

LAW ON PUBLIC SERVANTS

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Chapter One

INTRODUCTORY PROVISIONS

Content of the Law

Article 1

This law regulates the rights and duties of civil servants and certain rights and duties of public employees.

Individual rights and responsibilities of civil servants in individual state bodies may be a special law to regulate differently if it arises from the nature of their jobs.

The concept of civil servants and employees

Article 2

A civil servant is a person whose job description includes tasks within the purview of the state administration, courts, public prosecutors' offices, the Republic Public Attorney's Office, the National Assembly, the President of the Republic, Government, Constitutional Court and service bodies whose members are elected by the National Assembly (hereinafter: State authorities) or related general legal, information, material and financial, accounting and administrative tasks.

Civil servants are not MPs, the President of the Republic, the Constitutional Court judges, members of the Government, judges, public prosecutors, deputy public prosecutors and other persons on the function selected by the National Assembly or by the Government and persons under special regulations hold official positions.

Contractor is a person whose job description includes roadside assistance and technical jobs in the state authority.

Employer civil servants and employees

Article 3

Employer of government officials and the Republic of Serbia.

The rights and duties of the employer on behalf of the Republic of Serbia performs head of state authority (hereinafter manager), if this or special law or regulation provides otherwise.

Application of the general regulations on labor and special collective agreement

Article 4

The rights and duties of civil servants who are not governed by this or special law or regulation applicable to the general regulations on labor and special collective agreement for state authorities (hereinafter referred to as special collective agreement).

A special collective agreement concluded between the Government and representative unions that were established in the territory of the Republic of Serbia.

The rights and duties of clerks general rules on labor and special collective agreement, if this or a special law provides otherwise.

Chapter Two

OPERATING PRINCIPLES OF CIVIL SERVANTS

Legality, impartiality and political neutrality

Article 5

A civil servant is obliged to act in accordance with the Constitution, law and other regulations, according to professional, impartial and politically neutral.

A civil servant shall not at work express and represents their political beliefs.

Responsibility for the work

Article 6

A civil servant responsible for the legality, expertise and effectiveness of their work.

Nobody is allowed to influence the public official to do or not to seem contrary to the regulations.

Prohibition of privileges and denial

Article 7

It is forbidden to privileging or denial of a civil servant in his rights and duties, especially because of race, religion, gender, national origin or political affiliation or any other personal characteristic.

The availability of information on the work of civil servants

Article 8

Information on the work of civil servants available to the public, according to the law regulating free access to information of public importance.

A civil servant shall in their work and in informing the public provide the protection of personal data in accordance with the law.

Equal access to jobs

Article 9

In employment in state authority candidates are available on equal terms to all jobs.

Selection of candidates is based on professional qualifications, knowledge and skills.

In employment in state care is taken of the fact that the ethnic composition, gender representation and the number of persons with disabilities mirrored the fullest extent possible structure of the population.

The advancement and professional development

Article 10

The progress of the civil servant depends on competence, performance and requirements of the state authorities.

A civil servant has the right and duty to professional training according to the needs of the state authority.

Equal opportunities

Article 11

All civil servants are equal when deciding on the promotion and remuneration and exercising their legal protection.

Chapter Three

RIGHTS AND DUTIES OF CIVIL SERVANTS

AND RIGHTS OF CIVIL SERVANTS

Conditions of work

Article 12

A civil servant has the right to working conditions which would not endanger the life and health, technical and other conditions required for the work and to protection against threats, attacks and all kinds of endangering safety at work.

The manager is obliged, at the request of state officials to take measures to protect their safety at work.

Benefits

Article 13

A civil servant is entitled to salary, allowances and other benefits under the law regulating wages in the state bodies.

Holidays and absence

Article 14

A civil servant is entitled to a vacation and leave according to the general regulations on labor and special collective agreement.

A civil servant is entitled to annual leave of at least 20 and a maximum of 30 working days, according to the criteria specified by special collective agreement.

Union membership and association

Article 15

A civil servant is entitled to be a member of trade unions and professional associations and their management bodies.

Right of appeal

Article 16

A civil servant has the right to appeal the decision to decide on his rights and duties, if an appeal this Act does not expressly excluded.

Delivery of the civil servant is conducted in the premises of the competent authorities, if the civil servant is absent from work delivery shall be made by mail to the address that is a civil servant reported state authority and which is found in his personal file.

If the submission referred to in paragraph 2 of this Article is not successful, the official state authority prepares a written note. In this case the solution is published on the notice board of the state authority after the expiration of eight days from the date of publication is considered as delivered.

The appeal shall be filed within eight days from the date of its receipt, unless this law a shorter period.

The appeal shall not postpone the execution only when it is expressly provided by this law.

Additional rights of civil servants

Article 17

Special collective contract civil servants may determine the rights that this law is not determined, in accordance with the law and general labor legislation.

II DUTIES OF CIVIL SERVANTS

The execution of orders

Article 18

A civil servant shall perform oral order superior, except when it considers that the order is contrary to regulations, industry standards, or that its execution can cause damage, which tells superior.

The order of the superior again in writing a civil servant shall perform and shall notify in writing the manager.

A civil servant shall refuse to perform oral or written order would represent a punishable offense and in writing to the head of the authority that supervises the work of the state organs if the order is issued by the Head.

Transfer

Article 19

A civil servant is obliged to accept a position in the same or other state body to which the provisions of this law permanently or temporarily relocated.

Temporary work in jobs that are not in the job description

Article 20

A civil servant shall, upon the written order of his superior, working and which are not in the description of their seats if they meet the requirements, because of the temporarily increased workload or replace the absent civil servant.

The type and duration of the supervisor determines a written order, not to exceed 30 working days.

Jobs can last longer than 30 working days if necessary to a civil servant to replace another position or if the position is not doing nothing.

Temporary work at a lower workplace

Article 21

In the case of natural disasters, acts of God or other unforeseen circumstances, the civil servant shall, upon the written order of his superior, to the workplace lower than his, as long as these circumstances.

A civil servant for the time retains the rights stemming from his place of employment.

The work of the working group

Article 22

A civil servant is obliged to act upon a written order by the Head determined to work in the working group in his or other state authority.

Keeping official and other secrets

Article 23

A civil servant or an employee is obliged to keep state, military, official and business secrets (hereinafter: the secret) in accordance with special regulations.

Determination and keeping secrets, as well as measures to protect secrets, governed by specific regulations.

It is the duty of informing on suspicion of the existence of corruption

Article 23a

A civil servant or an employee shall notify in writing the immediate supervisor or manager if in connection with the tasks of the workplace becomes aware that the contemplated action of corruption by officials, civil servants and public employees in the state in which the body does.

A civil servant or an employee referred to in paragraph 1 of this Article from the date of written notification enjoys protection under the law.

Respect working hours

Article 24

A civil servant is obliged to respect working hours and rules of conduct in the state authority.

If it is unable to work, the civil servant is obliged to inform about the reasons for the direct supervisor within 24 hours of the occurrence of reasons.

III PREVENTION OF CONFLICT OF INTEREST

The prohibition of accepting gifts and use of labor in the state authority

Article 25

A civil servant shall not accept gifts in connection with the performance of their duties, except protocol or other appropriate gifts of small value, or any service or other benefit for himself or other persons.

A civil servant must not use the work in a state body that would affect the exercise of its rights or the rights of persons associated therewith.

On the determination of the group of related parties and the acceptance of gifts, the regulations governing the prevention of conflicts of interest in exercising public functions.

Additional work

Article 26

A civil servant may, with the written consent of the Head, out of hours to work for another employer if additional work is not prohibited by a special law or regulation, if not create the possibility of a conflict of interest or affect the impartiality of the civil servants.

The consent shall not be needed for additional scientific research, publication of copyright works and work in cultural, artistic, humanitarian, sports and similar associations.

The head may be prohibited under paragraph 2 of this Article if it prevents or hinders the work of civil servants, harms the reputation of the state body or creates a potential conflict of interest or affect the impartiality of the civil servants.

Notification of additional work

Article 27

A civil servant is obliged to them about my work to inform managers.

When a state authority is managed by a civil servant, on approval for his additional work on the prohibition of extra work decides the state authority or body responsible for his appointment.

The prohibition of the establishment of companies and public services

Article 28

A civil servant shall not establish a company, public service, or engage in entrepreneurship.

On the transfer of management rights in a commercial entity to another person, the regulations governing the prevention of conflicts of interest in exercising public functions.

A civil servant is obliged to submit data on the person to whom he transferred the management rights and evidence of their transfer submit to the head, a civil servant who held the position of the Agency for the fight against corruption, which is obliged to publish information about it on their website.

Limitation of membership in the bodies of the legal person

Article 29

A civil servant shall not be a director, deputy or assistant director of a legal person, a member of the management board, supervisory board or another governing body of the legal entity can be only if it is appointed by the Government or other state authority.

Registration of interests in connection with the government's decision

Article 30

A civil servant is obliged to immediately notify in writing the superior of any interest on, or associated person may have in relation to the decision of a state authority whose decision to participate, to decide on the disqualification.

When a state authority is managed by a civil servant, he shall notify in writing the interest of state authority or body responsible for his appointment.

This shall not prejudice the rules on disqualification prescribed by the law governing general administrative procedure.

Application of regulations governing the prevention of conflicts of interest to civil servants in office

Article 31

For civil servants in a position to apply the laws and regulations governing the prevention of conflicts of interest in exercising public functions, as well as provisions regarding additional work and prohibit the establishment of the company, public services and of doing business.

Chapter Four

TYPES OF JOBS OF CIVIL SERVANTS

I positions and contracted JOBS

Article 32

Vacancies of civil servants are divided into positions and contracted working places, depending on the complexity of the duties, powers and responsibilities.

The provisions of this law on the division of jobs does not apply to police, customs and tax officials and civil servants who work on security and intelligence matters and institutions for enforcement of criminal sanctions.

II POSITIONS

Term

Article 33

The position is the position in which the civil servant has powers and responsibilities related to managing and coordinating the work of the state authority.

The position is acquired by appointment by the Government or other public authority or body.

Positions in government and other state bodies

Article 34

The government sets the position of Deputy Minister, Ministry Secretary, Director of the authority within the ministry, the Assistant Director of the authority within the ministry, the director of a special organization, deputy and assistant director of a special organization, director of the Department of the Government, Deputy and Assistant Director of the Department of the Government, Deputy and Assistant Secretary General of the Government of the Republic Public Attorney and Deputy Republic Public Attorney.

Positions in courts and public prosecutors are regulated by the Supreme Court or the Republic Public Prosecutor and other state authorities to determine the positions of the acts of these organs.

III The contracted

The concept and classification of occupations

Article 35

Contracted posts are all jobs that are not positions, including positions of managers of organizational units in the state authority.

Contracted posts are grouped by rank, depending on the complexity and responsibilities, required knowledge and skills and working conditions.

Titles include senior adviser, advisor, advisors, junior advisors, associate and junior associate, officers and junior officers.

Senior Advisor

Article 36

The title of senior advisors work the most complex tasks that significantly affect the determination of policy or obtaining results in some areas within the scope of state organs,

which require creative ability, initiative and a high degree of professionalism, independence and experience, with recourse assumed only on issues of the policy.

To work in jobs in the position of Senior Advisor to the civil servant must have acquired higher education at the undergraduate level in at least 240 ECTS master academic studies, specialized academic studies, specialized professional studies or undergraduate studies lasting at least four years or specialist studies at the university and at least seven years of professional experience.

Senior Advisor

Article 37

The rank of an independent advisor to work out complex tasks that require specialized knowledge and experience, analytical skills, work independently without supervision supervisor and decision-making in complex cases with only general directions and instructions of his superiors.

To work in jobs in the rank of an independent adviser to a civil servant must have acquired higher education at the undergraduate level in at least 240 ECTS master academic studies, specialized academic studies, specialized professional studies or undergraduate studies lasting at least four years or specialist studies at the university and at least five years of professional experience.

Adviser

Article 38

The rank of advisers working with complex tasks that are usually precisely defined and involve the application of established methods, procedures or professional techniques with a clear framework of independent operation, with occasional supervision of the superior. Jobs require the ability to solve problems without individual instructions of the supervisor and by paying assumed only when the problem is complex and requires additional knowledge and experience.

To work in jobs in the position of adviser civil servant must have acquired higher education at the undergraduate level in at least 240 ECTS master academic studies, specialized academic studies, specialized professional studies or undergraduate studies lasting at least four years or specialized studies in college and at least three years of professional experience.

Junior Advisor

Article 39

The title of junior counselors working with complex tasks that involve the use of established methods, procedures or professional techniques within a precisely specified performance framework, with regular monitoring of the supervisor, and make decisions based on existing practice or general and specific instructions of his superiors. Jobs require the ability to resolve minor technical or procedural problems.

To work in jobs in the title of junior counselors civil servant must have acquired higher education at the undergraduate level in at least 240 ECTS master academic studies, specialized academic studies, specialized professional studies or undergraduate studies lasting at least four years or specialized studies in college and completed an internship or at least five years of service in state bodies.

Contributor

Article 40

The rank of associate work is less complex jobs involving restricted circle of interrelated different tasks and require the ability to self-application of established methods, procedures or professional techniques with the general direction and guidance and periodic monitoring supervisor.

To work in jobs with the title of associate civil servant must have acquired higher education at the undergraduate level at a minimum of 180 credits, basic vocational studies, or in studies lasting up to three years and at least three years of professional experience.

Young Fellow

Article 41

The title of junior associates work is less complex jobs that are precisely defined and involve the application of established methods, procedures or professional techniques with the ability to solve routine problems, with general and individual instruction and regular monitoring of the supervisor.

To work in jobs in the title of junior associates civil servant must have acquired higher education at the undergraduate level at a minimum of 180 credits, basic vocational studies, or in studies lasting up to three years and completed an internship or at least five years of service in state bodies.

Referent

Article 42

The rank of clerk working the administrative, technical and other mostly routine tasks that include a wide range of tasks and require the knowledge and application of simple methods or procedures, and work independently and with periodic monitoring supervisor.

To work in jobs in the position of clerk civil servant must have a high school degree and at least two years of professional experience.

Young Officer

Article 43

The title of junior clerk working the administrative, technical and other routine tasks with a limited circle of similar tasks that may require knowledge and application of simple methods or procedures, with periodic monitoring of the supervisor.

To work in jobs in the title of junior clerk civil servant must have completed high school and completed an internship.

IV CLASSIFICATION OF JOBS AND INTERIOR bylaws

Article 44

Government Decree that applies to government authorities, government agencies, courts, public prosecutors and the Public Attorney classified positions and jobs of managers of organizational units, determine the tasks that are performed in each of the titles and prescribe criteria for the job description jobs in Regulations on internal organization and job classification.

Jobs and jobs in other state bodies shall be classified as' acts.

Chapter Five

Filling vacancies

AND COMMON PROVISIONS

1. The terms and conditions of employment

Article 45

As a civil servant can hire an adult citizen of the Republic of Serbia, which has required qualifications and meets the other requirements specified by law, other rules and regulations on the internal organization and systematization of jobs in the state authority, if he had not ceased employment with the state body for weight violation of the duties of the employment relationship and was not sentenced to imprisonment of at least six months.

In addition to work on the position needs to be acquired and higher education at the undergraduate level in at least 240 ECTS master academic studies, specialized academic studies, specialized professional studies or undergraduate studies lasting at least four years or specialized studies on Faculty and at least nine years of professional experience.

2. Regulations on internal organization and jobs in the state authority

Article 46

Jobs, the required number of civil servants in every workplace and work conditions at every workplace in the state authority shall be regulated by internal organization and jobs in the state authority (hereinafter referred to as the Regulations).

3. Admissibility of filling in the workplace

Article 47

The workplace can be filled when two conditions are met: that is the position specified by the Regulations and that the questionnaire fits into the adopted staffing plan.

When both conditions are met, the head of deciding whether it is necessary to fill the position.

The act referred to in paragraph 2 of this Article shall always be submitted to the Office of Personnel Management, and when deciding on filling the position of the High Civil Service Council.

4. The method of filling in the workplace

Article 48

The contracted filled in: relocation within the same state authority; relocation on the basis of agreement on the transfer; by transfer from another state authority after the completion of the internal or public competition and employment if it is in the public tender candidate was not a civil servant.

The position is always filled by appointment.

II THE COMPLETION executive social JOBS

1. The sequence of actions in filling executive social jobs in all state organs

Article 49

When filling contracted advantage has transfer of the civil servant from the same state authority, with promotion or without it.

If the position is not filled by transfer, a manager may implement the download process of civil servants from other state organs.

If a manager decides that the position is not filled either by transfer on the basis of agreement on the transfer, can be implemented internal competition, and if the internal competition has not been implemented or has failed, be sure to conduct a public tender.

If you are not a public competition is unsuccessful, the position is not filled, but the manager may decide to re-execute the procedure of filling in the workplace according to the sequence of actions prescribed by the provisions of this Article.

1a Taking over

Article 49a

A civil servant may be taken without a competition in another state authority if such an agreement executives who manage the state authorities and if civil servant agrees to it.

A civil servant may be taken in another state authority in the workplace that was classified in the same, directly or indirectly, more lower rank.

A civil servant may be taken in another state authority in the workplace is classified as direct a higher grade if it meets the requirements for promotion.

Article 49b

If a civil servant takes in another state authority in the workplace that was classified in the same position, determines his pay grade salary groups who had in the state body he is taken under the law that governs wages in the state bodies.

If a civil servant takes in another state authority in the workplace that was classified in a higher grade immediately, appointed the first grade salary groups that include that position under the law that governs wages in the state bodies.

Notwithstanding paragraph 2 of this Article, if the coefficient of salary grade pay groups that include the position to which the civil servant moves on the basis of agreement on the lower coefficient of a civil servant who was in a state body from which it was taken, determines the the salary grade and salary groups with higher coefficient directly under the law that governs wages in the state bodies.

If a civil servant takes in another state authority in the workplace that was classified in the next lower rank, determines his pay grade salary groups that include the post with immediate higher coefficient according to the law governing wages in the state bodies.

2. Internal and public competition in the state administration and government services

a) Internal competition

The right to participate in internal competition

Article 50

For the purpose of filling contracted posts in the civil service and government services can be implemented internal competition if the position is not filled by transfer of a civil servant within the same organ or relocation by virtue of a takeover.

The internal competition may participate only civil servants in the public administration and services of the Government.

Internal competition advertised Resource Management Service within eight days of receipt of the decision of the head of the filling contracted.

The selection panel

Article 51

Internal competition is carried out commissions.

Jury appointed by the governor, so that one of its members to be a civil servant from the Human Resources Management Service.

The success of internal competition and making a decision on transfer

Article 52

When internal competition fails, the head of which is the position to be filled shall issue a decision on the transfer of civil servants in the state authority.

An applicant who has participated in the electoral process in internal competition has the right to appeal the decision on transfer under the same conditions and in the same period as when the solution of the transfer passed after the public announcement.

The failure of internal competition. Application of the provisions of this law on public tender

Article 53

Internal competition has failed if the selection committee determines that none of the candidates who participated in the election process did not meet the criteria laid down for selection.

On the internal competition, the provisions of this law on public competition, with the exception of the provisions on Advertising and the deadline for submission of applications.

b) A public competition

Advertising open competition. The selection panel

Article 54

The public tender advertised by the state administration who fills the position on its website, the website of the Human Resources Management Service, the portal e-government, on the bulletin board, internet presentation and periodicals adverts National Employment Service.

Public competition is carried out commission appointed by the governor, the application of this law on the appointment of the selection committee for the implementation of internal competition.

The content of the ads. Deadline for submission of applications

Article 55

A public competition contains data on state authority, workplace conditions for employment in the workplace, workplace, professional qualifications, knowledge and skills to be assessed in the electoral process and the manner of their verification, within which the application is submitted, name of the person responsible for giving notice of the public tender, the address to which the applications are submitted, details of the evidence to be submitted with the application, place, day and time when it will be done checking qualifications, knowledge and skills of candidates in the electoral process.

The deadline for submitting applications to tender may not be less than eight days after the announcement of a public competition in periodicals adverts National Employment Service.

Untimely, unauthorized, unintelligible or incomplete applications and applications that are not supplied with all the necessary evidence, the selection committee rejects the conclusion against which it can be appealed to the Appeals Commission.

The complaint referred to in paragraph 3 of this Article shall not stay the execution of the conclusion.

The electoral process

Article 56

The jury shall prepare a list of candidates who meet the requirements for employment in the workplace and among them by the electoral process.

In the selection procedure, the appraisal of professional qualifications, knowledge and skills, determines the result of the candidates according to the criteria laid down for selection.

The election process can be conducted in several parts, written verification, oral interview or in another appropriate manner.

Unless otherwise stipulated, in the electoral process by the state administration is free to choose the way of informing candidates, taking into account its legal protection, economical use of resources, public awareness, and the simplicity of the procedure.

Short and urgent notice may be given by telephone or by other appropriate means, what it constitutes the official record.

If the electoral process conducted written checks, and checks when candidates are informed about the place, day and time when it will be done oral interviews.

Selection list. Selection of candidates

Article 57

Candidates who have the best result by the criteria prescribed by the selection committee are added to the selection list and the list is submitted to the Manager.

The manager is obliged to select a candidate from the shortlist.

If the selected candidate is not a civil servant, manager makes a decision on his admission to employment, and if the candidate is already a civil servant, manager shall issue a decision on the transfer application of the provisions of this law on transfer after internal competition.

Decision on the recruitment of candidates containing personal name, the name of the state body that receives and job title that is allocated.

Entry into operation

Article 58

Selected candidate shall come into operation within eight days from the finality of the decision on admission to employment or on the move, unless he Head of legitimate reasons not to extend the deadline.

If the selected candidate does not come to work within a set time limit, it is considered that the decision on admission to employment or of the transfer was not made, and the manager may choose another candidate from the shortlist.

Selected candidate acquires the rights and duties of employment in a state organ in which it is received or transferred from the date of entry into operation.

The right to appeal to candidates who participated in the electoral process

Article 59

The decision on admission to employment or the decision on the transfer is sent to all candidates who participated in the electoral process at the address specified in the application for the competition.

If the submission referred to in paragraph 1 of this Article is not successful, the official state authority prepares a written note.

In the case referred to in paragraph 2 of this article, the decision shall be published on the notice board of the state authority after the expiration of eight days from the date of publication is considered as delivered.

An applicant who has participated in the election process shall have the right, within eight days of receipt of the decision to lodge a complaint if it considers that the selected candidate does not meet the requirements for employment in the workplace or to have occurred in the electoral process such irregularities that could affect the objectivity its outcome.

An applicant who has participated in the electoral process is entitled to from the date of publication of the decision on the notice board of the competent authorities, no later than the deadline for appeal, take the premises of the state body decision on admission to employment or the decision on the transfer of the selected candidates.

An applicant who has participated in the electoral process has the right, under the supervision of an official government body, review all the documents public competition.

Failure of a public competition

Article 60

Public competition has failed if the competition commission determines that none of the candidates who participated in the election process did not meet the criteria laid down for selection.

The fact that a public competition has failed to inform all candidates who participated in the electoral process.

3. Internal and public competition in other state bodies

Article 61

For filling executive social jobs in other state bodies, the provisions of this law on internal and public competition in the state administration and government services, except for the provisions on the composition of the selection committee and on the competence of the personnel management.

The composition of the jury, professional competence, knowledge and skills are assessed in the electoral process, methods of testing and selection criteria for the positions prescribed for courts and public prosecutors Minister of Justice, and for other state organs of the body is determined by their acts.

Government Decree shall regulate the implementation of internal and public competition to fill the executive social jobs in all state bodies.

4. Duration of employment

Employment for an indefinite time

Article 62

As a rule, the civil servant is employed for an indefinite period of time.

The working relationship that is based on an indefinite period can be terminated only in cases determined by law.

Employment for a specified time

Article 63

Employment for a definite period of time may be established:

- 1) the purpose of replacing an absent civil servant, until his return;
- 2) due to temporarily increased workload that the existing number of civil servants can not perform for a maximum of six months;
- 3) the positions in the cabinet, while the official's mandate;
- 4) for the training, during the training period.

Employment for a specified time based with no internal or public competition, except when receiving trainees.

Employment for a definite period of time can not grow into employment for an indefinite period, except for the trainee, when pass a state or special professional exam.

5. Probation

The obligation and the duration of the probationary period

Article 64

Probation is mandatory for all first-time employed in the state authority, and not interns or working in the office.

Probation for employment is for an indefinite period lasts six months.

For employed part-time, probationary period is required only if the employment is for longer than six months, and lasts for two months.

Probation are not subject to civil servants in office.

Evaluation of probationary

Article 65

Probation officers monitor the state of his immediate superior, who, after the completion of the probationary period gives the manager a written opinion on whether a civil servant performed satisfactorily.

A civil servant who fails the test is terminated the employment relationship without the right to financial compensation for the cancellation.

III COMPLETION OF POSITION

1. The sequence of actions in filling positions in all state bodies

Article 66

In order to fill the position conducts an internal or public competition.

Internal competition is required if the position is filled by the Government.

In other state bodies can be immediately implemented public competition.

2. Appointment without competition

Article 67

A civil servant may, after the expiration of the term for which is set to be re-appointed to the same position, no internal or public announcement.

Appointment of Acting

Article 67a

Until his appointment to the position of a civil servant, may be acting, in six months, without internal or public announcement.

Acting can set a person who meets the requirements for working in the position specified by this law and regulations on the internal organization and systematization of jobs in the state authority.

Internal or public competition for filling the position in which it is set Acting advertised within 30 days of the appointment of Acting.

In the event of an internal or public competition does not end the appointment to the position of Acting status can be extended for another three months.

Suspension of rights and obligations

Article 67b

Acting who was appointed from the ranks of civil servants, the rights and obligations arising from employment in the organ from which it is placed.

3. The procedure when the position is filled Government

Advertising competition. The selection panel

Article 68

When the position is filled by the Government of internal and public competition advertised Resources Management Service, conducted a selection committee.

The jury in each case shall be appointed by the High Civil Service Council from among its members and between experts in different areas, one of which may be a civil servant of the state body in which the position is filled.

The right to participate in internal competition

Article 69

The internal competition when the position is filled Government may participate only civil servants in the public administration and services of the Government who in the past two years graded with "very successful", which are already in position, which is the elapsed time in which they are situated, which have resigned the position or the position which is abolished.

The electoral process

Article 70

The electoral process conducted by a selection committee.

After that ended the electoral process selection committee compiles a list of the top three candidates who have the best result fulfill the criteria laid down for selection.

The powers of the person who is competent to propose the appointment

Article 71

List of candidates by a selection board to the manager or other person responsible to the Government propose candidates for appointment to the position.

Neither the Head nor the other person in charge are not obliged to propose to the Government of candidates for appointment to the position, but they are required to state the reasons to inform the Senior Civil Service Council and the Human Resources Management Service, within 30 days of submission of the list of candidates.

If the Competition Commission found that none of the candidates met the criteria prescribed for the election, the government can not be nominated a candidate for appointment to the position.

The ratio of internal and public competition. The failure of internal and public competition

Article 72

Public competition is conducted if the internal competition has failed.

Internal competition has failed if the Government is not proposed candidate for appointment to the position, or if the government had not made the proposed candidates within 30 days of submission of the proposal on which to notify Human Resources Management Service.

If you are not a public competition Government is not proposed candidate for appointment to the position or it does not put the candidate, Human Resources Management Service announces new public competition on the day following receipt of the notification that the vacancy failed in the manner prescribed in Article 47 of the Law.

Refutation of appointment. Entry into position

Article 73

Against the Government decision on the position of the appeal is allowed, but can initiate an administrative dispute.

A civil servant shall come into position and begins to exercise the rights and duties of the position when the decision on the appointment becomes final.

Application of the provisions of this law on competition for the contracted working places

Article 74

For internal and public competition when the position filled by the Government, the provisions of this law on internal and public competition in filling executive social jobs, except for the data relating to the place, date and time of proficiency testing, knowledge and skills of candidates in the electoral process.

Internal and public competition for filling the position advertised Resources Management Service.

Internal competition referred to in paragraph 2 of this Article shall be announced within eight days of receipt of the decision on starting the process of filling the position.

Public tender referred to in paragraph 2 of this Article shall be announced on the day following receipt of the notification that internal competition has failed.

4. Filling positions in other state bodies

Article 75

For filling positions in other state bodies subject to the provisions of this law on internal and public competition when the position is filled by the Government, except the provisions on the composition of the selection committee and on the jurisdiction of the High Council of Civil Service and Human Resources Management Service.

The composition of the jury, professional competence, knowledge and skills are assessed in the electoral process, methods of testing and selection criteria for the position in the Supreme Court of Cassation prescribed by the president of the Supreme Court of Cassation, the situation in the Republic Public Prosecutor's Office of the Republic Public Prosecutor, and for other government organs of the body is determined by their acts.

Government Decree shall regulate the implementation of internal and public competition to fill the position in all state bodies.

5. Termination of the position

a) The reasons for the termination of a position

All the reasons

Article 76

A civil servant's work in office after the expiration of the time at which it is placed, if they submit a written resignation, if it enters into the function of the state authority, autonomous province or local government, if the position is abolished, if his employment terminates reaching the age of working life, or his written cancellation, or if it is resolved.

The abolition of the position

Article 77

The position was abolished if the state authority is abolished and its scope over by another state agency or do not take any public authority, if part of the scope of state authority in which the position is taken over by another public authority, or if the position is abolished adoption of new or changing existing Regulations.

Reasons for dismissal

Article 78

A civil servant shall be dismissed from office if his employment is terminated due to: prison sentence of at least six months, a final decision which has been imposed disciplinary punishment of termination of employment, the final decision of which he was the evaluation of a certain rating of "unsatisfactory" and other reasons provided for general labor regulations governing the termination of employment regardless of the will of the employee and the employer.

A civil servant shall be dismissed from office if the organ or body responsible for the appointment of a public accepts the recommendation of the Ombudsman for his dismissal or agreed initiative for dismissal on the basis of public announcement of recommendation for dismissal imposed by the Agency for the fight against corruption.

A civil servant who manages the state authority shall be dismissed from office and when the authority or body responsible for his appointment to determine at the time of his leadership has been a serious disturbance in the work of the state body which manages.

b) the termination of work on position

Article 79

The termination of a position determined by a decision issued by a state authority or body responsible for the appointment of a civil servant, within eight days from the occurrence of the reasons why the work stopped position.

The solution also includes the reasons for the work position and stopped the day he stopped working at the position.

Against the decision of appeal is allowed, but may initiate an administrative dispute.

v) The consequences of termination of the position

The consequences due to the passage of time appointments, resignations, changes in the internal organization of the state authority, the negative assessment of the performance and acceptance of public recommendation for dismissal

Article 80

A civil servant who is the elapsed time of his appointment, who resigned the position or whose position was abolished by adopting new or changing existing Ordinance shall be entitled to the same state body be moved to another position for which meets the requirements if it exists, and if there becomes unallocated.

A civil servant who is dismissed for the reasons set out in Article 78, paragraph 2 of this law becomes unallocated.

The consequences due to changes in the arrangement of the system of state organs

Article 81

A civil servant who has been discontinued due to the abolition of the position of state authority has the right, until the expiration of the term for which he was appointed, to be appointed to the position of the state body which has taken over the scope of the abolished state authority, if the new Regulations is provided the same or a similar position and on the it meets the requirements, and if such a situation does not exist has the same rights and duties as his position ceased the period for which it is installed.

The same rights and responsibilities and have civil servant to whom the position was abolished because it is part of the scope of state authority, which is also the position taken by another state authority.

If a state authority is abolished, and its scope does not assume any state authority, civil servant who has abolished the position becomes unallocated.

Chapter Six

Evaluation and promotion of civil servants

AND EVALUATION

The aim and object of evaluation

Article 82

The objective of evaluating the detection and elimination of defects in the work of civil servants, encouraging better results and create conditions for proper decisions about promotion and professional development.

In assessing evaluate the criteria for assessment, namely: the results achieved in performance workplace and set goals, independence, creative ability, initiative, accuracy and diligence, cooperation with other government officials and other skills required position.

The results achieved in performance workplace and the objectives are measured quarterly.

During the evaluation. Exceptions to the assessment

Article 83

A civil servant is evaluated once in a calendar year, no later than the end of February of the current year for the previous year.

It does not assess a civil servant in charge of the state body, a civil servant who worked in the calendar year of less than six months regardless of the reason, not a civil servant who has an employment contract for a specified time.

Types of evaluation. Determination ratings

Article 84

Ratings are "unsatisfactory", "satisfactory", "good", "Successful" and "very successful".

The assessment determines the head of the ruling.

Government decree shall specify the criteria for assessment and evaluation procedure in all state bodies.

Premature Evaluation

Article 84a

Civil servant whose results were achieved in performance workplace and set goals in one quarter evaluated with the lowest grade is determined by the score of "unsatisfactory".

A civil servant referred to in paragraph 1 of this Article refers to the extraordinary appraisal.

Emergency evaluation

Article 85

A civil servant who has a certain rating of "unsatisfactory" may be referred for additional training.

In any case, it is estimated extraordinary lapse of 30 working days from the finality of the decision which he was given rating of "unsatisfactory".

The consequences of the extraordinary appraisal

Article 86

Civil servants given the extraordinary appraisal is determined by evaluation of "satisfactory" moves to the position classified in the next lower rank that corresponds to the level of his education and the coefficient of salary grade whose ordinal number of the same ordinal number of salary grade in which there is a workplace with which was moved, and if such duty does not exist determines his salary grade with a lower coefficient of direct payments within groups corresponding to the condition in which The contracted civil servants classified.

A civil servant to whom the extraordinary appraisal is determined by rating of "unsatisfactory" shall be terminated on the day the decision.

The decision which is the extraordinary appraisal certain mark "unsatisfactory" is determined and that the civil servant shall be terminated.

II ADVANCEMENT

Types progression

Article 87

A civil servant is progressing by relocation to immediate higher executive position or by appointment to the position or a higher position in the same or other state authority.

Immediate higher position is the one which tasks are done in the immediately higher rank, or in the same profession or workplace as a supervisor of an internal unit in the state authority.

A civil servant can advance and transition to a higher salary grade, without changing jobs, according to the law regulating wages in the state bodies.

Advancement to higher executive position

Article 88

The head can be moved to a higher direct a civil servant who is at least twice in succession certain score "very successful" or four times in a row "stands out" if there is a vacancy and civil servant meets the requirements for working on it.

Exceptionally, a civil servant who has just moved to a more workplace because his two consecutive certain score "very successful" can, and if you do not meet the requirements related to experience, to be moved to a more direct position if he is again determined rating of "very successful".

Ratings on which it is based progression are not taken into account for the next promotion.

Advancement to a higher position or position

Article 89

A civil servant can make progress on each one, and not just the immediately higher position.

To progress must be fulfilled conditions related to the ratio estimate referred to in Article 69 of this law, the existence of a vacancy and work experience required for promotion to more The contracted.

Chapter Seven

TRANSFER OF CIVIL SERVANT FOR THE PURPOSES OF WORK

1. Concept and types of transfer

Article 90

A civil servant may, for the purposes of work, to be permanently or temporarily transferred to other suitable position within the same state authority or temporarily transferred to another state authority.

To transfer a civil servant for work purposes without the consent of the civil servant.

A civil servant in the position can not be moved.

2. The concept of appropriate workplace

Article 91

Appropriate workplace is one where the tasks are done in the same rank as the affairs of the workplace from which a civil servant moves and for which a civil servant meets all the requirements.

3. Relocation within the same state body

Permanent relocation

Article 92

A civil servant may be permanently transferred to other suitable position within the same state authority, if so required by the organization or rationalization of operations or other legitimate reasons.

Temporary Transfer

Article 93

A civil servant may be temporarily transferred to other suitable place in the same state body for replacement of absent civil servant or an increased workload, while retaining all rights to their workplace.

The appeal shall not postpone the execution.

Temporary transfer lasts longer than one year, after which a civil servant is entitled to return to the position he was working on before the transfer.

4. The temporary transfer to another state body

Reasons and duration

Article 94

A civil servant may be temporarily transferred to an equivalent position in another state body in which the workload is heavy, and all the rights of an employment exercised in the State body from which he was transferred.

Temporary transfer to another state body shall not exceed six months and may exceptionally be extended for maximum of six months.

After the expiration of the time of transfer civil servant has the right to return to the position he was working on before the transfer.

The way the temporary transfer to another state body

Article 95

A temporary move civil servants from one to another state authority leaders conclude a written agreement.

Afterwards, head of state authority from which the civil servant moves makes a decision on swapping.

The appeal shall not postpone the execution.

Chapter Eight

PROFESSIONAL DEVELOPMENT

I TRAINING AND FURTHER EDUCATION

1. Professional Development

Term

Article 96

Professional development is a right and a duty of civil servants to acquire knowledge and skills, or the ability to perform tasks of the workplace, in accordance with the needs of the state authority.

The manager is bound to a government official to provide professional training for the execution of the workplace in accordance with the training programs established by this Law.

Applications

Article 97

Professional training is based on general and special programs which determine the forms and content of professional development.

Programs of general professional training of civil servants in the public administration and services of the Government, after having obtained the opinion of the High Civil Service Council, the minister responsible for state administration, except for general professional training of civil servants in the area of the European Union which, in accordance with its scope, bringing after having obtained the opinion of the High Civil Service Council, Director of Government Affairs for the Coordination of Government in joining the European Union.

Programs of Professional Development referred to in paragraph 2 of this Article shall be adjusted to the needs of the state administration and departments of the Government.

Programs for special professional training of civil servants made by the head of each year, according to the special needs of the state authority.

The organization and implementation of professional development programs

Article 97a

Professional training of civil servants in accordance with the general professional training programs organized by Human Resources Management Service, other than training in the area of the European Union which, in accordance with its mandate, organized and implemented by the Government Office for the Coordination of Government Affairs in the EU accession.

Professional training of civil servants in the diplomatic profession is organized by the ministry responsible for foreign affairs within the Diplomatic Academy, in accordance with a program that regulates the diplomatic and consular training of civil servants in the diplomatic profession.

Professional training programs for civil servants, as a rule, implemented by employees in the public administration, government services and other state bodies, as well as experts in fields relevant to the work of the state administration.

The Government shall specify the manner of determining the training needs, types of general professional training, basic elements of the content of the program of general and special professional training, the manner of implementation of the program of Professional Development and maintenance of records on established and implemented general programs and planned and implemented programs for special professional training of civil officers, method and procedure of selection and engagement of program implementers, fees for professional development program implementers, as well as other issues of importance to vocational training.

Professional training internship

Article 97b

A civil servant who was sent to training through internships based on the program referred to in Article 97 of this Law or pursuant to a separate agreement on international cooperation in accordance with this program (hereinafter referred to as internship), is entitled to all rights of employment in a state organ from which was referred to the internship and is obliged upon completion of the internship remain at work in this or another state body twice longer than the time spent on internships, a minimum of one year.

Upon completion of the internship civil servant is required to transfer and apply the acquired professional knowledge and skills.

A civil servant who upon completion of the internship does not remain with the state authority in the prescribed duration is required to fold back all expenses paid internships from the budget of the Republic of Serbia.

The rights and obligations of civil servants on an internship shall be regulated by contract.

The Government shall regulate the manner of selection of civil servants who are assigned to training through internships, the essential elements of the Agreement on mutual rights and obligations of civil servants and bodies from which refers to the internship, the method of calculating the refund (return) costs internships, mode of transmission of acquired professional knowledge and skills upon completion of the internship, as well as other issues of importance for the internship.

Funding for professional development

Article 97v

Funds for training provided in the budget of the Republic of Serbia.

Funding for programs of general professional training of civil servants organized by the Human Resources Management Service shall be provided in an amount of 0.01% of the total funds provided for the salaries of all employees in the public administration and services of the Government.

2. Additional education relevant to a state organ

Term. Internal competition

Article 98

A civil servant may be offered additional education relevant state body.

A civil servant who will be further educate elected to the internal competition within the state authority has the advantage of a civil servant with a higher grade point average in the last three years.

The costs of additional education shall be borne by the state authority.

The rights and obligations regarding additional education

Article 99

The rights and obligations of civil servants to further educate regulated by the contract.

A civil servant is entitled to take unpaid if additional education requires temporary absence from work.

Upon completion of additional education in the sense of Article 98 of this Act, an officer is transferred to a job classified in the lowest position of the level of education has gained additional education.

A civil servant referred to in paragraph 3 of this Article shall, within a period of one year laid the state exam on the curriculum for the degree of education that has gained additional education.

A civil servant referred to in paragraph 3 of this Article, which does not pass the state examination shall be terminated.

After additional training of civil servant is obliged to remain with the state authority at least twice as long as the duration of additional education, or is required to fold back all the costs of additional education.

II PROFESSIONAL EXAM

State exam

Article 100

A civil servant who is employed for an indefinite period must pass a state examination.

Government decree shall specify the program and manner of taking the state exam for all state organs.

Exceptions to passing the state examination

Article 101

State exam are not obliged to take the civil servants in the courts, public prosecutors and the State Advocate, who are obliged to take the bar exam, civil servants in other state authorities who passed the bar exam, civil servants in the diplomatic profession who are obliged to pass or have passed diplomatic and consular examination in accordance with the law governing foreign affairs, as well as civil servants who are health workers or health associates in the Directorate for Execution of Criminal Sanctions, which are required to take or have passed the certification exam in the field of health care.

The deadline for the state exam

Article 102

A civil servant on probation who has an employment relation indefinitely laid state examination until the completion of the probationary period.

Intern takes a state examination until the completion of their internship.

A special expert examination

Article 102a

The law may provide a special professional exam that for employment in workplaces with special duties and powers.

III PROFESSIONAL TRAINING - APPRENTICESHIP

The term trainees

Article 103

A trainee is a person first enters employment in their field and trained for independent work.

Notwithstanding the employment status of trainees can be established and the person who was with another employer were employed for less than the time set for the internship in education, which is a requirement for working in these jobs.

The time spent in employment with another employer is not included in the internship.

A trainee is employed for a certain time, after a public competition.

Duration of internship

Article 104

Internship at workplaces with higher education of second degree (graduate academic studies - master, specialist academic studies, specialized professional studies), or with basic studies lasting at least four years is one year, in workplaces with higher education studies first degree (undergraduate studies, basic vocational studies), or from studies lasting up to three years, nine months, and in workplaces with secondary education six months.

A special law may be determined internship that lasts longer or shorter than intended by this law.

A trainee who had justifiable reasons for absence from work for more than one month is extended internship as long as it lasted absence.

The training program for apprentices

Article 105

Interns are trained to work independently in accordance with the general rules on the introduction of trainees in work that brings the manager and the general program of training of interns for the state exam.

Resumption of work indefinitely

Article 106

After completion of the internship and passing the state, as well as special professional examinations pursuant to Article 102a of this Act, a trainee may continue to work indefinitely if there is an equivalent position in which it can be deployed if the scheduling fits the adopted staffing plan.

Agreement on vocational training

Article 106a

With the head of the unemployed person may obtain vocational training free of charge, to vocational training or work experience and conditions for the state exam.

The contract referred to in paragraph 1 of this Article for work training for persons with secondary education concludes the longest for six months, a contract for work training for persons with higher education, a maximum of one year.

Chapter Nine

LIABILITY OF CIVIL SERVANTS

AND DISCIPLINARY RESPONSIBILITY

First term. Types of violations of duties from employment

Article 107

A civil servant is responsible for a disciplinary violation of the duties of employment.

The responsibility for a crime or misdemeanor does not exclude disciplinary liability.

Injuries duties of employment may be easier and harder.

2. Minor injuries

Article 108

Minor breaches of the duties of employment are:

- 1) frequent tardiness, unexcused absence during working hours or early departure from work;
- 2) negligence in keeping official records or data;
- 3) unexcused absence from work one day;
- 4) unduly neglecting to inform the immediate superior of the reasons for inability to come to work within 24 hours of the occurrence of reasons;
- 5) violation of the code of conduct for civil servants not covered by any of breach of duties of employment provided for in this or special law.

3. Serious breaches

Article 109

Serious breaches of the duties of employment are:

- 1) failure or negligence, untimely or negligent performance of tasks or task superior;

2) Unlawful conduct or omission for which the civil servant is entitled to prevent illegal activity or damage;

3) abuse of labor rights;

4) violation of the principles of impartiality and political neutrality or expressing political opinions and advocacy at work;

5) disclosing official secrets or other;

5a) abuse notification on suspicion of corruption;

6) acceptance of gifts in connection with the performance of tasks by the provisions of this Law, receive services or benefits for themselves or another person or use of labor in the state authority to influence the exercise of their rights or the rights of persons associated with the civil servant;

7) additional work by the conditions stipulated in this Law;

8) assume the duties of the director, deputy or assistant director of the legal entity or injury limits membership in the bodies of the legal person;

9) The establishment of the company, public services and dealing with entrepreneurship;

10) failure to transpose the management rights of the legal entity to another person, failure data to the head of the person to whom they transferred the management rights or failure to the head of the evidence on the transfer of management rights;

11) failure to report interest that the civil servant or its associated person may have in connection with the decision of the state body whose decision to participate;

12) the unlawful disposal of assets;

13) violation of the rights of civil servants and employees;

14) indecent, abusive or insulting behavior towards clients or associates;

14a) coming to work intoxicated or under the influence of other drugs or consuming alcohol or other intoxicating substances during working hours;

15) interference with the parties in exercising their rights and interests before state authorities;

16) unexcused absence from work for at least two consecutive days;

17) repetition of minor breaches of duties specified final decision imposing a disciplinary sanction.

4. Disciplinary

Types

Article 110

For minor violations of duties from employment may impose a fine of up to 20% of salary for full-time, paid for the month in which the fine imposed.

For serious violations of duties from employment may be imposed:

1) a fine of 20% to 30% of salary for full-time, paid for the month in which the fine imposed for up to six months;

- 2) determine the next lower salary grade;
- 3) prohibition of promotion of four years;
- 4) transfer to the workplace in the next lower rank while retaining the salary grade whose ordinal number of the same ordinal number of salary grade in which there is the position from which he was transferred;
- 5) termination of employment.

Fines are always executed administratively.

A moment of termination of employment

Article 111

Civil servant whom a disciplinary punishment of termination of employment shall be terminated on the day the decision by which the disciplinary penalty imposed.

5. Disciplinary proceedings

Start

Article 112

Disciplinary proceedings initiated by the manager, on his own initiative or at the request of a person who is a civil servant.

Disciplinary proceedings instituted by a written conclusion, which is submitted to the civil servant and who is not allowed.

Every civil servant who learns of the violation of duties of employment may file manager to initiate disciplinary proceedings.

Guidance

Article 113

Disciplinary proceedings are conducted and on the disciplinary responsibility of deciding Head.

The head may be established by a disciplinary committee of three members to instead initiate and conduct disciplinary proceedings and decide on disciplinary responsibility.

The members of the disciplinary committee must have acquired higher education in studies of second degree (graduate academic studies - master, specialist academic studies, specialized professional studies), or at undergraduate studies lasting at least four years and at least five years of professional experience, and one member shall be a lawyer - master or LLB.

Oral hearings

Article 114

In disciplinary proceedings held an oral hearing, at which the civil servant has the right to present his defense.

A civil servant may be at the hearing to defend himself or through a representative, and may serve a written defense.

The discussion can be held without the presence of a civil servant, if there are important reasons, a civil servant is duly summoned to a hearing.

On other matters the disciplinary proceedings, the provisions of the law governing general administrative procedure.

Selection and weighing of disciplinary penalties

Article 115

When selecting and determining disciplinary punishment takes into account the degree of responsibility of civil servants, the severity of the injury duties and subjective and objective circumstances of the breach of duties performed.

Whether the civil servant previously been issued a disciplinary penalty is taken into account only if it has not been deleted from the personnel records.

6. Suspension from work

The reasons for the suspension and expulsion proceedings

Article 116

A civil servant against whom criminal proceedings for a criminal offense committed at work or in connection with work or disciplinary proceedings for serious misconduct may be away from work until the criminal or disciplinary proceedings if his presence at work would harm the interests of the state body, disrupt the conduct of disciplinary proceedings.

The decision on suspension from work made by the manager or the disciplinary commission, depending on who takes disciplinary action.

The decision on suspension from work shall be revoked, ex officio or at the request of a civil servant, if the reasons for which it was issued.

Complaint

Article 117

The decision on suspension from work for a civil servant may file an appeal within five days of receipt of the decision.

The appeal shall not postpone the execution.

The Complaints Commission shall decide on the appeal within five days of receiving the complaint, otherwise it is considered that the appeal was rejected.

7. Obsolescence

Article 118

Initiation of disciplinary proceedings for minor breaches of duty statute of limitations expiry of one year from the infringement, and for the serious injuries the past two years after the injury.

Conducting disciplinary proceedings for minor breaches of duty statute of limitations expiry of one year from the initiation of disciplinary proceedings for a serious breach of duty expiration of two years from the initiation of disciplinary proceedings.

Obsolescence is not running while disciplinary action is not possible to start or run due to the absence of a civil servant or other justifiable reasons.

8. Registration of disciplinary penalties in personnel records and delete them

Article 119

The disciplinary penalty imposed final decision shall be entered in personnel records.

The disciplinary punishment shall be deleted from the personnel records if the civil servant is not imposed new disciplinary punishment in the next two years of disciplinary punishment for a minor violation of duty, or in the next four years of disciplinary penalties for serious breach of duty.

9. Disciplinary proceedings against civil servants in office

Article 120

Disciplinary proceedings against a civil servant who was in the position set by the government leads the High Civil Service Council, a civil servant against whom the position by another state agency or body determined by his acts.

A civil servant who was in position by the Government disciplinary proceedings are initiated at the request of Head, when a civil servant managed by government authorities on the proposal of the Government, except against the head of the body within the ministry and the head of a special organization whose work is supervised by the Ministry - against whom disciplinary proceedings initiated on the proposal of the Minister.

Against the decision which was a government official in a position disciplinary penalty appeal is allowed, but may initiate an administrative dispute.

II RESPONSIBILITY FOR DAMAGE

1. Liability for damage caused to the state authority

Terms of liability

Article 121

A civil servant is responsible for the damage at work or in relation to work intentionally or with gross negligence causes the state authority.

Establishing the existence of damage and its compensation

Article 122

The existence of damage, the amount of damage and the circumstances under which the damage was caused by the head or a person designated in writing by the authority.

If the determination of the amount of damage caused disproportionate costs, the amount of damage can be determined in a lump sum.

If a civil servant refuses to pay damages, the right to compensation can be achieved in civil proceedings.

The head of the civil servant may conclude a written agreement which determines the amount and method of compensation, which has enforcement power.

Exclusion of liability

Article 123

A civil servant shall be relieved from liability for damages caused by the commission's orders if the supervisor stated that the execution of the order may cause damage.

2. Responsibility for damage caused to a third party

Article 124

For the damage that a civil servant at work or in connection with the operation of a third party unlawful or irregular work The Republic of Serbia.

The injured party is entitled to compensation claims and directly from a civil servant, if he intentionally caused the damage.

If the Republic of Serbia award damages to the injured party is a civil servant caused intentionally or through gross negligence, has the right of civil servants to demand compensation amount paid within six months from the date of the compensation paid.

3. Responsibility of the Republic of Serbia for the damage caused by the civil servant

Article 125

The Republic of Serbia shall be liable for damage caused by the civil servant at work or in connection with the work under the general rules of contract law.

The head of the civil servant may conclude a written agreement which determines the amount and method of compensation, which has enforcement power.

Chapter Ten

TERMINATION OF EMPLOYMENT

1. Payment of termination of employment

Article 126

A civil servant shall be terminated:

1) the period for which it is based;

2) Agreement;

3) dismissal;

4) by operation of law;

5) otherwise determined by this or special law.

A civil servant in the position to which the initiative conducted by the dismissal on the basis of public announcement of recommendation for dismissal imposed by the Anti-corruption, employment will be terminated on the day the decision of the competent authority which establishes the termination of a position.

2. Termination of the period for which it is designed

Article 127

Employment for a specified time expires after the time at which it is based.

The appeal shall not postpone the execution establishing the termination of employment based on a specific time.

3. Termination of the Agreement

Article 128

The head of the civil servant may conclude a written agreement on termination of employment of civil servants.

The written agreement shall be determined by the date when employment is terminated.

A civil servant in the position of employment relationship can be terminated by written agreement.

4. Cancellations giving civil servants

Article 129

A civil servant may file a written notice at least 15 days before the date of the written cancellation marked as the day of termination of employment.

A civil servant in the position of written notice shall state body or a body responsible for his appointment.

5. Cancellation of the employer

Article 130

Head of canceling employment civil servant if:

- 1) reject the transfer or assignment when you do not require the consent of the civil servant or unjustifiably does not come to the position that is transferred or distributed;
- 2) does not meet the probation period;
- 3) after the termination of the reasons for the suspension of the employment relationship does not come to work within 15 days;
- 4) do not pass a state or special professional exam.

Employment will be terminated when the decision on dismissal becomes final.

6. Termination of employment by operation of law

Reasons

Article 131

A civil servant shall be terminated by operation of law:

- 1) when reaching working life - the day of reaching the age of 65 years if at least 15 years of insurance;
- 2) if he is sentenced to a term of imprisonment of at least six months - on the day of the sentence;
- 3) if the unallocated not be transferred to another post - the next day from the last two months since he became unassigned;
- 4) if unjustifiably absent from work for at least three consecutive days - the third day of absence from work;
- 5) If, contrary to the provisions of Article 99, paragraph 5, does not pass the state exam on the curriculum for the degree of qualifications gained additional education.

A civil servant's employment was terminated by operation of law and other reasons provided for general labor regulations governing the termination of employment regardless of the will of the employee and the employer.

Fortifications of termination of employment by force of law

Article 132

The fact that the civil servant's employment was terminated by operation of law Head delivers a solution that determines the reason why employment is terminated, and the day when employment is terminated.

Against the decision of appeal is allowed, but may initiate an administrative dispute.

CHAPTER ELEVEN

RIGHTS OF CIVIL SERVANTS IN CHANGE PLANNING AUTHORITIES

1. Change the internal arrangement of state authority

Amendment Regulations

Article 133

If the Rules are amended so that some jobs are abolished or reduced the number of civil servants, supernumerary civil servants moved to other appropriate jobs, and they have the advantage of better marks in the last three years.

If an equivalent position exists, redundant civil servant may, with their consent, be moved to a lower position which corresponds to his qualifications, and if neither such duty does not exist becomes unallocated.

If a civil servant referred to in paragraph 2 of this article does not agree with the relocation Head makes a decision on termination of employment.

A civil servant shall be terminated on the day the decision on termination of employment.

The appeal shall not postpone the execution of the transfer and the decision which establishes that the civil servant unallocated.

Adoption of the new Regulations

Article 134

In the case of the new Regulations, all civil servants are allocated to the appropriate jobs, with Head cares about the jobs that have worked before deployment.

If the new Ordinance some positions are abolished or the number of civil servants is reduced, the excess civil servants, the provisions of this law that are applicable in case of changes to the Rules (Article 133 of this Act).

2. Change Planning system of state organs

The abolition of state authority with jurisdiction over his

Article 135

If a state authority is abolished and its scope over by another public authority, he takes and civil servants from the abolished state authority, the solutions made by the head of state authorities who took over the scope.

Until the new Regulations in the state agency that has taken over the scope, download civil servants continue to do the jobs they were doing, and the right to pay benefits pursuant to previous solutions.

After the adoption of the new Ordinance, the provisions of this law that apply to the case when the new Rules adopted only in order to change the internal order of state authority (Article 134 of this Act).

Changing the scope of state authority

Article 136

If part of the scope of state authority over by another public authority, he takes and civil servants who work in the download purview.

In all other respects, the provisions of this law that are applicable in the case of the abolition of state authority while assuming its scope.

The abolition of state authority and its scope

Article 137

If a state authority is abolished and its scope does not assume any state organ, public servants from the abolished state organs become unallocated day of the abolition of state authority.

In the case of the abolition of the state administration or the Government service solutions which stipulates that civil servants are retained brings the Head of Human Resources Management.

3. Position the unallocated civil servants

Article 138

While unassigned civil servant is entitled to compensation under the law regulating wages in the state bodies.

All rights of an employment exercised civil servant in state body whose Head made a decision that the civil servant is unallocated.

Unlisted public servant shall be terminated if, within two months of not being transferred to another state authority.

4. Specific provisions on unallocated civil servants in the public administration and services of the Government

Article 139

Finally the decision confirming that the civil servant in the public administration and services of the Government unallocated shall be submitted to the Office of Personnel Management.

Human Resources Management Service includes data on unallocated civil servants in the records of internal labor markets and examines the possibility of their transfer.

Chapter Twelve

DECIDING ON THE RIGHTS AND DUTIES OF CIVIL SERVANTS

AND AUTHORIZATION FOR DECISION-MAKING

Originally authorization. Transfer of powers

Article 140

The rights and duties of a civil servant decides Head of the decision, unless this or any other law or regulation provides otherwise.

The head may authorize in writing a civil servant who has acquired higher education at the undergraduate level in at least 240 ECTS master academic studies, specialized academic studies, specialized professional studies or undergraduate studies lasting at least four years or specialized studies on Faculty and at least five years of professional experience, that instead decide on the rights and duties of civil servants.

The authorization may be limited in content and duration.

When deciding on the rights and duties of civil servants subject to the law governing the general administrative procedure, except when deciding on liability for damages.

Deciding on rights and duties of a civil servant in charge of the state body

Article 141

If a state authority is managed by a civil servant, of his rights and duties incumbent upon by the High Council when the civil servant appointed by the Government unless this law provides otherwise or the body designated by the national authority or body responsible for the appointment of civil servants.

Against the decision on the rights and duties of a civil servant in charge of the state body appeal is allowed, but may initiate an administrative dispute.

II COMPLAINTS COMMISSION

1. Provisions common to all the complaints commission

The jurisdiction of the appellate committee

Article 142

Complaints Commission decisions on appeals of civil servants on solutions which in administrative proceedings deciding on their rights and obligations and of appeals participants internal and public competition.

Complaints Commission apply the law governing the general administrative procedure.

The deadline for decision on the appeal. The right to an administrative dispute

Article 143

The Complaints Commission shall decide on the appeal within 30 days of its receipt, unless this law provides otherwise, otherwise it is considered that the appeal was rejected.

An appeal to the conclusion under Article 55, paragraph 3 of this Law Appeals Commission shall decide within eight days of its receipt, otherwise it is considered that the appeal was rejected.

Against the decision of the appeal committee may initiate an administrative dispute.

Types of Appeal Commission

Article 144

The appeals of civil servants in state administration bodies, the Government and the Public Attorney's Office decides Complaints Commission of the Government, while the appeals of civil servants from courts and public prosecutors' offices - Complaints Commission and the courts Complaints Commission of Public Prosecutions.

The appeals of civil servants from other state authorities decide appeals commission that educate their acts.

Work appeal committee

Article 145

Complaints Commission in its work and independent work in panels of three members.

Each appeal commission makes its Rules of Procedure, which among other things determines the number and manner of higher education.

Complaints Commission have their seals, according to the law governing the seal of the state organs.

The number and position of the members of the appeals committee

Article 146

The number of members of the appeals committee determines the state authority or body responsible for the appointment and dismissal of members of the appeals committee, so that the number of members of the Complaints Commission Government of not less than seven, a number of other appeals committee shall not be less than five.

Members of the appeals committee and, among them, the president of the appeals committee shall be appointed for five years and may be reappointed.

Members of the Appeal Committee shall be entitled to remuneration, which is determined by the Government.

Termination of duties of the Complaints Commission

Article 147

The duty member of the Commission shall cease after the lapse of time of their appointment, if he submits a written resignation, reaching the age of working life or dismissal.

Instead of the member of the Commission whose office was terminated before the time appointed by the new, the remaining term of the appeals committee.

Dismissal of the appeal committee

Article 148

Member of the Commission shall be dismissed if the negligent performance of his duties or if he was sentenced to a term of imprisonment of at least six months or a punishable offense which makes him unworthy to serve in the Appeals Commission.

Member of the Commission who was named among civil servants shall be dismissed and if it ceases to be a civil servant or his final decision is pronounced disciplinary punishment.

The chairman of the appeals committee shall be dismissed if the President is done negligently or unsuccessfully.

Against the decision on dismissal of the appeal is allowed, but may initiate an administrative dispute.

Reports on the work of the appeals committee

Article 149

Complaints Commission at least once annually submit a report on its work to the state authorities and bodies responsible for appointing the members of the appeal committee.

2. Special provisions on Complaints Commission Government and Justice

Appointment and composition of the Complaints Commission Government

Article 150

Members of the Complaints Commission of the Government and, among them, the president of the appeal committee appointed by the Government among civil servants who are qualified lawyers with at least five years of experience in the legal profession, the minister in charge of administration.

When nominating candidates, the minister responsible for the administration is obliged to take account of their knowledge of labor laws in the state administration and of the administrative procedure.

Appointment and composition of the Complaints Commission and the courts Complaints

Commission of Public Prosecutions

Article 151

The President and members of the Complaints Commission's courts are appointed by the High Judicial Council, among civil servants from the courts.

The President and members of the Complaints Commission of Public Prosecutions appointed by the State Prosecutorial Council, among civil servants from the public prosecution.

Special provision for appeals committee presidents of the Government and Justice

Article 152

The presidents of the appeal committee of the Government and the judiciary made solely office of President of the appeals committee, as civil servants, and after the termination of office of the President shall have the right to return to their own or other suitable place in the state authority.

Vocational-technical activities for the purposes of the appeal committee of the Government and Justice

Article 153

The technical and administrative tasks for the Appeals Panel of the Government performs Resources Management Service, in which the provision and funding for the work of the commission.

The technical and administrative tasks for the Jury of Appeal Courts performs the Administrative Office of the High Judicial Council and the Public Prosecution Appeals Panel Administrative Office of the State Council of Prosecutors in which provided funds for the work of the committee.

CHAPTER THIRTEEN

REGULATION OF PERSONNEL SYSTEM

I STAFFING PLAN

Content of Personnel Plan

Article 154

Staff plan consists of a display of the number of civil servants to workplaces and the number of civil servants with an indefinite period of time required in the year for which the staffing plan is adopted, the display of the number of trainees whose reception is planned and number of civil servants whose admission to employed for a fixed time plans for the possible increase in workload.

Preparing personnel plan

Article 155

Each state agency shall prepare its personnel plan simultaneously with the preparation of the draft law on the budget, so that it is aligned with him, and shall submit a draft proposal prepared by the personnel plan.

Proposal personnel plan for state administration bodies and Government services prepared by the Department of Personnel Management.

Proposal Human Resources Plan for courts and public prosecutors prepared by the ministry in charge of justice.

Government Decree shall regulate the preparation of draft personnel plan in all state bodies.

Adoption of the Human Resources Plan

Article 156

Staff plan shall be made within 30 days of the adoption of the law on the budget, in accordance with the funds that are provided in the budget of the Republic of Serbia.

Staff plan for state administration bodies and Government services by the Government, a staffing plan for courts and public prosecutors Ministry in charge of Justice, after obtaining the consent of the ministry in charge of finance.

In other state bodies staffing plan brings the head of a special regulation states otherwise, after obtaining the consent of the ministry in charge of finance.

Staff plan consists of aggregated and individual data for state authorities that coverage.

Responsibility for the implementation of the Human Resources Plan

Article 157

Each state body shall part of the human resources plan that relates to it.

For the implementation of the Human Resources Plan is responsible Head.

II Human Resources Management Service. PERSONNEL RECORDS

1. Human Resources Management Service

Article 158

Human Resources Management Service, established by the Government, is responsible for the professional activities related to human resources management in public administration.

Human Resources Management Service announces internal competitions for vacant positions and contracted working internal and public competitions for filling positions in the civil service and government services, advise government authorities and departments of the Government on how to manage human resources, organize professional training of civil servants, except in the area of European Union, provides professional and technical assistance to the High Civil Service Council, performs professional and technical activities relevant to the policy of the Government in the management of human resources and performs other duties specified by law or regulation of the Government.

Human Resource Management Service Director who is responsible to the Secretary General of the Government.

2. Personnel records

a) The Central Personnel records

The concept of the responsibility for maintaining the Central Personnel records

Article 159

Central Personnel Registry manages the staff and other needs in the field of labor relations.

Central Personnel records of civil servants and employees in public administration bodies and agencies of the Government of water Resources Management Service.

The Central Personnel records shall be kept as information database.

The data entered in the Central Personnel Registry

Article 160

The Central Personnel records are entered into the following data on civil servants:

- 1) name, address and a unique identification number;
- 2) the type of employment and the date of its commencement;
- 3) jobs where the civil servant from employment in the civil administration or agency of the Government;
- 4) degree, state licensing exams, other forms of professional training, expertise and other data on the expertise of civil servants;
- 5) years of experience and seniority, service assurance and service insurance calculated at an accelerated rate;

6) the date of reaching the age of working life;

7) annual performance appraisal;

8) disciplinary measures and established financial liability;

9) the data required for the calculation of wages;

10) data related to termination of employment.

Central personnel records may also contain other information specified by law and other regulations.

The method of keeping central personnel records and providing data required for registration in the Central Personnel records shall specify the Government decree.

The delivery and use of data

Article 161

The state administration authorities are obliged to provide information on which depends the entry in the Central Personnel Registry within eight days of the occurrence data.

Data entered in the Central Personnel records are available to managers and other persons who decide on the rights and duties of civil servants and administrative inspectors.

Every civil servant has the right of access to the data from the Central Personnel records pertaining to him.

Records of appointees

Article 162

The provisions of this law on data entered on Civil Servants shall apply to information that is on the employee to enroll in the Central Personnel Registry.

The provisions of this law that apply to civil servants apply to the delivery and use of data about public employee enrolled in the Central Personnel Registry.

b) The records of internal labor market

Article 163

The records of internal labor market for government authorities and departments of the Government of water Resources Management Service.

The internal labor market contains information on vacancies, civil servants who want permanent or temporary transfer to another position, data on unallocated government officials and information about other human needs.

Data on civil servants shall be entered in the records of internal labor market from the Central Personnel records.

A civil servant is entitled to receive all of the data on personnel needs contained in the records of internal labor market.

III HIGH CIVIL SERVICE COUNCIL

The jurisdiction of the High Civil Service Council

Article 164

Established a High Civil Service Council.

Regulations that apply to government authorities and departments of the Government, the High Civil Service Council determines the kind of qualification, knowledge and skills evaluated in the selection procedure and the manner of their checks, prescribes the criteria for the selection of jobs, brings a code of conduct for civil servants and perform other duties specified this law.

High Employees Council Regulations are published in the "Official Gazette of the Republic of Serbia".

The High Civil Service Council is independent in his work and brings its rules of procedure.

Code of Conduct for Civil Servants

Article 164a

Code of conduct for civil servants shall be governed by the rules of ethical conduct for civil servants and the monitoring of its implementation.

State administration bodies and Government services are obliged to High Civil Service Council submitted the required data and information necessary to monitor the implementation of the Code of Conduct for civil servants and improvement of the rules of ethical conduct for civil servants.

Appointment and composition of the High Council of Civil Service

Article 165

The High Civil Service Council has eleven members appointed by the Government for six years.

Five members shall be appointed among experts in the field are important for the work of the state administration, on the proposal of the Prime Minister.

The remaining six members shall be appointed among civil servants in that position by the Government, the minister in charge of administration.

The members of the High Civil Service Council shall elect among themselves the President of the High Civil Service Council, by secret ballot.

Prohibitions and restrictions for appointment to the High Civil Service Council

Article 166

Officials of the state authorities can not be appointed to the High Civil Service Council.

The same person may be appointed to the High Civil Service Council more than twice.

Decision-making. Charges members. Seal

Article 167

The High Civil Service Council decisions by a majority vote of all its members.

President and members of the High Civil Service Council is entitled to compensation for work, according to the criteria specified by an act of the Government.

The High Civil Service Council has a seal, according to the law governing the seal of state authorities.

Termination of duties in the High Civil Service Council

Article 168

The duty member of the High Council of Civil Service stops after the lapse of time of their appointment, if he submits a written resignation, reaching the age of working life or dismissal.

Instead Member of the High Employees Council whose office was terminated before the time appointed by the new, the remaining term of the High Civil Service Council.

Removal from High Employees Council

Article 169

Member of the High Civil Service Council shall be dismissed if the negligent performance of his duties or if he was sentenced to a term of imprisonment of at least six months or a punishable offense which makes him unworthy to serve in the High Civil Service Council.

Member of the High Council of Civil Service who is appointed among civil servants shall be dismissed if he ceases to work in a position or his final decision is pronounced disciplinary punishment.

Against the decision on dismissal of the appeal is allowed, but may initiate an administrative dispute.

Chapter Fourteen

SPECIAL PROVISIONS RELATING appointees

Vacancies Employees

Article 170

Vacancies Employees classified by the Government decree.

Jobs appointees, conditions of employment to them and the number of public employees are determined by the Regulations.

To fill the vacancy Employees need to is what provided in the Regulations and to the questionnaire fits into the adopted staffing plan.

Employees working relationship

Article 171

An employee is employed contract.

The employment contract must contain a provision under which an employer can issue a decision to change those ingredients whose contract unilaterally change the law allows.

The rights and duties of public employees shall decide manager or a civil servant who in writing to the Head of powers.

An employee is entitled to salary, allowances and other benefits under the law regulating wages in the state bodies.

Transfer and scheduling clerks

Article 172

The provisions of this law on the transfer and assignment of civil servants shall apply to service employees.

The decision on transfer or assignment of appointees replaced by operation of law appropriate provisions of the employment contract.

If an employee refuses a transfer or assignment, canceling his contract.

Employees will be canceled contract of employment whenever due to changes in the internal organization of the state authority or regulatory system of state authorities no longer exists in the workplace that can be transferred or assigned.

CHAPTER FIFTEEN

OVERSIGHT OF THE IMPLEMENTATION OF THE LAW

Responsibility for monitoring

Article 173

The implementation of this law is supervised by the ministry responsible for administration through administrative inspection.

Subject to supervision

Article 174

Administrative inspector monitors:

- 1) compliance with the Regulations Act and other regulations;
- 2) compliance of completing jobs with the Rules and staffing plan;
- 3) the legality of internal and public competition;
- 4) the legality of the deployment, transfer and promotion of civil servants;
- 5) Timeliness and regularity of submitting data to be entered in the Central Personnel Registry;
- 6) other issues related to labor relations in state bodies.

The duties and powers of the administrative inspector

Article 175

Administrative inspector shall act upon every complaint within its jurisdiction and to inform the applicant of the outcome of their treatment.

If the administrative inspector finds illegality or irregularity in the implementation of laws, regulations and by-laws, take measures for which is authorized by the law governing the administrative inspection.

Administrative Complaints Commission inspector may suggest that on the basis of official supervision annul or abolish illegal final decision which decided on a right or duty of civil servants.

Annulment of appointment to the position, admission to employment or move does not affect the validity of acts or activities by the civil servant brought or taken to the annulment of the decision.

Chapter Sixteen

TRANSITIONAL AND FINAL PROVISIONS

The deadline for adoption of statutes

Article 176

Regulation provided for in this Law, the Government will bring to 31 January 2006.

Education Management Service. Appointment of members of the High Council of Civil Service and appeals committee

Article 177

The Government will establish the HRM and set director of the Office of Personnel Management to 31 December 2005.

High Employees Council members shall be appointed until 31 March 2006, whereby the Prime Minister propose to those members of the High Council of the civil service who are not experts in fields relevant to the work of the state administration, and to the appointed persons with at least five years of service in the organs state government or government services.

The members of the appeal committee will be appointed by 15 July 2006.

Adoption of acts

Article 178

Acts of the Supreme Court of Serbia and the Republic Public Prosecutor shall be determined by 30 November 2005, positions in the courts and public prosecutors.

Acts of the President of the Republic, the National Assembly, the Constitutional Court and bodies whose members are elected by the National Assembly shall be determined by 31 March 2006, positions in their agencies, classify positions and jobs of managers of organizational units and identify tasks that are performed in each of the Titles defined by this law.

The High Civil Service Council shall adopt rules of procedure and other acts within its jurisdiction until 30 June 2006.

Director of Human Resources Management Service shall issue rules on internal organization and systematization of jobs in the service until 31 January 2006.

Article 179

(Deleted)

The implementation of public competition for positions

Article 180

(Not valid)

Application of regulations on judges and employees of the Lower Courts

Article 181

Employees of the Lower Courts shall apply from the date of entry into force of this Act, the provisions that apply to government officials and the courts.

At the judge misdemeanor body, the provisions of the Law on Labour Relations in Civil, to the start of the courts for violations.

The deployment of civil servants. The conclusion of contracts with public employee

Article 182

The deployment of civil servants according to the regulations on internal organization and jobs in state bodies, harmonized with this Law and its Implementing Regulations, shall be made until 15 July 2006.

A civil servant who is found in the workplace for which no longer meets the requirements related work experience may still be assigned to the same workplace, under the conditions stipulated by the regulation which are classified jobs and jobs in the state administration, government services, courts, public prosecutors and the State Advocate (Article 44, paragraph 1 hereof).

Employment contracts with public employee, who continue their working relationship, will be completed by 15 July 2006.

Termination of proceedings initiated

Article 183

Proceedings deciding on the rights, obligations and responsibilities of employees who commence until the entry into force of this Act shall be completed by applying the regulations under which they were initiated.

The right to salary after the termination of the

Article 184

Persons who prior to the entry into force of this Act under the Law on labor relations in state bodies exercise their right to salary after the termination of the right to continue to use the salary according to the law on labor relations in state bodies.

Probation and internship

Article 185

Probation and internship that commenced before the entry into force of this Act shall be completed by applying the regulations under which they were initiated.

Professional Exam

Article 186

Regulation of professional exam of employees in state administration ("Official Gazette of RS", no. 80/92 and 62/01) shall apply until the entry into force of the decree will be arranged manner and program of taking the state exam.

When you have passed the certification exam for employees in state administration does not claim the state exam.

The application of the applicable Special Collective Agreement for State Authorities

Article 187

A special collective agreement for state authorities ("Official Gazette of RS", No. 23/98) shall apply, except for provisions which are inconsistent with this Act, until the entry into force of special collective agreement for state authorities, which will be completed under this law .

Taking over employed in Human Resources Management Service

Article 188

Human Resources Management Service will take over until January 15, 2006, employees who work in jobs from its purview of the Ministry of Public Administration and Local Government, the respective items, equipment, records, records and assets.

Human Resources Management Service, pending the entry into force of this Law shall prepare the introduction of the Central Personnel Records, providing expert technical assistance to the High Civil Service Council and organize staff training for the application of this law.

The regulations apply to provincial and local government

Article 189

The provisions of the Labour Law in the state authorities continue to apply accordingly to labor relations in the provincial and local governments to adopt a special law.

The invalidity of individual regulations

Article 190

On the date of entry into force of this Act shall cease to be in labor relations in state bodies apply the Law on Labour Relations in State Bodies ("Official Gazette of RS", no. 48/91, 66/91, 44/98, 49/99, 34 / 01 and 39/02).

On the date of entry into force of this Act shall cease to apply:

- 1) Article 23 of the Law on Public Services ("Official Gazette of RS", no. 42/91 and 71/94);
- 2) Article 6 of the Law on Ministries ("Official Gazette of RS", no. 19/04 and 84/04), in the part relating to monitoring staffing needs in the administration;
- 3) Article 6, paragraph 3 and Article 121, paragraph 8 of the Law on Primary education ("Official Gazette of RS", no. 62/03, 64/03, 58/04 and 62/04).

Entry into Force

Article 191

This Law shall enter into force on 1 July 2006, except the provisions of Article 158 para. 1 and 3, Article 164, paragraph 1, art. 165-167, Article 176, Article 177 para. 1 and 2, Article 178 and Article 188, which shall enter into force on the day of publication of this Law in the "Official Gazette of the Republic of Serbia".

Independent Articles of the Amendments

Law on Civil Servants

("Off. Gazette of RS", no. 64/2007)

Article 4

This Law shall enter into force on the day following its publication in the "Official Gazette of the Republic of Serbia", except for the provisions of Article 3, which shall enter into force on 1 July 2007.

Independent articles of the Law on Amendments and Supplements

Law on Civil Servants

("Off. Gazette of RS", no. 116/2008)

Article 8

Authorizes the Legislative Committee of the National Assembly to establish the consolidated text of the Law on Civil Servants.

Article 9

This Law shall enter into force on the eighth day of its publication in the "Official Gazette of the Republic of Serbia", with the exception of the provisions of Article 5, which shall enter into force on 1 May 2008.

Independent articles of the Law on Amendments and Supplements

Law on Civil Servants

("Off. Gazette of RS", no. 104/2009)

Article 55 [s1]

Solutions on the initiation of procedures for filling vacant positions implementation of public tenders shall be made not later than 90 days from the date of entry into force of this Act.

Upon the expiration of the period referred to in paragraph 1 of this Article shall be deemed to have solutions for action to fill the vacant position of the implementation of public tenders made.

Human Resources Management Service and the High Civil Service Council are obliged to take the necessary actions and ads vacancies to fill all vacant positions within 30 days of the expiry of the period referred to in paragraph 1 of this Article.

If a public competition is not proposed candidate for appointment to the position, or if the government does not put the candidate, Human Resources Management Service announces new public competition on the day following receipt of the notification that the vacancy failed.

Article 56 [s1]

Notwithstanding the provisions of Article 55 of this Law positions in the Public Defender's Office shall be completed by the adoption of laws regulating the position of the purview of the Public Advocate.

Article 57 [s1]

Until the appointment of civil servants to positions, appointed and assigned persons in state institutions continue to operate until the procedure for filling the position.

The persons referred to in paragraph 1 of this Article duty in any case expire on 31 December 2010.

Article 58 [s1]

Proceedings deciding on the rights, obligations and responsibilities of civil servants begin until the entry into force of this Act shall be completed using the regulations under which they were initiated.

Article 59 [s1]

The Government shall, within 15 days from the date of entry into force of this Law appoint a new High Employees Council which shall, within eight days of the appointment of the President elect.

The Council referred to in paragraph 1 of this Article shall adopt its rules of procedure and other acts within its jurisdiction within 15 days of the appointment.

Article 60 [s1]

State authorities responsible for the appointment and dismissal of the appeal committee will be appointed by the appeals committee in accordance with this law within 15 days from the date of entry into force of this Act.

Article 61 [s1]

Secondary legislation is made under the Law on Civil Servants ("Official Gazette of RS", no. 79/05, 81/05 - correction, 83/05 - correction, 64/07, 67/07 - correction and 116/08), harmonize with the provisions of this Act not later than 15 days from the date of its entry into force.

Article 62 [s1]

The responsibilities of the fight against corruption stipulated by this law until the beginning of her work carries Republic Committee for Resolving Conflicts of Interest.

Article 63 [s1]

Responsibilities of the High Judicial Council and the State Prosecutorial Council established by this law until the beginning of their work performed by the Supreme Court of Serbia and the Republic Public Prosecutor.

Article 64 [s1]

On the effective date of this Act, the provisions of Article 180 of the Law on Civil Servants ("Official Gazette of RS", no. 79/05, 81/05 - correction, 83/05 - correction, 64/07, 67/07 - correction and 116/08).

Article 65 [s1]

Authorizes the Legislative Committee of the National Assembly to establish the consolidated text of the Law on Civil Servants.

Article 66 [s1]

This Law shall enter into force on the day following its publication in the "Official Gazette of the Republic of Serbia".

Independent articles of the Law on Amendments and Supplements

Law on Civil Servants

("Off. Gazette of RS", no. 99/2014)

Transitional and Final Provisions

Article 29 [s2]

The bylaws stipulated by this law shall be enacted within 90 days from the date of entry into force of this Act.

Secondary legislation is made under the Law on Civil Servants ("Official Gazette of RS", no. 79/05, 81/05 - correction, 83/05 - correction, 64/07, 67/07 - correction, 116/08 and 104 / 09) will be in line with the provisions of this Act within 90 days from the date of entry into force of this Act.

Article 30 [s2]

Solutions which set acting on the positions that the entry into force of this Act are not completed, shall be made not later than six months from the date of entry into force of this Act.

Appointed officials in state bodies in workplaces that have positions continue to operate until the appointment of an Acting on the site, or until filling positions.

Article 31 [s2]

In case of failure to reach decisions on the appointment of an Acting within the period referred to in Article 30, paragraph 1 hereof, appointed persons in the workplace who are the positions ceases to be the date of expiry of the deadline.

Article 32 [s2]

Notwithstanding the provisions of Article 18 of this Law, the training of civil servants in 2014 will be conducted on the basis of general professional training which is for 2014 issued by the Government, in accordance with the previously applicable regulations.

Article 33 [s2]

Notwithstanding the provisions of Article 19 of this Law (new Article 97v), funding for programs of general professional training will be provided in the budget of the Republic of Serbia for 2015 in the amount that is 70% lower than the amount prescribed by this law and will increase for each subsequent year by 10% until you reach the level established by this law.

Article 34 [s2]

This Law shall enter into force on the eighth day of its publication in the "Official Gazette of the Republic of Serbia".