

**RESOLUTION**

**FOR ASSESSING THE ACTIVITY OF THE COMMISSIONER FOR THE OVERSIGHT OF THE CIVIL SERVICE FOR 2018**

**The Assembly of Albania:**

* Assessing the role of the Commissioner in fulfilling his primary mission to ensure law enforcement in civil service administration in all institutions employing civil servants in order for this process to be honest, objective, impartial and transparent;
* Recognizing the efforts of the Commissioner for the Oversight of the Civil Service to create a sustainable, professional civil service based on merit, moral integrity and political impartiality;
* Considering the readiness of the Commissioner to cooperate with all the institutions that have the task of implementing public administration reform as one of the most important priorities to be met for the country's membership in the European Union;

# Appreciates the activity of the Commissioner for 2018 in terms of:

* The work that has been done with regard to data administration and coordination of activities between the responsible units, of various types of institutions in the field of civil service, to increase the level of the implementation of the law in the process of return in office of the civil servants possessing a court decision.
* Increase of the level of cooperation with the Department of Public Administration, discussing and identifying problems in various aspects of the implementation of the law on the civil servant, with the purpose of identifying and proposing legal solutions to cases where specific legislation should be harmonized with the legislation on civil service.
* Supporting the responsible unit, during the process of drafting organizational structures in the local self-government units, through the provision of technical assistance and guidance in terms of setting the standards, in order to create sustainable, efficient organizational structures and in accordance with the civil service administration scheme.
* Priority follow-up of the verification process for the implementation of the warning decisions by supervised / inspected institutions.
* Finalizing the overall supervision process in all LGUs / 61 municipalities, which started in 2015 and ascertaining the problems that highlight the state of legality in the civil service administration in these entities at the time of the supervision.
* Supervising the recruitment process, carried out by the Department of Public Administration and other institutions employing civil servants, ascertaining problems, in particular in the local administration, especially in terms of the irregularities allowed during the realization of recruitment procedures with group positions and disrespect of the merit principle during the competition process.
* Strengthening the cooperation initiated with all institutions which, due to the competencies assigned by the special law, exert influence on the administration of the civil service at central and local government level.

# The Assembly requests from the Commissioner to engage in the following directions in 2019:

* To complete data management actions related to the return in office of civil servants possessing a court decision throughout the civil service system in order to identify the reasons that hinder the progress of this process and to continue the process of administrative investigation re the individual cases, ascertained in violation of the law, in the first phase of the process.
* Coordinate the activity with the Department of Public Administration and the responsible units of the local and independent administration institutions, in order to identify the possibilities for the disposition of civil servants in the civil service according to the judicial decision.
* To increase the level of cooperation between the Commissioner and the Supreme State Audit in the implementation of judicial decisions on the return in office of civil servants possessing a court decision in order to reduce the financial costs in the state budget.
* To continue the oriented supervision of civil service admission procedures, parallel movement and promotion, for executive, low and middle management level and admission procedures at the Senior Level Management Corps at the Department of Public Administration, paying special attention to the recruitment process in the local administration.
* To continue the process of verifying the implementation of the Commissioner's decisions after the end of the deadline for the regulation of legality by the supervised / inspected institutions, conclude the initiated processes and constantly inform the Assembly on the progress achieved.
* To continue the process initiated in cooperation with the Public Administration School, for the training of human resources management units in the local administration in order to unify the implementation of the law, while respecting the deadlines set in the action plan for the implementation of the Crosscutting Strategy of the Public Administration Reform (SNRAP).
* To examine with priority the cases of individuals, part of the civil service in the central and local administration, who continue to work, though they have reached the retirement age and should have terminated their legal and financial relations in time.
* Monitor the behavior of civil servants during the electoral campaign for local government units, with a view to stopping the compulsory use of civil servants in the election campaign, during official hours, by political entities, as well as overseeing the implementation of their political rights, as well as their due respect of the limitations that the law has imposed on these rights.

Approved on 25.4.2019