

Foreign Language

16

Foreign Language



05297

- 1- Hashme Hayder Ashor
- 2- Baghdad - ALthava 6-29/48
- 3- Guard
- 4- Empl. D. 1986
- 5- R. D. / 2002
- 6- Emp. R.G. D. /
- 7- Because he had Brother  
Execution
- 8- Hayder Ashor

Foreign Language

① Name: Dhia Kaddom Fraih

② address: Al Mustansiria . sec. 406 st. 20

③ occupation: <sup>h. 19.</sup> reformatory Guard

④ enfl. date: 10.10.1992

⑤ R. date: 5-1-2003

⑥ enfl. B.g. date:

⑦ cause of leaving work: Financial circumstances

⑧ Direct in-charger: Faiza Mahel

⑨ other document \

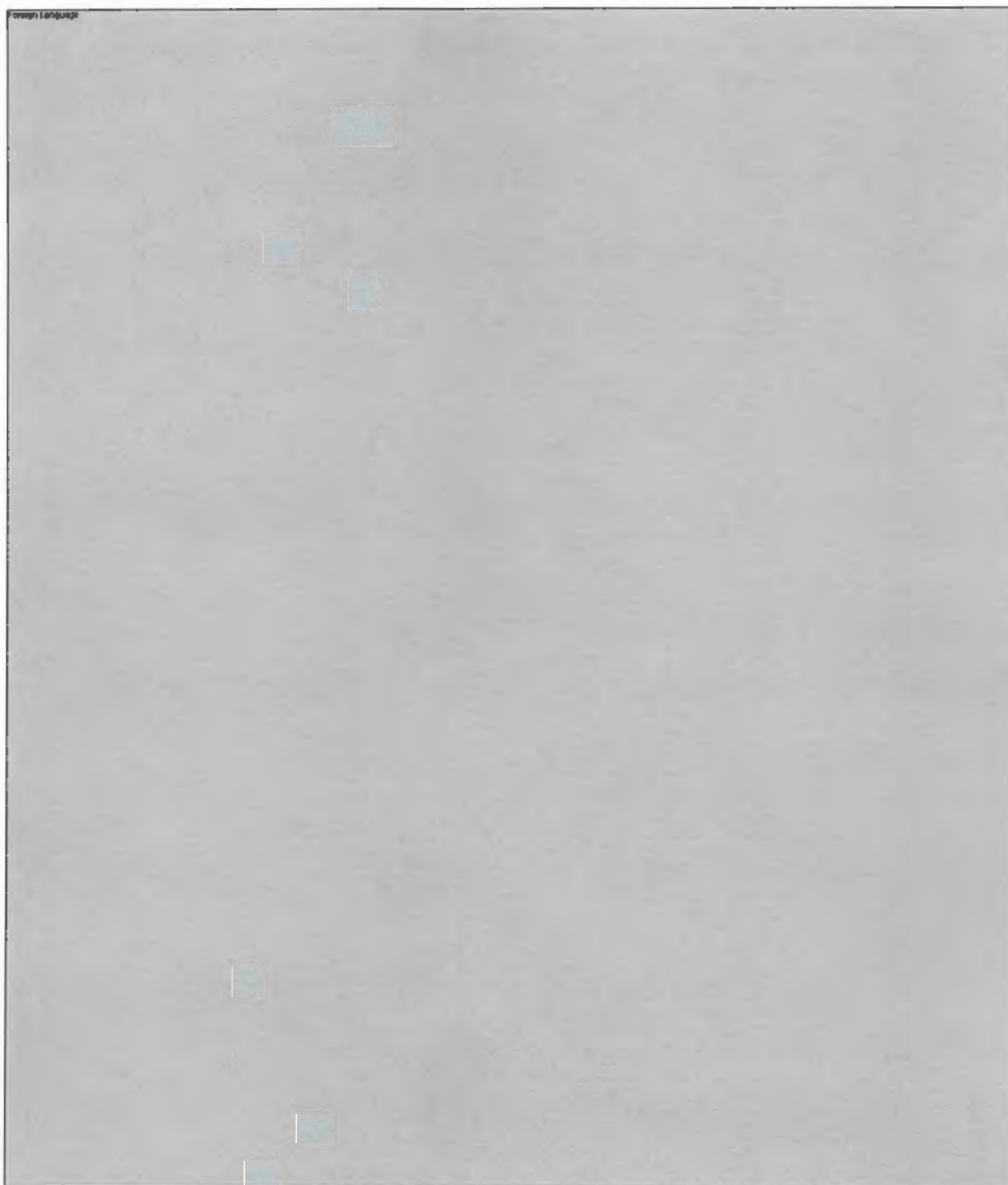
Foreign Language

Foreign Language



- ① Name:- Majed Kadhum Radhee
- ② address:- Baghdad, AL-Thawra
- ③ occupation:- Reformatory Guard
- ④ empl. date:- 31/10/1994
- ⑤ R. date:- 2/4/2002
- ⑥ empl. B.g.:- 8/7/2003
- ⑦ cause of leaving work:- low payment
- ⑧ Direct involvement: Swad
- ⑨ other document:- Adult Reformatory I.D.





- ① Name :- Hamed Obeed Hassen Jumaa
- ② address :- Baghdad / Hay Ramadhan
- ③ occupation :- Reformatory Guard
- ④ empl. date :- 22/7/1985
- ⑤ R. date :- 18/3/2002
- ⑥ empl. By :- 8/7/2003
- ⑦ cause of leaving work :- low payment
- ⑧ Direct in-charger :- Iessa ghadban
- ⑨ other document :- Adult reformatory I.D.

- ① Name: Maher Zamel Wahed  
② Address: Baghdad, Hay Jamela  
Sec. 522 St. 35 H. 27  
③ Occupation: reformatory Guard (Mechanics)  
④ empl. date: 1993  
⑤ R. date: 10/3/2003  
⑥ empl. B. g.: 7/7/2003  
⑦ Cause of leaving work: not joining in  
AL-Qudes Army  
⑧ Direct. in-charge: Khidhaer Abbas  
⑨ other document: I.D.

Foreign Language



- ① Name: Jassam Fadhel Jassam  
② Address: Baghdad AL-Karkh  
③ Occupation: reformatory Guard  
④ empl. date :- 1/2/1984  
⑤ R. date :- 3/6/1984  
⑥ empl. By :- 9/7/2003  
⑦ cause of leave, work:- not joining  
The Baath party  
⑧ Direct incharge:- Tark lozan  
⑨ other document :-

① Name: Hussaen Kadhun Jaber

② address: Baghdad - AL-Thaura

③ occupation: clerk

④ empl. date: 1/3/1980

⑤ R. date: 1/9/1995

⑥ empl. B.g: 8/7/2003

⑦ cause of leaving work: Hard living  
circumstances

⑧ Direct incharge: salah AL-  
Hasan

⑨ Other document

Foreign Language

① Name: Bashir Najm Abd - AL Hussein

② address: Baghdad - Hay AL-Furat

③ occupation: reformatory Guard

④ empl. date: 4/10/2001

⑤ R. date: 15/10/2002

⑥ empl. By: 8/7/2003

⑦ cause of leaving work: low payments

⑧ Direct incharge: Basem Hamdy

⑨ other document: Adult reformatory ID

① Name Kassam Hasan Nahedh shmal  
② address Baghdad, AL-Thakira SEC. 547 St. 40 H. 87

③ occupation: reformatory Guard

④ empl. date: 1/4/2000

⑤ R. date 16/9/2001

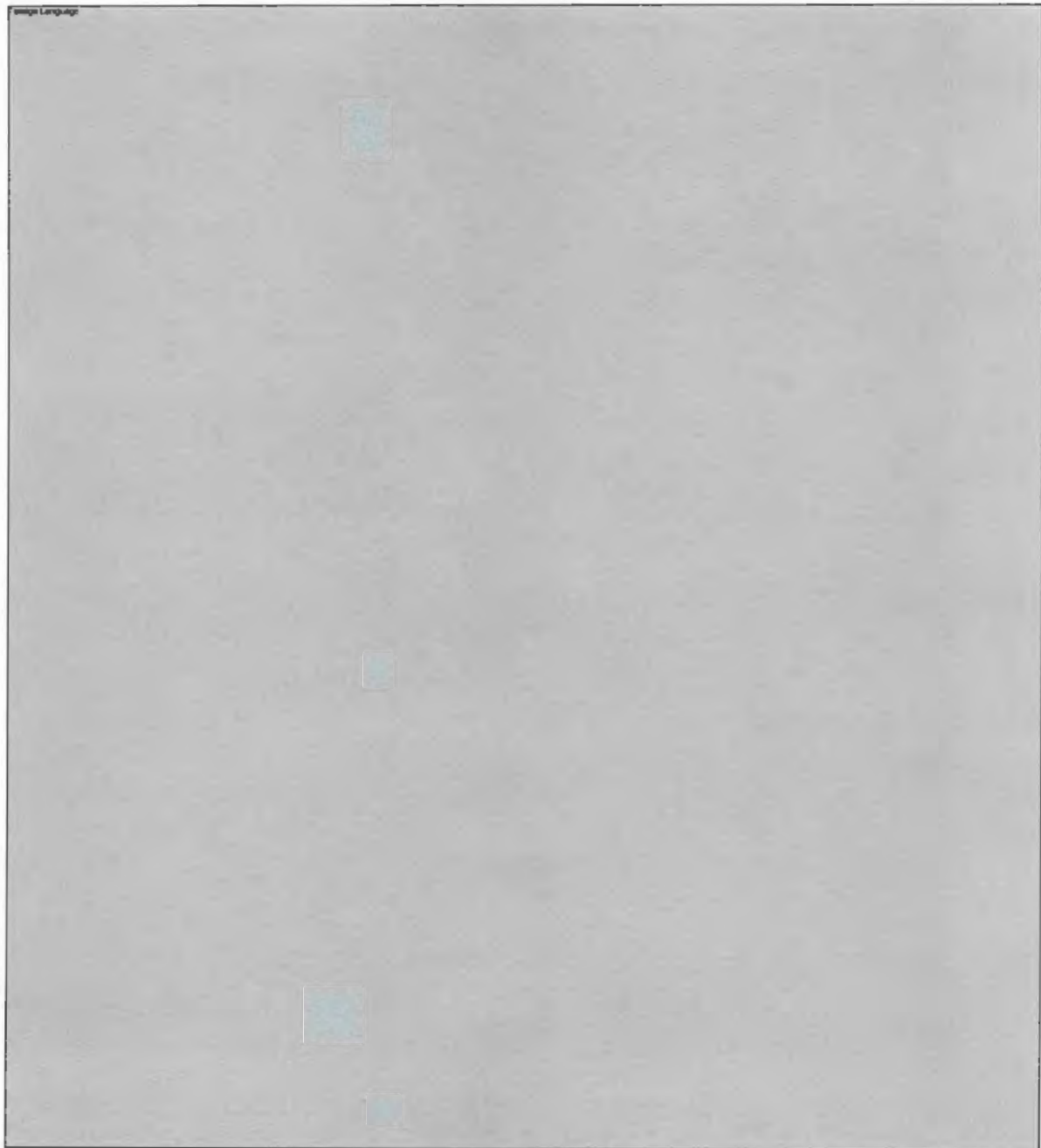
⑥ empl. B.g.

⑦ Cause of leaving work: not joining AL-Quds army

⑧ Direct inquiry cr: Saman Hassan Ali

⑨ other Document: administrative order No. 1646 in 17/10/2001 which is attached





① Name:- Dhe'a Jabari swadee

② address:- Baghdad AL-Thawra

③ occupation:- Reformatory Guard

④ empl. date:- 1994

⑤ R. date:- 1995

⑥ empl. By:- 1994

⑦ cause of leaving work:- surgical operation

⑧ Direct incharge:- Sameer Hasan Ali

⑨ other document:- Administrative order



Foreign Language



- ① Name :- Hasan Ali gassad
- ② Address :- Baghdad AL-Tharqa
- ③ Occupation :- Reformatory Guard
- ④ empl. date :- 11/3/1994
- ⑤ R. date :- 18/1/2002
- ⑥ empl B.G. :- 8/7/2003
- ⑦ cause of leaving work :- low Payment
- ⑧ Direct incharger :- Hage Khdhier
- ⑨ other document :- Adult Reformatory I.D.

Foreign Language

① Name :- FadhL Abd - Ali Mahm.d

② address :- Baghdad , AL Thakka

③ occupation :- Reformatory Guard

④ empl. date :- 2000 20th intake

⑤ R. date :- 2001

⑥ empl. Bg.

⑦ cause of leaving work :- low payment

⑧ Direct incharge :- general director ; Ali Ahmed  
Abd-Ala

⑨ other document

① Name:- Amer Nasser Flaeh

② address: Baghdad, AL-Thaarra  
Sec. 435 H. 348

③ occupation:- Guard

④ empl. date:- 1993

⑤ R. date:- 2003

⑥ empl. B.g.

⑦ cause of leaving work :- privet  
circumstances

⑧ Direct incharger:- boy Dep. Director  
walee Jilal

⑨ other Document

Foreign Language

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- ① Name:- Karrem Khazal Ali
- ② address:- Baghdad, AL Thaurra
- ③ occupation:- Reformatory Guard
- ④ empl. date:- 2/4/1987
- ⑤ R. date:- 11/5/1993
- ⑥ empl. B.g.:- 8/7/2003
- ⑦ cause leaving work:- low payment
- ⑧ direct incharge:- Jaleel Farag
- ⑨ other Document

① Name :- Mohammed Jaber Arar

② address :- Baghdad - AL Thaurra

③ occupation

④ empl. date :- 18/7/1984

⑤ R. date :- 1990

⑥ empl. sig. :- 8/7/2003

⑦ cause of leaving work :- low payment

⑧ Direct in charge :- Abo-shaymaa  
medical Rehabilitation

⑨ other Document Dep.



① Name :- Khalid Zwaier Dlaywe  
② Address :- Baghdad Hay W

③ occupation :- Reformatory Guard

④ empl. date :- 15/3/1999

⑤ R. date :- 22/8/2000

⑥ empl. Ag. :- 8/7/2003

⑦ cause of leaving work :- Hard living  
circumstances and not  
joining to Baath party.

⑧ Direct incharge :- Sameer Ali Mhigoba

⑨ Other document :- available

- ① Name: Haydar Salim Jonea  
 ② address: Baghdad AL Thaurra sec 280  
 ③ occupation: Reformatory Guard  
 ④ empl. date: 15/3/1999  
 ⑤ R. date: 28/4/2000  
 ⑥ empl. B.g. date: 8/7/2003  
 ⑦ cause of leaving work: not joining  
 to Baath party  
 & cause of having  
 living circumstances  
 ⑧ Direct incharge: Saad Majed Ali  
 ⑨ other document

① Name:- Mohammed Mohseen Jellod

② address:- Baghdad, AL Thaura

③ occupation:- Reformatory Guard

④ empl. date:- 10/10/1992

⑤ R. date:- 2002

⑥ empl. By:- 8/7/2003

⑦ cause of leaving work:- pressures of  
The Dep. director

⑧ Direct incharge:- Ahmed Mohammed  
Kadham

⑨ other document:- I.D. of Ministry of  
labour and Social affairs

① Name: Basem Kadhum Maysour  
② Address: Baghdad, AL-Kadhumiya  
AL-Osaelat

③ Occupation: Reformatory Guard

④ empl. date: 1/8/1993

⑤ R. date: 23/4/2001

⑥ empl. B.g.: 5/7/2003

⑦ cause of leaving work: Because  
of the pressure of the previous  
bathic administration

⑧ Direct incharge: Ismael Humady

⑨ other document



① Name :- Raad Ismael Alwan  
② Address :- Baghdad AL Kar Kh

③ Occupation :- Reformatory Guard

④ empl. date :- 2/7/1985

⑤ R. date :- 1/11/1992

⑥ empl. B.g. :- 8/7/2003

⑦ cause of leaving work :- low payment

⑧ Direct incharge :- Nadhum Rashad

⑨ Other document



- ① Name:- Abass Farag Numma  
② address: Baghdad Hay Jamela  
③ occupation: Reformatory Guard  
④ empl. date: 4/3/1993

⑤ R. date: 27/11/2002

⑥ empl. B.g.

⑦ cause of leaving work: Hard living  
circumstances and  
pressing administration in  
AL Quds Army

⑧ Direct incharge: Shihab Ahmed

⑨ other documents: I.D. of ministry of labour



- ① Name: Feras Tahar Abd Allah
- ② address: Baghdad AL - Hurrea
- ③ occupation: Reformatory Guard
- ④ empl. date: 13/1/1999
- ⑤ R. date: 13/6/2002
- ⑥ empl. B.g.: 8/7/2003
- ⑦ cause of leaving work: low payment
- ⑧ Direct incharge: Abd Hamdy
- ⑨ other Document

Foreign Language

- ① Name: Yousif Hasson Sallman
- ② address: Baghdad Jammela
- ③ occupation: Reformatory Guard
- ④ empl. date: 1/3/1994
- ⑤ R. date

⑥ empl. By: 5/7/2003

⑦ cause of leaving work: not joining to

⑧ Direct. incharge: Issmael Hamady

⑨ other Document

- ① Name: Hajj Kadhum Dkheel
- ② address: Baghdad, Abu ghurab
- ③ occupation: Driver
- ④ empl. date: 10/2/1977
- ⑤ R. date: 9/8/2000
- ⑥ empl. B.g.: 24 years
- ⑦ cause of leaving work: Absence for 10 days
- ⑧ Direct incharge: The previous general Director
- ⑨ other document: Document from the office (attached)







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① Name: Ahmed Jameel Ahmed

② Address: Baghdad, Abu ghuraib

③ Occupation: AL ALBan: buildings

④ Enl. date: - Reformatory Guard

⑤ R. date: 5/7/1987

⑥ Enl. B.g.: 5/7/2003

⑦ Cause of leaving work: transfer me to Mosul

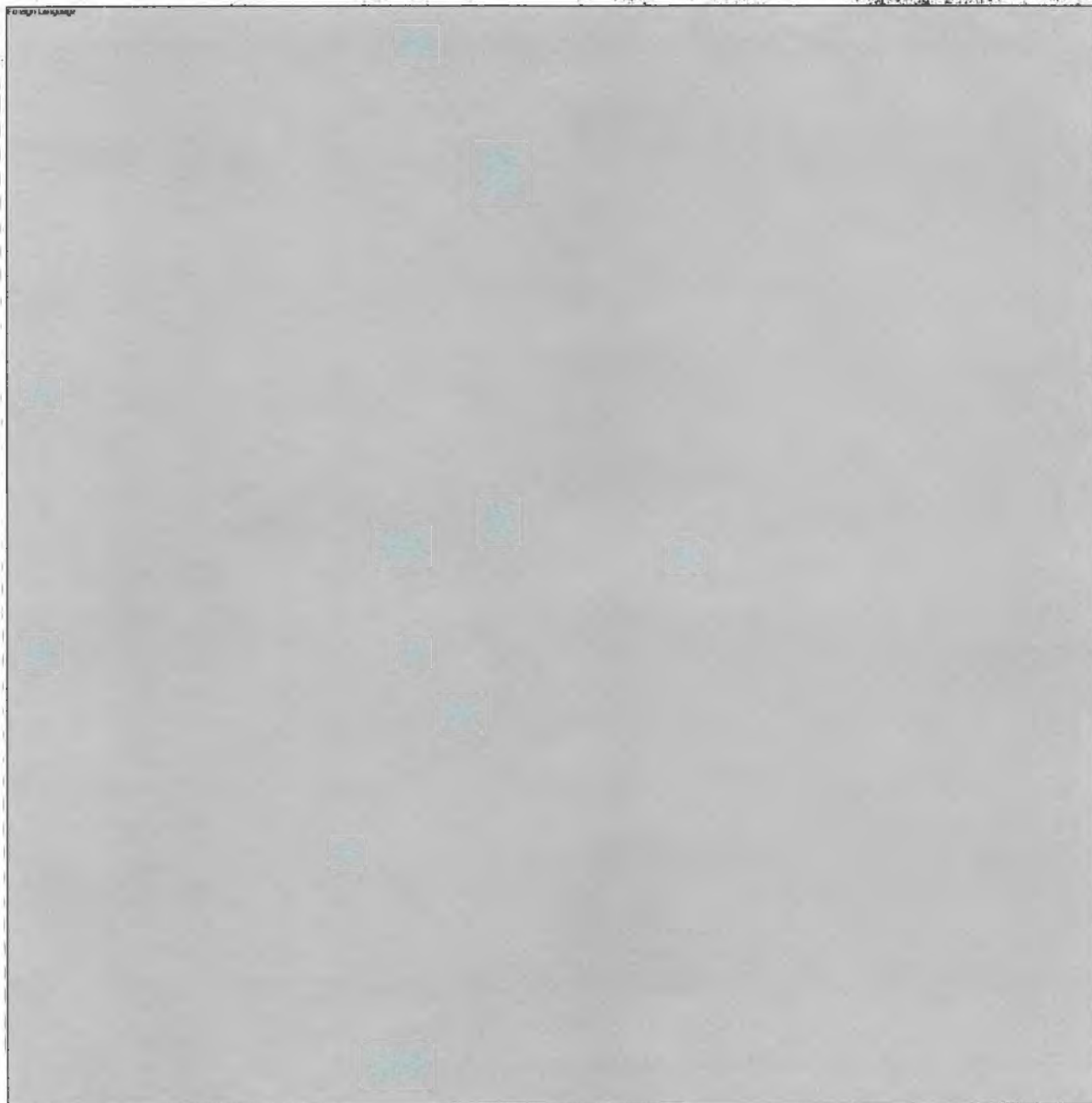
⑧ Direct incharge: Saad Hark

⑨ other document:

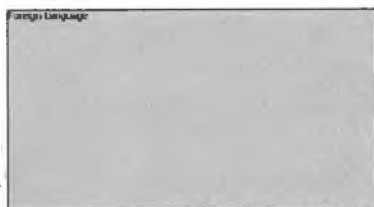
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① Name: Thaqer chasip Khazal  
② Address: Baghdad, AL Thaurra  
③ Occupation: Reformatory Guard  
④ enpl. date: 1/6/1992



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⑤ R. Date: 31/10/2002

⑥ enpl. B.g. : 8/7/2003

⑦ cause of leaving work: not joining in AL-  
Quds Army

⑧ Direct incharge: Ismael Humad, Alawiy  
⑨ other document

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- ① Name: ~~Mr~~ Aead Kadhum Mutashar
- ② address: Baghdad, Hay Jamela sec 524
- ③ occupation: <sup>st. 16 H. 5</sup> Reformatory Guard
- ④ empl. date: 1/3/1994
- ⑤ R. date: 25/12/2001
- ⑥ empl. B.g. date:
- ⑦ cause of leaving work: not joining to  
Baath Party
- ⑧ Direct incharge: Sageda Mahdee / The  
director of women Prison
- ⑨ other document:-

Foreign Language

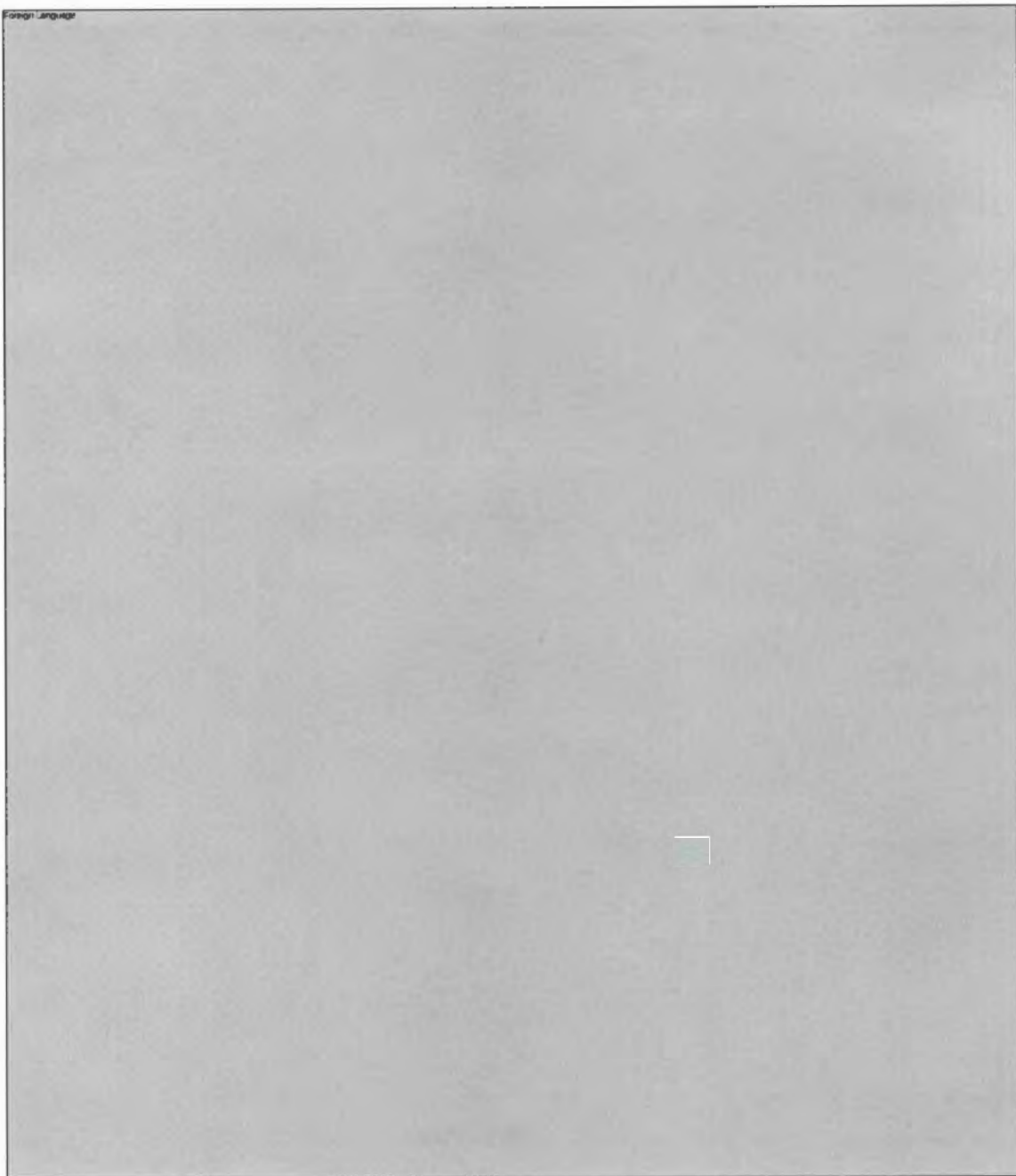
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- ① Name: Hayder Jabur Haseen
- ② address: Baghdad - AL shulla
- ③ occupation: Reformatory Guard
- ④ enpl. date: 1994 (Barber)

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- ⑤ R. Date: 25/12/2002
- ⑥ enpl. Bg. date: 9 years
- ⑦ cause of leaving work: Hard living circumstances
- ⑧ direct in-charger:
- ⑨ other document



① Name: Ahmed Ali Khalil  
② address: Deala / Abu Saeda / AL-Hay  
AL-ASSR  
③ occupation: Reformatory Guard (Pipeline  
work

④ empl. date: 1992

⑤ R. Date: 2001

⑥ empl. B-g. date: 9 years

⑦ cause of leaving work: Hard living  
circumsta

⑧ direct incharge: Najem AL-Jar

⑨ other document: office I.D.



- ① name: Karreem Abid Dharri
- ② address: Baghdad - AlThawra
- ③ occupation: reformatory guard (typist)
- ④ empl. date: 1995

⑤ R. date:

⑥ empl. B. g. date: 12 years

⑦ cause of leaving work: Low payment  
and hard living circumstances

⑧ Direct charger:

⑨ other document: documents  
and formal ID.

- ① Name: Mohammed Ali Khalil
- ② address: Diala / Abu-Sa'eda / Hay-AL-Asvri
- ③ occupation: reformatory Guard - Pipeline worker
- ④ enpl. date 1985
- ⑤ R. date 2000
- ⑥ enpl. Big. date 16 years
- ⑦ cause of leaving work: the hard living circumstances and the far distance between Baghdad and Dialla.
- ⑧ direct in-charger: Tameem AL-Jawar  
General director of adults reformation
- ⑨ other document: the office ID.



① Name: Fa'az Ahmed Ajeel Mahdi

② address: Baghdad Al-Jadeeda -  
Way Al-Khalcej

③ occupation: reformation Guard

④ enl. date: 10-10-1992

⑤ R. date: 7, 8-2001

⑥ enl. B.g. date: 5.7.2003

⑦ causes of leaving work: hard living  
Circumstances

⑧ Direct in charge: Jwad Faraj Aulwice

⑨ other document: Document of the

① Name: Abid AL-Rassole Mohammed Kassim

② address: Baghdad, Hay Al-Sallam  
sec. 408, St. 5, h. 16

③ occupation: reformatory Guard -  
Diesels electrician

④ empl. date: 1.3.1994

⑤ R. date: 12.12.2002

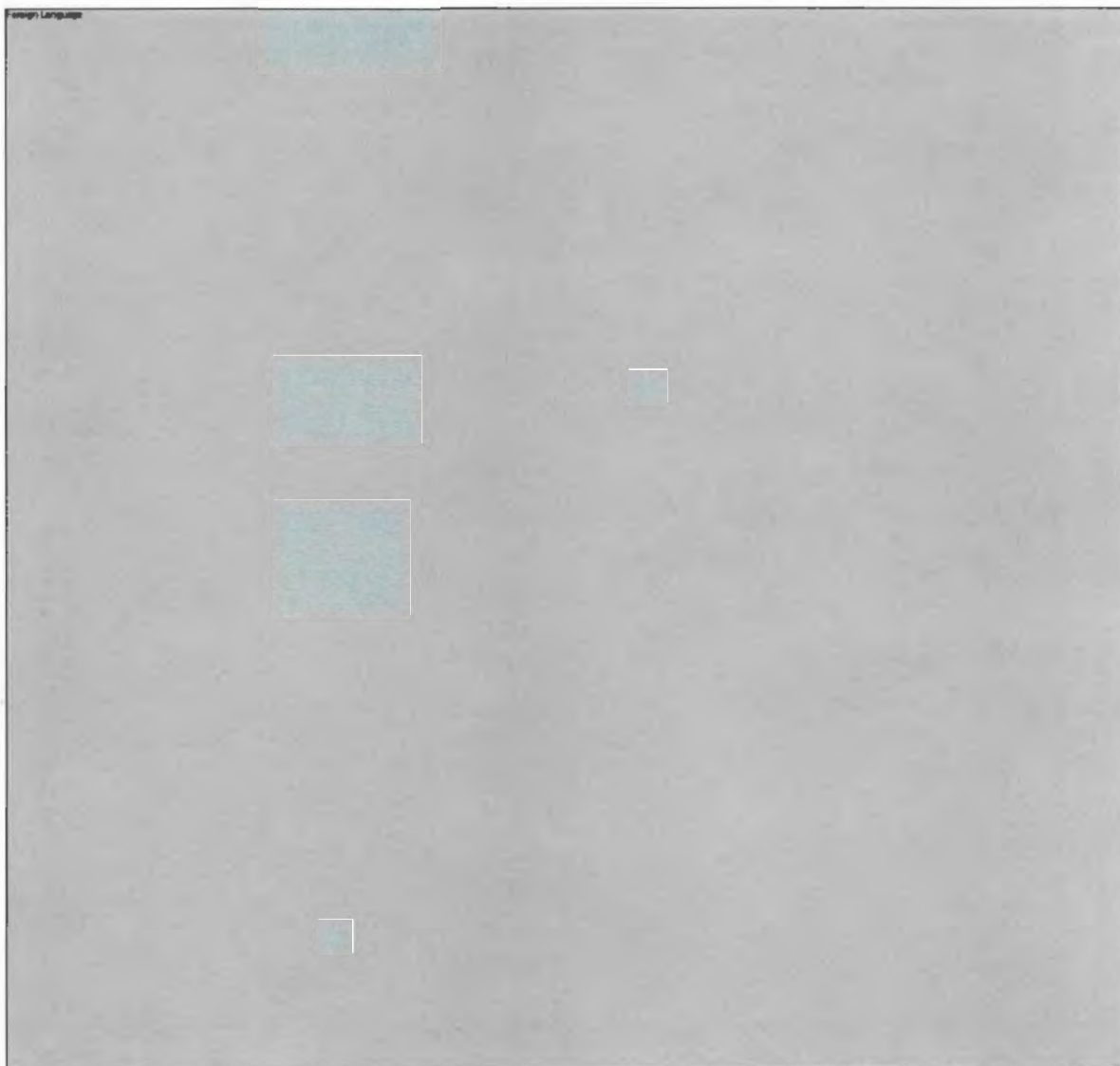
⑥ empl. B.g. date: 1.9.1993

⑦ cause of leaving work: hard  
living circumstances

⑧ Direct incharge: Faiz a mahdi  
Khaza'a

⑨ other document -

الرجوع الى الملف



- ① Name : Kassim Iessa Sharreif
- ② Address : Baghdad , AL-Thawra
- ③ Occupation : reformatory Guard
- ④ empl. Date : 1-1-1983
- ⑤ R. Date : 1993
- ⑥ empl. B.g. 1983
- ⑦ cause of leaving work : Transferring me to Mosel province .
- ⑧ Direct incharge : Khallis Juad
- ⑨ other document -



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- ① Name: Hussein Mawlat Aadaib  
② Address: Baghdad, AL-Thawra  
③ Occupation: Reformatory Guard  
④ empl. date: 1981  
⑤ R. date: 1991  
⑥ empl. Bg. date: 5-7-2003  
⑦ cause of leaving work: not joining  
the Bath party and transferring me  
to Mossad  
⑧ Direct incharge: Sayar Harric  
⑨ other document

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- ① Name: Saddam Salman Khalifa
- ② address: Baghdad, AL-Thawra
- ③ occupation: reformatory command
- ④ empl. date: 1.3.1994
- ⑤ R. date: 12.7.2001
- ⑥ empl. B.g. date: 8.7.2003

- ⑦ cause of leaving, mark: Not obeying the orders of the former regime
- ⑧ Direct in-charges: Sameir Mahjoub
- ⑨ other document



① Name: Firas Ahmed Shaker

② address: Baghdad, AL-Ittifa  
Sec. 407, St. 21, h. 13.

③ occupation: reformatory Guard

④ enpl. date: 10.10.1992

⑤ R. date: 14.6.1998

⑥ enpl. B.g. date: 10.10.1992

⑦ cause of leaving work: not joining  
The Bath Party.

⑧ Direct in-charger: Juwad Khaliffa  
head of Dialla department.

⑨ other document: Kept in my file  
in The office



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① Name : Ziad Kassim Mohammed

② address : Baghdad / ALKarkh  
Sec. 208 , st. 19 , h. 8

③ occupation : reformatory Guard

④ enrl. date : 1992

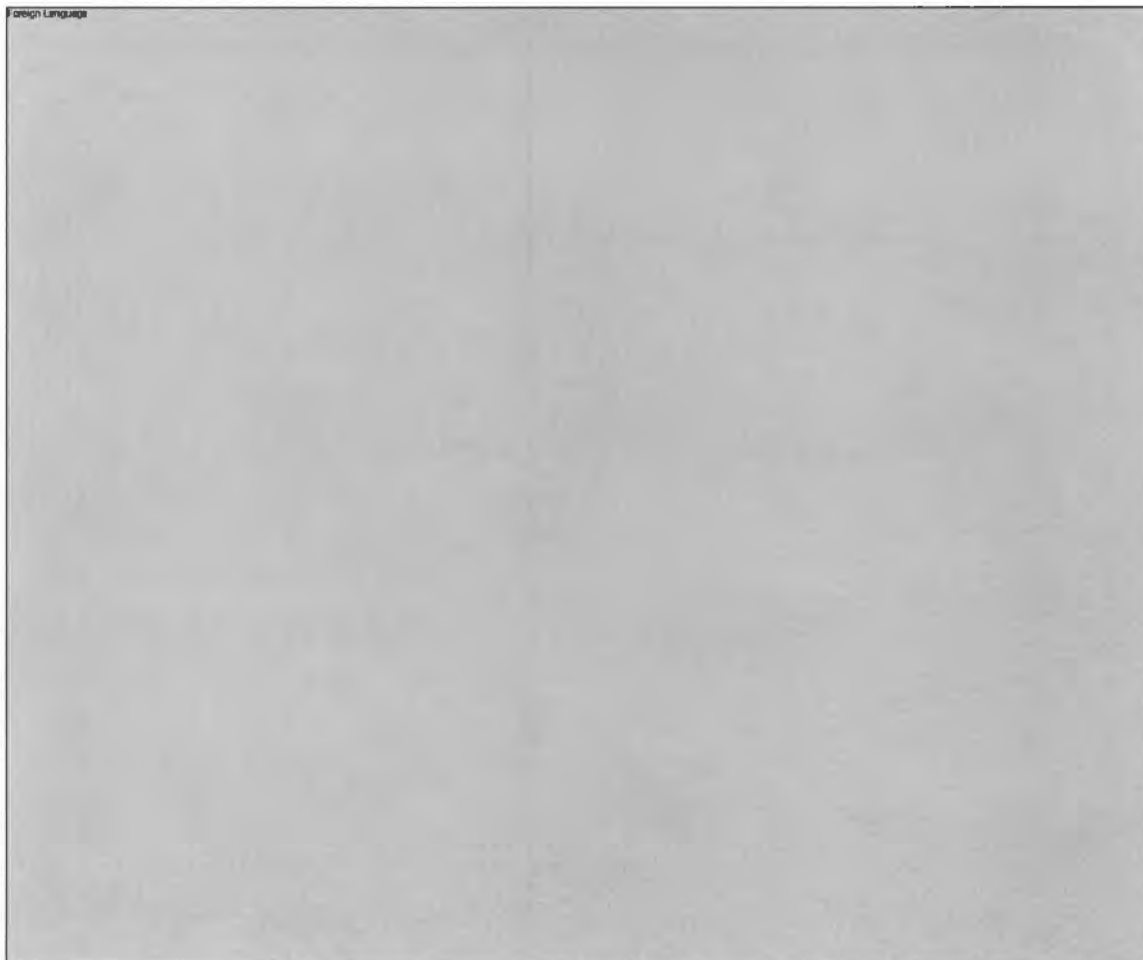
⑤ R. date : 1998

⑥ enrl. B.g. date : 1992

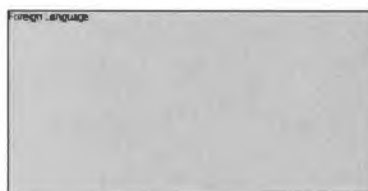
⑦ cause of leaving work : The Bath  
"Party"

⑧ Direct incharge : Ali Ahmed Abid Alkhatib  
مدير الإصلاح الجنائي

⑨ other document -



① Name: Firras Yousif Mohammed  
② address: Baghdad, AL-Kar'Kh, AL-shake-  
marraf, Sec. 208, st. 19, h. 61  
③ occupation: reformatory Guard



④ empl. date: 1992  
⑤ R. date: 1998  
⑥ empl. By: date 1992  
⑦ course of learn, mark: The Bath Party.  
⑧ direct incharge: Ali Ahmed Abid Allah  
⑨ other document

- ① Name : Abid Ab-Sallam Kassim Mohammed
- ② Address : Baghdad , AL-Kawkh , AL-Shake-  
marrok st.
- ③ occupation : reformatory Guard , force commander
- ④ empl. date : 1983
- ⑤ R. date : 1998
- ⑥ empl. B.g. date 19983
- ⑦ cause of leaving work : not joining  
the Bath party
- ⑧ direct incharge : Ali Hussein Mossa
- ⑨ other document : The office ID.

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① Name: Kassim Hussein Raddi

② address: Baghdad AL-Jaddidda, Neirwa wa

③ occupation: <sup>Gayara</sup> reformatory Guard

④ enfl. date: 10.10.1992

⑤ R. date: 5.9.2002

⑥ enfl. Big date: 5.7.2003

⑦ cause of leaving work: hand  
Living Circumstances.

⑧ direct incharge: Jwad Farraj Alimay

⑨ other document: Document of military  
services and other documents related to the officer.

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① Name : Mohammed Razak Hussein  
② address : Baghdad , AL Thawra city .

③ occupation : reformatory Guard

④ empl. date : 10 - 10 - 1992

⑤ R. date : 10 - 2 - 2002

⑥ empl. B.g. : 5 - 7 - 2003

⑦ cause of leaving work : The pressures  
of the former Baathic administration  
⑧ direct incharge : Iessa Ghoban .

⑨ other Document : IC. of the ministry  
of Labour and Social affairs

① Name: Dhia Khazal Challob

② address: Baghdad, Alshaab city.

③ occupation: reformatory Guard

④ empl. date: 10.9.2001

⑤ R. date: 1.12.2002

⑥ empl. B.g.: 5.7.2003

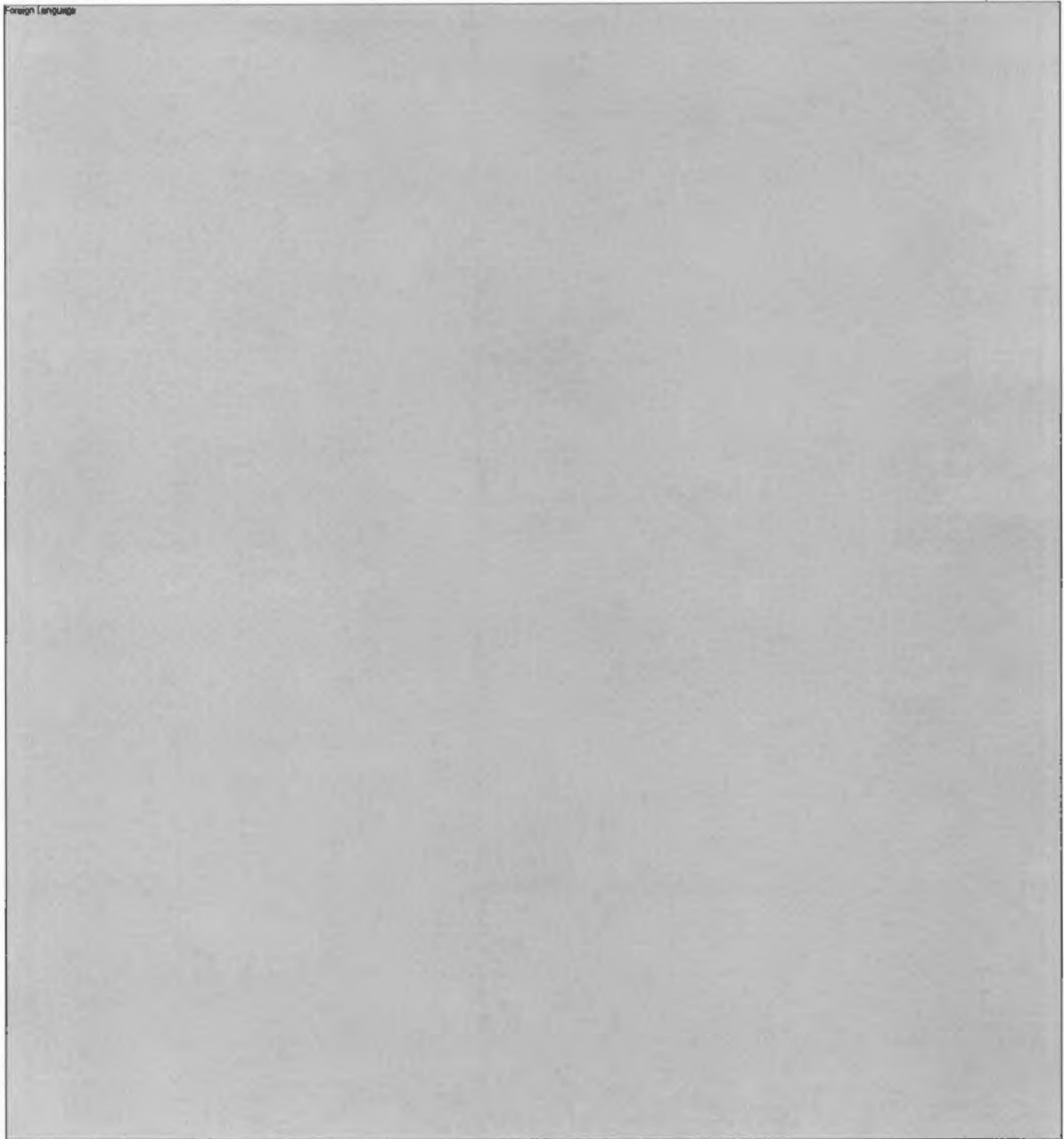
⑦ cause of leaving work: The pressures of the former Bathic administration

⑧ direct incharge

⑨ other document: I.C. of the ministry of Labour and Social Affairs



- ① Name: Ahmed Himoud Jaffar
- ② address: Baghdad, AL-Thawra city.
- ③ occupation: reformatory Guard
- ④ empl. date: 1-1-1983
- ⑤ R. date: 17-6-1993
- ⑥ empl. B.g.: 8-7-2003
- ⑦ cause of leaving work: Low payment
- ⑧ Direct incharge: Sallah Abid-ALHaq
- ⑨ other document



① Name Mohammed Kadhim Mayaa

② address : Baghdad - AL-Thawra

③ occupation : reformatory Guard

④ empl. date : 1984

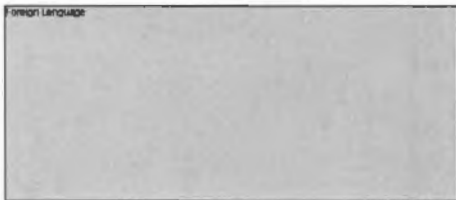
⑤ R. date : 1992 "rignation"

⑥ empl By. 8.7.2003

⑦ cause of leaving work

⑧ Direct incharge

⑨ other Document



- ① Name : Haitham Khalid Mikhlef.
- ② address : Khan-darri AL zeddan
- ③ occupation : reformatory Guard
- ④ empl. date 1.3-1994 12th intake.
- ⑤ R. date 2-7-2001
- ⑥ empl. B.g.
- ⑦ cause of leaving work : hard living circumstances
- ⑧ Direct incharge : Ismail Homadoli
- ⑨ Other document

① Name : Safa Jassim Awhaid.  
 ② address : Baghdad, AL-Thawra  
 ③ occupation : reformatory Guard  
 ④ enpl. date. 1993

⑤ R. date 5.7 - 2003

⑥ enpl. B.g.

⑦ cause of leaving work : not joining  
 The Bath party

⑧ Direct incharge : Samier Mahjoub  
 مدير المصالح العامة

⑨ other document : ministry of Labour  
 I.D.

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- ① Name: Waad Saad Khwat
- ② address: Baghdad, Althawira
- ③ occupation: reformatory Guard

④ empl. date: 15-3-1999

⑤ R. date: 21-4-2001

⑥ empl. B.g.: 8-7-2003

⑦ cause of leaving work: not joining the Bath party.

⑧ Direct incharge: Ismail Homaddi

⑨ other document





informations in the Back  
→  
turn

- ① Name : Saddam Karreem Jodda.
- ② address : Baghdad, Al-Shilla, Sec. 460, St. 98, No. 23
- ③ occupation : reformatory Guard ;
- ④ empl. date 1-4-2000
- ⑤ R. date : 15. 7. 2001
- ⑥ empl. B.g. date
- ⑦ cause of leaving work : because of the maltreatment of the office and the security members.
- ⑧ direct in-charger : Iessa Ghadban.
- ⑨ other document

1-Mohmed K. Ahmed

2-Baghdad-Abe-G Vaab

3-Guard

4-Empl. D./ 20-2-1993

5-R. D. / 6-8-2002

6-Empl. R.G. D./ P. 7-2002

7-Low Payment

8- ALi-Hussein Mossa

9- adult reformatory Qur

1- SABAH H. Fraj

2- Baghdad - AL thora

3- Gaard

4- Enq L.D. / 8-9-1993

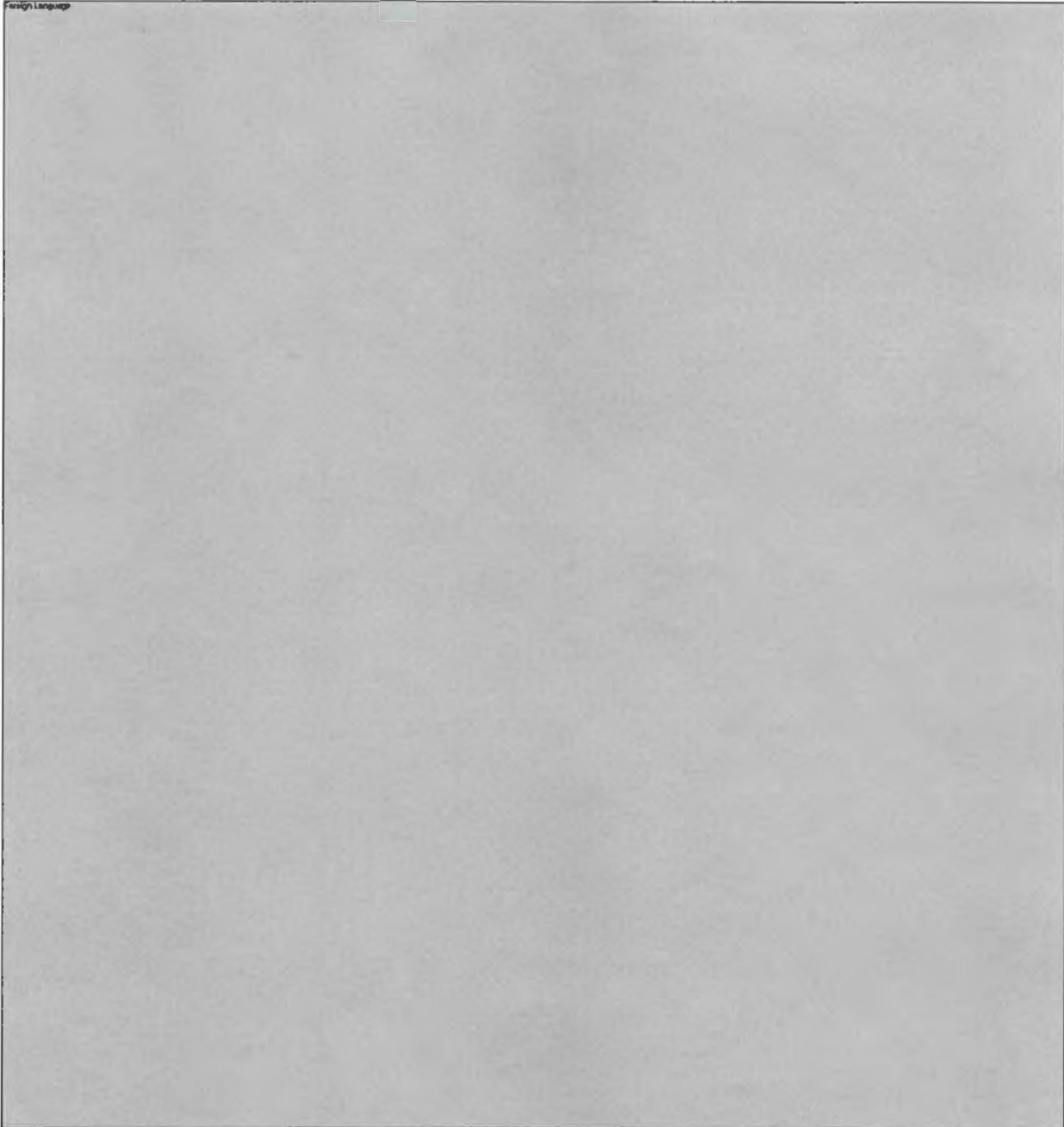
5- R.D. / 11-6-2001

6- Enq R.D. / 8-7-2003

7- Because I transfer to (Mayraw)

8- SAMEER MOH JOB

9- adult reformatory Du-

- 
- 1- ABASS SALEH JASSEM
  - 2- Baghdad - ALMASSEK 771, 3, 31
  - 3- Guard
  - 4- EMP. D. / 6-5-1999
  5. R. D. / 13-5-2002
  - 6-EMP. R.G.D. / 8-7-2003
  - 7- low payment
  - 8 - Kadhme ALwan
  - 9 - adult reformatory Du.







- 1- Bassem K. Alwan
- 2- Baghdad - Kadhmayya
- 3- Guard

4- Emp. D. / 18-2-1981

5- D. / 13-4-2001

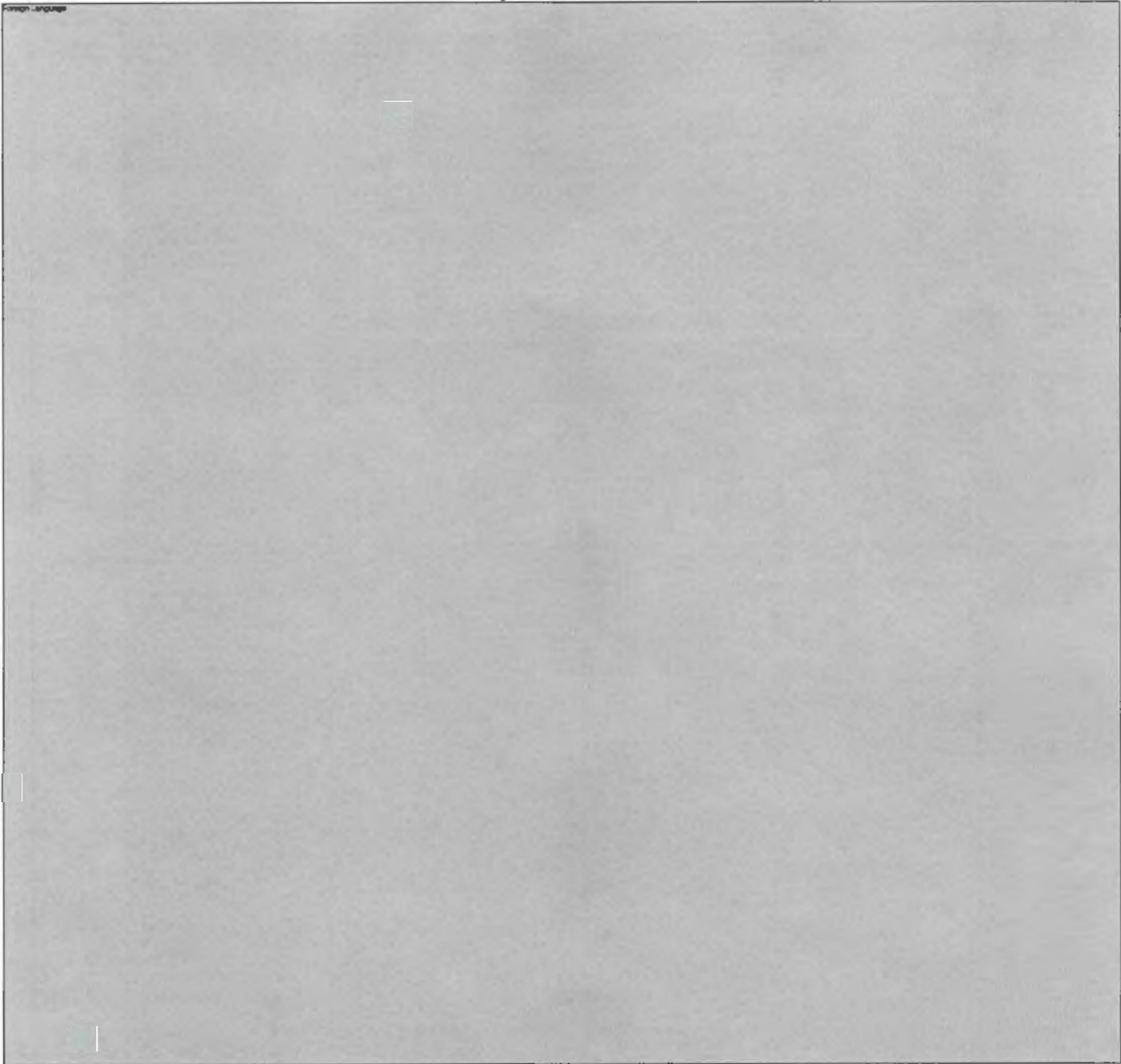

6- Emp. R.G.D. / 8-7-2003

7- Because execution The Brother

8- Sayrak H. Fvaj

9 adult reformatory. Ou.

- 1- YAHYA - K. Lateef AL Bay Atte
- 2- Baghdad - AL-ASKAN, 621-61
- 3- employ
- 4- Enpl. D./15-7-2001
- 5- R. D. / 15-6-2002
- 6- Enpl. R. D. / 13-4-2001
- 7- because the director
- 8- Kadame - Sawad
- 9- ministry of labour Du.

- 
- 
- 1- Yossef ABasi Zazen
  - 2- Baghdad - Ajnaden - 843, 45, 2
  - 3- Guard
  - 4- emp. D. / 1983
  - 5- R. D. / 1-9-2002
  - emp. R.G.D. / 7-7-2003
  - 7- The Bath Party,
  - 8- ShHabb-ALAZAw
  - 9- 679008, adult reformatory

- 1- Ahmed ALI TAHER
- 2- Baghdad- Al-Jadeed # 43, 54, 1
- 3- employ

4- Enpl. D. / 1-10-2001

5- R. D. / 1-6-2002

6- Emp. R. D. /

7- The Bath Party

8- Kadem Swade

9- Ministry of Labour. Du.

- 1- Mohamed. L. Kaeed
- 2- Baghdad - Janela 3081/1/4
- 3- Guard
- 4- Engl. D. / 30-~~10~~ - 1985
- 5- R. D. / 3-10-1993
- 6- Eng. B.G.D. / 8-2-2003
- 7- The Bath Party
- 8- —
- 9- —

- 1- waleed . L. Breessan
- 2- Baghdad - AL Thora
- 3- Guard
- 4- Empl. D. / 22-7-1985
5. R. D. / 2002
6. Empl B.g.D / 8-7-2003
- 7- low payment
- 8- Jwaad . F. Alywee
- 9 - /



- 1- Hassan M. Khmees
- 2- Baghdad - ALTHOVA
- 3- Buvard
- 4- Empl. D. / 9-1-1983
- 5- R. D. / 29-11-2002
- 6- B. g. D. / 8-7-2003
- 7- Because the director
- 8- Mohamed K. Mohamed
- 9- /

Foreign Language

- 1- yonees .k. Jaber
- 2- Baghdad - ABc Graib
- 3- Guard
- 4- Empl. D. / 22-7-1985
- 5- R. D. / 7-4-2000
- 6- Emp. Big D. / 8-7-2000
- 7- low payment
- 8- Hazem M. Hussein
- 9- الرجل العادل - adult reformatory  
Da.

Foreign Language

Foreign Language

Foreign Language

- 1- Quataba - O. Sh Hab.
- 2- AL SARAFiy - 320x5, 6
3. Guard
- 4- Emel. D. / 1-3-1994
- 5- R. D. / 22-6-2002
- 6- Emp. B. g D. / 5-7-2003
- 7- Because the Director
- 8- Sh Hab. A. SALman
- 9- ~~the~~ ~~the~~ ~~the~~

1-Name/Mohmed N. Jaber  
2-Baghdad -AL Thova  
546, 45, 20

3- Guard

4-Enpl-Date/ 1-10-1988

5- R. Date/ 28/11/2002

6- Enpl. Bg Date/ 8/7/2003

7- low payment/ not join The Baath Party

8- Drived Incharge/ ShH ab Ahmed

9- other Document/ military Service Document

- ① Name: Kareem Ali Aziz  
② Address: Baghdad - Alshawra, sect. 18, st 17  
③ C.O.: Guarded  
④ E. Date: 1986, ⑤ 12. Date: 1991  
⑥ occ. Background  
⑦ Cause of Resignation: hard Circumstances + leave  
Payment.  
⑧ Direct  
Incharger: Fumai Ali Khalaf.  
⑨ -

① Name: Taha Abdul Wahid Abid Ali

② Baghdad - Althawra

③ Guerrilla

④ O. Date: 1-9-2000

⑤ R. Date: 2002

⑥ Occupation B. ground: 1-9-2002

⑦ Cause of leaving: hard circumstances.

⑧ Direct Instructor: Anel Gunar.

⑨ —



① Name: Husan Mousa Khameel

② address: Althawra - Muraida W.No. 12/19/32

③ Guard

④ occu. Date: 3-1-1983

⑤ R. Date: 29-11-2002

⑥ occ. Background Date: 5-7-2003

⑦ R. of leaving the job: Hard Circumstances.

⑧ Direct Incharge: Milla Dept. Manager

⑨ other Document: I.D from Diyala Reformatory

- ① Name: Muntasir Omar Mahdee Mosq  
② Address: Bangladesh-Alshab - 357-70, b No-2  
③ Driver  
④ Dec. Date: 1-10-2002  
⑤ R. Date: 1-4-2002  
⑥ occ By: —  
⑦ Cause of ~~lopping~~ Job: War & hard Circumstances  
⑧ D. Discharge: Kanil Badran  
⑨ —



① Name: Ahmed Sewaid Farhan

② Address: Baghdad - Al-taji

③ Computer Programmer

④ Occ. Date: 19-3-2003

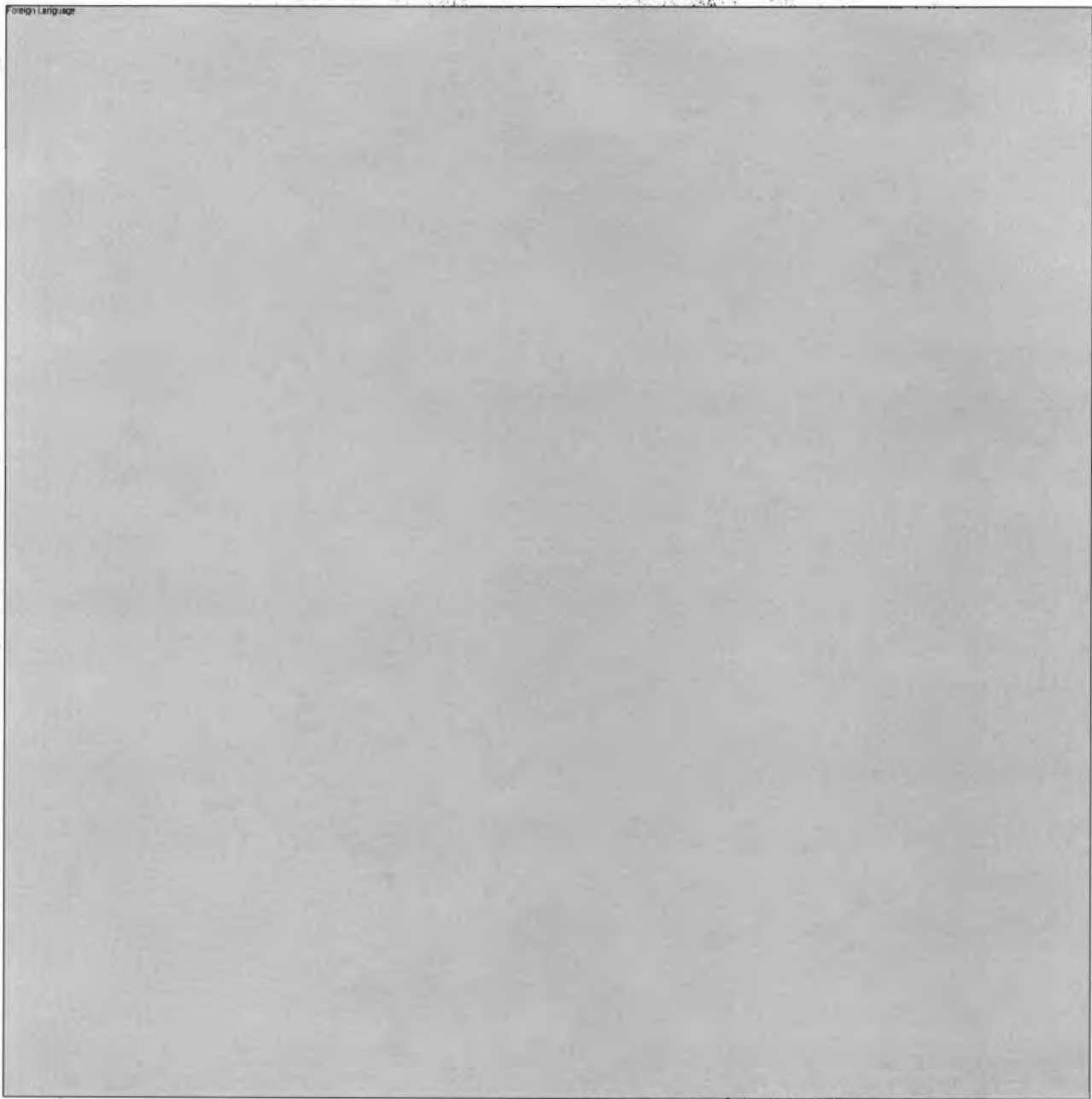
⑤ R. Date: 19-3-2003 ⑥ -

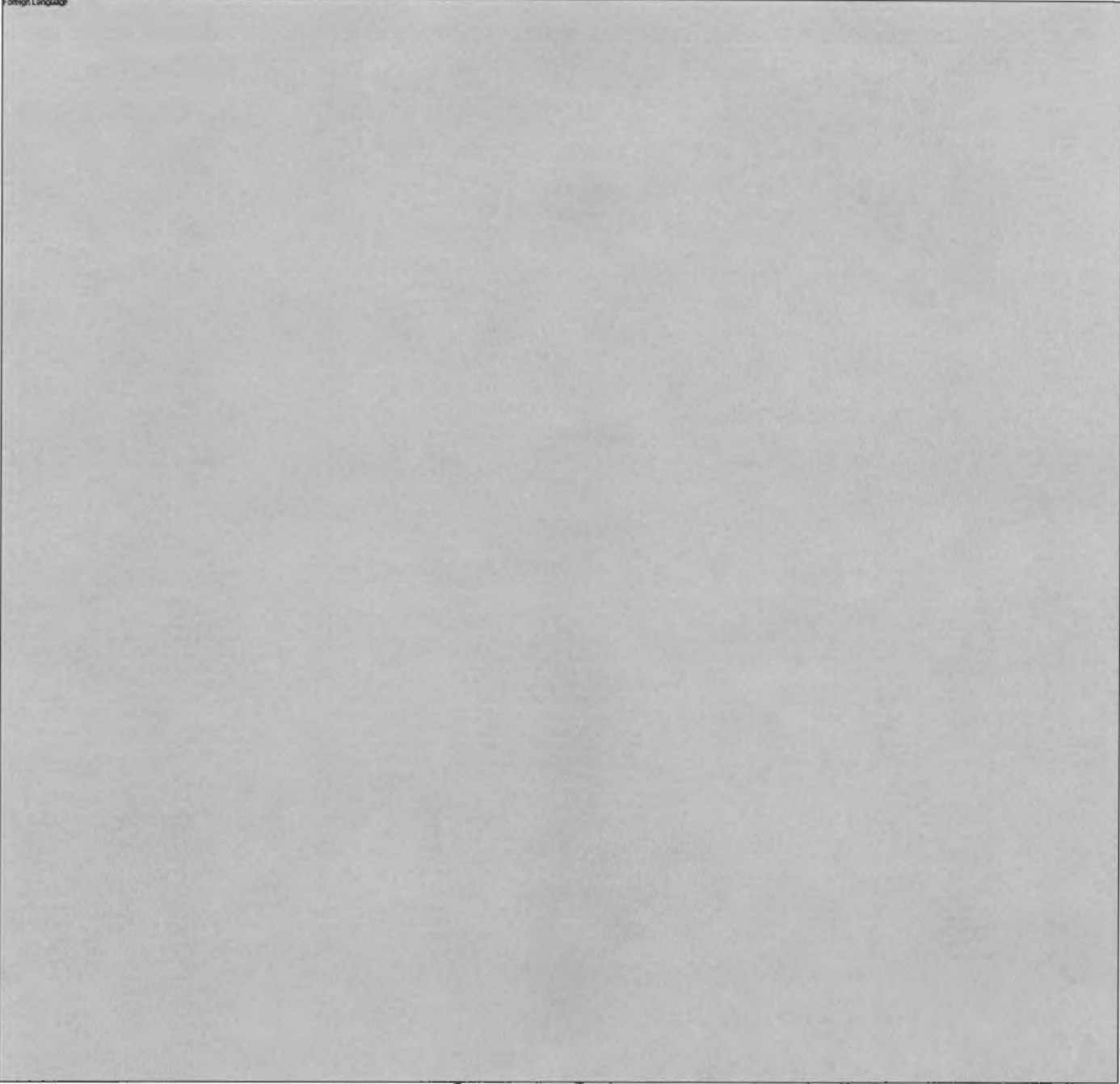
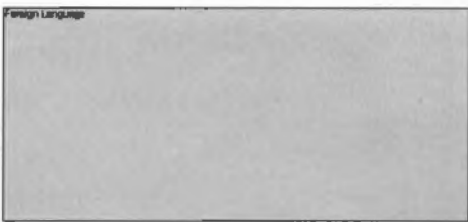
⑦ Cause of leaving job: War

⑧ -

⑨ -



- 
- ① Name: Akram Hamdi Abdul Jabbar
  - ② Address: Baghdad - Madain
  - ③ Gender
  - ④ occ. Doc: 3-9-1999
  - ⑤ R. Date: 30-11-2002
  - ⑥ occ. B.g Date: 4-7-2003
  - ⑦ Cause of leaving job: hard family circumstances
  - ⑧ Direct Sponsors: Shihab Ismail
  - ⑨ I.D. issued from Ministry of Labour

- 
- 
- ① Name: Ahmed Salman Hameed
  - ② Address: Baghdad - Althawra
  - ③ Guard
  - ④ 5-3-1986
  - ⑤ 12-3-1999
  - ⑥ 4-7-2003
  - ⑦ ~~1000~~ Payment.
  - ⑧ Riyadhi Hamam Alden / Conditional <sup>release</sup> ~~release~~
  - ⑨ Military Service Document.

① Name: Muhtaram Samir Aloas.

② Address: Baghdad

③ Guard

④ employ. Date: 19-9-2000

⑤ R. Date: 14-3-2001

⑥ occ. Beg. Date: 4-7-2003

⑦ Cause of leaving job: refusing the Baath Party membership

⑧ Direct Employer: Ahmed Mohamed Kadhwi

⑨ —



① Name: ~~Abdullah~~ Salih Nima  
② Address: Baghdad - Al-Nasir  
sect. 773, st. 32, h. No. 7

③ Guard

④ employ. Date: 28-2-1994  
or occ.

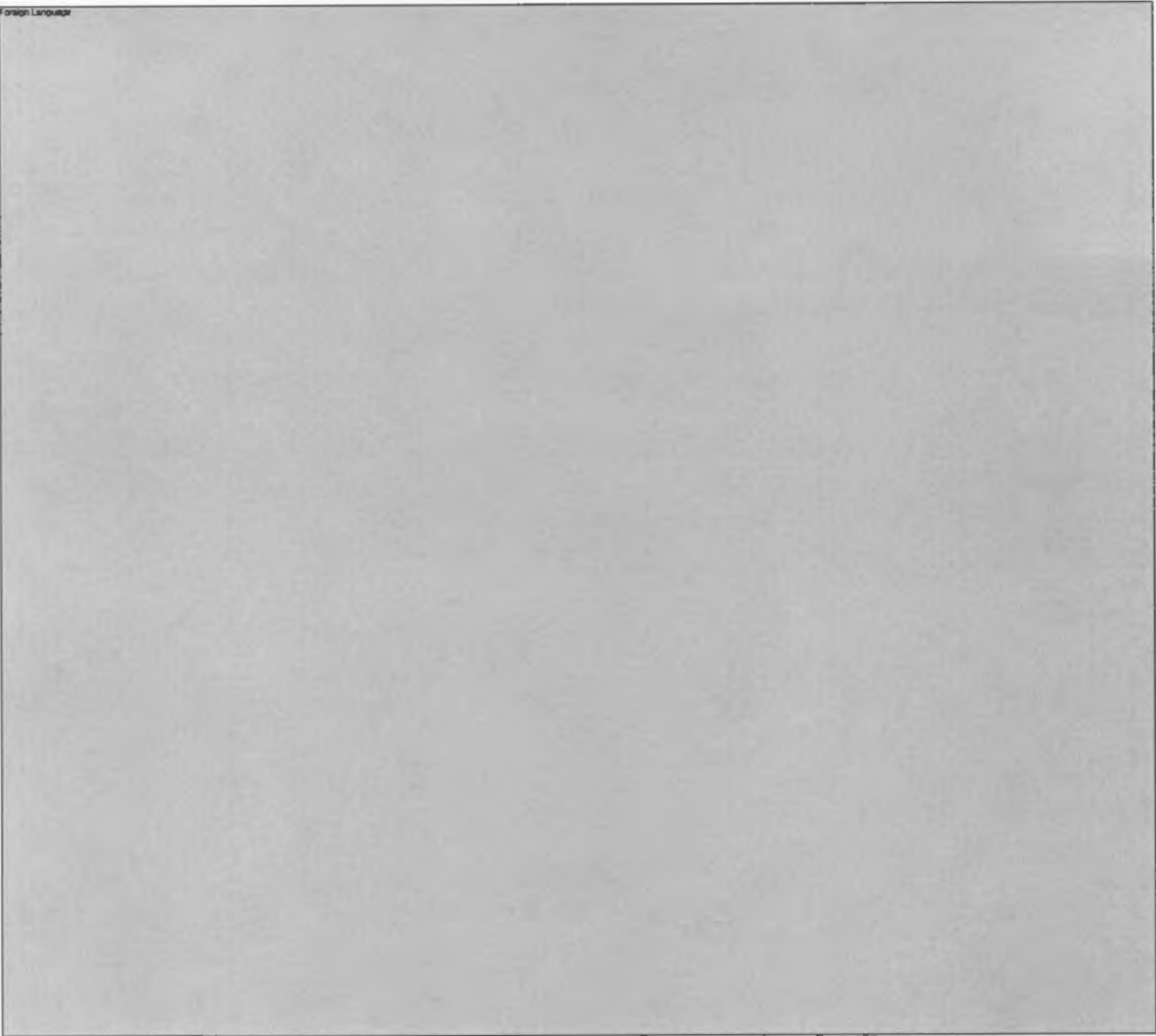
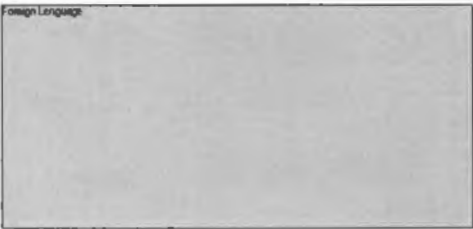
⑤ R. Date: 16-4-2002

⑥ emp. B.g. Date: 9 years

⑦ Cause of leaving the job: No justice of employers

⑧ Direct Employer: Abid Hamdi / manager Depot

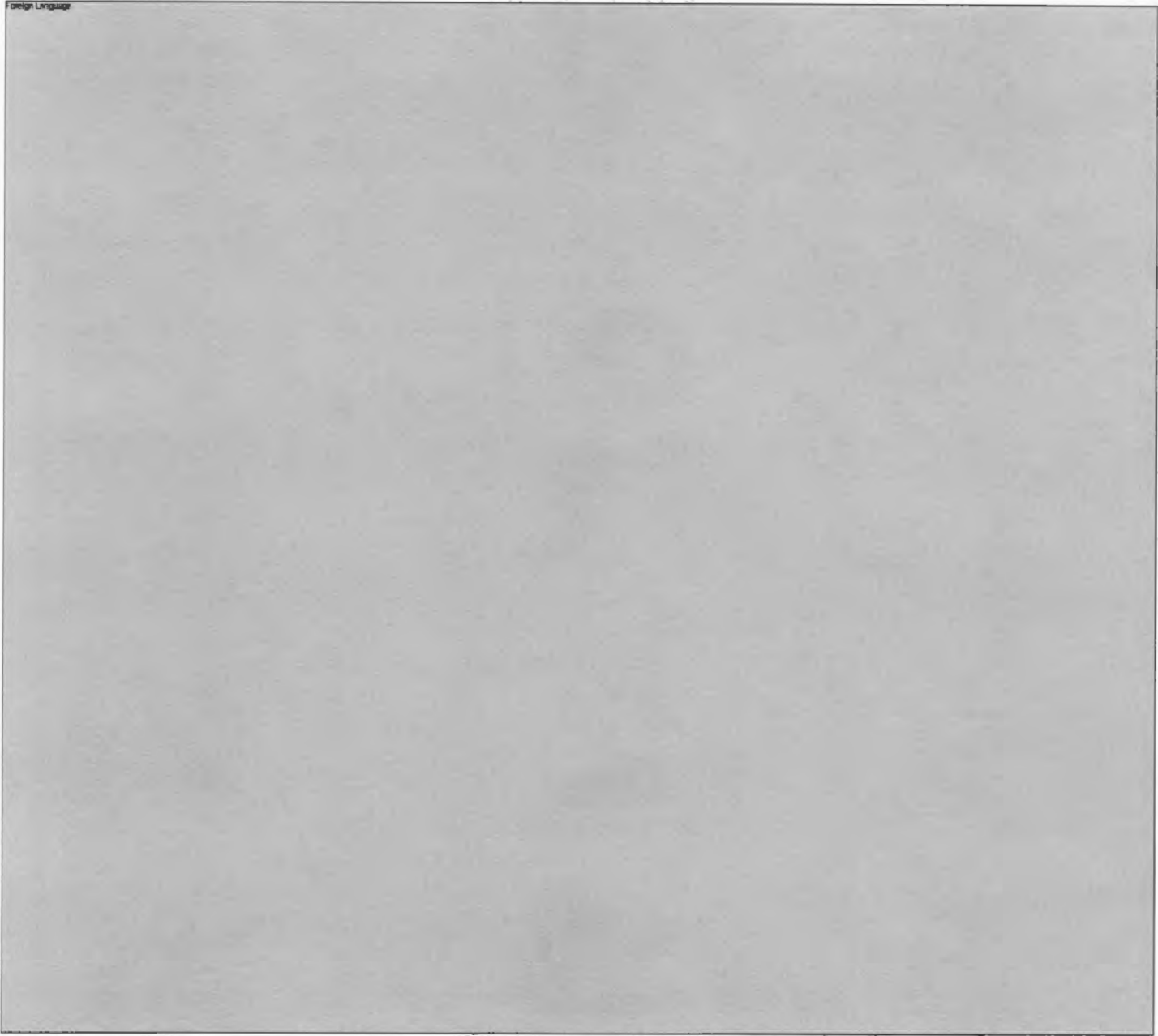
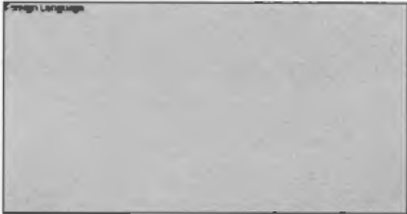
⑨ -

- 
- ① Name: Feris salih Taaban
  - ② Address: Baghdad - Hui Alnasir, sec. 773
  - ③ Guard
  - ④ employ. Date: 1994
  - ⑤ R. Date: 2001
  - ⑥ empl. B g. Date: 7.5 Years
  - ⑦ Cause of leaving the job: injustice of the Committee
  - ⑧ Direct-In-charger: Ali Ahmed Abdulrah
  - ⑨ -
- 

- ① Name: Majidee Abdulameer Hasan  
② Address: Baghdad - Al Mahmodia  
③ Guard  
④ employ. Date: 17-10-1994  
⑤ R. Date: 16-4-2002  
⑥ ex. R-g. Date: 5-7-2003  
⑦ cause/leaving job: Father's ill  
Bad situation  
⑧ Dir. Incharge: Abid Hamdi Yassin  
⑨ I.D issued from adult reformatory office

- ① Name : Dhiyan Kacham  
② Address : Baghelad - Almustansirga.  
③ occu. type: Guard  
④ emp. Date: 4-9-1993  
⑤ R. Date: 22-10-2002  
⑥ emp. B. g. Date: 49-1993  
⑦ cause of leaving the job: Not belong to Baath Party  
⑧ Direct Exchanger: Sajeda Muhalee  
women jail manager

⑨ \_

- 
- 
- ① Name: Rameel Hardi Khilaf
  - ② Address: Alamirya - Haili Firdous
  - ③ Guard
  - ④ emp. Date: 4-9-1993
  - ⑤ R. Date: 17-18-2009
  - ⑥ emp. B.g Date: 24-9
  - ⑦ Reason of leaving the job: refuse joining the office  
ganga.
  - ⑧ General Manager of Abu Ghreeb Prison.
  - ⑨ -

- ① NAME: Mohammad Harbec Ibrahim
- ② Abu. Ghareeb
- ③ Guard
- ④ employ. Date: 4-7-1993
- ⑤ R-Data: 12-11-2002
- ⑥ employ. B. g. Date: 4-9-1993
- ⑦ -
- ⑧ Direct. Employer: Sagad Halbi / General  
manager of women's Jail
- ⑨ -



- ① Name: Ali Samadoun Ali
- ② Address: Bayhala - Alshuala
- ③ operator reforming.
- ④ emp. date: 23-5-2001
- ⑤ R. Date: 1-6-2002
- ⑥ Emp. B.g. Date: 23-3-2001
- ⑦ Cause of leaving: General Manager of this Board & Baathism regime
- ⑧ Direct. indy.: Abdul Hamdi Yaseen
- ⑨ —

Foreign Language

Foreign Language

- ① Name: Muhanid Kadhim Mohamad
- ② Address: Baghdad - Althawra
- ③ Guard
- ④ emply. Date: 2-4-2001
- ⑤ R. Date: 30-4-2002
- ⑥ emply. B-g-Date: 4-7-2003
- ⑦ Cause of leaving the job: low payment
- ⑧ D. Indranger: Ahmed Mohamad Kadhim
- ⑨ Ministry of ~~Security~~ labour I.D

- ① Name: Khalid Abdul Taigh
- ② Address: Baghdad - Alrushud  
sec. 770, st. 58, h. No. 3
- ③ Guard
- ④ employ. Date: 8-4-2001
- ⑤ R. Date: 15-11-2002
- ⑥ Employ By Date: 4-7-2003
- ⑦ Cause of the leaving: independent.
- ⑧ D. Inchargers: Basim Hamoudi
- ⑨ —

- ① Name: Mighar Mohamad Abdul ah
- ② Address: Baghdad - Aldora - Arab Jabor
- ③ Guard
- ④ employ. Date: 12-6-1980
- ⑤ R. Date: 1-2-1994
- ⑥ Employ. Bg. Date: 4-7-2003
- ⑦ Cause of leaving the job: low Payment
- ⑧ D. Employer: Sarmah Francis
- ⑨ other Document: I.D issued from Ministry of labor.

① Name: Iqbal Funnar Abdulah

② Address: Baghlaad - Althawra

③ Guard

④ employ. Date: 8-6-1986

⑤ R. Date: 19-9-1993

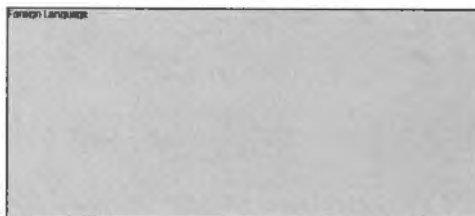
⑥ employ B-g Date: 4-7-2003

⑦ Reason for leaving the work: independent

⑧ Do Incharge: Khaliss Jiwad / Diyala reforming  
office.

⑨ Ministry of Labour - I.O

- ① Khalid Hadd Salman
- ② Bayhadd - Zaqaraniya
- ③ Guard - factories Dept
- ④ 15-2-2002



- ⑤ 12-6-2002
- ⑥ 5-7-2003
- ⑦ refusing the Baath Party Membership
- ⑧ Hussein Mohamad Taw Beq
- ⑨ Adult Reformatory office I.D No. 240  
277-13-2001



Foreign Language

- ① Name: Oday Dasim Saadiq
- ② Baghdad - Alza'ataniya
- ③ Guard

Foreign Language

Foreign Language

- ④ D. Incharge: Hussain Mohamed
- ⑤ -

- ④ 3-1-2000
- ⑤ 21-7-2002
- ⑥ 5-7-2003
- ⑦ independent

Foreign Language

① Faris Abdul Haseem Mahdoo

② Baghdad - Al Qaeda baraniga

③ Guard.

④ 26-6-1997

⑤ 10-8-2002

⑥ 5-7-2003

⑦ refusing to join Al Qaeda army

⑧ Hussein Mohamed Jawid

⑨ -

① Name: Yousif Iqbal Oda  
② address: Baghdad - Al Qadisiya  
Sect. 403, st. 32, h. No. 5

③ Guard

④ employ. Date: 1-6-1986

⑤ R. Date: 2002

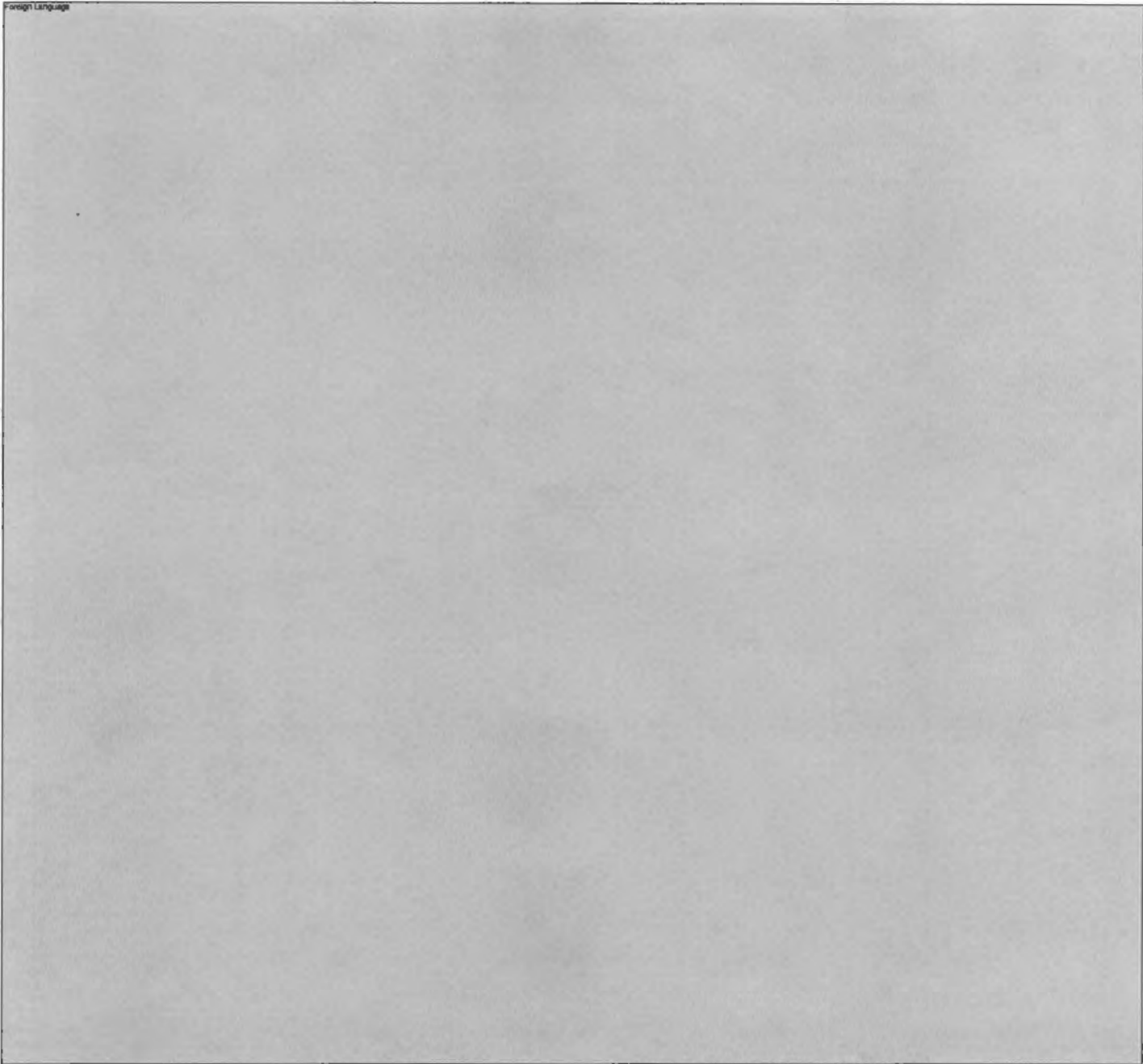
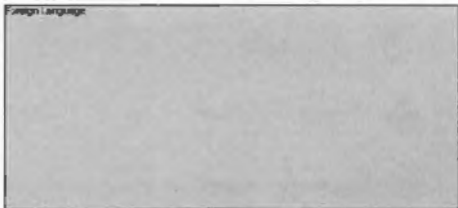
⑥ employ. B.g. Date: 5-7-2003

⑦ Cause of leaving the job: Refuse the Joint Baath  
Party + transferred to another city

⑧ D. Incharge: Gazi Alami

⑨ -

- ① Name: Mithanad Waleed Abbas
- ② Address: Baghdad Adh
- ③ Guard
- ④ Employ Date: 10-3-1994
- ⑤ R. Date: 1-3-2001
- ⑥ exp. By Date: 4-7-2003
- ⑦ Cause of leaving the job: low Payment
- ⑧ D. In ch. Riyadh Hamam Aldeen
- ⑨ —

- 
- 
- ① Hasan Hashan Raulhi
  - ② Baghdad - Althawra
  - ③ Guard
  - ④ 1983
  - ⑤ 2 - 2003
  - ⑥ 20 years
  - ⑦ refusing the join of Saddam's army
  - ⑧ Manager of red crossing dept. Mr Khudair  
abass.
  - ⑨ -

① Name: Hasan Shalan Karreem ② Guard  
③ Baghdad, Alshuala.

④ Empl. Date: 4-5-2001

⑤ R. Date: 15-11-2002

⑥ Empl. By Date: 4-4-2001

⑦ cause of leaving the work: ~~not~~ the serving  
in Al Quds Army.

⑧ Direct Incharges: Khulaidy



① Name: Habeeb Rasoul Abdul lah  
 ② Address: Baghdad - Alshura - ~~Alshura~~  
 Alrahmaniya

③ Guard: -

④ Enpl. Date: 10-9-2001

⑤ R. Date: 4-11-2001

⑥ Enpl. B.g. Date: 10-8-2001

⑦ Reason of Dismissed: serving in the  
 Al Quds Army

⑧ Direct Index: Shihab Ahmed.

⑨ -

- ① Salman Sabit Fumala
- ② Guard / reforming of Abdul office / high rule depth
- ③ Guard
- ④ 3-1-1983
- ⑤ 28-11-1995
- ⑥ 3-7-2003
- ⑦ refusing the ~~B~~ adth membership  
+ his father got politic Felony
- ⑧ Riyadh Hamun Jdeen
- ⑨ have Dounad return him back to the office before the War start



① Name: Shaheed Hitz Zibunn

② Address: Hain Al Hael

③ Gender

④ Empl. date: 15-3-1997

⑤ R. Date: 15-1-2003

⑥ Empl. B.g. Date: 4-7-2003

⑦ Reasoning Dismissed: his father funds  
exacted by the  
previous regime

⑧ Dir. Incharge: Abid Hamid Yassen.

⑨ I.D issued from Adult Reformatory office No. 853  
19/9/002

- ① Name: Walced Jabbar Sabeed Hassan
- ② Baghdad, Alshula - sect 44, st. 52
- ③ Reformatory observer

④ Emp. date: 30-8-2001

⑤ R. Date: 29-10-2002

⑥ Emp. B. & C. date: 1 year & two months

⑦ Reason of dismissal: refusing to join the  
Al Qaeda - army -

⑧ Direct. In charge: Khudir Abaz Director  
Manager of rehabilitation the inmate

⑨ emp. order No. 12526 attached.





① Name: Khaleel Abdul Zahra.

② Baghdad Althawra

③ Guard.

④ Empl. Data: 15-4-1999

⑤ R. Data: 2-7-2001

⑥ Empl. B.g. Data: 4-7-2003

⑦ Reason of Dismissal: Independent.

⑧ D. Employer: Khudair Abass

⑨ other Docu.: I. D issued from Ministry of Labour.

- ① Name: Mustafa Ali Sabhan
- ② address: Al Habibiya.
- ③ Guard
- ④ Enpl. Date: 10-9-2001
- ⑤ R. Date: 1-10-2002
- ⑥ Enpl. B.g. Date: 10-8-2001
- ⑦ Cause of leaving the job: serving in Al Qaeda <sup>army</sup>
- ⑧ D. Incharge: Shihab Ahmed
- ⑨ -

① Name: Salah Shakir Lazim

② Address: Baghdad / Al Thawra.

③ Gender: .

④ Enpl. Date: 10-10-1992.

⑤ R. Date: - 6-2002

⑥ -

⑦ Reasons of leaving the work: transferred Order by my General Manager to Basra & the General Manager of Basra District received me

⑧ Direct Manager: Kathleen alwan

⑨ -

- ① Name: Mohamed Maqsood
- ② Baghdad - Al Karkh
- ③ General
- ④ Emp. Date: 3-4-1986
- ⑤ R. Date: 15-8-1992
- ⑥ Emp. Bag. Date: 4-7-2003
- ⑦ Cause of leaving the work: Independent.
- ⑧ D. Incharge: Nadhim Rasheed  
shortest rules dept.
- ⑨ other docu.: Military service document.

- ① Name: Ali Hussein Rubee
- ② Baghdad - Althawra
- ③ typist
- ④ Emp. date: 18-7-1984
- ⑤ R. Date: 19-1-1992
- ⑥ Emp. Bq. Date: 4-7-2003
- ⑦ Reasons of leaving the work: low Pay. Ment.
- ⑧ Direct Employer: Ismael Humadi
- ⑨ other Document: excuse. Document.

- ① Name: Mohamad Noor Jabar
- ② Bayt alad - Al thawra / set. 546 / st. 45 / b. no. 20
- ③ Guard
- ④ Emp. Data: 20-9-1992  
B.R. Data: 15-4-2002
- ⑤ Emp. B.R. Data: 5-7-2003
- ⑥ Reasons Dismissal: Banth Party
- ⑦ Direct. Employer: Isa Ghannam
- ⑧ Other Document: Ministry of Labour ID



Foreign Language

Foreign Language

- ① Name: Mohamed Karim Hajaraj
- ② address: Baghdad Abu Ghareeb  
Alnasir + Alsalam sec.
- ③ Guard
- ④ Enpl. date: 1999
- ⑤ R. Date: 2002
- ⑥ Enpl. B-g. Date: Fifteen intake
- ⑦ Cause of leaving the work: living circumstances
- ⑧ Direct indicator: Shihab Ahmed.

- Foreign Language
- ① Name: Wisam Thami Faisal
  - ② Rayhela Al doora - sec. 826, st. 13  
b. No. 41.
  - ③ Guard
  - ④ Enpl. Date: 1-3-1993
  - ⑤ R. Date: 20-2-2003
  - ⑥ Enpl. B.g. Date: 1<sup>st</sup> intake in 1-3-1993
  - ⑦ Reason for coming here: hard Circumstances
  - ⑧ Direct. Endorsement: shihab Ahmed  
manager of long time watch dept
  - ⑨ other Docum.: Adult Reformatory office I.D

① Name: Ali Abbas Salih

② Baghdad - Hani al Furath, sec. 843, st. 4  
h. No. 9

③ General

④ Enpl. Date: 1-9-1993, 9<sup>th</sup> intake

⑤ R. Date: 25-2-2003

⑥ -

⑦ Cause of leaving job: bad circumstances

⑧ Direct Employer: Shihab Ahmed

⑨ -

- ① Name: Nadhim Esh'lab Abid
- ② Baghdad - Al Hurriya
- ③ Guard.
- ④ Emp'l. Date: 4-8-1994
- ⑤ R. Date: 4-12-2001
- ⑥ Emp'l. B.g. Date: 4-7-2003
- ⑦ Reason of Dismissal: low Payment
- ⑧ ID. Inchanger: A.M. Jaid AbdulGh
- ⑨ other Document: Military Service docume

① Name: Lu Qman Ahmed Hussein

② Baghdad - Al-Saydeya, Building No 5  
upstairs + 2

③ Guard.

④ Emp. Date: 10-5-1983

⑤ R. Date: 15-6-1992

⑥ Emp. B.g. Date: 5-7-2003

⑦ Reasons ~~dismissed~~: Because He is Kurd +  
Independent.

⑧ D. Incharge: Youth Jail (General Manager)

⑨ Should Reformatory office I.D

① Name: Khalid Kareem ~~Ali~~ Alaiwee

② ABO Ghareeb.

③ Guard

④ Empl. date: 3-5-2002

⑤ R. Date: 25-10-2002

⑥ Empl. B. g. Date: 3-4-2002

⑦ Reason Dismissed: Independent.

⑧ -

⑨



Foreign Language

① Name: Thair Atanor Sahad Al:

② Baghdad Althawra - sec 522 st. 19

③ Guard

④ Exp. Date: 15-3-1999

⑤ R-Date: 3-1-2000

⑥ Exp. By-Date: 5-7-2003

⑦ Bad Circumstances.

⑧ Direct. Incharge: Samir Mahjoub / Niennab  
But he is dishonest.

⑨

① Name: Qais Fozzi Schar.

② Btighdad - Al Athawra, Alrashid  
sec - 770, str 42, h. No. 3

③ Gender.

④ Empl. Date: 15-3-1999

⑤ R. Date: 28-12-2000

⑥ Empl. By Date: 5-7-2003

⑦ Reason for Dismissal: bad Circum

⑧ D. Inchargers: Samir Muhajab / Nefli  
But he is Not honest

⑨ -

Foreign Language

- ① Name: Adnan Saadoon Di Kheel
- ② Baghdad - Abu Ghareeb.
- ③ Guard.
- ④ Emp. Date: 35 - 2002
- ⑤ R. Date: 14 - 10 - 2002
- ⑥ Emp. B.Y. Date: 3 - 4 - 2002
- ⑦ Reasons of leaving: Independent.
- ⑧ -
- ⑨ -

Foreign Language

- ① Name: Hariza Juma'a Hameed
- ② Baghdad Abu Ghireeb
- ③ Grand
- ④ Emp. Date: 4-5-2002
- ⑤ R. Date: 1-4-2003
- ⑥ Gyp. R. g. Date: 5-7-2003
- ⑦ Reasons of Dismissal: Bad Circumstances
- ⑧ Dir. Incharge: Ali Ahmed  
Abdullah
- ⑨ -

① Name: Musstafa Abdul-Al wahap

② Address: Bagdad - Al-Thwra.

③ Guard

④ enpl. date: Mar/5/1994 -

⑤ R. Date: July/21/2001 -

⑥ enpl. B.g. date: July/5/2003 .

⑦ cause of leaving work:  
The deterioration of my financial situation

⑧ Direct in charge: Faial Mahdi

⑨

- ① Name: Nasseer Assad Mohamed  
Harneed
- ② Address: Baghdad / Al-Khazaliya
- ③ Sec. 653 - Street 38 - house No. 25  
1

- ④ empl. date: May / 11 / 2000 -
- ⑤ R. date: 2001
- ⑥ empl. B.g. date: July / 5 / 2003

- ⑦ cause of leaving work:  
The sickness of my father.
- ⑧ direct exchange:
- ⑨ Syar Harik Khazik



Foreign Language

① Name: Saddam Hussein Raheel

② Address: Baghdad - Urc-sec

③ em Guard -

④ empl. date: SEP/5/2000 -

⑤ R. date 2000 -

⑥ empl. B.g. date: July/4/2003 -

⑦ cause of leaving work  
low payment -

⑧ Direct incharge:

⑨

① Name: Hussein Zamel Mousa

② Address: Al-Thwara city.

③ Guard.

④ empl. date: sep/1/1981

⑤ R. date 2002.

⑥ empl. B.g. date: July 15/2003

⑦ cause of leaving work - a misunderstanding with a general director.

⑧ Direct in charge / Jwael Kadim /

⑨ Id of ~~lab~~ bowl Ministry No. 83

① Name: Ali Idan Mohamed

② Address: Baghdad

③ 2000

④ emp. date: 2000

⑤ R. date: July 15/2003.

⑥ emp. B.g. date: 2000 -

⑦ cause of leaving work Baath Party -

⑧ direct incharges:

: Udel Kummer.

① Name: Rasool Shahab Jaber

② Address: Baghdad - Al Hawra  
Sec. 549, St. 42, h. No. 105

③ Guard

④ Empl. Date: 1-10-1987

⑤ R. Date: 1997

⑥ Empl. By Date: 5-7-2003

⑦ Cause of leaving: Refuse the Ba'ath  
Memorandum

⑧ Direct. Incharge: Sajed Alabadi / General  
Manager of women's Jail

⑨ -

- 1- Name- Jwadi Hadim Ubaid Midhred
- 2- Baghdad- Althwra h- No- 168/3/10 -
- 3- Jail man.
- 4- 1980 - The first course.
- 5- Oct- 31- 1989.
- 6- July/ 5/ 2003 -
- 7- Baath Party -
- 8- Hadee Mohamed Aly eave

Foreign Language

1- Ibraheem Areeed Swadee.

2- AL-Tawra - house No. 13/14/21

3- of Alard.

5. Sep/10/2001 Twenty course-

6. Jan/20/2002.

7. July/5/2003.

8. For not joining in Quds  
Army.

9- Bassim Hamooder.

Foreign Language

Foreign Language



- Foreign Language
- 1- Name: Yasar B Kadim selman ~~not~~ Mohamed.
  - 2- address: Baghdad - Al Nowab see.
  - 3- registrar str. No. 26 - h. 10 - clerk.
  - 4- employ - Date - Mar 1 - 1980.
  - 5- The first course.
  6. 1997
  - 7- July - 5 - 2003
  - 8- The hard financial circumstances and I put in a jail in regime of Saddam -
  - 9- Kadim Rassheed Jabbar.

① Name: Hilal Atyia

② Address - Al-Thwra city.

③ Guard

④ enpl. date: Aug/7/1985

⑤ R. date: July/4/2003

⑥ enpl. B.g. date: July/4/2003

⑦ Cause of leaving work:

I am independant from the Baath Party.

⑧ Direct Picharger:

Nadim Rassheed.

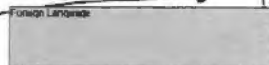
⑨ iday of Labour Ministry.

- ① Name: *Thamir Najjar Abdullah*
- ② Birthdate: *Almukhlis*
- ③ Gender
- ④ Emp. Date: *21-5-2003*
- ⑤ *P. Date:*
- ⑥ Emp. B.g. Date: *5-7-2003*

*un*



Foreign Language



*Reason's Dismissal,  
Independent, Escape from  
the Country*

⑧ Direct - Inchanger: *Raid Adil*

⑨ Other Document: *Collection of Document + Receipt*

① Name: Abdul Rahman Qasbi M

② Baghdad - Althawra / Sharika sec. 78

③ Guard

④ Emp. Date: 15-10-2000

⑤ R. Date:

1-12-2002

⑥ Emp. By Date: 5-7-2003

⑦ Reasons / MTRed:

Refuse to join Al Quds Army

⑧ Direct Incharger: Information charger  
/ still man Rafian.

⑨ O. Document: Document from the office.

① Name: Khaleel Mahdoo Kadhim

② Baghdad - Al Rashad.

③ Guard

④ Emp. Date: 1986 - 6<sup>th</sup> intake.

⑤ R-Date: 1993

⑥ EMP. B.g-Date: 4-7-2003

⑦ Reasons Dismissed: Refusing to join the  
Popular Army

⑧ D. Endanger: Ismaeel Humadi

⑨ other Documents: I.D Issued from Ministry of Labour

Foreign Language

- ① Name: Ahmed Sabree Rashid
- ② Baykhael - Hai Al Jihad
- ③ Guard
- ④ Emp. Date: intake (12) 17-10-1994
- ⑤ R. Date: 15-9-2002
- ⑥ Emp. B. y. Date: 5-7-2002
- ⑦ Reasons Dismissed: hard Circumstances
- ⑧ D. Employer: Ahmed Mohamed Ali
- ⑨ Refuse Docu. : Ministry of Labour I-D

Foreign Language



① Name: Ali Salih Mahdoo

② Baghdad Alreshard

③ Guard

④ Emp. Date: 25-2-2000

⑤ R-Date: 31-8-2003

⑥ Emp. Bg Date: 4-7-2003

⑦ Reasons Dismissed: low Payment.

⑧ Direct Incharge: Adel Kamil

⑨ Document

① Name: Ameer Oon Madhloom

② Baghdad - Althawra

③ Guard

④ Empl. Date: 10-10-1992

⑤ R. Date: 15-12-2003

⑥ Empl B.g. Date: 5-7-2003

⑦ Reason Dismissal: hard Circumstances.

⑧ Direct. Employer: Abid Khadi Zaman

⑨ other Document: Ministry of Labour I.D

1. name: Saddam Abdulhussein Ibrahim
2. address: DIALA, Bagdada, Altabree
3. occupation: observer assistant
4. employ. date: 10-6-1992
5. R. date: 1999
6. employ. BJ. date: 1992
7. cause of leaving: hard family circumstances
8. Direct incharge: Iessa Ghoban Minshid
9. IC of the adult reformatory.

1. Name: Hanna Nassir Hussein
2. address: Diarra, Bagoba, Balachrese.
3. Occupation: Clerk

4. employ. Date: 1986

5. R. Date 1999

6. employ. Bg. Date: 1985

7. Cause of leaving: family hard circumstances

9. Direct in charge: Issa Gholban Minshid

- 1 Name: Fa'za Jabbar Abid Jaffer
- 2 address: Dialla, Bagoba, Alqatton
- 3 occupation: observer assistant
- 4 employ. date: 1993
- 5 R. date: 1999
- 6 employ. Bg. date: 1993
- 7 Cause of leaving: hard family circumstances
- 8 Direct incharge: Iessa Gholban Minshid
9. IC of the adult reformatory



- ① Name: Bassim Mohammed Wali
- ② address: DIALA, Balladrose, ALKazania
- ③ store Keeper.

Foreign Language

- ④ Emp'l. Date: 1-3-1986
- ⑤ R-Data: 1-7-2001
- ⑥ Emp'l. B-g-Data: 1986
- ⑦ Reasons Dismissed: hard Circumstances
- ⑧ Direct Employer: Fiwad Faraj ilwase General Manager of Diyala Dept
- ⑨ other Document: Adult reforming office I.O + Military service Document.



1. Name: Karreem Farnaj Jassim

2. Address: Baghdad - AlThawra

3. occupation: Guard.

4. employ. date: 22.5.1985

5. R. date: 1992

6. employ. BG. date: 4-7-2003

7. Cause of leaving: The previous regime.

8. Direct incharge: Naddoun Rasheed.

- ① Name: Latteef Jassim Salman
- ② address: ALThawra Q. 20, st. 27, h. 1 Baghdad
- ③ Guard
- ④ enfl. date: 1-9-1993 / 10th intake
- ⑤ R. date: 25-7-2002
- ⑥ enfl. B.g. date: Adult Reformatory / I.C.
- ⑦ cause of leaving work: not joining  
The Qudbi's Army
- ⑧ Direct incharge: Shihab Ahmed
- ⑨ Director of the Long sentences dept.

(1) Name: Abid alzera Jassim Hussain

2- address: Baghdad - AlThawra

3- Guard ..

4- employ. Date: 1/4/2000

5- R. Date: 3/10/2002

6- employ. B.g. Date: 5/7/2003

7- Cause of Leaving: not joining the Bath party.

8- Direct incharger: Bassim Hamodi

9- -

① Name: Najim Abida

② Address: Baghdad aljadida Q 747  
St. 26 h. 10

③ Guard

④ Empl. date: 1/3/1980, first intake.

⑤ R. date 31/10/1998

⑥ Empl. B.g. Date: 5/7/2003

⑦ cause of leaving work: The Bath regime

⑧ Direct in-charger: Haddi Mohammed Elemy

⑨ —

① Name: Khalid Hamid Salman

② address: Baghdad - Zafaraniya

③ Guard.

④ Empl. date: 2000

⑤ R. date: 2002

⑥ Empl. B.g. Date:

⑦ cause of leaving work: The Bath party

⑧ Direct incharger: Hussein Mohammed

⑨ —

- ① Name: Majdi Mohammed Ali
- ② address: Basra - Hai aljamhoriya
- ③ Guard

- ④ empl. date: 16-~~7~~-1997
- ⑤ R. date: 4-9-1994
- ⑥ empl. B-g. Date: 4-7-2003

⑦ cause of leaving work: Low  
payment

- ⑧ Direct in-charger: Kamal Abid alnabi  
Jawhar / Al-Basra adult reformatory
- ⑨ military service document.



- ① Name: Tahseen Khalid Haider Khadair
- ② address: Bagdad - Althawra
- ③ Guard
- ④ empl. date: 6-4-1994
- ⑤ R. date: 16-12-1996
- ⑥ empl. B.g. date: 10-3-1994
- ⑦ cause of leaving work: financial state
- ⑧ Direct incharge: Director of Basra reformatory dept.
- ⑨ T. C.

① Name; Marwan Eassa Jumma Bander

② address; AL dorra - Abo dsheer .

③ Guard

④ empl. date: 6 - 4 - 1994

⑤ R. date: 6 - 7 - 2001

⑥ empl. B.g. Date: 10 - 3 - 1994

⑦ cause of leaving work: financial state

⑧ Direct incharge; head of the  
correction and training dept.

⑨ I. C

① Name: Mohammed Hussein Mohammed

② address: Baghdad - Abbi Jhrib

③ Guard

④ empl. ~~By~~ Date: 22/3/2001

⑤ R. Date: 25/2/2003

⑥ empl. B.g. Date: 4/7/2003

⑦ cause of leaving work: not jointly  
the Qudsi Army.

⑧ Direct incharge: Ahmed Mohammed  
Khaadom.

⑨ Document of the military  
office of AL-nbar.

① Name: Mazzin Khaddin

② Address: - Alhorin althaltha

③ Guard

④ empl. date: 4/9/1993

⑤ R. date: 25/11/2002

⑥ empl. B.g. Date: 4/9/1993

⑦ cause of leaving work: not joining the B.th.p.

⑧ Direct Incharge: Sajjeda Audday  
the director of women prison

⑨ I.C. of ministry of Labour

① Name: Dir Sammi Abidalalah msa

② Address: Baghdad - AL ghadir .

③ Guard

④ empl. date: 10/3/1986

⑤ R. date: 24/5/2002

⑥ empl. B.g. date: 4/7/2003

⑦ cause of leaving work: hard family circumstances

⑧ Direct incharge: Jwad Farraj Elias

⑨ SIC of the ministry of Labour.



① Name: Abidalwahid Erzafe Swaddi

② address: Baghdad - Althawra

③ Guard

④ Empl. date: 1/3 / 1994

⑤ R. date: 20/4 / 2002

⑥ empl. B.g. Date: 5/7 / 2003

⑦ cause of leaving work: Low payment

⑧ Direct incharge: Shikab Ahmed.

⑨ —



Foreign Language

① Name: Mohammed Hussein waddi

② address: Baghdad - Althawra

③ Guard .

④ empl. date: 12-3-2000

⑤ R. date: 7-2-2003

⑥ empl. B.g. Date:

⑦ cause of leaving work:

⑧ Direct incharge: Shihab Ahmed

⑨

- ① Name: Karreem Jabbar Binyana
- ② Address: Baghdad - Althawra 4. 26. 83
- ③ Guard
- ④ empl. Date: 1-9-1981 / 2nd intake
- ⑤ R. Date: 2002
- ⑥ empl. B.g. Date: 5.7.2003
- ⑦ cause of leaving work:  
hard living circumstances.
- ⑧ Direct Incharger: Kaddom shikheir-  
Raddi
- ⑨ —

① Name: Walleed Abid alammear Hassan

② Address: Baghdad - AL Mahmedia, Hani -  
al Kadisea

③ Guard

④ empl. date: 15 - 3 - 1999

⑤ R. date: 26 - 1 - 2002

⑥ empl. B.g. date: 5 - 7 - 2003

⑦ cause of leaving work: family and  
living hard circumstances.

⑧ Direct incharges: Sameer Mahjoub  
Mosel

⑨ IC. of the adult reformatory.

① Name: Tha'ir Farhan Mahawee

② Address: Al Rashad

③ Guard.

④ Enpl. date: 1-3-1994

⑤ R. date: 18-2-1999

⑥ Enpl. Brg. date: 1-30-1994

⑦ Cause of leaving work: poor living  
circumstances

⑧ Direct incharge: Sadiq Rasheed

⑨ The release dept.  
I.C.

① Name: Wissam Farsed Hamza  
② Address: Doorra - Abodisheer.

③ Guard.

④ enpl. date: 12 - 7 - 1997

⑤ R. date: 21 - 11 - 2000

⑥ enpl. B.g. date: 4 - 7 - 2003

⑦ cause of leaving work: Low payment

⑧ Direct incharge: Saiddi Thabbit  
Long sentences dept.

⑨ F.C. of the ministry of Labour.

① Name: Mohannad Kassim Yaseen

② Address: Baghdad - Althawra

③ Guard

④ empl. date: 15-3-1

⑤ R. date: 7-1-2003

⑥ empl. Big. date: 4-7-2003

⑦ cause of leaving work: Low payment

⑧ Direct incharge: Samere Ali Hussien  
Almoshi reformatory.

⑨ IC. ministry of labour.



① Name: Hazzim Mohammed Hussein

② address: Baghdad, Hai al Sallam.

③ social worker

④ empl. date: 12-3-1993

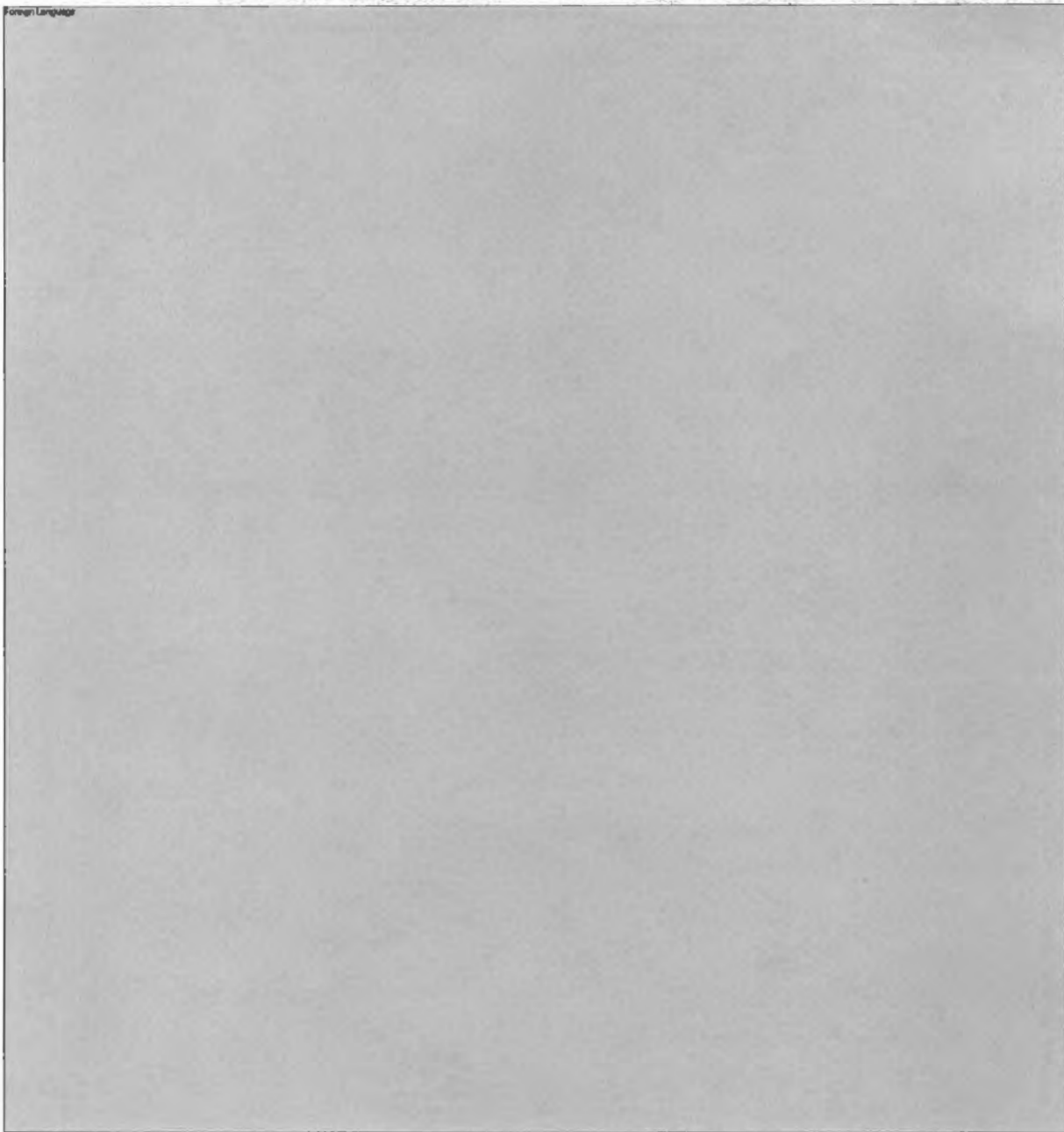
⑤ R. date: 15-6-1998

⑥ empl. B.g. date: 4-7-2003

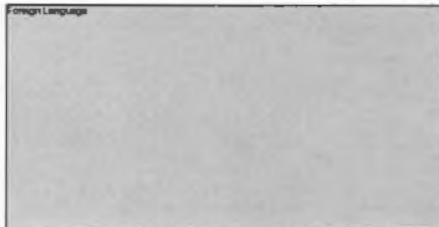
⑦ cause of leaving work: the previous regime and the Low Payment.

⑧ Direct in charge: Raed Hammam Aldeen

⑨ IC. of the ministry of Labour and social affairs.



- ① Name: Waïd Mohammed Shereeda
- ② address: Baghdad, Abbi Jhrab
- ③ Guard.



- ④ enpl. date: 15. 3. 1999
- ⑤ R. date: 19. 12. 2002
- ⑥ enpl. B.g. date: 5. 7. 2003
- ⑦ cause of leaving work: private  
living circumstances.
- ⑧ Direct incharge: Ali Ahmed Abid Allah
- ⑨ —

① Name: Ayad Tariq Jammale

② Address: Baghdad, Alharthia, Alkiddi st.

③ Guard

④ enpl. date: 25-10-1992 / 8th intake

⑤ R. date: 22/7/2003

⑥ enpl. B.g. date: 4-7-2003

⑦ cause of leaving work: not joining  
The Bath party.

⑧ Direct exchange: Ismail Homadi

⑨ ———

① Name: Allawy Khalifa Hussein

② Address: Baghdad - Altajee

③ Guard

④ empl. date: 1-8-1993

⑤ R. date 1-1-2002

⑥ empl. Big. date: 4-7-2003

⑦ cause of leaving work: Low payment

⑧ Direct incharge: Abid Hamdi  
The short

⑨ IC. of the ministry of Labour

- ① Name: Ahmed Khalil Ibrahim
- ② Address: Baghdad - ALKarkh
- ③ Guard
- ④ enrl. date: 3-4-1984
- ⑤ R. date: 12-5-1992
- ⑥ enrl. B.g. date 4-7-2003

- ⑦ cause of leaving work: not joining  
The Qaddafi's Army
- ⑧ Direct inquiry on  
ALmosad reformatory: Ismail Hamadi
- ⑨ military service document.



① Name: Hasan Kareem Irzaich  
② Address: Baytul, Abu Sharrah, Abu Nasser, Hail  
il Karada.

③ Guard #

④ Enpl. Date: 1-11-2000

⑤ Re. Date: 25-3-2003

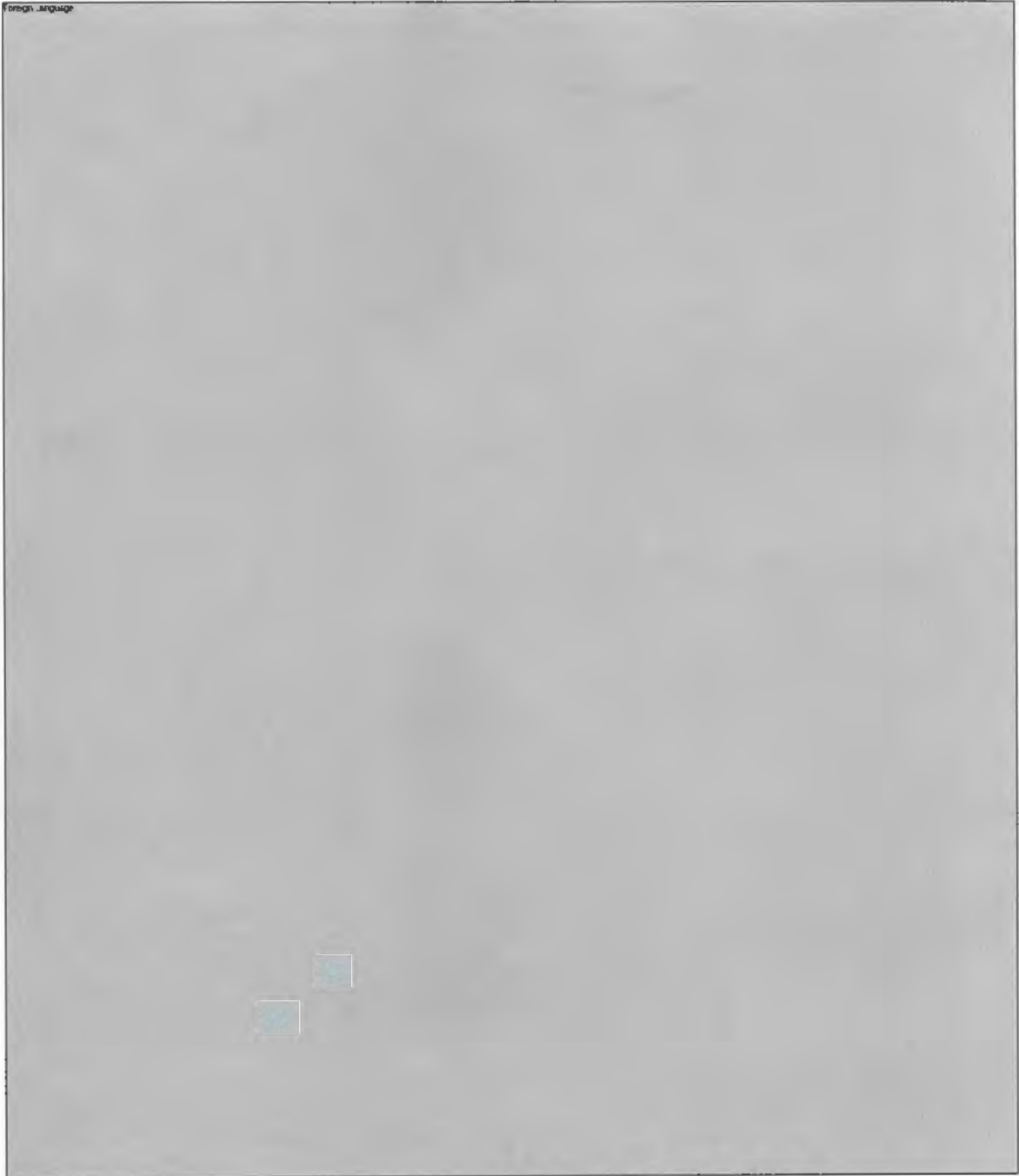
⑥ Guard (Redemptive Captain)

⑦ Reasons Dismissal: Private Reasons.

⑧ Direct Employer: Khudair Abbas / manager of rehabilitation  
& Technical training dept.

⑨ -





- ① Name: Atous Adel Hadi
- ② Baghdad - Al Sharab.
- ③ Guard
- ④ Empl. Date: 15-~~3~~-1999
- ⑤ R. Date: 20-4-2002
- ⑥ Empl. B-g. Date: 4-7-2003.
- ⑦ Reasons Dismissal: low Payments
- ⑧ Direct Employer: Saddam the birt.
- ⑨ —

Foreign Language

① Name: Omar Khulair Zedan.

② Baghdad - Uorfa - Abu Orsheel

③ General

④ Empl. Date: 15-4-2001

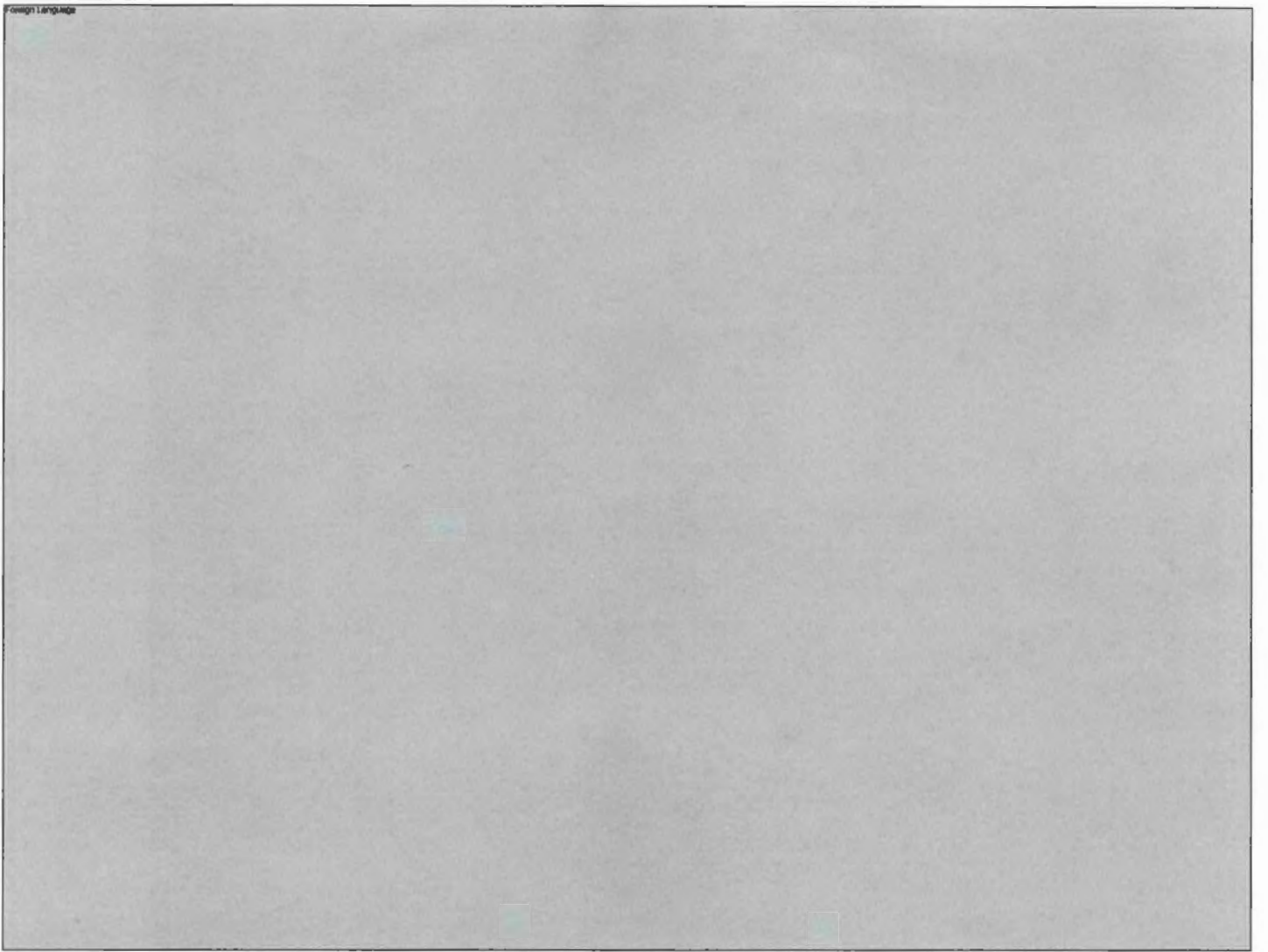
⑤ R. Date: 15-7-2002

⑥ -

⑦ Reasons Dismissed: Independent +  
Refuse Both Members.

⑧ Direct. Fudhurgat Ahmed Mohamed Kadhim.

Foreign Language



① Name: Ab...

② Address: Hay Aljannian . sec. 635, str. 23

③ occupation: <sup>n. 12</sup> Reformatory Guard.

④ emp. date: 10-10-1992

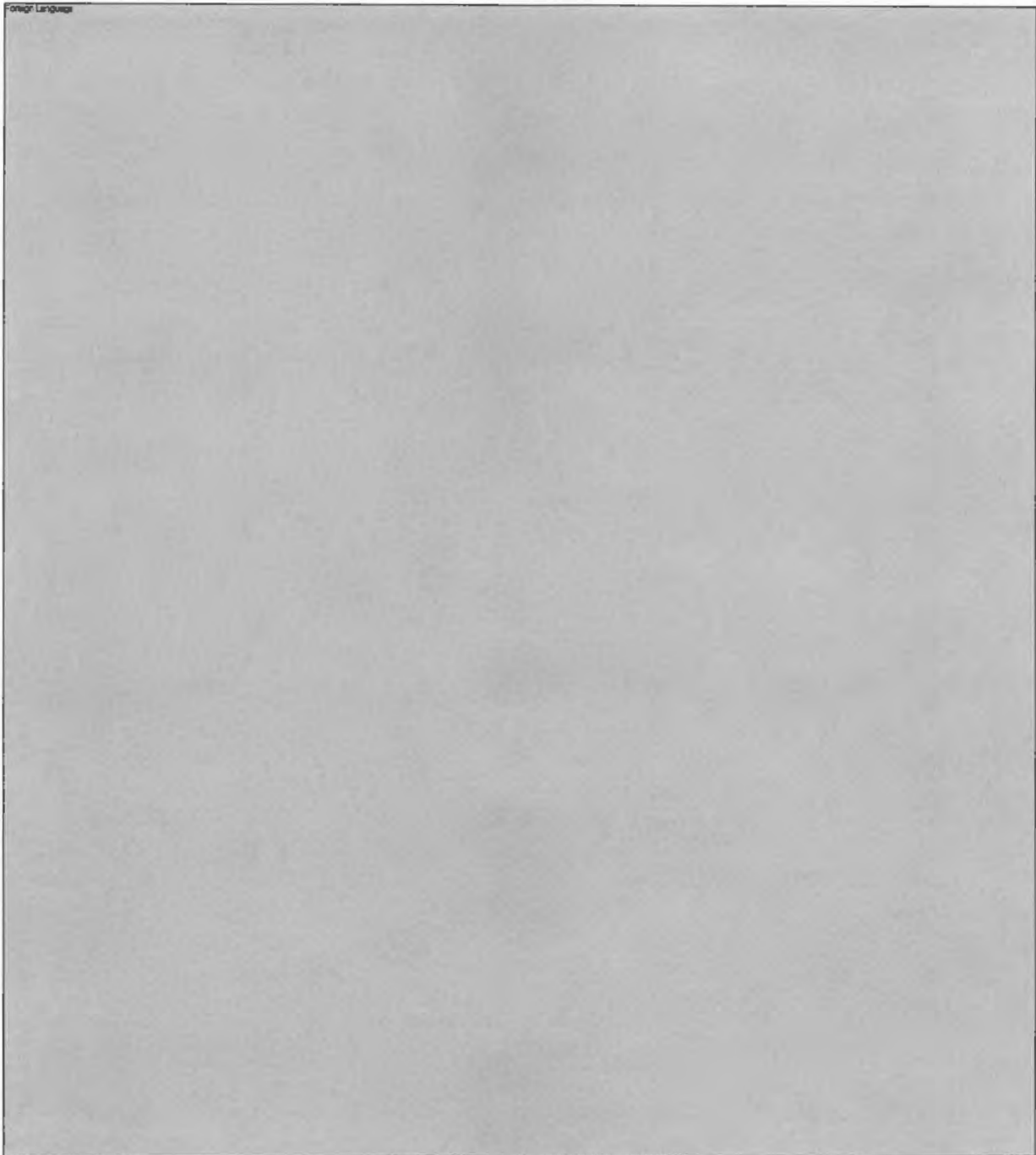
⑤ R. date: 3-1-2003

⑥ emp. B. date: -

⑦ cause & bearing, no. k. living hand  
Circumstances

⑧ Direct in-charger: Ghazzi Yassein

⑨ other document: -



① Name: Mohammed Harbi Abraham

② Address: Abi-ghrebe, sec. 224, st. 244

③ occupation: reformatory Guard

④ enpl. date: 1-9-1993

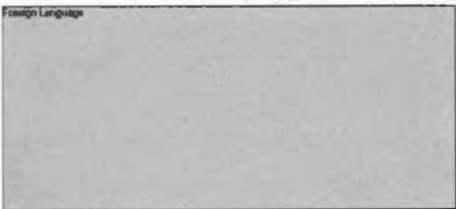
⑤ R. date: 17-1-2003

⑥ enpl. B.g. date:

⑦ cause of leaving work: private circumstance

⑧ Direct incharge: SaJJiddi Sallih

⑨ other document:



① Name: Salah Jyad Salman

② Address: Aliskam, Sec. 625, st. 13, h. 7

③ Occupation: reformatory Guard

④ employ. date: 1-9-1981

⑤ R. date: 30-12-2002

⑥ empl. B.g. date: 7.7-2003

⑦ cause of leave, work: Reason s, that  
I can't s.s, but to the adviser

⑧ Direct incharge: Shihab Ahmed.

⑨ other document:





- ① Name: Saad Mahmoud Fayad.  
② address: Abbi Ghrebe, Alhamdania II  
③ occupation: reformatory Guard.  
④ empl. date: 31-9-1993  
⑤ l. date: 9-1-2002

- ⑥ empl. b.g. date: 10 years in the  
reformatory center in Abbi Ghrebe.  
⑦ cause of leaving work: hard family  
circumstances  
⑧ Direct incurrence:

⑨ other document: I.C. & Gratitude  
documents, and other documents - I.C. No. 017101

① Name: Farhan Khalaf Zamil

② Bayheda Althawra

③ Guard

④ Enpl. Date: 10-10-1992

⑤ R. Date: 18-2-2002

⑥ Enpl. post. B.g. Date: 5-7-2003

⑦ Reason: Dismissed, Bad Management

⑧ Direct Incharge: Isq Ghadliham  
Minshid

⑨ other Document: Adult Reformatory office I.O

① Name: Numan Akbar 2. Hamdi

② Bayhdaud - Al Hhawra.

③ Guard

④ Empl. Date: 20-3-1993

⑤ R. Date: 3-10-2002

⑥ Empl. B.g. Date: 5-7-2003

⑦ Reasons Dismissed: Bad Management  
~~Order~~ (Barthic).

⑧ Direct Indanger: Isa Ghaulban

⑨ I.D issued from Adult Reformatory office

① Name: Muthna Samir Aloos Yousif

② Baghdad - AlKutkh / Saidiya  
sect. 851, st. 18. A-No. 34

③ Ground.

④ Empl. Date: 2000

⑤ R. Date: 2002

⑥ Reasons Dismissed: low Payment

⑦ Empl. B-g Date: 8-7-2003

⑧ Dir. Inchargers Ahmed Mohamed Kadhim

⑨ -

① Name: Sarmad Ibrahim Aziz

② Address: Bayhelaal / Al Karakha

③ Guard.

④ Empl. Date: 2000

⑤ R. Date: 2002

⑥ -

⑦ Reasons Dismissed: low Payment, refusing

⑧ Direct Employer: Issa Guelboun <sup>Birth Member</sup>

⑨ -



- ① Name : Ali Mousa Jabbar
- ② Address: Baghdad / Al Khawwa / Qutara 42
- ③ Guard.
- ④ Empl. Date: 8-7-2003
- ⑤ R. Date: 20-10-2002
- ⑥ Empl. B.g. Date: 15-4-2001
- ⑦ Reasons Dismissed: My mother got a cancer  
+ take care of her + refusing to join  
Al Quds - Army
- ⑧ D.I.: Athab Karimath/Personals Dept.
- ⑨ Administrative order & I.O

- ① Name: Thair Farhan Hussein
- ② Address: Baghdad Abu Ghareeb.
- ③ Guard
- ④ Expt. Date: 25-4-2002
- ⑤ R. Date: 30-5-2002
- ⑥ Expt. By Date: 25-4-2002
- ⑦ Reason Dismissal: Al Quds Army.
- ⑧ Direct. Incharge: Ahmed Mohamed Kadhim
- ⑨ —

① Name: Saif Ali Farhan Hussein

② address: Baghdad Abu Ghareeb / Al Rasula, Quarter

③ Adult Reformatory office.

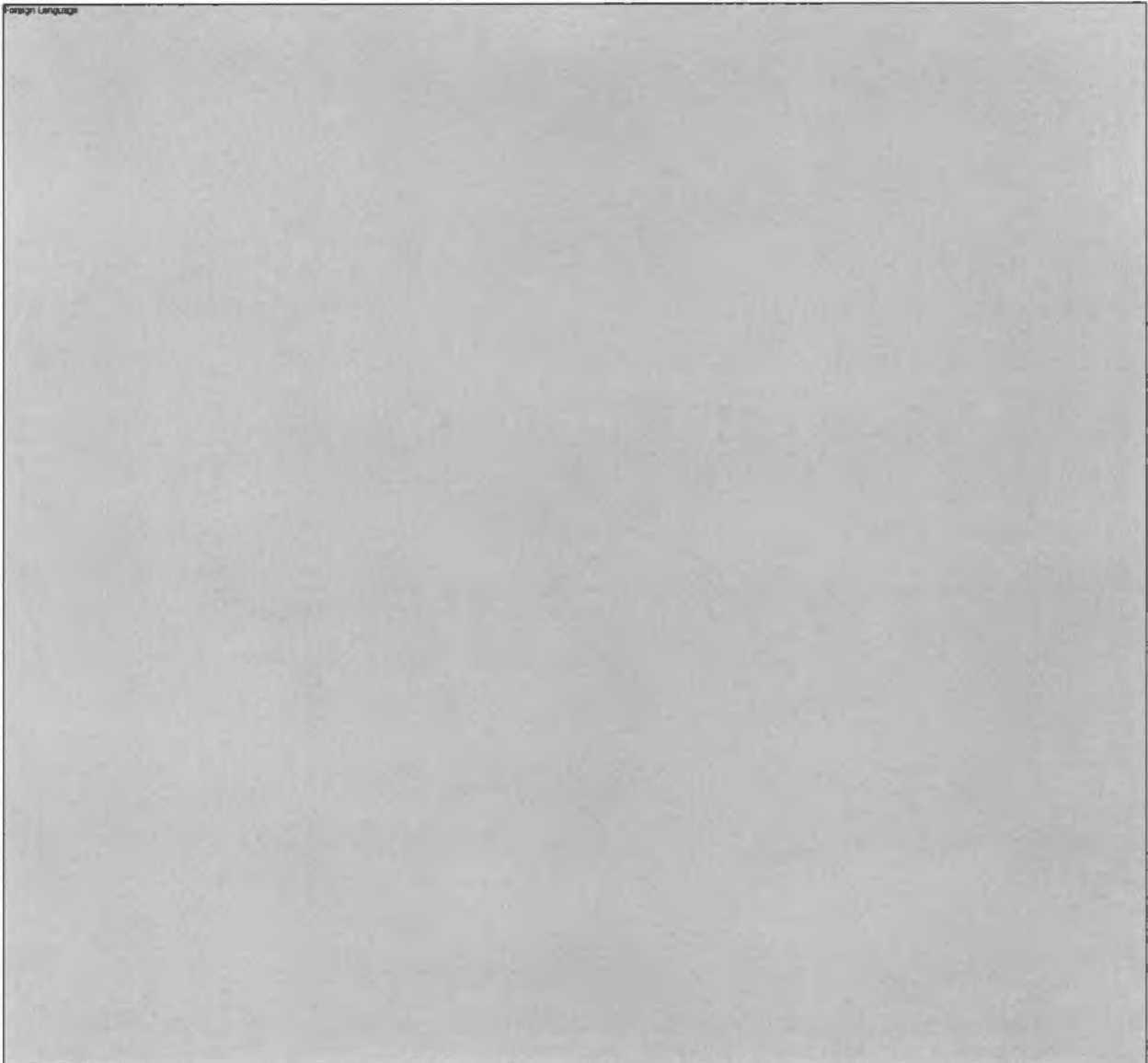
④ Exp. l. Date: 4-5-2002

⑤ Exp. B-g-Date: 4-5-2002 ⑥ R-Date: —

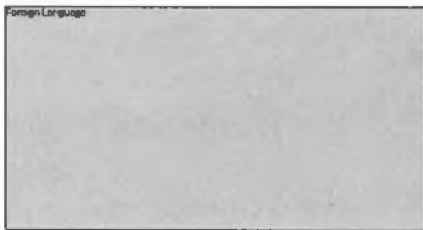
⑦ Reasons Dismissed: Compulsory Military  
service Period.

⑧ Direct. To: Ahmad Mohamed Kadhim.

⑨ —



- ① Name: Haider Karim Nakhoulh
- ② Address: Baghdad / Al thewra
- ③ Gender
- ④ Empl. Date: 1-4-2000
- ⑤ R. Date: 30-9-2000
- ⑥ Empl. Reg. Date: 1-4-2000
- ⑦ Reasons Dismissed: Surgery Operation
- ⑧ Direct. Supervisor: Shihab Uga wi
- ⑨ Other Document: Administrative Order.



Foreign Language

① Name: Haider Saad i Abid Ali

② Address: Baghdad, Al Shaw Ka.

③ Guard.

④ Enpl. Date: 31-8-1993.

⑤ R. Date: 26-12-2001.

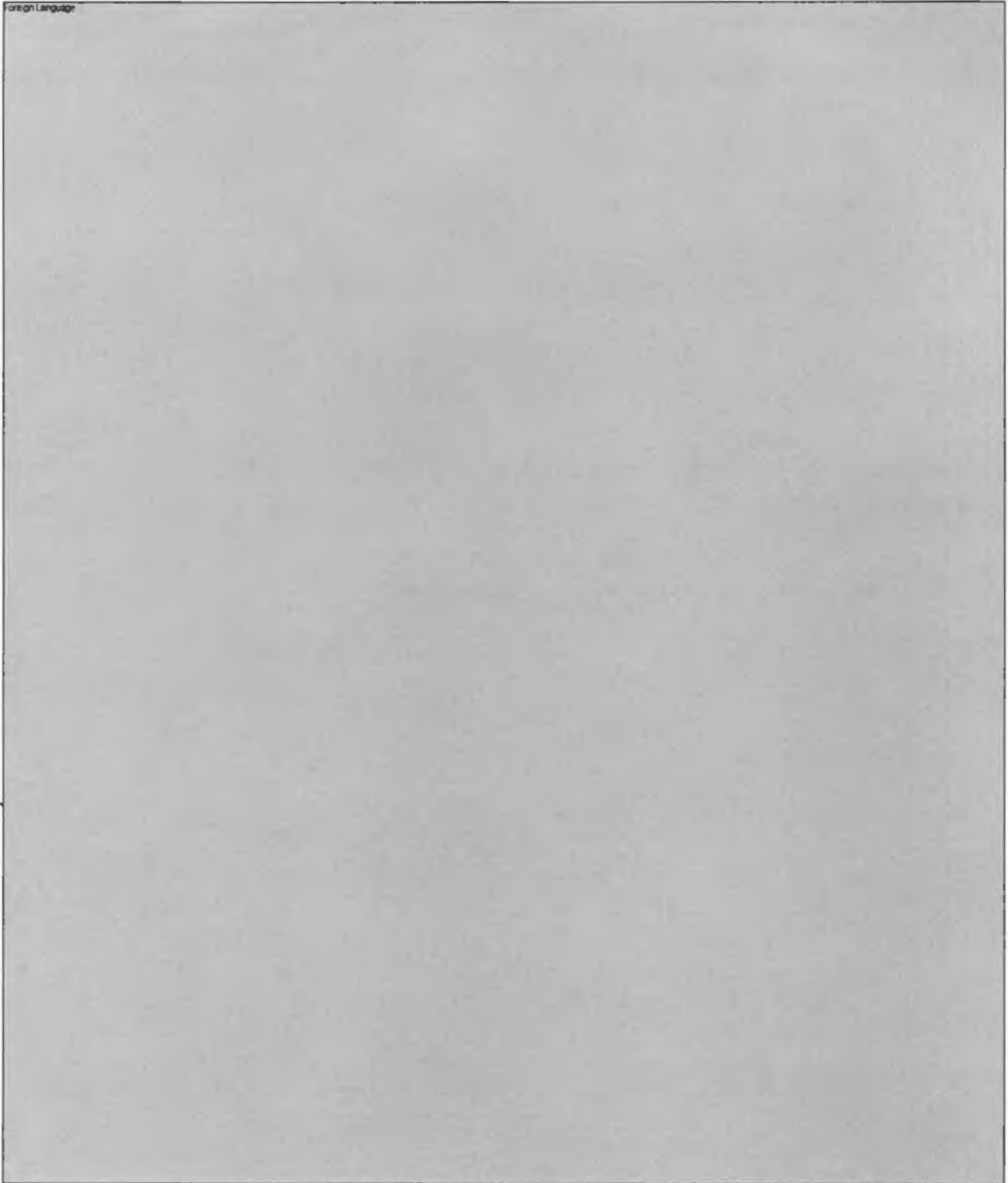
⑥ Enpl. B.g. Date: 8-7-2003

⑦ Reason: Dismissed: low Payment.

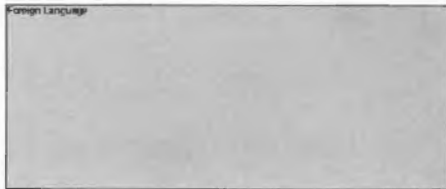
⑧ Direct Incharger: Karthin

⑨ other document: Adult Reformatory office I.O

Foreign Language



- ① Name: Amor Sami Luthi
- ② Address: Baghdad - Al Farat Quarter.
- ③ Guard.
- ④ Enpl. Date: 20-3-1993
- ⑤ R. Date: 8-11-2001
- ⑥ Enpl. B-g Date: 8-7-2003
- ⑦ Reason Dismissed: low Payment.
- ⑧ D. Incharger: Ali Hussein Mulla.
- ⑨ other Document: S-D from Reformatory office





Foreign Language

① Name: Hameed Kareem Eshadhi ban.

② Address: Baghdad/Althowra.

③ Guard.

④ Empl. Date: 22-7-1985

⑤ R. Date: 2-3-1992

⑥ Reason: Dismissed/ low payment.

⑦ Empl. B-g date: 8-7-2003

⑧ D. I: Hussein Jabbar.

⑨ other document: Juvenile reformatory I.D

Foreign Language

Foreign Language

Foreign Language

① Name: Rietha Hameed Hassan

② Address: Bayl alwal - Al-Hawra.

③ Guard.

④ Enpl. Date: 1986

⑤ Re Date: 1992

⑥ Enpl. B. g. Date: 1986

⑦ Reasons Dismissed: Independent from Baath Party

⑧ Direct Incharger: Salah Abdul Hassan.

⑨ -

- ① Name: Nasir Zibon Abdul Rehman.  
 ② Address: Baghdad - Althamra  
 ③ Guard.  
 ④ Emp. Date: 1-9-1982  
 ⑤ R. Date: 1983  
 ⑥ Emp. B-g Date: 12-9-1982  
 ⑦ Reason Dismissed: Bad Circumstances.  
 ⑧ D. I. : Salah Abdul Hagan.  
 ⑨ -

① Name: Hasan Sabri Iaffa.

② Address: Baghdad/Al Bayan.

③ Enact:

④ Exp. Date: 1994

⑤ R. Date: 2002

⑥ Exp. B-g-Date: 5-7-2003

⑦ Reason Dismissal: unfair of the X regime.

⑧ P.I.: Suwaid Faraj Al-Jabbar

⑨ -

① Name: Jabi Makrood Abdullah  
 ② Address: Baghdad - Althowra - sec-541  
 st-37, h.No. 17/5/19.

③ Guard.

④ Emp. Date: 1-3-1993

⑤ R. Date: 1-11-2002

⑥ Reason: Dismissed, unfair of Administration

⑦ Emp. B. g Date: 8-7-2003

⑧ D. I: Khudair Abbas Abdullah

@ -

① Name: Fadhlil luaihe Mohamad.

② Address: Baghdad - Al-Hawra.

③ ~~COOK~~

④ Empl. Date: 2001

⑤ R. Date: 2002

⑥ Empl. B.g. Date: 2001

⑦ Reasons Dismissed: having an exciting

⑧ D. I. Kadhim Ghamis. Brother

⑨ -



- ① Name: Hassein Sood Ghawceh
- ② Address: Baghelaad - Al Qad Quarter /  
sect. 762, st. 11, h. No. 30
- ③ Guard
- ④ Enpl. Date: 1981
- ⑤ R. Date: 1999
- ⑥ Enpl. ~~B. 39~~ Date: 5-7-2003
- ⑦ Reasons for dismissal: Administration Corruption  
+ Refusing to join the Arab Party.
- ⑧ Direct Incharger: Saad Majeed  
Al Khayjaee.
- ⑨ -

- 1- Quassay F. RASSAN
- 2- Baghdad - - - - - 625, 2, 55
- 3- Guard
- 4- Empl. D / 9-1-1983
- 5- R. D. / 2001
- 6- Empl. R. G. D /
- 7- low payment
- 8- Abd Hamdy Yasseen
- 9- /

1- Kaveem A. Hantoshe

2- Baghdad - ASKan

3- Guard

4- Empl. D. / 5-8-1980

- D. / 1-6-2002

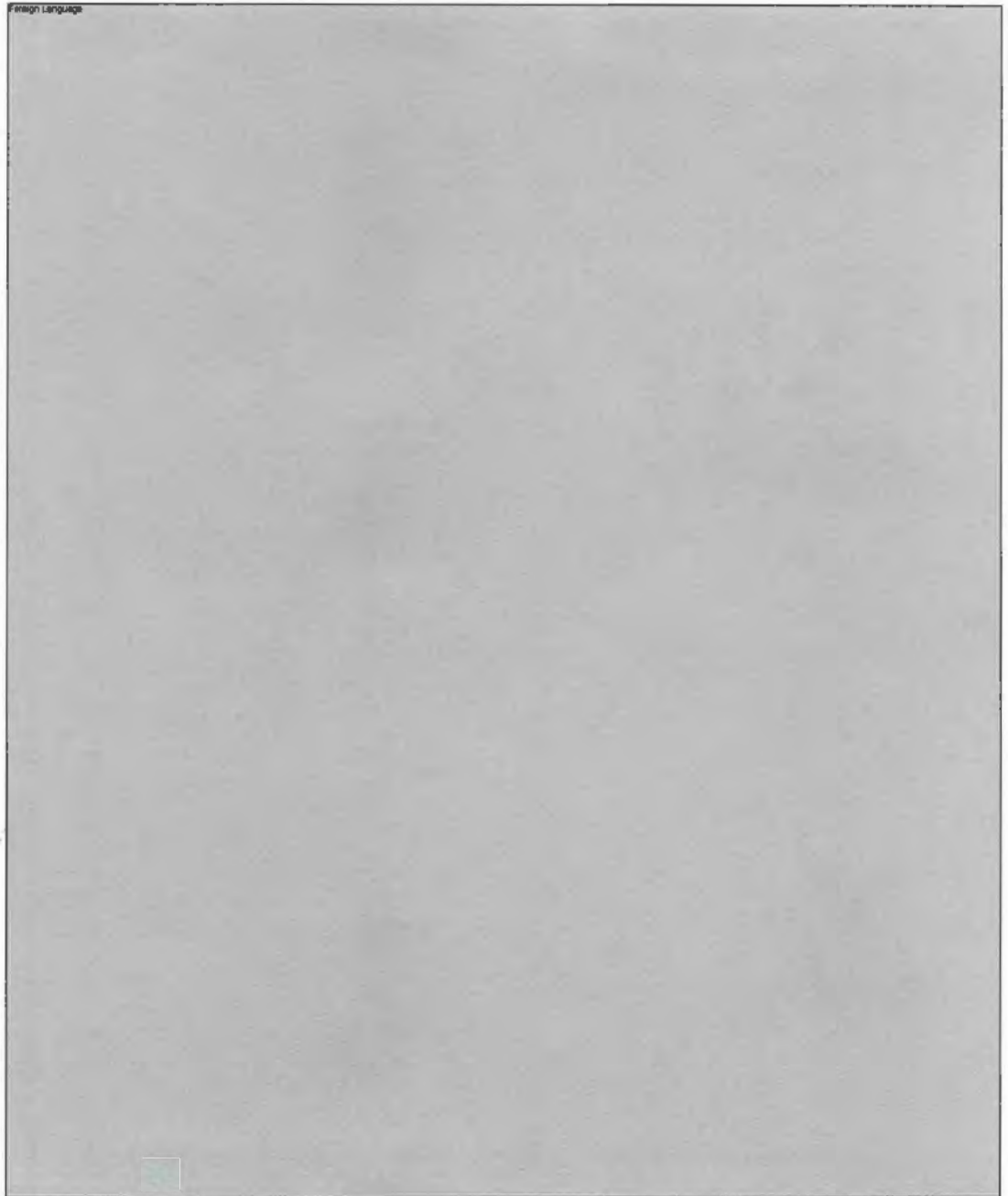
5- Empl. R. G. D. / 5-6-2003

7- Because he lives away from home

8- SA neva malt joba

9 - /

- 1- Quid Fayseel
- 2- Baghdad - Askan 625, 27, 18
- 3- Guard
- 4- Empl. D. / 1-9-1983
- 5- R. D. / 4-9-1991
- 6- Empl. R. G. D. /
- 7- low payment
- 8- Abbas Kodayer Abbas
- 4 - /



- 1- Mohmeed K. Mohmeed
- 2- Baghdad - ALKarkh 210, 19, 7
- 3- Guard

4- Empl. D. / 1987

5- R. D. / 1993

6- Empl. R. D. / 1987

7- The Bath Party

8- data - AL-Suborey

9 - /

Foreign Language

- 1- FAdel M. Sahan
- 2- Baghdad - ALthava 514,519
- 3- Guard
- 4- Empl. D. / 1998
- 5- R. D. / 3-6.2002
- 6- emp. R.G.D /
- 7- Absent 10 days
- 8- Bassem Hmoody
- 9- /

Foreign Language



Foreign Language

Foreign Language



- 1- Haythem M. A 202e
- 2- Baghdad - ALshola 460, 58 & 49
- 3- Guard
- 4- Empl. D. / 25-5-2000
- 5- R. D. / 10-1-2003
- 6- Emp. R.G.D. / 5-7-2003
- 7- low payment
- 8- Kodayer Abass
- 9- /

- 1- Abd AL-Jalel H. Bdewe
- 2- Baghdad/Akeed 762, 12, 38
- 3- Guard
- 4- Emp. D. / 1981
- 5- R. O. / 1991
- 6- Emp. R. G. D. / 5-2-2003
- 7- The Bath Party, Corruption
- 8- Gaze AL-ANie

- 1- Mahmood A. Ahmeed
- 2- Baghdad-Romdan 621, 33, 3
- 3- Ieniten
- 4- ENGL. D. / 9-1-1983
- 5-  D. / 1996
- 6- ENGL. R.G.D. / 
7. low payment
8. SAJDa Jalabe
- 9 - /

- 1- Aday M. Mohamed
- 2- Baghdad-Romdan 623, 23, 8
- 3- Guard
- 4- Empl. D. / 25-8-1992
- 5- ~~DoD.~~ / 2000
- 6- Empl. R.G.D. / —
- 7- low Payment
- 8- ALi Abd Allahe
- 9- /

- 1- Yasser F- Yassen
- 2- Baghdad / Al Arthaya
- 3- Guard
- 4- Empl. D. / 1-3-1994
- 5- R.D. / 30-7
- 6- Empl. R.G.D. / (9 years)
- 7- Low Payment
- 8- Ahmed Mohamed Kadhem
- 9- /

- 1- Hayder K. Hussain
- 2- Baghdad - Askar 622-20-45
- 3- Guard
- 4- Enpl. D. / 2-5-2001
- 5- R. D. / 20-10-2002
- 6- Enpl. R. G. D. /
- 7- low payment /
- 8- SAAD MAJED
- 4 - /



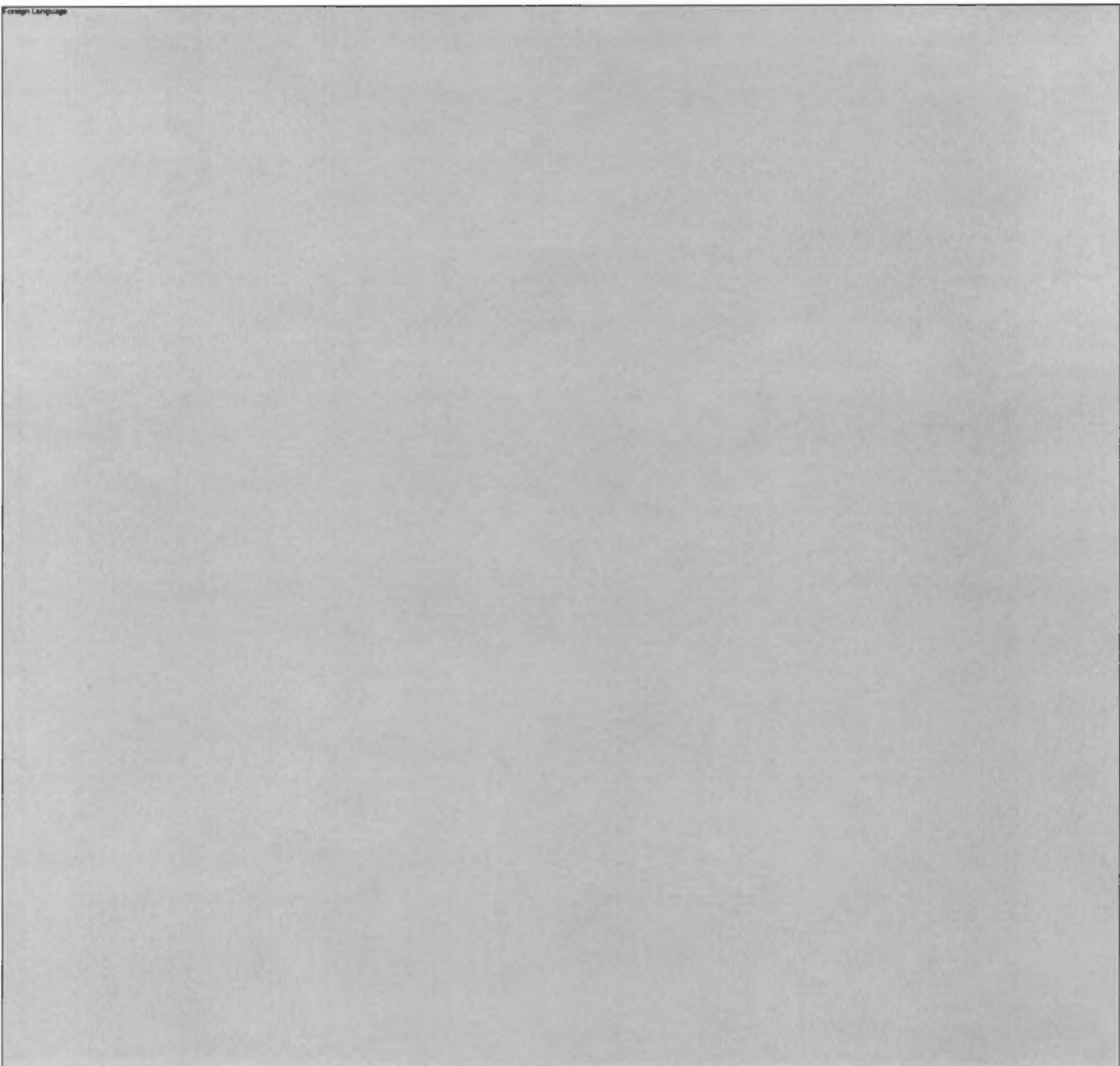
Foreign Language

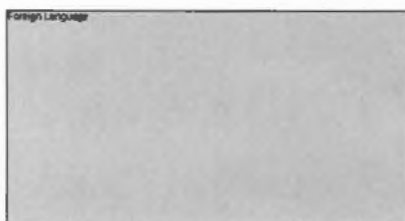
- 1- Alaa A. Akeeb
- 2- Baghdad - Askan
- 3 Guard
- 4- Empl. D. / 1-3 - 1993
- 5- R.F.D. / 29 - 11 - 2001
- 6- Empl. R.G.D. /
- 7- low payment
- 8- Sayer Harkie
- 9- —

Foreign Language

Foreign Language

Foreign Language

- 
- 1- ALi S. kodayev
  - 2- Baghdad-ALASKA 68,52, 2
  - 3- Guard
  - 4- Epl. D. / 10-9-1992
  - 5- R. D / 10-10-1996
  - 6- Emp. R.G. A / 5-7-2003
  - 7- Absens
  - 8- kodayev
  - 9- /
- 



① Alaa Hussain Bueid

② Alsharb - Haili Shih/Sec. 339, st-68  
h-No. 61

③ General

④ Emp. Date: 31-8-1993

⑤ R. Date: 27-1-2002

⑥ Expl. B-g. Date: 5-7-2003

⑦ Reasons Dismissed: Bad Management Deals  
with Baath Party

⑧ Direct-Incharger: Isa Ghadban Mischid

⑨ Other Document.

- 1- Name/RAHd GHLoop Jabar
- 2- Baghdad - ALthova
- 3- Guard
- 4- Empl. Date/1-10-1987
- 5- R. Date / 2-8-2002
- 6- Exp. B. G. D. / 8-7-2003
- 7- low payment / Not join the Baath Party
- 8- Divced, Incharge/SAJDa Saleeb
- 9- other Document / no Document

Foreign Language

- 1- Name / HAZEM M. HUSSEIN
- 2- Baghdad - ALSALAM
- 3- Social Service
- 4- Empl. D. / 1993
- 5- R. D. / 1998
- 6- Empl. By D. / 2003
- 7- Low Payment
- 8- Direct / in charge / RAYAD H. ALDEER
- 9- O. D. U. / adatte ve formatry Du.

Foreign Language

1- R A A D. ALi K A L e e f a

2- Baghdad - AL T H o v a

3- G u v a d

4- Enpl D. / 1-4-1999

5- R. D. / 15-9-2007

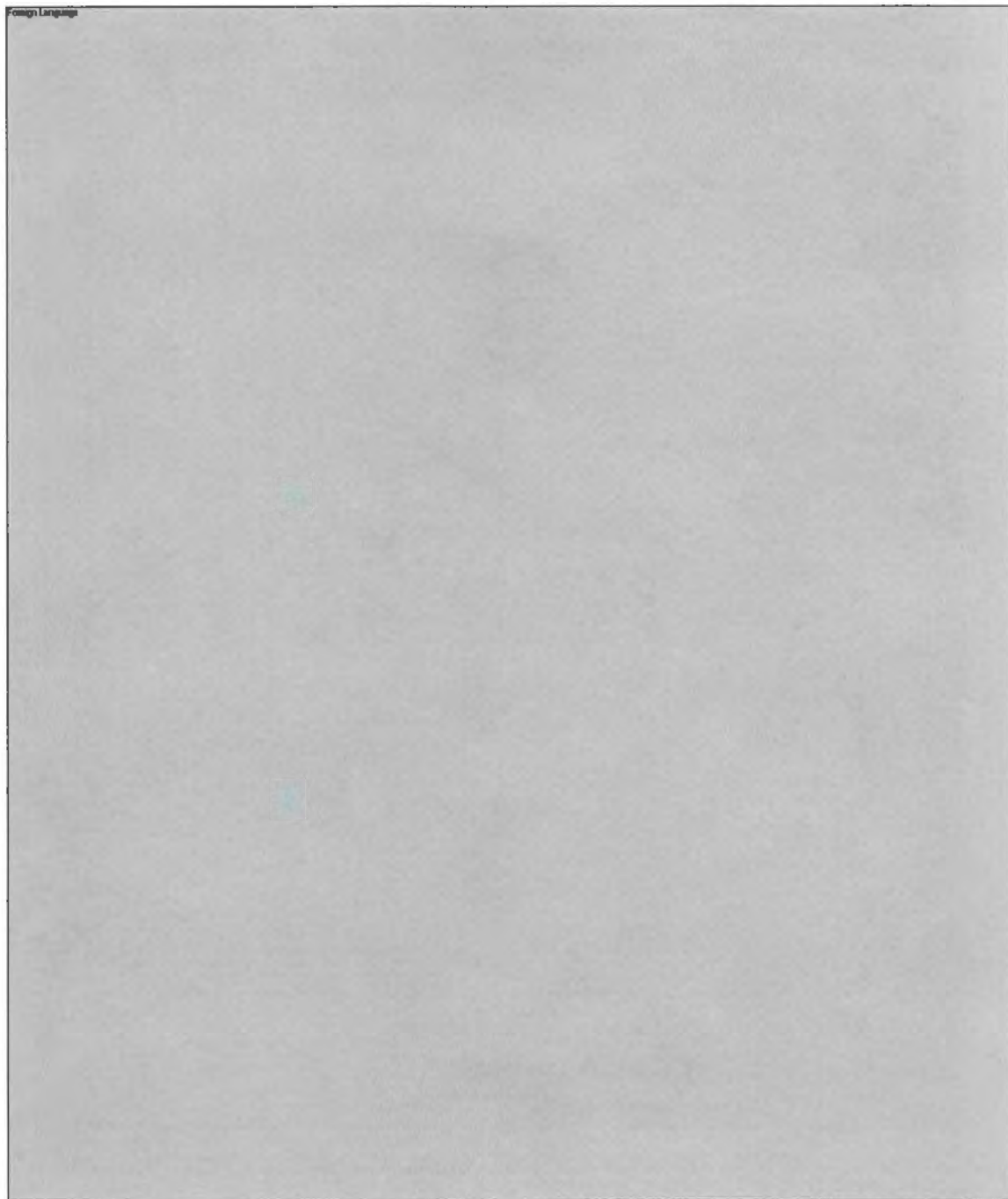
6- Enpl. B. Y. D. / 8-7-2000

7- The Bath Party

8- Di. Tu. / S A A D m a j e d A L i

9- O. Du. /





- 1- Wajdi Dager ABera
- 2- AL-Hrai noAb-Thabut
- 3- adult reformatory office
- 4- Enpl. D. / 15-4-2001
- 5- R. D. / 26-4-2002
- 6- Enpl. B. y D. / 8-7-2003
- 7- Pressure management
- 8- Di, in / ALi H. Mossa
- 9- /



Foreign Language

Foreign Language

1- Mohamed A. Shmaki

2- Baghdad - AL Horai

3- Guard

4- Emp. D. / 17-10-1999

5- R.D. / 29-9-2001

6- Emp. R.G.D. / 8-7-2003

7- low payment

8- ALi Hussein - Mossa

9-

1- Jwade Kadem Shalesh

2- Baghdad - Bab - Almothme

3- Guard

4- Emp. D. / 17-10-1994

5- Emp. D. / 5-12-2000

6- Emp. R. G. D. / 7-7-1994

7- The Bath Party

8- /

9- Ministry of Labour & Soc.

- 1- Ameer M. Taha
- 2- Baghdad- AL Frat
- 3- Guard

4- R. D. / 1-10-2001

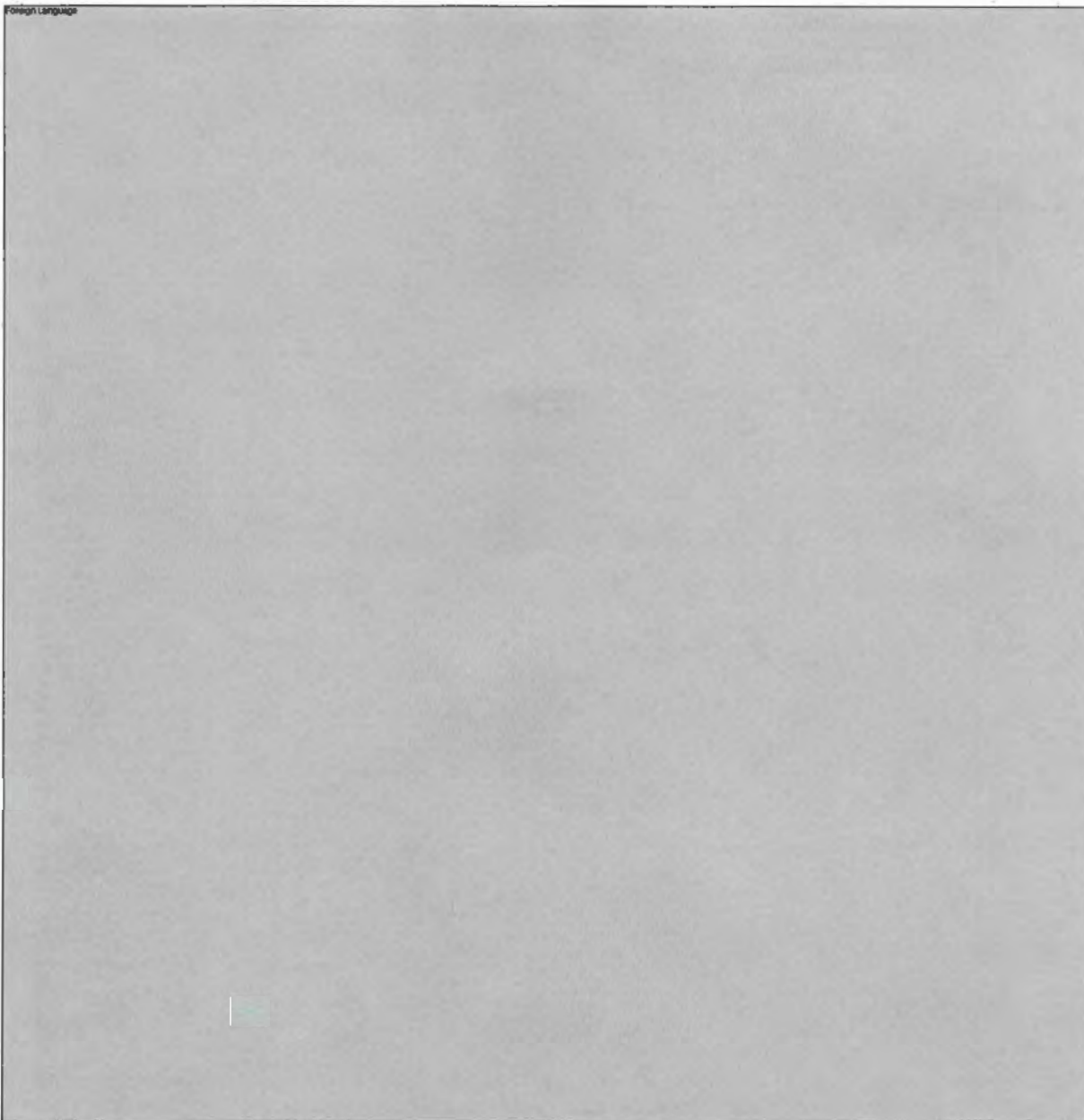
5- R. D. / 15-5-2002

6- EMP. R. G. D. / 7-7-2003

7- The director

8- Bassem Homedi

9- /



1- WASSAM F. JAA2

2- Baghdad- AL-Frat

3- Guard

4- Emp. D. / 1-10 - 2001

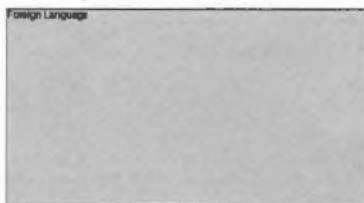
5- R. D. / 1-11 - 2002

6- Emp. R.G.D. / 7-7 - 2003

7- The Director

8- Bassem Homode

9 - /



1- KAlced M. EDAM

2- Baghdad - Aorfaly

3- Guard

4- EMP. D. / 28-8-1992

5- R. D. / 3-11-2002

6- EMP. R. G. D. / 28-8-1992

7- The Bath Party

8- SAYAR Hark

9- /



information

The Back

→  
turn

Foreign Language

Foreign Language

1) I have been called to serve in Al-Qudiss army but I didn't.

Foreign Language

Foreign Language

Foreign Language

2) They made many investigations against me in unsuitable way.

Foreign Language

Foreign Language

Foreign Language

Foreign Language

3) They dismissed me from my job for these reasons.

Foreign Language

Foreign Language

Foreign Language

Foreign Language

- 1- AL: M. Mohmood
- 2- Baghdad - Althava
- 3- Gaurd
- 4- Emp. D. / 30-8 - 1993
- 5- R. D. / 22-8-2002
- 6- Emp. A. G. D. / 7-8-2003
- 7- The Bath Barty
- 8- Ahmed Mohammed Kadhem
- 9- /

1- Haytham Hussein

2- /

3- Gaurd

4- /

Foreign Language - R.D. / 1986

5- Eng. R.G.D. / 1986

7- The Bath Barty

8- A Smeel Homady

9- Ministry of Labour Du.

Foreign Language

1- Hameed Abd-Hussein

2- Baghdad - ALthora

3- Guard

4- Enpl. D. / 1-8-2001

5- R. D. / 8-7-2002

6- Enpl. R. G. D. / 8-7-2003

7- The Bath Party

8- ASMAEL - Hamadi

9 - ✓

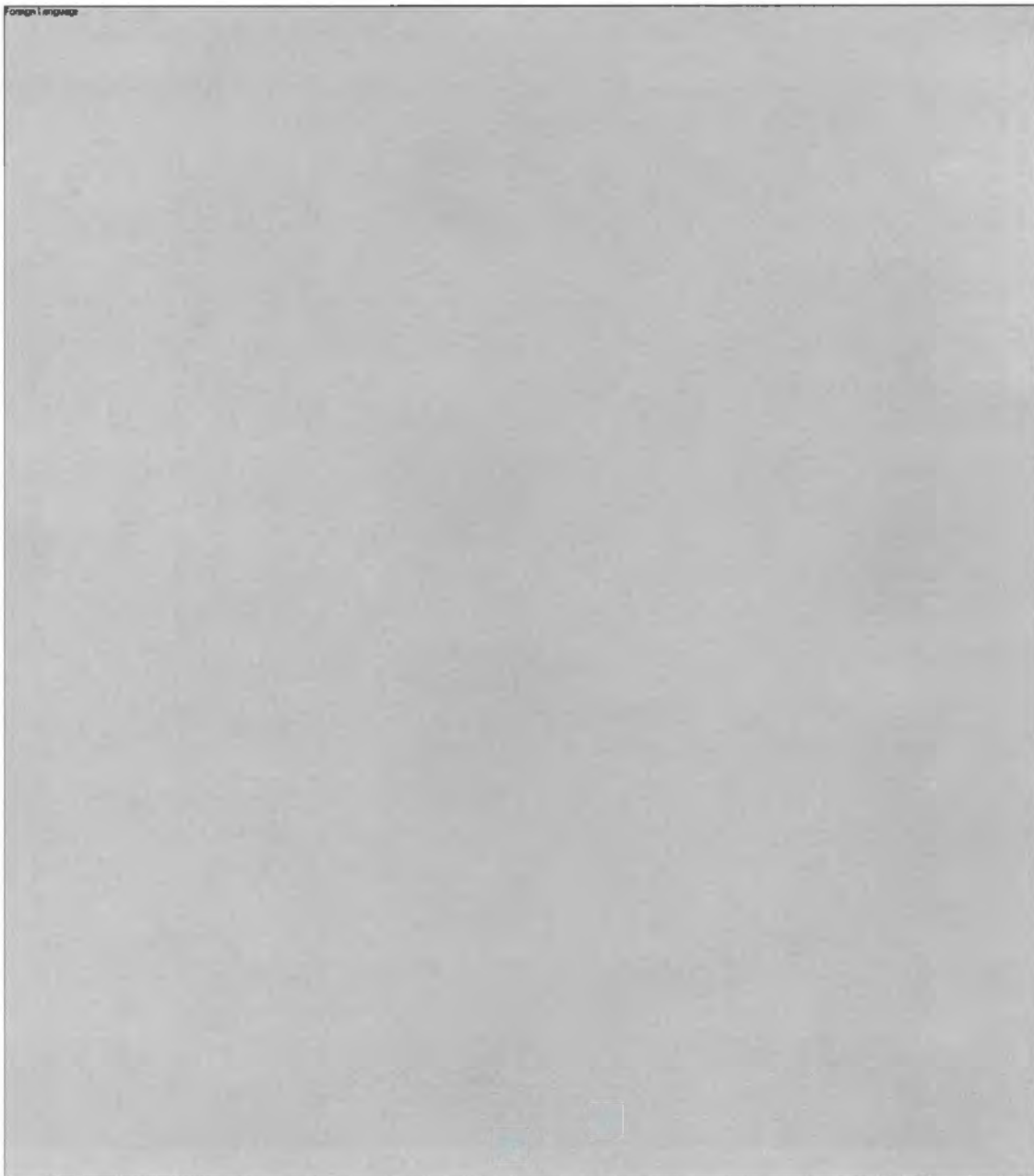
- ① Name: Hisham Haddi Abbod  
 ② Address: Baghdad - Askan / 4 Room 2A  
 ③ occupation: Guard  
 ④ empl. date: 5-9-2002  
 ⑤ R. date: 26-9-2002  
 ⑥ empl. B.g. date: (2 yrs)  
 ⑦ cause of leaving work: low payment

- ⑧ Direct in-charge: Jawad Fwaje  
 ⑨ other document: /



- 1- Masser H. Mohamed
- 2- Baghdad - ALthava
- 3- Guard
- 4- Enpl. D./ 1-2 - 1983
- 5- R. D. / 3-2-2002
- 6- Enpl. R. G. D. / 8-7-2003
- 7- The Bressure
- 8- Kodayer
- 9- /

Foreign Language



1. name: Khalid Kassim Mohammed

2. address: Baghdad, Al Karkh, Al-Shake-  
marraf st.: Section 210, st. 20, h. 18.

3. occupation: reformatory Guard

4. emp. date: 1992

5. R. date: 1997

6. emp. B.G. date: 1992

7. Cause of leaving: health status  
in charge: Dhafe Aljibory

9. I. C

Foreign Language



Foreign Language



Foreign Language



1- Masser Abd. SAJeed

2- Baghdad - ALthora

3- Guard

4- Enpl. D. / 3-11-1994

5- Enpl. D. / 1-10-1994

6- Enpl. R.G.D. /

7- The Bath Party

8- /

9- ministry Ka'baw Du.

1- KALEEL - A. SALEH

2- Baghdad, 758, 12, 11

3- Guard

4- emp. D. / 1983

5- R.D. / 1982

6- Emp. R.G. D. / 8-7-2003

7- The Bath "Party"

8- S. NAA Frances

9- Our adatte reformatry

Requests for exceptions to the hiring restrictions set forth in this Memorandum may be submitted, in writing and on a case basis, to the CPA Director of Management and Budget by the Director of Administration and Finance (or equivalent official) within the concerned Iraqi Ministry, agency, company or other government organization. The request for exception shall include:

- 1) A statement justifying the exception, in terms of achieving the requesting entity's objectives;
- 2) A description of the implications of the proposed hiring action cannot be achieved through contractor employees funded with the requesting entity's operating budget, and
- 3) An explanation as to why the requesting entity's objectives cannot be achieved through contractor employees funded with the requesting entity's operating budget, and
- 4) An explanation as to how the requesting entity's new payroll would comply with the civilian pay grades designated for that entity.



**Director**  
**Office of Management and Budget**

UNCLASSIFIED

## **The disciplinary regime and the recompenses.**

### **1. Application principles.**

1.1. Purpose: to describe the disciplinary system that will be used in the jail.

1.2. The disciplinary regime of the inmates/prisoners will be managed to guarantee the security <sup>and</sup> the good order and to get an orderly coexistence, so that it ~~is~~ stimulates the sense of responsibility and the self-control capacity, as necessary budgets for the realization of the ends of the penitentiary activity.

### **2. Determination of the sanctions (Procedural guidelines).**

#### **2.1. Correlation of infractions and sanctions.**

2.1.1. For the commission of the very serious (major infractions) faults they will be able to impose the following sanctions:

- a) isolation sanction of six to fourteen days of duration, whenever he/she has shown an evident aggressiveness or violence (the part of the inmate).
- b) isolation sanction of up to seven weekends.

2.1.2. For the commission of the serious faults they will be able to impose the following sanctions:

- a) isolation sanction in Monday to Friday for same or <sup>less</sup> ~~inferior~~ time to five days.
- b) limitation of the oral communications at the minimum time, during one month like maximum or privation of walks and acts recreational collectives from three days until one month like maximum.

2.1.3. The alone light faults (minor infractions) will be able to correct with privation of walks and acts recreational collectives of up to three days of duration and with admonishment (oral/verbal warning).

#### **2.2. Graduation of the sanctions.**

2.2.1. In each concrete case, the determination of the sanction and of their duration it will be taken to effect assisting to the nature of the infraction, to the graveness of the damages and caused damages, to the grade of execution, the grade of guilt, as well as to the other concurrent circumstances.

#### **2.3. Repetition of the infraction.**

2.3.1. In the cases of repetition of the infraction, the sanctions will be able to increase in half of their maximum.



## **2.4. Repair of the caused property damage.**

2.4.1. The repair of the damages or material deteriorations caused by those responsible for the disciplinary infractions, as well as the compensation to aggrieved people, will be require to them using the corresponding process of law.

## **3. PROCEDURE**

### **3.1. INITIATION (Initiation forms).**

3.1.1. When it behaviour that merits disciplinary responsibility is perceived, the Director of the Establishment will agree to the initiation of the disciplinary procedure in some in the following ways:

- a) By personal initiative.
- b) By reasoned petition carried out by another administrative organ.
- c) By identified person's written accusation that expresses the story of the facts that could constitute an infraction.

3.1.2. The Director will also agree to the officially of the initiation of the procedure as a consequence of issued order by a superior administrative organ.

### **3.2. INSTRUCTION.**

#### **3.2.1. Appointment of Instructor and sheet of positions.**

3.2.1.1. The Director will name Instructor (the investigating officer) that he estimates convenient, excluding the one that has practiced the previous information.

3.2.1.2. The Instructor of the disciplinary file will formulate sheet of positions to the inmate whose behaviour is presumably constituent of disciplinary lack, which consist the following:

- a) the imputed person's identification.
- b) form of initiation of the procedure.
- c) identification number of the Instructor.
- d) competent organ for the resolution of the file.
- e) relationship circumstance of the imputed facts.
- f) qualification of such facts.
- g) precautionary measures.
- j) translator for foreign inmate that the Arabic ignores.
- k) dates and signs of the instructor of the file.

### **3.2.2. Procedure.**

3.2.2.1. Studied the notification of the sheet of positions, the Instructor will carry out officially as many actions as it is necessary for the exam of the facts and the data and reports that it considers necessary.

3.2.2.2. In the ten following days to the presentation of the sheet of discharges or the verbal formalization of allegations, or lapsed the term, if the inmate has not exercised his right same one and those that the Instructor considers convenient.

3.2.2.3. If some test proposed by the inmate was unfounded or unnecessary it will be made consist this way expressly for the Instructor, in motivated agreement.

3.2.2.4. Immediately before editing the resolution proposal, the Instructor will show to the interested party so that, in a term of ten days, allege or present the documents and justifications that it estimates pertinent.

### **3.2.3. Proposal of the Instructor.**

Once concluded the procedure of the file, the Instructor will formulate resolution proposal and he will elevate it to the Disciplinary Committee, notifying the proposal to the inmate with indication of his right to allege verbally before the Committee in the first session that this takes place.

## **3.3. RESOLUTION**

### **3.3.1. Resolution.**

3.3.1.1. The Disciplinary Committee, in the first regular session that takes place or in special session to the effect, they will listen the verbal allegations that, in their case, the inmate can formulate, and, followed act will not declare the infraction existence or responsibility or will impose the sanction corresponding to the proven declared facts.

3.3.1.2. The agreement will be dictated in the maximum term of three months from the initiation of the disciplinary procedure.

3.3.1.3. The Instructor of the file won't be able to participate in the deliberations of the Disciplinary Committee neither he will be able to participate in the votings on the files that it has instructed.

3.3.1.4. Before dictating the resolution, the Disciplinary Committee will be able to decide the realization for the Instructor of the performances and indispensable complementary tests to solve the procedure. In this case, before elevating the file again to the Disciplinary Committee, the Instructor will show to the inmate that acted and he will give him copy of the new proposal with indication of the right to allege.

### **3.3.2. Agreement of the sanction.**

3.3.2.1. The agreement of the sanction will contain:

- a) The place and the date of the agreement.
- b) Organ that adopts it.
- c) The number of the disciplinary file and a brief summary of the basic procedural acts.

d) Relationship of the imputed facts to the inmate that you/they won't be able to be different from those consigned in the sheet of positions formulated by the Instructor, with independence that it can vary their artificial qualification. If the Disciplinary Committee verifies that the presumed offender's behaviour has been qualified erroneously and implies the imposition of a sanction for more serious failing them the one that has been imputed in the sheet of positions, will order the Instructor the formulation of a new sheet of positions with the qualification determined by the Disciplinary Committee.

e) the purported failing.

f) imposed sanction.

g) Indication of if the execution of the isolation sanction has been postponed by medical reasons or its effectiveness has been suspended.

h) Indication if the agreement of the sanction has been adopted unanimously or by a majority, indicating in this last case if there has been or not particular votes.

j) The signature of the Secretary of the Disciplinary Committee with the overseeing of the Director.

### **3.3.3. Notification.**

3.3.3.1. The notification of the agreement of the sanction will be studied in the same day or the day following the adoption of the sanction, giving entire reading of that and giving copy to the inmate sanctioned, the notification of the sanction will contain:

a) entire text of the agreement.

b) dates of the notification and of their delivery to the inmate.

### **3.3.4. Annotation.**

3.3.4.1. The initiation of the procedure and the imposed sanction will be written down in the personal file of the sanctioned inmates.

## **4. Execution of the sanctions.**

### **4.1. Execution of the isolation sanctions.**

4.1.1. The isolation sanctions will be fulfilled following a report and recognition of the Doctor of the Establishment who it will watch over the inmate daily while the inmate remains in that situation, informing the Director on their state of physical and mental health and, in their case, about the necessity of suspending or modifying the imposed sanction.

4.1.2. In the cases of illness of the sanctioned inmate the effectiveness of the isolation sanction will be postponed until the inmate is given clearing.

4.1.3. This sanction won't be applied to pregnant women and the women up to six months after the termination of the pregnancy, to nursing mothers and those that have had children.

4.1.4. The prisoner interned in cell will enjoy one daily hours of walk in solitary and, during the execution of the sanction, he won't be able to receive packages from

outside or to acquire products from the store, except for those expressly authorized by the Director.

#### **4.2. Suspension of the effectiveness of the isolation sanctions.**

4.2.1. Whenever the circumstances advise it, the Disciplinary Committee, officially or at the proposal of the Team of Treatment (Social Worker and Psychologist!), will be able to agree to the suspension of the effectiveness of the imposed isolation sanctions.

4.2.2. If the Disciplinary Committee, in attention to the rehabilitation ends and social re-insertion or to the inmate's personal circumstances, has not estimated opportune to lift the suspension of the effectiveness during the term of three months, or to the inmate's application, it will apply the reduction of the sanction. The time of suspension of the effectiveness of the isolation sanction will be computed to goods of cancellation of the reduced sanction.

#### **4.3. Reduction and repeal of sanctions.**

4.3.1. The imposed sanctions and their cancellation terms will be able to decrease, assisting to the rehabilitation ends and of social re-insertion, by expressed decision of the Disciplinary Committee, officially or of the proposal of the Team of Treatment. The reduction will consist on the lessening the seriousness of the imposed sanction.

4.3.2. When an error is noticed in the application of a sanction, the Disciplinary Committee will make a new qualification of the infraction, whenever it doesn't imply a superior sanction to the one imposed, proceeding to its reduction or substitution.

### **5. Prescription and cancellation.**

#### **5.1. Prescription of infractions and sanctions.**

5.1.1. The very serious disciplinary faults will expire in up to three years, the serious from one to the two years and the light from one year to the six months, from the date in that has been made the infraction.

5.1.2. The prescription of the faults will be interrupted since, with knowledge of the interested party, the procedure of the sanction begins, being renewed with the computation of the prescription terms if the disciplinary file was paralyzed during more than one month for non attributable cause to the presumed offender.

5.1.3. The sanctions imposed by very serious faults and burden will expire in the same terms pointed out in section 5.1.1 and those imposed by light faults in the term of one year that they will begin to run from the following day to that in that he/she acquires administrative stability the agreement of the sanction or, in their case, since he/she gets up the postponement of the execution or the suspension of the effectiveness or since the execution of the sanction is interrupted if the same one has already begun.

#### **5.2. Reduction of the cancellation terms.**

The cancellation terms will be able to be shortened to half of their duration if, subsequently to the sanction and before being completed this terms, the inmate get some recompense.

### **5.3. Goods of the cancellation.**

The cancellation of the annotation of the sanctions takes harnesses that of the faults for those that were imposed and it will locate the inmate, from the disciplinary point of view, in same situation as if they had not been made.

## **Recompenses (Rewards)**

### **6. Recompenses.**

#### **6.1. Determination of the recompenses.**

6.1.1. Acts that are of apparent good behaviour, working spirit and sense of responsibility in the behaviour of the inmates, as well as the positive participation in the regulation of associated activities or of another type that have organized in the Establishment, will be stimulated with some of the following recompenses:

- a) additional special and extraordinary communications.
- b) donation of books and other holding in instruments the cultural and recreational activities of the Detention Center.
- c) priority in the left holding in of cultural activities.
- d) reductions of the imposed sanctions.
- e) prizes in money (cash).
- f) meritable notice.
- g) any other recompense of character similar to the previous ones that is not incompatible with the regulation precepts.

#### **6.2. Concession and annotation.**

6.2.1. In each concrete case, the granted recompense and their quantity, in their case, will be determined by the Disciplinary Committee of the Jail or Detention Center, assisting to the nature of the contracted merits and any other objective or subjective circumstances that show the exemplary character of the rewarded behaviour.

6.2.2. The concession of recompenses will be written down in the inmate's personal file, with expression of the facts that motivated it, being sent that certification of the recompense if the requests.

UNCLASSIFIED  
COALITION PROVISIONAL AUTHORITY  
BAGHDAD

August 5, 2003

**FOR: DIRECTORS**  
**SENIOR ADVISORS TO MINISTRIES**

**FROM: Director, Management and Budget**

**SUBJECT: Restriction on Hiring Iraqi Civil Servants**

The uncertain future of some State-owned enterprises (SOEs) in Iraq and the relatively high wages that the CPA is paying even to lower-level civil service employees, have prompted a substantial number of Iraqis to apply for civil service positions. This Memorandum establishes restrictions necessary to ensure that civil servants are not hired in numbers greater than approved end strengths currently funded in the national budget.

Historically, private sector performance is forty to sixty percent more efficient than public sector performance. Thus, the success of a market economy in Iraq will depend upon the development of talent in the private sector and it is generally not in Iraq's best interest to expand the public service payroll. Accordingly, the following guidance applies to the hiring of Iraqis for civil service positions:

- 1) No Iraqi Ministry, agency, company or other government organization may hire employees at a level above the applicable end strength limit for that entity, as approved in the current national budget, which became effective on July 1, 2003, except as authorized by the CPA Director of Management and Budget under the procedures specified herein.
- 2) Any individual hired in violation of the restrictions set forth in this Memorandum shall not be entitled to compensation, and shall not be considered a government employee for any other purposes.
- 3) Any Iraqi Ministry, agency, company, or other government organization that proposes to restructure its workforce in a manner that would reduce by more than 5% the total number of employees authorized for that entity, shall obtain the written approval of the Director of Management and Budget prior to carrying out such a restructuring.

UNCLASSIFIED



## DE-BA'ATHIFICATION AND RELATED ISSUES

### Briefing

A meeting of Senior Advisors and others (arranged by [redacted] and [redacted]) was held on 17 November to discuss de-Ba'athification and related issues.

[redacted] and [redacted] briefed on recent developments, including the terms of CPA Memorandum No. 7 (Delegation of Authority Under De-Ba'athification Order No.1), which came into effect on November 4, 2003.

Memorandum No. 7 is available on the CPA Intranet under CPA Orders and Regulations on the Organizations page:

(<http://intranet.orha.centcom.mil/CPAORD/No7PA.htm#Orders> )

De-Ba'athification policy is now in the hands of the Iraqis. The principal effect of the recent Memorandum is, in general terms, to transfer responsibility for implementation from the Administrator to the Higher National De-ba'athification Commission that has been established by the Governing Council. The CPA and CJTF-7 should therefore be adopting a 'hands off' approach to de-Ba'athification issues.

Any significant concerns about the policy and its implementation should be raised by ministries with the Higher National De-Ba'athification Commission (although the Governance team is available to respond to queries from senior advisors).

So far as the role of the Administrator is concerned, the Memorandum provides that he may, following consultation with the GC, reinstate an employee "if he concludes that it is in the interests of the Iraqi people or that failing to reinstate the employee would be fundamentally unfair". The GC is required to consult with the Administrator, or his designee, "with respect to the use of de-Ba'athification procedures in any areas identified by the Administrator where the number and/or concentration of Iraqi citizens affected by the procedures may raise security concerns". The Commission is required to submit monthly reports to the Administrator and the GC on the workings of its delegated authority, to include also the names of any people hired to replace dismissed employees.

### Issues

Some recent cases involving the Ministries of Education and Higher Education, it was suggested in discussion, argued that the de-Ba'athification legislation had not yet been sufficiently communicated and explained to CJTF-7 staff.

### Actions:

The Governance team would arrange for appropriate guidance notes to be provided to CJTF-7 and senior advisors by the end of November.

CJTF7 would issue a supporting FRAGO within the same timescale, while noting that the CPA legislation was already in force and all are bound to act in accordance with it. (Note. The Governance Team has now provided advice to CJTF-7)

**Further Discussion:**

It was noted that policies adopted by ministries towards deBa'athification hitherto had not been entirely consistent, including the approach towards the payment of pensions. Senior advisors and their ministries should be guided by the legislation now in place and any subsequent regulations issued by the Commission.

While it is unlikely that former senior Ba'athists could in practice be hired as civil servants under current circumstances, there is a **lack of central guidance on recruitment best practice by ministries**. The CPA would expect hirings and promotions to be made on merit. A **system of 'vetting'** for those civil servants, eg in the security area, likely to have access to classified and sensitive material, has also still to be established. Iraqi law does, however, specify in detail the conditions under which a civil servant may be fired. (The position of FPS was raised in this general personnel context:: it appears that they are not covered by the law relating to the civil service.)

In the context of the recent announcements on the phase-out of the CPA, Ambassador Bremer had made clear that further work would be needed on **civil service training and capacity-building and on an anti-corruption program**. (Significant steps forward on the latter had so far only been taken in respect of the judiciary.)

**COALITION PROVISIONAL AUTHORITY ORDER NUMBER 30**

**REFORM OF SALARIES AND EMPLOYMENT CONDITIONS OF STATE  
EMPLOYEES**

*Pursuant* to my authority as Administrator of the Coalition Provisional Authority (CPA), and under the laws and usages of war, and consistent with relevant U.N. Security Council resolutions, including Resolution 1483 (2003),

*Understanding* that the salaries of public workers under the former regime were paid through a complicated system largely composed of incentive pay that rewarded loyalty to the former regime over meritorious service,

*Realizing* that service in state agencies and state owned enterprises is important public service that requires appropriate compensation for efforts of workers to encourage the best qualified to choose public service,

*Noting* that salary and conditions of employment reform is essential to guarantee fairness within the public system to ensure that state employees receive appropriate compensation for their efforts, but also to provide incentives for meritorious service or sanctions for failure to perform appropriately,

*Recognizing* the need to establish a transparent system of compensation for those employed in public service,

I hereby promulgate the following:

**Section 1  
Definitions**

"Base Salary" means base compensation for public employment exclusive of any Special Pay.

"Geographic Allowances" means any special payment made to a Public Service Employee as a result of the location the employee performs duties.

"Grade" means the position level specified for any public service position set forth in the Salary Table attached as Annex A.

"Public Service Employees" means all national government employees serving in any capacity in any national governmental agency or instrumentality including ministries, whether at the national, governorate or municipal level, and state-owned enterprises.

"Public Service Employees" does not include municipal or local employees appointed by Coalition Forces.

"Risk Allowances" means any special payment made to a Public Service Employee as result of the hazardous nature of their employment.

"Special Pay" means any special payment or incentive payment including family allowances, staff bonuses, university service allowance, scientific status allowances, qualification allowances, position allowances, vocational allowances, transportation allowances, geographic allowances, risk allowances, or any other legal compensation other than Base salary paid in connection with public service.

"Salary Table" means the table of payments of monthly salaries paid to Public Service Employees set forth in Annex A to this Order which shall be effective from 1 October 2003 until 30 September 2004.

## **Section 2**

### **Purpose and Objectives**

- 1) Salary reform for Public Service Employees is necessary to encourage the best qualified to choose careers in public service. A system of pay based upon complicated incentives lacks transparency and unfairly results in widely disparate levels of pay for the same work. The public sector salary system is reformed to foster transparency in payments and to regularize payments to ensure that individuals are compensated at comparable levels for comparable work across all areas of public service.
- 2) Reform of conditions of employment reform for Public Service Employees is also necessary to encourage the best qualified to choose careers in public service. The conditions of public service employment are reformed to enable the best qualified employees to rapidly advance to positions of greater responsibility, but also to allow for the removal of Public Service Employees who regularly fail to achieve the minimum standards expected of their Grade and position.

## **Section 3**

### **Salary Reform**

- 1) Effective 1 October 2003, all existing laws, regulations, orders, or other enactments establishing salaries, Special Pay, or other monetary incentives for Public Service Employees are hereby suspended. The CPA Director of Management and Budget, in coordination with the interim Minister of Finance, may grant limited exceptions to this suspension until 31 December 2003 for public agencies unable to implement this Order by the prescribed dates.

- 2) Effective 1 October 2003, all Public Service Employees shall be paid in accordance with the Salary Table except in cases where the CPA Director of Management and Budget has granted an exception to the implementation of this Order in accordance with Section 3(1) above or where the CPA Director of Management and Budget has authorized the public agency to implement the Salary Table prior to 1 October 2003.
- 3) As set forth in the Salary Table, the salary paid to an employee will be based upon the Grade of the employee as determined by the classification of the employee's position and the employee's employment Step as determined in part by the employee's length of service and in part by performance.
- 4) The CPA Director of Management and Budget may authorize the payment of Risk Allowances for particularly hazardous duties or Geographic Allowances. The only basis for approval of Geographic Allowances is a demonstrated history of an inability to fill the position at the authorized salary. Following the implementation of the salary reform provisions contained herein, all such Risk Allowances and Geographic Allowances must be approved by the CPA Director of Management and Budget.
- 5) No Base Salary of Public Service Employees for the same position will be reduced by the implementation of the salary provision of this Order. In the event a Public Service Employee's prior Base Salary for the same position is more than the amount specified in the Salary Table, the pre-existing salary of the Public Service Employee will continue to be paid. The Base Salary of such employees will not be increased until the Public Service Employee is entitled to increased compensation as defined by the Salary Table. This provision does not affect the removal of Special Pay or other incentives as detailed elsewhere in this Order.

#### **Section 4** **Implementation of Salary Reform**

- 1) All Ministers, state owned enterprise Directors, or other heads of public agencies shall establish salary Grade classifications for existing positions within their agency in accordance with the guidelines issued by the Ministry of Finance.
- 2) All such salary Grade classifications will be submitted to the Ministry of Finance for review and approval prior to implementation. The Ministry of Finance may reject or revise the salary Grade classifications presented by other agencies. The salary Grade classifications of the Ministry of Finance shall be consistent with the guidelines issued by the Ministry of Finance.

- 3) Based on the budget of the agency and the agreed upon salary Grade classifications, total annual salary budgets will be developed by each ministry, state owned enterprise, or other agency for approval by the Ministry of Finance. The Ministry of Finance may reject or revise the total annual salary budget presented by other agencies. The total annual salary budget of the Ministry of Finance shall be consistent with the guidelines issued by the Ministry of Finance. All ministries, state owned enterprises, or other agencies shall deliver the total annual salary budget to the Ministry of Finance no later than September 15 of each year.

#### **Section 5** **Impact of De-Baathification Removals**

Public Service Employees who lost their civil service positions as a result of the implementation of CPA Order 1, De-Baathification of Iraqi Society, are not entitled to retirement benefits.

#### **Section 6** **Reform of Conditions of Public Employment**

##### **HIRING AND PROMOTION PRACTICES**

- 1) No ministry, governorate or municipal administration, state owned enterprise, or any other governmental agency is required to employ any person solely as a result of the person's training or qualifications. All employment decisions will be based upon the needs of the agency.
- 2) Persons formerly employed by a state agency have no special entitlement to resume their employment. All employment decisions will be based on the needs of the agency. Prior employment with the agency may be a factor in deciding to rehire a former employee to fill a vacancy.
- 3) Persons from outside the agency may be hired to fill vacancies. Hiring decisions will be based on an individual's qualifications without regard to race, religion, tribal membership, gender, or regional origin. The best-qualified person will be hired for the position.
- 4) Duty assignments within an agency are at the discretion of agency heads; provided, however, except as required by exigencies of the work requirements, the majority of the duties of Public Service Employees will be tasks appropriate for their employment Grade.



- 5) Promotions of Public Service Employees will be based upon the employee's potential for service, ability to assume more complex duties or responsibilities, and ability to perform at the higher Grade. Longevity of service, without the consideration of other qualifications, shall be an inappropriate basis for promotion.
- 6) Public Service Employees may only be promoted in the event there is a vacancy in the next higher Grade. Promotions in Grade prior to the occurrence of a vacancy in that Grade are not authorized.

### EMPLOYMENT CONDITIONS

- 7) All Public Service Employees are expected to report to work in accordance with the reasonable instructions of their agency. Public Service Employees who fail to report to work without the authorization of their senior supervisor within the agency have no entitlement to be paid for days they do not work. The managers of Public Service Employees may withhold one day's pay for each day in which the employee failed to report to work for a substantial portion of the work day. One day's pay shall be calculated by dividing the total monthly pay specified in Salary Table for the employee by the number of scheduled work days in the month.
- 8) Public Service Employees who fail to report to work for five consecutive days or ten days in a month, except as authorized by their senior supervisor or as a result of verifiable medical incapacitation, may be dismissed from their employment. No public notice shall be required. Supervisors shall make reasonable attempts to notify employees in person. If the Supervisor cannot, through reasonable attempts, locate the employee after ten days, notice can be delivered to the employee's last known address and shall be sufficient to terminate the employment. No proof of actual notice shall be required. Public Service Employees may appeal such a dismissal in accordance with the procedures specified in Section 7.
- 9) Senior agency officials may withhold Step increases in salary in the event the performance of the employee does not meet reasonable expectations of performance for the position held. Public Service Employees whose Step increases are withheld under this provision may appeal this determination to the Ministry of Finance or in accordance with the procedures specified in Section 7.
- 10) Managers and agency heads will exercise oversight and control over the implementation of this Order to ensure fairness within the system. Employees who fail to adhere to the rules set forth herein may fail to meet the reasonable expectations of performance described above and may be subject to disciplinary measures.

**Section 7**  
**Procedure to Address Complaints**

Public Service Employees may seek redress for adverse managerial actions inconsistent with this Order under the procedures described in Civil Service Law (13) of 1991.

**Section 8**  
**Administrative Instructions**

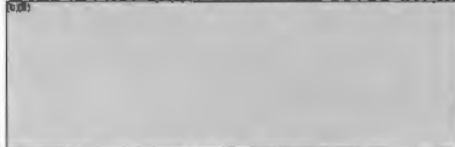
The CPA Director of Management and Budget or interim Minister of the Finance, with the concurrence of the CPA Director of Management and Budget, may issue such Administrative Instructions as are necessary to carry out the purposes of this Order.

**Section 9**  
**Inconsistent Legislation**

Any portion of legislation inconsistent with any of the provisions of this Order is hereby suspended to the extent necessary to implement the provisions of this Order.

**Section 10**  
**Entry into Force**

This Order shall enter into force on the date of signature.



Coalition Provisional Authority

## COALITION PROVISIONAL AUTHORITY MEMORANDUM NUMBER 1

### IMPLEMENTATION OF DE-BAATHIFICATION *ORDER* NO. 1 (CPA/ORD/16 May 2003/01)

*Pursuant* to my authority as Administrator of the Coalition Provisional Authority (CPA), relevant U.N. Security Council resolutions, including Resolution 1483 (2003), and the laws and usages of war,

*Recognizing* that the Iraqi people have suffered large scale human rights abuses and deprivations over many years at the hands of the Baath Party,

*Noting the* grave concern of Iraqi society regarding the threat posed by the continuation of Baath Party networks and personnel in the administration of Iraq, and the intimidation of the people of Iraq by Baath Party officials,

*Implementing* CPA Order No. 1, De-Baathification of Iraqi Society (CPA/ORD/16 May 2003/01), and CPA Order No. 5, Establishment of the Iraqi De-Baathification Council (CPA/ORD/25 May 2003/05),

I hereby promulgate the following:

#### Section 1 Objective

- 1) This Memorandum prescribes a two-staged process for carrying out the de-baathification of Iraqi society. To expedite the identification of Ba'ath *Party* members at the outset of the CPA's restoration of Iraq, the Commander of Coalition Forces, through Accreditation Review Committees (ARCs), will initially perform the investigative function, relying upon military investigative resources with training and experience in performing analogous fact-finding duties.
- 2) Later, as higher levels of the former Iraqi government undergo a reliable and rigorous de-ba'athification process and the Iraqi De-Ba'athification Council demonstrates sufficient capability, the Administrator will **task** the IDC to assume increasing and ultimately full responsibility for the process, subject to the authority, direction and control of the Administrator. The *ARC*'s shall remain in operation until the people of Iraq adopt a representative form of self-government.

CPA/MEM/3 June 2003/01

## **Section 2**

### **Interim Process for Identifying Ba'ath Party Members**

- 1) The Commander of Coalition Forces shall provide military investigative resources sufficient to receive and compile information concerning possible Ba'ath Party affiliations of employees at all ministries. These resources may be augmented or replaced by U.S. civilian investigators **as** necessary, and should include professional Iraqis whenever possible.
- 2) These investigators will:
  - a) ***Conduct Investigations.*** Investigators will be posted to the ministries to receive and compile information concerning the possible Ba'ath Party affiliations of their employees. These investigators will draw from available and relevant information, such **as**:
    - i. Interviews with the individual (conducted by the investigators using the standardized form already developed);
    - ii. Public records and announcements documenting the ascension or promotion of party members;
    - iii. Judgments of CPA senior ministry advisors;
    - iv. Testimony **of** Iraqis who have worked with the person in question;
    - v. Findings **of** the Iraqi De-ba'athification Council described below (passed to the investigators through the Administrator);
    - vi. Assessments of leading Iraqi political figures; and
    - vii. Government records revealing bonuses or other privileges associated with being a party member.
  - b) ***Make Determinations of Ba'ath Party Membership.*** The investigator will make a factual finding about the person's affiliation with the Ba'ath Party. The investigator will advise the employee that he or she has the right to appeal this factual finding (whether he or she was a Ba'ath Party member). Based upon the investigator's finding, the Senior Ministry Advisor will take action in accordance with the criteria for removal set **forth** in CPA Order No. 1 (CPA/ORD/16 May 2003/01), unless an exception is granted.
  - c) ***Prepare the Case for Exceptions Where Appropriate.*** When the ministry team requests **an** exception for an individual, the investigator will determine whether the person in question is eligible. The investigator will subsequently prepare the case for an exception.

### Section 3 Phased Process for Identifying Ba'ath Party Members

- 1) As the Administrator determines that the responsibility for identifying Ba'ath Party members effectively can be transferred to Iraqi citizens, the Administrator shall direct the Iraqi De-ba'athification Council to assume an increasingly significant role in carrying out the de-ba'athification process.
- 2) Initially, the Council will advise the Coalition on de-ba'athification policies and procedures (including the appropriateness of granting exceptions to CPA Order No. 1 (CPA/ORD/16 May 2003/01)) and meaningfully involve the Iraqis in the de-ba'athification effort.
- 3) The Council will provide information to the investigators (through the Administrator) and nominate Iraqi legal professionals to participate in the **ARCs** described in Section 4 herein, and in the investigatory process. When appropriate, it is anticipated that the Council will assume the investigative responsibility entirely.

### Section 4 Accreditation Review Committee

- 1) The Commander of Coalition Forces is authorized to establish and administer one or more ARCs. These bodies will be comprised of one military and two civilian members (one of whom will be an Iraqi). The **ARCs** shall remain in operation until the people of Iraq adopt a representative form of self-government. The **ARCs** will:
  - a) **Hear Appeals of Fact.** The ARCs will hear the appeals of Iraqis who believe they were wrongly found to be ba'athists. These appeals will be conducted in a manner that comports as nearly as practicable to tribunals convened by Coalition Forces under Article 5 of the 1949 Geneva Convention.
  - b) **Grant or Deny Requests for Exception.** The **ARC** will review applications for exceptions prepared by the investigators, and grant or deny them. All **ARC** decisions will be immediately reported to the Administrator, who retains the authority to overturn any decision to grant or deny an exception. The ARC will take into account all available and relevant information, including whether the individual:

Is willing to denounce the Ba'ath Party and his past association with it;

- ii. Was a senior Ba'ath Party member or simply a 'full' party member;
  - iii. ~~Has~~ exceptional educational qualifications;
  - iv. ~~Left~~ the Ba'ath Party before April 16, 2003;
  - v. Continues to command the support of his colleagues and respect of their subordinates;
  - vi. Is judged to be indispensable to achieving important Coalition interests, at least in the immediate term;
  - vii. Can demonstrate that he joined the party to hold his job or support his family.
- c) The information listed above in Section 4.1(b) shall be considered in deciding whether to grant **an** exception, but shall not in itself ensure that **an** exception will be granted.

#### Section 5 Entry into Force

This Memorandum shall enter into force on the date of signature.



L. Paul Bremer, Administrator  
Coalition Provisional Authority



## COALITION PROVISIONAL AUTHORITY ORDER NUMBER 1

### DE-BAATHIFICATION OF IRAQI SOCIETY

*Pursuant* to my authority as Administrator of the Coalition Provisional Authority (CPA), relevant U.N. Security Council resolutions, and the laws and usages of war,

*Recognizing* that the Iraqi people have suffered large scale human rights abuses and deprivations over many years at the hands of the Baath Party,

*Noting* the grave concern of Iraqi society regarding the threat posed by the continuation of Baath Party networks and personnel in the administration of Iraq, and the intimidation of the people of Iraq by Baath Party officials,

*Concerned* by the continuing threat to the security of the Coalition Forces posed by the Iraqi Baath Party,

I hereby promulgate the following:

#### Section 1

#### Disestablishment of the Baath Party

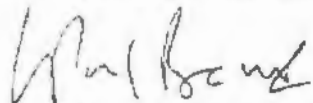
- 1) On April 16, 2003 the Coalition Provisional Authority disestablished the Baath Party of Iraq. This order implements that declaration by eliminating the party's structures and removing its leadership from positions of authority and responsibility in Iraqi society. By this means, the Coalition Provisional Authority will ensure that representative government in Iraq is not threatened by Baathist elements returning to power and that those in positions of authority in the future are acceptable to the people of Iraq.
- 2) Full members of the Baath Party holding the ranks of 'Udw Qutriyya (Regional Command Member), 'Udw Far' (Branch Member), 'Udw Shu'bah (Section Member), and 'Udw Firqah (Group Member) (together, "Senior Party Members") are hereby removed from their positions and banned from future employment in the public sector. These Senior Party Members shall be evaluated for criminal conduct or threat to the security of the Coalition. Those suspected of criminal conduct shall be investigated and, if deemed a threat to security or a flight risk, detained or placed under house arrest.
- 3) Individuals holding positions in the top three layers of management in every national government ministry, affiliated corporations and other government institutions (e.g., universities and hospitals) shall be interviewed for possible affiliation with the Baath Party, and subject to investigation for criminal conduct

and risk to security. Any such persons determined to be full members of the Baath Party shall be removed from their employment. This includes those holding the more junior ranks of 'Udw (Member) and 'Udw 'Amil (Active Member), as well as those determined to be Senior Party Members.

- 4) Displays in government buildings or public spaces of the image or likeness of Saddam Hussein or other readily identifiable members of the former regime or of symbols of the Baath Party or the former regime are hereby prohibited.
- 5) Rewards shall be made available for information leading to the capture of senior members of the Baath party and individuals complicit in the crimes of the former regime.
- 6) The Administrator of the Coalition Provisional Authority or his designees may grant exceptions to the above guidance on a case-by-case basis.

## **Section 2** **Entry into Force**

This Order shall enter into force on the date of signature.

 5/16/03

L. Paul Bremer, Administrator  
Coalition Provisional Authority

## COALITION PROVISIONAL AUTHORITY ORDER NUMBER 1

### DE-BAATHIFICATION OF IRAQI SOCIETY

*Pursuant* to my authority as Administrator of the Coalition Provisional Authority (CPA), relevant U.N. Security Council resolutions, and the laws and usages of war,

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CPA/ORD/16 May 2003/01

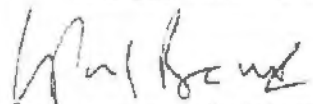
4)

5)

6)

**Section 2**  
**Entry into Force**

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 5/16/03

L. Paul Bremer, Administrator  
Coalition Provisional Authority

## COALITION PROVISIONAL AUTHORITY MEMORANDUM NUMBER 1

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*Implementing* CPA Order No. 1, De-Baathification of Iraqi Society (CPA/ORD/16 May 2003/01), and CPA Order No. 5, Establishment of the Iraqi De-Baathification Council (CPA/ORD/25 May 2003/05),

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- 2) Later, as higher levels of the former Iraqi government undergo a reliable and rigorous de-ba'athification process and the Iraqi De-Ba'athification Council demonstrates sufficient capability, the Administrator will task the IDC to assume increasing and ultimately full responsibility for the process, subject to the authority, direction and control of the Administrator. The ARCs shall remain in operation until the people of Iraq adopt a representative form of self-government.

CPA/MEM/3 June 2003/01

**Section 2**  
**Interim Process for Identifying Ba'ath Party Members**

- 1) The Commander of Coalition Forces shall provide military investigative resources sufficient to receive and compile information concerning possible Ba'ath Party affiliations of employees at all ministries. These resources may be augmented or replaced by U.S. civilian investigators **as** necessary, and should include professional Iraqis whenever possible.
- 2) These investigators will:
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  - c) **Prepare the Case for Exceptions Where Appropriate.** ~~When~~ the ministry team requests **an** exception for **an** individual, the investigator will determine whether the person in question is eligible. The investigator will subsequently prepare the case for an exception.

### Section 3 Phased Process for Identifying Ba'ath Party Members

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  - a) **Hear Appeals of Fact.** The ARCs will hear the appeals of Iraqis who believe they were wrongly found to be ba'athists. These appeals will be conducted in a manner that comports as nearly **as** practicable to tribunals convened by Coalition Forces under Article 5 of the 1949 Geneva Convention.
  - b) **Grant or Deny Requests for Exception.** The *ARC* will review applications for exceptions prepared by the investigators, and grant or deny them. All ARC decisions will be immediately reported to the Administrator, who retains the authority to overturn **any** decision to grant or deny **an** exception. The ARC will take into account all available and relevant information, including whether the individual:

Is willing to denounce the Ba'ath Party and his past association with it;



- ii. Was a senior Ba'ath Party member or simply a 'full' party member;
  - iii. Has exceptional educational qualifications;
  - iv. Left the Ba'ath Party before April 16, 2003;
  - v. Continues to command the support ~~of~~ his colleagues and respect of their subordinates;
  - vi. Is judged to be indispensable to achieving important Coalition interests, at least in the immediate term;
  - vii. ~~Can~~ demonstrate that he joined the party to hold his job or support his family.
- c) The information listed above in Section 4.1(b) shall be considered in deciding whether to grant an exception, but shall not in itself ensure that an exception will be granted.

#### **Section 5 Entry into Force**

This Memorandum shall enter into force on the date of signature.



L. Paul Bremer, Administrator  
Coalition Provisional Authority





14-DO YOU HAVE ANY DENTAL PROBLEMS?(X ONE. IF "YES" EXPLAIN.)

Foreign Language 14

☐  
☐

YES  
NO

Foreign Language

☐

15- DO YOU HAVE ANY OTHER QUESTIONS OR CONCERN ABOUT YOUR HEALTH?(X ONE. IF "YES" EXPLAIN.)

Foreign Language 15

☐  
☐

YES  
NO

Foreign Language

☒

16-AT THE PRESENT TIME, DO YOU HAVE ANY DISABILITY? (X ONE. IF "YES" EXPLAIN.)

Foreign Language -16

Foreign Language

☐  
☐

YES  
NO

Foreign Language

☒

CERTIFICATION. I CERTIFY THAT THE INFORMATION PROVIDED ABOVE IS TRUE AND COMPLETE TO THE BEST OF MY KNOWLEDGE

SIGNATURE

Foreign Language

DATE

Foreign Language

In the name of God the compassionate the merciful  
Ministry of Justice  
Iraqi Correction office / Adults.  
No. / 104

Division / Individuals

Date: 14/10/2003

To the ministry of labour and social affairs / Headquarters / Individuals

Subject: Appointment.

Your letter No. 102 on 22/7/2003. Due to the refusal of appointing those listed in your aforementioned letter with the cadre of our office by the coalition forces, we would like you to take the necessary measures, for the possibility of appointing them with the staff of your ministry

with respect and appreciation

Salami Abdul Karim Alsamarai  
Director of prisons and reformatories  
/ 10/2003

SERGET KHAMONKO  
CIC

October 7, 2003

FOR: CPA Senior Advisors  
FROM: Ali Tulbah, Council for International Coordination  
SUBJECT: Guidance and Action Items for the Upcoming Donors Conference

The Donors Conference in Madrid on October 23-24 will present an unequalled opportunity for the CPA and Iraqi ministers to educate the world on the reconstruction needs of Iraq and the efforts of their ministries. Achieving success during these two days will take a coordinated effort between *all* parts of the CPA over the course of the next two weeks.

#### Objectives

Last week, the countries and international organizations planning the conference have expressed our shared objectives for the Donors Conference as the following:

1. Endorse the priorities for reconstruction in Iraq over the coming years.
2. Provide a forum for donors to make pledges of assistance to address those priorities identified for 2004 and over the medium-term.
3. Agree on a multilateral framework for assistance, to include a Multi-Donor Fund for Iraq administered by the United Nations and the World Bank, separate from but coordinated with the Development Fund for Iraq referred to in UNSC Resolution 1483.

Just as the coordinating countries decided on goals for the conference, so too should your ministry think about what it would like to achieve. What are your ministry's desired outcomes for promoting awareness of reconstruction needs? For telling your story to the press? For assisting your Iraqi counterparts? The decisions your ministry makes on the action items below should be made with these strategic objectives in mind.

#### Action Items

1. **Check availability of interim ministers.**  
Having the Iraqis tell their own story to the world is a key communication objective for the conference. This will necessitate the participation of many interim Iraqi ministers. Please check now to make sure they will not have a scheduling conflict should they wish to be a part of the delegation.
2. **Identify CPA and Iraqi delegation members.**  
There have been no specific decisions made yet as to how large the CPA delegation will be or how it will be composed. Each ministry should nominate those who they wish to be their representatives at the conference. Your starting assumption should be the interim Iraqi Minister plus CPA Senior Advisor. Any additional names must be



accompanied by a brief statement of purpose for their inclusion. Please forward names and purpose to [redacted] no later than noon on Thursday, October 9.

A helpful note: Transportation to and from Madrid will be provided. Though rooms will be reserved for the delegation, hotel expenses will be the responsibility of delegation members, whether through TDY orders, ministry budgets, or other arrangements.

3. Collect passport information.

Passport information must be collected for the plane manifest: country clearance, anti visas. This information includes: name, country and type of passport, passport number, date of birth, date of issue, place of issue, and expiration date. Passport information must be sent to [redacted] no later than 6pm on Friday, October 10. *Each participant: passport photocopy 2 photos*

4. Create sectoral presentation.

Many ministries will be attending the sectoral discussions on the evening of October 23. These sessions will feature overviews of each sector's reconstruction needs as documented by the UN and World Bank needs assessment teams. Each ministry should prepare their interim Iraqi Minister to give a brief presentation to follow that of the assessment team. This presentation need not be highly technical as the format may be more of a roundtable discussion. We will provide further guidance in this area as the format for these sessions becomes more clear.

5. Write narrative and select projects for catalog.

A comprehensive list of all reconstruction projects identified by your ministries (the project database) will be presented to donors in Madrid. You have already submitted this information to OMB. We will also present a summary publication that provides donors with an overview of ministry objectives and priorities in key development areas. This will consist of brief narrative summaries in the following sectors: Health, Education, Water and Sanitation, Transportation, Agriculture and Electricity. Inserted in these narrative summaries will be a small number of individual "project profile" insets that will give a very short overview and photo of priority projects in the sector.

We ask that ministries responsible for these sectors write a brief (4-5 page) overview of the sector and identify five feature projects for the profiles. The information used for these profiles will be pulled from what you have already provided to OMB. It is strongly preferred that ministries identify projects for which high resolution photos already exist. That said, we have the capability to commission photos for a limited number of projects if none are available.

This catalog will be a critical deliverable – a professionally-produced document placed in donors' hands that tell your ministry's story, along with compelling pictures of projects needing funding.

6. Schedule relevant ministers for Private Sector Conference.

On Thursday, October 23 there will be a concurrent conference in Madrid focusing on



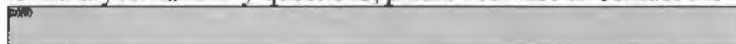
private sector development. Ministers listed below need to be invited by their CPA advisors to attend this conference's Minister Breakout Session held from 1100-1300. The structure of the breakout sessions will be informal, with the ministers giving a short speech before chairing a Q&A session. The audience will be global corporate executives as well as Iraqi business leaders. The ministers will stay for lunch and then return to the Donors Conference.

We ask that the respective CPA Senior Advisors confirm that their interim Ministers will be available to attend with an e-mail to [huangm@orha.centcom.mil](mailto:huangm@orha.centcom.mil) **no later than noon on October 8.** (You may also contact that same address with any questions regarding the Private Sector Conference in general). CPA Senior Advisor should ensure that the interim Ministers are prepared for both the address and the Q&A session.

<b>Sector Breakout</b>	<b>Minister</b>
Financial Services	Minister of Finance
Infrastructure	Minister of Electricity Minister of Municipalities and Public Works Minister of Water
Telecom	Minister of Transportation and Communications
Consumer Retail	Minister of Trade
Tourism	Minister of Culture
Agriculture	Minister of Agriculture
Health Care Delivery	Minister of Health

This is the most complete guidance we can give at this point in time. We will certainly continue to provide you with more information as details about the conference and CPA participation become clearer.

Should you have any questions, please feel free to contact the CIC lead for this effort,



## ACTION MEMORANDUM

**TO:** MG Donald Campbell, Senior Advisor, Ministry of Justice  
[REDACTED] Prisons Department

**FROM:** [REDACTED], Prisons Department

**SUBJECT:** EXECUTIVE DIRECTOR, IRAQ CORRECTIONAL SERVICE

The Prison Department, Ministry of Justice has been working tirelessly for the past four months to provide an accurate assessment of the Iraq correctional system (prisons and detention centers). While undertaking this primary mission, the Prison Department was given the mission of selecting, renovating and refurbishing prisons and detention centers to support the emerging Iraq criminal justice system (police and judiciary). A vital and implied mission to support the above tasking was the recruitment and training of Iraqi correctional officers and management staffs.

A solid foundation has been put in place toward accomplishment of the above stated and implied missions of the Prison Department. The primary or centerpiece to the future success of the entire Iraqi correctional system will be dependent on the selection, training and mentoring of the Iraq chosen to lead the Iraq Correctional Service (ICS). The Prison Department **MUST** be the Senior Advisor to this individual selected to lead the ICS on a daily basis. Once this individual is in place, the future ICS agency can take shape; provide standardized policies, procedures and regulations that will govern future correctional operations to insure that all prisons and detention center are operated humanely, professionally and ethically without threats of corruption and violence experienced prior to coalition hostilities.

After four months of intense effort, the Prison Department, supported by the Senior Advisor, Ministry of Justice has recommended the selection of an Iraq former, retired Iraqi military officer who commanded troops in the Iranian war to lead the ICS. This highly educated and successful attorney will have the opportunity to historically establish the Iraq correctional system as one of the most humane, progressive and modern correctional systems within the Arab world. To do so will require dedicated service, progressive leadership and total integrity. As the new leader emerges, he will be faced with many, many tasks and responsibilities almost immediately. Based on my personal experience, it is recommended that the following actions be given highest priority:

- Develop and approve the ICS headquarters organizational structure to direct, supervise and operate all correctional facilities throughout the nation. This structure must ensure command and control, administrative and logistical support of all correctional facilities throughout Iraq. It is imperative that the country understand the structure: that it will insure standardization and uniformity; that it will provide humane and ethical operational procedures; that it

will fully support to an emerging criminal justice system and ensure public safety.

- Select and put in place key headquarters leadership/staff as well as the currently operating prison and detention center administrators/staff as soon as possible.
- Develop a strong mission statement that provides direction and pride to all employees, as well as the public in general. From the mission statement, develop a set of annual goals and objectives that can be distributed within and without the agency as soon as possible. The goals and objectives should be revised and reissued annually. The ICS must be established as an equal partner, side-by-side with the police and courts. Too often, corrections become a forgotten, or treated almost as a 'second class citizen,' within the criminal justice system.
- Visit and maintain high visibility at all operating prisons and detention centers throughout Iraq. This must include the northern and southern areas of Iraq, as well as the central Baghdad area. Even the most remote areas must feel they are an important part of the new and emerging correctional team.
- Develop and establish a strong personnel system. It is imperative that a strong, comprehensive and fair personnel system be established as soon as possible. As more correctional facilities are placed back into operation and new facilities are built, the personnel system must have a strong recruiting, retention and professional training program to properly and adequately man all prisons and detention centers. It is implied that fair and comprehensive termination procedures must be well established as the entire system emerges.
- Develop and implement a strong agency budgeting process. Procedures for developing, reviewing and providing oversight on the agency's budgeting process is vital almost immediately. The procedures for expenditures must be made an immediate priority to insure that Prison Department budgeting and funding that have already been developed and approved are not impeded causing unacceptable delays in providing vital services, equipment and operational expenditures.
- Continue to develop and implement an ICS Training Academy Certification Course. A three-week certification course has been implemented by the Prison Department. The ICS must make the identification and selection of a Director of Training, as well as an Academy Instructor staff to continue to build on the agency's training program. The Prison Department must continue to provide Senior Advisors to assist the emerging Iraqi training program. New training programs for middle and senior management should be a high priority.
- Facilitate the development of directives establishing national correctional standards and policies to guide correctional facility procedures nationwide.

It is imperative that sound national policy be developed to standardized procedures throughout the country.

- **Develop an aggressive strategic five-year plan for the ICS.** One of the most important and critical functions of the new Executive Director of the ICS will be to plan for future growth. It will take time and detailed budget planning for the building of new correctional facilities to meet the future needs of the growing criminal justice system.

I have attempted to develop those taskings that I consider essential Category One requirements. There was no attempt to prioritize them as all are equally essential in the establishment of a major department of corrections of this size. There are many more high priority items that could fill pages. Others will be implied taskings within the above broad requirements. My focus, per your request, was to try to limit requirements to the highest, most essential priorities. I am sure that I have left out requirements that should fall into the most essential category one priority list which you will identify and add.



① Names of witnesses, in a case involving Yahya Ja'afar Khalaf. In August 2000.

② Investigative notes about the fugitive Yahya Ja'afar Khalaf

④ Are investigative notes about a robbery suspect, Haydar Al 'AIBi. There is a confusion about transferring the case to the right "Court".

⑤ Report about a murder, and the taking of the victim's car.

⑥ Affidavit about the murder. ↑ Affidavit from the detective.

⑦ More facts and information about the same case in 546.

⑧ Affidavit of the detective, about a dispute on inheritance between the murderer's family led to a testimony about the real murderer.

⑨ Affidavit from a witness about the murder.

⑩ Affidavit from another witness.

13-18 Affidavits of witnesses.

⑪ Affidavit of the suspect.

21 Arrest order.

22 Description of the murder & car jacking.

23 Sk.













































































































































































Arrived Police Academy

Waited for [REDACTED] + [REDACTED] . Charge  
present.

[REDACTED] sought clarification of employees  
put through the academy.



Received 154 trainees this week of which there are 33 out of 60 that I refused to pay because they were added to the payroll. The 27 Juveniles have not been accounted for.



~~gone~~ told us that there were









To [redacted]  
Senior Advisor  
Ministry of Finance

From [redacted]  
Prison Department  
Ministry of Justice

18 September 2003

**Prison Department, Ministry of Justice – Authorisation for Increase in Number of  
Prison Guards in 2004.**

The Iraqi Prison Department has a 2003 budgeted for 10,150 employees. This number was calculated based on the known number of guards being paid by the Ministry of Labour and Social Affairs (1,910), and an estimate of the number of guards that the Prison Department would acquire from the Ministry of Interior (7,300) together with an additional requirement for 940 staff. At present there is a shortage of staff that have been trained to the minimum international requirement.

CPA Memorandum No 2 is entitled "The Management of Detention And Prison Facilities" that institutional personnel should be carefully selected and trained. It is anticipated that in the forthcoming year the prisoner population will be about 22- 25,000. The necessary staffing including administration will amount to approximately 13,723. In 2005 the staffing will increase to 27,446 as the prison population grows.

The increase in staffing reflects an increase in guard prisoner percentage in an enlightened prison service requires, together with an increased number of support staff to provide the administrative and logistic backup. A training programme has been instituted in three centres in Iraq that is currently capable of producing 235 staff every two weeks. In the forthcoming year Iraqi trainers will augment an International group of trainers and will be capable of producing up to 400 guards every two weeks. Properly trained guards are necessary not merely for maintaining secure and humane institutions but are a vital component in the security of the nation.

Please can you authorize the increase in staff numbers from 10,150 in the 2003 budget to 13,723 in the 2004 budget.

[redacted]

**Approved**

[redacted]

**Disapproved**





**Prison Department  
Ministry of Justice  
Coalition Provisional Authority  
Authorization for vehicle use**



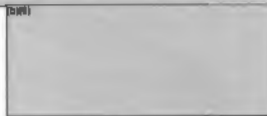
The Ministry of justice has given permission to the specified individual to use the specified vehicle for official ministry business for the specified period of time .the operator must possess this memorandum and photo identification.



Name : Abbas Maged Naser  
Title : driver  
Driver's License Number : 1052722  
Vehicle Make and Model : Toyota  
Vehicle year : 2002 BW  
Vehicle license: No  
Vehicle id number : FM418533002147  
Expiration Date : 30-9-2003



Authorization for his memorandum is given by the undersigned .  
This memorandum is valid only with an original signature.



Finance & Administration Advisor  
Prison Department.  
Ministry of justice.



**Prison Department  
Ministry of Justice  
Coalition Provisional Authority  
Authorization for vehicle use**



The Ministry of justice has given permission to the specified individual to use the specified vehicle for official ministry business for the specified period of time .the operator must possess this memorandum and photo identification.



Name :Kareem mohammed  
Title :driver  
Driver's License Number :37016  
Vehicle Make and Model :NISSAN  
Vehicle year :2002  
Vehicle license: 26/affairs  
Vehicle id number : 2006354  
Expiration Date : 30-9-2003

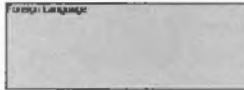


Authorization for his memorandum is given by the undersigned .  
This memorandum is valid only with an original signature.

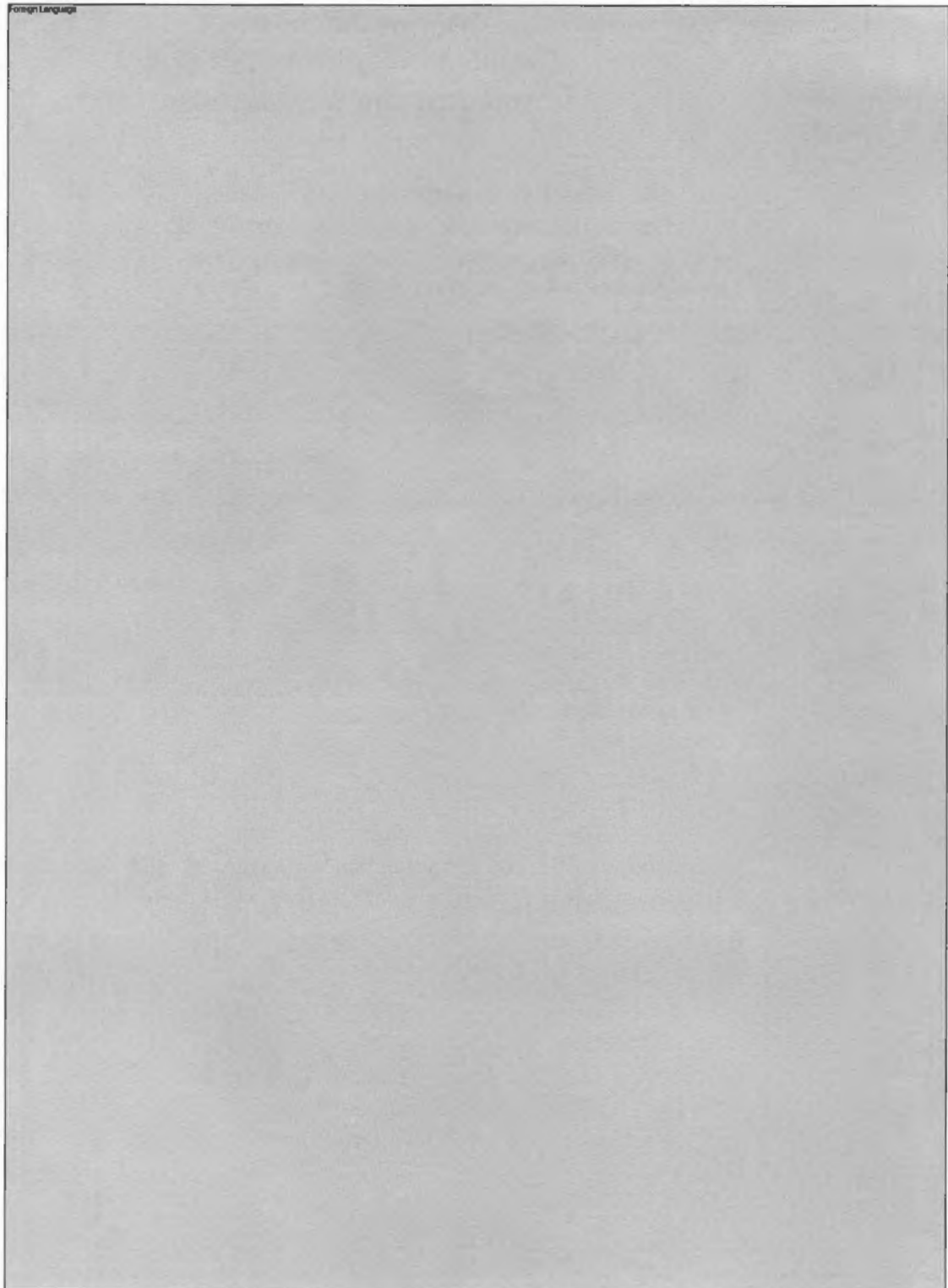
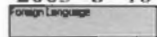


Finance & Administration Advisor  
Prison Department.  
Ministry of justice.

Copy given to [illegible] on 10/22  
Please file - Local Staff



2003-8-10























ID PHOTO REFERENCES: See 

~~(1)~~ Place of birth - Al Kahloua, Mayssan  
~~(20)~~ Grey checked shirt. Slight beard; slightly balding  
~~(19)~~

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(2) Place of birth - Baghdad.  
Driver's son.  
(19) Beige shirt.

---

(3) Place of birth Baghdad  
~~etc~~ day's growth.  
Blue & white checked shirt.  
(19) Short hair - No parting

---

→ (18) Place of birth Baghdad

---

(17) Beige checked shirt.  
Left pocket buttoned  
Short hair.  
Moustache.

---

(15) Greying hair swept back.  
Polo shirt. Black collar, Red and white  
horizontal stripes.

Photo. Moustache.  
Baghdad

(5)

(16)

Baghdad  
Round face vestigial moustache  
Photo 4. Beige shirt with heavy vertical stripes

(17) Baghdad

Photo 3

greying hair. Thick striped shirt  
Moustache.

(18)

Baghdad - Hair greyed back  
Photo 2 Thick set face, blue shirt / Navy blue

(19)

old chap. Al Machrah, Maysen

Photo 1.

4. Place of birth KANAKEEN  
white polo shirt  
Short hair.

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(6) Driver Taha.  
Photo (14) Blue checked shirt. Moustache Balding  
Grey hair  
Personal Pistol Tarik Imam  
C 313166485

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(7) Driver 2nd  
Photo (15) grey shirt  
Baghdad

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(8) Baghdad. Short hair. Thick set.  
Photo 12 Goatee beard. - Red shirt

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(9) Poff. Baghdad  
Photo 11 Grey hair / Grey checked shirt  
blue/purple vertical stripes + red  
horizontal

---

(10) Baghdad. — Close cropped hair  
green bluish checked shirt with yellowish stripes

Photo 10.

(11) Baghdad.

white/beige checked shirt.

Double chin / large ears, thinning hair

Short ~~white~~ beard —

Photo 9

(12) Baghdad

Moustache  
Black & grey shirt  
white vertical stripes  
Short beard

Photo a.

(13) Baghdad. — Young — short hair  
Blue + grey shirt, white vertical stripes.

Photo 7

(14) Baghdad.

— Fuzzy style hair  
Big Blue & Red vertical lines on shirt  
Collar buttons

Photo 6.



**Office of Coalition Provisional Authority**  
**Baghdad, Iraq APO AE 09302**

21 July 2003

**MEMORANDUM FOR RECORD**

**SUBJECT:** Appointment of Interim Officer in Charge, Juvenile Corrections, Iraqi Correctional Services

This memorandum shall serve as notice that Hameed Jaber Aboud has been appointed as the Officer in Charge of the Directorate for Juvenile Corrections until such time as a permanent appointee and title for the position are decided. Hameed Jaber Aboud is hereby entitled to exercise the authority of this position in all business related to Juvenile Corrections within the Prisons Department of the Ministry of Justice.

This authority expires on 31 December 2003 unless sooner relieved or extended by my hand and authority.



**Senior Prisons Advisor**  
**Dept of Prisons, MoJ**





# The names of Peoples who live in apartments in the residential building

Date	State	Profession	Number	The name of resident	
15-10-92	2022	Manager	11	Ibrahim Hassan Ahmed	1
15-10-92	Year 90	Researcher	12	Muhammad Mohamed Hassan	2
15-10-92	20	Chief Engineer	13	Rajoum Abdul Ali Hassan	3
21-5-2002	19	Grounding	14	T. Sham Ahmed Khalil	4
21-6-93	19	Engineer	15	Ahmed Mohamed Ali	5
12-6-95	22	Guard	16	Fahm Mohamed Hassan	6
29-10-93	19	Observer	17	Muhammad Muhammad Mohamed	7
29-3-93	25	Guard	18	Ali Ibrahim Ibrahim	8
21-1-2002	2	Accounting	19	Muhammad Abdul Aziz	9
15-10-92	32	Staff	20	Muhammad Toufik Muhammad	10
24-10-93	22	Accounting	21	Muhammad Hassan Lafta	11
15-10-92	21	Staff	22	Muhammad Ahmed Shakh	12
18-10-92	17	Guard	23	Rajoum Khalid Ibrahim	13
15-10-92	29	Researcher	24	Ibrahim Hassan Ibrahim	14
31-1-2002	10	Guard	25	Muhammad Abdul Dahish	15
15-10-92	16	Researcher	26	Muhammad Abdel Mawla	16
15-10-92	23	Staff	27	Muhammad Hassan Hassan	17
1-9-96	25	Guard	28	Muhammad Mohamed Hassan	18
15-10-92	32	Staff	29	Muhammad Ibrahim Hassan	19
15-10-92	23	Staff	30	Muhammad Hassan Hassan	20
15-10-92	23	Staff	31	Muhammad Rashid Jabbar	21
15-10-92	10	Guard	32	Muhammad Mohamed Hassan	22
15-10-92	19	Electrician	33	Muhammad Hassan Hassan	23
15-10-92	23	Staff	34	Muhammad Hassan Hassan	24
15-10-92	30	Researcher	35	Muhammad Hassan Hassan	25
15-10-92	10	Researcher	36	Muhammad Hassan Hassan	26
15-10-92	27	Researcher	37	Muhammad Hassan Hassan	27
15-10-92	32	Researcher	38	Muhammad Hassan Hassan	28
15-10-92	30	Researcher	39	Muhammad Hassan Hassan	29
15-10-92	23	Staff	40	Muhammad Hassan Hassan	30
15-10-92	29	Staff	41	Muhammad Hassan Hassan	31
15-10-92	26	Staff	42	Muhammad Hassan Hassan	32
15-11-97	13	Staff	43	Muhammad Hassan Hassan	33

5/10/92	23	technician	3110	Ali Hussein Sijia	34
15/10/92	17	guard	3111	Alaa Hussein Mohamed	35
15/10/92	27	scoldmaster	3112	Amalab Koo Sheel	36
15/10/92	29	SC Guard	411	Abdul Ali Hussein Mohamed	37
15/10/92	27	SC Guard	412	Madim Alwan Hassan	38
1/11/2001	27	SC Guard	413	Ali Hussein Moosa	39
22/3/1996	20	Chief of section	414	Daheir Saad Ramadan	40
15/12/1992	32	Chief of section	415	Baraa Mohamed Saad	41
15/10/1992	19	Staff	416	Abdul Ali Hussein Faisal	42
15/10/92	3	waiter	417	Loosun Moun Hing dangul Ibrahim	43
13/10/92	32	SC Guard	418	Shahab Ahmed Salwa	44
15/10/92	24	waiter	419	Shawafa Tadeb Mohamed	45
20/9/92	0	Guard	4110	Dirham Shaha Abdel Al-Gaber	46
10/1/97	27	competitor	4111	Saad Madim Malei	47
15/1/97	19	Staff	4112	Alfiza Fouhan Digeil	48







## **COALITION PROVISIONAL AUTHORITY ORDER NUMBER 30**

### **REFORM OF SALARIES AND EMPLOYMENT CONDITIONS OF STATE EMPLOYEES**

*Pursuant* to my authority as Administrator of the Coalition Provisional Authority (CPA), and under the laws and usages of war, and consistent with relevant U.N. Security Council resolutions, including Resolution 1483 (2003),

*Understanding* that the salaries of public workers under the former regime were paid through a complicated system largely composed of incentive pay that rewarded loyalty to the former regime over meritorious service,

*Realizing* that service in state agencies and state owned enterprises is important public service that requires appropriate compensation for efforts of workers to encourage the best qualified to choose public service,

*Noting* that salary and conditions of employment reform is essential to guarantee fairness within the public system to ensure that state employees receive appropriate compensation for their efforts, but also to provide incentives for meritorious service or sanctions for failure to perform appropriately,

*Recognizing* the need to establish a transparent system of compensation for those employed in public service,

I hereby promulgate the following:

#### **Section 1 Definitions**

"Base Salary" means base compensation for public employment exclusive of any Special Pay.

"Geographic Allowances" means any special payment made to a Public Service Employee as a result of the location the employee performs duties.

"Grade" means the position level specified for any public service position set forth in the Salary Table attached as Annex A.

"Public Service Employees" means all national government employees serving in any capacity in any national governmental agency or instrumentality including ministries, whether at the national, governorate or municipal level, and state-owned enterprises.



"Public Service Employees" does not include municipal or local employees appointed by Coalition Forces.

"Risk Allowances" means any special payment made to a Public Service Employee as result of the hazardous nature of their employment.

"Special Pay" means any special payment or incentive payment including family allowances, staff bonuses, university service allowance, scientific status allowances, qualification allowances, position allowances, vocational allowances, transportation allowances, geographic allowances, risk allowances, or any other legal compensation other than Base salary paid in connection with public service.

"Salary Table" means the table of payments of monthly salaries paid to Public Service Employees set forth in Annex A to this Order which shall be effective from 1 October 2003 until 30 September 2004.

## **Section 2**

### **Purpose and Objectives**

- 1) Salary reform for Public Service Employees is necessary to encourage the best qualified to choose careers in public service. A system of pay based upon complicated incentives lacks transparency and unfairly results in widely disparate levels of pay for the same work. The public sector salary system is reformed to foster transparency in payments and to regularize payments to ensure that individuals are compensated at comparable levels for comparable work across all areas of public service.
- 2) Reform of conditions of employment reform for Public Service Employees is also necessary to encourage the best qualified to choose careers in public service. The conditions of public service employment are reformed to enable the best qualified employees to rapidly advance to positions of greater responsibility, but also to allow for the removal of Public Service Employees who regularly fail to achieve the minimum standards expected of their Grade and position.

## **Section 3**

### **Salary Reform**

- 1) Effective 1 October 2003, all existing laws, regulations, orders, or other enactments establishing salaries, Special Pay, or other monetary incentives for Public Service Employees are hereby suspended. The CPA Director of Management and Budget, in coordination with the Interim Minister of Finance, may grant limited exceptions to this suspension until 31 December 2003 for public agencies unable to implement this Order by the prescribed dates.

- 2) Effective 1 October 2003, all Public Service Employees shall be paid in accordance with the Salary Table except in cases where the CPA Director of Management and Budget has granted an exception to the implementation of this Order in accordance with Section 3(1) above or where the CPA Director of Management and Budget has authorized the public agency to implement the Salary Table prior to 1 October 2003.
- 3) As set forth in the Salary Table, the salary paid to an employee will be based upon the Grade of the employee as determined by the classification of the employee's position and the employee's employment Step as determined in part by the employee's length of service and in part by performance.
- 4) The CPA Director of Management and Budget may authorize the payment of Risk Allowances for particularly hazardous duties or Geographic Allowances. The only basis for approval of Geographic Allowances is a demonstrated history of an inability to fill the position at the authorized salary. Following the implementation of the salary reform provisions contained herein, all such Risk Allowances and Geographic Allowances must be approved by the CPA Director of Management and Budget.
- 5) No Base Salary of Public Service Employees for the same position will be reduced by the implementation of the salary provision of this Order. In the event a Public Service Employee's prior Base Salary for the same position is more than the amount specified in the Salary Table, the pre-existing salary of the Public Service Employee will continue to be paid. The Base Salary of such employees will not be increased until the Public Service Employee is entitled to increased compensation as defined by the Salary Table. This provision does not affect the removal of Special Pay or other incentives as detailed elsewhere in this Order.

#### **Section 4 Implementation of Salary Reform**

- 1) All Ministers, state owned enterprise Directors, or other heads of public agencies shall establish salary Grade classifications for existing positions within their agency in accordance with the guidelines issued by the Ministry of Finance.
- 2) All such salary Grade classifications will be submitted to the Ministry of Finance for review and approval prior to implementation. The Ministry of Finance may reject or revise the salary Grade classifications presented by other agencies. The salary Grade classifications of the Ministry of Finance shall be consistent with the guidelines issued by the Ministry of Finance.

- 3) Based on the budget of the agency and the agreed upon salary Grade classifications, total annual salary budgets will be developed by each ministry, state owned enterprise, or other agency for approval by the Ministry of Finance. The Ministry of Finance may reject or revise the total annual salary budget presented by other agencies. The total annual salary budget of the Ministry of Finance shall be consistent with the guidelines issued by the Ministry of Finance. All ministries, state owned enterprises, or other agencies shall deliver the total annual salary budget to the Ministry of Finance no later than September 15 of each year.

## **Section 5**

### **Impact of De-Baathification Removals**

Public Service Employees who lost their civil service positions as a result of the implementation of CPA Order 1, De-Baathification of Iraqi Society, are not entitled to retirement benefits.

## **Section 6**

### **Reform of Conditions of Public Employment**

#### **HIRING AND PROMOTION PRACTICES**

- 1) No ministry, governorate or municipal administration, state owned enterprise, or any other governmental agency is required to employ any person solely as a result of the person's training or qualifications. All employment decisions will be based upon the needs of the agency.
- 2) Persons formerly employed by a state agency have no special entitlement to resume their employment. All employment decisions will be based on the needs of the agency. Prior employment with the agency may be a factor in deciding to rehire a former employee to fill a vacancy.
- 3) Persons from outside the agency may be hired to fill vacancies. Hiring decisions will be based on an individual's qualifications without regard to race, religion, tribal membership, gender, or regional origin. The best-qualified person will be hired for the position.
- 4) Duty assignments within an agency are at the discretion of agency heads; provided, however, except as required by exigencies of the work requirements, the majority of the duties of Public Service Employees will be tasks appropriate for their employment Grade.

- 5) Promotions of Public Service Employees will be based upon the employee's potential for service, ability to assume more complex duties or responsibilities, and ability to perform at the higher Grade. Longevity of service, without the consideration of other qualifications, shall be an inappropriate basis for promotion.
- 6) Public Service Employees may only be promoted in the event there is a vacancy in the next higher Grade. Promotions in Grade prior to the occurrence of a vacancy in that Grade are not authorized.

### EMPLOYMENT CONDITIONS

- 7) All Public Service Employees are expected to report to work in accordance with the reasonable instructions of their agency. Public Service Employees who fail to report to work without the authorization of their senior supervisor within the agency have no entitlement to be paid for days they do not work. The managers of Public Service Employees may withhold one day's pay for each day in which the employee failed to report to work for a substantial portion of the work day. One day's pay shall be calculated by dividing the total monthly pay specified in Salary Table for the employee by the number of scheduled work days in the month.
- 8) Public Service Employees who fail to report to work for five consecutive days or ten days in a month, except as authorized by their senior supervisor or as a result of verifiable medical incapacitation, may be dismissed from their employment. No public notice shall be required. Supervisors shall make reasonable attempts to notify employees in person. If the Supervisor cannot, through reasonable attempts, locate the employee after ten days, notice can be delivered to the employee's last known address and shall be sufficient to terminate the employment. No proof of actual notice shall be required. Public Service Employees may appeal such a dismissal in accordance with the procedures specified in Section 7.
- 9) Senior agency officials may withhold Step increases in salary in the event the performance of the employee does not meet reasonable expectations of performance for the position held. Public Service Employees whose Step increases are withheld under this provision may appeal this determination to the Ministry of Finance or in accordance with the procedures specified in Section 7.
- 10) Managers and agency heads will exercise oversight and control over the implementation of this Order to ensure fairness within the system. Employees who fail to adhere to the rules set forth herein may fail to meet the reasonable expectations of performance described above and may be subject to disciplinary measures.

**Section 7**  
**Procedure to Address Complaints**

Public Service Employees may seek redress for adverse managerial actions inconsistent with this Order under the procedures described in Civil Service Law (13) of 1991.

**Section 8**  
**Administrative Instructions**

The CPA Director of Management and Budget or interim Minister of the Finance, with the concurrence of the CPA Director of Management and Budget, may issue such Administrative Instructions as are necessary to carry out the purposes of this Order.

**Section 9**  
**Inconsistent Legislation**

Any portion of legislation inconsistent with any of the provisions of this Order is hereby suspended to the extent necessary to implement the provisions of this Order.

**Section 10**  
**Entry into Force**

This Order shall enter into force on the date of signature.

 9/8/03

L. Paul Bremer, Administrator  
Coalition Provisional Authority

**ORDER NUMBER 30  
ANNEX A**

**REFORM OF SALARIES AND EMPLOYMENT CONDITIONS OF STATE  
EMPLOYEES**

**Salary Table**

**Monthly Salary Amounts in Thousands of Iraqi Dinars (000)**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
SUPER A	2250	2233	2316	2400	2483	2566	2650	2733	2817	3000
SUPER B	1500	1583	1666	1750	1833	1916	1999	2083	2166	2249
1	740	760	780	800	820	840	860	880	900	920
2	574	589	605	620	636	651	667	682	698	713
3	444	456	468	480	492	504	516	528	540	552
4	342	352	361	370	379	389	398	407	415	426
5	264	271	278	285	292	299	306	314	321	328
6	204	209	215	220	226	231	237	242	248	253
7	157	162	166	170	174	179	183	187	191	196
8	125	128	132	135	138	142	145	149	152	155
9	102	105	107	110	113	116	118	121	124	127
10	83	86	88	90	92	95	97	99	101	104
11	69	71	73	75	77	79	81	83	84	86



Iraqi Corrections Service National Policy Order	Order Number 1.1	Effective Date 01NOV2003	Page 1 of 4
	Supersedes NEW		
	Title National Policy Orders, Procedure Orders and Post Orders		

1. Policy. The Iraqi Corrections Service's internal management shall be governed by National Policy Orders, Procedure Orders and Post orders.
2. Definitions. For purposes stated herein the following definitions apply:
  - A. National Policy Orders. The basic policy and essential standards required by the Director General of the Iraqi Corrections Service and applicable to all units and employees.
  - B. Procedure Orders. Required Procedures which are written and issued to establish unit operating practices consistent with the standards established by a National Policy Order. Procedure Orders are Subordinate to National Policy Orders.
  - C. Post Orders. The Written job or task requirements for conducting operations at a specific job station in a correctional facility. A post order shall be written for every authorized staff assignment. All post orders shall specify the duties of the post. Post orders shall be consistent with the format established in this National Policy Order.
3. Authorization and Implementation. National Policy Orders shall become authorized when signed by the Director General of the Iraqi Corrections Service and shall become effective in accordance with the date specified on the heading. Procedure Orders and Post Orders shall become authorized when signed by the Warden and shall be implemented by the effective date of the corresponding National Policy Order. All manuals, Procedure Orders, post orders, forms and attachments, shall be consistent with, inclusive of and subordinate to the National Policy Orders.
4. Organization, Nomenclature, Designations and Punctuation.
  - A. National Policy Orders, maintained as a Manual, shall be organized into chapters containing similar subject matter. Each chapter shall be designated by a number.
  - B. Each National Policy Order shall be designated by a number comprised of the chapter number and the number of the National Policy Order in the chapter. The chapter number shall be separated from the National Policy Order number by a period.
  - C. Within each National Policy Order, the subject matter shall be divided into sections, subsections, parts and subparts. Sections shall be designated by a number. Subsections shall be designated by a capital letter. Parts shall be designated by a number. Subparts shall be designated by a lower case letter.

Order Number 11	Effective Date 01NOV2003	Page 2 of 4
National Policy Orders, Procedure Orders and Post Orders		

5. Policy Order Heading. Each National Policy Order and Each Procedure Order shall have a complete heading on the first page of the Policy Order and a partial heading on each subsequent page.
  - A. A complete heading shall consist of: (1) Agency Identifier "The Iraqi Corrections Service"; (2) the Order number; (3) the title of the Order; (4) the effective date of the Order; (5) the number and date of the Order that was superseded, if any, or the former number of the Order, if renumbering occurred; (6) the page number of total pages in the Policy Order; and (7) the Director General's signature.
  - B. The partial page heading shall contain: (1) the number of the Policy Order; (2) the title of the Policy Order; and (3) the page number of total page numbers.
  - C. National Policy Order Revision Notices shall contain the same elements as the complete heading described in Section 5(A) above. In addition, the form shall contain the words "Revision Notice" in large block letters.
6. Format. Each section of a National Policy Order shall have a title that shall have the first letter of each important word capitalized. The title shall be underlined. Subsections and lower divisions may have titles with underlining as appropriate.
7. Distribution. The National Policy Orders shall be distributed to the head of each Division and Unit of the Iraqi Corrections Service. A copy of the National Policy Orders, with the exception of any Orders governing Force Protection/Safety, Security or Emergency Procedures, shall be made available to any other National Agency and individuals as authorized by the Director General.
8. Maintenance. Each holder of a National Policy Orders Manual shall be responsible for maintaining a current and accurate binder.
9. Auditing. The National Policy Orders Manual binder distributed under Section 7 above shall be audited at least annually by the Unit Head to assure that they are current and accurate.
10. Request for an Exception. In the event that compliance cannot be met regarding a National Policy Order, the Request for Exception form, attached to this order, shall be completed and submitted by the affected Unit Administrator to the Director General through the appropriate chain of command for consideration. No one other than the Director General can grant an exception or issue a direction contrary to the requirements of any National Policy Order.

Order Number 11	Effective Date 01NOV2003	Page 3 of 4
National Policy Orders, Procedure Orders and Post Orders		

11. Director General's Signature. Upon Signature, the Director General shall be responsible to print and disseminate all National Policy Orders among all the units of the Iraqi Corrections Service.
12. Effective Date. The Director General shall be enter an Effective Date on each National Policy Order. The National Policy Order shall be effective within 30 days, unless stated otherwise.
13. National Policy Order Revisions. Where a basis for clarification arises, a National Policy Order Revision Notice may be issued under the Director General's signature pending the re-issue of a revised National Policy Order. The Revision Notice will provide interim guidance on the changes required among all units pending the re-issue of the effected National Policy Order. Usually, not more than 30 days shall transpire between the issuance of an National Policy Order Revision Notice and the revised National Policy Order.
14. Contents. The Director General shall maintain and revise, as necessary, a table of contents of current National Policy Orders. The table of contents shall contain the number, title, effective date, as well as the number and date of any superseded National Policy Order. The table of contents shall be maintained in the front of each binder.
15. Master National Policy Order Maintenance. The Director General shall maintain a master file of all existing, superseded and rescinded National Policy Orders. In addition, all original copies, with the Director General's signature, shall be maintained, in a binder, at the Headquarters.
16. Access to National Policy Orders. National Policy Orders are public documents and shall be available for inspection except for Force Protection/Safety, Security and Emergency Procedures, which is exempt from disclosure and shall not be disclosed or distributed to anyone except authorized Iraqi Corrections Service employees. National Policy Orders shall be readily accessible to all employees.
17. Training. All direct contact employees undergoing orientation training at the Center for Training and Staff Development shall be trained in the National Policy Orders governing Security and Control, Safety and Emergency Procedures, Health Care, Hygiene and Sanitation, Classification and Offender Programs. Any new National Policy Order, Procedure Order, manual *or* post order shall be shared with each affected employee upon dissemination.
18. Annual Review. National Policy Orders, manuals, Procedure Orders and post orders shall be reviewed and may be updated at least annually to reflect changes in:

A. Laws;

Order Number 1.1	Effective Date 01NOV2003	Page 4 of 4
National Policy Orders, Procedure Orders and Post Orders		

- B. Court orders;
- C. National standards;
- D. Personnel complements, budgets and/or programs changes;
- E. Changes in offender population characteristics; and
- F. Other conditions, or reasons or for administrative necessity.

Each year the Director General distribute a guidance memorandum outlining the processes and time frames for the annual policy review.

19. Transition. An existing National Policy Order shall remain in force and effect until superseded by a new National Policy Order or until rescinded in a Transmittal Memorandum.

20. Forms. The following forms and attachments are applicable to this National Policy Order and shall be utilized for their intended function:

- A. Request for Inclusion - Utilized when an employee requests that a Directive be changed or modified.
- B. Request for Exception - Utilized when compliance cannot be met and an Administrator requests an exception to the Directive.

21. Exceptions. Any exceptions to this National Policy Order shall require prior written approval from the Director General.

Order Number	Title

☐ Please see attached

Signed	Facility	Date
--------	----------	------

#### APPROVALS

Approved	Denied	
<input type="checkbox"/>	<input type="checkbox"/>	Warden's Signature
<input type="checkbox"/>	<input type="checkbox"/>	Regional/Deputy Director's signature

Date

Date

#### DIRECTOR GENERAL'S APPROVAL

This request is ☐ Approved ☐ Denied Effective date of exception \_\_\_\_\_

☐ This exception is valid through \_\_\_\_\_, by which the exception must be re-requested.  
Date

☐ This exception is valid until such time as the National Policy Order is updated.

☐ This exception shall be added immediately to the National Policy Order.

Director General's Signature	Date
------------------------------	------

**Request for Inclusion to a  
National Policy Order  
Iraqi Corrections Service**

Order Number

Title

☐ I recommend the following inclusion to the above referenced National Policy Order  
(Provide detailed explanation)

☐ Please see attached

Signed

Facility

Date

Warden

Date

Director General's Signature

Date



## **COALITION PROVISIONAL AUTHORITY ORDER NUMBER 10**

### **MANAGEMENT OF DETENTION AND PRISON FACILITIES**

*Pursuant* to my authority as head of the Coalition Provisional Authority (CPA), and under the laws and usages of war, and consistent with relevant U.N. Security Council resolutions, including Resolution 1483 (2003),

*Recognizing* the urgent necessity to ensure safe and humane prisons in order to re-establish law and order and provide for the safety of the people of Iraq.

I hereby promulgate the following:

#### **Section 1**

##### **Authority Over Detention and Prison Facilities**

Full authority and control over all detention and prison facilities, currently exercised by the Ministry of Labor and Social Affairs and the Ministry of Interior, is hereby vested in the Ministry of Justice. The Directorate of Adult Prisons and the Directorate of Juvenile Prisons in the Ministry of Labor and Social Affairs, all facilities under their authority, and all employees thereof, are hereby transferred to the Ministry of Justice.

#### **Section 2**

##### **Interagency Cooperation**

The Ministry of Labor and Social Affairs, the Ministry of Interior, and the Ministry of Justice, and all other relevant elements of government, shall cooperate in this effort. The Ministry of Justice, under the authority, direction and control of the Administrator of the CPA, may prescribe any administrative procedures necessary to ensure a properly coordinated transfer of the detention and prison facilities in accordance with this Order.

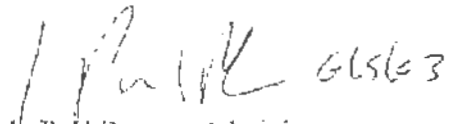
#### **Section 3**

##### **Prison and Detention Facility Standards**

There shall be promulgated pursuant to this Order an Implementing Memorandum that will set out fundamental standards applicable to the operation of all prison and detention facilities under the authority of the Ministry of Justice.

**Section 4**  
**Entry into Force**

This Order shall enter into force on the date of signature.

  
L. Paul Bremer, Administrator  
Coalition Provisional Authority

## COALITION PROVISIONAL AUTHORITY MEMORANDUM NUMBER 2

### MANAGEMENT OF DETENTION AND PRISON FACILITIES

(CPA/ORD/30 May 2003/09)

*Pursuant* to my authority as Administrator of the Coalition Provisional Authority (CPA), and under the laws and usages of war, and consistent with relevant U.N. Security Council resolutions, including Resolution 1483 (2003),

*Recognizing* the urgent necessity to ensure secure and humane prisons in order to re-establish law and order and provide for the safety of the people of Iraq,

*Noting* the obligation of the CPA to restore public order and safety and to maintain and ensure fundamental standards for persons detained,

I hereby promulgate the following:

#### Section 1

##### Purpose

- 1) This Memorandum prescribes standards to be applied in the Iraqi prison system, under the authority of the Ministry of Justice.
- 2) All prisons within Iraq shall, to the greatest extent practicable, operate in accordance with the following standards until otherwise directed. Any and all existing Iraqi prison regulations are hereby suspended.

#### Section 2

##### Basic Principles and Control

- 1) The following standards shall be applied impartially. There shall be no discrimination on the grounds of race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.
- 2) It shall nevertheless be a requirement, consistent with the need to maintain prison security, to respect the religious beliefs and moral precepts of the group to which a prisoner belongs.
- 3) To ensure these standards are met, the Administrator will remain in full control of the Iraqi prison system and may at any time amend this Memorandum as necessary, or direct other action with respect to the prison system.

CPA/MEM/8 Jun 2003/02

- 4) In addition, CPA officials of the Justice Ministry and Coalition Forces operating under their oversight shall have the right to enter and inspect any Iraqi prison system, and give directions regarding the operation of that system, consistent with the terms of this Memorandum.

### **Section 3 Register**

- 1) In every place where persons are imprisoned there shall be kept a bound registration book with numbered pages in which shall be entered in respect of each prisoner received:
  - a) information concerning his identity;
  - b) the reasons for his commitment and the authority therefor; and
  - c) the day and hour of his admission and release.
- 2) No person shall be received in an institution without a valid commitment order, the details of which shall have been entered in the register.

### **Section 4 Separation of Categories**

Different categories of prisoners shall be kept in separate institutions or parts of institutions, taking account of their sex, age, criminal record, the legal reason for their detention and the necessities of their treatment, so that:

- a) men and women shall be detained in separate institutions;
- b) untried prisoners shall be kept separate ~~from~~ convicted prisoners;
- c) persons imprisoned for debt and other civil prisoners shall be kept separate from persons imprisoned by reason of a criminal offense; and
- d) prisoners under 18 years of age shall be kept separate from adults.

### **Section 5 Accommodation**

- 1) Where sleeping accommodation is in individual cells or rooms, each prisoner should occupy by night a cell or room by himself. The central prison administration may make an exception to this rule for special reasons, such as temporary overcrowding.
- 2) Where dormitories are used, they shall be occupied by prisoners carefully selected as being suitable to associate with one another in those conditions.

There shall be regular supervision by night, in keeping with the nature of the institution.

- 3) All accommodation provided for the use of prisoners, and in particular all sleeping accommodations, shall, to the extent practicable, meet all requirements of health, due regard being paid to climatic conditions and particularly to cubic content of air, minimum floor space, lighting, heating and ventilation.
- 4) In all places where prisoners are required to live or work
  - a) the windows shall be large enough to enable the prisoners to read or work by natural light, and shall be so constructed that they can allow the entrance of fresh air whether or not there is artificial ventilation; and
  - b) artificial light shall be provided sufficient for the prisoners to read or work without injury to eyesight.
- 5) The sanitary installations shall be adequate to enable every prisoner to comply with the needs of nature when necessary and in a clean and decent manner.
- 6) Adequate bathing and shower installations shall be provided so that every prisoner may be enabled and required to have a bath or shower, at a temperature suitable to the climate, as frequently as necessary for general hygiene according to season and geographical region, but at least once a week.
- 7) All bed pans or ablution facilities of an institution regularly used by prisoners shall be properly maintained and kept scrupulously clean at all times.

#### **Section 6** **Personal Hygiene**

- 1) Prisoners shall be required to keep their persons clean, and to this end they shall be provided with water and with such toilet articles as are necessary for health and cleanliness.
- 2) In order that prisoners may maintain a good appearance compatible with their self-respect, facilities shall be provided for the proper care of the hair and beard, and men shall be enabled to shave regularly.

## **Section 7 Clothing and Bedding**

- 1) Every prisoner who is not allowed to wear his own clothing shall be provided with an outfit of clothing suitable for the climate and adequate to keep him in good health. Such clothing shall in no manner be degrading or humiliating.
- 2) All clothing shall be clean and kept in proper condition. Underclothing shall be changed and washed **as often as** necessary for the maintenance of hygiene.
- 3) If prisoners are allowed to wear their own clothing, arrangements shall be made on their admission to the institution to ensure that it shall be clean and fit for use.
- 4) Every prisoner shall be provided with a separate bed, and with separate and sufficient bedding that shall be clean when issued, kept in good order and changed often enough to ensure its cleanliness.

## **Section 8 Food**

- 1) Every prisoner shall be provided by the administration at regular hours with food of nutritional value adequate for health and strength, and of wholesome quality.
- 2) Drinking water shall be available to every prisoner whenever he needs it.

## **Section 9 Exercise and Sport**

Every prisoner who is not employed in outdoor work shall have at least one hour of suitable exercise in the open air daily if the weather permits.

## **Section 10 Medical Services**

- 1) At every institution there shall be available the services of at least one qualified medical officer who should have some knowledge of psychiatry.
- 2) Sick prisoners who require specialist treatment shall be transferred to specialized institutions or to civil hospitals. Where hospital facilities are provided in an institution, their equipment, furnishings and pharmaceutical supplies shall be proper for the medical care and treatment of sick prisoners, and there shall be a staff of suitably trained officers.



- 3) The services of a qualified dental officer shall be available to every prisoner.
- 4) In women's institutions there shall be special accommodation for all necessary prenatal and postnatal care and treatment. Arrangements shall be made wherever practicable for children to be born in a hospital outside the institution. If a child is born in prison, this fact shall not be mentioned in the birth certificate.
- 5) Where nursing infants are allowed to remain in the institution with their mothers, provision shall be made for a nursery staffed by qualified persons, where the infants shall be placed when they are not in the care of their mothers.
- 6) The medical officer shall see and examine every prisoner ~~as~~ soon ~~as~~ possible after his admission and thereafter as necessary, with a view particularly to the discovery of physical or mental illness and the taking ~~of~~ all necessary health measures; the segregation of prisoners suspected of infectious or contagious conditions; the noting of physical or mental defects that might hamper rehabilitation, and the determination of the physical capacity of every prisoner for work.
- 7) The medical officer shall have responsibility for the care of the physical and mental health of the prisoners and should daily see all sick prisoners, all who complain of illness, and any prisoner to whom his attention is specially directed.
- 8) ~~The~~ medical officer shall report to the prison master whenever he considers that a prisoner's physical or mental health has been or will be injuriously affected by continued imprisonment or by any condition ~~of~~ imprisonment.
- 9) The medical officer shall regularly inspect and advise the prison master upon the:
  - a) quantity, quality, preparation and service of food;
  - b) hygiene and cleanliness ~~of~~ the institution and the prisoners;
  - c) sanitation, heating, lighting ~~and~~ ventilation of the institution;
  - d) suitability and cleanliness of the prisoners' clothing and bedding; and the
  - e) observance of the provision concerning physical education and sports, in cases where there is no technical personnel in charge of these activities.
- 10) The prison master shall take into consideration the reports and advice that the medical officer submits in accordance with this regulation and, in case he concurs with the recommendations made, shall ~~take~~ immediate steps to give effect to those recommendations; if they are not within his competence or if he does not concur with them, he shall immediately submit his own report and the advice ~~of~~ the medical officer to higher authority.

## **Section 11**

### **Discipline and Punishment**

- 1) Discipline and order shall be maintained with firmness, but with no more restriction than is necessary for safe custody and well-ordered community life.
- 2) No prisoner shall be employed, in the service of the institution, in any disciplinary capacity.
- 3) ~~This~~ standard shall not, however, impede the proper functioning of systems based on self-government, under which specified social, educational or sports activities or responsibilities are entrusted, under supervision, to prisoners who are formed into groups for the purposes of treatment.
- 4) The following shall always be determined by the law or by the regulation of the competent administrative authority:
  - a) conduct constituting a disciplinary offense;
  - b) the types and duration of punishment that may be inflicted; and
  - c) the authority competent to impose such punishment.
- 5) No prisoner shall be punished except in accordance with the terms of such law or regulation, and never twice for the same offense.
- 6) No prisoner shall be punished unless he has been informed of the offense alleged against him and is given a proper opportunity to present his defense. The competent authority shall conduct a thorough examination of the case.
- 7) Where necessary and practicable, the prisoner shall be allowed to make his defense through an interpreter.
- 8) Corporal punishment, punishment by placing in a dark cell, and all cruel, inhuman or degrading punishments shall be completely prohibited as punishments for disciplinary offenses.
- 9) Punishment by close confinement or reduction of diet shall never be inflicted unless the medical officer has examined the prisoner and certified in writing that he is fit to sustain it.
- 10) The same shall apply to any other punishment that may be prejudicial to the physical or mental health of a prisoner.

- 11) The medical officer daily shall visit prisoners undergoing such punishments and shall advise the prison master if he considers the termination or alteration of the punishment necessary on grounds of physical or mental health.

## Section 12 Instruments of Restraint

- 1) Instruments of restraint, such as handcuffs, chains, irons and strait-jacket, shall never be applied **as** a punishment. Furthermore, chains or irons shall not be used **as** restraints. Other instruments of restraint shall not be used except in the following circumstances:
  - a) as a precaution against escape during a transfer, provided that they shall be removed when the prisoner appears before a judicial or administrative authority;
  - b) on medical grounds by direction of the medical officer; and
  - c) by order of the prison master, if other methods of control fail, in order to prevent a prisoner from injuring himself or others or **from** damaging property; in such instances the prison master shall at once consult the medical officer and report to the higher administrative authority.
- 2) The patterns and manner of use of instruments of restraint shall be decided by the central prison administration. Such instruments must not be applied **any** longer than is strictly necessary.

## Section 13 Information **to** and Complaints by Prisoners

- 1) Every prisoner on admission shall be provided with written information about the regulations governing the treatment of prisoners of **his** category, the disciplinary requirements of the institution, the authorized methods of seeking information and making complaints, and all such other matters **as** are necessary to enable him to understand both his rights and his obligations and to adapt himself to the life of the institution.
- 2) If a prisoner is illiterate, the aforesaid information shall be conveyed to him orally.
- 3) Every prisoner shall have the opportunity each week day of making requests or complaints to the prison master of the institution or the officer authorized to represent **him**.

- 4) It shall be possible to make requests or complaints to the inspector of prisons during his inspection. The prisoner shall have the opportunity to talk to the inspector or to any other inspecting officer without the prison master or other members of the staff being present.
- 5) Every prisoner shall be allowed to make a request or complaint, without censorship ~~as~~ to substance but in proper form, to the central prison administration, the judicial authority or other proper authorities through approved channels.
- 6) Unless it is patently frivolous or groundless, every request or complaint shall be promptly dealt with and replied to without undue delay.

#### **Section 14** **Communications and Contacts with Others**

- 1) Prisoners shall be allowed under necessary supervision to communicate with their family and reputable friends at regular intervals, both by correspondence and by receiving visits.
- 1) Prisoners who are foreign nationals shall be allowed reasonable facilities to communicate with the diplomatic and consular representatives of the State ~~to~~ which they belong.
- 2) Prisoners who are nationals of States without diplomatic or consular representation in Iraq and ~~refugees~~ or stateless persons shall be allowed similar facilities to communicate with the diplomatic representative of the State that takes charge of their interests or any national or international authority whose task it is to protect such persons.
- 3) Prisoners shall be permitted to read publications that do not pose a threat to security, and to hear wireless or television transmissions ~~as~~ authorized or controlled by the prison administration.
- 4) Access shall be granted to official delegates of the International Committee of the Red Cross (ICRC) whenever sought, to be conducted at mutually arranged times. ICRC delegates shall be permitted to inspect health, sanitation and living arrangements and to interview all detainees in private. They shall also be permitted to record information regarding ~~the~~ detainee and to pass messages to and from the family ~~of~~ the detainee subject to reasonable censorship by the prison authorities.

## **Section 15**

### **Books**

Every institution shall have a library for the use of all categories of prisoners, adequately stocked with both recreational and instructional books, and prisoners shall be encouraged to make full use of it.

## **Section 16**

### **Religion**

- 1) If the institution contains a sufficient number of prisoners of the same religion, a qualified representative of that religion shall be appointed or approved. If the number of prisoners justifies it **and** conditions permit, the arrangement should be on a full-time basis.
- 2) A qualified representative appointed or approved under paragraph (1) shall be allowed to hold regular services and to pay pastoral visits in private to prisoners of **his** religion at proper times.
- 3) Access to a qualified representative of any religion shall not be refused to any prisoner. On the other hand, any prisoner may refuse to receive a visit of any religious representative, his attitude shall be **fully** respected.
- 4) So far **as** practicable, every prisoner shall **be** allowed to satisfy the needs of his religious life by attending the services provided in the institution and having in his possession the books of religious observance and instruction of his denomination.

## **Section 17**

### **Retention of Prisoners' Property**

- 1) All money, valuables, clothing and other effects belonging to a prisoner which under the regulations of the institution he is not allowed to retain shall on his admission to the institution be placed in safe custody. **An** inventory thereof shall be signed by the prisoner. Steps shall be taken to keep them in good condition.
- 2) On the release of the prisoner all such items shall be returned to him except in so far **as** he has been authorized to spend money or send **any** such property out of the institution or it has been found necessary on hygienic grounds to destroy any article of clothing. The prisoner shall sign a receipt for the articles and money returned to him.

- 3) Any money or effects received for a prisoner from outside shall be treated in the same way.
- 4) If a prisoner brings in any **drugs** or medicine, the medical officer shall decide what use shall be made of them.

### **Section 18** **Notification of Death, Illness, Transfer, etc.**

- 1) Upon the death or serious illness of, or serious injury to a prisoner, or his removal to an institution for the treatment of mental afflictions, the prison master shall at once inform the spouse, if the prisoner is married or the nearest relative and shall in any event inform any other person previously designated by the prisoner.
- 2) A prisoner shall be informed at once of the death or serious illness of any near relative. In case of the critical illness of a near relative, the prisoner should be authorized, whenever circumstances allow, to visit the relative either under escort or alone.
- 3) Every prisoner shall have the right immediately to inform his family of his imprisonment or his transfer to another institution.

### **Section 19** **Removal of Prisoners**

- 1) When prisoners are being removed to or from an institution, they shall be exposed to public view **as** little as possible and proper safeguards shall be adopted to protect them from insult, curiosity and publicity in any form.
- 2) The transport of prisoners in conveyances with inadequate ventilation or light, or in any way that would subject them to unnecessary physical hardship, shall be prohibited.
- 3) **The** transport of prisoners shall be carried out at the expense of the administration and equal conditions shall obtain for all of them.

### **Section 20** **Institutional Personnel**

- 1) The prison administration shall provide for the careful selection of every grade of the prison personnel, since it is on their integrity, humanity, professional capacity and personal suitability for the work that the proper administration of the institutions depends.



- 2) The prison administration shall constantly seek to awaken and maintain in the minds both of the prison personnel and of the public the conviction that this work is a social service of great importance, and to this end all appropriate means of informing the public should be used.
- 3) To secure the foregoing ends, prison personnel shall be appointed on a full-time basis ~~as~~ professional prison officers and have civil service status with security of tenure subject only to good conduct, efficiency and physical fitness.
- 4) The personnel shall possess an adequate standard of education and intelligence.
- 5) Before entering on duty, the personnel shall be given a course of training in their general and specific duties
- 6) All members of the personnel shall at all times so conduct themselves and perform their duties ~~as~~ to influence the prisoners for good by their example and to command their respect.
- 7) The prison master of ~~an~~ institution should be adequately qualified for his task by character, administrative ability, suitable training and experience.
- 8) He shall devote his entire time to his official duties and shall not be appointed on a part-time basis.
- 9) When two or more institutions are under the authority of one prison master, he shall visit each of them at frequent intervals. A responsible resident official shall be in charge of each of these institutions.
- 10) The prison master, his deputy, and the majority of the other personnel of the institution shall be able to speak the language of the greatest number ~~of~~ prisoners, or a language understood by the greatest number of them.
- 1) Whenever necessary, the services of an interpreter shall be used.
- 12) In institutions that are large enough to require the services of one or more full-time medical officers, at least one of them shall reside on the premises of the institution or in its immediate vicinity.
- 13) In other institutions the medical officer shall visit daily and shall reside near enough to be able to attend without delay in cases of urgency.

- 14) In an institution for both men and women, the part of the institution set aside for women shall be under the authority of a responsible woman officer who shall have the custody of the keys of all that part of the institution.
- 15) No male member of the staff shall enter the part of the institution set aside for women unless accompanied by a woman officer.
- 16) Women prisoners shall be attended and supervised only by women officers. This does not, however, preclude male members of the ~~staff~~, particularly doctors and teachers, from carrying out their professional duties in institutions or parts of institutions ~~set~~ aside for ~~women~~.
- 17) Officers of the institutions shall not, in their relations with the prisoners, use force except in self-defense or in cases of attempted escape, or active or passive physical resistance to an order based on law or regulations. Officers who have recourse to force must use no more than is strictly necessary and must report the incident immediately to the prison master of the institution.
- 8) Prison officers shall be given special physical training to enable them to restrain aggressive prisoners.
- 19) Except in special circumstances, staff performing duties that bring them into direct contact with prisoners should not be armed. Furthermore, staff should in no circumstances be provided with arms unless they have been trained in their use.

## **Section 21**

### **Inspection**

There shall be a regular inspection of penal institutions and services by qualified and experienced inspectors appointed by a competent authority. Their ~~task~~ shall be in particular to ensure that these institutions are administered in accordance with existing laws and regulations and with a view to bringing about the objectives of penal and correctional services.

## **STANDARDS APPLICABLE TO SPECIAL CATEGORIES**

### **A. PRISONERS UNDER SENTENCE**

## **Section 22**

### **Classification of Prisoners**

- 1) The medical services of the institution shall seek to detect and shall treat any physical or mental illnesses or defects that may hamper a prisoner's rehabilitation. All necessary medical, surgical and psychiatric services shall be provided to that end.
- 2) These principles require individualization of treatment and for this purpose a flexible system of classifying prisoners in groups; it is therefore desirable that such groups should be distributed in separate institutions suitable for the treatment of each group.

### **Section 23 Treatment**

- 1 The treatment of persons sentenced to imprisonment or a similar measure shall have as its purpose, so far as the length of the sentence permits, to establish in them the will to lead law-abiding and self-supporting lives after their release and to prepare them to do so. The treatment shall be such as will encourage their self-respect and develop their sense of responsibility.
- 2) To these ends, all appropriate means shall be used to the extent possible, including religious care, education, vocational guidance, training and employment counseling, in accordance with the individual needs of each prisoner, taking account of his social and criminal history, his physical and mental capacities and aptitudes, his personal temperament, the length of his sentence and his prospects after release.
- 3) For every prisoner with a sentence of suitable length, the prison master shall receive, as soon as possible after his admission, full reports on all the matters referred to in the foregoing paragraph. Such reports shall always include a report by a medical officer, wherever possible qualified in psychiatry, on the physical and mental condition of the prisoner.
- 4) The reports and other relevant documents shall be placed in an individual file. This file shall be kept up to date and classified in such a way that it can be consulted by the responsible personnel whenever the need arises.

### **Section 24 Classification and Individualization**

- 1 The purposes of classification shall be:

- a) To separate ~~from~~ others those prisoners who, by reason of their criminal records or bad characters, are likely to exercise a bad influence, or pose a danger to themselves or others;
  - b) To divide the prisoners into classes in order to facilitate their treatment with a view to their social rehabilitation.
- 2) So far as possible separate institutions or separate sections of an institution shall be used for the treatment of the different classes of prisoners.

## Section 25 Privileges

Systems of privileges appropriate for the different classes of prisoners and the different methods of treatment shall be established at every institution, in order to encourage good conduct, develop a sense of responsibility and secure the interest and cooperation **of** the prisoners in their treatment.

## Section 26 Work

- 1) Prison labor must not be of an afflictive nature.
- 2) All prisoners under sentence may be required to work, subject to their physical and mental fitness as determined by the medical officer.
- 3) Sufficient work of a useful nature shall be provided to keep prisoners actively employed for a normal working day.
- 4) ~~So~~ far **as** possible the work provided shall be such **as** will maintain or increase the prisoners' ability to **earn** an honest living after release.
- 5) Where prisoners are employed in work not controlled by the administration, they shall always be under the supervision of the institution's personnel. Unless the work is for other departments of the government the full normal wages for such work shall be paid to the administration by the persons to whom the labor **is** supplied, account being taken of the output **of the** prisoners.
- 6) The precautions specified in Iraqi law governing labor and working conditions to protect the safety and health **of** workers shall be equally observed in institutions.
- 7) The maximum daily and weekly working hours of the prisoners shall be fixed in accordance with Iraqi law governing labor and working conditions.

- 8) The hours so fixed shall leave one rest day a week and sufficient time for education and other activities required **as** part of the treatment and rehabilitation of the prisoners.
- 9) There shall be a system of equitable remuneration **of** the work of prisoners.
- 10) Under the system prisoners shall be allowed to spend at least a part of their earnings on approved articles for their own use and to send a part of their earnings to their family.
- 11) The system should also provide that a part of the earnings should be set aside by the administration so **as** to constitute a savings **fund** to be handed over to the prisoner on his release.

### **Section 27** **Education and Recreation**

- 1) Provision shall be made for the further education of all prisoners capable **of** profiting thereby, including religious instruction. The education of illiterates and young prisoners shall be compulsory **and** special attention shall be paid to it by the administration.
- 2) **So far as** practicable, the education of prisoners shall be integrated with the educational system so that after their release they may continue their education without difficulty.
- 3) Recreational and cultural activities shall be provided in all institutions for the benefit of the mental and physical health of prisoners.

### **Section 28** **Social Relations and After-Care**

- 1) Special attention shall be paid to the maintenance and improvement of such relations between a prisoner and his family as are desirable in the best interests of both.
- 2) From the beginning of a prisoner's sentence consideration shall be given to his future after release and he shall be encouraged and assisted to maintain or establish such relations with persons **or** agencies outside the institution as may promote the best interests of his family and his own social rehabilitation.
- 3) Services and agencies, governmental or otherwise, that assist released prisoners to re-establish themselves in society shall ensure, so far **as** is possible and

necessary, that released prisoners are provided with appropriate documents and identification papers, have suitable homes and work to go to, are suitably and adequately clothed having regard to the climate and season, and have sufficient means to reach their destination and maintain themselves in the period immediately following their release.

- 4) The approved representatives of such agencies shall have all necessary access to the institution and to prisoners and shall be taken into consultation **as** to the future of a prisoner from the beginning of his sentence.
- 5) It is desirable that the activities of such agencies shall be centralized or coordinated as far **as** possible in order to secure the best use of their efforts.

## **B. INSANE AND MENTALLY ABNORMAL PRISONERS**

### **Section 29 Psychiatric Care**

- 1) Persons who are found to be insane shall not be detained in prisons and arrangements shall be made to remove them to mental institutions as soon **as** possible.
- 2) Prisoners who suffer from other mental diseases or abnormalities shall be observed and treated in specialized institutions under medical management.
- 3) During their stay in a prison, such prisoners shall be placed under the special supervision of a medical officer.
- 4) The medical or psychiatric service of the penal institutions shall provide for the psychiatric treatment **of** all prisoners who are in need of such treatment.

## **C. PRISONERS UNDER ARREST OR AWAITING TRIAL**

### **Section 30 Untried prisoners**

- 1) Persons arrested or imprisoned by reason of a criminal charge against them, who are detained either in police custody or in prison custody but have not yet been tried and sentenced, will be referred to **as** "untried prisoners", hereinafter in these rules.



- 2) Prisoners who have not been convicted are presumed to be innocent and shall be treated **as** such.
- 3) Without prejudice to legal rules for the protection of individual liberty or prescribing the procedure to be observed in respect of untried prisoners, these prisoners shall benefit by a special regime that is described in the following rules in its essential requirements only.
- 4) Untried prisoners shall be kept separate from convicted prisoners.
- 5) Young untried prisoners shall be kept separate from adults and shall where possible be detained in separate institutions.
- 6) Untried prisoners shall sleep singly in separate rooms.
- 7) Within the limits compatible with the good order of the institution, untried prisoners may, if they so desire, have their food procured at their own expense from the outside, either through the administration **or** through their family or friends. Otherwise, the administration shall provide their food.
- 8) **An** untried prisoner shall be allowed to wear his own clothing if it is clean and suitable.
- 9) If he wears prison dress, it shall be different from that supplied to convicted prisoners.
- 10) An untried prisoner shall always be offered an opportunity to work, but shall not be required to work. If he chooses to work, he shall be paid for it.
- 11) **An** untried prisoner shall be allowed to procure at his own expense or at **the** expense of a third party such books, newspapers, writing materials and other means of occupation **as** are compatible with the interests of the administration of justice and the security and good order of the institution.
- 12) An untried prisoner shall be allowed to be visited and treated by his own doctor or dentist if there is reasonable ground for his application **and** he is able to pay any expenses incurred.
- 13) An untried prisoner shall be allowed to inform immediately his family of his detention and shall be given all reasonable facilities for communicating with his family and friends, and for receiving visits from them, subject only to restrictions and supervision as are necessary in the interests of the administration of justice and of the security and good order of the institution.

- 4) For the purposes of his defense, ~~an~~ untried prisoner shall be allowed to apply for free legal aid where such aid is available, and to receive visits from his legal adviser with a view to his defense and to prepare and hand to him confidential instructions. For these purposes, he shall if he so desires be supplied with writing material. Interviews between the prisoner and his legal adviser may be within sight but not within the hearing of a police or institution official.

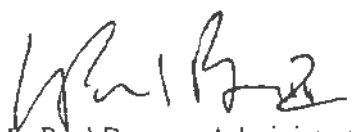
#### **D. CIVIL PRISONERS**

##### **Section 31 Debtor Prisoners**

Persons imprisoned for debt shall not be subjected to any greater restriction or severity than is necessary to ensure safe custody and good order. Their treatment shall be not less favorable than that of untried prisoners, with the reservation, however, that they may possibly be required to work.

##### **Section 32 Entry into Force**

This Memorandum shall enter into force on the date of signature.

 6/8/03  
L. Paul Bremer, Administrator  
Coalition Provisional Authority





























































## The way of the officers Promotion to the higher rank : -

1. The officer deserves the promotion if he spend four years in his rank.
2. He will be evaluated by his commander or his leader during the four years which he spend.
3. He must pass session which called promotion session including previous information renewal & in additional to that rehabilitation lectures.
4. Issue an order to promotion the officers & the order was issued according to republican decree.

the order price.



**CPT, Dept. of Prisons**

**From:** [REDACTED] (FSOI)  
**Sent:** Tuesday, September 23, 2003 9:33 PM  
**To:** CPA Ministries  
**CC:** Executive Secretary  
**Subject:** De-Ba'ath Update for CPA Senior Advisors

**Governance has provided, as promised, the following update and interim guidance on De-Baathification.** [REDACTED] advises that CPA is meeting with the Governing Council tomorrow and she will update us afterwards, but Governance does not expect to resolve all outstanding issues.

To All CPA Ministry Teams,

The Governing Council recently established the Higher National De-Ba'athification Commission to assume responsibility for the formulation and implementation of de-ba'athification. This act was in response to pointed urging from Ambassador Bremer for the GC to take responsibility in this area. Iraqis, not foreigners, are best positioned to complete or refine the de-ba'athification process that CPA started.

This Commission issued two "decisions" on September 14. In summary, the commission advanced:

- 1) The immediate dismissal from public positions anyone of the rank of "firqa" and above. All exemptions issued previous to this date were rendered immediately null and void. Those affected by this decision have the right to appeal.
- 2) A ban on people of the rank of "firqa" and above – as well as others who have committed crimes and plundered the country's wealth – "attaining special positions or responsibility in public positions or political activities or institutions of civil society, and the press and media."

The word "decisions" is in quotation marks because the Commission's decisions cannot have the force of law unless and until CPA issues an order formally transferring authority to the Higher National De-Ba'athification Commission and ratifies these two decisions. Ambassador Bremer intends to do this, but has first asked for clarification on questions such as: guarantees of due process (particularly mechanisms for appeal), further definition of parameters of de-ba'athification of politics, civil society and the media, and a request to consider the revocation of exemptions on a case-by-case basis, rather than a blanket one.

Once we resolve these outstanding issues, Ambassador Bremer will issue an order transferring authority and ratifying the Commission's decisions. This will undoubtedly have implications for the ministries, although the exact nature of these consequences is difficult to predict given the

9/24/2003

number of unanswered questions. For example, it is still unclear whether the Commission intends to revoke all temporary exceptions, or only the ones that have been applied to people who are firqa and above.

When the transfer of the power to enforce de-ba'athification occurs in the very near future, the Coalition will be relieved of the responsibility of identifying and removing Ba'athists, although CPA ministry people are expected to be fully supportive in helping the Iraqis implement the policy as necessary.

We will provide you with more details as soon as they are available.



9/24/2003

**COALITION PROVISIONAL AUTHORITY ORDER NUMBER 30**

**REFORM OF SALARIES AND EMPLOYMENT CONDITIONS OF STATE  
EMPLOYEES**

*Pursuant* to my authority as Administrator of the Coalition Provisional Authority (CPA), and under the laws and usages of war, and consistent with relevant U.N. Security Council resolutions, including Resolution 1483 (2003),

*Understanding* that the salaries of public workers under the former regime were paid through a complicated system largely composed of incentive pay that rewarded loyalty to the former regime over meritorious service,

*Realizing* that service in state agencies and state owned enterprises is important public service that requires appropriate compensation for efforts of workers to encourage the best qualified to choose public service,

*Noting* that salary and conditions of employment reform is essential to guarantee fairness within the public system to ensure that state employees receive appropriate compensation for their efforts, but also to provide incentives for meritorious service or sanctions for failure to perform appropriately,

*Recognizing* the need to establish a transparent system of compensation for those employed in public service,

I hereby promulgate the following:

**Section 1  
Definitions**

"Base Salary" means base compensation for public employment exclusive of any Special Pay.

"Geographic Allowances" means any special payment made to a Public Service Employee as a result of the location the employee performs duties.

"Grade" means the position level specified for any public service position set forth in the Salary Table attached as Annex A.

"Public Service Employees" means all national government employees serving in any capacity in any national governmental agency or instrumentality including ministries, whether at the national, governorate or municipal level, and state-owned enterprises.



"Public Service Employees" does not include municipal or local employees appointed by Coalition Forces.

"Risk Allowances" means any special payment made to a Public Service Employee as result of the hazardous nature of their employment.

"Special Pay" means any special payment or incentive payment including family allowances, staff bonuses, university service allowance, scientific status allowances, qualification allowances, position allowances, vocational allowances, transportation allowances, geographic allowances, risk allowances, or any other legal compensation other than Base salary paid in connection with public service.

"Salary Table" means the table of payments of monthly salaries paid to Public Service Employees set forth in Annex A to this Order which shall be effective from 1 October 2003 until 30 September 2004.

## **Section 2**

### **Purpose and Objectives**

- 1) Salary reform for Public Service Employees is necessary to encourage the best qualified to choose careers in public service. A system of pay based upon complicated incentives lacks transparency and unfairly results in widely disparate levels of pay for the same work. The public sector salary system is reformed to foster transparency in payments and to regularize payments to ensure that individuals are compensated at comparable levels for comparable work across all areas of public service.
- 2) Reform of conditions of employment reform for Public Service Employees is also necessary to encourage the best qualified to choose careers in public service. The conditions of public service employment are reformed to enable the best qualified employees to rapidly advance to positions of greater responsibility, but also to allow for the removal of Public Service Employees who regularly fail to achieve the minimum standards expected of their Grade and position.

## **Section 3**

### **Salary Reform**

- 1) Effective 1 October 2003, all existing laws, regulations, orders, or other enactments establishing salaries, Special Pay, or other monetary incentives for Public Service Employees are hereby suspended. The CPA Director of Management and Budget, in coordination with the interim Minister of Finance, may grant limited exceptions to this suspension until 31 December 2003 for public agencies unable to implement this Order by the prescribed dates.

- 2) Effective 1 October 2003, all Public Service Employees shall be paid in accordance with the Salary Table except in cases where the CPA Director of Management and Budget has granted an exception to the implementation of this Order in accordance with Section 3(1) above or where the CPA Director of Management and Budget has authorized the public agency to implement the Salary Table prior to 1 October 2003.
- 3) As set forth in the Salary Table, the salary paid to an employee will be based upon the Grade of the employee as determined by the classification of the employee's position and the employee's employment Step as determined in part by the employee's length of service and in part by performance.
- 4) The CPA Director of Management and Budget may authorize the payment of Risk Allowances for particularly hazardous duties or Geographic Allowances. The only basis for approval of Geographic Allowances is a demonstrated history of an inability to fill the position at the authorized salary. Following the implementation of the salary reform provisions contained herein, all such Risk Allowances and Geographic Allowances must be approved by the CPA Director of Management and Budget.
- 5) No Base Salary of Public Service Employees for the same position will be reduced by the implementation of the salary provision of this Order. In the event a Public Service Employee's prior Base Salary for the same position is more than the amount specified in the Salary Table, the pre-existing salary of the Public Service Employee will continue to be paid. The Base Salary of such employees will not be increased until the Public Service Employee is entitled to increased compensation as defined by the Salary Table. This provision does not affect the removal of Special Pay or other incentives as detailed elsewhere in this Order.

#### **Section 4** **Implementation of Salary Reform**

- 1) All Ministers, state owned enterprise Directors, or other heads of public agencies shall establish salary Grade classifications for existing positions within their agency in accordance with the guidelines issued by the Ministry of Finance.
- 2) All such salary Grade classifications will be submitted to the Ministry of Finance for review and approval prior to implementation. The Ministry of Finance may reject or revise the salary Grade classifications presented by other agencies. The salary Grade classifications of the Ministry of Finance shall be consistent with the guidelines issued by the Ministry of Finance.

- 3) Based on the budget of the agency and the agreed upon salary Grade classifications, total annual salary budgets will be developed by each ministry, state owned enterprise, or other agency for approval by the Ministry of Finance. The Ministry of Finance may reject or revise the total annual salary budget presented by other agencies. The total annual salary budget of the Ministry of Finance shall be consistent with the guidelines issued by the Ministry of Finance. All ministries, state owned enterprises, or other agencies shall deliver the total annual salary budget to the Ministry of Finance no later than September 15 of each year.

## **Section 5**

### **Impact of De-Baathification Removals**

Public Service Employees who lost their civil service positions as a result of the implementation of CPA Order 1, De-Baathification of Iraqi Society, are not entitled to retirement benefits.

## **Section 6**

### **Reform of Conditions of Public Employment**

#### **HIRING AND PROMOTION PRACTICES**

- 1) No ministry, governorate or municipal administration, state owned enterprise, or any other governmental agency is required to employ any person solely as a result of the person's training or qualifications. All employment decisions will be based upon the needs of the agency.
- 2) Persons formerly employed by a state agency have no special entitlement to resume their employment. All employment decisions will be based on the needs of the agency. Prior employment with the agency may be a factor in deciding to rehire a former employee to fill a vacancy.
- 3) Persons from outside the agency may be hired to fill vacancies. Hiring decisions will be based on an individual's qualifications without regard to race, religion, tribal membership, gender, or regional origin. The best-qualified person will be hired for the position.
- 4) Duty assignments within an agency are at the discretion of agency heads; provided, however, except as required by exigencies of the work requirements, the majority of the duties of Public Service Employees will be tasks appropriate for their employment Grade.

- 5) Promotions of Public Service Employees will be based upon the employee's potential for service, ability to assume more complex duties or responsibilities, and ability to perform at the higher Grade. Longevity of service, without the consideration of other qualifications, shall be an inappropriate basis for promotion.
- 6) Public Service Employees may only be promoted in the event there is a vacancy in the next higher Grade. Promotions in Grade prior to the occurrence of a vacancy in that Grade are not authorized.

#### **EMPLOYMENT CONDITIONS**

- 7) All Public Service Employees are expected to report to work in accordance with the reasonable instructions of their agency. Public Service Employees who fail to report to work without the authorization of their senior supervisor within the agency have no entitlement to be paid for days they do not work. The managers of Public Service Employees may withhold one day's pay for each day in which the employee failed to report to work for a substantial portion of the work day. One day's pay shall be calculated by dividing the total monthly pay specified in Salary Table for the employee by the number of scheduled work days in the month.
- 8) Public Service Employees who fail to report to work for five consecutive days or ten days in a month, except as authorized by their senior supervisor or as a result of verifiable medical incapacitation, may be dismissed from their employment. No public notice shall be required. Supervisors shall make reasonable attempts to notify employees in person. If the Supervisor cannot, through reasonable attempts, locate the employee after ten days, notice can be delivered to the employee's last known address and shall be sufficient to terminate the employment. No proof of actual notice shall be required. Public Service Employees may appeal such a dismissal in accordance with the procedures specified in Section 7.
- 9) Senior agency officials may withhold Step increases in salary in the event the performance of the employee does not meet reasonable expectations of performance for the position held. Public Service Employees whose Step increases are withheld under this provision may appeal this determination to the Ministry of Finance or in accordance with the procedures specified in Section 7.
- 10) Managers and agency heads will exercise oversight and control over the implementation of this Order to ensure fairness within the system. Employees who fail to adhere to the rules set forth herein may fail to meet the reasonable expectations of performance described above and may be subject to disciplinary measures.

**Section 7**  
**Procedure to Address Complaints**

Public Service Employees may seek redress for adverse managerial actions inconsistent with this Order under the procedures described in Civil Service Law (13) of 1991.

**Section 8**  
**Administrative Instructions**

The CPA Director of Management and Budget or Interim Minister of the Finance, with the concurrence of the CPA Director of Management and Budget, may issue such Administrative Instructions as are necessary to carry out the purposes of this Order.

**Section 9**  
**Inconsistent Legislation**

Any portion of legislation inconsistent with any of the provisions of this Order is hereby suspended to the extent necessary to implement the provisions of this Order.

**Section 10**  
**Entry into Force**

This Order shall enter into force on the date of signature

 9/8/03

L. Paul Bremer, Administrator  
Coalition Provisional Authority

ORDER NUMBER 30

ANNEX A

REFORM OF SALARIES AND EMPLOYMENT CONDITIONS OF STATE  
EMPLOYEES

Salary Table

Monthly Salary Amounts in Thousands of Iraqi Dinars (000)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
SUPER A	2250	2233	2316	2400	2483	2566	2650	2733	2817	3000
SUPER B	1500	1583	1666	1750	1833	1916	1999	2083	2166	2249
1	740	760	780	800	820	840	860	880	900	920
2	574	589	605	620	636	651	667	682	698	713
3	444	456	468	480	492	504	516	528	540	552
4	342	352	361	370	379	389	398	407	416	426
5	264	271	278	285	292	299	306	314	321	328
6	204	209	215	220	226	231	237	242	248	253
7	157	162	166	170	174	179	183	187	191	196
8	125	128	132	135	138	142	145	149	152	155
9	102	105	107	110	113	116	118	121	124	127
10	83	86	88	90	92	95	97	99	101	104
11	69	71	73	75	77	79	81	83	84	86



**CPT, Dept. of Prisons**

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Once we resolve these outstanding issues, Ambassador Bremer will issue an order transferring authority and ratifying the Commission's decisions. This will undoubtedly have implications for the ministries, although the exact nature of these consequences is difficult to predict given the

9/26/2003

number of unanswered questions. For example, it is still unclear whether the Commission intends to revoke all temporary exceptions, or only the ones that have been applied to people who are firqa and above.

When the transfer of the power to enforce de-ba'athification occurs in the very near future, the Coalition will be relieved of the responsibility of identifying and removing Ba'athists, although CPA ministry people are expected to be fully supportive in helping the Iraqis implement the policy as necessary.

We will provide you with more details as soon as they are available.













# Reformatory of "Diala Division"

	Full name	No. of years in work	official degree
1-	Hatam nufee majeed	23 years	<del>Detention</del> guard Reformatory
2-●	Saif yehia akil	4 years	
3-	Hayder rabee kalifa	15 Year	
4-	Kareem huail jabur	20 Year.	
5.	mohamed Shaker mahmoud	4 years	
6-	waleed hayder benair	10 Yen	
7-	Hayder rasool Kasim	10 Yen	
8-	Shakeel Hiri Z Zibeen	6 years	
9-	waleed Ahmed Alwan	3 years	
10-	Naser Sewan dareef	18 years	
11-	mahmoud faisal rabee	13 years	
12-●	Riad Naim Abdul-Ruhman	12 years	
13-	Hassen ali Juad	2 years	
14-	Yaser <del>Khatif</del> Kudair ibrahim	5 years	
15.	Jabar Khalid Audaid	3 years	
16-	Rasool Sadek Ahwal	10 years	
17-	Murtada mohamed Hassan	11 years	
18-	Ammar Sadeq Rasheed	5 years	
19-	Ali Kareem Kumar	5 years	
20-	Haiham talib Hmoud	12 years	
21-●	Hayder abdul Zahra mahdi	5 years	
22-	Hussam aldeen mahmoud	12 years	
23-	Hamed hayder muklif	5 years	
24-	Shihab Ahmed Dubab	10 years	

	Full name	No. of years in work	Official degree Reformatory grade
25-	Muneer Mohamed Hassan	5 years	
26-	Mohamed Karim Lafta	5 years	
27-	Husain abd alhussain muaraj	3 years	
28-	Mahmud Ahmed Ajili	5 years	
29-	<del>Sayid</del> Hayder Abbas Muthafir	5 years	
30-	Tajer Kamel Numan	4 years	
31-	Addawi abed alhussain	10 years	
32-	Ali Karim Jabbar	10 years	
33-	Tajer Hussain Ali	10 years	
34-	Ala Naem Mahmud	10 years	
35-	Akeel Talib Mahmud	10 years	

Basil Muayyad Al-Said

0088216

555 10028

Bed frame	1.5'	80 \$	} \$160
Bed frame	2'.00	90 \$	

Outside KCP office - Painted Blue.

Supply 200 per week.

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10.00 20/6/03.

Furniture US\$

Desks 140

Desks (MDR) 70

5) Name: ABAS RHYEM Jawad AL-RHADLI  
Date of Birth: 1974  
job: Sheep helper  
address: kee ARA - part 63 -  
inform to Telan GLAB  
Tel :

List of employees names of Al rashad Hospital prison						
No.	Rank	name	Place	Position	Reporting To Work	(Agency of Origin
1	Colonel	Farid Fatah Mohamed	Rashad H. Prison	Manager		
2	Colonel	Ali Ahmed Ali	Rashad H. Prison	Manager assistance		
3	Commissioner	Hamed Majed hamed	Rashad H. Prison	guard		
4	Commissioner	fadil kashn shtoe	Rashad H. Prison	guard		
5	Commissioner	Nore Jawad Majed	Rashad H. Prison	guard		
6	Commissioner	dakal Atea Saror	Rashad H. Prison	guard		
7	Commissioner	Jasam Mahmed Shloda	Rashad H. Prison	Administrative Commissioner		
8	Commissioner	Abd thamer huseen	Rashad H. Prison	guard		
9	Commissioner	Kasim slman Faris	Rashad H. Prison	guard		
10	Commissioner	Walid kalid Mohmed	Rashad H. Prison	guard		
11	Commissioner	Kadir Abbas Abd Al wahd	Rashad H. Prison	guard		
12	Commissioner	Ahsan kadim rasan	Rashad H. Prison	guard		
13	Commissioner	hatem maia sodaa	Rashad H. Prison	guard		
14	Commissioner	ahmed shahab Ali	Rashad H. Prison	guard		
15	Commissioner	Ali Abd Al Hussein Fahd	Rashad H. Prison	guard		
16	Commissioner	hani Gazi Bahad	Rashad H. Prison	guard		
17	Commissioner	Mohamed Kadim Karim	Rashad H. Prison	guard		
Summary						
	Colonel			2		
	Commissioner			15		
				17		
	Colonel	Manager		1		
	Colonel	Assistant Manager		1		
	Commissioner	Administrative Commissioner		1		
	Commissioner	Guard		14		
				17		

## List of employees of Al rashad Hospital prisond

No.	Rank	Name	Place	position
1	Lt. Colonel	salam Abd Al kadim	Rusafa 1	Manager
2	Lt. Colonel	Satar Abd kadiab	Rusafa 1	Staff Officer
3	Lt. Colonel	Shaker Wade Hamed	Rusafa 1	Staff Officer
4	Caotian	Adnan Mohde Ariefas	Rusafa 1	Staff Officer
5	commisioner	Ala hason Faras	Rusafa 1	administrative comisioner
6	commisioner	Asam Ahmed hussein	Rusafa 1	Armstore Keeper
7	commisioner	Huder Asmil Abod	Rusafa 1	Armstore Keeper
8	commisioner	riad Hazim Mohamed	Rusafa 1	Armstore Keeper
9	commisioner	Jafer Kadim KerAllah	Rusafa 1	Administrative W.officer
10	commisioner	Faras AbdAl kadim Kanm	Rusafa 1	prision guard
11	commisioner	Kadam Made Fisal	Rusafa 1	prision guard
12	commisioner	fisal Hussein kadim	Rusafa 1	information
13	commisioner	Mohamed Qaze Husan	Rusafa 1	prision guard
14	commisioner	Abd Al karim Hussein Tresan	Rusafa 1	prision guard
15	commisioner	Makdad Sadik Mohamed	Rusafa 1	prision guard
16	commisioner	Satar Gabar mohssan	Rusafa 1	guard
17	commisioner	jamal thajeel Marhaj	Rusafa 1	guard
18	S.G.M	kasim saad salman	Rusafa 1	guard
19	S.G.M	Abd Al amir Nama Hool	Rusafa 1	guard
20	S.G.M	Majad Hamed jaber	Rusafa 1	guard
21	S.G.M	Halal Mohssan Abd	Rusafa 1	Gate guard
22	S.G.M	Amen Abbas Mohomed	Rusafa 1	Gate guard
23	S.G.M	Salah Ali Yassen	Rusafa 1	driver
24	S.G.M	Assam Jabar Hande	Rusafa 1	guard
25	S.G.M	Rafed Abod Hanash	Rusafa 1	guard
26	S.G.M	Abbas Amod Hason	Rusafa 1	guard
27	S.G.M	Deaa jabar Mckelf	Rusafa 1	guard
28	S.G.M	Ali janane Hassan	Rusafa 1	guard
29	S.G.M	Ali Nowre Salman	Rusafa 1	guard
30	S.G.M	Aoda kalad hussein	Rusafa 1	guard
31	Official	Abd Al Amir jasim	Rusafa 1	guard
32	Official	Mostaffa Kassim Mohamed	Rusafa 1	stand by officer assastant
33	Official	Same Abd Allah Mosan	Rusafa 1	stand by officer assastant
34	Official	hassan Mosa kames	Rusafa 1	stand by officer assastant
35	Official	Yosaf lafta Aoda	Rusafa 1	stand by officer assastant
36	Official	Raid Jalol jabar	Rusafa 1	stand by officer assastant
37	Official	Sod Hussein Kadam	Rusafa 1	auard
38	Official	Adnan Askar Mard	Rusafa 1	guard
39	Official	Malak Salah Ali	Rusafa 1	guard
40	Official	Abd Al Zahra Sadan Mjali	Rusafa 1	guard
41	Official	Mohnd Kasam Ateaa	Rusafa 1	guard
42	Official	deaa Hamed Salah	Rusafa 1	guard
43	Official	Asaad Abbas Mathkor	Rusafa 1	guard
44	Official	Karim kadim Arab	Rusafa 1	guard
45	Official	Salah Aldenn Walee	Rusafa 1	guard



46	Official	Farqt Karem Kadore	Rusafa 1	guard
47	Official	Aode fisal Kadban	Rusafa 1	guard
48	Official	jamaa Abod Jabor	Rusafa 1	guard
49	Official	rasoi Mohsan Mojbai	Rusafa 1	guard
50	Official	Loaa fisal kadban	Rusafa 1	guard
51	Official	Kadran fadaoi Noman	Rusafa 1	guard
52	Official	Haithm shrir Kilan	Rusafa 1	guard
53	Official	said Husan Wheeb	Rusafa 1	guard
54	Official	Mohamed kalaf Hussein	Rusafa 1	guard
55	Official	Yaser jasam Mohamed	Rusafa 1	guard
56	Official	Kalid hashim kasim	Rusafa 1	guard
57	Official	Huseen shaker Hussen	Rusafa 1	guard
58	Official	Sabah Yahseen Walle	Rusafa 1	guard
59	Official	riad Naje jabar	Rusafa 1	guard
60	Official	Adil Mohmed Kamis	Rusafa 1	guard
61	Official	Kadim Hussan Moslem	Rusafa 1	guard
62	Official	Jafer Naoman thabit	Rusafa 1	guard
63	Official	kaism Ahmed Abraham	Rusafa 1	guard
64	Official	Abd Al-Hakim Abbas Hussein	Rusafa 1	guard
65	Official	Mohamed latif Salah	Rusafa 1	guard
66	Official	Abbas hamiad Ali	Rusafa 1	guard
67	Official	faris Mohsan sokie	Rusafa 1	guard
68	Official	riad Kazi Kadban	Rusafa 1	guard
69	Official	Ali Fakir Mohamed	Rusafa 1	guard
70	Official	Akil Jasim Hussain	Rusafa 1	guard
71	Official	salam shaker Jasar	Rusafa 1	guard
72	Official	Mohamed Nasar Abd Alrzo	Rusafa 1	guard
73	Official	Kasim Naoman Thabit	Rusafa 1	guard
74	Official	Saddam Abd Al Hadi kamis	Rusafa 1	guard
75	Official	Arkan Akram Ahmed	Rusafa 1	guard
76	Official	Abd Ali Hadi Mosebah	Rusafa 1	guard
77	Official	Majed Hussain Aliwe	Rusafa 1	guard
78	Official	hane Kalid Mohdee	Rusafa 1	guard
79	Official	Mohamed Salam Ahmed	Rusafa 1	guard
80	Official	Ali Fawze Ali	Rusafa 1	guard
81	Official	Saad Mojdab Jasam	Rusafa 1	guard
82	Official	Mohmed Fadel Abbas	Rusafa 1	guard
83	Official	Aomer kalil Asmail	Rusafa 1	guard
84	Official	Aode Abbas Yass	Rusafa 1	guard
85	Official	Adham Ali Hasson	Rusafa 1	guard
86	Official	laith Frais Saade	Rusafa 1	guard
87	Official	Mohamed Abd Alwahd Hussen	Rusafa 1	guard
88	Official	Moaed Kadim Doeas	Rusafa 1	guard
89	Official	Arkan Jarjam shahab	Rusafa 1	guard
90	Official	Jasim rahem Mohsan	Rusafa 1	guard
91	Official	ibrahim Jasim Hueaoc	Rusafa 1	guard
92	Official	Abd Al hamed Kalil Shmel	Rusafa 1	guard

## List of employees of Al rashad Hospital prison

No.	Rank	Name	Place	position
1	Lt. Colonel	salam Abd Al kadim	Rusafa 1	Manaaer
2	Lt. Colonel	Satar Abd kadiab	Rusafa 1	Staff Officer
3	Lt. Colonel	Shaker Wade Hamed	Rusafa 1	Staff Officer
4	Captian	Adnan Mohde Ariefas	Rusafa 1	Staff Officer
5	commisioner	Ala hason Faras	Rusafa 1	administrative comisioner
6	commisioner	Asam Ahmed hussein	Rusafa 1	Armstore Keeper
7	commisioner	Huder Asmil Abod	Rusafa 1	Armstore Keeper
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25	S.G.M	Rafed Abod Hanash	Rusafa 1	auard
26	S.G.M	Abbas Amod Hason	Rusafa 1	guard
27	S.G.M	Deaa jabar Mokelf	Rusafa 1	guard
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74	Official	Saddam Abd Al Hadi kamis	Rusafa 1	guard
75	Official	Arkan Akram Ahmed	Rusafa 1	guard
76	Official	Abd Ali Hadi Mosebah	Rusafa 1	guard
77	Official	Majed Hussain Aliwe	Rusafa 1	guard
78	Official	hane Kalid Mohdee	Rusafa 1	guard
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90	Official	Jasim rahem Mohsan	Rusafa 1	guard
91	Official	ibrahim Jasim Hueaoe	Rusafa 1	guard
92	Official	Abd Al hamed Kalil Shmel	Rusafa 1	guard

**List of employees names of Al rashad Hospital prison**

No.	Rank	name	Place	Position	Reporting To Work	Agency of Origin
1	Colonel	Farid Fatah Mohamed	Rashad H. Prison	Manager		
2	Colonel	Ali Ahmed Ali	Rashad H. Prison	Manager assistance		
3	Commissioner	Hamed Majed hamed	Rashad H. Prison	guard		
4	Commissioner	fadil kashn shtoe	Rashad H. Prison	guard		
5	Commissioner	Nore Jawad Majed	Rashad H. Prison	guard		
6	Commissioner	dakal Atea Saror	Rashad H. Prison	guard		
7	Commissioner	Jasam Mahmed Shloda	Rashad H. Prison	Administrative Commissioner		
8	Commissioner	Abd thamer huseen	Rashad H. Prison	guard		
9	Commissioner	Kasim slman Faris	Rashad H. Prison	guard		
10	Commissioner	Walid kalid Mohmed	Rashad H. Prison	guard		
11	Commissioner	Kadir Abbas Abd Al wahd	Rashad H. Prison	guard		
12	Commissioner	Ahsan kadim rasan	Rashad H. Prison	guard		
13	Commissioner	hatem maia sodaa	Rashad H. Prison	guard		
14	Commissioner	ahmed shahab Ali	Rashad H. Prison	guard		
15	Commissioner	Ali Abd Al Hussein Fahd	Rashad H. Prison	guard		
16	Commissioner	hani Gazi Bahad	Rashad H. Prison	guard		
17	Commissioner	Mohamed Kadim Karim	Rashad H. Prison	guard		
Summary						
	Colonel			2		
	Commissioner			15		
				17		
	Colonel	Manager		1		
	Colonel	Assistant Manager		1		
	Commissioner	Administrative Commissioner		1		
	Commissioner	Guard		14		
				17		

# List of Kadmingali

Seq	Name	Camp	
1	Ali waad Muhammad	guard	Administration
2	Hussein Muhammad Sabri	"	order
3	Abel Sandy Halheet	"	70
4	Abd El Kafi Mohamed	"	<u>27/01/03</u>
5	Ramzi Luczi Abbai	"	
6	Amor Abd. Al Sadeh	"	
7	Andani Mehren	"	
8	Habib Muzher	"	
9	Rahem Sahar	"	





# Diya'a Dept

(1)

Position	Level	Full Name	U.S. Dollar	Notes
1- Dept. Manager	Second	Sawad Faraj Chelani	50 \$	
2- Social worker	First	Mahmud Hassan	5	
3- " "	"	Mahmud Hassan Rashid	5	
4- " "	"	Younis Mahmud Ahmed	5	
5- " "	First	Wajid Kamel Khadhi	5	
6- " "	Second	Said Faraj Hassan	5	
7- " "	"	Mahmud Hassan	5	
8- " "	First	Hassan Kamel Marar	5	
9- " "	Fourth	Mahmud Hassan	5	
10- " "	Fourth	Mahmud Hassan	5	
11- <del>Responsible</del>	Third	Mahmud Hassan	5	
12- <del>Responsible</del>	First	Mahmud Hassan	5	
13- Carpenter	Third	Mahmud Hassan	5	
14- Store Keeper	Fourth	Mahmud Hassan	5	
15- Writer	Fifth	Mahmud Hassan	5	
16- Supervisor	Fifth	Mahmud Hassan	5	
17- Manager	"	Mahmud Hassan	5	
18- Manager	Seventh	Mahmud Hassan	5	
19- Artist	Fifth	Mahmud Hassan	5	
20- Writer	Third	Mahmud Hassan	5	
21- Guard	Fifth	Mahmud Hassan	5	
22- " "	Ninth	Mahmud Hassan	5	
23- Social worker	Fourth	Mahmud Hassan	5	
24- Guard	Third	Mahmud Hassan	5	
25- Manager	Fourth	Mahmud Hassan	5	
26- Artist	Eighth	Mahmud Hassan	5	
27- Guard	Fifth	Mahmud Hassan	50 \$	
28- " "	"	Mahmud Hassan	50 \$	

Position	Level	Name	15 Dollar	Notes
27- General	Second	Muhammad Hussain Mahdi	50 \$	
28- "	Third	Muhammad Jalil Ahmad	50 \$	
31- "	"	Muhammad Jawad Jaber	30 \$	
32- "	Fourth	Sabir Hashim Ali Khan	50 \$	
33- "	"	Muhammad Hussain	50 \$	
34- "	Third	Muhammad Hashim Rishwan	-	Registered in 1957
35- "	"	Muhammad Faraj Ali	50 \$	
36- "	Fifth	Muhammad Mahmood Ali	50 \$	
37- "	Sixth	Muhammad Faraj Ali	30 \$	
38- "	Seventh	Muhammad Abdul Hussain	50 \$	
39- "	Eighth	Muhammad Abdul Hussain	30 \$	
40- "	"	Muhammad Hussain Ali	30 \$	
41- "	Ninth	Muhammad Faraj Ali	50 \$	
42- "	"	Muhammad Faraj Ali	50 \$	
43- "	"	Muhammad Faraj Ali	50 \$	
44- "	"	Muhammad Faraj Ali	50 \$	
45- "	"	Muhammad Faraj Ali	50 \$	
46- "	"	Muhammad Faraj Ali	50 \$	
47- "	"	Muhammad Faraj Ali	50 \$	
48- "	"	Muhammad Faraj Ali	50 \$	
49- "	"	Muhammad Faraj Ali	50 \$	
50- "	"	Muhammad Faraj Ali	50 \$	
51- "	Seventh	Muhammad Faraj Ali	50 \$	
52- "	Ninth	Muhammad Faraj Ali	50 \$	
53- "	"	Muhammad Faraj Ali	50 \$	
54- "	"	Muhammad Faraj Ali	50 \$	
55- "	"	Muhammad Faraj Ali	50 \$	
56- "	"	Muhammad Faraj Ali	50 \$	
57- "	"	Muhammad Faraj Ali	50 \$	
58- "	"	Muhammad Faraj Ali	50 \$	
59- "	"	Muhammad Faraj Ali	50 \$	
60- "	"	Muhammad Faraj Ali	50 \$	

	Position	Letter	Name	U.S. Dollar	Notes
38-	General	Mint	Saleem Khalil Laffa	50 \$	
39-	"	"	Ali Hassan Kassim	"	
40-	"	"	Husseini Abdul Latif	"	
41-	"	General	Hassan Ali bin Muhammad	50 \$	
42-	"	Mint	Harthallah Samad Hassan	"	
43-	"	General	Kasim Saad Al-Qa	50 \$	
44-	"	"	Ali Hassan Ali Muhammad	"	
45-	"	Mint	Sayid Aliya Ali	"	
46-	"	"	Ali Saad Kasim	50 \$	
47-	"	"	Ali Hassan Kasim	50 \$	
48-	"	"	Ali Razzi Rashid	"	
49-	"	"	Saad Ali Ali	"	
50-	"	"	Mohammed Ali Khan	"	
51-	"	"	Mohammed Ali Khan	"	
52-	"	"	Ali Ali Ali	"	
53-	"	"	Mohammed Ali Khan	"	
54-	"	"	Ali Ali Ali	"	
55-	"	"	Mohammed Ali Khan	"	
56-	"	"	Ali Ali Ali	"	
57-	"	"	Mohammed Ali Khan	"	
58-	"	"	Ali Ali Ali	"	
59-	"	"	Mohammed Ali Khan	"	
60-	"	"	Ali Ali Ali	"	
61-	"	"	Mohammed Ali Khan	"	
62-	"	"	Ali Ali Ali	"	
63-	"	"	Mohammed Ali Khan	"	
64-	"	"	Ali Ali Ali	"	
65-	"	"	Mohammed Ali Khan	"	
66-	"	"	Ali Ali Ali	"	
67-	"	"	Mohammed Ali Khan	"	
68-	"	"	Ali Ali Ali	"	
69-	"	"	Mohammed Ali Khan	"	
70-	"	"	Ali Ali Ali	"	

Position	Level	Name	U.S. Dollar	Notes
St. General, Vinyh		Zashan Karim	30 \$	
55-	2	Qader Hassan Karim	5	
56-	2	Alimuddin Karim	5	
57-	2	Alimuddin Karim	5	
58-	2	Alimuddin Karim	50 \$	
59-	2	Alimuddin Karim	—	Alimuddin Karim
60-	2	Alimuddin Karim	—	Alimuddin Karim
61-	2	Alimuddin Karim	30 \$	
62-	2	Alimuddin Karim	5	
63-	2	Alimuddin Karim	5	
64-	2	Alimuddin Karim	5	
65-	2	Alimuddin Karim	5	
66-	2	Alimuddin Karim	5	
67-	2	Alimuddin Karim	5	
68-	2	Alimuddin Karim	5	
69-	2	Alimuddin Karim	5	
70-	2	Alimuddin Karim	5	
71-	2	Alimuddin Karim	5	
72-	2	Alimuddin Karim	5	
73-	2	Alimuddin Karim	5	
74-	2	Alimuddin Karim	5	
75-	2	Alimuddin Karim	5	
76-	2	Alimuddin Karim	5	
77-	2	Alimuddin Karim	5	
78-	2	Alimuddin Karim	5	
79-	2	Alimuddin Karim	5	
80-	2	Alimuddin Karim	5	
81-	2	Alimuddin Karim	5	
82-	2	Alimuddin Karim	5	
83-	2	Alimuddin Karim	5	
84-	2	Alimuddin Karim	5	
85-	2	Alimuddin Karim	5	
86-	2	Alimuddin Karim	5	
87-	2	Alimuddin Karim	5	
88-	2	Alimuddin Karim	5	
89-	2	Alimuddin Karim	5	
90-	2	Alimuddin Karim	5	
91-	2	Alimuddin Karim	5	
92-	2	Alimuddin Karim	5	
93-	2	Alimuddin Karim	5	
94-	2	Alimuddin Karim	5	
95-	2	Alimuddin Karim	5	
96-	2	Alimuddin Karim	5	
97-	2	Alimuddin Karim	5	
98-	2	Alimuddin Karim	5	
99-	2	Alimuddin Karim	5	
100-	2	Alimuddin Karim	5	

Position	Level	Name	Altitude	Notes
1000	5	Muhammad Ahmad Ali	505'	
1010	5	Haidar Hussain	505'	
1020	5	Hassan Ali Khan	5	
1030	5	Muhammad Faris Khan	5	
1040	5	Muhammad Ahmad Ali	5	
1050	5	Muhammad Ahmad Hassan	5	
1060	5	Muhammad Ahmad Hassan	5	
1070	5	Muhammad Ahmad Hassan	5	
1080	5	Muhammad Ahmad Hassan	505'	
1090	5	Muhammad Ahmad Hassan	505'	
1100	5	Muhammad Ahmad Hassan	5	
1110	5	Muhammad Ahmad Hassan	505'	
1120	5	Muhammad Ahmad Hassan	5	
1130	5	Muhammad Ahmad Hassan	505'	
1140	5	Muhammad Ahmad Hassan	5	
1150	5	Muhammad Ahmad Hassan	505'	
1160	5	Muhammad Ahmad Hassan	5	
1170	5	Muhammad Ahmad Hassan	505'	
1180	5	Muhammad Ahmad Hassan	5	
1190	5	Muhammad Ahmad Hassan	505'	
1200	5	Muhammad Ahmad Hassan	5	
1210	5	Muhammad Ahmad Hassan	505'	
1220	5	Muhammad Ahmad Hassan	5	
1230	5	Muhammad Ahmad Hassan	505'	
1240	5	Muhammad Ahmad Hassan	5	
1250	5	Muhammad Ahmad Hassan	505'	
1260	5	Muhammad Ahmad Hassan	5	
1270	5	Muhammad Ahmad Hassan	505'	
1280	5	Muhammad Ahmad Hassan	5	
1290	5	Muhammad Ahmad Hassan	505'	
1300	5	Muhammad Ahmad Hassan	5	
1310	5	Muhammad Ahmad Hassan	505'	
1320	5	Muhammad Ahmad Hassan	5	
1330	5	Muhammad Ahmad Hassan	505'	
1340	5	Muhammad Ahmad Hassan	5	
1350	5	Muhammad Ahmad Hassan	505'	
1360	5	Muhammad Ahmad Hassan	5	
1370	5	Muhammad Ahmad Hassan	505'	
1380	5	Muhammad Ahmad Hassan	5	
1390	5	Muhammad Ahmad Hassan	505'	
1400	5	Muhammad Ahmad Hassan	5	
1410	5	Muhammad Ahmad Hassan	505'	
1420	5	Muhammad Ahmad Hassan	5	
1430	5	Muhammad Ahmad Hassan	505'	
1440	5	Muhammad Ahmad Hassan	5	
1450	5	Muhammad Ahmad Hassan	505'	
1460	5	Muhammad Ahmad Hassan	5	
1470	5	Muhammad Ahmad Hassan	505'	
1480	5	Muhammad Ahmad Hassan	5	
1490	5	Muhammad Ahmad Hassan	505'	
1500	5	Muhammad Ahmad Hassan	5	

# Diala department

	Position	official degree	Full name	amount	
1	director of division	second	Juwad Ferey Olaimi	\$50	\$300
2	researcher	First	Maher Hassen Ali		\$300
3	"	First	Abdul Kareem Reshid Habeeb		\$300
4	"	Third	Zonis Mahmood Ahmed		\$200
5	"	First	Zofia Hameed Kachhaier		\$300
6	"	6th	Taif Falth Hassen		\$100
7	"	6th	Azher Abdul Kareem Ibraheem		\$100
8	"	First	Yassien Ibraheem Mustar		\$300
9	" (F)	9th	Wegar Mejeed Ghemri		\$200
10	" (F)	9th	Munna Haddi Hussen		200
11	Commissioner	Third	Hawri Noor Mejeed		2000
12	Technical teacher	First	Mejah Mumin		300
13	carpenter	Third	Ihsan Kachem Haddi		200
14	Storekeeper	4th	Mussa Jemmal Dawood		200
15	clerk	5th	Adnan Abed Allah Selloom		200
16	chief of observer	5th	Hiam Hussein Allwan		200
17	accountant	5th	Faiza Kamel Zedan		200
18	clerk	7th	Zainab Hassen Haddi		100
19	Typist	5th	Saad Ghemri Fariyadh		200
20	clerk	Third	Ibtissam yass Kachhaier		200
21	guard	5th	Jebbar Abbas Sultani		200
22	guard	4th	Bushra Kamal Abbas		100
23	researcher	4th	Mohammed Salah Keemis		200
24	guard	Third	Hatem Nabiee Mejeed		200
25	Commissioner	4th	Zeleed Kalled Najee		200
26	typist	5th	Mohammed Hussein Hameed		300
27	guard	5th	Hassen Sebah Debis	\$30	200 received 2003
28	guard	5th	Naima Hassen Jerin	\$50	200
29	"	2nd	Massem Hussein Vadhaf	\$50	300



	position	official degree	full name	amount	signature	Note
30	guard	Third	Ahmed Jelleel Ahmed	\$50	\$200	
31	guard	Third	Kereem Hwail Jebber	\$30	\$200	received \$20 from first shift
32	guard	4th	Sebbah Kashen Oliman	"	\$200	received with the guard
33	guard	4th	Ammer Ahmed Jassem	\$50	\$200	
34	guard	Third	Toulib Hashem Restem			his name in the list of short
35	"	Third	Noeman Ferrej Alami	\$50	\$200	
36	"	5th	Hussein Mahmood Allo	"	\$200	
37	"	8th	Mahmood Faisel Merhi	\$30	\$100	received 25 \$
38	"	4th	Allawi Abdul Hussein	\$50	\$200	
39	"	8th	Thair Abdul Hussein Ibrahim	\$30	\$100	received \$20
40	"	8th	Jafer Hussein Ali	\$50	\$100	
41	"	9th	Ali Iddan Farej	"	\$100	
42	"	9th	Ali Shaker Mahmood	"	\$100	
43	"	9th	Wassan Faeq Mejeed	"	\$100	
44	"	9th	Ali Abdul Rezaq Oward	"	"	
45	"	9th	Ali Gassem Jebber	"	"	
46	"	9th	Faisel Turki Hamed	\$30	"	received \$20 with Baylel
47	"	9th	Yass Kuelhar Ibrahim	\$50	"	
48	"	9th	Allan Maceem Hameed	"	"	
49	"	9th	Shahab Ahmed Alhiab	"	"	
50	"	9th	Weleed Weleed Mazzi	"	"	
51	"	7th	Jewad Abdul Kadhem	\$50	"	
52	"	9th	Selwan Gassem Mohammed	"	"	
53	"	9th	Hammed Abdul Settar Hamaedi	"	"	
54	"	9th	Haider Rebiee Kheifa	"	"	
55	"	9th	Mustath Ahmed Mahmood	"	"	
56	"	9th	Mahmoud Shaker Mahmood	"	"	
57	"	9th	Allan Hadi Hazem	\$50	"	
58	"	9th	Selwan Khalil Ifta	"	"	
59	"	9th	Ali Ihssan Kadhem	"	"	

	Position		Full Name	amount	Signature	Note
60	guard	9th	Messeer Abed latfa	\$ 50	\$100	
61	guard	9th	Hussan ALdeen Mohanned	\$ 50	=	received \$20
62	"	9th	Murtadha Hamed Hassen	\$30	"	
63	"	8th	Ressol Saddam Hawlah	\$50	"	
64	"	8th	Marham Talib Mohmood	\$ 50	=	
65	"	9th	Saif yehia Akel	"	"	
66	"	9th	Ammar Saddam Resheed	\$30	"	received \$20
67	"	9th	Gais Hassen Bedder	\$50	"	
68	"	9th	waatheh Rezwyi Resheed	"	"	
69	"	7th	Saeid, Mehdi Ali	"	"	
70	"	9th	Mohamed Rebeel Hanger	"	"	
71	"	9th	Muhammed Refeb Ibrahim	"	"	
72	"	9th	Ali Kammel Metlab	"	"	
73	"	9th	Hussan Abed al Hussein Mary	"	"	
74	"	9th	Taher Kammel Selman	"	"	
75	"	9th	Jabbar Kalled Abaid	"	"	
76	"	9th	Haider Resol Gassem	\$50	=	received with Baghdad
77	"	6th	Kewad Gassem Mohamed	\$ 50	"	
78	"	9th	Sellah Hassen Gassem	\$30	"	received with Baghdad
79	"	7th	Saad Kamil Mergush	\$30	"	received with Baghdad
80	"	9th	Ali Subhi Gassem	\$50	"	
81	"	9th	Ahmed Gernati Hussein	\$30	"	received with Baghdad
82	"	9th	Saad Oda Kallaf	\$ 50	"	
83	"	7th	Haider Mejeed Gassem	=	"	
84	"	9th	Ali Saddam Mergush	=	"	
85	"	9th	Saddam Sebah Deair	=	"	
86	"	9th	Murtadha Mohamed Mohdi	\$50	"	
87	"	7th	Beshar Kerveem Abas	\$ 50	"	
88	"	9th	Colai Hussein Gailan	\$50	"	
89	"	9th	Muhammed Fathel Alwan	\$50	"	

	position	Arrested by	Full Name	amount	Note
90	guard	9th	Hussein Mo'enes Merhig	\$50	\$200
91	"	9th	Wessam Kariwn Hassan	\$30	100
92	"	9th	Ali Abbod M'ejem	—	listed in short crime list
93	"	9th	Sabeeh Bayar Fallih	—	" " " " " "
94	"	9th	Tallal Kamel Hassan	\$50	\$100
95	"	9th	Faris Jewad Kadhem	\$50	\$100
96	"	9th	Haidder Faris Jewad	"	\$100
97	"	"	Immad Waheed Miaz	"	"
98	"	"	Hassen Ali Kadhem	"	"
99	"	"	Amir Ali Hussein	"	"
100	"	"	Tallib Mehssen Shwail	—	listed in
101	"	9th	Wessam Tawish	\$50	\$100
102	"	9th	Emir Bassem Alai Allah	\$50	\$100
103	"	9th	Hashem Mehmed Shali	\$30	received with Baghdad
104	"	9th	Haidder Mehmed Desbol	"	" " " "
105	"	9th	Hassen Mehmed Desbol	"	" " " "
106	"	9th	Wassam Abdul Hussein Jewher	\$50	"
107	"	9th	Sennan Abdul Jabbar Hassan	"	"
108	"	9th	Abbas Abu Al Heel Abbas	"	"
109	"	9th	Tallal Hassan Abbod	\$30	received with Baghdad
110	"	9th	Mehdi Sallah Hassan	\$50	"
111	"	9th	Saad Jassam Mohamed	\$30	received with Baghdad
112	"	9th	Wessam Abed Alkha	"	\$100 " " " "
113	"	9th	Wessam Fadhel Jewad	"	\$100 " " " "
114	"	9th	Emir Hussein	\$50	"
115	"	9th	Hussein Mechlum Hleiw	"	"
116	"	9th	Mohamed Ahmed Aguel	"	"
117	"	9th	Haidder Abbas Methker	\$30	received with Baghdad
118	"	9th	Hassen Ali Jewad	"	" " " "
119	"	9th	Mohamed Faris Hervas	"	" " " "

	Position	Physical degree	Full Name	amount	Note
120	guard	ninth	Welleed Ahmed Alwan.	\$30	\$100
121	"	9th	Mameer Mohamed Hassan.	=	\$100
122	"	"	Aqrem Abdul wahed.	=	"
123	"	"	Ali Immad Qadobi.	\$50	"
124	"	"	Haider Abdul Zahrah.	\$30	"
125	"	"	Sellam Mohamed Jaifer.	=	\$100
126	"	"	Mohamed Kereem lafta.	\$30	\$100
127	"	"	Mehmood Ali Ogila.	\$30	\$100
128	"	"	Abed Hussein Mohsen.	—	/
129	"	"	Mejbef Neema.	\$50	\$100
130	"	"	Kadhem lafta Ferrag.	—	/
131	"	"	Ameeer Idan Atia.	\$50	\$100
132	"	"	Ammar Mehssen Gazi.	\$50	\$100
133	"	"	Haider Jellil Ferrag.	=	=
134	"	"	Tallib Kattib	=	=
135	"	"	Ammar Abas Mehdi.	\$30	"
136	"	"	Hamed Oaih Hassan	\$50	"
137	"	"	Haider Ibrahim Mehssen	\$50	"
138	"	"	Imad Radhi lafi	\$50	"
139	"	"	Yousif Abdul wahab.	"	"
140	"	"	Maithem Mirza	"	"
141	"	"	Ommer Sebbah Hassab Allah	=	"
142	"	"	Kereem Gazi Granim	=	"
143	"	"	Ahmed Mejeed Resheed	\$30	\$100
144	"	"	Mushtaq Talib Mohsen	—	/
145	"	"	Sheelan Atia	—	/
146	"	"	Thammer Kallaf Ali	\$30	\$100
147	"	"	Thammer Kadhem Farhan.	\$50	\$100
148	"	"	Mohammed Shaker Giannas	\$30	=
149	"	"	Hammed Hameed Meklef.	\$50	=

### ***Diyala Correction Department***

<b>NO.</b>	<b>Name</b>	<b>Experience</b>	<b>Occupation</b>
1	Hatem naffi' majeed	23 years	Reformatory guard
2	Saif yehya akkif	4 years	Reformatory guard
3	Haider Rbec' Khaleefa	15 years	Reformatory guard
4	Kareem Hwail Jabor	20 years	Reformatory guard
5	Mohamed Shaker Mahmoud	4 years	Reformatory guard
6	Walleid Waheed	10 years	Reformatory guard
7	Haider Rasool Qassim	10 years	Reformatory guard
8	Shaheed hiriz Zaboon	6 years	Reformatory guard
9	Walleid Ahmed Alwan	3 years	Reformatory guard
10	Nassir Hussien	18 years	Reformatory guard
11	Mahmoud Faisal	13 years	Reformatory guard
12	Riadh Naeim	12 years	Reformatory guard
13	Hassen Ali Jwad	2 years	Reformatory guard
14	Yasser Khodhair Ibraheem	5 years	Reformatory guard
15	Jabar Khallid Obaid	3 years	Reformatory guard
16	Rassool Sadiq	10 years	Reformatory guard
17	Mortadha Mohamed Ridha	11 years	Reformatory guard
18	Ammar Sadiq Rasheed	5 years	Reformatory guard
19	Ali Kareem Gomar	5 years	Reformatory guard
20	Maitham Tallib Hommod	12 years	Reformatory guard
21	Haider Abdul-Alzahra	5 years	Reformatory guard
22	Hussamaldeen Mahmoud	12 years	Reformatory guard
23	Hammid Haider	5 years	Reformatory guard
24	Shihab Ahmed	10 years	Reformatory guard
25	Moncer Mohammed Hassen	5 years	Reformatory guard
26	Mohammed karreem	5 years	Reformatory guard
27	Hussien Abdul-Hussien	3 years	Reformatory guard
28	Mahmoud Ahmed Ajeel	5 years	Reformatory guard
29	Haider Abbas	5 years	Reformatory guard
30	Tahir Kammel	4 years	Reformatory guard
31	Allawee Abdul-Hussien	10 years	Reformatory guard
32	Ali Qassim	10 years	Reformatory guard
33	Jaffar Hussien Ali	10 years	Reformatory guard
34	Alaa' Naieim	10 years	Reformatory guard
35	Aqeel Talab Hommod	10 years	Reformatory guard









11  
List of names for the officials of light crimes division of Bani-Saad / Dajala prison

	Position	official degree
	Director of division	First
	Social Researcher	"
	" "	Second
	" "	Third
	" "	Third
	Division Responsible	2nd
	" "	2nd
8-	Talal Hassan aboud	guard
9-	Talal Kamel Hassan	"
10-	Salah Hassan Kanam	"
11-	Yusif abdul-wahab	"
12-	Mohamed Subah	"
13-	Arian Ali Hassan	"
14-	Saad Kamel margoosh	"
15-	Audat Hassan kelam	"
16-	Saad Hassan mohamed	"
17-	Hayder Jalil Faraj	"
18-	Wisam Abdula Ali	"
19-	Khalid Hashim mohamed	"
20-	Thamer Khalaf Ali	"
21-	Hussain Ali Hassan	"
22-	Ali Saddam Hudaib	"

First name	position	official designation
23- Murtada mohamed Saleh	Detention guard	guard
24- Hassan Ali Khadim	{	
25- Aiael hadi hussain	{	
26- Omer hussain mahmoud	{	
27- Wisam khayoon	{	
28- Bashaer Kareem Abbas	{	
29- Hayder Faris Juad	{	
30- Talib katib Humadi	{	
31- Khassan Sabedi whaem	{	
32- Hayder mojeed rasool	{	
33- Mahdi fahh hassan	{	
34- Ameer idan ateen	{	
35- Hashem mahmoud	watcher	
36- Muntaser najim ahid	<del>Detention</del> guard Reformatory	
37- Salam mohamed Jaac	{	
38- muhaned shaker kannas	{	
39- Hassan mohamed rasool	{	
40- Hussain mudloom Heleo	{	
41- Wisam abdulla		
42- Muhanad fahil Alwan		
43- Imad radi Luti		
44- Abbas Abu Al-heel		
45- Fuad Jasim mohamed		
46- Hyder majeed nasir		

Full name	Position	official degree
47. Hayder ibrahem muhsen	<del>Detention</del> guard Reformatory	
48. Khasim Abdul Hassan Juher		
49. Kareem Khazi Kanem		
-- runner		
51. Mahoud Ali Aukla		
52. Wisam Sadel Jwad		
53. Mohamed Jahar Mustafa		
54. Muthana Sadeh Mohamed		
55. Ahmed Majeed Rasheed		
56. Abdul Hanga Jasem		
57. Abdul Hadi Ali		

they did not Receive 20 \$



# Diala Department

	position	degree	Full Name	\$	Note
26	typist	5th	Mohammed Hussein Hameed	\$50	
27	guard	5th	Hassen Sabah Debes	30	
28	=	5th	Neema Hassan Jer <sup>ev</sup> bo	50	
29	=	2nd	Nasser Hussein Nedhet	50	
30	=	3ed	Ahmed Jeleed Ahmed	50	
31	=	3ed	Kereem Hewail Jeber	30	
32	=	4th	Sabah Kheshen Adnan	30	
33	=	4th	Amer Ahmed Jassem	50	
34	=	3ed	Talib Hashem Reshem	—	his name in the short item list.
35	=	3ed	Waiman Fereq Olaiwi	50	
36	=	5th	Hussein Mahmood Elio	50	
37	=	8th	Mahmood Faisel Merhig	30	
38	=	4th	Allawi Abdul Hussein	50	
39	=	8th	Thager Abdul Hussein Ibraheem	30	
40	=	8th	Jeiber Hussein Ali	50	
41	=	9th	Ali Idan Fereq	50	
42	=	9th	Ali shoker Mahmood	50	
43	=	9th	Wissam Faeq Mejeed	50	
44	=	9th	Ali Abdul Rezag Owaid	50	
45	=	9th	Ali Qassem Jebber	50	
46	=	9th	Faissel Turki Hameedi	30	
47	=	9th	Yasir Kudhair Ibraheem	50	
48	=	9th	Allia Naeem Hamed	50	
49	=	9th	Shihab Ahmed Dhiab	50	
50	=	9th	Waleed Weheed Mazi	50	
51	=	7th	Jawad Abdul Kadhem	50	
52	=	9th	Setwan Jassem Mohemmed	50	
53	=	9th	Hamed Abdul Setar Hemoodi	50	



				\$
54	guard	9th	Haider Rebeel Khelefa	50
55	guard	9th	Mortadha Ahmed Homoodi	50
56	=	9th	Mohammed Shaker Mamood	50
57	=	9th	Allaa Hadei Hazem	50
58	=	9th	Selwan Khelil Lefta	50
59	=	9th	Ali Ihsan Kaddem	50
60	=	9th	Naseer Abid Lefta	50
61	=	7th	Hussain Aldoun Mohammed	30
62	=	9th	Mortadha Hamed Hassan	30
63	=	8th	Resool Sadiq Hewla	50
64	=	8th	Martem Talib Mohmood	50
65	=	9th	Saif yehya Akel	50
66	=	9th	Ammar Sadiq Resheed	30
67	=	9th	Qais Hasseni Beder	50
68	=	9th	Watheb Rezooki Resheed	50
69	=	9th	Saeed Mehdi Ali	50
70	=	9th	Mohammed Rebeel Dhejer	50
71	=	9th	Ahmed Rejab Ibrahim	50
72	=	9th	Ali Kamel Motlib	50
73	=	9th	Hussein Abdul Hussein Maryoosh	50
74	=	9th	Tahir Kamel Selman	50
75	=	9th	Jebbar Khalid Obeed	50
76	=	9th	Haider Resool Qassem	50
77	=	6th	Fewad Jassim Mohammed	50
78	=	9th	Salah Hassan Qasim	50
79	=	7th	Saad Kamel Maryoosh	50
80	=	9th	Ali Sobhi Jassim	50
81	=	9th	Ahmed Jenati Hussein	50
82	=	9th	Saad Oda Khelef	50
83	=	7th	Haider Mejeed Nasser	50

				.\$
114	guard	9th	Ommer Hussein	50
115	guard	9th	Hussein Madhloun Heltio	s
116	=	9th	Mohammed Ahmed Ageel	s
117	=	s	Haider Abbas Medhekher	30
118	s	9th	Hassan Ali Jawad	30
119	s	9th	Mohammed Faris Hérass	30
120	=	9th	Waleed Ahmed Alwan	30
121	=	9th	Moneer Mohammed Hassan	30
122	=	9th	Akram Abdul Wahed	30
123	=	9th	Ali Imad Qadouri	50
124	=	9th	Haider Abdul Zahra	30
125	=	9th	Selam Mohammed Jeeter	30
126	=	9th	Mohammed Kereem Lafta	30
127	=	9th	Mahmood Ali Kella	30
128	s	9th	Abid Hussein Mehser	
129	=	9th	Mejbel Neema	50
130	=	9th	Kadhim Lafta Ferreg	—
131	=	9th	Ameer Idan Atia	50
132	=	9th	Ammar Mehser Gazi	50
133	s	9th	Haider Jeel Ferreg	50
134	=	=	Talib Kattib	50
135	=	s	Ammar Abbas Mehdi	30
136	=	s	Hammed Daib Hassan	50
137	s	s	Haider Ibrahim Mehser	50
138	=	s	Imad Raedhi Lafi	50
139	=	s	Yousif Abdul Wehabe	50
140	=	s	Maithem Mirza	50
141	=	s	Omer Sebah Haseeb Alla	50
142	=	=	Kereem Gazi Ganim	50
143	=	s	Ahmed Mejeed Resheed	30

*Baidlaa*

## AL-MOSAEMPLOYEES

FIRST NAME	SECAND NAME	THIRD NAME	POSITION
RAAD	TAHA	AHMED	SOACIEL RIESARCH
SADAM	SALIEM	ALYASS	GUARD
AHMED	ZAKIE	MOSTAFA	GUARD
SOLIEMAN	ABDUL GANIE	NADIER	GUARD
SALMA	SALIEM	HUSSEIN	STOREM KAPIER
FARIFS	ABDUL RAZAK	MOHAMMED	GUARD
AODIE	ABDUL AZIZ	AHMED	GUARD
LIETH	ALI	RAFIEK	DIRECTOR DEP.
SALIEM	AYOOB	SALOO	SOACIEL RIESARCH
NADIE	SULTAN	HUSSEIN	OBSIERVER
NAZIEK	KHALIEL	SALOO	STOREM KAPIER
SADAM	HUSSIEN	ABD ALLAH	GUARD
AHMED	ABDUL AZIZ	AHMED	GUARD
HUSSEIN	ALI	MOSAA	GUARD
ABD ALLAH	KHALIED	ABD ALLAH	GUARD
AMAR	AYAD	JWAAD	GUARD
AHMIED	SOBHIE	KHALIED	GUARD
AHMED	ZAKIE	MOSTAFA	GUARD QUIET
AHMED	ADIEL	HADY	GUARD
JASSEM	HAMMED	MMAHMOOD	GUARD
MOHSSAN	ALI	AHMED	GUARD
YOSSIEF	MOHAMMED	SALIEH	GUARD
RASHIED	HAMOOD	HAMMIED	GUARD
KHAIERIE	IBRAHIEM	ABD ALLAH	GUARD
SALIEM	ABD ALLAH	HAMOOD	GUARD
AMJIED	MAHMOOD	HAMMED	GUARD QUIET

List of names of the Correctional  
Guards / Hilla Prison.

	Name	Employment title.	Address.
1)	Hussein Ali Rikhaia	Guard & Commissioner	Babel.
2)	Sufteen Eessa Hamza	=	Babel.
3)	Abbas Abdul Wahid Ibrahim	=	Babel.
4)	Saddig Ali Kaydre.	=	Baghdad.
5)	Abdul Abbas Abdul Aziz	Observer.	Babel.
6)	Hudhayem Eesa Lefta	Guard.	Kerbala.
7)	Tabbac Shrawa Mohammed	Observer	Babel.
8)	Khayree Hadi Mousa	Observer	Babel.
9)	Abd Kadhem Abd Humadi	Guard.	Babel.
10)	Shaker Ismael Hamza	Guard.	Babel.
11)	Salah Mehdi Abd Kadhem	Guard.	Babel.
12)	Abdul Zehra Twam E-laywee	=	Babel.
13)	Qassim Abd AL-Hussein Kadhem	Guard.	Babel.
14)	Beny Kawee Nasser	Guard.	Babel.
15)	Qassim Abdul Imam Ward.	=	Diwania.
16)	Zaineb Tassim Hassan	=	Babel.
17)	Ali Ferhan Hussein	=	Babel.
18)	Bassim Mizher Hassoon	=	Diyala.
19)	Hussanain Ali Abbas.	=	Babel.
20)	Intesar Hussein Alawee.	=	Babel.
21)	Fadhel Mejhool Rokan	=	Babel.
22)	Ali Hussein Abd.	=	Bagdad.
23)	Fellah Hassan Kadhem	=	Babel.
24)	Abbas Nadhem Abbas	=	Babel.
25)	Wasil Mon'een Mohammed	=	Babel.

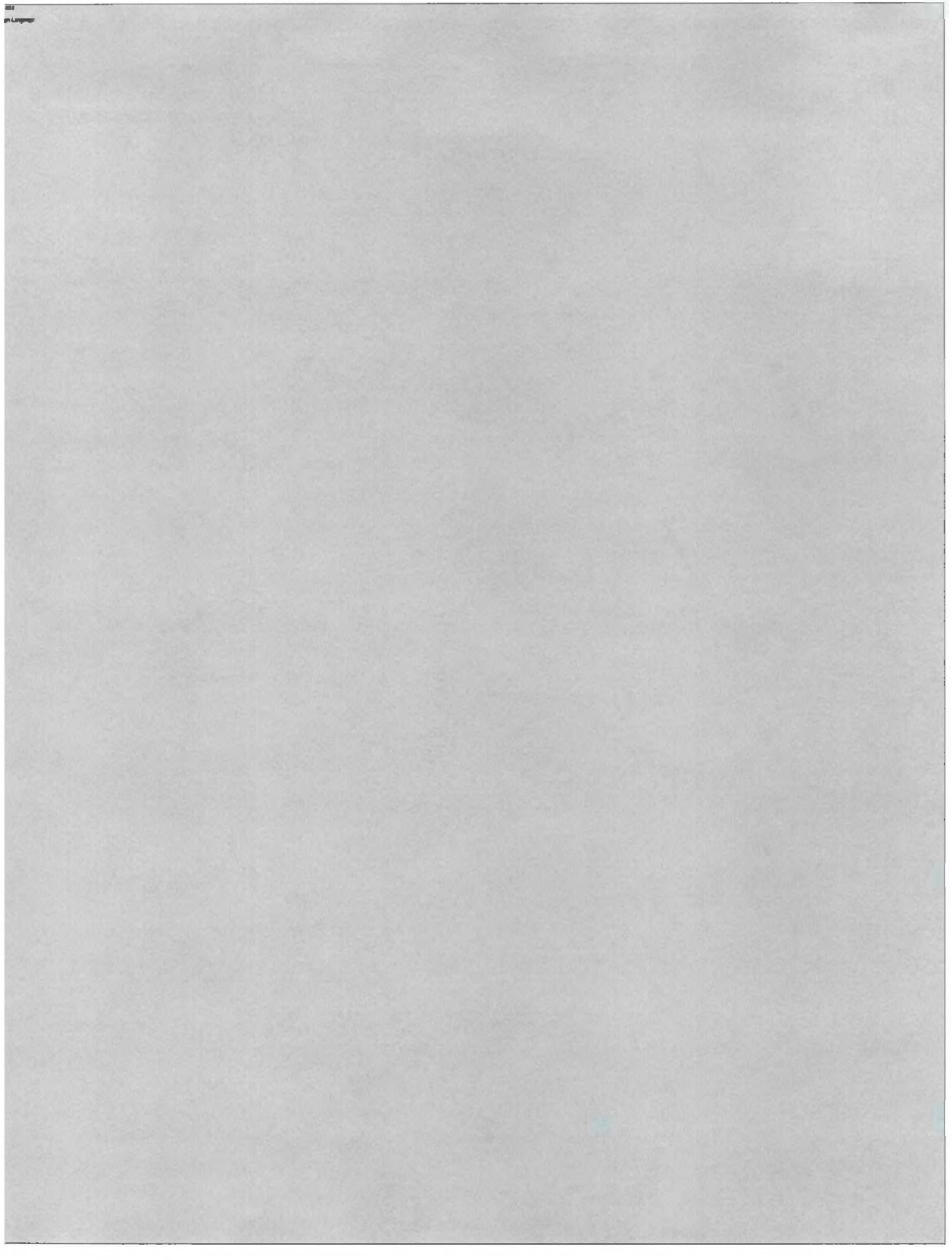
	Name .		
26)	Ahmed Ali Hussein	Command	Babel .
27)	Luay Kadhem Muhce	=	=
28)	Jesseem Abdul Sada	=	=
29)	Ferras Jassim Hamza	=	Najaf .
30)	Salam Sami Tward.	=	Babel .
31)	Haydre Abdul Abbass	=	=
32)	Hadi Abdul Hussein	=	Babel .
33)	Mehdi Sahib Mohsen	=	=
34)	Haydre Hussein Tward.	=	=
35)	Hussam Jaffar Mehdi .	=	=
36)	Haydre Sabbar Ibrahim .	=	=
37)	Ali Hameed Raji	=	"
38)	Ahmed Hussein Elaiwre .	=	"
39)	Harb Shaker Hemadi .	=	"
40)	Khalid Hameed Dhayji	=	"
41)	Ahmed Abdul Abbass Karim	=	"
42)	Abnan Tward Kadhem	=	"
43)	Ali Khudair Abbass	=	"
44)	Hamza Abdul Hussein	=	"
45)	Ahmed Safi Mousa .	=	"
46)	Ali Hatem Felaih .	=	"
47)	Mukdam Mehdi Salih .	=	"
48)	Osama Ali Mehdi .	=	"
49)	Nejah Hassan Kadhem .	=	"
50)	Ahmed Abd Kadhem Abd Humadi	=	"
51)	Ammeer Tward Kadhem .	=	"
52)	Hussein Hatem Felaih .	=	"
53)	Haydre Mohammed Baker	=	"
54)	Adia Abdul Zehra .	=	"

55)	Udai Kudhair Mudhloom	Guard.	Babal.
56)	Menar Kamel Fadhel	=	=
57)	Qussai Mohammed Mehdi.	=	=
58)	Salam Hadi Mohammed.	=	=
59)	Nofel Sami Abdul Zehra	=	=
60)	Fadhel Eesa Hadi	=	=
61)	Haydre Mehdi Jabbar.	=	=
62)	Sammer Jabber Abbas	=	=
63)	Mohammed Motasher Mohammed	=	=
64)	Nabil Tha'er Hadi	=	=
65)	Ehab Hadi Kadhem	=	=
66)	Alaa Mehdi Kamel.	=	=
67)	Luay Abdul Zehra Abd Muslim	=	=
68)	Hisham Hazim Kadhem.	=	=
69)	Raysam Juad Eesa.	=	=
70)	Abbas Fadhel Kamel	=	=
71)	Qassim Kadhem Abd Salih	=	=
72)	Feras Mohammed Miz'el	=	=
73)	Abbass Fauzi Karim.	=	=
74)	Ahmed Salih Mehdi.	=	=
75)	Ahmed Hassen Matlig	=	=
76)	Hisham Sami Juad.	=	=
77)	Alaa Hameed Dhay'i	=	=
78)	Nabil Medlool Jessoom	=	=
79)	Hussam Juad Redhwan	=	=
80)	Ahmed Mohsen Abd Ali.	=	=
81)	Dhiya Kudhair Habib.	=	=
82)	Qassim Mohammed Haydre	=	=
83)	Mokeled Selman Kadhem	=	=



84)	Haydre Ali Karim	Guard	Babel.
85)	Ahmed Hussein Ali	=	=
86)	Ali Fadhel Hani	=	Baghdad.
87)	Ali Jassim Mohammed.	=	=
88)	Falah Hamza Miz'il	=	Babel.
89)	Adil Sajit Faris	=	Baghdad.
90)	Abdul Hussein Leth	=	Babel.
91)	Atheer Mohsen	=	Baghdad.
92)	Mohammed Safi Abbas	=	=
93)	Adil Abdul Hamza Atiya	=	=
94)	Ali Saddam Hamid.	=	=
95)	Mohammed Hussein Abbas.	=	=
96)	Emad Kadhem	=	=
→	They all commenced work on the date of 31/8/2003		

















The names and addresses list of the employees or officers in Hitler prison

The names	Their level	his address
1. Raheel Jaaler Karli	Manager of the prison	in Al-Hilla
2. Hossain Mohamed, Hossain	Sociologist	// // //
3. Jawel Gaber Habib	"	// // //
4. Sabah Hachi Hossain	Liberal development	// // //
5. Hossain Ali Mohi	Store keeper	// // //
6. S.A.M. Mohsen Karim	Treasurer	// // //
7. Hossain Mohamed Ali	Assistant overseer	// // //
8. Ebtisam Rasheed Karim	Assistant branch	// // //
9. Mohamed Karim Jawel	Vocational teacher	// // //
10. Fatima Rasheed Saeed	Writer	// // //
11. Ali Jawel A.B.S	Post street services	// // //
12. Raheel Adnan Abdul Hakeem	Officer	// // //
13. Hossain Hossain Jawel Sultan	Cleaner	

The manager  
Ali Jawel Hossain

The names	job or position	
1) Ahmed Hissan Hassan	Sociologist	
2) Mohamed Abdel Ameer	"	
3) Jaleel Jaber Saykhan	"	
4) Mohamed Abdel Ameer	"	
5) Basim Mohamed Hossain	"	
6) Mansoor Mohamed Kaelim	"	
7) Ali Haeli Mohamed	typist writer	
8) Mohamed Ali Hassan	driver	
9) Mohamed Jaleel Kibab	writer	
10) Haydar Kaelim Saleh	"	
11) Deed Abdul Nagee	"	
12) Khaled Azeez Ali	"	
13) Haydar Mohamed Aboud	driver	
14) Hassan Nader Haeli	general	
15) Sabar Jaber Haeli	"	
16) Mahdi Saleh Mahdi	"	
17) Jassim Mohamed Shalbe	"	
18) Mohamed Jassim Mohamed	"	
19) Hamid Abd Jaber Mahdi	"	
20) Haydar Abd Ameer	"	
21) Kael Jaleel Jwawal	"	
22) Wael Bakir Mahdi	"	
23) Haydar Khalid Haeli	"	
24) Khaled Jaber Akle	"	
25) Thigam Jaleel Abdelhussein	"	
26) Haidel Kaelier Jaleel	"	
27) Le Zain Hameed Kazeal	"	
28) Hassan Mahdi Hejil	"	
29) Monasser Mahmood	"	
30) Thaeer Haeli Mohammad	"	

All of them  
from Hillel

The list of  
the new  
employees in  
Al-Hillel  
governorate  
Iraq.

The names	job or position
31) ABAS Hossian Juwael	engineer
32) Hossian Hamza Kassou	"
33) Mohamed Abdelmal Abdelk Lameer	"
34) Ahmed Jethim Waly	"
35) Alawee Abdelal	"
36) Adel Juwael Kassim	"
37) Thamer Kueier Abdel	"
38) Sameer Hossian Ali	"
39) Mahmoud Shaker Asmael	
40) Razak Hossian Abdelul- Hossian	vocational school teacher
41) Jireal Kadiem <del>Abdel</del>	writer
42) Souad Kileeb Abass	"
43) Walid Hamza Hossian	engineer
44) <del>Thamer</del> Hayder Jaderfar	"







**310<sup>th</sup> Military Police Bn.  
AL-Hillah Prison Operations**

Foreign Language

7 September 2003

MEMORANDUM FOR ACTION .

SUBJECT: Iraqi Guard Certifications

The following Officers (see attachment) have completed and met the requirements for graduation from the Iraqi Correctional Services (ICS) Training Academy. The graduating employees desire to work at the AL-Hillah Prison. If any arrangements can be made to add the attached employees to the prison staff it would be much appreciated.

If you have any questions or concerns, feel free to contact 1LT. [redacted] at the AL-Hillah Prison.

[redacted]  
1LT, MP, USAR  
OIC AL-Hillah Prison

Abdullah

582495

**310<sup>TH</sup> Military Police Bn.  
AL-Hillah Prison Operations**

Continuation from page 1

**Guards**

9. Wael Bakir Mehdi ✕
10. Haider Tliabit Hadi ✕
11. Khalid Jabar Abid ✕
12. Dirgham Jafar Abid ✕
13. Habib Khudier Juda
14. Haider Jafar Mehdi
15. Lazam Hamid Kazal ✕
16. Hassan Mehdi Hajaeel ✕
17. Mountasir Hamod ✕
18. Thacer Hadi Mohamed ✕
19. Abass Hussien Jawad ✕
20. Hussien Hamza Fasoo'a ✕
21. Mohamed Nema Abid AL-Amir ✕
22. Ahmed Fahim Wali ✕
23. Alawi Abudullah Akash ✕
24. Adil Jawad Khadim ✕
25. Thacer Khuder Abid ✕
26. Samir Hussien Ali ✕
27. Mahmud Shakir Esmeel ✕
28. Razak Hussien Abid ✕
29. Walled Hamza Hussien ✕

**310<sup>TH</sup> Military Police Bn.  
AL-Hillah Prison Operations**

9 September 2003

This attachment is a list of personnel that wish to be employed at the Al-Hillah Prison.

**Drivers**

1. Mohand Ali Hasson
- ✈ 2. Haider Mohamed Abood

**Clerks**

- ✈ 1. Mohand Fadil Kittab
- ✈ 2. Haider Khadim Salih
- ✈ 3. Diaa Abd Naji
- ✈ 4. Khalil Aziz Ali
5. Fereal Khadim Shelan (female)
6. Suaad Kinyab Abass (female)

**Typist**

- ✈ 1. Ali Hadi Mohamed

**Social Workers**

1. Ahmed Hassan Hasson
2. Mohamed Abid Alamir
- ✈ 3. Fadel Jabur Sakban
4. Mohamed Abid Almalik
5. Basim Mohamed Radi
6. Maisson Mohamed Hussien

**Guards**

1. Hassan Nider Jalal
- ✈ 2. ~~██████████~~
- ✈ 3. Mehdi Salih Mehdi
- ✈ 4. Jasim Mohamed Shati
- ✈ 5. Mohamed Jasim Mohamed
- ✈ 6. Hamid Abid Al-Jabar
7. Haider Abid AL-Amil
- ✈ 8. Akeel Fahim Jawad

## ***Name list of Hilla employees***

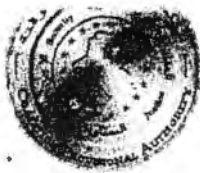
<b>Name</b>	<b>Job title</b>
RAAD JADER KHALAF	
QASSIM MOHAMMED ABBAS	
FADHIL JABBOR HABEEB	
SABAH HADDY KAREEM	
HUSSEIN ALI MOHEE	
ISSAM MOHSIN KADHOM	
HALLIMA MOHAMMED ATIEA	
IBTISSAM RASOOLY LATEEF	
MOHAMMED KADHOM JWAD	
FATIMA RASHEED SAIED	
ALI FADHOL ABBAS	
RIADH ADNAN ABDUL-AMEER	
HAMEEDA ABOOD SOLTAN	
AHMED HASSAN HASOON	
MOHAMMED ABDUL-AMEER ABOOD	
FADHOL JABBOR SAGBAN	
MOHAMMED ABDUL-MALIK MOHAMMED	
BASSEM MOHAMMED RADHY	
MAYSOON MOHAMMED HUSSEIN	
ALI HADDY MOHAMMED	
MOHAMMED ALI HASOON	
MOHAMMED FADHOL KITTAB	
HAIDER KADHOM SALIH	
DHIA ABID NAJY	
KHALEEL AZEEZ ALI	
HAIDER MOHAMMED ABOOD	
HASSEN NADDER HILLAL	
SATTAR JABBAR HADDY	
MAHDDY SALLIH MAHDDY	
JASSIM MOHAMMED SHATTY	
MOHAMMED JASSIM MOHAMMED	
HAMMID ABDUL-JABBAR MAHDDY	
HAIDER ABDUL-AMEER	
AQEEL FAHIM JWAD	
WAAL BAQIR MAHDDY	
HAIDER THABIT HADDY	
KHALID JABBAR ABID	
DHORGHAM JAFFER ABDUL-HUSSEIN	
HABEEB KHODHAIR JODDA	
LIZAM HAMEED KHAZAL	
HASSEN MAHDDY HAJEEL	
MONTASSER HOMOOD MAJHOOL	
THAIR HADDY MOHAMMED	
ABBAS HUSSEIN JWAD	
HUSSEIN HAMZA QASOO'	
MOHAMMED NIMA ABDUL-AMEER	
AHMED FAHIM WALLY	
ALLAWEE ABDUL-ALLAH OKASH	
ADDEL JWAD KADHOM	
THAIR KHODHAIR ABOOD	
SAMIER HUSSEIN ALI	
MAHMOUD SHACKER ISMAIL	
RAZAQ HASSEN ABDUL-HUSSEIN	

FIRYAL KADHOM SHAALAN  
SOA'D KHITYAB ABBAS  
WALEED HAMZA HUSSIEH  
HAIDER JAFAR MAHDDY  
HUSSIEH ALI RIKHEES  
SIFEEN IESSA HAMZA  
ABBAS ABDUL-WAHID IBRAHIM  
SADIQ ALI HAIDER  
ABDUL-ABBAS ABDUL-AZEEZ  
HADHEEM IESSA LAFTA  
JABAR SHINAWA MOHAMMED  
KHAIRY HADDY MOSSA  
ABDUL-KADHOM ABID HOMADI  
SHACKER ISSMAIL HAMZA  
SALAH MAHDDY ABDUL-KADHOM  
ABDUL-ZAHRA TAWAM OLAIWEE  
QASSIM ABDUL-HUSSIEH KADHOM  
BANAI MOHAWEE NASSIR  
QASSIM ABDUL-IMAM WARRID  
ZAINAB JASSIM HASSEN  
ALI FARHAN HUSSIEH  
BASSIM MIZHIR HASSOON  
HASSANEN ALI ABBAS  
INTISAR HUSSIEH ALAWEE  
FADHOL MAJHOL ROKAN  
ALI HUSSIEH ABID  
FALAH HASSEN KADHOM  
ABBAS NADHOM ABBAS  
WAAL MAIN MOHAMMED  
AHMED ALI HUSSIEH  
LO'AI KADHOM MOHEE  
BASSEEM ABDUL-SADDA  
FIRRAS JASSIM HAMZA  
SALAM SAMI JWAD  
HAIDER ABDUL-ABBAS  
HADDY ABDUL-HUSSIEH  
MAHDDY SAHIB MOHSEN  
HAIDER HUSSIEH JWAD  
HUSSAM JAAFAR MAHDI  
HAIDER JABAR IBRAHIM  
ALI HAMEED RAJY  
AHMED HUSSIEH OLAIWEE  
HARROB SHACKER HOMADDY  
KHALID HAMEED DHAI'  
AHMED MOHSEN ABID-ALI  
DHIA KHODHAIR HABEEB  
QASSIM MOHOR HAIDER  
MOKHALD SALMAN KADHOM  
HAIDER ALI KAREEM  
AHMED HUSSIEH ALI  
ALI FADHOL HANNY  
ALI JASSIM MOHAMMED  
FALAH HAMZA MIZL  
ADD'L SACHIT FARRIS  
ABDUL-HUSSIEH LAFTA  
ATHEER MOHSEN

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MAHMOUD SAFFY ABBAS  
ADDIL ABDUL-HAMZA ATIA  
ALI SAADOON HAMEED  
MOHAMMED HUSSIEN ABBAS  
IMMAD KADHOM  
NAWFAL SAMMI ABDUL-ZAHRA  
FADHOL IESSA HADDY  
HAIDER MAHDDY JABBAR  
SAMMIR JABBIR ABBAS  
MOHAMMED MOTASHAR MOHAMMED  
NABEEL THAIR HADDY  
IEHAB HADDY KADHOM  
ALAA MAHDDY KADHOM  
LO'AI ABDUL-ZAHRA ABID  
HISHAM HAZIM KADHOM  
RESAN JWAD IESSA  
ABBAS FADHOL KAMM L  
KASSIM KADHOM ABID  
FIRAS MOHAMMED MIZIL  
ABBAS FAWZY KAREEM  
AHMED SAL H MAHDDY  
AHMED HASSEN MOTLAG  
HISHAM SAMMY JWAD  
ALAA HAMEED DHAI'  
NABEEL MADLOOL JASOOM  
HUSSAM JWAD KHAWAN  
AHMED ABDUL-ABBAS KAREEM  
ADNAN JWAD KADHOM  
ALI KHODAIR ABBAS  
HAMZA ABDUL-HUSSIEN KORKY  
AHMED SAFFY MOSSA  
ALI HATEM FILAII  
MOQDAM MAHDDY SALLIH  
OSSAMA ALI FAKHRY  
NAJAH HASSEN KADHOM  
AHMED ABDUL-KADHOM ABID  
AMEER JWAD KADHOM  
HUSSIEN HATEM FILAII  
HAIDER MOHAMMED BAQIR  
ADAYE ABDUL-ZAHRA  
ODAYE KHODHAIR MADHLOOM  
MANAR KAMMIL FADHOL  
QOSSAYE MOHAMMED MAHDDY  
SALLAM HADDY MOHAMMED





# COALITION PROVISIONAL AUTHORITY

## BAGHDAD

November 14, 2003

MEMORANDUM FOR KAMIL AL-GAILANI, MOF  
DAVID OLIVER, DIRECTOR, OMB

SUBJECT: Further Approval of New Hire Prison Staff

Further to my memorandum of October 17, 2003, the Prison Department received your approval to hire 358 new hires for Baghdad and 38 for the Babil Governorate. You also approved the hiring of a further 600 guards by 31 December 2003. This would result in a total prison staff of approximately 4,500 by the end of 2003 compared with a 2003 budgeted staffing level of 10,150.

### Additional Guards – Al Hilla

The most pressing requirement is to increase the guard force in the Hilla Prison by <sup>151</sup>150. Recruits have been selected for training and once trained it will be easier to ensure that the prison is secure and that officers can perform their duties without undue risk to themselves. KAL

Although they are part of the additional 600 new guards to which you agreed for 2003, I attach a list of potential recruits to ensure that our respective ministries are fully aware of the individuals concerned and so their pay will be approved speedily once they have started work.

### Training Academy

The 2003 staffing included provision for 200 interpreters at Level 3 (\$120 per month). The Training Centre has two individuals who have been identified that would fulfill these roles. (See attached McIntyre Memorandum dated 23 September 2003) The salary level of \$120 equates with the KBR minimum rate of \$5 per day. They will initially provide input into the training programmes, course administration and assist the international experts anticipated to arrive in the near future. Later they will be used by the ICS to monitor prison developments internationally.

The ICS has established a training academy for its trainee guards. The CPA training team has identified Abdulhady Muhsen as director. It is a new position and the ICS consider that the establishment should be headed by an officer in order to deal effectively with students, instructors and the Ministry of Interior who control the premises. Therefore Abdulhady Muhsen should be promoted from Sergeant Major to Lieutenant.

### Conclusion

The total staff respective salaries have also been budgeted for and approved previously, the hiring of these employees and the payment of their salaries is also hereby approved as an exception to the limitation on new hires and promotions. The hiring and employment of these

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COALITION PROVISIONAL AUTHORITY  
BAGHDAD

guards are necessary, as is the hiring and promotion of the staff at the Academy in order to re-establish the Iraqi prison system.

Thank you for your cooperation. Should you have any questions or concerns regarding the subject discussed in this memorandum, please feel free to contact me. You may also contact  Finance and Administration Advisor on

Judge   
Senior Advisor to the Ministry of Justice

Attachment: Approved list of candidates for Hilla Prison.  
McIntyre Memorandum of 23 September 2003  
Form 1 for 2003 Budget

Ministry of Finance

Approved   
Disapproved

Approved with modifications

Office of Management and Budget

Approved   
Disapproved

Approved with modifications

UNCLASSIFIED



COALITION PROVISIONAL AUTHORITY  
BAGHDAD

October 17, 2003

MEMORANDUM FOR KAMIL AL-GAILANI, MOF  
DAVID OLIVER, DIRECTOR, OMB

SUBJECT: Approval of New Hire ~~Prison Staff~~

The Department of Prisons ~~was~~ budgeted for CY 2003 at a staffing level of 10,000 guards. Not counting the guards to which this application applies, there are currently approximately 3,500 guards employed throughout Iraq by the Department of Prisons. There are 358 new hires for the Baghdad area and 38 for the Babil governorate. Furthermore, the Department of Prisons anticipates hiring an additional 500-600 guards by 31 December 2003.

Can you please confirm that the prospective salaries have also been budgeted for and approved previously in which the hiring of these additional guards and the payment of their salaries is not covered by the limitation on new hires?

Thank you for your cooperation. Should you have any questions or concerns regarding the subject discussed in this memorandum, please feel free to contact me. You may also contact Judge Ali Hussein Al-Shimeri, the Director General for Administration at the Ministry of Justice, at (b) or myself at (b) or (b)



Senior Advisor to the Ministry of Justice

Attachment: Approved list of new hires for the ~~Prison~~ Department

Ministry of Finance

Approved \_\_\_\_\_

Disapproved \_\_\_\_\_

Office of Management and Budget

Approved \_\_\_\_\_

Disapproved \_\_\_\_\_

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Roaster for the persons interested in working  
As a guards in hiller prison

1. Mohamed Hassan mutlak
2. Ahmed shaker Ismael
3. Ali shaker Ismae
4. Naser Abbas Nasser
5. Naser mutashar mohamed
6. <sup>Furat</sup> ~~Firas~~ Kadhun abed Saleh
7. Ahmed Jabbar jawad
8. Salam hameed Khazal
9. Hekmat nader hilal
10. Saad Abdul-Razzak Sultan
11. Ali mohamed jawad Ali
12. Wisam Sami jawad Isa
13. Bushar Salman hassouni Salman
14. Hayder Ali Jasim Isa
15. Salam abbas jabbar Khudair
16. Khasim aubaid tawsit shnaw
17. Muitham Hamza Kadhun
18. Ali mehdi aboud Salman
19. Firas taleb abed wael
20. Hayder abbas Hassan Kanne

22- Hussain Jasim mohamed

23. Taher Jasim Isa

24. Jihad mohamed Isa

25. Ali musheer Kadhim

~~26. Hussain~~

26. Husam Abdul-Kareem Ahmed

27. Ahmed Hasan Sakban

28. Nima abbas shaker

29. Ali Abdul-Hamza Abdulla

30. Fatah Husam Ali

31. Ahmed Wanas Abdul-Hussain

32- thu-al Fikar Ibrahim mukhlif

33- Muslim Saleh Jaber mularaj

34- Husam Ali mahsen

35. Ali Sabeen Isa

36. Hussain mehdi Saleh

37. Akram Ali Daham

38. Muhamad Ali Daham

39. Abbas Ali Abbas

40. Abdul-Ameer Taleb Abdul-Ameer

41. Emad Jewad Mohamed

42- Saad Mohamed Baker

43. Hasan Shaker Kadhim

44- Mohamed Nadrham Abbas

45. Kusai Jewad Awwad

46. Yahya Khudair Abood

47. Fathi: Faleh mohamed

48. Younis Jrew Eliwan

49. Muhamad Kadhum rashed

50. Ammar umran Hussain

51. Ayad Jabbar nima

52. Wisam Faleh shahid aboud

53. Atheer Jabbar khalef

54. Muhamad mehdi aboud

55. Khalaf -

56. Haider abbas khudair

57. Hayder Jodi najim

58. Ali abbas abdul-ameer

59. Maytham ali naji

60. Imeer Kadhum rashem

61. Isam Kadhum abel mansor

62. Ali Kudair mehdi

63. Emaad Sharee kantoosh hamza

64. Dhafer mulai Hussain alawi

65. Hayder mohammed hayder aboud

66. Hayder ali umran Saleh

67. Saad umran Saleh

68. Mohammed gas khudair abbas

69. Raid Jabbar abed

70. Husamein mohamed ali nuhsein

71. Nael saheb mekki
72. Ayed mohamed raji najeeb
73. Bashar mansor khalaaf
74. Ali hussain elewi
75. Fadhel abdulla yousif
76. Abbas jaffar mehdi
77. Hussain abdul-zahra shnawa
78. Khasim hussain jawad hummadi
79. Saleem abdul-sada hussain
80. Saad ali Kareem Kadhum
81. Mohamed abdul-Kadhum abed
82. Khaldoon abdul-Zahra nawam elewi
83. Jasim ahmed hussain Kawthar
84. Safa abdul-hussain Lafta
85. Ali hamza fasso hussain
86. Abbas mohamed ali abdul-raggak
87. Kareem abaid hummadi
88. Aseel madhi habeeb abed ali
89. Moyad raheem mukhber
90. Nasir hussain mohamed
91. Kaisar thabet hadi
92. Hussain mohamed hasan
93. Ammar rumail khudair hasan
94. Ahmed mohamed habeeb elwan
95. Khasim yaser mehdi

- 76 - ~~Khasim~~ Qusai razzak mohamed
- 77 - Hamed Salem athab Salman
- 78 - Rafid nadhum muhsen abed
- 79 - Khasim mohamed radhi Khuder
- 100 - Abbas Jasim Hamza
- 101 - Ali Hussain mutlak Hussain
- 102 - Abbas Najeeb Kurum Najeeb
- 103 - Hussain Jasim Hamza
- 104 - Jasim Mohamed Mehdi Hassan
- 105 - Abdul-Zahra Kadhum Dheir
- 106 - Ali brehi Jasim
- 107 - Ibrahim Kareem Abbas
- 108 - Mahmud Yaseen Malek
- 109 - Samir Yaser Jasim
- 110 - Hussain Ali Abbas
- 111 - Ameer Kadhum Abbas
- 112 - Mohamed Kadhum Tawfik Abbas
- 113 - Hasan Nadhum Abbas
- 114 - Ali Hasan Abdul-Hussain
- 115 - Mohamed Abdul-Hamza Abbas
- 116 - Ayed Kadhum Jabbar
- 117 - Ahmed Raki Beziwi Hassan
- 118 - Ahmed Aziz Hamad Jasim

119. Atheer Jawad Kadhum Sultan
120. Ali Kadhum Rashid Hussain
121. Muthana Saher Hamza Mehdi
122. Mohamed Abdul-Ameeer Rashid Hussain
123. Ali Sarhan Kadhum Ali
124. Lujim Mejwal Rawkan
125. Husam Uda Kadhum
126. Basim Hadi Shaker Hussain
127. Ali Jasim Jassab Jasim
128. Atheer Hussain Ali
129. Wisam Uda Kadhum
130. Safa Kadhair Hubeeb
131. Ali Salah Hadi Abed Ali
132. Wisam Muhsein Abed Ali
133. Muthana ~~K~~ Taleb Salman
134. Alaa Hussain Ali
135. Dhan Ali Hussain
136. Abbas Abdul-Hussain Turki
137. Jaffar Abdul Abbas Fahad
138. Mohamed Hussain Ali
139. Muhannad Kafta Abdul-Nabi
140. Erfan Kafta Abdul-Nabi
141. Salah Hendi Samani
142. Mahmud Jalil Kameel



143. Usama Nadhim Sunad Hasan  
144. Ahmed Jaber Abbas  
145. Mohamed Shaker Ismael  
146. Akeel Lagim Lafta  
147. Latif Muftadar Mohamed  
148. Imeer Nahi Humad  
149. Hussain Mehdi Haigal  
150. Saad Mohamed Mubsen  
151. Hussain Zana-Allah.

## Checks

In the Name of God The Merciful the Compassionate  
To respectable Sibo's father. / Sinkis Sebo Sinkis

Concerning the paragraphs, you have sent in the sequence.

1- The budget of the office. Various sums were allocated by the ministry of justice in Baghdad. The Americans in charge of the department and the director of treasury in Ninawa informed us about ~~that~~ as available funds to the end of the year.

The funds are as follows:

1- 133,430 \$ Operating for sections two, three and four.

2- 214,94 \$ " " " " " " " " " " " "

3- 349,201 \$ Capital for section five

4- 346,000 Million Iraqi Dinars for all sections

2 Feeding the inmates

The Americans requested a contractor to serve three meals a day for the inmate at price of 1.95 \$ and 90 cent. for each inmate. The breakfast shall include (cheese, jam, butter, milk and tea. The lunch shall include rice and broth, in addition to meat and chicken three times a week. Dinner shall include two sandwiches of egg or chicken or -barbecued mutton in addition to salad and red or yellow soup daily with fruits (apple, banana, etc. four times a week.

3- The Fund shall not be in the bank and the expenditure shall be from the budget directly in the form of (cheques) for those who execute the projects, as indicated in paragraph (1) concerning the divisions of expenditure.

4 - A table will be organized and attached to this paper.

5 - The table of expenditure shall be organized by the treasury of the governorate.

6 - This point was indicated in paragraph 2.

7 - This point was indicated in paragraph - 1 -

8 - We shall deal with the Treasury of the governorate by providing us a (cheque) issued to the bank that deals with the treasury of the governorate. We shall receive 10% of the fund in addition to (cheques) that go directly to those who perform the works of the department.

- 15- The responsible for accounts in the receipt is the directorate  
of Ninawa Treasury
- 16- The authority responsible for financing our accounts is  
the ministry of Justice. we were informed that the  
financing was by Ninawa treasury

E M A D Mohammed Al-Dabbagh  
Accountant of Ninawa department  
24/ 11/ 2003

To Respectable Mr. E-mail

You are kindly requested to provide me with the following information

- 1- The budget of the department.
- 2- The divisions of the department.
- 3- The fund in the bank and its authority, the amount of the budget and the divisions of expenditure.
- 4- Salaries, number of employees and their positions and the amount of payments in a special list.
- 5- The table of expenditures, where do they go and who is in charge of them.
- 6- The way of paying for feeding the inmates. Is it through contractor or contract.
- 7- The balance of amounts in US dollars or Iraqi Dinars and the amounts from which it was started to spend.
- 8- The dealing with the bank of the Treasury of the government.
- 9- who is responsible for accounts, are they the justice official in Mosul or others.
- 10- The most important paragraph is the authority responsible for financing your accounts.

Sirkis Siba Sirkis

A list with the salaries of the employees in the department.

1- The total 237

2 121 with the salary of 100,000 D. }  
86 with the salary of 200,000 D. } for November  
30 with the salary of 300,000 D. } 2003

In addition to 120 guards they were appointed and they joined the month session in the academy of correction starting from 8/11/2003

Emad Muhammed Aldabagh  
Accountant of Ninawa  
11/11/2003

Translated by  
Abdulrahman  
M-S









## **In the name of god the merciful the compassionate**

### **To respectable Sirkis Sibbo Sirkis**

Concerning the paragraphs you have sent in sequence.

1. The budget of the office various sums were allocated by the ministry of justice in Baghdad. The Americans in charge of the department and the director of treasury in Ninawa inform us about that as available funds to the end of the year.

The funds are as follows:

- 1- 133,930 \$ Operating for sections tow, three and four.
  - 2- 214,904\$ Operating for sections tow, three and four.
  - 3- 349,201\$ Capital for section five.
  - 4- 346,000Milion Iraqi diners for all sections.
2. Feeding the intimates  
The Americans requested contractor to serve three meals a day for the inmate at price of 1,95\$ and 90 cent. For each inmate. The breakfast shall include (cheese, jam, butter, milk and tea). The lunch shall include rice and broth, in addition to meat and chicken three times a week. Dinner shall include two sandwiches of egg or chicken or charcoal broiled mutton in addition to salad and red or yellow soup daily with fruits (apple, banana, etc . ) four times a week.
  3. The fund shall not be in the bank and the expenditure shall be from the budget directly in the form of checks for those who execute the projects, as indicated in paragraph (1) concerning the divisions of expenditure.
  4. A table will be organized and attached to this paper.
  5. The table of expenditure shall be organized by the treasury of the governorate.
  6. These points were indicated in paragraph (2).
  7. These points were indicated in paragraph (1).
  8. We shall deal with the treasury of the governorate by providing a check Written to the bank that deals with the treasury of governorate. We shall receive 10% of the fund in addition to checks that go directly to those who perform the works of the department.
  9. The responsible for accounts financing in with receipt is the directorate of Ninawa treasury.
  10. The authority responsible for financing our accounts is the ministry of justice. We were informed that the financing was by Ninawa treasury.

Eniad Mohammed Aldebagh  
Accountant of Ninawa department  
19/11/2003.

## **To respectable Mr. Emad**

You are kindly request to provide me with the following information

- 1- The budget of the department.
- 2- The divisions of the department.
- 3- The fund in the bank and its authority, the amount of the budget and the divisions of expenditure.
- 4- Salaries, number of employees and their positions and the amount of payments in a special list.
- 5- The table of expenditures, where do they go and who are in charge of them.
- 6- The way of paying for feeding the inmates. Is it through contractor or contract?
- 7- The balance of amounts in US dollars or Iraqi Dinars and the amounts from which it was started to spend.
- 8- The dealing with the bank or the treasury of the governorate.
- 9- Who is responsible for accounts, are they justice official in Mosul or Others.
- 10-The most important paragraph is the authority responsible for financing your accounts.

Sirkis Sibho Sirkis

## **List with the salaries of the employees in the department.**

1. The total 237.
2. 121 with the salary of 100,000 D.  
86 with the salary of 200,000 D.  
30 with the salary of 300,000 D.

In addition to 120 guards. They were appointed and they joined the fourth session in the academy of correction starting from 8 11/2003.

Emad Mohammed Aldabagh  
Accountant of Ninawa.  
19 11/2003.

## List of employees Names who working in Alkarkh

#	Name	Occupation
1	Kadhim Ra'of Ali	social researcher (taking the roll of general director of the iuvenile )
2	Na'eem Naif Mohan	social researcher (assistance of general director )
3	Fareed Ihsan Ahmed	Director
4	Hameed Jaber Abood	Social researcher
5	Huda Abdul Ameer Ahmed	director of personal department
6	Jwan Hamed Gulam	Chief of observers
7	Huda Hamed Shaker	Observer
8	Latifa Abid Allah Jallab	Chief of observers
9	Iman Khalil Mohsan	Observer
10	Jassim Hamed Hasan	Storekeeper
11	Shatha Na'ma Abdul Hasan	Clerk (of account)
12	Zahra Na'eem Thihaib	Assistance of accountant
13	Asma' Mustafa Abid Allah	Assistance of accountant
14	Ismaeel Ahmed Mustaf	Director of auditing
15	Fatn Owaiz Rabit	Assistance of auditor
16	Maiyassa Miqdad Gazzai	Assistance of auditor
17	Rabab Raheem Mnafi	Clerk
18	Muna Mahdi Idrees	Chief of observers
19	Su'ad Hasan Naser Allah	Typist
20	Asma'a Berzan Inaya	Assistance of observer
21	Rabab Hasan Ahmed	Assistance of observer
22	Raseema Salih Jaber	Assistance of observer
23	Harith Mousa Ahmed	Chief of observers
24	Reja'a Hussein Hasan	Observer
25	Bushra Lafta Oda	Storekeeper
26	Weli Jalil Jaber	Social researcher
27	Hamed Habib Hasan	Social researcher
28	Ja'fer Lazim Mithaq	Social guide
29	Morad Maied Sadia	Social researcher
30	Kamal Abid Allah Abdul Kareem	Social researcher
31	Safiya Kalaf Mohammed	Social researcher
32	Sena' Qasim Kadhim	Social researcher
33	Zainab Thamer	Social researcher



	Hamed			Foreign Language
34	Haider Habeeb Mahdi	Social guide		
35	Satar Jabar Farhan	Social researcher		
36	Hanan Jasim Sultan	Social researcher		
37	Hussein Ali Mousa	Social researcher		
38	Sima' Abid Allah Jellab	Social researcher		
39	Taha Abid Kalaf	Social researcher		
40	Beto! Selman Ali	Social guide		
41	Nazik Kamel Abood	Social guide		
42	Ase'ed Taha Yaseen	Social researcher		
43	Fatima Hameed Sa'di	Social researcher		
44	Kadija Anwer Hajban	Social researcher		
45	Hamed Lafta Iswaih	Clerk		
46	Mousa Ibraheem	Clerk		
47	Mustafa Ali Hussein	Storekeeper		

### List of employees of Al Karkh (Guards)

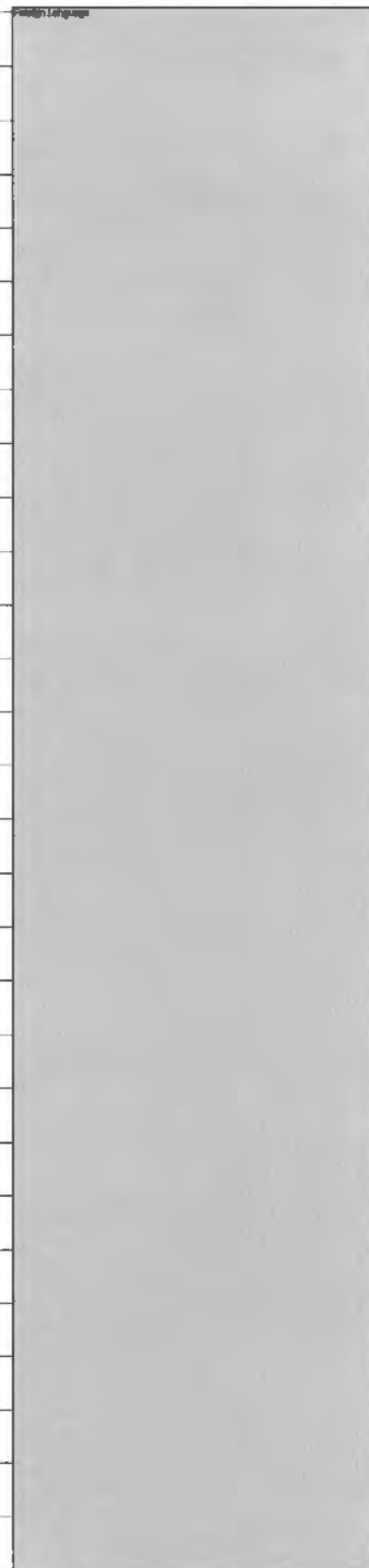
1	Adnan Lafta, <del>أ.أ.</del>	Guard	
2	Ahmed Naser Sharhan.	//	
3	Haydair jabber Kadhum.	//	
4	Hamad Qasim Hamad.	//	
5	Hamad Abdul-Hasan Jabak.	//	
6	Hamad Awda Saleh.	//	
7	Mahmmud Hamad Ali.	//	
8	Sayf Sa'yeed Chalooob.	//	
9	Hasan Sadeq Ja'far.	//	
10	Ammer Salim Kareem.	//	
11	Jalal Jabari Jalab	//	
12	Omar Abbas Fadhel.	//	
13	Ali Kadhum Faraj.	//	
14	Kareem Shaheed Radi.	//	
15	Omran Esa Sheltag.	//	
16	Hussein Jaber Abood.	//	
17	Atheir Salah Hani.	//	
18	Aqeel Ahmed Salim.	//	
19	Isam Sa'ad Waheeb.	//	
20	Haydair Abdul-Hussein Jabar.	//	
21	Husam Khadhum Faker.	//	
22	Ala'a Saheeb Kaja'el.	//	
23	Fawzi Hasan Lafta.		
24	Arshid Kamel Farhan.	//	
25	Ali Ahmed Hasoon.	//	
26	Ala'a Abdul-Hasan Hameed.	//	
27	Jasim Hamad Soad.	//	
28	Omar Mohammed Jaber.	//	
29	Talal Hamed Radi.	//	

30	Basem Jaber Yousif.	Guard	
31	Abdul-Satar Mohan Kayar.	/	
32	Ali Turki Noori.	/	
33	Ali Mouhsen Muslim.	//	
34	Tareq Faysal Ne'ma.	/	
35	Abdul-Kareem Abid Sa'ad.	//	
36	Muntader Abbas Hussein	/	
37	Zaid Talal Sabeh.	//	
38	Ali Abdul Wahab Fadhil	//	
39	Aqeel Kaze'l Sultan	/	
40	Hussein Ali Abdul Hussein	//	
41	Haithem Mahdad Hasan	//	
42	Hasan Jum'a Alsaheb	/	
43	Muhaned Jum'a Farag	/	
44	Haider Abood Fadhil	/	
45	Abdul Wahid Abdul Nabi	//	
46	Talib Jassim	/	
47	Hussein Fadhil Mahdi	/	
48	Hamed Chalob Hammadi	//	
49	Abbas Ba'noon Hamed	/	
50	Ja'fer Kudhair Minshed	/	
51	Nu'man Falih Ne'ma	//	
52	Ali Gazi Abbas	//	
53	Hamza Qassim Kadhim	/	
54	Ali Faisal Shmaisher	/	
55	Mohammed Kalaf Jassim	/	
56	Haider Ali Hammadi	//	
57	Ahmed Khalil Mansoor	/	
58	Qassim Hamed Abood	/	
59	Ala'a Jassim Hamed	/	

60	Firas Salim Yasseen	Guard	
61	Mohammed Jeleel Jaber	//	
62	Bassam Jassim Lazim	//	
63	Ali Mizher Mohi	//	
64	Khaldon Adil Whaib	//	
65	Ali Nasser Jameel	//	
66	Khalil Mohsen Mustaf	//	
67	Ali Hussein S'ais'e	//	
68	Younis Farhan Lafta	//	
69	Ezzat Ajeel Hameed	//	
70	Bassim Ali Sahar	//	
71	Ahmed Hadeed Khalaf	//	
72	Kareem Hajer Khafeef	//	
73	Sadiq Ja'fer Mahbob	//	
74	Muthena Sabah Hafidh	//	
75	Hussam Hameed Raheem	//	
76	Jassim Abdul Ameer Rahma	//	
77	Omer Ridha Alsmman	//	
78	Wisam Hameed Raheem	//	
79	Hamed Taha Yaseen Shelash	//	
80	Hamed Yehya Mohammed	//	
81	Khalaf Kadhim Hilal	//	
82	Semeer Abdul Ameer Jabbar	//	
83	Muhammed Irak Thiyab	//	
84	Mohammed Tawil Takleef	//	
85	Ali Taha Yasseen Shalash	//	
86	Naoras Jassim Weli	//	
87	Akram Salih Da'yer	//	
88	Adil Jabbar Gate'	//	
89	Ammar Jassim Salman	//	

90	Ayad Jum'a Sahar	Guard	
91	Gazwan Hafidh Dager	//	
92	Ala'a Fadhil Hssan	//	
93	Qassim Abood Mizban	//	
94	Ala'a Abdul Kareem Falah	//	
95	Mohammed Qassim Abbas	//	
96	Ali Kadhim Madhloom	//	
97	Shamel Kamel Nasser	//	
98	Majed Hameed Majed	//	
99	Ali Hashim Jaber	//	
100	Newar Abdul Wehab Fadhil	//	
101	Qahtan Mohi Akkif	//	
102	Haneen Jaber Mahmood	//	
103	Fewad Jabar Salman	//	
104	Ahmed Abdul Majeed Ma'an	//	
105	Qssai Abdul Ilah Ridha	//	
106	Qais Ihsan Kareem	//	
107	Abbas Hussein Fadhil	//	
108	Saif Fuwad Mahmood		
109	Saddam Noori Kudhair	//	
110	Awad Noori Awad	//	
111	Muthenna Ammer Flaih	//	
112	Mohammed Lafta Gaid	//	
113	Ziad Tariq Faissal	//	
114	Firas Fadhil Abdul Selam	//	
115	Omer Abdul Ameer Abdul Razaq	//	
116	Mohammed Seleem Mousa	//	
117	Amer Hameed Hamza	//	
118	Aws Weleed Ahmed	//	
119	Qussai Ali Mohammed	//	

120	Wissam Taha Abbas	Guard	
121	Ahmed Abid Kalaf	//	
122	Oday Khalid Mohammed	//	
123	Atheer Abid Ali	//	
124	Omer Khalil Ismaeel	//	
125	Mohammed Kadhim Di'aig	//	
126	Mohammed Adnan Salih	//	
127	Hirez Khalaf Hamdan	//	
128	Laith Firas Sa'di	//	
129	Ayad Khalaf Odda	//	
130	Gaffar Loaibi Hasan	//	
131	Salam Doair Jabber	//	
132	Khamees Jume'e Hamed	//	
133	Mazen Hamed Gailan	//	
134	Haider Hashim Mansoor	//	
135	Hussein Ali Kadhim	//	
136	Ahmed Ali Hasoon	//	
137	Abdul Arneer Jabar Biden	//	
138	Qassim Finjan Kadhim	//	
139	Firas Farooq Kadori	//	
140	Mohammed Akram Hussein	//	
141	Ahmed Abid Allah Jaber	//	
142	Ne'ma Khalid Alwan	//	
143	Abbas Mared Alwan	//	
144	Qussai Thari Hanni	//	
145	Mohammed Haddi Ja'fer	//	
146	Hussein Haddi Ja'fer	//	
147	Haithem Sajer Se'ood	//	
148	Ahmed Hamed Salih Mahdi	//	











24 11 23  
Lack of employees at  
1st level