

**DECISION ON THE REPORT ON THE STC ON JUSTICE AND LEGAL AFFAIRS ON  
THE DRAFT LEGAL INSTRUMENTS  
Doc. EX.CL/1293(XXXIX)**

**The Executive Council,**

1. **RECALLS** Executive Council Decision EX.CL/Dec. 1097(XXXVI I) requesting the PRC and the Commission and STC on Justice and Legal Affairs to expedite the review of the Financial Rules and Regulations (FRR) and the Staff Rules and Regulations (SRR) for consideration and adoption by the relevant Policy Organs;
2. **RECALLS** Executive Council Decision EX.CL/Dec. 1107(XXXVIII) requesting the STC on Justice and Legal Affairs to review the legal provisions of the AU Staff Pension Fund scheme at its next Ordinary Session for adoption by the Executive Council in June/July 2021;
3. **FURTHER RECALLS** Executive Council Decision EX.CL/Dec.1107(XXXVIII) that requested the STC-JLA to consider the Draft Revised SRR taking into account the issue of conditions of service of the staff including promotion and upgrading of staff as well as staff benefit and allowances that is competitive and comparable to other international organizations as stipulated in Article 20 (12) of the Statute of the Commission, to retain and attract the best African talent across the continent;
4. **TAKE NOTE** of the Report of the Specialized Technical Committee on Justice and Legal Affairs (STC-JLA), on the consideration of the following Legal Instruments:
  - a) The Draft African Union Staff Pension Fund Scheme Rules;
  - b) The Draft African Union Staff Pension Trust Deed;
  - c) The Draft Revised Financial Rules; and
  - d) The Draft Revised AU Staff Regulations and Rules.
5. **COMMENDS** the STC on Justice and Legal Affairs on the consideration of the four (4) legal instruments and the manner in which they undertook the task;
6. **TAKES NOTE** of The Draft African Union Staff Pension Trust Deed and, **REQUESTS** the Chairperson of the Commission to immediately implement all facets of the Contract;
7. **ADOPTS** the Draft African Union Staff Pension Fund Scheme Rules;
8. **ENDORSES** the amended Draft Revised Financial Rules and **RECOMMENDS** the same for adoption by the Assembly of Heads of State and Government in 2022;
9. **DECIDES** that the consideration of the Staff Regulations and Rules (SRR) be deferred to the upcoming Executive Council Session in 2022 and **REQUESTS** the Commission to

submit the report on the financial implications on the four (4) proposals presented by the Commission on the Staff Regulations and Rules to be considered by the Executive Council through the PRC following the due process in order to assist the Council to make an informed decision on the proposals;