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Ministria e Punëve të Brendshme - Ministarstvo Unutrašnjih Poslova - Ministry of Internal Affairs

Policia e Kosovës / Policija Kosova / Kosovo Police



# PLANI ZHVILLIMOR STRATEGJIK STRATEŠKI RAZVOJNI PLAN STRATEGIC DEVELOPMENT PLAN

## 2016 - 2020

“KRENAR PËR SHËRBIMIN”



# CONTENTS

I.	FOREWORD BY THE MINISTER OF INTERNAL AFFAIRS .....	4
II.	FOREWORD BY THE GENERAL DIRECTOR OF KOSOVO POLICE.....	5
III.	METHODOLOGY.....	7
IV.	MISSION, VISION AND VALUES OF KOSOVO POLICE.....	7
1.	MISSION.....	7
2.	VISION.....	7
3.	VALUES.....	8
V.	GENERAL PRINCIPLES.....	8
1.	PRINCIPLE OF PROFESSIONALISM.....	8
2.	THE PRINCIPLE OF TRUST.....	8
3.	THE PRINCIPLE OF FREEDOM AND HUMAN RIGHTS.....	8
4.	THE PRINCIPLE OF PROPORTIONALITY.....	8
5.	THE PRINCIPLE OF TRANSPARENCY.....	8
VI.	LEGAL FRAMEWORK.....	9
VII.	INTERNATIONAL AGREEMENTS.....	10
VIII.	STRATEGIC DOCUMENTS.....	10
IX.	STRATEGIC AND SPECIFIC OBJECTIVES.....	11
1.	PROVISION OF PUBLIC SECURITY AND THE STRENGTHENING OF COOPERATION WITH CITIZENS.....	11
2.	PREVENTING AND COMBATING CORRUPTION AND ORGANIZED CRIME, SERIOUS CRIMES AND TERRORISM.....	11
3.	CONTROL AND OVERSIGHT OF THE STATE BORDER.....	12
4.	ADVANCING THE HUMAN RESOURCES MANAGEMENT.....	13
5.	STANDARDIZATION OF PHYSICAL, TECHNICAL INFRASTRUCTURE, AND THE INFORMATION TECHNOLOGY.....	13
X.	MONITORING, IMPLEMENTATION AND EVALUATION.....	14
1.	MONITORING.....	14
2.	STRATEGY IMPLEMENTATION PROCESS.....	14
3.	EVALUATION AND REVIEW SYSTEM.....	14

# Foreword



Mr. Skender Hyseni  
MINISTER OF INTERNAL AFFAIRS

## FOREWORD BY THE MINISTER OF INTERNAL AFFAIRS

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The safety of citizens and guaranteeing protection of their rights is the main institutional mission of the Ministry of Internal Affairs. This is done through prevention and activities in a series of fields, including combat against organized crime and corruption, combat against terrorism and extremism, securing transport, combat against drug trafficking and securing various social and sports events.

It is also our mission to improve the quality of service for citizens and offer maximal conditions for protecting dignity and basic rights of every individual.

Identifying the needs in every field, defining objectives and using optimal means for achieving effective results, are the best preconditions toward success.

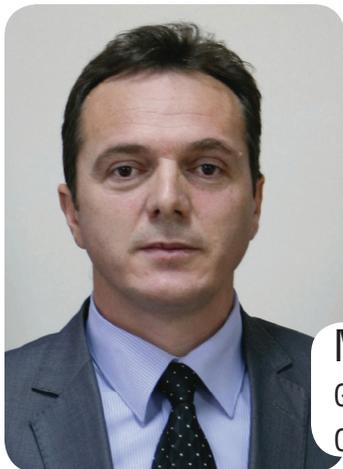
Based on the Constitution of the Republic of Kosovo and effective laws, Kosovo Police having in focus its continuous reform, has prepared its strategic development plan 2016-2020, that surely is going to impact in its performance, with the aim of offering higher quality service toward the citizens of the country.

The current development plan shows us clearly the weaknesses within the system and what steps should be taken in order to avoid these deficiencies. Another five objectives to be achieved are identified. These objectives include: Providing public security and strengthening the cooperation with citizens, prevention and combating organized crime and corruption, serious crimes and terrorism, control and oversight of state border, advancement of human resources management and standardizing the physical, technical and information technology infrastructure.

Changes and reforms take time and evolve along with the needs of the society, therefore this development plan is a step in a continuous process towards perfection.

We are confident that the implementation of this plan will be one of the main priorities of Kosovo Police management, while we expect soon to see first results that will impact directly in self-organization, society and at our partners, establishing a climate of rule of law where all segments of society will function according to the highest democratic standards.

# Foreword



**Mr. Shpend MAXHUNI**  
GENERAL DIRECTOR OF THE POLICE  
OF REPUBLIC OF KOSOVO

## FOREWORD BY THE GENERAL DIRECTOR OF KOSOVO POLICE

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Being aware that the general security is one of the main pillars of realization of a normal life in the society, Kosovo Police is in its development and growth, both in the technical and professional aspect. Our mission is clear and we are committed in achieving to perform duties, always in cooperation and coordination with other national and international institutions as well as with the community, acting as a healthy and functional body.

We are following trends of overall developments, which affect in the increase of the police responsibilities and we are doing this by being professional, modern, as well as drafting long-term plans for achieving the set objectives.

In continuation of the Strategic Plan 2011-2015, with greater confidentiality and certainty, we will continue working in the new Strategic Development Plan 2016-2020, aiming to achieve our clear planned objectives. In this plan there are presented the Mission, Vision, Values and Objectives in accordance to the strategic aims of Kosovo Police for the next five years.

In coming years, in cooperation with other

institutions, with the civil society and with the community in general, acting in full harmony with the legislation into force and with the democratic values, we will provide security, in order that every citizen of the Republic of Kosovo feels free, safe, without fear that anybody may violate his/her guaranteed rights.

In terms of the internal organization, within this strategic plan, we aim to build and functionalize all police units, in order to be professionally ready to take all responsibilities within the scope of our organization.

This plan foresees modernization and standardization of equipment in serving our employees, advancing the border oversight in the function of prevention and combating inter-border crime, organized crime as well as extremism and radicalism.

Kosovo Police is being presented as a serious partner in the field of international cooperation, too. The daily need for cooperation with police organizations of regional and international countries make us set clear objectives in the strategic planning, in order to be member of all international law-enforcement institutions such as INTERPOL, EUROPOL, SELEC,

# STRATEGIC DEVELOPMENT PLAN

FRONTEX etc.

Within this strategic plan we have included the action plan which is specific, measurable and practical, including the performance indicators, which will be monitored and measured.

Therefore, we strongly trust in the maximum engagement and commitment of all police personnel, especially of high management for realization of this development plan, in its entirety.

### III. METHODOLOGY

The Kosovo Police strategic development plan is based on the basic principles deriving from the Constitution of the Republic of Kosovo, various laws and strategies of the Government, which is drafted after conducting a series of studies and work analysis of Kosovo Police, external evaluations from the reports of the USSD, progress reports of EU, roadmap of visa liberalisation, as well as in cooperation with local and international partners and the most important, community needs.

While drafting this plan, best practices of police organizations of developed countries have been taken into account. Also, the process of drafting the strategic development plan included a wide consultation and cooperation with external interest groups, such as: law-enforcement agencies, international partners and other interest groups from the civil society, as well as a focus has been made to the analysis of internal evaluation.

Based on the presentation of the analysis and the consultation process the mission, vision, principles and values have been determined, in line with the specific objectives and activities in completing this plan.

### IV. MISSION, VISION AND VALUES OF KOSOVO POLICE

#### **Mission**

Provide security and services for all persons in Kosovo based on the law, best practices and standards of democratic policing.

Kosovo Police will complete its mission by:

- Providing public safety (safety of life and property);
- Protecting human rights and freedoms;
- Cooperating with the community and institutions;
- Border controlling and oversight;
- Improving the performance of the organisation;
- Preventing and combating the organized crime, corruption and other forms of criminal activities.

#### **Vision**

“Professional police organisation, trained, well equipped, efficient in providing safety, law-enforcement, preventing and combating crime, being an example in the region, always supporting and loyal to the community”.

# STRATEGIC DEVELOPMENT PLAN

## Values

- Leadership: every officer has to be a good example and to have a personal commitment wherever he/she works.
- Orientation to service: every officer contributes in the life quality to the community he/she serves.
- Integrity: we will work with the righteousness, honesty and sincerity, always based on the highest ethical and moral standards.
- Dedication: vigilant and pro-aktiv in the organization and community, self-motivated and creative.
- Team work: team work is essential for achieving the success. In the team must be involved the internal officers, as well as the community for achieving and fulfilling the strategic objectives.

## V. GENERAL PRINCIPLES

- 1. Principle of Professionalism** - Preventing and combating crime requires good experts, exchange of experiences, appropriate instruments / best practices and efficient professionals. This means the combination of training, education and professional development for the Kosovo Police as well as the care to recruit qualified candidates;
- 2. The principle of trust** - The institutions responsible for preventing and combating crime should care about establishing trust in protecting data and information received from citizens from the abuse by those who have access to them;
- 3. The principle of freedoms and human rights** - Means respecting and guaranteeing the freedoms and rights of all individuals, regardless their ethnicity, gender, age, religion, during all stages of institutional involvement in the prevention and combating of crime;
- 4. The principle of proportionality** - Means the exercise of police authority in preventing and combating crime, only when necessary and only to the extent required to achieve legitimate objectives, with appropriate means and methods, in a shortest possible time as well as lowest harmful consequences;
- 5. The principle of transparency** - This principle means a pro-active approach of the Kosovo Police, in order to inform citizens about their work and good understanding for all citizens, without discrimination.

## VI. LEGAL FRAMEWORK

Kosovo Police, with the aim of implementing the Strategic Development Plan also relies on but is not limited to a wide legislative base:

- The Constitution of the Republic of Kosovo;
- Criminal Code of Kosovo;
- Kosovo Code of Criminal Procedure;
- Code of Juvenile Justice;
- Law on Police;
- Law on interception of telecommunications;
- Law on Classified Information and Security Clearance;
- Law on Protection of Personal Data;
- Law on Execution of Criminal Sanctions;
- Law on Public Peace and Order;
- Law on Public Gatherings
- Law on Road Traffic Safety
- Law on Prevention of Money Laundering and Financing of Terrorism;
- Law on Kosovo Police Inspectorate;
- Law on International Judicial Cooperation in Criminal Matters;
- Law on International Agreements;
- Law on Control and Oversight of the State Border;
- Law on Asylum
- Law on Preventing and Combating Cybercrime;
- Law on administration of seized and confiscated property;

International conventions and acts directly applicable in the Republic of Kosovo, that affect in the field of law-enforcement:

- Universal Declaration of Human Rights;
- European Convention for the Protection of Human Rights and Fundamental Freedoms and its Protocols;
- Convention against Torture and other Cruel, Inhuman and Humiliating Treatments and Punishments.

# STRATEGIC DEVELOPMENT PLAN

## VII. INTERNATIONAL AGREEMENTS

For performing works in preventing and combating of crime, especially organized crime, in addition to legal acts, the Kosovo Police relies on bilateral and international agreements, and other documents in the process of European integration.

## VIII. STRATEGIC DOCUMENTS

The Republic of Kosovo drafted strategic documents for different areas where the Kosovo Police is one of the main actors in the implementation of those documents:

- National Strategy and the Action Plan against Trafikimit me Human Rights 2015-2019;
- National Strategy and the Action Plan against Organized Crime 2012-2017;
- National Strategy and the Action Plan against Drugs 2012-2017;
- National Strategy and the Action Plan against Terrorizmit 2012-2017;
- National Strategy and Action Plan for Integrated Border Management 2013-2018;
- The National Strategy and Action Plan for the Control and Collection of Small and Light Weapons 2013-2016;
- National Strategy and the Action Plan for Migration 2013-2018;
- National Strategy Against corruption 2013-2017;
- National Strategy Republic of Kosovo for Prevention of Crime 2013-2017;
- National Strategy for ri-integration of repatriated persons in Kosovo 2013-2018;
- National Strategy of Republic of Kosovo for prevention an combating of informal economy, money loundring, financing of terrorism and finantial crimes 2014-2020;
- The strategy against falsification of piracy 2012-2016;
- National Strategy and the Action Plan for Community Safety 2011-2016;
- The Strategy for Prevention and elimination of childrens' work in Kosovo 2011-2016;
- Kosovo Program against Domestic Violence and the Action Plan 2015-2018;
- The strategy on Cyber Crimes 2015-2018;
- The Strategy for Prevention of violent extremism and radicalization which leads to the terrorism 2015 - 2020;
- The Strategic Plan for protection of children from the internet risks 2015-2020;
- The Strategy for assistance in the field of law-enforcement 2016-2019.

## IX. STRATEGIC AND SPECIFIC OBJECTIVES

Kosovo Police Strategic Development Plan is consisted of the following strategic objectives:

1. **Providing public safety and strengthening the cooperation with citizens;**
2. **Prevention and combating organized crime and corruption, serious crimes and terrorism;**
3. **Control and supervision of the state border;**
4. **Advancing the management of human resources;**
5. **Standardization of physical, technical infrastructure and the information technology;**

### 1. Providing public safety and strengthening the cooperation with citizens

Public order and safety is one of the preconditions for the freedom of movement, free movement of people and goods as well as strengthening the cooperation with citizens. Kosovo Police will pay a great importance to the increase of the level of public trust towards the community; also a special emphasis will be paid to the cooperation with citizens in the prevention/reduction of criminal acts, with pro-active approach on identification, analysis and problem solving.

Special emphasis will be paid to operational increases in terms of effectiveness and efficiency in the function of profiling the organizational units in response to criminal acts towards solving and addressing problems.

Provision of public security and strengthening of cooperation with citizens, includes a set of specific objectives aimed to fulfil the strategic objective:

- 1.1. Improving and maintaining public safety, prevention and reduction of criminal activities;
- 1.2. Raising the level of security in the road traffic and the accident prevention;
- 1.3. Enhancing cooperation and awareness in partnership with institutions and community;
- 1.4. Strengthening the operational capacities and professionalization of units.

### 2. Preventing and combating organized crime and corruption, serious crimes and terrorism

Criminal phenomena with social complexity, such as organized crime, corruption, serious crimes and terrorism, require a multi-disciplinary approach for prevention, detection, and arresting perpetrators of such criminal offences.

Kosovo Police will pay a special focus to strengthening capacities through training the police officers, advancing equipments and strengthening the cooperation between national authorities and law-enforcement agencies as well as international cooperation for information exchange, unification of criminal files, confiscation of assets gained by criminal offences, arresting of criminal groups as

well as providing evidences to the justice bodies.

While, in terms of preventing and reducing the risk of violent radicalization, Kosovo Police will pay special attention to awareness, early identification, targeting and treatment of persons and criminal groups.

Preventing and combating corruption and organized crime, serious crimes and terrorism, includes a number of specific objectives, as follows:

- 2.1. Strengthening capacities in preventing and combating organized crime and corruption, serious crimes and terrorism;
- 2.2. Interagency and international coordination and cooperation;
- 2.3. Public awareness on the consequences of organized crime and corruption, serious crimes and terrorism;
- 2.4. Early identification of the target population for extremism and radicalism;
- 2.5. Early identification of factors affecting extremism and radicalism;
- 2.6. Raising awareness of the institutions for the consequences of extremism and radicalism and the cooperation with the community;
- 2.7. Intervention with the aim of prevention and reduction of risk from violent extremism and radicalism.

### **3. Control and oversight of the state border**

Control and oversight of the state border poses a special commitment in the function of prevention and combating transnational crime, increase the level of security at the border, as well as creation of conditions for free movement of people and goods.

Also, a special importance will be paid to participating in the harmonization of legislation with EU directives within the framework of integration processes. Kosovo Police will pay attention to the creation of mechanisms for cross-border police cooperation through the implementation of bilateral agreements and protocols.

Control and supervision of the state border will include a number of specific objectives aimed to meet the strategic objective, as follows:

- 3.1. Advancing activities in the field of border control and oversight;
- 3.2. Implementation of border control and oversight in accordance with Schengen standards;
- 3.3. Creating conditions for free movement of people and goods at border;
- 3.4. Control and oversight of movement and residence of foreigners, in order to prevent irregular migration;
- 3.5. Creation and development of human capacities of the Border Police.

#### **4. Advancing human resources management**

Kosovo police will pay a great attention to raising and increasing performance, applying the best standards for police staff through the application of the system of personnel management, ongoing training and health care.

Particular importance will be paid to improving the quality of the training curriculums, starting from basic trainings to the specialized ones, in the function of fulfilling the needs of all employees. Kosovo Police will continue to care for the exchange of experiences with law enforcement institutions in different countries through participation in conferences, seminars, study visits and training in various fields.

Advancing human resources management will include a number of specific objectives, aimed at meeting the strategic objective, as follows:

- 4.1. Career development of Kosovo Police employees according to the work performance;
- 4.2. Advancing of the management system of personnel in Kosovo Police;
- 4.3. Healthcare for all the employees through the efficient healthcare, within the available resources;
- 4.4. Improving the quality of training programs

#### **5. Standardization of physical, technical and information technology infrastructure**

Kosovo Police will increase and strengthen the performance and professionalization of its work by drafting the projects for standardization of physical and technical-technological infrastructure and at the same time will raise the reliability and perception of citizens that Kosovo Police is on the step with other police of democratic states.

A great importance will be given to the increase of cyber safety by applying advanced technology and by raising the officers professionally, in order to prevent the threatening and abusing forms.

Standardization of physical, technical and information technology infrastructure will include a series of specific objectives that aim the fulfillment of strategic objectives as following;

- 5.1. Improving and advancing of the infrastructure conditions and standardization of police facilities;
- 5.2. Regulation of the ownership status of police facilities;
- 5.3. Expansion and advancing of the information system of Kosovo Police;
- 5.4. Increase of the cyber security level;
- 5.5. Installation of the digital system of CCTV-s and ANPR;
- 5.6. Advancing of the communication system in KP;

## X. MONITORING, IMPLEMENTATION AND EVALUATION

**1. Monitoring** will serve to follow the progress of the strategic development plan, to measure the accomplishment degree of its objectives in process, to evaluate the need and to determine the organizational directions, respectively departments, especially regarding the activities. Monitoring of the Strategic Development Plan will raise its efficiency and effectiveness and at the same time increases the performance of the police personnel.

**2. Strategy implementation process** will be a process of accomplishment of strategic objectives, specific objectives and activities. The action plan has foreseen concrete and measured activities that will be implemented for the five (5) year period, respectively from 2016-2020. The implementation of Strategic Development Plan will be carried out by each unit, respectively department, according the activities foreseen by this plan through the periodical reports.

### **3. Evaluation and review system**

The Directorate for Strategic Planning and Legal Issues will make the evaluation of accomplishment for the activities foreseen in the Action Plan at least two (2) times in a year, while the review once (1) a year. The evaluation is done through the processes processed by the organizational departments/ units, which according to the plan have responsibility for fulfilling the activities.

## LIST OF ABBREVIATIONS

AASCP	Agency for Administration of the Seized and Confiscated Property
KAPS	Kosovo Academy for Public Safety
ACA	Anti-Corruption Agency
ARVP	Automatic Reader of Vehicle's Plates
KTA	Kosovo Tax Administration
FVA	Food and Veterinary Agency
EU	European Union
CCTV	Closed-circuit Television
CERT	Computer Emergency Response Team
IRTRT	Incidents Response Team of Computer Security
ASD	American State Department
HRD	Human Resources Department
DSPLI	Directorate for Strategic Planning and Legal Issues
OD	Operations Department
BD	Border Department
ID	Investigations Department
SSD	Supporting Services Department
ATCS	Action Teams for Community Safety
PBSEC	Program for Border Security and Export control
ICITAP	International Criminal Investigation Training Assistance Program
DICLEF	Directorate for International Cooperation in the Law Enforcement Field
IOM	International Organization for Migration
KPI	Kosovo Police Inspectorate
MA	Municipal Assemblies
LCPS	Local Committees for Public Safety
MCCS	Municipal Councils for Community Safety
KFOR	NATO Military Mission
MLGA	Ministry of Local Government Administration
MEST	Ministry of Education, Science and Technology
MJ	Ministry of Justice
MF	Ministry of Finances
MCYS	Ministry of Culture, Youth and Sports
MI	Ministry of infrastructure
MEI	Ministry of European Integration
MIA	Ministry of Internal Affairs
MLSW	Ministry of Labor and Social Welfare
MH	Ministry of Health
SOP	Standard Operating Procedure
KCUC	Kosovo Clinical University Center
NGOs	Non-governmental Organizations
OSCE	Organization for Security and Cooperation in Europe
UNHCR	UN High Commissioner for Refugees of the United Nations Organization
OIPR	Office of Information and Public Relation

## ACTION PLAN 2016-2020

Strategic objective	Specific objective	Activity	Responsible Department/Directorate	Supporting Department/Directorate/Institution	Deadline	Financial costs	Measuring parameter
1. Provision of public Safety and strengthen of cooperation with citizens	1.1. Improving and preservation of public safety, prevention and reduction of criminal activities	1.1.1. Reduction of criminal cases and increase of detection rate.	OD, ID, BD	HRD, DSS, Prosecutions and Courts	In continuity	Budgeted cost	Number of cases
		1.1.2. Reduce police response time.	OD, BD	HRD, DSS	In continuity	Budgeted cost	Response time
		1.1.3. Increase cooperation with citizens for security issues.	OD, ID, BD, OIPR	DSS, security forums, Civil society, media	In continuity	Budgeted cost / donation	- Number of meetings - Number of projects
		1.1.4. Taking responsibility for securing the Deçani monastery and improving the work conditions for the security of other facilities of cultural and religious heritage.	OD, DSS	MCYS, MA, ID, HRD, Religious communities and international partners	In continuity	Governmental grant 63.000 euro	- Responsibility taken - Improved conditions
	1.2. Increase of the security level in road traffic and prevention of accidents.	1.2.1. Advancing of the work in partnership with community and institutions.	DO, OIPR	Partner institutions, DSS, security forums, civil society, media	In continuity	Administrative cost	Published reports (polls and surveys)

		<p>1.2.2. Supplying and modernization of the equipment for regulation, controlling, identification and evidencing of road traffic (digital mobile and immobile equipment and from the air)</p> <p>1.2.3 Organization of the education field and rise of awareness in the road traffic.</p>	DO, DSS	Ministry of Infrastructure, Municipal assemblies	2018	4.250.000 euro/donation	<p>- Number of supplied equipment</p> <p>- Number of functionalized equipment</p>
	<p>1.3. Advancing the cooperation and awareness in partnership with institutions and community</p>	<p>1.3.1. Organization and participation in meetings, debates and lectures.</p> <p>1.3.2. Drafting and the implementation of the awareness projects</p> <p>1.3.3. Inclusion of the community in problem solving models.</p>	DO, OIPR	Partner institutions, security forums, civil society, media	In continuity	Donation	Number of campaigns conducted
			DO, ID, BD	DSS, Partner institutions, security forums, civil society, media	In continuity	Administrative cost	Number of meetings, debates and lectures
			DO, ID, BD	DSS, Local and International partner Institutions, security forums, civil society, media	In continuity	Donation	Number of projects
			DO, ID, BD	DSS, Local and International partner Institutions, security forums, civil society, media	In continuity	Administrative cost	Number of solved problems by models

				forums, civil society, media	In continuity	Administrative cost	Number of campaigns, meetings and debates
	1.3.4. Awareness and sensitization of citizens in order to prevent domestic violence and delinquency of juveniles.	DO, ID		DSS, Local and International partner Institutions, security forums, civil society, media			
	1.3.5. Stimulation of civil volunteerism in order to strengthen LCPS-s.	DO		DSS, Local and International partner Institutions, security forums, civil society, media		Budgeted cost/donation	Number of actions conducted
1.4. Increase of the operational capacities and profiling of units	1.4.1. Creation and operationalization of the team for response and controlling of anti-terror, search-rescue and diving.	DO, ID, BD, HRD, DSS		Local and International partner Institutions	2017	Budgeted cost/donation	Created and operationalized teams
	1.4.2. Profiling the officers of respective unit for handling cases with biological-chemical radiological materials.	DO, ID, BD, HRD, DSS		Prosecutions, Courts, National and International partner institutions	2019	Budgeted cost/donation	Number of profiled officers
	1.4.3. Functioning of the Helicopter Unit.	DO, HRD, DSS		Government of Kosovo	2018	Governmental Grant 35.000.000 euro	Operationalized unit
<b>2. Prevention and</b>	2.1. Strengthen of the capacities	ID		DO, BD, ILECU,	In continuity	Administrative costs	Five annual reports
	2.1.1. Assessment of the threats by the organized						

combating of the organized crime and corruption, serious crimes and terrorism	in prevention and combating of the organized crime, serious crimes, corruption and terrorism.	crime (SOCTA) and annual strategic analysis.	prosecutions, Local courts, and International partner institutions	In continuity	Budgeted cost	Assets frozen, seized and confiscated.
		2.1.2. Increasing efficiency in freezing, seizing and confiscation of assets deriving from criminal offences.	ID, DO, BD Prosecutions, courts, Customs, AMA, FIU, AASCP and other agencies.	In continuity	Budgeted cost	Number of cases on which the methods are applied
		2.1.3. Applying of special investigation methods.	ID, DO, BD Prosecutions, courts,	In continuity	Budgeted cost	Number of exchanged information
	2.2. Interagency and international cooperation and coordination	2.2.1. Exchange of information between the local and international institutions.	National and international partner institutions, Prosecutions, Courts	In continuity	Administrative cost	- Number of established teams - Number of conducted operations
		2.2.2. Establishment of joint teams, conducting of joint investigation operations with local actors and/or parallel international investigations.	ID, DO, BD ILECU, prosecutions, Local courts, and international partner institutions	In continuity	Budgeted cost	- Number of applications - Number of memberships
		2.2.3. Further engagement for membership in the international organizations and security field.	DPSLA MIA, MFA, MJ, ID, DO, BD, HRD, DSS, ILECU	In continuity	Administrative cost	

		<p>2.2.4. Organization and holding of joint trainings between the law enforcement agencies, in the field of prevention and combating of the organized crime and corruption, serious crimes and terrorism.</p> <p>2.2.5. Strengthening of capacities in the field of Information Technology, physical infrastructure and human resources.</p> <p>2.2.6. Finding modalities of cooperation with INTERPOL, EUROPOL, SELEC, as well as, continuation of cooperation with: FRONTEx, SEEFEN, MARRI, DCAF, IOM, UNHCR, and EXBS.</p>	<p>HRD, ID, DO, BD, DSS</p> <p>DSS, HRD</p> <p>ID, DO, BD, HRD, DSS, ILECU, DSPLI</p> <p>OIPR, ID, DO, BD</p> <p>ID</p>	<p>Local and International institutions</p> <p>ID, DO, BD</p> <p>MIA, MJ, MEA, DSS, Local international partner institutions</p> <p>Civil society, local media, and international partner institutions.</p> <p>DO, BD, HRD, DSS, local and international</p>	<p>In continuity</p> <p>In continuity</p> <p>In continuity</p> <p>In continuity</p> <p>In continuity</p>	<p>Budgeted cost/donation</p> <p>15.000.000 euro/donation</p> <p>Administrative cost</p> <p>Budgeted cost</p> <p>Budgeted cost</p>	<p>- Number of trainings - Number of participants</p> <p>- Number of constructed/re novated buildings - Number of provided equipment</p> <p>Modalities found Continuation of cooperation</p> <p>Number of campaigns</p> <p>Number of conferences/seminars/lecture</p>
<p>2.3. Citizens awareness for consequences of the organized crimes, corruption, serious crimes and terrorism;</p>	<p>2.3.1. Organization of comprehensive campaigns through the electronic and written media.</p> <p>2.3.2. Organization of conferences, seminars and various lectures on schools</p>	<p>ID, DO, BD, HRD, DSS, ILECU, DSPLI</p> <p>OIPR, ID, DO, BD</p> <p>ID</p>	<p>Civil society, local media, and international partner institutions.</p> <p>DO, BD, HRD, DSS, local and international</p>	<p>In continuity</p> <p>In continuity</p> <p>In continuity</p>	<p>Budgeted cost</p> <p>Budgeted cost</p>	<p>Number of campaigns</p> <p>Number of conferences/seminars/lecture</p>	

		and public debates.		partner institutions, Civilian society, media	In continuity	Administrative cost	s/debates
2.4. Early identification of the targeted population for extremism and radicalism;	2.4.1. Identification of individuals, groups, settlements, regions that may be influenced with extremist and radical ideology.	ID	DO, BD, local and international partner institutions	In continuity	Administrative cost	Targets identified	
	2.4.2. Annual assessment of the condition about violent extremism and radicalization in the Republic of Kosovo.	ID	DO, BD, local and international partner institutions	In continuity	Administrative cost	Five compiled assessment reports	
2.5. Early identification of the factors affecting the extremism and radicalism	2.5.1. Monitoring of opened social media in order to identify the persons and elements that on their postings show elements and signs of a radical and extremist behavior.	ID/DO/BD	Local and international partner institutions	In continuity	Administrative cost	List of identified persons and networks used.	
	2.5.2. Compiling of analytic reports regarding the economic, political and social concerns that could impact in extremism and radicalism of the individuals or certain groups	ID	DO, BD, local and international partner institutions	In continuity	Administrative cost	Number of compiled reports	
	2.5.3. Media campaign in order to follow the message for the consequences of violent and radical extremism.	ID, OIPR	DO, BD, religious communities, civil society, media	In continuity	Budgeted cost	Number of campaigns conducted	

<p>2.6. Raise the awareness to the institutions for the consequences of extremism and radicalism, and cooperation with community.</p>	<p>2.6.1. Cooperation with local forums of safety (MASB, LCPS, EVSB) in municipalities, religious community, NGO and civil societies through meetings for identification of problems, concerns that impact to the persons for radicalism and extremism.</p> <p>2.6.2. Compilation of the NGO list, which with their activity are categorized to having access/radical/extremist belief</p> <p>2.6.3. Compilation of the list with the names of persons who may have impact in public and in spreading the radical/extremist ideas.</p> <p>2.6.4. Organization of the law lectures for the law enforcement officers.</p>	<p>DO, ID, BD</p>	<p>MIA, MALG, MA, civil society</p>	<p>In continuity</p>	<p>Administrative cost</p>	<p>Meetings held</p>
<p>2.7. Intervention in order to prevent and decrease the risk from violent extremism and radicalism.</p>	<p>2.7.1. Identification of the persons who show signs of radicalism and violent extremism.</p> <p>2.7.2. Exchange of information with the Correctional Service, regarding the profile of the prisoners, in order to</p>	<p>ID, DO, BD, ILECU</p>	<p>DO, BD, local and international partner institutions</p>	<p>In continuity</p>	<p>Budgeted cost</p>	<p>Lectures held</p>
<p>2.7. Intervention in order to prevent and decrease the risk from violent extremism and radicalism.</p>	<p>2.7.1. Identification of the persons who show signs of radicalism and violent extremism.</p> <p>2.7.2. Exchange of information with the Correctional Service, regarding the profile of the prisoners, in order to</p>	<p>ID, DO, BD</p>	<p>DO, BD, local and international partner institutions</p>	<p>In continuity</p>	<p>Administrative cost</p>	<p>List of identified persons</p>
<p>2.7. Intervention in order to prevent and decrease the risk from violent extremism and radicalism.</p>	<p>2.7.1. Identification of the persons who show signs of radicalism and violent extremism.</p> <p>2.7.2. Exchange of information with the Correctional Service, regarding the profile of the prisoners, in order to</p>	<p>ID, DO, BD</p>	<p>DO, BD, local and international partner institutions</p>	<p>In continuity</p>	<p>Administrative cost</p>	<p>Number of exchanged information</p>

3. Control and surveillance of the state border	3.1. Advancing of the activities in controlling and surveillance of the border.	intervene with the programs for de-radicalization and re-integration.	BD, DPSÇL	MIA, MEI, MIA,	In continuity	Administrative cost	Number of initiated requests
	3.1.1. Initiation of harmonization of the national legislation with the respective regulations of EU, in the field of border management (Schengen catalogue, best recommendations and practices for the border control).	3.1.1. Initiation of harmonization of the national legislation with the respective regulations of EU, in the field of border management (Schengen catalogue, best recommendations and practices for the border control).	BD, DPSÇL	MIA, MEI, MIA,	In continuity	Administrative cost	Number of initiated requests
	3.1.2. Equipping of the border crossing points and police station for surveillance of the border with the advance technology for controlling the border.	3.1.2. Equipping of the border crossing points and police station for surveillance of the border with the advance technology for controlling the border.	BD, DSS	ICITAP, EXBS, IOM, UNHCR and local and international partner institutions	In continuity	600.000 euro/donation	Number of equipped border crossing points/police station
	3.1.3. Creation of mobile units and their supply with equipment for prevention and combating of the trans-border crime.	3.1.3. Creation of mobile units and their supply with equipment for prevention and combating of the trans-border crime.	BD, HRD, DSS	ICITAP, EXBS, IOM, UNHCR and local and international partner institutions	2017	400.000/donation	Number of mobile units
	3.1.4. Advancing of the mobile system for surveillance of the border in the border line/green line/blue line, in accordance with the Schengen standards.	3.1.4. Advancing of the mobile system for surveillance of the border in the border line/green line/blue line, in accordance with the Schengen standards.	BD, DSS	ICITAP, EXBS, IOM, UNHCR and local and international partner institutions	In continuity	Budgeted cost/donation	Number of mobile equipment
	3.1.5. Advancing of the border control by strengthening the operational	3.1.5. Advancing of the border control by strengthening the operational	BD, ILECU	ICITAP, EXBS, IOM, UNHCR and	In continuity	Administrative cost	Number of joint activities

<p>3.2. Implementation of the control and surveillance of the border in accordance with the Schengen standards.</p>	<p>cooperation with neighboring countries in order to prevent the illegal crime of border.</p>						
	<p>3.1.6. Taking the responsibility of surveillance and border control with the Republic of Serbia.</p>	BD		MIA, KFOR	2018	Budgeted cost	Taking responsibility
	<p>3.2.1. Compilation of the joint plans with the authorities involved in IBM, in prevention and combating of the trans-border crime.</p>	BD/ID		Kosovo Customs, AFV	In continuity	Administrative cost	Number of joint plans
	<p>3.2.2. Joint patrolling with the authorities involved in IBM and border police of neighboring countries.</p>	BD		Kosovo Customs, AFV and police of neighboring countries.	In continuity	Administrative cost	Number of joint patrols
	<p>3.2.3. Compilation and utilization of the risk analysis in completion of the joint operational plans.</p>	BD		Kosovo Customs, AFV	In continuity	Administrative cost	Number of the analysis and joint plans.
<p>3.2.4. Increase of efficiency in controlling and surveillance of the border in prevention and combating of the trans-border crimes and illegal migration.</p>	BD		ID, DO	In continuity	Budgeted cost	Joint activities	

3.3. Creation of conditions for free movement of people and goods in the border.	3.3.1. Initiation and implementation of the Agreements and Protocols for Cooperation and local trans-border movement.	BD	MIA, MEA, neighboring countries and local and international partner institutions	In continuity	Administrative cost	- Initiated requests - Implemented agreements
	3.3.2. Construction and modernization of the infrastructure and facilities in border crossing points according to the international standards.	BD	DSS, local and international partner institutions.	In continuity	200.000/donation	Number of constructed and modernized facilities.
	3.3.3. Construction and functioning of the joint centers with neighboring countries for exchange of information.	BD	DSS, neighboring countries and local and international partner institutions.		Donation	Number of constructed and functionalized facilities.
3.4. Controlling and surveillance of the movement and illegal stay of foreigners, in order to prevent illegal migration.	3.4.1. Implementation of the operational measures for controlling, entrance, stay and movement of foreigners in the Republic of Kosovo.	BD	MPB, MPMS, Labor inspectorate	In continuity	Administrative cost	Number of joint operations.
	3.4.2. Improvement of the risk analysis profile in the process of identification of smuggling and illegal migration.	BD, ID	Kosovo Customs, AUV	In continuity	Administrative cost	Number of risk analysis
	3.4.3. Advancing of the cooperation with local and international institutions	BD, ID, ILECU	Kosovo Customs and local	In continuity	Administrative cost	Number of joint actions

	regarding the prevention and combating of smuggling and illegal migration.			international partner institutions.	In continuity	Budgeted cost/donation	Number of trainings conducted
3.5. Increase and development of human capacities of Border Police	3.5.1. Joint advanced trainings, trans-border and interagency trainings in the field of controlling and surveillance of the border in order to prevent and combat the trans-border crime.	BD, HRD		EXBS, ICITAP, IOM, UNHCR, OSBE	In continuity		
<b>4. Advancing the management for Human Resources</b>	4.1. Career development of the employees of Kosovo Police in accordance with the work performance.	HRD		ID, DO, BD, DSS, DPSLA	In continuity	Administrative cost	Compilation of reports
	4.1.1. Increase the quality of the evaluation process in KP	HRD		ID, DO, BD, DSS, DPSLA	In continuity	Administrative cost	Reviewed instructions and SOP-s
	4.1.2. Review and completion of the administrative instruction and SOP-s for the promotions in Kosovo Police.	HRD, DPSQL		ID, DO, BD, DSS,	2016	Administrative cost	
	4.1.3. Planning and organization of promotion processes.	HRD		DO, ID, BD, DSS	In continuity	Administrative cost	Number of organized processes
4.2. Advancement of the management system of personnel in	4.1.4. Organizing of the meetings and workshops regarding the career development and evaluation of performance.	HRD		DO, ID, BD, DSS, DPSLA	In continuity	Administrative cost	Number of meetings and workshops held.
	4.2.1. Review of the organizational structure and modification as needed.	HRD, DPSLA		DO, ID, BD, DSS,	2016	Administrative cost	Reviewed structure
	4.2.2. Continuous	HRD, DO, ID, BD, DSS,		IPK	In continuity	Administrative cost	Number of implemented

Kosovo Police.	implementation of the recommendations of IPK and other institutions.	DPSLA					recommendations
	4.2.3. Participation in conferences, seminars and study visits.	HRD, DO, ID, BD, DSS, DPSLA	National and international partner institutions	In continuity	Budgeted cost/donation	Number of conferences/seminars/study visits	
	4.2.4. Total functionalization of PRIMIS system.	HRD, DSS	DO, ID, BD	2016	Budgeted cost	Functionalized system	
	4.2.5. Updating the unified list of positions, in accordance with authorized list of personnel.	HRD	/	2016	Administrative cost	Updated list	
	4.2.6. Implementation of classification of working positions of civilian staff.	HRD	DO, ID, BD, DSS	2017	Administrative cost	Staff appointed according to the classified positions	
	4.2.7. Functionalizing pension, selection and recruitment process for police officers.	HRD	MLSW, MF	In continuity	41.000.000 euro	- Number of police officers in retirement - Number of police officers recruited	
	4.3. Health care for all employees through effective health care, within the available sources	HRD	DO, ID, BD, DSS, MH, KCUC	In continuity	3.000.000 euro	Number of supported employees	
	4.3.1. Health and psychological support for Kosovo Police employees.	HRD	MH, DO, ID, BD, DSS, OIPR	In continuity	Budgeted cost /donation	Number of campaigns	
	4.3.2. Organizing awareness raising campaigns for prevention of health problems.	HRD					

4.4. Increasing the quality of training programs	4.3.3. Early identification of diseases through medical controls.	HRD		MH, DO, ID, BD, DSS,	In continuity	Budgeted cost	Number of controls
	4.4.1. Identification and analyze of training needs.	HRD		DO, ID, BD, DSS, national and international partner institutions	In continuity	Budgeted cost /donation	Identified needs
	4.4.2. Planning and organizing trainings in the management field.	HRD		DO, ID, BD, DSS, national and international partner institutions	In continuity	500.000 euro	Number of organized trainings
	4.4.3. Organization of basic and specialized trainings, in the field of investigation, public safety, border control and oversight, information technology and human resources.	HRD, DO, ID, BD, DSS		national and international partner institutions	In continuity	2.000.000 euro/donation	Number of organized trainings
	4.4.4. Refreshing current training programs and creation of new basic and specialized programs.	HRD		DO, ID, BD, DSS, national and international partner institutions	In continuity	Administrative cost	- Number of refreshed programs - Number of new programs
	4.4.5. Identification and development of training personnel capacities	HRD, DO, ID, BD, DSS,		national and international partner institutions	In continuity	Budgeted cost	Number of certified trainers

	(certification of new personnel and continuous training of existing capacities).								
	4.4.6. Drafting and developing standards for trainers and trainings.	HRD		DO, ID, BD, DSS, national and international partner institutions	In continuity	Administrative cost	Standards created for trainers and trainings		
	4.4.7. Initiation and drafting agreements of cooperation with various national and international centers providing trainings.	HRD, DPSLA		national and international partner institutions	In continuity	Administrative cost	Number of initiated requests and agreements		
5. Standardization of physical, technical and information technology infrastructure	5.1. Improvement and advancement of infrastructure conditions and standardizing police facilities	DSS		DO, ID, BD, HRD	2020	5.000.000 euro	Number of facilities		
	5.1.1. Standardizing police facilities in accordance with their categorization.	DSS					Number of realized projects		
	5.1.2. Modernizing existing infrastructure.	DSS		DO, ID, BD, HRD	2020	2.000.000 euro	Reduced cost		
	5.1.3. Reducing cost in heating system.	DSS		DO, ID, BD, HRD	2020	900.000 euro	Number of realized requests		
	5.2. Regulating the property status of police facilities	DSS, DPSLA		MA	In continuity	Administrative cost	- Number of added modules		
5.3. Enlargement and advancement of	5.3.1. Advancement and enlargement of KP	DSS		DO, ID, BD	2017	150.000 euro			

Kosovo Police Information systems	Information System (KPIS).					- Number of users
5.4. Increasing the level of cyber security	5.3.2. Advancement and enlargement of the Border Management System (BMS).	DSS	BD	2016	250.000 euro	Advanced system
5.4. Increasing the level of cyber security	5.4.1. Creation and functionalization of the CERT/CSIRT unit for reaction against cyber threats.	DSS	HRD	2016	Budgeted cost	Functionalized unit
5.4. Increasing the level of cyber security	5.4.2. Creating continuity of work of center for the center of disaster recovery.	DSS	/	2018	1.000.000 euro	Functionalized center
5.5. Installment of digital system of camera monitoring system and ANPR.	5.4.3. Implementation of the system of prevention from cybercrimes.	DSS	/	2017	300.000 euro	Implemented system
5.5. Installment of digital system of camera monitoring system and ANPR.	5.4.4. Implementation of the double authentication system.	DSS	/	2020	200.000 euro	Implemented system
5.5. Installment of digital system of camera monitoring system and ANPR.	5.5.1. Installation of surveillance camera system CCTV in all police facilities.	DSS	DO, ID, BD	2019	800.000 euro	Number of installed cameras related to police facilities
5.5. Installment of digital system of camera monitoring system and ANPR.	5.5.2. Installation of camera systems ANPR static and mobile ones, at all border points and their integration with BMS and KPIS system.	DSS	BD	2017	300.000 euro	Number of installed cameras related to police facilities

	5.6. Advancement of KP communication system.	5.6.1. Creation of digital communication system.	DSS	DO, ID, BD	2020	10.000.000/ donation	Functionalized digital system
		5.6.2. Advancement of telephony system for emergent lines in KP Communication Centers.	DSS	ICITAP	2018	150.000 euro	Advanced system of emergent line

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