

**Instruction**  
**On**  
**Quarantine Measures for Employees at Factories-Enterprises-Establishments,**  
**Who Took Leaves during Khmer New Year and Returned to Work**

On April 17, 2020, Ministry of Labour and Vocational Training (“MLVT”) officially issued an instruction 046/20 on quarantine measures for employees at factories-enterprises-establishments, who took leave during Khmer New Year and returned to work (“**Instruction No. 046/20**”). This instruction sets out the following measures and requirements.

**1) Quarantine Measures for Enterprises and Employees in Phnom Penh:**

**a. Owners or managers of factories shall:**

- Arrange a separate room at appropriate place for attendance registration of employee who returned to work after taking leave;
- Assign administrative staff to prepare a list of employees who have returned to work after taking leave for labour inspectors everyday at 2pm;
- Instruct employees to have medical check-up at Health Care Centre following guidance of labour inspectors in case:
  - Employees who are diagnosed with a suspicious symptom shall be sent to the Quarantine Center Level 2 for further check-up;
  - Employees who are diagnosed with no suspicious symptom shall be placed at their place of residence under quarantine for 14 days following the guidance on quarantine at home of the Ministry of Health (“MOH”). Such employees shall keep administrative staff informed about their health condition via phone call everyday so that the administrative staff can report to medical team of the MLVT.
- Have no obligation to pay wage to employees who took leave without permission during this quarantine;
- Have an obligation to pay 7 days of wages for employees who have received permission for their leave during quarantine period. Meanwhile, employees who took leave with permission for special circumstances such as their wives’ delivery of babies,

the death of parent spouse, child, shall receive full payment of wages for 14 days (during quarantine period); and

- Continue to have health check-up, provide face masks, and require all employees to wear face masks for those who just finished the quarantine measure or just returned to work.

**b. Employees shall:**

- Be present at their factories and strictly provide necessary information as required by the MLVT for administrative staff to register their attendance, and cooperate with the MOH to enforce the quarantine measures;
- Go to have medical check-up in Health Care Centre following guidance of the administrative staff in accordance with the requirements of labour inspectors;
- Implement the quarantine measures at designated center or at place of residence for 14 days as instructed by medical team or competent authority;
- Keep and present their medical check certificate issued by medical team in order to show it to administrative staff of the factories and landlord;
- Report their health conditions to administrative staff everyday at 8 am so that the administrative staff can report to medical team of the MLVT;
- compulsorily wear face masks at workplace during 14-days-quarantine period; and
- Contact the MOH via 115 or 012 825 424 or 012 958 179 if there are any suspicious symptom during the quarantine at their place of residence.

**2) Quarantine Measures as for Owners of Enterprises and Employees in Provinces:**

- Employees who took leave without permission shall not receive wages during this quarantine period;
- Employees who have received permission for their leave, shall be entitled to 7 days of wages during quarantine period. Meanwhile, employees took leave with permission for special circumstances such as their wives' delivery of babies, the death of parent or spouse, child, shall receive full payment of wages for 14 days (during quarantine period);
- Continue to have health check and compulsorily wear face masks for employees who have just finished the quarantine measure or just returned to work; and
- Employees who do not cooperate or violate these above quarantine measures and cause any fear to other employees, may be subject to termination of their employment without any compensation from the employers.

*We will keep you informed of further updates or clarifications relating to this announcement, if any, in Following Client Alerts.*

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*If you have any questions or require any additional information, please contact **our office by phone at +855 (0) 23 224 337 or Email at [info@hbslaw.asia](mailto:info@hbslaw.asia)***

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