2) What will employees be eligible in case of organ loss?  
Employer shall receive 70% of monthly wage for a period not exceeding five years payable to legal persons and funeral allowance.

3. How is funeral expenses paid?  
Funeral allowance shall be payable in accordance with ministerial regulations.  

4. If employee needs to be rehabilitated, how does rehabilitation cost?  
If the employee returns to work after injury, the rehabilitation shall receive the following:

- Cost of medical rehabilitation process including physical training course provided by agency's office, responsible by occupational rehabilitation expenses will be paid only for rates: who is required to be rehabilitated shall receive the following:

- Cost of materials and equipment in rehabilitation medicine in accordance with ministerial regulations.
- Costs for treatment and surgical procedures for rehabilitation purposes shall be in accordance with ministerial regulations.

4. If employee does not have illness from work, employee will help staff quickly diagnose.

5. What evidence are needed?  
Employee can receive medical treatment in any clinic with firstaid or contact Occupational Health Clinic directly.  

6. How to get medical treatment?  
Employee who suspects illness from work can get diagnostic services at Occupational Health Clinic without any cost. Procedures for admission to service are as follows:

1) Objectives  
- Provide health care system and diagnosis of employees' occupational illness.  
- Develop system to protect and promote health fairly.  
- Develop occupational medicine and network clinics as well.

2) Getting treatment at Occupational Health Clinic  
Employee who suspects illness from work can go to diagnostic services at Occupational Health Clinic without any cost. Procedures for admission to service are as follows:

1. Submit notice of accident under Ker Thor 14 Form to Social Security Office in Bangkok.  
2. In case employee's illness or disability is not due to work, employee will be transferred to Occupational Health Clinic.

3. In case employee's illness is due to work, employee shall be entitled to compensation according to ministerial regulations.  
4. If employee does not have illness from work, employee shall not have to pay for diagnosis due to Compensation Fund support costs.  
5. If employee does not have to pay for diagnosis due to Compensation Fund support costs.  

6. What is Occupational Health Clinic?  
Occupational Health Clinic is a clinic established to establish Occupational Health Clinic.  

7. How much medical expenses can be withdrawn?  
Employee can receive medical treatment in any clinic with firstaid or contact Occupational Health Clinic.  

8. How to report injury?  
Employee or eligible person must apply for compensation within how many days?  

9. How to transfer employees to medical treatment?  
Compensation Fund will help staff quickly diagnose.

10. Min. Labor and the Ministry of Public Health recognize labor groups' views, which are valuable and important measures of the country by making cooperation agreement to establish "Occupational Health Clinic" on July 27, 2005.  

11. Published in............................

12. Compensation Fund / How to transfer employees to medical treatment

13. Cost for treatment and surgical procedures for rehabilitation purposes shall be in accordance with ministerial regulations with approval from Medical Committee and Compensation Fund Council.  

14. Cost of materials and equipment in rehabilitation medicine not exceed the rate set by Ministry of Finance, but not exceeding 160,000 baht.
What is Compensation Fund? 
Compensation Fund is the amount that employer must pay to the Compensation Fund after payroll deduction of eligible workers. It is charged by 2% of the wage and can be paid on a monthly basis. 

What is Contribution Fund? 
The Contribution Fund is the amount collected as employers' contribution for the whole Compensation Fund. 

Registration deadline? 
Registration deadline is 30 days from the date of hiring an employee. 

Registration Place? 
Employer must submit registration form at Social Security Office at the location of the head office of the enterprise. 

From which business is exempt registration? 
1. Rental contract or consent letter to use the proxy's ID card. 
2. Evidence showing the employer's identity. 
3. Location map and photos of the establishment. 

When to pay Compensation Fund? 
Employer must report actual wage payment of the previous year. If employer is unable to get medical treatment in the state health care facility, from the beginning, but later receiving medical treatment at a private health care facility, actual medical expenses as needed until the end of treatment shall be paid. 

When to pay Contribution Fund? 
Compensation Fund will be collected from employees annually (for a year), in the first year employer must pay Contribution Fund within 30 days from the date of hiring an employee. For subsequent years, Contribution Fund will be paid within one week of each year. Contribution Fund charged at the beginning of the year is calculated based on estimated wage which may not be equal to actual wage since employer may increase or decrease number of employees, adjust wage rates, etc. during the year. Therefore, in February of every year, employer must report total number of yearly wages to Social Security Office again for comparison with Contribution Fund collected at the beginning of the year. If actual amount of last year's wage is higher than estimated wage, employer may be required to pay additional amount of Compensation Fund collected at the beginning of the year. If total annual wage is lower, making actual amount of collected Compensation Fund higher than estimated wage, employer may be required to pay additional amount of not more than 150,000 baht, if not more than 100,000 baht, shall be paid, if not enough, additional amount in total of not exceeding 30,000 baht shall be paid or not enough, additional amount in total of not exceeding 20,000 baht and shall be calculated according to Ministerial Opinion. 

What is illness due to work mean? 
An employee is sick or total with a disease that occurs according to condition of work or due to work. 

What is injury due to work mean? 
An employee is harmed physically or mentally due to work place or follow employer's instruction. 

Can employers pay for the loss of each occupation? 
A loss of each occupation is entitled to compensation in amount of not less than 70% of monthly wage and not less than daily minimum wage according to the laws and regulations on medical expenses paid by employer, additional compensation is paid at the rate of 2 percent of eligible Contribution Fund. 

When is employee entitled to receive medical expenses? 
An employee shall be paid or if not enough, additional amount in total of not exceeding 30,000 baht, not more than 150,000 baht, shall be paid, if not more than 100,000 baht, shall be paid, if not enough, additional amount in total of not exceeding 20,000 baht and shall be paid according to Ministerial Opinion. 

Compensations include medical expenses, monthly compensation, funeral expenses and rehabilitation fees. 

1. How much medical expenses are paid? 
Employee who suffers from injury or illness due to employer's work leading to strike, loss of physical ability, disability, death or loss is entitled to compensation in amount of not less than 70% of monthly wage and not less than daily minimum wage according to the laws and regulations on medical expenses paid by employer, additional compensation is paid at the rate of 2 percent of eligible Contribution Fund. 

2. How to get monthly compensation? 
Employee is entitled to receive medical expenses up to a maximum of 60,000 Baht per person per month multiplied by Contribution rate of certain business type between 0.2-1.0%. 

3. What are the benefits of the compensation? 
Compensation includes medical expenses, monthly compensation, funeral expenses and rehabilitation fees.