

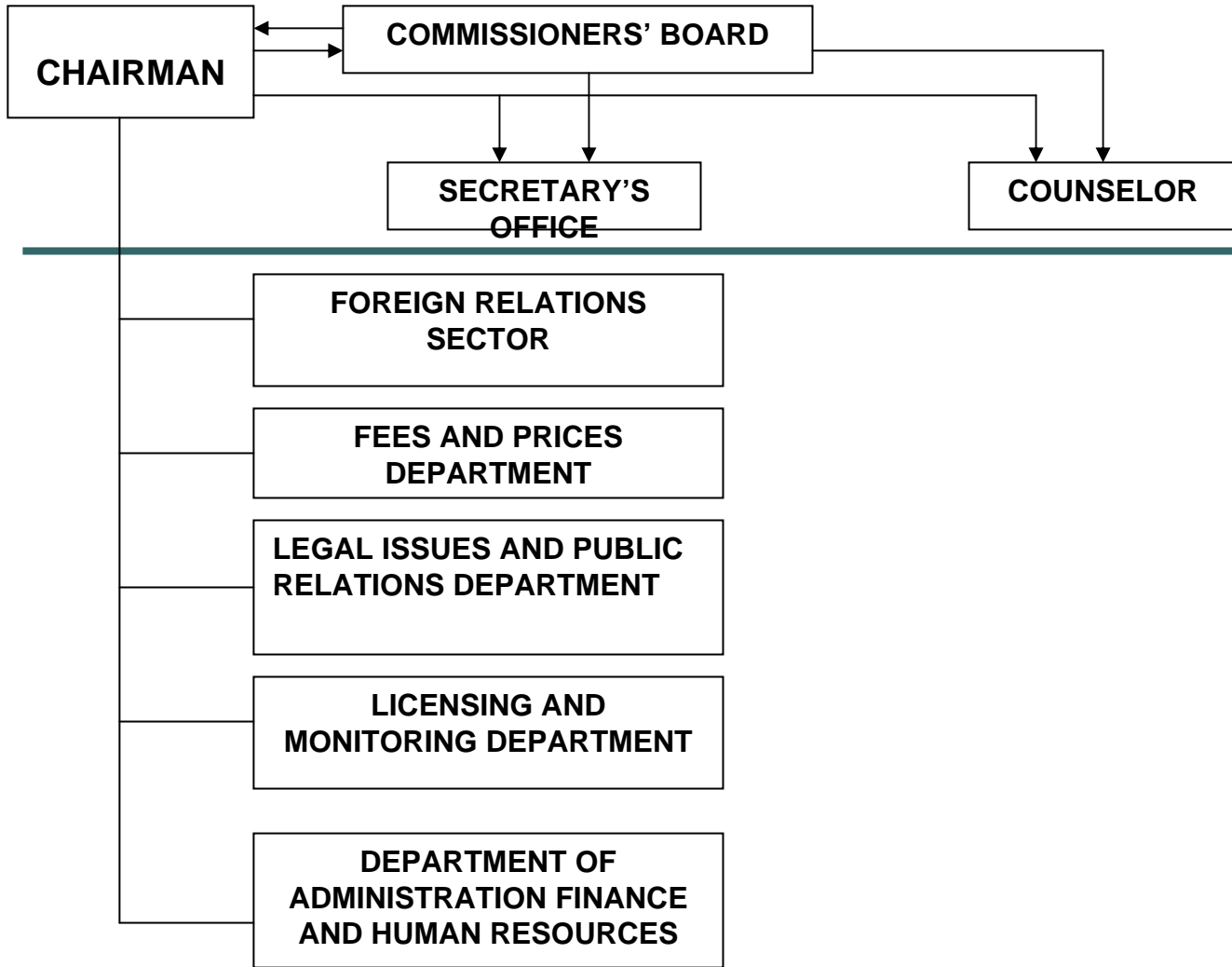
Partneriteti ndermjet IURC dhe ERE

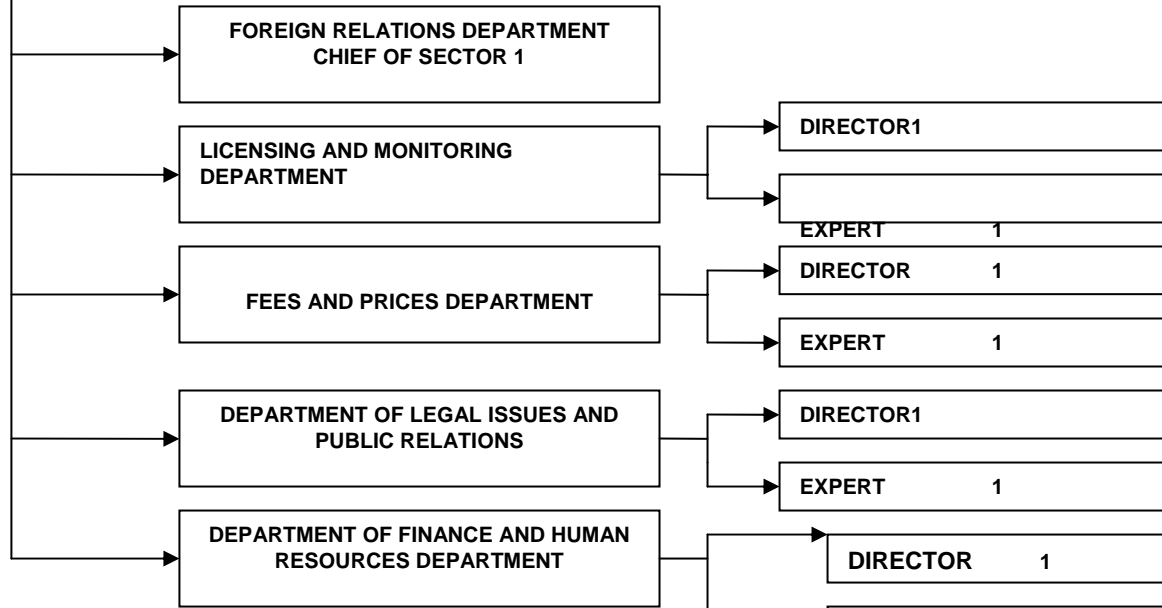
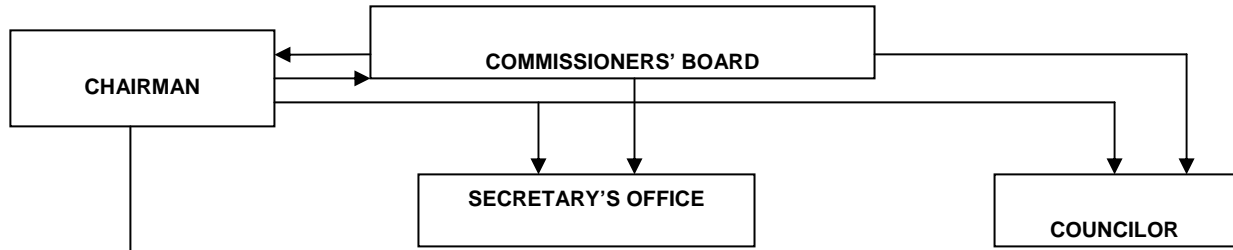
# PERFORMANCE STRENGTHENING IN THE COMPETENCES OF ERE

Pjeter DEMA – Chairman

ERE- Albania

17 – 21 October 2005





COMMISSIONERS' BOARD	5
TECHNICAL STAFF	11
SERVICES	4
<b>TOTAL ERE</b>	<b>20</b>

DIRECTOR	1
EXPERT	1
<b>SERVICES</b>	
DRIVERS	3
CLEANERS	1

## ADMINISTRATIVE CAPACITIES

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- **COMMISSIONERS' BOARD**

**The Commissioners' Board consists of 5 people (including the chairman). The chairman is an economist. Two members of the Board are electric engineers. A member of the board is a lawyer and a member of the board is an economist (finance area) They have a great professional experience and have worked in different areas.**

**The Commissioners' Board is elected by the Parliament. Their salaries too are set by the Parliament. Two commissioners will have a three year mandate, two others will have a four year mandate and the chairman will have a five year mandate for the first election. The other chairmen that will be elected will have a five year mandate.????.**

- **DEPARTMENTS**

## **ADMINISTRATIVE CAPACITIES**

- ~~KAPACITET ADMINISTRATIVE~~ **The composition of the Legal Issues and Public Relations Department. *(It will be explained during the presentation)***
- **The composition of Tariff and Pricing Department.**
- **The composition of Licensing and Monitoring Department.**
- **The composition of Administration and Finance Department.**
- **Foreign Relations Sector.**
- **The Advisor to the Board.**
- **The Secretary of the Board.**

**Initially the board has agreed that the staff consist of 11 technical employees. We do not have any experience in creating the structure and defining the number of employees. Currently I observe that the number is limited.**

RESPONSIBILITIES OF THE COMMISSIONERS AND STAFF.  
INFORMATION FLOW .  
DEPENDANCE.

- **COMMISSIONERS' RESPONSIBILITIES, ETHICAL CONSIDERATIONS :**

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The responsibilities of the commissioners have been set on the basis of the regulations for the operation of the ERE B and the Code of Ethics approved in compliance with the decision of the Commissioners' Board No.25 dated 12 May 2004 (which I will underline during the presentation).

- **THE RESPONSIBILITIES OF THE STAFF, ETHICAL CONSIDERATIONS:**

The responsibilities of the staff have been set in compliance with the regulations on the organization, management, operation and tasks of ERE approved by the decision of the Commissioners' Board No. 38 dated 16 July 2004 and the decision No.41 dated 8 September 2004 "On the approval of the Code of Behaviors for the technical staff and the other employees of ERE. (Explanations to follow during the presentation).

RESPONSIBILITIES OF THE COMMISSIONERS AND STAFF .  
INFORMATION FLOW .  
DEPENDENCE.

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- **INFORMATION FLOW :**

**The information that arrives to ERE is diversified and comes in different ways. According to its nature, I can mention:**

- a) **Information requested by the Chairman and the Board.**
- b) **Information requested by the ERE staff .**
- c) **Information that comes from different requests of the Albanian Government institutions for ERE.**
- d) **Information presented by those licensed by ERE as part of their legal obligations to ERE.**
- e) **Information presented by the public requests to ERE.**
- f) **Information that comes from different international institutions as a result of their cooperation with ERE.**

RESPONSIBILITIES OF THE COMMISSIONERS AND STAFF .  
INFORMATION FLOW .  
DEPENDENCE.

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- **MANAGEMENT ISSUES, PRACTICES AND PROCEDURES :**

**In all the cases the information that comes to ERE and goes out from ERE initially is administered by the chairman or his replacement. Regarding its treatment there are provided advises and set tasks, when necessary the Board gets together. The regulation about the ERE practices and procedures defines that the Commissioners' Board determines whether to continue or not each practice.**

**As for the practices and procedures to be followed for different issues that should be reviewed upon a decision of the Board, there is a special regulation that is strictly followed and applied by the members of the Commissioners' Board. This regulation is approved by the Commissioners' Board.**

RESPONSIBILITIES OF THE COMMISSIONERS AND STAFF .  
INFORMATION FLOW .  
DEPENDENCE.

- **DEPENDENCE AND THE WORK RELATIONS BETWEEN THE MEMBERS OF THE BOARD AND THE STAFF :**

**In compliance with the law, the Board independently makes its own decisions. Every member of the Board is independent in decision making. The members of the Board are not dependant on the Chairman. They are obliged to observe the Code of Ethics and bear responsibility in compliance with the Albanian legislation. Each member of the Board and the Chairman have the right to submit an issue to the Board related to the improper attitude and the responsibility that anyone of them is though of to bear.**

**The staff is directly dependant on the Chairman, who according to the law is also at the disposal of the ERE Executive Administrator. The staff works based on the work plans approved by the Chairman. The staff serves the members of the board and also received tasks from them too.**

RESPONSIBILITIES OF THE COMMISSIONERS AND STAFF.  
INFORMATION FLOW .  
DEPENDANCE.

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- **DEPENDANCE AND WORK RELATIONS BETWEEN THE MEMBERS OF THE BOARD AND THE STAFF: ( *continues from previous page* )**

**Regarding the fulfillment and clarification of different issues that will be dealt with according to the agenda at the Board's meeting but also for special cases.**

**As far as the working relations among the members of the Board, between them and the Chairman, between them and the Staff are concerned, they are based on the principle of respecting the rules of the Code of Ethics and Code of Behavior and serve the fulfillment of the tasks set to ERE.**

**THANK YOU FOR YOUR ATTENTION**