

**LAW**  
**OF THE REPUBLIC OF ARMENIA**  
**On Public Service**  
**CHAPTER 1. GENERAL PROVISIONS**

***Article 1. Subject-Matter of this Law***

1. This Law defines the principles, the organizational procedure, the rules of ethics of public service in the Republic of Armenia, as well as the relations in connection with the declaration of property, income and persons related to high-ranking public officials.

***Article 2. The Scope of Action of this Law***

1. The scope of action of this Law covers high-ranking public officials, as well as persons holding positions foreseen by the roster of public service posts in the following bodies:

- 1) Staff of the President of the Republic of Armenia;
- 2) Staff of the National Assembly of the Republic of Armenia;
- 3) Staff of the Government of the Republic of Armenia;
- 4) Staff of the Constitutional Court of the Republic of Armenia;
- 5) Staffs of the Ministries of the Republic of Armenia;
- 6) Staff of the Public Administration Bodies under the Government of the Republic of Armenia;
- 7) Staffs of the Permanent Bodies (committees, services, councils) established by the laws of the Republic of Armenia;
- 8) Staff of the Central Bank;
- 9) Staff of the National Security Council of the Republic of Armenia;
- 10) Judicial Department of the Republic of Armenia;
- 11) Prosecutor's Office of the Republic of Armenia;
- 12) Staffs of state bodies functioning in the area of governance of the Ministries of the Republic of Armenia;
- 13) Staffs of the Marzpetarans (Regional Governors' Offices) of the Republic of Armenia;
- 14) Staff of Yerevan Mayor's Office;
- 15) Staffs of the bodies of local self-government of the Republic of Armenia;

16) Staff of the Human Rights Defender of the Republic of Armenia.

2. This Law does not apply to persons holding political, discretionary and civil posts, save for cases specified by this Law.

3. This Law does not apply to persons providing technical support to public and local self-government bodies.

4. The provisions of this Law relating to public servants apply to high-ranking public officials only in cases specified by this Law.

### ***Article 3. Public Service***

1. Public service is the exercise of powers conferred on the State by the Constitution and laws of the Republic of Armenia encompassing state service, municipal service and state posts.

2. State service is professional activity directed at the implementation of the tasks and functions conferred on state bodies by the legislation of the Republic of Armenia.

3. State service includes civil service, judicial service, diplomatic service, special services within the executive bodies of the Republic in the area of defence, national security, police, tax, customs, rescue services, state service in the staff of the National Assembly of the Republic of Armenia, National Security Council, as well as other services foreseen by laws.

4. Municipal service is professional activity directed at the implementation of the tasks and functions conferred on the local self-government by the legislation of the Republic of Armenia.

### ***Article 4. State Posts***

1. State posts are the political, discretionary (save for the posts of the chiefs of communities of the Republic of Armenia, deputies, advisors, press secretaries, assistants of chiefs of communities of the Republic of Armenia, assistants of deputy chiefs of communities), civil, as well as state service posts.

2. The political post is a post elected or appointed in the manner prescribed by the Constitution, laws and other legal acts of the Republic of Armenia, the holder of which adopts political decisions, within the scope of powers conferred on him/her by the legislation of the Republic of Armenia and coordinates their implementation. The person holding a political post is changed with the change of the ratio of the political forces, save for cases prescribed by law.

3. Within the meaning of this Law, political are the posts of the President of the Republic of Armenia, the deputies of the National Assembly of the Republic of Armenia, the Prime Minister of the Republic of Armenia, the Secretary of the National Security Council, the Ministers of the Republic of Armenia and the chiefs of communities of the Republic of Armenia.

4. Political posts, save for elected political posts, may be held by citizens of the Republic of Armenia with higher education.

5. All relations in the area of the principles and organizational procedure of the activities of persons holding political posts are defined by the Constitution of the Republic of Armenia, the Electoral Code of the Republic of Armenia, other laws of the Republic of Armenia, decrees of the President of the Republic of Armenia and other legal acts.

6. The discretionary post is an appointed post, the public official holding which adopts decisions within the scope of powers conferred on him/her by the legislation of the Republic of Armenia and coordinates their

implementation. The person holding a discretionary post may change with the change of the ratio of political forces.

7. Within the meaning of this Law, discretionary are the posts of the chief of staff of the President of the Republic; first deputy chief of staff of the President of the Republic of Armenia; a deputy chief of staff of the President of the Republic of Armenia; chief of staff of the National Assembly of the Republic of Armenia; his/her first deputy and one of the deputies; chief of staff of the Government of the Republic of Armenia; one of the deputies of the chief of staff of the Government of the Republic of Armenia; chief of the Control Service of the President of the Republic of Armenia; chief of the Control Service of the Prime Minister of the Republic of Armenia; deputies of the Ministers of the Republic of Armenia; chiefs and deputy chiefs of the public administration bodies under the Government of the Republic of Armenia; ambassadors extraordinary and plenipotentiary of the Republic of Armenia; diplomatic representatives of the Republic of Armenia under international organizations (within international organization); chiefs and deputy chiefs of state bodies in the area of governance of the Ministries of the Republic of Armenia, marzpets (regional governors) of the Republic of Armenia and their deputies; deputy chiefs of communities of the Republic of Armenia; advisors, press secretaries, assistants, chief and deputy chiefs of the administrative district of Yerevan; advisors, assistants, press secretaries and consultants of the President of the Republic of Armenia, Chairman of the National Assembly of the Republic of Armenia and his/her deputies, the Prime Minister of the Republic of Armenia; assistants and advisors of the chief of staff of the President of the Republic of Armenia, chief of staff of the Government of the Republic of Armenia and chief of staff of the National Assembly of the Republic of Armenia; advisors, press secretaries, assistants of the Ministers of the Republic of Armenia, chiefs of public administration bodies under the Government of the Republic of Armenia, permanent bodies (committees, services, councils, etc.) established by the laws of the Republic of Armenia, chiefs of state bodies functioning in the area of governance of the Ministries of the Republic of Armenia, marzpets of the Republic of Armenia, the Human Rights Defender of the Republic of Armenia; advisors and press secretaries of the Prosecutor General of the Republic of Armenia; assistants of the deputy Ministers of the Republic of Armenia, deputy chiefs of the public administration bodies of under the Government of the Republic of Armenia, deputy chiefs and members of the permanent bodies (committees, services, councils, etc.) established by the laws of the Republic of Armenia, deputy chiefs of state bodies functioning in the area of governance of the Ministries of the Republic of Armenia; assistants of deputy marzpets of the Republic of Armenia; assistants of deputy chiefs of communities of the Republic of Armenia.

8. In case of termination of the powers of public officials competent to make appointments to the posts of advisors, press secretaries, assistants and consultants of public officials foreseen by Paragraph 7 of this Article, they continue to perform their duties until a new appointment is made to these posts.

9. The civil post is a post appointed or elected for a definite period of time in the manner prescribed by the Constitution, laws and other legal acts of the Republic of Armenia, the person holding which adopts decisions within the scope of powers conferred on him/her by the legislation of the Republic of Armenia on a collegial basis, and, in cases foreseen by the law, on an individual basis and coordinates their implementation, is not changed during his/her tenure in cases of change of the ratio of political forces.

10. Within the meaning of this Law, civil are the posts of the chairperson and members of the Constitutional Court of the Republic of Armenia, chiefs and members of the permanent bodies (committees, services, councils) established by laws, chairpersons and judges of the Cassation Court of the Republic of Armenia and its chambers, chairpersons and judges of the appeal and first-instance courts, Prosecutor General of the Republic of Armenia, his/her deputies and prosecutors, as well as the Human Rights Defender of the Republic of Armenia.

11. The civil posts may be held by those citizens of the Republic of Armenia who have higher education provided the law does not prescribe otherwise.

12. In view of the peculiarities of civil posts other requirements may be set for holding them.

13. The state service post is one foreseen by the roster of the state service posts, the peculiarities for holding of which are specified by the laws of the Republic of Armenia regulating various categories of state service.

## ***Article 5. Main Concepts Used in this Law***

1. The main concepts used in this Law have the following meanings:

- 1) public service post: a post foreseen by the roster of state and municipal services roster;
- 2) roster of public service posts: the single roster of state and municipal service posts;
- 3) rosters of state and municipal service posts: rosters approved in the manner prescribed by law for each category of state service, as well as municipal service;
- 4) public servants: a person holding any post foreseen by the rosters of state and municipal services or placed in the reserve of the relevant cadres of public service;
- 5) the reserve of public service cadres: a community of public servants and persons not holding public service posts in cases and in the manner prescribed by law;
- 6) the relevant body: the body foreseen by Article 2 of this Law;
- 7) passport (job description) of the public service post: a document approved in the manner prescribed by law describing the rights and duties of the public servant holding the given post as foreseen by the law and other legal acts, and the professional knowledge and working skills put forward to the public servant for holding that post;
- 8) public service classification grade (title): a qualification criterion granted to a public servant corresponding to the post held by him/her;
- 9) attestation of public servants: a process (activity) whereby the correspondence of the professional knowledge and working skills of public servants to the post held is determined;
- 10) training of public servants: a process (activity) directed at the improvement of the professional knowledge and working skills of public servants with a view to enhancing the effectiveness of the discharge of the professional responsibilities of public servants;
- 11) service examination: an examination of matters related to the discharge of the responsibilities and the activities of a public service in cases and in the manner prescribed by law and other legal acts;
- 12) civil work: performance of certain tasks and functions conferred on state and local self-government bodies by the legislation of the Republic of Armenia by hired employees in line with labor legislation;
- 13) a person providing technical support: a person providing the necessary technical support to enable the exercise of the powers of persons holding political, discretionary, civil, as well as public service posts;
- 14) rotation of the public servant: transfer of the public servant to another position within the same body (including the same territorial subdivision), as well as to another body in cases and manner prescribed by law;
- 15) a high-ranking public official: the President of the Republic; the Prime Minister; deputies of the National Assembly; members of the Constitutional Court; judges, ministers and their deputies; general prosecutor and his/her deputies; prosecutors of marzes, the city of Yerevan and garrisons; chiefs, deputy chiefs and members of the state bodies established by law; the chairperson of the Central Bank, his/her deputy and members of the board of the Central Bank; chiefs and deputy chiefs of public administration bodies under the Government; the chairperson and members of the Control Chamber; chief of staff of the National Assembly and his/her deputies; chief of staff of the Constitutional Court; chief of staff of the Government and his/her deputies; members of the

ethics commission for high-ranking public officials; the Mayor of Yerevan and his/her deputies; chiefs of diplomatic services operating in foreign states; the secretary of the National Security Council; advisors and assistants of the President of the Republic; advisors and assistants of the Chairperson of the National Assembly; advisors and assistants of the Prime Minister; chiefs of communities with a population number of 50 000 and more as of 1 January of the previous year; as well as the chief of the Control Service of the President of the Republic and the chief of the Control Service of the Prime Minister.

16) persons related to a high-ranking public official: persons having blood relationship of up to the 2<sup>nd</sup> degree of kinship. Persons having blood relationship with a high-ranking public official of up to the 2<sup>nd</sup> degree of kinship are the persons within the 1<sup>st</sup> degree of kinship, as well as persons within the 1<sup>st</sup> degree of kinship with the latter. Persons within the 1<sup>st</sup> degree of kinship are the children, parents, sisters and brothers.

17) conflict of interests: a situation in which when exercising his/her powers a high-ranking public official must perform an action or adopt a decision which may reasonably be interpreted as being guided by his/her personal interests or those of a related person;

18) a person supervising the high-ranking public official: the President of the Republic for the chief of staff of the President of the Republic, secretary of the National Security Council, chief of the Control Service of the President of the Republic, the advisors and assistants of the President of the Republic; the Chairperson of the National Assembly for the chief of staff of the National Assembly, advisors and assistants of the Chairperson of the National Assembly; the Chairperson of the Constitutional Court for the chief of staff of the Constitutional Court; the Prime Minister for Ministers, chief of staff of the Government, his/her deputies, chiefs of the public administration bodies under the Government, chief of the Control Service of the Prime Minister, advisors and assistants of the Prime Minister; the Minister for deputy Ministers; the Prosecutor General for his/her deputies, the prosecutors of marzes, the city of Yerevan and garrisons; the chief of body for the deputy chiefs of public administration bodies under the Government; the chief of the body for the members of collegial state bodies established by the law; the chairperson of the Central Bank for the deputies of the chairperson of the Central Bank and the members of the board of the Central Bank; the chairperson of the Control Chamber for the members of the Control Chamber; the chief of staff of the President of the Republic for deputy chiefs of staff of the President of the Republic; the chief of staff of the National Assembly for deputy chiefs of staff of the National Assembly; the chief of staff of the Government for deputy chiefs of staff of the Government; the Mayor of Yerevan and marzpets for the deputies of the Mayor of Yerevan and marzpets, respectively; the Minister of Foreign Affairs for the chiefs of diplomatic services functioning in foreign states. The high-ranking public officials not listed in this clause are deemed as not having supervisors.

#### ***Article 6. Main Principles of Public Service***

1. The main principles of public service are:

- 1) supremacy of the RA Constitution and laws;
- 2) primacy of human and civil rights and freedoms;
- 3) stability of public service;
- 4) equality of public servants before the law;
- 5) public nature of public service;
- 6) political restraint of public servants;
- 7) equal access to public service for citizens based on their professional knowledge and working skills;

- 8) professionalism of public service;
- 9) legal and social protection of public servants;
- 10) impartiality;
- 11) integrity;
- 12) respect of the human being and human rights;
- 13) sense of responsibility.

## **CHAPTER 2. CLASSIFICATION OF PUBLIC SERVICE POSTS, PUBLIC SERVICE CLASSIFICATION GRADES (TITLES), ROSTER OF PUBLIC SERVICE POSTS AND PASSPORTS OF PUBLIC SERVICE POSTS**

### ***Article 7. Classification of Public Service Posts***

1. All relations in the area of classification into groups and sub-groups of public service posts are regulated by the laws and other legal acts of the Republic of Armenia on various categories of state service and municipal service.

2. The compliance of the groups of various categories of public service is defined by the Government of the Republic of Armenia.

### ***Article 8. Public Service Classification Grades (Titles)***

1. All relations in the area of defining public service classification grades (titles), as well as granting, demotion, and deprivation thereof are regulated by the laws and other legal acts of the Republic of Armenia on various categories of state service and municipal service.

2. The compliance of classification grades (titles) of various categories of public service are defined by the Government of the Republic of Armenia.

### ***Article 9. Roster of Public Service Posts***

1. Rosters of posts are foreseen for each category of public service, as well as municipal service as approved by the laws and other legal acts of the Republic of Armenia on various categories of state service and municipal service.

### ***Article 10. Passports (Job Descriptions) of Public Service Posts***

1. A passport (job descriptions) is foreseen for each public service post.

2. The passports (job descriptions) of public service posts are approved (changed) in the manner prescribed by laws and other legal acts of the Republic of Armenia regulating various categories of state service, as well as municipal service.

## **CHAPTER 3. HOLDING A PUBLIC SERVICE POST**

### ***Article 11. Right of Admission to Public Service***

1. Only persons meeting the requirements put forward by the passport (job description) of a given public service post as well as the requirements of laws of the Republic of Armenia regulating various categories of state service and municipal service regardless of nationality, race, gender, religion, political or other convictions, social origin, property or other status have a right to hold a public service post.

### ***Article 12. Persons not Having the Right to be Admitted to Public Service***

1. The following persons may not be admitted to public service:

- 1) declared incapacitated or with limited capacity by a judicial procedure;
- 2) have been deprived of the right to hold a public service post by a judicial procedure;
- 3) have been suffering from a disease, which in case of appointment to the given public service post may obstruct the exercise of their powers. The list of these diseases is approved by the Government of the Republic of Armenia;
- 4) have been sentenced for a crime and the crime record has not been lifted or expired in due manner;
- 5) have not served his compulsory military service in breach of the law.

2. In addition to the requirements specified by Paragraph 1 of this Article, the laws of the Republic of Armenia regulating various categories of state service, as well as municipal service may also specify other requirements.

### ***Article 13. Filling in Vacant Public Service Posts***

1. Vacant public service posts are filled in by competition or in another manner prescribed by law.

2. All relations in the area of regulation of vacant public service posts are specified by the laws and other legal acts of the Republic of Armenia on various categories of state service, as well as municipal service.

### ***Article 14. Rotation of Public Servants***

1. All relations in the area of the rotation of public servants are regulated by this Law, the laws and other legal acts regulating various categories of state service, as well as municipal service.

2. No probation may be set in case of rotation of a public servant.

### ***Article 15. Length of Service of the Public Servant***

1. The length of public service includes the entire period of holding a public service post, state and municipal service posts in the relevant bodies prior to the entry into force of this Law.

2. The length of public service does not include the entire period of holding a public service post in breach of the procedure established by law, as well as the entire period of work in state or municipal service posts in breach of the law prior to the entry into force of this Law.

3. The length of service in the period of holding a political, discretionary or civil post in the bodies foreseen by Article 2 of this Law is equalized to the length of public service.

4. Apart from the requirements set by Paragraph 1 of this Article, the laws regulating various categories of state service, as well as municipal service may define other periods of length of public service.

***Article 16. Personal File of the Public Servant***

1. The personal file of the public servant is the entirety of documents and materials containing comprehensive information about the service activity of the public servant.

**CHAPTER 4. TRAINING, ATTESTATION AND RESERVE OF THE PUBLIC SERVICE CADRES**

***Article 17. Training of Public Servants***

1. Public servants must undergo mandatory training.

2. Apart from mandatory training, training may be delivered in the area of specific requirements regarding the rights and duties of public servants, their professional knowledge and working skills as defined by the passport (job description) of a particular public service post, or in case of changes of these requirements, as well as in other cases prescribed by the legislation of the Republic of Armenia.

3. All expenses related to the training of public servants are made from the state budget, the community budget, as well as other funds not prohibited by the legislation of the Republic of Armenia.

4. All relations in the area of the training of public servants are regulated by the laws and other legal acts of the Republic of Armenia regulating various categories of public service, as well as municipal service.

***Article 18. Attestation of Public Servants***

1. All relations in the area of attestation or performance appraisal of public servants are regulated by the laws and other legal acts of the Republic of Armenia regulating various categories of state service, as well as municipal service.

***Article 19. Reserve of Public Service Cadres***

1. All relations in the area of the reserve of public service cadres are regulated by the laws and other legal acts of the Republic of Armenia regulating various categories of state service, as well as municipal service.

**CHAPTER 5. LEGAL STATUS OF PUBLIC SERVANTS**

***Article 20. Main Rights of the Public Servant***

1. The main rights of the public servant are:

- 1) getting familiarized with the legal acts defining his/her powers within the post held;
- 2) getting familiarized with the materials of his/her personal file, evaluation of his/her activity and other documents relating to his/her professional activity;
- 3) receiving information and materials necessary for the performance of the responsibilities of his/her service;
- 4) adopting decisions in due manner;



- 5) receiving remuneration adequate for the work done;
- 6) complaining against the violations of his/her rights;
- 7) securing of employment, health care, safe and necessary conditions of work;
- 8) social protection and security;
- 9) legal protection, including from political persecution.

***Article 21. Main Duties of the Public Servant***

1. The main duties of the public servant are:

- 1) fulfilling the requirements of the Constitution, laws and other legal acts;
- 2) ensuring the knowledge, skills and capacity necessary for the performance of the responsibilities of the profession and service;
- 3) fulfilling in an accurate and timely manner the responsibilities conferred on him/her by the legislation and submission of reports;
- 4) fulfilling the assignments and decisions taken in due manner by superior bodies and public officials;
- 5) observing the rules of internal work discipline prescribed by the legislation;
- 6) examining and processing recommendations, applications and complaints in due manner and time;
- 7) observing the requirements of the legislation with regard to working with documents containing state, service or other secrets defined by law, including after terminating the service;
- 8) observing the rules of ethics of public servants;
- 9) submitting a declaration of interests in cases and manner prescribed by law;
- 10) participating in attestation and training in due manner and time.

***Article 22. Reporting by the Public Servant***

1. When discharging the responsibilities of his/her service the public servant must report to the relevant public officials of breaches of law and any other unlawful, including corruption acts in relation to the public service perpetrated by other persons.
2. The public servant who has reported of unlawful acts specified in Paragraph 1 of this Article and believes that the relevant response issued to him/her is not satisfactory, may notify the chief of the relevant body or the competent state bodies of this in writing.
3. The competent bodies must guarantee the security of the public servant who has conscientiously reported the breaches specified in Paragraph 1 of this Article.
4. The procedure for reporting as prescribed by this Article and guaranteeing the security of the public servant is defined by the Government of the Republic.

***Article 23. Limitations Applied to the Public Servants and High-Ranking Public Official***

1. The public servant and high-ranking public official is prohibited to:

- 1) be the representative of third parties in relations in connection with the body where s/he serves or which is directly subordinated to him/her or controlled by him/her;
- 2) use his/her service position to secure actual advantages or privileges to political parties, and non-governmental, including religious associations;
- 3) receive honoraria for publications or presentations stemming from the discharge of his/her service responsibilities;
- 4) use for non-official purposes the logistical, financial and informational resources, state and (or) community property and official information;
- 6) receive gifts, money or services in relation to the discharge of his/her service responsibilities, save for cases prescribed by the legislation of the Republic of Armenia;
- 7) as a representative of the state, conclude property transactions with persons specified in clause 8 of this Paragraph, save for cases prescribed by the legislation of the Republic of Armenia;
- 8) work jointly with persons closely related to him/her or his/her in-laws (parent, spouse, child, brother, sister, spouse's parent, child, brother, and sister) if their service is related to immediate subordination or control of each other (excluding deputies);
- 9) within one year following the release from post, be admitted to work with the employer or become the employee of the organization over which s/he has exercised immediate supervision in the last year of his/her tenure.

2. The public servant must within one month following his/her appointment to office and in case s/he has 10 and more per cent of shares in the charter capital of commercial organizations hand them over to entrusted management. The public servant has a right to receive income from the property handed over to entrusted management.

3. Based on the peculiarities of various categories of public service the laws regulating these services may prescribe other limitations.

***Article 24. Limitations of Other Activities of Public Servants and High-Ranking Public Officials***

1. The public servant or high-ranking public official may not engage in entrepreneurship individually, perform other paid work, save for scientific, academic, creative work or work stemming from the status of the member of an electoral commission.

2. Within the meaning of this Law, entrepreneurship means:

- 1) private entrepreneur;
- 2) shareholder of a commercial organization, save for cases when the shares of the shareholder of a commercial organization has been completely handed over to entrusted management;

3) holding a post in a commercial organization, being a trust manager of the property of a commercial organization or in any other way being involved in the performance of representative, administrative or managerial functions of a commercial organization.

3. Within the meaning of this Law, entrepreneurship does not include:

1) being a limited partner in a limited partnership;

2) being a depositor in a credit or savings union;

3) receiving part or the value of the property in case of leaving a commercial organization or its dissolution;

4) having a deposit in a bank or insurance in an insurance company;

5) having securities issued by the Republic of Armenia, the community or the Central Bank of the Republic of Armenia;

6) selling the property owned by him/her or leasing it against a certain amount or compensation;

7) receiving loan interest or other compensation;

8) receiving royalties on the use or the right to use a work of literature, art or scientific work, on the use or the right to use any copyright, licence, trademark, design or model, plan, secret formula or process, a programme for electronic computers and databases or industrial, commercial or scientific equipment, or for the provision of information on an industrial, technological, organizational, commercial, and scientific experience;

9) receiving an award for the damages (loss) incurred.

4. Within the meaning of this Law, creative work is the creation and interpretation of culture and art, fiction, folk and craft, epic works, ethical and aesthetical ideals, rules and manners of conduct, languages, dialects and proverbs, national traditions and customs, historical and geographic names, results and methods of scientific research, objects of cultural heritage.

5. Within the meaning of this Law, scientific research is engaging in scientific research, experimental-construction, academic, experimental-technological, and intelligence activities in a scientific organization, institution, higher education establishment or otherwise.

6. Within the meaning of this Law, pedagogical work implies work as a teacher, lecturer (docent, professor) or doing other work that contributes and (or) ensures the process of meeting the requirements of learning of general education programmes (main, supplementary) and the thematic criteria, as well as obtaining the relevant knowledge, skills, and capacity by means of application of teaching methods.

***Article 25. Limitations with Regard to Giving Assignments to a Public Servant or a High-Ranking Public Official***

1. A public servant and a high-ranking public official may not be given oral or written assignments which are:

1) contrary to the Constitution and laws of the Republic of Armenia;

2) outside the competence of the person issuing or performing the assignment.

2. In case of giving assignments in breach of Paragraph 1 of this Article, the public servant must notify immediately and in writing the person issuing the assignment and his/her superior or the persons replacing them of his/her suspicions regarding the lawfulness of the assignment. If the superior (the person replacing him/her in his/her absence or the person having issued the assignment) approves the assignment in writing, the public servant must implement it, save for cases when its implementation may result in criminal or administrative liability as prescribed by the law of the Republic of Armenia. The responsibility for the implementation of the assignment by the public servant is borne by the public official having approved it in writing.

3. In view of the peculiarities of various categories of public service, the laws of the Republic of Armenia may set another procedure for issuing assignments.

#### ***Article 26. Social Safeguards of a Public Servant and a High-Ranking Public Official***

1. The social safeguards of a public servant and a high-ranking public official are:

- 1) safe working conditions essential for the discharge of his/her professional responsibilities;
- 2) remuneration, bonuses and other payments foreseen by the legislation of the Republic of Armenia;
- 3) annual paid leave;
- 4) training with the preservation of his/her office and the remuneration foreseen for that;
- 5) mandatory state social insurance in cases and in the manner prescribed by law;
- 6) providing him/her with the relevant pay in the manner prescribed by the legislation of the Republic of Armenia in case of disability when discharging his/her professional responsibilities, and if s/he dies, members of his/her family;
- 7) securing his/her and his/her family members' protection from violence, terror and other infringements in relation to the discharge of his/her professional responsibilities on the basis of his/her application and in cases and in the manner prescribed by the legislation of the Republic of Armenia;
- 8) compensation for travel, accommodation and other expenses for business trips in the manner prescribed by the legislation of the Republic of Armenia.

2. In cases and in the manner prescribed by the legislation of the Republic of Armenia, the public servant or high-ranking public official is provided with a means of transport or compensation for travel expenses.

3. Other social safeguards may be set for the public servant and high-ranking public official by the legislation of the Republic of Armenia.

#### ***Article 27. Remuneration and Social Security of the Public Servant***

1. Every public servant and high-ranking public official, without discrimination of any kind, has a right to remuneration in the amount prescribed by legislation.

2. The public servant and the high-ranking public official receive remuneration in the manner and timeframe prescribed by the legislation of the Republic of Armenia.

3. The social, including pension security of the public servant and high-ranking public official is ensured in the manner prescribed by the legislation of the Republic of Armenia.

## **CHAPTER 6. RULES OF ETHICS AND PROHIBITION ON RECEIVING GIFTS BY PUBLIC SERVANTS AND HIGH-RANKING PUBLIC OFFICIALS**

### ***Article 28. Rules of Ethics for Public Servants and High-Ranking Public Officials***

1. The rules of ethics for public servants and high-ranking public officials are a system of norms aiming to ensure decent conduct of public servants and high-ranking public officials, exclude conflicts of public and private interests, and strengthen public trust in public institutions.
2. The requirements of this Article apply to both the exercise by public servants and high-ranking public officials of their powers and their everyday conduct.
3. The rules of ethics for public servants and high-ranking public officials are to:
  - 1) respect the law and abide by the law;
  - 2) respect the moral norms of the community;
  - 3) by his/her actions, contribute to trust in and respect for the post s/he holds and the body s/he represents;
  - 4) everywhere and when engaging in any action, manifest conduct commensurate to his/her post;
  - 5) manifest respectful attitude to all persons with who s/he is in contact when exercising his/her powers;
  - 6) use the logistical, financial and technical resources, other public property provided to him/her and confidential information imparted on him/her in connection with his activities exclusively for the purposes of his/her service;
  - 7) endeavour to manage his/her investments in a way that reduces to minimum the situations of conflict of interest.
4. The rules of conduct for public servants and high-ranking public officials listed in this Article are not exhaustive. Additional rules of ethics and other mechanisms of control over them may be prescribed by laws regulating the peculiarities of a given sphere.

### ***Article 29. Prohibition on Receiving Gifts***

1. The public servant and the high-ranking public official may not receive a gift or give his/her consent to receiving it in the future in connection with the discharge of his/her responsibilities, save for:
  - 1) gifts, rewards and receptions given at the time of official events;
  - 2) books, hardware/software and other such materials provided free of charge for the purpose of use in service;
  - 3) scholarship, grant or allowance awarded as a result of a public competition on conditions and criteria applied to other applicants or as a result of another transparent process.
2. Within the meaning of this Article, the concept of ‘gift’ implies any proprietary advantage which would not have reasonably been provided to a person who is not a public official. Within the meaning of this Article, the concept of ‘gift’ does not apply to ordinary guest hosting, gifts received from a family member, relative or a friend if the gift corresponds by its nature and size to the nature of mutual relationship.

3. If the value of a proprietary and non-consumer gift specified in clauses 1-3 of Paragraph 1 of this Article does not exceed 100.000 AMD, then:

1) the public servant or the high-ranking public official who has a superior, with the latter's consent, while the one who does not have a superior, on his/her initiative, donates the gift to charity, or

2) the gift is deemed as the property of the relevant body and is included in the inventory as such.

4. If the value of the gift specified in clauses 1-3 of Paragraph 1 of this Article but not specified in Paragraph 3 of this Article exceeds 100.000 AMD, the public servant or high-ranking public official who has a superior notifies the latter of this.

5. The value of a gift deemed permissible under this Article is assessed on the basis of the reasonable market value which the receiver of the gift knew or could have known at the moment of receiving the gift or thereafter.

## **CHAPTER 7. CONFLICT OF INTERESTS, DECLARATION OF PROPERTY AND INCOME OF HIGH-RANKING PUBLIC OFFICIALS**

### ***Article 30. Conflict of Interests of High-Ranking Public Officials***

1. For a high-ranking public official, being guided by his/her interests or those of persons related to him/her means taking such action or adopting such a decision (including taking part in decision-making within a collegial body) within the scope of powers of a high-ranking public official, which, although lawful, results or contributes or may reasonably result or contribute, *inter alia*, to:

1) the increase of his/her financial resources or income or improvement of the property or other legal status of or those of the persons related to him/her or the non-commercial organization of which s/he is a member or the commercial organization of which s/he is a participant;

2) discharge or reduction of his/her obligations, or those of persons related to him/her or the non-commercial organization of which s/he is a member or the commercial organization of which s/he is a participant;

3) appointment of a person related to him/her to a position or assuming of the membership in an organization;

4) winning in a competition by a person related to him/her, or the non-commercial organization of which s/he is a member or the commercial organization of which s/he is a participant.

2. The provisions of this Article do not apply to deputies, members of the Constitutional Court, judges and prosecutors.

The norms on conflict of interests of these persons may be defined by the laws regulating the peculiarities of these spheres.

3. According to the provisions of Paragraph 1 of this Article, the high-ranking public official is not guided by his/her personal interests or those of persons related to him/her, provided the given action or decision has general application and impacts a wide circle of people in a way that may not reasonably be interpreted as being guided by his/her personal interests or those of persons related to him/her.

### ***Article 31. Actions of the High-Ranking Public Official in a Situation of Conflict of Interests***

1. In case of a conflict of interests, the high-ranking public official, save for deputies, members of the Constitutional Court, judges and prosecutors, as well as the high-ranking public official that has no superior,

must submit a written statement on the conflict of interests to his/her superior by laying down the concrete circumstances of the conflict of interests. The high-ranking public official has no right to take any action or adopt a decision in relation to this question prior to receiving the written consent of his/her superior. The superior has a right to examine the questions and to assign the authority of resolving it to another public official provided this is not prohibited by law.

2. The high-ranking public official has a right to receive clarifications from the ethics commission on the necessity to issue a statement regarding the conflict of interests in a concrete situation. If the submitted data have been complete, then the conclusion of the ethics commission on the absence of a conflict of interests is a basis for discontinuing the proceedings if such has been instituted.

### ***Article 32. The Obligation of Declaration of Property, Income and Related Persons***

1. High-ranking public officials submit property and income declarations to the ethics commission for high-ranking public officials in the manner prescribed by this Law.
2. High-ranking public officials submit declarations on related persons to the ethics commission for high-ranking public officials in the manner prescribed by this Law.
3. If the appointment of a high-ranking public official to a post is done by means of nomination by another body, then the candidate submits property and income declarations, and in cases prescribed by this Law, also declarations on the related persons also at the time of nomination.
4. The spouse of a high-ranking public official, as well as the parent living together with him/her, as well as the adult single child living together with him/her in cases and in the manner prescribed by this Law with regard to high-ranking public officials, submit property and income declarations to the ethics commission for high-ranking public officials.

### ***Article 33. Declaration Timeframes***

1. The high-ranking public official submits declarations as of the date of assuming and terminating his/her official responsibilities to the Ethics Commission for high-ranking public officials within 15 days following the mentioned date. These persons also submit declarations as of 31 December of each year no later than 15 February of the year following the year in question.

### ***Article 34. Contents of Declaration of Property***

1. The declaration of property of a high-ranking official and his/her spouse must contain the following property owned by him/her:
  - 1) the immovable property, such as land, part of the Earth's interior, an isolated water object, a forest, a perennial plant, a building, a construction, another property attached to the land (hereinafter: immovable property), which has been alienated or purchased in the fiscal year;
  - 2) the movable property, such as a motor transport, a wheel, track-type, self-propelled machine or mechanism, air, or water means of transport (hereinafter: the movable property) that has been alienated or purchased in the fiscal year. The motor transport include those the capacity of which exceeds 50 cm<sup>3</sup> and the maximum velocity of which exceeds 50 km/h, as well as trailers and semi-trailers with varied capacity;
  - 3) the security (bond, check, bill, and any other documents which is deemed security according to the laws of the Republic of Armenia, excluding a bank certificate) and (or) any other document certifying an investment (share, stock) (hereinafter: security and (or) other investment), which has been alienated or purchased in the fiscal year;

4) the loan that the declaring person has lent or that has been returned to him/her in the fiscal year. Within the meaning of this Law, the loan is the lending of money (the amount of loan) or another property characterized by generic features under the ownership of the subject on the condition of return of the same amount of money or the property of the equal quantity and quality (hereinafter: loan);

5) any property not mentioned in clauses 1-4 of this Paragraph that costs more than 8 million AMD or an equal amount of foreign currency (hereinafter: expensive property), which has been alienated or purchased in the fiscal year;

6) monetary assets (including those in the bank).

2. Attached to the property declaration of a high-ranking public official must be a list signed by him/her which includes the name, patronymic, family name, family relationship, and birthday of the spouse, the parents, as well as adult single children living together with him/her.

3. The declaration of the parents as well as the adult single children of a high-ranking public official must include information on the following property owned by them:

1) the immovable property if during the fiscal year the total price (value) of purchase or alienation transactions of the immovable property has exceeded 50 million AMD. Furthermore, in case of the total price (value) of purchase or alienation transactions of the immovable property exceeding 50 million AMD, all purchase and alienation transactions of the immovable property are to be declared;

2) the movable property if during the fiscal year the total price (value) of purchase or alienation transactions of the movable property has exceeded 8 million AMD. Furthermore, in case of the total price (value) of purchase or alienation transactions of the movable property exceeding 8 million AMD, all purchase and alienation transactions of the movable property are to be declared;

3) the security and (or) another investment if during the fiscal year the total price (value) of purchase or alienation transactions of securities has exceeded 8 million AMD. Furthermore, if the total price (value) of purchase and (or) investment or alienation transactions exceeds 8 million AMD, all purchase and (or) investment and alienation transactions of securities are to be declared;

4) loan, if in the fiscal year the total amount (size) of lending transactions or the total amount (size) of return transactions exceeds 8 million AMD. Furthermore, if the total amount (size) of lending transactions or the total amount (size) of return transactions exceeds 8 million AMD, all lending and return transactions must be declared;

5) any expensive property that has been alienated or acquired in the fiscal year.

4. When determining the price (value) of the property or foreign currency income subject to declaration as prescribed by this Law, the equivalent of the foreign currency is calculated on the basis of the average exchange rate of the currency market as publicized by the Central Bank of the Republic of Armenia on the date of the transaction, while the price (value) of transactions in kind, on the basis of the price (value) determined by the procedure for incorporating in kind (non-monetary) income or property in the declaration.

5. When declaring property, mention must be made:

1) in case of immovable property – of the type of the immovable property, its address, its existence at the beginning and at the end of the fiscal year, its acquisition and sale price (value) and currency;

2) in case of movable property – of the type of the movable property, brand and serial number, its existence at the beginning and at the end of the fiscal year, its acquisition and sale price (value) and currency;



- 3) in case of securities and (or) other investment, the currency of the security and (or) other investment, the price (value) at the beginning and at the end of the fiscal year, its acquisition and sale price (value);
- 4) in case of a loan, the name or family name, first name and patronymic of the debtor, the loan currency, the loan amount (size) at the beginning and at the end of the fiscal year; the loan amount (size) lent and returned in the fiscal year;
- 5) in case of expensive property, the name of the property, its existence at the beginning and at the end of the fiscal year, the acquisition or alienation price (value) of the property and currency;
- 6) in case of monetary assets, the currency, and size at the beginning of 1 January and at the end of 31 December of the fiscal year.

### ***Article 35. Contents of the Declaration of Income***

1. The declaration of income of a high-ranking public official, his/her spouse, the parent, as well as the adult single child living together with him/her includes the income and its sources received in the fiscal year as prescribed by this Article.

2. Any person who in the fiscal year has paid income to the declaring person as prescribed by this Law is considered as a source of income for the declaring person. In particular, the body of public administration or local self-government, commercial, non-commercial organization, institution, branch, representation, private entrepreneur (hereinafter: organization) or non-private entrepreneur natural persons may act as a source of income.

If the taxes and (or) other mandatory fees are kept with the source of the income in the manner prescribed by legislation, the income is declared without these amounts. This rule does not apply to persons submitting calculations on the annual income prescribed by the Law of the Republic of Armenia on Income Tax.

3. In conformity with this Law, the following income received by AMD, foreign currency or in kind (in a non-monetary form) must be declared:

- 1) remuneration for work or any other equivalent payment;
- 2) royalties on the use or the right to use a work of literature, art or scientific work, on the use or the right to use any copyright, licence, trademark, design or model, plan, secret formula or process, programme for electronic computers and databases or industrial, commercial or scientific equipment, or for the provision of information on an industrial, technological, organizational, commercial, and scientific experience;
- 3) interest and other compensation on received or given loans (credits);
- 4) profits;
- 5) income (gains) received in games in casinos or lotteries;
- 6) in kind or monetary gains (prizes) in competitions or contests, as well as in lotteries;
- 7) property and monetary assets (excluding in the form of labour or services) received as donation or aid;
- 8) inherited property (including the monetary means);
- 9) insurance compensation; .

- 10) income received from entrepreneurship;
  - 11) income (including the one not indicated in Article 8 of this Law) received from alienation of property (save for monetary assets);
  - 12) payment or other compensation for lease, income from civil law contracts;
  - 13) lump-sum payments;
  - 14) income received from proprietary rights.
4. Other income not specified by Paragraph 2 of this Article is also subject to declaration by mentioning its types and sources.

5. When declaring income, the following must be mentioned:

- 1) type of income;
- 2) the source of income: the name or surname and patronymic, as well as address of the person paying income;
- 3) the size (amount) of income;
- 4) the currency of income.

***Article 36. Contents of the Declaration on Related Persons***

1. The following is included in the declaration on persons related to a high-ranking public official:

- 1) for the member of the Constitutional Court – related persons holding the post of a member of the Constitutional Court;
- 2) for Ministers and their deputies – related persons holding posts within the system of the Ministry;
- 3) for the Prosecutor General, his/her deputies, the prosecutors of marzes, the city of Yerevan and garrisons – related persons holding the posts of a prosecutor, judge or investigator;
- 4) for chiefs of state bodies under the Government established by laws and their deputies – related persons holding offices within that body (including its structural and territorial subdivisions, the state bodies within the sphere of its administration, as well as the subordinated state non-commercial organizations);
- 5) for the chiefs and members of state collegial bodies established by law – related persons holding the post of the chief or member of that body, as well as related persons holding a managerial position in the commercial organizations operating in the sphere of regulation of these bodies;
- 6) for judges – related persons holding the position of a prosecutor, judge, investigator.

2. The declaration on related persons must mention:

- 1) the first name, patronymic, and the second name;
- 2) the post held.

3. If the person listed in Paragraph 1 of this Article has lost connection with any related person and due to absence of information is unable to declare them as related persons, s/he attaches a statement to the declaration mentioning the relationship and the name, patronymic and family name of the person.

***Article 37. The Declaration Register and Data Disclosure***

1. Within 3 working days following the receipt of the declaration, the ethics commission for high-ranking public officials places it in the declaration register.

2. The list of data subject to disclosure (dissemination), their content and form are stipulated by the Government of the Republic of Armenia. The list of data subject to disclosure may not contain data identifying the person or property.

3. The Ethics Commission for high-ranking public officials ensures the protection of the data that are not subject to disclosure.

**CHAPTER 8. FORMATION AND OPERATIONAL PROCEDURE OF THE ETHICS COMMISSION FOR PUBLIC SERVANTS AND HIGH-RANKING PUBLIC OFFICIALS**

***Article 38. The Ethics Commissions for Public Servants and High-Ranking Public Officials and their Formation***

1. Ethics commissions for public servants are established in the bodies foreseen by Article 2 of this Law.

2. Ethics commissions may be established in the General Prosecutor's Office to check observance of the rules of ethics.

All relations regarding the observance by judges of the rules of ethics are regulated by the RA Judicial Code.

The procedure for the formation and operation of the ethics commissions mentioned in this Paragraph, as well as for the conduct of the proceedings for any violation of the rules of ethics is defined by the relevant laws.

3. A separate ethics commission is established for high-ranking public officials. The operations procedure of the ethics commission for high-ranking public officials is prescribed by this Law. The rules of procedure for the ethics commission for high-ranking public officials are determined by a decision of the ethics commission for high-ranking public officials.

4. The ethics commission for high-ranking public officials is composed of 5 members. The members are appointed by the President of the Republic of Armenia upon the nomination of the Chairperson of the National Assembly, Prime Minister, Chairperson of the Constitutional Court, Chairperson of the Cassation Court, General Prosecutor – each nominating one candidate for a 6-year term. The ethics commission for high-ranking officials elects a chairperson and one deputy chairperson from among its members.

2. Any person having reached the age of 30 with higher education, high moral qualities, known by the public and having a work history of at least 10 years may be appointed as a member of the ethics commission for high-ranking public officials.

***Article 39. Prohibition on the Member of the Ethics Commission for High-Ranking Public Officials in Engaging in Other Activity***

1. The member of the ethics commission for high-ranking public officials may not be a member of any political party or representative body or hold a post in a state or local self-government body or engage in other paid work save for scientific, pedagogical and creative work.

***Article 40. Independence of a Member of the Ethics Commission for High-Ranking Public Officials***

1. When exercising his/her powers, the member of the ethics commission for high-ranking public officials is independent and abides only by the RA Constitution and laws.

2. The member of the ethics commission is not accountable to any state or local self-government body or public official and is independent of the public officials having nominated and appointed him/her.

***Article 41. Termination of the Powers of High-Ranking Public Officials***

1. The powers of a member of the ethics commission for high-ranking public officials are terminated on the same date of the sixth year following his/her appointment. The powers of the member of the ethics commission for high-ranking public officials are terminated prior to that date if:

1) his/her citizenship of the Republic of Armenia has terminated;

2) s/he has been convicted by a court sentence that has lawfully entered into force for an intentional crime or by a court prison sentence that has lawfully entered into force for a negligent or reckless crime;

3) s/he has been declared incapacitated, indefinitely absent or dead on the basis of a lawfully entered into force court judgment.

2. The President of the Republic may terminate the powers of a member of the ethics commission for high-ranking public officials ahead of time if the latter:

1) has shown neglect of his/her duty;

2) has been absent from the sittings of the commission for more than two times in a row;

3) has violated the requirements of Article 39 of this Law.

3. In case of early termination of the powers of a member of the ethics commission for high-ranking public officials, the President of the Republic appoints a new member of the commission for the remainder of the term of office. In this case, if the remaining term of office is less than one year, then the term of office of the new commission member is determined by adding six years to the remaining term.

4. The member of the ethics commission for high-ranking public officials may resign by applying to the President of the Republic. The President of the Republic admits the resignation of the commission member within a period of one month. Prior to the admission of the resignation by the President of the Republic, the commission member may withdraw his/her application for resignation.

5. In case of early termination of the powers of the member of the commission for high-ranking public officials the vacancy is filled in the manner prescribed by this Law.

***Article 42. Remuneration of the Member of the Ethics Commission for High-Ranking Public Officials***

1. The member of the ethics commission for high-ranking public officials receives remuneration for the performance of functions stemming from this Law.

2. The official pay rate of the member of the ethics commission for high-ranking public officials is determined in the amount of the basic official pay rate of civil servants foreseen by the annual Law of the Republic of Armenia on the State Budget multiplied by 15, of the deputy chairperson, multiplied by 16 and of the chairperson, multiplied by 17.

3. The logistical and organization support to the activities of the ethics commission for high-ranking public officials is provided by the staff of the President of the Republic.

***Article 43. Functions of the Ethics Commission for High-Ranking Public Officials***

1. The functions of the Commission are:

- 1) maintaining the register of declarations of high-ranking public officials and other persons foreseen by this Law;
- 2) analysis and publication of declarations;
- 3) detecting conflicts of interests of high-ranking public officials (except for conflicts of interests of deputies, members of the Constitutional Court, judges and prosecutors) and violations of the rules of ethics (except for the violations of the rules of ethics related to the exercise of the powers of the members of the Constitutional Court, judges and prosecutors, as well as violations of the rules of ethics by deputies) and submitting recommendations on their elimination and prevention to the President of the Republic, the National Assembly and the Government;
- 4) detecting violations of the rules of ethics not related to the exercise of the official powers by the members of the Constitutional Court, judges and prosecutors and submitting recommendations on their prevention to the President of the Republic, the National Assembly, the Constitutional Court and the Prosecutor General;
- 5) publishing information on violations of the rules of ethics detected within the scope of his/her competence, as well as the measures taken in their regard;
- 6) determining the requirements with regard to filling in the declaration and the procedure for its submission.

2. The ethics commission has a right to:

- 1) demand and receive from any state or local self-government body, state or municipal institution, state organization or their public officials the necessary materials and documents related to the question examined by the ethics commission;
- 2) demand from the competent state or local self-government body, state or municipal institution, state organization or their public officials, excluding the members of the Constitutional Court, judges and prosecutors, to conduct inspections, studies, expert analysis regarding the circumstances to be detected in the course of deliberations over a question within the ethics commission for high-ranking public officials and submit their results.
3. Any materials, documents or information demanded by the ethics commission for high-ranking public officials must be sent to the latter as speedily as possible, no later than within 10 days following the receipt of the inquiry of the ethics commission if no other deadline is mentioned within the inquiry or the inquiring person does not propose another reasonable deadline for meeting the demand of the ethics commission.
4. The members of the ethics commission are competent to visit without an impediment of any kind any state or municipal institution or organization, as well as familiarize themselves with any materials and document related to a question deliberated by the ethics commission. The members of the ethics commission may familiarize

themselves with information containing state, service, commercial or any other secret preserved by the law in the manner prescribed by the law.

5. Within one month following the passing of the year the ethics commission for high-ranking public officials publishes in the media the detected cases of conflict of interests and the measures taken against them.

***Article 44. Proceedings within the Ethics Commission for High-Ranking Public Officials***

1. The ethics commission institutes proceedings on its own initiative.

2. The ethics commission may institute proceedings for violations of the rules of ethics:

1) on the basis of the application of any person;

2) on its own initiative.

3) with a view to checking the issue of violation of the rules of ethics on the basis of the application of a high-ranking public official.

3. The high-ranking public official is notified of the instituted proceedings within 5 days from the moment of institution and submits to the commission within a 10-day period his/her objections and explanations. The ethics commission for high-ranking public officials issues a conclusion on the results of the instituted proceedings within a 1-month period.

4. The conclusion on the violation by a high-ranking public official of the rules of ethics and the decision of the authorized person of the relevant state body based on this, provided there is such, is posted on the website of the state body in question within 5 working days from the date of adoption of this decision. If, as a result of the examination, elements of crime are detected, the commission refers all the materials to the General Prosecutor's Office of the Republic of Armenia.

5. The conclusion of the ethics commission for high-ranking public officials on the violation of the rules of ethics is sent to the President of the Republic of Armenia and the superior of the high-ranking public official.

6. The conclusion of the commission may within a month's period be complained to the court by the high-ranking public official regarding the conduct of who the conclusion has been made.

**CHAPTER 9. INCENTIVES AND DISCIPLINARY SANCTIONS OF PUBLIC SERVANTS AND DISMISSAL FROM A PUBLIC SERVICE POST**

***Article 45. Types of Incentives Applied to a Public Servant***

1. Types of incentives prescribed by the legislation of the Republic of Armenia may be applied to a public servant for long-term service, as well as for quality discharge of his/her official responsibilities or special assignments. The types of incentives applied to a public servant and the manner of their application are set forth in the laws and other legal acts of the Republic of Armenia regulating various categories of state service, as well as municipal service.

***Article 46. Disciplinary Sanctions Applied to the Public Servant***

1. In cases of failure to discharge or properly discharge one's official responsibilities for no good reasons, as well as exceeding one's official responsibilities, breaching the internal rules of work discipline, disciplinary sanctions are applied to a public servant in the manner prescribed by the legislation of the Republic of Armenia.

2. Prior to appointing a disciplinary sanction, the public official competent to apply the disciplinary sanction must require a written explanation on the disciplinary violation from the public servant having committed it if the law does not provide otherwise.
3. Only one disciplinary sanction may be appointed for each disciplinary violation.
4. The types of disciplinary sanctions applied to a public servant, as well as the procedure for application of a disciplinary sanction, as well as any other relations in this area are regulated by the laws and other legal acts of the Republic of Armenia regulating various categories of state service, as well as municipal service.

***Article 47. Grounds of Dismissing from a Public Service Post***

1. In view of the peculiarities of state and municipal services, the grounds of dismissal from a public service posts are set by the laws of the Republic of Armenia on various categories of state service, as well as municipal service.
2. Failure to observe the requirements of Article 24 of this Law is also a ground for dismissing a public servant from the post held.

**CHAPTER 10. SETTLEMENT OF DISPUTES AND LIABILITY FOR BREACH OF THE LEGISLATION ON PUBLIC SERVICE**

***Article 48. Settlement of Disputes and Liability for Breach of the Legislation on Public Service***

1. All disputes related to the application of the legislation on public service are settled in the manner prescribed by the legislation of the Republic of Armenia.
2. Persons breaching the legislation on public service are held liable in cases and in the manner prescribed by the legislation of the Republic of Armenia.

**CHAPTER 11. FINAL AND TRANSITION PROVISIONS**

***Article 49. Entry into Force of this Law***

1. This Law enters into force on 1 January 2012.
2. On 1 January 2012, the Law LA-164-N of the Republic of Armenia dated 7 July 2006 on the Declaration of the Property and Income of Physical Persons loses its force.
3. The declarations of property and income foreseen by this Law for 2011 are submitted by 15 April 2012.
4. Articles 38, 39, 40 and 42 of this Law enter into force on 1 November 2011. The ethics commission starts functioning no later than 20 January 2012.

***Article 50. Ensuring Compliance of Other Legal Acts with this Law***

1. Within 10 months following the entry of this Law into force, ensure the compliance of the legal acts containing norms regulating public service and the relevant relations with this Law.

***Article 51. Approving the Roster of Public Service Posts***

1. The roster of public service posts in the relevant bodies, staffing list, passports (job descriptions) of public service posts must be approved on 1 of the eighth month following the entry into force of this Law if they are not approved prior to the entry of this Law into force.
2. The staffing list of the relevant bodies is approved (changed) by the chief of the relevant body if the legislation of the Republic of Armenia does not provide otherwise.