



**KINGDOM OF CAMBODIA  
NATION RELIGION KING**



**ROYAL GOVERNMENT  
No. 179 SD.E**

**SUB-DECREE  
ON  
DETERMINATION OF CONTRIBUTION RATE  
AND FORMALITIES AND PROCEDURES OF CONTRIBUTION PAYMENT OF  
OCCUPATIONAL RISK SCHEME FOR PERSONS IN PUBLIC SECTOR**

**ROYAL GOVERNMENT**

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen Royal Kret No. NS/RKT/0918/925, dated 06 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 Royal Government Compositions of the Kingdom of Cambodia;
- Having seen Royal Kram No. NS/RKM/0618/012, dated 28 June 2018, promulgating the Law on the Organization and Functioning of the Council of Ministers;
- Having seen Royal Kram No. NS/RKM/0196/018, dated 24 January 1996, promulgating the Law on the Establishment of 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 Ministry of Labour and Vocational Training;
- Having seen Royal Kram No. NS/RKM/0196/06, dated 24 January 1996, promulgating the Law on the Establishment of Ministry of Health;
- Having seen Royal Kret No. NS/RKT/0617/488, dated 15 June 2017, concerning the Establishment of National Social Protection Council;
- Having seen Royal Kram No. NS/RKM/0297/03, dated 24 February 1997, promulgating the Law on Taxation;

- Having seen Royal Kram No. NS/RKM/0303/010, dated 31 March 2003, promulgating the Law on the Amendment of Law on Taxation;
- Having seen Royal Kram No. NS/RKM/0508/016, dated 13 May 2008, promulgating the Law on Public Finance System;
- Having seen Royal Kram No. NS/RKM/1119/018, dated 02 November 2019, promulgating the Law on Social Security Schemes;
- Having seen Royal Kret No. NS/RKT/1014/1175, dated 02 October 2014, concerning the Common Principles of the Organization of Civil Service of State;
- Having seen Royal Kret No. NS/RKT/0217/078, dated 01 February 2017, concerning the Establishment of Social Security Scheme on Occupational Risk for Public Employees and on Health Care for Public Employees, Former Civil Servants, and Veterans;
- Having seen Sub-Decree No. 488 SD.E, dated 16 October 2013, concerning the Organization and Functioning of 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 Ministry of Labour and Vocational Training;
- Having seen No. 67 SD.E, dated 16 October 2013, concerning the Organization and Functioning of Ministry of Health;
- Having seen Sub-Decree No. 26 SD.E, dated 10 February 2016, concerning the Management and Use of Contract Officials;
- Having seen Sub-Decree No. 134 SD.E, dated 23 August 2017, concerning the Conditions, Formalities, and Procedures of Benefit Provision of Social Security Schemes on Occupational Risk for Public Employees and on Health Care for Public Employees, Former Civil Servants, and Veterans;
- Referring to the proposal of the Minister of Ministry of Economy and Finance and the Minister of Ministry of Labour and Vocational Training.

**HEREBY DECIDED**

**CHAPTER I  
GENERAL PROVISIONS**

**Article 1.\_**

This sub-decree aims to ensure sustainability, effectiveness, stability, and continuity and implement Occupational Risk Scheme for persons in public sector by determining contribution rate and formalities and procedures of contribution payment of Occupational Risk Scheme for persons in public sector.

**Article 2.\_**

This sub-decree covers Occupational Risk Scheme for persons in public sector as set forth in point 1 of article 3 of Royal Kram No. NS/RKM/1119/018, dated 02 November 2019, promulgating the Law on Social Security Schemes.

**CHAPTER II  
DETERMINATION OF CONTRIBUTION RATE  
OF OCCUPATIONAL RISK SCHEME**

**Article 3.\_**

Contribution payment of Occupational Risk Scheme for persons in public sector is borne by state.

Contribution rate of Occupational Risk Scheme shall be determined 0.2 (zero point two) percent of base salary of persons in public sector.

**CHAPTER III  
REGISTRATION AND SERVICE REIMBURSEMENT  
IN OCCUPATIONAL RISK SCHEME**

**PART I  
REGISTRATION AND ISSUANCE OF MEMBERSHIP CODE**

**Article 4.\_**

Persons in public sector whose data exists in data management system of Health Care Scheme of the National Social Security Fund (NSSF) except police officers, prison wardens, former civil servants, and veterans shall be registered automatically in data management system of Occupational Risk Scheme of NSSF by using the concurrent codes of Khmer national identity and NSSF membership cards.

Persons in public sector as set forth in article 2 of this sub-decree who have just served in NSSF shall be registered in the data management system of Health Care and Occupational Risk Schemes. NSSF shall issue the NSSF membership codes to persons in public sector in compliance with the concurrent code of Khmer national identity card. In order to issue such membership code, ministries and institutions or organizations involved has duties as follows:

- Ministry of Civil Service shall provide data of persons in public sector and contract officials and contribution amounts of each ministry and institutions or organization to NSSF monthly;
- Ministries and institutions or organizations managing persons in public sector shall provide data of persons in public sector who are not under the control of the Ministry of Civil Service to NSSF monthly;

**PART II  
SERVICE REIMBURSEMENT IN OCCUPATIONAL RISK SCHEME**

**Article 5.\_**

Provision of medical care services of Occupational Risk Scheme for persons in public sector shall be reimbursed by fee-for-service mechanism.

Treatment for persons in public sector sustaining work injury shall be done by health facility signed the agreement with NSSF.

In case these medical care services including emergency services are provided by health facility not signed the agreement with NSSF, person concerned shall claim the cost of medical care services based on the actual price of the health facility signed with the agreement with NSSF.

**CHAPTER IV  
CONTRIBUTION PLANNING AND PROCEDURES OF CONTRIBUTION PAYMENT  
OF OCCUPATIONAL RISK SCHEME TO NSSF**

**PART I  
CONTRIBUTION PLANNING OF OCCUPATIONAL RISK SCHEME**

**Article 6.\_**

Contributions of Occupational Risk Scheme borne by state shall be planned in the annual budget package of the Ministry of Health.

**Article 7.\_**

When planning the annual budget package, Ministry of Health shall be compulsory to plan the contribution of Occupational Risk Scheme borne by state based on the annual planning basis for public employees of the Ministry of Civil Service, ministries, institutions, and relevant organizations.

**PART II  
PROCEDURES OF CONTRIBUTION PAYMENT  
OF OCCUPATIONAL RISK SCHEME**

**Article 8.\_**

In pursuance of NSSF's request, Ministry of Health shall issue the quarter payment warrant with a view to transferring contributions of Occupational Risk Scheme for persons in public sector borne by state into the saving account of NSSF in the National Treasury.

**Article 9.\_**

The Minister of Ministry of Economy and Finance shall issue Prakas on Additional Detail Procedures of Budget Implementation where necessary with a view to ensuring the effectiveness of budget implementation that is contributions of Occupational Risk Scheme for persons in public sector.

**CHAPTER V  
FINAL PROVISIONS**

**Article 10.\_**

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

**Article 11.\_**

Minister in charge of the Office of Council of Ministers, Minister of Ministry of Economy and Finance, President of the National Social Protection Council, Minister of Ministry

of Labour and Vocational Training, and Directors of relevant institutions shall comply with this sub-decree respectively from 01 January 2021 onwards.

Phnom Penh, 21 October 2020

**Prime Minister**

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

Present Their Compliments to  
**Samdech Akka Moha Sena Padei Techo Hun Sen** to Sign

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

**Minister of  
Labour and Vocational Training**

**Minster of Health**

**Academician General Aun Pornmoniroth**

**Ith Samheng**

**Mam Bunheng**

**Receiving places:**

- Ministry of Royal Palace
- Secretariat General of the Council of Constitution
- Secretariat General of the Senate
- Secretariat General of the National Assembly
- Cabinet of Samdech Akka Moha Sena Padei Techo Prime Minister
- Cabinet of Samdech and His/Her Excellency Deputy Prime Minister
- Article 11
- Royal Gazette
- Documents and Archives