



KINGDOM OF CAMBODIA
NATION RELIGION KING

**MINISTRY OF LABOUR
AND VOCATIONAL TRAINING**
NO. 220 LV/PrK.

PRAKAS
ON
**DETERMINATION OF CONTRIBUTION RATE AND
FORMALITY OF CONTRIBUTION PAYMENT ON HEALTH CARE**

MINISTRY OF LABOUR AND VOCATIONAL TRAINING

- Having seen the Constitution of Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/0913/903, dated 24 September 2013, concerning the Nomination of Royal Government of Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/1213/1393, dated 21 December 2013, concerning the Revision and Addition of the Compositions of Royal Government of Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/0416/368, dated 04 April 2016, concerning the Revision and Addition of the Composition of Royal Government of Kingdom of Cambodia;
- Having seen Royal Kram No.02/NS/94, dated 20 July 1994, promulgating the Law on the Organization and Functioning of the Council of Ministers;
- Having seen Royal Kram No. NS/RKM/0105/003, dated 17 January 2005, promulgating the Law on the Establishment of Ministry of Labour and Vocational Training;
- Having seen Royal Kram No. CHS/RKM/0397/01, dated 13 March 1997, promulgating the Labour Law;
- Having seen Royal Kram No. NS/RKM/0902/018, dated 25 September 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/0815/872, dated 08 August 2015, concerning the Judicial Statute of the Public Administrative Establishment;
- Having seen Sub-Decree No. 283 SD.E, dated 14 November 2014, concerning the Organization and Functioning of Ministry of Labour and Vocational Training;
- Having seen Sub-Decree No. 16 SD.E, dated 02 March 2007, concerning the Establishment of the National Social Security Fund;
- Having seen Sub-Decree No. 01 SD.E, dated 06 January 2016, concerning the Establishment of Social Security Schemes on Health Care for Persons Defined by the Provisions of the Labour Law;
- Reference to the Letter No. 4337 EF-GDIF, dated 08 June 2016, of Ministry of Economy and Finance;
- Reference to the proposal of the NSSF Governing Body.

Hereby Decided

Article 1.~

This Prakas determines the contribution rate and formality of contribution payment on Health Care for Persons Defined by the Provisions of the Labour Law.

Article 2.~

In this Prakas:

- The term **Health Care** refers to the social health insurance with providing health prevention service, medical care benefit, and daily allowance for abstention from work due to sickness or other accidents excluding work injury and maternity leave.
- The term **Benefit** refers to the provision of health prevention service, medical care, and daily allowance in case of sickness or other accidents excluding work injury and maternity.
- The term **Spouse** refers to wife or husband possesses the Legal Marriage Certificate.
- The term **Survivor** refers to spouse and children under the dependent of the worker as the NSSF member, who died due to occupational risk.
- The term **Pension** refers to the pension granted to any persons with 20% permanent disability and more resulted from occupational risk.

Article 3.~

Contribution rate of Health Care borne by employers shall be set equally to 1.3 (one and three tenths)% of assumed wage in the classification of workers' monthly wage.

Contribution rate of Health Care borne by workers shall be set equally to 1.3 (one and three tenths)% of assumed wage in the classification of workers' monthly wage.

Contribution rate of Health Care borne by survivors or persons receiving pension shall be set equally to 1.3 (one and three tenths)% of the benefits of person concerned.

The monthly average wage in the classification of workers' monthly wage in Health Care shall be set the same as average wage in the classification of workers' monthly wage in Occupational Risk. The average wage in the classification of workers' monthly wage is stipulated in Annex in this Prakas.

In the event that the enterprises/establishments pay wage as foreign currency, the above monthly wage shall be exchanged to Khmer currency (Riel) in compliance with the exchange rate of the National Bank of Cambodia.

Article 4.~

Employers and workers under the Provisions of the Law on Social Security Schemes for Persons Defined by the Provisions of the Labour Law shall be compulsory to pay contribution on Health Care to NSSF.

Following the date of registration in Health Care of the National Social Security Fund, all employers or owners of enterprises/establishments shall be compulsory to collect and pay contribution on Health Care to the National Social Security Fund.

Survivors or persons receiving pension with permanent disability shall be also compulsory to pay contribution on Health Care.

Contribution rate of Health Care will be revised by Prakas of the Minister of Ministry of Labour and Vocational Training with an approval of the Minister of Ministry of Economy and Finance in conformity with the proposal of the NSSF Governing Body.

Article 5.~

Employers or owners of enterprises/establishments shall pay the monthly contribution on Health Care not later than the 15th day of the following month.

Employers or owners of enterprises/establishments shall be responsible for collecting the contribution on Health Care from workers by cutting their wage based on the actual contribution that each person concerned shall pay.

Article 6.~

Formality of contribution payment on Health Care shall be done by the forms of contribution payment issued by the National Social Security Fund.

Article 7.~

Employers or owners of enterprises/establishments shall submit payroll ledger (payroll ledger by month), list of workers, and other relevant documents to NSSF for checking as necessary.

Article 8.~

The first contribution payment for Health Care of the registered enterprises/establishments shall be determined by NSSF.

The first contribution payment for the survivors or persons receiving pension shall be determined by NSSF.

For the workers who employed in two or more enterprises/establishments paying the excess of contribution as set forth in this Prakas, NSSF shall pay back the excessive amount to the persons concerned in the end of every year.

Article 9.~

The violators of these provisions in this Prakas shall be punished as stipulated in the Law on Social Security Schemes for Persons Defined by the Provisions of the Labour Law.

Article 10.~

National Social Security Fund, employers or owners of enterprises/establishments, workers, and relevant institutions shall have the duty to implement this Prakas respectively from the signed date.

Phnom Penh, 13 June 2016

**Minister
Ith Sam Heng**

CC:

- The Office of the Council of Ministers
- General Secretariat of the Royal Government
- The Cabinet of Samdech Akka Moha Sena Padei Techo, Prime Minister
- The Cabinet of Samdech, His/Her Excellency, Deputy Prime Minister
- Ministry of Economy and Finance
- All Relevant Ministries
- Municipal/Provincial Halls "For Information"
- All Organizations under the Ministry "For Implementation"
- Employer Association and the Garment Manufacturers Association in Cambodia
- All Trade Union Federations "For Dissemination"
- The Media "For Dissemination"
- Gazette
- Documents and Archives

TABLE OF CONTRIBUTION FOR HEALTH CARE

Class	Monthly Wage (Riel)	Assumed Wage (Riel)	Contribution of an Employer (1.3%)	Contribution of a Worker (1.3%)	Total of Contribution
1	Below 200,000	200,000	2,600	2,600	5,200
2	200,001-250,000	225,000	2,925	2,925	5,850
3	250,001-300,000	275,000	3,575	3,575	7,150
4	300,001-350,000	325,000	4,225	4,225	8,450
5	350,001-400,000	375,000	4,875	4,875	9,750
6	400,001-450,000	425,000	5,525	5,525	11,050
7	459,001-500,000	475,000	6,175	6,175	12,350
8	500,001-550,000	525,000	6,825	6,825	13,650
9	550,001-600,000	575,000	7,475	7,475	14,950
10	600,001-650,000	625,000	8,125	8,125	16,250
11	650,001-700,000	675,000	8,775	8,775	17,550
12	700,001-750,000	725,000	9,425	9,425	18,850
13	750,001-800,000	775,000	10,075	10,075	20,150
14	800,001-850,000	825,000	10,725	10,725	21,450
15	850,001-900,000	875,000	11,375	11,375	22,750
16	900,001-950,000	925,000	12,025	12,025	24,050
17	950,001-1,000,000	975,000	12,675	12,675	25,350
18	1,000,001 up	1,000,000	13,000	13,000	26,000