DECISION ON SUB-COMMITTEE ON STRUCTURAL REFORMS

- Doc: EX.CL/1280(XXXIX)

The Assembly,

1. **RECALLS** the following Decisions that created Organs, Representational, Technical and Specialized Offices:
2. Executive Council Decision EX.CL/Dec.1057(XXXV) taken in Niger in July 2019, requesting the Commission to submit to the PRC the financial, legal and structural implications for the opening of the Beijing Office, for onward submission to the Executive Council for consideration in February 2020, in order to regularize the legal status of the AU Beijing Office;
3. Assembly Decision Assembly/AU/Dec.750(XXXIII) taken in Ethiopia in February 2020, approving the new AUC Departmental Structure;
4. Executive Council Decision EX.CL/Dec.986(XXXII) taken in Ethiopia in February 2018 approving the proposed structure of the Secretariat for the Economic Social and Cultural Council (ECOSOCC), and the Executive Council Decision EX.CL/Dec.1115(XXXVIII) of February 2021, requesting The ECOSOCC Secretariat to present its structural, financial and legal implications in accordance with the due process in place and report back to the 39th Ordinary Session of the Executive Council in July 2021;
5. Executive Council Decision EX.CL/Dec.1057(XXXV) taken in Niger in July
6. adopting the provisional structure of the APRM, amongst others; the Executive Council Decision EX.CL/Dec. 1074 (XXXVI) of February,2020 adopting the (i) APRM Rules of Procedure of the African Peer Review Mechanism Panel of Eminent Persons; (ii) Rules of Procedure of the African Peer Review Mechanism Committee of Focal Points; (iii) Rules of Procedure of the African Peer Review Mechanism Secretariat Decision; the Assembly Decision Assembly/AU/Dec.758 (XXXIII) of February, 2020 on the adoption of the APRM Statute (2020) and the Rules of Procedure of the APR Forum; as well as The Assembly Decision, Assembly/AU/Dec.765 (XXXIII) on the adoption of the Five Year Strategic Plan of the APRM 2020-2024;
7. Executive Council Decision EX.CL/Dec.987(XXXII) endorsing the establishment of Distance and E-Learning arm of the Pan African University (PAU) (PAVEU) in January 2018;
8. Executive Council Decision EX.CL/Dec.1074(XXXVI) para 64 in February
9. recommending to the Assembly that the structure and the staffing of the AfCFTA Secretariat should be done in two phases, namely:

* First Phase be initial recruitment of the Secretary General, four (4) Directors and essential staff; and
* Second phase be the positions to be filled after adoption of a permanent structure and budget, reviewing the appropriate functions of the appointed Directors and their exact number.

1. The Assembly Decision Assembly/AU/Dec.676(XXX), adopting the Statute of the African Space Agency, following the recommendation by the Specialized Technical Committees on Education, Science and Technology (STC-EST) in Cairo in October 2017, and the Justice and Legal Affairs (STCJLA) in November 2017. The Statute establishes the African Space Agency as an Organ of the African Union.
2. **ADOPTS** the following proposed structures:

a) AU Permanent Representation Office in Beijing, China

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| **Position title** | **Grade** | **Number of posts** |
| Permanent Representative | P6 | 1 |
| Senior Policy Officer in charge of economic and commercial cooperation | P3 | 1 |
| Senior Policy Officer in charge of technical cooperation, technology, science and education | P3 | 1 |
| Senior Policy Officer in charge of promotion of Culture, Tourism and Engagement of the Diaspora | P3 | 1 |
| Legal Officer | P2 | 1 |
| Finance and Administrative Officer | P2 | 1 |
| Secretary | GSA4 | 1 |
| Secretary/Receptionist | GSA4 | 1 |
| Cleaner/Mail Runner | GSB6 | 1 |
| Drivers | GSB7 | 1 |
| Drivers | GSB7 | 1 |
| **Total number of posts on structure** |  | **11** |

The annual estimated staff cost is $ 1,277,164. The recruitment of those positions should be phased and subject to budget availability.

b) Office Safety and Security Services in AU Commission, Addis Ababa, Ethiopia

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| --- | --- | --- |
| **Title** | **Grade** | **No of Positions** |
| Head, Safety and Security (P6) | P6 | 1 |
| Deputy Head of OSSS in charge of Emergency Operations (P4) | P4 | 1 |
| Administrative Assistant (GSA5) | GSA5 | 1 |
| Secretary (GSA4) | GSA4 | 1 |
| Head of Operations Unit | P3 | 1 |
| Regional Operations Manager | P2 | 1 |

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| Local Security assistant for each AU office (GSA5) | GSA5 | 1 |
| HQ Security Operations Manager (P2) | P2 | 1 |
| VIP protection (GSA5) | GSA5 | 5 |
| HQ Security Operations Officer (P1) | P1 | 1 |
| Accreditation & Reception (GSA4) | GSA4 | 4 |
| Control room operations (GSA5) | GSA5 | 1 |
| Control room operations (GSB9) | GSB9 | 5 |
| Patrol and intervention (GSA5) | GSA5 | 1 |
| Patrol and intervention (GSB9) | GSB9 | 4 |
| Perimeter and conference Security - shift leaders (GSA5) | GSA5 | 6 |
| Perimeter and conference Security (GSB9) | GSB9 | 64 |
| Duty Security Driver (GSB7) | GSB7 | 3 |
| Security System maintenance officer (P1) | P1 | 1 |
| Threat Info Analysis (P2) | P2 | 2 |
| Emergency Planning & Response System Officer (P1) | P1 | 1 |
| Head of Occupational and Work Environment Safety Unit | P3 | 1 |
| Occupational Safety Awareness & Operations Manager (P2) | P2 | 1 |
| Safety system operations Supervisor (GSA5) | GSA5 | 1 |
| Safety system operations (GSB9) | GSB9 | 2 |
| **Total** |  | **111** |

The annual estimated staff cost is $ 5,613,143. The recruitment of those positions should be phased as per the Transition Plan.

c) Economic, Social & Cultural Council (ECOSOCC) in Lusaka, Zambia

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| **Position title** | **Grade** | **Number of Posts** |
| **Head of Secretariat Office** | | |
| Executive Secretary | P6 | 1 |
| Senior Legal Officer | P3 | 1 |
| Protocol officer | P1 | 1 |
| Secretary | GSA4 | 1 |
| Admin Assistant | GSA5 | 1 |
| **Programmes Division** | | |
| Head of Programmes | P5 | 1 |
| Unit Head-Projects & Partnerships | P3 | 1 ~~ |
| Unit Head - CSO Engagements | P3 | 1 ~~ |
| Program Officers | P2 | 2 ~~ |
| Program Officers | P2 | 5 |

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| Admin Assistant | GSA5 | 1 |
| **Administration HR & Finance Unit** | | |
| Head of Administration, HR and Finance | P4 | 1 |
| ICT Officer | P2 | 1 |
| HR Officer | P2 | 1 |
| Procurement Officer | P2 | 1 |
| Finance Officer | P2 | 1 |
| Security Supervisor | GSA5 | 1 |
| Procurement Assistant | GSA5 | 1 |
| HR Assistant | GSA5 | 1 |
| Accounts Assistant | GSA5 | 1 |
| Admin Assistant | GSA5 | 1 |
| Drivers | GSB7 | 3 |
| **Communications Unit** | | |
| Senior Comm. Officer | P3 | 1 |
| Webmaster | P2 | 1 |
| Multimedia Officer | P1 | 1 |
| Documentalist | GSA5 | 1 |
| **Total** |  | **34** |

The annual estimated staff cost is $ 1,564,585. The recruitment of those positions should be phased and subject to budget availability.

d) African Peer Review Mechanism (APRM) in Midrand, South Africa

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| **No** | **Title** | **Grade** |
| **CEO's Office** | | |
| 1 | Chief Executive Officer | SP3 |
| 2 | Chief of Staff | P6 |
| 3 | Technical Advisor- Governance, Reviews and Assessments | P5 |
| 4 | Special Assistant to CEO | P3 |
| 5 | Private Secretary | GSA5 |
| 6 | Senior Auditor | P3 |
| 7 | Senior AU Liaison Officer | P3 |
| 8 | Senior Early Warning and Conflict Prevention Officer | P3 |
| 9 | Senior Panel and Focal Point Officer | P3 |
| 10 | Protocol Officer | P2 |

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| 11 | Driver | GSB7 |
| 12 | Household Staff | GSB5 |
| 13 | Administration Assistant | GSA5 |
| 14 | Administration Assistant | GSA5 |
| **Strategic Planning Unit** | | |
| **15** | Principal Strategic Planning Officer | P4 |
| **16** | Strategic Planning Officer | P2 |
| 17 | Senior Risk Officer | P3 |
| **Technical Cooperation and Resource Mobilization Unit** | | |
| 18 | Senior Technical Cooperation and Resource Mobilization Officer | P3 |
| 19 | Technical Cooperation and Resource Mobilization Officer | P2 |
| **Media and Communications Unit** | | |
| 20 | Senior Information and Communication Officer | P3 |
| 21 | Communications Officer | P2 |
| 22 | Publishing Officer | P2 |
| **Conference Management Division Unit** | | |
| 23 | Interpreter/ Translator | P4 |
| 24 | Translator | P3 |
| 25 | Translator | P3 |
| 26 | Documentalist/Librarian | P1 |
| **Legal Unit** | | |
| 27 | Principal Legal Counsel | P4 |
| 28 | Legal Officer | P2 |
| **Directorate of Operations** | | |
| 29 | Director | D1 |
| 30 | Admin Assistant | GSA5 |
| **Corporate Service Division** | | |
| 31 | Head of Corporate Service Division | P5 |
| 32 | Admin Assistant | GSA5 |
| **Human Resource Unit** | | |
| 33 | Senior HR Officer | P3 |
| 34 | HR Officer | P2 |
| 35 | Payroll Officer | P2 |
| 36 | HR Assistant | GSA5 |
| **IT Unit** | | |
| 37 | Senior IT Officer | P3 |
| 38 | Infrastructure & Network Officer | P2 |
| 39 | Systems & Security Officer | P2 |
| 40 | IT Assistant | GSA5 |
| **Procurement and Facilities Unit** | | |

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| 41 | Senior Procurement and Travel Officer | P3 |
| 42 | Procurement Officer | P2 |
| 43 | Procurement Officer - Grant | P2 |
| 44 | Procurement Assistant | GSA5 |
| 45 | Travel Officer | P1 |
| 46 | Travel Assistant | GSA5 |
| 47 | Administration & Facilities Officer | P1 |
| 48 | Security & Safety Officer | P1 |
| 49 | Record Controlling Assistant | GSA5 |
| 50 | Secretary/Receptionist | GSA4 |
| 51 | Driver/Messenger | GSB7 |
| 52 | Driver /Messenger | GSB7 |
| **Finance Division** | | |
| 53 | Head of Division | P5 |
| 54 | Senior Finance Officer - Accounting | P3 |
| 55 | Finance Officer-Accounting | P2 |
| 56 | Senior Budget Officer | P3 |
| 57 | Finance Officer-Budget/Grant | P2 |
| 58 | Treasury Officer | P2 |
| 59 | Certifying Officer | P2 |
| 60 | Assistant Accountant | GSA5 |
| 61 | Assistant Accountant | GSA5 |
| **Directorate Country Review and Assessment** | | |
| 62 | Director | D1 |
| 63 | Admin Assistant | GSA5 |
| 64 | Admin Assistant | GSA5 |
| 65 | Regional Coordinator North, West and Central Africa | P5 |
| 66 | Regional Coordinator East and Southern Africa | P5 |
| 67 | Senior Country Review Officer - Economic Governance | P3 |
| 68 | Country Review Officer - Economic Governance | P2 |
| 69 | Senior Country Review Officer - Democracy and Political Governance | P3 |
| 70 | Country Review Officer - Democracy and Political Governance | P2 |
| 71 | Senior Country Review Officer - Corporate Governance | P3 |
| 72 | Country Review Officer - Corporate Governance | P2 |
| 73 | Senior Country Review Officer - State Resilience | P3 |
| 74 | Country Review Officer - State Resilience | P2 |
| 75 | Senior Country Review Officer Socio Economic Development, Gender Officer | P3 |
| 76 | Country Review Socio-Economic Development, Gender Officer | P2 |

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| **Directorate for Governance & Specialized Reporting** | | |
| 77 | Director | D1 |
| 78 | Admin Assistant | GSA5 |
| **Governance Reporting Division** | | |
| 79 | Head of Governance Reporting Division | P5 |
| 80 | Admin Assistant | GSA5 |
| 81 | Senior Corporate Governance Research Officer | P3 |
| 82 | Senior Political Governance Research Officer | P3 |
| 83 | Senior Economic Governance Research Officer | P3 |
| 84 | Senior Socio Economic Development Research Officer | P3 |
| 85 | Senior State Resilience Research Officer | P3 |
| 86 | Senior Research, Methodology and Development Officer | P3 |
| 87 | Senior Africa Governance Report Officer | P3 |
| 88 | Africa Governance Report Officer | P2 |
| 89 | Senior National Governance Report Officer | P3 |
| 90 | National Governance Reporting Officer | P1 |
| **Credit Rating Division** | | |
| 91 | Head of Research, Credit Rating, Advisory Division | P5 |
| 92 | Admin Assistant | GSA5 |
| 93 | Senior Credit Officer | P3 |
| 94 | Credit Rating Agency Officer | P2 |
| **Directorate Monitoring and Evaluation** | | |
| 95 | Director | D1 |
| 96 | Admin Assistant | GSA5 |
| **Monitoring & Evaluation of National Governance Programmes** | | |
| 97 | Head of Monitoring & Evaluation of National Governance Programmes | P5 |
| 98 | Admin Assistant | GSA5 |
| 99 | Senior Monitoring & Evaluation of National Governance Programmes | P3 |
| 100 | Senior Monitoring & Evaluation of National Governance Programmes | P3 |
| 101 | Monitoring & Evaluation of National Governance Programmes Officer | P2 |
| 102 | Monitoring & Evaluation of National Governance Programmes Officer | P1 |
| 103 | Senior Statistician | P3 |
| 104 | Statistician | P2 |
| 105 | Programme Officer | P1 |
| 106 | Programme Officer | P1 |
| 107 | Database Administrator | P2 |

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| 108 | Senior Economist | P3 |
| **Monitoring & Evaluation of Continental & Global Governance Programmes** | | |
| 109 | Head of Monitoring & Evaluation of Continental & Global Governance Programmes | P5 |
| 110 | Senior Programme Officer Continental & Global Governance Programmes | P3 |
| 111 | Senior Programme Officer Continental & Global Governance Programmes | P3 |
| 112 | Programme Officer Continental & Global Governance Programmes | P2 |
| 113 | Programme Officer Continental & Global Governance Programmes | P2 |
| 114 | Programme Assistant | GSA5 |

The annual estimated staff cost is $ 11,417,711. The recruitment of those positions should be phased over a period of three (3) years and subject to budget availability.

e) Pan African Virtual E-University (PAVEll) in Yaounde, Cameroon

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|  | **Title** | **Grade** | **No of Posts** |
| 1 | Director | P5 | 1 |
| 2 | Academic Affairs Coordinator | P4 | 1 |
| 3 | Senior Content Development Officer | P3 | 1 |
| 4 | Senior Learner support Officer | P3 | 1 |
| 5 | Instructional Designer | P3 | 1 |
| 6 | Educational Technologist | P2 | 1 |
| 7 | Monitoring & Evaluation Officer | P2 | 1 |
| 8 | IT Officer | P1 | 1 |
| 9 | Learning Support Officer | P1 | 1 |
| 10 | LMS Administrator | P1 | 1 |
| 11 | Assistant LMS Administrator | GSA5 | 1 |
| 12 | Administrative Assistant | GSA4 | 1 |
| 13 | Bilingual Secretary | GSA4 | 1 |
| 14 | Driver | GSB7 | 1 |
|  | **TOTAL** |  | **14** |

The annual estimated staff cost is $1,213,359. The recruitment of those positions should be phased and subject to budget availability.

f) Secretariat of the African Continental Free Trade Area (AfCFTA) in Accra, Ghana

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| **No** | **Department** | **Title of Position** | **Grade** | **Status** |
|  |  | **Office of the Secretary-General** |  |  |
| 1 | CSG | Secretary-General (SP2) | SP2 | Approved-Phase I |
| 2 | CSG | Chief of Staff (D1) | D1 | Approved-Phase I |
| 3 | CSG | Advisor (P5) | P5 | Approved-Phase I |

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| 4 | CSG | Advisor (P5) | P5 | Approved-Phase I |
| 5 | CSG | Advisor (P5) | P5 | Approved-Phase I |
| 6 | CSG | Advisor (P5) | P5 | Approved-Phase I |
| 7 | CSG | Special Assistant SG (P4) | P4 | Approved-Phase I |
| 8 | CSG | Policy Officer (P2) | P2 | Phase II |
| 9 | CSG | Senior Record Assistant (GSA3) | GSA3 | Phase II |
| 10 | CSG | Executive Assistant (P1) - SG | P1 | Approved-Phase I |
| 11 | CSG | Bilingual Secretary (GSA5) - SG | GSA5 | Approved-Phase I |
| 12 | CSG | Bilingual Secretary (GSA5) - CoS | GSA5 | Approved-Phase I |
| 13 | CSG | Administrative Assistant (GSA5) | GSA5 | Phase II |
| 14 | CSG | Secretary (GSA4) | GSA4 | Approved-Phase I |
| **Communications Division** | | | | |
| 15 | CSG | Head of Communications (P5) | P5 | Phase II |
| 16 | CSG | Spokesperson and Speechwriter (P4) | P4 | Phase II |
| 17 | CSG | Senior Communication Officer (P3) | P3 | Phase II |
| 18 | CSG | Senior Press Officer and Editor (P3) | P3 | Phase II |
| 19 | CSG | Communication & Digital Branding  Officer (P2) | P2 | Phase II |
| 20 | CSG | Web Designer and Content Officer (P2) | P2 | Phase II |
| 21 | CSG | Knowledge Management Officer (P2) | P2 | Phase II |
| 22 | CSG | Librarian (P1) | P1 | Phase II |
| 23 | CSG | Archives Officer (P1) | P1 | Phase II |
| 24 | CSG | Archives and Administrative  Assistant (GSA5) | GSA5 | Phase II |
|  | **Office of the Deputy Secretary-General** | |  |  |
| 25 | ODSG | Deputy Secretary-General | D2 | Phase II |
| 26 | ODSG | Special Assistant (P3) | P3 | Phase II |
| 27 | ODSG | Programme Officer (P2) | P2 | Phase II |
| 28 | ODSG | Bilingual Secretary (GSA5) | GSA5 | Phase II |
| 29 | ODSG | Senior Record Assistant (GSA3) | GSA3 | Phase II |
| 30 | ODSG | Administrative Assistant (GSA5) | GSA5 | Phase II |
| 31 | ODSG | Administrative Assistant - 4  Divisions (GSA5) | GSA5 | Phase II |
| **Protocol Division** | | | | |
| 32 | ODSG | Head of Protocol (P5) | P5 | Phase II |
| 33 | ODSG | Principal Protocol Officer (P4) | P4 | Phase II |
| 34 | ODSG | Senior Protocol Officer (P3) | P3 | Phase II |
| 35 | ODSG | Protocol Officer (P2) | P2 | Phase II |
| 36 | ODSG | Protocol Officer (P1) | P1 | Phase II |

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| |3LJ | ODSG | Assistant Protocol Officer (GSA5) | GSA5 | Phase II |
| **Conference and Languages Division** | | | | |
| 38 | ODSG | Head of Conference and  Languages(P5) | P5 | Phase II |
| 39 | ODSG | Central Planning and Coordination  Unit (P3) | P3 | Phase II |
| 40 | ODSG | Documentation Officer (P2) | P2 | Phase II |
| 41 | ODSG | Documents and Calendar  Controller (P1) | P1 | Phase II |
| 42 | ODSG | Conference System Technician (GSA5) | GSA5 | Phase II |
| 43 | ODSG | Pool Secretary (GSA4) | GSA4 | Phase II |
| 44 | ODSG | Interpreter/Translator (P4) (Arabic) | P4 | Phase II |
| 45 | ODSG | Interpreter/Translator (P4) (English) | P4 | Phase II |
| 46 | ODSG | Interpreter/Translator (P4) (French) | P4 | Phase II |
| 47 | ODSG | Interpreter/Translator (P4) (Portuguese) | P4 | Phase II |
|  | **Directorate of Trade in Goods and Competition** | |  |  |
| 48 | DTIGC | Director - Trade in Goods and  Competition (D1) | D1 | Approved-Phase I |
| 49 | DTIGC | Bilingual Secretary (GSA5) | GSA5 | Approved-Phase I |
| 50 | DTIGC | Senior Records Assistant/Mail runner (GSA3) | GSA3 | Phase II |
| 51 | DTIGC | Administrative Assistant -  Divisions (GSA5) | GSA5 | Phase II |
| 52 | DTIGC | Administrative Assistant -  Divisions (GSA5) | GSA5 | Phase II |
| **Market Access Division** | | | | |
| 53 | DTIGC | Head of Division of Market Access  JP5) | P5 | Approved-Phase I |
| 54 | DTIGC | Principal Officer (P4) | P4 | Phase II |
| 55 | DTIGC | Senior Program Officer (P3) | P3 | Phase II |
| 56 | DTIGC | Program Officer (P2) | P2 | Phase II |
| 57 | DTIGC | Program Officer (P2) | P2 | Phase II |
| 58 | DTIGC | Junior Program Officer (P1) | P1 | Phase II |
| **Rules of Origin Division** | | | | |
| 59 | DTIGC | Head of Division of Rules of Origin  JP5) | P5 | Approved-Phase I |
| 60 | DTIGC | Principal Officer (P4) | P4 | Phase II |
| 61 | DTIGC | Senior Program Officer (P3) | P3 | Phase II |
| 62 | DTIGC | Program Officer (P2) | P2 | Phase II |
| 63 | DTIGC | Junior Program Officer (P1) | P1 | Phase II |

**Non-Tariff Measures Division**

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| 64 | DTIGC | Head of Division of Non-Tariff  Measures (P5) | P5 | Approved-Phase I |
| 65 | DTIGC | Principal Officer (P4) - SPS | P4 | Approved-Phase I |
| 66 | DTIGC | Principal Officer (P4) - TBT (Quality Infrastructure) | P4 | Phase II |
| 67 | DTIGC | Senior Program Officer (P3) -  NTBs | P3 | Phase II |
| 68 | DTIGC | Senior Program Officer (P3) -  TBT/SPS | P3 | Phase II |
| 69 | DTIGC | Program Officer (P2) - NTBs | P2 | Phase II |
| 70 | DTIGC | Program Officer (P2) - TBT/SPS | P2 | Phase II |
| 71 | DTIGC | Junior Program Officer (P1) -  NTBs | P1 | Phase II |
| 72 | DTIGC | Junior Program Officer (P1) - TBT | P1 | Phase II |
| 73 | DTIGC | Junior Program Officer (P1) - SPS | P1 | Phase II |
| **Trade Remedies Division** | | | | |
| 74 | DTIGC | Head of Division of Trade  Remedies (P5) | P5 | Approved-Phase I |
| 75 | DTIGC | Principal Officer (P4) | P4 | Phase II |
| 76 | DTIGC | Principal Officer (P4) | P4 | Phase II |
| 77 | DTIGC | Senior Program Officer (P3) | P3 | Phase II |
| 78 | DTIGC | Senior Program Officer (P3) | P3 | Phase II |
| 79 | DTIGC | Program Officer (P2) | P2 | Phase II |
| 80 | DTIGC | Program Officer (P2) | P2 | Phase II |
| 81 | DTIGC | Junior Program Officer (P1) | P1 | Phase II |
| 82 | DTIGC | Junior Program Officer (P1) | P1 | Phase II |
| **Competition Policy Division** | | | | |
| 83 | DTIGC | Head of Division of Competition Policy (P5) | P5 | Phase II |
| 84 | DTIGC | Principal Officer (P4) | P4 | Phase II |
| 85 | DTIGC | Senior Program Officer (P3) | P3 | Phase II |
| 86 | DTIGC | Program Officer (P2) | P2 | Phase II |
| 87 | DTIGC | Junior Program Officer (P1) | P1 | Phase II |
| **Director of Customs Administration** | | | | |
| 88 | DCA | Director (D1) | D1 | Phase II |
| 89 | DCA | Bilingual Secretary (GSA5) | GSA5 | Phase II |
| 90 | DCA | Senior Records Assistant/Mail  runner (GSA3) | GSA3 | Phase II |
| **91** | DCA | Administrative Assistant -  Divisions (GSA5) | GSA5 | Phase II |
| 92 | DCA | Administrative Assistant -  Divisions (GSA5) | GSA5 | Phase II |
| **Customs Enforcements Division** | | | | |

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| **93** | DCA | Head of Division of Customs  Enforcements (P5) | P5 | Phase II |
| **94** | DCA | Principal Officer (P4) | P4 | Phase II |
| **95** | DCA | Senior Program Officer (P3) | P3 | Phase II |
| **96** | DCA | Program Officer (P2) | P2 | Phase II |
| **97** | DCA | Junior Program Officer (P1) | P1 | Phase II |
| **Transit and Trade Facilitation Division** | | | | |
| **98** | DCA | Head of Transit and Trade  Facilitation (P5) | P5 | Phase II |
| **99** | DCA | Principal Program Officer (P4) | P4 | Approved-Phase I |
| **100** | DCA | Program Officer (P2) | P2 | Phase II |
| **101** | DCA | Junior Program Officer (P1) | P1 | Phase II |
| **Customs Capacity Building and Training Division** | | | | |
| **102** | DCA | Division of Customs Capacity  Building and Training (P5) | P5 | Phase II |
| **103** | DCA | Senior Program Officer (P3) | P3 | Phase II |
| **104** | DCA | Program Officer (P2) | P2 | Phase II |
| **105** | DCA | Junior Program Officer (P1) | P1 | Phase II |
| **Directorate of Trade in Services, Investment,** | | | **PR and C** | **Hgital Trade** |
| **106** | DSII | Director of Trade in Services, Investment, IPR & Digital Trade (D1J | D1 | Approved-Phase I |
| **107** | DSII | Bilingual Secretary (GSA5) | GSA5 | Approved-Phase I |
| **108** | DSII | Senior Records Assistant/Mail runner (GSA3) | GSA3 | Phase II |
| **109** | DSII | Administrative Assistant -  Divisions (GSA5) | GSA5 | Phase II |
| **110** | DSII | Administrative Assistant -  Divisions (GSA5) | GSA5 | Phase II |
| **Trade in Services Division** | | | | |
| **111** | DSII | Head of Division of Trade in  Services (P5) | P5 | Approved-Phase I |
| **112** | DSII | Principal Officer (P4) | P4 | Phase II |
| **113** | DSII | Principal Officer (P4) | P4 | Phase II |
| **114** | DSII | Senior Program Officer (P3) | P3 | Phase II |
| **115** | DSII | Senior Program Officer (P3) | P3 | Phase II |
| **116** | DSII | Senior Program Officer (P3) | P3 | Phase II |
| **117** | DSII | Program Officer (P2) | P2 | Phase II |
| **118** | DSII | Program Officer (P2) | P2 | Phase II |
| **119** | DSII | Program Officer (P2) | P2 | Phase II |
| **120** | DSII | Junior Program Officer (P1) | P1 | Phase II |
| **121** | DSII | Junior Program Officer (P1) | P1 | Phase II |
| **122** | DSII | Junior Program Officer (P1) | P1 | Phase II |
| **Investment Division** | | | | |
| **123** | DSII | Division of Investment (P5) | P5 | Phase II |

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| **124** | DSII | Principal Officer (P4) | P4 | Phase II |
| **125** | DSII | Senior Program Officer (P3) | P3 | Phase II |
| **126** | DSII | Senior Program Officer (P3) | P3 | Phase II |
| **127** | DSII | Program Officer (P2) | P2 | Phase II |
| **128** | DSII | Program Officer (P2) | P2 | Phase II |
| **129** | DSII | Junior Program Officer (P1) | P1 | Phase II |
| **Intellectual Property Riqhts Division** | | | | |
| 130 | DSII | Division of Intellectual Property  Rights (P5) | P5 | Phase II |
| 131 | DSII | Principal Officer (P4) | P4 | Phase II |
| 132 | DSII | Principal Officer (P4) | P4 | Phase II |
| 133 | DSII | Senior Program Officer (P3) | P3 | Phase II |
| **134** | DSII | Senior Program Officer (P3) | P3 | Phase II |
| **135** | DSII | Program Officer (P2) | P2 | Phase II |
| **136** | DSII | Program Officer (P2) | P2 | Phase II |
| 137 | DSII | Junior Program Officer (P1) | P1 | Phase II |
| **138** | DSII | Junior Program Officer (P1) | P1 | Phase II |
| **Digital Trade Division** | | | | |
| 139 | DSII | Division on Digital Trade (P5) | P5 | Phase II |
| 140 | DSII | Principal Officer (P4) | P4 | Phase II |
| 141 | DSII | Senior Program Officer (P3) | P3 | Phase II |
| 142 | DSII | Senior Program Officer (P3) | P3 | Phase II |
| 143 | DSII | Program Officer (P2) | P2 | Phase II |
| 144 | DSII | Program Officer (P2) | P2 | Phase II |
| 145 | DSII | Junior Program Officer (P1) | P1 | Phase II |
| **Directorate of Dispute Settlement and Legal Afl** | | | | **Fairs** |
| 146 | Legal | Director of Dispute Settlement and  Legal Affairs (D1) | D1 | Phase II |
| 147 | Legal | Secretary (GSA4) | GSA4 | Phase II |
| 148 | Legal | Senior Record Assistant (GSA3) | GSA3 | Phase II |
| **149** | Legal | Administrative Assistant -  Divisions (GSA5) | GSA5 | Phase II |
| 150 | Legal | Administrative Assistant -  Divisions (GSA5) | GSA5 | Phase II |
| **Dispute Settlement Division** | | | | |
| 151 | Legal | Senior Legal Counsel - Dispute  Settlement (P5) | P5 | Phase II |
| 152 | Legal | Principal Legal Officer (P4) | P4 | Phase II |
| 153 | Legal | Senior Legal Officer (P3) | P3 | Phase II |
| 154 | Legal | Legal Officer (P2) | P2 | Phase II |
| 155 | Legal | Legal Officer (P2) | P2 | Phase II |
| 156 | Legal | Associate Legal Officer (P1) | P1 | Phase II |
| **General Legal Affairs Division** | | | | |
| 157 | Legal | Senior Legal Counsel - General | P5 | Phase II |

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|  |  | Legal Affairs (P5) |  |  |
| 158 | Legal | Principal Legal Officer (P4) | P4 | Phase II |
| 159 | Legal | Principal Legal Officer (P4) | P4 | Phase II |
| 160 | Legal | Principal Legal Officer (P4) | P4 | Phase II |
| 161 | Legal | Senior Legal Officer (P3) | P3 | Phase II |
| 162 | Legal | Senior Legal Officer (P3) | P3 | Phase II |
| 163 | Legal | Legal Officer (P2) | P2 | Phase II |
| 164 | Legal | Legal Officer (P2) | P2 | Phase II |
| 165 | Legal | Associate Legal Officer (P1) | P1 | Phase II |
| 166 | Legal | Associate Legal Officer (P1) | P1 | Phase II |
| **Directorate of Administration of Human Resources Management** | | | | |
| 167 | Director of Administration and Human Resources Management | | D1 | Approved-Phase I |
| 168 | AHRM | Bilingual Secretary (GSA5) | GSA5 | Phase II |
| 169 | AHRM | Senior Record Assistant (GSA3) | GSA3 | Phase II |
| 170 | AHRM | Administrative Assistant -  Divisions (GSA5) | GSA5 | Phase II |
| **Administration and Human Resources Management Division** | | | | |
| 171 | AHRM | Head of Administration and  Human Resources Management  IP5) | P5 | Approved-Phase I |
| 172 | AHRM | Senior HR Generalist (P4) | P4 | Phase II |
| 173 | AHRM | Recruitment Officer (P2) | P2 | Phase II |
| 174 | AHRM | Recruitment Officer (P1) | P1 | Phase II |
| 175 | AHRM | HR Generalist and Payroll Officer (P2) | P2 | Phase II |
| 176 | AHRM | HR Assistant (GSA5) | GSA5 | Phase II |
| 177 | AHRM | Snr. HR Records Assistant (GSA3) | GSA3 | Phase II |
| 178 | AHRM | Recruitment Operations specialist (GSA5) | GSA5 | Phase II |
| 179 | AHRM | Operations and Benefits Specialist (GSA5) | GSA5 | Phase II |
| 180 | AHRM | Administrative Assistant (GSA5) | GSA5 | Phase II |
| 181 | AHRM | Secretary (GSA4) | GSA4 | Phase II |
| 182 | AHRM | Internal Medicine/Doctor (P4) | P4 | Phase II |
| 183 | AHRM | Nursing Officer (P1) | P1 | Phase II |
| 184 | AHRM | Medical Secretary (GSA4) | GSA4 | Phase II |
| 185 | AHRM | Senior Administration Officer (P3) | P3 | Phase II |
| 186 | AHRM | Fleet Inspection & Controller (GSA5) | GSA5 | Phase II |
| 187 | AHRM | Drivers (GSB7) | GSB7 | Approved-Phase I |
| 188 | AHRM | Drivers (GSB7) | GSB7 | Approved-Phase I |
| 189 | AHRM | Drivers (GSB7) | GSB7 | Approved-Phase I |
| 190 | AHRM | Drivers (GSB7) | GSB7 | Approved-Phase I |

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| 191 | AHRM | Drivers (GSB7) | GSB7 | Phase II |
| 192 | AHRM | Drivers (GSB7) | GSB7 | Phase II |
| 193 | AHRM | Drivers (GSB7) | GSB7 | Phase II |
| 194 | AHRM | Records Assistants/Mail Runners (GSB6) | GSB6 | Phase II |
| 195 | AHRM | Records Assistants/Mail Runners (GSB6) | GSB6 | Phase II |
| 196 | AHRM | Records Assistants/Mail Runners (GSB6) | GSB6 | Phase II |
| 197 | AHRM | Household Staff (GSB5) | GSB5 | Phase II |
| 198 | AHRM | Household Staff (GSB5) | GSB5 | Phase II |
| 199 | AHRM | Household Staff (GSB5) | GSB5 | Phase II |
| 200 | AHRM | Chief Procurement Officer (P3) | P3 | Phase II |
| 201 | AHRM | Procurement Officer (P2) | P2 | Phase II |
| 202 | AHRM | Procurement Officer (P1) | P1 | Phase II |
| 203 | AHRM | Procurement Assistant (GSA5) | GSA5 | Phase II |
| 204 | AHRM | Principal Travel Officer (P4) | P4 | Phase II |
| 205 | AHRM | Senior Travel Officer (P3) | P3 | Phase II |
| 206 | AHRM | Travel Officer (P1) | P1 | Phase II |
| 207 | AHRM | Travel Assistant (GSA5) | GSA5 | Phase II |
| 208 | AHRM | Asset Management Officer (P1) | P2 | Phase II |
| 209 | AHRM | Stock and Asset Management  Clerk (GSA4) | GSA4 | Phase II |
| 210 | AHRM | Senior Information Technology  Officer (P3) | P3 | Phase II |
| 211 | AHRM | Digital Apps Development Officer (P2) | P2 | Phase II |
| 212 | AHRM | Information Technology Officer (P1) | P1 | Phase II |
| 213 | AHRM | Information Systems Officer (P1) | P1 | Phase II |
| 214 | AHRM | Information Technology Assistant (GSA5) | GSA5 | Phase II |
| 215 | AHRM | Information Systems Assistant (GSA5) | GSA5 | Phase II |
| 216 | AHRM | Security and Facility Management  JP3) | P3 | Phase II |
| 217 | AHRM | Facilities Maintenance & Mgmt.  Officer (P1) | P1 | Phase II |
| 218 | AHRM | Facilities Management Assistant (GSA3) | GSA3 | Phase II |
| 219 | AHRM | House-keeping & Functions assistant (GSA3) | GSA3 | Phase II |
| 220 | AHRM | House-keeping and functions  Helper (GSB6) | GSB6 | Phase II |
| 221 | AHRM | Secretary (GSA4) | GSA4 | Phase II |

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| *222* | AHRM | Security Officer (P2) | P2 | Phase II |
| 223 | AHRM | Assistant Security Officer (P1) | P1 | Phase II |
| 224 | AHRM | VIP Protection (GSA5) | GSA5 | Phase II |
| 225 | AHRM | VIP Protection (GSA5) | GSA5 | Phase II |
| 226 | AHRM | VIP Protection (GSA5) | GSA5 | Phase II |
| 227 | AHRM | Security Operations Officer (P1) | P1 | Phase II |
| 228 | AHRM | Receptionist/Secretary/Cashier  (GSA4) | GSA4 | Phase II |
| 229 | AHRM | Receptionist/Secretary/Cashier  (GSA4) | GSA4 | Phase II |
| 230 | AHRM | Control room operations (GSA5) | GSA5 | Phase II |
| 231 | AHRM | Control room operations (GSA5) | GSA5 | Phase II |
| 232 | AHRM | Patrol and intervention (GSA5) | GSA5 | Phase II |
| 233 | AHRM | Security System maintenance officer (P1) | P1 | Phase II |
| 234 | AHRM | Threat, Emergency, Planning &  Response Officer (P2) | P2 | Phase II |
| 235 | AHRM | Occupational and Work Environment Safety Officer (P2) | P2 | Phase II |
| 236 | AHRM | Secretary (GSA4) | GSA4 | Phase II |
| **Directorate of Finance** | | | | |
| 237 | Finance | Director of Finance | D1 | Approved-Phase I |
| 238 | Finance | Bilingual Secretary (GSA5) | GSA5 | Phase II |
| 239 | Finance | Senior Record Assistant (GSA3) | GSA3 | Phase II |
| 240 | AHRM | Administrative Assistant -  Divisions (GSA5) | GSA5 | Phase II |
| **Accounting, Budget and Financial Management Division** | | | | |
| 241 | Finance | Head of Accounting, Budget and  Financial Management  Division(P5) | P5 | Phase II |
| 242 | Finance | Principal Accounting and  Reporting Officer (P4) | P4 | Phase II |
| 243 | Finance | General Ledger Payables and  Receivables Officer (P2) | P2 | Phase II |
| **244** | Finance | Assistant Accountant (GSA5) | GSA5 | Phase II |
| 245 | Finance | Assistant Accountant (GSA5) | GSA5 | Phase II |
| 246 | Finance | Bank reconciliation (P2) | P2 | Phase II |
| 247 | Finance | Assistant Accountant (GSA5) | GSA5 | Phase II |
| 248 | Finance | Fixed Assets (P2) | P2 | Phase II |
| 249 | Finance | Senior Disbursement Officer (P3) | P3 | Phase II |
| 250 | Finance | Disbursement Finance Officer (P2) | P2 | Phase II |
| 251 | Finance | Staff Benefits Section Finance  Officer (P2) | P2 | Phase II |
| 252 | Finance | Assistant Financial Management (GSA5) | GSA5 | Phase II |

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| 253 | Finance | Secretary (GSA4) | GSA4 | Phase II |
| 254 | Finance | Assistant Accountant (GSA5) | GSA5 | Phase II |
| 255 | Finance | Senior Finance Officer Treasury (P3) | P3 | Phase II |
| 256 | Finance | Finance Officer Treasury (P2) | P2 | Phase II |
| 257 | Finance | Certification Officer (P2) | P2 | Phase II |
| 258 | Finance | Assistant Treasury Officer (GSA5) | GSA5 | Phase II |
| 259 | Finance | Principal Budget Planning and Programme Reporting Officer (P4) | P4 | Phase II |
| 260 | Finance | Financial Review and Monitoring (P2) | P2 | Phase II |
| 261 | Finance | Finance Officer (P2) | P2 | Phase II |
| 262 | Finance | Finance Officer (P2) | P2 | Phase II |
| 263 | Finance | Assistant Budget (GSA5) | GSA5 | Phase II |
| 264 | Finance | Assistant Budget (GSA5) | GSA5 | Phase II |
| 265 | Finance | Secretary (GSA4) | GSA4 | Phase II |
| **Directorate - Institutional Matters & Programme Coordination** | | | | |
| 266 | DIMPC | Director of Institutional Matters & Programme Coordination | D1 | Phase II |
| 267 | DIMPC | Programme Management Officer (P2) | P2 | Phase II |
| 268 | DIMPC | Administrative Assistant (GSA5) | GSA5 | Phase II |
| 269 | DIMPC | Bilingual Secretary (GSA5) | GSA5 | Phase II |
| **Strategic P** | | **anning, Resource Mobilisation & Partnersh** | | **ps Division** |
| 270 | DIMPC | Head of Division Strategic  Planning, Resource Mobilisation &  Partnerships (P5) | P5 | Approved-Phase I |
| 271 | DIMPC | Senior Resource Mobilisation &  Partnerships Officer (P3) | P3 | Phase II |
| 272 | DIMPC | Senior Monitoring and Evaluation  Officer (P3) | P3 | Phase II |
| 273 | DIMPC | Senior Strategic Planning Officer (P3) | P3 | Phase II |
| 274 | DIMPC | Monitoring and Evaluation Officer (P2) | P2 | Phase II |
| 275 | DIMPC | Junior Programme Officer (P1) | P1 | Phase II |
| 276 | DIMPC | Head of Women and Youth in  Trade (P5) | P5 | Phase II |
| 277 | DIMPC | Principal Officer (P4) | P4 | Phase II |
| 278 | DIMPC | Programme Officer (P2) | P2 | Phase II |
| 279 | DIMPC | Junior Program Officer (P1) | P1 | Phase II |
| 280 | DIMPC | Administrative Assistant (GSA5) | GSA5 | Phase II |
| 281 | DIMPC | Principal Small & Medium sized  Enterprises Officer (P4) | P4 | Phase II |
| 282 | DIMPC | SMEs Officer (P2) | P2 | Phase II |

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| 283 | DIMPC | Junior SMEs Officer (P1) | P1 | Phase II |
| 284 | DIMPC | Head of AfCFTA Policy Review &  Research (P5) | P5 | Phase II |
| 285 | DIMPC | Value Chain Development and  Implementation Officer (P4) | P4 | Phase II |
| 286 | DIMPC | Senior AfCFTA Academy  Coordinator (P4) | P4 | Phase II |
| 287 | DIMPC | Events and Special Projects  Officer (P4) | P4 | Phase II |
| 288 | DIMPC | Senior Internal Auditor (P3) | P3 | Phase II |
| 289 | DIMPC | Senior Statistician (P3) | P3 | Phase II |
| 290 | DIMPC | Senior Trade Policy Review  Officer (P3) | P3 | Phase II |
| 291 | DIMPC | Senior Research Officer (P3) | P3 | Phase II |
| 292 | DIMPC | Trade Policy Review Officer (P2) | P2 | Phase II |
| 293 | DIMPC | Statistician (P2) | P2 | Phase II |
| 294 | DIMPC | Junior Trade Policy Review Officer (P1) | P1 | Phase II |
| 295 | DIMPC | Head of AU Liaison Office (P5) | P5 | Phase II |
| 296 | DIMPC | Coordination with RECs [P4] | P4 | Approved-Phase I |

The annual estimated staff cost is $29,388,489.25. The recruitment of those positions should be phased over a period of four (4) years and subject to budget availability.

g) African Space Agency (AfSA) in Cairo, Egypt

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| Position | Grade | No of Posts |
| **OFFICE OF THE DIRECTOR G** | ENERAL | |
| Director General | D2-1 | 1 |
| Administrative Assistant | GSA5 | 1 |
| Personal Assistant | P3 | 1 |
| **Monitoring and evaluation Division** | | |
| Head | P5 | 1 |
| Senior monitoring and evaluation Officer | P3 | 1 |
| Monitoring and evaluation Officers | P2 | 2 |
| Administrative Assistant | GSA5 | 1 |
| **Audit Unit** | | |
| Senior Auditor | P3 | 1 |
| Auditor | P2 | 2 |
| **OFFICE OF THE DEPUTY DIRECTOR GENERAL** | | |
| Deputy Director General | D1-1 | 1 |
| Administrative Assistant | GSA5 | 1 |
| **Legal Affairs Division** | | |

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| --- | --- | --- |
| Head | P5 | 1 |
| Senior Officers | P3 | 1 |
| Legal Officers | P2 | 2 |
| Administrative Assistant | GSA5 | 1 |
| **Security Division** | | |
| Head | P5 | 1 |
| Senior Officers | P3 | 1 |
| Officers | P2 | 2 |
| Administrative Assistant | GSA5 | 1 |
| Security Guards | GSB9 | 5 |
| **Facility Management Division** | | |
| Head | P5 | 1 |
| Senior Officer | P3 | 1 |
| Facility Officers | P2 | 2 |
| Administrative Assistant | GSA5 | 1 |
| Pool of Drivers | GSB7 | 2 |
| **Space Systems IT Division** | | |
| Head | P5 | 1 |
| Senior Officers | P3 | 1 |
| Officers | P2 | 2 |
| Administrative Assistant | GSA5 | 1 |
| **General IT Support Division** | | |
| Head | P5 | 1 |
| Senior IT officer | P3 | 1 |
| IT Officers | P2 | 2 |
| Administrative Assistant | GSA5 | 1 |
| **CORPORATE SERVICES DIRECTORATE** | | |
| Director | D1 | 1 |
| Administrative Assistant | GSA5 | 1 |
| **Human Resource Division** | | |
| Section Head | P5 | 1 |
| Senior Officers | P3 | 1 |
| HR Officers | P2 | 2 |
| Administrative Assistant | GSA5 | 1 |
| **Finance Division** | | |
| Section Head | P5 | 1 |
| Senior Finance Officers | P3 | 1 |
| Finance Officers | P2 | 2 |
| Administrative Assistant | GSA5 | 1 |
| **Procurement Division** | | |
| Section Head | P5 | 1 |

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| Senior Officers | P3 | 1 |
| Officers | P2 | 2 |
| Administrative Assistant | GSA5 | 1 |
| **POLICY AND EXTERNAL RELATIONS DIRECTORATE** | | |
| Director | D1 | 1 |
| Administrative Assistant | GSA5 | 1 |
| **Strategic planning, Cooperation, Partnership & Liaison Division** | | |
| Head | P5 | 1 |
| Senior Officers | P3 | 1 |
| Officers | P2 | 2 |
| Administrative Assistant | GSA5 | 1 |
| **Policy and Strategy Division** | | |
| Head | P5 | 1 |
| Senior Officers | P3 | 1 |
| Officers | P2 | 2 |
| Administrative Assistant | GSA5 | 1 |
| **Communication & Outreach Division** | | |
| Head | P5 | 1 |
| Senior Officers | P3 | 1 |
| Officers | P2 | 2 |
| Administrative Assistant | GSA5 | 1 |
| **SPACE APPLICATIONS DIRECTORATE** | | |
| Director | D1 | 1 |
| Administrative Assistant | GSA5 | 1 |
| **Earth Observation Development Division** | | |
| Program Manager | P5 | 1 |
| Senior Officers | P3 | 2 |
| Officers | P2 | 4 |
| Administrative Assistant | GSA5 | 1 |
| **Satellite Communications program Division** | | |
| Program Manager | P5 | 1 |
| Senior Officers | P3 | 2 |
| Officers | P2 | 4 |
| Administrative Assistant | GSA5 | 1 |
| **Navigation & Positioning Division** | | |
| Program Manager | P5 | 1 |
| Senior Officers | P3 | 2 |
| Officers | P2 | 4 |
| Administrative Assistant | GSA5 | 1 |
| **Astronomy, Space Exploration & Outer Space Science** | | **Division** |
| Program Manager | P5 | 1 |

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| Senior Officers | P3 | 2 |
| Officers | P2 | 4 |
| Administrative Assistant | GSA5 | 1 |
| **SPACE OPERATIONS AND TECHNOLOGY DIRECTO** | | **RATE** |
| Director | D1 | 1 |
| Administrative Assistant | GSA5 | 1 |
| **Safety, Mission Planning & Assurance Division** | | |
| Head | P5 | 1 |
| Senior Officers | P3 | 2 |
| Officers | P2 | 4 |
| Administrative Assistant | GSA5 | 1 |
| **Systems, Robotics, & Space Infrastructure** | **Management Division** | |
| Head | P5 | 1 |
| Senior Officers | P3 | 2 |
| Officers | P2 | 4 |
| Administrative Assistant | GSA5 | 1 |
| **Assembly, Integration & Testing Division** | | |
| Head | P5 | 1 |
| Senior Officers | P3 | 2 |
| Officers | P2 | 4 |
| Administrative Assistant | GSA5 | 1 |
| **INNOVATION, RESEARCH & DEVELOPM** | **ENT DIRECTORATE** | |
| Director | D1 | 1 |
| Personal Assistant | GSA5 | 1 |
| **Space industry & Business Development Division** | | |
| Head | P5 | 1 |
| Senior Officers | P3 | 1 |
| Officers | P2 | 2 |
| Administrative Assistant | GSA5 | 1 |
| **Capacity, Learning & Skills Development Division** | | |
| Head | P5 | 1 |
| Senior Officers | P3 | 1 |
| Officers | P2 | 2 |
| Administrative Assistant | GSA5 | 1 |
| **Knowledge Management Division** | | |
| Head | P5 | 1 |
| Senior Officers | P3 | 1 |
| Officers | P2 | 2 |
| Administrative Assistant | GSA5 | 1 |
| **Total** | | **156** |

The annual estimated staff cost is $ 13,101,302.48. The recruitment of those positions should be phased over a period of three (3) years and subject to budget availability.

1. **DECIDES** that the implementation of the above structures should be phased and subject to budget availability;
2. **ALSO DECIDES** that the recruitment process should be undertaken in line with the Merit Based Recruitment System (MBRS) and AU wide quota system;
3. **FURTHER DECIDES** to take stock of progress in the implementation of the above mentioned structures after each implementation phase.