



Cominasia



Comin Khmère

www.cominkhmere.com



Profile



Mrs. Sath Sarith

HUMAN RESOURCES MANAGER

Comin Khmère Co.,Ltd, Cambodia

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: sathsarith2013@gmail.com (Personal)

Main Responsibilities:

1. Lead the provision of HR Services in Comin Khmère, This includes all operational matters such as recruitment, pay and benefits, employee relations, people records, and learning & development.
2. Development of better HR knowledge and practice, design and implementation of major changes in policy or practice,
3. “Organization Development” work that looks beyond operational level towards issues such as employee retention / satisfaction and organizational effectiveness.



REGIONAL PRESENCE



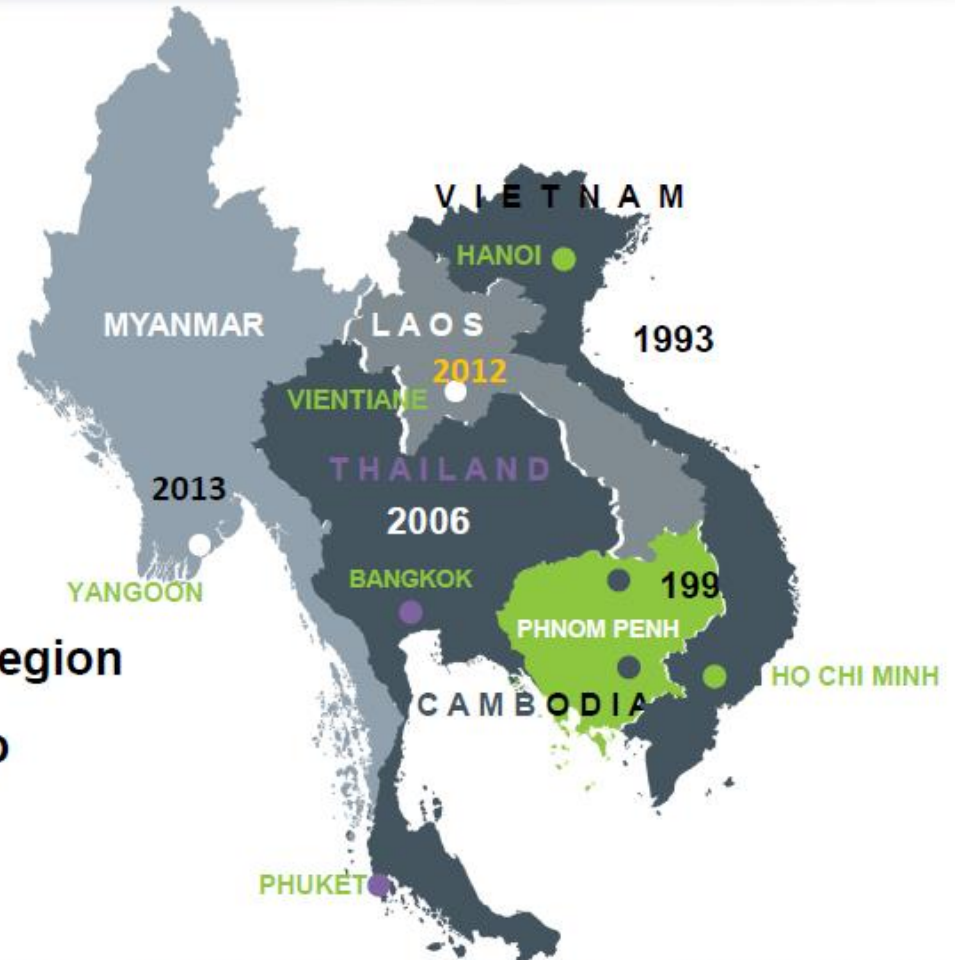
05 COUNTRY WITH 08 OFFICES!

Founded in 1992, in the Mekong region

Acquisition in 2011 by RMA group



Over 1,600
Employees



[LinkedIn](#)

[Facebook](#)

[Website](#)

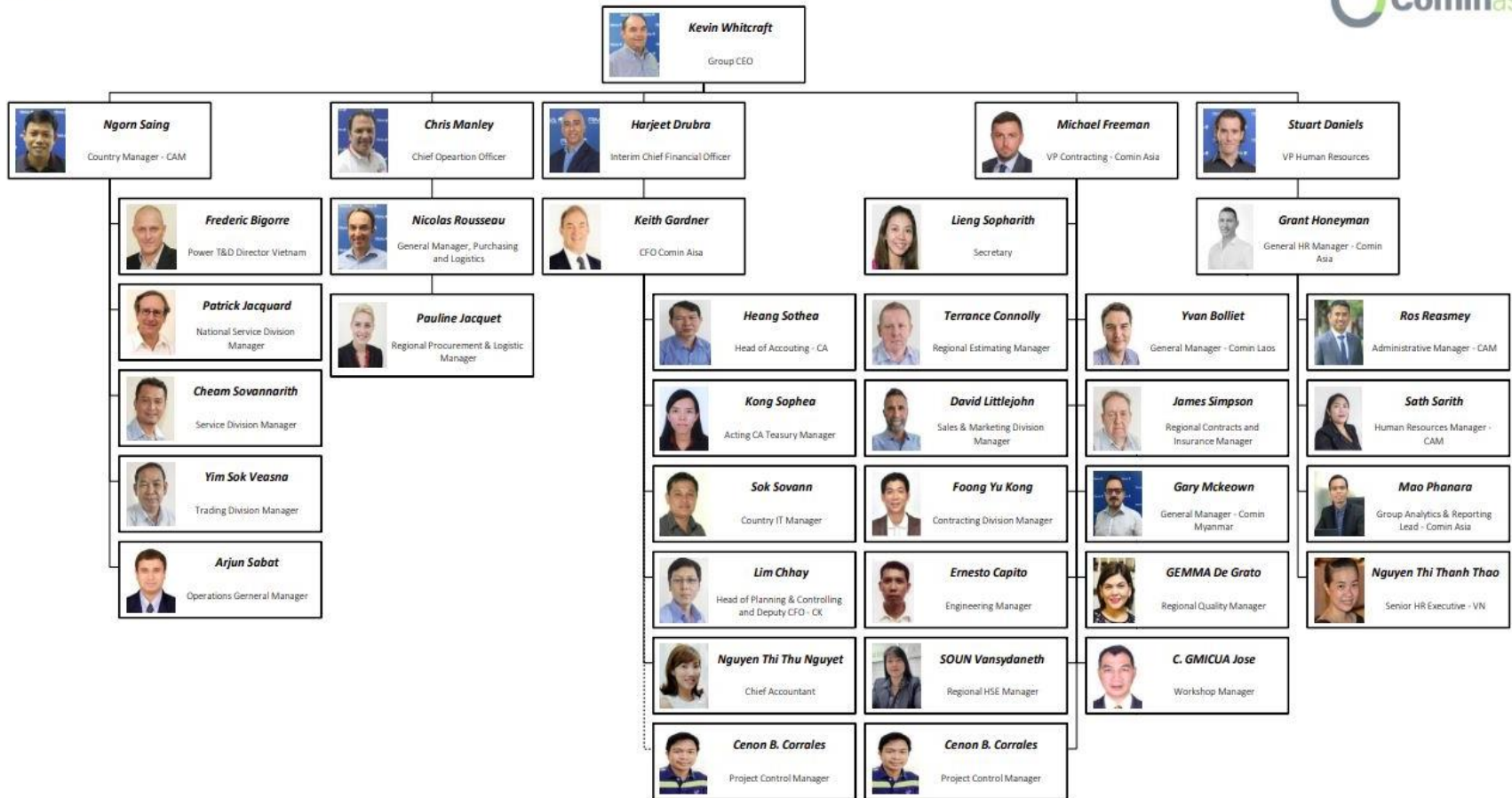
[\(Comin Asia\)](#)



Org chart



COMIN ASIA



Org chart



HUMAN RESOURCES AND ADMIN DIVISION



**GRANT Honeyman**
General Manager - Human Resources


**SATH Sarith**
Human Resources Manager


**ROS Reasmey**
Administrative Manager

**MAO Phanara**
Group Analytics & Reporting Lead

**SAY Rotanak**
Learning & Development Manager

**DAN Sreymom**
Assistant Human Resources Manager

**VONG Socheat**
Human Resources Analyst

**CHHIV Huong**
Senior Learning & Development Executive

**LACH Chitra**
Senior Recruitment Officer

**VUTH Somalin**
Junior HR Officer

**KHEANG Run**
Recruitment Officer

**KHOM Tok Keang**
Junior HR Officer

AS OF 04 JAN 2021

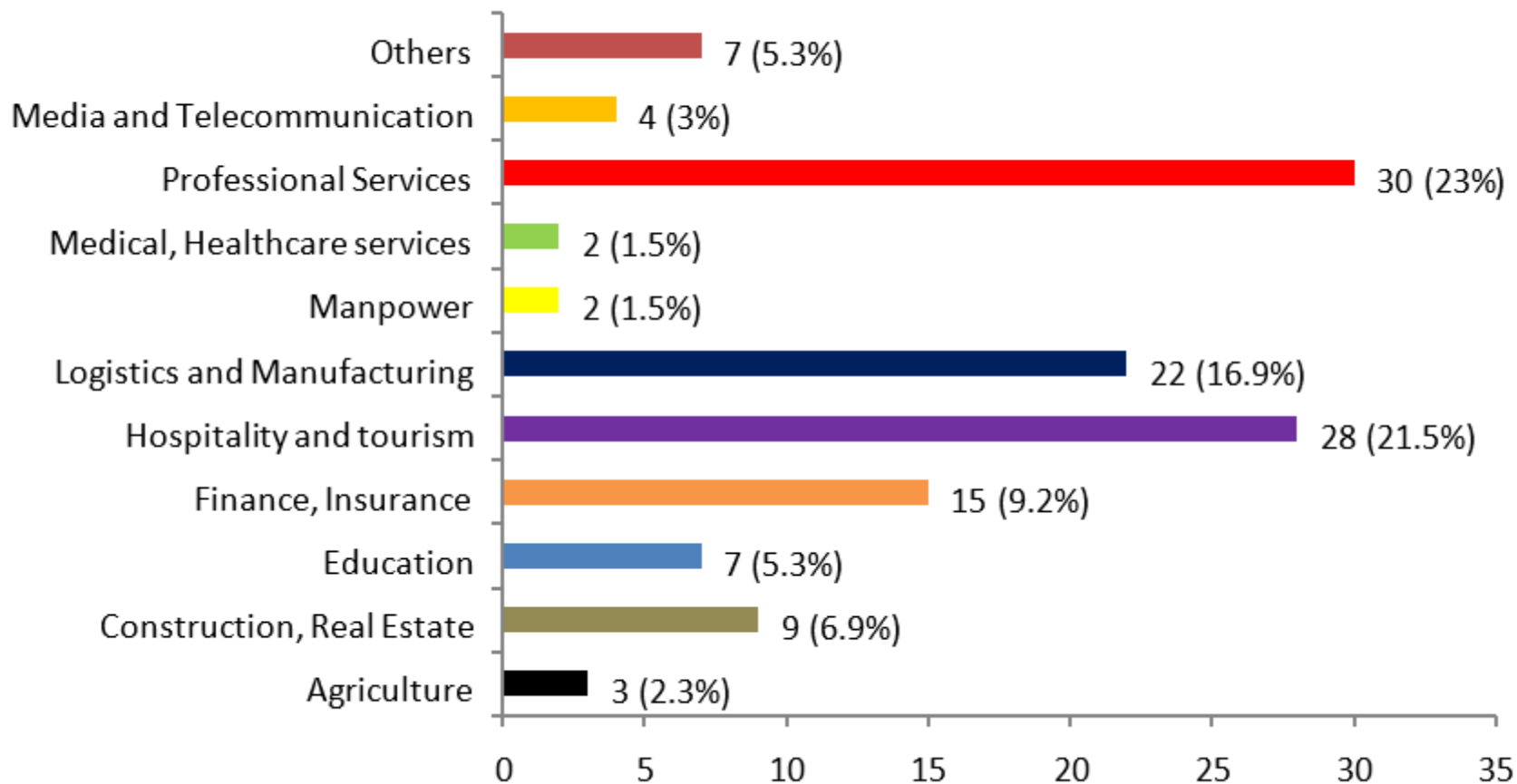
Hot labor issued impact of Covid 19



- **March 31, 2020, the government of Cambodia started the conversation and discussion on the Draft Law in the State of Emergency in order to prepare the key measurements during the outbreak of COVID-19 in the country and around the world.**
- **The Prime Minister has ordered the closure of all casinos in the country. The number of cases in the country has reached 110.**
- **NBC's circular on the Loan Restructuring during the Outbreak of Covid-19.**
- **Cambodia has ordered the closure of schools in the capital, Phnom Penh, and the popular tourist destination of Siem Reap.**
- **Cambodia has announced a ban on the entry of foreigners from Italy, Germany, Spain, France and the US for 30 days.**



Hot labor issued impact of Covid 19



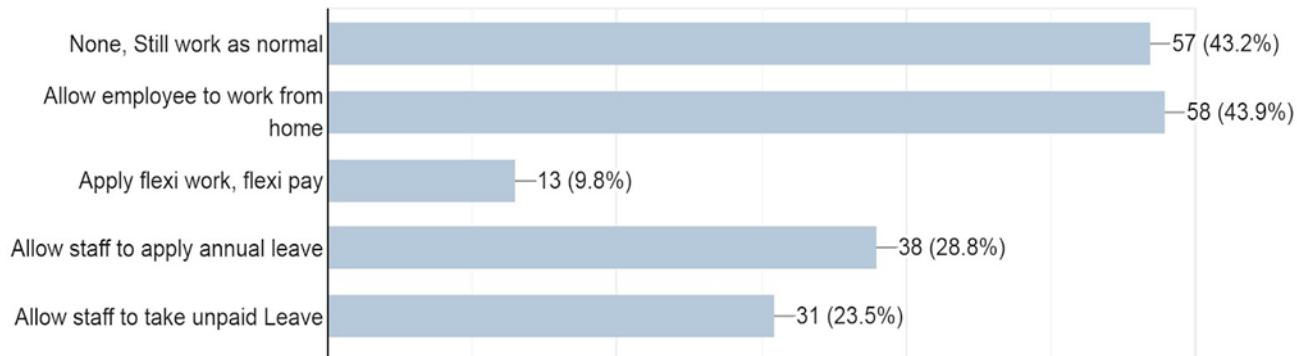
Hot labor issued impact of Covid 19



- The bar chart demonstrates the selected primary industry involved in the impact of CoVid-19. The ten industries were media and telecommunication, professional services, medical-healthcare services, logistics and manufacturing, manpower sourcing, hospitality and tourism, finance and insurance, education, construction and real estate, and agriculture.
- Overall, professional services were the major industry what the number of collecting survey in the report, whereas hospitality and tourism was the second major industry that collected. Finance and insurance, logistics and manufacturing, and construction were more or less than others.
- It is evident that, during this adversity situation of CoVid-19 2020, professional services, were concerned and primarily involved in, what is 30 (23%) individual members provided the feedback and inputs for the report. Hospitality and tourism was the second-highest input that is 28 (21.5%) companies, while others are more or less by a few of responses nearly 9% as equally.



Hot labor issued impact of Covid 19



- The bar chart reports the appropriate approaches that company has implemented regarding the working time. 57 (43.2%) companies still work as normal during this turbulent situation of CoVid-19, whereas other 58 (43.9%) companies implemented the policy for employees to work from home.
- By the way, there were companies still enforced either annual leave (28.8%) or unpaid leave (23.5%).

How Government support Employment issued to ensure sustainability business



- Reducing or withdrawing the tax payment on salary, income tax, TOP and WHT for 6 months or until the overall economic situation improves.
- Delaying payment on utilities since there is no business, especially Mall and other building.
- Suspension of employment contract by paying only 50% of employee's salary and another 50% by government or even without paying to employees.
- The government should be helped to private sector due to current situation by maintain economy stability and accountability not shutting their operation
- Strengthen the service of Ministry of Health to minimize the infect of COVID19 and finding a way of curing the disease.
- Allow for flexibility implementation of labor law as long as we report to
- the government what we do e.g. change a full-time contract to part-time to make sure we can maintain jobs in the country, otherwise, we have to suspend everyone. Ask the government to continue with strict implementation and measures for reducing transmission of viruses.
- Postpone/Suspense the following payment for 3 months or until the situation turns back to normal and Pension Fund shall be delayed till the economic recovery:
 - a. Contribution payment for healthcare and accident
 - b. The implementation of Pension
 - c. The Payment of seniority in June this year and the back pay seniority

Repayment of loans for investment purposes, to apply for tax exemption as the government did for the hotels in Siem Reap. Many small retailers, a small businesses in our hospitality industry will have to close very soon, firing a massive number of employees.

Action Plan During Impact Covid 19



- Providing protection material include alcohol, hand sanitizing gel, face mask to employees and arrange the nurse to stand by in office to check health and thermometer for staffs and guests before entering the company.
- Social distancing by avoiding all face to face meetings, traveling, workshop, training even inside or outside office, social gatherings, and not traveling to the highly affected countries, instead using telephone or video conference.
- Working from home or separating working schedule for all employee, going to office only necessary needs and applying flexi work, flexi pay.
- Employee who travelled to restricted countries will be quarantined for 14 days before being allowed back to work or follow any guideline provided by Ministry.



Action Plan During Impact Covid 19



COMIN KHMERE Supervisor Safety Accountability Culture:

Your health is our priority, so we will keep an eyes on any development around the COVID-19 outbreak. There's no need to panic – let's all contribute to keeping our workplace safe.

ត្រូវចាត់ទុកសុខភាពអ្នក ដូចជាការគ្រប់គ្រងការងារឱ្យមានភាពសុវត្ថិភាពសម្រាប់ទាំងការងារនិងការរស់នៅនៃជំងឺ Covid-19 គ្មានអ្វីដែលយើងគ្រូវភ័យខ្លាចពេកទេ ចូលរួមចែករំលែកវិធីចែករំលែកសុខភាព និងមានអាយុវ្រាប់ពេលនៅកន្លែងធ្វើការ។



ករណីបន្ទាន់សូមទាក់ទងទៅលេខ 115

For emergency please call 115





Knowledge
is **POWER**

