

**REPUBLIC OF ALBANIA**  
**THE ASSEMBLY**

**LAW**

**No. 82/2024**

**ON STATE POLICE**

In application to articles 78, 81, paragraph 1 and 83, paragraph 1, of the Constitution, upon proposal of the Council of Ministers,

**THE PARLIAMENT**  
**OF THE REPUBLIC OF ALBANIA**

**DECIDED:**

**CHAPTER I**  
**GENERAL PROVISIONS**

**Article 1**  
**Scope**

This law defines the mission and status of the State Police in the Republic of Albania, as well as the rights and obligations of State Police employees.

**Article 2**  
**Purpose**

This law aims to:

- a) define the scope of activity of the State Police, its powers, organisation and functioning;
- b) regulate the system of admission, education and career progression of State Police employees, their rights, obligations and special treatment;
- c) determine the competences and responsibilities of the management and implementing levels;
- ç) implement the democratic principle of civilian control over the State Police;
- d) determine the forms of cooperation of the State Police with the community and other public and private entities.

**Article 3**  
**Definitions**

For the purposes of this law, the following terms shall have the following meanings:

1. **“Security Academy”** is a higher education institution specialized in the field of public security.
2. **“Appointment to duty”** means the moment of commencement of employment for the police officer.
3. **“Career advancement”** includes all stages of a police officer’s career from appointment to termination of employment.

4. **“Police rank”** is the expression of police hierarchy, the designation of each level and its distinctive signs, reflecting individual qualities, experience, and the role in fulfilling the responsibilities of the State Police, acquired by the police officer through a competitive process.
5. **“Police information”** means all data and facts obtained by the police in the course of their duties, for the purposes defined in this law.
6. **“Cadet”** is a person attending basic police education with the aim of being accepted into the implementing role.
7. **“Dismissal”** is the termination of the legal employment relationship of a police officer.
8. **“Minister”** refers to the minister responsible for public order and safety.
9. **“Measures for maintaining public order and safety”** are all lawful actions carried out by police officers in the line of duty, respecting human dignity, freedoms, and fundamental rights, aimed at protecting public order and safety from any unlawful act or omission. These measures range from verbal persuasion to the proportional use of force, in accordance with applicable legislation.
10. **“Temporary police detention”** is the act of taking a person to police premises, healthcare institutions, rehabilitation centers, guardians or responsible persons, the ordering institution, or other institutions, with or without their consent, as defined in Article 19 of this law.
11. **“Use of force”** is the direct action through physical force, weapons, incapacitating substances, and other means by the State Police, in a proportional manner and in accordance with applicable legislation, against torture and inhumane treatment, and within the limits set by Article 3 of the European Convention on Human Rights.
12. **“Expulsion from the police”** is the termination of employment due to disciplinary, administrative violations, or final court decisions.
13. **“Processing of personal data for police purposes”** is the processing of personal data by the State Police for maintaining public order and safety, preventing and detecting criminal offenses, including protection and prevention of threats to public safety. It includes operations such as collection, recording, organization, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure, or destruction.
14. **“Admission to the police”** is the acquisition of police officer status by act of the General Director of the State Police.
15. **“Democratic policing”** is a model focused on accountability, transparency, and law enforcement, serving the community and protecting the rights and freedoms of individuals in a democratic society.
16. **“Voluntary policing”** is the voluntary contribution of citizens to assist the State Police in maintaining order, public peace, crime prevention, and managing civil emergencies.
17. **“Police officer”** is a person appointed to the structures of the State Police after completing the relevant education or qualification and holding a police rank.
18. **“Immediate response”** is a lawful action taken on the initiative of a police officer upon recognizing a threat.
19. **“Public order”** is a general state in society where individuals’ physical and moral integrity is protected from any threat or violation, punishable by law as a crime or misdemeanor, within the framework of fundamental human rights.
20. **“Public safety”** is a legal standard concerning the management of daily risks of natural, human, or urban origin, carried out by public and private actors, with normative measures issued by national and local authorities to protect individuals and their property.
21. **“Special structures”** are police units operating in a specific territory or throughout the country, under central or local structures.
22. **“Student”** is a person attending study programs at the Security Academy.
23. **“Disciplinary violation”** is any act or omission by a police officer that does not constitute a criminal offense but violates legal or sub-legal acts governing police activity.

24. **“Personal data and their international transfer”** has the same meaning as defined in the special legislation on personal data protection.
25. **“Transfer”** is the reassignment of a police officer to another position with the same rank.
26. **“Substantive subordination”** is the subordination of local structures to the central structure.
27. **“Investigative activity”** is the activity carried out in accordance with the responsibilities of the Judicial Police, as per the Criminal Procedure Code.

#### Article 4

##### **Mission of the State Police**

The mission of the State Police is to maintain public order and safety, prevent and combat crime, ensure the enforcement of the law, protect life and property, and respect human rights and freedoms in accordance with the Constitution, international acts ratified by the Republic of Albania, and the applicable legislation.

#### Article 5

##### **Territorial Jurisdiction**

The State Police exercises its activity throughout the territory of the Republic of Albania. It may also operate outside the territory of the Republic of Albania, in accordance with international agreements concluded for this purpose.

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#### Article 6

##### **Status of the State Police**

The State Police is a depoliticized institution of the state administration, a legal entity under the administrative authority of the Minister. Its status does not change even in times of war, state of emergency, or natural disaster.

#### Article 7

##### **Principles of Activity**

1. In exercising its responsibilities, the State Police follows the model of democratic policing and is guided by the following principles:
  - **Legality.**
  - **Respect for fundamental human rights and freedoms.**
  - **Equality and non-discrimination.**
  - **Professionalism, integrity, and accountability in public service.**
  - **Hierarchy and accountability in the exercise of functions.**
  - **Transparency and trustworthiness.**
  - **Impartiality.**
  - **Responsibility.**
  - **Lawful exercise of discretion.**
  - **Legitimacy, appropriateness, and proportionality.**
2. In the treatment of its employees, the State Police is guided by the principles of integrity, objectivity, merit, transparency, ensuring professional career development, and non-discrimination.

Article 8  
**Areas of Activity of the State Police**

The State Police fulfills its mission through the following areas of police activity:

- a) **Combating crime in general**, organized crime and serious crimes in particular, in accordance with the applicable legislation;
- b) **Supervision of the state border**, control of entries and exits at the border, and the treatment of foreign nationals or stateless persons within the territory of the Republic of Albania, in accordance with the applicable legislation;
- c) **Maintaining public order, public safety, and road safety** through community policing across the territory of the Republic of Albania, in accordance with the applicable legislation.

Article 9  
**Responsibilities of the State Police**

1. The State Police exercises the following responsibilities and functions:

- a) Protects the life and health of individuals;
- b) Guarantees the inviolability of public and private property;
- c) Maintains public order and safety;
- ç) Collects data and facts, prevents, investigates, and detects criminal offenses and their suspected perpetrators, in accordance with the applicable legislation;
- d) Collects and manages police information, including classified information, solely for fulfilling its mission;
- dh) Performs duties as part of the Judicial Police when requested by prosecuting authorities, in accordance with criminal and procedural legislation;
- e) Organizes awareness and information campaigns to prevent criminal offenses and enhance cooperation with the public;
- f) Takes leadership and responsibility for managing incidents that threaten public order and safety upon arrival at the scene, with the support of other public or private services present or arriving at the scene;
- g) Escorts arrested or detained persons to police premises until a court decision on security measures is issued, and convicted persons in absentia until their transfer to institutions for the execution of criminal decisions, in accordance with procedural deadlines and constitutional rights;
- gj) Organizes the apprehension of wanted persons for criminal offenses or the location of missing persons and hands them over to the competent authorities;
- h) Supervises and directs road traffic on public roads in accordance with road legislation;
- i) Supervises and controls the state borders of the Republic of Albania;
- j) Controls the entry-exit regime, residence, employment, and treatment of foreigners or stateless persons in Albania;
- k) Identifies, protects, and refers victims of trafficking, family members who are victims of domestic violence—especially minors, women, and vulnerable groups—to the appropriate authorities for assistance;
- l) Manages and protects classified information, except where otherwise provided by law;
- ll) Receives, processes, and refers citizen complaints, especially criminal reports and information received through various channels about criminal offenses, to the responsible structures;
- m) Ensures the maintenance of public order and safety during elections or referenda;
- n) Performs other duties as provided by this law and other applicable legislation.

2. In cases of emergency, pandemics, natural disasters, or technological accidents, the State Police provides assistance to central and local state authorities, emergency services, search and rescue, firefighting services, and legal or natural persons.

3. Every police officer, whether on or off duty, acts to meet public needs and expectations for ensuring public order and safety, and uses the authority granted by law solely for this purpose.

## CHAPTER II

### POLICE AUTHORITY AND MEASURES TO MAINTAIN PUBLIC ORDER AND SAFETY

#### Article 10

#### **The actions of the police officer in implementing measures to maintain public order and safety**

1. A police officer acts to prevent an unlawful act or omission or intervenes immediately to stop unlawful consequences that may arise and pose a direct risk to human life, health, safety, or property.
2. Before implementing any measure to maintain public order and safety against a citizen, the police officer is required to identify themselves.
3. When the disturbance of public order and safety is caused by a minor, the police officer takes measures to stop the unlawful actions and notifies the parent or guardian. Further handling of the minor is carried out by police officers trained for this purpose.
4. If the minor has no parent or guardian, or they cannot be identified within the time limits set by this law, the State Police notifies the responsible child protection unit.
5. The procedure for identification before implementing measures, the types, escalation order, documentation methods, and assessment of necessary measures are approved by order of the General Director of the State Police.

#### Article 11

#### **Immediate Measures and Proportionality in Their Implementation**

1. Actions and interventions to avoid or reduce risk, whether permanently or temporarily, must aim to neutralize the risk and be proportional to the level of danger, the rights, and interests at risk or being violated.
2. If the action or intervention is ineffective, another proportional and escalated measure may be chosen to reduce the risk.
3. The implementation of any undertaken measure is immediately stopped when the risk is avoided, or the cause no longer exists.

#### Article 12

#### **Warning Before Taking Measures**

1. The police officer informs the person of any circumstance, action, or omission that threatens or may threaten public order and safety.
2. In the case of a legal entity, the notification is made to the legal representative or the person authorized or assigned by them for third-party relations.
3. The notification must be clear, understandable, and direct. It may be given verbally, in writing, or through public communication means, depending on the case.

#### Article 13

#### **Obligation to Take Measures**

1. The police officer orders the person to perform or refrain from performing certain actions in a specific situation, for the purpose of fulfilling the duties of the State Police, as provided by this law.
2. In the case of a legal entity, the order is communicated to the legal representative or the person authorized or assigned by them for third-party relations.
3. The order must be lawful, understandable, and direct. It may be verbal, written, or through public communication means.

#### Article 14

##### **Actions in the presence of hazardous objects**

When a police officer finds or is informed that public order and safety are endangered or violated due to the physical condition or location of an object, they notify and take measures against the owner of the object to eliminate or prevent the danger. Measures are also taken against the person who possesses or uses the object.

#### Article 15

##### **Measures Against Third Parties and the Right to Compensation**

1. Measures restricting a right may also be taken against third parties not subject to Articles 11 to 14 of this law, if the real and immediate threat to public order and safety cannot be avoided otherwise.
2. In any case of voluntary cooperation or forced use of third-party objects, the police officer documents all actions in their presence through an official report.
3. In case of damage or loss of value of the objects during voluntary cooperation or forced use, the third party has the right to compensation for damages or depreciation of property, according to the applicable legislation on non-contractual liability of state administration bodies and the Civil Code.

#### Article 16

##### **Compensation for Assistance Provided**

1. Any person may assist the police in carrying out duties defined by law.
2. If, during or because of assisting the police, the person is injured, becomes ill, or loses their ability to work, they are entitled to receive all medical assistance, pension, disability payment, and death benefit that a police officer would receive under this law.
3. The salary on which these benefits are calculated is the one the person received at their workplace or the salary for which they were voluntarily insured up to 30 days before the incident. If the person is unemployed or uninsured, the base salary for the rank of “Inspector” is used for calculation.

#### Article 17

##### **Administrative Measures**

When a police officer identifies an administrative offense for which they are responsible under special legislation, they take administrative measures in accordance with that legislation. If the special law assigns responsibility to another administrative body, the officer shall immediately refer the case to the competent administrative authority that has the right to review the offense and issue the appropriate decision, in accordance with the applicable legislation on administrative offenses.

Article 18  
**Identity Check and Verification**

1. A police officer checks a person's identity when: a) due to time and location circumstances, the person is suspected of being involved in unlawful activities;  
b) the person is found in an area, place, premises, building, or nearby territory where free movement is prohibited or restricted;  
c) the person is found in an area, place, premises, or building where measures are being taken to search for a suspected perpetrator of a criminal offense or administrative violation, or for objects and traces important to criminal or administrative proceedings;  
ç) the person is found committing an administrative violation for which the State Police is responsible under the law.
2. For reliable identification, the police officer relies on legal identification documents or other personal documents, according to applicable legislation.
3. In special cases, when identity verification is not possible through documentation or other means, the relevant police structure is authorized to make public the image, recording, or description of the person to enable identification by third parties.
4. Procedures for identity checks by police officers are defined in the State Police regulations.

Article 19  
**Temporary Police Detention**

1. Temporary police detention is applied: a) when a person refuses to identify themselves or provide personal details in the cases listed in Article 18(1), or presents suspected false identification documents;  
b) to prevent the person from committing dangerous acts that may harm their own life or health, or that of others, or property;  
c) to protect the person from danger or harm, especially when the person is unable to protect themselves;  
ç) to enforce administrative restrictive measures that prohibit entry into certain premises or areas, according to relevant legislation.
2. Temporary police detention does not involve the same measures as those applied to arrested or detained persons. It begins at the moment the officer stops the person and lasts until the situation is clarified, but in no case longer than 5 hours.
3. Temporary police detention is not applied to persons whose mobility is impaired due to health conditions, pregnancy, or disability, if applying the measure would worsen their health. In such cases, the police officer must draft a report documenting the circumstances for not applying the measure.
4. A person subject to temporary police detention has the right to be immediately informed, in a language they understand, of the reasons for the detention, that they are not obliged to make any statement, and that they have the right to immediately contact a trusted person or their defense lawyer.
5. The police officer must immediately record or report the person's details (if known), the exact time, and the reasons for the temporary detention. Failure to comply with these obligations constitutes a serious disciplinary violation.
6. The police officer documents all actions taken with the temporarily detained person, according to standard procedures approved by the General Director of the State Police. A copy of the documentation is provided to the detained person.

7. Data and actions taken with temporarily detained persons are also recorded in systems, registers, or logs maintained for this purpose.
8. The rules for temporary police detention, registration, custody, and treatment of detained persons in designated State Police facilities are defined in the State Police regulations.

#### Article 20

##### **Notification to Appear at State Police Premises**

1. A police officer notifies a person in writing or via electronic communication to appear at police premises:
  - a) to receive information for the prevention of unlawful acts or omissions;
  - b) to identify a person who may have knowledge of a risk or incident;
  - c) to identify a potential law violator.
2. This notification must be recorded in a special report, indicating the contact details, electronic communication means used, the exact date and time of communication, the person contacted, and the purpose of the notification.
3. The notification must include the reason for the appearance, details of the police officer, time, place, and contact information in case the person is unable to appear.

#### Article 21

##### **Escort, Arrest, and Detention**

A police officer carries out the escort, arrest, and detention of a person, guaranteeing their rights according to the applicable legislation and the rules set out in the Criminal Procedure Code.

#### Article 22

##### **Police control on the person**

1. A police officer shall carry out controls on any arrested or detained person in accordance with the Criminal Procedure Code and applicable legislation.
2. Regardless of point 1, a police officer have the right to control any person when necessary: a)
  - a) to prevent an immediate and real danger;
  - b) to remove objects or items that may endanger their life or that of others;
  - c) to secure evidence of a criminal offense, following the rules of the Criminal Procedure Code.
3. The control shall always be carried out with respect for the dignity, physical and moral integrity of the person and may be conducted in the following forms:
  - a) the public inspection of personal clothing, which is limited to a superficial check of outer clothing;
  - b) the minor search is carried out in certain places not visible to the public, where the detained or arrested person is not seen by other persons, includes the removal of more than just outer clothing. This is allowed only if deemed necessary to find a prohibited item and the officer believes the person may be hiding it.
4. In every case, the police officer documents the reason for the control, actions taken, and items found in a report, following standard procedures approved by the General Director of the State Police. A copy is provided to the person searched.
5. Procedures and methods for personal control are defined in the State Police regulations.



#### Article 23

### **Medical Examination Actions by Police Officers**

1. By court decision, to prevent a life-threatening situation, a person may undergo a medical examination, have blood samples taken, or other bodily interventions performed by a doctor. This may be done without the person's consent if it does not harm their health and is deemed necessary by the doctor.
2. In cases of immediate threat, the police officer may, on their own initiative, take the person to the appropriate medical institution.
3. Data collected during the examination is used solely for the purposes of this article.

#### Article 24

### **Handling Complaints Against Police Actions**

1. A police officer records, verifies, follows up, handles, and responds to any complaints from individuals, according to legal procedures and deadlines.
2. Detailed rules and documentation methods for handling complaints are defined in the State Police regulations.

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#### Article 25

### **Protective Measures for Individuals**

1. Protective measures are taken for individuals with mental health disabilities, those intoxicated, under the influence of narcotics, or those who are carriers of contagious diseases and pose a danger to society. In such cases, the police officer escorts the person to police premises, medical institutions, rehabilitation centers, or hands them over to a guardian or responsible person or notifies the relevant specialized structures.
2. The police officer takes necessary measures to protect individuals whose condition clearly shows they cannot control their actions or behavior and may harm themselves or others.
3. Holding the person at police premises continues only as long as necessary, but no more than 5 hours.
4. To fulfill the responsibilities in point 1, the police officer may conduct a physical search and inspection of these individuals in accordance with the Criminal Procedure Code.
5. These actions are documented, and a copy is provided to the individual or their family member or guardian.

#### Article 26

### **Protective Measures for Minors**

1. A police officer takes necessary measures to protect a minor who has been abandoned or has left their parent or guardian.
2. The police officer refers the case to the relevant child protection unit for an assessment of the minor's situation. At every stage of implementing the measures under this chapter and in the treatment of minors, the presence of a psychologist and a social worker is required.
3. The minor is sent to social care centers for minors when it is assessed that they have been abused or abandoned by their parent or guardian. The case management of the minor is carried

out according to procedures defined in sub-legal acts regarding referral, protective measures, management according to the individual protection plan, and its financing.

4. The minor is held in police premises only as long as necessary, but no more than 5 hours. The conditions for holding the minor in police premises must be appropriate to their age, physical and psychological development level, and psychological condition. Interviews are conducted in friendly, suitable, and accessible environments for minors.
5. The rules for carrying out the actions provided in this article are defined in the State Police regulations.

#### Article 27

##### **Control of facilities, environments and vehicles**

1. The police officer carries out the control of facilities and vehicles, in compliance with the Code of Criminal Procedure and the applicable legislation.
2. The police officer has the right to control facilities, environments or vehicles:
  - a) where necessary to prevent an immediate threat to life, health and/or property;
  - b) where public activities take place for which the State Police has or assumes an obligation to ensure public order and security;
  - c) where there is a suspicion of an unlawful act. In this case, the police officer is obliged to document the reason for the control.
3. The police officer shall document the acts performed during the control in accordance with approved standard procedures by Order of the General Director.

#### Article 28

##### **Control in cases of suspected terrorist acts**

1. A police officer, when there are reasonable suspicions, has the right to carry out proactive searches to prevent terrorist acts in buildings, premises, and public spaces in order to ensure the safety of individuals, the constitutional order, and international security.
2. A police officer, when there are reasonable suspicions, has the right to carry out proactive searches to prevent terrorist acts in residences, after obtaining written or electronic authorization from the prosecutor.
3. Counter-terrorism searches include inspections for chemical, biological, bacteriological, nuclear, or radioactive substances, or any other type of material that is harmful and dangerous to life and property.
4. Searches are conducted in cases of flagrante delicto, during the pursuit of a person, and when there is credible evidence or information that a terrorist act is being prepared and when delaying the search could result in the disappearance or loss of tools or traces of the crime.
5. After conducting the search, the police officer drafts the relevant report and sends it within 48 hours to the prosecutor of the jurisdiction where the search was conducted. A copy of the report is provided to the owner or possessor of the premises, or the person searched.
6. A person searched by the police has the right to file a complaint with the competent court where the police structure is located, if they consider the search to be unjust or in violation of the law.

Article 29  
**Leaving and evacuating the site**

To prevent a threat to order or safety in public areas, the police officer may order the person to leave the place, prohibit him from entering the premises or evacuate the persons present, as long as this threat persists. After conducting the search, the police officer drafts the relevant report documenting the actions taken.

Article 30  
**Road Blockage**

1. For the needs of public order and safety and law enforcement, or in cases of natural disasters or accidents, the police officer may block parts of roads or public spaces until the necessary legal actions are completed.
2. The cases and procedures for road blockage are defined in the regulations of the State Police.

Article 31  
**Seizure of Items**

1. Items may be blocked or seized only in cases permitted by law and in accordance with the relevant legal procedures.
2. Except as otherwise provided by law, items may be blocked only if it is absolutely necessary to avoid an imminent threat to public order and safety.
3. The police officer who acts must draft the corresponding report, which is given to the possessor if they are known.
4. Items are blocked for as long as necessary, but not beyond the maximum period provided by special legislation that allows the blocking or seizure of the item. If no time limit is specified or if the blocking is done under point 2 of this article, items may not be blocked for more than 30 days. After this period, the items must be returned to the possessor if identified, without delay. If within 100 days from the blocking, due to the nature of the item, the possessor cannot be identified or does not request its return, the item becomes property of the state, unless otherwise provided by special legislation.
5. The police are responsible for conducting verifications to identify the owner of the blocked items.

Article 32  
**Cases and Forms of Use of Force**

1. A police officer uses force to fulfill their duty only when it is necessary and when all other measures have failed or are impossible.
2. The police officer uses force in a proportional and escalated manner, selecting the necessary level of force.
3. The police officer must warn before using force and also warn of its escalation, except in cases where immediate use of force is necessary to prevent a real and imminent danger.
4. The use of force must always comply with applicable legislation against torture and other cruel, inhuman, or degrading treatment or punishment, and with the rules defined in the State Police regulations.

Article 33  
**Use of Firearms**

A police officer uses a firearm only in accordance with the conditions and procedures defined by the applicable legislation on the use of firearms.

Article 34  
**Conducting Special Operations**

1. Special operations are carried out by designated police structures and include the following cases:
  - a) the release of hostages;
  - b) the apprehension of armed individuals posing high risk and their transport to police premises;
  - c) support for structures that protect high-ranking state or foreign officials when there is information about terrorist acts against them;
  - ç) the restoration of public order and safety when this cannot be achieved by other police, law enforcement, or security structures;
  - d) the protection of individuals whose lives are threatened due to their duties.
2. Members of special structures are guaranteed confidentiality of their identity for operational activities.
3. The procedures, rules, and criteria for the use of special structures are approved by the General Director of the State Police.

CHAPTER III  
COLLECTION AND MANAGEMENT OF POLICE INFORMATION

Article 35  
**Sources of Information**

In the exercise of its activity, the police collect police information from the following sources:

- a) During the process of escorting, detaining, and arresting individuals;
- b) Data and facts obtained by the police in the course of its activity, aimed at maintaining public order and safety, and preventing criminal offenses;
- c) Data obtained from national and international sources to which the State Police has direct access or access through agreements with the relevant authority;
- g) Data collected for the exercise of responsibilities defined in special laws.

Article 36  
**Data collected during temporary police detention, detention, and arrest of a person**

1. During the process of temporary police detention under this law, or detention and arrest according to the provisions of the Criminal Procedure Code, the police officer, for identification purposes, collects the following data:
  - a) **In cases of temporary police detention**, the officer records for each temporarily detained person, for identification purposes, the following data:
    - i. Personal details;
    - ii. Residence;
    - iii. Description of appearance, including distinctive marks;
    - iv. Occupation;

- v. Reasons for escort;
- vi. Time, date, and place of temporary police detention;
- vii. Police station where the detention was carried out;
- viii. Police officer who performed the temporary detention.

**b) In cases of arrest or detention**, the officer records for each person the following data:

- i. Personal details;
- ii. Residence;
- iii. Description of appearance, including distinctive marks;
- iv. Occupation;
- v. Criminal offense for which the person was arrested or detained;
- vi. Details on how the criminal offense was committed, obtained in the presence of the defense attorney if the person does not refuse it;
- vii. Time, date, and place of arrest or detention;
- viii. Police station where the person was held;
- ix. Police officer who performed the arrest or detention.

**c) From each arrested or detained person**, for those criminal offenses where necessary, the following data are collected:

- i. Fingerprint and palm print data;
- ii. Two photographs – one frontal and one profile;
- iii. Voice samples of the arrested or detained person.

**g) In addition to the above data**, in cases of arrest or detention, the police officer may collect biological samples for the purpose of determining the DNA profile, after the prosecutor has obtained the person's consent, according to the rules set out in the Criminal Procedure Code.

2. The data specified in this article are collected and managed while respecting conditions that prevent unlawful interference in private life. These data are recorded in the central data registry.
3. The method of organizing and managing the data collected in cases of temporary police detention, detention, or arrest of individuals, the retention period, control, and deletion of such data is determined by a joint order of the Minister and the Commissioner for the Right to Information and Protection of Personal Data.

## Article 37

### **Data Collected in the Framework of Preventive Intelligence Activity**

1. The collection and processing of data by the police is limited only to facts necessary for the purpose of:
  - a) Preventing and avoiding risks to public order and safety;
  - b) Preventing criminal offenses, including monitoring individuals with criminal records and those under special protection;
  - c) Detecting criminal offenses and identifying their perpetrators;
  - g) Locating, finding, and apprehending individuals evading justice or convicted by a court decision.
2. A police officer has no restrictions in seeking, finding, and communicating with sources of information, provided that the information is given voluntarily by the source, and the source is legally competent.
3. The police officer collects data from open public sources, including media, public surveillance camera recordings, and databases created by state agencies to which access is granted by law or agreement.
4. The collection and use of such data must comply with the provisions of the law on the protection of personal data.

5. The police collect and process data arising from preventive intelligence activity in accordance with legislation on preventive surveillance.

#### Article 38

##### **Collection and Use of Personal Data for Police Purposes**

1. Personal data collected for police purposes shall be used only for that purpose and only for as long as necessary, in accordance with the applicable legislation on personal data protection. Personal data shall be deleted when it is confirmed that the person is not the perpetrator of the criminal offense or anonymized when no longer necessary for the purpose for which it was collected.
2. The rules for processing, managing, and sharing personal data collected by the police are defined by a joint instruction of the Minister and the Commissioner for the Right to Information and Protection of Personal Data.
3. The police are obliged to respond in writing to any requester who claims that their personal data protection rights have been violated. The response must be provided as soon as possible, but no later than 30 days from the submission of the request or complaint. The requester has the right to appeal to the Commissioner for the Right to Information and Protection of Personal Data, in accordance with the legislation on personal data protection.
4. It is prohibited to collect data on individuals or entities solely based on their race, ethnicity, color, political, religious, or philosophical beliefs, gender identity, sexual orientation, sex characteristics, HIV/AIDS status, or membership in a movement or organization, unless provided by law.

#### Article 39

##### **Obligation of Public and Private Institutions to Provide Information and Police Access to Their Databases**

1. In exercising its competencies, the State Police obtains data through legally guaranteed access or agreements to the databases of public institutions, agencies, and private entities, including data on citizens' identity, registration of immovable property, vehicle registration and driving licenses, business entities and their imports/exports, telephone subscriber identity, end-user device identification, and location.
2. Public administration bodies, natural and legal persons who manage data and information lawfully collected and valid for police functions are obliged to provide them upon police request, except for data whose disclosure is prohibited by law.
3. In fulfilling its functions, the police respect the principles and rules of the applicable legislation on personal data protection.
4. Procedures for police access, recognition, and processing of the data specified in this article are approved by order of the General Director of the State Police.
5. The Commissioner for the Right to Information and Protection of Personal Data supervises and monitors, in accordance with the law on personal data protection, the activity of collecting, processing, sharing, and exchanging such data.

Article 40  
**Secret Cooperation with Individuals**

1. The police establish secret cooperation relationships with individuals to obtain information related to the protection of public order and safety or for the prevention, detection, and combating of criminal offenses.
2. The police officer is obliged to maintain the confidentiality of the identity and any other circumstances that may lead to the identification of the person cooperating secretly with the police, even when called as a witness in court, and even after leaving the position or ending the cooperation with the police.
3. Any person who provides information to the police has the right to anonymity, except in cases where the agreement between the parties or procedural criminal legislation provides otherwise.
4. The rules for establishing secret cooperation are defined by instruction of the Minister.
5. The procedures for cooperation and the methods and forms of guaranteeing the citizen, in cases of criminal proceedings registration, are defined by joint instruction of the Minister, the General Prosecutor, and the Head of the Special Prosecution Office against Corruption and Organized Crime.

Article 41  
**Processing and Management of Police Information**

1. The processing of police information includes the collection, registration, organization, structuring, storage, adaptation or modification, retrieval, consultation, use, disclosure through transmission, distribution or provision, alignment or combination, restriction, deletion, or destruction, for the purpose of protecting public order and safety or for the prevention and detection of criminal offenses.
2. The processing of police information is based only on data obtained in accordance with the legislation in force on personal data protection.
3. For the deletion, destruction, or anonymization of police information, a special commission is established and operates by order of the General Director of the State Police and in accordance with the legislation in force on the destruction of classified information.
4. Specific rules for the processing of police information by relevant structures, as well as measures for data protection and control of this activity, are defined by instruction of the Minister.

Article 42  
**Transmission of Personal Data to Third Parties**

1. The transmission of data to other law enforcement agencies is allowed only in accordance with applicable legislation. In other cases, transmission may occur when necessary to prevent a serious potential risk or when the data subject has given consent.
2. Transmitted data may not be used for purposes other than those for which they were obtained. The police grant permission for the distribution of personal data in accordance with the legislation in force on personal data protection.

Article 43  
**International Transfer of Data**

1. For the international transfer of personal data to countries with or without an adequate level of personal data protection, the provisions and rules set out in the applicable legislation on personal data protection apply.

2. The transfer of data to foreign authorities is limited to police bodies and is permitted only if:
  - a) There is a legal provision in national legislation or based on international agreements to which the Republic of Albania is a party;
  - b) In the absence of such provision, the transfer is necessary for the prevention, investigation, detection of criminal offenses, or enforcement of criminal penalties, and the receiving state must guarantee an adequate level of protection for the processing of personal data;
  - c) As an exception, the transfer is necessary for the prevention of a crime.
3. The adequacy of the level of protection, as per point 2(b) of this article, is assessed by the Commissioner for the Right to Information and Protection of Personal Data, based on the circumstances of the data transfer process.

#### Article 44

#### **Security and Confidentiality**

1. The police take organizational and technical measures to protect personal data from unlawful or accidental destruction, unauthorized access or disclosure—especially when data processing is done online—and from any other form of unlawful processing.
2. Any person who has access to personal data collected, stored, and processed by the police during the exercise of duty is subject to the obligation of confidentiality, even after the end of their functions, unless otherwise provided by law.

#### Article 45

#### **Rights of the Personal Data Subject**

1. Every person has the right, free of charge, to request in writing information about the personal data processed by the police.
2. The request may be refused if such refusal is necessary to enable the police to fulfill its duties.
3. Every person has the right to request the correction or deletion of inaccurate data related to them.
4. In all cases, the police must respond in writing to the subject within 30 days from the date of receiving the request.

### CHAPTER IV

### ORGANIZATION OF THE STATE POLICE

#### Article 46

#### **Organization of the State Police**

1. The State Police is centralized and organized at both central and local levels. It is structured by service profile: criminal investigation, public order and safety, and border and migration, each differing in training, qualifications, symbols, duties, and responsibilities.
2. The State Police organizes its services based on the size and population of administrative areas, crime levels, geographical characteristics, and transportation infrastructure. It also considers territorial-administrative divisions, judicial maps, and the organization of infrastructure sectors such as ports, airports, and road axes, as well as other socio-economic objectives.



3. Police services are organized into departments, which operate at central and local levels with vertical direction and control. The State Police ensures departments are supported with human, financial, administrative, operational, and logistical capacities.
4. The State Police also includes special structures, horizontal function units, technical-scientific, technological, and information structures. These may be organized as departments or smaller units, reporting directly to the General Director or departments, and operate nationwide or in specific areas.
5. The general structure of the State Police including the General Directorate, departments, horizontal function units, special structures, and local directorates down to the police station level is approved by order of the Prime Minister.
6. The internal organization of the General Directorate, personnel numbers per department, local directorate, support and special structures, including territorial distribution, is approved by order of the Minister, upon proposal of the General Director of the State Police.
7. The internal organization and subject-matter and territorial jurisdiction of police structures mentioned in point 6, and other police structures, are approved by order of the General Director of the State Police

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#### Article 47

#### **General Directorate of the State Police**

1. The General Directorate is the central administrative and technical structure of the police, headquartered in Tirana.
2. It is responsible for:
  - a) Monitoring and analyzing public order and safety, and threats to it;
  - b) Planning, coordinating, and harmonizing police services and structures;
  - c) Preparing development plans and modernization programs for police services;
  - ç) Planning and recruiting personnel and managing human resources;
  - d) Defining priorities for professional development and scientific/technological research in public order and safety;
  - dh) Proposing and managing the budget, material and financial resources, and infrastructure;
  - e) Coordinating with other law enforcement and state agencies for public safety, crime prevention, and national security;
  - f) Implementing international agreements on police cooperation;
  - g) Processing and analyzing police-collected data and official statistics;
  - h) Preparing studies, evaluations, and periodic risk and service analyses;
  - gj) Informing the public directly or through media on relevant events and activities;
  - i) Coordinating police engagement in emergencies and national/international events;
  - j) Cooperating with national and international bodies and NGOs monitoring human rights standards;
  - k) Notifying the Commissioner for the Right to Information and Data Protection about the types of data collected and managed;
  - l) Performing other duties related to police administration under this and other laws.

#### Article 48

#### **Department**

1. A department is an administrative operational structure organized at central and local levels with vertical direction and control.
2. It performs administrative, operational, and investigative activities.

3. Departments are led by directors and report to the General Director of the State Police.

#### Article 49 **Local Directorate**

1. The local directorate is an administrative and operational structure at the local level, under the administrative authority of the department.
2. It performs operational and investigative activities based on territorial and subject-matter jurisdiction, supervises task execution, and coordinates subordinate structures.
3. Based on the department's subject-matter scope, the local directorate includes police stations and commissariats.

#### Article 50 **Commissariat**

The police commissariat is a basic operational structure under the local directorate and exercises police responsibilities within its jurisdiction.

#### Article 51 **Police Station**

A police station is an operational unit under a commissariat or, in special cases where no commissariat exists, under the local directorate. Stations may be permanent or temporary.

#### Article 52 **Special Structures**

1. Special structures operate nationwide or in specific areas and report to the General Director or department directors.
2. These are specialized police services tasked with:
  - a) Specific duties;
  - b) High-difficulty operations that cannot be handled by regular police services.

#### Article 53 **Institute of Scientific Police**

1. The Institute of Scientific Police is a special structure under the administrative authority of the General Director. Its function is to support the criminal justice system and investigations through crime scene evidence collection and high-quality, impartial forensic expertise, in line with current legislation, modern scientific methods, and international forensic standards.
2. The status, organization, functioning, and treatment of Institute personnel are defined by decision of the Council of Ministers, upon proposal of the Minister of Interior.

### CHAPTER V AUTHORITIES

#### Article 54 **The Minister**

1. The Minister is the authority responsible for public order and safety. Under his responsibility and within the main directions of state policy, he defines the directions of activity and support for the State Police in fulfilling its mission and responsibilities.
2. The Minister:
  - a) Defines strategic directions, policies, objectives, and performance indicators for police activity, in accordance with applicable legislation;
  - b) Approves and oversees the management of the police budget, according to financial legislation;
  - c) Is responsible for the directions of international cooperation in the field of public order and safety, in accordance with treaties and other international instruments;
  - ç) Exercises administrative control over the State Police, in accordance with applicable legislation;
  - d) Oversees the complaints process within the State Police and reviews complaints against the General Director of Police.
3. The Minister does not interfere with the operational independence of the State Police and is not involved in its operational leadership.
4. The Minister exercises his responsibilities in the field of public order and safety through structures within the Ministry of Interior.

#### Article 55

#### **General Director of the State Police**

1. The General Director of the State Police is the highest authority of the police and reports directly to the Minister for the implementation of policies, performance, and defined objectives.
2. The General Director:
  - a) Organizes, directs, and controls police activity;
  - b) Leads the preparation and development of police service capacities and ensures their effectiveness in fulfilling responsibilities;
  - c) Manages human resources;
  - ç) Ensures logistical, administrative, and technological support for police services;
  - d) Guarantees that the personnel evaluation and career advancement systems are effective and aligned with approved policies and standards;
  - dh) Proposes budgetary requirements to the Minister and, after approval, is responsible for budget management;
  - e) Proposes development plans and modernization programs for police services to the Minister;
  - f) Approves concepts, doctrines, and procedures for police operations;
  - g) Promotes and directs scientific and technological research in policing;
  - h) Informs the Minister of any objective inability to achieve defined results;
  - gj) Immediately notifies the Minister of critical breaches in institutional integrity or personnel, and of situations that may attract public attention;
  - i) Coordinates police actions in national or international emergencies, including protection of critical infrastructure;
  - j) Represents the police in relations with other domestic institutions and in bilateral or multilateral technical relations abroad;
  - k) Prepares the annual report on police achievements and identifies areas needing improvement for the Minister;

- l) Issues certificates and medals for distinguished police service and career certificates according to police regulations;
- m) Issues administrative acts within his duties and responsibilities and those defined in police regulations;
- n) Exercises other duties and responsibilities defined by applicable legislation.

#### Article 56

#### **Appointment, Dismissal, and Removal of the General Director of the State Police**

1. The General Director is appointed by decision of the Council of Ministers, upon proposal of the Minister.
2. The Minister proposes the candidate after conducting an open competition process based on principles of equal opportunity, meritocracy, and non-discrimination. Rules and procedures for selecting the candidate are defined by ministerial instruction.
3. The proposed candidate must be a police officer holding at least a mid-level leadership rank and meet the following criteria:
  - a) Hold Albanian citizenship;
  - b) Not have been convicted of a criminal offense by a final court decision;
  - c) Not have received disciplinary measures listed in letters “c”, “ç”, and “d” of point 1 of Article 123 within the last 5 years;
  - ç) Be in good health to perform the duties;
  - d) Not have a conflict of interest in exercising the role, in accordance with conflict of interest legislation.
4. The General Director serves a 5-year term, with the possibility of reappointment for a second term under the same rules.
5. The General Director is suspended by ministerial order if:
  - a) A personal security measure of “arrest in prison” or “house arrest” is imposed for a criminal offense;
  - b) He is declared a defendant.
6. The General Director is dismissed if:
  - a) He loses Albanian citizenship;
  - b) His term ends and he is not reappointed;
  - c) He resigns;
  - ç) He becomes medically unfit to perform duties for more than 6 months;
  - d) He reaches retirement age;
  - dh) His legal capacity is removed or restricted by final court decision.
7. The General Director is removed from office if:
  - a) Convicted by final court decision for a criminal offense;
  - b) Fails to meet strategic objectives or has poor performance.
8. Dismissal and removal are done by decision of the Council of Ministers, upon proposal of the Minister.
9. After completing the term, the General Director does not return to police structures. In the interest of public order and safety, he may serve in advisory or academic roles. Upon completion of the mandate, he receives special treatment approved by decision of the Council of Ministers.

Article 57  
**State Police Council**

1. The General Director of the State Police, in exercising his responsibilities, is supported by the State Police Council, an advisory body established and functioning in the interest of his decision-making.
2. The State Police Council is chaired by the Deputy General Director of the State Police and, depending on the issues to be addressed, is composed of department directors, local directorate directors (rotated annually), the head of the Security Academy, and may include heads of relevant police structures or representatives of the police employees' union, depending on the subject matter.
3. The General Director convenes the Council whenever important issues related to the management and leadership of police activities are to be reviewed and discussed, such as the annual report of the State Police, implementation plans for strategies, budgetary needs and requests, modernization plans, draft acts for sectoral strategies, roles and responsibilities in fulfilling strategic priorities, police structure reorganizations, and other matters requiring broad consultation.
4. The Council decides by majority vote and issues a report with recommendations on the matters discussed, which is submitted to the General Director.
5. Detailed procedures for the creation and functioning of the Council are defined by order of the General Director.

Article 58  
**Deputy General Director of the State Police**

1. The General Director is supported by a Deputy General Director in exercising his competencies.
2. The Deputy performs duties delegated by the General Director through a delegation act for a period not exceeding six (6) months.
3. The Deputy General Director exercises the powers and duties of the General Director: a) when the position is vacant; b) in his absence; c) in case of incapacity or suspension.
4. The Deputy may not exercise the General Director's powers for more than six (6) consecutive months.

Article 59  
**Appointment, Dismissal, and Removal of the Deputy General Director**

1. The Deputy General Director is appointed from among police officers holding at least a mid-level leadership rank and meeting the following criteria: a) Albanian citizenship; b) No criminal conviction by final court decision; c) No disciplinary measures as specified in letters "c", "9", and "d" of point 1 of Article 123 in the last five (5) years; ç) Medically fit for duty; d) No conflict of interest in accordance with legislation.
2. Appointment, dismissal, and removal are done by ministerial order upon proposal of the General Director, who proposes three (3) candidates after an open competition based on equal opportunity, merit, and non-discrimination. Rules and procedures are defined in the Police Regulation.

3. The Deputy is suspended by ministerial order when: a) subject to personal security measures such as “arrest in prison” or “house arrest” for a criminal offense; b) declared a defendant.
4. The conditions for dismissal and term limits are the same as for the General Director.

#### Article 60

##### **Department Director, Responsibilities, Appointment, Dismissal**

1. The Department Director is the highest authority in the police service.
2. Reports to the General Director and, when required, to the Minister.
3. Responsibilities include: a) Directing and coordinating subordinate structures; b) Proposing and managing human and logistical resources; c) Proposing and managing the department’s budget; ç) Proposing improvements and modernization of systems; d) Proposing structural organization and personnel decisions; dh) Issuing acts as defined in the Police Regulation; e) Cooperating with central and local structure leaders; f) Establishing stable cooperation with other institutions and the community; g) Performing other duties as defined by law or regulation.
4. Must be a mid-level police officer and meet the following: a) Albanian citizenship; b) No criminal conviction by final court decision; c) No serious disciplinary violations in the last three (3) years; ç) Medically fit for duty; d) No conflict of interest.
5. Appointed, dismissed, or removed by the Minister upon proposal of the General Director, for a four-year term, renewable once. The General Director proposes three (3) candidates after an open competition. Rules and procedures are defined in the Police Regulation.
6. Dismissal and removal conditions are the same as for the General Director.

#### Article 61

##### **Director of the Local Police Directorate, Responsibilities, Appointment, Dismissal, and Removal Criteria**

1. The Director of the Local Police Directorate is the highest executive, administrative, and operational authority of the police at the local level and reports to the relevant department director.
2. Within their jurisdiction, the Local Police Director:
  - a) Directs and coordinates the activities of subordinate structures;
  - b) Manages human resources under their authority;
  - c) Manages the budget;
  - ç) Issues acts as defined in the Police Regulation;
  - d) Cooperates with local structure leaders within their jurisdiction and area of competence to improve policing and community safety.
3. The Local Police Director is selected through a competitive process from among mid-level leadership officers who simultaneously meet the following criteria:
  - a) Must have Albanian citizenship;
  - b) Must not have been convicted of a criminal offense by a final court decision;
  - c) Must not have received serious disciplinary measures within the last three (3) years;
  - ç) Must be in good health to perform the relevant duties;
  - d) Must not have a conflict of interest in the exercise of duties, in accordance with conflict of interest legislation.

4. The selected candidate is appointed by order of the General Director of the State Police.
5. The competition procedure for the Local Police Director is defined in the Police Regulation.
6. The Local Police Director serves a term of three (3) years, with the right to reapply for a second term.
7. The cases for dismissal and removal from duty are the same as those for the General Director of the State Police.

#### Article 62

### **Chief of the Police Station, Responsibilities, Appointment, Dismissal, and Removal Criteria**

1. The Chief of the Police Station is an operational-level leader within the territory they cover and reports to the Local Police Director for public order and safety within the station's jurisdiction.
2. The Chief of the Police Station:
  - a) Directs the activities of subordinate structures;
  - b) Manages human resources under their authority;
  - c) Manages the station's budget;
  - ç) Issues acts as defined in the Police Regulation;
  - d) Cooperates with local structure leaders within their jurisdiction and area of competence to improve policing and community safety.
3. The Chief of the Police Station is selected through a competitive process from among first-level leadership officers who simultaneously meet the following criteria:
  - a) Must have Albanian citizenship;
  - b) Must not have received serious disciplinary measures within the last three (3) years;
  - c) Must be in good health to perform the relevant duties;
  - ç) Must not have a conflict of interest in the exercise of duties, in accordance with conflict of interest legislation.
4. The criteria for appointment, dismissal, removal, and the selection procedures for the Chief of the Police Station are defined in the Police Regulation.

## CHAPTER VI RANKS

### Article 63 **Rank System**

1. The rank system defines the hierarchy, role, and level of management in fulfilling the responsibilities of the State Police.
2. The rank system, according to this law including its presentation, form, titles, and wearing is the exclusive right of the State Police.

### Article 64 **Police Management Hierarchy**

Police ranks are divided into roles based on the scope of action and level of management as follows:

- a) **Executive role** – includes police officers representing the basic level of police operations;
- b) **First-level leadership role** – includes officers representing the lower level of management and technical/operational action;
- c) **Mid-level leadership role** – includes officers representing the middle management level in both central and local structures;
- ç) **Senior leadership role** – includes officers representing the highest level of management.

#### Article 65 **Rank Titles**

1. Ranks in the State Police, in ascending hierarchical order, are divided into executive, first-level leadership, mid-level leadership, and senior leadership roles.
2. The rank for officers in the **executive role** is:
  - **Inspector**
3. Ranks for officers in the **first-level leadership role** are:
  - a) **Vice Commissar**
  - b) **Commissar**
  - c) **Chief Commissar**
4. Ranks for officers in the **mid-level leadership role** are:
  - a) **Leader**
  - b) **First Leader**
5. Ranks for officers in the **senior leadership role** are:
  - a) **Senior Leader**
  - b) **Executive Leader**
6. Promotion from one rank to another occurs sequentially according to the hierarchy, only after the officer has succeeded in a competitive process and has successfully completed the relevant training program for the next rank.
7. The responsible authority for evaluating police officers' career advancement is the **Evaluation Commission**. The composition, duties, and functioning of this commission are defined in the Police Regulation.

#### Article 66 **Rank Hierarchy and Function Assignment**

1. The hierarchy of police officers is determined by function, by rank for those with the same function, and by seniority in rank for those with the same rank and function.
2. Each function is assigned a corresponding rank. The table of corresponding functions for each rank and their categorization is determined by a decision of the Council of Ministers.

#### Article 67 **Rank Presentation**

The presentation, form, and technical specifications of the ranks are approved by a decision of the Council of Ministers.



CHAPTER VII  
ADMISSION, TRAINING, AND CAREER PROGRESSION

Article 68  
**Personnel in the State Police**

The personnel of the State Police consists of:

- a) **Employees performing police functions**, responsible for fulfilling the duties of the State Police as defined by this law. Their employment relationship is governed by the provisions of this law;
- b) **Civil servants**, responsible for exercising administrative and public authority. Their employment relationship is governed by civil service legislation;
- c) **Administrative employees**, whose employment relationship is governed by the Labor Code;
- ç) **Academic personnel**, whose employment relationship is governed by legislation on higher education.

Article 69  
**Categories of Admission into Police Roles**

1. Admission into police roles, according to the criteria defined in this law, is done through the following categories:

a) **For the executive role**, the following are admitted:

- i. Citizens who have completed upper secondary education;
- ii. Employees from other security institutions who have completed upper secondary education. This includes professional soldiers and non-commissioned officers of the Armed Forces, basic-level employees of the Republican Guard, and basic-level employees of the Prison Police.

b) **For the first-level leadership role**, the following are admitted:

- i. State Police employees from the executive role through competition;
- ii. Citizens who have completed upper secondary education;
- iii. Employees from other security institutions who have completed higher education, such as junior officers of the Armed Forces, mid-level employees of the Republican Guard, and mid-level employees of the Prison Police;
- iv. Executive role police employees with higher education through competition;
- v. Citizens who have completed the second cycle of higher education in fields specified in the State Police Regulation.

2. The age requirements for each admission category are determined by order of the Minister.

Article 70  
**General Criteria for Applying to Become a Police Officer**

Citizens who meet the following general criteria are eligible to apply to become police officers:

- a) Must be an Albanian citizen;
- b) Must have full legal capacity to act;
- c) Must not have been excluded from the State Police, other national security structures, or dismissed from civil service due to disciplinary measures;
- ç) Must be in good health and physically capable of performing the duties;

- d) Must have completed upper secondary education;
- dh) Must not have been convicted by a final court decision for committing a criminal offense.

#### Article 71

##### **Admission to the Executive Role in the Police through Competition**

1. Admission to the executive role in the State Police is done through open competition for citizens who meet the general admission criteria.
2. The basic training and police specialization program for executive role employees is conducted according to the duration and specifications set by the Security Academy. Upon successful completion, the trainee is admitted to the State Police and awarded the rank of **Inspector**.
3. The rules and procedures for conducting the competition are defined by instruction of the Minister.

#### Article 72

##### **Admission to the Executive Role in the State Police from Other Security Institutions**

1. If the admission quotas for the executive role, as defined in Article 71 of this law, are not filled, a competition is announced for employees from other security fields who have completed upper secondary education.
2. These employees are not subject to competition but are admitted to the State Police after successfully passing the physical ability and psychological tests and completing the relevant basic police training program.
3. The number of employees admitted under this article may not exceed one-third of the total number of admissions for the same calendar year.
4. Professional soldiers and non-commissioned officers of the Armed Forces, basic-level employees of the Republican Guard, and basic-level employees of the Prison Police who are active in their respective structures may undergo testing without being released from duty, provided they have prior written approval from their institution's head and are released before the start of the basic police training program.
5. Quotas, timing, announcement procedures, and evaluation processes are determined by ministerial instruction.
6. The content and duration of the relevant training program for these employees is determined by the Security Academy after evaluating their existing training.
7. Upon successful completion, the candidate is admitted to the State Police and awarded the rank of **Inspector**.

#### Article 73

##### **Admission to the First-Level Leadership Role in the State Police through Competition**

1. Admission to the first-level leadership role in the State Police is done through competition, simultaneously open to executive role police employees and citizens who have completed upper secondary education.
2. Candidates must meet the general conditions and criteria defined in Article 70 of this law, the criteria for the state matura (final high school exam), and the criteria set by the Security Academy for admission to study programs.

3. Successful candidates from outside the police system complete basic police training during their “Bachelor” studies at the Security Academy. All graduates of the “Bachelor” program must successfully complete the profiling program before being appointed to a specific function in the State Police.
4. The duration and structure of the basic training and profiling programs are determined by the Security Academy. Upon successful completion, the candidate is admitted to the first-level leadership role and awarded the rank of **Vice Commissar**.
5. Admission quotas for the academic year are determined by the General Director of the State Police based on the institution’s needs and are forwarded to the Security Academy to follow certification procedures with the Ministry of Education. The Academy follows the competition and evaluation procedures according to current legislation and this law for specific police-related matters.
6. Executive role police employees admitted to the “Bachelor” program are not counted as part of the total number of State Police personnel. They are required to complete their studies within the prescribed 3-year period. During this time, they receive a scholarship equal to the salary of an Inspector. Their study expenses are covered by the State Police budget.
7. After successfully completing the “Bachelor” program at the Security Academy, police employees are required to remain in service for at least an additional 3 years.
8. For objective reasons, students may request an extension of the study completion deadline. Procedures for such extensions and financial treatment are defined in the Police Regulation.
9. Employees who do not successfully complete the “Bachelor” program or fail to meet the mandatory service period must repay the scholarship received, as outlined in point 6 of this article.

#### Article 74

#### **Admission to the First-Level Leadership Role in the State Police from Other Security Institutions**

1. If the required number of employees is not met through competition as per Article 73, employees from other security institutions who have completed the first cycle of higher education may be admitted to the first-level leadership role, provided they meet the general criteria. This includes junior officers of the Armed Forces, mid-level employees of the Republican Guard, and mid-level employees of the Prison Police.
2. These employees are not subject to competition but are admitted after successfully passing ability and psychological tests and completing the relevant basic training program for State Police employees.
3. The General Director of the State Police announces the admission phase and sets the quotas for this category, in accordance with the criteria defined in this law.
4. The timing, announcement method, and evaluation procedures are determined by ministerial instruction.
5. The content and duration of the relevant basic training program for these employees is determined by the Security Academy after evaluating their educational background and qualifications.
6. Upon successful completion, the candidate is admitted to the State Police and awarded the rank of **Vice Commissar**.

#### Article 75

### **Admission to the First-Level Leadership Role in the State Police from Executive Role Employees with Higher Education**

1. For the needs of the State Police, executive role employees who have completed at least the first cycle of higher education in computer science, economics, or law and have served for no less than 5 years in the executive role may be admitted to the first-level leadership role.
2. These employees are admitted through a competition for the rank of **Vice Commissar**, following a process defined in the Police Regulation, after successfully completing the relevant training program for the first-level leadership role.
3. The General Director of the State Police announces the application phase and sets the quotas for this category in accordance with the criteria defined in this law.
4. The content and duration of the relevant training program for this role is determined by the Security Academy.

#### **Article 76**

### **Admission to the First-Level Leadership Role in the State Police of Citizens Graduated in the Second Cycle of Higher Education**

1. For the needs of the State Police, citizens who have completed the second cycle of higher education and meet the general criteria defined in this law may be admitted to the first-level leadership role.
2. Candidates who have graduated from the second cycle of higher education are admitted to the first-level leadership role and awarded the rank of **Vice Commissar** after successfully completing the basic training program at the Security Academy.
3. The content and duration of the relevant basic police training program for these candidates is determined by the Security Academy after evaluating their educational background and qualifications.
4. The relevant fields of study, age, minimum GPA for admission, and the method of announcing and evaluating applications are determined by ministerial instruction.

#### **Article 77**

### **Admission to the First-Level Leadership Role in the State Police of Judicial Police Officers**

1. If the required number of employees is not met through competition as per Article 73 of this law, for the needs of the State Police, citizens who are part of the **Judicial Police** and meet the general admission criteria defined by law may be admitted to the first-level leadership role, provided they also:
  - a) Have completed the second cycle of higher education at an accredited higher education institution, in accordance with current legislation;
  - b) Have at least five years of work experience within the last ten years in Judicial Police services or sections, as defined by the law on the Judicial Police;
  - c) Have successfully passed the ability test, psychological test, and the relevant training program at the Security Academy.
2. The Minister, upon proposal of the General Director of the State Police, defines detailed rules for the admission procedures of employees with Judicial Police status.

3. The General Director of the State Police announces the call for applications for this category, which must meet the conditions defined in this article.
4. The duration of the training program for these employees is determined by the Security Academy.
5. Upon successful completion, the candidate is admitted to the State Police and awarded the rank of **Vice Commissar**.

#### Article 78

##### **Admission to Special Functions**

1. In cases where specific knowledge or skills are required that cannot be acquired through the standard training, specialization, or qualification programs for State Police employees, citizens may be admitted to **special functions** through competition, provided they:
  - a) Meet the general criteria outlined in Article 70 of this law;
  - b) Have completed education and specific qualifications in the relevant special field;
  - c) Have at least five years of work experience in the relevant special field.
2. Competition winners are admitted to the State Police only after successfully completing the specific training, specialization, or qualification program and are awarded the rank corresponding to the special function.
3. Persons admitted to special functions are not eligible to apply for promotion or transfer to other police functions for a period of **six years**.
4. The number of persons admitted under this article may not exceed **3%** of the total authorized personnel of the State Police.
5. The procedures, competition rules, internal transfers within special functions, and the list of special functions are defined in the Police Regulation.

#### Article 79

##### **Training of Police Employees**

1. The State Police conducts basic training, first, second, and third cycle study programs, professional training programs, and continuing education programs for its uniformed and civilian personnel at the **Security Academy**, as well as for personnel from other security institutions.
2. No employee may be appointed to a specific function in the State Police without first attending the relevant training or profiling program for that function at the Security Academy.

#### Article 80

##### **Continuing Training of Police Employees**

1. Police employees are subject to mandatory in-service training through a continuing education program aimed at maintaining their skills and competencies in:
  - a) First aid;
  - b) Physical abilities, including self-defense;
  - c) Use of firearms;
  - d) Familiarity with updated legislation in force.

2. Police employees who do not achieve the minimum required evaluation in one or more of these components are sent to repeat the continuing training program to give them the opportunity to acquire the necessary technical skills.
3. Police employees who, after the repetition period, do not achieve the minimum required evaluation within six months are dismissed from the State Police.
4. The criteria and evaluation procedures for employees of each police structure, according to their role and age, are determined by order of the General Director of the State Police.

#### Article 81 **Security Academy**

1. The **Security Academy** is responsible for the training, specialization, and qualification of State Police employees, as well as personnel from other law enforcement agencies.
2. The Security Academy enjoys academic freedom, financial and organizational autonomy, in accordance with the law on higher education, and is organized and functions according to the provisions of that law and this law.
3. Study programs are approved by the Minister responsible for education, in accordance with current legislation, while respecting the special status of the Security Academy.
4. Diplomas and certificates obtained from institutions inside and outside the country in the field of public order and security, based on agreements and which cannot be recognized under higher education legislation, are recognized and validated by the Security Academy.
5. The organization and functioning of the Security Academy are defined by decision of the Council of Ministers.

#### Article 82 **Reliability Verification**

1. Students admitted to basic training programs or to the first cycle “Bachelor” study programs at the Security Academy, who are not yet State Police employees, are subject to **reliability verification**.
2. The reliability verification is carried out by the responsible structures of the State Police using data from physical and electronic registers managed by the State Police, registers to which the State Police has access, and data from other law enforcement institutions when necessary, while respecting the principles of transparency, equality, and non-discrimination.
3. The verification process is conducted for all admitted students before the start of the respective study program. If the verification reveals that the student has inappropriate connections with organized crime or is suspected of involvement in criminal activities, they are excluded from the relevant training program at the Security Academy.
4. The rules and procedures for conducting the reliability verification process are defined in the Police Regulation.

#### Article 83 **Fingerprint and DNA Database of Police Employees**

1. Police employees are required to provide their **fingerprints, DNA samples, and ballistic data of their service weapon**. This process is documented in their presence and the data is stored in the Police database.

2. The **fingerprints, DNA samples, and ballistic data** stored in the database are **destroyed** when the police employee **terminates their employment**.
3. The **rules and procedures** for the collection, administration, and destruction of this data are defined in the **Police Regulation**.

## CHAPTER VIII

### POLICE CAREER

#### **Article 84**

#### **Appointment of Police Employees**

1. The proposal for the appointment of police employees is made by the Appointments Council, in accordance with the criteria and procedures defined in the State Police regulation and with the approval of the authorities specified by this law.
2. The Appointments Council is permanent and operates at two levels: central and local. At the central level, the High Appointments Council operates, and at the local level, the Local Appointments Council operates.
3. The High Appointments Council proposes to the General Director of the State Police the appointment of police employees with the rank from "Commissar" to "First Leader".
4. The Local Appointments Council proposes to the head of the local or autonomous structure the appointment of police employees with the rank from "Inspector" to "Vice Commissar".
5. The composition, functioning, and evaluation criteria of the Appointments Councils are defined in the State Police regulation.

#### **Article 85**

#### **Granting of Ranks**

1. The rank of "Inspector" is granted to the police employee by the General Director of the State Police after completing basic police training, at the time of appointment.
2. The rank of "Vice Commissar" is granted by the General Director of the State Police after completing basic police training and passing the competition or admission phase for those coming from outside the police system.
3. Ranks from "Commissar" to "First Leader" are obtained through competitive promotion.
4. Rank acquisition through competition is done by participating in an application, verification, competitive evaluation process, and successful completion of the relevant training program.
5. The ranks of "Senior Leader" and "Executive Director" are granted at the time of appointment to functions corresponding to these ranks.
6. Each year, the needs for each rank for the following year are identified. The General Director of the State Police, depending on needs and priorities, approves the order to start the application phase for the respective rank.
7. Ranks are obtained only to fill vacant positions for each rank and only for the next higher rank.
8. All police employees who meet the criteria defined in Article 86 of this law have the right to participate in the competition process.
9. The rank of "Senior Leader" is granted by the Minister.
10. The rank of "Executive Leader" is granted by decision of the Council of Ministers.

#### **Article 86**

#### **General Criteria for Career Progression in Rank**

1. Career progression in rank for police employees is done through successive progression of ranks, in accordance with the criteria defined for each rank, as follows:
  - a) Must have an individual work performance evaluation not lower than 70% of the overall evaluation during the time spent in the current rank. For the rank of "Inspector", the evaluation during the probation period is also considered;
  - b) Must meet the criteria for the job position and have completed the relevant education and qualification for the rank being competed for, as defined by this law;
  - c) Must not be under criminal proceedings;
  - ç) Must not have active disciplinary measures as defined in letters "c", "ç", and "d" of point 1 of Article 123 of this law;
  - d) Must not be under disciplinary investigation for serious violations;
  - dh) Must meet the minimum time in rank, as follows:
    - From "Inspector" to "Vice Commissar": 5 years
    - From "Vice Commissar" to "Commissar": 5 years
    - From "Commissar" to "Chief Commissar": 5 years
    - From "Chief Commissar" to "Leader": 5 years
    - From "Leader" to "First Leader": 5 years
2. A police employee in a mid-level leadership role receives the rank of "Senior Leader" or "Executive Leader" upon appointment to the corresponding functions for these ranks, as defined by this law. Upon completing the full mandate, as provided by this law, a police employee who held the rank of "Senior Leader" receives the rank of "First Leader".
3. Competition for rank progression is only for the next higher rank.
4. For seniority purposes in rank competition, the following interruptions are also counted:
  - a) Health incapacity up to 6 months within a 12-month period;
  - b) Training time not exceeding 6 consecutive months during the calendar year;
  - c) Service seniority recognized by court decision;
  - ç) Maternity leave.
5. For rank promotion purposes, time off without pay is not counted.

## Article 87

### Education and Qualifications for Rank Advancement

The mandatory courses for obtaining the respective rank are as follows:

- a) For the rank of **“Commissar”**, the individual must have completed the training course for commissar;
- b) For the rank of **“Chief Commissar”**, the individual must have completed the training course for chief commissar;
- c) For the rank of **“Leader”**, the individual must have completed the second cycle of studies, at least in a **Professional Master’s** program in the field of public order and safety;
- ç) For the rank of **“First Leader”**, the individual must have completed the training course for “First Leader”.

## Article 88

### Procedure for Rank Advancement

1. The police employee’s application for rank advancement is subject to verification by the central human resources structure.
2. The candidate’s verification includes meeting the criteria defined in Articles 85, 86, and 87 of this law during the application, testing, and training phases prior to rank progression.



3. For obtaining the rank from “**Vice Commissar**” to “**Commissar**”, the candidate is evaluated through a written test and an oral interview.
4. For obtaining the rank from “**Chief Commissar**” to “**First Leader**”, the candidate is evaluated through a written test, assessment exercises, and an interview.
5. The minimum passing threshold for the respective test cannot be lower than **70%** of the total test score.
6. To obtain the ranks of “**Vice Commissar**” and “**Leader**”, the police employee must complete the relevant study and training program as provided by this law, while for other ranks, the relevant training program must be completed.
7. At the end of the competition and evaluation process, the rank is granted by order of the **General Director of the State Police**, based on the ranking determined by the evaluation commission. The order also specifies the function the employee will perform.
8. Detailed procedures for obtaining the rank from the announcement of the competition process to the conclusion of the appeal process are defined in the Police Regulation.

## Article 89

### **Appeal**

1. A police employee has the right to appeal to the **Appeals Commission** at any stage of the rank obtaining process. Exercising the right to appeal within the deadline set in the Police Regulation suspends the issuance of the order by the General Director of the State Police and the effects of the evaluation act of the evaluation commission that is being appealed.
2. The Appeals Commission is chaired by the **Deputy General Director of the State Police**. The composition, functioning, and appeal deadlines of the commission are defined in the Police Regulation.
3. The decision of the Appeals Commission is **immediately enforceable**.

## CHAPTER IX

### RIGHTS AND DUTIES OF POLICE EMPLOYEES

## Article 90

### **Judicial Police Powers**

Every police employee enjoys the powers of the Judicial Police, in accordance with the criminal procedural legislation and the law on the organization and functioning of the Judicial Police.

## Article 91

### General Duties of the Police Employee

While exercising police powers, the police employee:

- a) Is obliged to act professionally, impartially, and with respect for the dignity, integrity, rights, and freedoms of every individual, in accordance with the principles of equality and non-discrimination;
- b) Must respect the Constitution and the applicable legislation;
- c) Bears individual responsibility for the legality of every action or inaction during duty;
- d) When required, is obligated to remain on duty or on standby, in accordance with rules approved by order of the General Director of the State Police;
- e) Improves professional and physical skills through professional training;
- dh) Respects the dignity and integrity of every other police employee;
- f) Properly manages public property entrusted to them for the exercise of their functions and uses it only for purposes defined by law or police regulations;

- e) Uses their working time effectively only for tasks related to their function;
- f) Avoids inappropriate contacts and takes all measures to remain uninfluenced by them;
- g) Through their actions and inactions, contributes to maintaining and strengthening public trust in the State Police, preserving the dignity of the role;
- gj) Takes measures to prevent the escape of a person in cases of temporary police detention, arrest, enforcement of a detention order, or personal security measures;
- h) Seeks medical assistance and takes all realistically applicable measures to protect the life and health of a person in their custody or who has been harmed during a duty-related action;
- i) Assists another police employee during duty when they assess that help is needed, except when such help is refused, while always prioritizing the fulfillment of their own duty;
- j) Uses the uniform, insignia, and police symbols only during service and in accordance with established rules. Based on an order from their superior, the police employee may perform duties without wearing the uniform;
- k) Is obligated to process personal data during their activity using secure and authorized means.

## Article 92

### **Obligation to Follow Orders**

1. A police employee is obligated to follow all lawful orders given by a superior in function or rank.
2. If the police employee has reason to suspect that an order is unlawful, they must immediately inform their superior and, when possible, request the order in writing. In any case where a written order is requested, the superior is obligated to provide it in writing.
3. If failure to follow the order until it is given in writing, as per point 2, endangers another person's life, the police employee must follow the order.
4. If, after following the procedures in this article, the police employee still has reason to believe the order is unlawful, they must:
  - a) Oppose the order, except in cases provided in point 3;
  - b) Immediately inform a police employee who holds a higher function than the superior who gave the order, and report the measures taken under this article.
5. Detailed procedures for issuing, transmitting, and opposing the implementation of an order considered unlawful are defined in the Police Regulation.
6. The same procedures apply to orders or instructions from superiors that conflict with ethical rules.

## Article 93

### **Duty to Report Unlawfulness**

1. A police employee is obligated to:
  - a) Report to their immediate superior, or in their absence, to the superior's superior, any complaint received regarding the behavior of another police employee and any violation they have sufficient reason to believe has occurred, regardless of whether they became aware of it during duty or in other circumstances;
  - b) Report to their immediate superior, or in their absence, to the superior's superior, any violation they have sufficient reason to believe has been committed by any person, regardless of how they became aware of it.
2. Retaliatory actions or decisions against a police employee who reports a suspected unlawful act or practice, or who opposes a suspected unlawful order, are handled according to the procedures defined in the applicable legislation on whistleblowers and their protection, anti-discrimination laws, this law, and the Police Regulation.

3. In any case, if such actions or decisions are proven, their consequences are considered null and void.

#### Article 94

##### **Obligation to Maintain Confidentiality**

1. A police employee must not use information gathered during the exercise of duty for purposes other than those defined by law.
2. The police employee is obligated to ensure the protection and non-disclosure of personal data, in accordance with the legislation on personal data protection, which they become aware of during duty. This obligation also applies to police employees who have been released or dismissed from duty.

#### Article 95

##### **Public Information**

1. The State Police and its structures responsible for information dissemination must inform the public and the media about their activities, in accordance with applicable legislation, especially the law guaranteeing citizens' access to public information.
2. The State Police and its information structures must not communicate publicly in an unethical manner that violates the presumption of innocence, the principle of non-discrimination, or the dignity of the suspect, crime victims, or minors.
3. Images and photographs of minors must not be made public.
4. Images and photographs of individuals must not be published, except in cases where they are perpetrators of criminal offenses or are declared wanted.

#### Article 96

##### **Participation in Political Activities, Strikes, and Unions**

1. A police employee is prohibited from:
  - a) Being a member of a political party or organization;
  - b) Supporting the campaign of a political party, organization, party member, or independent candidate by participating or contributing physically or financially. Police employees are prohibited from attending meetings or rallies of political or trade union organizations in uniform, even if off duty, except in cases provided in point 3 of this article.
2. A police employee may not run for or be elected to political office without resigning from their police duties. They are also prohibited from engaging in any political activity, whether in cooperation with a political party or not, that may create a conflict of interest or the perception of bias or influence.
3. Police employees have the right to organize in unions to protect their professional interests and rights as defined by applicable legislation.

4. State Police unions are formed, led, and represented by active or retired members of the State Police and protect their interests. They may not join or have organizational ties with other trade unions.
5. Union activity is conducted in accordance with applicable legislation on trade unions. The relationship between the union and police employees is regulated by the union's founding, organizational, and operational acts.
6. The General Director and Deputy General Director of the State Police are prohibited from union membership during their term of office. Union relations with police employees are governed by the collective agreement.
7. Police employees are prohibited from carrying weapons or using police equipment in union-related activities.
8. Police employees are prohibited from participating in strikes, protests, or demonstrations of any kind.

#### Article 97

##### **Conflict of Interest**

1. A police employee may be employed or engage in other private activities only when such activity does not conflict with their official responsibilities or affect their job performance and physical presence at work.
2. In all cases, the police employee must obtain written approval from their structure's leader to engage in other private activities. The approval procedure and types of permissible private activities are defined in the State Police regulation.
3. The police employee must promptly inform their direct superior, or in their absence, the superior's superior, in cases of actual, potential, or apparent conflict of interest and follow their instructions to resolve the conflict.
4. For one year after ending employment, a former police employee is prohibited from working or providing services to commercial companies, non-profit organizations, associations, or any other enterprise that was under their supervision or involved in licensing or permitting processes during their police service.
5. A police employee must not represent any person or organization in a dispute or commercial relationship with the State Police for two years after leaving the position, if the representation relates to duties performed during their service.
6. If employed before the one-year period ends, the former police employee must notify the relevant State Police structure at least two weeks before starting the new position.
7. In addition to the provisions of this article, the applicable legislation on preventing conflicts of interest in public functions applies to police employees in the same way as for other public administration employees.

#### Article 98

##### **Rules on Obligations and Restrictions**

Rules for the implementation of obligations and restrictions, not specifically regulated by applicable legislation are approved by order of the General Director of the State Police, in accordance with the collective labor agreement.

## CHAPTER X RELATIONS, WORKING CONDITIONS AND SPECIAL REMUNERATION OF POLICE OFFICERS

### Article 99

#### **The status of the police officer**

The police employee has a special status defined according to the provisions of this law.

### Article 100

#### **Working and Rest Time**

1. The working and rest time for police employees is, as a rule, the same as that of other state administration employees.
2. Police employees are entitled to annual leave, as well as other paid leave.
3. Annual leave for police employees ranges from **28 to 40 calendar days**, and is granted progressively based on seniority and rank, as defined in the State Police regulation.
4. If, due to work or service reasons, annual leave cannot be taken within the year, it must be granted no later than **March of the following year**; otherwise, it is compensated financially.
5. Police employees are entitled to leave or additional pay for work beyond normal hours.
6. Police employees may work overtime in cases of artistic, sports, infrastructure, urban development activities, seasonal monitoring, force majeure, or any other urgent work in the public interest.
7. Detailed rules on working and rest time, as well as financial compensation for unused leave, are determined by decision of the Council of Ministers.

### Article 101

#### **Unpaid Leave**

1. Police employees are entitled to **short-term unpaid leave** (up to 2 months) or **long-term unpaid leave** (up to 6 months) for personal reasons.
2. Short-term leave is approved by the structure's leader, and after the leave ends, the employee returns to the same position.
3. Long-term leave is granted for studies, qualifications, or justified personal reasons and is approved by the General Director of the State Police.
4. After long-term leave, the employee has the right to return to their previous position or another position corresponding to their rank.
5. The rules and procedures for obtaining unpaid leave are determined by decision of the Council of Ministers.

### Article 102

#### **Care for Pregnant Police Employees**

1. Pregnant police employees or those breastfeeding cannot be appointed to functions or perform duties or services that may harm their health or that of the child.

2. Pregnant police employees and those who have given birth are not allowed to work night shifts until the child reaches **1 year of age**.
3. If, due to pregnancy or breastfeeding, the employee cannot work at night, she is temporarily transferred to a similar function, with the same rank, where duties can be performed during the day.
4. The Council of Ministers, upon the minister's proposal, determines the police service sectors that may harm the health of the mother and child, and sets special rules for working conditions in cases where night work is allowed for pregnant employees or those with children under 1 year of age.

#### Article 103

##### **Maternity Leave**

1. Pregnant police employees are entitled to **pre- and post-natal leave**, in accordance with applicable legislation.
2. The financial treatment of police employees during maternity leave is determined by the **law on social insurance**.

#### Article 104

##### **Financial Treatment During Employment**

1. The salary and other financial benefits of a police employee must reflect the dignity, responsibility, and risk level of the duties performed, ensuring integrity in the exercise of their functions.
2. The financial treatment of a police employee consists of:
  - a) **Monthly salary**, which includes:
    - base salary by rank,
    - function-based supplements for operational roles,
    - supplements for special job nature,
    - and seniority supplements (1% of the lowest rank level per role);
  - b) **Compensation** for limitations caused by distance from residence, including public transport costs and unemployment compensation for the spouse due to relocation;
  - c) **Meal provisions** for police employees;
  - ç) **Financial aid** equal to one monthly salary in cases of family emergencies, as defined in the State Police regulation;
  - d) **Reward** of up to three monthly salaries by the General Director of the State Police for outstanding performance, funded from the State Police salary fund;
  - dh) **Immediate financial compensation** for serious property damage due to duty, based on damage assessment reports;
  - e) **Financial compensation** equal to three monthly salaries in case of serious illness, verified by medical documentation from competent health authorities;
  - ë) **Ongoing financial compensation** equal to one monthly salary for prolonged serious illness, also verified by competent health authorities.

3. Police employee salaries are indexed according to the law on wage determination, financial benefits, and the national minimum wage.
4. The criteria and procedures for financial treatment under point 2 (letters a–ë) are defined by decision of the Council of Ministers.

#### Article 105

##### **Right to Special Health Insurance**

1. Employees of special structures within the State Police are entitled to **special health insurance** for services not covered by the mandatory health care insurance fund.
2. Health insurance for these employees is provided through a contract with an insurance company selected according to public procurement legislation. It covers preventive, diagnostic, and curative services, both domestically and abroad.
3. The special structures, list of covered services, the medical authority responsible for case-by-case decisions, and procedures for special health insurance are defined by decision of the Council of Ministers.

#### Article 106

##### **Right to Preferential Housing Loans**

Police employees are entitled to **preferential housing loans** under the rules and conditions set by the legislation governing subsidized housing loans for public administration employees.

#### Article 107

##### **Housing Compensation**

1. When a police employee is appointed or transferred outside their permanent residence, domestically or abroad, they are entitled to **housing rent compensation** if housing is not provided.
2. The criteria and amount of rent compensation are determined by decision of the Council of Ministers.

#### Article 108

##### **Compensation for Injury or Health Damage**

1. In case of injury or health damage during or due to duty, police employees are entitled to **compensation**, covered by the State Police budget.
2. The rules, procedures, and amount of compensation are determined by decision of the Council of Ministers.

#### Article 109

##### **Special Protection**

1. The police provide **special protection** to any police employee whose life, family, or property is threatened due to their duties.
2. The conditions and procedures for providing special protection are defined by decision of the Council of Ministers.

## Article 110

### **Financial Treatment After Termination of Employment**

1. A police officer who terminates employment with the State Police is entitled to:
  - a) Transitional payment;
  - b) Early supplementary pension;
  - c) Supplementary old-age pension.
2. The financial treatment under letters “a”, “b”, and “c” of point 1 of this article is carried out according to the provisions of Law no. 10 142, dated 15.5.2009, “On supplementary social insurance for the Armed Forces military personnel, State Police employees, the Republican Guard, the State Intelligence Service, the Defense Intelligence and Security Agency, the Prison Police, the Fire Protection and Rescue Service, and the employees of the Police Supervision Agency in the Republic of Albania,” as amended.
3. A police officer, upon retirement, is entitled to a reward equal to 3 (three) monthly salaries, based on the gross salary of the last month, paid from the State Police budget.

## Article 111

### **Treatment of Family Members of Officers who Die in the Line of Duty**

1. When a police officer dies in the line of duty, family members are entitled to:
  - a) Immediate financial assistance up to 10 monthly salaries, based on the last month’s reference salary;
  - b) A supplementary family pension equal to 100% of the last calendar month’s salary, regardless of the insurance period. The benefit is adjusted to reflect any changes in the salary used for its calculation;
  - c) 100% reimbursement of public education tuition for the officer’s children;
  - ç) Free housing for the spouse and children if homeless, according to procedures defined by the Council of Ministers;
  - d) Financial assistance equal to 1 monthly salary, based on the reference salary, on each death anniversary;
  - dh) Organization of the funeral ceremony by the structure’s leadership, with expenses covered by the State Police budget;
  - e) Priority employment in accordance with education, experience, and other necessary job criteria.
2. The rules and procedures for the treatment of family members of officers who die in the line of duty are defined by a decision of the Council of Ministers.

## Article 112

### **Right to Psychological Support**

1. Police officers are offered psychological help and support in cases of stress or psychological distress experienced during duty or after incidents that affect their mental health.
2. If a temporary mental health disorder is identified, the superior takes measures to withdraw the officer’s personal weapon until a specialized mental health assessment is conducted.



3. Procedures for handling cases of police officers in need of psychological support are defined by a joint instruction of the minister responsible for public order and safety and the minister responsible for health and social protection.

## CHAPTER XI TRANSFER

### Article 113

#### **Transfer of the Police Officer**

1. A police officer may be transferred from one position to another within the same rank, according to the rules and procedures defined in the Police Regulation.
2. During the one-year probation period, a police officer cannot be transferred, except in cases of closure or restructuring of the unit to which the officer belongs.
3. Directors of local police directorates or heads of special structures may transfer police officers in the enforcement role and first-level leadership role with the rank of “Vice Commissar” to functions within their jurisdiction.
4. The transfer of police officers with the rank of “Senior Leader” or to functions corresponding to the rank of “Senior Leader” is done by order of the Minister, upon the proposal of the General Director of the State Police.
5. A police officer cannot be transferred before completing a minimum of 2 years in the current position, except in special cases approved by the General Director of the State Police.
6. In all cases, the transfer of a State Police officer must be based on a reasoned decision and communicated to the transferred individual.
7. The rules and procedures for transfers are defined in the Police Regulation.

### Article 114

#### **Temporary Transfer of the Police Officer**

1. A police officer may be temporarily transferred to another position to meet work demands resulting from unexpected situations.
2. The duration of a temporary transfer cannot exceed 6 months.
3. The rules and procedures for temporary transfers are defined in the Police Regulation.

### Article 115

## **Transfer of the Police Officer to Other State Structures**

1. Transfer to other state structures refers to the appointment of a police officer to a public institution outside the State Police.
2. A police officer may be transferred to the ministry responsible for public order and safety, institutions within the justice system, other state administration institutions with similar functions to the State Police, and international organizations, excluding the cases provided in Article 130 of this law.
3. A police officer may be transferred to different functions in other state structures only with their consent. Transfer is not allowed for officers holding a position with a fixed-term mandate.
4. A transferred police officer retains the same rights and obligations as any other police officer, unless otherwise specified by this law.
5. The transfer period cannot exceed 5 years, unless otherwise provided by applicable legislation. After the transfer period, the officer must serve at least 5 years in the police before being eligible for another transfer of up to 5 years.
6. A police officer transferred to an international organization to represent the Republic of Albania enjoys the same status as diplomats, according to the legislation on foreign service.
7. While serving in positions outside the State Police, the officer does not retain judicial police powers, except where specific legislation grants such powers, or the nature of the transfer requires them.
8. The performance evaluation of the transferred officer is conducted according to the criteria and procedures applied to employees of the host institution, unless otherwise provided by law.
9. The transferred officer is subject to disciplinary responsibility under the same rules as other employees of the host institution. If the host institution proposes dismissal from the police, the proposal is reviewed in accordance with this law.
10. When transferred to the public administration, the officer is appointed to a position equivalent to their police rank.
11. The officer transferred under this article may return to duty within the State Police under the same rules and procedures as internal transfers, in accordance with their professional qualifications and police rank.
12. The period of service of a State Police officer, transferred under this article to functions outside the State Police, is considered a valid period for the purposes of calculating length of service.
13. Financial treatment is based on the pay category of the new function but cannot be lower than the salary corresponding to the officer's rank at the time of transfer.
14. The rules and procedures for the transfer of employees to other state institutions, the early termination of the transfer period, and the equivalence of State Police ranks with the categories of functions in the state administration for the purpose of transfer to other state administration institutions are defined in the Police Regulation

## **CHAPTER XII**

### **TERMINATION OF EMPLOYMENT RELATIONS**

#### **Article 116**

#### **Termination of the employment relationship of a police officer**

1. A police officer terminates the employment relationship when they are released or dismissed from the Police.
2. A police officer is released from the Police in the following cases:
  - a) upon reaching retirement age;
  - b) declared unfit for work by the competent medical commission, according to the law;
  - c) resignation;
  - ç) the position is eliminated due to a reduction in the overall organizational structure of the Police and there are no available positions corresponding to the officer's rank, according to the rules defined in points 3 and 4 of this article;
  - d) invalidity of the act of appointment is established;
  - dh) death or a final court decision declares the officer missing or deceased;
  - e) loss of Albanian citizenship;
  - f) a final court decision limits or removes legal capacity to act;
  - g) failure to obtain the Personnel Security Certificate after two consecutive applications;
  - h) two consecutive annual performance evaluations rated as "insufficient";
  - gj) failure to complete the mandatory in-service training program, even after repeating it;
  - i) continuous conflict of interest declared by the officer, and failure to take the required legal measures to avoid it within the specified timeframe, or if a transfer to another position would not resolve the conflict.
3. A police officer whose position is eliminated due to organizational downsizing retains their rank for up to one year. If no position is available for their rank, they are offered a position corresponding to the next lower rank. After one year, if no new positions are created for their rank, they assume the rank of the position they are performing.
4. If reassignment according to their rank is not possible and the officer does not accept a lower rank, they are released from the Police.
5. A police officer is suspended from the Police in the following cases:
  - a) criminal proceedings have been initiated for an intentional crime and a security measure of "arrest in prison" or "house arrest" has been imposed;
  - b) they are formally charged with an intentional crime.
6. A police officer is dismissed from the Police in the following cases:
  - a) convicted by a final court decision for a criminal offense;
  - b) receives a disciplinary measure of dismissal from the Police;
  - c) provides false information in self-declaration forms for police activity purposes.
7. A police officer whose employment is terminated under points "g" and "d" of paragraph 2 of this article, or who is dismissed as a disciplinary measure, has the right to appeal to the appeals commission or directly to the court.
8. The rules and procedures for termination of employment are defined in the Police regulations.

#### Article 117

#### **Reinstatement in the State Police**

1. A person may be reinstated in the Police when the legal obstacles defined in points "b" to "e" of paragraph 2 of Article 116 no longer exist.
2. Reinstatement in the State Police is done through competition and only when there are still available quotas for specific ranks.
3. A person reinstated within 2 years is appointed to a position with the rank they held at the time of release. If reinstated after 2 years, they must undergo a knowledge certification competition and are appointed to a position corresponding to a lower rank. Exceptionally, even after 2

years, a person may be reinstated with their former rank if they resigned, and special legislation grants them the right to return with their previous rank.

4. A dismissed police officer cannot be reinstated in the State Police, except when a court decision explicitly orders their reinstatement.

#### Article 118

### **Admission, transfer, and termination of employment for civil functions in the State Police**

1. Admission, transfer, and termination of employment for civil servants are based on civil service legislation.
2. Admission, transfer, and termination of employment for administrative staff are done by order of the head of the central or local structure, according to the Labor Code.

## CHAPTER XIII

### DISCIPLINE

#### Article 119

### **Conduct and Ethics**

1. A police officer is required to respect the rules of conduct and ethics while performing their duties.
2. The norms and rules of conduct and ethics are defined in the Police Regulations.

#### Article 120

### **Disciplinary Violations**

1. Any action or inaction by a police officer that contradicts the rules and procedures defined in this law, the Police Regulations, or other applicable laws that establish obligations for the State Police, and which does not constitute a criminal offense, is considered a disciplinary violation.
2. A police officer commits a disciplinary violation, intentionally or due to negligence, when:
  - a) they perform actions or omissions that constitute failure to fulfill duties, unprofessional or unethical behavior during or outside the exercise of their function, which discredit the position and image of the State Police or damage public trust;
  - b) during the exercise of their function, they fail to refer to the law or facts, either intentionally or due to gross negligence, or when there is evident professional incompetence.

#### Article 121

### **Types of Disciplinary Violations**

1. Types of violations related to the exercise of duty include:
  - a) failure to fulfill duties or repeated failure to meet deadlines, resulting in serious consequences;
  - b) unauthorized disclosure of police information;
  - c) breach of confidentiality rules regarding classified and police information or trust-based data;
  - ç) compromising actions;
  - d) misuse of police powers and competencies causing serious consequences;
  - dh) unlawful use of firearms;

- e) unlawful and unreasonable use of force;
  - f) serious damage, misuse, or loss of police property;
  - g) consumption of alcohol during duty/service or while in uniform;
  - h) use of narcotics;
  - gj) sexual harassment;
  - i) discriminatory actions based on race, ethnicity, color, language, nationality, political, religious or philosophical beliefs, economic, educational or social status, gender, gender identity, sexual orientation, sex characteristics, HIV/AIDS status, pregnancy, parental status, age, family or marital status, civil status, residence, health condition, genetic predispositions, appearance, disability, group affiliation, or any other reason especially when such actions are repeated, prolonged, or cause serious harm to the victim;
  - j) blatant non-compliance with legal provisions in fulfilling functional duties;
  - k) abandonment of duty and unjustified, continuous absence for 7 or more working days;
  - l) direct or indirect acceptance of gifts, favors, promises, or preferential treatment due to duty;
  - m) repeated violations of ethical rules;
  - n) repeated inappropriate behavior during work with superiors, colleagues, subordinates, or the public;
  - nj) actions that seriously damage the image of the police officer, the institution, or the police service as a whole;
  - o) improper interference or influence in the duties of another police officer or any other state function;
  - p) actions or omissions that result in unlawful benefits or harm to third parties, contrary to the law;
  - q) violation of other obligations defined in this law.
2. Types of violations outside the exercise of duty include:
- a) violation of incompatibility rules or restrictions due to the function;
  - b) use of police officer status to gain benefits for oneself or others;
  - c) engaging in paid activities outside the function without prior written approval from a superior;
  - d) associating with individuals under criminal investigation, prosecution, or convicted and not rehabilitated, unless they are close blood or legal relatives, or establishing inappropriate business relationships with such individuals;
  - e) direct or indirect unlawful acceptance of gifts, favors, promises, or preferential treatment of any kind due to the officer's function or exploitation of their position, even if formalized through a legal act;
  - dh) other instances of behavior that discredit the image and damage public trust in the State Police, committed outside the exercise of duty.

## Article 122

### **Preventive Measures for Disciplinary Violations**

1. Preventive measures aim to avoid the repetition or escalation of deficiencies observed during the daily activity of the police officer, without initiating disciplinary proceedings.
2. Preventive measures include:
  - a) "counseling";
  - b) "warning".

## Article 123

### **Disciplinary Measures**

1. Disciplinary measures applicable to police officers are as follows:
  - a) Reprimand;
  - b) Reprimand with warning;
  - c) Temporary salary reduction of up to 40% for a period not exceeding 1 year;
  - d) Postponement of promotion for up to 5 years;
  - e) Demotion by one rank for a period of up to 5 years;
  - dh) Suspension from duty for a period from 3 months to 2 years, with the right to receive the minimum wage, according to the decision of the Council of Ministers;
  - f) Dismissal from the Police.
2. To determine the applicable disciplinary measure, the direct superior or disciplinary commission considers:
  - a) the causes, circumstances, seriousness, and consequences of the violation;
  - b) the degree of fault;
  - c) the existence of previous unresolved disciplinary measures;
  - d) the frequency of the action, inaction, or behavior;
  - e) any action taken by the officer to mitigate the damage caused;
  - dh) the level of cooperation with relevant structures (the authority investigating and issuing the disciplinary measure) in identifying and correcting the violation and mitigating its negative effects;
  - f) the officer's experience and position in the State Police;
  - g) how the violation came to the attention of the relevant structures, especially if the officer self-reported and to what extent;
  - h) any situation beyond the officer's control.
3. The expiration period for disciplinary measures under letters "a" and "b" is:
  - a) 6 months for a reprimand;
  - b) 1 year for a reprimand with warning.
4. The expiration period for disciplinary measures under letters "c", "ç", "d", and "dh" is 2 years, starting from the end date of the disciplinary measure.
5. The disciplinary measure "dismissal from the State Police" does not expire.
6. Disciplinary measures must be proportionate to the violation committed, and only one disciplinary measure is issued per violation.
7. The procedure for reviewing violations and appeals against disciplinary measures is defined in the Police Regulations.
8. The effects of a disciplinary measure begin when the decision becomes final.
9. Disciplinary violations expire within 3 years. The expiration period starts from the moment the alleged violation occurred.
10. A police officer subject to a reprimand or reprimand with warning has the right to appeal to the superior who issued the measure within 30 days of being notified in writing.
11. A police officer subject to disciplinary measures under letters "c", "ç", "d", "dh", and "e" has the right to appeal to the Appeals Commission within 30 days of written notification.
12. The composition and functioning of the commissions for issuing and appealing disciplinary measures are defined in the State Police Regulations.
13. A police officer has the right to appeal the decision under this article to the Administrative Court of First Instance, in accordance with applicable legislation.

## **Supplementary Disciplinary Measures**

Depending on the nature of the violation, and when necessary to correct the action or inaction of the police officer, disciplinary measures may be accompanied by supplementary measures, including but not limited to:

- a) Mandatory training, according to a special continuing education program;
- b) Medical or psychological counseling;
- c) Prohibition from operating police vehicles for up to 1 year;
- ç) Prohibition from using firearms until certified as competent through appropriate training.

### **Article 125**

#### **Confidential Counseling**

- 1. Within the structure responsible for human resources in the State Police, confidential counseling boards are established and operate to provide confidential advice to police officers on matters of ethics, integrity, corruption, conflict of interest, confidentiality, and related issues. These boards offer practical guidance and clear explanations regarding current legislation on these topics, as well as the expected behavior of police officers, considering the specific nature, diversity of duties, and challenges faced during service.
- 2. The confidential counseling boards also provide advice on current procedures for handling disciplinary violations and appeals.
- 3. The organization, functioning, and composition of the confidential counseling boards are regulated by order of the Minister.

### **CHAPTER XIV**

#### **PERFORMANCE EVALUATION**

### **Article 126**

#### **Performance Evaluation of Police Officers**

- 1. The evaluation of a police officer is the process of verifying the overall achievement of work results, based on objectives set at the beginning of the evaluation period, as well as the officer's professional and physical abilities in performing duties.
- 2. The evaluation of work results is based on:
  - a) achievement of objectives;
  - b) behavior and professional competencies;
  - c) components of continuous in-service training.
- 3. The components under points "a" and "b" of paragraph 2, depending on roles within the State Police, are defined in the Police Regulations.
- 4. Cases of individual performance evaluation include:
  - a) annual periodic evaluation;
  - b) probation period;
  - c) job transfers;

- ç) promotion eligibility;
  - d) at the request of the officer.
5. The evaluation is conducted by the direct superior and approved by the head of the Police structure where the officer is appointed.
  6. The criteria and procedures for evaluating police officers' work results are defined in the Police Regulations.

#### Article 127

#### **Evaluation Certificates and Medals**

1. In addition to decorations and honorary titles awarded by other authorities under applicable legislation, police officers may receive medals for merit in duty performance and for years of service.
2. The General Director of the State Police awards the following medals:
  - a) For merit in duty performance:
    - Medal of "Appreciation";
    - Medal for "High Achievement";
    - Medal for "Special Merit".
  - b) For years of service:
    - Bronze Career Medal for 15 years of service.
    - Silver Career Medal for 20 years of service.
    - Gold Career Medal for 30 years of service.
3. The General Director also issues certificates to police officers.
4. Heads of Department within the State Police issue career certificates to officers under their supervision.
5. Local Police Directors and heads of special structures issue certificates for distinguished service to officers under their supervision.
6. The motives, rules, criteria, and procedures for awarding medals and certificates, as well as the corresponding rewards, are determined by decision of the Council of Ministers.

#### CHAPTER XV

#### POLICE COOPERATION

#### Article 128

#### **Cooperation with the Community, Civil Society, and State Institutions**

1. To fulfill its mission as a community-oriented police force, the State Police must:
  - a) assist and support vulnerable and marginalized groups, with special attention to victims of crime, domestic violence, discrimination, or social exclusion;
  - b) engage in proactive policing actions focused on community interests to address issues related to public order and safety;
  - c) increase transparency and accountability mechanisms through public reporting, information sharing, external oversight, and control.
2. The State Police cooperates with organizations working in the field of human rights protection, legally recognized religious communities, non-profit organizations, and associations to establish partnerships for public order and safety.



3. The Police provide these organizations with information regarding the rights of individuals accompanied or detained in police premises, based on official documentation.
4. The State Police cooperates with public security institutions and the state administration, local self-government units, judicial enforcement officers, individuals and legal entities, civil society, representatives of religious communities, the community, and other bodies or entities, as defined in special legislation, in fulfilling its functions.
5. The State Police cooperates with the electoral administration and reports on police structures' activities in support of the peaceful and orderly administration of elections or referendums, according to the rules defined in this law, the Electoral Code, and sub-legal acts approved by the Central Election Commission.
6. The State Police cooperates and coordinates with competent inspectorates in the fields of construction, environmental, and territorial control for the imposition of administrative and other sanctions, according to their functional laws.
7. For maintaining public order and peace, crime prevention, and managing civil emergency situations, the State Police is supported by voluntary policing. The organization, functioning, and scope of voluntary policing are regulated by a Council of Ministers decision.

#### Article 129

#### **Cooperation with Local Self-Government Units**

1. Police structures cooperate with local self-government units for:
  - a) crime prevention in the field of public order and safety, respecting local autonomy, and addressing environmental issues;
  - b) drafting local-level community policing measures, in accordance with procedures defined in the Police Regulations;
  - c) planning and coordinating public order and safety measures between local police structures and local government, aligning with the State Police's annual work plan and fulfilling local public safety objectives within their territorial competencies;
  - ç) exchanging information, addressing issues, and informing about the implementation of public order and safety measures.
2. Community policing measures for crime prevention are developed at the local level, considering their specific nature and needs.
3. Local Police leaders submit an annual report to the elected body of the respective local unit on public order and safety issues, the measures taken, and tasks set for improvement.

#### Article 130

#### **International Cooperation**

1. The Police cooperate with law enforcement agencies of other countries or organizations, bodies, or international institutions based on international or inter-institutional agreements.
2. The State Police, in its activities, cooperates with police forces of other countries and international police organizations.
3. The State Police exchanges relevant information and facilitates international police cooperation, including for international football matches.
4. The Minister responsible for public order and safety appoints police officers to serve abroad based on international or inter-institutional agreements:
  - a) as liaison officers to law enforcement structures in a country, organization, or other

- international body;
- b) in a temporary assignment to law enforcement structures or as part of a mission or service in an international organization to fulfill police duties.
5. The term of service for police officers under points “a” and “b” is up to 5 years.
  6. The General Director of the State Police appoints and approves contact points within police structures to facilitate cooperation with law enforcement units, projects, organizations, or international police bodies, in accordance with signed agreements.
  7. Liaison officers of the State Police are appointed to carry out joint actions with domestic or foreign law enforcement agencies when foreseen in agreements and mutually agreed upon.
  8. The financial and economic treatment of State Police officers assigned abroad or as liaison officers is regulated in accordance with the legislation in force for the foreign service of the Republic of Albania and by the decision of Council of Ministers.
  9. The procedures for selection, appointment, and accreditation, scope of action, reporting relationships, communication, duties, and responsibilities of liaison officers are defined in the Liaison Officers Regulation, approved by Council of Ministers decision, and based, where applicable, on international or inter-institutional agreements.
  10. The method of communication between Police structures and international partners is based on relevant agreements and the criteria defined in the Minister’s instruction for matters not resolved by the agreement.

CHAPTER XVI  
INTERNAL AND EXTERNAL MONITORING OF THE POLICE  
Article 131  
**Monitoring the Activity of the State Police**

The activity of the State Police is subject to internal and external monitoring.

Article 132  
**Performance Evaluation of State Police Structures**

1. Performance evaluation refers to assessing the level and quality of achievement of objectives and duties by State Police structures in terms of effectiveness, efficiency, compliance with legislation, and standards defined in sub-legal acts of the State Police.
2. The State Police applies fair and reliable performance evaluation criteria for the entire organization, its structures, and personnel.
3. The objectives of performance evaluation are to:
  - a) assess whether work is being carried out in accordance with established policies and procedures;
  - b) measure the achievement of short- and long-term goals;
  - c) evaluate the use of equipment, weapons, and other resources and technical tools of the State Police;
  - ç) recommend ways, methods, and resources for improving the performance of the inspected structure.
4. Performance evaluation of State Police structures is carried out by:
  - a) the heads of State Police structures at all structural levels;

- b) the unit responsible for evaluating professional standards within the General Directorate of the State Police.
5. Performance evaluation also includes conclusions, assessments, or recommendations from specialized structures within the ministry responsible for public order and safety, independent state institutions, and national or international partner organizations operating in the field of public order and safety.
  6. If performance indicators of a police structure, as assessed through internal and/or external monitoring, are not met within a one-year period, and if auditing/inspection bodies recommend disciplinary or administrative measures, the General Director of the State Police orders the initiation of disciplinary proceedings. If the proceedings confirm the failure to meet performance indicators, the head of the evaluated structure is dismissed from duty and demoted by one rank.

#### Article 133

#### **Types of Evaluations**

1. Performance evaluation of police structures is conducted periodically according to the annual plan approved by the General Director of the State Police and is carried out through:
  - a) on-site evaluations;
  - b) analysis of work reports, reviews, information, and other data.
2. For evaluating the performance of State Police structures, the unit responsible for professional standards in the General Directorate or the heads of police structures at all levels conduct:
  - a) regular evaluations;
  - b) special evaluations.
3. The procedures, methods, and protocols for performance evaluation, preparation of evaluation reports, conditions for regular and special evaluations, verification of recommendation implementation, and documents produced during the evaluation process are defined in the Police Regulations.

#### Article 134

#### **External Monitoring of Police Activity**

1. External monitoring is conducted by authorities and institutions responsible for evaluating the performance and fulfillment of institutional objectives of the State Police, ensuring public order and safety, legality in its operations, integrity, budget management, human resources, and respect for human rights.
2. State Police leaders report directly on the activities of police structures, the fulfillment of State Police objectives related to public order and safety, and the crime situation in the country to the security commissions or forums where the State Police is a member.
3. State Police leaders also report and inform the Minister as part of the Minister's reporting duties to various commissions on public order and safety within constitutional bodies such as the Parliament, the President, independent institutions, the Council of Ministers, and other institutions or forums, both domestic and international.
4. The General Director of the State Police reports annually to the Minister on the activities and achievement of objectives of the State Police.
5. The General Director also submits reports, information, and other documents to the Minister on general or specific issues related to the activity of the State Police whenever requested.
6. The General Director presents the annual activity report to the National Security Commission.

7. The General Director provides explanations and information on various aspects of police activity whenever requested by the National Security Commission.

## CHAPTER XVII POLICE SUPPORT

### Article 135

#### **Symbols, Weapons, Equipment, Uniforms, and Insignia of the State Police**

1. The State Police has its own flag and emblem.
2. The uniform and insignia of the Police are used only during or because of duty. The appearance, form, and components of ranks, as defined by this law, are part of the Police uniform and are worn only by active police officers during duty and by retired officers during holidays and ceremonies, as specified in the Police Regulations. The appearance of the flag and emblem, the external appearance of ranks and uniforms, and their components are defined by decision of the Council of Ministers.
3. Certain Police structures are provided with civilian clothing. The right to be provided with civilian clothing, under this point, is granted through monetary compensation, in the amount and according to the rules defined by order of the Minister.
4. A police officer is issued an official identification document and badge, which must be presented in every instance of duty performance. The form, dimensions, and data contained in the ID and badge are defined by decision of the Council of Ministers.
5. Police officers have the right to carry firearms and other weapons. The types of weapons, chemicals, incapacitating substances, and other tools for the use of force by the Police are defined by decision of the Council of Ministers.
6. Vehicles, mobile phones, and other equipment not specified in this point are provided for Police use according to the Police Regulations.

### Article 136

#### **State Police Regulations**

The Regulations of the State Police are approved by decision of the Council of Ministers.

### Article 137

#### **Budget of the State Police**

1. The budget of the State Police is a separate program within the Ministry's budget, titled "State Police".
2. The head of this program is the General Director of the State Police, and the budget is approved in the annual budget law.
3. The responsibilities of the General Director, as the head of the budget program, and of the heads of spending units within this program for budget planning and implementation, financial management and control, and safeguarding and protecting assets in use, are exercised in accordance with the applicable financial legislation.

### Article 138

#### **Special Fund**

1. The State Police budget includes a special fund, up to 1% of the annual Police budget, to reward individuals employed for special police operations, informants, and witness protection programs.
2. The special fund is administered by the head of the spending unit based on rules and criteria defined by decision of the Council of Ministers and the general rules for budget execution.

3. The special fund is not subject to public procurement rules.
4. The special fund is audited by the internal financial control services of the ministry responsible for public order and safety and by the State Supreme Audit Institution.

#### Article 139

#### **Donations to the State Police**

1. The State Police, as a public legal entity, and any police officer are prohibited from accepting donations. Exceptionally, the State Police may accept donations only from organizations or representatives of the business community. A donation may be accepted only if, after preliminary review by the responsible structure within the General Directorate of the State Police, it is determined that the donation poses no risk of corruption or conflict of interest. The donation may be accepted only with the approval of the General Director and must be publicly disclosed.
2. The State Police may accept donations from international organizations or foreign states or their representatives, with the prior approval of the Minister responsible for public order and safety.
3. The rules and procedures for accepting donations by the State Police are defined in the Police Regulations.

### CHAPTER XVIII

### TRANSITIONAL AND FINAL PROVISIONS

#### Article 140

#### **Transitional Provisions**

1. Upon the entry into force of this law, State Police officers holding the ranks of “inspector,” “second inspector,” and “first inspector” shall be assigned the rank of “inspector”, in accordance with this law.
2. The time served in the ranks of “inspector,” “second inspector,” and “first inspector” by the officers mentioned in point 1 of this article shall be considered as time served in the rank of “inspector” for the purpose of career progression, according to this law.
3. Until January 1, 2026, officers holding the ranks of “inspector,” “second inspector,” and “first inspector” shall continue to receive their salary according to the provisions of Law no. 108/2014 “On the State Police,” as amended, regardless of the fact that under this law they are assigned the rank of “inspector.”
4. Sub-legal acts issued in implementation of Law no. 108/2014 “On the State Police,” as amended, that do not conflict with this law, shall remain in force until the issuance of new sub-legal acts under this law.

#### Article 141

#### **Issuance and Approval of Sub-Legal Acts**

1. The Council of Ministers is tasked with issuing sub-legal acts in implementation of Articles: 53 (point 2); 66 (point 2); 67; 81 (point 5); 100 (point 7); 101 (point 5); 102 (point 4); 104 (point 4); 105 (point 3); 107 (point 2); 108 (point 2); 109 (point 2); 111 (point 1,g and (point 2); 127 (point 6); 128 (point 7); 130 (point 8 and 9); 135 (point 2, 4, and 5); 136; 138 (point 2).
2. The Minister responsible for public order and safety is tasked with issuing sub-legal acts in implementation of Articles: 40 (point 4); 41 (point 4); 46 (point 6); 56 (point 2); 69 (point 2); 71 (point 3); 72 (point 5); 74 (point 4); 76 (point 4); 77 (point 2); 125 (point 3); 130 (point 10); 135 (point 3).

3. The Minister responsible for public order and safety and the Commissioner for the Right to Information and Protection of Personal Data are tasked with issuing a joint instruction in implementation of Articles 36 (point 3) and 38 (point 2).
4. The Minister responsible for public order and safety, the General Prosecutor, and the Head of the Special Prosecution Office against Corruption and Organized Crime are tasked with issuing a joint instruction in implementation of Article 40 (point 5).
5. The Minister responsible for public order and safety, the General Prosecutor, and the Minister responsible for health and social protection are tasked with issuing a joint instruction in implementation of Article 112 (point 3).
6. The General Director of the State Police is tasked with issuing sub-legal acts in implementation of Articles: 27 (point 3); 34 (point 3); 39 (point 4); 41 (point 3); 46 (point 7); 57 (point 5); 80 (point 4); 91 (point 1, g).
7. The Council of Ministers and the Minister are tasked with issuing the sub-legal acts under this law within 6 months from the date it enters into force.

Article 142  
**Repeal of Acts**

Law no. 108/2014 “On the State Police,” as amended, and any other sub-legal act that conflicts with this law, are repealed.

Article 143  
**Entry into Force**

This law enters into force 15 days after its publication in the Official Gazette and its financial provisions take effect from January 1, 2026.

CHAIR  
**Lindita NIKOLLA**

Approved 26.7.2024