

(National Coat-of-Arms)  
KINGDOM OF CAMBODIA  
Nation Religion King

Royal Government of Cambodia

No. 38 S.E.  
(Illegible)

Arrived on September 24, 1996  
At , No. 559

MINISTRY OF HEALTH

Arrived on September 10, 1996  
(Illegible) 1549

SUBDECREE

On the Determination of Working Hours, Overtime and Overtime Pay for  
Teachers in Public Educational Establishments

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(Illegible)

IN, October 24, 1996

OUT, ....., 19....

The Royal Government of Cambodia

Pursuant to:

- The Constitution of the Kingdom of Cambodia;
- Royal Decree, dated September 24, 1993, on the Appointment of the First Prime Minister and the Second Prime Minister;
- Royal Decree, dated November 1, 1993, on the Appointment of the Royal Government of Cambodia;
- Royal *Kram* No. 02 NS\_94, dated July 20, 1994, on the Organization and Functioning of the Council of Ministers;
- Royal Decree No. NS\_RD\_1094\_83, dated October 24, 1994, on the Adjustment to the Composition of the Royal Government of Cambodia;
- Royal Decree No. NS\_RD\_1094\_90, dated October 31, 1994, on the Adjustment to the Composition of the Royal Government of Cambodia;
- Royal *Kram* No. NS\_RK\_0196\_01, dated January 24, 1996, on the Establishment of the Ministry of Education, Youth and Sports;
- Decision from the Council of Ministers No. 77 D., dated August 20, 1983, on the Determination of Overtime Pay for Cadres, Staff, Teachers and Professors;
- Subdecree No. 05 S.E, dated March 11, 1992, on the Modification to Salaries of Cadres, Staff and Workers of the State;
- Request from the Minister of Education, Youth and Sports;
- Approval from the Council of Ministers;

Hereby decides:

**Article 1:** Working hours is the period calculated in hours per week during which teachers and lecturers are obliged to teach and perform pedagogical work in educational establishments;

Overtime is the period calculated in hours during which teachers and lecturers have taught and performed pedagogical work exceeding working hours;

**Article 2:** Number of weekly working hours:

A) Teachers and professors holding positions and titles equivalent to a study level to be taught are defined in the following table:

Educational establishment or training class	Number of weekly theory teaching hours	Number of weekly instruction, work preparation, teaching and correction hours
* <u>General education</u> - Junior High School - Senior High School	18 hours 16 hours	20 hours 18 hours
* <u>Skill</u> - Vocational training - Technical secondary education - Graduate - Postgraduate	16 hours 14 hours 12 hours 10 hours	18 hours 18 hours 16 hours 14 hours
* <u>Short-term training class</u> - Semi-secondary class - Secondary class	16 hours 14 hours	One hour of theory is equivalent to two hours of discussion, question or practical application
* <u>Improvement class</u> - Semi-secondary class - Secondary class	16 hours 14 hours	One hour of theory is equivalent to two hours of discussion, question or practical application

B) Professors and teachers with higher frameworks and teach at lower educational establishments shall abide by the working hours set for their frameworks;

- Professors and teachers with lower frameworks and who teach at lower educational establishments shall abide by the working hours set for the levels of those educational establishments;

- [Those within] technical frameworks that have the duty to help organize and work in laboratories and study workshops shall carry out their weekly duties according to the following stipulations:

- Laboratory and study workshop workers           36 hours

- Laboratory assistant and practical teachers at laboratories and study workshops       30 hours

**Article 3:** Those who have teaching duties in working hours shall be limited to a maximum of 48 hours per month;

All civil servants may have maximum teaching hours of 32 hours per month;

**Article 4:** Overtime pay:

A) Professors and teachers who have exceeded the teaching hours specified in Article 2 shall receive hourly overtime pay at a rate specified in the following table:

Study level	- Technical secondary education - Vocational training - Senior high school - Junior high school	Graduate	Postgraduate
Diploma or framework			
Professors of Master's Degree Class or BI 4 and up		9,300 R "Nine thousand three hundred riels"	10,400 R "Ten thousand four hundred riels"
Graduate Diploma BI Framework	5,200 R "Five thousand two hundred riels"	7,800 R "Seven thousand eight hundred riels"	
Secondary Education Diploma BII Framework	2,600 R "Two thousand six hundred riels"	2,600 R "Two thousand six hundred riels"	
BIII, CI or CII Category	2,000 R "Two thousand riels"	2,000 R "Two thousand riels"	

### B) Special cases

- Civil servants who have been officially appointed to work as assistant teachers at secondary schools of specialized studies, vocational training schools, higher education establishments and state education establishments shall implement overtime calculated based on overtime pay according to the diplomas or frameworks of the persons concerned;
- The civil servants holding the roles of department deputy chief and up and who are officially assigned to teach or serve as assistant teacher and whose salaries are in the "A" or "B" payrolls, but who have no diploma equivalent to or higher than a higher education diploma shall receive the same overtime pay as teachers in category BI;
- Non-civil servant specialists who are invited to teach shall be requested to remain at the ministry to issue letters of appointment, enclosing photocopies of diplomas or other papers. Calculation of overtime pay shall be based on diplomas and teaching study level of the persons concerned;

**Article 5:** This subdecree shall apply only to general secondary education, vocational training, specialized secondary education and higher education. The [provisions for] primary education will be determined in a separate subdecree;

**Article 6:** Any provisions contrary to the said subdecree shall be abrogated;

**Article 7:** The Co-ministers of the Office of the Council of Ministers; the Minister of Education, Youth and Sports; the Minister of Economy

and Finance; the ministers of all relevant ministries and all provincial/municipal governors shall undertake to implement this subdecree according to their respective duties;

**Article 8:** This subdecree shall take effect from September 1, 1996 onwards.

**CC:**

- General Secretariat of the National Assembly
- Cabinet of the King
- Cabinet of *Samdech Krom Preah* First Prime Minister
- Cabinet of *Samdech* Second Prime Minister
- All ministries/institutions
- As stipulated in Article 7
- Archives – Records

Cabinet of the Ministry of Health  
No. 76 សក្តិសិស ស.វប

Phnom Penh Capital, September 6, 1996  
First Prime Minister      Second Prime Minister  
(*Signature and stamp*)      (*Signature and stamp*)

NORODOM  
RANARIDDH

HUN SEN

Attested true copy and forwarded to all entities under the supervision of relevant ministries for dissemination and implementation.

Phnom Penh, October 22, 1996

**By order of the Minister  
Cabinet Chief**

(*Signature and stamp*)  
(*Illegible*)