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## **SOCIAL WELFARE FOR EMPLOYEES TRAVELLING AND WORKING ABROAD**

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As per their job in a company, many employees have to travel in France and abroad.

The Caisse Primaire d'Assurance Maladie (CPAM or French social security), has implemented several procedures to guarantee an employee the same social welfare benefits when travelling abroad than when in France. These procedures apply to employees whose regular working and living places are in France.

The procedure depends on the length and destination of the trip.

When notifying the CPAM that one or more of his employees are travelling abroad, the employer ensures the following:

- If the employee was injured or contracted a work related illness, the coverage by the CPAM of any health expense of financial consequences.
- That the employee is entitled to the French social welfare benefits and coverage abroad, be it medical, pharmaceutical, hospitalization or per diem allowance.
- That the employee abroad is still covered by the French social security and his work is still regulated by French laws.
- That the employee does not have to pay social contributions abroad to benefit from social welfare.

For trips abroad up to three months, the employer must notify the CPAM within 24 hours with one of the following return:

- E101: for a trip in the EEA when the employee meets the citizenship requirements for the community rules to apply. The return has two sheets, one for the employee to take on his trip, the other for the CPAM.
- S9203: for a trip in the EEA when the employee does not meet the citizenship requirements for the community rules to apply. The return is for the CPAM.

Other returns are to be used for trips longer than three months and out of the EEA.

For additional information on social welfare for the employees travelling abroad and your legal obligations (returns to download), please visit the CPAM website at [www.ameli.fr](http://www.ameli.fr).

Do not hesitate to contact us for any question