

**DECISION ON THE STRUCTURE, HUMAN RESOURCES REQUIREMENTS AND  
CONDITIONS OF SERVICE FOR THE STAFF OF THE COMMISSION AND THEIR  
FINANCIAL IMPLICATIONS**  
**Doc. EX/CL/39(III)**

The Executive Council,

1. TAKES NOTE of the Report of the PRC,

2. DECIDES:

A. **On the Structure**

- i) That the grading of the Heads of the AU Regional and Representational Offices be maintained as proposed by the PRC;
- ii) That the integration of the NEPAD Secretariat into the AU Commission should be gradual with a Coordinating Unit of not more than five (5) staff and should commence after the Maputo Summit with a possible duration of three (3) years or until the AU Structures are fully operational or whichever comes first;
- iii) That an Information Officer at grade P2 level be added to the staff complement of the AU Lilongwe office;
- iv) That a cultural/information officer at grade P2 be added to the staff complement of the AU Cairo office;
- v) That the recommendation for a Steering Committee for the IBAR office should apply to all the Scientific and Technical Offices with the understanding that Donors and other Partners will cover the expense of their participation;
- vi) That the grade of the PATTEC Coordinator be raised to P4 and that of the Assistant Coordinator be maintained at P2;
- vii) That the Commission, in collaboration with the PRC, should undertake a review of the Regional and Representational Offices with the view to providing them with adequate personnel;

B. **On the Salary Scale/Structure and other Conditions of Service**

- i) To adopt the SADC Salary Scale with ten (10) steps in all its grades and with an annual increment for the Professional Staff;
- ii) To adopt for the Members of the Commission, salary scale as follows:
  - **Commissioners:** Grade D1 step 10 of the SADC model with an addition of fifteen percent (15%);
  - **Deputy Chairperson:** Grade D1 step 10 of the SADC model with an addition of thirty-two and a half percent (32.50%);
  - **Chairperson:** Grade D1 step 10 of the SADC model with an addition of fifty percent (50%).

- iii) To adopt for the Commission, the SADC Daily Subsistence Allowance rate (DSA) as follows:
- **Chairperson:** SADC DSA rate (i.e. UN DSA) PLUS 40%;
  - **Deputy Chairperson:** SADC DSA rate (i.e. UN DSA) plus 30%;
  - **Commissioners and all other staff of the Commission:** SADC DSA rate (i.e. UN DSA) plus 20%.
- iv) To adopt the principle of a regular review of the salary scale for Members of the Commission and all other categories of staff of the Commission with a frequency of every five (5) years.

**C. On the AU Quota System**

- i) To adopt the principle of allocating to each Member State a minimum number of four (4) staff on quota and the remaining number of post be distributed on the basis of assessed contribution of each Member State;
- ii) That the Elected Officials and Staff on special appointments as well as the General Service Category Staff be excluded from the Quota.

**D. On Recruitment**

- i) That recruitment for posts within Grade GSA 4 and above be opened to all nationals of Member States for both international and local recruitment;
- ii) That posts below GSA 4 be opened to all nationals of Member States but recruitment be strictly on local terms.