

NATIONAL CONVENTION ON THE EUROPEAN UNION IN THE REPUBLIC OF NORTH MACEDONIA (NCEU-MK)

RECOMMENDATIONS FROM THE SIXTH SESSION OF WORKING GROUP 4 - Justice, freedom and security (Chapter 24)

“Vetting as a measure to build the integrity of the institutions”

1. The term *Vetting* should be properly translated into Macedonian and thus used in future communication; (possible translation: Integrity assessment or reevaluation). It is also necessary to provide a definition of what constitutes vetting in the MoI and to include it in the legislation on the basis of which it will be implemented.
2. To provide an overall social consensus among main stakeholders in Macedonian society for the implementation of the vetting process. The consensus will create a positive climate that the process is implemented to protect the integrity of staff and the integrity of the institutions themselves.
3. To carry out a detailed analysis of the factual situation in the MoI and in society as a whole. The purpose is to define the need, the procedure and the consequences of the vetting process in the area where it will be implemented. The analysis should primarily provide an answer to what are the foreseeable results of it and whether the vetting will solve the dominant problems in the institution. The analysis should also foresee any risks, possible adverse consequences and prevent them.
4. To develop an Action Plan Program (as part of the analysis), which will be the framework on which the vetting will be done. Before starting the vetting procedure, it is necessary to devise a sustainable solution that will function after the implementation of the vetting. Namely, the vetting institution, perceived as a one-time process, with a clear deadline for start and finish, must create legal, organisational, staffing and material conditions for the creation of a functioning sustainable solution within the existing organisational structure of the institution. It would also be an appropriate guarantee of building and sustaining a credible and professional institution and a permanent investment in protecting the integrity of existing and future employees of the institution.
5. To precisely specify the criteria for the vetting process, what would be the personal scope of the vetting, in terms of which entities, which categories of staff in the institution will be subject to vetting and in what order the process will be carried out; (this will be contained in the Program).
6. The process of building a vetting concept in the institutions must be carried out with international partners as a guarantee of the neutrality of the whole procedure. In the bodies that will monitor the vetting process to enable greater representation of CSOs and associations, which have professional competences in this area, as well as a sufficient number of representatives from the expert and scientific public.
7. To establish an Independent Commission of experts and professionals who will conduct the vetting procedure, and to provide an opportunity for Appeal on the Commission's decision, in the interest of protecting the two-tiered process and respect for fundamental human rights.

8. Bearing in mind that this is a very sensitive and complex process, it is necessary to plan and prepare all stages of the process in advance and to undertake preparation for all financial and human resources. Namely, the Program should include that the institutions where the vetting is to be implemented should timely organise trainings in order to select and prepare a sufficient number of trained and qualified staff to carry out this process.
9. The Program should also include the procedure for obtaining documents and information from other non-MoI institutions, such as the PRO, the Agency for Real Estate Cadastre, for the purpose of carrying out the vetting process.
10. The implementation of vetting is a financially dependent process. Therefore, it is necessary to plan and provide sustainable financial resources the financial implications necessary for the implementation of the process. (It is also necessary to provide material conditions required by law for storing documents and materials obtained from the implementation of the veterinary procedure, as well as the appropriate procedure for their protection);
11. It is particularly important that the institutions that will undergo vetting have a procedure in place to replaced any staff that will not pass the vetting process, so that the institutions can continue to function properly.