REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

Dati relativi alla differenziazione nella valutazione del personale e distribuzione del trattamento economico premiale (grado di differenziazione nella premialità).

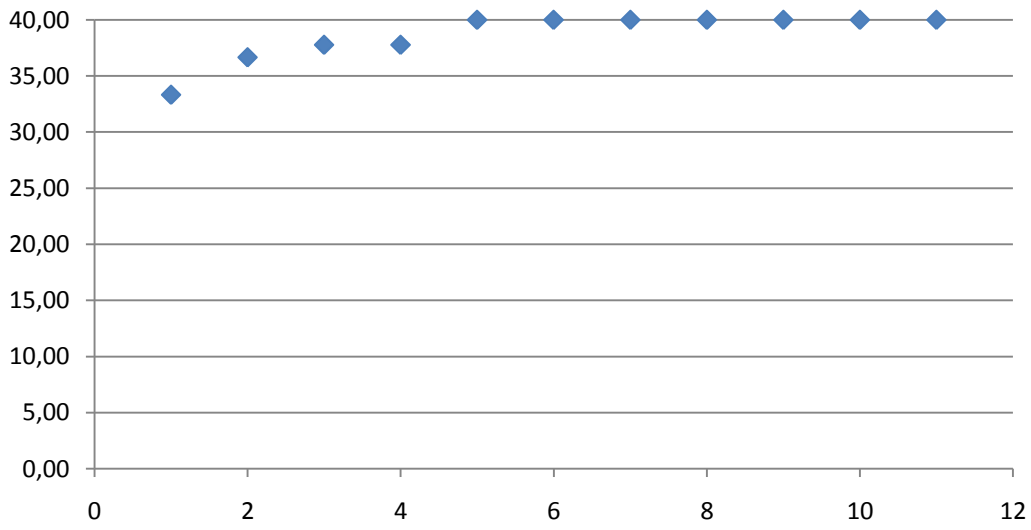
RIFERIMENTI: art. 20, c. 2 del d.lgs. 33/2013

I grafici seguenti descrivono, per ciascuna unità organizzativa (servizi centrali e servizi territoriali dell'Ente suddivisi per complessi):

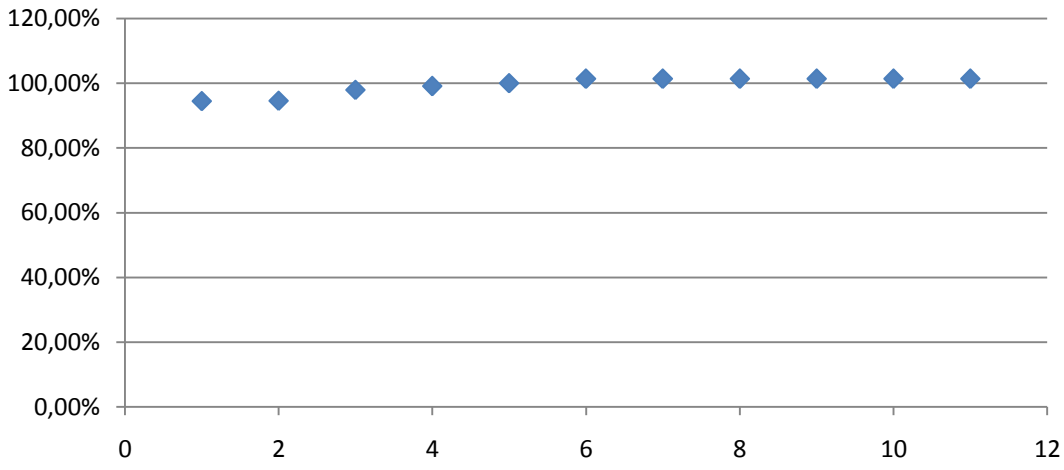
a) il livello di **differenziazione nella valutazione** del personale: è una valutazione attribuita sulla base di comportamenti organizzativi rilevati. Sono rappresentati i punteggi (normalizzati su base percentuale rispetto al massimo conseguibile) ottenuti dai dipendenti. La valutazione individuale è riportata nell'asse verticale, distribuita per ogni dipendente (riportato nell'asse orizzontale) in sequenza ordinata per punteggio crescente. In sostanza, in questo tipo di grafici si evidenzia la distribuzione dei punteggi (asse verticale) fra i vari dipendenti (1= il dipendente con il punteggio più basso e via via lungo l'asse orizzontale).

b) il livello di **differenziazione nel trattamento economico premiale**: è basato per il 60% sul grado di raggiungimento degli obiettivi dell'unità organizzativa (servizio o complesso) e per il 40% sulla valutazione individuale basata sui comportamenti organizzativi. L'importo complessivo viene eventualmente decurtato in proporzione alle assenze effettuate. Vengono riportati nel grafico i valori (asse verticale) normalizzati su base percentuale rispetto al premio massimo contrattualmente previsto per il livello di appartenenza. In sostanza si evidenzia la distribuzione delle retribuzioni di risultato corrisposte ai vari dipendenti (lungo l'asse orizzontale si passa dal dipendente con il premio più basso al più alto).

Dirigenti e Facenti Funzione
Differenziazione Valutazione



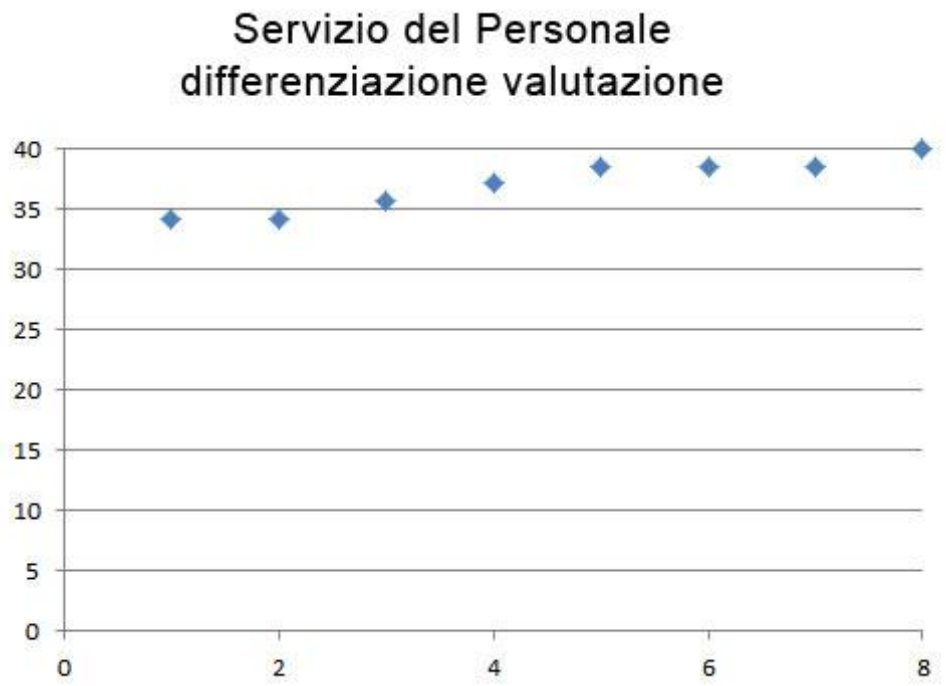
Dirigenti e Facenti Funzione
Differenziazione Premio



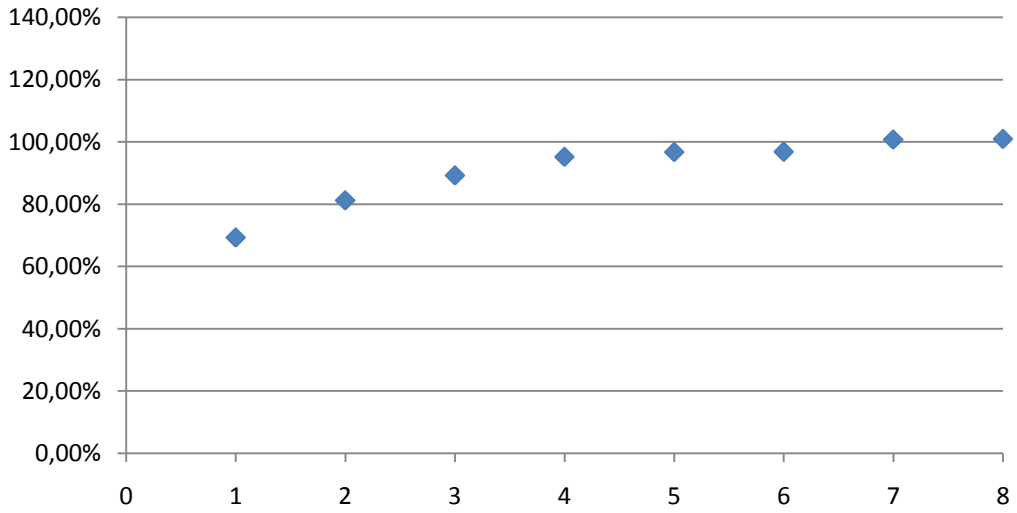
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

Dati personale non dirigente

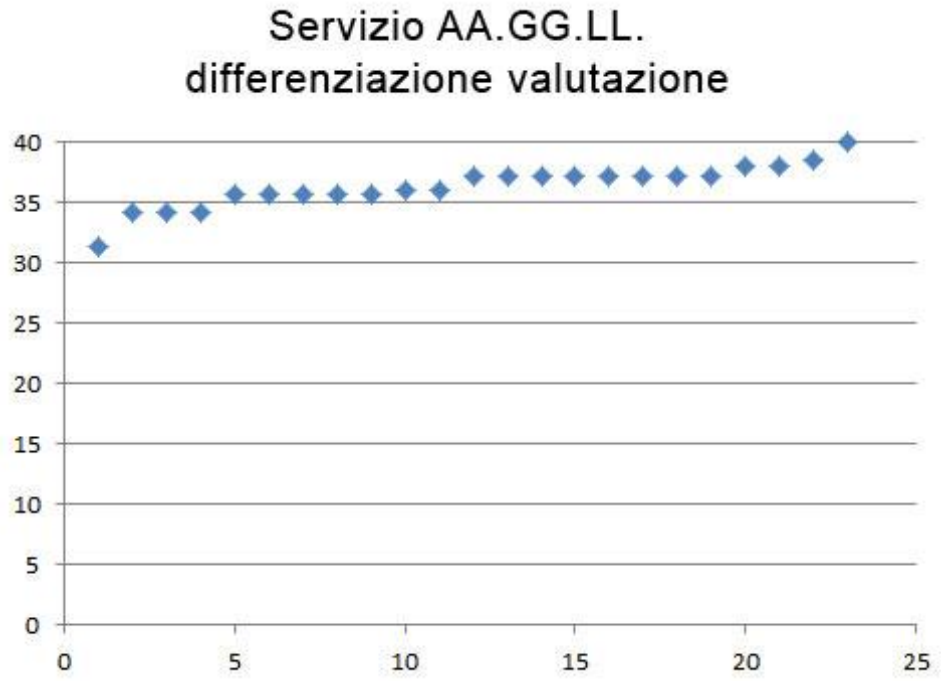


Servizio del Personale
Differenziazione premio erogato

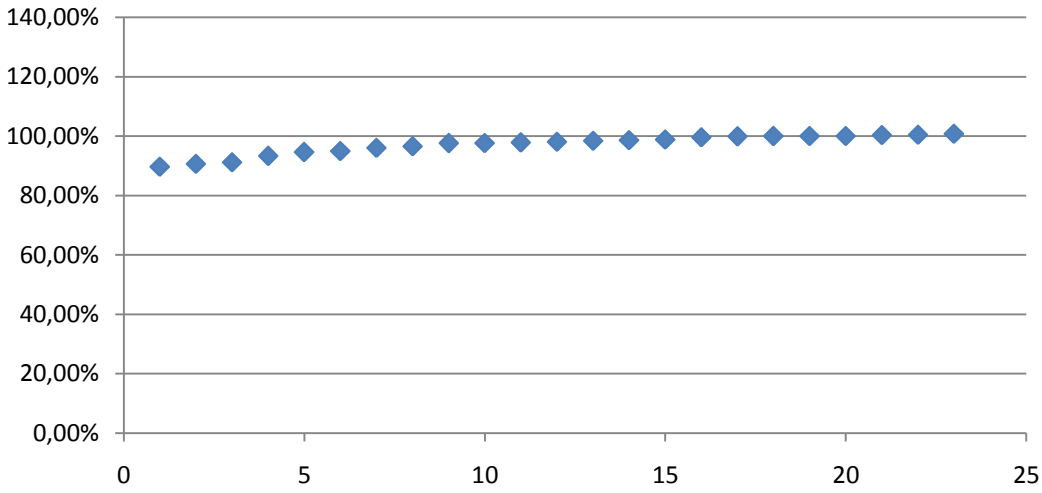


REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA



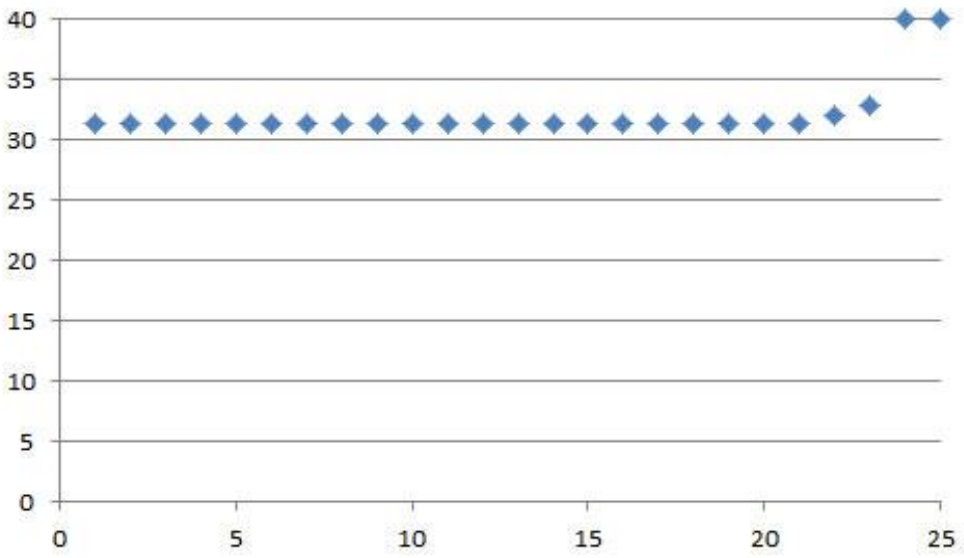
Servizio AA.GG.LL.
Differenziazione premio



REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

Servizio Tecnico
differenziazione valutazione



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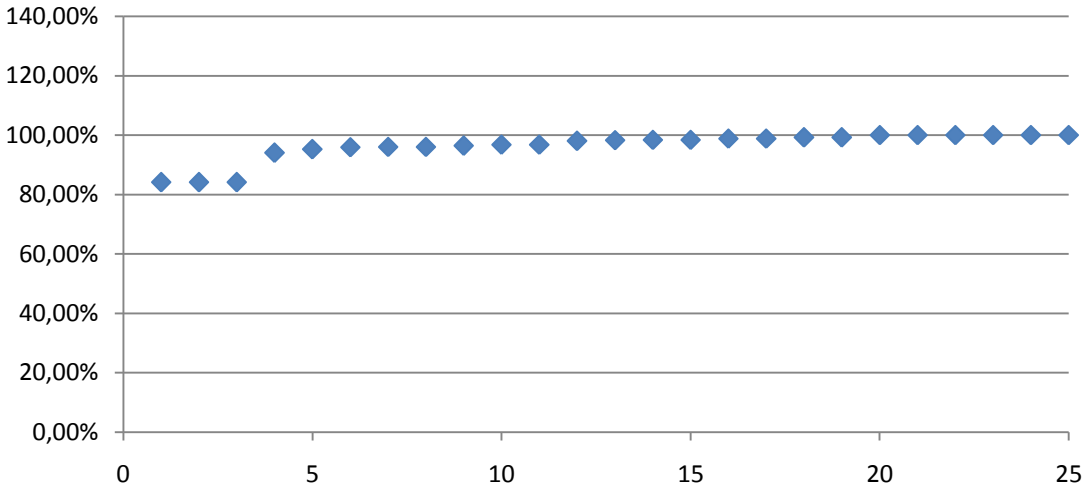
Differenziazione premio



REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

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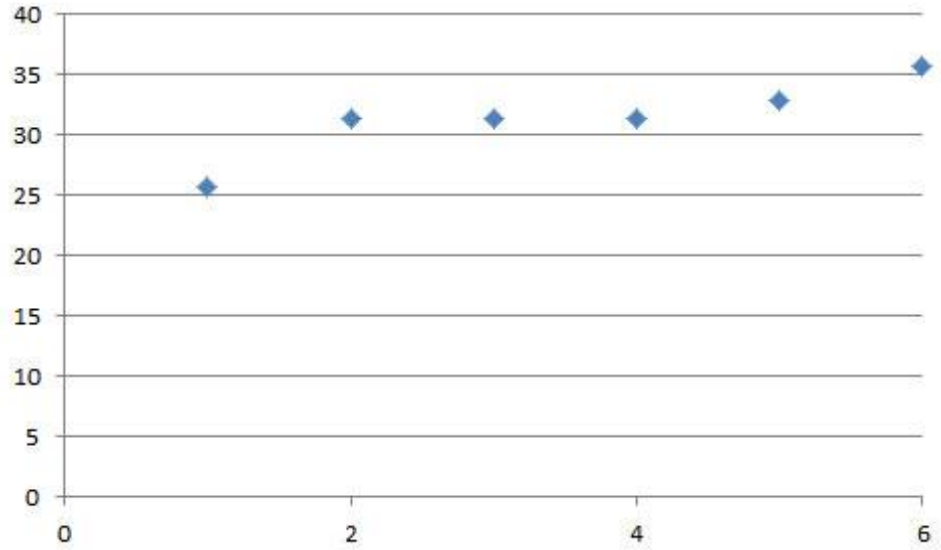
differenziazione valutazione



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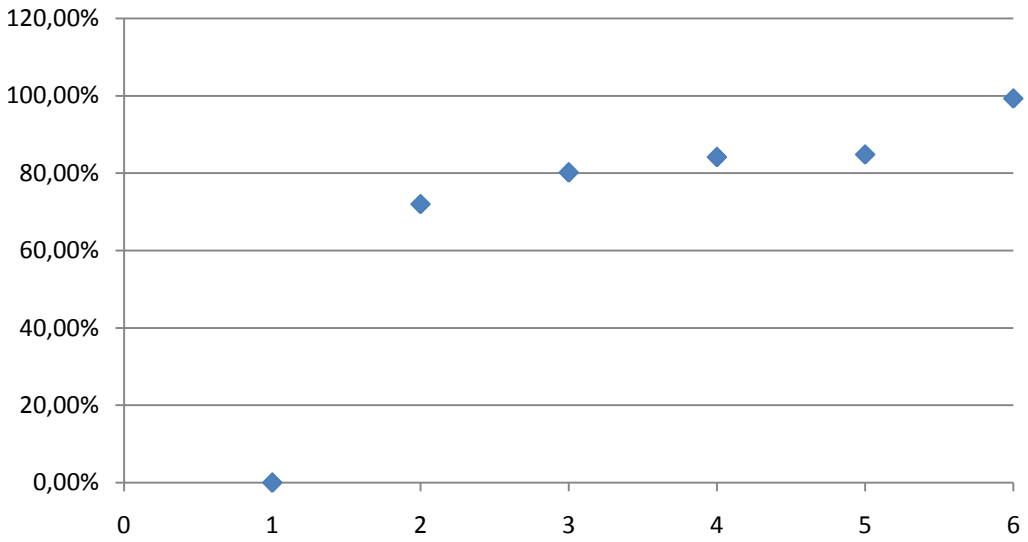
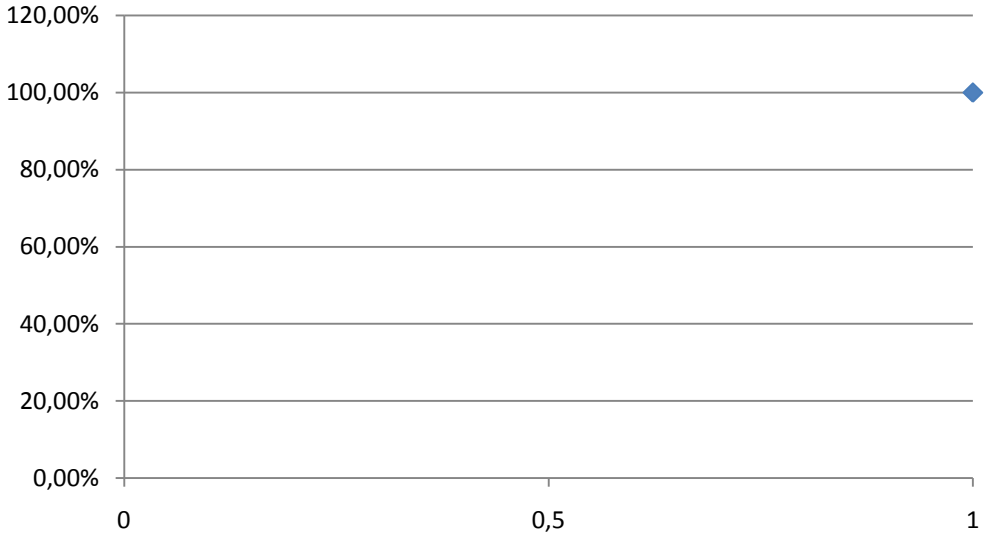


REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

Servizio Pianificazione e Studi
differenziazione valutazione

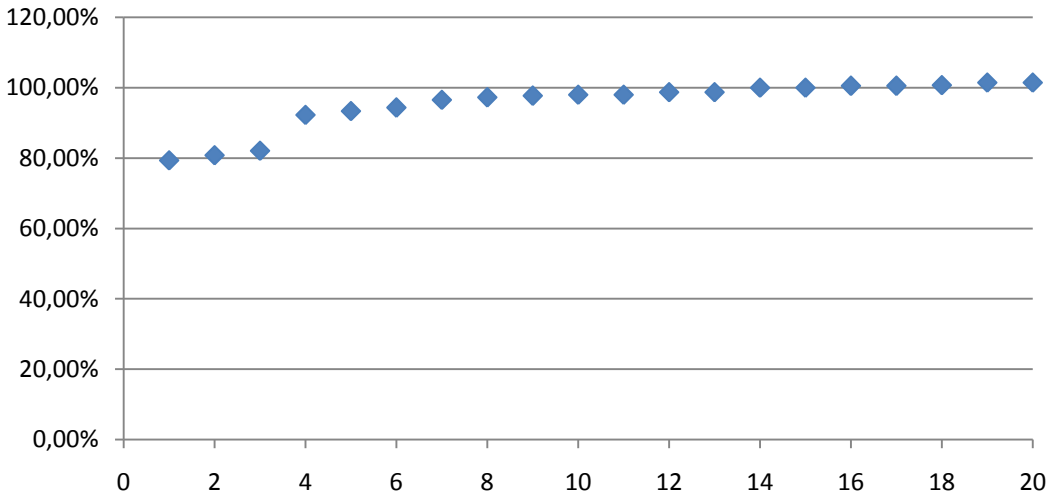
Servizio Pianificazione e Studi
Differenziazione premio



REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

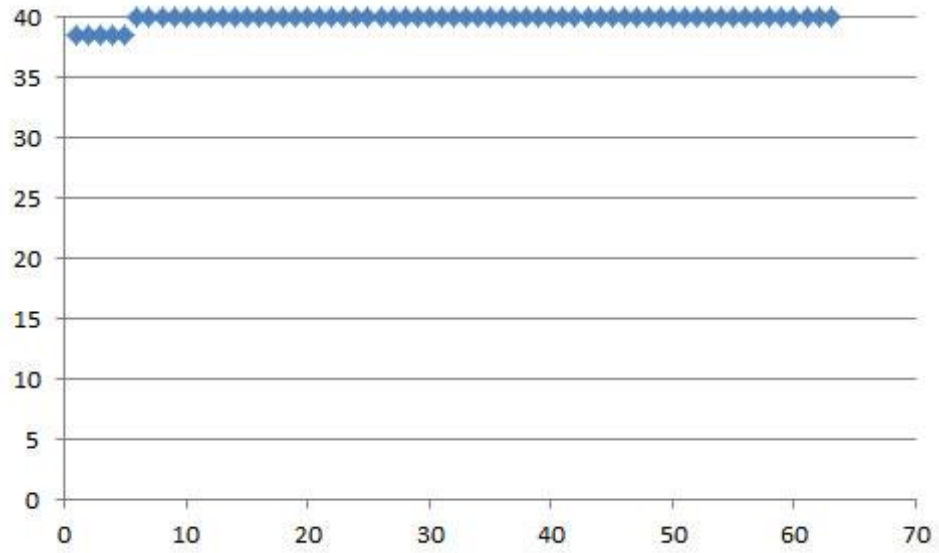
Servizio Contabilità Bilanico Appalti
Differenziazione premio



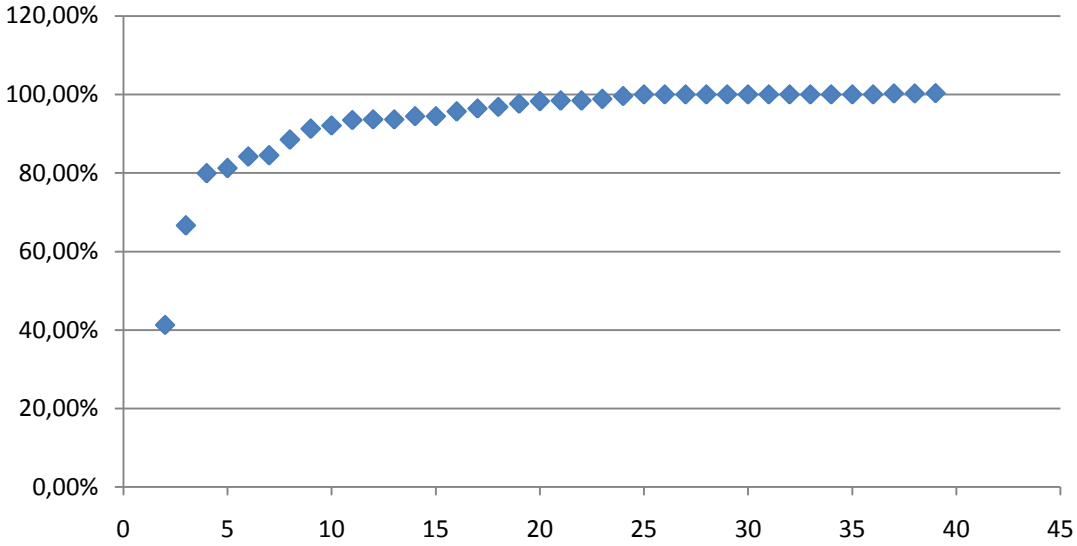
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

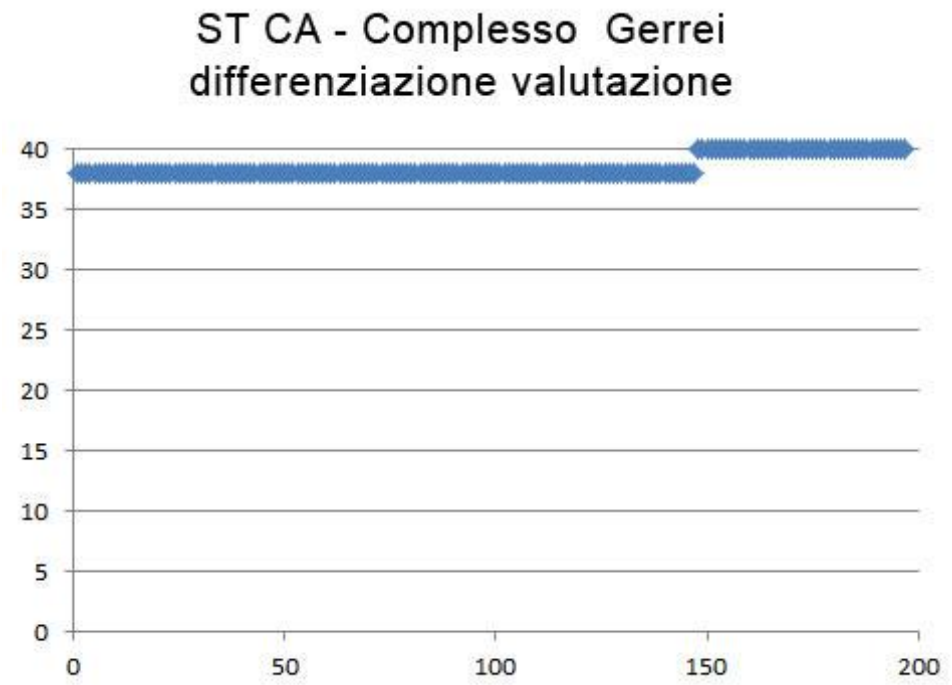
ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

Servizio Territoriale di Cagliari
differenziazione valutazione



Servizio Territoriale di Cagliari
Differenziazione Premio

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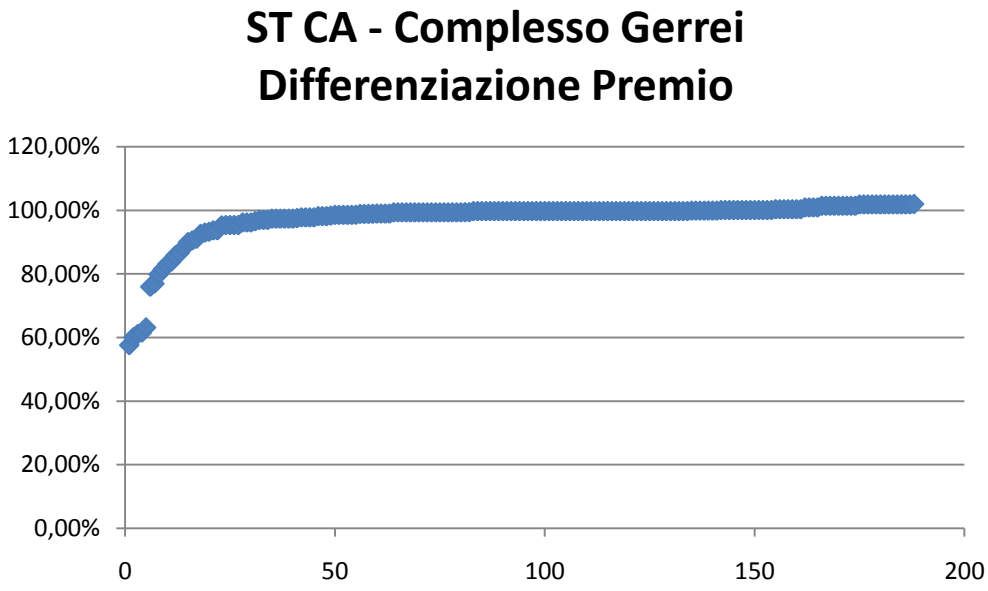
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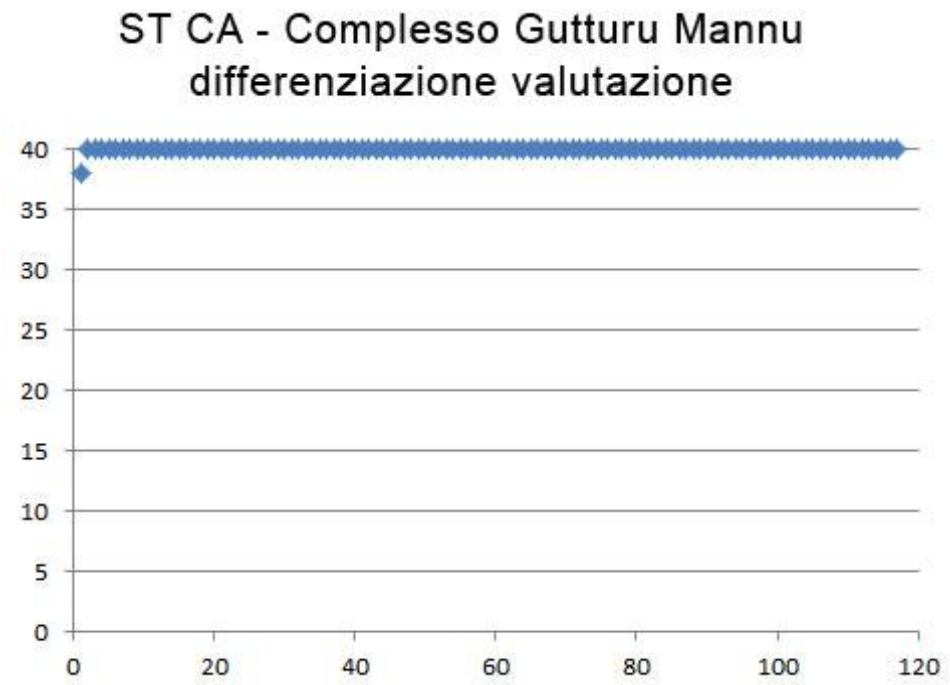
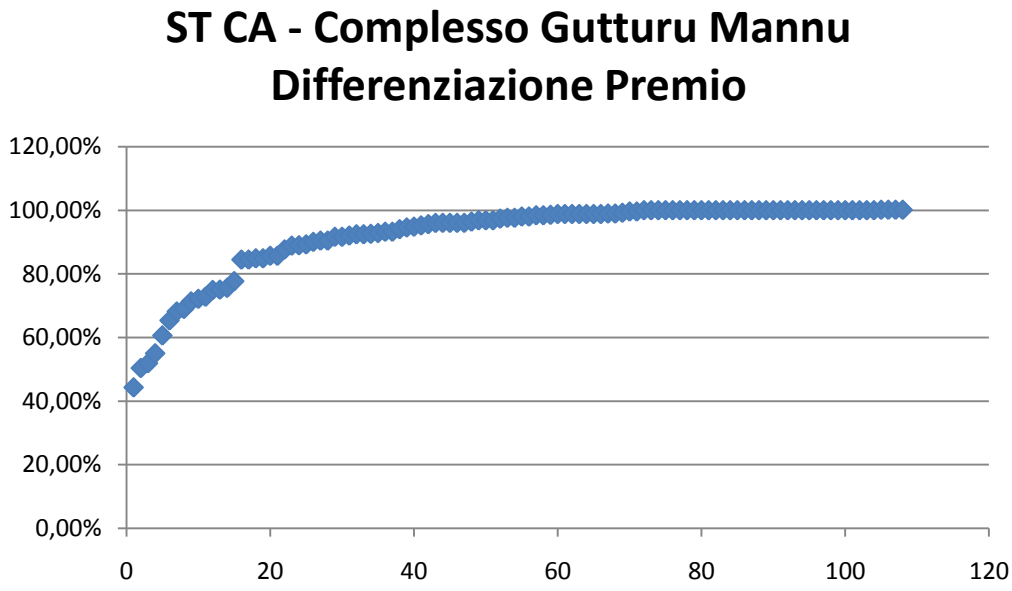
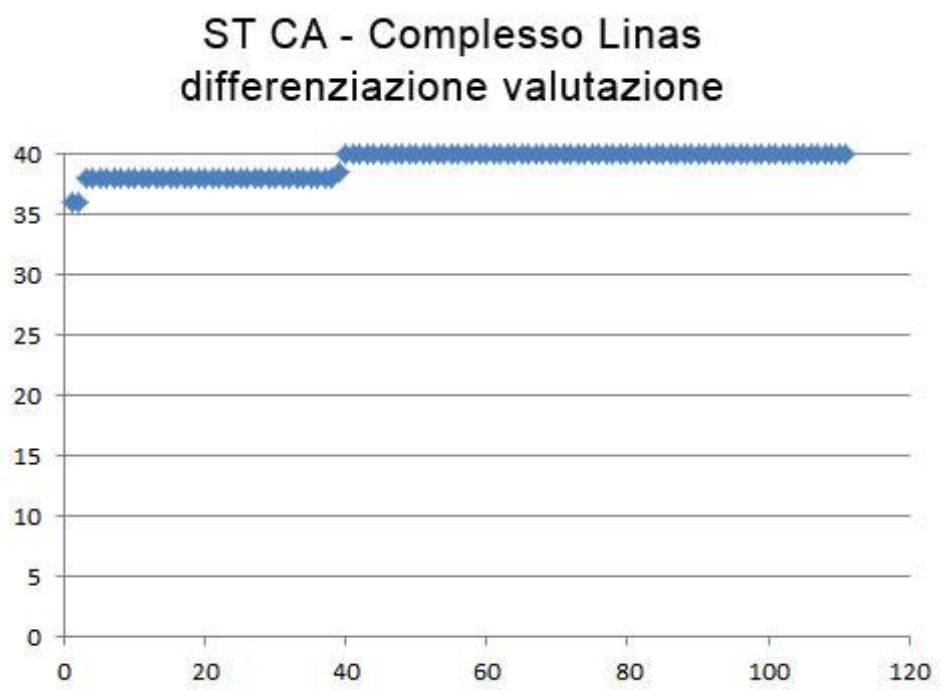
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA



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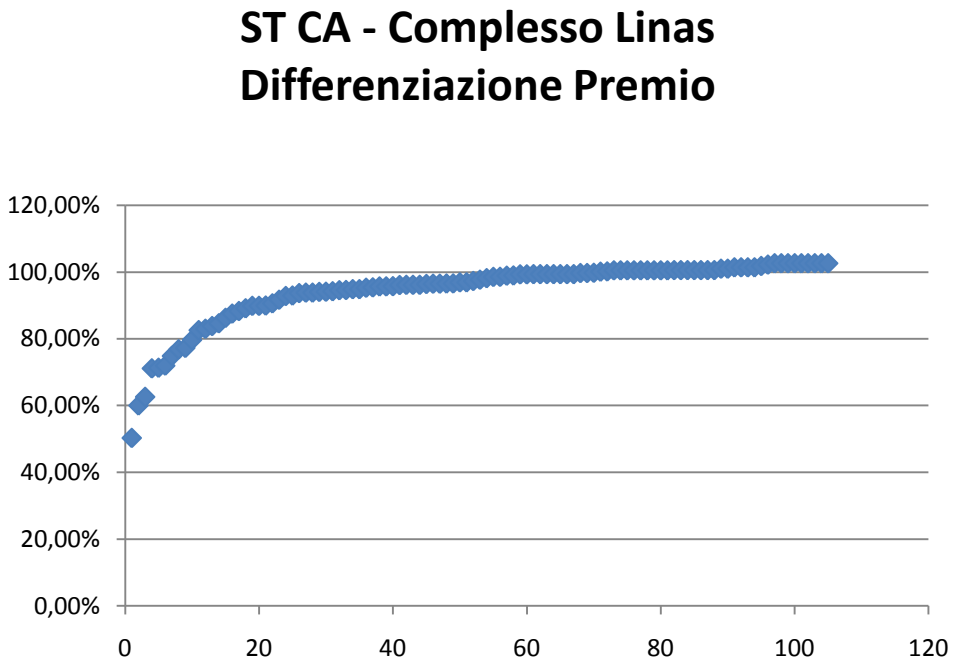
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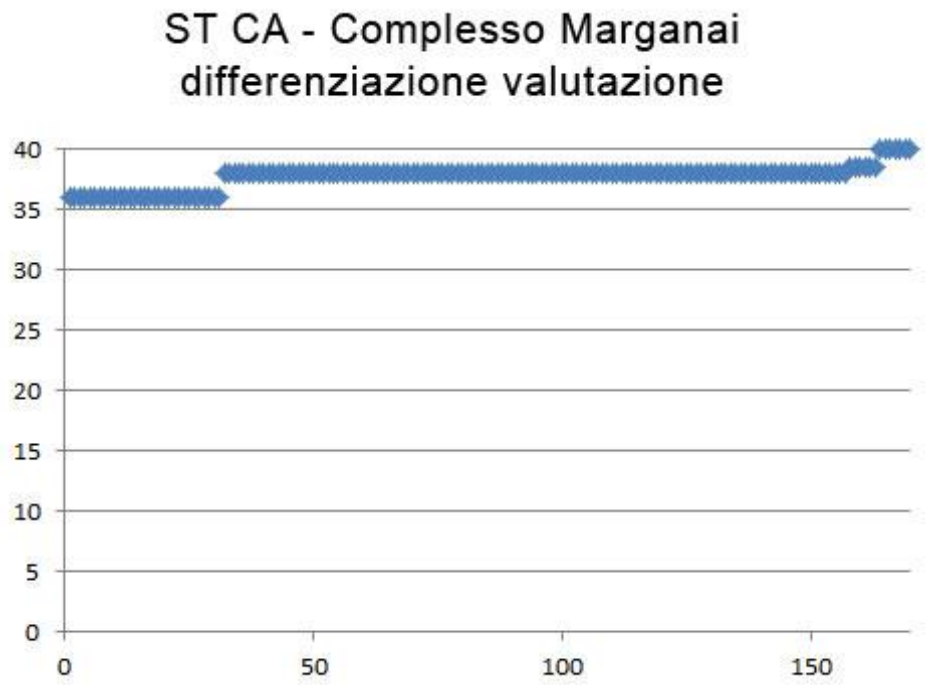
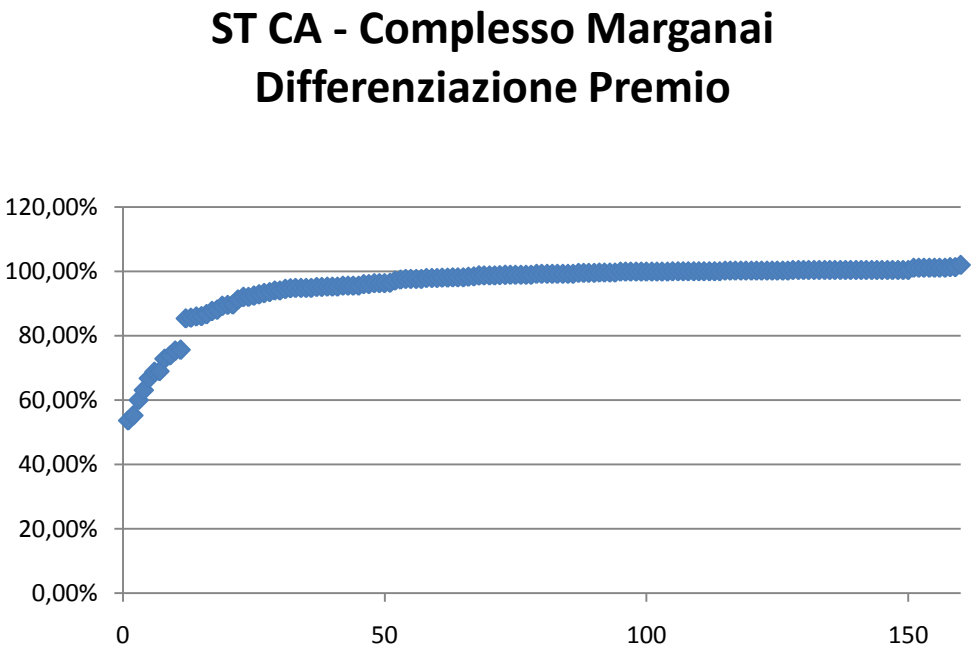
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

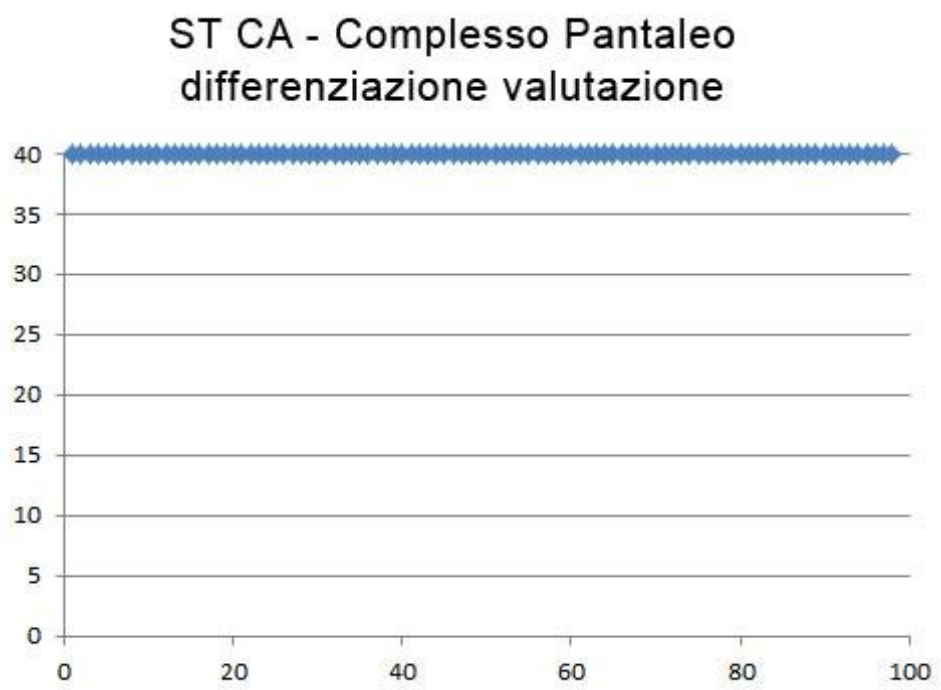
ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

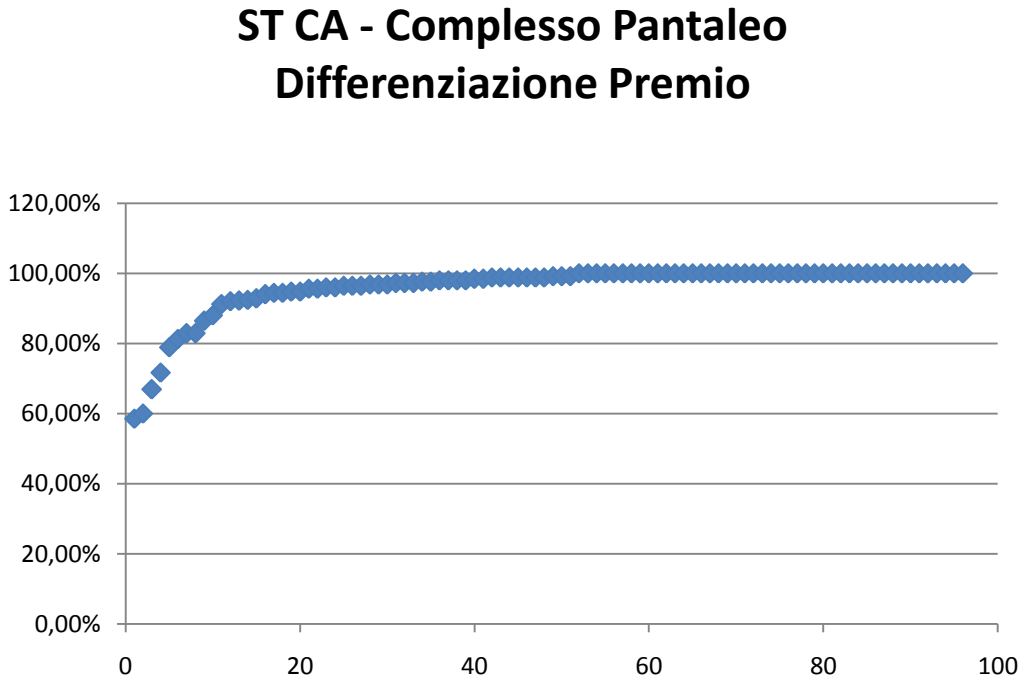




REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

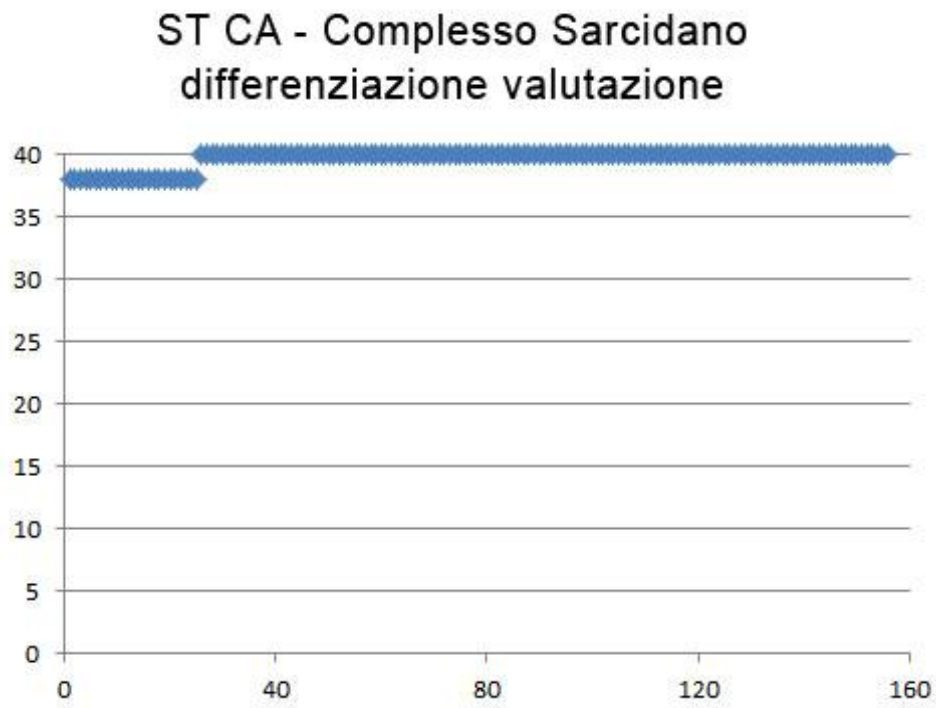
ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

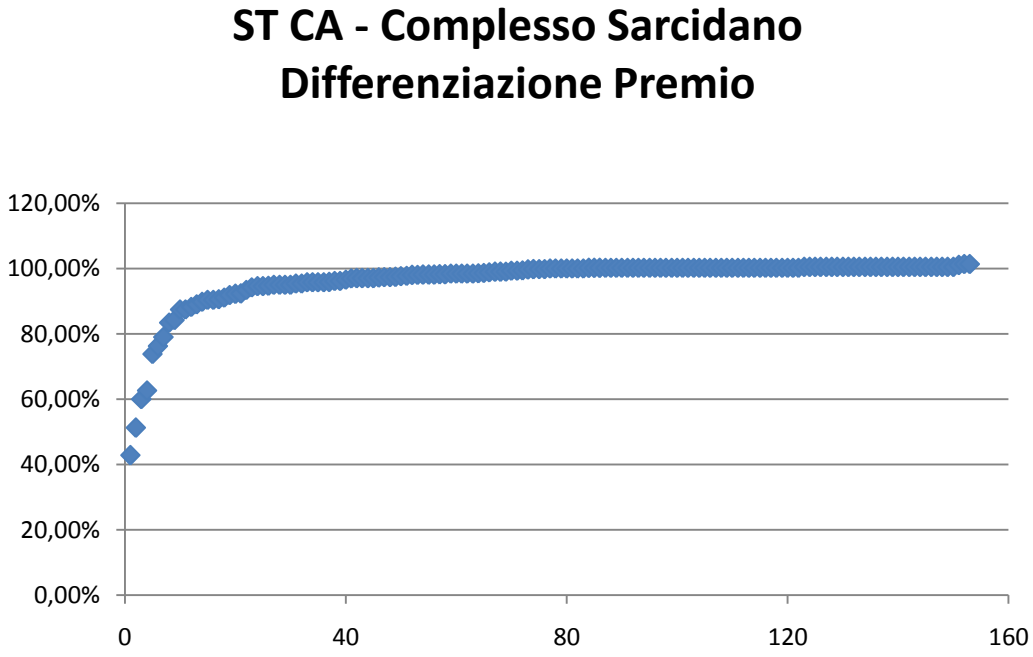




REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

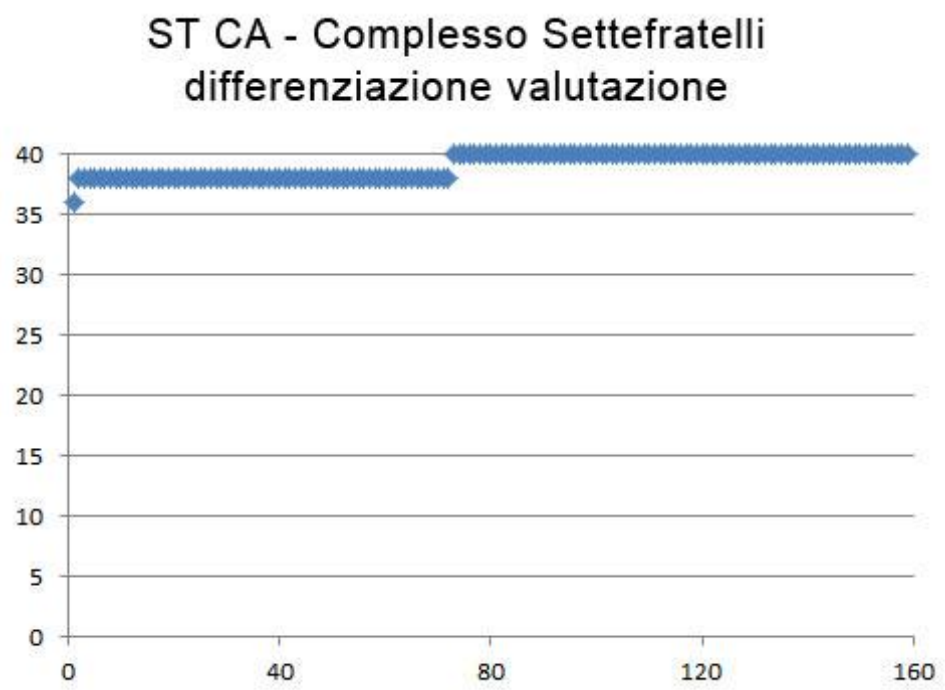
ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

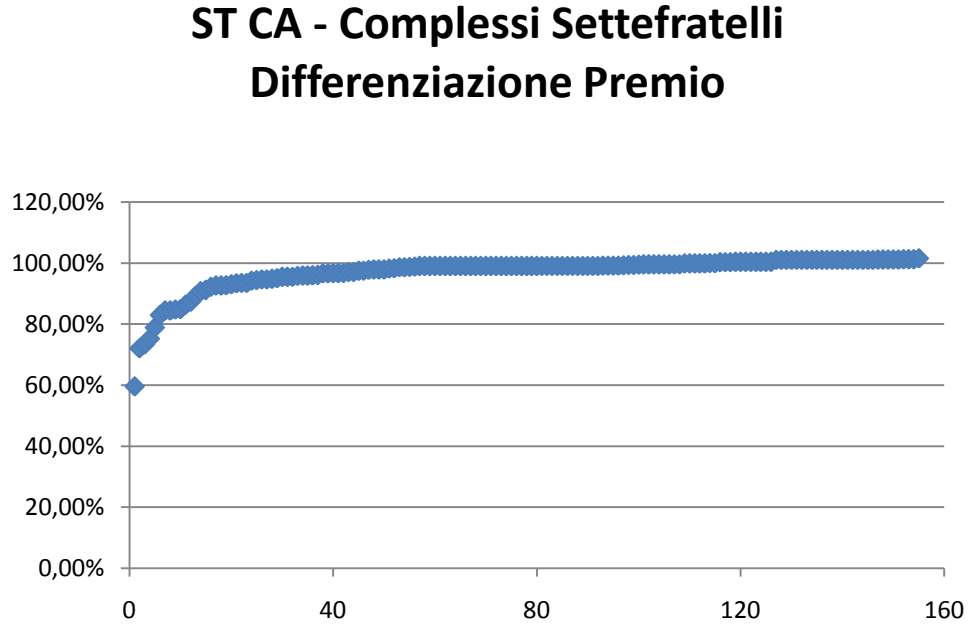


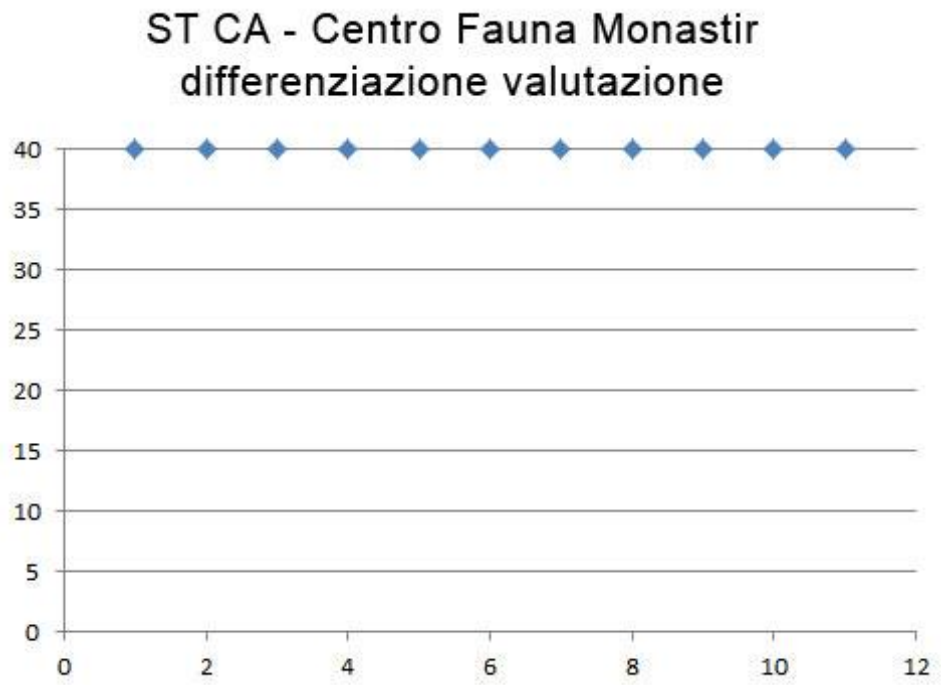


REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA






ST CA - Centro Fauna Monastir
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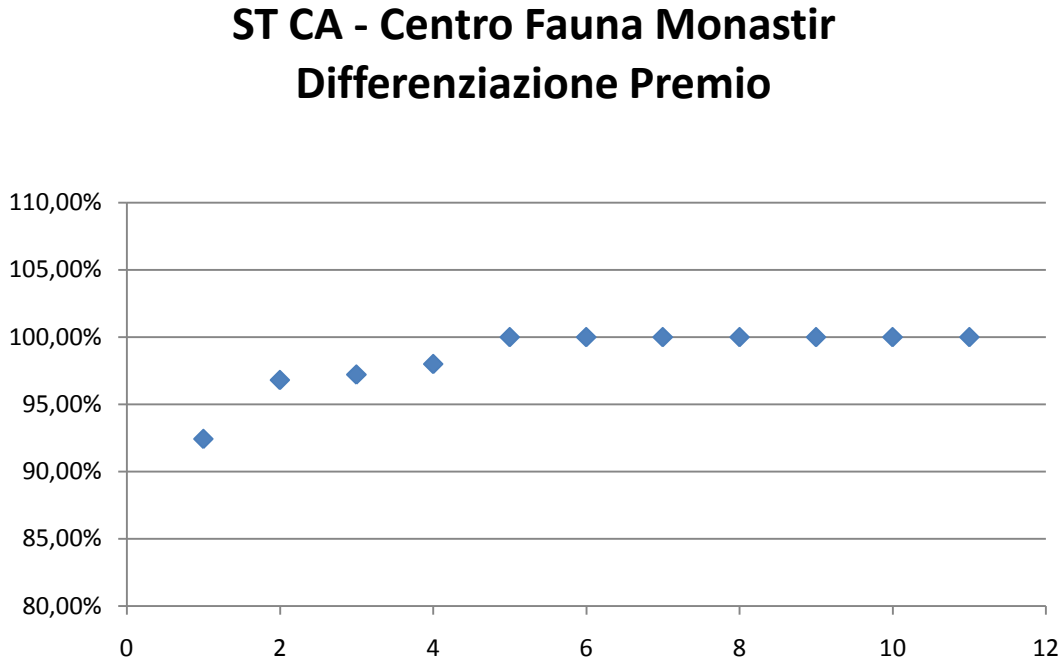
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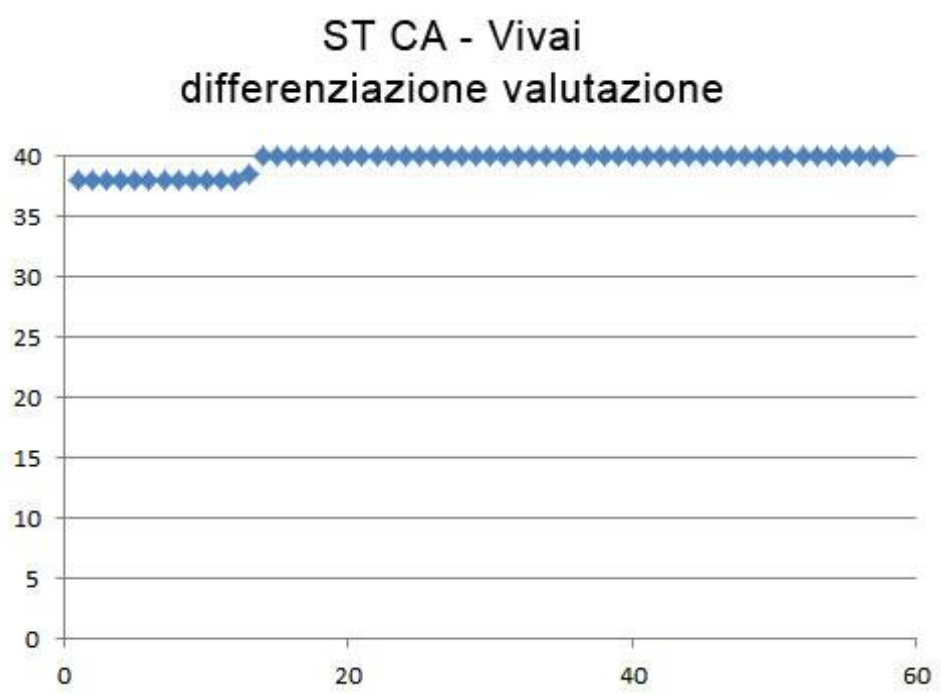
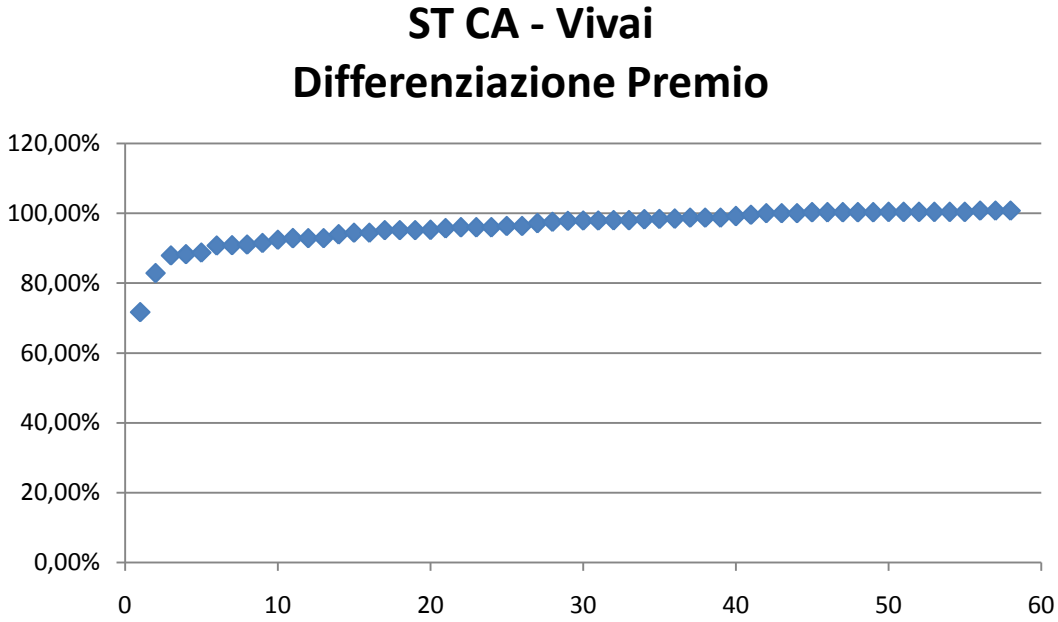
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

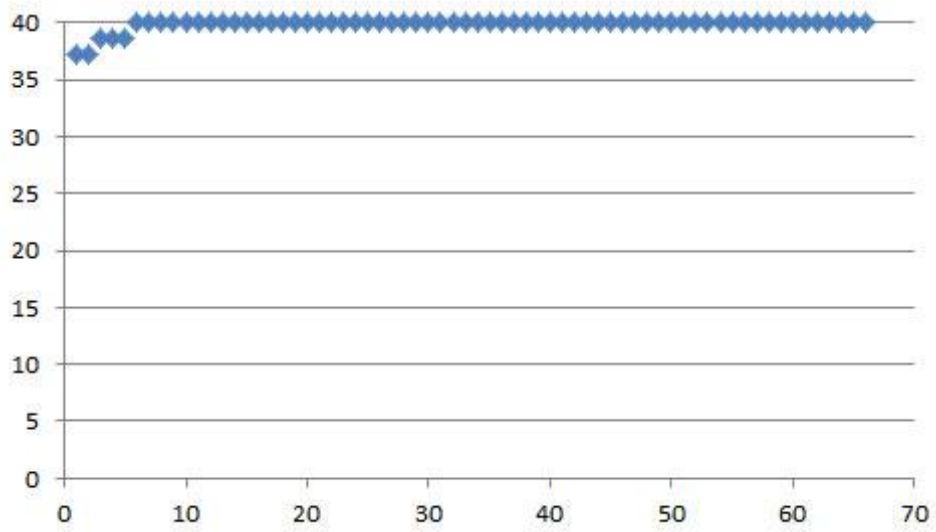




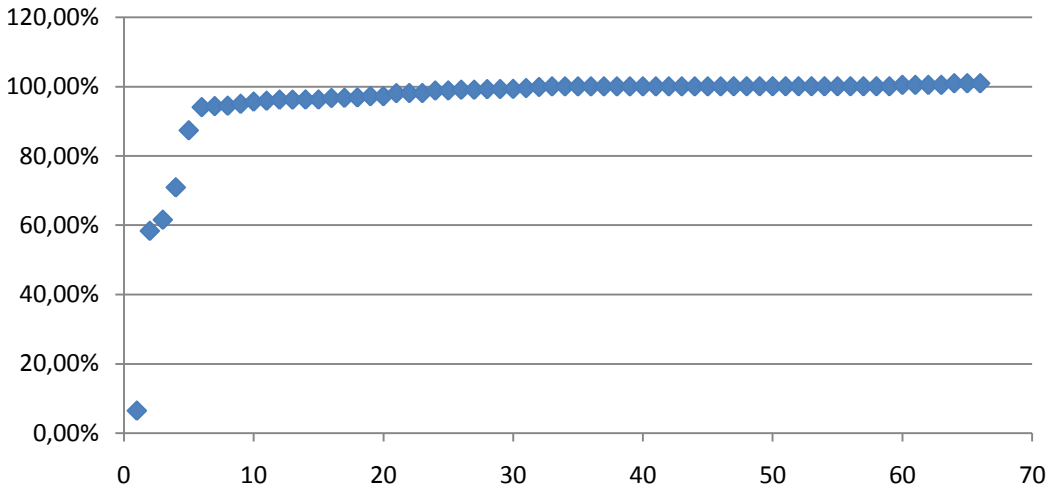
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

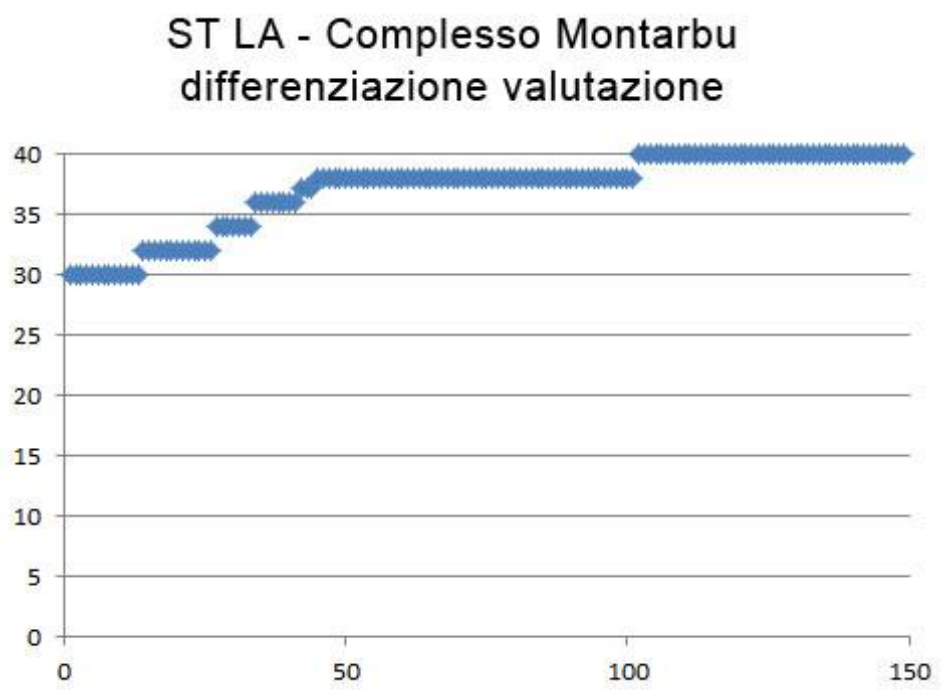
ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

Servizio Territoriale di Lanusei
differenziazione valutazione



Servizio Territoriale di Lanusei
Differenziazione Premio

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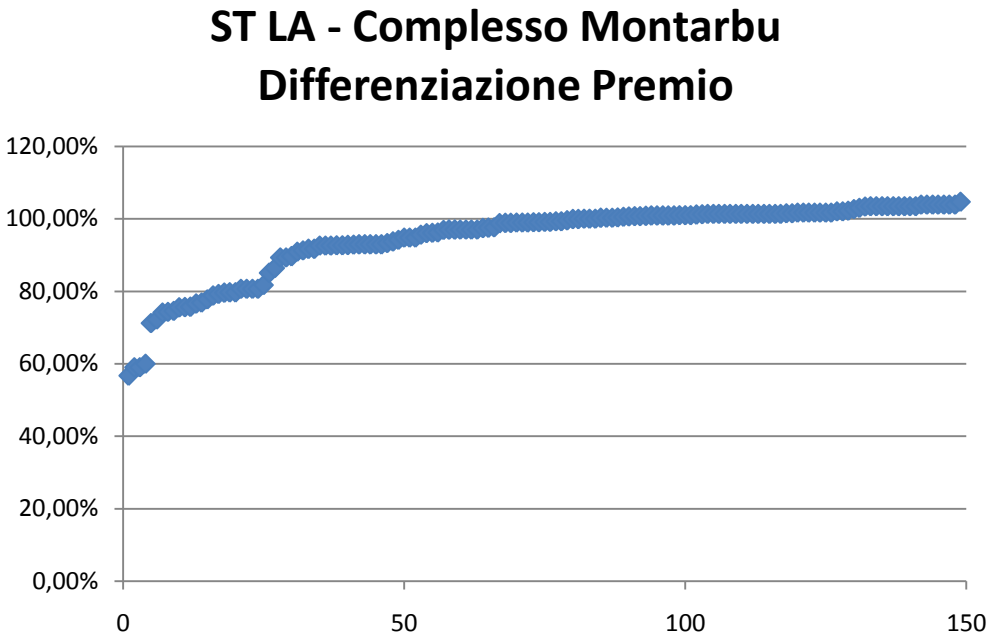
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Differenziazione Premio
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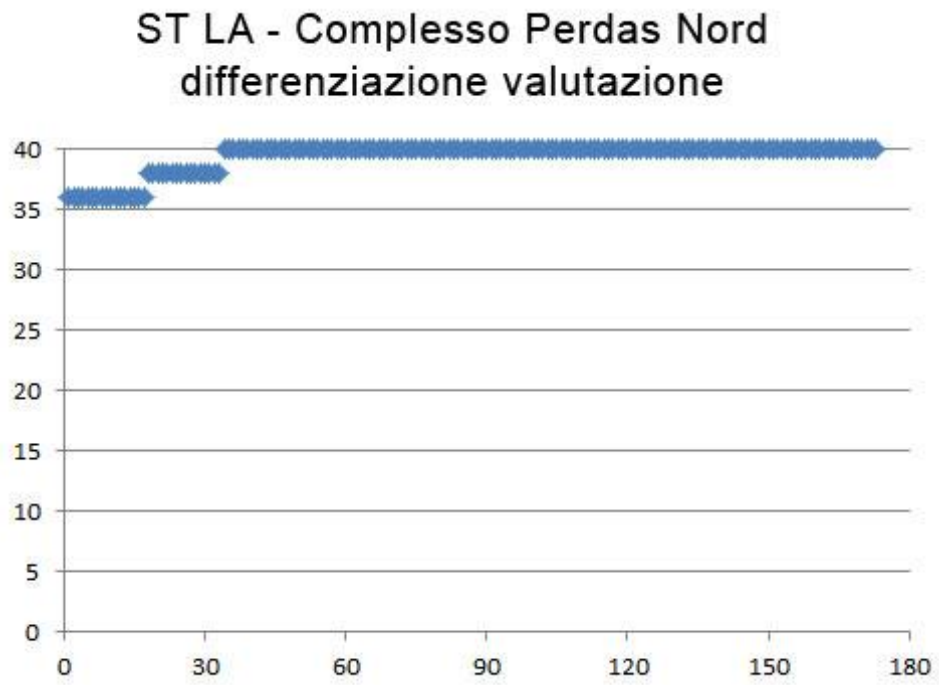
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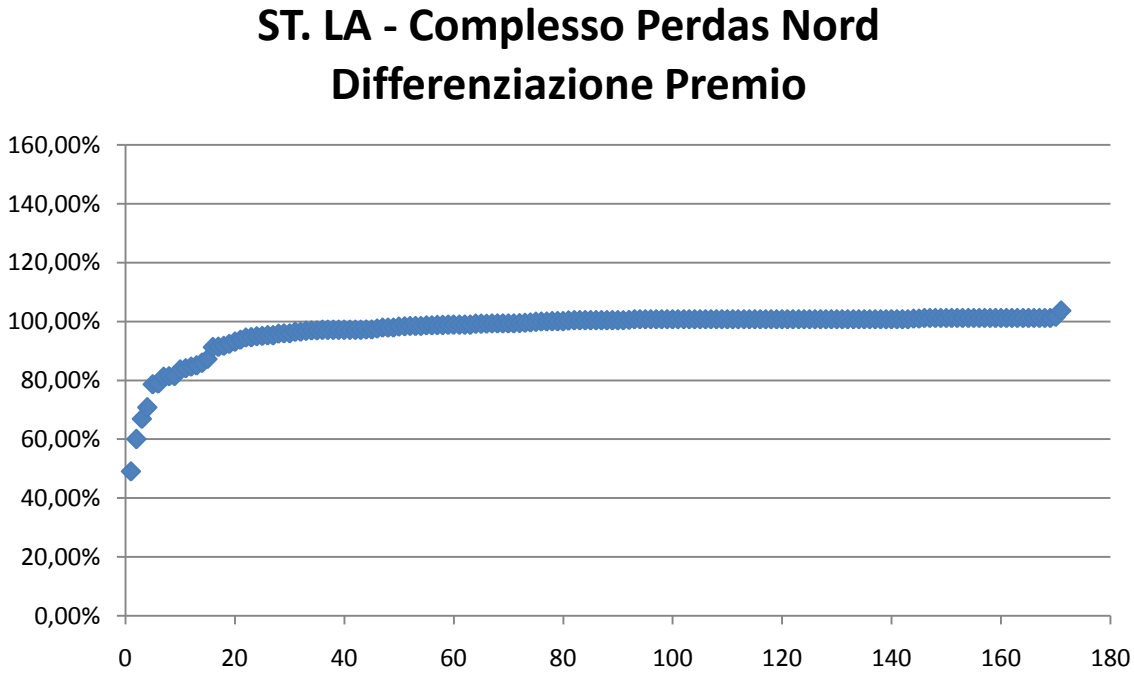
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Differenziazione Premio
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140
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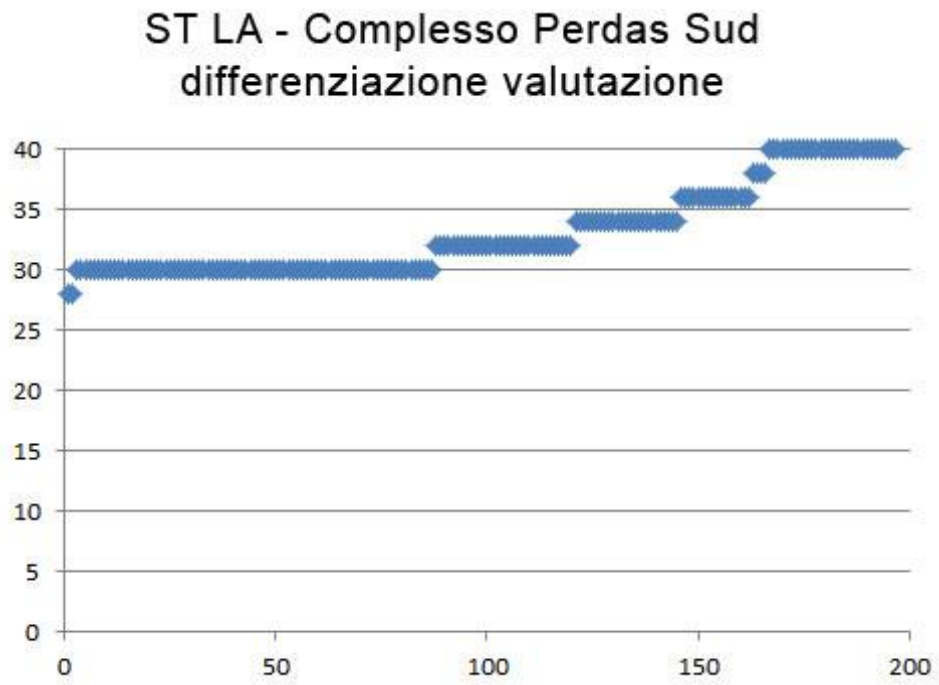
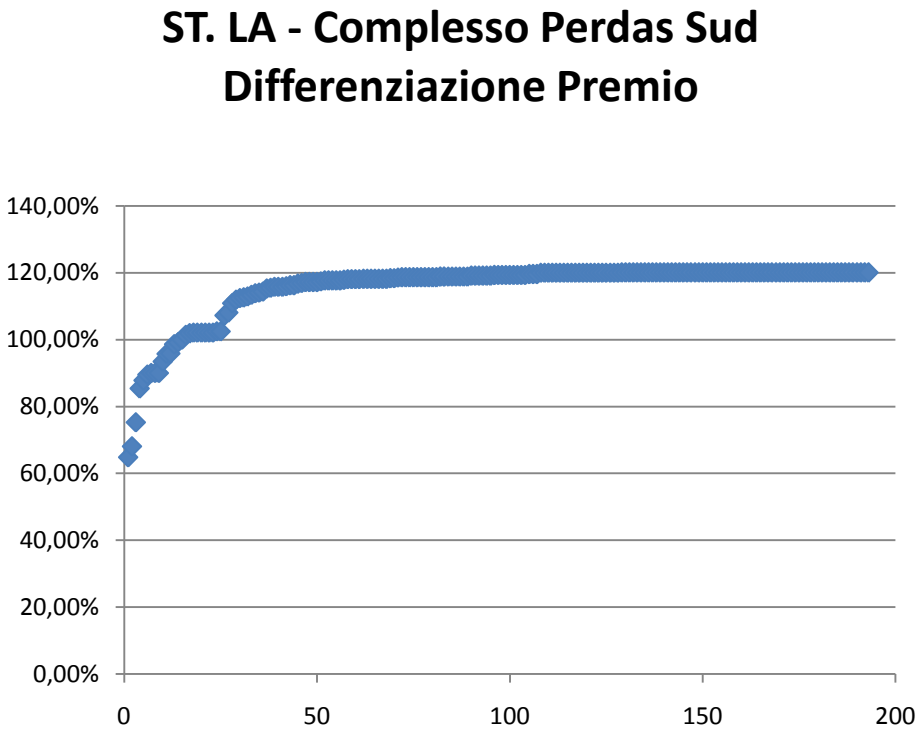
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

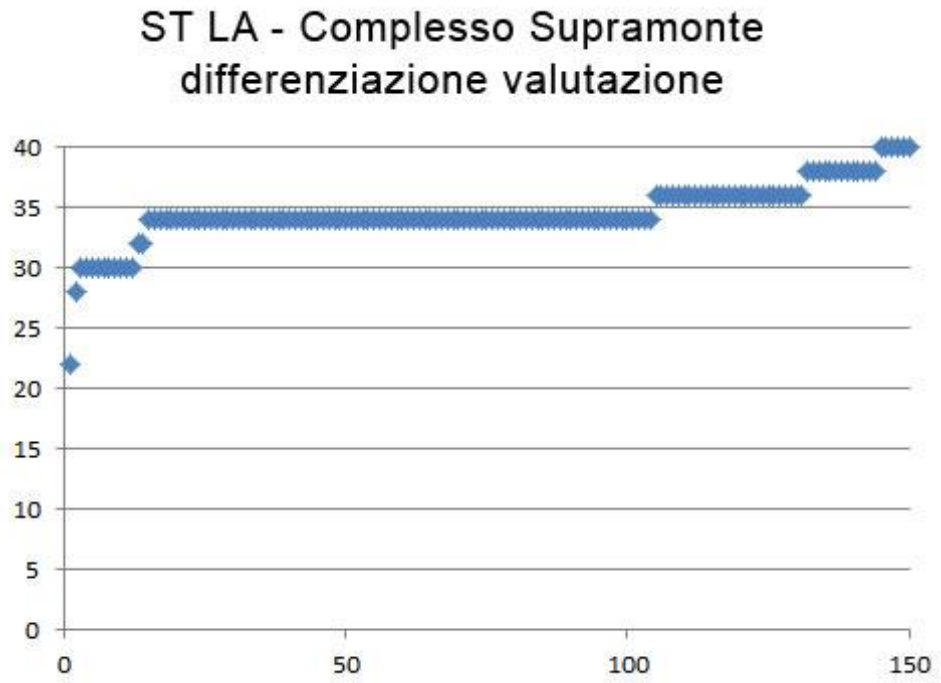
ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

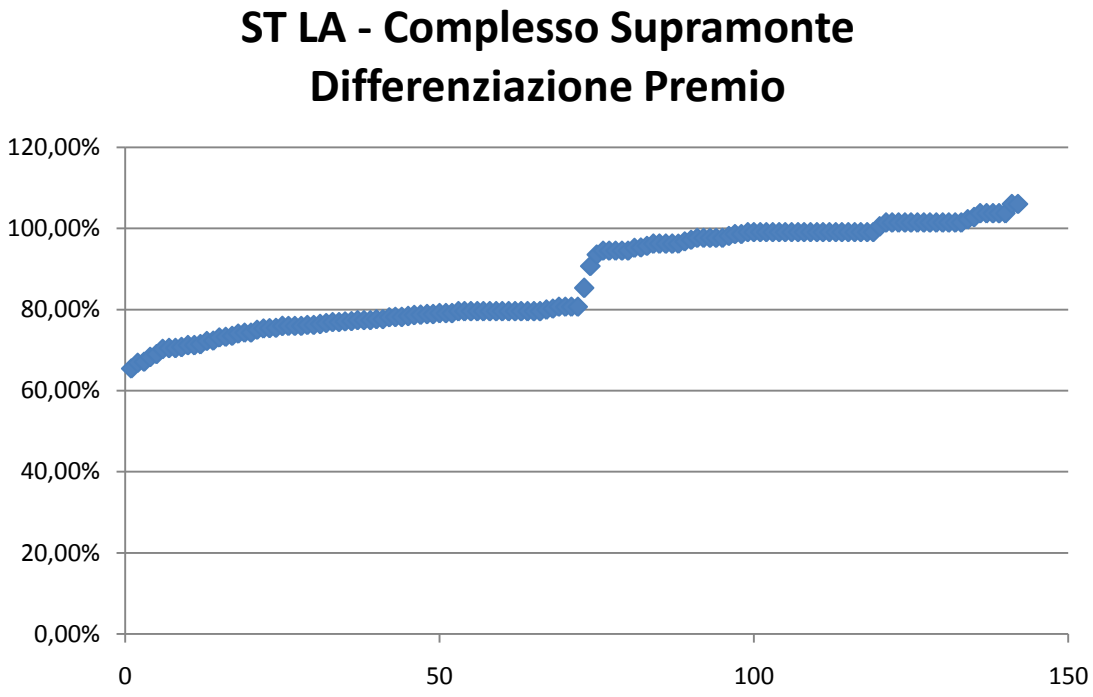




REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

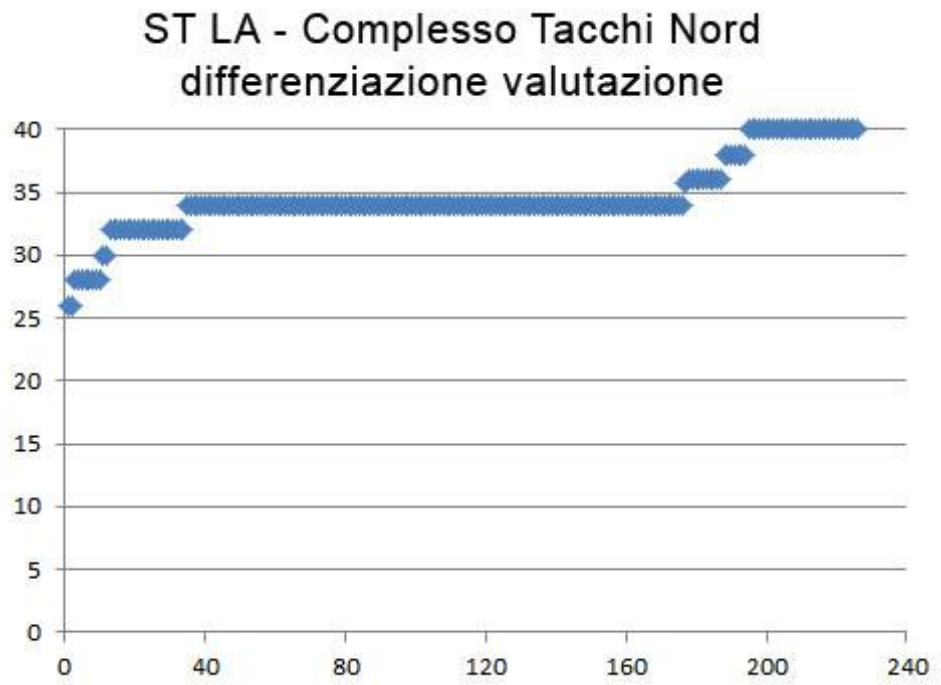
ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

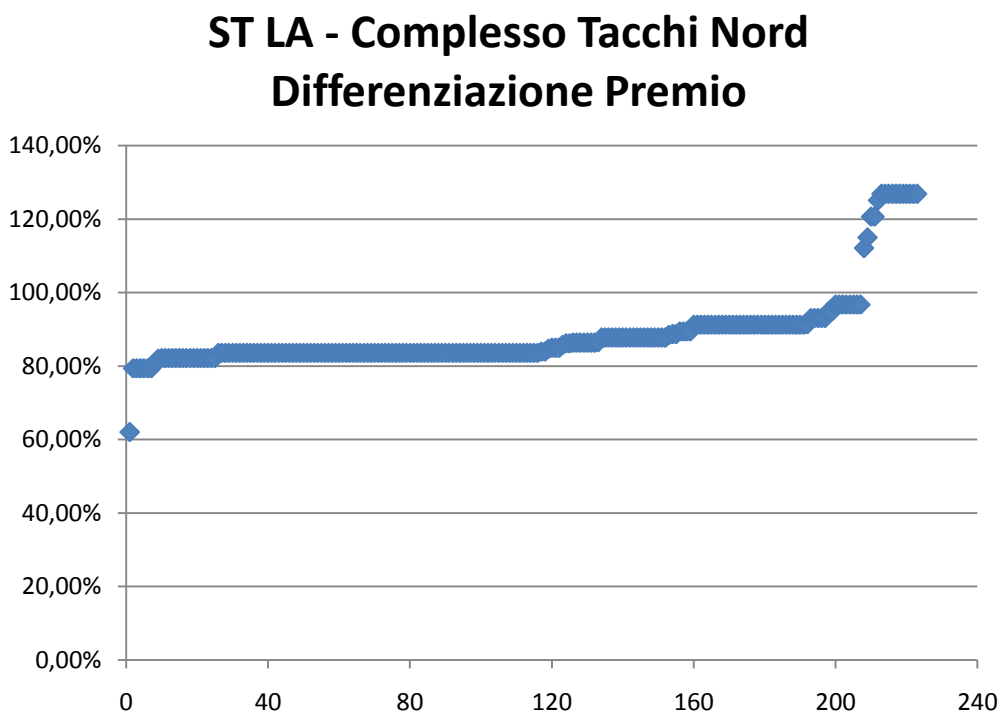


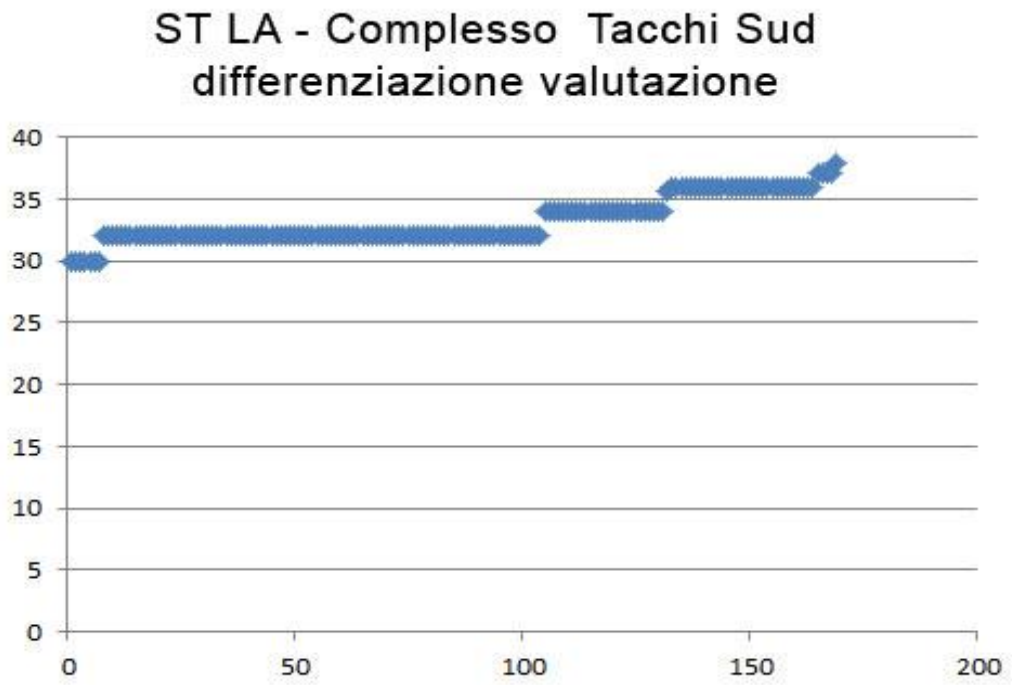


REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA






ST LA - Complesso Tacchi Sud
differenziazione valutazione
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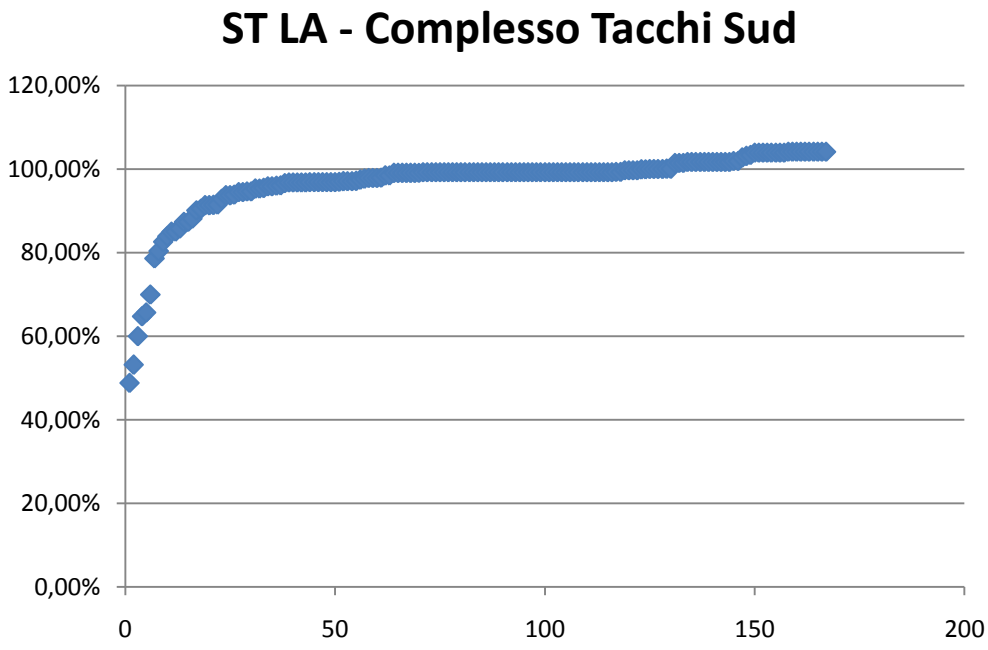
ST LA - Complesso Tacchi Sud
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80,00%
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0,00%
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150
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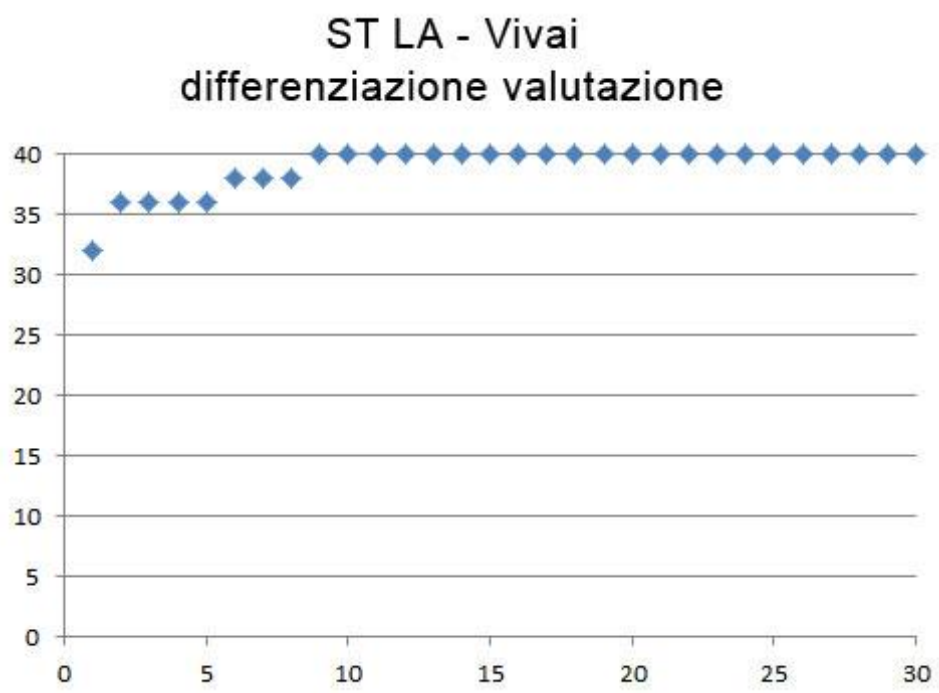
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differenziazione valutazione
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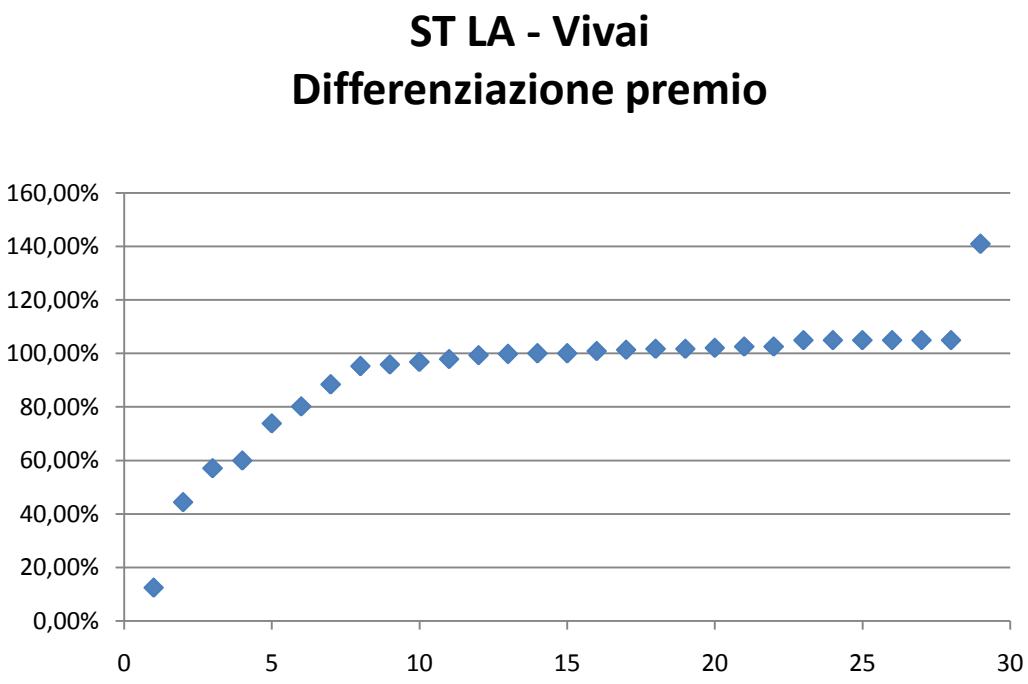
ST LA - Vivai
Differenziazione premio
160,00%
140,00%
120,00%
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60,00%
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20,00%
0,00%
0
5
10
15
20
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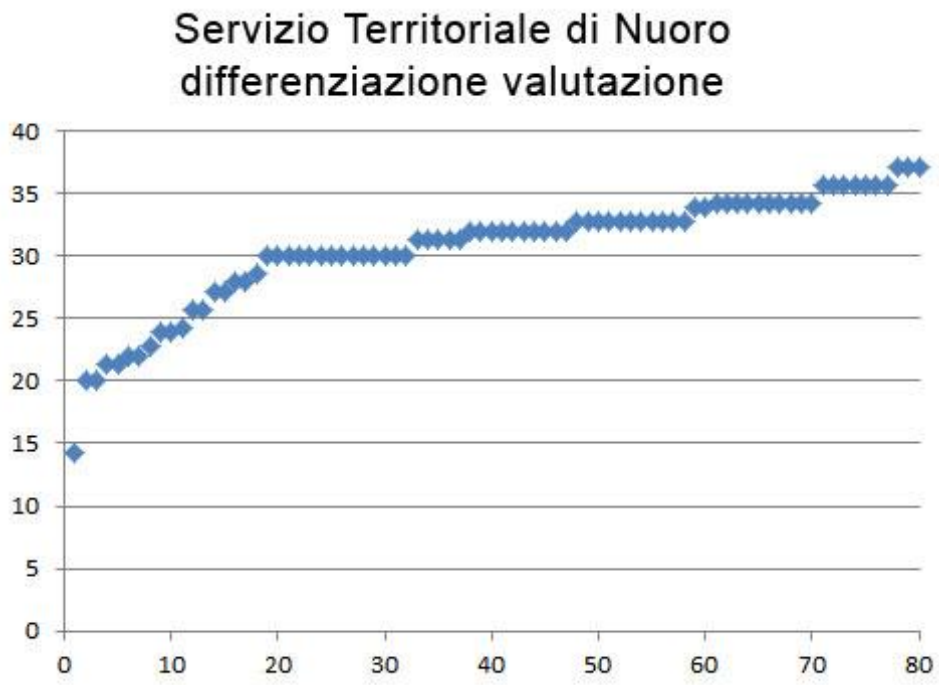
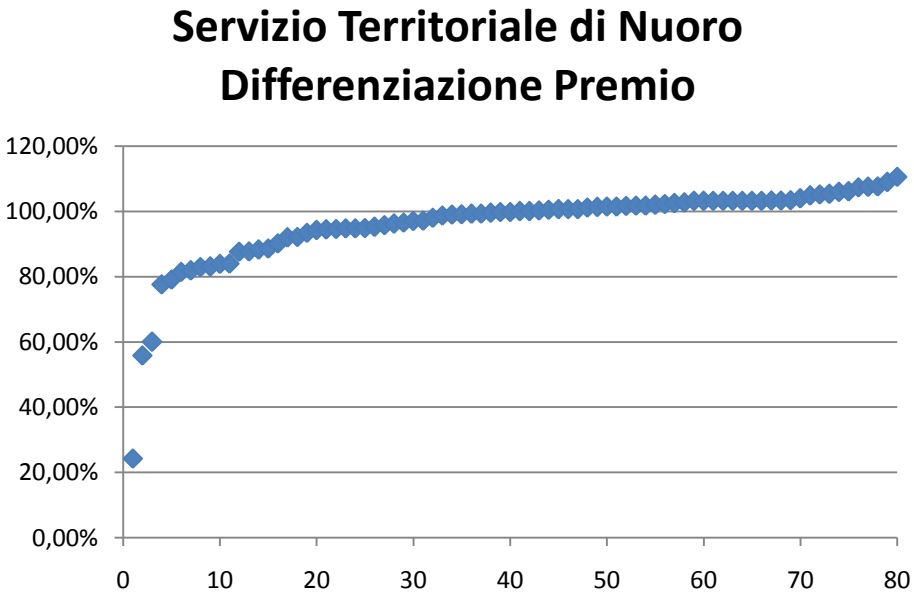
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

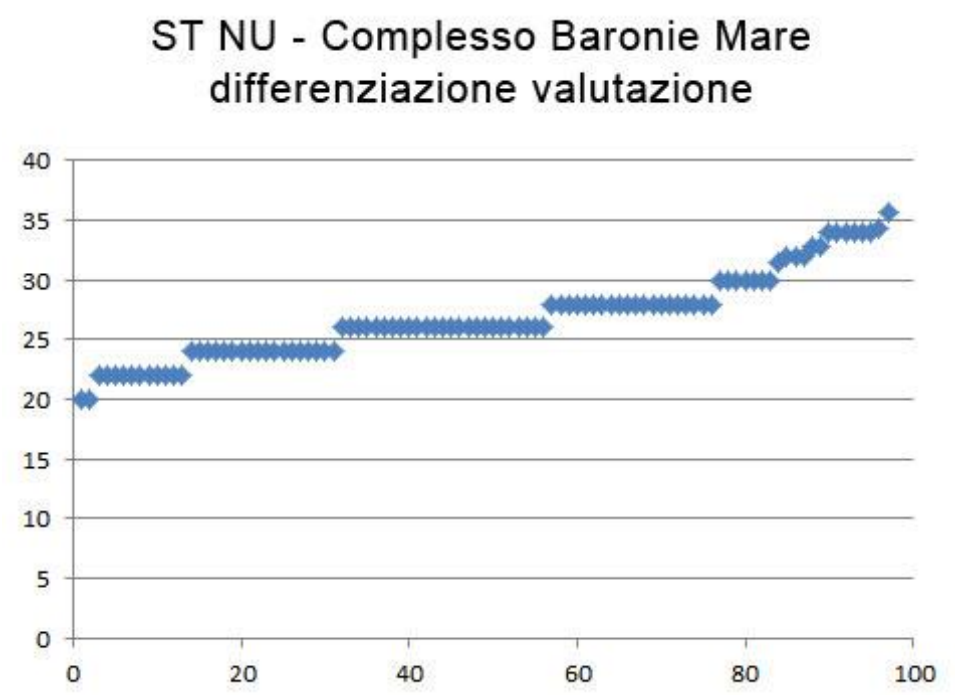
ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

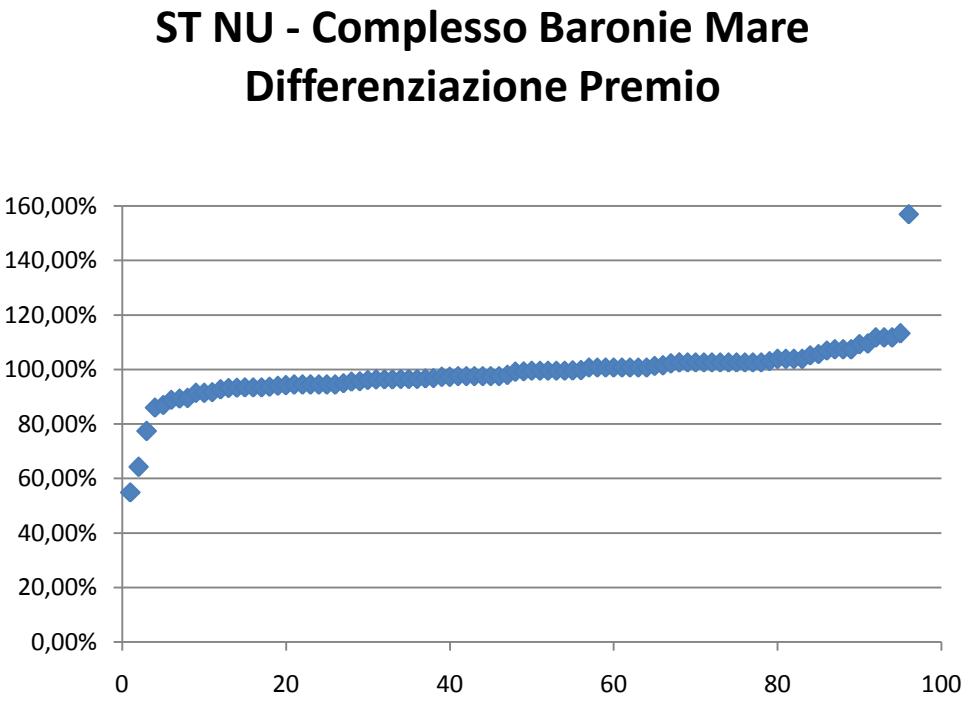




REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

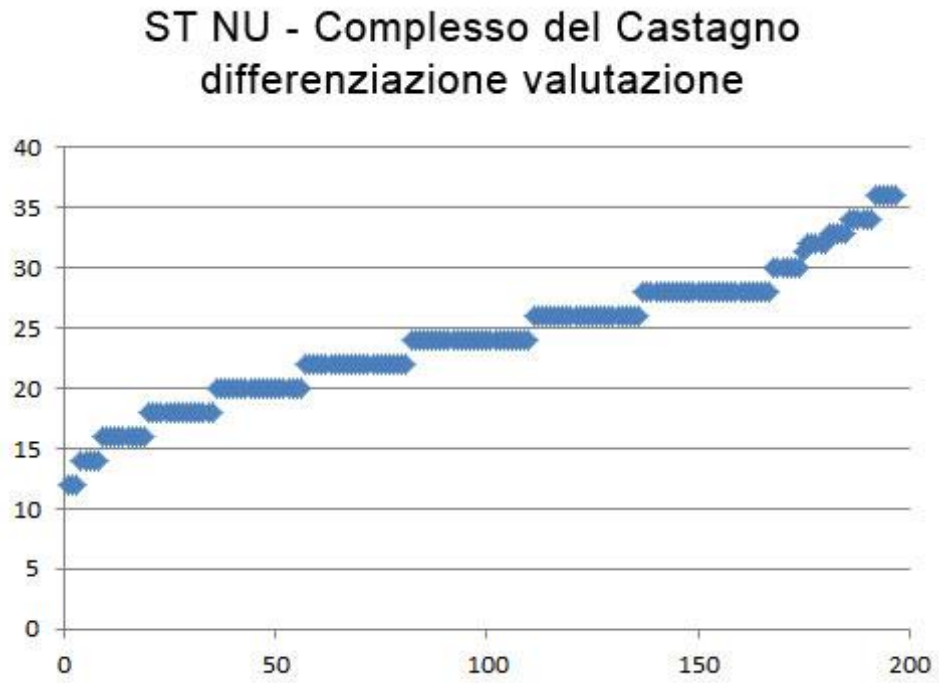
ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

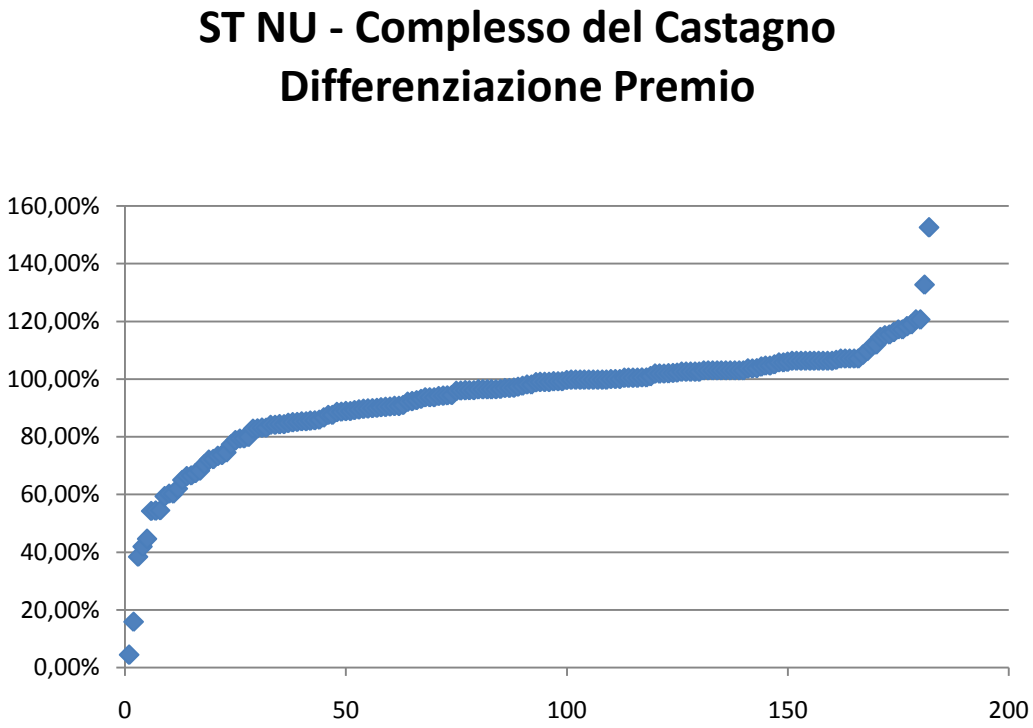


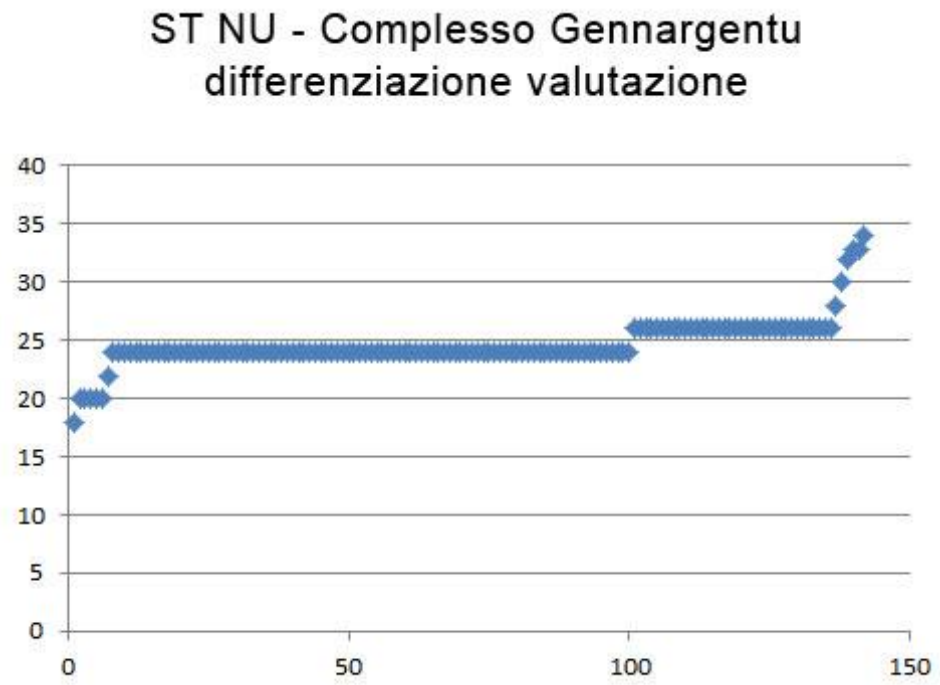


REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA






ST NU - Complesso Gennargentu
differenziazione valutazione
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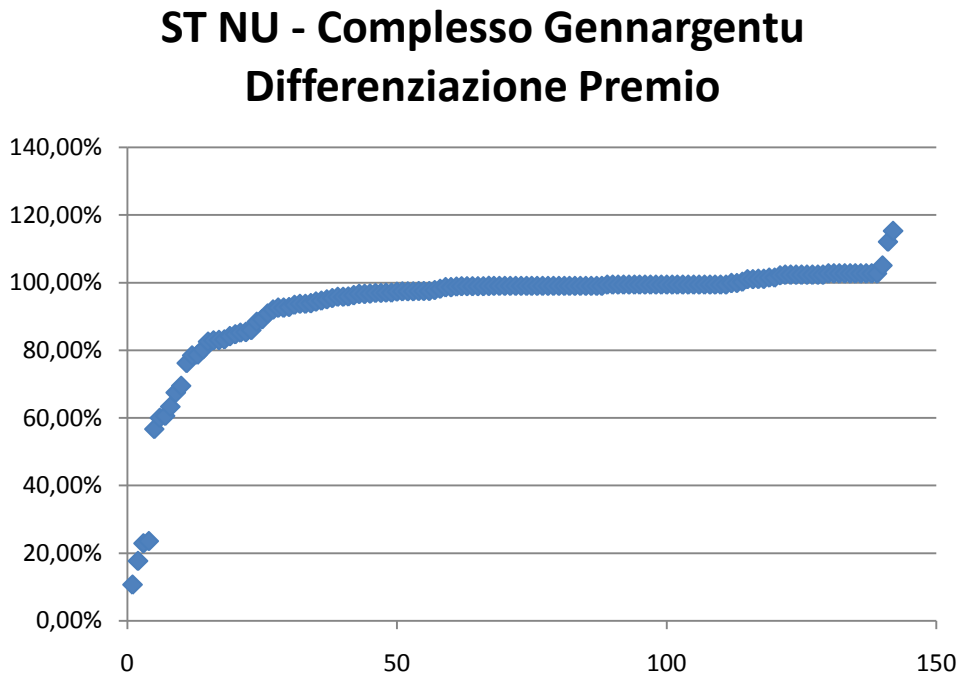
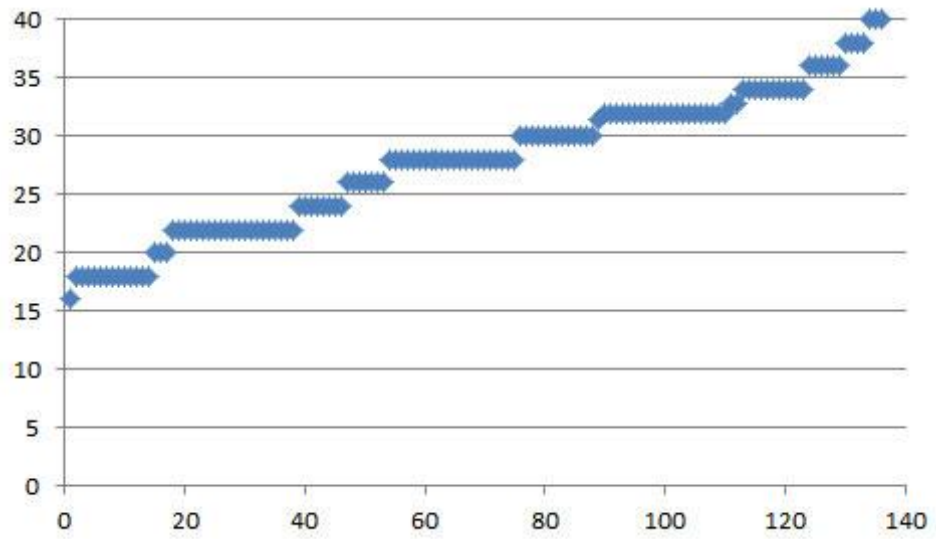

ST NU - Complesso Gennargentu
Differenziazione Premio
140,00%
120,00%
100,00%
80,00%
60,00%
40,00%
20,00%
0,00%
0
50
100
150

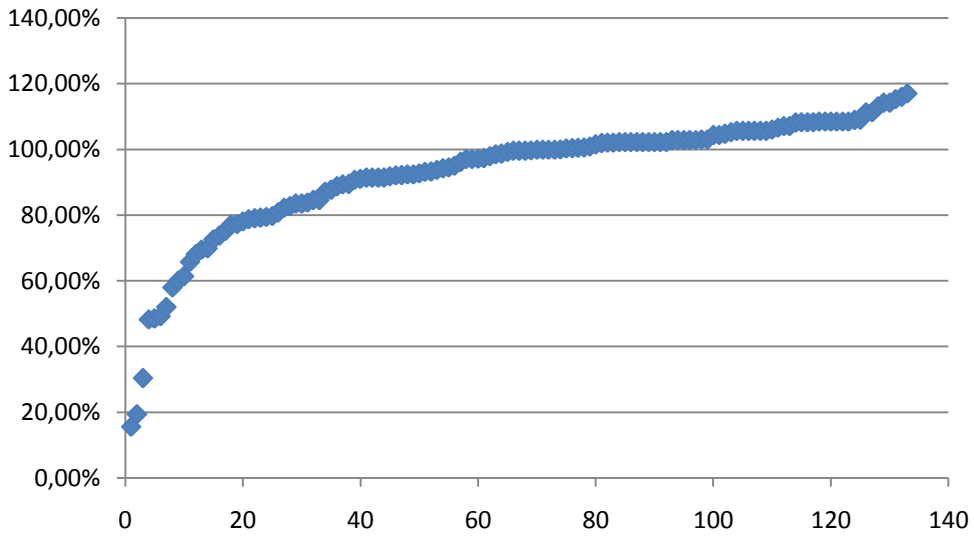
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

ST NU - Complesso Marghine Sa Serra differenziazione valutazione



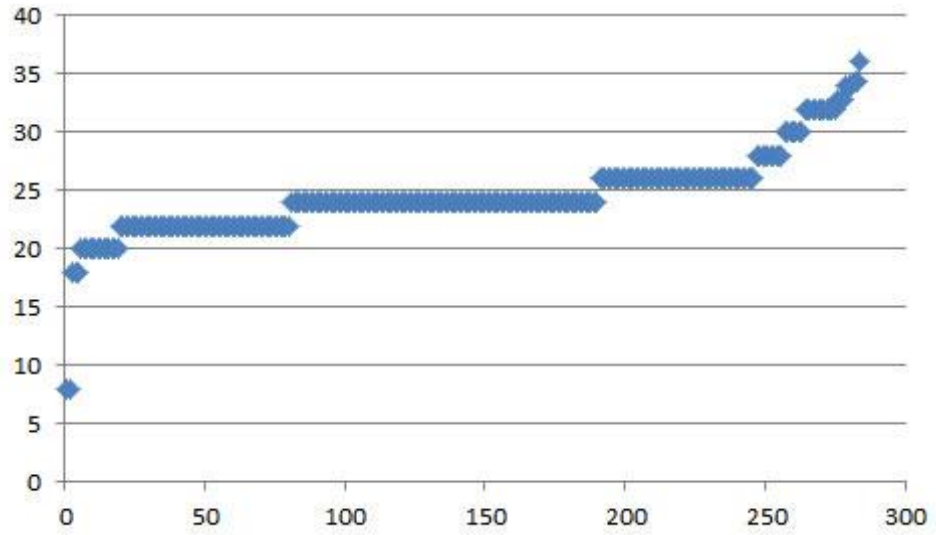
ST NU - Complesso Marghine sa Serra Differenziazione premio



REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

ST NU - Complesso Montalbo differenziazione valutazione



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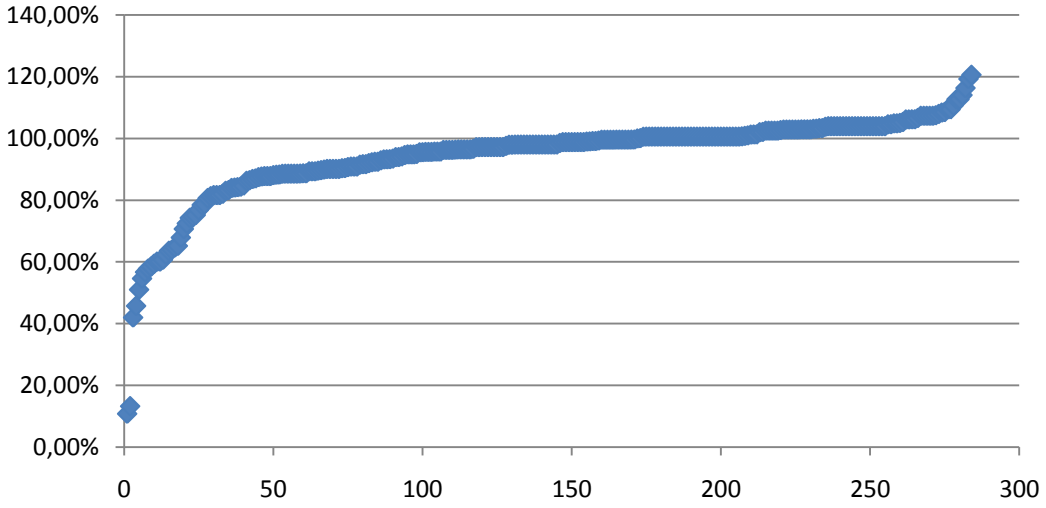
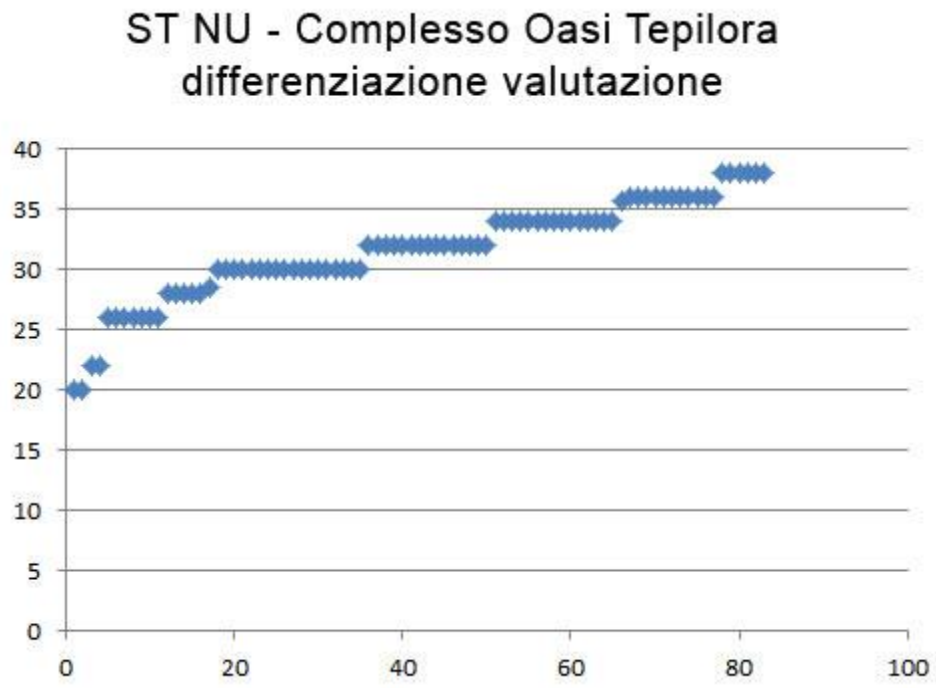
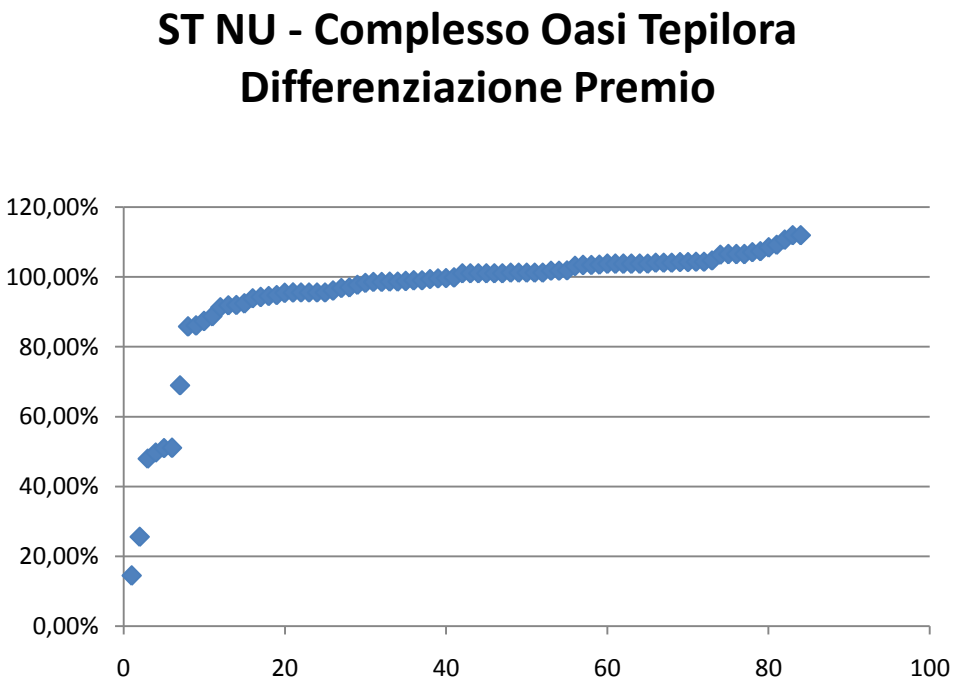


REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

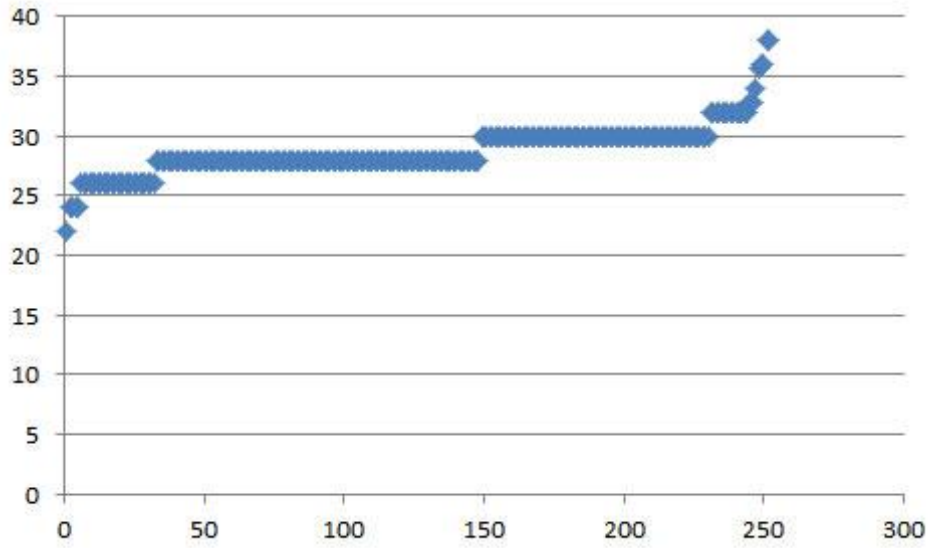




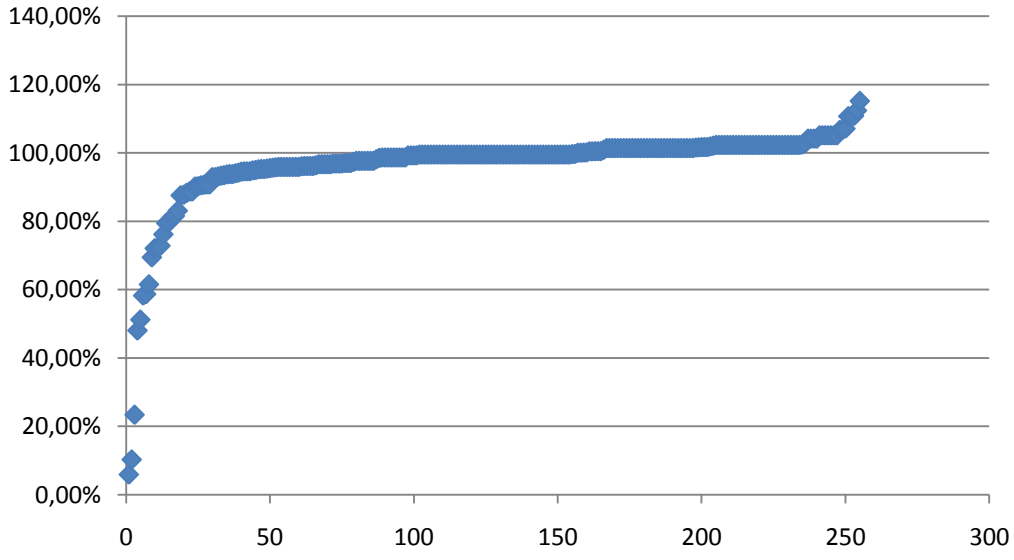
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

ST NU - Complesso Supramonte differenziazione valutazione

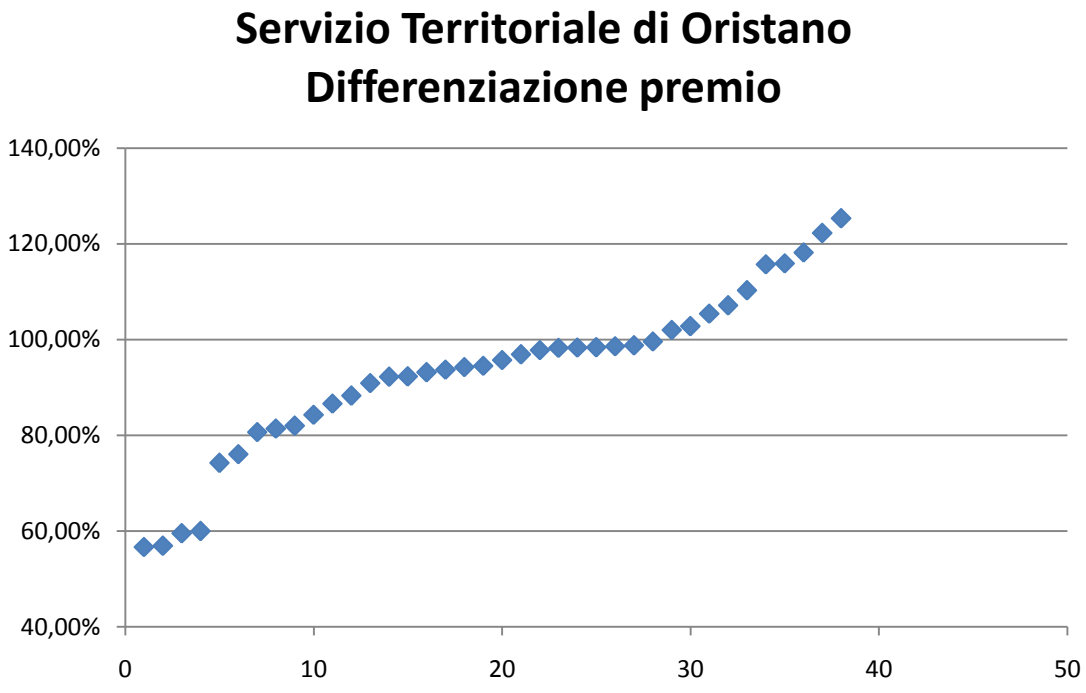


ST NU - Complesso Supramonte Differenziazione Premio



REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

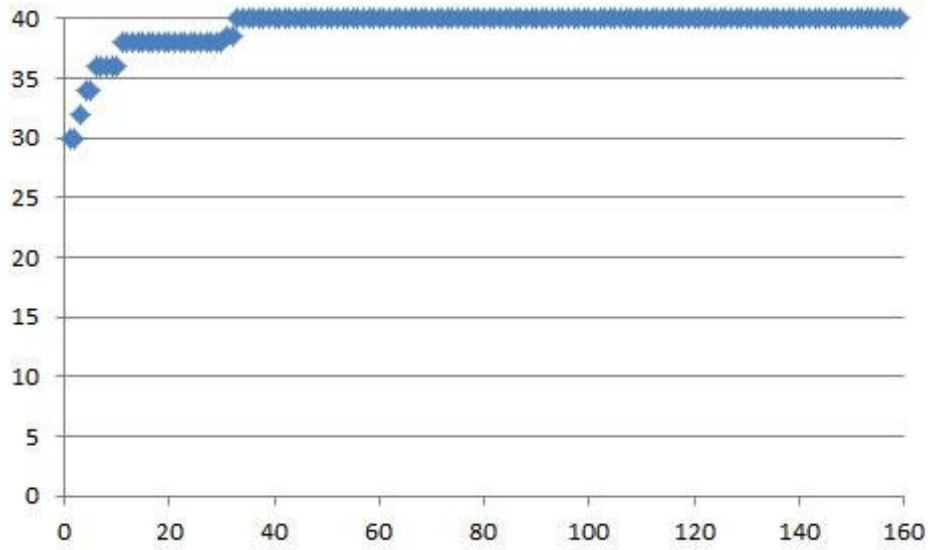
ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA



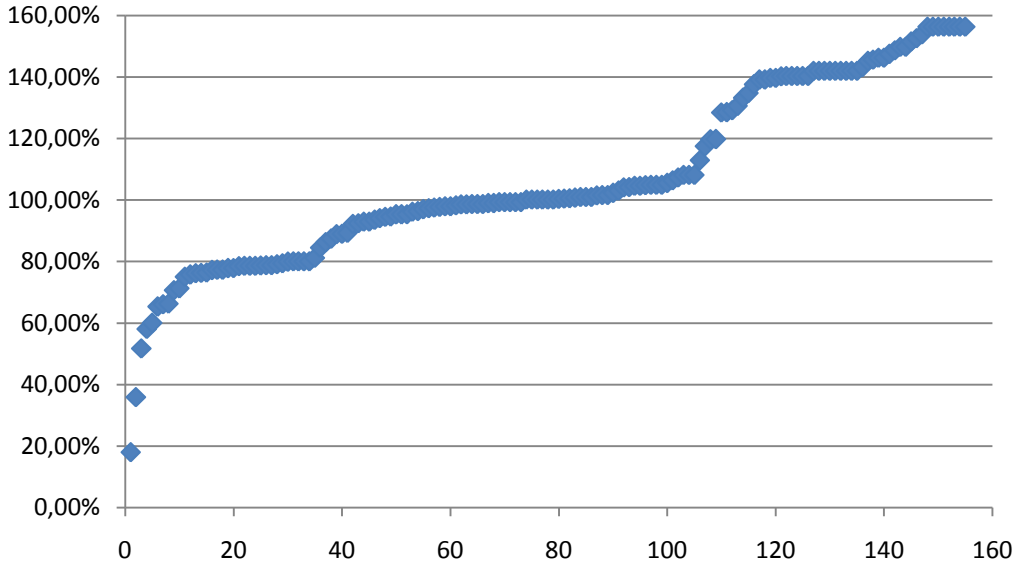
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

ST OR- Complesso Barigadu
differenziazione valutazione

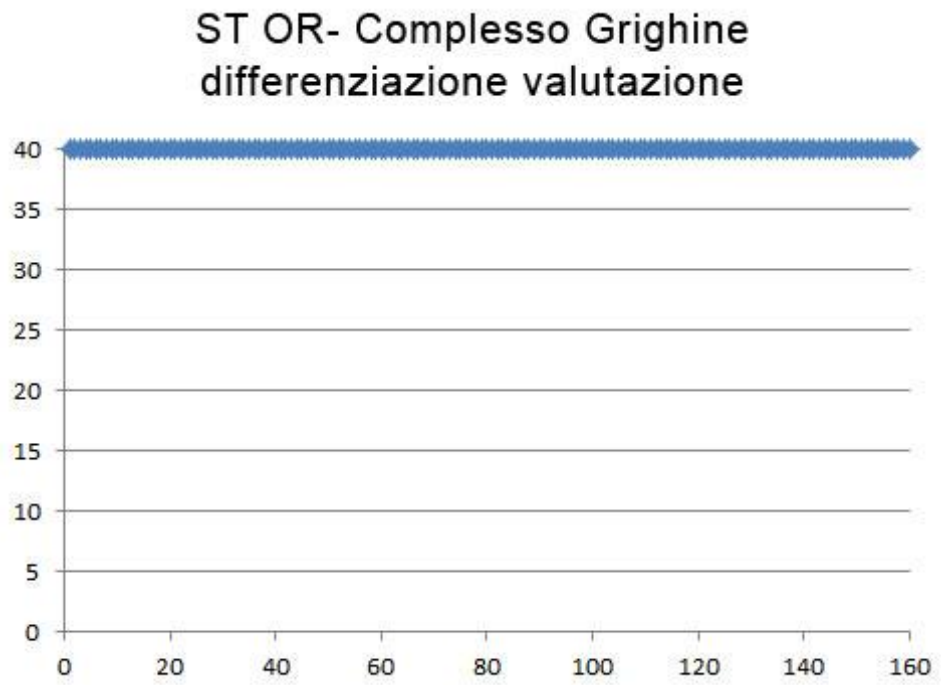


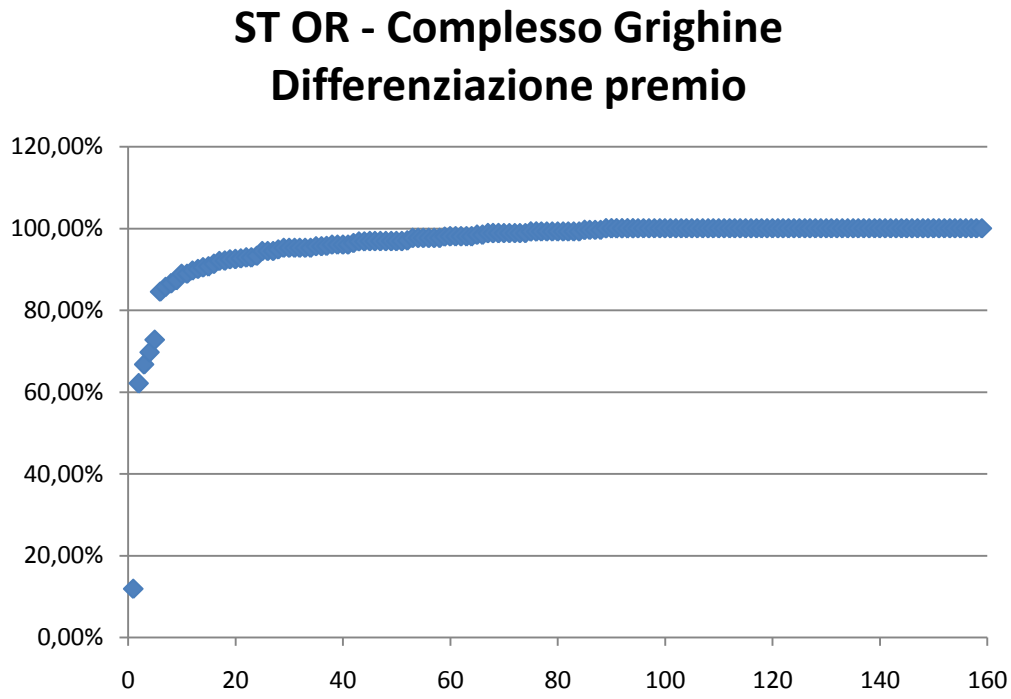
ST OR - Complessi Barigadu
Differenziazione premio



REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

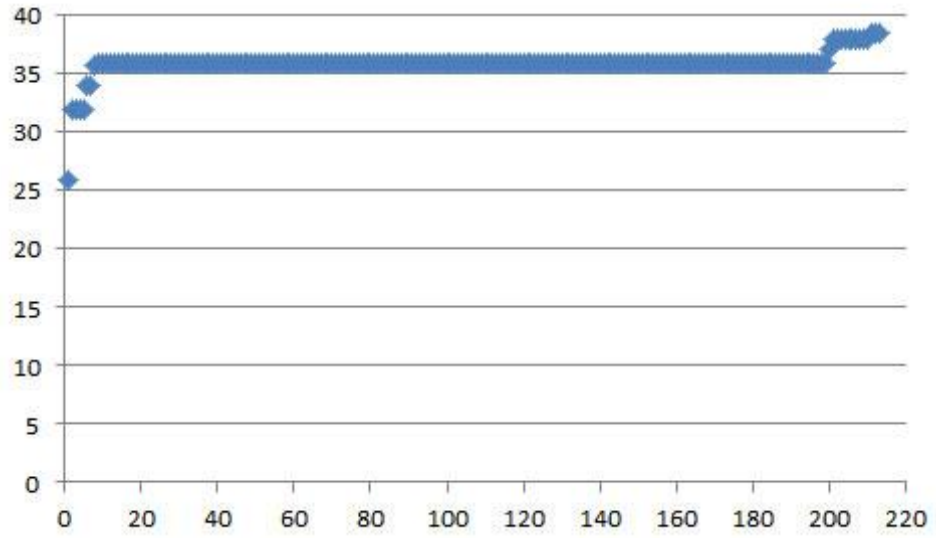




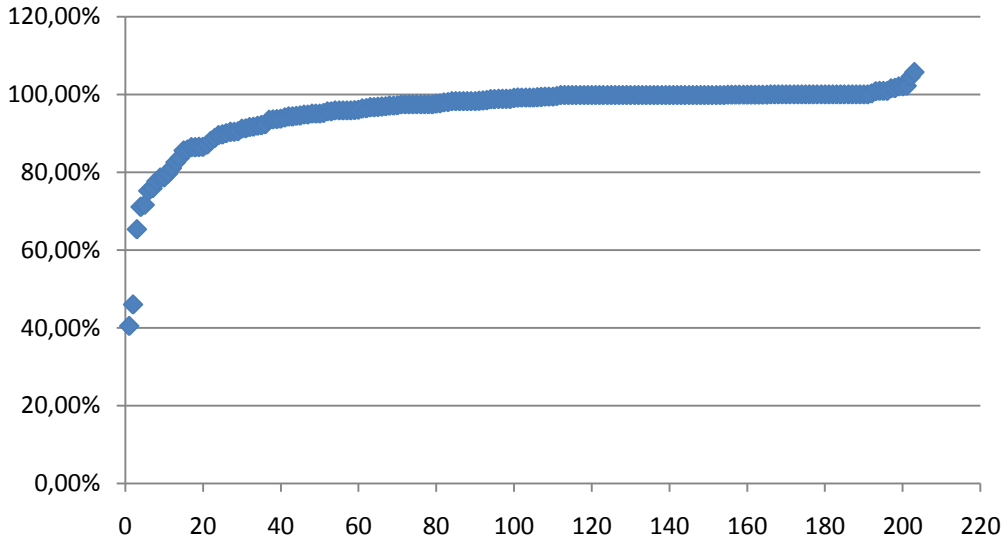
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

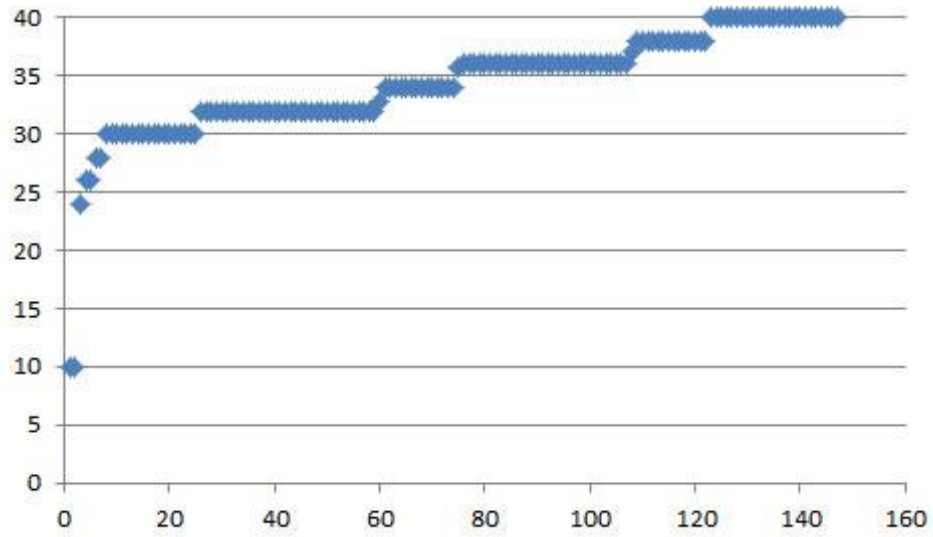
ST OR - Complesso Monte Arci
differenziazione valutazione



ST OR - Complesso Monte Arci
Differenziazione premio



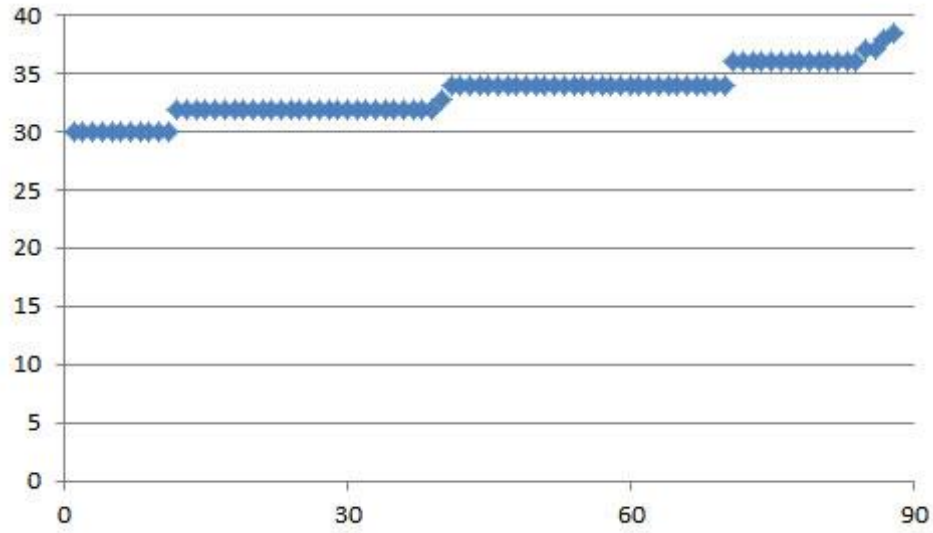
ST OR - Complesso Montiferru Planargia
differenziazione valutazione



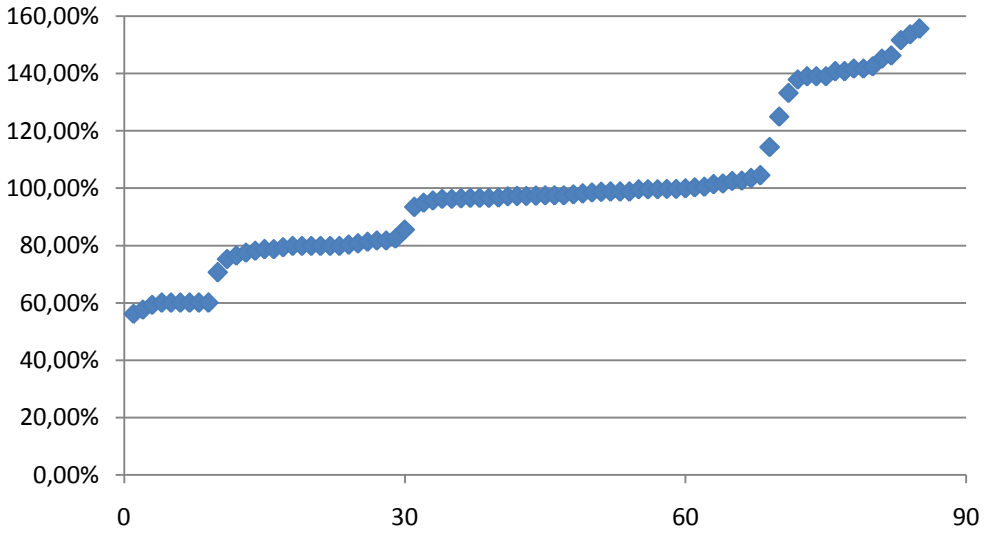
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

ST OR - Complesso Sarcidano
differenziazione valutazione

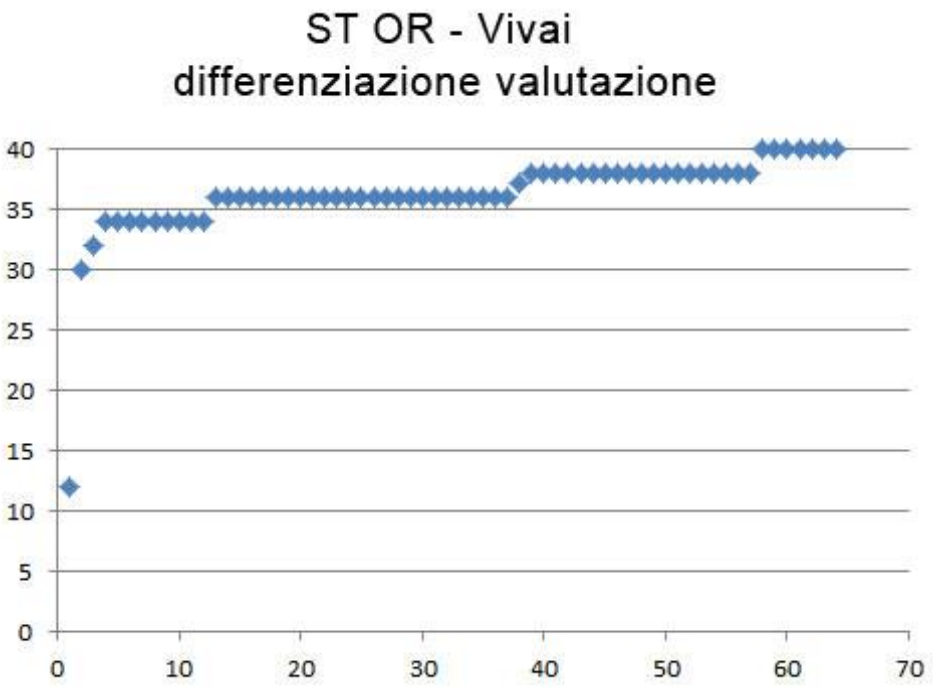


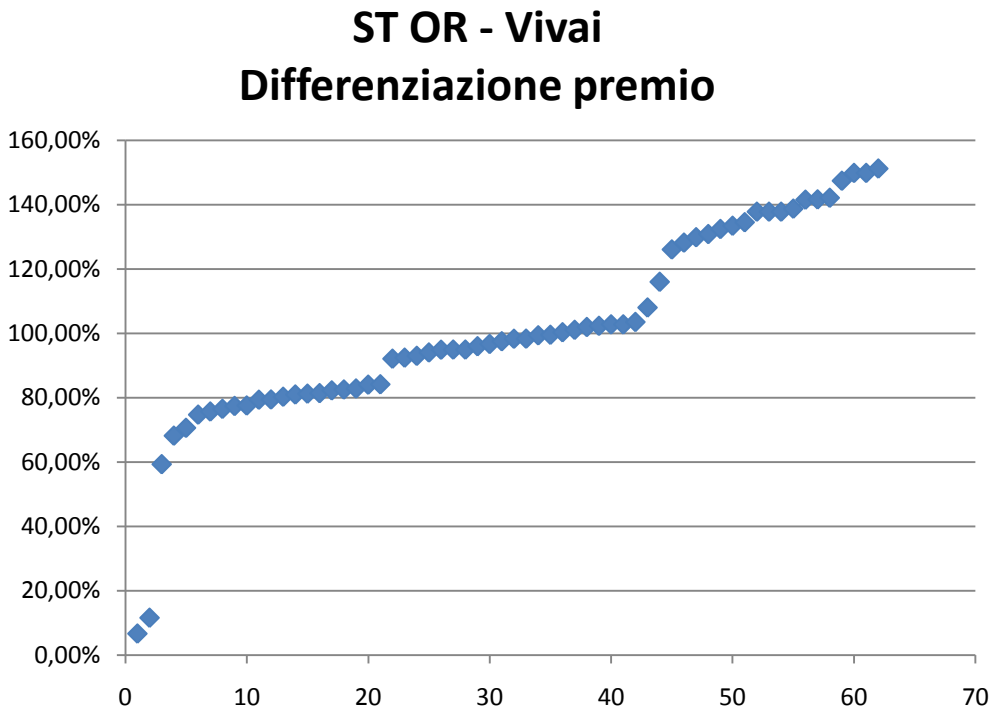
ST OR - Complesso Sarcidano
Differenziazione premio



REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

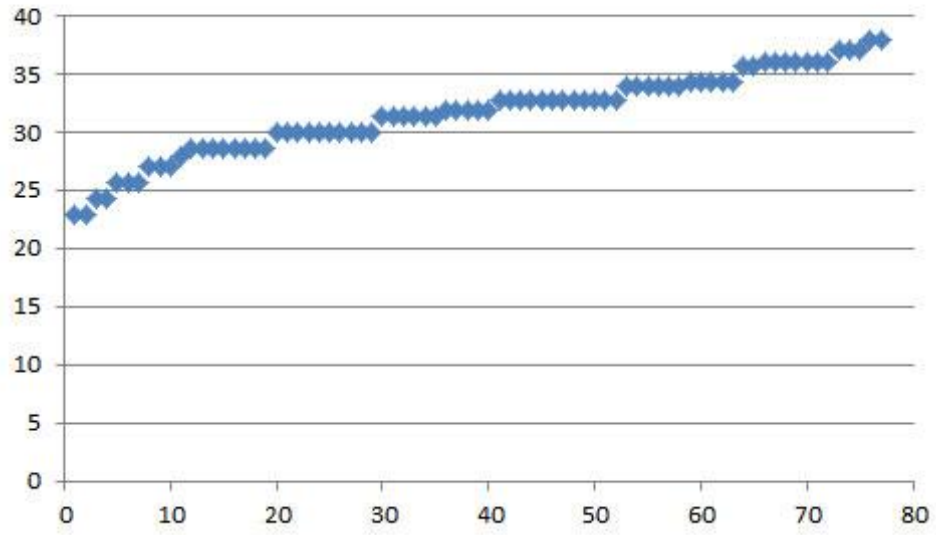




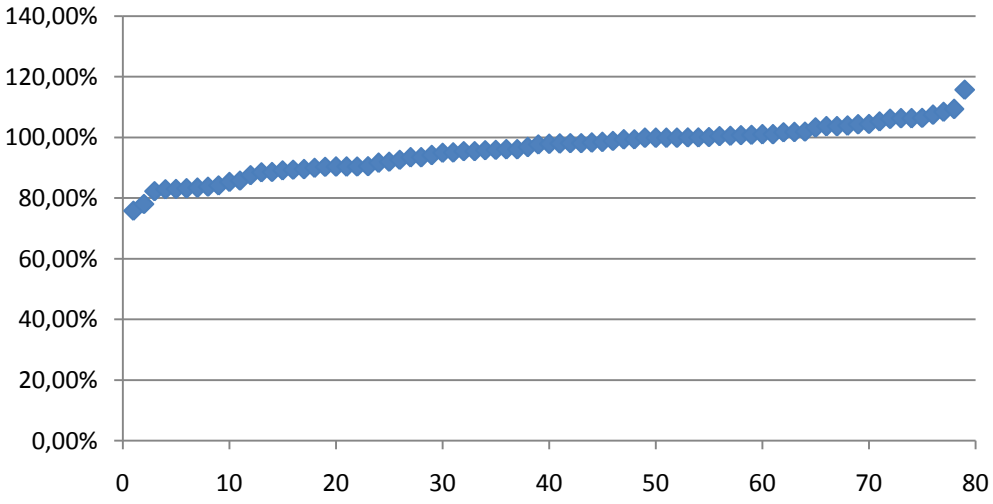
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

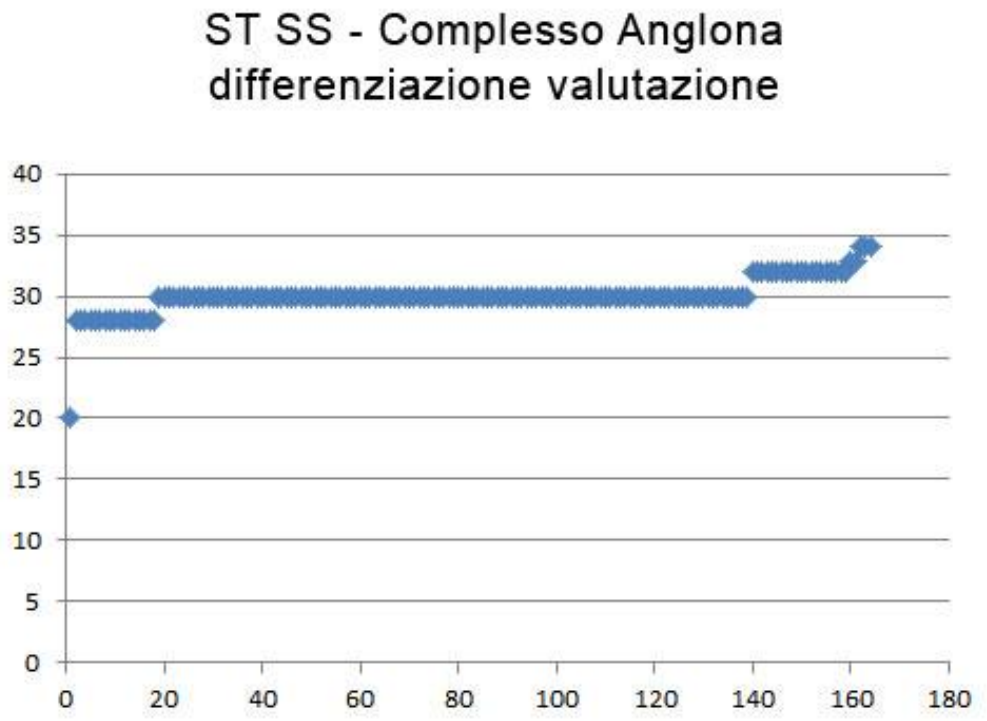
ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

Servizio Territoriale di Sassari
differenziazione valutazione



Servizio Territoriale di Sassari
Differenziazione Premio




ST SS - Complesso Anglona
differenziazione valutazione
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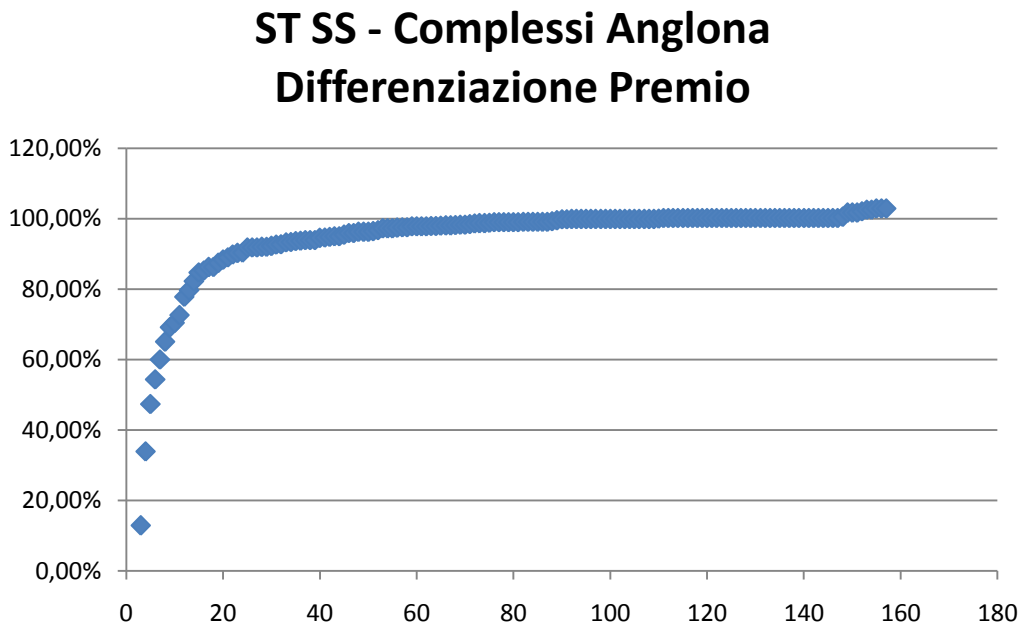
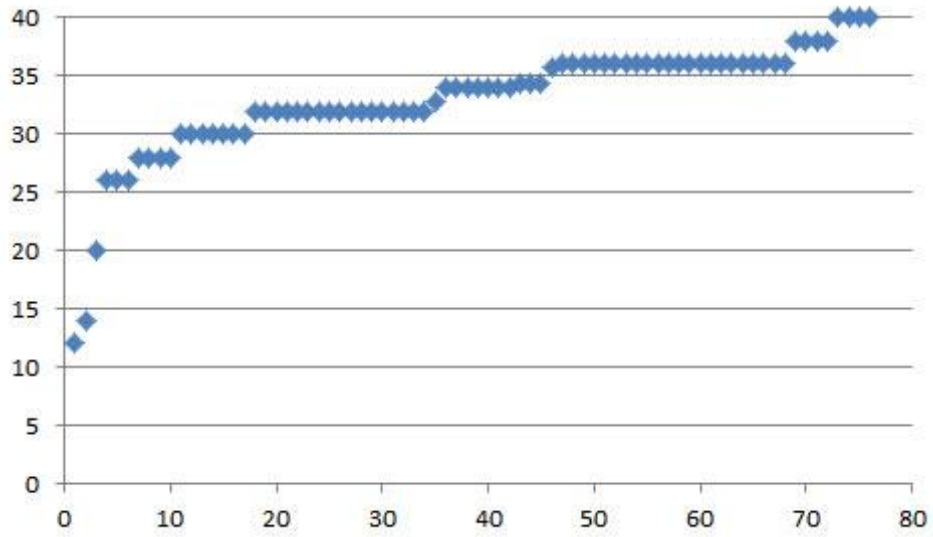

ST SS - Complessi Anglona
Differenziazione Premio
120,00%
100,00%
80,00%
60,00%
40,00%
20,00%
0,00%
0
20
40
60
80
100
120
140
160
180

REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

ST SS - Complesso Minerva differenziazione valutazione



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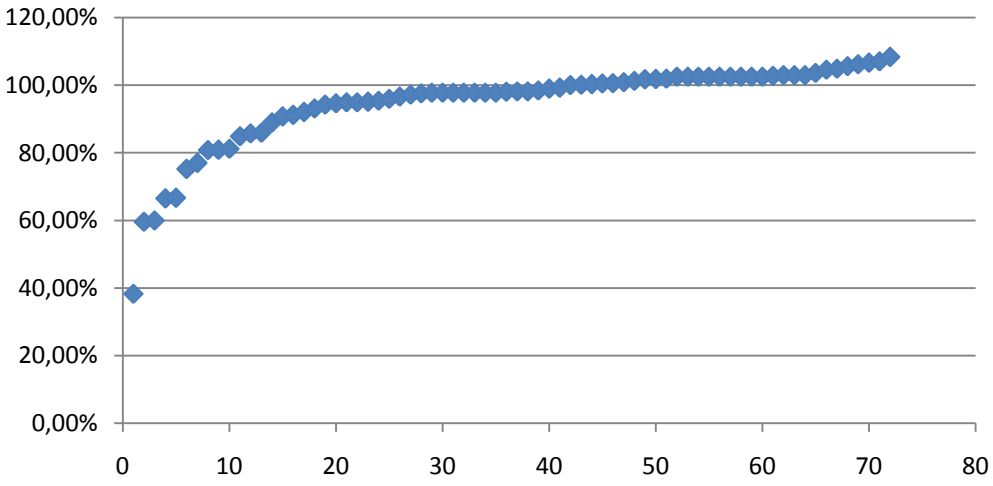
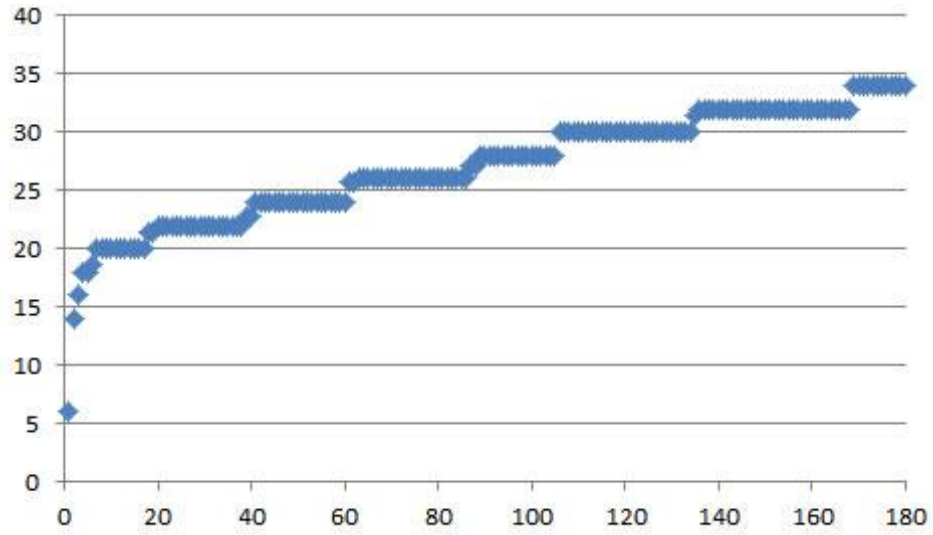
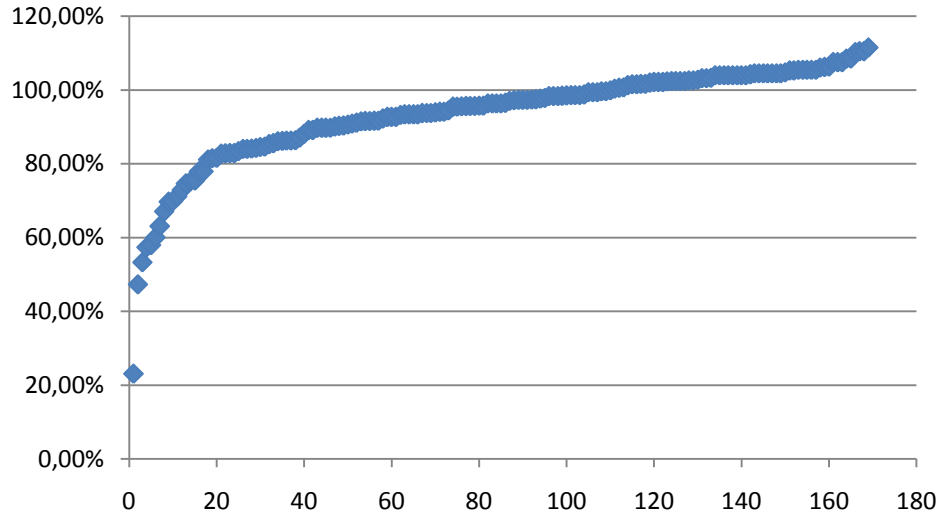
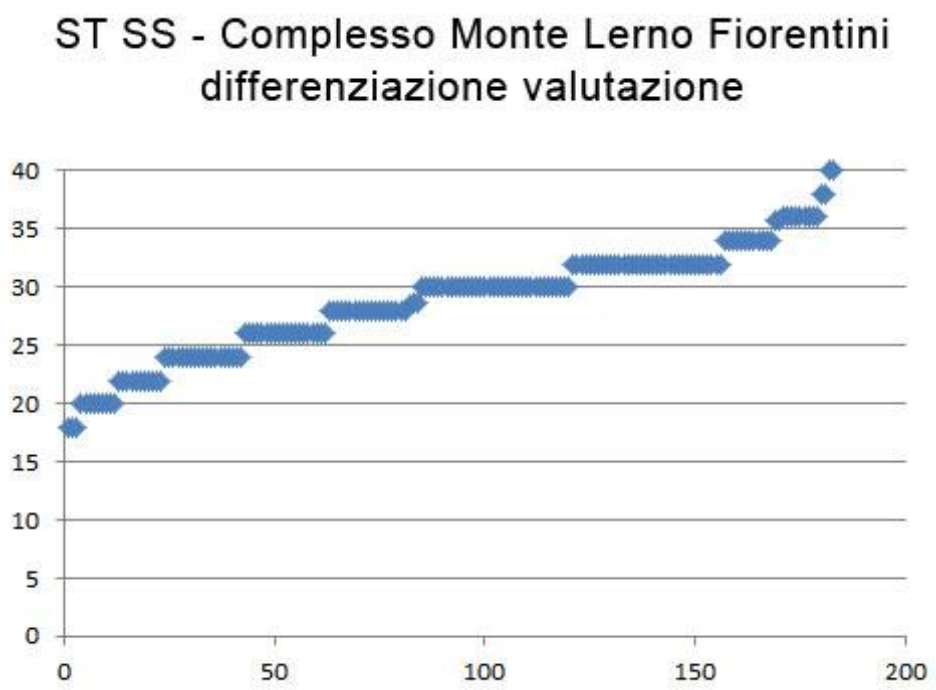


ST SS - Complesso Goceano
differenziazione valutazione



ST SS - Complesso Goceano
Differenziazione Premio




ST SS - Complesso Monte Lerno Fiorentini
differenziazione valutazione
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150
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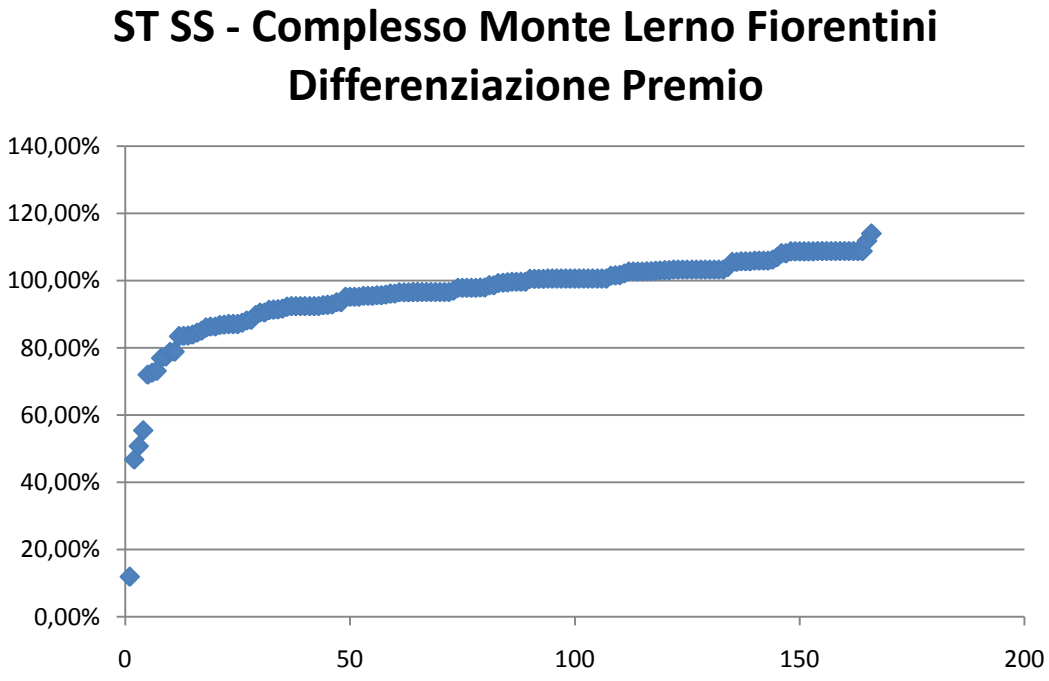
ST SS - Complesso Monte Lerno Fiorentini
Differenziazione Premio
140,00%
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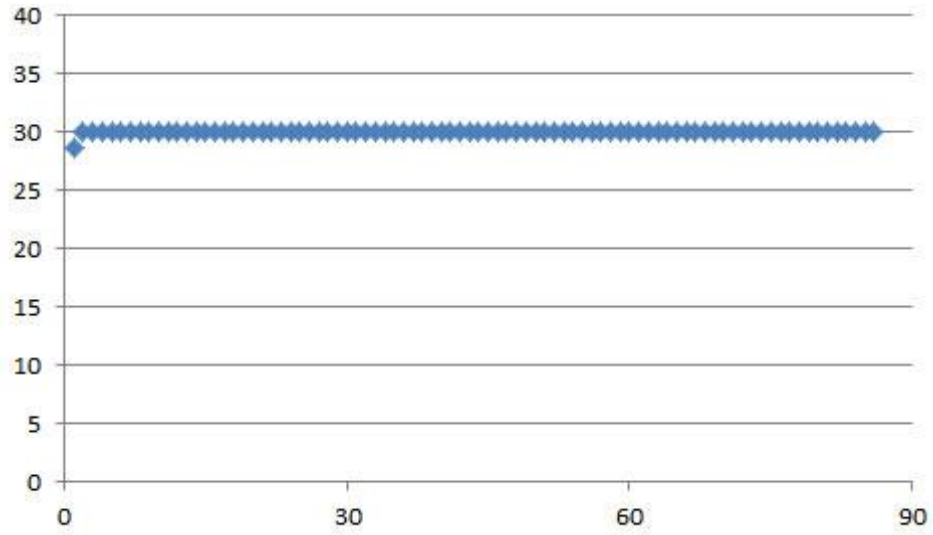
100,00%
80,00%
60,00%
40,00%
20,00%
0,00%
0
50
100
150
200

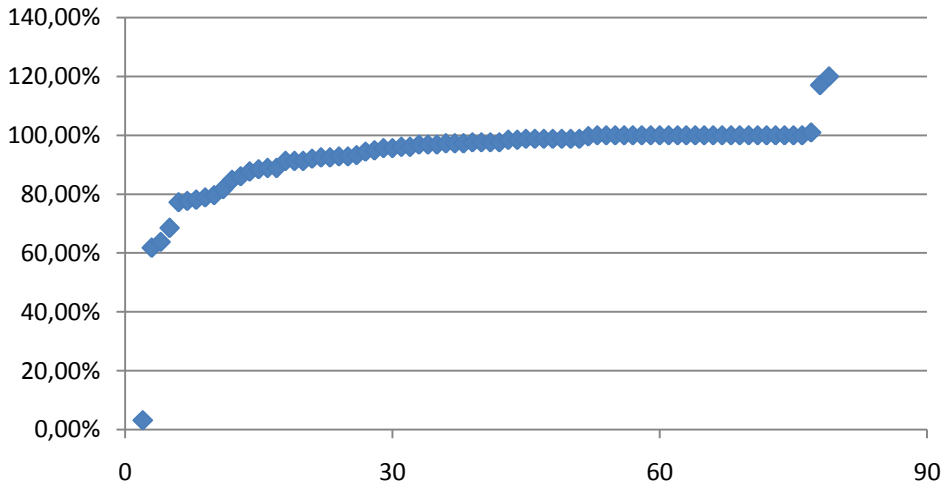
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

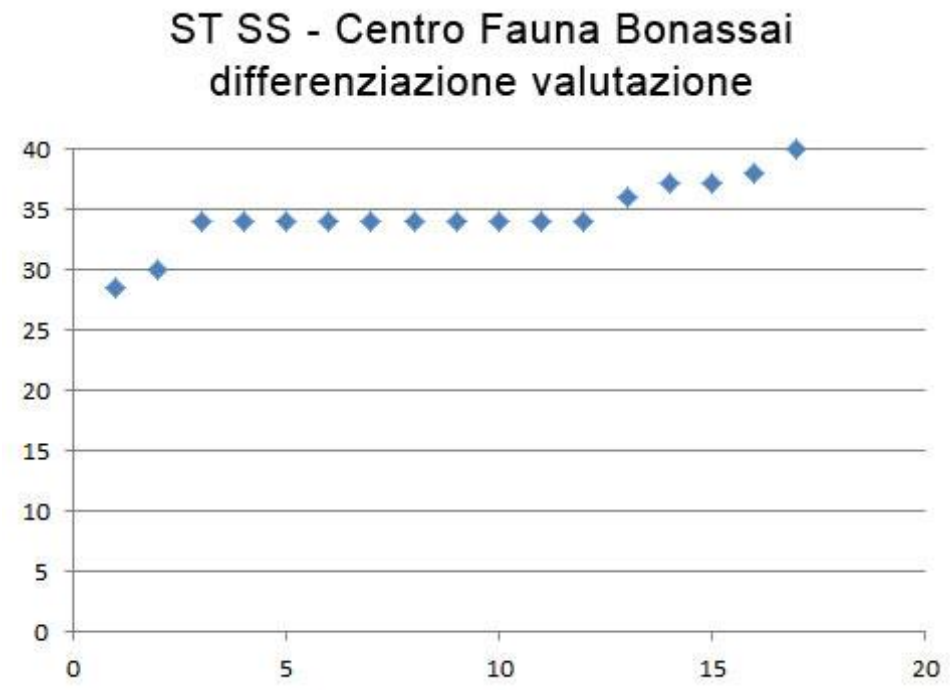
ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

ST SS - Complesso Parchi differenziazione valutazione



ST SS - Complesso Parchi Differenziazione Premio

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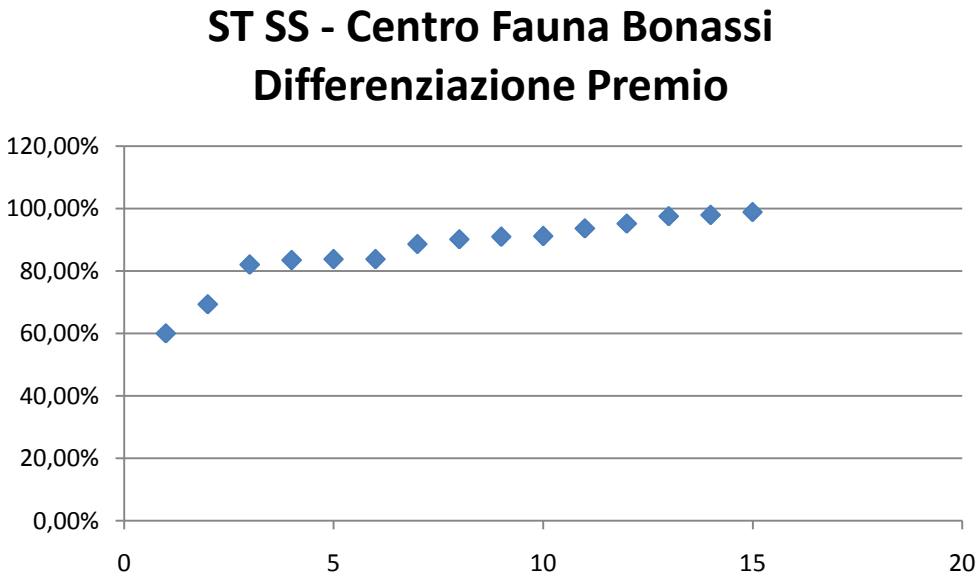
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Differenziazione Premio
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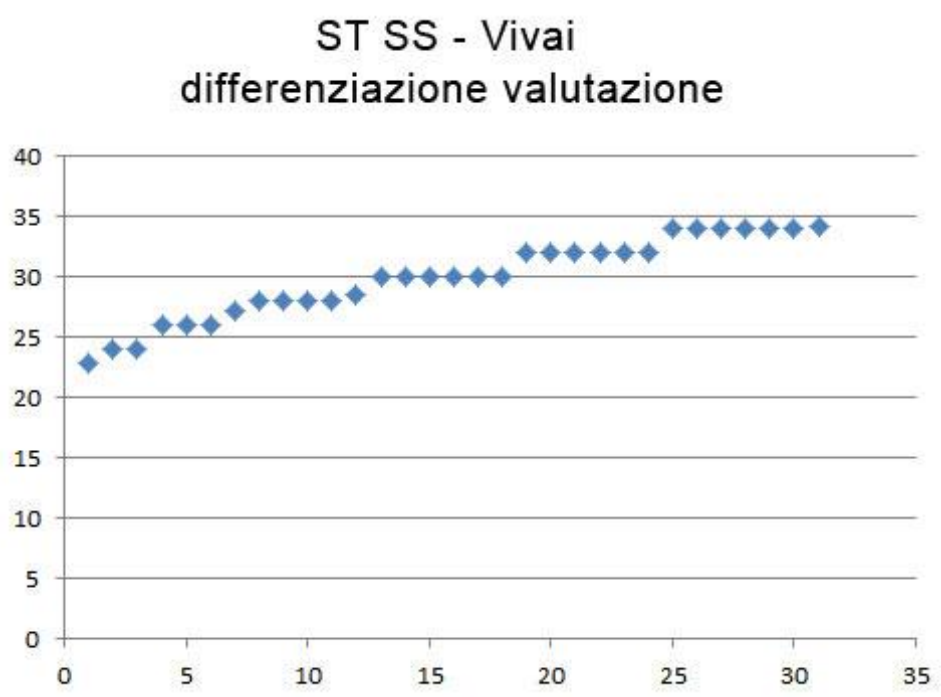
ST SS - Vivai
differenziazione valutazione
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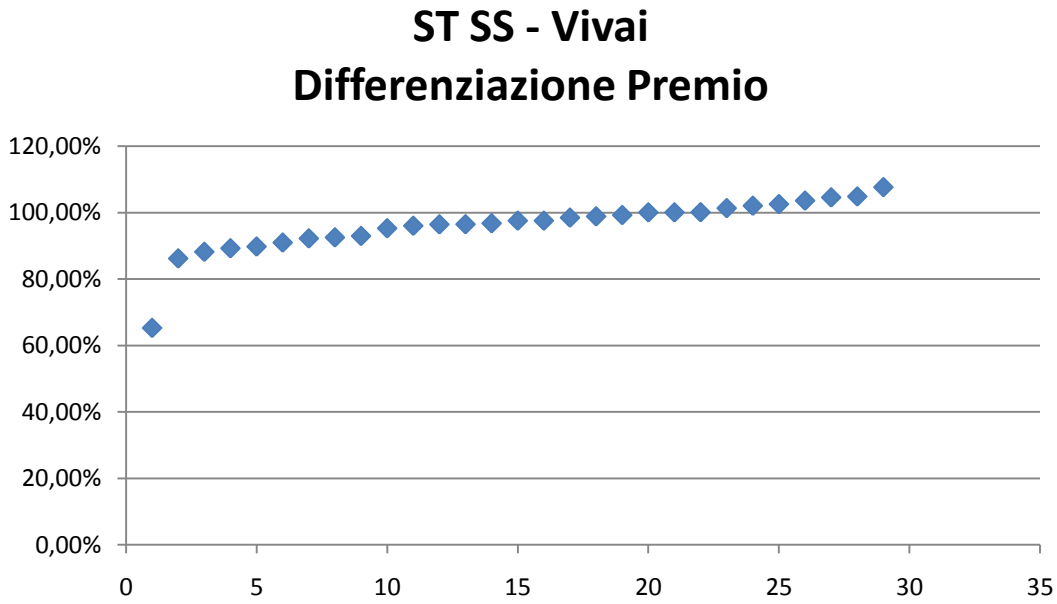
ST SS - Vivai
Differenziazione Premio
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80,00%
60,00%
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20,00%
0,00%
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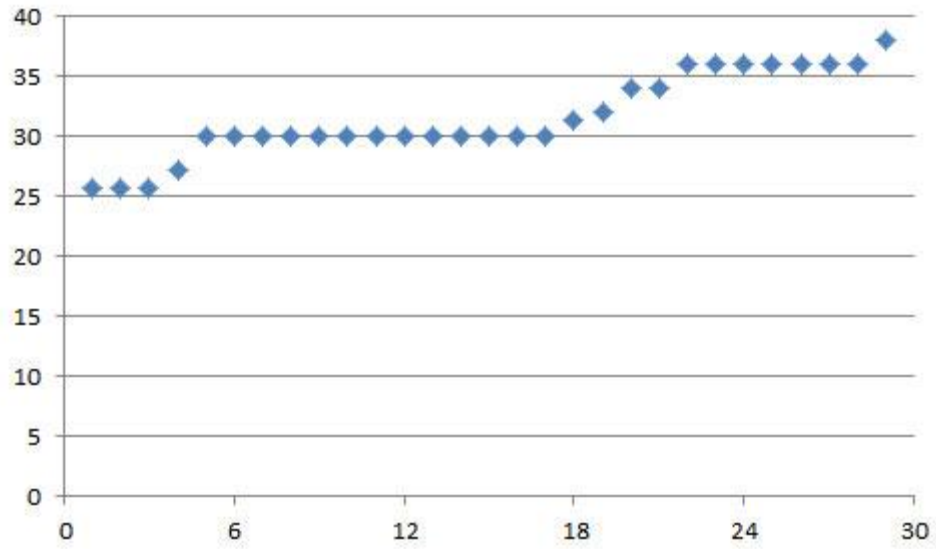
35

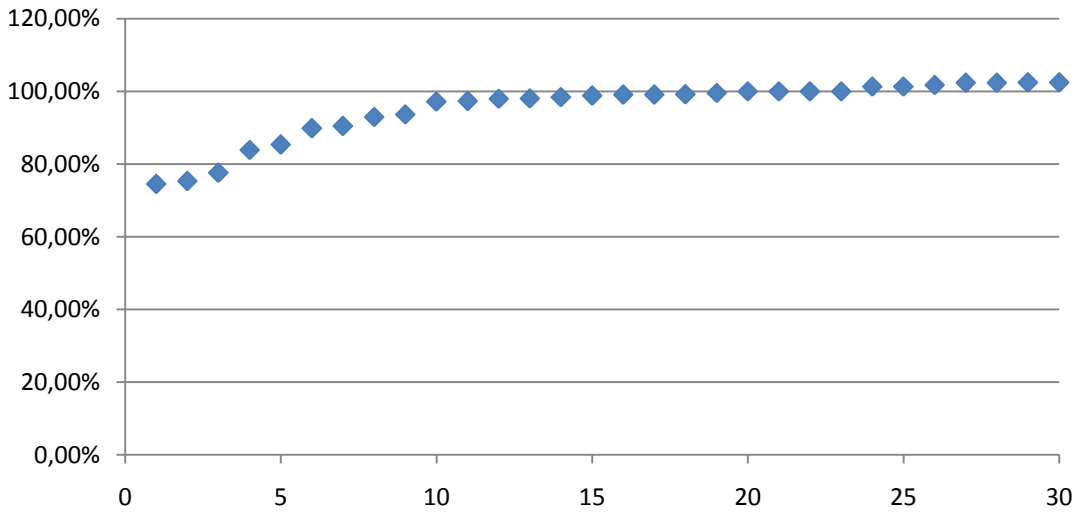
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

Servizio Territoriale di Tempio Pausania
differenziazione valutazione



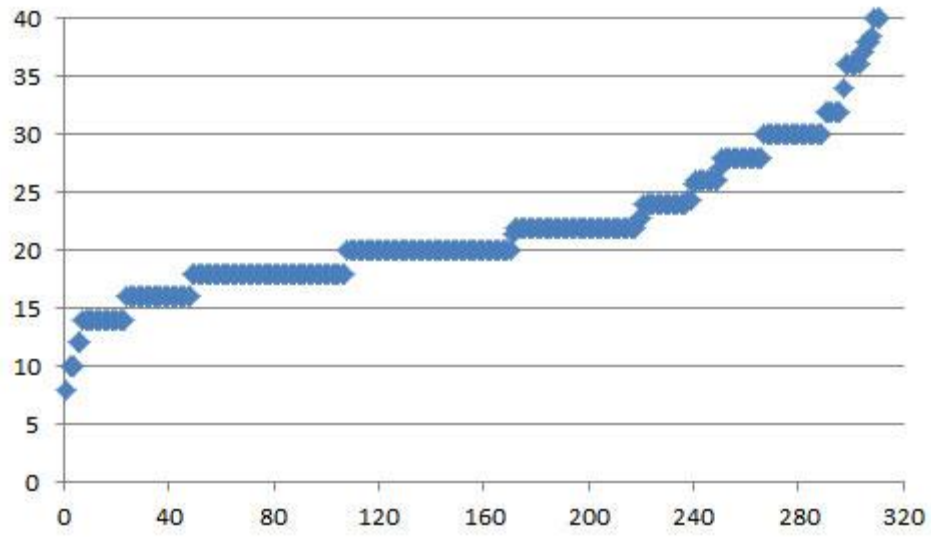
Servizio Territoriale di Tempio Pausania
Differenziazione premio



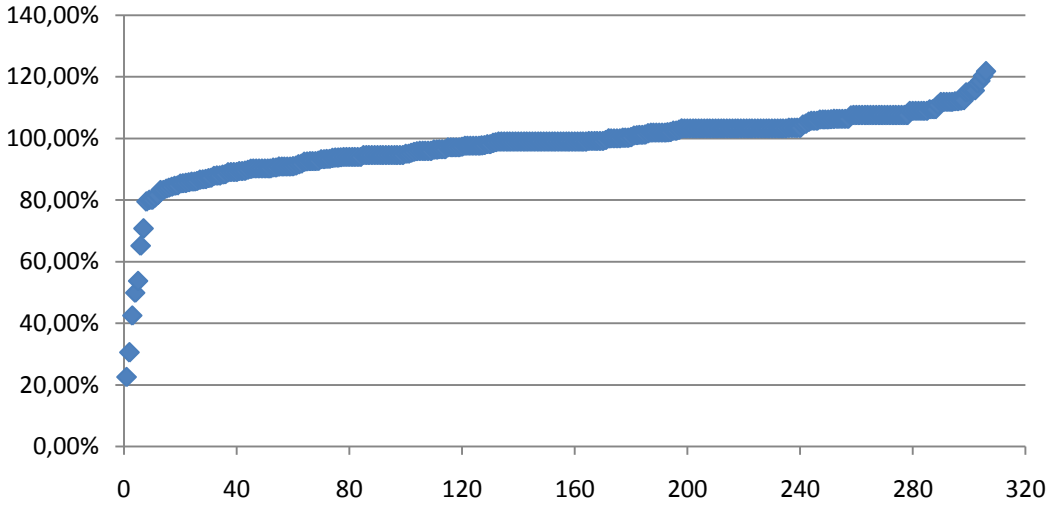
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

ST TE - Complesso Alta Gallura
differenziazione valutazione



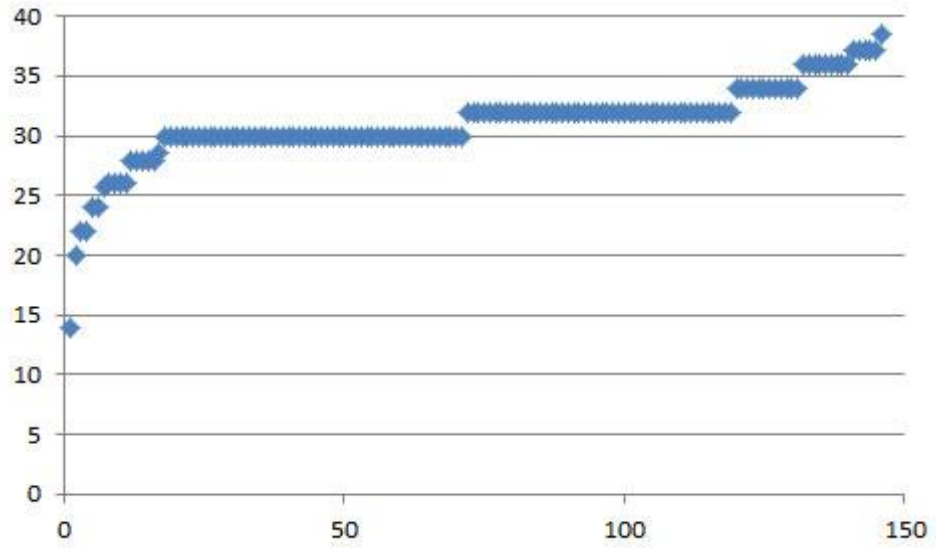
ST TE - Complesso Alta Gallura
Differenziazione Premio



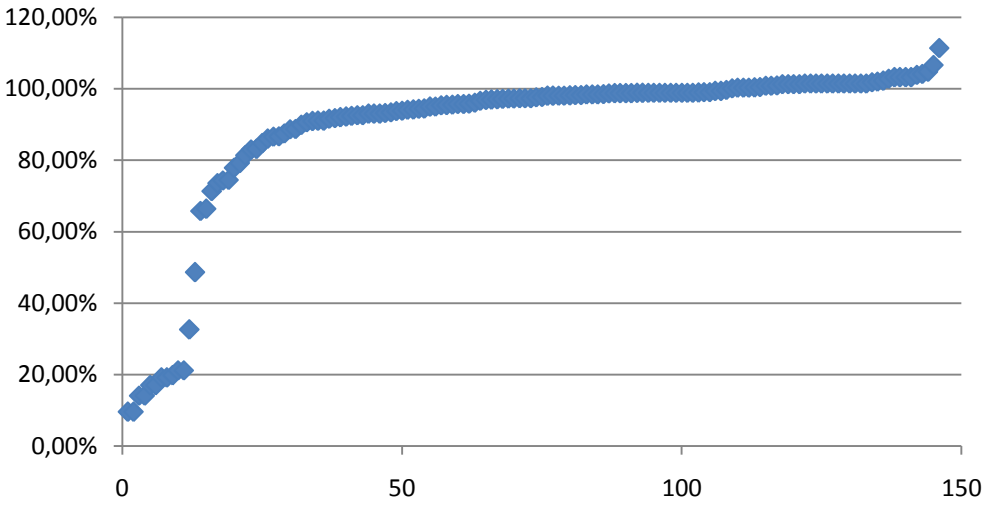
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

ST TE - Complesso del Granito differenziazione valutazione



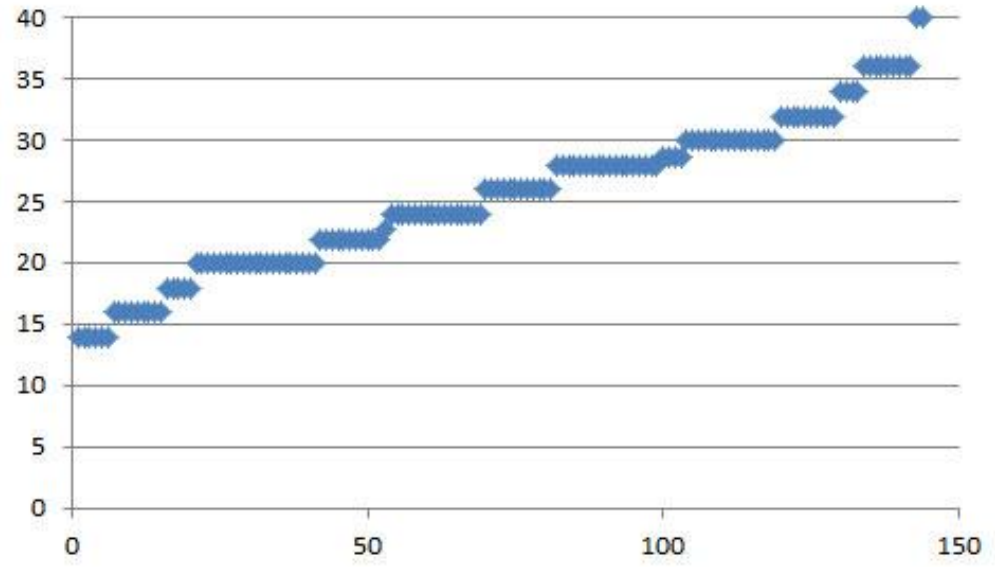
ST TE - Complesso del Granito Differenziazione Premio



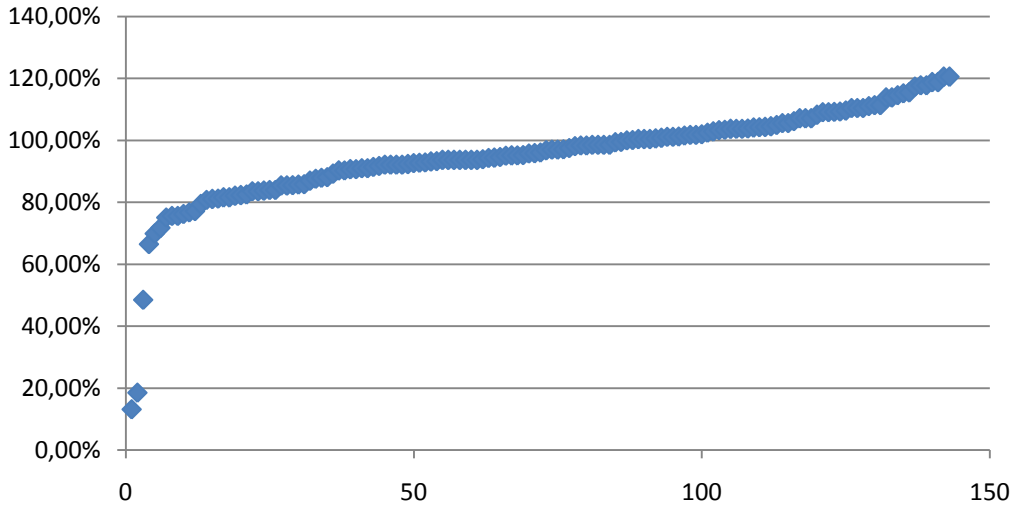
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

ST TE - Complesso Limbara
differenziazione valutazione



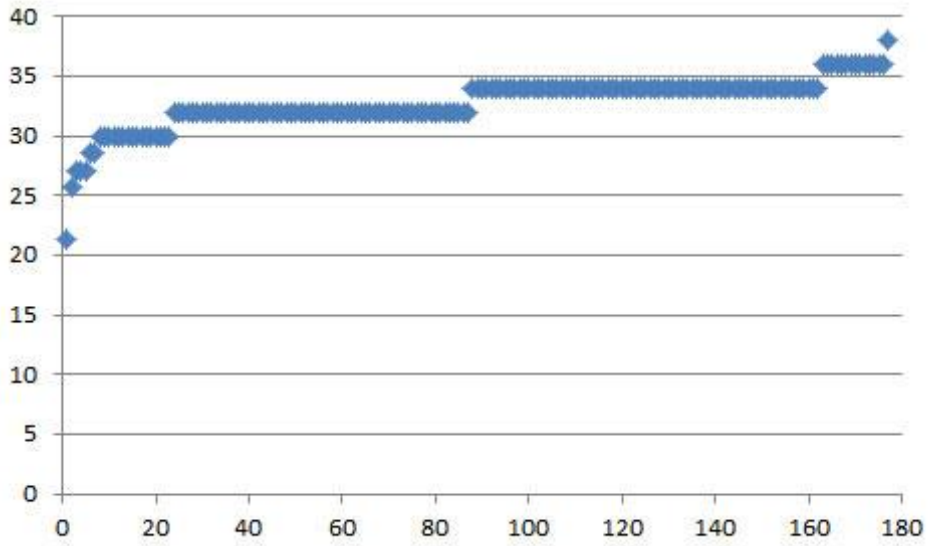
ST TE - Complesso Limbara
Differenziazione premio



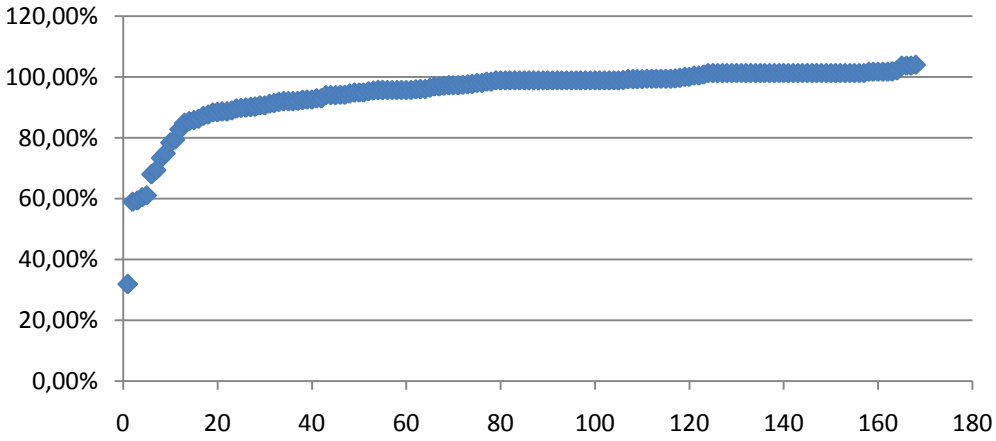
REGIONE AUTÒNOMA DE SARDIGNA
REGIONE AUTONOMA DELLA SARDEGNA

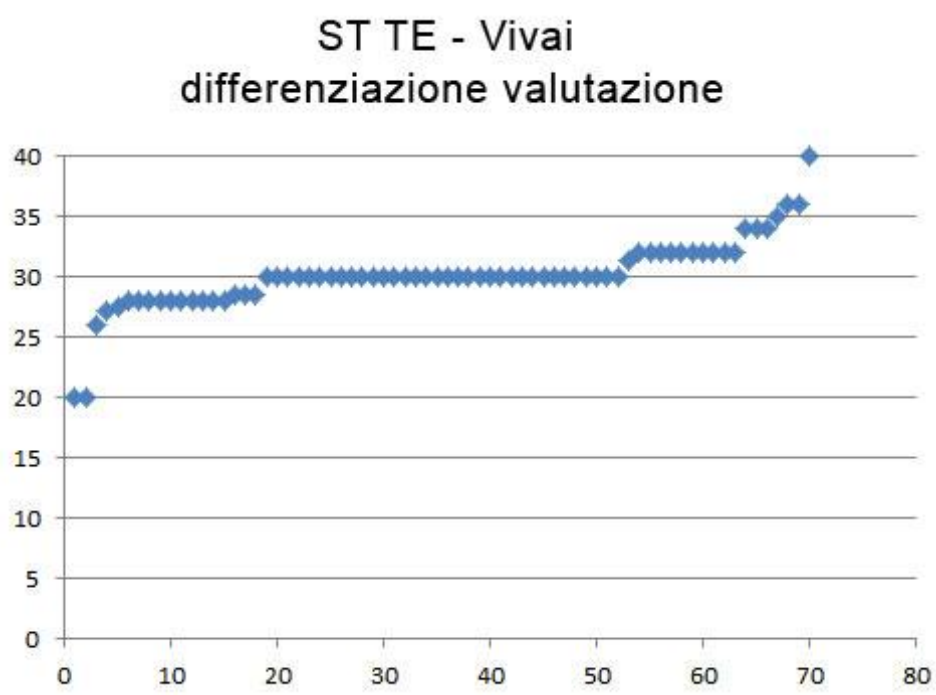
ENTE FORESTAS DE SARDIGNA
ENTE FORESTE DELLA SARDEGNA

ST TE - Complesso Olbia
differenziazione valutazione



ST TE - Complesso di Olbia
Differenziazione Premio




ST TE - Vivai
differenziazione valutazione
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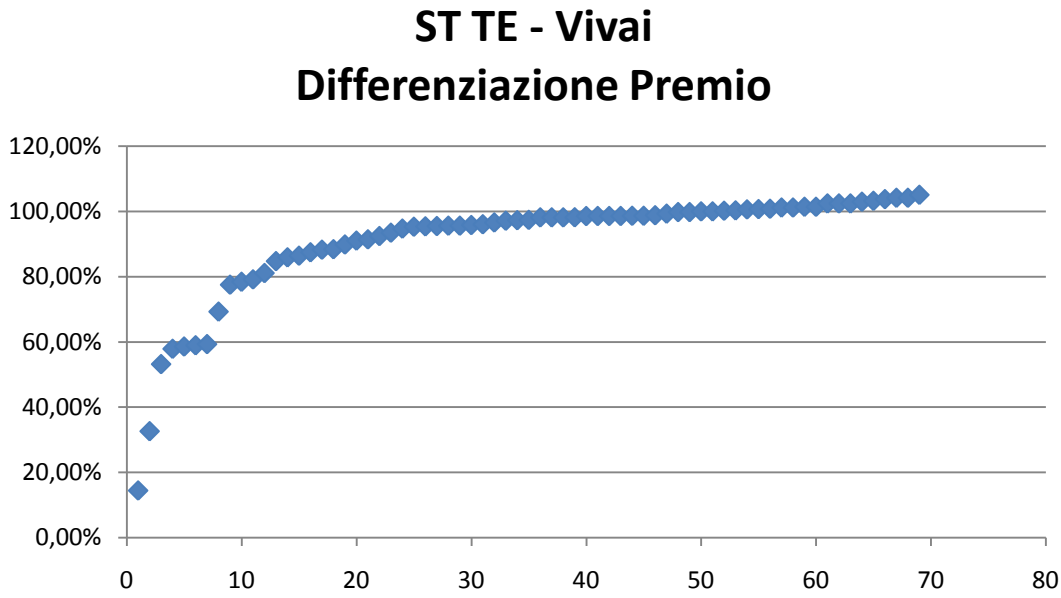
ST TE - Vivai
Differenziazione Premio
120,00%
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