

u>Ç=e >uv Ÿ}T >e}ÇÅ`

c=y=M c`y=e >?Ë”c=

¾S"ÓYf W^}™◁¾Ç=c=ýK="“

³/₄ p_ታ ኣቀራረብና ኣፈፃፀም SS]Á

NUK? 2004 -U

› $\zeta = e \rightarrow uv$

u>Ç=e >uv Ÿ}T >e}ÇÅ` ¾S"ÓYf W^}™ < ¾Ç=c=ýK=""
¾p_ታ አቀራረብና አፈፃፀም SS]Á

SÓu=Á:-

- ❖ ¾>Ç=e >uv Ÿ}T >e}ÇÅ` Á"x"<" ¾S"Óef W^}™ < >äĭ lØ` 6/2000
እ" ¾>Ç=e >uv Ÿ}T >e}ÇÅ` ¾c^}™ < ¾Ç=c=ýK=" >ðícU" p_ታ
>k^[w e'e`>f Å"w lØ` 24/2002" SW[f ÁÄ[Ñ ¾Ç=eýK=" >ðécU
SS]Á T"<x f uTeðKÑ<'
- ❖ ¾Ç=c=ýK=" >ðĥU >Mö >Mö ŸS"Óef W^}™ < >e}ÇÅ` >äĭ" Å"w
"<ß "Ø'f dÃ•["< c=ðìU" ¾Ç=eýK=" እ`Uí< YMx'< uK?
L†"<" }Ñu="<" Y'-Y`f vM}Ÿ}K SMŸ< እ ¾}ðìS< uSj"†"< Y`f
TeÁ' }Ñu= uSj'<'
- ❖ SM"U >e}ÇÅ` ¾Teð" Ø[f >Óvw vL†"< IÑA<'SS]Á<" >W^a<
TÖ"Ÿ` >eðLÑ> J• uSÑ~'
- ❖ W^}—"< uÇ=eýK=" >ðĥU Ñ<ÉKf c=Ÿce K=Ÿ}M "ÃU K=ðçU
¾T>Ñv"<" Y'-Y`f vKT"p u^c<U J' uSe]Á u?~ u>ðécU LÃ <Ó`
እ"ÇÄŸcf" K}kLÖð" "Ø'f LK"< >W^` ¾T>ÁÓ' uSj'<'

እ'²=I"" ¾SdcK<f" ¾>ðécU <Óa< KSö ታf እ"Ç=[Ç uS"Óef W^}™ < >äĭ lØ`
6/2002 >"kê 94(2) እ" uÅ"w lØ` 24/2002 >"kî 53 Sc[f Äl ¾>ðécU SS]Á
u>Ç=e >uv Ÿ}T >e}ÇÅ` c=y=M c`y=e >?Ë" c= "Ø...M::

ïöM >"É ÖpLL

1. >ß` `°e

Äl SS]Á #u>Ç=e >uv Ÿ}T >e}ÇÅ` ¾S"ÓYf W^}™ < ¾Ç=c=ýK="""¾p_ታ
አቀራረብና አፈፃፀም SS]Á\$ }wKA K=Öke Ã%ooLM::

2. ¾SS]Á"< }ðéT>'f

¾²=I SS]Á }ðéT>'f u>e}ÇÅ\ ¾S"ÓYf W^}™ < >äĭ SW[f uT>}ÇÅ\ S/u?
„< LÃ Äj" M::

3. f`ÖT@

¾4nK< >Ñvw K?L f`Ñ<U "M}cÖ"< ue}k` u²=I SS]Á "<eØ:-

3.1 #SY]Á u?f\$ TKf ^c<" <KA u>e}ÇÅ\ >äĭ "ÃU Å"w ¾}ssS እና uS"Óef
c^}™ < >äĭ ¾T>}ÇÅ` ¾>e}ÇÅ\ SY]Á u?f' "<::

- 3.2 #W^}— TKf\$ u>e}ÇÀ\ Se]Á u?f “<eØ usT>’f }kØa ¾T>W^ TKf c=J”& }hDT><” ¾pK=e >vLf” Ç™<” □”Ç=G<U u>àì ¾TÀgð’< W^}™<” >ÃÚU`U::
- 3.3 #¾uLÃ □Lò TKf\$ uT°ÿM S/u?„< ¾}ss< □Lò “ÃU ¾T>”iK”<’ u;öK ÿ}T ¾;öK ÿ}T”< à” Y^ >eðÉT>’ ¾ê/u?f □Lò< “ÃU ¾T>”iK<f’ nωℓḡ ṽωℓḡ à” Y^ >eðÉT> “ÃU ¾T>”iK”<’ uf/u?„< `°c SUI` “ÃU ¾T>”iK”< uÖ?” }sTf T@Ç=”M ÇÃ_i}\ “ÃU ¾T>”iK”< ‘uçK?Ð< ¾çK?ì Ç=” “Ã”U ¾T>”iK”< TKf ’”<::
- 3.4 #¾Y^ H>Åf\$ TKf >”É “Ã”U ÿ>”É uLÃ ¾j’< Ów>„<” uSÖkU uSÚ[h ¾}ÑMÒì” □”□ ¾T>Á[ÒÖÖ<” }ÚT] □c?f ¾T>ÁeÑ-< U’f “Ã”U >ÑMÓKAf KTp[w }ðØa>© fee`” }SÖÖu=’f” Öwk”< ¾T>ÿ””’< ¾}Öv^f ewew TKf ’”<::
- 3.5 #¾c”< □ÃM >e}ÇÀ` ÅÒð ¾Y^ H>Åf\$ TKf >”É” ¾Y^ H>Åf “Ã”U ÿ>”É uLÃ ¾j’< ¾Y^ H>Å„<” ¾W”< □ÃM >e}ÇÀ` }Öv^f” KSðìU ¾}ssS ¾Y^ H>Åf J• ‘ uY\ ¾T>Ñ-<” uc”< □ÃM >e}ÇÀ` Y^ ¾}cT\ ¾Y^ H>Å~” ðíT><”” ¾Y^ H>Å~ S]” ¾T>ÁÖnMM ’”<::
- 3.6 #¾Y^ H>Åf S]/>e}vv] \$ TKf >”É” ¾Y^ H>Åf ¾T>S^ □Lò TKf ’”<::
- 3.7 #Å”w\$TKf u>Ç=e >uv ÿ}T >e}ÇÀ` ¾c^}™< ¾Ç=c=yK=” >ðíçU” ¾p\_□ >k^[w Y’ e’>f Å”w lØ` 24/2002 TKf ’”<::
- 3.8 #Ç=c=yK=”\$ TKf >”É sT> ¾S”Óef W^}— u>àì >”kê 62 □” 63 ¾}SKÿ~f” ¾W^}—”<” ÓÈ□<” e’UÓv` ¾T>Áÿw`uf SM”U ¾S<Á” ¾e^ e’ UÓv` ’”<::
- 3.9 #>àì\$ “ÃU #>àì\$ TKf ¾>Ç=e >uv ÿ}T >e}ÇÀ` S”ÓYf W^}™< >àì lØ` 6/2000 TKf ’”<::
- 3.10 #>?È”c=\$ TKf ¾>Ç=e >uv ÿ}T >e}ÇÀ` ሲ፲፩ ስር፲፩ >?È”c= TKf ’”<::
- 3.11 #¾Ç=c=úK=¿ çT>,\$ TKf u>àì >”kê70/1/ Sc[f u¾Å[í”< vK< Se]Á u?„< ¾T>ssU” uÇ=c=yK=” Ñ<ÉKf ¾T>ÿcc”<” W^}—” Ñ<ÇÃ □¾S[S[ṽ”<d’@ ሃሳብ ¾T>ያቀርብ ኮሚቴ ’”<::
- 3.12 “ቅሬታ ሰሚ ኮሚቴ” በአዋጁ አንቀጽ 73/1/ መሠረት በየደረጃው ባሉ መ/ቤቶች የሚቋቋምና ማለት አስተዳደራዊ በደል የደረሰበትን ሰራተኛ የሚያቀርበውን ቅሬታ □¾S[S[ṽ”<d’@ ሃሳብ ለመስሪያ ቤቱ የበላይ ሃላፊ ¾T>ያቀርብ ኮሚቴ ’”<::
- 3.13 “¾>e}ÇÀ` ð/u?f” TKf u>àì >”kê 75 SW[f ¾}ssS ¾>e}ÇÀ\ c=y=M c`y=e >e}ÇÀ` ð/u?f TKf ’”<::
- 3.14#ÿÅ[í ‘p TÉ[Ó\$ TKf W^}—”< uÇ=eýK=” ÓÉðf Øó}— J• c=Ñ~ u>àì >”kê 68(1) (W) SW[f □eÿ G<Kf `Sf É[e KT>Å`e Ñ>²? W^}— ”<” ÿY^ Å[í” ÅS” ‘p TÉ[Ó TKf ’”<::
- 3.15 #>e}ÇÀ^© “<d’@\$ ማለት በአዋጁ በክፍል 10 ለተመለከቱት ጉዳዮች ሲባል የመሥሪያ ቤቱ የበላይ ኃላፊ በቅሬታ ሰሚ ኮሚቴ ወይም በዲ.ሲ.ኸሊን ኮሚቴ ተጣርተው በቀረቡ ጉዳዮች ላይ ወይም በዲ.ሲ.ኸሊን ኮሚቴ መታየት በሚገባቸው ጉዳዮች ላይ ሥነ-ሥርዓቱን ሳይጠብቅ ወይም በቀጥታ በሕግ በተሰጡት ሌሎች ጉዳዮች ላይ በጽሑፍ ወይም በቃል የሚሰጠው ውሣኔ ነው።

4. ¾ï ታ >ÑLKî'

u²=| SS]Á “<eØ u}v ታ ã ï ታ ¾}ÑKì nM G<K< K>’e ታ ã ï ታ U ÁÑKÓLM::

5. eK ¾S"ÓYf W^}— ÓÈ

T"—<U ¾S"ÓYf W^}—

- 5.1. KQ' u<" KQÑ S"ÓY~ □T~ SJ'''
- 5.2. SL Ñ<Mu~"" <KA□<" KQ' u< >ÑMÓKAf TªM'
- 5.3. uY^ ^\ SW[f ¾T>cÖ<f" ¾Y^ °pÉ<" K?KA< uQÒ© S"ÑÉ
¾T>c m.f" f°³µ< SðçU'
- 5.4. ¾S"ÓYf" Y^ ¾T>SKY~f" QÑA<' Å"x<" SS]Á< Tju`'
- 5.5. ¾S"ÓYf" bK=c= uwnf SðçU >Kuf'
- 5.6. ¾>?<.>Ã.y=/>?Ée S}LKòÁ" SÝLYÁ S"ÑÊ<" KÃ,, uT"p KzÃ[c<
ÝT>ÁÒMÖ< G<'@< ^e" SÖup'
- 5.7. ¾>?<.>Ã.y=/>?Ée uÅT†< "<eØ ¾T>Ñ~" ¾>?Ée IS<T" ¾J'<
W^}™<" cw>© Swf Tju`'¾SÉKA" ¾SÑKM }Óv`
>KSðçU'}Ñu="<" õp`' ÉÖð" λ"jw h u? TÉ[Ó::

iõM G<Kf

¾Ç=eýK=" >ðñU" "<d'@ >c×Ø

U°^õ >"É

¾Ç=eýK=" >ðñU u:~>

6. ¾Ç=eýK=" p×f SW[<@ ~LT

uS"ÓYf W^}™< QÓ SW[f ¾T>"c" T"†<U ¾Ç=eýK=" p×f ~LT"<
¾SY]Á u?~" Y^ KT^SÉ c=J"& W^}—< uðçS"< Øóf ~ÅU ¾Ç=eýK="

Ñ<ÉKf }çê,, ~Åðf wl W^}—" □T~ ?>Ò KSJ" □Ç=<M KS`çf' KT[U"
KTe}T` □Ç=G<U ¾TÃ□[U uT>J"uf Ñ>? Y^"< □ÇÃuÅM KTc"uf
'"<::

¾Ç=eýK=" Øóf /Ñ<ÉKf/ uðçS uT"—<U ¾S"ÓYf W^}— LÃ u>ªİ lØ`

6/2000 >"kê 68/1 □"Å}²[²"< □"Å Øó~ jwÅf Ý²=l u□< Ý}²[²f p×,,< >"Æ

K="c"uf Ã<LM::

- 6.1 ¾nM TeÖ"kmÁ'
- 6.2 ¾êOõ TeÖ"kmÁ'
- 6.3 □eY 1 ~ ÅS~' ¾T>Å`e Skà'
- 6.4 □eY 3 ~ ÅS~' ¾T>Å`e Skà'
- 6.5 □eY G<Kf ~Sf É[e KT>Å`e Ñ>? ÝY^ Å[Í" ÅS~' 'p TÉ[Ó'
- 6.6 ÝY^ Tc"uf'

7 ¾p×f ~Ã'< >SÇAw'

u²=l SS]Á >"kê 6.1' 6.2 □" 6.3 ¾}SKY~f kLM ¾Ç=eýK=" Øóf p×,,<
c=J'< ¾}k\ TKfU u>"kê 6.4' 6.5 □" 6.6 ¾}²[²f ÝvÉ ¾Ç=eýK="

Øóf p×,,< }wK"< ÅÖkdK<::

8 ukLM ¾Ç=eýK=" Øóf LÃ eKT>cØ w-ñz'

uÅ"u< >"kê 3 "><e >"kê 1 □" 2 u}ÑKç"< Sc[f >"É ¾S"ÓYf W^}—
kLM ¾Ç=eýK=" Øóf ¾ðçS □"ÅJ' □"Å¾Øó~ jwÅf :-

- 8.1. $W^{\wedge}\}—“< \frac{3}{4}T>c^{\wedge}uf \frac{3}{4}Se]Á u?f \square L\grave{o} “\tilde{A}”U \frac{3}{4}Y^{\wedge} H>\tilde{A}f S]$
 $\ddot{Y}nM Te\ddot{O}”km\acute{A} \frac{3}{4}Se\ddot{O}f \square e\ddot{Y} >”\acute{E} “\acute{A}S”’ \frac{3}{4}Sp\times f YM\times””$
 $\square L\grave{o}’f \tilde{A}\bullet[\grave{a}M'$
- 8.2. $kLM \frac{3}{4}\zeta=c=yK=” p\times f \tilde{A}\acute{O}v\sim >\tilde{A}\ddot{O}\frac{3}{4}pufU J\bullet U \acute{O}” c^{\wedge}\}—“<$
 $u”<d’@”< “M\}eTT p_{\square}”<” KSe]Á u?~ \square L\grave{o}” Kp_{\square} cT> \phi T> ,$
 $up\acute{A}U \} \ddot{Y}\}M Tp[w \tilde{A}\angle LM'$
- 8.3. $\frac{3}{4}kLM \zeta=c=yK=” >\delta\acute{\imath}\zeta U u\}SK\ddot{Y}\} \acute{A}”u< >”k\hat{1} 3 Sc[f$
 $\} \delta\acute{\imath}\mu. J”M::$
- 8.4. በዚህ አንቀፅ ንዑስ አንቀፅ (8.1) የተመለከተው እንደተጠበቀ ሆኖ የመስሪያ ቤቱ የበላይ ሃላፊ ከከተማው ወይም ከከፍለከተማው አፋጣኝ የህዝብ ቅሬታ አጣሪ የስራ ሂደት የሚቀርቡለትን የቀላል እና ከባድ አስተዳደራዊ ጥፋቶች ከስ መርምሮ ውሳኔ ይሰጣል። የውሳኔውንም ውጤት ለስራ ሂደቱ ያሳውቃል።

9 $W^{\wedge}\}—” \ddot{Y}Y^{\wedge} “ \acute{A}S”’ >\acute{O}\acute{E} eKTq\frac{3}{4}f'$

- 9.1 $>”\acute{E} \frac{3}{4}S”\acute{O}ef W^{\wedge}\}— \ddot{Y}e^{\wedge} c=_{\neq} \tilde{N}\acute{E} \square \acute{O}\acute{A}E \acute{A}S”’<”U \tilde{A}\acute{U}U^{\wedge}M::$
 $u>\grave{a}] >”k\hat{e} 71 ”@<e >”k\hat{e} 1 SW[f >”\acute{E} \frac{3}{4}S”\acute{O}Yf W^{\wedge}\}— \ddot{Y}Y^{\wedge} “ \acute{A}S”’$
 $>\acute{O}\acute{E} Tq\frac{3}{4}f KY^{\wedge}”< >\delta\acute{e}\zeta U \ddot{O}nT> J\bullet \ddot{Y}\}\tilde{N}-\square \lambda e\ddot{Y} G<Kf “\tilde{N}>? w\%$
 $\ddot{Y}Y^{\wedge}”<” \ddot{Y}\acute{A}S”’ >\acute{O}\acute{E} Tq\frac{3}{4}f \tilde{A}\angle LM J\bullet U \acute{O}” c^{\wedge}\}—“< \ddot{Y}\square \tilde{N}\acute{A}uf \ddot{Y} >e^{\wedge}$
 $>Ue\}—“< k” \ddot{E}Ua K\zeta=c=yK=” \phi\mu, Sp[w \tilde{A}\bullet`u\square M::$
- 9.2 $W^{\wedge}\}—“<” \ddot{Y}Y^{\wedge} >\acute{O}\acute{E} Tq\frac{3}{4}f >e\delta L\tilde{N}> J\bullet c=\tilde{N} \square \acute{O}\acute{A}E \frac{3}{4}T>\delta\zeta S”<$
 $uSe]Á u?~ \frac{3}{4}uL\tilde{A} \square L\grave{o} \tilde{A}J”M::$
- 9.3 $”<d’@ d\acute{A}\tilde{N} \sim \ddot{Y}G<Kf “^{\wedge}f uL\tilde{A} \frac{3}{4}q\frac{3}{4} W^{\wedge}\}— \acute{A}K\} \acute{U}T] e’e^{\wedge} >f$
 $”\acute{A}e^{\wedge}”< \square”\zeta=SKe \tilde{A}\acute{A}[\acute{O}M:: u \lambda \acute{O}\acute{E} ”pf \acute{A}M\}\ddot{Y}\delta K”< \acute{A}S”’U \acute{A}K”KE$
 $S\ddot{Y}\delta M \tilde{A}\bullet`u\square M$
- 9.4 $\ddot{Y}L\tilde{A} u>”k\hat{e} 9.3$ በተገለጸው መስሪት $Se]Á u?~ W^{\wedge}\}—“<” “\acute{A}$
 $e^{\wedge}”< “MSKc”< uc^{\wedge}\}—“< L\tilde{A}” uSe]Á u?~ L\tilde{A} KT>\acute{A}”c”< S\tilde{N}<LLf”$
 $u\acute{A}M \square”\zeta=G<U >Le\delta L\tilde{N}> “\mu. u>\grave{a}] >”k\hat{e} 93(3) Sc[f \square >\acute{E}”c=”<$
 $uT>SK\ddot{Y}\}”< \frac{3}{4}e^{\wedge} \square L\grave{o} L\tilde{A} \square \acute{U} \square”\zeta=”c\acute{E}uf \acute{A}\acute{A}\`O\acute{M}::$
- 9.5 $W^{\wedge}\}—“<” >\acute{O}\acute{E} Tq\frac{3}{4}f \frac{3}{4}T>\%K”<:-$

$G/ \ddot{Y}\}\ddot{O}[\ddot{O}[uf \tilde{N}<\zeta\tilde{A} \acute{O}” >\acute{O}vw’f \acute{A}L\ddot{+}”<” Te[\acute{\imath} < uTuLgf’ uS\acute{A}up “\tilde{A}U$
 $uT\acute{O}\acute{o}f U”S^{\wedge}”<” \acute{A}c”_{j}LM’ “\tilde{A}U$
 $K/ uS”\acute{O}Yf ”w[f L\tilde{A} \} \acute{U}T] \tilde{N}<\zeta f \acute{A}\acute{A}\`dM “\tilde{A}U$
 $N/ \ddot{Y}\}\ddot{Y}ccuf \acute{O}\acute{o}f i w\acute{A}f >”\acute{e}” \frac{3}{4}K?KA<” W^{\wedge}\}^{\text{TM}} < V^{\wedge}M \frac{3}{4}T>””$
 $”\tilde{A}U \} \tilde{N}M\acute{O}_{\acute{\imath}} Q’w uS/u?~ L\tilde{A} K=\bullet[”< \frac{3}{4}T>\tilde{N}v”<” \square U’f \acute{A}^3vM’$
 $”\tilde{A}U$
 $S/ \} \delta\zeta S \frac{3}{4}\}vK”< \acute{O}\acute{o}f \ddot{Y}Y^{\wedge} \acute{A}e”\times M \}wKA c=\tilde{N}Sf ’”<::$

10 $W^{\wedge}\}—“< \square \acute{O}\acute{E} \square”\zeta=q\tilde{A} \ddot{Y}\}”c’$

- 10.1 $u\acute{A}”u< >”k\hat{e} 7(1) Sc[f \ddot{Y}Y^{\wedge} “ \acute{A}S”’ \frac{3}{4}\square \tilde{N}\acute{A} W^{\wedge}\}— \ddot{Y}S\acute{A}u— Y^{\wedge}”<$
 $\square \acute{O}\acute{E} \frac{3}{4}T>q\tilde{A}uf \tilde{N}>? “ \ddot{Y}Y^{\wedge}”< \frac{3}{4}\square \tilde{N}\acute{A}uf U_i”\acute{A}f uS/u?~ \frac{3}{4}uL\tilde{A} \square L\grave{o}$
 $u\acute{e}O\acute{o} \tilde{A}\tilde{N}K\acute{\imath}K\square M'$
- 10.2 $\acute{O}\acute{E} \frac{3}{4}\}\acute{A}[\tilde{N}uf W^{\wedge}\}— >\acute{E}^{\wedge}h”< \acute{A}M\square”k \square”\acute{A}J’ “\tilde{A}U \frac{3}{4}T\tilde{N}\acute{\imath}”<” f^{\circ 3}’$
 $u>”M >\acute{O}”,, K=c\ddot{O}”< \frac{3}{4}T\tilde{A}\%Mu f U_i”\acute{A}f \acute{A}K \square”\acute{A}J’ f^{\circ 32}< uT>W^{\wedge}uf$

- SY]Á u?f ¾Te□mÁ WK?Ç LÃ K10 }ÿ□□Ã k"f }KØö □"Ç=qÃ SÅ[Ó
 >Kuf'
- 10.3 ÿY^ S□ÑÆ ¾T>}"< ¾TÑÍ"< f°3' ÿ}cÖ"< "ÃU uTe□mÁ WK?Ç
 LÃ ÿ}KØðuf k" ÈUa J• c^}—"< □eÿ□ÑÅuf k" É[e ¾c^uf ÅS"
 ÁK"KÉ SÿðM Å•`u□M'
- 10.4 ¾S"ÓYf W^}—"< u}ÿccuf Øóf U;"Áf ÿY^ □"Ç=c"uf "M}"c'uf
 ue}k` u°ÓÆ "pf dÃÿðK"< ¾k["< ÅS"²< ÁK "KÉ ÅÿðK³M'
- 10.5 ¾Ç=c=yK='< je "<d'@ ¾Ñ"²w pxf ÿJ' ÿc^}—"< ÅS" ' >"É fe}
 — (1/3) w%o ¾T>q[Ø J• }Óv^© ¾T>J'"< W^}—"< "Åe^
 ÿ}SKcuf " ÈUa ÅJ"M'
- 10.6 ¾S"ÓYf W^}—"< S□ÑÉ ÿ°ÓÆ Ò` ÁM}ÁÁ²< Sw„‡"" ÓÈ□-
 ‡" }ðéT>'f >Áek`U::

11 ÿvÉ ¾Ç=e-K=" pxf ¾T>ÁeÿfK< Øó„<'

- u>äI Ø` 6/2000 >"kê 69 SW[f ¾T>ÿ}K<f Øó„< ÿvÉ ¾Ç=eýK=" pxf ¾T>ÁeÿfK< "†"<::
- 11.1 f°3' vKT;u`' u†M}~'f' uSKÑU' "ÃU J' wKA ¾>W^` Y'-Y`f "ÃU
 ¾S"ÓYf" ÞK=c= vKSÿ}M uY^ LÃ uÅM TÉ[e'
- 11.2 Ñ<ÇÄ<" J" wKA T²Ó¾f "ÃU vKÑ<ÇÄ<" TÑ<LLf'
- 11.3 Y^ □"ÇÅW^ J" wKA T`i "ÃU ÿT>Á"<ÿ<f Ò` S}vu`'
- 11.4 ukLM ¾Ç=eýK=" pxf □`Uí< vKS□[U ÁKum U;"Áf u}ÅÒÒT> ÿY^
 Sp[f "ÃU ¾Y^ c`f >KT;u`'
- 11.5 uY^ x□ uÖw >Ý'f SÅvÅw" >"vÕa SðÖ`'
- 11.6 uMTÇ© e" "ÃU u>Å"³» °î c<e uSS[´ uY^ x□ LÃ SÑ-f "Ã"U u²=I
 U;"Áf Y^" SuÅM'
- 11.7 Ñ<x SkuM "ÃU □"Ç=cÖ"< SÖ¾p "Ã"U KK?L c"< Ñ<x" TkvuM
- 11.8 uY^ x□ KQ'w V^M }n^> ¾J' É`Ñ>f SðçU'
- 11.9 ¾K?w'f "ÃU ¾□U'f TÑ<ÅM É`Ñ>f SðçU'
- 11.10. ¾T□KM "ÃU ¾Tßu`u` É`Ñ>f SðçU'
- 11.11. uS/u?~ "w[f LÃ J" wKA "ÃU u†M}~'f Ñ<Çf TÉ[e'
- 11.12. uYMx" >K>Óvw SÖKU "Ã"U >ÉM* TÉ[Ó '
- 11.13. uY^ x□ LÃ è□© Ønf" f"çd SðçU'
- 11.14. uT"—<U G<'@□ J" }wKA "Ã"U uÿvÉ †M}~'f uY^ x□ LÃ
 ¾T>ðçS< >?<.>Ã.y=" KTe}LKõ ¾T>Áe<K< É`Ñ>„<" SðçU'
- 11.15. ÿ>?<.>Ã.y= Ò` u}Ñ"— >ÉKA© >W^`" cw>© Swf
 ¾T>Øc< }Óv^f" SðçU'
- 11.16. u²=I >"kê ÿ}²[²]f Ò` }SddÃ ;wÅf ÁK"<" K?L ¾Ç=e-K=" Ñ<ÉKf SðçU::

12 ÿÅ[Í" ÿÅS" 'p uTÉ[Ó ¾T>cØ ¾pxf >"dc"

- T"—<U W^}— u>äI >"kê 68 "®<e >"kê 1(W) SW[f ÿY^ Å[Í" ÿÅS"
 ' 'p uTÉ[Ó S/u?~ pxf "e•uf ¾px~ Ñ>²? ÑÅw □"ÇKk'
- 12.1 px~ >Mq c=SKe ÿSkx~ uðf Åµf ÿ'u["< ¾Y^ SÅw Ò` }SddÃ ;ðf
 ¾Y^ SÅw "K "KU"U }ÚT] ¾Å[Í °ÉÑf Y'-Y`f "Å e^ SÅu<
 ¾T>SKe c=J"ṛ

12.2 $\ddot{Y}Skx \sim u\grave{o}f \ddot{A}\mu f \ddot{Y}'u[" < \frac{3}{4}Y^{\wedge} S\grave{A}w \grave{O} \} Sdd\ddot{A} \frac{3}{4}J' \frac{3}{4}Y^{\wedge} S\grave{A}w$
 $"M\} \ddot{N}- \grave{i}\ddot{o}f \frac{3}{4}Y^{\wedge} S\grave{A}w u\} \ddot{N}- \ddot{N} > ? \acute{A}K U"U \} \acute{U}T] \frac{3}{4}\acute{A}[\acute{I} \acute{o}\acute{E}\ddot{n}f Y'-$
 $Y' \text{`}f uY^{\wedge} S\grave{A}u < L\ddot{A} \square " \zeta = S\grave{A}w \ddot{A}\acute{A}[\grave{O}M:: \ddot{Y}Skx \sim u\grave{o}f \ddot{A}\mu f \ddot{Y}'u[" <$
 $\frac{3}{4}Y^{\wedge} \acute{A}[\acute{I} \grave{O} \} Sdd\ddot{A} \frac{3}{4}J' \grave{i}\ddot{o}f \frac{3}{4}Y^{\wedge} S\grave{A}w" \acute{A}[\acute{I} \square e\ddot{Y}T > \ddot{N} \sim U \acute{A}S''^2 < "$
 $\square \acute{A}\ddot{N}- \ddot{A}\ddot{O}wnM::$

13 $\frac{3}{4}p \times f p\acute{A}U \} \ddot{Y}\} K < " vKS\ddot{O}up eKT > c\emptyset " < d' @:$

$u^2 = I SS] \acute{A} \frac{3}{4} \} ^2 [^2 \} f \frac{3}{4} p \times f \text{`} \acute{A}' , < p\acute{A}U \} \ddot{Y}\} Lt'' < d\ddot{A}\ddot{O}up \square " \acute{A}\emptyset \acute{o} \sim ; w\acute{A}f$
 $\square \frac{3}{4} \square \frac{3}{4} \frac{3}{4} \zeta = e\acute{y}K = " Y' - Y' \text{`} f > \acute{o}\acute{e}\zeta U d\ddot{A}\ddot{O}\acute{A}M u > " \acute{E} \ddot{N} > ? \frac{3}{4} S\acute{U}[h'' < " U p \times f$
 $u = j" KS''c" \acute{A}\%_{oo}LM::$

$U \grave{o}^{\wedge} \ddot{o} G < Kf$
 $eK \zeta = e\acute{y}K = " \text{`} T > , SssU " > W^{\wedge} \text{`}$

14 $\frac{3}{4}\zeta = e\acute{y}K = ? \text{`} T > , eK TssU \&$

14.1 $u > \grave{a}l > " k\acute{e} 70(1) Sc[f uT" \text{`} < U u \} \ddot{O}MU J' u\grave{O}^{\wedge} > \ddot{N}M\acute{O}K\acute{A}f$
 $\frac{3}{4}T > c\emptyset \frac{3}{4}c'' < \square \acute{A}M > e \} \zeta \acute{A} \acute{A} \grave{O} \ddot{o} \frac{3}{4}Y^{\wedge} H > \acute{A}f vKuf Se] \acute{A} u? f$
 $uS < K < \frac{3}{4}\zeta = c = \acute{y}K = " \ddot{N} < \zeta \acute{A} < " \square \frac{3}{4}S[S[\text{`} < d' @ \text{`} \text{`} \text{`} \text{`} \frac{3}{4}T > \text{`} \text{`} \text{`} \text{`}$
 $\frac{3}{4}\zeta = c = \acute{y}K = " \text{`} T > , \acute{A}ssTM::$

14.2. $\frac{3}{4}\text{`} T > , \text{`} < > vLf$

$uT" \text{`} < U \acute{A}[\acute{I} \frac{3}{4}T > ssU \frac{3}{4}\zeta = e\acute{y}K = " \text{`} T > , 5 > vLf \acute{A} \bullet \square M:: > \text{`} nk \backslash U:-$

14.2.1 $uT^{\circ} \ddot{Y}M \acute{A}[\acute{I} :-$

$uSe] \acute{A} u? \sim \frac{3}{4}uL\ddot{A} \square L\ddot{o} \frac{3}{4}T > c\frac{3}{4}U cwdu =$
 $uSe] \acute{A} u? \sim \frac{3}{4}uL\ddot{A} \square L\ddot{o} \frac{3}{4}T > c\frac{3}{4}S < 1 > vLf$
 $\ddot{Y}Se] \acute{A} u? \sim c^{\wedge} \} ^{TM} < \frac{3}{4} \} S[\ddot{O} < 2 \frac{3}{4}W^{\wedge} \} ^{TM} < \} "' \acute{A} < \ddot{Y}G < K \sim$
 $> " \zeta D c? f SJ" > Kv f > vM$
 $\frac{3}{4}W'' < \square \acute{A}M > e \} \zeta \acute{A} \acute{A} \text{`} * \acute{o}c \text{`} \lambda \eta \acute{a} \lambda \text{`} \grave{i} H\ddot{o}$

14.2.2 $u\grave{i}\ddot{o}K \ddot{Y}\} T \acute{A}[\acute{I} :-$

$\frac{3}{4}W'' < \square \acute{A}M > e \} \zeta \acute{A} \acute{A} \acute{A} \grave{O} \ddot{o} \frac{3}{4}Y^{\wedge} H > \acute{A}f \acute{A}Kuf \acute{e}/u? f HL\ddot{o} \frac{3}{4}T > c\frac{3}{4}U ... cwdu =$
 $\frac{3}{4}W'' < \square \acute{A}M > e \} \zeta \acute{A} \acute{A} \acute{A} \grave{O} \ddot{o} \frac{3}{4}Y^{\wedge} H > \acute{A}f \acute{A}Kuf \acute{e}/u? f HL\ddot{o}$
 $\frac{3}{4}T > c\frac{3}{4}S <$
1 $> vM$
 $\acute{A}\ddot{O} \ddot{o} \frac{3}{4}Y^{\wedge} H > \acute{A} \sim \ddot{Y}T > \acute{A}\ddot{N}K\acute{O}L \text{`} < \acute{e}/u? , < W^{\wedge} \} ^{TM} < \frac{3}{4} \} S[\ddot{O} < 2 \} "' \acute{A} <$
 $\ddot{Y}G < K \sim > " \zeta D c? f SJ" > Kv f > vM$
 $> vM$
 $\frac{3}{4}\acute{e}/u? \sim \frac{3}{4}W'' < \square \acute{A}M > e \} \zeta \acute{A} \acute{A} \text{`} * \acute{o}c \text{`} \lambda \eta \acute{a} \lambda \text{`} \grave{i} H\ddot{o}$

14.2.3 $u \text{`} \text{`} \text{`} \text{`} u\ddot{O} ? " " ufUI \text{`} f \} sTf KT > ssS'' < \frac{3}{4}\zeta = e\acute{y}K = " \text{`} T > , :-$

14.2.3.1 $u \text{`} \text{`} \text{`} \text{`} \acute{A}[\acute{I}$

$u \text{`} \text{`} \text{`} \text{`} \acute{a} " Y^{\wedge} > e\acute{o}\acute{e}T > \frac{3}{4}T > c\frac{3}{4}U cwdu =$

u wŁŁ q ³“ Y^ >eđéT> ¾T>c¾S< 1 >vM
u wŁŁ q“ < ê/u?f W^}™ < ¾}S[Ö< 2 }™“Ä< YG<K~ >”ÇD c?f
Sj” >Kvf.....

>vM
¾ wŁŁ q ¾W” < □ÄM >e}ÇÄ` \*òc` ληΔ λς ìHò

14.2.3.2 ufUI`f }sTf

u`°c SUI` /u>e}vv]/Ç=” ¾T>c¾U..... cwdu=
u`°c SUI` /u>e}vv]/Ç=” ¾T>c¾S< 1 >vM
Yf/}sS< W^}™ < ¾}S[Ö< 2 }™“Ä< YG<K~ >”ÇD c?f
Sj” >Kvf

>vM
¾f/}sS< ¾W” < □ÄM >e}ÇÄ` \*òc` ληΔ λς ìHò

14.2.3.3 uÖ?“ }sTf

uT@Ç=”M ÇÄ_i} ` /uÖ?“ x u=Á □Lò ¾T>c¾U.....
cwdu=
uT@Ç=”M ÇÄ_i} ` /uÖ?“ x u=Á □Lò ¾T>c¾S< 1 >vM
YÖ?“ }sS< W^}™ < ¾}S[Ö< 2 }™“Ä< YG<K~ >”ÇD c?f
Sj” >Kvf

>vM
¾Ö?/}sS< ¾W” < □ÄM >e}ÇÄ` \*òc` ληΔ λς ìHò

15. ¾çT>, >vLf SS²—'

- T“†” <U ¾çT>, >vM :-
15.1 uÖvÁ†” <“ uY^ >đéçT†” < ¾}ScÑ’ <'
15.2 vKñf G<Kf `S□f ” <eØ uÇ=eýK=” Ñ<ÉKf ÁM}kÖ<'
15.3 sT> ¾S”Óef c^}— ¾J’” uS”ÓYf SY]Á u?f ” <eØ u=%oM
YG<Kf `Sf uLÄ >ÑMÓKAf ÁL†” < K=J’ < ÄÑvM::

16. ¾çT>, ” < ¾>ÑMÓKAf ²S”:-

YSe]Áu?~ W^}™ < ¾}S[Ö<f ¾çT>, >vLf ¾>ÑMÓKAf ²S” KG<Kf
`Sf ’” <:: J•U >eðLÑ> J• Y}Ñ- Ó” ¾W^}— }™“Ä‡ K>”É Ñ>²? uÉÒT>
K=S[Ö< Ä<LK<::K?KA< ¾çT>, >vLf Ó” uSe]Áu?~ ¾uLÄ □Lò □”Ä
>eðLÑ>’~ u¾Ñ>²?” < K=K”Ö< Ä<LK<::

17. YçT>, ” < >vM’f eKSc[’“ Yewcv eKS’df’

17.1 ¾çT>, ” < cwdu= “ÄU T”—” <U >vM je Yk[uuf W^}— Ò` ìw
ÁK” < “ÄU uYÒ “ÄU ¾Òw%o ‘UÉ” ÁK” < Sj’ < uTe[Í c=[ÒÑØ
“ÄU Ydi uT>J”uf Ñ>²? K²=Á Ñ<ÇÄ w%o YçT>, >vM’f □”Ç=’d
ÄÄ[ÒM::

17.2 YLÄ u}^ lØ` 16.1 u}ÑKç” < SW[f ¾çT>, ” < cwdu= Ycwdu=’f
¾T>’d YJ’ ¾kf ¾çT>, >vLf YSHL†” < K²=G< Ñ<ÇÄ w%o K?L
cwdu= ÄS` xK<::

17.3 T"—" <U ¾¢T>, >vM ^c<" ŸÑ<Ç¿ uTÓKM" K?L"<" >vM KTeÖLf
 ŸvKÑ<ÇÃ Ò` □¾}Ñ"- UeÖ=" Á"x "ÄU nK-Ñ<v~@<" S[í<""
 êG<ö<" KvKÑ<ÇÃ Ád¾ "ÄU ÀÖKÖ "ÄU ¾cÖ u²=I SS]Á ŸvÉ Øóf
 "†"< }wK"< ¾}²[²f" ¾ðìS □"Äj' }qØa ¾T>"eÄ"< ¾Ç=c=ýK=" pxf
 >ðécU □"Ä}Öuk J• Ÿ¢T>,"< >vM'f Äc[³M:: uUfŸ<U ŸLÄ
 u}²[²["< Sc[f U`Ý ÄÄ[ÒM::

18. ¾¢T>,"< UM>} Ñ<v~@ "ÉUî >c×Ø'

- 18.1 u¢T>,"< ewcv LÄ cwdu="<" ÚUa ŸÓTi >vLf uLÄ ŸjÑ-<
 UM>} Ñ<v~@ Äj"M' ŸjÑ-< >vLf u=Ä"e >"Æ ¾W^}— }""Ä
 SJ" Ä•`u□M::
- 18.2 ¾¢T>,"< cwdu= Ÿ>pU uLÄ uj' Uj"Áf u=k` ¾k\j >vLf
 ŸS"ŸL†"< KÑ>²? "< cwdu= ÄS`xK<::
- 18.3 >Ÿ^"j Ñ<ÇÃ c=Ñ~ ¾¢T>,"< >e}Á¾f ¾T>ÁMð"< uÉUî wMÝ
 c=j"" >vLf uGdw □Ÿ<M u□Ÿ<M ¾}ŸðK< □"Äj' ewdu="<
 vKuf "Ñ" ¾k[u Gdw }ðíT> Äj"M:: uGdw ¾}K¾ >vM "K
 ¾}K¾uf Uj"Áf unK-Ñ<v~@ "< Äcö^M::

19 eK Ç=eýK=" ie >SW^ [f" G<'@□'

- 19.1 ¾Ç=eýK=" ie λ"Ç=Sc[f" Ñ<Ç¿ uÇ=c=ýK=" ¢T>, λ"Ç=x^
 uSY]Á u?~ ¾uLÄ ÷Lò "ÄU uY^ H>Äf SJ"< c=²²' "ÄU
 ከከተማው ወይም ከከፍለ ከተማው አፋጣኝ የህዝብ ቅሬታ ሰሚ የሥራ ሂደት በመ/ቤቱ የበለፀ
 ጎላፊ በኩል ሲመራለት የመስሪያ ቤቱ የ c"< ጎÄM >e}ÇÄ` ÄÒð ¾Y^ H>Ä ÷
 ¾Ç=eýK=" jc<" ÄSc`²Ä'
- 19.2 ¾Ç=eýK=" ¢T>,"< cwdu= ¾Ç=eýK=" ie }²Öì}< Te[í†
 }Ö"k"< c=k`u<Kf }Ÿdg< K}'Ñ[uf Øóf SŸLYÁ KTp[w λ"Ç=<M'
 19.2.1. }Ÿdg< ¾}Ñ[uf" ^^` Øóf uÇ=eýK=" ¢T>,"<
 ewcv LÄ ¾T>k`wuf" k"" c~f" x² uSÓKî ¾Ç=c=úK=" jc<"
 îG<ð" Te[í< pí= >ÄÄµ ¾je Te²mÁ K}Ÿdg< □"Ç=Ä`c"< ÄÄ[ÒM::
- 19.2.2. }Ÿdg< Kk[uuf ie SMe" ¾SŸLYÁ Te[í
 ¾T>Äk`wuf" Ñ>²? ¾jc< îG<ð ŸÄ[c"< k" ÈUa Ÿ3 k"
 T'e ¾KufU::
- 19.2.3. ¾}Ÿdg< >É^h ÁM²k□λ"Äj' u¢T>,"< ewcv LÄ
 ¾T>Ñ~uf k" c~f" x² }ÑMë ¾Ø] Te²mÁ K5 }Ÿ²² Ä
 k"f uTe²mÁ cK?Ç LÄ }KØö□λ"Ç=qÄ ÄÄ[ÒM::
 u}"c'"< Ñ>²? }Ÿdg< "Mk[u uK?Kuf "<d'@ Äc×M::

19.3. የዲስፕሊን ኮሚቴው የዲስፕሊን ክስ ከቀረበለት ጊዜ ጀምሮ በአንድ ወር ጊዜ ውስጥ የውሳኔ ሃሳብ
 ለመ/ቤቱ የበለፀ ሃላፊ ማቅረብ ይኖርበታል።

19.4 በዚህ አንቀጽ ንዑስ አንቀጽ 19.3 የተመለከተው እንደተጠበቀ ሆኖ በከሳሽም ሆነ በተከሳሽ በኩል
 ጉዳዩ ተጨማሪ ማስረጃዎችን ማስባሰብን የሚጠይቅ ሆኖ ሲገኝ በሁለት ወር ጊዜ ውስጥ የውሳኔ
 ሃሳቡን ለመ/ቤቱ የበለፀ ሃላፊ ማቅረብ ይኖርበታል።

20. ¾Ç=c=úK=" ¢T>,"< >W^`'

- 20.2. ¢T>,"< u²=I SS]Á ¾}cÖ"<" }Óv` uT>ÁŸ""<"uf Ñ>²?
 ¾T>ÄeðMÑ<f" TIAa<' S[í<" W'Ê< >ek`x T¾f □"Ç=G<U
 >Óvw'f ÁK"<" ¾c"< Uej` SØ^f" SÖ¾p Ä<LM::

- 20.3. $\phi T >, \text{ } < uW^{\wedge} \text{ } \text{---} L\tilde{A} \text{ } \frac{3}{4}k[u^{\text{--}} < \text{ } \text{je } uT > \acute{A}x^{\wedge}uf \tilde{N} >^2? \text{ } :-$
- 20.3.1. $\frac{3}{4}W^{\wedge} \text{ } \text{---} < S < K < eU \ddot{Y}' > \acute{A}f'$
- 20.3.2. $W^{\wedge} \text{ } \text{---} < \frac{3}{4} \} \ddot{Y}ccuf'' \beta w \emptyset'$
- 20.3.3. $ic < \text{ } \acute{A}[\acute{O}\acute{O}xK < \text{ } \}wK^{\text{--}} < \frac{3}{4}k[u < f'' \frac{3}{4}\hat{I}G < \acute{o}U \text{ } J'$
 $\frac{3}{4}c^{\text{--}} < Ue_j \text{ } \text{'f} \text{ } Te[\acute{I} <'$
- 20.3.4. $uSe] \acute{A} u? \sim \text{ } < e \emptyset \frac{3}{4}T > \tilde{N} \text{ } \text{---} < \text{ } \frac{3}{4}W^{\wedge} \text{ } \text{---} < \text{ } \frac{3}{4}\acute{O}M$
 $T\acute{I}\acute{A} \text{ } \square \text{ } \text{'}\ddot{C} = G < U \text{ } \text{ } > e \acute{o}L\tilde{N} > \text{ } J \bullet \text{ } c = \tilde{N} \sim W^{\wedge} \text{ } \text{---} < K?L$
 $x \square \text{ } \}k \emptyset a \acute{A}\tilde{N}K\tilde{N}K \ddot{Y}j' \text{ } k\acute{E}V \text{ } \acute{A}W^{\wedge}uf \ddot{Y}'u[\text{ } < Se] \acute{A} u?f$
 $\frac{3}{4}T > \tilde{N} \text{ } \text{---} < \text{ } \frac{3}{4}\acute{O}M T\acute{I}\acute{A} \text{ } \text{'}$
- 20.3.5. $Kk[u^{\text{--}} < \text{ } \text{je } > \acute{O}vw \acute{A}L\ddot{t}^{\text{--}} < \acute{A} \text{ } x < \text{ } SS] \acute{A} <'$
- 20.3.6. $W^{\wedge} \text{ } \text{---} < \text{ } Te[\acute{I}\acute{S} \text{ } \text{ } \text{'t}^{\text{--}} < \text{ } wKA \text{ } \frac{3}{4}T > \acute{A}k^{\text{'}}v\ddot{t}^{\text{--}} < \text{ } \frac{3}{4}\hat{I}G < \acute{o} \text{ } \frac{3}{4}c^{\text{--}} < \text{ } Te[\acute{I} <'$
- 20.3.7. $\ddot{Y}L\tilde{A} \text{ } \ddot{Y} \} SK\ddot{Y} \sim f \text{ } \text{ } < \beta \text{ } K?KA < \text{ } > \acute{O}vw \text{ } > L\ddot{t}^{\text{--}} < \text{ } wKA$
 $\frac{3}{4}T > \tilde{N}U \square \text{ } \text{'t}^{\text{--}} < \text{ } Te[\acute{I} < \text{ } \square \text{ } \text{'}\ddot{C}e \acute{o}L\tilde{N} > \text{ } \sim uTek[w \text{ } SS \text{ } \text{'S}$
 $\acute{A} < LM ::$
- 20.4. $\phi T >, \text{ } < \frac{3}{4}k[u^{\text{--}} < \text{ } \text{je } uTe[\acute{I} \text{ } uT > \acute{A}x^{\wedge}uf \tilde{N} >^2? \text{ } :-$
- 20.4.1. $K \} \ddot{Y}cc^{\text{--}} < \text{ } W^{\wedge} \text{ } \text{---} \text{ } ic < \text{ } \text{ } Te[\acute{I}^{\text{--}} < \text{ } u\hat{I}G < \acute{o}$
 $\square \text{ } \text{'}\ddot{C} = \acute{A}^{\text{'}}c^{\text{--}} < \text{ } \frac{3}{4}S\ddot{Y}L\ddot{Y}\acute{A} \text{ } SMf < \text{ } \text{ } u\hat{I}G < \acute{o} \text{ } \frac{3}{4}Tp[w \text{ } Swf$
 $\square \text{ } \text{'}\ddot{C} = \acute{O}upKf'$
- 20.4.2. $\frac{3}{4}\ddot{Y}dg < \text{ } Ueja < \text{ } c = k^{\text{'}}u < \text{ } \} \ddot{Y}dg < \text{ } u \} \tilde{N} \text{ } \text{---} uf \text{ } nL\ddot{t}^{\text{--}} < \text{ } \square \text{ } \text{'}\ddot{C} = c\acute{O} < \text{ } \text{ } \} \ddot{Y}dg < U \text{ } \frac{3}{4}T > \acute{o}M\tilde{N}^{\text{--}} < \text{ } \frac{3}{4}SekK \text{ } \text{---} \text{ } \emptyset \acute{A}o$
 $\square \text{ } \text{'}\ddot{C} = \acute{A}k^{\text{'}}w' \square \text{ } \text{'}\ddot{C} = G < U \text{ } \frac{3}{4} \} \ddot{Y}di \text{ } \frac{3}{4}S\ddot{Y}L\ddot{Y}\acute{A}$
 $Te[\acute{I} \text{ } uT > cTuf \tilde{N} >^2? \text{ } \ddot{Y}di \text{ } \} \tilde{N} \sim \text{ } \frac{3}{4}SekK \text{ } \text{---} \text{ } \emptyset \acute{A}o \text{ } \frac{3}{4}S\acute{O}\frac{3}{4}p$
 $Swf \square \text{ } \text{'}\ddot{C} = \acute{O}upKf'$
- 20.4.3. $\} \ddot{Y}dg < \text{ } \frac{3}{4}T\acute{C}S\emptyset' \text{ } \frac{3}{4}S\ddot{Y}^{\wedge}\ddot{Y}^{\text{'}} \text{ } uu\ddot{Y} < K < \text{ } \frac{3}{4}S\ddot{Y}L\ddot{Y}\acute{A} \text{ } Te[\acute{I} < \text{ } \text{ } i \text{ } \text{'}ja\ddot{t}^{\text{'}}U \text{ } \frac{3}{4}Tp[w \text{ } Sw \sim \text{ } \} \acute{O}wq \text{ } ic < uTe[\acute{I} \square \text{ } \text{'}\ddot{C} = x^{\wedge}'$
- 20.4.4. $\frac{3}{4}\ddot{C} = c = \acute{y}K = \text{ } \phi T >, \text{ } < \text{ } \frac{3}{4} \text{ } < d' @ \text{ } Gdw \text{ } \ddot{Y}\acute{A}[c^{\text{--}} < \text{ } \frac{3}{4}\ddot{C} = e\acute{y}K = \text{ } \tilde{N} < \acute{E}Kf \text{ } \acute{O}^{\text{'}} \text{ } \} S \times x \sim \square \text{ } \text{'}\ddot{C} = J^{\text{'}} \text{ } K \} Sdd\acute{A}$
 $\emptyset \acute{o}fU \text{ } \} SXX\acute{A} \text{ } p \times f \square \text{ } \text{'}\ddot{C} = c \emptyset' \text{ } T\acute{E}[\acute{O} \acute{A}\acute{O}upu \square M ::$
- 20.5. $K\ddot{C} = c = \acute{y}K = \text{ } \phi T >, \text{ } < \text{ } \frac{3}{4}T > k^{\text{'}}u < \text{ } \tilde{N} < \ddot{C}\acute{A} < \text{ } u \} SK\ddot{Y} \text{ } unK \text{ } \tilde{N} < v^{\text{'}} @ \text{ } \acute{i}N\acute{o} \text{ } u\ddot{Y} < M \text{ } \frac{3}{4}T > \ddot{Y}^{\text{'}} \text{ } \text{ } < \text{ } \} \acute{O}v^{\wedge}f'$
- 20.5.1. $\frac{3}{4}^{\circ}K \square \text{ } \text{' } > \acute{E} \text{ } \text{'}\ddot{C} \text{ } p\acute{A}U \text{ } \} \ddot{Y} \} M \text{ } u^{\circ}K \sim \text{ } \} K\acute{A} \text{ } \text{ } S\acute{A} \text{ } \text{'}$
- 20.5.2. $\frac{3}{4}ewcv^{\text{--}} < \text{ } nK \text{ } \tilde{N} < v^{\text{'}} @ \text{ } uf_{ij}M \text{ } \square \frac{3}{4} \} \acute{e}\acute{o} \text{ } \square \frac{3}{4} \} ^2 \acute{O}\acute{E}$
 $> vL \sim U \square \text{ } \text{'}\ddot{C} = \acute{o}^{\text{'}}S < uf \text{ } J \bullet \text{ } u \emptyset \text{ } \text{'no} \text{ } TekS\emptyset'$
- 20.5.3. $\ddot{Y}di \text{ } \text{ } \} \ddot{Y}di \square \text{ } \text{'}\ddot{C} = G < U \text{ } Ueja < \text{ } \frac{3}{4}T > c\acute{O} < f'' \text{ } nM \text{ } uf_{ij}M \text{ } \text{'}$
 $u \emptyset \text{ } \text{'no} \text{ } SS' \tilde{N}w \text{ } \text{' } nM \text{ } c\beta \ddot{t} \text{ } uewcv^{\text{--}} < \text{ } S\acute{U}[h \text{ } L\tilde{A}$
 $\square \text{ } \text{'}\ddot{C} = \acute{o}^{\text{'}}S < uf \text{ } T\acute{E}[\acute{O}'$
- 20.5.4. $uG < K \sim U \text{ } \text{'}\tilde{N} \text{ } \frac{3}{4}T > k^{\text{'}}u < \text{ } Te[\acute{I} < \text{ } \} S^{\text{'}}\acute{O}u^{\text{--}} < \text{ } K$
 $\phi T >, \text{ } < \text{ } k^{\text{'}}u^{\text{--}} < \text{ } \ddot{Y} \square \acute{A} \text{ } u \% EL \text{ } u \acute{o}\acute{A}M \text{ } > \acute{A}^{\wedge} \tilde{I} \text{ } \text{ } u \emptyset \text{ } \text{'no}$
 $TekS\emptyset'$
- 20.5.5. $K \} \ddot{Y}^{\wedge} \text{ } \text{ } \text{' } \text{ } \tilde{N} \bullet < \text{ } \text{' } KUeja < \text{ } KK?KA < \text{ } > e[\acute{I} = < \text{ } \frac{3}{4}T > c\acute{O} < \text{ } S\emptyset] \acute{A} < \square \text{ } \text{'}\ddot{C} = G < U \text{ } K?KA < \text{ } \acute{A}w\acute{C}u? < \square \frac{3}{4} \} ^2 \acute{O}\acute{I} \text{ } \text{ } cwdu = \text{ } < \text{ } \square \frac{3}{4} \acute{o}[Sv\ddot{t}^{\text{--}} < \text{ } KT > SK\ddot{Y} \text{ } \text{ } < \text{ } c^{\text{--}} < \text{ } \text{ } \acute{A}U \text{ } Se] \acute{A} u?f \text{ } SL \text{ } \text{'t}^{\text{--}} < \text{ } \text{ } \acute{A}U \text{ } S\acute{E}[\ddot{d}\text{ } \text{ } < \text{ } \text{ } T[\acute{O}\tilde{N}\emptyset'$

20.5.6. uTe□mÁ ¾T>“Ö< êG<ö< u}Ñu=“< x□
SKÖót“< “ÄU KT>SKY}“< c“< “ÄU iöM SÉ[d†“<”
T[ÖÑØ >Kuf’

21. KÇ=c=úK=” ‡T>,”< eKT>k`u< ¾c“<“ ¾êG<ö Te[Í’

- 21.1. }Ydg< K}’Ñ[uf Øóf Tö[h “ÄU SYLYÁ ¾T>J’“<” }öpÊ uY^
LÄ ¾’u[“ÄU ÁK ¾>W^` Ä”w “ÄU K?L ¾êG<ö Te[Í “ÄU
Ueja< Tp[w ÄLM::
- 21.2. }Ydg< □“Ç=k`wKf “ÄU ÓMvß □“Ç=cÖ“< ¾Ö¾nt“< ¾îG<ö
Te[Í’ Ä”x< uSe]Á u?~ “<eØ ¾T>Ñ~ YJ’ ¾Ç=c=úK=”
‡T>,”< YßwÖ< Ö` >Óvw ÄL†“< SJ’<” c=ÁU”uf □“Ç=k`w
¾T>SKY}“<” iöM “ÄU Se]Á u?f K=ÖÄp ÄLM:: T”—“<U
Se]Á u?f u‡T>,”< c=Ö¾p }öLÑ>“ Ä”x< □“ K?KA< ¾îG<ö
Te[Í >p`x ¾Td¾f “ÄU fjiM ÓMvÜ” ¾SeÖf ÖÊ□ >Kuf::
- 21.3. }Ydg< ßwÖ<” ¾T>Áe[ÆKf Ueja< □“Ç=Ö\Kf eT†“<”
>É^ht“<” ²`a ØÁo“<” "k[u ‡T>,”< □“Ç=Ö\“ k`u“<
□“Ç=Sc; \ ÄöpÉK□M::

22. ¾Ç=c=úK=” ‡T>,”< ¾“<d’@ Hdw >k^[w

- 22.1. ‡T>,”< የቀረበለትን የከባድ ዲሲፕሊን ከስ S`Ua የ“<d’@ ሃሳቡን KSe]Á u?~
¾uLÄ □Lò >p`x u□Lò“< እንዲወሰን ያደርጋል:: ¾Ç=c=ýK=” je K
‡T>,”< c=k`w ‡T>,”< Ñ<Ç፤ በደንብ ቁጥር 24 አንቀጽ 14 ንዑስ አንቀጽ 1
መሰረት ማለትም ic< u>äi SW[f uÄ`Ö ¾□ÑÄ YJ’ “ÄU }ðIS ¾}vK“<
É`Ñ>f uÇ=e-K=” K=ÁeYee ¾TÄM YJ’ “ÄU u}Yccuf Ñ<ÇÄ
LÄ kÄU c=M “<X’@ ¾}cÖuf YJ’ ic<” K=SMc“< ÄLM::
- 22.2. uU`S^“< “<Ö?f LÄ }Se`,, ¾Ç=c=úK=” ‡T>,”< ¾k[uKf
¾Ç=c=úK=” Ñ<ÇÄ }kvÄ’f ¾K?K“< YJ’ “<Ép SJ’<” Y`U;`Á~
uS²`²` የውሳኔ ሃሳብ ለመስሪያ ቤቱ የበላይ ሃላፊ ያቀርባል::
- 22.3. ¾k[u“< je uS<K< “ÄU uYðM uTe[Í ¾}[ÖÑÖ YJ’ □“Ä`Ñ\ iwÄf
K}ðIS“< Øóf }Sxx~ ¾J’ ¾Ç=c=ýK=” pxf u²=G< SS]Á u}^
lØ` 6 Y6.4 □eY 6.5 Y}²[²f ¾Ç=eýK=” px,,“<eØ >”Æ”
የተመለከተ የውሳኔ ሃሳብ ለመስሪያ ቤቱ የበላይ ሃላፊ ያቀርባል::
- 22.4. ¾Ç=c=úK=” ‡T>,”< ¾“<d’@ Hdw uSe]Á u?~ ¾uLÄ HLò
“<d’@ }cØ,,uf uêG<ö K}Ydg< □eY=cØ É[e UeÖ=’ J• SÖup
>Kuf::
- 22.5. ¾Ç=c=ýK=” ኮሚቴው ባቀረበው የውሳኔ ሃሳብ ላይ ¾Se]Á u?~ የበላይ HLò
በ 10 የሰራ ቀናት ውስጥ ውሳኔ በመስጠት ለሰራተኛው በፅሁፍ እንዲሰጠው ያደርጋል::
- 22.6. u>äi >”kê 30 “®<e >”kê 4/N u}Ökc“< SW[f uf“<ef
¾}³“[W^}— ¾Ç=eýK=” Ñ<ÇÄ ukx]“< SY]Á u?f ¾T>□Ä”
¾T>“c” ÄJ“M::

23. ¾“<d’@ >c×Ø

28.3 sT> ¾S"Óef c^}— ¾J'" uS"ÓYf SY]Á u?f "<eØ G<Kf "Sf □"
uLÃ >ÑMÓKAf ÁK"< SJ" >Kuf::

29. ¾>ÑMÓKAf ²S"

- 29.1 uW^}™< ¾T>S[Ö<f ¾¢T>,"< >vLf ¾>ÑMÓKAf ²S" G<Kf
"Sf ÅJ"M:: J•U ¾>ÑMÓKAf ²S"†"<" ¾Ú[c< ¾W^}— }""Ä<
□"ÄÑ" K>"É ¾>ÑMÓKAf ²S" K=SÅu< "ÄU K=S[Ö< Ä<LK<::
29.2 ŸLÃ u²=I >"kî "ø e >"kî /1/ ¾}SKŸ}"< □"Ä}Öuk J• uS ñ¿u?~
¾uLÃ HLò ¾T>SÅu<f ¾¢T>,">vLf □"Ä>eðLÑ>'~ K=Kª"Ö<
Ä<LK<::

30. ¾¢T>,"< ewcv

- 30.1 ¾p_□ cT> ¢T>,"KY^"< veðKÑ SÖ" uT"†"<U Ñ>²?
K=cucw Ä<LM::
30.2 u¢T>,"< ewcv LÃ cwdu="<" K?KA< G<Kf >vLf Ÿ}Ñ-<
UM~} Ñ<v>? ÅJ"M::
30.3 ¾¢T>,"< "<X'@ ¾T>ÁMð"< uÉUî wMÝ ÅJ"M:: ÉUî □Ÿ<M
K□Ÿ<M ¾}ŸðK □"ÄJ' cwdu="< ÁKuf "Ñ" ÁK[u"< Hdw
ÁMóM:: uHdw ¾}K¾"< >"M ¾}K¾uf" Uj"Áf uÓMî Teð`
>Kuf::

31. Ÿ>vM'f eKSW[' " Ÿewcv eKS'df

- 31.1 T"—"<U ¾¢T>,">vM jç Ÿk[uuf W^}— Ò` ìw "ÄU ¾YÒ "ÄU
¾Öw%oo 'UÉ" ÁK"< SJ'< c=[ÖÑØ K²=Á Ñ<ÇÄ w%oo Ÿeucv"<
□"Ç='d ÄÄ[ÒM::
31.2 T"—"<U ¾¢T>,"< >vM '
G. u¢T>,"< uS□¾f LÃ ÁK" Ñ<ÇÄ uT>SKŸf T>eÖ=" ÁvŸ"
K. ¾¢T>,"<" Y^ uT"†"<U >"D%E" ÁÄ"kd' "ÄU
N. u²=I SS]Á >"kî 28 ¾}SKŸ~f" SS²—< ÁÖÄK □"ÄJ' Ÿ>vM'f
K=W[' Ä<LM::

32. p_□ ¾Tp[w Swf

- 32.1 T"—"<U ¾S"ÓYf W^}— QÒ© Sw, }ÖÉKAw—M "ÄU
uÅM }ðîVw—M uTKf p` ¾}c- □"ÄJ' p_□"< □"Ç=□ÄKf"
¾SðfH@ □`Uí □"Ç="cÉKf p_□"<" Kp_□ cT> ¢T>,"< ¾Tp[w
Swf Ä•[ªM::
32.2 ¾²=I >"kî "®<e >"kî /1/ >ÖnLÃ >'ÖÑ` □"Ä}Öuk J• '
G. ŸQÑÄ<" SS]Á< >}[ÖÑÄU "ÄU >ðîU'
K. ŸSw,"<" ØpV< >Övup'
N. ŸY^"< >"vu= Ö?"f" Äl""f G<'@□< '
S. ŸY^ UÄv" Ä[í >c×Ø'
W. ŸY^ >ðîU U²"
[. uY^ SÅu< ¾Y^ ``` dÄgð'< □"Ç=ðìS< ŸT>cÖ< }Óv^f'
c. u>Kq< ŸT>ðìS< }Ñu= ÁMJ'< }î°<'
g. kLM Ç=e-K=" □`Uí >"dcÉ "ÄU

k. ¾>ÑMÓKAf G<'@□<" ÝT>SKÿ~ K?KA< Ñ<ÇÄ< Ò` u}ÁÁ²
 Uj"Áf uÁM Á[cw~ ¾T>M ¾S/u?~ W^}— p_□<" K=Ák`w
 Ä<LM::

33. ¾p_□ TSMÿ%oo

- 33.1 p_□< □"Ç=cTKf ¾T>ðMÓ ¾S"ÓYf W^}— ¾p_□ TSMÿ%oo<"
 KSY]Á u?~ ¾p_□ cT> ¢T>, KTp[w Ä<LM::ÄU ¾T>J'"<
 p_□<" uÍG<ð Kp`w HLò"< >p`x SöfH@ "LÑ- '":
 33.2 ¾p_□ TSMÿ%oo ¾T>ÿ}K"<" SÁ' >Kuf
 G. ¾>SM"‡" eU" >É^h
 K. ¾Y^ SÁu<" SÖ]Á
 N. p]□ ¾k[uuf W^}— /HLò eU/
 S. ¾p_□<" S"e>?'
 W. ÁÖð Te[Í< /"K</;
 [. >SM"‡ ¾T>h"<" SöfH@;
 c. k"" ò`T መኖር አለበት።
 33.3 ¾p_□†"< S"e>? >"É ~Á'f ¾J' ¾S"ÓYf W^}™< ¾p_□ TSMÿ
 %oo†"<" u}"Á†"< >T"Á'f uu<É" K=Ák`u< Ä<LK<::

34. p_□ ¾Tp[u=Á ¾Ñ>²? ÑÁw

- 34.1 p` ¾}c- ¾S"ÓYf W^}— Ñ<Ç¿" Kp`w >Kn"< "ÄU
 KT>SKÿ}"< ¾Y^ □Lò uÍOð "k[uuf k" ÈUa u>Uef ¾Y^ k"f
 "<eØ TSMÿ%oo"<" KSY]Á u?~ ¾p_□ cT> ¢T>, K=Ák`w
 Ä<LM::
 34.2 u²=I >"kî "®<e >"kî /1/ u}"c' ¾Ñ>²? ÑÁw "<eØ ÿ>pU uLÄ uJ'
 Uj"Áf ¾p_□<" TSMÿ%oo K=Ák`w ÁM%oK ¾S"ÓYf W^}—
 ÿ>pU uLÄ ¾J'"< Uj"Áf u}"ÑÁ u>Y` ¾Y^ k"f "<eØ TSMÿ
 %oo"<" K=Ák`w Ä<LM::

35. p_□" eKTx^f

- 35.1 ¾SY]Á u?~ ¾p_□ cT> ¢T>, ¾p_□ TSMÿ%oo c=k`wKf u²=I
 SS]Á >"kî 32.2 ¾}Ä'ÑÑ"<" >TEM,, ¾k[u SJ'<" uT[ÖÑØ }kwKA
 ÄS²ÓvM::
 35.2 ¢T>,"<'
 G. ¾p_□ TSMÿ%oo<"> >Óvw ÁL†"<" Te[Í< uSS`S`'
 K. ÿ>SM"‡ □" ÿ>SM"‡ ¾Y^ H>Áf S] "ÄU uÑ<Ç¿ LÄ "<X'@
 ÿcÖ"< ¾Y^ □Lò Ò` uS"Á¾f □" '
 N. >Óvw ÁL†"<" QÑA<' Á"x< SS]Á<" ¾>W^` MUÊ< uTÑ"²w'
 ¾k[uKf" p_□ Áx^M::
 35.3 ¢T>,"< ¾U`S^"<" "<Ö?f" ¾"<X'@ TSMÿ%oo< ÿk[uKf k"
 ÈUa □ÍÓ u=²ÑÄ ÿ7 ¾Y^ k"f vMuKÖ Ñ>²? "<eØ KSe]Á u?~
 ¾uLÄ HLò ¾"<X'@ Gdw Ák`vM::

ክፍል አራት
ልዩ ልዩ ድንጋጌዎች

36. $\frac{3}{4}\text{Te}[\text{I} < \text{''}\beta$