

KINGDOM OF CAMBODIA
NATION RELIGION KING



**MINISTRY OF LABOUR
AND VOCATIONAL TRAINING
NO. 184 LV/PrK.NSSF**

PRAKAS
ON
REVISION OF ARTICLES 2, 4, 5, 6, 7, 8, AND 10 OF PRAKAS NO. 109
LV/PRK., DATED 17 MARCH 2016, ON HEALTH CARE BENEFITS

MINISTER OF 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 Revision and Addition of of the Compositions 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/RKT/0613, dated 20 May 2013, promulgating the law on Amendment of Article 28 of Law on 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;

- 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 2, 4, 5, 6, 7, 8, and 10 of Prakas No. 109 LV/Prk., dated 17 March 2016, on Health Care Benefits are revised as follows:

Article 2 (New).-

In this Prakas:

- The term *Health Care Benefit* refers to insurance scheme providing the health benefit packages and the defined health prevention services.
- The term *Health Benefit Packages* refer to medical care, patient referral service, corpse transportation service, and daily allowance.
- The term *Health Prevention Service* refers to the punctual diagnosis, persons with health risk and ill-health identification, consultation, and other necessary interventions with a view to preventing from health problems composed of screening, health education, and vaccination program.
- The term *Medical Care Services* refer to medical service, para-clinic service, and medical assistant service.
- The term *Medical Service* refers to outpatient and inpatient consultation.
- The term *Para-Clinic Service* refers to laboratory and medical imagery.
- The term *Medical Assistant Service* refers to physiotherapy and kinesitherapy.
- The term *Medical Profession Technics* refers to the methods of diagnosis and medical care provided by health professionals graduated from health sector, registered in the Medical Council of Cambodia, and licensed to run medical profession by Ministry of Health.
- The term *Rehabilitation Service* refers to medical care service for Health Care Scheme with the aim of helping the patients to restore and rehabilitate their ability, skill, and function for their daily living as well as the communication skill lost or damaged due to sickness, injury, or disability.
- The term *Surgery* refers to scientific operation in purpose of treatment.
- The term *Health Facility* refers to the public or private health facilities recognized by Ministry of Health.
- The term *Maternity Leave* refers to prenatal and postnatal leave.

- The term ***Out-Patient Department*** refers to the examination and consultation excluding hospitalization.
- The term ***Delivery*** refers to childbirth from 26 (twenty-six) weeks up in the public health facility.
- The term ***Daily Allowance*** refers to amount of money provided to the victim or patient in the duration of abstention from work due to sickness, accident, and maternity leave.
- The term ***Self-Treatment*** refers to self-medication without medical prescription issued by the health facility signed the agreement with the National Social Security Fund with the exception of emergency.
- The term ***Artificial Vision Device*** refers to eye glasses or contact lens.
- The term ***Essential Drug*** refers to medicine in the essential drug list regulated by Ministry of Health for public health facility.
- The term ***Representative of Victim or Patient*** refers to relative or spouse of person concerned.

Article 4 (New).-

The excluded services in the medical care are:

1. Free services as stipulated in the public health policy
2. Dental care (teeth cleaning, teeth filling, and teeth implant)
3. Sexual surgery and care
4. Organ transplantation
5. Artificial fertilities
6. Self-treatment
7. Plastic Surgery
8. Artificial vision device and laser-therapy
9. Drug abuse treatment
10. Barren treatment
11. Artificial glow surgery
12. Coronary and heart surgery
13. Hemodialysis
14. General health checkup

In case of the emergency, all services mentioned above shall be granted.

Article 5 (New).-

Chronic disease services shall be provided by public health facilities and with essential drug only. The drugs are not in the essential drug list shall be borne by the patient except that the medicine for diabetes mellitus type 1 & 2 and hypertension and the chemotherapy shall be paid by fee-for-service.

Article 6 (New).-

6.1 To get the medical care services, the workers shall fulfill the following conditions:

- A. Work in the enterprises/establishments registered for Health Care Scheme in the National Social Security Fund and possess the NSSF membership card although employer has not paid contribution for the first month yet.
- B. Paid contribution in a qualifying period of at least 6 (six) months within the last 12 (twelve) months until encountering health problems or delivery.

In case the NSSF member has already paid contribution in a qualifying period of 2 (two) consecutive months but he/she disqualifies to pay contribution, the NSSF member has an entitlement to enjoy the medical care services in a qualifying period of 2 (two) consecutive months from the date of disqualifying to pay contribution.

6.2 To get the daily allowance, the worker shall fulfill the following conditions:

- Paid contribution of Health Care Scheme in a qualifying period of 2 (two) consecutive months or at least 6 (six) months within last 12 (twelve) months until the month of encountering health problems and still working for the registered enterprise/establishment.
- Paid contribution at least 9 (nine) months within last 12 (twelve) months until the month of delivery.

Article 7 (New).-

7.1 The worker who has fulfilled the conditions as set forth in point 6.2 of article 6 in this Prakas shall be eligible to receive:

- Free treatment in the health facilities signed the agreement with NSSF not exceed 180 (one hundred and eighty) days within 12 (twelve) months by counting the in-patient days.
- 70% of daily allowance of worker's daily average wage for a period of abstention from work due to treatment with medical prescription for over 7 (seven) consecutive days by counting from the first day that the worker accesses services in the health facility. The daily allowance shall be provided

not exceed 180 (one hundred and eighty) days within last 12 (twelve) months excluding 90 (ninety) days of maternity leave.

- 70% of daily allowance of worker's daily average wage in a qualifying period of 90 (ninety) days for prenatal and postnatal leave.

7.2 Patient or victim referral service and corpse transportation:

- Patient or victim referral service shall be granted in case of the emergency and with ambulance of health facilities or other means with concise referral letter.
- Hopeless patient or corpse transportation shall be provided by health facility or other means based on the actual situation.

Article 8 (New).-

8.1 Average wage is a division on average of the contributory wage in a qualifying period of not more than 6 (six) months prior to the date of encountering health problems or delivery. The contributory wage shall be determined in the table as set forth in annex 1 in this Prakas.

8.2 Daily average wage is a division of average wage as stipulated in point 8.1 by 30 (thirty) days.

8.3 Calculation of average wage determined in this Prakas shall be affected the social security benefit calculation only.

Article 10 (New).-

10.1 The NSSF member shall consume the health service in the health facilities signed the agreement with NSSF. The National Social Security Fund will take a responsibility for service payment as determined in the health benefit package. If the NSSF member utilizes the services in the health facilities not recognized by NSSF, NSSF shall reimburse in case of the emergency only. The benefit claim shall be followed the form “**Medical Care Benefit**” or form “4.02” as set forth in annex 2 in this Prakas. Formality of benefit claim shall be enclosed herewith the medical documents and other receipts as well as the relevant necessary documents.

10.2 The claim of daily allowance shall be done by victim or patient or representative complying with form “**Daily Allowance for Health Care**” or form “4.03” as stipulated in annex 3 in this Prakas. The formality of benefit claim shall be enclosed herewith the

discharged letter issued by the health facilities signed the agreement by NSSF in which the patient consumes the medical care services and the leave letter issued by the general practitioner of enterprise/establishment and agreed upon from employer or representative of the enterprise/establishment.

10.3 The entitlement of medical care benefits and daily allowance are valid in a qualifying period of 12 (twelve) months starting from the first day of encountering health problems.

Article 2.-

This Prakas comes into force from the signed date.

Phnom Penh, 25 April 2018

Minister

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 Prime Minister
- The Cabinet of Samdech, His/Her Excellency, and Deputy Prime Minister
- Relevant Ministries
- Governing Body of NSSF “For Information”
- 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

MEDICAL CARE BENEFIT OF HEALTH CARE

For the NSSF Official
Benefit Code:
Signature: Date: / /

❶ Enterprise's Name:
Identity Code of Enterprise:
Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....
Tel:
E-mail:

❷ Worker's Name:
Identity Code of Worker:
Permanent Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....
Tel:
E-mail:

❸ Poly-Clinic/Hospital's Name:
Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....
• Type of Disease:
.....
• Amount of Inpatient Day in Hospital:Day(s) From:/...../..... To/...../.....

***The detail information for representative claims the medical care benefit of Health Care Scheme**

❹ Representative's Name: Sex: Date of Birth:/...../.....
Permanent Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....
Tel:
National ID/Passport:
Date:/...../.....

I would like to certify that all the above information is correct and accurate.

....., date: .../.../.....

Thumbprint of Requester

- Attached Documents:
- National ID of victim or representative
 - Inpatient prescription
 - Medical invoice

DAILY ALLOWANCE OF HEALTH CARE

For the NSSF Official
Benefit Code: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Signature: Date:/...../.....

1 Enterprise's Name:
Identity Code of Enterprise: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Enterprise's Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....
Tel: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> E-mail:

2 Worker's Name:
Identity Code of Enterprise: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Enterprise's Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....
Tel: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> E-mail:

3 Date of Leave:/...../..... Date of Return to Work:...../...../.....
Number of Hospitalization Day(s): From/...../..... to/...../.....
Number of Convalescent Home Day (s):..... From/...../..... to/...../.....

*** Detail information for representative claims the daily allowance of Health Care Scheme**

4 Representative's Name: Sex:..... Date of Birth:/...../.....
Permanent Address: Street..... Sangkat/Commune..... Khan/District..... Capital/Province.....
Tel: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
National ID/Passport: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> Date:/...../.....

I would like to certify that all the above information is correct and accurate.

....., date:/...../.....

Thumbprint of Requester

Attached Documents:

- National ID or Passport of victim or representative
- Inpatient prescription
- Leave letter of employer
- Equivalent documents

LEAVE LETTER

Name:, Age:Years, Position
NSSF ID Code of Worker: [] [] [] [] [] [] [] [] [] [] [] [] [] [] [] [] Works in Ward: Group:

TO

DIRECTOR GENERAL/DIRECTOR/OWNER OF ENTERPRISE/ESTABLISHMENT:

.....

Through:

Subject:

Reason:

Attached Letter:

According to the above-mentioned, please, Director General/Director/Owner of the Enterprise/Establishment, allows me to take leave for day(s) from/...../... to/...../... and I will return to work on/...../.....

Based on the above-mentioned, please, Director General/Director/Owner of the Enterprise/Establishment, understand favorably.

Please accept, Director General/Director/Owner of the Enterprise/Establishment, the assurance of my highest regards.

Phnom Penh,/...../.....

Seen and Approved

Thumbprint and Name of Requester

Phnom Penh,/...../.....

Seen and Approved

General Practitioner of Enterprise

Phnom Penh,/...../.....

Director General/Director/Owner
of the Enterprise/Establishment