

REPUBLIC OF NORTH MACEDONIA  
MINISTRY OF INTERNAL AFFAIRS



## ANTI-CORRUPTION PROGRAM FOR 2023

Department of Internal Control, Criminal Investigation and Professional Standards

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REPUBLIC OF NORTH MACEDONIA

MINISTRY OF INTERIOR

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S k o p j e

Corruption is a dynamic phenomenon that has many forms and is associated with various economic, legal, political, sociological and other factors. The negative effects of corruption are huge and far-reaching, spanning the public, private and civil sectors. Corruptive behavior undermines trust in the institutions of the system, the efficient use of public resources and represents a threat to democracy and the realization of human rights due to the erosion of social values.

Outsetting from the vision of a society based on the highest ethical values and integrity that allows all citizens equal access to responsible and transparent institutions and respect of human rights and freedoms;

Recognizing the need to ensure raising of trust in the institutions of the system, efficient use of public resources and strengthening democracy, social values and realization of human rights;

Bearing in mind that the corruption is a particularly complex social, security, political and economic phenomenon producing threat to the functioning of the democracy, state of law and the rule of law and directly leads to violation and abuse of human rights and freedoms, enables conditions for the development of organized crime and other threats to the security and stability of the state and citizens;

Based on the National Strategy for the Prevention of Corruption and Conflict of Interest 2021-2025 of the State Commission for the Prevention of Corruption and the GRECO Evaluation Report of the Republic of North Macedonia - fifth round on "Prevention of corruption and promotion of integrity

in the central government and the law enforcement authorities, the established priorities and commitments to address corruption at the state level but also within its own ranks, the Department for Internal Control, Criminal Investigations and Professional Standards on behalf of the Ministry of the Interior for 2023, hereby adopts the following:

# ANTICORRUPTION PROGRAM

## I. AIM:

The fight against corruption is determined as the first strategic priority in the Strategic Plan of the Ministry of Interior 2021-2024. In view of this, this Anti-corruption program aims to establish a system of measures that will enable addressing the corruption and identifying the causes, conditions and factors that enabling its proliferation.

The main challenge for the Ministry of Interior as a key institution for detection of cases related to corruption, as well as its prevention, is the timely detection and identification of the risks of corruption, as well as the timely detection, documentation and proof of corruptive behaviors involving authorized personnel.

For an effective fight against corruption, equally important are the political will, normative solutions, institutional framework, effective application of laws, institutional and personal capacity and integrity, as well as the cooperation between institutions in the country and internationally.

In order to efficiently fight the corruption, the existence and cooperation of the Ministry with other relevant ministries, state bodies and institutions tasked with fight against corruption and crime in general is necessary. The cooperation should serve as basic foundation and guiding force of the institutions in the fight against corruption. Having said this, it is necessary to have a functional connection and establishment of a common database accesible to all anti-corruption entities, for the purpose of exchanging information aimed at ensuring a sustainable system of a common approach in the realization of the institutions' own obligations for non-selective fight against corruption.

## II. POLICE CORRUPTION:

The term corruption in the Ministry of Interior means any violation of standard procedures, abuse of official position or overstepping police powers for the purpose of obtaining benefit which has been directly or indirectly promised, offered, given, requested, accepted or expected for oneself or for someone else.

The most common factors contributing to the emergence of corruption in the Police are: co-action between unprofessionalism and poor organization, employing unprofessional personnel, disregard for selection and training criteria of police employees.

The Ministry of Interior, with its proactive fight against corruption and its absolute unacceptability, is setting up control mechanisms, measures and activities to narrow down the scope of corruptive behavior of employees in the Ministry and the Police, as well as to detect and appropriately sanction each specific case.

It is the duty of all employees when performing their working tasks to act in accordance with the rules, regulations and professional standards applied in the Ministry and the Police. It is necessary for every employee to respect the Ethical Code of Conduct, to manifest a high degree of integrity in work, to know how to recognize forms of corruption, and to possess the ability to resist corruption. No one can be exempted when determining responsibility for corruptive behavior, as no one has a mandate to hinder, limit or in any way dilute the process of responsibility determination.

The forms of corruption in the Ministry of Interior are recognized through:

- actions or non-actions of the employees of the Ministry while performing their official tasks, for which in return they demand or accept some kind of benefit, convenience or interest for themselves or for anyone else;

- non-compliance with standard procedures;
- abuses of official position and authorizations for the purpose of obtaining material or immaterial benefit, convenience, advantage or other interest for oneself or for anyone else which has been directly or indirectly promised, offered, given, requested, accepted or expected.

The main goal of the Ministry of Interior in the fight against corruption is its reduction and the establishing anti-corruption culture among employees, integrity building of employees in the Ministry of Interior in accordance with European standards, awareness raising of employees through appropriate training, removing the conditions for existence of corruption in the police and unprofessional behavior and establishing the desired ethical standards.

### III. PRINCIPLES UPON WHICH THE ANTI-CORRUPTION PROGRAM IS FOUNDED UPON:

The Anti-Corruption Program is based on the following principles:

- The principle of legality, according to which the Ministry of Interior in the course of its activity, applies the Constitution, ratified international agreements and applicable legislation;
- The principle of unity and hierarchy, according to which the Ministry of Interior is organized in such a manner that each subordinate organizational unit submits a report to the higher organizational unit;
- The principle of accountability, according to which each employee is subject to direction and supervision according to the organization of the hierarchy;

- The principle of effectiveness, according to which, every employee and every organizational unit is organized to professionally and committedly perform the assigned tasks and defined goals;
- The principle of impartiality, according to which, every employee participating in the decision-making process, acts in accordance with the rules for conflict of interest prevention in accordance with the applicable legal regulation;
- The principle of transparency, as a basic principle for publishing essential information from the work of the Ministry in an available and widely understandable manner, respecting the limitations enforced for personal data and privacy protection;
- The principle of confidentiality, handling classified information in accordance with the Law on Classified Information and the internal acts of the Ministry relevant for this area;
- The principle of equality and non-discrimination, to prevent any form of direct or indirect discrimination, violation of human dignity and creating intimidating, hostile, humiliating, unequal treatment or offensive environment.
- The principle of internal cooperation, according to which each employee cooperates to fulfill the purposes within the organizational unit where he or she belongs, as well as with employees in other organizational units within the Ministry.

#### IV. PROGRAM ACTIVITIES

The anti-corruption activities will be aimed at promoting professionalism, legality in operations and promoting police integrity through consistent

consideration of legal regulations and bylaws, as well as at prevention and sanctioning of all forms of corruption in the Ministry of Interior.

In view of the abovementioned, the 2023 Anti-Corruption Program of the Ministry of Interior specially focuses on:

- transparency in the procedures for employment and promotion in the Ministry;
- strengthening the integrity and responsibility in the work and creating trust of the citizens in the institution;
- consistent consideration of the Ethical Code of Conduct of employees in the Ministry;
- preventive action that implies corruption risk reduction;
- repression as a tool for sanctioning corruption and other abuses of authorizations;
- developing a high awareness among ourselves and other employees about the harmfulness of corruption;
- developing an attitude that it is necessary to remove corruption from the living and working environment and lead by our own example to influence other employees of the Ministry;
- rejecting an offer to participate in corruptive behavior;
- realizing that if we behave corruptly, we cause more damage to society than the benefit that has been achieved, being aware that with this kind of behavior we expose ourselves to criminal sanctions and the possibility of losing our job.

**In the context of the abovesaid, the priorities for 2023 shall be:**

1. Transparent employment and promotion procedure in the Ministry;



2. Reinforcing police integrity and raising the ethical awareness of employees through compliance with the Ethical Code of Conduct for employees of the Ministry;
3. Integrity tests for persons who establishing employment contract in the Ministry and Professional Integrity Test for employees;
4. Conducting risk assessment on occurrence of corruption in the workplaces;
5. Education of employees in the Ministry of Interior for the purpose of protected internal and external reporting of corruptive behavior in the Ministry;
6. Obligation to declare assets/interests on the part of employees of the Ministry;
7. Continuous and specialized training in the Ministry;
8. Promotion of cooperation between state bodies and institutions responsible for preventing and fighting corruption, non-governmental and international organizations;
9. Control mechanisms for the application of discretionary powers of police officers;
10. Transparency in the Ministry.

#### **IV. 1. CONSIDERATION OF TRANSPARENCY OF EMPLOYMENT AND PROMOTION PROCEDURE IN THE MINISTRY OF INTERIOR**

The consideration of transparency of the employment and promotion procedure in the Ministry of Interior, except for the employments carried out based on special provisions of the Law on Internal Affairs, is one of the priority goals of this Program. The Law on Internal Affairs explicitly specifies the need of consideration of the principle of transparency in the procedures for employment and promotion in the Ministry, with an employment without a public vacancy announcement in the Ministry being solely possible for working

posts for which the Act on the systematization of working posts thus states due to the type and the nature of work tasks, as well as the special conditions under which they are performed.

The purpose of the promotion procedure is to enable the employees in the Ministry to advance their careers, that is, to move from lower to higher working posts. An employee in the Ministry may be promoted to another position which, in relation to the previous position, is higher in the Classification of working positions. The promotion is carried out in a transparent procedure, with the publication of an internal vacancy announcement, based on the professional qualities and qualifications of the employee, his/her working abilities, completed training during the his/her employment and the manner of performing work duties, regardless of gender, race, color of skin, political and religious belief and nationality. As per exception, the transparency of the procedure does not apply for promotion of employees in specific working posts.

Regarding the area of human resources management, it is necessary to fully respect the principles of competitiveness, transparency and accountability; to increase control over the application of internal procedures on the manner of employment, deployment and promotion in order to properly implement these procedures, exempted from any influences (nepotism, cronyism and politicization); a clearly defined system of career and evaluation without favoring individuals.

#### **IV.2. REINFORCING POLICE INTEGRITY AND RAISING THE ETHICAL AWARENESS OF EMPLOYEES THROUGH COMPLIANCE WITH THE ETHICAL CODE OF CONDUCT FOR EMPLOYEES OF THE MINISTRY**

Integrity in policing is a principle of constant behavior in accordance with ethical values. When it comes to the integrity of the Ministry of Interior, the focus falls upon creating a set of values and integrating them into the existing by-laws, relevant strategies, plans and other regulations related to corruption and corruptive behavior.

The Police integrity mandates the policing to be based on clearly defined ethical values such as transparency, impartiality, equality, fairness, honesty and respect for human rights. The Police should promote integrity at all its levels, and the police officer with integrity needs to set an example in the environment because he/she is the key in the fight against corruption and a protector of human rights. A police officer with integrity needs to possess knowledge and skills, ethical capacity, determination and professionalism by complying with the established rules and procedures to the benefit of the public interest and as a contribution to increasing the public trust. The personal integrity of the police officer reflects the integrity of the Ministry of Interior, hence the integrity of the managerial personnel is also of great importance, introducing high professional values to enable consistent compliance with the rules and regulations when employees in the Ministry perform their working tasks.

With the aim of establishing rules for behavior in the performance of the working tasks, mutual relations, the attitude towards citizens and the protection of the public interest, the Ministry of Interior adopted an Ethical Code of Conduct for employees in the Ministry, which consolidates the provisions on ethical issues and offers practical guidance in the areas of police integrity, conflict of interest, gifts and corruption prevention. In order to prevent the occurrence of corruptive actions between police officers, it is not allowed to request or accept gifts (goods and services or other benefits) intended for them personally or their families if

their offering or awarding is directly or indirectly related to their professional occupation. According to the Code of Ethics, employees sign a statement confirming that they are familiar with the basic principles of behavior and work contained in the Code of Ethics and that they will consistently respect them.

Based on the provisions of the Ethical Code of Conduct for employees in the Ministry, the Minister of Interior authorized a person to provide advice on integrity, conflict of interest and receiving gifts, whose data are published on the website of the Ministry of Interior. Also, considering that high police integrity is precisely the basis of the effective fight against crime and corruption, the Minister of Interior signed an Integrity Policy which is also published on the website of the Ministry of Interior.

It is necessary for the employees of the Ministry to have a high degree of knowledge of the Code of Ethics, in order to ensure legality, professional and personal integrity, high morals and standards, efficiency, effectiveness, commitment and increased responsibility when performing working tasks, as well as to ensure respect for human rights, through equal treatment and non-discrimination.

The Section for Integrity, Prevention of Corruption and Protection of Human Rights in the Department of Internal Control, Criminal Investigations and Professional Standards, in accordance with the "Program for Reinforcing Police Integrity", continuously conducts training for all employees of the Ministry of Interior on all topics related to the implementation of the system for integrity in the Ministry as a basic premise in the fight against corruption, with a special emphasis on raising the level of professional integrity of employees, preventing conflicts of interest and receiving gifts, encouraging employees of the

Ministry of the Interior to report criminal or other illegal or impermissible conduct detrimental or threatening to the public interest.

#### **IV.3. INTEGRITY TEST FOR PERSONS ESTABLISHING EMPLOYMENT CONTRACT IN THE MINISTRY AND PROFESSIONAL INTEGRITY FOR EMPLOYEES**

The top management in the Ministry saw the need of introducing mechanisms as pointed out by GRECO in order to check the honesty and professional performance of employees in the Ministry of the Interior, and in view of this, the Law on Amendments and Supplements to the Law on Internal Affairs was adopted, stipulating amendments in the section on mandatory introduction of Integrity Check Tests when establishing an employment relationship in the Ministry of the Interior, as well as Professional Integrity Tests for all employees in the Ministry of the Interior.

With the adoption of the Law on Amendments and Supplements to the Law on Internal Affairs ("Official Gazette of the Republic of North Macedonia" No. 89/22), the Department for Internal Control, Criminal Investigations and Professional Standards obtained another tool to reinforce the capacities of the Department in the fight against corruption among employees of the Ministry of Interior, being the introduction and implementation of the Professional Integrity Test.

Verification of the professional integrity of employees in the Ministry will be carried out continuously throughout the duration of the employment relationship, by conducting a Professional Integrity Test, which is a control of the actions of the employees of the Ministry in a simulated situation, identical to

his/her working tasks and activities, without having an obligation to previously inform the organizational unit where the employee is assigned and works.

The result of the Professional Integrity Test can be an indicator for initiating a pre-investigation procedure, evaluation and analysis of the risk of corruption, for changing the methodology and working procedures, as well as for determining the type and the need for training of employees.

The professional integrity test is conducted on the basis of the Professional Integrity Test Implementation Plan, which is adopted by the head of the Department for Internal Control, Criminal Investigations and Professional Standards.

It is important to note that during the implementation of the Professional Integrity Test, special emphasis will be placed on respecting the principle of legality, basic human freedoms and rights, and the dignity of the worker being tested.

During the implementation of the Professional Integrity Test, the employee being tested must not be encouraged to commit a crime or breach of official duties and powers.

The activities undertaken during the Professional Integrity Test are not part of the special investigative measures prescribed by the Law on Criminal Procedure.

The procedure for conducting the Professional Integrity Test can be documented on a video or audio recording, and during its implementation, simulated means and documents can be used.

The result of the Professional Integrity Test can be positive or negative. The test will have a negative result if the tested worker did not prove his/her professional integrity.

The negative result of this test is foreseen as a serious case for disciplinary responsibility and a basis for initiating disciplinary proceedings.

The legal norming of the negative result of the professional integrity test as a serious case for disciplinary responsibility and a basis for initiating disciplinary proceedings will undoubtedly affect the process of promotion of employees, because an employee cannot be promoted into higher payment rank if in the previous year, a disciplinary measure was imposed against him/her for a more serious case of disciplinary responsibility, that is, if in the previous year he/she was under disciplinary sanctions for violating the work order and discipline.

Through the vetting process, the goal is to strengthen public confidence, guarantee and promote integrity, and raise the standards and professional skills of employees working in these important public order and security institution.

The negative result of this test is foreseen as a more serious case for disciplinary responsibility and a basis for initiating a disciplinary procedure, also the result of the Professional Integrity Test can be an indicator for initiating a pre-investigation procedure, evaluation and analysis of the risk from corruption, change of methodology and work procedures and determining the type and need for training of workers.

High police integrity is the basis for creating mutual respect and trust between citizens and the police and plays a major role in the effective fight against crime and corruption.

#### **IV.4. CONDUCTING A RISK ASSESSMENT OF CORRUPTION EMERGING IN THE WORKPLACE**

Any area of Police operations may be subject to corrupt behavior by police officers. Some segments of the work of Ministry of Interior are more susceptible to corruption than others. The assessment of the risk of corruption will enable the establishment of an evidence-based corruption prevention system and will

enable the effective use of available resources to achieve results in the fight against corruption.

It is necessary to clearly identify the job categories with the highest risk of corruption. The Ministry of Interior has an existing system for risk assessment and risk management, which is being upgraded with separate methodologies in order to ensure its more successful implementation.

For this purpose, in the Department of Internal Control, Criminal Investigations and Professional Standards, the position of "Chief Inspector for Corruption Risk Management" has been systematized, which has the task of carrying out procedures to determine the abuse of powers by an employee of the Ministry of Interior, as well as determining risks of corruption in certain workplaces.

A Plan for the integrity of work positions in the Ministry of Interior was adopted, the purpose of which is to establish mechanisms for strengthening integrity that will guarantee the efficient and effective operation of the Ministry. The plan is a tool through which the degree of exposure to the risk of corruption is measured at each workplace in the Ministry of Interior and is implemented as an internal act within the Ministry.

#### **IV.5. EDUCATION OF EMPLOYEES IN THE MINISTRY OF INTERIOR IN ORDER TO PROVIDE PROTECTED INTERNAL AND EXTERNAL REPORTING OF CORRUPTIVE BEHAVIOR**

In the direction of the fight against corruption, the Law on the Protection of Whistleblowers was adopted, which regulates protected internal and external reporting. On the basis of this law, the Ministry of Interior has adopted an Instruction on the procedure for protected internal and external reporting in the Ministry, which regulates and fully elaborates the procedure for protected internal and external reporting in the Ministry, and an authorized person has



been appointed to receive reports submitted for the purpose of protected internal and external reporting to the Ministry.

In order to acquaint the employees of the Ministry of Interior with the meaning of the Whistleblower Law as an essential tool in the fight against corruption, the Department for Internal Control, Criminal Investigations and Professional Standards - Section for Integrity, Prevention of Corruption and Protection of Human Rights, continuously conduct educational workshops for authorized officials of the Ministry from different organizational units.

In the process of implementing the integrity system, it is also of particular importance to revive the application of the Whistleblower Law, to activate the channels for protecting the identity of people (MoI employees or outsiders) who want to report cases of corruption in the MoI. For this purpose, the Minister of Interior authorized a person to receive reports submitted for the purpose of protected internal and external reporting to the Ministry of Interior, whose data is publicly published on the website of the Ministry.

#### **IV.6. OBLIGATION TO REPORT ASSETS/INTERESTS BY EMPLOYEES IN THE MINISTRY**

In order to monitor the property situation and the conflict of interests of the employees, the Law on Internal Affairs provides provisions according to which upon establishing an employment relationship in the Ministry, and within 30 days from the day of concluding an employment contract at the latest, the workers in the Ministry submit a statement for property status and interests, in a manner and under conditions determined by a special law. Employees in the Ministry are obliged to report within 30 days any increase in their property, i.e. the property of a member of their family, in a value that exceeds an amount of

twenty average net salaries in the previous three-month period, as well as a change of interests, in a manner and under conditions determined by a special law. Persons must submit a statement of property status and interests within 30 days from the day of termination of the employment contract.

#### **IV.7. CONTINUOUS AND SPECIALIZED TRAINING IN THE MINISTRY**

The ability and expertise of the employees of the Ministry of Interior determines the capacity of the Ministry to deal with corruption with a special emphasis on eliminating the causes that generate its occurrence and restoring trust in the institution.

In the Ministry of Interior, continuous and specialized training of employees is regularly carried out with the aim of more successful performance of work tasks by the employee at the workplace to which he/she is assigned, performance of work tasks in a professional, politically neutral and impartial manner.

The trainings are conducted for all employees of the Ministry, regardless of gender, national and social origin, political and religious beliefs, and property and social status.

The organizational units in charge of preparing the annual training programs for the employees of the Ministry have the obligation to plan appropriate trainings in the field of anti-corruption in the annual programs with a special emphasis on the services that are most susceptible to corruption and corrupt behavior.

In this way, it will be possible to acquire knowledge and the ability to recognize corrupt behavior in one's own ranks. In the implementation of these activities, the role of the leaders is significant, as they will impose ethical and moral values through personal example that will affect the reduction of corruption.

#### IV.8. PROMOTING COOPERATION BETWEEN STATE BODIES AND INSTITUTIONS COMPETENT FOR PREVENTING AND FIGHTING CORRUPTION, NON-GOVERNMENTAL AND INTERNATIONAL ORGANIZATIONS

Inter-institutional cooperation through a common and unified approach has a major role in the fight against corruption and crime. In that direction, it is necessary to strengthen the capacities of the relevant organizational units in the Ministry for the fight against corruption, for which the timely exchange of information with the specialized department for the prosecution of crimes committed by persons with police powers and members of the prison police within the framework of The Public Prosecutor's Office for Prosecution of Organized Crime and Corruption is of high importance. The Ministry develops cooperation with other bodies of state administration and institutions to fight corruption and crime, such as: the Ombudsman, the Public Revenue Authority, the Financial Intelligence Authority, the Customs Administration, the Financial Police Authority, the State Commission for the Prevention of Corruption. Through established cooperation with non-governmental organizations, the Association of Journalists of Macedonia, the Helsinki Committee for Human Rights, the Association of Young Lawyers and other organizations and civil associations, the Ministry of Interior will implement projects in the field of fighting corruption and protecting human freedoms and rights.

We must not overlook the fact that corruption goes beyond the national borders of the state and hence no country can independently deal with this phenomenon without a joint and coordinated approach with its neighbors and with the countries of the international community.

The Department for Internal Control, Criminal Investigations and Professional Standards, as a competent organizational unit that takes measures and actions to detect and suppress crimes with elements of corruption and other

forms of corrupt behavior, continuously cooperates with related services from other countries, international institutions and organizations and will develop the widest possible international cooperation in all areas regarding the fight against corruption.

In order to strengthen the regional cooperation in the fight against corruption, and to have an integrated approach to joint work including all forms of enhanced cooperation and exchange of information, as well as its further development, deepening and expansion, expert upgrading, the Ministry of Interior represented through the Department of Internal Control, Criminal Investigations and Professional Standards will be part of the network for strengthened regional cooperation of internal control units from the region (NERCISU), EPAC - the European Partnership against Corruption, the Internal Investigation Network established by the Swedish Police (ICIN), OSCE - Platform for Combating Corruption in the Border Police, the Project: "Promotion of Integrity and Good Governance in the Western Balkan Countries" which in the Ministry of Interior is carried out under the auspices of the Center for Integrity in the Defense Sector of the Republic of Norway (CIDS), will cooperate with the Regional Anti-Corruption Initiative RAI and the Center for Security Cooperation for the Countries of Southeast Europe RACVIAC.

#### **IV.9. CONTROL MECHANISMS ON THE APPLICATION OF DISCRETIONARY POWERS BY POLICE OFFICERS**

The police is defined as a civil force of a state that is responsible for the prevention and detection of crime, as well as the maintenance of public order and peace.

It is the duty of all employees of the Police to act in accordance with the law, rules, regulations and professional standards applied in the Ministry of Interior when performing their work tasks. It is necessary for every employee to

respect the Code of Ethics for the conduct of workers, with the aim of ensuring legality, professional and personal integrity, high morals and standards, efficiency, effectiveness, commitment and increased responsibility when performing work and work tasks, strengthening the integrity of the Ministry as a whole, as well as respect for human rights, through equal treatment and non-discrimination, without privilege and without any personal interest, respecting the rights and dignity of others. Police officers should possess the ability to recognize forms of illegal and unprofessional behavior and to oppose them and thus manifest a high degree of integrity in their work.

The protection of human rights and freedoms of all citizens is what every democratic society primarily expects from the police.

However, it happens that police officers, for various reasons and motives, when exercising their police powers, act contrary to the law and exceed them, thus violating human rights and freedoms.

When exercising police powers, the police are obliged to act with an equal approach to citizens, without discrimination based on gender, race, skin color, language, religion, political or any other opinion, national or social origin, belonging to a national minority, material position, origin by birth or any other status. In the relationship with the police, all citizens equally enjoy the basic freedoms and rights of human and citizen recognized by international law and determined by the Constitution. In this sense, during the dealings of police officers with citizens, the right of each individual to personal security is especially guaranteed, that no physical or mental pressure will be applied in an attempt to obtain certain information and that no coercion will be used for extortion of a confession, and the collected information will be handled confidentially.

The risks of excessive use of physical force by police officers lead to a direct attack on human rights and freedoms guaranteed by the Constitution, laws and

international ratified agreements. The police have police powers (including the ability to use force) to temporarily deprive people of their liberty, restrict the full enjoyment of their rights (eg stop, question, detain and arrest them), confiscate their property, take their fingerprints, photograph them and conduct a personal search). In addition, in many cases, the police have a discretionary right to decide whether and how to use these powers. However, police officers must always adhere to the rule of law in accordance with the best international standards and procedural rules and strategies prescribed in the applicable national laws. In the performance of their tasks, police officers must respect and protect human dignity and preserve and protect basic human rights, as well as civil and political rights.

When applying police powers for the purpose of realizing the basic function of the police in terms of protection and respect for basic human freedoms and rights, prevention and detection of criminal acts, prosecution of their perpetrators, there is a possibility of overstepping and abuse of police powers, their disproportionate application, which is to treat inhumanely and violate the dignity, reputation and honor of the persons to whom the police powers have been applied to and endanger the basic freedoms and rights of man and citizen.

It is certain that illegal occurrences in the work of the police encourage the creation of a negative image in the society, and thus the distrust of citizens in the work of the police.

Hence, the control over the police should represent an integrated system, which will not be limited only to the individual and his/her personal characteristics, but will include a wider segment of control over the work of the organizational units as a whole. Another proven recipe should be applied in police control, which implies a combination of preventive and repressive measures, according to the principle "prevention as a commitment, and repression as a

necessity". Consequently, the control should be directed in two basic directions: 1) prevention of illegality in the work of the police, primarily by strengthening professional integrity and 2) suppression of police illegalities, through developing capacities for their detection, resolving and proving.

The Department for Internal Control, Criminal Investigations and Professional Standards is a competent organizational unit in the Ministry of Interior of the Republic of North Macedonia that controls the legality of the work of police officers, as well as other employees of the Ministry, especially in relation to the respect and protection of human rights and freedoms when performing police tasks and exercising police powers.

In addition to the internal control over the work of the police, in every democratic society, external control over the police is also a very important segment, and it is done by: the Ombudsman, the Basic Public Prosecutor's Office for Prosecution of Organized Crime and Corruption, where a specialized department has been established for the investigation and prosecution of criminal acts committed by persons with police powers and members of the prison police, the non-governmental sector, the public, etc.

#### **IV.10. TRANSPARENCY OF THE MINISTRY**

The activities to improve access to information should be aimed at regularly updating the website of the Ministry of Interior through the publication of reports on achieved results and operational efficiency, statistics, regulations and other information of interest to the public.

Transparency enables citizens to see the work and creation of policies in the Ministry, as well as communication among citizens. Aware of their responsibility in combating corruption, I invite the employees of the Ministry and the citizens of cooperation in all fields of social life in the Republic of North Macedonia to join us and in that direction we will be open in all forms of

communication with suggestions, proposals and remarks with a clear message for the good of the citizens. It requires mutual trust, patience and understanding of the fact that we will achieve results only if we provide evidence according to a prescribed legal procedure.

Employees and citizens can report illegal, inappropriate and corrupt behavior of employees to the Ministry of Interior within 24 hours, namely:

- to the free phone number 199;
- by electronic means to the following e-mail addresses: [prijavi\\_i\\_poplaki@moi.gov.mk](mailto:prijavi_i_poplaki@moi.gov.mk) and [OVKKIPS@moi.gov.mk](mailto:OVKKIPS@moi.gov.mk);
- in the premises of the Department for Internal Control, Criminal Investigations and Professional Standards in the Ministry of Interior or the nearest police station of general jurisdiction.

## V. OBLIGATION TO IMPLEMENT THE ANTI-CORRUPTION PROGRAM

The implementation of the Anti-Corruption Program is the responsibility of all heads of organizational units and should contribute to reducing the level of corruption, strengthening the integrity, transparency and accountability of the Ministry, and all employees should contribute to a consistent, uncompromising and non-selective fight against corruption.

In the Action Plan for the implementation of the Anti-corruption Program, the competent organizational units and their tasks are clearly defined, which would achieve the common goal of reducing corruption to the lowest level.

The Anti-Corruption Program of the Ministry of Interior becomes part of the Annual Training Program with a clear timeframe for implementation. That is why it is necessary for each organizational unit in charge of realizing the



obligations of the Anti-Corruption Program to prepare a report with activities and a time period for their realization in the current year.

The Department for Internal Control, Criminal Investigations and Professional Standards, through an established control mechanism, is responsible for monitoring the implementation of the Anti-Corruption Program and the activities determined in the Action Plan, which is an integral part of it.

**MINISTER OF INTERIOR**  
**Oliver Spasovski**

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