

More employers need to elect an occupational safety representative

A recent amendment to Act No. XCIII of 1993 on Occupational Safety (Mvt.), effective as of 8 July 2016, imposes the mandatory election of occupational safety representatives (OSR) on a larger group of employers. In the past it was only mandatory for employers with 50 employees or more to elect an OSR, however the new rule imposes such obligation on employers employing 20 people or more. The election process shall be governed by the provisions of the Labour Code (Mt.) regarding the election of Workers' Council members, with the exceptions stipulated by Mvt. Employers who already have an OSR will need to put the new rules in place upon the next scheduled election, while employers subject to the law according to amendment will need to elect an OSR within six months from the amendment entering into force. The amendment introduced new rules for the investigation of accidents at work as well, and an administrative penalty as a new sanction by the Occupational Safety Authority for up to HUF 500,000 applicable to cases defined by Mvt.