

Public Audit Report

Management of the Statutory Service of the Interior

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Vilnius

Summary

Audit started 2010-04-06

Audit concluded 2011-01-13

Full audit report in Lithuanian is available at the

National Audit Office website <http://www.vkontrole.lt>

Statutory institutions of internal affairs are responsible for implementing the national policy in the area of public security; the service of the officers of those institutions is organised on the statutory basis. Officers of internal service perform their service in the following institutions of internal affairs falling under the management of the Ministry of the Interior: Department of Police, State Border Guard Service, Fire and Rescue Department and their 45 subordinate territorial, specialised and professional training offices, Financial Crime Investigation Service, VIP Protection Department, and Public Security Service.

During the last two years the number of staff positions of internal service was reduced by more than one thousand, mostly staff positions at primary and middle levels who are responsible for carrying out direct public security functions. Most of the reduced staff positions were not occupied at that time; therefore the actual number of statutory officers of internal service has not changed significantly. The number of officers in 2008–2009 amounted to 19.7 thousand, whereas in 2010 it was 19.67 thousand. During this period the number of officers in some of the institutions was reduced, however in the other – increased.

Staff salary costs in the statutory institutions of internal affairs in 2009 were reduced by 5 percent compared with 2008, whereas social security costs increased by 5.5 percent accordingly. Annual salary per officer of the internal service system amounted in average to LT 36.9 thousand, social security costs per officer amounted to LT 3.8 thousand. According to data as of 30 June 2010 number of staff in statutory service of internal system increased by 21.2 thousand, out of this number 1.5 thousand staff positions were vacant, 500 out of which were vacant longer than a year.

During the audit we aimed to evaluate if management of statutory service of internal affairs which falls under responsibility of the Minister of the Interior ensures efficient use of resources in order to implement the tasks assigned to the internal service, if there are internal reserves to use resources allocated to cover salary and social security costs more sparingly and effectively.

It was established that management of statutory service of internal affairs is not efficient enough; therefore internal reserves to use state budget allocations for statutory service more sparingly and effectively are not fully used. There are no legal and organisational prerequisites to ensure effectively operating statutory service of internal affairs as there is no planning of the overall need of staff to implement public security goals. Staff formation principles for officers of statutory service of internal affairs are not determined, possibilities to reduce number of managers and staff to ensure proper functioning of institutions are not fully evaluated therefore the number of staff per manager in different statutory institutions of internal affairs differ almost 10 times. In order to implement more effective management of statutory service of internal affairs allowing more efficient use of state budget allocations and to ensure future development prospects for statutory service it is necessary to regulate planning of need for statutory service staff and determine principles of staff formation.

It is also important to establish clear and concrete criteria defining status of a statutory officer as granting status of a statutory officer to different positions is not always grounded, moreover that decisions which positions should be granted the status of a statutory officer are adopted by managers. Many cases were established in institutions of statutory service of internal affairs when status of a statutory officer was granted to employees who perform functions which are not characterised as statutory service. The National Audit Office has repeatedly pointed out that status of a statutory officer granted without any reasoning increase the need for state budget allocations however the process of changing the status of such staff to non statutory which has been started ten years ago is not finished so far. According to the Statute of the Internal Service peculiarities of statutory service are compensated with social guarantees, however the right to all the social guarantees is also granted to those officers whose regular functions are not related to peculiarities of internal service and who are engaged to perform functions peculiar to statutory officers in case of emergency. This is the reason why it is recommended to revise regulation of providing social guarantees.

Budget allocations could be used more sparingly if basis for providing paid holidays, their maximum annual duration were regulated as well as procedure for compensation of officers travel expenses were amended in such a way as to allow compensation of expenses upon evaluation of character and peculiarities of officers service. It was established that in 2009 and the 1st half of 2010 compensations for officers travel to/from work amounted to LT 8.2 million. Also in the period of the last two and a half years LT 1.2 million were spent to compensate for additional paid holidays provided as bonus for officers.

We provided recommendations for the Government of the Republic and the Minister of the Interior for elimination of the established deficiencies. The Office of the Prime Minister and the Ministry of the Interior provided action plan concerning elimination of the established deficiencies.