

DRAFT CONCLUSIONS
12th EU-Albania Public Administration Reform Special Group

Strategic Framework for Public Administration Reform

- Albania to adopt the new PAR strategy and Anti-corruption strategy *[Q3 2024]* and start their implementation. Albania to ensure proper costing of the activities envisaged in the new strategies.
- Albania to timely prepare monitoring reports (in Q1 of the following year), focusing on results and analysing underlying reasons where targets were not met within the deadlines *[continuous]*.
- Albania to ensure regular meetings of the relevant technical and political-level bodies in order to provide the necessary technical and political steer on PAR *[continuous]*.

Public Service and Human Resources Management

- Albania to ensure that opening competitions for senior managers to external candidates remains exceptional, as foreseen by the Law on Civil Servants *[continuous]*.
- Albania to further extend the automated payroll system *[Q3 2024]* and to continue its implementation *[continuous]*. Albania to provide a detailed roadmap with the timeline for the development of the system for the public administration and the development of key components chronologically.
- Albania to continue improving the efficiency of recruitment processes *[continuous]*.
- Albania to ensure implementation of performance appraisal for all categories of staff, including senior management positions in order to reach at least 50% of managers *[2024]*.
- Albania to share and consult with the Commission the amendments to the Law on Civil Service.
- Albania to continue efforts to reduce the number of unlawful dismissals and ensure the timely enforcement of court decisions confirming unlawful dismissals (in case such occur) in order to reduce costs on the state budget.

Public Finance Management

- Albania to start implementation of the recently adopted PFM Strategy *[Q2 2024]*.
- Albania to continue reforms to prevent the occurrence of arrears, with a particular focus on arrears at local government and arrears related to enforcement of court decisions (from civil, as well as administrative cases) *[continuous]*.
- Albania to streamline the decision-making and management processes for public investments, irrespective of funding source through application of the CoM decision on the matter *[Q3*

2024]. Albania to ensure sufficient resources at MoF for financial oversight role [Q4 2024]. Albania to further improve reporting on investments, including PPPs, by extending coverage and quality of monitoring reports [Q3 2024].

- Albania to further strengthen reporting on financial performance of SOEs, including fiscal risk assessment [Q3 2024].
- Albania to limit the use of normative acts for the budget revision and return to the standard budget revision procedure, fully respecting the budget oversight role by the Parliament [Q3 2024].

Policy Development and Coordination

- Albania to increase the use of regulatory impact assessments, if needed by adjusting the existing rules for exemptions and by introducing regulatory impact assessments for secondary legislation. As a rule, all laws except annual budget laws and laws ratifying international agreements should be accompanied by impact assessments. Albania to link the regulatory impact assessment system to the annual legislative planning in order to improve the quality of planning.
- Albania to increase the number of acts being consulted with the public, promote other forms of consultation in addition to the online portal and ensure in advance notification of stakeholders in order to enable them to effectively participate in the consultation process [*continuous*]. Albania to improve the quality of the public consultation process and to ensure proper follow-up [Q3 2024].
- Albania to ensure prior consultation with the EU on draft legislation relevant for the EU accession process [*continuous*].
- Albania to put in place a system, at administrative level for checking the content of policy proposals and their alignment with government's priorities and existing policies [Q4 2024].

Accountability

- Albania to properly regulate the criteria and typology for the establishment of subordinated bodies, better define organisation and functions and clarify accountability lines and governance arrangements between supervisory and subordinated bodies through the revision of the Law on the Organisation and Functioning of the State Administration [Q3 2024].
- Albania to take measures to strengthen managerial accountability and delegation of decision-making, including making sure that administrative decisions are signed below the level of the minister and decisions on leave or business travel are signed below the level of the secretary general across all ministries [Q3 2024].
- Albania to ensure that all ministries proactively publish basic data on their websites, including names and contact details of heads of organizational units, contact details in general, budget, annual work plans and reports on their implementation. [Q3 2024].

Service Delivery

- Albania to ensure equal access to public services for people with limited digital skills, limited digital access and people with special needs *[continuous]*.
- Albania to continue the process of legal harmonisation with the Code of Administrative Procedures to reach full harmonisation of all identified 65 special laws *[Q4 2025]*.
- Albania to ensure the implementation of the recommendations for deregulation and simplification of administrative procedures, including amendments of the relevant legal acts regulating the procedures *[continuous]*.
- Albania to align with the latest version of the European Interoperability Framework and the new Interoperable Europe Act *[Q4 2024]*.