|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Izvještaj o sprovođenju plana integriteta za 2022. godinu | | | | | | | | | | | | |  |
|  | „Sportski centar“ DOO Rožaje | | | | | | | | | | | | |  |
|  | REGISTAR RIZIKA | | | PROCJENE I MJERENJE RIZIKA | | | | | REAGOVANJE NA RIZIK | | | PREGLED I IZVJEŠTAVANJE O RIZICIMA | |  |
|  | Oblasti rizika | Radna mjesta | Osnovni rizici | Postojeće mjere kontrole | Preostali rizici(rezidualni) | Vjer. | Posljedice | Procjena | Predložene mjere za smanjenje/otklanjanje rizika | Ogovorna osoba | Rok | St. | Kratak opis i ocjena realizacije mjere |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 1.1 | Rukovođenje i upravljanje | | |  | | --- | | direktor | | |  | | --- | | Nedozvoljeno lobiranje ili drugi nejavni uticaj | | Donošenje nezakonitih odluka | | |  | | --- | | Zakoni i podzakonska akta | | Interna akta institucije | | |  | | --- | | Donošenje odluka pod eksternim uticajem, suprotno javnom interesu zbog nepostojanja jasnih propisa za korišćenje, diskrecionih ovlašćenja | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Poštovanje principa transparentnosti prilikom donošenja odluka iz nadležnosti preduzeća; | direktor | Kontinuirano | |  | | --- | | ↑ | | Realizovano  Poštovani su principi transparentnosti prilikom donošenja odluka iz nadležnosti preduzeća. | | rukovodioci | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Utvrđivanje jasnih pravila o korišćenju diskrecionih ovlašćenja | direktor | Kontinuirano | Realizovano   Jasno smo utvrdili pravila o korišćenju diskrecionih ovlašćenja. | | rukovodioci | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 1.2 | Rukovođenje i upravljanje | | |  | | --- | | direktor | | |  | | --- | | Narušavanje integriteta institucije | | |  | | --- | | Zakoni i podzakonska akta | | Interna akta institucije | | |  | | --- | | Negativna ocjena javnog mnjenja i gubitak povjerenja javnosti u rad preduzeća zbog nedovoljne transparentnosti i informisanja javnosti o njenom radu | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Proaktivno objavljivati informacije iz člana 12 Zakona o slobodnom pristupu informacijama, kao i druge informacije od javnog interesa | direktor | Kontinuirano | |  | | --- | | ↓ | | Realizovano  Proaktivno objavljujemo informacije iz člana o slobodnom pristupu informacijama, kao i druge informacije od javnog interesa. | | rukovodioci | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |

|  |  |  |
| --- | --- | --- |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 1.2 | Rukovođenje i upravljanje | | |  | | --- | | direktor | | |  | | --- | | Narušavanje integriteta institucije | | |  | | --- | | Zakoni i podzakonska akta | | Interna akta institucije | | |  | | --- | | Negativna ocjena javnog mnjenja i gubitak povjerenja javnosti u rad preduzeća zbog nedovoljne transparentnosti i informisanja javnosti o njenom radu | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Obezbijediti kontinuiranu i kvalitetnu informisanost stručne i šire javnost o radu i uslugama preduzeća. | direktor | Kontinuirano | |  | | --- | | ↓ | | Realizovano  Obezbijedili smo kontinuiranu i kvalitetnu informisanost stručne i šire javnost o radu i uslugama preduzeća, preko našeg sajta i facebook stranice. | | rukovodioci | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 1.3 | Rukovođenje i upravljanje | | |  | | --- | | direktor | | |  | | --- | | Povrede profesionalnih, etičkih pravila i pristrasno ponašanje | | |  | | --- | | Podzakonska akta | | |  | | --- | | Povreda zakonitosti pri donošenju odluka | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 4 | | |  | | --- | | 12 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Utvrđivanje jasnih pravila o korišćenju diskrecionih ovlašćenja | direktor | kontinuirano | |  | | --- | | ↓ | | Realizovano  Utvrdili smo jasna pravila o korišćenju diskrecionih ovlašćenja. | | rukovodioci | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 1.4 | Rukovođenje i upravljanje | | |  | | --- | | direktor | | |  | | --- | | Narušavanje principa transparentnosti | | |  | | --- | | Mogućnost ulaganja žalbi | | |  | | --- | | Nedovoljna trasnparentnost rada preduzeća i informisanost usljed neažuriranja internet stranice preduzeća | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 4 | | |  | | --- | | 12 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Unaprijediti dostupnost i preglednost relevantnih dokumenata i informacija na internet stranic(Statut, Odluke, itd) | direktor | kontinuirano | |  | | --- | | ↓ | | Realizovano   Redovno unapređujemo dostupnost i preglednost relevantnih dokumenata i informacija na internet stranici. | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Unaprijediti i redovno ažurirati web stranicu preduzeća i dostupnost relevantnih podataka | direktor | kontinuirano | Realizovano  Unaprijeđujemo i redovno ažuriramo web stranicu preduzeća i dostupni su svi relevantni podaci. | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | |  |

|  |  |  |
| --- | --- | --- |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 1.5 | Rukovođenje i upravljanje | | |  | | --- | | direktor | | rukovodioci | | |  | | --- | | Neadekvatno strateško planiranje rada institucije | | |  | | --- | | Zakoni i podzakonska akta | | |  | | --- | | Odstupanja u sprovođenju strateških dokumenata, planova i programa  Nedovoljna i nekoordinisana saradnja između različitih radnih jedinica | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 4 | | |  | | --- | | 12 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Redovno u toku godine izvještavati o sprovođenju planova i programa | direktor | kontinuirano | |  | | --- | | ↓ | | Realizovano  Redovno u toku godine izvještavamo o sprovođenju planova i programa | | rukovodioci | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Redovno praćenje i ocjena efekata primjene strategija, akcionih planova, zakona | direktor | kontinuirano | Realizovano  Redovno pratimo i ocjenjujemo efekate primjene strategija, akcionih planova, zakona | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 1.6 | Rukovođenje i upravljanje | | |  | | --- | | direktor | | |  | | --- | | Donošenje nezakonitih odluka | | |  | | --- | | Izvještaj o radu | | |  | | --- | | Neadekvatno praćenje relevantnih propisa | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Odrediti lice zaduženo za praćenje propisa | direktor | kontinuirano | |  | | --- | | ↓ | | Realizovano  Određeno je lice zaduženo za praćenje propisa. | | menadžer integriteta | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.1 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | |  | | --- | | Primanje nedozvoljenih poklona ili druge nedozvoljene koristi | | |  | | --- | | Zakon o sprječavanju korupcije | | |  | | --- | | Primanje poklona (javnih funkcionera) suprotno odredbama Zakona o sprječavanju korupcije Nepoštovanje zakonske obaveze evidentiranja primljenih poklona i njihove vrijednosti Nedostavljanje Agenciji za sprječavanje korupcije izvoda iz evidencije poklona | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 2 | | |  | | --- | | 4 | | |  | | --- | | 8 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Odrediti lice koje je zaduženo za evidenciju poklona javnih funkcionera | direktor | kontinuirano | |  | | --- | | ↓ | | Realizovano  Određeno je lice koje je zaduženo za evidenciju poklona javnih funkcionera | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Vršiti redovnu kontrolu evidencije o primljenim poklonima Donijeti interno uputstvo o vođenju evidencije primljenih poklona | direktor | Kontinuirano | Realizovano  Vršimo redovnu kontrolu evidencije o primljenim poklonima i donijeli smo | |  | |  |  | |  |  |  | |  |  |  |  | | |  |

|  |  |  |
| --- | --- | --- |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.1 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | |  | | --- | | Primanje nedozvoljenih poklona ili druge nedozvoljene koristi | | |  | | --- | | Zakon o sprječavanju korupcije | | |  | | --- | | Primanje poklona (javnih funkcionera) suprotno odredbama Zakona o sprječavanju korupcije Nepoštovanje zakonske obaveze evidentiranja primljenih poklona i njihove vrijednosti Nedostavljanje Agenciji za sprječavanje korupcije izvoda iz evidencije poklona | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 2 | | |  | | --- | | 4 | | |  | | --- | | 8 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  | |  | | --- | | ↓ | | interno uputstvo o vođenju evidencije primljenih poklona | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Dostaviti Agenciji za sprječavanje korupcije izvod iz evidencije poklona na propisanom obrascu, do kraja marta tekuće godine za prethodnu godinu (član 19 ZSK) | direktor | kontinuirano | Realizovano  Dostavili smo Agenciji za sprječavanje korupcije izvod iz evidencije poklona na propisanom obrascu, | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.2 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | rukovodilac sektora | | |  | | --- | | Neprijavljivanje korupcije i drugih nezakonitih radnji | | |  | | --- | | Obuke i seminari | | |  | | --- | | Nedovoljan razvijen nivo svijesti zaposlenih za prijavljivanje korupcije i drugih nezakonitih radnji unutar preduzeća | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Edukacija zaposlenih o mehanizmima prijavljivanja korupcije i drugih nezakonitih radnji unutar preduzeća | direktor | kontinuirano | |  | | --- | | ↓ | | Realizovano  Edukovani su zaposlenih o mehanizmima prijavljivanja korupcije i drugih nezakonitih radnji unutar preduzeća | | rukovodilac sektora | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Uvesti edukaciju prema ciljnim grupama posebno prema zaposlenima koji pokrivaju rizične grupe poslova i uvesti obavezu da se na svim kolegijumima raspravlja i o temi integriteta i prevencije korupcije kao jednoj od obaveznih tačaka dnevnog reda | direktor | kontinuirano | Realizovano  Na svim kolegijumima se raspravlja o temi integriteta i prevencije korupcije kao jednoj od obaveznih tačaka dnevnog reda. Uvedena je edukacija prema ciljnim grupama. | | rukovodilac sektora | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | |  |

|  |  |  |
| --- | --- | --- |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.2 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | rukovodilac sektora | | |  | | --- | | Neprijavljivanje korupcije i drugih nezakonitih radnji | | |  | | --- | | Obuke i seminari | | |  | | --- | | Nedovoljan razvijen nivo svijesti zaposlenih za prijavljivanje korupcije i drugih nezakonitih radnji unutar preduzeća | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  | | --- | --- | --- | --- | |  | |  | | --- | | ↓ | |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.3 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | rukovodilac sektora | | |  | | --- | | Nesavjestan rad | | |  | | --- | | Interna pravila i procedure | | |  | | --- | | Nedostatak stručnog znanja i vještina kadra | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 4 | | |  | | --- | | 12 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Obezbijediti stručnim radnicima i saradnicima stručno usavršavanje | direktor | kontinuirano | |  | | --- | | ↓ | | Realizovano  Obezbijđeno je stručnim radnicima i saradnicima stručno usavršavanje. | | rukovodilac sektora | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Sprovoditi obuke zaposlenih o etici i integritetu | direktor | kontinuirano | Realizovano  Sprovode se obuke zaposlenih o etici i integritetu. | | rukovodilac sektora | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 3.1 | Planiranje i upravljanje finansijama | | |  | | --- | | službenik za javne nabavke | | članovi komisije za otvaranje i vrednovanje ponuda | | |  | | --- | | Donošenje nezakonitih odluka | | Iskorišćavanje javne funkcije ili službenog položaja | | Sukob interesa | | |  | | --- | | Zakoni i podzakonska akta | | Izvještaj o radu | | Verifikacija od strane kolega | | |  | | --- | | Postoji mogućnost davanja prednosti određenoj firmi kroz neobjektivno bodovanje pristiglih ponuda zbog prijateljskih i rođačkih veza (klijentelizam, nepotizam, kronizam) ili sukoba interesa | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Unijeti antikorupcijsku klauzulu u sve ugovore o javnim nabavkama (član 15 ZJN) | direktor | kontinuirano | |  | | --- | | ↓ | | Realizovano  Unijeta je antikorupcijska klauzulua u sve ugovore o javnim nabavkama. | | službenik za javne nabavke | | članovi komisije za otvaranje i vrednovanje ponuda | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Provjera izjava o nepostojanju sukoba interesa članova tenderskih komisija i službenika za javne nabavke i obrazaca za imovinu | direktor | kontinuirano | Realizovano  Provjerene su izjavae o postojanju sukoba interesa članova tenderskih komisija i službenika za javne nabavke i obrazaca za imovinu | | službenik za javne nabavke | | članovi komisije za otvaranje i vrednovanje ponuda | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | |  |

|  |  |  |
| --- | --- | --- |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 3.2 | Planiranje i upravljanje finansijama | | |  | | --- | | direktor | | rukovodilac finansijske službe | | |  | | --- | | Neadekvatno planiranje i izvršavanje budžeta | | |  | | --- | | Zakoni i podzakonska akta | | |  | | --- | | Neadekvatno planiranje budžeta | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 4 | | |  | | --- | | 12 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Osigurati učešće svih relevantnih subjekata i jedinica prilikom planiranja budžeta | direktor | kontinuirano | |  | | --- | | ↔ | | Realizovano  Osigurano je učešće svih relevantnih subjekata i jedinica prilikom planiranja budžeta. | | rukovodilac finansijske službe | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Pohađati relevantne obuke i seminare na temu planiranja budžeta | direktor | kontinuirano | Realizovano  Pohađaju se relevantne obuke i seminare na temu planiranja budžeta | | rukovodilac finansijske službe | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 3.3 | Planiranje i upravljanje finansijama | | |  | | --- | | direktor | | rukovodilac finansijske službe | | |  | | --- | | Neadekvatno planiranje i izvršavanje budžeta | | |  | | --- | | Podzakonska akta | | |  | | --- | | Neadekvatno i nedovoljno transparentno trošenje budžetskih sredstava | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 4 | | |  | | --- | | 4 | | |  | | --- | | 16 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Redovno sprovođenje unutrašnjih finansijskih kontrola | direktor | kontinuirano | |  | | --- | | ↑ | | Realizovano  Redovno se sprovođe unutrašnje finansijske kontrole. | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Postupati po preporukama iz izvještaja o izvršenoj reviziji | direktor | kontinuirano | Realizovano  Postupa se po preporukama iz izvještaja o izvršenoj reviziji | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 3.4 | Planiranje i upravljanje finansijama | | |  | | --- | | direktor | | službenik za javne nabavke | | |  | | --- | | Neadekvatno sprovođenje postupaka javnih nabavki | | |  | | --- | | Zakoni i podzakonska akta | | Izvještaj o radu | | Ugovor o javnoj nabavci | | |  | | --- | | Odstupanje od realizacije aktivnosti predviđenih ugovorima o javnoj nabavci | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 4 | | |  | | --- | | 12 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Godišnje izvještavanje rukovodstva o realizaciji ugoovra o javnim nabavkama | direktor | kontinuirano | |  | | --- | | ↑ | | Realizovano  Godišnje se izvještava rukovodstvo o realizaciji ugoovra o javnim nabavkama | | službenik za javne nabavke | |  | |  |  | |  |  |  | |  |  |  |  | | |  |

|  |  |  |
| --- | --- | --- |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 3.4 | Planiranje i upravljanje finansijama | | |  | | --- | | direktor | | službenik za javne nabavke | | |  | | --- | | Neadekvatno sprovođenje postupaka javnih nabavki | | |  | | --- | | Zakoni i podzakonska akta | | Izvještaj o radu | | Ugovor o javnoj nabavci | | |  | | --- | | Odstupanje od realizacije aktivnosti predviđenih ugovorima o javnoj nabavci | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 4 | | |  | | --- | | 12 | | | | |  |  |  |  |  | | --- | --- | --- | --- | --- | |  |  | |  | | --- | | ↑ | |  | |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 3.5 | Planiranje i upravljanje finansijama | | |  | | --- | | direktor | | službenik za javne nabavke | | |  | | --- | | Nedozvoljeno lobiranje ili drugi nejavni uticaj | | |  | | --- | | Zakon o javnim nabavkama | | |  | | --- | | Nedovoljna transparentnost javnih nabavki | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 4 | | |  | | --- | | 3 | | |  | | --- | | 12 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Objavljivati ugovore i sve anekse ugovora na internet stranici | direktor | kontinuirano | |  | | --- | | ↓ | | Realizovano  Objavljiuju se ugovori i aneksi ugovora na internet stranici. | | službenik za javne nabavke | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Objavljivati pozive za učešće u postupcima javnih nabavki i druge dokumente | direktor | kontinuirano | Realizovano  Objavljuju se pozivi za učešće u postupcima javnih nabavki. | | službenik za javne nabavke | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 3.6 | Planiranje i upravljanje finansijama | | |  | | --- | | rukovodilac službe opštih poslova | | |  | | --- | | Iskorišćavanje javne funkcije ili službenog položaja | | |  | | --- | | Interna akta institucije | | |  | | --- | | Nije obezbijeđen adekvatan sistem kontrole nad korišćenjem službenih vozila | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Donijeti interni procedure o koriscenju sluzbenih vozila | direktor | kontinuirano | |  | | --- | | ↑ | | Realizovano  Nemamo službeno vozilo. | | rukovodilac službe opštih poslova | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Sprovoditi redovne kontrole | direktor | kontinuirano | Realizovano  Sprovode se redovne kontrole | | rukovodilac službe opštih poslova | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 4.1 | Čuvanje i bezbjednost podataka i dokumenata | | |  | | --- | | direktor | | |  | | --- | | Nedozvoljeno lobiranje ili drugi nejavni uticaj | | |  | | --- | | Zakon o tajnosti podataka | | |  | | --- | | Neobjavljivanje dokumenata shodno Zakono o tajnosti podataka. | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Redovno objavljivati i ažurirati propise koji regulišu rad preduzeća na internet stranici, u skladu sa zakonom o tajnosti podataka. | direktor | kontinuirano | |  | | --- | | ↓ | | Realizovano  Redovno se objavljuju dokumenta na internet stranici, u skladu sa zakonom o tajnosti podataka. | |  | |  |  | |  |  |  | |  |  |  |  | | |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 4.1 | Čuvanje i bezbjednost podataka i dokumenata | | |  | | --- | | direktor | | |  | | --- | | Nedozvoljeno lobiranje ili drugi nejavni uticaj | | |  | | --- | | Zakon o tajnosti podataka | | |  | | --- | | Neobjavljivanje dokumenata shodno Zakono o tajnosti podataka. | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  | | --- | --- | --- | --- | --- | |  |  | |  | | --- | | ↓ | |  | |  |  |  | | | | | |  |
|  |  |  |  |  |  |
|  | **PODNOSILAC IZVJEŠTAJA** |  | **STARJEŠINA/ODGOVORNO LICE U ORGANU VLASTI** | |  |
|  | **Menadžer integriteta** |  |  |  |  |
|  | **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |  |  | **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |  |