ZIKRE HIG

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

ISSUED UNDER THE
AUSPICES OF THE COUNCIL
OF THE AMHARA NATIONAL
REGIONAL STATE

P.O. Box 312

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REGULATION No. 6/2003
The Amhara National Regional State police Administration Council of Regional Government Regulation.

REGULATION NO. 6/2003
A REGULATION ISSUED BY THE COUNCIL OF THE REGIONAL GOVERNMENT TO PROVIDE FOR THE ADMINISTRATION OF THE POLICE IN THE AMHARA NATIONAL REGIONAL STATE.

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

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

PART ONE
GENERAL PROVISIONS

1. Short Title
This Regulation may be cited as " The Amhara National Regional State Police Administration Council of Regional Government Regulation No 6/2003".
2. "Commission" means the commission of police of the Amhara National Regional State.

3. "Training Institution" means an educational institution where in regular police training is provided.

4. "Promotion Rank" means promoting a member of the police from the rank he has held to the next higher rank.

5. "Bureau" or "Bureau Head" means the Amhara National Regional State Administrative and Security Affairs Bureau or its Head thereof, according to their consecutive orders.

3. Scope of Application of the Regulation

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

PART TWO

SELECTION, RECRUITMENT, TRAINING, PLACEMENT AND TRANSFER

4. Selection and Recruitment

1. Any natural person wishing to serve as a police officer may, upon fulfillment of the criteria specified here below, be recruited as such where he:
   a) is an Ethiopian citizen;
   b) is loyal to the Regional and the Federal constitutions;
   c) has a good ethical conduct;
   d) is not bellow the age of 18 years;
   e) has at least completed 10th grade in pursuance of his education;
   f) is physically fit and healthy enough to be recruited as a police officer;
   g) has had no criminal conviction record before.

2. Without prejudice to the provisions of sub-Art. 1 of this article hereof, any selection carried out for a police recruitment shall take
into consideration the fair and balanced representation of all sexes as well as nation-
nationalities and peoples residing in the regional state.

3. Any person recruited to be a police officer in accordance with sub-Art. (1) of this Article hereof shall sign an employment contract prepared by the Commission,

4. Police selection and recruitment notice as well as its process shall be determined by a directive which the commission may issue

5. Any person recruited to be a police officer shall serve for a compulsory period of seven years, provided, however, that such a period of compulsory service shall be bound to commence to be calculated as of the date of his completion of the training thereto.

5. Training

1. Any police officer shall receive basic police training before his assignment to a regular police duty.

2. The objective of the training is to create a professional police officer dedicated to and capable of the enforcement of the constitution.

3. The types of the training are categorized in to three. Hence they are:
   a). Basic police training;
   b). Various professional trainings related to police service and
   c). Trainings enabling one to assume managerial positions.

4. Particular requirements necessary for the execution of the training shall be determined by a directive which the commission may issue thereof.

5. Any recruit shall, during basic training:
   a). be entitled to get food, lodging, clothing shoes, stationery materials as well as a pocket money determined by directives of the commission;
   b). receive free medical service, upon sickness;
   c). be obliged to participate in the training program into which he is assigned;
   d). strictly adhere to internal regulations and directives of the training institution he is assigned to;
   e). have the permission of the commission prior to the terminating, changing or extending of his field of training.
6. **Oath**

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

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

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

7. **Assignment**

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

8. **Transfer and Temporary Assignment**

1. The commission, whenever necessary, may transfer any police officer to another similar position of an equal grade and salary or to another place of work within its office.

2. Any transfer to be made under sub-Article(1) of this Article shall be carried out on the basis of competition wherever there are other interested police officers.

3. Without prejudice to the provisions of sub-Article(1) of this Article, the commission may temporarily assign a police officer to a position, for the sake of work, without affecting his salary, but irrespective of his position and grade for not more than a year.

4. Here it is supported by a medical certificate that the nature of the work and place of work a police officer assigned is not suitable for his health, he shall be transferred to another suitable position or place of work with;
5. Where circumstances so require, a police officer may be assigned to a higher position in an acting capacity and shall be entitled to acting allowance in accordance with the decision of the Bureau.

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

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

PART THREE
WORKING HOURS AND VARIOUS LEAVES

9. Normal Working Hours

1. The police service shall be continuously rendered for 24 hours a day, 7 days a week, 30 days a month and 365/6/0 days a year.

2. The normal working hours of any police officer shall be 8 hours a day and shall not exceed 40 hours in a week. However, he shall work additional hours whenever instructed to do so by his superior in case of emergency, or for a special police duty. Where necessary, he shall be granted compensatory time off for the additional hours he spent on duty.

10. Principles of Annual Leave

1. The purpose of annual leave is to enable the police officer get rest and resume work with a renewed spirit.

2. There shall be no payment in lieu of annual leave.

11. Duration of Annual Leave

1. Any police officer shall be entitled to an annual leave of 20 working days for his first year of service.

2. A police officer having a service of more than one year shall be entitled to an
12. Granting of Annual Leave

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

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

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

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

13. Postponement of Annual Leave

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

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

14. Maternity Leave

1. A Pregnant police officer shall be entitled to:
   a) Paid leave for medical examination in accordance with a doctor’s recommendation;
   b) Paid leave before delivery if recommended by a doctor.
2. A pregnant police officer shall be entitled to a period of 30 consecutive days of maternity leave with pay before delivery and 60 consecutive days of maternity leave after delivery.

3. If she does not deliver on the presumed date, the days subsequently taken before her delivery shall be replaced by her annual leave; if she doesn’t have annual leave within the fiscal year, it shall be replaced from the next fiscal year.

4. The officer shall be entitled to sick leave in accordance with Article 15 of this Regulation if she becomes sick and needs an additional leave evidenced by a medical recommendation after completion of her maternity leave under sub-Article(2) of this Article hereof.

15. Sick Leave

1. Any police officer shall be entitled to sick leave certified by medical institution where he is unable to work due to sickness.

2. The duration of sick leave to be granted to a police officer in accordance with sub-Article(1) of this Article shall not exceed eight months in one year or twelve months in four years, whether taken consecutively or intermittently, having been counted starting from the first day of sickness.

3. Sick leave to be granted in accordance with sub-Article (2) of this Article shall be with full pay for the first three months, with half pay for the next three months and without pay for the last two months.

4. Where a police officer is sick:
   a) he shall, as soon as possible notify the concerned office unless prevented by force major,
   b) he shall produce a medical certificate in case of absence from work for three consecutive days or for more than six days within a fiscal year.

16. Leave due to Employment Injury
1. Medical treatment expenses emanating from an employment injury shall be covered by the commission.

2. Any police officer who has sustained an employment injury shall be entitled to injury leave with pay until he recovers and resumes work or until it is medically certified that he is permanently disabled; provided, however, that the leave so granted shall not exceed 12 months.

3. A police officer who is unable to recover and resume work within 12 months shall be entitled to the benefits provided for under sub Art (5) of this Article.

4. Where the police officer delays his recovery by not following the treatment properly or by his non-observance of doctors’ instructions, his entitlement to the medical benefits and leave under sub-Art (1) and (2) of this Article shall cease.

5. A police officer who has sustained permanent total or partial disability due to employment injury shall be entitled to the benefits provided for in the relevant pension law.

6. Where an employment injury results in the death of the police officer, pension due to him shall be his legal heirs and other dependents in accordance with the relevant pension law.

7. For the purpose of this regulation, the term “Employment Injury” shall have the meaning given to it under the labour proclamation No. 42/1985 (as amended).

17. Marital Leave

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

18. Mourning Leave

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

2. A police officer shall be entitled to leave with pay for one day in the event of the death of his close relative or friend other

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19. **Special Leave With Pay**

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

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

20. **Leave Without Pay**

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

**PART FOUR**

**SALARY AND MEDICAL SERVICES**

21. **Salary and Allowances**

1. Any police officer, as determined by the Regional State, shall be paid:
   a) a salary for a position he is assigned to;
   b) allowances for rations, transportation and other allowances that may be determined as the situation requires.

2. A police officer’s salary shall be paid at the end of every month.

3. any police officer is entitled to borrow his one month salary in accordance with the financial regulations.

4. Without prejudice to the provisions of sub Articles 1-3 of this Article hereof the commission shall make available a residential camp for members of the special police force assigned to render service in the regional state.

22. **Salary Scale**

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

1. The salary ceiling of police officers shall, from time to time, be conditionally reform as to be determined and executed by the Council of the Regional Government.

2. The salary increments to be made to those police officers with outstanding performances or above may be reformed and determined with different variations depending on the degree of their performance.

3. The provisions of sub-Article (2) of this Article shall not be applicable to police officers whose performance is found to be satisfactory for obtaining a scale increment every two years.

24. WithHolding and Deduction of Salary

1. The salary of a police officer may not be withheld or deducted except in accordance with:
   a). the consent of the police officer
   b). a court order, or
   c). the provisions of the law

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

25. Medical Services

1. Any police officer shall have the right to obtain medical services from the police medical institutions and other facilities of the regional state.

2. Any police officer may be able to obtain the provision of medical services from the police medical facilities for his spouse and minor children.
3. The amount of contribution to be made by any police officer with regard to the medical services obtained pursuant to this Regulation shall be determined and implemented in accordance with a directive to be issued by the Bureau.

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

PART FIVE
MAINTENANCE OF RECORDS OF POLICE OFFICER

26. Personal File
1. The commission shall keep personal File containing all relevant information regarding each police officer under its administration.

2. Any police officer shall have access to all information contained in his personal file or have a copy thereof.

3. No person other than the concerned Administrative staff shall have access to the personal file of a police officer unless authorized by the commissioner or deputy commissioner.

4. It is prohibited to keep any piece of document concerning him in the personal file of a police officer without his prior knowledge.

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

28. Purpose of Performance Evaluation
1. The purpose of performance evaluation shall be to enable police officers to:
   a) effectively discharge their duties in accordance with the expected amount, quality, standards and time;
   b) identify their strengths and weaknesses, and
c) improve their future performance and develop self initiative

2. Performance evaluation shall be transparent and shall be carried out with the collective
3. Participation of police officers working together.

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

PART SIX

TERMINATION AND EXTENSION OF SERVICE

29. Resignation

1. Any police officer, may giving a one-month prior notice in writing, resign at any time.

2. Where the service of the police officer is indispensable and he cannot be replaced easily, the commissioner or deputy commissioner may delay his release for a period not exceeding three months.

3. A police officer who has applied for resignation prior to completing the period of his obligatory service or who has received special training and has not rendered the required service shall reimburse the commission all corresponding expenses incurred upon him.

30. Termination due to Illness or Employment Injury.

1. Where a police officer is unable to resume work within the time specified under Article 15/2/ of this Regulation hereof, he shall, without requirement of a medical certificate be deemed unfit for service and discharged to that effect.

2. The service of any police officer, who is unable to resume work following the expiry of his injury leave in accordance with Art 16/2/ of this Regulation hereof, and who is medically certified to be unable to work permanently, shall forthwith be terminated.

31. Termination on Grounds of inefficiency

1. The service of any police officer may be terminated where his performance evaluation result has been found to be unsatisfactory for two consecutive evaluation periods despite exerting all his knowledge and ability to accomplish the work he is assigned to.
2. Notwithstanding the provision of sub-Article (1) of this Article hereof, a police officer whose performance evaluation result has been found to be outstanding for the preceding five consecutive years may not be dismissed on grounds of inefficiency unless his performance result becomes unsatisfactory for the following three consecutive evaluation periods.

3. The termination of service under sub-Article(1) or (2) of this Article shall be effected after:
   a) giving him a training required for his position; or
   b) transferring him to another suitable position of an equal grade;
   c) giving him a one month prior notice where the police officer is unable to improve his performance result after having been at work at least for one year in the case of sub-art.(1) or one and half year in the case of sub.art.(2) of this article hereof.

32. Termination on Disciplinary Grounds

1. The service of any police officer shall be terminated where:
   a) a disciplinary penalty of dismissal under Art.55 sub-art of this Regulation has been imposed on him; and
   b) the penalty is not cancelled on an appeal made pursuant to this Regulation.

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

33. Retirement

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

2. The police officer shall be notified of his retirement in writing three months prior to his retirement.
34. Certificate of Service
Where the service of a police officer is terminated for any reason or where he so requests, he shall be provided with a certificate of service indicating the type and duration of his service, the amount of his current pay and the reason for the termination thereof.

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

36. Extension of Service
1. The service years of a police officer may be extended beyond his retirement age for a period up to five years at a time and for a period not exceeding ten years in total.
2. The service years of a police officer may be extended under sub-Article(1) of this Article where:
   a) his qualification, special skill and ability is found to be essential to the commission;
   b) it is not possible to replace him by another police officer;
   c) he is proved fit for service by medical certificate;
   d) he agrees to the extension of the service, and
   e) the extension is approved by the Bureau.
PART SEVEN
DUTIES AND ETHICS OF POLICE OFFICERS

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

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

39. Ethical Conduct of Police Officers
Any police officer shall adhere to the provisions of this part and other ethical directives issued pursuant to this Regulation.

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

41. Secrecy
Any police officer shall not disclose:
1. Without prejudice to the provisions of other relevant laws, classified information that might endanger the security of the state and the public;
2. Information which has been declared
42. Gifts
Any police officer shall not demand or accept any gift in return for services rendered or expected to be rendered by him.

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

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

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

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

47. Extent of Liability
Any police officer shall be liable for the damage or loss of equipment and materials confidential unless he is duly ordered to do so by the competent head or is otherwise such a person who officially deserves to know such matters during or out of work.
provided to him to carry out his duties, where such damage or loss is caused by his negligence or intentional act.

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

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

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

PART EIGHT
DISCIPLINE

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

1. Depending on the gravity of the offence, any one of the following penalties may be imposed on a police officer for breach of discipline under this Regulation:
   a) Verbal warning;
   b) Written warning;
   c) Fine up to 10% of his monthly salary;
   d) Fine up to three months salary;
   e) Demotion from work, level of rank and salary;
   f) Dismissal from job.
2. The penalties specified under sub-Article (1) (a) - (c) of this Article shall be classified as simple disciplinary penalties.
3. The penalties specified under sub-Article (1) (d) - (f) of this Article shall be classified as rigorous disciplinary penalties.

53. Offences entailing simple Disciplinary Penalties

The following offences shall entail simple disciplinary penalties:
1. Not wearing a complete uniform;
2. Absence from work without good cause or permission;
3. Not being on duty while present at workplace;
4. Engaging in idle group talks while on duty;
5. Failure to report timely a breach of discipline to the concerned authority;
6. Failure to keep personal hygiene;
7. Committing similar breaches of discipline of equal gravity with the offences specified under this Article.

54. Offences entailing rigorous Disciplinary Penalties

Rigorous disciplinary penalties may be imposed for the following offences:
1. To violate Human and Democratic Rights stipulated under the constitution;
2. To impair one's duty by being disobedient, negligent or tardy or non-observance of
working procedures;

3. to run away from duty;

4. To deliberately obstruct work or to collaborate with others in committing such offence;

5. failure to observe any court orders or on criminal matters, orders from any prosecutor;

6. unjustified, repeated absence from work or non-observance of office hours insane of being penalized by simple disciplinary measures;

7. to engage in physical violence at the place of work;

8. to neglect duty by being alcoholic or drug addict;

9. To receive or demand bribe;

10. to commit an immoral act at the place of or outside work;

11. to commit an act of theft or breach of trust;

12. to inflict damage to the property of the office due to an intentional act or negligence;

13. to abuse power;

14. to reveal information classified as confidential;

15. to commit similar breaches of discipline of equal gravity with the offences specified under this Article.

55. Steps of taking Disciplinary Measures

1. before imposing a disciplinary penalty on any police officer, he shall be informed of the alleged offence in writing and be given the opportunity to defend himself;

2. final rigorous disciplinary penalties shall be given by the commissioner.

3. simple disciplinary penalty shall be given by the immediate superior of the police officer at fault.

4. disciplinary measures may be taken irrespective of any court proceedings or action.

56. Suspension from duty

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

1. An appeal by any dissatisfied police officer may be lodged against the decision of his immediate superior on simple disciplinary measures to the next higher superior, the decision which such a superior renders shall be final.

2. The appeal which any police officer may lodge against the decision on rigorous disciplinary measures shall be examined and decided upon in accordance with the directive to be issued pursuant to this Regulation.

58. Period of Limitation

1. No disciplinary measure shall be put into effect against a police officer who has committed an offence entailing simple disciplinary penalty, unless such measure is taken within three months, excluding the time required for investigation from the time the breach of discipline is known.

2. No disciplinary measure shall be put into effect against a police officer who has committed an offence entailing rigorous disciplinary penalty, unless such measure is put into effect within a year from the time the commission of the offence is known.

3. The officer who has failed to take the measures specified under sub-Article(1) or(2) of this Article shall be held responsible to that effect.

4. The execution of any disciplinary penalty imposed under this Regulation may not exceed one year, provided, however, that the period of limitation of each disciplinary penalty may be determined by a directive.
PART NINE
POLICE OFFICERS ACCUSED OF CRIME

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

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

1. The police officer shall be on his duty and receive his full salary provided he is granted bail by the court concerned;
2. Where the accused police officer is denied the right to bail and detained:
   a) He shall be paid full salary until a final decision is given by the court;
   b) He shall automatically be dismissed from his official duties where he is found guilty by a final judgment of the court;
   c) However, where the sentence passed against the police officer is less than three years of imprisonment, the commission may allow the police officer to resume his official duties when it finds it necessary upon petition made by the police officer within one month following his release.
3. The accused police officer shall be represented by a lawyer of the commission starting from the lodging of the complaint to the disposition of the case.

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

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

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

61. Rank
The hierarchy of ranks and designations in the commission shall be as follows:-
1. Constable
2. Assistant sergeant
3. Deputy sergeant
4. Sergeant
5. Chief sergeant
6. Assistant inspector
7. Deputy inspector
8. Inspector
9. Chief inspector
10. Deputy commander
11. Commander
12. Assistant commissioner
13. Deputy commissioner
14. Commissioner

62. Levels of Rank
Ranks given to police officers are classified into three levels:-
1. Lower rank level
   a) Constable
   b) Assistant sergeant
   c) Deputy sergeant
   d) Sergeant
   e) Chief sergeant
2. Medium rank level
   a) Assistant inspector
   b) Deputy inspector
   c) Inspector
3. Higher rank level
   a) Chief inspector
   b) Deputy commander
   c) Commander
   d) Assistant Commissioner
   e) Deputy Commissioner
   f) Commissioner

63. Period of Stay in Rank
A police officer shall cover the period of stay assigned to each rank as shown on the table below before he is promoted to the next higher rank.
### 64. Rank Promotion

1. Any police officer shall be eligible for promotion in rank:

   a) Whenever there is a vacant position for appointment;

   b) Whenever he fulfills educational requirement, work experience and efficiency as required by the vacancy;

   c) Provided he has completed training for the post.

2. With out prejudice to the provision of sub-Article(1) of this Article, promotion from one level of rank to that of another higher rank shall be carried out on the basis of competition and examination.

3. Notwithstanding the period of stay required for an assistant inspector in accordance with Article 63 of this Regulation, any police officer in a lower rank level is entitled to compete for the rank of assistant inspector provided he has fulfilled the requirements of the country's police college.

4. Any police officer who has rendered special contribution in his work and has had an outstanding efficiency report may be eligible for an accelerated promotion.
68. Rank Insignia

66. Promotion Procedures

1. Any police officer shall wear a rank insignia appropriate to his rank and the level of his duties. The mode and color of the rank insignia shall be determined by a directive.

2. The promotion of a police officer shall be determined by the Promotion Board, which is responsible for deciding on the promotion of all police officers. The Board's decision shall be final and binding.

3. The Promotion Board shall consist of the Director General of Police, the Deputy Director General of Police, and the Chief Inspector General of Police. The Board shall meet at least once every month.

4. The Board shall consider the following factors in determining the promotion of a police officer:
   a. The officer's length of service
   b. The officer's performance
   c. The officer's educational qualifications
   d. The officer's work experience
   e. Any other relevant factors

5. The promotion procedure shall be transparent and fair, and all police officers shall have the right to appeal against any decision made by the Promotion Board.

6. The Police Department shall publish a list of all promotions within a month of the decision being made, and the list shall be made available to all police officers.

7. Any police officer who is aggrieved by the decision of the Promotion Board may appeal to the Director General of Police within two months of the decision being made.

8. The Director General of Police shall consider all appeals and make a final decision within four months of the appeal being made.

9. The final decision of the Director General of Police shall be binding and shall not be subject to further appeal.

10. Provided for under article 63 of this Regulation hereof.
69. Organization And Accountability Of The Discipline Committee

1. The discipline committee shall in total have five members, amongst whom the chairperson, the secretary and one member are designated by the commissioner while the rest two are to be directly elected by police officers.

2. One of the committee members shall be a woman.

3. The committee shall be accountable to the commissioner.

4. The term of office of the committee shall be two years.

70. Power To Prepare Rules Of Procedure

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

71. Establishment Of Rank Promotion Committee

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

72. Members Of The Rank Promotion Committee

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

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

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

   c) The head of the administration———member

   d) The head of the concerned section in which
2. The committee shall have its own secretary to be designated by the chairperson from among members thereof selected from among its members.

3. Two of the committee members shall be women.

4. Members of the rank promotion committee shall be elected from among police officers honored for their good ethical conduct, fairness and work efficiency and have served at least for three years in the institution.

5. The term of office of the rank promotion committee shall be two years.

73. Powers And Duties Of The Rank Promotion Committee

The committee, having been accountable to the commissioner shall:

1. ensure that the registration of competitors is carried out properly and perfectly in accordance with the notice issued;

2. examine the accuracy of the competitors' documents and work experience;

3. with particulars of grading to be determined by the directive, caused a competition to be conducted between and among applicants for promotion to the position available in accordance with the requirements and list them in order of their respective results;

4. select competing applicants with the highest result and submit same to the commissioner with its recommendations;

5. inquire into any section of the police whenever it finds it necessary for purposes of investigation;

6. carry out such other functions as are entrusted upon it by this Regulation and necessary for the accomplishment of its duties.

74. Working Procedures of the Promotion Committee

The working procedures of the committee shall be as follows:

1. the presence of the two-thirds of the members of the committee at any meeting shall constitute a quorum.
2. any matter shall be decided by a majority vote of the members present at the meeting.

3. In case of a tie, the side for which the chairperson has voted shall be the final decision of the committee.

4. Whenever decisions of the committee are made by a majority vote, the opinions of the minority shall be recorded with their reasons for exception in the minutes.

5. The committee may lay down its own meeting and working procedures, Guidelines when deemed necessary.

PART TWELVE

EQUIPMENT, EMBLEM AND IDENTITY CARD

75. Distribution of Equipment and Uniform

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

76. Content of the Emblem

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

77. Utilization of the Emblem

1. The emblem of the commission may be used on police identity card, caps, police vehicles and on any other place and in a manner determined by the commission.

2. Various departments of the commission may have their own emblems that show the nature of their work in addition to that of the commission.

3. The colors selected by the commission shall be those which help the society to easily identify the police. The types of such color shall be determined by a directive.

78. Identity and Identification Number

1. Any police officer shall have an identity card issued by the commission indicating that he is a police officer;

2. The police identity card shall have:
   a) The emblem of the Regional Police Commission;

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

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

PART THIRTEEN

MISCELLANEOUS PROVISIONS

79. Power To Issue Directives
The Bureau shall issue directives necessary for the implementation of this Regulation

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

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