



(Unofficial Translation)

**Kingdom of Cambodia
Nation Religion King**

**Royal Government of Cambodia
No. 214 OrNKR.BK**

Sub-Decree

On

**Determination of the Remuneration for the Capital, Provincial, Municipal,
District and Khan Councilors**

The Royal Government of Cambodia

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen the Royal Decree No. NS/RKT/0908/1055 dated 25 September 2008 on the Appointment of the Royal Government of Cambodia;
- Having seen the Royal Kram No. 02/NS/94 dated 20 July 1994 promulgating the Law on Establishment and Functioning of the Council of Ministers;
- Having seen the Royal Kram No. SN/RKM/0196/08 dated 24 January 1996 promulgating the Law on Establishment and Functioning of the Ministry of Interior;
- Having seen the Royal Kram No. SN/RKM/0196/18 dated 24 January 1996 promulgating the Law on Establishment and Functioning of the Ministry of Economy and Finance;
- Having seen the Royal Kram No. SN/RKM/0508/016 dated 13 May 2008 promulgating the Law on Public Finance System;
- Having seen the Royal Kram No. NS/RKM/0508/017 dated 24 May 2008 promulgating the Law on Administrative Management of Capital, Provinces, Municipalities, Districts and Khans;
- Having seen the Royal Kram No. NS/RKM/0508/018 dated 24 May 2008 promulgating the Law on Elections of the Capital Council, Provincial Council, Municipal Council, District Council and Khan Council;
- Having seen the Royal Kram No. NS/RKM/1208/020 dated 27 December 2008 promulgating the Law on Finance for Management in 2009;
- Having seen the Royal Kram No. 06/NS/94 dated 26 October 1994 promulgating the Law on Common Statute of the Civil Servants of the Royal Government of Cambodia;
- Having seen the Royal Kram No. ChS/RKM/1197/05 dated 06 November 1997 promulgating the Law on General Statute of the Soldiers of the Royal Armed Force;
- Having seen the Royal Decree No. NS/RKT/0501/178 dated 22 May 2001 on the Separate Statute of the National Police Body of Cambodia;
- Having seen the Royal Decree No. NS/RKT/1201/450 dated 01 December 2001 on the Basic Salaries and Salary Benefits of the Civil Servants;

- Having seen the Royal Decree No. NS/RKT/120/1429 dated 31 December 2008 on the Establishment of the National Committee for Sub-National Democratic Development;
- Having seen the Sub-Decree No. 18 OrNkr.BrK dated 12 January 2009 on the Determination of the Number of the Capital Council, Provincial Council, Municipal Council, District Council and Khan Council in the first Mandate;
- Having seen the Sub-Decree No.59 OrNkr.BrK dated 06 October 1997 on the Pension Regime and Pension for Loss of Professional Ability of the Civil Servants of the Kingdom of Cambodia;
- Having seen the Sub-Decree No.114 OrNkr.BK dated 13 November 2002 on the Adjustment to the Implementation of Pension Regime and Loss of Professional Ability of the Civil Servants through a New Salary System;
- Receiving the agreement from the Council of Ministers in the meeting dated 20 November 2009;

DECIDES

Article 1:

This sub-decree aims to determine remuneration for the Capital Councilors, Provincial Councilors, Municipal Councilors, District Councilors and Khan Councilors in accordance with article 28 of the Law on Administrative Management of the Capital, Provinces, Municipalities, Districts and Khans which was promulgated by a Royal Kram no. NS/RKM/0508/017 dated 24 May 2008.

Article 2:

This sub-decree aims to determine:

- Amount of money which should be provided on a monthly basis to each Capital, provincial, municipal, district and Khan councilor.
- Rules for providing remuneration to the councilors who are civil servants and not yet retired, retired civil servants and the councilors who are not civil servants.

Article 3:

The extent of this sub-decree covers only those Capital, provincial, municipal, district and Khan councilors who are presently in their position.

Article 4:

The monthly remuneration of the Capital, provincial, municipal, district and Khan councilors are determined as followings:

- Chairperson of the Capital Council receives 1,000,000 (one million) Riels per month;
- Each member of the Capital and provincial councils receives 800,000 (eight hundred thousand) Riels per month;
- Chairperson of the municipal, district and Khan councils receives 700,000 (seven hundred thousand) Riels per month;
- Each member of the municipal, district and Khan councils receives 500,000 (five hundred thousand) Riels per month.

Article 5:

The remuneration as determined in the article 4 of this sub-decree shall be implemented in accordance with the following rules:

- Members, of all categories of the councils, who are civil servants and not yet retired receive [?] a basic salary, risk benefit, family benefit and this remuneration. In the event that the councilors are civil servants who will be retired in their own institution or lose their professional ability or lose work capability, shall receive a pension or benefit related to their loss of professional ability or benefit related their loss of work capability and other benefits in accordance with provisions of the active legal instruments.
- Members of the councils who are civil servants and have been retired shall receive a pension in the full amount in accordance with determined principles and this remuneration.
- Members of all categories of the councils who are not civil servants shall receive only this remuneration.

Article 6:

The members of the councils who are in their position shall receive remuneration which is included in the annual budget plan of that council.

In the transitional period, the monthly remuneration of the municipal and district councils shall be withdrawn from annual budget of the relevant province.

The provision of monthly remuneration to all categories of the councils shall be implemented from July 2009 onwards.

Article 7:

Any provisions that contradict this sub-decree shall be abrogated.

Article 8:

Minister in charge of the Office of the Council Ministers, Minister of the Ministry of Economy and Finance, Minister of the Ministry of Interior, Minister of the Ministry of Social Affairs, Veterans and Youth Rehabilitation, Chairman of the National Committee for Sub-national Democratic Development, ministers and secretaries of state of all ministries and institutions, the Capital Council and Board of Governors, the provincial councils and boards of governors, municipal councils and boards of governors, district councils and boards of governors, commune councils and Sangkat councils shall be responsible to implement this sub-decree from the date of its signature onwards.

Phnom Penh Capital, 14 December 2009

Prime Minister

Samdech Aka Moha Sena Padei Techo Hun Sen

Copy to:

- Ministry of Royal Palace
- General Secretariat of Senate
- General Secretariat of Parliament
- General Secretary of RGC
- Cabinet of Prime Minister
- Cabinet of Deputy Prime Minister
- As Article 8
- Royal Affair
- Archives