

Opozorilo: Besedilo osnovnega predpisa

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**ZAKON
O VARNOSTI IN ZDRAVJU PRI DELU (ZVZD-1)**

**HEALTH AND SAFETY AT WORK ACT
(ZVZD-1)**

I. SPLOŠNE DOLOČBE

I. GENERAL PROVISIONS

**1. člen
(uvodna določba)**

**Article 1
(Introductory provision)**

(1) S tem zakonom se določajo pravice in dolžnosti delodajalcev in delavcev v zvezi z varnim in zdravim delom ter ukrepi za zagotavljanje varnosti in zdravja pri delu.

(1) This Act shall lay down the rights and obligations of employers and workers with respect to healthy and safe work, and measures to ensure health and safety at work.

(2) S tem zakonom se vsebinsko prenaša v pravni red Republike Slovenije Direktiva Sveta 89/391/EGS z dne 12. junija 1989 o uvajanju ukrepov za spodbujanje izboljšav varnosti in zdravja delavcev pri delu (UL L, št. 183 z dne 29. 6. 1989, stran 1), ki je bila spremenjena z Uredbo (ES) št. 1137/2008 Evropskega parlamenta in Sveta z dne 22. oktobra 2008 o prilagoditvi nekaterih aktov, za katere se uporablja postopek, določen v členu 251 Pogodbe, Sklepu Sveta 1999/468/ES, glede regulativnega postopka s pregledom – Prilagoditev regulativnemu postopku s pregledom – prvi del (UL L št. 311 z dne 21. 11. 2008, str. 1). S tem zakonom se tudi delno prenaša v slovenski pravni red Direktiva Evropskega parlamenta in Sveta 2006/123/ES z dne 12. decembra 2006 o storitvah na notranjem trgu (UL L, št. 376 z dne 27. 12. 2006, stran 36)

(2) This Act transposes into the legislation of the Republic of Slovenia Council Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work, which was amended by Regulation (EC) No 1137/2008 of the European Parliament and of the Council of 22 October 2008 adapting a number of instruments subject to the procedure laid down in Article 251 of the Treaty to Council Decision 1999/468/EC, with regard to the regulatory procedure with scrutiny – Adaptation to the regulatory procedure with scrutiny – Part One (OJ L 311, 21.11.2008, p. 1). Furthermore, this Act also partially transposes into Slovenian law Directive 2006/123/EC of the European Parliament and of the Council of 12 December 2006 on services in the internal market (OJ L 376, 27.12.2006, p. 36).

(3) Ta zakon določa tudi organe, pristojne za varnost in zdravje pri delu.

(4) Podzakonske predpise s področja varnosti in zdravja pri delu izdaja po posvetovanju s socialnimi partnerji v Ekonomsko-socialnem svetu minister, pristojen za delo, in minister, na čigar pristojnost se podzakonski predpis nanaša.

(5) Delodajalec zagotavlja varnost in zdravje pri delu v skladu s tem zakonom, drugimi predpisi in smernicami.

2. člen (veljavnost zakona)

(1) Določbe tega zakona se uporabljajo v vseh dejavnostih za vse osebe, ki so navzoče v delovnem procesu.

(2) Določbe tega zakona se ne uporabljajo v delih vojaških dejavnosti Slovenske vojske, policijskega dela oziroma zaščite, reševanja in pomoči ob naravnih in drugih nesrečah, ki jo izvajajo Civilna zaščita in druge reševalne službe ter v rudarstvu, v katerih so posamezna vprašanja varnosti in zdravja pri delu urejena s posebnimi predpisi.

3. člen (pomen izrazov)

Izrazi, uporabljeni v tem zakonu, imajo naslednji pomen:

1. Delavec ali delavka (v nadaljnjem besedilu: delavec) je oseba, ki pri delodajalcu opravlja delo na podlagi pogodbe o zaposlitvi. Kot delavec v smislu tega zakona se šteje tudi oseba, ki na kakršni koli drugi pravni podlagi opravlja delo za delodajalca ali oseba, ki pri delodajalcu opravlja delo zaradi usposabljanja.
2. Delodajalec je vsaka pravna ali fizična oseba in drug subjekt, kakršen je državni organ, lokalna skupnost, podružnica tujega podjetja ter diplomatsko in konzularno predstavništvo, ki zaposluje delavca na

(3) This Act shall also define the competent authorities in the field of health and safety at work.

(4) Implementing regulations concerning health and safety at work shall be issued by the minister responsible for labour and the minister responsible for the field to which a given implementing regulation pertains, after consultation with social partners within the Economic and Social Council.

(5) Employers shall ensure health and safety at work in accordance with this Act, other regulations and guidelines.

Article 2 (Scope)

(1) The provisions of this Act shall apply to all sectors of activity and to all persons present in a work process.

(2) The provisions of this Act shall not apply to work related to the military activity of the Slovenian Armed Forces, to police work and to protection, rescue and relief activities during natural and other disasters carried out by the Civil Protection Service and other rescue services, nor to mining, where specific issues of health and safety at work are governed by special regulations.

Article 3 (Definitions)

For the purposes of this Act, the following definitions shall apply:

1. A worker means a person performing work for an employer under an employment contract. Under this Act, a worker also means a person performing work for an employer on any other legal basis, or a person performing work for an employer for training purposes.
2. An employer means any legal or natural person and other entity, such as a state authority, local community, foreign company subsidiary and diplomatic and consular mission, employing a worker

podlagi pogodbe o zaposlitvi oziroma ladjar ladje, ki je vpisana v slovenski ladijski register.

Kot delodajalec v smislu tega zakona se šteje tudi oseba, ki na kakršnikoli drugi pravni podlagi zagotavlja delo delavcu, razen oseb, ki zagotavljajo delo delavcem v gospodinjstvu in nosilcev kmetij, ki opravljajo delo z družinskimi člani na kmetijah v skladu s predpisi o kmetijstvu.

Kot delodajalec se šteje tudi fizična oseba, ki s člani svojih gospodarstev oziroma z družinskimi člani opravlja pridobitno ali drugo dejavnost.

Kot delodajalec se šteje tudi uporabnik, h kateremu so v skladu s predpisi, ki urejajo delovna razmerja, napoteni delavci s strani delodajalca, ki opravlja dejavnost zagotavljanja dela delavcev drugemu uporabniku.

3. Nezgoda pri delu je nepredviden oziroma nepričakovan dogodek na delovnem mestu ali v delovnem okolju, ki se zgodi v času opravljanja dela ali izvira iz dela, in ki povzroči poškodbo delavca.
4. Nevarni pojav je dogodek, ob katerem je ali bi lahko nastala premoženjska škoda, je ali bi lahko bilo ogroženo zdravje ali življenje delavca oziroma bi lahko prišlo do nezgode delavca zaradi katere bi bil delavec nezmožen za delo.
5. Delavski zaupnik za varnost in zdravje pri delu je predstavnik delavcev, ki ima položaj in vlogo sveta delavcev.
6. Preventivni ukrep je vsak ukrep delodajalca ali delavca, ki je namenjen zmanjševanju ali obvladovanju tveganj za varnost in zdravje pri delu.
7. Delovni proces je organiziran in voden proces, ki poteka pri opravljanju dela in je pod neposrednim ali posrednim nadzorom delodajalca.
8. Sredstvo za delo je objekt namenjen za delovne in pomožne prostore, delovna oprema, sredstvo in oprema za osebno varnost pri delu ter snovi in pripravki.
9. Promocija zdravja na delovnem mestu so sistematične ciljne aktivnosti in ukrepi, ki jih delodajalec izvaja zaradi ohranjanja in krepitev telesnega in duševnega zdravja delavcev.
10. Strokovni delavec je oseba, ki mu delodajalec poveri opravljanje strokovnih nalog varnosti pri delu.
11. Zunanja strokovna služba je pravna oseba ali samostojni podjetnik posameznik, ki ima dovoljenje ministra, pristojnega za delo, za opravljanje strokovnih nalog in kateri delodajalec poveri opravljanje

under an employment contract, and the owner of a ship registered in the Slovenian Ship Register.

Under this Act, an employer also means a person who on any other legal basis provides work for a worker, except persons who provide work for workers in a household, and heads of agricultural holdings performing work with family members in accordance with the regulations pertaining to agriculture.

An employer also means a natural person who with members of his holding or family performs a gainful or other activity.

An employer also means a user to whom workers are placed in accordance with employment regulations by an employer performing the activity of providing workers to another user.

3. An accident at work means an unforeseen or unexpected event occurring at the workplace or in the working environment where work is being performed or is work-related and results in an injury to a worker.
4. A dangerous occurrence means any event where considerable material damage may occur or has occurred, or a worker's health or life may be or has been placed at risk, or an accident may occur which would render a worker incapable of work.
5. A health and safety representative means a workers' representative with the position and role of the works council.
6. A preventive measure means any measure taken by an employer or a worker to reduce or manage occupational health and safety risks.
7. A work process means an organised and managed process that takes place where work is being performed and is directly or indirectly controlled by an employer.
8. A means of work means any facility utilised for work and auxiliary premises, the work equipment, the means and equipment for personal protection at work, and substances and preparations.
9. Workplace health promotion means systematic targeted activities and measures implemented by an employer with the aim of maintaining and enhancing workers' physical and mental health.
10. A safety officer means a person designated/ entrusted by an employer to carry out expert tasks related to safety at work.
11. A competent external service means a legal person or a sole trader that is authorised by the minister responsible for labour to perform expert tasks and entrusted by the employer to carry out all or

vseh ali posameznih strokovnih nalog varnosti pri delu.

12. Izvajalec medicine dela je izvajalec zdravstvene dejavnosti, ki opravlja dejavnost medicine dela, prometa in športa in mu delodajalec poveri izvajanje zdravstvenih ukrepov v zvezi z zdravjem pri delu.

4. člen (nacionalni program)

(1) Državni zbor Republike Slovenije sprejme nacionalni program varnosti in zdravja pri delu (v nadaljnjem besedilu: nacionalni program).

(2) V nacionalnem programu se določi strategija razvoja področja varnosti in zdravja pri delu, katerega namen je varovanje življenja, zdravja in delovne zmožnosti delavca, preprečevanje nezgod pri delu, poklicnih bolezni in bolezni, povezanih z delom.

(3) Predlog nacionalnega programa pripravi Vlada Republike Slovenije po posvetovanju s strokovno javnostjo in socialnimi partnerji.

(4) Vlada Republike Slovenije in socialni partnerji v Ekonomsko-socialnem svetu spremljajo izvajanje nacionalnega programa ter po potrebi predlagajo njegove spremembe in dopolnitve ali izvedbene dokumente.

II. TEMELJNA NAČELA

5. člen (zagotavljanje varnosti in zdravja delavcev pri delu)

(1) Delodajalec mora zagotoviti varnost in zdravje delavcev pri delu. V ta namen mora izvajati ukrepe, potrebne za zagotovitev varnosti in zdravja delavcev ter drugih oseb, ki so navzoče v delovnem procesu, vključno s preprečevanjem, odpravljanjem in obvladovanjem nevarnosti pri delu, obveščanjem in usposabljanjem delavcev, z ustrezno organiziranostjo in potrebnimi materialnimi sredstvi.

individual safety at work tasks.

12. An occupational medicine practitioner is a health care provider operating in the field of occupational, transport and sports medicine entrusted by the employer to implement health measures related to health at work.

Article 4 (National programme)

(1) The National Assembly of the Republic of Slovenia shall adopt a national health and safety at work programme (hereinafter: the National Programme).

(2) The National Programme shall lay down the strategy for development of the area of health and safety at work, the purpose of which is to protect workers' lives, health and ability to work, and prevent accidents at work and occupational and work-related diseases.

(3) A draft National Programme shall be drafted by the Government of the Republic of Slovenia following consultation with expert publics and social partners.

(4) The Government of the Republic of Slovenia and the social partners within the Economic and Social Council shall monitor the implementation of the National Programme and, where appropriate, propose amendments to it or implementing acts.

II. FUNDAMENTAL PRINCIPLES

Article 5 (Ensuring health and safety of workers at work)

(1) Employers shall have an obligation to ensure the health and safety of workers at work. To this end they shall take the measures necessary to ensure safety and health of workers and of other persons present in the work process, including prevention, elimination and management of occupational risks, provision of information and training of workers, as well as provision of the necessary organisation and

(2) Delodajalec mora posebno skrb nameniti zagotovitvi varnosti in zdravja nosečih delavk, mladih in starejših delavcev ter delavcev z zmanjšano delovno zmožnostjo ter pri izbiri ukrepov upoštevati posebna tveganja, katerim so ti delavci izpostavljeni pri delu, v skladu s posebnimi predpisi.

(3) Delodajalec mora upoštevati spreminjajoče se okoliščine ter izvajati take preventivne ukrepe in izbirati take delovne in proizvodjalne metode, ki bodo zagotavljale izboljševanje stanja in višjo raven varnosti in zdravja pri delu, ter bodo vključene v vse aktivnosti delodajalca in na vseh organizacijskih ravneh.

6. člen (promocija zdravja na delovnem mestu)

Delodajalec mora načrtovati in izvajati promocijo zdravja na delovnem mestu.

7. člen (načrtovanje ter varnost in zdravje pri delu)

(1) Delodajalec mora pri načrtovanju delovnega okolja, delovnih prostorov, delovnih in tehnoloških postopkov, uporabe delovne in osebne varovalne opreme in uporabe nevarnih kemičnih snovi zagotoviti, da so bili upoštevani vsi vplivi na varno in zdravo delo delavcev ter da so okolje, postopki, prostori, oprema in snovi primerni in v skladu z namenom uporabe.

(2) Delodajalec mora pri načrtovanju dela upoštevati duševne in telesne zmožnosti delavcev ter zmanjševati tveganja zaradi delovnih obremenitev, ki lahko vplivajo na varnost in zdravje delavcev pri delu.

8. člen (odgovornost delodajalca)

means.

(2) Employers shall devote special care to safeguarding the health and safety of pregnant workers, young and older workers and workers with reduced work capacity, and in the selection of measures consider specific risks to which these workers are exposed at work, in accordance with specific regulations.

(3) Employers shall heed changing circumstances and implement such preventive measures and select such working and production methods that will ensure improvements and a higher level of health and safety at work, and that will be incorporated into all employer's activities and on all levels of organisation.

Article 6 (Workplace health promotion)

Employers shall plan and implement workplace health promotion.

Article 7 (Planning and safety and health at work)

(1) In planning the working environment, work premises, work and technological processes, the use of work and personal protective equipment and the use of hazardous chemical substances, employers shall ensure that all impacts on the health and safety of workers at work are considered and that the environment, processes, facilities, equipment and substances are appropriate and in accordance with their intended use.

(2) In planning work, employers shall take into account workers' mental and physical capabilities and shall reduce risks arising from the workload that can have an impact on the health and safety of workers at work.

Article 8 (Responsibility of the employer)

Če delodajalec prenese strokovne naloge na področju varnosti pri delu na strokovnega delavca ali zunanjo strokovno službo ter strokovne naloge v zvezi z izvajanjem zdravstvenih ukrepov na izvajalca medicine dela, ga to ne odvezuje odgovornosti na tem področju. Tudi obveznosti delavcev glede varnosti in zdravja pri delu ne vplivajo na načelo odgovornosti delodajalca.

9. člen (temeljna načela pri izvajanju ukrepov)

Delodajalec izvaja ukrepe iz 5. člena tega zakona tako, da upošteva naslednja temeljna načela:

- izogibanje nevarnostim;
- ocenjevanje tveganj;
- obvladovanje nevarnosti pri viru;
- prilagajanje dela posamezniku z ustreznim oblikovanjem delovnega mesta in delovnega okolja, delovnih prostorov, delovnih in tehnoloških postopkov, izbiro delovne in osebne varovalne opreme ter delovnih in proizvodnih metod, še zlasti pa tako, da odpravlja monotono delo ter pogoje z vsiljenim ritmom dela in ostale zdravju škodljive okoliščine (humanizacija dela);
- prilagajanje tehničnemu napredku;
- nadomeščanje nevarnega z nenevarnim ali manj nevarnim;

- razvijanje celovite varnostne politike, ki vključuje tehnologijo, organizacijo dela, delovne pogoje, medčloveške odnose ter dejavnike delovnega okolja;
- dajanje prednosti kolektivnim varnostnim ukrepom pred individualnimi;
- dajanje ustreznih navodil in obvestil delavcem.

10. člen (dolžnosti delodajalcev in pravice delavcev)

Where an employer transfers expert tasks in the field of safety at work to a safety officer or a competent external service, and expert tasks related to implementing health measures to an occupational medicine practitioner, this shall not discharge him from his responsibilities in this area. The workers' obligations in the field of safety and health at work shall also not affect the principle of the responsibility of the employer.

Article 9 (Fundamental principles in the implementation of measures)

Employers shall implement measures referred to in Article 5 of this Act on the basis of the following fundamental principles:

- avoiding risks;
- assessing risks;
- managing the risks at source;
- adapting the work to the individual through the appropriate design of the workplace and the working environment, work premises, work and technological processes, the selection of work and personal protective equipment and working and production methods, with a view, in particular, to alleviating monotonous work, work at a predetermined work-rate and other circumstances detrimental to health (humanisation of work);
- adapting to technical progress;
- replacing what is dangerous with what is non-dangerous or less dangerous;

- developing a coherent overall prevention policy which covers technology, organisation of work, working conditions, social relationships and factors related to the working environment;
- giving collective safety measures priority over individual protective measures;
- giving appropriate notifications and instructions to workers.

Article 10 (Obligations of employers and rights of workers)

Vse dolžnosti delodajalca po tem zakonu in predpisih, izdanih na njegovi podlagi, so hkrati pravice delavca v zvezi z zagotavljanjem njegove varnosti in zdravja pri delu.

11. člen
(pravica do varnosti in zdravja pri delu)

Delavec ima pravico do dela in delovnega okolja, ki mu zagotavlja varnost in zdravje pri delu.

12. člen
(dolžnosti delavcev)

(1) Delavec mora spoštovati in izvajati ukrepe za zagotavljanje varnosti in zdravja pri delu.

(2) Delavec mora opravljati delo s tolikšno pazljivostjo, da varuje svoje življenje in zdravje ter življenje in zdravje drugih oseb.

(3) Delavec mora uporabljati sredstva za delo, varnostne naprave in osebno varovalno opremo skladno z njihovim namenom in navodili delodajalca, pazljivo ravnati z njimi in skrbeti, da so v brezhibnem stanju.

13. člen
(medsebojno obveščanje in skupno posvetovanje)

Delodajalci in delavci oziroma njihovi predstavniki se morajo o vprašanih varnosti in zdravja pri delu medsebojno obveščati, skupno posvetovati ter soodločati v skladu s tem zakonom in predpisi o sodelovanju delavcev pri upravljanju.

14. člen
(finančne obveznosti delodajalca)

Zagotavljanje varnosti in zdravja pri delu delavcu ne sme povzročiti finančnih obveznosti, prav tako pa zdravstvene posledice

All obligations of employers arising from this Act and regulations issued on the basis thereof shall constitute the rights of workers with regard to health and safety at work.

Article 11
(Right to health and safety at work)

Workers shall have the right to work and a working environment which are safe and without risk to health.

Article 12
(Workers' obligations)

(1) Workers shall comply with and implement measures necessary to ensure health and safety at work.

(2) Workers shall exercise all due care at work to protect their own safety and health and that of other persons.

(3) Workers shall make use of the means of work, safety devices and personal protective equipment in accordance with their purpose and the employer's instructions, handle them with care and maintain them in full working order.

Article 13
(Mutual information and consultation)

Employers and workers or their representatives shall keep each other informed of, consult on, and take part in decisions on all issues pertaining to safety and health at work in compliance with this Act and regulations governing workers' participation in management.

Article 14
(Employer's financial obligations)

The provision of safety and health at work may in no circumstances involve workers in financial cost. Work-related health

opravljanja dela ne smejo prizadeti delavčeve plače ter posegati v njegov z delom pridobljeni materialni in socialni položaj.

15. člen (načrtovanje skupnih aktivnosti)

(1) Socialni partnerji v Ekonomsko – socialnem svetu, zavarovalnice in zavodi s področja zdravstvenega zavarovanja ter pokojninskega in invalidskega zavarovanja sodelujejo pri načrtovanju skupnih dejavnosti za doseg višje ravni varnosti in zdravja pri delu ter za splošen razvoj varnostne kulture. Navedene zavarovalnice in zavodi zagotavljajo sredstva, ki so za ta namen potrebna.

(2) Pravne in fizične osebe, ki opravljajo dejavnost zagotavljanja varnosti in zdravja pri delu, ter univerze in druge izobraževalne institucije, sodelujejo pri načrtovanju skupnih dejavnosti iz prejšnjega odstavka.

(3) Obveznost delodajalca iz zavarovanja za primer poškodbe pri delu in poklicne bolezni je odvisna od ravni varnosti in zdravja pri delu.

16. člen (vzgoja in izobraževanje)

(1) Vzgoja in izobraževanje v zvezi z varnostjo in zdravjem pri delu sta sestavni del programov izobraževanja na univerzah in šolah vseh vrst in stopenj.

(2) Usposabljanje za varno in zdravo delo je sestavni del uvajanja v delo.

III. OBVEZNOSTI DELODAJALCA

17. člen (ocenjevanje tveganja in izjava o varnosti)

impairment may not affect a worker's wage nor encroach upon his or her economic and social status acquired through work.

Article 15 (Joint activities planning)

(1) The social partners within the Economic and Social Council, insurance companies and institutes in the field of health insurance and pension and disability insurance shall all take part in the planning of joint activities to achieve a higher level of health and safety at work as well as general development of safety culture. The aforementioned insurance companies and institutes shall ensure the provision of funds necessary to this aim.

(2) Legal and natural entities carrying out the activity of ensuring health and safety at work, universities and other educational institutions shall all take part in the planning of joint activities referred to in the preceding paragraph.

(3) The employer's insurance obligation in the event of occupational injury or disease shall depend on the attained level of health and safety at work.

Article 16 (Education and training)

(1) Education and training concerning health and safety at work shall form an integral part of educational programmes provided by universities and schools of all types and levels.

(2) Training for safety and health at work shall form an integral part of the induction of workers into work.

III. OBLIGATIONS OF EMPLOYERS

Article 17 (Risk assessment and safety statement)

(1) Delodajalec mora pisno oceniti tveganja, katerim so delavci izpostavljeni ali bi lahko bili izpostavljeni pri delu, po postopku, ki obsega zlasti:

- identifikacijo oziroma odkrivanje nevarnosti;
- ugotovitev, kdo od delavcev bi bil lahko izpostavljen identificiranim nevarnostim;
- oceno tveganja, v kateri sta upoštevana verjetnost nastanka nezdod pri delu, poklicnih boleznih oziroma boleznih v zvezi z delom in resnost njihovih posledic;
- odločitev o tem, ali je tveganje sprejemljivo;
- odločitev o uvedbi ukrepov za zmanjšanje nesprejemljivega tveganja.

(2) Delodajalec mora popraviti in dopolniti oceno tveganja vsakokrat:

- ko obstoječi preventivni ukrepi varovanja niso zadostni oziroma niso več ustrezni;
- ko se spremenijo podatki, na katerih je ocenjevanje temeljilo;
- ko obstajajo možnosti in načini za izpopolnitev oziroma dopolnitev ocenjevanja.

(3) Delodajalec mora po izvedenem ocenjevanju tveganja za varnost in zdravje pri delu izdelati in sprejeti izjavo o varnosti z oceno tveganja v pisni obliki, ki glede na vrsto in obseg dejavnosti vsebuje zlasti:

- načrt za izvedbo predpisanih zahtev in ukrepov;
- načrt in postopke za izvedbo ukrepov v primerih neposredne nevarnosti;
- opredelitev obveznosti in odgovornosti odgovornih oseb delodajalca in delavcev za zagotavljanje varnosti in zdravja pri delu.

(4) V izjavi o varnosti z oceno tveganja delodajalec določi posebne zdravstvene zahteve, ki jih morajo izpolnjevati delavci za določeno delo, v delovnem procesu, ali za uporabo posameznih sredstev za delo, na podlagi strokovne ocene izvajalca medicine dela.

Employers shall prepare a written assessment of risks to which workers are or may be exposed at work, according to the procedure which includes in particular:

- identification and detection of hazards;
- identification of workers who could be exposed to the identified hazards;
- a risk assessment which considers the probability of accidents at work, occupational diseases or work-related diseases, and the severity of their consequences;
- decision on whether the risk is acceptable;
- decision on the introduction of measures to reduce the unacceptable risk.

(2) Employers shall revise and review the risk assessment every time:

- the preventive protection measures currently in place are insufficient or no longer adequate;
- data or information on which the assessment was based is no longer valid;
- the assessment can be improved or supplemented.

(3) Once the assessment of the occupational health and safety risks has been carried out, the employer shall produce and adopt a written safety statement and risk assessment document, which shall, depending on the type and size of the activity, consist in particular of:

- the plan for the implementation of prescribed requirements and measures;
- the plan and procedures for the implementation of measures in the event of imminent danger;
- the definition of obligations and responsibilities of persons of the employer and workers with specific responsibility for health and safety at work.

(4) Based on an expert assessment of the occupational medicine practitioner, the employer shall define in the safety statement and risk assessment document any specific health requirements to be met by a worker who is engaged in a given work task or a work process or is using a particular means of work.

(5) V izjavi o varnosti mora delodajalec k pisni oceni tveganja priložiti zapisnik o posvetovanju z delavci oziroma njihovimi predstavniki.

18. člen
(objava, posredovanje in vpogled v izjavo o varnosti z oceno tveganja)

(1) Delodajalec mora izjavo o varnosti z oceno tveganja objaviti na običajen način in jo v delu, ki se na njih nanaša, posredovati delavcem vsakokrat, ko se spremeni in dopolni, prav tako pa tudi novozaposlenim in vsem drugim navzočim na delovnem mestu ob začetku dela.

(2) Delodajalec mora delavcu na njegovo zahtevo omogočiti vpogled v veljavno izjavo o varnosti z oceno tveganja.

19. člen
(obveznosti delodajalca)

Delodajalec mora zagotavljati varnost in zdravje pri delu v skladu z izjavo o varnosti z oceno tveganja zlasti tako, da:

- poveri opravljanje nalog varnosti pri delu strokovnemu delavcu, izvajanje zdravstvenih ukrepov pa izvajalcu medicine dela;
- obvešča delavce o uvajanju novih tehnologij in sredstev za delo ter o nevarnostih za nezgode, poklicne bolezni in bolezni, povezane z delom, ter izdaja navodila za varno delo;
- usposablja delavce za varno in zdravo delo;
- zagotavlja delavcem osebno varovalno opremo in njeno uporabo, če sredstva za delo in delovno okolje kljub varnostnim ukrepom ne zagotavljajo varnosti in zdravja pri delu;
- z obdobjimi preiskavami škodljivosti delovnega okolja preverja ustrezne delovne razmere;

(5) The employer shall attach to the written risk assessment included in the safety statement the minutes of the consultation with workers or their representatives.

Article 18
(Publication, communication and access to the safety statement and risk assessment document)

(1) Employers shall publish the safety statement and risk assessment document in the ordinary manner and communicate it to workers in the part applicable to them following each revision or review, as well as to the newly-employed and all other persons present at the workplace upon the commencement of work.

(2) An employer shall grant access to the current safety statement and risk assessment document upon a worker's request.

Article 19
(Obligations of employers)

Employers shall ensure health and safety at work in accordance with the safety statement and risk assessment document, in particular by:

- entrusting the implementation of safety tasks to a safety officer, and the implementation of health measures to an occupational medicine practitioner;
- informing workers of the introduction of new technologies or means of work, as well as of the risk of accidents at work, occupational and work-related diseases, and by issuing safe working practice instructions;
- training workers in safe and healthy working practice;
- providing workers with personal protective equipment and ensuring its use, if the means of work or the working environment are insufficient to ensure health and safety at work despite the safety measures being taken;
- undertaking periodic examinations of the harmfulness of the working environment and examining the appropriateness of working conditions;

- z obdobjimi pregledi in preizkusi delovne opreme preverja njihovo skladnost s predpisi o varnosti in zdravju pri delu;
- zagotavlja varno delovno okolje in uporabo varne delovne opreme.

20. člen (prva pomoč)

(1) Delodajalec mora sprejeti ukrepe za zagotovitev prve pomoči delavcem in drugim navzočim osebam ter ukrepe za sodelovanje s službo nujne medicinske pomoči.

(2) Minister, pristojen za delo, v soglasju z ministrom, pristojnim za zdravje, natančneje predpiše ukrepe za zagotovitev prve pomoči delavcem in drugim osebam, ki so navzoče v delovnem procesu.

21. člen (varstvo pred požarom in evakuacija)

Delodajalec mora v skladu s posebnimi predpisi sprejeti ukrepe za zagotovitev varstva pred požarom in evakuacijo ter, kadar je to potrebno, ukrepe za sodelovanje z zunanjimi službami za varstvo pred požarom.

22. člen (prilagoditev ukrepov prve pomoči in varstva pred požarom)

Ukrepi iz 20. in 21. člena ter število delavcev oziroma pooblaščenih oseb po posebnih predpisih, ki jih delodajalec določi za njihovo izvajanje, morajo biti prilagojeni naravi dejavnosti in številu zaposlenih ter morajo upoštevati druge navzoče osebe v delovnem procesu.

23. člen (nevarnost za nasilje tretjih oseb)

(1) Delodajalec mora na delovnih mestih, kjer obstaja večja

- undertaking periodic examinations and testing of work equipment to verify their compliance with health and safety at work regulations;
- providing for a safe working environment and the use of safe work equipment.

Article 20 (First aid)

(1) Employers shall take measures to ensure first aid to workers and other persons present, and measures for cooperation with the emergency medical services.

(2) The minister responsible for labour shall, in agreement with the minister responsible for health, prescribe specific measures for providing first aid to workers and other persons present in the work process.

Article 21 (Fire safety and evacuation)

Employers shall, in accordance with specific regulations, take measures to ensure fire safety and evacuation, and, where appropriate, take measures for cooperation with external fire safety services.

Article 22 (Adjustment of first aid and fire safety measures)

The measures referred to in Articles 20 and 21 and the number of workers or persons authorised by the employer to implement specific regulations shall be adjusted to the nature of the activity and the number of employees and shall take account of other persons present in the work process.

Article 23 (Risk of third-party violence)

(1) At workplaces where there is higher risk of third-party

nevarnost za nasilje tretjih oseb, poskrbeti za tako ureditev delovnega mesta in opremo, ki tveganje za nasilje zmanjšata in ki omogočata dostop pomoči na ogroženo delovno mesto.

(2) Delodajalec mora načrtovati postopke za primere nasilja iz prejšnjega odstavka tega člena in seznaniti z njimi delavce, ki na takih delovnih mestih delajo.

24. člen (nasilje, trpinčenje, nadlegovanje, psihosocialno tveganje)

Delodajalec mora sprejeti ukrepe za preprečevanje, odpravljanje in obvladovanje primerov nasilja, trpinčenja, nadlegovanja in drugih oblik psihosocialnega tveganja na delovnih mestih, ki lahko ogrozijo zdravje delavcev.

25. člen (predhodno varstvo)

(1) Delodajalec sme dati v uporabo objekt le, če je pridobil dokumentacijo v zvezi z nadaljnjim delom skladno s predpisi o zagotavljanju varnosti in zdravja na začasnih in premičnih gradbiščih ter pisno ocenil tveganja, katerim bi delavci lahko bili izpostavljeni pri delu.

(2) Delodajalec sme dati v uporabo delovno opremo in druga sredstva za delo delavcem le, če je pridobil:

- potrebno dokumentacijo, ki zagotavlja njihovo skladnost z bistvenimi zdravstvenimi in varnostnimi zahtevami za sredstva za delo;
- potrebno dokumentacijo po predpisih o varnosti in zdravju pri uporabi sredstev za delo.

(3) Določbe prejšnjih odstavkov se nanašajo na vse spremembe delovnega procesa.

26. člen (uporaba nevarnih snovi)

violence, employers shall ensure such a workplace design and equipment that reduces the risk of violence and allows assistance to be provided at the workplace under threat.

(2) Employers shall plan procedures to manage the violence referred to in the preceding paragraph of this Article and inform workers working at such workplaces about them.

Article 24 (Violence, bullying, harassment, psychosocial risks)

Employers shall adopt measures to prevent, eliminate and manage cases of violence, bullying, harassment and other forms of psychosocial risks at the workplace which can pose a threat to workers' health.

Article 25 (Safety precaution)

(1) Employers may only put a facility into use after having obtained the documents related to the future work in accordance with the regulations on health and safety requirements at temporary or mobile construction sites, and having made a written assessment of the risks the workers could be exposed to at work.

(2) Employers may put work equipment and other means of work into use only after having obtained:

- the necessary documents testifying to their compliance with the essential health and safety requirements applicable to the means of work;
- the necessary documents as prescribed by the regulations governing health and safety at work while using the means of work.

(3) The provisions of the preceding paragraphs shall apply to all changes to the work process.

Article 26 (Use of hazardous substances)

(1) Delodajalec sme dati nevarne kemične snovi v uporabo delavcem le, če so opremljene z varnostnim listom, v katerem je proizvajalec oziroma dobavitelj navedel vse varnostno-tehnične podatke, ki so pomembni za ocenjevanje tveganja pri delu s temi snovmi, in če so zagotovljeni vsi varnostni ukrepi, ki izhajajo iz varnostnega lista.

(2) Delodajalec mora zagotoviti varnostni list v slovenskem jeziku in izjemoma v tujem jeziku, v skladu s pogoji, ki jih določa predpis o registraciji, evalvaciji, avtorizaciji in omejevanju kemikalij.

(3) Delodajalec mora, kadar je to potrebno, zagotoviti prevod varnostnega lista iz prejšnjega odstavka v jezik, ki ga delavec razume.

27. člen **(resna, neposredna in neizogibna nevarnost)**

(1) Delodajalec mora takoj obvestiti vse delavce, ki so ali bi lahko bili izpostavljeni resni in neposredni nevarnosti, o vrsti tveganja in o varnostnih ukrepih.

(2) Delodajalec mora ob resni, neposredni in neizogibni nevarnosti z ukrepi in navodili delavcem omogočiti, da ustavijo delo in se napotijo na varno.

(3) Delodajalec ne sme pozvati delavcev na delo, ko še obstaja resna in neposredna nevarnost, razen v izjemnih primerih in iz utemeljenih razlogov.

28. člen **(strokovni delavec za varnost pri delu)**

(1) Delodajalec mora za opravljanje strokovnih nalog v zvezi z zagotavljanjem varnosti pri delu med svojimi delavci določiti enega ali več strokovnih delavcev za varnost pri delu.

(1) Employers may only allow workers to handle hazardous chemical substances if they are furnished with a safety data sheet by way of which the manufacturer or supplier of the substance specifies all relevant safety and technical information needed to assess the risk in working with these substances, and if all the safety measures determined in the safety data sheet are implemented.

(2) Employers shall provide the safety data sheet in the Slovenian language, and exceptionally in a foreign language, in accordance with the conditions laid down in the registration, evaluation, authorisation and restriction of chemicals regulations.

(3) Employers shall, where appropriate, provide a translation of the safety data sheet referred to in the preceding paragraph into a language which the worker understands.

Article 27 **(Serious, imminent and unavoidable danger)**

(1) Employers shall immediately inform all workers who are, or may be, exposed to serious and imminent danger of the type of risk and of safety measures.

(2) In the event of serious, imminent and unavoidable danger, the employer shall take action and give instructions to enable workers to stop work and proceed to a safe place.

(3) Save in exceptional cases and for reasons duly substantiated, the employer shall refrain from asking workers to resume work in a working situation where there is still serious and imminent danger.

Article 28 **(Safety officer)**

(1) Employers shall designate from among their workers one or more safety officers for the execution of expert tasks pertaining to safety at work.

(2) Pogoje, ki jih mora izpolnjevati strokovni delavec, določi minister pristojen za delo in so odvisni od vrste dejavnosti delodajalca ter vrste in stopnje tveganj za nastanek nezgod pri delu, poklicnih boleznih in boleznih, povezanih z delom delavcev.

(3) Delodajalec določi vrsto strokovne izobrazbe ter število strokovnih delavcev iz prejšnjega odstavka glede na:

- organizacijo, naravo in obsežnost delovnega procesa;
- število delavcev, ki sodelujejo v za varnost in zdravje tveganem delovnem procesu;
- število delovnih izmen;
- število krajevno ločenih delovnih enot.

(4) Strokovni delavec je za opravljanje strokovnih nalog neposredno odgovoren delodajalcu.

(5) Delodajalec mora strokovnemu delavcu omogočiti strokovno neodvisno opravljanje nalog po tem zakonu, mu zagotoviti primeren čas in dostop do vseh potrebnih podatkov, omogočiti izpopolnjevanje znanja, strokovni delavec pa zaradi svojega dela ne sme biti postavljen v manj ugoden položaj ali trpeti drugih škodljivih posledic v zvezi s svojim delom.

(6) Delodajalec lahko opravljanje vseh ali posameznih nalog organiziranja in zagotavljanja varnosti pri delu poveri zunanjim strokovnim službam, ki imajo dovoljenje za delo po tem zakonu, kadar teh nalog ne more zagotoviti s svojimi strokovnimi delavci.

(7) Kadar delodajalec poveri opravljanje vseh ali posameznih nalog varnosti pri delu zunanjim strokovnim službam, jih mora seznaniti z vsemi dejavniki, ki vplivajo ali bi lahko vplivali na varnost in zdravje delavcev pri delu. Te službe morajo imeti dostop do podatkov o tveganjih, o varnostnih in preventivnih ukrepih ter o delavcih zadolženih za izvajanje ukrepov, med drugim za prvo pomoč, varstvo pred požarom in evakuacijo.

29. člen

(2) The conditions to be fulfilled by a safety officer shall be determined by the minister responsible for labour and shall depend on the type of the employer's activity and the type and level of risk of accidents at work and occupational and work-related diseases.

(3) Employers shall determine the type of professional education and the number of safety officers referred to in the preceding paragraph, by taking into account:

- the organisation, nature and size of the work process;
- the number of workers involved in the work process posing a risk to health and safety;
- the number of work shifts;
- the number of work units in separate locations.

(4) In the execution of expert tasks, safety officers shall be directly answerable to the employer.

(5) Employers shall ensure full professional autonomy of safety officers in the execution of their tasks according to this Act, allow them adequate time and access to all required information, and enable them further professional training. Safety officers shall not be placed at a disadvantage or suffer other harmful and unjustified consequences because of their action.

(6) Where an employer is unable to perform the tasks related to the organisation and implementation of safety at work with his or her safety officers, he or she may entrust the execution of all or individual tasks to competent external services holding authorisation in accordance with this Act.

(7) Where the employer has entrusted the execution of all or individual safety at work tasks to competent external services, he or she shall have an obligation to inform them of all the factors which affect or might affect the health and safety of workers at work. These services shall have access to data on risks, safety and preventive measures and workers responsible for the implementation of measures, including first aid, fire safety and evacuation.

Article 29

(naloge strokovnega delavca)

(1) Za nenehno izboljševanje varnosti in zdravja pri delu strokovni delavec opravlja zlasti naslednje naloge:

1. svetuje delodajalcu pri načrtovanju, izbiri, nakupu in vzdrževanju sredstev za delo;
2. svetuje delodajalcu glede opreme delovnih mest in glede delovnega okolja;
3. usklajuje ukrepe za preprečevanje psihosocialnih tveganj;
4. izdeluje strokovne podlage za izjavo o varnosti;
5. opravlja obdobje preiskave škodljivosti v delovnem okolju;
6. opravlja obdobje preglede in preizkuse delovne opreme;
7. opravlja notranji nadzor nad izvajanjem ukrepov za varno delo;
8. izdeluje navodila za varno in zdravo delo;
9. spremlja stanje v zvezi z nezgodami pri delu, odkriva vzroke zanje in pripravlja poročila za delodajalca s predlogi ukrepov;
10. pripravlja in izvaja usposabljanje delavcev za varno delo;
11. sodeluje z izvajalcem medicine dela.

(2) Ministrstvo, pristojno za delo izvaja postopke, naloge in dolžnosti v skladu z Zakonom o postopku priznavanja poklicnih kvalifikacij državljanom držav članic EU, EGP in Švicarske konfederacije za opravljanje reguliranih poklicev oziroma dejavnosti v RS.

30. člen

(1) Delodajalec lahko, če je usposobljen, sam pri sebi prevzame vodenje in zagotavljanje varnosti pri delu.

(2) Šteje se, da je delodajalec usposobljen, če je odgovorna oseba delodajalca opravila splošni del strokovnega izpita iz varnosti in zdravja pri delu oziroma če je opravila prilagojeno splošno in strokovno usposabljanje v obsegu in na način, kakor določa predpis, ki ureja stalno strokovno usposabljanje strokovnih delavcev.

(Safety officer's tasks)

(1) In order to continually improve health and safety at work, the safety officer shall in particular perform the following tasks:

1. advise the employer on planning, selection, purchase and maintenance of means of work;
2. advise the employer on the fitting-out of workplaces and the working environment;
3. coordinate measures to prevent psychosocial risks;
4. set out the expert groundwork for the safety statement;
5. conduct periodic inspections on the harmfulness of the working environment;
6. conduct periodic inspections and tests of work equipment;
7. conduct internal supervision of implementation of the measures for safe working practice;
8. develop instructions for healthy and safe working practice;
9. monitor the situation with regard to accidents at work, identify their causes and prepare reports and proposed measures for the employer;
10. prepare and carry out training of workers in safe working practice;
11. cooperate with the occupational medicine practitioner.

(2) The ministry responsible for labour shall carry out the procedures, tasks and duties in accordance with the Act Regulating the Procedure for Recognition of Professional Qualifications for Practising Regulated Professions or Professional Activities in the Republic of Slovenia for Nationals of the EU Member States, European Economic Area and Swiss Confederation.

Article 30

(1) If qualified, the employer may himself assume the management and provision of safety at work in his undertaking.

(2) The employer shall be deemed qualified, if the employer's responsible person has passed the general part of the professional certification exam in health and safety at work or if he or she has followed the adapted general and professional training in the scope and manner prescribed by the regulation governing the continuous professional training of safety officers.

31. člen
(strokovni izpit)

(1) Minister, pristojen za delo, predpiše pogoje, način in program za opravljanje strokovnega izpita iz varnosti in zdravja pri delu.

(2) Strokovni izpit iz splošnega in posebnega dela, opravljen pred uveljavitvijo zakona, ostane v veljavi.

32. člen
(načrtovanje promocije zdravja na delovnem mestu)

(1) Delodajalec mora promocijo zdravja na delovnem mestu načrtovati ter zanjo zagotoviti potrebna sredstva, pa tudi način spremljanja njenega izvajanja.

(2) Minister, pristojen za zdravje, izda smernice za določitev in pripravo promocije zdravja na delovnem mestu iz prejšnjega odstavka tega člena najkasneje do uveljavitve tega zakona.

(3) Smernice iz prejšnjega odstavka tega člena se po obravnavi na Ekonomsko-socialnem svetu objavijo na spletnih straneh ministrstva, pristojnega za zdravje, in ministrstva, pristojnega za delo.

33. člen
(izvajalec medicine dela)

(1) Delodajalec mora zagotoviti, da zdravstvene ukrepe v zvezi z varnostjo in zdravjem pri delu izvaja izvajalec medicine dela.

(2) Izvajalec medicine dela opravlja, odvisno od vrste dejavnosti delodajalca ter vrste in stopnje tveganj za nastanek nezgod pri delu, poklicnih bolezni in bolezni, povezanih z delom delavcev, zlasti

Article 31
(Professional certification exam)

(1) The minister responsible for labour shall specify the conditions, manner and programme for the professional certification exam in health and safety at work.

(2) The professional certification exam consisting of the general and specific part which has been taken prior to the entry into force of the Act shall remain valid.

Article 32
(Planning of workplace health promotion)

(1) Employers shall plan workplace health promotion, provide the necessary means for it and define the method for monitoring its implementation.

(2) The minister responsible for health shall issue guidelines on specifying and preparing workplace health promotion referred to in the preceding paragraph of this Article not later than the date on which this Act enters into force.

(3) The guidelines referred to in the preceding paragraph of this Article shall be discussed by the Economic and Social Council, after which they shall be published on the websites of the ministry responsible for health and the ministry responsible for labour.

Article 33
(Occupational medicine practitioner)

(1) Employers shall ensure that all health measures related to health and safety at work are implemented by an occupational medicine practitioner.

(2) Depending on the type of activity performed by the employer and the type and level of risk of accidents at work, occupational and work-related diseases, the occupational medicine practitioner shall in

naslednje naloge:

1. sodeluje pri izdelavi strokovnih podlag za izjavo o varnosti;
2. izvaja zdravstvene preglede delavcev iz 36. člena tega zakona;
3. seznanja delavce s tveganji, povezanimi z njihovim delovnim mestom in delovnim okoljem, ki lahko privedejo do funkcionalnih okvar, bolezni ali invalidnosti;
4. spremlja in analizira stanje v zvezi s poklicnimi boleznimi ter boleznimi, povezanimi z delom, ter odkriva vzroke;
5. pripravlja poročila za delodajalce glede na ugotovitve iz analiz zdravstvenega stanja delavcev, ugotovljenega na zdravstvenih pregledih, analiz funkcionalnih okvar, nezdod pri delu, poklicnih boleznih, boleznih, povezanih z delom, in delovne invalidnosti. Poročila morajo vsebovati tudi predloge izboljšav delovnega procesa z namenom dopolnitve ali nadgradnje ukrepov v zvezi z zdravjem pri delu;
6. sodeluje v procesu poklicne rehabilitacije ter svetuje pri izbiri drugega ustreznega dela;
7. sodeluje pri pripravi načrta delodajalca za dajanje prve pomoči ter sodeluje pri usposabljanju delavcev in delodajalcev za splošne in posebne ukrepe prve pomoči.

(3) Pri opravljanju svojih nalog izvajalec medicine dela sodeluje z osebnim zdravnikom delavca in z izvedenskimi organi invalidskega in zdravstvenega zavarovanja zaradi izmenjave podatkov o zdravstvenem stanju delavcev ter pomoči pri ugotavljanju upravičenosti do začasne oziroma trajne zadržanosti z dela in ocenjevanja delovne zmožnosti.

(4) Izvajalec medicine dela lahko po predhodni pisni privolitvi delavca od osebnega zdravnika delavca pridobi oziroma vpogleda podatke o zdravstvenem stanju delavca, o njegovem zdravljenju in rehabilitaciji. Izvajalec medicine dela mora osebnemu zdravniku na njegovo zahtevo posredovati informacije o obremenitvah delavca na delovnem mestu in o zahtevah njegovega delovnega mesta.

34. člen (pogoji za izvajanje medicine dela)

(1) Izvajalec medicine dela je pravna ali fizična oseba, ki ima dovoljenje ministrstva, pristojnega za zdravje.

particular perform the following tasks:

1. engage in drafting the expert groundwork for the safety statement;
2. perform health examinations of workers referred to in Article 36 of this Act;
3. inform workers of the risks related to their workplace and the working environment which could lead to functional impairment, diseases or disability;
4. monitor and analyse the situation related to occupational and work-related diseases, and identify their causes;
5. draft reports for employers on findings resulting from analysis of the workers' health status determined during health examinations, analysis of functional impairments, accidents at work, occupational diseases, work-related diseases and work-related disabilities. The reports shall also contain proposals for the improvement of the work process aimed at complementing or upgrading the measures related to health at work;
6. participate in the occupational rehabilitation process and advise on the selection of other appropriate work;
7. engage in the preparation of the employer's plan for first aid provision and participate in worker and employer training on general and specific first aid measures.

(3) In the execution of tasks, the occupational medicine practitioner shall cooperate with the worker's personal physician and with disability and health insurance expert bodies in order to exchange data on workers' health status and to help determine the justification of temporary or permanent absence from work and assess ability to work.

(4) Based on the worker's prior written consent, the occupational medicine practitioner may obtain from the worker's personal physician access to the worker's health status data and information on his treatment and rehabilitation. The occupational medicine practitioner shall communicate to the personal physician, based on the latter's request, information on the worker's workload and workplace requirements.

Article 34 (Conditions for providing occupational medicine services)

(1) An occupational medicine practitioner shall be a legal or natural entity authorised by the ministry responsible for health.

(2) Minister, pristojen za zdravje, določi kadrovske, prostorske in druge pogoje, ki jih mora izpolnjevati izvajalec medicine dela.

(3) Ministrstvo, pristojno za zdravje, vodi seznam izvajalcev medicine dela, ki ga objavlja na svoji spletni strani.

35. člen (dolžnost medsebojnega sodelovanja)

Strokovni delavec, kateremu je delodajalec poveril opravljanje strokovnih nalog varnosti in zdravja pri delu ter izvajalec medicine dela morata pri izvajanju nalog varnosti in zdravja pri delu sodelovati.

36. člen (zdravstveni pregledi)

(1) Delodajalec mora zagotoviti zdravstvene preglede delavcev, ki ustrezajo tveganjem za varnost in zdravje pri delu.

(2) Minister, pristojen za zdravje, v soglasju z ministrom, pristojnim za delo, v podzakonskem aktu predpiše vrste, način, obseg in roke opravljanja zdravstvenih pregledov.

37. člen (obveščanje in seznanjanje delavcev)

(1) Delodajalec mora delavce obveščati o varnem in zdravem delu tako, da izdaja pisna obvestila in navodila. V izjemnih primerih, kadar jim grozi neposredna nevarnost za življenje in zdravje, so obvestila in navodila lahko tudi ustna.

(2) Delodajalec mora delavce seznaniti o vrstah nevarnosti v delovnem okolju in na delovnem mestu, o varnostnih ukrepih, potrebnih za preprečevanje nevarnosti in zmanjšanje škodljivih posledic, o delavcih, zadolženih za izvajanje ukrepov prve pomoči, ter delavcih oziroma

(2) The minister responsible for health shall determine the human resources, spatial and other conditions to be met by an occupational medicine practitioner.

(3) The ministry responsible for health shall keep a record of occupational medicine practitioners and publish it on its website.

Article 35 (Obligation of mutual cooperation)

The safety officer entrusted by an employer to perform expert tasks pertaining to health and safety at work and the occupational medicine practitioner shall have an obligation to cooperate in carrying out health and safety at work tasks.

Article 36 (Health examinations)

(1) Employers shall provide workers with health examinations corresponding to their occupational health and safety risks.

(2) The minister responsible for health in agreement with the minister responsible for labour shall lay down in an implementing regulation the types, manner, scope and deadlines for carrying out health examinations.

Article 37 (Notification and information for workers)

(1) Employers shall inform workers of safe and healthy working practice by way of written notices and instructions. In exceptional cases, where workers are exposed to imminent danger to their health or lives, such notices and instructions may be delivered orally.

(2) Employers shall inform workers of every type of hazard in the working environment and at the workplace, of safety measures necessary to prevent threat and reduce harmful consequences, of workers designated for the implementation of first aid measures and

pooblaščenih osebah po posebnih predpisih, zadolženih za izvajanje ukrepov požarnega varstva in evakuacije. Delodajalec mora zagotoviti obveščenost nosečih delavk, mladih in starejših delavcev ter delavcev z zmanjšano delovno zmožnostjo o rezultatih ocenjevanja tveganja ter o ukrepih delodajalca za varnost in zdravje teh delavcev pri delu.

(3) Delodajalec mora zagotoviti, da imajo na mesto, na katerem preti neposredna in neizogibna nevarnost, dostop le delavci, ki so za delo na takem mestu dobili njegova posebna navodila.

(4) Delodajalec, pri katerem na podlagi pogodbe opravljajo delo delavci drugega delodajalca, mora poskrbeti, da ti prejmejo vse informacije o tveganjih za varnost in zdravje pri delu, vključno z izjavo o varnosti, kakor tudi informacije o delavcih, ki so določeni za prvo pomoč, ter o delavcih oziroma pooblaščenih osebah po posebnih predpisih, zadolženih za izvajanje ukrepov požarnega varstva in evakuacije.

(5) Delodajalec mora delovna mesta in sredstva za delo opremiti z znaki za obvestila in za nevarnost ter z navodili za varno delo v skladu s posebnimi predpisi.

38. člen (usposabljanje delavcev)

(1) Delodajalec mora delavca usposobiti za varno opravljanje dela ob sklenitvi delovnega razmerja, pred razporeditvijo na drugo delo, pred uvajanjem nove tehnologije in novih sredstev za delo ter ob spremembi v delovnem procesu, ki lahko povzroči spremembo varnosti pri delu.

(2) Usposabljanje mora biti prilagojeno posebnostim delovnega mesta in se izvaja po programu, ki ga mora delodajalec po potrebi obnavljati in katerega vsebino mora spreminjati glede na nove oblike in vrste nevarnosti.

(3) Usposobljenost za varno delo preverja delodajalec na delovnem mestu.

(4) Delodajalec določi obvezne občasne preizkuse teoretične in praktične usposobljenosti za varno delo za delavce, ki delajo na delovnem

workers or persons authorised under specific regulations designated for the implementation of fire safety and evacuation measures. Employers shall inform pregnant workers, young and older workers and workers with reduced work capacity of the results of risk assessments and measures taken by the employer to safeguard their health and safety at work.

(3) Employers shall ensure that access to workplaces exposed to direct and imminent danger is allowed only to workers who have the employer's special instructions for work at such workplaces.

(4) Employers engaging workers of another employer on the basis of a contract shall provide these workers with all information on occupational health and safety risks, including the safety statement, as well as with information on workers designated for first aid and workers or persons authorised under specific regulations designated for the implementation of fire safety and evacuation measures.

(5) Employers shall display at workplaces and on the means of work special warning and danger signs as well as safe working practice instructions in accordance with specific regulations.

Article 38 (Training of workers)

(1) Employers shall ensure that each worker receives adequate health and safety training upon recruitment, in the event of a transfer to another workplace, in the event of the introduction of any new technology or new means of work, and in the event of any modification of the work process which may alter the level of safety at work.

(2) Health and safety training shall be adjusted to the specific features of the workplace and carried out according to a programme which shall be, where appropriate, renewed and modified by the employer with regard to new forms and types of threat.

(3) Competence for safe working practice shall be examined by the employer at the workplace.

(4) Employers shall determine mandatory periodic theoretical and practical examinations in safe working practice for all workers

mestu, na katerem iz ocene tveganja izhaja večja nevarnost za nezgode in poklicne bolezni ter za delavce, ki delajo na delovnih mestih, na katerih so nezgode pri delu in poklicne bolezni pogostejše.

(5) Rok za občasne preizkuse iz prejšnjega odstavka ne sme biti daljši od dveh let.

(6) Inšpektor za delo lahko po opravljenem inšpekcijskem nadzorstvu odredi uskladitev programa usposabljanja s posebnostmi delovnega mesta glede na oblike in vrste nevarnosti. Inšpektor za delo lahko po opravljenem inšpekcijskem nadzorstvu odredi tudi preizkus teoretične in praktične usposobljenosti za varno delo.

(7) Delodajalec mora zagotoviti usposabljanje delavcev v njihovem delovnem času in zanje brezplačno.

39. člen (pisni sporazum na skupnih deloviščih)

(1) Na deloviščih, na katerih hkrati opravlja dela dvoje ali več delodajalcev in samozaposlenih delavcev, morajo ti s pisnim sporazumom določiti skupne ukrepe za zagotavljanje varnosti in zdravja pri delu.

(2) Vsak delodajalec mora v sporazumu, iz prejšnjega odstavka določiti delavca za zagotovitev varnosti svojih delavcev.

(3) Delodajalci morajo sporazumno določiti delavca, ki zagotavlja usklajeno izvajanje ukrepov, določenih s pisnim sporazumom.

40. člen (obvestilo inšpekciji)

Delodajalec mora pred začetkom delovnega procesa, pri katerem obstajajo večje nevarnosti za nezgode in poklicne bolezni, o teh delih obvestiti inšpekcijo dela.

working at workplaces where an increased risk of accidents and occupational diseases has been established by a risk assessment, as well as for all workers working at workplaces where there is an increased incidence of accidents at work and occupational diseases.

(5) The frequency of the periodic examinations referred to in the preceding paragraph shall not be lower than once every two years.

(6) Following an inspection, a labour inspector may order that an existing health and safety training programme be adjusted to the specifics of the workplace with regard to the forms and types of hazards. Following an inspection, a labour inspector may also order a theoretical and practical examination in safe working practice.

(7) Employers shall provide the training of workers during their working time and the training shall not be at the workers' expense.

Article 39 (Written agreement on joint sites)

(1) At sites where two or more employers and self-employed workers are engaged at the same time, they shall agree in writing as to the common measures to ensure health and safety at work.

(2) In the agreement referred to in the preceding paragraph, each employer shall designate a worker who is to safeguard the safety of his or her workers.

(3) The employers shall, by common agreement, designate a worker who is to ensure coordinated implementation of measures defined in the written agreement.

Article 40 (Notification of inspection service)

Prior to the commencement of a work process involving greater risk of accidents and occupational diseases, the employer shall notify the Labour Inspectorate of such work.

**41. člen
(prijave inšpekciji)**

(1) Delodajalec mora inšpekciji dela takoj prijaviti vsako nezgodo pri delu s smrtnim izidom oziroma nezgodo pri delu, zaradi katere je delavec nezmožen za delo več kot tri delovne dni, kolektivno nezgodo, nevarni pojav in ugotovljeno poklicno bolezen.

(2) V zvezi s prijavo nezgod pri delu in poklicnih boleznih iz prejšnjega odstavka tega člena delodajalec zbira in posreduje v obrazcih naslednje osebne podatke:

- ime in priimek, spol, državljanstvo, EMŠO oziroma datum rojstva v nezgodi udeleženega delavca;
- ime in priimek, spol, državljanstvo, EMŠO oziroma datum rojstva delavca, pri katerem je bila ugotovljena poklicna bolezen, podatki o poklicni bolezni in odločba, s katero je delavcu priznana poklicna bolezen.

(3) Minister, pristojen za delo, podrobneje predpiše obrazce za prijavo nezgod, nevarnih pojavov in boleznih iz prvega odstavka tega člena.

**42. člen
(upravljavec evidenc)**

(1) Inšpektorat Republike Slovenije za delo vodi evidenco prijav iz prejšnjega člena in je njen upravljavec.

(2) Upravljavec obdeluje podatke iz evidence prijav brez osebnih podatkov, ki omogočajo identifikacijo delavca, zaradi spremljanja in analiziranja vzrokov nezgod s smrtnim izidom, nezgod, zaradi katerih je delavec nezmožen za delo več kot tri delovne dneve, kolektivnih nezgod, nevarnih pojavov in ugotovljenih poklicnih boleznih, zaradi načrtovanja politike preprečevanja nezgod in boleznih ter zaradi statističnih namenov.

**Article 41
(Reports to inspection service)**

(1) Employers shall immediately report to the Labour Inspectorate any fatal accident at work or any accident at work rendering a worker incapable of work for more than three working days, or any collective accident, dangerous occurrence or an established occupational disease.

(2) With regard to the reporting of accidents at work and occupational diseases referred to in the preceding paragraph of this Article, the employer shall collect and communicate on forms the following personal data:

- name and surname, sex, nationality, personal registration number or the date of birth of the worker involved in an accident;
- name and surname, sex, nationality, personal registration number or the date of birth of the worker who has developed an occupational disease, data on the occupational disease and the decision recognising the occupational nature of the disease of the worker.

(3) The minister responsible for labour shall prescribe in detail the forms to be used for reporting accidents, dangerous occurrences and diseases referred to in paragraph one of this Article.

**Article 42
(Managing of records)**

(1) The Labour Inspectorate of the Republic of Slovenia shall keep a register of reports referred to in the preceding Article and shall act as its administrator.

(2) The register administrator shall process the data contained in the register of reports without referring to personal data which permit identification of a worker, in order to monitor and analyse the causes of fatal accidents, accidents rendering a worker incapable of work for more than three working days, collective accidents, dangerous occurrences and established occupational diseases for the purpose of planning the accident and disease prevention policy and for statistical purposes.

(3) Za namene, opredeljene v prejšnjem odstavku ima upravljavec pravico zahtevati podatke o vrsti poškodbe, vrsti bolezni ter vrsti in trajanju odsotnosti z dela tudi od upravljavcev zbirk podatkov s področja zdravstvenega varstva.

43. člen (zbiranje osebnih podatkov)

(1) Upravljavec zbira osebne podatke posredno, preko prijav delodajalcev iz prvega odstavka 41. člena.

(2) Upravljavec ima pravico iz Centralnega registra prebivalstva brezplačno dobiti naslednje podatke:

- EMŠO, ime in priimek, kraj rojstva, leto rojstva, spol, prebivališče in vrste prebivališča, državljanstvo, šolska izobrazba, datum ter podatki o dogodkih, spremembah in popravkih.

44. člen (uporaba zakona o varstvu osebnih podatkov)

Za zbiranje, obdelavo in posredovanje osebnih podatkov, vsebovanih v evidencah iz 41. člena tega zakona, se uporabljajo določbe zakona, ki ureja varstvo osebnih podatkov.

45. člen (sodelovanje delavcev pri upravljanju)

(1) Delodajalec mora delavcem omogočiti, da sodelujejo pri obravnavi o vseh vprašanjih, ki zadevajo zagotavljanje varnega in zdravega dela, v skladu s tem zakonom in drugimi predpisi.

(2) Pravico iz prejšnjega odstavka tega člena uresničujejo delavci neposredno, s svojimi predstavniki v svetu delavcev, v skladu s predpisi, ki urejajo sodelovanje delavcev pri upravljanju ali z delavskim zaupnikom za varnost in zdravje pri delu.

(3) For reasons defined in the preceding paragraph, the register administrator shall also have the right to request information about the type of injury, type of disease and the duration of absence from work from operators of health care databases.

Article 43 (Personal data collection)

(1) The administrator shall collect personal data indirectly, through reports submitted by employers referred to in paragraph one of Article 41.

(2) The administrator shall have the right to obtain the following data from the Central Population Register:

- personal registration number, name and surname, place of birth, year of birth, sex, place and types of residence, nationality, education, date, and data on events, modifications and corrections.

Article 44 (Application of the personal data protection act)

The collection, processing and communication of personal data contained in the registers referred to in Article 41 of this Act shall be subject to the provisions of the act governing personal data protection.

Article 45 (Workers' participation in management)

(1) Employers shall allow workers to take part in discussions on all questions relating to health and safety at work in accordance with this Act and other regulations.

(2) The right referred to in the preceding paragraph of this Article shall be exercised by workers directly, through their representatives in the works council in line with the regulations governing workers' participation in management, or through a health and safety representative.

(3) Za izvolitev delavskega zaupnika iz prejšnjega odstavka tega člena se uporabljajo predpisi, ki urejajo sodelovanje delavcev pri upravljanju.

46. člen (dolžnost posvetovanja)

(1) Delodajalec se mora z delavci ali njihovimi predstavniki posvetovati o oceni tveganja, pa tudi o vsakem ukrepu, ki lahko vpliva na varnost in zdravje pri delu, o izbiri strokovnega delavca, izvajalca medicine dela, delavcev za prvo pomoč, in delavcev oziroma pooblaščenih oseb po posebnih predpisih za varstvo pred požarom in evakuacijo, ter o obveščanju delavcev in organizaciji usposabljanja.

(2) Delodajalec mora predstavnikom delavcev in sindikatom, ki so organizirani pri njem, posredovati na običajen način izjavo o varnosti z oceno tveganja in dokumentacijo o nezgodah pri delu, ki jo delodajalec hrani v skladu s predpisi.

(3) Če pri delodajalcu ni izvoljenih predstavnikov delavcev in ni organiziranih sindikatov, mora delodajalec listine iz prejšnjega odstavka javno objaviti na običajen način.

47. člen (položaj delavskega zaupnika)

(1) Delavskemu zaupniku za varnost in zdravje pri delu se mora omogočiti način dela ter se morajo zagotoviti pravice, ki veljajo za svet delavcev.

(2) Delavci in njihovi predstavniki ne smejo biti postavljeni v neugoden položaj zaradi uresničevanja pravic iz prvega odstavka 45. člena tega zakona.

48. člen

(3) For the purpose of electing a health and safety representative referred to in the preceding paragraph of this Article, the regulations governing workers' participation in management shall apply.

Article 46 (Obligation to consult)

(1) Employers shall consult with workers or their representatives on the risk assessment as well as on any measure which might affect health and safety at work, on the designation of a safety officer, occupational medicine practitioner, workers designated for first aid, workers or persons authorised under specific regulations governing fire safety and evacuation, and providing information to workers and organisation of training.

(2) Employers shall, in the ordinary manner, present to workers' representatives and trade unions organised in their undertaking the safety statement and risk assessment document and documents on accidents at work kept by employers in accordance with the regulations.

(3) Should there be no elected worker's representatives and organised trade unions in the employer's undertaking, the employer shall publish the documents referred to in the preceding paragraph in the ordinary manner.

Article 47 (Health and safety representative's status)

(1) Health and safety representatives shall be granted the mode of work and rights that apply to a works council.

(2) Workers and their representatives may not be placed at a disadvantage because of exercising the rights referred to in paragraph one of Article 45 of this Act.

Article 48

(pravice in obveznosti sveta delavcev ali delavskega zaupnika)

(1) Svet delavcev ali delavski zaupnik za varnost in zdravje pri delu lahko od delodajalca zahteva sprejetje ustreznih ukrepov ter pripravi predloge za odpravo in zmanjšanje tveganj za varnost in zdravje pri delu.

(2) Delavci ali njihovi predstavniki za varnost in zdravje pri delu lahko zahtevajo nadzor pristojne inšpekcije, kadar menijo, da delodajalec ni zagotovil ustreznih varnostnih ukrepov.

(3) Predstavniki sveta delavcev ali delavski zaupnik za varnost in zdravje pri delu ima pravico prisostvovati inšpekcijskemu nadzoru, kadar ta opravlja nadzor nad zagotavljanjem varnosti in zdravja pri delu ter izraziti svoja opažanja.

(4) Delodajalec mora seznaniti svet delavcev ali delavskega zaupnika za varnost in zdravje pri delu ter sindikate pri delodajalcu z ugotovitvami, predlogi ali ukrepi nadzornih organov.

(5) Delodajalec mora za izvajanje nalog članov sveta delavcev oziroma delavskega zaupnika za varnost in zdravje pri delu zagotavljati ustrezne oblike usposabljanja.

IV. PRAVICE IN DOLŽNOSTI DELAVCEV

49. člen (pravice delavcev)

(1) Delavec ima pravico in dolžnost, da je seznanjen z varnostnimi ukrepi in ukrepi zdravstvenega varstva ter usposobljen za njihovo izvajanje.

(2) Delavec ima pravico dajati predloge, pripombe in obvestila o vprašanjih varnosti in zdravja pri delu delavcem, zadolženim za varnost in zdravje pri delu po tem zakonu.

(Rights and obligations of the works council or health and safety representative)

(1) The works council or health and safety representative may demand that the employer adopt appropriate measures and draw up proposals for the elimination or mitigation of occupational health and safety risks.

(2) Workers or their health and safety representatives may request an inspection by the competent inspection service, if they consider that the safety measures taken by the employer are inadequate.

(3) The works council representative or health and safety representative shall have the right to be present at any inspection that involves inspection of the safeguarding of health and safety at work, and shall have the right to submit observations.

(4) The employer shall inform the works council or health and safety representative and trade unions in the undertaking of findings, proposals or measures imposed by supervisory authorities.

(5) The employer shall ensure that works council members or the health and safety representative receive adequate training for carrying out their tasks.

IV. RIGHTS AND OBLIGATIONS OF WORKERS

Article 49 (Workers' rights)

(1) It shall be the right and obligation of every worker to be aware of safety and health protection measures and to be trained for their implementation.

(2) Workers shall have the right to make proposals, comments and provide information concerning occupational health and safety to workers with specific responsibility for health and safety at work under this Act.

**50. člen
(dolžnosti delavcev)**

Delavec mora zlasti:

- v skladu z navodili delodajalca pravilno uporabljati delovno opremo in druga sredstva za delo vključno z varnostnimi napravami;
- v skladu z navodili delodajalca pravilno uporabljati osebno varovalno opremo v skladu z njenim namenom;
- takoj obvestiti delodajalca ali delavce, ki so v izjavi o varnosti z oceno tveganja zadolženi za varnost in zdravje pri delu o vsaki pomanjkljivosti, škodljivosti, okvari ali drugem pojavu, ki bi pri delu lahko ogrozil njegovo zdravje in varnost ali zdravje in varnost drugih oseb;
- sodelovati z delodajalcem in delavci, ki so v izjavi o varnosti z oceno tveganja zadolženi za varnost in zdravje pri delu, dokler se ne vzpostavijo varno delovno okolje in delovne razmere ter izvedejo ukrepi inšpekcije za delo.

**51. člen
(prepoved dela pod vplivom alkohola, drog in drugih substanc)**

(1) Delavec ne sme delati ali biti na delovnem mestu pod vplivom alkohola, drog ali drugih prepovedanih substanc.

(2) Delavec ne sme delati ali biti pod vplivom zdravil, ki lahko vplivajo na psihofizične sposobnosti, na tistih delovnih mestih, na katerih je zaradi večje nevarnosti za nezgode pri delu tako določeno z izjavo o varnosti z oceno tveganja.

(3) Delodajalec ugotavlja stanje iz prvega odstavka tega člena po postopku in na način določenima z internim aktom delodajalca.

(4) Delodajalec mora odstraniti z dela, delovnega mesta in iz

**Article 50
(Workers' obligations)**

Workers shall in particular:

- make proper use of the work equipment and other means of work including safety devices in accordance with the employer's instructions;
- use personal protective equipment in accordance with the employer's instructions and its purpose;
- immediately inform their employer or the workers designated in the safety statement for health and safety at work of any deficiency, harmfulness, defect or other occurrence that may endanger their health and safety at work or those of other persons;
- cooperate with the employer and workers designated in the safety statement for health and safety at work until a safe working environment and working conditions are ensured and measures imposed by the Labour Inspectorate are implemented.

**Article 51
(Prohibition of work under the influence of alcohol, drugs and other substances)**

(1) Workers are prohibited from working or being at the workplace under the influence of alcohol, drugs or other prohibited substances.

(2) Workers are prohibited from working or being under the influence of medications which might affect their physical and mental ability at workplaces where, due to a higher risk of accidents at work, it has been so determined in the safety statement and risk assessment document.

(3) Employers shall determine the condition referred to in paragraph one of this Article according to the procedure and manner defined in their internal rules.

(4) Employers shall remove from work, the workplace and work

delovnega procesa delavca, ki je delal ali je bil na delovnem mestu v nasprotju z določili prvega in drugega odstavka tega člena.

52. člen (pravica odkloniti delo)

(1) Delavec ima pravico odkloniti delo, če ni bil predhodno seznanjen z vsemi nevarnostmi ali škodljivostmi pri delu in sprejetimi varnostnimi ukrepi ter usposobljen za varno in zdravo delo ali če delodajalec ni zagotovil predpisanega zdravstvenega pregleda.

(2) Delavec ima pravico odkloniti delo, če mu grozi neposredna nevarnost za življenje ali zdravje, ker niso bili izvedeni predpisani varnostni ukrepi, ter zahtevati, da se nevarnost odpravi.

(3) Če delodajalec ne odpravi nevarnosti, lahko delavec zahteva posredovanje inšpekcije dela ter o tem obvesti svet delavcev ali delavskega zaupnika za varnost in zdravje pri delu.

53. člen (pravica do zapustitve delovnega mesta)

(1) Delavec ima v primeru resne in neposredne nevarnosti za življenje ali zdravje pravico ustrezno ukrepati, skladno s svojim znanjem in tehničnimi sredstvi, ki jih ima na razpolago, v primeru neizogibne nevarnosti pa zapustiti nevarno delovno mesto, delovni proces oziroma delovno okolje.

(2) V primerih iz prejšnjega odstavka delavec ni odgovoren za škodo, ki bi nastala iz njegovega delovanja, razen če jo je povzročil naklepno ali iz hude malomarnosti.

54. člen (pravica do zdravstvenih pregledov)

(1) Delavec ima pravico do zdravstvenih pregledov, ki ustrezajo

process any worker who has worked or been at the workplace contrary to the provisions of paragraphs one and two of this Article.

Article 52 (Right to decline to perform work)

(1) Workers shall have the right to decline to perform work, if they have not been informed beforehand of all potential hazards involved and of adopted safety measures, if they are not trained in health and safety at work or if the employer has failed to provide the prescribed health examination.

(2) Workers shall have the right to decline to perform work, if they are exposed to imminent danger to health or life because the prescribed safety measures have not been implemented, and to demand that the danger be eliminated.

(3) Should the employer fail to eliminate the danger, the worker may demand the intervention of the Labour Inspectorate and notify the works council or a health and safety representative accordingly.

Article 53 (Right to leave the workplace)

(1) In the event of serious and imminent danger to health and life, it shall be the right of workers to take appropriate action according to their knowledge and the technical means available, and in the event of unavoidable danger it shall be their right to leave the dangerous workplace, work process or working environment.

(2) In cases described in the preceding paragraph, workers shall not be held liable for any damage resulting from their action, except if caused intentionally or through gross negligence.

Article 54 (Right to health examinations)

(1) Workers shall have the right to health examinations

tveganjem za varnost in zdravje pri delu, s katerimi se delavci srečujejo pri delu.

(2) Delavec se mora odzvati in opraviti zdravstveni pregled, ki ustreza tveganjem za varnost in zdravje pri delu na delovnem mestu.

V. DOLŽNOSTI SAMOZAPOSLENIH OSEB

55. člen (opredelitev samozaposlene osebe)

(1) Oseba, ki opravlja pridobitno ali drugo poklicno dejavnost kot edini ali glavni poklic, pa ne zaposluje drugih delavcev in v delovni proces ne vključuje drugih oseb (v nadaljnjem besedilu: samozaposlena oseba), je v skladu s tem zakonom in drugimi predpisi o varnosti in zdravju pri delu odgovorna za svojo varnost in zdravje ter za varnost in zdravje drugih oseb, na katere vplivajo njena dejanja ali opustitve.

(2) Kot samozaposlena oseba se šteje tudi oseba, ki je v skladu s predpisi o pokojninskem in invalidskem zavarovanju zavarovana kot kmet in ne zaposluje delavcev in v delovni proces ne vključuje drugih oseb, razen družinskih članov na kmetijah, v skladu s predpisi o kmetijstvu.

56. člen (dolžnost oceniti tveganje)

(1) Samozaposlena oseba mora oceniti tveganje.

(2) Če ugotovi, da obstajajo nevarnosti za nezgode, poklicne bolezni in bolezni, povezane z delom, mora izdelati pisno izjavo o varnosti z oceno tveganja ter določiti ukrepe za zagotovitev varnosti in zdravja pri delu.

57. člen (dolžnost uporabe ustreznih sredstev za delo in osebne varovalne opreme)

corresponding to their occupational health and safety risks.

(2) Workers shall respond to and undergo a health examination corresponding to the health and safety risks at their workplace.

V. OBLIGATIONS OF SELF-EMPLOYED PERSONS

Article 55 (Definition of a self-employed person)

(1) Persons performing a gainful or other activity as their only or main occupation and who do not employ other workers or involve other persons in the work process (hereinafter: self-employed person) are in accordance with this Act and other health and safety at work regulations responsible for their own safety and health as well as for the safety and health of other persons affected by their actions or omissions.

(2) Any person insured as a farmer in accordance with the pension and disability insurance regulations who does not employ workers or involve other persons in the work process other than family members on farms in accordance with the regulations governing agriculture shall also be regarded as a self-employed person.

Article 56 (Obligation to assess risk)

(1) Self-employed persons shall have an obligation to assess risk.

(2) Should a self-employed person establish that there are risks of accidents, occupational or work-related diseases, he or she shall produce a written safety statement and risk assessment (document) and define measures to ensure health and safety at work.

Article 57 (Obligation to use appropriate means of work and personal protective equipment)

Samozaposlena oseba mora pri svojem delu uporabljati sredstva za delo in osebno varovalno opremo, ki ustreza tveganjem pri delu ter predpisanim varnostnim in zdravstvenim zahtevam.

58. člen
(dolžnost vključitve v pisni sporazum)

Kadar samozaposlene osebe opravljajo dela na deloviščih iz 39. člena tega zakona, se morajo vključiti v pisni sporazum ter izvajati skupne ukrepe za zagotavljanje varnosti in zdravja pri delu.

59. člen
(prijave inšpekciji)

Samozaposlena oseba mora inšpekciji dela prijaviti nezgodo pri delu, zaradi katere je nezmožna za delo več kot tri delovne dni, ugotovljeno poklicno bolezen in nevarni pojav.

60. člen
(dolžnost varstva pred požarom)

Samozaposlena oseba mora skladno z vrsto in naravo dejavnosti, s katero se ukvarja, sprejeti ukrepe za zagotovitev varstva pred požarom v skladu s posebnimi predpisi.

VI. DOKUMENTACIJA

61. člen
(hramba dokumentacije)

(1) Delodajalec hrani vso dokumentacijo po tem zakonu in podzakonskih aktih, zlasti pa dokumentacijo, ki se nanaša na:

1. obdobje preiskave škodljivosti v delovnem okolju;
2. obdobje pregledov in preizkuse delovne opreme;

Self-employed persons shall use in their work the means of work and personal protective equipment corresponding to the occupational risks and prescribed health and safety requirements.

Article 58
(Obligation to join a written agreement)

Where self-employed persons perform work on sites referred to in Article 39 of this Act, they shall join the written agreement and implement common measures to ensure health and safety at work.

Article 59
(Reports to inspection service)

Self-employed persons shall report to the Labour Inspectorate any accident at work rendering them incapable of work for more than three working days, or any established occupational disease and dangerous occurrence.

Article 60
(Obligation to ensure fire safety)

Self-employed persons shall, corresponding to the type and nature of the economic activity they are performing, adopt fire safety measures in accordance with specific regulations.

VI. DOCUMENTS

Article 61
(Safekeeping of documents)

(1) Employers shall keep all documents under this Act and implementing regulations, and in particular documents referring to the following:

1. periodic inspections on the harmfulness of the working environment;
2. periodic inspections and tests of work equipment;

3. preglede in preizkuse osebne varovalne opreme;
4. opravljeno usposabljanje za varno delo in preizkuse usposobljenosti;
5. zdravstvene preglede delavcev;
6. nezgode pri delu, kolektivne nezgode, nevarne pojave, ugotovljene poklicne bolezni in bolezni, povezane z delom ter njihove vzroke;
7. nevarne snovi, ki jih uporablja, če tako določajo posebni predpisi.

(2) Bolezen, povezana z delom, po tem zakonu je bolezen, pri kateri ima delovni proces oziroma delovno okolje vlogo predisponirajočega, ne pa vzročnega dejavnika za njen nastanek in ki je pomembna za zbiranje podatkov zaradi izboljšanja delovnih razmer.

(3) Delodajalec trajno hrani dokumentacijo iz prvega odstavka tega člena. Delodajalec mora v primeru prenehanja predati dokumentacijo iz prvega odstavka tega člena Inšpektoratu Republike Slovenije za delo, če ta zakon ali podzakonski akti ne določajo drugače.

VII. SVET ZA VARNOST IN ZDRAVJE PRI DELU

62. člen (strokovno posvetovalno telo)

(1) Minister, pristojen za delo, imenuje strokovno posvetovalno telo Svet za varnost in zdravje pri delu (v nadaljnjem besedilu: svet), ki ga sestavljajo zlasti strokovnjaki za varnosti pri delu, medicino dela in socialno varnost ter strokovnjaki iz delodajalskih organizacij in sindikatov. Člane sveta iz delodajalskih organizacij in sindikatov imenuje minister na predlog Ekonomsko-socialnega sveta.

(2) Svet obravnava ter sprejema stališča in priporočila o stanju, strategiji in izvajanju enotne politike ter prednostnih nalogah varnosti in zdravja pri delu.

3. inspections and tests of personal protective equipment;
4. training and examinations carried out in safe working practice;
5. health examinations of workers;
6. accidents at work, collective accidents, dangerous occurrences, established occupational and work-related diseases, and causes thereof;
7. hazardous substances used, if so prescribed by specific regulations.

(2) A work-related disease under this Act shall mean a disease where the work process or the work environment act as a predisposing but not causal factor for its development, and which is significant for data collection in order to improve working conditions.

(3) Employers shall permanently keep the documents referred to in paragraph one of this Article. In the event of winding-up a business, the employer shall hand over the documents referred to in the first paragraph of this Article to the Labour Inspectorate of the Republic of Slovenia, unless this Act or implementing regulations provide otherwise.

VII. HEALTH AND SAFETY AT WORK COUNCIL

Article 62 (Expert consultative body)

(1) The minister responsible for labour shall appoint the Health and Safety at Work Council (hereinafter: the Council) as an expert consultative body which shall in particular consist of experts in safety at work, occupational medicine, social security and experts representing employers' organisations and trade unions. Members of the Council representing employers' organisations and trade unions shall be appointed by the minister on the proposal of the Economic and Social Council.

(2) The Council shall discuss and adopt positions and recommendations on the situation, strategy and implementation of a single policy as well as on priority tasks in the field of health and safety at work.

VIII. DOVOLJENJE ZA OPRAVLJANJE STROKOVNIH NALOG

63. člen (vrste dovoljenj)

(1) Minister, pristojen za delo, izda pravni osebi ali samostojnemu podjetniku posamezniku, če izpolnjuje kadrovske, organizacijske, tehnične in druge pogoje, dovoljenje za opravljanje naslednjih strokovnih nalog:

- obdobje preiskave škodljivosti v delovnem okolju;
- obdobje pregledov in preizkuse delovne opreme.

(2) Minister, pristojen za delo, lahko izda dovoljenje iz prejšnjega odstavka tudi tujim pravnim osebam oziroma samostojnim podjetnikom posameznikom.

(3) Tuje pravne osebe oziroma samostojni podjetniki posamezniki lahko v Republiki Sloveniji čezmejno opravljajo strokovne naloge iz prvega odstavka tega člena, če izpolnjujejo kadrovske, organizacijske, tehnične in druge pogoje.

64. člen (veljavnost dovoljenja)

Minister, pristojen za delo, izda dovoljenje iz prejšnjega člena za sedem let.

65. člen (kakovost dela in listin)

(1) Pravna oseba ali samostojni podjetnik posameznik (v nadaljnjem besedilu: imetnik dovoljenja) mora strokovne naloge opravljati skrbno in po pravilih stroke.

(2) Listine, izdane pri izvajanju strokovnih nalog, morajo omogočati sledljivost in preglednost.

VIII. AUTHORIZATION FOR PERFORMING EXPERT TASKS

Article 63 (Authorisation types)

(1) The minister responsible for labour shall issue to a legal entity or a sole trader fulfilling the human resources, organisational, technical and other conditions authorisation for performing the following expert tasks:

- periodic inspections on the harmfulness of the working environment;
- periodic inspections and tests of work equipment;

(2) The minister responsible for labour may also issue the authorisation referred to in the preceding paragraph to foreign legal entities or sole traders.

(3) Foreign legal entities or sole traders may in the Republic of Slovenia engage in cross-border performance of expert tasks referred to in paragraph one of this Article, if they fulfil the human resources, organisational, technical and other conditions.

Article 64 (Validity of authorisation)

The minister responsible for labour shall issue the authorisation referred to in the previous Article for a period of seven years.

Article 65 (Quality of work and documents)

(1) The legal entity or the sole trader (hereinafter: authorisation holder) shall perform expert tasks diligently and according to the code of conduct of the profession.

(2) Documents issued in the performance of expert tasks shall ensure traceability and transparency.

**66. člen
(obvestila in poročanje)**

(1) Imetnik dovoljenja mora v 15 dneh obvestiti ministrstvo, pristojno za delo o vsaki spremembi, ki lahko vpliva na opravljanje strokovnih nalog, za katere je pridobil dovoljenje za delo, zlasti pa spremembe v zvezi s tehnično opremo in strokovnimi delavci.

(2) Imetnik dovoljenja mora ministrstvu, pristojnemu za delo, dajati letna poročila o nalogah, ki jih opravlja, najpozneje do konca februarja za preteklo leto.

**67. člen
(nadzor nad izvajanjem strokovnih nalog)**

Nadzor nad izvajanjem strokovnih nalog opravlja na podlagi prijave ali letnega poročila iz prejšnjega člena inšpekcija za delo neposredno pri imetniku dovoljenja, pri naročniku strokovnih nalog ali pa pri obeh.

**68. člen
(odvzem dovoljenja)**

(1) Minister, pristojen za delo, odvzame dovoljenje za opravljanje strokovnih nalog:

- če ugotovi, da imetnik dovoljenja ne izpolnjuje več pogojev za pridobitev dovoljenja;
- če imetnik dovoljenja ne začne opravljati nalog, ki so določene v dovoljenju, v enem letu od dneva njegove izdaje;
- če je bilo dovoljenje izdano na podlagi neresničnih podatkov;
- če na predlog inšpekcije dela ali na obrazložen predlog pravne osebe civilnega prava, ki združuje strokovne delavce in izvajalce medicine dela, ugotovi, da se naloge opravljajo nestrokovno;

- če imetnik dovoljenja ne obvesti ministrstva, pristojnega za delo, o vsaki spremembi, ki vpliva na opravljanje strokovnih nalog, za katere

**Article 66
(Notices and reporting)**

(1) Authorisation holders must inform the ministry responsible for labour within 15 days of any change which could affect the performance of expert tasks for which they are authorised, and in particular of changes related to technical equipment and safety officers.

(2) Authorisation holders must submit to the ministry responsible for labour annual reports on the tasks they are performing, not later than by the end of February for the previous year.

**Article 67
(Supervision of the performance of expert tasks)**

Supervision of the performance of expert tasks shall be exercised on the basis of a notification or an annual report referred to in the preceding paragraph by the Labour Inspectorate directly with the authorisation holder, the entity contracting expert tasks, or both.

**Article 68
(Revocation of authorisation)**

(1) The minister responsible for labour shall revoke an authorisation for the performance of expert tasks:

- if it is established that the authorisation holder no longer fulfils the conditions for obtaining authorisation;
- if the authorisation holder fails to commence the tasks specified in the said authorisation within one year of its issue;
- if the authorisation was issued on the basis of false information;
- if it has been established, based on the advice of the Labour Inspectorate or the reasoned advice of a legal entity under civil law bringing together safety officers and occupational medicine practitioners, that the tasks have not been performed at an expert level;
- if the authorisation holder fails to inform the ministry responsible for labour of any change which affects the performance of expert tasks

je pridobil dovoljenje za delo, zlasti pa spremembe v zvezi s tehnično opremo in strokovnimi delavci;

- če imetnik dovoljenja kljub pozivu ne predloži letnega poročila.

(2) Pravna oseba ali samostojni podjetnik posameznik lahko ponovno zaprosi za dovoljenje pod pogoji iz 63. člena tega zakona po preteku enega leta od odvzema dovoljenja.

69. člen

(postopek za izdajo, obnovo in odvzem dovoljenja)

(1) Minister, pristojen za delo, izda, obnovi in odvzame dovoljenje z odločbo v upravnem postopku, na podlagi oglada in mnenja tričlanske komisije.

(2) Če v postopku izdaje ali obnove dovoljenja iz prejšnjega odstavka tega člena minister ne izda in vroči odločbe v treh mesecih od dneva, ko je vloga popolna, se šteje, da je bilo dovoljenje izdano oziroma obnovljeno.

(3) Zoper odločbo iz prvega odstavka pritožba ni dovoljena.

(4) Dovoljenje, obnova ali odvzem dovoljenja se vpiše v vpisnik, ki ga vodi ministrstvo, pristojno za delo, razen dovoljenje za čezmejno opravljanje storitev, če so imetniki dovoljenja vpisani v vpisnik v svoji državi.

(5) Imetnik dovoljenja lahko začne opravljati strokovne naloge z dnem vpisa v vpisnik.

(6) Podatki iz vpisnika so javni.

70. člen

(določitev kadrovskih, organizacijskih, tehničnih in drugih pogojev)

for which he or she was authorised, and in particular of changes related to technical equipment and safety officers;

- if the authorisation holder fails to submit an annual report, despite being called upon to do so.

(2) A legal entity or sole trader may re-apply for authorisation under the conditions defined in Article 63 of this Act following the expiry of a period of one year after revocation of authorisation.

Article 69

(Procedure for issuing, renewing and revoking authorisation)

(1) The minister responsible for labour shall issue, renew and revoke authorisation through a decision issued in an administrative procedure based on an examination and the opinion of a three-member commission.

(2) Should the minister fail to issue and deliver a decision in the procedure for issuing or renewing authorisation referred to in the preceding paragraph of this Article within three months of the date the application is complete, the authorisation shall be deemed to have been issued or renewed.

(3) No appeal may be lodged against the decision referred to in paragraph one.

(4) An authorisation, its renewal or revocation shall be entered in a register kept by the ministry responsible for labour, with the exception of authorisation for cross-border services provision, if the authorisation holders are entered in a register in their own country.

(5) The authorisation holder may commence the execution of expert tasks on the date of entry in the register.

(6) Data entered in the register shall be public.

Article 70

(Specification of human resources, organisational, technical and other conditions)

Minister, pristojen za delo, določi kadrovske, organizacijske, tehnične in druge pogoje, ki jih morajo izpolnjevati pravne osebe ali samostojni podjetniki posamezniki za pridobitev ali obnovo dovoljenja, določi sestavo komisije in predpiše vodenje vpisnika.

IX. NADZOR

71. člen (nadzor inšpekcije dela)

Nadzor nad izvajanjem tega zakona, predpisov, izdanih na njegovi podlagi, in drugih predpisov o varnosti in zdravju pri delu, ter nad varnostnimi ukrepi, določenimi s splošnimi akti delodajalca in kolektivnimi pogodbami, opravlja inšpekcija dela.

72. člen (nadzor rudarske inšpekcije)

Nadzor iz prejšnjega člena pri rudarskih in podzemnih gradbenih delih, ki se izvajajo z rudarskimi metodami dela in v skladu s posebnimi predpisi, ki ureja rudarstvo, opravlja rudarska inšpekcija.

73. člen (nadzor pomorske inšpekcije)

Nadzor iz 71. člena tega zakona na morskih plovilih za gospodarske namene, vpisanih v slovenski ladijski register, razen nadzora na ribiških ladjah, opravlja inšpekcija, pristojna za pomorstvo.

74. člen (nadzor organa, pristojnega za letalsko varnost)

Nadzor iz 71. člena tega zakona na področju letalskih operacij

The minister responsible for labour shall specify the human resources, organisational, technical and other conditions that legal entities or sole traders must fulfil in order to obtain or renew authorisation, determine the composition of the commission and prescribe the keeping of the register.

IX. SUPERVISION

Article 71 (Supervision by the labour inspection service)

Supervision over the implementation of this Act, the regulations issued on the basis thereof, other regulations governing health and safety at work and the safety measures specified in general acts of the employer or collective agreements shall be carried out by the Labour Inspectorate.

Article 72 (Supervision by the mining inspection service)

Supervision referred to in the preceding paragraph concerning mining operations and underground construction works using mining operation methods in accordance with the specific regulations governing mining shall be carried out by the mining inspection service.

Article 73 (Supervision by the port state control)

Supervision referred to in Article 71 of this Act of commercial seagoing vessels entered in the Slovenian Ship Register, with the exception of supervision of fishing vessels, shall be carried out by the Port State Control.

Article 74 (Supervision by the body responsible for aviation safety)

Supervision referred to in Article 71 of this Act in the area of

in drugih letalskih aktivnosti v zraku opravlja organ, pristojen za nadzor letalske varnosti.

75. člen
(nadzor inšpekcije, pristojne za varstvo pred naravnimi in drugimi nesrečami)

Nadzor nad izvajanjem ukrepov varstva pred požarom, reševanja in evakuacije opravlja inšpekcija, pristojna za varstvo pred naravnimi in drugimi nesrečami.

X. KAZENSKE DOLOČBE

76. člen
(prekrški delodajalca)

(1) Z globo od 2.000 do 40.000 evrov se kaznuje za prekršek delodajalec, ki:

1. pisno ne oceni tveganj, katerim so delavci izpostavljeni ali bi lahko bili izpostavljeni pri delu (prvi odstavek 17. člena);
2. ne popravi in ne dopolni ocene tveganja vsakokrat, ko obstoječi preventivni ukrepi varovanja niso zadostni oziroma niso več ustrezni, ko se spremenijo podatki na katerih je ocenjevanje temeljilo, in ko obstajajo možnosti in načini za izpopolnitev oziroma dopolnitev ocenjevanja (drugi odstavek 17. člena);
3. po izvedenem ocenjevanju tveganja za varnost in zdravje pri delu ne izdela in ne sprejme izjave o varnosti z oceno tveganja v pisni obliki (tretji odstavek 17. člena);
4. v izjavi o varnosti z oceno tveganja ne določi posebnih zdravstvenih zahtev, ki jih morajo izpolnjevati delavci za delo v delovnem procesu ali za uporabo posameznih sredstev za delo, na podlagi strokovne ocene izvajalca medicine dela (četrti odstavek 17. člena);
5. v izjavi o varnosti k oceni tveganja ne predloži zapisnika o posvetovanju z delavci oziroma z njihovimi predstavniki (peti odstavek 17. člena);
6. ne objavi izjave o varnosti z oceno tveganja na običajen način, ali jo v

aviation operations and other aviation activities shall be exercised by the body responsible for aviation safety.

Article 75
(Supervision by the inspectorate responsible for protection against natural and other disasters)

Supervision over the implementation of fire safety, rescue and evacuation measures shall be carried out by the inspectorate responsible for protection against natural and other disasters.

X. PENALTY PROVISIONS

Article 76
(Minor offences by employers)

(1) Employers shall be fined from EUR 2,000 to EUR 40,000 EUR for the minor offences of:

1. failing to prepare a written assessment of risks to which workers are or may be exposed at work (paragraph one of Article 17);
2. failing to revise and review the risk assessment each time when the preventive protection measures currently in place are insufficient or no longer adequate, when data on which the assessment was based are no longer valid, and when the assessment can be improved or complemented (paragraph two of Article 17);
3. failing to produce and adopt a written safety statement and a risk assessment document once the assessment of the occupational health and safety risk has been performed (paragraph three of Article 17);
4. failing to define in the safety statement and risk assessment document any specific health requirements to be observed by a worker who is engaged in a given work process or is using a particular means of work, based on the expert assessment of the occupational medicine practitioner (paragraph four of Article 17);
5. failing to attach to the written risk assessment included in the safety statement the minutes of the consultation with workers or their representatives (paragraph five of Article 17);
6. failing to publish the safety statement and risk assessment document

delu, ki se na njih nanaša, ne posreduje delavcem vsakokrat, ko se spremeni in dopolni, prav tako pa novozaposlenim in vsem drugim navzočim na delovnem mestu in v delovnem procesu ob začetku dela (prvi odstavek 18. člen);

7. ne omogoči delavcu na njegovo zahtevo vpogled v veljavno izjavo o varnosti z oceno tveganja (drugi odstavek 18. člena);
8. ne zagotavlja delavcem osebne varovalne opreme in njene uporabe, če sredstva za delo in delovno okolje, kljub varnostnim ukrepom ne zagotavljajo varnosti in zdravja pri delu (četrti alineja 19. člena);
9. ne opravlja obdobjnih preiskav škodljivosti delovnega okolja in tako ne preverja ustreznih delovnih razmer (peta alineja 19. člena);
10. ne opravlja obdobjnih pregledov in preizkusov delovne opreme in tako ne preverja njihove skladnosti s predpisi o varnosti in zdravju pri delu (šesta alineja 19. člena);
11. ne zagotavlja varnega delovnega okolja in uporabe varne delovne opreme (sedma alineja 19. člena);
12. ne sprejme ukrepov za zagotovitev prve pomoči delavcem in drugim navzočim osebam ter ukrepov za sodelovanje s službo nujne medicinske pomoči (prvi odstavek 20. člena);
13. ne določi ukrepov iz 20. in 21. člena ter števila delavcev oziroma pooblaščenih oseb po posebnih predpisih za njihovo izvajanje prilagojenih naravi dejavnosti in številu zaposlenih delavcev ter upošteva druge navzoče osebe v delovnem procesu (22. člen);
14. ne poskrbi za tako ureditev delovnega mesta in opremo, ki tveganje za nasilje zmanjšata, in ki omogočata dostop pomoči na ogroženo delovno mesto, na tistih delovnih mestih, kjer obstaja večja nevarnost za nasilje tretjih oseb (prvi odstavek 23. člena);
15. ne načrtuje postopke za primere nasilja na delovnem mestu ter ne seznanja z njimi delavce, ki na takih delovnih mestih delajo (drugi odstavek 23. člena);
16. ne sprejme ukrepov za preprečevanje, odpravljanje in obvladovanje primerov nasilja, trpinčenja, nadlegovanja in drugih oblik psihosocialnega tveganja na delovnih mestih, ki lahko ogrozijo zdravje delavcev (24. člen);
17. da v uporabo objekt, ne da bi pridobil dokumentacijo v zvezi z nadaljnjim delom po predpisih o zagotavljanju varnosti in zdravja na

in the ordinary manner and to communicate it to workers in the part applicable to them following each revision or review, as well as to the newly-employed and all other persons present at the workplace and in the work process upon the commencement of work (paragraph one of Article 18);

7. failing to grant access to the current safety statement and risk assessment document upon a worker's request (paragraph two of Article 18);
8. failing to provide workers with personal protective equipment and to ensure its use, if the means of work and the working environment are insufficient to ensure health and safety at work despite the safety measures being taken (indent four of Article 19);
9. failing to undertake periodic examinations of the harmfulness of the working environment and thus to examine the appropriateness of working conditions (indent five of Article 19);
10. failing to conduct periodic examinations and tests of work equipment and thus to verify their compliance with health and safety at work regulations (indent six of Article 19);
11. failing to provide for a safe working environment and the use of safe work equipment (indent 7 of Article 19);
12. failing to take measures to ensure first aid to workers and other persons present, and measures for cooperation with the emergency medical services (paragraph one of Article 20);
13. failing to define the measures referred to in Articles 20 and 21 and the number of workers or persons authorised by the employer to implement the specific regulations adapted to the nature of the activity and the number of employees, and taking into account other persons present in the work process (Article 22);
14. failing to ensure, at workplaces where there is a higher risk of third-party violence, such a workplace design and equipment that reduces the risk of violence and allows assistance to be provided at the workplace under threat (paragraph one of Article 23);
15. failing to plan procedures to manage workplace violence and inform workers working at such workplaces about them (paragraph two of Article 23);
16. failing to adopt measures to prevent, eliminate and manage cases of violence, bullying, harassment and other forms of psychosocial risks at the workplace which can pose a threat to workers' health (Article 24);
17. putting a facility into use without having obtained the documents related to the future work in accordance with the regulations

začasnih in premičnih gradbiščih ter ne da bi pisno ocenil tveganje, katerim bi delavci lahko bili izpostavljeni (prvi odstavek 25. člena);

18. da v uporabo delovno opremo in druga sredstva za delo, ne da bi pridobil potrebno dokumentacijo, ki zagotavlja njihovo skladnost z bistvenimi zdravstvenimi in varnostnimi zahtevami oziroma potrebno dokumentacijo po predpisih o varnosti in zdravju pri uporabi sredstev za delo (drugi odstavek 25. člena);
19. da nevarne kemične snovi v uporabo delavcem, ki niso opremljene z varnostnim listom, v katerem je proizvajalec oziroma dobavitelj navedel vse varnostno-tehnične podatke, ki so pomembni za ocenjevanje tveganja pri delu s temi snovmi in ne zagotovi vseh varnostnih ukrepov, ki izhajajo iz varnostnega lista (prvi odstavek 26. člena);
20. ne zagotovi varnostnega lista v slovenskem jeziku, razen izjemoma, ko je lahko varnostni list tudi v tujem jeziku, v skladu s pogoji, ki jih določa predpis o registraciji, evalvaciji, avtorizaciji in omejevanju kemikalij (drugi odstavek 26. člena);
21. ne zagotovi, kadar je to potrebno, prevod varnostnega lista v jezik, ki ga delavec razume (tretji odstavek 26. člena);
22. ne obvesti takoj vseh delavcev, ki so ali bi lahko bili izpostavljeni resni in neposredni nevarnosti, o navzočem tveganju in varnostnih ukrepih (prvi odstavek 27. člena);
23. ob resni, neposredni in neizogibni nevarnosti z ukrepi in navodili delavcem ne omogoči, da ustavijo delo in se napotijo na varno (drugi odstavek 27. člen);
24. razen v izjemnih primerih in iz utemeljenih razlogov pozove delavce na delo, ko še obstaja resna in neposredna nevarnost (tretji odstavek 27. člena);
25. za opravljanje strokovnih nalog v zvezi z zagotavljanjem varnosti pri delu ne določi enega ali več strokovnih delavcev za varnost pri delu (prvi odstavek 28. člena);
26. strokovnemu delavcu ne omogoči strokovno neodvisnega opravljanja nalog po tem zakonu ali mu ne zagotovi primerne časa in dostopa do vseh potrebnih podatkov ali mu ne omogoči izpopolnjevanja znanja, ali strokovnega delavca zaradi njegovega dela postavi v manj

governing health and safety requirements at temporary or mobile construction sites, and without having made a written assessment of the risks the workers could be exposed to at work (paragraph one of Article 25);

18. putting the work equipment and other means of work into use without having obtained the necessary documents testifying to their compliance with the essential health and safety requirements, or the necessary documents as prescribed by the regulations governing health and safety at work while using the means of work (paragraph two of Article 25);
19. allowing workers to handle hazardous chemical substances which are not furnished with a safety data sheet by way of which the manufacturer or supplier of said substance specifies all relevant safety and technical information needed to assess the risk in working with these substances, and failing to implement all the safety measures determined in the safety data sheet (paragraph one of Article 26);
20. failing to provide a safety data sheet in the Slovenian language, save exceptionally where the safety data sheet may also be provided in a foreign language, in accordance with the conditions laid down in the registration, evaluation, authorisation and restriction of chemicals regulation (paragraph two of Article 26);
21. failing to provide, where appropriate, a translation of the safety data sheet into a language which the worker understands (paragraph three of Article 26);
22. failing immediately to inform all workers who are, or may be, exposed to serious and imminent danger of the present risk and of safety measures (paragraph one of Article 27);
23. in the event of serious, imminent and unavoidable danger, failing to take action and give instructions to enable workers to stop work and proceed to a safe place (paragraph two of Article 27);
24. save in exceptional cases and for reasons duly substantiated, asking workers to resume work in a working situation where there is still serious and imminent danger (paragraph three of Article 27);
25. failing to designate one or more safety officers for the execution of expert tasks pertaining to safety at work (paragraph one of Article 28);
26. failing to ensure full professional autonomy of safety officers in the execution of their tasks according to this Act, to allow them adequate time and access to all required information or to enable them further professional training; or placing safety officers at a disadvantage or

- ugoden položaj ali v položaj, da trpi druge škodljive posledice v zvezi s svojim delom (peti odstavek 28. člena);
27. v izjavi o varnosti z oceno tveganja ne načrtuje in ne določi promocije zdravja na delovnem mestu, zanjo ne zagotovi potrebnih sredstev, pa tudi načina spremljanja njenega izvajanja (prvi odstavek 32. člena);
 28. ne zagotovi, da zdravstvene ukrepe v zvezi z varnostjo in zdravje pri delu izvaja izvajalec medicine dela (prvi odstavek 33. člena);
 29. ne zagotovi zdravstvenih pregledov delavcev, ki ustrezajo tveganjem za varnost in zdravje pri delu (prvi odstavek 36. člena);
 30. ne obvešča delavcev o varnem in zdravem delu, ali jih ne seznanja o vrstah nevarnosti v delovnem okolju in na delovnem mestu, o potrebnih varnostnih ukrepih ter o delavcih zadolženih za izvajanje ukrepov prve pomoči, ter o delavcih oziroma pooblaščenih osebah po posebnih predpisih, zadolženih za izvajanje ukrepov požarnega varstva in evakuacije (prvi in drugi odstavek 37. člena);
 31. ne zagotovi, da imajo na mestu, na katerem preti neposredna in neizogibna nevarnost, dostop le tisti delavci, ki so za delo na takem mestu dobili posebna navodila (tretji odstavek 37. člena);
 32. ne poskrbi, da delavci drugega delodajalca prejmejo informacije o tveganjih glede varnosti in zdravja pri delu, vključno z izjavo o varnosti, ter informacije o delavcu, ki je določen za prvo pomoč, ter o delavcih oziroma pooblaščenih osebah po posebnih predpisih, zadolženih za izvajanje ukrepov požarnega varstva in evakuacije delavcev (četrti odstavek 37. člena);
 33. ne opremi delovnih mest in sredstev za delo z znaki za obvestila in za nevarnost ter z navodili za varno delo, v skladu s posebnimi predpisi (peti odstavek 37. člena);
 34. ne usposablja delavcev za varno opravljanje dela ali ne prilagaja in po potrebi obnavlja ter spreminja vsebine usposabljanja (prvi in drugi odstavek 38. člena);
 35. ne preverja usposobljenosti za varno delo na delovnem mestu (tretji odstavek 38. člena);
 36. ne določi obveznih občasnih preizkusov teoretične in praktične usposobljenosti za varno delo za delavce, ki delajo na delovnem
- putting them in a situation where they suffer other harmful and unjustified consequences because of their action (paragraph five of Article 28);
27. failing to plan and define workplace health promotion in the safety statement and risk assessment document, to provide the necessary means for it and to define the method for monitoring its implementation (paragraph one of Article 32);
 28. failing to ensure that all health measures related to health and safety at work are implemented by an occupational medicine practitioner (paragraph one of Article 33);
 29. failing to provide health examinations for workers corresponding to their occupational health and safety risks (paragraph one of Article 36);
 30. failing to inform workers of safe and healthy working practice, types of hazards in the working environment and at the workplace, the necessary safety measures and workers designated for the implementation of first aid measures and workers or persons authorised under specific regulations designated for the implementation of fire safety and evacuation measures (paragraphs one and two of Article 37);
 31. failing to ensure that access to workplaces exposed to direct and imminent danger is allowed only to workers who have the employer's special instructions for work at such workplaces (paragraph three of Article 37);
 32. failing to provide workers of another employer with all information on occupational health and safety risks, including the safety statement, as well as with information on the worker designated for first aid and workers or persons authorised under specific regulations designated for the implementation of fire safety and evacuation measures (paragraph four of Article 37);
 33. failing to display at workplaces and on the means of work special warning and danger signs as well as safe working practice instructions in accordance with specific regulations (paragraph five of Article 37);
 34. failing to ensure that workers receive health and safety training or to adjust and, where appropriate, renew and modify the training content (paragraphs one and two of Article 38);
 35. failing to examine competence for safe working practice at the workplace (paragraph three of Article 38);
 36. failing to determine mandatory periodic theoretical and practical examinations in safe working practice for all workers working at

mestu, na katerem iz ocene tveganja izhaja večja nevarnost za nezgode in poklicne bolezni, ter za delavce, ki delajo na delovnih mestih, na katerih so nezgode pri delu in poklicne bolezni pogostejše, ali ne spoštuje predpisanega roka (četrti in peti odstavek 38. člena);

37. ne zagotovi usposabljanja delavcev v njihovem delovnem času in zanje brezplačno (sedmi odstavek 38. člena);
38. s pisnim sporazumom ne določi skupnih ukrepov za zagotavljanje varnosti in zdravja pri delu ter ne določi delavca za zagotovitev varnosti svojih delavcev oziroma ne določi delavca, odgovornega za izvajanje teh ukrepov na delovišču, na katerem hkrati opravlja dela dvoje ali več delodajalcev (39. člen);
39. o delih ne obvesti inšpekcije dela pred začetkom delovnega procesa, pri katerem obstajajo večje nevarnosti za nezgode in poklicne bolezni. (40. člen);
40. ne prijavi takoj vsake nezgode s smrtnim izidom oziroma nezgode, zaradi katere je delavec nezmožen za delo več kot tri delovne dni, kolektivne nezgode, nevarnega pojava in ugotovljene poklicne bolezni (prvi odstavek 41. člena);
41. ne omogoči delavcem, da sodelujejo pri obravnavi o vseh vprašanih, ki zadevajo zagotavljanje varnega in zdravega dela v skladu s tem zakonom in drugimi predpisi (prvi odstavek 45. člena);
42. se z delavci ali njihovimi predstavniki ne posvetuje o oceni tveganja ter o vsakem ukrepu, ki lahko vpliva na varnost in zdravje pri delu, o izbiri strokovnega delavca, izvajalca medicine dela in delavca za prvo pomoč, delavca oziroma pooblaščenega osebo po posebnih predpisih za varstvo pred požarom in evakuacijo, ter o obveščanju delavcev in organizaciji usposabljanja (prvi odstavek 46. člena);
43. ne posreduje predstavnikom delavcev in sindikatom, ki so organizirani pri njem, na običajen način izjave o varnosti z oceno tveganja in dokumentacije o nezgodah pri delu, ki jo delodajalec hrani v skladu s predpisi (drugi odstavek 46. člena);
44. ne objavi listin iz drugega odstavka 46. člena javno, na običajen način, če pri delodajalcu ni izvoljenih predstavnikov delavcev in ni organiziranih sindikatov (tretji odstavek 46. člena);

workplaces where an increased risk of accidents and occupational diseases has been established by a risk assessment, as well as for all workers working at workplaces where there is an increased incidence of accidents at work and occupational diseases, or failing to respect the frequency of examinations (paragraphs four and five of Article 38);

37. failing to provide the training of workers during their working time and to ensure that it is not at their expense (paragraph seven of Article 38);
38. failing to define in a written agreement common measures to ensure health and safety at work, to designate a worker for safeguarding the safety of his workers, and failing to designate a worker to ensure implementation of these measures at a site where two or more employers are engaged at the same time (Article 39);
39. failing to notify the Labour Inspectorate prior to the commencement of a work process involving greater risk of accidents and occupational diseases (Article 40);
40. failing to report immediately any fatal accident at work or any accident at work rendering a worker incapable of work for more than three working days, or of any collective accident, dangerous occurrence or an established occupational disease (paragraph one of Article 41);
41. failing to allow workers to take part in discussions on all questions relating to health and safety at work in accordance with this Act and other regulations (paragraph one of Article 45);
42. failing to consult with workers or their representatives on the risk assessment as well as on any measure which might affect health and safety at work, on the designation of a safety officer, occupational medicine practitioner, worker designated for first aid, worker or person authorised under specific regulations governing fire safety and evacuation, and on providing information to workers and organisation of training (paragraph one of Article 46);
43. failing to present, in the ordinary manner, to workers' representatives and trade unions organised in the undertaking the safety statement and risk assessment (document) and documents on accidents at work kept by the employer in accordance with the regulations (paragraph two of Article 46);
44. failing to publish the documents referred to in paragraph two of Article 46 in the ordinary manner, should there be no elected worker's representatives and organised trade unions in the employer's undertaking (paragraph three of Article 46);

45. ne omogoči delavskemu zaupniku za varnost in zdravje pri delu načina dela in pravic, ki veljajo za svet delavcev (prvi odstavek 47. člena);
46. ne seznanjati sveta delavcev ali delavskega zaupnika za varnost in zdravje pri delu ter sindikatov pri delodajalcu z ugotovitvami, predlogi ali ukrepi nadzornih organov (četrti odstavek 48. člena);
47. ne zagotavlja ustreznih oblik usposabljanja za izvajanje nalog članov sveta delavcev oziroma delavskega zaupnika za varnost in zdravje pri delu (peti odstavek 48. člena);
48. ne odstrani z dela, z delovnega mesta in iz delovnega procesa delavca, ki je delal ali je bil na delovnem mestu v nasprotju z določili prvega in drugega odstavka 51. člena (četrti odstavek 51. člena);
49. ne hrani dokumentacije po tem zakonu in po podzakonskih aktih (61. člen).

(2) Z globo od 500 do 4.000 evrov se kaznuje odgovorna oseba delodajalca, ki stori prekršek iz prejšnjega odstavka.

77. člen (prekrški delavca)

Z globo od 100 do 1.000 evrov se kaznuje za prekršek delavec, ki:

1. v skladu z navodili delodajalca ne uporablja pravilno delovne opreme in drugih sredstev vključno z varnostnimi napravami ter osebne varovalne opreme v skladu z njenim namenom (prva in druga alineja 50. člena);
2. takoj ne obvesti delodajalca ali delavcev, ki so v izjavi o varnosti z oceno tveganja zadolženi za varnost in zdravje pri delu o vsaki pomanjkljivosti, škodljivosti, okvari ali o drugem pojavu, ki bi pri delu lahko ogrozil njegovo zdravje in varnost ali zdravje in varnost drugih oseb (tretja alineja 50. člena);
3. ne sodeluje z delodajalcem in delavci, ki so v izjavi o varnosti z oceno tveganja zadolženi za varnost in zdravje pri delu, dokler se ne vzpostavijo varno delovno okolje in delovne razmere ter ne izvedejo ukrepi inšpekcije za delo (četrti alineja 50. člena);

45. failing to grant the mode of work and rights that apply to a works council to the health and safety representative (paragraph one of Article 47);
46. failing to inform the works council or health and safety representative and trade unions in the undertaking of findings, proposals or measures imposed by supervisory authorities (paragraph four of Article 48);
47. failing to ensure that works council members or the health and safety representative receive adequate training for carrying out their tasks (paragraph five of Article 48);
48. failing to remove from work, the workplace and work process any worker who has worked or been at the workplace contrary to the provisions of paragraphs one and two of Article 51 (paragraph four of Article 51);
49. failing to keep safe all documents under this Act and implementing regulations (Article 61).

(2) The responsible person of an employer shall be fined from EUR 500 to EUR 4,000 for the minor offences referred to in the preceding paragraph.

Article 77 (Minor offences by a worker)

Workers shall be fined from EUR 100 to EUR 1,000 for the minor offences of:

1. failing to make proper use of the work equipment and other means of work including safety devices and personal protective equipment in accordance with the employer's instructions and its purpose (indents one and two of Article 50);
2. failing immediately to inform the employer or the workers designated in the safety statement for health and safety at work of any deficiency, harmfulness, defect or other occurrence that may endanger their health and safety at work or those of other persons (indent three of Article 50);
3. failing to cooperate with the employer or workers designated in the safety statement for health and safety at work until a safe working environment and working conditions are ensured and measures imposed by the Labour Inspectorate are implemented (indent four of Article 50);

4. dela ali je na delovnem mestu pod vplivom alkohola, drog ali drugih substanc (prvi odstavek 51. člena);
5. se ne odzove in ne opravi zdravstvenega pregleda, ki ustreza tveganjem za varnost in zdravje pri delu na delovnem mestu (drugi odstavek 54. člena).

78. člen (prekrški samozaposlenih oseb)

Z globo od 500 do 10.000 evrov se kaznuje za prekršek samozaposlena oseba, ki:

1. ne oceni tveganja (prvi odstavek 56. člena);
2. ne izdelava pisne izjave o varnosti z oceno tveganja ter ne določi ukrepov za zagotovitev varnosti in zdravja pri delu, če ugotovi, da obstajajo nevarnosti za nezgode, poklicne bolezni in bolezni, povezane z delom (drugi odstavek 56. člena);
3. pri svojem delu ne uporablja sredstev za delo in osebne varovalne opreme, ki ustreza tveganjem pri delu ter predpisanim varnostnim in zdravstvenim zahtevam (57. člen);
4. se ne vključi v pisni sporazum ter ne izvaja skupnih ukrepov za zagotavljanje varnosti in zdravja pri delu na deloviščih iz 39. člena tega zakona (58. člen);
5. ne prijavi inšpekciji dela nezgode pri delu, zaradi katere je nezmožen za delo več kot tri delovne dni, ugotovljene poklicne bolezni in nevarnega pojava (59. člen).

79. člen (prekrški imetnikov dovoljenja za opravljanje strokovnih nalog)

Z globo od 1.000 do 20.000 evrov se kaznuje za prekršek pravna oseba ali samostojni podjetnik posameznik – imetnik dovoljenja, ki

1. ne opravlja strokovnih nalog skrbno in po pravilih stroke (prvi odstavek 65. člena);
2. pri izvajanju strokovnih nalog izda listino, ki ne omogoča sledljivost in preglednosti (drugi odstavek 65. člena).

4. working or being at the workplace under the influence of alcohol, drugs or other substances (paragraph one of Article 51);
5. failing to respond to and undergo a health examination corresponding to the health and safety risks at the workplace (paragraph two of Article 54).

Article 78 (Minor offences by self-employed persons)

Self-employed persons shall be fined from EUR 500 to EUR 10,000 for the minor offences of:

1. failing to assess risk (paragraph one of Article 56);
2. failing to produce a written safety statement and risk assessment (document) and to define measures to ensure health and safety at work, should they establish that there are risks of accidents, occupational or work-related diseases (paragraph two of Article 56);
3. failing to use in their work the means of work and personal protective equipment corresponding to occupational risks and prescribed health and safety requirements (Article 57);
4. failing to join a written agreement and implement common measures to ensure health and safety at work on sites referred to in Article 39 of this Act (Article 58);
5. failing to report any accident at work rendering them incapable of work for more than three working days, or of any established occupational disease and dangerous occurrence (Article 59);

Article 79 (Minor offences of holders of authorisation for performing expert tasks)

Legal persons or sole traders that are authorisation holders shall be fined from EUR 1,000 to EUR 20,000 for the minor offences of:

1. failing to perform expert tasks diligently and according to the code of conduct of the profession (paragraph one of Article 65);
2. issuing a document in the performance of expert tasks which does not ensure traceability and transparency (paragraph two of Article 65).

80. člen
(pristojnost za izrekanje globe v okviru razpona)

Prekrškovni organ lahko v postopku o prekršku izreče globo v znesku, ki je višji od najnižje predpisane globe, vendar znotraj predpisanega razpona.

XI. PREHODNE IN KONČNE DOLOČBE

81. člen
(izdaja podzakonskih predpisov)

Minister, pristojen za delo in minister, pristojen za zdravje, izdaja podzakonske akte iz drugega odstavka 30. člena, iz 31. člena, iz drugega odstavka 34. člena, iz drugega odstavka 36. člena in iz 70. člena v roku štirinajstih dni od uveljavitve tega zakona.

82. člen
(uporaba in veljavnost podzakonskih predpisov)

(1) Kolikor niso v nasprotju z določbami tega zakona in drugimi predpisi, se uporabljata naslednja podzakonska predpisa:

- Pravilnik o varstvu pri nakladanju in razkladanju motornih vozil (Uradni list SFRJ, št. 17/66);
- Pravilnik o splošnih ukrepih in normativih za varstvo pri delu z dvigali (Uradni list SFRJ, št. 30/69);

(2) Kolikor niso v nasprotju z določbami tega zakona in drugimi predpisi, ostanejo v veljavi naslednji podzakonski predpisi:

- Navodilo o načinu prijavljanja in raziskovanja nesreč pri delu (Uradni list SRS, št. 9/78);
- Pravilnik o varstvu pri delu v gozdarstvu (Uradni list SRS, št. 15/79);

Article 80
(Competence to impose a fine within the range)

The minor offence authority may in minor offence proceedings impose a fine higher than the minimum fine laid down, but within the prescribed range.

XI. TRANSITIONAL AND FINAL PROVISIONS

Article 81
(Issuance of implementing regulations)

The minister responsible for labour and the minister responsible for health shall issue the implementing regulations referred to in paragraph two of Article 30, Article 31, paragraph two of Article 34, paragraph two of Article 36 and Article 70, within fourteen days of the entry into force of this Act.

Article 82
(Application and validity of implementing regulations)

(1) Provided that they do not conflict with the provisions of this Act and other regulations, the following regulations shall apply:

- Rules on protection in loading and unloading of motor vehicles (Official Gazette of the Socialist Federal Republic of Yugoslavia [*Uradni list SFRJ*], No. 17/66);
- Rules on general measures and norms for safety at work with elevators (Official Gazette of the Socialist Federal Republic of Yugoslavia [*Uradni list SFRJ*], No. 30/69).

(2) Provided that they do not conflict with the provisions of this Act and other regulations, the following regulations shall remain in force:

- Instructions on the Method of Reporting and Investigating Industrial Accidents (Official Gazette of the Socialist Republic of Slovenia [*Uradni list SRS*], No. 9/78);
- Rules on safety at work in the forest industry (Official Gazette of the

- Pravilnik o evidencah in prijavah s področja varstva pri delu (Uradni list SRS, št. 1/84, 18/87 in 35/88);
- Pravilnik o varstvu pri delu pred nevarnostjo električnega toka (Uradni list RS, št. 29/92);
- Pravilnik o zahtevah za zagotavljanje varnosti in zdravja delavcev na delovnih mestih (Uradni list RS, št. 89/99, 39/05);
- Pravilnik o osebni varovalni opremi, ki jo delavci uporabljajo pri delu (Uradni list RS, št. 89/99, 39/05);
- Pravilnik o varnostnih znakih (Uradni list RS, št. 89/99, 39/05, 34/10);
- Pravilnik o varnosti in zdravju pri delu s slikovnim zaslonom (Uradni list RS, št. 30/00, 73/05);
- Pravilnik o varnosti in zdravju pri delu na ribiških ladjah (Uradni list RS, št. 6/01, 39/05);
- Pravilnik o varovanju delavcev pred tveganji zaradi izpostavljenosti hrupu pri delu (Uradni list RS, št. 7/01);
- Pravilnik o minimalnih zahtevah pri zagotavljanju medicinske oskrbe posadke na ladjah (Uradni list RS, št. 28/01, 25/06);
- Pravilnik o varovanju delavcev pred tveganji zaradi izpostavljenosti kemičnim snovem pri delu (Uradni list RS, št. 100/01, 39/05, 53/07);
- Pravilnik o varovanju delavcev pred tveganji zaradi izpostavljenosti biološkim dejavnikom pri delu (Uradni list RS, št. 4/02, 39/05);
- Pravilnik o preventivnih zdravstvenih pregledih delavcev (Uradni list RS, št. 87/02, 29/03 – popr., 124/06);
- Pravilnik o pogojih in postopku za pridobitev dovoljenja za delo za opravljanje strokovnih nalog varnosti pri delu (Uradni list RS, št. 42/03);
- Pravilnik o seznamu poklicnih boleznih (Uradni list RS, št. 85/03);
- Socialist Republic of Slovenia [*Uradni list SRS*], No. 15/79);
- Rules on the records and reports in the field of safety at work (Official Gazette of the Socialist Republic of Slovenia [*Uradni list SRS*], Nos. 1/84, 18/87 and 35/88);
- Rules on safety at work with regard to electric current hazards (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 29/92);
- Rules on requirements for ensuring safety and health of workers at a workplace (Official Gazette of the Republic of Slovenia [*Uradni list RS*], Nos. 89/99, 39/05);
- Rules on personal protective equipment used by workers at work (Official Gazette of the Republic of Slovenia [*Uradni list RS*], Nos. 89/99, 39/05);
- Rules on safety signs at work (Official Gazette of the Republic of Slovenia [*Uradni list RS*], Nos. 89/99, 39/05, 34/10);
- Rules on safety and health requirements for work with display screen equipment (Official Gazette of the Republic of Slovenia [*Uradni list RS*], Nos. 30/00, 73/05);
- Rules on safety and health requirements for work on board fishing vessels (Official Gazette of the Republic of Slovenia [*Uradni list RS*], Nos. 6/01, 39/05);
- Rules on the protection of workers from risks related to exposure to noise at work (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 7/01);
- Rules on the minimum requirements for medical treatment of crew on board vessels (Official Gazette of the Republic of Slovenia [*Uradni list RS*], Nos. 28/01, 25/06);
- Rules on the protection of workers from risks related to exposure to chemical substances at work (Official Gazette of the Republic of Slovenia [*Uradni list RS*], Nos. 100/01, 39/05, 53/07);
- Rules on the protection of workers from risks related to exposure to biological agents at work (Official Gazette of the Republic of Slovenia [*Uradni list RS*], Nos. 4/02, 39/05);
- Rules on preventive medical examinations of workers (Official Gazette of the Republic of Slovenia [*Uradni list RS*], Nos. 87/02, 29/03 – corr., 124/06);
- Rules on conditions and procedure to obtain work authorisation for carrying out professional tasks in the field of safety at work (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 42/03);
- Rules on the list of occupational diseases (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 85/03);

- Pravilnik o opravljanju strokovnega izpita iz varnosti in zdravja pri delu (Uradni list RS, št. 35/04);
- Pravilnik o varnosti in zdravju pri uporabi delovne opreme (Uradni list RS, št. 101/04);
- Pravilnik o zagotavljanju varnosti in zdravja pri ročnem premeščanju bremen (Uradni list RS, št. 73/05);
- Uredba o zagotavljanju varnosti in zdravja pri delu na začasnih in premičnih gradbiščih (Uradni list RS, št. 83/05);
- Pravilnik o varovanju delavcev pred tveganji zaradi izpostavljenosti azbestu pri delu (Uradni list RS, št. 93/05);
- Pravilnik o varovanju delavcev pred tveganji zaradi izpostavljenosti vibracijam pri delu (Uradni list RS, št. 94/05);
- Pravilnik o varovanju delavcev pred tveganji zaradi izpostavljenosti rakotvornim ali mutagenim snovem (Uradni list RS, št. 101/05);
- Pravilnik o varovanju delavcev pred tveganji zaradi izpostavljenosti hrupu pri delu (Uradni list RS, št. 17/06 (18/06 – popr.));
- Pravilnik o stalnem strokovnem usposabljanju in izpopolnjevanju strokovnih delavcev, ki opravljajo naloge varnosti pri delu (Uradni list RS, št. 112/06);
- Pravilnik o organizaciji, materialu in opremi za prvo pomoč na delovnem mestu (Uradni list RS, št. 136/06);
- Uredba o varovanju delavcev pred tveganji zaradi izpostavljenosti umetnim optičnim sevanjem (Uradni list RS, št. 34/10).

83. člen

(prenehanje uporabe in prenehanje veljavnosti podzakonskih predpisov)

(1) Z dnem, ko začne veljati ta zakon, se prenehajo uporabljati naslednji podzakonski predpisi:

- Rules on taking the certification examination in the field of safety and health at work (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 35/04);
- Rules on health and safety requirements for the use of work equipment (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 101/04);
- Rules on ensuring safety and health in manual handling of loads (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 73/05);
- Decree on safety and health protection at work at temporary and mobile construction sites (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 83/05);
- Rules on the protection of workers from risks related to exposure to asbestos at work (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 93/05);
- Rules on the protection of workers from risks related to exposure to vibration at work (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 94/05);
- Rules on the protection of workers from risks related to exposure to carcinogenic and mutagenic substances (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 100/05);
- Rules on the protection of workers from risks related to exposure to noise at work (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 17/06, 18/06 – corr.);
- Rules on continuous professional training and improvement of safety at work officers (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 112/06);
- Rules on the organisation, materials and first-aid kit at a workplace (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 136/06);
- Decree on the protection of workers from risks related to exposure to artificial optical radiation (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 34/10).

Article 83

(End of application and end of validity of implementing regulations)

(1) On the day this Act enters into force, the following implementing regulations shall cease to apply:

- Splošni pravilnik o higienskih in tehničnih varstvenih ukrepih pri delu (Uradni list FLRJ, št. 16/47 in 36/50, členi: 11 do 25, 33 do 39, 40 in 41, 42 do 49, 76, 77, 86, 87, 100 do 103, 152 do 183);
- Pravilnik o higienskih in tehničnih varstvenih ukrepih pri delu v konopljarnah (Uradni list FLRJ, št. 46/47);
- Pravilnik o higienskih in tehničnih varstvenih ukrepih pri delu v steklarnah (Uradni list FLRJ, št. 14/48 in 17/48);
- Pravilnik o higienskih in tehničnih varstvenih ukrepih pri delu v kamnolomih in opekarnah ter pri kopanju gline, peska in gramoza (Uradni list FLRJ, št. 69/48);
- Pravilnik o varstvenih ukrepih pri ravnanju z razstrelivom in obstreljevanju, miniranju, v rudnikih, kamnolomih in drugih delih (priloga št. 8 Uradnega lista FLRJ, št. 98/49);
- Pravilnik o tehničnih in zdravstveno-tehničnih ukrepih pri delu pri kemično tehnoloških procesih (priloga št. 9 Uradnega lista FLRJ, št. 55/50, razen 86. člena);
- Pravilnik o tehničnih in zdravstveno-tehničnih varnostnih ukrepih pri delu v črni metalurgiji (Uradni list FLRJ, št. 7/55);
- Pravilnik o higienskih in tehničnih varstvenih ukrepih na morskih ladjah (Uradni list FLRJ, št. 6/57 in 32/58);
- Pravilnik o higienskih in tehničnih varstvenih ukrepih pri potapljaških ladjah (Uradni list FLRJ, št. 36/58);
- Pravilnik o higienskih in tehničnih varstvenih ukrepih pri mehaničnem predelovanju in obdelovanju lesa in podobnih materialov (Uradni list FLRJ, št. 40/61);
- Pravilnik o higienskih in tehničnih varstvenih ukrepih pri luškem transportnem delu (Uradni list SFRJ, št. 14/64);
- Pravilnik o varstvu pri vzdrževanju motornih vozil in prevozu z motornimi vozili (Uradni list SFRJ, št. 55/65);
- General rules on hygienic and technical safety measures at work (Official Gazette of the Federal People's Republic of Yugoslavia [*Uradni list FLRJ*], Nos. 16/47, and 36/50, Articles 11 to 25, 33 to 39, 40 and 41, 42 to 49, 76 and 77, 86, 87, 100 to 103, 152 to 183);
- Rules on hygienic and technical safety measures for work in hemp processing factories (Official Gazette of the Federal People's Republic of Yugoslavia [*Uradni list FLRJ*], No. 46/47);
- Rules on hygienic and technical safety measures for work in glassworks (Official Gazette of the Federal People's Republic of Yugoslavia [*Uradni list FLRJ*], Nos. 14/48, and 17/48);
- Rules on hygienic and technical safety measures for work in quarries and brick factories and in the quarrying of clay, sand and crushed stone (Official Gazette of the Federal People's Republic of Yugoslavia [*Uradni list FLRJ*], No. 69/48);
- Rules on safety in handling explosives and blasting in mines, quarries and other works (Annex 8 to the Official Gazette of the Federal People's Republic of Yugoslavia [*Uradni list FLRJ*], No. 98/49);
- Rules on technical and health protection measures for work in chemical technology processes (Annex 9 to the Official Gazette of the Federal People's Republic of Yugoslavia [*Uradni list FLRJ*], No. 55/50, with the exception of Article 86);
- Rules on technical and health protection measures for work in ferrous metallurgy (Official Gazette of the Federal People's Republic of Yugoslavia [*Uradni list FLRJ*], No. 7/55);
- Rules on hygienic and technical safety measures for work on sea vessels (Official Gazette of the Federal People's Republic of Yugoslavia [*Uradni list FLRJ*], Nos. 6/57, and 32/58);
- Rules on hygienic and technical safety measures for work in diving operations (Official Gazette of the Federal People's Republic of Yugoslavia [*Uradni list FLRJ*], No. 36/58);
- Rules on hygienic and technical safety measures for work in the mechanical processing and shaping of wood and similar materials (Official Gazette of the Federal People's Republic of Yugoslavia [*Uradni list FLRJ*], No. 40/61);
- Rules on hygienic and technical safety measures for work in port transport (Official Gazette of the Socialist Federal Republic of Yugoslavia [*Uradni list SFRJ*], No. 14/64);
- Rules on safety in the maintenance and use of motor vehicles (Official Gazette of the Socialist Federal Republic of Yugoslavia [*Uradni list SFRJ*], No. 55/65);

- Pravilnik o varstvu pri delu in o tehničnih ukrepih za acetilenske razvijalnice in acetilenske postaje (Uradni list SFRJ, št. 6/67 in 27/69);
- Odredba o prepovedi razmaščevanja in čiščenja kovinskih delov in predmetov in drugih snovi z motornimi bencini (Uradni list SFRJ, št. 23/67);
- Pravilnik o varstvu pri kmetijskem delu (Uradni list SFRJ, št. 34/68);
- Pravilnik o zagotovitvi nastanitve in prehrane oziroma prevoza delavcev od kraja, kjer stanujejo, do kraja, kjer delajo in nazaj (Uradni list SFRJ, št. 41/68);
- Pravilnik o varstvu pri izdelovanju razstreliv in smodnika in pri manipuliranju z razstrelivi in smodnikom (Uradni list SFRJ, št. 55/69);
- Pravilnik o posebnih ukrepih in normativih za varstvo pri obdelovanju in predelovanju kož, krzna in krznenih odpadkov (Uradni list SFRJ, št. 47/70);
- Pravilnik o tehničnih normativih za livarsko industrijo (Uradni list SFRJ, št. 14/79).

(2) Z dnem, ko začne veljati ta zakon, prenehajo veljati naslednji podzakonski predpisi:

- Pravilnik o varstvu pri delu pri termičnem obdelovanju zlitin lahkih kovin v kopelih z nitratnimi solmi (Uradni list SRS, št. 26/75);
- Navodilo o evidencah s področja varstva pri delu (Uradni list SRS, št. 32/80);
- Pravilnik o varstvenih ukrepih za delo s snovmi, ki vsebujejo poliklorirane bifenile, poliklorirane naftalene in poliklorirane terfenile (Uradni list SRS, št. 13/85);
- Pravilnik o osnovah za opravljanje nalog varstva pri delu (Uradni list SRS, št. 27/87);
- Pravilnik o varstvu pri delu pri gradnji predorov, rovov in podkopov

- Rules on safety at work and technical measures concerning acetylene generators and acetylene stations (Official Gazette of the Socialist Federal Republic of Yugoslavia [*Uradni list SFRJ*], Nos. 6/67 and 27/69);
- Ordinance on the prohibition of absolving and cleaning metallic parts and other materials with fuel petrochemicals (Official Gazette of the Socialist Federal Republic of Yugoslavia [*Uradni list SFRJ*], No. 23/67);
- Rules on safety in agricultural work (Official Gazette of the Socialist Federal Republic of Yugoslavia [*Uradni list SFRJ*], No. 34/68);
- Rules on the provision of accommodation and meals to employees and their transport from the place of residence to workplace and in the opposite direction (Official Gazette of the Socialist Federal Republic of Yugoslavia [*Uradni list SFRJ*], No. 41/68);
- Rules on safety in the manufacture and use of explosives and dynamite (Official Gazette of the Socialist Federal Republic of Yugoslavia [*Uradni list SFRJ*], No. 55/69);
- Rules on special measures and norms for safety at work in the processing of hides, furs and fur wastes (Official Gazette of the Socialist Federal Republic of Yugoslavia [*Uradni list SFRJ*], No. 47/70);
- Rules on technical norms for safety at work in foundries (Official Gazette of the Socialist Federal Republic of Yugoslavia [*Uradni list SFRJ*], No. 14/79).

(2) On the day this Act enters into force, the following implementing regulations shall cease to be in force:

- Rules on safety at work in thermal processing of light metal alloys in liquid nitrates (Official Gazette of the Socialist Republic of Slovenia [*Uradni list SRS*], No. 26/75);
- Instructions on the records in the field of safety at work (Official Gazette of the Socialist Republic of Slovenia [*Uradni list SRS*], No. 32/80);
- Rules on safety measures for work with substances containing polychlorinated biphenyls, polychlorinated naphthalenes, and polychlorinated terphenyls (Official Gazette of the Socialist Republic of Slovenia [*Uradni list SRS*], No. 13/85);
- Rules on the bases for the performance of safety at work tasks (Official Gazette of the Socialist Republic of Slovenia [*Uradni list SRS*], No. 27/87);
- Rules on safety at work in construction of tunnels, ditches and saps

(Uradni list SRS, št. 26/88);

- Pravilnik o preiskavah delovnega okolja, pregledih in preizkusih sredstev za delo (Uradni list SRS, št. 35/88);
- Pravilnik o varstvu pri delu na železnicah (Uradni list SRS, št. 36/89);
- Pravilnik o varstvenih ukrepih pri izdelavi in dodelavi papirja, kartona in lesovine (Uradni list SRS, št. 36/89);
- Pravilnik o varstvu pri delu v grafični industriji (Uradni list RS, št. 7/92);
- Pravilnik o načinu izdelave izjave o varnosti z ocenjevanjem tveganja (Uradni list RS, št. 30/00).

84. člen (prenehanje veljavnosti zakona)

Z dnem, ko začne veljati ta zakon, preneha veljati Zakon o varnosti in zdravju pri delu (Uradni list RS, št. 56/99 in 64/01).

85. člen (vacatio legis)

Ta zakon začne veljati šest mesecev od dneva objave v Uradnem listu Republike Slovenije.

Št. 160-01/11-1/23
Ljubljana, dne 24. maja 2011
EPA 1717-V

Državni zbor
Republike Slovenije

dr. Pavel Gantar l.r.
Predsednik

(Official Gazette of the Socialist Republic of Slovenia [*Uradni list SRS*], No. 26/86);

- Rules on the inspection of the working environment and the examination and testing of means of work (Official Gazette of the Socialist Republic of Slovenia [*Uradni list SRS*], No. 35/88);
- Rules on safety at work with regard to railways (Official Gazette of the Socialist Republic of Slovenia [*Uradni list SRS*], No. 36/89);
- Rules on safety measures in manufacturing and finishing of paper, pasteboard and wood pulp (Official Gazette of the Socialist Republic of Slovenia [*Uradni list SRS*], No. 36/89);
- Rules on safety at work in the graphic industry (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 7/92);
- Rules on the preparation of a safety statement with risk assessment (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 30/00).

Article 84 (End of validity)

On the day this Act enters into force, the Health and Safety at Work Act (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 56/99 and 64/01) shall cease to be in force.

Article 85 (Vacatio legis)

This Act shall enter into force six months following its publication in the Official Gazette of the Republic of Slovenia.

No. 160-01/11-1/23
Ljubljana, 24 May 2011
EPA 1717-V

National Assembly of
the Republic of
Slovenia

Dr. Pavel Gantar m.p.
President