



**ORGANIZATION OF
AFRICAN UNITY**
Secretariat
P. O. Box 3243

منظمة الوحدة الافريقية
السكرتاريه
ص. ب. 3243

**ORGANISATION DE L'UNITE
AFRICAIN**
Secretariat
B. P. 3243

اديس ابابا • Addis Ababa

CM/777(XXVIII)

ANNEX III

FINANCIAL IMPLICATIONS ARISING FROM THE RECOMMENDATIONS OF THE AD HOC
COMMITTEE ON STRUCTURAL REFORMS OF THE OAU

FINANCIAL IMPLICATION AS RESULT OF AD HOC REPORT ON NEW SCALE STRUCTURE

SUMMARY

All figures in US Dollars

	<u>Appropriations 1977/78</u>	<u>Proposed Salary Scale</u>	<u>Increase</u>
1. General Secretariat, Addis	1,473,416	1,639,817	166,401
2. S.T.R.C. Offices	234,757	259,490	24,733
3. New York Office	85,588	95,470	9,882
4. Dar-Es-Salaam Office	145,859	161,240	15,381
5. Lusaka Office	25,638	28,740	3,102
6. Kampala Office	48,473	54,460	5,987
7. Malabo Office	29,313	32,220	2,907
8. Geneva Office	71,284	78,340	7,056
9. Accra Office	23,584	25,910	2,326
10. Niamey Office	52,259	57,130	4,871
11. Comoros Office	21,009	22,920	1,911
	<u>2,211,180</u>	<u>2,455,737</u>	<u>244,557</u>

A
FINANCIAL IMPLICATION AS/RESULT OF AD HOC REPORT ON NEW SCALE STRUCTURE

SUMMARY OF PROPOSED NEW SALARY SCALE

Description	Appropriation	Proposed New scale	Increase
1. Office of the Administrative Secretary General	41,136	47,930	6,794
2. Afro-Arab Cooperation Division	32,058	35,340	3,285
3. Technical Cooperation Section	25,168	27,980	2,812
4. Cabinet Unit	28,636	31,320	2,684
5. Registry Section	24,271	26,975	2,704
6. Protocol Section	41,900	46,365	4,465
7. Press & Information Section	46,768	51,115	4,347
8. Radio Unit	20,083	22,550	2,467
9. Printing Unit	10,232	11,470	1,238
10. Legal Division	28,482	31,080	2,598
11. Internal Audit Section	10,295	11,900	1,605
12. Administration & Finance Dept.	10,503	12,280	1,777
13. General Services Section	120,295	137,652	17,357
14. Finance Section	51,038	55,995	4,957
15. Personnel Section	34,894	39,120	4,226
16. Library Section	21,731	23,970	2,239
17. Conference & Document Unit	36,214	40,420	4,206
18. Document Section	38,499	41,89	3,391
19. Official Records Section	5,247	6,220	973
20. Language Section	385,232	429,010	43,778
21. Political Department	6,411	7,320	909
22. Decolonization Section	25,716	28,400	2,684
23. Sanction Section	23,903	26,580	2,677
24. BPEAR (Refugee Section)	114,346	125,945	11,599
25. General Political Affairs Section	27,076	30,125	3,049
26. Economic & Social Affairs Dept.	5,916	6,780	864
27. Economic Affairs Section	35,283	38,360	3,077
28. Social Affairs Section	43,642	47,880	4,238
29. Transport & Communications Section	37,955	41,800	3,845
30. Scientific & Cultural Department	6,081	6,960	879
31. Health & Nutrition Division	49,281	54,740	5,459
32. Education & Cultural Section	35,615	39,280	3,665
33. Natural Resource Section	13,478	15,190	1,692
34. OAU Staff Clinic	9,622	10,710	1,088
35. Drought & Natural Disaster Section	26,392	29,165	2,773
TOTAL	1,473,416	1,639,817	166,401

Strength	Description	Salary Scale Code	Appropriation 1977/78	Proposed new scale	Increase
1	Office of the Adm. Secretary General & Assistant Secretary General				
1	Private Secretary	GS5-7	6,747	7,890	1,143
1	Bilingual Secretary	GS4-6	6,081	5,960	879
4	Private Secretary	GS5-9	28,308	33,080	4,772
	TOTAL		41,136	47,930	6,794
<u>Afro-Arab Cooperation Division</u>					
1	Chief of Division	P.4-2	12,581	13,600	1,019
1	Coordinator	P.2-2	8,632	9,260	628
1	Bil. Secretary	GS4-6	5,751	6,600	849
1	Secretary	GS4-2	5,091	5,880	789
	TOTAL		32,055	35,340	3,285
<u>Technical Cooperation Section</u>					
1	Chief of Section	P.3-7	11,454	12,680	1,226
1	Coordinator	P.2-2	8,632	9,260	628
1	Stenographer	GS3-9	5,082	6,040	958
	TOTAL		25,168	27,980	2,812
<u>CABINET UNIT</u>					
1	Chief of Cabinet	P4-3	12,867	13,900	1,033
1	Attache of Cabinet	P2-8	10,018	10,820	802
1	Bilingual Secretary	GS4-6	5,751	6,600	849
	TOTAL		28,636	31,320	2,684
<u>REGISTRY SECTION</u>					
1	Chief Registry Supervisor	P1-8	8,404	8,950	546
1	Registry Supervisor	LS9-9	6,052	6,800	748
1	Senior Registry Clerk	GS3-10	5,247	6,220	973
1	Receiving Clerk	LS5-6	2,072	2,325	253
2	Mail Runners I	LS3-9	1,320	1,430	110
	" " II	LS3-6	1,176	1,250	74
	TOTAL		24,271	26,975	2,704

FINANCIAL IMPLICATION AS A RESULT OF AD HOC REPORT ON NEW
SCALE- STRUCTURE

Strength	Description	Salary Scale Code	Appropriation 1977/78	Proposed new scale	Increase
<u>Protocol Section</u>					
1	Chief of Protocol	P3-10	12,213	13,520	1,307
1	Asst. Protocol Officer	P2-6	9,556	10,309	744
1	Bilingual Secretary	GS4-6	5,751	6,600	849
1	Receptionist	LS7-9	4,000	4,430	430
1	Stenographer	LS6-9	3,000	3,260	260
2	Clerks I	LS3-8	5,056	5,630	574
	" II	LS5-9	2,324	2,625	301
	TOTAL		41,900	46,365	4,465
<u>Press & Information</u>					
1	Chief of Information	P4-2	12,581	13,600	1,019
2	Asst. Information Officer I	P2-10	10,480	11,340	860
	" " " II	P2-2	8,632	9,260	628
1	Technician (Photo)	LS6-9	3,000	3,260	260
1	Bilingual Secretary	GS4-6	5,751	6,600	849
1	Stenographer	LS7-9	4,000	4,430	430
1	clerk	LS5-9	2,324	2,625	301
	TOTAL		46,768	51,115	4,347
<u>Radio Unit</u>					
	Writer/Producer	P3-1	9,936	11,000	1,064
	Bilingual Secretary	GS4-6	5,751	6,600	849
1	Radio Production Technician I	LS5-8	2,240	2,525	285
	" " " II	LS5-7	2,156	2,425	269
	TOTAL		20,083	22,550	2,467
<u>Printing Unit</u>					
1	Offset Machine Technician	LS5-9	2,324	2,625	301
2	Vanitytype Operators - English	LS5-9	2,324	2,625	301
1	" " French	LS5-6	2,072	2,325	253
1	Machine Operator	LS5-8	2,240	2,525	285
1	Printing Unit Assistant	LS3-8	1,272	1,370	98
	TOTAL		10,232	11,470	1,238

FINANCIAL IMPLICATION AS A RESULT OF AD HOC REPORT ON NEW SCALE STRUCTURE

Strength -	Description	Salary Scale Code	Appropriations 1977/78	Proposed new scale	Increase
<u>Legal Division</u>					
1	Legal Advisor	P4-5	13,439	14,500	1,061
-	Legal Officer	P2-2	8,632	9,260	628
1	Bilingual Secretary	GS4-10	6,411	7,320	909
	TOTAL		28,482	31,080	2,598
<u>Internal Audit Section</u>					
1	Secnior Audit Clerk	LS9-7	5,708	6,400	692
1	Stenographer	GS3-6	4,597	5,500	913
	TOTAL		10,295	11,900	1,605
<u>Administration & Finance Dept.</u>					
1	Bilingual Secretary	GS4-7	5,916	6,780	864
1	Stenographer	GS3-6	4,587	5,500	913
	TOTAL		10,503	12,280	1,777
<u>General Service Section</u>					
1	Chief of General Services	P3-9	11,960	13,240	1,280.00
1	Asst.Chief of General Services	P2-3	8,863	9,520	657
3	Senior Clerks	LS8	12,564	13,572	1,008
2	Telephone Operators	LS	4,528	5,050	522
2	Typists	LS	5,324	5,885	561
2	Stenographers	LS	6,628	7,580	952
1	Maintenance Officer	LS7-9	4,000	4,430	430
1	Asst.Maintenance Officer	LS6-9	3,000	3,260	260
1	Senior Security Officer	LS8-9	5,228	5,820	592
15	Security Guards	LS	10,956	13,575	2,619
14	Drivers	LS	16,080	17,080	1,000
20	Cleaners	LS	10,304	12,800	2,496
24	Messengers	LS	14,272	18,060	3,788
7	Gardners	LS	3,744	4,570	826
1	Lift attendant	LS1-3	424	550	126
1	Technician (Interpretation Equip)	LS6-4	2,420	2,660	240
	TOTAL		120,295	137,652	17,357

FINANCIAL IMPLICATION AS A RESULT OF AD HOC REPORT ON NEW SCALE STRUCTURE

Strength	Description	Salary Scale Code	Appropriations 1977/78	Proposed New Scale	Increase
<u>Finance Section</u>					
1	Finance Officer I	P2-9	10,249	11,080	831
1	Finance Officer II	P2-8	10,018	10,820	802
1	Finance Officer III	P2-6	9,556	10,300	744
1	Senior Accounts Clerk	LS9-9	6,052	6,800	748
1	Accounts Clerk	LS8-2	4,024	4,490	466
1	Bilingual Secretary	GS4-10	6,411	7,320	909
1	Stenographer	LS6-9	3,000	3,260	260
1	Filing Clerk	LS5-2	1,728	1,925	197
	TOTAL		51,038	59,995	4,957
<u>Personnel Section</u>					
1	Personnel Officer	P2-5	9,325	10,040	715
1	Administrative Assistant	GS5-10	7,242	8,460	1,218
1	Records Officer	GS4-10	6,411	7,320	909
1	Filing Clerk	LS6-9	3,000	3,260	260
1	Bilingual Secretary	GS4-7	5,916	6,780	864
1	Stenographer	LS6-9	3,000	3,260	260
	TOTAL		34,894	39,120	4,226
<u>Library Section</u>					
1	Chief Library & Archivist	P3-8	11,707	12,960	1,253
1	Library Assistant	LS8-2	4,024	4,490	466
1	Stenographer	LS6-9	3,000	3,260	260
1	Clerk	LS6-9	3,000	3,260	260
	TOTAL		21,731	23,970	2,239
<u>Conference & Documents Unit</u>					
1	Head of Conference Division	P4-3	12,867	13,900	1,033
1	Deputy Head of Conf. Division	P3-2	10,189	11,280	1,091
1	Administrative Assistant	GS5-10	7,242	8,460	1,218
1	Bilingual Secretary	GS4-7	5,916	6,780	864
	TOTAL		36,214	40,420	4,206

Strength	Description	Salary Scale Code	Appropriation 1977/78	Proposed New Scale	Increase
<u>Document Section</u>					
1	Documents Officer	P2-7	9,787	10,560	773
1	Reproduction Unit Supervisor	LS8-6	4,712	5,250	538
8	Machine Operators/Collators	LS6-9	24,000	26,080	2,080
	TOTAL		38,499	41,890	3,391
<u>Official Records Section</u>					
1	Stenographer	GS3-10	5,247	6,220	973
	TOTAL		5,247	6,220	973
<u>Language Section</u>					
1	English Revisor	P4-1	12,295	13,300	1,005
2	" Translators	P3-8	23,414	25,920	2,506
2	" Translators/Editors	P3-9	23,920	26,480	2,560
2	" Translators	P3-3	20,884	23,120	2,236
1	English Typing Pool Supervisor	GS5-10	7,242	8,460	1,218
2	" Proof Reader I	LS9-9	6,052	6,800	748
	" " " II	LS8-6	4,712	5,250	538
3	" Secretaries	GS4-10	19,233	21,960	2,727
1	French Revisor	P4-4	13,153	14,200	1,047
2	" Translators	P3-8	23,414	25,920	2,506
2	" Translators	P3-83	20,884	23,120	2,236
3	" " /Editors	P3-8	35,121	38,880	3,759
1	" Typing Pool Supervisor	LS9-9	6,052	6,800	748
2	" Proof Readers I	LS9-9	6,052	6,800	748
1	" " " II	LS8-7	4,884	5,440	556
3	" Secretaries	GS4-10	19,233	21,960	2,727
1	Bilingual Secretary	GS4-10	6,411	7,320	909
-	Arabic Revisor	P4-1	12,295	13,300	1,005
2	" Translators	P3-6	22,402	24,800	2,398
3	" Translators	P3-5	32,844	36,360	3,516
2	" Translators	P3-3	20,884	23,120	2,236
-	" Pool Supervisor	GS5-6	6,582	7,700	1,118
1	" Proof Readers	GS4-6	11,502	13,200	1,698
1	" Secretary	GS4-10	6,411	7,320	909
2	" Bilingual Secretaries	GS4-9	12,492	14,280	1,788
1	Spanish Secretary/Translator	P1-1	6,864	7,200	336
	TOTAL		385,232	429,010	43,778

Strength	Description	Salary Scale Code	Appropriation 1977/78	Proposed New Scale	Increase
<u>Political Department</u>					
1	Bilingual Secretary	GS4-10	6,411	7,320	909
	TOTAL		6,411	7,320	909
<u>Decolonization Section</u>					
1	Chief of Section	P3-3	10,442	11,560	1,118
1	Coordinator	P2-3	8,863	9,520	657
1	Bilingual Secretary	GS4-10	6,411	7,320	909
	TOTAL		25,716	28,400	2,684
<u>Sanction Section</u>					
1	Chief of Section	P3-2	10,189	11,280	1,091
1	Coordinator	P2-2	8,632	9,260	628
1	Stenographer	GS3-9	5,082	6,040	958
	TOTAL		23,903	26,580	2,677
<u>Refugee Section</u>					
1	Chief of Section	P3-5	10,948	12,120	1,172
1	Bilingual Secretary	GS4-8	6,081	6,960	879
1	Finance Officer	P2-4	9,094	9,780	686
<u>Placement Section</u>					
1	Coordinator	P2-8	10,018	10,820	802
1	Rural Resettlement Expert	P2-2	8,632	9,260	628
1	Placement Officer	P2-4	9,094	9,780	686
1	Bilingual Secretary	GS4-8	6,081	6,960	879
1	Secretary	LS6-9	3,000	3,260	260
<u>Education & Training Section</u>					
1	Coordinator	P2-5	9,325	10,040	715
1	Secretary	LS6-9	3,000	3,260	260
1	Mass Media Expert	P2-1	8,401	9,000	599
<u>Social Affairs Section</u>					
1	Chief of Section	P3-2	10,189	11,280	1,091
1	Social Affairs Coordinator I	P2-2	8,632	9,260	628
1	" " " II	P2-7	9,787	10,560	773
1	Labour Officer	P2-7	9,787	10,560	773
1	Stenographer	GS3-10	5,247	6,220	973
	TOTAL		43,642	47,880	4,238

FINANCIAL IMPLICATION AS A RESULT OF AD HOC REPORT ON NEW SCALE STRUCTURE

Strength	Description	Salary Scale Code	Appropriations 1977/78	Proposed new scale	Increase
<u>Transport & Communications Section</u>					
1	Chief of Section	P3-7	11,454	12,680	1,226
1	Transport Economist I	P2-7	9,787	10,560	773
1	" " II	P2-2	8,632	9,260	628
1	Stenographer	GS3-9	5,082	6,040	958
1	Filing clerk	LS6-9	3,000	3,260	260
	TOTAL		37,955	41,800	3,845
<u>Scientific & Cultural Dept.</u>					
1	Bilingual Secretary	GS4-8	6,081	6,960	879
	TOTAL		6,081	6,960	879
<u>Health & Nutrition Division</u>					
1	Director	P4-10	14,869	16,000	1,131
1	Deputy Director	P3-6	11,201	12,400	1,199
1	Senior Health Specialist	P3-10	12,213	13,520	1,307
1	Bilingual Secretary	GS4-9	6,246	7,140	894
1	Stenographer	GS3-7	4,752	5,680	928
	TOTAL		49,281	54,740	5,459
<u>Educational Cultural Section</u>					
1	Chief of Section	P3-10	12,213	13,520	1,307
1	Education Officer	P2-8	10,018	10,820	802
1	Cultural Affairs Officer	P2-2	8,632	9,260	628
1	Stenographer	G3-7	4,752	5,680	928
	TOTAL		35,615	39,280	3,665
<u>Natural Resource Section</u>					
1	Natural Resource Officer	P2-5	9,325	10,040	715
1	Stenographer	GS2-10	4,173	5,150	977
	TOTAL		13,498	15,190	1,692
<u>OAU Staff Clinic</u>					
1	Part time Medical Doctor	LS8-5	4,540	5,060	520
1	Nursing Sister	LS7-9	4,000	4,430	430
1	Auxiliary Nurse	LS2-5	712	850	138
1	Relief Nurse	LS	370	370	-
	TOTAL		9,622	10,710	1,088
<u>Drought & Natural Disasters Section</u>					
1	Chief of Section	P3-2	10,189	11,280	1,091
1	Coordinator	P2-2	8,632	9,260	628
1	Bilingual Secretary	GS4-6	5,751	6,600	849
1	Filing clerk	LS5-3	1,820	2,025	205
	TOTAL		26,392	29,165	2,773

FINANCIAL IMPLICATION AS A RESULT OF AD HOC REPORT ON NEW SCALE STRUCTURE

Strength	Description	Salary Scale	Appropriation 1977/78	Proposed New Scale	Increase
	<u>STRC LAGOS OFFICE</u>				
1	Executive Secretary	D.1-1	17,103	18,000	897
1	Internal Auditor	P.2-8	10,018	10,820	802
1	Information Officer	P.2-3	8,863	9,520	657
1	Administrative Assistant	GS5-10	7,242	8,460	1,218
2	Translator	P.3-2	20,378	22,560	2,182
1	Secretary (French)	GS5-10	7,242	8,460	1,218
1	Scientific Officer	P.3-2	10,189	11,280	1,091
1	Secretary (French)	GS3-9	5,082	6,040	958
	Total Interior Office		86,117	95,140	9,023
	<u>YAUNDE OFFICE</u>				
2	Scientific Secretary	P.3-5	21,896	24,240	2,344
	Total for Yaunde Office		21,896	24,240	2,344
	<u>BANGUI OFFICE</u>				
1	Deputy Director	P.3-6	11,201	12,400	1,199
1	Documentalist	P.1-8	8,404	8,950	546
1	Translator	P.3-2	10,189	11,280	1,091
1	Book-Keeper	GS3-7	4,752	5,680	928
	Total for Bangui Office		34,546	38,310	3,764
	<u>NAIROBI OFFICE</u>				
1	Deputy Director	P.3-2	10,189	11,280	1,091
1	Deputy Director	P.3-8	11,707	12,960	1,253
1	Livestock Project Officer	P.3-2	10,189	11,280	1,091
1	Scientific Officer	P.2-10	10,480	11,340	860
1	Livestock Officer	P.2-8	10,018	10,820	802
1	Documentalist	P.1-5	7,744	8,200	456
1	Translator	P.3-2	10,189	11,280	1,091
1	Translator	P.3-2	10,189	11,280	1,091
1	Secretary (English)	GS4-9	6,246	7,140	894
1	Stenographer (French)	GS3-10	5,247	6,220	973
	Total for Nairobi Office		92,198	101,800	9,602
	GRAND TOTAL FOR STRC OFFICES		234,757	259,490	24,733

FINANCIAL IMPLICATION AS A RESULT OF AD HOC REPORT ON NEW SCALE STRUCTURE

NEW YORK OFFICE

Strength	Description	Salary Scale	Appropriations 1977/78	Ad hoc Report	Increase
1	Translator/Interpreter	P.3-2	10,189.00	11,280.00	1,091.00
1	Translator/Interpreter	P.3-8	11,707.00	12,960.00	1,253.00
1	Economic Officer	P.3-3	10,442.00	11,560.00	1,118.00
1	Accountant	L.R.	10,480.00	11,340.00	860.00
1	Press and Information Officer	P.2-3	8,863.00	9,520.00	657.00
1	Bilingual Secretary	GS5-10(Sp.)	7,744.00	8,200.00	456.00
1	" Secretary/ Receptionist	GS5-5	6,417.00	7,510.00	1,093.00
1	Bilingual Secretary	GS5-6	6,582.00	7,700.00	1,118.00
1	Driver/Messenger	L.R.	6,582.00	7,700.00	1,118.00
1	Driver/Messenger	L.R.	6,582.00	7,700.00	1,118.00
Total for New York Office			85,588.00	95,470.00	9,882.00

DAR-ES-SALAAM OFFICE

1	Executive Secretary	D.1-1	17,103.00	18,000.00	897.00
1	Asst. Executive Sec.	P.5-5	15,425.00	17,280.00	1,855.00
1	Asst. Executive Sec.	P.5-6	15,711.00	17,600.00	1,889.00
1	Asst. Executive Sec.	P.5-2	14,567.00	16,320.00	1,753.00
1	Translator	P.3-3	10,442.00	11,560.00	1,118.00
1	Translator	P.3-9	11,960.00	13,240.00	1,280.00
1	Translator	P.3-1	9,936.00	11,000.00	1,064.00
1	Accountant	P.2-7	9,787.00	10,560.00	773.00
1	Asst. Accountant	GS4-10	6,411.00	7,320.00	909.00
1	Information Officer	P.2-5	9,325.00	10,040.00	715.00
1	Internal Auditor	P.2-4	9,094.00	9,780.00	686.00
1	Secretary (French)	GS4-2	5,091.00	5,880.00	789.00
1	Secretary (French)	GS4-7	5,916.00	6,780.00	864.00
1	Secretary (Arabic)	GS4-2	5,091.00	5,880.00	789.00
Total for Dar-es-Salaam Office			145,859.00	161,240.00	15,381.00

FINANCIAL IMPLICATION AS A RESULT OF AD HOC REPORT ON NEW SCALE STRUCTURELUSAKA OFFICE

(Cont'd)

Strength	Description	Salary Scale	Appropriations 1977/78	Ad hoc Report	Increase
1	Deputy Director	P.3-2	10,189.00	11,280.00	1,091.00
1	Clerk/Accountant	GS5-10	7,242.00	8,460.00	1,218.00
1	Bilingual Secretary	LS7-9	4,000.00	4,430.00	430.00
1	Driver/Mechanic	LS6-8	2,881.00	3,140.00	259.00
1	Messenger/Cleaner	LS3-9	1,326.00	1,430.00	104.00
Total for Lusaka Office			25,638.00	28,740.00	3,102.00

KAMPALA OFFICE

1	Director	P.4-6	13,725.00	14,800.00	1,075.00
1	Deputy Director	P.3-2	10,189.00	11,280.00	1,091.00
1	Bilingual Secretary	GS4-10	6,411.00	7,320.00	909.00
1	Accountant	GS4-2	5,091.00	55,980.00	789.00
1	Clerk	GS3-5	4,422.00	5,320.00	898.00
1	Steno-Typist (Eng.)	GS3-6	4,587.00	5,500.00	913.00
1	Receptionist, Telephonist	LS3-7	1,224.00	1,310.00	86.00
1	Driver/Messenger	LS3-6	1,176.00	1,250.00	74.00
1	Office Cleaner	LS2-5	712.00	850.00	138.00
1	Night Watchman	LS3-1	936.00	950.00	14.00
Total for Kampala Office			48,473.00	54,460.00	5,987.00

MALABO OFFICE

1	Director	P.4-5	13,439.00	14,500.00	1,061.00
1	Deputy Director	P.2-2	8,632.00	9,260.00	628.00
1	Bilingual Secretary	GS5-10	7,242.00	8,460.00	1,218.00
Total for Malabo Office			29,313.00	32,220.00	2,907.00

FINANCIAL IMPLICATION AS A RESULT OF AD HOC REPORT ON NEW SCALE STRUCTUREGENEVA OFFICE

(Cont'd)

Strength	Description	Salary Scale	Appropriation 1977/78	Ad hoc Report	Increase
1	Asst. Executive Sec.	P.4-5	13,439.00	14,500.00	1,061.00
1	Asst. Executive Sec.	P.4-5	13,439.00	14,500.00	1,061.00
1	Economic Affairs Officer	P.3-5	10,948.00	12,120.00	1,172.00
1	Translator/Interpreter	P.3-5	10,948.00	12,120.00	1,172.00
1	Finance Officer	P.2-8	10,018.00	10,820.00	802.00
1	Bilingual Secretary	GS4-10	6,411.00	7,320.00	909.00
1	Bilingual Secretary	GS4-8	6,081.00	6,960.00	879.00
Total for Geneva Office			71,284.00	78,340.00	7,056.00

ACCRA OFFICE

1	Scientific Secretary	P.4-10	14,869.00	16,000.00	1,131.00
1	Bilingual Secretary	GS4-6	5,751.00	6,600.00	849.00
1	Driver/Messenger	LS7-2	2,964.00	3,310.00	346.00
Total for Accra Office			23,584.00	25,910.00	2,326.00

NIAMEY OFFICE

1	Assistant Director	P.3-4	10,695.00	11,840.00	1,145.00
1	Translator	P.3-1	9,936.00	11,000.00	1,064.00
1	Head of Linguistic Division	P.2-4	9,094.00	9,780.00	686.00
1	Head of Historic Division	P.2-4	9,094.00	9,780.00	686.00
1	Chief Accountant	P.1-4	7,524.00	7,950.00	426.00
1	Secretary (English)	GS4-7	5,916.00	6,780.00	864.00
Total for Niamey Office			52,259.00	57,130.00	4,871.00

FINANCIAL IMPLICATION AS A RESULT OF AD HOC REPORT ON NEW SCALE STRUCTURECOMOROS OFFICE

(Cont'd)

Strength	Description	Salary Scale	Appropriation 1977/78	Ad hoc Report	Increase
1	Physician Specialist	P.4-6	13,725.00	14,800.00	1,075.00
1	Private Secretary	LS8-2	4,024.00	4,490.00	466.00
1	Driver/Messenger	LS7-4	3,260.00	3,630.00	370.00
Total for Comoros Office			<u>21,009.00</u>	<u>24,920.00</u>	<u>1,911.00</u>

RECOMMENDATIONS

Page 35	Sp. Advisor	P5-1
38	Chief Legal Advisor	P4-5
38	Deputy Chief Legal	P3-1
38	Monolingual Secretary	GS3-5
41	Chief Internal Auditor	P4-1
	Deputy Internal Auditor	P3-1
	Bilingual Secretary	GS4-5
45	Store Officer	LS-8 (GS-3)
	Senior Store Officer	LS-9 (GS-4)
	Chief of Personnel	P4-1
	Personnel Officer	P2-1
47	Chief Finance Officer	P4-
	Deputy Finance Officer	P3

AD HOC COMMITTEE PROPOSALS

SUB ITEM	ESTABLISH	PROPOSED	ACTUAL	ACC CODE	DESCRIPTION	SALARY SCALE	DRAFT ESTIMATE 1977/78	ACTUAL SAL. 75/76	APPROPRIATE 1977-78	INCREASE +
	1976-77	ESTABLISH- MENT 1977/ 78	STRC 76/77							
	<u>GENERAL</u>	<u>SECRETARIAT</u>								
1		1		100	Special Advisor	P5-1	16,000.00	-	-	16,000.00
2		1		"	Chief Legal Advisor	P4-5	-	-	-	-
3		1		"	Deputy Chief Legal Advisor	P3-1	11,000.00	-	-	11,000.00
4		1		"	Monolingual Sec- retary	GS3-5	5,320.00	-	-	5,320.00
5		1		"	Chief Internal auditor	P4-1	13,300.00	-	12,213.00	1,087.00
6		1		"	Deputy Internal Auditor	P3-1	11,000.00	-	8,632.00	2,368.00
7		1		"	Bilingual Secretary	GS4-5	6,420.00	-	-	6,420.00
8		1		"	Stock Officer	LS8 (GS 3)	4,300.00	-	2,324.00	1,976.00
9		1		"	Senior Stock Officer	LS9 (GS4)	5,200.00	-	2,324.00	2,876.00
10		1		"	Chief of Personnel	P4-1	13,300.00	-	11,707.00	1,593.00
11		1		"	Personnel Officer	P2-1	9,000.00	-	-	9,000.00
12		1		"	Chief of Finance	P4-1	13,300.00	-	12,213.00	1,987.00
13		1		"	Deputy Chief of Finance	P3-1	11,000.00	-	10,695.00	305.00
14		1		"	Research & Statical Officer	P3-1	11,000.00	-	-	11,000.00

AD HOC COMMITTEE PROPOSALS (CONT'D)

SUB ITEM	ESTABLISH 1976-77	PROPOSED ESTABLISH- MENT 1977/78	ACTUAL STRC. 76/77	ACC CODE	DESCRIPTION	SALARY SCALE	DRAFT ESTIMATE 1977/78	ACTUAL SAL. 75/76	APPROPRIATE 1977-78	INCREASE +
<u>GENERAL SECRETARIAT</u>										
15		1		100	Co-ordinator	P2-1	9,000.00	-	-	9,000.00
16		1		"	Chief Natural Res- ources Officer	P4-1	13,300.00	-	10,189.00	3,111.00
17		4		"	Director	P6-1	72,000.00	-	61,986.00	10,014.00
							224,440.00	-	132,283.00	92,157.00

ECOSOC GENERAL SECRETARIAT

Page 55	Research & Statistical Office	P3
	Coordinator	P2

SCIENTIFIC

	Chief Natural Resources	P4
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DAR ES SALAAM

Page 63	2 Head of Divisions	P4 X 2
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LUSAKA

	Director	P5
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LAGOS

Page 64	2 Asst. Executive Secretaries	P5 X 2
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	Chief accountant	P3
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	Public Officer	P3
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NEW YORK

Page 65	Assistant Executive Secretary	P5
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	" " " (new post)	P5
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LUANDA

Page 65	2 Asst. Executive Secretaries	P5 X 2
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	1 Information Officer	P2
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	1 Interpreter/Translator	P3
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AD HOC COMMITTEE PROPOSALS

SUB ITEM	ESTAB- LISHMENT 1976-77	PROPOSED EST. 77 - 78	ACTUAL STRC. 77 - 78	ACCT. CODE	DESCRIPTION	SALARY SCALE	DRAFT ES* TIMATES 77-78	APPROPRIA- TIONS 1977-78	INCREASE +
<u>DAR ES SALAAM</u>									
1		2		100	Head of Division Lusaka	P4-1X2	26,600.00	-	26,600.00
2		1		"	Director Lagos	P5-1	16,000.00	14,297.00	1,703.00
3		2			Asst. Executive secretary	P5X1.2	32,000.00	27,164.00	4,836.00
4		1			Chief accountant	P3-1	11,000.00	9,556.00	1,444.00
5		1			Publication Officer New York	P3-1	11,000.00		11,000.00
6		2			Asst. Executive Secretary Geneva	P5-1X2	32,000.00	14,297.00	17,703.00
7		2			Asst. Executive Secretary	P5-1	32,000.00	26,858.00	5,142.00
8		1			Information Officer	P2-1	9,000.00	-	9,000.00
9		1			Interpreter/Translator	P3-1	11,000.00	-	11,000.00
							180,600.00	92,172.00	88,428.00

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Director

P6 X 4

Regional and sub-regional

Lusaka

P5

5 Secretaries to be promoted

5 Bilingual Secretaries to be promoted

DETAILS OF SECRETARIES

		<u>Old</u>	<u>New</u>
<u>Secretary-General Asst.</u>			
1	Secretary-General	7,242.00	8,460.00
4	Private Secretaries GS5-8/9	29,596.00	33,840.00
1	Bilingual GS4-8	6,246.00	7,140.00
 <u>Afro-Arab</u>			
1	Bilingual Secretary GS4-7	6,081.00	6,960.00
1	Monolingual Secretary GS4-2	6,256.00	6,060.00
 <u>Technical Co-operation</u>			
1	Monolingual Secretary GS3-9	5,247.00	6,220.00
 Cabinet			
1	Bilingual Secretary GS4-8	6,246.00	7,140.00
 <u>Protocol</u>			
1	Bilingual Secretary GS4-6	5,916.00	6,780.00
1	Secretary LS7-9	5,400.00	6,010.00
 <u>Press & Information</u>			
1	Bilingual Secretary GS4-5	5,751.00	6,600.00
1	Monolingual Secretary LS7-10	4,148.00	4,590.00
 <u>Legal</u>			
1	Bilingual Secretary	6,411.00	7,320.00
 <u>Audit</u>			
1	Monolingual Secretary GS3-5	4,587.00	5,500.00
 <u>Administration (Head)</u>			
1	Bilingual Secretary GS4-7	5,916.00	6,780.00
1	Monolingual Secretary GS3-6	4,752.00	5,680.00

		<u>Old</u>	<u>New</u>	
<u>General Services</u>				
2	Typists	LS	8,000.00	8,860.00
2	Monolingual Secretaries	LS	8,296.00	9,180.00
<u>Finance</u>				
1	Bilingual Secretary	GS4-10	6,410.00	7,320.00
1	Mono. Secretary	LS6-10	3,136.00	3,380.00
<u>Personnel</u>				
1	Bilingual Secretary	GS4-6	5,916.00	6,780.00
1	Mono. Secretary	LS6-9	3,136.00	3,380.00
<u>Library</u>				
1	Mono. Secretary	LS6	3,136.00	3,380.00
<u>Conference</u>				
11	Secretaries	GS4-10	70,521.00	80,520.00
<u>Political</u>				
5	Bilingual Secretaries	GS4-10	32,055.00	36,600.00
8	Mono. Secretaries	GS3	41,976.00	49,760.00
<u>Economic</u>				
1	Bilingual Secretary	GS4-7	6,912.00	8,080.00
3	Mono. Secretaries	GS3-10	15,741.00	18,660.00
		2-10(1)	14,751.00	17,580.00
<u>Scientific</u>				
3	Bilingual Secretaries	GS4-10	19,233.00	21,960.00
3	Mono. Secretaries	GS3-7(2)	14,751.00	17,580.00
		GS2-10(1)		
YAOUNDE				
1	Bilingual Secretary	LS7-9	4,148.00	4,590.00
2	Mono. Secretaries	LS6-4	5,072.00	5,560.00
2	Typists	LS5	4,816.00	5,450.00
BANGUI				
1	Mono. Secretary			
1	Typist		2,408.00	2,725.00
LAGOS				
9			22,364.00	25,715.00

		<u>Old</u>	<u>New</u>	
NAIROBI				
3	Mono. Secretaries	GS4-10	19,233.00	21,960.00
3	Typists	LS	9,408.00	10,140.00
NEW YORK				
3	Bilingual Secretaries	GS5-10(1)	7,242.00	8,460.00
		4-10(2)	12,822.00	14,640.00
DAR ES SALAAM				
6	Mono. Secretaries	GS4-7	36,486.00	41,760.00
2	Typists	LS6	6,272.00	6,760.00
LUSAKA				
1	Bilingual Secretary	LS7-9	4,148.00	4,590.00
KAMPALA				
1	Bilingual Secretary	GS4-9	6,411.00	7,320.00
1	Mono. Secretary	GS3-5	4,587.00	5,500.00
MALABO				
1	Bilingual Secretary	GS5-10	7,242.00	8,460.00
GENEVA				
2	Bilingual Secretary	GS4-10	12,822.00	14,640.00
ACCRA				
1	Bilingual Secretary	GS4-7	5,916.00	6,780.00
NIAMEY				
1	Bilingual Secretary	GS4-7	5,916.00	6,780.00
3	Mono. Secretaries	LS	9,408.00	10,140.00

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