



**KINGDOM OF CAMBODIA**  
**NATION RELIGION KING**

**ROYAL GOVERNMENT OF CAMBODIA**  
**No. 144 SD.E**

**SUB-DECREE**  
**ON**  
**THE DETERMINATION OF CONTRIBUTORY SALARY OR WAGE**  
**ROYAL GOVERNMENT**

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/0918/925 dated 6 September 2018 concerning the Appointment of the Royal Government of the Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/0320/421 dated 30 March 2020 concerning the Appointment and Revision of the Compositions of the Royal Government of the Kingdom of Cambodia;
- Having seen Royal Kram No. NS/RKM/0618/012 dated 28 June 2018 promulgating the Law on Organization and Functioning of the Council of Ministers;
- Having seen Royal Kram No. NS/RKM/0196/18 dated 24 January 1996 promulgating the Law on Establishment of Ministry of Economy and Finance;
- Having seen Royal Kram No. NS/RKM/0105/003 dated 17 January 2005 promulgating the Law on Establishment of Ministry of Labour and Vocational Training;
- Having seen Royal Kram No. NS/RKM/0203/007 dated 13 February 2003 promulgating the Law on the Statutes of Officials of the Legislative Group;
- Having seen Royal Kram No. NS/RKM/0417/004 dated 28 April 2017 promulgating the Law on Amendment of the Law on the Statutes of Officials of the Legislative Group;
- Having seen Royal Kram No. 06/NS/94 dated 30 October 1994 promulgating the Law on the Common Statutes of Civil Servants of the Kingdom of Cambodia;
- Having seen Royal Kram No. NS/RKM/0714/015 dated 16 July 2014 promulgating the Law on the Statutes of Judges and Prosecutors;
- Having seen Royal Kram No. CS/RKM/0397/01 dated 13 March 1997 promulgating the Labour Law;
- Having seen Royal Kram No. CS/RKM/0707/020 dated 20 July 2007 promulgating the Law on Amendment of Article 139 and Article 144 of the Labour Law promulgated by Royal Kram No. CS/RKM/0397/01 dated 13 March 1997;
- Having seen Royal Kram No. CS/RKM/0618/010 dated 26 June 2018 promulgating the Law on Amendment of Article 87, Title "C" of Section 3 of Chapter 4, Articles 89, 90, 91, 94, 110, 120, and 122 of the Labour Law promulgated by Royal Kram No. CS/RKM/0397/01 dated 13 March 1997;
- Having seen Royal Kram No. NS/RKM/1119/018 dated 2 November 2019 promulgating the Law on Social Security Schemes;
- Having seen Royal Kret No. NS/RKT/0217/078 dated 1 February 2017 concerning the Establishment of Social Security Schemes on Occupational Risk for Public Employees and on Health Care for Public Employees, Former Civil Servants, and Veterans;
- Having seen Royal Kret No. NS/RKT/1201/450 dated 1 December 2001 concerning the Basic Salary and Subsidiary Allowances of Salary of Civil Servants;

- Having seen Royal Kret No. NS/RKT/1014/1175 dated 2 October 2014 concerning the General Principles of Organization of the State Civil Service;
- Having seen Royal Kret No. CS/RKT/0200/104 dated 22 February 2000 concerning the Separate Statutes of Ministry of Interior's Category of High-Ranking Administrative Officials;
- Having seen Royal Kret No. CS/RKT/0400/075 dated 22 April 2000 concerning the Separate Statutes of Ministry of Interior's Category of Kramkar Officials;
- Having seen Royal Kret No. CS/RKT/0500/096 dated 19 May 2000 concerning the Separate Statutes of Ministry of Interior's Category of Administrative Secretaries;
- Having seen Royal Kret No. NS/RKT/0416/373 dated 04 April 2016 concerning the Separate Statutes of Sub-National Administrative Personnel;
- Having seen Royal Kret No. NS/RKT/0501/178 dated 22 May 2001 concerning the Separate Statutes of Category of National Police Officers of Cambodia;
- Having seen Royal Kret No. NS/RKT/0813/892 dated 7 August 2013 concerning the Separate Statutes of Ministry of Interior's Category of Prison Officers;
- Having seen Royal Kret No. NS/RKT/0809/839 dated 19 August 2009 concerning the Separate Statutes of Category of Senior Audit Officials of the National Audit Authority;
- Having seen Royal Kret No. NS/RKT/0615/648 dated 17 June 2015 concerning the Separate Statutes of Category of Officials of the National Election Committee;
- Having seen Royal Kret No. NS/RKT/0617/488 dated 15 June 2017 concerning the Establishment of National Social Protection Council;
- Having seen Royal Kret No. NS/RKT/0520/582 dated 30 May 2020 concerning the Establishment of National Social Security Fund as Public Entity;
- Having seen Sub-Decree No. 488 SD.E dated 16 October 2013 concerning the Organization and Functioning of the Ministry of Economy and Finance;
- Having seen Sub-Decree No. 75 SD.E dated 25 May 2017 concerning the Revision of Sub-Decree No. 488 SD.E dated 16 October 2013 concerning the Organization and Functioning of the Ministry of Economy and Finance;
- Having seen Sub-Decree No. 283 SD.E dated 14 November 2014 concerning the Organization and Functioning of the Ministry of Labour and Vocational Training;
- Having seen Sub-Decree No. 199 SD.E dated 22 April 2013 concerning the Formality of Entitlements and Obligations related to the Five Statuses of Military Personnel and Separate Provisions of General Officers;
- Having seen Sub-Decree No. 141 SD.E dated 28 August 2017 concerning the Revision of Article 30 of Chapter 3 of Sub-Decree No. 199 SD.E dated 22 April 2013 concerning the Formality of Entitlements and Obligations related to the Five Statuses of Military Personnel and Separate Provisions of General Officers;
- Having seen Sub-Decree No. 26 SD.E dated 10 February 2016 concerning the Management and Administration of Contract Officials;
- Reference to the proposal of Minister of Economy and Finance and Minister of Labour and Vocational Training.

**HEREBY DECIDED**  
**CHAPTER I**  
**GENERAL PROVISIONS**

**Article 1 .-**

This sub-decree determines the contributory salary or wage by the mandatory contributions in Social Security Schemes on Occupational Risk, Health Care, Pension, and Unemployment as stated in the Law on Social Security Schemes promulgated by Royal Kram No. NS/RKM/1119/018 dated 2 November 2019.



**Article 2 .-**

This sub-decree has the scope of implementation to the contributory salary or wage of the defined persons as follows:

1. Persons under the public sector consisting of:
  - Officials in the civil service serving at the ministries, institutions, and units at national and sub-national levels that are defined by the provisions of the Law on the Common Statutes of Civil Servants of the Kingdom of Cambodia;
  - Officials defined by the Law on the Statutes of Officials of the Legislative Group with the exception of Pension Scheme;
  - Officials serving at the judicial institutions;
  - National police officers and prison officers receiving only the medical care benefit of Health Care Scheme;
  - Officials serving at the National Election Committee;
  - Officials serving at the National Audit Authority;
  - Former civil servants and veterans;
  - Contract officials serving at the ministries, institutions, and units at national and sub-national levels recognized by Ministry of Civil Service;
  - Persons in other public sectors regulated by sub-decree.
2. Persons defined by the provisions of the Labour Law including personnel serving in the air and maritime transportation as well as domestic workers.

**CHAPTER II  
CONTRIBUTORY SALARY OR WAGE**

**Article 3 .-**

Contributory salary of Pension Scheme for persons in the public sector shall be regulated by the separate sub-decree.

Contributory salary of Occupational Risk and Health Care Schemes for persons in the public sector shall be complied with applicable legal instruments.

Contributory salary is the salary of persons in the public sector required to be contributory by law, the pension of persons in the public sector with permanent disability from 20% (twenty per cent) or more, or the pension of former civil servants and veterans required to be contributory in Health Care Scheme.

**Article 4 .-**

The minimum contributory wage shall be equivalent to 400,000 (four hundred thousand) Riels, while the ceiling contributory wage shall be equivalent to 1,200,000 (one million and two hundred thousand) Riels.

Contributory wage is the wage of workers required to be contributory by law, the pension of workers with permanent disability from 20% (twenty per cent) or more, or the pension of workers required to be contributory in Health Care Scheme.

The revision of the minimum and ceiling contributory wages shall be regulated by Inter-Ministerial Prakas of Ministry of Labour and Vocational Training and Ministry of Economy and Finance at the request of the NSSF Governing Body.

**CHAPTER III  
FINAL PROVISIONS**

**Article 5 .-**

Any provisions contrary to this sub-decree shall be abrogated.

**Article 6 .-**

Minister in charge of the Office of the Council of Ministers, Minister of Economy and Finance, Minister of Labour and Vocational Training, and all relevant Ministers and Heads of Institutions shall comply with this sub-decree respectively from the date of signature.

Phnom Penh, 19 August 2021

**Prime Minister**

**Samdech Akka Moha Sena Padei Techo HUN SEN**

Present their compliments to  
Samdech Akka Moha Sena Padei Techo Prime Minister for Signature

**Deputy Prime Minister  
Minister of Economy and Finance**

**Minister of  
Labour and Vocational Training**

**Academician General AUN Pornmoniroth**

**ITH Samheng**

**Receiving places:**

- Ministry of Royal Palace
- General Secretariat of the Council of Constitution
- General Secretariat of the Senate
- General Secretariat of the National Assembly
- Cabinet of Samdech Akka Moha Sena Padei Techo Prime Minister
- Cabinet of Samdech and His/Her Excellency Deputy Prime Minister
- As in Article 6
- Royal Gazette
- Documents and Archives