

Newsletter June 2025

REGES-ONLINE: The New Mandatory Platform for Employee Records – Transition Conditions and Access

On May 9, 2025, Order No. 1107/2025 entered into force, approving the **Procedure for completing, submitting, and retrieving data in/from the General Register of Employee Records (REGES-ONLINE)**

What is REGES-ONLINE?

REGES-ONLINE is the new digital platform where employers must record all data related to individual employment contracts: their conclusion, modification, suspension, or termination.

This platform gradually replaces the old system based on files generated using the Revisal application and uploaded to the Labor Inspectorate portal. The deadline for switching to REGES-ONLINE is **September 30, 2025** (six months from the entry into force of Government Decision No. 295/2025 regarding the General Register of Employee Records – REGES-ONLINE). Employers who have not created and submitted the electronic register of employee records using the Revisal application by the date GD No. 295/2025 enters into force will use the REGES-ONLINE platform exclusively.

Who is required to use REGES-ONLINE?

All employers, regardless of type:

- Private entities (regardless of legal form – companies, NGOs, sole proprietors, etc.),
- Public institutions,
- Diplomatic missions or other international entities employing local staff.

Branches, agencies, or secondary offices without legal personality must also comply, provided they have received explicit delegation of authority to manage employment contracts.

How is REGES-ONLINE accessed?

To use REGES-ONLINE, both employers and employees must authenticate using **secure digital methods**.

There are two options:

1. **RoelD** – a digital identity issued by the **Authority for the Digitalization of Romania**. It is similar to a “virtual ID” and allows secure access to online public platforms. It can be obtained for free, online, by following the steps available on the official website.
2. **Qualified digital certificate**, increasingly used for the electronic signing of documents.

The procedure also regulates the possibility of temporarily activating an account to access REGES-ONLINE, by submitting a request to the competent territorial labor inspectorate. Activation is valid until one of the secure digital methods mentioned above is obtained, but no longer than 30 days.

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How is employer access to REGES-ONLINE authorized?

The access authorization process is simplified but varies depending on the employer's status:

- **For employers registered with the Trade Register**, who submit the request through their legal representative, access is automatically approved based on verification in RECOM of the representative's status;
- **For employers not registered with the Trade Register**, as well as for those who submit the request through an authorized representative, it is necessary to upload to the platform certain documents that certify the status of legal representative or proxy, as applicable. These documents must be signed with a qualified digital signature, to certify conformity with the original.

The territorial labor inspectorate may reject the access request if the documents are incomplete or contain inconsistencies. In such a case, the employer must resubmit the request and ensure the correctness of the transmitted documentation.

What data is managed through REGES-ONLINE?

The following must be recorded:

- The conclusion, modification, suspension, and termination of individual employment contracts;
- Any other mandatory elements, for which legal provisions impose the obligation of registration.

Who can enter data in REGES-ONLINE?

Data entry, submission, and processing in REGES-ONLINE can be carried out **directly by the employer**, through employees designated by written decision, or may be **outsourced to a service provider** (a specialized individual or legal entity).

In the case of collaboration with an external provider, the employer has the obligation to register in REGES-ONLINE, within 3 working days from the date of concluding or terminating the service contract, all relevant information: the provider's identification data, the start and end date of the service provision, and the duration of the collaboration.

Regardless of who actually performs the operations, legal responsibility for the accuracy of the data submitted in REGES-ONLINE always lies with the employer.

What happens to REVISAL?

The procedure regulates a transition period (until **September 30, 2025**), during which both systems for submitting data to the Labor Inspectorate will operate in parallel. After September 30, 2025, REGES-ONLINE becomes the only legal way to report employees and individual employment contracts.

Once access to REGES-ONLINE is obtained, reporting via REVISAL is stopped, even if the transition period has not yet expired.

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Employee access rights to their own data

The REGES-ONLINE platform is not exclusively for employers. Employees and former employees can consult their own information at any time, either through the web application or via the mobile app “Salariat,” which offers quick and intuitive access.

For individuals who do not have access to technology, alternative options exist: info kiosks located within the territorial labor inspectorates, or direct requests addressed to the employer or the territorial labor inspectorate, as applicable.

Sources: Order No. 1107/2025 on the approval of the access procedure for completing, submitting, and retrieving data in/from the General Register of Employee Records (REGES-ONLINE); Government Decision No. 295/2025 regarding the General Register of Employee Records – REGES-ONLINE.

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