

**DECREE-LAW No. 40/2020
of 25th September 2020**

**CREATES THE NATIONAL AUTHORITY FOR ELECTRICITY
AND APPROVES ITS STATUTES**

The electricity sector is one of the fundamental pillars for the promotion and development of the country's economy and a privileged instrument for the safety and well-being of the population, and should therefore be considered an essential public service. Decree Law 13/2003, of September 24, which establishes the bases for the National Electricity System, in which the basic principles of universal service of electricity to the population and to public and private entities in the various sectors of activity were defined, highlights this status and the importance of this public service. Despite stating important principles, this decree law has proven to be out of step with reality and the evolution that the sector has shown in our country, which is why this decree law removes it from the legal system and assigns the regulatory body that is created the task of establishing new regulatory bases contextualized with the current state of the sector that allow the evolution of institutions, providing a qualitative increase in the services provided.

The activities in the electric energy sector are currently being managed in their entirety by the State. There is, however, the possibility of establishing partnerships with the private sector, especially in the scope of renewable electricity production. Private sector participation in the electricity sector can lower production costs and alleviate the state's reliance on fossil fuels in power production. However, this possibility creates the need to first establish a regulatory and oversight framework for the power sector's activities so that the state maintains the integrity of its infrastructure and reliability of supply. The regulatory authority should also be a source of information to the public and a lever for quality and reliability in the power sector, being able to oversee the activities of public and private entities operating in the sector.

In addition, the standardization of electrical equipment and electrical installations is another reason for the creation of an authority to establish national standards for electrical equipment and its use and installation, in order to promote safety in the use of electricity for citizens.

Thus, the Government decrees, pursuant to Article 115(3) of the Constitution of the Republic, to be valid as law, the following:

**CHAPTER I
GENERAL PROVISIONS**

**Article 1
Object**

The National Electricity Authority, hereinafter referred to as ANE, I.P., is hereby established.

Article 2

Nature

1. ANE, I.P., as an institute of public administration, is a legal person governed by public law, with legal personality, judicial capacity, administrative autonomy, financial autonomy and its own assets.
2. The legal capacity of ANE, I.P. shall comprise all rights and obligations necessary for the pursuit of its tasks.
3. ANE, I.P. shall be governed by this Decree-Law and by its statutes, annexed thereto.

Article 3

Headquarters and delegations

The ANE, I.P. shall have its headquarters in Dili and shall carry out its activities throughout the national territory. It may have delegations or representations within the national territory.

Article 4

Powers

1. The ANE, I.P., shall propose, monitor and ensure the execution of the national policy for the energy sector, guaranteeing the regulation and supervision of production, transmission, distribution, sale and use of electrical energy in the National Electricity System, as well as the national standardization of electrical components and installations.
2. ANE, I.P., shall also carry out the following duties
 - a) Supervise and monitor the activities of generation, transmission, distribution and commercialization of electric energy in the National Electricity System;
 - b) To propose to the Government the approval of regulations governing the activities of generation, transmission, distribution and commercialization of electrical energy;
 - c) Propose to the government the regulation of licensing and commercial relations between systems and agents in the electricity sector
 - d) Promote the efficient use of electric energy;
 - e) Contribute to the progressive improvement of the technical, economic and environmental operating conditions of the means to be used in the generation, transmission, distribution and commercialization of electric power
 - f) Protect the interests of consumers with regard to the quality of electricity supply and its tariffs;
 - g) Propose to the government the creation and updating of tariffs, fees and emoluments relating to the supply of electricity
 - h) Carry out studies and reports within the scope of electric power and its supply
 - i) Establish an information system to inform the public about monitoring the quality of electricity supply;
 - j) Propose to the Government the creation and updating of a sanctioning regime for improper use and connection to the public electricity supply systems;
 - k) Ensure the supervision and licensing of private infrastructures and facilities for the supply of electrical energy under the terms of the law;

- l) Supervise the operation and maintenance of public systems for the generation, transmission, distribution and commercialization of electrical energy by private institutions under the terms of contract or law
- m) Propose to the Government the establishment of national technical standards for electrical components and installations
- n) Propose to the Government control and inspection measures for the elimination of illegal connections.

Article 5

Supervision and oversight

ANE, I.P. shall be subject to the supervision and superintendence of the member of the Government responsible for the electric power sector, who shall be in charge of:

- a) Defining guidelines and issue general directives within the scope of the country's electricity sector policy;
- b) Approving ANE, I.P.'s accounts reports, to be submitted by its Board of Directors;
- c) Approving ANE, I.P.'s budget, as well as the management accounts, annual and pluri-annual plans, supply plan and activities and accounts reports, to be submitted by ANE, I.P.'s Board of Directors;
- d) Approving and promote the ratification of agreements and protocols signed with other national and international entities, under the terms of the legislation in force;
- e) Proposing to the Council of Ministers the appointment of the members of ANE, I.P.'s Board of Directors;
- f) Approving the remuneration framework and ratify the internal regulations of ANE, I.P., proposed by the Board of Directors;
- g) Approving the creation of delegations or representations within the national territory, upon proposal of the Administrative Board of ANE, I.P.;
- h) Ordering internal and external audits of ANE, I.P.'s management, without prejudice to inspections which are the responsibility of public institutions, in accordance with the applicable law;
- i) Proposing to the Council of Ministers the approval of normative diplomas within the scope of ANE, I.P.'s attributions, as proposed by the Board of Directors;
- j) Approving the tariffs and emoluments proposed by the Board of Directors, to be published by joint ministerial instrument of the ministers responsible for the area of public finance and for the electricity sector;
- k) Proposing the application of fees, in accordance with the law;
- l) Authorizing ANE, I.P. to contract bank loans proposed by the Board of Directors, to be published by joint ministerial decree of the ministers responsible for the area of public finance and for the electric power sector;
- m) Exercising any other powers provided for in the statutes or in law.

Article 6

Statutes

The statutes of ANE, I.P. are published in an annex to this decree-law and are an integral part of it.

Article 7

Structure of ANE, I.P.

1. ANE, I.P. shall be directed at the head by the Administrative Board, which shall be responsible for defining its general guidelines, and shall be supervised by the Board of Auditors.
2. The execution and management of ANE, I.P.'s activities shall be ensured by the Executive Director, appointed by the competent minister, upon proposal of the Board of Directors.

Article 8

Personnel

1. The recruitment, selection and hiring of ANE, I.P. employees shall be ensured by the Executive Director at the highest level in accordance with the staffing plan approved by the Board of Directors.
2. The employment of ANE, I.P. employees shall be governed by the individual employment contract regime defined by Law no. 4/2012, of 21 February, and the public law rules on fixed-term contracts shall apply to recruitment, with the necessary adaptations.
3. The employment contracts to be signed shall be subject to the legal norms of labour regulation, collective private labor agreements and other norms that are part of ANE, I.P.'s staff statute.

CHAPTER II

SPECIAL PROVISIONS

Article 9

Powers of authority

1. In order to carry out the public service of regulating and supervising the generation, transmission, distribution, sale and use of electricity, ANE, I.P. shall exercise the powers conferred on it by law, by this Decree-Law, by its statutes and by other applicable legal provisions, namely as regards to:
 - a) The enforcement of claims due as a result of non-payment of fees, tariffs, income from services rendered and other claims;
 - b) The protection of its premises and personnel;
 - c) Public utility of electricity services, its supervision, definition of infractions and application of the respective penalties;
 - d) The exercise of protective powers, namely as regards measures restricting activities and the use of land in the public domain of the electricity grid and respective installations.
2. ANE, I.P. shall also be responsible for promoting the application and monitoring compliance with applicable laws, regulations, standards and technical requirements within the scope of its powers.

3. For the purposes of the preceding paragraphs, the ANE, I.P., directly or through qualified persons or entities accredited by it, shall be responsible for carrying out the necessary inspections, inspections, examinations and checks and, to this end, shall have authority powers.
4. In the exercise of its powers, ANE, I.P. shall assume the rights and obligations attributed to the State in relation to assets in the public domain which are under its administration under the terms of this Decree-Law and the respective statutes or other legal diplomas especially applicable to it.

Article 10

Licenses

1. Within the scope of its attributions, only the ANE, I.P. may grant licenses for the execution of works directly related to its activity and charge fees inherent thereto, namely private electricity supply systems.
2. The approval of building energy supply systems for residential and commercial buildings is carried out by the competent entity for licensing private buildings through the evaluation of the specialty project for the electricity grid under the terms defined by law.
3. When organizing construction processes or granting other authorizations or licenses within its area of responsibility, the ANE, I.P. shall take into account the balance between private interests and the higher public interest.

CHAPTER III

FINAL AND TRANSITORY PROVISIONS

Article 11

Installing Committee

1. The Installing Commission of ANE, I.P. is hereby created under the supervision of the minister responsible for the electricity sector, which shall ensure the organization of the process of creation of ANE, I.P., namely the organic competencies, personnel, assets and documentation, and the process of installation of the bodies and services of ANE, I.P., so that its full operation shall begin with the appointment of the Administrative Board.
2. The Installing Committee shall be responsible for
 - a) Draw up the regulations concerning the organization and functioning of ANE, I.P.;
 - b) Draw up the establishment plan of ANE, I.P., and recruit the respective staff
 - c) Open bank accounts in accordance with the law
 - d) Prepare the annual plan, the budget proposal and the supply plan; e) Prepare the final report of ANE, I.P.'s transition and installation activities.
3. The Installing Commission shall be presided over by a coordinator, appointed from among its members.
4. The Installing Commission shall be composed of:
 - a) One member appointed by the Office of the Minister of Public Works;
 - b) One member appointed by the President of the Civil Service Commission;

- c) One official from the Directorate General of Administration and Finance of the Ministry of Public Works;
 - d) One official from the Directorate-General of Electricity of the Ministry of Public Works.
- 5. Independent experts or institutions with recognized experience in the regulation and supervision of the energy sector may also be invited to support the work of the Installing Commission.
 - 6. With the exception of the member provided for in paragraph 4(b), the members of the Installing Commission and its coordinator shall be appointed by order of the member of the Government responsible for the electrical energy sector.
 - 7. The meetings of the Installing Commission shall be convened by its coordinator, in writing, at least five days in advance.
 - 8. The Installing Commission shall cease to exist on the date on which the members of the Administrative Council take office.

Article 12

Revocation rule

Decree-Law No. 13/2003, of September 24 is revoked.

Article 13

Entry into force

This decree-law and the attached statutes shall enter into force thirty days after the date of their publication.

Approved by the Council of Ministers on 11 March, 2020.

The Prime Minister,

Taur Matan Ruak

The Minister of Public Works,

Salvador Eugénio Soares dos Reis Pires

Promulgated on 23rd September, 2020.

Be it published.

The President of the Republic,

Francisco Guterres Lú Olo

ANNEX

(referred to in Article 2(3))

STATUTES OF THE NATIONAL ELECTRICITY AUTHORITY (ANE, I.P.)

**CHAPTER I
GENERAL PROVISIONS**

Article 1

Nature

1. The National Electricity Authority, hereinafter designated as ANE, I.P., integrated in the indirect administration of the State, in the form of a public institute, is a legal person governed by public law, with legal personality, judicial capacity, administrative autonomy, financial autonomy and its own assets.
2. The legal capacity of ANE, I.P. shall comprise all rights and obligations necessary for the pursuit of the tasks set out in these statutes.

Article 2

Headquarters and delegations

1. ANE, I.P. shall have its headquarters in Dili and shall exercise its activity throughout the national territory.
2. The ANE may have delegations or representations within the national territory.

Article 3

Applicable law

ANE, I.P. shall be governed by the diploma establishing its creation, by these statutes, by its internal regulations and, suppletively, by the legislation applicable to the indirect administration of the State and to public institutes.

Article 4

Supervision and oversight

ANE, I.P. shall be subject to the supervision and oversight of the member of the Government responsible for the electricity sector.

Article 5

Powers

1. ANE, I.P., shall propose, monitor and ensure the execution of the national policy for the energy sector, guaranteeing the regulation and supervision of production, transmission, distribution, sale and use of electrical energy in the National Electricity System, as well as the national standardization for electrical components and installations.
2. ANE, I.P., shall also carry out the following duties:
 - a) Supervise and monitor the activities of generation, transmission, distribution and commercialization of electric energy in the National Electricity System;

- b) Propose to the Government the approval of regulations governing the activities of generation, transmission, distribution and commercialization of electrical energy;
- c) Propose to the government the regulation of licensing and commercial relations between systems and agents in the electricity sector
- d) Promote the efficient use of electric energy;
- e) Contribute to the progressive improvement of the technical, economic and environmental conditions of the means to be used in the generation, transmission, distribution and commercialization of electric power
- f) Protecting the interests of consumers with regard to the quality of electricity supply and its tariffs;
- g) Propose to the government the creation and updating of tariffs, fees and emoluments relating to the supply of electricity
- h) Carry out studies and reports within the scope of electric power and its supply
- i) Establish an information system to inform the public about monitoring the quality of electricity supply;
- j) Propose to the Government the creation and updating of a sanctioning regime for improper use and connection to the public electricity supply systems;
- k) Ensure the supervision and licensing of private infrastructures and facilities for the supply of electrical energy under the terms of the law;
- l) Supervise the operation and maintenance of public systems for the generation, transmission, distribution and commercialization of electrical energy by private institutions under the terms of contract or law
- m) Propose to the Government the establishment of national technical standards for electrical components and installations
- n) Propose to the Government control and inspection measures for the elimination of illegal connections.

CHAPTER II ORGANIC STRUCTURE

SECTION I GENERAL PROVISION

Article 6 Bodies

The Bodies The bodies of ANE, I.P. are:

- a) The Board of Directors;
- b) The Executive Director;
- c) The Audit Board.

SECTION II

THE BOARD OF DIRECTORS

Article 7

Nature

The Administrative Council is the deliberative collegial body of ANE, I.P.

Article 8

Powers

1. The Board of Directors shall be responsible for:
 - a) Supervising the activities of ANE, I.P.;
 - b) Proposing the appointment and removal of the Executive Director to the member of the Government responsible for the electric power sector;
 - c) Approving and submit ANE, I.P.'s internal regulations to the Government member responsible for the electric energy sector
 - d) Approving the management policy and the strategic development plan of ANE, I.P., so as to ensure the efficient maintenance and conduct of its activities
 - e) Proposing to the member of the Government responsible for the electrical energy sector the creation of delegations or representations within the national territory;
 - f) Appraising and vote the activities plan and the annual financial plan, as well as the pluri-annual activity and investment programs, to be submitted to the Government member responsible for the electric power sector
 - g) Examining and vote the budget, the supply plan, and the activity and account reports to be submitted to the Government member responsible for the electric power sector
 - h) Proposing to the Government the approval of regulations for the activities of production, transport, distribution and commercialization of electric power
 - i) Proposing to the Government the approval of regulations on licensing and commercial relations between systems and agents in the electricity sector
 - j) Proposing to the Government the creation and updating of tariffs, fees and emoluments relating to the supply of electrical energy
 - k) Proposing to the Government the creation and updating of a sanctioning regime for improper uses and connections to the public electricity supply systems
 - l) Proposing to the Government the establishment of national technical standards for electrical components and installations;
 - m) Exercising any other competencies determined by law.
2. It shall be incumbent upon the Chairman of the Board of Directors
 - a) Represent ANE, I.P., in and out of court, actively and passively, within the scope of the attributions conferred upon it;
 - b) Ensure relations with the member of the Government responsible for the electrical energy sector, providing all requested information, forwarding complaints, executing the respective decisions and submitting matters requiring its approval;
 - c) Exercise other competencies assigned to it by law.

4. The Chairman of the Board of Directors may delegate his exclusive competencies to the Vice-Chairman and to the members, by means of a delegation instrument that expressly indicates the competencies delegated.

Article 9

Composition and appointment

1. The Board of Directors shall be composed of the following members:
 - a) Chairman;
 - b) Vice-Chairman; and
 - c) Three members.
2. The Chairman, Vice-Chairman and the three members shall be appointed by the Council of Ministers, upon proposal by the Government member responsible for the electric power sector, based on criteria of experience, suitability and recognized merit.
3. The term of office of the members of the Board of Directors shall be four years, renewable for equal and successive periods of time.

Article 10

Functioning

1. The Board of Directors shall meet periodically when convened by its President, under the terms defined in its respective internal regulations.
2. Decisions of the Board of Directors shall be taken by a simple majority of the votes of the members present; in the event of a tie, the Chairman shall have a casting vote.
3. The Chairman of the Board of Directors shall be replaced, in his absence or impediments, by the Vice-Chairman.
4. Any member may be represented at meetings of the Board of Directors by another member, upon written notification to the President.

Article 11

Termination of office

The members of the Board of Directors shall cease their term of office:

- a) By the expiration of the respective term of office, unless it is renewed;
- b) By dismissal of their members deliberated by the Council of Ministers;
- c) By resignation of its members;
- d) By expiry, in the event of extinction of ANE, I.P., in accordance with the law.

SECTION III

EXECUTIVE DIRECTOR

Article 12

Nature and term of office

1. The Executive Director is the executive body of ANE, I.P.
2. The Executive Director shall be appointed by the member of the Government responsible for the electricity sector, upon proposal of the Administrative Board.

3. The term of office of the Executive Director shall be three years, renewable for equal and successive periods of time.
4. The appointment of the Executive Director shall be preceded by a recruitment process based on merit selection and gender equality, conducted in accordance with the general civil service rules and contracted through the general legal labor regime.
5. The dismissal of the Executive Director shall be grounded on the grounds of non-compliance with his/her obligations under the general labor legal regime.

Article 13

Powers

1. The Executive Director shall be responsible for:
 - a) Planning, coordinating and directing, internally and externally, the activities of ANE, I.P., with a view to achieving its objectives;
 - b) Preparing proposals for ANE, I.P.'s internal regulations and submit them to the Board of Directors for approval;
 - c) Preparing the budget proposal, the management accounts, the annual and pluri-annual plans, the procurement plan, and the activities and accounts reports of ANE, I.P., and submit them to the approval of the Board of Directors;
 - d) Ensuring the administrative and logistic support to the Administrative Council;
 - e) Ensuring the execution of ANE, I.P.'s budget, approving the implementation of duly budgeted expenses;
 - f) Managing the patrimony of ANE, I.P., including the acquisition and alienation of goods, when these are foreseen in the approved annual budgets and within the limits of the law;
 - g) Negotiating and sign agreements and protocols with other national and international entities, after authorization of the Board of Directors;
 - h) Planning, coordinating and directing the activities of ANE, I.P., and its services;
 - i) Appointing and exonerating those responsible for the services and hire the necessary staff for the execution of ANE, I.P.'s attributions, as well as to exercise the respective disciplinary power over them, in accordance with the applicable legal terms;
 - j) Ensuring the opening of bank accounts intended for funds allocated to ANE, I.P.;
 - k) Ensuring compliance with internal regulations and disciplinary rules by ANE, I.P.'s employees;
 - l) Approving expenses, authorize supplies and award and sign public contracts in accordance with these statutes and the law;
 - m) Contributing to the progressive improvement of the technical, economic and environmental conditions of the means to be used in the production, transport, distribution and commercialization of electrical energy;
 - n) Establishing an information system to inform the public about the monitoring of the quality of electricity supply;
 - o) Supervising and license private electric power supply infrastructures and facilities in accordance with the law;

- p) Supervising the operation and maintenance of public systems of generation, transmission, distribution and commercialization of electric power by private institutions under the terms of contract or law;
 - q) Collecting the income from tariffs, fees and emoluments due for the provision of public services by ANE, I.P.;
 - r) Ensuring the collection and settlement of user debts for services provided by ANE, I.P.; s) Exercise any other competencies assigned to it by law.
2. The Executive Director may delegate his competencies to the directors of the organic units of ANE, I.P., within the scope of his competencies determined by the internal regulations.

SECTION IV THE FISCAL COUNCIL

Article 14

Nature

The Supervisory Board is the supervisory body of ANE, I.P., which is responsible for ensuring compliance with the legal, statutory and regulatory rules applicable to the institute and supervising its financial and asset management.

Article 15

Powers

1. The Fiscal Council shall be responsible for:
- a) Supervising the financial and budgetary management, namely by verifying the legality of acts of a financial nature performed by the bodies of ANE, I.P., in accordance with the law;
 - b) Monitoring budgetary execution;
 - c) Monitoring the accounting;
 - d) Issue a detailed opinion on the balance sheet, reports and accounts of ANE, I.P.;
 - e) Giving an opinion on the acquisition, alienation or encumbrance of real estate or movable assets subject to registration by ANE, I.P.;
 - f) Informing the competent bodies of the irregularities found in the management of ANE, I.P., and propose the necessary corrective measures;
 - g) Verifying the legality of the acts of ANE, I.P.'s bodies, and ensure compliance with these statutes and other applicable legislation;
 - h) Exercising any other powers, under the terms of the applicable legal or statutory rules.
2. In order to exercise its powers, the Fiscal Council:
- a) Requests from the Board of Directors documents, information and clarifications about ANE, I.P.'s activities;
 - b) Proposes external audits;
 - c) Informs the member of the Government responsible for the electrical energy sector of any management irregularities.

3. The Chairman of the Audit Board may attend or be represented by a member at the meetings of ANE, I.P.'s Board of Directors.

Article 16

Composition and appointment

1. The Board of Auditors shall be composed of three members, one of whom shall be the Chairman.
2. The members of the Board of Auditors shall be appointed and dismissed by the Council of Ministers upon joint proposal by the member of the Government responsible for the area of public finance and the member of the Government responsible for the electric power sector.
3. The term of office for members of the Supervisory Board shall be four years, renewable for equal and successive periods of time.
4. The Supervisory Board may be assisted by contracted external auditors.
5. The appointment of the members of the Fiscal Council must obey criteria of recognized technical capacity, suitability, impartiality and exemption.

Article 17

Functioning

1. The Audit Committee meets ordinarily once every quarter and extraordinarily whenever its chairman convenes it on his own initiative or at the request of another member.
2. It shall be incumbent upon the Chairman of the Audit Committee to preside over the meetings of the Audit Committee, coordinate its activity and ensure the correct execution of its resolutions.
3. The Chairman of the Audit Committee shall be substituted, in his absence or impediments, by the member designated by him.
4. Any of the other members may be represented at meetings of the Audit Committee by another member, upon written notice to the President.
5. Decisions shall be taken by a majority of the members present or represented, and the chairman, or his substitute, shall have a casting vote in the event of a tie.

Article 18

Termination of Office

The members of the Fiscal Council shall terminate their term of office

- a) By the expiration of the respective term, unless it is renewed;
- b) By dismissal of the members deliberated by the Council of Ministers;
- d) By expiry of their term of office, in the event of extinction of ANE, I.P., in accordance with the law.

SECTION V
REMUNERATION SYSTEM

Article 19

Attendance fees and remuneration of the Executive Director

The amount of the attendance fees to be paid to the members of the Management Board and the Supervisory Board for the performance of their duties, and the remuneration of the Executive Director, shall be determined by Government decree.

CHAPTER III
FINANCIAL AND PATRIMONIAL REGIME

Article 20

Assets

1. The assets of ANE, I.P. shall be made up of all the goods, rights, assets and liabilities described in the diploma which created ANE, I.P., plus those which it receives or acquires for or in pursuance of its tasks.
2. The administration and management of ANE, I.P.'s assets shall be the exclusive responsibility of the Executive Director, under the guidance of the Board of Directors, in accordance with these statutes and other applicable legislation.

Article 21

Revenues

1. ANE, I.P. shall have revenue from the direct provision of public services in the sector to users.
2. The following shall also constitute ANE, I.P.'s revenue:
 - a) The appropriations of the General State Budget allocated to it;
 - b) The amount of fees and charges for certificates, certificates or other documents issued within the scope and in pursuance of its attributions;
 - c) Subsidies, donations and contributions attributed by any public or private, national or foreign entities
 - d) The amounts resulting from the alienation of its own assets or the constitution of rights over them
 - e) The income from its own assets;
 - f) The product of tariffs, fees, emoluments and fines that, under the terms of the law, are due to it;
 - g) Proceeds from the sale of editions;
 - h) The product of compensation for breakdowns or damage to its assets;
 - i) The inheritances, legacies or donations that are destined for it;
 - j) Any other revenue arising from the exercise of its activity or that, by law, contract or other title, is owed to it.
3. The revenue balances verified at the end of each year shall be carried over to the following year under the terms provided for in the applicable budgetary legislation.

Article 22

Expenses

1. The expenses of ANE, I.P. shall be those resulting from the charges arising from the implementation of its tasks, namely those related to its functioning, namely personnel, acquisition of goods and services and capital expenditure.
2. The realization of any expenditure must have a framework and provision in the budget of the year in which it is to be realized and must be authorized by the Executive Director.

Article 23

Management Instruments

1. The management instruments of ANE, I.P. are:
 - a) The annual and pluri-annual plans;
 - b) The provisioning plan
 - c) The financial plan;
 - d) The annual and multi-annual operating and investment budget
 - e) The activity reports and accounts, under the terms of the law.
2. The multi-annual plans are updated each year according to the control, correction or adjustment of the actions, keeping in mind the objectives and results established.

Article 24

Supervision

The financial and patrimonial inspection of ANE, I.P. shall be ensured, under the terms of the law, by the Chamber of Auditors of the Supreme Administrative, Tax and Audit Court.

Article 25

Subsidiary regime

In all matters not expressly provided for in these Statutes, the specific systems governing indirect State administration shall apply to ANE, I.P.

CHAPTER IV

INTERNAL REGULATIONS

Article 26

Rules of Procedures

The organization and functioning of ANE, I.P. and of its bodies shall be established in the rules of procedures, approved by the Government member responsible for the electric energy sector, under the terms set out in the law and in these statutes.

CHAPTER V

STAFF

Article 27

Regime

1. The recruitment, selection and hiring of ANE, I.P. employees shall be carried out by the Executive Director at the highest level, in accordance with the staffing table approved by the Board of Directors.

2. The employment of ANE, I.P. employees shall be governed by the individual employment contract regime defined by Law no. 4/2012, of 21st February.
3. Employment contracts to be signed shall be subject to the legal norms of labor regulation, collective labor agreements and other norms which are part of the statute of the Institute's staff.

Article 28

Supervisory functions

1. The staff of the ANE, I.P., when exercising supervisory functions, shall enjoy the prerogative to:
 - a) Freely access, under the terms of the law, for the time and hours necessary for the performance of their functions, all services and facilities of public and private entities in the exercise of their functions;
 - b) Request the necessary collaboration from the police and administrative authorities for the performance of their functions
 - c) Carry out inspections of electricity production, transport, distribution and commercialisation infrastructures and electrical installations, and may order the immediate cessation of the activity or electrical connection.
2. The personnel of ANE, I.P., when exercising the prerogatives provided for in the preceding paragraph, shall carry their own identification document, of a model to be fixed by order of the member of the Government responsible for the electrical energy sector, subject to publication in Series II of the Official Gazette.