**THE FIRST JOINT INTERIM IMPLEMENTATION REPORT** **ON THE PROGRAMME OF THE GOVERNMENT OF THE REPUBLIC OF SLOVENIA TO ENHANCE INTEGRITY AND TRANSPARENCY IN THE PUBLIC SECTOR FOR 2023-2026 PERIOD (FROM 1 MARCH 2023 TO 31 AUGUST 2023)**

# **GENERAL**

By adopting its programme to enhance integrity and transparency in the public sector for the 2023–2026 period in February this year (hereinafter: the Programme), the Government of the Republic of Slovenia (hereinafter: the Government) demonstrated its focus on and determination to enhance the integrity and transparency in the public sector. Being aware of the importance of the link between the two aforementioned areas, including the prevention of corruption in Slovenian society and other acts that, in their manifest forms, damage both public funds and property, as well as levels of trust among Slovenian citizens and European and international institutions, the Programme contains measures that are to a large extent preventive, and the bodies responsible for their implementation are certain ministries in cooperation with other state bodies and non-governmental organisations. The implementation of measures under the Program extends over a four-year period, but this is the final deadline and a shorter deadline may be set for each individual measure, depending on its purpose and the activities required for its implementation. As follows from the Government's decision, by which the Programme was adopted on 9 February 2023, the implementing authorities are required to report semi-annually on the implementation of the activities in terms of progress towards fulfilling the measures, and the Ministry of Public Administration was designated as a coordinator of activities related to the aforementioned and to prepare semi-annual and final reports on the Programme’s implementation.

The Ministries designated in the Programme as the bodies responsible for the implementation of the measures sent the reports, which are included in this material, to the Ministry of Public Administration. According to these reports, activities supporting the permanent measures included in the Programme are being carried out. These include measures aimed at raising awareness among public employees, including those employed in the judicial system and those employed in other public sector entities, especially in areas considered more risky from the viewpoint of integrity, such as public procurement procedures.

Some measures were completed during the preparation of this report, such as measure 2a 'Ensuring effective management of state-owned real estate (Manager). A new "Gospodar" (Manager) information system was established, which is the central record of real estate owned by the Republic of Slovenia. The information system will continue to be supplemented with additional functionalities. Measure 3Bc 'Consistent provision of information to the authorities responsible for issuing permission for accessing classified information about all changes in the security questionnaires' has also been completed, as it follows from the data and statements of the Ministry of the Interior that the measure’s purpose is to ensure that high officials with the largest number of issued permits for accessing classified information, consistently inform the permit issuer (Ministry of the Interior, Ministry of Defence, SOVA – the Slovene Intelligence and Security Agency) of data changes, in accordance with the Classified Information Act, has been achieved. Measure 3A1d 'Ensuring the transparency of below-threshold contracts', where, under the amended Public Procurement Act (ZJN-3), in the event of a below-threshold contract whose value equals or exceeds EUR 10,000 (excluding value added tax), the contracting authority has the obligation to notify all bidders who have submitted their bids about the selection in writing. ​ This made also the below-threshold contracts even more transparent, as the bidders who participated in the procedure were also informed of the outcome.

Some measures in the Programme have not yet begun being implemented, given the deadline for their implementation, which is longer than that for preparing the semi-annual report, and for some measures the reason lies in this year's ministerial reorganisation, such as, for example, in measure 2b 'System regulation or supplementing the regulation of the operation and the financing of disabled people's organisations, humanitarian and sports organisations' with a view to eliminating the risks of corruption and irrational use of financial resources, when the measure will continue to be implemented by the Ministry of the Economy, Tourism and Sport, after the transfer of the aforementioned responsibilities from the Ministry of Education, Science and Sport, in cooperation with the Ministry of Finance and the Commission for the Prevention of Corruption (CPC). The activities to implement other measures have only just begun to a certain extent, and some of the reports received also provide an indication of how these activities will continue.

# **REPORTS BY LINE MINISTRIES ON INDIVIDUAL MEASURES**

## **PERMANENT MEASURES IN THE PUBLIC SECTOR**

### **1a**

### **Training for public employees and public office holders in state authorities, local community administrations and other bodies governed by public law (the Ministry of Public Administration – the Administration Academy – in cooperation with the CPC, the Ministry of the Interior, and Transparency International Slovenia (TI)).**

**Ministry of Public Administration:** Three training events for public employees and public office holders in state authorities, local community administrations and other bodies governed by public law were held during the reporting period as part of the permanent measure implemented by the Administration Academy at the Ministry of Public Administration. There were 327 participants in the training session on the Integrity and Prevention of Corruption Act and 30 in two training workshops on Integrity at work in the public sector. A total of 357 participants took part in the three training modules during the period under review.

**Ministry of the Interior:** In the period 1 March 2023–31 August 2023, one course on ethics and integrity was held for public employees (municipal police). It lasted an hour and a half and was attended by 22 participants.

**ACTIVITIES ARE IN PROGRESS**

### **1b**

### **Raising the awareness of judicial authorities and within judicial professions in a broader sense in relation to ensuring ethics and integrity (the Ministry of Justice).**

**Ministry of Justice:** The Judicial Training Centre held two workshops on ensuring ethics and integrity: Ethics and Integrity of a State Prosecutor and Ethics and Integrity of a Judge. The purpose of both workshops was to discuss open issues. The workshop for state prosecutors focuses on open issues concerning prosecutorial ethics and integrity, and the workshop for judges on open issues concerning judicial ethics and integrity. The workshop for state prosecutors focused on two important topics: What are prosecutorial ethics (and why are they important)? and The principles of (professional prosecutorial) ethics and the importance of understanding these principles for a more ethical conduct. The workshop for judges was also split into two parts where they discussed the topics: Why (judicial) ethics? And how to achieve a high ethical standard? And Select issues of judicial ethics (starting points for reflection).

In the period 1 January 2023–31 May 2023, a workshop on Ethics and integrity of state prosecutors was held on 16 June 2023. The workshop was attended by eight state prosecutors. The workshops scheduled to be held in April and May were cancelled due to lack of interest. A workshop on Judicial ethics and integrity was also held in the same period, more precisely on 8 June 2023. Two more workshops had to be cancelled due to the lack of interest. The workshop that was carried out was attended by 16 judges.

Ethics was also included in seminars for the state law examination and was the subject an optional seminar entitled Ethics of the legal profession. The seminars are intended for judicial trainees and candidates who registered for the state law examination pursuant to Article 19a of the State Law Examination Act. The seminar took place on 9 March 2023 and was attended by 21 participants.

**ACTIVITIES ARE IN PROGRESS**

### **1c**

### **Raising awareness to increase the integrity and the transparency of actions taken by state representatives in supervisory bodies of business entities that are majority state-owned or in which the state has a controlling influence – the Ministry of Finance; participants: Ministry of the Economy, Tourism and Sport, CPC and Slovenian Sovereign Holding (SSH).**

**Ministry of Finance:** In the period 1 March 2023 – 31 August 2023, the SSH conducted or supported the following trainings which were intended for members of the management and supervisory bodies of companies with state-owned assets, followed by training on the subject of artificial intelligence (5 September), mental health as a business imperative (2 October), and training public procurement in terms of compliance management and integrity will be organised jointly with the CPC and the National Review Commission (19 October).

1. Sustainability in business

The SSH supported the three-day training programme entitled "Sustainability in Business", which took place from 19 to 31 March 2023 and was held by the Center for Business Excellence at the Faculty of Economics. All relevant portfolio companies (a total of more than 40 hours of programme content) were invited to attend these events. The 20 largest companies had the opportunity to register four participants free of charge, and the other medium-sized and small companies three participants. A total of 87 representatives of companies with state-owned assets and the SSH (various functions) took part in the events.

2. The impact of the CSRD Directive’s implementation on companies’ future operations:

On 11 May 2023, the SSH held a half-day training session on the "Impact of the Implementation of the CSRD Directive on the Future Operations of Companies. Its purpose for members of management and supervisory bodies, and of companies’ internal committees, is to broaden and deepen the understanding of corporate sustainability, which is denoted by the acronym ESG (Environmental, Social, Governance). The emphasis was on understanding the requirements and principles introduced by the CSRD (Corporate Sustainability Reporting Directive), which was adopted at the end of last year and entered into force at the beginning of this year. They reviewed the role of executive management in dealing with challenges and opportunities ESG poses for companies, and also examined the impact of the new ESG regulation on the concept of diligence and responsibility for management and supervisory body members. The training session consisted of a theoretical and practical part with a case review. In the theoretical part, the emphasis was on regulatory innovations, which the executive management should be aware of and understand for a successful and legally compliant management of the company. The emphasis in the practical part was on establishing an understanding of the executive management about the strategic importance of the ESG for a company's operations, which goes beyond ensuring business compliance. More than 123 representatives of companies with state-owned assets (various functions) took part in the training, and some participants took part in the training online via Teams. A total of 32 participants were supervisory board members of companies.

3. Topical issues of business compliance and integrity in companies with state owned-assets: On May 23, 2023, SDH, in cooperation with KPK, held a training session entitled "Topical Issues of Business Compliance and Integrity in Companies with State-Owned Assets”.

By adopting amendments to the Slovenian Sovereign Holding Act (SDH-1A), the CPC obtained additional powers and responsibilities in dealing with violations of integrity and conflicts of interest. An important innovation is that people who violate integrity, as defined by the Integrity and Prevention of Corruption Act (ZIntPK), can no longer hold positions on the supervisory or management boards of companies managed by the SSH. The event dealt with topical issues concerning integrity and violations thereof by presenting defined conducts in practice. It is a matter of defining conducts that are not expressly prohibited or permitted by the regulations, but are contrary to the expected integrity and are based on conducts that were detected in the concrete cases under consideration. The Commission for the Prevention of Corruption is responsible for dealing with suspected violations of conflicts of interest by managers and members of these companies’ management and supervisory bodies; therefore, the subject of the continued event was the appropriate management of conflicts of interest in companies.

In order to deal with the currently most topical issue, the introduction of protection for the reporting person, these topics were presented at the system level. At the end of the event, the focus was on practical cases of resolving many dilemmas and ambiguities that arise in lobbying contacts. The event was attended live by 89 participants from companies with state-owned assets, and another 45 participants (with various functions) from companies and employees of the SDH via Zoom. A total of 22 participants were company supervisory board members.

**ACTIVITIES ARE IN PROGRESS**

### **1d**

### **Enhancing integrity and transparency in public procurement procedures (the Ministry of Public Administration – the Administration Academy) – workshops organised in a module: Public procurement and corruption risk management.**

**Ministry of Public Administration:** During the reviewed period, a training course was held as part of the "Public Procurement and Corruption Risk Management" module, which was attended by 14 public employees. ​

**ACTIVITIES ARE IN PROGRESS**

## **COMPLETION OF THE INITIATED MEASURES SET OUT IN THE GOVERNMENT PROGRAMME 2017–2019:**

### **2a**

### **Ensuring the effective management of state-owned real estate – Ministry of Public Administration (Gospodar)**

**Ministry of Public Administration:** The measure was completed in November 2022. A new "Gospodar" (Manager) information system was established, which is the central record of real estate owned by the Republic of Slovenia. The information system will continue to be supplemented with additional functionalities, which are primarily related to real estate management, the first major upgrade being scheduled for 2024.

**THE MEASURE HAS BEEN COMPLETED**

### **2b**

### **The systemic regulation of or amendments to the regulation of the operation and funding of disability, humanitarian and sports organisations with a view to eliminating corruption risks and risks of uneconomic use of funds – the measure will continue to be implemented by the Ministry of Economy, Tourism and Sport in cooperation with the Ministry of Finance and the CPC.**

**Ministry of the Economy, Tourism and Sport:** The Ministry explains that the proposal for an Act on the Foundation for Financing Sports Organisations in the Republic of Slovenia and on the Foundation for Financing Disability and Humanitarian Organisations in the Republic of Slovenia was put forward by the then General Secretary of the Ministry of Education, Science and Sport, Mitja Blaganje, with almost complete inter-ministerial coordination among all stakeholders, with the exception of the Ministry of Labour, Family, Social Affairs and Equal Opportunities and the Ministry of Higher Education, Science and Innovation. The Ministry of the Economy, Tourism and Sport is ready for further constructive cooperation with a view to harmonising the content of open issues in drafting the proposal for the Act onThe Foundation for Funding Sports Organisations in the Republic of Slovenia and the Foundation for Funding Disability and Humanitarian Organisations in the Republic of Slovenia Act- However, since this ministry represents one of the two portfolio holders for drafting the aforementioned proposal, it will need the help and cooperation of another competent ministry to achieve the aforementioned goal.

**ACTIVITIES FOR CONTINUING THE IMPLEMENTATION OF THE MEASURE HAVE NOT YET STARTED**

## **NEW MEASURES:**

### **3A INTEGRITY AND TRANSPARENCY OF PUBLIC ADMINISTRATION**

#### **3A.1 MEASURES FOR ALL AREAS**

##### **3A.1a UPGRADING THE CONTENT OF TRAINING FOR PUBLIC EMPLOYEES AND PUBLIC OFFICE HOLDERS IN STATE AUTHORITIES, LOCAL COMMUNITY ADMINISTRATIONS AND OTHER BODIES GOVERNED BY PUBLIC LAW**

**Institution responsible:** Ministry of Public Administration in cooperation with TI and CPC;

**The purpose and objective of the measure:** to supplement the content of the training with examples that non-governmental organisations have noted as regards integrity and prevention of corruption in practice ;

**The method of implementation:** upgrading the content of training taking into account the actually identified problems and dilemmas in practice;

**Indicators:** the number of training events with upgraded content, the number of training participants and their assessment of the relevance of the content and added value based on the extent of knowledge about the subject before the training sessions; the baseline is currently 0

**Implementation deadline:** 2024

**Ministry of Public Administration:** Administrative Academy continuously provides integrity training courses for public employees, such as Integrity in the public sector and Integrity in public procurement) with included additional innovations following the change in legislation (the ZIntPK and the Public Procurement Act). Some training courses are also mandatory for public employees working in the aforementioned areas, such as training for appointment to a title and trainings that are obligatory for position officials under the Public Employees Act. The content of all the training modules that are being implemented are examined based on practical examples that public employees encounter in their work, while TI and CPC will examine the contents that would need to be added to or changed in the training modules that are already being implemented.

**ACTIVITIES ARE IN PROGRESS**

##### **3A.1b VERIFICATION OF KNOWLEDGE OF THE INTEGRITY IN STATE AUTHORITIES AND ADMINISTRATIONS OF SELF-GOVERNING LOCAL COMMUNITIES ACT**

**Institution responsible:** Ministry of Public Administration in cooperation with TI and CPC;

**The purpose and objective of the measure:** analysis of the situation and the need for additional employee training based on the established level and extent of knowledge of the applicable legal regulation;

**The method of implementation:** anonymous electronic survey

**Indicators:** thecarried out a survey and analysis of the findings, in order to change or upgrade the content of training sessions;

**Implementation deadline:** 2024

**Ministry of Public Administration:** When implementing training modules on integrity, especially those carried out as part of workshops, the level of knowledge about the Act and integrity areas defined by applicable regulations, by the codes of ethics adopted and implemented for specific areas of activity of public administration bodies, and by the general code of ethics applicable to public employees is verified on a case by case basis. Notwithstanding this, the Ministry is preparing to conduct a survey among all public employees that, with the active cooperation of the CPC and TI, will help in designing content on whose basis subject knowledge levels will be checked on a wider scale. The meeting with both participants will take place in October or November 2023.

**ACTIVITIES ARE IN PROGRESS**

##### **3A.1c TRANSPARENCY – ENCOURAGING THE PUBLICATION OF PUBLIC INFORMATION IN OPEN FORMATS**

**Institution responsible:** Ministry of Public Administration in cooperation with Ministry of Digital Transformation and Information Commissioner;

**The purpose and objective of the measure:** training of public employees and public office holders in the Government and ministries in the significance of data, data management and the value of opening data in terms of transparency and the impact of data on the functioning of society. The ultimate objective is to train public employees and public office holders to take into account the importance of data for the wider social benefit when performing their duties;

**The method of implementation:** training as part of a special training project at the Administration Academy at the Ministry of Public Administration.

**Indicators:** the number of public employees and public office holders in the Government and ministries who will undergo annual training;

**Implementation deadline:** Once a year or after entering employment or appointment.

**Ministry of Public Administration:** In cooperation with the Ministry of Digital Transformation and the European Commission, the Ministry of Public Administration held a two-day workshop for civil public employees working on opening data in the public sector data and the national OPSI portal data, which took place from 22 to 23 May 2023 (Open data of Slovenia). Participants from Member States and national public-sector bodies learned about and worked on practical examples of opening data in accordance with EU regulations (EU Directive on Open Data and EU Regulation on Data Management), especially in relation to obligations to enable easy reuse, the so-called large value databases. These are data collections on geo-space, environment, statistics, companies and mobility, which will be opened uniformly at the level of the entire European Union. In addition to the employees of the Ministry of Public Administration and the Ministry of Digital Transformation, the workshop was also attended by employees of the Agency of the Republic of Slovenia for Public Legal Records and Related Services, the Surveying and Mapping Authority of the Republic of Slovenia, the Statistical Office of the Republic of Slovenia and the Slovenian Infrastructure Agency. ​

**ACTIVITIES ARE IN PROGRESS**

##### **3A.1d ENSURING TRANSPARENCY OF BELOW-THRESHOLD CONTRACTS**

##### **Institution responsible: Ministry of Public Administration;**

**The purpose and objective of the measure:** ensuring a more open way of collecting bids for below-threshold contracts and, in doing so, ensuring the participation of a larger number of different potential bidders;

**The method of implementation:** imposing the obligation to inform all bidders participating in below-threshold contracts above a certain value about the selection;

**Indicators:** findings of supervisory institutions about the situation’s improvement;

**Implementation deadline:** March 2023.

**Ministry of Public Administration:** Paragraph two of Article 21 of the amendment to the Public Procurement Act (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No 28/23; ZJN-3), adopted on 21 February 2023 and entered into force on 2 April 2023, introduced the obligation to inform the bidders for the below-threshold contract. In the event of a below-threshold contract whose value equals or exceeds EUR 10,000 (excluding value added tax), the contracting authority has the obligation to notify in writing all bidders who have submitted their bid about the selection. This made below-threshold contracts even more transparent, as the bidders who participated in the procedure were also informed of the outcome.

**THE MEASURE HAS BEEN COMPLETED**

#### **3A.2 MEASURES IN THE FIELD OF HEALTHCARE**

##### **3A.2a ESTABLISHMENT OF PUBLICLY ACCESSIBLE RECORDS AND PUBLICATIONS AND IDENTIFICATION OF SUPERVISIONS OF PUBLIC-PRIVATE PARTNERSHIPS**

**Institution responsible:** Ministry of Health in cooperation with public healthcare institutions (hereinafter: institutions) and the Health Insurance Institute of Slovenia;

**The purpose and objective of the measure:** to eliminate the risk of

1. disregard for conflicts of interest;

2. undue influence and ensuring transparency in the conduct of clinical research; ​

3. disregard for conflicts of interest, disregard for the provisions on the performance of other activities and conflict of interests, and to establish transparency and traceability of issued consents or rejected applications for the issuance of consents to work for another healthcare provider;

**The method of implementation:**

* Re point 1: establishing a record of premises and equipment and appointing the administrator of this record, which will contain an indication of the purpose, method, duration and user of the premises or equipment; establishing price lists;
* Re point 2: defining the initiator and the purpose of the clinical research, the source of funding and the implementation of the control over the recipients of the funds, consent to clinical research regarding the scope and method of conducting research, and the same as under Re point 3;
* Re point 3: defining the procedure for procuring protective equipment in a transparent, traceable, objective and impartial manner, such that the powers and responsibilities of the participants are clearly defined, involving the participation of only those public employees who are assigned to public procurement jobs for which they are appointed, concession jobs or other forms of public-private partnerships;

**Indicators:** the number of administrators per institution, the number of notifications to a superior regarding the alleged conflict of interests or actual exclusions from the procedures, the number of inspections performed (regular, extraordinary), the number of institutions with records, and the number of records established. An analysis of the disposal of assets by institutions; how many institutes engage in market activity and private activity during the same periods; an analysis of the organisation of primary and secondary healthcare activity levels;

**Implementation deadline:** January 2024.

**Ministry of Health:** In March 2023, the Office for Control, Quality and Investments in Healthcare (hereinafter: UNKIZ), as a body within the ministry, called on all public healthcare institutions established by the Republic of Slovenia to send it information on payments received by doctors under contracts for services. Public health institutions were also required to prepare material and provide relevant information about suppliers of medical equipment and devices, which shows the annual value of purchases per supplier since the beginning of 2012.

On 30 March 2023 the UNKIZ required public healthcare institutions to report on the healthcare services provided pursuant to paragraph nine of Article 15 of the Act Determining Emergency Measures to Ensure Stability of Healthcare System (Official Gazette of the Republic of Slovenia [*Uradni list RS*], Nos 100/22 and 141/22 – ZNUNBZ). Clear and key substantive clarifications were requested about exceeding or failure to achieve the programmed plan, as determined by the public health institutions' action plan for reducing waiting times for 2023. Also requested were the findings of the health institution councils regarding the provision of services by individual types of health programmes, including an analysis of the reduction of waiting times compared to action plan adopted by public healthcare institutions.

In July 2023, all public healthcare institutions whose founder is the Republic of Slovenia were requested to send a responsive report in light of the Analysis of the Public Sector's Performance in Healthcare prepared by the CPC) (<https://www.kpk-rs.si/kpk/wp-content/uploads/2023/07/Analiza-delovanja-javnega-sektorja-na-podrocju-zdravstva_za-objavo.pdf>). In accordance with the analysis, public healthcare institutions were required to provide clarifications regarding the existing and the planned measures that will ensure compliance with the provisions of the ZlntPK and the ZJN-3, especially regarding:

- establishing or updating internal regulations regarding procurement processes; ​

- keeping records of executed below-threshold contracts;

- compliance with the provisions of the ZJN-3 in the part related to the fragmenting of contracts;

- publishing lists of below-threshold contracts, training employees in public procurement;

- identifying the risk of failure to be aware of or report gifts and consequently the lack of reporting on gifts received;

- the obligation to obtain a statement or information about the natural and legal persons participation in in the bidder's ownership structure, establishing records of employees who are directly or indirectly connected to the bidder;

- adopting, regular updating and implementing the integrity plan and annual reporting on implemented measures to the CPC;

- setting up an effective information system.

In the period from 1 March 2023 – 31 August 2023, the body within the ministry introduced several system controls for various healthcare providers. The subject of these system controls is regulatory compliance in healthcare and health insurance as well as inventory management and control over the professionalism, quality and safety of work at the contractor.

**ACTIVITIES ARE IN PROGRESS**

##### **3A.2b DETERMINING THE REPORTING OBLIGATIONS OF HEALTHCARE INSTITUTIONS AND THEIR EMPLOYEES RECEIVING GIFTS OR OTHER BENEFITS FROM LEGAL AND NATURAL PERSONS WITH WHICH THEY COOPERATE**

**Institution responsible:** Ministry of Health in cooperation with Ministry of Finance;

**The purpose and objective of the measure:** to eliminate the risk of

* disregard for conflicts of interest;
* undue influence of private interests;
* accepting and giving gifts and other benefits;
* ensuring transparency in the cooperation of healthcare workers with representatives of manufacturers and/or their representatives in the sale of medicines and medical equipment, publishers of magazines and other legal and natural persons with whom they cooperate in the exercise of their professional activity; ​

**The method of implementation:** publishing a notice to donors on the institutions' website and informing employees that donations given by donors to employees should be remitted or handed over to the institution where the recipients are employed. Establishment and regular updating of the summary record of received donations, payments and other benefits and its publication; donations become the property of the institution and not of the direct recipient of the donation;

**Indicators:** a notice to donors about the method of transferring/handing over the donation published on the institution's website and a record of received donations established and published online;

**Implementation deadline:** January 2024.

**Ministry of Health:** Report identical to that for measure 3A.2a.

**ACTIVITIES ARE IN PROGRESS**

#### **3A.3 MEASURES IN EDUCATION AND SPORT**

##### **3A.3a ENSURING THE IMPLEMENTATION OF MANAGEMENT SELECTION PROCEDURES WITHOUT THE PRESENCE OF CANDIDATES**

**Institution responsible:** Ministry of Higher Education, Science and Innovation in cooperation with public institutions under the jurisdiction of the aforementioned line ministries and the CPC;

**The purpose and objective of the measure:** eliminating the risk of conflict of interests, undue influences, including preventing the influence of the ministry and local self-government on appointments, and giving priority to professionalism over the influence of politics;

**The method of implementation:** ensuring that a management member who is again a candidate for a management member and who is present at a meeting one of whose points is to present the candidates for the management position leaves the meeting at the point of such presentation and consideration of the candidates for such management position;

**Indicators:** minutes with a clear provision that the management member who is running again was excluded from the meeting when considering the point where the candidates are voted on, or the point where other candidates for the management are presented;

**Implementation deadline:** at every meeting of the institution's management at which the members of the management are voted on or the candidates for management members are presented.

**Ministry of Higher Education, Science and Innovation:** The Ministry pursues the goal of the aforementioned measure and acts in accordance with the legislation governing of higher education and scientific research activities. The selection of university management is subject to the elections of all employees and is not a matter of the selection of the committee or board of directors. Appointment procedures are determined by the Act on Higher Education (Official Gazette of the Republic of Slovenia [Uradni list RS], Nos 32/12 – official consolidated version, 40/12 – ZUJF, 57/12 – ZPCP-2D, 109/12, 85/14, 75/16, 61/17– ZUPŠ, 65/17, 175/20 – ZIUOPDVE,57/21– Constitutional Court's decision, 54/22-ZUPŠ-1 and 100/22 – ZSZUN). Election procedures are prescribed in greater detail by the university statutes. In libraries of higher education institutions and student dormitories, the institution’s director is selected by the institution's council in which the founder has its representative whose responsibility is to ensure the lawful and transparent implementation of the procedure.

As regards public research organisations, two management selection procedures were carried out in the period 1 March – 31 August 2023: appointment of the director of the Institute for Economic Research (where we had no appointed management board member at the time of the procedure’s implementation, as the appointment procedure had not yet been completed); and appointment of acting director of the Science and Innovation Centre ZIS Pomurje. The Ministry explains that the system of eliminating members of the management from the decision-making process on new members of the management is regulated at the operational level, generally in the operation of management boards. Management board members will point out the need to consistently adhere to avoiding conflicts of interest in this context at all meetings where this is relevant, and propose that the provision be entered in the relevant internal regulations of the institutions under their jurisdiction. This is an established practice, in which anomalies that would require special attention have never arisen.

**ACTIVITIES ARE IN PROGRESS**

#### **3A.4 MEASURES ON THE ENVIRONMENT AND SPATIAL PLANNING**

##### **3A.4a ENABLING PUBLIC OVERSIGHT OVER THE VALUES OF THE LIMITING FACTORS DETERMINED BY LAW (VALUES OF NOISE LEVELS, BAD ODOURS, THE PRESENCE OF IMPURITIES)**

**Institution responsible:** Ministry of the Environment, Climate and Energy;

**The purpose and objective of the measure:** it is in the public interest that the values of noise levels, bad odours, and the presence of impurities are known and that the public therefore has the opportunity to become familiar with them; therefore the purpose is to enable making these data public when the indicators of the aforementioned values exceed the limits determined by law; ​

**The method of implementation:** publication of the values of the limiting factors of noise, bad odour, and the presence of impurities when these values exceed the limits determined by law;

**Indicators:** regular publication of data when the limit values determined by law are exceeded;

**Implementation deadline:** 1 year.

**Ministry of the Environment, Climate and Energy:** The Slovenian Environment Agency (ARSO) publishes data from strategic noise maps, which show an overview of environmental noise pollution in an individual area, or an assessment of the population's exposure to noise due to the operation of various noise sources, in the Environmental Atlas, which can be accessed at the following link: <https://gis.arso.gov.si/atlasokolja/profile.aspx?id=Atlas> \_Okolja\_AXL@Arso. Air quality data are published on the website <http://hmljn.arso.gov.si/zrak/kakovost%20zraka/podatki/>. Water quality data are published on the website http://hmljn.arso.gov.si/vode/podatki/. ARSO does not monitor odour data as there is no legal basis for this.

**ACTIVITIES ARE IN PROGRESS**

##### **3A.4b ENSURING TRANSPARENCY IN EMISSIONS DATA ​**

**Institution responsible:** Ministry of the Environment, Climate and Energy or a body within this Ministry;

**The purpose and objective of the measure:** eliminating the risk of undue influence and increasing transparency;

**The method of implementation:** providing publicly available data on issued environmental protection permits and on the results of monitoring specified in environmental protection permits, on state administration's central websites, in accordance with the Environmental Protection Act;

**Indicators:** the publication of data on GOV.si portal;

**Implementation deadline:** already determined by the Environmental Protection Act (ZVO-2, six months after entry into force).

**Ministry of the Environment, Climate and Energy:** The Ministry explains that data on issued environmental protection permits and other administrative acts are available in the Environmental Protection Register, which is available on the website:  [​https://www.gov.si/drzavni-organi/ministrstva/ministrstvo-za-okolje-podnebje-in-energijo/oministrstvu/direktorat-za-okolje/register-varstva-okolja/](file:///C:\Users\GorencU53\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\F3F26JO6\​https:\www.gov.si\drzavni-organi\ministrstva\ministrstvo-za-okolje-podnebje-in-energijo\oministrstvu\direktorat-za-okolje\register-varstva-okolja\)

ARSO publishes data on the results of monitoring specified in environmental protection permits on water emissions on the website: <http://hmljn.arso.gov.si/varstvo%20okolja/onesna%c5%beevanje%20voda/>, air emissions data on the website: <http://hmljn.arso.gov.si/varstvo%20okolja/onesna%c5%beevanje%20zraka/>, while noise emissions data are not yet published on this website.

**ACTIVITIES ARE IN PROGRESS**

##### **3A.4c TRANSPARENT AND UP-TO-DATE PUBLICATION OF DATA ON THE CHANGE IN THE EMISSION LIMIT VALUES AND ENVIRONMENTAL QUALITY STANDARDS**

**Institution responsible:** Ministry of the Environment, Climate and Energy or a body within this Ministry;

**The purpose and objective of the measure:** the public is interested in knowing emission limit values and limit, target, warning, alarm, critical, triggering and planning values of environmental quality standards. ​ It is also the public’s wish to be familiar with the reasons for the proposal or amendment to the regulation, which is the basis for the implemented changes, and with information on when the changes are applied;

**The method of implementation:** publishing the planned and accepted changes to emission limit values and limit, target, warning, alarm, critical, trigger and planning values of environmental quality standards publicly online, including an explanation of the proposal or change in a regulation, an indication of when the changes apply, and an indication of the legal act that is the basis for implemented changes;

**Indicators:** regular online publication of planned and accepted changes to emission limit values and limit, target, warning, alarm, critical, triggering and planning values of environmental quality standards;

**Implementation deadline:** on each planned and accepted change.

**Ministry of the Environment, Climate and Energy:** All draft regulations are published on e-democracy, so that the public is informed at an early stage of the regulations’ formulation and has the opportunity to comment on possible changes to emission limit values and environmental quality standards.

**ACTIVITIES ARE IN PROGRESS**

### **3B INTEGRITY AND TRANSPARENCY OF FUNCTIONS IN THE GOVERNMENT AND IN THE MINISTRIES AND DEPUTY FUNCTIONS**

#### **3Ba STUDY OF THE APPLICABLE REGULATION AND PRACTICE FOR THE PERFORMANCE OF PERMITTED ACTIVITIES OF OFFICERS AND THE ESTABLISHMENT OF UNIFORM REGULATION AND IMPLEMENTATION**

**Institution responsible:** Ministry of Public Administration in cooperation with the Secretariat-General of the Government of the Republic of Slovenia, Ministry of Justice and CPC;

**The purpose and objective of the measure:** eliminating the risk of conflict of interest and non-transparent conduct; ensuring transparency, uniformity and the same practice in issuing permits for the performance of authorised activities by officials;

**The method of implementation:** determining the sole method of authorising permitted activities and determining the scope and method of control over compliance in the authorisation’s content and the performance of activities;

**Indicators:** the single authorisations issued;

**Implementation deadline:** 1 year.

**Ministry of Public Administration:** The Ministry has begun studying the applicable legal regulation and practice in issuing authorisations for permitted activities by officials of all three branches of government.

**ACTIVITIES ARE IN PROGRESS**

#### **3B.b EXAMINING THE CLARITY AND THE INTEGRITY OF THE PROCEDURE’S REGULATION IN RELATION TO DEALING WITH INCOMPATIBILITY WITH THE EXERCISE OF AN AMBASSADOR'S FUNCTION AND THE PROHIBITION OF ACTIVITIES OR MEMBERSHIP**

**Institution responsible:** Ministry of Public Administration in cooperation with Ministry of Justice, the National Assembly of the Republic of Slovenia and CPC;

**The purpose and objective of the measure:** determining the suitability of the current regulation and proposing any necessary legislative changes or amendments, thereby eliminating the risks of inconsistent and deficient performance of a deputy’s tasks for conflict of interests; regulating the incompatibility of parliamentary function; ensuring a clear and uniform regulation and application in practice;

**The method of implementation:** the amended Deputies Act;

**Indicators**: entry into force of a law amendment that will regulate the subject area;

**Implementation deadline:** 2 years,

**Ministry of Public Administration:**

**ACTIVITIES HAVE NOT YET BEGUN**

#### **3B.c CONSISTENT ANNOUNCEMENT OF ALL CHANGES FROM SECURITY QUESTIONNAIRES TO AUTHORITIES RESPONSIBLE FOR ISSUING AUTHORISATIONS TO ACCESS CLASSIFIED INFORMATION**

**Institution responsible:** Ministry of the Interior in cooperation with the Ministry of Defence, the Slovenian Intelligence and Security Agency (SOVA), Government Office for the Protection of Classified Information (UVTP) and other ministries;

**The purpose and objective of the measure:** ensuring that holders of public office with the largest number of issued permits for accessing classified information consistently inform the authorisation issuer (Ministry of the Interior, Ministry of Defence, SOVA of data changes, in accordance with the Classified Information Act (ZTP);

**The method of implementation:** UVTP and the departments of ministries and government offices responsible for classified information regularly remind officials holding authorisations to access classified information about the duty to report all changes set out in security questionnaires. The authority that issued the authorisation must be informed of any changes throughout the authorisation’s validity (Articles 23 and 25d of the ZTP). Violators of this provision are subject to a fine between EUR 500 and EUR 1,000, which may also result in the revocation of the authorisation and thus a failure to meet the conditions for holding the position;

**Indicators: the** number of data change notifications received;

**Implementation deadline:** without delay.

**Ministry of the Interior:** The Information Security and Data Management Division of the Police and Security Directorate at the Ministry of the Interior (including the Police) is responsible for issuing authorisations for accessing classified information and performing security clearance checks. The head of the authority also designates ministry employees who are authorised to conduct interviews with holders of authorisations to access classified information. Authorisation holders are obliged to report changes to the data set out in the questionnaire themselves, but in any case the Information Security and Data Management Division, as the competent office of the Ministry in accordance with decision 3B.c, has the obligation to remind public office holders of their duty to report all changes set out in the security questionnaires .

In the period from 1 March – 31 August 2023, the Information Security and Data Management Division received by email 24 notifications of changes to data from the security check questionnaires, together with the completed Annex 1 to the Rules on the Protection of Confidential Information at the Ministry of the Interior. ​ In the same period, the Division also received 11 requests for personal name changes and for issuing new authorisations to access classified information as a result of these changes. Holders of authorisations for accessing classified information at the Ministry and the two bodies within the ministry are reminded of their legal obligation to report changes set out in security questionnaires when conducting supervisory activities and during the implementation of annual additional training in the protection and handling of classified information.

**THE MEASURE HAS BEEN COMPLETED**

### **3C MEASURES FOR INSPECTION BODIES**

#### **3C.a ELIMINATION OF THE RISKS OF INEFFECTIVE PERFORMANCE OF SUPERVISORY TASKS**

**Institution responsible:** Inspection Board in cooperation with inspection bodies and CPC;

**The purpose and objective of the measure:** establishing appropriate solutions for greater efficiency of inspections, with due regard to the risks such as the insufficient number of inspectors, the lack of criteria and criteria for introducing supervision, unresponsiveness to applications for supervision;

**The method of implementation:** definition of ineffectiveness of inspection bodies and proposals for eliminating such risks;

**Indicators:** the identified risks of ineffectiveness and proposed solutions;

**Implementation deadline:** 1 year.

**Inspection Board:** At its meetings, the Inspection Board discussed some topics with a view to strengthening the integrity and transparency of the operation of inspection bodies, and will discuss some topics at future meetings. Certain activities were carried out before 1 March 2023, but have had an impact on the subsequent period. The Inspection Board discussed the following topics:

- the publication of anonymised decisions of inspection bodies or online inspections;

- Article 15 of the Inspection Act (Official Gazette of the Republic of Slovenia [*Uradni list RS*], Nos 43/07 – official consolidated version and 40/14), which regulates the restrictions on activities, as presented by inspectors at seminars, conferences, etc.

With regard to the publication of anonymised final decisions of inspection bodies it was found, among other things, that they are being published by some inspection bodies and that there is no appropriate section on the state administration website www.gov.si where these decisions could be published. Also, bearing in mind the fact that every decision must be reviewed and properly anonymised (due to personal data, trade secrets, etc.), these activities are very time consuming considering that there is a lack of staff. The Inspection Board adopted a decision that each inspection body or inspection, taking into account its powers and responsibilities and the scope of its duties, sets the criteria or determines what decisions would be suitable for publication on the website, and when publishing, ensure the appropriate anonymisation of data. Based on the discussion, a revised explanation was sent to Inspection Board members, presidents of regional inspector coordination groups and heads of the Inspection Board's committees regarding lectures given by inspectors at professional seminars and conferences.

At the meeting held on 25 May 2023, which was also attended by the representative of the Transparency, Integrity and Political System Division at the Ministry of Public Administration, the Inspection Board discussed, among other things, the issue of receiving requests for access to a large amount of public information resulting from inspection or offence proceedings. ​ Implementing the provisions of the Public Information Access Act (ZDIJZ) increases the transparency of inspections, but requests for access to a large amount of public information cripples the work of the already understaffed inspection bodies. Following the discussion, a decision was adopted that the Committee of the Inspection Board responsible for legal issues should deal with this issue and propose solutions. The Inspection Board's Committee responsible for measuring the performance, efficiency and quality of inspection services (hereinafter: Committee) analysed inspection bodies’ effectiveness for 2022 (date of analysis: 2 June 2023), which will be discussed at the Inspection Board's next meeting. According to the analysis, effectiveness is impacted primarily by the staff occupancy of each inspection body, sector-specific legislation and IT support.

Based on the analysis of inspection bodies’ effectiveness in 2022, the Committee responsible for measuring the performance, efficiency and quality of inspection services established that the most frequent obstacle to higher effectiveness of inspection bodies included: (1) personnel shortage and stringent qualification requirements for inspectors, (2) inadequate sector-specific legislation that prevents effective supervision, and (3) the lack of efficient information systems to support the work of inspection bodies.

Based on analysis results, the Committee issued the following recommendations to the heads of inspection bodies, encouraging them:

- to create appropriate spatial, logistic and technical conditions for independent inspection work;

- to provide for permanent professional training of inspectors;

- to adopt internal guidelines for dealing with received initiatives (e.g. to set the deadline for examining reports, the sequence of consideration of initiatives, inspection procedures and notification of reporting entities);

- in the event of a large number of reports received, when it is impossible to avoid backlogs by dealing with them in their order of receipt, inspection body heads should adopt a methodology and set objective criteria for determining the priority of dealing with of cases;​

- to include in their annual plan of activities a plan for inspections in areas not covered by proposals, but nonetheless falling within their competence;

- to adopt internal guidelines/instructions determining the conditions and the procedure for introducing inspections at the inspectors' own initiative;

- to adopt fining policies or criteria taking into consideration the gravity of violations within a certain range, thus ensuring the uniform practice of offence authorities.

As regards IT, the Committee recommended that the Ministry of Digital Transformation to increase its activities toward building a uniform information system for inspection bodies operating under the Inspection Board’s authority. Every year, the committee will monitor inspection bodies’ efficiency, presenting the findings (good practices and development opportunities) in the Inspection Board's annual report.

Review of the Resolution on the Prevention of Corruption:

Based on the risks of corruption presented at the meeting held on 18 January 2023 and convened by the Ministry of Justice, the special working group for inspections made a list of draft objectives that be included in the Resolution on the Prevention of Corruption. ​ The working group carried out its latest activity in September 2023, when its members received a draft resolution for review and amendment.

**ACTIVITIES ARE IN PROGRESS**