GUVERNUL
REPUBLICII MOLDOVA

GOVERNMENT
OF THE REPUBLIC OF MOLDOVA

Nr. 21-07-3499 Chişinău „27" 04 2018

Mr. Lawrence MEREDITH
Director Neighbourhood East
Directorate-General for Neighbourhood
and Enlargement Negotiations
European Commission

Subject: "Addendum no.1 to the Financing Agreement "Support to Police Reform" (ref.: ENI/2015/038-144), between the Government of the Republic of Moldova and the European Commission, acting on behalf of the European Union, in the form of exchange of letters"

Dear Mr. Meredith,

I have the honour to acknowledge the receipt of your letter dated March 27th, 2018, which reads as follows:

"Thank you for your letter of 26 December 2017. I take note of the request to change some of the 2018, 2019 and 2020 indicators recurring to the formulation under the section 2.1.2 that "in duly justified circumstances, the Government of Moldova may submit a request to the Commission for the targets and indicators to be changed. As you know, our assistance is under close public scrutiny, including by the European Parliament, European Court of Auditors as well as the EU Member States. In this context, let me briefly recall some general principles inherent to the consideration of amendments to Financing Decision and Agreements.

First, we would like recommend to use the wording describing the indicators as stipulated in the mutually agreed and signed Financing Agreement. Therefore my services prepared the Addendum no.1 using strictly the wording describing the indicators as stipulated in the mutually agreed and signed Financing Agreement.

Second, in the Policy Matrix, it is possible to change only upcoming targets and indicators. The changes of targets and indicators for the present year have to be made in Q1 of the present year. It is not possible to change targets retrospectively.

Third, as you know, we are applying the conditionality set in our mutually agreed Financing Agreement strictly. We are all committed to deliver results for Moldovan citizens, and to use EU taxpayers' money effectively and efficiently. The change of indicators should reflect this joint commitment and ensure our joint ambition. Therefore, changing indicators cannot imply lowering the ambition of the indicator.

Casa Guvernului,
MD-2033, Chişinău,
Republica Moldova

Telefon:
+ 373 22 250101

Fax:
+ 373 22 242696

Government House,
MD-2033, Chişinău,
Moldova (Rep.)

I hereby agree fully with you to modify the indicators A 3.1 for years 2018 and 2019, and I partially agree to modify the indicator A.2.1. for year 2019, and the indicator A.1.3 for year 2020. For these reasons related to the respect of the principles mentioned above, I regret to inform you that not all the modifications you had proposed were possible to accept, notably the modifications to the indicators A.1.1 for years 2017 and 2018, and the modifications to the indicators A.1.3 for the year 2019.

In lines with the procedure, I would be grateful if you send us a reply letter, at the latest by end of April 2018, to confirm your agreement with the revised Policy matrix attached. The Addendum no.1 in the form of exchange of letters will constitute of the present letter and you reply letter. The Addendum no 1will take effect on the date of your reply letter. As mentioned above, we would need to ensure that the entry into force takes place before end of April 2018."

I have the honour to confirm that the Government of the Republic of Moldova agrees with the proposed amendments to the Financing Agreement. Accordingly, your letter and this reply letter shall therefore constitute the Addendum No.1 to the Financing Agreement „Support to Police Reform" (ENI/2015/038-144) between the Government of the Republic of Moldova and the European Commission, acting on behalf of the European Union. This Addendum shall enter into force on the date of this reply letter.

Sincerely,

Pavel FILIP
Prime-minister

Ref. Ares(2018)1782495 - 03/04/2018

EUROPEAN COMMISSION
Neighbourhood and Enlargement Negotiations

C - NEIGHBOURHOOD EAST
The Director

Brussels, 27 MARS

Subject: **Addendum no. 1 to the Financing Agreement "Support to Police Reform" ENI/2015/038-144**

Thank you for your letter of 26 December 2017. I take note of the request to change some of the 2018, 2019 and 2020 indicators recurring to the formulation under the section 2.1.2. that "in duly justified circumstances, the Government of Moldova may submit a request to the Commission for the targets and indicators to be changed". As you know, our assistance is under close public scrutiny, including by the European Parliament, European Court of Auditors as well as the EU Member States. In this context, let me briefly recall some general principles inherent to the consideration of amendments to Financing Decisions and Agreements.

First, we would recommend to use the wording describing the indicators as stipulated in the mutually agreed and signed Financing Agreement. Therefore my services prepared the Addendum no.1 using strictly the wording describing the indicators as stipulated in the mutually agreed and signed Financing Agreement.

Second, in the Policy Matrix, it is possible to change only upcoming targets and indicators. The changes of targets and indicators for the present year have to be made in Q1 of the present year. It is not possible to change targets retrospectively.

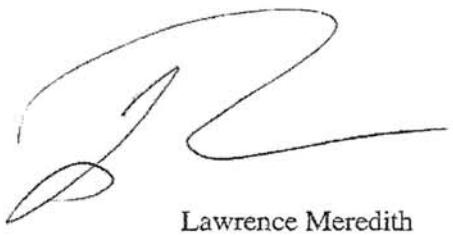
Third, as you know, we are applying the conditionality set in our mutually agreed Financing Agreements strictly. We are all committed to deliver results for Moldovan citizens, and to use EU taxpayers' money effectively and efficiently. The change of indicators should reflect this joint commitment and ensure our joint ambition. Therefore, changing indicators cannot imply lowering the ambition of the indicator.

I hereby agree fully with you to modify the indicators A.3.1 for years 2018 and 2019, and I partially agree to modify the indicator A.2.1. for year 2019, and the indicator A.1.3. for year 2020. For the reasons related to the respect of the principles mentioned above, I regret to inform you that not all the modifications you had proposed were possible to accept, notably the modifications to the indicators A.1.1 for years 2017 and 2018, and the modifications to the indicators A.1.3. for the year 2019.

Mr Pavel Filip
Prime Minister of the Republic of Moldova
Piaţa Marii Adunări Naţionale, 1,
MD-2033 Chişinău

In line with the procedure, I would be grateful if you send us a reply letter, at the latest by end of April 2018, to confirm your agreement with the revised Policy matrix attached. The Addendum no. 1 in the form of exchange of letters will constitute of the present letter and you reply letter. The Addendum no 1 will take effect on the date of your reply letter. As mentioned above, we would need to ensure that the entry into force takes place before end of April 2018.

Yours sincerely



Lawrence Meredith

Encl.:

Annex 1 – Original mutually signed Policy Matrix (2016)
Annex 2 – Revised Policy Matrix (2018)

Ref. Ares(2018)1782495 - 03/04/2018

4. Specific conditions for the disbursement of tranches

The specific conditions for the disbursement set out in Table C shall apply to the disbursement of a specific tranche. Tranche release requests shall include evidence of compliance with each specific condition.

Table C: Specific conditions for the release of tranches

Budget Support Components	**2017 Performance Criteria for the first variable tranche** Achievement by 31/12/2017 Assessment by March 2018 Disbursement by July 2018	**2018 Performance Criteria for the second variable tranche** Achievement by 31/12/2018 Assessment by March 2019 Disbursement by July 2019	**2019 Performance Criteria for the third variable tranche** Achievement by 31/12/2019 Assessment by March 2020 Disbursement by July 2020	**2020 Performance Criteria for the fourth variable tranche** Achievement by 31/12/2020 Assessment by March 2021 Disbursement by July 2021
A.1 Strengthening accountability, efficiency, transparency and professionalism of the police				
A.1.1 - Improve human resources management (HRM) system to ensure transparent and merit-based selection, evaluation and promotion procedures.	***A regulatory framework on transparent and merit-based selection, evaluation and promotion, with a view to securing a career path for sub-officers to the ranks of officers by annually recruiting a minimum of 25% of new officers from sub-officers, is adopted by the Ministry of Internal Affairs.***	***HRM units are regionalized and a minimum of three pilot units are equipped with and trained to use the HRM-related hardware and software.***	***All regional HRM units apply a single human resource management procedure.***	***Transparent and merit-based HRM system is in place; and the ratio of 40% officers/60% sub-officers within the police force is met.***
Baseline: • In 2016, police forces consist of 9231 FTEs, with approx. 900posts or 10% unfilled. • Officers: 70% (6462 FTEs) Sub-officers: 30% (2769 FTEs). • No career path from sub-officer	Means of verification: • Adopted Ministerial order • *Police Career Guide* published on MIA's General Police Inspectorate (GPI) website.	Means of verification: • One consolidated report on inspection missions' findings - and eventual recommendations - at selected HRM units.	Means of verification: • One consolidated report validated by MIA and including information on (i) the final version of the single HRM manual for the police force and (ii) its	Means of verification: • One consolidated report on inspection missions' findings - and eventual recommendations - at selected HRM units including evidence of changes in terms of transparency and merit in the

Budget Support Components	2017 Performance Criteria for the first variable tranche Achievement by 31/12/2017 Assessment by March 2018 Disbursement by July 2018	2018 Performance Criteria for the second variable tranche Achievement by 31/12/2018 Assessment by March 2019 Disbursement by July 2019	2019 Performance Criteria for the third variable tranche Achievement by 31/12/2019 Assessment by March 2020 Disbursement by July 2020	2020 Performance Criteria for the fourth variable tranche Achievement by 31/12/2020 Assessment by March 2021 Disbursement by July 2021
to officer through internal evaluation/ competition. • HRM-units without streamlined criteria for selecting candidates to the police.			implementation in all regional HRM units as well as (iii) information on completed trainings. • One consolidated report on inspection missions' findings - and eventual recommendations - at selected HRM units.	HRM system in place. • Human resources-related statistics on the police force validated by the GPI and providing evidence of the achieved officers/sub-officers ratio.
A.1.2 – Increase women's participation in the police force	***Action plan with a view to increasing the participation of women in the police force is established in cooperation with the Police Women's Association and adopted by the General Police Inspectorate (GPI).***	***Overall women participation in the police force increased to 16%.***	***Overall women participation in the police force increased to 18%.***	***A minimum of 20% of overall police staff are women and a minimum of 15% in officers' ranks are women.***
Baseline: • The current percentage of women in the police force stands at 14%.	Means of verification: • GPI-adopted action plan published on GPI web-site • The opinion of the *Police Women's Association* on the action plan is published on MIA's website.	Means of verification: • Human resources-related statistics on women participation in the police force provided by GPI. • The opinion of the *Police Women's Association* on the progress in the annual implementation of the action plan is published on MIA website.	Means of verification: • Human resources-related statistics on women participation in the police force provided by GPI. • The opinion of the *Police Women's Association* on the progress in the annual implementation of the action plan is published on MIA website.	Means of verification: • Human resources-related statistics on women participation and ranking in the police force provided by GPI. • The opinion of the *Police Women's Association* on the progress in the implementation of the action plan since 2017 is published on MIA website.

Budget Support Components	2017 **Performance Criteria** **for the first variable tranche** Achievement by 31/12/2017 Assessment by March 2018 Disbursement by July 2018	2018 **Performance Criteria** **for the second variable tranche** Achievement by 31/12/2018 Assessment by March 2019 Disbursement by July 2019	2019 **Performance Criteria** **for the third variable tranche** Achievement by 31/12/2019 Assessment by March 2020 Disbursement by July 2020	2020 **Performance Criteria** **for the fourth variable tranche** Achievement by 31/12/2020 Assessment by March 2021 Disbursement by July 2021
A.1.3 - Improve the basic and in-service training capacities, with emphasis on human rights, modern management techniques and anti-corruption.	***An action plan for establishing a Joint Law Enforcement Training Centre (JLETC) containing annual benchmarks is approved and published by the Government of the Republic of Moldova.***	***Action plan is executed as per the agreed annual benchmarks, management staff of JLETC is appointed and training curricula are established (16 weeks basic training for sub-officers and in-service trainings for officers and sub-officers).***	***The action plan is executed as per the agreed annual benchmarks, a 16 weeks basic training for sub-officers (minimum of 50 participants) is completed.***	***JLETC fully operational in its components 2, 3, 4a, 4b, 4c, 5a, 5b, 6, 8a and 8b (which correspond to class rooms, study rooms, auditoriums, dormitories and hygiene facilities,); with two 16 weeks basic trainings for sub-officers (minimum of 250 participants trained) and at least 15 in-service trainings (minimum of 450 participants trained).***
Baseline: • Officers: basic training is the prerogative of the Police Academy. An average of 150 officers per year graduate. • Sub-officers: no formal basic training. Training and recruitment standards on regional level are neither streamlined nor transparent and statistics are lacking. • No clear policy exists on in-service training for officers and sub-officers.	Means of verification: • Official decision transmitted by the Ministry of Internal Affairs (MIA) on the JLETC location. • Action plan approved and published by the Government of the Republic of Moldova.	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and including evidence of progress in terms of (i) achieved versus planned annual benchmarks, (ii) appointment of JLETC managers and (iii) JLETC training curricula.	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and including evidence of progress in terms of (i) achieved versus planned annual benchmarks, (ii) delivery of JLETC infrastructure, and (iii) completed basic training for sub-officers.	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and including evidence of progress in terms of (i) achieved versus planned annual benchmarks, and (ii) completed trainings.

Budget Support Components	**2017** **Performance Criteria** **for the first variable tranche** Achievement by 31/12/2017 Assessment by March 2018 Disbursement by July 2018	**2018** **Performance Criteria** **for the second variable tranche** Achievement by 31/12/2018 Assessment by March 2019 Disbursement by July 2019	**2019** **Performance Criteria** **for the third variable tranche** Achievement by 31/12/2019 Assessment by March 2020 Disbursement by July 2020	**2020** **Performance Criteria** **for the fourth variable tranche** Achievement by 31/12/2020 Assessment by March 2021 Disbursement by July 2021
• Concept note on the JLETC developed.				
A.2 Ensuring fair, efficient and effective enforcement of the law through the application of a rights-based approach to policing				
A.2.1 - Reduce ill-treatment, abuse and discrimination of people held in police custody	***An action plan containing annual benchmarks aiming at establishing minimum standards for (a) police detention conditions and (b) police detainees' transportation conditions is adopted and published by the Government of the Republic of Moldova.***	***Action plan is executed as per the agreed annual benchmarks, procurement contracts required for refurbishing and equipping temporary detention isolators as well as for purchasing at least 25 specialized transportation vehicles for police detainees are signed.***	***Action plan is executed as per the agreed annual benchmarks, a minimum of 15 temporary detention isolators and 100 police facilities (cells / hearing rooms / rooms for person recognition) are operational, a police custody training with at least 250 participants trained, and at least 25 specialized transportation vehicles for police detainees delivered.***	***Detention and transportation conditions for police detainees improved by completing the implementation of the minimum standards for (a) police detention conditions and (b) police detainees' transportation conditions as per the action plan.***
Baseline: • Lack of adequate, dedicated space for temporary detention isolators (TDIs) and police cells of police stations (i.e. lacking infrastructures to set up private meetings with lawyers or medical	Means of verification: • Action plan adopted and published by the Government of the Republic of Moldova.	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and including evidence of progress in terms of (i) achieved versus planned annual benchmarks, and (ii) signed	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and including evidence of progress in terms of (i) achieved versus planned annual benchmarks,	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and summarizing evidence of progress in terms of achieved versus planned benchmarks

Budget Support Components	2017 **Performance Criteria** **for the first variable tranche** Achievement by 31/12/2017 Assessment by March 2018 Disbursement by July 2018	2018 **Performance Criteria** **for the second variable tranche** Achievement by 31/12/2018 Assessment by March 2019 Disbursement by July 2019	2019 **Performance Criteria** **for the third variable tranche** Achievement by 31/12/2019 Assessment by March 2020 Disbursement by July 2020	2020 **Performance Criteria** **for the fourth variable tranche** Achievement by 31/12/2020 Assessment by March 2021 Disbursement by July 2021
personnel; lack of communication equipment to inform next of kin; lack of access to natural light and/or poor artificial light; problematic sanitary conditions; etc.). • Current curricula for police training lack sufficient attention to principles and rules governing police custody. • The 42 inspectorates operate transfer vehicles that are beyond their end-of-life cycle and not equipped to deal with aggressive detainees.		contracts.	(ii) completed trainings and (iii) delivered vehicles/infrastructure.	since 2017. • One consolidated report on the main achievements in the implementation of the action plan since 2017 is jointly produced by a working group composed of staff of MIA, EU Delegation and Civil Society Organisations. The report shall include the following initial statement: "The document reflects the opinion of the members of the working group only and does not necessarily reflect the position or the opinion of the respective organizations" and eventual differences of opinion shall be duly justified and reported.
A.3 Strengthening the police capacities to fight organized and cross-border crime				
A.3.1 - Develop capacities to fight organized and cross-border crime including through increased crime scene investigation capacities.	***An action plan containing annual benchmarks in view of setting up regional investigation units and reinforcing crime scene management capacities (evidence collection) is approved by the Ministry of Internal Affairs.***	***Action plan is executed as per the agreed annual benchmarks, the buildings of a minimum of three regional investigation units are identified and refurbishment works have been initiated, a supplier for 30 crime scene investigation vehicles (evidence***	***Action plan is executed as per the agreed annual benchmarks, the buildings of five regional investigation units are refurbished and fully operational.***	***Improved crime scene investigation capacities.***

Budget Support Components	2017 Performance Criteria for the first variable tranche Achievement by 31/12/2017 Assessment by March 2018 Disbursement by July 2018	2018 Performance Criteria for the second variable tranche Achievement by 31/12/2018 Assessment by March 2019 Disbursement by July 2019	2019 Performance Criteria for the third variable tranche Achievement by 31/12/2019 Assessment by March 2020 Disbursement by July 2020	2020 Performance Criteria for the fourth variable tranche Achievement by 31/12/2020 Assessment by March 2021 Disbursement by July 2021
		collection) is contracted.		
Baseline: • 2 regional investigation units exist – other such units exist on the level of police inspectorates, but are deemed too small. • 5 regional forensic units (laboratories) exist and 1 to 2 forensic expert per inspectorate. • Basic infrastructure, equipment and training are lacking however. • Police force currently operates 8 mobile crime scene investigation vehicles and 5 more are expected.	Means of verification: • GPI Order regarding common standards for investigation units. • Action plan published on MIA website.	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and including evidence of progress in terms of (i) achieved versus planned annual benchmarks, (ii) operational units and (iii) vehicles. • One consolidated annual report of MIA inspection of the regional investigation units.	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and including evidence of progress in terms of (i) achieved versus planned annual benchmarks and (ii) operational units. • One consolidated annual report of MIA inspection of the regional investigation units.	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and (i) summarizing evidence of progress in terms of achieved versus planned benchmarks since 2017, and providing evidence on (ii) improved crime scene investigation capabilities, and (iii) use of 30 crime scene investigation vehicles.
A.4 Setting up a modern police service in line with best European and international standards and practices, able to proactively and equally respond to the needs of the community				
A.4.1 Implement the	***Following consultation with civil***	***Evaluation of a pilot phase of at***	***A minimum of 200 police***	***Improved implementation of***

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community policing concept by improving physical and informational access to quality and equal police services across country.	***society, a concept and an action plan on community policing are approved and published by the Government of the Republic of Moldova.***	***least 6 months in 5 selected police sectors, of which at least 2 outside the capital.***	***officers trained in community policing and a public promotion campaign on community policing is conducted in all 42 police inspectorates.***	***the community policing and related in-service training (a minimum of 200 additional police officers trained).***
Baseline: • First community policing centre for the general public in Chisinau opened in September 2016. • Old infrastructures and logistics: 45% or 90 police stations require capital improvements (ca. 31000€/station) and 41% or 84 police stations require cosmetic works (ca. 14000€/station). • No community policing-training exists.	Means of verification: • Evidence of consultation with civil society organizations (CSOs) before the finalisation of the Concept Note and the Action Plan • After consultation with CSOs, the approved concept note on community policing issued by the GPI is published in the GPI website. • Action plan approved and published by the Government of the Republic of Moldova.	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and including evidence of progress in terms of the achievements in the annual implementation of the action plan. • Pilot phase evaluation report validated by MIA.	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and including (i) evidence of progress in terms of the achievements in the annual implementation of the action plan, and quantitative and qualitative information on (ii) delivered training and (iii) public promotion campaign on community policing.	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and (i) summarizing evidence of progress in terms of achievements in the implementation of the action plan since 2017, and providing evidence on achievements in (ii) infrastructure-related improvements in at least 90 police stations, and (iii) delivered trainings.
A.4.2 – Ensure reliable and effective communications for operational purposes within the police force.	***Action plan containing annual benchmarks for the implementation of a secure voice and data communications network is approved by the Ministry of Internal Affairs, and a monitoring committee within***	***A supply contract for purchasing, installing and maintaining a secure voice and data communications network is awarded.***	***A pilot phase with the selected network with at least three police inspectorates participating is completed and evaluated.***	***Secure communications system fully implemented.***

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	the GPI is established.			
Baseline: • TETRA-communication network exists only within the Chisinau police department. • Police vehicles can currently not be tracked. • Border police operates a dedicated TETRA-communication network.	Means of verification: • Action plan approved by the Ministry of Internal Affairs (MIA). • GPI Order on establishing a monitoring committee on the implementation of the network.	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and including evidence of progress on (i) the achievements in the annual implementation of the action plan and (ii) award of the supply contract.	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and including evidence of annual progress on the achievements in the annual implementation of the action plan. • Pilot phase evaluation report validated by MIA.	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and (i) summarizing evidence of progress in terms of the achievements in the implementation of the action plan since 2017, and providing evidence that (ii) all fixed and mobile patrols are connected and tracked, and that (iii) the system is used in all police inspectorates.
A.4.3 - Strengthen the rapid-reaction capacities of the police intervention teams to emergency calls.	***An action plan containing annual benchmarks with a view to improving logistics, equipment and training for dispatchers and intervention teams is adopted, including the concept of an Integrated System for Emergency Calls Management (ISECM).***	***Action plan is executed as per the agreed benchmarks, a minimum number of rapid intervention teams per administrative sector in Chisinau increased to 6 and in the police rayons outside Chisinau to at least 2.***	***Action plan is executed as per the agreed benchmarks, a 6 months pilot phase for ISECM in two principal urban centres and two rural areas, including in-service training on ISECM for all dispatchers, is completed and evaluated.***	***Maximum intervention time nationwide is reduced to 15 minutes by also increasing the number of rapid intervention teams per sector (a) in Chisinau (minimum 7 teams per administrative sector) and (b) 2 to 5 teams per police rayon outside Chisinau, with ISECM driven dispatching.***

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Baseline: • Recurring problems connecting emergency calls to dispatchers. • Chisinau is split in 5 sectors with 4 to 5 intervention teams each. This number is considered too low as it has an adverse effect on intervention times. • Outside Chisinau: average intervention time of 42 minutes.	Means of verification: • MIA-validated action plan including annual benchmarks and explaining the adopted ISECM conceptual analysis.	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and including evidence of progress in terms of (i) the achievements in the annual implementation of the action plan, and (ii) transmitting the police organizational chart inclusive of intervention teams.	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and including evidence of progress in terms of (i) the achievements in the annual implementation of the action plan, and (ii) delivered trainings. • Pilot phase evaluation report validated by MIA.	Means of verification: • One consolidated report on the implementation of the Action plan transmitted by MIA and (i) summarizing evidence of progress in terms of the achievements in the implementation of the action plan since 2017, (ii) providing evidence on intervention times at police department levels, and (iii) transmitting the latest police organizational chart inclusive of intervention teams.
A.5 Promoting and implementing the principle of zero tolerance to corruption in the police force				
A.5.1 - Enhance capacities to prevent and combat corrupt behaviour within the police force, especially by targeting in-house anti-corruption capacities while improving motivation.	***An action plan containing annual benchmarks with a view to setting up and reinforcing an institutional and regulatory anti-corruption structure within the police force is adopted.***	***Action plan is executed as per the agreed annual benchmarks, the police salary grid is adjusted to ensure that the lowest basic salary corresponds to at least 90% of the minimum subsistence cost as established by the National Bureau of Statistics.***	***Action plan is executed as per the agreed annual benchmarks, basic and in-service training on ethics and anti-corruption measures is delivered by the JLETC to a minimum of 250 participants.***	***Action plan is implemented as per the agreed annual benchmarks, the police salary grid is adjusted to ensure that the lowest basic salary corresponds to at least 100% of the minimum subsistence cost as established by the National Bureau of Statistics.***
Baseline:	Means of verification:	Means of verification:	Means of verification:	Means of verification:

Budget Support Components	**2017** **Performance Criteria** **for the first variable tranche** Achievement by 31/12/2017 Assessment by March 2018 Disbursement by July 2018	**2018** **Performance Criteria** **for the second variable tranche** Achievement by 31/12/2018 Assessment by March 2019 Disbursement by July 2019	**2019** **Performance Criteria** **for the third variable tranche** Achievement by 31/12/2019 Assessment by March 2020 Disbursement by July 2020	**2020** **Performance Criteria** **for the fourth variable tranche** Achievement by 31/12/2020 Assessment by March 2021 Disbursement by July 2021
• Wide perception of corruption within the police force and a loss of prestige for the profession (e.g., public survey January 2016). • Lacking training, working conditions and extra-legal advantages (e.g. annual health check for police staff) • 2016 Police salary grid showing basic salaries ranging from min. 1160 MDL to max. 2150 MDL • 2015 min. subsistence cost (Nat. Bureau of Statistics): 1734 MDL	• Action plan approved by the Ministry of Internal Affairs • MIA Order on setting up reinforced anti-corruption structures at police level.	• One consolidated report on the implementation of the Action plan transmitted by MIA and including evidence of progress in terms of (i) the achievements in the annual implementation of the action plan, (ii) reinforced anti-corruption structures at police level, (iii) police salary grid 2018, and (iv) information on minimum subsistence cost published by the National Bureau of Statistics (NBS).	• One consolidated report on the implementation of the Action plan transmitted by MIA and including evidence of progress in terms of (i) the achievements in the annual implementation of the action plan, (ii) reinforced anti-corruption structures at police level, and (iii) delivered trainings on ethics and anti-corruption.	• One consolidated report on the implementation of the Action plan transmitted by MIA and (i) summarizing evidence of progress in terms of the achievements in the implementation of the action plan since 2017, (ii) providing evidence on reinforced anti-corruption structures at police level, (iii) police personnel salary grid 2020, and (iv) information on NBS-published minimum subsistence cost.