

REGES-Online annulled by the Court — What does this mean for employers?

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As is widely known, in Romania all employment relationships and significant changes to them must be recorded in an electronic employee registry. Following the transition from the old “Revisal” system to the new “REGES-Online” system in 2025, REGES has been the only system in use since January 2026.

In its ruling No. 83 of April 2, 2026, in Case No. 7745/2/2025, the Constanța Court of Appeals overturned Government Decision No. 295/2025 — the legal basis for REGES Online.

What are the practical implications of this?

What was the legal dispute about?

The lawsuit was filed through administrative channels by the National Association of Labor Law Experts (UNELM) in conjunction with several companies and consulting firms specializing in human resources management, employment law, and payroll accounting.

The court granted the petition, ordered the complete annulment of Government Decision 295/2025, but denied the motion to suspend its effect.

What are the implications of the ruling?

Judgments in administrative disputes that declare legal acts wholly or partially unlawful and annul them are generally binding on all (*erga omnes*) only once they **become final**. These judgments take effect prospectively, upon their publication in the Official Gazette.

Judgment No. 83 is not yet final, as an appeal (recurs) may still be filed against it. The appeal must be filed with the Constanța Court of Appeals, if applicable, and will be decided by the Supreme Court (*ICCJ*).

Since the legal act has not been suspended, it remains in full force and effect until Judgment No. 83 becomes final, if and when it does.

The deadline for filing an appeal is:

- 5 days from the date of service on the respective plaintiff to file an appeal against the dismissal of the motion to suspend Government Decision 295;
- 15 days from the date the judgment is served on the defendant to file an appeal against the decision on the merits—the annulment of the government decision.

As of the time this article was written, according to the Justice Department’s online portal, no appeal had been filed against either the rejection of the motion for suspension or the annulment of Government Resolution 295.

What could happen now?

The following situations may occur:

➤ **Regarding the *suspension* of Government Resolution 295**

- The plaintiffs file an appeal, which is forwarded to the Supreme Court. The Supreme Court will make a final ruling on whether the provisions of Government Resolution 295 remain in effect pending a final judgment on the merits of the case.
- No appeal is filed against this part of the judgment. In that case, the rejection of the motion for suspension becomes final — the government's decision remains in full force until a final decision is reached on the merits of the case.

➤ **Regarding the *repeal* of Government Resolution No. 295**

- The government files an appeal, which is referred to the Supreme Court for a ruling.
- The government will not file an appeal. The ruling of the Constanța Court of Appeals, which declared Government Decision No. 295 unlawful and annulled it, will thus become final. As of the publication of this ruling, the legal basis for REGES-Online will no longer be applicable.

What does the rejection of the suspension of Government Resolution 295 mean?

At present, the legal act is fully applicable to everyone, as it has not been suspended. This may change if:

- no appeal is filed against this decision;
- the Supreme Court does not grant a possible appeal against the denial of the suspension;

Consequently, all employers remain obligated to comply with all requirements imposed by Government Resolution 295. In practice, this means that all obligations regarding the registration of employment relationships or changes thereto on the REGES online platform must be met — including all applicable registration and reporting deadlines.

In addition, the relevant labor inspectorates may continue to conduct inspections and impose the sanctions provided for by law in the event of noncompliance with the obligations set forth in Government Decision 295.

Conclusion

Although Government Decision No. 295/2025 regarding REGES-Online was declared unlawful and annulled by a court, its provisions remain in effect at this time and are therefore applicable and enforceable.

The government has the authority to file an appeal against the annulment decision, in which case the Supreme Court must render a final decision on the matter. In practice, this is likely to take

many months, possibly even more than a year. However, if no appeal is filed, this would render REGES-Online completely inapplicable in a relatively short period of time.

Despite the current government crisis, we expect a revision. We will continue to report on this.

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