

Technical Update

CAMBODIA

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Prakas on the contribution rate and the procedure for contribution payments of occupational risks

(No. 108 MLVT/PRK, dated 16 June 2008)

The Ministry of Labour and Vocational Training (MLVT) issued Prakas no. 108 MLVT/PRK, effective from 16 June 2008.

The Prakas informs enterprises that are registered with the National Social Security Fund (NSSF) under the Law on Social Security Scheme and which have eight employees or more that they are required to pay contributions for occupational risks to the NSSF.

The contribution rate for occupational risks is 0.8 percent of an employee's average monthly wage. Enterprises are required to commence paying occupational risk contributions within 30 days of the issuance date of their NSSF registration certificate.

Further, enterprises are required to pay each monthly contribution no later than the 15th of the following month.

Failure to comply with the Prakas may result in penalties.

Prakas on the occupational risk benefits claimable by employees

(No. 109 MLVT/PRK, dated 16 June 2008)

The MLVT issued Prakas no. 109 MLVT/PRK to notify that every employee of an enterprise which is registered with the NSSF is entitled to receive occupational risk benefits when they sustain an accident at work. The Prakas is effective from 16th June 2008.

The occupational risks covered include work accidents, accidents sustained during an employee's commute to/ from home and work and occupational diseases.

Benefits determined in this Prakas shall be under the responsibilities of the NSSF.

The Prakas also discusses the procedure for enterprises to notify occupational risks to the NSSF, the provision and calculation of compensation and the procedure for claiming benefits.

In addition, the Prakas states that enterprises which are not registered with the NSSF are required to continue to apply the benefits for workmen compensation according to the Labour Law regulations.

Prakas on the notification of occupational risk accidents

(No. 110 MLVT/PRK, dated 16 June 2008)

The MLVT also issued Prakas no. 110 MLVT/PRK, effective from 16 June 2008.

The Prakas requires employees as members of the NSSF to immediately notify their employer or a representative of their employer of any occupational risk accidents sustained.

The Prakas requires employers to notify the NSSF within 48 working hours after the receipt of any occupational risk accidents reported by their employees.

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