

ROYAL ORDER

ARTICLE 1: The provisions of this Royal Order cancel and replace those Orders on the same subject, such as Royal Orders No. 241/64-CR of September 19, 1951, No. 242/65-CR of September 19, 1951, No. 140 of April 30, 1954, No. 21-CR of July 8, 1950, No. 33-CR and 34-CR of July 18, 1950 and No. 20 of July 7, 1950, applicable to all the teaching staff in the kingdom.

TITLE I

Organization of Teaching Personnel

ARTICLE 2: Personnel from the teaching staff is placed under the control of the Director General with the Minister of National Education.

ARTICLE 3: The normal functions of personnel from the teaching staff are as follows:

CATEGORY OF OFFICIALS	EDUCATION GIVEN
Xanh Tri	1st cycle of primary education (P-I to P-III)
Xanh Tho 1	2nd cycle of primary education (P-IV to P-VI)
Xanh Tho 5	2nd cycle of primary education (P-IV to P-VI) and secondary preparatory classes
Xanh Ek	1st cycle of secondary education; from M-1 to M-4 of Education Centers, Colleges, and Lycees 2nd and 3rd cycles of secondary education

ARTICLE 4: The weekly teaching service of teachers who teach in public schools has been fixed as follows:

Group Index	Officials' grades (Xanh)	School Buildings (teaching function)					
		Primary, Secondary, & Higher Education					
		1st cycle	2nd cycle	Compl.	1st cycle	2nd cycle	3rd cycle
Group I (100 to 145)	Xanh Tri 1 to 7	30	30				
Group II (160 to 180)	Xanh Tri 8 to Xanh Tho 1 Xanh Tho 1 to 3	30	30	25	25	22	
Group III (190 to 235)	Xanh Tri 10 to 12, Xanh Tho 4 to 7	30	25	22	22	20	19
Group IV (250 to 325)	Xanh Tri 13 to Xanh Tho 8 to 11 Xanh Ek 1 to 4	30	22	20	20	18	17- 15
Group V (345 to 640)	Xanh Tho 12 to 13 Xanh Ek 5 to 13		20	18	18	17	16- 13

ARTICLE 5: In addition to regular duties specified below, the officials can be responsible with administrative work and control, the nature of which is defined below:

EMPLOYMENT

- Director General
- Chief of the service of SE
- Chief of the service of Personnel Formation
- Chief of the service of Prim. Ed.
- Director of Higher Education and Director of Studies
- Director of Secondary Education

- Regional Inspectors
- Provincial Inspectors
- Censor

XANH, MINIMUM GRADE REQUIRED

Xanh Ek 3 or above, or in case of non-availability Xanh Tho 10 or above.

Xanh Tho 5 and above.

<u>EMPLOYMENT</u>	<u>XANH, MINIMUM GRADE REQUIRED</u>
- General supervisor - Treasurer - Director of Primary Education - Division Chief - Senior Clerk - Private Secretary	Xanh Tho 1 and above or in case of non-availability Xanh Tri 3.

In the case of non-availability of officials to fill the positions above, officials in a lower grade than those specified can be assigned.

## TITLE II

### Recruitment - Position Filling

ARTICLE 6: Officials from grade Xanh Tri (group index 110) are recruited among:

- Former students from 2nd cycle primary education or candidates who have equivalent education.
- Candidates who have Panhok 4 diploma obtained from recruitment test among student teachers to be organized by Ministerial Decree under the proposal of the Director General of the MoE.

ARTICLE 7: Officials grade Xanh Tri 6 (group index 135) are recruited among:

- Candidates who completed primary education with a certificate or equivalent.
- Candidates who have Panhok 6 diploma obtained by equivalent examination with content and organization fixed by Ministerial Decree under the proposal of the Director General of MoE.

ARTICLE 8: Officials Xanh Tri 7 (group index 145) are recruited among those who have titles and after a test or training:

- C.E.P.C. candidates (completion of primary education) or equivalent of Panhok 6 diploma, who have passed a placement test and have worked satisfactorily during professional training for at least six months. The organization and the program of training are fixed by Ministerial Decree;
- Former teachers of at least grade Xanh Tri 5 level, who have passed a probational examination; the organization and test content will be fixed by Ministerial Decree under the proposal of the Director General of the MoE.

ARTICLE 9: Officials Xanh Tri 8 (group index 160) are recruited among:

- Candidates who have teachers' certificates granted by the National Education Center.

ARTICLE 10: Officials grade Xanh Tho 1 (group index 160) are recruited among candidates who have certificates for completing the 1st cycle of secondary education or equivalent.

- By title among candidates who have Panhok 6 diploma from equivalent examination with content and organization fixed by Ministerial Decree under the proposal of the Director General of the MoE.
- After a professional test among officials, grade Xanh Tri, who have served for at least eight months, at least from grade Xanh Tri 8 level. Officials who passed this test will be reclassified as Xanh Tho, either keeping the old group index or acquiring the new one if it is greater than the old one.

ARTICLE 11: Officials grade Xanh Tho 2 (group index 170) are recruited among the following candidates:

- Those who graduated from the National Education Center
- A teacher's certificate with the instruction given in a foreign language, granted by the National Education Center.

ARTICLE 12: Officials grade Xanh Tho 3 (group index 180) are recruited among those who graduated from the National Education Center with a Technical Certificate.

ARTICLE 13: Officials grade Xanh Tho 5 (group index 205) are recruited among:

- Those who have teachers' certificates with the instruction given in a foreign language, granted by the National Education Center.
- Those who passed the final baccalaureat examination.

ARTICLE 14: Officials grade Xanh Tho 6 (group index 220) are recruited among candidates:

- Who graduated from 1st cycle secondary education with the certificates granted by the National Education Center;
- With technical certificates granted by the National Education Center.

ARTICLE 15: Officials grade Xanh Ek are recruited:

- At the 1st grade (group index 265) among candidates who completed secondary education with teachers' certificates with the instruction given in a foreign language, granted by the National Education Center.

- Candidates who have diplomas from any institutions;
- At grade Xanh Ek, officials, grade Xanh Tho 9, after 10 years of service, will have to sit for an examination. Officials admitted to this examination will be reclassified as Xanh Ek, either keeping the old group index or acquiring the new one if it is greater than the old one.

ARTICLE 16: Officials Xanh Ek 2 (group index 285) are recruited among those who hold teachers' licenses or equivalent certificates.

ARTICLE 17: Officials Xanh Ek 3 (group index 305) are recruited among candidates who hold certificates to teach secondary schools.

ARTICLE 18: The trainees, except those Xanh Ek (former staff as certified teachers) will not be put on the approved list, at the end of the training without conforming to the following:

- For officials Xanh Ek (former staff of Primary Inspectorate), teacher's diploma to the Primary Inspectorate (B.A.I.P.)
- For officials Xanh Tho (Teacher's certificate to teach in a high school)
- For officials Xanh Tho 1 (Teacher's certificate to teach primary school)
- For officials Xanh Tho 6 (Teacher's certificate with primary education department; C.A.E.P.)

These examinations will be organized for each Xanh by Ministerial Decree, with proposal from the Director General of the MoE.

ARTICLE 19: The trainees will be provided with certificates specified in Article 21 of the text given by the National Education Center, and will be hired at the end of their regular training at one grade higher level, by the proposal of the Secretary General of the MoE who will take into consideration the marks taken during the training.

TITLE III

Temporary Provisions

ARTICLE 20: Assistant teachers whose competency and performance have been confirmed by recommendation of their chiefs of service, Director of Primary Education Department, or Director of Groupe Scolaire, Division Chief, or senior clerk will be employed at grade Xanh Tho.

2) Assistant inspectors who have been employed for seven years and whose competency and performance have been confirmed by recommendation of their chiefs of service, Director or Chief Service of Primary Department, Director or Chief of Service of Primary Department of 1st grade, Director of College or College Technique, 1st degree primary school teachers, regional or provincial inspector, will be employed as Xanh Ek.

These officials are reclassified to a higher Xanh, either keeping their old index group or acquiring a new one if it is greater than the old one.

ARTICLE 21: All provisions in Royal Orders No. 203 of September 13, 1957, and No. 309 of October 15, 1959, which are not abrogated by this Order, are applicable to Personnel of the Service Department.

ARTICLE 22: Our Prime Minister, President of Council, our Ministers of Education and Finance each is charged with what concerns him in enforcing this present Royal Order.

Done in our Royal Palace  
Vientiane, February 23, 1961

Signed: Sri Savang Vatthana