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|  |  Plan integriteta |  |
|  |  „Parking servis Nikšić“ DOO Nikšić |  |
|  | 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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| izvršni direktor |

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| Narušavanje integriteta institucije |
| Narušavanje integriteta zaposlenih |
| Donošenje nezakonitih odluka |
| Prekoračenje i zloupotreba službenih nadležnosti |
| Zloupotreba povjerljivih službenih podataka i informacija o korisnicima usluga / strankama |

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| Interna akta institucije |
| Zakoni i podzakonska akta |
| Godišnji plan rada |

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| Identifikacija svih faktora i spoljnih uticaja koji bi mogli uticati na poslovanje Društva.Izrada smjernica i plana rada.Kontinuiran, neposredni nadzor.analiza rizika i strateško upravljanje.Edukacija. | izvršni direktor | Kontinuirano |

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| 1.2 | Rukovođenje i upravljanje |

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| rukovodilac ekonomsko-pravnog sektora |

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| Narušavanje integriteta institucije |
| Neefikasno ili nekoordinisano upravljanje |
| Česta izmjena zakonskih propisa |
| Nepostojanje jasne strategije upravljanja, misije i vizije |

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| Zakoni i podzakonska akta |
| Interna akta institucije |
| Pojačan stručni nadzor |
| Godišnji plan rada |

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| Identifikacija svih faktora i spoljnih uticaja koji bi mogli uticati na poslovanje društva.Izrada smjernica i plana rada.Kontinuiran, neposredni nadzor.analiza rizika i strateško upravljanje. | rukovodilac sektora | Kontinuirano |

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| 2.1 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| izvršni direktor |
| rukovodilac sektora |

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| Povrede profesionalnih, etičkih pravila i pristrasno ponašanje |
| Primanje nedozvoljenih poklona ili druge  |

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| Etički kodeks |
| Izvještaj o radu |
| Postojeći opšti i interni propisi. |
| Opis radnog mjesta ( Akt o organizaciji i  |

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| donošenje internog etičkog kodeksa. Uvesti jasne kriterijumeza nagrađivanje zaposlenih u skladu sa ostvarenim rezltatima.Kontinuiran neposredni  | izvršni direktor | Kontinuirano |

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| 2.1 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| izvršni direktor |
| rukovodilac sektora |

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| nedozvoljene koristi |
| Neblagovremen i netačan unos podataka u informacioni sistem |

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| sistematizaciji radnih mjesta). |

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| nadzor i uvid u aktivnosti službenika. |  |  |

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| 2.2 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| svi zaposleni |

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| Neprijavljivanje korupcije i drugih nezakonitih radnji |
| Primanje nedozvoljenih poklona ili druge nedozvoljene koristi |

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| Zakoni i podzakonska akta |
| Pojačan stručni nadzor |
| Pojačan službeni nadzor |

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| Donijeti interno uputstvo za prijavu i evidenciju pokonaPrincip četiri oka. | svi zaposleni | Kontinuirano |

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| 3.1 | Planiranje i upravljanje finansijama |

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| izvršni direktor |
| rukovodilac ekonomsko-pravnog sektora |

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| Izrada finansijskog plana |

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| Edukacija |
| Podjela radnih zadataka |
| Postojeći opšti i interni propisi. |
| Inspekcijska kontrola |

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| redovno sprovođenje unutrašnjih finansijskih kontrola.Kvartalno izvještavanje rukovodstva o realizaciji ugovora javnim nabavkama. | rukovodilac ekonomsko-pravnog sektora | Kontinuirano |

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| 4.1 | Čuvanje i bezbjednost podataka i dokumenata |

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| izvršni direktor |
| rukovodilac ekonomsko-pravnog sektora |
| Rukovodilac sektora za tehničke poslove |
| referent za pravne, opšte i pomoćne poslove |

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| Curenje informacija |
| Neadekvatno postupanje sa povjerljivim i ličnim podacima |
| Usklađenost i kontrola propisa i standarda |
| Neodgovarajući prostorni kapacitet |
| Ugrožavanje zaštite podataka |

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| Postojeći opšti i interni propisi.Pojačan stručni nadzor. | izvršni direktor | Kontinuirano |

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| rukovodilac ekonomsko-pravnog sektora |
| Rukovodilac sektora za tehničke poslove |
| referent za pravne, opšte i pomoćne poslove |
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