



REPUBLIKA E SHQIPËRISË
ELECTRONIC AND POSTAL COMMUNICATIONS AUTHORITY
STEERING COUNCIL

DECISION

No. 05, dated 19.05.2025

ON

**“APPROVAL OF THE STRUCTURE AND ORGANIZATIONAL STAFFING,
COMPONENT ELEMENTS AND VALUES OF THE GROSS MONTHLY SALARY, AS
WELL AS THE JOB DESCRIPTIONS, OF THE ELECTRONIC AND POSTAL
COMMUNICATIONS AUTHORITY”**

The Governing Board (GB) 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 Ms. Xhilda Hoxha acting as secretary, at the meeting held on 19 May 2025, in accordance with the procedure established in Law No. 54/2024 “On Electronic Communications in the Republic of Albania”, as amended, and the Internal Regulation on the “Functioning of the Governing Board of the Electronic and Postal Communications Authority”, approved by Decision No. 7, dated 16.02.2017, of the Governing Board, as amended, and Law No. 8480, dated 27.05.1999 “On the Functioning of Collegial Bodies of State Administration and Public Entities”, upon the proposal of the Directorate of Internal Services and the Directorate of Budget and Financial Management, reviewed the matter with the subject:

- *Approval of the structure and organizational staffing, the component elements and values of the gross monthly salary, as well as the job descriptions, of the Electronic and Postal Communications Authority.*

LEGAL BASIS:

1. Points 4 and 5, letters “a” and “b” of point 6 of Article 13 of Law No. 54/2024 “On Electronic Communications in the Republic of Albania”,

THE GOVERNING BOARD:

Upon reviewing the written materials consisting of:

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

as well as the discussions held during the meeting regarding the matter, and with reference to the above-cited legal basis,

O B S E R V E S:

1. The approval of the structure and organizational staffing, the component elements and values of the gross monthly salary, as well as the job descriptions of AKEP employees, by the Governing Board as a collegial body, constitutes a direct exercise of the competence expressly recognized by law, for the purpose of guaranteeing the full autonomy of an independent regulatory authority.
2. The draft decision has been prepared pursuant to points 4 and 5, letters “a” and “b” of point 6 of Article 13 of Law No. 54/2024 “On Electronic Communications in the Republic of Albania”, specifically:

“4. The structure and organizational staffing of AKEP shall be approved by the Governing Board. Employment relations for AKEP employees shall be regulated on the basis of the Labour Code.

“5. The recruitment of AKEP employees shall be carried out on the basis of the requirements and job descriptions for each position, approved by the Governing Board and determined in its internal regulation of operation.

*“6. The Governing Board of AKEP, among other things, 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 of the institution’s employees.”*

3. AKEP, in its capacity as an independent regulatory authority, has specific legal competence to determine its internal organization and personnel structure, in order to fulfill the duties defined in the relevant legislation.
4. The Governing Board of AKEP is the body responsible for approving the component elements and values of the gross monthly salary.
5. The Governing Board of AKEP is the body responsible for approving the job descriptions for each position in accordance with the organizational staffing structure.

FOR THESE REASONS:

Based on points 4 and 5, letters “a” and “b” of point 6 of Article 13 of Law No. 54/2024 “On Electronic Communications in the Republic of Albania”, the Governing Board of AKEP

DECIDED:

1. To approve the structure and organizational staffing, the component elements and values of the gross monthly salary, as well as the job descriptions, of the Electronic and Postal Communications Authority, according to Annexes No. 1, 2 and 3 attached hereto.
2. The Directorate of Internal Services and the Directorate of Budget and Financial Management are entrusted with monitoring the implementation of this decision.

This decision shall enter into force immediately.

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