

S T A T U T E

**of the public institution
RADIO TELEVISION SLOVENIA**

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Pursuant to the provisions of the Institutions Act (Official Gazette of the Republic of Slovenia, no.12/91), the Media Act (Official Gazette of RS, no. 35/01) and the Act on Radio Television Slovenia (Official Gazette of RS, no. 96/05), the Supervisory Board of Radio Television Slovenia has adopted on 28 September 2006, on the proposal of the Director General and with the prior approval of the Programme Council of Radio Television Slovenia granted on 26 September 2006, the following

S T A T U T E

of the public institution RADIO TELEVISION SLOVENIA

I BASIC PROVISIONS

Article 1

(Status and Mission of Radio Television Slovenia)

Radio Television Slovenia (hereinafter: RTV Slovenia) is a public institution of special cultural and national importance performing a public service in the field of radio and television activities as defined in applicable law, with the aim of ensuring the fulfillment of democratic, social and cultural needs of the citizens of the Republic of Slovenia, of Slovenes living abroad, of the members of Slovene national minorities in Italy, Austria and Hungary, and of the Italian and Hungarian national communities in the Republic of Slovenia. Radio Television Slovenia also carries out other activities in accordance with applicable law, the Statute of RTV Slovenia, and the law governing the media.

Article 2

(Founder of the Public Institution)

The founder of the public institution Radio Television Slovenia is the Republic of Slovenia.

Article 3

(Relationship between the Public Institution and the Founder)

The founder's duty is to ensure the institutional autonomy and editorial independence of RTV Slovenia, and to provide adequate financing for the performance of the public service.

The founder shall be liable for the obligations of RTV Slovenia.

Article 4

(Name and Address of Public Institution)

The name of the public institution is: Radio Television Slovenia.

The abbreviated name is: RTV Slovenia.

The official seat of RTV Slovenia is in Ljubljana.

Principal place of business: Kolodvorska ulica 2, Ljubljana.

The initials of the name shall be: RTV SLO.

Article 5

(Seal)

RTV Slovenia shall have a square-shaped seal bearing the inscription "RTV Slovenia" and the stylized initials "RTV" in the center.

II REPRESENTATION OF RTV SLOVENIA

Article 6

(Representation of RTV Slovenia)

The Director General shall represent and act on behalf of RTV Slovenia.

Article 7

(Representation in the Absence of the Director General)

In the Director General's absence, RTV Slovenia shall be represented by the Director of Radio Programmes or the Director of Television Programmes or by another member of the management. The deputy shall be determined by the Director General in a written authorization valid for a period exceeding 60 days, which shall require the approval of the Programme Council of RTV Slovenia.

If, for any reason whatsoever, the Director General is unable to grant authorization to the Director of Radio Programmes or the Director of Television Programmes, the authorization shall be granted by the chairperson of the Programme Council.

III ACTIVITIES OF RTV SLOVENIA

Article 8

(General Description of Activities)

RTV Slovenia carries out a public service in the field radio and television activities and multimedia activities.

In addition to performing a public service, RTV Slovenia shall also be engaged, to a limited extent, in commercial activities.

The commercial activities performed by RTV Slovenia include:

- the sale of advertising time and of programmes,
- technical and telecommunication services that are not an integral part of the public service,
- the giving on lease of broadcasting infrastructure and other immovable property,

- publishing and concert activities,
- the sale of programme services, including interactive programme services,
- the commercial use of archived materials.

Within the scope of commercial as well as interactive programme services, RTV Slovenia shall provide opportunities for raising the professional level, and shall for this reason carry out educational and professional training programmes. The educational and professional training programmes for the needs of commercial activities do not include those activities designed for acquiring functional skills by employees.

RTV Slovenia shall carry out support activities for the public service as well as sales activities, and shall preserve national cultural values.

RTV Slovenia shall ensure in its programmes high-quality and diversified informative, cultural, educational and entertaining contents, as well as the creation, reproduction and presentation of artistic works.

Article 9

(Activities entered in the Court Register)

The scope of activities performed by RTV Slovenia is set forth in the Act on Radio Television Slovenia.

The activities to be entered by RTV Slovenia in the court register are the following:

0/92.200 Radio and television activities

– creation, production, postproduction and broadcasting of radio and television programmes

0/92.310 Artistic creation and interpretation

– orchestral and choral reproduction of music compositions and production of music recordings and archival materials with its own music ensembles: the

Symphony Orchestra, Big Band, Chamber Choir, the Youth and Children's Choirs

– preparation and performance of concerts and other public events as well as tours within the country and abroad

– mediation of own productions within the country and abroad

0/92.120 Motion picture and video distribution

– purchase, sale, exchange and renting of films and video films

0/92.110 Motion picture and video production

– photo film laboratory activities

– film and video studio activities

0/92.512 Archiving activities

– archiving of radio and TV programmes

0/92.400 News agency activities

I/64.200 Telecommunications

– maintenance and operation of facilities, devices and equipment intended for the reception, exchange, distribution and broadcasting of programmes produced by RTV Slovenia and other organizations using analogous and digital technology;

– ensuring the visibility and audibility of programmes broadcast by RTV Slovenia and enabling the broadcasting of programmes of other organizations

– technical modernization and adjustment of its network to the broadcasting networks of European countries;

– ensuring the visibility and audibility of programmes of RTV Slovenia in cross-border areas inhabited by the Slovene national minority, in conformity with bilateral agreements;

– operator activities relating to the provision of public and market communication services using analogous and digital technology (in conformity with Article 5 of the Electronic Communications Act);

K/70.120 Buying and selling of own real estate;

K/70.200 Letting of own property

– letting of space at transmission points;

K/71.340 Letting of other services and equipment

– letting of equipment for the transmission, exchange and broadcasting of radio and television signals;

K/72.220 Software consultancy and supply

– consultancy regarding software for radio and television programmes and the functioning of programme units and studios;

K/72.300 Data processing

– computer data processing;

K/72.500 Maintenance and repair of office, accounting and computing machinery;

K/72.600 Other computer-related activities;

K/73.102 Research and experimental development on technology

– development activities relating to transmission, production and post-production, mobile and stationary radio and television systems;

K/74.130 Market research and public opinion polling

– public surveys on RTV programmes, analysis of programmes and media research;

K/74.203 Architectural and building design and related technical consultancy;

K/74.204 Other design and technical consultancy

– design, engineering and technical consultancy relating to the construction, installation, maintenance and operation of RTV facilities and equipment, RTV-transmission network, and technical, technological and energy systems for the broadcasting and production of RTV programmes,

– preparation of investment and technical documents for the construction and purchase of broadcasting facilities and equipment as well as RTV production and energy, technical and technological systems;

K/74.300 Technical testing and analysis

- technical measurements of transmission, antenna and energy equipment as well as production and technological RTV systems,
- conduction of technical inspections of radio stations and certification of cable distribution stations and antenna devices,
- maintenance of RTV transmission, production and energy, technical and technological systems;

K/74.400 Advertising

- commercial messages, advertisements and advertising services in radio and television programmes;

K/74.600 Investigation and security activities;

K/74.810 Photographic activities

K/74.851 Translation

K/74.852 Photocopying and other copying

K/74.871 Organization of exhibitions, fairs and congresses

K/74.872 Other business activities

DE/22.150 Other publishing

DE/22.120 Publishing of newspapers

- issue of publications relating to own RTV activities

DE/22.140 Publishing of sound recordings

DE/22.310 Reproduction of sound recordings

DE/22.320 Reproduction of video recordings

DE/22.330 Reproduction of computer media

DJ/28.110 Manufacture of metal structures and parts of structures

- manufacture of support structures for antennas on antenna towers

DL/32.200 Manufacture of TV & radio transmitters & line telephony & telegraphy

- manufacture of individual assemblies or sub-assemblies of transmitter chains

DL/32.300 Manufacture of TV & radio receivers, sound or video etc. apparatuses

- manufacture of technical means needed for the functioning of RTV technical equipment

DL/31.500 Manufacture of lighting equipment and electric lamps

G/51.190 Agents involved in the sale of a variety of goods

- agents in the import of equipment, spare parts and reproductive materials for the needs of the public institution RTV Slovenia

G/52.630 Other non-store retail sale

- sale of TV films, television and radio programmes, and music recordings in domestic and foreign markets

H/55.230 Other provision of lodgings

H/55.231 Children's and workers' holiday homes

- renting of accommodation units in holiday homes

M/80.422 Education and training

- education and training of staff for specific job positions at RTV Slovenia, both in the programme and technical/technological fields of work.

IV MANAGEMENT AND SUPERVISION OF RTV SLOVENIA

Article 10

(Bodies of RTV Slovenia)

RTV Slovenia shall have the following bodies:

Programme Council,

Supervisory Board,

two Programme Committees for the Italian and Hungarian National Community Programmes,

Programme Committee for issues relating to programmes for the disabled and/or persons with special needs,

Employee Council.

IV/1 Programme Council of RTV Slovenia

Article 11

(Fundamental Principles)

The Programme Council is the supreme managing body of the public institution for matters relating to programme policy. In performing its work, the Programme Council represents and protects the interests of the public by conducting the programme policy in a manner which serves the interests of the entire Slovene population and which, in a spirit of equality of content, considers the majority and the autochthonous national communities, minorities and groups with special needs (principle of transparency). In line with the generally accepted standards of a free democratic society, the Constitution of the Republic of Slovenia and the Act on RTV Slovenia, the Programme Council is responsible for continuously ensuring and promoting a level of democracy in its programme policy, in particular by providing that the radio and television programmes present, in a spirit of plurality, a broad range of ideologically diversified information, opinions and discussions relating to public issues (principle of plurality). In exercising its

powers, the Programme Council is bound to the principle of political independence of the public institution RTV Slovenia, both in relation to the state as well as other formal and informal centers of political power (principle of independence).

The Programme Council shall notify the Director General in writing of any failure to observe the above-mentioned principles within RTV Slovenia, or of any inconsistencies in the implementation of programme standards, the business plan, or other programme obligations.

The Programme Council shall not interfere in any individual parts of a programme prior to its broadcast, or adopt decisions or standpoints related to the broadcast of parts of a programme. Individual programme parts are to be in conformity with programme standards and criteria.

Article 12

(Powers)

The Programme Council has in particular the following powers and obligations:

- on the proposal of the Director General, adopts broadcasting standards and programme profiles in conformity with the law and the law governing the media, as well as relevant bilateral agreements;
- on the proposal of the Director General, adopts a business plan that is in line with the financial, staff and production capabilities of RTV Slovenia;
- on the proposal of the Director General, adopts programme outlines;
- proposes the revision or amendment of adopted programme profiles;
- on the proposal of the Director General or on its own initiative, regularly or at least twice a year discusses the implementation of the adopted programme profiles and the business plan, and instructs the Director General with regard to overcoming any shortcomings in these areas;

- discusses the implementation of an adopted programme profile and adopts appropriate measures if the programme profile is not being implemented;
- on the proposal of the Director General, approves the Statute of the public institution RTV Slovenia;
- on the proposal of the Director General, gives its opinion regarding the proposed budget;
- appoints and dismisses the Director General of RTV Slovenia and gives its prior consent to the appointment and dismissal of the Director of Radio Programmes and the Director of Television Programmes;
- approves candidates for managing editors (who are proposed by the Director General) in conformity with the law;
- concludes an employment contract with the Director General;
- decides on other programme-related matters ensuring the implementation of provisions of the law and the business plan;
- gives its opinion regarding proposed laws and implementing regulations governing the operation of RTV Slovenia;
- adopts standpoints regarding proposals or remarks in connection with the operation of RTV Slovenia when these relate to the Programme Council;
- in line with the provisions regulating the fulfillment of public interest for culture, and adopts the procedures, conditions and criteria of the public competition for the purchase of Slovene audiovisual works of independent producers;

- in extraordinary circumstances, such as during natural disasters or in wartime, directly decides on the broadcasting of specific information or contents of public importance;
- intervenes in conflicting situations between individual parts of RTV Slovenia and the Director General;
- decides on other matters when required by law or the Statute.

Article 13

(Discussion of Remarks and Proposals of Viewers and Listeners)

RTV Slovenia shall have a Listener and Viewer Ombudsman. The Programmemeing Council shall prepare and adopt relevant rules on the functioning of the previously mentioned institution.

Article 14

(Composition, Appointment, Term of Office)

The Programme Council has 29 members.

The composition and manner of appointing the members of the Programme Council shall be set forth in applicable law.

The term of office of members of the Programme Council is four years, starting from the date of its constitution.

Article 15

(Constitution)

The Programme Council shall be constituted when the Director General establishes, on the basis of written notices, that at least two thirds of all members of the Council have been appointed in accordance with applicable law.

Article 16

(Rules of Procedure)

The Programme Council carries out its work according to its rules of procedure, which are to be adopted with a two-thirds majority of all members.

Article 17

(Chairperson of the Programme Council)

The work of the Programme Council is conducted by its chairperson, in accordance with the Programme Council's rules of procedure.

The chairperson and his/her deputy are elected by the Programme Council from among its members with a majority vote of all members.

The chairperson of the Programme Council signs all agreements, resolutions and other documents falling within the competences of the Programme Council of RTV Slovenia.

Article 18

(Voting)

The voting of the Programme Council shall be public in regard to all matters.

The Programme Council may decide by a majority vote that voting shall be conducted by roll call.

A member of the Programme Council may request that voting is recorded in the minutes, with an indication of how each member voted and what their proposals were.

Article 19

(Representatives of Employees in the Programme Council of RTV)

Direct elections for members of the Programme Council of RTV Slovenia who are elected from among employees by the employees of RTV Slovenia

themselves shall be conducted according to the procedure regulating elections for members of the Employee Council. This issue may also be regulated in special rules set forth by the Employee Council of RTV Slovenia.

In candidacies and elections, the interest representation of informative, cultural-artistic and technical activities is to be taken into account.

Each employee of RTV Slovenia who has the right to vote and to stand as a candidate may be a candidate in any interest representation. A candidate shall not be allowed to participate on the lists of two interest representations at the same time.

The provisions of the Employee Participation in Management Act relating to immunity shall apply for those members of the Programme Council who are elected from among employees.

Article 20

(Payment of Meeting Attendance Fee and Reimbursement of Travel and other Work-related Expenses)

The members of the Council are entitled to a meeting attendance fee as payment for the performance of their function.

IV/2 Supervisory Board of RTV Slovenia

Article 21

(Fundamental Principles)

The Supervisory Board monitors and, by means of supervision, protects the interests of the economy and economic efficiency of operations. In line with generally accepted operating standards, the Supervisory Board ensures, by means of supervision, the rational and economically sound operation of RTV Slovenia in conformity with adopted plans.

Article 22

(Powers)

The Supervisor Board:

- adopts the Statute subject to the prior approval of the Programme Council;
- approves the budget and annual report of the public institution and decides on the utilization of any surplus of revenues over expenditures;
- determines the prices of services not forming part of the public service;
- determines the method of registration and the temporary or permanent cancellation of television and radio sets;
- defines in detail the method of paying contributions for television and radio sets, as well as the criteria for their write-off, partial write-off, postponed payment and payment by instalments in accordance with the law;
- decides on tariffs and other conditions for the broadcasting of programmes produced by other parties;
- supervises the economic and technical development of RTV Slovenia, adopts the development strategy and determines the system of financing;
- on the proposal of the Director General, approves the payroll system in accordance with applicable law, and supplementary pension insurance premiums in accordance with the Act on Collective Supplementary Pension Insurance for Public Servants;
- supervises the operations of RTV Slovenia, in particular the legality of its business operation;

- supervises the economic and financial management of the Director General, the keeping of business books, and checks the periodical statements. The Supervisory Board has the right to inspect all documents of the public institution, including any documents relating to the functioning of Transmitters and Communications;
- the Director General shall deliver to the Supervisory Board, at its request, any required information and allow the inspection of all documents of RTV Slovenia;
- the Supervisory Board may investigate individual cases or events, and engage relevant experts for more complex cases or events;
- calls attention to the inadequacy of financial operations and propose measures for improving work performance;
- adopts its rules of procedures, and organizes its work and appoints committees in line with its rules of procedure;
- decides on other issues set forth in relevant laws and the Statute.

Meetings of the Supervisory Board are convened by its chairperson, and in his/her absence by the deputy chairperson. If reasons for convening a meeting have been specified, a Supervisory Board meeting is to be convened at the request of at least four members. A meeting of the Supervisory Board may also be requested by the Director General.

At the request of the Supervisory Board, the Director General and the Directors of Radio and Television Programmes are to attend meetings of the Supervisory Board or give notice of their absence in writing. Those members of the top and executive management who are able to provide urgent information or advice regarding a specific issue shall also be required to attend a relevant meeting of the Supervisory Board. A member of the Supervisory Board whose absence at a meeting has been excused may vote by post.

The representative of the Employee Council of the public institution RTV Slovenia shall be invited to meetings of the Supervisory Board and shall receive all materials for such meetings and have the right to present the opinions of the Employee Council on the issues discussed.

When dealing with issues relating to telecommunication services, in particular when deciding on tariffs and other conditions for the broadcasting of programmes produced by other parties, the Supervisory Board shall also invite the representatives of the Agency for Postal Services and Electronic Communications and the Head of the organizational unit Transmitters and Communications to its meetings.

The Supervisory Board shall pass decisions on the basis of a majority vote of its members. Decisions relating to the Statute and the Rules of Procedure of the Supervisory Board shall be passed with a two-thirds majority vote of all members of the Supervisory Board, whereas all other decisions shall require a majority vote of all its members.

All members of the Supervisory Board shall be independent and autonomous in their work and shall perform their tasks with due skill, care and diligence. In performing his/her tasks a member is not bound to observe the opinion or instructions of those who elected or appointed him/her, but shall assume full personal responsibility for the performance of his/her duties. All members of the Supervisory Board have equal rights and obligations irrespective of who elected or appointed them.

The members of the Supervisory Board are entitled to a meeting attendance fee and the reimbursement of their travel and work-related expenses. The meeting attendance fee for members of the Supervisory Board is equivalent to the meeting attendance fee of the members of the Programme Council and is determined by the Supervisory Board on the proposal of the Director General in accordance with applicable regulations.

The Supervisory Board shall inform the Programme Council, the programme committees for the Italian and Hungarian national community programmes, the National Assembly and the minister responsible for the media on its findings in writing. The Director General shall be instructed to eliminate any irregularities found. In case of any irregularities found, the Supervisory Board shall have the right and duty to propose that competent bodies take appropriate measures within the scope of their powers.

The meetings of the Supervisory Board are not public. Information may only be released to the public by the chairperson of the Supervisory Board of RTV Slovenia, the acting chairperson, or a member of the Supervisory Board authorized for such purpose by the chairperson of the Supervisory Board.

Article 23

(Composition, Appointment, Term of Office)

The Supervisory Board is comprised of 11 members. The composition and manner of appointing the members of the Supervisory Board is set forth in applicable law. The term of office of the members of the Supervisory Board is four years starting from the date of its constitution. The members of the Supervisory Board are to have at least a university degree and at least five years' work experience.

Article 24

(Constitution)

The provisions relating to the constitution of the Programme Council shall meaningfully apply for the constitution of the Supervisory Board.

Article 25

(Rules of Procedure)

The Supervisory Board carries out its work according to its Rules of Procedure, which are to be adopted with a two-thirds majority of all members.

Article 26

(Chairperson of the Supervisory Board)

The work of the Supervisory Board is conducted by its chairperson in accordance with the Rules of Procedure of the Supervisory Board.

The chairperson and the deputy chairperson of the Supervisory Board are elected from among its members with a majority vote of all members.

The chairperson of the Supervisory Board of RTV Slovenia acts as signatory to all agreements, decisions and other documents falling within the competences of the Supervisory Board of RTV Slovenia.

Article 27

(Voting)

A member of the Supervisory Board who dissents from a decision has the right to express a separate opinion. The opinion of such member shall be recorded in the minutes.

Article 28

(Representatives of Employees in the Supervisory Board of RTV)

Direct elections for the members of the Supervisory Board of RTV Slovenia, who are elected by the employees of RTV Slovenia from among themselves, are to be conducted in accordance with the procedure regulating elections for the members of the Employee Council. The Employee Council of RTV Slovenia may also regulate this issue in special rules.

In line with applicable law laying down the principle of transparency of RTV Slovenia's operations, the representatives of employees shall represent the

interests of the majority of employees. A representative of employees who fails to act in accordance with the interests of employees may be dismissed in line with the procedure regulating the dismissal of members of the Employee Council.

Irrespective of the reason why a representative of the employees of RTV Slovenia ceases to be a member of the Programme Council of RTV Slovenia or the Supervisory Board of RTV Slovenia, such representative shall cease to be a member on the date when a relevant declaratory decision is adopted by the Supervisory Board of RTV Slovenia or the Programme Council of RTV Slovenia.

In cases when membership is terminated, substitute elections are to be held.

The members of the Supervisory Board who are elected from among employees shall be subject to the provisions of the Employee Participation in Management Act relating to immunity.

IV/3 Programme Committees for the Italian and Hungarian National Community Programmes

Article 29

(Fundamental Principles)

In performing their work, the programme committees shall represent and protect the interests of the public. The programme policy shall be implemented in a manner which primarily serves the needs of the autochthonous national communities, ensures the exercise of constitutional rights of the Italian and Hungarian national communities in connection with radio and television public informing, and enhances the integration of national communities with their mother nation and the inclusion of cultural and other achievements of the Italian and Hungarian nations in national community programmes. In exercising their powers, the programme committees for the Italian and Hungarian national community programmes are, alongside the Programme Council of RTV

Slovenia, committed to the principle of ideological plurality and political independence of the public institution RTV Slovenia in relations with the state as well as other formal and informal centers of political power.

The programme committees shall inform the Programme Council of RTV Slovenia in writing of any inconsistencies in the implementation of programme standards and the business plan in areas relating to the autochthonous national communities, as well as any other violations of the principles from the previous paragraph that are related to their areas of activity. The Programme Council of RTV Slovenia shall take appropriate action within the scope of powers granted to it under paragraph two of Article 11 of this Statute, and shall assist an individual programme committee in monitoring the redress of violations and taking any further measures. The Programme Council may grant specific powers to a programme committee for eliminating a violation.

The two programme committees shall not interfere in individual parts of a programme prior to their broadcast and are generally not allowed to adopt decisions regarding standpoints related to a broadcast. The individual parts of a programme are to be in line with relevant programme standards and criteria.

Article 30

(Fundamental Powers and Duties of the Programme Committee)

A programme committee for a national community programme:

- discusses the implementation of the programme profile, the business plan, and that part of the annual report of the public institution RTV Slovenia relating to the respective national community programme;
- discusses the comments and suggestions of viewers and listeners of the relevant national community programme and takes a stand in relation to them;
- gives initiatives to the Programme Council for discussing issues relating to the national community programme;

- approves the appointment and dismissal of assistants to the Director General for radio and television programmes for the autochthonous Italian and Hungarian national communities;
- approves the appointment and dismissal of the managing editor responsible for a respective national community programme;
- carries out other tasks related to the national community programme which are consistent with the role granted to it by this Statute;
- approves the scope, programme profile, programme standards and programme outline of the national community programme.

The programme profile, programme standards and programme outline of a national community programme are to be harmonized with the material capabilities of the public institution RTV Slovenia and the regulations governing its work.

Article 31

(Constitution, Appointment of Members and Term of Office)

The programme committees shall each have nine members.

The members shall be appointed according to the following key:

- six members shall be appointed by the Italian and Hungarian self-governing national communities in Slovenia;
- one member shall be elected from among the employees of the programme units of the radio and television programmes for the Italian and Hungarian national communities;
- two members shall be appointed by the Programme Council of RTV Slovenia.

The term of office of all members shall be four years from the date of constituting the relevant programme committee.

A programme committee shall be deemed constituted when the chairperson of the Programme Council of RTV Slovenia establishes, on the basis of written

notices, that at least six members of the programme committee have been appointed in conformity with the law.

Article 32

(Rules of Procedure, Chairperson, Voting, Meeting Attendance Fee, Travel and Other Work-related Expenses)

The adoption of the Rules of Procedure, the election and powers of the chairperson, voting, meeting attendance fees, and the reimbursement of travel and other work-related expenses shall be subject to the meaningful application of the provisions of the Statute regulating issues related to the Programme Council of RTV Slovenia.

Article 33

(Approval of the Contractual Lease of a National Community Programme to another Radio or Television Organization or Producer)

RTV Slovenia may contractually lease a national community programme or part of a national community programme to another radio or television organization or producer only with the approval of the relevant programme committee for a national community programme.

IV/4 Programme Committee for Programmes for the Disabled and Persons with Special Needs

Article 34

(Fundamental Principles)

Although in performing its work the programme committee represents and protects the interests of the public in the broadest sense of the word, it is particularly focused on ensuring the protection of interests of persons with special needs.

In line with the generally accepted standards of a free, democratic society, the Constitution of the Republic of Slovenia and the Act on RTV Slovenia, the programme committee shall, by influencing the structure and content of RTV Slovenia's programmes, continuously ensure and enhance the level of conceptual and technical adaptation of RTV Slovenia's programmes to the specific needs of persons with special needs. In exercising its powers, the programme committee is also guided by the principle of ideological plurality and the principle of political independence of the public institution RTV Slovenia in relations with the state as well as other formal and informal centers of political power.

The programme committee shall inform the Programme Council of RTV Slovenia of any inconsistencies in implementing the programme standards and the business plan in areas relating to persons with special needs as well as any other violations of the previously mentioned principles in these areas. The Programme Council of RTV Slovenia shall take appropriate measures within the scope of its powers granted under paragraph 3 of Article 11 of this Statute, and shall assist the programme committee in monitoring the redress of violations and taking any further measures. The Programme Council may grant specific powers to the programme committee for eliminating certain violations.

The programme committee shall not interfere in individual parts of programmes prior to their broadcast and shall generally not adopt any decisions regarding standpoints related to the broadcast. The individual parts of programmes are to be in line with relevant programme standards and criteria.

Article 35

(Fundamental Duties and Powers of the Programme Committee)

The Programme Committee for programmes for the disabled and persons with special needs:

- discusses proposals and the implementation of the programme profile in that part relating to contents intended for the disabled and persons with special needs;
- discusses the comments and suggestions of viewers and listeners in connection with programme contents intended for the disabled and persons with special needs;
- discusses the implementation of expanded programme contents intended for persons with impaired eyesight and hearing in techniques adapted to them;
- may give initiatives and proposals to the bodies of RTV Slovenia, which shall discuss them and take a stand in relation to them;
- carries out other tasks related to programme contents for the disabled and persons with special needs which are consistent with its role under this Statute.

Article 36

(Constitution, Appointment of Members and Term of Office)

The Programme Committee is comprised of nine members.

The members are appointed according to the following key:

- all nine members are proposed by representational associations of the disabled and persons with special needs, whereby only persons whose disability has been established by a final decision of a competent body may be proposed;
- on the basis of a proposal by a representational association and under the conditions specified in the previous indent of this Article, all nine members are appointed by the Programme Council of RTV Slovenia;
- the Programme Council of RTV Slovenia may appoint two or more candidates of the same representational association of the disabled and persons with

special needs only if the candidates are proposed by less than nine associations.

The term of office of all members shall be four years from the date of constituting the Programme Committee.

The Programme Committee shall be deemed constituted when the chairperson of the Programme Council of RTV Slovenia establishes, on the basis of written notices, that at least six members of the Programme Committee have been appointed in conformity with the law.

Article 37

(Rules of Procedure, Chairperson, Voting, Meeting Attendance Fee, Travel and Other Work-related Expenses)

The adoption of the Rules of Procedure, the election and powers of the chairperson, voting, meeting attendance fees, and the reimbursement of travel and other work-related expenses shall be subject to the meaningful application of the provisions of the Statute regulating issues related to the Programme Council of RTV Slovenia.

IV/5 Employee Council, Rights of Employees of RTV Slovenia, Independence of Journalists and Editors, and the Trade Union Movement

Article 38

(Organization and Powers of the Employee Council and Employee Participation in the Management)

The public institution RTV Slovenia shall have an Employee Council functioning within the public institution.

A representative of the Employee Council participates in the meetings of the Programme Council and the Supervisory Board, receives all materials for the

meetings of these bodies, and has the right to present the opinion of the Employee Council relating to such materials.

The functioning and powers of the Employee Council shall be subject to the provisions of the law regulating the participation of employees in management, unless regulated otherwise by the Act on RTV Slovenia.

The employees of RTV Slovenia participate in the management of RTV Slovenia in the following ways:

- by participating in decision-making through their representatives in the Programme Council and the Supervisory Board of RTV Slovenia;
- by giving, through the Employee Council, initiatives, proposals and opinions related to the organization of work, regulation of work relations, evaluation of job performance, salaries and other personal earnings, promotion and the living standard of employees, as well as relevant approvals whenever so required by law.

An employee of RTV Slovenia has, as an individual, in particular the following rights:

- to give initiatives and receive replies thereto, if such initiative is related to his/her job position or work unit;
- to be duly informed of any changes in his/her area of work;
- to express his/her opinion on all issues related to the organization of his/her job and the work process;
- to request that any and all issues concerning salaries and other areas of employment relations be clarified by the head of his/her work unit or an employee (or service) authorized by the head of the work unit.

Article 39

(Independence of Journalists and Editors)

It shall not be possible to terminate the employment, reduce the salaries or change the status of a journalist or editor in a programme unit, or to degrade their position in any other way solely for the reason of their having expressed views that are consistent with the programme profile and the code of journalism ethics, or their having refused to publish information or opinions whose broadcast would represent a breach of the programme profile and the code of journalism ethics.

Editors, journalists and other programme creators are independent in the performance of their tasks for as long as they remain within the frames of the programme profile and their respective professional codes of ethics.

Employees in programme departments shall appoint their representative bodies. The candidates for members of a representative body are proposed by programme units. One representative shall be appointed for every ten members of a programme unit.

Employees in the editorial productions units of regional centers shall appoint one representative for every three employees.

The representative body has the following rights:

- to give its opinion on a candidate for managing editor;
- to give its opinion on proposed changes in the programme profile;
- to give its opinion on the organization of work, working conditions, and on the criteria for the evaluation of work performance and the promotion of journalists.

A candidate for managing editor shall receive a positive opinion if the majority of representatives in programme departments vote in favour of such candidate.

Article 40

(Trade Union Movement)

The conditions for the undisturbed functioning of trade unions have been ensured in accordance with applicable law and the collective agreement. The mutual rights of trade unions and RTV Slovenia shall be laid down in an

agreement concluded between the trade unions and the Director General of RTV Slovenia.

V MANAGEMENT OF RTV SLOVENIA

Article 41

(Top Management and Executive Management of RTV Slovenia)

The top management of TV Slovenia comprises:

- the Director General,
- the Director of Radio Programmes and the Director of Television Programmes,
- Assistants to the Director General for Radio and Television Programmes for the Autochthonous Italian and Hungarian National Communities, respectively.

The executive management of RTV Slovenia comprises:

- Managing editors of programmes,
- Executive Managers and Executive Heads as well as Assistants and Advisers to the Director General for specific fields of work,
- Heads of Regional Centers,
- Head of the MMC programme and production unit,
- Heads of organizational units (OU),
- Head of the organizational unit Transmitters and Communications,
- Heads of the organizational units Radio Technical Production and Television Technical Production, respectively,
- Head of the organizational unit Music Programmes and Music Production.

The Director General may appoint executive directors and executive heads as well as his/her assistants and advisers in accordance with the organizational model of management. Descriptions of the tasks and duties of the previously

mentioned employees shall be specified by the Director General in the Act on the Internal Organization of the Public Institution.

V/1 Director General

Article 42

(Position of Director General and Fundamental Operating Principles)

The Director General is the top manager in charge of the business- and programme-managing functions of RTV Slovenia.

The Director General organizes and manages the operations of RTV Slovenia, and is responsible for the management of business and programme activities of the public institution. In performing his/her tasks, the Director General is to observe the principles of transparency, plurality and independence as specified in paragraph one of Article 11 of this Statute.

The Director General shall ensure that work on all other subordinated levels of management of RTV Slovenia is conducted in line with the principles specified in the previous paragraph. If the Director General assesses that the performance of any member of the top management or executive management or their subordinate employees is not in line with the above-mentioned principles or that the programme standards or business plan or other obligations are not being fulfilled, he/she shall take measures for eliminating any violations and applying any appropriate sanctions in conformity with the law, the Statute, and other applicable regulations.

Article 43

(Duties and Powers of the Director General)

The Director General has in particular the following duties and powers:

- manages the programme activities of the public institution RTV Slovenia;

- organizes and manages the activities and business operation of the public institution RTV Slovenia;
- represents and acts on behalf of the public institution RTV Slovenia;
- is responsible for the legality of work of the public institution RTV Slovenia;
- is responsible for the timely preparation of general and specific acts,
- is responsible for the timely preparation of the financial and annual reports to be approved by the Supervisory Board; delivers to the Supervisory Board any additional information required for the approval of these documents;
- submits the proposed budget to the Programme Council for examination;
- decides on the recruitment and dismissal of employees and concludes employment contracts; for specific job levels he/she transfers authorizations to another person in accordance with relevant internal rules;
- appoints the Director of Radio Programmes and the Director of Televisions Programmes after obtaining the prior approval of the Programme Council;
- in agreement with the relevant programme committee, appoints the Assistants to the Director General for respective national community programmes;
- coordinates the work of the Director of Radio Programmes, the Director of Television Programmes, and other members of the top and executive management in accordance with this Statute, and resolves any disputes arising between them;
- appoints and dismisses the managing editors of programmes in conformity with the Act on RTV Slovenia;
- appoints and dismisses members of the managerial staff;
- conducts social dialogue with the representatives of representational trade unions within the public institution, concludes a special collective agreement for the public institution RTV Slovenia, and is one of the signatories of the employers' side of the Collective Agreement for Professional Journalists;

- delivers to the Programme Council for approval the programme standards and programme profiles in accordance with the Act on RTV Slovenia and the law regulating the mass media, as well as relevant bilateral agreements;
- delivers to the Programme Council for approval the business plan, which has been harmonized with the financial capabilities of RTV Slovenia by the Supervisory Board,
- delivers to the Programme Council for approval the programme outlines;
- delivers to the Programme Council for approval the Statute of the public institution RTV Slovenia;
- in addition to the law and the Statute of the public institution RTV Slovenia, the rights, obligations, responsibilities and authorizations of the Director General are also regulated in more detail by the general acts of the public institution;
- concludes contracts and agreements with the representational trade unions of RTV Slovenia in accordance with the provisions of laws regulating individual areas of collective bargaining and other social, economic and legal issues relating to the employees of RTV Slovenia.

Article 44

(Public Call for Applications, Qualifications, Term of Office and Appointment of Director General)

The Director General of RTV Slovenia is selected and appointed by the Programme Council on the basis of a public call for applications.

The term of office of the Director General is four years.

A candidate for Director General shall, in addition to the qualifications defined by law, have the following qualifications:

- be a citizen of the Republic of Slovenia;
- have a university degree;
- have a good command of the Slovene language;
- have a good command of at least one international language;
- have at least ten years' work experience;

- be qualified for the organization and management of large organizational systems and have relevant experience;
- not have any equity interests or permanent contractual relations with legal persons doing business with RTV Slovenia,
- be acquainted with issues related to radio and television activities;
- not be a deputy of the National Assembly or an official of any political party.

Article 45

(Selection and Appointment Procedure)

The Director General is selected and appointed according to the following procedure: voting is conducted by the Programme Council, whereby each member has the right to vote for one candidate. Voting is public. The candidate who receives the highest number of votes of all members of the Programme Council is elected Director General.

If no candidate is elected in the first round of voting, the procedure is repeated in a second round and the candidates narrowed down to those three candidates who received the highest number of votes in the first round. If no candidate is elected in the second round, the procedure is repeated in a third round and the candidates narrowed down to those two candidates who received the highest number of votes in the second round. If no candidate is elected in the third round, the procedure is repeated in a fourth round and the candidates narrowed down to the candidate who received the highest number of votes in the third round.

If none of the candidates receive a sufficient number of votes in the fourth round, the Programme Council may decide to repeat the procedure in 14 days and vote on those two candidates who received the highest number of votes. Prior to the repeated vote, the Programme Council shall enable both candidates of the third round to present their concepts at a meeting. If no candidate is elected at the repeated vote, the public call for applications shall be repeated.

Article 46

(Repetition of Public Call for Applications)

If no applicants have responded to the public call for applications for the post of Director General, or if none of the candidates who applied for the post have been selected, the public call shall be repeated.

Article 47

(Acting Director General)

Until the appointment of a Director General, the Programme Council of RTV Slovenia shall appoint an Acting Director General for a period not exceeding one year.

Article 48

(Premature Termination of Office)

The Director General shall be dismissed prior to the expiry of his/her term:

- if so requested by the Director General him/herself in a written notice of resignation. In such case the Director General shall continue to perform his/her function for the period defined by the Programme Council, which is not to exceed six months;
- if any reason exists for which the termination of his/her employment contract is prescribed by applicable regulations governing employment relations;
- for reasons of incapacity as specified in applicable regulations governing employment relations,
- if the Director General is in breach of applicable regulations and the Statute or fails to implement the decisions of the Programme Council and the Supervisory Board of RTV Slovenia, or acts contrary to such decisions;
- if through his/her unconscientious acts of misconduct, the Director General causes substantial damage to RTV Slovenia, or if his/her neglect or negligent performance of duties causes or could cause serious

disturbances in the performance of activities of the public institution RTV Slovenia.

Article 49

(Dismissal)

When deciding on the dismissal of the Director General against his/her will, the Programme Council shall inform the General Manager, prior to adopting a decision on his/her dismissal, on the reasons for dismissal and give him/her the opportunity to express his/her opinion thereon.

If a proposal has not been submitted by the Director General, a procedure for dismissal shall be initiated by the Programme Council of RTV Slovenia on the initiative of at least one third of the members of the Council or on the initiative of the Supervisory Board.

The Director General has the right to request judicial protection against a decision on his/her dismissal at the competent court.

V/2 Director of Radio Programmes and Director of Television Programmes

Article 50

(Position of Director of Radio Programmes and Director of Television Programmes and Fundamental Operating Principles)

The Director of Radio Programmes is a member of the top management responsible for managing the business-organizational and programme activities in the Radio Slovenia programme and production unit. The Director of Television Programmes is a member of the top management responsible for managing the business-organizational and programme activities in the Television Slovenia programme and production unit.

The Director of Radio Programmes and the Director of Television Programmes organize and manage work (business-organizational activities), as well as professional programme work (programme activities) in their respective areas and are directly responsible for their work to the Director General. The management of professional programme activities relating to the national community programmes does not fall within their competences.

In performing their tasks, the Directors shall observe the principles of transparency, plurality and independence as specified in paragraph one of Article 11 of this Statute.

The Directors, together with the Director General, shall ensure that work on all levels falling within their sphere of responsibility in RTV Slovenia is conducted in accordance with the principles specified in the previous paragraph. If the Directors assess that the implementation of principles is unsatisfactory and that violations of programme standards, the business plan or other violations of work obligations on such levels are occurring, they shall take appropriate measures to eliminate such violations and apply adequate sanctions in conformity with the law, the Statute, and other applicable regulations.

Article 51

(Duties and Powers of the Director of Radio Programmes and the Director of Television Programmes)

The duties and powers of the Director of Radio Programmes and the Director of Television Programmes are:

- manages and coordinates the work of the programme and production units Television Slovenia and Radio Slovenia, respectively, including the two regional centers, except for the management of professional programme activities for the two national community programmes, and determines the priority tasks on the basis of production capabilities;

- represents the Television Slovenia and Radio Slovenia programme and production units, respectively, in accordance with the law, this Statute and other applicable regulations;
- proposes the appointment or dismissal of managing editors to the Director General in accordance with the law;
- if the need arises, may propose that the Director General conclude employment contracts within the scope of activities of his/her respective unit;
- within the scope of his/her responsibility for programme contents, determines, supervises, monitors and directs the work of editors and other employees;
- is responsible for the utilization of financial resources in accordance with the annual programme and business plan;
- in line with requirements and the organizational model of management, may appoint executive managers and heads as well as his/her own assistants and advisers for specific fields of work;
- performs other tasks in accordance with applicable regulations.

Article 52

(Appointment and Term of Office)

The Director of Radio Programmes and the Director of Television Programmes are appointed by the Director General on the basis of a public call for applications, subject to the prior consent of the Programme Council.

The term of office of the Director of Radio Programmes and the Director of Television Programmes is four years.

Article 53

(Qualifications for Appointment)

A candidate for the positions of Director of Radio Programmes and Director of Television Programmes is required to have the following qualifications:

- be a citizen of the Republic of Slovenia;
- have a university degree;

- be fluent in the Slovene language;
- have a good command of at least one international language;
- have at least five years' work experience (with references on achievement in cultural-artistic activities or activities related to the media);
- be acquainted with issues concerning radio and television activities;
- possess organizational and managerial abilities;
- not be a deputy of the National Assembly or an official of any political party;
- not hold equity interests or maintain permanent contractual relations with legal persons doing business with RTV Slovenia.

Article 54

(Premature Termination of Office)

The Director of Radio Programmes and the Director of Television Programmes shall be dismissed prior to the expiry of their terms in the following cases:

- if so requested by the director him/herself in a written notice of resignation. In such case the director shall continue to perform his/her duties as the Director of Radio Programmes or the Director of Television Programmes for the period defined by the Director General, which is not to exceed three months;
- if any reason exists for which the termination of his/her employment contract is prescribed by applicable regulations governing employment relations;
- if the Director of Radio Programmes or the Director of Television Programmes is in breach of applicable regulations or the Statute, or fails to carry out the tasks assigned to him/her by the Director General or implement the decisions of the Programme Council and the Supervisory Board of RTV Slovenia, or acts contrary to such decisions;
- if, through his/her unconscientious acts of misconduct, the Director of Radio Programmes or the Director of Television Programmes causes substantial damage to RTV Slovenia, or if his/her neglect or negligent

performance of duties causes or could cause serious disturbances in the performance of activities of the public institution RTV Slovenia.

When deciding on the dismissal of the Director of Radio Programmes or the Director of Television Programmes against his/her will, the Director General shall inform the Programme Council, prior to adopting a decision on dismissal, on the reasons for dismissal and give the director concerned the opportunity to express his/her opinion thereon.

Article 55

(Dismissal)

The procedure for the dismissal of the Director of Radio Programmes or the Director of Television Programmes shall be initiated by the Director General of RTV Slovenia.

The Director of Radio Programmes and the Director of Television Programmes have the right to request judicial protection against a decision on dismissal at the competent court.

V/3 Director of the Organizational Unit Transmitters and Communications

Article 56

(Fundamental Tasks and Responsibilities)

The Director of the organizational unit (OU) Transmitters and Communications is a member of the executive management of RTV Slovenia responsible for electronic communications, and is appointed by the Director General of RTV Slovenia.

The Director of OU Transmitters and Communications is appointed for a term of four years.

The office of Director of OU Transmitters and Communications is linked to the office of Director General, which means that in the event of the Director General's dismissal, the Director of OU Transmitters and Communications continues to perform his/her tasks as Acting Director with full competences.

The Director of OU Transmitters and Communications organizes and conducts the activities and operations of OU Transmitters and Communications. In performing his/her tasks, the Director of OU Transmitters and Communications shall observe the principle of transparency of operations of RTV Slovenia and of its political independence. The Director of OU Transmitters and Communications reports on his/her work to the Director General.

The Director of OU Transmitters and Communications is dismissed by the Director General under the same conditions as specified in this Statute for all members of the top management and executive management of the public institution.

The job descriptions for the organizational unit Transmitters and Communications are determined by the Director General and set forth in the Act on the Internal Organization of the public institution.

The qualifications required for the job position of Director of Transmitters and Communications are:

- be a citizen of the Republic of Slovenia;
- have a university degree;
- be fluent in the Slovene language;
- have a good command of at least one international language;
- have at least five years' work experience in the field of electronic communications;
- possess organizational and managerial abilities;
- be acquainted with issues in the field of broadcasting;
- not hold equity interests or maintain permanent contractual relations with legal persons doing business with RTV Slovenia,

- not be a deputy of the National Assembly or an official of any political party.

V/4 Assistants to the Director General for Radio and Television Programmes for the Autochthonous Italian and Hungarian National Communities

Article 57

(Fundamental Tasks and Responsibilities of Assistants to the Director General)

The fundamental tasks of the Assistant to the Director General for Radio and Television Programmes for the Autochthonous Italian National Community and the Assistant to the Director General for Radio and Television Programmes for the Autochthonous Hungarian National Community are:

- prepares and defends the programme profiles, programme outlines, and the annual programme plans within the scope of the programme and business plan of RTV Slovenia;
- conducts and coordinates the implementation of annual programme plans and reports to the Director General on the fulfillment of programme, business and development plans;
- manages and coordinates the organizational, business and other general affairs of national community programmes in regional centers;
- decide and participates in decision-making on other issues related to their respective fields of activity and fulfils the obligations assigned by the Director General;
- manages the professional programme activities of radio and television programmes in those areas relating to their respective national community programmes.

The Assistant Director General for Radio and Television Programmes for the Autochthonous Italian National Community and the Assistant Director General for Radio and Television Programmes for the Autochthonous Hungarian National Community are members of the top management of RTV Slovenia in

those areas relating to the national community programmes. In performing their tasks, they are required to observe the fundamental principles applicable for the functioning of the Director General, the Director of Radio Programmes and the Director of Television Programmes (paragraph 2 of Article 42 and paragraph 3 of Article 50 of this Statute).

The Assistant Director General for Radio and Television Programmes for the Autochthonous Italian National Community and the Assistant Director General for Radio and Television Programmes for the Autochthonous Hungarian National Community shall have their official seats within the scope of the national community programmes where they organize and manage their respective radio and television programmes.

The Assistant Director General for Radio and Television Programmes for the Autochthonous Italian National Community and the Assistant Director General for Radio and Television Programmes for the Autochthonous Hungarian National Community are simultaneously also the Directors of Studios for the Italian and Hungarian Programmes, respectively.

The Assistant Director General for Radio and Television Programmes for the Autochthonous Italian National Community and the Assistant Director General for Radio and Television Programmes for the Autochthonous Hungarian National Community are directly responsible for their work to the Director General of RTV Slovenia and to their respective programme committees for national community programmes.

Article 58

(Appointment and Term of Office)

The Assistant Director General for Radio and Television Programmes for the Autochthonous Italian National Community and the Assistant Director General for Radio and Television Programmes for the Autochthonous Hungarian National Community are appointed by the Director General with the consent of the Programme Committee for the Italian National Community Programme and

the Programme Committee for the Hungarian National Community Programme, respectively.

The term of office of the Assistant Director General for Radio and Television Programmes for the Autochthonous Italian National Community and the Assistant Director General for Radio and Television Programmes for the Autochthonous Hungarian National Community is four years.

The term of office of the Assistant Director General for Radio and Television Programmes for the Autochthonous Italian National Community and the Assistant Director General for Radio and Television Programmes for the Autochthonous Hungarian National Community is linked to the office of Director General, which means that in the event of the Director General's dismissal, the two above-mentioned directors shall continue to perform their tasks as Acting Assistant Directors with full competences.

Article 59

(Qualifications for Appointment)

A candidate for Assistant Director General for Radio and Television Programmes for the Autochthonous Italian National Community or Assistant Director General for Radio and Television Programmes for the Autochthonous Hungarian National Community shall be required to have the following qualifications:

- be a citizen of the Republic of Slovenia;
- have a university degree;
- be fluent in the Slovene language;
- have a good command of at least one international language and a good command of the language of the autochthonous national community for which the national community programme is intended,
- have at least five years' work experience with references of achievement in cultural-artistic activities or activities related to the media;
- be acquainted with issues related to radio and television activities;
- possess organizational and managerial abilities;

- not be a deputy of the National Assembly or an official of any political party;
- not hold equity interests or maintain permanent contractual relations with legal persons doing business with RTV Slovenia.

Article 60

(Premature Termination of Office)

An Assistant Director General for Radio and Television Programmes for the Autochthonous National Community shall be dismissed prior to the expiry of his/her term in the following cases:

- if so requested by the Assistant Director General him/herself in a written notice of resignation. In such case the Assistant Director General shall continue to perform his/her duties as Assistant Director General for Radio and Television Programmes for the Autochthonous National Community for the period defined by the Director General, which is not to exceed three months;
- if any reason exists for which the termination of his/her employment contract is prescribed by applicable regulations governing employment relations;
- for reasons of incapacity as specified in applicable regulations on employment relations;
- if the Assistant Director General is in breach of applicable regulations or the Statute, or fails to carry out the tasks assigned to him/her by the Director General or implement the decisions of the Programme Committee for the Italian National Community Programme or the Programme Committee for the Hungarian National Community Programme, or acts contrary to such decisions;
- if, through his/her unconscientious acts or misconduct, the Assistant Director General causes substantial damage to RTV Slovenia, or if his/her neglect or negligent performance of duties causes or could cause serious disturbances in the performance of activities of the public institution RTV Slovenia.

When deciding on the dismissal of the Assistant Director General for Radio and Television Programmes for the Autochthonous National Community against his/her will, the Director General shall inform the respective programme committee, prior to adopting a decision on dismissal, of the reasons for dismissal and give the Assistant Director General the opportunity to express his/her opinion thereon.

Article 61

(Dismissal)

The procedure for the dismissal of the Assistant Director General for Radio and Television Programmes for the Autochthonous National Community shall be initiated by the Director General of RTV Slovenia.

The Assistant Director General for Radio and Television Programmes for the Autochthonous National Community has the right to request judicial protection against a decision on his/her dismissal at the competent court.

V/5 Managing Editors

Article 62

(Fundamental Duties and Responsibilities of a Managing Editor)

Managing editors are responsible for the creation and production of television and radio programmes as well as multimedia programmes, including the teletext, internet and mobile portal. They are simultaneously responsible for the realization of such programmes from the financial, programme, staff and production aspects. Managing editors are also responsible for the implementation of editorial policy and the utilization of financial resources in line with the programme profiles and approved business plan.

The job descriptions of managing editors are determined by the Director of Radio Programmes, the Director of Television Programmes, and the Assistants

to the Director General for Radio and Television Programmes for the Autochthonous National Communities, respectively, and shall be laid down in the Act on the Internal Organization of the public institution. In performing their tasks, managing editors shall observe the principles of transparency, plurality and independence as specified in paragraph one of Article 11 of this Statute.

Managing editors shall be responsible for their work to the Director of Radio Programmes, the Director of Television Programmes, and to the Assistants to the Director General for Radio and Television Programmes for the Autochthonous National Communities, respectively, as well as to the Director General. The Managing Editor of the MMC programme department is responsible to the Head of MMC and to the Directors of Radio and Television Programmes, respectively.

In performing their tasks, the managing editors and programme units of individual programme units are required to observe journalism standards, the Munich Declaration, the code of journalism ethics, and the relevant programme standards and criteria.

Article 63

(Appointment and Term of Office)

Managing editors are appointed and dismissed by the Director General on the proposal of the Director of Radio or Television Programmes, who shall publish public calls for applications for such positions. Public calls for applications for the multimedia, teletext, Internet and mobile portal programmes shall also be published by the Director of Radio or Television Programmes. The term of office of managing editors is four years.

Other editors are appointed and dismissed by their respective managing editors after obtaining the opinions of the Director of Radio or Television Programmes and their respective programme units.

If the Director of Radio or Television Programmes proposes to the Director General that a candidate who did not receive a positive opinion of the majority of

employees in a particular programme unit be appointed managing editor, the majority of employees in such programme unit shall have the right to propose that the Director General appoint a candidate who has obtained their positive opinion, and shall notify the Programme Council thereof. In such case, the Director General shall select a candidate after obtaining the consent of the Programme Council, which shall be required to discuss and decide within not more than 30 days after receiving notice thereof whether to give its consent to one, both or neither of the proposed candidates.

The managing editors of radio and television channels for the autochthonous national communities shall be appointed and dismissed, subject to the consent of the respective programme committee for a national community programme, by the Director General on the proposal of the Assistant Director General for Radio and Television Programmes for the respective Autochthonous National Community, who shall publish calls for applications for such positions.

The term of office of managing editors of radio and television programmes for the autochthonous national communities is four years.

Other editors are appointed by their respective managing editors after obtaining the opinion of the Assistant Director General for Radio and Television Programmes for the Autochthonous National Community and the opinion of their respective programme units.

If the Assistant Director General for Radio and Television Programmes for the Autochthonous National Community proposes to the Director General that a candidate who did not receive a positive opinion of the majority of employees in a particular programme unit be appointed managing editor, the majority of employees in such programme unit shall have the right to propose that the Director General appoint a candidate who has obtained their positive opinion, and shall notify the respective programme committee for a national community programme thereof. In such case, the Director General shall select a candidate after obtaining the consent of the relevant programme committee for the national community programme, which shall be required to discuss and decide

within not more than 30 days after receiving notice thereof whether to give its consent to one, both or neither of the proposed candidates.

Article 64

(Qualifications for Appointment)

A candidate for managing editor shall be required to have the following qualifications:

- be a citizen of the Republic of Slovenia;
- have a university degree;
- be fluent in the Slovene language;
- have a good command of at least one international language (for the national community programme, also a good command of the Italian or Hungarian language),
- have at least five years' work experience with references of achievement in cultural-artistic activities or activities related to the media;
- be acquainted with issues related to radio and television activities;
- possess organizational and managerial abilities;
- not be a deputy of the National Assembly or an official of any political party;
- not hold equity interests or maintain permanent contractual relations with legal persons doing business with RTV Slovenia.

Article 65

(Premature Termination of Office)

A managing editor shall be dismissed prior to the expiry of his/her term in the following cases:

- if so requested by the managing editor him/herself in a written notice of resignation. In such case, the managing editor shall continue to perform his/her duties as managing editor for the period defined by the Director General, which is not to exceed three months;

- if any reason exists for which the termination of his/her employment contract is prescribed by applicable regulations governing employment relations;
- for reasons of incapacity as specified in applicable regulations on employment relations;
- if the managing editor is in breach of applicable regulations or the Statute, or fails to carry out the tasks assigned to him/her by the Director of Radio or Television Programmes, or fails to implement the decisions of the Director of Radio or Television Programmes, or the Assistant Director General for Radio and Television Programmes for the Autochthonous National Community, the Programme Council of RTV Slovenia, the Supervisory Board of RTV Slovenia, the Programme Committee for the Italian National Community Programme or the Programme Committee for the Hungarian National Community Programme, or acts contrary to such decisions;
- if, through his/her unconscientious acts or misconduct, the managing editor causes substantial damage to RTV Slovenia, or if his/her neglect or negligent performance of duties causes or could cause serious disturbances in the performance of activities of the public institution RTV Slovenia;
- if the programme conducted by the managing editor is cancelled.

Article 66

(Dismissal)

A procedure for the dismissal of a managing editor is initiated by the Director General of RTV Slovenia.

When deciding on the dismissal of a managing editor against his/her will, the Director General shall, prior to adopting a decision on dismissal, inform the managing editor's superior Director of Radio or Television Programmes, the Assistant Director General for Radio and Television Programmes for the Autochthonous National Community, the Head of MMC, the Programme

Council, and the respective programme committee on the reasons for dismissal, and give the managing editor the opportunity to express his/her opinion thereon.

A managing editor shall have the right to request judicial protection against a decision on his/her dismissal at the competent court.

V/6 Other Executive Managers and Heads, Assistants and Advisers to the Director General for Specific Fields of Work

Article 67

(Fundamental Duties and Responsibilities of Executive Managers and Heads, Assistants and Advisers to the Director General responsible for Specific Fields of Work)

The Director General appoints individual executive managers and heads as well as his/her assistants and advisers responsible for specific fields of work in accordance with the model for the organizational and professional management of individual fields of work at RTV Slovenia.

The term of office of executive managers and heads, assistants and advisers to the Director General responsible for specific fields of work is linked to the term of office of the Director General, to whom they are directly responsible for their work.

Executive managers and heads as well as assistants and advisers to the Director General for specific fields of work are appointed and dismissed by the Director General, and shall be dismissed under the same conditions as specified in this Statute for the members of the top and executive managements of the public institution.

All technical, technological and investment activities linked to individual technology segments of the public institution (production and broadcasting of radio, television and multimedia programmes, informatics and teleinformatics, electric power and machine power systems, construction, and immovable

property) are managed, directed and resolved centrally for the entire public institution. These activities are managed and supervised by the executive managers and heads, assistants and advisers to the Director General responsible for technology, investments and development.

The job descriptions of executive managers and heads, assistants and advisers to the Director General for specific fields of work shall be specified by the Director General in the Act on the Internal Organization of the public institution.

A candidate for executive manager or head or for an assistant or adviser to the Director General for a specific field of work shall be required to have the following qualifications:

- be a citizen of the Republic of Slovenia;
- have a university degree;
- be fluent in the Slovene language;
- have a good command of at least one international language,
- have at least five years' work experience in their respective fields of work;
- possess organizational and managerial abilities;
- not hold equity interests or maintain permanent contractual relations with legal persons doing business with RTV Slovenia,
- be acquainted with issues related to radio and television activities;
- not be a deputy of the National Assembly or an official of any political party.

V/7 Heads of Regional Centers

Article 68

(Fundamental Duties and Responsibilities of Heads of Regional Centers)

The Director General shall appoint the Heads of two Regional Centers in accordance with the organizational model of management. The heads shall

manage and coordinate the organizational, business and other general affairs of the regional centers.

The term of office of a Head of a Regional Center is linked to the term of office of the Director General, which means that in the event of the Director General's dismissal, the Head of a Regional Center shall continue to perform his/her tasks as Acting Head of the Regional Center with full competences.

The Head of a Regional Center is responsible for his/her work to the Director General.

The Head of a Regional Center shall be dismissed by the Director General.

The job description for the Head of a Regional Center shall be determined by the Director General and set forth in the Act on the Internal Organization of the public institution.

A candidate for Head of a Regional Center shall be required to have the following qualifications:

- be a citizen of the Republic of Slovenia;
- have a university degree;
- be fluent in the Slovene language;
- have a good command of at least one international language,
- have at least five years' work experience in his/her respective field of work;
- possess organizational and managerial abilities;
- not hold equity interests or maintain permanent contractual relations with legal persons doing business with RTV Slovenia,
- be acquainted with issues related to radio and television activities;
- not be a deputy of the National Assembly or an official of any political party.

V/8 Heads of Organizational Units

Article 69

(Fundamental Duties and Responsibilities of the Head of an Organizational Unit)

The management of organizational units (Technical Production, Music Programmes and Music Production) falls within the competences of relevant heads of organizational units (OU). The organizational unit Transmitters and Communications is managed by the Head of OU Transmitters and Communications.

The job descriptions for executive managers and heads as well as assistants and advisers to the Director General for specific fields of work, and for the Head of OU Transmitters and Communications, in that part relating to individual organizational units and the work of heads of organizational units, shall be determined by the Director General in the Act on the Internal Organization of the public institution.

A candidate for Head of OU Technical Production and a candidate for Head of OU Music Programmes and Music Production shall be required to have the following qualifications:

- be a citizen of the Republic of Slovenia;
- have a university degree;
- be fluent in the Slovene language;
- have a good command of at least one international language,
- have at least five years' work experience in his/her respective field of work;
- possess organizational and managerial abilities;
- not hold equity interests or maintain permanent contractual relations with legal persons doing business with RTV Slovenia;
- be acquainted with issues related to radio and television activities;
- not be a deputy of the National Assembly or an official of any political party.

VI ORGANIZATION OF RTV SLOVENIA

Article 70

(Programme Production and Organizational Units and Declaration on Uniformity of Entire System)

RTV Slovenia is a legally, organizationally, technically and financially integrated and uniform organization which, from the aspects of programme, technology and business operation, is uniformly governed and managed.

The following units are organized within RTV Slovenia:

- 1) Television Slovenia programme and production unit (PPU TVS)
and within this unit the organizational unit Television Production (OU TVP);
- 2) Radio Slovenia programme and production unit (PPU RS)
and within this unit:
 - organizational unit Radio Production (OU-RAP),
 - organizational unit Music Programmes and Music Production (OU GP);
- 3) programme and production unit Regional RTV Center Koper – Centro regionale RTV Koper - Capodistria (PPU-RC KP);
- 4) programme-production unit Regional RTV Center Maribor with a studio for the Hungarian programme in Lendava – Magyar Műsorok Stúdiója, Lendva;
- 5) Multimedia Center programme and production unit (PPU MMC);
- 6) organizational unit Transmitters and Communications (OU TC).

The further division of the internal organization, methods of work and business operation, number and fields of work of employees, as well as the organization

and functioning of programme departments and services shall be determined by the Director General in the Act on the Internal Organization of the public institution.

Each organizational whole may have not more than three hierarchical levels.

VI/1 Television Slovenia Programme and Production Unit (PPU-TVS)

Article 71

(Tasks of Programme and Production Unit, Management Structure and Responsibilities)

The Television Slovenia programme and production unit creates, prepares, broadcasts and archives national television programmes in accordance with the law and this Statute.

The professional programme and production activities of Television Slovenia are managed and coordinated by the Director of Television Programmes.

Programme departments are managed by managing editors.

Programme units are managed by the editors of programme units.

The programme departments and services for the preparation, realization, broadcasting and archiving of television programmes are managed by the heads of these departments and services.

The programme unit Television Slovenia is managed on the basis of an organizational pyramid. The Director of Television Programmes has full responsibility for the functioning of the programme unit.

The two Assistants to the Director General for the two national community programmes are responsible for the professional programme activities of Television Slovenia relating to the two national community programmes.

Article 72

(Programme Departments within the Television Slovenia Programme and Production Unit)

The programme departments within the Television Slovenia programme and production unit are the following:

- programme department Culture and Arts Programmes,
- programme department Informative Programme,
- programme department Entertainment Programme,
- programme department Sports Programme,
- programme department responsible for a special national programme which broadcasts the parliamentary sessions of the National Assembly of the Republic of Slovenia and its working bodies.

Programme units are the creative cores for implementing the programme goals of the Television Slovenia programme and production unit.

Programme units and editors in programme units create and propose to managing editors relevant programme projects providing a conceptual, financial and staff groundwork for the preparation of annual business plans of PPU Television Slovenia.

Programme units are constituted or dissolved in functional relation to the professional reasons for the systemic implementation or abandonment of specific programme contents.

The constitution or cancellation of a programme unit is decided by the Director of Radio Programmes or the Director of Television Programmes.

VI/2 Radio Slovenia Programme and Production Unit (PPU-RS)

Article 73

(Tasks of Programme and Production Unit, Management Structure and Responsibilities)

The Radio Slovenia programme and production unit creates, prepares, broadcasts and archives national radio programmes in accordance with the law and this Statute.

The professional programme and production activities of Radio Slovenia are managed and coordinated by the Director of Radio Programmes.

Programme departments are managed by managing editors.

Programme units are managed by the editors of programme units.

The groups for the preparation, execution and broadcasting of radio programmes are managed by their respective heads.

The programme unit Radio Slovenia is managed on the basis of an organizational pyramid. The Director of Radio Slovenia has full responsibility for the functioning of the programme unit.

The two Assistants to the Director General for the relevant national community programmes are responsible for the professional programme activities of Radio Slovenia relating to their respective national community programmes.

Article 74

(Programme Departments within the Radio Slovenia Programme and Production Unit)

The programme departments within the Radio Slovenia programme and production unit are the following:

- programme department Programme unit of Programme I,
- programme department Programme unit of Programme II,
- programme department Programme unit of Programme III,
- programme department Programme unit of Informative and Experimental-development Programmes.

VI/3 Programme and Production Unit Regional RTV Center Koper (Centro regionale RTV Koper–Capodistria) - PPU RC KP

Article 75

(Tasks of Programme and Production Unit, Management Structure and Responsibilities)

The regional RTV Center Koper - Capodistria creates, prepares, broadcasts and archives television and radio programmes in the Slovene language, television and radio programmes for the Italian national community, radio and television programmes for the Slovene national minority in Italy, and prepares programmes for national radio and television programmes.

The organizational, business and other general affairs are managed and coordinated by the Head of the Regional RTV Center.

The funds for the Regional RTV Center Koper - Capodistria are allocated by the Director General within the scheme for the allocation of the total funds and/or revenues of the public institution.

Article 76

(Programme Departments within the Programme and Production Unit Regional RTV Center Koper -Capodistria)

The radio and television programmes specified in the previous article shall be prepared by: the two programme units of the respective regional radio and television programmes in the Slovene language, and the programme units of the respective radio and television programmes for the Italian national community in the Italian language.

The preparation of the regional radio and television programmes in the Slovene language as well as the radio and television programmes for the Italian national community in the Italian language shall be managed and coordinated by the

managing editors of respective programmes. The two managing editors of the respective radio and television programmes for the Italian national community shall carry out their tasks in line with the instructions of the respective Assistant Director General for the National Community Programme.

The programme departments within the Regional RTV Center Koper - Capodistria are the following:

- programme department Television Programme for the Italian National Community,
- programme department Radio Programme for the Italian National Community,
- programme department Regional Television Programme,
- programme department Regional Radio Programme.

Programme departments are managed by respective managing editors.

VI/4 Programme and Production Unit Regional RTV Center Maribor with a Studio for the Hungarian Programme in Lendava – Magyar Műsorok Stúdiója, Lendva

Article 77

(Tasks of Programme and Production Unit, Management Structure and Responsibilities)

The Regional RTV Center Maribor creates, prepares and archives regional television and radio programmes, television and radio programmes for the Hungarian national community, television and radio programmes for the Slovene national minorities in Austria and Hungary, and prepares broadcasts for the national radio and television programmes as well as for the radio programme for foreign audiences.

Organizational, business and other general affairs are managed and coordinated by the Head of the Regional Center.

The funds for the Regional RTV Center Maribor are allocated by the Director General within the scheme for the allocation of total funds and/or revenues of the public institution

The official seat of the radio and television studios and of the programme management staff for the Hungarian national community is in Lendava.

Article 78

(Programme Departments within the Programme and Production Unit Regional RTV Center Maribor)

The radio and television programmes described in the previous article are prepared by: the two programme units of the respective regional radio and television programmes in the Slovene language, the two programme units of the respective radio and television programmes for the Hungarian national community in the Hungarian language, and the programme unit of the radio programme for foreign audiences.

The preparation of the regional television and radio programmes in the Slovene language, the television and radio programmes for the Hungarian national community in the Hungarian language, and the radio programme for foreign audiences is conducted and coordinated by the managing editors of these programmes.

The managing editors of the radio and television programmes for the Hungarian national community carry out their tasks in line with the instructions of the respective Assistants to the Director General for National Community Programmes.

The programme departments within the scope of the Regional RTV Center Maribor are the following:

- programme department Television Programme for the Hungarian National Community,
- programme department Radio Programme for the Hungarian National Community,

- programme department Regional Television Programme,
- programme department Regional Radio Programme,
- programme department Programme unit of the Radio Programme for Foreign Audiences.

Programme departments are managed by respective managing editors.

VI/5 Multimedia Center Programme and Production Unit (PPU MMC)

Article 79

(Tasks, Organization and Management)

The Multimedia Center programme and production unit creates and broadcasts multimedia textual, pictorial, audio and video contents for new media.

The Multimedia Center (MMC) programme and production unit subtitles broadcasts for persons with hearing impairment.

A programme unit for the publishing activities of RTV Slovenia operates within the MMC programme and production unit.

The MMC programme and production unit is managed and coordinated by the Head of MMC.

The term of office of the Head of MMC is linked to the term of office of the Director General, which means that in the event of the Director General's dismissal, the Head of MMC shall continue to perform his/her duties as Acting Head of MMC with full competences.

All programme activities of the programme department MMC are conducted and coordinated by the Managing Editor.

The job description for the Managing Editor of the Multimedia Center programme and production unit is determined by the Director General on the proposal of the Director of Radio Programmes or the Director of Television Programmes, and laid down in the Act on the Internal Organization of the public institution.

The Head and the Managing Editor of the programme and production unit are to be acquainted with the content and technology of new media (Internet, mobile portals, teletext, and others).

VI/6 Organizational Unit Radio Production and Organizational Unit Television Production (OU RAP, OU TVP)

Article 80

(Tasks of Organizational Unit Radio Production and Organizational Unit Television Production, Management Structure and Responsibilities)

Radio Production and Television Production are special organizational units providing technical services as well as the production, postproduction and broadcasting of radio and television programmes in accordance with the needs of the programme and production units Radio Slovenia and Television Slovenia.

The heads of the organizational units Radio Production and Television Production are appointed, on the proposal of the Director of Radio Programmes and the Director of Television Programmes, respectively, by the Director General after acquiring the opinion of the Executive Manager or Head or his/her Assistant or Adviser responsible for technology.

For matters relating to execution, organization and discipline, the heads of the organizational units Radio Production and Television Production are directly responsible to the Director of Radio Programmes and the Director of Television Programmes, respectively.

The organizational units Radio Production and Television Production may use any vacant production capacities for providing services to other units within the public institution or other customers.

The use of production capacities for own needs shall have priority within the scope of the business plan.

The scope of work for the production of radio and television programmes is defined in the annual business plan, and performed on the basis of individual orders or annual contracts.

The services of production units are charged on the basis of orders and work performed in accordance with relevant pricelists determined by the Director General.

In performing their activities, Radio Production and Television Production shall be required to ensure the technical quality of created and broadcasted programmes in conformity with applicable house and international standards, norms and recommendations.

VI/7 Organizational Unit Transmitters and Communications (OU-TC)

Article 81

(Tasks, Organization and Management)

The organizational unit Transmitters and Communications performs, as a communications and multiplex operator, public services and sales activities using analogue and digital technology.

The RTV network is part of the broadcasting system and property managed by RTV Slovenia.

Public services comprise the following:

- broadcasting, exchanging and transmitting the television, radio and multimedia programmes of RTV Slovenia;
- providing space and joint use of antenna systems, if technically possible, for the broadcasting of television and radio programmes of special importance using their devices at RTV Slovenia transmission points of the organizational unit Transmitters and Communications;
- ensuring the visibility and audibility of RTV Slovenia's programmes for Slovene national minorities in foreign countries, in accordance with bilateral agreements;
- providing space and joint use of antenna systems, if technically possible, for broadcasting programmes of special importance for the purpose of covering areas in foreign countries inhabited by Slovene national minorities, in accordance with bilateral agreements, with their devices at RTV Slovenia transmission points of the organizational unit Transmitters and Connections.

Sales activities comprise the following:

- provision of services as communications and multiplex operator, technical and communication services not forming part of the public service;
- lease of transmission infrastructure as well as other immovable and movable property.

The business operations of the organizational unit Transmitters and Connections are to be transparent in order to prevent any conflict of interest between the public service and sales activities. The organizational unit Transmitters and Communications has its own accounting records enabling the inspection of revenues and expenses of the public service and sales activities. The funding of sales activities conducted independently by OU Transmitters and Communications is to be ensured in the annual business plan.

VI/8 Organizational Unit Music Programmes and Music Production (OU-MP)

Article 82

(Tasks, Organization and Management)

This organizational unit comprises:

- the RTV Slovenia Symphony Orchestra and Big Band RTV Slovenia operating as a joint music division,
- RTV Slovenia Chamber Choir,
- RTV Slovenia Youth and Children's Choir.

The contents of the organizational unit Music Programme and Music Production are intended for both radio and television programmes.

The organizational unit Music Programmes and Music Production with its two orchestras and two choirs prepares, on the order of the programme units of Radio and Television Slovenia, music programmes for archival recordings, concert programmes and other orders made by programme units.

The relations between the programme and production units Radio and Television Slovenia and the organizational unit Music Programmes and Music Production with respect to production activities are based on joint annual business plans and direct internal contracts.

The organizational unit Music Programmes and Music Production is managed by the Head of the organizational unit, who is appointed and dismissed by the Director General on the proposal of the Director of Radio Programmes.

The Head of the organizational unit Music Production is responsible for the annual music production schedule, concert programmes, and for the artistic level of ensembles and choirs.

The Head of the organizational unit Music Production is directly subordinated and responsible to the Director of Radio Slovenia.

VII TRANSPARENCY OF OPERATION

Article 83

(Transparency of Operations, Ensuring Transparency, Conditions for Restricting Transparency)

The business operation of RTV Slovenia is public.

The annual report shall be published in the Official Gazette of the Republic of Slovenia and on the web pages of RTV Slovenia.

The Government of the Republic of Slovenia and the management bodies shall receive a copy of the annual report with relevant explanations.

The annual report shall contain a specification of the costs involved in the production of programmes according to individual programme categories and contents.

The resolutions and standpoints of the Supervisory Board and the resolutions and standpoints of the Programme Council, as well as their respective working bodies, shall be openly published.

The openness of publication shall be deemed to have been ensured by publishing a text in the internal newspaper "Informator", and by publishing the text of the internal newspaper "Informator" on the website of RTV Slovenia.

The functioning and operation of RTV Slovenia shall be transparent, which is why an individual act or agreement may be declared secret only with the knowledge and approval of the Supervisory Board.

VIII GENERAL ACTS OF RTV SLOVENIA

Article 84

(General Acts, Adoption and Subject of Regulation)

The general acts of RTV Slovenia include regulations, rules of procedure, organizational and other acts regulating other matters relevant for the management and operation of RTV Slovenia.

The general acts of RTV Slovenia regulate all matters which are not regulated in more detail in relevant laws, the Statute and collective agreements, in particular:

- employment relations and classification of job positions,
- disciplinary measures, indemnity liability and remuneration of employees,
- relations with creators and providers,
- social status of employees (housing standard, vacation, education, allowances, etc.),
- bases and criteria for the evaluation of job performance,
- financial operation,
- organizational rules on modes and methods of work.

Draft general acts are prepared by the management of RTV Slovenia in cooperation with the Employee Council of RTV Slovenia after receiving the opinion of the trade union. The general acts are approved by the Director General of RTV Slovenia.

The general acts are to be oriented towards optimizing work and business operation.

Article 85

(Collective Bargaining)

The collective agreements that directly regulate the rights and obligations of employees of RTV Slovenia in general or specifically for individual professions shall be signed on behalf of the founder or employer by the Director General.

IX FINANCING, PLANNING AND APPROPRIATION OF REVENUES, BUSINESS OPERATION, FIXED ASSETS AND BUSINESS PLAN

Article 86

(Sources of Financing, Appropriation and Allocation of Revenues)

The programmes prepared and broadcasted by RTV Slovenia are financed from the payments of RTV license fee, national budget funds, and funds acquired through sales activities.

The revenues generated by RTV Slovenia shall be appropriated for radio and television programmes and for other purposes on the basis of a harmonized annual business plan.

The allocation of funds and the proportions among individual organizational units and programmes shall be determined by the Director General on the basis of annual business plans or, if a plan is not adopted, on a monthly basis and in accordance with priority tasks.

Article 87

(Separation of Financial Operations from the Public Service)

RTV Slovenia is to ensure that its financial operations in the area of sales activities are organized separately from the public service.

The license fee for RTV Slovenia programmes, national budget funds, other public funds, and revenues from the performance of the public service may be utilized only for the performance of the public service specified in applicable law.

The revenues from sales activities may be utilized for co-financing the public service, remunerations, or for the preservation and expansion of sales activities, but only in the areas specified in applicable law.

Article 88

(Revenues from the Activities and Services of Transmitters and Communications)

The surplus of revenues over expenses generated by RTV Slovenia from the activities of OU Transmitters and Communications, as well as from sales activities, shall be used for the maintenance and development of radio and television activities of RTV Slovenia.

Article 89

(Operations through Accounts and Subaccounts with Business Banks)

RTV Slovenia carries out its financial operations through subaccounts opened with the Public Payments Administration of the Republic of Slovenia and in line with foreign exchange regulations.

Article 90

(Financial Statements, Business Report, Auditing of Business Operation)

RTV Slovenia shall prepare an annual report and interim monthly statements.

The financial operations of programme and production units and organizational units shall be determined on the basis of interim and year-end revenue and expense statements.

Article 91

(Business Plan)

A basic conceptual element in the organization of work and business operations is the business plan, which is comprised of four significant parts:

- preparation of business plan,
- approval of business plan,
- implementation of business plan,
- supervision of implementation of the business plan.

The preparation and implementation of the business plan are the most important elements for the rational and economical operation of the public institution.

Article 92

(Preparation of Business Plan)

The timely preparation and consistent implementation of the business plan shall be the responsibility of the following employees of the public institution:

- Director General,
- Director of Radio Programmes and Director of Television Programmes,
- Assistants to the Director General for Radio and Television Programmes for the Autochthonous Italian and Hungarian National Communities,
- Managing Editors of programmes,
- Managers and Heads as well as Assistants and Advisers to the Director General for specific fields of work, Heads of Regional Centers, Head of OU Transmitters and Communications, and the Heads of Organizational Units.

The Director General together with the Director of Radio Programmes, Director of Television Programmes, and the Assistants to the General Director for Radio and Television Programmes for the Autochthonous Italian and Hungarian National Communities, respectively, shall jointly prepare the programme standards and programme profiles.

The Director of Radio Programmes, Director of Television Programmes and the two Assistants to the Director General for Radio and Television Programmes for the Autochthonous Italian and Hungarian National Communities, respectively, together with the managing editors of programmes, shall prepare the programme outlines. The Director General shall approve the programme outlines after acquiring the prior opinion of relevant programme units.

The Director of Radio Programmes, Director of Television Programmes and the Assistants to the Director General for Radio and Televisions Programmes for the Autochthonous Italian and Hungarian National Communities, respectively,

together with the managing editors of programmes, shall prepare programme contents for individual time windows of programme outlines, and the annual production schedule for individual programme contents.

When the Director General has approved the programme outlines and programme contents for individual time windows, the draft business plan is thus prepared for evaluation according to financial, staff and technological-production parameters. The producers and editors of individual programme contents shall be responsible for evaluation.

The business plan shall be harmonized according to financial, staff and technological-production criteria by respective Executive Managers and Heads as well as Assistants and Advisers to the Director General for specific fields of work.

A harmonized, draft business plan for the upcoming year shall be presented by the Director General to the Programme Council for approval not later than by the first day of the month of October of the current year.

The Programme Council of RTV Slovenia shall, on the proposal of the Director General, approve a business plan which has been harmonized with the financial capabilities, staff and technological-production capacities, and the adopted programme outlines, standards and profiles of the public institution.

The harmonized business plan for the upcoming year is to be approved by the Programme Council not later than by the last day of the month of October of the current year.

The business plan is to be fully implemented within the scope of allocated funds, staff capacities, and technological capacities.

The Director General shall be objectively responsible for any losses.

The Director of Radio Programmes and the Director of Television Programmes shall appropriate the allocated funds so that the funds intended for the labour costs of full-time employees shall remain within their competences.

The funds for variable costs shall be divided by the Directors into general variable costs relating to the operation of a unit, and variable costs relating to the development and production of programmes. The Director of Radio Programmes and the Director of Television Programmes shall be responsible for general variable costs, and the managing editors of programmes shall be responsible for variable costs relating to the development and production of programmes. The above-mentioned employees shall assume full programme, financial, organizational, and production responsibility for the implementation of the adopted annual programme schemes and programme contents that will fill their time windows.

The same rights and obligations as set forth in this Article for the Director of Radio Programmes and the Director of Television Programmes shall also apply for the Assistants to the Director General for Radio and Television Programmes for the Autochthonous Italian and Hungarian National Communities, respectively. After being granted the right to utilize the above-mentioned funds, the managing editors of programmes shall determine their further division into funds required for the purchase of foreign production programmes (programme rights) and funds earmarked under the Act on RTV Slovenia for the purchase of Slovene audiovisual works of independent producers.

Producers shall be responsible to managing editors for the economical and rational use of allocated funds and shall not be allowed to exceed the amount of allocated funds.

For the purpose of implementing individual projects and broadcasts, producers shall collaborate with the editors of individual programme contents and the heads of the organizational units Radio and Television Production.

The Director General shall report to the Supervisory Board in writing, on a quarterly basis, on the rational use of funds allocated for the implementation of the business plan.

X TRANSITORY AND FINAL PROVISIONS

Article 93

(Expiry of Office of Managing editors)

On the effective date of this Statute, the terms of office of managing editors shall expire. On this date the Director General shall, on the proposal of the Director of Radio Programmes or the Director of Television Programmes, or on the proposal of the relevant Assistant Director General for Radio and Television Programmes for the Autochthonous National Community, appoint acting managing editors, who shall in turn appoint acting editors in programme units within individual programme and production units.

On the effective date of this Statute, the terms of office of the following heads of internal organizational units shall expire:

- Director of the Regional Center in Koper,
- Director of the Regional Center in Maribor,
- Director of OU Transmitters and Communications,
- Head of OU Radio Production,
- Head of OU Television Production,
- Head of OU Music Production.

On the effective date of this Statute, the terms of office of the existing Assistants to the Director General shall expire.

Article 94

(Validity and Amendment of Statute, Harmonization of Organization Structure, Harmonization of General Acts, Regulation of Urgent Obligations during Strikes)

This Statute comes into force on the day after its publication in the Official Gazette of the Republic of Slovenia.

The provisions of Article 92 regulating the deadline for the adoption of the business plan shall come into force in 2007 for the adoption of the business plan for 2008.

The Director General shall bring the organizational structure of RTV Slovenia in line with the Statute within 12 months after the effective date of the Statute.

The Director General shall enter into an agreement with the representational trade unions in RTV Slovenia, which shall define what an urgent obligation during a strike entails.

The Programme Council shall elect an ombudsman within six months after the effective date of this Statute and shall, within the same term, adopt relevant rules for the functioning of this institution.

The general acts are to be adopted within 24 months after the effective date of this Statute.

Any modifications of or amendments to the Statute shall be adopted in the same manner as the Statute.

Tomaž Glažar
Deputy Chairman of the Supervisory Board