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|  |  Izvještaj o sprovođenju plana integriteta za 2023. godinu |  |
|  |  Opština Rožaje |  |
|  | REGISTAR RIZIKA | PROCJENE I MJERENJE RIZIKA | REAGOVANJE NA RIZIK | PREGLED I IZVJEŠTAVANJE O RIZICIMA |  |
|  | Oblasti rizika | Radna mjesta | Osnovni rizici | Postojeće mjere kontrole | Preostali rizici(rezidualni) | Vjer. | Posljedice | Procjena | Predložene mjere za smanjenje/otklanjanje rizika | Ogovorna osoba | Rok | St. | Kratak opis i ocjena realizacije mjere |  |
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| 1.1 | Rukovođenje i upravljanje |

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| predsjednik Opštine |
| potpredsjednik Opštine |
| starješine organa lokalne uprave |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Neadekvatno planiranje i izvršavanje budžeta |
| Nedovoljna kontrola rada |
| Nezakonito donošenje odluka pri procesu zapošljavanja |
| Nepostojanje jasne strategije upravljanja, misije i vizije |

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| Godišnji plan rada |
| Interna revizija |
| Podnošenje izvještaja Skupštini |

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| Predlaganje odluka pod eksternim uticajem suprotno javnom interesu zbog nepostojanja propisa za korišćenje diskrecionih ovlašćenjaPrimanje sonzorstav i donacija suprotno odredbama Zakona o sprječavanju korupcije.Nedonošenje ili kašnjenje pri donošenju strategije razvoja opštine u skladu sa zakonom |

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| Podnošenje izvještaja o radu kvartalno. | predsjednik Skupštine Opštine | kontinuirano |

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 | Djelimično realizovanoOdređeni dio straješina ne podnosi i dalje izvještaje o radu na kvartalnom nivou |
| starješine organa lokalne uprave |
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| Povećanje transparentnosti rada i redovno objavljivanje odluka na zvaničnom sajtu opštine | predsjednik Skupštine Opštine | kontinuirano | Djelimično realizovanoSajt je fazi izrade i ažuriranja |
| starješine organa lokalne uprave |
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| Donošenje Pravilnika o uspostavlajnju registra o primljenim pokolnima donacijama i sl. | predsjednik | kontinuirano | RealizovanoPravilnik je usvojen |
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| Redovno izvještavanje o sprovedenim kontrolama | predsjednik Opštine | kontinuirano | RealizovanoIzvještavanje se sprovodi nakon kontrola od strane DRI |
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| 1.1 | Rukovođenje i upravljanje |

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| predsjednik Opštine |
| potpredsjednik Opštine |
| starješine organa lokalne uprave |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Neadekvatno planiranje i izvršavanje budžeta |
| Nedovoljna kontrola rada |
| Nezakonito donošenje odluka pri procesu zapošljavanja |
| Nepostojanje jasne strategije upravljanja, misije i vizije |

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| Godišnji plan rada |
| Interna revizija |
| Podnošenje izvještaja Skupštini |

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| Predlaganje odluka pod eksternim uticajem suprotno javnom interesu zbog nepostojanja propisa za korišćenje diskrecionih ovlašćenjaPrimanje sonzorstav i donacija suprotno odredbama Zakona o sprječavanju korupcije.Nedonošenje ili kašnjenje pri donošenju strategije razvoja opštine u skladu sa zakonom |

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| Redovno dostavljati izvještaje o imovini i prihodima javnih funkcionera | predsjednik Opštine |  | Djelimično realizovanoJavni funkcioneri redovno dosatvljaju izvještaje, međutim mali broj funkcionera dostavi izvještaj nakon 31 marta |
| starješine organa lokalne uprave |
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|  |  | 30.03.2023. |  |
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| Praćenje realizacije Strateškog plana razvoja | predsjednik Opštine |  | Djelimično realizovanoIzvjještaji se podnose na godišnjem nivou resornom Ministarstvu |
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|  |  | 02.12.2023. |  |
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| 1.2 | Rukovođenje i upravljanje |

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| glavni administrator |

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| Donošenje nezakonitih odluka |
| Usklađenost i kontrola propisa i standarda |
| Neblagovremeni prijem, dostavljanje i otpremanje pismena |

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| Godišnji plan rada |
| Izvještaj o radu |
| Izvještavanje o stanju u upravnoj oblasti |

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| Neblagovremena i neadekvatna kooridnacija nad radom organa lokalne uprave |

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| Kvartalno podnošenje izvještaja o raduOdržavanje stručnih kolegijuma | glavni administrator | kontinuirano |

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 | Djelimično realizovanoStručni kolegijumi se održavaju |
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| Obuke i SeminariOrganizovanje obuka u jedinici lokalne samouprave u saradnji sa Upravnom za kadrove |  | kontinuirano | Djelimično realizovanoPotrebno je da lokalna uprava organizuje seminare i obuke za zaposlene |
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| 1.3 | Rukovođenje i upravljanje |

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| sekretar Sekretarijata |
| starješine organa lokalne uprave |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Neblagovremeno postupanje po zahtjevima za slobodan pristup informacijama |
| Široka diskreciona ovlašćenja |
| Zloupotreba finansijskih ovlašćenja |
| Nezakonito donošenje odluka pri procesu zapošljavanja |

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| Inspekcijska kontrola |
| Izvještaj o radu |
| Mogućnost ulaganja žalbi |
| Zakon o državnim službenicima i namještenicima |

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| Primanje poklona suprotno zakonuNepoštovanje zakonske obeveze evidentiranja primljenih poklona i njihove vrijednosti.Neadekvatno i nedovoljno transparentno trošenje budžetskih sredstava.Neazkonito zapošljavanje odnosno pozitivna diskriminacija |

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| Povećanje transparentnosti radaOrganizovanje javnih rasprava prilikom donošenja odlukaObjavljivanje svih informacija i podataka u skladu sa Zakonom o slobodnom pristupu informacijamaRedovno izvještavanje o potrošnji budžetskih sredstava | sekretar Sekretarijata | kontinuirano |

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 | Djelimično realizovanoPotrebno je kontinuirano raditi na podizanju transparentnosti  |
| starješine organa lokalne uprave |
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| Postupati u kratkom roku po preporukama iz izvještaja o izvršenoj revizijiDonošenje internih akata i procedura  | sekretar Sekretarijata | kontinuirano | Djelimično realizovanoPotrebno je da svi organi lokalne uprave postupaju po preporukama revizije u ostavljenim rokovima |
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| Uključivanje stručnih lica i istaknutih stručnjaka sa iskustvom prilikom ocjene kandidata za prijem u radni odnos | sekretar Sekretarijata | kontinuirano | Djelimično realizovanoPotrebno je da organ zadužen za ljudske resurse vodi računa o angažovanju stručnih lica prilikom provjere sposbnosti kandidata jer je evidentno da organ ne vodi uredno evidenciju angažovanih lica iz određenih oblasti |
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| 1.3 | Rukovođenje i upravljanje |

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| sekretar Sekretarijata |
| starješine organa lokalne uprave |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Neblagovremeno postupanje po zahtjevima za slobodan pristup informacijama |
| Široka diskreciona ovlašćenja |
| Zloupotreba finansijskih ovlašćenja |
| Nezakonito donošenje odluka pri procesu zapošljavanja |

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| Inspekcijska kontrola |
| Izvještaj o radu |
| Mogućnost ulaganja žalbi |
| Zakon o državnim službenicima i namještenicima |

 |

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| Primanje poklona suprotno zakonuNepoštovanje zakonske obeveze evidentiranja primljenih poklona i njihove vrijednosti.Neadekvatno i nedovoljno transparentno trošenje budžetskih sredstava.Neazkonito zapošljavanje odnosno pozitivna diskriminacija |

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| 1.4 | Rukovođenje i upravljanje |

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| predsjednik Skupštine Opštine |

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| Donošenje nezakonitih odluka |
| Nedozvoljeno lobiranje ili drugi nejavni uticaj |

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| Edukacija |
| Godišnji plan rada |
| Izvještaj o radu |

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| Neusklađenost opštinskih odluka sa Ustavom i drugim zakonima Materijalna šteta prilikom usvajanja nezakonitih odluka |

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| EdukacijaKontrola akata dostavljenih skupštiniSvakodnevno praćenje propisa i izmjena i dopuna zakonaBlagovremeno dostavljanje odluka Službenom listu na objavljivanje | sekretar | kontinuirano |

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 | Djelimično realizovanoPotrebno je povećati stepen edukacija i praćenju izmjena propisa |
| predsjednik Skupštine Opštine |
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| 1.5 | Rukovođenje i upravljanje |

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| Sekretar skupštine |

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| Narušavanje integriteta institucije |
| Neblagovremeno i neažurno obavljanje povjerenih poslova |

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| Izvještaj o radu |

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| Neblagovremeno i neadkvatno pripremanje matrijala za sjedniceNeobavještavanje NVO o sjednicama i dnevnom redu |

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| Donošenje internih akata EdukacijaObjavljivanje odluka na internet stranici opštine | predsjednik Skupštine Opštine | kontinuirano |

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 | Djelimično realizovanoPotrebno je raditi dodatno na edukaciji i redovno objavljivanjti odluka na sajtu Opštine |
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| 2.1 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| starješine organa lokalne uprave |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Donošenje nezakonitih odluka |
| Narušavanje principa transparentnosti |
| Nedozvoljeni uticaj na rukovodioca ili zaposlene |

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| Veliki ili nekontrolisan prostor za donošenje diskrecionih odluka |

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| Donijeti interno uputstvo za kontrolu i evidenciju postojanja sukoba interesa i periodična kontrola zahtjeva za izuzećePokretanje postupka disciplinske (lakše i teže) odgovornosti | glavni administrator | kontinuirano |

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 | Djelimično realizovanoPotrebno je da se prema zaposlenim koji ne poštuju službene obaveze i radno vrijeme preduzimati  |
| predsjednik Opštine |
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| 2.1 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| starješine organa lokalne uprave |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Donošenje nezakonitih odluka |
| Narušavanje principa transparentnosti |
| Nedozvoljeni uticaj na rukovodioca ili zaposlene |

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| Veliki ili nekontrolisan prostor za donošenje diskrecionih odluka |

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 | mjere odgovornosti u skladu sa zakonom |
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| Objavljivanje svih odluka od značaja za rad, edukaciju, usavršavanje i materijalni status zaposlenih na oglasnoj tabli ili internet straniciObjavljivanje zarada loklanih funkcionera i straješina organa lokalne uprave na internet stranici opštine |  | kontinuirano | Djelimično realizovanoZarade loklanih funcionera nijesu objavljene na sajtu |
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| Ocjenjivanje lokalnih službenika i namještenika |  | godišnje | RealizovanoOrgani lokalne uprave u rokovima ocjenju zaposlene službenike i namještenike |
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| Edukacija lica zaduženog za postupanje po prijavama zviždča |  | kontinuirano | Djelimično realizovanoPotrebno je dodatno ojačati kapacitete zadužene za prijave zviždača |
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| Mjesečno izvještavanje o stepenu naplate lokalnih javnih prihodai preduzimanju mjera radi naplate |  | kontinuirano | Djelimično realizovanoorgan zadužen za naplatu prihoda ne  |
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| 2.1 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| starješine organa lokalne uprave |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Donošenje nezakonitih odluka |
| Narušavanje principa transparentnosti |
| Nedozvoljeni uticaj na rukovodioca ili zaposlene |

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| Veliki ili nekontrolisan prostor za donošenje diskrecionih odluka |

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 | izvještva na mjesečnom nivou o realizaciji naplate prihoda |
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| 3.1 | Planiranje i upravljanje finansijama |

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| Sekretar sekretarijat za finasije |
| predsjednik Opštine |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Neadekvatno planiranje i izvršavanje budžeta |
| Primanje nedozvoljenih poklona ili druge nedozvoljene koristi |
| Široka diskreciona ovlašćenja |

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| Edukacija |
| Izvještaj o radu |
| Zakon o budžetu |

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| Neadkevatno planirana budžetska sredstva, donosno nepripremanje budžeta na osnovu stravrnih i realnih potrebaNedovoljno transparentno i neadekvatno trošenje budžetskih sredstava |

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| Analizirati stvarne potrebe institucije | predsjednik Opštine | kontinuirano |

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 | Djelimično realizovanoPotrebno je izraditi detaljnu analizu potreba institucije |
| Sekretar sekretarijat za finasije |
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| Obezbijediti kontrolu prilikom izrade nacrta budžeta opštine |  | kontinuirano | Djelimično realizovanoPotrebno je dodatno raditi na kontroli izrade budžeta |
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| Osigurati učešće relevantnih subjekata i jedinica u planiranju nacrta budžeta |  | kontinuirano | Djelimično realizovanoEvidentno je veće uključivanje svih subjekata prilikom izrade nacrta budžeta |
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| Balgovremeno objavljivanje nacrta budžeta na interenet stranici opštine u cilju obezbjeđivanja zainteresovanih  |  |  | RealizovanoNacrt Budžeta se blagovremeno objavljuje na sajtu Opštine |
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| 3.1 | Planiranje i upravljanje finansijama |

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| Sekretar sekretarijat za finasije |
| predsjednik Opštine |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Neadekvatno planiranje i izvršavanje budžeta |
| Primanje nedozvoljenih poklona ili druge nedozvoljene koristi |
| Široka diskreciona ovlašćenja |

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| Edukacija |
| Izvještaj o radu |
| Zakon o budžetu |

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| Neadkevatno planirana budžetska sredstva, donosno nepripremanje budžeta na osnovu stravrnih i realnih potrebaNedovoljno transparentno i neadekvatno trošenje budžetskih sredstava |

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| Kontinuirano praćenje rokova za izvršenje zaključenih ugovora i izvještavanje o nima | Sekretar sekretarijat za finasije | kontinuirano | Djelimično realizovanoPotrebno je dodatno pojačati kontrolu praćanja rokova i obaveza iz ugovora |
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| 3.2 | Planiranje i upravljanje finansijama |

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| Šef službe za javne nabake |
| predsjednik Opštine |

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| Neadekvatno postupanje sa povjerljivim i ličnim podacima |
| Neadekvatno zastupanje interesa institucije |
| Nepravilnosti i narušavanje integriteta u postupcima javnih nabavki |
| Usklađenost i kontrola propisa i standarda |

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| Edukacija |
| Mogućnost ulaganja žalbi |
| Plan javnih nabavki |
| Portal javnih nabavki |

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| Nedovoljna transparentnost javnih nabavki.Nevođenje evidencije po žalbama i ishodima po isitimPružanje povjerljivih informacija ponuđačima |

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| Objavljivanje svih ugovora i ankesa ugovora na internet stranici opštine. | Šef službe za javne nabake | kontinuirano |

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 | Djelimično realizovanoPotrebno je objavljivati sve ugovora i anekse ugovora na interent stranici Opštine |
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| Objavljivati sve pozive za učešće u postupcima javnih nabavki. |  | kontinuirano | Djelimično realizovanoPostupci se objavlju u skladu sa zakonom |
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| Obavezno uključivanje po jednog ekperta iz oblasti na koju se odnosi konkretna nabavka u sasatv komisije. |  | kontinuirano | Djelimično realizovanoPotrebno je angažovati eksperte iz oblasti za koju se nabavka vrši u rad komisija |
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| 3.2 | Planiranje i upravljanje finansijama |

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| Šef službe za javne nabake |
| predsjednik Opštine |

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| Neadekvatno postupanje sa povjerljivim i ličnim podacima |
| Neadekvatno zastupanje interesa institucije |
| Nepravilnosti i narušavanje integriteta u postupcima javnih nabavki |
| Usklađenost i kontrola propisa i standarda |

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| Edukacija |
| Mogućnost ulaganja žalbi |
| Plan javnih nabavki |
| Portal javnih nabavki |

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| Nedovoljna transparentnost javnih nabavki.Nevođenje evidencije po žalbama i ishodima po isitimPružanje povjerljivih informacija ponuđačima |

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| Poštovanje i primjena propisa i internih akata u postupcima javnih nabavki |  |  |

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 | Djelimično realizovanoPropisi se uglavnom poštuju potrebno je donijeti interna uputstva |
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| 4.1 | Čuvanje i bezbjednost podataka i dokumenata |

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| službenik za odnose s javnošću |

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| Curenje informacija |
| Narušavanje integriteta institucije |
| Narušavanje integriteta zaposlenih |

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| Etički kodeks |
| Edukacija |
| Zakon o slobodnom pristupu informacijama |

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| Iznošenje netačnih informacijaNeblagovremeno obavještavanje javnostiNetačno obavještavanje javnosti i iznosšenje netačnih podataka |

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| Obavezna evidencija i provjera informacija prije javnih obvjavljivanja istih | predsjednik Opštine | kontinuirano |

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 | Djelimično realizovanoPotrebno je raditi na jačanju ljudskih kapaciteta zaduženih za poslove objavljivanja infornacija |
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| Zaštita ličnih podataka službenika i namještenika u skaldu sa zakonomEdukacija o odgovornosti lica zaduženom za odnose s javnošću |  | kontinuirano | Djelimično realizovanoPotrebno je dodatno edukavati lica zadužena za odnose sa javnošću |
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| 4.2 | Čuvanje i bezbjednost podataka i dokumenata |

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| samostalni savjetnik |

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| Curenje informacija |
| Narušavanje integriteta institucije |
| Neblagovremen i netačan unos podataka u informacioni sistem |

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| Nedovoljna IT bezbjednost podataka kao i njihovo korišćenje u neslužbene svrheMogućnost brisanja dokumenata zbog kvarova i nepostojanje rezervne kopije |

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| Obezbijediti kontinuirani i stručni nadzor nad podacima. | samostalni savjetnik | kontinuirano |

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 | Djelimično realizovanoDodatno raditi na edukaciji sa licima zadužena za nadzor nad podacima |
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| 4.2 | Čuvanje i bezbjednost podataka i dokumenata |

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| samostalni savjetnik |

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| Curenje informacija |
| Narušavanje integriteta institucije |
| Neblagovremen i netačan unos podataka u informacioni sistem |

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| Nedovoljna IT bezbjednost podataka kao i njihovo korišćenje u neslužbene svrheMogućnost brisanja dokumenata zbog kvarova i nepostojanje rezervne kopije |

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| Obuka zapsolenih o bezbjednom rukovanju podacima u elektronskoj formi. |  |  |

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 | Nije realizovanoNije vršena edukacija zaposlenih o rukovanju podacima u elektronskoj formi |
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| Obavezno tajno čuvanje username i šifri administratora. |  | kontinuirano | Djelimično realizovanoPostoji Lice zaduženo za čuvanje username i šifre |
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| 6.1 | Upravljanje konsolidovanim računom trezora, računima i drugim podračunima |

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| šef računovodstva |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Nedokumentovanost procedura |
| Odavanje tajnih podataka |

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| Godišnji plan rada |
| Interna revizija |
| Pokretanje disciplinskih postupaka za utvrđivanje odgovornosti zaposlenih |

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| Mogućnost iznošenja informacija o finansijama i računimaDruge nedozvoljene radnje |

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| Edukacija o upravljanju finasnijamaKontinuirana kontrola i podnošenje izvještaja | sekretar Sekretarijata | kontinuirano |

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 | Djelimično realizovanoPotrebno je povećati broj edukacija |
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| Donošenje internih procedura |  | kontinuirano | Djelimično realizovanoRaditi na ažuriranju internih procedura |
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| 7.1 | Oblast arhitekture i izgradnje |

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| Glavni gradski arhitekta |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Nedostatak kadra |

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| Obuke i seminari |
| Obaveza sastavljanja izvještaja |

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| Neusklađenost propisa Donošenje internih akata |

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| Tranparentnost radaRedovno obavještavanje javnosti  | Glavni gradski arhitekta | kontinuirano |

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 | Djelimično realizovanoPostignut je veći nivo transprentnosti u odnosu na raniji period. Dodatno raditi na edukaciji i  |
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| 7.1 | Oblast arhitekture i izgradnje |

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| Glavni gradski arhitekta |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Nedostatak kadra |

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| Obuke i seminari |
| Obaveza sastavljanja izvještaja |

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| Neusklađenost propisa Donošenje internih akata |

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 | obavještavanju javnosti |
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| Donošenje internih akata i uputstava  |  | kontinuirano | Djelimično realizovanoRaditi na ažuriranju internih akata i uputstava |
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| Saradnja sa organima loklane uprave iz oblasti uređenja prostora zaštite životne sredine i investicija |  |  | Djelimično realizovanoPotrebno je organi podignu novo saradnje i komunikacije na dnevnom nivou |
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| 7.2 | Oblast arhitekture i izgradnje |

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| sekretar Sekretarijata |
| svi zaposleni |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Usklađenost i kontrola propisa i standarda |

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| Godišnji plan rada |
| Izvještaj o radu |

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| Nedovoljan i netrasparentan postupak legalizacije objakata.Zloupotreba tokom postupka legalizacije objekata.Nesavjestan i nestručan rad. |

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| Sistem kontrole i nadzora nad radom zaposlenihMjesečni izvještaji o radu | sekretar Sekretarijata | kontinuirano |

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 | Djelimično realizovanoNe postoji mehanizam kontrole nad radom zaposlenih niti mjesečni izvještaji o radu |
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| Edukacija |  | kontinuirano | Nije realizovanoPotrebno je da veći broj službenika prisustvuje edukacijama  |
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| 7.2 | Oblast arhitekture i izgradnje |

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| sekretar Sekretarijata |
| svi zaposleni |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Usklađenost i kontrola propisa i standarda |

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| Godišnji plan rada |
| Izvještaj o radu |

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| Nedovoljan i netrasparentan postupak legalizacije objakata.Zloupotreba tokom postupka legalizacije objekata.Nesavjestan i nestručan rad. |

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| Vođenje evidencije i obavještavanje javnosti |  | kontinuirano |

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 | Djelimično realizovanoJavnost se redovno obavještava o temama od javnog značaja |
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| Postupanje u zakonom predviđenim rokovima |  | kontinuirano | Djelimično realizovanoRokovi se u najvećem broju slučajeva poštuju i postupa se u ostavljenom roku |
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| 8.1 | Oblast razvoja kulture i sporta i dr. manifestacija |

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| sekretar Sekretarijata |
| šef službe |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Narušavanje principa transparentnosti |
| Široka diskreciona ovlašćenja |

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| Izvještaj o radu |
| Obuke i seminari |

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| Neadekvatno planiranje menifestacija.Neblagovremeno pripremanje projekata iz oblasti kulture i obrazovanja.Neuskalđenost propisa. |

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| Donošenje programa kulturnih manifestacijaUslađivanje propisaSprovođenje akcionog plana | sekretar Sekretarijata | kontinuirano |

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 | Djelimično realizovanoNije usvojen program kulturnih manifestacija. Potrebno dodatno raditi na usklađivanju propisa iz nadležnosti sekretarijata u odnosu na institucije kulture na lokalnom novu kao i spovođenju Akcionih planova |
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| Obavješatvanje javnosti Objavljivanje odluka na sajtu Opštine |  | kontinuirano | Djelimično realizovanoPotrebno je povećati nivo  |
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| 8.1 | Oblast razvoja kulture i sporta i dr. manifestacija |

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| sekretar Sekretarijata |
| šef službe |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Narušavanje principa transparentnosti |
| Široka diskreciona ovlašćenja |

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| Izvještaj o radu |
| Obuke i seminari |

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| Neadekvatno planiranje menifestacija.Neblagovremeno pripremanje projekata iz oblasti kulture i obrazovanja.Neuskalđenost propisa. |

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 | objavljivanja odluka i obavještavanja javnosti |
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| Objavljivanje odluka na sajtu  |  |  | Djelimično realizovanoPovećan je broj objava na sajtu, međutim potrebno je dodatno raditi na dostavljanju odluka i objavljivanju |
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| 9.1 | Poslovi inspekcijskog nadzora |

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| načelnik komunalne policije |
| Komunalni policajac |

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| Donošenje nezakonitih odluka |
| Narušavanje integriteta institucije |
| Iskorišćavanje javne funkcije ili službenog položaja |
| Neblagovremeno i neažurno obavljanje povjerenih poslova |

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| Izvještaj o radu |
| Obuke i seminari |
| Pokretanje disciplinskih postupaka za utvrđivanje odgovornosti zaposlenih |

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| Nezakonito donošenje odluka prilikom inspekcijskog nadzora.Selektivno primjenjivanje zakona |

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| Informisanje javnosti o radu. | načelnik komunalne policije | kontiniuirano |

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 | Djelimično realizovanoPotrebno je redovno informisati javnost o radu |
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| Kvartalno podnošenje izvještaja o radu |  | kontinuirano | Djelimično realizovanoIzvještaji se ne podnose kvartalno |
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| Preventivno djelovanje putem upozorenja i sl. |  | kontinuirano | RealizovanoKomunalna policija preventivno djeluje putem obavještenja i upozorenja |
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| 9.1 | Poslovi inspekcijskog nadzora |

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| načelnik komunalne policije |
| Komunalni policajac |

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| Donošenje nezakonitih odluka |
| Narušavanje integriteta institucije |
| Iskorišćavanje javne funkcije ili službenog položaja |
| Neblagovremeno i neažurno obavljanje povjerenih poslova |

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| Izvještaj o radu |
| Obuke i seminari |
| Pokretanje disciplinskih postupaka za utvrđivanje odgovornosti zaposlenih |

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| Nezakonito donošenje odluka prilikom inspekcijskog nadzora.Selektivno primjenjivanje zakona |

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| Obavještavanje građana o aktivnostima i radu OLU |  |  |

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 | Djelimično realizovanoPotrebno je redovnije obavještavanje građana o aktivnostima |
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| 10.1 | Zastupanje prava opštine pred sudovima i drugim državnim organima |

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| direktor |
| samostalni savjetnik |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Narušavanje integriteta institucije |
| Neblagovremeno i neažurno obavljanje povjerenih poslova |

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| Neblagovremeno izjavljivanje pravnih lijekova.Propuštanje preduzimanja određenih radnji.Široka diskreciona ovlašćenja. |

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| Redovno podnošenje izvještaja o radu. | direktor | kontinuirano |

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 | Djelimično realizovanoIzvješataji se ne podnose kvartalno, već jednom godišnje |
| samostalni savjetnik |
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| Izvještavanje o stanju o zaduženim predmetima. |  | kontinuirano | Djelimično realizovanoIzvještaji se moraju redovnije podnositi |
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| Transparentnost rada. |  | kontinuirano | Djelimično realizovanoPotrebno je raditi na većoj transparentnosti u radu |
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| Mjesečno izvještavanje o stanju u predmeta, preduzetim aktivnostima i pokretanju postupka radi sprječavanja zastarijevanja naplate potraživanja |  | kontinuirano | Nije realizovanoNe postoje mjesečni izvještaji o radnjama preduzetim radi sprečavanja zastarijevanja predmeta |
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| 10.1 | Zastupanje prava opštine pred sudovima i drugim državnim organima |

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| direktor |
| samostalni savjetnik |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Narušavanje integriteta institucije |
| Neblagovremeno i neažurno obavljanje povjerenih poslova |

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| Neblagovremeno izjavljivanje pravnih lijekova.Propuštanje preduzimanja određenih radnji.Široka diskreciona ovlašćenja. |

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| 10.2 | Zastupanje prava opštine pred sudovima i drugim državnim organima |

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| direktor |
| stručna služba |

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| Donošenje nezakonitih odluka |
| Prekoračenje i zloupotreba službenih nadležnosti |

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| Edukacija |
| Izvještaj o radu |

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| Netačna i nepotpuna evidencija osnovnih sredstava i imovine u posjedu organa opštineNeblagovremeno pokretanje postupka eksproprijacije |

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| Godišnje evidentiranje cjelokupne imovine.Formiranje jedinstvene evidencije nepokrene imovine u vlasnišvu Opštine | direktor | kontinuirano |

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 | Nije realizovanoNe postoji jedinstvena evidencija pokretne i nepokretne imovine Opštine. Potrebno je evidentiranje u skladu sa Zakonom o državnoj imovini i preporukama resornog Ministarstva za poslove imovine |
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| Izvještaj o stanju imovine u vlasnišvu OpštineGodišnji izvještaj |  | godišnje | Djelimično realizovanoDirekcija nije pripremila godišnji izvještaj o stanju imovine,  |
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| Vođenje evidencije o svojinsko pravnim promjenama |  | kontinuirano | Djelimično realizovanoPotrebno je voditi jedinstvenu evidenciju o svojimnsko pravnim promjenama na godišnjem  |
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| 10.2 | Zastupanje prava opštine pred sudovima i drugim državnim organima |

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| direktor |
| stručna služba |

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| Donošenje nezakonitih odluka |
| Prekoračenje i zloupotreba službenih nadležnosti |

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| Edukacija |
| Izvještaj o radu |

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| Netačna i nepotpuna evidencija osnovnih sredstava i imovine u posjedu organa opštineNeblagovremeno pokretanje postupka eksproprijacije |

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| Neposredna saradnja sa strankama i profesionalan odnos |  | kontinuirano | Djelimično realizovanoPotrebno je podići na viši nivo komunikaciju i saradnju sa strankama |
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| Obavezno postupanje u skladu sa zakonskim rokovima |  | kontinuirano | Djelimično realizovanoPotrebno je kontinuirano pratiti rokove i postupati po istim |
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| 11.1 | Posebne oblasti rizika |

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| Komandir službe |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Neadekvatno strateško planiranje rada institucije |

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| Edukacija |
| Izvještaj o radu |
| Obuke i seminari |

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| Neadekvatno i neblagovremeno postupanje i slučaju nastanka elementarnih nepogoda.Nedovoljan broj izvršilaca |

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| Kontinuirana edukacija i usavršavanje i dodatne obuke zaposlenih. | Komandir službe | kontinuirano |

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 | Djelimično realizovanoPotrebno je nastaviti sa obukama i edukacijom zaposlenih u Službi  |
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| Saradnja sa civilnim sektoromDonošenje Planova zaštite i spašavanja u skladu sa preporukama i zakljucima Vlade |  | kontinuirano | Djelimično realizovanoPovećan obim saradnje sa civilnim sektorom prilikom vanrednih situacija.Potrebno je redovno ažurirrati Planove kao i  |
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| 11.1 | Posebne oblasti rizika |

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| Komandir službe |

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| Iskorišćavanje javne funkcije ili službenog položaja |
| Neadekvatno strateško planiranje rada institucije |

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| Edukacija |
| Izvještaj o radu |
| Obuke i seminari |

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| Neadekvatno i neblagovremeno postupanje i slučaju nastanka elementarnih nepogoda.Nedovoljan broj izvršilaca |

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 | usvojiti nedostajuće Planove |
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| Saradnja sa MUP-om Direktorat za vanredne situacije. |  | kontinuirano | Djelimično realizovanoPostoji saradnja sa Direktoratom za vanredne situacije |
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| Saradnja sa svim subjektima koja mogu pomoći u vanrednim situacijama |  | kontinuirano | Djelimično realizovanoPovećan nivo saradnje tokom izvještajnog perioda |
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| 11.2 | Posebne oblasti rizika |

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| rukovodilac službe |

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| Neblagovremeno i neažurno obavljanje povjerenih poslova |
| Nedovoljna kontrola rada |

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| Izvještaj o radu |
| Interna revizija |

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| Strateško i godišnje planiranje koje nije zasnovano na rizicima.Nedovoljno stručno i neprimjenjivanje propisane metodologije rada.Neblagovremeno vršenje interne revizije |

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| Kontinuirana edukacija zaposlenih u službi. | rukovodilac službe | kontinuirano |

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 | Djelimično realizovanoPotrebno je nastaviti edukaciju |
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| Donošenje interne procedure za obavlajnje revizije.Obavještavanje o rezultatima interne revizije |  | kontinuirano | Djelimično realizovanoNedostaje izvještavanje i upoznavanje organa o rezultatima interne revizije |
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| Saradnja Službe revizije sa drugim organima |  | kontinuirano | Djelimično realizovanoPotrebno je  |
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| 11.2 | Posebne oblasti rizika |

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| rukovodilac službe |

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| Neblagovremeno i neažurno obavljanje povjerenih poslova |
| Nedovoljna kontrola rada |

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| Izvještaj o radu |
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| Strateško i godišnje planiranje koje nije zasnovano na rizicima.Nedovoljno stručno i neprimjenjivanje propisane metodologije rada.Neblagovremeno vršenje interne revizije |

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 | podići nivo saradnje sa drugim organima |
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|  | **PODNOSILAC IZVJEŠTAJA** |  | **STARJEŠINA/ODGOVORNO LICE U ORGANU VLASTI** |  |
|  | **Menadžer integriteta** |  |  |  |  |
|  | **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |  |  | **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |  |