



Republika e Kosovës
Republika Kosova/Republic of Kosovo
Akademia e Drejtësisë/Akademija Pravde/Academy of Justice

The Steering Council of the Academy of Justice,

Pursuant to Article 10, paragraph 1, subparagraph 1.1 of Law No. 05/L-095 on Academy of Justice, as well as Article 6, paragraph 3 of Law No. 08/L-294 on amending and supplementing the Law No. 08/L-197 on Public Officials, at the meeting held on July 30 2026, hereby approves:

REGULATION No. 17/2026

ON COMPENSATION FOR ADDITIONAL FUNCTION AND EXPERTS

CHAPTER I

GENERAL PROVISIONS

Article 1

Purpose

This Regulation aims to determine the criteria and procedures for compensation for an additional function of Academy officials, as well as the categorization of the Training Activities Management System (TAMS) and the expert positions working with it.

Article 2

Scope

This Regulation shall apply to officials of the Academy of Justice who are appointed or assigned to serve on a board, professional committee or other relevant body which constitutes an additional function, as well as to the Academy positions categorized as experts.

Article 3

Definitions

1. For the purposes of this Regulation, the expressions, terms and abbreviations used herein shall have the following meaning:

1.1. Academy Official – means the members of the Managing Board, members of the Program Council and civil servants with special status of the Academy of Justice;

1.2. TAMS – means the Training Activities Management System at the Academy;

1.3. Academy – means the Academy of Justice;

1.4. Steering Council – means the Steering body of the Academy;

1.5. Program Council – means the professional body of the Academy;

1.6. Commission/Board – means the Steering Council, Program Council, Commission, panel or similar bodies.

1.7. Other expressions, terms and abbreviations used in this Regulation shall have the same meaning as used in the relevant Law on Salaries in the Public Sector, the relevant Law on Public Officials, the relevant Law on Public Financial Management, as well as the applicable relevant legislation.

CHAPTER II

COMPENSATION, CRITERIA AND AMOUNT OF COMPENSATION

Article 4

Compensation for additional function

1. The Academy Official who is appointed or assigned to serve in a professional board/commission or other relevant body which requires professional expertise and constitutes an additional function, shall be entitled to compensation for exercising this function, in accordance with the criteria determined by this Regulation.

2. The compensation under paragraph 1 of this Article does not include the duties and responsibilities arising from the position held by the Academy official, including participation in commission and/or other bodies established within the institution.

Article 5

Criteria for obtaining the compensation

1. If the Academy Official is required to serve in any group, working team, authority or similar bodies, such Academy official shall not be entitled to receive, and shall not receive, any additional compensation for such service.
2. In accordance with paragraph 1 of this Article, such service shall be considered part of the mandatory duties of the Academy official.
3. Exceptionally, compensation for the additional function may be obtained when the following criteria are cumulatively fulfilled:
 - 3.1. involvement in a commission/board constitutes an additional function for the Academy official;
 - 3.2. the function is not part of the mandatory duties of the position held by the Academy official;
 - 3.3. involvement in the Commission/Board requires professional expertise of the Academy official;
 - 3.4. engagement in the additional function is not included in the ordinary duties and responsibilities arising from the position of the official at the Academy;
 - 3.5. for the additional function, there is a decision of the competent body on the appointment or establishment of the board or commission;
 - 3.6. it has a direct impact on the fulfilment of the legal obligations and strategic objectives of the Academy or institutions of the justice system;

Article 6

Procedure for approval of compensation

1. The Board/Committee appointed or established in accordance with the provisions of this Regulation, in the decision on its establishment, shall include a provision on the right to compensation of its members.
2. The decision under paragraph 1 of this Article shall be forwarded for implementation to the Budget and Finance Division of the Academy.
3. Exceptionally, for the members of the Steering Council, fulfilment of the cumulative criteria determined for additional functions is not required. Their engagement as members of the Steering Council shall be considered an additional function outside their regular work duties, and they shall have the right to benefit from compensation for an additional function according to Law No. 08/L-196 on Salaries in the Public Sector, even without a specific provision in their appointment act.

Article 7

Amount of compensation

1. Compensation for an additional function shall be provided in the amount of thirty percent (30%) for the chairperson and twenty percent (20%) for members of the basic salary of the Executive Director of the Academy in which the board, professional commission or other relevant body is established.
2. When the board, professional commission or other relevant body meets at least once (1) a month, the compensation shall be received on a monthly basis, subject to participation in the meeting.
3. When the board, professional commission or other relevant body meets less frequently than once (1) a month, the compensation shall be received for each meeting, subject to participation in the meeting.

CHAPTER III

Article 8

Categorization of the TAMS System

For the implementation of Annex 14.4 of Law No. 08/L-196 on Salaries in the Public Sector, the Training Activities Management System (TAMS) shall be considered a state information and communication system of strategic importance in the field of justice.

Article 9

Criteria for the categorization of TAMS

1. The Training Activities Management System (TAMS) shall be considered a state information and communication system of strategic importance in the field of justice, for the following reasons:
 - 1.1 it is a unique system at the state level that covers the entire process of initial and continuous training for judges, prosecutors and support staff of justice institutions, directly affecting the professional preparation and quality of the justice system;
 - 1.2. it is a complex electronic system that contains and manages sensitive and personal data, including participants, trainers, training calendars, testing, evaluations and official documents, which have an impact on the fulfilment of the legal duties of the Academy of Justice, in accordance with Article 8 of Law No. 06/L-056 on Academy of Justice;
 - 1.3. it directly affects the fulfilment of the legal obligations of the Academy of Justice and other state institutions in the field of justice, by ensuring integrated access to data, accurate reporting and fulfilment of obligations defined by the relevant legislation;

1.4. it contributes to the fulfilment of state objectives and legal reporting requirements of justice institutions, including the Judicial Council, the Prosecutorial Council, the Ministry of Justice, the Office of the Prime Minister and international partners, through official reports and accurate statistics;

1.5. it has advanced reporting and data analysis functions, which enable transparency, accountability and strategic planning in the field of judicial and prosecutorial training;

1.6. it is interoperable with the systems of the Judicial Council and the Prosecutorial Council, ensuring synchronization and secure exchange of data;

1.7. it contains specific technical and cybersecurity measures, in accordance with the standards of the Information Society Agency (ISA), to guarantee the integrity, confidentiality and availability of data;

1.8. it is the institutional property of the Academy of Justice, officially registered with the Information Society Agency (ISA);

1.9. it affects the provision of essential services for the justice system by strengthening the professional development of holders of judicial and prosecutorial functions and the effective implementation of state policies in the field of the rule of law.

Article 10

Positions as experts

1. The key positions responsible for the design, management, coordination, development, administration and maintenance of TAMS at the Academy, and their categorization according to the classes defined in Annex 14.4 of Law No. 08/L-196 on Salaries in the Public Sector, are as follows:

1.1 Head of the IT Division - Expert 5, Class: B3, Coefficient: 13

1.2 Senior IT Officer for Systems - Expert 7, Class: B7, Coefficient: 10

Article 11

Budget planning

The Academy of Justice shall, for each budget year, include in its budget planning the funds for compensations for additional functions and for expert positions, in accordance with the provisions of this Regulation.

Article 12

Entry into force

This Regulation shall enter into force on the day of its approval

Fejzullah Rexhepi

Chairman of the Steering Council
Academy of Justice