



NS/RKT/0602/163

Royal Decree

on

Exceptional Criteria for High 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 high official cadre of the Ministry of Health classified as type “A” as indicated in article 33 of Royal Decree CS/RKT/1297/273 dated December 01, 1997 on Common Statutes on State Public Functioning.

Article 2:

High 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 at both public and private institutions.

Article 3:

High health official cadre is undertake responsibility in managing, leading, researching and providing suggestions on the matter of medical, pharmaceutical and dentistry.

Chapter II

Hierarchy and Position

Article 4:

High health official cadre consists of 3 hierarchies as below:

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

Article 5:

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

- 1st hierarchy : Director General of Technical Office, Inspectorate of Technical Office, Rector of University of Health Sciences
- 2nd hierarchy : Deputy Director General of Technical Office, Deputy Inspectorate of Technical Office, Technical Inspector, College Dean, Director of Technical Department

- 3rd hierarchy : College Vice-Dean, Deputy Director of Technical Department, Director of Provincial Health Department, and other position in the field of health sciences that is equal to the above mentioned positions in the organizational structure of the Ministry of Health.

Chapter III

Recruitment

Article 6:

Recruitment of high 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 30 years old to the day of the exam and possess of qualified certificate of university level among the following field of medicine, pharmacy or dentistry or other equivalent certificate in the field of medicine, pharmacy or dentistry.

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-five (45) 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 high health official.

Article 9:

After initial training, students of high 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 high health official by Prakas of the Ministry of Health.

- High health officers selected from students shall undertake internship for a period of 12 months. Successfully completed the internship, high health official in medicine shall be nominated as class 13 and other high health officials as class 14 of the 3rd hierarchy.

- High 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.
- High health officers selected among civil servants shall be included in the 3rd hierarchy with salary scale of a level higher than ex-salary scale.
- High 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 high health officials shall be defined by Royal Decree.

Chapter V

Nomination

Article 10:

After nomination in official cadre, high health officials might be nominated to any vacancy positions as stated in article 3 and 5 above to individual hierarchy conform to the modality as stated in article 14 and other related article of Royal Kram 02/NS/94 dated July 20, 1994 the law on the Establishment and Functioning of Council of Minister.

Chapter VI

Allocation Out of Original Post

Article 11:

High 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:

Ranking promotion of high health officials shall be done base on individual official competencies, conditions of training and the level of basic certificate. Ranking promotion shall be done by step from the first level or a higher level of ex-salary scale of each officer.

Promotion shall be done from 3rd hierarchy to 2nd hierarchy for high health official from the 11 class and composes of the following qualifications:

- A research thesis
- Certificate of:
 - Doctor of General Medicine or Medical Doctor
 - Doctor of Pharmacy or Pharmacist
 - Doctor of Dentistry of Dentist

or other equivalent certificate.

Shall be promoted to 1st hierarchy for any high health official of the 7 class of 2nd hierarchy and be nominated to the title of highest professor.

Specialized and above mentioned certificate shall be recognized by the Ministry of Health and the Ministry of Education Youth & Sports.

Promotion from 3rd hierarchy to 2nd hierarchy shall be determined by Sub-Decree.

Promotion from 2nd hierarchy to 1st hierarchy shall be determined by Royal Decree.

Article 13:

Number of high health officials in each hierarchy shall be determined to actual number base on qualification of each officer and conditions of training with basic certificate as stated in article 12 above.

Article 14:

Promotion of high 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

A level of promotion shall be automatically made by turn of selection for high health officials whose were sent by the ministry to a training for at least a year with confirmation letter or certificate issued by the training institution.

Promotion of high health officials shall be determined by Royal Decree, Sub-decree or Prakas of the Ministry of Health in accordance to the hierarchy of each officer.

Article 15:

Classes indication of each level of hierarchy of high 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 16:

High health official have made special achievements or succeed in a new science research shall be praised and awarded by the Royal Government to the actual level of achievements besides of promotion.

While on duty, high health officials with certificate of higher than certificate of university level shall be automatically promoted to one level.

Article 17:

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

Article 18:

Insignia, uniform for official of high health cadre shall be defined by separate Royal Decree.

Chapter VIII

Transitory Provisions

Article 19:

Initial number of official of high 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 of the following competencies:

- Include into the 3rd hierarchy for any civil servants possess of certificate issued by faculty of medicine, pharmacy and dentistry or certificate of university of health sciences or other equivalent certificates.
- Include into the 2nd hierarchy for any civil servants possess of:
 - Research Thesis
 - Specialized Certificate

- As professor nominated by the Ministry of Health to teach or lead any particular subject at University of Health Sciences and any internship body with the work experiences of at least 10 years.
 - Chairman or Vice-Chairman at a seat of the University of Health Sciences
 - As high health official with utmost competencies evaluated by a committee established by the Ministry of Health.
- Include into 1st hierarchy for any civil servants which have been nominated as professor through evaluation examination procedures of evaluation council established by the Ministry of Health.

Article 20:

Every managing position shall conform to the cadre hierarchy promotion principles which shall not be retroactive to the current managing position unless there is necessary that is the authority of the Ministry.

Chapter VIII

Final Provision

Article 21:

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

Article 22:

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

Promulgated in Phnom Penh on June 21, 2002

Signed & Sealed

Norodom Sihanouk

Presented for the signature of His Majesty the King

Prime Minister

Hun Sen