

Republika e Kosovës

Republika Kosovo-Republic of Kosovo Kuvendi - Skupština – Assembly

Law No.03/L -231

ON POLICE INSPECTORATE OF KOSOVO

The Assembly of Republic of Kosovo;

Based on Article 65 (1) of the Constitution of Republic of Kosovo,

Adopts:

LAW ON POLICE INSPECTORATE OF KOSOVO

CHAPTER I GENERAL PROVISIONS

Article 1 Aim

This law establishes the mission, organization, functions, duties and responsibilities of the Police Inspectorate of Kosovo.

Article 2 Scope

- 1. The scope of PIK activity is:
 - 1.1. prevention, detection, documentation and investigation of the criminal offences committed by Kosovo Police employees, regardless of rank and position while on duty or off duty;

- 1.2. inspection of the structures and functions of Kosovo Police to ensure accountability, effectiveness and efficiency in the implementation of applicable laws, sub-legal acts and standard operational procedures that are in force;
- 1.3. investigation and/or inspection of high profile disciplinary incidents, involving KP employees, as defined in Article 4, paragraph 1, and sub-paragraph 1.11 of this law;
- 1.4. investigation of all alleged disciplinary offences of police officers having the highest rank of the senior police management level and senior appointed police positions;
- 1.5. when there is a based suspicion that the General Director of Police has committed disciplinary violation, the Prime Minister may authorize the PIK to conduct the disciplinary investigations. Upon completion of disciplinary investigation the PIK shall report on findings to the Prime Minister;
- 1.6. to receive all citizens complaints, as well as to review and determine where the complaints will be disseminated for investigation, either to the Kosovo Police, or PIK.

Article 3 Mission

The Mission of the Police Inspectorate of Kosovo is that through exercising its duties to ensure an accountable, democratic and transparent police service in accordance to the legislation in power and required standards.

Article 4 Definitions

- 1. Definitions used in this Law have the following meaning:
 - 1.1. **Investigator** the personnel of the Police Inspectorate of Kosovo who perform criminal investigations involving Kosovo Police employees, including investigations into high profile disciplinary incidents and disciplinary investigation of police officers having the highest rank of the senior police management level and senior appointed police position;
 - 1.2. **Inspectors** the personnel of the Police Inspectorate of Kosovo that perform inspections of the Kosovo Police;
 - 1.3. **MoIA** the Ministry of Internal Affairs;

- 1.4. **The Minister** the Minister of Internal Affairs;
- 1.5. **PIK** the Police Inspectorate of Kosovo;
- 1.6. **Kosovo Police Employee** all personnel that includes the police officer and the civilian staff of Kosovo Police;
- 1.7. **Police** the Kosovo Police;
- 1.8. Law Enforcement Agency all law enforcement agencies that have police powers;
- 1.9. **Integrity Investigation -** a technique or method used to verify the ethics and integrity of Kosovo Police employees.
- 1.10. **Inspection** evaluating Kosovo Police performance in achieving objectives in accordance with required legislation and standards;
- 1.11. **High Profile Disciplinary Case -** a case or patterns of events attracting significant public attention, including but not limited to allegations of:
 - 1.11.1. direct conflict or incidents between the police and communities that relate to racial, ethnic or discriminatory acts;
 - 1.11.2. an acute problem of a direct conflict between the police and the community. The conflict may take the form of police harassment, brutality or excessive force;
 - 1.11.3. all use of lethal force incidents;
 - 1.11.4. death in police custody;
 - 1.11.5. fatal traffic accidents involving police employees;
- 1.12. **Service complaints** complaints made about police standards, operational instructions or the principles of police service;
- 1.13. **Criminal conduct complaints** the complaints regarding criminal conduct of a police employee, made known to the appropriate authorities.

Article 5 Principles

- 1. PIK employees shall respect the PIK Code of Ethics and principles as stated in Code of Conduct for Civil Servants.
- 2. PIK employees while conducting their duties shall respect applicable law, human rights and freedoms guaranteed by the Constitution of the Republic of Kosovo and shall contribute in their promotion.
- 3. PIK is guided by the principles of professionalism, objectivity, political impartiality and non-discrimination.
- 4. PIK will reflect the multi-ethnic character of the Republic of Kosovo along with the principles of gender equality and human rights guaranteed in the Constitution of the Republic of Kosovo.
- 5. During the exercise of its activity PIK is independent.
- 6. Consistent with applicable law, PIK is authorized to gather information and evidence during an investigation in order to determine the conduct of the Police employee, against whom the case is initiated.
- 7. PIK shall conduct its investigation promptly and in an expeditious manner in order to maintain confidence in the rule of law.
- 8. While performing their duties, PIK investigators shall comply with the Criminal Code and Criminal Procedure Code.
- 9. Procedures and decision-making by the PIK should be open and transparent unless this will endanger or impede the course of the investigation.
- 10. PIK shall receive and register all complaints submitted by citizens.

Article 6 Status

- 1. PIK is an executive institution under the Ministry of Internal Affairs, independent from the Kosovo Police and under direct subordination of the Minister.
- 2. PIK is depoliticized.

Article 7 Symbols

PIK has its own emblem approved by the Minister.

Article 8 Identification documents

- 1. Employees of PIK are equipped with an identification document that serves as an evidence and authorization to act on behalf of PIK.
- 2. The form, issuance and rule of use of the identification document are established by a sub-legal act from the Minister.

Article 9 Budget

- 1. PIK has its own budget, which is a separate line within the budget of the MoIA and is subject to audit. The Chief Executive Officer of PIK is responsible for the effective and proper management of the approved budget.
- 2. PIK within its budget frame shall maintain a special fund to support the purpose of information activity and criminal procedures. The use of this fund is not subject to the internal auditing rules. However this fund will be subject to auditing from the office of the General Auditor of Kosovo.

Article 10 Minister

1. PIK functions under the authority of the Minister and under the control and supervision of the PIK Chief Executive. The authority of the Minister does not include the operational management of the PIK. The Chief Executive of PIK reports and is responsible directly to the Minister regarding the PIK administration and management. The PIK Chief Executive cooperates and offers the necessary information and reports to the Minister.

2. The Minister:

- 2.1. establishes PIK's annual strategic objectives in line with the state policies;
- 2.2. ensures the coordination between PIK and Kosovo Police and other structures of the MoIA as well as cooperation with any other institution which provides information, state institutions and counterpart institutions from other countries based on agreements;

- 2.3. issues sub-legal acts for the organization and functioning of PIK in accordance with this Law and other applicable laws;
- 2.4. requests reports, information and other documents related to PIK duties.
- 3. PIK will not disclose to the Minister, public authorities or other person any information related to its investigations including but not limited to information related to witnesses, collaborators or informants. This type of information shall be only disclosed by the competent body according to the Criminal Procedure Code.

CHAPTER II ORGANIZATION AND FUNCTIONS

Article 11 PIK organizational structure

The organizational structure is proposed by the Chief Executive and approved by the Minister.

Article 12 Chief Executive of Police Inspectorate of Kosovo

- 1. The Chief Executive is the non-political executive authority of PIK and is the highest administrative, technical and operational authority of PIK.
- 2. PIK Chief Executive is responsible for:
 - 2.1. the overall administering/managing and ensuring the implementation of functions entrusted to PIK;
 - 2.2. organizing and employing of personnel, adopting administrative instructions and issuing decisions related to the functions of the PIK;
 - 2.3. the effective and efficient management of the resources entrusted to PIK.

Article 13 Criterion for appointment and selection of the Chief Executive

- 1. The criteria for appointing the Chief Executive Officer (CEO) of PIK are:
 - 1.1. to be a citizen of the Republic of Kosovo;
 - 1.2. to have graduated from an approved university, in areas related to policing, law, security or public administration;
 - 1.3. have at least (3) three years of experience in a high management position in fields related to police, criminal justice, law, security or public administration;
 - 1.4. has not been convicted of a criminal offense by final decision;
 - 1.5. has not been punished for serious discipline violations equivalent to violations established by the discipline regulation of PIK, in the last ten (10) years, during which has worked in state institutions;
 - 1.6. does not have a conflict of interest with the position or as determined within the Law on Preventing Conflict of Interest in Exercising Public Function.
- 2. Minister shall establish a special commission for selection of Chief Executive.
- 3. Upon selection the Commission, from paragraph 2 of this Article, shall propose three (3) candidates for the PIK Chief Executive to the Minister. The Minister will appoint the Chief Executive based on the candidacies proposed by the Commission.
- 4. The composition of the Commission and the selection procedure is regulated by a sub legal act issued by the Minister.

Article 14 The mandate of the Chief Executive of PIK

- 1. The Chief Executive of PIK is appointed for a term of five (5) years with the possibility of renewal every five (5) years.
- 2. If the Chief Executive of PIK term of office renewal comes within a general election calendar year, the term in office will automatically be extended for two (2) years.

Article 15

Termination of mandate and dismissal from the duty of the PIK Chief Executive

- 1. The mandate of chief executive shall end for one of the following reasons:
 - 1.1. due to the termination of a mandate;
 - 1.2. reaches the retirement age;
 - 1.3. resigns;
 - 1.4. is convicted of a criminal offence by a final court decision;
 - 1.5. due to death or an inability to perform the functions for a period of time longer than six (6) months;
 - 1.6. due to dismissal from the position.
- 2. The Minister, imposes to the Chief Executive of PIK the disciplinary measures of written warning or dismissal from the position, for one of the following reasons:
 - 2.1. commission of a serious disciplinary offence, as set forth in the disciplinary regulation;
 - 2.2. upon a negative documented work assessment, for a violation of rules of integrity or a failure to comply with sub-legal acts on discipline and personnel;
 - 2.3. has shown a significant documented lack of commitment in meeting strategic objectives and in performing tasks designated to him/her by the Minister, according to Article 10 of this Law.
- 3. When there is a reasonable suspicion to believe that Chief Executive of PIK has committed a criminal act or for any reason set forth in paragraph 2 of this Article, Minister may immediately suspend the Chief Executive Officer of PIK.
- 4. In cases of termination of the mandate, dismissal or suspension of the Chief Executive of PIK, Minister shall immediately assign one of the Department Heads of PIK as acting Chief Executive until selection of the Chief Executive of PIK.

Article 16 PIK personnel

- 1. PIK personnel are divided into four (4) categories:
 - 1.1 investigators;

- 1.2 inspectors;
- 1.3 support personnel;
- 1.4 part-time contracted personnel.
- 2. Procedures and conditions for work and employment of the PIK personnel are regulated by a sub-legal act by the Minister, which will include but not limited to the promotion, training and conflict of interest.
- 3. PIK employee shall not have the right to strike or any other action which impedes or interferes in performing the PIK activity.
- 4. The PIK employee shall not express attitudes or undertake activities that violate the depoliticized character of PIK.

CHAPTER III PIK POWERS

SUBCHAPTER A INVESTIGATING POWERS

Article 17 Criminal Investigation

- 1. PIK investigators, while performing their duties, have police powers and shall exercise them in accordance with the Constitution, Criminal Code, Criminal Procedure Code, this law, other laws and sub-legal acts in power.
- 2. The investigative scope of PIK is prevention, detection, documentation and investigation of the criminal offences committed by Kosovo Police employees, regardless of rank and position, during the exercise of their official duty or off duty, including investigations of high profile disciplinary incidents and disciplinary investigations of police officers having the highest rank within the senior police management level and senior appointed police positions.
- 3. PIK Investigators are entitled to carry and use weapons as well as force in accordance with the Law on Police, relevant applicable laws and sub-legal acts issued for their implementation.
- 4. The type of weapons and other means of use of force by the PIK will be determined in compliance with respective law.

- 5. While enforcing their legal authority, PIK may seek assistance from the Police and other Law Enforcement Agencies.
- 6. Upon receiving information that a police employee is involved in a criminal offence which is prosecuted ex officio, the Police will immediately undertake all measures to secure evidence and will take all initial actions including but not limited to, responding to the scene, securing the scene, arresting the suspect if legal conditions are met, ensuring that the medical units are present and identifying or detaining the witnesses. Police shall inform the Prosecutor regarding the case without delay and within the period of time determined by the Criminal Procedure Code and will immediately inform PIK.
- 7. PIK Investigator, at the scene, shall direct the police officer responsible for the scene or the other responsible officer of law enforcement agency, to undertake the assigned actions regarding the scene management or investigation procedures related to the case. The police officer responsible for the scene or the other responsible officer of law enforcement agency is obliged to act in accordance with the lawful orders of the investigator regarding the specific case.
- 8. For investigation purpose, PIK is authorized to use all services of specialized police units, equipment and buildings of Kosovo Police including but not limited to, forensics, laboratory, and interception devices.
- 9. If during an investigation the Police discover that one or more Police employees are involved, they can investigate the case to its conclusion and shall notify PIK within (5) five working days. At the request of the police, PIK may join the ongoing investigation.
- 10. If during an investigation the PIK discover that one or more persons who are not Police employees are involved, they shall investigate the case to its conclusion. At the request of the PIK, Police may join the ongoing investigation. The Chief Executive may decide to refer the case to the Police for further investigations.
- 11. In compliance with applicable law, police and other law enforcement institutions may conduct investigations and arrests of police employees. If it is determined that the police employee or officer committed a criminal act, the police and other law enforcement institutions are obliged to inform PIK at the earliest opportunity without damaging the investigations.
- 12. When PIK considers it is in the interest of the investigation it shall recommend to the Police General Director a form of action that may include, but is not limited to, types of suspension with pay or transfer. The recommendation must be accompanied with a statement, which includes the reasons for the recommendation.

Article 18 Investigation management

- 1. If during a disciplinary violation investigation there is a reasonable suspicion to believe that a Kosovo Police employee has committed an act which amounts to a criminal offence, all case materials shall be sent to PIK within five (5) working days. PIK will proceed with their criminal investigation according to applicable laws.
- 2. Except cases arising from Article 2, paragraph 1 sub-paragraph 1.3 and 1.4 of this Law, if during a PIK criminal investigation, there is insufficient evidence obtained to determine that a criminal offence has been committed, all case materials will be sent back to the Kosovo Police within five (5) working days from this decision. In this case, Kosovo Police can continue with disciplinary investigation.
- 3. PIK shall register and archive case files from paragraph 2 of this Article separately from the criminal files.
- 4. If after the pre-charge criminal investigation, PIK determines that there is reasonable suspicion to believe that a police employee who was the subject of an investigation have committed a criminal offence, PIK shall prepare a criminal indictment and send it to the Prosecutor together with all the evidence.
- 5. If the criminal investigations in a certain case are ceased or the criminal indictment has been dismissed by the prosecutor, and PIK discovers that there is new evidence, the Prosecutor shall be informed and PIK shall act according to the instructions of the Prosecutor.
- 6. If the criminal investigation has ceased, the criminal indictment has been dismissed by the prosecutor or the Court has released the police employee from the charge, PIK shall send the case with all relevant documentation to the Kosovo Police for further disciplinary investigations, except cases from Article 2, paragraph 1 sub-paragraph 1.3 and 1.4 of this Law. PIK has the right to withhold the confidential informant information from the Police.
- 7. PIK will send each Court decision to the Police.

Article 19 Collection of Data

1. In order to fulfill their duty, PIK investigators are authorized and responsible for using any lawful source of information for the collection, collation and protection of the data related to the investigation of criminal offences committed by Kosovo Police employees, regardless of their position or rank.

- 2. The Police senior staff and MoIA shall cooperate with PIK in order to implement this Law.
- 3. If the police employees, MoIA and other state institutions are aware of police employees' involvement in criminal offences, they shall immediately inform the PIK. If any state institution has an ongoing investigation they may proceed to its conclusion or may notify PIK. At the conclusion of any investigation the state institutions must notify the PIK.
- 4. For the data obtained related to the involvement of police employees, subject of a PIK investigation, into criminal offences, the institutions providing information shall inform PIK based on a joint instruction of the Minister and heads of above mentioned institutions.
- 5. In compliance with the applicable law and based on a probable cause to believe that a police employee is involved in a criminal act, the PIK may seek from police employees detailed statements on external activities such as, secondary employment, investments, assets and gifts or privileges.
- 6. For data collection, PIK may use and compensate confidential informants for providing information.
- 7. PIK has the right to control, seize analyze and maintain documents, evidence and information, in written or electronic, from all offices, secretariats, archives or any other source of information, in compliance with the law in force.
- 8. Public Administration bodies, private and legal persons and entities are obliged to present identification data and available information upon a lawful request by PIK.
- 9. In compliance to the law in force, a person providing cooperation with PIK must preserve the secrecy of such cooperation and classified information until the legal obligation for preserving such secret is ceased.
- 10. Collection, retention, processing, analysis, use, transfers and removal of data shall be in accordance with this Law and the Law on Personal Data Protection.

Article 20 Special measures for data collection

1. When based on the available data, there are suspicions that a Police employee, who is the subject of a PIK investigation according to this Law, has committed a criminal offence or is planning or organizing to commit a crime and this activity can not be detected or prevented in other ways, PIK investigators may use covert and technical measures of surveillance, investigation and the foreseen procedure as set out in the Criminal Procedure Code.

- 2. In order to exercise its activity and function and based on "reasonable suspicion" and as authorized by the prosecutor, PIK is entitled to conduct the integrity investigation of police employees.
- 3. Integrity investigation aims to develop the proactive capacity in maintaining the ethics and integrity in the framework of high professional standards within the Police contributing to the efforts of corruption control, raising the quality of service, and enhancing public confidence towards Kosovo Police. Rules and procedures for conducting this investigation shall be established by a sub-legal act approved by the Minister.
- 4. PIK may use the tools, equipment and personnel of other law enforcement institutions to enhance its capacity to use special measures to collect information.

Article 21 Intelligence Management

- 1. PIK intelligence management in this Law means the process of collection, collation, assessment, analysis, dissemination and use of information for discovering criminal offences committed by Police employees.
- 2. Intelligence management is conducted in compliance with the applicable law and sublegal acts issued for its implementation.

Article 22 Disciplinary Investigation

- 1. Upon completion of a disciplinary investigation from Article 2 paragraph 1 subparagraph 1.3 and 1.4 of this Law, if the PIK determines there has been a violation of the Law on Police or sub-legal acts issued for its implementation, PIK shall submit to the General Director a recommended discipline for the Police employee.
- 2. The Director General of Police shall issue a written detailed decision with justification for the action taken on the recommendation from paragraph 1 of this Article.
- 3. Upon receiving the decision, the Police employee may appeal the decision of the General Director of Police to the Minister within eight (8) working days. Upon receiving the complaint, the Minister shall respond within thirty (30) days.
- 4. The Decision of the Minister is the final administrative procedure. The Police employee may appeal the Minister's decision in a competent court.

SUBCHAPTER B INSPECTION POWERS

Article 23 Inspection

PIK conducts inspections on Kosovo Police.

Article 24 Authorization for conducting inspections

- 1. The PIK may initiate an inspection of the Police on their own initiative or upon order of the Minister.
- 2. The PIK Chief Executive officer shall authorize in writing the conducting of inspections as mentioned in the paragraph 1 of this article. The Authorization shall include the reason and the objective of inspection.
- 3. Absent exigent circumstances, the order of the Minister shall be in writing. In the event of exigent circumstances a verbal authorization may be issued in which case, the Minister shall issue the written authorization at the earliest opportunity but not later than two (2) working days from the date the verbal authorization.

Article 25 Inspection Planning

- 1. At the first quarter of each calendar year, the Director of Inspections Department, submits the annual plan for ordinary inspections to the PIK Chief Executive for approval.,
- 2. The annual ordinary inspection plan need not specify the exact number of areas to be inspected during the calendar year. This plan may be flexible, however further amendments shall be pre-approved by PIK Chief Executive Officer.
- 3. PIK drafts the Administrative Instructions regarding the procedure of the inspections which are approved by the Minister.
- 4. Inspections include but are not limited to the following areas:
 - 4.1. police buildings, infrastructure and all related assets;
 - 4.2. budget, finance, logistics and procurement management;

- 4.3. vehicle fleet and police equipment management;
- 4.4. human resources management;
- 4.5. management of firearms, ammunition and other equipments;
- 4.6. escort, detention and arrest procedures;
- 4.7. traffic patrol and road safety management;
- 4.8. crime detection, investigation, and case management;
- 4.9. management of complaints and disciplinary investigations;
- 4.10. border control, protection and migration management;
- 4.11. management of local policing planning, community safety and initiatives of community policing;
- 4.12. management of personal data processing in compliance with the applicable law.

Article 26 Data collection during inspections

- 1. Inspections shall not interfere with the police operations in progress.
- 2. For data collection within the scope of inspections, PIK conduct for inspection includes but is not limited to the following actions:
 - 2.1. checking the condition of buildings, vehicles and equipments;
 - 2.2. checking the records and files, including either hard copy of the documents, electronic, or audio or video records;
 - 2.3. interviewing employees and members of the public;
 - 2.4. interviewing escorted and arrested persons;
 - 2.5. using questionnaires completed by the employees or citizens.
- 3. PIK inspectors during an inspection can obtain documents or their copies, in written or electronic and video/audio records if it is considered necessary for preparing inspection reports.

- 4. Inspectors shall act in accordance with all laws and sub-legal acts, for retaining secrets and data.
- 5. The head of the inspected structure shall provide access to all facilities, structures and all related documents and equipment where the inspection is to be conducted and instructs the personnel to fully cooperate with the inspectors of PIK.
- 6. If during an inspection, the supervisor of the certain police structure hinders the inspection process without a lawful cause, PIK inspectors shall report this to PIK Chief Executive Officer, who shall decide whether the case will be sent to the Minister or General Director of Police for further action.
- 7. If during an inspection, inspectors note any evidence of possible criminal offence involving Kosovo Police employees, they may take the following actions:
 - 7.1. secure the evidence and protect the area where the evidence was found;
 - 7.2. inform their supervisor who will direct further measures.

Article 27 Preparation and publication of the inspection reports

- 1. Upon completion of an inspection, an objective report of the inspected area shall be prepared.
- 2. The inspection reports shall highlight clearly objective criteria on of conditions and contain recommendations to address any circumstances that negatively impact police effectiveness and performance.
- 3. Chief Executive shall ensure that PIK reports do not consist of any material which might endanger the security of any person or compromise national security or in unnecessary manner endanger criminal investigations.
- 4. PIK Chief Executive shall ensure that the reports are in line with the highest ethical standards and integrity and achieve the objective of police effectiveness and performance.
- 5. Final reports shall be reviewed and signed by Chief Executive Officer of the PIK, or in his absence by an authorized person, and delivered to the Minister of Internal Affairs and the Kosovo Police General Director no later than two (2) months from the initial submission of the report.
- 6. After review by the Minister and the Kosovo Police General Director, the inspection reports shall be published on the PIK website. Dissemination of these reports is subject to paragraph 3 of this Article.

7. The Minister and the General Director of Police will meet at least twice a year to review the recommendations in the inspection reports and to develop a strategy to implement measures to improve police effectiveness and performance.

CHAPTER IV THE RIGHTS OF PERSONNEL

Article 28 The right to salary and reward

- 1.Basic salary, salary supplements, allowances and benefits including pension scheme and insurance of the PIK employees, shall be determined in an sub legal act issued by Minister, which shall include, but is not limited to, hazard pay, pay for overtime and holiday work, meal and clothing allowances.
- 2. PIK employees who have received a satisfactory evaluation and who have not been the subject of any disciplinary action shall receive a reward of one month's salary at the end of the financial year.
- 3. In the event of a death on duty or if a PIK employee is killed as a result of the performance of PIK duties, the Ministry shall pay the family of the deceased employer or the legal heir(s) the PIK employee's monthly compensation for a period of one (1) year from the time of the employee's death.

Article 29 Leaves

The leave from the working relationship of PIK personnel are the same with the leave of civil servants. Regarding the use of leave shall apply the relevant provisions of the Law on Civil Service.

CHAPTER V DISCIPLINE

Article 30 PIK disciplinary measures

- 1. Violations, disciplinary measures, suspension with pay and disciplinary procedures for the PIK employees are regulated by a sub legal act from the Minister.
- 2. When the investigation reveals that the conduct of the PIK employee constitutes a criminal offence, the case will be referred for prosecution to the prosecutors' office.

CHAPTER VI FINAL PROVISIONS

Article 31 Drafting of sub legal acts

- 1. For implementation of this Law the Minister, shall adopt the sub legal acts to establish:
 - 1.1. the identification emblem of PIK;
 - 1.2. the form, the issuance and the rules for the use of the identification document;
 - 1.3. the condition and the criterion for the use and control of the special fund;
 - 1.4. the organizational structure of the PIK;
 - 1.5. the composition of the Commission appointing the PIK Chief Executive and the procedure for the selection of the PIK Chief Executive;
 - 1.6. the procedures pertaining to the employment and working procedure and conditions for PIK employees;
 - 1.7. the types of weapon and other means of use of force by the PIK in compliance with respective law;
 - 1.8. the rules and procedures for conducting the integrity investigation;
 - 1.9. inspections of the Kosovo Police;

- 1.10. determination of basic salary, salary increases, supplements, and other benefits for the PIK employees;
- 1.11. violation and disciplinary measures, suspension with pay and the disciplinary procedure;
- 1.12. the procedure for initiating a criminal investigation;
- 2. For implementation of this Law, the Chief Executive of PIK, shall adopt the following sub-legal acts:
 - 2.1. budget administration of PIK;
 - 2.2. the procedure for exchanging information between PIK and other state institutions:
 - 2.3. the procedure on evidence management;
 - 2.4. the procedure on the implementation of covert measures and false identity.

Article 32 Abrogation

- 1. Once this law enters into force, the Law on Kosovo Police Inspectorate No.03/L-036, sub-legal acts that derive from it and all provisions of the Law on Police related to PIK are abrogated and also all other legal provisions that are in contradiction to this law.
- 2. Upon entry into force of this law, all submitted disciplinary violations will be investigated by Kosovo Police, except disciplinary violations from Article 2 paragraph 1 sub-paragraph 1.3 and 1.4 of this Law.
- 3. All serious disciplinary violations are subject to the legislation that was in effect at the time of the conduct.
- 4. All disciplinary cases in the PIK that are pending a court decision at the time this Law comes into force will be transferred to the Police for further disciplinary proceedings
- 5. All ongoing criminal investigations by the Police which are pending when this Law becomes effective shall remain with the Police until completed.
- 6. Criminal investigations by PIK towards Police employees shall begin to be implemented six (6) months after entrance into force of this law.

- 7. The Minister during the six (6) months period shall issue sub-legal acts for implementation of this law and till their issuance legal provisions in force shall be applied.
- 8. During the six (6) months period the capacities within the PIK personnel shall be developed and necessary personnel shall be recruited.

Article 33 Entry in to force

This law enters into force fifteen (15) days after publication in the Official Gazette of the Republic of Kosovo.

Law No. 03/L-231 14 October 2010

Member of the Presidency of the Assembly

Xhavit Haliti