

**Kingdom of Cambodia
Nation Religion King**

Ministry of Labour and Vocational Training

No: 429/20 K.B/Br.K.Kh.L

Prakas

On

Cambodian Worker/Employee Checkup

Minister of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Royal Decree NS/RKT/0918/925 dated 06 September 2018 on Appointment of Royal Government of Cambodia
- Having seen Royal Decree NS/RKT/0320/421 dated 30 March 2020 on Appointment and Adjustment to the Composition of the Royal Government of Cambodia
- Having seen Royal Code NS/RKM/0618/012 dated 28 June 2018 promulgating the Law on Organization and Functioning of the Council of Ministers
- Having seen Royal Code NS/RKM/0105/003 dated 17 January 2005 promulgating the Law on Establishment of Ministry of Labour and Vocational Training
- Having seen Sub-decree 283 OrNkr.BK dated 14 November 2014 on Organization and Functioning of the Ministry of Labour and Vocational Training
- According to the result of the 5th meeting of the Industrial Relations Working Group of the Government-Private Sector Forum on 26 February 2020;

Decide

Article 1

Cambodian workers/employees of both sexes working in factories/enterprises as stipulated in Article 1 of the Labour Law of the Kingdom of Cambodia shall have a checkup.

Article 2

Before being employed, Cambodian workers/employees shall go to have a checkup at the Occupational Safety and Health Department of the Ministry of Labour and Vocational Training and at any health facilities recognized by the Ministry of Health and partners of the Occupational Safety and Health Department.

Article 3

The checkup certificate shall be issued by the Occupational Safety and Health Department which is the unit in charge of inspecting, collecting and managing data on Cambodian worker/employee checkup throughout the country to be a basis for determining types of occupational diseases.

In the event that workers/employees have a checkup at any health facilities in the capital provinces, the employer shall apply for a checkup certificate from the Occupational Safety and Health Department via automation system by attaching the result of the worker/employee checkup that is valid not more than 6 (six) months.

The result of worker/employee checkup shall be kept confidential.

Article 4

The worker/employee who comes to have a checkup shall bring along a copy of worker/employee occupation certificate and a copy of Cambodian identity card or birth certificate or family book.

Article 5

Workers/employees of factories/enterprises shall come to have a checkup every 2 (two) years except any specific occupation or skill that is required to have a special checkup. There shall be further special checkup for hazardous occupations or jobs.

After having a proper checkup, the Occupational Safety and Health Department issues a checkup certificate for workers/employees for official use.

Article 6

The expenses in the appearance or health checkup and application for a checkup certificate of workers/employees shall be borne by the employer.

Article 7

When a worker/employee changes his/her job or occupation that is different from his/her original job or occupation or change to a new factory/enterprise, the worker/employee shall have another checkup for the new job or occupation.

Article 8

Any regulation contrary to this Prakas shall be abrogated.

Article 9

Cabinet Chief, Director General of General Department of Administration and Finance, Director General of General Department of Labour, Director of Occupational Safety and Health Department, Director of Labour Inspection Department, Municipal/Provincial Department of Labour and Vocational Training and directors of all relevant units under the supervision of the Ministry of Labour and Vocational Training shall be in charge of implementing this Prakas according to their respective duties from the date of signature.

Phnom Penh, 31 December 2020

Minister
(signed and stamped)
Ith Sam Heng

Recipients:

- Office of the Council of Ministers
- Cabinet of Samdech Akka Moha Sena Padei Techo Prime Minister
- Cabinet of Samdech, Excellency, Lok Chumteav Deputy Prime Minister
- All relevant ministries/institutions
 "for information"
- As in Article 9
 "for implementation"
- Royal gazette
- Archives