

REPORT

**On implementation in 2018 year of the Program
of budgetary support for the Police Reform**



2019

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I. INTRODUCTION

In December 2016 it was signed the Funding Contract for the Police Reform no. CRIS: ENI/2015/038-144 between the Republic of Moldova and the European Commission. Previously, by the Government Decision no. 587 of 12.05.2016 it was approved the Strategy of Police Development for the period 2016-2020, as well as the related Action Plan.

From the beginning of implementing the Strategy of Police Development and further of the Budgetary Support for the Police Reform, currently the public authority is at the 4th formula of implementing the budgetary support. The evolutions registered during the period 2016 – 2018 imposed the necessity to revise or even to optimize some processes so that to ensure the finality of objectives.

For this task, by the Order of MIA no. 128 of 10.04.2018 „*On unitary coordination of the Police Reform*”, on the level of Mia there were instituted 10 projects which correspond to the specified objectives provided in the Matrix of policies, integral part of the Funding Contract, 5 projects of them being managed by the project teams of PGI.

Thus, In the Portfolio I (Ministry of Internal Affairs) and II (Police General Inspectorate) there are included the achievement of the following objectives/components of the Budgetary Support and Strategy of Police Development:

1. Consolidation of capacities in the field of human resources management (A.1.1.);
2. Increasing the participation of women in Police (A.1.2.);
3. Improving the capacities of initial and continuous training with accent on human rights, modern technics of management and anti-corruption of the Budgetary Support for the Police Reform (A.1.3.);
4. Reduction of bad treatments toward the persons who are under the custody of Police (A.2.1.);
5. Development of police capacities in fighting against the organized criminality (A.3.1.);
6. Implementation of the Concept of community police activity (A.4.1.);
7. Ensuring a reliable and efficient communication system for operational supports within the Police (A.4.2.);
8. Consolidation of Police reaction capacities to the emergent calls (A.4.3.);
9. Strengthening the capacities of preventing and fighting against the corrupted behavior (A.5.1.).

Further it will be presented the stage of realization of the performance criteria only for the competences set in the Matrix of Policies made by the project teams of MIA and GPI.

II. PROJECT A.1.1. Consolidation of capacities in the field of human resources management”

For realizing the measures provided in the Strategy of Police Development for the period 2016-2020, we mention that in the period of 2018 year the team of Portfolio I” 1. Consolidation of capacities in the field of human resources management”, the following actions were realized:

- elaboration and approval of amendments to Law no. 288 of 16.12.2016 on public servant with special status of MIA, and namely at the chapter related to the inversion of the pyramid of functions;

- reparation and equipping the training rooms of the Police Department of ATU of Gagauzia and Police Department of Chisinau mun., also by the order of GPI no. 418 of September 27, the equipment (goods) designated for the activity of the mentioned rooms was transmitted;

- It was purchased the license for Interbase 2017 server and the Development System Delphi 10.2, for improving the system of human resources management, currently the softs of the Information System of MIA ”Colaborator” is implemented;

- it was elaborated and approved by the order of MIA no. 293 of September 14, 2018, the Action Plan on the attractiveness of profession of policeman for the period 2018-2020;

- during the reference period there were appointed in the position of officer 175 persons of which 56 persons were promoted from the petty officers;

- approval of the occupational standards for the police petty officers and carabinieri of the specialty field of public order and security;

- approval by the order of MIA no. 307 of 29.09.2018 of the Concept of recruitment and selection of MIA staff.

III. PROJECT A.1.2. Increasing the participation of women in Police

According to the provisions of the Strategy of Police Development 2016 - 2020 (1.1.4. Observance of the principle of gender equality in the process of employment and promotion in Police) and for realizing the actions provided within the Budgetary Support of the European Union for the Police Reform 2017 – 2020 (A1.2 ” Increasing the participation of women in Police”) it was elaborated the **Action Plan**

on increasing the share and role of women in Police (Plan). According to the performance criteria for 2018 year "The share of women in Police has increased to 16%", we have the following data:

TOTAL 7746 employee	
Men	Women
6378	1368
82,3 %	17,6 %

The document was realized for the period 2018-2020 and it corresponds to the implementation term of the Budgetary Support for the Police Reform. By the set goal, objectives and actions, the Plan constitutes the relevant instrument for increasing the share and role of women in Police.

The support by the objectives and actions included in the Plan of the increase of share and role of women in Police, promotion of policies based on gender equality and non-discrimination, development of the capacity and relevance of Women's Association of Police (WAP), supporting the performance of provisions of the Strategy of Police Development 2016-2020 and Budgetary Support for the Police Reform.

Results of the Plan for 2018 year

Objective I. Consolidation of capacities of the employee (men and women) of General Police Inspectorate in the field of gender equality.

- Inclusion of the course "Fight against the discrimination phenomenon" in the trainings of specialization/re-qualification for the staff of MIA subdivisions of the Academy „Stefan cel Mare" in the study year 2018 – 2019;
- Inclusion of course "Aspects on gender equality" in the managerial main trainings for the period 24.09-19.10.2018 and 08.10-02.11.2018;
- Training 10 trainers (5 women and 5 men) of GPI subdivisions in the field of gender equality;
- 63 of employees of Human Resources Department of Police were informed about the topic of gender equality in the process of recruitment/selection/employment/promotion;
- Conduct of 10 mentoring visits in the territory (Briceni, Ocnița, Fălești, Râșcani, Căușeni, Ștefan Vodă, Soroca, Cimișlia, Basarabasca, Dondușeni) for gender analysis and identification of challenges in the integration of gender dimension in the police inspectorates;
- 44 managers were trained in the field of „Gender equality and non-discriminatory practices”;

Organization of 5 training sessions for consolidating the analysis capacity, elaboration and execution of administrative documents from the perspective of gender equality for the employees of legal directions/sections and human resources;

- Organization of 4 working sessions with the members of Women's Association of Police during which several aspects on place and role of woman in Police were discussed;

- Conduct of 10 working sessions with the administration of GPI and WAP during which were discussed the problems which face the employees (women) of Police (insufficient dotation with service uniform, lack of a mechanism of direct application with different trainings, excessive bureaucracy in case of medical leaves with children, discriminatory attitude of some colleagues (men) toward the employees (women) of Police, etc.):

- Participation to 6 international studies and exchange of experience in the field of gender equality promotion (Georgia, Poland, Austria, Italia, USA, Macedonia);

- Organization of information hours in 63 Police subdivisions during which there were informed about the national and international mechanisms on elimination of gender discrimination and promotion of gender equality in Police.

Objective II. Consolidation of institutional capacities in ensuring gender equality.

- Approval of Regulation on organization and functioning of the Coordinator Group in the field of gender in Police and elaboration of the project of the Action Plan of the Group;

- Informing those 63 subdivisions of GPI (2600 employees, 2167 men and 433 women) about the gender problem at the working place and the manner it can be settled;

- Elaboration of Glossary in the field of gender equality which is used by the gender trainers during the professional training, managerial trainings and trainings for perfecting.

Objective III. Adjustment and elaboration of the regulatory framework from the gender perspective.

- Participation within the evaluation for "Distinction of Gender Equality in the public institutions". After the evaluation there were accumulated 19 points of 22 - 90.47%.

Objective IV. Promotion of policeman job for women and men.

- On the page of the Police of Moldova (www.politia.md) were placed 10 releases on promotion of policeman job for women and men; there were realized 14 reportages about the policeman job, on the official Facebook of the Police of the

Republic of Moldova were placed 43 bulletins with photos and videos on promotion of policeman job;

- After conducting the informing campaigns within the lyceum educational institutions there were selected 183 women and 146 men, 84 women and 81 men of them were declared as corresponding for working in the Police structures.

Objective V. Employment and promotion of women in Police by ensuring equal chances for women and men.

- 56 informing sessions on "Reduction of emotional and professional stress burning";

- During 2018 year, within GPI and subordinated subdivisions, 54 employees benefited from flexible schedule, 46 women and 7 men, in this years, flexible schedule was required by 17 employees, 15 women and 2 men.

IV. PROJECT A.1.3. Improving the capacities of initial and continuous training with accent on human rights, modern technics of management and anti-corruption of the Budgetary Support for the Police Reform

According to the Matrix of Policies, part of the Funding Contract as the performance criterion for 2018 year it is provided – the Action Plan executed according to the established annual indicators, the managing staff of ICTAL, also called the elaborated project of training curriculum (16 weeks of training of petty officers and continuous training of officers and petty officers).

As verification means it will be served the consolidated report on implementation of the Action Plan, transmitted by MIA which will include the progress about:

- (i) the realized indicators if compared to those planned;
- (ii) appointment of managing staff of ICTAL and
- (iii) elaboration of training curriculum within ICTAL.

For executing the mentioned performance criterion the following were realized:

Action Plan for 2018-2021 on establishment of the Integrated Center for Training for Application of Law of MIA, by the GD no. 53 of 17.01.2018 it was approved and analyzing its realization it was found a good execution of actions/sub-actions set for 2018 year and namely:

1.1.1. Realization of the report in the field of legal intervention for ensuring the functionality of the Center – report elaborated and approved on 06.08.2018 and also identified intervention fields;

1.2.1. Selection and employment of the managing staff – managing staff selected and employed, respectively by MIA order no. 51 ef. of 14.03.2018 the director of the Center was appointed and by the MIA order no. 52 ef. of 14.03.2018 the administrative deputy director was appointed; and by the MIA ord. no. 110 ef. of 25.05.2018 it was appointed the deputy director for education;

2.1.1. Elaboration of organizational, planning, conducting and recording documents for the professional training (phase I) – there were elaborated and approved on 18.12.2018 by MIA the programs of professional training of police petty officers and carabinieri petty officers level C-03;

3.1.1. Getting the urbanism certificate for projecting the construction works for the Center – Urbanism certificate no. 768/17 was obtained on December 22, 2017;

3.1.2. Realization of the Project documentation for execution and the estimate for the construction of the Center – was realized with a delay, respectively the project documentation, execution and estimate documentation was elaborated, verified and received in December 2018). Thus, the economic agent "INCP URBANPROIECT" which executed the project and the estimate needed additional time for executing the qualitative geological studies for the nearest land of the land designated for construction for founding the risks of landslide and calculating the resistance of projected buildings. The studies and the necessary expertise influenced the term for finishing the project documentation.

3.1.3. the verification of technical project and obtaining the necessary certificates for the construction of premises – was realized with a delay, thus, the project documentation, execution and estimate documentation was verified and received in December 2018 (the established term being June 2018);

3.2.1. the purchase of the construction works of the Center office and the afferent infrastructure follow to be made in the first semester of 2019 year.

V. PROJECT A.1.2. The reduction of ill-treatment

1. Approved 2 acts MAI Order no. 18 of 24.01.2018 and MAI Order no. 96 of 20.03.2018, through which the employees of the escort service and the IDP have been set **up bonuses for unfavourable working conditions and granted benefits to two months seniority in the work for a month of service**, which are to be taken into account in the calculation of seniority for pension;

2. In March 2018, with the support of the SOROS Moldova Foundation, **3 Standard operating procedures (PSO)** in the field of detention (PGI Order No. 195 of 30.03.2018), detention (PGI Order No. 195 from 30.03.2018) and the escort (PGI Order No 194 of 30.03.2018). Standard Operation Procedures represent a novelty for the criminal justice system in the Republic of Moldova and are intended for police employees who may order de facto or legal detention of persons suspected of committing offenses. These are being drafted by PGI representatives and civil

society, and they describe exactly what Police employees should do in the process of detaining suspects, from stopping in the street and up to the placement in temporary detention in police custody.

3. By MAI Order no. 315 of 03.10.2018 "Regarding the modification of MAI Order no. 71 of 28.02.2013 ", **the Detention and Escort Division was created** within the PGI Judicial Police Service. The new structure is established from 4 positions: 1 - Chief, 1 - Main Specialist and 2 - Higher Specialists.

The new structure is intended to ensure a unitary institutional policy for the Implementation, at the level of the established structures, of the recommendations made in the field of respecting the human rights.

Thus, the role of this subdivision is determined in the institutional implementation of the recommendations of the UN Subcommittee on the Prevention of Torture, the European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment (CPT), the Mediator (Ombudsman), the National Mechanism for Torture Prevention (MNPT) as well as the national institutions / organizations responsible for monitoring rights.

4. In order to increase the efficiency of the activities of detention, guarding and Escorting the persons deprived of their liberty, respecting of the guarantees of the persons while in police custody, by PGI Order no. 333 of 26.07.2018 **has been approved the Nomenclature of equipment and special means necessary for carrying out the activities of security, surveillance and escort within the Police subdivisions**. It describes exhaustively the permissible equipment and special means, their specifications, scope and quantities.

The Nomenclature does not refer to the terms and conditions of their application as these aspects are described in the Guidance on professional intervention in the exercise of the function, approved by the interdepartmental Order MAI / MJ / MF / CNA / SIS / SPPS no. 4/44 / 17-0 / 6/1/4 of 11.01.2018.

5. In 2018, was managed the acquisition of the **services of the drafting project And estimate documentation for the renovation of the 3 objectives** (IDP Soroca, Comrat, and the construction of the IDP Balti), as well as developed the estimate of expenditure for the modernization of the IDP Chisinau.

6. On the basis of the project documentation elaborated in 2017, **reconstruction Works were carried out at 10 IDPs** (*Anenii Noi, Cahul, Causeni, Cimislia, Edinet, Hincesti, Orhei, Riscani, Singerei, Ungheni*). At the same time, in the context of the IP Criuleni construction, where the functioning of an IDP is foreseen, for the complete operation of the Insulator, financial resources have been allocated for the purchase of necessary furniture and equipment.

7. At the same time, in accordance with the elaborated execution projects, **radio Interfaces, video monitoring, interphone communication were installed in each cell, in 4 Police IDPs** (*Edinet, Hincesti, Ungheni and Căușeni*). These elements, according to the Rules of the European Committee for the Prevention of

Torture and Inhuman or Degrading Treatment or Punishment (CPT), represent an important additional security for evildoers against ill-treatment.

8. For ensuring compliance with the rights of the persons detained, in 2018, 5 Vehicles for the transport of the detained persons were purchased, in addition to the 20 purchased in 2017.

These transport units have been equipped with modern air conditioning Systems, lighting, video surveillance, and the safety of people during transportation. By renewing the car fleet, it is intended to ensure the respect of the rights, safety and security of persons during transportation and to improve the working conditions for police officers involved in such missions.

These **25 vehicles for the transporting of prisoners**, are a performance Criterion provided by the Policy Matrix on the implementation of budget support and should be carried out by the end of 2019. Thus, we find that **the performance criterion of "25 vehicles for transporting the detained persons"** provided in the Matrix of policies for the implementation of budget support for the year 2019 **was 100% fulfilled.**

9. In October 2018, with the support of an expert from Georgia, contracted by UNDP, **a feasibility study on the use of body cameras** for police officers was carried out.

It was presented to the Police employees within the PGI, presenting the Results of the study, which offers several alternatives to implement this concept at the Police level, based on several determinants.

10. On the basis of the Partnership Agreement signed between MAI, PGI and Soros-Moldova Foundation dated 03.04.2018, **the Interactive Training Module** for police employees was developed based on the Standard Operation Procedures on detention, escorting and detention in police custody.

11. In 2008, **8 specialized training sessions were organized and carried out, With 180 employees being trained.** These trainings were organized with the support of partner organizations: IDOM and Soros Foundation - Moldova. The training was mainly focused on the application of standard operating procedures developed in the field of detention, escort and placement of persons deprived of their liberty within the Police IDP, as well as the reduction of ill-treatment, abuse and discrimination against persons in police custody. During the year 2017, 162 employees were trained with IDOM support.

Thus, we find that **the performance criterion of "250 people trained"**, as Set out in the policy Matrix on the implementation of budget support for the year 2019, **has been fulfilled in 100%.**

12. *In the period 10.09-14.09.2018*, was carried out the study visit to the Ministry of Internal Affairs and Police in the Czech Republic, where they were analysed, presented the practices of the institution in the process of management of pre-trial detention, as well as the material conditions of detention, in which they carried out the deprivation of liberty for 72 hours. At this visit they took part in 6

people in the PGI and subordinated subdivisions, as well as representatives of the Institute for human rights of Moldova (IDOM) and the Prosecutor General's office.

VI. PROJECT A.3.1 Combating Organized Crime

1. Was approved the **Government Decision no. 609 of 03.07.2018, regarding The Concept of the Automated Information System "State Register of Weapons"**. The approval of the Concept aims to ensure rigorous control over the purchase and possession of weapons, the single centralized record over keeping and control weapons trafficking in the Republic of Moldova, as well as the collection and updating of information on weapons, their technical condition, ownership and other property rights on them and the changes to these rights, of the right-holders and the documents that establish a right, in the form of the creation of a data bank of integrated information, to organize the operative access to it.

2. For the purpose of contracting the services for the elaboration of the **Automated Information System "State Register of Weapons"**, at the preparatory phase was elaborated the specification, on the basis of which, during the year 2019, the purchase procedure should be launched.

3. There were purchased extra of the 14 purchased in 2017 (*Peugot Parter Model*), 16 Dacia Dokker mobile forensic laboratories were purchased. All 30 mobile forensic laboratories were sent to the Police Territorial Units at an official transmission event, which took place on December 14, 2018. Every mobile forensic laboratory has been equipped with a forensic kit, protection means and other accessories necessary for on-site research, which are useful for the detection, sampling and packaging of various types of evidence material such as digital, trace logical, biological, footwear and others. This will significantly increase police capabilities on-site investigation, evidence gathering and, implicitly, faster detection of offenses across the country.

4. In order to increase the capacity of mobility of the units involved in the fight against organized and cross-border crime, on the account of budget support for police reform, solemnly were transmitted to the territorial police units in use: **59 cars** - investigation subdivisions and **42 cars** – the body of criminal prosecution.

5. More than **200 investigative officers** from the whole PGI system were trained in the methodical-practical training sessions, and within the "Ștefan cel Mare" Academy were carried out re-qualification courses for officers and non-commissioners in the field of investigation offenses.

6. Has been approved the order of the IGP no. 566 of 26.12.2018 on approving the framework Regulation on the organisation and functioning of the regional Subdivisions of the investigations of the national Inspectorate of investigations and the Directions of the police, by which was established the mission, core functions and their responsibilities.

7. At the same time, for the deployment of the 5 regional investigation units, have been identified the premises of location as follows:

- a) Bălți mun., Moscovei str., no. 15 - Northern Directorate of INI (North Region);
- b) Cahul, Ioan Vodă cel Cumplit str., no. 79 - Southern Directorate of the INI (Southern Region);
- c) Chisinau, Bucuriei str, no. 14 - INI (centre region) and INI 'East' Section (eastern region);
- d) Chisinau, Tighina str., no. 6 - Section for Combating Serious Crime and Organized Crime (Chișinău Region);
- e) Comrat mun. Komsomolului str., no. 22 - Investigation Coordination Section (UTA Gagauzia Region).

8. In accordance with the provisions of the MAI Order no. 100 of 22.03.2018 regarding the amendment of Ord. MAI no. 71 of 28.02.2013, **the Department of Money Laundering within the INI of the PGI has been established**, with 4 posts, one of a chief and 3 execution positions;

9. Has been approved the PGI Order no. 291 of 26.06.2018 regarding the Standard Operational Procedure for Intelligence-Led Policing (ILP). The approval of this procedure was aimed at a) establishing a unitary set of rules regarding the use of the Intelligence-Led Policing System in the police activity, and b) establishing the way of organizing the activity in order to develop the institutional capacity of the Police in detecting threats and vulnerabilities, both in terms of crime and inter-institutional.

10. For the development of the information analysis capacities at the Police level, **the following equipment was purchased** for the INI specialized subdivisions in 2018: a data server, a Storage System, a device for interconnection and management of information networks, 23 IT units and 71 monitors.

VII. PROJECT A.4.1 Community police activity

1. At the beginning of 2018, by the Government of the Republic of Moldova was approved GD no. 100 of 30.01.2018 regarding **the approval of the Concept and Action Plan for the years 2018-2020** regarding the community police activity. This document is a Performance Criterion provided by the Policy Matrix on Implementing Budget Support.

The Concept of Community Police Activity is designed to organize police work in line with best practices and international standards of police co-operation with community members.

The policy document aims to guide police work to better interact and communicate with citizens, as well as to attract the community into police support

to ensure the optimal safety climate in the place and area in which they live, work or recreate. Activity based on the Community Police Action model aims at removing the communication gap between police and society and increasing the level of trust in police services to citizens, increasing their efficiency, quality and accessibility.

2. In order to organize the activity of the Police Sectors, in the context of the reform of the Police subdivisions, has been developed and approved the PGI Order no. 260 of 04.06.2018 "**On the approval of the Instruction on the Provisional Organization of the Activity of the Police Sectors**".

3. The methodology for piloting the community police activity was approved by the PGI Order no.337 of 27.07.2018 "**On Piloting Community Police Activity**".

4. On 22.02.2018 the public presentation of the results of the sociological poll "Community Police", was organized by the Center for Sociological Investigations and Marketing "CBX-AXA", and by the MAI IGP. It targets public perceptions of police activity in the community, as well as efforts aimed at creating a modern police service that has provided informational support in planning the implementation of the approved Concept.

5. Was carried out **piloting activity community policing in 5 Sectors of the Police**. They were selected jointly with the Program of the Swedish authority police support to Police reform in the Republic of Moldova, these being: 1) SP-4 Bulboaca, IP Anenii Noi; 2) SP-3 IP Buiucani; 3) SP-3 Zirnesti, IP Cahul; 4) SP-1 Comrat, IP Comrat; 5) SP-1 Singerei, IP Singerei. Police stations proposed is displayed in the order of IGP no.337 of 27.07.2018 "With regard to the piloting of policing the community". This activity constitutes the performance criterion for the year 2018, provided by the policy Matrix on the implementation of budget support.

6. Through the support of the Program of the Swedish Police Force to support the reform of the Moldovan Police, **all 103 civil servants with special status within the Police were trained**, representing 100% of the total number of employees of the selected police sectors for piloting the community policing activity.

7. In the same way, through the Program of the Swedish Police Force to Support the Reform of the Moldovan Police, **10 trainers** were selected in the field of community policing, which received training in this field. Of the trained trainers, 8 were selected and they participated in the training of the cascade police subdivision staff.

8. During the year 2018, **24 programs / campaigns** were organized and carried out aimed at organizing crime prevention activities adapted to local specificities.

9. There were **identified 35 Police Headquarters** with the determined legal status for the independent implementation of the modernization procedures. As a result of the assessment of the situation of the cost section for the modernization works of the headquarters of the police sectors, the European

Commission proposed to modify the performance criteria provided by the Policy Matrix regarding the implementation of the budget support in order to reduce their number from 90 to 50 refurbished police sectors.

10. In the context of improving the infrastructure of the headquarters of the police sectors, in 2018, the project and development documentation for the reconstruction of 39 headquarters from 29 districts of the country was elaborated.

11. During the year of 2018, **the repair works of 14 headquarters of the police sectors were started**, as follows: the SP-4 Rîșcani headquarters of DP Chisinau municipality, the police stations of the Basarabeasca IP, Cimislia, Dondușeni, Floresti, Soroca , Anenii Noi, Ceadir-Lunga, Telenești, Drochia, Soldanesti, Comrat and Falesti.

VIII. PROJECT A.4.2. Ensuring a reliable and efficient communication system for operational supports within the Police

For realizing the objectives of the Project "Providing a reliable and efficient communication system for operational purposes within Police" which has as the main objective the creation of common platform of secured radio communications in TETRA standard, during 2017 and 2018 years a lot of actions were undertaken.

The performance indicators under the Funding Contract for 2017 year were realized and namely:

1. Action Plan approved by the MIA order no. 401 of December 29, 2017;
2. Monitoring Committee trained by the order of GPI no. 402 of September 10, 2017.

The performance indicators for 2018 year also were realized and namely:

1. It was realized the progress report on implementation of the Action Plan approved by the MIA order no. 401 of December 29, 2017(it is attached);
2. It was attributed a supply contract for the purchase, installation and maintenance of a secured communication vocal and data network, MIA (Beneficiary) trilateral contract and GPI (Payer) and the company Motorola Solutions (Supplier), contract no. 273AP of 06.12.2017. Based on this contract it is provided the full realization of TETRA network and updating of current network and interconnecting with the resulted TETRA infrastructure. The value of contract is of 6 929 226,91 Euro without VAT.

According to the provisions of the contract which was correlated with the action plan of MIA, all the deliverables for 2018 year are completed and accepted in a conditioned manner by a set of observation lists which need to be rectified. The full integration of the project is conducted in advance of the project initial calendar with the supply and the successful operationalization of Central node of SwMI

system in a complete geo-redundant configuration with the operationalization of zone 2 of 2019 in 2018 years.

Total project budget	6 929 226.91 EUR	Budget of delivered products	55%
Budget for 2018 year	3 474 897,17 EUR	Supplies finished in 2018	100%
Additional product supplied in 2018	335 115,56 EUR	Supplies for 2018	100%

In 2018 year there were realized a set of actions and purchases for the implementation of the project both within the main contract with the Motorola Solutions and within other contracts. Some the most important can be specified:

- Audit of sites for all those 82 locations candidates for the installation of TETRA equipment and microwave;
- Audit Reports of sites which created the necessary entries in the Forms of nominalization on the site level;
- Evaluation of the existent systems of IGPF and verification of technical condition of it with the reporting document being presented;
- Detailed Design of the system and detailed revision of Feasibility Study;
- System detailed projection document
- Delivered all the equipment planned for 2018 year, in addition the equipment planned for 2019 year under the additional agreement to the contract no. 273AP of 06.12.2017
- Detailed Design of the placement in the locations candidates nominalized for the installation of the main stations and relay station connections;
- Technical expertise of 24 locations candidates for 2018 year;
- Colocation contracts with the national operators of telecommunication for installing TETRA equipment ;
- Appointment of Service of Information Technology of MIA, institution responsible for the implementation of the radio communication system in TETRA standard;
- Trainings for staff managing the network;
- Getting the necessary authorizations for the installation of the main stations and relay stations connections;
- Finishing the Frequency Plan for all those 82 locations candidates;
- Preparing the testing detailed procedure of acceptance tests in the factory (FAT) of infrastructure equipment;
- Testing infrastructure equipment at the factory of Berlin SIC - September 2018;
- Putting into operation the new system. Installation and putting into operation the SwMI equipment in complete configuration with 2 geo-redundant areas in MSO-A location and MSO-B;

- Migration of data bases of users and those 36 main stations in the new system;

For the successful implementation of the project for 2019 year we propose to realize the following:

- Extension of radio covering with the delivery and installation of 16 main stations with the entire set of accessories;

- Installation of 2 Control Sites;

- Creation of cyber optic connection (Dark Fiber) between the locations MSO-A (Office IGPF) and MSO-B (Office STI Sciusev str.);

- Elimination of all observations from the preliminary acceptance for 2018 year;

- Delivery and putting into operation of covering solutions with radio signal of Chisinau International Airport;

Project milestones for 2019 year:

22.03.2019 – Delivery of 16 main stations;

29.03.2019 – Elimination of all observations from the preliminary acceptance for 2018 year

15.04.209 – Implementation of the solution for covering Chisinau International Airport;

30.10.2019 – Finishing the installation and commissioning the main stations of relay stations connections.

IX. PROJECT A.4.3. Strengthen the Rapid Response Capacities of the Police

1. During the year of 2018, the **required data** from the Emergency Information Management System (**SMISU**) was successfully transferred to the 112 Automated Information System (**SNU 112**).

2. To increase the capacity of response to emergency citizens calls, **have been purchased 107 units of transport** (*Dacia Duster*) necessary to services, patrol and response task force of the territorial subdivisions. The vast majority of them, in the number of 81 were refitted, so that in the process of intervention must be guaranteed the security of both the detainees and police staff involved in such missions.

3. For the efficient management of mobile teams during interventions, **303 TETRA standard communication radio stations** (*331 - mobile, 244 - portable, 17 - fixed and 4 camouflaged*) were purchased in 2018. Thus, starting in 2017, a total of **596 TETRA standard radio communication terminals** have been purchased;

4. Similarly, **700 GPS Trackers** (*400 - in 2017 and 300 - in 2018*) were purchased to connect to the GPS Monitoring Platform of the MIA in order to ensure

a prompt intervention of the police's mobile crews. On the basis of these technologies, in the framework of emergency interventions, dispatchers will be able to identify the transport units positioned closest to the incident site and consequently reduce the reaction time.

5. Has been **approved the PGI Order no. 232 of 07.05.2018** on the primary response to emergency calls. This instruction describes how to take and record emergency calls in the police dispatching / guarding services, as well as allocating resources for their resolution according to material and territorial competencies. The purpose of this instruction is to introduce unique rules of primary response to emergency calls;

6. **The PGI Order no. 275 from 15.06.2018** regarding the organization of the activity of the district dispatchers within the Police subdivisions through which the staff of the Zonal Centre Dispatcher and the Service 902 within the Chisinau Police Directorate were deployed at the headquarters of the public institution "The Unique National Service for Emergency Calls 112 ";

7. Has been approved the PGI Order no. 278 from 18.06.2018 regarding the approval of the Framework Regulation on the organization and functioning of the Dispatcher within the territorial subdivision of the Police and the job descriptions of its employees. By approving this document, the mission, functions, duties, rights as well as the organization of the dispatching activity were established.

8. It was **assured the installation of work stations for Regional Dispatchers**, including the use of SMISU and SIA 112.

9. The "Centre" Dispatch was established for the management of police forces to respond to emergency calls of the citizens of the central region of the country (as a temporary solution established within DP Chisinau municipality).

10. A working group on the assessment of the role of the Criminal Investigative Task Force within the territorial subdivisions and the submission of new operational proposals was set up at the level of the PGI.

11. In order to ensure effective coordination of the police forces involved in different police missions, the project documentation for the reconstruction of the headquarters for **the PGI Mission Coordination Centre** was elaborated. Its reconstruction is due to be announced in 2019.

12. In the same context, **44 police officers were trained** to use the SIA 112 application.

X. PROJECT A.5.1. Preventing and combating corrupt behaviour

1. The component of strengthening the capacity to prevent and combat corrupt behaviour within police forces, in particular by targeting internal anti-

corruption capacities while improving the motivation "A.5.1, provides as a performance criterion that the Action Plan is executed in compliance with the established indicators; the Police's pay grid is adjusted to ensure that the lowest basic salary corresponds to at least 90% of the minimum consumer basket set by the National Bureau of Statistics.

The Parliament of the Republic of Moldova adopted Law no. 270 of 23.11.2018 on the unitary pay system in the budgetary sector, which aims to establish a unitary pay system in the budgetary sector. The regulations of this law apply to both persons with public-dignified functions, civil servants and those with special status. In this Law, the salary classes for all positions within the institutions and subdivisions subordinated to the Ministry of Internal Affairs and the subordinated administrative authorities are established.

According to appendix no. 6 of the present law, the lowest salary for the execution function is 3390 lei, without taking into account the length of service, the special degree and other bonuses.

The minimum consumption basket set by the National Bureau of Statistics for the first semester of 2018 is 1895.7 lei. Therefore, the lowest basic salary within the Police units is 180% compared to the minimum consumer basket set by the National Bureau of Statistics for the first half of 2018.

For the development of the instruments for the implementation of this law, was approved the GD no. 1231 of 12.12.2018 on the implementation of the provisions of Law no. 270 of 23.11.2018 on the unitary pay system in the budgetary sector.

At the level of the PGI, in order to execute point 3 of the Government Decision no. 1231 of 12.12.2018, by PGI Order no. 558 from 26.12.2018 was approved the Regulation on how to establish the performance increase for the staff of the General Inspectorate of Police”.

2. By MAI Order no. 403 of 29.12.2017, On the modification of the MAI Order no. 71 of 28.02.2013 **"the anti-corruption structure was created at the level of the Police within the DIE with 4 posts**, one of chief and 3 execution officials.

3. For the purpose of adjusting the provisions of the Regulation on the organization and functioning of the Effective Inspection Directorate, the personnel changes have been elaborated and approved by MAI Order no. 37 of 07 February 2018 "On amending and supplementing the annex to MAI Order no. 129 of 17.04.2014 ", as well as elaborated and approved the job descriptions with no. 21.5 and 21.6. on 30.05.2018, for the duties of Head of Section and Chief Investigation Officer. **Establish the entity's competencies** by approving the MAI Order no. 37 of 07 February 2018, On the modification and completion of the MAI Order no. 129 of 17.04.2014 ".

4. In order to increase the operational capacity, two study visits were carried out, and three standard operational procedures were approved on the field:

a) Standard operational procedure on "**denunciation of inappropriate influence**", PGI Order no. 43 of January 24, 2018;

b) Standard operational procedure on "**declaring the conflict of interest**" PGI Order no. 75 February 1, 2018;

c) Standard Operational Procedure for "**Initiating and conducting Service Surveys**", PGI Order no. 407 of 18.09.2018.

5. The first **International Scientific-Practical Conference** on "Judicial Expertise, Present and Future Effective Weapon in Combating Corruption" was organized within the Forensic Technical and Forensic Expertise Centre of the General Inspectorate of Police in the period 19 - 21 April 2018. and so on Representatives of the EU Delegation, US Embassy and UNDP, representatives of the judicial expertise and anticorruption institutions from Romania, Ukraine, Slovakia, Poland, Armenia participated in the event.

6. On the basis of the provisions of PGI no. 34 / 14-8d dated 07.09.2018 "On conducting the opinion poll on the evaluation of the perception of corruption on the fields of activity of the police", the employees of the Section interviewed 718 police officers, 12 subdivisions of the PGI, on the basis of which **the Corruption perception survey was elaborated in the fields of activity of the Police.**

7. A video spot (1 min 28 seconds) was made with the message, in order to increase the efficiency of the corruption prevention activities, as well as to increase the awareness of the police and the citizens regarding the risks of their involvement in corruption. '**We do not tolerate corruption! Be Honest**', which was published on the National Police Facebook page.

8. In order to exclude or mitigate the risks of corruption in the activity of DGUP, Order no. 371 of 17.08.2018 regarding the approval of the Integrity Plan of the General Directorate of Investigation of the General Inspectorate of Police for the second semester of 2018 - the first semester of 2019; which was published on the official website of the PGI Police.

9. Also, in order to assess the risks of corruption within the Police subdivisions, the corrupt risk assessment procedure was initiated within the INI (*Provision of PGI No. 34 / 14-10d of 27.09.2018*), DRU (*Provision 34 / 14-11d of 27.09.2018*) and SAL (*Provision of PGI No. 34 / 14-12d of 01.10.2018*).

XI. MANAGEMENT OF FINANCIAL RESOURCES

1. During 2018, in order to achieve the established performance criteria, as well as the achievement of the indicators stipulated in the dedicated Plans, approved during the years 2017 - 2018, PGI managed a total budget in the amount of **168,660,800.00 lei.**

2. It is worth to mention that at the beginning of 2018, financial resources in the amount of **117,560,800.00 lei** were allocated for the fulfillment of the performance criteria. After the amendment to the State Budget Law for 2018, PGIs were additionally allocated additional **51,100,000.00 lei** from the article "Capital investments for the construction of CIPAL".

3. Thus, out of the total **168,660,800.00 lei**, in the year 2018, **168,654,883.00 lei** were capitalized. It was not possible to capitalize **5917.00 lei: 2479.81 lei** - remaining due to the non-capitalization of the entrepreneurial contracts and **3433.76 lei** - due to the difference in the exchange rate at the date of payment for the TETRA equipment.

4. The analysis of the financial resources management in 2018 highlights the following situation:

TETRA and equipment	77,765,058.00
Capital Repairs	43,950,808.84
Transport and re-equipment	41,439,787.00
TETRA Training	1,767,931.00
Furniture	996,552.00
Registration / fees / taxes	761,978.00
Travel	435,441.00
Soft MRU	185,778.00
Other	1,351,549.16
unused	5917.00

5. All financial resources have been explicitly directed towards achieving the performance criteria provided by the Policy Matrix.

XII. RISK

1. The success of the implementation of the budget support has several determinants, including the guarantee of the timely and full allocation of the financial resources provided by the Financing Agreement.

In this respect, the highest risk that may affect the achievement, according to the established timetable, of the performance criteria set out in the Policy Matrix is the timely planning of financial resources.

According to GD no. 851 of 20.08.2018 regarding the approval of the medium-term budgetary framework (MTEF) for 2019-2021, the allocation of financial resources from the state budget, destined for the implementation of the objectives set in the Strategy for Development of the Police and the Policy Matrix on the implementation of the support Budgetary Reform for Police, are planned by 2021 inclusive.

According to the Policy Matrix, its performance benchmarks are to be achieved by the end of 2020.

In this situation, in the budgetary planning process for the next period, it is necessary to ensure the allocation of the last tranche by the end of this period (in equal parts for the years 2019 - 2020, in addition to the resources planned for these years or in full volume in 2020, additional to the planned budget resources). Late allocation of financial resources could entail compromising the performance criteria within the deadlines set and, where appropriate, the disbursement of the last variable tranche.

2. According to the Policy Matrix, objective A.3.1 for the year 2019 as a performance criterion is provided for the renovation and operationalization of the 5 headquarters of the regional investigation units.

At the current stage, only 2 of them are renovated and operationally (*DP Chisinau and DP AT Gagauzia*).

In 2018, locations for the other 3 regional investigation units were identified. In 2019 for the start of the modernization works it is necessary to contract the services of elaboration of the project documentation and then, after receiving the projects, it will be possible to launch the procedures for the acquisition of the construction works to these objectives.

The risk encountered at this stage is the failure to meet the agreed deadlines by the end of the year, with completion of the renovation work on these targets. This is due to the technological processes specific to construction works as well as financial constraints.

3. Following the assessment of the situation of the cost section for the modernization work of the headquarters of the police sectors, based on the already signed contracts for the reconstruction of 14 police sectors and the estimates received for the reconstruction of the other 39 proposed police sectors, the insufficient financial resources for the reconstruction of 90 headquarters, a benchmark for 2020.

In order to manage this risk, the European Commission proposed to modify the performance criteria provided by the Policy Matrix on the implementation of budget support in order to reduce the number of them from 90 to 50 refurbished police sectors.

4. According to the provisions of the Police Refinancing Agreement, the disbursement of financial resources is conditional on the fulfillment of both the general conditions set out in the Agreement and the special conditions.

The general conditions for the release of the tranches are to achieve satisfactory progress in the implementation of the Police Reform Strategy for the years 2016-2020 and the related action plan, its objectives and indicators, the source of which is indicated: a) "Quarterly Progress Reports of the Council for Monitoring and Evaluation of the Implementation of the Strategy" (Problem: Quarterly reports are not compiled and b) Annual Evaluation Report of the Ministry of Internal Affairs;

The special conditions for the release of installments consist of the implementation of the policy matrix, which implies:

a) the Achievement of indicators of the product (*5 units regional investigation operational; 90 sectors, 15 insulation, 100 cells, 30 autolaboratoare, 25 trucks for inmates*), **cumulative with the**

b) the Realization of Plans dedicated to each component in part, according to the indicators and the schedule of implementation set;

The implementation and monitoring of the implementation of the Police Development Strategy, as well as the planning documents, approved between 2017 and 2018, involves the involvement of several actors within the various MAI structures and the Police in particular.

To this end, for the efficient management of these risks, it is proposed to resume the work of the Police Reform Coordination Council.

5. At the end of 2018, the Parliament of the Republic of Moldova adopted the Law no. 270 of 23 November 2018 on the unitary pay system in the budgetary sector.

Although in art. 20 of the said Law provides for the granting of a supplement for participation in development projects, to the approval of the Government Decision no. 1231 of 12.12.2018 on the implementation of the provisions of Law no. 270 of 23.11.2018 on the unitary remuneration system in the budgetary sector, this was not regulated, although it is based on the provisions of art. 20 The Government was required to describe the conditions for granting the supplement, their actual size and the categories of staff eligible for this supplement.

At the present stage, this is a demotivating factor and is a criterion that diminishes the participation of police officers in the implementation of projects and at the same time a risk in ensuring the achievement of the proposed finalities.

As a transitional solution it is proposed to amend the Government Decision no. 1231 of 12.12.2018 on the implementation of the provisions of Law no. 270 of 23.11.2018 on the unitary pay system in the budgetary sector by completing the annex.

6. The Strategic Vision on the reversal of the pyramid of posts within the Ministry of Internal Affairs was approved on 28.02.2017, including the reduction of the number of officers (**-675 annually**) and the increase of the non-commissioned officers (**+675 annually**). The reduction of the number of officers is to be achieved, as vacancies, through their transformation into non-commissioned positions, from services as follows: *forensic, statistical, watch, telecommunication, press and public relations, technical surveillance and road accidents, patrol, public order, criminal police (police)*.

According to appendix no. 6 of the Law no. 270 of 23.11.2018 on the unitary salary system in the budgetary sector, the lowest salary for the execution function (non-commissioned officer) is 3390 lei, without taking into account the length of service, the special degree and other bonuses.

This represents, in the medium and long term, a risk of implementing the vision of reversing the pyramid of posts, as well as implementing the visions of institutional reorganization.

XIII. PRIORITIES FOR THE YEAR 2019

As far as the priorities for 2019 are concerned, they are the following:

1. Implementation of the Policy Matrix according to the performance criteria and the timetable set;
2. Make full use of the financial resources allocated to implement budget support
3. Intrinsic realization of the activities and indicators set out in the Action Plan on Strategy Implementation and Development of Dedicated Police and Plans in the years 2017 - 2018.
4. Ensuring the continuity of processes initiated in 2018;
5. Increase the number, quality and effectiveness of visibility events;
6. Unlocking the potential assistance Projects contracted by the Delegation in the framework of the budget support Programme to reform of the Police;
7. Informing the society about the achievements and the processes carried out.

XIV. CONCLUSIONS

In conclusion, we consider that today the National Police has the necessary capacities for the implementation of the Policy Matrix and the implementation of the Police Development Strategy, and we will ensure the continuity of all the processes started last year.