

**DECISION ON THE HARMONIZATION OF THE REMUNERATION  
POLICY OF THE COMMISSION  
DOC. EX.CL/329 (XI)**

**The Executive Council:**

1. **TAKES NOTE** of the study on the Harmonization of the Remuneration Policy of the Commission;
2. **APPROVES and AUTHORIZES** the Commission to charge to arrears of contributions the financial implications of the proposed adjustments to the salary scale amounting to US\$1,892,592.00;
3. **REQUESTS** the Commission to undertake a complementary study on the proposal of the consultants to set the salary scale at 75% of that of the United Nations and, identify the problems and challenges that the Commission might face by adopting such alignment;
4. **AUTHORIZES** the Commission to extend the study on salaries to other organizations, including those outside the African continent and to provide up-dated data to the Member States;
5. **REQUESTS** the Commission to introduce, as soon as possible, a new Performance Appraisal System and link pay to performance;
6. **FURTHER REQUESTS** the Commission to complete the study on the harmonization of the remuneration policy by the end of 2008 and to resubmit the other recommendations contained in the report for further consideration by the PRC. The entire process should interface in the above recommendations with the outcome of the institutional audit, if need be.

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