

**ORGANIZATION OF
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SECRETARIAT
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ADDIS ABABA

**ORGANISATION DE L'UNITE
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SECRETARIAT
B. P. 3243

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REPORT OF THE ADVISORY COMMITTEE ON
BUDGETARY AND FINANCIAL MATTERS ON THE
QUESTION OF ANOMALIES IN SALARIES PAID
TO OAU STAFF

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At the Fourteenth Ordinary Session of the Council of Ministers held in Addis Ababa from 27 February to 6 March, 1970, the Heads of delegations entrusted the Advisory Committee, and in particular the rapporteur of this Committee, with the task of considering anomalies in the salaries and grading of members of the General Secretariat and with submitting its recommendations for adequate ratification to the Council at its Fifteenth Session.

2. The Council requested the Advisory Committee, in undertaking this re-examination, to use the documents prepared by the Committee of Experts and the Advisory Committee during the past two or three years, as a basis for this study, for the purpose of revising them and thus rectifying any salary anomalies.

3. In accordance with these directives, the members of the Advisory Committee, after a careful and thorough examination of the various documents submitted on this question of salaries and grades by the General Secretariat, the Committee of Experts and lastly the Advisory Committee on Budgetary and Financial Matters, and paying due heed to the debates on that subject of the Council of Ministers and the Assembly of Heads of State and Government, took into consideration at the conclusion of their debates the following fundamental data on matters of principle and of fact:

- (a) The budgetary appropriations for 1970/71 have already been approved by the Council of Ministers; it would therefore be unreasonable to inflate them. Hence any recommendation made by the Committee should be so framed as to enable the Secretariat to absorb it without additional appropriations having to be voted by the Council of Ministers:
- (b) The Committee is not proceeding to carry out a general review of questions of structure and grading but is examining the individual grievances of members of the Secretariat:

- (c) Recruitment within the OAU Secretariat, as in other institutions, is subject to the laws of supply and demand. It would, therefore, be unfair to state in the future, that a highly qualified person who applies for a relatively modest post has been misled by the Secretariat.

4. At the request of the Ambassador of Nigeria, who was specifically charged by the Council of Ministers with the responsibility of submitting a report on this matter, a Sub-Committee of three consisting of UAR., Burundi and Nigeria, was formed and asked to examine the matter and make recommendations to the Advisory Committee. The Advisory Committee after due deliberations, submits herewith the following recommendations for the consideration of the Council of Ministers:

Officers in the Professional Category:

5. Mr. Samuel Alemayehu - joined the OAU Secretariat in May, 1963 and served in various capacities in the Political Department. He is now on Scale P.2 Step 3. Mr. Alemayehu believes that he should be put on the same scale as Heads of other Sections working in other Departments of the OAU. The Committee was informed by the Head of the Political Department that Mr. Alemayehu's work had been satisfactory and that he had carried his weight as Head of Section. In the light of this, the Committee recommends that Mr. Alemayehu should be upgraded to P.3 Step 1 with effect from June 1st, 1970. While recognizing Mr. Alemayehu's case, the Committee wishes to point out that he was on contract with the OAU from 1964 - 1967, after which he obtained a generous gratuity of 25% of his annual salary. He became a permanent officer of the OAU on 1st March, 1968; it seems to us therefore that it would be correct to recognise that Mr. Alemayehu's service has been broken. Nevertheless, as Head of a Section of an important Department, and in view of his long experience in the OAU Secretariat, the upgrading to P.3 is justified.

6. Mr. Andre Joseph Wright: He says that he had long experience in the diplomatic service of Niger ending up with the post of Director of Political Department in the Ministry of Foreign Affairs of Niger in 1967. He joined the OAU on a grade of P.2 Step 1. The Head of the Political Department testified to the competence of Mr. Wright and since he has occupied the post of Head of Section for almost three years, it is felt that he should now occupy this post substantively - it is therefore recommended that he should be upgraded to P.3 Step 1 with effect from June 1, 1970.
7. Mr. C. Alexwyn Karpheh: Deputy Chief of Protocol. Mr. Karpheh joined the Secretariat from the Liberian State Department on the 21st of November, 1969. The Committee notes that in the present job description, the post of Deputy Chief of Protocol is graded as P.1 Step 1. The grading is definitely inappropriate to the post and the difficulty in recruiting a suitable person as Deputy Chief of Protocol attested to this. The Committee recommends that the post of Deputy Chief of Protocol should be graded on P.2 Step 1. Since Mr. Karpheh has spent quite some time on the post, the Committee further recommends that he should proceed to P.2 Step 2 with effect from June 1, 1970.
8. Mr. Y. A. Oyekanmi: joined the CCTA in 1961 where he became Chief Accountant in 1964 and continued when the office was integrated with the OAU in 1966. He is now on P.2 Step 8. Mr. Oyekanmi says he has started on the same grade with the former Chief Finance Officer and the Internal Auditor. The former left the Service of the OAU on P.3 Step 3 and the latter is on this grade. The Assistant Secretary-General in charge of Administration and Finance testified to Mr. Oyekanmi's competence and had no explanation as to why he was left behind by his colleagues. In view of this officer's long experience in the field of accounting and the fact that he was

superseded without justification by Messrs Khogali and Akoli, the Committee agreed that he should be on the same grade on which Mr. Akoli would have been if he were still at the Secretariat. The Assistant Secretary-General agreed to this. The Committee, therefore, recommends that Mr. Oyekanmi should proceed to P.3 Step 3 with effect from June 1, 1970. No financial implication is involved since there is provision already for a Chief Finance Officer in the 1970/71 budget estimate on this grade of salary.

9. Mr. Talaat Wadood: In January 1968, Mr. Wadood was seconded to the OAU from UAR where he served for more than 20 years. He is now Chief of the Library and Archives Section on P.2 Step 7. Since Mr. Wadood has spent three years of satisfactory service and has reached the scale of P.2 Step 7 and will move to P.2 Step 8 at the next incremental date, it is felt that he should proceed to P.3 Step 1. It should be pointed out that P.2 Step 8 is equivalent to P.3 Step 1 so there is no financial benefit to Mr. Wadood.
10. Mr. Negussie Makuria: Assistant Personnel Officer on the grade of P.1 Step 5. The Chief Personnel Officer explained to the Committee that as a result of centralization of recruitment, promotion and discipline, the duties of the Assistant Personnel Officer had increased tremendously and that it was for this reason that the Committee of Experts agreed that the post be upgraded to P.2 Step 1. The Committee agreed with these views and recommends that Mr. Negussie Makuria be upgraded to P.2 Step 1 with effect from June 1, 1970.
11. Mr. E. A. Adeyemo: joined the OAU in the STRC Office in Lagos as a General Service Officer. He was appointed Assistant Internal Auditor on Scale P.1 Step 1 in 1968 and posted to Addis Ababa. The Committee has long recognised the importance of the duties of Auditors if the finances of the OAU are to be correctly maintained. It was for this reason that the Expert Committee recommended the upgrading of the post of Assistant Internal Auditor for the whole Secretariat to P.2 Step 1.

It will be recalled that the Council of Ministers approved the creation of a post of Internal Auditor for the Dar-es-Salaam office on Scale P.2 Step 1. That post has now been filled. The Committee is of the view that it will be irregular to have the Internal Auditor of a Regional Office graded higher than an Auditor at the Headquarters. It, therefore, recommends that Mr. Adeyemo be upgraded to P.2 Step 1 with effect from June 1, 1970.

12. Mr. E. O. Adefemiwa - joined the OAU Secretariat as a Conference Officer on the 1st of November, 1968 and is at present on P.2 Step 6. The officer is Deputy to the Chief of the Conference Division who is on P.4 and he supervises officers on P.3. The Assistant Secretary-General in charge of Administration and Finance under whom the Conference Division comes, is satisfied with the work of Mr. Adefemiwa. The Advisory Committee therefore recommends that Mr. Adefemiwa be upgraded to P.3 Step 1 with effect from 1st June, 1970.
13. Mr. Mamadou Mactar Thiam: recruited into the Information Section on P.2 Step 5 on the 14th of October, 1969. The Committee believes that Mr. Thiam has been well treated, in view of the fact that quite a number of officers in other Departments were made to start on P.2 Step 1. The Committee believes that at a later stage, the grading of Information Section should be re-examined. The Committee does not therefore recommend that Mr. Thiam be upgraded.
14. Mr. K. M. Khogali: is the Chief Internal Auditor of the OAU and at the moment on P.3 Step 3. The Committee finds the present grading quite adequate in view of the fact that the Audit Section is a Section within the Cabinet. We wish to recall that the Advisory Committee has always expressed its satisfaction with the way Mr. Khogali performs his duty and has recommended that he be advanced one or two steps within his grade. Mr. Khogali is on the same scale with the former Chief Finance Officer with whom he was engaged at the same time. The Committee does not accept that he should be upgraded to P.4 at this time.

15. Mr. Gilbert Abayomi Savage: joined the OAU Secretariat in December, 1969 on a salary scale of P.2 Step 1. Mr. Savage comes to the OAU with a sound educational background. However, it needs to be pointed out that the entry point given to him is consistent with those of his colleagues. He is not a Head of Section but serves within a section in the Political Department. He has also not completed the usual probationary period of one year in the Secretariat. In view of all these, the Committee does not accept that Mr. Savage be upgraded.
16. Mr. Ezekiel Isaac: is at present a Co-ordinating officer in the Economic and Social Affairs Department and is at present on P.2 Step 3. He joined the Secretariat six years ago on a contractual basis and became a permanent staff two years ago. It should be pointed out that Mr. Isaac obtained his full benefit and gratuity of 25% two years ago thus ending his services with the OAU. His present appointment with the OAU, on a permanent basis, only dates back to two years. The Assistant Secretary-General who supervises the work of Mr. Isaac argued that the case of this officer is exactly the same as that of Mr. Samuel Alemayehu whom the Committee recommends that he be upgraded to P.3 Step 1. The Committee countered this argument by saying that whatever amount of work Mr. Isaac does he is not a Chief of Section unlike Mr. Alemayehu. It says that if Mr. Isaac were heading a Section it would consider the case differently. The Committee therefore cannot recommend any upgrading for Mr. Isaac at this time.
17. Dr. E. G. N. Muzira: Director of the Health Bureau on Scale P.4 Step 1. The Committee considered the case of Dr. Muzira with other Scientists in the Scientific and Cultural Department. The Secretariat put the following arguments before the Committee:
- (i) The previous practice whereby new officers started at the first step of a given salary scale, prevented the Secretariat from awarding the Scientific

personnel, salaries that would be commensurate with their long training, specialist qualifications and experience.

- (ii) Scientific personnel are in scarce supply in Africa, and to recruit any into the General Secretariat has proved a difficult and protracted affair. There are therefore grounds not only to improve the basic salaries in order to retain those already in employment, but also to attract new entrants to fill existing vacancies.
- (iii) Our expectations that the Deputy Directors would be newly qualified graduates was proved wrong as such persons would lack the experience to contribute much to the co-ordinating and "conception" roles of the OAU - among other things. Therefore, officers recruited into this group are experienced, and can indeed take over as Directors at any time. This appears to mean that the salary gap between the Director and his Deputies should be narrowed.

The Committee agreed that there was merit in the arguments and after it had carefully considered the proposals of the Secretariat recommends the following upgradings for the Scientists with effect from 1st June, 1970:

NAME	POST	DISCIPLINE	1970/71 BUDGET	NEW GRADING
Mr. Quagraine	Head of Scientific & Cultural Dept.	Natural Sciences	P.4-1	P.4-4
Dr. Muzira	Director of Health Bureau	Medical Doctor	P.4-2	P.4-3
Dr. Rajabally	Health Specialist	Medical Doctor	P.3-1	P.3-4
Mr. Milla	Scientific Secretary IAPSB	-	P.4-3	P.4-3
Dr. Addoh	Deputy Scientific Secretary IAPSB	Plant Health Specialist	P.3-2	P.3-3
Dr. Barreto	Director BIS	Agronomist	P.4-3	P.4-3
Dr. Atang	Director IBAH	Veterinarian	P.4-2	P.4-3
Dr. Sall	Deputy Director IBAH	Veterinarian	P.3-2	P.3-3

18. The qualifications and experience of the above-mentioned officers are set out below:

NAME	TITLE	DISCIPLINE	EXPERIENCE
Mr. A. Quagraine	Head of the Scientific & Cultural Department	Natural Sciences Tripots P.T.I., Natural Sciences Tripots P.T.2., Chemistry, B.A. & M.A.	18 years
Dr. E.G.N. Muzira	Director of Health Bureau	Medical Doctor, L.M.S., M.B., C.H.B. D.D.M. & H.	11 years
Dr. P.G. Atang	Director, IBAH	D.V.M., M.R.C.V. S.D.T.V.M.	12 years
Dr. P. Addoh	Assistant Scientific Secretary	Ph.D. (Pathology)	12 years
Dr. M. Sall	Assistant Director (IBAH)	D.V.M.	12 years
Dr. M.H. Rajabally	Health Specialist	Medical Doctor, Diploma in Public Health, Chemistry, Physics, Biology and Industrial Health	11 years

19. Mr. Ezz El Din Issa: Registrar of the Bureau of the Commission of Mediation, Conciliation and Arbitration at the moment on Scale P.4. The Commission has put up a case asking for upgrading of the post of Registrar to P.5 whenever it was decided that other Heads of Department in the OAU Secretariat should be upgraded as recommended by the Committee of Experts. The Committee agrees in principle with the suggestion but believes that no decision could be taken until a final decision on the structure of the Secretariat is decided upon by the Council of Ministers. It also suggested that the eventual grading of the post of the Registrar of the Bureau should await a decision of the Council on the future of the Bureau itself.

20. Mr. Jerome Goma-Nganga: is a Social Affairs officer in the Economic Department on P.2 Step 2. He is not a Head of Section. We find his grading consistent with those of officers of his grade.
21. Miss Samia Khallaf: Translator/Interpreter on Scale P.3 Step 1. She would like to be upgraded to P.3 Step 5. The Committee is of the view that her present grading which is equivalent to the grade of the Head of a Section in the Political Department, is quite adequate. The Committee does not therefore recommend that she should be upgraded.
22. Mr. Edouard Benjamin: Cabinet Attache. He is at present graded on P.1 Step 8. The case of Mr. Benjamin was brought before the Advisory Committee who had once recommended that he should be placed on P.2 Step 8. This officer joined the OAU with sound educational qualification. He passed Baccalaureats in French with honours, Bachelor of Arts (B.A.), with honours from Yele University in America and Master of Arts (M.A.) from the same University. Mr. Benjamin is therefore fully bilingual. He served, among others, as the Director of Africa and Asia Department in the Foreign Ministry of Guinea and as the Chief of Cabinet of the Foreign Ministry. At the OAU, Mr. Benjamin assists the Chief of Cabinet in all his work and as a bilingual officer, he is solely responsible for all documents in English within the Cabinet. The Committee recommends that Mr. Benjamin be upgraded to P.2 Step 7 from 1st June, 1970.

General Services and Non-Statutory:

23. Miss Tsedale Kebede: is a University graduate engaged in the Conference Division as Proof-reader on a temporary basis. Miss Kebede objects to being put in the non-statutory category and feels that her qualification entitles her to a Professional Post in

the Secretariat. The Committee is of the view that Miss Kebede accepted her present position voluntarily and it would appear unfair to criticize the Secretariat for this. However, as an encouragement to African women with high qualification, it is recommended that Miss Kebede be absorbed into the Permanent Establishment on a Professional grade as soon as the Secretary-General can fit her into a suitable Department.

24. Mrs. Helen Bulcha: engaged as Proof-reader in the Conference Section. She is a University graduate with a B.A. degree in French Literature. It is recommended in her case also that she should be absorbed in the permanent Secretariat on a professional grade as soon as the Secretary-General can absorb her.
25. Mr. S. O. Agbaje: is at present engaged as Private Secretary to one of the Assistant Secretaries-General. The initial grading of all officers serving as Private Secretaries is GS.5 Step 5. Since Mr. Agbaje has been started on the same scale as his colleagues, it is difficult to see what injustice has been done to him. The Committee therefore does not recommend him for upgrading.
26. Mr. Philemion Henry Tetya: is at the moment on GS.3 Step 5. The Secretariat confirms that Mr. Tetya's responsibility is far more than that of a Senior Clerk, a post in which he is now graded. In fact, it is understood that he supervises the work of the typing pool as well as those of the proof-readers. The Committee finds a definite anomaly in his own case, particularly as it is agreed that he now supervises the work of people who are graded as Scale GS.5. In the circumstance, and in order to correct the existing anomaly, it is recommended that he should proceed to the grade of GS.5 Step 5 with effect from June 1, 1970.

27. Mr. Yaombiti Mze-Melli Albert: employed as Secretary-Typist on GS.2 Step 8. The grade is consistent with those of Secretary-Typists engaged in the Secretariat. We therefore find no justification in interfering with the officer's present grading. We would suggest, however, that incremental credits should be considered for the officer at the next budget, if the performance of his responsibilities justify it.
28. Mrs. Kebrework Befecadu: is the Secretary of the President of the OAU Commission of Mediation, Conciliation and Arbitration. She is on a salary of Eth.\$ 600 per month, that is GS.3 Step 4. Mrs. Befecadu is on a contract and it seems that her future employment is tied up with the future of the Commission. If the life of the Commission is extended, we would suggest that the President of the Commission should put up a case for her upgrading to Scale GS.4, in the next budget of the Secretariat. It appears that her present grading of GS.3 is low since she also acts as Private Secretary to the President of the Commission.
29. Madam Prudence Dossou: joined the Secretariat in 1967 as a Secretary-typist on a Scale of GS.4 Step 5. She claims that some of the Secretary-typists with whom she joined are now on GS.4 and GS.5. The Committee understands that one of the Secretaries who joined with Madam Dossou was selected by an Assistant Secretary-General to be his Private Secretary on GS.5 Step 5. The Secretariat explained that the Assistant Secretary-General merely used his prerogative as other Assistant Secretaries-General to select a Private Secretary of his choice. The Secretariat further explained that Madam Dossou is the only one among the Secretaries who is given the opportunity to serve as a precis-writer during OAU Conferences. When this happened she is paid the salary of a precis-writer which is higher than her normal salary. The Committee agreed that Madam Prudence Dossou can only be considered for upgrading if she passes a test for a higher grade.

Memorandum submitted by Mr. Brook Syuom,
Sunnight Leguesse and 78 others:

30. The memorandum submitted relates to the general condition of service of locally recruited personnel of the Secretariat. These include a request for an increase of pension from 5% to something higher. Maternity leave to be increased from 42 days to 84 days as with those in the professional category. Medical assistance to the dependents of OAU female staff. The Committee has noted the grievances of the locally recruited staff but wishes to state that the Advisory Committee has not been called upon to undertake a general review of the condition of service of all members of the Secretariat. It seems to us, however, that the basic premise contained in the memorandum that there should be no differentiation in the condition of service of statutory and non-statutory staff is unacceptable. The employment of locally recruited staff is governed by the law of supply and demand and while improvements are possible this basic fact has to be borne in mind. A comparison with E.C.A. condition of service is impossible unless the Council of Ministers decides that U.N. condition should apply to all the staff, both statutory and non-statutory, now working for the OAU.
31. The financial implication of these recommendations is attached as Annex to this report.

1970-08

Report of the Advisory Committee on budgetary and financial matters on the question of anomalies in salaries paid to OAU staff

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