

COUNCIL OF MINISTERS

Thirteenth Ordinary Session

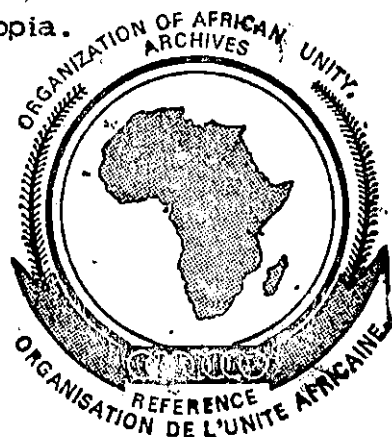
Addis Ababa - August/September 1969

CM/271

REPORT OF THE EIGHTH SESSION OF THE ADVISORY
COMMITTEE ON BUDGETARY AND FINANCIAL MATTERS
HELD AT AFRICA HALL, ADDIS ABABA, FROM FRIDAY
AUGUST 15TH 1969 TO THURSDAY 21ST AUGUST -
1969:

CHAIRMAN: The Gambia: H.E. Mr. B.O. Semaga-Janneh
High Commissioner of the Gambia
to Senegal.

RAPPORTEUR: Nigeria: H.E. Mr. Olu Sanu,
Nigeria Ambassador to Ethiopia.



REPORT OF THE MEETING OF THE OAU ADVISORY
COMMITTEE ON BUDGETARY AND FINANCIAL MATTERS

1. The O.A.U. Advisory Committee on Budgetary and Financial Matters began its work at 4.30 p.m. on Friday 15 August, 1969 in Africa Hall, Addis Ababa. In the absence of the Chairman, the session was declared open by the Ambassador of Nigeria to Ethiopia H.E. Mr. Olu Sanu, the Rapporteur. In a brief speech he welcomed non-resident members of the Committee to Addis Ababa. He later informed the Committee that owing to difficulties in flight connection, the Chairman was not able to arrive in Addis Ababa on the opening day and that he would arrive the following day:

ADOPTION OF THE AGENDA:

2. The Committee adopted the following items of the Agenda:-
- (a) Opening statement by the Chairman
 - (b) Adoption of the Agenda
 - (c) General Statement by the Administrative Secretary-General
 - (d) Report on the proposed plan for the establishment of an OAU
Diplomatic Pouch
 - (e) Statement of contributions by Member States
 - (f) Report of the OAU Committee of Experts on Structure and Salary
levels of the General Secretariat and Comments on the report by
the General Secretariat
 - (g) Proposed Amendments to the Medical Expense Assistance Plan
 - (h) Proposed Amendments to the OAU Staff Pension
 - (i) Draft estimates for the proposed sub-office of the African Liberation
Committee in Lusaka
 - (j) Request for authorization on excess and over-expenditure
from Regional Offices on the 1968/69 budget:

- (i) OAU Co-ordinating Committee on the Liberation of Africa,
Dar-es-Salaam
- (ii) OAU Permanent Secretariat to the African Group at the U.N.,
New York
- (iii) OAU STRC office in Lagos.

ORGANIZATION OF WORK:

3. The Committee agreed on the following hours of work:-

10.30 a.m. to 1.00 p.m.

3.30 p.m. to 6.30 p.m.

GENERAL STATEMENT BY THE ADMINISTRATIVE SECRETARY-GENERAL:

4. In his statement, the Administrative Secretary-General welcomed all members of the Committee on his own behalf and on behalf of the entire General Secretariat. He said that he had in the past often spoken of the important role which the Advisory Committee played and also explained the sincere wish of the General Secretariat to co-operate with the Committee. He indicated that it was obvious that the present session was a vital one to the General Secretariat and the future of the Organization. That was why the General Secretariat had spared no efforts to furnish all relevant and necessary data to the Experts to enable them compile their report in the hope that their recommendations would serve the interest of the Organization. The Administrative Secretary-General said that though the sub-Committee's report was the main item on the agenda, for reasons of expediency and convenience, the General Secretariat had thought it necessary to submit for the Committee's consideration and approval six other items. In his general statement on these items, the Secretary-General emphasized that the items were of a routine nature and, therefore, should not take much time of the Committee.

5. The Secretary-General stated that the present structure has worked adequately. However, if there was need for any improvement, they would be welcomed but it was advisable to avoid any radical change which would disrupt the smooth functioning of the Organization. On the question of salaries, the Administrative Secretary-General told the Committee that there was an initial error which had been committed in Nairobi in 1965 when the OAU salary scales were first adopted. It had been thought then that patriotism and idealism were enough to attract the best African brains. This assumption has since been proved wrong. He pointed out that between 1966 and 1969, 29 officers in the professional grades and several dozens in the category of General Service have resigned from the services of the Organization mainly because of the inadequacy of salaries and general unattractive conditions of service in the OAU. Most of these officers are at present holding high posts in their respective home governments. At present, several other staff members are only awaiting the outcome of the report in order to decide whether they should continue working in the OAU or leave its service. The Secretary-General held the view that the 5% increase in salaries which had been proposed by the Experts was not adequate judging from the fact that the cost of living had risen by 25% at the headquarters of the OAU and the regional offices as stated by the Experts themselves in their report.

6. The Committee took note of the statement of the Administrative Secretary-General and then continued with its work.

PROPOSED PLAN TO ESTABLISH AN OAU DIPLOMATIC POUCH:

7. In presenting this item, the General Secretariat pointed out that during its Twelfth Session, the Council of Ministers had instructed the General Secretariat to investigate the possibility of establishing a diplomatic pouch. The aim of establishing the pouch was to curtail travel expenses and also

improve communication between the OAU General Secretariat headquarters and its Regional Offices.

8. From its findings, the General Secretariat reported that it was convinced that the establishment of a pouch would improve communication and that the additional estimated operational cost of US\$ 2,000 would be met from the vote appropriated for communications in the current budget.

9. After a brief discussion, the Committee DECIDED TO RECOMMEND to the Council of Ministers that a diplomatic pouch should be established by the General Secretariat and agreed that the funds appropriated for communications in the current budget should be utilized to start the service.

STATEMENT OF CONTRIBUTIONS BY MEMBER STATES:

10. In its observation on this item, the General Secretariat particularly drew the attention of the Committee to the outstanding contributions due to the 1965/1967; 1967/1968; 1968/1969 and 1970 budgets as at 18th August, 1969.

11. The Committee took note of the General Secretariat's observation and decided to study the matter at a later date.

REPORT OF THE OAU SUB-COMMITTEE OF EXPERTS ON STRUCTURE AND SALARY LEVELS OF THE GENERAL SECRETARIAT AND COMMENTS ON THE REPORT BY THE OAU GENERAL SECRETARIAT:

12. In presenting the Experts' Report, the Rapporteur of the sub-committee (UAR) pointed out that the text was a majority and not a unanimous report. He emphasized that all the members agreed to endorse the report because of their concern for African Unity. He then drew the attention of the Committee to the Terms of Reference of the Sub-Committee as set out in Resolutions CM/Dec. 57(XII) and CM/Res.175(XII). These Resolutions read as follows:-

A. Resolution CM/Dec.57 (XII):

- (a) A sub-committee of Experts within the Advisory Committee composed of Nigeria, Senegal, Somalia⁽¹⁾, UAR and Uganda

should be set to study the structure and levels of salaries of the OAU Secretariat;

- (b) The sub-committee should be given up to April/May as time limit in which to study the matter and submit a report to the Advisory Committee;
- (c) The Advisory Committee should consider the report at a special meeting in May 1969, and that its findings should be circulated by the General Secretariat by July 15, 1969, to enable all Member States to study the report in good time prior to the Thirteenth Ordinary Session;
- (d) In order to carry out this work, the balance from savings of 1967/1968 Budget should be used to cover expenses on the Sub-Committee's travel arrangements and per diem;
- (e) That the Organization should set up its own salary structure which would take account of the cost of living of the host country, per capita income of Member States, and the need to attract and retain suitable personnel.

B. Resolution CM/Res. 175 (XII):

That the Administrative Secretary-General in conjunction with the sub-committee appointed by the Advisory Committee on Budgetary matters should:

- (a) Investigate the root-cause of non-contribution by Member States to the Special Fund and the reasons accounting for the loss of enthusiasm in the Liberation Committee;
- (b) Examine the problems confronting the Liberation Committee, and present such recommendation as would help the Committee in the execution of its assignment;

(c) Invite the attention of the Executive Secretariat of the Liberation Committee for adoption of an improved accounting system;

(d) Investigate the problems which beset the functioning of the Executive Secretariat.

13. After outlining details on the method, procedure and organization of work adopted by the Experts in their study, the Rapporteur of the sub-committee proceeded to highlight the important aspects of the Experts' findings which had led to the conclusions and recommendations in their Report. In conclusion he pointed out that although its work in terms of Resolution CM/Dec.57(XI) was completed, the Experts had decided that Resolution CM/Res.175(XII) on the Liberation Committee in Dar-es-Salaam was technically a separate issue which had to be dealt with at a later stage. The Chairman then called upon the General Secretariat to make its comments.

14. The Administrative Secretary-General stated that the General Secretariat had deemed it necessary to make some observations on the Report of the Experts so as to assist the Council of Ministers in arriving at well-balanced decisions in the interest of the future stability and progress of the Organization. He expressed appreciation to the Council of Ministers for appointing the panel of Experts but pointed out that the Secretariat found the Report of the Experts rather disappointing in most parts.

15. He contended that the General Secretariat would have wished that the Experts had concentrated their attention on recommending a better salary structure for the staff instead of delving too much into irrelevant issues such as personal relations and differences between members of staff which were universal in any organization including national institutions, embassies, etc.

The Administrative Secretary-General also expressed general concern at the Experts' proposals to dismantle or re-arrange the OAU structure which has, so far, worked satisfactorily since the inception of the Organization. However, he hoped that the Committee in considering the Experts' Report, would bear in mind the observations and comments submitted by the General Secretariat.

15. After the statement by the General Secretariat, the Committee decided to deal with the chapter and parts on structure of the General Secretariat before tackling the question of salary levels and relevant recommendations.

THE STRUCTURE OF THE GENERAL SECRETARIAT:

16. In the chapter on this matter, the Experts expressed the view that two Assistant Secretaries-General were adequate for the work of the Secretariat. In the new organizational chart, the Experts had worked out a structure with two Assistant Secretaries-General, i.e. one for Administrative duties and the other for operations. The Experts had also recommended that the two Assistant Secretaries-General should, with the Administrative Secretary-General, constitute the policy-making Cabinet.

17. In considering this important recommendation, the Committee took account of the views expressed by the Experts on the role of the Assistant Secretaries-General vis-a-vis the Directors of Departments who are expected to be the professional heads of their various departments. The Advisory Committee agreed with the Experts that the role of the Assistant Secretaries-General should be principally policy-making rather than the day to day operation of the Departments, as happens at present. The result of the present set up has been a diminution of the status and importance of the Assistant Secretaries-General on the one hand and the reduction of the responsibilities which should appertain to the Directors on the other. The Committee was

conscious of the fact that the present number of Assistant Secretaries-General was probably dictated by consideration of geographical representation.

Nevertheless, the Committee believed that this principle could still be achieved by using a language rather than regional balance. In effect, the working languages of the Organization will be reflected in the appointment of the three most senior officials of the Organization i.e. the Administrative Secretary-General and the two Assistant Secretaries-General.

18. The Committee also accepted the principle of having two main divisions in the Secretariat i.e. functional and operational, each of which is to be under an Assistant Secretary-General. It should also be pointed out in passing that the reduction of the number of Assistant Secretaries-General to two will lead to a saving of about US\$50,000 annually.

19. The Committee therefore accepted the recommendation that the number of Assistant Secretaries-General should be reduced to two.

20. The Committee took note of the appointment of four Assistant Secretaries-General by the Assembly of Heads of State and Government at its Fifth Session in 1968. Since the term of office of these four officials will not expire until 1972, the Advisory Committee decided to RECOMMEND two alternatives:

- (a) To implement the decision to reduce the number of Assistant Secretaries-General to two immediately, or
- (b) To bear in mind the commitment of the Heads of State and Government to the four incumbents and postpone implementation till 1972 when fresh election is due. In this case, a re-affirmation of the decision to reduce the number of Assistant Secretaries-General to two will have to be made by the Heads of State and Government at their 8th Ordinary Session in 1971.

FUNCTIONAL RELATIONS WITHIN THE GENERAL SECRETARIAT:

21. The Experts had submitted in their Report that there was a general lack of planning and co-ordination within the General Secretariat. They, therefore, recommended the setting up of a planning system whereby the Chief of Cabinet and all the Directors of Department would constitute a planning and co-ordinating committee which would consider draft budgets and other priorities for final submission to the Secretary-General.

22. The Committee felt that the Experts had laid too much emphasis on the concept of long term planning in disregard of the political nature of decision-making of the OAU. The Committee was of the view that basic policy on all matters is the responsibility of the legislative organs of the Organization, i.e. the Council of Ministers and the Assembly of Heads of State and Government. The basic function of the Secretariat is to implement decisions laid down by these two bodies, through their resolutions. In this respect, the OAU cannot be different from other international organizations.

23. The Committee, therefore, felt that the present system whereby the Administrative Secretary-General, the Assistant Secretaries-General, the Directors of Departments and Executive Secretaries constitute the body which plan the implementation of decisions made by the Council of Ministers and the Assembly of Heads of State and Government, is adequate. In particular, the Committee believed that the new role earmarked for the two Assistant Secretaries-General will afford them more time to devote to planning and policy matters.

24. RE-ORGANIZATION OF THE CABINET OFFICE OF THE SECRETARY-GENERAL

In their study, the Experts had noted that the existing role of the Chief of Cabinet was unsatisfactory. They believed that it was necessary to increase

his responsibilities by assigning to him the duty of policy co-ordination.

During the debate that followed, the Committee noted that although the Legal Adviser operate under the Cabinet Office, they are not in fact directly responsible to the Chief of Cabinet. In view of an earlier recommendation to maintain the existing method of planning and co-ordination, the Committee DECIDED TO RECOMMEND to the Council of Ministers that the responsibilities of the Chief of Cabinet should remain as they are at present.

25. With regard to the up-grading, the Committee agreed upon the plea of the Secretary-General, to approve the recommendation of the Experts to up-grade the post to P.5. The Committee also DECIDED TO RECOMMEND to the Council of Ministers:

(a) That the post of Assistant Protocol Officer be up-graded from P1 to P.2.

(b) That request be made for an Organization and Methods Expert to be seconded by a Member State for one year to re-organize the Secretariat. Appropriation for the post is to be made in the 1970/71 budget.

(c) That the post of a second Legal Officer should be retained at P.2.

26. The Committee also agreed with the proposals of the Experts that the Library Section now attached to the Department of Administration should be transferred to the Information Section.

27. As regards the Administration Department, the Committee noted a correction by the Secretariat that the incumbent Head of Administration was on P5 not on personal basis, as indicated by the Experts, but that the P5 grading had always applied to this post as an appropriate grade. However, the Committee accepted the Experts' recommendation to leave the post at P.5.

28. In view of the fact that the 12th Session of the Council of Ministers had decided to amalgamate the financial services of the Commission of Mediation, Conciliation and Arbitration with those of the OAU General Secretariat, the Experts had proposed that the Commission's post of Finance Officer should be transferred to the General Secretariat. The Advisory Committee accepted this recommendation not merely because of the transfer of the finances of the Commission of Mediation, Conciliation and Arbitration to the General Secretariat but principally because the Committee believed as the Experts pointed out, that the Finance Section is under-staffed in relation to its heavy responsibilities.

29. THE SCIENTIFIC AND CULTURAL DEPARTMENT:

In dealing with the paragraph on the activities of this Department, and the Experts recommendation that the fields of (a) Education and Culture (b) Health and Nutrition be consolidated in the STRC, OAU Regional Office in Lagos, the Administrative Secretary-General pointed out that for efficiency as well as political and institutional reasons, the Department should remain in Addis Ababa. After a brief discussion, the Committee DECIDED TO RECOMMEND to the Council of Ministers that:-

" the Scientific and Cultural Department should remain in Addis Ababa."

THE CONFERENCE DIVISION:

30. In its report, the Experts had recommended the suppression of the vacant post of Revisor(P3) of the official records section on the assumption, that summary records would be limited to the meetings of the Council of Ministers and the Assembly of Heads of State and Government.

31. The General Secretariat clarified the situation in the Conference Division by giving details of the actual staff situation. The Secretariat pointed out that limiting the keeping of summary records for only the Council and the Summit meetings would perhaps result in some savings in the funds allocated to the recruitment of short-term staff, but would certainly not entail any savings as regards permanent staff. The difficulties accompanying the use of micro-films were also outlined.

32. The Committee, in its deliberations, was inclined to accept the argument in favour of maintaining the present strength of staff as a means of limiting the employment of short-term staff. It therefore DECIDED TO RECOMMEND to the Council of Ministers that:-

(a) The present posts in the Conference Division should be brought to full strength;

(b) Summary records should be kept only for the Council of Ministers and the Assembly of Heads of State and Government, and that Rapporteur's Report should suffice for all other meetings.

THE ECONOMIC AND SOCIAL DEPARTMENT:

33. The Committee accepted the findings of the Experts regarding the role of this Department in terms of the proposals of the ECA 9th Session of Ministers responsible for Economic Planning to the effect that there should be a closer association of activities between the OAU and the ECA. The Committee made no firm recommendation until this working relationship had been clearly established. However, it took note of the explanation by the General Secretariat for the need to maintain the status quo.

REGIONAL OFFICES:

34. A. Dar-es-Salaam:

From the outset, the Committee felt that it should as much as possible only concern itself with matters other than those connected with political problems of the Liberation Committee. Thus, the Committee accepted the Experts' suggestion that any recommendations regarding the operational problems described in its Report, should be suspended until it was able to make a detailed study of all the political problems besetting the Liberation Committee, as instructed in Resolution CM/Res.175(XII). However, on considering other sections of the Experts report, the Committee DECIDED TO RECOMMEND to the Council of Ministers that:-

- (a) The Executive Secretary of the Liberation Committee should be directly responsible to the Assistant Secretary-General in charge of Political Affairs;
- (b) The posts of three Assistant Executive Secretaries should be maintained for political balance which is particularly important in the Liberation struggle;
- (c) That the grade of the Executive Secretary, like his colleagues of the same title, should be P5 at appropriate step and that the grade of the Assistant Executive Secretaries should be at P4 at appropriate step;
- (d) Since the appointment of the Executive Secretary and the three Assistants were based on political grounds, these should continue to be filled in the same manner. The length of their term of office should be the same as for the Administrative Secretary-General and the two Assistants.

35. The Committee took note of the comments made by the Experts in connection with the situation within the Liberation Committee pertaining to financial control and personnel management. In general, the Committee accepted the Experts' observations that there was some evidence of overlapping and duplication in the distribution of functions in the Executive Secretariat as well as in the Liberation Committee's standing Committees. In this respect, the Committee was of the view that the Liberation Committee should examine the possibility of operating with two standing Committees.

B. EXECUTIVE SECRETARIAT - NEW YORK:

The Rapporteur of the sub-committee of Experts pointed out that the report on this Regional Office was based on the questionnaire which the Experts sent to the Executive Secretary and a written reply from him as no member of the sub-Committee could visit New York because of the heavy expenses involved. On the basis of this information, the Experts had recommended the up-grading of the post of the Executive Secretary from P4 to P5, remarking its decision had been influenced by certain structural and functional considerations, such as the necessity of placing all Executive Secretaries on equal grade.

37. In support of the Experts' recommendation, the General Secretariat outlined the increasing importance of the role of this office to the African Group at the U.N. However, some Committee members who were fully conversant with the history of this Regional Office, strongly felt that it did not warrant another up-grading, notwithstanding the need to bring all Executive Secretaries on the same level. Therefore, the Committee DECIDED TO RECOMMEND to the Council of Ministers that the post of Executive Secretary for New York should remain at P.4. The Committee further DECIDED that

the post of Co-ordinator should remain at P.2.

38. The Committee felt that the recommended increase in level of salaries, the proposed Education Allowance and the new post Adjustment Allowance should assist in meeting some of the problems facing the staff in New York.

39. The Committee agreed with the Experts that the visit of the Administrative Secretary-General and the Assistant Secretary-General in charge of Political Matters to New York during the General Assembly Session was necessary and that the psychological impact of their presence during the session was essential. The Committee also felt it advisable and necessary that the Executive Secretary in New York should attend the meetings of the Council of Ministers and the Assembly of Heads of State and Government.

E. EXECUTIVE SECRETARIAT - LAGOS:

40. The Rapporteur of the Experts sub-committee stated that they had pondered over the question of merging with the STRC office in Lagos all the sub-regional offices at Niamey, Yaounde, Bangui and Muguga because such a merger would have political consequences. After a long deliberation, the Experts had agreed on the merger, for reasons of economy, effectiveness, and efficiency. The General Secretariat, in reply to questions by the Advisory Committee, agreed with the observations and recommendations of the Experts.

41. Nevertheless, the Advisory Committee felt that only those sub-regional offices whose difficulties in operation are of a fundamental and serious nature should be moved. By this standard, the Committee DECIDED TO RECOMMEND to the Council of Ministers that:-

- (a) The Niamey and Bangui sub-offices be transferred to Lagos;
- (b) The Yaounde sub-office should remain where it is;
- (c) Immediate appeal be made to the Kenya Government to provide facilities for the transfer of the Muguga sub-office to Nairobi.

42. As regards the question of housing for the staff in Lagos, the Committee was reminded by the Experts report that the Council of Ministers had already decided that the staff in Lagos should pay economic rents for the OAU houses they occupy. The General Secretariat admitted that it was aware of this decision but stated that the actual details of the economic rents are yet to be worked out. The Committee accepted the request by the General Secretariat to report on the matter later. The Committee then accepted the proposal of the Experts that, like his colleagues in Dar-es-Salaam and New York, the Executive Secretary in Lagos should be directly responsible to the Assistant Secretary-General in charge of Operations.

43. On the grading of the post of the Executive Secretary in Lagos, the Committee DECIDED TO RECOMMEND to the Council of Ministers that:-

- (a) Since the post of Executive Secretaries in Lagos and Dar-es-Salaam now graded at P6 will still constitute an anomaly when it is considered that the corresponding Directors of Departments in the General Secretariat will be on P5, the post of the Executive Secretary (Lagos) like that of Dar-es-Salaam, should be regraded in P5 at appropriate step so that the incumbent will not suffer any loss of remuneration. The two posts of the Assistant Executive Secretaries in Lagos should remain at P4;
- (b) All posts of Deputy Secretaries for the bureaux should be up-graded from P2 to P.3.

PERSONNEL MANAGEMENT:

44. In its Report, the sub-Committee of Experts had observed that the General Secretariat found considerable difficulty in filling some of its most important posts. They attributed this difficulty to (i) the low level of salaries paid by the OAU (ii) the need by most national governments of developing

countries to retain highly qualified officers and (iii) the apparent reluctance on the part of qualified personnel who are doing well in the services of their national governments to be seconded to an International Organization without the assurance that their positions within the national Civil Service would remain secure.

45. After a lengthy discussion on this issue, the Committee agreed with the proposal that Member States should be closely involved in the process of recruitment to the OAU General Secretariat to the extent that they should be prepared to submit lists of suitable officers for secondment to particular vacancies. Encouragement should be given to such officers by the assurance that their promotion prospects would not be jeopardized only because they were seconded to the OAU.

46. There was a general consensus of opinion among the members of the Committee that in view of the difficulties of recruitment already enumerated, there was need for the General Secretariat to explore seriously the possibility of secondment by national governments for certain categories of technical staff. It was also felt that the General Secretariat should encourage more fixed-term appointments instead of recruitment on permanent basis. This would enable the General Secretariat to legitimately dispense with the service of an officer who did not perform satisfactorily. It would also ensure a geographical distribution of posts among Member States.

47. The General Secretariat, in accepting this proposal for fixed-term appointments, pointed out that this should be accompanied by amendments to the relevant parts of the Staff Rules and Regulations, as officers recruited on contract were entitled to 25% basic salary as gratuity. The Secretariat pointed out that the appointment of officers on permanent basis were more economical to the Organization.

48. After further discussion, the Committee DECIDED TO RECOMMEND that:-

- (a) the General Secretariat should submit a paper on the mechanics of fixed-term appointments;
- (b) amendments should be made to the relevant Staff Rules and Regulations to permit the payment of 15% instead of the present 25% as gratuity.

49. In order to safeguard the interests of existing staff in the OAU General Secretariat, the Committee felt that before a vacancy was filled by direct appointment (or secondment), the field of serving officers should be reviewed to see whether any serving officer had the qualifications and experience desired. If such officers existed, they should receive first consideration for appointment or promotion to the vacancy.

50. The Committee was in agreement that disciplinary procedure in the OAU General Secretariat should be codified. However, it disagreed with the Experts recommendation that before recruitment, promotion or disciplinary action was finalized in respect of posts graded in P3 and above, the resident members of the Advisory Committee on Budgetary and Financial Matters should be consulted on the matter. The Committee felt that this method would give rise to confusion and conflict since the resident members, who are mostly Ambassadors, are political appointees of their respective governments. Furthermore, as regards cases of disciplinary action, there was already the OAU Tribunal to which any staff member could appeal should he feel that he was unjustly treated by the General Secretariat.

51. On the question of appointment and termination of appointment, of politically nominated officers, the Committee rejected the recommendation of the Experts that these should hold academic qualifications of a University

degree with several years of post-graduate experience. Consequently, the Committee DECIDED TO RECOMMEND as follows:-

- (a) that politically nominated officers should be of the highest calibre and that the interpretation of this qualification should be left to the State of the Candidate;
- (b) that officers politically elected should not be eligible to more than two tours of four years each. During their term of office they should be subject to the financial and staff rules and regulations but should not thereby be considered as being on the permanent statutory staff of the Organization;
- (c) that Regulation 35 of the Rules of Procedure of the Assembly of Heads of State and Government which provides for the termination of the appointment of the Administrative Secretary-General and the Assistant Secretaries-General on a two-third majority vote, should be extended to cover all political appointments.

52. As regards grades of the General Services Category, the Committee DECIDED TO RECOMMEND to the Council of Ministers the following regrading for the secretarial staff:-

- (a) Personal Secretaries: GS-5 for secretaries attached to the Secretary-General and the Assistants;
- (b) Bilingual Secretaries: GS-4 Step 5. They should have the following minimum speeds: 80 words shorthand in both languages
35 words typing in both languages;
- (c) Stenographer Grade One: GS-3 Step 5. They should have the following minimum speeds: Shorthand 120 words and above per minute
Typing 45/50 words;

(d) Stenographer Grade Two: GS-3 Step 3:

Shorthand 100/110 per minute

Typing 45/50 words per minute

(e) Stenographer Grade Three: GS-2 Step 4:

Shorthand 80 words per minute

Typing 35 words per minute.

(f) Copy Typists and roneo operators should be employed on local rates.

(g) Incremental credits should be calculated from the initial salaries recommended at the rate of two years of previous experience at the relevant speeds for one incremental credit in the related grade.

53. On the recommendation by the Experts that the calculation of experience credits to professional officers should be based on the rate of two years previous experience for one incremental credit, the Committee felt that this should be left to the discretion of the Secretary-General who should also fix the point of entry to the appropriate scale according to the experience and qualifications of the candidate.

54. The Committee discussed at length the present set-up in the General Secretariat regarding the placing of locally recruited junior staff on GS scales. It was noted that this practice only applied to those at the General Secretariat headquarters while those in Regional offices were invariably employed on local rates. After an explanation by the General Secretariat of the existing practice, the Committee DECIDED TO RECOMMEND to the Council of Ministers:-

" that the General Secretariat should compile a list of the posts to which local rates of salaries should apply."

55. On the proposal that a scheme for training of staff members be established, the Committee agreed that the General Secretariat should draw up a programme and also explore the possibility of financing the scheme through

Foundations and International Agencies.

56. In order to correct the irregularities that were prevalent, the Committee DECIDED TO RECOMMEND to the Council of Ministers the following standard nomenclature and grading to be used at the General Secretariat as well as in the Regional Offices:-

(a) Director of Department or Executive Secretary P.5
(b) Head of Division or Assistant Executive Secretary ...	P.4
(c) Chief of Section P.3
(d) Supervisor of a Bureau P.2
(e) Officer of a desk P.1

The Committee felt that these titles should however not apply to posts within the Cabinet Office of the Secretary-General.

CONCLUSIONS AND RECOMMENDATIONS - LEVEL OF SALARIES :

57. In the debate on the level of salaries, the Administrative Secretary-General appealed to the Committee to give careful consideration to the new levels of salaries proposed by the Experts, which he felt were inadequate. He admitted that the salaries had to take into account the financial capabilities of Member States and also the need to attract and retain suitable personnel. He was conscious that the OAU could not be compared to the U.N. although both were international Organizations. However, he argued that patriotism and idealism were not enough to attract qualified personnel who were naturally inclined to compare the OAU conditions of service and salary levels with those obtaining in other international organizations. He observed that the proposed increase of 5%, although somewhat encouraging, was inadequate and hoped that the Committee would consider raising it to 10%.

58. The Administrative Secretary-General drew the attention of the Committee to the fact that they had decided to recommend that Heads of Department should

be up-graded to P.5. He was anxious that the Head of Administration who is already at P.5 should be given a few steps higher for professional, moral as well as psychological considerations. He suggested that the Chief of Finance, Chief of Personnel and the Internal Auditor should also receive consideration for them to be up-graded to P.4 or additional steps within their grade, taking into account the original proposals of the Board of External Auditors and the weight of their responsibilities. The Secretary-General appealed to the Committee to consider raising the grade of the Assistant Internal Auditor from P1 to P2 since he found it difficult as a non-Ethiopian to live in Addis Ababa on a salary of P.1. He also strongly felt that, as scientists were so hard to come by, the Scientific heads of sub-regional offices should be considered for up-grading from P.2 to, at least P.3.

59. The Committee felt that two things were paramount on the question of levels of salaries, namely, the effect of new proposals on the gross budget and the fact that the OAU, as an African Organization based on the African continent could not have a salary scale completely unrelated to that of national governments. It was pointed out that, as the U.N. salary scale had been established to attract the highest paid Civil Servants in the world, that is the U.S. Civil Servants, it would be unrealistic to apply the same salary structure to the OAU. Furthermore, and for similar reasons, allowances of the U.N. are high as they are calculated on the basis of the high cost of living in the European countries where most of the Agencies are situated.

60. The Committee felt that the merging of the housing allowance with the basic salary and the 5% increase together could be considered as an equivalent of 10% rise. The Committee believed that the proposals of the Experts were adequate taking into account the modest financial resources of African States. However, the Committee agreed with the Administrative Secretary-General

that certain posts needed up-grading in the light of the volume of their work, the weight of their responsibilities and the efficient performance of their functions. Accordingly, the Committee DECIDED TO RECOMMEND to the Council of Ministers that:

- (a) The present levels of salaries should be raised by 5% for all ranks.
- In respect of professional scales, this would be 5% of both the present basic salary and housing allowance combined;
- (b) The salary scale once adopted should be subject to review every four years;
- (c) In case of certain posts which require additional incremental credits, the General Secretariat should prepare a list for consideration by the next budgetary session of the Council of Ministers. Meanwhile the post of Assistant Internal Auditor should be up-graded to P.2, and the Scientific heads of sub-regional offices be up-graded from P.2 to P.3.
- (d) Housing allowance should be redesignated non-residents allowance in respect of GS officers and should be increased from the present US\$900 per annum to US\$ 1,200 per annum;
- (e) Post Adjustment allowance should be introduced according to the following rules based on indices established by the UNO.
- | | | |
|------------------|---|-----------|
| 1) Nairobi | - | 1 point |
| 2) Dar-es-Salaam | - | 1 point |
| 3) Lagos | - | 2 points |
| 4) Addis Ababa | - | 3 points |
| 5) New York | - | 5 points |
| 6) Bangui | - | 5 points |
| 7) Niamey | - | 6 points |
| 8) Yaounde | - | 6 points. |

61. For this purpose, Dar-es-Salaam should be regarded as the basic station and would attract no post adjustment allowance. For each point after the basic unit, 2% of basic salary will be payable as post adjustment.

On this basis, the schedule of post adjustment allowance will be as follows:-

- 1) Dar-es-Salaam - 1 point - No post adjustment
- 2) Lagos - 2 points - 2% post adjustment
- 3) Addis Ababa - 3 points - 4% post adjustment
- 4) New York - 5 points - 8% post adjustment
- 5) Bangui - office transferred to Lagos
- 6) Niamey - office transferred to Lagos
- 7) Yaounde - 6 points - 10% post adjustment
- 8) Nairobi - 1 point - No post adjustment.

62. Since New York now receives 35% Cost of Living Allowance, it is considered that it will be inequitable if this advantage is suddenly and drastically reduced. It is therefore recommended that the total emoluments(salary and cost of living allowance) payable in that office should remain generally as it is. In order however to ensure that the rates of basic salaries are uniform, in all OAU offices, it is recommended that the salaries in New York office be also increased by 5% but that Cost of Living Allowance(to be renamed Post Adjustment Allowance) be reduced to 30%. A slight advantage in pay will accrue to the staff of the New York Office by this arrangement.

63. The Committee examined the posts of the Secretary-General and his Assistants and expressed the view that the gap in salaries between the Secretary General and the Assistant Secretaries-General was too wide, notwithstanding the Secretary-General's special responsibilities in the important field of the political activities of the OAU. In connection with transport facilities, the Committee considered the provision of free car to the

Secretary-General as reasonable but could not support the provision of the same facility for the Assistant Secretaries-General.

64. In the circumstances, the Committee DECIDED TO RECOMMEND that:-

- (a) The salary paid to the Secretary-General and the cost of housing him should be merged and fixed at US\$33,000 per annum. He would therefore no longer be eligible to free housing.
- (b) The Secretary-General should continue to enjoy the privilege of free car and chauffeur, together with free fuel for the running of the car.
- (c) The salaries of Assistant Secretaries-General should be consolidated at US\$ 25,000 to include:-

1) Basic salary	US\$20,500
2) Housing Allowance	3,600
3) Allowance for using their own motor vehicle	900
	<hr/> US\$25,000 <hr/>

- (d) The above recommendation should take effect simultaneously with the reduction of the number of the Assistant Secretaries-General from the present number of four to two.

65. The Committee emphasized that the recommendation for the reduction of the salaries and allowances of the Secretary-General was not intended to imply in any way that his service to the cause of African Unity has been anything but commendable. The Committee had been motivated in its recommendation solely by the usual criteria of the weight of responsibilities in the various posts and Africa's ability to pay.

66. On the question of Education Allowance, the Committee recommended that an Education Allowance should be established at the rate of 50% of the total cost of school fees under the following rules:-

- (a) the allowance will be payable only to non-resident officers in scale GS-3 and above;
- (b) the maximum total amount payable per family will be US\$500 per annum excepting for officers in the Executive Secretariat in New York who will be eligible for a total of US\$1000 per annum under these rules;
- (c) No allowance will be payable in respect of those of the children:
 - (1) who are married
 - (2) who are over 13 years of age
 - (3) who are resident in the home country of the officer
 - (4) whose absence from the home country of the officer was not caused because of the employment of the officer by the OAU
 - (5) who are in kindergarten(or infant) classes.
- (d) the allowance will cover only school fees and will exclude Boarding, luncheon and other school expenses;
- (e) A female officer will be eligible for the allowance only if she is a widow.

67. In order to encourage officers on G.S. scales to acquire a second language, a language allowance of US\$120 per annum is recommended. The allowance will be payable to a French speaking officer who acquires acceptable skill in writing and speaking the English language, or an English speaking officer who acquires a similar proficiency in French. For this purpose, the General Secretariat should arrange with suitable organizations for appropriate proficiency tests.

68. The Experts had recommended that the existing Medical Plan whereby the OAU refunds 80% of medical bills to officers be modified so that OAU refunds 90% of medical bills in return for a monthly contribution by officers. After an explanation by the General Secretariat on the difficulties of such a change and the increased cost that would be borne by the Organization, the Committee decided to retain the present scheme which had worked satisfactory. However, the Committee agreed that the General Secretariat should negotiate agreements with well equipped hospitals and clinics for standard fees for the treatment of officers.

69. As regards the Experts' recommendation on pensions and compensation for service, the Committee agreed that the present system showed certain inadequacies and needed to be studied in depth. In this respect, the following RECOMMENDATIONS were made for the consideration of the Council of Ministers:

- (a) that, as the contract gratuity now payable was considered to be excessive, the amount should be reduced from 25% to 15%;
- (b) that the Secretary-General and his Assistants be entitled to gratuity the details of which should be worked out by the Secretariat;
- (c) that a full study should be undertaken on the subject for submission to the 1970 Summit meeting.

70. On the recommendation by the Experts to make the specialized Commissions ad hoc, the Committee agreed with the General Secretariat that, since the Summit at Algiers had decided that the Commissions' meetings be held once every two years, the present arrangement should not be altered.

PROPOSED AMENDMENTS TO THE MEDICAL EXPENSE ASSISTANCE PLAN

71. The General Secretariat explained to the Committee that the current medical plan did not contain any provision whereby a staff member could be sent abroad for medical treatment, if it was found that he could not be treated at his post. Three serious cases which the OAU had faced in the past were given as typical examples of this problem. As the cases were extremely urgent, the Administrative Secretary-General had used his discretion in accepting doctors' recommendations to have the staff members or their dependents sent overseas for specialized treatment. The latest case was that of the 1st Vice-President of the Commission of Mediation, Conciliation and Arbitration who had been subject to a severe bleeding in one eye. A local specialist had advised immediate overseas treatment, and had also recommended that a person should accompany the patient.

72. After a brief debate in which the Committee members had exchanged views on the explanation, it was DECIDED TO RECOMMEND to the Council of Ministers that the Medical Expense Assistance Plan be amended as follows:-

- (a) that medical expense assistance shall include payment of all necessary medical and hospital charges incurred as a result of illness while in the service of the OAU. The party concerned shall bear 20% of the expense thus incurred and the OAU shall bear 80% provided the medical expenses are incurred in the country where the OAU office is situated or in case of eligible and or permanent statutory staff, also any other country where such staff is on official duties;
- (b) that if and when an eligible and a permanent statutory staff falls sick and a doctor or a group of doctors approved or designated by the Administrative Secretary-General recommend that the life

of the staff member was in danger, the Organization shall provide passage by the cheapest and most direct means to a country where the staff member is to be treated, and in addition, pay 80% of the medical and hospital charges arising from such specialized treatment. If the patient is an adult or an infant dependent on a staff member and if a doctor as defined above also recommends that he should be accompanied, the OAU shall pay 80% of the return fare of the accompanying person to the country where the treatment is to be given.

PROPOSED AMENDMENTS TO THE OAU STAFF PENSION:

73. The General Secretariat has submitted for the consideration of the Committee and for the submission to the Council of Ministers, the recommendation that all members under the Staff Pension Fund should have equal basis of assessing their benefits, and that a staff member's contribution and that of the Organization should begin at the time the staff member joined the Organization on a permanent basis. In this way, the staff member would be entitled to appropriate benefits regardless of whether he has served the Organization for a period less than five years. The Committee agreed ~~with~~ the General Secretariat's proposal to correct this anomaly and DECIDED TO RECOMMEND to the Council of Ministers to amend document CM/121/Rev.1 Sec. iv as follows:-

- (a) that all staff members under the Fund should have equal basis of assessing their benefits. In this respect, the Council may consider a proposal that a staff member's contribution and that of the OAU should begin when the staff member joins the OAU on a permanent basis. In this way, he will be entitled to appropriate benefits regardless of whether he has served for a period less than five years or not.

REQUEST FOR AUTHORIZATION ON EXCESS AND OVER-EXPENDITURE
FROM REGIONAL OFFICES ON THE 1968/1969 BUDGET:

74. The General Secretariat drew the attention of the Committee to the fact that at the meeting of its resident members held in Addis Ababa on May 22nd, 1969, the General Secretariat presented a request for authorization on excess and unauthorized expenditure from the 1968/1969 budget. The General Secretariat had pointed out then that the request only covered the General Secretariat headquarters as financial reports had yet to be received from the Regional Offices. Reports received showed that most of the over-expenditure incurred by Regional Offices was as a result of inadequate appropriations in the budget and also unavoidable commitments not originally anticipated.

75. After a careful scrutiny of the financial papers on (i) the Co-ordinating Committee on the Liberation of Africa, Dar-es-Salaam, (ii) OAU Permanent Secretariat of the African Group at the UN and (iii) the STRC, Lagos, the Committee APPROVED the request for authorization on excess and unauthorized expenditure incurred by these offices.

76. In considering the request for supplementary estimates by the Executive Secretary of the Liberation Committee, the Advisory Committee was surprised that the matters of the Accountant and the Store-keeper had been raised again. The Committee recalled that both posts were the subject of a heated discussion during the 12th Session of the Council of Ministers which, in fact, decided to exclude the posts from the 1969/1970 budget. The Committee expressed disappointment that the Council's decision had not been carried out. The General Secretariat explained that it had been embarrassed to find that the Executive Secretariat had not complied with the decision of the Council of Ministers on this matter.

After some deliberation, the Committee DECIDED that:-

- (a) as the officers concerned were not bona fide employees of the OAU in view of the decision of the Council of Ministers at its 12th session, the Committee had no obligation towards them;
- (b) following from (a), the Executive Secretary should dispense with the services of the two officers forthwith;
- (c) the Administrative Secretary-General should issue a query to the Executive Secretary requesting him to explain why he should not be surcharged with total amounts so far paid to these officers without the authority of the Council of Ministers;
- (d) the Executive Secretary can re-open the case at the next budgetary session should he feel that these posts are essential to the Executive Secretariat.

PROPOSED PLAN TO ESTABLISH A SUB-REGIONAL OFFICE OF THE
CO-ORDINATING COMMITTEE ON THE LIBERATION OF AFRICA IN LUSAKA:

77. In its presentation, the General Secretariat pointed out that during its 14th Regular Session, the Co-ordinating Committee had decided to set up a sub-office in Lusaka. It was also mentioned that the sub-office would be responsible for the Contingency Fund, the payment to Liberation Movements of a maximum limited amount of money and the supervision of all assistance given by the Liberation Committee to different movements.

78. The Committee noted that it was not clear whether the matter had been approved by the Council at its 12th session. The General Secretariat admitted that the records indicated that although Committee 'B' of the Council of Ministers took note of the report of the Executive Secretariat of the Liberation Committee in which this proposal appeared, the Rapporteur of this Committee had reported to the Plenary Session that the Committee had failed to approve his report. All the Committee submitted to the Plenary was a list

of recommendations which did not include the question of a sub-office in Lusaka.

79. After a brief discussion, the Advisory Committee DECIDED that the proposed plan to establish a sub-regional office of the Liberation Committee at Lusaka should be submitted as a separate item to the Council of Ministers for approval in principle.

80. The Chairman closed the meeting at 1.00 p.m. on Thursday, 21st August, 1969 after a vote of thanks to the members of the Committee for expediting its business in a spirit of friendliness and co-operation.

THE PROPOSED STRUCTURE OF THE
GENERAL SECRETARIAT

SECRETARY-GENERAL

- | | |
|-----------------------------------|-------------------------------------|
| 1. Private Secretary | 1. Chief of Cabinet |
| 2. Internal Auditor | 2. Information and Library Services |
| 3. Organizations & Method Officer | 3. Legal |
| | 4. Protocol |
| | 5. Confidential Registry |

ASSISTANT SECRETARY (ADMINISTRATIVE)

Division of Administration

1. Conference
2. Finance
3. Personnel
4. General Services
5. Open Registry



ASSISTANT SECRETARY (OPERATIONS)

1. Political Department
2. Economic Department
3. S.T.R.C.
4. Liberation Committee
5. New York Regional Office

PROPOSED SALARY SCALES
PROFESSIONAL CATEGORY

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Appendix II

(Per annum in US. Dollars)

Extended Scale

Step Level I	Step II	Step III	Step IV	Step V	Step VI	Step VII	Step VIII	Step IX	Step X	Step XI	Step XII	Step XIII
P-1 Associate Officer 6300	6,490	6,680	6,870	7,060	7,250	7,440	7,630	7,820	8,010	8,390	8,770	-
P-2 Second Officer 7,700	7,890	8,080	8,270	8,460	8,650	8,840	9,050	9,260	9,470	9,890	10,310	-
P-3 First Officer 9,090	9,300	9,510	9,720	9,930	10,140	10,350	10,560	10,800	11,040	11,520	12,000	12,480
P-4 Senior Officer 11,270	11,520	11,770	12,020	12,270	12,530	12,790	13,050	13,310	13,570	14,090	14,610	15,130
P-5 Principal Officer 13,070	13,330	13,590	13,850	14,110	14,400	14,690	14,980	15,270	15,560	16,140	16,720	17,300
P-6 Executive Secretary 14,440	14,730	15,020	15,310	15,600	15,890	16,180	16,470	16,760	17,050	17,630	18,210	18,790

CONVERSION TABLE FOR
PROFESSIONAL CATEGORY
(Per annum in US.Dollars)

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Appendix III

Level	Step I	Step II	Step III	Step IV	Step V	Step VI	Step VII	Step VIII	Step IX	Step X
P-1 Associate Officer	6,300.00	6,510.00	6,709.50	6,909.00	7,098.00	7,297.50	7,497.00	7,696.50	7,885.50	8,085.00
P-2 Second Officer	7,606.50	7,885.50	8,085.00	8,284.50	8,484.00	8,673.00	8,872.50	9,093.00	9,313.50	9,534.00
P-3 First Officer	9,093.00	9,313.50	9,534.50	9,754.50	9,975.00	10,195.50	10,416.00	10,636.50	10,899.00	11,151.00
P-4 Senior Officer	11,266.50	11,529.00	11,781.00	12,012	12,253.50	12,526.50	12,799.50	13,072.50	13,345.50	13,618.50
P-5 Principal Officer	13,072.50	13,345.50	13,618.50	13,881.00	14,133.00	14,437.50				
P-6 Executive Secretary	14,437.50	14,742.00	15,036.00	15,340.50	15,645.00					

PROPOSED SALARY SCALES
GENERAL SERVICE CATEGORY
(Per annum in US.Dollars)

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Appendix IV

Level	Step I	Step II	Step III	Step IV	Step V	Step VI	Step VII	Step VIII	Step IX	Step X
GS-1 Intermediate	1,410.00	1,482.00	1,554.00	1,626.00	1,698.00	1,770.00	1,842.00	1,914.00	1,986.00	2,058.00
GS-2 Intermediate	1,810.00	1,918.00	2,026.00	2,134.00	2,242.00	2,350.00	2,458.00	2,566.00	2,674.00	2,782.00
GS-3 Senior I	2,520.00	2,664.00	2,908.00	2,952.00	3,096.00	3,240.00	3,384.00	3,528.00	3,672.00	3,816.00
GS-4 Senior II	3,580.00	3,724.00	3,868.00	4,012.00	4,156.00	4,300.00	4,444.00	4,588.00	4,732.00	4,876.00
GS-5 Principal	4,330.00	4,474.00	4,618.00	4,762.00	4,906.00	5,050.00	5,194.00	5,338.00	5,482.00	5,626.00

CONVERSION TABLE FOR
GENERAL SERVICES CATEGORY
(Per annum in US. Dollars)

Level	Step I	Step II	Step III	Step IV	Step V	Step VI	Step VII	Step VIII	Step IX	Step X
GS-1 Intermediate	1,411.20	1,486.80	1,562.40	1,638.00	1,713.60	1,789.20	1,822.80	1,856.40	1,890.00	1,965.60
GS-2 Intermediate	1,814.40	1,927.80	2,041.20	2,154.60	2,268.00	2,381.40	2,494.80	2,608.20	2,721.60	2,835.00
GS-3 Senior I	2,520.00	2,671.20	2,822.40	2,973.60	3,124.80	3,276.00	3,427.20	3,578.40	3,729.60	3,880.80
GS-4 Senior II	3,578.40	3,729.60	3,880.80	4,032.00	4,183.20	4,334.40	4,485.60	4,636.80	4,788.00	4,939.20
GS-5 Principal	4,334.40	4,485.60	4,636.80	4,788.00	4,939.20	5,090.40	5,168.10	5,392.80	5,544.00	5,695.20

TOTAL ADDITIONAL EXPENDITURE AND
TOTAL SAVINGS ARISING OUT OF THE NEW PROPOSALS

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Appendix VIA

A D D I T I O N S		S A V I N G S	
<u>CABINET</u>		<u>CABINET</u>	
- Up-grading of the post of Chief of Cabinet from P.4 to P.5	US.\$1,720	- Suppression of two posts of Assistant Secretaries-General	US.\$63,926
- Up-grading of post of Assistant Protocol Officer from P.1 to P.2	<u>1,330</u> 3,050	Reduction of the Administrative Secretary-General's salary by 15%	<u>4,000</u> 67,926.00
<u>SECRETARIAT OF THE AFRICAN GROUP AT THE UNITED NATIONS</u>			
- Up-grading of the post of Co-ordinator of the African Group from P.2 to P.3	<u>1,330</u> <u>1,330</u>	Savings from running cost of cars	6,000
- Increase of salaries by 5% for all officers on P & GS scales	48,183.35	Savings from cost of cars	<u>12,528</u> <u>18,528.00</u>
- Post Adjustment for P Scale Officers	27,578.80	- Average of savings if the sub- offices of the STRC are transferred to Lagos (Bangui & Niamey)	81,171.00
- OAU contributions towards the Pension Fund 14% from date of appointment	<u>73,000.00</u>	Savings from medical expenses	3,735.00
		House rent to be collected from STRC staff who occupy OAU houses	<u>6,000.00</u>
	C/F 153,142.15		177,360.00

A D D I T I O N S			S A V I N G S		
	US.\$			US.\$	
	b/f	153,142.15		b/f	177,360.00
- Education grant		15,000.00	- Expected savings from the deletion of Precis-Writers from the meetings of the Commissions:-		
- Increase arising from suppression of housing allowance and creation of non-resident allowance for GS officers		<u>3,600.00</u>	- Economic & Social	US.\$12,650.00	
			- Scientific	5,110.00	
			- Defence	3,030.00	
			- Refugees	7,370.00	
			- Liberation Committee	<u>10,500.00</u>	<u>38,660.00</u>
Total Additions		171,742.15	Total Savings		216,020.00
Savings over Additions		<u>44,277.85</u>			
	US.\$306,488.00			US.\$	216,020.00

Average of Savings if Sub-offices of STRC
are transferred to Lagos

	PUBLICATIONS		I.A.P.S.C.	
	Amount	Saving	Amount	Saving
1. P. Emolument	23,450.00	9,266.00	24,930.00	5,406.00
2. Consultant	-	-	9,800.00	-
3. Conferences	-	-	-	-
4. Temp. Assistance	-	-	3,984.00	3,984.00
5. Common Cost	10,650.00	6,050.00	10,300.00	4,250.00
6. Travel	1,000.00	500.00	2,000.00	-
7. Maintenance	2,200.00	2,200.00	2,650.00	2,650.00
8. Communication	1,000.00	500.00	1,000.00	500.00
9. Misc. Supplies	2,500.00	1,500.00	4,450.00	4,000.00
10. Capital	500.00	500.00	1,400.00	1,400.00
T O T A L	41,300.00	20,516.00	60,514.00	22,190.00

(i.e. after the increase of staff in the Lagos office has been allowed for) GRANT TOTAL OF SAVINGS=42,706

1969-08

Report of the 8th session of the advisory committee on budgetary and financial matters held at Africa hall, Addis Ababa from Friday August 15th 1969 to Thursday 21st August-1969.

Organization of African Unity

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