

**ACTION PLAN**  
on reducing the risk of corruption in the MoD for the years 2016 – 2017

No.	Action	Responsible structures	Supporting structures	Deadline	Progress indicators
<b>I. COMMITMENT TO DEMOCRACY AND DEMOCRATIC CONTROL</b>					
1.	Develop a new communication strategy of the MoD.	Public Affairs Service	Military Mass-Media Center	1 <sup>st</sup> semester of 2017 (upon approval of National Security Strategy and Military Strategy)	The strategy approved by MoD.
2.	Promote cooperation with NGOs in the field of communication on integrity issue.	Public Affairs Service	General Inspection Directorate, Defence Policy and Planning General Directorate, J1	Permanently	Joint projects, events involving representatives of MoD.
3.	Promote, through the media, the Building Integrity program and MoD's commitments in this field.	Public Affairs Service	Military Mass-Media Center, General Inspection Directorate	Permanently	The number of articles published in the media.
4.	Publish in military and civilian media reports and interviews with MoD specialists on BI program issue.	Public Affairs Service	Military Mass-Media Center, General Inspection Directorate	Permanently	Number of published reports and interviews.

5.	Starting information campaigns with MoD and the National Army staff on corruption and the dangers arising from this phenomenon and consequences from involvement in corruption.	General Inspection Directorate	Sections and Directorates of MoD/Main staff	4 <sup>th</sup> semester of 2016	Number of activities. Formulated anti-corruption messages. Awareness campaigns conducted.
6.	Inform the public about the MoD's hotline activity and measures undertaken.	Public Affairs Service	Military Mass-Media Center, General Inspection Directorate	Yearly	Number of press releases published.

## II. DEPARTMENTAL POLICIES IN COMBATING CORRUPTION

7.	Endorsing of national public policies regarding combating corruption and adjusting of departmental normative framework at national level.	General Inspection Directorate	Legal Directorate, Main staff	When needed	Number of endorsing documents at national level. Number of departmental documents adjusted.
8.	Monitoring of the implementation of the integrity plan of the MoD for the years 2015 to 2016.	General Inspection Directorate	Legal Directorate, Acquisition Department, Economy and Finance General Directorate, Human Resource Management Directorate, Directorate of Secretariat and Internal Management, J1	2016	The number of implemented actions.

9.	Monitor and ensure enforcement of the provisions of the order of MoD "On checking holders and applicants for public office, public officials with special status from the National Army".	General Inspection Directorate	MoD, Human Resource Management Directorate, Legal directorate, Main staff, Land Forces Command, Air Force Command	When needed	The number of undertaken actions. Number of verified holders/applicants and decisions.
10.	Ensuring on fulfillment of provisions of Law no. 133 from 17.06.2016 regarding declaration and control of property and personal interests.	Human Resource Management Directorate	Main staff, Military administrative divisions	Permanently	Statements stored and recorded. Sending statements in the National Integrity Authority.
11.	Ensuring on fulfillment of provisions of Law no. 133 from 17.06.2016 in order to avoid cases of conflict of interest.	General Inspection Directorate	Human Resource Management Directorate, J1, Institutions / military units of MoD/NA	Permanently	Number of activities. The number of detected cases of conflict.
12.	Take steps in reviewing the warnings integrity and ensuring measures to protect whistleblowers.	General Inspection Directorate	Institutions / military units of MoD/NA	Permanently	Protective measures identified and applied.
13.	Ensure compliance with the order of MoD "On the implementation of the Government Decision no. 134 of 22.02.2013 establishing permissible gifts symbolic value as those provided courtesy or protocol during certain actions".	Acquisition Department	Economy and Finance General Directorate, Main staff	Permanently	The number of symbolic gifts as those provided courtesy or protocol during certain actions declared and recorded. Publication of the list of gifts and their beneficiaries on the website of MoD.

14.	Implementing the anti-corruption hotlines operating system Regulation and ensuring their operation.	General Inspection Directorate	Main staff, Communication and Information center	Permanently	The number of recorded calls and cases solved.
15.	Analysis of Risk Registers within military units, MoD institutions, MoD, Main staff and submit proposals for inclusion in the Registers of new risks identified during the inspection or audit activities.	Economy and Finance General Directorate / General Inspection Directorate	Auditing and controlling units/task forces	During the check	The number of corruption risks identified and included in the Risk Register.
16.	Intensifying preventive controls on financial accounting issues in National Army units and institutions subordinated to MoD.	Economy and Finance General Directorate	Audit service	Permanently	The number of checks carried out. Divergences established and settled.
17.	Organizing self-assessment of the financial management and control and issuing the declaration on good governance (Law no. 229 of 23.09.2010).	Economy and Finance General Directorate	MoD, Main staff, Institutions / military units of MoD	Yearly	Assured self-assessment process.
18.	Developing and publishing the annual report on the MoD examination petitions results.	Directorate of Secretariat and Internal Management	General Inspection Directorate	Yearly	Report prepared and approved, published on the website of MoD.
<b>III. POLICY DIVISION, DEONTOLOGY, TRAINING</b>					
19.	The revision of personnel management policies.	Human Resource Management Directorate	Sections and Directorates of MoD/ Main staff	Permanently	The number of policy documents reviewed.

20.	Identify and update the list of functions /positions (sensitive) exposed to corruption.	Human Resource Management Directorate	General Inspection Directorate	Permanently	The amendments received on the list of positions / posts susceptible to corruption. List of sensitive positions / posts updated.
21.	Operation corresponding amendments to the regulatory framework in the field of military service in order to ensure the professional integrity of the MoD/ Main staff.	Human Resource Management Directorate	Sections and Directorates of MoD/Main staff	Permanently	The number of documents developed and approved
22.	Informing MoD/ Main staff about vacancies and conducting competitions for these positions.	Human Resource Management Directorate	Main staff	Permanently, with six-monthly monitoring	Number of vacancies of civil service in the contest. The number of job competitions conducted.
23.	Informing MoD/Main staff about offers and conditions for deployment courses, studies and other forms of civil/ military education.	Human Resource Management Directorate	Defence Policy and Planning General Directorate, Main staff	Permanently, with six-monthly monitoring	The number of informative documents submitted.
24.	Ensuring audit service with qualified personnel.	Human Resource Management Directorate	e-Transformation service	Until filling vacancies	Measures taken.
25.	National and international training of MoD and National Army staff, including contingents for participation in international operations, on strengthening integrity measures to eradicate the scourge of corruption in the MoD and National Army.	General Inspection Directorate	Defence Policy and Planning General Directorate, J1, J7, Military Academy	Permanently	Number of trainings. Number of trained personnel.

**IV. PLANNING AND BUDGETING**

26.	Developing a departmental plan for disposal of assets and obsolete equipment.	J4 Main staff	Economy and Finance General Directorate, Acquisition Department	1 <sup>st</sup> semester of 2017	Number of activities. The amount of assets / equipment planned removed.
27.	Restructuring the military payroll system.	Economy and Finance General Directorate	Sections and Directorates of MoD/Main staff	According to the plan of the Government and Parliament	Law Project/ Government decisions developed and adopted.

**V. PUBLIC ACQUISITIONS**

28.	Review the procurement process and the transition to a procurement process autonomously.	Acquisition Department	Economy and Finance General Directorate / J4	2017	Revised procurement process. Departmental acts adjusted.
29.	Review procurement system and in particular, the working group.	Acquisition Department	Legal directorate	2016	Powers procurement working group with the department of public employees who are not included into the mentioned groups, strictly separated.
30.	Ensuring mandatory presentation of the Statement of Ethics and lack of involvement in fraudulent and corrupt practices by companies participating in tenders organized by the MoD.	Acquisition Department	General Inspection Directorate	Permanently	The number of disqualified companies, participating in tenders organized by Mod.

31.	Checks on the quality of work performed and materials in construction. Inspection of fulfillment of technical work. Participation in the commissioning of construction objects.	Acquisition Department	General Inspection Directorate	Permanently	The number of checks carried out. Violations determined and resolved.
32.	Analysis of monitoring results across the management of real estate in the National Army/MoD in order to ensure transparency and integrity.	Acquisition Department	General Inspection Directorate	Permanently	The number of checks carried out. The number of contracts on lease verified. Divergences set, the analysis carried out proposals / measures submitted / undertaken.
33.	Guaranteeing equal treatment and competition between economic operators.	Acquisition Department	General Inspection Directorate	Permanently	Transparency in public procurement process ensured. Guaranteed non-discriminatory treatment for operators.
34.	Ensure the publication on the website of the MoD, the annual procurement plan, purchase and results of procurement procedures.	Acquisition Department	General Inspection Directorate	Each semester	Documents published / posted on the Web. Transparency in public procurement process ensured.