**ANNEX I: Logical framework matrix in standard format**

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| **Reform of the initial and continuous training of the Police system** | | Name and number of the program: Support to Police Reform (ENI/2015/038-144)  Reform of the initial and continuous training of the police system in the Republic of Moldova  MD 15 ENI JH 01 17 (MD/32); | |
| Contractual period expires at: | 14/12/2019 |
| Total Budget: 2.000.000 EUR |  |
| **General Objective** | **Objectively verifiable indicators** | **Sources of verification** |  |
| As part of Police Reform Budget Support Programme, the overall objective of this Twinning Project is to assist the Government of the Republic of Moldova in ensuring the rule of law, enhancement of public order and security and protection of human rights through development of an accessible, accountable, efficient, transparent and professional police system. In particular, the project aims at modernizing and consolidating the initial and continuous training of the police system in line with EU and international standards and best practices. | Moldovan Police force well-trained to ensure public order and protect human rights in an efficient and professional manner. | * EU Reports (including EU Member States Reports). * MIA and GPI reports. * CSO monitoring reports. * Barometer of Public Opinion. * Annual statistical data from National Bureau of Statistics. |
| **The Project purpose** | **Objectively verifiable indicators** | **Source of verification** | **Assumptions** |
| Providing EU expertise in designing modern police curricula, with particular focus on practical training, by supporting the establishment of the Joint Law Enforcement Training Centre, and by facilitating and monitoring the overall reform of the initial and continuous police training. | Police initial and continuous training system – including monitoring of its usefulness and effectiveness – modernized according to EU standards and best practices. | * EU Reports (including EU Member States Reports). * MIA and GPI reports. * CSO monitoring reports. | * Commitment on behalf of senior level officials at all involved structures. |
| **Results** | **Objectively verifiable indicators** | **Source of verification** | **Assumptions** |
| **Result 1**  **Modern curricula and training methodologies are developed and implemented.**  **Result 2**  **Police staff trained and prepared to deal with citizens in a professional modern manner.**  **Result 3**  **The MIA Academy is modernized in line with EU and international standards and best practices.**  ***MIA Academy: Ministry of Internal Affairs Academy***  **Result 4**  **The capacities of the JLETC are strengthened.**  ***JLETC: Joint Law Enforcement Training Centre*** | * Delivery of a training methodology/-ies and all curricula that cover the 16 week basic training for sub-officer level. * Delivery of curricula for at least 10 in-service trainings (open to police staff at officer and sub-officer level, as well as to other Moldovan law enforcement organisations) * Support to the basic training of the pilot promotion of the first 50 sub-officers that will graduate from the JLETC. * At least 2000 police officers (officer and sub-officer level) received in-service training. * General public is informed on new trainings and their relevance to citizens. * Based on consultations with all relevant stakeholders, assistance to drafting the MIA Academy’s Mission Statement. * Assistance to drafting the first multi-annual management plan for the MIA Academy. * All MIA Academy management staff trained on modern management techniques (min. 80hours of training, including simulations and an assessment to provide participants with personalized feedback on e.g. budgeting, management procedures, problem solving techniques (e.g. stress management) and interpersonal skills). * JLETC officially established, educational staff selected and trained, and core management procedures set-up, including procedures and tools for performance monitoring. * Based on consultations with all relevant stakeholders, assistance to drafting the JLETC’s Mission Statement. * Assistance to drafting the first multi-annual management plan for the JLETC. * All **(a)** JLETC management staff and **(b)** JLETC educational staff trained on the aforementioned methodology/-ies (cf. result 1). * All JLETC management staff trained on modern management techniques (min. 80hours of training, including simulations and an assessment to provide participants with personalized feedback on e.g. budgeting, management procedures, problem solving techniques (e.g. stress management) and interpersonal skills). | * Concept note on training methodology/-ies * Training curricula for basic and in-service training, compiled together in a catalogue * Progress reports * Progress reports * Training reports and copies of training certificates * MIA Academy Mission Statement * Reports/meeting minutes of consultations with stakeholders. * Draft multi-annual management plan. * Training reports and copies of certificates. * Progress reports * Selection reports (including short lists for positions and documented feedback on selection procedures) * JLETC Mission Statement * Reports/meeting minutes of consultations with stakeholders. * Draft multi-annual management plan. * Training reports and copies of certificates. | * Establishment of the Joint Law-Enforcement Training Centre with sufficient human and financial resources and material base to undertake its duties. * Full openness and support from MIA Academy. |
| **Activities** | **Means** | **Source of verification** | **Assumptions** |
| **Activity 1**  **Modern curricula and training methodologies are developed and implemented.**  **Activity 2**  **Police staff trained and prepared to deal with citizens in a professional modern manner.**  **Activity 3**  **The MIA Academy is modernized in line with EU and international standards and best practices.**  **Activity 4**  **The capacities of the JLETC are strengthened.** | * Organisation of regular working meetings with relevant stakeholders (in- and outside the MIA/GPI, also including representatives from Civil Society) in order to assess exact needs. * Assistance in developing training methodology/-ies and training curricula. * Prepare and guide the implementation of basic and in-service trainings. * Organize train-the-trainers sessions for JLETC educational staff. * Assistance in elaborating training material * Organisation of a minimum of twelve law enforcement workshops with the general public and Civil Society Organisations (i.e. at least six in the capital and at least six in different cities in the Republic of Moldova). * Organisation of regular working meetings with relevant stakeholders with a view to articulating the MIA Academy’s Mission Statement. * Assistance in drafting a multi-annual management plan for the MIA Academy. * Preparing and delivering training on modern management techniques to all MIA Academy Management Staff. * Organisation of regular working meetings with relevant stakeholders with a view to articulating the JLETX’s Mission Statement. * Assistance in drafting a multi-annual management plan for the JLETC. * Prepare and deliver training on training methodology/-ies. * Preparing and delivering training on modern management techniques to all JLETC Management Staff. | Progress Reports  Progress Reports  Progress Reports  Progress Reports | * Sufficient staff with appropriate qualifications available to the Project. * Ensuring adequate working conditions for the RTA. |