



REPUBLIKA E SHQIPËRISË
**ELECTRONIC AND POSTAL COMMUNICATIONS AUTHORITY
STEERING COUNCIL**

No. ____ Prot.

Date _____.____.2026

DECISION

No. 09, dated 13.03.2026

**“AN AMENDMENT TO STEERING COUNCIL DECISION NO. 33, DATED 22.12.2025
“ON THE APPROVAL OF THE METHODOLOGY FOR DETERMINING THE
COMPONENT ELEMENTS OF THE GROSS SALARY, THE VALUE OF EACH
ELEMENT, AS WELL AS THE RULES, CRITERIA, THE LEVEL OF OTHER
FINANCIAL TREATMENTS AND BENEFITS FOR THE EMPLOYEES OF THE
ELECTRONIC AND POSTAL COMMUNICATIONS AUTHORITY (AKEP)””**

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

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

and with the Secretary, Ms. Dania Nallbani, in the meeting held on 13 March 2026, in accordance with the procedure established by Law No. 54/2024 “On Electronic Communications in the Republic of Albania”, and 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, as amended, as well as Law No. 8480, dated 27.05.1999 “On the Functioning of Collegial Bodies of State Administration and Public Entities”, reviewed the matter with the following subject:

On an amendment to Steering Council Decision No. 33, dated 22.12.2025 “On the approval of the methodology for determining the component elements of the gross salary, the value of each element, as well as the rules, criteria, the level of other financial treatments and benefits for the employees of the Electronic and Postal Communications Authority (AKEP)”.

LEGAL BASIS:

1. Point 6 of Article 13 of Law No. 54/2024 “On Electronic Communications in the Republic of Albania”;

2. Point 6 of Article 3, as well as letter “dh” of Article 6 of Law No. 35, dated 25.05.2023 “On the competencies for determining salaries, other financial treatments and benefits of employees in public administration institutions, as well as the minimum base salary at the national level”;
3. Steering Council Decision No. 33, dated 22.12.2025 “On the approval of the methodology for determining the component elements of the gross salary, the value of each element, as well as the rules, criteria, the level of other financial treatments and benefits for the employees of the Electronic and Postal Communications Authority (AKEP)”.

THE STEERING COUNCIL:

After reviewing the written material consisting of:

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

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

NOTES:

Law No. 54, dated 20.12.2024 “On Electronic Communications in the Republic of Albania” defines AKEP as an independent regulatory authority, with sufficient financial and human resources to fulfill the duties assigned by law.

2. The draft decision has been prepared in reference to point 6 of Article 13 of Law No. 54/2024, according to which the Steering Council of AKEP, inter alia, approves:
 - 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;
 - c) the rules, criteria and the level of other financial treatments and benefits.
3. Law No. 35, dated 25.05.2023 stipulates that independent regulatory authorities have the competence to regulate internally financial treatments, in compliance with the principle of functional and administrative independence.
4. The Steering Council of AKEP is the competent body that independently approves the components of the gross salary, their value, as well as the rules, criteria, level of financial treatments and other benefits for its employees.
5. By Decision No. 33, dated 22.12.2025, the Steering Council approved the relevant salary methodology.
6. Employees of Class V include general (support) staff, whose base salary is aligned with public administration standards.
7. By Council of Ministers Decision No. 87, dated 06.02.2026, the base salary for these positions has increased by ALL 10,000/month, reflecting the increase of the minimum wage from ALL 40,000 to ALL 50,000.
8. Although AKEP is independent, it uses this decision as a reference to harmonize salaries of support staff.

9. By Council of Ministers Decision No. 131, dated 27.02.2026, salaries of administrative employees were increased by 2.5% due to indexation policies.

Under these conditions, AKEP concludes that the same increase rate (2.5%) should also apply to employees in Classes I–IV.

FOR THESE REASONS:

Based on Article 14 and Article 15 of Law No. 54/2024, the Steering Council of AKEP,

DECIDES:

1. To approve the amendments to Annex I of Steering Council Decision No. 33, dated 22.12.2025, according to the table attached to this decision.
2. The financial effects of this decision shall start from 1 January 2026.
3. The Directorate of Human Resources and External Relations, as well as the relevant directorates, are entrusted with the implementation of this decision.

This decision enters into force immediately.

Chairman

Member

Member

Member

Member

Gentian Sala

Armer Juka

Bleron Dokle

Edlira Dvorani

Lorenc Bako