



**KINGDOM OF CAMBODIA  
NATION RELIGION KING**

**ROYAL GOVERNMENT  
No. 134 SD.E**

**SUB-DECREE  
ON  
CONDITIONS, FORMALITIES, AND PROCEDURES OF BENEFIT PROVISION  
OF SOCIAL SECURITY SCHEMES ON OCCUPATIONAL RISK FOR PUBLIC  
EMPLOYEES AND HEALTH CARE FOR PUBLIC EMPLOYEES, FORMER  
CIVIL SERVANTS, AND VETERANS**

**ROYAL GOVERNMENT**

- 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 Compositions 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 Compositions 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. NS/RKM/0196/18, dated 24 January 1996, promulgating the Law on the Establishment of the Ministry of Economy and Finance;
- Having seen Royal Kram No. NS/RKM/0105/003, dated 17 January 2005, promulgating the Law on the Establishment of the Ministry of Labour and Vocational Training;
- Having seen Royal Kram No. NS/RKM/0613/012, dated 20 May 2013, promulgating the Law on Amendment of Article 28 of the Law on the Organization and Functioning of the Council of Ministers;
- Having seen Royal Kret No. NS/RKT/0217/078, dated 01 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 Sub-Decree No. 199 SD.E, dated 22 April 2013, concerning the Formalities of Entitlement and Obligation involved with Five Statuses of Professional Militant and Special Provisions for Military Officers rank as General.
- 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. 283 SD.E, dated 14 November 2014, concerning the Organization and Functioning of the Ministry of Labour and Vocational Training;
- Reference to the Approval of the Council of Ministers in the Plenary Session on 04 August 2017.

## **HEREBY DECIDED**

### **CHAPTER I GENERAL PROVISIONS**

#### **Article 1..**

This sub-decree regulates conditions, formalities, and procedures of benefit provision for social security schemes on Occupational Risk for public employees and Health Care for public employees, former civil servants, and veterans except that former militants who rank as General and Admiral in compliance with the spirit of sub-decree No. 199 SD.E, dated 22 April 2013, concerning Formalities of Entitlement and Obligation involved with Five Statuses of Professional Militants and Special Provisions for Military Commanders.

#### **Article 2..**

##### **In this sub-decree:**

- 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 mission and working hours of his own ministries, institutions, or organizations.
- The term *Commuting Accident* refers to the accident inflicting on the body of public employee during the direct commute from his/her residence to workplace and vice versa 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 the work or 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, illness, or health problem 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 leading to death.

- The term ***Orphan*** refers to the parentless child who lives under burden of the victim suffered from occupational risk.
- The term ***Health Care Benefit*** refers to the health prevention and medical care services.
- The term ***Health Prevention Service*** refers to any activities such as screening or predetermination of health problem symptoms and signs, health education, consultation, immunization program, or any interventions in order to prevent from health problems.
- The term ***Medical Profession Technics*** refer to the technics or methods of diagnosis and medical care complying with the medical standards provided by health professionals accredited by the Medical Council of Cambodia and licensed to run healthcare occupations by Ministry of Health.
- The term ***Surgery*** refers to medical operation with the purpose of treatment.
- The term ***Health Facility*** refers to the public or private health facilities recognized by Ministry of Health.
- The term ***Outpatient Consultation Service*** refers to the examination and consultation excluding hospitalization.
- The term ***Emergency Service*** refers to any interventions performed in an unexpected occasion and with the purpose of resuscitation or prevention of any limb or organ loss of victim or patient.
- The term ***Fee-For-Service*** refers to the cost of each medical care service in health facility.
- The term ***Allowance*** refers to lump-sum provided to the victim.
- The term ***Pension*** refers to amount of money granted to the victim suffering from occupational risk periodically.
- The term ***Survivors' Benefit*** refers to amount of money provided to spouse or children under the burden of person concerned.

**CHAPTER II  
CONDITIONS, FORMALITIES, AND PROCEDURES OF  
OCCUPATIONAL RISK BENEFIT PROVISION**

**SECTION I  
COMMON PRINCIPLES**

**Article 3..**

The public employees as stipulated in article 3 of Royal Kret No. NS/RKT/0217/078, dated 01 February 2017, have entitlement to receive occupational risk benefits when suffering from occupational risk.

The victims suffering from occupational risk or beneficiaries shall inform promptly the National Social Security Fund (NSSF) and ministry, institution, or organization concerned about the accident inflicting on the body of the victim with the exception of force majeure, infeasibility, or rational reasons.

Ministry, institution, sub-national administration, or organization concerned shall inform the National Social Security Fund (NSSF) by any means about the incidence of occupational risk not later than 48 (forty-eight) hours of working day after receiving the request from NSSF. The assumption of work injury shall be determined in accordance with the result of work injury investigation done by NSSF.

## **SECTION II MEDICAL CARE SERVICE PROVISION**

### **Article 4..**

Medical care services for Occupational Risk include as follows:

- Both inpatient and outpatient services shall be provided to the victim suffering from work injury until recovery, according to the medical professional technics.
- Emergency.
- Provision of drug and ancillary medical kits for treatment.
- Rehabilitation services comprising supply, nursing, prosthesis or artificial limbs fixing, body adjustment required by the official medical practitioner, and vocational rehabilitation.
- Corpse transportation or victim referral services for emergency.

## **SECTION III PENSION AND ALLOWANCE PROVISION FOR PERMANENT DISABILITY**

### **Article 5..**

A- The public employees suffered from work injury resulting in the permanent disability less than 20 (twenty) percent shall have entitlement to receive disability allowance as a lump sum by calculating the following formula:

$$\mathbf{DA = DAV \times PDD \times 20\% PAV}$$

- DA = Disability Allowance
- DAV = Daily Allowance of Victim equal to monthly basic salary of victim divided by

22 days

- PDD = Permanent Disability Degree of victim
- PAV = Present Actual Value by age of victim.

B- The public employees suffered from work injury resulting in the permanent disability from 20 (twenty) percent up shall be entitled to get permanent disability pension by calculating the following formula:

**PDP = MNS x 4/5 PDD)**

- PDP = Permanent Disability Pension
- MNS = Monthly Net Salary of victim

Permanent disability pension shall be considered as forever temporary provision. The National Social Security Fund shall prepare to reassess the degree of disability not later than 12 (twelve) months. The person concerned entitled to receive this pension shall be compulsory to be assessed the degree of disability regulated by the National Social Security Fund.

In case there is an overlapping benefit between pension and old age pension, the person concerned shall have entitlement to get only one benefit with the highest amount.

Degree of Permanent disability shall be regulated in annex 1 of this sub-decree.

Medical Committee of NSSF or medical practitioner recognized by NSSF shall determine the degree of permanent disability in case degree of permanent disability is not stated in the annex 1 of this sub-decree.

Present actual value shall be regulated in annex 2 of this sub-decree.

Adjustment of present actual value shall be regulated by inter-ministerial Prakas between the Minister of Labour and Vocational Training and the Minister of Economy and Finance.

#### **SECTION IV PROVISION OF FUNERAL GRANT AND SURVIVORS' PENSION**

##### **Article 6..**

In case there is a work injury leading to death, a person responsible for preparing the funeral of victim shall be provided 10 (ten) million riels. This funeral grant shall be provided to a person responsible for preparing the funeral of victim.

This funeral grant may be revised by inter-ministerial Prakas between Minister of Labour and Vocational Training and Minister of Economy and Finance.

**Article 7..**

In case there is a work injury resulting in death, beneficiaries of victim have entitlement to receive survivors' pension.

Beneficiaries of victim suffering from work injury resulting in death are as follows:

- A. Spouse of victim has a legitimate marriage certificate before the victim suffers from work injury or death resulting from work injury.
- B. Children are by the age of below 18 (eighteen), single, and have the following conditions:
  - Biological child.
  - In case of divorce or death of spouse, the child of the new spouse under direct charge of victim also receives the same survivors' pension as the child of the first spouse.
  - Adoptive child of the person concerned is requested legally in accordance with the regulations coming into force or orphan under the burden of the person concerned.

Age of dependent child may be determined by the age of below 21(twenty-one) and the child who is under the vocational training or studying in the public or private education establishment recognized by the competent institution shall have the student verification letter.

Age of child with disability or chronic disease unable to work shall not be determined.

- C. Parents or the elderly aged at least 55 (fifty-five) and unable to earn money and under dependent of victim.

**Article 8..**

Survivors' pension shall be provided monthly by calculating the following formula:

- A. For beneficiaries include spouse, child, and parents or the elderly :
  - Spouse =  $\frac{3}{5} \times 63\%$  MNS (MNS = Monthly Net Salary of victim)
  - Child =  $\frac{2}{5} \times 63\%$  MNS
  - Parents or the elderly = 7% MNS
- B. For beneficiaries include spouse and child :
  - Spouse =  $\frac{3}{5} \times 70\%$  MNS
  - Child =  $\frac{2}{5} \times 70\%$  MNS
- C. For beneficiaries include spouse and parents or the elderly :
  - Spouse = 28% of MNS

- Parents or the elderly = 28% MNS
- D. For beneficiaries include spouse or child :
  - Spouse or child = 56% MNS
- E. For beneficiaries include parents or the elderly :
  - Parents or the elderly = 35% MNS
- F. For beneficiaries include child and parents or the elderly :
  - Child = 28% MNS
  - Parents or the elderly = 28% MNS.

**Article 9.**

Entitlement to survivors' pension shall be terminated in the following cases:

- When the person concerned dies.
- Spouse remarries although such spouse doesn't have legitimate marriage certificate.

In such case, the person concerned shall inform the National Social Security Fund not later than 30 (thirty) days following the date of remarriage.

**Article 10.**

Period of the claim for funeral grant is valid for 01 (one) year.

Period of the claim for permanent disability allowance less than 20 (twenty) percent and of permanent disability pension are valid for 05 (five) years.

**CHAPTER III  
CONDITIONS, FORMALITIES, AND PROCEDURES  
OF HEALTH CARE BENEFIT PROVISION**

**SECTION I  
COLLECTIVE GUIDELINES**

**Article 11.**

To access health care services, public employees, former civil servants, and veterans as set forth in article 3 of Royal Kret No. NS/RKT/0217/078, dated 01 February 2017, and paid contribution shall show their identity cards or Khmer national identity cards to the health facility signed the agreement with the National Social Security Fund. In case the new public employee entered into new body, ministries, institutions, or organizations concerned shall submit the name of the public employee concerned to NSSF.

Ministries, institutions, sub-national administrations, or competent organizations shall submit the updated data of public employees, former civil servants, and veterans to the National Social Security Fund every 06 (six) months in a bid to insert it into data management system for occupational risk and health care schemes.

Every health facility signed the agreement with NSSF shall collaborate with the National Social Security Fund to manage and provide the medical care services in compliance with protocol or clinic operation instructions of Ministry of Health.

## **SECTION II MEDICAL CARE SERVICE PROVISION**

### **Article 12..**

Medical care services consist of inpatient, outpatient, birth delivery, prenatal and postnatal care, physiotherapy or kinesitherapy, rehabilitation services, and emergency.

### **Article 13..**

Medical care services shall be provided as follows:

A- Inpatient services in the health facility shall be provided as follows:

- Treatment and care services with medical professional technics
- Diagnosis, laboratory, medical imagery and other medical screening services
- Surgical apparatus and other medical equipment in the need of treatment
- Prescribed medicine
- Patient room (based on the actual situation of health facility).

B- Outpatient services in the health facility shall be provided as follows:

- Treatment and care services with medical professional technics
- Diagnosis, laboratory, medical imagery and other medical screening services
- Surgical apparatus and other medical equipment in the need of treatment
- Prescribed medicine

C- Delivery, prenatal care, and postnatal care services shall be provided.

D- Physiotherapy, kinesitherapy, and other rehabilitation services shall be provided.

E- With emergency service in case of the emergency, the victim may access services in the nearest health facility. If such health facility doesn't sign the agreement with the National Social Security Fund, the victim or a representative of victim shall inform promptly the National Social Security Fund.

### **Article 14..**

Medical care services as stipulated in paragraphs A, B, C, and D of the article 13 above shall be provided only in the health facility signed the agreement with the National Social Security Fund. Service consumption in other health facility shall not be provided with the exception of the emergency.



**SECTION III  
PROVISION OF PATIENT OR VICTIM REFERRAL  
AND CORPSE TRANSPORTATION SERVICES**

**Article 15..**

Patient or victim referral service shall be provided only in the case of emergency and by ambulance (SAMU) of health facility.

Hopeless patient referral or corpse transportation services shall be provided based on the service price of health facility signed the agreement with NSSF.

**SECIOTN IV  
PROVISION OF HEALTH PREVENTION SERVICES**

**Article 16..**

Health prevention services shall be provided by the National Social Security Fund, national health prevention program, or other health prevention programs.

Health prevention services provided by the National Social Security Fund shall be implemented the same as the health prevention program for health care scheme for persons defined by the provisions of the labour law.

**SECTION V  
EXCLUDED SERVICES AND TREATMENTS**

**Article 17..**

The excluded services or treatments in the medical care are as follows:

- Free services as stipulated in the public health policy
- General health checkup
- Dental care (cleaning, filling, and implanting)
- Sexual surgery and care
- Plastic Surgery
- Artificial fertilities
- Barren treatment
- Organ transplantation
- Self-treatment
- Eye contact lens and glasses
- Drug abuse treatment
- Artificial glow surgery
- Coronary and heart surgery

- Hemodialysis

The excluded medical services or treatment as set in the paragraph above of this article shall be provided in the case of emergency.

The excluded medical services or treatment as set in the paragraph above of this article may be revised by inter-ministerial Prakas between the Minister of Labour and Vocational Training and the Minister of Health in line with the actual situation.

## **SECTION VI DETERMINATION OF CHRONIC DISEASES**

### **Article 18..**

Chronic disease services shall be provided only in the public health facility and essential drug regulated by Ministry of Health. Any drugs out of the essential drug list shall be borne by the patient concerned.

List of chronic diseases shall be implemented the same as the one for health care scheme for persons defined by the provisions of the labour law.

## **CHAPTER IV CONDITIONS, FORMALITIES, AND PROCEDURES OF PROVIDER PAYMENT METHODS AND BENEFIT CLAIM**

### **SECTION I CONDITIONS, FORMALITIES, AND PROCEDURES OF PROVIDER PAYMENT METHODS FOR OCCUPATIONAL RISK**

### **Article 19..**

Medical care services for occupational risk for public employees shall be paid by fee-for-service payment method.

Medical care service for public employees suffered from work injury shall be complied only with the health facility signed the agreement with the National Social Security Fund.

In case the victim suffered from work injury accesses services in the health facility not signed the agreement with the National Social Security Fund, the victim concerned may reimburse the cost of medical care services. The reimbursement of medical care cost shall be complied with the regulation of NSSF.

In the case of emergency, the victim may access the emergency services in the nearest health facility. NSSF shall pay the emergency cost in compliance with the actual price of health facility.

**Article 20..**

The claim of medical care cost shall be valid in a period of 12 (twelve) months starting from the date of health problems.

**SECTION II  
CONDITIONS, FORMALITIES, AND PROCEDURES  
OF PROVIDER PAYMENT METHODS FOR HEALTH CARE**

**Article 21..**

Medical care services for health care provided to the public employees, former civil servants, and veterans shall be implemented the same provider payment methods as the provider payment methods for persons defined by the provisions of the labour law with the exception of the cancer treatment used chemotherapy and drugs, which are not in the list of essential drug shall be paid by fee-for-service, for diabetes mellitus type 1 & 2 and hypertension treatment.

**Article 22..**

The claim of medical care cost shall be valid in a period of 12 (twelve) months starting from the date of health problems.

**SECITON III  
FORMALITIES AND PROCEDURES OF BENEFIT CLAIM**

**Article 23..**

Formalities and procedures of benefit claim for occupational risk and health care shall be regulated by Prakas of the Minister of Ministry of Labour and Vocational Training.

**CHAPTER V  
RESERVE FUNDS**

**SECTION I  
RESERVE FOR OCCUPATIONAL RISK SCHEME**

**Article 24..**

Reserve fund for occupational risk scheme shall be determined as follows:

A- Reserve for long-term benefits shall be at least equal to the expenditure of pension for the last two years.

B- Reserve for short-term benefits shall be at least equal to a half of other benefit expenditures with the exception of pension expenditure for the last two years.

**SECTION II  
RESERVE FOR HEALTH CARE**

**Article 25..**

Reserve fund for Health Care shall be at least equal to the benefit expenditure on Health Care for the last one year.

**CHAPTER VI  
MECHANISM OF SUPPORT, FACILITATION, AND COLLABORATION**

**Article 26..**

Ministry of Labour and Vocation Training shall issue Prakas in order to determine mechanism of support, facilitation, and collaboration between NSSF and ministry, institution, sub-national administration, or organization has authorities to implement the social security schemes on Occupational Risk for public employees and on Health Care for public employees, former civil servants, and veterans.

Benefit provision for occupational risk and health care schemes under the provisions of this sub-decree shall be set phases and date regulated by the Minister of Labour and Vocational Training and the Minister of Economy and Finance.

**CHAPTER VII  
FINAL PROVISIONS**

**Article 27..**

Any regulations contrary to this Royal Kret shall be abrogated.

**Article 28..**

Minister in charge of the Office of the Council of Ministers, Minister of Labour and Vocational Training, Minister of Economy and Finance, Minister of Health, Minister of Public Service, all relevant Ministers, and Heads of Institutions, and Executive Director of the National Social Security Fund shall comply with this sub-decree respectively from the date of signature.

Phnom Penh, 23 August 2017

**Prime Minister**

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

**Receiving places:**

- Ministry of Royal Palace
- Secretariat General of the Council of Constitution
- Secretariat General of the Senate
- Secretariat General of the National Assembly
- Secretariat General of the Royal Government
- Cabinet of Samdech Prime Minister
- Cabinet of Samdech and His/Her Excellency Deputy Prime Minister
- Article 28
- Royal Gazette
- Documents and Archives

*Annex 1 of Sub-Decree No. 134 SD.E, dated 23 August 2017, concerning Conditions, Formalities, Procedures of Occupational Risk Benefit Provision for Public Employees and Health Care Benefit Provision for Public Employees, Former Civil Servant, and Veterans.*

**TABLE OF DEGREE OF DISABILITY**

<b><u>PART I</u></b>		
<b>LIST OF COMPLETELY PERMANENT DISABILITY</b>		
<b>No.</b>	<b>Description of Injury</b>	<b>Percentage of Disability</b>
1	Loss of both hands or amputation at higher sites	100
2	Loss of a hand and a foot	100
3	Double amputation through leg or thigh, or amputation through leg or thigh on one side and loss of other foot	100
4	Loss of sight to such an extent as to render the claimant unable to perform any work for which eyesight is essential	100
5	Very severe facial disfigurement	100
6	Absolute deafness	100
<b><u>PART II</u></b>		
<b>LIST OF PARTLY PERMANENT DISABILITY</b>		
<b>A. Amputation-upper limbs (either arm) cases</b>		
1	Amputation through shoulder joint	90
2	Amputation below shoulder with stump less than 8” from tip of acromion	80
3	Amputation from 8” from tip of acromion to less than 9” below tip of olecranon	70
4	Loss of a hand or of the thumb and four fingers of one hand or amputation from 4.5” below tip of olecranon	60
5	Loss of thumb	30
6	Loss of thumb and its metacarpal bone	40
7	Loss of four fingers of one hand	50
8	Loss of three fingers of one hand	30
9	Loss of two fingers of one hand	20
10	Loss of terminal phalanx of thumb	20
<b>B. Amputation –Lower Limbs Cases</b>		
11	Amputation of both feet resulting in end-bearing stumps	90
12	Amputation through both feet proximal to the metatarsal-phalangeal joint	80
13	Loss of all toes of both feet through the metatarsal-phalangeal joints	40
14	Loss of all toes of both feet proximal to the proximal inter-phalange joint	30
15	Loss of all toes of both feet distal to the proximal inter-phalangeal joint	20
16	Amputation at hip	90
17	Amputation below hip with stump not exceeding 5” in length measured from tip of great trochanter	80
18	Amputation below hip with stump exceeding 5” in length measured from tip of great trochanter but not beyond middle thigh	70
19	Amputation below middle thigh to 3,5” below knee	60

*Annex 1 of Sub-Decree No. 134 SD.E, dated 23 August 2017, concerning Conditions, Formalities, Procedures of Occupational Risk Benefit Provision for Public Employees and Health Care Benefit Provision for Public Employees, Former Civil Servant, and Veterans.*

20	Amputation below knee with stump exceeding 3.5” but not exceeding 5”	50
21	Amputation below knees with stump exceeding 5”	40
22	Amputation of one foot resulting in end-bearing	30
23	Amputation through one foot proximal to the metatarsal-phalangeal joint	30
24	Loss of all toes of one foot through the metatarsal-phalangeal joint	20
<b>C. Eyes, Ears</b>		
25	Loss of one eye, without complications, the other being normal	40
26	Loss of vision of one-eye without complications or disfigurement of eye-ball, the other being normal	30
27	Permanent total loss of hearing in one ear loss of	20
<b>Fingers of right or left hand</b>		
28	Whole	14
29	Two phalanges	11
30	One phalanx	9
31	amputation of finger tip by machine without loss of bone	5
<b>Middle Finger</b>		
32	Whole	12
33	Two phalanges	9
34	One phalanx	7
35	amputation of fingertip by machine without loss of bone	4
<b>Ring or Little Finger</b>		
36	Whole	7
37	Two phalanges	6
38	One phalanx	5
39	amputation of fingertip by machine without loss of bone	2
<b>D. Toes of right or left foot</b>		
<b>Great toe</b>		
40	Through metatarsal-phalangeal joint	14
41	Part, with some loss of bone	3
<b>Any other toe</b>		
42	Through metatarsal-phalangeal joint	3
43	Part, with some loss of bone	1
<b>Two toes of one foot, excluding great toe</b>		
44	Through metatarsal- phalangeal joint	5
45	Part, with some loss of bone	2
<b>Three toes of one foot, excluding great toe</b>		
46	Through metatarsal-phalangeal joint	6
47	Through metatarsal-phalangeal joint	3
<b>Four toes of one foot, excluding great toe</b>		
48	Through metatarsal-phalangeal joint	9
49	Through metatarsal-phalangeal joint	3

***Annex 1 of Sub-Decree No. 134 SD.E, dated 23 August 2017, concerning Conditions, Formalities, Procedures of Occupational Risk Benefit Provision for Public Employees and Health Care Benefit Provision for Public Employees, Former Civil Servant, and Veterans.***

List of permanent disability shall be revised by the Prakas of Minister of Ministry of Labour and Vocational Training.

Note:

- The completely permanent disability of the limbs or organs as stipulated in the above mentioned list shall be considered as loss of those limbs or organs.
- Sign « ” » called inch (1 inch = 2.54 cm)



**TABLE OF PRESENT ACTUAL VALUE (PAV)**

<b>Age</b>	<b>PAV</b>
0	12,222
1	12,305
2	12,364
3	12,398
4	12,408
5	12,398
6	12,369
7	12,324
8	12,263
9	12,189
10	12,104
11	12,010
12	11,910
13	11,806
14	11,700
15	11,593
16	11,485
17	11,376
18	11,266
19	11,156
20	11,045
21	10,932
22	10,818
23	10,704
24	10,587
25	10,470
26	10,351
27	10,230
28	10,108
29	9,983
30	9,857
31	9,728
32	9,596
33	9,462
34	9,326
35	9,188
36	9,048
37	8,906
38	8,762
39	8,616
40	8,468
41	8,317
42	8,164
43	8,009
44	7,852

## Annex 3 of Prakas No. 109 LV/PrK. concerning Employment Injury Benefits

45	7,692
46	7,530
47	7,366
48	7,200
49	7,032
50	6,862
51	6,690
52	6,516
53	6,341
54	6,164
55	5,986
56	5,807
57	5,627
58	5,447
59	5,265
60	5,083
61	4,900
62	4,717
63	4,534
64	4,350
65	4,169
66	3,990
67	3,817
68	3,648
69	3,481
70	3,316
71	3,153
72	2,996
73	2,842
74	2,693
75	2,547
76	2,406
77	2,270
78	2,138
79	2,011
80	1,888
81	1,771
82	1,658
83	1,550
84	1,447
85	1,348
86	1,255
87	1,166
88	1,081
89	1,001
90	926
91	854
92	787

Annex 3 of Prakas No. 109 LV/PrK. concerning Employment Injury Benefits

93	723
94	664
95	608
96	555
97	505
98	459
99	415
100	374
101	333
102	293
103	246
104	174
105	0