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**EXECUTIVE COUNCIL
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EXT/EX.CL/2 (VIII)

**DRAFT REPORT OF THE MEETING OF THE SUB-
COMMITTEE ON STRUCTURE**

**(PART B – ADJUSTED MAPUTO STRUCTURE)
DECEMBER 2005 AND JANUARY 2006**

**DRAFT REPORT OF THE MEETING OF THE SUB-COMMITTEE ON STRUCTURE
DECEMBER 2005 AND JANUARY 2006
(PART B – ADJUSTED MAPUTO STRUCTURE)**

1. The Sub-Committee on Structure held two meetings on 15 December 2005 and 4 January 2006 at the AU Commission Conference Centre with the view to considering the amendments and additions to Part B of the Adjusted Maputo Structure. The first meeting was chaired by the 1st Vice-Chairperson, Ambassador of the Embassy of Chad and the second one 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 meetings were Cameroon, Chad, Ethiopia, Ghana, Libya, Mozambique, Nigeria, Rwanda, Senegal, South Africa, Sudan, and Zimbabwe.

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

4. On 15 December 2005, the Commission introduced the documents to the Sub-Committee and most delegations that took the floor were concerned about the finalization Part B of the Adjusted Maputo Structure, in line with the Executive Council's decision as it had a clear linkage with the budget preparation of 2006 as well as the recruitment process for 2006/2007. Following the extensive exchange of views, the Sub-Committee unanimously agreed to postpone the meeting so as to enable the members to have ample time to read and study the document as well as to enable the Chairperson of the Sub-Committee (Amb. Ali) to resume duty, as it was deemed to be rationale for him to deliberate on the amendments/additions proposed by the Commission.

5. On 4 January 2006, the Sub-Committee on Structure resumed its meeting at 16:00 hours in Committee Room 1 of the AU Conference Centre. In his opening statement, the Chairperson of the Sub-Committee welcomed the participants and also thanked the Commission for convening the meeting. He invited the Deputy Chairperson to brief the meeting on the contents of the document "Part B – Adjusted Maputo Structure".

IV. PRESENTATIONS

6. In his presentation, the Deputy Chairperson of the Commission indicated that the intention of the meeting was for the consideration of the amendments/additions of Part B - Adjusted Maputo Structure. The Commission drew the attention of the sub-Committee on "Part B – Extract", which had been taken from the recommendations mentioned in the Report of the Sub-Committee on Structure, Ref. EX/CL/175 (VII) - c, with the view to facilitating the sub-committee's understanding of the content of Part B of the Adjusted Maputo Structure. He also indicated that the second section of the document was the Commission's request for amendments/additions to Part B, mainly the Office of the Chairperson and the African Centre for Research and Studies on Terrorism (ACRST) under the Peace and Security Directorate.

7. For the Office of the Chairperson, the Commission shed some light on the amendments proposed in line with the decisions of the Heads of State and Government to put in place the Intelligence and Security Committee (Special Unit). He added that the proposed structure would be composed of 1xP6, 1xP5, 1xP4, 2xP3 and 1xGSA4 positions and their job responsibilities were elaborated in the document, for consideration.

8. The Commission also explained the importance of the proposed structure of the AU Regional Delegations to the Regional Economic Communities (RECs) in line with the Protocol of the Peace and Security Council. The intention of the Commission was to have a structure composed of One Senior Political Officer (P3), One Senior Economic Officer (P3) and One Senior Social Affairs Officer (P3) for each REC, and that the job descriptions were also included in the document, for consideration.

9. For the African Centre for Research and Studies on Terrorism (ACRST), the representative of the Peace and Security Directorate highlighted the major objectives of the Centre with the view to enhancing the capacity of the continent in the prevention of terrorism. He also added that the Centre, located in Algiers, Algeria was inaugurated in October 2004 and had the following three main missions as per the different articles of the Protocol

- Data Bank
- Alert & Prevention
- Equipment & Training

10. He explained that the cost of putting in place the Centre in terms of infrastructure and equipment had been sponsored by the Government of Algeria for a total amount of US\$6.2 million and other donors like Germany and Netherlands were ready to assist in the implementation of the Centre, provided that it had a structure for its operation. The proposed structure and job descriptions were submitted to the Sub-Committee for consideration.

11. At the end of his presentation, the Deputy Chairperson of the Commission gave a summary of the contents of the documents, titled:

- Renaming and Additions in the Office of the Chairperson
- Proposed structure for the Special Unit in charge with Intelligence and Security Matters
- Proposed Structure for the AU Regional Delegation to the RECs
- Proposed Structure for the African Centre for Research and Studies on Terrorism (ACRST)

IV. DELIBERATIONS

12. Following the presentation, the Chairperson of the Sub Committee drew the attention of the meeting to the additions requested by the Commission, namely:

- Renaming of three positions of Advisor (P5) already recommended by the Sub-Committee
- The addition of two (2) Advisors at P5 Level in the Bureau of the Chairperson

- The Special Unit in charge with Intelligence and Security Matters which required six (6) additional staff
- The addition of three (3) staff for the AU Regional Delegates Unit for each REC, to make a total of fifteen (15) staff members.
- Consideration of the Structure of the Centre for Terrorism (50 staff) as per the modalities defined in the last Summit in Sirte, Libya.

A. Renaming of Advisors

13. The Commission requested for the renaming of the following positions in the Bureau of the Chairperson of the Commission:

- a. Renaming of the position of Advisor (P5) – Diplomacy, charged with Afro-Arab Relations to Advisor (P5) – Diplomacy;
- b. Renaming of the position of Advisor (P5) – Public Relations & Press in-charge with Human Rights to Advisor (P5) – Communication & Cultural Affairs; and
- c. Renaming of the position of Advisor (P5) – Cultural Affairs to Advisor (P5) – Economic & Finance.

14. The Sub-Committee unanimously approved the renaming of positions as requested.

B. Addition of two (2) Advisors P5

15. The Commission requested for the addition of two Advisors (P5) in the Office of the Secretary to the Commission, namely:

- d. One Policy Advisor (P5) monitoring Internal Activities of the Commission; and
- e. One Policy Advisor (P5) monitoring the AUC relations with other Organs and Member States.

16. In line with the job descriptions given by the Commission for the two (2) positions of Advisor (P5), the Sub-Committee was of the view that these two positions were mainly policy execution and helping hands to the responsibility of the Secretary of the Commission and there was no advisory role to be played by the incumbent. At the end of the discussion, the Sub-Committee recommended that the two (2) requested positions be graded at P3 level - Senior Policy Officer.

C. Special Unit in charge with Security & Intelligence Committee (ISC)

17. The Commission requested for the addition of six positions in the Special Unit charged with Security & Intelligence and located in the Office of the Chairperson of the Commission. The Commission explained that the creation of this Unit was in line with the decision of the Heads of State & Government, held in Abuja Nigeria in 2005 and that the Unit will serve as a link between the CISSA Secretariat and the AU Commission. The Commission explained that the Unit shall be composed of :

- f. One Coordinator at P6 level
- g. One Advisor at P5 level
- h. One Principal Security and Intelligence Officer at P4 level
- i. Two (2) Senior Policy Officer at P3 level

j. One Secretary at GSA4 level.

18. The Commission indicated that a brief description of the job responsibilities had been included in the Report to ease the understanding of the Sub-Committee. Members of the Sub-Committee who took the floor recognized the importance and sensibility of the Unit and agreed on the number of positions and grades being proposed. At the end of the discussion, the Sub-Committee approved the structure (6 positions) of the Special Unit.

D. AU Regional Delegation to the RECs

19. The Commission requested for three (3) positions for each REC totaling 15 positions, namely:

- Five (5) Senior Political Officer P3
- Five (5) Senior Economic Officer P3
- Five (5) Senior Social Affairs Officer P3

The Commission explained that in line with the objective of integration, there was need to establish a linkage and coordination of activities between the Pillars of the African Union, the Regional Economic Communities (RECs) and the AU Commission.

20. Some delegations questioned the relevance of bringing to the Sub-Committee the Structure of the AU Delegation to the RECs which was rejected in June 2005, and taking into consideration the financial implications involved, it would be very difficult for Member States to add another Unit. Some delegations were of the view that only one such unit for a specific REC should be established in 2006 as for the case of AU Lilongwe/SADC and that it should be done within the Maputo Structure by redeploying staff members from existing Departments.

21. Other delegations agreed on the importance of establishing these Units in building the linkage and coordination between the AU Commission and the RECs. However, the major constraints were lack of funds and some delegations were of the opinion that the rationalization of RECs should be done prior to the establishment of the Units.

22. After the exchange of views, the Sub-Committee recommended that the Commission should redeploy two (2) officers from its existing structure to be part of the AU Delegation to the RECs, excluding the AU Lilongwe Office and therefore a total of eight (8) staff members (4 x Senior Political Officer P3 and 4 x Senior Socio-Economic Officer P3) shall be redeployed to that Unit. In its response, the Commission indicated that it shall implement that decision and in case of difficulty, it shall resubmit its request to the Sub-Committee on Structure.

E. Peace & Security Department - African Centre for Research and Studies on Terrorism (ACRST)

23. The Commission requested for a total of fifty (50) Staff for the Centre and drew the attention of the meeting to a budget of US\$2 million allocated for 2006. The Commission explained the importance of the Centre in combating terrorism on the continent.

24. Members of the Sub-Committee expressed concern on the number of staff complement being proposed (25 professional and 25 General Service categories) and were of the view that the initial proposal of 25 Staff members would be adequate at the initial stage and the structure could be reviewed at a later stage. Other delegations were of the opinion that approving the requested structure would give a proper signal about Africa's commitment in combating terrorism and ownership of the Centre vis-à-vis the extra-budgetary funding by donors.

25. After the exchange of views, the Sub-Committee approved the proposed structure with certain amendments on condition that the US\$2million appropriation shall be sufficient to the structure. The following were the amendments recommended by the Sub-Committee:

- The Counter-Terrorism principal Advisor P6 be renamed as Deputy Director Grade P5
- As there was no need for the position of interpreters at the ACRST and the linguistic positions were reviewed as Translators at P3 level.
- The Head of Database & Documentation; Head of Prevention & Alert; Head of Training & Equipment and Head of Administrative Units shall be graded P4 instead of P3 as proposed.
- The position Factotum GSB6 shall be changed to Registry Clerk GSA3

26. The Commission was also requested to align the proposed posts and grades with that of the Maputo Structure. In summary, the Sub-Committee approved the following structure for the ACRST:

<u>Posts</u>	<u>Grade</u>	<u>Number</u>
Director of Centre	D1	1
Deputy Director	P5	1
Secretary	GSA4	1
Translator	P3	4
Public Relation Officer	P2	1
Accounting/Finance Officer	P2	1
Network Administrator	P3	1
Network Operator	GSA5	1
Head – Database & Documentation Unit	P3	1
Webmaster	P2	1
Systems Analyst	P2	3
Documentalist	P1	1
Data Processing Operators	GSA5	3
Head – Prevention and Alert Unit	P3	1
Alert & Prevention, Studies, Analysis & Publication Specialist	P2	1
Alert & Prevention Analysts	P2	3
Legal Officer	P2	1
Head – Training & Equipment Unit	P3	1
Training Specialist	P2	1
Equipment Specialist	P2	1
Head – Administration Unit	P3	1
Administrative Assistant	GSA5	1
Secretaries	GSA4	2
Registry/Filing Clerk	GSA3	1
Mail Runner	GSB6	1
Security Guard	GSB8	6
Cleaners	GSB6	6
Drivers	GSB7	3
TOTAL		50

27. Having exhausted all the items under consideration, the meeting was adjourned at 18:00 hours.

28. The following table below shows the estimated financial implications for Part B – Adjusted Maputo Structure following the additions and amendments made.

	Estimated Additional Finance required on Budget 2006 in US\$ +/-
A. Office of Chairperson	
• Bureau of Chairperson	696,985.00
• Special Unit (Security & Intelligence Committee)	393,018.00
• Directorate of Strategic Planning, Policy and Res. Mob.	0.00
• Protocol Service Unit	237,690.00
• Office of Legal Counsel	444,392.00
• Office of Internal Audit	102,346.00
• Women and Gender Development Directorate	272,988.00
• African Citizens Directorate	5,971.88
• Information & Popularization Division	0.00
• NEPAD Secretariat	-141,785.00
SUB-TOTAL	2,029,580.88
B. Office of Deputy Chairperson	
• Bureau of the Deputy Chairperson	102,396.00
• Medical Centre Directorate	466,097.00
• Administration & Human Resource Development Dir	
○ Administration & HRD Directorate	91,931.00
○ Security & Safety Services Division	180,215.00
○ Management Information Systems Division	0.00
• Programming, Budgeting, Finance & Accounting Dir.	656,323.00
• Conference Services Directorate	376,010.00
SUB-TOTAL	1,304,479.00
C. Political Affairs Directorate	376,010.00
D. Human Resources, Science & Technology Directorate	-103,089.00
E. Rural Economy & Agriculture Directorate	
• Pan-African Veterinary Vaccine Centre (PANVAC)	440,516.00
NET TOTAL	4,598,014.88

Added Office of the Chairperson

- Adviser Economic and Finance P3 70 470
- Internal Activities P3 70 470

The following have been downgraded
Office of Chairperson – Special Unit (SIC)

- Coordinator P5 85 434
- Adviser P4 83 380
- 2 Principal Officers P3 140 940

ESTIMATED FINANCIAL IMPLICATIONS - PART B ADJUSTED MAPUTO STRUCTURE BASED ON 2006 BUDGET**A. OFFICE OF THE CHAIRPERSON****A1. Bureau of the Chairperson**

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
1	Chairperson	Elec.	1	Chairperson	Elec.	1	Chairperson	Elec.	0
1	Director	D1	1	Chief of Staff	D1	1	Chief of Staff	D1	0
0	-	-	1	Sec. to the Commission	D1	1	Sec. to the Commission	D1	+91,425.00
0	-	-	1	Director of Communications	D1	1	Director of Communications	D1	+91,425.00
1	Deputy Director	P5	1	Deputy Chief of Staff	D1	1	Deputy Chief of Staff	P6	845.00
0	-	-	1	Advisor (Human Sec. & Defense)	P5	1	Advisor - Human Security & Defense	P5	+85,434.00
0	-	-	1	Advisor (Public Relation & Press Charged with Human Rights)	P5	1	Advisor - Comm. & Cultural Affairs	P5	+85,434.00
0	-	-	1	<i>Advisor (Diplomacy charged with Afro-Arab Relations)</i>	<i>P5</i>	1	Advisor - Diplomacy	P5	+85,434.00
0	-	-	1	<i>Advisor - Internal activities</i>	<i>P5</i>	1	Advisor - Internal Activities	P3	+70,470.00
0	-	-	1	<i>Advisor - Economic - Finance</i>	<i>P5</i>	1	Advisor - Economic & Finance	P3	+70,470.00
0	-	-	1	Special Assistant	P5	1	Special Assistant	P5	+85,434.00
0	-	-	7	Special Representative	P5-D1	0	-	-	0
0	-	-	7	Special Envoys	P5-D1	0	-	-	0
0	-	-	7	Regional Delegates to RECs	P5	8	Senior Pol. Officer P3 (Regional Delegate to RECs (redeployment))		
0	-	-	1	Administrative Secretary	GSA6	0	-	-	0
0	-	-	1	Filing Clerk	GSA3	0	-	-	0
0	-	-	2	Advisor NEPAD Secretariat	P5	0	-	-	0
0	-	-	3	African Initiative Programme	P5	0	-	-	0
0	-	-	1	Snr. Pol. Off. (Sec. Meeting, & Doc.)	P5	1	Sr. Pol. Off. (Int. Activities of AUC)	P3	70,470.00
			1	Head of Div. (Rel. AU Organs)	P5	1	Sr. Pol. Off. (Relation with AU Organs)	P3	70,470.00
1	Press Attaché	P2	0	Abolished (Press Attaché)	-	0	Abolished (Press Attaché)	-	-73,687.00
1	Cabinet Attaché	P2	1	Cabinet Attaché	P3	1	Cabinet Attaché	P3	+3,783.00
1	Private Sec.	GSA6	1	Private Secretary	GSA6	1	Private Secretary	GSA6	0
1	Admin. Assist.	GSA5	1	Administrative Assistant	GSA5	1	Administrative Assistant	GSA5	0
1	Secretary	GSA4	4	Secretary	GSA4	4	Secretary	GSA4	38,382.00
1	Mail Runner	GSB6	4	Mail Runner	GSB6	2	Mail Runner	GSB6	6,630.00
6			51			29			+696,985.00

A2. Special Unit (Security & Intelligence Committee)

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
			1	Coordinator	P6	1	Coordinator	P5	85,434.00
			1	Advisor	P5	1	Advisor	P4	83,380.00
			1	Principal Office ISC	P4	1	Principal Office ISC	P3	70,470.00
			2	Senior Policy Officer	P3	2	Senior Policy Officer	P3	140,940.00
			1	Secretaries	GSA4	1	Secretaries	GSA4	12,794.00
0			6			6			393,018.00

A3. Directorate of Strategic Planning Policy and Resource Mobilization

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
1	Director	D1	1	Director	D1	1	Director	D1	0
1	Head-(Intl C&RM)	P5	1	Head of Div (Intl Coop & Res.Mob.)	P5	1	Head of Div (Intl Coop & Resource Mob.)	P5	0
1	Head - (M, E & R.)	P5	1	Head of Div. (Mon., Eva & Res.)	P5	1	Head of Div. (Mon., Eva. & Research)	P5	0
			1	Head of Div. (Pol. Analysis & Res.)	P5	0	-	-	0
			1	Head of Div. (Knowledge Mgt)	P5	0	-	-	0
1	Senior Policy Off.	P3	0	Transferred to External Affairs	-	1	Senior Policy Off. (Afro-Arab)	P3	0
1	Senior Policy Off.	P3	0	Transferred to External Affairs	-	1	Senior Policy Off. (Intl Coop.)	P3	0
1	Senior Policy Off.	P3	1	Senior Policy Off. (Res. Mob.)	P3	1	Senior Policy Off. (Resource Mobilisation)	P3	0
1	Senior Policy Off.	P3	1	Senior Policy Off. (Planning)	P3	1	Senior Policy Off. (Planning)	P3	0
1	Senior Policy Off.	P3	1	Senior Policy Off. (Mon. & Eva.)	P3	1	Senior Policy Off. (Monitoring & Eva.)	P3	0
1	Senior Policy Off.	P3	1	Snr Policy Off. (Research & Stat.)	P3	1	Senior Policy Off. (Research & Statistics)	P3	0
1	Policy Officer	P2	0	Transferred to External Affairs	-	1	Policy Officer (Intl. Coop.)	P2	0

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
2	Policy Officer	P2	0	<i>Abolished (2 positions)</i>	-	2	Policy Officer (Research)	P2	0
2	Policy Officer	P2	0	<i>Abolished (2 positions)</i>	-	2	Policy Officer (Statistics)	P2	0
1	Admin. Assistant	GSA5	1	Administrative Assistant	GSA5	1	Administrative Assistant	GSA5	0
3	Secretaries	GSA4	3	Secretaries	GSA4	3	Secretaries	GSA4	0
			1	Filing Clerk	GSA3	0	-	-	0
			1	Mail Runner	GSB6	0	-	-	0
Library & Archives Unit			Library & Archives Unit			Library & Archives Unit			
			1	Senior Library/Archives	P3	1	Chief Library/Archives	P3	0
			1	Archivist	P2	1	Archivist	P2	0
			1	Librarian	P2	1	Librarian	P2	0
			5	Cataloguer	GSA5	5	Cataloguer	GSA5	0
			1	Secretary	GSA4	1	Secretary	GSA4	0
18			27			27			0.00

A4. Protocol Services Unit

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
Protocol Service Unit			Protocol Service Directorate			Protocol Service Unit			
0	-	-	1	Director	D1	-	-	-	0
0	-	-	1	Head of Div. (Consular Matters)	P5	-	-	-	0
0	-	-	1	Head of Div. (Cer. Prog. & Funct.)	P5	-	-	-	0
1	Chief of Protocol	P5	0	<i>Abolished</i>		1	Chief of Protocol	P5	0
1	Dep. Chief of Prot.	P3	0	<i>Abolished</i>		1	Deputy Chief of Protocol	P3	0
0	-	-	1	Sr. Protocol Off.(Consular Matters)		-	-	-	0
0	-	-	1	Sr. Prot. Off.(Cer., Prog. & Funct.)		-	-	-	0

2	Protocol Officers	P2	2	Protocol Officers	P2	4	Protocol Officers	P2	140,462.00
6	Protocol Assistants	GSA5	6	Protocol Assistants	GSA5	8	Protocol Assistants	GSA5	97,228.00
1	Admin. Assistant	GSA5	1	Admin. Assistant	GSA5	1	Admin. Assistant	GSA5	0
2	Secretaries	GSA4	2	Secretaries	GSA4	2	Secretaries	GSA4	0
13			16			17			+237,690.00

A5. Office of the Legal Counsel

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
1	Legal Counsel	D1	1	Legal Counsel	D1	1	Legal Counsel	D1	0
1	Dep. Legal Counsel	P5	1	Deputy Legal Counsel	P5	1	Deputy Legal Counsel	P5	0
0	-	-	1	Sec. to the AUC on Intl law	P5	1	Sec. to the AUC on International law	P4	83,380.00
2	Senior Legal Off.	P3	3	Senior Legal Officer	P3	3	Senior Legal Officer	P3	70,470.00
2	Legal Officers	P2	4	Legal Officers	P2	6	Legal Officers	P2	260,836.00
1	Documentalist	P1	1	Documentalist	P1	1	Documentalist	P1	0
2	Secretaries	GSA4	2	Secretaries	GSA4	3	Secretaries	GSA4	12,794.00
			1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	10,850.00
			1	Mail Runner	GSB6	1	Mail Runner	GSB6	6,062.00
9			15			18			+444,392.00

A6. Office of the Internal Audit

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
1	Director	D1	1	Director	D1	1	Director	D1	0
0	-	-	1	Deputy Director	P5	1	Deputy Director	P5	85,434.00
2	Senior Auditor	P3	2	Senior Auditor	P3	2	Senior Auditor	P3	0
4	Auditors	P2	4	Auditors	P2	4	Auditors	P2	0
0	-	-	1	Auditor (ICT)	P2	0	-	-	0

1	Secretary	GSA4	1	Secretary	GSA4	1	Secretary	GSA4	0
			1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	10,850.00
			1	Mail Runner	GSA6	1	Mail Runner	GSA6	6,062.00
8			12			11			+102,346.00

A7. Women, Gender and Development

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
1	Director	D1	1	Director	D1	1	Director	D1	0
0	-	-	2	Heads of Division	P5	2	Heads of Division	P5	170,868.00
0	-	-	1	Sec. to the AUWC	P5	1	Sec. to the AUWC	P4	83,380.00
1	Principal Pol. Off.	P4	0	Abolished (Principal Pol. Off.)	-	0	Abolished (Principal Pol. Off.)	P4	-83,380.00
1	Sr. Policy Officer	P3	3	Senior Policy Officer	P3	2	Senior Programme Officer	P3	70,470.00
2	Programme Off.	P2	4	Programme Officer	P2	2	Programme Officer	P2	0
1	Secretary	GSA4	1	Secretary	GSA4	3	Secretary	GSA4	25,588.00
1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	0
0	-	-	0	-	-	1	Mail Runner	GSA6	6,062.00
7			13			13			+272,988.00

A8. African Citizens (CIDO) Directorate

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
CSSDCA			African Citizen Directorate			African Citizen Directorate			
0	Director	-	1	Director	D1	1	Director	D1	91,425.00
1	Principal Coord.	P6	1	<i>Abolished</i>	-	0	<i>Abolished</i>	-	-88,445.00
0	Head of Divisions	P5	2	Head of Divisions	P5	2	Head of Divisions	P5	170,868.88
3	Senior Policy Off.	P3	3	<i>Abolished (Senior Pol. Officer)</i>	P3	0	<i>Abolished(Senior Policy Officer)</i>	P3	-211,410.00
5	Policy Officers	P2	6	Desk Officers	P2	6	Regional Desk Officers	P2	65,209.00
1	Admin. Assistant	GSA5	1	<i>Abolished</i>	-	0	<i>Abolished</i>	GSA5	-64,176.00
1	Secretary	GSA4	3	Secretaries	GSA4	3	Secretaries	GSA4	25,588.00
			1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	10,850.00
			1	Mail Runner	GSB6	1	Mail Runner	GSB6	6,062.00
11			19			14			+5,971.88

A9. Information and Popularization Directorate

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
Information & Comm. Div.			Information & Popularization Directorate			Information & Communication Div.			
0	-	-	1	Director	D1	0	-	-	0
1	Head of Division	P5	2	Head of Division	P5	1	Head of Division	P5	0
1	Dep. Head of Div.	P4	0	<i>Abolished (Deputy Head of Unit)</i>	P4	1	Deputy Head of Division	P4	0
1	Senior Pol. Off.	P3	4	Senior Officers	P3	1	Senior Editorial Officer	P3	0
1	Info. Officer	P2	1	Information Officer	P2	1	Information Officer	P2	0
1	Comm. Officer	P2	1	Communication Officer	P2	1	Communication Officer	P2	0

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
Information & Comm. Div.			Information & Popularization Directorate			Information & Communication Div.			
1	Admin. Assistant	GSA5	1	Admin. Assistant	GSA5	1	Administrative Assistant	GSA5	0
2	Secretary	GSA4	2	Secretary	GSA4	2	Secretary	GSA4	0
1	Audio-Visual Tech.	GSA3	1	Audio-Visual Tech.	GSA3	1	Audio-Visual Technician	GSA3	0
1	Radio Technician	GSA3	1	Radio Technician	GSA3	1	Radio Technician	GSA3	0
1	Cameraman	GSA3	1	Cameraman	GSA3	1	Cameraman	GSA3	0
1	Photographer	GSA2	1	Photographer	GSA2	1	Photographer	GSA3	0
12			16			12			0.00

A10. NEPAD Secretariat

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
1	Senior Coord.	P6	1	Coordinator	P5	1	Coordinator	P5	-845.00
3	Senior Pol. Officer	P3	1	Senior Programme Off.	P3	1	Senior Programme Off.	P3	-140,940.00
1	Secretary	GSA4	1	Secretary	GSA4	1	Secretary	GSA4	0
5			3			3			-141,785.00

B. OFFICE OF THE DEPUTY CHAIRPERSON

B1. Bureau of the Deputy Chairperson

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
1	Dep. Chairperson	Elec	1	Deputy Chairperson	Elec	1	Deputy Chairperson	Elec	0
1	Head of Bureau	P5	1	Head of Bureau	D1	1	Deputy Chief of Staff	P6	+845.00
0	-	-	1	Tech. Advisor Sys. & Methods	P5	1	Tech. Advisor Systems & Methods	P4	+83,380.00
0	-	-	1	Tech. Advisor (Fin. & Admin.)	P5	0	-	-	0
1	Special Assistant	P2	1	Special Assistant	P4	1	Special Assistant	P4	+18,171.00
1	Private Sec.	GSA5	1	Private Secretary	GSA5	1	Private Secretary	GSA5	0
1	Secretary	GSA4	1	Secretary	GSA4	1	Secretary	GSA4	0
1	Clerk	GSA3	1	Clerk	GSA3	1	Clerk	GSA3	0
1	Mail Runner	GSB6	1	Mail Runner	GSB6	1	Mail Runner	GSB6	0
7			9			8			+102,396.00

B2. Security and Safety Services Division

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
Security Services Unit			Security & Safety Directorate			Security & Safety Division			
0	-	-	1	Director	D1	0	-	-	0
0	-	-	1	Head Safety Division	P5	0	-	-	0
0	-	-	1	Head Security Services	P5	1	Head Security & Safety Div.	P5	85,434.00
0	-	-	0	-	-	1	Deputy Head of Sec.	P4	83,380.00
1	Chief of Security	P3	0	Abolished	-	0	Abolished	-	-70,470.00

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
Security Services Unit			Security & Safety Directorate			Security & Safety Division			
0	-	-	1	Security Operation Officer	P2	1	Security Operation Officer	P2	70,231.00
1	Deputy Chief Sec.	P2	0	Abolished		0	Abolished	P2	-70,231.00
			1	Security Deployment Officer	P2	0	-	-	0
0	-	-	1	Security Logistic Officer	P2	1	Security Logistics Officer	P2	70,231.00
3	Security Sup.	GSA5	1	Security Supervisor	P2	3	Security Supervisors	GSA5	0
			2	Aide de Camp	P2	0	-	-	0
			1	Secretary	GSA4	0	-	-	0
1	Sec./Receptionist	GSA4	1	Secretary/Receptionist	GSA4	1	Secretary/Receptionist	GSA4	0
1	ID System Op.	GSA4	1	ID System Operator	GSA4	1	ID System Operator	GSA4	0
21	Security Guards	GSB8	35	Security Guards	GSB8	27	Security Guards	GSB8	11,640.00
			1	Filing Clerk	GSA3	0	-	-	0
			1	Mail Runner	GSB6	0	-	-	0
28			49			36			+180,215.00

B3. Medical Centre Directorate

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
Medical Centre Division			Medical Centre Directorate			Medical Centre Directorate			
0	-	-	1	Director	D1	1	Director	D1	91,425.00
1	Head Medical Centre	P5	1	Head Medical Service.	P5	1	Head Medical Service.	P5	0
0	-	-	1	Head Medical Admin.	P5	1	Head Medical Administrator	P5	85,434.00
3	Medical Officer	P4	4	Medical Officers	P5	4	Medical Officers	P4	83,380.00
1	Pharmacist	P3	1	Pharmacist	P4	1	Pharmacist	P3	0
1	Lab. Technologist	P2	1	Lab. Technologist	P4	1	Lab. Technologist	P2	0
1	X-Ray Tech.	GSA5	1	X-Ray Technician	GSA5	1	X-Ray Technician	GSA5	0

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
Medical Centre Division			Medical Centre Directorate			Medical Centre Directorate			
1	X-Ray Dark Room Attendant	GSA3	1	X-Ray Dark Room Attendant	GSA3	1	X-Ray Dark Room Attendant	GSA3	0
1	Head Nurse	GSA6	1	Head Nurse	GSA6	1	Head Nurse	GSA6	0
4	Nurses	GSA5	6	Nurses	GSA5	6	Nurses	GSA5	97,228.00
2	Lab. Technicians	GSA5	3	Laboratory Techn.	GSA5	3	Laboratory Techn.	GSA5	48,614.00
0	-	-	1	Laboratory Attendant	GSB6	1	Laboratory Attendant	GSB6	6,062.00
2	Dispensers	GSA5	2	Dispensers	GSA5	2	Dispensers	GSA5	0
0	-	-	1	Secretary	GSA4	1	Secretary	GSA4	12,794.00
1	Secretary Cashier	GSA5	1	Secretary Cashier	GSA5	1	Secretary Cashier	GSA5	0
			1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	10,850.00
			1	Mail Runner	GSB6	1	Mail Runner	GSB6	6,062.00
			4	Medical Attendants	GSB6	4	Medical Attendants	GSB6	24,248.00
18			32			32			+466,097.00

B4. Management Information Systems Division

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
MIS Division			ICT Directorate			MIS Division			
0	-	-	1	Director	D1	0	-	-	0
1	Head of Division	P5	2	Heads of Division	P5	1	Head of Division	P5	0
1	Hardw./Maint. Admin	P3	1	Hardw. Management & Maint. Admin.	P3	1	Hardw. Management & Maint. Admin.	P3	0
1	Network/Infra. Admin	P3	1	Network & Infrastructure Administrator	P3	1	Network & Infrastructure Administrator	P3	0
1	Database/App. Admin	P3	1	Database/Applications Administrator	P3	1	Database/Applications Administrator	P3	0
0	-	-	1	VSAT Administrator	P3	0	-	-	0
0	-	-	1	Systems / Methods Analyst	P3	0	-	-	0
2	Network Infra. Techns	GSA5	2	Network Infrastructure Technicians	P1	2	Network Infrastructure Technicians	GSA5	0

2	Hardware Maint. Techns	GSA5	2	Hardware Maintenance Technicians	P1	2	Hardware Maintenance Technicians	GSA5	0
2	Program.Soft. Techn	GSA5	2	Programmers/Software Technicians	P1	2	Programmers/Software Technicians	GSA5	0
0	-	-	2	Earth-Station Technician	P1	0	-	-	0
0	-	-	5	Regional Offices Technicians	P1	0	-	-	0
0	-	-	1	Help Desk Assistant Technician	GSA6	0	-	-	0
1	Secretary	GSA4	1	Secretary	GSA4	1	Secretary	GSA4	0
0	-	-	1	Filing Clerk	GSA3	0	-	-	0
0	-	-	1	Mail Runner	GSB6	0	-	-	0
11			25			11			0.00

B5. Administration & Human Resources Development Directorate

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
Office of Director			Office of Director			Office of Director			
1	Director	D1	1	Director	D1	1	Director	D1	0
1	Admin. Assistant	GSA5	2	Administrative Assistant	GSA5	1	Administrative Assistant	GSA5	0
1	Secretary	GSA4	1	Secretary	GSA4	1	Secretary	GSA4	0
1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	0
4			5			4			0.00
A. Human Resources Division			A. Human Resources Division			A. Human Resources Division			
1	Head of Division	P5	1	Head of Division	P5	1	Head of Division	P5	0
3	Senior HR Officer	P3	3	Senior HR Officer	P3	3	Senior HR Officer	P3	0
4	HR Officer	P2	6	HR Officer	P2	4	HR Officer	P2	0
2	Secretary	GSA4	2	Secretaries	GSA4	2	Secretaries	GSA4	0
1	Data Processing Op.	GSA5	1	Data Processing Operator	GSA5	1	Data Processing Operator	GSA5	0
1	Clerk	GSA3	2	Clerk	GSA3	2	Clerk	GSA3	10,850.00
33	Household Staff	GSB9	35	Household Staff	GSB9	33	Household Staff	GSB9	0

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
45			50			46			+10,850.00
B. Administrative Services Div.			B. Administrative Services Div.			B. Administrative Services Div.			
1	Head of Division	P5	1	Head of Division	P5	1	Head of Division	P5	0
1	Secretary	GSA4	1	Secretary	GSA4	1	Secretary	GSA4	0
2			2			2			0.00
<u>1. Bldg. Equip & Transp. Services</u>			<u>1. Building Equip & Transport Services</u>			<u>1. Building Equip & Transport Services</u>			
1	Chief of Unit	P3	1	Chief of Unit	P3	1	Chief of Unit	P3	0
1	Estate Officer	P2	1	Estate Officer	P2	1	Estate Officer	P2	0
1	Secretary	GSA4	1	Secretary	GSA4	1	Secretary	GSA4	0
1	Transport Supervisor	GSA5	1	Transport Supervisor	GSA5	1	Transport Supervisor	GSA5	0
1	Maintenance Sup.	GSA5	1	Maintenance Supervisor	GSA5	1	Maintenance Supervisor	GSA5	0
25	Drivers	GSB7	38	Drivers	GSB7	25	Drivers	GSB7	0
2	Telephone Operator	GSB2	2	Telephone Operator	GSB2	2	Telephone Operator	GSB2	0
3	Maintenance Techn.	GSA4	6	Maintenance Technician	GSA4	3	Maintenance Technician	GSA4	0
0	-	-	14	Porters	GSB1	0	-	-	0.00
35			66			35			
<u>2. Registry Services</u>			<u>2. Registry Services</u>			<u>2. Registry Services</u>			
1	Chief of Registry	P2	1	Chief of Registry	P2	1	Chief of Registry	P2	0
1	Registry Supervisor	GSA5	1	Registry Supervisor	GSA5	1	Registry Supervisor	GSA5	0
1	Clerk/Secretary	GSA4	1	Clerk/Secretary	GSA4	1	Clerk/Secretary	GSA4	0
4	Clerks	GSA3	4	Clerks	GSA3	5	Clerks	GSA3	10,850.00
13	Mail Runner (Pool)	GSB6	13	Mail Runner (Pool)	GSB6	13	Mail Runner (Pool)	GSB6	0
20			20			21			+10,850.00
<u>3. Stores Unit</u>			<u>3. Stores Unit</u>			<u>3. Stores Unit</u>			
1	Stores Officer	P2	1	Stores Officer	P2	1	Stores Officer	P2	0
1	Stock Control Assist.	GSA4	1	Stock Control Assistant	GSA4	1	Stock Control Assistant	GSA4	0
2	Warehouse Clerk	GSA2	2	Warehouse Clerk	GSA2	2	Warehouse Clerk	GSA2	0
4			4			4			0.00
<u>4. Procurement and Travel Unit</u>			<u>4. Procurement and Travel Unit</u>			<u>4. Procurement and Travel Unit</u>			

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
			1	Head of Division	P5	0	-	-	0
1	Chief Proc. & Travel	P3	1	Senior Procurement Off.	P3	1	Chief Proc. & Travel Unit	P3	0
0	-	-	1	Senior Travel Officer	P3	0	-	-	0
1	Procurement Officer	P2	1	Procurement Officer	P2	1	Procurement Officer	P2	0
0	-	-	1	Travel Officer	P2	1	Travel Officer	P2	70,231.00
1	Senior Travel Assist.	GSA5	2	Travel Clerks	GSA5	1	Travel Clerks	GSA5	0
1	Senior Accts Clerk	GSA4	2	Procurement Clerks	GSA5	1	Procurement Clerks	GSA5	0
1	Travel Assistant	GSA3	0	Travel Assistant	GSA3	1	Travel Assistant	GSA3	0
1	Secretary	GSA4	1	Secretary	GSA4	1	Secretary	GSA4	0
6			10			7			+70,231.00
5. Library & Archives Unit									
1	Chief Lib./Archives	P3		<i>The Commission requested the transfer of the Library & Archives Unit to the Strategic Planning Directorate.</i>			<i>The Sub Committee approved the transfer of the Library & Archives Unit to the Strategic Planning Directorate</i>		0
1	Archivist	P2							0
1	Librarian	P2							0
5	Cataloguer	GSA5							0
1	Secretary	GSA4							0
9			0					0	

B6. Programming, Budgeting, Finance & Accounting (PBFA) Directorate

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
1	Director	D1	1	Director	D1	1	Director	D1	0
3	Head of Division	P5	4	Head of Division	P5	3	Head of Division	P5	0
5	Senior Finance Off.	P3	5	Senior Finance Officer	P3	7	Senior Finance Officer	P3	140,470.00
3	Finance Officers	P2	9	Finance Officer	P2	9	Finance Officer	P2	421,386.00
1	Data Processing Off.	P2	0	Abolished	-	0	Abolished	-	-70,231.00

5	Accounts Assist.	GSA5	8	Accounts Assistant	GSA5	6	Accounts Assistant	GSA5	48,614.00
1	Cashier	GSA5	1	Cashier	GSA5	1	Cashier	GSA5	0
0	-	-	2	Data Processing Operator	GSA5	2	Data Processing Operator	GSA5	97,228.00
3	Secretaries	GSA4	5	Secretaries	GSA4	4	Secretaries	GSA4	12,794.00
1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	0
			1	Mail Runner	GSB6	1	Mail Runner	GSB6	6,062.00
23			37			35			+656,323.00

B7. Conference Services Directorate

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
1	Director	D1	1	Director	D1	1	Director	D1	0
1	Deputy Director	P5	0	Abolished	-	0	Abolished	-	-85,434.00
0	-	-	3	Heads of Division	P5	3	Heads of Division	P5	256,302.00
18	Interpreters	P4	20	Interpreters	P4	20	Interpreters	P4	166,760.00
12	Revisers	P4	12	Revisers	P4	12	Revisers	P4	0
22	Translators	P3	22	Translators	P3	22	Translators	P3	0
0	-	-	1	Senior Documentation Off.	P3	0	-	-	0
0	-	-	1	Senior Verbatim Officer	P3	0	-	-	0
1	Head, Publishing Unit	P3	1	Sr. Publish. & Reproduction	P3	1	Sr. Publish. & Reproduction	P3	0
1	Production Ctrl	P2	1	Production Controller	P2	1	Production Controller	P2	0
12	Proof Readers	P2	12	Proof Readers	P2	12	Proof Readers	P2	0
1	Publishing Officer	P1	1	Publishing Officer	P1	1	Publishing Officer	P1	0
1	Documents Officer	P1	1	Documentation Officer	P1	1	Documentation Officer	P1	0
1	Documents Controller	P1	0	Documents Controller	P1	1	Documents Controller	P1	0
6	Pool Supervisors	GSA6	6	Pool Supervisors	GSA6	6	Pool Supervisors	GSA6	0
1	Asst. Doc. Officer	GSA5	2	Asst. Doc. Officer	GSA5	1	Asst. Doc. Officer	GSA5	0
2	Graphic Designer	GSA4	2	Graphic Designer	GSA4	2	Graphic Designer	GSA4	0
4	Offset Reprod.	GSA3	5	Offset Reproduction	GSA5	4	Offset Reproduction	GSA5	0
2	Sr. Elec./Mec. Tech	GSA5	2	Sen. Elec./Tec. Mech.	GSA5	2	Sen. Elec./Tec. Mech.	GSA5	0
2	Asst.Elec./ Mech.Tech	GSA4	2	Asst.Elec./ Mech. Tec.	GSA4	2	Asst.Elec./ Mech. Tec.	GSA4	0
0	-	-	12	Verbatim Typist	GSA4	0	-	-	0
4	Desktop Publisher	GSA4	6	Desktop Publisher	GSA4	4	Desktop Publisher	GSA4	0
3	Int.Equip.Oper/Tec	GSA4	3	Interp.Equip.Oper/Tec	GSA4	3	Interp.Equip.Oper/Tec	GSA4	0
4	Offset Asst.&Rep.Op.	GSA3	6	Offset Asst.&Rep.Oper.		4	Offset Asst.&Rep.Oper.	GSA4	0
2	Film Assembly Asst.	GSA3	2	Film Assembly		2	Film Assembly	GSA3	0
1	Binder	GSA3	1	Binder		1	Binder	GSA3	0
2	Print Finishing Asst.	GSA3	2	Print Finishing Asst.	GSA3	2	Print Finishing Asst.	GSA3	0
13	Secretaries	GSA4	20	Secretaries	GSA4	16	Secretaries	GSA4	38,382.00
1	Ref. Clerk	GSA3	1	Ref. Clerk	GSA3	1	Ref. Clerk	GSA3	0
1	Mail Runner	GSB6	1	Mail Runner	GSB6	1	Mail Runner	GSB6	0
119			149			126			+376,010.00

C. POLITICAL AFFAIRS DIRECTORATE

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
1	Commissioner	Elec.	1	Commissioner	Elec.	1	Commissioner	Elec.	0
1	Special Assistant	P2	1	Special Assistant	P3	1	Special Assistant	P3	7,104.00
1	Private Secretary	GSA5	1	Private Secretary	GSA5	1	Private Secretary	GSA5	0
0	-	-	1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	10,850.00
0	-	-	1	Mail Runner	GSB6	1	Mail Runner	GSB6	6,062.00
Political Affairs Directorate			Democracy, Governance, H.Rights & Humani. Aff.			Political Affairs Directorate			0
1	Director	D1	1	Director	D1	1	Director	D1	0
2	Heads of Division	P5	3	Heads of Division	P5	2	Heads of Division	P5	0
2	Senior Pol. Officer	P3	6	Senior Political Officers	P3	2	Senior Political Officers	P3	0
4	Political Officer	P2	12	Political Officers	P2	4	Political Officers	P2	0
1	Pol.I Off. (ACHPR)	P2	0	-	-	1	Senior Pol. Off. (ACHPR)	P3	0
2	Secretary	GSA4	4	Secretary	GSA4	2	Secretary	GSA4	0
1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	0
0	-	-	1	Mail Runner	GSB6	0	-	-	0
-			External Affairs Directorate			External Affairs Directorate			0
			1	Director	D1	0	-	-	0
			4	Heads of Division	P5	0	-	-	0
			10	Senior Political Officers	P3	0	-	-	0
			10	Political Officers	P2	0	-	-	0
			5	Secretary	GSA4	0	-	-	0
			1	Filing Clerk	GSA3	0	-	-	0
			1	Mail Runner	GSB6	0	-	-	0
16			65			18			+24,016.00

D. HUMAN RESOURCES, SCIENCE & TECHNOLOGY DIRECTORATE

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
1	Commissioner	Elec.	1	Commissioner	Elec.	1	Commissioner	Elec.	0
1	Special Assistant	P2	1	Special Assistant	P3	1	Special Assistant	P3	7,104.00
1	Private Secretary	GSA5	1	Private Secretary	GSA5	1	Private Secretary	GSA5	0
1	Director	D1	1	Director	D1	1	Director	D1	0
2	Head of Division	P5	3	Heads of Division	P5	3	Heads of Division	P5	85,434.00
2	Senior Policy Off.	P3	2	Senior Policy Officers	P3	2	Senior Policy Officers	P3	0
4	Policy Officers	P2	1	Policy Officer	P2	1	Policy Officer	P2	-195,627.00
2	Secretaries	GSA4	2	Secretaries	GSA4	2	Secretaries	GSA4	0
1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	1	Filing Clerk	GSA3	0
15			13			13			-103,089.00

E. PANAFRICAN VETERINARY VACCINE CENTRE (PANVAC)

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
0	-	-	1	Coordinator	P5	1	Director	P5	85,434.00
0	-	-	1	Senior Vaccines Officer	P3	1	Senior Vet. Vaccines Off.	P3	70,470.00
	-	-	1	Senior Diagnostic Reagent Off.	P3	1	Senior Animal Diseases/ Reagent Officer	P3	70,470.00
0	-	-	1	Admin & Finance Officer	P2	1	Admin. & Finance Officer	P2	65,209.00
0	-	-	2	Laboratory Technician	P2	1	Laboratory Technicians	P2	65,209.00
0	-	-	2	Laboratory Assistant	P1	1	Laboratory Assistants	P1	57,913.00
0	-	-	2	Secretary	GSA4	1	Secretary	GSA4	12,794.00
0	-	-	2	Drivers	GSB7	1	Driver/Clearing Agent	GSB7	6,955.00
0	-	-	1	Messenger/Cleaner	GSB6	1	Cleaner/Messenger	GSB6	6,062.00
0			13			9			+440,516.00

F. PEACE AND SECURITY DEPARTMENT – AFRICAN CENTRE FOR RESEARCH AND STUDIES ON TERRORISM (ACRST)

Maputo Structure			Proposal of the Commission			Adjusted Maputo Structure Recommended by Sub-Committee			Estimated Additional Finance required on Budget 2006 in US\$ +/-
Qty	Post	Grade	Qty	Post	Grade	Qty	Post	Grade	
0	-	-	1	Director of Centre	D1	1	Director of Centre	D1	91,668.00
0	-	-	1	Counter-Terrorism Advisor	P6	1	Deputy Director	P5	88751.00
0	-	-	1	Secretary	GSA4	1	Secretary	GSA4	16,233.00
0	-	-	4	Translator/Interpreter	P4	4	Translator	P3	224,160.00
0	-	-	1	Public Relation Officer	P2	1	Public Relation Officer	P2	67,382.00
0	-	-	1	Accounting/Finance Officer	P2	1	Accounting/Finance Officer	P2	67,382.00
0	-	-	1	Network Administrator	P3	1	Network Administrator	P3	74,720.00
0	-	-	1	Network Operator	GSA5	1	Network Operator	GSA5	50,301.00
0	-	-	1	Head – Database & Doc. Unit	P3	1	Head – Database & Doc. Unit	P3	74,720.00
0	-	-	1	Webmaster	P2	1	Webmaster	P2	67,382.00
0	-	-	3	Data & Doc. Analyst	P2	3	Systems Analyst	P2	202,146.00
0	-	-	1	Documentalist	P2	1	Documentalist	P1	60,004.00
0	-	-	3	Data Processing Operators	GSA5	3	Data Processing Operators	GSA5	150,903.00
0	-	-	1	Head – Prevention and Alert Unit	P3	1	Head – Prevention and Alert Unit	P3	74,720.00
0	-	-	1	Alert & Prevention, Studies, Analysis & Publication Specialist	P2	1	Alert & Prevention, Studies, Analysis & Publication Specialist	P2	67,382.00
0	-	-	3	Alert & Prevention Analysts	P2	3	Alert & Prevention Analysts	P2	202,146.00
0	-	-	1	Legal Officer	P2	1	Legal Officer	P2	67,382.00
0	-	-	1	Head – Training & Equipment Unit	P3	1	Head – Training & Equipment Unit	P3	74,720.00
0	-	-	1	Training Specialist	P2	1	Training Specialist	P2	67,382.00
0	-	-	1	Equipment Specialist	P2	1	Equipment Specialist	P2	67,382.00
0	-	-	1	Head – Administration Unit	P3	1	Head – Administration Unit	P3	74,720.00
0	-	-	1	Administrative Assistant	GSA5	1	Administrative Assistant	GSA5	50,301.00
0	-	-	2	Secretaries	GSA4	2	Secretaries	GSA4	32,466.00
0	-	-	1	Factotum	GSB6	1	Registry/Filing Clerk	GSA3	10,850.00
0	-	-	1	Mail Runner	GSB7	1	Mail Runner	GSB6	8,028.00
0	-	-	6	Security Guards	GSB7	6	Security Guard	GSB8	57,359.00
0	-	-	6	Cleaners	GSB7	6	Cleaners	GSB6	48,168.00
0	-	-	3	Drivers	GSB7	3	Drivers	GSB7	52,449.00
0			50			50			+2,191,207.00

2006-01-19

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