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|  |  Plan integriteta |  |
|  |  Zaštitnik ljudskih prava i sloboda Crne Gore - Ombudsman |  |
|  | 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 |  |
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| 1.1 | Rukovođenje i upravljanje |

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| rukovodilac institucije |
| generalni sekretar |

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| Nedozvoljeno lobiranje ili drugi nejavni uticaj |
| Donošenje nezakonitih odluka |
| Neprijavljivanje podataka o sponzorstvima i donacijama |

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| Zakon o sprječavanju korupcije |
| Zakoni i podzakonska akta |

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| Donošenje odluka pod eksternim uticajem, suprotno javnom interesu zbog nepostojanja jasnih propisa za korišćenje diskrecionih ovlašćenja Primanje sponzorstava i donacija suprotno odredbama Zakona o sprječavanju korupcije;Nepoštovanje zakonske obaveze evidentiranja primljenih sponzorstava i donacija i njihove vrijednosti;Nedostavljanje Agenciji za sprječavanje korupcije pisanog izvještaja o primljenim sponzorstvima i donacijama |

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| Puna transparentnost u procedurama odlučivanja u oblastima iz nadležnosti institucije; | rukovodilac institucije | kontinuirano |

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| generalni sekretar |
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| Vršiti redovnu evidenciju i kontrolu evidencije o primljenim sponzorstavima i donacijama; | lice zaduzeno za evidenciju poklona | kontinuirano |  |
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|  U propisanim rokovima dostaviti Agenciji za antikorupcijiu izvjestaj o pimljenim donacijama | lice zaduzeno za evidenciju poklona | do kraja marta tekuce godine |  |
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| 1.2 | Rukovođenje i upravljanje |

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| rukovodilac institucije |
| generalni sekretar |

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| Nepostojanje jasne strategije upravljanja, misije i vizije |

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| Zakoni i podzakonska akta |
| Interna akta institucije |
| Izvještaji relevantnih domaćih i međunarodnih subjekata |

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| Neadekvatno kreiranje politike razvoja i upravljanja (utvrđivanje misije, vizije, strategija i planova) |

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| Osigurati učešće svih relevantnih subjekata i jedinica prilikom kreiranja politike razvoja i upravljanja; | rukovodilac institucije | kontinuirano |

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| generalni sekretar |
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| Uzeti u obzir relevantne izvjestaje medjunarodnih institucija o radu  | generalni sekretar | kontinuirano |  |
| rukovodilac institucije |  |
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| 1.2 | Rukovođenje i upravljanje |

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| rukovodilac institucije |
| generalni sekretar |

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| Nepostojanje jasne strategije upravljanja, misije i vizije |

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| Zakoni i podzakonska akta |
| Interna akta institucije |
| Izvještaji relevantnih domaćih i međunarodnih subjekata |

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| Neadekvatno kreiranje politike razvoja i upravljanja (utvrđivanje misije, vizije, strategija i planova) |

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| 1.3 | Rukovođenje i upravljanje |

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| rukovodilac institucije |
| generalni sekretar |

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| Neadekvatno strateško planiranje rada institucije |

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| Zakoni i podzakonska akta |
| Podjela radnih zadataka |

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| Odstupanja u sprovođenju strategije razvoja institucije, programa i planova rada;Nedovoljna i nekoordinisana saradnja između organizaconih jedinica |

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| Redovno u toku godine izvještavati o sprovođenju strateških dokumenata, planova i programa | generalni sekretar | kontinuirano |

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| rukovodioci organizacionih jedinica |
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| 1.4 | Rukovođenje i upravljanje |

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| rukovodilac institucije |
| generalni sekretar |

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| Narušavanje principa transparentnosti |

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| Interna akta institucije |
| Zakoni i podzakonska akta |

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| Negativna ocjena javnog mnjenja i gubitak povjerenja javnosti u rad institucije zbog nedovoljne transparentnosti i informisanja javnosti o radu institucije |

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| Puna transparentnost u procedurama odlučivanja u oblastima iz nadležnosti institucije. | generalni sekretar | kontinuirano |

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| rukovodilac institucije |
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|  Informacije od znacaja za rad i promociju Institucije objavljivati na sajtu institucije  | službenik za odnose s javnošću | kontinuirano |  |
| generalni sekretar |
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| 1.5 | Rukovođenje i upravljanje |

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| rukovodilac institucije |
| generalni sekretar |

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| Narušavanje integriteta institucije |
| Gubitak povjerenja građana u rad službenika i institucije |

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| Interna akta institucije |
| Zakoni i podzakonska akta |

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| Nepovoljna ocjena javnog mnjenja i nedovoljno povjerenjejavnosti u rad institucije zbog nedovoljne transparentnosti iinformisanja javnosti o radu institucije |

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| Redovno izvještavanje o sprovedenim kontrolama;  | generalni sekretar | kontinuirano |

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| rukovodilac institucije |
| službenik za odnose s javnošću |
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| Praćenje realizacije preporuka za unaprjeđenje rada i kontinuirano unapređivati internet stranicu Institucije | generalni sekretar | kontinuirano |  |
| službenik za odnose s javnošću |
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| 2.1 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| javni funkcioneri (imenovani i zaposleni u instituciji) |
| generalni sekretar |
| svi zaposleni |

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| Primanje nedozvoljenih poklona ili druge nedozvoljene koristi |
| Neprijavljivanje poklona i odsustvo evidencije poklona |

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| Zakon o sprječavanju korupcije |

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| 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  |

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| Vršiti redovnu kontrolu evidencije o primljenim poklonima;  | lice zaduzeno za evidenciju poklona | kontinuirano |

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| svi zaposleni |  |
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| Dostaviti Agenciji za sprječavanje korupcije izvod iz evidencije poklona na propisanom obrascu, u roku propisanom zakonom | lice zaduzeno za evidenciju poklona | do kraja 2023. |  |
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| 2.2 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| --- |
| javni funkcioneri (imenovani i zaposleni u instituciji) |

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| Narušavanje principa transparentnosti |
| Gubitak povjerenja građana u rad službenika i institucije |

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| Zakon o sprječavanju korupcije |

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| Neblagovremeno i nepotpuno dostavljanje izvještaja o imovini i prihodima javnih funkcionera |

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| U propisanim rokovima i u skladu sa zakonom dostavljati izvještaje o imovini i prihodima javnih funkcionera | javni funkcioneri (imenovani i zaposleni u instituciji) |  |

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| 2.3 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| --- |
| generalni sekretar |
| lice zaduzeno za evidenciju poklona |

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| Primanje nedozvoljenih poklona ili druge nedozvoljene koristi |

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| Zakon o sprječavanju korupcije |

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| Primanje poklona suprotno odredbama zakona;Nedovoljna informisanost zaposlenih o obavezi prijavljivanja poklona  |

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| Upoznati službenike o obavezi prijavljivanja svih poklona i da vode evidenciju o primljenim poklonima i izvještavaju nadležnu službu;  | generalni sekretar | kontinuriarno |

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| lice zaduzeno za evidenciju poklona |
| svi zaposleni |
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| Rukovodioci su u obavezi da ažurno vode evidenciju o primljenim poklonima i izvještavaju nadležnu službu | lice zaduzeno za evidenciju poklona | kontinuirano |  |
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| 2.4 | Kadrovska politika, etično i profesionalno ponašanje  |
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| rukovodilac institucije |
| generalni sekretar |

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| Neprijavljivanje korupcije i drugih nezakonitih radnji |

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| Obuke i seminari |
| Etički kodeks |

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| Podici nivo svijesti zaposlenih za prijavljivanje korupcije i drugih nezakonitih  |

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| Vrsiti edukaciju zaposlenih o mehanizmima prijavljivanja korupcije i  | generalni sekretar | kontinuirano |

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| Neprijavljivanje korupcije i drugih nezakonitih radnji |

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| Obuke i seminari |
| Etički kodeks |

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| radnji unutar institucije |

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| drugih nezakonitih radnji unutar institucije a posebno prema službenicima koji pokrivaju rizične grupe poslova i uvesti obavezu da se na svim kolegijumima raspravlja i o temi integriteta i prevencije korupcije kao jednoj od tačaka dnevnog reda | svi zaposleni |  |

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| 2.5 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| rukovodilac institucije |
| generalni sekretar |
| odgovorno lice za prijem i postupanje po prijavi zviždača |

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| Neprijavljivanje korupcije i drugih nezakonitih radnji |
| Ugrožavanje zaštite podataka |

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| Zakon o sprječavanju korupcije |
| Zakon o zaštiti podataka o ličnosti |
| Zakon o zaštiti diskriminacije na radnom mjestu |

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| Narušavanje zaštite identiteta i prava zviždača |

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| Obezbijediti zastitu zvizdaca od svih oblika diskrimiancije | generalni sekretar |  |

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| rukovodilac institucije |
| odgovorno lice za prijem i postupanje po prijavi zviždača |
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|  |  | 31.03.2023. |  |
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| Postupati po preporukama Agencije za sprječavanje korupcije (u slučajevima kad Agencija sprovodi postupak po prijavi) i izvještavati Agenciju o preduzetim radnjama | odgovorno lice za prijem i postupanje po prijavi zviždača | kontinuirano |  |
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| Upoznati novozaposlene sa mogućnošću prijavljivanja korupcije licu koje je određeno za prijem i postupanje po prijavi zviždača | odgovorno lice za prijem i postupanje po prijavi zviždača | kontinuirano |  |
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| 2.6 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| rukovodilac institucije |

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| Nesavjestan rad |
| Neblagovremeno i neažurno obavljanje povjerenih poslova |

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| Zakoni i podzakonska akta |

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| Interna akta InstitucijeZakon i podzakonska akta |

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| Kontrolisati obavljanje poslova zaposlenih | rukovodioci | kontinuirano |

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| 2.6 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| Naložiti svim Zamjenicima/ama Zaštitnika i Generalnom sekretaru da obezbjede puno sprovođenje obaveza u skladu sa Zakonima o nadležnostima Institucije i pravilima i procedurama. Kontrolisati obavljanje poslova zaposlenih | generalni sekretar |  |

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| 2.7 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| rukovodilac institucije |
| generalni sekretar |

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| Neefikasna i neracionalna kadrovska politika |

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| Zakoni i podzakonska akta |

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| Nedovoljni kadrovski kapaciteti u određenim organizacionim jedinicamaMogućnost nastanka sukoba interesa prilikom donošenja odluka i sprovođenja zakonskih procedura |

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| Izvršiti procjenu potrebnog kadra za efikasno sprovođenje poslova iz nadležnosti institucije; Popuniti upražnjena radna mjesta u skladu sa Pravilnikom ounutrašnjoj organizaciji i sistematizaciji i planovima zapošljavanja Donijeti interno uputstvo o sprječavanju sukoba interesa i vršiti periodičnu kontrolu zahtjeva za izuzeće | generalni sekretar | kontinuirano |

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| 2.8 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| svi zaposleni |

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| Sukob interesa |

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| Etički kodeks |
| Zakoni i podzakonska akta |

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| Mogućnost nastanka sukoba interesa prilikom donošenja odluka i sprovođenja zakonskih procedura |

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| Vršiti periodičnu kontrolu zahtjeva za izuzece | generalni sekretar | kontinuirano |

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| 2.9 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| generalni sekretar |

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| Povrede profesionalnih, etičkih pravila i pristrasno ponašanje |
| Narušavanje integriteta institucije |

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| Plan i program obuka |
| Interna akta institucije |

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| Nedostatak stručnog znanja i vještina kadra |

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| Obezbijediti redovno sprovođenje plana i programa obuka u pojedinim oblastima rada kao i obuke zaposlenih | rukovodilac institucije | kontinuirano |

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| 2.10 | Kadrovska politika, etično i profesionalno  |
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| Nedovoljna kontrola rada |
| Narušavanje  |

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| Obezbijediti transparentnost u donošenju i  |

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| Redovno u toku izborne kampanje objavljivati i dostavljati Agenciji za  | rukovodilac institucije | kontinuirano |

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|  | ponašanje zaposlenih |

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| rukovodilac finansijske službe |

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| principa transparentnosti |

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| objavljivanju dokumenata saglasno zakonu kojim je uređeno finansiranje političkih subjekata i izbornih kampanja zapošljavanju |

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| sprječavanje korupcije sve dokumente saglasno zakonu kojim je uređeno finansiranje političkih subjekata i izbornih kampanja (analitičke kartice, putne naloge i odluke o zapošljavanju | sekretar |  |

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| 3.1 | Planiranje i upravljanje finansijama |

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| rukovodilac institucije |
| generalni sekretar |
| rukovodilac finansijske službe |

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| Neadekvatno strateško planiranje rada institucije |

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| Edukacija |

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| Neadekvatno strateško planiranje i izvršavanje budžeta |

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| Osigurati učešće svih relevantnih subjekata i jedinica prilikom planiranja budžeta;  | generalni sekretar | kontinuirano |

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| rukovodilac institucije |
| rukovodilac finansijske službe |
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| Pohađati relevantne obuke i seminare na temu planiranja budžeta | rukovodilac finansijske službe | kontinuirano |  |
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| 3.2 | Planiranje i upravljanje finansijama |

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| rukovodilac institucije |
| generalni sekretar |

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| Neadekvatno planiranje i izvršavanje budžeta |

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| Zakoni i podzakonska akta |
| Izvještavanje Agenciji za sprječavanje korupcije  |

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| Neadekvatno i nedovoljno transparentno trošenje budžetskih sredstava |

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| Redovno sprovođenje finansijskih kontrola. | rukovodilac institucije | kontinuirano |

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| generalni sekretar |
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| Postupati po preporukama iz izvještaja o izvršenoj reviziji. | rukovodilac finansijske službe | kontinuirano |  |
| generalni sekretar |
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| 3.3 | Planiranje i upravljanje finansijama |

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| rukovodilac institucije |
| službenik za javne nabavke |

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| Neadekvatno sprovođenje postupaka javnih nabavki |
| Prekoračenje i zloupotreba službenih nadležnosti |

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| Zakoni i podzakonska akta |
| Obaveza sastavljanja izvještaja |
| Ugovor o javnoj nabavci |

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| Odstupanje od realizacije aktivnosti predviđenih ugovorima o javnoj nabavci |

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| Blagovremena i profesionalna saradnja starješine organa, rukovodilaca organizacionih jedinica i službenika za javne nabavkePropisano izvještavanje o realizaciji ugovora javnim nabavkama | rukovodilac institucije | kontinuirano |

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| službenik za javne nabavke |
| generalni sekretar |
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| 3.3 | Planiranje i upravljanje finansijama |

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| rukovodilac institucije |
| službenik za javne nabavke |

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| Neadekvatno sprovođenje postupaka javnih nabavki |
| Prekoračenje i zloupotreba službenih nadležnosti |

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| Zakoni i podzakonska akta |
| Obaveza sastavljanja izvještaja |
| Ugovor o javnoj nabavci |

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| Odstupanje od realizacije aktivnosti predviđenih ugovorima o javnoj nabavci |

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| 3.4 | Planiranje i upravljanje finansijama |

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| rukovodilac institucije |
| generalni sekretar |
| službenik za javne nabavke |

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| Nedozvoljeno lobiranje ili drugi nejavni uticaj |

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| Zakoni i podzakonska akta |
| Portal javnih nabavki |

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| Nedovoljna transparentnost javnih nabavki |

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| Objaviti plan javnih nabavki za tekuću godinu, do 31. januara tekuće godine | rukovodilac institucije | kontinuirano |

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| službenik za javne nabavke |
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| Objavljivati ugovore i sve anekse ugovora na propisani način i u skladu sa propisima | službenik za javne nabavke |  |  |
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| 3.5 | Planiranje i upravljanje finansijama |

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| službenik za javne nabavke |
| članovi komisije za otvaranje i vrednovanje ponuda |

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| Donošenje nezakonitih odluka |
| Sukob interesa |

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| Zakoni i podzakonska akta |
| Mogućnost ulaganja žalbi |
| Obaveza sastavljanja izvještaja |

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| Postoji mogućnost davanja prednosti određenoj firmi kroz neobjektivno bodovanje pristiglih ponuda zbog prijateljskih i rođačkih veza (klijentelizam, nepotizam, kronizam) ili sukoba interesa |

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| Pratiti poštovanje Zakona o javnim nabavkama i unijeti antikorupcijsku klauzulu u ugovorima o javnim nabavkama | službenik za javne nabavke | kontinuirano |

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| Provjera izjava o nepostojanju sukoba interesa članova tenderskih komisija i službenika za javne nabavke i obrazaca za imovinu | službenik za javne nabavke | kontinuirano |  |
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| 3.6 | Planiranje i upravljanje finansijama |

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| službenik za javne nabavke |
| službenici koji pripremaju tehničke specifikacije |

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| Iskorišćavanje javne funkcije ili službenog položaja |

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| Etički kodeks |
| Inspekcijska kontrola |
| Zakoni i podzakonska akta |

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| Davanje prednosti ođrenoj firmi u procesu javne nabavke, na način da se tehnička specifikacija prilagođava za određenu firmu |

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| Objavljivati izjave o nepostojanju sukoba interesa ovlašćenog lica idrugih lica koja učestvuju u postupku nabavke, na portalujavnih nabavki, kao sastavni dio tenderske dokumentacije  | službenik za javne nabavke | kontinuirano |

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| rukovodilac institucije |
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| 3.6 | Planiranje i upravljanje finansijama |

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| službenik za javne nabavke |
| službenici koji pripremaju tehničke specifikacije |

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| Iskorišćavanje javne funkcije ili službenog položaja |

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| Etički kodeks |
| Inspekcijska kontrola |
| Zakoni i podzakonska akta |

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| Davanje prednosti ođrenoj firmi u procesu javne nabavke, na način da se tehnička specifikacija prilagođava za određenu firmu |

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| Uključivati po jednog eksperta (u složenim predmetima) iz oblasti na koju se odnosi konkretna javna nabavka u sastav komisije; | službenik za javne nabavke | kontinuirano |  |
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| 4.1 | Čuvanje i bezbjednost podataka i dokumenata |

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| rukovodilac institucije |
| rukovodilac IT službe |

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| Ugrožavanje zaštite podataka |

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| Interna akta institucije |
| Pojačan stručni nadzor |

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| Nedovoljna IT bezbjednost podataka kao i njihovo korišćenje za privatne svrhe |

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| Kontinuirano unapređivati elektronsku arhivu i elektronsko vođenje predmetaObezbijediti kontinuirani stručni nadzor nad podacima; | rukovodilac IT službe | kontinuirano |

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| 4.2 | Čuvanje i bezbjednost podataka i dokumenata |

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| šef službe za opšte pravne poslove |
| generalni sekretar |

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| Ugrožavanje zaštite podataka |
| Curenje informacija |

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| Pojačan stručni nadzor |

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| Neadekvatno postupanje sa službenom dokumentacijom i informacijama zbog nedovoljnih mjera fizičke bezbjednosti i tehničke sigurnosti. |

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| Obezbijediti uslove za fizicko obezbjedjenje imovine | generalni sekretar | kontinuirano |

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| rukovodilac IT službe |
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| Poštovanje i sprovođenje zakonski propisane procedure obrade tajnih podataka | generalni sekretar |  |  |
| svi zaposleni |
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| 4.3 | Čuvanje i bezbjednost podataka i dokumenata |

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| šef službe za opšte pravne poslove |

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| Curenje informacija |
| Zloupotreba povjerljivih službenih podataka i informacija o korisnicima usluga / strankama |

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| Zakoni i podzakonska akta |

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| Nedovoljna zaštita povjerljivih podataka zbog neadekvatnih mjera administrativne zaštite tajnih podataka |

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| Donositi akte kojima će se označiti stepen tajnosti podataka koji su u posjedu institucije i vršiti kontrolu nad upotrebom istih | generalni sekretar | kontinuirano |

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| 4.4 | Čuvanje i bezbjednost podataka i dokumenata |

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| arhivar |

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| Nesavjestan rad |

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| Edukacija |
| Interna akta institucije |
| Podzakonska akta |

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| Neadekvatan ili neefikasan sistem kontrole nad prijemom i razvrstavanjem dokumentacije  |

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| Vršiti redovne kontrole nad prijemom i razvrstavanjem dokumentacije u cilju sprečavanja gubljenja,  | generalni sekretar | kontinuirano |

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| 4.4 | Čuvanje i bezbjednost podataka i dokumenata |

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| Nesavjestan rad |

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| Interna akta institucije |
| Podzakonska akta |

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| Neadekvatan ili neefikasan sistem kontrole nad prijemom i razvrstavanjem dokumentacije  |

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| oštećenja ili neevidentiranja dokumentacijeSkenirati i sačuvati u elektronskoj verziji svaki primljeni akt |  |  |

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| 5.1 | odnosi sa javnošću |

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| rukovodilac institucije |
| službenik za odnose s javnošću |

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| Narušavanje integriteta institucije |
| Gubitak povjerenja građana u rad službenika i institucije |

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| Zakoni i podzakonska akta |

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| Nedovoljna informisanost javnosti o radu institucije;Nedovoljna i nekoordinisana saradnja između organizaconih cjelina |

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|  Azurno i blagovremeno dostavljati informacije od znacaja za rad Institucije sluzbenika i Informacije o radu institucije redovno objavljivati na sajtu Zastitnika, kao i postupke po sopstvenoj inicijativi i druge akte od značaja za rad institucije; | službenik za odnose s javnošću | kontinuirano |

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| generalni sekretar |
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| Blagovremeno odgovarati na upite i zahtjeve medijskih kuca i drugih subjekata. | službenik za odnose s javnošću | kontinuriano |  |
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| 6.1 | slobodan pristup informacijama |

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| službenik za slobodan pristup informacijama |

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| Nedozvoljeno lobiranje ili drugi nejavni uticaj |

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| Zakon o slobodnom pristupu informacijama |

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| Neobjavljivanje dokumenata shodno Zakono o slobodnom pristupu informacijama, kao i ostalih informacija od značaja za građane |

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| Redovno objavljivati i ažurirati propise koji regulišu rad institucije na internet stranici, u skladu sa članom 12 ZSPI | službenik za slobodan pristup informacijama | kontinuirano |

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| 6.2 | slobodan pristup informacijama |

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| službenik za slobodan pristup informacijama |

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| Donošenje nezakonitih odluka |
| Narušavanje integriteta institucije |

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| Zakon o slobodnom pristupu informacijama |
| Vodič za slobodan pristup informacijama |

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| Neosnovano uskraćivanje podnosiocu zahtjeva pristup informaciji, neobavještavanje podnosioca zahtjeva o rješavanju zahtjeva |

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| Donositi rješenja po zahtjevima o slobodnom pristupu informacijama u zakonskom roku i izvjestavati o broju podnijetih i riješenih zahtjeva | službenik za slobodan pristup informacijama | kontinuirano |

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| 7.1 | Zabrana diskriminacije |

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| svi zaposleni |

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| zabrana diskriminacije |

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| Zakon o zabrani diskriminacije |
| Interna akta institucije |
| Zakon o Zaštitniku ljudskih prava i sloboda |
| Smjernice za eliminaciju seksizma u radu Institucije Zaštitnika |
| Smjernice za postupanje u slučajevima diskriminacije službenih lica u Stručnoj službi Zaštitnika |

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| Narušavanje ljudskog dostojanstvo ili prava lica ili grupe lica; fizička, seksualna, psihološke ili socioekonomske štete ili patnje lica ili grupe lica, neprijateljsko, degradirajuće, ponižavajuće ili uvredljivo okruženje; Postupanje u slučajevima diskriminacije suprotno praksi Zaštitnik što rezultira neujednacin i razlicitim postupanjem i gubitka povjerenja u rad Zaštitnika |

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| Kontinuirano edukovati sve zaposlene o Smjernicama za eliminaciju seksizma u radu institucije Zastitnika | svi zaposleni | kontinuirano |

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| generalni sekretar |
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| Primjenjivati u radu Smjernice za postupanje u slučajevima diskriminacije u stručnoj službi zaštitnika | Stručna služba Zaštitnika | kontinuirano |  |
| zamjenik zaštitnika |
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