

*Translation from Romanian into English*

# **REPORT**

**on the Implementation of the Budget Support  
Program to Police Reform in 2019**



**2020**

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## I. INTRODUCTION

The police reform is a long-term process, which was initiated in the Republic of Moldova prior to the approval of the Police Development Strategy (PDS) for 2016 - 2020. However, the Strategy not only ensures the continuity of the reform process, but also represents an alignment of the planned actions with the provisions of the Association Agreement between the European Union and the Republic of Moldova.

The Police Development Strategy (PDS) for 2016 - 2020 and the Action Plan for its implementation were approved by Government Decision nr. 587 on 12.05.2016.

**The general objectives of the Strategy are:**

1. Strengthening the responsibility, efficiency, transparency and professionalism of the Police.
2. Applying fairly, efficiently and effectively the human rights legislation in the activity of the Police.
3. Strengthening the capacities of the Police to fight organized crime, trafficking in human beings, cybercrime, violence, including gender crimes, drugs and weapons smuggling, money counterfeiting and laundering.
4. Creating a modern police service, in accordance with the best standards and practices of the European Union and internationally, able to respond proactively and equally to the needs of the citizens and of the society as a whole.
5. Promoting and implementing the principle of zero tolerance towards corruption, discrimination and ill-treatment in the activity of the Police.

According to the PDS, objectives 1 and 2 ensure the access to quality police services. Objectives 3 and 4 aim to ensure increased capacities of the Police in combating crime and ensuring public safety, and objective 5 aims to ensure transparency and integrity.

Subsequently, in December 2016, the Government of the Republic of Moldova and the European Commission signed the Financing Agreement - the Reform Contract "Support to Police Reform" nr. CRIS: ENI/2015/038-144 amounting to 57 million EUR.

The general objective of the Reform Contract of the Sector "Support to Police Reform" (Budget Support Program) is to assist the Government of the Republic of Moldova in ensuring the rule of law, strengthening public order and security, combating organized crime and protecting human rights by developing a transparent, efficient, responsible and accessible police.

The specific objectives of the Budget Support Program are similar but not identical to the general objectives of the Police Development Strategy.

The comparative analysis of the Action Plan for the implementation of the PDS and the Policy Matrix for the implementation of the Budget Support Program, denotes the following:

1) The actions provided by the Policy Matrix, respectively, and the financing granted by the European Union, cover only part of the actions provided by the Action Plan for the implementation of the Police Development Strategy.

2) For some activities different deadlines are provided (for example, reducing the average response time to the emergency calls of the citizens to 15 minutes, elaboration of the Police Career Guide).

3) The progress indicators in the Policy Matrix are much more specific and measurable compared to those in the Action Plan for the implementation of the PDS.

Since the beginning of the implementation of the Police Development Strategy and subsequently of the Budget Support to Police Reform, we are currently in the 4th formula of implementation of the budget support (Order nr. 128 of 10.04.2018 of the Ministry of Internal Affairs "*On unitary coordination of the Police Reform*").

By this order, 10 projects were set up at the level of the Ministry of Internal Affairs, which correspond to the specific objectives provided in the Policy Matrix, integral part of the Financing Agreement, 5 of them being managed by the project teams within the General Police Inspectorate. (GPI)

## **II. FINANCING THE POLICE REFORM**

According to chapter nr. V 'Implementation of the Strategy' of the Police Development Strategy for the years 2016 - 2020, section 5.4 "Financing of the Strategy", the costs related to the implementation of the Strategy will be financed by the European Union, based on a Financing Agreement concluded between the Government of the Republic of Moldova and the European Commission. In this context, the Government will allocate annually the amounts necessary for achieving the objectives assumed in the respective year, following that after evaluating their fulfillment and proportionally to the degree of achievement, the amounts will be disbursed by the European Union by the financial instrument of the neighborhood policy.

The document also sets out that the amounts provided for the implementation of each objective of the Strategy will be correlated with the provisions of the Medium-Term Budgetary Framework for the corresponding period, which means planning and allocating financial resources in the amount of the estimates included in this document.

Thus, it can be observed that for the intransigent fulfillment of the objectives set out in the Strategy, a total budget of 957,888.8 thousand MDL was estimated, with the allocation, per year, of the necessary financial resources as established in the Action Plan on the implementation of the Strategy: 2017 -226,800.0 thousand MDL; 2018 - 277,911.64 thousand MDL, 2019 -277,911.64 thousand MDL and 2020 -160,996.24 thousand MDL.

However, the Ministry of Finance allocated for the year 2017 financial resources in the amount of 161,700,000 MDL, and for the years 2018 - 2020, in the amount of

177,560,800 MDL, for each year separately. For the year 2021, the allocation of financial resources in the amount of 94.0 million MDL is planned, data that might undergo certain changes.

At the same time, in accordance with the provisions of the Financing Agreement, the budget for the implementation of the objectives is 57 million EUR, out of which 51 million EUR dedicated for the Reform Contract and 6 million EUR as complementary support (Twinning Project; Technical Assistance, Evaluation and Audit; Support Projects).

This indicative budget of 51 million EUR is distributed for certain deliverables:

- 10 million EUR for the construction of CIPAL (Joint Law Enforcement Training Center);
- 7 million EUR for the construction of the Tetra network;
- 8 million EUR for the Reform of the Carabineers;

Therefore, for the fulfillment of all the performance criteria, dedicated directly to the Police, 26 million EUR are provided.

The allocation of financial resources by the Ministry of Finance (MF) so far and the planning of their allocation for the next period, can be seen in the annex:

**RESOURCES ALLOCATED/PLANNED BY THE MINISTRY OF FINANCE  
FOR THE IMPLEMENTATION OF THE BUDGET SUPPORT\*1**

<b>Tranches</b>	<b>Allocated 2017</b> (thousand MDL)	<b>Allocated 2018</b> (thousand MDL)	<b>Allocated 2019</b> (thousand MDL)	<b>Allocated 2020</b> (thousand MDL)	<b>Estimated calculation of Allocations 2021</b> (thousand MDL)	<b>Verification</b> (thousand MDL)
<b>TOTAL</b>	<b>161,700.00</b>	<b>177,560.8</b>	<b>119,560.8</b>	<b>177,560.8</b>	<b>151,320.8</b>	<b>777,703.20</b>
<b>Police</b>	<b>148,293.6</b>	<b>100,610.82</b>	<b>87,757.70</b>	<b>73,987.2</b>	<b>31,320.6</b>	<b>441,969.92</b>
<b>Indicator A.1.3 CIPAL</b>	<b>7,440.0</b>	<b>8,891.08</b>	<b>2,000.0</b>	<b>60,000.0</b>	<b>120,000.0</b>	<b>198,331.08</b>
<b>Indicator A.4.2 TETRA</b>	<b>5,966.4</b>	<b>68,058.9</b>	<b>29,803.1</b>	<b>33,573.6</b>	<b>0.00</b>	<b>137,402.00</b>

According to the analysis performed on the situation of 31.12.2019, for the year 2021, the MF will plan and allocate financial resources in the amount of 151,320.8 thousand MDL.

According to the letter of the EU delegation of October 2019, the European Commission disbursed 3 tranches, a fixed one, in the amount of 7 million EUR and 2 variable tranches: 7.75 million EUR (2017) and 6.85 million EUR (2018).

<sup>1</sup> The table does not include the financial resources planned for the Reform of the Carabineers.

The disbursement was made based on the conclusions made by the representatives of the evaluation mission of April 2019.

Not 100% were evaluated as fulfilled:

**a)** the activity of gradual transformation of officers into non-commissioned officers;

**b)** the creation and operationalization of the corruption prevention structure, the information presented was not sufficiently credible relating to the total number of police employees;

### III. CONDITIONS OF DISBURSEMENT

According to the RM-EU Financing Contract, two conditions will be met for the disbursement of the financial resources:

#### I. General conditions for the release of the tranches

- a) This implies satisfactory progress in the implementation of the **National Police Reform Strategy (2016-2020), of the related Action Plan**, achievement of the established objectives and indicators, credibility among the population and relevance and consistency of the activities.
- b) Implementation of a macroeconomic policy oriented towards credible stability;
- c) Satisfactory progress in the implementation of the program that will improve the management of public finances;
- d) Satisfactory progress regarding timely public availability of comprehensive and clear budget information.

#### II. The specific conditions for making payments consist of the implementation of the Policy Matrix, which involves:

- a. **The achievement of the product indicators** (*5 operational regional departments; 90 sectors, 15 isolators, 100 rooms, 30 mobile laboratories, 25 detainee transport vehicles*), simultaneously with:
- b. The implementation of the Dedicated Plans on each component, according to the established indicators and implementation calendar, approved in the period 2017 - 2018:
  - The Plan on Reducing Ill-Treatment, Abuse and Discrimination against People in Police Custody (Government Decision 748/2017);
  - The Action Plan on the implementation of the Community Police Activity (Government Decision nr. 100/2018);
  - The Plan on the Role of Women in the Police (Order nr. 521/2017 of the General Police Inspectorate);
  - Improvement of CIPAL training capacities (Government Decision nr. 53/2018);
  - The Plan for the Fight against Organized Crime (Order nr. 219/2017 of the Ministry of Internal Affairs);

- The Plan for the Implementation of the TETRA Standard Communications Network (Order nr. 401/2017 of the Ministry of Internal Affairs);
- The Concept on the Functioning of the Integrated Emergency Call Management System (Order nr. 351/2017 of the Ministry of Internal Affairs);
- The Action Plan on Preventing and Combating Corruption within the General Police Inspectorate (Ord. MAI no. 387/2017));

The most important achievements are set out below:

#### **IV. Objective A.1.1 Enhancing the capacities in the field of human resource management**

1. The Unique Manual of Human Resource Management was approved by Order nr. 646 of the Ministry of Internal Affairs of October 9, 2019. The Manual comprises 5 chapters: Human Resource Planning, Human Resource Management Process, Performance Management, Human Resource Development and Social Insurance, Personnel Motivation and Human Resource Attributions.

The feasibility of elaboration of the Manual was deduced from the institutional need to unify the multitude of the existing normative acts in this regard, to be a useful and practical instrument, accessible to the officials within the human resource units. The Manual is posted on the website

[http://www.politia.md/sites/default/files/manual\\_mru\\_2019.pdf](http://www.politia.md/sites/default/files/manual_mru_2019.pdf).

2. The General Police Inspectorate issued Order nr. 605 of 22.11.2019 on the Organization of the Seminar on the topic “The Unique Manual of Human Resource Management” in order to inform the Police employees about the provisions and contents of the Manual for increasing the capacities and competences of the employees of the Human Resources Services. Two training sessions were organized for the employees delegated by the Human Resource Services in accordance with the provisions of this Order (*100 employees including 65 women and 35 men*), which offered the possibility of interactive training, based on the analysis of the legislative and normative framework and the application of personnel procedures.

3. The Preliminary Report of the Inspection Mission was drawn up, which was publicly posted on the official website of the Police [http://politia.md/sites/default/files/raport\\_de\\_progres\\_mru\\_2019\\_en.pdf](http://politia.md/sites/default/files/raport_de_progres_mru_2019_en.pdf). The actual inspection mission is planned at the end of February, 2020, Order nr. 46 of 31.01.2020 of the General Police Inspectorate being issued in this regard.

4. During the 12 months of 2019, the dynamics of the share of non-commissioned officers was 3.53%, the number of positions held by non-commissioned officers constituted 3,419 units (or 38.39% of the total number of police positions). At the end of 2018, the number of non-commissioned officer positions constituted 3,221 (34.95%).



According to the Policy Matrix, by the end of 2020 this figure is expected to reach 60.0%, the deficit of non-commissioned positions being 25.05%.

5. In the context of the implementation of the Vision of the reversal of the position pyramid and the efficient management of the risks related to the achievement of the objective regarding the progressive increase of the share of non-commissioned officers within the Police, by Law nr. 228 of 01.11.2018, which entered into force on January 7, 2019, [Law nr. 288/2016 on the Civil Servants with Special Status within the Ministry of Internal Affairs](#) was supplemented with a new article 12<sup>1</sup> "Accession to the position in relation to the change of the job category" which establishes the conditions for access to the positions of civil servants with special status in relation to the decrease in the positions in the category of officers and their transfer to the category of non-commissioned officers, with the preservation of all rights and guarantees, including the previously accumulated salaries.

#### **V. Objective A.1.2 Increasing the participation of women in the Police**

1. According to the statistical data, at the end of 2019, the number of women employed in the Police was 1,772 (21.31%), including the women who were on childcare leave (2.38%), which prevail the level in the dynamics according to the progress indicator established for 2019 (18%), and the number of women officers constituted - 21.73%, 2.85% out of which were on childcare leave. Therefore, the performance criterion established in the Policy Matrix for 2020, at least 15% of the officers are women in the Police, is fully achieved.

2. In 2019, the number of women promoted to management positions was 102 (i.e. 10.94% out of the total number of 932 occupied management positions). The Police from the Republic of Moldova included 18.94% women police officers and 81.06% men police officers (including the number of women and men who were on childcare leave) out of the total number of police officers.

In 2019, the number of women promoted to management positions was 102 (i.e. 10.94% out of the total number of 932 occupied management positions). At the end of 2018 this figure was 94.

3. The opinion of the Association of Women Police reached the address of the GPI on 30.12.2019. It is made public on the website of the MIA and Police and can be viewed at [http://www.politia.md/sites/default/files/aviz\\_afp\\_2019.pdf](http://www.politia.md/sites/default/files/aviz_afp_2019.pdf).

#### **VI. Objective A.1.3 Improving the capacities of initial and continuous training, focusing on human rights, modern techniques of management and anti-corruption of the Budget Support to Police Reform**

1. The Progress Report on the implementation of the Action Plan for the years 2018-2021 on the establishment of the Integrated Training Center for Law Enforcement of the Ministry of Internal Affairs, approved by Government Decision nr. 53 of 17.01.2018, was prepared and presented to the State Chancellery (nr. 46/468 of 06.02.2020). The Romanian version of the Report is published on the official



website of the Police:

[http://www.politia.md/sites/default/files/raport de progres cipal 2019 en.pdf](http://www.politia.md/sites/default/files/raport%20de%20progres%20cipal%202019%20en.pdf).

2. The Regulation on the Organization and Functioning of the Integrated Training Center for Law Enforcement of the Ministry of Internal Affairs was approved by Order nr. 100 of February 26, 2019 of the Ministry of Internal Affairs. It establishes its mission, areas of competence, functions and rights, as well as the organization of its activity.

3. The Strategic Development Program of the Integrated Training Center for Law Enforcement for the period 2019 - 2021 was approved by Order nr. 375 of June 20, 2019 of the Ministry of Internal Affairs. The Strategic Development Program (hereinafter the SDP) is the basic document of the institution, which ensures the prioritization of various objectives, reflected in the numerous policy documents, as well as identifies the capacity gaps and the tools/methods that the Center will use in order to achieve its objectives. At the same time, the SDP includes other commitments and obligations specific to the activity of the Center deriving from the international agreements signed by the Government of the Republic of Moldova.

4. The instruction process of the first initial training course for the beginner non-commissioned police officers during the period 12.08-06.12.2019 was launched by Order nr. 419 of July 12, 2019 of the Ministry of Internal Affairs, during which the first 55 non-commissioned police officers were trained. The ceremony of graduation of the first initial training course conducted by CIPAL took place on December 6, 2019. Also, in the period April - September 2019, 16 employees from the subdivisions of the Ministry of Internal Affairs participated in the Training Course for Trainers, organized by the Integrated Training Center for Law Enforcement of the Ministry of Internal Affairs and held at Moldova State University, with the financial support of UNDP and the US Embassy in Moldova

5. Although, at the current stage, the Center doesn't have its own infrastructure, the activities of training the Police employees were started in the offices offered by other institutions subordinated to the Ministry of Internal Affairs. Thus, CIPAL trained 434 Police employees during the current year: 378 at continuous training and 56 at initial training.

6. Following the receipt of the conceptual design and the estimate for the construction of the Center, the deforestation authorisation was obtained from the Environmental Agency and the phytosanitary certificate of the objective.

7. Recently, on November, 1, the tenders were opened for the public auction procedure regarding the selection of the contractor for the construction of the CIPAL building. Because the conditions were not met, the decision to cancel the procedure and announce a repeat procedure was taken. The repeated procedure regarding the purchase of the construction works of the CIPAL building nr. 21015786 of 05.12.2019 was initiated at the end of the year.

## VII. Objective A.2.1: Reducing ill-treatment

1. Reducing ill-treatment, abuse and discrimination against people in police custody was one of the priorities of the Police during 2019, being maintained on the institutional development agenda. During this period, the efforts were focused mainly on improving the conditions of detention and transportation by completing the process of equipping the police units with special vehicles, improving the material conditions of detention, developing management tools for detention cases (*instructions, standard operating procedures*) and training the employees.

2. During the reference period, *the Framework Regulation on the Organization and Functioning of the Detention and Escort Department/Service of the Territorial Subdivisions of the General Police Inspectorate*, which establishes the mission, functions, basic tasks, rights, as well as the mode of organization and functioning, was approved by Order nr. 126 of 29.03.2019 of the chief of the GPI. In the context of approving the Framework Regulation during the reference period, the standard job descriptions of the employees of the detention and escort services of the territorial subdivisions were elaborated, endorsed and approved.

3. In the context of developing the capacities of the created entities, the *“Activity Instruction of the Detention and Escort Department/Service during Escorting and Transporting People in Police Custody”* was approved by Order nr. 217 of 21.06.2019 of the chief of the GPI. This document describes the requirements for ensuring security during escorting and transporting people in police custody, guarding, escorting and transporting people deprived of their liberty. The present Instructions describe the mode of intervention of the employees of the detention and escort services, carried out during escorting people in/taken into Police custody.

4. At the same time, for the efficient management of the processes related to the detention of people deprived of their liberty, *“The Instructions on the Organization and Functioning of the Preventive Detention Isolators (hereinafter the PDI) subordinated to the GPI, as well as the measures necessary for their safety”* were approved by Order nr. 380 of 21.10.2019 of the chief of the GPI. The present Instructions establish the set of rules applicable to people deprived of their liberty while being in police custody, such as the procedure of receiving/releasing them from the PDI, the distribution of people deprived of their liberty in the PDI, their rights, obligations and prohibitions, the food supply to these people, the measures taken in case of food refusal, access to the PDI.

5. Based on the partnership relations between the Soros Moldova Foundation and the GPI, in order to develop and standardize the intervention practices during 2019, 2 Standard Operating Procedures were developed: a) the standard operating procedure regarding the mechanism of providing medical care to the detained people and to people in provisional detention (*Order nr. 444 of 15.11.2019 of the GPI*) and b) the standard operating procedure regarding ensuring the right to an interpreter or translator during the detention, guarding, escorting and transportation of the arrested/detained people (*Order nr. 797 of 10.12.2019 of the MIA*).

6. Following the process of assessing the detention facilities within the Police, as well as the commitments undertaken within the Budget Support Program to Police Reform to modernize at least 15 PDIs of the Police, 15 feasible facilities were selected for the establishment of regional Preventive Detention Isolators (*Chisinau, Balti, Edinet, Riscani, Soroca, Ungheni, Singerei, Orhei, Hincesti, Criuleni, Anenii Noi, Cimislia, Causeni, Comrat and Cahul*) during 2018.

7. In the context of optimizing the processes and enhancing the professionalism of the Police employees who relate to people deprived of their liberty in terms of ensuring their guard, security, escorting, transportation, but also ensuring the guarantees that these people benefit from, based on the ex-ante analysis carried out in the previous years, the activity of 10 PDIs operating according to the regional principle (*Edinet, Riscani, Singerei, Orhei, Ungheni, Hincesti, Chisinau, Causeni, Cimislia and Cahul*) was relaunched during 2019. The launch events were widely reflected in the media sources.

These PDIs are fully operational and operate in accordance with the regional principle, 2 to 5 police units being subordinated to them.

Thus, if according to the Policy Matrix for the implementation of the Budget Support Program, it is planned to establish a minimum of 15 Provisional Detention Isolators, in order to complete the process of creating regional PDIs, it is necessary to modernize the detention conditions in at least 5 other locations.

In this regard, at the end of 2019, at 2 PDIs (*Anenii Noi and Criuleni*) the reconstruction works were completed in a proportion of 95%, and at the other 3 buildings (*Balti, Soroca and Comrat PDIs*) the works were completed in a proportion of 45- 50%, these following to be completed and put into service in the third quarter of 2020.

The investments made to these buildings: resizing the accommodation spaces, installing video monitoring systems, internal (*interphone*) cell communication systems, public address systems, security against fire, protection of human values, etc., represent the set of dedicated products that allow efficient management of detention cases, ensuring the main guarantees to people deprived of their liberty and, at the same time, support instruments for the intervention of police officers.

Similarly, in the case of PDIs reconstructed and under reconstruction, at least one accommodation room was provided with a transparent glass door for people suffering from claustrophobia - fear of being locked in a room or in a small space without having any possibility of getting out of there.

All the renovated PDIs were equipped with lighting systems in cells to meet the requirements established by the national sanitary norms. Likewise, the sanitary blocks installed in the cells are in anti-vandal constructions.

The elements of orientation in space (N/S/W/E) are provided in some spaces intended for detaining people, which will ensure the exercise of the right to freedom of expression of religious beliefs.

All the reconstructed buildings were provided with furniture and inventory according to the institutional needs and proportionally to the existing accommodation places (*tables, chairs, mattresses, blankets, bed linen (sheets), cups, plates, spoons, electric kettle, microwave oven, etc.*).

Thus, during the reconstruction works of the buildings, the activity of 26 PDIs was completely suspended along with the complete operationalization of the PDIs mentioned above.

8. In the context of the capital modernization processes of Telenesti PI, on 28.05.2019, the procurement working group accepted the request for allocation of the financial means necessary for the modernization and arrangement, according to the existing minimum norms, of 7 rooms out of 100 provided by the Policy Matrix: rooms for presentation for recognition, rooms for meeting with the defender, hearing rooms, transit cells.

9. Starting with 2017, it has been possible to purchase and re-equip, according to the approved norms, 25 transport units for transporting detainees.

These special vehicles were transmitted to the territorial units of the Police at 2 festive events of 12.02.2018 and 15.01.2019.

The special vehicles are equipped with modern video monitoring systems, air conditioning, ventilation, artificial lighting adapted to the surface of the speakers, safety belts, etc., in order to ensure the observation of the guarantees of people deprived of their liberty in the process of transporting them.

By renewing the special vehicles park, the conditions of transporting the detainees have been substantially improved, ensuring their security and safety, as well as the working conditions for the police officers involved in escort missions. Currently the vehicle park intended for the transportation of detainees has been renewed in proportion of 65% and allows, to a large extent, the guarantee of the rights of people deprived of their liberty during their transportation.

10. GPS Tracker monitoring equipments were installed in all police vehicles in the context of the implementation of the GPS monitoring platform of the MIA, intended exclusively for the vehicle fleet of the MIA subdivisions. The existing solution allows the dispatchers to monitor the location and direction of movement of special vehicles in real time.

11. At the same time, in order to guarantee a high level of security, as well as to prevent cases of illegal entry of prohibited objects, both in the PDIs and in the police special vehicles, the employees involved in these missions within the territorial units were provided with 47 high performance portable metal detectors.

12. 6 training sessions dedicated for the employees of the Detention and Escort Services, attended by 104 employees, were carried out during 2019. Thus, in total, 446 people who carry out guard and escort missions were trained in the period 2017 – 2019 with the support of the development partners such as Moldova Institute for Human Rights (MIHR), SOROS-Moldova Foundation, Technical Assistance Project, compared to the number of 250 participants established in the Matrix.

### **VIII. Objective A. 3.1 Combating organized crime**

1. The Progress Report on the implementation in 2019 of the Action Plan on strengthening the capacities of the Police to fight against organized and cross-border crime, for the years 2017-2020, approved by order nr. 219 of 19.07.2017 of the MIA, was

elaborated and sent to the MIA address. At the same time, the Romanian version of the document was made public on the official website of the Police ([http://www.politia.md/sites/default/files/raport\\_de\\_progres\\_crima\\_organizata\\_2019\\_en.pdf](http://www.politia.md/sites/default/files/raport_de_progres_crima_organizata_2019_en.pdf)).

2. The consolidated Report of the MIA on the evaluation of the regional investigation units was elaborated and placed on the website of the Police [http://politia.md/sites/default/files/raport\\_de\\_evaluare\\_uri\\_2019.pdf](http://politia.md/sites/default/files/raport_de_evaluare_uri_2019.pdf).

3. The criminal situation in the country, as well as the efforts of the Police to fight organized crime, can be found in the Police Activity Report for 2019, [http://politia.md/sites/default/files/raport\\_activitatea\\_politiei\\_12\\_luni\\_2019.pdf](http://politia.md/sites/default/files/raport_activitatea_politiei_12_luni_2019.pdf).

4. Based on Decision nr. 2/11(38/11)-XXV of March 22, 2019, the local public authority transmitted in commodate the rooms of the offices located on 79 Ioan Voda cel Cumplit street, Cahul municipality, for the placement of the Regional Investigation Unit “South” of the National Investigation Inspectorate (NII). Subsequently, the act of transmission-receipt of the rooms was prepared on 03.05.2019. In the same context it should be mentioned that financial resources were allocated to Chisinau Police Department and UTA Gagauzia Police Department in order to accommodate the working conditions.

5. The modernization works of the offices identified for the Regional Investigation Units North (Balti - taken over from the General Prosecutor's Office) and South (Cahul - taken over from the LPA) have been initiated at the end of 2019, the works following to be completed by the end of the first half of 2020.

6. For the purpose of contracting the services for the elaboration of the automated information system “The State Register of Arms”, at the preparatory phase the specification was prepared based on which, at the beginning of 2019, the procurement procedure was launched. On 14.08.2019, the General Police Inspectorate signed the contract for the purchase of services with the economic operator “Alfasoft” SRL <https://achizitii.md/en/public/tender/21005557/lot/10955772/>. The term of execution of the contract is 8 months. At the end of 2019, the established working group approved the technical task of the software of the *Automated Information System “State Register of Arms”*, available for phase I of project implementation according to the contract. It shall be completed and launched in piloting towards the end of the first semester of 2020.

7. The Methodological Instruction “*Guide on Conducting Parallel Financial Investigations*” was approved and sent to the execution organization by Order nr. 18/11 of 09.04.2019 of the General Prosecutor and directly guides the activity of the Department of Preventing and Combating Money Laundering and Financing Direct Terrorism.

8. In the context of planning the extension of the areas of accreditation at the level of the Technical-Forensic and Legal Expertise Centre (portrait examination, drug testing by GS/MS method), the major amount of activities regarding the transition to the new version of ISO 17025: 2018, based on the request of the Technical-Forensic and Legal Expertise Centre, MOLDAC accepted to carry out the evaluation for the period December

2019-January 2020 (letter nr. 24/477-DEI12 of 08.08.2019). In order to extend the areas of accreditation, all the actions envisaged in the method validation plans were carried out.

9. The technical-forensic subdivisions in the territory were equipped with 30 mobile forensic laboratories - performance criterion for 2019 met 100%. Each forensic laboratory was equipped with a forensic kit, protection means and other accessories necessary for on-the-spot investigations.

10. In addition, in order to strengthen the capacities of collecting evidence on the spot, the technical-forensic subdivisions in the territory were equipped with forensic kits for lifting footprints with static electricity, kits for collecting and packaging biological traces, marking kits, LED flashlight with battery, portable LED spotlight. This was necessary in the context of equipping the mobile forensic laboratories, transmitted to the police units at the end of 2018, with the necessary ones. This significantly enhances the capacities of the Police of *on-the-spot investigation, evidence collection and, implicitly, faster crime detection* across the country.

11. In the context of the reorganization process initiated at the GPI level following the approval of Government Decision nr. 547 of November 12, 2019 on the Organization and Functioning of the General Police Inspectorate, the new organizational chart of the National Investigation Inspectorate, of the regional investigation units, as well as of the investigation structures at the level of the Police Inspectorates was elaborated and consulted.

12. In the context of developing the information analysis segment, 125 operational analysis reports based on the criminal cases managed by the National Investigation Inspectorate, the General Department for Criminal Prosecution, the Prosecutor's Office and 70 tactical analysis reports were prepared: analysis of the crime situation for 2019, analysis of the crimes committed by minors, analysis of the crimes accompanied by violence, evaluation of the quality of the data entered in the centralized database (CDB) of the TSI, road accidents.

13. 208 employees were trained during the reference period.

- the trainers of the Police organized and conducted 6 training courses for the investigation officers, during which 117 employees were trained in the field of special investigation activity;

- during the training/specialization/retraining courses for the employees of the MIA subdivisions within the "Stefan cel Mare" Academy in the study year 2019, 4 training sessions were organized for the specialists in the field of criminal investigation and criminal prosecution body, which were attended by 90 people from the police subdivisions;

- an employee of the specialized subdivision was trained at the training seminar "Combating International Organized Crime" held at G. Marshall European Center for Security Studies.



## IX. Objective A. 4.1 Community police activity

1. The Report on the implementation in 2019 of the provisions of the Action Plan for the years 2018-2020 on the Community Police Activity, approved by Government Decision nr. 100 of January 30, 2018 (on 23 pages), was elaborated and transmitted to the Chancellery of State by letter nr. P/II-16 of February 04, 2020. At the same time, the Progress Report was posted on the official website of the Police [http://politia.md/sites/default/files/raport\\_de\\_progres\\_politia\\_comunitara\\_2019\\_en.pdf](http://politia.md/sites/default/files/raport_de_progres_politia_comunitara_2019_en.pdf).

2. The Curriculum in the field of Community Police Activity was approved (Order nr. 289 of 17.08.2019 of the GPI). The following employees were trained in the field of community police activity during 2019:

- within the “Stefan cel Mare” Academy of the Ministry of Internal Affairs - 29 police officers.

- within the Swedish Police Project: 8 national trainers; 99 managers from the Police Inspectorates; 93 employees from the police sectors.

- by national trainers according to the Curriculum “Community Police Activity” - 240 employees from the police sectors.

3. The activity of public promotion of the Community Police Activity started with a test in 2018 by Order nr. P-II/105/2018 of the GPI by all 42 inspectorates, covering the target group of 2,770 citizens. By order nr. 326 of 06.09.2019 of the GPI on Public Promotion of the Community Police Activity, the Territorial Police Inspectorates were assigned the task of carrying out the actions of the Information Campaign.

4. According to the information from the reports presented by the 42 territorial subdivisions of the Police, the information activities targeted 754 localities, in which 342 events of watching the documentary film about the community police activity took place, with the participation of 12,237 citizens; 933 meetings with citizens took place with the participation of 22,491 citizens who were informed about the community police activity. 174 “Coffee with a Cop” events on the topic Community Police Activity were organized with the participation of 4,612 citizens.

5. The leaders and employees of the territorial subdivisions of the Police, during the reporting period, came out with messages about the community police activity in the local media sources, where they exist, being represented in 27 public broadcasts. 129 communications about the community police activity were published on the official websites of the territorial subdivisions of the Police from the social networks.

6. The proposal to initiate the repair procedures in 23 police sectors was submitted to the Procurement and Logistics Service in order to reach the objective of improving the infrastructure of the police sectors at the beginning of 2019. 25

specifications were prepared and submitted to the Procurement and Logistics Service of the DPI in order to initiate the tender procedures.

7. In 2019, the Police Inspectorates contracted 6 design services for the repair of the police sectors. In total, 63 police sectors have been designed (remaining 27 offices to reach the indicator in the matrix). Since the beginning of the year, 14 police sectors have been in repair. The official opening was carried out in 12 police sectors, 5 police sectors will be arranged and put into operation.

#### **X. Objective A.4.2 Ensuring a reliable and efficient communication system for operational purposes within the Police**

1. For the construction of the communications network, the supply contract for the purchase, installation and maintenance of the secure voice and data communications network, amounting to EUR 6,929,226.91, excluding VAT, was awarded.

2. 22 technical examinations of the communication towers of the telecommunications operators were carried out for the year 2019 based on the approved schedule of construction of the communications network. Based on the conclusions of the technical examinations, the ITS concluded contracts for the lease of technological spaces with the companies IS Radiocomunicatii, Moldcell, Orange and Moldtelecom for all the locations where the TETRA equipment had been installed, for the year 2020 additional agreements will be concluded with the national telecommunications operators for new locations.

3. At the same time, during the year 2019, based on the signed contract, 16 MTS1 Base Stations were delivered with the entire set of accessories, 14 radio relay connections necessary for the interconnection of the 16 Base Stations, 2 Control Sites were installed and configured.

4. For the good functionality of the system, the location of the equipment from the TETRA dispatcher was reorganized, the following being installed: Dispatcher console, NMT (Network Management Terminal) console, AVL Gina console, (Discret Listning) DL console and Replay Station console.

5. Based on the additional agreement to the basic contract, the equipment planned to be delivered for 2020 was largely delivered for the year 2019. Thus, if according to the contract, the delivery of the necessary equipment in the amount of EUR 1.46 million was planned for 2019, towards the end of December 2019 it was possible to deliver equipment in the amount of EUR 2.35 million.

6. Towards the end of 2019, it can be mentioned that, 75% of the TETRA communication network was successfully built, from the contract signed with MOTOROLA company. This imposes the hope of operationalising the communications network before the established deadlines, which will have a positive impact on the implementation of the emergency services 112 at country level in terms of reducing response time.

7. Thus, at the current stage, the national coverage with the TETRA signal constitutes 60-65% at the level of the portable terminal and 75% at the level of the mobile terminal.

## **XI. Objective A. 4.3 Strengthening the rapid response capacities of the Police**

1. The Report on the Implementation of the Action Plan during 2019 is published on the official website of the Police ([http://www.politia.md/sites/default/files/raport\\_de\\_progres\\_reactie\\_rapida\\_2019\\_en.pdf](http://www.politia.md/sites/default/files/raport_de_progres_reactie_rapida_2019_en.pdf)).

2. During 2019, 56% of the Police dispatchers were trained on the use of the Unique National Service for Emergency Calls SIA 112.

3. Likewise, during the reference period, the Guard Services of the Operational Coordination Departments within the police inspectorates were optimized, as a result, 60 positions were transmitted for the consolidation of the patrol services at territorial level.

4. The Model Regulation on the Organization and Functioning of the Guard Services within the Police subdivisions was approved by Order nr. 454 of 25.11.2019 of the GPI, establishing the mission, the areas of competence, the functions and rights of the Service, as well as the organization of its activity.

5. The GPI elaborated Order nr. 483 of 11.12.2019 on the Primary Intervention of the Police on Referrals and Information on Crimes.

6. The Standard Operational Procedure on the Actions of the Guard Service Staff in case of receiving information about crimes and contraventions was approved by Order nr. 500 of 24.12.2019 of the GPI. This instruction describes how to take over evidence and record the referrals, as well as the role of the subjects in this process. The purpose of this procedure is to standardize the intervention mode of the employees within the guard service in the process of processing data and information about crimes and contraventions.

7. The average response time to national emergency calls is 35 minutes.

8. The project documentation was prepared and the works for the reconstruction of the office for the Mission Coordination Center of the GPI were contracted in order to ensure an efficient coordination of the police forces involved in different police missions. According to the calendar for the execution of the works, they have started in December 2019, and the completion of the reconstruction of the building is planned for the fourth quarter of 2020.

9. Similarly, the resource management capacities were strengthened by connecting the vehicle park with 190 additional GPS Trackers in order to ensure a prompt intervention of the mobile crews of the Police. Thus, towards the end of 2019, the number of transport units connected and monitored through the GPS monitoring platform of the MIA constituted over 850 transport units. Based on these technologies, during emergency interventions, the dispatchers will be able to identify

the transport units positioned closest to the place of the incident, and consequently to reduce the reaction time.

10. 6 transport units necessary for road accident services within the territorial subdivisions were purchased in order to increase the capacity to respond to emergency calls and the mobility of the teams in the process of documenting road accidents.

## **XII. Objective A.5.1 Preventing and combating corrupt behavior**

1. The Progress Report on the implementation of the Action Plan on Preventing and Combating Corruption within the General Police Inspectorate for 2019 was placed on the official website of the Police ([http://www.politia.md/sites/default/files/raport\\_de\\_progres\\_anticoruptie\\_2019\\_r\\_o.pdf](http://www.politia.md/sites/default/files/raport_de_progres_anticoruptie_2019_r_o.pdf)) and communicated to the Ministry of Internal Affairs (P-II/17 of 04.02.2020).

2. 2 information and awareness campaigns were launched and carried out during this period, and namely: "We DO NOT accept corruption in the Police" (<https://www.facebook.com/nucorruptionieipolice>) and "Integral policemen - protected citizens". A video spot was made and broadcasted through the media sources, various meetings with the police employees and the members of the society were held, the most honest persons who denounced the acts of corruption were designated during the campaign "We DO NOT accept corruption in the Police".

3. 56 sessions and information courses were organized and held with the support of the Technical Assistance Project, with the participation of 3.497 employees from the Police units.

4. In addition, CIPAL organized continuous training courses for 248 employees within the GPI subdivisions, staff in execution and management positions, the training ending with the evaluation of the participants and the granting of certificates.

5. According to Order nr. 368 of August 07, 2019 of the GPI "On the delegation of the Police employees to initial vocational training courses" between 12.08.2019-23.08.2019 and 26.08.2019-06.12.2019, the newly employed staff (56 non-commissioned officers) participated in the training course in the field of police ethics and integrity.

6. Following the institutional efforts and those of the partners made in this regard, a significant increase in the number of cases of corruption acts from the population denounced by the police officers from 17 in 2016 to 117 in 2019 was observed during the implementation of the Budget Support Program. At the same time, for the same period, the number of criminal cases initiated regarding the police officers for taking bribes decreased from 197 in 2016 to 64 in 2019.

7. In order to complete the process of conducting the public opinion poll, the research report on the interpretation of the results of the operation of the anonymous questionnaire of evaluating the perception of corruption in the areas of activity of the Police was prepared, registered under number 14/131 of 11.03.2019, research

initiated in 2019 according to Order nr. 34/14-8d of 07.09.2018 of the GPI “On conducting the public opinion poll on the assessment of the perception of corruption in the areas of activity of the Police”, based on which 718 Police employees within 12 sub-divisions of the GPI were questioned.

8. The Structure of the GPI, the Regulation on the Organization and Functioning of the GPI, the List of the Territorial Subdivisions of the Police subordinated to the GPI and the Organizational Chart of the GPI have recently been approved by Government Decision nr. 547 of 12.11.2019 on the Organization and Functioning of the General Police Inspectorate. The purpose of promoting a new project was to create a comprehensive framework to regulate, in a new formula, the organization and functioning, structure and maximum staff of the General Police Inspectorate, so that it may be accessible and efficient, contributing ultimately to the the accomplishment of the mission and tasks with which it is invested.

By this act, new structures were created at the level of the central administration and control units of the Police under the coordination of the Chief of the Policen and namely: the Strategic Management Department, the Project Management Department, the Document Management Department, the Corruption Prevention Department, the Communication and Protocol Department, the Statistics and Records Department, as well as the Information Analysis Department. Thus, 5 staff units were provided for the Corruption Prevention Department.

9. In October 2018, with the support of UNDP, a feasibility study was conducted on the use of body cameras for police officers, which offers several alternatives for implementing this concept at the Police level, based on several determined factors.

In this context, during the reference year, the public tender procedure was launched, and on 09.12.2019, the contract for the purchase of the turnkey solution of the Body Cameras System was signed, 100 cameras, for piloting, 13 docking stations, fasteners, the management software being purchased and located regionally in 3 centers, 2 in Chisinau municipality (Police Department of Chisinau Municipality and National Patrol Inspectorate (NPI)) and one in Balti. The cost of the pilot project constitutes 2,344,800.00 MDL, including VAT.

This project, after piloting in some police structures subject to the risk of corruption, will be extended to other subdivisions as well.

10. In order to exclude or reduce the risks of corruption in the activity of the Police, the integrity plans were developed within the General Department for Criminal Prosecution and the process of assessing the corruption risks at the level of the National Investigation Inspectorate was started.

### **XIII. MANAGEMENT OF FINANCIAL RESOURCES**

1. Financial resources amounting to 177,560,800.00 MDL were allocated during 2019 for the achievement of the established performance criteria, as well as

for the achievement of the indicators provided in the Dedicated Plans, approved during the years 2017-2018.

2. Out of the total resources allocated, 60 million MDL were allocated by the the State Budget Law for the construction of CIPAL. Due to objective circumstances that made it impossible to use these resources, 58 million MDL were returned to the state budget.

3. Thus, out of the total financial resources in the amount of 117,560,800.00 MDL managed at the level of the GPI, 116,171,839.57 MDL, or 98.82% out of the total allocated financial resources, were used.

4. 1,388,960.43 MDL were not used:

a) *1.385.800,46 MDL* expressly intended by the State Budget Law for the construction of Balti Provisional Detention Isolator, as a capital investment building, due to the delayed start of the works after the completion of the purchase procedure;

b) *3159.97 MDL* other reasons (2946.05 MDL - the exchange rate difference at the date of payment of the services for the TETRA equipment and services; 213.92 MDL remaining from the signed contracts).

5. The analysis regarding financial resources management in 2019 emphasises the following situation:

ECO	Content of the economic operation	Value (MDL)
311120	Capital repairs	54.696.175,27
319210	Capital investments	2.014.199,54
314110	Purchase of machinery and equipment	46.371.659,55
315110	Purchase and re-equipment of means of transport	2.785.488,00
315120		
222210	Information services and TETRA equipment installation	7.572.675,02
222990	and configuration services	
222400	Transport services	128.328,42
222720	Service trips outside the country	197.137,09
222920	Protocol services	21.765,00
316110	Purchase of furniture	1.284.412,68
336110	Purchase of household materials and office supplies	139.838,20
338110	Purchase of other materials	960.160,80
339110		
TOTAL		116.171.839,57

6. All financial resources were specifically directed towards achieving the performance criteria set out in the Policy Matrix.



7. Out of the total resources managed at the level of the GPI, 111,877,543.06 MDL (96.3%) were used by the the GPI, 1,054,200 MDL (0.9%) by the NPI, and the remaining 3,240,096.51 MDL (2, 8%) by the territorial subdivisions of the Police.

8. The analysis performed regarding the management of financial resources for each objective denotes the following situation:

TETRA	47.120.702,83
COMMUNITY POLICE	33.500.434,17
ILL REATMENT	26.858.978,10
RAPID RESPONSE	2.913.816,42
ORGANIZED CRIME	2.786.612,76
ANTICORRUPTION	2.518.146,00
HUMAN RESOURCE MANAGEMENT	311.537,09
PROGRAM MANAGEMENT	161.603,20

#### **XIV. IMPACT**

##### **1. Confidence of the population:**

a) Following the coordinated efforts to implement the activities set out in the Police Development Strategy, to increase the presence and involvement of the Police in support of the citizens, since November 2017, according to the Public Opinion Barometer, made by the Institute of Public Policies, we are witnessing a continuous process of increasing the confidence level of the population in the Police.

Thus, if in November 2017, the population confidence in the Police constituted 29%, according to the Public Opinion Barometer of December 2019, the population confidence in the Police institution reached 39.5%, the Institution remaining in the top of the 6 institutions with the highest confidence, being preceded by the Church (73%); the Mayoralty (57%); the media (50%); the army (43%) and the institution of the presidency (42%). The population is increasingly expressing their trust towards the Police, which is an encouraging factor and a tacit confirmation that the institution's efforts and the chosen path of development is a correct one, oriented towards the citizens.

On the other hand, the approach of the international institutions researching the public opinion (IRI – the International Republican Institute) places the level of confidence of the population towards the Police authority with an upward trend from 31% in 2016 to 54% at the end of 2019.

At the same time, the public opinion poll conducted by the CBS-AXA Center for Sociological Investigations and Marketing at the command of the GPI and presented in 2018, denotes a higher level of confidence of the population in the Police, especially at the local level, being estimated at 58.8% among general population and 69.9% among young people.

The sustainability of those mentioned above also derives from the data of the study “Perceptions on Human Rights in the Republic of Moldova” presented on 10.12.2018 on the International Day of Human Rights, made for the Ombudsman's Office. Thus, as regards human rights, the Police is the leading institution to which the population prefers to call on. Compared to 2016, the preferences of the citizens in this situation increased from 36.8% to 42.3%.

## 2. Criminal phenomenon

The criminal phenomenon has also registered a continuous decrease since 2017. Thus, if 32,322 crimes were registered at the end of 2017, then at the end of 2019, 29,664 crimes were registered, i.e. 2,658 fewer crimes compared to 2017 or a decrease by 8.22%. This is due to the implementation of the management based on information analysis (ILP), the implementation of certain elements of Community Police Activity, the equipping of the investigation teams with service vehicles, special technique, analytical software products, the creation of regional investigation units, the implementation of the concept of rapid response to emergency calls, as well as the development of the professional capacities of the employees.

## 3. Institutional impact

1) The number of women working in the Police has significantly increased. Thus, at the end of 2016, the percentage of women in the Police constituted about 15%, at the end of 2019 the share of police women in the Police constituted 19.20%. This was determined by the implementation of policies.

2) The vehicle park of the Police has been renewed in a proportion of 30%, since 2017. This allows us to ensure a higher degree of mobility and safety in traffic.

3) The record keeping processes of the vehicle fleet of the Police have been automated through the implementation of the MIA own GPS monitoring concept, as well as the process of developing the information system for recording weapons and weapon owners has been initiated. The automation of the processes, in the medium and long term, determines the focus of the Police employees only on the qualitative fulfillment of the missions that they carry out.

4) The infrastructure of the Police buildings has been significantly improved by carrying out their reconstruction works (*police sectors, Provisional Detention Isolators; Regional Investigation Units*), at the same time suitable working conditions for the Police employees being created, as well as access conditions to the quality police services provided to the population.

5) The capacity of the Police to ensure the guarantees of the people in criminal and/or contraventional proceedings has been increased by creating hearing and meeting rooms in confidential conditions with the defender in the renovated Provisional Detention Isolators, as well as of the similar rooms in other police units.

6) It has been possible to reach the proposed indicator of equipping with at least one transport unit each Police Sector within the country. In this context, each sector of those 173 existing at national level, owns and uses for service purposes a Dacia Logan car. This was possible by using the potential on the Visa Liberalisation Action Plan (VLAP) and the financial resources for the police reform.

7) The level of responsibility and integrity manifested by the increase in the number of reported corruption cases, and the decrease in the number of corruption cases involving police officers, has increased. However, according to the data of the National Anticorruption Center (NAC) presented for 2019, the MIA was placed in the first place, among the most corrupt institutions, with 56 criminal cases with the participation of 45 police officers.

## XV. RISKS

1) Following the risks identified and communicated to the Ministry of Finance – the responsible authority in communication with the European Commission, during the meeting organized at the MF on 02.09.2019, attended also by the representatives of the EU Delegation in the Republic of Moldova, it was agreed on the initiation of the process of amendment of the Policy Matrix on components A.1.3 “*Improvement of initial and continuous training capacities*” and A.4.1 “*Implementation of community police activity*” by extending the implementation deadlines for 2021, as well as on the identification and inclusion in the Medium-Term Budgetary Framework (MTBF) for the years 2020 - 2022, of the deficit of budgetary resources necessary for the reconstruction of the police sectors, in order to reach the number of 90, established in the Matrix.

At the meeting of the Steering Committee on the implementation of budget support of 31.10.2019, it was found a lack of positive development in this regard. The lack of a clear position of the authorities in this regard entails the risk of a coherent planning in the accomplishment of the objective, this being related to budgeting the financial resources necessary for the year 2021 and to identifying the feasible buildings for design and reconstruction, in order to reach the number of 90 modernised police sectors.

2) The significant delays, also reported in the Alternative Report Monitoring the Police Reform, prepared by the Promo-Lex Association, are related to the institutional reorganization aspects. Given that these outstanding commitments remain part of the Strategy, which, in fact, is an evaluation criterion for the disbursement of financial resources, they need to be finalized until the new support evaluation mission is announced.

3) In accordance with the provisions of the Policy Matrix, objective A.3.1, the complete renovation and operationalization of 5 offices of the regional investigation units is provided as a performance criterion for the year 2019.

At the current stage, only 2 of them are renovated and operational (*Police Department and UTA Gagauzia Police Department*).

In 2018, the locations for other 3 regional investigation units were successfully identified. In 2019, the project and estimate documentation was elaborated, as well as the the works for their modernization were contracted.

The risk identified at this stage is the failure to meet the deadlines, until the end of the year, as regards the completion of the renovation of these buildings. This is due to technological processes specific to the construction works, as well as to financial constraints.

4) On 28.02.2017, the Strategic Vision of the reversal of the position pyramid within the Ministry of Internal Affairs was approved, which stipulates the decrease in the number of positions of officers (-675 per year) and the increase in the number of non-commissioned officers (+675 per year) inclusively. The decrease in the number of positions of officers will be achieved, in line with the vacancies, by transforming them into positions of non-commissioned officers.

According to Annex nr. 6 to Law nr. 270 of 23.11.2018 on the Unitary Salary System in the Budgetary Sector, the basic salary, the lowest for an execution position (non-commissioned officer) within the deconcentrated police units, constitutes 4,070 MDL, without taking into account seniority, special degree and other bonuses, and the net salary of this category constitutes 5,391 MDL.

In the medium and long term, this constitutes a risk for the implementation of the Vision of the reversal of the position pyramid, as well as for the implementation of the visions of institutional reorganization.

Although, at the beginning of this year, amendments were made to Law nr. 288/2016 on the Civil Servants with Special Status within the Ministry of Internal Affairs, by supplementing it with a new article 12<sup>1</sup> "Accession to the position in relation to the change of the job category" only part of the problem has been solved.

Due to the slow processes in this regard, the amount of disbursement of the financial resources allocated to the Republic of Moldova at the beginning of November was significantly reduced.

5) A long-standing problem, which constitutes a major risk in meeting the performance criteria for 2020, is the establishment of reaction teams, from 2 to 5 at the level of each territorial police unit and minimum 7 reaction teams, in each sector of Chisinau municipality.

If the aspect of purchasing special vehicles is not a problem, then the human resource part is a key problem. This is conceptually related to the process of creating the National Public Security Inspectorate (NPSI) and decentralizing the patrol service to the territorial units of the Police, with the transmission of the personnel units, according to the calculation made. This subject will be also discussed in 2020.

6) The realization and monitoring of the implementation of the Police Development Strategy, as well as of the planning documents, approved during the years 2017 - 2018, implies the involvement of several actors from different structures of the Ministry of Internal Affairs and the Police, in particular.

In this respect, for the efficient management of these risks, it is proposed that the Police Reform Coordination Council (at the level of the Ministry of Internal Affairs) should resume its activity.

7) At the end of 2018, the Parliament of the Republic of Moldova adopted Law nr. 270 of 23.11.2018 on the Unitary Salary System in the Budgetary Sector.

Although in art. 20 of the aforementioned Law it is provided to grant a supplement for participation in development projects, at the approval of Government Decision nr. 1231 of 12.12.2018 on the implementation of the provisions of Law nr. 270 of 23.11.2018 on the Unitary Salary System in the Budgetary Sector, this aspect was not regulated, although coming from the provisions of point (2) art. 20 the Government had the obligation to describe the conditions for granting the supplements, their concrete amount and the categories of personnel that can benefit from these supplements.

At the current stage, this is a demotivating factor and constitutes a criterion that diminishes the participation in the implementation of the projects of the police officials and at the same time a risk in ensuring the achievement of the proposed purposes.

In order to efficiently manage the risk, it is necessary to elaborate the mechanism on the implementation of the provisions of Law nr. 270 of 23.11.2018.

8) During the year 2019, a large flow of personnel to management positions was registered within the MIA and the GPI. Continuing to maintain this flow of personnel to management positions represents, in the medium term, a major risk of carrying out the planned activities according to the agreed calendar.

## **XVI. PRIORITIES FOR 2020**

As regards the priorities for 2020, these are the following:

1. Implementing of the Policy Matrix according to the performance criteria and the established calendar;
2. Using entirely the financial resources allocated for the purpose of implementing the budget support;
3. Performing completely and without any deviations the activities and indicators set out in the Action Plan on the implementation of the Police Development Strategy and of the dedicated Plans approved during the years 2017 - 2018.
4. Ensuring continuity of the processes initiated in 2018-2019;
5. Increasing the number, quality and efficiency of the visibility events;

6. Harnessing the potential of the Assistance Projects contracted by the Delegation under the Budget Support Program to Police Reform (Technical Assistance Project; Twinning Project)

7. Informing the society about the achievements and processes carried out.

## **XVII. CONCLUSIONS**

In conclusion, we consider that today the National Police has the necessary capacities for achieving the Policy Matrix, as well as for implementing the Police Development Strategy, and we will ensure the continuity of all the initiated processes.