

**REGOLAMENTO PER LA GESTIONE DELLE PROCEDURE DI MOBILITA'  
ESTERNA E DELLE PROCEDURE DI GESTIONE E RICOLLOCAZIONE DEL  
PERSONALE IN DISPONIBILITA'.**

**\$UWLFRROR SUHPHVVD**

,O SUHVHQWH UHJRODPHQWR SUHYHGH L FULWHUL FKH FRP  
H FRQ OH HVLJHQ]H GHOO-DPPLQLVWUD]LRQH GLVFLSOLC  
PRELOLWj YRORQWDULD GDOO-HVWHUQR

**\$UWLFRROR 2 IRQWL QRUPDWLYH**

,Q DVVHQ]D GL GLVSRVL]LRQL GHL &&1/ YLJHQWL LO TXDGU  
YRORQWDULD q GHOLQHDWR GDOO-DUWLFRROR GHO GHFUF  
/D FLUFRODUH Q GHOOD 3UHVLGHQ]D GHO &RQVLJOL  
IXQ]LRQH SXEEOLFD IRUQLVFH LQROWUH OLQHH JXLGD H

**\$UWLFRROR 2 FRQGL]LRQL**

/D PRELOLWj YRORQWDULD GDOO-HVWHUQR VDUj DWWLYDW  
QHO SLDQR DQQXDOH H SOXULHQQDOH GHOOH DVVXQ]LRQ  
FRQFRUVR SXEEOLFR H SULPD GHOO-LQGL]LRQH GHO FRQFF

'HOOH SURFHGXUH GL PRELOLWj HVWHUQD VDUj GDWD LQIR  
H DOOH 5 6 8 GHOO-HQWH DL VHQVL GHOO-DUWLFRROR GH

**\$UWLFRROR 2 DYYLR GHOOH SURFHGXUH H PRO**

,O 6HUYL]LR GHO SHUVRQDOH D VHJXLWR GL DSSRVLWD  
HPDQHUj XQ EDQGR GL PRELOLWj FRQ OH PRGDOLWj HVSOL

6DUDQQR SUHVH LQ FRQVLGHUD]LRQH HVFOXVLYDPHQWH OH  
H FKH SHUYHUUDQQR DO SURWRFROOR GHOO-HQWH QHOO-D  
FRQ DSSRVLWR EDQGR FKH VWDELOLUj L UHODWLYL WHPSL

6DUDQQR DPPHVH DOOD VHOH]LRQH SHU OD UHGD]LRQH C  
ODYRUDWRUL

- LQ VHUYL]LR D WHPSR LQGHWHUPLQDWR SUHVVR DOWU  
VWHVVD FDWHJRULD H GHO SURILOR SURIHVVLRQDOH X  
FRQ XQD HVSHULHQ]D ODYRUDWLYD GL GXUDWD FKH VD

VSHFLILFLWj GHO SURILOR ULFKLDPDWR QHO EDQGR H  
DQQR QHO SURILOR VWHVVR

➤ LQ SRVVHVVR GHO QXOOD RVWD DO WUDVIHULPHQWR U

4XDORUD OD SURFHGXUD GL PRELOLWj ULJXDUGL LO SHUVR  
DPPHVH DOOD VHOH]LRQH SHU OD UHGD]LRQH GHOOD JUDC

➤ LQ VHUYL]LR D WHPSR LQGHWHUPLQDWR SUHVVR DOWU  
TXDOLILFD GLULJHQ]LDOH FRQ XQD HVSHULHQ]D ODYRU  
FRUULVSRQGHQWH DO SRVWR RJJHWR GL PRELOLWj

, FDQGLGDWL VDUDQQR VRWRSRVWL DG XQD SURYD FKH S  
XQD SURYD SUDWLF D VHFRQGD GHO SURILOR SURIHVVLRQ  
/D SURYD YHUUj HIIHWWXDWD DQFKH LQ SUHVHQ]D GL XQD  
/D SURYD q ILQDOL]DWD DOOD YHULILFD GHO SRVVHV  
SURIHVVLRQDOL ULFKLHVWL SHU LO SRVWR GD ULFRSULUH

3UHSRVWD DOOD VHOH]LRQH VDUj XQD &RPPLVVLRQH FRPSI  
GDO 'LULJHQWH GHO VHWWRUH GL DVVHJQD]LRQH FRQ IXC  
GD XQ GLSHQGHQWH GHOO·HQWH DYHQWH TXDOLILFD GLUL  
GD XQ GLSHQGHQWH GHOO·HQWH GL FDWHJRULD '  
/D VHJUHWULD GHOOD &RPPLVVLRQH VDUj FXUDWD DO 6HU  
3HU RJQL VHGXWD GHOOD &RPPLVVLRQH YHUUj UHGDWR D

4XDORUD OD SURFHGXUD GL PRELOLWj ULJXDUGL LO SHUVR  
&RPPLVVLRQH VDUj FRPSRVWD GD  
6HJUHWULR JHQHUDOH FRQ IXQ]LRQL GL SUHVLGHQWH  
DVVHQ]D R LPSHGLPHQWR  
GXH FRPSRQHQL DYHQWL TXDOLILFD GLULJHQ]LDOH  
/D VHJUHWULD GHOOD &RPPLVVLRQH VDUj FXUDWD DO 6HU

\$UWLFROR <sup>2</sup> EDQGR GL PRELOLWj H UHTXLV

,O EDQGR GL PRELOLWj HVWHUQD SUHGLVSRVWR GDO 6HU  
GHWHUPLQD]LRQH GHO 'LULJHQWH GHO VHUYL]LR VWHVVR

- LO SURILOR SURIHVVLRQDOH H OD FDWHJRULD GD ULFH
- LO VHUYL]LR GL DVVHJQD]LRQH
- L UHTXLVLWL HVVHQ]LDOL H VSHFLILFL SHU LO SRVWR
- L FULWHUL GL YDOXWD]LRQH GHOOH GRPDQGH
- OH PRGDOLWj GL VYROJLPHQWR GHOOD H SURYH SUHYL
- OH PRGDOLWj GL SUHVHQWD]LRQH GHOOD GRPDQGD

, FDQGLGDWL LQ SRVVHVVR GHU UHTXLVLWL GL DQJLDQLWJ  
VDOYR TXDQWR SUHYLVWR SHU LO SHUVRQDOH GL TXDOLIF  
F F Q O \$UHD GHOOD GLULJHQJD <sup>2</sup> &RPSDUWR  
SUHVHQWHUDQQR GRPDQGD GL SDUWHFLSDJLRQH FRPH GD  
TXDOH GRYUDQQR GLFKLDUDUH

- JHQHUDOLWj VWDWR FLYLOH UHVLGHQJD H VLWXDJLRQH
- HQWH GL DSSDUWHQHQJD FDWHJRULD H SRVLJLRQH HF  
DQJLDQLWj GL VHUYLJLR SRVVHGXD
- LO SRVVHVVR GHU UHTXLVLWL ULFKLHVWL GDO EDQGR
- LO SRVVHVVR GHO QXOOD RVWD ULODVFLDWR GDOO·HQ  
SUHYLVWR SHU LO SHUVRQDOH GL TXDOLILFD GLULJHQJ  
\$UHD GHOOD GLULJHQJD <sup>2</sup> &RPSDUWR 5HJLRQL DXWRQR
- GL QRQ DYHUH ULSRUWDWR VDQJLRQL GLVFLSOLQDUL  
VFDGHQJD GHO EDQGR GL PRELOLWj H GL QRQ DYHUH S
- RJQL DOWUR HOHPHQWR XWLOH DL ILQL GHOOD YDOXW

\$OOD GRPDQGD GRYUDQQR HVVHUH DOOHJDWL  
LO QXOOD RVWD DO WUDVIHULPHQWR ULODVFLDWR GDOO  
VDOYR TXDQWR SUHYLVWR SHU LO SHUVRQDOH GL TXDOLIF  
\$UHD GHOOD GLULJHQJD <sup>2</sup> &RPSDUWR 5HJLRQL DX  
LO FXUULFXOXP IRUPDWLYR H SURIHVVLRQDOH GDWDWR  
FRSLD GHO GRFXPHQWR GL LGHQWLWj

/D GRPDQGD GL SDUWHFLSDJLRQH SXz HVVHUH SUHVHQWDW  
D GLUHWWDPHQWH SUHVVR O·XIILFLR 3URWRFROR GHO  
E WUDPLWH VSHGLJLRQH D PHJJR VHUYLJLR SRVWDOH FR  
FRUULHUH DXWRULJJDWR  
F WUDPLWH SHF DOO·LQGLULJJR HJRY PDJHQWD#FHUW S  
FRORUR FKH VRQR LQ SRVVHVVR GL FDVHOOD GL SRVW  
1HO FDVR GL LQYLR D PHJJR SRVWD O·LVFULJLRQH GHYH  
HQWUR OD GDWD VWDELOLWD QHO EDQGR GL VHOHJLR  
VHOHJLRQH SHUYHQXD IXRUL GDL WHUPLQL PDVVLPL ILV  
O·DXWRPDWLFH HVFOXVLRQH GDOOD VHOHJLRQH VWHVVD

,O EDQGR GL PRELOLWj YHUUj SXEEOLFDR DOO·\$OER SUH  
ODJHQWD SHU OD GXUDWD GL JLRUQL FRQVHFXWLYL H W  
SRVWD HOHWWURQLFD

\$UWLFRRR <sup>2</sup> FULWHUL SHU OD VHOHJLRQH

/D VHOHJLRQH DYYHUUj VXOOD EDVH GHU VHJXHQWL FULWH  
VHFRQGR LO VHJXHQWH RUGLQH GHFUHVHQWH GL SULRUL  
HVLWR GHO FROORTXLR R SURYD SUDWLFH

VHUYL]LR SUHVWDWR QHOO·DUHD FRUULVSRQGHQW  
FXUULFXOXP IRUPDWLYR H SURIHVVLRQDOH  
HYHQWXDOL SURYYHGLPHQWL GLVFLSOLQDUL VXELV  
PRWLYD]LRQH GHOOD ULFKLHVWD GL WUDVIHULPHQ  
SRVL]LRQH VRSUDQQXPHUDULD R GL GLVSRQLELOLV

\$UWLFRO R JUDGXDWRULD

8OWLDPDW OD SURFHGXUD VHOHWWLYD OD &RPPLVVLRQH  
WUDVPHWWH LQVLHPH DL YHUEDOL GHOOH VHGXWH DO 6H  
,O 'LULJHQWH GHO VHUYL]LR FRQ SURSULR DWR SURF  
GHOOD JUDGXDWRULD H QH GLVSRQH OD SXEEOLFD]LRQH  
GHOO·(QWH  
,O SURYYHGLPHQWR SHU OD PRELOLWj HVWHUQD LQ LQJ  
JHQHUDOH

\$UWLFRO R <sup>2</sup> QRUPH ILQDOL

,O SUHVHQWH UHJRODPHQWR FRVWLWXLV FH 'VWUDOFLE  
RUJDQL]]D]LRQH GHJOL XIILFL H GHL VHUYL]L DSSURYDWR  
GHO H V P L

3HU TXDQWR QRQ SUHYLVWR GDO SUHVHQWH UHJRODPHQW  
QRUPH SUHYLVWH GDO YLJHQWH UHJRODPHQWR GHOOH PF  
GDOO·HVWHUQR DSSURYDWR FRQ GHOLEHUD]LRQH GHOOD

, FULWHUL SUHYLVWL GDO SUHVHQWH UHJRODPHQWR SRV  
FRPSDWLELOL QHOOH SURFHGXUH GL JHVWLRQH H ULFRO  
DVVHJQDWR DO &RPXQH GL ODJHQWD DL VHQVL GHJOL D  
Q

3HU OD PRELOLWj H L WUDVIHULPHQWL LQWHUQL VL DSSOLF  
5HJRODPHQWR GHJOL XIILFL H VHUYL]L