



Report no. 3 Civic Monitoring of Police Reform

Monitoring Period: year 2019

Factors that had a bearing on the implementation of both PDS and Policy Matrix in 2019



The change of three governments, and, as a result thereof, changes in the management of GIP and its subdivisions show a dependence of police activity on the political factor



Frequent changes in the maximum number of employees and structure of the GIP show a lack of general and continuous vision on the number of personnel involved and on the modus operandi of the institution



Massive turnover of the GIP staff

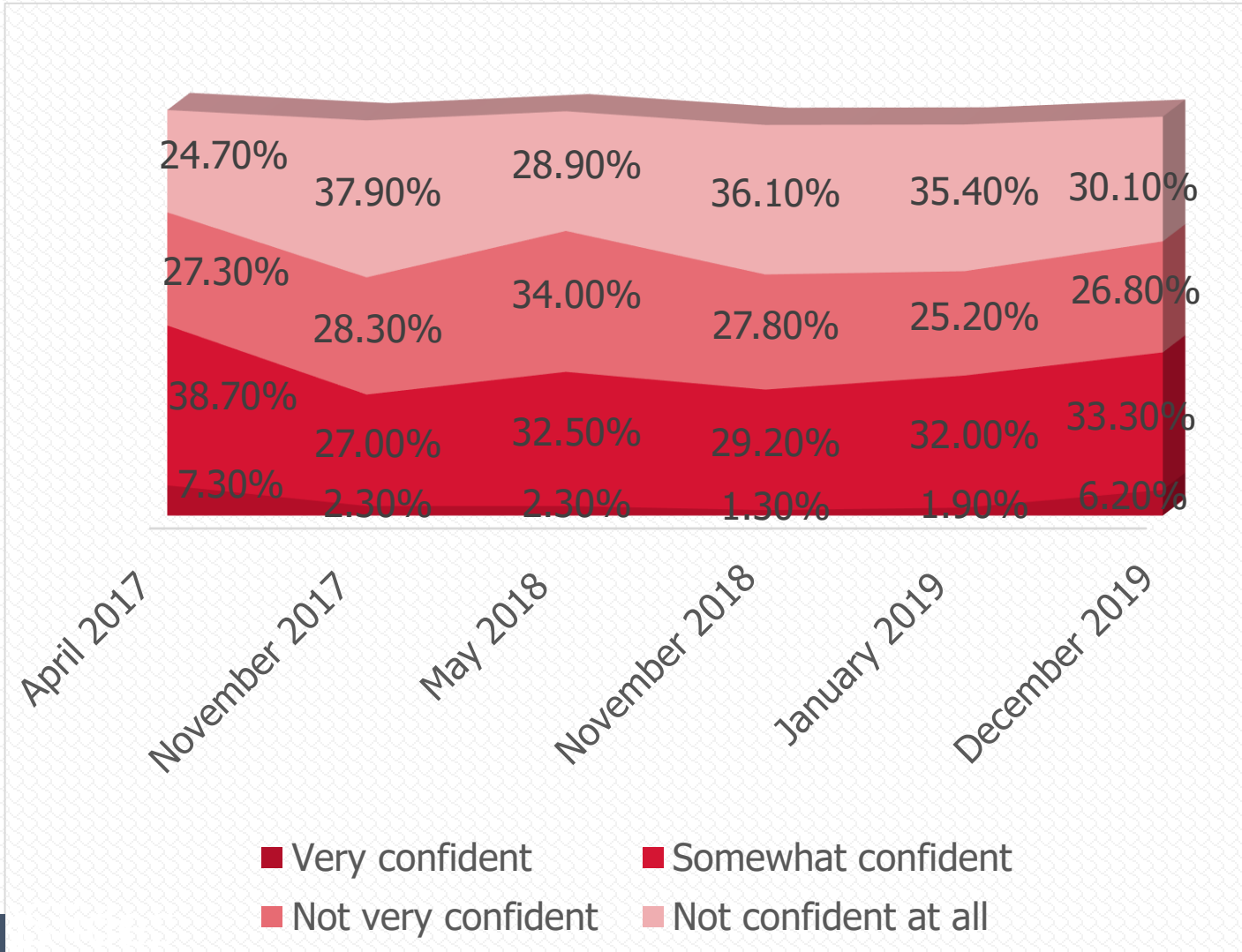


The existence of a moratorium established by the Government for the appointment of the budgetary sector staff for vacant positions available therein



Approval of the Government Decision 547/2019 on the organization and functioning of the General Inspectorate of Police

Level of citizens' confidence in the Police (according to the Barometer of Public Opinion)



A tendency to increase the confidence of citizens in the Police from **30.5%** in November 2018 to **39.5%** in December 2019

39.5%

Share of citizens showing confidence in the Police in 2019

41%

The objective set under the Budget Support Program for the Police Reform

OBJECTIVE 1: Consolidating the responsibility, efficiency, transparency and professionalism of the Police

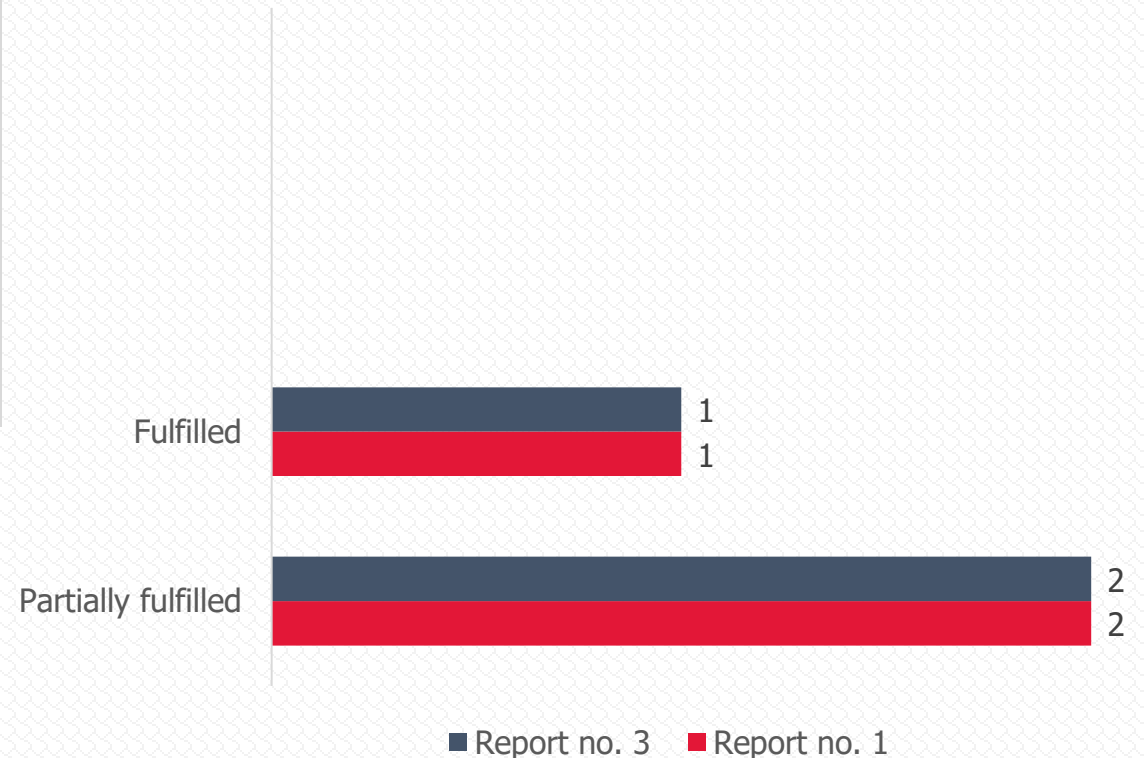
Police Development Strategy

- **Total:** 7 actions and 36 sub-actions
- 69.4% (25) sub-actions – that were expected to be implemented between 2016 and 2019.
- **2019** - the completion deadline for 4 sub-actions expired:
 - 2 – partially fulfilled
 - 2 – difficult to assess
- Rating change (1) – from unfulfilled → into partially fulfilled



Risk of non-implementation – sub-action 1.6.3 – creating a complex system to ensure decision support based on an integrated operations management system of the operational management.

The evolution of the degree of achievement



OBJECTIVE 1: Consolidating the responsibility, efficiency, transparency and professionalism of the Police

Policy Matrix

FULFILLED

- **A.1.3** The Action Plan was implemented in accordance with annual indicators set in respect thereof, while the 16-week initial training course for non-commissioned officers (at least 50 participants) was conducted.

PARTIALLY FULFILLED

- **A.1.1.** All Regional Human Resources Management Units apply the human resources management single procedure

UNFULFILLED

- **A.1.2.** The overall share of female police officers rose to 18%



Risk of non-implementation of the performance indicators set for 2020:

- A.1.1 – achieving the ratio of 40% officers/60% non-commissioned officers within the Police
- A.1.3 – the operationality of ITCLE in its established components

OBJECTIVE 1: Consolidating the responsibility, efficiency, transparency and professionalism of the Police

ACHIEVEMENTS



- ✓ A double increase in the share of women promoted to managerial positions in 2019
- ✓ Maintaining the trend towards an increase in the share of non-commissioned officers in the Police
- ✓ Conducting the first training course for starting non-commissioned officers, and training of 55 non-commissioned police officers by the ITCLE
- ✓ Maintaining the upward dynamics showing an increase in the number of agreements signed/partnerships created between the GIP and civil society
- ✓ Considerable decrease in the number of reports cancelled by the courts, involving violation of traffic rules that resulted in deterioration of material goods or in slight bodily injuries
- ✓ Drafting and approving the Human Resources Management Single Handbook and providing training for persons in charge

FAILURES



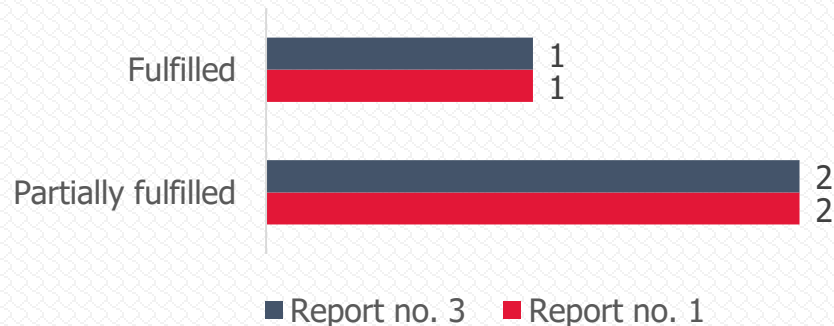
- Failure to deconcentrate the activities of maintaining and ensuring public order at the level of the territorial subdivisions of the Police
- Providing the police staff with incomplete uniforms and equipment
- Failure to ensure Police participation in international missions and EU crisis management operations as well as to develop the training curriculum for the staff selected by the Police for participation in international missions
- Failure to set up Regional Human Resources Management Units

OBJECTIVE 2: Fair, efficient and effective application of human rights legislation in the activity of the Police

Police Development Strategy

- **Total:** 2 actions and 8 sub-actions
- 50% (4) sub-actions were expected to be implemented between 2016 and 2019
- **2019** – the completion deadline in respect of the sub-actions thereof has not expired

The evolution of the degree of achievement



Policy Matrix

PARTIALLY FULFILLED

- **A.2.1** The Action Plan was implemented in accordance with annual reference indicators set in respect thereof; at least 15 PDIs and 100 facilities (cells/rooms for hearings/rooms for recognition of the suspected persons) within the operational Police; one training on Police custody attended by at least 250 persons receiving training; at least 25 special vehicles for the transportation of individuals in the custody of the Police delivered

OBJECTIVE 2: Fair, efficient and effective application of human rights legislation in the activity of the Police

ACHIEVEMENTS



- ✓ After completion of the renovation works there have been put into operation 9 PDIs in Hancesti PI; Orhei PI; Cimislia PI; Ungheni PI; Causeni PI; Edinet PI, Singerei PI, Riscani PI and Cahul PI, the isolators meeting the requirements of the minimum mandatory norms for detention facilities within the Police; whilst the activity of 26 PDIs was completely stopped.
- ✓ The process of purchasing and re-equipment of 25 transport units for transporting detainees largely meeting the minimum requirements have been completed, these being transmitted to the Police Territorial Units.
- ✓ The 50% decrease in the number of criminal cases on torture, inhuman or degrading treatment initiated against police employees.

FAILURES



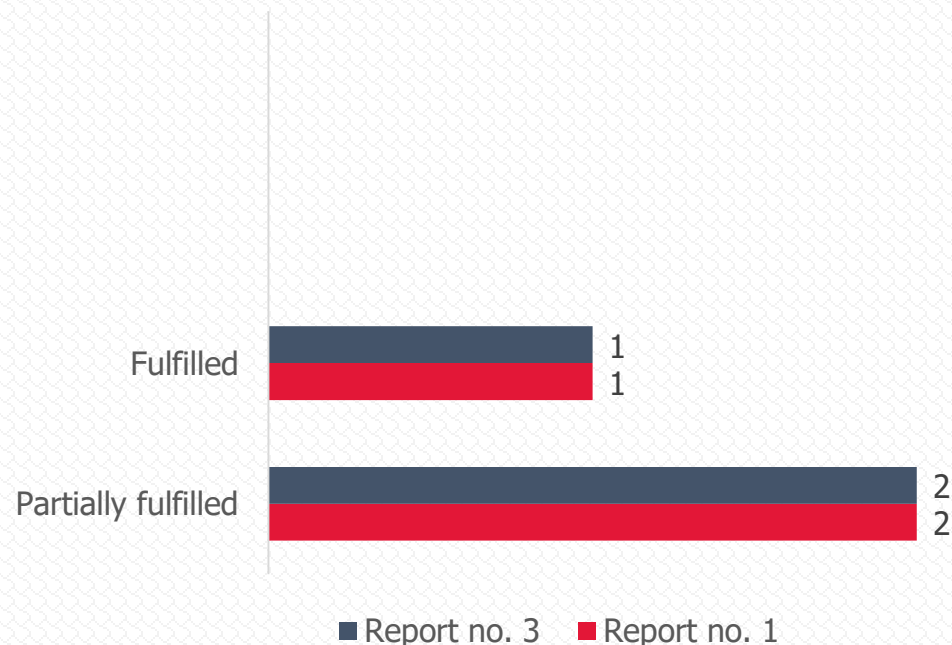
- Failure to identify solutions for establishing the role, place and duties of the criminal prosecution subdivisions within the Police in the context of the judicial sector reform;
- Failure to adapt the legal framework on special investigation activity to the Community Standards;
- Delay the reopening of 5 PDIs as well as the operationalization of 100 police facilities (cells, rooms for hearings, rooms for recognition of the suspected persons, meetings with the lawyer).

OBJECTIVE 3: Consolidating the capacities of the Police to fight organized crime, trafficking in human beings, cybercrime, violence, including gender-offenses, drug and weapons smuggling, counterfeiting and money laundering

Police Development Strategy

- **Total:** 2 actions and 12 sub-actions
- 83.3% (10) sub-actions were expected to be implemented between 2016 and 2019
- **2019** – the completion deadline expired in the case of 2 sub-actions (being difficult to assess both of them)
- The rating for one sub-action has been changed from unfulfilled → into partially fulfilled.

The evolution of the degree of achievement



OBJECTIVE 3: Consolidating the capacities of the Police to fight organized crime, trafficking in human beings, cybercrime, violence, including gender-offenses, drug and weapons smuggling, counterfeiting and money laundering

Policy Matrix

PARTIALLY FULFILLED

- **A.3.1** The Action Plan was implemented in accordance with the reference indicators; the premises of five regional investigation units are renovated and fully operational.



Current premises of the North Investigation Unit



Construction works for the future premises of the North Investigation Unit

OBJECTIVE 3: Consolidating the capacities of the Police to fight organized crime, trafficking in human beings, cybercrime, violence, including gender-offenses, drug and weapons smuggling, counterfeiting and money laundering

ACHIEVEMENTS



- ✓ The Economic Operator has been selected and the Public Procurement Contract for the development of the Automated Information System "State Firearms Registry" has been concluded.

FAILURES



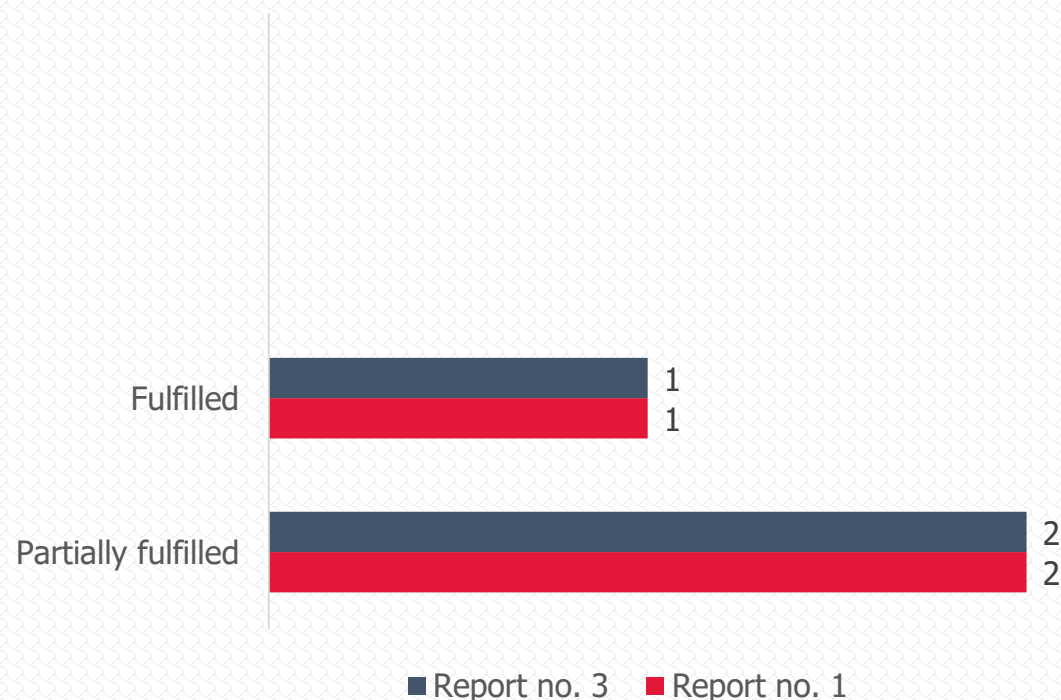
- Failure to identify solutions for regulating the competences of the Police in preventing and combating money laundering;
- Failure to renovate and operationalize the premises of the five Regional Investigation Units.

OBJECTIVE 4: Creating a modern police service in compliance with the best international standards and practices of the European Union, able to respond proactively and equally to the needs of the citizens and the society as a whole

Police Development Strategy

- **Total:** 3 actions and 20 sub-actions
- 55% (11) sub-actions were expected to be implemented between 2016 and 2019
- **2019** – the completion deadline for 2 sub-actions expired:
 - 1 – unfulfilled
 - 1 – difficult to assess
- The rating for 4 sub-actions has been changed from unfulfilled → into partially fulfilled.

The evolution of the degree of achievement



OBJECTIVE 4: Creating a modern police service in compliance with the best international standards and practices of the European Union, able to respond proactively and equally to the needs of the citizens and the society as a whole

Policy Matrix

FULFILLED

- **A.4.1.** At least 200 police officers received training in the field of community policing as well as a promotion campaign for the general public has been conducted in all 42 Police Inspectorates.
- **A.4.2.** The network under the TETRA standard for the pilot phase has been completed and assessed in at least three Police Inspectorates.

PARTIALLY FULFILLED

- **A.4.3** The Action Plan was implemented under the indicators set; 6-month pilot phase for the Integrated Emergency Call Management System (SIGAU) in 2 major urban centres and 2 rural areas was completed and the ongoing training on SIGAU for the dispatching staff was assessed therein.

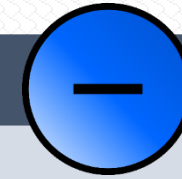
OBJECTIVE 4: Creating a modern police service in compliance with the best international standards and practices of the European Union, able to respond proactively and equally to the needs of the citizens and the society as a whole

ACHIEVEMENTS



- ✓ Both modernization and renovation works were carried out on the premises of Police Inspectorates (Criuleni PI and Telenesti PI);
- ✓ A new organizational structure of the GIP has been approved as well as the Information Analysis Department, the Risk Analysis and Information Management Division have been established;
- ✓ The National Public Security Inspectorate has been established;
- ✓ TETRA equipment has been delivered and provided to the GIP subdivisions;
- ✓ Police officers received training in the field of community policing as well as a promotion campaign for the general public has been conducted;
- ✓ Repair works were carried out on 14 police inspectorates, which were subsequently officially opened.

FAILURES



- Failure to participate in the implementation of twinning projects on the implementation of the intelligence-led policing concept;
- Failure to establish and operationalise regional information analysis structures;
- Failure to deconcentrate the patrol structures.

OBJECTIVE 5: Promoting and implementing the principle of zero tolerance for corruption, discrimination and ill-treatment in the activity of the Police

Police Development Strategy

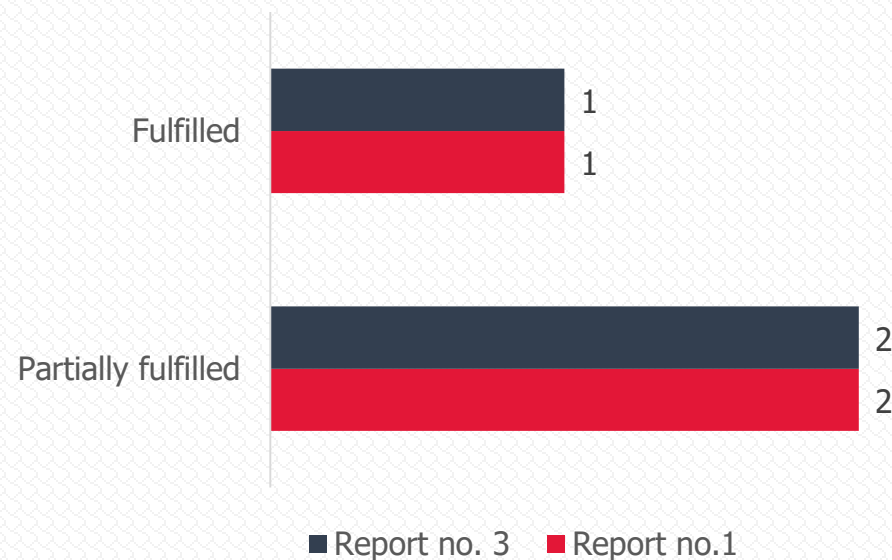
- **Total:** 2 actions and 8 sub-actions
- 37.5% (3) sub-actions were expected to be implemented between 2016 and 2019
- **2019** – the completion deadline in respect of the sub-actions thereof has not expired



Risk of non-implementation:

- sub-action **5.1.3** – Development of the electronic system of the fact-finding and recorded traffic offences in order to reduce human intervention in this activity
- sub-action **5.1.4** – Reorganization of public procurements system within the Police and training the staff in charge.

The evolution of the degree of achievement



OBJECTIVE 5: Promoting and implementing the principle of zero tolerance for corruption, discrimination and ill-treatment in the activity of the Police

Policy Matrix

FULFILLED

- **A.5.1** The Action Plan was implemented in accordance with the indicators set therein; both initial and ongoing training on anti-corruption ethics and measures were carried out by the ITCLE for a minimum of 250 participants).

OBJECTIVE 5: Promoting and implementing the principle of zero tolerance for corruption, discrimination and ill-treatment in the activity of the Police

ACHIEVEMENTS



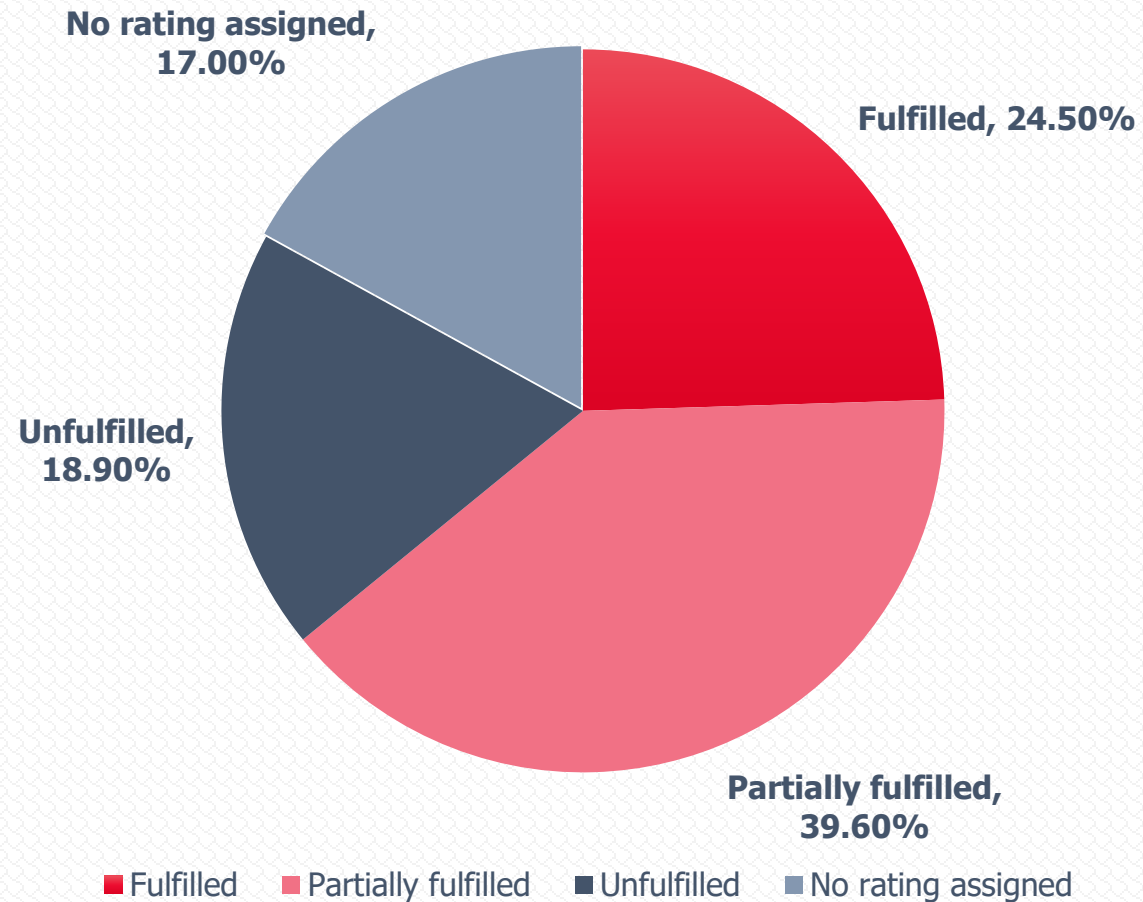
- ✓ 2 information and awareness campaigns to prevent the corrupt behaviour within the police forces have been conducted;
- ✓ The Reports on the results of the corruption risk assessment carried out within the Human Resources Department of the GIP and the National Investigation Inspectorate have been developed and published;
- ✓ The standard operational procedures for integrity warnings were approved;
- ✓ Training sessions and courses in the field of corruption prevention, including within 38 territorial subdivisions have been conducted.

FAILURES

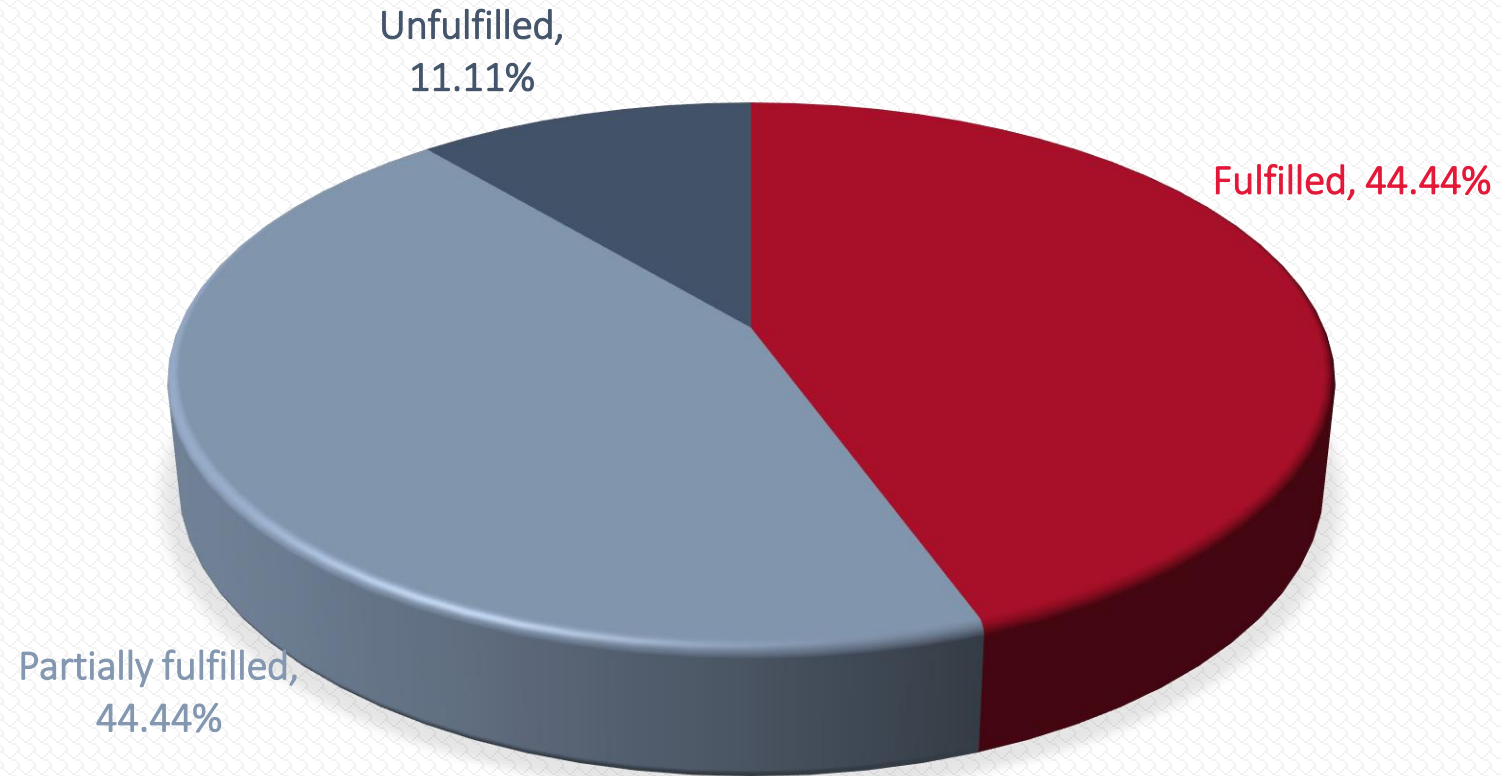


- No failures have been identified at this stage.

The degree of achievement of the Action Plan on the implementation of the Police Development Strategy by 31 December 2019



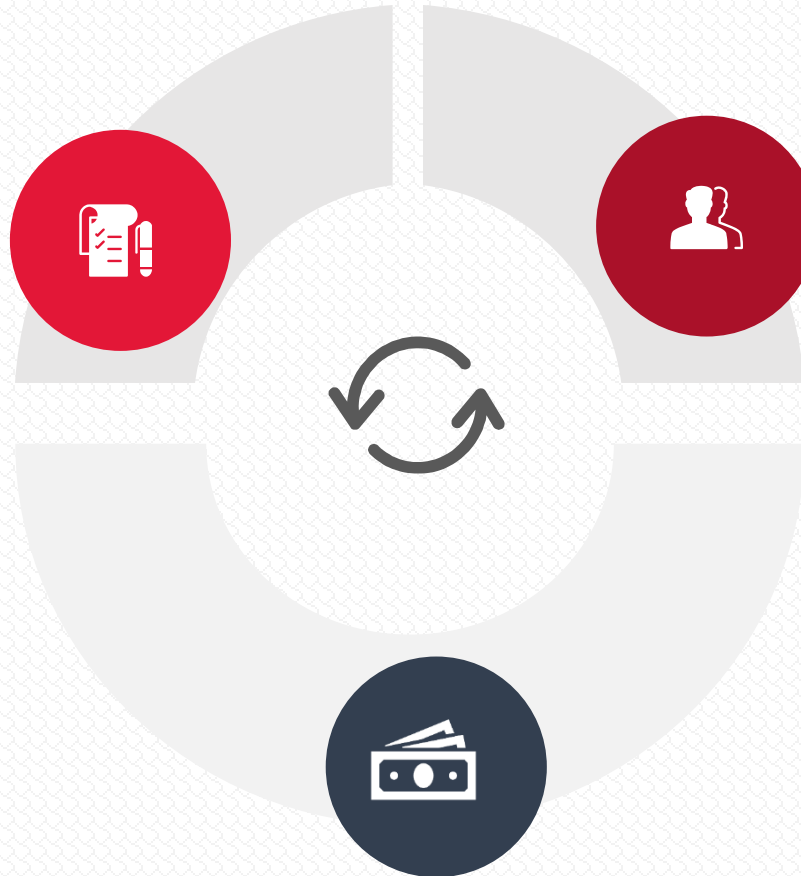
The degree of achievement of indicators set under the Policy Matrix by 31 December 2019



GENERAL RECOMMENDATIONS

TO THE PARLIAMENT OF THE REPUBLIC OF MOLDOVA

Amending the Law no. 320/2012 on police activity and status of police officer, on **the organization and functioning of Northern, Central and Southern Regional Police Directorates.**



Increasing the salaries of Police employees.

TO THE GOVERNMENT OF THE REPUBLIC OF MOLDOVA

Cancelling the moratorium on the appointment of the staff from the budget sector to fill in the vacancies in the General Inspectorate of Police.

GENERAL RECOMMENDATIONS

TO THE MINISTRY OF INTERNAL AFFAIRS

- ❑ Initiating **the construction works for the ITCLE**, or finding the best solutions agreed with the development partners to amend or review the conditions for the implementation of the objective A.1.3.
- ❑ Drafting and approving **the strategic documents for the development of the police sector for the next period**, including only the actions and activities achievable within the expected term with expected results, measurable indicators, and concrete execution deadlines.
- ❑ Initiating the process for **amending the actions undertaken** under the **current strategic documents**, whose achievement or non-achievement can't be assessed.
- ❑ Taking the necessary actions to strengthen the Police's capacity to **participate in international missions and** European Union crisis management operations.

JOINT RECOMMENDATIONS TO THE MINISTRY OF INTERNAL AFFAIRS AND GENERAL INSPECTORATE OF POLICE

- ❑ Carrying out the necessary actions in order to **regionalize the Police**.
- ❑ Identifying the best solutions to ensure both **the reversal of jobs pyramid and filling of vacant posts** in the General Inspectorate of Police.

RECOMANDĂRI GENERALE INSPECTORATULUI GENERAL AL POLIȚIEI

- Deconcentrating the activities of maintaining and ensuring public order at the level of the territorial subdivisions of the Police, by providing the territorial subdivisions of the Police with both powers and staff necessary to manage the situation at the local level.
- Standardizing the structures and status of the Regional Investigation Units.
- Initiating, organizing and conducting public procurements in a regionalised system.
- Examining the possibility of reorganizing the regional dispatching centres, especially the Northern and Southern Dispatching Centres by excluding them from the subordination of the Balti and Southern regional police inspectorates.
- Supplementing the number of rapid response teams to the citizens' emergency calls according to the needs of police inspectorates.
- Carrying out long-term crime prevention campaigns, independent of those organized together with civil society.
- Developing the action plan on external police communication.
- Monitoring the compliance with recruitment procedures, notably with the principle for the publication of job announcements by both territorial and specialized subdivisions of the Police.
- Avoid reporting the same information in different activities.

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