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Newsletter

COVID-19 SUMMARY OF SUPPORT PROVIDED BY THE THAI GOVERNMENT FOR EMPLOYEES

The Thai Ministry of Labour has announced a number of measures to support Thai employees impacted by the corona virus situation (Covid-19). An employer, as a business operator, should monitor these developments to enable them to provide support and maintain a good relationship with their employees.

The following summarizes the measures announced to support Thai employees during the Covid-19 situation.

Measures Announced

Date	Subject	Notes
24 March 2020	A cabinet resolution approved a <i>Draft</i> Ministerial Regulation Re: Criteria and Rates for Compensation Benefits in the case of unemployment due to the economic crisis	<p><u>Employment termination / Closing down of business operation</u></p> <p>If an employer terminates employment with their employees, the terminated employees (insured persons) can receive compensation benefits from the Social Security Fund to cover 70% of their daily wage* until the employee has a new job, but for not more than 200 days.</p> <p>If an employee resigns from his or her work or his or her employment term is ended and such employment is terminated during such term, the employee (insured person) can receive compensation benefits from the Social Security Fund to cover 45% of his or her daily wage*, but for not more than 90 days.</p> <p>The draft states that an employee (insured person) can receive the compensation benefit between 1 March 2020 to 28 February 2022.</p>
31 March 2020	A cabinet resolution approved a <i>Draft</i> Ministerial Regulation Re: Receiving Compensation Benefit in the case of	<p><u>Temporary suspension of business operation due to Force Majeure (Covid-19)</u></p> <p>During a period of temporary unemployment due to force majeure or</p>

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	unemployment due to Force Majeure	<p>the closing down of a business operation due to a government order for preventing the spread of a pandemic, an employee (insured person) will receive compensation of 62% of his daily wage* from the Social Security Fund, but for no longer than 90 days.</p> <p>The draft enables an employee (insured person) to be able to receive compensation benefit between 1 March 2020 to 31 August 2020.</p>
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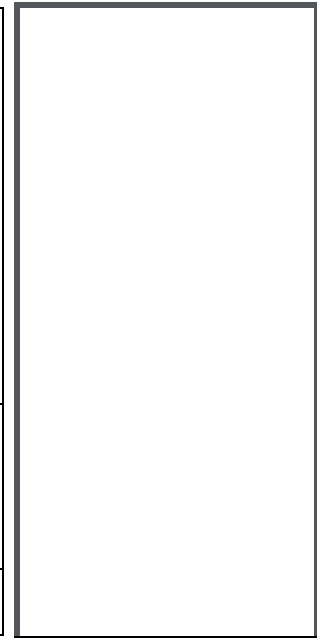
*Under the Social Security Fund Act, base wages for the purposes of calculation range from 1,650 to 15,000 Baht per month.

Current Enforcement

Under the Medical Committee Notification in accordance with the Social Security Fund Act Re: Criteria and Rates for Medical Service Fees in case of Covid-19), the Social Security Fund will pay an employee (insured person) or medical establishment, depending on the case, the following medical service fees if the employee (insured person) requires treatment for Covid-19.

Notes	
Admission to governmental medical establishment	<p>A. <u>Out-patient</u></p> <ul style="list-style-type: none"> - Laboratory diagnostic fee in accordance with the Criteria and Procedures set by the Ministry of Public Health and Personal Protective Equipment (PPE) for the laboratory personnel fee as actually incurred, but not more than 3,000 Baht per time; - Fees for PPE for personnel collecting samples for examination as actually incurred but not more than 540 Baht per time. <p>B. <u>In-patient</u></p> <ul style="list-style-type: none"> - Room service fee and food expenses as actually incurred, but not more than 2,500 Baht per day; - Medical fee is calculated according to Diagnostic Related Group (DRG) at the rate of Adjusted Relative Weight (AdjWR) of 12,000 Baht per AdjWR; - Antiviral drugs fee as actually incurred, but not more than 7,200 Baht per case; - Laboratory fee as actually incurred, but not more than 2,500 Baht per time; and - PPE fee according to the patient's condition, as actually incurred, but not more than 740 Baht per set.
Admission to a private medical establishment	<p>Medical fees for viral infection diagnosis for the insured who meets the Criteria and Procedures set by the Ministry of Public Health for infectious disease investigation provided the insured does not receive benefits from other governmental agencies in accordance with the Rules, Procedures and Conditions as specified by the Ministry of Public Health.</p>

Transportation fee	<ul style="list-style-type: none"> - In a case of necessity where the patient must be transferred to another medical establishment within the same province, the fee as actually incurred, but not more than 500 Baht; - In a case of necessity where the patient must be transferred to another medical establishment to other provinces, the fee as actually incurred, but not more than 500 Baht as an initial payment, and 6 Baht per a kilometer; - PPE fee and disinfecting vehicle fee as actually incurred, but not than 3,700 Baht per time.
Others	If the Social Security Office considers an employee (insured person) or medical establishment deserves to receive a medical service fees other than those specified, the Social Security Office must pay that fee under the guidance of the Medical Committee or its designated.
Effective Date	2 March 2020 (published in Royal Gazette on 3 April 2020)



This is one of a series of briefings to keep you informed during the Covid-19 situation. If you require any advice in relation to the issues raised, please contact the authors listed in the right-hand column.

This publication is intended to highlight an overview of key issues for ease of understanding, and not for the provision of legal advice. If you have any questions about this publication, please contact your regular contact persons at Mori Hamada & Matsumoto or Chandler MHM Limited. If you should have any inquiries about the publications, or would like more information about Chandler MHM Limited, please contact bd@mhm-global.com.