



**National Integrity Agency
Activity Results
January – December 2024**

-Continuation-

6. Other

Workload and complexity of functions

The austerity measures taken by the Government through which approx. 40% of the middle management positions have been abolished, as well as the elimination of 40 vacant positions, combined with the maintaining of the salaries levels at a lower level than those in similar central administration institutions, are putting ANI's activity at risk.

As mentioned in the past virtual country visit and, later on, highlighted in the 2024 Rule of Law Report, ANI's personnel has been suited for maintaining the then-current pace of operations and its track record, while a staff increase would have enhanced the institution's activity. At the same time, recruitment is made difficult due to the salaries offered, in relation to the complexity of the activity carried out and the workload and also in comparison with other similar offices within the public administration.

Therefore, the HR situation is challenging due to two main factors: on one hand, major staff migration to the private sector or other public institutions, and on the other, difficulties in recruiting new personnel. These issues directly impact day-to-day operations, as the remaining staff face an increased workload, leading to significant loss of morale.

In carrying out their duties, ANI's personnel handle a wide range of functions, from prevention and awareness activities to trainings and participation in national and international projects. Integrity inspectors, in particular, are responsible for the handling of incompatibility, conflict of interest and unjustified wealth cases, each handling approx. 163 cases. Their responsibilities are highly complex and multifaceted, requiring them to process extensive confidential and sensible information while also fulfilling the additional functions above-mentioned, including technical assistance provided in the context of PNRR financed projects, activities relating to Romania's accession to the Organization for Economic Cooperation and Development, trainings provided etc.

Currently, 30 positions within the Integrity Inspection are occupied (of which 7 positions are occupied within the structure managing PREVENT System), while 24 positions are vacant. Within the Whistleblowing Directorate, only 5 positions are occupied, while 17 positions remain vacant.

Steps have been taken in addressing the deficit of vacant positions, through organization of competitions for the recruitment of new personnel, both within the Integrity Inspection General Directorate, as well as within the support departments. However, due to the above mentioned reasoning as well as the lack of appeal in the job's benefits, only 1 position of integrity inspector has been fulfilled from the 9 positions advertised, as well as 8 positions from the 12 advertised in the support departments.

Due to the personnel migration and the difficulties encountered in personnel recruitment, ANI's activity has been directly impacted, thus resulting in disruption of the workflow, as well as redistribution of works and responsibilities and leading to the demotivation of the remaining staff.

While the workload and the complexity of the functions keep raising, the salaries which are being offered are lower than those of similar offices in the public administration. A comparative analysis (*Please see below*) emphasises that ANI's salaries are approx. 50% lower than those in similar public institutions.



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In order to mitigate to the least possible extent the impact upon the activity carried out by ANI of ensuring the exercise of public offices and dignities according to the integrity exigencies set out by law, the state of affairs regarding the HR component requires immediate measures.





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National Integrity Agency (ANI) ¹		Romanian Court of Accounts ²			Audit Authority ²			National Agency for Fiscal Administration (ANAF) ³			The National Agency for the Administration of Seized Assets (ANABI) ⁴		
Specific Public Offices													
<u>Office</u>	<u>Base Salary (before tax)</u>	<u>Office</u>	<u>Base Salary (before tax)</u>	<u>Percentage difference from ANI</u>	<u>Office</u>	<u>Base Salary (before tax)</u>	<u>Percentage difference from ANI</u>	<u>Office</u>	<u>Base Salary (before tax)</u>	<u>Percentage difference from ANI</u>	<u>Office</u>	<u>Base Salary (before tax)</u>	<u>Percentage difference from ANI</u>
general director	16 477	director	23 644	+43%	director (external public auditor)	26 009	+58%	general director	19 482	+18%			
director	15 781	deputy director	22 646	+43%				director	18 660	+18%			
head of office	14 389	head of office	20 648	+43%	head of office (external public auditor)	22 713	+58%	head of office	17 013	+18%	head of office	25 861	+80%
integrity inspector (superior)	11 270	superior external public auditor	16 972	+51%	superior external public auditor	18 670	+66%				specialized legal staff assimilated to judges and prosecutors	18 794	+67%

¹ Source: <https://integritate.eu/wp-content/uploads/2024/10/Lista-functii-si-venituri-salariale-30.09.2024.pdf>

² Source: https://www.curteadeconturi.ro/uploads/1b34c71b/4dfc2fcb/c47e0746/92307358/604f71c9/79b5a2e4/fe517834/49a5f6e1/TRANSPARENTA_ART_33_LEGEA_153din2017_salarii_minim_maxim_30.09.2024_.pdf

³ Source: https://static.anaf.ro/static/10/Anaf/Informatii_R/Anexecusalarileinplataseptembrie2024ANAF.pdf

⁴ Source: <https://anabi.just.ro/storage/uploads/4d4d3c23-c0bd-4932-94f4-f66e3b7b8bfc/30.09.2024.pdf>



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integrity inspector (principal)	10 314	principal external public auditor	15 511	+50%	principal external public auditor	16 645	+61%				inspector for asset tracking and administration	16 343	+58%
integrity inspector (assistent)	9 764	external public auditor	14 724	+51%	external public auditor	14 678	+50%						
General Public Offices													
Office	Base Salary (before tax)	Office	Base Salary (before tax)	Percentage difference from ANI	Office	Base Salary (before tax)	Percentage difference from ANI	Office	Base Salary (before tax)	Percentage difference from ANI	Office	Base Salary (before tax)	Percentage difference from ANI
general director	16 477	general director	23 961	+45%							deputy general director	18 072	+10%
head of office	14 389	head of office	19 427	+35%							head of office	14 390	-
auditor (superior)	11 270	internal auditor	10 841	-4%									
counsellor (superior)	10 835	counsellor (superior)	14 635	+35%	counsellor	16 261	+50%	counsellor (superior)	14 096	+30%	counsellor (superior)	10 836	-
counsellor (principal)	9 537	counsellor (principal)	12 879	+35%				counsellor (principal)	11 279	+18%	counsellor (principal)	9 537	-
referent	6 473	referent	8 793	+36%				referent	8 299	+28%			