



**Kingdom of Cambodia
Nation Religion King**

Royal Government of Cambodia

**ANUKRET
(Sub-Decree)**

on

Appointing Professors in the Field of Health

Royal Government of Cambodia

- Recalling Constitution of the Kingdom of Cambodia
- Recalling Royal Kret No. NS/RKT/0908/1055 issued on 25th September 2008 on the appointment of the Royal Government of the Kingdom of Cambodia.
- Recalling Royal Kram No. 02/NS/94 issued on 20th July 1994, promulgated the law on the organization and functioning of the Council of Ministers.
- Recalling Royal Kram No.06/NS/94 issued on 30th October 1994, promulgated the law on Common Statute of Civil Servant of the Kingdom of Cambodia.
- Recalling Royal Kram No. NS/RKM/0196/06 issued on 24th January 1996, promulgated the law on the establishment of Ministry of Health.
- Recalling Royal Kram No. NS/RKM/0196/01 issued on 24th January 1996, promulgated the law on the establishment of Ministry of Education, Youth and Sport.
- Recalling Royal Kram No. NS/RKM/1100/10 issued on 3rd November 2000, promulgated the law on the management of the Private Medical, Para-medical and Medical Aid Practice.
- Recalling Royal Kram No. NS/RKM/1207/032 issued on 8th December 2007, promulgated the law on Education.
- Recalling Royal Kret No. NS/RKT/0602/163 issued on 21st June 2002 on Exceptional Statute of High Rank Health Officer

- Recalling Anukret No. 54 ANKr.BK issued on 13th June 2002, on the Criteria for establishment of University.
- Recalling Anukret No. 67 ANKr.BK issued on 22nd October 1997, on the organization and functioning of Ministry of Health.
- Recalling Anukret No. 84 AKr.BK issued on 9th June 2009 on the organization and functioning of Ministry of Education, Youth and Sport.
- Pursuant to Approval of Council of Minister during the plenary meeting on 16th July 2010.

Hereby Decide
Chapter 1
General Provision

Article 1:

The purpose of this sub-decree is to determine the mechanism, legal procedures and condition for selecting and appointing position of professors in the field of health.

Article 2:

The goals of this sub-decree, as below, are to:

- Promote the quality of education at the Health Higher Educational Institutions.
- Promote the honor and dignity of the Professors in the field of health.
- Participate in organizing and developing human resource quality and effectiveness in health sector.
- Promote the responsibilities of Professors in the field of health.
- Encourage the effectiveness of collaboration among national and international Higher Educational Institutions in development of human resources.

Article 3:

This sub-decree is widely implemented for Assistant Professor, Associate Professor and Full Professor/Professor in the Royal Kingdom of Cambodia.

Chapter 2

National Board in Monitoring the Appointment of Position of Professors in the Field of Health

Article 4:

The National Board will be established for monitoring the appointment of position of Professors in the field of Health, abbreviated as NBAP, shall consist of:

- One Representative from Council of Ministers
- One Representative from Ministry of Health
- One Representative from Ministry of Education, Youth and Sport
- 8 Representative of Professors in the field of health

The members of NBAP have 3-year mandate and could continue its new mandate.

The member who is the Representative of Professors in the field of health shall be selected by Minister of Health.

The members of NBAP shall be assigned by the decision of the Royal Government.

Article 5:

NBAP has its roles and duties as below:

- Approve and revise the internal regulation of NBAP
- Formulate criteria of selection exam.
- Approve the members of Invigilator Board for evaluating the candidates.
- Approve the outcome of the evaluation by the Invigilator Board.
- Organize and approve the budget plan for the procedure of the selection exam.
- Receive and solve the complaints of the Invigilator Board and candidates.
- Complete other duties as required by the Royal Government.

Article 6:

Members of NBAP should participate in meeting as required by the chief.

Article 7:

NBAP should have meeting at least twice per year.

The procedure of the meeting and key responsibilities of NBAP should be stipulated in the internal regulation of NBAP.

Article 8:

NBAP can call the Representative from relevant Ministry or advisor for the meeting, as necessary.

NBAP can request for technical advisor, national or foreign expert as necessary.

Article 9:

NBAP shall have Human Resource Development Department (MoH) as its Secretariat. Secretariat of NBAP consists of cadre officers from Ministry of Health, Council of Ministers, and other public cadre officers.

Article 10:

NBAP has its capital originated from:

- National budget which is the budget package of Ministry of Health.
- Budget from exam application fee of candidates.
- Other sources.

Article 11:

NBAP has a right to use its own seal for its functioning.

Chapter 3

Ranks of Professors in the Field of Health and Qualification in Selecting Professors

Article 12:

Ranks of Professors in the field of Health have been listed as below:

- Assistant Professor
- Associate Professor
- Full Professor/Professor

Article 13:

Candidates may apply for the selection exam on one of the ranks, as stipulated in Article 12 in this Sub-decree, in accordance to the qualifications as below:

A. Assistant Professor

- Hold a Post Graduate specialized diploma accredited by Ministry of Health and Ministry of Education, Youth and Sport.
- Have a thesis either professional or research
- Have at least 3 research papers which have been published in local/regional magazine, or have at least supervised 5 theses.

- Have or have been working in the Health educational institution or hospital or Medical or Pharmacy research institute, accredited by Ministry of Health for minimum of 6 years.
- Be a lecturer for the minimum of 3 years, or preceptor or clinical instructor for the minimum of 6 years, or have been trained in the Pedagogy in the field of Health up to 12 months.
- Be a member of professional council.
- Have never had any professional misconduct, or have never been convicted in any criminal proceeding or any misdemeanors.

B. Associate Professor

- Have been working as Assistant Professor for the minimum of 5 years.
- Have a research article which has been published in a scientific international magazine.

C. Full Professor/Professor

- Have been working as Associate Professor for the minimum of 5 years.
- Have at least 3 research articles which have been published in a scientific international magazine.

Chapter 4

Procedures of Selection

Section 1

Procedures for Selecting Invigilator Board

Article 14:

Director of Health educational institutes shall list the members of Invigilator Board which has been arranged by technical committee of their institutes, based on the condition as stipulated in Article 16 of this sub-decree, and send to NBAP for approval. NMMP shall show their approval or disapproval on the members of Invigilator Board within 15 days of working days. Should NMMP have any rejection, the clear reasons in writing shall be sent to the related Director of Health Educational institute in order to rearrange the members.

After the approval on the members of Invigilator Board, Director of the related Health Educational Institutes shall send the list of members of Invigilator Board to Minister of Health for appointment.

Article 15:

Invigilator Board who has been appointed has his discretion in evaluating the candidate, and allocating the candidates to any of the ranks.

Article 16:

Members of the Invigilator Board for the selection exam shall consist of as below:

A. Assistant Professor

Invigilator Board shall consist of 7 members as below:

- Professor whose position is Associate Professor or above and holds longer past experience shall be the Chief.
- Professors whose positions are Assistant Professors or above shall be the members and shall include Professor of any position who comes from the Department of the subject in which the candidate is responsible for teaching.

B. Associate Professor

Invigilator Board shall consist of 7 members as below:

- Full Professor/Professor who holds longer past experience shall be the Chief.
- Professors whose positions are Associate Professors or above shall be the members and shall include Full Professor/Professor or Associate Professor from the Department of the subject in which the candidate is responsible for teaching.

C. Full Professor

Invigilator Board shall consist of 5 members as below:

- Full Professor/Professor who holds longer past experience shall be the Chief.
- 2 Full Professors/Professor shall be the members.
- Full Professors/Professors who come from other Health Educational Institutes or 2 Foreign Full Professors/Professors shall be members.

Section 2

Procedures in Selection and Appointment of Professor

Article 17:

The number of Professors of all ranks from each Health Higher Educational Institute shall be promulgated by the Prakas of the Minister of Health.

Article 18:

Candidates who wish to take the exam in order to be admitted as Professors in the field of health as stipulated in Article 12 of this sub-decree should refer to University of Health Educational Institutes, by attached with:

- Application Form
- Copy of professional diploma or professional diploma
- Professional Development Plan of the candidate for supporting the Development of Health Training.
- Certified letter from Professional Council
- Letter of criminal record
- Other necessary documents.

The sample of Application Form for selection exam shall be formulated under the decision of NBAP.

Article 19:

The procedure of selection exam shall be arranged under the decision of NBAP.

Article 20:

Director of Health Educational Institutes shall send the evaluation outcome of Invigilator Board to NBAP for approval. All the rejections of NBAP shall be stated with clear reasons.

In case of any inconsistency about any forms of procedure of selection which could be regularized, NBAP shall precise clearly by referring to Invigilator Board for rectifying.

Any candidates who are not satisfied with the evaluation outcome of the Invigilator Board may complain to NBAP for reconsideration. Investigations of this complain shall comply with the discretion of the Invigilator Board as stipulated in Article 15 of this sub-decree.

Procedure of resolution of complain from the candidate shall be made under the decision of NBAP.

Article 21:

After the approval from NBAP on the evaluation outcome of the Invigilator Board and clear-out of the complain on the evaluation outcome of the Invigilator Board, Director of related Health Educational Institute shall send the exam outcome of the candidates to the Minister of Health for appointment.

The appointment as Assistant Professor shall be promulgated by Prakas of the Minister of Health.

The appointment as Associate Professor shall be promulgated by Sub-decree.

The appointment as Full Professor/Professor shall be promulgated by Royal Decree.

Chapter 5

Duties of Professors

Article 22:

Duties of Professors of each rank shall be determined by Prakas of the Minister of Health.

Chapter 6

Inter provision

Article 23:

Full Professors whom have been appointed by Prakas of the Minister of Health in the past shall remain in their position as Full Professors.

Full Professors whom have been appointed by Prakas of the Minister of Health in the past and wish to propose for the reappointment by Royal Kret shall fulfill in the condition as set out in this Sub-decree.

After this Sub-decree has been ratified, all the appointment of Full Professor/Professor promulgated by Prakas of the Minister of Health shall be prohibited.

Chapter 7

Final Provision

Article 24:

All of the provisions contrary to this Sub-Decree shall be deemed as null and void.

Article 25:

The Minister in charge of the Council of Ministers, the Minister of Economy and Finance, Minister of Health, Ministers and Secretaries of State of all related ministries/institutions shall be responsible for the implementation of this Sub-Decree from the date of signing hereafter.

Recipients

- Ministry of Royal Palace
- General Secretariat of Constitution Consultancy
- General Secretariat of Senate
- General Secretariat of the National Assembly
- General Secretary of the Royal Government
- Cabinet of Samdech Prime Minister
- Cabinet of Exellency, Lok Chumteav Deputy Prime Minister
- As mentioned in Article 25
- The Royal Gazette
- Archives

Phnom Penh, 29th July 2010

Prime Minister

Samdech Akka Moha Sena Padei Techo **Hun Sen**