

PODSETNIK: Rok za usklađivanje sa Zakonom o bezbednosti i zdravlju na radu je istekao

Poštovani,

Dana 7. maja 2025. godine, istekao je dvogodišnji zakonski rok za potpuno usklađivanje poslovanja sa izmenama i dopunama Zakona o bezbednosti i zdravlju na radu („Sl. glasnik RS“, br. 35/2023, „**Zakon**“). Time su sve obaveze koje je novi Zakon propisao postaju obavezne za primenu.

Podsetnik ključnih obaveza koje od sada važe za sve poslodavce:

- **Obavezno osiguranje zaposlenih** za slučaj povreda na radu i profesionalnih bolesti, radi naknade štete nastale povredom ili bolešću, o trošku poslodavca. Nepoštovanje ove obaveze povlači prekršajnu odgovornost i značajne novčane kazne u rasponu od 1.000.000 do 1.500.000 dinara za poslodavca sa svojstvom pravnog lica, dok su kazne za preduzetnike, odgovorna lica i fizička lica kao poslodavce proporcionalno manja, ali i dalje značajne.
- **Obavezna elektronska prijava svih povreda na radu** preko zvaničnog Registra povreda na radu kojim upravlja Uprava za bezbednost i zdravlje na radu.
- **Uređenje uslova za bezbedan rad od kuće i rad na daljinu**, uključujući procenu rizika i tehničku opremljenost radnog mesta.
- **Obavezne obuke** iz oblasti

REMINDER: the deadline for compliance with the Law on Occupational Safety and Health has expired

Dear Sir/Madam,

On 7 May 2025, was the end of the two-year statutory deadline for full alignment of business operations with the amendments to the Occupational Health and Safety Act (“Official Gazette of the RS”, No. 35/2023, the “**Act**”). As a result, all obligations introduced by the new Act become mandatory for implementation.

Reminder of key obligations that now apply to all employers:

- **Mandatory insurance of employees** against work-related injuries and occupational diseases, at the employer’s expense, in order to ensure compensation for damage caused by injury or illness. Non-compliance with this obligation entails misdemeanour liability and substantial fines ranging from RSD 1,000,000 to RSD 1,500,000 for legal entities, while fines for entrepreneurs, responsible persons, and individuals acting as employers are proportionally lower but still significant.
- **Mandatory electronic reporting of all work-related injuries** via the official Register of Injuries at Work, maintained by the Directorate for Occupational Health and Safety.
- **Establishing safe conditions for remote work and working from home**, including risk assessment and ensuring the technical adequacy of the work environment.
- **Mandatory training** in occupational

bezbednosti i zdravlja na radu za sve zaposlene, uključujući rukovodioce i predstavnike zaposlenih. Pravilnik o organizaciji i sistematizaciji poslova mora jasno da definiše rukovodeća mesta i odgovornosti.

- **Obavezne lekarske preglede** za radna mesta sa povećanim rizikom, kao i **pravo zaposlenog na dodatni pregled na sopstveni zahtev**, najmanje jednom u pet godina, o trošku poslodavca.

Ukoliko niste uskladili poslovanje sa Zakonom, savetujemo da bez odlaganja sprovedete sve neophodne radnje, u cilju izbegavanja zakonske odgovornosti i mogućih kazni.

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health and safety for all employees, including managers and employee representatives. The internal job classification rulebook must clearly define managerial roles and corresponding responsibilities.

- **Mandatory medical examinations** for high-risk job positions, as well as the **employee's right to request additional examinations** based on workplace risks – at least once every five years, at the employer's expense.

If you are not comply your business with the Act, we strongly advise you to take all necessary steps without delay in order to avoid legal liability and potential penalties.

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