

LEGISLATIVE NEWS



NEWSLETTER | No. 4 – 1 February 2010

Amendments regarding preparation and filling-in of Employees' General Register

The amendments contained in this Resolution refer to the time when recordings should be made in Employees' General Register and the term on which such Register should be submitted to the Territorial Labour Inspectorate. The Resolution also establishes the penalties applicable for the contraventions which may be committed in relation to these amendments.

SUMMARY

- ▶▶ Major amendments *p. 2*
- ▶▶ New penalties *p. 2*

Amendments regarding preparation and filling-in of Employees' General Register

Monitorul Oficial al Romaniei No. 45 / 20 January 2010, Part I, has published **Government Resolution No. 37 / 15 January 2010** which amends and supplements Government Resolution No. 161 / 2006, **regarding preparation and filling-in of Employees' General Register** (the "Resolution").

The **major amendments** refer to the following:

- ▶ Employers' obligation to record all employees' identification data in Employees' General Register, *i.e.* first and last names, personal identification number, address, employment date, title / occupation according to the Standard Occupational Classification in Romania or to other legislative acts, type of contract (duration / full time or part time), no later than one day before the date on which the employee starts working with such employer;
- ▶ Employer's obligation to record the date on which an employment contract terminates and the reasons for such termination on the very termination date;
- ▶ Employer's obligation to forward the Register in electronic format to the Territorial Labour Inspectorate in the area in which the employer has its headquarters located, no later than one day before the date on which an employee commences working with such employer.

The Resolution specifies **new penalties** applicable to employers that fail to fulfil the obligations provided therein:

- ▶ Fine in the amount of RON 1,500 for any employment contract which is not recorded as stipulated, but no more than RON 20,000 if the effective number of such contracts results in a larger amount.
- ▶ Fine ranging between RON 3,500 and RON 5,000 if the Register contains erroneous data.

The provisions regarding the determination and establishment of penalties come into force ten (10) days after the publication date of the Resolution, *i.e.* on **31 January 2010**.



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Should you require any information related to the foregoing, please do not hesitate to contact us.

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