|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Plan integriteta | | | | | | | | | | | | |  |
|  | Uprava za vode | | | | | | | | | | | | |  |
|  | 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 | | |  | | --- | | direktor | | |  | | --- | | Donošenje nezakonitih odluka | | Nedozvoljeno lobiranje ili drugi nejavni uticaj | | Narušavanje integriteta institucije | | Gubitak povjerenja građana u rad službenika i institucije | | Neadekvatno strateško planiranje rada institucije | | Narušavanje principa transparentnosti | | Sukob interesa | | Nepostojanje jasne strategije upravljanja, misije i vizije | | |  | | --- | | Zakon o državnim službenicima i namještenicima | | Zakon o sprječavanju korupcije | | Interna akta institucije | | Zakoni i podzakonska akta | | |  | | --- | | Primanje sponzorstava i donacija suprotno odredbama Zakona o sprječavanju korupcije Nepoštovanje zakonske obaveze evidentiranja primljenih sponzorstava i donacija i njihove vrijednosti Donošenje odluka pod eksternim uticajem, suprotno javnom interesu Donošenje odluka pod eksternim uticajem, suprotno javnom interesu zbog nepostojanja jasnih propisa za korišćenje diskrecionih ovlašćenja  Neadekvatno sprovođenje nadzora i kontrole nad radom organizacionih jedinica / organa  Odstupanja u sprovođenju strategije razvoja institucije, programa i planova rada;   Negativna ocjena javnog mnjenja i gubitak povjerenja javnosti u rad institucije zbog nedovoljne transparentnosti i informisanja javnosti o radu institucije Nedovoljno jasna | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 4 | | |  | | --- | | 7 | | |  | | --- | | 28 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Vršiti redovnu kontrolu evidencije o primljenim sponzorstvima i donacijama | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 13.07.2026. |  | |  |  |  |  | | Puna transparentnost u procedurama odlučivanja u oblastima iz nadležnosti institucije | direktor | kontinuirano |  | | službenik za odnose s javnošću | |  | |  |  | |  |  |  |  | |  |  | 10.08.2024. |  | |  |  |  |  | | Razmotriti usvajanje procedura o diskrecionom odlučivanju | direktor | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 10.08.2026. |  | |  |  |  |  | | Redovno izvještavanje o sprovedenim kontrolama | direktor | kontinuirano |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 10.08.2026. |  | |  |  |  |  | | Praćenje realizacije preporuka za unapređenje rada | direktor | kontinuirano |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 10.08.2026. |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 1.1 | Rukovođenje i upravljanje | | |  | | --- | | direktor | | |  | | --- | | Donošenje nezakonitih odluka | | Nedozvoljeno lobiranje ili drugi nejavni uticaj | | Narušavanje integriteta institucije | | Gubitak povjerenja građana u rad službenika i institucije | | Neadekvatno strateško planiranje rada institucije | | Narušavanje principa transparentnosti | | Sukob interesa | | Nepostojanje jasne strategije upravljanja, misije i vizije | | |  | | --- | | Zakon o državnim službenicima i namještenicima | | Zakon o sprječavanju korupcije | | Interna akta institucije | | Zakoni i podzakonska akta | | |  | | --- | | podjela i razgraničenja sistema kontrole i vršenja ovlašćenja zbog velike koncentracije zadataka na samo jednoj osobi; Neadekvatno kreiranje politike razvoja i upravljanja (utvrđivanje misije, vizije, strategija i planova) | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 4 | | |  | | --- | | 7 | | |  | | --- | | 28 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Redovno u toku godine izvještavati o sprovođenju strateških dokumenata, planova i programa | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 10.08.2026. |  | |  |  |  |  | | Proaktivno objavljivati informacije iz člana 12 Zakona o slobodnom pristupu informacijama i druge informacije od javnog interesa uz odgovarajući način zaštite ličnih podataka koji su od značaja za privatnost i podataka koji su označeni stepenom tajnosti, u skladu sa zakonom | direktor | kontinuirano |  | | službenik za slobodan pristup informacijama | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Omogućiti dostupnost i preglednost relevantnih dokumenata na internet stranici | direktor | kontinuirano |  | | stručni saradnik | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2024. |  | |  |  |  |  | | Adekvatno popunjavanje radnih mjesta u organizacionim jedinicama | direktor | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2026. |  | |  |  |  |  | | Osigurati učešće svih relevantnih subjekata i jedinica prilikom kreiranja politike razvoja i upravljanja | direktor | kontinuirano |  | | rukovodilac odjeljenja | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Napraviti model za procjenu učinkovitosti i uspješnosti organizacije | direktor | kontinuirano |  | | rukovodilac odjeljenja | |  | |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 1.1 | Rukovođenje i upravljanje | | |  | | --- | | direktor | | |  | | --- | | Donošenje nezakonitih odluka | | Nedozvoljeno lobiranje ili drugi nejavni uticaj | | Narušavanje integriteta institucije | | Gubitak povjerenja građana u rad službenika i institucije | | Neadekvatno strateško planiranje rada institucije | | Narušavanje principa transparentnosti | | Sukob interesa | | Nepostojanje jasne strategije upravljanja, misije i vizije | | |  | | --- | | Zakon o državnim službenicima i namještenicima | | Zakon o sprječavanju korupcije | | Interna akta institucije | | Zakoni i podzakonska akta | | |  | | --- | | Primanje sponzorstava i donacija suprotno odredbama Zakona o sprječavanju korupcije Nepoštovanje zakonske obaveze evidentiranja primljenih sponzorstava i donacija i njihove vrijednosti Donošenje odluka pod eksternim uticajem, suprotno javnom interesu Donošenje odluka pod eksternim uticajem, suprotno javnom interesu zbog nepostojanja jasnih propisa za korišćenje diskrecionih ovlašćenja  Neadekvatno sprovođenje nadzora i kontrole nad radom organizacionih jedinica / organa  Odstupanja u sprovođenju strategije razvoja institucije, programa i planova rada;   Negativna ocjena javnog mnjenja i gubitak povjerenja javnosti u rad institucije zbog nedovoljne transparentnosti i informisanja javnosti o radu institucije Nedovoljno jasna podjela i razgraničenja sistema kontrole i vršenja ovlašćenja zbog velike koncentracije zadataka na samo jednoj osobi; Neadekvatno kreiranje politike razvoja i upravljanja (utvrđivanje misije, vizije, strategija i planova) | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 4 | | |  | | --- | | 7 | | |  | | --- | | 28 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Razmotriti preporuke relevantnih subjekata koje se odnose na razvoj institucije | direktor | kontiniurano | |  | | --- | | ↔ | |  | | rukovodilac odjeljenja | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2026. |  | |  |  |  |  | | Uključenost NVO sektora u radne grupe za izradu propisa I drugih strateških akata | direktor | kontinuirano |  | | rukovodilac odjeljenja | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Sprovođenje javnih rasprava | direktor | kontinuirano |  | | rukovodilac odjeljenja | |  | |  |  | |  |  |  |  | |  |  | 31.12.2026. |  | |  |  |  |  | | Povećati broj stručnih saradnika | direktor | kontinuirano |  | | rukovodilac odjeljenja | |  | |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.1 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | svi zaposleni | | |  | | --- | | Primanje nedozvoljenih poklona ili druge nedozvoljene koristi | | Zloupotreba | | |  | | --- | | Zakon o državnim službenicima i namještenicima | | Zakon o sprječavanju korupcije | | |  | | --- | | Primanje poklona suprotno odredbama Zakona o sprječavanju korupcije Nepoštovanje zakonske obaveze evidentiranja | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 5 | | |  | | --- | | 7 | | |  | | --- | | 35 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Odrediti lice koje je zaduženo za evidenciju poklona javnih funkcionera | direktor | kontinuirano | |  | | --- | | ↔ | |  | | svi zaposleni | |  | |  |  | |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.1 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | svi zaposleni | | |  | | --- | | službenih podataka i informacija | | Narušavanje principa transparentnosti | | Nedozvoljeno lobiranje ili drugi nejavni uticaj | | Neprijavljivanje korupcije i drugih nezakonitih radnji | | Ugrožavanje zaštite podataka | | Neefikasna i neracionalna kadrovska politika | | Ugrožavanje službenog lica kod otkrivanja i prijavljivanja sumnje na korupciju i druge povrede integriteta | | Zloupotreba rada u državnom organu i korišćenja imovine | | |  | | --- | | Zakoni i podzakonska akta | | Zakon o tajnosti podataka | | Zakon o zaštiti diskriminacije na radnom mjestu | | |  | | --- | | primljenih poklona i njihove vrijednosti Nedovoljna informisanost zaposlenih o obavezi prijavljivanja poklona Nedostavljanje Agenciji za sprječavanje korupcije izvoda iz evidencije poklona  Neblagovremeno i nepotpuno dostavljanje izvještaja o imovini i prihodima javnih funkcionera  Odluka o varijabilnom dijelu zarade i drugih odluka od značaja za rad edukaciju, usavršavanje i materijalni status zaposlenih Nedovoljan razvijen nivo svijesti zaposlenih za prijavljivanje korupcije i drugih nezakonitih radnji unutar institucije Nedovoljni kadrovski kapaciteti u određenim organizacionim jedinicama Nedostatak stručnog znanja i vještina kadra Ne postoje jasni kriterijumi za objektivnu ocjenu rada i nagrađivanja službenika | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 5 | | |  | | --- | | 7 | | |  | | --- | | 35 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  | 31.12.2024. | |  | | --- | | ↔ | |  | |  |  |  |  | | Vršiti redovnu kontrolu evidencije o primljenim poklonima | direktor | kontinuirano |  | | svi zaposleni | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Dostaviti Agenciji za sprječavanje korupcije izvod iz evidencije poklona na propisanom obrascu, ukoliko je evidentirano primanje poklona | direktor | kontinuirano |  | | svi zaposleni | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Donijeti i objaviti obavještenje kojim će se svi službenici upoznati o obavezi prijavljivanja svih poklona a neposredni rukovodioci obavezati da ažurno vode evidenciju o primljenim poklonima i izvještavaju nadležnu službu | direktor | kontinuirano |  | | svi zaposleni | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Donijeti interno uputstvo o vođenju evidencije | direktor | kontinuirano |  | | stručna služba | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Edukacija zaposlenih o mehanizmima prijavljivanja korupcije i drugih nezakonitih radnji unutar institucije | direktor | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.1 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | svi zaposleni | | |  | | --- | | Primanje nedozvoljenih poklona ili druge nedozvoljene koristi | | Zloupotreba službenih podataka i informacija | | Narušavanje principa transparentnosti | | Nedozvoljeno lobiranje ili drugi nejavni uticaj | | Neprijavljivanje korupcije i drugih nezakonitih radnji | | Ugrožavanje zaštite podataka | | Neefikasna i neracionalna kadrovska politika | | Ugrožavanje službenog lica kod otkrivanja i prijavljivanja sumnje na korupciju i druge povrede integriteta | | Zloupotreba rada u državnom organu i korišćenja imovine | | |  | | --- | | Zakon o državnim službenicima i namještenicima | | Zakon o sprječavanju korupcije | | Zakoni i podzakonska akta | | Zakon o tajnosti podataka | | Zakon o zaštiti diskriminacije na radnom mjestu | | |  | | --- | | Primanje poklona suprotno odredbama Zakona o sprječavanju korupcije Nepoštovanje zakonske obaveze evidentiranja primljenih poklona i njihove vrijednosti Nedovoljna informisanost zaposlenih o obavezi prijavljivanja poklona Nedostavljanje Agenciji za sprječavanje korupcije izvoda iz evidencije poklona  Neblagovremeno i nepotpuno dostavljanje izvještaja o imovini i prihodima javnih funkcionera  Odluka o varijabilnom dijelu zarade i drugih odluka od značaja za rad edukaciju, usavršavanje i materijalni status zaposlenih Nedovoljan razvijen nivo svijesti zaposlenih za prijavljivanje korupcije i drugih nezakonitih radnji unutar institucije Nedovoljni kadrovski kapaciteti u određenim organizacionim jedinicama Nedostatak stručnog znanja i vještina kadra Ne postoje jasni kriterijumi za objektivnu ocjenu rada i nagrađivanja službenika | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 5 | | |  | | --- | | 7 | | |  | | --- | | 35 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Postupati po preporukama Agencije za sprječavanje korupcije (u slučajevima kad Agencija sprovodi postupak po prijavi), i izvještavati Agenciju o preduzetim radnjama | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Izvršiti procjenu potrebnog kadra za efikasno sprovođenje poslova iz nadležnosti institucije | direktor | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Popuniti upražnjena radna mjesta u skladu sa Pravilnikom o sistematizaciji i organizaciji radnih mjesta | direktor | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.08.2026. |  | |  |  |  |  | | Obezbijediti redovno sprovođenje plana i programa stručnog usavršavanja | direktor | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.08.2025. |  | |  |  |  |  | | Sprovoditi obuke zaposlenih o etici i integritetu | direktor | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.08.2026. |  | |  |  |  |  | | Povećanje transparentnosti prilikom ocjenjivanja i nagrađivanja službenika na način što će se | direktor | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 2.1 | Kadrovska politika, etično i profesionalno ponašanje zaposlenih | | |  | | --- | | direktor | | svi zaposleni | | |  | | --- | | Primanje nedozvoljenih poklona ili druge nedozvoljene koristi | | Zloupotreba službenih podataka i informacija | | Narušavanje principa transparentnosti | | Nedozvoljeno lobiranje ili drugi nejavni uticaj | | Neprijavljivanje korupcije i drugih nezakonitih radnji | | Ugrožavanje zaštite podataka | | Neefikasna i neracionalna kadrovska politika | | Ugrožavanje službenog lica kod otkrivanja i prijavljivanja sumnje na korupciju i druge povrede integriteta | | Zloupotreba rada u državnom organu i korišćenja imovine | | |  | | --- | | Zakon o državnim službenicima i namještenicima | | Zakon o sprječavanju korupcije | | Zakoni i podzakonska akta | | Zakon o tajnosti podataka | | Zakon o zaštiti diskriminacije na radnom mjestu | | |  | | --- | | Primanje poklona suprotno odredbama Zakona o sprječavanju korupcije Nepoštovanje zakonske obaveze evidentiranja primljenih poklona i njihove vrijednosti Nedovoljna informisanost zaposlenih o obavezi prijavljivanja poklona Nedostavljanje Agenciji za sprječavanje korupcije izvoda iz evidencije poklona  Neblagovremeno i nepotpuno dostavljanje izvještaja o imovini i prihodima javnih funkcionera  Odluka o varijabilnom dijelu zarade i drugih odluka od značaja za rad edukaciju, usavršavanje i materijalni status zaposlenih Nedovoljan razvijen nivo svijesti zaposlenih za prijavljivanje korupcije i drugih nezakonitih radnji unutar institucije Nedovoljni kadrovski kapaciteti u određenim organizacionim jedinicama Nedostatak stručnog znanja i vještina kadra Ne postoje jasni kriterijumi za objektivnu ocjenu rada i nagrađivanja službenika | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 5 | | |  | | --- | | 7 | | |  | | --- | | 35 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | rezultati ocjenjivanja i spisak nagrađenih službenika javno objavljivati na oglasnoj tabli |  |  | |  | | --- | | ↔ | |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Redovno dostavljati izvještaje o imovini i prihodima javnih funkcionera | javni funkcioneri (imenovani i zaposleni u instituciji) | kontinuirano |  | |  | | svi zaposleni |  | |  |  | |  |  |  |  | |  |  | 31.08.2026. |  | |  |  |  |  | | Objavljivanje svih odluka od značaja za rad, edukaciju, usavršavanje i materijalni status zaposlenih na oglasnoj tabli institucije zbog povećanja transparentnosti | direktor | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 3.1 | Planiranje i upravljanje finansijama | | |  | | --- | | pomoćnik direktora | | direktor | | službenik za javne nabavke | | |  | | --- | | Neadekvatno planiranje i izvršavanje budžeta | | Neadekvatno sprovođenje postupaka javnih nabavki | | Neadekvatno planiranje i izvršavanje godišnjeg Programa upotrebe sredstava za upravljanje vodnim | | |  | | --- | | Zakon o budžetu | | Zakon o javnim nabavkama | | Obuke i seminari | | |  | | --- | | Neadekvatno planiranje godišnjeg Programa upotrebe sredstava za upravljanje vodnim resursima Odstupanje od realizacije aktivnosti predviđenih ugovorima o javnoj nabavci Neadekvatno i nedovoljno transparentno trošenje budžetskih sredstava | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 7 | | |  | | --- | | 21 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Smjernice ministarstva finansija | rukovodilac finansijske službe | kontinuirano | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Pohađati relevantne obuke i seminare na temu planiranja budžeta | direktor | kontinuirano |  | | rukovodilac finansijsko računovodstvenih poslova | |  | |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 3.1 | Planiranje i upravljanje finansijama | | |  | | --- | | pomoćnik direktora | | direktor | | službenik za javne nabavke | | |  | | --- | | resursima | | Kašnjenje donošenja plana javnih nabavki od strane institucije i dužina trajanja postupka javnih nabavki i ugovaranje u svrhu realizacije mjera iz programa | | Iskorišćavanje javne funkcije ili službenog položaja | | |  | | --- | | Zakon o budžetu | | Zakon o javnim nabavkama | | Obuke i seminari | | |  | | --- | | Neadekvatno planiranje godišnjeg Programa upotrebe sredstava za upravljanje vodnim resursima Odstupanje od realizacije aktivnosti predviđenih ugovorima o javnoj nabavci Neadekvatno i nedovoljno transparentno trošenje budžetskih sredstava | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 7 | | |  | | --- | | 21 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Međusektorska saradnja | direktor | kontinuirano | |  | | --- | | ↔ | |  | | službenik za javne nabavke | | rukovodilac finansijske službe | |  | |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Unijeti antikorupcijsku klauzulu u sve ugovore o javnim nabavkama | direktor | kontinuirano |  | | rukovodilac finansijske službe | | rukovodilac službe opštih poslova | | službenik za javne nabavke | |  | |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Obavezno uključivanje po jednog eksperta iz oblasti na koju se odnosi konkretna javna nabavka u sastav komisije | direktor | kontinuirano |  | | službenik za javne nabavke | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Redovno sprovođenje unutrašnjih finansijskih kontrola | direktor | kontinuirano |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Zapošljavanje potrebnih revizora u jedinici za unutrašnju reviziju | direktor | kontinuirano |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Postupati po preporukama iz izvještaja o izvršenoj reviziji | direktor | kontinuirano |  | | rukovodilac finansijske službe | |  | |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 4.1 | Čuvanje i bezbjednost podataka i dokumenata | | |  | | --- | | samostalni referent | | rukovodilac sektora | | svi zaposleni | | |  | | --- | | Curenje informacija | | Nesavjestan rad | | Nestručan i neprofesionalan rad | | |  | | --- | | Edukacija | | Interna akta institucije | | Podzakonska akta | | |  | | --- | | Neadekvatan ili neefikasan sistem kontrole nad prijemom i razvrstavanjem dokumentacije | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 5 | | |  | | --- | | 5 | | |  | | --- | | 25 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Vršiti redovne kontrole nad prijemom i razvrstavanjem dokumentacije u cilju sprečavanja gubljenja, oštećenja ili neevidentiranja dokumentacije | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Obezbijediti uslove za fizičko obezbjeđenje imovine | direktor | kontinuirano |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Obezbijediti zaštitu i čuvanje tajnih podataka i podataka o ličnosti u skladu sa zakonom | direktor | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 5.1 | Obračun vodnih naknada | | |  | | --- | | samostalni savjetnik | | |  | | --- | | Kašnjenje u obračunu vodnih naknada, naknada za korišćenje voda, zastitu voda od zagađivanja i naknada za izvađeni materijal iz vodotoka | | |  | | --- | | Zakon o vodama | | Zakon o finansiranju upravljanja vodama | | Odluka o načinu obračunavanja vodnih naknada i kriterijumima i načinu utvrđivanja stepena zagađenosti voda | | Zakon o koncesijama | | |  | | --- | | Otežano prikupljanje podataka i godišnjih izvještaja obveznika vodnih naknada o količinama zahvaćene i ispuštne otpadne vode, korišćenje voda za piće i komunalne potrebe,  pogonske i tehnološke potrebe, navodnjavanje, flaširanjem odnosno pakovanje prirodnih voda, za odvajanje i dopremanje voda u komercijalne svrhe, za proizvodnju električne energije, rafting i splavarenje.  -Dostavaljanje nepotpunih ili pogrešnih informacija -Odlazak pod stečaj velikih obveznika vodnih naknada | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 2 | | |  | | --- | | 4 | | |  | | --- | | 8 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Praćenje prihoda | direktor | kontinuirano | |  | | --- | | ↔ | |  | | samostalni savjetnik | |  | |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Saradnja sa Poreskom upravom | direktor | kontinuirano |  | | samostalni savjetnik | |  | |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 6.1 | Obračun koncesionih naknada | | |  | | --- | | samostalni savjetnik | | |  | | --- | | Kašnjenje sa obračunom koncesionih naknada | | |  | | --- | | Zakon o koncesijama | | Zakon o finansiranju upravljanja vodama | | |  | | --- | | -Odlazak pod stečaj velikih koncesionara -Raskid ugovora -Neispunjavanje koncesionih obaveza -Dostavaljanje | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 6 | | |  | | --- | | 18 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Praćenje prihoda | direktor | kontinuirano | |  | | --- | | ↔ | |  | | samostalni savjetnik | |  | |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 6.1 | Obračun koncesionih naknada | | |  | | --- | | samostalni savjetnik | | |  | | --- | | Kašnjenje sa obračunom koncesionih naknada | | |  | | --- | | Odluka o načinu obračunavanja vodnih naknada i kriterijumima i načinu utvrđivanja stepena zagađenosti voda | | |  | | --- | | nepotpunih ili pogrešnih informacija -Nedostavljanje godišnjih izvještaja | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 6 | | |  | | --- | | 18 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Kontrola od strane Revizorskog tijela | direktor | kontinuirano | |  | | --- | | ↔ | |  | | samostalni savjetnik | |  | |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Saradnja sa Poreskom Upravom | direktor | kontinuirano |  | | samostalni savjetnik | |  | |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Saradnja sa Upravom za inspekcijske poslove | direktor | kontinuirano |  | | samostalni savjetnik | |  | |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 7.1 | Izdavanje vodnih akata | | |  | | --- | | samostalni savjetnik | | |  | | --- | | Neizdavanje vodnih akata u skladu sa dinamikom izdavanja vodnih akata,vodnih dozvola, vodnih saglasnosti i vodnih uslova i stručnih misljenja | | |  | | --- | | Zakon o vodama | | |  | | --- | | Nedostatak stručnog kadra | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 3 | | |  | | --- | | 6 | | |  | | --- | | 18 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Zapošljavanje u skladu da Pravilnikom o unutrašnjoj sistematizaciji i organizaciji radnih mjesta Uprave za vode | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2026. |  | |  |  |  |  | | Saradnja sa Direktoratom za vodoprivredu | direktor | kontinuirano |  | | samostalni savjetnik | |  | |  |  | |  |  |  |  | |  |  | 31.12.2026. |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 8.1 | Odnosi sa javnošću | | |  | | --- | | direktor | | službenik za odnose s javnošću | | |  | | --- | | Nedozvoljeno lobiranje, drugi nejavni uticaj ili drugi oblici kršenja principa transparentnosti | | Narušavanje integriteta institucije | | Gubitak povjerenja građana u rad službenika i institucije | |  | |  | | --- | | Nedovoljna informisanost javnosti o radu institucije  Nedovoljna i nekoordinisana saradnja između nadleznog ministarstva | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 6 | | |  | | --- | | 6 | | |  | | --- | | 36 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Povećati broj informacija o radu institucije po sopstvenoj inicijativi i na zahtjev medija i javnosti | direktor | kontinuirano | |  | | --- | | ↔ | |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2026. |  | |  |  |  |  | | Unaprijediti kvalitet i kvantitet informacija na web stranici institucije | direktor | kontinuirano |  | | rukovodilac IT službe | |  | |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | |  |  | kontinuirano |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 8.1 | Odnosi sa javnošću | | |  | | --- | | direktor | | službenik za odnose s javnošću | | |  | | --- | | Nedozvoljeno lobiranje, drugi nejavni uticaj ili drugi oblici kršenja principa transparentnosti | | Narušavanje integriteta institucije | | Gubitak povjerenja građana u rad službenika i institucije | |  | |  | | --- | | Nedovoljna informisanost javnosti o radu institucije  Nedovoljna i nekoordinisana saradnja između nadleznog ministarstva | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 6 | | |  | | --- | | 6 | | |  | | --- | | 36 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Redovno i blagovremeno dostavljati informacije nadležnom ministarstvu | direktor |  | |  | | --- | | ↔ | |  | | rukovodilac odjeljenja |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Unaprijed pripremljen predlog odgovora u odnosu na moguća pitanja koja su od javnog interesa ili izazivaju posebno interesovanje medija i javnosti | direktor | kontinuirano |  | | rukovodilac odjeljenja | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | | | | | | | | | | | | | |  |
|  |  | | | | | | | | | | | | |  |
|  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | 9.1 | Slobodan pristup informacijama | | |  | | --- | | samostalni savjetnik | | službenik za slobodan pristup informacijama | | |  | | --- | | Nedozvoljeno lobiranje, drugi nejavni uticaj ili drugi oblici kršenja principa transparentnosti | | |  | | --- | | Zakon o slobodnom pristupu informacijama | | |  | | --- | | Kašnjenje u donošenju rješenja u zakonski propisanom roku | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | 5 | | |  | | --- | | 5 | | |  | | --- | | 25 | | | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Izvršiti procjenu potrebnog kadra za efikasno sprovođenje poslova iz nadležnosti institucije | službenik za slobodan pristup informacijama | kontinuirano | |  | | --- | | ↔ | |  | | samostalni savjetnik | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | Popuniti upražnjena radna mjesta u skladu sa Pravilnikom o sistematizaciji i organizaciji radnih mjesta | direktor | kontinuirano |  | |  | |  |  | |  |  |  | |  |  |  |  | |  |  | 31.12.2025. |  | |  |  |  |  | | | | | | | | | | | | | | |  |