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**COUNCIL OF MINISTERS
Fifteenth Ordinary Session
Addis Ababa - August 1970**

CM/331/Rev.1

REPORT OF THE ADVISORY COMMITTEE ON BUDGETARY
AND FINANCIAL MATTERS ON ITS RE-EXAMINATION OF
DOCUMENT CM/298/REV.1 DEALING WITH SALARY
LEVELS AND STRUCTURE OF THE OAU



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The Council of Ministers, at its 14th Ordinary Session held at Addis Ababa from 27th February to 6th March, 1970, examined the report of the Secretary-General contained in Document CM/298/Rev.I dealing with the question of salary increments and up-gradings of OAU staff, and proposals on a new Structure for the Organization. On the aspect of the report dealing with salary and upgradings, the Council decided that all OAU staff with the exception of the top political appointees, be given 5% increase of salary and that the Advisory Committee on Budgetary and Financial Matters, in the person of its rapporteur, examine the cases of salary anomalies in the Secretariat by using as basis all the documents which had been prepared on this matter for the last two or three years. By a roll call vote of 21 in favour and 20 against, the Council rejected a proposal to recommend to the Assembly of Heads of State and Government a reduction of the number of Assistant Secretaries-General. Subsequently, the Council agreed that the present structure of the Organization should remain for the time being. However, the slim vote with which the retention of the four Assistant Secretaries-General was carried has left the issue unresolved. In order not to have the matter re-occurring from time to time, it is essential to have a clear-cut decision of a substantial majority of member-States on this important issue.

2. The Advisory Committee on Budgetary and Financial Matters has again looked into the question of OAU Structure and it holds the view that the Council will not find it easy to discuss this matter until there is a clear decision from the highest OAU authority on the number of Assistant Secretaries-General. Since the Assembly of Heads of State and Government re-elected the present four Assistant Secretaries-General for another period of four years from September, 1968, it is assumed that the four Assistant Secretaries-General will continue their mandate till September, 1972. The Advisory Committee, therefore,

recommends that the Council of Ministers, at its 15th Ordinary Session, starting from 24th August, 1970, should humbly request the Assembly of Heads of State and Government, at its 7th Ordinary Session, starting from 1st September, 1970, to fix precisely the number of Assistant Secretaries-General for the Organization after the end of the mandate of the present four Assistant Secretaries-General in September, 1972.

3. The Advisory Committee also recommends that, once the number of Assistant Secretaries-General is fixed by the Assembly of Heads of State and Government at its 7th Ordinary Session, the Council of Ministers, at its 16th Ordinary Session in February, 1971, should start to discuss the future structure of the OAU within the framework of the approved number of Assistant Secretaries-General. If the Council starts to discuss the matter at its 16th Ordinary Session in February 1971, the chances are that it may be able to conclude it and formulate definite recommendation on it to the Heads of State and Government during its 17th Session in August 1971. In any case the Council will have concluded discussions on the matter by the end of its 18th Session in February, 1972.

4. The Advisory Committee further recommends that the Council of Ministers at its 16th Session in February, 1971, should, on the advice of the Advisory Committee, appoint one African Expert who is versed on matters of Administration to study this question of OAU Structure and submit his report to the Council at its 17th Ordinary Session in August, 1971. The Advisory Committee believes in the merit of appointing only one Expert, the criteria of whose appointment should be solely on qualifications, rather than many. Experience has shown that when there are many Experts they tend to disagree among themselves.

5. The Advisory Committee suggests that as soon as the Assembly of Heads of State and Government accepts these recommendations, the Secretariat should prepare a paper to give an assessment of the OAU activities since its inception and make recommendations on the future role of the Organization in case, for example, there should be more emphasis on some fields. This paper should be submitted to the Council of Ministers at its 16th Session in February, 1971.

6. The Experts to be appointed by the Council of Ministers will be guided in preparing his report, among other things, by the paper prepared by the Secretariat, the debate and the recommendations of the Council on the matter as well as the directives and decisions of the Heads of State and Government. This Expert will, therefore, be expected to write and submit his report to the Council of Ministers during its 17th Ordinary Session in August, 1971 not only on OAU Structure but on its assessment of the future role of the Organization after September, 1972.

7. The Advisory Committee believes that the question of salary of OAU staff should be separated from the problem of structure, which ever structure may be in operation, the Secretary-General can bring before the attention of the Committee, as he deems fit, recommendations for the improvement of the conditions of service of OAU staff. The Committee will, in turn, submit suitable recommendations to the Council of Ministers with a view to improving their conditions.



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re-examination of document
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