

**AFRICAN UNION**  
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**EXECUTIVE COUNCIL**  
**Thirteenth Ordinary Session**  
**24 – 28 June 2008**  
**Sharm El-Sheikh, EGYPT**

**EX.CL/407 (XIII) - b**

**REPORT OF THE SUB-COMMITTEE ON STRUCTURAL**  
**REFORMS ON THE STRUCTURE OF THE COMMISSION**

**REPORT OF THE PRC SUB-COMMITTEE ON STRUCTURAL REFORMS:  
SUMMARY CONCLUSIONS OF THE MEETING HELD ON WEDNESDAY,  
06 TH MAY AND 06<sup>TH</sup> JUNE, 2008.**

**1. ATTENDANCE**

**a. Meeting of 16<sup>th</sup> May, 2008**

**MEMBERS OF THE BUREAU**

- |               |                                  |
|---------------|----------------------------------|
| a. Mozambique | Chairperson                      |
| b. Sudan      | 1 <sup>st</sup> Vice Chairperson |
| c. Senegal    | 3 <sup>rd</sup> Vice Chairperson |
| d. Libya      | Rapporteur                       |

**OTHER SUB-COMMITTEE MEMBERS**

Algeria, Swaziland, Zimbabwe, Benin, Burkina Faso,  
Ethiopia, Nigeria, Kenya and Equatorial Guinea.

**b. Meeting of 06<sup>th</sup> June, 2008**

**MEMBERS OF THE BUREAU**

- |               |                                  |
|---------------|----------------------------------|
| a. Mozambique | Chairperson                      |
| b. Sudan      | 1 <sup>st</sup> Vice Chairperson |
| c. Senegal    | 3 <sup>rd</sup> Vice Chairperson |
| d. Libya      | Rapporteur                       |

**OTHER SUB-COMMITTEE MEMBERS**

Algeria, Swaziland, Zimbabwe, Benin, Burkina Fasso,  
Burundi, Ethiopia, Nigeria, Kenya and Equatorial Guinea

**2. INTRODUCTION**

1. The Chairperson of the Sub-committee welcomed and thanked the members present for their support. He confirmed the quorum and the meeting proceeded to deal with the business as stipulated in the draft agenda as follows:

**3. DRAFT AGENDA**

3.1 Adoption of the agenda

- 3.2 Consideration of requests for adjustments to the structure (Adjusted Maputo, Part C Volume III)
- 3.3 Any Other Business

#### 4. **ADOPTION OF AGENDA**

- 2. The Chairperson introduced the draft agenda and the meeting agreed to adopt it as proposed.

#### 5. **CONSIDERATION OF THE DRAFT STRUCTURE PROPOSALS (PART C VOLUME IIII):**

##### 5.01. SEGREGATING FINANCE AND ADMINISTRATION DUTIES IN SOME REGIONAL/ REPRESENTATIONAL OFFICES

- 3. Management requested the following additions to the structure of the AUC offices in **Nairobi, Banjul, Geneva, Brussels** and **Lagos**:

##### Banjul:

1 position of Human Resource Officer	P2
1 position of Finance Assistant	GSA5

##### Nairobi:

1 position of Human Resource Officer	P2
1 position of Finance Assistant	GSA5

##### Geneva:

1 position of Admin/Finance Assistant	GSA5
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##### Brussels:

1 position of Admin/Finance Assistant	GSA5
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##### Lagos:

1 position of Admin/Finance Assistant	GSA5
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#### (i) JUSTIFICATIONS

- 4. The Commission provided the following justifications for the request to segregate Finance and Administration duties in the regional/ representational offices listed above:
  - a. Finance and Administration are two separate but mutually dependent functions that are best and most effectively performed when segregated. The merger of the two in some of our regional and representational offices is causing conflicts in duties and overlaps of functions leading to mismanagement and inefficiency.

- b. The approved AUC Financial Rules and Regulations has segregated the functions of Administration (including procurement) from Finance and Accounting. This is a good practice in today's management that AUC should not only have on paper but put to practical use.
- c. The audit reports (both Internal and External) on some of our regional and representational offices reveal serious irregularities and lapses due to the non-segregation of Finance and Administration functions. On the ground, the Officer who initiates administrative actions and interpret/ enforce Rules and Regulations is also the keeper of funds and accounts. This situation is anomalous and prone to conflicts and abuse.
- d. The scope of operations and activity levels of these regional and representational offices has expanded immensely over the years. As a result, the volume of combining these two everyday duties is far too much for one person.

(ii) DECISION:

5. The Sub-Committee agreed by the majority to recommend for approval all seven (7) positions requested to segregate Finance and Administration duties in Banjul, Nairobi, Geneva, Brussels, and Lagos. In recommending approval of this request, the sub-committee instructed the Commission to ensure that at implementation, these additions are harmonized with the new structures endorsed for adoption in January 2008, to avoid unnecessary duplication. This is particularly relevant to the requests for Banjul and Nairobi.

5.02 HOUSEHOLD STAFF FOR HEADS OF AU REPRESENTATIONAL OFFICES IN EUROPE AND USA AND HEAD OF ACHPR IN BANJUL.

6. The Commission submitted for approval, a request to create two (2) positions of Household staff for heads of each of the AU representational offices in: **Washington, New York, Brussels** and **Geneva** as well as for the Head of the **ACHPR in Banjul**.

(i) JUSTIFICATIONS

7. The Commission provided the following justification for the request to create two positions of Household staff each for the Heads of AU offices in Washington, New York, Geneva, Brussels and Banjul:

"Heads of Delegations representing the AU in Europe and USA have had serious constraints in managing their domestic affairs due to the difficulties associated with employing private domestic help in these economies. With the AUC remuneration package, the cost of domestic help is prohibitive for our Heads of delegations in Europe and the USA. As a result, the Heads of AU missions in these countries have either had to do without domestic help or pay exorbitantly for the service on non-regular basis. This puts persons holding these

positions at great disadvantage when compared with their counterparts elsewhere in the world, in terms of real earnings and convenience.

To ensure consistency and since the Commission in Banjul has the same status, and its secretary the same rank as heads of delegations, it is requested that two positions of household staff be created for the Head of the ACHPR also”.

(ii) DECISION:

**8. The Sub- Committee agreed by the majority to disapprove the request to create positions of Household staff for Heads of AU missions in Washington, New York, Brussels, Geneva and Banjul. In declining this request, the sub-committee expressed concern about the cost of this service that many feel can be reduced through alternative solutions.**

9. The Sub-Committee adjourned at 11:45 hrs on Friday, 06<sup>th</sup> June, 2008.

2008

# Report of the sub-committee on structural reforms on the structure of the commission

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