



REPUBLIKA E SHQIPËRISË
ELECTRONIC AND POSTAL COMMUNICATIONS AUTHORITY
STEERING COUNCIL

No. ____ Prot.

Date __.__.2025

DECISION

No. 16, dated 25.09.2025

ON

**AN AMENDMENT TO DECISION NO. 05, DATED 19.05.2025
“ON THE APPROVAL OF THE STRUCTURE AND STAFFING ESTABLISHMENT,
COMPONENT ELEMENTS AND VALUES OF THE GROSS MONTHLY SALARY, AS
WELL AS JOB DESCRIPTIONS OF THE ELECTRONIC AND POSTAL
COMMUNICATIONS AUTHORITY”**

The Steering Council of the Electronic and Postal Communications Authority (AKEP), composed of:

Mr. Gentian Sala – Chairman
Ms. Edlira Dvorani – Member
Mr. Lorenc Bako – Member
Mr. Bleron Dokle – Member
Mr. Armer Juka – Member

and Secretary Ms. Xhilda Hoxha, at the meeting held on 25 September 2025, in accordance with the procedure established in Law No. 54/2024 “On Electronic Communications in the Republic of Albania,” as amended; the Internal Regulation “On the Functioning of the Steering Council of the Electronic and Postal Communications Authority,” approved by Steering Council Decision No. 7, dated 16.02.2017; and Law No. 8480, dated 27.05.1999 “On the Functioning of Collegial Bodies of the State Administration and Public Entities,” upon proposal of the Directorate of Human Resources and External Relations and the Directorate of Finance and Support Services, examined the matter concerning:

An amendment to Steering Council Decision No. 05, dated 19.05.2025 “On the Approval of the Structure and Staffing Establishment, Component Elements and Values of the Gross Monthly Salary, as well as Job Descriptions of the Electronic and Postal Communications Authority.”

LEGAL BASIS:

1. Letters “a” and “b” of point 6 of Article 13 of Law No. 54/2024 “On Electronic Communications in the Republic of Albania.”

THE STEERING COUNCIL CONSIDERS:

After reviewing the written materials:

1. The reasoned draft decision;
2. The explanatory report of the draft decision;

as well as the discussions held during the meeting and referring to the above-mentioned legal basis,

WHEREAS:

1. AKEP, as an independent regulatory authority, has specific legal competence to determine its internal organization and staffing structure in order to fulfill the duties provided by the relevant legislation.
2. The Steering Council of the Electronic and Postal Communications Authority (AKEP) is the body responsible for approving the component elements and the values of the gross monthly salary.
3. The draft act has been prepared with reference to letters (a) and (b) of point 6 of Article 13 of Law No. 54/2024, specifically:

“6. The Steering Council of AKEP shall, inter alia, approve:
a) the component elements of the gross monthly salary of the institution’s employees;
b) the value of each element of the gross monthly salary of the institution’s employees.”

4. By Steering Council Decision No. 05, dated 19.05.2025, the structure, staffing establishment, component elements and values of the gross monthly salary, as well as the job descriptions of the Electronic and Postal Communications Authority, were approved, in order to guarantee the full autonomy of an independent regulatory authority.
5. Point 3 of Annex No. 2 “Salary Structure in the Electronic and Postal Communications Authority,” of Decision No. 05, dated 19.05.2025, provides for allowances for special nature of work/working conditions, as follows:
a) An allowance for special nature of work shall apply to employees with a technical profile who perform technical-administrative activities in AKEP directorates or technical-advisory functions to the Chair of the Steering Council, and who have education/training in one of the following fields: Electronic Engineering, Computer Engineering, Informatics, Telecommunications Engineering, Mechanical Engineering, Information Technology, Business Informatics, Economic Informatics, Mathematical Engineering in Informatics, Mathematical Engineering (systems analysis), Computer Science.
b) An allowance for difficult and hazardous working conditions shall apply to support staff such as maintenance workers, drivers, cleaners, who work in difficult conditions exposed to dust, detergents, heavy loads, radiation, etc.

POSITION	MONTHLY ALLOWANCE AMOUNT (ALL)
Director of Directorate (Technical Profile)	70,000

Advisor (Technical Profile)	70,000
Head of Sector, Specialist and Inspector (Technical Profile)	50,000
Driver and Building Administrator	25,000
Cleaner	20,000

6. Considering the nature of the work of the Head of the Inspection Sector with a comprehensive profile in monitoring the implementation of Law No. 54/2024, as well as the high level of responsibility associated with performing functional duties outside office premises, it is necessary for this position to receive a special working conditions allowance, in accordance with the principle of equal treatment with positions performing similar technical functions.

FOR THESE REASONS:

Based on point 1 of Article 14 and point 1 of Article 15 of Law No. 54/2024 “On Electronic Communications in the Republic of Albania,” the **Steering Council of AKEP**:

DECIDES:

1. To amend point 3 of Annex 2 of **Steering Council Decision No. 05, dated 19.05.2025**, “On the approval of the structure and organization, the components and amounts of gross monthly salaries, as well as job descriptions of the Electronic and Postal Communications Authority,” according to the text attached to this decision of the Steering Council.
2. The Directorates of Human Resources and External Relations and Finance and Support Services are tasked with ensuring the implementation of this decision.

This decision enters into force immediately and takes effect as of October 1, 2025.

Chairman	Member	Member	Member	Member
Gentian Sala	Edlira Dvorani	Lorenc Bako	Bleron Dokle	Armer Juka

Annex 2

3. Allowances for Special Nature of Work / Working Conditions

- a. The allowance for the special nature of work will apply to employees with a technical profile performing technical-administrative activities within the AKEP Directorates (Directorate of Technology and IT Security, Directorate of Administration and Management of End Resources, and Inspection Sector) or technical-advisory positions under the Chair of the Steering Council (Advisor), and who hold education/training in one of the following fields: Electronic Engineering, Computer Engineering, Informatics, Telecommunications Engineering, Mechanical Engineering, Information Technology, Economic Informatics, Business Informatics, Mathematical-Computer Engineering, Mathematical Engineering (Systems Analysis), Computer Science; as well as for the Head of the Inspection Sector regardless of their profile.
- b. The allowance for difficult and hazardous working conditions will apply to support and executive staff such as maintenance workers, drivers, cleaners, and protocol-archive specialists who work under difficult conditions exposed to dust, detergents, heavy weights, radiation, etc.

Position	Allowance Value (Lek/Month)
Director of Directorate, Technical Profile	70,000
Advisor, Technical Profile	70,000
Head of Inspection Sector	60,000
Head of Sector, Specialist, and Inspector (Technical Profile)	50,000
Driver and Building Administrator	25,000
Cleaner	20,000
Protocol/Archive Specialist	10,000