

NATIONAL  
**ANTI-CORRUPTION**  
**BUREAU** OF UKRAINE

**REPORT**

APRIL–AUGUST 2015



Combatting corruption  
is a frontline of great importance,  
just like the one  
protected by our military forces

— Petro Poroshenko  
the President of Ukraine



Dear compatriots!

In this hard and critical time, our country made the right choice. Ukraine stepped on the path of drastic reforms, which should be the answer to the country's 2 key challenges: external military aggression and internal resistance of the system outdated both factually and ideologically.

One of the steps towards reforms was creation of the National anticorruption bureau of Ukraine in October 2014 as a brand new modern independent law-enforcement institution, determined to combat the most dangerous inner enemy — corruption in state power — with severity of law and inevitableness of punishment.

Corruption destroys the future of our country. Every citizen capable of critical thinking, analyzing facts and making own conclusions knows it for sure. Corruption is a black hole consuming all the achievements of the active part of our society. It is the corrupted system of public administration, which slows down the necessary reforms and the very progress of Ukraine to protect itself from extinction.

I am deeply convinced that eradication of corruption in state power is the key to successful reforms. This is why we are developing the National anti-corruption bureau — a transparent institution, accountable to the society and the state. It will consist of real professionals, chosen by means of open and fair contest — efficient and modern specialists, citizens inspired by the idea of building an innovated country and the desire to do away with the greatest evil of our state's existence — corruption in state power.

This path is not the easy one. And we are going through it with the help of the rule of law and trust of the society, with a sense of justice and own responsibility for the results of crucial importance for our country. We go ahead, as we are convinced, that the success of the National anti-corruption bureau is a starting point for the success of Ukraine as a whole.

Respectfully yours,  
Director of the National  
anti-corruption bureau of Ukraine,  
**Artem Sytnyk**



Dear friends, colleagues!

These days Ukraine is going through the most difficult and at the same time fateful stage of its development. The pro-European choice is greatly important for its further development and so it is for the most of the international community, expecting Ukraine to join them as a modern, open and prosperous state governed by the rule of law.

This is why I am here. As many of my Georgian compatriots today, I am in Ukraine and with Ukraine. I am here to share my experience and help to make your choice final and inevitable, strengthen the foundations of development that will lead Ukraine to becoming a prominent innovative European state.

Anti-corruption frontline is of great importance in this process. And the Anti-corruption bureau I have an honor to work at is to become the driving force of common success, which is now confronted by the corrupted system.

Our task is to eliminate and prevent this evil, cleanse and fill all of the state institutions by the new spirit — spirit of responsibility and serving the people.

We are only at the beginning of this path. We are going through the most difficult period — the period of founding and initial development of the organization. However, I am convinced that we are moving in the right direction and our efforts will definitely transform into appreciable results and become the starting point for Ukraine's success.

Respectfully yours,  
first deputy Director of the National  
anti-corruption bureau of Ukraine,  
**Gizo Uglava**



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# LAW OF UKRAINE “ON THE NATIONAL ANTI-CORRUPTION BUREAU OF UKRAINE”



## CHAPTER 26. CONTROL OF OPERATION AND ACCOUNTABILITY OF THE NATIONAL BUREAU

2. Director of the National Bureau:

<...>

2) annually by February 10 and August 10 provides the President of Ukraine, Parliament of Ukraine and the Cabinet of Ministers with a report in written form on the National Bureau operation within the previous 6 months period.

3. A report on the National Bureau operation should contain the following information:

1) statistical data on the results of operation

<...>

2) cooperation with other state institutions, local self-government bodies, enterprises and organizations;

3) cooperation with competent state institutions of foreign countries, international and foreign organizations and cooperation agreements, representation of interests abroad;

4) cooperation with nongovernmental organizations and mass media;

5) the National Bureau personnel numbers, their competence and work experience, personnel training;

6) operation of the internal control department of the National Bureau; number of cases of violations committed by the National Bureau personnel, results of their investigation and bringing the National Bureau employees to responsibility;

7) budget of the National Bureau and its execution;

8) other information concerning the results of operation of the National Bureau and its duties.

4. The report of the National Bureau is provided for assessment to the Civil Oversight Council which reviews it for two weeks following the provision date. The report is submitted to the respective state institutions and is published with the Civil Oversight Council conclusions in case it is provided within the respective period.

# ESTABLISHING OF THE NATIONAL ANTI-CORRUPTION BUREAU OF UKRAINE

Establishing of the Bureau is a program point of the Coalition agreement of the parliamentary majority and a demand of the International Monetary Fund

**1**

**The Verkhovna Rada of Ukraine adopted Law № 1698-VII «On the National Anti-corruption Bureau of Ukraine». The law determines status and goals of the National Anti-corruption Bureau, rights and duties of its employees and other issues concerning its operation.**

**2**

**The Presidential Decree №218/2015 appointed Artem Sytnyk the Director of the National Anti-corruption Bureau of Ukraine**

**3**


**The Orders of the Director of the National Anti-corruption Bureau of Ukraine №1 and No 2-n established the structure and staff list of the National Anti-corruption Bureau of Ukraine**

**4**


**The Director of the National Anti-corruption Bureau of Ukraine appointed Gizo Uglava the First Deputy Director of the National Anti-corruption Bureau of Ukraine by the Order of the Director of the National Anti-corruption Bureau of Ukraine №2-r**

**2015**


**October 14, 2014**

 Law of Ukraine №1698-VII «On the National Anti-corruption Bureau of Ukraine»


**April 16, 2015**




*The President of Ukraine Petro Poroshenko and the Director of the National Anti-corruption Bureau of Ukraine Artem Sytnyk announcing the results of the contest for the post of the Director of the National Anti-corruption Bureau of Ukraine*


 Decree of the President of Ukraine №218/2015

**April 23, 2015**


 Order of the Director of the National Anti-corruption Bureau of Ukraine №1-n

 Order of the Director of the National Anti-corruption Bureau of Ukraine №2-n

**April 24, 2015**



*Gizo Uglava*

 Order of the Director of the National Anti-corruption Bureau of Ukraine №2-r

## MAIN PRINCIPLES OF OPERATION OF THE NATIONAL ANTI-CORRUPTION BUREAU

1. **Rule of law.**
2. **Respect and abidance for the human and citizen rights.**
3. **Lawfulness.**
4. **Impartiality and justice.**
5. **Independence of the National Bureau and its personnel.**
6. **Controllability and accountability to the society and state institutions determined by law.**
7. **Openness to the democratic and civic control.**
8. **Political neutrality and nonpartisanship.**
9. **Cooperation with other state institutions, local self-government bodies, civic organizations.**

5 The beginning of the process of hiring the NAB personnel starts with the competition Contest for the first executive positions started by the Order of the Director of the National Anti-corruption Bureau of Ukraine №8-r


 Order of the Director of the National Anti-corruption Bureau of Ukraine №8-r

6 Order of the Director of the National Anti-corruption Bureau of Ukraine №3-n established the rules of conducting open competition for personnel appointments in the National Anti-corruption Bureau of Ukraine

7 Competition for the positions of first 100 detectives and members of the Operational and Technical departments started by Order of the Director of the National Anti-corruption Bureau of Ukraine №5-r

8 The Cabinet of Minister of Ukraine provided the National Bureau with premises situated at Surikova st. 3, the former Ministry of Industrial Policy

9 The Presidential Decree №272/2015 «The issues of Civil Oversight Council at the National Anti-corruption Bureau of Ukraine» adopted the Regulation on the Civil Oversight Council at the National Anti-corruption Bureau of Ukraine and the Regulation on the Process of Forming of the Civil Oversight Council at the National Anti-corruption Bureau of Ukraine

 Decree of the President of Ukraine №272/2015

10 The Director of the NABU appointed Anatoly Novak Deputy Director — Special Operations Unit of the National Anti-corruption Bureau of Ukraine by the Order of the Director of the National Anti-corruption Bureau of Ukraine №6-r

April 27, 2015



Order of the Director of the National Anti-corruption Bureau of Ukraine №3-n

May 5, 2015



Order of the Director of the National Anti-corruption Bureau of Ukraine №5-r

May 7, 2015



May 15, 2015



Anatoly Novak



Order of the Director of the National Anti-corruption Bureau of Ukraine №6-r

11 The Director of the National Anti-corruption Bureau of Ukraine appointed Tetiana Varvarska Deputy Director for Finance by the Order of the Director of the National Anti-corruption Bureau of Ukraine №3-r

12 The regulations on competition commission for conducting the contest for vacant positions in the NAB were adopted by the Order of the Director of the National Anti-corruption Bureau of Ukraine №6-n

13 Competition for the positions at the Departments of Internal Control and Special Operations started by Order of Director of the National Anti-corruption Bureau of Ukraine №9-r

14 An open online voting to the Civil Oversight Council at the National Anti-corruption Bureau of Ukraine took place. As the result 15 Council members were chosen

15 The chosen panel of the Civil Oversight Council conducted the first meeting, at which they adopted the decision on delegating its members to the Contest Commission for conducting the contest for vacant positions in the National Anti-corruption Bureau of Ukraine

16 List of members of the first Contest Commission for conducting the contest for vacant positions in the National Anti-corruption Bureau of Ukraine was adopted by the Order of the Director of the National Anti-corruption Bureau of Ukraine №9-n. The Commission included three members of the Civil Oversight Council

May 19, 2015



Tetiana Varvarska



Order of the Director of the National Anti-corruption Bureau of Ukraine №3-r

May 22, 2015



Order of the Director of the National Anti-corruption Bureau of Ukraine №6-n

May 26, 2015



Order of Director of the National Anti-corruption Bureau of Ukraine №9-r

June 5, 2015



Logo of the Civil Oversight Council at the National Anti-corruption Bureau of Ukraine  
(Source: Facebook page of the Civil Oversight Council)

June 8, 2015

June 9, 2015



Order of the Director of the National Anti-corruption Bureau of Ukraine №9-n

**17** The first appointment to the staff positions at the NABU took place as the result of the open contest with the appointment of Yana Usenko at the Human Resources department

**18** Oksana Plastun was appointed Head Accountant as the result of the open contest. Since then the National Bureau gained ability to use the funds allocated for its operation

**19** The Director of the National Anti-corruption Bureau of Ukraine and the Head of State Financial Monitoring Service signed the agreement on cooperation and information exchange between the two institutions

**20** February 12 and July 2, 2015 The Verkhovna Rada of Ukraine adopted amendments to the current legislation, which comprise creation in the Prosecutor's Office of Ukraine of the Specialized Anti-corruption Prosecution Service, its details of operation and the rules of open contest for the positions of executives of the Specialized Anti-corruption Prosecution Service and anti-corruption prosecutors

June 24, 2015



Yana Usenko

June 25, 2015



Oksana Plastun

June 30, 2015



Emblem of the State Financial Monitoring Service

July 2, 2015



Law of Ukraine №198-VIII of 02.12.2015 «On making amendments to some legislative acts of Ukraine on ensuring operation of the National Anti-corruption Bureau of Ukraine and the National Agency on Preventing Corruption»



Law of Ukraine №578-VIII of 07.02.2015 «On making amendments to the Law of Ukraine «On Prosecution Service» about improvements and details of application of some regulations»

21

The first stage of testing the candidates for the first 100 detectives' positions begins with legislation knowledge test. The NAB received over 2700 applications. 2502 candidates were admitted for testing

22

Period for submitting an application for the position of the Head of Detectives Department was extended

23

The Verkhovna Rada of Ukraine adopted the Law of Ukraine №630-VIII «On making amendments to some legislative acts of Ukraine in accordance with adoption of the Law of Ukraine «On the National Anti-corruption Bureau of Ukraine». This law details of regulation of labor relations involving personnel of the Bureau; imposes ban on their membership in political parties and restrictions on participation in the electoral process. Furthermore, the Law includes a section that the Anti-corruption Bureau is included in the list of state institutions combatting organized crime and enjoys full rights as an entity ensuring national security of Ukraine.

24

Competition for the vacant positions in the NAB was started by Order of the Director of the National Anti-corruption Bureau of Ukraine №29-r. It included re-launch of the competition for Head of Operative and Technical Department and the Head of Division of Public and Media Relations

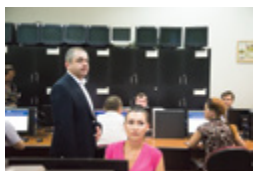


Order of the Director of the National Anti-corruption Bureau of Ukraine №29-r

25

The Ministry of Justice of Ukraine, the National Anti-corruption Bureau of Ukraine and the Ministry of Internal Affairs represented by their respective heads signed the Memorandum on Cooperation and Exchange of Information

July 8, 2015



The First Deputy Director of the National Anti-corruption Bureau and candidates for detectives' positions on the first day of testing.

July 13, 2015

July 16, 2015



Law of Ukraine №578-VIII «On making amendments to the Law of Ukraine «On Prosecution Service» concerning improvements and peculiarities of application of certain regulations»

July 27, 2015



The Director of the National Anti-corruption Bureau of Ukraine Artem Sytnyk, the Minister of Justice Pavlo Petrenko and the Minister of Internal Affairs Arsen Avakov on signing the Memorandum

26  
27  
28

Radzhami Dzhan was appointed the Head of Analysis and Information Processing Department as the result of the open competition

Competition for the staff positions at the Operative and Technical Department and Analysis and Information Processing Department started by Order of the Director of the National Anti-corruption Bureau of Ukraine №35-r



Order of the Director of the National Anti-corruption Bureau of Ukraine №35-r

According to the results of legal knowledge and general skills tests - 222 candidates were advanced to the next stage of NAB detective competition – the psychometric test MMPI (The Minnesota Multiphasic Personality Inventory).

29  
30

List of members of the second Selection Commission for conducting the contest for vacant positions of junior administrative staff in the National Anti-corruption Bureau of Ukraine was adopted by the Order of the Director of the NABU №30-n. The Commission included three members of the Civil Oversight Council

The Department Head of Special Operations Department was appointed as the result of the open competition by Order of the Director of the National Anti-corruption Bureau of Ukraine №38-r

31  
32

The Director of the National Anti-corruption Bureau of Ukraine and the Head of the Security Service of Ukraine signed a Memorandum of Understanding that ensure cooperation in the spheres of operational work and access to information

First employees of Special Operations department took the Oath of the Commanders of the National Anti-corruption Bureau of Ukraine

July 28, 2015



Radzhami Dzhan

August 3, 2015



Registration of the candidates for General skills test

August 6, 2015



Order of Director of the National Anti-corruption Bureau of Ukraine №30-n



Order of the Director of the National Anti-corruption Bureau of Ukraine №38-r

August 7, 2015



The Director of the National Anti-corruption Bureau of Ukraine Artem Sytnik and the Head of the Security Service Vasyl Hrytsak signing the MoU.



The Oath of the Commanders

# PARTNERSHIP



*Signing of the Memorandum on Cooperation and Exchange of Information. Director of the National Anti-corruption Bureau of Ukraine Artem Sytnyk, Minister of Justice Pavlo Petrenko and Minister of Internal Affairs Arsen Avakov. July 27, 2015*

**Cooperation of National Bureau with other state institutions, foreign and international partners, nongovernmental organizations and media.**

## STATE INSTITUTIONS

Prompt and full access to databases and registries of other state institutions and local administration bodies is the basis for effective execution of detectives' and analysts' functions. An ability to receive and process the necessary information quickly will allow identification of illicit activities without having to leave the building.

The executives of the National Anti-corruption Bureau of Ukraine are constantly negotiating with the representatives of other public administration bodies on establishing prompt information exchange. The result of these negotiations was signing of several agreements and memorandums.

In particular, on June 30th, 2015 the Director of the National Anti-corruption Bureau of Ukraine Artem Sytnyk and the Head of State Financial Monitoring Service Ihor Cherkassky signed the agreement on cooperation and exchange of information in the spheres of prevention of criminal money laundering, funding of terrorism and corruption in Ukraine.

On July 27th, 2015 the Director of the National Anti-corruption Bureau of Ukraine Artem Sytnyk, the Minister of Justice Pavlo Petrenko and the Minister of Internal Affairs Arsen Avakov signed the Memorandum on Cooperation and Exchange of Information for disclosure and investigating of corruption crimes. Among other results of the memorandum is providing the National Anti-corruption Bureau with access to databases of the Ministry of Internal Affairs and registries and data banks belonging to the Ministry of Justice of Ukraine.



Furthermore, on August 7th Memorandum of Understanding on cooperation in the spheres of operative work and provision of access to information were signed between the National Anti-corruption Bureau of Ukraine and Security Service of Ukraine.

National Anti-corruption Bureau of Ukraine is thankful to the Supreme Council of Ukraine, Corruption Prevention and Combatting Committee and respectful parliament members for participation in making amendments to the current legislation concerning improvement of operation of the National Bureau.



*Artem Sytnyk, State Secretary of the Federal Foreign Office of Germany Stephan Steinlein, Ambassador of Germany to Ukraine Christof Weil. July 16, 2015*

## FOREIGN AND INTERNATIONAL PARTNERS

Since its creation, the National Anti-corruption Bureau of Ukraine experiences constant support on the part of its foreign and international partners. The results of this support are:

- Facilitating the elaboration of the NAB development roadmap
- Assistance in making up test questions and organizing tests for the candidates for the positions in the NAB
- Engagement of coaches for training the NAB personnel
- Holding of constant consultations and sharing of experience
- Expert support on wide range of issues
- Technical assistance
- Volunteer support et c.

In general, the NAB executives held more than 50 international meetings including meetings with ambassadors, diplomats, representatives of foreign anti-corruption institutions.

On June 22nd, 2015 the Director of the National Anti-corruption Bureau of Ukraine Artem Sytnyk met the Council of Europe members and representatives of the EU in Strasbourg. The negotiations resulted in several agreements on possible means of supporting Ukraine's fight against corruption. European partners particularly expressed their willingness to participate in the specialized training of the NAB personnel, development of IT infrastructure, support in the spheres of access to information, preparing the team of coaches and support in engagement of civil society and the media to the development of anti-corruption reform, its implementation and monitoring.



*NCA building, London*

On July 19-22nd, 2015 the Director of the NAB Artem Sytnyk and First deputy Director Gizo Uglava paid a visit to London to learn about the operation of the National Crime Agency (NCA), the Serious Fraud Office (SFO) — an independent department of UK government on investigating fraud and corruption crimes and other law-enforcement institutions. The experience of British colleagues is currently being implemented at the stage of foundation and development of the Bureau.

All of the international trips were funded by the hosting institutions, so did not involve use of state budget funds.

Experts from Canada and the EU are already working in the NAB in the course of the long-term support programs. Together with the present NAB staff they are training and assisting the newly hired personnel.



*Director of the National Anti-corruption Bureau of Ukraine Artem Sytnyk, First deputy Director Gizo Uglava and the Ambassador of the Netherlands to Ukraine Kees Klompenhouwer. August 6, 2015*

The National Anti-corruption Bureau of Ukraine thanks all the international and foreign partners, who supported us all this time and keep doing so. We want to express particular gratitude to governments and governmental agencies of the USA, Great Britain, Germany, Canada, the IMF, OECD, European Council, European Commission, mission of the EU to Ukraine, the United Nations Development Programme, embassies of Latvia, Lithuania, the Netherlands, Romania, Finland, France, Sweden and the Open Society Foundation.



*Ambassador of Canada to Ukraine Roman Waschuk, Director of the National Anti-corruption Bureau of Ukraine Artem Sytnyk and the Director of EDGE project and Country Director of Agriteam Canada in Ukraine - Tawnia Ammar. July 10, 2015*

## **NONGOVERNMENTAL ORGANIZATIONS AND THE MEDIA**

In the course of execution of Law of Ukraine «On the National Anti-corruption Bureau of Ukraine» and the Decree of the President of Ukraine №272/2015 «The issues of Civil Oversight Council at the National Anti-corruption Bureau of Ukraine» on May 15th, 2015 the National Bureau announced the contest for forming the Civil Oversight Council. June 5th, 2015 an open online voting for candidates to the Civil Oversight Council took place.



*The first session of the  
NAB Civil Oversight Council.  
June 8, 2015*

The representatives of Civil Oversight Council take an active part in the process of development of the Bureau. Three of them (Vitaly Shabunin, Oleksii Grytsenko and Daria Kalenyuk) are included in the list of the First Selection Commission for conducting the contest for vacant positions in the National Anti-corruption Bureau of Ukraine. Other three representatives of the Council (Andrii Marusov, Alisa Kysil and Sergii Hula) were included in the Second Contest Commission, formed by the Order of the Director of the National Anti-corruption Bureau of Ukraine №30-n of August 6, 2015.

We are greatly thankful to the Civil Oversight Council representatives for participating in the contests for positions in the NAB and helping form a new professional team of the Bureau.

## MEMBERS OF THE CIVIL OVERSIGHT COUNCIL AT THE NAB

Nº	Name, surname	Position	Civic organization	Vote count
1	Vitaly Shabunin	Head of the Civil Oversight Council	«Anticorruption action center»	8376
2	Olexandra Ustinova	Secretary of the Civil Oversight Council	«Anticorruption action center»	6324
3	Alisa Kysil	Member of the Civil Oversight Council	CO «Nashi Hroshi»	6361
4	Denys Bigus	Member of the Civil Oversight Council	«Nashi Hroshi»	8682
5	Dmytro Chaplynsly	Member of the Civil Oversight Council	«Nashi Hroshi»	6272
6	Daria Kalenyuk	Member of the Civil Oversight Council	«Anticorruption action center»	6226
7	Oleksii Grytsenko	Member of the Civil Oversight Council	«All-Ukrainian Union «Automaidan»	5283
8	Dmytro Sherembei	Member of the Civil Oversight Council	«Transparency international. Ukraine»	5139
9	Oleksii Khmara	Member of the Civil Oversight Council	«Transparency international. Ukraine»	5004
10	Andrii Marusov	Member of the Civil Oversight Council	«Transparency international. Ukraine»	4829
11	Olexander Humenyuk	Member of the Civil Oversight Council	«Civil Service «Svidomo»	4539
12	Maksim Opanasenko	Member of the Civil Oversight Council	«Civil Service «Svidomo»	4195
13	Yaroslav Yurchishin	Member of the Civil Oversight Council	«Civil Service «Svidomo»	3911
14	Roman Maselko	Member of the Civil Oversight Council	«All-Ukrainian Union «Automaidan»	3820
15	Sergii Hula	Member of the Civil Oversight Council	«No to bribery! I neither take nor give bribes»	3592



The development of the National Anti-corruption Bureau of Ukraine stimulates constant interest of the society and the media. The NAB representatives communicate with all types of media on the regular basis, attend TV and radio shows. We are open to communication and eagerly answer all kinds of questions concerning the NAB development and operation.

On our part, we regularly publish the latest news of the Bureau on our website [www.nabu.gov.ua](http://www.nabu.gov.ua). Also we do our best to provide prompt commentary and explanations on our Facebook page ([www.facebook.com/nabu.gov.ua](http://www.facebook.com/nabu.gov.ua)). Every day we get more and more readers and are deeply grateful to them.

# STRUCTURE AND PERSONNEL



Registration of candidates for detective positions before the legislation knowledge test. July 8, 2015

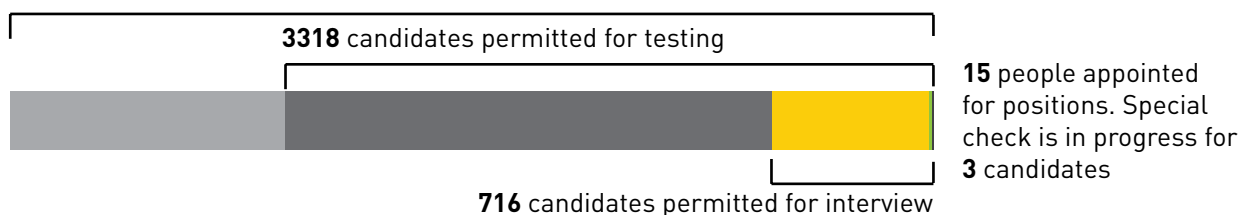
**In accordance with the Law of Ukraine «On the National Anti-corruption Bureau of Ukraine», forming of the National Bureau structure is based on open contest procedure.**

Orders of the Director of the National Anti-corruption Bureau of Ukraine №1-n and №2-n of April 23, 2015 adopted the structure and staff list of the Bureau, which among other things comprise the posts of First Deputy Director and three Deputy directors who are appointed without contest.

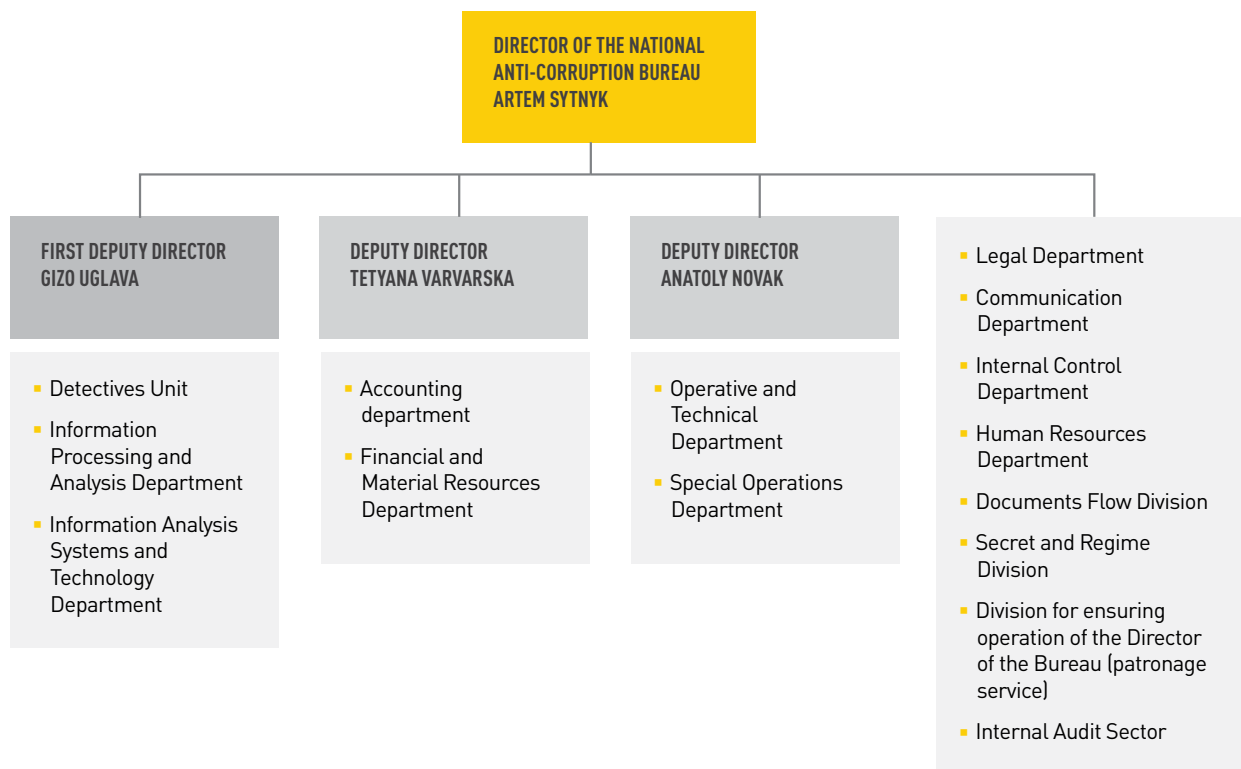
Immediate staff selection began with the creation of Selection Commission on June 9, 2015. Before that, on June 8 members of the Civil Oversight Council were elected. Three of them became the members of the Selection Commission.

The selection process consists of qualification exam (test) and an interview. Qualification exam comprises 3 stages: test of legislation knowledge, General Skills test, psychological tests (MMPI). Physical tests are necessary for the commanders. In certain cases, qualification exam may be limited to legislation knowledge test.

Since the beginning of the selection the NAB received **4278** packages of documents from candidates to vacant positions



# STRUCTURE OF THE NATIONAL ANTI-CORRUPTION BUREAU OF UKRAINE



The formation of the Bureau became an unprecedented example of creation of a new state institution in Ukraine on the basis of an absolutely fair and open contest.

The National anti-corruption Bureau is changing the approach in the country to the operation of law-enforcement institutions: we are the first in Ukraine to introduce the positions of detectives and analysts, which use modern methods and technologies for investigation.

The position of detective in the NAB is brand-new for Ukraine. Detective’s functions include both operative search and investigation duties. On May 5th, 2015 the NAB announced the competition for first 100 vacant detectives positions. Over 2700 candidates took part in the initial selection, 2502 were accepted for testing.



*Packages of documents from candidates to vacant positions in the NAB*



*The Director of the National Anti-corruption Bureau Artem Sytnyk and First Vice-president of National Academy for Public Administration Anatoly Savkov. July 8, 2015*

Testing took place thanks to the support of the Bureau for International Narcotics and Law Enforcement Affairs (INL, USA) and Organisation for Economic Co-operation and Development (OECD). OECD organized legislation knowledge testing — from developing tests to carrying out the testing procedure. INL also participated in this process and organized the complete General Skills testing, MMPI and trainings for the future detectives, which are to begin in the end of August.

On Ukrainian part, Kyiv National Taras Shevchenko University and National Academy for Public Administration contributed to conducting of the test by providing facilities and equipment.



*Candidates on detectives' positions before legislation knowledge test. July 8, 2015*

Another important innovation in Ukraine's law-enforcement system is the Information Processing and Analysis Department, which will employ the most modern and high-tech methods of criminal analysis. Prior function of such departments was mostly limited to gathering statistical information. Instead in the Anti-corruption Bureau analysts will summarize information from open and closed databases, determine corruption risks, analyze property et c.

In the course of the open contest for the position of the Head of Information Processing and Analysis Department, the NAB received 60 packages of documents. As the result of selection, 21 candidates were permitted for testing, 18 of them were selected for the interview. On July 28th, 2015 as the result of the selection process Radzhami Dzhan was appointed to the position of the Head of Information Processing and Analysis Department. August 3rd a contest for the vacant positions in this department was announced.



# PROCESS OF HIRING THE NAB STAFF

	Applied	Permitted for testing	Permitted for interview	Summary as of 08.10.2015
Head of the Detectives Unit	103	53	22	Accepting additional applications
Deputy Head of Logistical Support Division	98	54		Testing in progress
Head of Inner Control Department	28	26	18	Psychological testing in progress
Head of Special Operations Department	8	6	3	<b>Vitaly Ivchenko</b> appointed 08.06.2015
Head of Special Training Division of Special Operations Department	5	4	2	Competition re-started
Head of First Division of Special Operations Department	7	5	2	Special check in progress
Head of Second Division of Special Operations Department	3	2	2	Competition re-started
Head of Information Analysis Division Special Operations Department	18	15	11	<b>Oleh Klekota</b> appointed 08.06.2015
Deputy Head of Regime and Secret Division	31	17	14	<b>Vitaly Pasechnyk</b> appointed 08.06.2015
Deputy Head of Human Resources Division	70	38	31	<b>Olena Samoray</b> appointed 08.03.2015
Deputy Head of Public and Media Relations Division of Communication Department	23	11	8	<b>Victoria Skorykova</b> appointed 07.28.2015
Deputy Head of Document Flow Division	49	25	18	<b>Tetiana Vdovenko</b> appointed 08.03.2015
Head of Information Processing and Analysis Department	60	21	18	<b>Radzhami Dzhan</b> appointed 07.28.2015
Head of Operative and Technical Department	27	18	3	Competition re-started
Detective (100 position)	<b>2735</b>	<b>2502</b>	<b>222</b>	Psychological testing finished
Head of Public and Media Relations Division	36	12	12	Competition re-started
Head of Legal Department	181	67	22	Competition re-started
Deputy Head of Financial and Material Resources Department — Head of Financial Division	86	52	34	<b>Tamara But</b> appointed 07.28.2015
Head of Regime and Secret Division	29	12	8	<b>Yuriy Shevchenko</b> appointed 07.06.2015
Head of Accounting Department — Head Accountant	33	27	18	<b>Oksana Plastun</b> appointed 06.25.2015
Head of Human Resources Division	94	40	34	<b>Yana Usenko</b> appointed 06.24.2015
Head of Document Flow Division	74	20	16	<b>Ludmila Asanova</b> appointed 07.01.2015
Head of of Logistical Support Division	73	34	27	<b>Sergiy Biletsky</b> appointed 07.28.2015
Head of Salary and Accounting Division — Deputy Head Accountant	45	29	16	Special check in progress
Head of Accounting and Economic Analysis Division	63	40	32	<b>Valentyna Orlyk</b> appointed 07.10.2015
Head of Information and Analysis System Protection Division	19	14	10	Competition re-started
Head of Information and Analysis Systems and Technologies Department	39	32	22	Special check in progress
Head of Division for ensuring operation of the Director of the Bureau (patronage service)	151	127	79	Recrudescence interview
Head of Division for ensuring electronic document flow	6	4	3	Competition re-started
Head of Division for support of Information and Analysis system	13	11	9	<b>Andrii Shust</b> appointed 07.24.2015



August 7th, 2015 the first officers of the Special Operations Department took an oath of commanders to the Director of the National Anti-corruption Bureau of Ukraine.



### **OATH OF COMMANDERS OF THE NATIONAL ANTI-CORRUPTION BUREAU**

I, \_\_\_\_\_  
on joining the service to the National Anti-corruption Bureau of Ukraine fully realizing my high responsibility swear to stay forever devoted to the People of Ukraine, strictly keep to the Constitution and Laws of Ukraine. To respect and protect rights and freedom of humans and citizen, pride of the country, be fair, honest and disciplined, keep the state secrets and other secrets protected by the law.

We emphasize that we are not hiring people just to fill the staff lists. The main condition is compliance of applicants to the selection criteria. This is why as of August 10 we re-started competition for 7 positions and appointed recrudescent interviews for one position.

## As of August 10, 2015, we are accepting applications for the following positions:

1. Head of Special Training Division
2. Head of Second Division Special Operations Unit
3. Deputy Head of Accounting and Economic Analysis Division
4. Deputy Head of Financial Division
5. Deputy Head of Salary and Accounting Division
6. Deputy Head of Special Training Division
7. Deputy Head of First Division Special Operations Department
8. Deputy Head of Second Division Special Operations Department
9. Deputy Head of Operative and Technical Department (on operative and technical measures)
10. Deputy Head of a Operative and Technical Department (on operative documentation)
11. Head of Engineering and Technical Division of Operative and Technical Department
12. Head of Technical Control Division of Operative and Technical Department
13. Head of Special Object Measures Division of Operative and Technical Department
14. Head of Mobile Operations Division of Operative and Technical Department
15. Head of Visual Surveillance Division of Operative and Technical Department
16. Head of Operative and Technical Measures Division of Operative and Technical Department
17. Head of Founding Measures Division of Operative and Technical Department
18. Head of Analytic Division of Operative and nTechnical Department (on operative and technical measures)
19. Deputy Head of Visual Surveillance Division of Operative and Technical Department
20. Deputy Head of Operative and Technical Measures Division of Operative and Technical Department
21. Deputy Head of Founding Measures Division of Operative and Technical Department
22. Deputy Head of Engineering and Technical Division of Operative and Technical Department
23. Deputy Head of Technical Control Division of Operative and Technical Department
24. Deputy Head of Special Object Measures Division of Operative and Technical Department
25. Deputy Head of Mobile Operations Division of Operative and Technical Department
26. Deputy Head of Information Processing and Analysis Department
27. Head of Division of Detectives for detecting unjust profits and unlawful enrichment of Information Processing and Analysis Department
28. Head of Division for Detecting Corruption Criminal Violations in the Sphere of Public Administration Information Processing and Analysis Department
29. Head of Division of Detectives of Criminal Laboratory Information Processing and Analysis Department
30. Senior Detective Division of Detectives for detecting unjust profits and unlawful enrichment Information Processing and Analysis Department (4 Detectives)
31. Detective Division of Detectives for detecting unjust profits and unlawful enrichment Information Processing and Analysis Department (2 Detectives)
32. Senior Detective of Division for Detecting Corruption Criminal Violations in the Sphere of Public Administration of Information Processing and Analysis Department (8 Detectives)
33. Detective of Division for Detecting Corruption Criminal Violations in the Sphere of Public Administration Information Processing and Analysis Department (2 Detectives)
34. Senior Detective Division of Detectives of Criminal Laboratory Information Processing and Analysis Department (4 Detectives)
35. Head specialist Information Processing and Analysis Department (Senior quality analyst)
36. Head specialist Information Processing and Analysis Department (Senior Analyst on quality assessment)
37. Senior specialist Information Processing and Analysis Department (Junior quality analyst)

# FINANCE



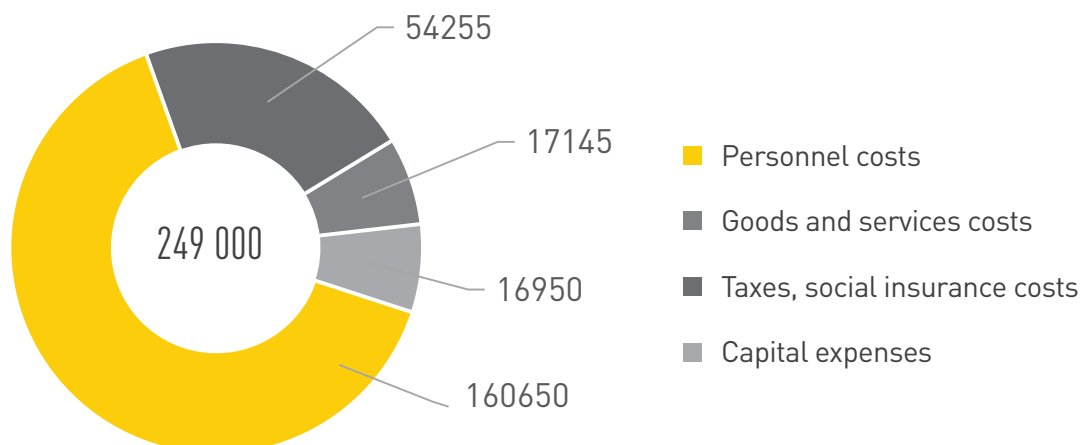
## The decent salary of the NAB personnel is the assurance of their honest and professional execution of their duties.

The National Anti-corruption Bureau of Ukraine is a budgetary institution and is operating within the limits of budget program KPKVK 6321010 “Ensuring operation of the National Anti-corruption Bureau of Ukraine”.

The NAB budget for 2015 amounts to 249 000 thousand UAH. It was adopted by the Director of the National Bureau on June 25th, 2015.

Passport of budget program KPKVK 6321010 “Ensuring operation of the National Anti-corruption Bureau of Ukraine” was adopted by common Order of National Anti-corruption Bureau of Ukraine and the Ministry of Finance № 13-Н/625 dated July 6th, 2015.

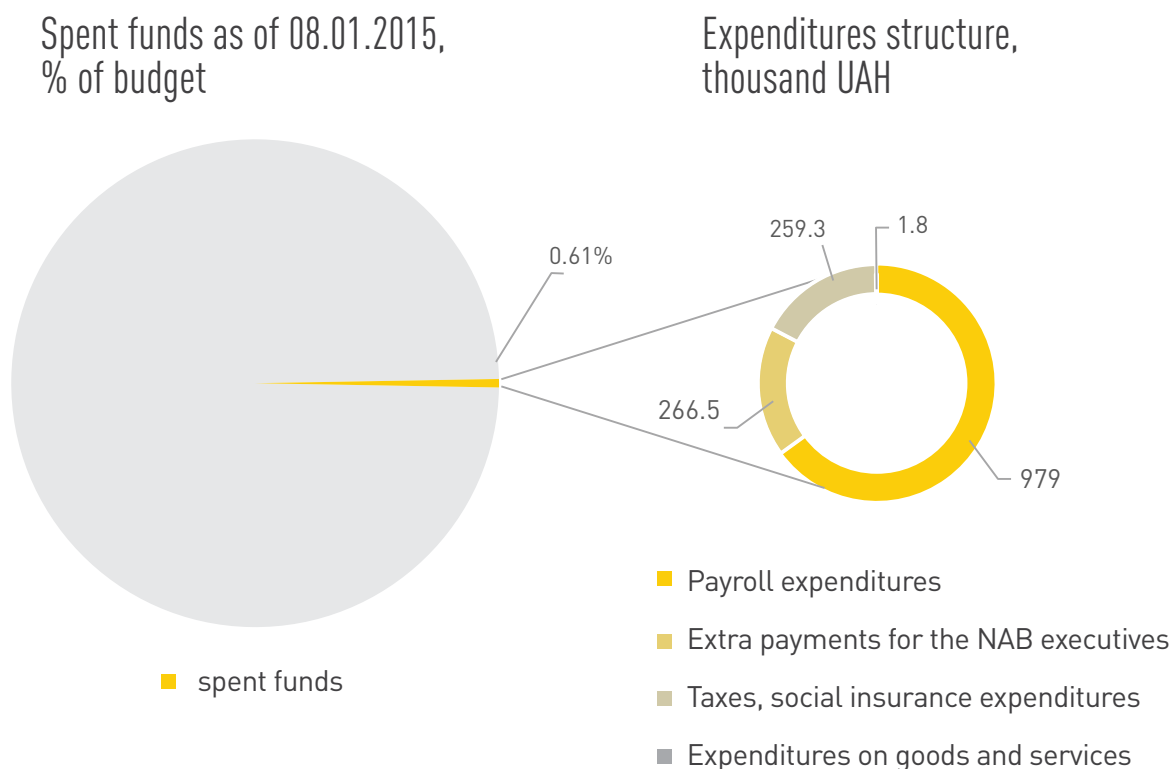
Structure of the NAB budget, thousand UAH



The Head of Accounting Department — Chief accountant was appointed as the result of the open contest. After the appointment of Head Accountant the National Bureau opened accounts in State Treasury Service of Ukraine for making financial transactions. That enabled us to transfer salaries to our employees’ bank accounts and also start logistical support measures.

As of August 1st, 2015 the National Bureau used 1506,6 thousand UAH.

The expenditures were made in accordance with the budget and spending plan.



In accordance with the Law of Ukraine №1197-VI of April 10, 2014 “On Public Procurement” and with the goal of complying with procurement procedure Order of the Director of July 14th 2015 №18-n the NAB created the procurement committee of the National Anti-corruption Bureau and appointed its members. An amendment to annual procurement plan of the NAB for 2015 was adopted by protocol #2 of the procurement committee session.

We determined spending priorities of the NAB for 2015. We are planning to buy servers for the database analysis, infrastructure servers, network equipment, software licenses, computers and office equipment, introduce measures for data protection and establishing communication infrastructure. At the moment we are preparing the annual procurement plan for 2015.

# NEXT STEPS



## **We declared an ambitious goal — to start investigations on October 1st and transfer first cases to court by the end of the year.**

For the last few months our small but united team of the National Anti-corruption Bureau of Ukraine was working 24/7 to lay strong foundations of the NAB operation — we selected honest patriotic and ambitious employees by the means of open competition. Some of them are already appointed, some are undergoing the final checks, and some are still to go through difficult tests and interviews.

However, we realize that society expects us to act efficiently and achieve practical results. And we are determined to demonstrate them.

We declared an ambitious goal — to start investigations on October 1st and transfer first cases to court by the end of the year. And finally let the corrupted statesmen understand — they will inevitably be punished.

The first detectives will be appointed in August . Their number should be between 70 to 100. For the next reported period — until February 10th, 2016 — we are planning to increase detectives number to 150 and develop the investigation guidelines.

Starting September 7th, the first groups of detectives will go through training using world-best practices with the help of British and Canadian specialists and best Ukrainian practicing professionals. We are convinced that detectives of the NAB will become one of the best and most modern investigative units in Ukraine.

By February 2016, we will have the complete staff of Information processing and Analysis Department, Operative and Technical Department and Special Operations Department. Their personnel will be the key part of the investigation process and taking into the custody of the high-level public servants accused of corruption crimes.

In the course of cooperation with other law-enforcement institutions, we intend to receive full access to registries and databases of Ministry of Internal Affairs, State Fiscal Service, Ministry of Justice, State Fiscal Monitoring Service, State Security Service of Ukraine et c. As prompt access to information is the basis for effective investigation.

Another task for the following few months is to hire the necessary IT staff, develop information security strategy and begin the creation of own IT infrastructure which will increase productivity of investigations.

The National Bureau is continuing active communication and cooperation with foreign and international partners. In September the Director of the National Bureau Artem Sytnyk is planning a visit to Romania to look into the work of the National Anti-corruption Bureau of Romania (DNA), one of the most successful anti-corruption institutions in Eastern Europe. In September as well First Deputy Director Gizo Uglava and Head of Information Processing and Analysis Department will visit Poland to get familiar with analytical software of its Central Anti-corruption Bureau.

Speaking of plans we can't help but mention some risks. In accordance with the amendments to legislation adopted on 12th of February and 2nd of July 2015 Ukraine introduces Specialized Anti-corruption Prosecution Office.

The powers of anti-corruption prosecution officers will include granting permission to start investigations to the NAB detectives and transfer the investigated cases to court.

According to the law, the decision on appointment of the Head of Specialized Anti-corruption Prosecution Office is made by the selection commission, 7 members of which are delegated by Verkhovna Rada, 4 members — Prosecutors Council of Ukraine. Regrettably as of August 7th, 2015 candidates for the Selection Commission membership are not provided. Therefore, the starting date of the contest is postponed.

On the occasion we want to address the Verkhovna Rada and the Prosecutors Council of Ukraine with an appeal to adopt the respective decisions as soon as possible.

In addition, we are addressing the members of Ukrainian parliament to pass the Law draft "On making amendments to certain laws of Ukraine on improving certain provisions on the NAB operation" (#2183a of 06.30.2015) as soon as possible. The draft law provides the ability to motivate the NAB personnel financially. That in turn will ensure decent working conditions for the employees of the National Bureau and decrease corruption risks of the staff.

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