



REPUBLIKA E SHQIPËRISË

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ASSEMBLY

DRAFT LAW

No. ____/2017

**ON TRANSITIONAL EVALUATION OF EMPLOYEES OF STATE POLICE, REPUBLICAN GUARD AND
SERVICE FOR INTERNAL AFFAIRS AND COMPLAINTS**

Pursuant to Article 78, Article 81, paragraph 1 and Article 83, paragraphs 1 and 2 of the Constitution, upon the proposal of the Council of Ministers,

THE ASSEMBLY

OF THE REPUBLIC OF ALBANIA

DECIDED:

CHAPTER I

GENERAL PROVISIONS

Article 1

Purpose

This law determines principles, criteria, procedures and standards on the organisation and functioning of transitional evaluation bodies of all employees of the State Police, Republican Guard and Service for Internal Affairs and Complaints, at the Ministry of Interior.

Article 2

Definitions

In this law, following terms shall have these meanings:

1. “Assesseees” are all employees of the State Police, Republican Guard, and Service for Internal Affairs and Complaints at the Ministry of Interior, according to the definition made for these categories of employees in relevant organic laws.
2. “Police employee” is a person appointed to State Police structures, in accordance with the State Police law.
3. “Republican Guard employee” and “guardsman” is a person appointed to the Republican Guard, who carries out duties provided in the law on the Republican Guard of Albania.
4. “SIAC employee” is a person appointed to the Service for Internal Affairs and Complaints, according to the organic law.
5. “Evaluation bodies” are the External Evaluation Commission, Central Evaluation Commission, Local and Special Evaluation Commissions.
6. “Evaluation Panel” is the collegial form of organization of Evaluation Commissions, responsible for making decisions on assesseees.
7. “Evaluation document” is any official document prepared by the employee subject to assessment in the course of exercising his duty, which proves his professional skills.
8. “Inappropriate contact” is a meeting, verbal or electronic communication or any other type of an intentional meeting, which is not in compliance with and/or is not related to the exercise of duty by the assessee, regardless whether it is established a business or other relationship.
9. “Criminal activity” is the intentional commission of criminal offences, as provided for in the Criminal Code.
10. “Organised crime, trafficking, and corruption” include criminal offences, which according to the Criminal Procedure Code fall under the competence of the Anti-Corruption and Organised Crime Court or courts replaced by the latter.
11. “Business relationship” is any professional or commercial relationship, bearing a connection to the activities carried out by the assessee, under this law, and their clients, which is considered to be a sustainable or not sustainable relationship, under the Law “On prevention of money laundering and financing of terrorism”;
12. “Assets” are all movable and immovable properties in the Republic of Albania or abroad, under the legislation in force, which are in the ownership, possession or use of employees subject to transitional evaluation, under this law.
13. “International partners” are diplomatic missions, international organizations, programs, projects or international missions assisting evaluation bodies.
14. “Evaluation period” is the period of employment during which it is assessed, under this law, the integrity, proficiency and assets of employees, subject to transitional evaluation.
15. “Related person” is a person related to an assessee, like the spouse, cohabitant, adult children, and any other person living in one family with the assessee, according to the family certificate.
16. “Other related persons” are natural or legal persons, who turn out to have or to have had ties of interest with assesseees, resulting from any property interest or any other business relationship, during the evaluation period.
17. “Person involved in organized crime” is any person that has been criminally prosecuted or convicted in the territory or outside the territory of the Republic of Albania, for the criminal offences that according to the Criminal Procedure Code fall under the competence of the Anti-Corruption and Organized Crime Court or any

other court that the latter has replaced in the exercise of these competences, unless he/she has been declared innocent by a final court decision.

18. The wording “Has not assumed political functions in the public administration” shall mean that the assessee has not been a MP, Prime Minister, Deputy Prime Minister, Minister, Deputy Minister, or an official part of the cabinet of the President of the Republic, Speaker of the Parliament, Prime Minister, Deputy Prime Minister or Minister, performing the task of cabinet director, advisor, assistant, spokesperson or personal secretary of the head of the cabinet.
19. The wording “Has not held a leadership position in a political party” shall mean that the person has not been a member of the steering bodies, provided for in the statute of the political party.
20. “Legitimate income” is the income of the individual and related persons, according to the source of income, provided for in the respective legislation.

Article 3

Transitional Evaluation

1. All State Police, Republican Guard, and Service for Internal Affairs and Complaints employees shall be subject to the process of transitional evaluation, based on:
 - a) Assets assessment;
 - b) Background assessment;
 - c) Proficiency assessment.
2. Subject to transitional evaluation, under paragraph 1 of this Article, shall also be, upon their request, former employees of these institutions, who are not older than 55 years of age, have not been convicted for commission of a criminal offence or where the disciplinary measure of dismissal from duty, imposed on them, is repealed by a final court decision.
3. The External Evaluation Commission, Central Evaluation Commission, Local and Special Evaluation Commissions shall be the only administrative bodies that decide of the final evaluation of assessees, under this law.
4. They shall operate independently and impartially, on the bases of principles of legality, equality before the law and proportionality, guaranteeing the right of assessees, for a due legal process.
5. Evaluation bodies, during the performance of their duty, shall apply procedures provided for in the Administrative Procedure Code, to the extent possible and as far as they are not in variance with this law, and provisions of the law “On administrative courts and adjudication of administrative disputes”.
6. The right to information, provided for in the law on the right to information, may be restricted by complying with the principle of proportionality, if the disclosure of information causes an evident and grave damage to the administration of the transitional evaluation process.

Article 4

Evaluation Bodies

1. Transitional evaluation bodies are: the External Evaluation Commission, Central Evaluation Commission and Local and Special Evaluation Commissions.
2. Evaluation bodies shall be organized in evaluation panels, which shall be responsible for making decisions on assessees.

3. Evaluation panels shall consist of three members, assigned by lot by the relevant Evaluation Commission, where the rapporteur is appointed as well.
4. Transitional evaluation bodies shall be supported by technical secretariats throughout their activity, under the provisions of this law.
5. Names of employees assessed by each evaluation panel, shall be assigned by a lot, procedures and manners of which shall be decided by the Evaluation Commission, according to the respective level.

Article 5

Scope of Activities for Evaluation Bodies

1. The External Evaluation Commission shall assess employees in the following positions or ranks:
 - a) General Director and Deputy General Director, Department Director, Director of Central Directorate, Local Director and Deputy Director, and Chief of Commissariat of the State Police;
 - b) Commander and Deputy Commander, as well as every officer of the rank of Major, Lieutenant-Colonel, and Colonel of the Republican Guard;
 - c) General Director and Deputy General Director, as well as directors and chiefs of sectors of the Service for Internal Affairs and Complaints.
2. The Central Evaluation Commission shall assess:
 - a) Police employees of the General Directorate of State Police and special structures, with the exception of those specified in letter “a”, paragraph 1 of this Article, employees of the Security Academy, Forensic Police Institute and special structures.
 - b) Republican Guard employees holding the rank of Sub-Lieutenant, Lieutenant, Sub-Captain, Captain.
 - c) All employees of the Service for Internal Affairs and Complaints, with the exception of those specified in letter “c”, paragraph 1 of this Article.
3. Special Evaluation Commissions shall assess only those units/departments/structures, whose composition or the typology of their work cannot be public, upon the proposal of the head of the respective institution. The Central Evaluation Commission shall decide whether a unit/departments/structure will be assessed by a special commission.
4. Local Evaluation Commissions shall assess State Police employees of local police structures and Republican Guard employees, who are not included in the categories specified in paragraphs 1 and 2 of this Article.

CHAPTER II

ORGANISATION AND FUNCTIONING OF TRANSITIONAL EVALUATION BODIES

SECTION 1

External Evaluation Commission

Article 6

Composition of External Evaluation Commission

1. The External Evaluation Commission consists of 15 members.
2. Five members of the External Evaluation Commission shall be assigned by the High Inspectorate of Declaration and Audit of Assets and Conflict of Interests, selected from among employees of this institution. This body

shall assign two substitute members as well, who will perform the duty in the event of extended absences of certain members.

3. Five members of the External Evaluation Commission shall be selected by a Board, specifically designated for this purpose, from among pedagogues of the Faculty of Law and Faculty of Economics of the University of Tirana. For this purpose, the Rector of the University of Tirana shall propose 10 candidates to the Selection Board, five from each Faculty, who fulfil the criteria set out in this law.
4. Five member of the External Evaluation Commission shall be selected from among the ranks of advocates, by the Selection Board. For this purpose, the National Chamber of Advocacy shall select 10 candidates, who fulfil the criteria set out in this law.
5. The Selection Board shall select four substitute members as well, from among nominated candidates, who will perform the duty I case of extended absences of selected members.
6. The External Evaluation Commission shall be organized in five evaluation panels of three members each.
7. Evaluation panels and their members shall act independently and shall make decisions under this law.
8. The External Evaluation Commission shall be supported by a Technical Secretariat, composed of 15 employees, selected through an open competition procedure, by the Selection Board.
9. The organisation and functioning of the Technical Secretariat shall be regulated by decision of the External Evaluation Commission.

Article 7

Criteria on Selection of Members of External Evaluation Commission

1. Member of the External Evaluation Commission shall be elected an Albanian citizen, who fulfils the following criteria:
 - a) Has completed the second level of university studies;
 - b) Has not less than 5 years of work experience;
 - c) Has not assumed political functions or has not held leadership positions in a political party in the last three years;
 - d) Is not under a criminal investigation, has not been sentenced by a final court decision for committing a crime or for deliberately committing a misdemeanour crime;
 - e) Has not been subject to restrictions provided for by the law “On guaranteeing the integrity of persons elected, appointed or exercising public functions”;
 - f) Has not been subject to the disciplinary measure of dismissal from office or any other disciplinary measure, which is still in force, under the legislation that regulated labour relations, at the time of application;
 - g) Has not been a member, collaborator, or favoured by the former State Security Agency (Sigurimi) before 1990, in the meaning of the law “On the right to information, regarding the documents of the former Secret Service Agency of the People’s Socialist Republic of Albania;
 - h) Has not attained the age of 65.

Article 8

Selection Board

1. A Selection Board shall be established for the selection of members of the External Evaluation Commission and technical staff that supports the External Evaluation Commission.

2. The Selection Board shall be composed of 5 (five) members, as follows:
 - a) One representative of the Ministry of Interior, who shall be the chair of the Board;
 - b) One representative assigned by the National Security Committee of the Assembly of the Republic of Albania;
 - c) One representative assigned by the Committee on Legal Affairs, Public Administration and Human Rights of the Assembly of the Republic of Albania;
 - d) One representative of the General Directorate for the Prevention of Money Laundering;
 - e) One representative of the Classified Information Security Directorate.

Article 9

Submission and Review of Applications for Member Positions of External Evaluation Commission

1. The Ministry of Interior shall, upon the entry into force of this law, announce the opening of procedure for all positions of External Evaluation Commission members.
2. The deadline for submission of applications and accompanying documents shall be 15 days. Upon the expiration of this deadline, the list of participants in the competition shall be published immediately.
3. The following documents shall be submitted together with proposals:
 - a) Curriculum Vitae, containing details on education, employment and other study, professional and personal experiences, contact details, official electronic address and mail address;
 - b) Copy of the identity document.
4. The Selection Board for the selection of members of the External Evaluation Commission, within seven days, after consulting with international partners' representatives, shall select members of this Commission.
5. The Selection Board shall publish the winners' list at the conclusion of the selection process.

Article 10

Technical Secretariat attached to External Evaluation Commission

1. A technical secretariat shall function attached to the External Evaluation Commission, which supports the Commission, during the exercise of its activity.
2. Member of the Technical Secretariat shall be elected and Albanian citizen, who fulfils the following criteria:
 - a) Has completed the second level of university studies in law, economics, finance, mathematics or social sciences;
 - b) Has not less than five years of work experience;
 - c) Is not under criminal investigation, has not been sentenced by a final court decision for committing a crime, or for deliberately committing a misdemeanour crime;
 - d) Has not been subject to a disciplinary measure of dismissal from office or any other disciplinary measure that is still in force at the moment of application.
3. Selection of Technical Secretariat members shall be made by the Selection Board through an open and transparent procedure, similar to the procedure of selection of members of the External Evaluation Commission.

Article 11

Activity of External Evaluation Commission

The External Evaluation Commission ceases to exercise its activity upon completion of all assessments under Article 5 of this law and upon the selection of members of the Central Evaluation Commission and the respective Technical Secretariat.

SECTION 2

CENTRAL EVALUATION COMMISSION

Article 13

Central Evaluation Commission

1. The Central Election Commission shall be composed of 45 members, 15 of whom shall be the members of the External Evaluation Commission, who shall automatically become members of that Commission, upon the completion of the process of evaluation for assessee's relevant categories, and the other 30 members shall be selected by the External Evaluation Commission, through an open competition procedure.
2. Out of the 30 members that will be selected according to paragraph 1 of this Article, 20 members shall be elected from among the State Police, 6 members from the Republican Guard, and 4 members from the Service for Internal Affairs and Complaints.
3. The Central Evaluation Commission shall be organized in 15 evaluation panels of 3 members each.
4. Evaluation panels and their members shall act independently and make decisions in compliance with this law. External Evaluation Commission members shall automatically be members of the Central Evaluation Commission as well, until the end of its mandate.
5. The Central Evaluation Commission shall be supported by a Technical Secretariat composed of 45 employees, selected through an open competition procedure.
6. The organization and functioning of the Technical Secretariat shall be regulated by decision of the Central Evaluation Commission.

Article 13

Criteria on Selection of Members of Central Evaluation Commission

1. Member of the Central Evaluation Commission shall be elected an employee of the State Police, Service for Internal Affairs and Complaints and Republican Guard, who fulfils the following criteria:
 - a) Has been positively assessed by the External Evaluation Commission;
 - b) Has completed higher education;
 - c) Has not less than 10 years of work experience in the institutions he/she represents.

Article 14

Submission and Review of Applications for Member Positions of Central Evaluation Commission

1. The External Evaluation Commission shall announce the call for submission of expression of interest for member positions of the Central Evaluation Commission.
2. The deadline for submission of applications and accompanying documents shall be 15 days. In case of inadequacy of applications, the External Evaluation Commission shall appoint members of the Central Evaluation Commission on the basis of proposals by respective office holders of the State Police, Service for Internal Affairs and Complaints and Republican Guard.
3. The candidate's application shall be registered and the candidate is issued a document certifying the application number, the date and list of documents submitted.
4. Together with the motivated application, the candidate shall submit copies of the following documents:
 - a) Curriculum Vitae, containing details on education, employment and other study, professional and personal experiences, contact details, official electronic address and mail address;
 - b) The document by which the applicant admits special restrictions on the confidentiality of electronic communications for the duration of the mandate as a member of evaluation institutions;
 - c) A copy of the identity document.
5. The selection of candidates for the position of member of the Central Evaluation Commission shall be made by decision of the External Evaluation Commission, in cooperation with international partners' representatives.
6. The External Evaluation Commission, within seven days of completion of the application process, shall select members of the Central Commission and publish forthwith the list of selected candidate.
7. Upon completion of the assessment process, the 30 members of the Central Evaluation Commission, elected under this Article, shall return to their previous assignments or to equivalent assignments.

Article 15

Technical Secretariat of the Central Evaluation Commission

1. Attached to the Central Evaluation Commission shall function a Technical Secretariat, composed of 45 employees, selected from among employees of the State Police, Republican Guard and the Service for Internal Affairs and Complaints, under the following criteria:
 - a) Have been positively assessed by the External Evaluation Commission;
 - b) Have completed higher education;
 - c) Have not less than 5 years of work experience.
2. Selection of members of the Technical Secretariat of the Central Evaluation Commission shall be made by the External Evaluation Commission, under the same procedure of the Technical Secretariat attached to the External Evaluation Commission.

Article 16

Activity of Central Evaluation Commission

The Central Evaluation Commission shall cease to exercise its activity upon the completion of all assessments under Article 5 of this Law and upon the selection of members of Special and Local Commissions and the respective Technical Secretariat.

SECTION 3

SPECIAL EVALUATION COMMISSIONS AND LOCAL EVALUATION COMMISSIONS

Article 17

Special Evaluation Commission

1. A Special Evaluation Commission can be set up for the assessment of employees of structures, the composition and work typology of which cannot be made public.
2. Special Panels shall be composed of three members belonging to the same institution where the assessment takes place.
3. The number of special panels for each institution, members of these panels and the units and/or the structure that will be assessed, shall be decided by the Central Evaluation Commission on the basis of proposals of the heads of institutions, subject to transitional evaluation.

Article 18

Local Evaluation Commission

1. The Local Evaluation Commission of the State Police and Republican Guard shall be composed of 135 members, 45 of whom are members of the Central Evaluation Commission, while the 90 other members shall be selected by the latter, from among the ranks of employees of the State Police and Republican Guard, in proportion to the number of employees of each of these institutions, through an open competition procedure.
2. The Local Evaluation Commission shall be organized in 45 evaluation panels of 3 members each.
3. The Central Evaluation Commission shall determine the composition of panels and territorial competences of each of the panels.

Article 19

Criteria on Selection of Members of Special or Local Evaluation Commissions

Member of Special or Local Evaluation Commissions shall be elected the employee who fulfils the following criteria:

- a) Has been positively assessed by the Central Evaluation Commission;

- b) Has a higher education;
- c) Has not less than three years of work experience within the State Police and/or Republican Guard;

Article 20

Submission and Review of Applications for Member Positions of Local and Special Evaluation Commissions

1. The Central Evaluation Commission shall announce the call for submission of expression of interest for member positions of Local Evaluation Commissions.
2. The deadline for submission of applications and accompanying documents shall be 15 days.
3. The candidate's application shall be registered and the candidate is issued a document certifying the number of application, the date and list of documents submitted.
4. Together with the motivated application, the candidate shall submit copies of the following documents:
 - a) Curriculum Vitae, containing details on education, employment and other study, professional and personal experiences, contact details, official electronic address and mail address;
 - b) A document signed by the applicant, by which the applicant admits special restrictions on the confidentiality of electronic communications for the duration of the mandate as a member of evaluation bodies;
5. Selection of candidates for the position of member of the Central or Local Evaluation Commission shall be made by decision of the Central Evaluation Commission, in cooperation with international partners.
6. The Central Evaluation Commission shall, within seven days of completion of the application process, select members of these commissions and publish forthwith the list of selected candidate.

Article 21

Technical Secretariat of Local and Special Evaluation Commissions

1. Attached to Local and Special Evaluation Commissions shall function a Technical Secretariat, composed of 135 members, selected from among employees of the State Police and Republican Guard, under the following criteria:
 - a) Have been positively assessed by the Central Evaluation Commission;
 - b) Have completed higher education;
 - c) Have not less than 3 years of work experience.
2. Selection of members of the Technical Secretariat of Local and Special Evaluation Commissions shall be made by the Central Evaluation Commission, under the same procedure of the Technical Secretariat attached to the External Evaluation Commission.

SECTION 4

DUTIES AND RESPONSIBILITIES OF MEMBERS OF COMMISSIONS AND TECHNICAL SECRETARIATS

Article 22

Chairpersons of Commissions

1. Commissions of each level shall be chaired by the Chairperson or, at his/her absence, by the member appointed by the chair.
2. The Chairperson of a Commission shall be elected by secret voting, upon the majority of votes of all members.
3. The meeting for the election of the Chairperson shall be chaired by the oldest member by age. Where more than one candidate is running and during the voting none of them takes the foreseen number of votes, a fresh voting occurs and, following this, voting shall occur among those candidates who have received the highest number of votes. Where even after the last voting, the result is equal, the Chairperson shall be elected by lot between the candidates.
4. The Chairperson of the Commission shall have the following competences:
 - a) Prepares, convenes, and chairs the members' meeting;
 - b) Represents the Commission in relations with third parties;
 - c) Coordinates work in the institution;
 - d) Signs all Commission acts, with the exception of decisions on the assessment result, which shall be signed by Evaluation Panels.
 - e) Carries out other duties that, according to this law, shall not be charged to members or evaluation panels.

Article 23

Duties of Members of Evaluation Panels

1. Member of Evaluation Panels shall have the following competences:
 - a) Undertake all initiatives and carry out all procedures to ensure the necessary evidence and indicators for the assessment decision-making process;
 - b) Undertake all steps for drafting the required documentation, until the finalization of the case;
 - c) Seek additional information in compliance with provisions of this law;
 - d) Prepare files that are being discussed;
 - e) Summon individuals or other persons that have information on facts in the hearings;
 - f) Assign tasks to members of the Technical Secretariat, in the context of verification of matters;
 - g) Propose the making of a decision by submitting the reasoning;
 - h) Coordinate work and take measures to ensure that the transcript of a decision is issued within a reasonable time.

2. The Evaluation Panel Rapporteur shall have the following duties:
 - a) Prepare files that are being discussed by the Evaluation Panel, with the support of the Technical Secretariat;
 - b) Carry out all procedures to ensure that the necessary evidence for the decision-making process of the panel;
 - c) Undertake all steps for drafting the required documentation, until the finalization of the case.

Article 24

Duties of Members of Technical Secretariats

1. Duties of members of technical secretariats of evaluation commissions are to:
 - a) Study and analyse files and support Evaluation Panels' members to prepare the report on assessees' integrity, assets and proficiency;
 - b) Carry out any other tasks assigned by the relevant commission;
 - c) In special cases, where legal and financial expertise is required, calls specialists of relevant fields of the Ministry of Interior, to consult with, or specialists of other public institutions or independent experts.

Article 25

Disciplinary Liability of Members of Evaluation Commissions

1. A member of an evaluation commission shall be disciplinary liable in case of:
 - a) Failure to submit the request for a waiver from reviewing a case, where there are reasonable doubts on the existence of incompatibility with the performance of functions, under the legislation in force, and if the member is aware of such circumstances;
 - b) Behaviours, acts or other actions of the member, yielding unfair profits or damages for parties to assessment proceedings;
 - c) Failure to inform the Chairperson or competent authorities, under the law, on interventions or the exercise of other forms of improper influence by advocates, political officials, public officials and/or assessees.
 - d) Interference or any other improper influence on the exercise of duty of another member;
 - e) Unjustified, intentional or repeated failure to perform his/her function;
 - f) Submission of the request for a waiver and conduction of such actions, which are not based on grounds provided in the law, or made intentionally to create unfair profits for participants in the process and third parties, or with a view of preventing the member from the legal obligation to examine the case, or aiming at its potential review by other judges, or when the waiver is delayed, regardless of being aware of the fact for which he/she waives;
 - g) Repeated or serious breach of rules of solemnity and rules of conduct in relations with participants in the process, as well as with members of the Technical Secretariat or personnel of evaluation bodies;
 - h) Repeated and unjustified delays and procrastination of procedural actions during the exercise of function;

- i) Public disclosure of opinions delivered by the member himself or by other members during the process for which no decision has been made by the Evaluation Panel;
- j) Breach of the obligation of confidentiality and non-disclosure of information, resulting from investigation in the on-going or completed assessment process, including publication and dissemination, due to negligence as well, of confidential acts and information or procedural acts, resulting from matters under the process of investigation or assessment;
- k) Making public statements and in the media on matters, except for press communications, within the limits of his/her duty;
- l) Distorted submission of facts on the acts submitted;
- m) Using the member's mandate to realize unjustified profits for himself or for others;
- n) Being in the company of persons under criminal prosecution or subjects to a criminal proceeding or persons criminally convicted, save the cases of rehabilitation of convicted persons, or persons who are blood-related or law-related to the assessee, and improper business relations with these persons;
- o) Unfair direct or indirect benefit of gifts, favours, promises or preferential treatments of any kind, which, even though legitimate actions, are given due to the function he/she exercises or as a result of using his/her position;
- p) Improper behaviour to fulfil obligations, in relations and communication with state institutions and their officials, and other cases of unjustified improper behaviour as well;
- q) Other cases provided for by this law, other laws and sub legal acts.

Article 26

Procedures for Dismissal of Members of Evaluation Commissions

1. In case of sufficient evidence that a member of an Evaluation Commission has committed a disciplinary offence, the Chairperson of the Commission shall carry out the verification of the case and request the resignation from the function of the member of the Commission.
2. Where the member of the Commission who has committed the disciplinary offence does not resign, the Chairperson shall call the meeting of all members of the Commission, where it is decided by a simple majority vote for the dismissal of that member.
3. For replacing the dismissed/resigned member, the substitute members are assigned to duty and in case of insufficiency, the procedures envisaged for the selection of that member shall apply.
4. Dismissal from duty of a member of an evaluation commission shall be notified forthwith to the respective institution to initiate disciplinary proceedings.

Article 27

Financial Treatment

1. Members of Evaluation Commissions and Technical Secretariats shall enjoy special financial treatment.
2. The financial treatment of the Selection Board for the selection of members of the External Evaluation Commission, for chairpersons, commission members, as well as for members of technical secretariats shall be determined by Decision of the Council of Ministers.

Article 28

Logistic Support for Evaluation Commissions

1. The Ministry of Interior shall provide work facilities for evaluation bodies and support them with the required logistics to exercise the responsibilities assigned to them by this law.
2. The Council of Ministers shall approve additional funds for the budget of the Ministry of Interior, to meet the necessary expenditures for the functioning of evaluation bodies.

CHAPTER III

ASSESSMET OF ASSETS

Article 29

Object of Asset Assessment

1. The object of asset assessment shall be the asset declaration and auditing, the legitimacy of the source of their creation, the fulfilment of financial obligations, including private interests of assesseees and persons related to them.

Article 30

Initiation of Procedure for Declaration of Assets

1. An assessee shall declare any movable or immovable property, which is acquired, possessed, used or alienated from the date of commencement of employment in the relevant institution, irrespective of the date of appointment at the position and/or rank he holds, up to the date of filling out the asset declaration form, according to Appendix No. 1, attached to this Law.
2. An assessee shall fill out the asset declaration as per the provision of paragraph 1 of this Article within 30 days of the entry into force of this law and shall submit it to the human resources unit of the institution where the assessee works.
3. The human resources unit shall put the asset declaration form into the respective file opened for the assessee and submit it to the respective evaluation commission.
4. The assessee may submit, if desired, all documents justifying the veracity of statements on the legitimacy of the sources of creation of assets. Full submission of documents certifying the legitimacy of income sources shall be assessed together with other circumstances in making the final evaluation decision.

Article 31

Declaration of Assets

1. An assessee shall declare:
 - a) Personal income and income of related persons, as listed in the family certificate, from all activities, throughout the referral period set out in paragraph 1 of Article 30 of this Law;
 - b) Last year's expenditures for rent, water, electricity, telephone and internet bills, as well as all those periodical payments for supply or subscription contracts in his/her name or related persons.
 - c) His/her or related persons' personal private travels abroad during the past three years, specifying the location, duration and, approximately, expenses incurred.
 - d) Children's education, adult or minor, at the time of declaration, or related persons, by declaring the starting point, type of educational institution, name of institution, annual payments and duration of studies for the period set out in paragraph 1 of Article 30 of this Law;
 - e) Immovable properties gained, alienated, possessed or used, for the period set out in paragraph 1 of Article 30 of this Law;
 - f) Movable properties or items worth more than ALL 300,000, including but not limited to motor vehicles gained, alienated, possessed or used, for the period set out in paragraph 1 of Article 30 of this Law;
 - g) Investments or other financial instruments producing income, including but not limited to shares or equities of trade companies, titles of lien, licenses, patents or other rights;
 - h) Bank accounts, domestic or international, by specifying the number, location, date of creation and current balance;
 - i) Financial obligations to legal and natural persons;
 - j) All legal relations with an economical-asset value;
 - k) Sources of the creation of these assets.

Article 32

Asset Assessment Procedure

1. The evaluation panel, based on asset declarations, shall conduct an audit procedure pursuant to this Law and the Code of Administrative Procedures.
2. Verifications on assessees shall be carried out in all institutions or legal persons, both public and private, which provide data related to assessees' declarations or non-declarations.
3. The evaluation panel may request whether there is information on assessees and their related persons, on documents related to assets owned by an assessee and related persons, or financial data on any financial transactions, domestic or international, in compliance with the Law "On prevention of money laundering and terrorism financing" of an assessee and related persons.
4. Upon completion of the audit, the evaluation panel, based on the data gathered, shall prepare a detailed and reasoned report and, based on the case, shall determine whether:

- a) The declaration is accurate and in compliance with the law, with the legal financial resources and that the assessee is not in a situation of conflict of interest;
- b) There is a lack of legal financial resources to justify the assets;
- c) There has been hiding of assets;
- d) A false declaration has been made;
- e) The assessee is in a situation of conflict of interest.

CHAPTER IV

BACKGROUND ASSESSMENT

Article 34

Object of Background Assessment

The object of background assessment shall be the verification of declarations made by assessees and other data, with the purpose of verifying the authenticity and reliability of declarations and identifying those assessees involved with or having inappropriate contacts with persons involved in criminal activities.

Article 34

Initiation of Procedure for Background Assessment

1. Assessee shall compile the declaration form for background assessment as per Appendix no. 2, attached to this Law, and shall submit it within 30 days from the date of entry into force of this Law, to the Human Resources Unit of their institution.
2. The Human Resources Unit shall place the background assessment form in the relevant file created for the employee and shall submit it to the relevant assessment committee.
3. The assessee's background assessment shall be carried out through:
 - a) Auditing declarations and obtaining information from the Classified Information Security Directorate.
 - b) Auditing information and other materials found at the information analysis units of the State Police, Service for Internal Affairs and Complaints and other intelligence agencies of the Republic of Albania;
 - c) Checking the database of the Ministry of Justice;
 - d) Cooperating with Prosecution Offices and Courts, in cases when there are criminal proceedings against assessees.
 - e) Verifying pieces of information coming from the public, in relation to the activities of the assessee or related persons.

Article 35

Cooperation for Background Assessment

1. Regarding the employee's background assessment, evaluation bodies shall inquire with the Classified Information Security Directorate, Service for Internal Affairs and Complaints for information or other data that this service or other intelligence services may have.
2. Evaluation bodies shall also request information to the following units of the Directorate General of State Police:
 - a) Criminal Intelligence Analysis Directorate;
 - b) Interpol-Tirana Office;
 - c) Europol-Tirana Office;
3. The Classified Information Security Directorate, upon request from evaluation bodies, shall communicate with foreign countries to obtain necessary information on persons involved in criminal activities, or on persons suspected of involvement in criminal activities, for the purpose of this law.
4. Other public institutions which gather and process information, shall make available data on assessees, related or other persons, in accordance with requests by evaluation bodies.

Article 36

Assessment of Circumstances for Background Assessment

1. Evaluation bodies shall, with regard to background assessment, take into consideration the following circumstances:
 - a) Accurate verification of past and current identities of each assessee and the reason for changes in first and last names;
 - b) Information on current and previous place of residence (in country and abroad);
 - c) Cases of change of nationality or new nationalities;
 - d) Refusal of entry in EU or NATO countries;
 - e) Requests for asylum in any country;
 - f) Verification of criminal proceedings initiated on the assessee, in country or abroad;
 - g) Verification of administrative proceedings or relevant decisions, in country or abroad;
 - h) Expulsion from other countries due to violation of entry or residence rules;
 - i) Handling pressure aimed at compromising the employees while they exercise their duties';
 - j) Nepotism cases related to assessees;
 - k) General evaluation whether the assessee may feel pressured by criminal structures;
 - l) Use of narcotics test;
 - m) Addiction to alcohol or gambling;

- n) Verification whether he/she has been a member, collaborator or received favors by the former State Security Agency prior to 1990, in accordance with the Law “On the right to information related to documents of the former Security Service Agency of the People’s Socialist Republic of Albania”.
2. In cases deemed necessary by the evaluation body, the assessee shall be subjected to a psychological personality test or other tests, also assisted by necessary technological means, in order to assess the credibility of the assessee and their personal declarations.
3. The refusal to be subjected to additional tests may be a reason for the assessee’s dismissal from duty.

Article 37

Standards Governing Background Assessment

1. The background assessment shall be conducted based upon evidence, indicators, confidential information and other types of information available.
2. The background assessment shall be conducted on objective bases and free of impact of personal, hostile or friendly character, which could favour or disfavour the assessee.
3. The background assessment shall include an evaluation of evidence and information related to circumstances which are taken into account in the finding, as well as the aggravating or mitigating circumstances of this finding.
4. Circumstances that support a finding of inappropriate contact with a person involved in organized crime are:
 - a) The assessee or related person has been photographed or has met with a person involved in organized crime;
 - b) The assessee or related person has held a non-casual communication with a person involved in organized crime;
 - c) The assessee or related person has exchanged money, favours, gifts or property with a person involved in organized crime;
 - d) The assessee or related person is closely related to a person involved in organized crime;
 - e) The assessee or related person participates in or attends meetings with one or more persons involved in organized crime.
 - f) The person’s membership in organized crime is well known, alleged, has been publicized or documented.

Article 38

Extenuating Circumstances in Background Assessment

1. Extenuating circumstances which are taken in consideration in finding whether an improper contact has been made with a person involved in organized crime shall be the following:
 - a) The assessee plausibly states that he was unaware of the fact that the person was involved in organized crime;
 - b) Contacts are conditioned by the assessee’s family relationship and these are rare family contacts.

- c) The assessee has been open, trustworthy and complete about the contacts and has distanced himself or herself from them;
 - d) The assessee was aware that the person is involved with the organized crime, but was unaware that he or she would attend a meeting or was tricked into attending it;
 - e) Any other mitigating factor being submitted plausibly by the assessee.
2. Extenuating conditions which are taken into consideration in cases when a background declaration form was not completed fully and truthfully are:
- a) An assessee lists a contact in a list, but the date or location is not accurate;
 - b) The assessee fails to list a contact, but has been truthful and complete about other contacts;
 - c) The contact occurred at a location with numerous people and would not have been memorable or seemed insignificant. This condition can be counterbalanced by the degree of seriousness of the contact or by other factors;
 - d) The assessee fails to list a contact which involves a family member, and conditions of that contact would not have been memorable or seemed significant;
 - e) The assessee states that he/she is unaware of the fact that the person is a person involved in organized crime;
 - f) Any other credible factor, which is submitted plausibly by the assessee.

Article 39

Aggravating Circumstances in Background Assessment

Aggravating circumstances that are considered in cases when the declaration form is not complete and credible arise when:

- a) An assessee does not put in the form a contact that has been found from credible evidence, indications or information;
- b) The assessee does not put in the form a contact found from relevant credible information and other evidence;
- c) In case the assessee has other contacts that have been listed or found;
- d) In case there are other data about an advantage, action or consequence from the contact, which creates a reasonable doubt that the information received is the only possible explanation.

Article 40

Background Assessment Procedure

1. The evaluation panel shall, with regard to background assessment, verify whether the information provided is accurate and credible, and whether the assessee has improper contacts with persons involved in organized crime or persons suspected for organized crime.

2. The commission shall, within 10 days from the completion of assessment, prepare a reasoned report, which determines whether:
 - a) The assessee has accurately and truthfully filled out the background assessment declaration form;
 - b) There is information in his report or elsewhere that shows that the assessee has improper contacts with persons involved in criminal activities;
 - c) The assessee is fit or not fit for continuing on the duty.
3. This report contains information on contacts. The information is not made public if it risks the source's security or due to any condition stipulated by the government of another country.

CHAPTER V

PROFICIENCY ASSESSMENT

Article 41

Object of Proficiency Assessment

The object of proficiency assessment shall be the assessment of compliance with ethical rules during the performance of duties and the proficiency assessment, in accordance with this Law and the legislation governing the activity of employees of the State Police, Republican Guard and the Service for Internal Affairs and Complaints.

Article 42

Initiation of Procedure for Proficiency Assessment

1. The assessee shall complete the professional self-evaluation form, based on Appendix 3, attached to this Law and, within 30 days from the date of enactment of this law, shall send it to the human resources unit of the institution he/she works for.
2. The period of proficiency assessment, to the effect of this law, shall include the period from the date of appointment in the grade/post he/she currently holds, but not longer than 7 years.
3. In case the assessee has been on duty for less years, the period of assessment includes the whole time the employee has worked in the respective institution.

Article 43

Sources for Proficiency Assessment

1. The assessee's proficiency shall be assessed based on the relevant legislation and the job descriptions pertinent to each position.
2. The object of analysis of proficiency assessment shall be the documents prepared by the assessee, specified as per the following levels:
 - a) For the managerial level:
 - i. Analyses, summaries and studies carried out;
 - ii. Strategic documents, action plans and deployment plans;
 - iii. Participation and concrete contribution in working groups for drafting documents and/or laws and bylaws;
 - iv. Memoranda and reports;

- v. Checks, inspections and recommendations on improvement of work;
 - vi. Cooperation and coordination acts between structures and institutions outside police and with the community, as well as reports on their fulfilment;
 - vii. Summaries of performance evaluations.
- b) For the operational level:
- i. Performance evaluations;
 - ii. Conclusions from work analyses of the structures he has been working in the last three years;
 - iii. Reports prepared by the assessee;
 - iv. Cases of arrests in flagrante of offenders or arrests of wanted persons.
 - v. Procedural acts with the attributes of judicial police officer.

Article 44

Proficiency Assessment Procedure

1. The procedure for proficiency assessment shall be carried out in accordance with this law, the relevant organic law and the relevant bylaws.
2. The Evaluation Panel shall review documents compiled by the assessee, which cover assessment during the last 7 years.
3. The assessee has the right to select and submit for assessment three legal documents he has prepared.
4. The public has the right to provide information on the professional behaviour of the assessee.
5. The Evaluation Panel, at the conclusion of the examination, shall prepare a detailed and reasoned proficiency assessment report.
6. The assessee and human resources structures in the units he/she works for, shall guarantee that the assessment bodies are supplied with the necessary documents.

Article 45

Evaluation Report

1. The Evaluation Panel shall prepare a report on the proficiency assessment, based on the report, information received from other sources as well as the assessment criteria envisaged in the legislation regulating work relations.
2. In the end, the Evaluation Panel decides whether the assessee is:
 - a) “Competent”, when the employee has displayed acceptable qualities at work, competence in compliance with job descriptions defined for the position, has respected human freedoms and rights, is efficient and effective to an acceptable degree; or
 - b) “Deficient”, when the employee has displayed unacceptable qualities at work, deficiencies with regard to the job descriptions defined for the position, lack of respect for human freedoms and rights, inappropriate relations with the community.
3. In the case envisaged by letter ‘b’ of paragraph 2 of this Article, the Evaluation Panel may order the employee to undergo a training program in the Security Academy, in order to rectify these deficiencies, within one year from issue of the decision. The evaluation test shall be of the same line of difficulty and content as the grade the employee holds.

CHAPTER VI

EVALUATION PROCEDURE

Article 46

General Rules on Carrying Out the Assessment Process

1. During the administrative inquiry, the assessment bodies may request information from any subject of public law. They manage the documents that prove actions, facts, qualities or a subjective situation necessary to complete the inquiry.

2. Evaluation panels shall verify and evaluate all facts and circumstances necessary for the assessment procedure and, in making the decision, they shall take into consideration the cooperation, willingness and conduct of the assessee, during the assessment process.
3. Members of assessment bodies shall verify all the information provided by the public.

Article 47

Notification

1. Notifications and any communication during the assessment process shall be made at the assessee's email address, or at the workplace, or at the human resources structure of the workplace, in special cases, at their private email address or at the residence.
2. In case the notification is not made in accordance with the above, other communication methods may be used, based on the provisions of the Code of Administrative Procedures.

Article 48

Rights of Assesseees

1. An assessee has a right to a due legal process. He has the right to be informed in time on assessment reports that are to be discussed, to prepare his own defense and relevant explanations, as well as provide new information, if he considers it necessary.
2. For as long as it is not explicitly envisaged in this law, the rights of the assessee during the assessment process, shall be regulated under the provisions of the Code of Administrative Procedures.

Article 49

Means of Obtaining Data or Information

1. In order to determine the status of facts and circumstances relevant to the case, the Evaluation Panel has the right to:
 - a) Receive documents;
 - b) Collect statements by the assessee, his/her superiors, colleagues and the public;
 - c) Receive other written documents, in accordance with the forms envisaged by the law or documents received by means of photography, recording or other technical equipment.
 - d) Inspect and search mobile or fixed items, based on a competent court decision.
2. Generally known facts or those presumed by the law do not need further evidence.
3. Evaluation Panels shall base their decision only on documents from known sources; data that is reliable or strongly consistent with other data. They are entitled to, based on their conviction, take into consideration any indicia in general that relates to the circumstances of the case.
4. Documents and data obtained from other sources in other countries, in compliance with this law, shall be evaluated by the Evaluation Panels themselves.
5. An assessee's request to consider data or information shall be rejected, if not allowed by law or when:
 - a) taking it appears to be unnecessary;
 - b) the fact sought to be proven is irrelevant to the decision-making;
 - c) the means necessary for taking the data or information is completely inappropriate or unavailable;
 - d) it aims at delaying the assessment;
 - e) it is claimed to prove a fact in assessee's favour, which even if considered true, would not influence the decision-making.

Article 50

Access to Information

1. Evaluation bodies shall cooperate with state institutions, natural or legal persons, local or foreign, in order to verify the truthfulness and accuracy of the statements made by the assessee.
2. Members and Evaluation Panels have full access to data on:
 - a) the assessee's judicial status;

- b) the assessee's personal files; statistical data; documents; self-evaluations; opinions of supervisors; training data; complaints against assessees, and findings from the verification of complaints; as well as decisions on disciplinary actions against assessees;
 - c) data on the assessee's immovable assets, registered in the immovable property register or obtained through a notaries' act not registered with the Office for the Registration of Immovable Property. For this purpose, evaluation bodies have the right to seek information from the register of immovable properties or the Albanian notarial register;
 - d) bank accounts, tax information, vehicles' database, border entry and exit data;
 - e) data on ownership rights or interests of any kind over an asset, whether moveable or immovable, corporeal or incorporeal, material or immaterial, including those evidenced in electronic or numeric format, including but not limited to instruments such as: traveller's checks; bank checks; payment orders; all types of securities, standing orders and letters of credit, and any interest, dividend, income or other value deriving thereof;
 - f) data on possible business relationships; commercial or other professional activity;
 - g) data that proves the existence of cash, means or other money market instruments and/or payments, including but not limited to checks, receipts, certificates of deposit, debit or credit cards, electronic payment cards, securities and any other document that certifies the existence of a monetary obligation or other deposited value;
 - h) data that proves existence of trusts or other similar agreements.
3. If the data or information on issues specified in paragraph (2) of this article is held and administered electronically or if it is processed and updated through a computer system, the public institution or private legal entity that exercises a public function, has the obligation to provide full access to the information needed for the verification. The level of access is in each case done through the security levels determined based on the position and the need of Commissions for information.
 4. Upon request, commercial banks and other entities carrying out banking and financial activity in the Republic of Albania, shall provide information on the deposits, accounts, loans, debt and other transactions conducted by the assessee or those related to him/her.
 5. Collection, processing, and administration of data in compliance with this article shall follow the rules for protection of personal data as stipulated by legislation in force. The evaluation bodies shall take the necessary organizational and technical measures to protect the personal data from illegal or accidental destruction, accidental loss, as well as to protect from access or disclosure by unauthorized persons, particularly when data processing is electronic, as well as from any other illegal form of processing, in compliance with the legislation for protection of personal data.
 6. Within 10 days from receipt of request, any government body and public entity shall cooperate with the respective assessment bodies for the delivery, access to and verification of data, facts or circumstances. Failure or refusal to cooperate, destruction, delays or misconduct during the assessment process shall be referred to the Prosecution as a criminal offence, in line with Article 248 of the criminal Code, or constitute disciplinary violation, as per case.
 7. The Evaluation Panels may request international cooperation through the INTERPOL Tirana office or liaison officers of partner countries in the framework of international agreements.

Article 51

Conclusions Based on Facts

If the assessee does not present evidence as per provisions of the Code of Administrative Procedures, and when the evidence provided is incomplete or the respective bodies have not made them available, the evaluation bodies may make a decision based on the evidence available, on the evaluation of the case as a whole, and their internal conviction.

Article 52

Burden of Proof

If the body concludes that the evidence has reached the level of proof, the assessee shall have the burden of proof, to present additional evidence or explanations to prove the contrary.

Article 53

Participation of the Public in Denunciation of Facts

1. Any person, who becomes aware of facts or circumstances on the assessee, which may constitute evidence regarding the assessment criteria, has the right to inform the assessment bodies directly. The evaluation body has the obligation to check whether the information was provided by a known person or anonymous source.
2. The information shall contain a description of data to assess the legal violation according to the assessment criteria, particularly on the alleged action or practice, legal consequences, circumstances on facts that create the conviction that there was a legal violation, and data on the person's identity.
3. Withdrawal of a person from the denunciation shall not lead to the termination of the investigation if the evaluation body deems that the alleged action or practice provide sufficient grounds for an ex officio investigation.
4. Commissions shall publish a reporting form, in order to facilitate submission of information by the public.
5. Rights and interests of persons who make a denunciation shall be protected in a reliable, effective and appropriate manner, in accordance with the standards provided by the Law "On whistleblowing and protection of whistle-blowers".

Article 54

Hearing

1. Evaluation Panels shall invite the assessee to a hearing session, in compliance with the rules stipulated by the Code of Administrative Procedures.
2. The assessee is entitled to defend him/herself or to select a defence lawyer/representative.
3. The hearing shall be public and held in compliance with the Law "On administrative courts and adjudication of administrative disputes", except for cases when the identity, work procedure or other information is confidential. In these instances, the Evaluation Panel decides to hold the hearing behind closed doors for that part of the session.
4. The Evaluation Panel has the right to interrogate the assessee. The assessee is entitled to refuse to answer questions. Questions may involve knowledge and practical skills in the area of work where the employee has performed in the last year, and additions to statements made earlier by the assessee.
5. The employee has the right to be heard and provide his/her explanations on the Evaluation Panel's report or facts discussed in the hearing. In these cases, the Evaluation Panel has the right to reasonably limit the time allotted to the assessee to speak.
6. The deliberations on an evaluation decision are held behind closed doors. The decision shall be made by open vote and simple majority of the members. If during the decision-making there are dissenting opinions, the minority member of the Evaluation Panel shall put his/her arguments in writing. Minutes of deliberations shall be kept by a member of the technical secretariat.
7. The decision is announced at the end of the hearing and the assessee shall be notified of the written decision within 10 days after completion of the hearing. The decision shall be published on the respective institution's website.
8. The member of the panel who does not agree with the decision shall explain in writing his reasons for dissent.

Article 55

Resignation

1. The assessee has the right to resign from duty no later than 30 days from the entry into force of this law. The resignation shall be submitted in writing to the head of the institution.

2. After the resignation, the employee is entitled to a transitory payment according to the stipulations of Law “On supplementary social insurance of military officers of the Armed Forces, employees of the Albanian State Police, Republican Guard, National Intelligence Service, Prisons Police, Fire Protection and Rescue Unit and the Internal Control Service in the Republic of Albania”.

Article 56

Elements of the Decision by the Evaluation Panel

1. The rapporteur of the Evaluation Panel shall put in writing the reasoning of the decision.
2. The decision shall include an introduction, descriptive-reasoning part, and the peremptory part.
3. The introduction of the decision shall consist of:
 - a. the official title of the Commission;
 - b. the members of the Evaluation Panel that reviewed the case and the secretariat employees who assisted;
 - c. time, date and location of decision;
 - d. name and identity of assessee, and his/her representatives if applicable;
 - e. the opinion and allegations of the assessee and/or his/her representative;
4. The descriptive-reasoning part shall consist of:
 - a. the circumstances of the case, as have been assessed during the process and conclusions drawn;
 - b. the evidence and reasons that support the decision;
 - c. conclusions of the report and recommendations of the Evaluation Panel rapporteur;
 - d. legal provisions that support the decision.
5. The peremptory part, inter alia, consists of:
 - a. the ruling;
 - b. the right of appeal and deadline for its filing.
6. The decision is signed by the three members of the Evaluation Panel.

Article 57

Final Decision of the Evaluation Panel

1. At the conclusion of the assessment process, the Evaluation Panel decides on:
 - e) Confirmation in duty;
 - f) Obligation to attend a training program as per the curricula approved by the Security Academy;
 - g) Release or dismissal from duty.

Article 58

Confirmation in Duty

1. Confirmation in duty is given to the assessee, if all of the following conditions are met:
 - a) Achieves a trustable level in the assets assessment;
 - b) Achieves a trustable level in the background assessment;
 - c) Achieves a sufficient level in the proficiency assessment.
2. In the cases specified in paragraph (1) of this Article, the Evaluation Panel provides a reasoned decision that the employee is considered suitable to continue exercising his duties.

Article 59

Obligation to attend the Training Program

1. The obligation to attend the training program within one year from the date the decision is issued, if deficiencies in his/her professional skills have been identified, which can be improved.
2. If the assessee completes the training program, the Security Academy reports to the Human Resources Directorate of the institution where he/she is employed, the results of the final exam, and specifies whether it was successfully completed or not. On the contrary, the assessee is released or dismissed from duty.

Article 60
Dismissal from Duty

The decision for dismissal from duty is made when:

- a) statements contain false data;
- b) it is determined that the assessee, during the assessment period, has concealed assets including those of persons related to him/her;
- c) the declared or justified assets cannot be justified by the legal sources of income;
- d) there are serious problems emerge with the background assessment because he/she has inappropriate contacts with persons involved in organized crime, which makes continuation of duty impossible;
- e) it is determined that the assessee has made an insufficient declaration on the background assessment, as provided for in this law;

Article 61
The Right to Appeal

A direct appeal may be filed with the respective court against the decisions of the evaluation bodies as specified by legal provisions in force.

Article 62
Sublegal Acts

The Council of Ministers, within one month from entry into force of this law, shall produce the sublegal acts, in compliance with paragraph 2 of Article 27, and paragraph 2 of Article 28 of this Law.

Article 63
Final Provisions

1. The Annexes to this Law shall be used as mandatory forms to be completed by all employees who are appointed in the State Police, Republican Guard and the Service for Internal Affairs and Complaints, in the Ministry of Interior.
2. The evaluation of the employees of these structures may be conducted periodically, as specified by order of the Minister of Interior, based on the proposals by the heads of these structures.
3. The rules on carrying out the procedures and the bodies responsible for the evaluation, are determined by Instruction of the Minister of Interior.

Article 64
Entry into Force

This law enters into force 15 days after publication in the Official Bulletin.

SPEAKER
GRAMOZ RUÇI