



**SN/RKT/0217/078**

**ROYAL KRET  
ON**

**ESTABLISHMENT OF SOCIAL SECURITY SCHEMES ON OCCUPATIONAL  
RISK FOR PUBLIC EMPLOYEES AND HEALTH CARE FOR PUBLIC  
EMPLOYEES, FORMER CIVIL SERVANTS, AND VETERANS**

**We**

**Preah Karuna Preah Bat Samdech Preah Bormneath Norodom Sihamoni  
Samanaphumcheatsasna Rakatkattaya Khemraradreas Puthendreatharamohaksat  
Khemreachea Samohopheas Kampuch Ekreachrad Boranasante Supheakmangkalea  
Sereyvibulea Khemara-Sreypireas Preahchao Krong Kampuchea Thebadey**

- 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 the 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 Composition of the Royal Government of Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/0416/368, dated 04 April 2016, , concerning the Revision and Addition of the Composition of the 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. 06/NS/94, dated 30 October 1994, promulgating the Law on the Common Statute of Civil Servants of Kingdom of Cambodia;
- 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 Kram No. NS/RKT/0203/007, dated 13 February 2003, promulgating the Law on the Statute of Civil Servants of Legislation Team;
- Having seen Royal Kram No. NS/RKM/0105/003, dated 17 January 2004, promulgating the Law on the Establishment of Ministry of Labour and Vocational Training;
- Having seen Royal Kram No. NS/RKT/0714/015, dated 16 July 2014, promulgating the Law on the Statute of Judges and Prosecutors;

- Having seen Royal Kret No. NS/RKT/0501/178, dated 22 May 2001, concerning the Separate Statute of National Police of Cambodia;
- Having seen the Approval of **Samdech Akka Moha Sena Padei Techo Hun Sen**, Prime Minister of the Kingdom of Cambodia.

**HEREBY PROMULGATED**

**CHAPTER I  
GENERAL PROVISIONS**

**Article 1.**

This Royal Kret intends to establish the social security schemes on Occupational Risk for Public Employees and on Health Care for Public Employees, Former Civil Servants, and Veterans in order to promote the social welfare.

**Article 2.**

This Royal Kret has an objective to provide the social security schemes on Occupational Risk for Public Employees and on Health Care for Public Employees, Former Civil Servants, and Veterans.

**Article 3.**

This Royal Kret covers:

1. Public employees :
  - A. Officials in the civil service serving in the ministries, institutions, 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;
  - B. Officials serving in the legislative institutions.
  - C. Officials serving in the judicial institutions.
  - D. National police officers.
  - E. Contract officials serving in the ministries, institutions, and units at the national and sub-national levels recognized by Ministry of Civil Service.
2. Former civil servants and veterans.
3. Public employees as not set forth in point 1 and the dependents shall be regulated by sub-decree based on the actual social and economic situations.

The social security schemes for the Royal Cambodian Armed Forces defined by the separate legal instruments.

**Article 4.**

In this Royal Kret:

- The term ***Occupational Risk Scheme*** refers to the insurance against workplace accident, commuting accident, and occupational disease.
- The term ***Work Injury*** refers to the accident inflicting on the body of public employee in a period of working hour of his/her own ministry, institution, or organization.
- The term ***Commuting Accident*** refers to the accident inflicting on the body of public employee during the direct commute from his residence to workplace and home without interrupting or detouring for a personal or non-work-related reason out of the work ordered by his/her ministry, institution, or organization.
- The term ***Occupational Disease*** refers to any diseases resulting from work although such diseases are diagnosed within working period or after the termination of employment contract.
- The term ***Health Care Scheme*** refers to the social health insurance provides the health prevention for accident or illness not involved with occupational risk.
- The term ***Occupational Risk Benefit*** refers to medical care, disability allowance or disability pension are provided to the public employee suffered from work injury, commuting accident, or occupational disease; and survivors' pension is granted to the beneficiary of victim suffered from work injury, commuting accident, or occupational disease resulting in death.
- The term ***Health Care Benefit*** refers to health prevention and medical care services are provided to persons as set forth in article 3 above.
- The term ***Contribution*** refers to the premium paid as set in the law by the public employees, former civil servants, veterans, and the state as fund for the benefit compensation.
- The term ***Former Civil Servant*** refers to the old-age pensioner and invalidity pensioner.
- The term ***Veteran*** refers to the retired, handicapped, and disabled.

**CHAPTER II  
COMPETENT INSTITUTION**

**Article 5..**

The National Social Security Fund (NSSF) is a unique implementer that has the authority to manage the social security schemes on Occupational Risk and Health Care Schemes for the persons defined by article 3 of this Royal Kret.

**Article 6..**

The Governing Body member of the National Social Security Fund who represent the public sector shall have the authority to organize the meeting and enact the social security schemes on Occupational Risk and Health Care for public employees, former civil servants, and veterans by inviting representatives from the National Social Security Fund for Civil Servants (NSSFC), National Fund for Veterans (NFV), Persons with Disabilities Foundation (PWDF), and other institutions involved for consultation.

The decision of the Governing Body of the National Social Security Fund shall be requested for the review and approval from the technical-tutelage ministry and financial-tutelage ministry respectively in compliance with the current effective legal instruments.

**CHAPTER III  
CONTRIBUTION, BENEFIT, AND RESERVE FUND  
PART I  
OCCUPATIONAL RISK SCHEME FOR PUBLIC EMPLOYEES**

**Article 7..**

The contribution of the social security schemes on Occupational Risk for Public Employees is borne by the state, institutions, or direct supervising unit.

The contribution rate, formalities, and procedures of the contribution payment for this scheme shall be defined by sub-decree.

**Article 8..**

Benefits of the occupational risk scheme for public employees are the following:

- Medical care
- Lump-sum for permanent disability less than 20%
- Pension for permanent disability from 20% up

- Funeral grant and survivors' pension for spouse, children, and the elderly, who have no income, is the dependent of the victim suffered from work injury resulting in death.

The conditions, formalities, and procedures of the benefits provision shall be defined by sub-decree.

## **PART II HEALTH CARE SCHEME FOR PUBLIC EMPLOYEES, FORMER CIVIL SERVANTS, AND VETERANS**

### **Article 9.**

The contribution of the social security schemes on Health Care is the joint obligation of the state, institutions, or direct supervising units and public employees.

The contribution of the social security schemes on Health Care for former civil servants and veterans is borne by the person concerned. The contribution rate of the former civil servants and veterans shall not exceed the rate borne by public employee.

The contribution rate, formalities, and procedures of the contribution payment for this scheme shall be defined by sub-decree.

### **Article 10.**

Benefits of the social security schemes on Health Care for public employees, former civil servants, and veterans are the following:

- Medical care services including inpatient, outpatient, emergency, physiotherapy and kinesitherapy, delivery and prenatal and postnatal care, and rehabilitation.
- Patient or victim referral service in case of emergency and corpse transportation service.
- Health prevention services.

The conditions, formalities, and procedures of the benefit provision shall be defined by sub-decree.

## **PART III RESERVE FUND**

**Article 11..**

The reserve fund for the social security schemes on Occupational Risk and Health Care as stated in this Royal Kret shall be defined by sub-decree in accordance with the proposal of both tutelary ministries.

**CHAPTER IV  
ACCREDITATION AND QUALITY ASSURANCE OF HEALTH FACILITIES'  
SERVICES**

**Article 12..**

The medical care shall be provided by health facilities recognized by the Ministry of Health and signed the agreement with the National Social Security Fund.

**Article 13..**

The accreditation of medical care services shall comply with the guidelines defined by the Ministry of Health.

Quality Assurance of health facilities' services shall be monitored and evaluated by the Medical Committee of the National Social Security Fund.

**CHAPTER V  
DATA MANAGEMENT COORDINATION**

**Article 14..**

Ministries and competent institutions shall collaborate to provide data related to public employees, former civil servants, and veterans to the National Social Security Fund in order to insert those data into the data management system of the occupational risk and health care schemes.

**CHAPTER VI  
IMPLEMENTATION**

**Article 15..**

The accurate phase and date for the implementation of the Occupational Risk and Health Care Schemes for persons defined by article 3 of this Royal Kret shall be regulated by Joint Prakas between Ministry of Labour and Vocational Training and Ministry of Economy and Finance.

**CHAPTER VII  
FINAL PROVISIONS**

**Article 16..**

Any regulations contrary to this Royal Kret shall be abrogated.

**Article 17..**

**Samdach Akka Moha Sena Padei Techo HUN Sen**, Prime Minister of the Kingdom of Cambodia, shall be responsible for implementing this Royal Kret from the signed date.

Royal Palace, dated 01 February 2017

**NORODOM Sihamoni**

**RPN. 1702.080**

Have Proposed Signature to His Majesty  
**Prime Minister**

**Samech Akka Moha Sena Padei Techo HUN Sen**

Having Informed

Samech Akka Moha Sena Padei Techo **HUN Sen**, Prime Minister  
**Minister of Labour and Vocational Training**

**ITH Samheng**