

# Kingdom of Cambodia

## Nation Religion King



### Statement

**Background:** In references to the Royal Government Policies on Public Administrative Reform as well as the Law on Common Statute of Civil Servants of the Kingdom of Cambodia and Royal Decree CS/RKT/1297/273 dated December 01, 1997 on the General Principles of State Public Functioning.

The Ministry of Health has drafted three (03) Royal Decrees as below:

- Royal Decree on Exceptional Criteria of High Health Official
- Royal Decree on Exceptional Criteria of Secondary Health Official
- Royal Decree on Exceptional Criteria of Primary Health Official

On April 02, 2002 the three Royal Decrees has been discussed in the inter-ministerial meeting under the presidency of **H.E. Na Ditann** and the Ministry of Health has made some modification on the contents of the three Royal Decrees as mentioned in the attached draft thereof.

#### **I. Purpose of the Royal Decree**

The purpose of organizing these three Royal Decrees is to organize professional body by collecting all civil servants of the same qualification or training of the same interest to hold same position or same type of position in their profession.

The preparation of this exceptional body is intended to enhance quality of professional competencies and responsibilities in fulfilling the duties of every civil servant in health cadre. Arrangement of civil servants cadre has been divided into four categories (A, B, C & D) with different hierarchy and several classes to coordinate the management, training, nomination and offering proper incentives to civil servants.

#### **II. Major contents of the 3 draft Royal Decrees**

- Royal Decree on Exceptional Criteria for High Health Official consists of 10 Chapters and 23 articles
- Royal Decree on Exceptional Criteria for Secondary Health Official consists of 10 Chapters and 21 articles
- Royal Decree on Exceptional Criteria for Primary Health Official consists of 10 Chapter and 20 articles

These three Royal Decrees has defined the meaning and contents of scope of high, secondary and primary health official cadre which is under the management of the Ministry of Health.

#### **Chapter I. General Provisions**

These Royal Decrees have defined about high, secondary and primary health official cadre working in the field of health at central, provincial level and public institutions of all relevant ministries in the exception of active civil servants whose under the cadre of the Ministry of National Defense and National Police.

## **Chapter II. Ranking and Positions**

This chapter has defined about ranks and positions of high, secondary and primary health official.

## **Chapter III. Recruitments**

Recruitment of high, secondary and primary health official shall be done through selection exam among students or civil servants.

## **Chapter IV. Initial Training, Internship and Official Nomination**

Ministry of Health is responsible for initial training. Official nomination will be determined by Royal Decree, Sub-Decree or Prakas in regarding to each official cadre.

## **Chapter V. Nomination**

Nomination shall be in line with the articles stated in these Royal Decrees and the Royal Kram promulgated the Law on Organization and Functioning of the Council of Minister.

## **Chapter VI. Allocating out of Original Post**

Allocating out of original post is done with the needs and consent of the subject civil servant.

## **Chapter VII. Class and Ranking Promotion**

In this chapter, class and ranking promotion is done based on the qualifications and level of training/education of each civil servant with the special basic certificate in line with the law on Common Statutes for Civil Servants of the Kingdom of Cambodia.

## **Chapter VIII. Exceptional Provision**

This chapter will be mentioned about incentive and promotion for outstanding civil servants having succeeded in any particular achievements and competencies.

## **Chapter IX. Transitional Provision**

This chapter will be mentioned about initial number of high, secondary and primary health official which is done through the integration of civil servants. There is no change to the current nominated position unless there is a necessary of the Ministry that change shall be made.

## **Chapter X. Final Provisions**

The three Royal Decrees has been defined in common that any provision which is contradicted to the Royal Decree shall be deem abrogated.

In general, the Ministry of Health has composed these Royal Decrees in order to contribute to building a lawful state in line with the policies of the Royal Government.

As mentioned above, please Samdach, Excellencies, Ladies and Gentlemen be informed and enacted the stated Royal Decrees.