

**Kingdom of Cambodia**  
**National Religion King**

**Prakas**  
On  
**Determination of Contribution Rate and Procedures of Contribution Payment  
for Health Insurance Scheme**

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**Ministry of Labour and Vocational Training**

- Having seen the Constitution of Kingdom of Cambodia
- Having seen the Royal Decree No ns /rkt 0908/1055 dated on 25 September 2008 on the appointment of Royal Government of Kingdom of Cambodia
- Having seen the Royal code No 02 /ns / 94 dated on 20 July, 1994 promulgated on arrangement and process of the Council of Minister
- Having seen the Royal code no.ns / rkm / 0105 / 003 dated on 17 January, 2004 promulgated on the organizing of Ministry of Labour and Vocational Training
- Having seen Royal Code No ns / rkm 0902 / 018 dated on 25 September, 2002 promulgated by the law on National Social Security Schemes for persons defined by the provisions of Labour Law
- Having seen Royal Decree No ns/ rkt / 1297 / 91 dated on 31 December, 1997 on Judicial Statute of Public Establishment
- Having seen Sub-Decree No 52 rnk-bk dated on 01 April, 2005 on the arrangement and process of Ministry of Labour and Vocational Training
- Having seen Sub-Decree No 16 rnk-bk dated on 02 March, 2007 on the establishment of the National Social Security Schemes
- Having seen Sub-Decree No..... Date.....on the establishment of Health care for worker under the provision of Labour Law.
- According to request of Government Body of National Social Security Fund

**HEREBY DECIDES**

**Article 1: Obligation of Contribution Payment**

All employers or owners of enterprises/establishments under the provisions of the Labour Law, registered at the National Social Security Fund (NSSF) shall have the obligation to collect and pay contribution for the Health insurance scheme to the National Social Security Fund.

Health insurance Contribution is a co-obligation of employers and employees.

For the employee who works for two or more employers the contribution must be collected and paid to by all relevant employers.

**Article 2: Health Insurance Contribution Rate**

2.1 A part of contribution rate for employers is.....(.....) percent of employees assumed wage.

2.2 A part of contribution rate for employees is.....(.....) percent of employees assumed wage.

2.3 Assumed wage calculation for Health insurance scheme is same as the assumed wage calculation of employees used for occupational risks scheme.

2.4 In case, an owner of an enterprises/establishments pays the salaries/wages in other currency than Cambodian currency, the assumed wage must be converted to Riel (KHR), using the exchange rate of the Cambodian National Bank.

2.5 The Health Insurance contribution rate will be reviewed and determined, thought the proposal of the Government Body, by the Prakas of the Ministry of Labour

and Vocational Training confirming to the situation of expenditure for this schemes, with an acceptance of the Ministry of Economy and Finance.

### **Article 3: Date of Contribution Payment**

3.1 Every employer or owner of an enterprises/establishments shall pay contribution not later than 15<sup>th</sup> (fifteenth) calendar days of the consecutive months; every employer shall have an obligation to collected the contribution by deducting the actual amount from the employees wage. Each employees shall not reject a wage deduction as a part of his/hers.

3.2 In case of the employer fails to pay contribution in time as mention in 3.1, that employer shall pay interests in an obvious amount and is liable to a fine by the minimum rate set in article 36 of the Law on Social Security Schemes for Persons Defined by the Provisions of the Labor Law.

### **Article 4: Procedure of Contribution Payment**

Procedure of Contribution Payment for Health insurance Scheme shall be implemented with a contribution form determined by the NSSF.

### **Article 5: Checking Payroll Ledger and Employees' List**

The employer or owner of enterprises/establishments shall provide payroll, list of workers, and other relevant document to NSSF for monitoring, when necessary.

### **Article 6: Transitional Provision**

The starting of initial contribution payment shall be enforced in the month 6<sup>th</sup> after this parkas issued. For new enterprises/ establishments, it shall have obligation to pay contribution during 30 (thirty) days after registration at the National Social Security Fund.

### **Article 7: Penalties Provisions**

The violation of this Prakas shall be penalty as specified in chapter 5 of the Law on National Social Security Schemes for persons defined by the provisions of the Labour Law.

### **Article 8: Final Provisions**

This Prakas takes into effect from the date of signature.

Phnom Penh, .....  
Minister

Vong Soth

CC:

- Ministry of Royal Palace
- General Secretariat of the Constitutional Council
- General Secretariat of the Senate
- General Secretariat of the Assembly
- Cabinet of Prime Minister
- Council of Ministers
- Relevant Ministries for Information
- For record and documents.