



Novi podzakonski akti iz oblasti bezbednosti i zdravlja na radu

New Bylaws in the Field of Occupational Safety and Health

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WORKPLACE SAFETY

Novi podzakonski akti iz oblasti bezbednosti i zdravlja na radu/New Bylaws in the Field of Occupational Safety and Health

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Ministarstvo za rad, zapošljavanje, boračka i socijalna pitanja Republike Srbije je dana 17.01.2025. godine usvojilo dva nova pravilnika iz oblasti bezbednosti i zdravlja na radu, čija primena počinje dana 28.04.2025. godine, i to:

- Pravilnik o načinu vođenja i rokovima čuvanja evidencija u oblasti bezbednosti i zdravlja na radu; i
- Pravilnik o preventivnim merama za bezbedan i zdrav rad na visini.

On 17 January 2025, the Ministry of Labor, Employment, Veteran and Social Affairs of the Republic of Serbia rendered two new rulebooks in the field of occupational safety and health, the implementation of which begins on 28 April 2025, as follows:

- Rulebook on the manner and deadlines for keeping records in the field of safety and health at work; and
- Rulebook on preventive measures for safe and healthy work at height.

Pravilnik o načinu vođenja i rokovima čuvanja evidencija u oblasti bezbednosti i zdravlja na radu

Novim Pravilnikom su bliže regulisani način vođenja i rokovi čuvanja evidencija u oblasti bezbednosti i zdravlja na radu od strane poslodavca.

Početak njegove primene, prestaje da važi prethodni Pravilnik o evidencijama u oblasti bezbednosti i zdravlja na radu ("Službeni glasnik RS", br. 62/07 i 102/15).

Za razliku od dosadašnjih 14, novim Pravilnikom je predviđeno 11 obrazaca evidencije iz oblasti bezbednosti i zdravlja na radu, pri čemu su neke evidencije izmenjene, a neke su ukinute ili zamenjene novim evidencijama, i sada glase:

1. Evidencija o radnim mestima sa povećanim rizikom, zaposlenima koji obavljaju te poslove i njihovim lekarskim pregledima – Obrazac 1;
2. Evidencija o povredama na radu – Obrazac 2;

Rulebook on the manner and deadlines for keeping records in the field of safety and health at work

The new Rulebook regulates in more detail the manner of keeping records in the field of safety and health at work by the employer.

With the beginning of its implementation, the previous Rulebook on records in the field of safety and health at work ("Official Gazette of the Republic of Serbia", no. 62/07 and 102/15) ceases to be valid.

Unlike the previous 14, the new Rulebook envisages 11 forms of records in the field of safety and health at work, whereby some records have been changed, and some have been removed or replaced with new records, and now read:

1. Records of Jobs with Increased Risk, Employees Performing These Jobs and Their Medical Examinations – Form 1;
2. Records of Injuries at Work – Form 2;

3. Evidencija o profesionalnim bolestima – Obrazac 3;
 4. Evidencija o zaposlenima izloženim biološkim štetnostima grupe 3 i/ili 4 – Obrazac 4;
 5. Evidencija o zaposlenima izloženim karcinogenima/mutagenima/hemijskim materijama/azbestu i o zdravstvenom stanju i izloženosti – Obrazac 5;
 6. Evidencija o zaposlenima obučenim za bezbedan i zdrav rad i pravilno korišćenje lične zaštitne opreme – Obrazac 6;
 7. Evidencija o primeni mera za bezbednost i zdravlje na radu za delatnosti iz člana 48. Zakona o bezbednosti i zdravlju na radu – Obrazac 7;
 8. Evidencija o izvršenim pregledima i proverama opreme za rad – Obrazac 8;
 9. Evidencija o izvršenim pregledima i ispitivanjima električnih i gromobranskih instalacija – Obrazac 9;
 10. Evidencija o izvršenim ispitivanjima uslova radne sredine – Obrazac 10;
 11. Evidencija o izdatoj ličnoj zaštitnoj opremi – Obrazac 11.
3. Records of Occupational Diseases – Form 3;
 4. Records of Employees Exposed to Biological Hazards Group 3 and/or 4 – Form 4;
 5. Records of Employees Exposed to Carcinogens/Mutagens/Chemicals/Asbestos and Health Status and Exposure – Form 5;
 6. Records of Employees Trained for Safe and Healthy Work and Proper Use of Personal Protective Equipment – Form 6;
 7. Records on the Application of Measures for Safety and Health at Work for Activities referred to in Article 48 of the Law on Safety and Health at work – Form 7;
 8. Records of Inspections and Checks of Work Equipment – Form 8;
 9. Records of Inspections and Tests of Electrical and Lightning Protection Installations – Form 9;
 10. Records of Performed Tests of Working Environment Conditions – Form 10;
 11. Records of Issued Personal Protective Equipment – Form 11.

Evidencije iz oblasti bezbednosti i zdravlja na radu po pravilu overava poslodavac, a potpisuje savetnik/saradnik za bezbednost i zdravlje na radu. Poslodavcima je sada omogućeno da sve evidencije, izuzev Obrasca 6, vodi u elektronskom obliku, uz korišćenje kvalifikovanog elektronskog sertifikata.

Rokovi za čuvanje navedenih evidencija prema odredbama novog Pravilnika su:

1. 40 godina – za obrasce broj 1, 2, 3, 4, 6, 7 i 11;
2. 6 godina od dana prestanka važenja stručnog nalaza – za obrasce broj 8, 9, 10;
3. 40 godina po prestanku izloženosti azbestu/kancerogenim/mutagenim materijama/biološkim agensima/ hemijskim sredstvima – za Obrazac br. 5.

Records in the field of safety and health at work are certified by the employer and signed by the advisor/associate for safety and health at work as a rule. Employers are now allowed to keep all records, with the exception of Form 6, in electronic form, using a qualified electronic certificate.

The deadlines for keeping said records according to the provisions of the new Rulebook are:

1. 40 years – for forms No. 1, 2, 3, 4, 6, 7 and 11;
2. 6 years from the date of termination of the validity of the expert report – for forms No. 8, 9, 10;
3. 40 years after the cessation of exposure to asbestos/carcinogens/mutagens/ biological agents/chemical agents – for Form No. 5.

Pravilnik o preventivnim merama za bezbedan i zdrav rad na visini

Novim Pravilnikom o preventivnim merama za bezbedan i zdrav rad na visini je bliže definisano šta se sve ima smatrati radom na visini. Tako se radom na visini u smislu ovog Pravilnika smatra svaki rad na skeli, radnoj platformi ili lestvama, na održavanju instalacija u industrijskim objektima, na drveću, na spoljnim delovima zgrada, na krovu i dr.

U cilju izbegavanja rada na visini, Poslodavac je dužan da obezbedi sve moguće tehničke mere i sredstva, a naročito opremu za rad na mehanizovani pogon.

Međutim, kada nije moguće izbeći rad na visini, poslodavac je dužan da obezbedi zaposlenima korišćenje lične zaštitne opreme, kao i sisteme za zaštitu od pada sa visine, kao što su zaštitne ograde, zaštitne mreže i drugu opremu za zaustavljanje pada u cilju sprečavanja pada sa visine.

Dalje, bliže je regulisana dužnost poslodavaca da za sva radna mesta na kojima postoji mogućnost rada na visini, izvrši procenu rizika od nastanka povreda i oštećenja zdravlja zaposlenih.

Rulebook on Preventive Measures for Safe and Healthy Work at Height

The new Rulebook on Preventive Measures for Safe and Healthy Work at Height defines in more detail what is to be considered work at height. Namely, work at height within the meaning of this Rulebook is considered to be any work on scaffolding, working platforms or ladders, on the maintenance of installations in industrial facilities, on trees, on the outer parts of buildings, on the roof, etc.

In order to avoid working at height, the Employer is obliged to provide all possible technical measures and means, especially equipment for mechanized work.

However, when it is not possible to avoid working at a height, the employer is obliged to provide employees with the use of personal protective equipment, as well as fall protection systems, such as protective fences, protective nets and other fall arrest equipment in order to prevent falls from a height.

Furthermore, the duty of employers is more detailedly regulated to assess the risk of injury and damage to the health of employees for all workplaces where there is a possibility of working at height.

Navedenu obavezu poslodavac ispunjava donošenjem akta o proceni rizika, pri čemu obavezno uzima u obzir opasnosti kao što su neobezbeđene ivice i otvori, krhke i lomljive površine koje ne mogu da izdrže težinu zaposlenih, oštre ivice na konstrukcijama, opasnosti u vezi sa vremenskim uslovima, blizina dalekovođa, kao i druge propisane opasnosti i štetnosti.

Poslodavac je takođe obavezan da zaposlenima koji rade na visini obezbedi dozvolu za rad, koja između ostalog sadrži lokaciju (mesto rada), naziv radnog mesta, precizan opis poslova koji se izvode na visini sa metodama rada, spisak opreme za rad namenjene za privremene radove na visini i spisak lične zaštitne opreme.

Naposletku, propisano je da lice koje obavlja ove poslove mora ispunjavati dodatne uslove u pogledu zdravstvene sposobnosti, mora obavljati redovne lekarske preglede (pre stupanja na rad i periodično) kao i da završi obuku za bezbedan i zdrav rad.

The employer fulfils this obligation by adopting a risk assessment act, whereby it is obligatory to take into account hazards such as unsecured edges and openings, fragile and breakable surfaces that cannot withstand the weight of employees, sharp edges on structures, hazards related to weather conditions, proximity to power lines, as well as other prescribed hazards and harmfulness.

The employer is also obliged to provide employees who work at height with a work permit, which includes, among other things, the location (place of work), the name of the workplace, a precise description of the work performed at height with the methods of work, a list of work equipment intended for temporary work at height and a list of personal protective equipment.

Finally, it is prescribed that the person who performs these tasks must meet additional requirements in terms of medical fitness, must perform regular medical examinations (before starting work and periodically), and must complete training for safe and healthy work.

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