

Law passed by the National  
Assembly on 26 October 1994,  
during the 3rd Session, 1st  
Legislature.

L A W

ON CO-STATUTE FOR THE CIVIL SERVANTS  
OF THE KINGDOM OF CAMBODIA

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C H A P T E R I

GENETRAL PROVISIONS

ARTICLE 1 :

All civil servants of the cadre of the Kingdom of Cambodia,  
apart from those who belong to the judiciary and legislative  
groups which have special conditions, shall be under this  
common rule.

ARTICLE 2 :

This law shall be applicable for the civil servants of the  
Kingdom of Cambodia in all cadres which were established and  
organised by royal decrees and who engaged to work in various  
ministries and institutions and who are entitled to receive  
retirement pension.

ARTICLE 3 :

Cadres of the civil servants shall be determined by particular  
Statutes through royal decrees.

ARTICLE 4 :

Types of cadres, ranks/grade, steps, salary rates of the civil  
servants in the Kingdom of Cambodia as well as their

respective particular Statutes of different bodies shall be determined by royal decrees.

ARTICLE 5 :

Appointment, promotion, transfer, placing out of position or out of cadre, shall be decided through a royal decree, sub-decree, or proclamation (Prakas).

Forceful dismissal from function, order to be retired before term and demotion of a member of the civil servants in cadre, shall be decided through Sub-Decree or Proclamation in conformity with particular Statute of the civil servants.

ARTICLE 6 :

Each member of the civil servants may have rights of access to see the records and other documents which belong to his /her personal file, before he/she receives any disciplinary sanction or be transferred forcefully. This same right shall also be given to any member of the civil servants whose promotion of rank/ grade or step so far was retarded which was not done properly in due turn according to the seniority in services.

ARTICLE 7 :

When necessary and upon there is approval from the concerned person, a member of the civil servants in cadre may be assigned to work or fulfil other function outside of his/her own original cadre.

ARTICLE 8 :

Inside the framework of each cadre, in principle a civil servant of any rank/grade or step may not be assigned to go and work under order of another member of civil servants who has lower rank/grade or step than his/hers. Except only when it is necessary and the concerned person who has superior rank/grade or step has given his/her consent.

ARTICLE 9 :

A regime relating to the request for leaves and annual leaves, mission allowances, medical allowances and retirement pension etc... shall be determined by a separate by law.

ARTICLE 10 :

Salaries and other accessory of the salary, such as additional allowances, allowance for assuming function, zone allowance, dependent allowance, rent allowance and allowances for the

costs of furniture, water, and electricity etc....of the civil servants shall be determined by separate law.

## C H A P T E R    I I

### RECRUITMENT

#### ARTICLE 11 :

Candidates of both sexes may not be recruited to work in the cadre of civil servants, unless they have completed the conditions as hereunder :

1- shall have khmer nationality.

2- shall be at least 18 years old and not above 25, but there are some exceptional cases as follows :

a - For those candidates who got diploma from superior education the limitation of their ages shall be moving to" from 25 to 30 years old".

b - for those candidates who have studied for one or many years in the superior educational establishments but still not be graduated, this limitation of their ages from 25, shall be increasing according to the number of years they have attended so far in those establishments of the superior education but should not be over 30 years old.

c - For those candidates who have fulfilled their obligations in the military compulsory service, the limitation of their ages, shall be increasing according to the number of years they have been in that military compulsory service.

d - When necessary, the royal government may issue a sub-decree to exempt the age limitation of the candidates in order to satisfy the priority needs and interests of the country.

3- Shall not be deprived of citizenship, civil and political rights.

4- shall never be convicted of crime or misdemeanour for committed any acts which harmed to the customs, honour or honesty.

5- Shall have sufficient physical ability for performing works in conformity with the qualification requirement as set forth in the instructions and regulations in vigour.

6- for those who are of ethnic minorities or from the far remoted areas and of female sex, may be given facility and priority.

7- Shall fulfil sufficient conditions in the field of competence as stated in separate regulation of the body which

they wish to apply to work there.

ARTICLE 12 :

Conditions regarding nationality and age shall be proven through birth certificates or through court judgements in place of birth certificates.

The certification which proves that the person has never been convicted before, shall be stated in a past criminal record certificate granted by the Ministry of Justice which will be valid for three (3) months.

ARTICLE 13 :

In principle, every process of selecting candidates to engage in the cadre (of the civil servants) shall be proceeding through test exams, except when determined otherwise by the royal government.

ARTICLE 14 :

The date of the exam for selecting candidates to engage in the cadre of the civil servants shall be fixed and announced which should be at least 3 months before the exam will take place. In case of urgency, the announcement shall be done at least for 30 days.

ARTICLE 15 :

In principle, in every process of exam for selecting candidates to engage to work in the cadres of the civil servants shall be participated by a representative of the Public Function.

C H A P T E R     I I I

TRAINING, INCLUSION AS PERMANENT STATUS  
AND EXPULSION FROM CADRE

ARTICLE 16 :

The inclusion as permanent status in the cadre of the civil servants may not be definitively achieved unless after having gone through a probation period. In the contrary, the probation period may also be exempted when candidates who passed the exam will be selected in a higher cadre than which of the body which they used to have permanent status in the cadre there once before.

ARTICLE 17 :

The salary of those trainees under probation, shall be deducted and kept for the retirement pension. If any trainee fails to be admitted as permanent status in the cadre of the civil servants, his/her money which was so far deducted for the retirement pension shall all be returned to the concerned person.

ARTICLE 18 :

The duration of the probation shall be 12 months. This probation period will be started from the day such trainee is appointed. This probation shall not be considered as valid if a concerned trainee was absent in the course for a total of more than 30 days. In this case the trainee shall again continue his/her probation course in the 2nd year.

- the inclusion as permanent status in the cadre of the civil servants cannot be done unless upon the trainees have really performed works for twelve (12) months. This above probation period shall be cut short to only six (6) months for those former civil servants of old cadre who passed the exams and been admitted in another new cadre by retaining the seniority which they had since before.

- the inclusion as permanent status in the cadre shall be carried out by the competent authority for appointment following a proposal from the chief of the unit. But the inclusion as permanent status of the trainees must be shared opinion by a commission.

COMPOSITION OF THIS COMMISSION CONSISTS OF:

- 1- The Head of the institution or his/her representatives, as.....Chairman.
- 2- The head of the unit which administers or his/her representatives, as.....Member.
- 3- The chief of personnel office or his/her representative, as.....Member.
- 4- One member of the civil servant from the same cadre.....Member.

Any trainee who did not prove that he/she has sufficient professional skill or who showed of negligence in the performance his/her works or not sufficient physical fitness to assume a position in accordance with the conditions as specified in the instructions in force, may be ceased from this job at any time during the course of the probation period. Shall also be ceased from function any member of the civil servants who violates the article 33 and other subsequent articles of this law which stipulated about the disciplinary sanctions against the civil servants.

Decision on termination from function or inclusion as full permanent status in the cadre, shall absolutely be taken within a period of three months upon the date the probation period is duly terminated after 12 months. The inclusion as permanent status in the cadre shall be effective on what is relating to the salary as well as seniority in services for the promotion of rank/grade or step, from the day the probation period is terminated. But the seniority in services considered for the retirement shall be from the day the probation period started.

ARTICLE 19 :

Any member of the civil servants who cannot continue to perform his/her function for reason of lost of professional aptitude and who failed to fulfil sufficiently the conditions required for granting of the retirement pension, may be terminated from function at any time.

Any civil servant whose seniority in services is from 20 years and up who is required to be retired for the lost of professional aptitude, shall be entitled to receive proportional pension. If his/her seniority in services is below 20 years such member of the civil servants who lost his/her professional aptitude shall be entitled to receive the all the pension which has been so far deducted and other state's allowances, all in once.

The determination on the lost of the professional aptitude shall be decided by a commission which will consist as follows :

- 1- the Head of the institution or his/her representative, as.....Chairman.
- 2- the Chief of the unit which is administering or his/ her representative, as.....Member.
- 3- the chief the personnel office or his/her representatives, as.....Member.
- 4- the doctor who has sworn and who was appointed by the Ministry of Health, as.....Member.
- 5- Two members of the civil servants from the same cadre, who got their ranks/grade at least equal to which of the concerned persons.....Members.

C H A P T E R IV

PROMOTION OF RANK /GRADE OR STEP

ARTICLE 20 :

The promotion of ranks/grades) or steps of the civil servants

shall be proceeded either through a selecting process as per contingent each time in shift or, through a selecting process as per contingent each time in shift and plus by considering on the seniority in services at the same time.

Normally, the minimum term due for the promotion of each step shall be 2 years. In order to be able to promote the step of any member of the civil servants through a selecting process, he/she must have had his/her name inscribed in the promotion chart list. In case when any member of the civil servants performed his/her job with special merit, his/her step shall be raised automatically regardless of the condition of his/her seniority in services.

Every time when promoting of steps of all cadres, it requires to have approval from the relevant competent institution for appointment which will make decision to grand promotion of steps according to the number of available free spaces for each respective rank/grade and to the extent of allocated budget available.

#### ARTICLE 21 :

The civil servants of the same rank may be raised one step each time, and if it is to change the rank, shall start anew from the lowest step of such new higher rank. When the civil servants are to change their types of cadres for the reason that he/she has passed an exam to higher cadre, the rate of their salaries shall be reconsidered from what of the equal rate or of the higher rate which is next above the former salary of such civil servant.

Each time when there is a promotion of rank/grade) or step, the salary and seniority shall be considered accordingly from the date such promotion of rank/grade or step is proclaimed.

#### ARTICLE 22 :

Every year in January, all the civil servants who are entitled to be promoted of ranks/grades or steps shall respectively complete a score bulletin for their promotions. The Chief of the unit will give his/her remark and certification on this score bulletin and will give scores.

Governors of the provinces / municipalities shall have duties to give observations on what is concerning behaviour, respect of discipline, solidarity of each of the chiefs of various services and cabinets of the provinces/ municipalities. Those scores lists shall be dispatched through secret mails to the Heads of the concerned institutions.

#### ARTICLE 23 :

Upon inscribing on the score bulletins according to each type of cadres and in sequence of orders of seniority in services,

the Chief of Unit or the Head of institution shall have competence to cease and close that list of proposal for the promotion.

In the above lists shall write down the names of thoses civil servants who has fulfilled the conditions as follows:

1- normally, for any rank/grade or step to be received, it requires to have seniority of at least 2 years from the khmer new year day which is the day the step promotion chart list is established.

2- it is required to have formal requests for the promotion of steps successively governing body which supervise the concerned persons.

ARTICLE 24 :

The bulletin determining scores on professional skills and situation of performance of services of each member of the civil servants who requests for the promotion of rank/grade steps, shall be submitted for examination by the Classification Commission.

ARTICLE 25 :

The Ranks/Grades or Step Promotion Chart List shall be established by the Classification and Appointment Commission following the proposals from the chiefs of the concerned units or the from the head of the institution.

This above commission shall be appointed by the royal decree, sub-decree or ministerial proclamation and shall have its composition as follows :

1- Head of the institution or his/her representative, as.....President.

2- Chief of the unit which administers or his/her representative, as.....Member.

3- Chief of personnel office or his/her representative, as.....Member.

4- Two(2) members of civil servants from the same cadre, but who got higher ranks/grades and steps, and if it is not available shall be taken from other cadre. The persons shall be selected through a voting process, as.....Member.

ARTICLE 26 :

The ranks/grades or step promotion chart list shall be established during the 4th Quarter of each year " the 4th Quarter of Khmer year". This above chart list is for using in



the next year and will include only the names of those civil servants whom have been proposed in each shift of selection process .

The classification commission of meets in plenary session and will determine average scores for each candidate which will be from 0 to 20. Then this Commission re-classified the names of candidates following a sequence of orders in consideration of their scores.

The inscription in the rank/grade or step promotion chart list be proceeded with respect to the availability of the remaining free spaces.

The number of names inscribed in the rank/grade or step promotion chart list for each type of cadre for each year of each rank /grade) or step shall be determined by royal Decree, Sub-decree or Prakas ( Proclamation) according availability of free spaces and of foreseen expenses planned in the budget for it.

ARTICLE 27 :

In case when it is not possible to include the names of all candidates in the rank/grade or step promotion chart list for this year, the remaining names of the concerned persons(candidates) shall then have priority to be included firstly following the sequence of orders in the rank/grade or step promotion chart list for the following year. Except when the commission decided otherwise contrary to this upon receiving a report from the chiefs of concerned units which supervise the concerned persons stated of appropriate reasons.

ARTICLE 28 :

In order to enable to be inscribed in the Rank/Grade or Step Promotion Chart List on the 13th of April of each year, candidates shall be required to have sufficient qualifications as determined in particular Statute for a respective body. In special case, the Classification Commission may also have rights to include in the Rank/grade or step promotion chart list, the names of those civil servants whose units which supervise them did not raise request for promoting them to higher ranks/grades or steps so far.

ARTICLE 29 :

The seniority in services of those civil servants who are working in the far remote areas, zones which there are effects to healths or dangerous zones, when considering their seniority to be included in the proposed promotion chart list, shall be supplemented with another half (1/2) of the actual period of their seniority in services.

ARTICLE 30 :

The promotion of ranks/grades or steps according to shifts of seniority in services, shall be proceeded alternatively with which of the promotion of ranks/grades or steps according to shifts of proportionate selection process to what provided for in particular Statute for each body.

The promotion of ranks/grade or steps according to shifts of seniority in services shall absolutely be decided in respect of the sequence of orders of seniorities as mentioned in the list of the civil servants proposed for the promotion of ranks/grade and steps.

ARTICLE 31 :

The right to be promoted of ranks/grade or steps according to shifts of selection process as well as according to shifts of seniority in services for any civil servant who is charged with abuse of discipline or judiciary law.

ARTICLE 32 :

Honourable ranks/grades may be provided by the competent appointment authority to members civil servants who are retired or resigned or who have been placed to be ceased from function when upon they lost their working competencies.

Honourable ranks/grade as posthumous celebration may be for given to those civil servants who are deceased.

C H A P T E R    V

DISCIPLINE

ARTICLE 33 :

Every civil servant shall observe the laws and regulations, and the instructions of their superiors.

The civil servants shall be responsible before their superiors for their works and for all acts which may effect their honour and dignity.

All civil servants in cadre shall respect the orders of their superiors who assigned them to go to work in whichever areas inst or outside the country.

ARTICLE 34 :

All the civil servants may not cease from their function without having authorization in advance from their superiors or without any appropriate reason. Any ceasing from work or failure to come to work without permission or appropriate reason may force these civil servants to be out of job without

pay or be ceased of salary. Such civil servant may be subjected to disciplinary sanction as stated in the article 40 of this law.

ARTICLE 35 :

Civil servants shall be strictly prohibited the followings:

1- to use administrative working hours for their personal business purposes.

2- to use influence or power of their functions for extracting any benefit or for intimidating, threatening or violating the rights of citizens.

3- to practice any business which may cause effects to their honour and dignity of the civil servants.

4- to joint as members in a Board of Directors or to manage a private company by himself directly or indirectly.

5- to publish or to disseminate information which concerns with the function in the Ministry without authorization before hand from the Head of the institution which the concerned person is under advice.

6- to practice additional cumulative occupation with which of their actual functions as civil servants, if the particular Statute of each body so prohibited;

Violation of provision of this article shall result a disciplinary sanction as stipulated in the article 40 of this law, without yet considering any criminal charge which may also arise from it.

ARTICLE 36:

Civil servants may joint as members or in the governing of a legitimate association.

ARTICLE 37 :

The civil servants shall be neutral in their working activities and it is strictly prohibited to use their functions and State's materials for servicing political activities as stated below:

1- Working for the interest of a political party or to oppose any political candidate;

2- working for the interest of a political party or to oppose any political party;

Violation of this article shall be considered as a fault and miscarriage in their profession.

ARTICLE 38:

All the civil servant shall always prove that they are competent in their profession when during the operation of their functions. All the civil servants shall be responsible for the faults and miscarriage in their profession as well as for the offenses which they have committed in their function.

ARTICLE 39:

For the faults and miscarriages in the profession, disciplinary sanction shall be applied. For deficiency or loss of professional ability, it may be subjected to be put to retirement, if the concerned person has fulfilled conditions for receiving the retirement pension or, may be ceased from the government's function.

ARTICLE 40:

Disciplinary sanction consists as follows:

1- punishment of 1st degree :

- a- blame;
- b- blame by inscribing in the personal records;
- c- forceful transfer following a disciplinary action;
- d- elimination from rank/grade or step promotion chart list;

2- punishment of 2nd degree:

a- severe blame which causes the elimination from the rank/grade or step promotion chart list, if the name was already inscribed, or will cause the retard in the promotion of ranks/grades or step for a specified period but should not be exceeded 2 years, for the promotion of ranks/grades or steps following the shift of selecting process or the shift of seniority in services.

b- placing out of works without pay for not over one year;

c- decreasing one or more ranks/grades or steps;

d- placing to be retired before term or ceasing forcefully from function;

e- expulsion from function in the government.

ARTICLE 41:

A blâmè shall be made in writing and sent to the concerned persons by the chief of the unit or head of the institution.

For a blame with inscription in the personal records, a forceful transfer following a disciplinary action and an elimination from the rank/grade or step promotion chart list, shall be decided through a royal decree, sub-decree or proclamation (Prakas) following a report from the chief of the unit or head of the institution and after the concerned person has given his/her opinion/argument.

ARTICLE 42:

For every punishment of Disciplinary sanction of 2nd degree, shall be decided through a royal decree, sub-decree or proclamation (Prakas), after there is opinion from the Disciplinary Council.

ARTICLE 43:

The civil servants whose ranks/grades or steps will be decreased shall be re-included in the new rank/grade or new step from the day the decision is made officially.

ARTICLE 44:

The expulsion of a civil servant from a position is a deprivation of function or power and the rank which have been formerly given to such civil servant. In case if it is to deprive the rights to receive a retirement pension or the money which has been deducted and kept in the retirement pension's accounts far, shall have a written decision.

ARTICLE 45:

Any accusation for any fault relating to discipline, shall be made through a decision from the competent governing level, after there is a detail report from the chief of the unit or of the head of the institution.

ARTICLE 46:

A sub-decree or proclamation (Prakas) which decides to make an accusation for a fault which is relating to discipline may result a suspension of function for temporary but with no deduction of salary. The Disciplinary Council shall convene a meeting within one (1) month in order to give opinion on it.

A decision to suspense of function of a civil servant shall be limited to only 3 months, but in special cases, may be decided to extend and re-extended for another one(1) month at a time, but such extension and re-extension should not be more than 3 times.

ARTICLE 47:

The accusation for a fault relating to discipline, shall be investigated before hand for a punishment of 2nd degree relating to discipline. The investigation shall be delivered to one or many representatives of the head of the concerned institution who has/have higher rank/grade or step or more senior in services than the accused person.

The investigation file shall be dispatched to the head of the institution to examine and decide whether the accused civil servant shall be transferred to the disciplinary Council or shall the charge be dropped. In case when the head of the institution thinks that the accusation should be continued, a file thereof shall be sent to the Disciplinary Council which will invite the accused civil servant to explain the reason verbally and in writing before this Council will make a conclusion of due fault and punishment so that the competent level will take it as basis/opinion for making decision.

ARTICLE 48:

The Disciplinary Council shall consist of 5 members :

1- Three (3) members of the civil servants assigned by the head of the institution which the accused civil servant is under advice, amongst whom, one will be assuming a function as president, another one will be as maker of the report,

2- two (2) members of the civil servants from the same cadre of the accused civil servant but who have higher ranks/grades or who have longer seniority in services of the same rank.

May not be assigned in this Disciplinary Council, any civil servant who made a complaint against such accused civil servant or who is kinsmanship up till the third line of such accused civil servant.

ARTICLE 49:

The maker of the report shall have obligation to acknowledge the accused civil servant of his/her rights as follows:

1- of his/her rights to have access to see his/her personal records;

2- his/her rights to count on witnesses;

3- his/ her rights to choose representatives to defense him/her;

4- his/her rights to explain the reasons either in writing or verbally.

ARTICLE 50:

After receiving the report, the Disciplinary Council may order the report maker to seek for additional information.

The president may postpone the meeting of the Disciplinary Council to later date and may take useful actions to seek for the truth and which will not effect the judgement of the court if the court has made decision so far before this.

A Procedure for the implementation of discipline shall be determined by sub-decree.

CHAPTER VI

PROSECUTION THROUGH JUDICIAL PROCESS

ARTICLE 51:

Any civil servant who is alleged of misdemeanour or crime before the courts, may not be prosecuted unless after there is authorization for prosecution before hand from the Council of Ministers following the request of the Minister of Justice, for those civil servants who has salary equal or above which of the superior ranking officers of the 3rd class or who have their titles as Deputies of the Royal Government to the royal capital city or provinces, provincial or municipal governors. For those civil servants who have their salaries lower than which of the superior ranking officers of the 3rd class, such authorization in advance for prosecution shall only be decided by the head of such concerned institution.

In case of flagrant delicto/crime, the court may order to detain the person immediately without waiting for authorization for prosecution, but shall inform this case immediately to the head of the concerned institution.

ARTICLE 52:

Any civil servant which is under prosecution at the court may be ceased instantly from function in case of necessary.

In case when a civil servant is ceased for temporary from function without pay, if after the court made a final decision to acquit such accused civil servant, he/she shall be immediately accepted to go back to his/her function by taking into consideration of his/her seniority, rank, retirement pension and shall also receive retroactive salary pay.

ARTICLE 53:

The sentencing for crime or misdemeanour without suspension of the sentence shall cause the removal of title of the civil servant from the day the final judgement is made.

Any civil servants who is pursuing an appeal, shall automatically be put out of job without pay for temporary.

## CHAPTER VII

### RETIREMENT

#### ARTICLE 54:

All the civil servants of both sexes shall compulsory be placed to retire when they age 55 years old.

This limited age of retirement may be shifted up to 60, if a particular statute so stated.

In order to be entitled to receive seniority retirement pension, the civil servant shall fulfil the conditions as follows:

- shall age 55 years old;
- shall have seniority in services for 30 years.

But those civil servants who have been working in services for government so far for 30 years, may also request to retire before they age 55 by receiving seniority retirement pension.

#### ARTICLE 55 :

A civil servant who has fulfilled function for 30 years at least, shall receive seniority retirement pension.

A civil servant who has fulfilled function for below 20 years, shall receive a retirement pension which has been so far deducted and other State's allowances, all will be paid in once.

A civil servant who has fulfilled function between 20 years up to below 30, shall receive a proportionate retirement pension.

#### ARTICLE 56:

During the period of continuing the function after due age of retirement, for those civil servants who has seniority in services for completely 30 years shall not be deducted for retirement pension (any more), but instead if the seniority in services is not sufficiently 30 years yet the deduction for the retirement pension shall be continued and the number of years of such continuation in function must be considered in order to receive the retirement pension.

#### ARTICLE 57:



The seniority in services of the civil servants shall respectively be considered from the date the concerned person engaged in services for the government regardless of in whatever regime.

## CHAPTER VIII

### SETTLING DISPUTES WHICH CONCERNED WITH THE AFFAIRS OF THE PUBLIC FUNCTION

#### ARTICLE 53:

Civil servants may make an appeal to the courts of the cases which concerned with the affairs of the public function. But it is necessary that civil servants should find out ways to make it out through administrative process before hand.

#### ARTICLE 59:

The competence to solve the disputes as above shall be given to a Permanent Committee which is called Committee for Settling Disputes relating to Public Function's Affairs which will have the Head of the institution of Public Function as president and will have its composition which will be determined by a sub-decree.

## CHAPTER IX

### PARTICULAR PROVISION

#### ARTICLE 60:

A rectification of the numbers/manpower of the civil servants in conformity to the reality is the competence of the royal government. In case when it is necessary to reduce the numbers/manpower of the civil servants, in principle the demobilisation will primarily effect those civil servants who are about to reach the age of retirement who have poor professional skills and those who volunteer to cease from function.

#### ARTICLE 61:

In principle, the civil servants in cadre shall have priority in receiving any position. But in special cases and basing on the necessity, the royal government may appoint any elite person or a person who is highly graduated to hold any position even if such elite person or person is not a civil servant in cadre.

In such condition the concerned person may have rights to receive salary as usual, but shall not be entitled to receive retirement pension.

ARTICLE 62:

The royal government may appoint to enter in the cadre of the civil servants any time for those elite persons or persons highly graduated who are very useful to the State's works without considering the conditions of their ages.

CHAPTER X

TRANSITIONAL PROVISION

ARTICLE 63:

Upon this law is entering into force until the year 2,000, those civil servants whose ages are over 55 years old may be authorized to continue their function following the requests from the concerned persons and according to the decision made through Sub-decrees basing on the opinion of approval from the institution of public function and which of the head of the concerned institution. This above extension shall have a period of one year each time, but should not be exceeded 5 years.

CHAPTER XI

FINAL PROVISION

ARTICLE 64:

Any provision which is contrary to this law, shall be hereby repealed.

THIS LAW HAVE BEEN ADOPTED BY THE NATIONAL ASSEMBLY OF THE KINGDOM OF CAMBODIA, ON FRIDAY 21 OCTOBER 1994, DURING THE 3rd ORDINARY SESSION OF ITS 1st LEGISLATURE.

Phnom Penh, October 1994,

President of the National Assembly for interim,

signature and seal of LOY SIM CHHEANG.

This version was adopted  
by NA, on 17-8-99, during an  
extra-ordinary session of its  
2nd Legislature, now being sent  
to the Senate for adoption.

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(UNOFFICIAL TRANSLATION)

KINGDOM OF CAMBODIA  
NATION-RELIGION-KING  
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ON

AMENDMENT ON ARTICLE 51 OF THE LAW ON  
CO-STATUTES OF THE CIVIL SERVANTS

SINGLE ARTICLE:

The Article 51 of the Law on Co-Statutes of the Civil-Servants shall be amended as follow:

NEW ARTICLE 51:

In case any government servant commits any criminal offence and the prosecutor has decided to charge him/her, the prosecutor shall inform of this charge to the head of the concerned institution within 72 hours at the latest.

If there is an arrest or temporary detention or apprehension of any government servant, the competent judge or prosecutor shall inform immediately to the head of the concerned institution.

In case such offence occurs within the framework of performance of function in the public function, the State shall defend that government servant according to due process of the law./.

THIS LAW WAS PASSED BY THE NATIONAL ASSEMBLY  
ON 17 AUGUST 1999, DURING THE EXTRA-ORDINARY  
SESSION OF ITS 2nd LEGISLATURE.

PHNOM PENH, ON.....1999.  
THE PRESIDENT OF THE NATIONAL ASSEMBLY.

NORODOM RANARIDTH.