

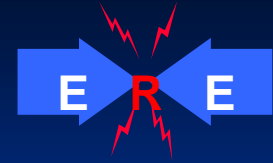
Organizational Issues and Capacity Expansion in ERE

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RELATIONS

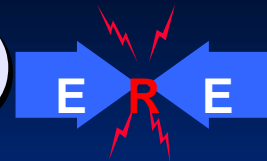
ERE

Legal Framework



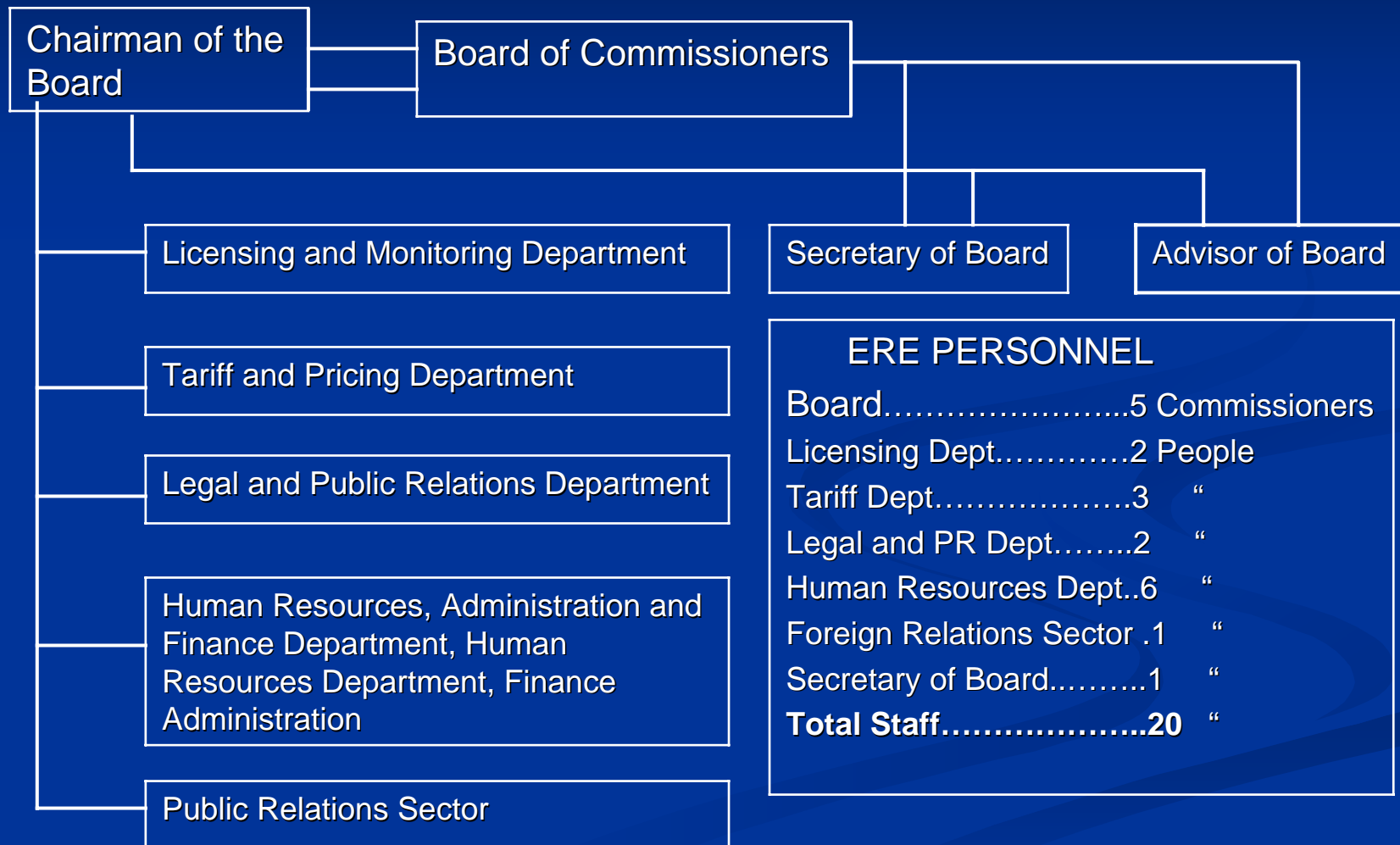
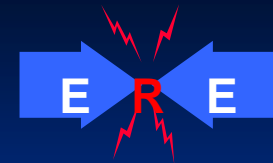
- ERE operates on the basis of the Law No. 9072 “On the energy sector” dated 22 May 2003.
- Based on this law, the ERE Board of Commissioners has approved regulation on organization, management, operation, and duties of ERE.
- The purpose of this regulation is to describe the duties and responsibilities of each position in ERE, and the relation of technical staff with the decision-making body.

Legal Framework (cont.)

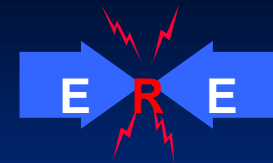


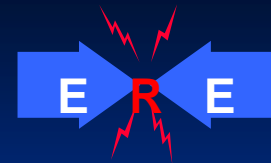
- The Energy Regulatory Authority (ERE) is a legal public person located in Tirana.
- ERE consists of the Board of Commissioners and technical staff.
- The Board of Commissioners is made up of the Chairman and four members confirmed by the Parliament of Albania. The functioning of the Board and its responsibilities are defined by the Law No. 9072, dated 22 May 2003 “On the Energy Sector” as amended.

Old Organization of ERE



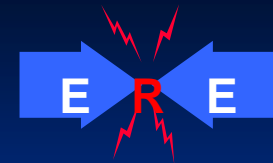
Structure of ERE for 2007





- ERE's structure for 2007 is proposed by ERE and approved by the Parliament of Albania in Decision No. 95, dated 30 April 2007, in compliance with Law No. 9584, dated 17 July 2006 "On salaries, rewards, and structures of constitutional institutions and those established by law."
- According to this structure, the number of employees is 28.

Organization of ERE's Steering Body and Staff



- The Board of Commissioners – the decision-making body - 5 members elected by the Parliament upon the proposal of the selection team
 - defined mandate with the right to be elected multiple times
- Board of Commissioners', functions, duties, and responsibilities are set in the special regulation “The Code of Ethics and Regulation on the Functioning of ERE Board” approved by the Board.
- Technical staff
 - Is selected and assigned on duty in compliance with the law “On the civil service.”
 - Tasks are defined by the Board of Commissioners
 - Salaries and rewards are the same as those of the line Ministry
- External consultants
 - Are assigned by the Board, taking into consideration the needs of ERE and assigned tasks

Technical Staff



STAFF SELECTION

Criteria

The general criteria defined by Law “On civil service.”

Specific criteria, according to each position, are defined by the Board of Commissions.

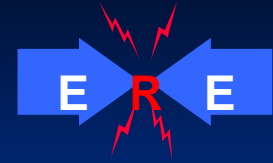
Competition

- Competition is carried out by an ad hoc position.
(The commission consists of three representatives of the regulatory authority and 2 University Teachers related to the position)
- The Commission proposes to the Chairman three candidates with the best results
- The Chairman selects one out of the three proposed candidates.

Assignment to the position

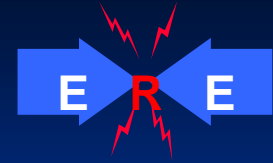
- Probation period
- Confirmation to the position

Training



- Planned training for new technical staff
- Training designed to familiarize new technical staff with the energy sector
- Planning the training budget

ERE Funding



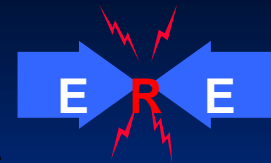
➤ Revenue distribution:

- *Expenses on salaries and rewards*
- *Expenses for investments*
- *Expenses for training and international activities*
- *Expenses for publications*

➤ Funding sources:

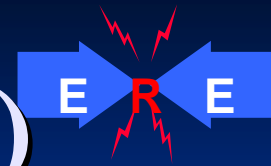
- *Licensing payments*
- *Payments to regulator*

Planning and expansion



- From 2004-2006, the volume and requests placed upon ERE activities have changed.
- ERE operates in compliance with the responsibilities as defined by law is undergoing a specific professional review.

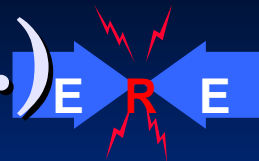
Planning and Expansion (cont.)



The need to increase the number of employees

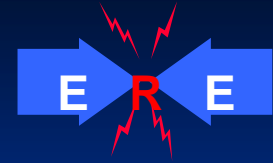
- Development of energy market
- New sector development (privatization of KESH)
- Public relations (the acquaintance with and strengthening of the Regulatory Authority)
- Increased number of licensees
- Participation in international activities

Planning and Expansion (cont.)

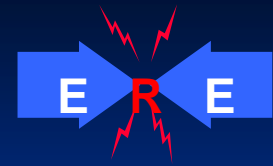


- Additionally, ERE faces several specialized tasks:
- Drafting rules and procedures for energy exchanges and sales
- Licensing original certificates and licensing green energy and renewable sources
- Rules and criteria to evaluate Eligible Customers

Future



- Professional development of employees will be supported by qualification programs and training funded by ERE budget, USAID, and other donors.
- Participation in professional qualification, and regional and international cooperation, is of high importance to ERE.



THANK YOU!