

DECREE No. 2023/337 OF 08 AOUT 2023
to lay down special rules and regulations governing
research personnel

THE PRESIDENT OF THE REPUBLIC,

- Mindful of** the Constitution;
- Mindful of** Law No. 92/7 of 14 August 1992 on the Labour Code;
- Mindful of** Decree No. 78/484 of 9 November 1978 to lay down the common provisions applicable to State employees governed by the Labour Code, as amended and supplemented by Decree No. 82/100 of 3 March 1982;
- Mindful of** Decree No. 94/199 of 7 October 1994 to lay down the General Rules and Regulations of the Public Service, as amended and supplemented by Decree No. 2000/287 of 12 October 2000;
- Mindful of** Decree No. 2011/408 of 9 December 2011 to organize the government, as amended and supplemented by Decree No. 2018/190 of 2 March 2018,

HEREBY DECREES AS FOLLOWS:

CHAPTER I
GENERAL PROVISIONS

Article 1: This decree lays down special rules and regulations governing research personnel.

Article 2: A researcher shall mean a natural person engaged in the conception or creation of new knowledge, products, processes, methods or systems based on scientific programming, which contribute to resolving problems and developing humanity.

Article 3: The research personnel, irrespective of specialization, shall mainly carry out the following duties:

- engage in research as a main or permanent activity;
- enhance and popularize research findings;
- ensure the promotion of science, support innovation and development.

Article 4: (1) Research notably includes the conception, planning, programming and execution of scientific and technical research, aimed at creating fundamental or applied knowledge, as well as experimental development.

(2) Enhancement and popularization activities aim to promote the added value of research findings.

(3) Promotion, support to innovation and development concern assisting in the transfer of research findings and their conversion into new or significantly improved products.

Article 5: (1) The research personnel governed by this decree shall be exclusively recruited in that capacity to carry out their activities in a public research institute.

(2) Civil servant and contract researchers who form the Corps of Researchers shall be governed by the provisions of these special rules and regulations.

(3) Notwithstanding the provisions of (1) above, the Research Assistant shall be governed by the provisions of this decree.

Article 6: (1) The Corps of Researchers shall comprise, in ascending hierarchical order, the following grades:

- Research Officer;
- Senior Research Officer;
- Chief Research Officer.



(2) Absorption into the Corps of Researchers shall be subject to probation as Research Assistant.

Article 7: The Research Assistant is a junior researcher who must confirm his/her research skills notably through the acquisition of advanced research knowledge, methods and techniques in his/her field.

Article 8: (1) The Research Officer is a researcher in the process of professional formation, backed by the production of recognized original works which contribute to the advancement of science and technology.

(2) In addition to his/her personal work, the Research Officer shall supervise Research Assistants under his/her responsibility in executing their work schedules and presenting the work required for their absorption into the Corps of Researchers.

Article 9: (1) The Senior Research Officer is a high-level researcher in his/her field of specialization, in which he/she must have obtained the highest certificates and acquired recognized professional experience. He/she must also have demonstrated his/her ability to advance scientific knowledge:

(2) In addition to his/her personal work, the Senior Research Officer shall assist the Chief Research Officer: He/she shall lead research teams, either under his/her responsibility or under the responsibility of a Chief Research Officer.

(3) In addition to his/her personal work, the Senior Research Officer shall supervise Research Officers and Research Assistants under his/her responsibility in executing their work schedules and presenting the work required for their confirmation, professional formation and promotion to higher grades.

Article 10: (1) The Chief Research Officer shall perform the highest level of scientific and technical duties in his/her field of specialization, in which he/she must have obtained the highest certificates and acquired recognized professional experience, as well as proven reputation.

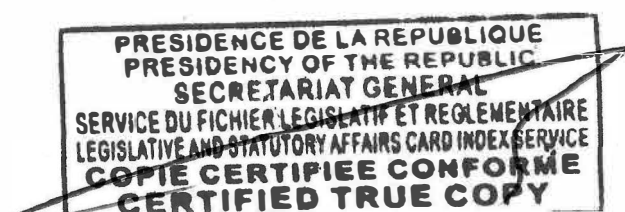
(2) The Chief Research Officer shall lead research teams and coordinate their activities by drawing up individual and collective rosters for research units under his/her responsibility.

(3) In addition to his/her personal work, the Chief Research Officer shall supervise Senior Research Officers, Research Officers and Research Assistants under his/her responsibility in executing their work schedules and presenting the work required, respectively, for their confirmation and professional formation.

Article 11: The Research Officer, the Senior Research Officer and the Chief Research Officer may take part in supervising Master's degree and Ph.D. theses related to their respective fields of specialization.

Article 12: (1) The contract researcher is a natural person who does not meet the age requirement for absorption as a Civil Servant into the Corps of Researchers but, nevertheless, fulfils the following requirements:

- meets all scientific, academic and professional conditions laid down in these special rules and regulations;
- has worked in a research institute recognized by the State, whether public, private or foreign.



(2) The Research Assistant and the Contract Researcher shall be index-based contract workers.

Article 13: The associate researcher shall be an independent researcher who wishes to continue his/her activities in a public research institute, whose personnel is governed by this decree, after obtaining the required research results in one or more scientific fields.

CHAPTER II **RECRUITMENT**

Article 14: (1) Recruitment of research personnel shall be initiated by the minister in charge of the public service, upon the proposal of the minister in charge of scientific research.

(2) The proposal of the minister in charge of scientific research, referred to in (1) above, shall be made based on the needs expressed by the heads of the research institutes concerned, following the reasoned opinion of the National Commission for the Recruitment of Researchers, provided for in Article 44 of this decree.

Article 15: (1) Research Assistants shall be recruited from among candidates with:

- at least a Master's degree or any other recognized equivalent;
- an engineering degree (Master's) in the fields concerned by the recruitment, if need be.

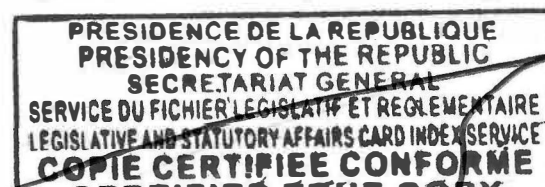
(2) Candidates for recruitment as Research Assistants must be at most thirty (30) years old on 1 January of the recruitment year.

Article 16: (1) The Research Assistant shall be recruited for a period of two (2) years, renewable twice.

(2) At the end of the probationary period referred to in (1) above, the Research Assistant who is not promoted to the grade of Research Officer shall be redeployed as a contract employee in the technical supervisory Ministry of the research institute concerned.

Article 17: Research Officers shall be recruited from among candidates of Cameroonian nationality, who fulfil the following requirements:

- hold a Doctorate degree, Ph.D. or any other recognized equivalent;



- have worked at the same level in a public, private or foreign research organization recognized by the State;
- meet the other conditions laid down in the instrument to announce the recruitment of Research Officers.

Article 18: Senior Research Officers shall be recruited among candidates of Cameroonian nationality, who fulfil the following requirements:

- hold a Doctorate degree, Ph.D. or any other recognized equivalent;
- have worked at the same level in a public, private or foreign research body recognized by the State;
- meet the other conditions laid down in the instrument to announce the recruitment of Senior Research Officers.

Article 19: Chief Research Officers shall be recruited among candidates of Cameroonian nationality, who fulfil the following requirements:

- hold at least a Doctorate degree, Ph.D. or any other recognized equivalent;
- have worked at the same level in a public, private or foreign research body recognized by the State;
- meet the other conditions laid down in the instrument to announce the recruitment of Chief Research Officer.

Article 20: (1) Notwithstanding the academic, scientific and professional conditions specified in Articles 17, 18 and 19 above, only candidates who are at most thirty-five (35) years old on 1 January of the recruitment year shall be absorbed as Civil Servants into the Corps of Researchers.

(2) Candidates who do not fulfil the age requirement provided for in (1) above may be recruited into the Corps of Researchers as Contract Researchers, in accordance with the conditions laid down in Article 12 above, and placed on the corresponding grades.

Article 21: (1) An independent researcher, whose research findings are reviewed to assess the experience acquired, may be recruited as an associate researcher on the basis of the scientific impact of his/her research work and their pivotal contribution to advancing science and solving humanity's problems.

(2) The recruitment of an associate researcher shall be subject to the prior opinion of the host research institute and the minister in charge of the research area concerned.

(3) A separate instrument shall define, as appropriate, the conditions for the recruitment and employment of associate researchers.

Article 22: (1) Applications for recruitment of research assistants, research officers, senior research officers and chief research officers shall first be examined by the Ad hoc Committee of the research institute concerned.

(2) A confidential report shall be drafted for each application file with a reasoned opinion on the application.

(3) The full application file shall be submitted to the minister in charge of scientific research for a decision, upon the opinion of the Commission provided for in Article 44 below.

Article 23: On the proposal of the minister in charge of the public service, absorption as a civil servant in the corps of researchers shall be done by decree of the President of the Republic.

Article 24: Recruitment as research assistant, contract researcher and associate researcher shall be done by a contract co-signed by the minister in charge of the public service and the researcher concerned.

CHAPTER III **ADVANCEMENTS**

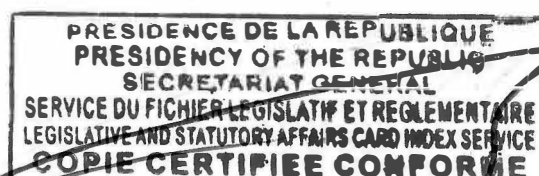
Article 25: Concerning their career development, researchers shall be entitled to advancement in incremental position, class and grade.

Article 26: Advancement in incremental position within a grade shall take place every two (2) years.

Article 27: (1) Advancement in class within a grade shall be based on both the evaluation and seniority of the researcher.

(2) Seniority required for advancement in class shall be two (2) years at the last step of the incremental position of the researcher in case of satisfactory evaluation.

Article 28: (1) The minister in charge of scientific research shall each year establish a list of researchers to be granted advancement in grade, upon the opinion of the Central Evaluation Commission for the Advancement in grade provided for in article 44 below.



(2) Promotion in grade of researchers shall be established by an order of the minister in charge of scientific research, on the basis of the list referred to in (1) above.

(3) Researchers promoted to a higher grade, who were already on a more advantageous index, shall be reclassified to an incremental position having an equal or immediately higher index.

(4) Conditions and criteria for advancement in grade shall be laid down by an order of the minister in charge of scientific research.

CHAPTER IV **POSITIONS**

Article 29: The researcher shall be placed in one of the following positions:

- duty;
- secondment or disposal;
- on reserve.

Article 30: (1) A duty position is that of a researcher who, duly appointed in one of the grades provided for in Article 6 of this decree, is effectively carrying out his/her activities in one of the posts corresponding to his/her grade within a public research institute.

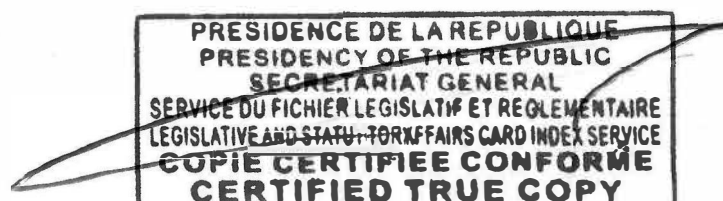
(2) A researcher duly placed on leave or probation shall be considered to be in active service.

Article 31: (1) A researcher called upon to perform an administrative function shall be required to continue his/her activities within a research programme of his/her home institution.

(2) Such a researcher shall be governed by the provisions of these special rules and regulations regarding his/her advancement.

(3) However, throughout this period, he/she shall have as special timetable to conduct research and supervisory work which shall take into account his/her new administrative duties.

Article 32: (1) Within the framework of scientific interactions with national or foreign organizations, a researcher may be placed on secondment to the said organizations, upon the authorization of the supervisory minister of his/her home institution.



(2) Staff of the Corps of Researchers may only apply for secondment if they have served for at least five (5) years.

(3) A researcher placed on secondment or at disposal shall continue to be governed, throughout the period of secondment, by the provisions of this decree, concerning particularly his/her advancement and disciplinary sanctions.

Article 33: (1) A researcher may request to be placed on reserve for a period not exceeding three (3) years, possibly renewable once in whole or in part.

(2) The application to be placed on reserve may be granted:

- for personal convenience reasons;
- to carry out artistic, cultural, social, economic and financial activities;
- to carry out personal studies or research.

(3) The following may also be placed on reserve, at their request:

- a researcher who is spouse to a member of Government or anyone ranking as such;
- a researcher whose spouse is in service in a diplomatic or consular mission of Cameroon, in an international organization or a non-governmental organization abroad;
- a researcher with a dependent child whose condition requires their constant presence;
- a researcher whose spouse is sent abroad on study leave by the Administration.

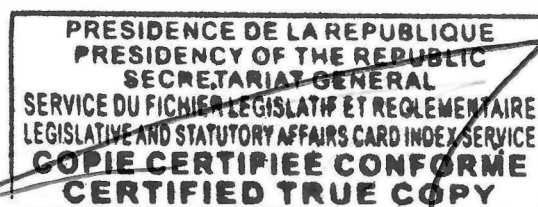
(4) The researchers referred to in (3) above shall retain, without financial effects, advancement rights on the basis of their last evaluation prior to being placed on reserve and pension rights, provided that they have paid their statutory pension contributions. In this case, the period when they are on reserve shall not be deductible from the pensionable service.

CHAPTER V

REMUNERATION CONDITIONS

Article 34: The remuneration of the research staff governed by this decree shall comprise the following elements:

- the basic salary
- research allowance
- technical allowance



Article 35: The basic index salary shall be calculated in conformity with the rates in force, on the basis of the indexed scale applicable to the research staff of public research institutes, as defined in the Annex to this decree.

Article 36: (1) Allowances granted to research staff shall be cumulative, where appropriate, with duty allowances due in accordance with the regulations in force.

(2) A separate instrument shall determine the amounts of bonuses, allowances and benefits allocated to research staff.

CHAPTER VI

AWARDS AND HONORARY DISTINCTIONS

Article 37: (1) A researcher who, in the performance of his/her duties, stands out particularly by his/her dedication to the public cause and by his/her exceptional contribution to increased service efficiency and effectiveness, may receive one of the following awards:

- a) an encouragement letter;
- b) an appreciation letter;
- c) an official certificate of satisfaction;
- d) inclusion on the staff honour roll;
- e) a certificate of excellence;
- f) an honorary degree.

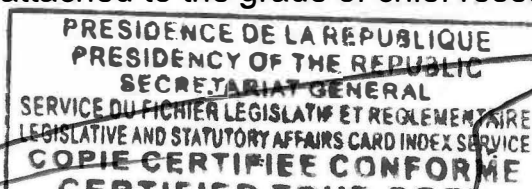
(2) The awards provided for in points c, d, e and f above shall be granted in accordance with the provisions of the General Rules and Regulations of the Public Service, after the opinions of the user research institutes and the technical supervisory ministers of such institutes.

Article 38: (1) The dignity of Emeritus Researcher is hereby instituted.

(2) The dignity of Emeritus Researcher shall be awarded by decree of the President of the Republic, after the opinion of the Central Evaluation Commission for Advancement in Grade, to chief research officers who have reached the end of their career and whose quality of work has contributed significantly to projecting Cameroonian research.

(3) The dignity of Emeritus Researcher may be awarded posthumously.

(4) In the event of a normal end of career, the Researcher Emeritus shall continue to enjoy the honours attached to the grade of chief research officer.



CHAPTER VII DISCIPLINE

Article 39: Without prejudice to the separate instruments defining the obligations of State employees, the following behaviours and professional faults shall be subject to disciplinary sanctions, as per this decree:

- breach of ethics in scientific and technological research and in the use of research products;
- failure to comply with professional obligations, in particular those relating to diligence, effective presence at work and participation in research and in the supervision of lower grade researchers;
- ordinary law offences;
- participation in any activity contrary to dignity and republican values.

Article 40: (1) A disciplinary board shall be set up in each public research institute to deal with cases of professional misconduct involving research staff.

(2) A separate instrument shall lay down the composition and functioning of the disciplinary board and the applicable disciplinary procedure, taking into account the different grades of researchers.

Article 41: Without prejudice to the provisions of the Penal Code, the behaviours and professional misconduct mentioned in Article 39 above shall be subject to the following disciplinary sanctions:

- a) written warning;
- b) reprimand with entry in the file ;
- c) a reprimand which shall entail a ban on being a member of the Board of Directors or Management of a public research body for one (1) year;
- d) a delay of one (1) year in advancement in incremental position, which shall entail a ban on being recommended for inclusion on the list of suitable candidates for higher grades during this period;
- e) reduction in incremental position;
- f) class reduction;
- g) removal from the list of candidates seeking higher grades. A researcher who has been struck off the list may only be reinstated following the conditions and in conformity with the procedures for the evaluation and promotion in grade of research staff, after a period of two (2) full years;
- h) censure, which entails a ban on being a member of the Board of Directors of a national research body for two (2) years;

- i) grade reduction;
- j) dismissal without forfeiture of pension rights;
- k) dismissal with forfeiture of pension rights.

Article 42: (1) The sanctions provided for in Article 41 a, b and c above shall be pronounced by the Head of the research institute, after an opinion of the Disciplinary Board of the said institute. They shall be imposed within no more than forty-eight (48) hours upon receipt of the Disciplinary Board's report.

(2) The sanctions provided for in Article 41 d, e, f, g and h above shall be pronounced by an order of the Technical Supervisory Minister, upon the proposal by the Head of the research institute concerned, after an opinion of the Disciplinary Board of the said institute, within no more than seven (7) days from the receipt of the Disciplinary Board's report.

(3) The sanctions provided for in Article 41 i, j and k above shall be pronounced by decree of the President of the Republic, on a proposal of the Technical Supervisory Minister, after a reasoned opinion of the Disciplinary Board and the Head of the Research Institute concerned. They shall be imposed within no more than thirty (30) days from the receipt of the Disciplinary Board's report.

Article 43: (1) The disciplinary procedure shall be confidential and adversarial.

(2) The accused researcher may defend himself in person or through legal assistance of his own choosing.

CHAPTER VIII

ADVISORY BODIES

Article 44: (1) The following bodies shall be set up in the Ministry in charge of scientific research:

- a National Commission for the Recruitment of Researchers;
- a Central Evaluation Commission for the Advancement in Grade of Researchers.

(2) An Ad hoc Recruitment Committee and an Ad hoc Researcher Evaluation Committee shall be set up in each research institute.

Article 45: The National Commission for the Recruitment of Researchers shall be responsible for:

- reviewing researchers' recruitment files;
- expressing reasoned opinions on the aptitude of candidates to discharge the duties of researchers;
- drawing up lists of suitable candidates to be proposed to the Minister in charge of scientific research for recruitment to various grades of researchers;

- validating professional experience acquired, in accordance with the laws and regulations in force.

Article 46: The Central Evaluation Commission for the Advancement in Grade of Researchers shall be responsible for:

- reviewing evaluation reports of the candidates' papers submitted by the ad hoc evaluation committees of research institutes;
- validating opinions expressed on each application by the relevant ad hoc evaluation committee;
- expressing, for each application, a reasoned opinion for the decision of the Minister in charge of scientific research;
- making recommendations aimed at improving researchers' evaluation and advancement procedure.

Article 47: The ad hoc recruitment committees referred to in Article 44 (2) above shall be responsible for:

- examining the admissibility of files and pre-selecting candidates' profiles deemed apt for the profession of researcher in each research institute concerned, pursuant to the recruitment requisites;
- validating professional experience acquired.

Article 48: The ad hoc evaluation committees referred to in Article 44 (2) hereof shall be responsible for:

- reviewing applications for promotion to higher grades;
- expressing a reasoned opinion for or against promotion to a higher grade;
- validating professional experience acquired.

Article 49: A separate instrument of the Prime Minister shall lay down the composition and functioning of the Commissions and ad hoc Committees referred to in Article 44 above.

CHAPTER IX **TRANSITIONAL AND FINAL PROVISIONS**

Article 50: (1) As a waiver to the provisions of the General Rules and Regulations of the public service of the State and of the civil pension scheme, the age limit for retirement of researchers shall be set as follows:

- Chief and Senior Researcher Officer.....65 years;
- Research Officer60 years.

(2) The conditions for placement of research staff on early retirement shall be the same as those provided for by the General Rules and Regulations of the public service of the State and the civil pension scheme.

Article 51: (1) The following staff shall be reassigned as Research Assistants by separate instruments of the Minister in charge of the public service, with retention of career benefits due, and without retroactive financial effects, for a period of six (6) months from the date of signature of this decree:

- Index-based contract researchers, working as Research Assistants in research institutes under the supervision of the Ministry in charge of scientific research on the date of signature of this decree;
- Category-based Contract researchers, who are holders or not of a Doctorate degree or Ph.D. working as Research Assistants in research institutes under the supervision of the Ministry in charge of scientific research on the date of signature of this decree

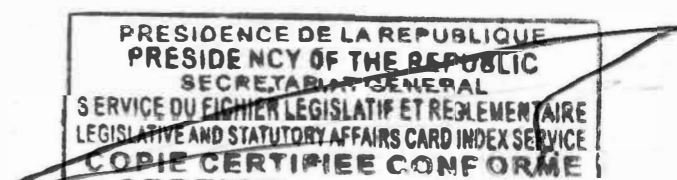
(2) The staff referred to in (1) above shall be re-assigned respectively as follows:

- on index 605, for researchers with a Ph.D. or equivalent degree;
- on index 465, for researchers who do not hold a doctorate, a Ph.D. or a recognized equivalent degree.

Article 53: The following persons shall be absorbed into the Corps of Researchers, by Decree of the President of the Republic, with retention of career benefits due, and without retroactive financial effects, for a period of six (6) months from the date of signature of the this decree:

- in the grade of Research Officer, index-based contract staff working as researchers in research institutes under the supervision of the Ministry in charge of scientific research and incumbent of the said grade on the date of signature of this decree;
- in the grade of Senior Research Officer, index-based contract staff working as researchers in research institutes under the supervision of the Ministry in charge of scientific research and incumbent of the said grade on the date of signature of this decree;
- in the grade of Chief Research Officer, index-based contract staff working as researchers in research institutes under the supervision of the Ministry in charge of scientific research and incumbent of the said grade on the date of signature of this decree.

Article 54: The following persons shall be absorbed into the Corps of Researchers as index-based contract staff, by an instrument of the Minister in charge of the public service, with retention of career benefits due, and without retroactive financial effects, for a period of six (6) months from the date of signature of this decree:

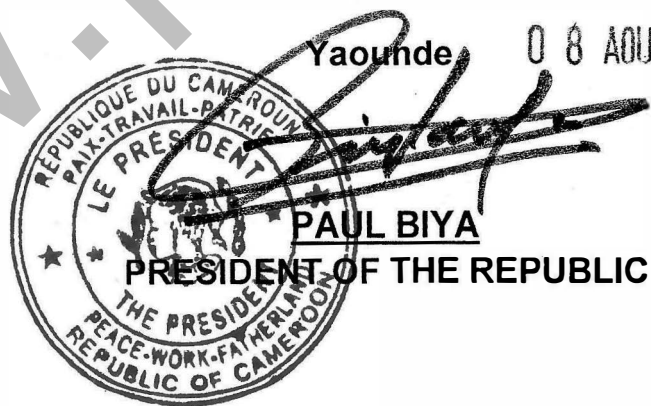
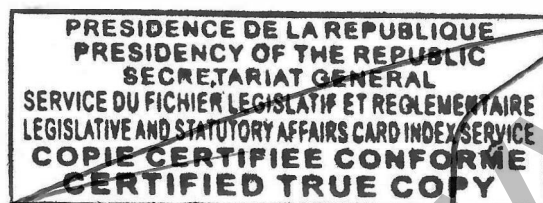


- in the grade of Research Officer, category-based contract researchers with a Doctorate degree, a Ph.D. or any other recognized equivalent certificate, in the said grade or fulfilling the conditions of qualification for promotion to the said grade;
- in the grade of Senior Research Officer, category-based contract researchers with a Doctorate degree, a Ph.D. or any other recognized equivalent certificate, in the said grade or fulfilling the conditions of qualification for promotion to the said grade;
- in the grade of Chief Research Officer, category-based contract researchers with a Doctorate degree, a Ph.D. or any other recognized equivalent certificate, in the said grade or fulfilling the conditions of qualification for promotion to the said grade.

Article 55: Where no provisions are made in this decree, the provisions of the General Rules and Regulations of the public service of the State and its implementing instruments shall be applied to the staff referred to in Article 5 above.

Article 56: All previous provisions repugnant hereto, in particular Decree No. 80/275 of 18 July 1980 to lay down the general rules and regulations of the corps of Researchers, are hereby repealed.

Article 57: This decree shall be registered, published according to the procedure of urgency and inserted in the Official Gazette in English and French.



TO LAY DOWN SPECIAL RULES AND REGULATIONS
GOVERNING RESEARCH PERSONNEL

SALARY INDEX SCALE APPLICABLE TO RESEARCH PERSONNEL
OF PUBLIC RESEARCH BODIES

(1) Research Assistant

a. Research Assistant without a PhD thesis:

Research Assistant, incremental position 1	465
Research Assistant, incremental position 2	530
Research Assistant, incremental position 3.....	605

b. Research Assistant with a PhD thesis:

Research Assistant, incremental position 1.....	605
Research Assistant, incremental position 2.....	665
Research Assistant, incremental position 3.....	715

(2) Research Officer

Class 2:

Incremental position 1.....	665
Incremental position 2.....	715
Incremental position 3.....	785
Incremental position 4.....	870
Incremental position 5.....	940
Incremental position 6.....	1 005
Incremental position 7.....	1 050

Class 1:

Incremental position 1.....	1 115
Incremental position 2.....	1 140
Incremental position 3.....	1 200

Special Class:..... 1 240

(3) Senior Research Officer

Class 2:

Incremental position 1.....	715
Incremental position 2.....	785
Incremental position 3.....	870
Incremental position 4.....	940

Incremental position 5.....	1 005
Incremental position 6.....	1 050
Incremental position 7.....	1 115

Class 1:

Incremental position 1.....	1 140
Incremental position 2.....	1 200
Incremental position 3.....	1 240

Special Class:..... 1 300

(4) Chief Research Officer

Class 2:

Incremental position 1.....	940
Incremental position 2.....	1 005
Incremental position 3.....	1 050
Incremental position 4.....	1 115
Incremental position 5.....	1 140

Class 1:

Incremental position 1.....	1 200
Incremental position 2.....	1 240
Incremental position 3.....	1 300

Special Class:..... 1 350

Superscale:..... 1 400

