Republic of Kosovo
Republika Kosova-Republic of Kosovo
Government –Vlada-Government

EX-POST EVALUATION REPORT
ON LAW NO. 04/L-064 ON THE KOSOVO FORENSIC AGENCY[1]

[1] Ex-post Evaluation Report on Law no. 04/L-064 on the Kosovo Forensic Agency, was adopted at the 11-th session of the Government of the Republic of Kosovo, by decision No. 15/11, dated 16.11.2026.

Proposing institution	Ministry of Internal Affairs
Title of the Ex-Post Evaluation Report	Ex-Post Evaluation Report on Law No. 04/L-064 on the Kosovo Forensic Agency
Contact person	Safete Makolli – Senior Legal Officer, Division for Oversight of the Implementation of Legislation, Legal Department, Ministry of Internal Affairs
Working Group	1. Safete Makolli – LD/MIA, Chair; 2. Arben Gashi – KFA/MIA, Deputy Chair; 3. Yllka Sadiku Ipek – LD/MIA, member; 4. Representative – OSP/MIA, member; 5. Agron Gashi – LO/OPM, member; 6. Fatmir Ademi – KFA/MIA, member; 7. Herolind Krasniqi – KFA/MIA, member; 8. Ilir Kukaj – KFA/MIA, member; 9. Ganimete Axhami – KFA/MIA, member; 10. Avdush Jashari – KFA/MIA, member; 11. Edita Zeqiri Rexhaj – KFA/MIA, member. Engaged expert: Idlir Peçi – expert engaged by the European Union Home Affairs Programme in Kosovo (HAPE).
Date	September 2026

EXECUTIVE SUMMARY

Law No. 04/L-064 on the Kosovo Forensic Agency (hereinafter: the "Law on KFA") regulates the establishment, mission, organization, functions, duties, responsibilities and financing of the Kosovo Forensic Agency (KFA). KFA is the institution responsible for providing impartial and objective scientific forensic analyses. It acts pursuant to an order of a court or prosecution office, or at the request of law-enforcement agencies, and also provides services to other state bodies.

The Law was published in the Official Gazette of the Republic of Kosovo on 14 November 2011 and, pursuant to Article 25 thereof, entered into force fifteen (15) days after its publication.

In implementation of the authorizations provided for by the Law, the Ministry of Internal Affairs and the Kosovo Forensic Agency have issued a total of seventeen (17) secondary legal acts (see the complete list in Technical Annex 1), some of which have been repealed or have lost their legal basis as a result of subsequent legislative changes.

This Law was selected for an Ex-Post Evaluation because, since its adoption in 2011, several new framework laws governing state administration and the civil service have been adopted, namely Law No. 06/L-113 on the Organization and Functioning of the State Administration and Independent Agencies (LOFSAIA), Law No. 08/L-197 on Public Officials (LPO), Law No. 08/L-196 on Salaries in the Public Sector, and Law No. 08/L-276 on Amending and Supplementing Special Laws to Create the Legal Basis for Issuing Secondary Legislation by the Government and Ministers. Implementation of these new laws has created inconsistencies and practical impediments in the implementation of certain provisions and secondary legislation under the Law on KFA.

In this context, the Ministry of Internal Affairs established a Working Group led by the Legal Department in cooperation with the Kosovo Forensic Agency.

The selected type of evaluation is an Implementation and Compliance Evaluation, one of the three types of Ex-Post Evaluation under the Manual for the Ex-Post Evaluation of Legal Acts, with the aim of assessing the implementation process of the Law on KFA and its compliance with the current legal framework. The scope covers the Law in its entirety, for the period from its entry into force (November 2011) through August 2026.

The principal finding of this Report is that the Law on KFA was implemented regularly until the entry into force of the new legislative framework governing state administration and the civil service, which created substantive incompatibilities in four key areas: (i) the absence of specific statutory criteria for recruiting KFA scientific personnel; (ii) incompatibility of the procedure and criteria for appointing the Director of KFA (Chief Executive Officer under the Law on KFA as opposed to Executive Director under LOFSAIA/LPO); (iii) the absence of a legal basis for career development and the scientific grading system; and (iv) the absence of a legal basis for specialized training, with direct implications for laboratory accreditation and the quality of forensic examinations. In addition, the Law on Salaries in the Public Sector repealed the provisions of the Law on KFA governing basic salary and allowances.

The Report recommends amending and supplementing Law No. 04/L-064 to harmonize it with LOFSAIA, LPO, the Law on Salaries and Law No. 08/L-276, as well as issuing the relevant secondary legislation pursuant to valid statutory authorizations. The detailed findings and recommendations are presented in Chapters III and IV of this Report.

I. INTRODUCTION

I.1. Evaluation context

Law No. 04/L-064 on the Kosovo Forensic Agency was selected for Ex-Post Evaluation because, from its adoption in 2011 to the present, new framework laws have been adopted that directly affect the organization and functioning of state administration and the civil service.

An additional reason for selecting this Law is the need to harmonize it with the Law on Public Officials, the Law on Salaries and Law No. 08/L-276, which have, in practice, created impediments to the implementation of certain secondary legal acts issued pursuant to the Law on KFA.

I.2. Purpose and scope of the evaluation

The purpose of this Ex-Post Evaluation Report is to highlight the principal challenges in the organization and functioning of the Kosovo Forensic Agency, the institution responsible for providing impartial and objective scientific forensic analyses. In addition to evaluating implementation, the second focus of the evaluation is the Law's compliance with other legislation in force.

The questions structuring this Report are:

- What are the principal issues addressed by the evaluation? Implementation of the organizational, staffing and financial provisions of the Law on KFA, as well as its compliance with the new legal framework governing state administration and the civil service.
- What type of evaluation is applied? Implementation and Compliance Evaluation.
- Which evaluation criteria will be examined? Legality, Implementability/Compliance and Harmonization (under the OECD criteria as defined in the Manual for the Ex-Post Evaluation of Legal Acts); aspects of Efficiency relating to human resources are also assessed to a limited extent.
- What period does the evaluation cover? From the entry into force of the Law (November 2011) through August 2026.

The parties actively involved in the implementation of the Law are:

- Ministry of Internal Affairs;
- Kosovo Forensic Agency.

II. DESCRIPTION OF THE LAW SUBJECT TO EVALUATION AND THE METHODOLOGY APPLIED

II.1. Description of the Law subject to evaluation

Law No. 04/L-064 on the Kosovo Forensic Agency regulates the establishment, mission, organization, functions, duties, responsibilities and financing of the Kosovo Forensic Agency. KFA is the institution responsible for providing impartial and objective scientific forensic analyses. It performs its activities pursuant to an order of a court or prosecution office, or at the request of law-enforcement agencies, and also provides services to state bodies in accordance with the relevant legislation in force.

The Kosovo Forensic Agency is established as an independent executive agency within the Ministry of Internal Affairs (Article 4). Its mission is to provide high-quality forensic services, through the performance of its activities, in accordance with the legislation in force and domestic and international standards (Article 5).

The Ex-Post Evaluation was conducted on the Law in its entirety, including the secondary legislation issued pursuant thereto. Under the authorization granted by Article 23 of the Law, the following matters are regulated in greater detail by secondary legislation:

- KFA identification emblem;
- Organizational structure of KFA;
- Evaluation procedure for KFA employees;
- Determination of the basic salary, salary increases, allowances and other benefits for KFA employees;
- Employment and working procedures and conditions for KFA employees;
- the procedure concerning disciplinary violations, suspension and disciplinary proceedings for KFA employees;
- Procedures and conditions for grading and positions within KFA;
- Form, equipment and manner of use of the identification document;
- Scientific accreditation procedures in accordance with international standards and the accreditation deadlines;
- Procedure for administering relevant data and exchanging such data with other agencies or institutions within the country;
- Data security procedure;
- Operating procedure of the council for quality, qualification and requalification;
- procedures and conditions for research, training and cooperation in the field of forensics;
- Leave from employment for KFA employees.

Since the Law entered into force, the Ministry of Internal Affairs and the Kosovo Forensic Agency have issued the secondary legislation provided for in implementation thereof. The text of the Law itself has not been amended or supplemented since its entry into force; however, some of the secondary legal acts have been supplemented, amended or repealed, as presented in the summary table in Technical Annex 1 to this Report.

II.2. Results chain

Considering the scope and type of this Ex-Post Evaluation—an Implementation and Compliance Evaluation, which focuses on the initial part of the results chain (inputs, activities and organizational outputs) rather than on the assessment of ultimate impacts—the Working Group concluded that development of a complete results chain (through to impacts) is not applicable to this evaluation. If a Performance Evaluation of this Law is conducted in the future, the results chain should be developed in accordance with Step 1 of the Manual.

II.3. Methodology

The Ministry of Internal Affairs, as the ministry responsible for the Law on the Kosovo Forensic Agency, established the Working Group on 23 April 2026 in implementation of the Manual for the Ex-Post Evaluation of Legal Acts. The Working Group was led by the Legal Department of the Ministry of Internal Affairs, in cooperation with the Kosovo Forensic Agency, both of which are directly involved in implementing the Law.

The methodology followed in preparing this Report includes:

1. Review of documents and legislation in force, by analyzing: (a) Law No. 06/L-113 on the Organization and Functioning of the State Administration and Independent Agencies; (b) Law No. 08/L-197 on Public Officials; (c) Law No. 08/L-196 on Salaries in the Public Sector; and (d) Law No. 08/L-276 on Amending and Supplementing Special Laws to Create the Legal Basis for Issuing Secondary Legislation by the Government and Ministers.
2. Meetings with members of the Working Group from the MIA Legal Department and the Kosovo Forensic Agency, the institution sponsoring the Law.
3. A workshop to finalize the Report.

III. EVALUATION RESULTS

This section answers the evaluation questions posed for the Implementation and Compliance Evaluation of the Law on KFA, with reference to the criteria of Legality, Compliance/Implementability, Harmonization and, to a limited extent, Efficiency.

III.1. Implementability of the Law

a) General information

The Ex-Post Evaluation process, specifically the meetings held by the Working Group, found that Law No. 04/L-064 on the Kosovo Forensic Agency was implemented properly until the legislation in force changed—specifically Law No. 06/L-113 (LOFSAIA), Law No. 08/L-197 (LPO), Law No. 08/L-196 (Salaries) and Law No. 08/L-276. Following the entry into force of these laws, implementation of the Law on KFA encountered considerable challenges, summarized as follows: the absence of specific statutory recruitment criteria for employees; incompatibility of the procedure and criteria for appointing the Director of KFA; the absence of a legal basis for career development and grading; the absence of a legal basis for specialized training; and insufficient human resources.

b) Absence of specific statutory criteria for recruiting KFA employees

The criteria for recruiting and systematizing KFA staff are regulated by numerous legal acts. The recruitment criteria and procedure are governed by Law No. 08/L-197 on Public Officials (LPO) and the secondary legislation adopted in implementation thereof. Article 9 of the LPO lays down the general criteria for recruiting public officials, while Article 39 of the same Law authorizes the adoption of a secondary legal act concerning the recruitment procedure. These general criteria apply to every public official.

In practice, this creates difficulties in recruiting KFA officials. For example, recruitment to lower- and middle-management positions may take place without applying specific criteria, such as appropriate education and specialization in the required field of expertise. Specifically, education or qualifications in physics, chemistry, mechanical engineering or criminalistics should be required for the position of forensic expert or Head of the Ballistics Division.

Before the LPO entered into force, the recruitment criteria and procedures were regulated by Administrative Instruction No. 14/2017 “On Recruitment and Other Employment Procedures in the Kosovo Forensic Agency”, Regulation No. 06/2015 “On the Description of the Duties and Responsibilities of Kosovo Forensic Agency Personnel” (repealed by Government Decision No. 02/50 of 23 December 2021), and Regulation No. 03/2015 “On the Appointment and Term of Office of Department Directors in the Kosovo Forensic Agency”. These acts were adopted by the Minister pursuant to Article 23 of the Law on KFA and set out the specific recruitment criteria in detail.

Upon the entry into force of Law No. 08/L-276, Article 23 of the Law on KFA was amended, limiting the Minister’s authorization solely to: (1.1) the KFA identification emblem; (1.2) the fee for each service provided by KFA to third parties; and (1.3) any other matter for which the Minister is expressly authorized by this or another law. Consequently, the Chief Executive Officer is no longer authorized to adopt the aforementioned secondary legislation. The fact that Article 20(5) of the Law on KFA provides for the adoption by the Chief Executive Officer of secondary legislation for the same purpose does not alter this situation, because the position of Chief Executive Officer itself no longer exists (see point (c) below) and the acts were adopted by the Minister.

The identified shortcomings relating to specific recruitment criteria have long-term consequences for the functioning of KFA: the risk of recruiting persons without the appropriate education and qualifications may lead to unsuccessful probationary periods and repeated reopening of recruitment procedures, wasting the human and financial resources invested in training; laboratory accreditation is also put at risk, since external auditors attach particular importance to personnel qualifications, as are the reliability and credibility of KFA forensic examinations before the courts and in criminal proceedings.

Article 6, paragraph 1.6, of Law No. 08/L-197 on Public Officials categorizes employees of the MIA and its agencies, including KFA employees, as civil servants with special status. Under paragraph 2 of that Article, as amended and supplemented by Article 6 of Law No. 08/L-294, the provisions of this Law apply to civil servants with special status referred to in that paragraph, unless a special law otherwise regulates the following elements, in which case the provisions of the special law concerning those elements prevail over the provisions of this Law:

2.1. Different recruitment criteria;

2.2. Specific rights or obligations other than those provided for by this Law;

2.3. Special rules for career development under the grading system;

2.4. Training and professional development;

2.5. Transfer and systematization of civil servants;

2.6. Definition of additional disciplinary violations and measures;

2.7. Discipline and evaluation.

Thus, Article 6 of the LPO permits the establishment of different criteria for recruiting KFA staff, including special rules for career development under the grading system and for training and professional development; however, these cannot be established by secondary legislation unless they are regulated by a special law. It is therefore recommended that the Law on KFA be amended and that these criteria be stipulated in the new Law in compliance with the LPO.

c) Procedure and criteria for appointing the head of KFA

Before LOFSAIA and the LPO entered into force, the highest administrative official of KFA was the Chief Executive Officer, who was selected and appointed under the Law on KFA. Article 13 of the Law on KFA sets out the principal responsibilities and duties of the Chief Executive Officer, while Article 14 lays down the appointment and selection criteria. Pursuant to paragraph 4 of Article 14, the Minister adopted Administrative Instruction No. 36/2012 "On the Composition of the Commission and the Procedure for Selecting the Chief Executive Officer of the Kosovo Forensic Agency". The term of office was regulated by Article 15, while the grounds for release and dismissal were regulated by Article 16 of the Law on KFA. The Chief Executive Officer reported and was directly accountable to the Minister.

Upon the entry into force of LOFSAIA and the LPO, the procedure and criteria for selecting and appointing the head of KFA changed. The head is no longer designated as the Chief Executive Officer, but as the Executive Director. Article 22 of LOFSAIA governs the management of executive agencies, including KFA, which is headed by an Executive Director—a senior management-category civil servant under the LPO who is accountable to the Minister. The criteria for selecting and appointing a senior management-category civil servant are provided for in Article 9 of the LPO (general criteria applicable to every civil servant in this category). Article 38 of the LPO categorizes senior management positions in the civil service, while paragraph 6 thereof provides for the adoption of a secondary legal act on the applicable class and position titles for each category. On this basis, Government Regulation No. 06/2024 "On the Classification of Jobs in the Civil Service" was adopted, classifying the Executive Director of an Executive Agency as a senior management position.

As a consequence of these changes, Articles 13–16 of the Law on KFA, together with the relevant secondary legislation governing the duties, appointment criteria, term of office, release and dismissal of the Chief Executive Officer, are no longer applicable. Of particular concern is the non-application of Article 14, paragraph 1.3, of the Law on KFA, which required the head to have at least three (3) years of managerial work experience in fields related to forensic science.

d) Career development and grading

Before the LPO and the Law on Salaries entered into force, career development at KFA was governed by Regulation No. 02/2016 "On the Procedures and Conditions for Grading Employees of the Kosovo Forensic Agency", adopted

pursuant to Article 23, paragraph 1, subparagraph 1.7, of the Law on KFA. This Regulation provided for the conditions and procedure for professional staff to obtain scientific forensic grades, linked to professional training, work experience and professional examinations; grades constituted an essential condition for career advancement, including advancement to managerial positions.

At the same time, upon the entry into force of the LPO, job classification was unified across the state administration (except for the institutions expressly referred to in the Law), and the LPO does not permit the creation of jobs outside the unified system. Article 42 of the Law on Salaries, on the other hand, prohibits any change to the structure, components or levels of salary coefficients following its entry into force.

As a result of these developments, career development for KFA professional staff according to scientific grades is no longer compatible with the classification of job positions under the LPO and the Law on Salaries. For example, prior to the repeal of the Regulation and the entry into force of the LPO, the position of technician corresponded to a specific scientific grade; after the entry into force of the LPO, this position corresponds to the "Professional 2" position category, but in the absence of clear conditions and procedures, the holders of this position have no opportunity for career advancement even when they have completed the required period of service in the relevant job.

e) Absence of specialized training

KFA has provided specialized training to new employees in specific forensic disciplines to prepare them to conduct forensic examinations. Successful completion of such training constituted a condition for the grading of new employees, which was an essential condition for career advancement; training was also provided to expand the fields of expertise or competencies of professional staff. The provision of specialized training through a clear procedure governing curricula, timing and frequency is also one of the conditions for forensic laboratory accreditation.

Specialized training was regulated by an administrative instruction adopted by the Chief Executive Officer pursuant to Article 23, paragraph 2, subparagraph 2.6, of the Law on KFA. The fact that Article 18, paragraph 13, of the Law on KFA provides for the adoption by the Chief Executive Officer of an administrative instruction for the same purpose does not alter the situation, because the position of Chief Executive Officer no longer exists and the current Executive Director has no competence to adopt secondary legislation. As a result of this legal gap, training provided by KFA can no longer be linked to the grading system, while forensic laboratory accreditation is at risk of failure.

f) Salaries and allowances

The Law on Salaries in the Public Sector repealed Article 20, paragraphs 2 and 3, of Law No. 04/L-064 on the Kosovo Forensic Agency, which governed the basic salary, salary increases, allowances and other benefits for KFA employees. This further reinforces the need to harmonize the Law on KFA with the new public-sector salary framework.

III.2. Harmonization

The Working Group assessed that Law No. 04/L-064 on the Kosovo Forensic Agency is not fully harmonized with LOFSAIA, under which executive agencies are managed by an Executive Director (Article 22). Likewise, Article 14 of the Law on KFA, which governs the criteria for the appointment and selection of the Chief Executive Officer, is not harmonized with the Law on Public Officials.

Article 6, paragraph 1.6, of the Law on Public Officials categorizes KFA officials as civil servants with special status. Therefore, any regulation of special or additional conditions for recruiting KFA civil servants must comply with Article 6, paragraph 2, of the LPO, which provides that special laws may stipulate special or additional recruitment conditions for civil servants with special status. The Law on KFA currently contains no such specific provision, which prevents these rules from being applied without amending the Law.

III.3. Efficiency and human resources

According to the Working Group's findings, the absence of specific statutory recruitment conditions and criteria, addressed in point III.1(b) above, is also an efficiency issue: the risk of unsuccessful recruitment, the reopening of recruitment procedures and prolonged periods without fully qualified personnel entail additional financial and time costs for KFA, as well as risks to service quality and laboratory accreditation.

III.4. Summary of findings

Criterion / Area	Principal finding	Risk level
Legality / Compliance	Article 22 of LOFSAIA and Article 38 of the LPO changed the management of KFA (from Chief Executive Officer to Executive Director); Articles 13–16 of the Law on KFA and the relevant secondary legislation are no longer applicable.	High
Compliance (recruitment)	Specific statutory (educational/professional) criteria for recruiting KFA experts and managers are absent because the secondary legislation that established them (AI No. 14/2017 and Regulation No. 06/2015) lost its legal basis upon the entry into force of Law No. 08/L-276.	High
Compliance (career development / grading)	The classification of jobs under the LPO is no longer compatible with KFA's scientific grading system. The grading procedure must be established by law.	High
Compliance (specialized training)	The secondary legal act governing specialized training (based on former Article 23.2.6) has lost its legal basis, jeopardizing the link between training, grading and laboratory accreditation.	Medium-high
Compliance (salaries)	The Law on Salaries in the Public Sector repealed Article 20, paragraphs 2 and 3, of the Law on KFA, which governed basic salary, allowances and benefits.	Medium
Harmonization	The Law on KFA is not harmonized with LOFSAIA (Article 22) or the Law on Public Officials (Articles 6, 9 and 38), including the categorization of KFA staff as civil servants with special status.	High
Efficiency / human resources	The absence of special recruitment conditions/provisions under Article 6(2) of the LPO creates practical difficulties in filling specialized posts (e.g. forensic experts and KFA managers), posing risks to the quality of forensic examinations and laboratory accreditation.	Medium-high

IV. CONCLUSIONS AND RECOMMENDATIONS

IV.1. Conclusions

1. Insufficient human resources

The challenges identified in point III.1 arise, inter alia, from the absence of special or additional conditions for recruiting KFA employees under the LPO, which presents a problem for the functioning of KFA staff. Article 6, paragraph 2, of the LPO provides that special laws may stipulate special or additional recruitment conditions for civil servants with special status. These conditions for KFA employees should be regulated in compliance with the LPO through a special provision in the Law on KFA defining the specific conditions to be met by KFA employees, irrespective of their category.

2. Appointment of the Executive Director of KFA

The Executive Director of KFA should be appointed in accordance with Article 22 of LOFSAIA and Article 47 of the LPO, as well as the relevant secondary legislation. Articles 13–16 of the Law on KFA should therefore be repealed.

3. Career development and grading

As a consequence of the legislative changes discussed in point III.1(d), career development for KFA professional staff according to scientific grades is no longer compatible with the classification of job positions under the LPO and the Law on Salaries. Furthermore, the inapplicability of Regulation No. 02/2016 has resulted in the absence of clear conditions and procedures for career advancement.

4. Specialized training

Specialized training was regulated by Article 23, paragraph 2, subparagraph 2.6, of the Law on KFA, under which the Chief Executive Officer was authorised to adopt a secondary legal act concerning the procedures and conditions for research, training and cooperation in the field of forensics. This Article was amended by Law No. 08/L-276. As a result of this legal gap, training provided by KFA cannot be linked to the grading system, while forensic laboratory accreditation is at risk of failure. Article 6, paragraph 2, subparagraph 2.4, of the Law on Public Officials specifies training and professional development for civil servants with special status as an element to be regulated in accordance with this framework.

5. Salaries and allowances

The Law on Salaries in the Public Sector repealed Article 20, paragraphs 2 and 3, of Law No. 04/L-064 on the Kosovo Forensic Agency concerning the basic salary, salary increases, allowances and other benefits under the Law on KFA. This provision should also be reviewed and harmonized.

As a result of these conclusions, the Working Group assessed that Law No. 04/L-064 on the Kosovo Forensic Agency should be amended and supplemented in order to address the findings of this Report.

IV.2. Recommendations

The following recommendations derive from the conclusions set out above and primarily involve harmonizing the Law on KFA with:

- Law No. 06/L-113 on the Organization and Functioning of the State Administration and Independent Agencies;
- Law No. 08/L-197 on Public Officials;
- Law No. 08/L-196 on Salaries in the Public Sector;
- Law No. 08/L-276 on Amending and Supplementing Special Laws to Create the Legal Basis for Issuing Secondary Legislation by the Government and Ministers.

Specifically, the Working Group recommends:

Recommendation	Recommended action	Responsible body	Time frame
Amend Articles 13–16 of the Law on KFA (management)	Repeal the provisions concerning the Chief Executive Officer and harmonize them with Article 22 of LOFSAIA and Article 47 of the LPO through a special provision within the LPO framework.	MIA / Legal Department	Short term
Statutory regulation of specific recruitment criteria	Add a special provision to the Law on KFA defining specific educational/professional conditions for scientific and managerial personnel, in compliance with Article 6(2) of the LPO.	MIA / KFA	Short term
Regulation of career development and grading	Define by law the criteria for grading and advancement of KFA professional staff and regulate the procedure through secondary legislation based on valid statutory authorization.	MIA / KFA	Medium term
Regulation of specialized training	Regulate specialized training for professional staff through statutory provisions (not merely secondary legislation) to guarantee the legal basis required for laboratory accreditation.	MIA / KFA	Medium term
General harmonization	Generally amend and supplement Law No. 04/L-064 to harmonize it with Law No. 06/L-113 (LOFSAIA), Law No. 08/L-197 (LPO), Law No. 08/L-196 (Salaries) and Law No. 08/L-276.	MIA / OPM (Legal Office)	Medium term
Supplement quantitative data for future evaluations	Create/consolidate a database on the number of forensic examinations performed, average response time, annual budget spent and staffing level (actual versus planned), to enable a future Performance Evaluation.	KFA	Continuous

Based on the evaluation conducted and the recommendations arising from it, the Working Group proposes amending and supplementing Law No. 04/L-064 on the Kosovo Forensic Agency to harmonize it with the aforementioned laws, as well as issuing secondary legislation to implement the amended Law pursuant to valid statutory authorizations.

TECHNICAL ANNEXES

Technical Annex 1: Secondary legislation issued in implementation of Law No. 04/L-064

Secondary legal act	Subject
AI No. 36/2012 – MIA	On the composition of the commission and the procedure for selecting the Chief Executive Officer of KFA
AI No. 35/2012 – MIA	On the procedures and criteria for evaluating and appraising the performance of KFA employees
AI No. 34/2012 – MIA	On the employment and working procedures and conditions for KFA employees
AI No. 33/2012 – MIA	On defining violations, disciplinary measures and disciplinary proceedings against KFA employees
AI No. 32/2012 – MIA	On salaries, allowances and other benefits of KFA employees
AI No. 40/2012 – MIA	On the KFA identification emblem
Regulation No. 02/2013 – MIA	On the description of duties and responsibilities of KFA employees
Regulation No. 02/2015 – MIA	On the internal organization and systematization of jobs at KFA
Regulation No. 03/2015 – MIA	On the appointment and term of office of department directors at KFA
Regulation No. 02/2016 – MIA	On the procedures and conditions for grading KFA employees
Regulation No. 03/2017 – MIA	On the receipt, documentation, recording, storage and transportation of physical evidence
Regulation No. 05/2017 – MIA	On the amount of fees for forensic services at KFA
AI No. 14/2017 – MIA	On recruitment and other employment procedures at KFA
AI No. 13/2017 – MIA	On ethics and the disciplinary procedure at KFA
Regulation No. 03/2020 – MIA	On the amount of fees for forensic services at KFA
Regulation No. 22/2024 – OPM	On the internal organization and systematization of jobs at KFA
AI No. 03/2026 – MIA	On the identification emblem of the Kosovo Forensic Agency

Technical Annex 2: Legislation analyzed for harmonization purposes

- Law No. 04/L-064 on the Kosovo Forensic Agency (2011);
- Law No. 06/L-113 on the Organization and Functioning of the State Administration and Independent Agencies (LOFSAIA);
- Law No. 08/L-197 on Public Officials (LPO);
- Law No. 08/L-196 on Salaries in the Public Sector;
- Law No. 08/L-276 on Amending and Supplementing Special Laws to Create the Legal Basis for Issuing Secondary Legislation by the Government and Ministers;
- Government Regulation No. 06/2024 on the Classification of Jobs in the Civil Service;
- OPM Regulation No. 22/2024 on the Internal Organization and Systematization of Jobs in the Kosovo Forensic Agency.

Technical Annex 3: Methodology and sources

The evaluation was conducted in accordance with the methodology set out in the Manual for the Ex-Post Evaluation of Legal Acts (approved by Government Decision No. 07/145 of 7 June 2023), using desk research and Working Group meetings, as described in point II.3 of this Report.