What should you check in the contract before the first delivery or drive?

For: Platform worker employed by a company

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Applicability: Additional provisions of the platform work contract apply from 1 January 2024.

The contract for platform work should clarify the method of task allocation, the calculation of work, equipment and costs, alongside the general details of the employment contract.

Check how the work is organised and paid for.

The official interpretation of the MROSP provides additional information on the assignment and evaluation of tasks, the determination of working hours and pay calculation, human oversight of the automated system, and professional communication. So don't focus solely on the amount stated in the advertisement.

Before signing, ask what the basic salary is, what the allowances are and how your work is calculated. Specifically clarify whether it is a predictable schedule or on-call work. Keep a current copy of the contract and any appendices; later verbal explanations are easier to verify when you have a written reference.

Set aside your own equipment and cost reimbursements.

The contract should cover the means of work, the use of one's own vehicle or equipment, and the corresponding reimbursement of costs and depreciation, where applicable. Record who pays for hire, repairs, telephone and protective equipment. For certain forms of participation in traffic, the law also provides for specific insurance to be borne by the employer; this is not the same as claiming that every platform covers every risk.

Own bicycle

The worker uses his own bicycle. Before signing, he compares the equipment-use agreement with the section of the contract on costs and maintenance, rather than assuming that all expenses are already included in the promised earnings.

Specific next steps

1. Check the employer, the duration of the contract, the working hours and the gross contracted salary.
2. Request a written explanation of the assignment of tasks and the calculation.
3. List the costs and equipment and the responsibility for them.
4. Find the contact for human oversight, complaints and workplace safety.

Most common mistakes

• Replace the promotional earnings example with a contracted salary.

• To overlook the attachments regarding vehicle and equipment costs.

Limits of application

The answer applies to an employment contract, not to a B2B agreement for your business. For specific insurance, check the terms and legal coverage.

Sources

MROSP · Mandatory content of the employment contract for delivery driver/driver employees

https://uznr.mrms.hr/obvezni-sadrzaj-ugovora-o-radu-radnika-dostavljaca-vozaca/

If you need further assistance

The checklist helps to separate the employer, the contract, the fees and the responsibility for costs.

https://adriatrends.hr/poslovni-vodic/kontrolne-liste?profil=platformski-radnici

Original page

https://adriatrends.hr/poslovni-vodic/en/pitanja/platforme-ugovor-prije-potpisa