

Standard Project Fiche for the Transitional Facility

1 Basic Information

1.1 CRIS Number: 2007/019-303.05.10

1.2 Twinning contract BG/07/IB/JH/09

1.1 Title: Improving and extending the level of training in the field of countering organized crime for the Bulgarian MoI

1.2 Sector: Justice and Home Affairs

1.3 Location: Bulgaria, Academy of Ministry of Interior

2 Objectives

2.1 Overall Objective:

Reduced organised crime and better public safety by improving and extending the level of training of the Bulgarian Ministry of Interior staff

2.2 Project purpose:

Facilitating of the MoI Academy in extending the level of training of Bulgarian staff in the field of organized crime, developing a new special methodology of training and equipping the specialized organized crime training halls

2.3 Justification

Monitoring report on the state of preparedness for EU membership of Bulgaria and Romania, Brussels, 26/09/2006.

As stated in the released European Commission Monitoring Report, September 2006, Bulgaria has made progress in police co-operation and combating organised crime. These issues have gained more political attention and some law-enforcement agencies have been more active in this field. Bulgarian law provides the legal tools necessary for the investigation and prosecution of organised crime, yet there exist serious concerns about some areas, which need immediate action. These areas imply effective and active methods and Bulgarian authorities are strongly recommended to spare no efforts to manage without delays the existing gaps.

In order to achieve tangible results in investigating and prosecuting organised crime cases Bulgaria needs to enhance certain mechanisms. The number of specialised staff conducting police investigations needs to be further raised and more training of the police investigators is necessary. As stated in the report, additional progress is needed in countering organized crime and on providing more efficient training on some of the MoI activities.

The project reflects the prospects of promoting security, stability and prosperity pursued by the European Neighbourhood Policy, as defined in the combined program of the German, Portuguese and Slovenian Presidencies covering the period January 2007 to June 2008.

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One of the necessary condition for fulfilment of these goals is that law enforcement staff of relevant Bulgarian services, actively involved in the countering of organized crime, be completely trained according to the best international and European standards.

3 Description

3.1 Background and justification

The new law for the Ministry of the Interior, (in power from May 2006), regulates the career development of the MoI staff. The system of career development presented new demands to the training of the MoI staff.

The Academy of the Ministry of Interior is the only training institution in the Republic of Bulgaria for training the MoI staff. The main law regulating the activity of the Academy is the law for the Ministry of Interior.

The activities in the Academy are developed in three directions: university education, professional education and research and development. **The present project target is the specialized training of MoI staff in countering the organized crime.**

The Academy is experienced in organizing and delivering vocational training courses on: induction training, advanced training, specialized training and refresher courses for senior staff and experts of the Ministry of Interior, the Ministry of Defence, the Ministry of Finance and the Ministry of Justice.

The Academy of the Ministry of Interior participates in the development of a curriculum for Unity European police training in cooperation with relative police institutions of EU member-states under the aegis of CEPOL – European Police College.

Some of the main priorities of the Ministry of Interior for 2007 are:

- counter actions against organized crime;
- implementation of the EU member-states standards for recruitment, training and career development of MoI staff
- enhancement of the international police cooperation.

These priorities correspond to the European Security Strategy, adopted in December 2003 by EU leaders and ratified by the Bulgarian Parliament. The Strategy outlined five key threats for the security on international scale – terrorism, regional conflicts, poor governance, proliferation and **organized crime**.

Further, the project will respond to the needs of improving the MoI staff training in countering the new threats in the area of organized crime.

The initial number of staff who will be trained in the pilot/approbation courses will be 150 persons per year.

The training will be based on the following activities:

- Training need assessment of countering organized crime;
- Studying principles and organization of similar structures in EU member-states;
- Development of methodology for training of different staff categories;
- Development of study modules;
- Specialized training of staff from the specialized directorates of the Ministry of Interior, General Directorate of Organized Crime, National Security Service as well as personnel from other relevant international services;

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- Evaluation and analysis of training results;
- Collecting, summarizing and analysing the information from practical cases and its application to the training process of countering organized crime and the new threats for the security and public order;
- Ensure the actualization of trainers knowledge and increase of their methodological preparation;
- Coordination of the subject matter with the managers of structural directorates countering organized crime;
- Dissemination of the acquired experience and best European practices during the training process.

3.2 Linked activities:

This project supplements the successfully concluded project PHARE BG2003/004-937.08.03 **“Institution Building of the Academy of the Ministry of the Interior and improving the quality of training”**. The activities of the **finalized project** set the beginning of the modernisation of the Academy of the Ministry of Interior and its adaptation to the needs of an adequate reaction towards the contemporary security threats. Likewise, necessary equipment for the training purposes of the Academy was delivered. On the basis of the already achieved, the present project aims at continuing the reform through structural and functional differentiation and modernisation of the specialized equipment designated for the MoI staff training in combating organized crime.

The present project is developed on the basis of the achievements of the following projects:

- PHARE 2004 – BG 016-711.08.04 – “Modernising Bulgarian Police and enhancing its efficiency”, focused on further strengthening of Migration Directorate within the Ministry of Interior; consolidation of the information and computing powers and development of automated information systems supporting police activities. Some of the more detailed activities of the project twinning part encompass counteractions against organized crime and illegal migration, training on combating organised crime and illegal migration, training courses relating to investigative techniques (technical and management aspect, training of police staff). The main objective of the twinning is to provide the basics for a solid criminal analysis system for the Bulgarian police as well as training for officers who will work with criminal analysis system. The investment component aims at renovation of the IT equipment of the Ministry of Interior (MoI) needed to support police structures’ activities, modernization and technical equipment of the detention premises at the regional and local police units, development of the police information systems supporting the police activities, construction and equipping the Special Home in Sofia for accommodation of foreigners, subject to expulsion by force out of the country, equipment for laboratory tests of false documents and introduction of biometric indices for finding the identity of foreigners.
- PHARE 2004 – BG 016-919.02 – Further strengthening police investigation capacity (crime statistics, undercover operations and investigative techniques and forensic); The second component of this project is focused on further development of legislative framework on undercover operations and strengthening of the institutional capacity in the field of undercover activities. Simultaneously it is aimed at the development of the operative capacity of the police services in this area, namely by the setting up of a specialized unit according to the European standards.

The present project is designated as a specialized training of the MoI staff in countering the organized crime and will, actually, comply with the demands for high quality staff training and the expectations of the society for successful fight against organized crime. This project

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will result in qualified staff training and will contribute to the beneficial interaction with the corresponding police services in the EU.

3.3 Results:

Contract 1 - Twinning

1. Developed methodology for analysis of crimes committed by organized crime groups pursuant to the best European practices and standards in this area;
2. Acquired skills by public servants for managing the consequences of taking part in operations against kidnapping, taking hostages and use of publicly dangerous means;;
3. Developed training methodology for operations against organized crime groups;
4. Differentiated specialized training in countering organized crime, pursuant to the good international practices.

Contract 2 – Supply of Equipment

1. Equipped specialized organized crime training halls.
2. Appropriate equipment adequately supplied, i.e. equipment for video surveillance, digital video camera, digital audio recorder, digital image recorder, audio and video editing equipment, GPS, multimedia projector, special mobile telephones used by the Bulgarian unit for their work.

3.4 Activities:

The above stated results will be achieved through the following activities:

3.4.1 Contract 1 - Twinning (Institutional building)

Developing methods and subject matter, conducting and assessment of organized crime training pursuant to the good international practices.

Fields of action:

a. Collecting, summarizing, analyzing and estimating the necessity of organized crime training

This implies:

- Meeting of working group with EU member-states for identifying and estimating the main tasks in training and training methods on countering organized crime groups. Analysing the valid training plans and EU trends in this field.
- Studying the problems with countering organized crime in the Chief Directorate Combating Organized Crime, National Security Service, Specialized Units for Prompt Action", competent specialized MoI directorates - Operative and Technical Information Directorate; Operational Search Directorate; Protections of Communications Directorate; Crisis Management and Mobilization Directorate;
- Estimating the efficiency of the operations on countering organized crime groups;
- Identifying the threats for the national and European security, and specifying criteria for identifying the risk of organized crime groups actions;
- Specifying the weak sides of the organized crime training;

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- All training under this PF is conceived to be sustainable (train trainers, manuals, etc.) in order that more value for money is achieved (in terms of number of trainees, access to training materials, and their dissemination to interested MoI services/directorates/units).

b. Developing methods/methodologies of organized crime training for the various categories of MoI staff;

This implies:

- Familiarizing with the methods/methodology of organized crime training for the various categories of the EU member-states staff;
- Conducting seminars in Bulgaria, with the participation of EU member-states experts, on the training methods for countering the different aspects of organized crime. The subject matter of the seminars will be operations for detention of members of organized crime groups, drug trafficking, trafficking in human beings, laundering of money gained by organized crime actions;
- Determining the training aims and objectives, and specifying the professional qualities, which should be acquired by the different staff categories;
- Laying down the principles and methods to be used in the training process;
- Developing methods/methodologies for training of the different staff categories involved in countering organized crime;
- Elaborating, jointly with EU member-states experts, suitable forms for practical training of the staff;
- Practical training for the instructors of the Academy of the MoI in applying the developed methodology;
- All training under this PF is conceived to be sustainable (train trainers, manuals, etc.) in order that more value for money is achieved (in terms of number of trainees, access to training materials, and their dissemination to interested MoI services/directorates/units).

c. Elaborating documents and subject matter for the organization and delivery of the training

This implies:

- Conducting seminars in Bulgaria, with the participation of EU member-states experts, on the used didactic issues, methods, manuals, training audio-visual and multimedia resources in specialized training of staff categories involved in countering organized crime
- Developing draft syllabi and curricula for the different staff categories who will be trained;
- Elaborating practical tasks, draft manuals, films for training purposes and methods for countering the different forms of organized crime;
- Developing didactic issues, based on the regulations, methods, and manuals, training audio-visual and multimedia resources, applied in the EU member-states as good practices;

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- All training under this PF is conceived to be sustainable (train trainers, manuals, etc.) in order that more value for money is achieved (in terms of number of trainees, access to training materials, and their dissemination to interested MoI services/directorates/units).

d. Conducting, jointly with EU member-states experts, organized crime training

This implies:

- Study visits of instructors of the Academy of the MoI to specialized EU structures for countering organized crime, aiming at familiarizing with their training system;
- Approbation/pilot course for the staff of the Chief Directorate Combating Organized Crime on countering drug trafficking, trafficking in human beings, laundering of money gained by organized crime;
- Approbation /pilot course for the staff of the Specialized Units for Prompt Action on operations for detention of members of organized crime groups, and responding to incidents with hostages and kidnapped persons;
- Approbation /pilot course for the senior staff of the Operative and Technical Information Directorate on applying present-day technique for operations against organized crime groups;
- All training under this PF is conceived to be sustainable (train trainers, manuals, etc.) in order that more value for money is achieved (in terms of number of trainees, access to training materials, and their dissemination to interested MoI services/directorates/units).

With a view to implementing this project, one Resident Twinning Advisor (RTA) will be appointed for a period of 12+3 months, who will be assisted by short term EU member-states experts.

RTA Qualifications:

Only a public sector expert can be our Resident Twinning Advisor.

The RTA should be highly-qualified public sector expert in all areas of the Twinning -project and should have managerial skills. He/she should be experienced in countering organized crime, with over 10 years of experience. Experience in developing training programmes/curricula will be considered an advantage.

RTA Tasks:

- To monitor and control the overall development of the project
- To monitor the concordance and interaction between the successful contribution and the achieved progress;
- To coordinate and ensure the implementation of the various activities;
- Consequently to assess the twinning project at all its stages and to keep track of the indexes and the time schedule;
- To prepare issues for regular reports and survey reports;
- To prepare recommendations for further improvement of the regulations, concerning the technique and equipment;

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- To prepare recommendations for optimising the organization in areas where gaps are recognized;

Profile of the MS project leader

- shall be a senior public official with a relevant background
- shall have sound theoretical and practical experience in areas related to training of staff of public institutions;
- shall have good knowledge of EU policies on combating organised crime and ability to foster useful contacts with EU MS experts.
- shall be fluent in English.

Short-term experts

Only a public sector expert can be our Short Term Expert.

The tasks, which cannot be fulfilled by the RTA, will be assigned to short term experts within the budget. These experts should be public sector experts with at least 10 years experience in the field of the planned activities. In fact, the short term experts will be the trainers.

3.4.2 Contract 2 - Investment

Delivery of equipment for organized crime training in the specialized training halls.

The specific features of this training, with its particular practical character, determine the need of special equipment.

Above all, the project provides for furnishing of **one hall** as a command post for managing specialized police operations against organized crime groups.

Furthermore, it provides for equipment of **one classroom** for discussions and role-games. For the practical training in tactical operations and specialized police operations the following facilities are required:

- observation equipment, camera, videocamera, sound-recording devices and multimedia;
- communication equipment allowing encryption of the transmitted information;

After the beginning of the Twinning, the technical analysis, implementation and control of the project shall be responsibility of the beneficiary - Academy of MoI technical. The detailed technical specifications of the equipment will be drafted by the PIU of the beneficiary institution.

3.5 Lessons learned:

Successful and timely implementation of the previous Phare project is a pre-condition of concluding contracts under this TF07 project fiche.

The experience of the Academy of MoI in preceding programmes and projects financed by the European Union has proven the utmost importance of active partnership with the EU institutions. Allowing active attendance of both partners in all project phases, the instrument

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of twinning has proven its efficiency and effectiveness. The partnership developed on the basis of the twinning contract is sustainable and lasts after the completion of the projects. That is the reason why the Academy of the Ministry of Interior considers the twinning with an identical institution of another EU member state as the most appropriate form for achievement of the present project goals. The partnership in previous projects increases the trust between the partnering EU countries.

Experience in EU programmes and especially in the PHARE pre-accession programme has taught the following practical lessons:

There is a considerable lapse of time between the elaboration of the project fiche and the actual implementation of the project. Therefore, it is essential that the project budget contain only the budget lines corresponding to the main instruments for its implementation, in particular – twinning and investment. That enables, if needed, inner corrections and the adaptation of the project for its successful implementation.

As regards the investment component, accompanying the twinning, it is considered good practice that a secondary need analysis be conducted by the beneficiary. That enables a more precise specifying of the necessary equipment, taking into account the eventual changes, the adaptation and the final achievement of its objectives.

These learned lessons have been taken into account while drafting the project fiche and specifying its components, in particular.

4 Institutional Framework

Beneficiary of this project will be the Academy of the Ministry of Interior. According to the Ministry of Interior Act (iss. State Journal No. 17 from 24 February 2006, and. State Journal No. 30 from 11 April 2006, amd. State Journal No. 102 from 19 December 2006, amd. State Journal No. 105 from 22 December 2006) the Academy of the Ministry of Interior is a major structural unit of the Ministry of Interior responsible for the professional training of the staff of the ministry.

Upon project implementation experts from different structural units of the Ministry of Interior countering organized crime will be involved (Chief Directorate Combating Organized Crime, Operative and Technical Information Directorate; Operational Search Directorate; Human Resources Directorate). The overall management, the realization and the coordination of the activities, however, will be effected by the Academy of the Ministry of Interior.

A Project Implementation Unit will be established in the Academy. That Unit will be responsible for:

- Organization and coordination of the activities for the implementation of the project;
- Supporting the EU member-states experts' activities and ensuring the access to the premises and the documentation of the Academy.

The project implementation will include the establishment of additional working groups in accordance with the components of the project, consisting of experts and trainers from the Academy, as well as other units of the MoI, if necessary.

The project is in compliance with the Governmental policy for institutional development of the Ministry of Interior. No risks restricting the scope of the project have been identified.

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The beneficiary will work in close cooperation with the Central Financing and Contracting Unit.

Project Steering Committee

Responsibilities:

- Strategic direction
- Co-ordination and integration
- Resource management
- Monitoring progress
- Offer guidance and advice
- Ensure achievement of key results

Membership:

- Beneficiary Country and Member State Project Leaders
- Resident Twinning Advisor
- CFCU representative (observer)
- Representatives of Academy of MoI.
- Invited members of Project Management Team when necessary

Method:

- Joint (BC and MS Project leaders) stewardship of the Project
- Discussion and resolving of any unforeseen difficulties arising during the previous work period and proposals to rectify situations, together with proposal for amendments, or updates if necessary, to project Work Schedule and Budget.

5 Detailed Budget

€M	Transition Facility support			Co-financing			Total cost
	Investment	Institution Building	Total Transition Facility (=I+B)	National Public Funds (*)	Other Sources (**)	Total co-financing of the project	TF plus co-financing
Contract 1 Twinning	-	0.610	0.610		-		0.610
Contract 2 Supply	0.010	-	0.010	0.003334	-	0.003334	0.013334
Total	0.010	0.610	0.620	0.003334	-	0.003334	0.623334

*Up to 10% national co-financing for institution building

To ensure smooth implementation of the project, the beneficiary will provide adequately equipped office space with telephone, PC (Internet) and fax.

Photocopier and access to the necessary information, as well as secretarial support will be ensured within the project duration. Furthermore, the beneficiary will provide space and facilities for

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workshops (training), consultations and seminars. The national co-financing will be specified in the twinning contract.

6 Implementation Arrangements

6.1 Implementing Agency

The Central Financing and Contracting Unit (CFCU) within the Ministry of Finance is the Implementing Agency. The CFCU will be responsible for administrative and financial implementation of the project (tendering, contracting, payments and financial control).

The Programme Authorising Officer (PAO) will be the State Treasurer of the Ministry of Finance.

Central Financing and Contracting Unit (CFCU) at the Ministry of Finance

Contact person:

Director of the CFCU

Ministry of Finance

102 Rakovski St.

1000 Sofia, Bulgaria

The technical development, implementation and control of the project shall be responsibility of the beneficiary, i.e. the Academy of the Ministry of Interior.

SPO

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6.2 Twinning

The Twinning Manual will apply for the twinning component of this project. The project will be implemented through a standard twinning procedure with duration of 12+3 months. Beneficiary of the project will be the Academy of the Ministry of Interior.

High level project leader for MS

Beneficiary Project Leader

Mr. Stoyan Rizov

Counsellor of the Minister of the Interior

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tel. (+359 2) 982 35 35

fax (+359 2) 988 54 40

Beneficiary RTA Counterpart

Mr. Rumen Markov

Rector of the Academy of the Ministry of Interior

1715 Sofia P.O. Box 48

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Tel. 00359 2 982 92 06
 Fax 00359 2 974 37 85
 e-mail: academy@mvr.bg

Project Steering Committee:

The project Steering Committee (PSC) will be established for the strategic management of the project. The PSC shall include representatives of Academy of Ministry of Interior, Deputy Minister of Interior as Beneficiary Project leaders, RTA , Beneficiary RTA Counterpart and representatives of the Implementing agency.

6.3 Non-standard aspects

N/A

6.4 Contracts

The estimated number of contracts is as follows:

- 6.4.1. Contract 1: Twinning – 610 000 EUR;
- 6.4.2. Contract 2: Investment – 13 334 EUR

7 Implementation Schedule

7.1 Start of tendering/call for proposals

Twinning	First quarter of 2008
Supply	Second quarter of 2008

7.2 Start of project activities

Twinning	Third quarter of 2008
Supply	Fourth quarter of 2008

7.3 Project Completion

Twinning	Fourth quarter of 2009
Supply	Fourth quarter of 2009

8 Sustainability

All training under this PF is conceived to be sustainable (train trainers, manuals, etc.) in order that more value for money is achieved (in terms of number of trainees, access to training materials, and their dissemination to interested MoI services/directorates/units).

The Project Implementation Unit and the project working groups will consist of employees of the Academy of the MoI. Within the project duration, their daily schedules will be modified in a manner ensuring their participation in the activities for the implementation of the project. The funding, for maintenance and renovation of the equipment supplied, will be provided for in the relevant annual budgets of the Academy of the MoI.

9 Conditionality and sequencing

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Conditionality

Successful and timely implementation of the previous Phare project is a pre-condition of concluding contracts under this TF07 project fiche.

Sequencing:

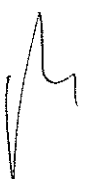
1. In case of need – make the twinning partners familiar with the present state of the Academy of the MoI;
2. Secondary assessment of the equipment needs;
3. Collecting, summarizing, analyzing and estimating the necessity of organized crime training;
4. Developing methods/methodologies of organized crime training for the various categories of MoI staff;
5. Jointly implemented, with EU member-states experts, organized crime training for the MoI staff and international personnel;

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ANNEXES TO PROJECT FICHE

1. Logical framework matrix in standard format
2. Detailed implementation chart
3. Contracting and disbursement schedule of the full duration of the project, by quarters
4. List of relevant Laws, Regulations and other documents
5. Needs assessment
6. Additional Description and Justification

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Annex I: Logical framework matrix

LOGFRAME PLANNING MATRIX FOR Project "Improving and extending the level of training in the field of countering organized crime for Bulgarian Mol"		Programme name and number Transition Facility	2007/019-303.05.10
		Contracting period expires: 15.12.2009	Disbursement period expires: 15.12.2010
		TOTAL BUDGET: 0.623334 MEURO	TF Budget: 0.620 MEURO
Overall objective Reduced organised crime and better public safety by improving and extending the level of training of the Bulgarian Mol staff	Objectively Verifiable Indicators <ul style="list-style-type: none"> Favourable estimation of the work of the Mol in countering organized crime; Implemented recommendations contained in the September 2006 Monitoring Report; Implemented recommendations of the Report on Bulgaria's progress on accompanying measures following Accession (27 June 2007); New methods for professional training of the officers of the Ministry of the Interior in the field of combating organised crime. 	Sources of Verification <ul style="list-style-type: none"> Annual and semester reports and analyses for the work of the Ministry of the Interior (Mol); Regular reports of the EC; Official EU and national statistics; Periodic attestations of the AMol staff; Periodic performance evaluations. 	
Project purpose Facilitating of the Mol Academy in extending the level of training of Bulgarian in the field of organized crime, developing a new special methodology of training and equipping the specialized organized crime training halls.	Objectively Verifiable Indicators <ul style="list-style-type: none"> Availability of a structurally and functionally established training methodology by the end of the project; 	Sources of Verification <ul style="list-style-type: none"> Staff allocation table of the Academy of Mol; Annual reports for the work of the AMol. 	Assumptions <ul style="list-style-type: none"> Continued political will to ensure closer political and economic integration with neighboring countries and the EU;
Results 1. Developed methodology for analysis of crimes committed by organized crime groups pursuant to the best European practices and standards in this area; 2. Acquired skills by public servants for managing the consequences of taking part in operations against kidnapping, taking hostages and use of publicly dangerous means;	Objectively Verifiable Indicators <ul style="list-style-type: none"> Increased percentage of successfully implemented operations against organised crime; Better trained officers of the Ministry of the Interior in the field of combating organised crime, measured by : <ul style="list-style-type: none"> number of Mol officers trained use of newly acquired skills increased number of completed investigations Successful implementation of the training methodology 	Sources of Verification <ul style="list-style-type: none"> Annual and semester reports and analyses for the work of the Ministry of the Interior (Mol); Twinning Contract; Project quarterly reports; Project final report; External interim evaluation reports; 	Assumptions <ul style="list-style-type: none"> Sufficient financing of the activities from the state budget; Commitment on behalf of senior level officials and experts of all Mol services involved in

<p>3. Developed training methodology for operations against organized crime groups;</p> <p>4. Differentiated specialized training in countering organized crime, pursuant to the good international practices;</p> <p>5. Equipped specialized organized crime training halls.</p>	<p>for countering organized crime in the approbation/ pilot courses, measured by the number of police officers trained and a potential follow up survey of trainers;</p> <ul style="list-style-type: none"> • Courses on combating organized crime added to the AMol catalogue; • Analysis of the trainees' opinion on the pilot courses; • Positive assessment of the structural units of the Mol involved in countering organized crime; • Delivered equipment adequate to the specific needs of the specialized training halls. 	<ul style="list-style-type: none"> • Tender documentation; • Supply contracts; • Supply acceptance protocols; • The Academy of Mol training catalogue; • Documents that regulate the work of the Academy; • Trainee feedback. 	<p>project implementation;</p> <ul style="list-style-type: none"> • Commitment on behalf of Implementing Agency in tendering and contracting;
<p>Activities</p> <p>1. Developing methods and subject matter, handling and assessment of organized crime training.</p> <p>The joint activities are planned in different modules and components, as follows:</p> <ul style="list-style-type: none"> a. Collecting, summarizing, analysing and estimating the necessity of organized crime training b. Developing methods/methodologies of organized crime training for the various categories of Mol staff; c. Elaborating documents and subject matter for the organization and delivery of the training d. Conducting, jointly with EU member-states experts, organized crime training 	<p>Means</p> <p>Twinning</p>	<p>Sources of Verification</p> <ul style="list-style-type: none"> • Twinning Contract; • Project quarterly reports; • Project final report; • External interim evaluation reports; • Tender documentation; • Supply contracts; • Supply acceptance protocols. 	<p>Assumptions</p> <p>Presence of an organization or institution from a EU member state with the necessary expertise that is willing to twin with the Academy of Mol.</p>

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Annex 2: Detailed implementation chart

	2008				2009		
	1 Q	2 Q	3 Q	4 Q	1 Q	2 Q	3 Q
Contract 1: Twinning	T	T	I	I	I	I	E
Contact 2: Investment		T	T	I	I	I	E
T – Tendering/Partner Selection; I - Implementation; E - End							

INDICATIVE TIMETABLE OF TWINNING ACTIVITIES

Twinning	
COMPONENT	
a. Collecting, summarizing, analysing and estimating the necessity of organized crime training	
	3 Q 2008
COMPONENT	
b. Developing methods/methodologies of organized crime training for the various categories of MoI staff	
	4 Q 2008
COMPONENT	
c. Elaborating documents and subject matter for the organization and delivery of the training	
	1 Q 2009
COMPONENT	
d. Conducting, jointly with EU member-states experts, organized crime training	
	2 Q 2009
Delivery of equipment for organized crime training in the specialized training halls	2 Q 2009

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Annex 3: Contracting and disbursement schedule of the full duration of the project by quarters
(EUR in millions)

	2008				2009			Total
	1 Q	2 Q	3 Q	4 Q	1 Q	2 Q	3 Q	
Contract 1: Twinning								
Contracted	0.6							0.600
Disbursed		0.13	0.14	0.28	0.36	0.43	0.600	
Contract 2: Investment								
Contracted			0.013					0.013
Disbursed						0.013	0.013	

Annex 4: List of relevant Laws, Regulations and other documents:

1. Ministry of the Interior Act (iss. State Journal No. 17 from 24 February 2006, amd. State Journal No. 30 from 11 April 2006, amd. State Journal No. 102 from 19 December 2006, amd. State Journal No. 105 from 22 December 2006);
2. Regulation for Implementation of the Ministry of the Interior Act (iss. State Journal No. 47 from 9 June 2006);
3. Penalty Procedure Code (iss. State Journal No. 86 from 28 October 2005, eff. From 29 April 2006)
4. Priorities of the Ministry of Interior for 2007 (Reg.No I 527/12.01.2007);
5. Actualized strategy for Combating Crime;
6. Strategy for the Development of a University named Academy of the Ministry of the Interior until 2010.
7. Crime Procedural Code;
8. Special Intelligence Means Act;
9. Classified Information Protection Act;
10. Foreign Nationals in the Republic of Bulgaria Act;
11. Civil Registration Act;
12. Bulgarian Identity Documents Act;
13. Access to Public Information Act;
14. Personal Data Protection Act;
15. Act on Public Orders.

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Annex 5:

NEEDS ASSESSMENT

This project aims at carrying out high-level specialized training of the Ministry of Interior staff, which will improve the efficiency of countering the organized crime.

This will be achieved through new training methodology, which will be different from the training methodology for other staff categories. This new methodology should be developed on the basis of principles, methods and forms of training, which will make possible the prompt formation of the necessary skills for the operations of countering the organized crime.

The new Law for the Ministry of Interior and the Regulations for Implementation of the Law for the Ministry of Interior regulate the career development of the MoI staff.

The Academy of the Ministry of Interior is the only specialized educational institution for training the MoI staff. The Academy consists of three faculties: "Security", "Police" and "Firefighting and Rescue", as well as of five centres for specialization and professional training.

This project is pursuant to the needs of improving the MoI and international staff skills for countering the new threats relating to the organized crime.

Within the school year 2005/2006, twenty-two (22) courses were delivered and three hundred and ninety-five (395) employees of the Ministry of Interior were trained for countering organized crime.

The Academy of the Ministry of Interior is partnering with military universities in Bulgaria; it is cooperating with identical EU member-states educational institutions, and with the European Police College (CEPOL), when regarding countering the organized crime.

Analysing the training system for countering the organized crime, shows that practical training outweighs the theoretical training. For the practical training, it is essential that situations in the training process be as close to the real police situations as possible. That is especially important for these situations in which the staff is trained for operations against organized crime, since the use of weapons there is much more probable than in the other operations.

In view of the importance of the practical training of the staff involved in countering organized crime, the following equipment is needed:

- 1. Observation equipment, camera, videocamera, sound-recording devices and multimedia**

This equipment is the basis for the effective recognition of the targets of the operations. Binoculars with optical enlargement of tenfold and even more are needed. Likewise, cameras and videocameras with small dimensions and high resolution (5-6 megapixels/sq.cm) are needed. This equipment is intended for staff training in using a specialized hardware and working with software for management devices for operations countering organized crime groups.

- 2. Communication equipment allowing encryption of the transmitted information – necessary for the training exercises.**

The listed equipment will enlarge the potential for efficient training of the staff involved in countering organized crime.

This needed equipment supplements the equipment already delivered under the PHARE project BG2003/004-937.0803 "Institution building of the Academy of the Ministry of

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Interior and improving the quality of training” (computer equipment, audio-visual and communications equipment, specialized tactical and firearms training equipment, specialized forensic equipment, sports and tactical equipment, electronic library system and module print shop).

This analysis is prepared at the time of the preparation of the project fiche and the necessary funds are shown in the detailed budget.

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Annex 6 Additional Description and Justification

The Academy of the Ministry of Interior is a university. It is an accredited government educational institution for higher professional training of the Ministry of Interior employees. Its mission is to train highly qualified officers and carry out scientific and applied research for the Ministry of Interior (MoI) and for other agencies protecting the security of the nation. The main law regulating the activity of the Academy is the law for the Ministry of Interior.

The professional training in the Academy is designed for acquiring Higher education degree (Bachelor's, Master's and Doctor's) on the one hand, and improving qualifications by Vocational training courses (Induction, Advanced, Specialized and Refresher) on the other hand.

The target of the present project is the specialized training in countering organized crime.

The departments "Combating Crime" and "Specialized Police Training" of the "Police" Faculty of the Academy deliver high standard professional training on countering organized crime, by their highly qualified instructors (professors, associate professors, leading professionals and distinguished lecturers).

This project is mainly aimed at developing special methodology, compliant with contemporary European training methods, and implementing innovational modules in the vocational training courses.

It is highly unlikely that two projects on the same subject matter be alike, since this particular project provides for developing curricula, selecting appropriate pedagogic approaches in training, working out didactic resources, as well as evaluating the efficiency of the acquired knowledge and skills.

The other projects under the Transition Facility are entirely in practice-oriented, or are mainly related to the operational actions of the police and do not imply developing of training methodology and scientific research on countering organized crime.

Moreover, the target of the present project can contribute to the adequate implementation of other similar future projects. The achieved results would effectuate the high competence of the MoI officers countering organized crime and would improve the team work of the Academy with the other structural units of the MoI.