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|  |  Izvještaj o sprovođenju plana integriteta za 2022. godinu |  |
|  |  Lokalni javni emiter Radio Bar doo |  |
|  | REGISTAR RIZIKA | PROCJENE I MJERENJE RIZIKA | REAGOVANJE NA RIZIK | PREGLED I IZVJEŠTAVANJE O RIZICIMA |  |
|  | Oblasti rizika | Radna mjesta | Osnovni rizici | Postojeće mjere kontrole | Preostali rizici(rezidualni) | Vjer. | Posljedice | Procjena | Predložene mjere za smanjenje/otklanjanje rizika | Ogovorna osoba | Rok | St. | Kratak opis i ocjena realizacije mjere |  |
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| 1.1 | Rukovođenje i upravljanje |

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| Prekoračenje i zloupotreba službenih nadležnosti |

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| Zakoni i pravilnici |
| Interne i eksterne kontrole |

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| Rizici na nivou visokog, srednjeg i nižeg menadžmenta u procjesu ili primjeni sprovođenja procedura odlučivanja, delegiranja, ovlašćenja |

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| Učestvovanje u primjeni i sprovođenju procedura odlučivanja i donošenja opštih i pojedinačnih akata | direktor | kontinuirano |

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 | Realizovanoredovni sastanci kolegijuma, konsultacije putem viber grupe kolegijuma, dostupnost zaposlenima svih dokumenata koji su u izradi |
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| Sprovođenje nadzornih ili kontrolnih mehanizama | direktor | kontinnuirano | Realizovanosprovođenje nadzornih ili kontrolnih mehanizama, redovni sastanci kolegijuma, redakcijski sastanci, mogućnost stalnog kontakta preko kolektivne i viber grupe kolegijuma |
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| 2.1 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| direktor |

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| Sukob interesa |

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| Zakoni i podzakonska akta |
| Interne i eksterne kontrole |

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| Proces planiranja, zapošljavanja, zloupotreba službene dužnosti |

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| Transparentnost odlučivanja | direktor | kontinuirano |

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 | Realizovanoprimjena zakona i podzakonskih akata, interne i eksterne kontrole |
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| 2.2 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih |

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| novinar |
| urednik sajta |
| web master |
| urednik Radija |
| glavni i odgovorni urednik |

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| Sukob interesa |

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| eksterne kontrole |

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| Sukob interesa u obavljanju poslova i zabrana primanja poklona |

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| Kontrola i evidencija primanja poklona od strane zaposlenih | direktor | kontinuirano |

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 | Realizovanoproces planiranja, zapošljavanja, zloupotreba sl. dužnosti |
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| 3.1 | Planiranje i upravljanje finansijama |

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| Sukob interesa |

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| transparentnost u postupku raspolaganja budžetskim sredstvima |

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| planiranje budžeta i finansijskog upravljanja |

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| Jačanje transparentnosti rada | direktor | kontinuirano |

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 | RealizovanoFinansijski planivi i izvještaji, kao i Revizorski izvještaj usvajaju se od strane Savjeta. Javnosti su dostupni putem web sajta, a šalju se i AEM-u i Opštini Bar, kao osnivaču |
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| 3.2 | Planiranje i upravljanje finansijama |

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| rukovodilac finansija i marketinga |

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| Neadekvatno strateško planiranje rada institucije |

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| Zakoni i podzakonska akta |
| izvještaji |

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| Nedovoljna transparentnost |

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| Pohađanje odgovarajuće obuke i seminara | direktor | kontinuirano |

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 | RealizovanoPostupa se po preporukama revizora, uz poštovanje zakonske regulative |
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| Postupanje po preporukama revizije | rukovodilac finansija i marketinga | kontinuirano | Realizovanopostupa se po  |
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| 3.2 | Planiranje i upravljanje finansijama |

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| rukovodilac finansija i marketinga |

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| Neadekvatno strateško planiranje rada institucije |

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| Zakoni i podzakonska akta |
| izvještaji |

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| Nedovoljna transparentnost |

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 | preporukama revizora, uz dalje usavršavanje i praćenje zakonske regulative |
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| 4.1 | Čuvanje i bezbjednost podataka i dokumenata |

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| Zloupotreba službenih podataka i informacija |

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| kontrola korišćenja diskrecionih ovlašćenja |

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| Pristup podacima od strane neovlašćenih lica |

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| Jačanje transparentnosti rada | direktor | kontinuirano |

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 | RealizovanoJačanje transaparentnosti rada realizuje se tako što su nedjeljna zaduženja zaposlenih na oglasnoj tabli i viber grupi i tačno se zna za koji segment rada je ko odgovoran, a o svemu se komunicira preko zajedničke viber grupe |
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| 4.2 | Čuvanje i bezbjednost podataka i dokumenata |

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| urednik sajta Bar info |
| novinar |
| rukovodilac finansija i marketinga |
| službenici finansija i marketinga |
| šef tehnike |
| šef Režije |
| spikeri |
| realizatori programa |
| urednik Radija |
| glavni i odgovorni urednik |

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| Zloupotreba službenih podataka i informacija |

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| kontrola korišćenja diskrecionih ovlašćenja |

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| Pristup podacima od strane neovlašćenih lica |

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| Jačanje transparentnosti rada | direktor | kontinuirano |

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 | RealizovanoSve aktivnosti sprovode se u nakon dogovora kolegijuma, podaci o radu su javno dostupni, a o svim aspektima rada informisan je i Savjet kao vrhovno tijelo |
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| 5.1 | slobodan pristup informacijama |

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| Narušavanje principa transparentnosti |

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| Zakon o slobodnom pristupu informacijama |

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

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| Najmanje jednom godsnje azurirati vodič za slobodan pristup informacijama ove institucije, koji se nalazi na web sajtu Radio Bara | direktor | kontinuirano |

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 | RealizovanoRedovno se ažurira vodič za slobodan pristup informacijama, koji se nalazi na sajtu www.barinfo.me. Posljednji put je ažuriran u martu 2023. godine |
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| redovno objavljivanje svih dokumenata, shodno Zakonu o pristupu informacijama, koa i ostale informacije od znacaja za gradjane | urednik sajta | kontinuirano | RealizovanoSvi usvojeni akti, shodno Zakonu o slobodnom pristupu infomracijama, koji su od značaja za građane, objavljuju se na portalu www.barinfo.me, u rubrici Dokumenta |
| urednik Radija |
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| 6.1 | Neadekvatno sprovođenje postupaka javnih nabavki |

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| službenik za javne nabavke |

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| Nepoštovanje pravila i postupaka utvrđenih Zakonom o javnim nabavkama |

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| Zakon o javnim nabavkama |

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| Nepoštovanje pravila i postupaka utvrđenih Zakonom o javnim nabavkama |

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| Pohađanje odgovarajućih seminara, dodatna edukacija | direktor | kontinuirano |

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 | Realizovanoredovno objavljivanje svih dokumenata, shodno Zakonu o pristupu informacijama, kao i ostalih informacija od značaja za građane |
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| 7.1 | Odnosi sa javnošću |

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| Nedozvoljeno lobiranje ili drugi nejavni uticaj |
| Narušavanje principa transparentnosti |
| 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 |

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| redovno azurirati facebook i instagram stranicu Radio Bara, sva usvojena dokumenta, planove i izvještaje staviti na sajt barinfo.me u rubriku Dokumenta, kako bi u svakom trenutku bili dostupni javnosti  | direktor | kontinuirano |

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 | RealizovanoRedovno se ažuriraju FB i Instagram stranica Radio Bara, dok se sva usvojena dokumenta, planovi i izvještaji objavljuju na portalu www.barinho.me u rubrici Dokumenta |
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|  | **PODNOSILAC IZVJEŠTAJA** |  | **STARJEŠINA/ODGOVORNO LICE U ORGANU VLASTI** |  |
|  | **Menadžer integriteta** |  |  |  |  |

Ivanka Leković direktorica, Vesna Šoškić