

**KINGDOM OF CAMBODIA  
NATION RELIGION KING**



**MINISTRY OF LABOUR  
AND VOCATIONAL TRAINING  
No. 233 LV/PrK.**

**PRAKAS  
ON  
REVISION OF ARTICLES 8 AND 10 OF PRAKAS NO. 109 LV/PRK,  
DATED 16 JUNE 2008, CONCERNING EMPLOYMENT INJURY BENEFITS**

**MINISTRY OF LABOUR AND VOCATIONAL TRAINING**

- Having seen the Constitution of Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/0908/1055, dated 25 September 2008, concerning the Nomination of Royal Government of Kingdom of Cambodia of the Third Legislature of National Assembly;
- 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/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/RKM/0196/18, dated 24 January 1996, promulgating the Law on the Establishment of Ministry of Economy and Finance;
- 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/1297/91, dated 31 December 1997, concerning the Judicial Statute of the Administrative Public Establishment;
- Having seen Sub-Decree No. 52 SD.E, dated 01 April 2005, 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 Prakas No. 209 LV/PrK, dated 16 May 2008, concerning Benefit of Employment Injury;
- Having seen Prakas No. 140 LV/PrK, dated 15 May 2010, concerning Revision of Articles 7 and 9 of Prakas No. 109 LV/PrK, 16 May 2008, concerning Benefit of Employment Injury;
- Reference to the Proposal from Governing Body of the National Social Security Fund.

## HEREBY DECIDED

### Article 1.

Articles 8 and 10 of Prakas No. 109 LV/PrK, dated 16 May 2008, concerning the Employment Injury Benefits shall be revised as follows:

### Article 8. (New) Provision of Permanent Disability Benefit

8.1 The worker suffering from work injury that results in permanent disability incurred less than 20% is entitled to enjoy the disability allowance. This allowance shall only be granted to the victim by calculating as the following formula:

$$LS = DAW \times DD \times 20\% APV$$

- LS: Lump Sum
- DAW: Daily Average Wage;  $DAW = \text{Assumed Wage} / 180$
- DD: Degree of Disability
- APV: Actuarial Present Value

8.2 The worker suffering from work injury that results in the disability incurred at least equally to 20% is entitled to enjoy the permanent disability pension. This pension shall be calculated the following formula:

$$P = DAW \times (DD - 1/5DD)$$

- P: Disability Pension

8.3 Permanent disability pension shall always be regarded as the temporariness. NSSF shall reorganize to examine health and earning capacity of victim no later than a period of 1 year. The victim enjoying pension shall be compulsory to take the medical check-up regulated by NSSF.

8.4 Permanent disability pension shall be reinvestigated every year in conformity with the inflation rate issued by Ministry of Economy and Finance.

8.5 Degree of disability shall be determined in **Annex 2** of Prakas No. 109 LV/PrK, dated 16 May 2008, concerning the Employment Injury Benefits.

8.6 Actuarial Present Value (APV) shall be fixed in **Annex 3** of Praks No. 109 LV/PrK, dated 16 May 2009, concerning the Employment Injury Benefits.

### Article 10. (New) Funeral Grant

In the case that the work injury results in death, the survivor who prepare the funeral shall be granted 4,000,000 (four million) Riel for funeral grant. This allowance shall be provided to the survivor of the victim for holding the funeral.

### Article 2.

This Prakas shall come into force as from the signed date.

Phnom Penh, 07 November 2011

**Minister**

**Vong Soth**

**CC:**

- Ministry of Royal Palace
- General Secretariat of the Constitutional Council
- General Secretariat of the Senate
- General Secretariat of the National Assembly
- General Secretariat of the Royal Government
- Cabinet of Samdech Prime Minister
- The Office of the Council of Ministers
- Relevant Ministries “For Information”
- Document/Archives