



**KINGDOM OF CAMBODIA**  
**Nation-Religion-King**

The Royal Government  
No 98/Ank/Bk

**ANUKRET**

**On**

**The implementation of Merit Based Pay Supplement Incentive**

**The Royal Government of Cambodia**

- Seen the Constitution of the Kingdom of Cambodia,
- Seen the Royal Decree, No 0704/124, dated 15 July 2005, on the Nomination of the Royal Government of Cambodia,
- Seen the Royal Kram , No 02/ NS/ 94, dated 20 July 1994, promulgated the Law on Organization and Functioning of the Office of the Council of Ministers,
- Seen the Royal Kram, No.06/NS/94, dated 26 October 1994, promulgated on law on Common Statute of Civil Servant of the Kingdom of Cambodia,
- Seen the Royal Decree, No.1297/273, dated 01 December 1994, on Common Principle of the Organization of the Civil Services,
- Seen the Royal Decree, No.0904/284, dated 27 September 2004, on the Establishment of the Supreme Council of State Reform,
- Seen the Royal Decree, No.1201/450, dated 01 December 2001 on the based salary and supplement allowance of civil servant,
- Seen the Sub-decree, No.83/ANK, dated 13 July 2002, on the Establishment and Implementation of PMG,
- Referring to the spirit of the Inter-ministerial Meeting, dated on January 26 2005,
- Referring to the request of chairman of the Council for Administrative Reform,

**HEREBY DECIDES**

**CHAPTER 1**

**General Provision**

**Article 1:**

This sub-decree aims to guide the implementation of the merit-based pay supplement incentive for civil servant, who participates in various projects in line ministries that finance by the development partners, in order to ensure coherence and responsiveness to priorities of the Royal Government of Cambodia.

**CHAPTER 2**

**Conditionality for Implementation**

**Article 2:**

The Merit-based pay supplement incentive, financed by development partners, is not considered as a salary for civil servant.

**Article 3:**

All ministries must take measures, and encourages development partners to transfer their current salary supplement funds to support the implementation of Priority Mission Group program in their respective ministries and provinces, in followings two steps:

- 1- Increase the number of PMG's members in the priority areas concerning to the poverty alleviation and the State Reform, and the implementation must respect and conform to the principle and mechanism of PMG's program.
- 2- Where necessary, after consultation with the Council for Administrative Reform and in agreement with concerned development partners, civil servants who participate in an agreed project would receive monthly the merit based pay supplement incentive as following:

- Director General	1 600 000 R
- Deputy Director General	1 280 000 R
- Director of Department	1 080 000 R
- Deputy Director of Department	880 000 R
- Administrative Personal	720 000 R
- Bureau Chief	480 000 R
- Deputy Bureau Chief	384 000 R
- Kramka	320 000 R
- Secretary	200 000 R

**Article 4:**

The implementation of the merit based pay supplementation incentive, as stipulated in Article 3, would be ended when the financing of development partners cease or the objective of the project is achieved.

**CHAPTER 3**

**Final Provision**

**Article 5:**

Any provision contrary to this Anukret is hereby void.

**Article 6:**

Minister of the Office of Council of Ministers, Minister of Ministry of Economic and Finance, Chairman of Council for Administrative Reform, Minister and Secretary of State of all ministries and State secretariats have to implement effectively this Sub-decree in their respective jurisdiction from the date of signature.

Phnom Penh, dated 05 August 2005  
**Prime Minister**

**Hun Sen**

**Proposed to the Prime Minister by  
the Deputy Prime Minister and  
Chairman of the Council for Administrative Reform,**

**Sok An**

**Copy to:**

- Ministry of the Royal Palace,
- Secretariat General of the Constitution Council,
- Secretariat General of Senate,
- Secretariat General of National Assembly,
- Prime Minister Cabinet,
- Secretariat General of the Royal Government,
- Commissariat General of the Supreme Council of the State Reform,
- As mentioned in Article 6,
- Archives.