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To Mr Ianus ERHAN,
Coordinator of the EU Budget
Support Program for Police
Reform

REPORT

We hereby inform you that for 2020, in the Policy Matrix on the implementation of Budget Support for Police Reform (2016-2020), on the component ***A 1.1 – Improving the human resources system to ensure transparent selection, evaluation and promotion procedures based on merit***, was established as a performance indicator - Transparent HRM system, based on merit, with the ratio of 40% officers / 60% non-commissioned officers and provided as one of the means of verification – *development of the Consolidated Report, including evidence of changes in transparency and the application of meritocracy in the new HRM system, achieved.*

Thus, for the implementation of the respective indicator in the first semester of 2020, a series of actions were carried out that contributed to the increase of transparency by placing announcements on the institutional situations regarding the recruitment and selection of staff for filling vacancies, recruitment and selection competitions of the personnel within the MIA subdivisions for the participation in the managerial training courses.

In the same context, transparency and ensuring the principle of meritocracy are also highlighted by:

1) amendments to the draft of the Government decision regarding the amendment of the Government Decision no. 460/2017 regarding the implementation of the provisions of Law no. 288/2016 on the civil servant with special status within the MIA, with provisions being proposed, including those related to the conditions of access to the position in connection with the change of the position category;

2) elaboration of the draft Regulation on the evaluation of the professional performances of the MIA personnel, in which the merit-based assessment criteria are approached, as well as the ensuring of the objective evaluation of the employees' performances;

3) approval of the MIA order no. 430/2020 on amending the Regulation on the training and managerial development of the staff of the Ministry of Internal Affairs;

4) elaboration of the draft amendment of Law no. 288/2016 on the civil servant with special status within the Ministry of Internal Affairs;

5) approval of the MIA order no. 405/2020 on the modification and completion of the Methodology regarding the confirmation of certificates/diplomas for graduation of initial, continuous or managerial training programs.

Moreover, the decisional transparency is ensured by placing on the official pages and consulting the draft normative acts promoted by the Ministry of Internal Affairs.

In the light of the above, we propose to consider the indicator related to ensuring *transparency and the application of meritocracy in the Human Resources Management system*, achieved.

At the same time, with reference to the objective that regulates the achievement of the ratio of *40% officers and 60% non-commissioned officers in the Police*, we mention that the share of officer functions compared to that of non-commissioned officers is *61.6 (5493) / 38.4% (3422)*.

The risk of not achieving the indicated objective is obvious, based on the following reasons:

- the impossibility of keeping the guarantees established by art. 12¹ of Law no. 288/2016 on the civil servant with special status within the Ministry of Internal Affairs, including the salary, in case of subsequent transfer from the position of non-commissioned officer to other positions in the corps of non-commissioned officers, because this procedure was not accepted by the Ministry of Finance, being motivated by the lack of the legal basis, as well as the considerable financial impact;

- approval of the Government Decision no. 672/2019, by which the temporary moratorium on the employment of staff in the budgetary sector in the registered vacancies was applied;

- the need to amend Law no. 270/2018 on the salary system in the budgetary sector, namely by establishing the equivalent of the salary difference for the position of non-commissioned officer in relation to that of officer, which is currently impossible to achieve due to the major financial impact.

Project manager

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