

WINWIN AUDIT

Sickness insurance in Vietnam for foreigners



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Sickness insurance in Vietnam for foreigners

1. The maximum period of enjoyment of the sickness regime in a year for employees is calculated by working days excluding public holidays, Tet holidays and weekly rest days and is regulated below:

- a) Working in normal conditions, they are entitled to 30 days if they have paid social insurance premiums for less than 15 years; 40 days if the payment is from full 15 years to less than 30 years; 60 days if paid for full 30 years or more;
- b) Working in heavy, hazardous, dangerous or particularly heavy, hazardous or dangerous occupations or jobs on the list promulgated by the Ministry of Labor, War Invalids and Social Affairs and the Ministry of Health, or working where Those who have regional allowance coefficients of 0.7 or more are entitled to 40 days if they have paid social insurance premiums for less than 15 years; 50 days if the payment has been made from full 15 years to less than 30 years; 70 days if paid for full 30 years or more.

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2. Employees who take leave due to illness on the List of diseases requiring long-term treatment promulgated by the Ministry of Health are entitled to the following sickness regimes:

- a) No more than 180 days, including public holidays, New Year holidays, and weekly rest days;
- b) Upon the expiration of the period of enjoyment of the sickness benefits specified at Point a of this Clause, if they continue to receive treatment, they may continue to enjoy the sickness benefits at a lower rate, but the maximum benefit period is equal to the period of premium payment society.

b) Time to enjoy the regime when the child is sick:

1. The period of enjoying the regime when the child is sick in a year of each child is calculated according to the maximum number of days of child care, which is 20 working days if the child is under 03 years old; maximum 15 working days for children from full 3 years old to under 07 years old.

2. Where both parents participate in social insurance, each parent is entitled to benefits when the child is sick.

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The time off work to enjoy the benefits when the child is sick specified in this Article is calculated by working days excluding public holidays, New Year holidays, and weekly rest days.

Sickness benefits:

1. An employee who enjoys the sickness benefits as prescribed in the "time to enjoy the sickness benefits" section above shall be entitled to 75% of the monthly salary on which social insurance premiums are based before leaving work.

In case an employee who has just started working or an employee who has paid social insurance premiums previously has his/her working time interrupted, he/she must take a break from work to enjoy the sickness benefits within the first month. If they return to work, the benefit rate is equal to 75% of the salary on which social insurance premiums are based.

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2. Employees who continue to enjoy the sickness regime specified in Clause b, Article 2 of the "sick period" above, are entitled to the following amounts:

a) Equal to 65% of the salary on which social insurance premiums are based of the month immediately preceding the termination of employment, if having paid social insurance premiums for full 30 years or more;

b) Equal to 55% of the salary on which social insurance premiums are based of the month preceding the resignation, for cases where social insurance premiums have been paid from full 15 years to under 30 years;

c) Equal to 50% of the salary on which social insurance premiums are based of the month immediately preceding the resignation, if the period of payment of social insurance premiums is less than 15 years.

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2. An employee who continues to enjoy the sickness benefits specified in Clause b, Article 2 of the "sick period" section above, shall enjoy the following allowances:

a) Equal to 65% of the salary on which social insurance premiums are based of the month immediately preceding the termination of employment, if having paid social insurance premiums for full 30 years or more;

b) Equal to 55% of the salary on which social insurance premiums are based on the month preceding the resignation, for cases where social insurance premiums have been paid from full 15 years to under 30 years;

c) Equal to 50% of the salary on which social insurance premiums are based of the month immediately preceding the resignation, if the period of payment of social insurance premiums is less than 15 years.

3. The one-day sickness benefit allowance is calculated as the monthly sickness allowance divided by 24 days.

The information in the Newsletter is for general and summary purposes. Therefore, you should contact us directly for advice on a case-by-case basis.

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