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INTEGRITY & ETHICS

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Fight against corruption Operation "Point 1" & "Point 2"

Leaders of PIK and APO
met the Deputy Assistant
Secretary of the US
State Department



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of the US State Department



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ADDITIONAL POINTS:

Opinions, commentaries and the expressed points of views included in the content of this edition do not necessarily present the policies or official stances of PIK.

Early retirement law

It has been years (at least seven years) since the first working groups have been engaged in drafting the law for the early retirement of police officers and PIK employees with police authorizations.

The data on the average age of the employees have been continuously extracted from the human resources of both, PIK and KP as part of the analyzes necessary for the drafting of this law.

But how is the situation these days regarding the middle age but also other challenges faced by the PIK and the Kosovo Police?

Currently, the average age of police officers has reached over 47 years and there have been no shortage of requests for the approval of the draft law for early retirement from deputies, civil society and the police itself:

"The Kosovo Police in terms of establishment is among the youngest police in the region and beyond, but in terms of the age of its officers, it is almost among the oldest. As we have emphasized earlier, the average age of police personnel has reached 47 years and continues to grow as such, where with this age it is very difficult to realize the police mission and vision as well as to achieve positive results", it is said. in a letter of the union addressed to the Minister of Internal Affairs, Xelal Sveçla, which was also is made public in the media.

A similar situation exists in the Police Inspectorate of Kosovo. Despite the fact that as a supervisory mechanism for police work it was established 7 years later (in 2006), the average age of operational employees in PIK is about 45 years.

If this draft law is approved in the near future, the challenge for PIK would be the creation of two pension schemes for its operational

employees. This is because the current version of the draft law on retirement excludes officials of the inspection department who, based on the current legal basis in force (law on the Police Inspectorate of Kosovo), do not have police authorizations.

It remains to be seen whether this challenge can be addressed during the process of completing the amendment of the PIK law by placing all operational employees in one category (investigators and inspectors as the same category – police inspectors or other designation). Even so, from the recruitment process, basic and field training, PIK officials from the operational part do not distinguish from each other (investigators and inspectors).

Otherwise, the law is expected to regulate and define the conditions and criteria for guaranteeing pensions, the types of retirements, as well as defining the categorization of retirement and pensions for police officers of the Kosovo Police and employees of the Police Inspectorate of Kosovo with police authorizations and their families.

With the same, the following types of pensions are expected to be provided (based on the latest draft): regular retirement, disability retirement, family pension and voluntary retirement.

According to the latest version, the police officer/employee of the Police Inspectorate of Kosovo with police authorizations earns the right to a regular pension, if his age reaches fifty-five (55) years..

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soon and far

The basis of the regular pension of the employee of the Police Inspectorate of Kosovo with police authorizations according to the last draft law, from the executive level to the high managerial level, is forty 40% of the gross salary at the time of retirement. For each year of service as an employee of the Police Inspectorate of Kosovo with police authorizations, the percentage coefficient increases by 2%, but it cannot exceed sixty 60% of the gross salary.

According to the draft law, the police officer/employee of the Police Inspectorate of Kosovo with police authorizations can voluntarily retire from the age of fifty (50), who has at least fifteen (15) years of effective service in the Police/PIK, with a pension payment of thirty-five (35%) of the gross salary.

Further in the draft law, it is stated that the police officer/employee of the Police Inspectorate of Kosovo with police authorizations will have their pension rate increased by 1%, for each year of work experience, but not more than fifty 50% of the gross salary.

The amount of the regular pension of the police officer/employee of the Police Inspectorate of Kosovo with police authorizations is calculated based on the percentage of the officer's gross salary and the time of service. The salary is based on the rank of police officer in the Kosovo Police, while for PIK, on the basis of the leadership level in the Police Inspectorate of Kosovo, at the time of retirement.

While the working groups engage from time to time regarding this draft law, both PIK and KP are continuing to face the challenges of middle age, which often presents a challenge in the operational aspect.

Based on the latest information that has been made public by the Ministry of Internal Affairs regarding this draft law, it is being reviewed by the Ministry of Finance and it remains to be seen whether the same will be processed this year in the Assembly of the Republic of Kosovo or next year.

By : Arbër Beka
Division for cooperation and information





The ICITAP Corner - 2022 In-Review

Greetings from your ICITAP Team,

This year has provided many outstanding accomplishments within the Police Inspectorate, along with the challenges of major renovations at the building. Through innovative measures and use of laptops, the mission of the PIK continued without interruption. The resilience of the PIK officials has been evident in the ongoing success stories and actions of all of the members. Operation Point at the border crossings, once again provided the citizens of Kosovo with a transparent view of the continued work of PIK in fighting corruption by police officials. Your ICITAP team has served alongside the agency in seeing many forward moving capacity building events take place. We look forward to a productive and strengthening partnership as we move into 2023. Our on-going support from U.S. Embassy Pristina's Department of Justice and the Department of States' Bureau of International Narcotics and Law Enforcement Affairs (INL) provides us with a platform for success in this mission. The ICITAP office door is always open for suggestions and team enhancing conversations, so please stop by as we continue to grow as one team.

We wanted to take this opportunity to share some of the outcomes of our partnered (ICITAP and PIK) work in 2022:

- Mentoring and advising the CEO, Directors and staff on daily basis.
- Review of 2022 PIK training and equipment needs submitted by agency Command staff.
- Submission of the proposed 2022-2023 workplan for the ICITAP-PIK partnership.
- Attendance at workshops for the 3-year PIK Strategic Plan.
- U.S. based study tour of the Washington D.C. and Virginia State Police Office of Professional Standards Units.
- Development and implementation of

an agency specific CompStat reporting tool.

- Drone training for PIK officials.
 - Providing best practice policies for; Uniforms and Equipment, Incident Notification, Operational Plans, Social Media, Use of Emergency Equipment, Background Investigations, and Internal Transfer Requests.
 - Facilitation of the Bureau of International Narcotics and Law Enforcement Affairs (INL) assessment of the PIK.
 - Participation in the PIK presentation of "The role and importance of integrity in security agencies officials" at the Kosovo Academy for Public Safety.
 - Participation in pre-event agency briefings for operations "Point 1 & 2."
 - Submission of PIK candidates for the International Visitors Leadership Programs for 2022 and 2023.
 - Coordination of the presentation of "Operation Point 1& 2" to INL Deputy Assistant Secretary Johnson.
 - Recommendation of the PIK CEO for consideration in the United States Secretary of State's International Anti-Corruption Champions Award for 2022.
 - Submission of PIK candidates for training sponsored by ILEA in Budapest in 2023.
 - Attendance at the 2022 Pride celebration in Pristina.
 - Development and implantation of a new internal process for selection of officials for ICITAP sponsored training, to include agency wide advertising of training and interviews of candidate.
 - Field observation by ICITAP-PIK team during inspections at KP facilities.
- Attendance at the 9/11 memorial services in Peja.

Shqipe Durguti and Michael McKee

PIK marked the 16th anniversary of its establishment

Police Inspectorate of Kosovo held a ceremony today to mark the 16th anniversary. In this activity, in addition to PIK officials also participated high representatives of local and international institutions.

The ceremony was followed by speeches describing the 16-year journey of PIK, highlighting the challenges and the shown successes.

The head of PIK, Mr. Kushtrim Hodaj, in his speech at this ceremony emphasized the successes by thanking all the officials of PIK for their commitments:

"In 2006, the Republic of Kosovo, assisted by the OSCE Mission, chose one of the most democratic models of control and supervision of the work of the Police. Aware that PIK has a challenging mission, we have not stopped working tirelessly to achieve strategic and operational objectives. On this anniversary, we are even more committed to continuing to fulfill the mission in fighting every bad phenomenon that threatens and endangers the police organization" - Mr. Hodaj emphasized, among other things, thanking international partners such as ICITAP, INL and OSCE for their support continuously given to the PIK.

The role and importance of the mandate of PIK and the successes shown over the years were also discussed in the words of the ICITAP Attaché at the American Embassy in Kosovo, Mrs. Kimberly Riffe, the ambassador of the OSCE Mission in Kosovo, Mr. Michael Davenport and acting Chief State Prosecutor Mr. Besim Kelmendi.

The Police Inspectorate of Kosovo, highly appreciating the contribution made by each of its officials but also local and international partners, in this ceremony awarded medals to distinguished officers of PIK officials of ICITAP, INL, OSCE and State Prosecutor's Office.

On the occasion of marking this anniversary, PIK in cooperation with the National Blood Transfusion Center has also organized voluntary blood donation by its employees.



Operation "Pika»

Operation PIKA 1 and 2 arrests dozens of suspects for abuse of office and accepting bribes



It all started on the morning of March 14 when the Police Inspectorate of Kosovo, by order of the Special Prosecutor's Office, began to carry out the operation codenamed "Pika" in Gjakovë and Prizren. The operation was preceded by an investigation of about a year with the suspicion of involvement in illegal activities of a number of police officers related to the criminal offenses of "taking a bribe" and "misuse of official position or authority".

The implementation of the "Point 1" operation was also supported by the Kosovo Intelligence Agency, the Kosovo Customs and the Kosovo Police.

The Police Inspectorate of Kosovo, respectively the investigators of the Department of Investigations, months ago had received information through operational channels regarding the suspicions of the involvement in illegal activities of some police officers employed in the "West" Regional Border Directorate in Gjakovë, respectively the border

crossing points in Qafë Prushë and Qafë Morina as well as two customs officials.

With the authorization of the Special Prosecutor's Office in the framework of this investigation by PIK investigators, the secret and technical measures of observation and investigation as well as the necessary measures to discover and preserve traces and other evidence of criminal offenses and items which they can serve as evidence that can be used in criminal proceedings.

Based on these actions, the PIK within the "PIKA1" operation arrested 48 police officers (including two police lieutenants - commanders of border crossing points in Qafë Prush and Qafë Morinë and five sergeants) as well as two customs officials, who are all suspects for the criminal offenses "abuse of office or official authority" "taking a bribe".

From the realization of the investigative actions by PIK

investigators, there is a suspicion that those arrested in this case are involved hundreds of times (over 400 times) in the criminal activity of the criminal offense of "taking a bribe" and "misuse of office or official authority.»





The investigation and operation did not end there.

On April 8, the Police Inspectorate of Kosovo, by order of the Special Prosecutor's Office, carried out the operation coded under the name "Pika 2" in Prizren, respectively at the border crossing point in Vërmicë.

As part of the "Pika 2" operation, 26 police officers (including two police sergeants and 24 police officers) were arrested, all of whom are suspected of the criminal offenses of "abuse of duty or official authority" and "bribes".

As part of the administrative procedures, the PIK also recommended the suspension of the already arrested officials from their duties.

The investigation also included cooperation with the SPAK (Special Structure against Corruption and Organized Crime of the Republic of Albania), the Police Supervision Agency - AMP (the counterpart agency of the PIK in Albania), which resulted in the arrest of several suspects also in the Republic of Albania.

Both operations were followed with great interest by the public opinion.

The Kosovo Police Union had reacted to the arrests of officials. According to a press release, the remarks and demands of the Police Union have been that the PIK does not do spectacular actions and that all the actions of the PIK are professional and that arrests are made by providing solid evidence before their actions.

"The Kosovo Police Union considers the recent arrests at the border points unacceptable due to the fact that the police officers were treated as criminals and were accused of criminal offenses, without providing evidence for the alleged offenses by the PIK, which is we say it is also confirmed by Decision No. PPS no. 13/2022, with case number 2022:0018374, issued on 02.08.2022 by the Special Prosecutor's Office of the Republic of Kosovo, for the termination of the investigations against the three police officers involved in these arrests. This decision confirms our continuously expressed concern that the arrests of police officers are being made very fast, without providing evidence and without exhausting all the possibilities provided by the Code of Criminal Procedure", the announcement of the Police Union states.



pledging to increase the intensity of the fight against the phenomenon.

"We strongly believe that the Kosovo Police also has this goal and supports the PIK as it has done so far in this important mission for the rule of law in the Republic of Kosovo. Thanking all the citizens for their cooperation, PIK believes that strengthening police integrity is a common mission and should be supported by everyone", it is emphasized in the press release of PIK.

PIK has responded to the Union by making a public appeal that the activities related to the strengthening of police integrity are a common mission and must be supported by all:

"All actions within this investigation were undertaken according to the instructions and in full coordination of the State Prosecutor's Office, including the arrests of each of them. Of course, there is evidence for this case and the same has been submitted to the Special Prosecutor's Office, as provided by the Code of Criminal Procedure. However, we cannot present the evidence to the Police Union. Most of the incriminating actions of the police officials suspected in this case are witnessed by voice and image.

It is the competence of the prosecutor to evaluate and further decide the continuation of criminal proceedings for each of the suspects in this case. The PIK, as provided by the Code of Criminal Procedure, has given them the opportunity and all the suspects in this case have been protected and are being protected by their lawyers according to the procedure", it is stated in the press release of the PIK.

In this Press release, PIK has expressed concern about the level of corruption in the Police,

Operations Pika 1 and Pika 2 were also highly appreciated by the international partners, where in July the Chief Executive of the PIK together with the Director of the Police Supervision Agency (AMP) of the Republic of Albania were welcomed in a meeting with the Deputy Assistant Secretary of the Department of State at USA Lisa A. Johnson who praised the success of PIK and AMP in the successful realization of the operation PIKA1 and 2.



Leaders of PIK and APO met the Deputy Assistant Secretary of the US State Department

US continues with strong support for Law Enforcement Agencies

Chief Executive of PIK together with the Director of the Police Oversight Agency (APO) of the Republic of Albania are welcomed to the meeting by the Deputy Assistant Secretary of the US State Department Lisa A. Johnson and representatives from the Public Diplomacy Sector.

The meeting took place at the joint border point in Vërmica where, among other things, the joint work in the successful realization of the anti-corruption operation "Pika 1 and 2" was presented.

The head of PIK Mr. Hodaj and the Director of APO Mr. Rrumbullaku, they thanked Mrs. Johnson for assisting the Department of State, INL and ICITAP in strengthening the professional capacities of the relevant agencies.

Deputy Assistant Secretary Johnson highly praised the success of PIK and APO in the successful realization of Operation Pika 1 and 2 and expressed the readiness of the US in even more powerful support of institutions in the fight against corruption in the police as a phenomenon that damages trust of citizens in law enforcement institutions.




Police body cameras from a different perspective

The public discussions that take place on the placement of body cameras on police officers give an explanation to projects such as the use of technology in the service of transparency, accountability, responsibility and reforms in the police. Such projects are also seen as efforts and support towards reducing the level of criminality, as something that can provide additional evidence in criminal proceedings, strengthen the legitimacy of the police and as something that can reduce the negative perception of citizens regarding the abuse of legal power that given to the police (suspicions in cases of exceeding police authorizations during the use of force).

Some time ago, the Kosovo Police has made public several initiatives to supply police officers with body cameras.

Such an initiative was re-actualized for the last time by the Acting General Director of the Kosovo Police, Mr. Fehmi Hoti, when he met Tamra Greig, Director of the Office for International Narcotics and Law Enforcement (INL) and Mrs. DOJ-ICITAP attache Kimberly Riffe, from the US Embassy. In the announcement of the Kosovo Police, it is said that this meeting is of an informative nature with the new director of INL, but also pointed out the pilot project of body cameras:





"In addition to the fact that the meeting was informative with the new director of INL and, on the other hand, farewell to the former director of INL Shawn Waddoups, very important topics of interest in the field of security were discussed, including support with advanced training and with various projects, such as the pilot project of the body camera system, where it is expected that police officers will be equipped with these cameras in the future", - the police announcement states, among other things.

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But what are the challenges faced by the police of other countries in the world who started years earlier with such projects (mainly from 2015)?

In many police organizations that have used body cameras in various police operations, they have come to the conclusion that the use of such cameras reduces the number of complaints against police officers (Sander Flight, page 28, How bodycams work).

But the concern is in what cases or what conditions must be met for the police officer to press the 'rec' button on the camera, how far the discretion of the police officers goes in this matter, where the data (videos) are stored and

by whom, which videos can be made public and by whom, how and if video recordings can be used as evidence in court, who else can access these videos, which camera design or product should be selected, should there be a warning for citizens that they are being recorded (the practice of Germany where police officers who carry body cameras carry large signs on the front and back of their uniform to notify citizens of the presence of the body camera) etc.

Earlier in this article we also mentioned the design of the cameras, which can be an important factor related to the visibility of the camera in the uniform, then the type of camera and its battery, knowing the importance of how many hours the same can record (if adjusted by an internal procedure that the officer must record during the entire shift which is usually eight hours, how long does its battery last!!!).

If the Kosovo Police plans to start the body camera project in the near future, a very important component is how it will be presented this project to the citizens.

This is where the social context comes into play and what the community's expectations are. In an area-region where reliability in the police is high, the placement of body cameras on police officers can be seen as a tool that will affect the improvement and strengthening of professionalism.

If for the specific region recently there have been numerous articles in the media about the excesses of police authorizations in cases of use of force and the body camera is presented as a tool that can affect the strengthening of credibility, then this can stimulate debates different to civil society or the media but also to the police community.



When we talk about the police officers and their expectations, it will be very important for them how the presentation of the first cases will be done after the start of the project. If the first cases that will perhaps be made public within the police organization or even among the citizens talk about this project as successful and helpful for the police in fighting crime and witnessing criminal offenses, then the police officials will support it and will not have any hesitation to use body cameras. However, on the other hand, if the first cases that will be made public either within the police or even in the public are related to suspicions of exceeding police authorizations during the use of force, then the officials will see the project with hesitation.

Based on various studies (mainly in the USA), as another challenge that should be considered in such projects, where technology equipment is used, is also the training component.

Regardless of how detailed the by-laws can be prepared regarding the circumstances of using the body camera (when it is released, when it stops, when it starts recording), if the same are not accompanied by concrete training, they may not bring the expected results.

Based on these, it seems that the police, social and technological context should be taken into account when such projects are in question.

However, such a project, if carried out in the near future, will bring new opportunities related to police responses, offering decision-makers in the police to have an even clearer picture of the level of professionalism of their officers, the level of culture of the organization, it can be seen as a small technology tool that can

bring big changes in the organization, it can help a lot to improve the level of professionalism during police reactions (by analyzing, for example, police reactions during a raid or crowd control) etc.

In the end, it will provide an opportunity to see the police reactions from the 'eyes' of a police officer as we have never seen them before.

By **Arbër Beka**

Division for cooperation and information
Police Inspectorate of Kosovo



PIK received from the OSCE Mission a donation of 33 books covering the field of police supervision and police management

The Director of the Department for Public Security in the OSCE Mission in Kosovo Mr. Edward Anderson with associates during a meeting with senior officials of PIK donated a 33 professional books of OSCE mission.

In the absence of professional books in the Albanian language that cover the field of police supervision and the science of police management, this donation of professional titles in the English language is considered important for strengthening the professional capacities of PIK employees.

The books that PIK accepted as a donation today and which will be part of the Inspectorate's library, deal with the topics of police supervision, strengthening police integrity and fighting corruption, investigating cases of use of force by police officers (including lethal force), policing in the community etc

The supply of these books is expected to have a positive impact on raising the level of professionalization of PIK by gaining new knowledge for the aforementioned fields, but also in terms of carrying out activities of a preventive nature based on scientific approaches and international best practices.

The officials of the Police Inspectorate of Kosovo thanked for the support that the OSCE mission is continuously giving to PIK in building professional capacities.



DYSFUNCTIONAL ORGANIZATIONS AND TRANSFORMATIONAL LEADERSHIP



stages does a police organization go through when it reaches a level of being dysfunctional?

And secondly; what transformational leaders are required to achieve the necessary changes to prevent an organization from being dysfunctional?

Dysfunctional organization is one that is useless for the purpose for what it was created. On the contrary, it consumes resources with the sole purpose of providing self existence (Balthazar Cook, & Richard, 2006). There are three stages through which organization become dysfunctional. The stages and characteristics are:

All organizations at a given time have different internal and external challenges. In century that we are living the technology and science are advancing in an unpredictable way changing the social rules and life style of all human kind and in this progress are changing knowledge's, practices of all organizations including police organizations.

To give a better overview to these changes, we will focus on the changes within the organizations with police authorizations. In this short paper we will refer to the authors; William.F.Walsh & Genaro.F.VITO (from the book, Police Leadership and Administration, The 21st Century Strategic Approach), where we will present two basic concepts. First; what

PHASE I

1. The organization lacks of clear sense of direction.
2. The organization lacks vision, objectives and outcomes.
3. Performance expectation is unclear and variable.
4. The organization lacks intelligent data and analysis.
5. There is a lack of planning.
6. There is a lack of problem solving and innovation.
7. There is a failure to make important decision.

PHASE II

1. There is a disconnection of communication between the administration and operations.
2. There is a failure to focus on the primary mission of the organization.
3. There is low employee morale.
4. The organization operates purely on a reactive mode.
5. There are high personnel turnover.

PHASE III

1. Management by crisis becomes the norm.
2. The organization is locked in the status-quo.
3. The resources are limited.
4. Officials are demotivated.
5. Vesting the leadership with powers to protect itself from the conflict of interest.
6. Employees have feeling of abandonment and disengagement.¹

It is not necessary for all of these characteristics to occur in each stage. However, whenever there are these dysfunctional aspects, the organization loses its sense of direction and its employees become demoralized and disengage. Operationally, employees give up and they only do what is necessary to get by. Everyone is worried about themselves and the unit where they serve. Employees are no longer an active part of teams but a group of people who just show up to work to deal with everyday life and crises, whatever it may be. In other words, the common theme in dysfunctional organizations is management by crisis and there always are crises.

When faced with situations where the organization is dysfunctional, it is vital matter, who will be charged with responsibility of making transformative choices and bring an organization out of dysfunctional state into a functional state. The approach and such people are not born as such, they are forged and prepared from the source of the problem and they have the institutional memory.

One of these approaches is the transformational change model, which requires special people or leadership, which is called transformational leadership. According to James MacGregor Burns (1978) transformational leadership is when leaders and its followers raise each other to a higher level of integrity, morality and motivation. These leaders start with existing organization and redesign and reengineer it to achieve the higher levels of accomplishment. So, the transformation of an organization requires new organizational changes that require new ways of strategic, structural, human thinking and of concrete results at work.

¹W..F.Walsh&G.F.VITO "Police leadership and administration" p, 113

The common characteristics of transformational leadership are;

1. **They are identifiable as change agents.** Their professional and personal image is to make the difference by transforming their organization.
2. **They are courageous individuals.** Courage is not stupidity. They are prudent risk takers; the individuals who dare to make a stand, who dares to say yes and no.
3. **They believe in people.** They are not dictators. They are powerful but yet sensitive of other people and ultimately they work toward the empowerment of others.
4. **They are value-driven.** They are able to articulate a set of basic values and live by them; their behavior is in harmony with the values of their position.
5. **They are lifelong teachers.** They are able to admit their mistakes, talk about their mistakes and explain to others what they have learned from those mistakes.
6. **They have a constant appetite to develop themselves and learn new things.**
7. **They modify their behavior** by reflecting on any new knowledge and information.
8. **They have a talent for dealing with complex situations, ambiguity and uncertainty.**
9. **They are adaptable to the framework of complex problems of the changing world.** These individuals are prepared to deal with the cultural and political part of the organization, as well as with the structural and human aspects. They have ideas and are in step with the times.
10. **They are visionaries.** They are able to dream and translate those dreams into images and give those images to other people so they can share them among themselves.²

The successful transformation of a dysfunctional organization depends on the ability of these leaders to make others not only see and understand the vision of the organization but also to implement it. They seek to mobilize people inside and outside the organization to accept change and work towards achieving those changes. Finally, they institutionalize these changes through plann

ed processes so that they stand the test of time. The essential difference is that transformational leaders not only make major changes, they also instigate fundamental changes in the policy system and organizational culture. These policy executors of the organization, instead of maintaining the status-quo of the organization, they seek to change it and lead their organization in developing as many effective ways as possible to face the challenges of today and tomorrow.

They live with effective decision-making or leave, they know and dare to say yes and no at the right place and the right moment, and they know themselves and others and therefore are victorious in every battle.

ARBEN VRAJOLLI
(The first generation of IPK employees)
ID: 002-IPK

² W..F.Walsh&G.F.VITO "Police leadership and administration" p, 113

The importance of the integrity of law enforcement officials

PIK held a lecture at AKSP on the topic "Role and importance of integrity of officials of security agencies"



The Police Inspectorate of Kosovo (PIK) through the Division for cooperation and information in cooperation with the American ICITAP has conducted an authorized lecture with the students of the Faculty of Public Safety at the Kosovo Academy for Public Safety in Vushtrri.

The topic addressed during this activity/lecture, which was realized with the support of the academic staff of the Faculty of Security at AKSP in Vushtrri, was "The role and importance of integrity among security agency officials".

During the open discussion with the students, it was discussed about police integrity, the challenges that lead organizations towards strengthening integrity, the code of silence, the connection between police integrity and the trust of citizens in the police, etc.

In addition, the participants discussed together the biggest challenges and the main priorities for strengthening the integrity of security agencies in general and police integrity in particular.



PIK published the inspection report on "Administration of confiscated driver's licenses" and "Administration of petty cash in the Kosovo Police"

The Police Inspectorate of Kosovo, respectively the Department of Inspections, has published the Reports of regular inspections in the field "Administration of confiscated driver's licenses" and "Administration of petty cash in the Kosovo Police".

Based on the Annual Plan of Regular Inspections (2022), an inspection has been initiated to assess police performance in the administration of drivers' licenses confiscated in road traffic. The inspection is focused on eight (8) category A police stations within the Public Safety Division of the Department of Operations. The initiation of the inspection was influenced by the need to assess the respecting of traffic rules in obtaining (confiscating) driver's licenses and the application of protective measures and negative points.

The findings of this inspection are of interest to police officials at the local level, as well as the supervisory and decision-making level within police stations.

PIK within the inspection report has given three (3) recommendations to the Kosovo Police that are related to confiscation of drivers' licenses in the case of the revision of secondary legislation in the field of traffic, the addition of control over the recordings the full range of misdemeanors, the prohibition of the current practice of confiscating driver's licenses in case of the imposition of fines related to the implementation of the Law on the prevention and fight against the Covid-19 pandemic, etc.

Regarding the result of the inspection, including the three recommendations given, all interested can have access to the full inspection report, which is published on the official website of PIK (see the following link):

<https://ipk.rks-gov.net/wp-content/uploads/2022/04/Raporti-inspektimit-02-2022.pdf>

The next inspection was carried out to assess police performance in the administration of petty cash. The inspection is focused on the Directorate for Budgets and Finances within the Department for Support Services.

The initiation of the inspection was conducted for the need of KP to ensure that public funds are spent fairly, rationally and economically, to covers its legal requirements. The inspection offered an opportunity to evaluate the accountability and professionalism of the relevant police structure in the management of public funds.



The focus of the inspection has been the assessment of compliance with the rules and procedures for spending petty cash. The findings of this inspection are of interest to financial officers at the central level, petty cash holders at the regional level, as well as the supervisory and decision-making level.

PIK within the inspection report has given four (4) recommendations to the Kosovo Police that are related to the realization of payments only for unpredictable expenses, the addition of managerial control in the elimination of multiple invoices from the same economic operators, the elimination of payments for representation invoices, examination of the possibilities for contracting representation items, increasing the control that payments are

made after the procedural steps have been followed from the requesting to the acceptance of petty cash, etc.

Regarding the result of the inspection, including the four (4) recommendations given, all those interested can have access to the full inspection report, which is published on the PIKs official website (see the following link).

<https://ipk.rks-gov.net/wp-content/uploads/2022/03/Raporti-i-Inspektimit-nr-01-2022.pdf>



PIK part of the professional conference of the National Internal Affairs Investigators Association (NIAIA) in Clearwater - Florida in the USA

The head of PIK Kushtrim Hodaj with associates and officials of the American ICITAP in Kosovo participated in the professional conference of the National Internal Affairs Investigators Association (N I A I A) i n Clearwater / Florida, USA.

The PIK delegation was welcomed by the Chairman of the board Captain Chris Ray and other officials of the participating delegations, with whom the challenges of police supervision and the importance of sharing experiences from counterpart agencies are being discussed.

The conference took place since September 17 to 23, 2022, where, among other things, the importance of the integrity of police officers, methods of investigation and combating cases of abuse of duty, use of force, use of social networks, and trends in investigations were discussed internal and supervision of law enforcement bodies.

NIAIA is the organization within which a lot of police oversight mechanisms in the USA are part of. Kosovo through PIK from last year is an equal member of this organization as the first European country alongside the law

enforcement agencies in the USA.

PIK continues to be strongly supported by the Department of State and the American Embassy, where through INL and ICITAP they are contributing to raising the professional capacities of PIK, including the realization of regular participation in the proceedings of the conference. The PIK delegation visited the Police Department in Clearwater/Florida, USA.

The PIK delegation and the US ICITAP officials in Kosovo during their stay there made an official visit to the Police Department in Clearwater/Florida, USA.

The PIK delegation was welcomed by senior police officers Mr. Todd Turpack and Mr. Shante Dean from whom they were informed about the work procedures with special emphasis on investigative practices in the units for police supervision and internal investigations.

The PIK delegation was closely acquainted with the working premises and visited the operational center, special investigation equipment and detention centers.





13 PIK officers completed the Intelligence-Led Policing training



This training was held in Prishtina, organized and supported by the European Union under the leadership of NI-CO (Northern Ireland Cooperation Overseas), within the project 'Support to the Reform of the Kosovo Police'. The purpose of the training was to strengthen the professional capacities of PIK officials in the field of Intelligence-led Policing, including additional knowledge of analytical techniques, tactical and strategic assessment, crime prevention, etc.

Cooperation PIK - Agency for the prevention of corruption



The following photo shows the meeting of the Director of the Agency for the Prevention of Corruption, Yll Buleshkaj, and the Chief of the PIK, Kushtrim Hodaj. In the meeting, issues of mutual interest were discussed such as the transparency and integrity of public officials, the avoidance of conflict of interest and whistleblower protection. Although the Agency and the Inspectorate have a very good cooperation, the meeting also discussed the continues cooperation.

PIK and KCS sign a cooperation agreement



The following news photo presents the signing of the Cooperation Agreement between PIK and KSC signed by the Chief Executive Officer of PIK and Mr. Sami GASHI, Deputy General Director of the Kosovo Correctional Service, This agreement was signed in order to advance and deepen the cooperation between the two institutions, to support each other in fulfilling their constitutional and legal mandate.

The agreement, among other things, includes cooperation for security support during the transportation of prisoners, mutual exchange of

information based on the legal authorizations of the two institutions, mutual support in matters of training in areas of interest to both parties, etc.



INSPEKTORATI POLICOR I KOSOVËS
POLICIJSKI INSPEKTORAT KOSOVA
POLICE INSPECTORATE OF KOSOVO



**NËSE MENDONI SE U JANË SHKELUR TË DREJTAT TUAJA
NGA ZYRTARËT POLICORË, RAPORTONI NË *LINJËN E KALTËR*:
AKO MISLITE DA SU VAQ A PRAVA PREKRQENA OD STRANE POLICAJACA
POZOVITE NA *PLAVU LINIJU*:
IF YOU THINK YOUR RIGHTS WERE VIOLATED BY POLICE OFFICIALS,
REPORT IN *BLUE LINE*:**

**RAPORTONI PA PAGESË
IZVESTI BESPLATNO U
FREE OF CHARGE**



080003333

**Së bashku për një polici profesionale
Zajedno za profesionalnu policiju
Together for professional police**

IPK SIGURON KONFIDENCIALITET TË PLOTË NË TRAJTIMIN E INFORMACIONEVE
PIK OSIGURAVA POTPUNU TAJNOST U TRETIRANJU INFORMACIJAMA
PIK OFFERS FULL CONFIDENTIALITY IN TREATING THE INFORMATION