



Waggaa 17<sup>th</sup>aa Lak..... 146/2004  
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**MAGALATA OROMIYAA**  
**መገለተ ኦሮሚያ**  
**MEGELETA OROMIA**

Gatii Tokkoo _____ ያንዱ ዋጋ _____ Unit Price _____	To'annoo Caffee Mootummaa Naannoo Oromiyaatiin kan Bahe በኦሮሚያ ብሔራዊ ክልላዊ መንግሥት በጨራ ኦሮሚያ ጠባቂነት የወጣ	Lakk S. Poostaa _____ ፖ.ሣ. ቁጥር _____ P.O. Box _____
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<u>Qabiyyee</u>	<u>ማውጫ</u>	<u>Content</u>
<u>Dambii Lak. 146/2004</u> Dambii Qondaalaa Hordoffii Dagaagina Naamusaa Manneen Hojii Mootummaa fi Dhaabbilee Misooma Mootummaa Keessatti Hundeessuu Bahe	<u>ደንብ ቁጥር 146/2004</u> በመንግሥት መሥሪያ ቤቶች እና በመንግሥት የልማት ድርጅቶች ውስጥ የሥነ ምግባር ክትትልና ማበልፀጊያ መኮንን ለማቋቋም የወጣ ደንብ	<u>Regulation No: 146/2012</u> Regulation to Establish Code of Conduct Enhancement Following Up Officer in Government Offices and Public Enterprises
<u>Dambii Lak. 146/2004</u> Dambii Qondaalaa Hordoffii Dagaagina Naamusaa Manneen Hojii Mootummaa fi Dhaabbilee Misooma Mootummaa Keessatti Hundeessuu Bahe Tajaajila manneen hojii mootummaa fi dhaabbilee	<u>ደንብ ቁጥር 146/2004</u> በመንግሥት መሥሪያ ቤቶች እና በመንግሥት የልማት ድርጅቶች ውስጥ የሥነ ምግባር ክትትልና ማበልፀጊያ መኮንን ለማቋቋም የወጣ ደንብ በመንግሥት መሥሪያ ቤቶችና	<u>Regulation No: 146/2012</u> Regulation to Establish Code of Conduct Enhancement Following Up Officer in Government Offices and Public Enterprises Whereas; it is found to extend a system which enable to

<p>misooma mootummaa keessatti kennamu saffisaa, iftoomina kan qabuu fi maalamaaltummaa fi hojimaata badaa sirreessuu dandeessisu diriirsuun barbaachisaa ta'ee waan argameef; Manneen Hojii mootummaa fi dhaabbilee misoomaa Mootummaa sadarkaa hundatti argaman keessatti caasaalee dagaagina naamusaa qindeessanii fi hordofan akkasumas itti gaafatamtoota ol'aanaa manneen Hojii mootummaa fi dhaabbilee misooma mootummaatiif gorsan fi deeggarsa kennaan hundeessuun barbaachisaa ta'ee waan argameef; Akkaataa labsii lakk. 163/2003 keewwata 65(2)tiin dambiin kanatti aanu bahee jira.</p> <p style="text-align: center;"><b>Kutaa Tokko</b> <b>Tumalee Waliigalaa</b></p> <p><b>1. Mataa Duree Gabaabaa</b> Dambiin kun “Dambii Qondaala Hordoffii Dagaagina Naamusaa Manneen Hojii Mootummaa fi Dhaabbilee Misoomaa Mootummaa Keessatti Hundeessuuf Bahe Dambii lakk. 146/2004” jedhamee waamamuu ni danda’aa.</p> <p><b>2. Hiika</b> Akkaataan jechiichaa hiika</p>	<p><b>በመንግሥት የልማት ድርጅቶች ውስጥ የሚሰጠው አገልግሎት ቀልጣፋ፣ ግልፅነት ያለው እና ሙስናና ብልሹ አሠራርን ለማስተካከል የሚያስችል አሠራር መዘርጋት አስፈላጊ ሆኖ በመገኘቱ፤</b></p> <p><b>በየደረጃው በሚገኙ የመንግሥት መሥሪያ ቤቶችና በመንግሥት የልማት ድርጅቶች ውስጥ የሥነ ምግባር ማበልፀጊያ አቀናጆች እና የሚከታተሉ እንዲሁም በመንግሥት መሥሪያ ቤቶችና በመንግሥት የልማት ድርጅቶች ውስጥ ለበላይ ሃላፊዎች ምክርና እገዛ የሚሰጡ መዋቅሮችን መመሥረት አስፈላጊ ሆኖ በመገኘቱ፤</b></p> <p><b>በአዋጅ ቁጥር 163/2003 አንቀጽ 65(2) መሰረት የሚከተለው ደንብ ወጥቷል፡፡</b></p> <p style="text-align: center;"><b>ክፍል አንድ</b> <b>ጠቅላላ ድንጋጌዎች</b></p> <p><b>1. አጭር ርዕስ</b> ይህ ደንብ “በመንግሥት መሥሪያ ቤቶችና በመንግሥት የልማት ድርጅቶች ውስጥ</p>	<p>make the services provided in government offices and public enterprises to be speedy transparent and which help to correct corruption and mal practices; <b>Whereas;</b> it is found necessary to establish the structures which coordinate and follow up the code of conduct enhancement and advice and support the heads of general managers of government offices and public enterprises found at all levels;</p> <p><b>Now, therefore;</b> in accordance with article 65/2 of proclamation No: 163/2011, the following regulation is hereby issued:</p> <p style="text-align: center;"><b>Part One</b> <b>General Provisions</b></p> <p><b>1. Short Title</b> This regulation may cite as “A Regulation to Establish Code of Conduct Enhancement Following up Officer in Government Offices and Public Enterprises No.</p>
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<p>biro kan kennisiisuuf yoo ta'e malee dambii kana keessatti,</p> <p>1) <b>"Komishiinii"</b> jechuun Komishinii Naamusaa fi Farra Malaammaltummaa Naannoo Oromiyaati,</p> <p>2) <b>"Labsii"</b> jechuun Labsii Komishiin Naamusaa fi Farra Maalaammaltummaa Naannoo Oromiyaa hundeessuuf bahe labsii lakk.71/1995 jechuudha</p> <p>3) <b>"Yeroo Hordoffii fi Dagaagina Naamusaa"</b> jechuun manneen hojii mootummaa fi dhaabbilee misooma mootummaa keessatti garee hojii hordofii dagaaggina naamusaa hojatuu jechuudha.</p> <p>4) <b>"Qondaala Naamusaa"</b> jechuun manneen hojii mootummaa fi dhaabbilee misooma mootummaa naannichaa keessatti ogeesa dagaagina naamusaa qindeessuu fi hordofu jechuudha.</p> <p>5) <b>"Mana Hojii Mootummaa"</b> jechuun mana hojii mootummaa naannicha keessatti argamu ta'e guutummaa guutuutti</p>	<p><b>የሥነ ምግባር ክትትልና ማበልፀጊያ መኮንን ለመመስረት የወጣ ደንብ ቁጥር 146/2004 ተብሎ" ሊጠቀስ ይችላል።</b></p> <p><b>2. ትርጓሜ</b></p> <p>የቃሉ አገባብ ሌላ ትርጉም የሚሰጠው ካልሆነ በስተቀር በዚህ ደንብ ውስጥ፡-</p> <p>1) <b>"ኮሚሽን" ማለት የኦሮሚያ ክልል የሥነ ምግባርና ፀረ ሙስና ኮሚሽን ማለት ነው።</b></p> <p>2) <b>"አዋጅ" ማለት የኦሮሚያ ክልል የሥነ ምግባርና ፀረ ሙስና ኮሚሽን ማቋቋም የወጣ አዋጅ ቁጥር 71/1995 ማለት ነው።</b></p> <p>3) <b>"የሥነ ምግባር ክትትልና ማበልፀጊያ ቡድን" ማለት በመንግሥት መሥሪያ ቤቶችና በመንግሥት የልማት ድርጅቶች ውስጥ የሥነ ምግባር ክትትልና ማበልፀጊያ ሥራን የሚሠራ ቡድን ማለት ነው።</b></p> <p>4) <b>"የሥነ ምግባር መኮንን" ማለት በመንግሥት መሥሪያ ቤቶችና</b></p>	<p>146/2012"</p> <p><b>2. Definitions</b></p> <p>Unless the context requires otherwise in this regulation:</p> <p>1) <b>"Commission"</b> means ethics and anti-corruption commission of Oromia region;</p> <p>2) <b>"Proclamation"</b> means proclamation to establish ethics and anti-corruption commission of Oromia region No: 71/2003;</p> <p>3) <b>"Code of Conduct Following Up and Enhancement Team"</b> means a team which performs an activities of following up of code of conduct enhancement in government offices and public enterprises of the region;</p> <p>4) <b>"Code of Conduct Officer"</b> means an expert who organize and follow up code of conduct enhancement</p>
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<p>yookiin gar-tokkeedhaan baajata mootummaatini kan buluu fi hojiin mootummaa naannichaa kamiyyuu keessaattii kani raawwaatamu jechuudha.</p> <p>6) <b>“Dhaabbilee Misooma Mootummaa”</b> jechuun dhaabbilee misoomaa guutummaan ykn gar-tokkeen mootummaadhaan hundeeffamee hojii omishaa, rabsaa, ijaarsaa fi kenna tajaajilaa yookiin hojiiwwan misooma dinagdee fi daldalaa biro waliin wal-qabatan irratti bobba’e jechuudha.</p> <p>7) <b>“Hogganaa Ol’aanaa”</b> jechuun mana hojii mootummaa yookaan dhaabbilee misooma mootummaa kamiyyuu keessatti itti gaafatamaa kan ta’e yookaan hooganummaadhaan kan geggeessu jechuudha.</p> <p>8) <b>“Hojjataa”</b> jechuun mana hojii mootummaa yookaan dhaabbilee misooma mootummaa keessatti qaxaramee yookaan ramadamee yookaan muudamee nama hojjatu</p>	<p>በመንግሥት የልማት ድርጅቶች ውስጥ የሥነ ምግባር ማበልፀጊያ አቀናጅና የሚከታተል ባለሙያ ማለት ነው።</p> <p>5) <b>“የመንግሥት መሥሪያ ቤት”</b> ማለት በክልሉ ውስጥ የሚገኝ የመንግሥት መሥሪያ ቤት ሆኖ ሙሉ በሙሉ ወይም በከፊል በመንግሥት በጀት የሚተዳደርና ማንኛውም የክልሉ መንግሥት ሥራ በውስጡ የሚከናወንበት ማለት ነው።</p> <p>6) <b>“የመንግሥት የልማት ድርጅቶች”</b> ማለት በሙሉ ወይም በከፊል በመንግሥት የተመሠረቱና የማምረት ፣ የማከፋፈል፣ የግንባታ እና አገልግሎት ሰጭ ሥራዎች ጋር የተያያዙ ሥራዎች ላይ የተሰማሩ ድርጅቶች ማለት ነው።</p> <p>7) <b>“ዋና ሃላፊ”</b> ማለት በማንኛውም የመንግሥት መሥሪያ ቤት ወይም የመንግሥት የልማት</p>	<p>in the government offices and public Enterprises of the region;</p> <p>5) <b>“Government Office”</b> means a government office in the region which is fully or partially administered by the government budget and in which any regional government activity is performed;</p> <p>6) <b>“Public Enterprise”</b> means public Enterprises which is fully or partially established by the government and engaged in production, distribution, construction and service provision activities or other activities related to economic development and trade;</p> <p>7) <b>“General Manager”</b> means a head of any government office or</p>
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<p>jechuudha.</p> <p><b>3. Ibsa Saalaa</b></p> <p>Dambii kana keessatti jechi saala dhiiraatiin ibsame dubartiis ni dabalata.</p> <p><b>4. Daangaa Raawwaatiinsaa</b></p> <p>Dambiin kun mana hojii mootummaa fi dhabbilee misoomaa mootummaa naannicha kamiyyuu irratti raawwatiinsa ni qabaata.</p> <p><b>5. Hundeeffamaa fi Itti Waamama Qondaala yookiin garee hordoffii fi dagaagina namusaa</b></p> <p>Mana Hojii mootummaa fi dhabbilee misooma mootummaa naanichaa kamiyyuu keessatti:-</p> <p>1) Qondaala yookiin garee hordoffii fi dagaagina namusaa dambii kanaan hundeeffameera.</p> <p>2) Itti waamamni qondaala hordoffii dagaagina naamusaa hogganaa ol'aanaa mana hojichaa yookiin dhaabbatichaaf ta'a.</p> <p>3) Keewwata kana keewwata xiqqaa 2 jalatti kan tumame akkuma eegametti</p>	<p>ድርጅቶች ውስጥ ሃላፊ የሆነ ወይም በሃላፊነት የሚመራ ማለት ነው።</p> <p><b>8) “ሠራተኛ” ማለት</b> በመንግሥት መሥሪያ ቤት ወይም በመንግስት የልማት ድርጅቶች ውስጥ ተቀጥሮ ወይም ተመድቦ ወይም ተሹሞ የሚሰራ ሰው ማለት ነው።</p> <p><b>3. የጾታ አገላለጽ</b></p> <p>በዚህ ደንብ ውስጥ በወንድ ጾታ የተገለፀው የሴት ጾታንም ይጨምራል።</p> <p><b>4. የተፈጻሚነት ወሰን</b></p> <p>ይህ ደንብ በማንኛውም የክልሉ የመንግስት መሥሪያ ቤትና በመንግስት የልማት ድርጅቶች ላይ ተፈጻሚነት ይኖረዋል።</p> <p><b>5. የሥነ ምግባር መኮንን ወይም የሥነ ምግባር ክትትልና ማበልፀጊያ ቡድን መመስረትና ተጠሪነት</b></p> <p>በማንኛውም የክልሉ መንግስት መሥሪያ ቤትና በመንግሥት የልማት ድርጅቶች ውስጥ:-</p> <p>1) የሥነ ምግባር መኮንን እና የሥነ ምግባር ክትትልና</p>	<p>public Enterprise or who manage as head;</p> <p>8) “Worker” means any person who employed or assigned or appointed and works in a government office or public Enterprise.</p> <p><b>3. Gender Description</b></p> <p>In this regulation, any expression in masculine gender shall also be applicable for feminine gender.</p> <p><b>4. Scope of Application</b></p> <p>This regulation shall be applicable on any government office and public Enterprise.</p> <p><b>5. Establishment and accountability of code of conduct following up and enhancement officer or team.</b></p> <p>In any government office and public Enterprise of the region:-</p> <p>1) Code of conduct following up and enhancement officer or team has been</p>
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<p>ta'ee qondaalli yookiin gareen hordoffi fi dagaagina naamusaa komishinicha waliin walitti dhufeenya hojii ni qabaata.</p> <p><b>6. Kaayyoo</b></p> <p>Qondaalli naamussaa yookiin gareen hordoffii fi dagaagina naamusaa kaayyoowwan armaan gadii ni qabaata.</p> <p>1) Manneen hojii mootummaa fi dhaabbilee misooma mootummaa keessatti hojjatoota naamusa gaarii , miira tajaajiltummaa ummataa , itti gaafatamumaa akkasummas dammaqina qabanii fi malaammaltummaa fi hojimaata badaa baachuu hin dandeenye horachuu.</p> <p>2) Yakka malaammaltummaa fi hojimaata badaa ittisuu, saaxiluu yookiin akka saaxilamu gochuu, akka qoratamu yookiin shakkamtoota irraati tarkaanfiin seeraa barbaachisaa ta'e akka fudhatamu komishiinicha beekisisuu.</p> <p style="text-align: center;"><b>Kutaa Lama</b></p>	<p><b>ማበልጸጊያ ቡድን በዚህ ደንብ ተመስርቷል።</b></p> <p>2) <b>ሥነ ምግባር ክትትልና ማበልጸጊያ መኮንን ተጠሪነት ለመሥሪያ ቤቱ ወይም ለድርጅቱ ዋና ሃላፊ ይሆናል።</b></p> <p>3) <b>በዚህ አንቀጽ ንዑስ አንቀጽ 2 ሥር የተደነገገው እንደተጠበቀ ሆኖ የሥነ ምግባር ክትትልና ማበልጸጊያ መኮንን ወይም ቡድን ከኮሚሽኑ ጋር የሥራ ግንኙነት ይኖረዋል።</b></p> <p><b>6. ዓላማ</b></p> <p><b>የሥነ ምግባር መኮንን ወይም የሥነ ምግባር ክትትልና ማበልጸጊያ ቡድን የሚከተሉት ዓላማዎች ይኖረዋል፡-</b></p> <p>1) <b>በመንግሥት መሥሪያ ቤቶችና በመንግሥት የልማት ድርጅቶች ውስጥ ጥሩ ስነ ምግባር፣ የህዝብ አገልጋይነት ስሜት፣ ተጠያቂነት እንዲሁም ንቃት ያላቸው እና ሙስናና ብልሹ አሠራርን መሸከም የማይችሉ ሠራተኞችን</b></p>	<p>established by this regulation;</p> <p>2) The accountability of the code of conduct following up enhancement officer shall be to the general manager of the office;</p> <p>3) Without prejudice to the sub-article (2) of this article, the code of conduct following up and enhancement officer or team shall have work relationship with the commission.</p> <p><b>6. Objective</b></p> <p>Code of conduct following up and enhancement officer or team shall have the following objectives:-</p> <p>1) Producing workers having good code of conduct, responsive to the public, accountable and awareness as well as who is unable to shoulder corruption and mal practices;</p> <p>2) Preventing, exposing or cause to exposed</p>
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<p><b>Gurmaa'ina, Aangoo fi Gahee Hojii Qondaala Hordoffii Dagaagina Naamusaa</b></p> <p><b>7. Gurmaa'ina</b></p> <p>1) Gareen hordoffii dagaagina naamusaa akkaataa haala bal'inaa fi amala hojii mana hojjechaa yookiin dhaabbata misoomichaatti qondaala naamusaa yookiin garee naamusaa fi hojjatoota kan biro hojjichaaf barbaachisaan ni qabaata. Haallii rawii isaa qajeelfama baahuun kan murta'u ta'a.</p> <p>2) Manni hojiiichaa yookiin dhaabbatni misoomichaa caasaalee of jalatti yoo qabaate dameewwan yookiin caasaalee isaa keessatti garee hordoffii dagaagina naamusaa yookiin qondaala naamusaa ni gurmeessa.</p> <p><b>8. Angoo fi hojii Qondaala Naamusaa yookiin Garee Hordoffii Dagaagina Naamusaa</b></p> <p>1) Hojiiwwan hordoffii fi dagaagina namusaa ni karoorra, ni qindeessa, ni raawwata, qajeelfama naamusa mana hojichaa</p>	<p><b>ማፍራት፤</b></p> <p>2) የሙስና ወንጀል እና ብልሹ አሠራርን መከላከል፤ ማጋለጥ ወይም እንዲጋለጥ ማድረግ እንዲመረመር ወይም በተጠርጣሪዎች ላይ አስፈላጊ የሆነ ህጋዊ አርምጅ እንዲወስድ ኮሚሽኑን ማሳወቅ፤</p> <p><b>ክፍል ሁለት</b></p> <p><b>የሥነ ምግባር ክትትልና ማበልጸጊያ መኮንን</b></p> <p><b>አደረጃጀት፣ ሥልጣንና የሥራ ድርሻ</b></p> <p><b>7. አደረጃጀት</b></p> <p>1) የሥነ ምግባር ክትትልና ማበልጸጊያ ቡድን እንደ መሥሪያ ቤቱ ወይም ድርጅቱ የሥራ ስፋትና ባህርይ የሥነ ምግባር መኮንን ወይም የሥነ ምግባር ቡድንና ለሥራው አስፈላጊ የሆኑ ሌሎች ሠራተኞች ይኖሩታል፤ የአፈፃፀሙ ሁኔታ በሚወጣው መመሪያ የሚወሰን ይሆናል፤</p> <p>2) መሥሪያ ቤቱ ወይም</p>	<p>and investigated corruption crimes and mal practices or notifying to the commission for the necessary measure to be taken.</p> <p><b>Part Two</b></p> <p><b>Organization, Power and Duties of Code of Conduct</b></p> <p><b>Following up and Enhancement</b></p> <p><b>7. Organization</b></p> <p>1) The code of conduct following up and enhancement team shall have code of conduct officer or team and other workers necessary for the activity in according to the size and work character of the office or public Enterprise; its implementation shall be decided by the directive to be issued;</p> <p>2) The office or public Enterprise shall</p>
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<p>yookiin dhaabbata misoomichaa ni qopheessa, akka qophaa'uu ni taasisaa, raawwii isaa ni hordofa.</p> <p>2) Seeronni farra malaammaltummaa mana hojiichaa yookiin dhaabbata misoomichaa keessa jiraachuu fi kabajamuu isaanii ni hordofa, hogganaa ol'aanaa fi hojjatoonni seeroota farra malaammaltummaa, fi hojiimaata badaa fi qabsoo farra malaammaltummaa irratti hubannoo akka qabatan barumisa Namusaa ni kana yookiin akka keennamu tassisa.</p> <p>3) Seeronnii dambii fi qajeelfama bulchiinsa faayinaansii fi bulchiinsa hojjataoota kan qaxarrii, guddinaa, jijjiirraa jiraachuu isaanii ni mirkaneeffataa, kan hin guutamne yoo jiraate akka guuttaman yaada itti gaafatamaa yookiin hogganaa ol'aanaaf ni dhiyeessa, raawwii isaas ni hordofa,</p> <p>4) Qaxarrii, guddina, jijjiirraa,</p>	<p>የልማት ድርጅቱ በሥሩ መዋቅሮች ካሉት በቅርንጫፉ ወይም በማዋቅሮቹ ውስጥ ሥነ ምግባር ክትትልና ማበልጸጊያ ቡድን ወይም የሥነ ምግባር መኮንን ያደራጃል።</p> <p><b>8. የሥነ-ምግባር መኮንን ወይም የሥነ ምግባር ክትትልና ማበልጸጊያ ቡድን ሥልጣንና ተግባር</b></p> <p>1) የሥነ ምግባር ክትትልና ማበልጸጊያ ሥራዎችን ያቅዳል፤ ያቀናጃል፤ ይፈጽማል፤ የመሥሪያ ቤቱን ወይም የልማት ድርጅቱን የሥነ ምግባር መመሪያን ያዘጋጃል፤ እንዲዘጋጅ ያስደርጋል፤ አፈፃፀሙን ይከታተላል፤</p> <p>2) የፀረ ሙስና ህጎች በመሥሪያ ቤቱ ወይም በልማት ድርጅቱ ውስጥ መኖራቸውንና መከበራቸውን ይከታተላል፤ ዋና ሃላፊው እና ሠራተኞች በፀረ ሙስና ህጎች እና</p>	<p>organize the code of conduct following up and enhancement team or code of conduct officer in its branches or structures where it has structures under it.</p> <p><b>8. Power and Duties of Code of Conduct Following Up and Enhancement Officer or Team</b></p> <p>1) Plan's, coordinate, perform code of conduct following up and enhancement activities prepare or cause to be prepared the directive of code of conduct of the office or public enterprise; follow up its implementation;</p> <p>2) Follow up the presence and respect of anti-corruption laws in the office or public Enterprise provide or cause to be provided ethical education to make the general</p>
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<p>leenjii, bittaa qabeenyaa yookiin tajaajila yookiin waliigaltee kamiyyuu kan ilaallatu seeraa, dambii fi qajeelfamni cabeera jedhee yammuu amanu hogganaa mana hojichaa yookiin dhaabbatichaa ni beeksisa, raawwii isaas ni hordofa, furmaati kan hin kennamneef yoo ta'e komishinichaaf ni gabaasa.</p> <p>5) Qo'annoo malaammaltummaa fi hojmaata badaaf qaawwaa qaban irratti ni gaggeesa, kan komishiinichii gaggeesu fi deggersa ni kenna, kallattii fi yaada furmaataa kennaman akka hojii irra oolan ni taasisa.</p> <p>6) Hir'ina naamusaa, hojmaata badaa, yakki malaammaltummaa raawwatamuu isaa yoo shake yookiin eeruun yoo dhihaateef ni galmeessa. Hogganaa mana hojichaa yookiin dhaabbatichaa ni beeksisa, Komishinichaafis ni gabaasa.</p> <p>7) Gabaasa odii tara keessaatiin yookiin odii tara alaatiin dhiyaate akka</p>	<p>ብልሹ አሠራሮች እና በፀረ ሙስና ትግል ላይ ግንዛቤ እንዲኖራቸው የሥነ ምግባር ትምህርት ይሰጣል፤ እንዲሰጥ ደርጋል፤</p> <p>3) የፋይናንስና የሠራተኞች አስተዳደር የዕድገት፣ የዝውውር ህጎች፣ ደንብና መመሪያ መኖራቸውን ያረጋግጣል፤ ያልተሟሉ ከሆነ እንዲሟሉ ለተጠሪው ወይም ለዋና ሃላፊው ሃሳብ ያቀርባል፤ አፈፃፀሙንም ይከታተላል፤</p> <p>4) ቅጥር፣ ዕድገት፣ ዝውውር፣ ሥልጠና፣ የንብረት ወይም አገልግሎት ግዥ ወይም ማንኛውም ውል በሚመለከት ህግ፣ ደንብ እና መመሪያ ተጥሷል ብሎ ሲያምን ለመሥሪያ ቤቱ ወይም ለድርጅቱ ሃላፊ ያሳውቃል፤ አፈፃፀሙን ይከታተላል፤ መኖሪያ ካላገኘ ለኮሚሽኑ ሪፖርት ያደርጋል፤</p> <p>5) በሙስናና ብልሹ አሠራር</p>	<p>manager and workers acquire awareness on anti-corruption laws and mal practices as well as struggle against corruption;</p> <p>3) Ensure the presence of laws, regulation and directives of finance administration and workers administration like employment, promotion, transfer laws present recommendation for the head or the general manager for their fulfillment where they are not fulfilled; follow up its implementation;</p> <p>4) Notify to the head of the office or the public Enterprise where it believes that the laws, regulation and directive which concerns any employment, promotion, transfer, training, purchase of</p>
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<p>sirreeffaman yookiin tarkaanfiin irratti akka fudhataman taasifame hordofee hogganaa mana hojichaa yookiin dhaabbatichaa fi komishinichaaf ni beeksisa.</p> <p>8) Sochii naamusa gaarii dagaagsuu fi yakka malaammaltummaa ittisuuf taasifamu ni hooggana, ni qindeessa.</p> <p>9) Hojii qabeenya beeksisuu fi galmeessuu akkaataa seeraa fi bakka bu'iinsa komishinichaan kennamuufiin ni raawwata. Raawwii isaas komishinicha ni beeksisa.</p> <p>10)Hojiilee qorannoo yakka malaammaltummaa komishinichaan yookiin qaama komishinichaan bakka bu'een gaggeeffamuuf deggersa barbaachisaa ni taasisa.</p> <p>11)Naamusaa fi qabsoo farra malaammaltummaa ilaalchisee hogganaa mana hojichaa yookiin dhaabbatichaa ni gorsa, deggersa ogummaa ni kenna.</p> <p>12)Gabaasa yeroo isaa eeggate</p>	<p>ክፍተት ላይ ጥናት ያካሄዳል፤ ኮሚሽኑ ለሚያካሄድው ጥናት ድጋፍ ይሰጣል፤ የተሰጠው አቅጣጫና ሃሳብ ሥራ ላይ እንዲውል ያደርጋል፤</p> <p>6) የሥነ ምግባር ጉድለት፣ ብልሹ አሠራር፣ የሙስና ወንጀል ስለመፈፀሙ ሲጠረጥር ወይም ጥቆማ ሲቀርብለት ይመዘግባል፤ ለመሥሪያ ቤቱ ወይም ድርጅቱ ሃላፊ ያሳውቃል፤ ለኮሚሽኑ ሪፖርት ያደርጋል፤</p> <p>7) በውስጥ ወይም በውጭ አዲተር የቀረበን ሪፖርት እንዲስተካከሉ ወይም እርምጃ እንዲወስድባቸው የተደረጉትን ተከታትሎ ለመሥሪያ ቤቱ ወይም ድርጅቱ ሃላፊ እና ለኮሚሽኑ ያሳውቃል፤</p> <p>8) ጥሩ ሥነ ምግባር እንዲስፋፋ እና የሙስና ወንጀል ለመከላከል የሚደረግ እንቅስቃሴን ይመራል፤ ያቀናጃል፤</p>	<p>property or service or contractual agreement; follow up its implementation; report to the commission where solution is not given;</p> <p>5) Undertake studies on gabs of corruption and mal practices; give support for those conducted by the commission; cause to the implementation of the direction and recommendation provided;</p> <p>6) Register where it believes or receives the commission of disciplinary fault, mal practices and corruption offenses; notify to the head of the office or public Enterprise also reports to the commission;</p> <p>7) Notify to the head of the office or public Enterprise and commission by</p>
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<p>qopheessee Komishinichaa fi hogganaa mana hojichaatiif yookiin dhaabbatichaa ni dhiyeessa.</p> <p>13)Hojiilee biro hogganaa isaa yookiin komishinichaa irraa kenameef ni raawwata.</p> <p><b>9. Aangoo fi Hojii Hogganaa Ol'aanaa Mana Hojichaa</b></p> <p>1) Manneen hojii mootummaa yookiin dhaabbilee misooma mootummaa keessatti hojjetaa fi gaggeessaan naamusa gaarii akka qabaatu akkasumas qunnamtiin hojii gaariin akka jiraatuu fi bulchiinsi gaariin akka mirkanaa'u hordoffii ni taasisa.</p> <p>2) Sirni hojmaataa mana hojichaa yookiin dhaabbatichaa malaammaltummaa fi hojmaata badaaf kan hin mijanne, iftoominaa fi ittigaafatamummaa kan qabu akka ta'u ni taasisa.</p> <p>3) Qondaala naamusaa yookiin garee hordoffii fi dagaagina naamusaa mana hojichaa yookiin dhaabbatichaa</p>	<p>9) ንብረት የማሳወቅና የማስመዝገብ ሥራ በህግና በኮሚሽኑ በሚሰጠው ውክልና መሠረት ይፈጽማል፤ አፈፃፀሙን ለኮሚሽኑ ያሳውቃል፤</p> <p>10)በኮሚሽኑ ወይም ኮሚሽኑ በወከለው አካል ለሚካሄዱ የሙስና ወንጀል የምርመራ ሥራዎች አስፈላጊውን ድጋፍ ያደርጋል፤</p> <p>11)የሥነ ምግባርና ፀረ ሙስና ትግልን በተመለከተ የመሥሪያ ቤቱን ወይም የድርጅቱን ሃላፊ ይመክራል፤ የሙያ ድጋፍ ይሰጣል፤</p> <p>12)ወቅቱን የጠበቀ ሪፖርት በማዘጋጀት ለኮሚሽኑና ለመሥሪያ ቤቱ ወይም ለድርጅቱ ሃላፊ ያቀርባል፤</p> <p>13) ከሃላፊው ወይም ከኮሚሽኑ የሚሰጡትን ሌሎች ሥራዎችን ይፈጽማል፡፡</p> <p><b>9. የመሥሪያ ቤቱ ዋና ሃላፊ ሥልጣንና የሥራ ድርሻ</b></p> <p>1) በመንግሥት መሥሪያ</p>	<p>following up the reports presented by internal and external auditor and made to be corrected or cause measures to be taken;</p> <p>8) Manage and coordinate the activities made to enhance good conduct and prevent corruption crimes;</p> <p>9) Perform activities of notification and registration of property in accordance with the law and delegation given by the commission; notify its implementation to the commission;</p> <p>10)Provide necessary support to the investigation activities conducted by the commission or body represented by the commission;</p> <p>11)Advise head of the public Enterprise regarding code of</p>
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<p>ittigaafatamummaa isaanii bahuu akka danda'an human namaa fi tajaajilawwan barbaachisu guutuu fi mindaa fi faayidaalee barbaachisu kennuun garichaaf yookiin qondaaltichaaf haala hojii ni mijjeessa.</p> <p>4) Mana hojichaa yookiin dhaabbata misoomichaa keessatti mallattoon hir'ina naamusaa, hojmaata badaa fi malaammaltummaan yammuu mul'atu hatattamaan hojjetoota fi gaggeessitoota waliin ni mari'ata, furmaata ni kenna.</p> <p>5) Tarkaanfiiwwan bulchiinsaa yookiin naamusaa fudhataman raga gahaan kan deggeraman, haaloo irraa bilisa kan ta'an mana hojichaa yookiin dhaabbata misoomichaa keessatti bulchiinsa gaarii mirkaneessuuf kan gumaachan ta'uu isaanii, tarkaanfiiwwan seeraa fi qajeelfama kan bu'ureeffatanii fi haqa qabeessa ta'uu isaanii ni mirkaneessa.</p>	<p>ቤቶች ወይም በመንግሥት የልማት ድርጅቶች ውስጥ ሠራተኛውና ሥራ አስኪፃፃፍ ጥሩ ሥነ ምግባር እንዲኖራቸው እንዲሁም ጥሩ የሥራ ግንኙነት እንዲኖር እና መልካም አስተዳደር እንዲረጋገጥ ክትትል ያደርጋል፤</p> <p>2) የመሥሪያ ቤቱ ወይም የድርጅቱ የአሠራር ሥርዓት ለመስናና ለብልሹ አሰራር ያልተመቻቸ፣ ግልጽነትና ተጠያቅነት ያለው እንዲሆን ያደርጋል፤</p> <p>3) የመሥሪያ ቤቱ ወይም የድርጅቱ የሥነ ምግባር መኮንን ወይም የሥነ ምግባር ክትትልና ማበልጸጊያ ቡድን ሃላፊነታቸውን ለመወጣት እንዲችሉ በሰው ሀይልና አስፈላጊ በሆኑ አገልግሎቶችን በሚሟላትና ደመወዝና አስፈላጊ ጥቅማ ጥቅሞችን በመስጠት ለቡድኑ ወይም ለመኮንን የሥራ ሁኔታን ያመቻቻል፤</p>	<p>conduct and anti-corruption struggle; provide professional support;</p> <p>12) Prepare and submit reports to the commission and head of the office or public Enterprise timely;</p> <p>13) Perform other activities provided to him by his head or the commission.</p> <p><b>9. Power and Duties of the General Manager of the Office</b></p> <p>1) Make following up with a view to enable the worker and manager have good code of conduct in government offices and public enterprises and to ensure good working relationship and good governance;</p> <p>2) Cause the working system of the government office or public Enterprise to be uncomfortable to</p>
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<p>6) Qondaalli yookiin gareen hordoffii fi dagaagina naamusaa hojjetootaaf barumsi naamusaa gahaa ta'e yeroo yeroon kennuu isaa, hojmaata badaa fi gochaalee malaammaltummaaf saaxilan haala gahaa ta'een hordofee tarkaanfiin sirreeffamaa akka fudhatamu taasisuu isaa ni hordofa, ni to'ata.</p> <p>7) Sirna eegumsa eeruu kennitootaa diriirsuun mirgootaa fi dirqamoota eeruu kennitootaa keessattuu kan armaan gadii kan ilaallatu beeksisni bakka ifa ta'eef mul'atutti akka maxxansamu ni taasisa.</p> <p>(a) Hogganaa fi hojjataan kamiyyuu malaammaltummaa fi hojjiimaata badaa saaxiluuf dirqama akka qabuu fi kana gochuu dhabuun kan gaafachiisu ta'uu isaa.</p> <p>(b) Eeeruun qaamaan dhihaachuun, jechaanis ta'e barreeffamaan, maqaa ibsuun yookaan</p>	<p>4) በመሥሪያ ቤቱ ወይም በልማት ድርጅቱ ውስጥ የሥነ ምግባር ጉድለት፣ የብልሹ አሠራር እና የሙስና ምልክቶች ሲታዩ ወዲያውኑ አሠራቶችና ሃላፊዎች ጋር ይወያያል፤ መፍትሔ ይሰጣል፤</p> <p>5) የሚወሰዱ አስተዳዳሪዎች ወይም የሥነ ምግባር እርምጃዎች በበቂ ማስረጃ የተደገፉ ፣ ከቁም በቀል ነፃ የሆኑ ፣ በመሥሪያ ቤቱ ወይም በልማት ድርጅቱ ውስጥ መልካም አስተዳደርን ለማረጋገጥ አስተዋጽኦ ማበርከት መቻላቸውን፣ እርምጃዎች ህግና መመሪያን መሠረት ያደረጉና ፍትህዊ መሆናቸውን ያረጋግጣል።</p> <p>6) የሥነ ምግባር መኮንን ወይም የሥነ ምግባር ክትትልና ማበልጸጊያ ቡድን ለሠራተኞች በየጊዜው በቂ የሆነ የስነ ምግባር ትምህርት መስጠቱን፣ ብልሹ</p>	<p>corruption and mal practices, transparent and accountable;</p> <p>3) Facilitate conducive working situation to enable the code of conduct following up and enhancement officer or team of the government office or public Enterprise to discharge their responsibilities by fulfilling the necessary man power, services, salary and benefits;</p> <p>4) Shall discuss with the workers and managers where signs of disciplinary fault, mal practice and corruption is observed in the office or public Enterprise; provide solution;</p> <p>5) Ensure that the administrative or disciplinary measures taken to be supported by sufficient evidences free from revenge and contribute their share to ensure good governance</p>
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<p>osoo hin ibsin, bilbilaan, poostaan, imeeliin, faaksiin yookaan maloota elektirooniksii kani kan fakkaataniin dhiiyeessuu kan danda'an ta'uu isaa.</p> <p>(c) Dambii naamusaa cabsuu yookiin yakka malaammmltummaa irratti eeruu kennitoota irratti tarkaanfii haloo fudhachuun dhorkaa ta'uu isaa fi kunis ta'ee yoo argame yakkaanii fi tarkaanfii bulchiinsaan kan gaafachiisu ta'uu isaa</p> <p>(d) Eeruun ta'e jedhamee nama miidhuuf sobaan qophaa'e yookaan qindaa'e tarkaanfii bulchiinsaa fi yakkaan kan gaafachiisu ta'uu isaa.</p> <p>(e) Qondaalli naamusaa tarkaanfiiwwan haaloo bahuuf fudhataman kana qorachudhaan yaada murtii kan dhiyeessu fi kana yoo raawwatu garagalchaan komishiniichas kan</p>	<p>አሠራርና ለሙስና አጋላጭ የሆነ ተግባራትን በበቂ ሁኔታ ተከታትሎ የእርምጃ እርምጃ እንዲወስድ መደረጉን ይከታተላል፤</p> <p>7) የጥቆማ ሰጭዎች የጥበቃ ሥርዓት በመዘርጋት የጠቋሚዎች መብቶችና ግደታዎች በተለይ ከዚህ በታች የተመለከቱትን የሚመለከት ማስታወቂያ ግልፅ ሆኖ በሚታይ ቦታ ላይ እንዲለጠፍ ያደርጋል፡-</p> <p>(ሀ) ማንኛውም ሃላፊ እና ሠራተኛ ሙስናና ብልሹ አሠራር ለማጋለጥ ግዴታ እንዳለውና ይህንን አለማድረግ የሚያስጠይቅ መሆኑን፤</p> <p>(ለ) ጥቆማ በአካል በመቅረብ በቃልም ሆነ በጽሁፍ፤ ስም በመግለጽ ወይም ሳይገልጽ በስልክ፤ በፖስታ፤ በኢሜል፤ በፋክስ ወይም ይህንን</p>	<p>in the office or public Enterprise; ensure measures taken to base the law and directive and fair;</p> <p>6) follow up and control that the code of conduct following up and enhancement officer or team has provided sufficient ethical education to the workers from time to time; that he follows up the mal practices and activities which expose to corruption sufficiently and make corrective measure be taken;</p> <p>7) Make the rights and obligations of informers specially regarding those mentioned below a notice to be posted at an open and easily observed place by extending informers protection system;</p> <p>(a) That any leader or worker is obliged to expose corruption and mal practice and as failure to do so is liable;</p>
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<p>beeksiisu ta'uu isaa.</p> <p>(f) Tarkaanfii haaloo ba'uuf fudhataman irratti manni hojii yookaan dhaabbati misoomaa murtee kenne irratti hojjataan komii qabu komishinichaaf oliyyata dhiyeeffachuu kan danda'uu ta'uu isaa</p> <p>8) Hordoffiidhaaf akka tolu dhimmota odiitara alaatiiniis ta'ee odiitara keessaatiin akka sirraa'an yookiin tarkaanfiin akka irratti fudhatamu gabaasni dhiyaate qondaalli naamusaa garaagalchaan akka beeku ni taasisa.</p> <p>9) Qondaalli naamusaa yookiin gareen hordoffii fi dagaagina naamusaa leenjii fi barumsa naamusaa hojii isaaniif gargaaru akka argatan ni taasisa.</p> <p>10) Qondaalli naamusaa yookiin gareen hordoffii fi dagaagina naamusaa deggersa barbaachisaa ta'e akka argatu haala ni mijeessa.</p> <p style="text-align: center;"><b>Kutaa Sadii</b> <b>Qaxarrii, Ramaddii fi Haala</b></p>	<p><b>በመሣሰሉ የኤለክትሮንክስ ዘዴዎች ማቅረብ የሚችል መሆኑን፤</b></p> <p><b>(ሐ) የሥነ ምግባር ደንብን መተላለፍ ወይም በሙስና ወንጀል ጥቆማ ሰጭዎች ላይ የቂም በቀል እርምጃ መውሰድ ክልክል መሆኑን፤ ይህም ተፈጽሞ ቢገኝ በወንጀልና በአስተዳደራዊ እርምጃ የሚያስጠይቅ መሆኑን፤</b></p> <p><b>(መ) ግለሰብን ለመጉዳት ሆነ ተብሎ በውሸት የተዘጋጀ ወይም የተቀነባበረ ጥቆማ በአስተዳደራዊ ርምጃና በወንጀል የሚያስጠይቅ መሆኑን፤</b></p> <p><b>(ሠ) የሥነ ምግባር መኮንኑ እነዚህን ቂም በቀል ለመውጣት የተወሰዱ ርምጃዎችን</b></p>	<p>(b) That it is possible to give information by appearing in person, orally or in writing, with or without expressing name through phone, with post, email, fax or other similar electronic mechanisms;</p> <p>(c) That it is prohibited to violate disciplinary rule or take revenge on the informers of corruption offences and as doing this is criminally and administratively liable;</p> <p>(d) That the information is falsely prepared or organized to intentionally injure a person is administratively and criminally liable;</p> <p>(e) That the code of conduct officer investigate and present recommendation about the measures taken to revenge and</p>
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<p style="text-align: center;"><b>Hojii</b></p> <p><b>10. Haala Ramaddii Qondaala Naamusaa yookiin Garee Dagaagina Naamusaa</b></p> <p>1) Manni hojii mootummaa yookaan dhaabbatni misooma mootummaa Ittigaafatamaa Garee hordoffii dagaagina naamusaa fi hojjetoota ykn qondaala naamusaa qaxarriidhaan yookaan guddinaan yookaan jijjiraadhaan ni ramada.</p> <p>2) Kan keewwata kan keewwata xiaa 1 jalatti tumame akkuma eegameetti ta'ee ittigaafatamaan qondaala naamusaa muudamaa ramadamuun ni dandda'a.</p> <p>3) Haalli raawwii qaxarrii, guddina, sadarkaa yookaan jijjiirraa akkaatuma seera hojjatoota mootummaa yookaan dambii yookaan qajeelfama mana hojichaa yookaan dhaabbata misoomichaatiin ta'a.</p> <p>4) Manneen hojii mootummaa yookiin dhaabileen misooma mootummaa kamiyyuu Dambiin kun erga hojii irra oolee kaasee</p>	<p style="text-align: center;"><b>በመመርመር የውሳኔ ሃሳብ የሚያቀርብና ይህንንም ሲፈጽም ለኮሚሽኑ በግልባጭ የሚያሳውቅ መሆኑን፤</b></p> <p><b>(ረ)የቁም በቀል ለመውጣት በተወሰዱ ርምጃ ላይ በመሥሪያ ቤት ወይም በልማት ድርጅት በተሰጠ ውሳኔ ላይ ቅሬታ ያለው ሠራተኛ ወደ ኮሚሽኑ ይግባኝ ለመጠየቅ የሚችል መሆኑን።</b></p> <p>8) በውስጥም ሆነ በውጭ ኦዲተር ማስተካከያ ወይም እርምጃ እንዲወሰድ የሚቀርብ ሪፖርት ለክትትል እንዲያመች የሥነ ምግባር መኮንኑ በግልባጭ እንዲያውቅ ያደርጋል፤</p> <p>9) የሥነ ምግባር መኮንን ወይም የሥነ ምግባር ክትትልና ማበልፀጫ ቡድን ለሥራቸው የሚያግዝ የሥነ ምግባር ሥልጠናና ትምህርት</p>	<p>that he notifies the commission with copy while performing this;</p> <p>(f) That the worker aggrieved of the decision given by the office or public Enterprise on the measures taken to revenge may lodge an appeal to the commission;</p> <p>8) Notify the officer with copy for the purpose of following up about the report submitted by external or internal Auditors on the matters to be corrected or corrective measures to be taken;</p> <p>9) Shall make the code of conduct following up and enhancement officer or team to get code of conduct training and education which help their activities;</p> <p>10) Facilitate condition for the code of conduct following up and enhancement officer or team to get necessary</p>
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<p>yeroo gabaaba keessatti qondaala yookiin garee hordoffii fi dagaagina naamusaa ramaduun Komishinichas ni beeksisa.</p> <p><b>11. Ulaagaalee Ramaddii</b></p> <p>1) Namni qondaala naamusaa ta'ee ramadamu kamiyyuu ulaagaalee armaan gadii guutuu qaba.</p> <p>(a) Bakkaa hojii isaatti naamusa gaarii kan qabuufi fakeenya kan ta'e;</p> <p>(b) Malaammaltummaa fi hojimaata badaa irraa qulqulluu kan ta'ee, kan irratti qabsaa'u, akkasumas ejjannoo kanaanis kan beekame;</p> <p>(c) Araada dhugaatii fi baala sammuu namaa hadoochanii irraa bilisa kan ta'e,</p> <p>2) Namni qondaala naamusaa ta'ee ramadamu kamiyyuu qophii barumsa ergama mana hojii mootumichaa yookiin dhaabbata misoomichaa waliin wal simuu danda'uun kan leenji'e ta'uu qaba.</p> <p>3) Ulaagaaleen sadarkaa barnootaa fi muxannoo</p>	<p><b>እንዲያገኙ ያደርጋል፤</b></p> <p>10) የሥነ ምግባር መኮንን ወይም የሥነ ምግባር ክትትልና ማበልፀጊያ ቡድን አስፈላጊ የሆነ ድጋፍ እንዲገኝ ሁኔታን ያመቻቻል።</p> <p><b>ክፍል ሦስት</b></p> <p><b>ቅጥር፣ ምደባና የሥራ ሁኔታ</b></p> <p><b>10. የሥነ ምግባር መኮንን ወይም የሥነ ምግባር ማበልፀጊያ ቡድን መደባ ሁኔታ</b></p> <p>1) የመንግሥት መሥሪያ ቤት ወይም የመንግሥት የልማት ድርጅት የሥነ ምግባር ክትትልና ማበልፀጊያ የበውጭ-ቡድን መሪና ሠራተኞችን ወይም የሥነ ምግባር መኮንን በመቅጠር ወይም በዕድገት ወይም በዝውውር ይመድባል፤</p> <p>2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው እንደተጠበቀ ሆኖ የሥነ ምግባር መኮንን ሃላፊ በሹመት ሊመደብ ይችላል፤</p> <p>3) የቅጥር፣ የደረጃ ዕድገት</p>	<p>supports.</p> <p><b>Part Three</b></p> <p><b>Employment, Assignment and Work Condition</b></p> <p><b>10. The Assignment of Code of Conduct Enhancement Officer or Team</b></p> <p>1) The government office or public Enterprise shall appoint the head of code of conduct enhancement team and the workers or code of conduct officer through employment or promotion or transfer;</p> <p>2) Without prejudice to the provision stipulated under sub article 1 of this article, the head of code of conduct officer may be assigned through appointment;</p> <p>3) The employment, promotion, leveling or transfer shall be implemented in accordance with civil servants law or regulation or directive of the government office or public Enterprise;</p> <p>4) Any government office or public Enterprise shall</p>
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<p>hojii gita hojichaaf barbaachisan akkaataa seera hojjatoota mootummaa yookaan seera addaa mana hojichaatiin kan ilaallatuun ta'a.</p> <p>4) Sadarkaan gulantaa hojii dursaa garee naamusaa yookiin qondaala naamusaa sadarkaa abba adeemisaa hojii yookiin sadarkaa gulantaa ogeessa ol'aanaa mana hojichaa yookiin dhaabbata misoomichaa ta'a.</p> <p><b>12. Guddina Sadarkaa Fi Faayidaalee Biroo</b></p> <p>1) Namni mana hojii mootummaatti yookiin dhaabbata misooma mootummaa keessatti qondaala naamusaa ta'ee ramadame yookaan qaxarame kamiyyuu akkaataa seera hojjatoota mootummaa yookiin dambii mana hojii motummaa yookaan dhaabbata misoomichaatiin guddina</p>	<p><b>ወይም የዝውውር አፈፃፀም ሁኔታ በመንግሥት ሠራተኞች ህግ ወይም በመሥሪያ ቤቱ ወይም በልማት ድርጅቱ ደንብ ወይም መመሪያ መሠረት ይሆናል።</b></p> <p>4) ማንኛውም የመንግሥት መሥሪያ ቤቶች ወይም የመንግሥት የልማት ድርጅቶች ይህ ደንብ ሥራ ላይ ከዋለበት ጊዜ ጀምሮ በአጭር ጊዜ ውስጥ የሥነ ምግባር መኮንን ወይም የሥነ ምግባር ክትትልና ማበልፀጊያ ቡድን በመመደብ ከሚሸነጉን ያሳውቃል።</p> <p><b>11. የምደባ መስፈርቶች</b></p> <p>1) ማንኛውም የሥነ ምግባር መኮንን ሆኖ የሚመደብ ሰው የሚከተሉት መስፋርቶች ሚሟላት አለበት፤-</p> <p>(ሀ) በሥራው ቦታ ላይ ጥሩ ሥነ ምግባር ያለውና አርአያ የሆነ፤</p> <p>(ለ) ከሙስናና ብልሹ አሠራር የፀዳና የሚታገል እንደዚሁም በዚህ አቋሙ የሚታወቅ</p> <p>(ሐ) ከመጠጥና አደንዛዥ ዕዕ ሱስ ነፃ የሆነ፤</p> <p>2) ማንኛውም የሥነ ምግባር</p>	<p>assign the code of conduct following up and enhancement officer or team within short period of time as of the enforcement of this regulation and notify the commission.</p> <p><b>11. Criteria of Assignment</b></p> <p>1) Any person to be assigned as code of conduct officer shall fulfill the following criteria:-</p> <p>(a) Deserve good code of conduct and is exemplary at his work place;</p> <p>(b) Is free from corruption and mal practices; struggle against it as well as known with this stand;</p> <p>(c) Free from addiction of Alcohol and Psychotropic drugs.</p> <p>2) Any person assigned as code of conduct officer shall be qualified in education compatible with the mission of the government office or public Enterprise;</p>
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sadarkaatiif dorgomuuf mirga ni qabaata.

- 2) Faayidaaleen hojjattootaa mana hojjichaaf yookiin dhaabbata misoomichaaf raawwatamu kamiyyuu qondaala naamusaatiifis ni raawwatamu.
- 3) Haalli addaa yoo mudate malee muuxannoon hojii qondaala naamusaa yookaan garee hordoffii fi dagaagina naamusaa akkuma mana hojii yookaan dhaabbata misoomaa sana keessatti argametti fudhatama.

**Kutaa Afur**

**Haala Tarkaanfiin Bulchiinsaa Itti fudhatamuu fi Komiin Itti Dhiyaatu**

**13. Hojiirraa kaasuu**

- 1) Qondaalli naamusaa gocha balleessaa naamusa raawwatee yoo argame akkaataa seera mana hojichaa yookaan dhaabbata misoomichaatiin kan itti gaafatamu ta'a.

መኮንን ሆኖ የሚመደብ ሰው ከመሥሪያ ቤቱ ወይም ከልማት ድርጅቱ ተልዕኮ ጋር ሊመጣጠን በሚችል ትምህርት የሠለጠነ መሆን አለበት።

- 3) ለሥራው መደብ የሚያስፈልጉ የትምህርት ደረጃና የሥራ ልምድ መስፈርቶች በመንግሥት ሠራተኞች ህግ ወይም በመሥሪያ ቤቱ ልዩ ህግ መሠረት የሚታይ ይሆናል።
- 4) ሥነ-ምግባር የቡድን መሪ ወይም የሥነ ምግባር መኮንን የሥራ ሂደት ባለቤት የሥራ መደብ ደረጃ በመሥሪያ ቤቱ ወይም በልማት ድርጅቱ የከፍተኛ ባለሙያ የሥራ መደብ ደረጃ ይሆናል።

**12. የደረጃ ዕድገትና ሌሎች ፋይዳዎች**

- 1) ማንኛውም በመንግሥት መሥሪያ ቤት ወይም በመንግሥት የልማት ድርጅት ውስጥ የሥነ ምግባር መኮንን በመሆን የሚመደብ ወይም የሚቀጠር ሰው በመንግሥት ሠራተኞች ህግ ወይም በመሥሪያ ቤቱ ወይም በልማት ድርጅቱ ደንብ መሠረት ለደረጃ ዕድገት ለመወዳደር መብት አለው።

- 3) Criteria of educational status and experience necessary for the work position shall be in accordance with the civil servants law or special law which concerns the government office;
- 4) The level of rank of code of conduct team leader or officer shall be the level of work process or higher expert of the office or public Enterprise.

**12. Level Promotion and Other Benefits**

- 1) Any person assigned or employed as code of conduct officer in government office or public Enterprise shall have the right to compete for level promotion in accordance with civil servants law or the regulation of the government office or public Enterprise;
- 2) Any benefits made to the workers of the office or public Enterprise shall also be made to the code of conduct officer;

<p>2) keewwata kana keewwata xiqqaa 1 jalatti kan tumame akkuma eegametti ta'ee qaamnii qondaalla naamusaa hojiirraa kaasee komishiiniicha beekisiisuu qaba</p>	<p>2) ማንኛውም ለመሥሪያ ቤቱ ወይም ለልማት ድርጅቱ ሠራተኞች የሚፈፀሙ ፋይዳዎች ለሥነ ምግባር መኮንንም ይፈፀማሉ።</p> <p>3) የተለየ ሁኔታ ካላጋጠመ በስተቀር የሥነ ምግባር መኮንን ወይም የሥነ ምግባር ክትትልና ማበልፀጊያ ቡድን የሥራ ልምድ በመሥሪያ ቤቱ ወይም በልማት ድርጅቱ ውስጥ እንደተገኘ ይወሰዳል።</p>	<p>3) Experience of code of conduct following up and enhancement officer or team shall be treated as an experience acquired in the government office or public Enterprise unless special circumstance occurred.</p>
<p><b>14. Haala Tarkaanfiin</b> <b>Bulchiinsaa Ittin fudhatamu</b> Dambii kana keewwata 13 jalatti kan tumame akkuma eegametti ta'ee qondaalii naamusaa badii raawwatee yoo argame akkaatuma seera yookiin dambii naamusa hojjattoota mootummaa yookiin dhaabbata misoomaa mootummaa dhimmi isaa ilaallatuun yookiin seera illalatuun kan gaafatamu ta'a.</p>	<p><b>13. ከፍል አራት አስተዳደራዊ እርምጃ የሚወሰድበትና ቅሬታ የሚቀርብበት ሁኔታ</b> <b>13. ከሥራ ማንሳት</b> 1) የሥነ-ምግባር መኮንን የሥነ ምግባር ጥፋት ፈጽሞ ከተገኘ በመሥሪያ ቤቱ ወይም በልማት ድርጅቱ ህግ መሰረት የሚጠየቅበት ይሆናል። 2) በዚህ አንቀጽ ንዑስ አንቀጽ 1 ሥር የተደነገገው እንደተጠበቀ ሆኖ የሥነ ምግባር መኮንንን ከሥራ ያነሳው አካል ኮሚሽኑን ማሳወቅ አለበት።</p>	<p><b>Part Four</b> <b>Ways of Taking Administrative Measures and Submission of Complain</b> <b>13. Removal From Duty</b> 1) Where the code of conduct officer is found to commit disciplinary fault he shall be liable in accordance with the law of government office or public Enterprise; 2) Without prejudice to the sub provision under sub article 1 of this article, the body removing the code of conduct officer shall notify the commission.</p>
<p><b>15. Akkaataa Komii Fi</b> <b>Ol'iyannoon Itti Dhiyaatu</b> 1) Qondaalli naamusaa sababa hojii irraa dhoorkame yookaan ka'eef kan komatu yoo ta'e akkaataa seera ilaallatuu fi dambii</p>	<p><b>14. አስተዳደራዊ እርምጃ የሚወሰድበት ሁኔታ</b> በዚህ ደንብ አንቀጽ 13 ስር የተደነገገው እንደተጠበቀ ሆኖ የስነ ምግባር መኮንን ጥፋት</p>	<p><b>14. Means of Taking Administrative Measure</b> Without prejudice to article 13 to this regulation, where</p>

<p>naamusaa mana hojichaa yookaan dhaabbata misoomichaatiin yookaan waliigaltee waliinii dhaabbata misoomichaa waliin taasifameetiin adeemsa isaa hordofee komii yookaan ol'iyyannoo dhiyeeffachuu ni danda'a.</p> <p>2) Akkaataa komii yookaan ol'iyyannoo dhiyaateetiin tarkaanfiin fudhatame dogongora ta'ee yoo argame hogganaa ol'aanaan akka sirra'u ni taasisa.</p> <p>3) Qondaalli naamusaa komiin yookiin ol'iyyannoon koo hin dhagahamne jedhee yookiin tarkaanfii sirreeffamaa hogganaa ol'aanaadhaan fudhatamee irratti komii yoo qabaate iyyata komishinichaaf dhiheeffachuu ni danda'a.</p> <p>4) Komishinichi komii</p>	<p>ፈጽሞ ከተገኘ የመንግሥት ሠራተኞች የሥነ ምግባር ህግ ወይም ደንብ ወይም በመሥሪያ ቤቱ ወይም በልማት ድርጅቱ ደንብ መሰረት ወይም በሚመለከተው ህግ የሚጠየቅ ይሆናል።</p> <p><b>15. ቅሬታና ይግባኝ ስለሚቀርብበት ሁኔታ</b></p> <p>1) የሥነ-ምግባር መኮንን ከሥራ በታገደበት ወይም በተነሳበት ምክንያት ላይ ቅሬታ ካለው በሚመለከተው ህግ ወይም በመሥሪያ ቤቱ ወይም በልማት ድርጅቱ ደንብ መሰረት ወይም ከልማት ድርጅቱ ጋር በተደረገው የህብረት ስምምነት መሠረት አካሄዱን በመከተል ቅሬታ ወይም ይግባኝ ሊያቀርብ ይችላል።</p> <p>2) በቀረበው ቅሬታ ወይም ይግባኝ መሠረት የተወሰደው ዕርምጃ ስህተት ሆኖ ከተገኘ ዋና ሃላፊው እንዲስተካከል ያደርጋል።</p> <p>3) የሥነ ምግባር መኮንን ቅሬታዬ ወይም ይግባኝ አልተሰማም ካለ ወይም በዋና ሃላፊው በተወሰደው የማስተካከያ እርምጃ ላይ ቅሬታ ካለው ለኮሚሽኑ አቤቱታውን ማቅረብ</p>	<p>the code of conduct officer is found to commit to disciplinary fault he shall be liable in accordance with the law or the disciplinary regulation of government workers or the concerned public Enterprise or the concerned law.</p> <p><b>15.Means of Submission of the Claim and Appeal</b></p> <p>1) Where the code of conduct officer is complains against his suspension or removal he may submit his claim or appeal in accordance with the concerned law and code of conduct regulation of office or public Enterpriser or the common contractual agreement made with the public Enterprise following its steps;</p> <p>2) Where the corrective measure taken is found to have an error as per the claim or appeal submitted, the general director shall make it to be corrected;</p> <p>3) Where the code of conduct officer</p>
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<p>yookiin ol'iyyannicha dhihaateef qoratee murtiin inni kennu isa xumuraa ta'a.</p> <p style="text-align: center;"><b>Kutaa Shan</b></p> <p style="text-align: center;"><b>Tumaalee adda addaa</b></p> <p><b>16. Deggarsaa fi Wal-qunnamtii hojii</b></p> <p>Dambii kana kewwatoota biro jalatti kan tumame akkuma eegametti ta'ee. Komishinichi;</p> <p>1) Qondaalli naamusaa yookiin gareen dagaagina naamusaa manneen hojii mootummaa fi dhaabilee misooma mootummaa keessatti barumsa naamusaa babal'isuu fi malaammaltummaa ittisuuf carraaqqii taasisaniif deggersa teekniikaa fi ogummaa ni taasisa; leenjiiwwan ni qopheessa, akka kennamu ni taasisa.</p> <p>2) Hoggantoota ol'aanoo manneen hojii fi dhaabbilee misooma mootummaa fi qondaala yookiin garee hordoffii fi</p>	<p style="text-align: center;"><b>ይችላል።</b></p> <p>4) ኮሚሽኑ የቀረበለትን ቅሬታ ወይም ይግባኝ በመመርመር የሚሰጠው ውሳኔ የመጨረሻ ይሆናል።</p> <p style="text-align: center;"><b>ክፍል አምስት</b></p> <p style="text-align: center;"><b>ልዩ ልዩ ድንጋጌዎች</b></p> <p><b>16. ድጋፍና የሥራ ግንኙነት</b></p> <p>በዚህ ደንብ በሌሎች አንቀጾች ሥር የተደነገገው እንደተጠበቀ ሆኖ ኮሚሽኑ፡-</p> <p>1) የሥነ ምግባር መኮንን ወይም የሥነ ምግባር ክትትልና ማበልፀጊያ ቡድን በመንግሥት መሥሪያ ቤት እና በመንግሥት የልማት ድርጅት ውስጥ የሰነ ምግባር ትምህርት ለማስፋፋትና ሙስናን ለመከላከል ለሚያደርጉት ጥረት የቴክኒክና የሙያ ድጋፍ ያደርጋል፤ ሥልጠናዎችን ያዘጋጃል፤ እንዲሰጥ ያደርጋል፤</p> <p>2) ከመሥሪያ ቤቶችና ከመንግስት የልማት ድርጅቶች የበላይ ሃላፊዎች እና ከሥነ ምግባር መኮንን ወይም ከሥነ ምግባር</p>	<p>complains that his claim or appeal is not considered or is dissatisfied with the corrective measure taken by the general manager he may submit his application to the commission;</p> <p>4) The decision passed by the commission after examining the claim or appeal submitted to it shall be final.</p> <p style="text-align: center;"><b>Part Five</b></p> <p style="text-align: center;"><b>Miscellaneous Provisions</b></p> <p><b>16. Support and Work Relation Ship</b></p> <p>Without prejudice to the provisions stipulated under other article of this regulation, the commission shall;</p> <p>1) Make technical and professional support for the struggle that the code of conduct enhancement officer or team made to expand code of conduct education and prevention of corruption in the government</p>
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<p>dagaagina naamusaa waliin waltajjii marii qopheessuun raawwii hojii fi rakkoolee mudatan irratti marii ni gaggeessa.</p> <p>3) Gaaffii fi deggarsa qondaala naamusaa yookiin garee hordoffii fi dagaagina naamusaa irraa dhihaatu irratti hundaa'uun deggersa barbaachisaa ni taasisa.</p> <p><b>17. Tarkaanfiin Haaloo Bahuu Dhorkamaa Ta'u Isaa</b></p> <p>1) Ga'ee hojii qondaala naamusaa Dambii kana keewwata 8 jalatti tumame akka raawwatamu yookiin raawwachiisuu isaatiif qondala namusaa irratti tarkaanfii haaloo bahuu fudhachuun dhorkaadha.</p> <p>2) Qondaalli naamusaa tarkaanfiin haaloo bahuu irratti fudhatame tarkaanfichi akka irraa dhoorkamu komishinichatti iyyachuu ni danda'aa.</p>	<p>ክትትልና ማበልፀጊያ ቡድን ጋር የውይይት መድረክ በማዘጋጀት በሥራ አፈፃፀምና ባጋጠሙ ችግሮች ላይ ውይይት ያካሄዳል፤</p> <p>3) ከሥነ ምግባር መኮንን ወይም ከሥነ ምግባር ክትትልና ማበልፀጊያ ቡድን በሚቀርብለት ጥያቄና ድጋፍ ላይ በመመስረት አስፈላጊውን ድጋፍ ያደርጋል።</p> <p><b>17. የቂም በቀል እርምጃ የተከለከለ ስለመሆኑ</b></p> <p>1) በዚህ ደንብ አንቀጽ 8 ሥር የተደነገገው የሥነ ምግባር መኮንን የሥራ ድርሻ እንዲፈፀም ወይም በማስፈፀሙ በስነ ምግባር መኮንኑ ላይ የቂም በቀል እርምጃ መውሰድ ክልክል ነው።</p> <p>2) የቂም በቀል እርምጃ የተወሰደበት የስነ ምግባር መኮንን እርምጃው እንዲታገድለት ለኮሚሽኑ ማመልከት ይችላል።</p>	<p>offices and public enterprise; prepare trainings and make same to be provided;</p> <p>2) Undertake discussion with the general managers of the government offices and public Enterprises and code of conduct following up and enhancement officer or team on their work performances and problems they encounter by preparing platforms;</p> <p>3) Make the necessary support depending on the requests for support from code of conduct following up and enhancement officer or team.</p> <p><b>17. As Measure of Revenge is Prohibited</b></p> <p>1) It is prohibited to take revenge measure against the code of conduct officer for he perform or cause to be performs his duties provided under article 8 of this regulation;</p> <p>2) The code of conduct</p>
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<p>3) Komishinichi iyyannoo keewwata kana kewwata xiqqaa 2 jalatti dhiyaate qoratee tarkaanfiin haaloo bahuu raawwatamuu isaa yoo mirkaneeffate tarkaanfiin haaloo bahuu akka dhaabbatu ni godha.</p> <p><b>18. Dirqama Deggarsa kennu</b></p> <p>1) Hojjetaan manneen hojii mootummaa yookiin dhaabbilee misooma mootummaa kamiyyuu qondaala naamusaa mana hojichaaf yookiin dhaabbatachaaf raawwii hojii isaatiif kan gargaaru ragaalee fi deggersa biro gaafatu kennuufiif dirqama deggersa kennuu qaba.</p> <p>2) Seerota biro jalatti kan tumame akkuma eegametti ta'ee, qondaala yookiin garee hordoffii fi dagaagina naamusaatiif deggersa kennuu dhabuun akkaataa labsii komishiiniicha hundeseen kan itti gaafatamu ta'a.</p> <p><b>19. Adabbii</b></p> <p>Hoggnaan ol'aanaa mana hojichaa yookiin hojjataan</p>	<p>3) ኮሚሽኑ በዚህ አንቀጽ ንዑስ አንቀጽ 2 ሥር የቀረበለትን አቤቱታ መርምሮ የቂም በቀል እርምጃ መፈፀሙን ካረጋገጠ የቂም በቀል እርምጃው እንዲቆም ያደርጋል።</p> <p><b>18. ድጋፍ የመስጠት ግዴታ</b></p> <p>1) ማንኛውም የመንግሥት መሥሪያ ቤት ወይም የመንግሥት የልማት ድርጅቶች ሠራተኛ ለመሥሪያ ቤቱ ወይም ለድርጅቱ የሥነምግባር መኮንን ለሥራው አፈፃፀም ሊያግዙ የሚችሉ መረጃዎችና የሚጠየቀውን ሌላ ድጋፍ ለመስጠት ግዴታ አለበት።</p> <p>2) በሌሎች ህጎች የተደነገገው እንደተጠበቀ ሆኖ ለሥነ ምግባር መኮንኑ ወይም ለሥነ ምግባር ክትትልና ማበልፀጊ በድን ድጋፍ መስጠትን ማቆም ኮሚሽኑን ለመመሰረት በወጣው አዋጅ መሰረት</p>	<p>officer against whom revenge measure has been taken may apply to the commission for the suspension of the revenge measure;</p> <p>3) The commission shall examine the application submitted as per sub-article 2 of this article and shall make the revenge measure to be suspended; where it proves that the revenge measure has been taken.</p> <p><b>18. Obligation to Proved Support</b></p> <p>1) Any worker of government office or public Enterprise shall have obligation to support the code of conduct officer of the office or public Enterprise by providing evidences and other assistances which help him perform his activity efficiently;</p> <p>2) Without prejudice of stipulations under other laws, failure to support the code of conduct following up and</p>
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<p>kamiyyuu qondaala  naamusaatiif yookiin  komishiinichaaf eeruu  kenneera yookiin eeruu  kennuuf qophaa'eera jedhee  kallaattiidhaanis ta'e kallattiin  ala gocha haaloo bahuu  raawwaatee yoo argame  bu'ura seera yakkaa keewwata  444 tiin kan gaafatamu ta'a.</p> <p><b>20. Hojiirraa Hir'isuu</b>  Hojjataa hir'isuun yeroo  dirqama ta'utti qnaamusaa  dhaabbata misooma  mootummaatiif akkaataa seera  hojjataa fi hojjachisaatiin mirgi  itti gaafatamtoota fi  hojjattootaatiif kenname ni  eegamaaf.</p> <p><b>21. Seerota Raawwatiinsa  Hinqabaanne</b>  Dambiin yookiin barmaatilee  hojii dhimmoota dambii  kanaan haguuggaman waliin  walfaallessu kamiyyuu  raawwatiinsa hin qabaatu.</p> <p><b>22. Aangoo Qajeelfama Baasuu</b>  Komishinichi dambii kana  raawwachiisuf qajeelfama  baasuu ni danda'a.</p> <p><b>23. Yeroo Dambiin kun Hojii  Irra Itti ooluu</b>  Dambiin kun guraandhala</p>	<p style="text-align: center;"><b>የሚጠየቅበት ይሆናል።</b></p> <p><b>19. ቅጣት</b>  የመሥሪያ ቤቱ ዋና ሃላፊ  ወይም ማንኛውም ሠራተኛ  ለስነ ምግባር መኮንን ወይም  ለኮሚሽኑ ጥቆማ ከሰጠ  ወይም ጥቆማ ለመስጠት  ተዘጋጅቻለሁ ብሎ በቀጥታም  ሆነ በተዘዋዋሪ መንገድ የቂም  በቀል የመውጣት ተግባር  ፈጽሞ ከተገኘ በወንጀል ህግ  አንቀጽ 444 መሠረት  የሚጠየቅ ይሆናል።</p> <p><b>20. ከሥራ መቀነስ</b>  ከሥራ መቀነስ ግዳጅ በሆነበት  ጊዜ በሠራተኛና አሠሪ ህግ  መሠረት ለመንግሥት የልማት  ድርጅት ሃላፊዎችና ሠራተኞች  የተሰጠው መብት ለስነ ምግባር  መኮንንም ይጠበቅለታል።</p> <p><b>21. ተፈጻሚነት የሌላቸው ህጎች</b>  ከዚህ ደንብ ጋር የሚቃረን ደንብ  ወይም ልማዳዊ አሠራር በዚህ  ደንብ ውስጥ በታቀፉ ጉዳዮች  ላይ ተፈጻሚነት አይኖረውም።</p> <p><b>22. መመሪያ የማውጣት ሥልጣን</b>  ኮሚሽኑ ይህንን ደንብ  ለማስፈጸም መመሪያ ሊያወጣ  ይችላል።</p>	<p>enhancement officer or  team shall be liable in  accordance with the law  establishing the  commission.</p> <p><b>19. Penalty</b>  Any general director or  worker of the office who is  found to have committed  directly or indirectly the  revenge act saying that he  has provided or ready to  provide information to the  code of conduct officer shall  be liable in accordance with  article 444 of the penal  code.</p> <p><b>20. Reduction From Duty</b>  Where reducing a worker  from duty becomes  mandatory, the right  provided to the heads and  workers as per the labor law  shall be respected for the  code of conduct officer.</p> <p><b>21. Inapplicable Laws</b>  Any directive and work  practice inconsistent with  the issues covered under this  regulation shall not be  applicable.</p> <p><b>22. Power to Issue Directive</b>  The commission may issue</p>
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<p>bara 2004 irra eegalee kan hojii irra oolu ta'a.</p> <p><b>Alamaayyoo Atomsaa</b> <b>Prezidaantii Mootummaa Naannoo</b> <b>Oromiyaa</b> <b>Guyyaa 2/6/2004</b> <b>Finfinnee</b></p>	<p><b>23.ደንቡ ሥራ ላይ የሚውልበት</b> <b>ጊዜ</b> ይህ ደንብ ከየካቲት 2 ቀን 2004 ዓ.ም ጀምሮ ሥራ ላይ የሚውል ይሆናል።</p> <p><b>አለማየሁ አቶምሣ</b> <b>የኦሮሚያ ክልላዊ መንግሥት</b> <b>ፕሬዝዳንት</b> <b>ቀን 2/6/2004</b> <b>ፊንፊኔ</b></p>	<p>directive to implement this regulation.</p> <p><b>23.Effective Date</b> This regulation shall come in to effect as of February 10/2012.</p> <p><b>Alemayew Atomsa</b> <b>President of Oromia</b> <b>Regional State</b> <b>Date 10/02/2012</b> <b>Finfine</b></p>
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