

**AFRICAN UNION**

**الاتحاد الأفريقي**



**UNION AFRICAINE**

**UNIÃO AFRICANA**

Addis Ababa, Ethiopia

P. O. Box 3243

Telephone: 5517 700

Fax: 5517844

Website: [www. Africa-union.org](http://www.Africa-union.org)

**EXECUTIVE COUNCIL  
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**REPORT OF SUB-COMMITTEE ON THE  
STRUCTURAL REFORMS**

## REPORT OF SUB-COMMITTEE ON THE STRUCTURAL REFORMS

### Introduction

1. It is to be recalled that the Sub-Committee on Structures held several meetings to consider the Commission's proposals for adjustment of the Post Maputo structure of the Commission. In meetings in January 2010, both the Sub-Committee and the PRC requested the Commission to submit comprehensive proposals for the adjustment of the structures as well as those of the Organs of the Union. In compliance with these directives, the Commission prepared document PRC/SCettee//2(Rev) entitled "Proposals for the Adjustment of the Organizational Structure of the African Union Commission". The Commission also submitted a Summary table of the same document. Following consultations with the Organs of the Union, the Commission prepared and submitted to the Sub-Committee proposals on the structures of all the Union Organs namely; PAP, NAPCA (NEPAD), THE AFRICAN COURT, APRM, AFREC and THE ANTI-CORRUPTION Board.

2. Following the Kampala summit, the Sub-Committee met from 8 to 12 and from 23 to 25 November to consider the proposals of the Commission. The Sub-Committee was chaired by H.E. Ambassador Ali Awidan Ambassador and Permanent Representative of the Libyan Arab Jamahiriya to the AU. The Meetings of the Sub-Committee on 23<sup>rd</sup>, 24<sup>th</sup> November and on 15<sup>th</sup> and 23<sup>rd</sup> December 2010 were Chaired by H.E. Ambassador Sene Ambassador and Permanent Representative of Senegal to the AU.

3. Financial implications of the proposals requested by the Commission are annexed to this report.

### Attendance

#### Members of the Bureau

- |                           |                      |
|---------------------------|----------------------|
| 1. Libyan Arab Jamahiriya | Chairperson          |
| 2. Congo                  | 1st Vice Chairperson |
| 3. Senegal                | 2nd Vice Chairperson |
| 4. Madagascar             | 3rd Vice Chairperson |
| 5. Mozambique             | Rapporteur           |

4. The following members of the Sub-Committee attended the meetings:

1. Angola
2. Benin
3. Burkina Faso
4. Ethiopia
5. Kenya
6. Libya
7. Mozambique
8. Nigeria

9. Senegal
10. Swaziland
11. Tunisia
12. Congo

5. The Commission was represented by the Deputy Chairperson, Commissioners, Director of AHRD, other Directors and staff members.

#### **ADOPTION OF THE AGENDA**

6. The Sub-Committee adopted the following agenda:
- a) Opening of the meeting;
  - b) Re-introduction of requests for adjustments to the Structure by Commission;
  - c) Organization of work;
  - d) Consideration of proposals for adjustments to the structure of the Commission;
  - e) Consideration of proposals for adjustments to the structures of the other Organs: AFREC; PAP; NAPCA (NEPAD); AFRICAN COURT; APRM; and ANTI-CORRUPTION BOARD;
  - f) AOB.

#### **OPENING OF THE MEETING**

7. Opening the meeting, the Chairperson of the Sub-Committee thanked the members for their attendance and reminded them of the important task before them and the challenge to complete the task before the sub-Committee with the very limited time available. He appealed to all members of the Sub-Committee to actively participate in the discussions to ensure ownership of the outcome by all members. The Chairperson hoped to complete the task in time for presentation to the next session of the PRC and the Executive Council.

#### **ORGANIZATION OF WORK**

8. The sub-Committee adopted the following hours of work:

Morning sessions	10:00 – 13:00
Afternoon sessions	15:00 – 17:00

## **CONSIDERATION OF PROPOSALS FOR ADJUSTMENTS TO THE COMMISSION STRUCTURE**

9. In presenting the requests for adjustments to the structure on behalf of the Commission, the Director of Administration and Human Resource Development reminded members of the Sub-Committee of the Decision they took in January, 2010 which required the Commission to carry out and present proposals on a more comprehensive review of the structures of the Commission and the Union Organs. This request has been fully complied with and the results of the comprehensive review were presented to the Sub-Committee with all the relevant justifications in May/June 2010. The Sub-Committee could not consider the proposals in May/June 2010 and it deferred consideration of the matter to the period between the June/July 2010 Summit and the January 2011 Summit.

10. The Commission, as agreed, also conducted consultations with all the Organs of the Union and prepared jointly with them, proposals for the restructuring of all the organs. In this respect, the Sub-Committee was reminded that most of these Organs did not have structures approved by the Union policy Organs and had since their establishment, been operating with ad-hoc structures and that this is the first time that structure proposals were being made for them. The organs affected here are:

- I. The Pan African Parliament (PAP);
- II. NEPAD Coordinating Authority (NPCA);
- III. The African Peer Review Mechanism (APRM);
- IV. The AU Anti-Corruption Board; and
- V. The African Energy Commission

11. The proposals presented for consideration also include adjustments to the structures of the African Court on Human and Peoples Rights.

12. The Commission in presenting the proposals, reminded the Sub-Committee of the discussions held in May/June 2010 and the report it adopted out of those discussions which is attached herein to this report as Annex I. Specifically, the Commission recalled the rationale and justifications for the adjustments proposed herein as:

- The expanding mandate of the Commission;
- The need to align the structure to the Commission Strategic Plan 2009-2012;
- Promoting the principle of complementarity, subsidiarity and comparative advantage within the Commission, its specialized offices and other organs of the Union and the RECs;
- Respond to the increasing demand on the services of the programme Directorates of the Commission emanating from the Assembly, the Executive Council and the numerous sector Ministerial forums.

13. The Commission informed the Sub-Committee on the approach it adopted for the preparation of the proposals, which included: the establishment of an internal Task force lead by the DCP; the preparation of guidelines for the restructuring exercise; wide ranging consultations with all departments and offices which involved the Commissioners and the professional leadership of the departments and offices; and arbitration by the Task force to ensure full compliance with the guidelines prepared by the task force.

14. The Commission summarized the requests for adjustments to the structures as follows:

- 253 new positions comprising:
- 156 professional positions,
- 76 GSA positions, and
- 21 GSB positions.

15. It is to be noted that all proposed positions except the 21 GSB positions are open to international recruitment from all Member States and are subject AUC quota.

16. On the financial implications of the proposals, the Commission indicated that this is estimated at US\$ 21 million which it proposed should be phased over a reasonable of period of time to reduce the absorption burden on Member States. Similarly, the Commission proposed that Partners be allowed to support the structures directly through a pooled funding arrangement until the time when Member States can fully and totally absorb the cost of the new structures.

#### **Sub-Committee Deliberation on the presentation of the Commission Proposals**

17. Following, the presentation of the Commission, the Sub-Committee engaged in a discussion on the broad issues raised and asked for clarifications on important issues which the Commission responded to as follows:

- a) The 48 positions approved for recruitment in 2010 are not part of the 253 new positions on request here;
- b) The pace of recruitment is not as fast as the Commission would ideally prefer it to be largely due to the inadequate capacity both in terms of the ability of Member States to pay for more than a certain number of positions in a year (e.g. 48 in 2010) as well as the capacity of the Commission to recruit more than a certain number of positions in any given year. Similarly, the process of recruitment of regular staff is long and costly. Accordingly, the strategy has been to recruit on positions approved for the year and fill other vacant positions on temporary basis with short term staff or Consultants whose recruitment is generally easier, cheaper and faster;
- c) The typographical and other inconsistencies identified in the document should be corrected by the Commission;

- d) The proposal to have the partners support the structure of the Commission is made to lighten the burden of funding on the Member States as well as promote greater ownership of the structures by centralizing all requests and offers for support to the structures. This will eliminate the current practice of approaching partners with a list of positions for funding, out of which they choose what interests them because the policy organs would have put in place a list of approved positions which are eligible for partner support;

18. At the beginning of its deliberations, the Sub-Committee set out the following General principles to guide it through the consideration of the proposals:

- a) Proposals for the creation of posts of Deputy Directors (P6) in the Departments would not be considered by the Sub-Committee due to the financial implications of establishing such posts;
- b) Consideration of the establishment of new divisions within departments will be considered based strictly on merit and only in compelling cases;
- c) Consideration of regularization of positions currently financed through partner funding shall not be automatic and where the case is not compelling, will be deferred for future consideration;
- d) The Sub-Committee would consider all proposals including those it had considered in its previous sessions have a comprehensive coverage of all requests.

## OFFICE OF THE CHAIRPERSON

### REQUEST/PROPOSAL OF COMMISSION:

- a) **Establishment of a new Division for coordination and management of partnerships under the Bureau of Chairperson, with the following staff:**

No.	Posts	Grade
1	Head of Division	P5
1	Senior Policy Officer AU-EU Partnership OIF, Commonwealth, Africa-India, Africa-Turkey and Africa-Japan	P3
1	Senior Policy Officer: Africa-South America, Africa-Caribbean, ACOA, OAS, Africa-China and Africa-Japan	P3
1	Secretary	GSA4
<b>4</b>	<b>Total</b>	

Note: P means Professional post  
GSA means General Service Category A  
GSB means General Service Category B

- b) **Strengthening capacity in the office of the Chairperson**

No.	Posts	Grade
1	Spokesperson for the Chairperson	P5
1	Senior Policy Officer-Liaison with Representational Offices	P3
1	Head of Afro-Arab Division	P5
1	Senior Policy Officer Afro-Arab	P3
1	Policy Officer Afro-Arab	P2
1	Secretary	GSA4
1	Principal Policy Officer (currently financed by Office of Chairperson)	P4
1	Senior Policy Officer, Office of Chairperson (currently financed by partners)	P3
<b>8</b>	<b>Total</b>	

19. After careful consideration of the proposals and the additional clarifications provided by the Commission, The Sub-Committee recommended as follows:

### SUB-COMMITTEE RECOMMENDATIONS

20. The sub-committee agreed to the establishment of a new Division in the Office of the Chairperson entitled Africa-Arab Co operation and Management of Partnerships. The Division shall carry out the responsibilities relating to the promotion of Africa –Arab co-operation and manage the partnership arrangements the Commission had established. The establishment of the Division responds to the long standing directives of the Executive Council as well as to the Commission's need to build capacity to manage its partnership arrangements without creating a new/bigger structure (e.g. Directorate).

21. The Sub-Committee recommended the following structure for the new Division:

### NEW DIVISION ON AFRICA-ARAB CO-OP AND MANAGEMENT OF PARTNERSHIPS

No	Post	Grade
1	Head of Africa-Arab co operation and Management of Partnerships Division	P5
1	Senior Policy Officer Partnerships(Redeployment of post Int.coop from Strategic Planning Directorate	P3
1	Senior Policy Officer Africa –Arab Co op (redeployment of post Afro Arab Co operation from Strategic Planning Directorate	P3
1	Policy officer Africa-Arab Cooperation	P2
1	Secretary	GSA4
<b>5</b>	<b>Total</b>	

22. The Sub-Committee considered strengthening the Office of the Chairperson and recommended providing the Office with a Spokesperson and a unit for liaison with the Commission's representational Offices.

23. In approving the new positions for the Bureau of the Chairperson, the Sub-Committee agreed as follows:-

- a) The two proposed Divisions for Partnerships and Resource Mobilization and Afro-Arab Co-operation should be merged into one Division to be called Africa-Arab Cooperation and Management of Partnerships Division.
- b) All representational offices should be answerable to the Bureau of the Chairperson. Co-ordination of the activities of these offices will be the responsibility of the P3 Officer endorsed under the supervision of the Chief of Staff.

### SUB-COMMITTEE RECOMMENDATIONS ON THE STRUCTURE OF THE OFFICE OF THE CHAIRPERSON

No	Post	Grade
1	Spokesperson	P5
1	Senior Policy Officer (Coordination of Representational offices)	P3
1	Principal Policy Officer	P4
<b>3</b>	<b>Total</b>	

### OFFICE OF THE DEPUTY CHAIRPERSON

### COMMISSION PROPOSALS

No.	Posts	Grade
1	Advisor on financial matters (endorsed by Sub-Committee January 2010)	P5
1	Upgrading existing P4 post systems and methods to	P5



No.	Posts	Grade
	Advisor Management & Administration (endorsed by Sub-Committee January 2010)	
1	Senior Policy Officer in the Bureau of DPC (currently financed from partner's fund) (See justification under Bureau of Chairperson)	P3
1	Administrative Assistant	GSA5
<b>4</b>	<b>Total</b>	

24. Considering the proposals for the Office of the Deputy Chairperson, The Sub-Committee recalled the principles established at the beginning of its deliberations. Consequently, it decided not to endorse the proposal to regularize the post of Senior Policy Officer currently financed through Partner funds. It endorsed the remaining proposals as follows:

#### SUB-COMMITTEE RECOMMENDATIONS

No	Post	Grade
1	Advisor financial Matters	P5
1	Advisor Administration and Management ( upgrade existing post Advisor systems and Methods P4 to P5 )	P4 to P5
1	Administrative Assistant	GSA5
<b>3</b>	<b>Total</b>	

#### SECRETARY TO THE COMMISSION

#### COMMISSION PROPOSALS

No	Posts	Grade
	Rename Secretary to the Commission to Secretary General of the Commission (Existing Grade-No change)	D1
1	New Head of Division for Internal Coordination Division	P5
1	New Senior Policy Officer for Internal Coordination Division	P3
1	New Administrative Assistant for the Directorate	GSA5
1	New Secretary for the Internal Coordination Division	GSA4
1	New Filing clerk for the Directorate	GSA3
<b>5</b>	<b>Total</b>	

25. At a meeting held on November 9, 2010 the Sub-Committee raised concerns and observed that re-naming the Secretary to the Commission to Secretary General will have consequences for the structure, the hierarchy and reporting lines of the organization which may require further study. Accordingly, the decision at that meeting was to maintain the status quo and not change the title of the Secretary to the Secretary General of the Commission.

26. However, at a later meeting on 23 November, 2010 the Acting Chairperson of the Sub-Committee re-opened the request to change the title of the Secretary to the Commission to Secretary General of the Commission and the Sub-Committee

agreed to accept the request. In re-opening the request, Acting Chairperson informed the Sub-Committee that he had discussed and agreed on the matter with the substantive Chairperson, Ambassador. Ali of the Libyan Arab Jamahiriya.

27. The Sub-Committee requested the Commission to review paragraph 46 of the Proposals document and to delete the last sentence of the paragraph. It also requested that the Portuguese text be corrected to align it with the English text.

28. The Sub –Committee made the following recommendations:

#### **SUB-COMMITTEE RECOMMENDATIONS**

<b>No</b>	<b>Post</b>	<b>Grade</b>
	Rename the Secretary to the Commission as Secretary General to the Commission	D1 existing
1	Senior Policy Officer Internal Coordination	P3
1	Administrative Assistant	GSA5
<b>2</b>	<b>Total</b>	

#### **COMMUNICATION AND INFORMATION DIRECTORATE**

#### **COMMISSION PROPOSALS**

<b>No.</b>	<b>Posts</b>	<b>Grade</b>
1	Use existing D1 in Chairperson Office to head New Directorate	
1	Use existing P5 to head Communication Division	
1	Upgrade existing Deputy Head of Division P4 to head New Division of Information	Upgrade P4 to P5
1	Senior Communication Officer for New Communication Division	P3
1	Information Officer for Communication Division	P2
1	Communication Officer for New Communication Division	P2
<b>6</b>	<b>Total</b>	

29. Following its deliberations, the Sub-Committee, recommended as follows:

#### **SUB-COMMITTEE RECOMMENDATIONS**

<b>No</b>	<b>Post</b>	<b>Grade</b>
0	Create a New Directorate using the existing vacant D1 in the Office of the Chairperson	D1 existing
0	Create a Division of Communication using existing P5 in the Division	P5 existing
1	Upgrade existing P4 to P5 to head new created Division Of Information	Upgrade P4 to P5
<b>1</b>	<b>Total</b>	

## CIDO DIRECTORATE

### COMMISSION PROPOSALS

No	Post	Grade
2	Upgrade 2P2 posts to P3 to be in charge of 2desks in the Diaspora Division	Upgrade P2 to P3
1	Create new position Secretary to ECOSOCC	P4
1	Administrative Assistant for the Directorate	GSA5
1	Secretary for ECOSOCC Secretariat	GSA4
<b>5</b>	<b>Total</b>	

30. The Sub-Committee considered the proposals in the light of the approved Post Maputo Structure of CIDO Which provided 9 Professional and 5 Support staff positions. It considered that the staff provided for the Directorate was adequate for CIDO to carry out its responsibilities and service ECOSOCC. It directed the Commission to fill in the many approved vacant posts in CIDO Structure before requesting new positions.

## INTERNAL AUDIT DIRECTORATE

### COMMISSION PROPOSALS

No	Post	Grade
1	Senior Internal Auditor ITC	P3
1	Internal Auditor ITC	P2
2	Audit Assistants	GSA5
<b>4</b>	<b>Total</b>	

31. The Sub-Committee noted the expanded responsibilities of the internal Audit Directorate to cover other organs of the Union and provide services to the larger AUC as well as Partners Funds. However, it considered that the structure provided in the Post Maputo structure and the support provided through partner funding were for the time being fairly adequate to address the Directorate's expanding coverage. It therefore recommended the provision of one position (P2 ICT AUDITOR).

### SUB-COMMITTEE RECOMMENDATION

No	Post	Grade
1	Auditor ICT	P2

## OFFICE OF LEGAL COUNSEL

### COMMISSIONS PROPOSALS

No	Post	Grade
1	Upgrade existing P5 to P6 Deputy Legal Counsel	Upgrade P5 to P6
1	Head of Division, Support to Organs and Member States	P5
1	Head of Division Institutional and General Legal Affairs	P5

No	Post	Grade
1	Upgrade Secretary to the AU International Law Commission P4 to P5	Upgrade P4 to P5
2	New Legal Officers for the proposed new Divisions	P2
1	Administrative Assistant	GSA5
7	<b>Total</b>	

32. The Sub-Committee noted that the Post Maputo structure provided for the Office of Legal Counsel: 8 legal Officers, a Documentalist (P1) and 4 support staff. It also noted that the AU Commission on International Law was provided with 4 Professional staff and a secretary. It considered that the staff provided was adequate and therefore recommended the provision of only an Administrative Assistant. In its on 15<sup>th</sup> December the Sub-Committee, after listening to further clarifications provided by the Legal Counsel, recommended the addition of two legal officers at P2 level.

#### SUB-COMMITTEE RECOMMENDATION

No	Post	Grade
2	Legal officers, one for Administrative and institutional matters and one for Inter-Africa and treaty Matters	P2
1	Administrative Assistant	GSA5
3	<b>Total</b>	

#### PROTOCOL SERVICES

33. Consideration of the proposals for this office was deferred until when the Commission can come back with a common position on the matter. This decision was taken in the light of the objection raised by the Chief of Protocol to the submissions made for the Division which she disowned. She claimed that they were not agreed with her and she could not therefore defend them.

#### WOMEN AND GENDER DIRECTORATE

##### COMMISSION PROPOSALS

No.	Posts	Grade
1	Create New Division on Women Rights by upgrading existing P4 on African Women committee to P5	P5 upgrade P4 existing
1	Senior Policy Officer for New Division on Women Rights	P3
1	Policy Officer for New Division Women Rights	P2
1	Administrative Assistant for Directorate	GSA5
4	<b>Total</b>	

34. The Sub-Committee recommended that the position of Secretary to the African Women Committee (P4) be abolished and its functions merged with and added to the position of Head of Division, Co-ordination and outreach (P5). It recommended additional staff as follows:

#### SUB-COMMITTEE RECOMMENDATIONS

No	Post	Grade
-1	Abolish the existing P4 position (Secretary to the African women Committee)	P4
1	Senior Policy Officer Women Rights	P3
1	Administrative Assistant	GSA5
1	<b>Total</b>	

## DIRECTORATE OF STRATEGIC PLANNING, MONITORING, EVALUATION AND RESOURCE MOBILIZATION

### COMMISSION PROPOSALS

No	Post	Grade
1	Regularize post of Head of Division Knowledge Management (Post does not exist in Post Maputo Structure but actually exists in the Directorate)	P5
1	Regularize post of Head of Division Policy analysis (Post does not exist in Post Maputo Structure but actually exists in the Directorate)	P5
1	Senior Policy officer, Knowledge Management	P3
6	Senior Policy Officer Planning	P3
1	Policy Officer Knowledge Management	P2
1	Mail Runner	GSB6
11	<b>Total</b>	

35. In considering these proposals, the Sub-Committee recalled its earlier recommendation to regularize the posts of the two Heads of Division which were recruited by the Commission outside the approved Post Maputo Structure and which had existed for a number of years. It reiterated that recommendation together with its strict instructions to the Commission not to repeat such practice in future i.e. recruiting staff on positions that do not exist on the structure.

36. The Sub-Committee recalled its recommendation during the current session to transfer two P3 positions from this Directorate to the newly proposed Division of Africa–Arab Co operation and Management of Partnerships. It recommended the renaming of the International Cooperation Officer (P2) as Knowledge Management Officer to provide capacity to the Knowledge Management service. Since the 6 Planners (P3) are currently financed by partner funding, they were not recommended by the Sub-Committee.

### SUB-COMMITTEE RECOMMENDATIONS

No	Post	Grade
1	Regularize the position of Head of Division Policy analysis	P5
1	Regularize the position of Head of division Knowledge Management	P5
0	Rename existing post of International Co operation Officer (P2) as Policy Officer Knowledge Management	P2

No	Post	Grade
1	Mail Runner	GSB6
3	<b>Total</b>	

**DEPARTMENT OF ADMINISTRATION AND HUMAN RESOURCES  
DEVELOPMENT (AHRD)**

**COMMISSION PROPOSALS**

No	Post	Grade
	<b>Rename the Directorate of Admin &amp; HR Development to Admin &amp; HR Management.</b>	
1	Deputy Director	P6
1	Safety Officer	P2
1	Clerk (ID systems)	GSA3
3	Security Supervisor	GSA5
9	Security Guards	GSB8
1	*Head of Division	P5
1	Chief of Stores	P3
1	Store Control Ass	GSA4
1	Warehouse Clerk	GSA2
1	Secretary	GSA4
0	Chief of Procurement Unit (Rename the Chief of T & P to Chief of Procurement Unit; no financial implications)	
1	Chief of Travel	P3
1	Procurement Assistant	GSA5
1	Asst. Engineer	GSA5
1	Electro-Mechanical Assistant	GSA5
1	Chief of Electro-Mechanical Maintenance Unit	P1
1	Chief of Building Maintenance Unit	P2
1	Chief of Registry ( Request to upgrade to P3 in Harmony with grades of other Chief/Heads of Units	P3
1	Secretary GSA4x1	GSA4
1	House Keeping & Events Facilitator	GSA6
5	Porters	GSB5
1	Transport Officer	P2
1	Vehicles Dispatch Clerk	GSA4
1	Dispatch & Maintenance Supervisor GSA5X1	GSA5
1	Assistant Telecommunications Technician (MIS Division)	GSA4
	HR Division	
1	HRO (Projects) Recruitment Unit	P2
1	HRO (Consultants and support to Organs)Recruitment Unit	P2
1	HR Assistant Recruitment Unit	GSA5
	Staff Welfare, Benefits and Compensation Unit	
1	HR Officer P2X1(Compensations & Entitlements)	P2
1	Compensation & Entitlements Administrator	GSA6
1	HR Assistants GSA5X1 (C & E)	GSA5
1	HRO (Welfare & Benefits)	P2
1	HR Assistant	GSA5

No	Post	Grade
1	HRO (Performance Mgt)	P2
1	HR Assistant Performance Mgt)	GSA5
	AU Pension Fund	
1	Senior Benefits Officer (AU Pensions Fund)	P3
1	Benefits Officer (AU Pensions Fund)	P2
1	Assistant Accountant (AU Pensions Fund)	GSA5
1	Admin. Assistant (AU Pensions Fund)	GSA5
	AU Passport Unit	
1	Chief of Unit (Passport)	P3
1	Technical Officer (Passport)	P2
1	Data Entry Clerk (Passport)	GSA4
<b>55</b>	<b>Total</b>	

***\*Note:** The principle of a procurement Division was endorsed by Sub-Committee in Jan 2010 with 6 new positions (1XP2, 5XGSA). This new submission slightly amends the earlier submission with a view to giving this important governance and accountability function, the right capacity for effective operations. Similarly, there is a request to modestly strengthen the functions of buildings and projects Management, Administrative services and Human Resources in response to the organization's growing needs for these services.*

#### SUB-COMMITTEE RECOMMENDATIONS

No	Post	Grade
0	Rename AHRD as Department of Administration and Human Resources Management	0
1	Head of Division Procurement	P5
0	Rename Chief of Travel and Procurement Unit as Procurement Unit	0
1	Chief of Stores	P2
1	Chief of Travel	P3
0	Rename the Building and equipment Division as Estates Development and Maintenance Division	0
1	Human Resources Officer (Recruitment)	P2
1	Human Resources Officer (Compensation and Entitlements)	P2
1	Human Resources Assistant (Compensation and Entitlements)	GSA5
1	Human Resources Officer (Performance Management)	P2
1	Senior Benefits Officer (AU Pension Fund)	P3
1	Assistant Accountant (AU Pension Fund)	GSA5
1	Chief of Passport Unit	P3
1	Technical Officer (Passport)	P2
1	Data Entry Clerk (passport)	GSA4
<b>12</b>	<b>Total</b>	

37. In approving the creation of the new Procurement Division, the Sub-Committee is convinced that there is a need to increase capacity in this critical function given the increasing volume of funds that Member States and Partners

commit to the procurement of goods and services. It noted also that both the Internal and External Auditors as well as partners had repeatedly called for building capacity in procurement. As a consequence of this recommendation The Commission is requested to amend Article 3.1.2 of the Procurement Manual on Membership of the Head Quarters Tender Board and their functions.

38. On its Meeting of 15<sup>th</sup> December the Sub Committee reverted to the proposals on the new passport unit which it deferred in its earlier sessions. After listening to clarifications from the Director of AHRD, The Sub-Committee recommended that the Passport Unit should be part of the Administration and Human Resources Department.

### CONFERENCE SERVICES DEPARTMENT (CSD)

#### COMMISSION PROPOSALS

No	Post	Grade
0	Rename CSD to Directorate of Conference Management and Publications	0
0	Establishment of a Planning and Coordination Section	0
-1	Suppress Post of Head of Division Printing and Reproduction	P5
1	Meeting Work Flow Officer	P1
1	Calendar of Meetings Administrator	P1
1	Conference Systems Administrator	P1
1	Administrative Assistant	GSA5
4	Interpreters ( one each for Arabic, English, French and Portuguese)	P4
4	Translators ( one each for Arabic, English, French and Portuguese)	P3
0	Redeploy Proof readers to become Translation assistants	0
<b>11</b>	<b>Total</b>	

39. The Sub—Committee recommended as follows:

#### SUB-COMMITTEE RECOMMENDATIONS

No	Post	Grade
0	Rename CSD to Directorate of Conference Management and Publications	0
0	Establishment of a Planning and Coordination Section	0
-1	Suppress Post of Head of Division Printing and Reproduction	P5
1	Meeting Work Flow Officer	P1
1	Calendar of Meetings Administrator	P1
1	Conference Systems Administrator	P1
1	Administrative Assistant	GSA5
4	Interpreters ( one each for Arabic, English, French and Portuguese)	P4



No	Post	Grade
4	Translators (one each for Arabic, English, French and Portuguese)	P3
0	Redeploy Proof readers to become Translation assistants	0
<b>11</b>	<b>Total</b>	

40. The Sub-Committee considered the proposals in the light of the justifications provided in the document and additional information provided by the Director of the Department. It appreciated the efforts of the Commission to modernize its Conference Services Department through the use of modern ICT tools. The Sub-Committee recognized the high cost of recruiting freelance Translators and Interpreters on short term and recommended to endorse the proposals submitted by the Commission.

## DIRECTORATE OF MEDICAL SERVICES

### COMMISSION PROPOSALS

No	Post	Grade
1	Principle Medical Officer (Laboratory Services)	P4
1	Public Health Assistant	GSA5
1	Radiology Technician (for New Radiology Unit)	GSA5
1	Staff Nurse	GSA5
1	Medical Attendant	GSB6
1	Secretary	GSA4
-1	Suppress position of Dark Room Technician	GSA3
<b>5</b>	<b>Total</b>	

41. The Sub-Committee recommended as follows:

### SUB-COMMITTEE RECOMMENDATIONS

No	Post	Grade
1	Principal Medical Officer, AU Laboratory Services	P4
1	Radiology Technician	GSA5
1	Staff Nurse	GSA5
1	Secretary	GSA4
-1	Suppress Post of Dark Room Technician	GSA3
<b>3</b>	<b>Total</b>	

42. The Sub-Committee recommended the Suppression of the post of Dark Room technician and to replace it with a Post of Radiology Technician to operate the newly acquired digital equipment. It also recommended the creation of a post of a Medical officer to be in charge of the AU laboratories.

## DIRECTORATE OF BUDGETING, FINANCE AND ACCOUNTING (DBPF)

### COMMISSION PROPOSALS

No.	Posts	Grade
1	Deputy Director	P6
1	Head of Division, External Resources Management	P5
1	Head of Division, Peace Funds	P5
1	Senior Officer Verification and Certification Unit	P3
1	Principal Verification and Certification Officer	P4
-1	Senior Finance Officer (Suppress)	P3
-1	Finance Officer (Fin. Mgt) (Suppress)	P2
5	Accounts Assistant	GSA5
1	Administrative Assistant	GSA5
<b>9</b>	<b>Total</b>	

43. The Sub-Committee recommended as follows:

### SUB-COMMITTEE RECOMMENDATIONS

No	Post	Grade
1	New Head of Division for External Resources Management Division	P5
1	Head of Unit Peace Funds	P4
1	Principal Verification Officer	P4
3	Accounts Assistants	GSA5
1	Administrative Assistant	GSA5
-1	Suppress Senior Finance Officer Post	P3
-1	Suppress Finance Officer Post	P2
<b>5</b>	<b>Total</b>	

44. The Sub Committee recognized the increased responsibilities and workload on PBFA due to expansion of the AUC budget and the increased volume of resources provided by partners as well as the reporting requirements of all stakeholders. It agreed to provide the Department with a new Division for external Resources and a unit for Peace Funds. It approved the recommendation to suppress two posts of finance officers and provided a Principal Verification Officer.

## ECONOMIC AFFAIRS DEPARTMENT

### COMMISSION PROPOSALS

No.	Posts	Grade
1	Head of Statistics Division	P5
1	Policy Officer Statistics (macroeconomics)	P2
1	Editorial Officer	P1
1	Administrative Assistant	GSA5
1	Secretary for New Division	GSA4
<b>5</b>	<b>Total</b>	

45. The Sub-Committee recommended as follows:

#### SUB-COMMISSION RECOMMENDATIONS

No	Post	Grade
1	Head of Statistics Division	P5
1	Policy Officer Statistics (Macroeconomics)	P2
1	Editorial Officer	P1
1	Administrative Assistant	GSA5
<b>4</b>	<b>Total</b>	

46. In compliance with the Decision of the Conference of Ministers of Economy and Finance, endorsed by the Executive Council Decision EX.CL/Dec 565(XVI) on the Implementation of the African Charter on Statistics, the Sub-Committee endorsed the proposal to create a Statistics Division and to provide additional resources for it.

#### INFRASTRUCTURE AND ENERGY DEPARTMENT

#### COMMISSION PROPOSALS

No.	Posts	Grade
1	Deputy Director	P6
2	Senior Policy Officers transport and Tourism (Road & Rail)	2xP3
1	Chief of Infrastructure Information Management Unit	P3
1	Administrative Assistant	GSA5
1	Data Entry Clerk	GSA4
1	Secretary	GSA4
1	ICT, a unit to be created under the renamed Division of Information Society (or Telecommunication, ICT and Posts)	P4
1	ICT Senior Policy Officer: Endorsed by the Committee on Structure in January 2010	P3
1	ICT Policy Officer: Endorsed by the Committee on Structure in January 2010	P2
<b>10</b>	<b>Total</b>	

47. The Sub—Committee recommended as follows:

#### SUB-COMMITTEE RECOMMENDATIONS

No	Post	Grade
2	Senior Policy Officers (Transport and Tourism)	P3
1	Chief of Infrastructure Information Unit	P3
1	Administrative Assistant	GSA5
1	Principal Policy Officer (ICT Unit)	P4
1	Senior Policy Officer (ICT Unit)	P3
1	Policy Officer (ICT Unit)	P2
0	Rename Division as Information Society Division	0
<b>7</b>	<b>Total</b>	

48. The Sub-Committee endorsed the establishment of an ITC Unit and the renaming of the Division as Division of Information Society and to bring all ICT activities under this Division.

## PEACE AND SECURITY DEPARTMENT

### COMMISSION PROPOSALS

No	Posts	Grade
2	Deputy Director	P6
<b>CONFLICT PREVENTION and Early Warning DIVISION</b>		
1	Situation Room Officer	P2
3	Situation Room Assistants	GSA5
1	Senior Officer Conflict prevention	P3
<b>CRISIS MGT &amp; POST-CONFLICT RECONSTRUCTION DIV.</b>		
1	Head of Division	P5
2	Senior Officer Post-Conflict Reconstruction	P3
1	Policy Officer Post-Conflict & Reconstruction	P2
1	Secretary	GSA4
1	Senior Officer mediation Support	P3
<b>PLANNING OPERATIONS AND SUPPORT DIVISION</b>		
0	Retain current staff of PSOD	
<b>CAPACITY BUILDING &amp; POLICY DEVELOPMENT DIVISION</b>		
1	Head of Division	P5
1	Senior Officer (Training, Evaluation, Doctrines & Planning)	P3
1	Secretary	GSA4
1	Senior Political Officer	P3
1	Clerk	GSA3
1	Head of Project Management Team	P4
0	Senior Program Officer (Existing; Request is to change nomenclature and re-designate current P3 without any cost implications)	P3
0	Program Officer (Existing; change of designation of Officer (Training, Evaluation D & P).	P2
1	Senior political Officer (Anti-Terrorism)	P3
1	Political Officer (Disarmament)	P2
2	Administrative Assistants	GSA5
<b>23</b>	<b>Total</b>	

49. The Sub-Committee recommended as follows:

### SUB-COMMITTEE RECOMMENDATIONS

No	Posts	Grade
1	Situation room Officer	P2
1	Situation Room Assistant	GSA5
1	Head of new Division, Crisis Management and Post Conflict Reconstruction	P5
1	Senior Policy Officer, Post Conflict Reconstruction	P3

No	Posts	Grade
1	Policy Officer, Post Conflict Reconstruction	P2
1	Secretary	GSA5
1	Senior Policy Officer, Mediation Support	P3
1	Senior Policy Officer, Training and Evaluation (Doctrine and Planning)	P3
1	Senior Political Officer	P3
1	Political Officer (Anti Terrorism)	P2
<b>10</b>	<b>Total</b>	

50. In recommend the above positions the Sub-Committee recognized the heavy responsibilities assigned to the PSD in the areas of conflict Prevention, Management, Resolution and Post Conflict Reconstruction. It noted the substantial support provided by partners to the peace operations and the Division and recommended the split of the Division of Conflict Management Division into two Divisions, namely; Conflict prevention Division and Crisis Management and Post Conflict Reconstruction Division.

## POLITICAL AFFAIRS DEPARTMENT

### COMMISSION PROPOSALS

No.	Posts	Grade
2	Deputy Directors	P6
1	Head of Division, Electoral Assistance and Observation Unit	P5
1	Senior Political Officer-Electoral Assistance & Observation	P3
3	Senior PO, Anti-Corruption, Public Service, Free Movement of People	P3x3
1	Administrative Assistant	GSA5
1	Library Assistant	GSA5
2	Two Secretaries for Deputy Director and New Division	2xGSA4
<b>11</b>	<b>Total</b>	

51. The Sub-Committee recommended as follows:

### SUB-COMMITTEE RECOMMENDATIONS

No	Post	Grade
1	Policy Officer Electoral Assistance and Observation	P2
1	Senior Policy Officer, Anti-Corruption and Public Service	P3
1	Administrative Assistant	GSA5
<b>3</b>	<b>Total</b>	

**DEPARTMENT OF AGRICULTURE, RURAL DEVELOPMENT, ENVIRONMENT  
AND NATURAL RESOURCES (DREA)**

**COMMISSION PROPOSALS**

<b>No.</b>	<b>Posts</b>	<b>Grade</b>
2	Deputy Directors	P6
1	Division of Climate Change, Desertification and Disaster Management (Move function to this proposed New Division)	P5
1	Senior Policy Officer for NEW Division of Climate Change (Endorsed by Sub-Committee on Structure Jan.2010)	P3
2	Policy Officer for New Division Climate Change	P2
0	Rename Existing Division to Environment, Water, Land and Forestry Division	0
1	Senior Policy Officer Land & Forestry	P3
1	Policy Officer Land and Forestry	P2
<b>Agriculture and Food Security Division</b>		
1	Senior Policy Officer Food Security & Nutrition	P3
1	Senior Policy Officer (Rural Economy & Development)	P3
1	Policy officer Food Security & Nutrition	P2
1	Administrative Assistant for Department	GSA5
<b>12</b>	<b>Total</b>	

52. The Sub-committee recommended as follows:

**SUB-COMMITTEE RECOMMENDATIONS**

<b>No</b>	<b>Post</b>	<b>Grade</b>
1	Senior Policy Officer, Climate Change	P3
1	Policy Officer, Climate Change	P2
1	Senior Policy Officer, Land and Forestry	P3
1	Policy Officer, Food Security and Nutrition	P2
1	Administrative Assistant	GSA5
0	Rename environment Division as Division of Environment, Climate Change, Water and Land Management Division	
<b>5</b>	<b>Total</b>	

53. Having listened to additional clarifications from the Commissioner in charge of the portfolio, the Sub-Committee recommended strengthening capacity within existing Divisions to address new areas of responsibilities in the Directorate. It deliberated at length on the issue of Climate Change and decided to provide additional staff to address the issue. It also recommended the addition of Climate Change to the title of the Division.

## SOCIAL AFFAIRS DEPARTMENT

### COMMISSION PROPOSALS

No.	Posts	Grade & Step
2	Deputy Directors	2xP6
1	New Head of Division Sports	P5 – New
1	Policy Officer Sport	P2 – New
1	Policy Officer Culture	P2 – New
1	Policy Officer Social Welfare	P2 – New
1	Senior Officer Child Welfare for ACRWC	P3 – New
1	Administrative Assistant for the Department	GSA5 – New
2	Secretaries for the New Deputy Directors	2 x GSA4 – New
<b>10</b>	<b>Total</b>	

54. The Commissioner for Social affairs presented the proposals to the Sub-Committee. In her presentation the Commissioner stated that the proposal to create a Sports Division was a result of the Decision of the African Ministers of Sport, endorsed by the Executive Council, to dissolve the African Supreme Council of Sports and assign its responsibilities to the Commission. The Commissioner provided further clarifications on the proposals of the Commission.

55. Following its Deliberations on the Department the Sub-Committee Recommended as follows:

### SUB-COMMITTEE RECOMMENDATIONS

No	POST	GRADE
1	Head of Sports Division	P5
1	Sports Officer	P2
1	Administrative Assistant	Gsa5
<b>3</b>	<b>Total</b>	

## HUMAN RESOURCES, SCIENCE AND TECHNOLOGY DEPARTMENT

### COMMISSION PROPOSALS

No.	Posts	Grade
1	Deputy Director	P6
1	ICT Officer (endorsed by Sub-Committee on Structures in January 2010)	P2
1	Senior Policy Officer (Science and Technology)	P3
1	Policy Officer (Science and Technology)	P2
1	Upgrading Education Policy Officer to Senior Policy Officer	upgrade P2 to P3
1	Senior Policy Officer HR and Youth Division	P3
1	Senior Policy Officer Education Division	P3
1	Principal Policy for Live and Earth Sciences (deferred by Sub-Committee on Structures in January 2010)	P4

No.	Posts	Grade
1	Senior Policy Officer Life and Earth Science (deferred by Sub-Committee on Structures in January 2010)	P3
1	Policy Officer Bio-Safety	P2
<b>10</b>	<b>Total</b>	

56. Following its deliberations, in which the Commissioner for Human Resources, Science and Technology participated, the Sub-Committee recommended as follows:

#### **SUB-COMMITTEE RECOMMENDATIONS**

No	Post	Grade
1	Policy Officer, Science, Technology and ICT	P2
1	Policy Officer, Human resources and Youth	P2
1	Senior Policy Officer Education	P3
1	Policy Officer Bio-Safety	P2
<b>4</b>	<b>Total</b>	

#### **INTERNATIONAL CENTRE FOR GIRLS AND WOMEN EDUCATION IN AFRICA CIEFFA**

57. The Sub-Committee recalled the Decision of the Assembly, in July 2004, to incorporate CIEFFA in the structures. It endorsed all the Commission proposals and recommended as follows:

#### **SUB-COMMITTEE RECOMMENDATIONS**

No.	Posts	Grade
1	Coordinator	P5
1	Senior Policy Officer (Education)	P3
1	Policy Officer (ICT & Documentation)	P2
1	Administration and Finance Officer	P2
1	Secretary	GSA4
1	Driver/Mail Runner	GSB7
<b>6</b>	<b>Total</b>	

#### **IPED**

58. The Sub-Committee was informed that the predecessor of IPED, (African Bureau for Education Science [BASE]) was established by the OAU in 1988. The Commission started building capacity for IPED to serve as education Observatory as recommended by the Steering Committee of the First Education Decade held in 2002 in Tripoli, Libya and as decided by the 2nd Conference of Ministers of Education of the AU held in April 2005 in Algiers, Algeria.

59. The Sub-Committee endorsed all the Commission proposals and recommended as follows:



## SUB-COMMITTEE RECOMMENDATIONS

No.	Posts	Grade
1	Coordinator IDEP	P5
1	Senior Policy Officer (Education Planning)	P3
1	Policy Officer (ICT & Documentation)	P2
1	Administration and Finance Officer	P2
1	Secretary	GSA4
1	Driver/Mail Runner	GSB7
<b>6</b>	<b>Total</b>	

## TRADE AND INDUSTRY DEPARTMENT

### COMMISSION PROPOSALS

No.	Posts	Grade
1	Senior Policy Officer Inter-African Trade	P3 New
1	Senior Policy Officer Mineral Resources(Industry Division)	P3 New
1	Senior Policy Officer Custom Law (Customs Division)	P3 New
1	Policy Officer(Free movement of Goods & Services, Trade Division)	P2 New
1	Administrative Assistant for Department	GSA5
<b>5</b>	<b>Total</b>	

60. After listening to the Acting Director of the Trade and Industry and further clarifications from the Director of AHRD, the Sub-Committee considered that the staff provided under the post Maputo Structure was adequate. It recommended the provision of an Administrative Assistant to the Department.

## SUB-COMMITTEE RECOMMENDATIONS

No	Post	Grade
1	Administrative Assistant	GSA5
<b>1</b>	<b>Total</b>	

## COMMISSION PROPOSALS FOR THE REPRESENTATIONAL AND REGIONAL OFFICES

61. The proposals for the representational and Regional Offices were presented by the Director of AHRD on behalf of the Commission. The Sub Committee considered the proposals one by one and made the recommendations below.

# **PERMANENT DELEGATION OF THE AU TO THE ARAB LEAGUE OF STATES (Cairo, Egypt)**

## **COMMISSION PROPOSALS**

<b>No</b>	<b>post</b>	<b>grade</b>
1	Political affairs Officer	P2

62. In view of the fact that the Office had only one Senior Political Officer to assist the head of Office, It recommended the creation of a P2 post to strengthen the capacities of the Office to address its increasing responsibilities.

## **SUB-COMMITTEE RECOMMENDATION**

<b>No</b>	<b>POST</b>	<b>GRADE</b>
1	Political affairs Officer	P2

# **AU PERMANENT MISSION TO THE EU (Brussels)**

## **COMMISSION PROPOSALS**

<b>No</b>	<b>POST</b>	<b>GRADE</b>
1	Political affairs Officer	P2

63. The Sub-Committee recognized the growing political role assigned to the Mission and recommended to provide it with a Political Officer as proposed by the Commission.

## **SUB-COMMITTEE RECOMMENDATION**

<b>No</b>	<b>POST</b>	<b>GRADE</b>
1	Political affairs Officer	P2

# **PERMANENT DELEGATION OF THE AFRICAN UNION IN GENEVA**

## **COMMISSION PROPOSALS**

<b>No</b>	<b>POST</b>	<b>GRADE</b>
1	Senior Policy Officer Trade and Economy	P3
1	Public Relations and Communications Officer	P2
<b>2</b>	<b>Total</b>	

64. The Sub-Committee endorsed the proposal to provide the Geneva Office with an additional senior officer to be responsible for Trade and Economy matters.

## **SUB-COMMITTEE RECOMMENDATIONS**

<b>No</b>	<b>POST</b>	<b>GRADE</b>
1	Senior Policy Officer Trade and Economy	P3

**AU REPRESENTATION MISSION TO THE UNITED STATES OF  
AMERICA (Washington DC)**

**COMMISSION PROPOSALS**

No	POST	GRADE
1	Senior Policy Officer Political Matters	P3
1	Policy Officer ,Economic and financial Matters	P2
<b>2</b>	<b>Total</b>	

65. The Sub-Committee considered the proposals and recommended as follows:

**SUB-COMMITTEE RECOMMENDATION**

No	POST	GRADE
1	Senior Policy Officer Political Matters	P3

**THE EXECUTIVE SECRETARIAT OF THE AFRICAN GROUP TO THE UN  
(New York)**

**COMMISSION PROPOSALS**

No	POST	GRADE
1	Protocol Assistant	GSA5
1	Administrative Assistant	GSA5
1	Secretary /receptionist	GSA4
<b>3</b>	<b>Total</b>	

66. The Sub-Committee recommended as follows:

**SUB-COMMITTEE RECOMMENDATION**

No	POST	GRADE
1	Protocol Assistant	GSA5
1	Administrative Assistant	GSA5
<b>2</b>	<b>Total</b>	

**AFRICAN UNION MISSION TO THE SOUTHERN AFRICAN REGION  
(Lilongwe, Malawi)**

**COMMISSION PROPOSALS**

No	POST	GRADE
1	Secretary/Receptionist	GSA4

67. The Sub-Committee endorsed the proposal.

**SUB-COMMITTEE RECOMMENDATION**

No	POST	GRADE
1	Secretary/Receptionist	GSA4

**AU SCIENTIFIC AND TECHNICAL OFFICES INTER AFRICAN  
BUREAU FOR ANIMAL RESOURCES, IBAR (Nairobi, Kenya)**

**COMMISSION PROPOSALS**

<b>No.</b>	<b>Posts</b>	<b>Grade &amp; Step</b>
1	Upgrade IBAR coordinator and Rename to Director	P6 upgrade
1	Deputy Director	P5 New
1	Principal Animal Health Officer	P4 New
1	Principal Animal Production Officer	P4 New
1	Protocol Assistant	GSA5 New
<b>5</b>	<b>Total</b>	

68. The Sub-Committee was briefed by the Director of AHRD on the large programme being managed by IBAR and the large volume of resources provided by partners for IBAR. He appealed to the Sub-Committee to consider the Commission's proposals in the light of the fact that IBAR has been delivering on its programmes and need to be given appropriate level leadership.

69. The Sub-Committee concurred with the director of AHRD and recommended as follows:

**SUB-COMMITTEE RECOMMENDATION**

<b>No.</b>	<b>Posts</b>	<b>Grade &amp; Step</b>
1	Upgrade IBAR coordinator and Rename to Director	P6 upgrade
1	Protocol Assistant	GSA5 New
<b>2</b>	<b>Total</b>	

**PAN-AFRICAN VACCINE CENTRE, PANVAC (Debre Zeit, Ethiopia)**

**COMMISSION PROPOSALS**

<b>No</b>	<b>Posts</b>	<b>Grade</b>
1	Laboratory Technician	P2
1	Laboratory Assistant	P1
1	Driver	GSB7
1	Cleaner	GSB6
<b>4</b>	<b>Total</b>	

70. The Sub-Committee Recommended as follows:

**SUB-COMMITTEE RECOMMENDATION**

<b>No</b>	<b>Posts</b>	<b>Grade</b>
1	Laboratory Assistant	P1
1	Cleaner	GSB6
<b>2</b>	<b>Total</b>	

**INTER-AFRICAN PHYTOSANITARY COUNCIL (IAPSC) (Yaoundé, Cameroon)**

**COMMISSION PROPOSAL**

No	POST	GRADE
1	Information and Communication Officer	P2

71. The Sub-Committee endorsed the proposal.

**SUB-COMMITTEE RECOMMENDATION**

No	POST	GRADE
1	Information and Communication Officer	P2

**SCIENTIFIC AND TECHNICAL RESEARCH COMMISSION (STRC).Lagos,  
Nigeria**

**COMMISSION PROPOSAL**

No	POST	GRADE
1	Protocol Assistant	GSA5

72. The Sub-Committee endorsed the proposal

**SUB-COMMITTEE RECOMMENDATION**

No	POST	GRADE
1	Protocol Assistant	GSA5

**THE AFRICAN ENERGY COMMISSION (AFREC) (Algiers, Algeria)**

**COMMISSION PROPOSAL**

No	POST	GRADE
	<b><i>Office of the Director</i></b>	
1	Director	D1
1	Administrative Assistant	GSA5
1	Mail runner	GSB6
1	Driver	GSB7
	<b><i>Energy Policy, Planning and Strategy</i></b>	
1	Head of Division	P5
1	Principal Policy Officer, International	P4
1	SPO Energy Economist	P3
1	SPO Energy Capacity Building Officer	P3
1	SPO( Energy Information System)	P3
1	Secretary	GSA4
	<b><i>Communications and ITC</i></b>	
1	Communication and Publications Officer	P2
1	Cataloguer	GSA5
	<b><i>Administration</i></b>	
1	Administration and Human Resources Officer	P2

No	POST	GRADE
1	Administrative Assistant Protocol	GSA5
1	Filing Clerk	GSA3
1	Secretary receptionist	GSA4
1	Driver	GSB7
1	Finance Officer	P2
<b>18</b>	<b>total</b>	

73. The director of AHRD informed the Sub-Committee that AFREC was operating with an as-hoc structure. As a specialized Commission of the AUC it needed to given a Permanent structure to enable it carry out its mandate. He stated that the Commission proposal constituted a minimum take off structure that would be built on in the future.

74. After considering the proposals the Sub-Committee Recommended as Follows:

#### **SUB-COMMITTEE RECOMMENDATION**

No	POST	GRADE
1	Director	P6
1	Administrative Assistant	GSA5
1	Driver	GSB7
1	Chief of Division, Energy Policy, Planning and	P5
1	Principal Policy Officer , International	P4
1	SPO (Energy Information System)	P3
1	Communication and Information Officer	P2
1	Administrative Assistant/Protocol	GSA5
1	Secretary/receptionist	GSA4
1	Finance Officer	P2
<b>10</b>	<b>Total</b>	

#### **Sub-Committee General Recommendations**

75. During its deliberations the Sub-Committee made following observations and recommendations:

- 1) The Sub Committee noted the financial implications of its Proposal amounting to US\$10,401,611.98 and which are annexed to this report. In view of the huge financial implications of the new positions and other adjustments recommended by, the Sub-Committee during its sessions it recommended that the absorption of these positions be phased over a period of 5 years (i.e. US\$2,080,322.39 annually) and that recruitment be subject to the annual approved manpower budget of the organization and the priorities established by the Commission;
- 2) Recruitment for all positions approved should be done in line with the AU policy of competition, transparency, fairness, the need for regional balance and respect for the country quota system;

- 3) The Commission should harmonise its procedures and ensure that it exhausts its internal consultation processes before meetings with the Sub-Committee to avoid incidents of departments coming to the Sub-Committee with new issues/requests that are not contained in the Commission's proposals;
- 4) The Commission should conduct an evaluation of existing staff with a view to identifying skill gaps as well as redundant capacity which may be addressed by a re-organization exercise including re-deployments that may not necessarily require creating new positions;
- 5) For future consideration of adjustments to the structure especially for regional/technical and representational offices, the Commission should provide some guidelines on the minimum as well as optimum-to-maximum requirements based on experience since Maputo and also based on the mandates of the different offices;
- 6) The Sub Committee would take up the proposals on the structures of the other Union Organs Shortly after the January 2011 Meetings of the Assembly.

#### **Adoption of the Report**

76. The Sub-Committee met on 23 December 2010 to adopt its report. The Sub Committee Congratulated the Commission for the excellent quality of the report which has faithfully reflected the proceedings of the Sub-Committee and provided all information requested by the Sub-Committee. The meeting went on to make some amendments which were incorporated in the present report. In response to a question on the time frame for the implementation of the recommendations of the Sub-Committee the Director of AHRD referred to paragraph 75 (1) of this report and added that implementation will only start after the consideration and adoption of the recommendations by the policy organs of the Union. He added that implementation would be within the budgetary resources annually provided for recruitment and on the basis of priorities established by the Commission.

77. The Sub-Committee completed its deliberations, adopted its report contained in this document and brought its meeting to end at 17:00 hours on 23 December 2010.