

damtkicebulia

ssip `sazogadoebrivi mauwyebli`

generaluri direqtoris

2006 wlis 26 seqtembris

#153 brZanebiT

**ssip `sazogadoebrivi mauwyebli`**

**Sromis Sinaganawesi**

## **muxli 1. zogadi debulebebi**

- 1.1. winamdebare Sromis Sinaganawesi (SemdgomSi `Sinaganawesi~) aregulirebs ssip „sazogadoebriv mauwyebelSi“ (SemdgomSi `damsaqmebeli~) SromiT da mis Tanmdev urTierTobebs.
- 1.2. Sinaganawesis mizania ssip `sazogadoebriv mauwyebelSi~ uzrunvelyos Sromis disciplinis ganmtkiceba, Sromis swori organizacia, samuSao drois racionaluri gamoyeneba, Sromis nayofierebisa da efeqtianobis amaRleba.
- 1.3. Sinaganawesi vrceldeba ssip `sazogadoebriv mauwyebelSi~ momuSave yvela TanamSromelze (SemdgomSi `dasaqmebulebi~), miuxedavad maTi Tanamdebobisa da samuSao adgilmdebareobisa.
- 1.4. SromiT urTierTobasTan dakavSirebuli sakiTxebi, romlebsac ar awesrigebs Sinaganawesi, regulirdeba *damsaqmebelsa* da *dasaqmebulebs* Soris gaformebuli SromiT xelSekrulebebiT, saqarTvelos Sromis kodeqsiT, saqarTvelos kanoniT `mauwyeblobis Sesaxeb~, saqarTvelos samoqalaqo kodeqsiT, moqmedi kanonmdeblobiT da saqarTvelos saerTaSoriso xelSekrulebebiT.

## **muxli 2. Sinaganawesis damtkiceba da wardgena**

- 2.1. Sinaganawess brZanebiT amtkicebs ssip `sazogadoebrivi mauwyebliS“ generaluri direktori (SemdgomSi `generaluri direktori~). Sinaganawesi ZalaSi Sedis misi damtkicebisTanave.
- 2.2. Sinaganawesi werilobiTi saxiT inaxeba *damsaqmeblis* adamianuri resursebis samsaxurSi, xolo electroversia ganTavsebuli iqneba *damsaqmeblis* vebgverdze.
- 2.3. *damsaqmebeli* valdebulia uzrunvelyos yvela *dasaqmebulis* mier Sinaganawesis gacnoba maTTan SromiT xelSekrulebebis dadebamde.
- 2.4. *dasaqmebuli* SromiT xelSekrulebaze xelmoweriT adasturebs, rom igi gaecno Sinaganawess, eTanxmeba mas da iRebs valdebulebas, daicvas masSi warmodgenili moTxovnebi.

## **muxli 3. SinaganawesSi cvlilebebis an/da damatebebis Setana**

- 3.1. nebismier *dasaqmebulis* ufleba aqvs werilobiTi saxiT waradginos Tavisi winadadebebi Sinaganawesis srulyofasTan dakavSirebiT *damsaqmeblis* adamianuri resursebis samsaxurSi.
- 3.2. SinaganawesSi cvlilebebis an/da damatebebis Setana xorcieldeba generaluri direktoris brZanebiT.
- 3.3. *damsaqmebeli* valdebulia acnobos *dasaqmebulebs* SinaganawesSi ganxorcielebuli cvlilebebis an/da damatebebis Sesaxeb saqarTvelos zogadi administraciuli kodeqsis 57-e muxlis Sesabamisad.

## **muxli 4. SromiT urTierToba**

- 4.1. SromiT urTierToba aris Sromis organizaciuli mowesrigebis pirobebSi *dasaqmebulis* mier *damsaqmeblisaTvis* samuSaos Sesruleba anazRaurebis sanacvlod.

- 4.2. SromiT urTierTobaSi akrZalulia nebismieri saxis diskriminacia rasis, kanis feris, enis, eTnikuri da socialuri kuTvnilibis, erovnebis, warmoSobis, qonebrivi da wodebrivi mdgomareobis, sacxovrebeli adgilis, asakis, sqesis, seqsualuri orientaciis, SezRuduli SesaZleblobis, religiuri an raime gaerTianebeSadmi kuTvnilibis, ojaxuri mdgomareobis, politikuri da sxva Sexedulebebis gamo.
- 4.3. diskriminaciad CaiTvleba piris pirdapir an arapirdapir Seviwroeba, romelic miznad isaxavs an iwvevs misTvis damaSinebeli, mtruli, damamcirebeli, Rirsebis Semlaxveli an Seuracxmyofeli garemos Seqmnas, anda pirisaTvis iseTi pirobebis Seqmna, romlebic pirdapir an arapirdapir auaresebs mis mdgomareobas analogiur pirobebSi myof sxva pirTan SedarebiT.
- 4.4. diskriminaciad ar CaiTvleba pirTa gansxvavebis aucilebloba, romelic gamomdinareobs samuSaos arsidan, specifikidan an misi Sesrulebis pirobebidan, emsaxureba kanonieri miznis miRwevas da aris misi miRwevis Tanazomieri da aucilebeli saSualeba.
- 4.5. SromiT urTierTobisas mxareebma unda daicvan saqarTvelos kanonmdblobiT gansazRvruli adamianis ZiriTadi uflebebi da Tavisuflebebi.

### **muxli 5. SromiT urTierTobis warmoSoba (samuSaoze miReba)**

- 5.1. SromiT urTierToba warmoSoba *damsaqmebelsa* da *dasaqmebulis* Soris Tanasworuflebianobis safuZvelze, nebis Tavisufali gamovlenis Sedegad miRweuli SeTanxmebiT.
- 5.2. SromiT urTierToba warmoSoba piris samuSaoze miRebis momentidan. piris samuSaoze miReba xorcieldeba *damsaqmebelTan* dadebuli SromiT xelSekrulebisa da generaluri direktoris brZanebis safuZvelze.
- 5.3. SromiT xelSekruleba ideba werilobiTi formiT gansazRvruli, ganusazRvreli an samuSaos Sesrulebis vadiT.
- 5.4. SromiT xelSekrulebis dadebisas *damsaqmebeli* uflbamosilia mostxovos pirs Semdegi dokumentebis warmodgena:
  - a) ganxadeba samuSaoze miRebis Sesaxeb;
  - b) piradobis damadasturebeli sabuTi;
  - g) ganaTlebis damadasturebeli sabuTi;
  - d) 2 cali fotosuraTi;
  - e) avtobiografia an CV;
  - v) *damsaqmeblis* adamianuri resursebis samsaxuris mier Sedgenili formis mixedviT Sevsebuli ganaxadi.

(*dasaqmebulis* moTxovnis SemTxvevaSi, SesaZloa gakeTdes Sesabamisi Canaweri mis Sromis wignakSi).
- 5.5. Sesasrulebel samuSaosTan piris Sesabamisobis dadgenis mizniT, masTan SesaZlebelia mxolod erTxel daidos SromiT xelSekruleba gamosacdeli vadiT araumetes 6 Tvisa. *damsaqmebels* ufleba aqvs gamosacdeli vadis ganmavlobaSi nebismier dros dados pirTan SromiT xelSekruleba an moSalos gamosacdeli vadiT dadebuli SromiT xelSekruleba.
- 5.6. piris samuSaoze misaRebad SeiZleba gamocxaddes konkursi, romlis Catarebis wesi da pirobebi ganisazRvrebis generaluri direktoris brZanebiT.

## **muxli 6. SromiT i urTierTobis Sewyveta**

- 6.1. SromiT i urTierTobis Sewyveta safuZveli SeiZleba gaxdes:
- a) SromiT i xelSekrulebiT gaTvaliswinebuli samuSaos Sesruleba (Tu *dasaqmebuli* samuSaoze miRebulia garkveuli samuSaos Sesrulebis vadiT);
  - b) SromiT i xelSekrulebis vadis gasvla;
  - g) erT-erTi mxaris mier SromiT i xelSekrulebis pirobebis darRveva;
  - d) SromiT i xelSekrulebis moSla;
  - e) mxareTa SeTanxmeba;
  - v) sasamarTlo ganaCenis an gadawyvetilebis kanonier ZalaSi Sesvla, romelic samuSaos Sesrulebis SesaZleblobas gamoricxavs;
  - z) xangrZlivi Sromisuunaroba – Tuki Sromisuunarobis vada aRemateba zedized 60 kalendarul dRes, an 6 Tvis ganmavlobaSi saerTo vada aRemateba 100 kalendarul dRes, amasTanave, dasaqmebuls gamoyenebuli aqvs saqarTvelos Sromis kodeqsis 21-e muxliT gansazRvruli Svebuleba;
  - T) *dasaqmebulis* gardacvaleba.
- 6.2. Tu SromiT i xelSekrulebis moSlis iniciatori *dasaqmebulia*, igi valdebulia gafrTxilos *damsaqmebeli* aranakleb 30 kalendaruli dRiT adre werilobiTi SetyobinebiT.
- 6.3. SromiT i xelSekrulebis *damsaqmeblis* iniciativiT moSlis SemTxvevaSi, *dasaqmebuls* miecema 1 Tvis Sromis anazRaureba.
- 6.4. Sinaganawesis 6.3. punktis moTxovna ar vrceldeba *dasaqmebulis* mier SromiT i xelSekrulebiT nakisri valdebulebis Seusruleblobis gamo *damsaqmeblis* mier SromiT i xelSekrulebis moSlis dros. aseT SemTxvevaSi Sromis anazRaureba xdeba faqtobrivad namuSevari dReebis mixedviT.
- 6.5. SromiT i urTierTobis Sewyveta SemTxvevaSi, generaluri direktori gamoscems Sesabamis brZanebas.
- 6.6. Tu SromiT i xelSekrulebis vada gavida, magram, samuSaos xasiaTidan gamomdinare, muSaobis dauyovnebliv Sewyveta mniSvnelovan zians gamoiwvevs an/da xeli SeeSleba *damsaqmeblis* normalur funqcionirebas an/da safrTxes Seuqmnis adamianis janmrTelobas, *dasaqmebuli* valdebulia gaagrZelos muSaoba, sanam aseTi viTareba ar dasruldeba, xolo *damsaqmebeli* valdebulia misces mas Sromis anazRaureba.

## **muxli 7. samuSao dro**

- 7.1. rogorc wesi, ssip `sazogadoebriv mauwyebelSi~ dawesebulia xuTdRiani 41 saaTiani samuSao kvira ori dasvenebis dRiT. samuSao droSi ar iTvleba Sesvenebis da dasvenebis dro.
- 7.2. ssip `sazogadoebriv mauwyebelSi~ samuSao dRe iwyeba 09:00 saaTze da mTavrdeba 18:00 saaTze, Tu SromiT i xelSekrulebiT an generaluri direktoris brZanebiT sxva ram ar aris gaTvaliswinebuli (*cvlileba Setanilia 07.10.09w. brZanebiT*).
- 7.3. samuSaos dawyevisa da damTavrebis dro SeiZleba Seicvalos generaluri direktoris brZanebis an/da SromiT i xelSekrulebebis safuZvelze.
- 7.4. ssip `sazogadoebrivi mauwyebis~ sxvadasxva struqturul erTeulSi generaluri direktoris brZanebiT SeiZleba dadgindes sxvadasxva samuSao drois xangrZlivoba.
- 7.5. cvlaSi muSaoba da erTi cvlidan meoreSi gadasvla ganisazRvreba cvlianobis ganrigiT, romelsac *damsaqmeblis* Sesabamisi struqturuli erTeulis xelmZRvanelis wardginebiT

amtkicebs generaluri direktori samuSaos specifikis gaTvaliswinebiT. cvlianobis ganrigis cvlilebis Sesaxeb *dasaqmebuls* unda ecnobos 10 dRiT adre, Tu es SeuZlebeli ar aris ukiduresi sawarmoo aucileblobis gamo.

- 7.6. *damsaqmeblis* struqturuli erTeulebis xelmZRvanelebi valdebulni arian saTanado wesiT awarmoon *dasaqmebulTa* mier samuSao drois ganmavlobaSi gacdenili saaTebis raodenobis aRricxva da yovelTviurad waradginon Sesabamisi informacia *damsaqmeblis* adamanuri resursebis samsaxurSi generaluri direktoris brZanebiT dadgenili formiT.
- 7.7. *dasaqmebulis* samsaxurSi gamocxadebis da wasvlis aRricxvis erTiani sistemis SemoReba ganisazRvreba generaluri direktoris brZanebiT da *dasaqmebulebs* ecnobebaT 1 kviriT adre saqarTvelos zogadi administraciuli kodeqsis 57-e muxlis Sesabamisad.
- 7.8. saWiroebis SemTxvevaSi zeganakveTuri samuSaos Sesasruleblad *dasaqmebulebi* SesaZloa mowveul iqnan generaluri direktoris brZanebiT da misive brZanebiT ganesazRvroT namuSevari drois anazRaurebis wesi.
- 7.9. zeganakveTur samuSaod miiCneva *dasaqmebulis* mier samuSaos Sesruleba drois im monakveTSi, romlis xangrZlivoba aRemateba SromiTi xelSekrulebiT gansazRvrul samuSao dros.
- 7.10. *dasaqmebuli* valdebulia Seasrulos zeganakveTuri samuSao:
  - a) stiqiuri ubedurebis Tavidan asacileblad an/da misi Sedegebis likvidaciisTvis \_ anazRaurebis gareSe;
  - b) sawarmoo avariis Tavidan asacileblad an/da misi Sedegebis likvidaciisTvis \_ saTanado anazRaurebiT;
  - g) Tu Seiqmna iseTi viTareba, romlis drosac *damsaqmeblis* saqmianobis specifikidan gamomdinare, aucilebelia ganxorcieldes operatiuli da qmediTi RonisZiebebi.
- 7.11. akrZalulia orsuli an axalnamSobiarebi qalis, SezRuduli SesaZleblobis mqone piris zeganakveTur samuSaoze dasaqmeba misi Tanxmobilis gareSe.
- 7.12. *dasaqmebuls*, romelic samuSaoze gamocxaddeba arafxizel mdgomareobaSi, narkotikul an toqsikur saSualebaTa zemoqmedebis qveS, *damsaqmebeli* ar dauSvebs am dRes (am cvlaSi) samuSaod da SeuZlia Sewyvitos masTan SromiTi urTierToba.
- 7.13. akrZalulia Ramis samuSaoze (22 saaTidan 6 saaTamde) arasrulwlovnis, orsuli, axalnamSobiarebi an meZuZuri qalis dasaqmeba, xolo 3 wlamde asakis bavSvis momvlelis an SezRuduli SesaZleblobis mqone piris dasaqmeba \_ misi Tanxmobilis gareSe.

## **muxli 8. Sesvenebis da dasvenebis dro**

- 8.1. *dasaqmebulebs* eZlevaT 1 saaTiani Sesveneba 13.00 saaTidan 14.00 saaTamde.
- 8.2. *dasaqmebulebi* Sesvenebas iyeneben TavianiTi survilis mixedviT. am xnis ganmavlobaSi maT eZlevaT samuSaos Sesrulebis adgilidan wasvlis ufleba.
- 8.3. uwyvet samuSaoze momuSave *dasaqmebuls* ekrZaleba samuSaos mitoveba Semcvlelis mosvlamde.
- 8.4. *dasaqmebuls*, romelic meZuZuri qalia da kvebavs 1 wlamde asakis bavSvs, misi moTxovnis safuZvelze eZleva damatebiTi Sesveneba dReSi aranakleb 1 saaTisa. bavSvis kvebisatvis Sesveneba iTvleba samuSao droSi da anazRaurdeba.
- 8.5. ssip `sazogadoebriv mauwyebelSi~ uqme (dasvenebis) dReebi ganisazRvreba saqarTvelos Sromis kodeqsis me-20 muxlis Sesabamisad.

## **muxli 9. Svebuleba**

- 9.1. *dasaqmebuls* ufleba aqvs isargeblos anazRaurebadi SvebulebiT weliwadSi 24 samuSao dRiT, xolo anazRaurebis gareSe SvebulebiT \_ weliwadSi aranakleb 15 kalendaruli dRiT.
- 9.2. *dasaqmebuls* Svebulebis moTxovnis ufleba warmoeSoba muSaobis 11 Tvis Semdeg. gamonaklis SemTxvevebSi, generaluri direktoris brZanebiT *dasaqmebuls* Svebuleba SeiZleba mieces zemoaRniSnuli vadis gasvlamdec. muSaobis meore wliდან *dasaqmebuls* mxareTa SeTanxmebiT Svebuleba SeiZleba mieces samuSao wlis nebismier dros. mxareTa SeTanxmebiT SeiZleba aseve Svebulebis nawil-nawil gamoyeneba.
- 9.3. Svebulebis moTxovnis uflebis warmoSobis gamosaTvlel vadaSi iTvleba *dasaqmebulis* mier faqtobrivad namuSevari, agreTve *damsaqmeblis* braliT gamowveuli izulebiTi mocdenis dro.
- 9.4. Svebulebis moTxovnis uflebis warmoSobis gamosaTvlel vadaSi ar iTvleba *dasaqmebulis* mier samuSaos arasapatio mizeziT gacdenis an 7 samuSao dReze meti xniT anazRaurebis gareSe SvebulebaSi yofnis dro.
- 9.5. SvebulebaSi ar iTvleba droebiTi Sromisuunarobis periodi, Svebuleba orsulobis, mSobiarobisa da bavSvis movlis gamo, Svebuleba axalSobilis Svilad ayvanis gamo da damatebiTi Svebuleba bavSvis movlis gamo.
- 9.6. anazRaurebadi an anazRaurebis gareSe Svebulebis aRebisas *dasaqmebuli* valdebulia 2 kviriT adre werilobiT mimarTos generalur direktors Svebulebis aRebis Sesaxeb, garda im SemTxvevisa, rodesac gafrTxileba SeuZlebelia gadaudebeli samedicino an ojaxuri pirobebis gamo.
- 9.7. Tu *dasaqmebulisa* Tvis mimdinare wels anazRaurebadi Svebulebis micemam SeiZleba uaryofiTad imoqmedos samuSaos normalur mimdinareobaze, *dasaqmebulis* TanxmobiT dasaSvebia Svebulebis gadatana momdevno wlisaTvis. Svebulebis gadatanaze gadawyvetilebas iRebs generaluri direktori. gadatanili Svebulebis dReebi SeiZleba daematos Semdegi samuSao wlis anazRaurebadi Svebulebis 24 samuSao dRes.
- 9.8. akrZalulia anazRaurebadi Svebulebis gadatana zedized 2 wlis ganmavlobaSi.
- 9.9. gansakuTrebul SemTxvevebSi generalur direktors SeuZlia moiTxovos *dasaqmebulis* Svebulebis Sewyveta. aseT SemTxvevaSi, *dasaqmebuls* ufleba aqvs gamoiyenos Svebulebis darCenili dReebi wlis ganmavlobaSi misTvis sasurvel nebismier dros, an generaluri direktoris brZanebis safuZvelze gadaitanos momdevno wlisaTvis.
- 9.10. akrZalulia arasrulwlovnis anazRaurebadi Svebulebis gadatana momdevno wlisaTvis.
- 9.11. *dasaqmebulis* saSvebulebo anazRaureba ganisazRvreba Svebulebis wina 3 Tvis saSualo anazRaurebidan, Tu muSaobis dawyebidan an ukanaskneli Svebulebis Semdeg namuSevari dro 3 Tveze naklebia \_ namuSevari Tveebis saSualo anazRaurebidan, xolo yovelTviuri fiqsirebuli anazRaurebis SemTxvevaSi \_ bolo Tvis anazRaurebis mixedviT.
- 9.12. *dasaqmebuls* Tavisi moTxovnis safuZvelze eZleva Svebuleba orsulobis, mSobiarobisa da bavSvis movlis gamo 477 kalendaruli dRis odenobiT. orsulobis, mSobiarobisa da bavSvis movlis gamo Svebulebidan anazRaurebadia 126 kalendaruli dRe, xolo mSobiarobis garTulebis an tyupis SemTxvevaSi \_ 140 kalendaruli dRe.
- 9.13. Sinaganawesis 9.12. punqtiT gaTvaliswinebuli anazRaurebadi Svebuleba *dasaqmebuls* Tavisi Sexedulebisamebr SeuZlia gadaanawilos orsulobisa da mSobiarobis Semdgom periodze.

- 9.14. *dasaqmebuls*, romelmac iSvila erT wlamde bavSvi, Tavisi moTxovnis safuZvelze eZleva Svebuleba axalSobilis Svilad ayvanis gamo bavSvis dabadebidan 365 kalendaruli dRis odenobiT. am Svebulebidan anazRaurebadia mxolod 70 kalendaruli dRe.
- 9.15. orsulobis, mSobiarobisa da bavSvis movlis, aseve axalSobilis Svilad ayvanis gamo Svebulebebi anazRaurdeba saxelmwifo biujetidan kanonmdeblobiT dadgenili wesiT. damsaqmebeli da dasaqmebuli SeiZleba SeTanxmdnen damatebiTi anazRaurebis Sesaxeb.
- 9.16. *dasaqmebuls* Tavisive moTxovniT damatebiT eZleva anazRaurebis gareSe Svebuleba bavSvis movlis gamo 12 kviris odenobiT, bavSvis dabadebidan 5 wlis asakis miRwevamde. am periodis ganmavlobaSi aRniSnuli Svebuleba *dasaqmebuls* SeuZlia gamoiyenos rogorc uwyvetad (erTdroulad, erTjeradad isargeblos 12 kviriani SvebulebiT), ise nawil-nawil, magram aranakleb weliwadSi 2 kvirisa. bavSvis movlis gamo damatebiTi Svebuleba SeiZleba mieces nebismier *dasaqmebuls*, romelic faqtobrivad uvlis bavSvs.

### **muxli 10. avadmyofobis gamo gacdenili dReebi**

avadmyofobis gamo samsaxurSi gamoucxadeblobisas *dasaqmebulma* dauyovnebliv unda acnobos avadmyofobis Sesaxeb uSualo xelmZRvanel.

### **muxli 11. Sromis anazRaureba**

Sromis anazRaurebis forma da odenoba ganisazRvrebba SromiTi xelSekrulebiT.

### **muxli 12. waxaliseba muSaobaSi mopovebuli warmatebisaTvis**

- 12.1. *dasaqmebulTa* waxaliseba xdeba muSaobaSi mopovebuli warmatebisaTvis. SeiZleba gamoiyenebul iqnas waxalisebis Semdegi saxeobebi:
- a) werilobiTi madlobis gamocxadeba;
  - b) premiis micema warmatebiT Sesrulebuli davalebisaTvis;
  - g) fasiani saCuqriT dajildoveba.
- 12.2. *dasaqmebulis* mier mopovebuli warmatebisaTvis waxalisebis Sesaxeb winadadebiT SeiZleba gamovides rogorc *dasaqmebulis* uSualo xelmZRvaneli, aseve generaluri direqtori. *dasaqmebulis* dajildovebis, fuladi premiis gadacemisa da am premiis odenobis Sesaxeb Sesabamisi brZanebis safuZvelze gadawyvetilebas iRebs generaluri direqtori.

### **muxli 13. pasuxismgebloba Sromis disciplinis darRvevisaTvis**

- 13.1. *dasaqmebuli* valdebulia jerovnad Seasrulos SromiTi xelSekrulebiT dakisrebuli movaleobebi da SinaganawesiT gaTvaliswinebuli pirobebi.
- 13.2. Sromis disciplinis darRvevis SemTxvevaSi, darRvevis zomebisa an/da sixSiris gaTvaliswinebiT, *dasaqmebuli* isjeba generaluri direqtoris brZanebis safuZvelze, Sinaganawesis 13.3. punqtiT gaTvaliswinebuli disciplinuri sanqciebis Sesabamisad.
- 13.3. disciplinuri sanqciebia:
- a) SeniSvna;
  - b) sayveduri;

- g) daqviTva Sromis anazRaurebidan;
  - d) samsaxuridan daTxovna.
- 13.4. disciplinuri sanqciis saxiT gansakuTrebul SemTxvevebSi generalur direktors SeuZlia SezRudos *dasaqmebulis* daSveba konkretul saqmianobasTan dakavSirebiT.
  - 13.5. Sromis anazRaurebidan daqviTvisas gaTvaliswinebuli unda iyos Cadenili darRvevis simZime, misi Cadenis garemoebebi, *dasaqmebulis* adrindeli muSaoba da yofaqceva. Sromis anazRaurebidan erTjeradad daqviTvis saerTo odenoba ar unda aRematebodes Sromis anazRaurebis 50 procentis.
  - 13.6. Sromis disciplinis darRvevisas *dasaqmebulis* mimarT disciplinuri sanqciis gamoyenebis safuZvelia *dasaqmebulis* werilobiTi axsna-ganmarteba an misi uSualo xelmZRvanelis moxsenebiTi baraTi. disciplinur sanqcias *dasaqmebulis* Seufardebs generaluri direktori Sesabamisi brZanebiT. disciplinuri sanqcia *dasaqmebulis* unda Seefardos ara ugvianes 1 Tvisa mis mier Sromis disciplinis darRvevis dRidan.
  - 13.7. disciplinuri sanqciis moqmedebis periodSi ar xorcieldeba *dasaqmebulis* Tanamdebobrivi dawinaureba da misTvis Sromis anazRaurebis gazrda.
  - 13.8. Tu Semdgomi 1 wlis ganmavlobaSi *dasaqmebulis* ar daedeba axali disciplinuri sanqcia, mas avtomaturad moxsneba wina SeniSvna Tu sayveduri da ganisazRvreba, rom mis mimarT ar gamoyenebula disciplinuri sanqcia.
  - 13.9. disciplinuri sanqcia SeiZleba moxsnil iqnes am sanqciis miRebidan 1 wlis gasvlamde, *dasaqmebulis* uSualo xelmZRvanelis wardginebiT da generaluri direktoris gadawyvetilebiT, Tu *dasaqmebulma* Tavi gamoiCina, rogorc kargma da keTilsindisierma muSakma.

**muxli 14. gansakuTrebuli debulebebi** (*cvlileba Setanilia*  
*ssip "sazogadoebrivi mauwyebli" 08.05.07w. #70 brZanebiT*)

- 14.1. Jurnalistebi da telegadacemaTa wamyvanebi valdebuli arian daicvan sazogadoebrivi mauwyebli qcevis kodeqsiT dadgenili profesiuli standartebi da Jurnalisturi eTikis principebi.
- 14.2. *dasaqmebulis* mier Sinaganawesis 14.1. punqtiT gaTvaliswinebuli valdebulebebis darRvevis SemTxvevaSi, *damsaqmebeli* uflabamosilia daakisros mas jarima araumetes Sromis anazRaurebis 5%-is odenobiT.
- 14.3. ssip `sazogadoebrivi mauwyebli~ TanamSromels ara aqvs uflaba ekavos Tanamdeboba an asrulebdes anazRaurebad samuSaos sxva samauwyeblo kompaniaSi.
- 14.4. *dasaqmebuli* valdebulia, Tavisi codna da kvalifikacia, aseve SromiTi xelSekrulebis pirobebis Sesrulebisas miRebuli informacia ar gamoiyenos sxva samauwyeblo kompaniis sasargeblad.
- 14.5. Sinaganawesis 14.3.\_14.4. punqtebiT gaTvaliswinebuli SezRudva gamoiyeneba aseve SromiTi urTierTobis Sewyvetidan 3 wlis ganmavlobaSi.
- 14.6. *dasaqmebulis* uflaba ara aqvs dauSvas vinme ssip `sazogadoebrivi mauwyebli~ konfidencialur informaciasTan, romelic misTvis cnobili gaxda *damsaqmebelTan* muSaobis periodSi. mas aseve ekrZaleba, gaTqvas, gaavrcelos, an gaaxmovanos



aseTi informacia an gamoiyenos piradi sargeblobisaTvis. aRniSnuli valdebulebebi *dasaqmebulis* ekisreba SromiTi urTierTobis Sewyvetis Semdegac.

- 14.7. Sinaganawesis 14.3\_14.6. punqtebiT gaTvaliswinebuli valdebulebebis darRvevis SemTxvevaSi, *damsaqmebeli* uflbamosilia valdebulebis damrRvev pirs daakisros jarima misi SromiTi xelSekrulebis mTliani Rirebulebis 50%-is odenobiT, xolo erTTviani SromiTi xelSekrulebis arsebobis SemTxvevaSi \_ Sromis anazRaurebis sammagi odenobiT. *damsaqmebeli* agreTve uflbamosilia aRniSnuli valdebulebebis damrRvev pirs daakisros SromiTi xelSekrulebis moqmedebis ganmavlobaSi masze pirdapir an arapirdapir gaweuli danaxarjebis anazRaureba.
- 14.8. dauSvebelia Tambaqos moxmareba ssip „sazogadoebrivi mauwyebliS“ Senobis im adgilebSi, sadac akrZalulia Tambaqos moweva. *dasaqmebulis* mimarT, romelic daarRvevs aRniSnul valdebulebas, gamoiyeneba Sesabamisi sanqciebi.
- 14.9. Jurnalistebi da telegadacemaTa wamyvanebi valdebuli arian Seasrulon stilistis miTiTebebi da daemorCilon mas.
- 14.10. ikrZaleba *damsaqmeblis* axali ambebis, sazogadoebriv-politikuri da winasaarCevno debatebis programis wamyvanis an Jurnalistis nebismieri saxiT monawileoba reklamaSi an teleSopingSi.
- 14.11. *dasaqmebulis* mier Sinaganawesis 14.10. punqtiT gaTvaliswinebuli valdebulebebis darRvevis SemTxvevaSi, *damsaqmebeli* uflbamosilia daakisros mas jarima misi SromiTi xelSekrulebis mTliani Rirebulebis 20%-is odenobiT, xolo erTTviani SromiTi xelSekrulebis arsebobis SemTxvevaSi \_ Sromis anazRaurebis erTmagi odenobiT.
- 14.12. im SemTxvevaSi, Tu *dasaqmebuli* moSlis Sromis xelSekrulebas, *damsaqmebeli* uflbamosilia daakisros mas jarima 1 Tvis Sromis anazRaurebis odenobiT. *dasaqmebulis* mier Sinaganawesis 6.2. punqtiT gaTvaliswinebuli vadis darRveviT Sromis xelSekrulebis moSlis SemTxvevaSi, *damsaqmebeli* uflbamosilia daakisros mas jarima 2 Tvis Sromis anazRaurebis odenobiT.
- 14.13. *dasaqmebuli* valdebulia miRebuli avansis gamouyenebeli naSTi buRalteriaSi daabrunos saavanso sabuTebis Cabarebidan 3 dRis vadaSi, xolo, samivlinebo xarjebis angariSi Caabaros mivlinebidan dabrunebidan 3 dRis vadaSi (Tu mivlinebaSi iyo saqarTvelos farglebSi) an 10 dRis vadaSi (Tu mivlinebaSi iyo sazRvargareT).
- 14.14. *dasaqmebulis* mier Sinaganawesis 14.13. punqtiT gaTvaliswinebuli valdebulebebis darRvevis SemTxvevaSi, *damsaqmebeli* uflbamosilia daakisros mas jarima araumetes Sromis anazRaurebis 50%-is odenobiT.
- 14.15. *dasaqmebuli* valdebulia gaufrTxildes samsaxurebriv baraTebis. baraTis dakargvis SemTxvevaSi mas daekisreba jarima 10 laris odenobiT.”