

## Regulations in the field of occupational safety and health – what do the changes to the regulations bring?

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In the Official Gazette No. 5 dated January 17, 2025, two new Rulebooks in the field of occupational safety and health were published – the Rulebook on Preventive Measures for Safe and Healthy Work at Heights and the Rulebook on the Manner of Keeping Records and Deadlines for Record Retention in the Field of Occupational Safety and Health, which will come into effect starting April 28, 2025.

### 1. Rulebook on Preventive Measures for Safe and Healthy Work at Heights

The Rulebook on Preventive Measures for Safe and Healthy Work at Heights more precisely regulates the employer's obligations in ensuring the implementation of preventive measures aimed at reducing the risk of workplace injuries that may occur during work at heights. We remind you that the employer is obliged to provide and implement preventive measures in accordance with Article 9, Paragraph 1 of the Law on Occupational Safety and Health ("Official Gazette of the Republic of Serbia", No. 35/2023).

Work at heights is defined as any work performed in industrial or other unprotected environments where tasks are carried out at a height of at least two

meters above a solid surface (e.g., work on scaffolding, trees, etc.).

The employer is obligated to conduct a risk assessment for all workplaces where there is a possibility of working at heights, with the aim of determining measures to eliminate or reduce the risk of injuries and health hazards.

The employer fulfills this obligation by drafting a **Risk Assessment Act** in written form, taking into account various factors such as unsecured/sharp edges on structures, weather hazards, and other prescribed risks.

The employer is required to avoid work at heights whenever feasible, as well as to provide equipment and personal protective gear, a rescue procedure, and a work permit. Additionally, it is mandatory to ensure fall protection systems, such as safety rails and nets.

On the other hand, individuals performing these tasks must meet the following requirements: be medically fit, undergo regular medical examinations (prior to starting work and periodically), and complete training for safe and healthy work.

### 2. Rulebook on the Manner of Keeping Records and Deadlines for Record Retention in the Field of Occupational Safety and Health

The Rulebook on the Manner of Keeping Records and Deadlines for Record Retention in the Field of Occupational Safety and Health prescribes the method of maintaining records and the deadlines for retaining such records by employers in the field of occupational safety and health.

With its entry into force, the previous Rulebook on Records in the Field of Occupational Safety and Health ("Official Gazette of the Republic of Serbia", No. 62/2007 and 102/2015) will cease to apply.

The new Rulebook precisely defines the forms and their content. The forms are typically certified by the employer and signed by the occupational safety and health advisor/associate

The employer is required to maintain the following records:

- Record of high-risk workplaces, employees performing such tasks, and their medical examinations – Form 1;
- Record of workplace injuries – Form 2;
- Record of occupational diseases – Form 3;
- Record of employees exposed to biological hazards of groups 3 and/or 4 – Form 4;
- Record of employees exposed to carcinogens/mutagens/chemical substances/asbestos, and their health status and exposure – Form 5;
- Record of employees trained for safe and healthy work and the proper use of personal protective equipment – Form 6, which also includes a specific code as the reason for the training and is additionally signed by the employee trained for safe and healthy work;
- Record of the implementation of occupational safety and health measures for activities specified in Article 48 of the Occupational Safety and Health Law – Form 7;

- Record of inspections and checks of work equipment – Form 8;
- Record of inspections and testing of electrical and lightning protection installations – Form 9;
- Record of testing workplace environment conditions – Form 10;
- Record of issued personal protective equipment – Form 11.

The retention periods for the aforementioned records are as follows:

- 1) **40 years** – for Forms 1, 2, 3, 4, 6, 7, and 11;
- 2) **6 years** from the date the expert report ceases to be valid – for Forms 8, 9, and 10;
- 3) **40 years** after the cessation of exposure to asbestos, carcinogenic/mutagenic substances, biological agents, or chemical materials – for Form 5.

For any additional consultations or legal assistance, you can contact the Tasić & Partners team via email at [office@tasiclaw.com](mailto:office@tasiclaw.com) or by phone at +381 11 630 2233.