



CENTRAL BANK OF MONTENEGRO

INTEGRITY PLAN

September 2024 – September 2026

Podgorica, September 2024

AUTHORITY: **CENTRAL BANK OF MONTENEGRO**

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NAME AND TITLE OF THE PERSON RESPONSIBLE FOR DEVELOPMENT AND IMPLEMENTATION OF THE INTEGRITY PLAN (INTEGRITY MANAGER): **Marijeta Špadijer, Special Adviser in the Directorate for Human Resources**

DATE AND NUMBER OF DECISION ON APPOINTING THE INTEGRITY MANAGER: **Decision No. 13-5533-1/2021 of 12 August 2021**

DATE AND NUMBER OF THE DECISION ON APPOINTING MEMBERS OF THE WORKING GROUP FOR DEVELOPING THE INTEGRITY PLAN: **Decision No. 0102-6225-1/2024 of 2 August 2024**

WORKING GROUP MEMBERS:

Marijeta Špadijer, Integrity Manager, Head
Dragana Bjelobrković-Vukčević, Member
Sanja Bujanja, Member
Sanja Mrkić, Member
Rajko Sekulović, Member

DATE OF COMMENCING THE DEVELOPMENT: **26 August 2024**

DATE OF FINALISING THE DEVELOPMENT: **25 September 2024**

DATE OF ADOPTING THE INTEGRITY PLAN: **27 September 2024**

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Pursuant to Article 45, paragraph 2, item 11 of the Central Bank of Montenegro Law (OGM 40/10... 70/17) and Article 74 Paragraph 1 of the Law on Prevention of Corruption (OGM 53/14, 42/17), pursuant to the Decision No. 0102-139-4/2021 of 30 July 2021, I hereby pass the following

DECISION

- I. **Marijeta Špadijer**, Special Adviser in the Directorate for Human Resources, shall be appointed the Integrity Manager under the Law on Prevention of Corruption.

- II. The Integrity Manager responsible for the implementation of the Integrity Plan shall perform, in particular, the tasks pertaining to the following:
 - participating in the working group for preparing the development and implementation of the Integrity Plan;
 - supervising the implementation of measures aimed at integrity improvement;
 - compiling reports on the implementation of Integrity Plan in cooperation with all organisational units.

VICE-GOVERNOR

Zorica Kalezić Ph.D.

(in testimony whereof, the
undersigned has subscribed her
name and affixed the Seal of the
Central Bank of Montenegro)

No. 13-5533-1/2021
Podgorica, 12 August 2021

CENTRAL BANK OF MONTENEGRO

No.0102-6225-1/2024

Podgorica, 2 August 2024

Pursuant to Article 21 of the Statute of the Central Bank of Montenegro (OGM 83/17, 3/20, 129/22) and Decision No. 0102-1238-9/2024 of 1 August 2024, in connection with Articles 75 and 80 of the Law on Prevention of Corruption (OGM 54/24), and item 7 of the Rules for Developing and Implementing the Integrity Plan (OGM 78/15), the Governor of the Central Bank of Montenegro passed the following

DECISION

- I. On forming the Working Group, composed of:
 - 1. Marijeta Špadijer, Integrity Manager, Head of the Working Group**
 - 2. Dragana Bjelobrković-Vukčević, Member**
 - 3. Sanja Bujanja, Member**
 - 4. Sanja Mrkić, Member**
 - 5. Rajko Sekulović, Member**
- II. The Working Group shall prepare the Programme of Developing the Integrity Plan, introduce the employees with the need to adopt the new Integrity Plan. It shall also collect and analyse the necessary documents on the Central Bank functioning, serving as the basis for risk assessment and developing the Integrity Plan and take other necessary activities.
- III. The Working Group shall submit the Draft Integrity Plan to the Governor no later than 25 September 2024.
- IV. Compensation to the Working Group members may be determined in a separate document.

GOVERNOR

Nikola Fabris Ph.D

(in testimony whereof, the undersigned has subscribed his name and affixed the Seal of the Central Bank of Montenegro)

2024-2026 INTEGRITY PLAN DRAFTING PROGRAMME

DEVELOPMENT PHASE	Preparatory phase	
ACTIVITY	RESPONSIBLE PERSON/UNIT	IMPLEMENTATION DEADLINE
Drafting a proposal act to introduce employees with the planned activities for the adoption of the Integrity Plan	Working Group	26 August 2024
Adopting the act to introduce employees with the planned activities for the adoption of the Integrity Plan	Working Group	27 August 2024
Publishing the act to introduce employees with the planned activities for the adoption of the Integrity Plan	Integrity Manager	28 August 2024
Collection and registering of the documentation for the Integrity Plan drafting (legal framework, implementing legislation, internal general acts, reports, etc.)	Directorate for Legal Affairs	5 September 2024
Preparation of the Questionnaire for assessing the Integrity Plan's efficiency and effectiveness	Integrity Manager	5 September 2024

DEVELOPMENT PHASE	Background phase – assessment of the susceptibility to risks	
ACTIVITY	RESPONSIBLE PERSON/UNIT	IMPLEMENTATION DEADLINE
Interviews with managers of organisational units and employees (optional)	Working group	5-10 September 2024
Processing and analysis of the documentation basis collected during the preparation phase	Working group	10 September 2024
Processing and analysing results of the Questionnaire for assessing the Integrity Plan's efficiency and effectiveness	Working group	12 September 2024
Analysis of the current situation, preventive measures and mechanisms and the assessment of exposure the corruption risks	Working group	12 September 2024

DEVELOPMENT PHASE	Creating the Plan of measures for raising the integrity level	
ACTIVITY	RESPONSIBLE PERSON/UNIT	IMPLEMENTATION DEADLINE
Defining measures to reduce or eliminate the risk of corruption with deadlines for implementation and responsible persons	Working group	13 September 2024
Development of the Central Bank's Integrity Plan Proposal	Working group	16 September 2024
Delivering the Integrity Plan Proposal to the Central Bank's employees for suggestions and comments	Integrity Manager	17 September 2024
Submitting the Integrity Plan Proposal to the Governor	Working group	25 September 2024

Adoption of the Integrity Plan	Governor	27 September 2024
Publication of the Integrity Plan	Integrity Manager	27 September 2024
Monitoring and evaluation	Integrity manager	Continuous

ASSESSMENT OF CURRENT SITUATION AND DETERMINING INITIAL RISK FACTORS

In the process of drafting the Integrity Plan, the Working Group carried out an inventory and analysis of the documentation basis referring to the operations of the Central Bank of Montenegro (CBCG) by examining the normative framework, organisational structure and staff potential. Moreover, it analysed the reports on the CBCG's operations, operational risk management, and other operations reports. It concluded that work plans and programmes had aligned with the established timeline. In addition, it analysed the reports on implementing the Integrity Plan for the previous two years, the Report of the Agency for the Prevention of Corruption on the adoption and implementation of integrity plans from December 2023, and the results of the Questionnaire on the efficiency and effectiveness of integrity plans, which the Working Group conducted during September 2024.

All the aforesaid represented the basis for risk assessment and defining measures preventing and removing the possibilities for the appearance and development of corruptive behaviour.

1. About the Central Bank

The Constitution of Montenegro (OGM 1/07, 38/13) defines the Central Bank of Montenegro as an independent organisation, responsible for monetary and financial stability and banking system operations.

The CBCG was established in 2001 as an independent institution responsible for monetary policy, establishing and maintaining a healthy banking system and efficient payment operations. Its status, objectives, functions, operations and organisation are regulated by the Central Bank of Montenegro Law. With the last amendments in 2023, the Central Bank of Montenegro Law has been additionally aligned with the European Standards and recommendations of international institutions with a view to further strengthening of the CBCG's independence.

In addition to the Constitution and the Law, the CBCG's competencies are defined by the Law on Credit Institutions (OGM 72/19, 8/21), the Law on Resolution of Credit Institutions (OGM 72/19, 8/21), the Bank Bankruptcy and Liquidation Law (OGRM 47/01 and OGM 62/08, 44/10, 72/19), the Law on Financial Leasing, Factoring, Purchase of Receivables, Micro-Lending and Credit-Guarantee Operations (OGM 73/17, 44/20), the Payment System Law (OGM 62/13, 6/14, 111/22, 7/23), the Law on Comparability of Fees Related to Consumer Payment Accounts, Payment Accounts Switching and Payment Account with Basic Features (OGM 145/21), the Law on Interchange Fees and Separate Business Rules Concerning Payment Cards (OGM 145/21), Law on Enforcement and Securing of Claims (OGM 36/11, 28/14, 20/15, 22/17, 76/17, 25/19), the Consumer Credit Law (OGM 35/13, 73/17, 72/19, 8/21), the Deposit Insurance Law (OGM 72/19), the Law on Foreign Current and Capital Operations (OGRM 45/05, OGM 62/08, 40/11, 62/13, 70/17), the Law on Official Statistics and System of Official Statistics (OGM 18/12, 47/19), the Financial Stability Council Law (OGM 44/10), the Law on Investment and Development Fund of Montenegro (OGM 88/09, 40/10, 80/17, 125/23), the Law on the Prevention of Money Laundering and Terrorist Financing (OGM 110/23, 65/24), etc. In its operations,

the CBCG applies other laws. The list of legislation that the Central Bank applies in its operations is given in Annex 1 which is the constituent part of this Plan.

1.1. CBCG Functions

The CBCG’s functions are determined by the Constitution of Montenegro, the Central Bank of Montenegro Law and other laws. They relate to overseeing the maintenance of stability of the financial system, pursuing monetary policy, managing international reserves, the responsibility for the functioning of the banking system, regulating the operations of credit institutions, financial services providers, and payment service providers, and regulating and carrying out payment system operations.

To achieve the objectives and perform the CBCG’s functions, the Council adopts a policy published on the CBCG’s website.

1.2. The CBCG’s Governance and Management

The Council of the Central Bank (hereinafter: the Council) governs the CBCG. It consists of eight members – the Governor, three Vice-Governors, and four members that are not employed by the CBCG.

The CBCG is managed by the Governor.

The governance, management and organisation of the CBCG’s operations are closely regulated in the Central Bank of Montenegro Statute and internal acts.

1.3. Staffing potential

The Rulebook on the Internal Organisation of the Central Bank of Montenegro (No. 0102-10684-1/2017 of 25 December 2017..., 0102-6145-1/2024 of 30 July 2024), defines that the operations shall be performed in core organisational units, depending on the type, complexity, and interconnectedness.

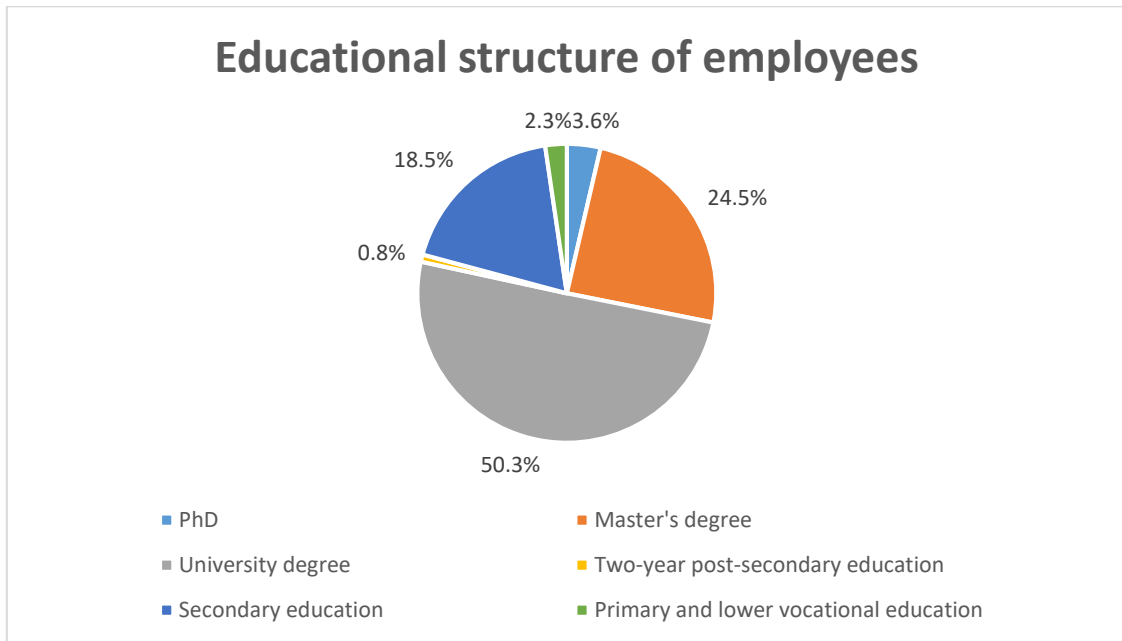
The CBCG has 384 employees¹. Educational structure reveals that employees with a university degree account for the highest percentage of 78.4%, of which 24.50% have an academic level of MSc/Master, while 3.64% of employees have a PhD (Table 1 and Graph 1).

Table 1

Education structure of employees	Total	%
PhD	14	3.64
Master’s degree	94	24.50
University degree	193	50.26
Two-year post-secondary education	3	0.78
Secondary education	71	18.49

¹ As at 1 September 2024

Primary and lower vocational education	9	2.33
TOTAL	384	

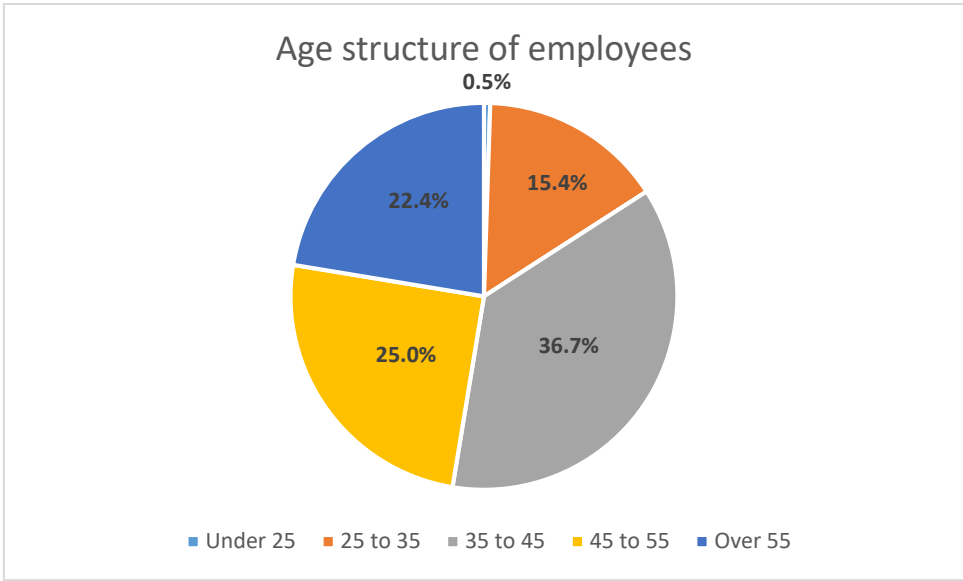


Graph 1

Age structure of employees reveals the highest number of employees is aged between 35 and 45 – around 36%, and the lowest number of employees aged up to 25 – two employees. (Table 2 and Graph 2)

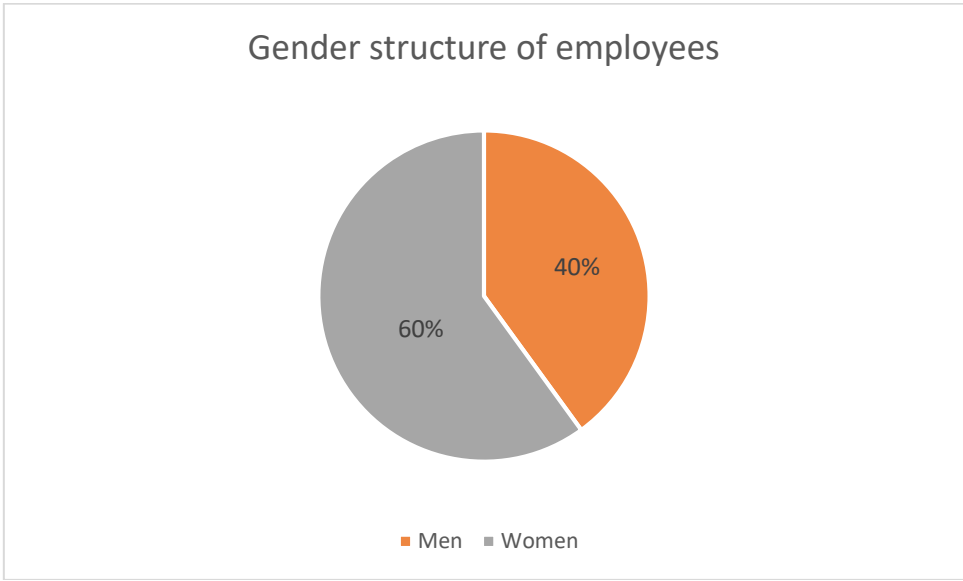
Age structure of employees	Total	%
Under 25	2	0.52
25 to 35	59	15.37
35 to 45	141	36.72
45 to 55	96	25.00
Over 55	86	22.39
TOTAL	383	

Table 2



Graph 2

Gender structure of employees shows that 60% of employees are women (Graph 3).



Graph 3

ASSESSMENT OF CURRENT SITUATION

CBCG's independence and the prohibition of exerting influence on operations and the operations of its employees is a key precondition for preserving the CBCG's integrity. Thereby, pursuant to the Central Bank of Montenegro Law, the CBCG, members of its bodies and employees in the CBCG shall be independent in the performance of their functions and their activities established under this and other laws and they shall not take or seek any instruction from the government bodies and organisations and other bodies and organisations or any other persons. The Law also prohibits the government bodies and organisations and other bodies and organisations and other persons to exert any influence on the performance and decision-making of the members of the CBCG bodies and prohibition of approving, cancelling, annulling or in any other way influencing any decision within the CBCG's competence. In pursuing the established objectives, the CBCG may cooperate with the Government and other institutions without jeopardising its autonomy and independence. This protects the integrity of the CBCG's decisions and prevents the possibility of political and other influence, thus strengthening the confidence of the public and international partners into the CBCG's performance.

The working group determined that the CBCG is deeply committed to transparency, ethical standards and social responsibility.

Explicitly, by analysing the CBCG's website, and reviewing media publications and social networks used by the CBCG, the Working Group determined that the CBCG's transparency is reflected primarily through the public availability of data on its operations and financial performance and that is additionally ensured through regular media releases, responses to media inquiries and the organising press conferences. The CBCG continuously updates its website to provide accurate and timely information to the public about its activities. It regularly publishes media releases on the work of its bodies, monthly and annual work reports, and many other regular and occasional publications containing the most important information about economic trends in the country and the international economy. Moreover, the CBCG is actively present on various social networks to inform the general public better, where it shares important information about its work regularly. It also submits work reports and annual financial reports with the opinion of an independent external auditor to the Parliament of Montenegro for information. The reports on the financial system's stability and price stability issues are submitted to the Parliament and the Government of Montenegro for information. The openness and public availability of data and their timely publication enable the public to gain insight into the CBCG's work, reducing the possibility of abuses and strengthening the responsibility of the CBCG's bodies and its employees.

The regulations adopted by the Council are published in the "Official Gazette of Montenegro (OGM)". Before their adoption, the CBCG organises consultations with stakeholders, which ensures transparency and the inclusion of relevant stakeholders in the decision-making process.

The CBCG has adopted procedures for performing work processes to standardise the performance of work processes, determine deadlines, improve the quality of work, reduce the possibility of error, and determine the powers and responsibilities for performing work processes.

The principles of CBCG's operations are compliant with the relevant European standards, including the provisions of the Treaty on the Functioning of the European Union and of the Statute of the European System of Central Banks and the European Central Bank.

The ethical values on which the CBCG rests are determined by the Code of Ethics of the Central Bank of Montenegro, the Code of Ethics for Employees in the Department for Financial and Banking Operations, and the Code of Ethics for the members of the Council of the Central Bank.

The Internal Audit performs permanent and comprehensive oversight of the CBCG's operations in accordance with the Rulebook on Internal Audit of the Central Bank and the Internal Audit Charter and internationally accepted internal audit standards.

To ensure the Internal Audit's independence, which is necessary for the effective execution of work, the Chief Internal Auditor reports directly to the Council, the Audit Committee (functional reporting line), and the Governor (administrative reporting line).

The Central Bank's Internal Audit was assessed by the De Nederlandsche Bank's external quality assessment team in 2023 as generally in line with international standards, thus confirming its complete independence.

Moreover, as the Council's standing body, the Audit Committee oversees and evaluates the functioning of the internal controls system; monitors and evaluates financial reporting; gives opinions on the appointment of independent external auditor, and monitors and assesses the procedure of auditing of financial statements of the CBCG, monitors and analyses the compliance of the CBCG's operations with the law, other regulations and general acts.

The CBCG demonstrates its commitment to sustainability and responsible governance, which are also principles of integrity. Recognising the risks of climate change for the financial system stability reflecting a proactive approach to identifying and managing potential threats, the CBCG adopted the Central Bank of Montenegro Policy Related to Climate Change Challenges in 2022 to reduce the negative impact of climate change on the financial system, devote itself to financial system greening and fulfil the relevant global sustainable development goals (SDGs) and the Action Plan for 2023-2025 for implementing the policy.

In the previous period, the CBCG actively worked on preparing, adopting and implementing new regulatory framework governing credit institutions' operations and their resolution, which is fully harmonised with EU regulations. It also continuously implements activities to modernise payment operations and payment systems. In that line, in July 2024, it submitted a formal application for Montenegro to join the Single Payment Area in Euros – SEPA, in which citizens and business entities are enabled to carry out payment transactions in euros throughout the European Economic Area using unique models and procedures, and is intensively working on finding the most efficient system for the introduction of instant payments.

The CBCG pays due importance to social responsibility. Thus, as a socially responsible organisation, it complies with ethical standards, transparency and accountability towards employees, the environment and the broader social environment. Through its initiatives,

such as the awarding of the *Annual Award* for the best scientific papers and the *Green Award* for papers on the impact of climate change on the financial system, it affirms professional staff and a responsible attitude towards the climate change challenges and contributes to the development of scientific thought.

The CBCG initiated the Programme for *Financial Education Development in Montenegro 2023–2027* to improve financial literacy, which the Financial Stability Council adopted. It signed a Memorandum of Understanding on the Programme's implementation with 21 institutions to include as many interested parties as possible. The CBCG also organises educational campaigns such as Global Money Week and Savings Week. The innovative project "Robotics for the Youngest", implemented in cooperation with the Ministry of Education, Science and Innovation and the Innovation Fund, will provide educational robots to elementary schools in Montenegro so that children can acquire basic financial knowledge and develop skills through robot programming.

In 2024, the CBCG launched a scholarship program for the most talented students in the final years of undergraduate and master's studies at universities in Montenegro titled *Acknowledge the Knowledge - The Chance for the Best*, thus additionally contributing to the development of the professional staff.

The CBCG's social responsibility is reflected in the constant increase in the volume of printed and electronic educational material to educate clients of credit and payment institutions, focusing on social networks. Moreover, the work of the Money Museum contributes to the preservation of cultural and historical heritage and the education of children and young people.

All these activities demonstrate the CBCG's commitment to maintaining high standards in operations, strengthening the financial system's resilience, and transparency and responsibility towards the public and international institutions.

The CBCG's operational risks are managed under the Policy and Methodology for Operational Risk Management, which are in compliance with the ISO 31000 standard, and the Guiding Principles of the Eurosystem/ESCB.

The CBCG's framework for information security management includes the Information Security Policy and Rules aligned with the ISO/IEC 27001 and ISO/IEC 27002 standards, and the Information Security Risk Management Methodology harmonised with the ISO/IEC 27005 standard. The CBCG performs the identification, assessment and treatment of information security risks with the full participation of all organisational units. There are ongoing activities on raising the employees' awareness of the importance of maintaining information security and personal data protection.

The business continuity management system is continuously upgraded in line with the Business Continuity Policy and the Programme of measures ensuring business continuity. The CBCG's business continuity management framework is in line with the ISO 22301 standard and the Eurosystem/ESCB framework. The CBCG's business continuity plans are regularly tested to ensure their effectiveness and efficiency in the case of contingency.

The risks are reported semi-annually, and those in the red zone and significant incidents and through ad-hoc reports submitted to the Governor, Vice-Governors, the Audit Committee and the Chief Internal Auditor.

3. DETERMINING INITIAL RISK FACTORS

The Working Group analysed the answers from the Questionnaire for assessing the Integrity Plan's efficiency and effectiveness. It concluded that the CBCG's Integrity Plan for the previous two-year period has fulfilled the objectives and the foreseen measures for removal and decreasing risk of corruption and other forms of unethical and unprofessional behaviour were effective.

In addition, the Report on Implementing the Integrity Plan in the past period determined a high percentage of implementing the determined measures (95%), which points to the high efficiency of the Integrity Plan.

By analysing the current situation and looking at already established and possible new risks from corruption and existing internal controls, appropriate measures were revised and defined, and a new Integrity Plan for 2024-2026 was adopted.

Key areas of work that are susceptible to corruption have been identified, so the Integrity Plan, for the next two-year period, estimated that the risk areas remained the same, specifically:

- I. General areas:
 1. Governance and management;
 2. Staffing policy, ethical and professional behaviour of employees;
 3. Financial planning and management;
 4. Storage and security of data and documents.

- II. Specific areas:
 1. Drafting of laws and implementing legislation related to the implementation of objectives and pursuing the CBCG's functions, and drafting implementing legislation
 2. Public relations;
 3. Free access to information;
 4. Application of the regulatory framework in the operations of credit institutions, financial service providers, payment service providers and electronic money issuers

Considering that the previously established control measures to suppress unethical and unprofessional behaviour were highly efficient and effective, the assessment of the intensity of the identified risks of corruption ranges from a medium-intensity risk to a low-intensity risk. Compared to the Integrity Plan in the previous period, risks were re-evaluated. Given the increasing trend of cyber threats, we point to increased probability and intensity of risks in data and document storage and security.

The implementation of the Integrity Plan ensures that the actions taken bring about a full level of confidence of the public in the CBCG's operations and the readiness of

employees to take a joint approach to strengthening capacities, efficiency and resilience to the possibility of the emergence and development of corruption or other forms of illegal or unethical behaviour.

METHODOLOGY FOR RISK INTENSITY ASSESSMENT

LEGEND OF TERMS AND SYMBOLS

Risk intensity is obtained by multiplying the probability and consequence, using the risk matrix “probability (1-10) x consequence (1-10)” given in the figure below.

CONSEQUENCE	serious	10																			
		9																			
		8																			
	moderate	7																			
		6																			
		5																			
		4																			
	low	3																			
		2																			
		1																			
Risk intensity (consequence x probability)		low			medium						high										
		PROBABILITY																			

Overall assessment of the corruption risk and other forms of integrity breach

- /H High-Intensity Risk - Corruption or other forms of integrity violation is already present in the process, or its occurrence is highly probable
- /M Medium-Intensity risk - Occurrence of corruption or other forms of integrity violation in the process is probable, but the risk is managed using the control measures
- /N Low-Intensity Risk - There is a small probability of corruption occurrence or other forms of integrity breach in the process due to the existing control measures

Risk assessment:

Grades range from 1 to 100. Grades 1 to 15 show the “minimum probability” of corruption occurrence or other forms of integrity breach with a “minor” consequence (**low-intensity risk**). The grades ranging from 16 to 48 represent “medium probability” of corruption occurrence or of other forms of integrity violation with a “moderate” consequence (**medium-intensity risk**), while grades 49 to 100 point to an “almost certain” corruption

occurrence or other forms of integrity violation with a “severe” consequence (**high-intensity risk**).

Risk status since the previous control

- ↔ No change
- ↑ Risk increase
- ↓ Risk reduction

Date of control:

Controlled by:

*Legend:

**Legend:

Risk assessment		low	medium	high		Progress since the previous control	No change	Risk increase	Risk reduction
		1-15	16-48	49-100			↔	↑	↓

INTEGRITY PLAN FORM

RISK INVENTORY			RISK ASSESSMENT AND MEASUREMENT					REACTION TO RISK			RISK OVERVIEW AND REPORTING	
Risk Areas	Work Positions	Inherent risks	Existing Control Measures	Residual risks	Probability	Consequences	Assessment	Proposed measures for risk mitigation/removal	Responsible person	Timeline	Status	Short description and measure implementation assessment
1. Management and governance	Council members	Untimely adoption of legislation and other acts	Laws and enabling regulations	Possibility of threatening the CBCG's integrity	1	8	8	Continue the practice of ensuring full transparency in decision-making within the CBCG competence	Council members	Continuous		
	Governor	Adoption of decisions with accepting the undue influence or other forms of breaching transparency principle	Internal CBCG acts	Lack of adequate strategic document				Adoption and implementation of CBCG strategic documents	Governor	Continuous		
		Conflict of interest	Adopting decisions by the Council after the verification of their full compliance with the regulations and their detailed explanation	Possible deviations in pursuing CBCG policy and/or objectives prescribed by the Law				Continuous reporting on the implementation of strategic documents of the CBCG	Heads of organisational units	Continuous		
		Abundant use of influence	Publication of the adopted regulations in the Official Gazette and on the CBCG website					Strengthening and regular updating of internal rules on conflict of interest, with mandatory reporting of conflict of interest before making decisions		Continuous		
		Possibility of misuse of discretionary powers in deciding	Regular submitting of the statement of non-existence of conflict of interest, in accordance with the Law					Expand the scope of information and documents made available through access to data in accordance with the Law on Free Access to Information		Continuous		
		Delegating authorities contrary to the law and CBCG's regulations	Timely submitting of reports to the Agency for Prevention of Corruption									
			Application of the Code of Ethics for CBCG Council members									

			<p>Getting the opinions of relevant organisational units before deciding</p> <p>Agreeing on decisions at the Governor's Collegium of the Governor</p> <p>Publication of internal acts on the Intranet and the notice board</p>								
	<p>Governor</p> <p>Vice-Governors</p> <p>Chief Operations Officer</p>	<p>Incomplete or untimely pursuing of the CBCG objectives and policy</p> <p>Decrease of citizens' trust in the work of the CBCG</p>	<p>Laws and enabling regulations</p> <p>Internal CBCG acts</p> <p>Monthly reporting to the Council</p> <p>Regular publishing of reports on the CBCG website</p> <p>Monitoring the implementation of recommendations given for work improvement</p> <p>Regular updating of the CBCG website</p> <p>Publishing educational materials on the CBCG's role and functions</p> <p>Organising campaigns on financial literacy</p> <p>Organising public hearing on regulation passed by the CBCG</p>	<p>Possible delays in planned pursuing of CBCG's functions and policy</p>			<p>Monitor and evaluate the degree of implementation of the CBCG objectives and policy</p>	<p>Governor</p> <p>Vice-Governors</p> <p>Chief Operations Officer</p> <p>Heads of organisational units</p>	<p>Continuous</p>		

	Governor Vice-Governors Chief Operations Officer Heads of organisational units	Inadequate strategic planning	Laws and enabling regulations Internal CBCG acts Reports and recommendations of relevant international entities Strategic documents of the CBCG	Deviations in the implementation of medium- and long-term development plans and programmes Lack of vision, communication, inadequate planning	2	7	14	Defining clear objectives for the implementation of strategic objectives Continue with activities on monitoring and evaluating the implementation of strategic documents - development plans and programmes, and reporting on their implementation Continue implementing the recommendations of relevant international entities related to the CBCG management	Governor Vice-Governors Chief Operations Officer Heads of organisational units	Continuous Continuous Continuous		
	Governor Vice-Governors Chief Operations Officer	Inefficient coordination	Central Bank of Montenegro Law Internal CBCG acts	Insufficient cooperation between organisational units and unclear delineation of responsibility	4	5	20	Follow the Working procedures of organisational units and cross-sectoral procedures Periodic updating of Working procedures Periodic review of the Rulebook on internal business organisation and the Rulebook on job systematisation	Governor Vice-Governors Chief Operations Officer Chief Operations Officer	Continuous Continuous Continuous		
	Heads of organisational units	Inefficient organisation of task execution Inadequate monitoring of employees' work Untimely performance of tasks	Laws and enabling regulations Internal CBCG acts Working procedures Internal Audit Periodical review and update of working procedures and harmonisation of cross-sectoral procedures At the level of organisational units, information exchange through regular meetings, email communication, folder sharing, etc.	Insufficiently clear distribution of work and delineation of responsibilities Insufficient engagement of available staffing potential or overload	3	6	18	Apply rules and procedures for rotation and/or redeployment of employees Conduct trainings to improve managerial skills Improve exchange of information inside organisational units for timely informing of employees Conduct employee evaluations Create new methodology for employee evaluations	Governor Director of Directorate for Human Resources Heads of organisational units	Continuous Continuous Continuous Continuous Continuous		

2. Staffing policy, ethical and professional behaviour of employees	Governor	Inefficient and irrational HR policy	Laws and enabling regulations	Lack of human resources	2	6	12	Performing analysis of the needs, and human resources planning	Governor	Continuous		
	Employees in the Directorate for Human Resources	Ability to abuse authority in conducting HR policy	Collective Agreement of the CBCG	Risk of employing inadequate staff				Fill vacancies by selecting candidates under the set criteria, proceedings and procedures provided – via internal or external adds	Director of Directorate for Human Resources	Continuous		
		Failure to observe regulations, internal acts and procedures when employing	Internal CBCG acts	Discretionary decision-making on earnings increase, an decision making of importance for work, education and other decisions of importance for the material status of employees				Continue full implementation of the Collective Agreement and the Internal CBCG acts		Continuous		
		Acceptance of unauthorised influence	Filling the vacancies and determining the criteria for selecting candidates through public competitions	Working procedures of the Directorate for Human Resources								
	Nepotism	Regular publishing of information relevant to the work and material status of employees on the CBCG Intranet										
	Employees in the Directorate for Human Resources	Lack of professional knowledge and skills of employees at some work posts	Laws and enabling regulations	Inadequate selection of candidates for education and training	2	6	12	Assessing the needs for professional development and education to perform jobs within the CBCG competence	Director of Directorate for Human Resources	Continuous		
	Heads of organisational units	Breaching professional rules and biased behaviour	Internal CBCG acts	Ineffective professional education and training of employees				Monitoring the implementation of the Annual Plan for Professional Training and Development	Heads of organisational units	Continuous		
		Breaching of the CBCG integrity	Working procedures	Annual Plan of professional education and training				Evaluating Professional Training and Development	Directorate for Human Resources	Continuous		
			Code of Ethics	Presentations on the acquired knowledge in professional development programmes				Publication of educational materials from implemented programs of professional training and education through the Portal of the Directorate for Human Resources		Continuous		
				Informing employees and publishing professional training and education programmes via the Intranet		Continuous						
	Council Members	Failure to comply with the legal obligation to record received gifts and their value	Central Bank of Montenegro Law	Untimely reporting from the records of received gifts	1	3	3	Acting according to the Procedure for reporting received and given gifts	Governor	Continuous		
	Governor		Law on Prevention of Corruption	Untimely reporting on public officials' property and income				Submitting property and income reports in a timely and accurate manner	Vice-Governors	According to legal deadlines		
	Vice-Governors		Code of Ethics for CBCG Council Members						Chief Economist			
									Chief Operations Officer			

		Failure to comply with the legal obligation to report income and property	Code of Ethics for CBCG employees Submitting a written statement on the absence of conflict of interest	Possibility of error in entering data for the income and property report					Chief Internal Auditor Director of the Directorate for Communications Governor			
	All employees	Breaching the CBCG integrity Unethical and unprofessional behaviour Conflict of interest Failure to comply with the obligation to report received gifts and their value Employee engagement with another employer without prior Governor's consent Not declaring employment of a close family member with a legal entity that is supervised by or counterparty of the CBCG	Central Bank of Montenegro Law Central Bank of Montenegro Statute Internal CBCG acts Code of Ethics Conducting training on integrity and ethics Publication of the Code of Ethics on the CBCG website	Inadequate understanding of how the Code of Ethics is implemented Possible conflict of interest in making decisions and implementing procedures Reporting of potential or true conflict of interest	3	6	18	Periodically conduct training on ethics and integrity to employees Conduct training on ethics and integrity to new employees Report on the implementation of the Code of Ethics Improve the Code of Ethics Periodically update the Code of Ethics Adopt procedures that will regulate the process of reporting a potential or actual conflict of interest Act according to the Procedure for reporting received and given gifts Periodical posts on the Intranet that refer to specific segments of the Code of Ethics - conflict of interest, work with another employer, etc. and the obligations arising therefrom Update the record of work permits with another employer Update a record of employees who have a close family member employed in a legal entity that is supervised by or counterparty of the CBCG	Director of Directorate for Human Resources Director of Directorate for Communication	Annually Continuous Continuous 30 June 2025 Annually 30 June 2025 Continuous Continuous Continuous Continuous		
	Governor	Discrimination of an employee in detecting and reporting suspicion of unlawful conduct or other integrity breaches	Law on Prevention of Corruption Law on Personal Data Protection Law on Prohibition of Abuse at Work Code of Ethics	Inadequate treatment of whistle-blowers' reports Breaching of identity protection and whistle-blowers' rights	3	6	18	Application of the Procedure and Instructions on the submission, recording and handling of whistle-blowers' reports Ensure protection of whistle-blowers from all forms of discrimination, restriction and denial of rights	Governor Person responsible for receiving and handling the whistle-blowers' report	Continuous Continuous Continuous		

		Inadequate protection of data on an employee who reports suspicion of unlawful conduct or other integrity breaches	Procedure on the manner of recording and acting upon the whistle-blowers' report and Decision determining the person responsible for receiving and acting upon the whistle-blowers' report					Notify the whistle-blower about the measures taken after their reporting Act on the recommendations of the Agency for Prevention of Corruption		Continuous		
	All employees	Insufficient level of employee awareness for reporting illegal actions within the CBCG	Law on Prevention of Corruption Code of Ethics Procedure and Instructions on submitting, recording and acting upon whistle-blowers' registration	Breaching the CBCG integrity	3	6	18	Educating employees about the mechanisms for reporting illegal actions within the CBCG Periodic posts on the Intranet related to the Procedure and Instructions on submitting, recording and acting upon whistle-blowers' report	Integrity Manager Person responsible for receiving and handling the whistle-blowers' report Director of Directorate for Human Resources	Continuous Continuous		
3. Financial planning and management	Governor Employees in the Directorate for Finance, Accounting and Controlling	Inadequate financial planning and financial reporting	Central Bank of Montenegro Law Internal acts Audit Committee Internal Audit External Audit Publication of financial statements on the CBCG website Submission of the Financial Plan and financial reports to the Parliament and the Government of Montenegro in accordance with the law Publication of the Financial Plan on the CBCG website. Publication of the Rulebook on Accounting on the CBCG website	Lack of funds for business operations and non-execution of due commitments	1	9	9	Continuous monitoring of the parameters of executing the financial Plan, analysis of deviations from the Plan, and analysis of data necessary for the financial plan preparation throughout the business year Act in accordance with the audit report recommendations Control the implementation of legal regulations, IAS and IFRS, compliance with internal working procedures, and implement constant improvements of application support processes and continuous training of employees.	Governor Director of the Directorate for Finance, Accounting and Controlling	Continuous Continuous Continuous		

			<p>Publication of Guidelines for selecting the independent auditor on the CBCG website</p> <p>Improving internal acts on planning finance and constant monitoring of the financial Plan execution</p> <p>Improving application support to the planning process</p> <p>Monitoring changes in international accounting standards and international financial reporting standards</p>									
	<p>Governor</p> <p>Employees in the Directorate for Finance, Accounting and Controlling</p>	<p>Non-earmarked use of funds</p> <p>Non-compliance with procedures</p>	<p>Internal acts</p> <p>Audit Committee</p> <p>Internal Audit</p> <p>External Audit</p> <p>Publication of financial statements on the CBCG website</p> <p>Controlling the execution of internal and cross-sectoral procedures for work, internal controls and control of accounting documentation</p>	<p>Incorrect recording of costs and misdirecting financial resources by type of payment</p> <p>Not updated and untimely collection of receivables</p>	3	5	15	<p>Conduct enhanced supervision</p> <p>Implement recommendations from internal audit reports</p> <p>Conduct internal controls, strengthen the quality of internal and cross-sectoral working procedures and refine the accounting application to increase the security and accuracy of transfers following client requirements</p>	<p>Governor</p> <p>Director of Directorate for Finance, Accounting and Controlling</p>	<p>Continuous</p> <p>Continuous</p> <p>Continuous</p>		
	<p>Employees in the Directorate for Legal Affairs</p>	<p>Inadequate implementation of the public procurement procedure Exceeding and misusing official competences</p>	<p>Laws and enabling regulations</p> <p>Internal acts regulating public procurement procedures</p> <p>Semi-annual and annual reporting to on the Public</p>	<p>The division of the public procurement items to avoid law enforcement and the prescribed public procurement procedure</p> <p>Inadequate control of the conflict of interests of</p>	2	6	12	<p>Conduct internal controls</p> <p>Training and development of employees</p> <p>Monitor public procurement regulations and practices</p> <p>Introduce an anti-corruption clause in all public procurement contracts</p>	<p>Governor</p> <p>Chief Operations Officer Director of the Directorate for Legal Affairs</p> <p>Public Procurement Officer</p>	<p>Continuous</p> <p>Continuous</p> <p>Continuous</p>		

	Public Procurement Officer Members of the commissions for performing public procurement proceedings	Undue influence or other forms of violation of breaching the transparency principle Breaching the principle of ensuring competition	Procurement Plan implementation Reporting to the public authority relevant for public procurement on the implemented procedures and concluded contracts	employees in public procurement Application of discriminatory conditions or criteria in technical characteristics and specifications				Maintain communication with relevant institutions Precise determination of goods, services or works, with the indication of objective technical characteristics and specifications Hiring experts in the field of procurement in commissions for the implementation of the public procurement procedure		Continuous Continuous Continuous		
4. Storage and security of data and documents	Governor Vice-Governors Chief Operations Officer Employees in the Information Technology Department Employees in the Directorate for Operational Risk Management, Information Security and Business Continuity All employees	Compromising the information security of the CBCG	Central Bank of Montenegro Law Law on Credit Institutions Rulebook on Secrecy Law on information security Law on Personal Data Protection Law on Electronic Identification and Electronic Signature CBCG Information Security Policy and Rules Methodology for information security risk management in the CBCG Central Bank Information Classification Procedure Information security management procedure Employee information awareness raising Programme Operational risk management policy of the CBCG	Unavailability of CBCG's functions due to cyber-attack/outage in IS operations Breaching the CBCG's data integrity due to external or internal cyber attacks Unauthorised access to confidential CBCG data Leakage of confidential information/personal data Compromising CBCG's information due to non-compliance with the Central Bank's Information Security Policy and Rules	5	9	45	Constant monitoring of the information system of the Central Bank using available tools, in order to effectively defend against external and internal attacks Continuously monitor the efficiency of the operational risk management system, information security and business continuity Monitor the implementation and regularly update policies and methodologies for managing operational risk, information security and business continuity Carrying out activities to raise employees' awareness of information security Maintaining communication with relevant institutions	Director of Directorate for Operational Risk Management, Information Security and Business Continuity Director of Information Technology Department	Continuous Continuous Continuous Continuous		

Operational risk management methodology of the CBCG

Business continuity management policy of the CBCG

Business continuity management methodology of the CBCG

Programme of measures ensuring business continuity

CBCG Business Continuity Plan

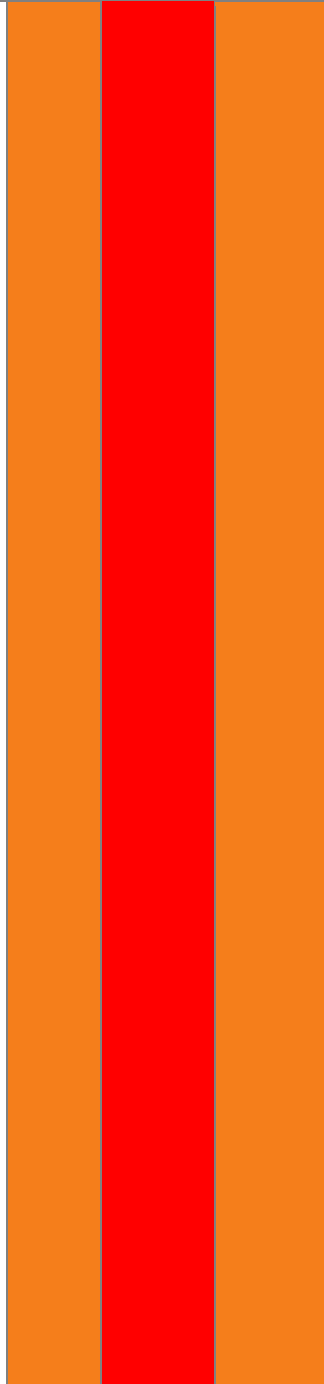
Publishing segments of policies for operational risk (OR) management, information security (IS) management, and business continuity (BC) management, and tasks of the Committee for OR, IS and BC management

IT Sector Procedures

Antivirus protection and firewall systems

System for documents encrypting and email and providing two-factor authentication to a computer (PKI - Public Key Infrastructure)

Network Intrusion Prevention System (IPS)



System for monitoring and analysing logs (SIEM - Security information and event management)

Data Loss Prevention (DLP) system

System for classifying documents and emails

System for protection against cyber threats on workstations (EDR - Endpoint Detection and Response)

Conducting regular penetration tests

Hardening of information system components

Application of two-factor authentication during remote access to the information system

Monitoring of user activities in the CBCG information system

Disk encryption on laptops and USB sticks

Systems for data backup and e-mail archiving

Monitoring of user activities in the CBCG information system

Disk encryption on laptops and USB sticks

5. Drafting of laws and enabling regulations	Governor's Cabinet - Governor's Legal Advisors	Inadequate application of prescribed rules	Laws and enabling regulations	Delay in the implementation of activities on the regulatory framework harmonisation	3	5	15	Strengthen staff capacities with continuous training related to changes in EU regulations with which regulations need to be harmonised	Heads of relevant organisational units	Continuous		
	Employees in the Banking Supervision Department	Non-compliance of passed and other acts	Division of work tasks	Lack of adequate cross-sectoral working procedures				Organising trainings and workshops for employees to ensure the application of the rules	Directorate for Human Resources	Continuous		
	Employees in the Financial and Banking Operations Department	Insufficient training of employees in organisational units for drafting regulations	Council's opinion on draft laws prepared by public administration bodies affecting the CBCG's competence	Complexity of legislation and its non-comprehension				Align the regulatory framework with the <i>acquis communautaire</i> and the timeline determined by the Montenegro EU Accession Programme	Continuous			
	Employees in the Payment System Department		Organising public hearing and consultation with stakeholders	Insufficient number of employees				Strengthen staff capacities in organisational units executing normative tasks by conducting trainings related to nomotechnical rules, etc.	Periodical			
	Employees in the Department for Financial Stability, Research and Statistics		Application of nomotechnical rules for writing legislation					Introduce knowledge transfer in organisational units, by transferring experience to younger or less experienced employees regarding the drafting of regulations.	Continuous			
	Employees in the Directorate for Supervision of AML/CFT Compliance and Financial Consumer Protection											
	Employees in the Vault											
	Employees in the Directorate for Resolution of Credit Institutions											
	Employees in the Centre for Macroeconomic and Financial Research and Forecasting											
	Employees in the Directorate for Finance, Accounting and Controlling											

	Employees in the Directorate for Legal Affairs											
6. Public relations	Governor	Breaching of CBCG integrity and reputation Loss of citizens' trust in the CBCG work	Central Bank of Montenegro Law	Non-transparent CBCG's operations	3	7	21	Expand the coverage of published information on the CBCG operations in a straightforward and understandable manner	Governor	Continuous		
	Chief Operations Officer		CBCG's internal acts	Untimely provision of information on demand of the media and the public				Update information on the Central Bank's website	Vice-Governors			
	Chief Operations Officer's Adviser		Working procedures	Placement of incorrect information to the public				Be proactive with regard to possible issues of public interest or causing a special interest of the media and the public	Chief Operations Officer	Continuous		
	Employees in the Directorate for Communication		Publishing information on the CBCG's website					Training and development of employees	Chief Operations Officer's Adviser	Continuous		
	CBCG employees who make statements in the media		Publishing of press releases from the Council meetings					Maintain and improve internal communication	Director of Directorate for Communication	Continuous		
								Training of employees to acquire public speaking skills	Heads of relevant organisational units	Continuous		
									Director of Directorate for Human Resources	Continuous		
										Annual		
7. Free access to information	Governor	Unlawful refusal to give information Breaching the CBCG integrity	Law on Free Access to Information	Untimely deciding on requests for free access to information	2	6	12	Make decisions on requests for free access to information within the legal deadline	Employee in charge of handling requests for access to information	Continuous		
	Employee in charge of handling requests for access to information		Guide on Free Access to Information of the Central Bank					Regularly update the Guide to Free Access to Information	Director of Department for Legal Affairs	Continuous		
			Agency for the Protection of Personal Data and Free Access to Information - complaint proceeding					Carry out internal control on an ongoing basis		Continuous		
			Administrative Court – litigation procedure					Training and development of employees		Continuous		
								Regularly monitor regulations and good practice concerning free access to information		Continuous		

<p>8. Application of the regulatory framework in the operations of credit institutions, financial service providers, payment service providers and electronic money issuers, and the resolution of credit institutions</p>	<p>Employees in the Banking Supervision Department</p> <p>Employees in the Payment System Department</p> <p>Employees in the Directorate for Supervision of AML/CFT Compliance and Financial Consumer Protection</p> <p>Employees in the Directorate for Resolution of Credit Institutions</p>	<p>Insufficiently precise regulations</p> <p>Unprofessional and/or inadequate application of regulations</p> <p>Omission of official actions</p> <p>Untimely action</p>	<p>Central Bank of Montenegro Law</p> <p>Law on Credit Institutions</p> <p>Law on Financial Leasing, Factoring, Purchase of Receivables, Micro-Lending and Credit-Guarantee Operations</p> <p>Law on Resolution of Credit Institutions</p> <p>Payment System Law</p> <p>Law on Comparability of Fees Related to Consumer Payment Accounts, Payment Accounts Switching and Payment Account with Basic Features</p> <p>Law on Interchange Fees and Separate Business Rules Concerning Payment Cards Law on the Prevention of Money Laundering and Terrorist Financing</p> <p>Consumer Credit Law</p> <p>Court protection</p> <p>Enabling regulations, Policies and procedures</p> <p>Committee for credit institutions' supervision and resolution</p>	<p>Proposing inadequate measures against credit institutions, payment service providers, leasing companies, factoring companies, companies for purchase of receivables, microcredit financial institutions and credit guarantee funds</p> <p>Application of inadequate measures and instruments for the resolution of credit institutions</p> <p>Providing inaccurate data on the banking system</p> <p>Providing incorrect data on payment system</p> <p>Publishing incorrect data on enforced collection</p> <p>Failure to provide protection to clients of credit institutions and financial service users</p> <p>Insufficient number of employees</p>	<p>2</p>	<p>7</p>	<p>14</p>	<p>Carry out education of employees, particularly through bilateral cooperation concerning the best supervisory practice in these categories of supervised entities</p> <p>Implement international standards and align policies and procedures</p>	<p>Governor</p> <p>Vice-Governors</p> <p>Director of Banking Supervision Department</p> <p>Director of Payment System Department</p> <p>Director of the Directorate for Supervision of AML/CFT Compliance and Financial Consumer Protection</p> <p>Director of the Directorate for Resolution of Credit Institutions</p>	<p>Continuous</p> <p>Continuous</p>		
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CENTRAL BANK OF MONTENEGRO

No. 0102-6225-3/2024

Podgorica, 27 September 2024

Pursuant to Article 45 paragraph 2 item 7 of the Central Bank of Montenegro Law (OGM 40/10, 6/13 70/17, 125/33) and Articles 75 and 80 of the Law on Prevention of Corruption (OGM 54/24) and Decision No. 0102-1238-10/2024 of 26 September 2024, the Vice-Governor of the Central Bank of Montenegro passes the following

D E C I S I O N

on Adopting the Integrity Plan of the Central Bank of Montenegro

- I. The Integrity Plan of the Central Bank of Montenegro for the period September 2024 – September 2026 (hereinafter: the Integrity Plan) is hereby adopted and enclosed to this Decision, making an integral part thereof.
- II. Ms Marijeta Špadijer, the Integrity Manager, shall submit annual reports on the implementation of the Integrity Plan to the Agency for Prevention of Corruption and the Governor, as well as report to the Governor on quarterly basis on the implementation of the measures contained in the Integrity Plan.
- III. Employees at the Central Bank of Montenegro are hereby required to provide all necessary information and documents necessary for the effective implementation of the Integrity Plan at the request of the integrity manager.
- IV. The Integrity Plan shall be submitted to the Agency for Prevention of Corruption and published on the Central Bank of Montenegro's website and Intranet.
- V. This decision shall enter into force on the day of its publishing.

R a t i o n a l e

Pursuant to the Law on Prevention of Corruption (OGM 53/14 and 42/17), the Central Bank of Montenegro passed the Integrity Plan no. 0102-4920-5/22 as of 28 September 2022.

Article 80 of the new Law on Prevention of Corruption (OGM 54/24), and the Rules for development and implementation of the integrity plan (OGM 78/15) stipulate the obligation of assessing the efficiency and effectiveness of the integrity plan on biannual level, taking into account the result of measures implemented with a view to reducing risks and, consequently, the need to check the regularity of specified areas of work, work processes and job positions susceptible and/or sensitive to corruptive actions.

Pursuant to the aforementioned statutory obligation, the Central Bank of Montenegro had started drafting a new Integrity Plan for the following two-year period and the Working Group for the development of the integrity plan was formed under the Decision No. 0102-6225-1/2024 of 2 August 2024. In accordance with the prescribed deadline, the Working Group had prepared and submitted to the Governor for adoption.

Based on the above, it was decided as in the enacting terms of the Decision.

VICE-GOVERNOR,

Nikola Fabris, PhD

(in testimony whereof, the undersigned has subscribed his name and affixed the Seal of the Central Bank of Montenegro)

ANNEX 1

Legal Framework for the Central Bank of Montenegro's Operations

No.	NAME OF THE LAW	NAME OF THE IMPLEMENTING LEGISLATION
1.	Central Bank of Montenegro Law (OGM 40/10, 6/13, 70/17, 125/23)	Statute of the Central Bank of Montenegro (OGM 78/24)
		Decision on Open Market Operations (OGM 15/11)
		Decision on detailed conditions for granting loans to credit institutions in case of their liquidity needs (OGM 35/24)
		Decision on Macprudential Measures Related to Retail Loans Granted by Credit Institutions (OGM 138/21, 144/22, 120/23)
		Decision on Reserve Requirements of Credit Institutions at the Central Bank of Montenegro (OGM 19/22, 78/24)
		Decision on International Reserves Management (OGM 19/11, 88/17)
		Decision on the Supply of Banknotes and Coins (OGM 19/11)
		Decision on the Reproduction of Euro Banknotes (OGM 61/18, 54/22)
		Decision on Authenticity and Fitness Checking and Recirculation of Euro Banknotes and Coins (OGM 78/24)
		Decision on the Handling of Suspect Euro Banknotes and Coins and Other Activities Aimed at Protecting the Euro against Counterfeiting (OGM 35/11, 61/18)
		Decision on Medals and Tokens Similar to Euro Coins (OGM 44/14, 61/18)

		Decision on Performing Custody Operations (OGM 34/17, 122/21)
		Decision on the Chart of Accounts of the Central Bank of Montenegro (OGM 88/17)
		Decision on Determining Tariff for Calculating Fees Charged for the Central Bank of Montenegro Services (OGM 29/11, 22/12, 58/13, 12/14, 22/14, 48/14, 32/15, 15/17, 18/17, 24/18, 109/21, 87/23, 108/23)
		Decision on Determining the Form for Submitting Information on Credit Activity (OGM 16/18)
		Decision on Macprudential Measures Related to Retail Loans Granted by Credit Institutions (OGM 138/21, 144/22, 120/23)
		Guidelines on Implementation of International Restrictive Measures by Credit and Financial Institutions and Supervision of the Implementation of These Measures (No. 0101-3804-4/2022 of 17 May 2022)
		Decision on Changes in Prices of Commemorative Coins Issued (OGM 13/11, 25/17)
		Decision on the Manner of Using the Collections of Commemorative Montenegrin Coins Issued on the Occasion of Celebrating the Centenary of Minting the First Montenegrin State Coins (OGRM 37/06, OGM 09/07, 13/11)
		Decision on Establishing the Collections of Commemorative Montenegrin Coins (OGRM 31/06)

		Decision on Issuing Commemorative Coins – Alloys (OGRM 31/06)
		Decision on Issuing Commemorative Silver Coins (OGRM 31/06)
		Decision on Issuing Commemorative Gold Coins (OGRM 31/06)
		Decision on the Manner of using the Commemorative Montenegrin Coins issued on the Occasion of celebrating the Anniversary of Central Bank of Montenegro’s Commencement of Operation (OGRM 01/03, 50/04, OGM 13/11)
		Decision on Establishing the Collections of Commemorative Montenegrin Coins (OGRM 45/02)
		Decision on Issuing Commemorative Gold Coins (OGRM 45/02)
		Decision on Issuing Commemorative Coins – Alloys (OGRM 45/02)
		Decision on Issuing Commemorative silver coins (OGRM 45/02)
		Decision on Issuing Gold and Silver Jubilee Coins (OGM 24/16)
		Decision on Issuing Gold and Silver Jubilee Coins (OGM 12/21)
		Decision on Gold and Silver Jubilee Coins Using and Packaging (OGM 31/16, 25/17)
		Decision on Gold and Silver Jubilee Coins Using and Packaging (OGM 33/21)
		Decision Repealing the Decision on Interim Measures to Mitigate Negative Impact of the Communicable Disease Covid-19 Epidemic and the

		Situation in Ukraine on the Financial System (OGM 35/24)
		Decision on the Criteria for Identifying Critical Functions and Core Business Lines of a Credit Institution (OGM 19/22)
		Decision on Credit registry (OGM 39/18, 18/19)
		Decision on Statistical Data and Information to be Submitted by Credit Institutions to the Central Bank of Montenegro (OGM 81/22, 13/23)
		Decision on Statistical Data and Information that Investment Funds, Investment Fund Management Companies and Insurance Companies Submit to the Central Bank of Montenegro (OGM 78/24)
2.	Law on Credit Institutions (OGM 72/19, 8/21)	Decision on Governance Arrangements in Credit Institutions (OGM 119/20)
		Decision on More Detailed Requirements for Selection and Appointment of Members of the Management Body and Holders of Core Functions in a Credit Institution (OGM 119/20)
		Decision on the Content and Manner of Keeping a Registry of Credit Institutions (OGM 126/20)
		Decision on Doing Business with Persons Connected with a Credit Institution (OGM 126/20)
		Decision on Minimum Standards for Investment of Credit Institutions in Immovable Property and Fixed Assets (OGM 126/20, 20/24)

		Decision on the Method of Calculating Maximum Distributable Amount in Credit Institutions (OGM 126/20)
		Decision on Capital Adequacy of Credit Institutions (OGM 128/20, 140/21, 144/22, 52/24)
		Decision on the Criteria and the Manner of Classification of Assets and Calculation of Provisions for Potential Loan Losses of a Credit Institution (OGM 127/20, 140/21)
		Decision on Remuneration in Credit Institutions (OGM 127/20, 27/24)
		Decision on Recovery Plans of Credit Institutions (OGM 127/20, 19/22)
		Decision on the Manner of Calculating Specific Countercyclical Capital Buffer Rate of a Credit Institution (OGM 127/20)
		Decision on Methods for Consolidation of Members of a Group of Credit Institutions (OGM 127/20)
		Decision on Identifying other Systemically Important Credit Institutions (OGM 127/20)
		Decision on the Criteria and Documentation for Assessing the Suitability and Financial Soundness of the Acquirer of a Qualifying Holding in a Credit Institution (OGM 127/20)
		Decision on Documentation Attached to the Application for Granting the Authorisations under the Law on Credit Institutions (OGM 127/20)
		Decision on Documentation Supporting the Application for

		Granting the License to a Credit Institution (OGM 127/20)
		Decision on Liquidity Risk Management in Credit Institutions (OGM 127/20, 140/21)
		Decision on Internal Capital Adequacy Assessment of a Credit Institution (OGM 127/20)
		Decision on Managing Outsourcing-Related Risks (OGM 127/20)
		Decision on Large Exposures of Credit Institutions (OGM 127/20, 140/21)
		Decision on Chart of Accounts for Credit Institutions (OGM 128/20)
		Decision on Reporting to the Central Bank of Montenegro (OGM 128/20)
		Decision on Public Disclosure of Information by a Credit Institution (OGM 128/20)
		Decision on Minimum Standards for Risk Management in Credit Institutions (OGM 134/21, 62/24)
		Decision on Applying the Structural Systemic Risk Buffer (OGM 139/21)
		Decision on the Countercyclical Capital Buffer Rate for the Third Quarter of 2024 (OGM 55/24) ²
		Decision on Raising the Countercyclical Capital Buffer Rate (OGM 27/24) <i>It shall apply as of 1 April 2025</i>

² The Decision is adopted quarterly.

		Decision on the Manner and Time Limits for Submitting Data on the Complaints of Clients of Credit Institutions and Financial Service Users (OGM 47/23)
3.	Law on Resolution of Credit Institutions (OGM 72/19, 8/21)	Decision on Methodologies and Criteria for Determining the Amount of Liabilities Arising from Derivatives (OGM 116/20)
		Decision on Notifications about Resolution of a Credit Institution (OGM 116/20)
		Decision on Minimum List of Services, Facilities or Equipment Necessary for Enabling a Recipient Undertaking to Operate a Business Transferred to it from a Credit Institution under Resolution (OGM 116/20)
		Decision on the More Detail Content of a Reorganisation Plan of a Credit Institution under Resolution and the Manner of Reporting on the Implementation of the Plan (OGM 116/20)
		Decision on Detailed Conditions for Granting Deferral of Payment of Ex-Post Contributions to a Credit Institution into the Resolution Fund (OGM 116/20)
		Decision on Detailed Content of Resolution Plans for Credit Institutions and Group Resolution Plans (OGM 116/20)
		Decision on the Methodology for Valuation of Assets of the Credit Institution under Resolution Proceedings after Carrying out the Transfer of a Part of the Rights, Assets and

		Liabilities or after Applying the Bail-In Tool (OGM 122/20)
		Decision on Conditions to be Met by an Independent Valuer of Assets and Liabilities of a Credit Institution under Resolution (OGM 122/20, 124/20)
		- Decision on More Detailed Regulation of Contractual Recognition of Write-Down and Conversion Powers in Relation to Credit Institution's Liabilities Governed by a Third Country Law (OGM 122/20)
		Decision on the Criteria for Assessing Resolvability of a Credit Institution and a Group (OGM 122/20)
		Decision on Detailed Criteria for Determining Minimum Requirements for Own Funds and Eligible Liabilities of Credit Institutions (OGM 126/20)
		Decision on the Method of Disclosing Confidential Information on Credit Institutions under Resolution in Summary or Collective Form (OGM 126/20)
		Decision on More Detailed Manner of Calculation of Ex-Ante Contributions Paid by Credit Institutions to the Resolution Fund (OGM 127/20, 45/21)
		Decision on More Detailed Requirements for Setting the Rate of Conversion of Relevant Capital Instruments and Liabilities to Equity of a Credit Institutions Under Resolution (OGM 127/20)

		Decision on Detailed Manner of Valuation of Assets and Liabilities before Taking Resolution Action or Exercising the Power to Write Down or Convert Relevant Capital Instruments (OGM 45/21)
7.	Law on Financial Leasing, Factoring, Purchase of Receivables, Micro-Lending and Credit-Guarantee Operations (OGM 73/17, 44/20)	Decision on Documents Supporting the Request for Granting Approvals Under the Law Governing Financial Leasing, Factoring, Purchase of Receivables, Micro-Lending and Credit-Guarantee Operations (OGM 24/18)
		Decision on Minimum Standards for Risk Management in Financial Services Providers (OGM 24/18)
		Decision on Financial Services Providers' Reporting to the Central Bank of Montenegro (OGM 24/18)
		Decision on the Content and Manner of Keeping a Registry of Financial Services Providers (OGM 138/21)
5.	Law on Investment and Development Fund of Montenegro (OGM 88/09, 40/10, 80/17)	Decision on the Manner of Calculating Capital Adequacy Ratio of the Investment and Development Fund of Montenegro (OGM 79/18)
		Decision on Minimum Standards for Risk Management in the Investment and Development Fund of Montenegro (OGM 79/18)
6.	Payment System Law (OGM 62/13, 6/14, 111/22, 7/23)	Decision on the Structure, More Detail Conditions and Manner of Transaction Account Opening And Cancelling (OGM 48/14, 24/16, 14/17, 80/20)
		Decision on Payment System Reporting to the Central Bank of Montenegro (OGM 82/17, 107/20)

		Decision on Central Registry of Transaction Accounts (OGM 47/23)
		Decision on the Central Registry of Transaction Accounts and Deposits and Safe Deposit Boxes (OGM 78/24) <i>It shall apply as of 1 November 2024</i>
		Decision on Core Elements of the Payment Orders for Executing National Payment Transactions via Transaction Accounts (OGM 48/14)
		Decision on the Requirements for Executing Credit Transfers and Direct Debit Transactions in Euro within the Single Euro Payments Area (SEPA) (OGM 44/24)
		Decision on Detailed Conditions for Providing Activities of the Payment Service Agent (OGM 48/14)
		Decision on the Manner of Keeping the Registry of Payment Institutions and the Registry of Electronic Money Institutions (OGM 51/23)
		Decision on Protection of Payment Service Users' Funds and Funds Received in Exchange for Issued Electronic Money (OGM 48/14)
		Decision on Minimum Monetary Amount of the Professional Indemnity Insurance or Other Comparable Guarantee Covering the Liability for Providing Specific Payment Services (OGM 87/23)
		Decision on Own Funds of Payment Institutions (OGM 48/14, 80/20)
		Decision on Own Funds of Electronic Money Institutions (OGM 87/23)

		Decision on Ensuring Strong Customer Authentication and Common and Secure Open Standards for Communication (OGM 21/23, 78/24)
		Decision on Security Measures for Operational and Security Risks Related to Payment Services (OGM 47/23)
		Decision on Reporting on Major Incidents Related to the Provision of Payment Services (OGM 90/23)
		Decision on Minimum Value of Payment Transactions to be Processed in RTGS System (OGM 48/14)
		Decision on Payment System Oversight (OGM 48/14)
		Decision Repealing some Enabling Regulations Concerning National Payment System (OGM 48/14)
		Operating Rules of the Central Bank of Montenegro Payment System (OGM 48/14, 57/14)
		Decision on Participation of the Central Bank of Montenegro and Banks in the Clearing of International Payments (OGM 99/23)
		Decision on Detailed Requirements and Manner of Performing Bureau de Change Operations (OGM 27/11)
7.	Law on Comparability of Fees Related to Consumer Payment Accounts, Payment Accounts Switching and Payment Account with Basic Features (OGM 145/21)	Decision on the Criteria for Identifying Credit Institutions Required to Open and Operate Payment Accounts with Basic Features (OGM 34/22)
		Decision on Establishing the most Representative Services Linked to a Consumer Payment Account (OGM 54/22)

		Decision on Presentation and Format of the Fee Information Document for the Most Representative Services Linked to a Consumer Payment Account (OGM 101/22)
		Decision on the Appearance and the Format of the Statement of Fees for Services Linked to a Consumer Payment Account (OGM 101/22, 108/22)
8.	Law on Interchange Fees and Separate Business Rules Concerning Payment Cards (OGM 145/21)	Decision on the Method and Time Limits for Submitting Data on Interchange Fees (OGM 108/23)
9.	Law on the Prevention of Money Laundering and Terrorist Financing (OGM 110/23, 65/24)	Decision on Establishing Guidelines for Risk Analysis and Guidelines for Establishing the System for Managing Risk of Money Laundering and Terrorist Financing with Reporting Entities Supervised by the Central Bank of Montenegro (OGM 55/24)
10.	Consumer Credit Law (OGM 35/13, 73/17, 72/19, 8/21)	Decision on the Calculation and Reporting of the Effective Interest Rate on Loans and Deposits (OGM 138/21, 27/24, 35/24)
		Decision on Registration of Credit Intermediaries with the Central Bank of Montenegro (OGM 51/13)
		Decision on the Content of the Form for Informing Consumers on Consumer Loans (OGM 51/13)
11.	Law on Enforcement and Securing of Claims (OGM 36/11, 28/14, 20/15, 22/17, 76/17, 25/19)	Decision Repealing the Decision on Carrying out the Enforcement Collection from the Judgment Debtor's Account (OGM 15/12)
		Instructions for Detailed Manner of Carrying out the Enforcement on Monetary

		Assets Held on the Account of the Judgment Debtor (OGM 16/12)
		Decision Establishing the Electronic Messages for Carrying out the Enforced Collection (No. 0102 - 1484/1 of 27 March 2012)
12.	Law on Foreign Current and Capital Operations (OGRM 45/05, OGM 62/08, 40/11, 62/13, 70/17)	Decision on Keeping Separate Records on Foreign Current and Capital Transactions and their Reporting to the Central Bank of Montenegro (OGM 8/17, 18/19)
		Decision on the Amount of Cash that May be Brought into or Leave Montenegro Without Declaring (OGM 38/10)
		Decision on Statistical Data to be Submitted to the Central Bank of Montenegro for the Purpose of Compiling the Balance of Payments Statistics (OGM 61/12, 24/18)
13.	Law on Bills of Exchange (OGRM 45/05)	Decision on the Unique Blank Form Bill (OGRM 81/05)
		Decision on Putting into Circulation, the Sale Price and the Withdrawing from Circulation of the Unique Blank Form Bills (OGRM 1/06)
14.	Law on the Conversion of Swiss Franc (CHF) - Denominated Loans into Euro (EUR) - Denominated Loans (OGM 46/15, 59/16)	Decision on the Supervision over the Implementation of the Law on the Conversion of Swiss Franc (CHF) – Denominated Loans into Euro (EUR) – Denominated Loans (OGM 49/15, 63/16)
15.	Law on Business Undertakings (OGM 65/20, 146/21)	Decision Amending Decisions and Other Acts of the Central Bank of Montenegro Due to the Change of Mandatory Obligation for Business Undertakings Regarding the Use of Seals (OGM 80/20)
16.	Law on Accounting (OGM 145/21, 152/22)	Decision on the Content, Deadlines and Method of

		Compiling and Submitting Bank's Financial Statements (OGM 34/22)
17.	Labour Law (OGM 74/19, 8/21, 59/21, 68/21, 145/21, 77/24)	General Collective Bargaining Agreement (OGM 150/22)
18.	Law on Official Statistics and Official Statistical System (OGM 18/12, 47/19)	
19.	Law on Settlement of Obligations and Claims in Respect of Foreign Debt and Foreign Currency Savings of Citizens (OGRM 55/03, 11/04, OGM 73/10)	
20.	Law on Voluntary Financial Restructuring of Debts Towards Financial Institutions (OGM 20/15, 37/17, 43/18)	
21.	Law on Capital Market (OGM 01/18)	
22.	Law on Takeover of Joint Stock Companies (OGM 18/11, 52/16)	
23.	Law on State Audit Institution (OGRM 28/04, 27/06, 78/06, OGM 17/07, 73/10, 40/11, 31/14, 70/17)	
24.	Law on Investment Funds (OGM 54/11, 13/18)	
25.	Deposit Insurance Law (OGM 72/19)	
26.	Financial Stability Council Law (OGM 44/10)	
27.	Bank Bankruptcy and Liquidation Law (OGRM 47/01, OGM 62/08, 44/10, 72/19)	
28.	Law on Default Interest Rate (OGM 83/09, 75/18)	Decision on Determining Default Interest Rate for the Period from 1 July to 31 December 2024 (OGM 65/24) ³
29.	Law on Free Access to Information (OGM 44/12, 30/17)	
30.	Law on Administrative Procedure (OGM 56/14, 20/15, 40/16, 37/17)	
31.	Law on Public Procurements (OGM 74/19)	
32.	Law on State Property (OGM 21/09, 40/11)	
33.	Law on the Prohibition of Harassment at Work (OGM 30/12, 54/16)	
34.	Law on Auditing (OGM 01/17)	
35.	Law on Prevention of Corruption (OGM 54/24)	
36.	Law on Safety and Health at Work (OGM 34/14, 44/18)	
37.	Law on Protection of Persons and Property (OGM 43/18)	
38.	Personal Data Protection Law (OGM 79/08, 70/09, 44/12, 22/17)	
39.	Law on Representativeness of Trade Unions (OGM 12/18)	
40.	Law on Archival Practice (OGM 49/10, 40/11)	
41.	Law on Museum Practice (OGM 49/10, 40/11)	

³ The Decision is adopted semi-annually.

ANNEX 2

Internal regulations of the Central Bank of Montenegro

1.	Rulebook on Internal Organisation of the Central Bank of Montenegro (no. 0102-10684-1/2017 as of 25.12.2017, 0102-1481-1/2018 as of 31.01.2018, 0102-1481-2/2018 as of 07.03.2018, 0102-1481-3/2018 as of 12.03.2018, 0102-1126-1/2019 as of 08.02.2019, 0102-1126-2/2019 as of 24.07.2019, 0102-4707-1/2020 as of 31.07.2020, 0102-4707-2/2020 as of 12.08.2020, 0102-1720-1/2021 as of 10.03.2021, 0102-1720-2/2021 as of 13.04.2021, 0102-1720-3/2021 as of 27.12.2021, 0102-2613-1/2022 as of 25.03.2022, 0102-134-1/2023 of 09.01.2023)
2.	Central Bank of Montenegro Job Classification Rulebook (no. 0102-5411-1/2018 as of 29.06.2018, 0102-1444-1/2019 as of 15.02.2019, 0102-1444-2/2019 as of 24.07.2019, 0102-4708-1/2020 as of 31.07.2020, 0102-4708-2/2020 as of 12.08.2020, 0102-1717-1/2021 as of 10.03.2021, 0102-1717-2/2021 as of 13.04.2021, 0102-1717-3/2021 as of 02.08.2021, 0102-1717-4/2021 as of 27.12.2021, 0102-2612-1/2022 as of 25.03.2022, and no. 0102-2612-2/2022 as of 31.05.2022, 0102-135-1/2023 as of 09.01.2023, 0102-135-2/2023 as of 09.08.2023, 0102-352-1/2024 as of 15.01.2024, 0102-352-2/2024 as of 07.02.2024, 0102-352-3/2024 as of 13.03.2024, 0102-352-4/2024 as of 28.03.2024)
3.	Collective Bargaining Agreement of the Central Bank of Montenegro (no. 0102-664-1/2021 as of 29.01.2021, 0102-664-2/2021 as of 09.03.2021, 0102-664-3/2021 as of 02.08.2021, 0102-664-4/2021 as of 07.09.2021)
4.	Code of Ethics of the Central Bank of Montenegro (no. 0102-941-1/2021 as of 09.02.2021)
5.	Code of Conduct for Employees in the Financial and Banking Operations Department (no. 0103-311-1/2021 as of 19.01.2021)
6.	Decision on Establishing the Procedure on the Method of Recording and Acting Upon a Whistleblower's Report (no. 0102-6732-2/2024 as of 27.08.2024.)
7.	Rulebook on Professional Training and Development of Employees (no. 0102-7620-1/2021 as of 11.11.2021)
8.	Business Travel Rulebook (no. 0102-8062-1/2018 as of 17.10.2018)
9.	Rulebook on Awarding the Annual Award of the Central Bank of Montenegro (no. 0102-108-1/2022 as of 11.01.2022, 0102-108-2/2022 as of 27.01.2022)

10.	Rulebook on Awarding the Green Award of the Central Bank of Montenegro (no. 0102-3655-1/2023 as of 28.04.2023, 0102-4267-1/2024 as of 24.05.2024)
11.	Rulebook on Addressing Housing Needs of Employees (no. 0102-1011/1 as of 13.02.2015)
12.	Decision on the Use of Company-Owned Flats (no. 0102 - 816-1/2018 as of 17.01.2018)
13.	Rulebook on the Use of a Mobile Phone for Official Purposes (no. 0102-2070-1/2019 as of 05.03.2019)
14.	Rulebook on Business and Working Attire (no. 0102-3392/1 as of 21.07.2011)
15.	Rulebook on the Conditions and Manner of Using Entertainment Funds (no. 0102 – 817-1/2018 as of 17.01.2018)
16.	Rulebook on Use of Company Cars (no. 0102-56/1 as of 05.01.2011, 0102-3249/1 as of 19.07.2013, 0102-3249/2 as of 09.10.2013, 0102-3249/5 as of 29.04.2015, 102-7797-1/2017 as of 25.09.2017, 0104-6225-1/2023 as of 16.08.2023)
17.	Confidentiality Rulebook (no. 0101-4014/14-2-2010 as of 30.05.2011, 0101-4014/84-3 as of 25.03.2016, 0101-8380-4/2018 as of 06.11.2018)
18.	Rulebook on Performing Special Public Procurements (no. 0102-825-1/2024 as of 29.01.2024)
19.	Rulebook on Office Practice and Records Management (no. 0102-7248-1/2020 as of 04.12.2020)
20.	List of Registry Categories of the Central Bank of Montenegro (no. 0102-3510-1/2021 as of 20.05.2021)
21.	Rulebook on Stamp and Seal and Hallmark of the Central Bank of Montenegro (no. 0102- 1260-1/2018 as of 25.01.2018)
22.	Decision on the Number of Seals and Stamps (no. 0102-1260-3/2018 as of 18.04.2018, 0102-9146-1/2019 as of 15.10.2019, 0102-3394-1/2021 as of 17.05.2021)

23.	Rulebook on Inventory Taking (no. 0102-2225-1/2018 as of 22.02.2018)
24.	Accounting Rulebook (no. 0102-2256/1 as of 16.05.2011, 0102-2227-1/2018 as of 22.02.2018, 0102-3621-1/2023 as of 27.04.2023)
25.	Accounting Policies (no. 0102-10847-1/2017 as of 29.12.2017, 0102-7529-1/2021 as of 08.11.2021)
26.	Instructions for Financial Plan Development (no. 0102-2224-1/2018 as of 22.02.2018)
27.	Instruction on the Class and Cost Centre in the Central Bank of Montenegro (no. 0102-2773/1 as of 14.06.2011, 0102-1962/1 as of 23.04.2012, 0102-4134/1 as of 16.09.2013, 0102-12148-1/2016 as of 30.12.2016, 0102-7872-1/2017 as of 26.09.2017, 0102-10778-1/2017 as of 28.12.2017, 0102-9015-1/2018 as of 16.11.2018, 0102-9015-2/2018 as of 26.12.2018, 0102-3412-1/2019 as of 03.04.2019, 0102-3412-2/2019 as of 07.10.2019, 0102-6361-1/2020 as of 26.10.2020, 0102-2730-1/2021 as of 16.04.2021, 0102-8102-1/2023 as of 30.10.2023)
28.	Petty Cash Business Guide (no. 0102-4373/1 as of 20.07.2015, 0102-4700-1/2017 as of 24.05.2017, 0102-2228-1/2018 as of 22.02.2018)
29.	Rulebook on Internal Audit of the Central Bank of Montenegro (no. 0101- 4288-5/2024 as of 31.05.2024)
30.	Internal Audit Charter (br. 0101- 4288-6/2024 as of 31.05.2024)
31.	Rules of Procedure of the Council of the Central Bank of Montenegro (no. 0101-5825-2/2024 as of 31.07.2024)
32.	Decision on the Manner of Reporting of the Central Bank of Montenegro Council Members on Gaining Their Financial Interests (no. 0101-4014/17-2-2010 as of 12.07.2011)
33.	Rules of Procedure of the Audit Committee (no. 0101-4014/7-4 as of 28.01.2011, 0101-2213-4/21 as of 30.03.2021)
34.	Guide to Access Information Held by the Central Bank of Montenegro (no. 0102-4749-1/2018 as of 04.06.2018, 0102-3219-1/2022 as of 14.04.2022)

35.	Decision on the Appearance, Content and Method of Using the Logo (no. 0102-4376-2/2017 as of 16.05.2017, 0102-3397-1/2018 as of 05.04.2018)
36.	Decision on Video Surveillance (no. 0104-327/1 as of 24.01.2013, 0102-7801-1/2017 as of 25.09.2017)
37.	Decision on Working Hours (no. 0102-3084/1 as of 30.06.2011, 0102-1866/1 as of 17.04.2012, 0102-1866/2 as of 28.12.2012, 0102-449/1 as of 29.01.2014, 0102-1829-1/2017 as of 27.02.2017, 0102-1829-2/2017 as of 09.06.2017)
38.	Instructions on Recording the Presence of Employees at Work (no. 0102-1735-1/2017 as of 23.02.2017, 0102-3897-1/2018 as of 26.04.2018, 0106-4087-2/2020 as of 02.07.2020, 13-5330-2/2020 as of 23.09.2020)
39.	Decision on Procedure and Method of Renting or Using Immovable Property (no. 0102-819-1/2018 as of 17.01.2018)
40.	Decision on the Manner and Procedure of Disposal of Immovable Property (no. 0102-819-1/2018 as of 17.01.2018)
41.	Decision on Smoking Ban (no. 0101-4014/17-2-2010 as of 07.09.2011)
42.	Decision on Establishing the Operational risk Management Policy in the Central Bank of Montenegro (no. 0101-2978-8/2024 as of 11.04.2024)
43.	Decision on Determining the Information Security Policy of the Central Bank of Montenegro (no. 0101-2978-10/2024 as of 11.04.2024)
44.	Decision on Determining the Business Continuity Management Policy in the Central Bank of Montenegro (no. 0101-2978-9/2024 od 11.04.2024)
45.	Decision on Establishing Information Security Rules in the Central Bank of Montenegro (no. 0102-3791-1/2024 as of 30.04.2024)
46.	Decision on Determining the Methodology for Information Security Risk Assessment in the Central Bank of Montenegro (no. 0102-3787-1/2024 as of 30.04.2024)

47.	Decision on Establishing the Methodology for Business Continuity Management in the Central Bank of Montenegro (no. 0102-3789-1/2024 as of 30.04.2024)
48.	Decision on Establishing the Programme for Raising Employee Awareness of Information Security (no. 0102-3790-1/2024 as of 30.04.2024)
49.	Decision on Determining the Methodology for Operational Risk Management in the Central Bank of Montenegro (no. 0102-3788-1/2024 as of 30.04.2024)
50.	Decision on Determining the Business Continuity Policy of the Central Bank of Montenegro (Central Bank Council's decision passed at the meeting held on 13 May 2019)
51.	Decision on Determining the Programme of Measures for Ensuring Business Continuity (no. 0102-9859-1/2019 as of 08.11.2019)
52.	Decision on determining the Methodology for managing controlling activities and instruments (no. 0102-2226-1/2018 as of 22.02.2018)
53.	Decision on Declaring the Day of the Central Bank of Montenegro (no. 0101-4014/15-6-2010 as of 07.06.2011)
54.	Decision on Establishing the Procedure for Monitoring the Performance of External Suppliers (no. 0102-2229-1/2018 as of 22.02.2018)
55.	Rulebook of Personal Data Protection (no. 0102-2869-1/2017 as of 28.03.2017)
56.	Rulebook on Fire Protection (no. 0102-8378-1/2018 as of 30.10.2018)
57.	Decision on Establishing Crisis Communication Guidelines (no. 0102-9593-1/2018 as of 11.12.2018)
58.	Rulebook on Awarding Humanitarian Aid (no. 0102-960-1/2020 as of 06.02.2020)

59.	Methodology for Drafting Working procedures (no. 0102-1441-1/2019 as of 15.02.2019, 0102-1441-2/2019 as of 03.09.2019)
60.	Decision on Adopting the Integrity Plan of the Central Bank of Montenegro (no. 0102-4920-5/2022 as of 28.09.2022)
61.	Decision on Risk Assessment of Jobs in the Central Bank of Montenegro (no. 0102-3455-1/2021 as of 19.05.2021)
62.	Rulebook on Occupational Health and Safety (no. 0102-3455-2/2021 as of 19.05.2021, 0102-8473-2/2023 as of 16.11.2023)
63.	Decision on Determining the Training Program for Employees of the Central Bank of Montenegro for Safe and Healthy Work (no. 0102-3455-3/2021 as of 19.05.2021)
64.	Decision on Establishing the Practical Rules of the Central Bank of Montenegro for Providing Electronic Trust Services for the Creation of Certificates for Advanced E-Seals for Participants in the Payment System of the Central Bank (no. 0102-432-1/2022 as of 20.01.2022)
65.	Decision on Establishing the Central Bank of Montenegro Policy for Providing Electronic Trust Services for the Creation of Certificates for Advanced E-Seals for Participants in the Payment System of the Central Bank (no. 0102-433-1/2022 as of 20.01.2022)
66.	Decision on Establishing of the Plan for Phasing Out the Electronic Trust Services of the Central Bank of Montenegro (no. "I" 0102-554-1/2021 as of 17.12.2021)