

**Tablica simulacije iznosa otpremnine**  
po osnovu Sporazumnog prekida radnog odnosa, na primjeru selektovanih zvanja  
u javnom sektoru

Koeficijent	3.1	3.5	4.1	4.6	5.5	6.5	7.4	7.6	8	9.4
Zvanja	Viši namještenik I	Referent	Samostalni referent	Saradnik I	Savjetnik I	Viši savjetnik I	Samostalni savjetnik I	Koordinator u organu uprave	Savjetnik u sudu	Šef kabineta, načelnik u ministarstvu
Stručna sprema	SSS	SSS	SSS	VSS	VSS	VSS	VSS	VSS	VSS	VSS

MINUTI RAD												
Godine staža	% uvećanja	Opis										
0	0.00%	Bruto zarada	342.00	378.00	432.00	477.00	558.00	648.00	729.00	747.00	783.00	909.00
		Neto zarada	229.14	253.26	289.44	319.59	373.86	434.16	488.43	500.49	524.27	608.17
		OTPREMNINA	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Zaposleni sa manje od 6 godina staža nemaju pravo na otpremnicu po osnovu Sporazumnog prekida radnog odnosa												
6	3.00%	Bruto zarada	350.37	387.45	443.07	489.42	572.85	665.55	748.98	767.52	804.80	934.38
		Neto zarada	234.75	259.59	296.86	327.91	383.81	445.92	501.82	514.21	538.31	622.67
		OTPREMNINA	1,051.11	1,182.35	1,329.21	1,468.26	1,718.55	1,998.65	2,248.94	2,302.56	2,413.80	2,803.14
7	3.50%	Bruto zarada	351.77	389.03	444.92	491.49	575.33	668.48	752.31	770.94	808.20	938.61
		Neto zarada	235.68	260.65	298.09	329.30	385.47	447.88	504.05	516.43	540.65	625.42
		OTPREMNINA	1,231.18	1,381.59	1,557.20	1,720.22	2,013.64	2,339.66	2,633.09	2,698.29	2,828.70	3,285.14
8	4.00%	Bruto zarada	353.16	390.60	446.76	493.56	577.80	671.40	755.64	774.36	811.80	942.84
		Neto zarada	236.62	261.70	299.33	330.69	387.13	449.84	506.28	518.65	542.99	628.17
		OTPREMNINA	1,412.64	1,582.40	1,787.04	1,974.24	2,311.20	2,685.60	3,022.56	3,097.44	3,247.20	3,771.38
9	4.50%	Bruto zarada	354.56	392.18	448.81	495.63	580.28	674.33	758.97	777.78	815.40	947.07
		Neto zarada	237.55	262.76	300.57	332.07	388.78	451.80	508.51	520.88	545.33	630.92
		OTPREMNINA	1,595.50	1,784.79	2,018.72	2,230.34	2,611.24	3,034.46	3,415.37	3,500.01	3,669.30	4,281.82
10	5.00%	Bruto zarada	355.95	393.75	450.45	497.70	582.75	677.25	762.30	781.20	819.00	951.30
		Neto zarada	238.49	263.81	301.80	333.46	390.44	453.76	510.74	523.10	547.67	633.67
		OTPREMNINA	1,779.75	1,988.75	2,252.25	2,488.50	2,913.75	3,386.25	3,811.50	3,906.00	4,095.00	4,758.50
11	5.75%	Bruto zarada	358.04	396.11	453.22	500.81	586.46	681.64	767.30	786.33	824.40	957.65
		Neto zarada	239.89	265.40	303.66	335.54	392.93	456.70	514.06	526.43	551.18	637.79
		OTPREMNINA	1,969.23	2,178.62	2,492.70	2,754.43	3,225.54	3,749.01	4,220.12	4,324.82	4,534.20	5,287.05
12	6.50%	Bruto zarada	360.14	398.48	455.99	503.91	590.18	686.03	772.29	791.46	829.80	963.99
		Neto zarada	241.29	266.98	305.51	337.62	395.42	459.64	517.31	529.77	554.69	641.91
		OTPREMNINA	2,160.81	2,390.85	2,735.91	3,023.46	3,541.05	4,116.15	4,633.74	4,748.76	4,978.80	5,783.94
13	7.25%	Bruto zarada	362.23	400.84	458.75	507.02	593.99	690.41	777.29	796.59	835.20	970.34
		Neto zarada	242.60	268.56	307.36	339.70	397.90	462.58	520.56	533.10	558.20	646.04
		OTPREMNINA	2,354.48	2,605.44	2,981.89	3,295.80	3,860.27	4,487.68	5,052.35	5,177.94	5,428.80	6,307.18
14	8.00%	Bruto zarada	364.32	403.20	461.52	510.12	597.80	694.80	782.28	801.72	840.60	976.68
		Neto zarada	244.09	270.14	309.22	341.78	400.39	465.52	523.80	536.44	561.71	650.16
		OTPREMNINA	2,550.24	2,822.40	3,230.64	3,570.84	4,183.20	4,863.60	5,475.96	5,612.04	5,884.20	6,938.76
15	8.75%	Bruto zarada	366.41	405.66	464.29	513.23	601.31	698.19	786.28	806.65	846.00	983.03
		Neto zarada	245.50	271.73	311.07	343.86	402.86	468.46	527.05	539.77	565.22	654.29
		OTPREMNINA	2,748.09	3,041.72	3,482.16	3,849.19	4,509.94	5,243.91	5,904.56	6,051.38	6,345.00	7,372.69
16	9.50%	Bruto zarada	368.51	407.93	467.06	516.33	605.03	702.58	792.27	811.98	851.40	989.37
		Neto zarada	246.90	273.31	312.93	345.94	405.37	471.40	530.30	543.11	568.73	658.41
		OTPREMNINA	2,948.04	3,263.40	3,736.44	4,130.64	4,840.20	5,628.60	6,338.16	6,495.84	6,811.20	7,914.96
17	10.25%	Bruto zarada	370.60	410.29	469.82	519.44	608.74	707.96	797.27	817.11	856.80	995.72
		Neto zarada	248.30	274.89	314.78	348.02	407.85	474.33	533.54	546.44	572.24	662.53
		OTPREMNINA	3,150.08	3,487.44	3,993.49	4,415.20	5,174.27	6,017.66	6,776.75	6,945.44	7,282.80	8,463.58

18	11.00%	Bruto zarada	372.00	412.65	472.59	522.54	612.45	712.35	802.26	822.24	862.20	1,002.06
		Neto zarada	249.70	278.48	318.84	350.10	410.34	477.27	536.79	549.78	575.75	666.66
		OTPREMNINA	3,354.21	3,713.85	4,253.31	4,702.86	5,512.05	6,411.15	7,220.34	7,400.16	7,759.80	9,018.54
19	11.75%	Bruto zarada	374.78	415.01	475.38	525.85	616.16	716.74	807.26	827.37	867.60	1,008.41
		Neto zarada	251.10	278.06	318.49	352.18	412.83	480.21	540.04	553.11	579.26	670.78
		OTPREMNINA	3,590.43	3,942.62	4,515.90	4,993.83	5,853.54	6,809.01	7,668.92	7,860.02	8,242.20	9,579.85
20	12.50%	Bruto zarada	376.88	417.38	478.13	528.75	619.88	721.13	812.25	832.50	873.00	1,014.75
		Neto zarada	252.51	279.64	320.34	354.26	415.32	493.15	543.28	556.45	582.77	674.61
		OTPREMNINA	3,788.75	4,173.75	4,781.25	5,287.50	6,198.75	7,211.25	8,122.50	8,325.00	8,730.00	10,147.50
21	13.50%	Bruto zarada	379.67	420.53	481.82	532.89	624.83	726.98	818.91	839.34	880.20	1,023.21
		Neto zarada	254.38	281.75	322.82	357.04	418.63	487.07	547.61	560.89	587.45	680.41
		OTPREMNINA	3,886.48	4,415.51	5,059.08	5,595.35	6,560.66	7,633.24	8,598.58	8,813.07	9,242.10	10,743.71
22	14.50%	Bruto zarada	382.46	423.88	485.51	537.03	629.78	732.83	825.57	846.18	887.40	1,031.67
		Neto zarada	256.24	283.98	325.29	359.81	421.95	490.99	551.94	565.34	592.13	685.91
		OTPREMNINA	4,207.01	4,660.43	5,340.56	5,907.33	6,927.53	8,061.06	9,081.27	9,307.98	9,761.40	11,348.37
23	15.50%	Bruto zarada	385.25	426.83	489.20	541.17	634.73	738.68	832.23	853.02	894.80	1,040.13
		Neto zarada	258.11	285.97	327.76	362.58	425.27	494.91	556.27	569.78	596.81	691.40
		OTPREMNINA	4,430.32	4,908.49	5,625.74	6,223.46	7,299.34	8,494.76	9,570.65	9,809.73	10,287.90	11,981.50
24	16.50%	Bruto zarada	388.04	429.98	492.89	545.31	639.88	744.53	838.89	859.86	901.80	1,048.59
		Neto zarada	259.98	288.08	330.23	365.36	428.58	498.83	560.80	574.23	601.49	696.90
		OTPREMNINA	4,656.42	5,159.70	5,914.62	6,543.72	7,676.10	8,934.30	10,066.68	10,318.32	10,821.60	12,583.08
25	17.50%	Bruto zarada	390.83	433.13	496.58	549.45	644.83	750.38	845.55	866.70	909.00	1,057.05
		Neto zarada	261.85	290.19	332.71	368.13	431.90	502.75	564.83	578.68	606.17	702.40
		OTPREMNINA	4,885.31	5,414.06	6,207.19	6,888.13	8,057.81	9,379.69	10,569.38	10,833.75	11,362.50	13,213.13
26	18.50%	Bruto zarada	393.62	436.28	500.27	553.59	649.58	756.23	852.21	873.54	916.20	1,065.51
		Neto zarada	263.72	292.30	335.18	370.91	435.22	506.67	569.26	583.12	610.85	707.90
		OTPREMNINA	5,117.00	5,671.58	6,503.45	7,195.87	8,444.48	9,830.93	11,078.73	11,356.02	11,910.60	13,851.83
27	19.50%	Bruto zarada	396.41	439.43	503.96	557.73	654.53	762.08	858.87	880.38	923.40	1,073.97
		Neto zarada	265.59	294.41	337.65	373.88	438.53	510.59	573.59	587.57	615.53	713.40
		OTPREMNINA	5,351.47	5,932.24	6,803.39	7,529.36	8,836.09	10,288.01	11,594.75	11,885.13	12,465.90	14,498.60
28	20.50%	Bruto zarada	399.20	442.58	507.65	561.87	659.48	767.93	865.53	887.22	930.60	1,082.43
		Neto zarada	267.46	296.53	340.12	376.45	441.85	514.47	577.91	592.01	620.21	718.90
		OTPREMNINA	5,588.73	6,198.05	7,107.03	7,868.18	9,232.65	10,750.95	12,117.42	12,421.08	13,028.40	15,154.02
29	21.50%	Bruto zarada	401.99	445.73	511.34	566.01	664.43	773.78	872.19	894.08	937.80	1,090.89
		Neto zarada	269.33	298.64	342.59	379.23	445.16	518.27	582.24	596.46	624.89	724.40
		OTPREMNINA	5,828.78	6,463.01	7,414.38	8,207.15	9,634.16	11,219.74	12,646.76	12,963.87	13,598.10	15,817.91
30	22.50%	Bruto zarada	404.78	448.88	515.03	570.15	669.38	779.63	878.85	900.90	945.00	1,099.35
		Neto zarada	271.20	300.75	345.07	382.00	448.48	522.08	586.57	600.91	629.57	729.90
		OTPREMNINA	6,071.63	6,733.13	7,725.38	8,552.25	10,040.83	11,694.38	13,182.75	13,513.50	14,175.00	16,490.25

Obračun otpremine za zaposlene preko 30 godina vrši se na način da Bruto zarada nastavlja da se usklađuje sa minulim radom, i taj iznos bruto zarade se množi sa najviše 15 bruto zarada. U slučaju da zaposleni ima 65 ili više godina života, a manje od 67 godina života, i ispunjava uslov za penziju, zaposlenom pripada do 6 bruto zarada zaposlenog.