



National Social Security Fund

Documentation

**“The Policy Implementation of
the Occupational Risk Insurance
Scheme of the National Social
Security Fund”**

(For Publication)

Year: 2014

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Prakas



Kingdom of Cambodia

Nation Religion King

Ministry of Labour and Vocational Training

No. 022/08 LV/PrK.

Prakas

On

Determination of the Phases and Coverage of the Implementation of the Occupational Risk Scheme

Minister of the Ministry of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen Royal Kret NS/RKT/0704-124, dated July 15, 2004 concerning the Nomination of the Royal Government of the Kingdom of Cambodia;
- Having seen Royal Kram No. 02/NS/94, dated July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers;
- Having seen Royal Kram No. NS/RKM/0105/003, dated January 17, 2004 promulgating the Law on the establishment of the Ministry of Labour and Vocational Training;
- Having seen Royal Kram No. NS/RKM/0902/018, dated September 25, 2002 promulgating the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law;
- Having seen Royal Kret No. NS/RKT/1297/91, dated December 31, 1997 concerning the judicial statute of the public administrative establishment;
- Having seen Sub-Decree No. 52 SKT/E, dated April 01, 2005 concerning the Organization and Functioning of the Ministry of Labour and Vocational Training;
- Having seen Sub-Decree No. 16 SKT/E, dated March 02, 2007 concerning the Establishment of the National Social Security Fund;
- Reference to the Request of the Governing Body of the National Social Security Fund.

Hereby Decided

Article 1.

The phases of the implementation of each field of the National Social Security Fund (NSSF) were stated in the Provisions of the Law on the Social Security Schemes for Persons defined by the Provisions of the Labour Law shall be prescribed as follows:

- Occupational Risk Scheme shall be implemented in 2008.
- Health Insurance, Pension, and other Social Security Schemes shall be regulated consecutively later.

Article 2.

In the first phase, the Occupational Risk Scheme shall be applied to the enterprise/establishment with 8 workers or more. Other enterprises/establishments shall continue implementing the provisions of the Labour Law until the new determination shall be regulated.

Article 3.

This Prakas shall come into force from the signed date.

Phnom Penh, February 11, 2008

Minister of the Ministry of Labour and Vocational Training

Vong Soth

CC:

- Ministry of Royal Palace
- Secretariat General of the Constitutional Council
- Secretariat General of Senate
- Secretariat General of Assembly
- Secretariat General of the Royal Government
- Cabinet of Prime Minister
- Office of the Council of Ministers
- Relevant Ministries for Information
- Documents and Archives



Kingdom of Cambodia
Nation Religion King

Ministry of Labour and Vocational Training

No. 021/08 KB/PrK.

Prakas

On

Registration of Enterprise/Establishment and Workers in the National Social Security Fund (NSSF)

Minister of the Ministry of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen Royal Kret NS/RKT/0704-124, dated July 25, 2004 concerning the Nomination of the Royal Government of the Kingdom of Cambodia;
- Having seen Royal Kram No. 02/NS/94, dated July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers;
- Having seen Royal Kram No. NS/RKM/0105/003, dated January 17, 2004 promulgating the Law on the Establishment of Ministry of Labour and Vocational Training;
- Having seen Royal Kram No. NS/RKM/0397/01, dated March 13, 1997 promulgating the Labour Law;
- Having seen Royal Kram No. NS/RKM/0902/018, dated September 25, 2002 promulgating the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law;
- Having seen Royal Kret No. NS/RKT/1297/91, dated December 31, 1997 concerning the judicial statute of the public administrative establishment;
- Having seen Sub-Decree No. 52 SKT/E, dated April 01, 2005 concerning the Organization and Functioning of the Ministry of Labour and Vocational Training;
- Having seen Sub-Decree No. 16 SKT/E, dated March 02, 2007 concerning the Establishment of the National Social Security Fund;
- Reference to the Request of the Governing Body of the National Social Security Fund.

Hereby Decided

Article 1. Registration of Enterprise/Establishment

- 1.1 Every employer of enterprise/establishment in the implementation boundary of the Law on the Social Security Schemes for persons defined by the provisions of the Labour Law is compulsory to register its own enterprise/establishment in the National Social Security Fund (NSSF).
- 1.2 The fixed period of registration of enterprise/establishment is as follows:
- Enterprises/establishments having been operating shall register in a period of 45 days at the latest after this Prakas shall remain in force.
 - Enterprises/establishments, having been operating following date of this Prakas comes into force, shall register in a period of 45 days at the latest following date of the opening of enterprise/establishment.

Article 2. Registration of Workers

- 2.1 Every employer shall submit the payroll ledger of their own enterprise/establishment to the National Social Security Fund (NSSF) with a view to the registration in NSSF.
- 2.2 The payroll ledger and form of the registration of enterprise/establishment shall be submitted simultaneously.

Article 3. Form of the Registration of Enterprise/Establishment and Workers

3.1 The registration of enterprise/establishment shall be conducted by the form of “**Registration of Enterprise/Establishment**” or form “**1.01**” as set forth in **Annex 1** of Prakas. Every employer shall submit the commercial registration certificate along with form “**1.01**” issued by the Ministry of Commerce or other equivalent legal documents.

3.2 The registration of workers shall be complied with the form of “**Registration of Worker**” or form “**1.02**”, as set forth in **Annex 2** of Prakas. The form of the registration of workers shall be submitted to the National Social Security Fund through “**Hardcopy-Form**” or “**E-Form**” with sending letter signed by the employers.

Article 4. Identity of Enterprise/Establishment and Workers

4.1 NSSF shall issue identity code to each enterprise/establishment after receiving the form of the “**Registration of Enterprise/Establishment**”. Every enterprise/establishment shall be granted the unique code, called “**Identity of Enterprise/Establishment**”.

4.2 NSSF shall provide “**Certificate of Enterprise/Establishment Registration**” to the registered enterprises/establishment. This certificate shall be marked necessarily with “Identity of Enterprise/

Establishment” and the date of registration. Every employer shall post the certificate of enterprise/establishment registration at the wage payment Office of the enterprise/establishment.

4.3 After receiving the form of the registration of employees, NSSF shall provide identity code and NSSF membership card to the workers for the free of charge. NSSF membership card shall be provided to the workers through their own employer.

4.4 In case of the loss or damage of NSSF membership card, the person concerned shall promptly inform his/her own employer and request a duplicate within at least 30 days following the date of notification. Providing the duplicate to the person concerned shall be required to pay 2,000 Riel (two thousand) for NSSF.

Article 5. (New) Report of the Number of Workers

5.1 Every employer shall submit the monthly report of the number of workers to NSSF evenly by 20th of the next month.

5.2 The report of the number of workers shall be conducted the same form as “**Register of Worker**” by certifying the total of workers in the reported month. The report of the number of workers shall be submitted to NSSF possibly through “**Hardcopy-Form**” or “**E-Form**” together with the sending letter signed by the employers.

Article 6. Transitional Provisions

In the first phase of the implementation of NSSF, the registration of enterprises/ establishments shall be implemented to the enterprise/establishment with 8 workers or more.

Article 7.

The violation of the provisions of this Prakas shall be fined or imprisoned as set forth in Chapter 5 of the Law on Social Security Schemes for Persons defined by the Provisions of the Labour Law.

Article 8.

This Prakas shall come into force from March 01, 2008.

Phnom Penh, February 11, 2008

Minister of the Ministry of Labour and Vocational Training

Vong Soth

CC:

- Ministry of Royal Palace
- Secretariat General of the Constitutional Council
- Secretariat General of Senate
- Secretariat General of Assembly
- Secretariat General of the Royal Government
- Cabinet of Prime Ministers
- Office of the Council of Minister
- Relevant Ministries for Information
- Documents and Archives

Registration of Enterprise/Establishment

For the NSSF Official	
Benefit Code:	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/>
Signature: Date:/...../.....

- Enterprise's Name:
Latin's Name:
- Central Office's Address: #.....Street.....Sangkat/Commune.....
Khan/District.....Capital/Province.....

Tel: Fax: E-mail:

- Workplace's Address: #.....Street..... Sangkat/Commune.....
Khan/District..... Capital/Province.....

Tel: Fax: E-mail:.....

(If address of workplace and of central Office is the same, point 3 doesn't need completing)

- Commercial Registration Code: Kind of Enterprise: (for NSSF Official)
Date of Enterprise's Opening:/...../..... Date of Consisting of 8 workers or more:/...../.....

- Employer's Name: Sex: Nationality:
Latin's Name:
National ID/Passport:

Permanent Address: #Street..... Sangkat/Commune.....
Khan/District..... Capital/Province.....

Tel: Fax: E-mail:.....

- Manager/Representative's Name: Sex: Nationality:

Latin's Name:
National ID/Passport:

Permanent Address: # Street..... Sankat/Commune.....
Khan/District..... Capital/Province.....

Tel: Fax: E-mail:

I would like to certify that all the above information is correct and accurate.

....., Date:/...../.....

Signature and Seal of Executive Director

Documents attached herewith:

- Commercial Registration
- Patent Certificate
- List of Worker (form 1.02)
- National ID/Passport of Employer/Representative⁷

Letter Head Company

Name: Position:

Work for:

Address: #..... Street..... Sangkat/Commune.....

Khan/District..... Capital/Province.....

Desk Telephone: Hand Phone: Fax:

E-mail:

Present Its Complement to:

Executive Director of the National Social Security Fund

Subject : The registration of worker in the National Social Security Fund

Reference : Prakas No. 021/08 LV/PrK, dated February 11, 2008 concerning the Registration of Enterprise/Establishment and Workers in the National Social Security Fund.

Reference to the above subject and reference, I have the great honor to inform Excellency Executive Director of the National Social Security Fund that the enterprise employs worker(s) as a copy of report attached CD or USB Flash herewith.

I would like to certify that all the above information is correct and accurate.

....., Date:/...../.....

Signature and Seal of Employer



Ministry of Labour and Vocational Training

No. 108 KB/PrK.

Prakas

On

Registration of Contribution Rate and Procedures of Contribution Payment for Occupational Risk

Minister of the Ministry of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen Royal Kret NS/RKT/0704-124, dated July 25, 2004 concerning the Nomination of the Royal Government of the Kingdom of Cambodia;
- Having seen Royal Kram No. 02/NS/94, dated July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers;
- Having seen Royal Kram No. NS/RKM/0105/003, dated January 17, 2004 promulgating the Law on the establishment of Ministry of Labour and Vocational Training;
- Having seen Royal Kram No. NS/RKM/0902/018, dated September 25, 2002 promulgating the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law;
- Having seen Royal Kret No. NS/RKT/1297/91, dated December 31, 1997 concerning the judicial statute of the public administrative establishment;
- Having seen Sub-Decree No. 52 SKT/E, dated April 01, 2005 concerning the Organization and Functioning of the Ministry of Labour and Vocational Training;
- Having seen Sub-Decree No. 16 SKT/E, dated March 02, 2007 concerning the establishment of the National Social Security Fund;
- Reference to the Request of the Governing Body of the National Social Security Fund.

Hereby Decided

Article 1. Obligation of Contribution Payment

Every employer of enterprises/establishments with 8 workers or more under the Law on the Social Security Schemes for persons defined by the Provisions of the Labour Law registered in the National Social Security Fund (NSSF) shall be compulsory to pay contributions for Work Injury to NSSF.

The contribution of occupational risk is only borne by the employers. The workers are not liable for paying such contributions.

Article 2. Contribution Rate of Occupational Risk

2.1 The contribution rate of occupational risk is an agreeable rate prescribed by 0.8% (zero point eight) of average wage in the level of monthly wage of workers as set forth in **Annex 1** of this Prakas. In the case that enterprises/establishments pay foreign currency wage, the rate of the above average wage shall be calculated according to the exchange rate of National Bank of Cambodia. In pursuance of this Prakas, the monthly wage is the total wage as set forth in the Labour Law.

2.2 The contribution rate will be determined again by the Prakas of the Ministry of Labour and Vocational Training based on the actual situation of Cambodian industrial change and industrial classification.

2.3 Every employer shall pay the monthly contribution. The contribution payment shall be calculated by the last day of every month.

Article 3. Date of Contribution Payment

3.1 The date of starting to pay the first contribution shall be regulated within 30 days following the date of NSSF issues “**Certificate of Enterprise/Establishment Regulation**”. Providing the above certificate shall be certified the date of the receipt of enterprise/ establishment from NSSF.

3.2 Every employer shall pay the monthly contribution on 15th of the next month at the latest.

3.3 Every employer which fails to pay contribution as the date in 3.2 above shall pay additionally in the obvious amount and be liable for the fine by the minimum rate as set forth in Article 36 of the Law on the Social Security Schemes for Persons defined by the Provisions of the Labour Law.

Article 4. Procedures of Contribution Payment

4.1 Every employer shall pay contributions directly to the account of the National Social Security Fund in the contracted bank. The contribution payment shall be complied with “**Contribution Form**” or form “**2.01**” as stated in **Annex 2** of this Prakas.

4.2 Every employer shall submit “**Contribution Payment Receipt**” issued by the bank to NSSF following the date of the payment. “**Contribution Payment Receipt**” shall be marked with the identity of enterprise/establishment and the date of payment.

4.3 After receiving “**Contribution Payment Receipt**”, NSSF shall issue a slip of “**Contribution Payment**” to the enterprise/establishment. In case of the review of inadequate contribution payment, NSSF shall notify the enterprise/establishment to pay the rest of actual contribution through “**Contribution Filling Form**” or form “**2.02**” as stated in **Annex 3** of this Prakas.

Article 5. Examination of the Payroll Ledger and List of Workers

5.1 Every employer shall submit the payroll ledger, list of workers, and the relevant documents to NSSF with a view to examining when necessary.

Article 6. Penalty

The violation of the provisions of this Prakas shall be fined or imprisoned as set forth in Chapter 5 of the Law on Social Security Schemes for Persons defined by the Provisions of the Labour Law.

Article 7. Final Provisions

This Prakas shall come into force from the signed date.

Phnom Penh, May 16, 2008

Minister of the Ministry of Labour and Vocational Training

Vong Soth

CC:

- Ministry of Royal Palace
- Secretariat General of the Constitutional Council
- Secretariat General of Senate
- Secretariat General of Assembly
- Secretariat General of the Royal Government
- Cabinet of Prime Minister
- Office of the Council of Ministers
- Relevant Ministries for Information
- Documents and Archives

Monthly Wage (Riel)	Assumed Wage (Riel)	Contribution (Riel)
Below 200,000	200,000	1,600
200,001-250,000	225,000	1,800
250,001-300,000	275,000	2,200
300,001-350,000	325,000	2,600
350,001-400,000	375,000	3,000
400,001-450,000	425,000	3,400
459,001-500,000	475,000	3,800
500,001-550,000	525,000	4,200
550,001-600,000	575,000	4,600
600,001-650,000	625,000	5,000
650,001-700,000	675,000	5,400
700,001-750,000	725,000	5,800
750,001-800,000	775,000	6,200
800,001-850,000	825,000	6,600
850,001-900,000	875,000	7,000
900,001-950,000	925,000	7,400
950,001-1,000,000	975,000	7,800
1,000,001 up	1,000,000	8,000

- DAW** = Daily Average Wage
DD = Degree of Disability
APV = Actuarial Present Value
LS = Lump Sum
P = Pension for Disability

CALCULATION OF DISABILITY ALLOWANCE

Age: 18 Wage : 200000 6666.667 = 900.000/30

DAW	70%	DD	20%	APV	LS
6666.66	0.7	19% = 0.19	0.2	11266	1,997,835
6666.66	0.7	18% = 0.18	0.2	11266	1,892,686
6666.66	0.7	17% = 0.17	0.2	11266	1,787,537
6666.66	0.7	1% = 0.01	0.2	11266	105,149

Age: 19 Wage : 200000 6666.667 = 200.000/30

DAW	70%	DD	20%	APV	LS
6666.66	0.7	18% = 0.18	0.2	11156	1,978,329
6666.66	0.7	17% = 0.17	0.2	11156	1,874,206
6666.66	0.7	1% = 0.01	0.2	11156	1,770,084

Age: 20 Wage : 200000 6666.667 = 975.000/30

DAW	70%	DD	20%	APV	LS
32500	0.7	18% = 0.18	0.2	11045	9,548,403
32500	0.7	17% = 0.17	0.2	11045	9,045,855
32500	0.7	1% = 0.01	0.2	11045	8,543,308

CALCULATION OF PERMANENT DISABILITY PENSION

Age: 18 Wage : 200000

6666.667 = 200.000/30

DAW	70%	DD-1/5DD	APV	P	P/Day	P/Month	P/Trimester
6666.66	0.7	20% = 0.16	11156	8,329,805	747	22,400	67,200
6666.66	0.7	30% = 0.24	11156	12,494,708	1,120	33,600	100,800
6666.66	0.7	50% = 0.4	11156	20,824,513	1,867	56,000	168,000
6666.66	0.7	75% = 0.55	11156	285,633,705	2,567	77,000	231,000
6666.66	0.7	80% = 0.64	11156	33,319,220	2,987	89,600	268,000
6666.66	0.7	100% = 0.8	11156	41,649,025	3,733	112,000	336,000

Age: 25 Wage : 530000

17500 = 525.000/30

DAW	70%	DD-1/5DD	APV	P	P/Day	P/Month	P/Trimester
17,500	0.7	20% = 0.16	10,470	20,521,200	1,960	58,800	176,400
17,500	0.7	30% = 0.24	10,470	30,781,800	2,940	88,200	264,600
17,500	0.7	50% = 0.4	10,470	51,303,000	4,900	147,000	441,000
17,500	0.7	75% = 0.55	10,470	70,541,625	6,738	202,125	606,375
17,500	0.7	80% = 0.64	10,470	82,084,800	7,840	235,200	705,600
17,500	0.7	100% = 0.8	10,470	102,606,000	9,800	294,000	882,000



Kingdom of Cambodia
Nation Religion King

Ministry of Labour and Vocational Training

No. 133 KB/PrK.

Prakas

On

**Contribution Payment of the Work Injury of Garment and Footwear Enterprise/Establishment for
2009-2010**

Minister of the Ministry of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/0908/1055, dated September 25, 2008 concerning the Nomination of the Royal Government for 4th mandate of the National Assembly of the Kingdom of Cambodia;
- Having seen Royal Kram No. 02/NS/94, dated July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers;
- Having seen Royal Kram No. NS/RKM/0105/003, dated January 17, 2004 promulgating the Law on the establishment of the Ministry of Labour and Vocational Training;
- Having seen Royal Kram No. NS/RKM/0902/018, dated September 25, 2002 promulgating the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law;
- Having seen Royal Kret No. NS/RKT/1297/91, dated December 31, 1997 concerning the judicial statute of the public administrative establishment;
- Having seen Sub-Decree No. 52 SKT/E, dated April 01, 2005 concerning the Organization and Functioning of the Ministry of Labour and Vocational Training;
- Having seen Sub-Decree No. 16 SKT/E, dated March 02, 2007 concerning the establishment of the National Social Security Fund;
- Reference to the approval of Samdach Akka Moha Sena Padei Techo Hun Sen, dated February 18, 2009 concerning the Report of Committee of Economic and Financial Policy, and Committee for Private Development;
- Reference to the Request of the Governing Body of the National Social Security Fund.

Hereby Decided

Article 1.

The contribution rate of Work Injury is 0.8% pursuant to the Prakas No. 108 LV/PrK, dated May 16, 2008 concerning the determination of contribution rate and procedures of contribution payment for Work Injury shall be reduced by 0.5% for garment and footwear enterprises/establishments. This contribution rate shall be implemented for 2 years (2009-2010). For 0.3%, the state shall pay instead.

Article 2.

The Garment and Footwear enterprises/establishments have already paid 0.8% for the number of months of the beginning of 2009, NSSF shall calculate for the contribution of the continual months based on the actual excessive amount of those months.

Article 3.

The Garment and Footwear enterprises/establishments in the garment and footwear sector comprising the enterprises/establishments of textile, laundry, and printing and publishing which serve the garment and footwear enterprises/establishments.

Article 4.

This Prakas shall put into force from the signed date.

Phnom Penh, May 29, 2008

Minister of the Ministry of Labour and Vocational Training

Vong Soth

CC:

- Ministry of Royal Palace
- Secretariat General of the Constitutional Council
- Secretariat General of Senate
- Secretariat General of Assembly
- Secretariat General of the Royal Government
- Cabinet of Prime Ministers
- Office of the Council of Minister
- Relevant Ministries for Information
- Documents and Archives



Kingdom of Cambodia
Nation Religion King

Ministry of Labour and Vocational Training

No. 109 KB/PrK.

Prakas

On

Benefits of the Work Injury

Minister of the Ministry of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/0704-124, dated July 15, 2004 concerning the Nomination of the Royal Government of the Kingdom of Cambodia;
- Having seen Royal Kram No. 02/NS/94, dated July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers;
- Having seen Royal Kram No. NS/RKM/0105/003, dated January 17, 2004 promulgating the Law on the establishment of Ministry of Labour and Vocational Training;
- Having seen Royal Kram No. NS/RKM/0902/018, dated September 25, 2002 promulgating the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law;
- Having seen Royal Kret No. NS/RKT/1297/91, dated December 31, 1997 concerning the judicial statute of the public administrative establishment;
- Having seen Sub-Decree No. 20 SKT/E, dated April 30, 1996 concerning the Organization and Functioning of Ministry and Secretariat General;
- Having seen Sub-Decree No. 52 SKT/E, dated April 01, 2005 concerning the establishment of the Ministry of Labour and Vocational Training;
- Having seen Sub-Decree No. 16 SKT/E, dated March 02, 2007 concerning the establishment of Social Security Schemes
- Reference to the Request of the Governing Body of the National Social Security Fund.

Hereby Decided

Article 1. Entitlement of the Work Injury Benefits

- 1.1 The workers of enterprise/establishment have registered in the National Social Security Fund, which are entitled to enjoy the Work Injury benefits when the person concerned suffers the Work Injury.
- 1.2 The Work Injury consists of work-injury, commuting injury, and occupational diseases.
- 1.3 The regulated benefits of this Prakas are borne by NSSF.
- 1.4 Hospitals, poly-clinics, and general practitioners shall be recognized by NSSF.

Article 2. Notification of the Work Injury

2.1 After gaining the information from workers suffering the Work Injury or representatives of victims and of employers under the implementation boundary of the Law on the Social Security Schemes for persons defined by the provisions of the Labour Law, which have registered in the National Social Security Fund, the workers or representatives shall inform the incident to NSSF not later than 48 (forty-eight) hours of the working day.

2.2 Informing the Work Injury shall be complied with the regulated form of the joint-Prakas between the Ministry of Labour and Vocational Training and the Ministry of Health.

Article 3. Inspection of the Work Injury

3.1 After receiving the report of the Work Injury, benefit division or capital-provincial division of NSSF shall inform promptly to the inspectors or social security controllers. The inspectors or social security controllers shall examine and provide the result of each case to the benefit division as soon as possible.

3.2 As to the complicated cases, the inspectors or social security controllers are able to request the assistance from specialist/expert or collaboration from the Labour inspectors or controllers. This expense is borne by NSSF.

3.3 As to the commuting accident, the inspectors or social security controllers shall request the information relating to the place, time, and cause of the accident from the witnesses or competent authorities at the scene.

Article 4. Provision of the Emergency Service

In the case that the accident occurs in the workplace, every employer shall provide the nearest emergency service and then take the victim to the hospitals or poly-clinics recognized by NSSF. The expense of emergency service and transportation are borne by NSSF. In the coverage of commuting accident, the person concerned or employer is able to claim the compensation for the emergency service from NSSF.

Article 5. Provision of the Benefits of Medical Treatment and Care

5.1 The medical treatment of workers suffering the Work Injury shall be granted in the hospitals or poly-clinics recognized by NSSF.

5.2 The workers suffering the Work Injury are entitled to enjoy the medical treatment and care from the hospitals and poly-clinics recognized by NSSF based on the arrangement between NSSF and the hospitals or poly-clinics involved.

5.3 In the case that the general practitioners requires to buy the medicine or necessary materials for the medical treatment and care as not set forth in the arrangement, NSSF are able to pay the compensation to the victims provided that there are due prescription and receipt.

5.4 NSSF shall organize the list of hospitals or poly-clinics with appropriate characteristics in compliance with the medical regulations with a view to submitting to Governing Body of NSSF to be approved.

Article 6. Calculation of the Daily Average Wage

6.1 The average wage is the division of average wage of 6-consecutive-month assumed wage before the date of accident. The assumed wage is limited in the table as set forth in **Annex 1** of this Prakas.

6.2 Daily average wage is the division of average wage as set forth in 6.1 and 30 (thirty) days.

6.3 The calculation of average wage regulated in this Prakas is only effective for the calculation of the social security benefit.

Article 7. Provision of the Benefits for Temporary Disability

7.1 A period of temporary disability is regulated as follows:

- A period of in-patient leave or occupational disease in the hospitals or poly-clinics.
- A period of out-patient leave after recovery based on the prescription of general practitioners.

7.2 In a period of temporary disability as set forth in 7.1, the workers suffering the Work Injury are entitled to enjoy benefits from NSSF as follows:

- Daily allowance shall be granted as from the second day following the date of accident.
- Allowance for caretaker of the victim hospitalizing in the hospitals or poly-clinics as a result of the severe accident shall be required to have a caretaker in compliance with the request of general practitioners.

7.3 Daily allowance for temporary disability shall only be granted for the Work Injury, which requires to hospitalize over 04 (four) days.

7.4 Daily allowance for temporary disability equals 70% of daily average wage. Allowance for a caretaker in the hospital equals to 50% of daily wage of the victim.

7.5 Daily allowance for temporary disability shall be granted for the victim suffering the Work Injury not later than 180 (one hundred eighty) days.

Article 8. Benefits for Permanent Disability

8.1 The workers suffering the Work Injury result in the permanent disability incurred less than 20% are entitled to enjoy allowance for disability. This allowance shall only be granted to the victim by calculating as the following formula:

$$\mathbf{LS = DAW \times 70\% \times DD \times 20\% \text{ APV}}$$

- LS: Lump Sum

- DAW: Daily Average Wage; $DAW = \text{Assumed Wage} / 180$

- DD: Degree of Disability

- APV: Actuarial Present Value

8.2 The workers suffering the Work Injury result in the disability incurred at least equally to 20% are entitled to enjoy pension for permanent disability. The total of pension for permanent disability shall be calculated as the following formula:

$$\mathbf{P = DAW \times 70\% \times (DD - 1/5 DD) \times APV}$$

- P: Pension for Disability

8.3 Pension of permanent disability shall always be regard as the temporariness. NSSF shall reorganize the medical check-up and working capacity of the victim within 1 year at the latest. The victim enjoying pension shall be liable for the medical check-up regulated by NSSF.

8.4 The degree of disability shall be regulated in **Annex 2** of this Prakas. APV is determined in **Annex 3**.

Article 9. Incidental Allowance for Caretaker of the Victim

The workers suffering the Work Injury result in the 100% permanent disability are entitled to enjoy the incidental allowance for their own caretaker. The incidental allowance for caretaker equals 50% of pension of the victim.

Article 10. Funeral Allowance

In the event that there is a Work Injury resulting in death, beneficiary shall be granted 1,000,000 (one million) Riel for funeral allowance. This allowance shall be provided to the survivor of the victim for holding the funeral.

Article 11. Survivors' Benefit

11.1 The Survivor of the victim suffering the Work Injury, as set forth in Article 34 of Sub-Decree No. 16 SKT/E, dated March 02, 2007 concerning the establishment of the National Social Security Fund, is entitled to have the survivors' benefit.

11.2 Survivors' benefit is pension which is granted to the beneficiary of victim as the following rate:

a. In the case that beneficiary has spouse, children, parents, or ageing persons

- Spouse = $\frac{3}{5} \times 63\%$ DAW

- Pension for children = $\frac{2}{5} \times 63\%$ DAW

- Pension for parents or ageing persons = 7% DAW

b. In the case that beneficiary has spouse and children

- Spouse = $\frac{3}{5} \times 70\%$ DAW

- Pension for children = $\frac{2}{5} \times 70\%$ DAW

c. In the case that beneficiary has only parents or ageing persons

- Pension for parents or ageing persons = 28% DAW

d. In the case of beneficiary has children, parents, or ageing persons

- Pension for children = 28% DAW

- Pension for parents or ageing persons = 28% DAW

e. In the case that beneficiary has spouse, parents, or ageing persons

- Spouse = 28% DAW

- Pension for parents or ageing persons = 28% DAW

11.3 The beneficiary as a spouse of the victim has to have marriage license letter. The entitlement of pension for the beneficiary, as a spouse, shall be expired in the case when the spouse engages in the new marriage. In case of remarriage, the spouse concerned shall inform NSSF not later than 30 days following the date of the registration of marriage license letter. The failure of sending information of their own marriage license letter, the spouse concerned shall be fined as set forth in Article 38 of the Law on the Social Security Schemes for Persons defined by the Provisions of the Labour Law.

11.4 The beneficiary as children shall have conditions as set forth in 34.1 of Article 34 of Sub-Decree No. 16 SKT/E, dated March 02, 2007.

11.5 The entitlement of pension of beneficiary shall be abolished when the beneficiary passes away.

Article 12. Rehabilitation Service

12.1 The workers suffering the Work Injury results in the permanent disability are entitled to have prosthesis limb in compliance with the doctor or medical practitioner recognized by NSSF.

12.2 The workers suffering the Work Injury results in the permanent disability are entitled to get the rehabilitation service in compliance with the partly regulated condition in Prakas of the Ministry of Labour and Vocational Training.

Article 13. Benefit Claim

13.1 The benefit claim for the medical treatment and care shall be granted directly to the victims or workers through form “**Benefit for Medical Treatment and Care**” or form “**3.02**” as set forth in **Annex 4** of this Prakas.

13.2 The claim of daily allowance for temporary disability shall be conducted by the victim or representative through form “**Benefit of Temporary Disability**” or form “**3.03**” as set forth in **Annex 4** of this Prakas. Form of this claim shall be attached to the prescription and official letter from the medical practitioners herewith.

13.3 The benefit claim for permanent disability shall be conducted by the victim through form “**Benefit for Permanent Disability**” or form “**3.04**” as set forth in **Annex 6** of this Prakas. In the case that

the victims are not able to enjoy the benefit claim in view of the situation of the serious disability, this claim shall be able to be made by the victim. The representative of the victim can be spouse, children, or person who is a caretaker of the victim.

13.4 The claim of survivors' benefit and funeral allowance shall be made by the beneficiary of the victim or the representative through form **"Survivors' Benefit"** or form **"3.05"** and form **"Funeral Allowance"** or form **"3.06"** as set forth in **Annex 7** and **8** of this Prakas.

13.5 The entitlement of claiming the daily allowance for the Work Injury and funeral allowance shall be nullified by 1 year. As for the entitlement of pension shall be null and void by 5 years.

13.6 Gaining pension shall be done every trimester.

Article 14. Approval for Benefit Claim

14.1 The benefits for medical treatment and care shall be approved by NSSF provided that the medical treatment and care is done in the hospitals or poly-clinics recognized by NSSF.

Provided that the medical treatment and care is done in the hospitals or poly-clinics not recognized by NSSF, the compensation payment shall be calculated by the regulated rate of NSSF.

Cost table of the medical treatment and care shall be prescribed by the arrangement between NSSF and the hospitals or poly-clinics.

14.2 The daily allowance for temporary disability shall be approved by NSSF provided that the claim is suitable with the conditions as set forth in Prakas 7 (7.1, 7.2, and 7.3) of this Prakas.

14.3. The benefit for permanent disability shall be agreed provided that the disability shall be assessed from the medical practitioners or medical commission of NSSF in accordance with the table of the degree of disability as stated in **Annex 2** of this Prakas. In case of the degree of disability is not set forth in the above table, the medical commission shall evaluate the degree of disability in conformity with the medical technics participated by the medical practitioners of each actual situation.

Article 15. Transitional Provisions

The enterprises/establishments have not registered in NSSF yet, providing the benefits for the Work Injury shall continue implementing the provisions of the Labour Law.

Article 16. Final Provisions

This Prakas shall come into force from the signed date.

Phnom Penh, May 19, 2008

Minister of the Ministry of Labour and Vocational Training

Vong Soth

CC:

- Ministry of Royal Palace
- Secretariat General of the Constitutional Council
- Secretariat General of Senate
- Secretariat General of Assembly
- Secretariat General of the Royal Government
- Cabinet of Prime Minister
- Office of the Council of Ministers
- Relevant Ministries for Information
- Archives and Documents

TABLE OF ASSUMED WAGE

Class	Monthly Wage (Riel)	Assumed Wage (Riel)
1	Below 200,000	200,000
2	200,001-250,000	225,000
3	250,001-300,000	275,000
4	300,001-350,000	325,000
5	350,001-400,000	375,000
6	400,001-450,000	425,000
7	459,001-500,000	475,000
8	500,001-550,000	525,000
9	550,001-600,000	575,000
10	600,001-650,000	625,000
11	650,001-700,000	675,000
12	700,001-750,000	725,000
13	750,001-800,000	775,000
14	800,001-850,000	825,000
15	850,001-900,000	875,000
16	900,001-950,000	925,000
17	950,001-1,000,000	975,000
18	1,000,001 up	1,000,000

TABLE OF DEGREE OF DISABILITY

<u>PART I</u>		
LIST OF COMPLETELY PERMANENT DISABILITY		
No.	Description of Injury	Percentage of Disability
1	Loss of both hands or amputation at higher sites	100
2	Loss of a hand and a foot	100
3	Double amputation through leg or thigh, or amputation through leg or thigh on one side and loss of other foot	100
4	Loss of sight to such an extent as to render the claimant unable to perform any work for which eyesight is essential	100
5	Very severe facial disfigurement	100
6	Absolute deafness	100
<u>PART II</u>		
LIST OF PARTLY PERMANENT DISABILITY		
Amputation-upper limbs (either arm) cases		
1	Amputation through shoulder joint	90
2	Amputation below shoulder with stump less than 8" from tip of acromion	80
3	Amputation from 8" from tip of acromion to less than 4Vi" below tip of olecranon	70
4	Loss of a hand or of the thumb and four fingers of one hand or amputation from 4 1/2" below tip of olecranon	60
5	Loss of thumb	30
6	Loss of thumb and its metacarpal bone	40
7	Loss of four fingers of one hand	50
8	Loss of three fingers of one hand	30
9	Loss of two fingers of one hand	20
10	Loss of terminal phalanx of thumb	20
Amputation –Lower Limbs Cases		
11	Amputation of both feet resulting in end-bearing stumps	90

12	Amputation through both feet proximal to the metatarsal-phalangeal joint	80
13	Loss of all toes of both feet through the metatarsal-phalangeal joints	40
14	Loss of all toes of both feet proximal to the proximal inter-phalange joint	30
15	Loss of all toes of both feet distal to the proximal inter-phalangeal joint	20
16	Amputation at hip	90
17	Amputation below hip with stump not exceeding 5'' in length measured from tip of great trochanter	80
18	Amputation below hip with stump exceeding 5'' in length measured from tip of great trochanter but not beyond middle thigh	70
19	Amputation below middle thigh to 3 ¹ / ₂ below knee	60
20	Amputation below knee with stump exceeding 3 1/2'' but not exceeding 5''	50
21	Amputation below knees with stump exceeding 5''	40
22	Amputation of one foot resulting in end-bearing	30
23	Amputation through one foot proximal to the meta torso phalangeal joint	30
24	Loss of all toes of one foot through the meta torso phalangeal joint	20
25	Loss of one eye, without complications, the other being normal	40
26	Loss of vision of one-eye without complications or disfigurement of eye-ball, the other being normal	30
27	Permanent total loss of hearing in one ear loss of	20
A. Fingers of right or left hand		
28	Whole	14
29	Two phalanges	11
30	One phalanx	9
31	Guillotine amputation of tip without loss of bone	5
Middle Finger		
32	Whole	12

33	Two phalanges	9
34	One phalanx	7
35	Guillotine amputation of tip without loss of bone	4
Ring or Little Finger		
36	Whole	7
37	Two phalanges	6
38	One phalanx	5
39	Guillotine amputation of tip without loss of bone	2
B. Toes of right or left foot		
Great toe		
40	Through metatarsal-phalangeal joint	14
41	Part, with some loss of bone	3
Any other toe		
42	Through metatarsal-phalangeal joint	3
43	Part, with some loss of bone	1
Two toes of one foot, excluding great toe		
44	Through metatarsal- phalangeal joint	5
45	Part, with some loss of bone	2
Three toes of one foot, excluding great toe		
46	Through metatarsal-phalangeal joint	6
47	Through metatarsal-phalangeal joint	3
Four toes of one foot, excluding great toe		
48	Through metatarsal-phalangeal joint	9
49	Through metatarsal-phalangeal joint	3

(Note: Completely permanent disability of using any part of body according to this table shall be regarded as the proportional value equal to loss of those parts of body.)

Annex 3 of Prakas No. concerning benefits of Work Injury

TABLE OF ACTUARIAL PRESENT VALUE (APV)

Age	APV
0	12,222
1	12,305
2	12,364
3	12,398
4	12,408
5	12,398
6	12,369
7	12,324
8	12,263
9	12,189
10	12,104
11	12,010
12	11,910
13	11,806
14	11,700
15	11,593
16	11,485
17	11,376
18	11,266
19	11,156
20	11,045
21	10,932
22	10,818

23	10,704
24	10,587
25	10,470
26	10,351
27	10,230
28	10,108
29	9,983
30	9,857
31	9,728
32	9,596
33	9,462
34	9,326
35	9,188
36	9,048
37	8,906
38	8,762
39	8,616
40	8,468
41	8,317
42	8,164
43	8,009
44	7,852
45	7,692
46	7,530

47	7,366
48	7,200
49	7,032
50	6,862
51	6,690
52	6,516
53	6,341
54	6,164
55	5,986
56	5,807
57	5,627
58	5,447
59	5,265
60	5,083
61	4,900
62	4,717
63	4,534
64	4,350
65	4,169
66	3,990
67	3,817
68	3,648
69	3,481
70	3,316

71	3,153
72	2,996
73	2,842
74	2,693
75	2,547
76	2,406
77	2,270
78	2,138
79	2,011
80	1,888
81	1,771
82	1,658
83	1,550
84	1,447
85	1,348
86	1,255
87	1,166
88	1,081
89	1,001
90	926
91	854
92	787
93	723
94	664

95	608
96	555
97	505
98	459
99	415
100	374
101	333
102	293
103	246
104	174
105	0

BENEFITS OF MEDICAL TREATMENT AND CARE

For the NSSF Official

Benefit Code:

Signature: Date: / /

❶ Enterprise's Name: Identity Code of Enterprise:

Enterprise's Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....

Tel: Fax: E-mail:

❷ Worker's Name: Identity Code of Enterprise:

Enterprise's Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....

Tel: Fax: E-mail:

❸ Hospital/Poly-Clinic:

Address: Street..... Sankat/Commune..... Khan/District..... Capital/Province.....

No. Receipt:

The number of medical treatment leave:day(s) From Date:/...../..... To Date:/...../.....

❹ Employment Injury's Code: / Kind of Work-Injury: commuting workplace occupational disease

• Date of Work-Injury: / / Time of Work-Injury: :

• Place of Accident:

• Cause of Accident:

***The detail information for representative claims the benefits of medical treatment and care**

❺ Representative's Name: Sex:..... Date of Birth:/...../.....

Permanent Address: Street..... Sangkat/Commune..... Khan/District.....

Capital/Province

Tel: Fax: E-mail:

National ID/Passport: Date:/...../.....

I would like to certify that all the above information is correct and accurate.

....., date:/...../.....

Signature of Requester

BENEFITS OF TEMPORARY DISABILITY

For the NSSF Official

Benefit Code:

Signature: Date: / /

❶ Enterprise's Name: Identity Code of Enterprise:

Enterprise's Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....

Tel: Fax: E-mail:

❷ Worker's Name: Identity Code of Enterprise:

Enterprise's Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....

Tel: Fax: E-mail:

❸ Employment Injury's Code: / Kind of Work-Injury: commuting workplace occupational disease

• Date of Work-Injury: / / Time of Work-Injury: :

• Cause of Accident:

.....

• The number of in-patient leave: day (s) • Date of in-patient leave:/...../.....

• The number of out-patient leave: day (s) • Date of out-patient leave:/...../.....

Date of working cannot be determined Date of working can be determined From date:/...../.....

***The detail information for representative claims the benefits of medical treatment and care**

❹ Representative's Name: Sex: Date of Birth:/...../.....

Permanent Address: Street..... Sankat/Commune..... Khan/District..... Capital/Province.....

Tel: Fax: E-mail:

National ID/Passport: Date:/...../.....

I would like to certify that all the above information is correct and accurate.

....., date:/...../.....

Signature of Requester

For the NSSF Official

Benefit Code:

Signature: Date: / /

BENEFITS OF PERMANENT DISABILITY

❶ Enterprise's Name: Identity Code of Enterprise:

Enterprise's Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....

Tel: Fax: E-mail:

❷ Worker's Name: Identity Code of Enterprise:

Enterprise's Address: Street..... Sankat/Commune..... Khan/District..... Capital/Province.....

Tel: Fax: E-mail:

❸ Employment Injury's Code: / Kind of Work-Injury: commuting workplace occupational disease

• Date of Work-Injury: / / Time of Work-Injury: :

• Cause of Accident:

.....

• Percentage of Permanent Disability: %

• Date of Reexamination:/...../.....

***The detail information for representative claims the benefits of medical treatment and care**

❹ Representative's Name: Sex: Date of Birth:/...../.....

Permanent Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....

Tel: Fax: E-mail:

National ID/Passport: Date:/...../.....

I would like to certify that all the above information is correct and accurate.

....., date: .../.../.....

Signature of Requester

For the NSSF Official

Benefit Code: /

Signature: Date: /...../.....

BENEFITS OF SURVIVORS' BENEFIT

③ Enterprise's Name: Identity Code of Enterprise:

④ Enterprise's Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....

Tel: Fax: E-mail:

⑤ Employment Injury's Code: / Kind of Work-Injury: commuting workplace occupational disease

• Date of Work-Injury: / / Time of Work-Injury: :

• Cause of Accident:

.....

• Date of Death: /..... /..... • Death's Code: • Date: / /

*** Detail Information of Survivors**

No.	Survivors' Name	National ID	Sex	Date of Birth	Relation
1					
2					
3					
4					
5					

*** Detail information for representative claims the benefits of medical treatment and care**

⑥ Representative's Name: Sex:..... Date of Birth: /..... /.....

Permanent Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....

Tel: Fax: E-mail:

National ID/Passport: Date: /..... /.....

I would like to certify that all the above information is correct and accurate.

....., date: /..... /.....

Signature of Requester

BENEFITS OF FUNERAL ALLOWANCE

For the NSSF Official

Benefit Code:

Signature: Date: / /

❶ Enterprise's Name: Identity Code of Enterprise:

❷ Enterprise's Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....

Tel:

Fax:

E-mail:

❸ Worker's Name: Identity Code of Enterprise:

❹ Enterprise's Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....

Tel:

Fax:

E-mail:

❺ Employment Injury's Code: / Kind of Work-Injury: commuting workplace occupational disease

• Date of Work-Injury: / / Time of Work-Injury: :

• Cause of Accident:

.....

• Percentage of Permanent Disability: %

• Date of Reexamination:/...../.....

***The detail information for representative claims the benefits of medical treatment and care**

❻ Representative's Name: Sex: Date of Birth:/...../.....

Permanent Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....

Tel:

Fax:

E-mail:

National ID/Passport: Date:/...../.....

I would like to certify that all the above information is correct and accurate.

....., date:/...../.....

Signature of Requester

SENDING LETTER OF THE VICTIM FOR WORK-INJURY

I. Information of Enterprise/Establishment

Name:

Latin Name:

Enterprise's Code: Address: #..... Street.....

Sangkat/Commune..... Khan/District..... Capital/Province.....

Hand Phone:

II. Information of Worker (Victim)

Name: Sex: Age: years

Worker's Identity Code (given by NSSF):

Date of Work Injury: / / Time: :

Cause of Work Injury:

commuting

workplace

occupational disease

Date: / /

Signature and Seal of Employer or Representative

Note:

I. Information of Enterprise/Establishment

shall be completed before the accident.

- Signature, name, and seal of employer or representative shall be completed before the accident.

II. Information of worker shall be completed

when he/she has the accident or is sent to the hospital.

INCIDENTAL DOCUMENT FOR ENTERPRISE/ESTABLISHMENT

III. Information of Enterprise/Establishment

- Name:

- Latin Name:

- Enterprise's Code: Address: #..... Street.....

Sangkat/Commune..... Khan/District.....

Capital/Province..... Hand Phone:

IV. Information of Worker (Victim)

- Victim's Position: Work Severance:

- Permanent Address: # Street Village

Sangkat/Commune Khan/District

Capital/Province

- Present Address: # Street Village

Sangkat/Commune Khan/District

Capital/Province

- Date of Work Injury:/...../..... Time: :

- Kind of Work Injury: commuting workplace occupational disease

No.	Involved Persons	Name	Worker's Identity Code	Sex	Nationality	Date of Birth	Phone Number
1	Victim						
2	Witness						
3	Representative of enterprise						
4	Practitioner to enterprise						

Note: Please submit the payroll ledger of the victim for 6 months before suffering the work-injury and the report of work-injury (form 3.01) along with this incidental document to NSSF.



Ministry of Labour and Vocational Training

No. 140 KB/PrK.

Prakas

On

Revision of Articles 7 and 9 of Prakas No. 109 LV/PrK, dated May 16, 2008 concerning

Benefits of the Work Injury

Minister of the Ministry of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/0908/1055, dated September 25, 2008 concerning the Nomination of the Royal Government of the Kingdom of Cambodia;
- Having seen Royal Kram No. 02/NS/94, dated July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers;
- Having seen Royal Kram No. NS/RKM/0105/003, dated January 17, 2004 promulgating the Law on the establishment of Ministry of Labour and Vocational Training;
- Having seen Royal Kram No. NS/RKM/0902/018, dated September 25, 2002 promulgating the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law;
- Having seen Royal Kret No. NS/RKT/1297/91, dated December 31, 1997 concerning the judicial statute of the public administrative establishment;
- Having seen Sub-Decree No. 20 SKT/E, dated April 30, 1996 concerning the Organization and Functioning of the Ministry and Secretariat General
- Having seen Sub-Decree No. 52 SKT/E, dated April 01, 2005 concerning the Organization and Functioning of the Ministry of Labour and Vocational Training;
- Having seen Sub-Decree No. 16 SKT/E, dated March 02, 2007 concerning the establishment of the National Social Security Fund;
- Having seen Prakas No. 109 LV/PrK, dated May 16, 2008 concerning Benefits of Work Injury;
- Reference to the Request of the Governing Body of the National Social Security Fund;
- Reference to Letter No. 3372 MF.I, dated May 03, 2010 of the Ministry of Economy and Finance.

Hereby Decided

Article 1.

Articles 7 and 9 of Prakas No. 109 LV/PrK, dated May 16, 2008 concerning Benefits of the Work Injury shall be revised as follows:

Article 7. (New) Provision of the Benefits for Temporary Disability

7.1 A period of temporary disability shall be determined as follows:

- A period of in-patient leave or occupational disease in the hospitals or poly-clinics.
- A period of out-patient leave after recovery based on the prescription of medial practitioner.

7.2 A period of temporary disability as set forth in 7.1, the workers suffering the Work Injury are entitled to enjoy benefits from NSSF as follows:

- Daily allowance shall be provided from the second day following the date of the accident.
- Allowance for caretaker of the victim within a period of in-patient leave in the hospitals or poly-clinics.

7.3 The first wage of working suspension of the victim shall be borne by the employers.

7.4 Daily allowance for temporary disability equals 70% of daily average wage. Allowance for caretaker in the hospitals or poly-clinics equals to 50% of daily allowance of the victim.

7.5 Daily allowance for temporary disability shall be granted to the victim until recovery.

Article 9. (New) Incidental Allowance for Caretaker of the Victim

The workers suffering the Work Injury results in the permanent disability shall be required to have a caretaker are entitled to have the incidental allowance equal to 50% of pension of the victim. The entitlement of caretaker shall be decided by Executive Director of NSSF in pursuance of the evaluation of medical committee.

Article 2.

This Prakas shall put into force from the signed date.

Phnom Penh, May 15, 2008

Minister of the Ministry of Labour and Vocational Training

Vong Soth

CC:

- Office of the Council of Ministers
- Ministry of Economy and Finance
- Cabinet of Prime Minister
- Cabinet of Excellency Deputy Prime Minister
- Relevant Ministries for Information
- Gazette
- Archives and Documents



Ministry of Labour and Vocational Training

No. 110 KB/PrK.

Prakas

On

Notification of the Work Injury

Minister of the Ministry of Labour and Vocational Training and the Ministry of Health

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/0908-124, dated July 15, 2004 concerning the Nomination of the Royal Government of the Kingdom of Cambodia;
- Having seen Royal Kram No. 02/NS/94, dated July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers;
- Having seen Royal Kram No. NS/RKM/0105/003, dated January 17, 2004 promulgating the Law on the establishment of Ministry of Labour and Vocational Training;
- Having seen Royal Kram No. NS/RKM/0196/06, dated January 24, 1996 promulgating the Law on the Establishment of Ministry of Health;
- Having seen Royal Kram No. NS/RKM/0902/018, dated September 25, 2002 promulgating the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law;
- Having seen Royal Kret No. NS/RKT/1297/91, dated December 31, 1997 concerning the judicial statute of the public administrative establishment;
- Having seen Sub-Decree No. 20 SKT/E, dated April 30, 1996 concerning the Organization and Functioning of the Ministry and Secretariat General;
- Having seen Sub-Decree No. 52 SKT/E, dated April 01, 2005 concerning the Organization and Functioning of the Ministry of Labour and Vocational Training;
- Having seen Sub-Decree No. 67 SKT/E, dated April 01, 1997 concerning the Organization and Functioning of the Ministry of Health;
- Having seen Sub-Decree No. 16 SKT/E, dated March 02, 2007 concerning the Establishment of the National Social Security Fund;
- Reference to the Request of the Governing Body of the National Social Security Fund;

Hereby Decided

Article 1.

1.1 The workers as member of NSSF shall inform promptly the employer or representative of workers about the Work Injury (work-injury, commuting accident, and occupation disease) inflicting bodily harm on the workers themselves. In case that the accident results in death, this notification is borne by beneficiary of the victim.

1.2 The employers under the implementation boundary of the Law on the Social Security Schemes for persons defined by the provisions of the Labour Law have registered in NSSF shall inform NSSF not later than 48 (eighty) hours of working day following the date of gaining the notification of Work Injury occurring on their own workers.

Article 2.

The notification of the Work Injury as set forth in 1.2 of Prakas 1 above shall be complied with form “**Report of Work Injury**” as stated in the annex of Prakas.

Article 3.

This Prakas shall come into force from the signed date.

Phnom Penh, May 16, 2008

Minister of the Ministry of Labour and Vocational Training

Vong Soth

CC:

- Ministry of Royal Palace
- Secretariat General of the Constitutional Council
- Secretariat General of Senate
- Secretariat General of Assembly
- Secretariat General of the Royal Government
- Cabinet of Prime Minister
- Office of the Council of Ministers
- Relevant Ministries for Information
- Documents and Archives

REPORT OF WORK INJURY

For the NSSF Official	
Benefit Code:	□□□□□ / □□
Signature:	Date: / /

❶ Enterprise's Name: Identity Code of Enterprise: □□□□□□□□

Enterprise's Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....

Tel: □□□□□□□□□□ Fax: □□□□□□□□□□ E-mail:

❷ Worker's Name: Identity Code of Enterprise: □□□□□□□□

Enterprise's Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....

Tel: □□□□□□□□□□ Fax: □□□□□□□□□□ E-mail:

❸ Detail Information of Employment Injury

Kind of Work-Injury: commuting workplace occupational disease

• Date of Work-Injury: □□ / □□ / □□ Time of Work-Injury: □□ : □□

• Place of Accident:

• Cause of Accident:

• Witness's Name: Sex: Date of Birth: / /

• Hospital/Poly-Clinic's Name:

• Detail information on the last 6-month wage of victim or of worker has the same wage as the victim as follows:

Month/Year	Wage	Contribution Wage	Amount of Working Day

I would like to certify that all the above information is correct and accurate.

....., date: .../.../.....

Signature and Seal of Employer



Kingdom of Cambodia
Nation Religion King

Ministry of Labour and Vocational Training

No. 112 KB/PrK.

Prakas

On

Nomination of Medical Commission of the National Social Security Fund

Minister of the Ministry of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/0908-124, dated September 25, 2008 concerning the Nomination of the Royal Government of the Kingdom of Cambodia;
- Having seen Royal Kram No. 02/NS/94, dated July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers;
- Having seen Royal Kram No. NS/RKM/0105/003, dated January 17, 2004 promulgating the Law on the establishment of Ministry of Labour and Vocational Training;
- Having seen Royal Kram No. NS/RKM/0902/018, dated September 25, 2002 promulgating the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law;
- Having seen Royal Kret No. NS/RKT/1297/91, dated December 31, 1997 concerning the judicial statute of the public administrative establishment;
- Having seen Sub-Decree No. 20 SKT/E, dated April 30, 1996 concerning the Organization and Functioning of the Ministry and Secretariat General;
- Having seen Sub-Decree No. 52 SKT/E, dated April 01, 2005 concerning the Organization and Functioning of the Ministry of Labour and Vocational Training;
- Having seen Sub-Decree No. 16 SKT/E, dated March 02, 2007 concerning the Establishment of the National Social Security Fund;
- Jont-Prakas No. 088/09 LV/PrK, dated April 27, 2009 concerning the Establishment of Medical Committee of the National Social Security Fund;
- Reference to Letter No. 028
- Reference to the necessity.

Hereby Decided

Article 1.

The 5 nominated officials in the medical commission of the National Social Security Fund are enumerated as follows:

1. **Dr. Pok Vanthat** Deputy Director of Department of Occupational Safety and Health of Ministry of Labour and Vocational Training (**Head**)
2. **Dr. Sok Srun** Deputy Director of Department of Hospital of Ministry of Health (**Deputy Director**)
3. **Dr. Kol Herou** Deputy Director of Department of Health Prevention of Ministry of Health (**Member**)
4. **Dr. Han Nub Kun** Head of Department of Occupational Safety and Health of the Ministry of Labour and Vocational Training (**Reserved Member**)
5. **Dr. Sok Bou** Deputy Director of Department of Hospital of Ministry of Health (**Reserved Member**)

Article 2.

The members of medical commission of the National Social Security Fund are able to be revised when necessary.

Article 3.

Cabinet of Director of the Department of Administration and Finance, Director of Employment Department, Director of the Department of Technical and Vocational Training, General Inspector, Executive Director of the National Social Security Fund, and the persons concerned as set forth in Article 1 shall have the duty to implement this Prakas effectively from the signed date.

Phnom Penh, May 09, 2009

Minister of the Ministry of Labour and Vocational Training

Vong Soth

CC:

- Ministry of Royal Palace
- Secretariat General of the Constitutional Council
- Secretariat General of Senate
- Secretariat General of Assembly
- Secretariat General of the Royal Government
- Cabinet of Prime Ministers
- Office of the Council of Minister
- Relevant Ministries for Information
- Archives and Documents



Kingdom of Cambodia
Nation Religion King

Ministry of Labour and Vocational Training

No. 177 KB/PrK.

Prakas

On

**Composition and Functioning of the Commission for Solving Dispute or Complaint of the National
Social Security Fund (NSSF)**

Ministry of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/0908/1055, dated September 25, 2008 concerning the Nomination of the Royal Government of the Kingdom of Cambodia;
- Having seen Royal Kram No. 02/NS/94, dated July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers;
- Having seen Royal Kram No. NS/RKM/0105/003, dated January 17, 2005 promulgating the Law on the establishment of Ministry of Labour and Vocational Training;
- Having seen Royal Kram No. NS/RKM/0902/018, dated September 25, 2002 promulgating the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law;
- Having seen Royal Kret No. NS/RKT/1297/91, dated December 31, 1997 concerning the judicial statute of the public administrative establishment;
- Having seen Sub-Decree No. 20 SKT/E, dated April 30, 1996 concerning the Organization and Functioning of the Ministry and Secretariat General;
- Having seen Sub-Decree No. 52 SKT/E, dated April 01, 2005 concerning the Organization and Functioning of the Ministry of Labour and Vocational Training;
- Having seen Sub-Decree No. 16 SKT/E, dated March 02, 2007 concerning the Establishment of the National Social Security Fund;
- Pursuant to the Request of Governing Body of the National Social Security Fund.

Hereby Decided

Article 1.

The Commission for Solving Dispute or Complaint of NSSF was formulated with a view to solving the dispute or complaint relating to implementing the provisions and regulations concerning the Social Security Sector between NSSF members, employers, and NSSF.

Article 2.

The Commission for Solving Dispute or Complaint of NSSF shall have the duty to conciliate the complaint in relation to NSSF as follows:

- The complaint of workers, as member of NSSF, in association with the disapproval or unfairness of the benefit provision of the Social Security Schemes.
- The complaint of workers, as member of NSSF, in connection with abnormality of providing the social security Scheme service.
- The complaint of workers, as member of NSSF, in relation to the failure of the employers' report with a view to the registration in NSSF.
- The complaint of employers as to the illicit implementation or regulations of NSSF officials.
- Other complaints in relation to the implementation of the Social Security Schemes.

Article 3.

The Commission for Solving Dispute or Complaint of NSSF has 3 official members and 6 reserved members as follows:

- 1 official member and 2 reserved members have been requested by Executive Director of NSSF.
- 1 official member and 2 reserved members have been requested by the members of the Governing Body representing the workers.
- 1 official member and 2 reserved members have been requested by the members of the Governing Body representing the workers (1 official member requested by NSSF to be a Head of Commission; 1 official member requested by the members of the Governing Body representing the workers to be a member; and 1 official member requested by the members of the Governing Body representing the employers to be member).

In the case that the Head of Commission is absent, the reserved members requested by Executive Director of NSSF shall be in charge of Acting Head.

Provided that which member of commission of both parties is absent, Head or Acting Head of commission shall be able to invite the reserved members as the representative of the absentee to join.

The Commission for Solving Dispute or Complaint of NSSF shall participate in the meeting through the request of Head or Acting Head. Moreover, the Commission for Solving Dispute or Complaint of NSSF have a one-year mandate.

The language shall be used in the functioning of the Commission for Solving Dispute or Complaint of NSSF is Khmer.

The meeting of the Commission for Solving Dispute or Complaint of NSSF shall be conducted confidentially.

Procedures of the decision of the Commission for Solving Dispute or Complaint of NSSF shall be issued by the decision of the Governing Body.

Article 4.

The members of Commission for Solving Dispute or Complaint of NSSF shall have the following characteristics:

- At least 25 years old.
- Good personality and characteristics
- At least relevant three-year experiences
- Bachelor of Law or Law competence
- Knowledge of the Law on the Labour, Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law, and other regulations relating to the Social Security Sector.

Article 5.

Head of the Commission for Solving Dispute or Complaint of NSSF shall invite the complaint parties to clarify and provide the necessary documents or information to the commission.

Article 6.

The complaint parties are able to appear by themselves in the complaint commission of NSSF, along with the accompanying person or the representative shall be permitted in writing from the complaint parties concerned.

In the case that any worker is required to join the conciliation during the working hour, the employer shall give the permission to the worker after receiving the invitation letter without making the negative impact on worker right.

Article 7.

Provided that the complaint party fails to appear as the invitation of the Commission for Solving Dispute or Complaint of NSSF without the reasonable justification, the commission are able to proceed during the absence of the complaint party or abolish the complaint through the decision is issued.

Article 8.

Within 15 working days, the Commission for Solving Dispute or Complaint shall report its decision in writing to Executive Director of NSSF. NSSF Executive Director shall promptly inform the complaint party about the decision by himself and provide a copy of the decision.

Executive Director of NSSF is entitled to denounce the decision of the Commission for Solving Dispute or Complaint of NSSF provided that the decision contrary to the Law and Regulations. Indeed, Executive Director of NSSF shall inform Head of Commission with a view to reexamining this case.

Article 9.

The complaint party is able to denounce the decision of the Commission for Solving Dispute or Complaint of NSSF by informing NSSF in writing in a period of 3 days following the date of receiving the decision provided that the complaint party is able to file a complaint to the court with a view to the settlement.

Article 10.

The decision of the Commission for Solving Dispute or Complaint of NSSF shall put into force and the Commission for Solving Dispute or Complaint shall comply with provided that there is not denunciation in a period of 3 working days.

Article 11.

The expenditure for organizing the meeting of the Commission for Solving Dispute or Complaint of NSSF shall be borne by NSSF. The incentive of the Commission for Solving Dispute or Complaint of NSSF shall be regulated by the decision of Governing Body of NSSF.

Article 12.

This Prakas shall come into force as from the signed date.

Phnom Penh, August 18, 2010

Minister of the Ministry of Labour and Vocational Training

Vong Soth

CC:

- Office of the Council of Ministers
- Ministry of Economy and Finance
- Secretariat General of the Royal Government
- Cabinet of Prime Minister
- Cabinet of Deputy Prime Minister
- Relevant Ministries
- Governing Body of NSSF for Information
- Gazette
- Documents and Archives



Ministry of Labour and Vocational Training

No. 233 KB/PrK.

Prakas

On

Revision of Articles 8 and 10 of Prakas No. 109 LV/PrK, dated May 16, 2008 concerning Benefits of the Work Injury

The Ministry of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/0908/1055, dated September 25, 2008 concerning the Nomination of the Royal Government of the Kingdom of Cambodia;
- Having seen Royal Kram No. 02/NS/94, dated July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers;
- Having seen Royal Kram No. NS/RKM/0105/003, dated January 17, 2004 promulgating the Law on the establishment of the Ministry of Labour and Vocational Training;
- Having seen Royal Kram No. NS/RKM/0196/18, dated January 24, 1996 promulgating the Law on the Establishment of the Ministry of Economy and Finance;
- Having seen Royal Kram No. NS/RKM/0902/018, dated September 25, 2002 promulgating the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law;
- Having seen Royal Kret No. NS/RKT/1297/91, dated December 31, 1997 concerning the judicial statute of the public administrative establishment;
- Having seen Sub-Decree No. 52 SKT/E, dated April 01, 2005 concerning the Organization and Functioning of the Ministry of Labour and Vocational Training;
- Having seen Sub-Decree No. 16 SKT/E, dated March 02, 2007 concerning the Establishment of the National Social Security Fund;
- Having seen Prakas No. 209 LV/PrK, dated May 16, 2008 concerning Benefit of Work Injury;
- Having seen Prakas No. 140 LV/PrK, dated May 15, 2010 concerning Revision of Article 7 and 9 of Prakas No. 109 LV/PrK, May 16, 2008 concerning Benefit of Work Injury;
- Pursuant to the Request of Governing Body of the National Social Security Fund.

Hereby Decided

Article 1.

Articles 8 and 10 of Prakas No. 109 LV/PrK, dated May 16, 2008 concerning the Benefits of Work Injury shall be revised as follows:

Article 8. (New) Provision of the Benefits for Permanent Disability

8.1 The workers suffering the Work Injury results in permanent disability incurred less than 20% are entitled to enjoy the allowance of disability. This allowance shall only be granted to the victim by calculating as the following formula:

$$LS = DAW \times DD \times 20\% APV$$

- LS: Lump Sum
- DAW: Daily Average Wage; $DAW = \text{Assumed Wage} / 180$
- DD: Degree of Disability
- APV: Actuarial Present Value

8.2 The workers suffering the Work Injury results in the disability incurred at least equally to 20% are entitled to enjoy the pension for permanent disability. The pension for permanent disability shall be calculated the following formula:

$$P = DAW \times (DD - 1/5DD)$$

- P: Pension for Disability

8.3 Pension for permanent disability shall always be regarded as the temporariness. NSSF shall reorganize to examine the medical check-up and earning capacity not later than a period of 1 year. The victim enjoying pension shall be compulsory to have the medical check-up regulated by NSSF.

8.4 Pension for permanent disability shall be reexamined every year in conformity with the inflation rate issued by the Ministry of Economy and Finance.

8.5 Degree of disability shall be determined in **Annex 2** of Prakas No. 109 LV/PrK, dated May 16, 2008 concerning the Benefits of Work Injury.

8.6 Actuarial present value (APV) shall be fixed in **Annex 3** of Praks No. 109 LV/PrK, dated May 16, 2009 concerning the Benefits of Work Injury.

Article 10. (New) Funeral Allowance

In the event that the Work Injury results in death, the survivor organizing the funeral shall be granted 4,000,000 (four million) Riel for the funeral allowance. This allowance shall be provided to the survivor of the victim for holding the funeral.

Article 2.

This Prakas shall come into force as from the signed date.

Phnom Penh, November 07, 2011

Minister of the Ministry of Labour and Vocational Training

Vong Soth

CC:

- Ministry of Royal Palace
- Secretariat General of the Constitutional Council
- Secretariat General of Senate
- Secretariat General of Assembly
- Secretariat General of the Royal Government
- Cabinet of Prime Minister
- Office of the Council of Ministers
- Relevant Ministries for Information
- Documents and Archives

PENSION FOR PERMANENT DISABILITY

Age: 18 6666.66

DAW	DD-1/5DD	P/Day	P/Month	P/Trimester
6666.66	0.16	1,067	32,000	96,000
6666.66	0.24	1,600	48,000	144,000
6666.66	0.40	2,667	80,000	240,000

Age: 18 6666.66

DAW	DD-1/5DD	P/Day	P/Month	P/Trimester
6666.66	0.55	3,667	110,000	330,000
6666.66	0.64	4,267	128,000	384,000
6666.66	0.8	5,333	160,000	480,000

Age: 25 530,000 17,500

DAW	DD-1/5DD	P/Day	P/Month	P/Trimester
17,500	0.16	2,800	84,000	252,000
17,500	0.24	4,200	126,000	378,000
17,500	0.40	7,000	210,000	630,000
17,500	0.60	10,500	315,000	945,000
17,500	0.64	11,200	336,000	1,008,000
17,500	0.80	14,000	420,000	1,260,000

Age: 20 1,000,000 32,500

DAW	DD-1/5DD	P/Day	P/Month	P/Trimester
32,500	0.16	5,200	156,000	468,000
32,500	0.24	7,800	234,000	702,000
32,500	0.40	13,000	390,000	1,117,000
32,500	0.60	19,500	585,000	1,755,000
32,500	0.64	20,800	624,000	1,872,000
32,500	0.80	26,000	780,000	2,340,000

- DAW** = Daily Average Wage
DD = Degree of Disability
APV = Actuarial Present Value
LS = Lump Sum
P = Pension for Disability

CALCULATION OF DISABILITY ALLOWANCE

Age: 18 Wage : 200,000 6666.66

DAW	DD	20%	APV	LS
6666.66	0.19	0.2	11266	2,845,050
6666.66	0.18	0.2	11266	2,703,837
6666.66	0.17	0.2	11266	2,553,624
6666.66	0.01	0.2	11266	150,213

Age: 19 Wage : 200,000 6666.66

DAW	DD	20%	APV	LS
6666.66	0.19	0.2	11156	2,826,184
6666.66	0.18	0.2	11156	2,677,437
6666.66	0.17	0.2	11156	2,528,691
6666.66	0.01	0.2	11156	1,487,465

Age: 20 Wage : 100,000 32,500

DAW	DD	20%	APV	LS
32500	0.19	0.2	11045	13,640,575
32500	0.18	0.2	11045	12,922,650
32500	0.17	0.2	11045	12,204,725
32500	0.01	0.2	11045	717,925

Instruction



National Social Security Fund

No: 201/09 NSSF

INSTRUCTION

The National Social Security Fund (NSSF) is pleased to inform the owners or directors of the enterprises or establishments which registered to the National Social Security Fund, as well as all workers that:

- When the Work Injury occurred on the workers, they must be sent to treat in a hospital or a clinic that has contracted with NSSF. Except for emergencies that require treatment in a nearest hospital or clinic and after that the workers must be sent back to a hospital or clinic that has contracted with NSSF and NSSF will reimburse according to the actual value. But in the case of the treatment outside a hospital or a clinic that has contracted with NSSF and NSSF will pay according to the price that has signed a contract with an official hospital.

- The approval to the treatment benefit claim at a hospital or clinic besides the determination of NSSF unless the claim comes with:

- A. details about the victim's injury or diagnosis
- B. medical analytical results (blood test, eco, taking photographs, scans ...) (if any)
- C. all doctors' treatment (geste therapeutique) (details of treatment, for example: wound treatment ...)
- D. prescription issued by a doctor (with the victim's name, sex, age, diagnosis and medicine levels to use, the name and signature of the doctor, prescribed date)
- E. medical bill according to the doctor's prescription
- F. medical treatment bill, medical analytical fees separately.

Phnom Penh, 07 May, 2009

Executive Director of NSSF

Ouk Samvithya

Decision



National Social Security Fund

No: 004 NSSF

List of Hospitals and Clinic Recognized by NSSF

The Governing Body of the National Social Security Fund

- Having seen Royal Kram No. NS/RKM/0902/018 dated September 25, 2002 promulgating the Law on the Social Security Schemes for persons defined by the provisions of Labour Law.
- Having seen Royal Kret No. NS/RKT/1297/91 dated December 31, 1997 on the legal statute of institute of public administration.
- Having seen Sub-Decree No. 16 OrNKr/KB dated March 02, 2007 on the establishment of the National Social Security Fund.
- Having seen Sub-Decree No. 572 OrNKr/TT dated July 27, 2007 on the composition appointment of the governing body of the National Social Security Fund.
- Having seen Prakas No. 109 KB/PrK dated June 16, 2008 on the benefits of occupational risks.
- Accordance with the adaptation of seventh plenary meeting of the governing body dated September 16, 2008.

Hereby Decided

Article 1

Hospitals or clinics recognized by the National Social Security Fund for treating wounds or occupational diseases caused by the occupational risks are as follows:

1. In Phnom Penh

- a. Calmette Hospital
- b. Khmer-Soviet Friendship Hospital
- c. Kosamak Hospital
- d. Preah Ketomealea Hospital

2. In the provinces
 - a. 3 Level of the Referral Hospitals (provincial)
 - b. 2 Level of the Referral Hospitals (district)

Article 2

For emergency cases can be recovered in a nearest hospital or clinic.

Article 3

The reorganization of other hospitals or clinics will be conducted by the decision of the Governing Body of the National Social Security Fund in accordance with the practical needs.

Article 4

This decision shall come into force as from the signed date.

Phnom Penh, December 29, 2008

The Governing Body of NSSF

Chairman

Seng Sakda

Newsletter



National Social Security Fund

No: 16/10 NSSF

NEWSLETTER

In order to allow ladies and gentlemen, directors or representatives of the enterprises/ establishments to know clearly about the job interacting with the National Social Security Fund (NSSF) in Law enforcement, as well as to understand about the judicial standard letters, ladies and gentlemen, directors or representatives of the enterprises/ establishments may attend meetings every Friday afternoon working days from 1.30 pm to 5.00 pm.

The officials of the National Social Security Fund will explain the procedure to fill such as: the obligation to the employer in the registration of enterprises, form of contribution payment for the occupational risks in the National Social Security Fund and the rights of workers to receive benefits from NSSF.

The meeting place is in NSSF building, 3rd floor, on the premises of the Ministry of Labour and Vocational Training, at the address No. 3 Blvd. Sangkat Laak 1, Khan Tuol Kork (see the layout of the back of the letter).

Note: Please take the Patent and Certificate of Commercial Registration.

Contact Number: 023 882 434/ 023 998 418

Phnom Penh, May 04, 2010

Executive Director of NSSF

Ouk Samvithyea

Location of National Social Security Fund (NSSF)

