**LOKALNI JAVNI EMITER „RADIO KOTOR“ DOO**

**PLAN INTEGRITETA**

Kotor, 21.09.2020. godine

„RADIO KOTOR“DOO

ADRESA: Stari grad 320

85330 Kotor

TELEFON:032-325-842 i 325-843

E-MAIL: radiokotor@t-com.me

IME I ZVANJE ODGOVORNOG LICA ZA IZRADU I SPROVOĐENJE PLANA INTEGRITETA (MENADŽERA INTEGRITETA):

Irena Stanovčić, menadžerka nautičkog turizma i upravljanja marinama (Fakultet za mediteranske poslovne studije Tivat) raspoređena na radno mjesto rukovoditeljka službe ekonomsko-finansijskih poslova.

DATUM I BROJ RJEŠENJA O ODREĐIVANJU MENADŽERA INTEGRITETA:

33 od 04.02.2020. godine

DATUM I BROJ RJEŠENJA O ODREĐIVANJU ČLANOVA RADNE GRUPE ZA IZRADU PLANA INTEGRITETA :

164 od 03.08.2020. godine

ČLANOVI RADNE GRUPE:

Irena Stanovčić

Savo Popović

Ljljana Maslovar

DATUM POČETKA IZRADE: 10.08.2020. godine

DATUM ZAVRŠETKA IZRADE: 21.09.2020. godine

DATUM USVAJANJA PLANA INTEGRITETA: 21. 09. 2020. godine

SADRŽAJ:

1. RJEŠENJE O ODREĐIVANJU ODGOVORNOG LICA ZA ZA IZRADU I SPROVOĐENJE PLANA INTEGRITETA (MENADŽERA INTEGRITETA)

2. RJEŠENJE O ODREĐIVANJU ČLANOVA RADNE GRUPE ZA PRIPREMU I IZRADU PLANA INTEGRITETA

3. PROGRAM IZRADE I SPROVOĐENJA PLANA INTEGRITETA

4. METODOLOGIJA PROCJENE INTENZITETA RIZIKA

5. OBRAZAC PLANA INTEGRITETA

6. ODLUKA O USVAJANJU I STUPANJU NA SNAGU PLANA INTEGRITETA

1. RJEŠENJE O ODREĐIVANJU ODGOVORNOG LICA ZA IZRADU I SPROVOĐENJE PLANA INTEGRITETA

„RADIO KOTOR“ DOO

Djel.broj: 33

Kotor, 04.02.2020. godine

Na osnovu člana 74 stav 1 Zakona o sprječavanju korupcije ("Sl. list Crne Gore", br. 53/14), v.d. direktoric Radio Kotora Vjera Banićević, donosi

**RJEŠENJE**

**o određivanju odgovornog lica za izradu i sprovođenje plana integriteta**

1)Irena Stanovčić, menadžerka nautičkog turizma i upravljanja marinama (Fakultet za mediteranske poslovne studije Tivat) raspoređena na radno mjesto rukovoditeljka službe ekonomsko-finanijskih poslova, određuje se za lice odgovorno za izradu i sprovođenje plana integriteta (menadžerka integriteta).

2) Menadžer/ka integriteta obavljaće naročito poslove koji se odnose na:

* rukovođenje radnom grupom za izradu plana inegriteta;
* koordinaciju i učešće u pripremi programa izrade plana integriteta;
* koordinaciju i učešće u sakupljanju i analizi potrebne dokumentacije koja se odnosi na funkcionisanje organa vlasti, a koja predstavlja osnov za procjenu rizika i izradu plana integriteta;
* nadziranje sprovođenja mjera za poboljšanje integriteta;
* u saradnji sa svim orgaizacionim jedinicama sačinjavanje izvještaja o sprovođenju plana integriteta.

3) Prava i obaveze menadžera integriteta iz tačke 1 dispozitiva ovog rješenja počinju teći od 04.02.2020. godine, čime prestaje da važi Rješenje br.01-89/1 od 02.04.2018. godine.

**Obrazloženje**

Zakonom o sprječavanju korupcije ("Sl. list Crne Gore", br. 53/14) uvedena je obaveza donošenja planova integriteta za sve organe vlasti, u skladu sa Pravilima za izradu i sprovođenje plana integriteta. S tim u vezi, a shodno članu 74 stav 1 istog Zakona propisano je da starješina, odnosno odgovorno lice u organu vlasti rješenjem određuje menadžera integriteta koji je odgovoran za izradu i sprovođenje plana inegriteta.

Na osnovu izloženog riješeno je kao u dispozitivu ovog rješenja.

**PRAVNA POUKA**: Protiv ovog Rješenja može se izjaviti žalba nadležnoj Komisiji za žalbe u roku od 8 dana od dana prijema istog.

**VD Direktorica,**

**Vjera Banićević**

DOSTAVLJENO:

- Imenovanoj

- dosije

- a/a

2. RJEŠENJE O FORMIRANJU RADNE GRUPE ZA PRIPREMU I IZRADU PLANA INTEGRITETA

„RADIO KOTOR“ DOO

Broj: 164

Kotor, 03.08.2020. godine

Na osnovu člana 74 Zakona o sprečavanju korupcije, („Sl. List CG.“ br. 53/14) direktorica „Radio Kotora“, donosi

**RJEŠENJE**

**o formiranju radne grupe za pripremu i izradu plana integriteta**

1. Obrazuje se radna grupa za pripremu i izradu plana integriteta, u sljedećem sastavu:

- Irena Stanovčić

- Savo Popović

- Ljiljana Maslovar

***Obrazloženje***

Zadatak radne grupe je da pripremi program izrade plana integriteta, prikupi i analizira potrebnu dokumentaciju koja se odnosi na funkcionisanje organa vlasti, a koja predstavlja osnov za procjenu rizika i izradu plana integriteta, upozna zaposlene sa potrebom donošenja plana integriteta i dostavi izrađen prijedlog plana integriteta starješini/odgovornom licu u organu vlasti na usvajanje, zaključno sa 03.09.2020. godine.

Na osnovu izloženog, riješeno je kao u dispozitivu ovog rješenja.

**PRAVNA POUKA**: Protiv ovog Rješenja može se izjaviti žalba nadležnoj Komisiji za žalbe u roku od 8 dana od dana prijema istog.

**Direktorica,**

**Vjera Banićević**

DOSTAVLJENO:

- Imenovanim

- dosije

- a/a

3. PROGRAM IZRADE PLANA INTEGRITETA

ORGAN VLASTI: „RADIO KOTOR“ DOO  
  
ODGOVORNO LICE: VJERA BANIĆEVIĆ  
  
ČLANOVI RADNE GRUPE: IRENA STANOVČIĆ, SAVO POPOVIĆ, LJLJANA MASLOVAR   
DATUM DONOŠENJA RJEŠENJA: 03.08.2020. godine  
  
DATUM POČETKA IZRADE: 10.08.2020. godine  
  
  
  
**I. FAZA**

OSNIVANJE RADNE GRUPE I PRIKUPLJANJE INFORMACIJA  
DATUM: 03.08.2020. godine  
  
1. PRIPREMNA FAZA  
Rukovodilac donosi odluku o imenovanju radne grupe (Rukovodilac)

Najkasnije do: 04. 08.2020. godine

2. Radna grupa sakuplja potrebnu dokumentaciju, informacije od zaposlenih i priprema program izrade plana integriteta (Radna grupa)

Najkasnije do: 09.08.2020. godine

3. Upoznavanje zaposlenih sa potrebom donošenja plana integriteta (Radna grupa i  
Rukovodilac)

Najkasnije do: 09.08.2020. godine

II. FAZA   
UTVRĐIVANJE POSTOJEĆIH MJERA   
DATUM: 10.08.2020. godine

PROCJENA POSTOJEĆEG STANJA I UTVRĐIVANJE INICIJALNIH FAKTORA RIZIKA

1. Intervjui sa zaposlenima

2. Popunjavanje anonimnog upitnika putem interneta (Radna grupa)

3. Ocjena izloženosti rizicima i razgovor sa zaposlenima (Radna grupa)

Najkasnije do: 20.08.2020. godine

III. FAZA   
PLAN MJERA ZA PODIZANJE NIVOA INTEGRITETA  
DATUM: 25.08.2020. godine  
  
1. Upoznavanje zaposlenih sa rizicima narušavanja integriteta, ocjenom izloženosti i planom mjera za poboljšanje integriteta (Rukovodilac)

2. Popunjavanje obrasca PI i priprema konačnog izveštaja (Radna grupa)

3. Usvajanje izrađenog plana integriteta zajedno sa mjerama poboljšanja (Rukovodilac)

4. Završena izrada plana integriteta institucije najkasnije do: 21.09.2020. godine

4. METODOLOGIJA PROCJENE INTENZITETA RIZIKA

LEGENDA TERMINA I SIMBOLA

Intenzitet rizika dobija se množenjem vjerovatnoće i posljedice, upotrebom matrice rizika „vjerovatnoća(1-10) x posljedica(1-10) ” koja je prikazana na slici ispod.

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **POSLJEDICA** | **Ozbiljna** | 10 |  |  |  |  |  |  |  |  |  |
| 9 |  |  |  |  |  |  |  |  |  |
| 8 |  |  |  |  |  |  |  |  |  |
| **umjerena** | 7 |  |  |  |  |  |  |  |  |  |
| 6 |  |  |  |  |  |  |  |  |  |
| 5 |  |  |  |  |  |  |  |  |  |
| 4 |  |  |  |  |  |  |  |  |  |
| **mala** | 3 |  |  |  |  |  |  |  |  |  |
| 2 |  |  |  |  |  |  |  |  |  |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Intenzitet rizika  (posljedicaj **x** vjerovatnoća) | | **niska** | | | **srednja** | | | | **visoka** | | |
| **VJEROVATNOĆA** | | | | | | | | | |

Ukupna procjena rizika od korupcije i drugih oblika narušavanja integriteta

•/V Rizik visok intenziteta – Korupcija ili drugi oblici narušavanja integriteta su već prisutni u ovom procesu ili je vrlo vjerovatno da će se pojaviti

•/S Rizik srednjeg intenziteta – Pojava korupcije ili drugih oblika narušavanja integriteta u ovom procesu je moguća, ali se mjerama kontrole upravlja tim rizikom

•/N Rizik niskog intenziteta – Mala je vjerovatnoća da će se pojaviti korupcija ili drugi oblici narušavanja integriteta u ovom procesu, zbog postojećih mjera kontrole

Ocjena rizika:

Ocjene su od 1 do 100, tako da ocjene od 1-15 predstavljaju »najmanju vjerovatnoću« pojave korupcije ili drugih oblika narušavanja integriteta sa »veoma malom« posljedicom (rizik niskog intenziteta), ocjene od 16-48 predstavljaju »srednju vjerovatnoću« pojave korupcije ili drugih oblika narušavanja integriteta sa »umjerenom« posljedicom (rizik srednjeg intenziteta) dok ocjene od 49-100 znači »skoro izvjesnu« pojavu korupcije ili drugih oblika narušavanja integriteta sa »veoma velikom« posljedicom (rizik visokog intenziteta).

Status rizika od prethodne provjere

↔ Bez promjena

↑ Povećan rizik

↓ Smanjen rizik

Datum provjere: 20.09.2020.

Provjeru izvršio: Irena Stanovčić

**\***Legenda: **\*\***Legenda:

|  |  |  |  |
| --- | --- | --- | --- |
| procjena rizika | nizak | Srednji | visok |
|  | 1-15 | 16-48 | 49-100 |

|  |  |  |  |
| --- | --- | --- | --- |
| Napredak stanja od prethodne provjere | bez promjena | povećan rizik | smanjen rizik |
| **↔** | **↑** | **↓** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Radio Kotor DOO | | | | | | | | | | | | |  |
|  | 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 | | |  | | --- | | Bezbjednost korisnika usluga | | Bezbjednost zaposlenih | | Diskriminacija, ograničenje i uskraćivanje prava zaposlenog kod otkrivanja i prijavljivanja sumnje na korupciju i druge povrede integriteta | | Donošenje nezakonitih odluka | | |  | | --- | | Edukacija | | Eksterna revizija | | Etički kodeks | | Godišnji plan rada | | Inspekcijska kontrola | | Interna akta institucije | | Evidentiranje primljenih poklona | | |  | | --- | | Rizici na nivou visokog, srednjeg i nižeg menadzmenta u procesu primjene i sprovođenja procedura odlučivanja, delegiranja ovlašćenja, korišćenje diskrecionih ovlašćenja, Primanje poklona (javnih funkcionera) suprotno odredbama Zakona o sprječavanju korupcije, nepoštovanje zakonske obaveze evidentiranja primljenih poklona i njihove vrijednosti i nedostavljanje Agenciji za sprječavanje korupcije izvoda iz evidencije poklona. | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 4 | | |  | | --- | | 6 | | |  | | --- | | 24 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Sprovođenje procedura odlučivanja, donošenja opštih i pojedinačnih akata Sprovođenje nadzornih i kontrolnih mehanizama. | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 17.09.2020. |  | |  |  |  |  | | Puna transparentnost u procedurama odlučivanja u oblastima iz nadležnosti institucije. | direktor | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 17.09.2020. |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 1.2 | Rukovođenje i upravljanje | | |  | | --- | | direktor | | |  | | --- | | Nepostojanje jasne strategije upravljanja, misije i vizije | | |  | | --- | | Plan unapređenja rada u odnosu na preporuke DRI | | praćenje propisa; Donošenje opštih i pojedinačnih akata | | |  | | --- | | Neadekvatno kreiranje politike razvoja i upravljanja (utvrđivanje misije, vizije, strategija i planova) | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 4 | | |  | | --- | | 4 | | |  | | --- | | 16 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Osigurati učešće svih relevantnih subjekata i jedinica prilikom kreiranja politike razvoja i upravljanja. | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Napraviti model za procjenu učinkovitosti i uspješnosti organizacije | rukovodioci organizacionih jedinica | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Redovno u toku godine izvještavati o sprovođenju strateških dokumenata, planova i programa | direktor | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 1.2 | Rukovođenje i upravljanje | | |  | | --- | | direktor | | |  | | --- | | Nepostojanje jasne strategije upravljanja, misije i vizije | | |  | | --- | | Plan unapređenja rada u odnosu na preporuke DRI | | praćenje propisa; Donošenje opštih i pojedinačnih akata | | |  | | --- | | Neadekvatno kreiranje politike razvoja i upravljanja (utvrđivanje misije, vizije, strategija i planova) | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 4 | | |  | | --- | | 4 | | |  | | --- | | 16 | | | | |  |  |  |  | | --- | --- | --- | --- | |  | |  | | --- | | ↔ | |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 1.3 | Rukovođenje i upravljanje | | |  | | --- | | direktor | | |  | | --- | | Narušavanje integriteta institucije | | Narušavanje principa transparentnosti | | |  | | --- | | Interna akta institucije | | postojeći zakoni i podzakonska akta | | |  | | --- | | Negativna ocjena javnog mnjenja i gubitak povjerenja javnosti u rad institucije zbog nedovoljne transparentnosti i informisanja javnosti o radu institucije. | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 4 | | |  | | --- | | 4 | | |  | | --- | | 16 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Omogućiti dostupnost i preglednost relevantnih dokumenata na internet stranici | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 1.4 | Rukovođenje i upravljanje | | |  | | --- | | direktor | | |  | | --- | | neispunjavanje obaveza koje su predviđene Zakonom o finansiranju političkih subjekata i izbornih kampanja | | |  | | --- | | Zakon o finansiranju političkih subjekata i izbornih kampanja | | |  | | --- | | Nedovoljna transparentnost trošenja sredstava i zapošljavanja u toku izborne kampanje | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 4 | | |  | | --- | | 4 | | |  | | --- | | 16 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Redovno u toku izborne kampanje objavljivati i dostavljati Agenciji za sprječavanje korupcije sve dokumente shodno Zakonu o finansiranju političkih subjekata i izbornih kampanja (analitičke kartice, putne naloge i odluke o zapošljavanju sa pratećom dokumentacijom) | direktor |  | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 1.5 | Rukovođenje i upravljanje | | |  | | --- | | direktor | | neposredni rukovodioci | | |  | | --- | | nepoštovanje zakonske obaveze | | |  | | --- | | zakon o finansiranju plitičkih subjekata izbornih kampanja | | |  | | --- | | Neblagovremeno objavljivanje cjenovnika usluga i oglašavanja političkih subjekata tokom izborne kampanje; Nedostavljanje Agenciji za sprječavanje korupcije cjenovnika političkog marketinga Lokalnog javnog emitera „Radio Kotor“DOO | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Omogućiti dostupnost cjenovnika političkog marketinga, kao i relevantnih dokumenata na portalu Lokalnog javnog emitera „Radio Kotor“DOO | direktor |  | |  | | --- | | ↔ | |  | | neposredni rukovodioci | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Dostaviti Agenciji za sprječavanje korupcije i Agenciji za elektronske medije cjenovnik političkog marketinga Lokalnog javnog emitera „Radio Kotor“ DOO | direktor |  |  | | neposredni rukovodioci | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Redovno izvršavati propisane obaveze tokom trajanja izborne kampanje | direktor |  |  | | neposredni rukovodioci | |  | |  |  | |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 1.5 | Rukovođenje i upravljanje | | |  | | --- | | direktor | | neposredni rukovodioci | | |  | | --- | | nepoštovanje zakonske obaveze | | |  | | --- | | zakon o finansiranju plitičkih subjekata izbornih kampanja | | |  | | --- | | Neblagovremeno objavljivanje cjenovnika usluga i oglašavanja političkih subjekata tokom izborne kampanje; Nedostavljanje Agenciji za sprječavanje korupcije cjenovnika političkog marketinga Lokalnog javnog emitera „Radio Kotor“DOO | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  | | --- | --- | --- | --- | --- | |  |  | |  | | --- | | ↔ | |  | |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.1 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | neposredni rukovodioci | | |  | | --- | | Narušavanje principa transparentnosti | | Sukob interesa | | |  | | --- | | Zakon o sprječavanju korupcije | | Etički kodeks | | Zakoni i podzakonska akta | | Obuke i seminari | | Pojačan stručni nadzor | | |  | | --- | | Neblagovremeno i nepotpuno dostavljanje izvještaja o imovini i prihodima organa upravljanja (direktor i članovi Savjeta) Mogućnost nastanka sukoba interesa prilikom donošenja odluka i sprovođenja zakonskih procedura; Ne postoje jasni kriterijumi za objektivnu ocjenu rada i nagrađivanja službenika | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Redovno dostavljati Izvještaje o imovini i prihodima javnih funkcionera | direktor |  | |  | | --- | | ↔ | |  | | predsjednik i članovi Savjeta | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Donijeti interno uputstvo za kontrolu i evidenciju postojanja sukoba interesa i periodična kontrola zahtjeva za izuzeće | direktor | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Povećanje transparentnosti prilikom ocjenjivanja i nagrađivanja službenika na način što će se rezultati ocjenjivanja i spisak nagrađenih službenika javno objavljivati na oglasnoj tabli | direktor |  |  | | neposredni rukovodioci | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.2 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | svi zaposleni | | |  | | --- | | Primanje nedozvoljenih poklona ili druge nedozvoljene koristi | | |  | | --- | | Zakoni i podzakonska akta | | |  | | --- | | Nedovoljna informisanost zaposlenih o obavezi prijavljivanja poklona | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 2 | | |  | | --- | | 3 | | |  | | --- | | 6 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Donijeti i objaviti obavještenje kojim će se svi službenici upoznati o obavezi prijavljivanja svih poklona a neposredni rukovodioci obavezati da ažurno vode evidenciju o primljenim poklonima i izvještavaju nadležnu službu | direktor |  | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.2 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | svi zaposleni | | |  | | --- | | Primanje nedozvoljenih poklona ili druge nedozvoljene koristi | | |  | | --- | | Zakoni i podzakonska akta | | |  | | --- | | Nedovoljna informisanost zaposlenih o obavezi prijavljivanja poklona | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 2 | | |  | | --- | | 3 | | |  | | --- | | 6 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Donijeti interno uputstvo o vođenju evidencije primljenih poklona zaposlenih | direktor |  | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.3 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | |  | | --- | | Neprijavljivanje korupcije i drugih nezakonitih radnji | | |  | | --- | | Etički kodeks | | Obuke i seminari | | |  | | --- | | Nedovoljno razvijen nivo svijesti zaposlenih za prijavljivanje korupcije i drugih nezakonitih radnji unutar institucije | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 2 | | |  | | --- | | 3 | | |  | | --- | | 6 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Edukacija zaposlenih o mehanizmima prijavljivanja korupcijei drugih nezakonitih radnji unutar institucije. | direktor | kontinuirano | |  | | --- | | ↔ | |  | | neposredni rukovodioci | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Uvesti edukaciju prema ciljnim grupama, posebno prema službenicima koji pokrivaju rizične grupe poslova,najmanje 4 puta godišnje. Uvesti obavezu da se na svim kolegijumima raspravlja i o temi integriteta i prevencije korupcije kao jednoj od obaveznih tačaka dnevnog reda. | direktor | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.4 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | odgovorno lice za prijem i postupanje po prijavi zviždača | | |  | | --- | | Neprijavljivanje korupcije i drugih nezakonitih radnji | | ugrožavanje službenog lica kod otkrivanja i prijavljivanja sumnje na korupcju i druge povrede interiteta | | |  | | --- | | Zakon o sprječavanju korupcije | | Zakon o zaštiti tajnih podataka | | Zakon o zaštiti diskriminacije na radnom mjestu | | |  | | --- | | Narušavanje zaštite identiteta i prava zviždača | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Postupati po preporukama Agencije za sprječavanje korupcije ( u slučajevima kad Agencija sprovodi postupak po prijavi) i izvještavati Agenciju o preduzetim radnjama | direktor | kontinuirano | |  | | --- | | ↔ | |  | | odgovorno lice za prijem i postupanje po prijavi zviždača | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.5 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | rukovodioci organizacionih jedinica | | ostali zaposleni | | |  | | --- | | Narušavanje integriteta institucije | | Narušavanje principa transparentnosti | | |  | | --- | | Interna akta institucije | | postojeći zakoni i podzakonska akta | | |  | | --- | | Negativna ocjena javnog mnjenja i gubitak povjerenja javnosti u rad institucije zbog nedovoljne transparentnosti i informisanja javnosti u radu institucije | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 4 | | |  | | --- | | 4 | | |  | | --- | | 16 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Proaktivno objavljivati informacije iz člana 12 Zakona o slobodnom pristupu informacijama i druge informacije od javnog interesa uz odgovarajući način zaštite ličnih podataka koji su od značaja za privatnost i podataka koji su označeni | direktor | kontinuirano | |  | | --- | | ↔ | |  | | neposredni rukovodioci | |  | |  |  | |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.5 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | rukovodioci organizacionih jedinica | | ostali zaposleni | | |  | | --- | | Narušavanje integriteta institucije | | Narušavanje principa transparentnosti | | |  | | --- | | Interna akta institucije | | postojeći zakoni i podzakonska akta | | |  | | --- | | Negativna ocjena javnog mnjenja i gubitak povjerenja javnosti u rad institucije zbog nedovoljne transparentnosti i informisanja javnosti u radu institucije | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 4 | | |  | | --- | | 4 | | |  | | --- | | 16 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | stepenom tajnosti, u skladu sa zakonom |  |  | |  | | --- | | ↔ | |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Omogućiti dostupnost i preglednost relevantnih dokumenata na internet stranici | direktor | kontinuirano |  | | neposredni rukovodioci | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.6 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | rukovodioci organizacionih jedinica | | |  | | --- | | Nesavjestan rad | | Neblagovremeno i neažurno obavljanje povjerenih poslova | | Nestručan i neprofesionalan rad | | |  | | --- | | Interna akta institucije | | Zakoni i podzakonska akta | | |  | | --- | | Određen broj službenika nema položen poseban stručni ispit | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Naložiti svim rukovodiocima organizacionih jedinica da obezbijede puno sprovođenje obaveza o opštem i posebnom programu obuka za sve zaposlene u roku od 6 mjeseci | direktor |  | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.7 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | rukovodioci organizacionih jedinica | | |  | | --- | | Neefikasna i neracionalna kadrovska politika | | |  | | --- | | Interna akta institucije | | |  | | --- | | Nedovoljni kadrovski kapaciteti u određenim organizacionim jedinicama | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 4 | | |  | | --- | | 12 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Izvršiti procjenu potrebnog kadra za efikasno sprovođenje poslova iz nadležnosti institucije | direktor |  | |  | | --- | | ↔ | |  | | neposredni rukovodioci | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.8 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | ostali zaposleni | | |  | | --- | | Povrede profesionalnih, etičkih pravila i pristrasno ponašanje | | |  | | --- | | Etički kodeks | | Interna akta institucije | | Zakoni i pravilnici | | |  | | --- | | Nedostatak stručnog znanja i vještina kadra | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 5 | | |  | | --- | | 15 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Obezbijediti redovno sprovođenje plana i programa stručnog usavršavanja | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.9 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | rukovodioci organizacionih jedinica | | ostali zaposleni | | |  | | --- | | Sukob interesa | | |  | | --- | | Zakoni i podzakonska akta | | Interna akta institucije | | Podjela radnih zadataka | | |  | | --- | | Nedovoljno jasna podjela i razgraničenja sistema kontrole i vršenja ovlašćenja zbog velike koncetracije zadataka na samo jednoj osobi | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 4 | | |  | | --- | | 6 | | |  | | --- | | 24 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Adekvatno popunjavanje radnih mjesta u organizacionim jedinicama | direktor | kontinuirano | |  | | --- | | ↔ | |  | | neposredni rukovodioci | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.10 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | rukovodioci organizacionih jedinica | | |  | | --- | | Gubitak povjerenja građana u rad službenika i institucije | | |  | | --- | | Interna akta institucije | | Zakoni i podzakonska akta | | |  | | --- | | Neadekvatno sprovođenje nadzora i kontrole nad radom organizacionih jedinica | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 7 | | |  | | --- | | 21 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Redovno izvještavanje o sprovedenim kontrolama Praćenje realizacije preporuka za | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.10 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | svi zaposleni | | |  | | --- | | Gubitak povjerenja građana u rad službenika i institucije | | |  | | --- | | Interna akta institucije | | Zakoni i podzakonska akta | | |  | | --- | | Neadekvatno sprovođenje nadzora i kontrole nad radom organizacionih jedinica | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 7 | | |  | | --- | | 21 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | unaprjeđenje rada |  |  | |  | | --- | | ↔ | |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 3.1 | Planiranje i upravljanje finansijama | | |  | | --- | | direktor | | rukovodilac službe ekonomsko finansijskih poslova | | |  | | --- | | Neadekvatno planiranje i izvršavanje budžeta | | |  | | --- | | Edukacija | | |  | | --- | | Neadekvatno planiranje budžeta | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 5 | | |  | | --- | | 15 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Osigurati učešće svih relevantnih subjekata i jedinica prilikom planiranja budžeta | rukovodilac službe ekonomsko finansijskih poslova | kontinuirano | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Pohađati relevantne obuke i seminare na temu planiranja budžeta |  |  |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 3.2 | Planiranje i upravljanje finansijama | | |  | | --- | | direktor | | rukovodilac službe ekonomsko finansijskih poslova | | |  | | --- | | Neadekvatno planiranje i izvršavanje budžeta | | |  | | --- | | Zakoni i podzakonska akta | | |  | | --- | | Neadekvatno i nedovoljno transparentno trošenje budžetskih sredstava | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 4 | | |  | | --- | | 6 | | |  | | --- | | 24 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Redovno sprovođenje unutrašnjih finansijskih kontrola | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 3.3 | Planiranje i upravljanje finansijama | | |  | | --- | | direktor | | službenik za javne nabavke | | |  | | --- | | Neadekvatno sprovođenje postupaka javnih nabavki | | Nedozvoljeno lobiranje ili drugi nejavni uticaj | | Sukob interesa | | drugi oblici kršenja principa transparentnosti | | nezakonitost i narušavanje integriteta u postupcima javnih nabavki | | |  | | --- | | Zakoni i podzakonska akta | | portal javnih nabavki | | |  | | --- | | Nedovoljna transparentnost javnih nabavki | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 4 | | |  | | --- | | 12 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Objavljivati pozive za učešće u postupcima javnih nabavki i druge dokumente | direktor | kontinuirano | |  | | --- | | ↔ | |  | | službenik za javne nabavke | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Unijeti antikorupcijsku klauzulu u sve ugovore o javnim nabavkama | službenik za javne nabavke | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 3.4 | Planiranje i upravljanje finansijama | | |  | | --- | | neposredni rukovodioci | | službenik za javne nabavke | | |  | | --- | | Iskorišćavanje javne funkcije ili službenog položaja | | |  | | --- | | Etički kodeks | | Inspekcijska kontrola | | Zakoni i podzakonska akta | | |  | | --- | | Davanje prednosti određenoj firmi u procesu javne nabavke, na način da se tehnička specifikacija prilagođava za određenu firmu. | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 6 | | |  | | --- | | 18 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Promjena sistema tako da više eksperata radi na tehničkoj specifikaciji koja ne smije sadržati diskriminatorske kriterijume. | neposredni rukovodioci | kontinuirano | |  | | --- | | ↔ | |  | | službenik za javne nabavke | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 4.1 | Čuvanje i bezbjednost podataka i dokumenata | | |  | | --- | | direktor | | administrativno tehnički sekretar | | |  | | --- | | Curenje informacija | | Ugrožavanje zaštite podataka | | |  | | --- | | Pojačan stručni nadzor | | |  | | --- | | Neadekvatno postupanje sa službenom dokumentacijom i informacijama zbog nedovoljnih mjera fizičke bezbjednosti i tehničke sigurnosti | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 6 | | |  | | --- | | 18 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Izvršiti analizu da li su mjere fizičke i tehničke bezbjednosti efikasne i primljenjive | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Obezbijediti kontinuirani stručni nadzor nad podacima | direktor | kontinuirano |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 4.2 | Čuvanje i bezbjednost podataka i dokumenata | | |  | | --- | | rukovodioci organizacionih jedinica | | |  | | --- | | Curenje informacija | | Ugrožavanje zaštite podataka | | |  | | --- | | Pojačan stručni nadzor | | |  | | --- | | Nedovoljna IT bezbjednost podataka | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 4 | | |  | | --- | | 5 | | |  | | --- | | 20 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Obučiti zaposlene o bezbjednom rukovanju podacima u elektronskoj formi | rukovodioci organizacionih jedinica | kontinuirano | |  | | --- | | ↔ | |  | |  | | direktor |  | |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 4.3 | Čuvanje i bezbjednost podataka i dokumenata | | |  | | --- | | administrativno tehnički sekretar | | rukovodilac službe ekonomsko finansijskih poslova | | |  | | --- | | Ugrožavanje zaštite podataka | | |  | | --- | | Zakoni i podzakonska akta | | |  | | --- | | Nedovoljna zaštita povjerljivih podataka zbog neadekvatnih mjera administrativne zaštite tajnih podataka | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 2 | | |  | | --- | | 7 | | |  | | --- | | 14 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Donijeti odluke kojim će se označiti stepen tajnosti podataka koji su u posjedu institucije | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 4.4 | Čuvanje i bezbjednost podataka i dokumenata | | |  | | --- | | administrativno tehnički sekretar | | rukovodilac službe ekonomsko finansijskih poslova | | |  | | --- | | Curenje informacija | | Nesavjestan rad | | Nestručan i neprofesionalan rad | | |  | | --- | | Edukacija | | Interna akta institucije | | |  | | --- | | Neadekvatan ili neefikasan sistem kontrole nad prijemom i razvrstavanjem dokumentacije | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 8 | | |  | | --- | | 24 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Vršiti redovnu kontrolu nad prijemom i razvrstavanjem dokumentacije u cilju sprječavanja gubljenja, oštećenja ili neevidentiranja dokumentacije | direktor | kontinuirano | |  | | --- | | ↔ | |  | | rukovodilac službe ekonomsko finansijskih poslova | | administrativno tehnički sekretar | |  | |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 5.1 | slobodan pristup informacijama | | |  | | --- | | direktor | | |  | | --- | | Nedozvoljeno lobiranje ili drugi nejavni uticaj | | drugi oblici kršenja principa transparentnosti | | |  | | --- | | Zakon o slobodnom pristupu informacijama | | |  | | --- | | Neobjavljivanje dokumenata shodno Zakonu o slobodnom pristupu informacijama, kao i ostalih informacija od značaja za građane | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Objaviti Vodič za slobodan pristup informacijama na internet stranici institucije | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Redovno objavljivati i ažurirati propise koji regulišu rad ustanove na internet stranici, u skladu sa članom 12 | direktor | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 5.1 | slobodan pristup informacijama | | |  | | --- | | direktor | | |  | | --- | | Nedozvoljeno lobiranje ili drugi nejavni uticaj | | drugi oblici kršenja principa transparentnosti | | |  | | --- | | Zakon o slobodnom pristupu informacijama | | |  | | --- | | Neobjavljivanje dokumenata shodno Zakonu o slobodnom pristupu informacijama, kao i ostalih informacija od značaja za građane | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | ZSPI |  |  | |  | | --- | | ↔ | |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 5.2 | slobodan pristup informacijama | | |  | | --- | | direktor | | |  | | --- | | Donošenje nezakonitih odluka | | Narušavanje integriteta institucije | | |  | | --- | | Zakon o slobodnom pristupu informacijama | | Vodič za slobodan pristup informacijama | | |  | | --- | | Neosnovano uskraćivanje podnosiocu zahtjeva pristup informaciji, neobavještavanje podnosioca zahtjeva o rješavanju zahtjeva | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 5 | | |  | | --- | | 6 | | |  | | --- | | 30 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Izvještavati o broju podnijetih riješenih zahtjeva | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 6.1 | odnosi s javnošću | | |  | | --- | | direktor | | |  | | --- | | Nedozvoljeno lobiranje ili drugi nejavni uticaj | | drugi oblici kršenja principa transparentnosti | | Narušavanje integriteta institucije | | Gubitak povjerenja građana u rad službenika i institucije | | |  | | --- | | Zakoni i podzakonska akta | | Princip četiri oka | | |  | | --- | | Nedovoljna informisanost javnosti o radu institucije.  Nedovoljna i nekoordinisana saradnja između različitih organizacionih jedinica . | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 5 | | |  | | --- | | 15 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Povećati broj informacija o radu institucije | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Unaprijediti kvalitet i kvantitet informacija na web stranici institucije | direktor | kontinuirano |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | Sprovoditi ispitivanje javnog mnjenja o radu institucije | direktor | kontinuirano |  | |  |  | |  |  |  | |  |  |  |  | |  |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |

6. ODLUKA O USVAJANJU I STUPANJU NA SNAGU PLANA INTEGRITETA

„ RADIO KOTOR“ DOO

Broj: 218

Kotor, 21.09.2020. godine

Na osnovu člana 71 stav 1 Zakona o sprječavanju korupcije ("Sl. list Crne Gore", br. 53/14), direktorica Lokalnog javnog emitera „Radio Kotor“ DOO, donosi

**ODLUKU**

1) Usvaja se i stupa na snagu Plan integriteta “RADIO KOTOR“DOO.

2) Zadužuje se menadžer integriteta da najmanje jednom godišnje podnese pisani izvještaj o realizaciji mjera iz plana integriteta.

3) Zadužuju se svi zaposleni u organu vlasti da na zahtjev menadžera integriteta dostave sve potrebne informacije i dokumenta, neophodna za efikasno sprovođenje plana integriteta.

**Obrazloženje**

Zakonom o sprječavanju korupcije ("Sl. list Crne Gore", br. 53/14) uvedena je obaveza donošenja planova integriteta, u skladu sa Pravilima za izradu i sprovođenje plana integriteta, koja donosi Agencija za sprječavanje korupcije. S tim u vezi, Rješenjem br. 164 od 03.08.2020. godine, formirana je radna grupa za pripremu i izradu plana integriteta, koja je u kontinuitetu radila od 10.08. 2020. god. do 21.09. 2020. god. i koja je pripremila i direktorici dostavila na odobravanje i usvajanje prijedlog Plana integriteta, koji je u cijelosti prihvaćen.

Na osnovu izloženog, riješeno je kao u dispozitivu ove odluke.

Odluka stupa na snagu danom donošenja.

**PRAVNA POUKA**: Protiv ove odluke može se izjaviti žalba nadležnoj Komisiji za žalbe u roku od 8 dana od dana objave iste.

**Direktorica,**

**Vjera Banićević**

DOSTAVLJENO:

- na oglasnoj tabli

- a/a