice in writing, resign at any time.
2. Where the service of the police officer is indispensable and he cannot be replaced easily, the commissioner or deputy commissioner may delay his release for a period not exceeding three months.
3. A police officer who has applied for resignation prior to completing the period of his obligatory service or who has received special training and has not rendered the required service shall reimburse the commission all corresponding expenses incurred upon him.

30. Termination due to Illness or Employment Injury.

1. Where a police officer is unable to resume work within the time specified under Article 15/2/ of this Regulation hereof, he shall, without requirement of a medical certificate be deemed unfit for service and discharged to that effect.
2. The service of any police officer, who is unable to resume work following the expiry of his injury leave in accordance with Art 16/2/ of this Regulation hereof, and who is medically certified to be unable to work permanently, shall forthwith be terminated.

31. Termination on Grounds of inefficiency

1. The service of any police officer may be terminated where his performance evaluation result has been found to be un satisfactory for two consecutive evaluation periods despite exerting all his knowledge and ability to accomplish the work he is assigned to.

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2. የዚህ አንቀጽ ንዑስ አንቀጽ/1/ ድንጋጌ ቢኖርም ላለፉት አምስት ተከታታይ አመታት ከፍተኛ የሥራ አፈፃፀም ውጤት በተከታታይ ለሶስት ጊዜ ከአጥጋቢ ነጥብ በታች ካልሆነ በስተቀር ከሥራ አይሠናበትም::

3. በዚህ አንቀጽ ንዑስ አንቀጽ /1/ ወይም /2/ ድንጋጌ መሠረት አንድን ፖሊስ ከሥራ ማሰናበት የሚቻለው:-

ሀ. ለያዘው የሥራ መደብ የሚያስፈልገውን ሥልጠና መስጠት፣ ወይም

ለ. ከያዘው የሥራ ደረጃ ጋር ተመሣሣይ በሆነና ሊሠራው ወደሚችለው ሌላ የሥራ መደብ በማዛወር

ሐ. በዚህ አንቀጽ ንዑስ አንቀጽ /1/ መሠረት ሲሆን ቢያንስ ለአንድ አመት ወይም በንዑስ አንቀጽ /2/ መሠረት ሲሆን ቢያንስ ለአንድ አመት ተኩል እንዲሰራ ከተደረገ በኋላ ፖሊሱ የስራ አፈፃፀም ውጤቱን ለማሻሻል ያልቻለ እንደሆነ የአንድ ወር የቅድሚያ ማስጠንቀቂያ በመስጠት ነው::

32. በዲስፐሊን ምክንያት ከሥራ ስለመሰናበት

1. ማንኛውም ፖሊስ :-

ሀ በዚህ ደንብ አንቀጽ 55 ንዑስ አንቀጽ /1/መሠረት ከሥራ እንዲሰናበት የዲስፐሊን ቅጣት የተወሰነበት እና

ለ. በዚህ ደንብ መሠረት ይግባኝ ብሎ ቅጣቱ ያልተሰረዘለት እንደሆነ አገልግሎቱ ይቋረጣል::

2. የተላለፈበት የዲሲፕሊን ውሣኔ በይግባኝ ከተሻሻለት ወይም ከተሰረዘለት በክርክር ወቅት ሣይከፈለው የቀረው ደመወዝ ታስቦ ያለወለድ ይከፈለዋል::

33. በዕድሜ ምክንያት አገልግሎት ስለማቋረጥ

1. ማንኛውም ፖሊስ አገልግሎቱ ካልተራዘመ በስተቀር በሕግ ከተወሰነው የመጦሪያ ዕድሜ ከደረሰበት የመጨረሻ ቀን ጀምሮ ያለተጨማሪ ሥነ-ሥርዓት አገልግሎቱ እንዲቋረጥ ይደረጋል::

2. ፖሊሱ ጡረታ ከመውጣቱ ከ3 ወር በፊት በጽሁፍ እንዲያውቀው መደረግ አለበት::

2. Notwithstanding the provision of sub-Article (1) of this Article hereof, a police officer whose performance evaluation result has been found to be outstanding for the preceding five consecutive years may not be dismissed on grounds of inefficiency unless his performance result becomes unsatisfactory for the following three consecutive evaluation periods.

3. The termination of service under sub-Article(1) or (2) of this Article shall be effected after.

a) iving him a training required for his position; or

b) transferring him to another suitable position of an equal grade;

c) giving him a one month prior notice where the police officer is unable to improve his performance result after having been at work at least for one year in the case of sub-art.(1) or one and half year in the case of sub. art.(2) of this article hereof.

32. Termination on Disciplinary Grounds

1. The service of any police officer shall be terminated where:

a) a disciplinary penalty of dismissal under Art.55 sub-art of this Regulation has been imposed on him; and

b) the penalty is not cancelled on an appeal made pursuant to this Regulation.

2. Where the penalty imposed on him has been mitigated or cancelled on appeal the police officer shall be entitled to the payment without interest of his salary withheld during the period of appeal.

33. Retirement

1. Unless a police officer's service year is extended beyond the retirement age, his service shall be terminated without any additional formality on the day in which he attained the retirement age as determined by law.

2. The police officer shall be notified of his retirement in writing three months prior to his retirement.

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34. የአገልግሎት የምስክር ወረቀት

ማንኛውም ፖሊስ በማናቸውም ምክንያት አገልግሎቱን ሲያቋርጥ ወይም ለማቋረጥ ሲጠይቅ ሲያከናውን የነበረውን የሥራ ዓይነት፣ የአገልግሎት ዘመኑን፣ ሲከፈለው የነበረውን ደመወዝና ከሥራ የተሰናበተበትን ምክንያት የሚገልፅ የአገልግሎት የምስክር ወረቀት ይሰጠዋል::

35. አገልግሎት ሲቋረጥ ስለሚፈፀም ክፍያ

1. ማንኛውም ፖሊስ አገልግሎቱን በሚያቋርጥበት ጊዜ የሠራበት ደመወዝና አበል ይከፈለዋል::
2. አግባብ ባለው የጡረታ ህግ የተደነገገው እንደተጠበቀ ሆኖ አንድ ፖሊስ በሞት ምክንያት አገልግሎቱ ሲቋረጥ በሕይወት ሣለ ለመ/ቤቱ በጽሁፍ ላሣወቃቸው ህጋዊ የትዳር ጓደኛው፣የትዳር ጓደኛ የሌለው እንደሆነ በሥሩ ይተዳደሩ ለነበሩ ቤተሰቦቹ የ3 ወር ደመወዙ ይከፈላቸዋል::
3. የዚህ አንቀጽ ንዑስ አንቀጽ 2 ድንጋጌ ቢኖርም አንድ ፖሊስ በግዳጅ ላይ እያለ የተሰዋ እንደሆነ የ6 ወር ሙሉ ደመወዙ በሕይወት ሣለ ለመ/ቤቱ በጽሁፍ ላሣወቃቸው ህጋዊ የትዳር ጓደኛው፣የትዳር ጓደኛ የሌለው እንደሆነ ደግሞ በሥሩ ይተዳሩ ለነበሩ ቤተሰቦቹ ይከፈላቸዋል::

36. አገልግሎት ስለማራዘም

1. አንድ ፖሊስ የመጦሪያ ዕድሜው ከደረሰ በኋላ በአንድ ጊዜ እስከ አምስት አመት በጠቅላላው ከአሥር አመት ለማይበልጥ ጊዜ አገልግሎቱን ማራዘም ይቻላል::
2. በዚህ አንቀጽ ንዑስ አንቀጽ /1/ መሠረት የአንድን ፖሊስ አገልግሎት ማራዘም የሚቻለው:-

ሀ. የፖሊሱ የትምህርት፣ ልዩ ዕውቀትና ችሎታ ለኮሚሽኑ ሥራ ጠቃሚ ሆኖ ሲገኝ፣
ለ. የእርሱ ተተኪ ፖሊስ ለማግኘት አለመቻሉ ሲረጋገጥ፣
ሐ. ፖሊሱ ለሥራው ብቁ መሆኑ በህክምና ማስረጃ ሲረጋገጥ፣
መ. ፖሊሱ አገልገሎቱን ለመቀጠል ሲስማማ፣ እና
ሠ. የአገልግሎቱን መራዘም ቢሮው ሲፈቅድ ነው::

34. Certificate of Service

Where the service of a police officer is terminated for any reason or where he so requests, he shall be provided with a certificate of service indicating the type and duration of his service, the amount of his current pay and the reason for the termination thereof .

35 . Severance Pay

1. Any police officer who has terminated his service is entitled to salary and allowance for the service he has already rendered .
2. With out prejudice to the provisions of the relevant pension law, where the service of a police officer is terminated due to his death, an amount equivalent to his three month's salary shall be paid to his legal spouse or in case he has no spouse, to his dependants whose names had officially been filed during his tenure.
3. Notwithstanding the provisions of sub-Article (2) of this Article hereof, where police officer is killed while he is in an active service, an amount equivalent to his six months' salary shall be paid to his legal spouse, or in case he has no spouse, to his dependants whose names had officially been filed during his tenure.

36. Extension of Service

1. The service years of a police officer may be extended beyond his retirement age for a period up to five years at a time and for a period not exceeding ten years in total.
2. The service years of a police officer may be extended under sub-Article(1) of this Article where:

a) his qualification, special skill and ability is found to be essential to the commission;
b) it is not possible to replace him by another police officer;
c) he is proved fit for service by medical certificate;
d) he agrees to the extension of the service, and
e) the extension is approved by the Bureau.

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ክፍል ሰባት
ስለፖሊስ አባላት ግዴታዎችና ስነ - ምግባር

37. የፖሊስ ግዴታዎች

ማንኛውም ፖሊስ፦

1. ለፌዴራልና ለክልል ህገ-መንግስታት እንዲሁም ለሕዝቡ ታማኝ መሆን፣
2. መላ ጉልበቱንና ችሎታውን ለህዝብ አገልግሎት ማዋል፣
3. በሥራ ርዝሩ ላይ የተሰጡትን ተግባራትና በሕጋዊ መንገድ የሚሰጡ ሌሎች ትዕዛዞችን መፈፀም፣
4. የፖሊስ ሥራን የሚመለከቱ ህጎችንና መመሪያዎችን ማክበር አለበት፡፡

38. ስለኃይል አጠቃቀም

1. ፖሊስ ወንጀል የፈፀመን ሰው በቁጥጥር ስር ለማዋል፣አደጋን ለመከላከልና የራሱን ደህንነት ለመጠበቅ እንደ አስፈላጊነቱ ኃይል ሊጠቀም ይችላል፡፡
2. በፖሊስ የሚደረግ የኃይል አጠቃቀም ተመጣጣኝ የሆነ፣ በሕግ የተደገፈና ህጋዊ ሥልጣንን መሠረት ያደረገ መሆን አለበት፡፡

39. የፖሊስ ሥነ-ምግባር

ማንኛውም ፖሊስ ለዚህ ክፍል ድንጋጌዎችና ይህንን ደንብ መሠረት አድርገው ለሚወጡ ሌሎች የሥነ-ምግባር መመሪያዎች ተገዥ መሆን አለበት፡፡

40. ታዛዥነት

ማንኛውም ፖሊስ፦

1. ሥራውን ባለው ዕውቀትና ችሎታ ሙሉ በሙሉ በመጠቀም መፈፀም አለበት፡፡ የተመደበበትን መደበኛ ሥራና ሌላውንም ተመሣሣይ ሥራ መፈፀም ግዴታው ነው፡፡
2. በወንጀለኛ መቅጫ ህግ ውስጥ የተደነገገው እንደተጠበቀ ሆኖ ከበላይ ኃላፊው የሚሰጠውን ማንኛውንም ህጋዊ ትዕዛዝ መፈፀም አለበት፡፡ በማናቸውም አኳኋን የበላይ ኃላፊው ለሰጠው ትዕዛዝ ህጋዊነት ትዕዛዙን የሰጠው ኃላፊ ተጠያቂ ይሆናል፡፡

41. ምስጢር ስለመጠበቅ

ማንኛውም ፖሊስ፦

1. አግባብነት ባለው ሕግ የተደነገገው እንደተጠበቀ ሆኖ የሀገርንና የሕዝብን ደህንነት የሚጎዱ በመሆናቸው ምስጢር የተባሉ መረጃዎችን፣
2. ሥልጣን ባለው ኃላፊ በአግባቡ ካልታዘዘ

PART SEVEN
DUTIES AND ETHICS OF POLICE OFFICERS

37. Duties of Police Officers

Any police officer shall:

1. be loyal to the Federal and Regional constituations as well as to the people;
2. devote his all energy and capacity to provide public service;
3. carry out all functions vested in him as per his job description as well as execute orders given him in a lawful way;
4. respect and abide by laws and directives pertaining to the service of the police.

38. Use of Force

1. A police officer may use reasonable force as may be necessary in order to apprehend a person who commits crime or to prevent danger or to defend himself;
2. Any use of Force by a police officer shall be proportionate, supported by law and on the basis of legal authorization

39. Ethical Conduct of Police Officers

Any police officer shall adhere to the provisions of this part and other ethical directives issued pursuant to this Regulation.

40. Obedience

Any police officer shall:-

1. Perform his duties to his best knowledge and ability and discharged the usual duties of his position as well as other similar duties;
2. Without prejudice to the provisions of the penal code, obey lawful order of his superior; provided, however, that his superior, shall be responsible for the orders he has given under all circumstances.

41. Secrecy

Any police officer shall not disclose:

1. Without prejudice to the provisions of other relevant laws, classified information that might endanger the security of the state and the public;
2. Information which has been declared

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ወይም በሥራ ላይም ሆነ ከስራው ውጪ ጉዳዩን እንዲያውቀው የሚገባው ሰው ካልሆነ በስተቀር በአሠራር ምስጢር የሆኑትን መረጃዎች ለሌላ ማናቸውም ሰው መግለፅ የለበትም::

42 ስለስጦታ

ማንኛውም ፖሊስ በፖሊስነቱ ለሰጠው ወይም እንዲሰጥ ለሚጠበቀው ግልጋሎት ማናቸውንም ዓይነት ስጦታ መጠየቅ ወይም መቀበል የለበትም::

43. ገቢን ስለማሣወቅ

ማንኛውም ፖሊስ አስፈላጊነቱ ታምኖበት በኮሚሽኑ ሲጠየቅ ከደመወዙ ሌላ የሚያገኘውን ገቢ መግለጽ አለበት::

44. በፖሊስ ሥራና በግል ጥቅም መካከል ስለሚፈጠሩ ግጭቶች

1. ማንኛውም ፖሊስ ከራሱ ወይም ከዘመዱ ወይም ከወዳጁ ጥቅም ጋር የተያያዘና ከስራ ኃላፊነቱ ጋር ግጭት የሚፈጥርበት ጉዳይ ሲያጋጥመው ለቅርብ አለቃው በጽሁፍ ማሣወቅ አለበት::
2. በዚህ አንቀጽ ንዑስ አንቀጽ /1/ ሥር የተጠቀሰው ሁኔታ ሲያጋጥምና ጉዳዩ የተገለፀለት ኃላፊ አስፈላጊ ሆኖ ሲያገኘው የጥቅም ግጭቱን ለማስወገድ በሚችል መልክ ሌላ ፖሊስ ተተክቶ ሥራዉን እንዲያከናውን ሊያደረግ ይችላል::
3. ፖሊስ ሥራውን ሲያከናውን ለማንኛውም የፖለቲካ ድርጅት አድልዎ ማድረግ ወይም ወገናዊነት ማሣየት የለበትም::

45. ሌላ ሥራ መሥራት ስለሚከለከልበት ሁኔታ

1. ማንኛውም ፖሊስ ለመሥሪያ ቤቱ የሚሰጠውን አገልግሎት የሚያጓድል ወይም በማናቸውም አኳኋን ከተመደበበት ሥራ ጋር የሚቃረን ወይም ከፖሊስነቱ ጋር የማይጣጣም ማናቸውንም ሌላ ሥራ መሥራት የለበትም::
2. የዚህ አንቀጽ ንዑስ አንቀጽ /1/ ድንጋጌ እንደተጠበቀ ሆኖ ማንኛውም ፖሊስ ለመ/ቤቱ አሣውቆ በትርፍ ጊዜው ማናቸውንም ሌላ ሥራ ለመሥራት ይችላል::

46. የንብረት አያያዝና አጠቃቀም

ማንኛውም ፖሊስ ለሥራው ማከናወኛ የተሰጡትን መሣሪያዎችና መገልገያዎች በአግባቡ የመጠበቅና የመጠቀም ኃላፊነት አለበት::

47. በዕዳ የመጠየቅ ኃላፊነት

ማንኛውም ፖሊስ ለሥራው ማከናወኛ በተሰጡት መሣሪያዎችና መገልገያዎች ላይ

confidential unless he is duly ordered to do so by the competent head or is otherwise such a person who officially deserves to know such matters during or out of work

42. Gifts

Any police officer shall not demand or accept any gift in return for services rendered or expected to be rendered by him.

43. Declaration of Income

Any police officer shall declare all his income other than his salary, whenever the commission so requires it to be so necessary.

44. Conflict between Police duties and individual Interests

1. Any police officer shall report in writing to his superior any case in which a conflict has arisen between his individual interests or those of his relative or friend and his offical duties.
2. Where the case stated under sub-Article(1) of this article arises, the superior to whom the same is reported may, in order to resolve the conflict of interest and accomplish the task, assign another police officer by way of replacement.
3. Any police officer, while executing his duties, shall not favur or show partiality to any political party.

45. Prohibition of Holding another Job

1. Any police officer shall not engage in any other job which might impair his service or be in conflict with his duties or inconsistent with his position as a police officer.
2. Without prejudice to the provisions of sub-Article(1) of this Article, a police officer may, after informing his office, engage in any other work during his leisure time.

46. Handling and use of Property

Any police officer shall have the responsibility to properly handle and use the equipment and material provided to him to carry out his duties.

47. Extent of Liability

Any police officer shall be liable for the damage or loss of equipment and materials

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ለሚደርስ ጉዳት ወይም ጥፋት በዕዳ ተጠያቂ የሚሆነው ጉዳቱ ወይም ጥፋቱ በእርሱ ቸልተኝነት ወይም ሆን ተብሎ በተፈፀመ ድርጊት ምክንያት የደረሰ እንደሆነ ነው::

provided to him to carry out his duties, where such damage or loss is caused by his negligence or intentional act.

48. የደንብ ልብስ የመልበስ ግዴታ

ማንኛውም ፖሊስ በሥራ ላይ ሲሆን የደንብ ልብሱን አሟልቶ መልበስ ይኖርበታል::

48. Duty to wear a Uniform

Any police officer is dutybound to wear a uniform while executing his duties.

49. ንፅህናን ስለመጠበቅ

1. ማንኛውም ፖሊስ የግል ንፅህናውን እና የልብሱን ንፅህና በሚገባ መጠበቅ አለበት::
2. ማንኛውም ፖሊስ ኮሚሽኑ ስለ ንጽህና አጠባበቅ የሚከተለውን አሠራር ማክበር አለበት::

49. Hygiene

1. Any police officer shall have the responsibility to properly maintain personal hygiene and neatness of his clothes.
2. Any police officer shall respect the directives of the commission with regard to hygiene.

50. ሌሎች ግዴታዎች

ማንኛውም ፖሊስ:-

1. የተሰጠውን የደንብ ልብስና ትጥቅ መሸጥ፣ መለወጥ ወይም ለሌላ ሰው ማዋስ የለበትም
2. ኮሚሽኑ ሣይፈቅድ ማናቸውንም አይነት የእርዳታ መዋጮ ማሰባሰብ አይችልም፣
3. የደንብ ልብሱን ሲለብስ ጌጣጌጥ ማድረግ የለበትም:: ሆኖም ባለትዳር ከሆነ የጋብቻ ቀለበት ከማድረግ በዚህ ድንጋጌ አይታገድም፣
4. ሠላማዊ ሰልፍና የሥራ ማቆም አድማ ማድረግ አይችልም::
5. የማንኛውም የፖለቲካ ድርጅት አባል መሆን አይችልም::
6. በዚህ አንቀጽ ከንዑስ አንቀጽ/1/ እስከ /5/ የሰፈሩት ድንጋጌዎች እንደተጠበቁ ሆነው በክልሉ ውስጥ የተመደቡ የልዩ ፖሊስ ኃይል አባላት ኮሚሽኑ ባዘጋጀላቸው የመኖሪያ ካምፕ በጋራ የመኖር ግዴታ አለባቸው:: ዝርዝሩ ይህንን ደንብ መሠረት አድርጎ በሚወጣ መመሪያ ይወሰናል::

50. Other Obligations

Any police officer shall not:

1. sale, exchange or lend his uniform and firearms to and with any other person;
2. collect any contribution for aid without the permission of the commission,
3. Wear any jewelry while he is in uniform; provided, however, that he may not be precluded by this provision from wearing a wedding ring if he is a married person.
4. engage in any peaceful demonstrations and strikes.
5. become a member of any political party.
6. witout prejudice to the provisions of sub-Article(1) - (5) of this Article hereof, members of the special police Force assigned to serve in the Regional state shall be dutybound to reside in commune in Residential camps prepared and provided by the commission. Details shall be determined by a directive to be issued pursuant to this Regulation.

ክፍል ስምንት
ስለዲስፒሊን

51. የዲስፒሊን ቅጣት ዓላማ

የዲስፒሊን ቅጣት አላማ ፖሊሱ በፈፀመው የዲስፒሊን ጉድለት ለወደፊቱ ተፀፅቶ እንዲታረምና ሥራውን በአግባቡ እንዲያከናውን ለማስቻል ወይም የማይታረም ሆኖ ሲገኝ ለማሰናበት ነው::

PART EIGHT
DISCIPLINE

51. Objective of Disciplinary Measures

The objective of disciplinary measure shall be to rehabilitate a police officer who commits disciplinary breaches by making him learn from his breach and enable him to perform his duties properly or to discharge him from service if he becomes recalcitrant.

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52. የዲስፕሊን ቅጣት አይነቶች አመዳደብ

1. በዚህ ደንብ መሠረት የዲስፕሊን ጉድለት የፈፀመ ማንኛውም ፖሊስ እንደጥፋቱ ክብደት ከሚከተሉት ቅጣቶች አንዱ ሊወሰንበት ይችላል፡-

ሀ. የቃል ማስጠንቀቂያ፣
ለ. የጽሁፍ ማስጠንቀቂያ፣
ሐ. ከወር ደመወዙ እስከ 10% የሚደርስ መቀጫ
መ. እስከ ሶስት ወር ደመወዝ የሚደርስ መቀጫ፣
ሠ. ከሥራ፣ ከማዕረግ ደረጃና ከደመወዝ ዝቅ መደረግ፣
ረ. ከሥራ መሰናበት፡፡

2. በዚህ አንቀጽ ንዑስ አንቀጽ /1/ ከፊደል ተራ ቁጥር /ሀ/ እስከ ፊደል ተራ ቁጥር /ሐ/ የተዘረዘሩት ቀላል የዲስፕሊን ቅጣቶች ተብለው ይመደባሉ፡፡
3. በዚህ አንቀጽ ንዑስ አንቀጽ /1/ ከፊደል ተራ ቁጥር /መ/ እስከ ፊደል ተራ ቁጥር /ረ/ የተዘረዘሩት ደግሞ ከባድ የዲስፕሊን ቅጣቶች ተብለው ይመደባሉ፡፡

53. ቀላል የዲስፕሊን ቅጣት የሚያስከትሉ ጥፋቶች

የሚከተሉት ቀላል የዲስፕሊን ቅጣት የሚያስከትሉ ጥፋቶች ናቸው፡-

1. የተሟላ ደንብ ልብስ ለብሶ ያለመገኘት፤
2. ያለበቂ ምክንያት ወይም ያለፈቃድ ከሥራ መቅረት፤
3. በሥራ ቦታ ተገኝቶ ወደ ሥራ አለመሠማራት፤
4. በሥራ ሰዓት ተሰብስቦ ማውራት፤
5. የሥነ-ሥርዓት ጉድለቶችን ለሚመለከተው ክፍል በወቅቱ አለማሣወቅ፤
6. የግል ንጽህናን ያለመጠበቅ፤
7. በዚህ አንቀጽ ከተዘረዘሩት ውጭ ተመሣሣይነት ያላቸውን ሌሎች የሥነ-ምግባር ጉድለቶች ፈጽሞ መገኘት፡፡

54. ከባድ የዲስፕሊን ቅጣት የሚያስከትሉ ጥፋቶች

የሚከተሉትን ከባድ የዲስፕሊን ቅጣት የሚያስከትሉ ጥፋቶች ናቸው፡-

1. በሕገ መንግሥቱ የተደነገጉትን ሰብአዊና ዲሞክራሲያዊ መብቶች መጣስ
2. ትዕዛዝ ባለማክበር፣ በቸልተኝነት፣ በመለገም ወይም የአሠራር ስነ-ስርአቶችን ባለመከተል

52. Classification of types of Disciplinary Penalties

1. Depending on the gravity of the offence, any one of the following penalties may be imposed on a police officer for breach of discipline under this Regulation :-

a) Verbal warning;
b) Written warning
c) Fine upto 10% of his monthly salary;
d) Fine up to three month's salary
e) Demotion from work, level of rank and salary;
f) Dismissal from job.

2. The penalties specified under sub-Article (1) (a) - (c) of this Article shall be classified as simple disciplinary penalties.
3. The penalties specified under sub-Article (1) (d) - (f) of this Article shall be classified as rigorous disciplinary penalties.

53. Offences entailing simple Disciplinary Penalities

The following offences shall entail simple discipilinary penalties:-

1. not wearing a complete uniform,
2. absence from work without good cause or permission;
3. not being on duty while present at workplace;
4. engaging in an idle group talk while on duty;
5. failure to timely notify a breach of discipline to the concerned authority;
6. failure to keep personal hygiene;
7. committing similar breaches of discipline of equal gravity with the offences specified under this Article.

54. Offences entailing rigorous Disciplinary Penalties

Rigorous disciplinary penalties may be imposed for the following offences:

1. to violate Human and Democratic Rights stipulated under the constitution;
2. to impair one's duty by being disobedient, negligent or tardy or non-observance of

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በሥራ ላይ በደል ማድረስ፡

3. ከግዳጅ ላይ መሸሽ፡
4. ሥራ እንዳይሠራ ሆን ብሎ ማወክ ወይም ከሚያውኩት ጋር መተባበር፡
5. ከማንኛውም ፍርድ ቤትና በወንጀል ጉዳይ ከማንኛውም ዐቃቤ ሕግ የሚሰጥን ትዕዛዝ አለማክበር፡
6. በቀላል የዲስፕሊን ቅጣት እርምጃዎች ባለመታረም ያለበቂ ምክንያት በተደጋጋሚ ከሥራ መቅረት ወይም የሥራ ሰዓት አለማክበር፡
7. በሥራ ቦታ በጠብ አጫሪነት መደባደብ፡
8. በልማዳዊ ስካር ወይም በአደንዛዥ ዕፅ ሱስ በመመረዝ ሥራን መበደል፡
9. ጉቦ መቀበል ወይም እንዲሰጠው መጠየቅ፡
10. በሥራ ቦታ ወይም ከሥራ ቦታ ውጪ ለህዝብ ሞራል ተቃራኒ የሆነ ድርጊት መፈፀም፡
11. የሌብነት ወይም የዕምነት ማጉደል ድርጊት መፈፀም፡
12. በመ/ቤቱ ንብረት ላይ ሆን ብሎ ወይም በቸልተኝነት ጉዳት ማድረስ፡
13. በሥልጣን አላግባብ መጠቀም፡
14. ምስጢር የሆኑ መረጃዎችን በምስጢርነት አለመጠበቅ፡
15. በዚህ አንቀጽ ከተዘረዘሩት ጋር ተመሣሣይ ክብደት ያላቸውን ሌሎች የዲሲፕሊን ጉድለቶች ፈጽሞ መገኘት፡፡

55. የዲስፕሊን እርምጃ አወሳሰድ

1. በማንኛውም ፖሊስ ላይ የዲስፕሊን ቅጣት ከመወሰኑ በፊት ፈጸመ የተባለውን የዲስፕሊን ጉድለት በጽሁፍ እንዲያውቀው ተደርጎ ራሱን የመከላከል ዕድል ይሰጠዋል፡፡
2. ከባድ የዲስፕሊን ቅጣት የመጨረሻ ውሣኔ የሚሰጠው በኮሚሽነሩ ይሆናል፡፡
3. ቀላል የዲስፕሊን ቅጣት ውሣኔ የሚሰጠው ዲስፕሊን ባጎደለው ፖሊስ የቅርብ ኃላፊ ይሆናል፡፡
4. የዲስፕሊን ቅጣት ማናቸውንም የፍ/ቤት ውሣኔ ሣይጠብቅ ወይም ሣይከተል ሊወሰን ይችላል፡፡

56. ከሥራ ስለማገድ

1. አንድን ፖሊስ ከሥራ አግዶ ማቆየት ለሥራው አፈፃፀም ይጠቅማል ብሎ ኮሚሽኑ ካመነበት ፖሊሱን ከሁለት ወር ለማይበልጥ ጊዜ ከሥራና ከደመወዝ አግዶ ለማቆየት ይችላል፡፡

working procedures;

3. to run away from duty;
4. To deliberately obstruct work or to collaborate with others in committing such offence;
5. failure to observe any court orders or on criminal matters, orders from any prosecutor;
6. unjustified, repeated absence from work or non-observance of office hours inspite of being penalized by simple disciplinary measurers;
7. to engage in physical violence at the place of work;
8. to neglect duty by being alcoholic or drug addict;
9. To receive or demand bribe;
10. to commit an immoral act at the place of or outside work;
11. to commit an act of theft or breech of trust;
12. to inflict damage to the property of the office due to an intentional act or negligence;
13. to abuse power;
14. to reveal information classified as confidential;
15. to commit similar breaches of discipline of equal gravity with the offences specified under this Article.

55. Steps of taking Disciplinary Measures

1. before imposing a disciplinary penalty on any police officer, he shall be informed of the alleged offence in writing and be given the opportunity to defend himself.
2. final rigorous disciplinary penalties shall be given by the commissioner.
3. simple disciplinary penalty shall be given by the immediate superior of the police officer at fault.
4. disciplinary measures may be taken irrespective of any court proceedings or action.

56. Suspension from duty

1. A police officer may be suspended from duty by withholding his salary for a period not exceeding two months it such a course of action is believed to be important for the execution of the job.

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2. አንድ ፖሊስ በወንጀል ወይም በከባድ የዲሲፕሊን ጥፋት ምክንያት በዚህ ደንብ መሠረት የተከሰሰ እንደሆነና ድርጊቱ ከሥራው የሚያሰናብተው መሆኑ ሲገመት ከሚሸኑ ከሥራው ታግዶ እንዲቆይ ያደርጋል፡፡

57. የይግባኝ መብት

1. ቀላል የዲሲፕሊን ቅጣት ውሣኔ የተላለፈበት ማንኛውም ፖሊስ በውሣኔው ቅር ከተሰኘ ውሣኔውን ከሰጠው የቅርብ ኃላፊ አንድ ደረጃ ከፍ ብሎ ለሚገኘው ኃላፊ ይግባኝ ማቅረብ ይችላል፡ ይግባኝ የቀረበለት ኃላፊም የሚሰጠው ውሣኔ የመጨረሻ ይሆናል፡፡
2. ከባድ የዲስፕሊን ቅጣት የተላለፈበት ማንኛውም ፖሊስ የሚያቀርበው ይግባኝ ይህንን ደንብ ተከትሎ በሚወጣ መመሪያ መሠረት ታይቶ ይወሰናል፡፡

58. ስለይርጋ

1. ቀላል የዲስፕሊን ቅጣት የሚያስከትለው ጥፋት የፈጸመ ፖሊስ የምርመራውን ጊዜ ሣይጨምር የፈፀመው ጥፋት ከታወቀበት ቀን ጀምሮ እስከ ሶስት ወር ድረስ እርምጃ ካልተወሰደበት በዲስፕሊን ተጠያቂ አይሆንም፡፡
2. ማንኛውም ፖሊስ ከባድ የዲስፕሊን ቅጣት የሚያስከትል ጥፋት መፈፀሙ ከታወቀበት ቀን ጀምሮ በአንድ ዓመት ጊዜ ውስጥ በጥፋቱ ካልተከሰሰ በዲስፕሊን ተጠያቂ አይሆንም፡፡
3. በዚህ አንቀጽ ንዑስ አንቀጽ /1/ ወይም /2/ በተመለከተው የጊዜ ገደብ ውስጥ መወሰድ የሚገባውን የዲስፕሊን እርምጃ ሣይወስድ የቀረ ኃላፊ ተጠያቂ ይሆናል፡፡
4. ይህንን ደንብ በመተላለፍ የሚወሰን ማናቸውም የዲስፕሊን ቅጣት ያለው ተፈፃሚነት ከአንድ አመት ሊበልጥ አይችልም ፤ ሆኖም የእያንዳንዱ የዲስፕሊን ቅጣት የይርጋ ዘመን በመመሪያ ሊወሰን ይችላል፡፡

2. A police officer shall be suspended if he is formally charged with a criminal offence or where a disciplinary action entailing a rigorous penalty is lodged against him under this Regulation, as a result of which his dismissal might possibily be expected

57. Right of Appeal

1. An appeal by any dissatisfied police officer may be lodged against the decision of his immediate superior on simple disciplinary measures to the next higher superior, the decision which such a superior renders shall be final.
2. The appeal which any police officer may lodge against the decision on rigorous disciplinary measures shall be examined and decided upon in accordance with the directive to be issued pursuant to this Regulation.

58. Period of Limitation

1. No disciplinary measure shall be put into effect against a police officer who has committed an offence entailing simple disciplinary penalty, unless such measure is taken within three months, excluding the time required for investigation from the time the breach of discipline is known,
2. No disciplinary measure shall be put into effect against a police officer who has committed an offence entailing rigorous disciplinary penalty, unless such measure is put into effect within a year from the time the commission of the offence is known
3. The official who has failed to take the measures specified under sub-Article(1) or(2) of this Article shall be held responsible to that effect.
4. The execution of any disciplinary penalty imposed under this Regulation may not exceed one year, provided, however, that the period of limitation of each disciplinary penalty may be determined by a directive.

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ክፍል ዘጠኝ
በወንጀል ስለተከሰሰ ፖሊስ

59. ከሥራው ጋር በተገናኘ ሁኔታ በወንጀል ስለተከሰሰ ፖሊስ

አንድ ፖሊስ የተከሰሰበትን የወንጀል ድርጊት የፈፀመው በሕግ የተሰጠውን ኃላፊነት ሲወጣ በነበሩት ሁኔታዎች አስገዳጅነት መሆኑን ኮሚሽኑ ሲያረጋግጥ ጉዳዩ በዲስፕሊን ግድፈት የሚያስከትለው ቅጣት እንደተጠበቀ ሆኖ፡-

1. በሚመለከተው ፍ/ቤት አማካኝነት የዋስ መብቱ የተከበረለት ከሆነ በሥራው ላይ ሆኖ ሙሉ ደመወዙ ይከፈለዋል፤
2. የዋስ መብቱ ሣይከበርለት ቀርቶ የሚታሰር ከሆነ፡-

ሀ. ጉዳዩ በፍ/ቤት የመጨረሻ ውሣኔ እስኪሰጥበት ጊዜ ድረስ ሙሉ ደመወዙ ይከፈለዋል፤

ለ. በተከሰሰበት ወንጀል ፍ/ቤቱ ጥፋተኛነቱን አረጋግጦ የቅጣት ውሣኔ ካስተላለፈበት ውሣኔው ከተሰጠበት ቀን ጀምሮ ከሥራ ይሰናበታል፤

ሐ. ሆኖም ፖሊሱ የተፈረደበት የእሥራት ቅጣት ውሣኔ ከሶስት አመት በታች ከሆነና ኮሚሽኑ ካመነበት አባሉም ባንድ ወር ጊዜ ውስጥ ወደ ሥራ ልመለስ ብሎ ሲጠይቅ ወደ ሥራው ሊመልሰው ይችላል፡፡

3. ክስ ከቀረበበት ጊዜ ጀምሮ የመጨረሻው ውሣኔ እስኪሰጥ ድረስ የኮሚሽኑ ነገረ ፈጅ ስለፖሊሱ ሆኖ መከራከር አለበት፡፡

60. ከሥራው ጋር ባልተገናኘ ሁኔታ በወንጀል ስለተከሰሰ ፖሊስ

ማንኛውም ፖሊስ በግልፅ ከታወቀው የፖሊስ ተግባር ጋር ግንኙነት በሌለው ጉዳይ ክስ ቀርቦበት ከሆነ በዲስፕሊን ኮሚቴ የሚሰጠው ውሣኔ እንደተጠበቀ ሆኖ ፡-

1. በሚመለከተው ፍ/ቤት በዋስ ከተለቀቀ ሥራው ላይ ሆኖ ሙሉ ደመወዙን ያገኛል፤
2. የዋስ መብቱ ሣይከበርለት ቀርቶ ከታሠረ ደመወዝ አይከፈለውም፤
3. በተከሰሰበት ወንጀል በፍ/ቤት ጥፋተኛ ሆኖ ከተገኘ ከሥራው ይሰናበታል፡፡

PART NINE
POLICE OFFICERS ACCUSED OF CRIME

59. Police Officer Accused of Cirme on Account of his Duties

Where the commission is convinced that a police officer has committed the offence, for which he has been accused of, being compelled by the prevailing conditions while discharging his duties; without prejudice to the ensuing disciplinary penalties:-

1. The police officer shall be on his duty and receive his full salary provided he is granted bail by the court concerned;
2. Where the accused police officer is denied the right to bail and detained:-

a) He shall be paid full salary until a final decision is given by the court;

b) He shall automatically be dismissed from his official duties where he is found guilty by a final judgment of the court;

c) However, where the sentence passed against the police officer is less than three years of imprisonment, the commission may allow the police officer to resume his offical duties when it finds it necessary upon petition made by the police officer within one month following his release .

3. The accused police officer shall be represented by a lawyer of the commission starting from the lodging of the complaint to the disposition of the case.

60. Police Officer Accused of a Crime Unrelated to his Duties

Subject to the decision to be given by a disciplinary a committee, any police officer, against whom a complaint is lodged for his act unrelated with his defined duty, shall:-

1. Get back to his job and gain his full salary upon release on bail by the court concerned ;
2. Not be entitled to any payment of his salary if he is denied bail and remains in detention;
3. Be dismissed from his job when convicted by the court of the crime he has been accused of .

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ክፍል አሥር
ስለማዕረግ፣የደረጃ ዕድገትና ሽልማት

61. ስለማዕረግ

የኮሚሽኑ የማዕረግ ተዋረድና ስያሜ የሚከተሉት ይሆናሉ:-

1. ኮንስታብል
2. ረዳት ሣጅን
3. ምክትል ሣጅን
4. ሣጅን
5. ዋና ሣጅን
6. ረዳት ኢንስፔክተር
7. ምክትል ኢንስፔክተር
8. ኢንስፔክተር
9. ዋና ኢንስፔክተር
10. ምክትል ኮማንደር
11. ኮማንደር
12. ረዳት ኮሚሽነር
13. ምክትል ኮሚሽነር
14. ኮሚሽነር

62. የማዕረግ ዕርከኖች

የፖሊስ አባላት የማዕረግ አሠጣጥ በሶስት ዕርከኖች የተከፈለ ነው::

1. የዝቅተኛ ማዕረግ ዕርከን
   ሀ. ኮንስታብል
   ለ. ረዳት ሣጅን
   ሐ. ምክትል ሣጅን
   መ. ሣጅን
   ሠ. ዋና ሣጅን
2. የመካከለኛ ማዕረግ ዕርከን
   ሀ. ረዳት ኢንስፔክተር
   ለ. ምክትል ኢንስፔክተር
   ሐ. ኢንስፔክትር
3. የከፍተኛ ማዕረግ ዕርከን
   ሀ. ዋና ኢንስፔክተር
   ለ. ምክትል ኮማንደር
   ሐ. ኮማንደር
   መ. ረዳት ኮሚሽነር
   ሠ. ምክትል ኮሚሽነር
   ረ. ኮሚሽነር

63. የማዕረግ ቆይታ ጊዜ

አንድ ፖሊስ ተከታዩን ማዕረግ ከማግኘቱ በፊት በያዘው ማዕረግ ከዚህ በታች በተመለከተው በሰንጠረዥ ለእያንዳንዱ ማዕረግ የተወሰነውን ጊዜ መሸፈን አለበት::

PART TEN
RANK, PROMOTION AND PRIZE

61. Rank

The hierarchy of ranks and designations in the commission shall be as follows:-

1. Constable
2. Assistant sergeant
3. Deputy sergeant
4. Sergeant
5. Chief sergeant
6. Assistant inspector
7. Deputy inspector
8. Inspector
9. Chief inspector
10. Deputy commander
11. Commander
12. Assistant commissioner
13. Deputy commissioner
14. Commissioner

62. Levels of Rank

Ranks given to police officers are classified into three levels:-

1. Lower rank level
   a) Constable
   b) Assistant sergeant
   c) Deputy sergeant
   d) Sergeant
   e) Chief sergeant
2. Medium rank level
   a) Assistant inspector
   b) Deputy inspector
   c) Inspector
3. Higher rank level
   a) Chief inspector
   b) Deputy commander
   c) Commander
   d) Assistant Commissioner
   e) Deputy Commissioner
   f) Commissioner

63. Period of Stay in Rank

A police officer shall cover the period of stay assigned to each rank as shown on the table below before he is promoted to the next higher rank.

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ተ.ቁ	ማዕረግ	በያዘው ማዕረግ የሚቆይበት ጊዜ	ለተፋጠነ ዕድገት የሚያስፈልገው ጊዜ	በተከታታይ የሚያገኘው የማዕረግ ዕድገት	No	Rank	Period of stay in rank for normal promotion	Period of stay in rank necessary for accelerated promotion	Next rank of promotion
1	ኮንስታብል	4 ዓመት	3 ዓመት	ረ/ሣጅን	1	Constable	4 years	3 years	Assistant sergeant
2	ረዳት ሣጅን	3 "	2 "	ም/ሣጅን	2	Assistant sergeant	3 "	2 "	Deputy sergeant
3	ምክትል ሣጅን	3 "	2 "	ሣጅን	3	Deputy sergeant	3 "	2 "	Sergeant
4	ሣጅን	3 "	2 "	ዋና ሣጅን	4	Sergeant	3 "	2 "	Chief sergeant
5	ዋና ሣጅን	3 "	2 "	ረ/ኢንስፔክተር	5	Chief sergeant	3 "	2 "	Assistant inspector
6	ረ/ኢንስፔክ	2 "	1 "	ም/ኢንስፔ	6	Assistant inspector	2 "	1 "	Deputy inspector
7	ም/ኢንስፔክ	3 "	2 "	ኢንስፔክተር	7	Deputy inspector	3 "	2 "	Inspector
8	ኢንስፔክተር	3 "	2 "	ዋና ኢንስፔ	8	Inspector	3 "	2 "	Chief inspector
9	ዋና ኢንስፔክተር	3 "	2 "	ም/ኮማንደር	9	Chief inspector	3 "	2 "	Deputy commander
10	ም/ኮማንደር	3 "	2 "	ኮማንደር	10	Deputy Commander	3 "	2 "	Commander
11	ኮማንደር	3 "	2 "	ረ/ኮሚሽነር	11	Commander	3 "	2 "	Assistant commissioner
12	ረ/ኮሚሽነር				12	Assistant commissioner			
13	ም/ኮሚሽነር				13	Deputy commissioner			
14	ኮሚሽነር				14	Commissioner			

64. የማዕረግ ዕድገት

1. አንድ ፖሊስ፡-
   ሀ. ሊሾም የሚችልበት ክፍት የሥራ መደብ ሲኖር፣
   ለ. ለሚሾምበት ክፍት የሥራ መደብ የሚያስፈልገው የትምህርት ደረጃ፣የሥራ ልምድ እና የሥራ አፈፃፀም ከሌሎች ተወዳዳሪዎች የተሻለ ሆኖ ሲገኝ፤
   ሐ. ለቦታው የሚሰጠውን ሥልጠና ካጠናቀቀ ለማዕረግ ዕድገት ብቁ ይሆናል፡፡
2. የዚህ አንቀጽ ንዑስ አንቀጽ/1/ ድንጋጌ እንደተጠበቀ ሆኖ ከአንድ የማዕረግ እርከን ከፍ ወዳለ ሌላ ማዕረግ እርከን የሚደረግ የማዕረግ ዕድገት በውድድርና በፈተና ይሆናል፡፡
3. በዚህ ደንብ አንቀጽ 63 ሥር ለረዳት ኢንስፔክተር ስለሚያበቃው የመቆያ ጊዜ የተደነገገው ቢኖርም የሀገሪቱ ፖሊስ ኮሌጅ የሚያወጣውን መመዘኛ የሚያሟላና በዝቅተኛ የማዕረግ ዕርከን ላይ የሚገኝ ማንኛውም ፖሊስ የሚሰጠውን ሥልጠና ካጠናቀቀ ለረዳት ኢንፔክተርነት መወዳደር ይችላል፡፡
4. ከፍ ያለ ሥራ የፈፀመና የላቀ የሥራ ችሎታ ያሣየ ፖሊስ በዚህ ደንብ አንቀጽ 63 ሥር ለተፋጠነ ዕድገት የሚፈለገውን ያገለገሉት ጊዜ ካሟላ ለማዕረግ ዕድገት

64. Rank Promotion

1. Any police officer shall be eligible for promotion in rank:
   a) Whenever there is a vacant position for appointment;
   b) Whenever he fulfills educational requirement, work experience and efficiency as required by the vacancy;
   c) Provided he has completed training for the post.
2. With out perjudice to the provision of sub-Article(1) of this Article, promotion from one level of rank to that of another higher rank shall be carried out on the basis of competition and examination.
3. Notwithstanding the period of stay required for an assistant inspector in accordance with Article 63 of this Regulation, any police officer in a lower rank level is entitled to compete for the rank of assistant inspector provided he has fulfilled the requirements of the country's police college.
4. Any police officer who has rendered special contribution in his work and has had an outstanding efficiency report may be eligible for an accelerated promotion

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ብቁ ሊሆን ይችላል::

5. አንድ ፖሊስ በፖሊስ ሙያ ተጨማሪ ሥልጠና ወስዶ ከፖሊስ ሥራ ጋር ግንኙነት ባላቸው መስኮች እውቅና ባላቸው የሙያና የቴክኒክ ማሠልጠኛ ተቋማት፣ ኮሌጆች ወይም ዩኒቨርሲቲዎች ተምሮ በዲፕሎማ ወይም በዲግሪ ከተመረቀ የትምህርት ማስረጃው ለማዕረግ ዕድገቱ ግምት ውስጥ ይገባል::

65. የማዕረግ ምልክት

1. ማንኛውም ፖሊስ ከደንብ ልብሱ ጋር የሚደረግ ፖሊስነቱንና የሥራ ደረጃውን ሊያሣይ የሚችል የማዕረግ ምልክት ይኖረዋል::

2. የማዕረግ ምልክቶቹ አሠራር እና የቀለም ዓይነት የማዕረግ እርከኖቹን ለመለየት የሚያስችል ይሆናል፡ ዝርዝር አፈፃፀሙ በመመሪያ ይወሰናል::

66. ስለማዕረግ ዕድገት አሰጣጥ

1. ከባድ የዲስፕሊን ቅጣት የተወሰነበት ፖሊስ ቅጣቱ በይርጋ ቀሪ ካልሆነ በስተቀር ለማዕረግ ዕድገት ለመወዳደር አይችልም::

2. አንድ ፖሊስ የማዕረግ ዕድገት ከማግኘቱ በፊት ያገኝ የነበረው ደመወዝ ዕድገት ካገኘበት ደረጃ ከተወሰነው መነሻ ደመወዝ በላይ ወይም እኩል የሆነ እንደሆነ አዲሱን ደመወዝ ከማግኘቱ በፊት ያገኝ ከነበረው ደመወዝ ቀጥሎ ያለውን የእርከን ደመወዝ ያገኛል::

3. የደረጃ ዕድገት የሚሰጥበት ዝርዝር መመሪያ ቢሮው ያወጣል::

67. ስለሽልማት

ኮሚሽኑ የላቀ የሥራ አስተዋጽኦ ላበረከተ ፖሊስ ሽልማት ሊሰጥ ይችላል:: ዝርዝር አፈፃፀሙ በመመሪያ ይወሰናል::

ክፍል አሥራ አንድ
ስለልዩ ልዩ ኮሚቴዎች

68. ስለዲስፕሊን ኮሚቴ

ከባድ የዲስፕሊን ቅጣቶች የሚያስከትሉት ጥፋቶች የመመርመርና ለኮሚሽኑ የውሣኔ ሃሣብ

provided for under article 63 of this Regulation hereof.

5. Where any police officer takes additional training other than his training in the police profession and graduates with a Diploma or Degree in fields related to police service from, recognized vocational and technical institutions, colleges and universities, his educational achievements shall be considered for the rank promotion.

65. Rank Insignia

1. Any police officer shall wear a rank insignia with his uniform indicating his being a police officer and the level of his rank

2. The mode and color of the rank insignia shall enable to differentiate rank levels; particulars of implementation shall be determined by a directive.

66 . Promotion Procedures

1. Any police officer against whom a rigorous disciplinary penalty has been imposed shall not be eligible for a rank promotion unless the penalty is waived due to the period of limitation.

2. Where the salary of a police officer before his promotion is more than or equal to the starting salary of the new grade, his new salary shall be the next higher step of the new grade.

3. The Bureau shall issue directives on matters of promotion in rank.

67. Awards Of Prizes

The commission may award prizes to a police officer who has rendered outstanding contribution to the police service. Details shall be determined by a directive.

PART ELEVEN
VARIOUS COMMITTEES

68. The Discipline Committee

A discipline committee vested with the powers to investigate and submit proposals to the

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የማቅረብ ሥልጠን የተሰጠው የዲስፕሊን ኮሚቴ በኮሚሽኑ ዋና መ/ቤት በዚህ ደንብ ተቋቁሟል:: እንደአስፈላጊነቱም በተዋረድ የኮሚሽኑ ቅ/ጽ/ቤቶች ተመሣሣይ ኮሚቴዎች ይቋቋማሉ:: ዝርዝር አፈፃፀሙ በመመሪያ ይወሰናል::

69. ስለዲስፕሊን ኮሚቴ አደረጃጀትና ተጠሪነት

1. የዲስፕሊን ኮሚቴው በኮሚሽኑ የሚሰየሙትን አንድ ሰብሣቢና አንድ ፀሐፊ ጨምሮ ሶስት አባላትና በተጨማሪም በቀጥታ በፖሊሶች የሚመረጡ ሁለት አባላት በድምሩ አምስት አባላት ይኖሩታል::
2. ከኮሚቴው አባላት መካከል አንዷ ሴት መሆን ይኖርባታል::
3. የኮሚቴው ተጠሪነት ለኮሚሽነሩ ይሆናል::
4. የኮሚቴው የሥራ ዘመን ሁለት ዓመት ይሆናል::

70. የአሠራር መመሪያ የማዘጋጀት ሥልጣን

የዲስፕሊን ኮሚቴው የሥነ-ሥርዓት መመሪያ አዘጋጅቶ ለኮሚሽነሩ ያቀርባል፣ ሲፈቀድለትም በሥራ ላይ ያውላል::

71. ስለማዕረግ ዕድገት ኮሚቴ መቋቋም

የፖሊስ የማዕረግ ዕድገት ጥያቄዎችን መርምሮ ለኮሚሽኑ የውሣኔ ሃሣብ የሚያቀርብ የዕድገት ኮሚቴ በዚህ ደንብ ተቋቁሟል:: እንደአስፈላጊነቱም በኮሚሽኑ የተዋረድ ጽ/ቤቶች ይቋቋማል:: ዝርዝሩ በመመሪያ ይወሰናል::

72. ስለማዕረግ ዕድገት ኮሚቴ አባላት

1. የእድገት ኮሚቴው ከዚህ በታች የተመለከቱት አባላት ይኖሩታል:-

ሀ. በኮምሽነሩ የሚሰየም አንድ ሰው ------ ሰብሣቢ

ለ. ከየስራ ክፍሉ ከተውጣጡ ተወካዮች መካከል በኮሚሽነሩ የሚመረጡ ሶስት ፖሊሶች ---- አባላት

ሐ. የአስተዳደር ኃላፊ ---------- አባል

መ. ክፍት የሥራ መደቡ የሚገኝበት የሥራ

commissioner on disciplinary offences entailing rigorous penalties is hereby established at the head quarters of the commission. Similar committees may be established at other levels of the commission as may be necessary. Details shall be determined by a directive .

69. Organization And Accountability Of The Discipline Committee

1. The discipline committee shall in total have five members, amongst whom the chair-person, the secretary and one member are designated by the commissioner while the rest two are to be directly elected by police officers .
2. One of the committee members shall be a woman.
3. The committee shall be accountable to the commissioner.
4. The term of office of the committee shall be two years.

70. Power To Prepare Rules Of Procedure

The discipline committee shall prepare its own rules of procedure, submit same to the commissioner and implement upon approval thereof.

71. Establishment Of Rank Promotion Committee

A rank promotion committee vested with the powers to submit proposals to the commission upon investigation of application on maters of rank promotion of police officers is hereby established as per this regulation. Where necessary, similar bodies may be established at other levels of the commission, particulars shall be determined by a directive

72. Members Of The Rank Promotion Committee

1. The rank promotion committee shall have the following members;

a) A person designated by the commissioner---------chair person.

b) Three police officers selected by the commissioner from among representatives of various sections ------------- members

c) The head of the administration ------- member

d) The head of the concerned section in which

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ክፍል ኃላፊ --------- አባል

2. ኮሚቴው ከአባላቱ መካከል በሰብሳቢው የሚመረጥ አንድ ፀሐፊ ይኖረዋል::
3. ከኮሚቴው አባላት መካከል ሁለቱ ሴቶች መሆን ይኖርባቸዋል::
4. ለእድገት ኮሚቴው የሚመረጡት አባላት በስነ-ምግባራቸው፣በፍትሐዊነታቸውና በስራ አፈፃፀም ብቃታቸው የተመሰገኑ ሆነው በመስሪያ ቤቱ ውስጥ ከ3 ዓመታት በላይ ያገለገሉ መሆን አለባቸው::
5. የማዕረግ እድገት ኮሚቴው የስራ ዘመን ሁለት አመት ይሆናል::

73. የማዕረግ እድገት ኮሚቴው ስልጣንና ተግባር

ኮሚቴው ተጠሪነቱ ለኮሚሽነሩ ሆኖ:-

1. የተወዳዳሪዎች ምዝገባ በወጣው ማስታወቂያ መሠረት በትክክልና በተሟላ ሁኔታ መከናወኑን ያረጋግጣል፣
2. የተወዳዳሪዎችን ማስረጃና የሥራ ልምድ ትክክለኛነት ይመረምራል፣
3. ዝርዝር የነጥብ አሰጣጡ በመመሪያ የሚወሰን ሆኖ ለደረጃው የቀረቡ ትን አመልካቾች በመመዘኛው መሠረት አወዳድሮ በደረጃ ያስቀምጣል፣
4. የተሻለ ነጥብ ያገኙትን ተወዳዳ ሪዎች በመምረጥ ከውሣኔ ሃሣብ ጋር ለኮሚሽነሩ ያቀርባል፣
5. ለማጣራት ሥራ አስፈላጊ ሆኖ ሲያገኘው ማንኛውንም የፖሊስ የሥራ ክፍል ማነጋገር ይችላል፣
6. በዚህ ደንብ መሠረት የተሰጡትንና ለሥራው አስፈላጊ የሆኑ ሌሎች ተግባራትን ያከናውናል::

74. ስለዕድገት ኮሚቴው የአሠራር ሥነ-ስርዓት

የኮሚቴው የአሰራር ስነ-ስርዓት እንደሚከተለው ይሆናል:-

1. በማናቸውም ስብሰባ ከአባሎች መካከል ሁለት ሶስተኛው ሲገኙ ምልዓተ ጉባኤ ይሆናል::

the vacant positions is created ------- member

2. The committee shall have its own secretary to be designated by the chairperson from among members thereof selected from among its members.
3. Two of the committee members shall be women.
4. Members of the rank promotion committee shall be elected from among police officers honored for their good ethical conduct, fairness and work efficiency and have served at least for three years in the institution
5. The term of office of the rank promotion committee shall be two years.

73. Powers And Duties Of The Rank Promotion Committee

The committee, having been accountable to the commissioner shall:

1. ensure that the registration of competitors is carried out properly and perfectly in accordance with the notice issued;
2. examine the accuracy of the competitors' documents and work experience;
3. with particulars of grading to be determined by the a directive, caused a competition to be conducted between and among applicants for promotion to the position available in accordance with the requirements and list them in order of their respective results ;
4. select competing applicants with the highest result and submit same to the commissioner with its recommendations;
5. inquire into any section of the police whenever it finds it necessary for purposes of investigation
6. carry out such other functions as are entrusted upon it by this Regulation and necessary for the accomplisment of its duties.

74. Working Procedures of the Promotion Committee

The working procedures of the committee shall be as follows:

1. the presence of the two-thirds of the members of the committee at any meeting shall constitute a quorum,

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2. ማናቸውም ጉዳይ በስብሰባው ላይ በተገኙ አባሎች የድምፅ ብልጫ ይወሰናል
3. የኮሚቴው አባላት ድምፅ እኩል ከሆነ ሰብሳቢው ያለበት ወገን ወሳኝ ድምፅ ይኖረዋል::
4. ኮሚቴው በድምፅ ብልጫ በሚወስንበት ጊዜ ሁሉ የአነስተኛው ድምፅ አስተያየት ከነምክንያቱ በስብሰባው ቃለ ጉባኤ መመዝገብ አለበት::
5. ኮሚቴው አስፈላጊ ሆኖ ሲያገኘው የራሱን የስብሰባና ያሰራር ስነ-ስርዓት መወሰኛ መመሪያ ሊያወጣ ይችላል::

2. any matter shall be decided by a majority vote of the members present at the meeting
3. In case of a tie, the side for which the chairperson has voted shall be the final decision of the committee.
4. Whenever decisions of the committee are made by a majority vote, the opinions of the minority shall be recorded with their reasons of exception in the minutes.
5. The committee may lay down its own meeting and working procedures, Guidelines when deemed necessary.

ክፍል አሥራ ሁለት
ስለትጥቅ፣አርማና መታወቂያ

PART TWELVE
EQUIPMENT, EMBLEM AND IDENTITY CARD

75. ስለትጥቅና የደንብ ልብስ ዕደላ

ማንኛውም ፖሊስ ስለሚያገኘው ትጥቅና የደንብ ልብስ በቢሮው በሚወጣ መመሪያ ይወሰናል::

75. Distribution of Equipment and Uniform

The equipment and uniform to be provided for any police officer shall be determined by a directive to be issued by the Bureau.

76. የአርማው ይዘት

የኮሚሽኑ አርማ ለህግ ተገዥነትን፣ ህግ አስከባሪነትንና የህዝብ አገልጋይነትን የሚያንፀባርቅ ይሆናል::

76. Content of the Emblem

The emblem of the commission shall reflect compliance with the law, law enforcement and devotion to public service.

77. የአርማው አጠቃቀም

1. የኮሚሽኑ አርማ በፖሊስ መታወቂያ ካርድ፣ በመለዮ፣ በፖሊስ ተሽከርካሪዎች፣ ኮሚሽኑ በሚያመለክታቸው ሌሎች ስፍራዎችና በሚወሰነው አኳኋን ጥቅም ላይ ሊውል ይችላል::
2. የኮሚሽኑ ልዩ ልዩ የሥራ ክፍሎች እንደየስራቸው ጠባይ ከኮሚሽኑ አርማ በተጨማሪ የራሣቸው አርማ ሊኖራቸው ይችላል::
3. አርማው የሚይዛቸው የቀለም አይነቶች ፖሊስ በቀላሉ በህብረተሰቡ ዘንድ እንዲለይ የሚያደርጉ መሆን አለባቸው:: የቀለም አይነቶቹ በመመሪያ ይወሰናሉ::

77. Utilization of the Emblem

1. The emblem of the commission may be used on police identity card, caps, police vehicles and on any other place and in a manner determined by the commission
2. Various departments of the commission may have their own emblems that show the nature of their work in addition to that of the commission.
3. The colors selected by the commission shall be those which help the society to easily identity the police. The types of such color shall be determined by a directive.

78. ስለመታወቂያና መለያ ቁጥር

1. ማንኛውም ፖሊስ ፣ ፖሊስ መሆኑን የሚገልጽና በኮሚሽኑ የሚዘጋጅ የመታወቂያ ካርድ ይኖረዋል::
2. የፖሊስ መታወቂያ ካርድ :-

   ሀ. የክልሉን ፖሊስ አርማ

78. Identity and Identification Number

1. Any police officer shall have an identity card issued by the commission indicating that he is a police officer;
2. The police identity card shall have:-
   a) The emblem of the Regional police Commission;

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ለ. የፖሊሱን ሙሉ ስም፣የስራ ድርሻ፣ የደም አይነትና መለያ ቁጥር ይይዛል::

3. ማንኛውም ፖሊስ ህግ ሲያስከብር የመታወቂያ ካርዱን ማሣየት ይኖርበታል::

ክፍል አሥራ ሶስት
ልዩ ልዩ ድንጋጌዎች

79. መመሪያ የማውጣት ሥልጣን

ቢሮው ይህንን ደንብ ለማስፈፀም የሚያስፈልጉትን መመሪያዎች ሊያወጣ ይችላል::

80. ደንቡ የሚፀናበት ጊዜ

ይህ ደንብ በክልሉ ዝክረ ሕግ ጋዜጣ ታትሞ ከወጣበት ቀን ጀምሮ የፀና ይሆናል::

ባህርዳር
የካቲት 17 ቀን 1996 ዓ.ም.
ዮሴፍ ረታ
የአማራ ብሔራዊ ክልል ርዕሰ መስተዳድር

b) Full name, position, blood type and identification number of the police officer;

3. Any police officer shall have the duty to show his identity card while enforcing the law.

PART THIRTEEN
MISCELLANEOUS PROVISIONS

79. Power To Issue Directives

The Bureau shall issue directives necessary for the implementation of this Regulation

80. Effective Date

This Regulation shall come into force as of the date of its publication in the Regional Zikere Hig Gazette.

Done at Bahirdar
This 25th day of Feb.,2004
Yosef Reta
Head of Government of the Amhara National Regional State