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**EXECUTIVE COUNCIL**  
**Seventh Ordinary Session**  
**28 June – 2 July 2005**  
**Sirte, Libya**

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**REPORT OF THE MEETINGS OF THE**  
**SUB-COMMITTEE ON STRUCTURE**  
**20 JUNE, 2005**

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**SUB-COMMITTEE ON STRUCTURE**  
**16 NOVEMBER, 2004 TO**  
**3 JUNE, 2005**  
**ADDIS ABABA, ETHIOPIA**

*Original* : English

**REPORT OF THE MEETINGS OF THE**  
**SUB-COMMITTEE ON STRUCTURE**  
**20 JUNE, 2005**

## **I. INTRODUCTION**

1. The Sub-Committee on Structure held several meetings during the period November 16, 2004 to June 3, 2005 at the AU Commission Conference Centre, with the view to considering the adjustments to the Structure of the Commission that was adopted in Maputo, as per Decision Ext/Ex.CI/Dec.1(VI) of the Extraordinary Session of the Executive Council held in Addis Ababa from 6 to 7 December 2004. The Committee was chaired by Mr. Ali Awidan, Ambassador of the Libyan Arab Jamahiriya and Permanent Representative to the African Union.

## **II. ATTENDANCE**

2. The Sub-Committee members attending the different meetings were Cameroon, Chad, Ethiopia, Gabon, Ghana, Libya, Mauritania, Mozambique, Nigeria, Rwanda, Senegal, South Africa, Sudan, Togo and Zimbabwe.

3. The Commission was represented by the Deputy Chairperson, Mr. Patrick Mazimhaka, the Commissioners, Directors and other staff members.

## **III. OPENING**

4. The Chairperson of the Sub-Committee in his introductory remarks welcomed the participants and also thanked the Commission for convening the meeting. He invited the Deputy Chairperson to introduce the document on the Revised Maputo Structure of the Commission.

5. The Deputy Chairperson indicated that the revised Maputo Structure was a result of the Commission's Strategic Plan and the expansion of its mandate as reflected in the document "*Vision, Mission and Strategic Plan 2005-2007*". Furthermore, he gave a brief assessment of the Maputo Structure and the difficulties the Commission was encountering in fulfilling its mandate. He underscored among, others, the incoherence and the inadequacy of the Maputo Structure in terms of hierarchy principles and decision-making processes, inadequate staff members, poor systems, methods and procedures. He concluded that for the successful implementation of the new mandate of the Commission, the need to revisit the Structure adopted in Maputo was justified.

6. The Deputy Chairperson further stated that the proposed structure was based on the prioritized Programme and lines of action which required efficient Human Resources and an effective structure. He explained the objectives of the Revised Structure and the innovations were brought in as compared to the Maputo Structure.

7. Following this presentation, the Chairperson of the Sub-Committee informed the meeting that he had several consultations with the Chairperson of the Commission on the new proposals and hoped that the Sub-Committee would be able to work smoothly towards a fruitful outcome. The Chairperson also adopted English and French as working languages for the Committee in order to save time on translation of documentation.

#### **IV. ORGANIZATION OF WORK**

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

Morning Session:	10.00 a.m. – 1.00 p.m.
Afternoon Session:	03.00 p.m. – 7.00 p.m.

#### **V. ADOPTION OF THE AGENDA**

9. The Sub-Committee adopted the following Agenda:

- a) Opening of the Meeting
- b) Organization of Work
- c) Adoption of the Agenda

#### **VI. PRESENTATIONS AND DELIBERATIONS OF AMENDMENTS TO THE MAPUTO STRUCTURE**

10. During the debate, members of the Sub-Committee commended the Commission for the quality of the Report. However, most of the members were of the view that the documents were not circulated on time so as to enable them to get the essence of its contents. They also questioned the legal framework under which the Sub-Committee was discussing the proposed Structure of the Commission. Some members of the Sub-Committee requested the Commission to provide clear justifications for the review of the Maputo Structure, together with appropriate job descriptions, so as to enable the Sub-Committee to make appropriate recommendations. Other members indicated that the Commission should have implemented all the decisions related to the Maputo Structure before submitting new proposals for consideration.

11. At this juncture, members of the Sub-Committee requested the Commission to provide information on the framework of the Maputo Decision and the status of implementation of that decision. They also requested for additional information on the financial implications of the new proposed Structure, as well as the job descriptions of the newly created positions, together with an implementation plan 2005-2007.

12. In response, the Commission drew the attention of members of the Sub-Committee to the fact that the report presented in (Volume I & II) contained both the Maputo Structure as well as the proposed amendments. The Deputy Chairperson gave the assurance that the financial implications of the revised Structure, as well as the status of implementation of the Maputo Structure would be provided to the Sub-Committee. He indicated that there was a clear relationship between the Structures, the Programmes and the Budget, and that the exercise of revisiting the Maputo structure should be done in parallel with the above. The revised Structure was based on an incremental approach and this would be reflected in the Budgets and Programmes of the Commission.

13. As far as the legal framework of the Sub-Committee was concerned, the Commission drew the attention of the meeting to the pertinent provisions stipulated in the Rules of Procedure of the Assembly, the Rules of Procedure of

the Executive Council and the Rules of Procedure of the Commission, and explained that the exercise was being conducted within that framework.

14. At the end of its deliberations, the Sub-Committee decided to adjourn its deliberations until the reprioritized Programmes and the Solidarity Budget is approved by the Executive Council in December 2004.

## **VII SUB-COMMITTEE MEETING HELD ON 8 FEBRUARY, 2005**

15. The Sub-Committee resumed its meeting on **8 February 2005**, following the Assembly of the Heads of State and Government meeting held in Abuja, Nigeria from 24 to 31 January 2005.

16. In his opening remarks, the Chairperson of the Sub-Committee paid tribute to the late President Gnassingbe Eyadema of the Republic of Togo who passed away on 5 February 2005. After that, he invited the Chairperson of the Commission to make his introductory remarks.

## **VIII REMARKS BY THE CHAIRPERSON OF THE COMMISSION**

17. In his remarks, the Chairperson of the Commission thanked the members of the Sub-Committee for their availability to support the Commission in revisiting the Maputo Structure, in line with the Commission's Strategic Plan, Budget and new mandate. He noted that the Committee on Structure was the key to all success. He drew the attention of the meeting to the strengths and the weaknesses of the ongoing recruitment process and the implementation of the Maputo Structure. He added that the Commission was going to take all the necessary measures to ensure the correct implementation of Decisions relating to Human Resources and would need the support and understanding of Member States.

18. The Chairperson of the Commission also indicated that the new proposals on the Structure took into consideration the Maputo decision and that its essence went far beyond the scope of Maputo due to its dynamic Programme and Vision, which the Maputo structure did not have. He underscored the need to have a flexible Structure within the approved Budget of 2005. He further provided a detailed progress report on the recruitment exercise and the methodology used.

19. The Chairperson highlighted the difficulties encountered by the Commission during the recruitment exercise and also addressed the issues of lack of transparency expressed by the Member States and reassured that necessary steps would be taken to further improve the recruitment exercise. He deplored the attitude of certain staff members who conveyed unfounded information to Member States in violation of the oath of loyalty and indicated that necessary disciplinary action would be taken in accordance with the Rules and Regulations of the Commission. He gave an overview of the achievements of the recruitment process, which resulted in an improved geographical representation of Member States and a better gender balance within the Commission.

20. The Chairperson highlighted the differences in Maputo Structure and the proposed Structure and provided all the appropriate justifications. He pointed out the innovative efforts that had been made to streamline the structure and remove overlaps in the mandates of some Departments/Directorates.

21. He concluded his presentation by reaffirming his commitment as Chairperson of the Commission in promoting justice and equity during his mandate. He reiterated the importance of a collegial approach in the method of work between the Commission and Member States and that no staff member would lose his/her job as the result of the ongoing process as the Commission would take all the necessary measures to redeploy its staff accordingly.

## **VIII. DELIBERATIONS**

22. Members of the Sub-Committee commended the Chairperson for his report. They made observations on the shortfalls of the recruitment process of the Commission and drew attention to the many complaints received by Embassies, especially on delays and the re-deployment process etc.. The Sub-Committee requested the Commission to submit a report on the implementation of the Maputo Decision for consideration by the Executive Council, with regard to Human Resources. They indicated that the report should mention, among others, the achievements and the way forward.

23. Some members pointed out that the staff numbers being proposed was considerably high and sought clarifications on whether the mandate of the Sub-Committee was to consider a revised structure for the Office of the Chairperson only or to consider the revised structure of the entire Commission.

24. In response, the Commission advised that due to the expanded mandate and responsibilities of the Commission it would be necessary for the Sub-committee to consider all the work done by the Commission on the Structure in line with the decision of the Executive Council that allowed for the Commission flexibility in re-adjusting the Maputo Structure. The Commission also informed the Sub-Committee that additional documents would be provided to support the case for the revised Maputo Structure. While reiterating the Maputo Decision, Member States stressed the need for the Commission to proceed with the evaluation of the Staff Members inherited from OAU.

## **PART A OF THE SUBMISSION BY THE COMMISSION ON THE RE-ADJUSTMENT OF THE MAPUTO STRUCTURE WITHOUT ADDITIONAL FINANCIAL IMPLICATION TO THE 2005 APPROVED BUDGET**

### **IX SUB-COMMITTEE MEETING HELD ON 9 FEBRUARY, 2005**

25. The Sub-Committee resumed its work on 9 February 2005. The Commission introduced a document entitled ***“Report on the Implementation of the Maputo Decision regarding Human Resources, the ongoing recruitment process and the adjustments to the Maputo Structure”*** and a Report on the financial implications of the new proposals.

26. In its presentation, the Commission highlighted the progress so far made in the implementation of the Maputo Decision; the innovative adjustments to the Maputo Structure requested by the Commission; the different Departments/Directorates requiring additional human and financial resources as well as the global financial implications involved. The Commission also explained

its Recruitment Plan and concluded that the proposed adjustments would need additional financial resources of **US\$5,484,388.00**.

27. The Sub-Committee took note of the report and requested the Commission to provide additional information on the following:

- a) The Commission was required to indicate where the additional US\$5,484,388.00 financial resources required would be sourced, taking into account the budgetary provision for the financial year 2005. The Commission was cautioned to as far as possible avoid the utilization of extra budgetary resources to finance staff costs;
- b) The need for submission of job descriptions for new positions with all the necessary justifications;
- c) The Commission should clarify why the revised structure included different grades for similar job functions within the same entities, i.e. Special Assistant.

#### **X     SUB-COMMITTEE MEETING HELD ON 10 FEBRUARY, 2005**

28. The Sub-Committee resumed its session on **10 February 2005**. The Commission provided the necessary justifications and answers to the various questions raised in the previous meeting. Some members took the floor and indicated that the missing job descriptions would definitely delay the work of the Sub-Committee. It was therefore agreed that the Committee will work within the scope of its mandate, as per Maputo Decision [EX/CL. 34(III)] and the Decision of the Extra-ordinary Session of the Executive Council adopted in December 2004, on the re-prioritized Priority Programme, the Solidarity Budget and the 2005 Programme Budget.

#### **XI.   SUB-COMMITTEE MEETING HELD ON 24 FEBRUARY, 2005**

29. The Sub-Committee resumed its meeting on **24 February 2005**. The Commission made a detailed departmental presentation and highlighted, in the first instance, those Departments/Directorates that have made re-adjustments without any financial implications beyond the allocated budget of 2005. Thus in full compliance with the decision of the Extra-ordinary Session of the Executive Council held in December 2004. Those Departments/Directorate were:

- a) Social Affairs;
- b) Infrastructure and Energy
- c) Human Resources, Science and Technology;
- d) Trade and Industry;
- e) Rural Economy and Agriculture;
- f) Economic Affairs;
- g) Peace and Security;
- h) NEPAD.

30. The Commission indicated that the total financial implication following the re-adjustments to the above highlighted Departments/Directorates would be:-

PROGRAMME	ADJUSTED MAPUTO STRUCTURE		MAPUTO STRUCTURE BUDGET		DIFFERENCE	
	NO.	COST	NO.	COST	STAFF	COST
DEPT. FOR SOCIAL AFFAIRS	23	1,432,357.00	23	1,416,499.00	0	15,858.00
DEPT. FOR INFRA. & ENERGY	19	1,135,126.00	19	1,068,309.00	0	66,817.00
DEPARTEMENT FOR HRST	16	881,835.00	18	982,750.00	-2	-100,915.00
• LAGOS OFFICE	17	866,876.00	17	866,876.00	0	0.00
DEPT. FOR TRADE & INDUSTRY	20	822,178.00	20	1,032,561.00	0	-210,383.00
DEPT. FOR FOR RURAL ECONOMY	21	1,299,483.00	22	1,370,440.00	-1	-70,957.00
• NAIROBI OFFICE	18	915,921.00	18	915,921.00	0	0.00
• OUGADOUGOU OFFICE	15	576,682.00	13	561,717.00	2	14,965.00
• YAOUNDE OFFICE	13	500,268.00	13	500,268.00	0	0.00
• NIAMEY OFFICE	16	562,477.00	16	562,477.00	0	0.00
• CONAKRY OFFICE	8	263,387.00	6	177,221.00	2	86,166.00
DEPT. FOR ECONOMIC AFFAIRS	23	1,408,021.00	23	1,398,913.00	0	9,108.00
DEPT. FOR PEACE & SECURITY	58	3,135,126.00	59	3,284,663.00	-1	-149,537.00
NEPAD	3	172,100.00	5	671,083.00	-2	-498,983.00
<b>TOTAL</b>	<b>270</b>	<b>13,971,837.00</b>	<b>272</b>	<b>14,809,698.00</b>	<b>-2</b>	<b>-837,861.00</b>

31. The Commission also indicated that some Departments/Directorates would still require additional resources beyond the 2005 budgetary provision to be able to finance the proposed Adjusted Maputo Structure and these were as follows:

*A Office of the Chairperson*

- (i) Bureau of the Chairperson
- (ii) Regional Delegates to the REC
- (iii) African Citizen Directorate (ex-CSSDCA)
- (iv) Information and Popularization Directorate
- (v) Protocol Services
- (vi) Office of the Internal Auditor
- (vii) Office of the Legal Counsel
- (viii) Directorate for Women, Gender and Development
- (ix) Directorate for Strategic Policy Planning and Resource Mobilization

*B. Office of the Deputy Chairperson*

- (i) Bureau of the Deputy Chairperson
- (ii) Directorate for Administration and Human Resources Development
- (iii) Directorate for Programming, Budgeting, Finance and Accounting
- (iv) Directorate of Conference Services



*C. Directorate of Political Affairs*

32. The Sub-Committee welcomed the initiative undertaken by the Commission in realigning the Maputo Structure without incurring extra-budgetary costs. The Committee however, underlined the importance of retaining the fundamental guiding principles that were considered in establishing the Maputo Structure and these were reiterated as the need for a hierarchical structure that would allow staff mobility and retention within the Commission. The Sub-Committee made the following additional modifications and recommended them for approval:

**(a) Directorate of Peace and Security**

The Sub-Committee recommended the abolishment of two Desk Officer positions at P2 in favour of the establishment of one Head of Division – Defense and Security at P5.

**(b) Directorate of Social Affairs**

The Maputo Structure was maintained.

**(c) Directorate of Infrastructure & Energy**

The position of Head of Division (Post and Telecommunications) at P5 was established together with one Senior Policy Officer (Post and Telecommunications) at P3 as well as a P2 Policy Officer Post and Telecommunications. The Sub-Committee realized the need to retain a hierarchical structure that would allow for upward mobility and staff development within the Commission. The meeting agreed to the abolishment of the Post of Senior Policy Officer Tourism P3 and Policy Officer Tourism P2;

**(d) Directorate of Human Resources Science & Technology**

One additional Post, Senior Policy Officer (ICT) – P3 was recommended for approval. However, the Head of Division on Technology Policy and ICT was deferred for consideration later when funds permit.

**(e) AU Lagos Office**

Structure unchanged except the re-designation of positions of “Stores/Clerk” and “Cleaner/Mail Runner” as “Clerk” and “Mail Runner”, respectively;

**(f) Directorate of Trade and Industry**

One position Policy Officer (Trade) P2 to be retained. One position of Statistician (P2) and One position of Policy Officer Immigration (P2) were abolished in favour of one position of Head of Division Customs Cooperation (P5). However, the portfolios of Immigration and Statistics were recommended for transfer to the Directorates of Political Affairs and Economic Affairs respectively.

**(g) Rural Economy & Agriculture**

- (i) The existing position of Head of Division – Rural Economy, Natural Resources and Environment has been divided into two new divisions, namely; Head of Rural Economy Division P5 and Head of Natural Resources and Environment Division P5. This has been done by abolishing one P2 position and one GSA4 position. One P3 position was recommended for transfer to AU Cairo Office to be a focal point on agricultural issues.

(ii) **Pan-African Tsetse Trypanosomiasis Eradication Campaign (PATTEC) Coordination Office**

The Sub-Committee recommended the retention of the Senior Policy Officer P4 rather than the establishment of the position of Coordinator P5 but recommended the establishment of the Secretary position at GSA4.

(iii) **Inter-African Bureau for Animal Resources (IBAR)**

The Sub-Committee recommended that the post of Animal Resources Officer P2 be abolished in favour of a Web Site Administrator position at P2.

(iv) **Semi-Arid Food Grain Research and Development (SAFGRAD)**

The Sub-Committee recommended the establishment of two positions of Security Guard at GSB8.

(iv) **Inter-African Phytosanitary Council (IAPSC)**

The Sub-Committee recommended for the retention of the status quo.

(v) **Regional Programme for the Integrated Development of the Fouta Djallon Highlands, Conakry**

The Sub-Committee recommended the creation of one Coordinator position P5 and one Agricultural Economist position P3.

(vi) **Pan-African Veterinary Vaccine Centre (PANVAC)**

The Sub-Committee, after debating the structure of PANVAC agreed to reject the proposed structure and advised the Commission to re-submit the structure of PANVAC for consideration. The Sub-Committee also expressed concern that the Commission had gone ahead to establish the office without the approval of the structure by the Sub-Committee.

(h) **Directorate of Economic Affairs**

The Sub-Committee rejected the proposal of abolishing two Policy Officer P2 positions in favour of one Head of Division Statistics at P5 because they observed that the Commission needed to make a decision as to where Statistics will be located between Strategic Planning Policy and Resource Mobilization and Economic Affairs. However, they retained 2 Senior Policy Officers at P3 and one Policy Officer at P2.

(i) **Directorate Conference Services**

The Sub-Committee recommended that this Directorate be discussed together with other offices within the Bureau of the Deputy Chairperson;

(j) **NEPAD**

The Sub-Committee recommended that the number of officers be reduced from 5 to 3 staff members. It also recommended that the position of Coordinator be reduced from P6 to P5.

(k) **The positions Special Assistants for Commissioners**

The Sub-Committee recommended that the Special Assistants for Commissioners be upgraded from Grade P2 to Grade P3. The Commission must ensure that the staff recruited for these positions fit the job profile, skills, experiences and qualifications required.

33. The meeting adjourned and the Commission was reminded to submit job descriptions for the new positions.

**PART B OF THE SUBMISSION BY THE COMMISSION ON THE RE-ADJUSTMENT OF THE MAPUTO STRUCTURE WITH ADDITIONAL FINANCIAL IMPLICATION TO THE 2005 APPROVED BUDGET**

**XII SUB-COMMITTEE MEETING HELD ON 3 MARCH, 2005**

34. The Sub-Committee resumed its meeting on **3 March 2005**. The Chairperson of the Sub-Committee welcomed all the members. He proposed that the meeting considers the document titled "Revised Maputo Structure", Document Volume I, which contained the Proposed Structure of the Office of the Chairperson and the Deputy Chairperson.

**Bureau of the Chairperson**

35. The meeting requested the Deputy Director, Bureau of the Chairperson to brief the Committee on the proposed structure of the Office of the Chairperson. Following the exchange of views and a long debate on

that subject, the Sub-Committee was of the view that apart from revising the structure, it was necessary for the Commission to put in place effective and efficient systems and methods which would improve and enhance its performance. The Committee also observed the principle of hierarchy and its importance and therefore found it inappropriate to have two different categories of staff (Director and Deputy Director) at the same Grade Level of D1, as it would create a hierarchical conflict within the structure. The Committee also observed that in the absence of job descriptions it would be difficult to consider the merits and demerits of the case.

- (a) **The Committee recommended the establishment of two (2) positions of Advisors at P5 level, namely; [(Public Relation, Press, Cultural and Social Affairs) and (Human Security and Defense)] instead of four (4) advisor positions that were initially requested.**
- (b) **The Committee recommended that the Director be designated as Chief of Staff or Chief of Cabinet with the same grade of D1.**
- (c) **The Committee recommended that the Deputy Director be renamed as Deputy Chief of Staff/Deputy Chief of Cabinet with a higher grade level of P5 Step 8 or P6.**
- (d) In the absence of job descriptions, the explanation given by the Commission about the job profiles for the proposed positions of Special Assistant at P5 and the Security Advisor at P5 for the Bureau of the Chairperson was not accepted. At this juncture, the Sub-Committee deplored the fact that the delays in considering the proposal was due to the non-submission by the Commission of all job descriptions for all the new positions.
- (e) The Sub-Committee decided to adjourn the meeting and reconvene when the Commission had submitted to the Members of the Sub-Committee all the required documents that had been requested.

### **XIII SUB-COMMITTEE MEETING HELD ON 12 MAY, 2005**

36. The Sub-Committee resumed its meeting on **12 May 2005** at 10.00 a.m. The Chairperson of the Sub-Committee opened the meeting and acknowledged receipt of the Job Descriptions and Draft Report of the meetings and hoped that all members of the Sub-Committee were able to go through the documents provided by the Commission.

37. The Deputy-Chairperson of the Commission gave a brief on the work covered by the Sub-Committee. He indicated that the necessary job descriptions for all the new posts were done with a view to assisting the Sub-Committee in its deliberations.

38. Following the presentation, the Chairperson of the Sub-Committee invited members of the Sub-Committee to express their views and concerns on the document. Most members were of the view that they were not in a position to read the documents due to late submission by the Commission, which was done late in

the afternoon of 11 May 2005. It was proposed that the meeting be postponed to Monday 16 May 2005, so as to allow all members sufficient time to go through all the documents.

39. The Commission indicated that the grades of all the newly created positions were found in Volumes 1 and 2 of the documents submitted in December 2004, reference ADM.HRD/26A/Vol.1/8290 and ADM.HRD/26A/Vol.2/8290, respectively. All the documents were to be examined in parallel with the job descriptions submitted by the Commission. The Director of Administration and HRD highlighted that the Job Descriptions for the Office of the Chairperson had been compiled and submitted to all members of the Sub-Committee. However, those of the Office of the Deputy Chairperson and Political Affairs were being processed and would be submitted to the Sub-Committee before the next meeting. She explained that the delay was due to a backlog in translation. She also advised the Committee that the Directorate of Human Resources, Science and Technology would be re-submitting a revised proposal for approval by the Sub-Committee.

40. After a long exchange of views, it was unanimously decided that the meeting be postponed to Monday 16 May 2004 at 10:00 a.m. The meeting was adjourned at 10:45 a.m.

#### **XIV SUB-COMMITTEE MEETING HELD ON 16 MAY, 2005**

41. The Sub-Committee reconvened on **16 May 2005** at 10:25 a.m. The Chairperson of the Sub-Committee welcomed participants and reminded them that the meeting was adjourned at the time when they were continuing with the consideration of the proposed structure of the Office of the Chairperson of the Commission. In the absence of the representative of the Bureau of the Chairperson, the Director of Administration & HRD was requested to provide background information that would assist them recap where they were on the discussions of the proposed structure of the Bureau of the Chairperson.

42. Following the presentation by the Director, some members expressed concern on the need for the Commission to consider implementing the revised structure in an incremental manner even if it had to be done beyond 2007. The meeting also expressed the need for the Commission to present the financial implications with regards to the proposed structure, so as to enable the Sub-Committee to make informed recommendations.

43. The Chairperson of the Sub-Committee underscored the importance of security in the Office of the Chairperson of the Commission and urged his colleagues to consider the proposal of upgrading the Cabinet Attaché from P2 to P3. **Following discussions, the meeting recommended the upgrading of the position of Cabinet Attaché P2 to P3.** The Committee also considered the proposal for the establishment of post Special Assistant to the Chairperson of the Commission at P5. **After due consideration of the proposal, the Committee recommended the establishment of the Special Assistant position at P5. The Commission must ensure that the staff recruited for this position fits the job profile, skills, experiences and qualifications required.**

44. The meeting reiterated their earlier discussion on the positions of Director D1 and Deputy Director P5 as follows:

- a) **That the position of Director be re-designated to Chief of Staff and graded at D1;**
- b) **That the position of the Deputy Director be re-designated as Deputy Chief of Staff and graded at P6.**

45. **The Sub-Committee considered the job description of the Secretary to the Commission and recommended its establishment at D1 together with the Secretary position at GSA4.**

46. The Sub-Committee **did not pronounce itself** on the other positions recommended in the Office of the Chairperson, namely;

- a) Special Representatives
- b) Special Envoys
- c) Support Staff
- d) Regional Delegates to RECs
- e) Private Secretary
- f) Administrative Secretary
- g) Filing Clerk
- h) Mail Runner
- i) African Initiatives Programme;
- j) Senior Policy Officer (Secretariat Meeting Follow-up and Documents);
- k) Senior Policy Officer (Relations with AU Organs)

#### **Directorate of Strategic Planning Policy and Resource Mobilization**

47. The Director of Strategic Planning Policy and Resource Mobilization made a presentation underscoring the need for two new Divisions namely Knowledge Management and Policy Analysis and Research.

48. Some members questioned the relevance of the two Divisions and wanted to know the financial implications related to such a proposal. The meeting also wanted an explanation on the status of recruitment for the Directorate of Strategic Planning Policy and Resource Mobilization. The Director of Strategic Planning Policy and Resource Mobilization indicated the number of officers already recruited in his establishment and further argued for the establishment of the two divisions. However, the Committee was not satisfied with his response and recommended that the Department should retain the Maputo Structure.

49. The Sub-Committee requested the Commission to give a brief account on the progress on recruitment. The Director of Administration and Human Resources Development highlighted that the recruitment plan was behind schedule because of the backlog in getting the vacancy announcements translated into the different AU working languages.

50. The Director of Strategic Planning Policy and Resource Mobilization indicated that the two P5 Heads of Division posts mentioned in the Maputo Structure had been already filled and only the lower positions were still vacant. He added that apart from the transfer of the Library and Archives from Administration

Directorate to his Department, which had caused an increase in the staff complement. The Director further advised the meeting that the Commission was proposing the transfer of the International Cooperation and Afro-Arab Cooperation to the Political Affairs Department.

51. Following discussions, the Chairperson requested the Director of Strategic Planning Policy and Resource to later resubmit his proposal for examination.

### **Protocol Services Directorate**

52. The Chief of Protocol Services explained the rationale of upgrading the Protocol Services Unit into a Directorate. He proposed a position of Director D1 and two Heads of Division P5 [(Consular Services, Airport Duties and Immunities & Privileges) and (Ceremonies, Programmes and Functions)]. He added that each Head of Division would be assisted by one Senior Protocol Officer P3, One Protocol Officer P2 and five Protocol Assistants.

53. The Sub-Committee recognized the importance of the Protocol Services along with that extended by the host country. However, they expressed concern on being left out from any assistance and courtesies from the AU Protocol Services. In his response, the Chief of Protocol explained that the difficulties were due to lack of human resources and that the Unit was working around the clock. Members of the Sub-Committee further observed that the problem of the Protocol Services was due to lack of administrative management and that the Unit should only maintain a dignified presence at the airport in order to extend assistance to Member States' dignitaries.

**54. The Sub-Committee concluded that, for the time being, the implementation of the Maputo Structure would be adequate and that due to of financial resources constraints, the Protocol Services Unit should retain the status quo as in the original Maputo Structure and the proposal could be reconsidered at a later stage.**

### **Office of the Legal Counsel**

55. In presenting the revised structure, the Legal Counsel outlined the mandate and core functions of the Office of the Legal Counsel (OLC) as cutting across the work of the various Directorates/Departments of the Commission, AU Policy Organs as well as other Organs and Institutions of the Union. He also pointed out that the need for additional staff had become more pressing in view of the developments that had taken place within the AU Commission, particularly, the adoption of the vision and mission of the AU; the decision of the Fifth Ordinary Session of the Executive Council in July 2004 to establish the AU Commission on International Law; as well as the need to have lawyers proficient in each of the four (4) AU working languages particularly Arabic and Portuguese to assist with drafting and harmonization of legal instruments in all the four working languages of the Union. He concluded by adding that in the implementation of the Maputo Structure, two (2) posts; that of the Legal Counsel and the Deputy Legal Counsel had been filled and the Directorate had to rely on the support of short-term Consultants.

56. During the discussions, the Committee emphasized the importance of providing the OLC with the requisite staff in order to strengthen its work. They mentioned that the proposed OLC structure had too many levels and needed to be reduced in a hierarchical structure. The Sub-Committee also underscored the need for the OLC to submit the necessary job descriptions for the additional posts. The OLC was advised to take into consideration the provision for International Legal Co-operation and that the job descriptions should reflect the necessary balance between experience and academic qualifications as well as the grade level.

57. Due to the absence of job descriptions for the Office of the Legal Counsel, the Committee adjourned the meeting at 01:15 p.m. and the next meeting was scheduled for 17 May 2005 at 10:00 a.m.

#### **XV SUB-COMMITTEE MEETING HELD ON 17 MAY, 2005**

58. The Sub-Committee resumed its session on **17 May 2005** at 10:23 a.m. The Chairperson of the Sub-Committee acknowledged receipt of the job profiles for the new positions under the Office of the Legal Counsel and invited members to consider the proposal.

59. Following discussions on the matter, the meeting concluded that:

- a. **the post of Secretary to the AU Commission on International Law be graded at P4 instead of the proposed P5 and be under the existing structure rather than a separate Division;**
- b. **one (1) additional post of Senior Legal Officer at grade P3 be established, making a total of three (3) Senior Legal Officers at P3;**
- c. **four (4) additional positions of Legal Officers P2 be established, making a total of six (6) P2, while taking into account the need to have Legal Officers with proficiency in the four working languages of the AU;**
- d. **the proposal of adding the new GS positions - one Secretary GSA4, one Filing Clerk GSA3 and one mail Runner GSB6 was approved;**
- e. **the Legal Counsel should ensure that one of the positions is responsible for International Legal Co-operation.**

#### **Office of the Internal Audit**

60. The Office of the Internal Audit in its presentation indicated the gap between the Director D1 and the Senior Auditor P3. The Directorate requested the Committee to consider the establishment of Deputy Director position at P5 that would fill the vacuum and ensure a coherent hierarchical structure and flow of information. Furthermore, the Directorate expressed the need to have an Auditor (ICT) responsible for auditing the IT Systems of the Commission.



61. The Chairperson of the Sub-Committee drew the attention of the meeting to the strategic importance of Internal Audit and following discussions, **the meeting unanimously approved the new position of Deputy Director P5.**

62. The Sub-Committee, however, expressed concern on the establishment of the post of Auditor (ICT) as auditing should be performed by an external body. Moreover, some members were concerned about the duplication and overlap of this function with the Human Resources, Science and Technology and other services related to ICT. The meeting invited the Director of Human Resources, Science and Technology to clarify the roles of ICT within the Commission as performed by the various Departments. The Director in her clarification indicated the importance of the establishment of the position of Auditor (ICT) as the functions of this person would be to audit the activities and performance of all Departments/Directorates dealing with ICT matters. She underscored the need to harmonize ICT activities within the Commission as they relate to operational and developmental activities. Following the explanation provided by the Director, the Sub-Committee agreed on the importance of Auditor (ICT), but recommended that this position be kept pending until the revised job description reflecting the nature of the activities is re-submitted for consideration.

### **Women, Gender and Development**

63. The Directorate briefed the meeting on the proposed structure comprising three Divisions, namely Gender Analysis & Monitoring Division; Women's Rights Division and Coordination, Advocacy and Outreach Division. She proposed that in each Division there be one Head at P5, one Senior Policy Officer at P3 and one Policy Officer at P2. The Directorate would also be supported by four(4) Secretaries GSA4, one (1) Filing Clerk GSA3 and One (1) Mail Runner GSB6.

64. The Sub-Committee noted that the Commission was proposing to abolish the position of P4 in favour of three P5 Heads of Division.

65. The Sub-Committee expressed its concern on the financial implications of the proposed structure and was of the opinion that the three (3) P5 grades were too high. The Sub-Committee differed on the grading of the Secretary to the AU Women Commission (AUWC) as some members were of the view that the Secretary to the AU Women Commission should be at the same level as the one for AU Commission on International Law at P4 instead of P5 and that two Heads of Division P5 should be adequate to assist the Directorate to implement its lines of action. Other members felt that the AU Commission on Women had more responsibilities and therefore its Secretary should be graded at P5.

66. After the exchange of views, **the Chairperson of the Sub-Committee concluded the debate by approving two (2) Heads of Division P5 and one P4 as Secretary to the AUWC** and that the Commission should distribute the newly proposed organigram and its financial implications prior to adoption of the decision. The meeting was adjourned at 13:35 hours and was to reconvene the same day at 16.00 hours.

### **Office of the Deputy Chairperson**

67. The Sub-Committee resumed its session at 16:20 hours with the Office of the Deputy Chairperson. The Head of Bureau of the Deputy Chairperson introduced the subject and explained the general content of the proposed structure under the Office of the Deputy Chairperson, namely the structure of the Bureau of the Deputy Chairperson, the Directorate of Administration & HRD, the Directorate of the Medical Centre, the Directorate of Security and Safety and the Directorate of Information & Communication Technology, Directorate of Programming, Budgeting, Finance & Accounting and the Directorate of Conference Services.

68. The Commission indicated the importance of upgrading the post of Head of Bureau from P5 to D1 and the position of Special Assistant from P2 to P4. The Chairperson of the Sub-Committee invited members to express their views on the submissions.

69. Members of the Sub-Committee expressed concern on the appellation "Head of Bureau" and resolved that it should be one Chief of Staff at D1 in the Bureau of the Chairperson and two (2) Deputy Chief of Staff P6 (one for the Chairperson and one for the Deputy Chairperson) so as to have a hierarchical reporting structure in these two offices. **The Sub-Committee unanimously accepted to recommend that the appellation in the Bureaus of the Chairperson and the Deputy be changed to Chief of Staff D1 and Deputy Chief of Staff P6 respectively instead of Head of Bureau at P5. The Sub-Committee also recommended that the position of Special Assistant in the Deputy Chairperson's Office be upgraded from P2 to P4 and that the Commission must ensure that the staff recruited for this position fits the job profile, skills, experiences and qualifications required.**

70. The Commission introduced two new positions of Technical Advisor P5 in the Bureau of the Chairperson, Finance & Administration and Systems & Methods. The Sub-Committee took note of the proposal and concluded that there was no need to have a Technical Advisor (Finance & Administration) P5 as it would be a duplication of roles and responsibilities that are performed by the two Directors of Administration & HRD and Programming, Budgeting, Finance and Accounting.

**71. With regards to the Technical Advisor (Systems and Methods), the Sub-Commission recommended the establishment of this position at P4 Grade.**

### **Security and Safety Directorate**

72. The Director of Administration & Human Resources Development in her presentation highlighted the importance of Security and Safety within the Commission as this was due to the changed mandate and policy of the Organization that requires the Commission to be an active player in international politics. Therefore, the participatory approach, especially in conflict situations places the employees of the Commission at risk in terms of safety and security. This will necessitate the strengthening of the safety and security for the personnel as well as the premises of the Commission to supplement the efforts of the host country in the provision of these services to the Commission.

73. The Sub-Committee underscored the importance of Security and Safety and observed that it requires a lot of investment. The Sub-Committee therefore,

recommended that it would be cost effective for the Commission to opt for a combination of electronic security systems and well trained human security.

74. The meeting noted that the proposed structure was professionally done, elaborated, too technical and very expensive to implement and proposed to defer the upgrading of the Unit to a Directorate but rather **recommended the establishment of a Division headed by Chief of Security and Safety at P5, a Deputy Chief of Security and Safety at P4, Security Operations Officer P2 and Security Logistics Officer P2. The Sub-Committee also recommended the addition of six (6) Security Guards.**

#### **Medical Centre Directorate**

75. The Head of the Medical Centre gave a brief presentation of the proposed structure and explained the rationale for the request of upgrading the Centre into a Directorate. He indicated that the administrative responsibilities at the Medical Centre have increased due to the number of patients that has also increased. It is therefore necessary to separate the roles of the Medical Practitioners so that they can focus on the needs of the patients and leave the administrative aspects of the management of the Medical Centre to other professionals.

76. The Chairperson of the Sub-Committee observed that the proposal of additional positions was very modest and invited members to express their opinions. **All members agreed unanimously to the proposed structure and recommended the adoption of the following new positions for this directorate:**

- **One (1) Director of Medical Centre at grade D1**
- **One(1) Head Medical Administration Division P5**
- **One (1) additional Medical Officer P4**
- **Two (2) additional Nurses GSA5**
- **One (1) additional Lab. Technician GSA5**
- **One (1) additional Secretary GSA4**
- **One (1) Filing Clerk GSA3**
- **One (1) Laboratory Attendant GSB6**
- **Four (4) Medical Attendants GSB6**
- **One (1) Mail Runner GSB6**

77. The meeting was adjourned at 19:08 hours and was to be reconvened on 18 May 2005 at 16:00 hours

#### **XVI SUB-COMMITTEE MEETING HELD ON 18 MAY, 2005**

78. The Sub-Committee resumed its session on **18 May 2005** at 16:20 hours.

#### **Information & Communication Technology (ICT) Directorate**

79. A Representative of the MIS Division presented the essence of the upgrading the Division to a Directorate and also briefed the meeting on the planned activities in terms of Communication Infrastructure; Connectivity with

Representational Offices, RECs and Member States' Embassies and the Information Systems.

80. Members expressed the importance of ICT in the work of the Commission as well as its relations with Member States. They however observed that the Division required reinforcements at the Technicians' level rather than Managerial level. They were of the view that once the communication and network infrastructure and the information systems are in place, it would require more technical hands to sustain the system. Some members were of the opinion that the element of skills upgrading was critical for sustaining the system and the Commission should consider this pertinent issue in its Programme concepts.

81. **The Chairperson of the Sub-Committee concluded that on the basis of the financial resources available, it would be cost-effective to keep the structure of the MIS Division unchanged and that any future improvement of its structure could be submitted for consideration at a later stage.**

#### **Administrative Services Division**

82. The Director of Administration & Human Resources Development in her presentation, advised the Sub-Committee that they are no longer requesting for the total complement of personnel as indicated in the proposed structure but rather they would prefer to have an incremental approach over the years as an organizational structure is not static but dynamic. She therefore tabled as of paramount importance for discussion at the session, the position of Head of Division Procurement P5 as being necessary due to the increased procurement activities especially at the level of international tenders that would have to be serviced by the Commission on behalf of the AU Field Missions. This level of accountability requires senior qualified and competent personnel to manage and supervise effectively. There was also a request for two additional Clerks to manage the activities of the Registry as the communication within the Commission has increased considerably.

83. Several members took the floor and expressed their concern on the separation of Procurement and Travel Units into two Divisions. They mentioned that since the Maputo Structure provided for one Procurement Officer P2 then a rational request for one (1) additional Travel Officer P2 would be acceptable than requesting for one (1) Head of Division P5 responsible for Procurement only. The Commission responded by explaining the volume of work at the Procurement and Travel Unit and pleaded with the Sub-Committee to consider the matter.

84. Following discussions, the meeting recommended that instead of creating Managerial positions, it would add value to create lower positions in the Procurement and Travel Unit in order to remedy the crisis. **The Sub-Committee therefore recommended the creation of one (1) position of Travel Officer P2 and two (2) Clerks GSA3.**

85. The Director of Administration and Human Resources Development also requested for the transfer of Library and Archives Unit to the Directorate of Strategic Planning Policy and Resource Mobilization. **The Committee recommended the transfer of the Library and Archives Unit to the mentioned Directorate.**

### **Programming, Budgeting, Finance & Accounting (PBFA) Directorate**

86. The Director of Programming, Budgeting, Finance & Accounting (PBFA) presented a revised structure of a 35 staff complement and indicated that the proposal was in line with the recommendations of Ernest & Young Report and the consensus between the Commission and the Advisory Sub-Committee to strengthen the Department. She indicated that Maputo provided for 23 and she was requesting for additional 13.

87. It was recommended that the position of Head of Pre-Audit be abolished since there is a Department of Internal Audit. However, the Pre-Audit Unit would be maintained to provide the pre-audit check within the PBFA. The Sub-Committee also observed that the Internal Audit should be streamlined to provide the necessary checks and balance.

**88. The Sub-Committee recommended the establishment of two (2) Senior Finance Officers P3, Six (6) Finance Officers P2, One (1) Accounts Assistant GSA5, Two (2) Data Processing Clerk GSA5, One Secretary GSA4 and One Mail Runner GSB6 and abolishment of the position of One Data Processing Officer P2.**

### **Conference Services Directorate**

89. The Head of Bureau of the Deputy Chairperson presented the proposed structure of the Conference Services Directorate comprising of three (3) Divisions, namely Translation & Revision Division, Documentation Division and Interpretation Division. He also indicated that due to the increased in number of meetings the Directorate had requested for One (1) additional Interpretation Equipment Operator/Technician GSA4, Two (2) additional Interpreters P4 (Arabic and Portuguese), Two (2) additional language Secretaries GSA4 (Arabic and Portuguese), One (1) Senior Verbatim Officer P3 + twelve (12) verbatim Typists GSA4, and other GSA category staff for the Printing Unit.

90. The meeting pointed out the importance of the Conference Directorate and highlighted the need for strengthening its activities, so as to enable it to produce quality documents in the four AU working languages. All members agreed that unless strengthening was done, it would be difficult for the Conference Services to provide quality translation and interpretation. Some members wanted further information on the use of freelance staff by the Conference Services as it entailed airfare, per-diem and salary and also deplored the poor quality of documents translated by the Commission. Others were concerned about the proposal of using a verbatim mechanism in recording meetings as they believed that the modern technologies could provide the necessary tools and use of archaic verbatim technology would not be of any value to the Commission.

91. The Head of Bureau of the Deputy Chairperson confirmed that the use of freelance was very expensive to the Commission and explained the difficulties in recruiting Translators and Interpreters, as these are on high demand in the market and were paid higher rates elsewhere.

92. **The Sub-Committee recommended the establishment of Three (3) Heads of Division (Translation & Revision, Documentation and Interpretation) and Two (2) additional positions of Interpreters P4 (1 Arabic and 1 Portuguese)** and unanimously rejected the proposal for verbatim Senior Officer P3 and 12 Verbatim Typists GSA4.

#### **African Citizens (CIDO) Directorate**

93. In his presentation, the Senior Coordinator of CSSDA highlighted the rationale behind the expansion and strengthening of the CSSDCA Unit into a Directorate on the basis of its cross-cutting partnership with the Civil Society and its service functions. He proposed the upgrading of the P6 position to D1, creation of two Head Divisions P5 (Diaspora and Civil Society) and the abolishment of three (3) Senior Policy Officers P3 and 1 Administrative Assistant GSA5, and turn them into Desk Officers P2.

94. The members that took the floor were of the view that it would be financially and administratively sound to have two continental sections for the Diaspora of having either Europe-USA and Asia-Oceania or USA and Europe-Asia-Oceania.

95. **The proposed structure was accepted with amendments of 2 regional desk officers (USA and Europe-Asia-Oceania) for the Diaspora instead of the 3 and the upgrading of the P6 position to D1, creation of two Head Divisions P5 (Diaspora and Civil Society) and the abolishment of three (3) Senior Policy Officers P3 and 1 Administrative Assistant GSA5, and turn them into Desk Officers P2.**

96. The meeting was adjourned at 20:15 and was to be reconvened on 19 May 2005 at 16:00 hours

#### **XVII SUB-COMMITTEE MEETING HELD ON 19 MAY, 2005**

97. The Sub-Committee resumed its session on **19 May 2005** at 16:30 hours.

#### **Political Affairs Directorate**

98. The Director of Political Affairs in his presentation, explained the need of having two separate Directorates, namely Democracy, Governance, Human Rights and Humanitarian Affairs and the External Relations Department. He added that as far as the Maputo Structure was concerned, the Divisions of Democracy & Governance and that of Humanitarian Affairs already existed and the Commission was requesting for one additional Division, namely Human Rights. He furthermore highlighted that the External Affairs Directorate was completely new. He also indicated that the Afro-Arab Cooperation was being recommended for transfer from the Directorate of Strategic Planning to the Directorate of Political Affairs as an effort by the Commission to streamline the mandate of portfolios.

99. The Chairperson of the Sub-Committee drew the attention of the meeting to reviewing the Maputo Structure and that the creation of a completely new Department was not in the mandate of the Sub-Committee. He therefore requested members to consider only the issue related to the Directorate of Political Affairs (Democracy, Governance, Human Rights and Humanitarian Affairs) and

that of External Affairs would be taken in tandem with the proposal of the Jamahiriya in having one Minister of External Affairs for the whole continent. He furthermore highlighted that unless the Maputo Structure was fully implemented, it would be rather difficult to evaluate the effectiveness of the proposal for the creation of the Human Right Division.

100. Members of the Sub-Committee took the floor and expressed their views on the components of Human Rights which was taken care of by the African Commission on Human and People's Rights (ACHPR), Banjul and that Maputo did provide for the Commission with one Political Officer P2 to undertake liaison work.

101. **At the end of a lengthy debate, the Sub-Committee recommended that the Political Affairs Department retains the two Divisions as approved in Maputo and that the Political Officer (Human Rights) P2 be upgraded to P3 and should continue to be the focal point between the Commission and the ACHPR.**

#### **Strategic Planning Policy and Resource Mobilization (Re-submission)**

102. The Director was requested to shed some light on the proposed structure of the Directorate. He indicated that the Maputo Structure provided for two Divisions and in total it had a staff complement of 19. He further added that the Commission intended to transfer the components of Afro-Arab Cooperation Division and Cairo Office to the new Directorate of External Affairs and the components of Library and Archives from the Administration & HRD were to be transferred to the proposed Knowledge Management Division.

103. The Sub-Committee deplored the decision taken by the Commission to transfer Afro-Arab Cooperation Division and the Cairo Office to the Political Affairs Department without any consultation and approval by the Sub-Committee on Structure and other authorities. The Committee reiterated that until further notice, the Afro-Arab Cooperation Division and the Cairo Office would remain, as in Maputo Structure, under the Strategic Planning Policy and Resource Mobilization. He further indicated that the Commission should prepare and submit to the Sub-Committee an explanatory document on the proposed transfer between Strategic Planning and Political Affairs, for consideration during its next meeting.

104. With regards to the proposal of the Head of Knowledge Management Division P5, several members were of the view that the position of Secretary to the Commission P5, in the Bureau of the Chairperson, had the mandate to handle institutional memory and that there was no need for a Head of Division P5 Knowledge Management. The two (2) positions provided by the Maputo Structure, Senior Officer (Library) P3 and Senior Officer (Archives) P3 were enough to handle the issues of Library and Archives. Members of the Sub-Committee deplored the state of the Library and Archives and urged the Commission to take necessary measures to improve them. **The Sub-Committee recommended status-quo on the structure.**

#### **Human Resources, Science and Technology (HRST) Directorate**

105. The Director of HRST explained the difficulty the Directorate had in implementing its mandate with regards to the staff complement provided by the

Maputo Structure. She indicated that Maputo Structure provided for one Director at D1, two (2) Heads of Division P5, two (2) Senior Policy Officers P3 and four (4) Policy Officers P2. She proposed the abolishment of three (3) positions of Policy Officers P2 in favour of one (1) new Head of Division P5- Education. She added that the creation of a new Division did not entail any additional financial implications and the cost remained within the 2005 budget.

**106. The Sub-Committee unanimously recommended the establishment of the position Head of Division P5 – Education in addition to the two existing Divisions of Science & Technology, and Human Resources & Youth and to that effect the abolishment of three (3) positions of Policy Officers P2.**

#### **Protocol Services (Re-submitted)**

107. The Ambassador of the Federal Republic of Nigeria made an appeal to the Chairperson of the Sub-Committee to re-open the debate on the proposed structure of the Protocol Services. The Chief of Protocol was requested to give a brief and a realistic proposal. He highlighted the need to have additional hands to support the activities of the Protocol Services and agreed to the fact that the Unit would extend courtesy to Member States Embassies and other dignitaries attending AU meetings. He reiterated the proposal of two (2) Divisions, as there was no change between the OAU Protocol Structure and the current AU one except for a few General Service staff.

108. During discussions, several members were of the view that the Protocol Services needed additional hands at Protocol Assistant level than at managerial level of Head of Division P5. Some members recommended increasing the number of Protocol Officers P2, Protocol Assistants and Clerks (GS categories). The Chairperson drew the attention of the meeting to the limited amount of resources and indicated that there was no need to upgrade the Managerial levels (D1 & P5) and it would be rationale to have additional P2 and GSA staff.

**109. The Sub-Committee recommended the establishment of the following positions in addition to the Maputo Structure for the Protocol Unit, Two (2) additional posts of Protocol Officer P2 and Two (2) additional posts of Protocol Assistant GSA5.**

#### **Information and Popularization Directorate**

110. A Representative of the Information and Communication Division presented the proposed structure. He explained the rationale of the proposed Directorate vis-à-vis the current Maputo Structure. He expressed the need of having a Division in-charge of Publications, Web-Site Management, and Editions in line with the activities and popularization of the African Union.

111. During the discussion that ensued, several members were concerned with the proposal to abolish certain positions in order to create Directorates and the Commission needed to provide information on the financial implications behind the proposed structure.

**112. The Sub-Committee recommended retaining the Maputo Structure as is since the proposed structure went beyond the 2005 Budget. It would**



therefore be illogical to accept any additional posts into the existing structure. The meeting was adjourned at 19:12 hours.

#### **XVIII SUB-COMMITTEE MEETING HELD ON 3 JUNE, 2005**

113. At the request of the Chairperson of the Commission, the Sub-Committee on Structure met on **3 June 2005** at 17:00 hours to accord the Commission the opportunity to present their concerns regarding the work done by the Sub-Committee up to then. The meeting was chaired by Mr. Ali Awidan, Ambassador of the Libyan Arab Jamahiriya and Permanent Representative to the African Union. The Commission was represented by the Chairperson of the Commission, His Excellency Alpha Oumar Konare, the Deputy Chairperson, Mr. Patrick Mazimhaka, the Commissioners, Directors and other staff members.

114. The Chairperson of the Sub-Committee expressed his gratitude to members present and the Commission for their participation and constructive contributions to the proposed Post-Maputo Structure. He highlighted the importance of meeting prior to the finalization of the Report at the request of the Chairperson of the Commission in order to take on board his pertinent observations on the structure before its presentation to the PRC. He then invited the Chairperson of the Commission to brief the meeting on the proposed Post-Maputo Structure.

115. The Chairperson of the Commission expressed his appreciation to the Sub-Committee for accepting to re-open the debate on the proposed structure and acknowledged the good work done so far by the Sub-Committee to strengthen the human capacity at the Commission. He added that his main concern was the recommended structure for his office, the Deputy Chairperson and that of the Directorate of External Relations. The re-opening exercise is crucial prior to the finalization of the report so as to prevent the global re-opening of the debate in the PRC and Executive Council meetings.

116. He expressed the need for the Sub-Committee on Structure to reconsider the positions of Private Secretary and Administrative Secretary without which the Chairperson of the Commission cannot perform his duties. He briefed the meeting on the importance of four (4) Technical Advisors in the Bureau of the Chairperson, two (2) in the Bureau of the Deputy Chairperson and one (1) in the Office of each Commissioner so as to provide the necessary backup support in the different fields of activity. He added that for a cost-effective support, the Office of the Chairperson required a minimum of six (6) or seven (7) Technical Advisors and that the Commission was proposing to have a minimum of four (4) namely:

- a) Defense and Human Security;
- b) Public Relations and Human Rights;
- c) Socio-Cultural Matters; and
- d) Diplomatic External Relations (Afro-Arab)

117. He drew the attention of the Sub-Committee to the fundamental element of Diplomatic External Relations. He emphasized the need for Africa to speak with one voice. He indicated the importance of establishing strong linkages with the Afro-Arab world as it is the future for economic development that would have a global effect on the entire world.

118. He expressed lack of technical capacity in certain fields and therefore advocated for the addition of the position of Technical Advisors who would provide technical expertise in the various fields. He also indicated that the linguistic status of the Commission was another difficulty as most documents were received and produced in English, which he does not master. The Advisors would be in a position to handle at least two AU working languages and that would help in the processing of documents.

119. He highlighted that during the deliberations of the proposed Post-Maputo Structure, the Sub-Committee was of the view that Commissioners were advisors to the Chairperson of the Commission and therefore no need to provide additional advisors. However, this is a misconception as the Commissioners have a lot of work emanating from the activities of their directorates. The Chairperson also confirmed the availability of the financial resources that could fund the entire request for additional personnel for his Office. He appealed to the Sub-Committee to authorize the Commission to mobilize funds to cover the extra staff costs as requested. He explained that several Member States were ready to sponsor the strengthening of his Cabinet taking into consideration the issue of regional equilibrium and distribution. He pleaded for the reinforcement of his Cabinet so as to improve the work delivery.

120. He alluded to for Africa to have a continental strategy and policy hence the need for the Sub-Committee to re-consider their initial decision of declining to strengthen the Division responsible for Communication Strategy and Policy within his office due to financial constraints.

121. He observed that the lack of a Communication Policy had a negative image on the continent and it was time Africa took remedial action on such matters. He then gave example of communication strategy for the Darfur where the Commission was not able to convey information to the outside world while everybody was aware that the African Union was able to stabilize the situation and that the Commission was performing a good job. He added that even in Addis Ababa, information about the Commission and African Union does not exist and is not understood due to a weak communication strategy. He concluded that the Commission needed a new communication policy and strategy and if the Sub-Committee accepted his proposal, he would obtain for the necessary funding from other sources to cover the staff costs.

122. The Chairperson of the Commission further requested for the re-adjustments to the Structure in the areas of Health, Culture, Youth and Sports in the Office of the Commissioner in-charge of Social Affairs and the aspects of External Relations in the Office of the Commissioner in-charge of Political Affairs so that the different Representational Offices would be regrouped under a single department/port-folio. This arrangement would allow the regrouping of all AU External Offices to be known as Representational Offices, while those in conflict areas will be known as Missions and those offices affiliated to the RECs to be known as Delegation Offices.

123. He confirmed the opening of the AU Washington Representational Office in 2005. He also noted that it would have been ideal to establish other offices in Paris, Vienna, Japan, China, India, Brazil, Scandinavia, Iran, Turkey and Canada.

However, due to lack of resources it is requested that the AU be represented by the Deans of the Member States in the Diplomatic Corps.

124. He therefore made a plea for the Sub-Committee to consider the AU Delegation Offices to the RECs as they were the pillars of the Union. He noted that one delegation Office already existed at the level of SADC and this proposal was in line with Article 33 of the Peace and Security Council.

125. He also requested for the upgrading of the salary scale of the Advisors, from P5 to D1 – P6. Advisors are normally at directorate level and for their experiences and expertise, it would not be rational to grade them at P5. He advised that he intended to appoint ex-Ministers of Foreign Affairs and Ex-Ambassadors to these positions and it would not be attractive if the grades were at the level of P5 or P6. He gave the example that an Officer at P5 level would not be in a position to coordinate the activities of Ambassadors in New York.

126. He added that as far as the positions of Coordinator of PATTEC and PANVAC were concerned, the Sub-Committee had kept the status quo of P4 compared to the proposal of the Commission to upgrade the salary to P5, since they were responsible for the overall coordination of the activities in the Continent.

127. The Chairperson of the Sub-Committee on Structure commended the Chairperson of the Commission for the clarity of his presentation on the proposed Post-Maputo Structure and reassured him of their support in ensuring that he gets the best working conditions for the performance of his duties. He, however, highlighted that the mandate given to the Sub-Committee by the Executive Council was for reviewing the current Maputo Structure within the Budget 2005. To that end, he reiterated that the Sub-Committee had examined all the documents submitted by the Commission and had given its best consideration.

128. Members of the Sub-Committee expressed their concerns on the lack of Communication Strategy and Policy as indicated by the Chairperson of the Commission. The case of Darfur was a good example where due to the non-existence of an AU communication policy, other Organizations were taking the credit of the work done by the African Union. They highlighted that all these problems were related to the financial constraints of Member States.

129. The Sub-Committee agreed to the proposal made by the Chairperson of the Commission that the cost implications as a result of the added personnel be financed by some Member States and not from the budget of 2005. However, they were concerned about the following constraints:

- a) Since the Chairperson of the Commission had given the assurance that Member States shall sponsor these new positions of advisors, there was need for the Commission to define the managerial relationship and conditions of service between these appointees and those within the Commission.
- b) Would the Commission integrate these new positions of advisors within the structure of the Commission? What would happen if those Member States stopped their financial support to these new positions? Would these positions be absorbed within the Post Maputo Structure?

- c) What would be the sustainability of the financial mechanism of the positions of Advisors?
- d) For similar positions, this proposal would create a problem at the operational level of the structure for those positions that were accepted and those not accepted.
- e) It was necessary for the Commission to provide the job descriptions of the different positions of Advisors so that they could be evaluated as the rest of the staff of the Commission.
- f) The appellation of the Advisor Afro-Arab was found to be inappropriate and the Commission was requested to provide a new appellation.

130. The Sub-Committee recommended **the following additional positions for the Bureau of the Chairperson. The Sub-Committee also recommended that the financing of all the additional positions be effected within the budget of the Commission.**

- a) 1 x Advisor - Human Security and Defense (P5)
- b) 1 x Advisor - Public Relations, Press Charged with Human Rights (P5)
- c) 1 x Advisor - Diplomacy charged with Afro-Arab Relations (P5)
- d) 1 x Advisor - Cultural Affairs (P5)
- e) 1 x Director of Communication (D1)

## **XIX ANY OTHER BUSINESS**

131. The Sub-Committee requested the Commission to provide an inventory list of staff members by countries for all the positions filled so as to enable Member States to evaluate the status of the Implementation of the Maputo Structure.

## **XX CLOSING REMARKS**

132. The Chairperson of the Sub-Committee thanked all members for their valuable contributions, assistance and support in the deliberations and requested the Commission to submit future demands after the full implementation of the Adjusted Maputo Structure. However, the Commission is at liberty to present to the Sub-committee, any new request for staffing and readjustment to their structure on condition that they had secured resources.

133. The Head of Bureau of the Deputy Chairperson took the floor and thanked the Chairperson and all members for their commitment, hard work, perseverance and responsiveness to the demands of the Commission.

134. The Chairperson indicated that the meeting for Adoption of the Report would take place any time the following week and that the Commission would inform the Members accordingly.

135. The meeting was adjourned at 19:45 hours.

136. The financial implication for the new positions that require additional resources is attached as **Annex 2** to this report.

## **XXI ADOPTION OF THE REPORT**

137. The Sub-Committee met on June 20, 2005 at 15:00 hours for the adoption of its report. The Chairperson of the Sub-Committee welcomed all the members and proposed for the meeting to reconsider the structure of the PANVAC and gave the floor to the Commissioner in charge of Rural Economy and Agriculture to explain the requirement of PANVAC.

138. The Commissioner recalled the decision of the Council of Ministers of 1988, which elevate PANVAC as a specialized African Union institution, and an agreement between the Commission and the Federal Democratic Republic of Ethiopia was signed in Maputo to the establishment of PANVAC, which is located in Debrezeit. The Centre had started its activities as a project. She recalled that since the 6th Executive Council of December 2004, a budget of US\$350,000 was allocated to PANVAC as its activities were funded by the PACE programme of the European Union, which would come to an end in August 2005.

139. The Commissioner highlighted that if a structure were not put in place, the institution would be close again as in the past. The Commission indicated that PANVAC is centre of excellence, for the provision of continental assistance on animal resources and certification mainly in vaccination and biological products.

140. The Sub-Committee agreed unanimously on the importance of PANVAC Center and that its funding should be within the AU Structure and budget. The Sub-Committee recommended the approval of the structure of PANVAC to be composed of 9 staff members instead of 12 as proposed by the Commission as follows:-

<b>Director (P5)</b>	-	<b>1</b>
<b>Senior Veterinary Vaccines Officer (P3)</b>	-	<b>1</b>
<b>Senior Animal Diseases Agent Officer (P3)</b>	-	<b>1</b>
<b>Admin. &amp; Finance Officer (P2)</b>	-	<b>1</b>
<b>Laboratory Technician (P2)</b>	-	<b>1</b>
<b>Laboratory Assistant (P1)</b>	-	<b>1</b>
<b>Secretary (GSA4)</b>	-	<b>1</b>
<b>Driver/Clearing Agent (GSB7)</b>	-	<b>1</b>
<b>Cleaner/Messenger (GSB6)</b>	-	<b>1</b>

141. **The Sub-Committee adopted the report with some amendment.** The meeting was adjourned at 18:40 hours.

## SUMMARY OF RECOMMENDATIONS TO THE ADJUSTED MAPUTO STRUCTURE

## A. OFFICE OF THE CHAIRPERSON

I. BUREAU OF THE CHAIRPERSON

Maputo Structure			Adjusted Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Chairperson	Elec.	1	Chairperson	Elec.	0
1	Director	D1	1	<b>Chief of Staff</b>	D1	0
0	-	-	1	<b>Sec. to the Commission</b>	D1	+1
0	-	-	1	<b>Director of Communications</b>	D1	+1
1	Deputy Director	P5	1	<b>Deputy Chief of Staff</b>	P6	0
0	-	-	1	<b>Advisor (Human Security &amp; Defense)</b>	P5	+1
0	-	-	1	<b>Advisor (Public Relation &amp; Press Charged with Human Rights)</b>	P5	+1
0	-	-	1	<b>Advisor (Diplomacy charged with Afro-Arab Relations)</b>	P5	+1
0	-	-	1	<b>Advisor (Cultural Affairs)</b>	P5	+1
0	-	-	1	<b>Special Assistant</b>	P5	+1
1	Press Attaché	P2	0	<b>Abolished</b>	-	-1
1	Cabinet Attaché	P2	1	Cabinet Attaché	P3	0
1	Private Secretary	GSA6	1	Private Secretary	GSA6	0
1	Admin. Assistant	GSA5	1	Administrative Assistant	GSA5	0
1	Secretary	GSA4	4	Secretary	GSA4	+3
1	Mail Runner	GSB6	2	Mail Runner	GSB6	+1
9			19			+10

II. DIRECTORATE OF WOMEN, GENDER & DEVELOPMENT

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Director	D1	1	Director	D1	0
0	-	-	2	<b>Heads of Division</b>	P5	+2
0	-	-	1	<b>Sec. to the AUWC</b>	P4	1
1	Principal Policy Officer	P4	0	<b>Abolished</b>	P4	-1
1	Senior Policy Officer	P3	2	Senior Programme Officer	P3	+1
2	Programme Officer	P2	2	Programme Officer	P2	0
1	Secretary	GSA4	3	Secretary	GSA4	+2
1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	0
0	-	GSB6	1	Mail Runner	GSB6	+1
7			13			+6

**III. DIRECTORATE OF OF STRATEGIC PLANNING, POLICY, MONITORING AND EVALUATION, AND RESOURCE MOBILIZATION (SPPME)**

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Director	D1	1	Director	D1	0
2	Heads of Division	P5	2	Heads of Division	P5	0
6	Senior Policy Officers	P3	6	Senior Policy Officers	P3	0
1	Chief Library/Archives	P3	1	Senior Lib./Archives	P3	0
1	Librarian	P2	1	Librarian	P2	0
1	Archivist	P2	1	Archivist	P2	0
5	Policy Officers	P2	5	Policy Officers	P2	0
5	Cataloguer	GSA5	5	Cataloguer	GSA5	0
1	Admin. Assistant	GSA5	1	Admin. Assistant	GSA5	0
4	Secretaries	GSA4	4	Secretaries	GSA4	0
0	Filing Clerk	GSA3	1	<b>Filing Clerk</b>	<b>GSA3</b>	<b>+1</b>
0	Mail Runner	GSB6	1	<b>Mail Runner</b>	<b>GSB6</b>	<b>+1</b>
<b>27</b>			<b>29</b>			<b>+2</b>

**IV. OFFICE OF THE LEGAL COUNSEL**

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Legal Counsel	D1	1	Legal Counsel	D1	0
1	Deputy Legal Counsel	P5	1	Deputy Legal Counsel	P5	0
0	-	-	1	<b>Sec. to the AU Commission on International law</b>	<b>P4</b>	<b>+1</b>
2	Senior Legal Officer	P3	3	Senior Legal Officer	P3	+1
2	Legal Officers	P2	6	Legal Officers	P2	+4
1	Documentalist	P1	1	Documentalist	P1	0
2	Secretaries	GSA4	3	Secretaries	GSA4	+1
0	Filing Clerk	GSA3	1	<b>Filing Clerk</b>	<b>GSA3</b>	<b>+1</b>
0	Mail Runner	GSB6	1	<b>Mail Runner</b>	<b>GSB6</b>	<b>+1</b>
<b>9</b>			<b>18</b>			<b>+9</b>

**V. OFFICE OF THE INTERNAL AUDITOR**

Maputo Structure			Adjusted Post Maputo Structure			Diff. +/-
Qty	Post	Grade	Qty	Post	Grade	
1	Director	D1	1	Director	D1	0
0	-	-	1	<b>Deputy Director</b>	<b>P5</b>	<b>+1</b>
2	Senior Auditor	P3	2	Senior Auditor	P3	0
4	Auditors	P2	4	Auditors	P2	0
1	Secretary	GSA4	1	Secretary	GSA4	0
0	Filing Clerk	GSA3	1	<b>Filing Clerk</b>	<b>GSA3</b>	<b>+1</b>
0	Mail Runner	GSB6	1	<b>Mail Runner</b>	<b>GSB6</b>	<b>+1</b>
<b>8</b>			<b>11</b>			<b>+3</b>



## VI. AFRICAN CITIZEN DIRECTORATE

Maputo Structure (CSSDCA)			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Principal Coordinator	P6	1	Director	D1	0
0	Head of Divisions	P5	2	Head of Divisions	P5	+2
3	Senior Policy Officers	P3	0	Abolished	P3	-3
5	Policy Officers	P2	12	Policy Officers	P2	+7
1	Administrative Assistant	GSA5	0	Abolished	GSA5	-1
1	Secretary	GSA4	3	Secretaries	GSA4	+2
0	Filing Clerk	GSA3	1	Filing Clerk	GSA3	+1
0	Mail Runner	GSB6	1	Mail Runner	GSB6	+1
11			20			+9

## VII. INFORMATION & POPULARISATION

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Head of Division	P5	1	Head of Division	P5	0
1	Deputy Head of Div.	P4	1	Deputy Head of Division	P4	0
1	Senior Policy Officer	P3	1	Senior Editorial Officer	P3	0
1	Information Officer	P2	1	Information Officer	P2	0
1	Communication Officer	P2	1	Communication Officer	P2	0
1	Admin. Assistant	GSA5	1	Administrative Assistant	GSA5	0
2	Secretary	GSA4	2	Secretary	GSA4	0
1	Audio-Visual Tech.	GSA3	1	Audio-Visual Technician	GSA3	0
1	Radio Technician	GSA3	1	Radio Technician	GSA3	0
1	Cameraman	GSA3	1	Cameraman	GSA3	0
1	Photographer	GSA2	1	Photographer	GSA3	0
12			12			0

## VIII. PROTOCOL SERVICES

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Chief of Protocol	P5	1	Chief of Protocol	P5	0
1	Deputy Chief of Protocol	P3	1	Deputy Chief of Protocol	P3	0
2	Protocol Officers	P2	4	Protocol Officers	P2	+2
6	Protocol Assistants	GSA5	8	Protocol Assistants	GSA5	+2
1	Admin. Assistant	GSA5	1	Admin. Assistant	GSA5	0
2	Secretaries	GSA4	2	Secretaries	GSA4	0
13			17			+4

## IX. NEPAD SECRETARIAT

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Senior Coordinator	P6	1	Coordinator	P5	0
3	Senior Policy Officer	P3	1	Senior Programme Off.	P3	-2
1	Secretary	GSA4	1	Secretary	GSA4	0
5			3			-2

## B. OFFICE OF THE DEPUTY CHAIRPERSON

### I. BUREAU OF THE DEPUTY CHAIRPERSON

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Deputy Chairperson	Elec	1	Deputy Chairperson	Elec	0
1	Head of Bureau	P5	1	<b>Deputy Chief of Staff</b>	<b>P6</b>	0
0	-		<b>1</b>	<b>Tech. Advisor Sys &amp; M</b>	<b>P4</b>	<b>+1</b>
1	Special Assistant	P2	1	Special Assistant	<b>P4</b>	0
1	Private Secretary	GSA5	1	Private Secretary	GSA5	0
1	Secretary	GSA4	1	Secretary	GSA4	0
1	Clerk	GSA3	1	Clerk	GSA3	0
1	Mail Runner	GSB6	1	Mail Runner	GSB6	0
<b>7</b>			<b>8</b>			<b>+1</b>

### II. MEDICAL CENTRE DIRECTORATE

Maputo Structure			Adjusted Post Maputo Structure			Diff.+ / -
Qty	Post	Grade	Qty	Post	Grade	
0	-	-	<b>1</b>	<b>Director</b>	<b>D1</b>	<b>+1</b>
1	Head of Medical Centre	P5	1	Head Medical Service.	P5	0
0	-	-	<b>1</b>	<b>Head Medical Admin.</b>	<b>P5</b>	<b>+1</b>
3	Medical Officer	P4	<b>4</b>	Medical Officers	P4	<b>+1</b>
1	Pharmacist	P3	1	Pharmacist	P3	0
1	Laboratory Technologist	P2	1	Lab. Technologist	P2	0
1	X-Ray Technician	GSA5	1	X-Ray Technician	GSA5	0
1	X-Ray Dark Room Attendant	GSA3	1	X-Ray Dark Room Attendant	GSA3	0
1	Head Nurse	GSA6	1	Head Nurse	GSA6	0
4	Nurses	GSA5	<b>6</b>	Nurses	GSA5	<b>+2</b>
2	Laboratory Technicians	GSA5	<b>3</b>	Laboratory Techn.	GSA5	<b>+1</b>
0	-	-	<b>1</b>	<b>Laboratory Attendant</b>	<b>GSB6</b>	<b>+1</b>
2	Dispensers	GSA5	2	Dispensers	GSA5	0
0	-	-	<b>1</b>	<b>Secretary</b>	<b>GSA4</b>	<b>+1</b>
1	Secretary Cashier	GSA5	1	Secretary Cashier	GSA5	0
0	-	-	<b>1</b>	<b>Filing Clerk</b>	<b>GSA3</b>	<b>+1</b>
0	-	-	<b>1</b>	<b>Mail Runner</b>	<b>GSB6</b>	<b>+1</b>
0	-	-	<b>4</b>	<b>Medical Attendants</b>	<b>GSB6</b>	<b>+4</b>
<b>18</b>			<b>32</b>			<b>+14</b>

### III. ADMINISTRATION & HUMAN RESOURCES DEVELOPMENT DIRECTORATE

Maputo Structure			Adjusted Post Maputo Structure			Diff.+ / -
Qty	Post	Grade	Qty	Post	Grade	
<b>Office of Director</b>			<b>Office of Director</b>			
1	Director	D1	1	Director	D1	0
1	Administrative Assistant	GSA5	1	Administrative Assistant	GSA5	0
1	Secretary	GSA4	1	Secretary	GSA4	0
1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	0
1	Data Processing Operator	GSA5	1	Data Processing Operator	GSA5	0
<b>A. Human Resources Division</b>			<b>A. Human Resources Division</b>			
1	Head of Division	P5	1	Head of Division	P5	0
3	Senior HR Officer	P3	3	Senior HR Officer	P3	0
4	HR Officer	P2	4	HR Officer	P2	0
2	Secretary	GSA4	2	Secretaries	GSA4	0
1	Clerk	GSA3	2	Clerk	GSA3	+1
33	Household Staff	GSB9	33	Household Staff	GSB9	0
<b>B. Administrative Services Division</b>			<b>B. Administrative Services Division</b>			
1	Head of Division	P5	1	Head of Division	P5	0
1	Secretary	GSA4	1	Secretary	GSA4	0
<i>1. Building Equip &amp; Transport Services</i>			<i>1. Building Equip &amp; Transport Services</i>			
1	Chief of Unit	P3	1	Chief of Unit	P3	0
1	Estate Officer	P2	1	Estate Officer	P2	0
1	Secretary	GSA4	1	Secretary	GSA4	0
1	Transport Supervisor	GSA5	1	Transport Supervisor	GSA5	0
1	Maintenance Supervisor	GSA5	1	Maintenance Supervisor	GSA5	0
25	Drivers	GSB7	25	Drivers	GSB7	0
2	Telephone Operator	GSB2	2	Telephone Operator	GSB2	0
3	Maintenance Technician	GSA4	3	Maintenance Technician	GSA4	0
<i>2. Registry Services</i>			<i>2. Registry Services</i>			
1	Chief of Registry	P2	1	Chief of Registry	P2	0
1	Registry Supervisor	GSA5	1	Registry Supervisor	GSA5	0
1	Clerk/Secretary	GSA4	1	Clerk/Secretary	GSA4	0
4	Clerks	GSA3	5	Clerks	GSA3	+1
13	Mail Runner (Pool)	GSB6	13	Mail Runner (Pool)	GSB6	0
<i>3. Stores Unit</i>			<i>3. Stores Unit</i>			
1	Stores Officer	P2	1	Stores Officer	P2	0
1	Stock Control Assistant	GSA4	1	Stock Control Assistant	GSA4	0
2	Warehouse Clerk	GSA2	2	Warehouse Clerk	GSA2	0
<i>4. Procurement and Travel Unit</i>			<i>4. Procurement and Travel Unit</i>			
1	Chief Proc. & Travel	P3	1	Chief Proc. & Travel Unit	P3	0
1	Procurement Officer	P2	1	Procurement Officer	P2	0
0	-	-	1	Travel Officer	P2	+1
1	Senior Travel Assistant	GSA5	1	Travel Clerks	GSA5	0
1	Senior Accounts Clerk	GSA4	1	Procurement Clerks	GSA5	0
1	Travel Assistant	GSA3	1	Travel Assistant	GSA3	0
1	Secretary	GSA4	1	Secretary	GSA4	0
<b>C. MIS Division</b>			<b>C. MIS Division</b>			
1	Head of Division	P5	1	Head of Division	P5	0
1	Hardware/Maint. Administrator	P3	1	Hardware/Maint. Administrator	P3	0
1	Network/Infra. Administrator	P3	1	Network/Infra. Administrator	P3	0
1	Database/App. Administrator	P3	1	Database/App. Administrator	P3	0
2	Network Infra. Technicians	GSA5	2	Network Infra. Technicians	GSA5	0
2	Hardware Maint. Technicians	GSA5	2	Hardware Maint. Technicians	GSA5	0
2	Programmers/Soft. Techns	GSA5	2	Programmers/Soft. Techns	GSA5	0
1	Secretary	GSA4	1	Secretary	GSA4	0

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
<b>D. Security Services Unit</b>			<b>D. Security &amp; Safety Division</b>			
0	-	-	1	Head Security & Safety Div.	P5	+1
0	-	-	1	Deputy Head of Sec.	P4	+1
1	Chief of Security	P3	0	<b>Abolished</b>	-	-1
0	-	-	1	Sec. Operation Officer	P2	+1
1	Deputy Chief Security	P2	0	<b>Abolished</b>	P2	-1
0	-	-	1	Sec. Logistics Officer	P2	+1
3	Security Supervisor	GSA5	3	Security Supervisors	GSA5	0
1	Secretary/Receptionist	GSA4	1	Secretary/Receptionist	GSA4	0
1	ID System Operator	GSA4	1	ID System Operator	GSA4	0
21	Security Guards	GSB8	27	Security Guards	GSB8	+6

#### IV. PROGRAMMING, BUDGETING, FINANCE AND ACCOUNTING

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Director	D1	1	Director	D1	0
3	Head of Division	P5	3	Head of Division	P5	0
5	Senior Finance Officer	P3	7	Senior Finance Officer	P3	+2
3	Finance Officers	P2	9	Finance Officer	P2	+6
1	Data Processing Officer	P2	0	<b>Abolished</b>	-	-1
5	Accounts Assistant	GSA5	6	Accounts Assistant	GSA5	+1
1	Cashier	GSA5	1	Cashier	GSA5	0
0	-	-	2	<b>Data Processing Operator</b>	<b>GSA5</b>	+2
3	Secretaries	GSA4	4	Secretaries	GSA4	+1
1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	0
0	Mail Runner	GSB6	1	<b>Mail Runner</b>	<b>GSB6</b>	+1
23			35			+12

#### V. DIRECTORATE CONFERENCE SERVICES DIRECTORATE

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	<b>Director</b>	<b>D1</b>	1	Director	D1	0
1	Deputy Director	P5	0	<b>Abolished</b>	-	-1
0	-	-	3	<b>Heads of Division</b>	P5	+3
18	Interpreters	P4	20	<b>Interpreters</b>	P4	+2
12	Revisers	P4	12	Revisers	P4	0
22	Translators	P3	22	Translators	P3	0
1	Head, Publishing Unit	P3	1	Sr. Publish. & Reprod.	P3	0
1	Production Controller	P2	1	Production Controller	P2	0
12	Proof Readers	P2	12	Proof Readers	P2	0
1	Publishing Officer	P1	1	Publishing Officer	P1	0
1	Documents Officer	P1	1	Documentation Officer	P1	0
1	Documents Controller	P1	1	Documents Controller	P1	0
6	Pool Supervisors	GSA6	6	Pool Supervisors	GSA6	0
1	Asst. Doc. Officer	GSA5	1	Asst. Doc. Officer	GSA5	0
2	Graphic Designer	GSA4	2	Graphic Designer	GSA4	0
4	Offset Reproduction	GSA3	4	Offset Reproduction	GSA5	0
2	Sen. Elec./Mec. Tech	GSA5	2	Sen. Elec./Tec. Mech.	GSA5	0
2	Asst.Elec./ Mech.Tech	GSA4	2	Asst.Elec./ Mech. Tec.	GSA4	0
4	Desktop Publisher	GSA4	4	Desktop Publisher	GSA4	0

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
3	Interp.Equip.Oper/Tec	GSA4	3	Interp.Equip.Oper/Tec	GSA4	0
4	Offset Asst.&Rep.Oper.	GSA3	4	Offset Asst.&Rep.Oper.	GSA4	0
2	Film Assembly Assist.	GSA3	2	Film Assembly	GSA3	0
1	Binder	GSA3	1	Binder	GSA3	0
2	Print Finishing Asst.	GSA3	2	Print Finishing Asst.	GSA3	0
13	Secretaries	GSA4	16	<b>Secretaries</b>	<b>GSA4</b>	<b>+3</b>
1	Ref. Clerk	GSA3	1	Ref. Clerk	GSA3	0
1	Mail Runner	GSB6	1	Mail Runner	GSB6	0
<b>119</b>	<b>Total</b>		<b>126</b>	<b>Total</b>		<b>+7</b>

## VI. DEPARTMENT OF PEACE & SECURITY

Maputo Structure			Adjusted Post Maputo Structure			Diff +/-
QTY	Post	Grade	Qty	Post	Grade	
1	Commissioner	Elec.	1	Commissioner	Elec.	0
1	Special Assistant	P2	1	Special Assistant	<b>P3</b>	0
1	Private Secretary	GSA5	1	Private Secretary	GSA5	0
1	Director	D1	1	Director	D1	0
3	Heads of Division	P5	4	<b>Heads of Division</b>	<b>P5</b>	<b>+1</b>
1	Head PSO Unit	P4	1	Head PSO Unit	P4	0
10	Senior Officers	P3	10	Senior Officers	P3	0
21	Officers	P2	19	<b>Officers</b>	<b>P2</b>	<b>-2</b>
1	Admin. Assistant	GSA5	1	Admin. Assistant	GSA5	0
1	Radio Operator	GSA5	1	Radio Operator	GSA5	0
1	Radio technician	GSA5	1	Radio Technician	GSA5	0
7	Secretaries	GSA4	7	Secretaries	GSA4	0
6	Situation room Assists.	GSA4	6	Situation room Assists.	GSA4	0
1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	0
<b>56</b>	<b>Total</b>		<b>55</b>	<b>Total</b>		<b>-1</b>

## VII. POLITICAL AFFAIRS DEPARTMENT

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Commissioner	Elec.	1	Commissioner	Elec.	0
1	Special Assistant	P2	1	Special Assistant	<b>P3</b>	0
1	Private Secretary	GSA5	1	Private Secretary	GSA5	0
1	Director	D1	1	Director	D1	0
2	Heads of Division	P5	2	Heads of Division	P5	0
2	Senior Political Officer	P3	2	Senior Political Officers	P3	0
4	Political Officer	P2	4	Political Officers	P2	0
1	Political Officer (ACHPR)	P2	1	Senior Pol. Off. (ACHPR)	<b>P3</b>	0
2	Secretary	GSA4	2	Secretary	GSA4	0
1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	0
<b>16</b>			<b>16</b>			<b>0</b>

**A. AFRICAN UNION PERMANENT REPRESENTATIVE TO THE EUROPEAN UNION & ACP SECRETARIAT (BRUSSELS)**

Maputo Structure			Adjusted Post Maputo Structure			Diff.
Qty	Post	Grade	Qty	Post	Grade	+ / -
1	Permanent Observer	P6	1	Head of Delegation	P6	0
1	Senior Economist	P3	1	Senior Economist	P3	0
2	Translator/ Interpreter	P4	2	Translator/ Interpreter	P4	0
1	Officers	P2	1	Officers	P2	0
1	Fin. & Admin. Officer	P2	1	Fin. & Admin. Officer	P2	0
1	Documentalist	P1	1	Documentalist	P1	0
1	Secretary Receptionist	GSA4	1	Secretary Receptionist	GSA4	0
1	Secretary	GSA4	1	Secretary	GSA4	0
2	Driver	GSB7	2	Driver	GSB7	0
1	Cleaner Mail Runner	GSB6	1	Cleaner Mail Runner	GSB6	0
<b>12</b>			<b>12</b>			<b>0</b>

**B. AFRICAN UNION PERMANENT REPRESENTATIVE TO THE LEAGUE OF ARAB STATES (CAIRO)**

Maputo Structure			Adjusted Post Maputo Structure			Diff.
Qty	Post	Grade	Qty	Post	Grade	+ / -
1	Head of Delegation	P5	1	Head of Delegation	P5	0
1	Senior Soc. Econ. Off.	P3	1	Senior Soc. Econ. Officer	P3	0
1	Translator / Interpreter	P4	1	Translator / Interpreter	P4	0
1	Cultural/Info. Officer	P2	1	Cultural/Info. Officer	P2	0
1	Fin & Admin. Officer	P2	1	Fin & Admin. Officer	P2	0
1	Secretary	GSA4	1	Secretary	GSA4	0
1	Driver	GSB7	1	Driver	GSB7	0
1	Cleaner/ Mail Runner	GSB6	1	Cleaner/ Mail Runner	GSB6	0
<b>8</b>			<b>8</b>			<b>8</b>

**C. AFRICAN UNION PERMANENT REPRESENTATIVE TO THE UNITED NATIONS (GENEVA)**

Maputo Structure			Adjusted Post Maputo Structure			Diff.
Qty	Post	Grade	Qty	Post	Grade	+ / -
1	Permanent Observer	P6	1	Head of Delegation	P6	0
2	Translator/ Interpreter	P4	2	Translator/ Interpreter	P4	0
1	Senior Economist	P3	1	Senior Economist	P3	0
3	Officers	P2	3	Officers	P2	0
1	Fin. and Admin. Officer	P2	1	Fin. and Admin. Officer	P2	0
1	Documentalist	P1	1	Documentalist	P1	0
1	Secretary	GSA4	1	Secretary	GSA4	0
1	Secretary/Receptionist	GSA4	1	Secretary/Receptionist	GSA4	0
2	Drivers	GSB7	2	Drivers	GSB7	0
1	Cleaner/Mail Runner	GSB6	1	Cleaner/Mail Runner	GSB6	0
<b>14</b>			<b>14</b>			<b>0</b>

**D. AFRICAN UNION PERMANENT REPRESENTATIVE TO THE UNITED NATIONS (NEW YORK)**

Maputo Structure			Adjusted Post Maputo Structure			Diff.
Qty	Post	Grade	Qty	Post	Grade	+ / -
1	Permanent Observer	P6	1	Head of Delegation	P6	0
2	Translator/ Interpreter	P4	2	Translator/ Interpreter	P4	0
1	Senior Political Officer	P3	1	Senior Political Officer	P3	0
1	Senior Economic Officer	P3	1	Senior Economic Officer	P3	0
2	Officers	P2	2	Officers	P2	0
1	Fin. & Admin. Officer	P2	1	Fin. & Admin. Officer	P2	0
1	Documentalist	P1	1	Documentalist	P1	0
1	Accounts Assistant	GSA5	1	Accounts Assistant	GSA5	0
1	Secretary	GSA4	1	Secretary	GSA4	0
1	Secretary/ Receptionist	GSA4	1	Secretary/ Receptionist	GSA4	0
2	Drivers	GSB7	2	Drivers	GSB7	0
1	Cleaner / Mail Runner	GSB6	1	Cleaner / Mail Runner	GSB6	0
<b>15</b>			<b>15</b>			<b>0</b>

**E. SECRETARIAT OF THE AFRICAN COMMISSION ON HUMAN AND PEOPLE'S RIGHTS – BANJUL (GAMBIA)**

Maputo Structure			Adjusted Post Maputo Structure			Diff.
Qty	Post	Grade	Qty	Post	Grade	+ / -
1	Sec. to the Commission	P5	1	Sec. to the Commission	P5	0
2	Legal Officer (Promotion)	P3	2	Legal Officer (Promotion)	P3	0
1	Legal Officer (Protection)	P3	1	Legal Officer (Protection)	P3	0
1	Fin. and Admin Officer	P2	1	Fin. and Admin Officer	P2	0
1	Documentalist	P1	1	Documentalist	P1	0
1	Secretary	GSA4	1	Secretary	GSA4	0
1	Clerk	GSA3	1	Clerk	GSA3	0
1	Driver	GSB7	1	Driver	GSB7	0
1	Driver /Mail Runner	GSB7	1	Driver	GSB7	0
2	Security Guards	GSB8	2	Security Guards	GSB8	0
1	Cleaner	GSB6	1	Cleaner/Mail Runner	GSB6	0
<b>13</b>			<b>13</b>			<b>0</b>

**F. AFRICAN UNION MISSION TO THE SOUTHERN AFRICA REGION – LILONGWE (MALAWI)**

Maputo Structure			Adjusted Post Maputo Structure			Diff.
Qty	Post	Grade	Qty	Post	Grade	+ / -
1	Resident Representative	P5	1	Resident Representative	P5	0
1	Senior Policy Officer	P3	1	Senior Policy Officer	P3	0
1	Information Officer	P2	1	Information Officer	P2	0
1	Fin. and Admin. Officer	P2	1	Fin. and Admin. Officer	P2	0
1	Secretary	GSA4	1	Secretary	GSA4	0
1	Driver/ Mail Runner	GSB7	1	Driver/ Mail Runner	GSB7	0
2	Security Guards	GSB8	2	Security Guards	GSB8	0
<b>8</b>			<b>8</b>			<b>0</b>

**G. AFRICAN UNION PERMANENT REPRESENTATIVE TO THE UNITED STATES AND AFRICAN DIASPORA (WASHINGTON)**

Maputo Structure			Adjusted Post Maputo Structure			Diff.
Qty	Post	Grade	Qty	Post	Grade	+ / -
1	Head of Mission	P5	1	Head of Mission	P5	0
1	Senior Policy Officer	P3	1	Senior Policy Officer	P3	0
1	Policy Officer	P2	1	Policy Officer	P2	0
1	Fin. & Admin. Officer	P2	1	Fin. & Admin. Officer	P2	0
1	Secretary	GSA4	1	Secretary	GSA4	0
1	Driver/Mail Runner	GSB7	1	Driver/Mail Runner	GSB7	0
<b>6</b>			<b>6</b>			<b>0</b>

**VIII. SOCIAL AFFAIRS DEPARTMENT**

Maputo Structure			Adjusted Post Maputo Structure			Diff.
Qty	Post	Grade	Qty	Post	Grade	+ / -
1	Commissioner	Elec	1	Commissioner	Elec	0
1	Special Assistant	P3	1	Special Assistant	<b>P3</b>	<b>0</b>
1	Private Secretary	GSA5	1	Private Secretary	GSA5	0
1	Director	D1	1	Director	D1	0
3	Heads of Division	P5	3	Heads of Division	P5	0
6	Senior Policy Officer	P3	6	Senior Policy Officer	P3	0
3	Policy Officer	P2	3	Policy Officer	P2	0
1	Sec.to the ACERWC	P2	1	Sec.to the ACERWC	P2	0
2	Secretary	GSA4	2	Secretary	GSA4	0
1	Clerk	GSA3	1	Clerk	GSA3	0
<b>20</b>			<b>20</b>			

**VIII A. CENTRE FOR LINGUISTIC AND HISTORICAL STUDIES BY ORAL TRADITION (CELHTO)**

Maputo Structure			Adjusted Post Maputo Structure			Diff.
Qty	Post	Grade	Qty	Post	Grade	+ / -
1	Coordinator	P5	1	Coordinator	P5	0
3	Senior Officers	P3	3	Senior Officers	P3	0
1	Admin & Fin. Officer	P2	1	Admin & Finance Officer	P2	0
1	Documentalist	P1	1	Documentalist	P1	0
2	Secretaries	GSA4	2	Secretaries	GSA4	0
1	Secretary/Receptionist	GSA4	1	Secretary/Receptionist	GSA4	0
2	Engraving Technicians	GSA4	2	Engraving Technicians	GSA4	0
2	Security Guards	GSB8	2	Security Guards	GSB8	0
2	Drivers	GSB7	2	Drivers	GSB7	0
1	Cleaner/Mail Runner	GSB6	1	Cleaner/Mail Runner	GSB6	0
<b>16</b>			<b>16</b>			<b>0</b>



## IX. RURAL ECONOMY & AGRICULTURE DEPARTMENT

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Commissioner	Elec.	1	Commissioner	Elec.	0
1	Special Assistant	P2	1	Special Assistance	<b>P3</b>	0
1	Private Secretary	GSA5	1	Private Secretary	GSA5	0
1	Director	D1	1	Director	D1	0
1	Head, Water, Nat. Res. & Environment Division	P5	1	Head, Water, Nat. Res. Environment Division	P5	0
1	Head, Agriculture and Food security Division	P5	1	Head, Agriculture and Food security Division	P5	0
0	-	P5	<b>1</b>	<b>Head, Rural Economy Div.</b>	<b>P5</b>	<b>+1</b>
3	Senior Policy Officers	P3	3	Senior Policy Officer	P3	0
6	Policy Officers	P2	<b>4</b>	<b>Policy Officers</b>	<b>P2</b>	<b>-2</b>
1	Secretary	GSA4	1	Secretary	GSA4	0
1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	0
<b>17</b>			<b>16</b>			<b>-1</b>

### IX A. THE INTER-AFRICAN BUREAU FOR ANIMAL RESOURCES (IBAR) NAIROBI, KENYA

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
<b>1</b>	<b>Director</b>	<b>P5</b>	<b>1</b>	<b>Coordinator</b>	<b>P5</b>	<b>0</b>
1	Senior Animal Health Officer	P3	1	Senior Animal Health Officer	P3	0
1	Senior Programmes and Projects Officer	P3	1	Senior Programmes and Projects Officer	P3	0
1	Senior Animal Prod. Off.	P3	1	Senior Animal Prod. Off.	P3	0
1	Translator	P3	1	Translator	P3	0
1	Animal Resource Officer	P2	<b>0</b>	<b>Abolished</b>	<b>-</b>	<b>-1</b>
0	-	-	<b>1</b>	<b>Web Site Administrator</b>	<b>P2</b>	<b>+1</b>
1	Animal Health Officer	P2	1	Animal Health Officer	P2	0
1	Projects Officer	P2	1	Projects Officer	P2	0
1	Livestock Economist	P2	1	Livestock Economist	P2	0
1	Finance and Adm. Officer	P2	1	Finance and Adm. Officer	P2	0
1	Documentalist	P1	1	Documentalist	P1	0
2	Secretary	GSA4	2	Secretary	GSA4	0
1	Receptionist	GSA4	1	Receptionist	GSA4	0
1	Stores/Registry Clerk	GSA3	1	Stores/Registry Clerk	GSA3	0
2	Driver	GSB7	2	Driver	GSB7	0
1	Cleaner/Mail Runner	GSB6	1	Cleaner/Mail Runner	GSB6	0
<b>18</b>			<b>18</b>			<b>0</b>

**IX B. SEMI-ARID FOOD GRAIN RESEARCH AND DEVELOPMENT (SAFGRAD) PROGRAMME  
OUAGADOUGOU, BURKINA FASO**

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Director	P5	1	Coordinator	P5	0
1	Research & Marketing Off.	P3	1	Research and Marketing Off.	P3	0
1	Prod. and Marketing Off.	P3	1	Prod. and Marketing Officer	P3	0
1	Info. And Outreach Officer	P3	1	Info. and Outreach Officer	P3	0
1	Admin. and Fin. Officer	P2	1	Admin. and Fin. Officer	P2	0
1	Documentalist	P1	1	Documentalist	P1	0
2	Secretary	GSA4	2	Secretary	GSA4	0
1	Receptionist	GSA4	1	Receptionist	GSA4	0
1	Stores Clerk	GSA3	1	Stores Clerk	GSA3	0
2	Drivers	GSB7	2	Drivers	GSB7	0
0	-	-	2	<b>Security Guards</b>	<b>GSB8</b>	<b>+2</b>
1	Cleaner Mail Runner	GSB6	1	Cleaner Mail Runner	GSB6	0
<b>13</b>			<b>15</b>			<b>+2</b>

**IX C. INTER-AFRICAN PHYTOSANITARY COUNCIL (IAPSC), YAOUNDE, CAMEROON**

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Coordinator	P5	1	Coordinator	P5	0
2	Senior Scientific Officers	P3	2	Senior Scientific Officers	P3	0
1	Fin. And Admin. Officer	P2	1	Fin. and Admin. Officer	P2	0
1	Documents Officer	P1	1	Documents Officer	P1	0
2	Secretary	GSA4	2	Secretary	GSA4	0
2	Driver	GSB7	2	Driver	GSB7	0
1	Mail Runner	GSB6	1	Mail Runner	GSB6	0
2	Security Guard	GSB8	2	Security Guard	GSB8	0
1	Cleaner	GSB6	1	Cleaner/Mail Runner	GSB6	0
<b>13</b>			<b>13</b>			<b>0</b>

**IX D. REGIONAL PROGRAMME FOR THE INTEGRATED DEVELOPMENT OF THE FOUTA-DJALLON HIGHLANDS – CONAKRY**

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
0	Coordinator	P5	1	<b>Coordinator</b>	<b>P5</b>	<b>+1</b>
0	Agricultural Economist	P3	1	<b>Agricultural Economist</b>	<b>P3</b>	<b>+1</b>
0	Fin. & Admin. Officer	P2	1	<b>Fin. &amp; Admin Officer</b>	<b>P2</b>	<b>+1</b>
1	Secretary	GSA4	1	Secretary	GSA4	0
2	Security Guard	GSB8	2	Security Guard	GSB8	0
2	Driver	GSB7	2	Driver	GSB7	0
1	Mail Runner/Cleaner	GSB6	1	Mail Runner/Cleaner	GSB6	0
<b>6</b>			<b>9</b>			<b>+3</b>

**IX E. PAN-AFRICAN TSETSE AND TRYPANOSOMIASIS ERADICATION CAMPAIGN  
(PATTEC) COORDINATION OFFICE**

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Senior Policy Officer	P4	1	Senior Policy Officer	P4	0
1	Policy Officer	P2	1	Coordinating Officer	P2	0
0	-	-	1	<b>Secretary</b>	<b>GSA4</b>	+1
2			3			+1

**IX F. PANAFRICAN VETERINARY VACCINE CENTRE (PANVAC)**

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
0	Director	P5	1	<b>Director</b>	<b>P5</b>	+1
0	Snr. Vet. Vaccines Off.	P3	1	<b>Senior Vet. Vaccines Off.</b>	<b>P3</b>	+1
	Snr. Animal Diseases Reagent Officer	P3	1	<b>Senior Animal Diseases Reagent Officer</b>	<b>P3</b>	+1
0	Admin & Fin. Officer	P2	1	<b>Admin. &amp; Finance Officer</b>	<b>P2</b>	+1
0	Secretary	GSA4	1	<b>Laboratory Technicians</b>	<b>P2</b>	+1
0	Laboratory Technicians	GSA5	1	<b>Laboratory Assistants</b>	<b>P1</b>	+1
0	Laboratory Assistants	GSB6	1	<b>Secretary</b>	<b>GSA4</b>	+1
0	Driver/Clearing	GSB7	1	<b>Driver/Clearing Agent</b>	<b>GSB7</b>	+1
0	Cleaner/Messenger	GSB6	1	<b>Cleaner/Messenger</b>	<b>GSB6</b>	+1
0			9			+9

**X. INFRASTRUCTURE AND ENERGY DEPARTMENT**

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Commissioner	Elec	1	Commissioner	Elec	0
1	Special Assistant	P2	1	Special Assistance	<b>P3</b>	0
1	Private Secretary	GSA5	1	Private Secretary	GSA5	0
1	Director	D1	1	Director	D1	0
2	Head of Division	P5	3	<b>Heads of Division</b>	<b>P5</b>	+1
4	Senior Policy Officer	P3	3	Senior Policy Officer	P3	-1
4	Policy Officer	P2	3	Policy Officer	P2	-1
1	Secretary	GSA4	2	Secretary	GSA4	+1
1	Clerk	GSA3	1	Clerk	GSA3	0
16			16			0

## XI. TRADE AND INDUSTRY DEPARTMENT

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Commissioner	Elec	1	Commissioner	Elec	0
1	Special Assistant	P2	1	Special Assistance	<b>P3</b>	0
1	Private Secretary	GSA5	1	Private Secretary	GSA5	0
1	Director	D1	1	Director	D1	0
2	Head of Division	P5	3	<b>Head of Division</b>	<b>P5</b>	+1
3	Senior Officer	P3	3	Senior Officer	P3	0
4	Officer	P2	3	<b>Officer</b>	<b>P2</b>	-1
1	Statistician	P2	0	<b>Abolished</b>	-	-1
2	Secretary	GSA4	3	<b>Secretary</b>	<b>GSA4</b>	+1
1	Filling Clerk	GSA3	1	Filling Clerk	GSA3	0
<b>17</b>			<b>17</b>			<b>0</b>

## XII. HUMAN DEVELOPMENT, SCIENCE & TECHNOLOGY DEPARTMENT

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Commissioner	Elec.	1	Commissioner	Elec.	0
1	Special Assistant	P2	1	Special Assistant	<b>P3</b>	0
1	Private Secretary	GSA5	1	Private Secretary	GSA5	0
1	Director	D1	1	Director	D1	0
2	Head of Division	P5	3	<b>Head of Division</b>	<b>P5</b>	+1
2	Senior Policy Officer	P3	2	Senior Policy Officers	P3	0
4	Policy Officers	P2	1	<b>Policy Officer</b>	<b>P2</b>	-3
2	Secretaries	GSA4	2	Secretaries	GSA4	0
1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	0
<b>15</b>			<b>13</b>			<b>-2</b>

### XII A. SCIENTIFIC, TECHNICAL & RESEARCH COMMISSION (STRC) LAGOS

Maputo Structure			Adjusted Post Maputo Structure			Diff. + / -
Qty	Post	Grade	Qty	Post	Grade	
1	Executive Director	P6	1	Executive Director	P6	0
1	Senior Prog. Coordinator	P5	1	Senior Prog. Coordinator	P5	0
2	Senior Scientific Officer	P3	2	Senior Scientific Officer	P3	0
1	Translator	P3	1	Translator	P3	0
1	Finance & Admin. Off.	P2	1	Finance & Admin. Officer	P2	0
2	Scientific Officer	P2	2	Scientific Officer	P2	0
1	Documentalist	P1	1	Documentalist	P1	0
2	Secretary	GSA4	2	Secretary	GSA4	0
1	Secretary/Receptionist	GSA4	1	Secretary/Receptionist	GSA4	0
1	Stores/Registry Clerk	GSA3	1	Clerk	GSA3	0
1	Security Guards	GSB8	1	Security Guards	GSB8	0
2	Drivers	GSB7	2	Drivers	GSB7	0
1	Cleaner/Mail Runner	GSB6	1	Mail Runner	GSB6	0
<b>17</b>			<b>17</b>			<b>0</b>

## XII. ECONOMIC AFFAIRS DEPARTMENT

Maputo Structure			Adjusted Post Maputo Structure			Diff.
Qty	Post	Grade	Qty	Post	Grade	+ / -
1	Commissioner	Elec.	1	Commissioner	Elec.	0
1	Special Assistant	P2	1	Special Assistant	<b>P3</b>	0
1	Private Secretary	GSA5	1	Private Secretary	GSA5	0
1	Director D1	D1	1	Director	D1	0
3	Head of Division	P5	3	Head of Division	P5	0
3	Senior Officer	P3	3	Senior Officer	P3	0
7	Officer	P2	7	Officer	P2	0
2	Secretaries	GSA4	2	Secretaries	GSA4	0
1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	0
<b>20</b>			<b>20</b>			<b>0</b>

**ADJUSTMENT MAPUTO STRUCTURE WHICH REQUIRE ADDITIONAL  
FINANCIAL RESOURCES**

PROGRAMME	ADJUSTED MAPUTO STRUCTURE		MAPUTO STRUCTURE BUDGET		DIFFERENCE	
	NO.	COST	NO.	COST	NO.	COST
<b><u>OFFICE OF THE CHAIRPERSON</u></b>						
BUREAU OF CHAIRPERSON	24	1,398,218.00	14	558,029.00	10	840,189.00
WOMEN, GENDER & DEV.	13	789,610.00	7	443,004.00	6	346,606.00
SPPM & E IC & RC	29	1,435,406.00	27	1,397,101.00	2	38,305.00
OFFICE OF LEGAL COUNSEL	18	923,961.00	9	522,211.00	9	401,750.00
OFFICE OF INTERNAL AUDITOR	11	564,472.00	8	509,074.00	3	55,398.00
AFRICAN CITIZENS - CIDO (ex-CSSDCA)	20	1,080,024.00	11	668,409.00	9	411,615.00
INFO. & POPULARIZATION DIV. (ex-Communication & Information Div.)	12	491,815.00	12	491,815.00	0	0.00
PROTOCOL	17	573,522.00	13	460,214.00	4	113,308.00
<b><u>OFFICE OF THE DEPUTY CHAIRPERSON</u></b>						
BUREAU OF DEP. CHAIRPERSON	12	539,008.00	11	401,346.00	1	137,662.00
MEDICAL CENTER DIRECTORATE	32	1,097,184.00	18	749,917.00	14	347,267.00
ADMINISTRATION DIRECTORATE	84	2,574,433.00	94	2,562,821.00	-10	11,612.00
SECURITY AND SAFETY DIVISION	36	664,327.00	28	526,528.00	8	137,799.00
PROG, BDG., FIN. & ACCTG. DIR.	35	1,716,128.00	23	1,228,796.00	12	487,332.00
CONFERENCE SERVICES DIR..	126	6,919,068.00	119	6,434,319.00	7	484,749.00
<b><u>DEPT. FOR POLITICAL AFFAIRS</u></b>	19	1,177,355.00	19	1,158,871.00	0	18,484.00
• AU NEW YORK OFFICE	15	899,257.00	15	899,257.00	0	0.00
• AU WASHINGTON OFFICE	6	378,852.00	6	378,852.00	0	0.00
• AU GENEVA OFFICE	14	908,837.00	14	908,837.00	0	0.00
• AU BRUSSELS OFFICE	12	728,353.00	12	728,353.00	0	0.00
• AU CAIRO OFFICE	8	433,412.00	8	433,412.00	0	0.00
• AU LILONGWE OFFICE	8	315,001.00	8	315,001.00	0	0.00
• AU BANJUL OFFICE	13	493,751.00	13	493,751.00	0	0.00
<b>TOTAL</b>	<b>564</b>	<b>26,101,994.00</b>	<b>489</b>	<b>22,269,918.00</b>	<b>42</b>	<b>3,832,076.00</b>