

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

**Office of the Minister of Health**

No. 190 សក្ខី

**CIRCULAR**

Having seen that the current number of health technical staff members both in Phnom Penh and all provinces/municipalities throughout the country has reached a level that is able to provide the possibility to the locality to promote and strengthen the leadership and management work in the field of health subordinate to the provincial/municipal departments of health, in particular the district and commune network, and a number of districts and communes continue to poor.

The national health policy for 1994–1996 and the subsequent years has specifically determined the objective of development of health sector in rural areas.

In order to keep pace with the above development plan, the Ministry of Health shall determine a number of guidelines as follows:

- At the district level, the Health Office and District hospital shall be led and managed by medical assistants but if the district is large and comprised of several communes and people, it shall be managed by the medical doctor;
- At the commune level, the commune infirmary shall be led by a nurse, and a registered midwife, but if the commune is large, it shall be led by the medical assistant;

The provincial/municipal health departments shall be entitled to appoint, change or modify the duties of officials who lead and manage the subordinate network with responsibility without requesting appointment and comments from the ministry, but s/he shall photocopy one copy for the Ministry of Health and provincial governors and municipal chiefs as a report. The ministry also reminds that regarding the appointment to the position of leadership official, an official with work ability, high professional ethics and loved by many people shall be selected.

Moreover, in order to encourage the volunteer health officials to work in the locality, the provincial/municipal health departments shall make every effort to offer accommodation to the newly sent staff members who do not have accommodation. Should there be any plan to construct a new district hospital or infirmaries in the commune, the project on accommodation of the staff members shall be taken into account.

Phnom Penh, December 13, 1994

**Minister of Health**

*(Signature and stamp)*

**Dr. CHHEA THAING**

CC:

- Office of the Council of Ministers
- All provincial governors/municipal chiefs  
"for information "
- Health Department
- Records

Ministry of Health

No. .... MOH

Attest true copy

To be forwarded for the second time.

Phnom Penh, March ....., 1995

Cabinet Chief of the Ministry of Health

*(Signature and stamp)*

**Dr. TE KUY SEANG**