

## Project Fiche – IPA National Programmes/ Component 1

### 1. Identification

<b>Project Title</b>	<i>Support to the Albanian State Police</i>
<b>CRIS Decision number</b>	<i>2012/023-036</i>
<b>Project no</b>	<i>3</i>
<b>MIPD Sector Code</b>	<i>2 - Justice and Home Affairs</i>
<b>ELARG Statistical code</b>	<i>01.24 Justice, freedom and security</i>
<b>DAC Sector code</b>	<i>15210 - Security system management and reform</i>
<b>Total cost (VAT excluded)</b>	<i>EUR 10.163.715</i>
<b>Indicative EU contribution</b>	<i>EUR 5.500.000</i>
<b>Management mode</b>	<i>Centralised</i>
<b>EU Delegation in charge</b>	<i>The Delegation of the European Union to Albania</i>
<b>Implementation management</b>	<p><i>General Directorate of State Police /Albanian State Police:</i></p> <p>Name: Hysni BURGAJ  Function: General Director of the Albanian State Police  Email: <a href="mailto:burgajh@mrp.gov.al">burgajh@mrp.gov.al</a></p> <p>Second contact person  Name: Ilo KECKA  Function: Chief of Cabinet of the General Director  Email: <a href="mailto:keckai@mrp.gov.al">keckai@mrp.gov.al</a></p> <p>Third contact person (RENEA)  Name: Muhamet RRUMBULLAKU  Function: Deputy General Director for Public Safety  Email: <a href="mailto:rrumbullakum@mrp.gov.al">rrumbullakum@mrp.gov.al</a></p>
<b>Implementing modality</b>	<i>Stand-alone project: one grant with Member States, one service contract, one works contract, one supply contract</i>
<b>Project implementation type</b>	<i>C01 - Project-type interventions</i>
<b>Zone benefiting from the action(s)</b>	<i>Albania</i>

## **2. RATIONALE**

### **2.1 PROJECT CONTEXT: ISSUES TO BE TACKLED AND NEEDS ADDRESSED**

#### **PAMECA IV**

The project is designed to develop capacity within the Albanian State Police (ASP) to tackle organized crime and illegal trafficking as well as overall law enforcement in Albanian. In the context of meeting the obligations of the integration process this capacity will be strengthened in border management, serious and organized crime investigations, territorial law enforcement through General Patrolling and Traffic Policing and in the development of ASP personnel.

A key area for progress in the implementation of this project is the strengthening of institutional cooperation and coordination in the fight against organized crime through the exchange of information in the investigative process, regionally and internationally, and through the use of intelligence led policing by the ASP.

In order to achieve concrete results in fighting organized crime, qualitative information is required as well as an improvement in the investigative and documentary capacity of the State Police and those agencies that collaborate with it. The project will focus on the role of the Albanian State Police key stakeholder i.e. the General Prosecutor's Office (GPO) and the need for the GPO to supervise and direct criminal investigations in strict collaboration, coordination and mutual trust with the police.

#### **RENEA**

The Special Forces of Albanian State police, beneficiaries of this project, consist of RENE Special Unit, Negotiators Unit, Helicopters Unit and Anti-Explosive Unit.

RENE Special Unit is the elite force of the Albanian State Police, the only anti-terrorist force in the country capable to solve very delicate situation serving to national security.

The Government of Albanian has already devoted significant efforts and financial resources to improve training and operational capacities of Special Forces structures of the Albanian State Police for ensuring a long term support on strengthening of the fight against organised crime and terrorism.

The project serves for the establishment of necessary infrastructure conditions for Special Forces to increase their performance toward organised crime activities

### **2.2 LINK WITH MIPD AND NATIONAL SECTOR STRATEGIES**

#### **MIPD 2011-2013**

The project intends to focus on areas which are set as priorities in the IPA Multi-annual Indicative Planning Document 2011-2013 (MIPD). Main Justice and Home Affairs objectives are:

“To further strengthen the capacity of the law-enforcement bodies and improve coordination between them, in particular between prosecutors, the state police and witness protection”.

“Strengthen the fight against organised crime, based on threat assessment and proactive investigation, increased cooperation with regional and EU partners and better coordination of

law enforcement agencies”.

On the fight against corruption, to establish an adequate legal framework, strengthen the capacity to investigate and prosecute for corruption and to enforce legislation.

#### National Strategy for Development and Integration 2007-2013

The final objective and expected results of this project are in compliance with the National Strategy for Development and Integration 2007-2013, which seeks to have a society without threats from organized crime, through (a) conducting investigations, with the aim to fully dismantle criminal networks, criminal organizations or structured groups, for all forms of crime; (b) increasing the professional capacity of the Organized Crime Department through recruitment in specialized positions and continuous training; (c) more intensive work based on intelligence information and its analysis; (d) cooperation with international partners in the fields of exchange of criminal information and participation in joint operations; and (e) raising the awareness of citizens with relation to the effects of organized crime on destabilizing the national economy and society. f) Improve road safety

#### State Police Strategy for 2007 – 2013

Priority 1” Strengthening of the fight against organised crime and terrorism”

- Increased cooperation with internal structures and other institutions involved in this process;
- Increased cooperation with international partners;
- To improve the capacity of Forensic Police”.

Priority 5 “Orientation of Police Structures toward Intelligence”

- Increasing the investigative capacity of the relevant structures;
- Orientation of these structures to the intelligence”.

The strategy seeks to “Enhance Road Safety” through enforcement, education and engineering, which is primarily the road infrastructure and the input of police on road safety at the planning and design stages

### **2.3 LINK WITH ACCESSION PARTNERSHIP (AP) / EUROPEAN PARTNERSHIP (EP) / STABILISATION AND ASSOCIATION AGREEMENT (SAA) / ANNUAL PROGRESS REPORT**

#### European Partnership (EP)

*The project will help achieve priorities set up in the European Partnership (EP) such as:*

#### Short-term Priorities/Key priorities:

- To achieve further results in the fight against organized crime, particularly by exploiting fully the information confidential and effectively followed by the judiciary.

#### Short-term Priorities/Political Criteria / Democracy and rule of law/ judicial system

- Improve coordination between prosecutors and police, particularly through case management system.

#### Short-term Priorities/The fight against organized crime and terrorism

- Further measures to be taken to increase cooperation between different government structures involved in the fight against organized crime and terrorism, especially between judicial and police authorities.
- Take further measures to be taken in establishing coherence and coordination in intelligence gathering, as well as systems of data processing.
- To increase the use of special investigative means interception of telecommunications and use of confidential information.

#### Mid term Priorities/Police

- To continue efforts to bring the police service with European standards through appropriate training and provision of necessary equipment.

#### Mid term Priorities/The fight against organized crime and terrorism:

- To achieve considerable progress in percentage, the number and quality of prosecutions for offenses relating to organized crime and trafficking, as well as in terms of seizure of proceeds of crime.
- To further increase international cooperation in combating organized crime and terrorism.

#### Stabilisation and Association Agreement SAA

*Article 4* of The Stabilization and Association Agreement (SAA) between Albania and the EU entered into force in April 2009 recognizes the importance of tackling organized crime: “Albania commits itself to continue and foster cooperation and good neighborly relations with the other countries of the region including an appropriate level of mutual concessions concerning the movement of persons, goods, capital and services as well as the development of projects of common interest, notably those related to combating organized crime, corruption, money laundering, illegal migration and trafficking, including in particular in human beings and illicit drugs. These objectives require strong policing capacity on all roads in Albania including border crossing roads. This commitment constitutes a key factor in the development of the relations and cooperation between the Parties and thus contributes to regional stability”.

*Article 78:* “Cooperation will mainly consist on .....improvement of police organization and other law enforcement agencies functioning by ensuring the proper training and tackling organised crime and corruption”.

*Article 85:* “Prevention and fight against organised crime and other illicit activities”

#### National Plan for Implementation of SAA

##### 3.25.3 1

The Albanian Government is committed to strengthen border controls in order to prevent criminal activities and any other activity that may jeopardize safety.

Albania commits itself to implement the Strategy of Integrated Border Management and the updated Action Plan and all commitments undertaken in the field of border management.

The border control structures will be focused on the fight against trafficking of all kinds, illegal immigration, terrorist and organized crime.

The Albanian Government is committed to continue the 'zero tolerance' fight, against organized crime, illegal trafficking and corruption

### Annual Progress Report

**The 2011 Progress Report** reported that there has been progress in the area of external borders and Schengen. The Border and Migration Police (BMP), which is now a clearly structured department within the State Police with sufficient resources and technical equipment, has continued to receive training. Standard Operating Procedures are now in place. The BMP has limited access to the MEMEX criminal intelligence system. Further deployment of this system to BCPs is necessary in order to increase the development of intelligence-led policing. BMP threat assessment capacities also need to be strengthened. Further joint efforts are needed to combat all types of cross border crime, including trafficking of stolen vehicles. Capacities for green border surveillance and inland control need to be improved. Preparations in this area are on track.

The development of inter-institutional surveillance of the blue borders has continued smoothly. A ban on speedboats is still in force. Full coverage of coastline surveillance needs to be implemented.

There has been some progress in the field of **police cooperation and the fight against organised crime**, the latter being among the key priorities of the Commission's Opinion. The police need to increase their capacity to provide reliable evidence for tracking suspicious transactions. Common standard operating procedures between police and prosecution need to be developed in order to further enhance cooperation and trust between them. By-laws of the Judicial Police Law are adopted and need to be implemented.

The operational capacities of the forensic laboratory, covert policing and witness protection services need to be further supported. Regarding public order, it is necessary to develop the reporting capacities of front-line officers and to further empower inspectors and chief inspectors in order to increase the number of proactive investigations.

Regarding human resources, a diversity strategy has been approved. The number of policewomen occupying high ranking position was however not increased. Transfers lack transparency and are often not merit-based. The Resource Management Information System needs to be further exploited and its maintenance needs to be guaranteed. The link between career development and training events across police services needs to be strengthened

**The Opinion Analytical Report 2010** commented that EU policies aim to maintain and further develop the Union as an area of freedom, security and justice. On issues such as external migration, asylum, border control, visas, judicial cooperation in criminal and civil matters, police cooperation, the fight against organised crime and terrorism, cooperation in the field of drugs and customs cooperation, Member States need to be properly equipped to adequately implement the growing framework of common rules.

The use of a criminal intelligence system has improved but not shared with other law enforcement agencies. The system contains police data but not information on investigations led by the prosecution service.

Forensic capacities, including management of forensic DNA need to be improved. A reliable system for reporting statistics is necessary.

Overall sustained and effective joint action by all stakeholders is necessary to create effective law enforcement in trafficking of human beings, drugs, weapons, stolen cars and money laundering. Successful law enforcement operations need to be underpinned by convictions.

## **2.4 PROBLEM ANALYSIS**

### **PAMECA IV**

For the Albanian Government, the conducting of successful operations and investigations in order to disrupt criminal networks, criminal organizations and all forms of criminal activity remain a priority. In the light of this, partnership working with other key agencies, especially the GPO, is a central policy of police structures. Therefore the identification of experience from advanced countries that fight against organized crime; that eliminates corruption; that tackles economic and financial crime is an objective to be achieved in order to increase citizens' safety against the effects of organized crime in the Albanian society. This requires additional capacity building in the areas of border management, organized and serious crime investigations, law enforcement on the streets and roads of Albanian and highly motivated personnel to deliver high performance.

The effective implementation of intelligence-led policing where the cycle of intelligence flows to the officers in the field and then back into the Analysis Centre at the heart of the ASP organization then new intelligence flows back to the officers in the field will create opportunities for more successful operations against criminality.

It is required to empower the roles of the Chief Inspectors and Inspectors to initiate more authoritative interventions during street patrolling.

In the context of the General Prosecutor's Office being the lead agency in Albania for all criminal investigations, including corruption cases, there is need to work in partnership with the ASP, to improve the standard of criminal investigations through joint training, greater dialogue, carrying out all investigations with the police in a spirit of mutual trust, directing the police to achieve the best evidence possible for court convictions.

Furthermore there is a need to develop a greater understanding in the ASP of self-development and stronger management support at all levels for the motivation and performance of the individual.

This project aims in particular to improve cooperation between police structures responsible for border management, criminal information, intelligence and investigation, scientific inquiry, general patrolling and road traffic policing and human resource development. The ASP must establish a proactive culture of investigation in order to produce high-quality evidence leading to successful proceedings of criminal cases. Especially important is audio video examinations that is currently lacking in the country, and the establishment of DNA database which would facilitate the detection of criminal elements in country and abroad. This would reduce the possibility of criminal networks committing criminal offences. The examination, interpretation and statistical processing of the genetic profiles to the Court and to preserve crime evidences of the biological nature on the basis of DNA, the exchange of DNA profiles with the police of other countries (Interpol) creates the possibility of discovering the authors of criminal acts.

### **RENEA**

Special Forces consist of RENEA Special Unit, Negotiators Unit, Helicopters Unit and Anti-Explosive Unit, which are the direct beneficiaries of this project. Currently, they are located in different places and far from each other.

The premises, where RENE Special Unit was located till 2007, were transferred under the administration of the Ministry of Justice for construction of the Serious Crimes Court, financed by EU CARDS Programme.

Actually, this Unit is located at the premises of the ex – Riot Police Forces Nr 711- in Linze-Tirana, at an isolated place with no possibility for a rapid reaction and lack of conditions for physical and special training of the personnel. The Helicopters Unit is located in an urban area, within Tirana town, lacking the required infrastructure. Dislocation in this place has caused problems in relation with the inhabitants of the area. Tools in use by this Unit are old ones, with high cost of maintenance and not proper for carrying out intervention and search operations. Albanian State Police has allocated funds for the preparation of design (already completed) and for implementation of this project, which includes the improvement of the necessary premises and elements for the functionality of the RENE Unit. The project (funded by State budget and IPA contribution) foresees the construction of all premises for physical training, special trainings and small guns and long automatic arms shooting range facility, houses for tactical actions, premises for accommodation of Helicopters Unit, landing strip and parking area for the helicopters (Construction of Gym building, Indoor pool, Outdoor pool, Refurbishment of “Administration Office for Heliports and Anti explosive Unit”, Construction of “Heliport” (truck, barn etc), Oficina, Cantina building, Dog houses, Fencing of the unit, Indoor shooting range, Entry building, Complex of Dormitories, Construction of New Building of Command, Construction of New Buildings of Specialities and Negotiations).

## **2.5 LINKED ACTIVITIES AND DONOR COORDINATION**

The Albanian State Police has been the subject of support from the International Criminal Investigative Training Assistance Program (ICITAP), OSCE Presence in Albania, UNODC, OP-DAT, United Kingdom Government, EU Delegation in Tirana and other bi-lateral projects. These projects have all impacted on the capacity of the ASP to deliver professional police services and in increasing its capacity and performance against the illegal activities, organized crime, witness protection, Integrated Border Management etc. Here are some of the projects funded by EU through Cards and IPA programme:

- “Strengthening the capacity of the ASP in covert evidence gathering and the use of technical aides to investigation” CARDS 2004 (twinning and supply);
- “Development of the Albanian State Police’s Criminal Intelligence Gathering and Analysis Capability” (twinning and supply) CARDS 2003;
- “Witness Protection” (twining and supply) IPA 2009;
- “Data Communication” CARDS 2002 and CARDS 2005;
- “Renovation of Police Education Centre” CARDS 2004 and CARDS 2005, IPA 2010;
- “Building of 10 BCP” CARDS 2006;
- “Renovation of 17 B&M Police Stations” CARDS 2006;
- “Building of the Centre for the Readmitted 3RD Country Nationals and Centre for asylum Seekers” CARDS 2004;
- “Blue Border Management” IPA 2009 (works, services and supply);
- “Border Common crossing Point of Murriqan” CARDS 2004;

- “PAMECA Mission” CARDS 2001, CARDS 2004, CARDS 2005 and IPA 2007.
- “Radio communication equipment” OSCE
- “Total Information Management System” ICITAP
- ICITAP PROJECT

These projects have positively impacted the capacity of the Albanian State Police and its structures to deliver professional policing, by not only improving the infrastructure as well as by increasing the professional knowledge in compliance with EU practices. The IPA 2012 project will build up on this past and ongoing assistance.

## **2.6 LESSONS LEARNED**

There is a need to begin a process of “targeted” assistance that identifies with accuracy key areas for further capacity building in the ASP in conjunction with the GPO and other relevant agencies. For instance a strong focus on training trainers, a culture of health and safety, strong and supportive leadership and management at all levels, empowerment and strong partnership working with key agencies and the community. Cooperation with parallel structures in countries that have passed through the same transition period has proven to be efficient.

The Albanian State Police as an organization needs to focus on human resource development or what can be described a ‘human growth’. There are a number of key learning points that will make this happen such as the philosophy of self-development; the important role leadership and management have to play in developing people inside the ASP after the training is over; the idea of the more experienced people assisting the less experienced; and the key role the GPO has as the highest body responsible for criminal investigation to give full investigate capacity to the police and to develop that capacity through the setting of investigative tasks and continuous feedback.

There is also a need for the ASP to further develop its capacity to manage the EU Procurement Rules and especially Technical Specifications when dealing with EU Supply Funding Contracts. Also, it is very important to coordinate the implementation of the activities linked with each other, funded by EU and State, with an extensive focus on the good planning and communication, coordination of timely provision of supplies (funded by State as co-financing) in order to furnish completed objects and make them immediately operational.

## **3. DESCRIPTION**

### **3.1 OVERALL OBJECTIVE OF THE PROJECT**

#### **Overall Objective**

To bring the Albanian State Police closer to EU standards in the field of policing and to provide trust, safety and a secure environment to the Albanian citizens.

### **3.2 SPECIFIC OBJECTIVE(S) OF THE PROJECT**

The specific objective is to improve the performance of the Albanian State Police structures and the coordination with general prosecutor office & other relevant agencies



### **3.3. RESULTS**

**Activity 1 – PAMECA IV** is expected to provide the following results:

#### **Sub Activity 1: Integrated Border Management (IBM)**

Result in relation to Sub Activity 1.1: Equipment needs analysis for Green Border and Blue Border Surveillance in line with European Unions best practices and the recommendations of the Schengen Code.

Result in relation to Activity 1.2: Equipment needs analysis for Inland control and coastal units in line with European Union's best practices and the recommendations of the Schengen Code.

Result in relation to Activity 1.3: Equipment needs analysis for Radio and IT communication in line with European Union's best practices and the recommendations

Result in relation to Activity 1.4: Equipment needs analysis for Police Dog Handlers and their Police dogs in line with European Union's best practices

Result in relation to Activity 1.5: Implementing modalities according to EU standards established for IBM infrastructure.

#### **Sub Activity 2: General Patrol and Traffic Policing**

Result in relation to Activity 2.1: Developed strategy with clear objectives that results in an ASP Traffic Directorate in line with EU best practices

Result in relation to Activity 2.2: Speed and alcohol checks using proper equipment and based on functional operational plan in co-operation with the General Patrol Service.

Result in relation to Activity 2.3: Traffic Directorate of ASP and other relevant stakeholders able to deliver trainings on road safety

Result in relation to Activity 2.4: Rules and manuals developed for empowering Inspectors and Chief Inspectors to investigate selected offences under the Road Code and the Criminal Code.

Result in relation to Activity 2.5: General Patrol Function improved

Result in relation to Activity 2.6: Management principles in daily work practices of General Patrolling and Traffic Policing at middle and operational levels are implemented and are effective to ensure greater organizational performance as assessed by ASP Inspections and Inspection Reports.

#### **Sub Activity 3: Organised crime, Serious Crimes and anti-corruption**

Result in relation to Activity 3.1: Investigation capacity of the Albanian State Police (ASP) and the General Prosecutors Office (GPO) and other relevant agencies strengthened. In particular the capacity of the Albanian State Police (ASP) to respond in due time and manner to prosecutors' requests for the use of special investigative techniques is improved.

Result in relation to Activity 3.2: Intelligence-led policing in the ASP in partnership with the GPO and other relevant agencies strengthened

Result in relation to Activity 3.3: Capacities of the Forensic Science Directorate strengthened

Result in relation to Activity 3.4: Crime analysis capacity in particular in the field of anti-corruption developed

Result in relation to Activity 3.5. Judicial Police and Judicial Agents in the ASP enabled to in carry out crime investigations for and on behalf of the General Prosecutor's Office

#### **Sub Activity 4: Human Resources**

Result in relation to Activity 4.1: The current Albanian State Police restructuring process, aiming at empowering the roles, the number and the capacity to initiate more authoritative interventions of front-line ranks (Chief Inspectors and Inspectors), reducing the number of Border Regions and Regional Directorates as well as focusing on ground level policing is implemented.

Result in relation to Activity 4.2: "Self development" system which links career developments of staff and training needs in the ASP is achieved.

Result in relation to Activity 4.3: Supervisors role further developed into leaders and managers, who motivate staff and develop their skills; especially investigation skills and patrol skills.

Result in relation to Activity 4.4: Managers of human resources capacity increased in the transfer of personnel by including greater consultation across ASP Departments on who is transferred and why.

Result in relation to Activity 4.5: A policy paper of succession planning system for key posts in the ASP, including the top level of command is in place

#### **Activity 2 – Supply**

Albanian State Police Departments for Organised Crime and Traffic Police equipped to deter and detect serious and organized crime using intelligence, modern investigation and analytical techniques, and to prevent and detect road accidents that causes damage, injury and death in partnership with other relevant agencies.

#### **Activity 3: RENEA**

- Improved infrastructure for the accommodation, physical & special training of Special forces;
- Improved operational and professional capacity of the Special forces;
- Increased performance of the special forces in the fight against organised crime and terrorism.

### **3.4 MAIN ACTIVITIES**

Activity 1: Grant Contract 1.1 PAMECA IV "Technical Assistance" (IPA contribution 90%)

and Contract 1.2 (Albanian Contribution 10%)

The project is expected to be implemented through a Grant with Member States and to carry out the following sub-activities:

**Sub activity 1 - Integrated Border Management (IBM)**

- 1.1 Support to strengthen technical and institutional capacity of the Border and Migration Police department in compliance with EU best practices and the recommendations of the Schengen Code and also recommendations in relation to the fields of green and blue border surveillance.
- 1.2 Support to strengthen technical and institutional capacity of the Border and Migration Police department in compliance with EU best practices and the recommendations of the Schengen Code and also recommendations in relation to the fields of inland and coastal controls and other compensatory measures.
- 1.3 Support to strengthen technical capacity in relation to Radio and IT communication of Border and Migration Police mobile teams - including the main actors in the framework of Integrated Border Management for Green and Blue Border surveillance and Inland controls. To build upon the recently provided radio communication system to BMP blue border units and their IBM cooperation partners (provided under IPA2009).
- 1.4 Support to strengthen technical and institutional capacity of the Albanian State Police in particular relating to Border and Migration Police Department in compliance with EU best practices in relation to Police Dogs and Dog handlers.
- 1.5 Assisting Albanian State Police (IBM Department) in implementing adequate and compliant E.U. standards relating to the infrastructure for Border and Migration Police in selected locations.

**Sub Activity 2 - General Patrol and Traffic Policing**

- 2.1 Support to further enhance the strategic management of the Traffic Directorate of the ASP.
- 2.2 Support to further enhance the authoritative intervention by Traffic Police through strong and consistent enforcement of the traffic laws in Albania.
- 2.3 Support to further develop traffic education and road safety through the Traffic Directorate of the Albanian State police.
- 2.4 Support for the development of implementing rules and manuals in order to empower Chief Inspectors and Inspectors to initiate more authoritative interventions during street patrolling.
- 2.5 Develop the General Patrol Function.
- 2.6 Support to further improve the implementation of management principles into daily work practices of General Patrolling and Traffic Policing at middle and operational levels to ensure greater organizational performance.

### **Sub Activity 3 - Organised crime, Serious Crimes and anti-corruption**

- 3.1 Support to enhancing the investigation capacity of the Albanian State Police (ASP) and the General Prosecutors Office (GPO) and other relevant agencies. In particular strengthen the capacity of the Albanian State Police (ASP) to respond in due time and manner to prosecutors' requests for the use of special investigative techniques.
- 3.2 Support to further development of intelligence-led policing in the ASP in partnership with the GPO and other relevant agencies.
- 3.3 Support to developing the capacities of the Forensic Science Directorate of the ASP.
- 3.4 Support to further develop Crime Analysis in particular in the field of anti-corruption.
- 3.5 Support to develop the role of Judicial Police and Judicial Agents in the ASP in carrying out crime investigations for and on behalf of the General Prosecutor's Office.

### **Sub Activity 4 - Human Resources**

- 4.1 Support to the current Albanian State Police restructuring process which aims at empowering the roles, the number and the capacity to initiate more authoritative interventions of front-line ranks (Chief Inspectors and Inspectors), reducing the number of Border Regions and Regional Directorates as well as focusing on ground level policing.
- 4.2 Support to develop the concept of 'self-development' and the link between career development and training in the ASP based on a new performance appraisal process.
- 4.3 Support to develop the role of supervisors into leaders and managers who motivate staff, develop their skills; especially investigation skills and patrol skills based on competencies.
- 4.4 Support to improve human resource management in transfers of personnel based on close consultation, service and role criteria for deployment.
- 4.5 Support to develop a system of succession planning for key posts in the ASP, including the top level of command.

### Contract 1.2. – National Contribution

Co-financing of 11% (of the total cost of the project i.e 333.000 will be provided by the Ministry of Interior to cover activities that will be identified at a later stage according to the work plan that will be prepared jointly with the selected member state(s). The detailed activities which will be covered through the co-financing will be further elaborate during the preparation of the action plan, together with the Member State.

### Activity 2: Contract 2.1 Purchase of equipment (Supply Contract(s) (IPA contribution))

The purchase of equipment will be instrumental to the implementation of any activity foreseen under components Sub-activity 1 to 4 of Grant Contract 1.1 and it will be jointly identified by the Albanian Institutions and the selected member state(s)

Equipment needs are currently identified under Sub Activity No. 3 "Organised and Serious Crime" and Sub Activity No 2 "General Patrol and Traffic Policing" in the area of

investigation capacity of ASP structures responsible for:

- Crime Analysis;
- Forensic Police;
- Intelligence Structures;
- Traffic Policing.

Only specific technical equipment considered necessary for the implementation of the activities foreseen under the Grant Contract will be financed by the EU financial support. Common IT equipment (Laptop and Desktop computers, Scanner, printers etc) should not be financed with EU funds under this Activity unless strictly connected with the functioning of the aforesaid specific technical equipments. The Beneficiary is not only the ASP but also the other institutions dealing with the abovementioned areas.

PAMECA IV technical assistance should have the capacity to support the relevant Albanian Institutions (Albanian State Police, General Prosecutor Office and other related Agencies) in implementing the EU Procurement Rules (with reference in particular to the Rule of origin of goods to be procured) and drafting Technical Specifications.

### Activity 3: RENE A Unit

This activity (covered by State budget and IPA contribution) foresees the construction of all premises for physical training, special trainings and small guns and long automatic arms shooting range facility, houses for tactical actions, premises for accommodation of Helicopters Unit, landing strip and parking area for the helicopters. (Construction of Gym building, Indoor pool, Outdoor pool, Refurbishment of “Administration Office for Heliports and Anti explosive Unit”, Construction of “Helicopter” (truck, barn etc), Oficina, Cantina building, Dog houses, Fencing of the unit, Indoor shooting range, Entry building, Complex of Dormitories, Construction of New Building of Command, Construction of New Buildings of Specialities and Negotiations). It will be implemented through the following contracts:

- Contract 3.1: Works for construction of selected premises (IPA Contribution);
- Contract 3.2: Works for construction of selected premises and all relevant public utilities and related infrastructure (National co-financing)
- Contract 3.3: Supervision of Works for works contract 3.1 (IPA Contribution);
- Contract 3.4: Supervision of Works for works contract 3.2 (Albanian Government);
- Contract 3.5: Purchase of Equipments (Supply Contract(s) financed by Albanian Government).

The Albanian State Police has allocated from the State Budget the total value of **4,326,715 Euro** (VAT excluded), as part of the co-financing value, for RENE A project. (It includes the approximate estimation for the infrastructural works (3,291,903.91 Euro, Supervision 48,811 Euro and the amount of 990,000 Euro for the purchase of equipment. These equipment will include special equipment for the physical and professional training (shooting range, gym, pool, tactical actions) and equipment for the accommodation, furniture (dormitories, offices, kitchen, etc)

### **3.5 ASSESSMENT OF PROJECT IMPACT, CATALYTIC EFFECT AND CROSS BORDER IMPACT (WHERE APPLICABLE)**

This project will improve by focusing on the priorities areas under Justice and Home Affairs main objectives that are:

“To further strengthen the capacity of the law-enforcement bodies and improve coordination between them, in particular between prosecutors, the state police and witness protection”.

“Strengthen the fight against organised crime, based on threat assessment and proactive investigation, increased cooperation with regional and EU partners and better coordination of law enforcement agencies”.

On the fight against corruption, to establish an adequate legal framework, strengthen the capacity to investigate and prosecute for corruption and to enforce legislation.

### **3.6 SUSTAINABILITY**

The successful implementation of the project will enhance the capacities of the Albanian State Police to be more effective in the daily management of its work practices in border management, crime investigation and daily patrolling. It will also bring about more successful convictions in the Albanian Courts by the presentation of reliable evidence by Police in Court in real time. All these improvements will promote better law enforcement in Albania in conformity with EU standards, especially concerning the investigative capacity of the Albanian State Police and the General Prosecutors Office and the coordination among them.

This project will assist and support the coordination of ASP with its regional and EU Partners.

The sustainability of the project will require the retention of trained officers in key positions allowing them to act as multipliers / catalysts in transferring knowledge gained from this project to other structures in cooperation with the Training Department.

The General Directorate of State Police will provide sufficient budget and staff to ensure the effective use and maintenance of works and equipment supplied.

Furthermore General Directorate of State Police as beneficiary is aware of all the obligations to be filled arising from the infrastructure projects funded by EU, and will dedicate all the necessary resources, sufficient budgetary and staff resources to ensure the smooth implementation of project, maintenance of the works and equipments.

### **3.7 ASSUMPTIONS AND PRE-CONDITIONS<sup>1</sup>**

**Assumptions:** The implementation of this project requires the full commitment and participation of the Senior Management of the Albanian State Police, the General Director and the Deputy General Directors for the Border and Migration Department, Organized and Serious Crime Department, Public Order and Security Department, Training Department and the Support Services Department. They should ensure that appropriate staff is made available

---

<sup>1</sup> Assumptions are external factors that have the potential to influence (or even determine) the success of a project but lie outside the control of the implementation managers. Such factors are sometimes referred to as risks or assumptions but the Commission requires that all risks shall be expressed as assumptions. Pre-conditions are requirements that must be met before the sector support can start.

to work with the EU training partner. Counterparts for each of components will be appointed to facilitate the implementation of the project.

The beneficiary shall ensure that it will provide to EU experts with translated legislation and any other document necessary for the implementation of the project in English. The beneficiary shall ensure that appropriate staff and premises for training are made available. The Police Education Centre is considered as the most appropriate place for training to take place.

The Government of Albanian will continue to place a high priority and adequate funds for border management, the investigation of organised crimes activities, general patrol and traffic policing and human resource development.

### **Pre-conditions**

On RENE A project: This project will be implemented jointly ASP and EUD. Since ASP will deal with general infrastructural works, the works will start on first quarter 2012. ASP needs to start earlier the infrastructural work and to finish in a reasonable quantity of work, which will permit to the EUD to start their own activities.

1. Conditionality No. 1 – The amounts of co-financing from State budget of RENE A activity are available for ASP to tender the Stage Works.
2. Conditionality No.2 - Works Contract and Supervision Contract will be signed only if It stage works is satisfactory completed by ASP contractor.

The purchase of equipment will be subject to a need assessment in the specific area, and based on the resulting evidence that a supply element is necessary for the implementation of the overall strategy of the concerned Component(s).

Moreover, it will be subject to the capacity of the Beneficiary and/or the Technical Assistance to produce Technical Specifications in line with the EU PRAG Rules.

## **4 IMPLEMENTATION ISSUES**

Activity 1: PAMECA IV Because of the complexity of the required expertise and different areas that is going to cover, the activity No.1, is expected to be implemented through a Grant with Member States Centralised management by Delegation of European Union in Tirana.

Activity 2: Purchase of equipment (Supply Contract(s) in centralised management by Delegation of European Union in Tirana.

Activity 3: RENE A Unit (Works Contract and Services Contracts) partly in centralised management by Delegation of European Union in Tirana and managed by State institutions.

#### 4.4 INDICATIVE BUDGET

##### Indicative Project budget (amounts in EUR) (for centralised management)

PROJECT <i>Assistance to the Albanian State Police</i>		TITLE		SOURCES OF FUNDING								
				TOTAL EXPENDITURE	IPA CONTRIBUTION		NATIONAL CONTRIBUTION					PRIVATE CONTRIBUTION
IB	INV	EUR	EUR		Total		Central	Regional/Local	IFIs	EUR		
-1	-1	(a)=(b)+(c)+(d)	(b)	-2%	EUR	-2%	EUR	EUR	EUR	(d)	-2%	
					(c)=(x)+(y)+(z)		(x)	(y)	(z)			
<b>Activity 1 PAMECA IV</b>			<b>3 333 000</b>	<b>3 000 000</b>		<b>333 000</b>	<b>333 000</b>					
Contr. 1.1. Grant with MS	X		3 000 000	3 000 000								
Contr. 1.2 National	X		333 000			333 000	333 000					
<b>Activity 2 Supply of equipments</b>		-	<b>500 000</b>	<b>500 000</b>							-	
<b>Activity 3 RENE UNIT</b>		-	<b>6 330 715</b>	<b>2 000 000</b>		<b>4 330 715</b>	<b>4 330 715</b>				-	
Contract 3.1 Works		X	1 850 000	1 850 000								
Contract 3.2 Works		X	3 291 904			3 291 904	3 291 904				-	
Contract 3.3 Supervision of Contract 3.1.		X	150 000	150 000							-	
Contract 3.4 – Supervision of Contract 3.3		X	48 811			48 811	48 811					
Contract 3.5 Equipment		X	990 000			990 000	990 000					
<b>TOTAL IB</b>			<b>3 333 000</b>	<b>3 500 000</b>								
<b>TOTAL INV</b>			<b>6 830 715</b>	<b>2 000 000</b>								
<b>TOTAL PROJECT</b>			<b>10 163 715</b>	<b>5 500 000</b>		<b>4 663 715</b>	<b>4 663 715</b>					

Amounts net of VAT

- (1) In the Activity row, use "X" to identify whether IB or INV
- (2) Expressed in % of the **Total** Expenditure (column (a))



#### 4.5 INDICATIVE IMPLEMENTATION SCHEDULE (PERIODS BROKEN DOWN BY QUARTER)

Contracts	Start of Tendering/ Call for proposals	Signature of contract	Project Completion
Contract 1 (PAMECA IV)	1 Quarter 2013	1 Quarter 2013	3 Quarter 2015
Contract 2 (Supply of Equipments)	3 Quarter 2013	1 Quarter 2014	2 Quarter 2014
Contract 3.1 (Works EUD)	1 Quarter 2013	1 Quarter 2013	4 Quarter 2016
Contract 3.3 (Supervision EUD)	1 Quarter 2013	1 Quarter 2013	3 Quarter 2016

\* Delivery and installation of equipment foreseen for buildings constructed under EU funding shall be arranged in 4 Quarter 2014

Guidelines for the calls for proposal with member states (PAMECA IV) will be jointly prepared with the EUD and timely completed in order to launch the CFP with MS in the first quarter of 2013.

Technical specification for the supply contract will be prepared in time by the Albanian State Police jointly with Technical Assistance (PAMECA IV).

Detailed designs for the RENE A works are already completed by RENE A and will be reviewed / updated by a consultant contracted by EUD. Buildings that are going to be funded by IPA 2012 (Contract 3.1 and 3.3) are:

- Entry building
- Complex of Dormitories
- Construction of New Building of Command
- Construction of New Buildings of Specialities and Negotiations

#### 4.6 CROSS CUTTING ISSUES

##### 4.6.1 *Equal Opportunities and non discrimination*

During the implementation of the project equal opportunities will be guaranteed. Human resources, strategic plans and policies must reflect contemporary working practices that take into account gender and equal opportunities issues

##### 4.6.2 *Environment and climate change*

This project will take in consideration the environment and climate change issues, by respecting all the regulations, laws, structures, permits and authorities related to environment.

##### 4.6.3 *Minorities and vulnerable groups*

During the implementation of the project respect for minority rights will be guaranteed. The proposed project will, as far as is practicable, take the required steps to ensure that the internal

policies, structure or operating procedures of the beneficiary will be conform with minorities' promotion policies.

#### **4.6.4 *Civil Society/Stakeholders involvement***

This project will help in successfully accomplishing the proposals coming from civil society with regards to the improvement of ASP performance.

This proposal address the issues raised by civil society and media as representatives of public interests, with regards to the transparency and accountability of the institutions engaged in the security sector, with an extensive focus on the respects of human rights, fight against corruption, and performance of the Police organization.

Periodical meetings are held with representatives of civil society and Albanian State Police structures regarding the reforms in the security sector, where is stressed the need of improving the quality of the service and bringing it closer to the contemporary best practices of European countries police forces.

## **ANNEXES**

### **1. Log frame**

LOGFRAME PLANNING MATRIX FOR Project Fiche	<b>Project title and number</b>		Support to the Albanian State Police.3
	<b>Contracting period expires:</b> no later than three years from the date of conclusion of Financial Agreement		<b>Execution period expires:</b> The contracts must be executed within a maximum of two years from the end date of contracting
	<b>Total budget</b> – €10,18 million	:	
	<b>IPA budget:</b> - €5.5 million		
<b>Overall objective</b>	<b>Objectively verifiable indicators (OVI)</b>	<b>Sources of Verification</b>	
<ul style="list-style-type: none"> <li>To bring the Albanian State Police closer to EU standards in the field of policing, and to provide trust, safety and a secure environment to the Albanian citizens.</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>Steady progress in implementing obligations resulting from SAA;</li> </ul>	<ul style="list-style-type: none"> <li>Albanian's contributions to the EU Progress Reports</li> <li>EU annual progress reports</li> </ul>	
<b>Specific objective</b>	<b>Objectively verifiable indicators (OVI)</b>	<b>Sources of Verification</b>	<b>Assumptions</b>
<ul style="list-style-type: none"> <li>To improve the performance of the Albanian State Police structures and the coordination with general prosecutor office &amp; other relevant agencies</li> </ul>	<ul style="list-style-type: none"> <li>At least 10% increase in detection rates of crimes related to</li> <li>Number of road accidents, fatalities and serious injuries steadily decreasing at a rate of at least 10% per year.</li> <li>Number of court convictions resulting from investigations of organized and serious crime cases steadily increasing.</li> </ul>	<ul style="list-style-type: none"> <li>Prosecution and court statistics</li> <li>National accident statistics</li> </ul>	<ul style="list-style-type: none"> <li>The Government of Albanian will continue to place a high priority and adequate funds for border management, the investigation of organised crimes activities, general patrol and traffic policing and human resource development.</li> </ul>
<b>Results</b>	<b>Objectively verifiable indicators (OVI)</b>	<b>Sources of Verification</b>	<b>Assumptions</b>
<p><b>Activity 1 – PAMECA IV</b> is expected to provide the following results:</p> <p><b>Results Sub Activity 1: Integrated Border Management (IBM)</b></p> <p>1.1: Equipment needs analysis done for Green Border and Blue Border Surveillance in line with EU's best practices and the recommendations of the Schengen Code.</p> <p>1.2: Equipment needs analysis done for Inland control and coastal units in line with EU's best practices and the recommendations of the Schengen Code.</p> <p>1.3: Equipment needs analysis done for Radio and IT communication in line with EU's best practices and the recommendations</p> <p>1.4: Equipment needs analysis done for Police Dog Handlers and their Police dogs in line with EU's best practices</p> <p>1.5: Implementing modalities according to EU standards established for IBM infrastructure.</p> <p><b>Results Sub Activity 2: General Patrol and Traffic Policing</b></p> <p>2.1: Developed strategy with clear objectives that results in an ASP Traffic Directorate in line with EU best practices.</p>	<ul style="list-style-type: none"> <li>Equipment needs analysis documents for green borders, blue borders, inland controls, radio and IT communication tools, and dog handlers submitted on time and in good quality</li> </ul>	<ul style="list-style-type: none"> <li>Project activity reports, ENA documents</li> </ul>	<ul style="list-style-type: none"> <li>Full commitment and participation of the Senior Management of the Albanian State Police</li> <li>ASP ensures that appropriate staff is made available to work with the EU training partner. Counterparts for each of components will be appointed to facilitate the implementation of the project.</li> <li>Beneficiary to provide to EU experts with translated legislation and any other document necessary for implementation of the project</li> <li>The beneficiary shall ensure appropriate staff and premises for training</li> </ul>

<p>2.2: Speed and alcohol checks using proper equipment and based on functional operational plan in co-operation with the General Patrol Service.</p> <p>2.3: Traffic Directorate of ASP and other relevant stakeholders able to deliver trainings on road safety</p> <p>2.4: Rules and manuals developed for empowering Inspectors and Chief Inspectors to investigate selected offences under the Road Code and the Criminal Code.</p> <p>2.5: General Patrol Function improved</p> <p>2.6: Management principles in daily work practices of General Patrolling and Traffic Policing at middle and operational levels are implemented and are effective to ensure greater organizational performance as assessed by ASP Inspections and Inspection Reports.</p> <p><b>Results Sub Activity 3: Organised and Serious Crime</b></p> <p>3.1: Investigation capacity of the Albanian State Police (ASP) and the General Prosecutors Office (GPO) and other relevant agencies strengthened. In particular the capacity of the Albanian State Police (ASP) to respond in due time and manner to prosecutors' requests for the use of special investigative techniques is improved</p> <p>3.2: Intelligence-led policing in the ASP in partnership with the GPO and other relevant agencies strengthened</p> <p>3.3: Capacities of the Forensic Science Directorate strengthened</p> <p>3.4: Crime analysis capacity developed in particular in the field of anti-corruption .</p> <p>3.5: Judicial Police and Judicial Agents in the ASP enabled to in carry out crime investigations for and on behalf of the General Prosecutor's Office</p> <p><b>Results Sub Activity 4: Human Resources</b></p> <p>4.1: The current Albanian State Police restructuring process, aiming at empowering the roles, the number and the capacity to initiate more authoritative interventions of front-line ranks (Chief Inspectors and Inspectors), reducing the number of Border Regions and Regional Directorates as well as focusing on ground level policing is implemented.</p> <p>4.2: "Self development" system which links career developments of staff and training needs in the ASP is achieved.</p> <p>4.3: Supervisors role further developed into leaders and managers, who motivate</p>	<ul style="list-style-type: none"> <li>• Development strategy for ASP traffic directorate submitted in time and in good quality</li> <li>• Training Needs Analysis for ASP Traffic Directorate and relevant stakeholders delivered</li> <li>• No. of people per annum trained by trainings delivered by national experts of the ASP and relevant national agencies</li> <li>• Number of speed and alcohol checks performed by ASP steadily increases</li> </ul> <ul style="list-style-type: none"> <li>• Number of investigations ordered by the prosecutor and carried out, in due time and manner by the Albanian State Police.</li> <li>• Number and rate of successful arrests prosecutions and court convictions resulting from investigations of organized and serious crime cases steadily increasing.</li> <li>• Number of successful investigation performed jointly by ASP, GPO and other relevant agencies steadily increasing, in particular in the field of anti- corruption.</li> <li>• Number of successful forensic analyses by ASP departments (resulting in evidence accepted by courts) steadily increasing</li> </ul> <ul style="list-style-type: none"> <li>• Active participation of PAMECA experts as observer in the working groups for the restructuring process of the ASP.</li> </ul>	<ul style="list-style-type: none"> <li>• Project activity reports and deliverables</li> <li>• Training statistics of ASP</li> <li>• Traffic control statistics of ASP</li> </ul> <ul style="list-style-type: none"> <li>• Prosecution and court statistics</li> <li>• ASP reports and statistics on investigation activities</li> <li>• ASP forensic department activity reports</li> <li>• Prosecution and court statistics</li> </ul> <ul style="list-style-type: none"> <li>• Minutes of meetings of the ASP restructuring process working groups.</li> <li>• ASP HR Department statistics on trainings and transfers, promotions</li> </ul>	
---	--	---	--

<p>staff and develop their skills; especially investigation skills and patrol skills.</p> <p>4.4: Managers of human resources capacity increased in the transfer of personnel by including greater consultation across ASP Departments on who is transferred and why.</p> <p>4.5: A policy paper of succession planning system for key posts in the ASP, including the top level of command is in place.</p> <p><b>Activity 2 – Supply</b></p> <ul style="list-style-type: none"> <li>ASP for Organised Crime and Traffic Police equipped to deter and detect serious and organized crime using intelligence, modern investigation and analytical techniques, and to prevent and detect road accidents that causes damage, injury and death in partnership with other relevant agencies.</li> </ul> <p><b>Activity 3: RENEA</b></p> <ul style="list-style-type: none"> <li>Improved infrastructure for the accommodation, physical &amp; special training of Special forces,</li> <li>Improved operational and professional capacity of the Special forces</li> <li>Increased performance of the special forces in the fight against organised crime and terrorism</li> </ul>	<ul style="list-style-type: none"> <li>Promotions and transfers within ASP performed fully in line with revised procedures</li> <li>Thematic inspections prove strong correlation between staff transfers / promotions and previous training and individual performance</li> <li>Succession plan for key ASP management and command positions in place</li> <li>Number of ASP staff undergoing regular internal trainings and skill development steadily increases</li> </ul> <ul style="list-style-type: none"> <li>Equipment procured and delivered on time and in line with the original technical specifications</li> <li>new facilities constructed on time and in good quality, in line with technical specifications</li> <li>number of successful arrests by the special forces increasing</li> <li>reaction times by special forces steadily improving</li> </ul>	<ul style="list-style-type: none"> <li>Project reports</li> <li>Project reports, documentation handover</li> <li>ASP activity reports</li> </ul>	
<p><b>Activities to achieve results</b></p>	<p><b>Means / contracts</b></p>	<p><b>Costs</b></p>	<p><b>Assumptions</b></p>
<p><b>Activity 1: 1.1 PAMECA IV “Technical Assistance”</b></p> <p><b>Sub activity 1 - Integrated Border Management (IBM)</b></p> <p>1.1. Support to strengthen technical and institutional capacity of the Border and Migration Police (BMP) department in compliance with EU best practices as well as the recommendations of the Schengen Code and also recommendations in relation to the fields of green and blue border surveillance.</p> <p>1.2. Support to strengthen technical and institutional capacity of the BMP department in compliance with EU best practices and the recommendations of the Schengen Code and also recommendations in relation to the fields of inland and coastal</p>	<ul style="list-style-type: none"> <li>Contract 1.1. – Pameca (EU) – Grant with MS</li> <li>Contract 1.2. – Pameca (national)</li> <li>Contract(s) 2.1 – Supply (IPA)</li> <li>Contract 3.1 – Works (IPA)</li> <li>Contract 3.2 – Works (national)</li> <li>Contract 3.3. – Service, Supervision (IPA)</li> <li>Contract 3.4. – Service, Supervision</li> </ul>	<ul style="list-style-type: none"> <li>€3,0 million</li> <li>€0,35 million</li> <li>€0,5 million</li> <li>€1,85 million</li> <li>€3,29 million</li> <li>€0,15 million</li> <li>€0,048 million</li> <li>€0,99 million</li> </ul>	<ul style="list-style-type: none"> <li>RENEA works under National co-financing (1st stage) to start in first quarter 2012. and completed before start of EU-financed works.</li> <li>National Co-financing available for ASP</li> <li>The purchase of equipment subject to a needs assessment proving strategic necessity of</li> </ul>

<p>controls and other compensatory measures.</p> <p>1.3. Support to strengthen technical capacity in relation to Radio and IT communication of BMP mobile teams - including the main actors in the framework of Integrated Border Management for Green and Blue Border surveillance and Inland controls. To build upon the recently provided radio communication system to BMP blue border units and their IBM cooperation partners (provided under IPA2009).</p> <p>1.4. Support to strengthen technical and institutional capacity of the Albanian State Police in particular relating to BMP Department in compliance with EU best practices in relation to Police Dogs and Dog handlers.</p> <p>1.5. Assisting Albanian State Police (IBM Department) in implementing adequate and compliant E.U. standards relating to the infrastructure for BMP in selected locations.</p> <p><b>Sub Activity 2 - General Patrol and Traffic Policing</b></p> <p>2.1 Support to further enhance the strategic management of the Traffic Directorate of the ASP.</p> <p>2.2 Support to further enhance the authoritative intervention by Traffic Police through strong and consistent enforcement of the traffic laws in Albania.</p> <p>2.3 Support to further develop traffic education and road safety through the Traffic Directorate of the Albanian State police.</p> <p>2.4 Support for the development of implementing rules and manuals in order to empower Chief Inspectors and Inspectors to initiate more authoritative interventions during street patrolling.</p> <p>2.5 Develop the General Patrol Function.</p> <p>2.6 Support to further improve the implementation of management principles into daily work practices of General Patrolling and Traffic Policing at middle and operational levels to ensure greater organizational performance.</p> <p><b>Sub Activity 3 - Organised and Serious Crimes</b></p> <p>3.1 Support to enhancing the investigation capacity of the Albanian State Police (ASP) and the General Prosecutors Office (GPO) and other relevant agencies, and in particular the capacity of the Albanian State Police (ASP) to respond in due time and manner to prosecutors' requests for the use of special investigative techniques.</p> <p>3.2 Support to further development of intelligence-led policing in the ASP in partnership with the GPO and other relevant agencies.</p> <p>3.3 Support to developing the capacities of the Forensic Science Directorate of the</p>	<p>(national)</p> <ul style="list-style-type: none"> <li>• Contract(s) 3.5 – Supply (national)</li> </ul>		<p>procurement</p> <ul style="list-style-type: none"> <li>• Technical Specifications produced in time and in line with the EU PRAG Rules.</li> </ul>
---	---	--	--

<p>ASP.</p> <p>3.4 Support to further develop Crime Analysis in particular in the field of anti-corruption .</p> <p>3.5 Support to develop the role of Judicial Police and Judicial Agents in the ASP in carrying out crime investigations for and on behalf of the General Prosecutor’s Office.</p> <p><b>Sub Activity 4 - Human Resources</b></p> <p>4.1: Support to the current Albanian State Police restructuring process which aims at empowering the roles, the number and the capacity to initiate more authoritative interventions of front-line ranks (Chief Inspectors and Inspectors), reducing the number of Border Regions and Regional Directorates as well as focusing on ground level policing.</p> <p>4.2 Support to develop the concept of ‘self-development’ and the link between career development and training in the ASP based on a new performance appraisal process.</p> <p>4.3 Support to develop the role of supervisors into leaders and managers who motivate staff, develop their skills; especially investigation skills and patrol skills based on competencies.</p> <p>4.4 Support to improve human resource management in transfers of personnel based on close consultation, service and role criteria for deployment.</p> <p>4.5 Support to develop a system of succession planning for key posts in the ASP, including the top level of command.</p> <p><b>Activity 2:</b></p> <ul style="list-style-type: none"> <li>• Purchase of equipment for the implementation of activities under Sub-activity 1 to 4</li> </ul> <p><b>Activity 3: RENE Unit</b></p> <ul style="list-style-type: none"> <li>• Construction of all premises for physical training, special trainings and small guns and long automatic arms shooting range facility, houses for tactical actions, premises for accommodation of Helicopters Unit, landing strip and parking area for the helicopters.</li> </ul>			
--	--	--	--

## **ANNEX 2: Description of Institutional Framework**

**The main beneficiary of this project will be Albanian State Police, Ministry of Interior.**

The ASP is one of the main law enforcement institutions and its activity focuses on crime prevention, protection of the life and property of citizens. In essence a better cooperation is required not only with institutions fighting against crime but also with the community, which remains one of the main elements of this partnership. **Mission of ASP:**

“To guarantee a safe environment for the community through higher performance policing standards, establishment of an up-to-date management culture supported by an advanced infrastructure.”

### **Organization**

All State Police Structures from centre to local structures are responsible for the implementation of the obligations deriving from current legislation.

- a) The Directorate General of Police with its component structures, organized/composed in five departments is a central structure;
- b) The District Police Directorates, Region Police Commissariats and Police Stations with their component structures, as local structures;
- c) The Border and Migration Police, which is part of the State Police authority is the institution responsible for border protection.

The proposed activities will be supervised by the beneficiary departments with ASP's Project Co-ordination Unit and Investment sector (both sub-ordinated to the Department of Supporting Services).

RENEA is subordinated and under the supervision of the General Deputy Director of Public Order and Security. It is the only anti-terrorist force in the country and makes part of the special forces of Albanian State police, It's composed by Negotiators Unit, Helicopters Unit and Anti-Explosive Unit.

The activities of the project will be supervised by the RENEA logistic unit, (as direct beneficiary), Investment sector and Project Coordination Unit under Supporting Service Department



### **ANNEX 3: Reference list of relevant laws and regulations only where relevant**

#### Reference list of relevant laws and regulations:

- Law N. 9749, dated 04.06.2007 “On State “Police”;
- Law N. 8770 dated 19.04.2001 “On the Protection of Physical Safety”;
- Law N. 8291 dated 25.02.1998 “On the Ethical Police Code”;
- Law N. 8771 dated 19.4.2001 “On the State Boundary of the Republic of Albania”;
- Law N. 8772 dated 19.04.2001 “On the Protection and Control of the State Boundary of the Republic of Albania”.

#### **ANNEX 4: Details per EU funded contract(\*) where applicable:**

**PAMECA IV:** The project is expected to be implemented through a Grant with Member States.

Action Plan on the contract funded by State cofounding:

**On RENE:** The works foreseen by the state co-financing (Contract 3.2 and 3.4) will start on first quarter 2012. Because of the buildings selected to be funded by EUD, ASP needs to start earlier the infrastructural work and to finish in a reasonable quantity of work, which will permit to the EUD to start their own activities.

ASP will tender in 2012, the total amount of funds available for the period 2012-2014 which is **3,291,903.91Euro** for Works Contract and **48,811.09 Euro** for Supervision services Contract (divided as follows):

Sub activity 1 “Tendering and contracting of works Contract (1<sup>st</sup> stage by ASP)” will be carried out during the period February – May 2012

Sub activity 2 “Stage works funded by ASP.

**WORKS Contract No. 3.2”** (Budget 3,291,903.91Euro). This amount serves for works (and local costs) only and it will include all the works necessary for the total implementation of the project (ASP Part). The period of the implementation of this Work Contract will be from July 2012- Second Trimester 2015.

The works will be divided in three LOT-s.

LOT 1 includes “External Works- General Infrastructures (works in street, squares and parking sites, water supply and sewerage works, lighting works, works in sport grounds and greenery, green areas etc). It starts physically on mid 2012 and it will end in 2015.

LOT 2 includes:

- Refurbishment of “Administration Office for Heliports and Anti explosive Unit”;
- Construction of “Heliport” (truck, barn etc);
- “Oficina”;
- “Cantina building”;
- “Dog houses”;
- “Fencing of the unit”;
- “Indoor shooting range”.

The works foreseen under LOT 2 are expected to start in beginning of 2013 end will end in 2015

LOT 3 includes:

- Construction of Gym building;
- Indoor pool;
- Outdoor pool.

The works foreseen under LOT 3 are expected to start in beginning of 2013 end will end in 2015

*NOTE: All works foreseen to be carried out by State Budget will be launched in 2012 for the three LOT-s*

Sub activity 3 “Supervision of works funded by ASP/ **SUPERVISION Contract No. 3.4 (Budget 48,811 Euro)**. This amount serves for supervision of the works carried by ASP. The period of the implementation of this Service Contract will be from July 2012- Second Trimester 2015.

The tender for purchase of the equipment and furniture will start in second quarter 2014, in order to supply required equipment for buildings constructed in 3-4 quarter 2014 under EU funded Contract 3.1 as well as buildings constructed in 2015 under LOT 2 and LOT 3 of Contract 3.2. **(Budget ASP 990.000 Euro SUPPLY CONTRACT)**

Information on equipments needs (Contract 2):

### **Supply Contract No. 2**

Approximate estimation TOTAL (a+b+c+d) **500,000 Euro**

Indicative List of equipment for to be supplied under Contract 2 to be be jointly identified by the Albanian Institutions and the selected member state(s) :

#### a) Traffic Policing

#### **ANNEX**

Amount	Description of the equipment
6	Alcohol breathalyzer (quality requirement is the recognition by courts)
6	Optical fibre illuminated signage (‘Early Warning System’ on police vehicles for checkpoints and/or to safe areas of traffic accidents)
15	Notebooks and scanners for AETR enforcement
8	Notebooks and equipment for ADR enforcement
1	Traffic accident scene system “Photogrammetry” including two digital cameras, software and traffic accident scene equipment for “Photogrammetry”

6	Speed check device based on laser technology (“Laser gun”) with accessories (printer, tripod, etc.).
---	--

b) Crime Analysis, Forensic Police, Intelligence Structures:

DNA Database

Examinations for video audio

**Software "video forensic" to be able to perform the followings:**

1. File Conversion
2. Deblur Filters
3. Demultiplexing
4. Denoise Filters
5. Detection Filters
6. Editing
7. Enhancement
8. Histogram Editor
9. Segmentation
10. Tracking
11. Transform
12. Zoom
13. Velocity
14. Reconstruction
15. Photogrammetry

The software to include the technical support and “upgrade”.  
Equipment, **"Video Capture Card"**:

#### **ANNEX 5: Project visibility activities**

The EC rules for the visibility will be implemented, the billboard will be placed at the construction site, all equipment supplied will have a sticker and report from the contractor and consultant will have the logo with EU visibility requirements

See the EU guidelines: [http://ec.europa.eu/europeaid/work/visibility/index\\_en.htm](http://ec.europa.eu/europeaid/work/visibility/index_en.htm)