



New template for all employment contracts in force

On December 09th 2022, a **new template of the employment contract** was published in Romania. The legal basis for this new template of the employment contract is represented by Order 2171/ 2022, which, among other things, implements the current changes in Romanian labor law.

With regard to the new template, the following must be considered:

- Starting with 9th of December 2022 it is mandatory for all *new* employment contracts; therefore, **all employment contract templates must be amended with immediate effect.**
- The employment contracts concluded before December 09th 2022 must not be adapted to the new template.
- Compared to the previously template, the new employment agreement has a different wording and a new structure.

- Among the new clauses introduced in the employment contract the following are worth mentioning:
 - Conditions of the probationary period;
 - Distribution of working time;
 - Additional benefits for mobile employees;
 - Requirements for performing overtime;
 - Salary payment method;
 - Occupational risks;
 - Professional training;
 - Use of the electronic signature.

Of course, employment contracts can (and should) be supplemented with additional clauses beyond the standard content. In this respect, not only important regulations can be agreed for the employer or the individual case, but also new legislative changes can be inserted and adapted in the employment agreement.

HR departments will have a lot of work at the end of the year (and not only) because of the employment contract template.

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