|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Izvještaj o sprovođenju plana integriteta za 2020. godinu | | | | | | | | | | | | |  |
|  | JU Škola za osnovno muzičko obrazovanje Herceg Novi | | | | | | | | | | | | |  |
|  | 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 | | |  | | --- | | direktorica | | |  | | --- | | Sukob interesa | | |  | | --- | | Dobijanje saglasnost od strane Ministarstva prosvjete da su obezbieđena finansijska sredstva | | |  | | --- | | Zasnivanje radnog odnosa na osnovu objektivnih kriterijuma i transparentnih procedura | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 2 | | |  | | --- | | 3 | | |  | | --- | | 6 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | dosljedna primjena propisanih pravila i kriterijuma za prijem u radni odnos | direktorica | Kontinuirano | |  | | --- | | ↔ | | Realizovano  Dobijena Saglasnost od strane Ministarstva prosvjete da su obezbjeđena sredstva za potrebna radna mjesta, raspisan konkurs i zaključeni Ugovori o radu | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 30.03.2022. |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 1.2 | Rukovođenje i upravljanje | | |  | | --- | | direktorica | | |  | | --- | | Donošenje nezakonitih odluka | | |  | | --- | | Zakoni i podzakonska akta Interni akti institucije | | |  | | --- | | Donošenje odluka pod uticajem eksternih i drugih neprihvatljivih uticaja Upotreba širokih diskrecionih ovlašćenja | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Jačanje transparentnost prilikom donošenja odluka, propisa i drugih opštih akata Vršenje redovne kontrole u procesu odluičivanja i usaglašenosti odluka sa zakonom | direktorica | Kontinuirano | |  | | --- | | ↔ | | Realizovano  Uredjeno Statutom JUŠOMO, formirana komisija za izbor drugih zaposlenih | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 30.03.2022. |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.1 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktorica | | |  | | --- | | Zloupotreba položaja | | |  | | --- | | Opasnost od nedosljednosti prilikom zapošljavanja i produžavanja ugovora o | | |  | | --- | | Novi pristup i kontola zapošljava nja kroz analizu opterečenja zaposlenih i potrebe za novim kadrovima | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 4 | | |  | | --- | | 12 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Izrada sistematizacije po odsjecima na osnovu broja upisanih đaka, analiza ugovora o dopunskom radu , usaglašavanje svake | direktorica | Kontinuirano | |  | | --- | | ↔ | | Realizovano  Sve odluke , propisi i opšti akti istaknuti na oglasnoj | | sekretar | | Komisija za prijem drugih radnika | |  | |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |

|  |  |  |
| --- | --- | --- |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.1 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktorica | | |  | | --- | | Zloupotreba položaja | | |  | | --- | | dopunskom radu,minimumu prosječne ocjene kao uslov za angažman | | |  | | --- | | Novi pristup i kontola zapošljava nja kroz analizu opterečenja zaposlenih i potrebe za novim kadrovima | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 4 | | |  | | --- | | 12 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | školske godine sa realnim potrebama, povećanje transparentnosti postupka objavljivanje potrebe na sajtu škole Javan rad Komisije za prijem drugih ra Obavjestiti sve zaposlene o prijemu prijava za zapošljavanje dnika |  |  | |  | | --- | | ↔ | | tabli i sajtu škole . | |  |  |  | |  |  |  |  | |  |  | 30.03.2022. |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.2 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktorica | | |  | | --- | | Narušavanje principa transparentnosti | | |  | | --- | | Zakon o sprječavanje korupcije | | |  | | --- | | Neblagovremeno i nepotpuno dostavljanje izvještaja o imovini i prihodima javnih funkcionera | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Redovno dostavljati izvještaje o imovini i prihodima javnih funkcionera Agenciji za sprječavanje korupcije | direktorica | Kontinuirano | |  | | --- | | ↔ | | Realizovano  Dostavljen izvještaje o imovini i prihodima javnih funkcionera Agenciji za sprječavanje korupcije | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 30.03.2022. |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.3 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktorica | | svi zaposleni | | |  | | --- | | Primanje nedozvoljenih poklona ili druge nedozvoljene koristi | | |  | | --- | | Zakon o sprječavanje korupcije | | |  | | --- | | Primanje pokolona suprotno odredbama Zakona o sprječavanju korupcije Nepoštovanje zakonske obaveze evidentiranja primljenih poklona i njihove vrijednosti Nedostavljanje Agenciji za sprječavanje korupcije izvodi iz evidencije poklona | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Donešen Pravilnik o načinu vođenja registra sponzorstava i donacija i sadržini izvještaja o primjenim sponzorstvima i donacijama.  Dostaviti Agenciji za sprječavanje korupcije pisani izvještaj o primjenim sponzorstvima i donacijama sa kopijom dokumentacije u vezi sa tim sponzorstvima i donacijama na propisanom obrascu za prethodnu godinu do kraja marta tekuće godine za prethodnu godinu | direktorica | Kontinuirano | |  | | --- | | ↔ | | Realizovano  Donijet Pravilnikj o sadržaju i načinu vođenja evidencije poklona. | | svi zaposleni | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 30.03.2022. |  | |  |  |  |  | | |  |

|  |  |  |
| --- | --- | --- |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.4 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktorica | | |  | | --- | | Neprijavljivanje korupcije i drugih nezakonitih radnji | | |  | | --- | | Zakon o sprječavanje korupcije | | |  | | --- | | Nije određeno lice za prijem i postupanje po prijavi zviždača Neadekvatno postupanje po prijavama zviždača Narušavanje zaštite identiteta i prava zviždača | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 4 | | |  | | --- | | 4 | | |  | | --- | | 16 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Odrediti lice za prijem i postupanje po prijavi zviždača Donijeti interno uputstvo za evidenciju prijava korupcijeunutar institucije i postupanje po prijavama , kao i zaštitu identiteta lica koje je podnijelo prijavu Obezbijediti zaštitu zviždača od svih oblika diskriminacije i ograničenja i uskraćivanja prava zviždača Obavještavati zviždače o mjerama koje su preduzete po njihovoj prijavi Postupati po preporukama Agencije za sprječavanje korupcije (u slučajevimakad Agencija sprovodi postupak po prijavi), i izvještavati Agenciju o preduzetim radnjama Vršiti kontinuiranu obuku zaposlenih na temu etike i integriteta | direktorica | Kontinuirano | |  | | --- | | ↔ | | Djelimično realizovano  Određeno lice za prrijem i postupanje po prijavi zviždača, nismo imali prijave | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 30.03.2022. |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.5 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktorica | | |  | | --- | | Nedovoljna transparentnost trošenja sredstava i zapošljavanja u toku izborne kampanje | | |  | | --- | | Zakon o finansiranju političkih subjekata i izbornih kampanja | | |  | | --- | | Nedovoljna transparentnost trošenja sredstava i zapošljavanja u toku izborne kampanje | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Redovno u toku izborne kampanje objavljivati i dostavljati Agenciji za sprječavanje korupcije sve dokumente shodno Zakona o finansiranju političkih subjekata i izbornih kampanja( analitičke kartice , putne naloge i odluke o zapošljavanju sa pratećom dokumentacijom) | direktorica | U toku izborna kampanje | |  | | --- | | ↔ | | Realizovano  Dokumentacija je dostavljena Agenciji za sprječavanje korupcije | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 30.03.2022. |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.6 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktorica | | Nastavnici | | |  | | --- | | Narušavanje principa transparentnosti | | |  | | --- | | Zakoni i podzakonska akta | | |  | | --- | | Gubitak i smanjenje povjerenja javnosti u rad institucije zbog nedovoljne transparentnosti i informisanosti javnosti | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 4 | | |  | | --- | | 12 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Proaktivno objavljivanje informacija iz člana 12 Zakona o slobodnom pristupu informacija i druge informacije od javnog interesa uz | direktorica | Kontinuirano | |  | | --- | | ↔ | | Realizovano  Omogućen je pristup relevantnih dokumenata | | Nastavnici | |  | |  |  | |  |  |  |  | | |  |

|  |  |  |
| --- | --- | --- |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.6 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktorica | | Nastavnici | | |  | | --- | | Narušavanje principa transparentnosti | | |  | | --- | | Zakoni i podzakonska akta | | |  | | --- | | o radu institucije | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 4 | | |  | | --- | | 12 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | odgovarajući način zaštite ličnih podataka koji su od značaja za privatnost i podataka koji su označeni stepenom tajnosti u skladu sa zakonom. Omogućiti dostupnost relevantnih dokumenata na web stranici, stranici škole na facebook-u, na oglasnoj tabli i sl. |  |  | |  | | --- | | ↔ | | na web stranici, škole na facebook-u, na oglasnim tablama i medijima. | |  |  |  | |  |  |  |  | |  |  | 30.03.2022. |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 3.1 | Planiranje i upravljanje finansijama | | |  | | --- | | računovođa | | |  | | --- | | Nepodnošenje kvartalnih finansijskih izvještaja | | |  | | --- | | Pravilnik, interna kontrola | | |  | | --- | | Netransparentnost u postupku raspolaganja budžetskim sredstavima Neracionalno trošenje budžetskih sredstava | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 2 | | |  | | --- | | 3 | | |  | | --- | | 6 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Kontinuirano dostavljanje kvartalnih finansijskih izvještaja o raspolaganju budžetskim sredstvima u skladu sa Pravilnikom o načinu sačinjavanja i podnošenja finasijskih izvještaja budžeta, državnih fondova i jednica lokalne samouprave | računovođa | Kontinuirano | |  | | --- | | ↔ | | Realizovano  Kontinuirano se dostavljaju kvartalni finansijski izvještaji o raspolaganju budžetskim sredstvima u skladu sa Pravilnikom o načinu sačinjavanja i podnošenja finasijskih izvještaja budžeta. | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 30.03.2022. |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 3.2 | Planiranje i upravljanje finansijama | | |  | | --- | | službenik za javne nabavke | | |  | | --- | | Neadekvatno sprovođenje postupaka javnih nabavki | | |  | | --- | | Zakon o javnim nabavkama Podzakonski akti | | |  | | --- | | Sukob interesa u postupku javnih nabavki Odstupanje od zakonskih procedura Prekoračenje i zloupotreba službenih nadležnosti | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Donošenje plana javnih nabavki za tekuću godinu do kraja januara tekuće godine Podnošenje izvještaja o sprovedenim postupcima javnih nabavki na godišnjem nivou | službenik za javne nabavke | Kontinuirano | |  | | --- | | ↔ | | Realizovano  Donošen je plana javnih nabavki za 2021 godinu i objavljen na sajtu UJN, podnešeni su izvještaji za 2020 godinu | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 30.03.2022. |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 4.1 | Čuvanje i bezbjednost podataka i dokumenata | | |  | | --- | | sekretar | | |  | | --- | | Zloupotreba službenih podataka. | | |  | | --- | | Kontrola korišćenja diskrecionih ovlašćenja zaposlenih. | | |  | | --- | | Pristup podacima od strane neovlašćenih lica | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 2 | | |  | | --- | | 2 | | |  | | --- | | 4 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Jačanje transparentnosti rada | sekretar | Kontinuirano | |  | | --- | | ↔ | | Realizovano  Rad sekretara je transparentan | |  | |  |  | |  |  |  | |  |  |  |  | | |  |

|  |  |  |
| --- | --- | --- |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 4.1 | Čuvanje i bezbjednost podataka i dokumenata | | |  | | --- | | sekretar | | |  | | --- | | Zloupotreba službenih podataka. | | |  | | --- | | Kontrola korišćenja diskrecionih ovlašćenja zaposlenih. | | |  | | --- | | Pristup podacima od strane neovlašćenih lica | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 2 | | |  | | --- | | 2 | | |  | | --- | | 4 | | | | |  |  |  |  |  | | --- | --- | --- | --- | --- | |  | 30.03.2022. | |  | | --- | | ↔ | |  | |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 4.2 | Čuvanje i bezbjednost podataka i dokumenata | | |  | | --- | | direktorica | | sekretar-računovođa | | ICT koordinator | | |  | | --- | | Ugrožavanje bezbjednosti službenih podataka i dokumentata Nesavjestan i nestručan rad | | |  | | --- | | Pojačan stručni nadzor | | Pravilnici i uputstva | | Interna kontrola | | |  | | --- | | Neadekvatna evidencija i čuvanje službenih podataka i dokumenata Curenje povjerljivih informacija sadržanih u MEIS aplikaciji | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Redovna kontrola podataka u MEIS aplikaciji Pojačati nadzor  Stručna pomoć nastavnom osoblju o MEIS aplikaciji | direktorica | Kontinuirano | |  | | --- | | ↔ | | Realizovano  Redovna kontrola podataka u MEIS aplikaciji | | sekretar-računovođa | | ICT koordinator | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 30.03.2022. |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 5.1 | Preporučivanje uzimanja dopunskih časova; uslovljavanje pripreme za godišnji ispit | | |  | | --- | | nastavno osoblje | | |  | | --- | | Sukob interesa | | |  | | --- | | Odredbe Etičkog kodeksa | | |  | | --- | | Sporadični slučajevi uzimanja dopunskih časova i uslovljavanje učenika; favorizovanje učenika | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Intenzivirati saradnju sa roditeljima | nastavno osoblje | Kontinuirano | |  | | --- | | ↔ | | Realizovano  Intenzivirana saradnja sa roditeljima | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 30.03.2022. |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 6.1 | Pribavljanje materijalne koristi na osnovu korišćenja školskih instrumenata | | |  | | --- | | nastavno osoblje | | |  | | --- | | Sukob interesa | | |  | | --- | | Saradnja sa roditeljima | | |  | | --- | | Sporadični slučajevi; Uslovljavanje učenika da iznajmljuju školske instrumente | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Pojačati saradnju sa roditeljima | nastavno osoblje | Kontinuirano | |  | | --- | | ↔ | | Realizovano  Saradnja sa roditeljima je na zavidnom nivou | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 30.03.2022. |  | |  |  |  |  | | |  |
|  |  |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 7.1 | Odnosi sa javnošću | | |  | | --- | | svi zaposleni | | |  | | --- | | Nedozvoljeno lobiranje, drugi nejavni uticaj ili drugi oblici kršenja principa transparentnosti ; Narušavanje integriteta institucije; Gubitak povjerenja građana u rad institucije | | |  | | --- | | Postojeći zakoni i podzakonska akta; | | |  | | --- | | Nedovoljna saradnja sa drugim muzičkim školama | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 3 | | |  | | --- | | 9 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Povećati broj informacija o radu škole po sopstvenoj inicijativi na zahtjev medija i javnosti Sprovoditi ispitivanja javnog mnenja o radu institucije | svi zaposleni | Kontinuirano | |  | | --- | | ↔ | | Realizovano  Određen službenik zadužen za odnose sa javnošću, transparentan rad škole | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 30.03.2022. |  | |  |  |  |  | | |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |
|  | **PODNOSILAC IZVJEŠTAJA** |  | **STARJEŠINA/ODGOVORNO LICE U ORGANU VLASTI** | |  |
|  | **Menadžer integriteta** |  |  |  |  |
|  | **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |  |  | **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |  |