



## National Social Security Fund for Civil Servants (NSSFC)

### 3

#### I. Introduction

##### 1. Background

In the decades of 1950, Cambodia created its first Social Security Scheme which was established by the Royal-KRAM. During Pol Pot regime, the social security system was completely destroyed. Since 1979, after the fall of the genocidal regime, with re-establishment of the Government of Cambodia, a social security system was re-introduced step by step. During that time, Cambodia's social security was still in the early stage of development and was created in conformity and alignment to social and economic progress of the country. The series of Decision of the Government of Cambodia were issued in 1980, in effort to start providing social security benefits. In 1983, the Council of Ministers (COM) issued the decision No. 01 SSR, dated of 10<sup>th</sup> January 1983, on the insurance policy of state governors, staff and workers. This decision stipulated the provision of benefits covered sickness, work injury, maternity, death, and hardship benefits for state governors, staff and workers. In 1985, the COM issued Decision No. 150 SSR, dated of 1<sup>st</sup> June 1985, on retirement and invalidity pension for state governors, staff and workers. In 1988, the Decision No. 245 SSR, dated of 5<sup>th</sup> November 1988, followed on social insurance policy for state governors, staff, workers, retirees and invalids. In 1990ies the Decision No. 184 SSR, dated of 25<sup>th</sup> December 1990, on retirement and invalidity pension for state governors, staff and workers with the increasing of the benefit package.

Due to positive socio-economic developments by 1997, the Social Security Fund for Civil Servants was strengthened through the elaboration of the retirement and invalid pension scheme by government Sub-decree No. 59 ANKr.BK, dated of 6<sup>th</sup> October 1997 on the implementation of retirement and invalidity pension along with the Royal-KRAM No. 06/NS/94, dated of 30<sup>th</sup> October 1994, on the implementation of the law of civil servants in Cambodia.

##### 2. Establishment of the National Social Security Fund for Civil Servants

With the implementation to the important part of the second phase of the rectangular strategy of the Royal Government of Cambodia, indicated the preparation of social protection and social safety net system to improve welfare and better standard of living to civil servants, retirees, invalids and dependents, Ministry of Social Affairs, Veterans and Youth Rehabilitation (MoSVY) has been assigned to initiate the establishment of the NSSFC with the regulation of the public administrative institution, responsible for the provision of social security benefits to civil servants, retirees, invalids and dependents according to the principle of good governance, transparency, efficiency and accountability.

NSSFC was created by sub-decree No. 14 ANKr.BK, dated of 5<sup>th</sup> February 2008, on the establishment of the National Social Security Fund for Civil Servants, in conformity to the Royal-KRET No. NS/RKT/0180/039, dated of 18<sup>th</sup> January 2008, on social security schemes

for civil servants. NSSFC is a semi-autonomous public administrative institution, technically advised by MoSVY and financially advised by Ministry of Economy and Finance.

## **II. Structure of NSSFC**

### **1. NSSFC Board of Directors**

The NSSFC Board of Directors composed of the following 11 representatives from:

- |                                                                 |                     |
|-----------------------------------------------------------------|---------------------|
| 1. Ministry of Social Affairs, Veteran and Youth Rehabilitation | as Chair            |
| 2. Ministry of Economy and finance                              | as Vice-chair       |
| 3. Office of Council of Ministers                               | as Member           |
| 4. Ministry of Health                                           | as Member           |
| 5. Ministry of Justice                                          | as Member           |
| 6. Ministry of Interior                                         | as Member           |
| 7. Ministry of Education, Youth and Sport                       | as Member           |
| 8. Ministry of Public Civil Services                            | as Member           |
| 9. Civil Servants                                               | as Member           |
| 10. Retirees and invalids                                       | as Member           |
| 11. Director of NSSFC                                           | as automatic Member |

The tasks of the Board of Directors are to lead, to manage, to orientate and to monitor the implementation of the NSSFC. For the particular duties of the Board of Directors referred to the Sub-decree No. 14/ ANKr.BK on the establishment of the NSSFC.

### **2. NSSFC Operational set-up**

The executive unit of the NSSFC is led by the NSSFC's Director and a number of Deputy Directors.

#### **2.1. NSSFC Director and Deputy Directors**

The NSSFC director is appointed by sub-decree at the request of MOSVY. He has the duty to organize and manage the daily operations of the NSSFC. The detailed of the Director duties is stipulated in Sub-decree No. 14/ANKr.BK on the establishment of the NSSFC. The NSSFC Director has the right to partially or fully delegate his authority, including the right of signatory, to his deputy directors or others staff as necessary, in alignment to internal regulation approved by the Board of Directors.

#### **2.2. NSSFC Staff**

NSSFC staff consists of the civil servants within the MoSVY and other concerned Ministries or as selected by the NSSFC Director. These officials are entitled to salaries and bonuses determined by the Ministry of Public Works, in line with rules and regulations set by the Board of Directors. The NSSFC can select and contract non-civil servant staff or workers who are then governed by the rules of NSSFC.

### **3. NSSFC Structure**

The structure of NSSFC was determined by PRAKAS of MoSVY's Minister through the proposing of the NSSFC Board of Directors. The management, structure and process of NSSFC are divided into two parts: Central Operational Body and Local Operational Body.

#### **3.1. Central Operational Body**

There are five divisions in central operational body:

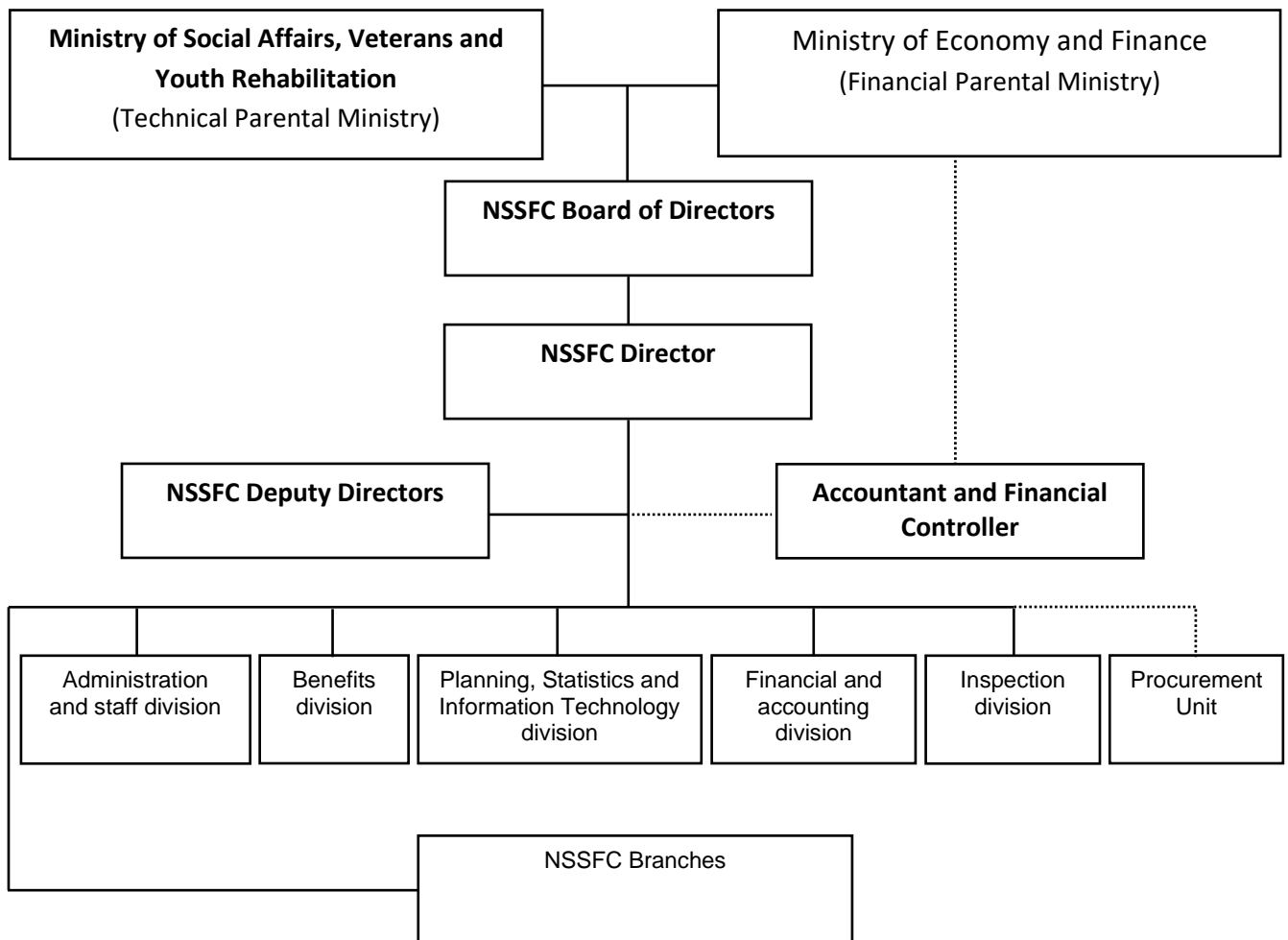
1. Administration and staff division
2. Benefits division
3. Planning, Statistics and Information Technology division
4. Financial and accounting division

5. Inspection division.

### 3.2. Local Operational Body

There are local operational bodies as branches at cities and districts in the entire Cambodia.

## 4. Organization Chart



## III. Vision and Mission of NSSFC

### 1. The Vision

The vision of NSSFC is to ensure and satisfy social security benefits to Civil Servants, Retirees, Invalids and their Dependents.

### 2. The Mission

NSSFC has the mission to manage, assure, and provide social security benefits to Civil servants, Retirees, Invalids and their Dependents on time and regularly with the objective to follow the principle of good-governance, transparency, efficiency and accountability.

### 3. Basic values and principle for NSSFC operation

NSSFC has determined seven basic values as its principles of operation:

Solidarity	To strengthen solidarity and assist each other civil servants, retirees, invalids and dependents, through sharing risks and pooling funds.
Development	Establish a comprehensive social security scheme to promote social protection in conformity to government policies which improve well-being for civil servants, retirees, invalids and dependents in line with socio-economic development.
Creativity	To increase efficiency and consistency of the service provision process.
Transparency	To operate the social security scheme in a consistent, thorough and accountable manner.
Effectiveness	To provide quality services and satisfy beneficiaries.
Accountability	To manage all operations with competency, morality, motivation and a professional system for beneficiaries and any involved stakeholder.
Prosperity	To improve social and economic welfare, status and role of beneficiaries.

### IV. Benefits and Beneficiaries

Social security provision is an important force for social development, alleviation of poverty, strengthening solidarity and enabling good relationship, especially to improve the living with prosperity of beneficiaries. Nowadays, NSSFC provide the social security benefit to the beneficiaries such as: Civil Servants, retirees, invalids and their dependents. NSSFC is providing six benefits such as: retirement, invalidity, work injury, maternity, death and dependents. The contribution rate for these six benefits, were 24% of the total salary - 18% of the total salary was paid by government and 6% of total salary was paid by the beneficiaries.

### V. Address

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