



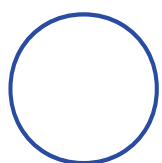
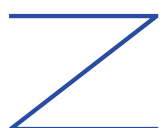
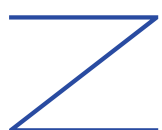
Republika e Kosovës
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Ministarstvo Unutrašnjih Poslova
Ministry of Internal Affairs
Policia e Kosovës - Policija Kosova - Kosovo Police



KOSOVO POLICE ANNUAL WORK REPORT 2023



KOSOVO POLICE



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KOSOVO POLICE

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Aplikacioni Iajmëro Policinë

LIST OF ABBREVIATIONS

BIMS	Border Integrated Management System
DIPR	Directorate of Information and Public Relation
DHS	Directorate of Health Services
IBM	Integrated Border Management
SIU	Special Intervention Unit
SOU	Special Operation Unit
CPU	Close Protection Unit
KP	Kosovo Police
PRIMS	Police Resources and Information Management System
RKS	Republic of Kosovo
PS	Police Station
KUCC	Kosovo University Hospital Clinical Center
NBTC	National Blood Transfusion Center
CSU	Center of Special Units

THE MESSAGE OF THE GENERAL DIRECTOR OF KOSOVO POLICE



Colonel

Gazmend HOXHA

Director of the Police of the
Republic of Kosovo

“Within the police activities aimed at preventing and combating organized crime, serious crimes, economic crime and corruption, terrorism, violent extremism and radicalism, many operations, operational plans, controls have been carried out and many suspects involved in such criminal activities have been arrested.”

The annual work report of Kosovo Police for 2023 presents the general and special achievements of Kosovo Police in fulfilling the strategic, specific objectives as well as the activities foreseen for the previous year.

From the data presented in this report, the results and general achievements show the commitment of our Organization but also of each individual in the realization of the Police work plan.

The year we are leaving behind has been quite a challenging year for the Kosovo Police and for Kosovo regarding security in general, public order and state security. Even though the challenges we faced during 2023, were great, they proved that Kosovo Police is ready and prepared to face all the risks and threats to public order and the security of the country in general.

During the previous year, our main objectives have been the implementation of the law in an efficient and effective manner, the prevention and fight against all forms of criminality, the effective supervision and control of the state border, as well as the provision of services to citizens.

The general security in Kosovo, during 2023, has been quiet, with the exception of the territory of the three northern municipalities of Kosovo, where it has continuously been fragile and threatened by attacks by illegal structures and terrorist groups, in particular during the previous year we faced: violent protests and attacks by criminal groups and structures as well as terrorist groups that attacked the Kosovo Police, KFOR, journalists, citizens as well as destroying their property, the kidnapping of police officers on duty by formations coming from Serbia as well as threats and burning of property of citizens in the north.

These attempts were aimed at violating order and public safety with activities, preventing the application of the law in a fair and equal manner for all citizens. In this context, the greatest achievement by the Kosovo Police is the management of the terrorist attack in the village of Banjské, municipality of Zvečan, which occurred on 24.09.2023, where as a result the Police Sergeant Afrim Bunjaku was killed and 3 officers were wounded as well as 1 police officer was injured. This attack was planned and executed by the terrorist group consisting of more than 70 people, trained, equipped and financed by Serbia, with heavy military weapons and other equipment. During the execution of this operation, three suspects were killed in the exchange of fire, some were arrested and a large amount of weapons and equipment used by the terrorist group were confiscated.

Within the police activities aimed at preventing and combating organized crime, serious crimes, economic crime and corruption, terrorism, violent extremism and radicalism, many operations, operational plans, controls have been carried out and many suspects involved in such criminal activities have been arrested.

In order to maintain public safety, control and supervise the borders of the Republic of Kosovo, as well as prevent and fight crime, Kosovo Police, during this period, handled many criminal offenses, arrested many suspects for having committed various criminal offenses, confiscated firearms of various types, ammunition of various calibers and confiscated various narcotic substances. In addition to these activities, we have also provided many assistances to various state agencies.

During this period, Kosovo Police implemented the tactical plan for the identification of illegal routes which are mainly used by criminal groups for smuggling weapons and goods, in which case it has been achieved to close 23 illegal routes between the Kosovo-Serbia border and 6 illegal roads on the border with Montenegro (in coordination with the Montenegrin authorities).

Road traffic has also been one of the priorities for the previous year, Kosovo Police has drawn up and implemented many operational plans, various road traffic offenses have been imposed and managed to provide modern equipment, to operationalize the project "body cameras for police officers", which we believe will give good results in the future.

Taking into consideration the importance and continuous development of human resources, during this period recruitment processes for police officers only for minority communities have been conducted, and we have also conducted a general competition for the 59th generation, which will begin training in January of 2024.

The police is also committed to raising the awareness of citizens regarding the risks and threats to security, in which case we have constantly designed various projects which have been realized through awareness campaigns, lectures in schools as well as various meetings with the community. During this period, projects were implemented on the subjects "Prevention of accidents and awareness raising of participants in road traffic", "Anti-Drug World Day", "Patrol and Talk", "Celebrate with heart, not with guns" "Initiative for safe schools" Domestic violence" and "Prevention of extremism and violent radicalism".

All our activities are guided by the methodology of our work, guided by the concept of intelligence-led and community policing, and for 2024 we expect to continue and achieve even better results.

Executive summary

In Kosovo Police are employed 8,817 employees, 7,949 are police officers and 868 civilian staff. 85.21% of the personnel of police are male and 14.79% female, from them 90.80% are Albanian and 9.20% are among other communities.

- Number of homicides decreased for 38.09%
- Number of serious bodily injuries decreased for 9.26%
- Number of serious bodily injuries decreased for 1.96%
- Number of domestic violence has increase for 10.77%

In order to properly address the challenges of road traffic during this period, Kosovo Police managed to considerably modernize its equipment and now the respective road traffic units have contemporary technological equipment.

In order to identify, address and prevent illnesses and other psycho-emotional phenomenon in Kosovo Police, during this period medical teams and the Team of Counseling and Support at KP have had: 266 psychological sessions, 36 testing and 114 re-evaluations. Medical support was provided for a total of 6,911 Police members. Based on the cooperation agreement between the Police and University Clinical Center of Kosovo for the systematic medical examination of police personnel during this period have been examined 1,055 police officers of the age group 50-59 years old, and 279 medical and psychological examinations have been performed at this center for the verification of ability for work and 104 advanced medical examinations (magnetic resonance).

In cooperation with CCBT was organized the humanitarian action "Voluntary blood donation" at all regional directorates.

Within the police activities directed towards the prevention and combating the organized crimes, serious crimes, economic crimes and corruption, terrorism, violent extremism and radicalism the police worked on a total of 1,652 cases. There are:

- Conducted 323 operations;
- Arrested 1,403 suspects for serious criminal offenses and 558 persons were detained;
- Searched and checked 881 places;
- 1,184 criminal charges have been filed, 77 of them with unknown perpetrators, 1,107 criminal charges with known perpetrators against 2,106 persons; and
- 23 criminal groups have been destroyed.

With the aim to increase the security in community and in accordance with the Integrated Strategy of Intelligence Led Policing, Community Policing and Action Plan 2022-2025, the Police continued the commitment in promoting and building the partnership with the community through a great number of projects and a series of activities. During this period the project "Know your Police Officer" continued at the Regional Directorate. During this period, projects were implemented on the subjects "Prevention of accidents and awareness raising of participants in road traffic", "Anti-Drug World Day", "Patrol and Talk", "Celebrate with heart, not with guns" "Initiative for safe schools" "Domestic violence" and "Prevention of extremism and violent radicalism".

During 2023, the police completed the process of employment for 864 police officers from them 108 officers belong to minorities. Based on the general competition/vacancy for police officers announced in July of the reporting year, the 59th generation is in the process, which will begin training at AKSP during January 2024 with a total of 450 candidates for police officers.

For the provision of the border security there are undertaken: 65 operations, 320 joint patrols, there are conducted 107 cases of international cooperation, 3,432 refusals of entering and 636 refusals for exiting from the Republic of Kosovo. There are imposed 1,191 fines in the area of illegal stay and not extending the permit of stay.

Kosovo Police is continuously committed in the increase and strengthening the cooperation with public and the media. During this period we issued 2,130 press releases, 2,233 police activities have been published, 365 24h reports and the Police magazine "Protector".

Executive summary



Cases

Year 2022	●	Year 2023
49,183		50,564



Criminal Offenses

Year 2022	●	Year 2023
29,857		28,827



Arrested Persons

Year 2022	●	Year 2023
16,124		15,072



Detained Persons

Year 2022	●	Year 2023
5,630		5,297



Destroyed criminal groups

Year 2022	●	Year 2023
34		23



Confiscated fire weapons

Year 2022	●	Year 2023
1,473		1,392



Confiscated ammunition

Viti 2022	●	Year 2023
29,903		37,215



Road traffic accidents with fatalities

Year 2022	●	Year 2023
106		106



Imposed tickets on the road traffic

Year 2022	●	Year 2023
646,790		648,646



Fines for minor offenses in the field of migration

Year 2022	●	Year 2023
1,311		1,191



Road traffic accidents

Year 2022	●	Year 2023
20,792		23,676



Entering/Exit of persons at the border

Year 2022	●	Year 2023
23,264,201		27,301,856



Protests and gathering of citizens

Year 2022	●	Year 2023
196		728



Refusing of entering the Republic of Kosovo

Year 2022	●	Year 2023
7,261		3432



Refusing of exiting the Republic of Kosovo

Year 2022	●	Year 2023
708		636

PUBLIC SAFETY, PEACE AND ORDER

Kosovo Police as a law enforcement institution, thanks to the cooperation with citizens, inter-institutional and international cooperation, has achieved significant results in combating the most disturbing phenomena of society, despite the many challenges occurred during the fulfillment of police objectives.

During the reporting period, Kosovo Police recorded a total of 50,564 cases, of which 28,827 were classified as criminal offenses, while 21,737 cases were classified as minor offenses and cases of other natures. Compared to same period of year 2022, the number of cases has increased for 2.80%, while the number of criminal offenses decreased for 3.44%. The number of minor offenses and other nature cases have increased for 12.47%.

Most significant decreases/increased are the following:

- The number of homicide increased, from 21 to 29, or an increase of 38.09%,
- The number of bodily injuries increased, from 259 to 235, or an increase of 9.26%,
- The number of thefts increased, from 4.094 to 4.164, or an increase of 1.70%,
- The number of serious thefts increased, from 2.802 to 2.747, or an increase of 1.96%,
- Number of robberies is 93, same as in 2022.
- The number of domestic violence cases decreased from 2.757 to 2.460, or a decrease of 10.77%,

During this period as a result of police engagement there have been detained 5,297, as a result of the suspicion of being involving in criminal acts, where compared to the same period of 2022, there is a decrease of 5.91%. Also, the Police arrested 15,072 persons, in cooperation with respective authorities are taken through further proceedings. Compared to the same period of previous year, there is a decrease on the number of arrested persons for 6.52%.

In various operations undertaken, the Police confiscated 1,392 fire weapons of various types and compared to the same period of 2022, there is a decrease of 6.52%, and there have been confiscated 37,215 ammunition of various calibers and compared to the same period of 2022, there is an increase of 24.45%.

During this period, the Police recorded a total of 728 protests and public gatherings, where Police conducted a series of police duties related these protests and gatherings. Compared to the same period of 2022, there is an increase of protests and public gatherings for 271.42%.

Despite the police engagement in fulfilling the Police strategic objectives foreseen for 2023, during this period, the Police provided its continuous support also to other relevant authorities in fulfilling their duties defined by law, where 7,133 assisting have been provided. Compared to the same period of previous year, there is a decrease on the number of arrested persons for 2.88%.

Especially in 2023, as a result of the activities of criminal groups in the north of Kosovo, which also had a tendency for destabilization of the security situation in that part, Kosovo Police undertook a series of police activities in order to prevent and combat crimes as well as providing sustainable security, border surveillance and control. In the series of these activities, the police implemented operation orders, operation plans, operations where a great number of police officers have been engaged operationally. While implementing these police activities, the police units have been attacked from the criminal groups where in these illegal attacks one police officer was killed, we also had wounded and injuries of other police officers.

During 2023, have been managed some of the most serious cases of threatening the constitutional order and public safety in the north of the country, such as: The attack on 26th of May 2023; the attack of 29th of May 2023; the case of 14 June 2023 where the kidnapping of three police officers by the military formation of serbian police occurred; the terrorist attack in Banjska on 24th of September 2023 by the terrorist group as well as other attacks, threats and burning of citizen's vehicles in the north of the country.

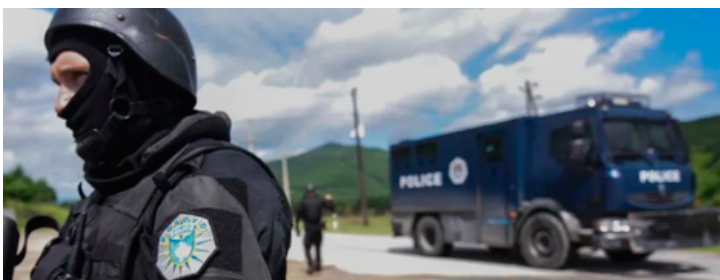


Support from the Special Units:

The Department of Special Units conducted a series of supporting activities with various units, with high, medium risk and in other cases of serious crimes, terrorism, endangering the constitutional order and security in general. In this regard, this department during 2023 conducted the following:

- 54 Operational Plans;
- 9,651 searched vehicles;
- 9,548 searched persons;
- 434 searched facilities
- 461 searched areas and roads;
- 46 Special operations (escorting delegations);
- 1,097 Operational engagements (assisting RPD and other units);
- 35 Special Operations UCP (external and internal extraditions)
- 36 Reaction in the occasions of suspicious explosive devices;
- 19 routine operations UCP (escorting local VIP)
- 108 providing physical security for foreign delegations
- 19 Risk assessments for foreign delegations;
- 14 Risk assessments for very important personalities;
- 60 assists in SHKK,

The Police continued to provide 24 hour security in 158 static points of the facilities of special importance: diplomatic ones, governmental, police, ministries and facilities of cultural and religious orthodox heritage. While, for other facilities of special importance, Kosovo Police secures them through regular patrols and based on the assessments, the police undertakes other necessary activities in securing these objects.



ROAD TRAFFIC SAFETY

Road traffic safety continues to be a challenge not only for Kosovo but also for many European and world wide countries as well. To address this challenge, Kosovo Police continuously was engaged in increasing the safety in road traffic through provision of safety having its core on: (i) prevention (with proactive and reactive methods) and detection of all activities that may negatively affect the general safety of road traffic, (ii) coordination and coordination of police actions, with special emphasis between organizational units of the Police, then the inter-institutional, international, civil society ones as well as various experts in the field of road traffic safety in its broader sense, which at its core also has (iii) the strategic orientation of addressing challenges in road traffic.

In order to permanently address the challenges in road traffic, during this period, Kosovo Police has significantly managed to modernize its equipment and now the relevant road traffic units are in possession of equipment with contemporary technology, which include: body cameras ; new cars with computers that have access to the integrated police database; hand-held radar for measuring the speed of motor vehicles which enable the provision of evidence for offenses in road traffic.

In order to address the challenges in road traffic, Kosovo Police drafted and implemented 15 operational plans related to provision of road traffic safety. 106 analytical reports have been drafted and 22 road infrastructure inspections were carried out, which were oriented towards identifying and addressing negative phenomena in road traffic, including the phenomenology and etiology of accidents. Drafted 185 reports/letters related to the condition of the road infrastructure, that have been addressed to the respective institutions. There have been 41 meetings and participation in 41 TV shows/interviews and 20 awareness raising campaigns focused in increasing safety in road traffic.

As part of the commitment of Police to increasing road traffic safety, during 2023 the Police issued 648,646 tickets for road traffic violations, which compared to 2022 was a 0.32% increase.



During this period it was noticed and increase of road traffic accidents:

- Road traffic accidents, from 20,792 to 23,676 accidents, or an increase of 13.87%;
- Accidents with fatalities, from 95 to 96 accidents, or an increase of 1.05%;
- Accidents with injuries, from 7,755 to 8,764 accidents, or an increase of 13.01%;
- Accidents with material damages, from 12,941 to 14,817 accidents, or an increase of 14.49%.
- 106 persons lost their lives, that compared with the period of 2022 there is no difference.
- 16.905 injured, that compared with the same period of 2022 there is an increase of 14.79%.

As for the activities of the Decision making Committee, in relation to appeals submitted for minor offenses issued by the Police, during this month a total of 5,633 appeals (complaints) were received, a total of 604 hearings were held for the review of appeals and a total of 5,453 decisions were made.

Within the engagement of increasing the security in road traffic, during this period there have been conducted 645 escorting hazardous materials and 507, escorting important personalities.



COMMUNITY POLICING

With the aim to increase the security in community and in accordance with the Integrated Strategy of Intelligence Led Policing, Community Policing and Action Plan 2022-2025, the Police continued the commitment in promoting and building the partnership with the community through a great number of projects and a series of activities. These initiatives intend the prevention of crime and implementing the projects of awareness raising and advising pupils on various fields negative phenomenon in society.

In cooperation with the Ministry of Education, Science and Technology, the municipal directorates of education and school management, in the pre-university education institutions of the Republic of Kosovo, the Police has organized preventive activities and awareness raising lectures for students on topics such as: "Prevention of accidents and awareness raising of participants in road traffic", "Anti-Drug World Day", "Patrol and Talk", "Celebrate with heart, not with guns" "Initiative for safe schools" Domestic violence" and "Prevention of extremism and violent radicalism". Except the lectures in schools, the Police conducted a series of projects for children such as: "Let's celebrate our future together - 1st of June", "Let's celebrate 2024 together", "Lets take care for our safety", "Together for safer schools", "Voluntary work of youth in KP" ect.



PREVENTION AND COMBATING ORGANIZED CRIME, SERIOUS CRIMES, ECONOMIC CRIME AND CORRUPTION, TERRORISM, VIOLENT EXTREMISM AND RADICALISM

Within the reporting period, within the police activities directed towards the prevention and combating the organized crimes, serious crimes, economic crimes and corruption, terrorism, violent extremism and radicalism the police worked on a total of 1,652 cases, out of them 1,041 are new cases. 341 are cases received from other units ok KP, 270 cases have been transferred from the previous year. As for the comparison of the number of cases with the year 2022, it displays a decrease for 4.23%.

There have been conducted 323 operations, compared with the year 2022 indicated of 6.91% and there have been raided and searched 881 locations, that in comparison to 2022 indicates an increase of 8.36%.

During year 2023, there have been arrested 1,403 suspects for serious criminal offenses, compared to 2022 indicates a decrease of 7.45%, while these have stopped 588 persons, that compared to the year 2022 it shows a decrease of 9.11%.

There have been filed 1,184 criminal charges, 77 of them with unknown perpetrators, 1,107 criminal charges with known perpetrators, 2,106 persons; compared with 2022 we have an increase of criminal charges for 8.72%. There have been destroyed 34 criminal groups compared with year 2022 indicates a decrease of 30.61%.

In the sphere of combating trafficking in human beings, during 2023 there have been recorded 142 cases, 199 suspects arrested and 81 criminal charges filed against 128 suspects, 46 minor offense reports against 96 persons. From them, for: a) trafficking in human beings- have been recorded 17 cases; b) enabling prostitution - have been initiated 24 cases; c) dealing with prostitution - have been recorded 47 cases and d) for other criminal offenses of this nature - have been recorded 54 cases. Have been identified 33 victims of trafficking and 58 victims have been assisted.



In the field of prevention, investigation and detection of trafficking with narcotics there have been initiated a total of 678 new cases, 859 arrested and 553 criminal charges filed against 785 suspects. From them, for a) trafficking - have been recorded 218 cases, b) drugs possession - 447 cases, c) cultivation 13 cases. From the total number of cases, for heroin have been initiated 16 cases, for cocaine are recorded 69 cases, for marijuana 539 cases, for cultivation of cannabis plants have been initiated 12 cases and for other drugs are recorded 17 cases.

During 2023 there have been confiscated 2 kg 872.05gr heroin; 5 kg 466.86 cocaine; 601 kg 113.45gr. Marijuana and 21,989 cannabis plants.

In the field of combating economic crimes and corruption, 348 cases were recorded, 125 suspects were arrested and 330 criminal charges were filed against 648 suspects. For the criminal offense: a) against official duty/corruption - 147 cases were registered; b) against the economy - 59 cases; c) against property - 31 cases; d) forgery and fraud - 53 cases; e) money laundering - 6 cases; and e) other offenses were registered in 52 cases.

The Directorate for the Investigation of Organized Crime and Serious Crimes (cases handled by initiated 124 cases, arrested 148 suspects and filed 69 criminal charges against 278 suspects 63 cases with preliminary investigations were also handled.

Within the Sector for the investigation of organized crime, 37 cases were initiated during this period. For the criminal offense: a) organized crime - 3 cases were registered; b) weapon trafficking - 6 cases; c) trafficking in migrants - 5 cases; d) smuggling of goods - 3 cases; e) usury - 9 cases; f) auto crimes - 8 cases and h) 3 cases were registered for other crimes of this nature.

Within the Sector for the investigation of organized crime, 87 cases were initiated during this period. 65 suspects were arrested and a total of 45 criminal charges were filed against 175 suspects.

For the criminal offense: a) against the constitutional order - 2 cases were registered; b) murder - 3 cases; c) threats - 20 cases; d) obligation - 1 case; e) 61 cases were registered for other offenses of this nature.

In the field of Investigation of Cyber Crimes, 40 cases were recorded, 29 suspects were arrested and 37 criminal charges were filed against 68 suspects.

In the field of integrated financial crimes investigation there have been handled:

On illegal property benefits there have been investigated a total of 55 cases, 30 of them as new cases. There have been completed 17 cases and 18 cases are under investigation.

There have been seized: 1 house, 8 apartments, 8 business locations/garages, 179 land plots and 3 vehicles as well as accounts.

War Crime Investigation there have been initiated 14 cases, arrested 12 persons and 22 criminal charges have been filed against 149 persons.

Prevention and Fighting Terrorism- 32 cases were recorded, 23 suspects were arrested and 11 criminal charges were filed against 41 suspects. From a total of 32 cases, 18 have been recorded in the field of terrorism and 14 against other offenses.

Special Investigation Unit have initiated 4 cases, arrested 8 persons and 4 criminal charges have been filed against 9 persons. 286 cases with PPN have been accepted by the Prosecutor's Office, 22 cases with PPN and 30 cases with PPS have been forwarded to the prosecutor's office, accepted by the State Prosecutor's Office for which preliminary investigations are underway and it has worked on 29 cases carried over from the previous year. Preliminary investigation have been developed on 41 information.

Against the office/corruption - 4 cases were recorded, 5 suspects were arrested and 4 criminal charges were filed against 9 suspects.



CONTROL, SUPERVISION AND MANAGEMENT OF THE BORDER

The Police displayed a special commitment on the border surveillance and supervision, combating of smuggling, control of stay and movement of foreigners, combating trans-border crime as well as the advancement of cooperation between the authorities responsible for Integrated Border Management. As a result of cooperation and coordination of activities, the authorities of MIK, the borders of the Republic of Kosovo have been passed by: 27,301,856 people, which compared to last year shows an increase of 17.35%; 7,887,764 motor vehicles, which shows a 4.25% increase compared to the same period last year, while a 100% decrease in trains.

As part of the entry-exit control of persons at the border points, 6,644 important persons (VIPs) were identified and processed.

As for the control of the second line, the members of Kosovo Police in accordance with the IBM have managed to search:

Table no. 1. Control of the second line:

Categories	Year 2022	Year 2023	%
Persons	47,161	37,341	-10.82
Vehicles	35,912	28,248	-21.34
Documents	15,418	11,649	24.44



During the security of the borders of the Republic of Kosovo, as a result of various legal violations, members of the Kosovo Police opened 548 cases of criminal offenses, 238 misdemeanors, imposed 1,191 fines for misdemeanors in the field of migration and foreigners. The Border Police arrested 593 people for various criminal acts, 1,571 people with local orders and detained 27 people.

In order to fulfill the objectives foreseen for the reporting period, Border Police officials have carried out 1,097 inspections in the field of migration of foreigners, 3,432 refusals of entry, 636 refusals of exit, as well as carried out 2,249 verifications of requests for visas of the Republic of Kosovo. Also, Border Police officials executed 13 penetrations, 26 forced removal orders, 189 voluntary removal orders and handled 179 requests for asylum seekers.

During this period, the Border Police has carried out 65 operations and 320 joint patrols with neighboring countries (Albania, Macedonia and Montenegro). As for the integrated border management there have been conducted: 49 meetings within Police, 52 meetings with IBM authorities, and 107 activities were of an international character.

During this period, Kosovo Police was as well engaged in implementing the MIA decision nr.: 0612/2022, regarding the reciprocal measures for the license plates of the Republic of Serbia, where the provision of temporary RKS license plates is mandatory for all vehicles bearing the license plates of the Republic of Serbia that enter the territory of the Republic of Kosovo.



HUMAN RESOURCES

In Kosovo Police are employed 8,817 employees, 7,949 are police officers and 868 civilian staff. 85.21% of the personnel of police are male and 14.79% female, from them 90.80% are Albanian and 9.20% are among other communities.

The new organizational structure was signed by the General Director and approved by the Minister of the Ministry of Internal Affairs on March 24, 2023.

Considering the importance of its continuity, the Police is committed to the recruitment, employment, training and professional development of qualified individuals to serve our communities as police officers of the Kosovo Police. During 2023, the police completed the process of employment for 864 police officers from them 108 officers belong to minorities. Based on the general competition/vacancy for police officers announced in July of the reporting year, the 59th generation is in the process, which will begin training at AKSP during January 2024 with a total of 450 candidates for police officers.

Despite the successful efforts that resulted with 864 new candidates. The Police lost 279 police officers and civilian staff as a result of pension and resignation.

Although the employment is increasing, retention of personnel remained a challenge for Police in 2023.

Although, the police is continuing the recruitment of new generations and is committed in addressing these challenges in new innovative ways.

For the distinctive engagement of the members of the Police there have been awarded: 548 medals for "Siempre Fidelis", 1 medal of "Police Shield", 4 medals for "Distinguished Service", 13 medals for "Commendation" 97 appraisals and 17 recognition letters by the general director.

The training is the foundations of the current and future performance of the Police. Organization of training in special tasks and carrier development of the police to maintain the highest professional standards. Therefore, the Police during this year, despite the big operational commitments, managed to organize and administer a total of 1,331 trainings, which compared to 2022 shows an increase of 12.31%. By the Training Division there have been conducted: 289 trainings for 5,661 members and 221 re-certifications for 2,599 police officers. In cooperation with other organizations there have been organized 492 trainings for 4,879 of its members. While abroad the country there have been organized 324 activities (trainings, meetings, conferences) for 729 police officers. During this period the Training Division organized 5 trainings for other organizations with 99 participants.

The Regulation for the Organization and Systematization of Positions in the Kosovo Police was drafted and approved, as well as the Regulation for the classification of civilian staff positions in the Kosovo Police, approved by the Minister of Internal Affairs.

The health of the police personnel remains in constant focus of the organization. In order to identify, address and prevent diseases and other psycho-emotional phenomena in the Kosovo Police, during this year a cooperation agreement was signed with SHSKUK, with the aim of cooperation in providing medical and psychological services for police personnel (including police officers, civil staff and cadets), as well as the systematic health checks of KP Officials, in the relevant regional hospitals, has begun.

Based on the cooperation agreement between the Police and University Clinical Center of Kosovo for the systematic medical examination of police personnel during this period have been examined 1.055 police officers of the age group 50-59 years old, and 279 medical and psychological examinations have been for recruits, applicants for NJSI, NJSO and NJMA as well as 104 advanced medical examinations (magnetic resonance-MRI).

During this period, the medical team and the DShSh Counseling and Support Team have held: 266 psychological sessions, 114 re-evaluations and 28 medical commissions. Medical support was provided for a total of 6,911 Police members. While, in cooperation with the Clinic of Psychiatry (SHSKUK), the awareness raising campaign "Suicide Prevention" was carried out in all the regional directorates of KP. In cooperation with CCBT was organized the humanitarian action "Voluntary blood donation" at all regional PK- directorates. The medical teams of DShSh together with four medical teams of the Emergency Medicine Center of Pristina have been engaged for medical assistance in North Mitrovica.



SUPPORT SERVICES

In order to fulfill all these obligations successfully, Kosovo Police, for the year 2023, had at its disposal the budget of 159,736,292.89€, which has been implemented in the amount of 98%. For salaries of Police employees, there has been used the amount of 106,300,23.80€, while the total amount of income for this time period was 17,097,745.79€. Within this period they were initiated 169 procurement projects, out of which 131 have been for supply, 30 for service, while 8 for work.

During this period, several construction projects were carried out, such as: a) commissioning of the construction of the remote conductor at the antenna point - Budakovo; b) construction of the garage for vehicles in the Vrella camp; c) renovation of the Janjevë Police Substation facility; d) renovation of Graçanica Police Station; etc. While the projects where works are being conducted are: a) construction of the PS Hani i Elezit facility; b) Floor construction and renovation of the PTC Facility; c) the construction of the explosives depot at Ever Zymeri SUC; d) construction of the wall in the PS Skenderaj.

Kosovo Police has given special importance to the development of the modernization of information technology as well as the expansion and maintenance of communication and information management systems in accordance with the Strategic Development Plan for 2016-2023. Within the Information and Communication Technology (ICT), activities aimed at providing sustainability have been continued: a) Integrated Police Information System (KPIS); b) Integrated Police Resource Management System (PRIMS); c) Border Management System (BIMS); d) Security camera system; e) Digitalization of radio communication; f)

Expanding the capacities of the Police network infrastructure; g) Advancement of the Telephone System - VoIP Advancement of the Emergency Line System 192.

During this year, Kosovo Police has been supplied with 153 vehicles: 122 new vehicles and 31 vehicles – new donation.



DISCIPLINE AND INTERNAL CONTROL

To ensure a professional approach to law enforcement, Kosovo Police monitors, controls and investigates the actions of its officers. As a result of this internal control during this period the Directorate for Internal Investigations and Background Check has administered 984 disciplinary cases, out of which 663 cases initiated during 2023 and 321 cases transferred from the previous year. During this period there were completed a total of 537 cases, out of which 274 have been grounded and 445 ungrounded/ unsubstantiated.

The internal Disciplinary Commission received 274 cases and 262 cases have been reviewed. There have been rendered 526 disciplinary decisions, out of which: 25 cases of termination of the employment relationship; 119 cases of deduction in gross monthly salary for serious violations; 2 disciplinary transfers; 40 cases of deduction in gross monthly salary for minor violations; 76 written remarks; 20 oral remarks; 13 cases responsible for a disciplinary violation and released from the imposition of a disciplinary measure.

The commission of appeals received 506 appeals, and reviewed 512 appeals, out of which: 330 appeals have been refused; 46 appeals have been ungrounded; 61 appeals have been partly approved; 43 cases were returned to complete investigations/reexamination and reinstatement, while 32 appeals were rejected because they were submitted out of the deadline, were withdrawn by the appellant, ungrounded or the appeal did not contain sufficient reasoning.

The internal control of the Police has been strengthened with internal audits and inspections. As a result of this control, during the reporting period, the Audit Office within the Police carried out 11 regular audits, for which there were given 45 recommendations. These audits were carried out in various areas of the implementation of laws and by-laws related to the field of procurement, finance and property management, as well as in the area of the implementation of administrative procedures for Police personnel.

Within the internal inspections, Police has carried out 48 regular inspections as well as 24 extraordinary inspections in all areas of Police work inspection. For the findings of these inspections there were given 127 recommendations in the field of: (a) Inspection of the administration of police cases of domestic violence (b) Inspection of evidence and police actions against persons announced wanted according to arrest warrants and wanted notices issued by competent bodies; (c) Inspection of control and surveillance of the state border by the Border Police; (d) Inspection of the management of police personnel in terms of health.

COOPERATION WITH THE PUBLIC – MEDIA

Kosovo Police has been constantly committed to building and strengthening cooperation with the public, electronic and written media, with the aim of increasing the transparency of police actions. Until now, it has managed to create a model of information through: daily press release, daily, weekly, monthly, annual reports, reports according to the case and through press conferences and also through short information conveyed with photographs - photo news.

During this year they have been accepted 154 requests for access to public documents and are organized 14 media conferences, which were held on the occasion of extraordinary events. It has also supported and promoted several awareness campaigns in general social interest, in the field of road safety, illegal possession of weapons, use of violence, etc. We can single out the realization of some awareness campaigns and television video spots mainly with the help of KFOR and with the help of OSCE.

Within the DIMP and under the management of the website and design, the official KP Facebook page also operates, through which relevant information has been received and there have been several cases resolved by the KP which were reported precisely in Facebook, such as:

- confiscation of illegal weapons and arrests of perpetrators of criminal offences,
- blocking road traffic,
- thefts and robberies filmed and distributed to us,
- violence of various types, etc.

During the reporting period at the central and local level of the Police:

- There were issued 2,130 written press releases;
- There were published 365 24-hours reports;
- There were published 2,233 various police activities on Police social networks;
- There were designed and published 70 documents such as: plans, awareness campaigns, posters, etc.
- The magazine of the Kosovo Police 'PROTECTOR' has been drafted and published.



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