

Waggaa 9^{ffaa} Lak. 12
 ወንድ ዓመት ቁጥር 12
 9th year No. 12

Finfinnee, Waxabajjii 15/1993
 ልንፈክ ሰኔ ፲፭ ቀን ፲፱፻፹፫
 Finfine, June 22nd 2001



MAGALATA OROMIYAA

መ ገ ለ ተ አ ሮ ሚ ያ

MEGELETA OROMIA

Gatiin Tokkoo 3.00	Too'annaa Caffee Mootummaa Naannoo Oromiyaatiin Kan Bahe በአሮሚያ ክልላዊ መንግሥት ም/ቤት ጠባቂነት የወጣ	Lakk. S. Poostaa 101769
የገዱ ዋጋ "		የፖ.ሣ.ቁጥር "
Unit Price "		P.O.Box "

QABEENTAA
 Labsii Lakkoofsa 79/1996
 Labsii Hojjettoota mootummaa Naan-
 noo Oromiyaa fooyyeessuuf Labsii
 bahe fuula

ማውጪ
 አዋጅ ቁጥር ፸፱/፲፱፻፺፯
 “የአሮሚያ ብሔራዊ ክልላዊ መንግሥት
 ሠራተኞች አዋጅን ለማሻሻል የወጣ አዋጅ
 ፲፳ ፩

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 Oromia civil servants proclamation”
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LABSII LAK. 79/1996
LABSII HOJJETTOOTA
MOOTUMMAA NAANNOO
OROMIYAA FOYYEESSUUF
LABSII BAHE
 Sagantaa fooyyaa'iinsaa Siviil Sarvii-
 sii Naannicha keessatti gaggeeffamaa
 jiru haala bu'a qabeessa ta'een hojjiirra
 oolchuuf humni namaa gahumsa fi
 naamusa qabu jiraachuun murteessaa
 waan ta'eef;
 Humni namaa siviil sarviisiin Naannic-
 haa imaammata, tarsiimoofii sagantaa-
 wwan Mootummaa akka sirritti hubatu
 hiyyummaa fi duubatti hafummaa daga-
 agee jiru dhabamsiisuuf ga'ee isaa
 akka taphatuufi kaka'umsa hojii akka
 qabaatu taasisuun barbaachisaa ta'e
 waan argameef;
 Akkaataa Heera Mootummaa Naannic-
 haa fooyya'ee bahe keewwata 49(3) (a)
 tiin kan kanatti aanu labsameera.
 1. **Mata Duree Gabaabaa**
 Labsiin kun “Labsii Hojjettoota
 Mootummaa Naannoo Oromiyaa
 Fooyyeessuuf Labsii Bahe Lakk.
 79/1996 jedhame waamamuu ni
 danda'a.

አዋጅ ቁጥር ፸፱/፲፱፻፺፯ ዓ.ም.
 የአሮሚያ ብሔራዊ ክልላዊ መንግሥት
 ሠራተኞች
 አዋጅን ለማሻሻል የወጣ አዋጅ
 በክልሉ ውስጥ በመካሄድ ላይ የሚገ
 ኘውን የሲቪል ሰርቪስ መሻሻያ ፕሮግራም
 በተሳካ ሁኔታ ለማካሄድ የሚያስችል
 ብቁና በሥነ ምግባር የታነሰ የሰው ኃይል
 እንዲኖር ማድረግ በማስፈለጉ፤
 የክልሉ የሲቪል ሰርቪስ የሰው ኃይል
 የመንግሥት ፖሊሲዎችን፣ ስትራቴጂ
 ዎችና ፕሮግራሞችን ጠንቅቆ እንዲረዳና
 የሰፈነውን ድህነትና ሕላውናት ለማስ
 ወገድ የራሱን አስተዋጽኦ እንዲያበረክትና
 ለሥራ ተነሳሽነት ያለው እንዲሆን
 ማድረግ ተገቢ ሆኖ በመገኘቱ፤
 በተሻሻለው የክልሉ ህገ መንግሥት
 አንቀጽ ፵፱/፫/ሀ/ መሠረት ይህንን አዋጅ
 አውጥቷል።
 ፩. አጭር ርዕስ
 ይህ አዋጅ የአሮሚያ ብሔራዊ
 ክልላዊ መንግሥት ሠራተኞች
 አዋጅን ለማሻሻል የወጣ አዋጅ
 ቁጥር ፸፱/፲፱፻፺፯ ዓ.ም ተብሎ
 ሊጠቀስ ይችላል።

PROCLAMATION NO. 79/2004
A PROCLAMATION TO AMEND
THE OROMIA CIVIL SERVANTS
PROCLAMATION
 WHEREAS, it has become necessary
 to have effective and well disciplined man
 power to perform the on going Civil
 Service Reform Program of the Region
 efficiently,
 WHEREAS, it is appropriate to make
 him understand correctly the Regional
 Governmental policies, strategies and
 programs and provide his personal carreer
 and work motivation to eradicate the exist-
 ing poverty and under development.
 NOW THEREFORE, in accordance with
 Art 49(3) (a) of the amended Constitution
 of the Region it is hereby proclaimed as
 follows;
 1. **Short Title**
 This proclamation may be cited as the
 “Oromia Regional State Civil Servant
 Proclamation Amendment Proclam-
 tion No. 79/2004”

2. *Fooyya'insa*

Labsiin Hojjetoota Mootummaa Naannoo Oromiyaa Lakk. 61/1994 akka kanatti aanuun Labsii kanaan fooyaa'eera.

Kutaa Labsichaa Kudha Tokkoffaatti aansee kutaa haaraan kudha Lammaffaan kan dabalame yoo ta'u, kutaan durani kudha Lammaffaa ture kutaa Kudha Sadaffaa jedhamuudhaan sirra'ee keewwatootni keewwata 88 irraa jalqabee argamanis kutaa dabalataa kanumaa fi keewwatoota haaraa seenan bu'uura gochuudhaan keewwata 93, 94, 95, 96 ta'aani waljalaa siqaniiru.

“KUTAA KUDHA LAMA
WAA'EE QAJEELFAMA,
HOJIMAATAAFI RAAWWII
SIRNA NAAMUSA ADDAA

88. *Kaayyoo Tarkaanfiwwan Naamusaa Addaa*

Kaayyoon tarkaanfiwwan naamusaa addaa sagantaa fooyya'insa Siviil Sarviisi naannicha keessatti gaggeeffama jiru ilaalchisee hojjattoota gahee bu'a qabeessa ta'e taphachuu hin dandeenye hojjetoota cimoo irraa adda baasuufi humna namaa Siviil Sarviisichaa qulqulleessuu dha.

89. *Dambii Naamusaa Addaa*

- 1) Naannicha keessatti sagan-taa fooya'insa siviil sarviisii hojii irra oolchuuf adeemsaafi haala hojii siiviil sarvisii duraanaa qorachuudhaan bulchiinsa hojjetoota mootummaafi, hojimaata si'oominaa fi naamusa qabu uumuuf Manni Maree Naannichaa Dambii Raawwannaa Naamusa Addaa ni baasa.

- 2) Seerii sooramaa dhimmi ilaalu akkuma eegametti ta'e tarkaanfilee naamusa addaa ittiin raawwachiisuuf Manni Maree Mootummaa Naannichaa dambiin baasu hojjattoota ilaallaturratti tumaaleen labsii hojjattoota Mootummaa Naannicha kutaa sagalaffaafi kudha tokkoffaan raawwathiinsa hin qabaatan.

90. *Dirqama Manneen hojii Mootummaa*

- 1) Manneen hojii Mootummaa hundinuu, imaammatoota fi sagantaalee Mootummaa naannichaa raawwachiisuuf haala mijesuu dandeessisuu uumuuf, hojjetoota isa jalatti hammataman akkaataa dandeettii hojii, kaka'umsaafi naamusa qabaniittiin gamaagamee adda baasuun bu'a isaa ittigaafatamaa ol-aanaa mana hojiichaatiif koree dhiheessu ni dhaaba.

፪. *ማሻሻያ*

የአሮሚያ ብሔራዊ ክልላዊ መንግሥት ሠራተኞች አዋጅ ቁጥር ፳፪/፲፱፻፺፬ እንደሚከተለው በዚህ አዋጅ ተሻሽሏል።

ከአዋጁ ክፍል አሥራ አንድ ቀጥሎ አዲስ ክፍል አሥራ ሁለት የታከለ ሲሆን የቀድሞው ክፍል አሥራ ሁለት ክፍል አሥራ ሦስት በመባል ታርጋ ከአንቀጽ ፹፰ ጀምሮ በውስጡ የሰፈሩት አንቀጾችም ይህንኑ ተጨማሪ ክፍልና አዲስ የገቡትን አንቀጾች መሠረት በማድረግ አንቀጽ ፺፫፣ ፺፬፣ ፺፭ እና ፺፮ ሆነው ተሽጋሽገዋል።

ክፍል አሥራ ሁለት
ስለ ልዩ የዲስፒሊን ሥነ-ሥርዓት
አሠራርና አፈፃፀም መርህ

፹፰. *ልዩ የዲስፒሊን እርምጃዎች አላማ*

ልዩ የዲስፒሊን እርምጃ አላማ በክልሉ ውስጥ እየተካሄደ ባለው የሲቪል ሰርቪስ ማሻሻያ ፕሮግራምን በተመለከተ ገንቢ ሚና ሊጫወቱ የማይችሉ ሠራተኞችን ከጠንካራ ሠራተኞች መለየትና የሲቪል ሰርቪስን የሰው ኃይል ማጥራት ነው።

፹፱. *ልዩ የዲስፒሊን ደንብ*

፩. በክልሉ ውስጥ የሲቪል ሰርቪስ ማሻሻያ ፕሮግራምን ተግባራዊ ለማድረግ ነባሩን የሲቪል ሰርቪስ የአሠራር ሂደትና የሥራ ሁኔታ በመገምገም በክልሉ ቀልጣፋና ሥነ-ምግባር

የተላበሰ የመንግሥት ሠራተኛ አስተዳደርና የአሠራር ሥርዓት ለማስፈን የክልሉ ምክር ቤት ልዩ የዲስፒሊን አፈጻጸም ደንብ ያወጣል።

፪. አግባብ ባለው የጡረታ ሕግ የተደነገገው እንደተጠበቀ ሆኖ ልዩ የዲስፒሊን እርምጃውን ለማስፈጸም በክልሉ ምክር ቤት የሚወጣው ደንብ በሚመለከታቸው ሠራተኞች ላይ የክልሉ መንግሥት የሠራተኞች አዋጅ ክፍል ዘጠኝ እና አሥራ አንድ ተፈጻሚነት አይኖራቸውም።

፺. *ስለ መንግሥት መሥሪያ ቤቶች ግዴታ*

፩. እያንዳንዱ የመንግሥት መ/ቤት የክልሉን መንግሥት ፖሊሲዎችና፣ ፕሮግራሞች ለማስፈጸም የሚያስችል አመቺ ሁኔታን ለመፍጠር ይቻላል ዘንድ በሥሩ የታቀፉትን ሠራተኞች ከሥራ ችሎታ፣ ተነሳሽነትና ሥነ ምግባር አንፃር በመገምገምና በመለየት ውጤቱን ለመሥሪያ ቤቱ የበላይ ኃላፊ የሚያቀርብ ኮሚቴ ያቋቁማል።

2. *Amendment*

The Oromia Regional State Civil Servants Proclamation No. 61/2002 is amended by this Proclamation as follows;

Next to part 11 of the Proclamation a new part 12 is added, and the previous part 12 is hereby changed to part 13, and Articles found beginning from Art. 88 are set based on these additional classes and newly entered Articles shifted to Art. 93, 94, 95 and 96.

PART 12
THE PERFORMANCE AND EXECUTION PRINCIPLES of the Special Disciplinary Procedure.

88. *The objective of the Special Disciplinary Measures*

The objective of the Special Disciplinary Measures is to screen out those workers who are not efficient and can't play a constructive role in the on going Civil Service Reform Program of the Region from those of hard working and to clarify the man power of the Civil Service.

89. *The Special Disciplinary Regulation*

- 1) To implement the Civil Service Reform Program in the Region, through evaluating the previous working process and condition of the Civil Service and to create efficient and well disciplined Governmental Civil Servant Administration and System of working with in the Region, the Council of the Region shall issue Regulation for the execution of the Special Disciplinary Measures.

- 2) Without prejudice to the provisions of the relevant pension law, those Civil Servants who fall under the Regulation issued by the Council of the Regional Government to put in effect the Special Disciplinary Measures, the Regional Civil Service Proclamation of part 9 and 11 are not applicable.

90. *Obligation of the Governmental Offices*

- 1) Every Governmental Office so as to create a possible condition to implement the Regional Governmental strategies, and programs shall form a committee under them who analyze and screen out workers based on Efficiency of work, motivation, discipline and present his findings to the Head of the Office.

2) Korichi hojjattoota addaan baasuu fi ramaaddii kennuuf ulaagaalee kanaa gadiitti ibsamaniin fayyadama.

(a) Imaammatoota fi sagan-taalee biyyatti guddisuuf bahan beekuu fi hojiirra oolchuuf qophaa'ina qabaachuu;

(b.) Hojiiwwan dam-maqinaan, tattaaffannaan, ariittiin, si'aayinaanifi qulqullinaan raawwachuu fi bu'aa qabatamaa agar-siisuu; dandeettii fi ga'uumsa qabaachuu;

(c) Malaammaltummaa irraa bilisaa ta'uu; gocha qisaasuu fi mancaasuu irraa qulqulluu ta'anii argamuu yookin dinagdee fi qabeenya mootummaa fi uummataatiif quuqama cimaa agarsiisuu;

(d) Dhaabbilee siyaasaa farra nageenyaa fi seeraan alaa keessatti hirmaanaa kan hin qabne ta'uu;

(e) Jijjiirama gurma'iinaa fi hojjimaata bulchiinsa naan-nichaa kan fudhatanii fi raawwii isaatiifs qophaa'a ta'anii argamuu.

3) Korichi maqaa hojjettoota ulaagaalee Keewwata kana keewwata xiqqaa (2) jalatti ibsaman guutuudhaan ramaddiidhaaf gahaa ta'anii argaman ittigaafatamaa ol-aanaa mana hojichaatiif dhiheessa.

4) Bu'aan hojii korichaa it-tigaafatamaa mana hojichaatiin erga ilaalamee booda walga'ii waliigalaa hojjattoota mana hojichaatiif dhihaatee irratti mari'atama.

5) Maqaan hojjettoota Mootum-maa ulaagaalee hin guutnee fi ramaddiidhaaf hin geenyee, akka barbaachisummaa isaatti, karaa it-tigaafatamaa olaanaa mana hojichaatiin Manneetti Maree Bulchiinsa Naannoo, Godinaa yookiin Aanaatiif sababa gahaa ta'e waliin dhihaatee murteen itti kennama.

6) Ramaddii dhoowatamuudhaan murtee kennamerratti hojjetaan komii qabu kamiyyuu mana maree bulchiinsaa sadarkaan itti aanee argamutti ol iyyachuu ni danda'a Murteen manni marichaa oliyyaticha dhaggeeffachuun ken-nus isa dhumaa ta'a.

፪. ኮሚቴው ሠራተኞችን ለመለየትና ምደባ ለመስጠት ከዚህ በታች የተመለከቱትን መስፈርቶች ይጠቀማል፡

ሀ. ሀገሪቱን ለማሳደግ የተነደፉ ፖሊሲዎችን፣ ፕሮግራሞችን የማወቅና በተግባር ለመተርጎም ዝግጁ መሆን፤

ለ. ሥራዎችን በትጋት፣ በታታሪነት፣ በፍጥነት፣ በትልተኛና በጥራት ማከናወንና ተጨባጭ ውጤት ማሳየት፣ ችሎታና ብቃት ያለው ሆኖ መገኘት፤

ሐ. በመስክ ያልተዘፈቀ፣ ከብከትነት የዐዳ ሆኖ መገኘት፣ ለመንግሥትና ለአገሪቱ ሀብትና ንብረት ብርቱ ተቆርቋሪነት ማሳየት፤

መ. በዐረ ሠላምና ሀገወጥ የፖለቲካ ድርጅቶች ውስጥ ተሳትፎ የሌለው ሆኖ መገኘት፤

ሠ. የመስተዳድሩን የአደረጃጀትና የአሠራር ለውጥ የመቀበልና ለተግባራዊነቱ ዝግጁ ሆኖ መገኘት።

፫. ኮሚቴው በዚህ አንቀጽ ንዑስ አንቀጽ ፪ ሥር የተመለከቱት መስፈርቶች አሟልተው በመገኘታቸው ለምደባ ብቁ የሆኑትን ሠራተኞች ዝርዝር ለመ/ቤቱ የበላይ ኃላፊ ያቀርባል።

፬. የኮሚቴው የሥራ ውጤት በመሥሪያ ቤቱ የበላይ ኃላፊ ከታየ በኋላ ለአጠቃላይ የመሥሪያ ቤቱ ሠራተኞች ስብሰባ ቀርቦ ውይይት ይደረግ በታል።

፭. መስፈርቶቹን ያሟሉና ለምደባ ያልበቁ የመንግሥት ሠራተኞች የስም ዝርዝር በመሥሪያ ቤቱ የበላይ ኃላፊ አማካኝነት እንደአግባቡ ለክልል፣ ለዞን ወይም ለወረዳ አስተዳደር ምክር ቤቶች ከበቁ ምክንያት ጋር ቀርቦ ውሳኔ ይሰጥበታል።

፮. ምደባ በመከላከል ምክንያት በተሰጠው ውሳኔ ቅሬታ ያለው የመንግሥት ሠራተኛ በሚቀጥለው እርከን ለሚገኘው የአስተዳደር ም/ቤት ይግባኝ ማቅረብ ይችላል። ይግባኙን የሚሰማው የመስተዳደር ም/ቤት ውሳኔ የመጨረሻውና ይግባኝ የሌለው ይሆናል።

2) The committee apply the following criteria during clarifying workers and giving position.

(a) Preparedness to know and implement the issued policies, strategies and programmes to develop the country

(b) Performing duties effectively, efficiency, promptly in quality and show tangible result, with having skill and efficiency.

(c) To be free from corruption to be seen free of dishonorable manner and maladministration or to show heartfelt for the Resource and Property of the Government and the People.

(d) To be found free from participation in anti peace and unlawful political parties.

(e) To be ready found to accept and prepare for the structural changes and the practices of the Regional Administration.

3) The committee present to the Head of the Office the list of those Civil Servants who meets the standard required pursuant to this Article of Sub Article (2) and found fit for position.

4) The committee's work result after being seen by the Head of the Office will be presented to the whole civil Servant meeting for further discussion.

5) The list of the name of those Civil Servants who do not meet the standard and are not fit for position as it is needed will be presented by the Head of the Office with tangible reason to the Regional Council or Zonal and Worada Administration Council and be decided.

6) Those Civil Servants who do not get position and have complain upon the decision can appeal to the next stage of the Administrative Council. The decision of the appeal by the appellate Council is final.

7) Haalumaa kamiiniyyuu murteen Manni Marii bulchiinsa Mootummaa Naannichaa kennu isa dhumaa fi ol-iyyannoo kan hin qabne ta'a.

91. *Tarreeffama Sirna Raawwii Tarkaanfii Naamusa Addaa*

1. Bu'uura qorannoo koree manneetii hojii Mootummaa keessatti dhaabbatuutiin, hojjetaan Mootummaa tokko rakkoowwan amallan kanatti aanaanii ibsaman tokkoof yookiin isaa biroof bitamaa ta'uun isaa yoo mirkanaa'e, akkaataa labsii kanaa fi Dambii labsicha raawwachiisuuf bahuutiin hojii irraa akka gaggeeffamu taasifama.

(a) Gocha malaammaltummaa keessa ballinaan kan seenee, yookiin Dinagdee fi qabeenyaa Mootummaa fi uummataa hanqina ofeegganootiin kan saamsiissee, duroomaa dhuunfaa isaa tiif yookiin nama birootiif kanoolche, sababa hanqina ifaa gahumsaa fi hanqina to'annootiin akka badu yookiin akka manca'uu kan godhe yoo ta'e;

(b) Miseensaa fi deggaraa dhaabbilee farraa nageenyaa ta'uun kan socho'u; hojii isaas ergma siyaasaa kanaaf kan oolchu;

(c) Adeemsa jijjiiramaa jalqabame dhugoomsuuf imaammatootaa fi tarsiimooowwan mootummaan baasee haata'u jedhee kan gufachiisu ta'uun isaa yoo mirkanaa'e;

(d) Hanqinni naamusaa ol-aanaan kan irraa mula'tu yoo ta'e;

(e) Ittigaafatamummaa hojii kenamuuf sababa hin taaneen kan baqatu, fedhii hojii kan hin qabnee fi rakkoo kaka'uumsaa kan qabu yoo ta'e;

(f) Raawwii inni hojiiwwan raawwateen qabu yoo gamaagamamu akka waliigalaatti hanqina gahuumsaa yookiin dandeettii kan qabu yookiin kan rakkoon irraa mul'atu yoo ta'e;

(g) Firooma yookiin naannumaadhaan kan hojjetu; sababa kanaanis tajaajilamaa walqixa kan hin tajaajile yoo ta'e;

፯. በማንኛውም ሁኔታ ቢሆን የክልሉ መንግሥት የመስተዳድር ምክር ቤት የሚሰጠው ውሳኔ የመጨረሻና ይግባኝ የማይጠየቅበት ይሆናል።

፺፩. ዝርዝር የልዩ ዲስፒሊን እርምጃ አፈፃፀም ሥነ-ሥርዓት

፩. በመንግሥት መሥሪያ ቤት በሚቋቋመው ኮሚቴ ግምገማ መሠረት አንድ የመንግሥት ሠራተኛ ከሚከተሉት ችግሮች በአንዱ ወይም በሌላው የተመለከተው ባህሪ ተገዥ መሆኑ ከታወቀ በዚህ አዋጅና አዋጁን ለማስፈፀም በሚወጣው ደንብ መሠረት ከሥራ እንዲሰናበት ይደረጋል። ይኸውም፡

ሀ. በመሰናበት ተግባር የተዘፈቀ ወይም የመንግሥትና የሕዝብን ሀብትና ንብረት ጥንቃቄ በጎደለው እኳኋን ያዘረፈ ለግሉ ወይም ለሌላው ሰው ብልጽግና ያዋለ ወይም ከግልጽ የብቃትና የቁጥጥር ማነስ የተነሣ እንዲጠፋ ወይም እንዲባከን ያደረገ ከሆነ፤

ለ. የዐረ ሠላም ድርጅቶች አባልና ደጋፊ በመሆን የተንቀሳቀሰ ሥራውን ለዚህ የፖለቲካ ተልዕኮ ያዋለ፤

ሐ. የተጀመረውን የለውጥ ሂደት ገቢራዊ ለማድረግ መንግሥት ያወጣቸውን ፖሊሲዎችና ስትራቴጂዎች ሆኑ ብሎ የሚያደናጅቅ መሆኑ ከተረጋገጠ፤

መ. ጉልህ የሥነ ምግባር ጉድለት የሚታይበት ከሆነ፤

ሠ. የሚሰጠውን የሥራ ኃላፊነት በሰበብ አስባቡ የሚሸሽፍ፤ የሥራ ፍላጎት የሌለውና የተነሳሽነት ችግር ያለበት ከሆነ፤

ረ. ባከናወናቸው ተግባራት ላይ ያለው የሥራ አፈፃፀም ሲገመገም በአጠቃላይ የብቃት ወይም የችሎታ ጉድለት ያለበት ወይም ችግር የሚንፀባረቅበት ከሆነ፤

ሰ. በዘመድ አካማድና አካባቢያዊነት የሚሠራ፤ በዚህ ምክንያት እኩል የማያገለግል ከሆነ፤

7) In any circumstance the decision of the Council of the Regional Government is final and appeal can't be asked on or is not allowed.

91. *Specification of the Special disciplinary Measure Excution Principle*

1) Based on evaluation made by the committee formed in the Governmental Office of Civil Servant who is to be found and proved familiar with one or another of the following mentioned problems, will be fired by these Proclamations and by the Regulations which will be issued to execute the proclamation.

(a) He who is highly corrupted or incaution manner paved the way for robbery the resource and property of the government and the people and keep it for his personal prosperity or for the others or made it to be lost or unnecessary wastage due to clear inefficiency and luck of supervision.

(b) He who acts as a member and supporter of anti peace organization, perform his duty for these political mission.

(c) He who is found and proved to stumple intentionally the issued policies, strategies of the government that realize the process of change started.

(d) When clear disciplinary problem is seen on.

(e) He who refracts the responsibility of work given to him by giving unnesessary reasons, or has no work feeling and has encourage problem.

(f) When his work performance is evaluated in general manifest inefficiency or luck of potential or the problem is seen from.

(g) He who performs his duty based on fellowship, college in partiality and who do not treat the customer equality.

(h) Gahumsaafi dandeettii isaa yookiin ishee malee kan ramadame yookiin kan ramade yoo ta'e;

2) Maqaan hojjetaa Mootummaa hir'inoonni armaan olii isarratti waan mul'ateef hojiirraa gaggeeffamu qabu karaa ittigaafatamaa olaanaa mana hojichaatiin Manneetii maree Bulchiinsaa Naannoo, Godinaa yookiin Aanaatiif sababa gahaa ta'e waliin dhihaatee murteen itti kenname.

3) Hojjataan Mootummaa murtee gaggeeffamaa mana marichaatiin kennameerratti komii qabu kamiyyuu Manni Maree Bulchiinsaa sadarkaa itti aanee argamutti ol iyyachuu ni danda'a. Murteen Manni Marichaa ol-iiyyaticha dhaggeeffachuun kennus isa dhumaa ta'a.

4) Haaluma kamiiniyyuu murteen Manni Marii Bulchiinsa Mootummaa Naannichaa kennu isa dhumaa fi ol-iiyyannoo kan hin qabne ta'a.

5) Murteen hojii irraa-gaggeeffamuu sadarkaa hundarratti akkaataa labsii kanaatiin kenname hojii irra ooluu kan danda'u murtichi Mana Maree Bulchiinsa Mootummaa Naannichaatiin yoo ragge'e qofaa dha.

92. Yeroo Tarkaanfiin Naamusa Addaa Kuni Hojiirraa Itti Turu

1) Manni Maree Bulchiinsa Mootummaa Naannichaa adeemsa hojjettota Mootummaa irraa deebi'ee gurmeessuu keessatti haalli tarreeffamaa sirni Naamusa addaa kuni itti raawwatamu kan murtaa'u Dambii Manni Maree Bulchiinsa

Mootummaa Naannichaa baasuun yoo ta'u, yeroon sirni naamusa addaa kun ragga'e itti turus hanga waggaa tokkoo qofaaf ta'a.

ሸ. ያለብቃቱ የሚመድብ ወይም ተመድቦ የተገኘ ከሆነ ነው።

፪. ከላይ የተገለፁት ጉድለቶች በመንፀባረቃቸው ምክንያት ከሥራ መሠናበት ያለበት የመንግሥት ሠራተኛ ስም በመ/ቤቱ የበላይ ኃላፊ በኩል ለክልሉ መስተዳድር ምክር ቤት፣ ለዞን ወይም ለወረዳ አስተዳደር ምክር ቤት ከበቂ ምክንያት ጋር ቀርቦ ውሳኔ ይሰጥበታል።

፫. በምክር ቤቱ በሚሰጠው የስንብት ውሳኔ ላይ ቅሬታ ያለው ማንኛውም የመንግሥት ሠራተኛ በሚቀጥለው እርከን ለሚገኘው የአስተዳደር ምክር ቤት ይግባኝ ማቅረብ ይችላል። ይግባኙን የሚሰማው የአስተዳደር ምክር ቤት ውሳኔ የመጨረሻ ይሆናል።

፬. በማንኛውም ሁኔታ የክልሉ መስተዳድር ምክር ቤት የሚሰጠው ውሳኔ የመጨረሻውና ይግባኝ የሌለው ይሆናል።

፭. በዚህ አዋጅ መሠረት በየትኛውም ደረጃ የተወሰደ ከሥራ የማሰናበት ውሳኔ በሥራ ላይ ሊውል የሚችለው ውሳኔው በክልሉ መስተዳድር ምክር ቤት ሲረጋ ብቻ ነው።

፮. ልዩ የዲስፒሊን ሥነ-ሥርዓቱ
ሥራ ላይ ስለሚቆይበት ጊዜ

፩. የክልሉ መስተዳድር ምክር ቤት የመንግሥት ሠራተኞችን እንደገና በማደራጀት ሂደት ውስጥ ልዩ የዲስፒሊን ሥነ-ሥርዓቱ ዝርዝር አፈፃፀም የሚወስነው የክልሉ ምክር ቤት በሚያወጣው ደንብ መሠረት ሲሆን ይህ ልዩ የሥነ-ሥርዓት ደንብ ፀንቶ በሥራ ላይ የሚቆይበት ጊዜ እስከ አንድ ዓመት ብቻ ይሆናል።

(h) He who is assigned with out his efficiency and potential or who assigned the others.

2) The name of Civil Servants who are to be fired pursuant to manifestation of the above mentioned problem will be presented with full reason by the Head of the Office to the Council of the Regional Government or Zonal and Wereda Administration Council and gets decision.

3) Any Civil Servant who has complain over the firing decision of the Council has a right to appeal to the Administration Council found in the next stage. The decision of the Administrative Council that hear the appeal is final.

4) In any circumstance the decision given by the Regional Governmental council is final and appeal is not allowed.

5) In accordance to this Proclamation, at any stage the decision of firing a civil Servant can be executed only when it is approved by the Council of the Regional Government.

92. The Endurance of the Special Disciplinary Measure

1) On the process of re-organizing the Civil Servants by the Council of the Regional Government the conditions of the specification of the Special Disciplinary Measures to be implemented is decided based on the Regulation issued by the Council of the Regional Government, and then endurance of this Special Disciplinary Measures would be only for one year.

2) Keewwata kana keewwataa xiqqaa (1) jalatti kan tumaame yoo jiraateyyuu, Manni Maree Bulchiinsa Naannicha barbaachisaa ta'e yoo argu, haala tarkaanfiin walfakaatu itti fudhatamu ilaalchise Dambii addaa labsii kanaa wajjiin walsimu baasuu fi hojii irraa oolchuu aangoon keen-nameeraaf.''

3) Yeroo Labsichi Itti Ragga'u Labsiin kun Gurdhala 29, Bara 1996 irraa eegallee kan ragga'e ta'a.

ADAAMAA

Guraandhala 29, 1996

JUNEYIDDII Saaddoo

Pireezidaantii Bulchiinsa

Mootummaa NAANNOO

Oromiyaa

፩. በዚህ አንቀጽ በንዑስ አንቀጽ ፩ ሥር የተደነገገው ቢኖርም የክልሉ መስተዳድር ም/ቤት አስፈላጊ ሆኖ ሲያገኘው ተመሳሳይ የሆነ እርምጃ የሚወስድበትን ከዚህ አዋጅ ጋር የሚጣጣም ሌላ ልዩ ደምብ ለማውጣትና በሥራ ላይ ለማዋል ሥልጣን ተሰጥቶታል ።

፪. አዋጁ የሚወጣበት ጊዜ ይህ አዋጅ ከየካቲት ፳፱/፲፱፻፺፮ ዓ.ም ጀምሮ የፀና ይሆናል ።

አዳማ

የካቲት ፳፱/፲፱፻፺፮

ጁንዲን ሳይ

የአሮሚያ ብሔራዊ ክልላዊ

መስተዳድር ፕሬዝዳንት

2) Notwithstanding the provision of this Article Sub Article (1) the Council of the Regional Government is here by given authority when found necessary to issue another Regulation upon which it takes similar measures and make applicable.

3. **Effective Date**

This Proclamation shall enter into force as of the 8th date of March 2004.

ADAMA

JUNEDI SADOO

President of the Oromia

Regional Government

ብርሃንን ላለም ማተሚያ ድርጅት