



E- Sick Leave - Employer





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Publisher: JPM | Partners

Delta House, 8a Vladimira Popovića street

www.jpm.law

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Design and prepress: JPM | Partners

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The Law on the Exchange of Data, Documents, and Information in the Event of Temporary Incapacity for Work through the software solution “eBolovanje - Poslodavac” (“e-Sick Leave - Employer”) – (“Official Gazette of the Republic of Serbia,” No. 109/25) is a new law that will enable the digital exchange of data on temporary incapacity for work between employers, medical doctors, and the Republic Health Insurance Fund, that will enter into effect as of 1 January 2026.

The said law represents another step towards digitalization of Serbian administration. It should significantly simplify the process of opening and processing sick leave, both for employees and employers. Under the new system, employees will no longer be required to deliver paper certificates or supporting documents to their employer in person.

All documentation will instead be generated and exchanged automatically in electronic form, without the need for an employee to physically submit the documentation to their employer. This will reduce administrative burden, speed up the procedure, and ensure more efficient communication between all parties involved.

In order to access the software solution “eBolovanje - Poslodavac”, the employer must first register as a user of electronic administration services at „eUprava“ („eGovernment“). The employers must register as users of “eBolovanje - Poslodavac” until 1st of January 2026 at the latest, with exception of entrepreneur employers, who can register until 1st of January 2027 at the latest.

After registration, the employer may access the following functionalities:

1. receipt of confirmation and a report on temporary inability to work;
2. submitting a request for the calculation of salary compensation during the temporary inability to work and receipt of the calculation by the competent authority (Applicable as of 1st April 2026);
3. filing an objection, i.e. a request to question a medical evaluation, and receiving a notification containing data on the evaluation of the first-instance or the second-instance medical commission upon the submitted objection or request (Applicable as of 1st April 2026);
4. receipt of a notification containing data on the evaluation of the first-instance medical commission on the proposal of the chosen doctor.

The whole procedure of processing sick leave starts at the health institution, with the medical evaluation. When a doctor determines that sick leave is necessary, he/she needs to enter it into the system. From that point, the information is sent directly to the employer, without the patient needing to notify them additionally in paper form or in any other way. Thereafter, further procedure will be determined by the end of the estimated duration of medical condition. There are two possibilities in that regard:

1. Automatic termination of a sick leave - if a doctor determines that the patient doesn't show symptoms anymore, and/or doesn't come in for further examination;
2. Exceeded sick leave – if the patient still has symptoms and comes in for a repeated examination. In that case, a doctor determines the further course of treatment, as well as the estimated duration of it.

Bearing in mind all the above, the introduction of „e-Sick Leave – Employer” represents an important step toward modernizing and simplifying administrative procedures in the healthcare system of Serbia. Although adaptation to the new system and technical difficulties are expected in the initial phase, the long-term advantages affecting both the legal and the medical sectors – should still prevail.

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