



**Ministry of Internal Affairs of the Republic of Moldova
General Police Inspectorate**



MD 2012 Chisinau mun., Tiraspol 11/1, tel. (373-22) 868-112, fax. (373-22) 868-116, email: igp@igp.gov.md,
Web page: www.igp.gov.md, f/c 1013601000495, Ministry of Finance, State Treasury

no. P-II/4 of January 11, 2019

**To the attention of Mr. Dorin PURICE
State Secretary
Manager of Program for the Police
reform**

Dear State Secretary,

Hereby we send the pertinent information on the progress of implementation in 2018 year of the Action plan on reduction of bad treatments, abuse and discrimination of persons under the custody of Police for the period 2017-2020 approved by the Government Decision no. 748 of 20.09.2017.

Annex: 18 pages

Respectfully,

**Chief,
Chief-commissary** / signature /

Alexandru PINZARI

PROGRESS REPORT
on implementation in 2018 year of the Action plan on reduction of mad treatments, abuse and discrimination of persons who under the custody of Police
for the period 2017-2020

No.	Actions	Sub actions	Performance indicators	Realization terms	Undertaken measures
1	2	3	4	5	6
1.1	Consolidation of regulatory frame	1.1.1. Evaluation of legal provisions and identification of solutions for the regulation of the method on execution of retention as procedural constraint measure and the status of detainee	Determined field of juridical intervention; Amended regulatory framework	1 st semester, 2018	<p>It was elaborated the report on evaluation of legal frame of regulation of the retaining institution, detention and escorting.</p> <p>At the stage when it was elaborated both were considered, the recommendations of national and international institutions/organizations formulated as the result of monitoring visits in the Provisory Detention Isolators of Police and the staff of territorial subdivisions of PGI was consulted who realize the missions of escort and guard of detained persons.</p> <p>The report follows to serve as informational support at the stage of formulating the proposals of legal frame harmonization on this segment.</p>
		1.1.2. Revision of institutional regulating frame of the process of retention and escort of persons who are under the custody of Police, as well as the actions which will ensure the rights of retained persons detainees	Number of amended or approved documents; Clear regulations as refer to detention and escort of retained persons	1 st semester, 2019	
		1.1.3. Amendment of regulatory frame of regulation labor relations for the persons who realize missions of escort and guarding of detainees and their harmonization with the regulations	Project of elaborated and approved regulatory document; Harmonized regulatory frame	3 rd semester, 2018	<p>On 20.03.2018 it was approved the order of MIA no. 96, "on recognition of some facilitations for setting the pension of particular categories of civil servants with special status and servicemen of the Ministry of Internal Affairs" by which it was ordered that for the period of activity in the guard subdivisions, escort and detention of retained and arrested persons in the criminal prosecution isolators (isolators of provisory detention), there are offered facilitations as two months of service for a month of service which should be considered when calculating the length of work for setting the pension under the provisions of Law on insurance with pensions the servicemen and persons of the command body and troops of internal affairs bodies no.1544 of 23.06.1993.</p> <p>On 24.01.2018 it was approved the order of MIA no.18, "on salary of civil servants</p>

		applied to employees of other institutions who execute similar attributions			<p>with special status/servicemen of the Ministry of Internal Affairs”. By this regulatory document there were approved the function salaries and salary categories of civil servants with special status/servicemen of the Ministry of Internal Affairs, the function salaries of servicemen in term, pupils and students of the educational institutions of the ministry, as well as the Regulation on establishing, calculating and paying of salary rights, increments, additional payments, allowances and compensations to civil servants with special status/servicemen of the Ministry of Internal Affairs.</p> <p>According to the provisions of the annex no. 2 of the pre-noted regulatory document which refers to the Nomenclature of civil servants with special status/servicemen of MIA who serve in different units with special destination or they perform their job tasks in extreme risk conditions, for civil servants with special status of the Special Escort and Guard Battalion and Battalion of operative reaction of PD Chisinau mun., as well as for civil servants with special status of the escort service of municipal and district police inspectorates it was provided a salary increase of 25% and respectively 15% of the function salary.</p> <p>At the same time, according to the provisions of p. 55 of the Regulation, for the activity in unfavorable conditions and related to human factor, for the employees of isolators of provisory detention it was also set a monthly increase to the function salary of 25%.</p> <p>These motivational interventions come to insure the sustainability of efforts realized in insuring of stability in function and also to settle the complexity of existing problems at the institutional level which are also related to the profession attractiveness.</p>
1.2.	Elaboration of standard procedures on operating in the field of retention, guar and escort of detained persons	1.2.1. Elaboration of nomenclature of procedures which need to be adopted in the field of retention making and escort of detained persons	Approved nomenclature	4 th semester, 2017	<p>For identifying the intervention fields which need to be modified, it was evaluated the situation in the field which generates confusion, rests place for interpretation or which are not enough described, in this sense being required also the position of territorial subdivisions.</p> <p>In this sense it was made the identification of the most vulnerable intervention fields for the staff of Police which relates to the retention processes, detention, guarding and escort, thus being drawn up their nomenclature, (34/1- 1397 of 28.12.2017). The list of activities is not an exhaustive one, it following to be revised and completed as many times as necessary. The elaboration of standard operating procedures follows to be done in the priority order, resulting of their importance and emergency.</p>
		1.2.2. Elaboration and approval of standard operating procedures in different situations for the staff	Number of elaborated procedures	2018–2020	<p>With the help of SOROS Moldova Foundation there were elaborated 3 standard operating procedures:</p> <ul style="list-style-type: none"> - Standard operating procedure on placement of retained person in the Preventive detention isolator, approved by the order of PGI no. 193 of 30.03.2018; - Standard operating procedure on escort and transportation of person deprived of freedom approved by the order of PGI no. 194 of 30.03.2018; - Standard operating procedure on retention approved by the order of PGI no.195 of 30.03.2018; <p>On 03.04.2018, they were launched in the public event organized in PGI, the information being possible to be accessed at the link: http://politia.md/ro/content/lansarea-procedurilor-standard-de-operare-privind-retinerea-escortarea-si-detentia.</p> <p>During the period June 19 – 21,2018, by PGI together with Soros Moldova</p>

					<p>Foundation there were organized 3 round tables in the Northern zone (Balti PI), Centru (PD Chisinau mun.) and South (Cahul PI) on applicability of Standard operating procedures in the field of retention, escort and detention of persons who are under the custody of Police where participated the representatives of all territorial subdivisions of Police. The events were organized with the participation of the Romanian expert who has participated to the elaboration of POS, Marian Tudor.</p> <p>This exercise constituted a preparatory stage for the realization of training sessions of current year autumn with the Police staff.</p> <p>At the same time at the basis of partnership relations with Soros Moldova Foundation in June there were initiated the procedures on elaboration of Module on interactive training for the Police staff in the field of POS's application.</p> <p>Standard Operation Procedures represent a news for the system of criminal justice of the Republic of Moldova and are designated for the Police staff who can order the in fact and law retention of persons who are suspected by committing offences, they being elaborated by the representatives of PGI and civil society and they describe exactly what have to do the Police staff during the process of suspected persons retention, starting with the stopping in the street and up to the placement in the provisory detention under the police custody.</p>
		1.2.3. Editing the manual of standard procedures on operation in the field of execution of retention, detention and escort of detained persons	Minimum câte un exemplar pentru fiecare unitate specializată și teritorială a Poliției	2 nd Semester, 2020	
2.1.	Optimization of organization and operation of provisory detention isolators	2.1.1. Realization of the report on evaluation of current system of provisory detention within the Police	Realized Report	4 th Semester, 2017	<p>By the disposition of the chief of PGI no. 34/1 – 62 of 03.03.2017 ”on evaluation of Provisory Detention Isolators of the Police territorial subdivisions” it was created the institutional working group of 4 persons who during the period 06 – 24.03.2017 have visited all the Preventive Detention Isolators of Police structural units. The working group evaluated the activity of all PGI's, including those whose activity was partially or wholly stopped.</p>
		2.1.2. Revision of the system on detention execution of Police by creating regional isolators of detention	Optimized charter of provisory detention isolators; Issued ordering documents	2017–2019	<p>As the result of this exercise it was created the Institutional report on detention conditions where there were proposed several solutions on improvement of detention conditions, as well as the adjustment of the algorithm on PGI operation by creating regional PGI's as the current formulae supposes major financial contributions and the renovation of all them in compliance with the standards will be impossible to realize due to the insufficiency of financial resources.</p> <p>At the stage when elaborating the Report within the Police subdivisions there were operating 31 PGI's, 18 placed wholly on the ground, 10 at the semi-basement stage and 3 in basements.</p> <p>The architecture plans of PGI have underlined the existence of 285 cells with an accommodation capacity for 703 places. The visits made on the scene by the PGI staff emphasized the fact that 50% of total existent cells under the documents, are not functional, the doors of accommodation spaces being sealed due to non-compliance with</p>

					<p>the minimum conditions provided by the international and European norms in this field. .</p> <p>Thus, the new optimized charter of PGI follows to be instituted based on several determinant factors: condition of buildings; placement (<i>on ground, semi-basement, basement</i>); area of premises; accommodation capacity; geographical position; demographic factor; analysis of crime situation; analysis of detainees' flow; the most nearest distance to first instance court and Court of Appeal of the circumscription the court makes part of; the nearest distance up to the Criminal Prosecution Isolators of the penitentiary system: road infrastructure; correlation with state policies which are relevant for this field (<i>reform of justice sector, Prosecutor Office, penitentiary system, territorial-administrative organization, etc.</i>).</p> <p>Thus, for achieving the proposed goal during the specified period it is planned the creation of 15 regional provisory detention isolators, their selecting being made based on the mentioned above criteria.</p> <p>Based on the results of the realized analysis it was proposed to create PGI near the following subdivisions: PD of Chisinau mun., Edinet, Riscani, Soroca, Balti, Singerei , Ungheni, Hincesti, Orhei, Criuleni, Anenii Noi, Cimislia, Causeni, Cahul, Comrat PI. .</p>
2.2.	Guaranteeing decent detention conditions	2.2.1. Instituting at the level of Police of a specialized structure with attributions on coordination of guarding, supervision and escort activities	Structure created and it is functional	4th semester, 2017	<p>By the order of MIA no. 315 of 03.10.2018 "On amendment of MIA order no. 71 of 28.02.2013", in the Service of the court police of PGI it was created the Section of detention and escort. The new structure is instituted of 4 positions: 1 – chief, 1 – principal specialist and 2 – superior specialists.</p> <p>The new structure follows to ensure a unitary institutional policy for the implementation on the level of the instituted structures of the recommendations formulated in the field of human rights observance.</p> <p>Thus, the role of this subdivision is determined in the implementation at the institutional level of the recommendations of UN Subcommittee for prevention of torture, European Committee for Prevention of Torture and Inhuman or Degrading Treatments and Punishments (CPT), People's Advocate (Ombudsman), National mechanism for torture prevention (MNPT), as well as the national institutions/organizations which are responsible for the monitoring of human rights of persons who are under detention.</p>
		2.2.2. Elaboration and approval of mandatory minimum norms on detention conditions of Police, including those for special needs persons	Detention standards approved	4 th semester, 2017	<p>Reduction of bad treatments, abuse and discrimination toward the persons who are under the custody of police always constituted one of the major concerns of the Ministry of Internal Affairs, the institution manifesting a prompt reaction toward all objections and recommendations made by the international institutions, National mechanism on torture prevention (NMTP), People's Advocate Office and representatives of civil society.</p> <p>Only in the last years as the result of observations and recommendations proposed to the Ministry of Internal Affairs the activity of 8 PDI's was fully ceased: <i>Criuleni, Dubasari, Ialoveni, Straşeni, Donduseni, National Inspectorate of Investigation, Vulcanesti, Balţi</i>.</p> <p>In the context of implementation of budget support for the Police reform during the period 2017-2020 follow to be renewed minimum 15 provisory detention isolators as well as there also will be undertaken other activities oriented for the improvement of conditions for the persons who are in detention under the custody of Police.</p> <p>In this context, for establishing a unitary set of rules applicable in the process of</p>

				<p>modernization of Provisory detention isolators, by the order of the chief of PGI no. 527 of 28.12.2017 there were approved the mandatory minimum norms for the detention spaces and special vehicles designated for transporting the detainees who are under the Police custody.</p> <p>These norms establish the new architecture of PDI which constitutes conditionality in the process of modernization of PDI and the minimum requirements toward the accommodation.</p> <p>This also presents all minimum requirements applicable in the process of elaboration of documents for the construction of new premises, capital reparation, modernization, modification, transformation, extension and equipping the accommodation spaces for detainees who are under the custody of Police.</p> <p>They follow to be applied only for PDI which are supposed to capital reparation process and not for current situation of PDI.</p>	
		2.2.3. Realization of project documents and estimate for the reconstruction and arrangement of provisory detention isolators within Police	Project documents realized	4 th Semester, 2017	<p>Improvement of detention conditions in the detention spaces of Police always constituted one of the major concerns of the institution, this priority objective being introduced in several documents of national and sectorial policies as are the Action Plan of Government for the period 2016 – 2020, National Strategy for Public Order and Security for the period 2017 – 2020.</p> <p>This objective is introduced as a priority in the Matrix of policies on implementation of budget support for the Police reform, integral part of the the Funding Agreement signed between the European Council and the Government of the Republic of Moldova.</p> <p>According to this document in the period 2017 – 2020, there follow to be renewed minimum 15 provisory detention isolators as well as there will be undertaken other activities oriented for the improvement of detention material conditions.</p> <p>In 2017 there were started preparatory activities for the improvement of material conditions of detention, being elaborated the project documents and estimate for the renovation of 10 PDI (<i>Anenii Noi, Cahul, Causeni, Cimislia, Edinet, Hincesti, Orhei, Riscani, Singerei, Ungheni</i>).</p> <p>In the situation of Criuleni Police Inspectorate which represents the object of capital investment it was succeeded to update the project and accommodation to the supplied conditions.</p> <p>In 2018 also there were supplied the services on elaboration of project documents and estimate for the renovation of Soroca and Comrat PDI, construction of Balti PDI as well as it was elaborated the estimate for monitoring Chisinau PDI.</p> <p>The elaborated projects suppose the arrangement of buidings for the special needs persons or under the institutional development vision on this dimension, they follow to be instituted in the Northern zone (Balti), Centru (Chisinau and Hancesti) and South (Cahul).</p>
		2.2.4. Construction of provisory detention isolator within Balti Police Inspectorate	Construction finished and arranged	2018–2020	<p>In the context of implementation of the Action Plan on reduction of bad treatments, abuse and discrimination toward the persons who are under the custody of Police, in March 2018 it was launched the public auction procedure (<i>further - PA</i>) on elaboration of project documents and estimate for the construction of PDI in Balti PI. Due to major force, the working group for procurement ordered the cancellation of the results of PA and launching a repeated procurement procedure. (<i>PA no. 18/01792</i>).</p> <p>On 29.05.2018 there were opened the offers for the repeated public auctions no.</p>

				<p>18/01792 where it was selected the winning company according to the criterion the smallest price.</p> <p>Additionally, under the procedures which refer to new objects of capital investments there were completed with the necessary information, annexes of HG no. 1029 of 19.12.2013 on public capital investments which were communicated to the Ministry of Finance.</p> <p>On the stage when elaborating the project documents, considering the fact that the office of Balti Police Inspectorate is introduced in the Registry of monuments of the Republic of Moldova protected by the state with no. 22, there were obtained the favorable and necessary notice obtained from the National Council of Historical Monuments for drawing a new isolator on the territory of Balti PI.</p> <p>At the sometime, the MF informed that under the proposals of MIA when elaborating CBTM for 2019 – 2021, the objectiv which reffers to the construction of Balti PDI was included in the list of new projects of capital investments approved by the DG no. 851 of 20.08.2018.</p> <p>Additionally, the construction of Balti PDI was introduced in annex no. 6 of Law on the state budget for 2019 year no. 303 of 30.11.2019, "Capital investments by central public authorities", with the establishment of a budget of 4,5 million. MDL for 2019.</p> <p>The construction of the object follows to be initiated in 2019 year and finished in 2020 year.</p>
		2.2.5. Reconstruction and arrangement of provisory detention isolators	Minimum 14 provisory detention isolators renewed under the standards renovate conform	2017–2020 <p>During 2017 year there were elaborated the project documents and the estimate for renovation of 10 PDI (<i>Anenii Noi, Cahul, Causeni, Cimislia, Edinet, Hincesti, Orhei, Riscani, Singerei, Ungheni</i>).</p> <p>Based on the project documents, it was launched the procedure (LP no.18/00991 of 16.03.2018) on procurement of construction works for these objectives.</p> <p>As the result of evaluation of offers there were signed 10 service contracts, one with the company "Profnatim" SRL for the modernization of Ungheni PDI, 8 (eight) with the company SRL "Green Engineering" for the capital reparation of Causeni, Hincesti, Edinet, Rişcani, Singerei, Orhei, Cimislia and Cahul PDI and a contract with the company "Ighostaff Construct" SRL for the capital reparation of Anenii Noi PDI. The works have been already initiated to all the objectives.</p> <p>During the period when the capital reparation will be performed, the activity of these PDI's was ceased up to the end of their modernization process and full operation.</p> <p>In the context of the construction of Criuleni PI where it is provided the functioning of a PDI, for the full operation of the Isolator there were allotted funds for the purchase of furniture and the necessary equipment.</p>
		2.2.6. Arrangement of walk spaces so that additionally to light and natural heating to offer protection against the unfavorable weather	Arranged walk spaces under the approved norms, in all the provisory detention isolators renewed	2018–2020 <p>According to CPT Norms, physical exercises constitute an important part of daily program of detainees, including in the provisory detention isolators of Police. In this sense, at the stage when elaborating the schedule of conditions for the procurement of services on elaboration of project documents, there were formulated minim conditions toward them, so that to be sufficiently spacious and equipped properly for permitting the detainees of PDI to do some activities (ex: sport) in air as well as to be able to protect them against the unfavorable weather.</p> <p>Arrangement of walking yard was also described in the Minim mandatory for the detention spaces and special vehicles designated for the transportation of detainees who</p>

					<p>are under the custody of Police, approved by the order of the chief of GPI no. 527 of 28.12.2017.</p> <p>Although the norms of CPT do not establish the minim space necessary for the realization of exercises in air by a detainee, on the stage of projection it was considered the number of places of PDI, so that during the day to be offered the possibility to each person, with no exception to do exercises in air at least for an hour.</p>
		2.2.7. Arrangement of waiting rooms (cells) in the Police units	Minimum 100 waiting rooms (cells) renewed	2018–2020	<p>In the context of implementation of Budget Support for the Police Reform under the Funding Agreement no. CRIS: ENI/2015/038-144 signed between the Republic of Moldova and the European Commission, the Government assumed a series of engagements which follow to be undertaken up to the end of 2020 year and they will make the Police a professional, well-trained, equipped, responsible, efficient, transparent, and comparable with similar institutions of the community space.</p> <p>One of the assumed priority objects min the reference period is the improvement of material conditions for the detention of persons who are under the custody of Police and guaranteeing their rights.</p> <p>According to the provisions of the Matrix of policies on the implementation of budget support for the Police reform and Action Plan on reduction of bad treatments, abuse and discrimination of persons who are under the custody of Police, approved by the GD no.748 of 20.09.2017, it is provided the modernization of 100 premises (<i>presenting rooms for recognition, meeting with the lawyer, hearing rooms, transit cells</i>) of the Police subdivisions.</p> <p>In the context of the processes of capital modernization initiated at Telenesti PI it was launched the procedure on contracting services of reconstruction, but by the virtue of some objective circumstances, the procedure was cancelled.</p>
		2.2.8. Development of IP (<i>Internet Protocol</i>) telephone system in the Police subdivisions for ensuring the right to inform the relatives or other persons about the place of detention	System implemented in all the territorial units	2018–2020	<p>The right of a person who is under the custody of Police to be able to inform a very close person or a third party about his situation should be guaranteed at the very beginning of detention. This right is also found in the text of the art. 173 CPT which obliges the person who drawn up the protocol on retention in at most 6 hours to offer the possibility to the retained person to inform a relative or another person about the place where he is detained. The CPC also emphasizes the need to respect para. 2 of the same article which provides that in case of retained persons – foreign citizens, the possibility to inform the embassy or consulate if the retained person asks.</p> <p>However, CPT standards recognize that the execution of this right can be supposed to particular exceptions, designated for the protection of legitimate interests of police inquiry which should be clearly defined and strictly limited in time and the appeal to them should be accompanied by adequate guarantees (<i>for instance, any delay in informing a person or a third party has to be made in written form together with the reasons which imposed him and approved by a police superior servant who has no relation with this case or a prosecutor</i>).</p> <p>Although, during the monitoring visits realized by CPT there were not found non-conformities at the aspect of observance of the right to contact a close person for notifying about the detention, in most of cases, the contact of persons was realized by telephone offered by the police staff.</p> <p>In this context, the development of the telephone system in the Police subdivisions for ensuring the right to information of relatives or other persons about the detention place</p>

					was an important one. In the process of modernization works, this component follows to be implemented.
		2.2.9. Implementation in the detention spaces of the communication system of interphone type and terminals of radio system	Communication system implemented in all renewed provisory detention isolators	2018–2020	<p>According to the execution projects elaborated in the period 2017 – 2018, there is provided to be installed radio systems and installation of communication systems of interphone type in each cell. These new elements are provided for guaranteeing a high safety climate and protection for detainees and Police staff.</p> <p>Thus, during 2018 year it was succeeded to install such systems in 4 PDI's of Police , (<i>Edinet, Hincesti, Ungheni și Causeni</i>)</p>
2.3.	Ensuring conditions for hearing the persons who are under the custody of Police	2.3.1. Creation and arrangement in the preventive detention isolators of rooms for hearing the persons	Rooms for hearing created in all the renewed provisory detention isolators	2017–2020	<p>In the context of initiating the process of modernization of preventive detention isolators there were provided and instituted the rooms for hearing in all PDI supposed to the modernization process.</p>
		2.3.2. Dotation of rooms for hearing with equipment of audio and video record	100% of the rooms for hearing of the provisory detention isolators equipped properly	2017–2020	<p>According to the Norms of the European Committee for Prevention of Torture or Inhuman or Degrading Punishments (CPT) electronic record (audio and/or video) a of hearings represents for the detainees an important additional guarantee against the bad treatments.</p> <p>In this sense, during 2018 year it was succeeded the installation of such systems in 4 PDI's of Police (<i>Edinet, Hincesti, Ungheni și Causeni</i>).</p>
2.4.	Guaranteeing the meeting of detainees with their lawyers in confidentiality conditions	2.4.1. Arrangement in the police subdivisions and preventive detention isolators of spaces for the meeting of retained, arrested, convicted persons in confidentiality conditions with their lawyers	100% of the Police units ensured with spaces for private meetings of the detainee with the lawyer	2017–2020	<p>Confidential communication between a person and his/her lawyer is protected by the Convention for the Protection of Human Rights and Fundamental Freedoms and it represents an important guarantee of the person's right to protection.</p> <p>In this context, the arrangement of spaces for the meetings of detained, arrested, convicted persons in confidentiality conditions with their lawyers were provided in the modernization projects of PDI.</p>
3.1.	Development of escort and transportation capacities	3.1.1. Approval of mandatory minimum norms for the specialized transport units	Norme minime elaborate și aprobate	4 th Semester, 2017	<p>By the order of PGI no. 527 of 28.12.2017, at the level of Police there were approved the minimum norms of dotation and equipment of special vehicle designated for the transportation of detainees who are under the custody of Police. By their approval it was proposed to establish a unitary set of rules applicable in the modernization process of auto park for the transportation of detainees.</p>
		3.1.2. Purchase of specialized transport units for transporting the persons who are under the custody of Police and their re-equipment for	Minimum 25 specialized units purchased; 100% of the transport units correspond to the approved norms	2017–2019	<p>Thus, during 2017 year it was succeeded the purchase of 20 transport units for the transportation of detainees. 10 t.u. were re-equipped under the norms approved and transmitted to territorial subdivisions within the festive event of 12.02.2018.</p> <p>In 2018 year also there were purchased 5 additional transport units designated for transporting the detainees (<i>LP no.18/00153 of 19.01.2018</i>).</p> <p>For the re-equipment and adaptation of the transport conditions to the community standards in 2018 year there were contracted services of re-equipment of those 15</p>

		corresponding to minimum requirements			transport units (<i>LP no.18/00275 of 08.01.2018</i>). They are equipped with modern systems of video monitoring, air conditioning, artificial light adapted to the space of boxes, safety belts, etc.
		3.1.3.Implementation of monitoring modern and communication systems when moving	100% of the purchased units equipped with monitoring and communication	2017–2019	
3.2.	Reorganization of current escort system	3.2.1. Instituting escort and guarding specialized structures at the level of each Police unit which performs the provisory detention	Mechanism instituted	2018–2019	Follow to be instituted in the context of the institutional reorganization process of PGI.
		3.2.2. Reviewing the current mechanism of interaction between the escort services of Police and the Department of Penitentiary Institutions of the Ministry of Justice for optimizing the costs and efforts of escort by the approval of an interdepartmental order which will clearly describe the situations and manner of interaction	Departmental document elaborated, consulted and implemented	3 rd Semester, 2018	<p>In the context of the implementation of the reform of the penitentiary system, by the GD no. 437 of 15.05.2018 on organization and operation of the National Administration of Penitentiaries it was abrogated the Decision of Government no. 1119 of October 14, 2004 „On some matters related to the activity of the penitentiary system” which established some matters related to the supervision and escort of detainees.</p> <p>It should be noted that according to the provisions of the art. 21 letter k) of Law no. 320 of 27.12.2012 on the activity of Police and the status of policeman, the insurance of detention of retained persons in the preventive detention isolators as well as their escort is the express attribution of Police and</p> <p>Simultaneously, resulting of the provisions of the art. 13 para.(2) letter h) the escort of persons in relation to which the sentence is not final is related to the National Administration of Penitentiaries.</p> <p>In this sense it is found a regulating deficit for the situation of persons who are under the custody of the penitentiary system about whom the case merits was not settled by the sentence.</p> <p>Thus, this subject needs a more complex approach and identification of a viable solution of consensus at the level of public authorities, fact which imposes also a continuation of these activities in 2019 year.</p>
		3.2.3. Elaboration of a interaction mechanism between the escort services of Police for optimizing the costs/efforts	Mechanism elaborated, approved and implemented	4 th Semester, 2018	Piloting and implementation of interaction mechanisms between the escort services of Police for optimizing the costs/efforts of institution follow to be applied starting with 2019 year because these processes are directly related to the complete application and operation of PDI supposed to capital reparation.
4.1.	Implementation of information systems	4.1.1. Development and piloting at the level of Police of the module „e-	Piloted system	2 nd Semester, 2018	<p>On 26.03.2018, at the office the MJ took place the common session of the MJ, GPO, MIA and NAC where it was discussed the concept “E-Retention” elaborated by the expert contracted by the MJ based on the needs presented by the Police.</p> <p>As the result of presenting the Concept, it was decided on the additional examination</p>

		Retention” connecting to the automated „Register of retained, arrested and convicted persons”			by the referred experts with the proposal of its improvement. On 11.09.2018, on official web page of the Ministry of Justice it was published the news about the initiation of elaborating the project of the Government Decision on approval of technical concept of e-Retention information system.
		4.1.2. Purchase of technical equipment for connecting to automated information system „Registry of retained, arrested and convicted persons”	Equipment purchased and distributed to subdivisions	2 nd semester, 2018	For the efficient managing of detention cases, preparation of detention cases, for detainees until putting into application of the managing information solution for the cases of retained persons, at the end of 2018 year there were purchased multifunctional printers for 11 PDI’s planned to start to be used in 2019.
		4.1.3. Implementation and operationalization of „e-Retention” information system at the levels of Police structures	Access to „e-Retention information system” in 100% of the Police units	2 nd semester, 2019	
		4.1.4. Elaboration of legal framework on managing „e-Retention” information system	Legal framework elaborated, consulted and approved	3 rd semester, 2019	
4.2.	Development of professionalism, integrity and transparency of the staff actions involved in ensuring detention to persons who are under the custody of Police	4.2.1. Elaboration and editing of a compendium with extracts of international and community normative documents which refer to detention within the Police	Compendiu editat și distribuit unităților Poliției	2 nd semester, 2018	This activity is realized with the support of partner organizations with competences of monitoring of the observance of the rights of persons in the detention places and it follows to be finished in the 1 st semester of 2019.
		4.2.2. Reazlization of simulating tactic exercises in different crisis situations related to the guard process and escort of detainees	Minimum an annual exercise conducted; Number of participants at exercises	2019–2020	
		4.2.3. Periodic evaluation of	Promotion rate; High level of	2018–2020	According to the provisions of PGI ord. no. 506 of 26.11.2018 ”on evaluation of professional performances of Police staff ”, in the period 03 – 31.12.2018, all civil

		knowledge and physical capacities of employees involved in guard activities, supervision and escort based on some conditions pre-established by the institution	knowledge and application of intervention procedures		servants of Police subdivisions were evaluated from the view point of professional performances, successfully promoting the evaluation exercise.
		4.2.4. Investigation of all applications on the so pretended cases of bad treatment, abuse and discrimination	Number of applications received and examined; applications transmitted for examination according to the material competence; number of cases examined in discipline aspect	2017–2020	<p>Fight against the torture phenomenon and other bad treatments remains to be one of major challenges for the national authorities, including due to the fact that the standards of the international law impose to the State the obligation of responsibility for the behavior toward the persons under its custody.</p> <p>On the national level, the Prosecutor’s Office is the institution responsible for the effective investigation of all applications and information of which result the bad treatments, or the Prosecutor’s Office is the only one processual actor authorized with the competence to investigate these cases.</p> <p>Although, at the national level there is the formalized identification, registration and reporting mechanism of the pretended cases of torture, inhuman and degrading treatment,- the common Order of the General Prosecutor, Minister of Justice, Minister of Internal Affairs, General Director of Customs Service, General Director of the National Anti-corruption Center and Minister of Health no.77/572/408/639-o/197/1589 of 31.12.2013, in the Report of General Prosecutor Office of 2017 is mentioned the fact of identification of several gaps referring to professional condition of some employees of PGI of MIA on putting into application this instrument.</p> <p>The reference violations circumscribed to a vicious examination practice in the authority of petitions in which are claimed the actions of bad treatments pretended to be applied by the policemen, although in such cases, the competence for investigation is exclusively for the prosecutor’s office bodies.</p> <p>Such an approach delays the term of direct examination and reduces from the possibilities of competent authorities to accumulate operatively the evidences on incident.</p> <p>The analysis of statistic data emphasizes that the policies implemented by the state in the last years oriented to bad treatments and torture by officials continues having a positive impact.</p> <p>Thus during 2017 year the GPO examined 639 applications on so pretended torture cases, inhuman or degrading treatment, 319 of them having the investigation subject the Police staff (183 – <i>investigation officers</i>, 114 – <i>policemen of the National Patrol Inspectorate</i> and 22 – <i>criminal prosecution officers</i>)</p> <p>In 187 cases, the place where the action is committed was the premises/offices of Police subdivisions (30 – <i>in PDI</i>, 90 <i>in the police inspectorate, except PDI</i> and 67 <i>in the police sectors/posts</i>).</p> <p>From all examined applications in 508 cases by the prosecutors were adopted 508 decisions on refusal of initiating criminal prosecution and in 103 cases the criminal prosecution was initiated based on art. 166¹ and 368 CC.</p>

					<p>During 2017 year based on art.166/1 of Criminal code by the first instance courts there were pronounced 10 sentences about 12 persons, including 5 sentences of conviction of 7 persons (including 6 policemen), one sentence about 6 persons (5 of them are policemen) were convicted to prison with the application of the art. 90 of Criminal code (suspension of punishment execution), in all cases being applied the complimentary punishment – deprivation of the right to be in particular positions or executing particular activities.</p> <p>In the case of a policeman it was pronounced a sentence on cessation by applying Law on amnesty.</p> <p>In other 4 cases about 4 persons (3 of them about policemen) the first instance courts pronounced sentences of acquittal, all being appealed by the state accusers with appeal.</p> <p>The statistical analysis with disaggregated data for 2018 year will be available after finishing the report of the specialized subdivision of the General Prosecutor Office.</p>
4.3.	Ensuring access to detainees to qualitative medical care	4.3.1. Elaboration of a concept on attracting and maintaining the medical staff in the provisory detention system of Police and reducing the influence on them of the managers of the Police subdivisions	Concept elaborated	2 nd semester, 2018	<p>For identifying and implementing alternative solutions on the segment which refers to medical investigation of persons placed in the provisory detention isolators of Police on 14.04.2018, in GPI was organized a common session with the participation of the representative of the Minister of Health, Labor and Social Protection where there were analyzed and discussed the alternatives of the manner of examination of persons against whom were applied procedural measures of constraint.</p> <p>On 15.06.2018 it also was organized a working session of the representatives of GPI with the participation of medical service of MIA and Department policies in the field of order and public security about the aspect of identification of alternatives which relate to the manner of examination of persons against whom were applied the procedural measures of constraint.</p> <p>Finally it was decided to make a report on financial impact of the proposed solutions.</p> <p>Additionally, for finding of a transitory solution, GPI is in consultation process of organizations with monitoring competences toward the observance of human rights in the detention places.</p>
		4.3.2. Arrangement in the provisory detention isolators of spaces designated for medical investigation in confidential conditions	Medical spaces arranged in all the renewed provisory detention isolators	2017–2020	<p>For accommodating the detention conditions of PDI, there were provided premises designated for medical investigation in confidential conditions.</p>
		4.3.3. Elaboration of procedures for guaranteeing confidentiality and privacy of detainees in the process of medical investigation	Procedures elaborated and approved; Share of examinations realized with the request of supervision by non-medical staff	3 rd semester, 2018	<p>It was elaborated the project of standard operational procedure on the dimension of medical examination and guaranteeing medical care by the staff from the field of detention who currently are on consultation procedure with the partner.</p>

4.4.	Ensuring safety of detention and staff integrity	4.4.1. Approval of nomenclature of equipment and special means necessary for the realization of the guarding activities, supervision and escort	Nomenclature approved	1 st semester, 2018	<p>For making efficient the detention activity, guarding and escort of persons deprived of freedom, observing the guarantees of persons during the period when being under the custody of Police, by PGI order no. 333 of 26.07.2018 it was approved the Nomenclature of equipment and special means necessary for performing the activities of guard, supervisions and escort in the Police subdivisions. It exhaustively describes the equipment of special permitted means, their specifications, application field and quantities.</p> <p>The nomenclature does not refer to the aspect of conditions and their application manner as these aspects are described in the Guide on professional intervention in the exercise of function, approved by the interdepartmental order MIA/MJ/MF/NAC/SIS/SPPS no. 4/44/17-0/6/1/4 of 11.01.2018.</p>
		4.4.2. Proper dotation with special means of the staff who performs the guarding, supervision and escort of detainees	Equipment purchased	4 th semester, 2018	<p>There were purchased 146 sets: safety belts 56-ŞR-121 leather, cases for charger, cases for handcuffs with hinges, anti-gas masks, rubber sticks and 30 bulletproof vest.</p> <p>In the next period for the full operationalization of PDI and special vehicles of police designated for the transportation of detainees, they follow to be equipped in the corresponding manner with special equipment under the Nomenclature of equipment and special means necessary for the realization of activities of guard, supervision and escort of Police subdivisions.</p>
		4.4.3. Equipping with mobile video cameras of employees involved in guarding of persons who are under the custody of Police	Share of employees involved in guarding and escorting of detainees equipped with mobile video cameras; actions of intervention registered	2018–2019	<p>In October, 2018, with the support of an expert of Georgia, contracted by UNDP, it was realized a survey of feasibility on the usage of body cameras for policemen.</p> <p>It was presented to the employees of Police in PDI and the reporting of results took place and they offer several alternatives of implementation of this concept at the Police level, having at basis several determinant factors.</p> <p>The purchase of equipment follows to be realized in the period 2019 – 2020.</p>
		4.4.4. Installation of video monitoring systems on the perimeter and detention spaces, as well as in the specialized transport units	100% of the renewed provisory detention isolators are video supervised; 100% of the purchased transport units are video monitored	2018–2019	<p>During 2018 year there were installed video monitoring systems in 4 (PI Edinet, Causeni, Ungheni and Hincesti). Thus, currently the complete video supervision of persons under detention is ensured in 5 PDI (IP Chisinau, Edinet, Causeni, Ungheni and Hincesti). This thing follows to be extended in all PDI's.</p> <p>There were also installed video monitoring systems in 15 special vehicles of Police.</p> <p>For equipping 100% of PDI's which are under the modernization process and the purchased special vehicles, this activity follows to have continuity in the period 2019 – 2020.</p>
		4.4.5. Implementation in the provisory detention places of the modern security systems, including identification of prohibited objects, for excluding the eventual cases of	Equipment purchased; 100% of the provisory detention isolators modernized and ensured with equipment	2018–2019	<p>During 2018 in 4 PDI's of Police (<i>Edinet, Causeni, Hancesti and Ungheni</i>) there were installed several systems which will ensure security of detainees: access control, fire protection system, video-monitoring system, communication system interphone.</p> <p>Additionally, for guaranteeing a high level of security as well as prevention of prohibited objects it is necessary to ensure the PDI's and special vehicles with mobile detectors of metals of high performance.</p>

		abuse and intimidation of detainees			
		4.4.6. Elaboration of standard procedures of operation on the manner of realization of body control and search of persons who are under the custody of Police	Procedures elaborated and disseminated in all Police structures; Number of claims on cases of intimidation	2019	
4.5.	Ensuring the right to information of persons who are under the custody of Police	4.5.1. Elaboration and distribution of informative folders redacted for being understood by all persons of any age, exposed in a simple and clear language, available in different languages	Folders edited; Folders distributed	2018–2020	<p>For respecting the rights of retained persons, with the support of Soros-Moldova Foundation it was elaborated the letter of rights, approved by MIA order no. 192 of 29.06.2016 which is translated in several spoken languages (<i>Romanian, Russian, English, French, German, Italian, Turkish, Ukrainian, Bulgarian, Gagauz, Arabic</i>).</p> <p>For ensuring an extended accessibility to the letter of rights for all the staff of Police, both in the criminal and contravention process, they were placed on official web page of Police, it being available by accessing the link http://www.politia.md/sites/default/files/scrisoarededrepturi-letterofrights_a5_final_0.pdf.</p> <p>For increasing the information level of persons who are in conflict with the law, by the application of the Police chief (<i>no. P-III/48 of 19.02.2018</i>) it was asked additionally from the Police staff to be offered a copy of the letter, redacted in a simple language to be understood by all persons of any age, all the subjects of criminal or contravention process.</p>
4.6.	Monitoring of detention spaces	4.6.1. Application of instruments for monitoring the observance of human rights in the retention process	Monitoring reports realized; recommendation implemented	2017–2020	<p>On 26.08.2018, within a roundtable organized by Ombudsman and members of the council for preventing the torture it was presented the "Annual activity report" where there were presented all non-compliances identified after the realized monitoring visits during 2017 year.</p> <p>During 2018 year also for monitoring the observance of human rights of persons deprived of freedom who are under the Police custody, the members of the Council for preventing torture as the National Mechanism of Torture Prevention realized – 10 monitoring visits in the preventive detention places, 2 repeated, 1 ad-hock): Chisinau, Orhei, S tefan-Voda, Ocnita, Drochia, Bender, Comrat, Causeni, Anenii Noi.</p> <p>Based on the Partnership Agreement signed between PGI and IHRM, the representatives of organization realized 12 monitoring visits of PGI, (11 preventive, 1 repeated): Cimislia PDI, Cahul PDI, Cantemir PDI, Comrat PDI, Drochia PDI, Făleşti PDI– 2nd, Soroaca PDI, Faleşti PDI, Glodeni PDI, Rezina PDI, Soldanesti PDI, the objections and recommendations being presented to PGI and its subordinated subdivisions by the monitoring reports elaborated in this sense.</p>
5.1.	Development of personal capacities and abilities with competences in the field	5.1.1. Revision of continuous training plan of policemen	Continuous training plan revised	4 th semester, 2017	For ensuring the quality of professional training of the staff, adaption of the training process to the institutional needs, the profile service of PGI evaluated the documents of national, sectorial and intersectoral policies and for their realization is responsible the Police. In this sense there were identified the priorities of institutional development in

of guarding, supervision and escort of detainees				the fields of priority intervention based on which there were submitted proposals on adjusting the Training plan for the refresher/requalification courses in the period 2017 – 2018, developed for the employees of subdivisions of MIA within the Academy „Stefan cel Mare”, as well as the Plan on conducting the training at the working place in 2017 – 2018.
	5.1.2. Elaboration of methodological guide of interactive training of policemen who perform retentions and those who supervise the detention of persons who are under the custody of Police based on standard operational procedures	Methodological guide of interactive training of policemen elaborated and approved	4 th semester, 2017	<p>This activity is interdependent of the action which refers to the elaboration of standard operational procedures in the field of retention, detention and escort of detainees under the custody of Police.</p> <p>Standard operational procedures were approved by the order of PGI no. 193, 194 and 195 of 30.03.2018.</p> <p>In the period June 19 – 21, based on Disposition of PGE no. 34/2-207 of May 17, 2018 by the PGI together with Soros Moldova Foundation there were organized 3 roundtables in the Northern zone (Balti PI), Centru (PD Chisinau mun.) and (Cahul PI), on applicability of the Standard operational procedures in the field of retention, escort and detention of persons of the Police custody where participated representatives of all territorial subdivisions of Police. The events were organized with the participation of Romanian expert who participated to their elaboration Mr. Marian Tudor.</p> <p>This exercise constituted a preparatory stage for the realization of training sessions of autumn 2018 with the Police staff.</p> <p>What about the elaboration of the Training guide under the Partnership Agreement signed between MIA, PGI and Soros-Moldova Foundation of 03.04.2018, with the support of experts it was elaborated the Module of interactive training for the Police staff based on Standard Operational Procedures on retention, escort and detention in the custody of Police.</p> <p>Thus, based on it, in the period 19.09.2018 – 02.11.2018, the team of trainers there were trained 80 Police employees, 20 of them managers of medium level of the territorial subdivisions of Police.</p>
	5.1.3. Organization of interactive training sessions of policemen who perform criminal and contravention retentions	Minimum 2 training seminars of 2 days; minimum 50 policemen trained per year	2017–2020	<p>For developing professional capacities of policemen in the Department of professional and managerial development of the Academy „Stefan cel Mare” of MIA, in the period 2017 – 2018 there were organized and developed 92 courses of refresh/specialization where there were trained 1771 employees of the Police subdivisions.</p> <p>Especially for the employees who apply retention as the procedural measure of constraint in the criminal and/or contravention process, there were realized 3 training sessions: 4 with the title <i>”Activity of criminal investigation”</i>, where 80 Police employees participated 80 and 3 which refer to <i>”Legal protection of human rights/national minorities”</i> where 73 employees participated.</p> <p>In the context of organization and conduct of continuous professional training at the working place in the reference period, the subdivisions of PGI studied the subject with the title <i>”Prosecution, catching/retention of persons suspected buy committing illicit actions”</i>.</p> <p>Based on the Partnership Agreement signed between MIA, PGI and SOROS Moldova Foundation in the period 19.09.2018 – 02.11.2018 there were organized trainings for the Police staff (<i>investigation officers, criminal prosecution officers, employees of escort service and preventive detention</i>) on application standard operational procedures elaborated in the field of retention. The training was conducted based on the elaborated</p>

				module of interactive training, to these exercises 80 persons participated.
	5.1.4. Organization of interactive training sessions of policemen employed in the escort and detention in the police inspectorates and provisory detention isolators through the light of the observance of human rights and gender equality	Minimum 2 training seminars for 2 days per year; minimum 50 policemen trained per year	2017–2020	<p>Based on the Partnership Agreement signed between Police General Inspectorate and Institute for Human Rights of the Republic of Moldova in 2017 year there were realized 8 training specialized sessions and 162 persons of Police benefited of them:</p> <ul style="list-style-type: none"> -142 Police employees on different managerial fields who realize both, coordinating missions and realization of detention, guarding and escort of persons under the Police custody; -20 doctor's assistants of the Provisory Detention Isolators of Police subdivisions. <p>The trainings were realized by experts in the field of human rights, prevention and fights against bad treatments of the Ministry of Justice, General Prosecutor Office and NGO's of this field.</p> <p>In 2018 there were organized and conducted 8 specialized training sessions where 180 employees were trained.</p> <p>In the period 17 – 20.07.2018, and 29 – 30.11.2018 with the support of the IHRM were conducted 3 training sessions for 75 employees of Police who activate in the field of escort and guarding of detainees.</p> <p>In the same context, as the result of conviction on 18.12.2017 of the Republic of Moldova by UN Committee for the Elimination of Race Discrimination for the failure of the State in the efficient investigation of crimes motivated by racial hate and the absence of an effective remedy before the national courts, in the period October 8–11, 2018 with the support of the IHRM it was organized a training for trainers in the field of fight of crimes motivated by racial hate where 18 persons involved in ensuring initial and continue training of police officers of MIA, CIPAL, PGI and Academy of Police were trained.</p> <p>Additionally based on the Partnership Agreement between MIA, PGI and SOROS Moldova Foundation, in the period 19.09.2018 – 02.11.2018 there were organized 4 training sessions for the Police employees (<i>prosecution officers, criminal prosecution officers, employees of the service of escort and preventive detention</i>) on application of standard operational procedures elaborated in the field of retention, escorting and placement of persons deprived of freedom in PDI of Police where 80 persons have participated.</p> <p>Under the application of PGI, at the Academy „Stefan cel Mare” there were trained 17 employees in PDI and 8 employees who activate in the escorting service.</p>
	5.1.5. Realization of practical exercises on manner and conditions of application of force and special means of Police equipment against the retained persons	Minimum 2 practical exercises annually realized	2018–2020	<p>By the issuance of the inter-institutional order no. 317 (MIA) of 27.10.2017 it was instituted the working inter-institutional group for elaboration of order project on approval of Guide of detailed, clear and precise instructions on management of physical force in exercising the function.</p> <p>Based on realized ex-ante analysis there were elaborated and described the situations of application of physical force and arm. Guide on professional intervention in exercising the function was approved by the inter-departmental order MIA/MJ/MF/NAC/ SIS/SPPS no. 4/44/17-0/6/1/4 of 11.01.2018.</p> <p>The guide has as the objective standardizing of correct practices and technics of preparation, organization and execution of measures on application of physical force, special means and arm.</p> <p>It follows to be integrated in the study programs in the study programs of the</p>

					<p>Academy "Stefan cel Mare" of MIA, and all the Police employees attending the initial, continuous and managerial trainings will benefit of it.</p> <p>Additionally, in the reference period there were developed the following activities:</p> <ul style="list-style-type: none"> - In the period 13.03.2018 - 26.04.2018, according to the disposition PGI no. 34/3-75 of 05.03.2018 there were organized and developed trainings with the employees of Police subdivisions at the chapter instruction on interactive shooting of the Police Brigade with Special Designation „Fulger”; - In the period 18.06-05.07 under the Disposition of PGI no. .34/3-273 of 14.06.18, there were organized and conducted sessions of Makarov arm shooting and normative of physical condition with the Police employees; - In the period 15.10.2018-16.11.2018 according to PGI order no. 432 of 09.10.2018 „On organization of evaluation of knowledge for the main training of the employees of the PGI subdivisions”, there were conducted tests and control normatives at the chapters of physical training and shooting instruction;
		5.1.6. Realization of study visits in the homologue subdivisions of other countries for processing good practices	Minimum one study visit realized per year; Number of participants	2017–2018	<p>In the context of elaboration of Standard Operational Procedures for the regulation of institution retention and police arrest, <i>during the period of June 11-16, 2017</i>, the members of the group composed of the representatives of the Police General Inspectorate of MIA and civil society made a study visit in Great Britain.</p> <p>For taking over the good practices on the dimension which relates to the preventive detention and realization of escort of the detainees, <i>in the period of June 19 – 23, 2017</i>, 4 representatives of PGI subdivisions made a study visit in the similar subdivision of Romania.</p> <p>In the same context, <i>in the period 11.12-14.12.2017</i>, the project management team of PGI made a study visit in the field of the management of projects organized within the National Police of the Republic of Poland in Warsaw city.</p> <p><i>In the period 10.09-14.09.2018</i>, 6 persons of PGI and subordinated subdivisions together with the representatives of the Institute for Human Rights of Moldova (IHRM) and General Prosecutor Office made a study visit at the Ministry of Internal Affairs and Police of the Czech Republic where there were presented the practices of the institution in the management process of preventive detention where the deprivation of freedom is realized for 72 hours.</p>
5.2.	Psychological counseling of policemen	5.2.1. Professional training of psychologists in the Police units, including in the field of prevention and reduction of emotional exhaustion and professional stress	Number of trainings realized; Number of psychologists trained	2017–2019	<p>During 2018 year on the dimension of professional training of psychologists there were realized 2 sessions where 14 employees were trained.</p> <p>Thus, under the disposition of PGI no..34/3-431 of 03.10.2018, in the period 08.10.2018-09.10.2018 at the Academy „Stefan cel Mare” of MIA it was conducted the course of training/specialization with the subject „Psychological training” where 10 employees were trained.</p> <p>Additionally, under the disposition of PGI no. 34/7-454 of 11.10.2018 during the period 15.10.2018 – 19.10.2018 at the Schengen multifunctional training center, Romania it was conducted the training „Technics of analysis and influencing the behavior” where 4 employees participated.</p>
		5.2.2. Realization of trainings in the subdivisions of the Police General	Trainings conducted; Number of participants	2017–2019	<p>According to the disposition of PGI no..34/3-136 of 05.04.2018 „on organization and conduct of the main training at the working place, chapter general training with the employees of PGI subdivisions, during 2018 year there were conducted 56 informational sessions on reduction of emotional exhaustion and professional stress. During these</p>

		Inspectorate on reduction of emotional exhaustion and professional stress			<p>activities as trainers were the specialists of the Psychological service of Police subdivisions.</p> <p>According to the provisions of the disposition of PGI no. 34/3-344 of 17.08.2018 on organization and conduct of the main professional training at the working place, during the period 11.09.2018-11.10.2018 with the employees of PGI subdivisions there were conducted 57 informative sessions with the title „Time management”.</p>
		5.2.3. Psychological counseling of policemen who frequently are in contact with retained persons	Annual Report of Psychological Evaluation realized; Number of counseling realized	2017–2019	<p>During 2018 year, the specialists of the psychological service of the Police subdivisions conducted 987 psychological counseling.</p> <p>During the reference period there were also realized psychological evaluations.</p>