

The step under review	All vacancies on the Agency for Management of Confiscated Property have been filled
Baseline	Baseline (2024) is 0.
Deadline of the step	June 2025
Actual results	<p>In accordance with the obligations of the Growth Plan, the Agency for Management of Confiscated Property (hereinafter referred to as the Agency) has taken several specific and subsequent measures in order to ensure human, technical and spatial capacities for the full and efficient realization of its competencies.</p> <p>In the systematization act of the Agency a total of 79 positions are foreseen, of which 39 positions are fulfilled.</p> <p>On August 27, 2024, the Agency submitted a request to the Ministry of Finance for approval of the Annual Employment Plan for 2025, for a total of 40 jobs, of which: 32 administrative servants and 8 support and technical staff (guards). On September 3, 2024, a negative response was received from the Ministry of Finance, as well as instructions to revise the Annual Employment Plan for 2025 to avoid creating fiscal implications to the Budget of the Republic of North Macedonia (ANNEX 1). Also, it was emphasized that all annual employment plans for 2025 should be prepared and submitted in accordance with the policy for restrictive control over new employment.</p> <p>Subsequently, on October 11, 2024, the Agency again submitted a request to the Ministry of Finance for approval of the revised Annual Employment Plan for 2025 for a total of 6 new jobs and 1 promotion. On October 14, 2024, the Ministry of Finance issued second negative response to the Agency, reiterating the same explanation and recommendations provided in response to the initial request (ANNEX 2).</p> <p>On December 24, 2024, the Agency submitted a new request to the Ministry of Finance seeking financial approval for additional 5 (five) temporary employments for period of one (1) year, due to increased workload, i.e. during the period until 31.12.2025. By letter no. 19-13302/2 dated 31.12.2024, the Ministry of Finance issued a negative response to the request, stating that the necessary financial resources were not provided (ANNEX 3).</p> <p>In January 2025, one (1) administrative servant (junior associate) was permanently transferred to the Agency from the Ministry of Inter-Community Relations, in accordance with the K5 Program.</p> <p>On January 10, 2025, the Agency submitted a new request to the Ministry of Finance seeking financial approval for 4 (four) additional temporary employments for period of one (1) year, due to increased workload. On February 11, 2025, the Ministry of Finance issued a negative response, stating that the necessary financial resources were not provided (ANNEX 4).</p> <p>On April 14, 2025, the Agency submitted a request (arch. no. 05-1829/1 of 14.04.2025) to the Ministry of Finance for approval to engage 3 persons with a contract for work due to providing professional assistance in the field of financial</p>

operations, public procurement and legal - operational matters, for a period of 7 months, i.e. until the end of the fiscal year 2025. On May 9, 2025, the Ministry of Finance submitted a response to the Agency with a notification (arch. no. 1829/4 of 09.06.2025 (filing no. 19-5554/2 of 04.6.2025) that no financial resources have been provided (ANNEX 5).

On April 14, 2025, the Agency submitted a new request to the Ministry of Finance (arch. no. 04-1828/2 of 14.04.2025) for the approval of the Annual Employment Plan for 2025 (arch. no. 04-1828/1 of 14.04.2025), for a total of five (5) positions as highest priority and urgency. The Ministry of Finance has given its consent to the Annual Plan (arch. no. 04-1828/3 of 27.05.2025) and at the same time issued financial approval (arch. no. 04-1828/9 of 19.06.2025) for employment of two (2) heads of departments, two (2) professionals and one (1) employment at the technical level. Announcements for the approved positions have been published.

On July 18, 2025, under public announcement no. 701/2025, the Agency, through the Agency for Administration, published an announcement for 3 administrative servants for the following positions:

- 2 Head of Department and 1 Junior associate

With an announcement no. 01/2025, the Agency published an announcement for the employment of 1 support and technical staff - driver.

A public announcement for employment of 1 administrative servant - Senior Associate Archivist - is ongoing.

The recruitment procedures are ongoing. They are expected to be finalized by the end of July 2025. The total number of positions to be filled is:

- 4 administrative servants (2 Heads of Department, 1 Junior Associate, and 1 Senior Associate Archivist)
- 1 support and technical staff (driver)

On May 29, 2025, the Agency submitted a new request to the Ministry of Finance for financial approval for employment of 13 (thirteen) temporary employees for the period until December 31, 2025, due to increased workload (arch. no. 05-2446/1 of 29.05.2025) (ANNEX 6). As of now, a response from the Ministry of Finance has not been received.

A request was also submitted to the State Attorney's Office for transfer of one (1) administrative servant, senior associate - archivist, but the request was rejected.

In May 2025, a functional analysis of the systematized positions was conducted in accordance with the Law on Public Sector Employees and was finalized on May 30, 2025. The analysis includes proposed recommendations for taking future steps.

Given the importance of these activities for fulfilling obligations, the Agency prepared Information to the Managerial Board detailing all activities undertaken do date, identified risks and needs, and proposing the initiation of further measures at a higher institutional level.

After reviewing the content, the Managerial Board of the Agency, through the Agency, submitted Information to the Government with Draft Conclusions. (ANNEX 7)

Evidence provided	<p><i>ANNEX 1 _Request to the MF for The Annual Employment Plan for 2025 and MF answer</i></p> <p><i>ANNEX 2 _Request to the MF for The Annual Employment Plan for 2025 and MF answer</i></p> <p><i>ANNEX 3 _Request to the MF for 3 temporary employments and MF answer</i></p> <p><i>ANNEX 4 _Request to the MF for 4 temporary employments and MF answer</i></p> <p><i>ANNEX 5 _Request to the MF for 3 temporary employments and MF answer</i></p> <p><i>ANNEX 6 _Request to the MF for 13 temporary employments</i></p> <p><i>ANNEX 7 _Information to the Government</i></p>
Checks performed in the verification of the step and related findings	<p>The Agency has timely submitted to the Ministry of Finance, as the competent body for granting consent for employment: The Annual Employment Plan for 2025, which included the recruitment needs for staff with the appropriate criteria for each position. Also, several requests have been submitted to the Ministry of Finance for obtaining consent for staffing the Agency (permanent, indefinite, or with work contracts), referring to the Growth Plan and the activity that needs to be implemented.</p> <p>The Agency also proposed the full staffing measure, which is foreseen and included in the "National Strategy for Strengthening the Capacities for Financial Investigations and Confiscation 2024-2028" and the Agency's Action Plan, with a set deadline for implementation in the second quarter of 2025.</p> <p>Along with the process of equipping the Agency by public announcements, a process of strengthening the capacities of the Agency by transfers of staff from other public institutions will run parallel.</p> <p>Also, in May 2025, a functional analysis of the systematized jobs was prepared in accordance with the Law on Public Sector Employees and was finalized on 30.05.2025. It contains proposed recommendations for taking future steps.</p> <p>Regarding the implementation of the RA steps the Managerial Board of the Agency for Management of Confiscated Property, through the Agency, submitted Information to the Government with Draft Conclusions.</p>
Compliance with general principles and DNSH principle	<p>The implementation of the steps does not contravene the general principles outlined in Article 4 and 11(4) of Regulation (EU) 2024/1449 and Article 3 of the Facility Agreement.</p> <p>The implementation of the steps does not contravene the ‘Do No Significant Harm’ principle (DNSH).</p>
Double funding	<p>Contributions from third parties were not reported in support of the achievement of this step.</p>
Clear conclusion on the achievement of the step	<p>Partially achieved</p>

