
Labour

MLVT Issues Two Prakas on Physical Examination Requirements and Provision of Health Check Services for Cambodian Employees

The Ministry of Labour and Vocational Training ("MLVT") has issued two sets of Prakas on 31 December 2020, namely Prakas No. 429/20 on Physical Examination of Cambodian Employees ("**Prakas No. 429**") and Prakas No. 433/20 on the Agreement between Department of Occupational, Safety, and Health of MLVT and Health Facilities in order to Provide Health Check Services for Cambodian Employees ("**Prakas No. 433**").

Physical Examination of Cambodia Employees

According to Prakas No. 429, Cambodian employees are required to undergo a physical examination prior to starting work and to re-take such examination every two years thereafter. This does not apply to professionals who are required to undergo a special examination. Employees who switch to a job with different work conditions or to a new factory/enterprise are required to re-take the physical examination.

To take the physical examination, an employee must provide a copy of his employment certificate and a copy of his Khmer Identity Card or Birth Certificate, or Family Record Book to the Department of Occupational, Safety, and Health ("**DOSH**") of MLVT or any health facility endorsed by Ministry of Health and in partnership with DOSH.

In the event that the employee is directly examined by DOSH, DOSH will issue a Physical Examination Certificate for official use ("**Certificate**"). The Certificate will be also used as a basis to determine the professional illnesses that the employee may have in the future.

In the event that the employee is examined at any health facility, the employer shall request for the Certificate from DOSH online by attaching the result of the health check-up provided by the health facility. The result of the health check-up shall be valid for less than six months and is confidential.

The cost for the physical examination or health check-up and the request for the Certificate shall be borne by the employer.

Health Facilities that Provide Health Check Services to Cambodia Employees

According to Prakas No. 433, a health facility that wishes to provide health check services to Cambodian employees is required to:

1. enter into a renewable agreement with DOSH to provide such health check services;

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2. obtain a licence endorsed by the Ministry of Health and have the provision and quality of its services evaluated by DOSH; and
3. have, among other things, an appropriate location, condition, and infrastructure for providing health check services.

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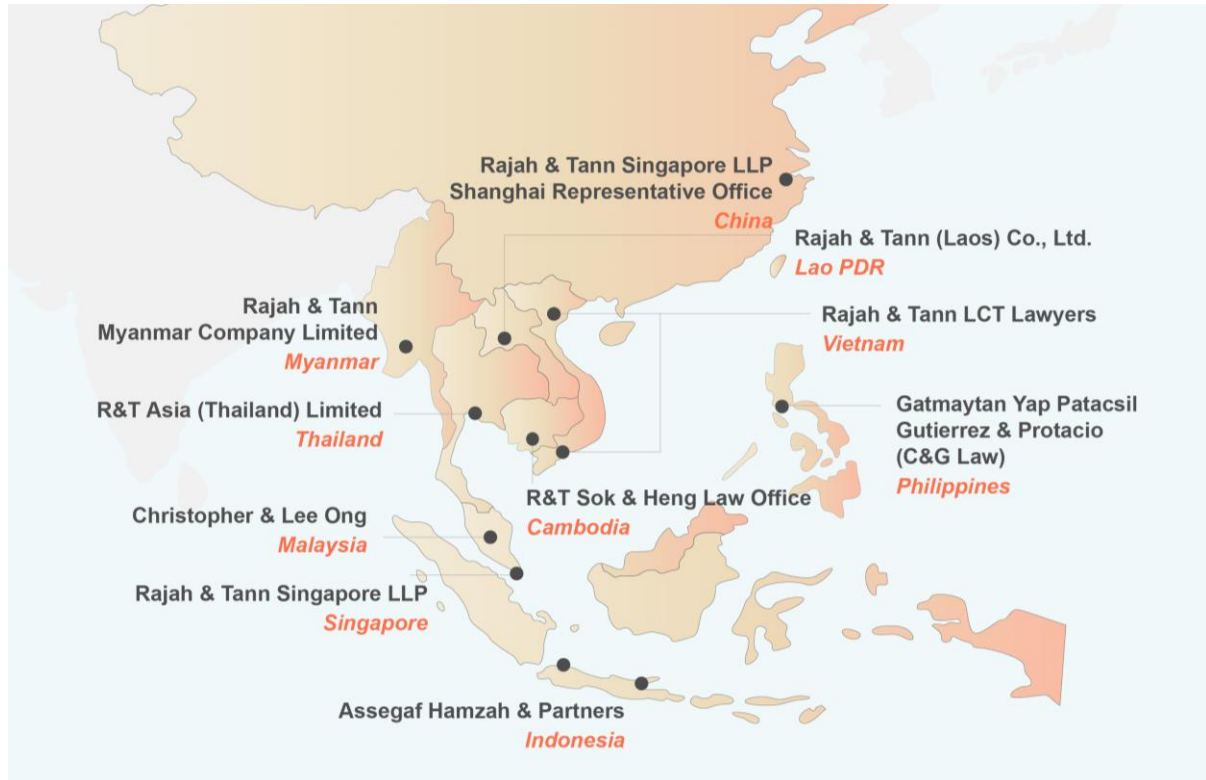
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