

# **SUPERIOR COUNCIL OF PROSECUTORS**

## **REGULATIONS on Organisation and Functioning of the Prosecutors' Performance Appraisal Board and the Method to Appraise the Prosecutors' Performance**

*approved by the Decision of the Superior Council of  
Prosecutors no. 12-256/16 dated 22 December 2016*

*amended by the Decision of the Superior Council of  
Prosecutors no. 12-157/18 dated 01 November 2018*

**Chisinau  
2016**

*These Regulations set out the organisation and functioning of the Prosecutors' Performance Appraisal Board, and the criteria and procedure for the appraisal of prosecutors' performance.*

## **1. STATUS OF THE PROSECUTORS' PERFORMANCE APPRAISAL BOARD**

- 1.1. The Prosecutors' Performance Appraisal Board (*hereafter the Board*) operates under the Law No. 3 of 25 February 2016 on Prosecutor's Office, these Regulations and other regulatory documents governing its activity.
- 1.2. The Board aims to appraise the prosecutors' performance. The main tasks of the Board are:
  - a) to set the programme for regular appraisal of prosecutors and the period of appraisal of each prosecutor;
  - b) to examine the files of the prosecutors' subject to appraisal, the documents submitted by them and the documents relating to them;
  - c) to organise and conduct interviews with the prosecutors' subject to appraisal and with other persons;
  - d) to adopt decisions on the prosecutors' subject to appraisal;
  - e) to generalise information on the appraisal of prosecutors' performance.
- 1.3. The Board operates under the aegis of the Superior Council of Prosecutors (*hereafter the Council*) and is funded from the Council's budget.
- 1.4. The apparatus of the Superior Council of Prosecutors shall designate the responsible person within the Litigation Division (*hereinafter the "Board Secretary"*), who shall ensure the secretarial activity of the Board (*hereinafter the "Board Secretariat"*). The staff who provides the secretariat of the Board is obliged to observe, in accordance with the law, the regime of limited information and confidential information on performance appraisal, which has become known to them by virtue of their duties.

*Section 1.4. amended by the Decision of the Superior Council of Prosecutors no. 12-157/18 dated 01.11.2018*
- 1.5. The Board shall annually provide the Council with information on its activities, which shall be published on the official website of the Council.

## **2. COMPOSITION AND TERM OF OFFICE**

- 2.1. The Board shall consist of 7 members, elected for a 4-year term of office in accordance with the provisions of Article 83 of the Law on Prosecutor's Office.
- 2.2. Membership of the Board ceases, *mutatis mutandis*, under Article 76 of the Law on Prosecutor's Office.

- 2.3. In case of cessation of the term of office of a member of the Board before the expiry of 4 years, the vacancy of the office of member of the Board shall be established by decision of the Council which, by the same decision, shall appoint the alternate member in accordance with Article 83(2) of the Law on Prosecutor's Office. The alternate member shall serve the remainder of the term of office.
- 2.4. The Chairperson of the Board shall be elected by secret ballot from among its members at the first meeting of the newly elected Board. The term of office of the Chairperson shall expire on the day of the first meeting of the newly constituted Board. The term of office of the Chairperson may be terminated by resignation or loss of membership of the Board.

### **3. RIGHTS AND OBLIGATIONS OF MEMBERS OF THE BOARD**

- 3.1. For the purpose of exercising their duties, the members of the Board shall have all the rights necessary for the exercise of the duties of the Board.
- 3.2. Each member of the Board shall receive in advance the materials submitted to the Board and study them.
- 3.3. Members of the Board are obliged:
  - a) to perform their duties in accordance with the Law on Prosecutor's Office and these Regulations, demonstrating integrity, impartiality and fairness;
  - b) to prepare for consideration the Prosecutor's Performance Appraisal Report, and to perform such other duties as may be assigned by the Chairperson of the Board;
  - c) to observe, in accordance with the law, the confidential nature of the information that has become known to him/her by virtue of his/her duties as a member of the Board;
  - d) to give marks to each candidate in whose interview he/she has participated;
  - e) to vote *for* or *against* the matters on the agenda of the Board meeting and to give reasons for his/her choice;
  - f) in case of finding any appearance of disciplinary misconduct, to communicate this fact to the Board.

### **4. MEETINGS OF THE BOARD**

- 4.1. The Board is a collegiate institution. Members of the Board shall individually study the information on the prosecutors' performance appraisal.
- 4.2. The Board shall meet whenever necessary.

- 4.3.** The first meeting of the Board shall be convened by the Chairperson of the Council. The meeting shall be chaired by the Chairperson of the Council until the election of the Chairperson of the Board.
- 4.4.** The time and place of the meeting of the Board shall be determined by the Chairperson of the Board after consultation with the members of the Board. As a rule, the time and place of the ordinary meeting of the Board shall be determined at the previous meeting of the Board. The Board shall be convened in extraordinary meeting by notice given by the Chairperson or at the request of at least 2 members of the Board.
- 4.5.** Meetings of the Board shall be chaired by its Chairperson. If the Chairperson of the Board is absent, the meeting shall be chaired by a member of the Board elected by open vote from among the members present at the meeting.
- 4.6.** The meeting of the Board is deliberative if it is attended by at least 5 members.
- 4.7.** The person designated from the Apparatus of the Superior Council of Prosecutors to provide the secretariat of the Board shall prepare the draft agenda of the meeting after consultation with the Chairperson of the Board. Any member of the Board may propose subjects for the agenda of the meeting at least 3 working days before the meeting. The agenda of the meeting shall be published on the official website of the Council at least 2 working days before the date of the meeting.

*Section 4.7. amended by the Decision of the Superior Council of Prosecutors no. 12-157/18 dated 01.11.2018*

- 4.8.** The Board Secretariat shall send the agenda of the meeting and the materials for the meeting to the members of the Board by e-mail or any other accessible means of communication (e.g. fax, ACCESS, personal transmission) at least 2 working days before the day of the meeting.
- 4.9.** The meeting of the Board shall be attended by the members of the Board, the Secretary of the Board, the appraised prosecutor and other persons invited or accepted by the Board.

*Section 4.9. amended by the Decision of the Superior Council of Prosecutors no. 12-157/18 dated 01.11.2018*

- 4.10.** The participation of the appraised prosecutor in the appraisal interview is mandatory. The Board shall notify the appraised prosecutor of the date and place of the interview by e-mail, telephone or fax at least 2 working days before the date of the Board meeting.
- 4.11.** The Chairperson of the Board shall ensure the smooth running of the Board meeting. Persons attending the Board meeting are obliged to behave in such a way as not to impede the smooth running of the meeting. The Board may decide to remove from the meeting room persons who do not comply with this rule. Members of the Board may not be forcibly removed from the meeting.
- 4.12.** The Chairperson shall open the meeting of the Board and:
  - a) announce whether or not a quorum is present;
  - b) propose and listen to proposals from members to include subjects on the supplementary agenda of the meeting or to exclude subjects from the agenda;

c) propose to the members of the Board the approval of the final agenda of the meeting. The agenda of the meeting shall be approved by a majority vote of the elected members.

- 4.13.** The agenda topics are usually examined in the sequence indicated in the agenda. Subjects on the supplementary agenda shall, as a rule, be considered after all subjects on the agenda originally published have been discussed.
- 4.14.** A member of the Board may not participate in the appraisal of the prosecutor or the examination of a subject on the agenda if there are circumstances which preclude his or her participation in the appraisal or examination of the subject in question or which would raise doubts as to his or her objectivity. If such circumstances exist, the member of the Board concerned shall be required to make a declaration of abstention. If the member of the Board, being so obliged, has not made a declaration of abstention and these circumstances are known to other members of the Board, he may be challenged by them. Immediately after approval of the agenda of the meeting, the Chairperson of the meeting shall ask the members of the Board if they have any abstentions or recusations.
- 4.15.** The appraised prosecutor may recuse the member of the Board within 10 working days of notification of the start of the appraisal procedure. If new circumstances for recusal arise after the expiry of the recusal period, the appraised prosecutor may recuse the member of the Board until the beginning of the meeting of the Board at which he/she is appraised.
- 4.16.** The objection shall be submitted in writing by e-mail, courier, land mail or fax to the Council Apparatus. The objection or statement of abstention must state the grounds on which it is based. Objections against the entire composition of the Board shall not be admissible.

*Section 4.16. amended by the Decision of the Superior Council of Prosecutors no.12-157/18 dated 01.11.2018*

- 4.17.** Statements of abstention or objection shall be considered at the meeting of the Board before the appraisal of the prosecutor concerned begins and the decision taken by the Board on them shall be recorded in the minutes of the meeting of the Board. The Member of the Board whose objection or abstention has been raised shall not take part in the examination of the matter and shall leave the meeting room after explaining the circumstances invoked as grounds for objection. The recusal of members of the Board shall not affect the deliberative nature of the meeting.
- 4.18.** Consideration of the subject on the agenda shall begin with the presentation of the report on that subject by the rapporteur member. Subsequently, the other members of the Board are heard. After the members of the Board have been heard, the prosecutor who has been appraised is interviewed. During the interview, the members of the Board may put questions to the appraised prosecutor. During the hearing, invited persons and other persons present at the hearing may be heard. When the interview is completed, the Chairperson

of the meeting announces the start of the completion of the performance appraisal sheet. After receiving the appraisal results from the staff providing the Board Secretariat, the Board adopts its decision. The appraisal results, drawn up by the staff providing the Secretariat of the Board, shall include: the score given by each member of the Board for each criterion on the appraisal sheet, the average score obtained for each criterion and the final score obtained. The averages of the scores given are rounded up to hundredths.

- 4.19.** Meetings of the Board shall be recorded by video/audio. The electronic record of the meeting shall be attached to the minutes. The minutes shall be drawn up by the Secretary of the Board within 3 working days of the Board meeting. The minutes shall be signed by the Chairperson and the Secretary of the meeting and published on the Council's website.

*Section 4.19 amended by the Decision of the Superior Council of Prosecutors no.12-157/18 dated 01.11.2018*

## **5. DECISIONS OF THE BOARD**

- 5.1.** Decisions of the Board shall be issued in writing on paper and shall be signed by all members of the Board present at the meeting in holography or, where appropriate, by electronic signature.
- 5.2.** Decisions of the Board shall be adopted by an open vote of the majority of the elected members of the Board, unless the Law on Prosecutor's Office or these Regulations provide otherwise.
- 5.3.** After receiving the results of the appraisal from the Secretariat of the Board, the Board shall discuss the recommendations for improving the professional performance of the appraised prosecutor. Thereafter, the Board adopts its decision on the validation of the appraisal results and its recommendations to the appraised prosecutor.
- 5.4.** The decisions of the Board shall contain the reasons and arguments on which they are based. The decision on the performance appraisal shall contain the main findings and recommendations for improving the professional performance of the appraised prosecutor.
- 5.5.** Decisions of the Board which do not relate to the performance appraisal of a specific prosecutor shall be published on the official website of the Board within 10 working days of their issue. Publication of decisions shall be ensured by the Secretary of the Board and by the Head of the Protocol, International and Public Relations Service of the Council Apparatus.

*Section 5.5 amended by the Decision of the Superior Council of Prosecutors no.12-157/18 dated 01.11.2018*

- 5.6.** Decisions on the performance appraisal of an individual prosecutor shall not be published, but the results of his or her appraisal shall be published on the Council's official website within the period referred to in Section 5.5 of these Regulations.



- 5.7.** Decisions of the Board shall be appealed to the Council, through the Board, within 5 working days of their adoption. An appeal may be lodged only by the person against whom the decision was taken. The Board's decision on the appraisal of the Prosecutor's performance may be challenged only on procedural grounds.
- 5.8.** Decisions of the Board shall be forwarded to the Council Apparatus on the day following the expiry of the period for appeal.

*Section 5.8 amended by the Decision of the Superior Council of Prosecutors no.12-157/18 dated 01.11.2018*

## **6. PROCEDURE TO APPRAISE THE PROSECUTOR'S PERFORMANCE**

- 6.1.** Performance appraisal is a procedure to motivate and stimulate prosecutors in office for professional and organisational development, necessary to increase the quality of justice. The purpose of the appraisal of prosecutors' performance is to provide an impartial appraisal of the work, knowledge and professional skills of prosecutors, their suitability for their positions, as well as to stimulate the improvement of professional skills and increase the efficiency of prosecutors' work.

*Section 6.1 amended by the Decision of the Superior Council of Prosecutors no.12-157/18 dated 01.11.2018*

- 6.2.** The entire professional activity of the prosecutor during the period under appraisal shall be subject to performance appraisal. The prosecutor is subject to performance appraisal:
- periodically (ordinary);
  - extraordinarily.

- 6.3.** The incumbent prosecutor is subject to a regular performance appraisal every 4 years. The performance of a prosecutor appointed for the first time in office shall be appraised after the first 2 years of service. If, according to the appraisal programme, the prosecutor is suspended or seconded at the time the appraisal begins, the appraisal shall be postponed until the prosecutor resumes his or her work in the prosecution service.

- 6.4.** The Prosecutor is subject to extraordinary performance appraisal:
- at his/her request, but not more often than once a year;
  - when participating in a competition for the position of Chief Prosecutor;
  - if he/she is rated "insufficient".
  - in when the Superior Council of Prosecutors orders an extraordinary appraisal of the performance of the prosecutor concerned in disciplinary proceedings.

The extraordinary appraisal shall be conducted for 4 full calendar years prior to the date of commencement of the extraordinary appraisal.

*Section 6.4 supplemented by the Decision of the Superior Council of Prosecutors no.12-157/18 dated 01.11.2018*

- 6.5.** If the prosecutor has been suspended, seconded or has worked as a prosecutor for less than 4 years during the period under appraisal, the period during which

the prosecutor has actually worked in the prosecutor's office during the last 4 full calendar years preceding the date of appraisal shall be appraised. If the prosecutor has not worked at all in the prosecution service during the 4 years, the activity for 2 years prior to the period of secondment or suspension will be taken into account.

- 6.6.** If the appraisal is "insufficient", the Board will appraise the work of the prosecutor for the last full calendar year prior to the start of the extraordinary appraisal in the subsequent extraordinary appraisal.
- 6.7.** The appraisal of the prosecutor's performance comprises 4 stages:
  - a) self-appraisal of the prosecutor;
  - b) appraisal of the prosecutor by the rapporteur member of the Board;
  - c) interview before the Board;
  - d) appraisal of the prosecutor by the Board.
- 6.8.** For the purpose of objective appraisal, all sources of verification set out in the appraisal sheet are checked. The rapporteur member or the Board may also obtain information from other sources.
- 6.9.** The Secretariat of the Board shall draw up the appraisal file for each prosecutor. The appraised prosecutor does not have access to the information obtained by the rapporteur member during the interviews. The Council shall have access to the information in the appraisal file when examining appeals against decisions of the Board.
- 6.9<sup>1</sup>** The prosecutor's appraisal file will also contain information regarding the validity of the medical certificate on the state of health.  
*Section 6.9<sup>1</sup> introduced by the Decision of the Superior Council of Prosecutors no.12-157/18 dated 01.11.2018*
- 6.10.** The materials accumulated in the process of each appraisal shall be retained by the Board in the prosecutor's appraisal file for a period of at least 10 years.

### ***Self-appraisal***

- 6.11.** The Board Secretariat notifies the appraised prosecutor of the start of the appraisal procedure by e-mail and forwards the forms of documents to be drawn up by the appraised prosecutor. The prosecutor in office, who is subject to periodic or extraordinary appraisal and in respect of whom the Superior Council of Prosecutors does not have a valid certificate on the suitability of the position from the medical point of view, shall be additionally summoned about the necessity of submitting a request to the Specialized Medical Commission under the conditions of Section 6 of the Regulation on the verification of the state of health of candidates for the position of prosecutor and prosecutors in office, on the suitability for the exercise of the position of prosecutor approved by the Order of the Ministry of Health no. 761 dated 04.10.2016.

*Section 6.11 supplemented by the Decision of the Superior Council of Prosecutors no.12-157/18 dated 01.11.2018*

- 6.12.** Self-appraisal shall be the process by which the prosecutor formulates his/her



own reappraisal of the work performed during the period under appraisal. After notification of the start of the appraisal procedure, the appraised prosecutor fills in the self-appraisal form, scores each performance indicator and mentions the issues on which he/she believes progress needs to be made in the coming period, including training and professional development needs. The self-appraisal form shall be countersigned by the Chief Prosecutor.

The self-appraisal form and the other documents required shall be submitted to the Board Secretariat by e-mail within 10 working days of notification of the start of the appraisal procedure. These documents shall be attached to the prosecutor's appraisal file.

In case of the prosecutor in office, for whom the Superior Council of Prosecutors does not have a valid certificate on the suitability of the position from a medical point of view, the file shall also include the confirmation of receipt by the Commission for the verification of the state of health of candidates for the position of prosecutor and prosecutors in office, or, as the case may be, by the Apparatus of the Superior Council of Prosecutors of the application and additional documents in accordance with Section 6 of the Regulations approved by the Order of the Ministry of Health no.761 dated 04.10.2016.

*Section 6.13 supplemented by the Decision of the Superior Council of Prosecutors no.12-157/18 dated 01.11.2018*

### ***Prosecutor's performance appraisal by the Rapporteur Member of the Board***

- 6.13.** For the appraisal of the quality of the prosecutor's work, the Board Secretariat requests the information necessary for the appraisal of the prosecutor's performance and prepares the file. Requests from the Secretariat, the Board and members of the Board are binding on prosecutors, public authorities and legal persons governed by public law. The latter shall submit the information and documents requested within the time limit set by the applicant. The information obtained shall be forwarded to the Secretariat of the Board. Subsequently it is forwarded to the rapporteur member of the Board.
- 6.14.** To appraise the prosecutor's performance, the Chairperson of the Board shall appoint a rapporteur from among the members of the Board on a rotating basis. In complex cases, more than 1 rapporteur member may be appointed.
- 6.15.** For the purposes of performance appraisal, the rapporteur member chooses the sources of verification according to the appraisal sheet. The documents shall be selected at random by the rapporteur member from the list of cases and materials submitted by the Secretariat of the Board.
- 6.16.** For the purpose of the appraisal, the rapporteur member shall conduct interviews as provided for in these Regulations. He shall interview judges who have examined cases in which the prosecutor has participated or, where appropriate, representatives of other public authorities with whom the

prosecutor has interacted in the service during the period under appraisal. These interviews shall be confidential. The rapporteur member of the Board shall select the persons to be interviewed according to his/her best judgement. After the interview, the rapporteur member draws up a summary of the interviewee's statements and signs it.

- 6.17.** To clarify matters necessary for the appraisal, the rapporteur member may request additional information from the appraised prosecutor or from the subjects mentioned in Section 6.14, if the information received is not sufficient for an objective appraisal of the prosecutor.
- 6.18.** Following the examination of the information obtained, the rapporteur member shall draw up a written report stating his/her findings in relation to each criterion appraised and the summary of the statements obtained during the interviews, but without indicating the data which would allow the identification of the interviewees. The appraisal report shall be drawn up no later than 15 working days after receipt of the information from the Secretariat of the Board. The appraisal report shall be notified to the members of the Board and to the appraised prosecutor no later than 5 working days after it is drawn up and no later than 5 working days before the interview organised by the Board.

### *Interview*

- 6.19.** The appraisal interview is the discussion between the appraised prosecutor and the members of the Board at the end of the appraisal procedure on the issues under appraisal. During the interview, the Board will present its main findings and hear the position of the prosecutor being appraised. Any member of the Board may put questions to the appraised prosecutor.
- 6.20.** If the prosecutor fails to attend the interview, the Board will adjourn the meeting and summon the prosecutor to attend another meeting of the Board. Failure to attend the second meeting of the Board for unjustified reasons will be considered as a "failed".

### *Decision of the Board on the Prosecutor's Performance Appraisal*

- 6.21.** Each member of the Board who participated in the interview completes the appraisal sheet of the appraised prosecutor. The completed form shall be forwarded to the staff acting as secretariat of the Board immediately after completion of the interview of the appraised prosecutor.
- 6.22.** Each criterion contained in the appraisal sheet shall be marked according to the score indicated in the Annexe. Scores are awarded by taking as a starting point 50% of the maximum score for that criterion. In the case of a positive score, the maximum score offered may not exceed the maximum laid down in

the appraisal sheet and the minimum score is 0. In the case of a negative score for the criterion. Should the score for the criterion be negative, the Board will award the score with a starting point of 0. The points awarded for each criterion are added together.

- 6.23.** Appraised prosecutors can accumulate a maximum of 100 points.
- 6.24.** The final result of the appraisal is the average of the total score given by all the members of the Board who have completed the appraisal form. The average shall be calculated by the secretary of the Board meeting immediately after receipt of the appraisal sheets and notified to the members of the Board.
- 6.25.** The final result of the appraisal shall be approved by decision of the Board. Recommendations are formulated and approved by the Board following discussion of the final appraisal result.
- 6.26.** If obvious mistakes have been made, the Board may correct them by decision at the same or a subsequent meeting.
- 6.27.** In the case of a "insufficient" rating, the prosecutor shall be subject to an extraordinary appraisal not earlier than 6 months and not later than 1 year after the previous appraisal. The date of the extraordinary appraisal shall be stated in the Board's decision.
- 6.28.** In case of 2 consecutive "insufficient" ratings or "failed" performance appraisals, the Board shall refer the matter to the Council with a view to proposing the dismissal of the appraised prosecutor.
- 6.29.** The date, time and place of the examination of the appeal shall be notified to the prosecutor concerned in the contested decision who lodged the complaint and to other persons at least 3 working days before the date of the hearing.
- 6.30.** Should the Board find any appearance of disciplinary misconduct, it shall refer the matter to the Inspectorate of Prosecutors by decision.

## **7. CRITERIA TO APPRAISE THE PROSECUTOR'S PERFORMANCE**

- 7.1.** The performance appraisal shall appraise:
  - a) the quality of the prosecutor's work in general;
  - b) the prosecutor's work at the prosecution stage;
  - c) the prosecutor's work at the trial stage;
  - d) the prosecutor's promptness in his/her professional work;
  - e) compliance with the institutional regulations of the Prosecutor's Office;
  - f) integration and communication skills;
  - g) reputation and integrity.
- 7.2.** A prosecutor is appraised according to the job-specific appraisal sheet, which contains the performance indicators, the appraisal criteria, the sources of appraisal, the method of appraisal and the score for each criterion.
- 7.3.** The performance indicators, by which the quality of the prosecutor's work in the prosecution service is appraised, are to be compared with the overall

average of indicators achieved by prosecutors in prosecution services with a comparable number of prosecutor units. For the purpose of performance appraisal, prosecution offices with:

- 7.3.1. **1 – 6** prosecutor units;
- 7.3.2. **7 – 11** prosecutor units;
- 7.3.3. **12 – 21** prosecutor units;
- 7.3.4. **22 or more** prosecutor units.

In case of the Prosecutor's Office of Chisinau Municipality, its subdivisions will be compared with each other, as well as with the Prosecutor's Offices with a number of prosecutor units equal or higher than 21. The work of prosecutors in the Prosecutor's Office of Chisinau Municipality, Head Office, will be appraised according to the appraisal sheet corresponding to the specific field of activity.

Prosecutors from specialized prosecutor's offices will be compared with prosecutors from the prosecutor's office where they work, taking into account the specific activity of the subdivision of the specialized prosecutor's office.

- 7.4. When analysing statistical data, the Board will take into account the period during which the prosecutor was on sick leave or during which the employment relationship was suspended in the calendar year under analysis.
- 7.5. If during the appraisal period the appraised prosecutor has served at least 1 calendar year in positions appraised according to different criteria, the Board will appraise the prosecutor for each position held and the weighting of the score awarded will be calculated in proportion to the full calendar years worked in each position.
- 7.6. The qualification is awarded according to the score obtained by the prosecutor appraised, as follows:
  - - from **91 to 100** points - "**Excellent**";
  - - from **76 to 90** - "**Very good**";
  - - from **51 to 75** - "**Good**";
  - - from **36 to 50** - "**Insufficient**";
  - - up to **35** - "**Failed**".

## **8. PERFORMANCE APPRAISAL CRITERIA FOR SENIOR PROSECUTORS**

- 8.1. In appraising the performance of prosecutors in senior positions, the following shall be appraised:
  - a) leadership ability;
  - b) quality of management of the unit headed;
  - c) integration and communication skills;
  - d) reputation and integrity;
  - e) in the case of the performance of prosecutorial duties, in addition to the criteria set out in sub-sections a) to c), the quality of the performance of

prosecutorial duties and the promptness of such performance shall be appraised.

- 8.2.** A prosecutor in a senior position is appraised in accordance with the position-specific appraisal sheet. The appraisal sheet contains the performance indicators, the appraisal criteria, the sources of verification, the mode of appraisal and the score for each criterion.

Deputy Chief Prosecutors of specialised prosecutors' offices - heads of offices - will be appraised according to the appraisal sheets established for Deputy Chief Prosecutors of territorial prosecutors' offices, but the activity indicators will be compared only between heads of offices.

- 8.3.** The qualification shall be awarded according to the score obtained by the prosecutor appraised in accordance with the provisions of Section 7.6 of these Regulations.

## **9. FINAL PROVISIONS**

- 9.1.** These Regulations shall enter into force on the date of publication.
- 9.2.** The rules concerning the budget, the secretariat of the Board and the rules concerning the broadcasting, recording and storage of video/audio images of the Board meetings shall enter into force when the Board has the necessary resources.
- 9.3.** Until the launch of the Council's official website, the work of the Board will be made public via the official website of the Prosecutor's Office [www.procuratura.md](http://www.procuratura.md).
- 9.4.** Amendments and/or supplements to these Regulations shall be made in accordance with the procedure laid down for their approval.
- 9.5.** The Annexes to the Regulations are an integral part thereof and may be amended and/or supplemented in accordance with the procedure laid down for amending and/or supplementing the Regulations.
- 9.6.** These Regulations shall be published on the official website of the General Prosecutor's Office.