

SUPPORTING BUSINESS

EACH CLIENT HAS ITS OWN PREFERENCES, NEEDS AND EXPECTATIONS. WE ARE HERE TO ADJUST TO THEM AND SUPPORT THE CLIENT'S BUSINESS.

INFO-LETAK br. 01/2016

Ukidaju se radne knjižice

Shodno članu 116. Zakona o izmenama i dopunama Zakona o radu („Sl. glasnik RS“, br. 75/2014) od 1. januara 2016. godine prestali su da važe član 204. Zakona o radu kojim je regulisan institut radne knjižice, kao i Pravilnik o radnoj knjižici („Sl. glasnik RS“, br. 17/97).

Ovim izmenama Zakona o radu ukida se radna knjižica kao obavezna javna isprava u vezi sa zasnivanjem radnog odnosa. Radne knjižice izdate zaključno sa 31. decembrom 2015. godine nastavljaju da se koriste kao javne isprave, a podaci upisani u te knjižice mogu da služe kao dokaz za ostvarivanje prava iz radnog odnosa i drugih prava u skladu sa zakonom.

Počev od 1. januara 2016. godine, poslodavac je u obavezi da za sve zaposlene koji zasnuju radni odnos umesto radne knjižice podnese jedinstvenu prijavu na obavezno socijalno osiguranje, koja se sastoji od svih podataka koji su se inače upisivali u radnu knjižicu.

Radna knjižica će i dalje moći da se koristi kao dokaz o ostvarenom stažu osiguranja i drugih prava iz radnog odnosa, pri čemu Fond PIO savetuje čuvanje radne knjižice, kao dokaz o ostvarenom stažu svih onih osiguranika koji budu podneli zahtev za penziju.

Ubuduće podaci o svim zaposlenima vodiće se elektronskim putem u Centralnom registru obaveznog socijalnog osiguranja, kao i u matičnoj evidenciji Fonda PIO, a podzakonski akt kojim će se bliže uređivati sadržaj i način evidentiranja zaposlenog još uvek nije donet.

Jedan od glavnih navedenih razloga donošenja ove izmene jeste olakšavanje vođenja evidencija podataka iz radnog odnosa, usled postojanja evidencija Centralnog registra i Fonda PIO, koje već sadrže ove podatke zaposlenih.

NEWSLETTER no. 01/2016

Repeal of working booklets

According to the Article 116 of the Law on Amendments and Modifications of the Labour Law (“Official Gazette RS” no. 75/2014) the Article 204 of the Labour Law regulating working booklets and Rulebook on Working Booklets (“Official Gazette RS” no. 17/97) ceased to apply as of 1 January 2016.

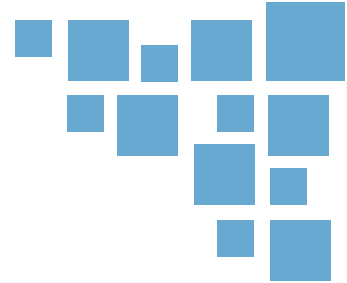
These amendments of the Labour Law repealed the use of working booklets as a mandatory public document in relation to establishment of employment relationship. Working booklets issued until 31 December 2015 continue to be in use as public documents, whereby data recorded in them may be used as an evidence for exercising rights from employment relationship and other rights pursuant to the law.

Starting from 1 January 2016 employer is required for all employees who are establishing employment relationship, instead of working booklets, to submit a single (unified) application for compulsory social insurance, which includes all data from the working booklets.

Working booklet can still be used as an evidence for years of service and other rights from employment relationship, whereby Pension and Disability Insurance Fund (“PDIF”) advise keeping of working booklets as an evidence for years of service regarding to all employees who will apply for retirement.

In the future, data of all employees will be kept in electronic data base in the Central Register of Compulsory Social Insurance, as well as in the records of the PDIF. Bylaws that will closely regulate content and the manner of registering employees have not been brought yet.

One of the main stated reasons for making this amendment is facilitation of registering and keeping of data from employment relationship, due to the existence of evidences of the Central Register of Compulsory Social Insurance and PDIF, which already include this kind of data of employees.



Za više informacija o ovome kontaktirati



Tara Ristić

ASSOCIATE - DOKLEŠTIC & PARTNERS

tara.ristic@dokleštic.law
T. +381.11.414.33.60

For more information about this please contact:



Dr Slobodan Doklešić

PARTNER - DOKLEŠTIC & PARTNERS

slobodan.dokleštic@dokleštic.law
T. +381.11.414.33.60