

AFRICAN UNION

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P. O. Box 3243, Addis Ababa, ETHIOPIA Tel.: Tel: +251-115- 517 700 Fax: +251-115- 517844 / 5182523  
Website: www.au.int

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**EXECUTIVE COUNCIL**  
**Thirty-Third Ordinary Session**  
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**Nouakchott, MAURITANIA**

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**REPORT OF THE AFRICAN UNION ADVISORY BOARD ON  
CORRUPTION (AUABC) TO THE EXECUTIVE COUNCIL OF THE  
AFRICAN UNION ON THE IMPLEMENTATION OF THE FINDINGS OF  
THE REPORTS OF INTERNAL AUDIT OFFICE AND EXTERNAL  
AUDITORS ON THE MANAGEMENT OF THE AUABC**

AFRICAN UNION ADVISORY BOARD ON  
CORRUPTION

المجلس الاستشاري للإتحاد الإفريقي  
لمحاربة الفساد



CONSEIL CONSULTATIF DE L'UNION  
AFICAINE SUR LA CORRUPTION

CONSELHO CONSULTIVO DA  
UNIÃO AFRICANA SOBRE  
CORRUPÇÃO

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P.O Box 6071, ARUSHA, TANZANIA -Tel: +255 27 205 0030- Fax: +255 27 205 031  
Email: [info@auanticorruption.org](mailto:info@auanticorruption.org) \*Website: [www.auanticorruption.org](http://www.auanticorruption.org)

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## REPORT OF THE AFRICAN UNION ADVISORY BOARD ON CORRUPTION (AUABC) TO THE EXECUTIVE COUNCIL OF THE AFRICAN UNION

on the implementation of the findings of the reports of Internal Audit  
Office and External Auditors on the management of the AUABC

## **REPORT OF THE AFRICAN UNION ADVISORY BOARD ON CORRUPTION (AUABC)**

The African Union Advisory Board on Corruption was the subject of several audit exercises, among which are the following:

- The internal audit of March 2017 conducted by the Internal Audit Office covering the period from 1 November 2015 to 30 October 2016;
- The external audit conducted by the Audit Committee of the African Union Advisory Board on Corruption for the year ending 31 December 2016. The auditors were drawn from States' audit structures representing the five sub- regions of the African Union.

At the end of the audit exercises, the various structures produced reports on the Board's financial governance.

### **I. BACKGROUND**

1. The decision of the EC DOC EX CL 1059 requires the AUABC to submit to the Executive Council (EC) of the African Union a report on the implementation of the audit report at its next session.
2. The objective of the audit exercise by the Internal Audit Office was to ensure that the Board fulfils its mandate and to evaluate the performance of the system put in place to ensure adequate risk management. The exercise identifies shortcomings in certain aspects of management and makes recommendations to address them.
3. In December 2016, the External Auditors reported to the Permanent Representatives Committee "PRC" on the audit of the financial statements presented by AUABC. In their report, the auditors, while asserting that the financial statements reflected the Board's financial position as at 30 December 2016, expressed a reserved opinion on the Board's financial management.
4. After examining the various reports, the Advisory Board has the honour to report to the Executive Council as follows:

### **II. INTERNAL AUDIT REPORT (see summary table in Annex 1)**

The objective of the audit exercise was to ensure that the Board fulfils its mission and to assess the performance of the internal audit system put in place to ensure adequate risk management. The audit exercise identified shortcomings in some

aspects of management, and made eleven (11) recommendations to address them.

### **1. Non-implementation of the main mission**

The auditors recall the Board's main mission contained in Article 2 of the Convention which is to "promote and strengthen the development in Africa by State Party, of mechanisms required to prevent, detect, punish and eradicate corruption and related offenses." The audit notes that the Board's activities were carried out without an approved strategic plan, which meant that the Board's main mission was not properly implemented.

- The audit then recommended the development and approval of a strategic plan to help achieve the objectives.

**Comment:** A strategic plan covering the period 2011-2015 was developed; but could not be approved. The Plan was reviewed in consultation with the various stakeholders to cover the period 2018 -2022 and was adopted by the policy organs of the Union during the January 2018 session. It should be underlined that the short-tenure of the Board's mandate makes it tedious to develop and implement a strategic plan which will extend over a longer period, and overlap the Board members' two terms.

### **2. Absence of approved annual Work Plan**

Work programme indicates the objectives to be achieved, the activities to be implemented, the strategy, and the budget per activity. The audit notes that there was no programme of activities to monitor the progress of activities. \*

- The audit recommended the development of a detailed annual work plan for the implementation of activities. The budget should be in line with the work plan, and the actual budget report should be prepared at least once a quarter

**Comment:** A consolidated 2018work plan has been prepared and approved by the Board at its last session.

### **3. Absence of mission reports**

The audit recalls that the Union's administrative policy (section 8.1 and 2) on travel requires every staff member travelling on official mission to produce an official report within 10 working days and submit same to his or her supervisor; if the staff member has not submitted the mission report, he or she will not be authorized to undertake

additional official missions. The lack of reports does not allow to share and exploit experiences.

- The audit recommended that travel advances should be paid after receipt of end of mission reports.

**Comment:** Late reports for the year 2017 are being drafted

#### **4. Travel Management**

The audit notes that the Union's Travel and Mission Administrative Policy (Section 2.3) provides that request for approval of official mission should state the purpose, venue, duration, cost and expected deliverables of the mission.

The audit shows that travel management is based on unofficial documents, which results in a financial loss for missions that bring nothing to the Board.

- The audit recommended compliance with the administrative policy.

**Comment:** This recommendation is partially implemented; some missions continue to be conducted primarily on the basis of e-mail exchanges.

#### **5. Absence of confirmation of services and goods delivered**

The audit refers to Article 32 (5) of the Financial Regulation, according to which the accounting officer has to designate an officer who verify services rendered (in the case of interpreters and translators where there is no evidence of service; no invoices).

- The audit recommended the appointment of a person responsible for verifying that the services and goods were delivered.

**Comment:** This recommendation is gradually implemented.

#### **6. Absence of approval to adjust payments**

The audit refers to Article 32 of the Financial Regulation, which requires that all expenditure must be justified by supporting documents.

- The audit recommended that it should be ensured that all payments are authorized and approved by the competent officer.

**Comment:** This recommendation is being implemented since January 2017.

#### **7. Absence of bank adjustment receipts**

Pursuant to Article 32 of the Union's Financial Regulation which provides that all expenditure must be justified by the relevant supporting documents, the audit identified irregularities which may lead to undetectable accounting errors.

- The audit recommended that disbursement receipts are issued against bank transfer payments. The receipts must be signed by the competent Officer.

**Comment:** Not implemented; Management has provided explanations in the attached table, but must endeavour to implement the recommendation.

#### **8. Absence of VAT claim**

The audit refers to Article XIV (1 and 2) of the Headquarters Agreement which provides for exemption from all direct taxes. Accordingly, amounts in respect of duties and taxes paid shall be reimbursed.

- The audit recommended that it should be ensured that VAT claims are submitted to the Tanzanian Revenue Authority for reimbursement.

**Comment:** Management undertook to request the recruitment of an accounting assistant to handle these aspects.

#### **9. Withdrawals from Imprest Accounts by other persons**

The audit notes that, pursuant to Article 36 (3) of the Financial Regulation, the officer in charge of Imprest Accounts shall handle the administrative and accounting aspects of all expenses relating to Imprest. Sending a driver to effect withdrawals is a risk.

- The audit recommended that withdrawals of Imprest should be done only by the officer in charge of Imprest.

**Comment:** Management states that it has been implementing this recommendation since January 2017.

#### **10. Management of petty cash**

The audit notes that the provisions of Article 37 of the Financial Regulation of the

Union which limit the amount of petty cash to TSH 1,000,000 are not complied with.

- The audit recommended that the petty cash should not exceed TSH 1,000,000

**Comment:** Management indicated that it has been complying with this recommendation since January 2017.

#### **11. Management of Transport**

The audit recommended that vehicle control sheet should be signed to confirm authorization of each exit. A monthly sheet summarizing the quantity of fuel must be kept.

**Comment:** This recommendation is being implemented since January 2017.

### **III. EXTERNAL AUDITORS' REPORT**

The audit report of the external auditors focused on the financial statements as at 31 December 2016, specifically to audit the statement of financial performance, the statement of changes in net assets and the statement of cash flows and the comparative status of the budgeted amounts and actual amounts for the year concerned as well as the notes to the financial statements. Subject to the reservations expressed, the auditors concluded that the financial statements reflect the financial position of the Board as at 31 December 2016.

The main reservation is that according to the auditors they were unable to gather sufficient and appropriate evidence to justify expenses for official missions, seminars, meetings and other expenses, as well as meetings of the Advisory Board for the year 2016 because of the entries in the accounting books.

Similarly, the auditors noted that, training expenses were entered under personnel expenses heading, which is contrary to international public sector accounting standards. They indicated that such expenses, which must be reimbursed, were overvalued, and therefore caused a reduction in the amounts recovered resulting in a shortfall of US \$ 24,313.

The auditors further noted that the financial statements contain numerous inaccuracies; these were identified in several financial statements and information notes; which constitute a breach of Article 73 of the Financial Regulation of the Union which imposes on the Financial Controller sound accounting and rigorous management of financial resources and keeping of accounting books and documents to reflect the actual financial situation.

The auditors' report noted weak internal control and points to the lack of an adequate mechanism to monitor compliance with rules and regulations. The control which allows accurate statements in the financial reports was not carried out.

**A. It is indicated as examples:**

- a) Insufficient supporting documents for expenses relating to official missions, seminars, meetings and other expenses and their accounting;
- b) Classification errors and incorrect charging of certain operating expenses;
- c) Non-compliance with the rules and regulations of the African Union (Financial Regulations, Staff Regulations) in the presentation of the financial statements;
- d) Non-identification of key management staff as defined by IPSAS 20 and the absence of an indication of his/her remuneration - the same remark is made regarding the identification and disclosure of transactions;
- e) Other comments and recommendations were also made. They are related to the non-compliance with the requirements of the Procurement Manual, incorrect handling of a \$750 donation, deficient internal control, lack of evaluation.

**B. THE COMMENTS AND RECOMMENDATIONS TAKEN INTO ACCOUNT:**

The Auditors' comments and recommendations have been taken into account and the necessary corrective measures have been introduced concerning, in particular:

- ❖ Mission expenses in Panama incorrectly entered in "official missions";
- ❖ Transport costs entered with cleaning costs;
- ❖ DSAs for official missions wrongly classified as Board meetings;
- ❖ Airline tickets for Hon. Achiaou incorrectly charged at \$ 3,143;
- ❖ The travel to Addis Ababa by the Chairperson of the Board for the recruitment of two senior officers charged to the wrong account.

The comments and observations on other claims: "CAF 5", "CAF 9", funds and reserves; fixed assets: "CAF 8", personnel costs: "CAF 12", non-compliance with the Procurement Manual were also taken into account.

## 1 SPECIFIC ISSUES

With regard to compliance with the audit results concerning: sponsorship of a Master degree course for a regular staff member of the Board, the assessment of the Advisory Board as a going concern, the lack of an approved strategic plan; the Advisory Board submits the following comments to the Executive Council of the AU:

a) **Regarding the training sponsorship awarded to a regular staff member of the Secretariat of the Board**, the Management of the Board is criticized for having:

- ❖ Accounted for the training expense under personnel expenses contrary to the IPSAS 1 definition of expense rather than entering it as an expense to be recovered;
- ❖ Incurred costs in respect of a Master degree course for a staff member in breach of the Staff Regulations;

The auditors believe that “the Board did not decide on this matter together. The guideline received from the AUC (Head of HRM) where not considered in the chairperson’s approval of the sponsorship.”

Furthermore, they believe that “no evidence exists as to how the Board came to the conclusion that Master degree course is in line with the AUABC’s mandate”

They conclude that “staff rules and regulations was not complied with and the payment made is not in line with the mandate of the AUABC.”

In this regard, the Advisory Board wishes to inform the Executive Council of the AU that the information on which the decision-making process relied to award the sponsorship to the AUABC Officer is as follows:

- ❖ On 12 December 2016, the Officer concerned, a Documentalist at the AUABC submitted a request to the Executive Secretary of the Board with copy to the Chairperson of the Board seeking approval to enrol in a master's program in public procurement governance and management for sustainable development organized by the ILO International Training Center in Turin, Italy (see Annex 1);

- ❖ On 15 December 2016, the Chairperson of the Board acknowledged receipt of the request and directed the Executive Secretary to take necessary steps to enable the applicant to pursue the training course (Annex 2). On that same day, the Executive Secretary submitted a draft approval letter for the signature of the Chairperson of the Board. The Chairperson signed it.
- ❖ On 17 October 2016, the Executive Secretary acknowledges receipt of the letter signed by the Chairperson, concerning the request to finance the training (see Annex 3).
- ❖ On 26 October 2016, the Chairperson of the Board reiterated his directives to the Executive Secretary regarding the Documentalist's application for registration in the Master's program organized by the International Training Center in Turin and expressly approved financing of the programme considering that "its content meets the technical needs of the Board especially at this time when the Executive Secretariat is severely under- rescored."
- ❖ On 15 December 2016, the Executive Secretary wrote to the AUABC Bureau requesting approval to cover the costs of the said training. The Chairperson of the Board, considering that **"the content of the training framework programme falls perfectly within the Board's activities, and considering the lack of human resources at the Secretariat and the need to revive its activities, decided, on behalf of the Board, to finance the training**
- ❖ On 16 December 2016, the Executive Secretary, relying on the approval by the Chairperson of the Board, instructed the Finance Officer to initiate payment of the training costs of the Documentalist. (See Annex 5).

It is important to emphasize that procurement and implementation of public procurement are often identified as high vectors of corruption. In addition, the mastery of rules and procedures of public procurement by the AUABC Secretariat Officers can only be beneficial to the achievement of its missions and objectives. It should therefore be noted that, given the shortage of Secretariat staff, the staff member in question performed an additional function of Secretariat Procurement Officer in order to avoid the conflict of interest this could cause if the Finance Officer performed both functions.

The Board Chairperson's approval was based on the provisions of Articles 24(3) and 40(3) and (4) of Staff Regulations.

Further, it is important to note that experts from the African Union Directorate of Administration and Human Resources Management, who were consulted by

the Board's Finance Officer, stated that there was no training policy **other than the Staff Rules and Regulations, in particular Article 24(3)**, which provides:

**"24.3: Training Allowance**

**(a) Sponsored Candidates:**

The following allowances shall apply:

- (i) A regular or continuing regular staff member nominated by the Union to undertake a relevant training course of priority concern to the Union for a Period up to a maximum of six (6) months, shall be entitled to Training Allowance in addition to his or her full salary, allowances and benefits normally accruing to him or her, provided that the course is held outside his/her duty station.
- (ii) The training allowance shall cover tuition fee, registration fee, and incidental expenses as shall be prescribed in the training programme.
- (iii) Where all the expenses necessarily required to undertake the training are met by the Sponsoring Agency, the staff member shall be entitled to a nominal training allowance of twenty-five percent (25%) of the DSA rate applicable to the city of the training programme. The Union shall, however, bridge the difference in case of partial sponsorship by the Sponsoring Agency as shall be authorized by the Chairperson or the competent authority of any other organ.
- (iv) Unless otherwise provided for by the Chairperson or competent authority of any organ, only Regular and Continuing Regular staff members shall be eligible for training.

....."

The experts did not give any specific direction to question the approach taken by the Board, as it relied on the provisions of Articles 24(3) and 40(3) and (4) of the AU Staff Rules and Regulations.<sup>1.1</sup>

In the light of the foregoing, it is clear that the staff member who benefited from the training as well as the officials who approved the training did not violate the provisions of the Staff Rules and Regulations in the sense that:

❖ The beneficiary of the training is a continuing regular staff member

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<sup>1</sup> Message from Jaques Eymard Nanghoudoum of 19 October 2016 addressed to Huria Beshir with a copy to Dorcia Kgwadi and Rekia Mahamoudou, accompanied by the text on the provision of Article 24/3 of the Staff Rules and Regulations "Annex No. 5."

nominated to undertake a training of less than six (6) months provided outside a duty station.

- ❖ The Chairperson of the Advisory Board, who embodies the official Authority of the Institution (AUABC), **unless otherwise interpreted**, is authorized to approve training for a contusing regular staff member of the Board (Article 24(3) to (iv)).
- ❖ The Human Resources Department of the African Union through its experts did not make any reservations with regard to the legality of the approach adopted by the Bureau of the Board.

**(b)** Assessment of the organisation as a going concern, the auditors recall that:

“In preparing the financial statements, an assessment of the organisation as a going concern will be done”

In this regard, it is important to stress that the AUABC is an organ of the African Union resulting from a convention binding the States Parties. It is rests on the State Parties, through their policy organs, to decide on the status of the organisation as a going concern and, as long as such decision is not taken, it can be considered that AUABC is a viable enterprise. The “going concern” is implicitly justified by its budget allocations for the years 2017 and 2018.

### **1. Lack of a Strategic plan:**

The Board’s strategic plan was to be adopted in 2017. However, the adoption of the document by the policy organs of the African Union was delayed because of the request by AU to extend consultation to other partners - which was done. The 2018-2022 strategic plan was approved by the policy organs of the African Union at their January 2018 session.

To conclude, it can be noted that almost all the recommendations are implemented. However, the capacity building of the Executive Secretariat in number and quality on the one hand; and an improved communication between the Executive Secretariat and the Board will further enhance the success of the Board’s activities.

## **Recommendations**

The understaffed Secretariat of the Board makes it rather difficult to implement some of the audit recommendations. Therefore, in order to give more credibility in the management of the financial resources allocated to the Board and to attract partners who are willing to provide assistance but have beforehand urged the Board to

strengthen its Secretariat in personnel, the Board recommends as follows:

**A. Recruitment of five regular staff in 2018 in the following positions:**

No.	Positions	Grade
1	Senior Governance, Procurement and Travel Officer	P3
2	Human Resources Officer	P2
3	Communication Officer	P2
4	Protocol Assistant	GSA5
5	Accounting Assistant	GSA5

**B. The Bureau or the Chairperson of the Board should have direct control over the day-to-day management of the Secretariat as stipulated in the Staff Regulations and Rules.**

**C. The Board should participate in the recruitment of Secretariat staff as stipulated in Article 15. 4 of the Board's Rules of Procedure**

**Documents attached:**

- Document 1: A summary table of progress with regard to the implementation of the Internal Audit Recommendations 2016 (updated in March 2018)
- Annex 1: Mail of 12 October 2016 from Stephane Ndilmbaye to the S.E seeking Registration authorization for the training program
- Annex 2: Letter of 15 October 2016 from the Chairperson of the Board to the S.E acknowledging receipt of the request, and authorizing financing
- Annex 3: Letter of 17 October 2016 from SE acknowledging receipt of directives
- Annex 4: Three mails of 19 October 2016 between the Finance Officer and various officers at from the Directorate of Administration and Human Resources indicating the absence of a training policy and noting no problem with regard to financing the case submitted to her.
- Annex 5: Letter 16 December 2016 from the SE to the Finance Officer authorizing her to initiate payment of the training costs.

**The Chairperson Begoto MIAROM  
For the AU Advisory Board on Corruption**

**DRAFT**  
**DECISION ON THE REPORT OF THE AFRICAN UNION**  
**ADVISORY BOARD ON CORRUPTION**

**The Executive Council,**

1. **TAKES NOTE** of the report of the Advisory Board of the African Union on Corruption and the recommendations contained therein;
2. **ADOPTS** the recommendations of the report;
3. **APPROVES** the recruitment of five (5) regular staff at the Board's Secretariat:

No.	Positions	Grade
1	Senior Governance, Procurement and Travel Officer	P3
2	Human Resources Officer	P2
3	Communication Officer	P2
4	Protocol Assistant	GSA5
5	Accounting Assistant	GSA5

4. **RECALLS** the responsibilities of the Chairperson of the African Union Advisory Board on Corruption as Head of the Board and also responsible for the administrative and financial management of the Board's Secretariat;
5. **RECOMMENDS** that the Commission must involve the African Union Advisory Board on Corruption in all recruitment processes in the Board's Secretariat;
6. **INSTRUCTS** the Commission to implement as a matter of urgency the need to provide the Board with the necessary human and financial resources to enable it to fulfil its mandate.

## **ANNEXES**

----- Original message -----

From: Stéphane NDILMBAYE  
Date: 12/10/2016 22:18 (GMT+03:00)  
To: Charity Hanene Nchimunya  
C.c: Daniel Batidam  
Subject: **Training**

Dear Madam,

I would like to submit again my application for the Master degree to get the Board's sponsorship.

AUABC is working for the good governance in the continent and it's a good opportunity to have a AUABC staff of the Secretariat to have more knowledge about the matter to face it.

Since we are paying consultants to do some work, it will be good to train a staff to do the work.

Best regards.

AFRICAN UNION ADVISORY BOARD ON  
CORRUPTION

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P.O Box 6071, ARUSHA, TANZANIA -Tel: +255 27 205 0028/29/30- Fax: +255 27 205 0031  
Email: info@auanticorruption.org \*Website: www.auanticorruption.org

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Ref:AUABC/CHAIR/2016/10/003

Date: 15 October 2016

The Executive Secretary  
AUABC  
Arusha, Tanzania.

**RE: MASTERS TRAINING FOR MR. STEPHANE NDILMBAYE**

On behalf of the AU Advisory Board on Corruption (AUABC), I acknowledge receipt of Mr. STEPHANE NDILMBAYE'S admission into the Master of Governance and Management of Public Contracts for Sustainable Development Program (2016/2017 Edition), organised by the Turin International Training Centre of the International Labor Organisation (ITC-ILO).

The content of the training program perfectly fits within the technical needs of the Board, particularly at this time when the human resource base at the AUABC Secretariat is nothing to write home about. I therefore wish to approve the training programme in question for sponsorship in line with the provisions under the Staff Rules and Regulations contained in Article 24.3 (a) and 40.3 and 40.4

Given the closeness of the start date of the training (ie. 24 October 2016), I wish to request that all the necessary steps are taken to ensure that Mr. STEPHANE NDILMBAYE is able to enroll on time for the said training.

Thank you.

Daniel BATIDAM

Chairperson

**AU Advisory Board on Corruption**

Re: Training

CN

Charity Hanene Nchimunya



Répondre|

lun. 17/10/2016 17:29 À :

dbatidam (dbatidam@gmail.com)

Cc :

Stéphane NDILMBAYE (ndilsteve@hotmail.com)

Vous avez transféré ce message le 25/02/2017 16:42.

Good evening Hon. Chairperson,

I acknowledge receipt of both the soft copy and the hard copy of the signed letter concerning Stephane's request for sponsorship. The necessary instructions have been given to facilitate his enrolment in the course.

Sorry for the belated response. The pressure to attend to a number of issues caused the delay.

Thanks and regards, ES

----- Message d'origine -----

De : Jacques-Eymard Nanghoudoum <[NanghoudoumJ@africa-union.org](mailto:NanghoudoumJ@africa-union.org)>

Date : 19/10/2016 16:12 (GMT+03:00)

À : Huria Beshir <[BeshirH@africa-union.org](mailto:BeshirH@africa-union.org)>

Cc : Dorica Kgwadi <[dkgwadi@hotmail.com](mailto:dkgwadi@hotmail.com)>, Rekia Mahamoudou

<[MahamoudouR@africa-union.org](mailto:MahamoudouR@africa-union.org)>, Martha Munthali <[MunthaliM@africa-union.org](mailto:MunthaliM@africa-union.org)>, kidist Berhane <[KidistB@africa-union.org](mailto:KidistB@africa-union.org)>

Objet : **RE: Training**

Hi Huria,

As you may be aware, there is no training policy outside of the Staff Rules and Regulations from which I have manage to extract the following:

### **24.3 Training Allowance**

#### **(a) Sponsored Candidates:**

The following allowances shall apply:

- (i) A regular or continuing regular staff member nominated by the Union to undertake a relevant training course of priority concern to the Union for a period up to a maximum of six (6) months, shall be entitled to Training Allowance in addition to his or her full salary, allowances and benefits normally accruing to him or her, provided that the course is held outside his/her duty station.
- (ii) The training allowance shall cover tuition fee, registration fee, and incidental expenses as shall be prescribed in the training programme.
- (iii) Where all the expenses necessarily required to undertake the training are met by the Sponsoring Agency, the staff member shall be entitled to a nominal training allowance of twenty-five percent (25%) of the DSA rate applicable to the city of the training programme. The Union shall, however, bridge the difference in case of partial sponsorship by the Sponsoring Agency as shall be authorized by the Chairperson or the competent authority of any other organ.

- (iv) Unless otherwise provided for by the Chairperson or competent authority of any organ, only Regular and Continuing Regular staff members shall be eligible for training.

**(b) Self-sponsored Training Courses:**

- (i) A staff member may undertake continuing education with a view to attaining a professional qualification and or other skills through distance learning or evening classes or a course abroad. The Union shall not be obliged to sponsor staff members for such programmes.
- (ii) When approval has been obtained by a staff member to undertake a relevant professional training and if the course is considered likely to enhance his or her value to the Union, the Chairperson or the competent authority of any other organ may approve the reimbursement of fifty percent (50%) of the total cost of the fees for the course, provided the staff member successfully completes the course of study within the designated period of study and submits a written request for reimbursement together with the original letter of admission, fees, receipts and valid certificates. In such cases, the Chairperson or the competent authority of any other organ may impose specific conditions related to the duration of the service.

What they will need to clarify is whether or not the staff member was nominated by the Organ for the said training. Once the clarification is found, then one (1) of the two (2) above points should apply.

However, from my understanding of the below communications, the training was approved by the Organ and the staff member was some sort of nominated. I could even see that instruction was given for the payment to be effected (unless I am missing the point). But if I am right, then the Organ's budget should support the expenses, should it be for 50% or 100% (that's depends on the Organ Chairperson's approval).

Having said that, please noted that I am only trying to understand the rules as they are set. I do not know about the practice as I am new in the Organization and have not yet come across such case.

Hope it help anyhow.

Kind regards,  
Jen

**From:** Huria Beshir  
**Sent:** Wednesday, October 19, 2016 2:54 PM  
**To:** Jacques-Eymard Nanghoudoum  
**Cc:** Dorica Kgwadi; Rekia Mahamoudou  
**Subject:** **RE: Training**

Dear Jack,

Please advise on the email below from Mrs. Dorica the necessary actions that she needs to take as per the training policy.

Thank you Huria B.

**From:** Rekia Mahamoudou

**Sent:** Wednesday, October 19, 2016 2:36 PM

**To:** Huria Beshir

**Cc:** Dorica Kgwadi

**Subject:** **FW: Training**

**Importance:** High

Can you assist Huria?

**Rekia Mahamoudou**

Head of Division | Administration & Human Resources Management Directorate | African Union Commission  
Tel: (251) 11 551 77 00 | Fax: (251) 11 5505924 | E-mail: [MahamoudouR@africa-union.org](mailto:MahamoudouR@africa-union.org) | Web:[www.au.int](http://www.au.int)[www.au.int](http://www.au.int)  
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**Huria Beshir**

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**Jacques-Eymard Nanghoudoum**

Snr Human Resources/Change Management Expert | Administration & Human Resources Management Directorate | African Union Commission Tel: +251-11-5517700 | Fax: | E-mail: [NanghoudoumJ@africa-union.org](mailto:NanghoudoumJ@africa-union.org) | Web:[www.au.int](http://www.au.int)[www.au.int](http://www.au.int)  
Addis Ababa | Ethiopia

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**Stephane Ndilmbaye**

Documentalist | CORRUPTION BOARD - ARUSHA | African Union Commission Tel: | Fax: | E-mail: [NdilmbayeS@africa-union.org](mailto:NdilmbayeS@africa-union.org) |  
Web:[www.au.int](http://www.au.int)|[www.au.int](http://www.au.int) | Tanzania, United Republic of

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**From:** Dorica Kgwadi [<mailto:dkgwadi@hotmail.com>]

**Sent:** Wednesday, October 19, 2016 1:20 PM

**To:** Rekia Mahamoudou; rekia au **Subject:** Fw: Training **Importance:** High

**Good day, Madam Rekia, please kindly assist me with the below. Thanks and kind regards.**

---

**From:** Dorica Kgwadi <[dkgwadi@hotmail.com](mailto:dkgwadi@hotmail.com)>

**Sent:** Wednesday, October 19, 2016 10:03 AM

**To:** Makopoi Tlhomola; Amine Idriss Adoum; Charity Hanene Nchimunya; Charity Nchimunya

**Subject:** **Fw: Training**

Good day Director Amine and Makopoi, hope you are both well. I just wanted advice on the below.

Basically one of my colleagues has written to the ES who's currently on mission, leaving me as Officer in Charge. The colleague (Mr Stephane Ndilmbaye), who is our Documentalist would like to do a Masters Degree in Governance. Now the Chairperson of the Board has written as per below to state that payments should be made for his course.

I just wanted to request clarification on training policy, I think when I came to AU, I was informed that the AU does not pay for post graduate degrees but one can pay for themselves and later be reimbursed some percentage on completion? Kindly clarify to me whether this policy still stands and what currently is taking place?

Your urgent assistance will be highly appreciated. Thanks and kind regards.

Re: Approval from Chairperson regarding payment of US\$27,000 for Stephane's studies

CN

Charity Hanene Nchimunya



Répondre|

ven. 16/12/2016, 09:27

Vous;

AU Advisory Board On Corruption (auanticorruption@gmail.com); Dorica Kgwadi (dkgwadi@hotmail.com)

Vous avez répondu le 19/12/2016 11:04.

Many thanks Wadzi for the attachment.

Dorica, you are hereby authorized to process the requirements and proceed to pay the applicable expenses regarding the training for Stephane.

Thanks and regards,

On Fri, Dec 16, 2016 at 9:04 AM, AU Advisory Board On Corruption <[auanticorruption@gmail.com](mailto:auanticorruption@gmail.com)> wrote:

Dear All,

Please find attached the revised approval for your information and records.

Regards,



**Wadzanai Nhongo (Ms.)**  
**Bilingual Secretary**  
**African Union Advisory Board on Corruption (AUABC)**  
**P.O. Box 6071, Arusha, Tanzania**  
**Tel. +255 27 205 0030 Ext. 103**  
**Fax: +255 27 205 0031**  
**Mobile: +255 766 077 225**  
**Email: [nhongow@auanticorruption.org](mailto:nhongow@auanticorruption.org)**  
**[www.auanticorruption.org](http://www.auanticorruption.org)**

On Thu, Dec 15, 2016 at 3:51 PM, AU Advisory Board On Corruption  
<[auanticorruption@gmail.com](mailto:auanticorruption@gmail.com)> wrote:

Dear All,

Please find attached the above-mentioned approval for your information and records.  
Regards,



**Wadzanai Nhongo (Ms.)**  
**Bilingual Secretary**  
**African Union Advisory Board on Corruption (AUABC)**  
**P.O. Box 6071, Arusha, Tanzania**  
**Tel. +255 27 205 0030 Ext. 103**  
**Fax: +255 27 205 0031**  
**Mobile: +255 766 077 225**  
**Email: [nhongow@auanticorruption.org](mailto:nhongow@auanticorruption.org)**  
**[www.auanticorruption.org](http://www.auanticorruption.org)**

2018-06-29

# Report of the African Union Advisory Board on Corruption (AUABC) to the Executive Council of the African Union on the Implementation of the Findings of the Reports of Internal Audit office and External Auditors on the Management of the AUABC

African Union

DCMP

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