

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



**MINISTRY OF LABOUR
AND VOCATIONAL TRAINING
NO. 480 LV/PrK.NSSF**

**PRAKAS
ON
REVISION OF ARTICLES 6, 11, AND 13 OF PRAKAS NO. 109 LV/PRK, 16 JUNE
2008, ON OCCUPATIONAL RISK BENEFITS**

MINISTER OF LABOUR AND VOCATIONAL TRAINING

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/0918/925, dated 06 September 2018, concerning the Nomination of the Royal Government of the Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/0618/012, dated 28 June 2018, concerning the Revision and Addition of the Compositions of the Royal Government of the Kingdom of Cambodia;
- 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. CS/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;
- Having seen Prakas No. 109 LV/PrK, dated 17 March 2016, on Health Care Benefit;
- Reference to the proposal of the NSSF Governing Body.

HEREBY DECIDED

Article 1.

Articles 6, 11, and 13 of Prakas No. 109 LV/PrK, dated 16 June 2008, on Occupational Risk Benefits are revised hereafter:

Article 6 (New).

6.1 The average wage is the division of average wage of not more than 6-consecutive-month contributory wage before the date of accident. The contributory wage shall be determined 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 by 30 (thirty) days.

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

Article 11 (New).

11.1 The Survivor of victim suffering from work injury, as set forth in article 34 of Sub-Decree No. 16 SD/E, dated 02 March 2007, concerning the Establishment of the National Social Security Fund, is entitled to have the survivors' benefit.

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

A. In the case that beneficiary has spouse, children, and 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/or 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 = 35% DAW

D. In the case that beneficiary has children and 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 and parents or ageing persons

- Spouse = 28% DAW

- Pension for parents or ageing persons = 28% DAW

F. In the case that beneficiary has spouse or children

- Pension for spouse or children = 56% DAW

Article 13 (New).

13.1 The benefit claim for the medical care and nursing shall be done by health facility, employer, or victim through form “**Occupational Risk Benefit**” as set forth in annex 4 of this Prakas.

13.2 The daily allowance claim for temporary disability shall be done by victim or representative through form “**Occupational Risk Benefit**” as set forth in annex 4 of this Prakas. Formalities of this claim shall be attached herewith to the prescription and official letter issued by the medical practitioners.

13.3 The benefit claim for permanent disability shall be done by victim through form “**Occupational Risk Benefit**” as set forth in annex 4 of this Prakas. In case the victim cannot claim the benefit in view of the serious disability, this claim shall be done by the representative of victim. The representative can be spouse, children, or person who is a caretaker of victim.

13.4 The claim of survivors’ benefit and funeral grant shall be done by the beneficiary of victim or the representative through form “**Occupational Risk Benefit**” as set forth in annex 4 of this Prakas.

13.5 The entitlement of claiming daily allowance for work injury and funeral grant shall be validated by 1 year. Separately, the entitlement of pension shall be validated by 5 years.

13.6 Pension shall be provided monthly.

Article 2.

This Prakas shall come into force from the signed date.

Phnom Penh, 18 October 2018

Minister of Labour and Vocational Training

Ith Samheng

Receiving Places:

- The Office of the Council of Ministers
- Ministry of Economy and Finance
- General Secretariat of the Royal Government
- The Cabinet of Samdech Techo Prime Minister
- The Cabinet of Samdech, His/Her Excellency, and Deputy Prime Minister
- Relevant Ministries
- Governing Body of NSSF “For Information”
- Royal Gazette
- Documents and Archives

TABLE OF CONTRIBUTORY WAGE

Level	Monthly Wage (Riel)	Contributory 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	450,001-500,000	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	1,000,001-1,050,000	1,025,000
19	1,050,001-1,100,000	1,075,000
20	1,100,001-1,150,000	1,125,000
21	1,150,001-1,200,000	1,175,000
22	1,200,001 Up	1,200,000

Attached Documents:

- Medical or medical assistance document
- Treatment invoice
- Discharge letter or prescription
- Leave letter
- A copy of certificate of birth
- A copy of certificate of marriage
- A copy of certificate of death
- Khmer national identity card or passport of requester or victim