

Serbia introduces mandatory e-Sick Leave system effective 1 January 2026

As of the date of commencement of the Law on the Exchange of Data, Documents and Notifications in Cases of Temporary Incapacity for Work, implemented through the software solution “e-Sick Leave – Employer” (*Official Gazette of the Republic of Serbia, No. 109/2025, “Law”*), i.e. as of 1 January 2026, a new, fully digitalized procedure for the exchange of data relating to employees’ temporary incapacity for work is introduced.

With the entry into force of this Law, Article 103 and Article 179 paragraph 3 item 2) of the Labour Law cease to apply, insofar as they relate to the obligation of the insured person to notify the employer of the medical commission’s assessment of temporary incapacity for work. As a result, the previous obligation of employees to submit notifications, certificates, or other documents related to the medical commission’s decision on sick leave is abolished.

In practice, this means that all data concerning temporary incapacity for work—including the commencement of sick leave, its duration, extensions, and termination—will be exchanged exclusively in electronic form, through the centralized information system e-Sick Leave. Employers will receive all relevant information directly via the software solution, without additional involvement of employees and without the exchange of paper documentation.

The new legal framework applies to employees, as well as to persons who are engaged in work, on duty, or performing services for an employer, in accordance with Article 2 paragraph 1 of the Law. In this way, a broad category of work-engaged persons is covered, ensuring uniform application of the rules in practice.

Practical implications for employers

The introduction of the e-Sick Leave system significantly alters the practical allocation of responsibilities between employees and employers. While employees are required only to initiate the medical examination process, all subsequent communication and data exchange are conducted electronically between healthcare institutions, competent authorities, and employers.

From an employer’s perspective, the centralized system enhances legal certainty, as data received through the platform constitutes official information and reduces the risk of delays, inconsistencies, or

Srbija uvodi obavezni sistem e-bolovanja od 1. januara 2026. godine

Početak primene Zakona o razmeni podataka, dokumenata i obaveštenja u slučaju privremene sprečenosti za rad, koji se sprovodi putem softverskog rešenja „e-Bolovanje – Poslodavac“ (Službeni glasnik Republike Srbije, br. 109/2025; u daljem tekstu: Zakon), odnosno od 1. januara 2026. godine, uvodi se nova, u potpunosti digitalizovana procedura razmene podataka u vezi sa privremenom sprečenošću zaposlenih za rad.

Stupanjem na snagu ovog Zakona, član 103. i član 179. stav 3. tačka 2) Zakona o radu prestaju da se primenjuju u delu koji se odnosi na obavezu osiguranog lica da obavesti poslodavca o oceni lekarske komisije o privremenoj sprečenosti za rad. Samim tim, ukida se dosadašnja obaveza zaposlenih da poslodavcu dostavljaju obaveštenja, potvrde ili drugu dokumentaciju u vezi sa odlukom lekarske komisije o bolovanju.

U praksi, to znači da će se svi podaci koji se odnose na privremenu sprečenost za rad — uključujući početak bolovanja, njegovo trajanje, produženja i prestanak — razmenjivati isključivo u elektronskom obliku, putem centralizovanog informacionog sistema e-Bolovanje. Poslodavci će sve relevantne informacije dobijati direktno putem softverskog rešenja, bez dodatnog uključivanja zaposlenih i bez razmene papirne dokumentacije.

Novi pravni okvir primenjuje se ne samo na zaposlene, već i na lica koja su angažovana na radu, na dužnosti ili pružaju usluge poslodavcu, u skladu sa članom 2. stav 1. Zakona, čime se obezbeđuje jedinstvena primena pravila na šire kategorije radno angažovanih lica.

Praktične implikacije za poslodavce

Uvođenje sistema e-Bolovanje značajno menja praktičnu raspodelu odgovornosti između zaposlenih i poslodavaca. Uloga zaposlenog se svodi na iniciranje lekarskog pregleda, dok se sva dalja komunikacija i razmena podataka odvija elektronskim putem između zdravstvenih ustanova, nadležnih organa i poslodavca.

Sa stanovišta poslodavca, centralizovani sistem doprinosi većoj pravnoj sigurnosti, s obzirom na to da

incomplete documentation. At the same time, employers are expected to actively monitor the system and promptly act upon changes recorded therein, particularly with respect to the start, extension, or termination of sick leave.

Although the new framework reduces administrative burdens, its effective implementation will largely depend on employers' internal organization, including the designation of responsible HR or payroll personnel and timely familiarization with the technical operation of the e-Sick Leave – Employer system.

Employers are therefore advised to review and align their internal procedures, employment policies, and HR practices with the new digital regime ahead of 1 January 2026, in order to ensure compliance and avoid operational disruptions.

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podaci primljeni putem platforme predstavljaju zvanične informacije, čime se smanjuje rizik od kašnjenja, neusaglašenosti ili nepotpune dokumentacije. Istovremeno, od poslodavaca se očekuje aktivno praćenje sistema i blagovremeno postupanje po evidentiranim promenama, posebno u vezi sa početkom, produženjem ili prestankom bolovanja.

Iako novi sistem značajno smanjuje administrativna opterećenja, njegova efikasna primena u velikoj meri zavisice od unutrašnje organizacije poslodavca, uključujući jasno određivanje odgovornih lica u okviru HR ili obračuna zarada, kao i blagovremeno upoznavanje sa tehničkim funkcionisanjem sistema e-Bolovanje – Poslodavac.

Zbog toga se poslodavcima preporučuje da pre 1. januara 2026. godine preispitaju i usklade svoja interna akta, politike zapošljavanja i HR prakse sa novim digitalnim režimom, kako bi obezbedili usklađenost sa propisima i izbegli operativne poremećaje.

Pripremile

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