



NS/RKT/0602/164

Royal Decree

on

Exceptional Criteria for Secondary Health Official

We,

Preahbath Samdech Preah Norodom Sihanouk

**Reach Harivong Uphato Suheat Visothipong Akamohaborasrat Nikarodom Thammik
Mohareacheathireach Boromaneat Boromabopit Preah Chau Krong Kampuchea Thipdey**



- Having seen the Constitution of the Kingdom of Cambodia
- Having seen the Royal Decree dated November 30, 1998 on the formation of the Royal Government of the Kingdom of Cambodia
- Having seen the Law on Organization and Functioning of the Council of Minister, promulgated by Kram 02/NS/94 dated July 20, 1994
- Having seen the Law on Common Statutes of Civil Servants of the Kingdom of Cambodia, promulgated by Kram 06/NS/94 dated October 30, 1994
- Having seen the Law on Establishment of the Ministry of Health, promulgated by Kram NS/RKM 0196/06 dated January 24, 1996
- Having seen the Royal Decree CS/RKT/1297/273 dated December 01, 1997 on the General Principles of State Public Functioning
- Having seen the Royal Decree NS/RKT/1201/450 dated December 01, 2001 on basic salary and incentives for civil servants
- Having taken into account the request of Samdach Minister with the approval of the council of minister at its plenary session on May 31, 2002

Herby Promulgates

Chapter I

General Provisions

Article 1:

To establish secondary official cadre of the Ministry of Health classified as type “B” as indicated in article 4 of Royal Decree CS/RKT/1297/273 dated December 01, 1997 on Common Statutes on State Public Functioning.

Article 2:

Secondary health official cadre is under the advice of the Ministry of Health in which gathering all graduated health science officers which are currently serving at central, provincial, municipal level and at state public administrative institutions.

Article 3:

Secondary health official cadre bears duty in supporting secondary health official cadre in achieving the works and performs leading roles at medium level.

Chapter II

Hierarchy and Position

Article 4:

Secondary health official cadre consists of 3 hierarchies as below:

- 1st hierarchy or secondary health official hierarchy of special-line consists of 6 classes
- 2nd hierarchy or secondary health official hierarchy of front-line consists of 10 classes
- 3rd hierarchy or secondary health official hierarchy consists of 14 classes

Article 5:

Officers of secondary health cadre can hold the following managing position at respective technical offices of the Ministry of Health as below:

- 1st hierarchy: Chief of Technical Bureau at central level, deputy director of Provincial Municipal Health Department
- 2nd hierarchy: Vice-Chief of Technical Bureau at central level, Chief of Technical Office at provincial/municipal health department
- 3rd hierarchy: Vice Chief of Technical Office at Provincial/Municipal Health Department, Chief of Operational District

Chapter III

Recruitment

Article 6:

Recruitment of secondary health official cadre shall be done through selection examination among the candidates of civil servants and students. Number of position in recruiting candidates of civil servants and students shall be defined by the Royal Government with the request of Minister of the Ministry of Health.

Article 7:

Recruitment examination among students shall be comprehensively opened for candidates of 28 years old to the day of the exam with at least minimum certificate below:

- Certificate of Secondary Nurse
- Certificate of Secondary Midwife
- Certificate of Secondary Laboratory Technologist
- Certificate of Secondary Physical Therapist

and other certificate in the field of nursing and paramedical which is equivalent to above certificate.

Civil servants of above certificate can take exam into this body with no consideration on the conditions of ranking and previous body with the age of not more than forty (40) years old.

Chapter IV

Initial Training, Internship and Official Nomination

Article 8:

Successfully recruited candidates among students and civil servants will go under training organized by the Ministry of Health equal to the position of students of secondary health official.

Article 9:

After initial training, students of secondary health official will be assigned to different provincial/municipal department of health and at central level based on the results of the training and will be nominated as internship trainee of secondary health official by Prakas of the Ministry of Health.

- Secondary health officers selected from students shall undertake internship for a period of 12 months. Successfully completed the internship, those officers shall be nominated as class 14 of the 3rd hierarchy.
- Secondary health officers selected from civil servants of the Ministry of Health are not required to undertake internship. Other civil servants shall go under internship for a period of 6 months.
- Secondary health officers selected among civil servants shall be included in the 3rd hierarchy with salary scale of a level higher than ex-salary scale.
- Secondary health officers which failed the internship are allowed to continue in the 2nd internship. Whereof, again fail to the 2nd internship, trainee recruiting from the students shall be erased the name and candidate from civil servants shall be referred to ex-entities by considering the training duration as of working seniority.
- Official nomination in 3rd hierarchy of secondary health officials shall be defined by Sub-Decree.

Chapter V

Nomination

Article 10:

After nomination in official cadre, secondary health officials might be nominated to any vacancy positions as stated in article 3 and 5 above.

Chapter VI

Allocation Out of Original Post

Article 11:

Secondary health official is subject to allocate out of original post or position to work at different ministry, department or other entities base on the needs and consent of the subject personnel.

Chapter VII

Ranking and Scale Promotion

Article 12:

Promotion of secondary health official shall be conform to the conditions stated in article 20 and other article of the Law on Common Statutes of Civil Servants of the Kingdom of Cambodia.

Basic qualifications in considering promotion include of the following:

- Innovated Initiation and Achievements
- Sense of responsibility, disciplines and professional conscience
- Sense of national benefits
- Leading and management effectiveness
- Spirit of solidarity and living moral

Promotion of secondary health official cadre shall be applied by the 3:4 proportion by selection-based and 1:4 by seniority-based.

Article 13:

Promotion made in principle shall be done of a level upper than current level unless wherever necessity arises, a promotion can be done on a two level upper than current level.

Number of positions in each hierarchy shall be determined as below:

- 5% in maximum for 1st hierarchy
- 25% in maximum for 2nd hierarchy
- Over 70% for 3rd hierarchy

Promotion of secondary health official cadre shall be done by listing name in the ranking promotion list and the evaluation of managing body or through domestic and oversea training.

Promotion of secondary health officials shall be determined by Prakas of the Ministry of Health.

Article 14:

Classes indication of each level of hierarchy of secondary health officers and value of the indication shall be conform to article 3 and 4 of Royal Decree NS/RKT/1201/450 dated December 01, 2001 on basic salary and incentives of civil servants.

Chapter VIII

Exceptional Provisions

Article 15:

Secondary health officials which is assigned by the Ministry to a training or any on-going training for at least six (06) months in field of specialist with certificate of letter of confirmation shall be automatically promoted to one level of a selection-based.

Article 16:

Officials of secondary health cadre are subject to retirement at the age of 60 years old.

Putting into retirement shall be defined by Prakas of the Ministry of Health.

Chapter VIII

Transitory Provisions

Article 17:

Initial number of official of secondary health cadre shall be taken out from the integration of civil servants possess of certificate in health sciences which are currently serving in the health body at central and provincial level and at other governmental ministries and entities possess of the certificate as mentioned in article 7 of this Royal Decree.

Article 18:

Officers of Secondary health cadre which have already been nominated to any managing position are allowed to continue to perform on previous position unless there is a need in changing or transferring of the position which is the authority of the Ministry.

Chapter VIII

Final Provision

Article 19:

Any provision which is contradicted to this law shall be deem abrogated.

Article 20:

Samdach Prime Minister of the Royal Government of Cambodia shall bear responsibility in implementing this Royal Decree.

Article 21:

This Royal Decree is in force from the date of signature.

Promulgated in Phnom Penh on June 21, 2002

Signed & Sealed

Norodom Sihanouk

Presented for the signature of His Majesty the King

Prime Minister

*Unofficial Translation
by JICA-HRD*

Hun Sen