

TAX AND LEGAL HIGHLIGHTS



**NOVI PRAVILNIK O PREVENTIVNIM MERAMA
ZA BEZBEDAN I ZDRAV RAD ZA SPREČAVANJE
POJAVE I ŠIRENJA EPIDEMIJE
ZARAZNE BOLESTI 2**

**NEW RULEBOOK ON PREVENTIVE MEASURES
FOR SAFE AND HEALTHY WORK TO PREVENT
THE OCCURRENCE AND SPREAD OF
AN EPIDEMIC OF INFECTIOUS DISEASES..... 2**

NOVI PRAVILNIK O PREVENTIVNIM MERAMA ZA BEZBEDAN I ZDRAV RAD ZA SPREČAVANJE POJAVE I ŠIRENJA EPIDEMIJE ZARAZNE BOLESTI

U nastavku Vam predstavljamo aktuelnosti u vezi sa novim Pravilnikom o preventivnim merama za bezbedan i zdrav rad za sprečavanje pojave i širenja epidemije zarazne bolesti (Službeni Glasnik, RS, br. 94/20, u daljem tekstu „Pravilnik“), koji je stupio na snagu 11. jula. Poslodavci su u obavezi da usvoje Plan o primeni mera za prevenciju epidemije zarazne bolesti do 10. avgusta 2020. godine („Plan primene mera“). Plan primene mera čini sastavni deo Akta o proceni rizika.

Plan primene mera treba da sadrži:

1. Preventivne mere i aktivnosti koje treba predvideti u vezi sa kontrolom širenja zarazne bolesti,
2. Zaduženje za sprovođenje i kontrolu sprovođenja preventivnih mera i aktivnosti;
3. Mere i aktivnosti za postupanje u slučaju pojave epidemije zarazne bolesti.

U nastavku možete pronaći pregled značajnih mera koje su poslodavci i zaposleni u obavezi da primenjuju u skladu sa Pravilnikom.

Obaveze poslodavca:

- Pre početka rada obezbedi pisane instrukcije i uputstva o merama i procedurama za prevenciju zarazne bolesti, koje sadrže informacije o simptomima bolesti;
- Organizuje rad u smenama, ukoliko je to moguće, preraspodelom radnih sati sa manjim brojem zaposlenih;
- Uvede stroge higijenske mere, dezinfekciju radnog prostora i bezbedno izbacivanje smeća;

NEW RULEBOOK ON PREVENTIVE MEASURES FOR SAFE AND HEALTHY WORK TO PREVENT THE OCCURRENCE AND SPREAD OF AN EPIDEMIC OF INFECTIOUS DISEASES

Following are presented novelties on new Rulebook on preventive measures for safe and healthy work to prevent the occurrence and spread of an epidemic of infectious diseases (Official Gazette of the RS, No. 94/20, hereinafter referred to as “the Rulebook”), which came into force on 11 July 2020. The employers are required to adopt Plan on Implementation of Measures for Prevention of Epidemics of Infectious Diseases until 10 August 2020 („Implementation Plan”). Implementation plan forms an integral part of the Risk Assessment Act.

Implementation Plan should prescribe:

1. Preventive measures and activities which should be taken in relation to control of spread of epidemic disease,
2. Duties in relation to implementation and supervision of implementation of preventive measures and activities,
3. Measures and activities to be undertaken in case of outbreak of pandemic.

Below you may find significant obligations which according to Rulebook employers and the employees are obliged to implement.

Obligations of employer:

- Prior to commencement of work provide written instructions on measures and procedures for prevention of an infectious disease, containing the information on the symptoms of the disease;
- Organize work shifts, if possible, by redistribution of working hours with smaller number of employees;
- Implement strong measures of hygiene, disinfection of workplace and safe garbage removal;

- Obezbedi zaposlenima sapun i dezinfekciona sredstva na bazi alkohola, organizuje redovno čišćenje površina, toaleta, računara i ostale opreme potrebne za rad;
- U slučaju pojave zarazne bolesti kod zaposlenih primeni preventivne mere kao što su dezinfekcija radnih prostorija i mesta rada zaraženog zaposlenog, procedure ulaza i izlaza iz radnih prostorija poslodavca, kretanje zaposlenih kroz radne prostorije kao i da primeni ostale preventivne mere na osnovu preporuka epidemiologa.
- Provide to employees soap and alcohol based disinfectants, organize regular cleaning of surfaces, toilets, computers and other work related equipment;
- In case of infection of its employees implement preventive measures such as disinfection of premises and workplace of the infected employee, entrance and exit procedures in the employer works premises, movement of employees throughout the premises and other preventive measures upon suggestion of epidemiologist.

Obaveze zaposlenog:

- Primeni sve preventivne mere kako bi sačuvao svoje zdravlje i zdravlje drugih zaposlenih;
- Koristi pripisana sredstva i opremu za zaštitu na radu;
- Vodi računa o ličnoj higijeni redovnim pranjem ruku;
- Drži svoju odeću odvojenu od opreme za ličnu zaštitu na radu i odeće za rad;
- Obavesti poslodavca u slučaju da oni ili članovi porodice ili drugi zaposleni imaju bilo koje simptome zarazne bolesti.

Dodatno, lice zaduženo za bezbednost i zdravlje na radu učestvuje u sastavljanju Plana primene mera, priprema pisana uputstva za bezbedan rad i zaštitu zaposlenih od zarazne bolesti, kontrolise primenu mera određenih Planom primene mera, kontrolise korišćenje opreme i saraduje sa državnim organima.

Ukoliko poslodavac ne donese Plan primene mera to može dovesti do kažnjavanja poslodavca kaznama u rasponu od RSD 800.000 do RSD 1.000.000 za pravno lice i RSD 50.000 za direktora ili drugo odgovorno lice.

Obligations of employee:

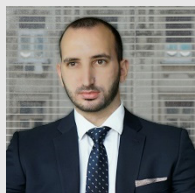
- Implement all preventive measures in order to preserve his/her health and health of other employees;
- Use prescribed instruments and equipment for protection on work;
- Take care of personal hygiene by washing hands regularly;
- Keep its clothes separate from equipment for personal protection at work and working clothes;
- Inform the employer in case they or their family members or other employees has any symptoms of infectious disease.

Additionally, Occupational Safety and Health Officer participates in drafting of the Implementation plan, prepares written guidelines for safe work and protection of employees from the infectious disease, controls implementation of measures set in the Implementation plan, controls usage of equipment and cooperates with state authorities.

Failing of the employer to enact the Implementation plan may lead to fines from 800.000 RSD to 1.000.000 RSD (approximately EUR 6.500 to EUR 8.500) for the legal person and 50.000 RSD (EUR 400) for the director or other authorized person.



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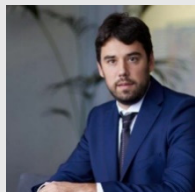
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