

**DECISION ON THE REPORTS OF THE SUB-COMMITTEES OF THE PERMANENT
REPRESENTATIVES' COMMITTEE (PRC)**

The Executive Council,

1. **TAKES NOTE** of the PRC recommendations on the reports of its Sub-Committees, taking into account observations made by Member States.

- I. **ON THE SUB-COMMITTEE ON GENERAL SUPERVISION AND COORDINATION ON BUDGETARY, FINANCIAL AND ADMINISTRATIVE MATTERS (GSCBFAM) - Doc: EX.CL/1432(XLIII)**

- A. **Audit Report of the 2022 AU Budget Performance Report**

The Executive Council,

2. **TAKES NOTE** of the report on audit performance and acknowledged the higher execution rate than the previous years. **COMMENDS** those departments and offices with higher rates of execution, while expressing concerns about those with lower performance.
3. **REQUESTS** the Commission to develop qualitative analysis of audit reports, including recommendations.
4. **RECALLS** Decisions EX.CL/Dec.1057(XXXV) paragraph 39 (b), EX.CL/Dec.1069(XXXV) paragraph 12, EX.CL/Dec.1073(XXXVI) paragraph 66 (iii), 1126 paragraph 24, EX.CL/Dec.1143(XL) paragraph 18 (ii), EX.CL/Dec.1168(XLI) paragraph 32, EX.CL/Dec.1189(XLII) paragraph 55, linking budget release/ allocation to the implementation of audit recommendations.
5. **CALLS UPON** the F15 Committee of Experts to develop a criterion for linking budget allocation to budget execution and implementation of audit recommendations.
6. **REITERATES** the need for the Commission to present to the PRC Subcommittee on General Supervision and Coordination on Budgetary, Financial and Administrative matters sitting jointly with the F15 Committee of Experts during budget sessions the implementation rates of audit recommendations for the past 3 years as per the practice of the budget execution rate.
7. **RECALLS** Decision EX.CL/Dec.1126(XXXIX) paragraph 58 and **REQUESTS** the Chairperson of the Commission to comply with the Decision and present the final report on the implementation of the recommendations of PWC forensic and performance audit.

B. Institutional Reforms, Human Resources Management (HRM) Recruitment Strategy, SACA, and Transitional Plan

8. **RECALLS** Decision EX.CL/Dec.1186(XLI) paragraph 12, which requested the F15 to provide technical inputs for the upcoming restructuring and rationalization of AU Organs and Offices outside the Headquarters, in an exercise that is intended to achieve a Union that is better aligned, efficient and effective.
9. **REQUESTS** the AU Commission to involve the F-15 Technical Experts during the consideration of the Consultant's report on AU Reform by the PRC after July 2023 in light of the previous mandate of carrying out a holistic analysis and provide recommendations to the AU structure to clear overlaps of mandates to ensure efficiency and a lean structure.

C. Funds of the Union

10. **EXPRESSES CONCERN** over the lack of reporting on Special Funds and their governance for supervision purposes and their management as per Rule 30 (7) of the AU Financial Rules.
11. **CALLS UPON** the Commission in collaboration with the F15 Committee of Experts to develop an Administrative Costs Policy, exploring ways to charge Partners a fee for managing, on their behalf, the funds they disburse to the Union.
12. **FURTHER CALLS UPON** the Commission to prepare an AU wide report on the status of VAT recovery to be submitted to PRC for consideration and recommendations on the way forward.

D. Progress report on the implementation of Executive Council Decision 1057 on transferring AU bank accounts to the continent

13. **TAKES NOTE** of the report and **DIRECTS** the Commission to strictly abide by Decisions EX.CL/Dec.1057(XXXV) and EX.CL/Dec.1107(XXXVIII) to move all accounts to the Continent by the end of December 2024 while presenting a progress report to the February 2024 Executive Council.
14. **REQUESTS** the Commission to provide a full list of Union wide bank accounts and their balances by February 2024.

E. Report of the Investment Committee on 2022 Investments

15. **TAKES NOTE** of investment performance report as at 31st December 2022 and **EXPRESSES CONCERN** with respect to the management decisions on investments.

16. **DIRECTS** the Commission to finalize the development of the AU Treasury and Investment Policy, after consideration of the Joint Sitting of the Sub-Committee on GSCBFAM and F15 Technical Experts to ensure better management of AU Funds as well as fair and equitable distribution of AU investments amongst the various regions of the continent to avoid investment concentration of risks.
17. **REQUESTS** the PRC through a Joint Sitting of the Sub-Committee on GSCBFAM and the F15 technical experts to hold a meeting with the governing bodies of the Peace Fund to discuss issues related to Return on Investment.

F. Consideration of Crisis Reserve Facility (CRF)

18. **URGES** the Commission to work out the modalities for AU Peace Fund utilization as per Decision Assembly/AU/Dec.842(XXXVI) paragraph 32 and PSC communique of the 1140th meeting paragraph 9 at the level of Heads of State and Government within three months.
19. **INSTRUCTS** the Commission to develop a strategy of engaging the African Private sector and financial institutions for purposes of supporting the AU Peace Fund.
20. **CALLS UPON** the Commission to report to the Executive Council on the replenishment status of the CRF by February 2024.
21. **APPROVES** the request to increase by an amount of US\$2 million to be added to the already approved US\$5 million as a supplementary budget for the CRF for the year 2023.
22. **APPROVES** a level of US\$10 million for the CRF for the year 2024:

	Description	2022 Supplementa ry	2023 Initial	2023 Supplementa ry	2024	Total
1	Allocation to CRF	-	5,000,000	2,000,000	10,000,000	17,000,000
2	Allocation to the Fund Manage Fees	917,475	-	-	1,758,766	2,676,241
3	Replenishment Status	-	-	-	-	-
	Total	917,475	5,000,000	2,000,000	11,758,766	19,676,241

Table 5: Peace Fund Allocation Status from 2022 to 2024

G. Consideration of ATMIS shortfall and Peace Fund Pilot Projects:

23. **TAKES NOTE** of the funding shortfall of ATMIS of US\$25,895,129, and **REQUESTS** that the Peace Support Operations Budget balance of US\$25,895,129 be raised through a funding package comprising some or all, of the following options to be considered at a later stage in line with the AU Financial Rules:
- a) PSC to organize a Donor Conference to mobilize more funds for ATMIS from International Partners;
 - b) AUC to present a comprehensive report on all special funds, balances and activities, and consider possible utilization to support ATMIS's shortfall and legal opinion to be provided on the Executive Council's authority to redirect the funds to support peace support operations;
 - c) AUC to review and reprioritize its activities to redirect resources from other Departments, PAPS, in particular, to fund the shortfall of ATMIS;
 - d) Possible time-bound renegotiation with IPs to reallocate their rationalized funds;
 - e) Encouraged Member States to provide voluntary contributions;
 - f) Considered funding part of the shortfall from the Peace Fund subject to the outcomes of the upcoming meeting of the Joint Sitting with the governing bodies on the matter and proposals there from;
 - g) Consideration possible resort to Member States' assessed contributions to cover part of the shortfall.
24. **AUTHORIZES** the PRC to consider the proposal of the Commission after the 43rd Executive Council Session, in line with the options provided under the AU Financial Rules, the funding of the shortfall of ATMIS and present the proposal for Peace Fund Pilot Projects funding, following due process.

II. ON THE JOINT SITTING OF THE F15, SUB-COMMITTEE ON STRUCTURAL REFORMS AND THE SUB-COMMITTEE ON GENERAL SUPERVISION AND COORDINATION ON BUDGETARY, FINANCIAL AND ADMINISTRATIVE MATTERS - EX.CL/1433(XLIII)

The Executive Council,

On the financial implications of the addition of One Vice Rector to the Structure of the Pan African University

25. **RECALLS** Decision Assembly/AU/Dec.589(XXVI) of January 2016 whereby the amended Statutes of the Pan African University were approved. **FURTHER RECALLS** Article 13 paragraph 2 of the Statutes, which provides for two Vice

Rector positions namely (i) Vice-Rector for Academic and Students Affairs, and (ii) Vice-Rector for Research, Development and Cooperation;

26. **APPROVES** the financial implications of US\$157,542 incurred by the creation of the additional regular position of Vice-Rector for Research, Development and Cooperation at P6 level. The recruitment of the position will be subjected to availability of funds in either 2024 or 2025;

On the financial implications of the amendments of the Structures of the African Centres for Disease Control and Prevention (Africa CDC)

27. **APPROVES** the recruitment of 72 positions within the current available funding from Member States' contributions (USD3.62 Million for 2023 and USD4.4 Million for 2024) in an appropriately staggered manner **AND DIRECTS** Africa CDC to report back to the Joint Sitting by November/ December 2023 on the progress made to decide on the way forward in light of Africa CDC's capacity to recruit within the new Recruitment system and with respect to the AU wide quota system.
28. **ALSO APPROVES** the recruitment of staff on fixed-term contracts for the remaining 83 positions on an exceptional basis through a five-year funding package from International Partners in accordance with the term of grant funding from partners with financial implications of an estimated amount of USD9 Million. **AND DIRECTS** the Africa CDC to conduct an assessment of its structure and financial sustainability after 3 years to be submitted to PRC to determine on the final regular structure.
29. **RECALLS** Decision EX.CL/Dec.1097(XXXVII) paragraph 3 which **FURTHER RECALLS** Decision Ext/EX.CL/Dec.1(XX) paragraph 36 and **REITERATES** that the current quota system applied to AUC regular staff should take into account the gender and youth quotas and be extended to short term, fixed term and special service staff and to all staff of the Organs, excluding general service staff and **DIRECTS** the AUC for its immediate implementation;
30. **REQUESTS** the Africa CDC, together with the Directorate of Human Resources Management and in strict compliance with the rules and regulations of the Union, to initiate separation procedures for the staff on Fixed Term Contract in the event Member States are unable to fund and in the absence of funding from International Partners.
- III. **ON THE JOINT SITTING OF THE SUB-COMMITTEE ON AUDIT MATTERS AND THE SUB-COMMITTEE ON GENERAL SUPERVISION AND COORDINATION ON BUDGETARY, FINANCIAL AND ADMINISTRATIVE MATTERS AND THE TECHNICAL EXPERTS OF THE COMMITTEE OF FIFTEEN FINANCE MINISTERS (F15) - EX.CL/1434(XLIII)**

31. **TAKES NOTE** of the Report of the Joint Sitting of PRC Sub-Committee on Audit Matters and Sub-Committee on General Supervision and Coordination on Budgetary, Financial and Administrative Matters, and Technical Experts of the Committee of Fifteen Ministers of Finance (F15).
32. **CONGRATULATES AND APPLAUDS** the AU Board of External Auditors (BoEA) for the work done on the audit of AU Financial Statements for the Year ended 2022.
33. **EXPRESSES** deep concerns on the irregularities and mismanagement of AU resources raised in the AUC and other AU Organs' management letters and **DIRECTS** the PRC through its relevant Sub-Committees to consider the reports (i.e. management letters) further during the second half of the year 2023, and to present its additional recommendations to the next session of the Executive Council.
34. **REQUESTS** the Chairperson of the Commission to take necessary action to ensure that the observations and recommendations made by the Board of External Auditors are implemented and to report to the PRC through its relevant Sub-Committees, for a decision to be made in the next session of the Executive Council in February 2024.
35. **INSTRUCTS** the AU Commission to implement specific recommendations made by the PRC and **DIRECTS** as follows: -
 - i. Sanctions be applied for non-implementation of audit recommendations raised in the audit report to improve internal control systems and that recurring issues should attract strict consequences. . .
 - ii. Improvement of the governance system by AUC Management should be expedited and enhanced, including tightening relevant provisions in AU SRR, so that staff who violates the rules are sanctioned accordingly and within a limited time frame.
 - iii. Stringent measures should be applied on the non-implementation and adhering to the Travel Policy so as to reduce losses on tickets. Furthermore, the AUC should conduct a comprehensive investigation of the root causes of the high-rate of unused air tickets that result in huge financial losses to the AU annually. The AUC should present its findings, with clear proposals, recommendations and corrective action to prevent such losses, as well as any strict measures taken for non-application and compliance with the travel policy, and report back to the Joint Sitting before the next Budget Session.
 - iv. Due diligence should be conducted to ensure qualified staff with required experience and qualifications are recruited especially for senior managerial positions to protect the image of the organisation.

Furthermore, staff on key positions should be recruited and trained, and modalities be put in place for retention and AUC should prioritise the recruitment of staff for OIO as recommended by BoEA.

- v. A comprehensive report on all Assets and its management should be submitted to the Joint Sitting by February 2024. An internal committee should be constituted to compile and report on all assets of the Union including those outside of the Headquarters. The committee could include one (1) member each from; Cabinet of the Chairperson, Cabinet of the Deputy Chairperson, Office of the Director General, one (1) Office of the Legal Counsel, Office of Internal Oversight, two (2) members from Operations support Services meeting and two (2) members from Finance Directorate.
- vi. Implementation of previous audit recommendations by the Board of External Auditors (BoEA) should be done by the end of 2023. The AUC management should further report on the implementation of audit recommendations at every statutory meeting of the Policy Organs.
- vii. The Commission should move all bank accounts of the AU to the African Continent in line with the decision of the Policy Organs by the end of 2024 and request the Commission to provide a progress report to the Executive Council by February 2024.
- viii. The AUC should submit the report on the recovery of double housing allowance requested more than 3 years ago under decision EX.CL/Dec.1097(XXXVII) paragraph 63 (c), and on advances to staff and vendors as reported by BoEA in line with Decision EX.CL/Dec.1168(XLI) paragraphs 22 and 23, by February 2024.
- ix. The AUC should carry out an evaluation on the performance of the two fund Managers on Peace Fund and submit the report to the relevant PRC Sub-Committee, by February 2024.
- x. The final report on the implementation of the PWC Forensic and Performance Audit recommendations should be considered by the Joint Sitting so as to assess the actions taken by the AUC and submit a final report to the Executive Council in February 2024.
- xi. Request the Commission to address all the findings of the BoEA and provide to the next Executive Council in February 2024 an update on the following:
 - a. What has the Commission addressed since the 2016 findings and what remains to be concluded. On the outstanding issues, the Commission must provide an indication on what steps were taken as well as a time-bound plan on addressing these issues.

- b. Should provide a time-bound plan with corrective actions for addressing the current audit findings, and a plan on how it will reduce future audit findings as well as set targets for this reduction and indicate when it will reach a target of less than 5% or lower of findings and be presented to the Joint Task Force to be established under paragraph 10 of this decision.
 - c. In line with the provisions of SRR, develop a normative framework providing for the modalities of sanctions regime against the staff members involved.
- xii. The AUC to strengthen engagement with Member States to honour their obligation of assessed contribution in arrears of the Peace Fund to ensure the full operationalization of the Peace Fund.
- 36. **REQUESTS** the Board of External Auditors to carry out an audit on the management of retreats and travels with associated costs for the last three years (2021, 2022 and 2023) and report back through the relevant PRC Sub-Committees to the Ordinary Session of the Executive Council in July 2024.
- 37. **ALSO REQUESTS** the BoEA to consider improving the format of reporting and further elaborate on the affirmation of reports with Unqualified Opinions when the detailed management report has critical control issues in line with IPSAS.
- 38. **FURTHER REQUESTS** the AU BoEA to also carry out a comprehensive audit on the SACA process and report back to the next Ordinary session of the Executive Council in February 2024.
- 39. **REQUESTS** the BoEA to carry out a comprehensive and in-depth audit on all recruitments that took place since the introduction of the Merit Based Recruitment System (MBRS) and report back to the next Ordinary session of the Executive Council in February 2024.
- 40. **REQUESTS** the PRC to set up a Joint Task Force comprising proposed members including the Sub-Committee on Audit Matters, the Commission, the Bureau of the Sub-Committee on GSCBFAM and the Representative of F15 Experts. This Joint Task Force will be tasked with proposing concrete measures as follows: -
 - a) Review and monitor the level of implementation of audit recommendations and concerns raised, which should be collated by the Members and a timetable to be drawn to review issues and sanctions to be applied.
 - b) To strengthen the existing sanctions provided for in the revised Staff Rules and Regulations, so as to guarantee the implementation of the

recommendations of audit reports and put an end to the abuse of internal and external controls, in order to send a strong signal to all AU staff.

- c) Have the responsibility of setting up sanctions system applicable to all Organs of AU in the financial management of the Union Resources.
 - d) To put a stop to the recurrent breaches of the Union's financial rules and to the financial losses and irregularities observed in the management of Union funds.
 - e) The proposals should be submitted to the Executive Council for consideration and approval at its next Ordinary session in February 2024.
41. **FURTHER REQUESTS** the PRC to meet the Chairperson of the Commission in a special meeting to discuss the challenges of implementation of Audit Recommendations and its effects on the Commission's performance, and express concerns on the issues raised in the report and the ineffectiveness of internal and external controls after the Mid-Year Coordination meeting of July 2023. The conclusions of the special meeting should be presented to the Ordinary Session of the Executive Council in February 2024.
42. **REQUESTS** the AU Commission in the interim to publish the 2022 Audited and Signed Financial Statements of AUC and Other Organs including consolidated statements on the AU website in compliance with IPSAS requirements and to report on the implementation of this decision during the Ordinary Session of the Executive Council in February 2024.

IV. ON SUB-COMMITTEE ON STRUCTURAL REFORMS – EX.CL/1435(XLIII)

The Executive Council,

43. **RECALLS** Article 9(2) of the Constitutive Act of the African Union, which mandates the Assembly to delegate any of its powers and functions to any Organ of the Union.
44. **FURTHER RECALLS** Decision Assembly/AU/Dec.850(XXXVI) paragraph 10 whereby the Assembly *“DECIDES to delegate its authority to consider and adopt the structure amendments of the African Union Commission and other organs to the Executive Council during the Mid-Year Coordination Meeting to be held in July 2023.”*

On Structures of the African Centres for Disease Control and Prevention (Africa CDC)

45. **RECOGNIZES** the importance for the Africa CDC to fully operationalize as an autonomous health institution of the Union, as well as the need to examine its

structure and build its institutional capacity to respond to public health emergencies and threats.

46. Mindful of the challenging global economic outlook, **APPROVES** the request to make an exception to allow the operational budget of Africa CDC to be partially funded by the contributions from partners until such a time when Member States can afford to cover all the Organ's total staff cost for the approved structure.
47. **RECALLS** Decision Assembly/AU/Dec.578(XXV) paragraph 2, which states that *"The new scale of assessment shall be based on achieving the following targets a) 100% of the Union's Operational budget."*
48. **APPROVES** 155 positions for Africa CDC out of which 72 positions are on Regular appointment to be funded by the Regular contribution of Member States.
49. **ALSO APPROVES** the recruitment of staff on fixed-term contracts for the remaining 83 positions on an exceptional basis through a five-year funding package from International Partners in accordance with the term of grant funding from partners. **AND REQUESTS** the Africa CDC to conduct an assessment of its structure and financial sustainability after 3 years to be submitted to PRC to determine on the final regular structure.
50. **DIRECTS** the Africa CDC to initiate separation procedures for the staff on Fixed Term Contract in the event Member States are unable to fund and in the absence of funding from International Partners.
51. **REITERATES** that this approval is an extraordinary and one-time measure and does not create a precedence to which other Organs of the Union may refer.
52. **STRESSES** the need to conduct all recruitments in line with the Staff Regulations and Rules and of the Quota System of the African Union. The Recruitment should be done in a phased manner as follows:
 - a. Phase I should be finalized by the end of 2024;
 - b. Phase II should be finalized by the end of 2026;
 - c. Should Africa CDC complete phase I ahead of the scheduled timeline, the Organ should report on the progress made to the PRC Sub-Committee on Structural Reforms for revision of the timelines for phase II (before 2025).

1. The approved positions are listed in the table below:

Department	Office/Centre/Directorate	Division/Unit	Post Name	Grade	# posts	Phase
Office of the DG	Directorate of Administration	Office of the Director Administration	Director Administration	D1	1	1
Office of the DG	Directorate of Administration	HRM	Administrative Assistant	GSA5	1	1

Department	Office/Centre/Directorate	Division/Unit	Post Name	Grade	# posts	Phase
Office of the DG	Directorate of Administration	HRM	Head HRM	P5	1	1
Office of the DG	Directorate of Administration	Facility and Asset Management	Senior Records Assistant	GSA3	1	1
Office of the DG	Directorate of Administration	Facility and Asset Management	Head facilities & Asset Management Division	P5	1	1
Office of the DG	Directorate of Administration	MIS	IT Officer	P1	1	1
Office of the DG	Directorate of Administration	MIS	Senior IT Officer	P3	1	1
Office of the DG	Directorate of Administration	MIS	Head of MIS Division	P5	1	1
Office of the DG	Directorate of Administration	Supply Chain Division	Senior Records Assistant	GSA3	1	1
Office of the DG	Directorate of Administration	Supply Chain Division	Warehouse & Assets Management Officer	P2	1	1
Office of the DG	Directorate of Administration	Supply Chain Division	Senior Procurement officer	P3	1	1
Office of the DG	Finance	Director's Office	Director, Finance	D1	1	1
Office of the DG	Finance	Division of Accounting and Reporting	Head of Division Accounting & Reporting	P5	1	1
Office of the DG	Finance	Division of Financial Management	Head of Division Financial Management	P5	1	1
Office of the DG	Finance	Division of Programme and Budgeting	Head of Division Programme and Budgeting	P5	1	1
Office of the DG	Finance	Financial Management Division	Senior Finance Officer	P3	1	1
Office of the DG	Directorate of Administration	Division of HRM	Senior HR Operations Officer	P3	1	1
Office of the DG	Legal Issues and Intellectual properties	Dispute Settlement Division	Head Legal Affairs and Dispute Settlement NAME CHANGED	P5	1	1
Office of the DG	Legal Issues and Intellectual properties	General Legal Affairs Division	Senior Legal Officer	P3	1	1
Office of the DG	Office of the DG	Directorate of External Relations and Strategic Engagement	Director, External Relations and Strategic Engagement	D1	1	1
Office of the DG	Office of the DG	Communications	Communication and Media Engagement officer	P2	1	1
Office of the DG	Office of the DG	Communications	Senior Communication Officer	P3	1	1
Office of the DG	Office of the DG	Communications	Senior Officer for Conference and Events	P3	1	1
Office of the DG	Office of the DG	Communications	Principal Communications Officer	P4	1	1
Office of the DG	Office of the DG	Internal Oversight	Head, Internal Oversight	P5	1	1
Office of the DG	Office of the DG	Local Manufacturing of Health Commodities	Local manufacturing Coordinator	P5	1	1
Office of the DG	Office of the DG	Office of the DG	Head of Executive Office/Chief of Staff	D1	1	1
Office of the DG	Office of the DG	Office of the DG	Special Assistant DG	P3	1	1
Office of the DG	Office of the DG	Office of the DG	Senior Protocol Officer	P3	1	1
Office of the DG	Office of the DG	Office of the DG	Corporate	P4	1	1

Department	Office/Centre/Directorate	Division/Unit	Post Name	Grade	# posts	Phase
DG			Communications Officer			
Office of the DG	Office of the DG	Office of the DG	Principal Programme Policy and Strategy Officer	P5	1	1
Office of the DG	Office of the DG	Office of the DG	Senior Advisor	P5	1	1
Office of the DG	Office of the DG	Office of the DG	Director General	SP3	1	1
Office of the DG	Office of the DG	Policy and Global Health Diplomacy	Head of Policy and Global Health Diplomacy	P5	1	1
Office of the DG	Regional Coordinating Centres	RCC	Senior Technical Officer – Public Health Institute and Capacity Building	P3	5	1
Office of the DG	Regional Coordinating Centres	RCC	Senior Technical Officer – Health Promotion and Disease Prevention	P3	5	1
Office of the DG	Regional Coordinating Centres	RCC	Principal RCC Coordinator	P4	1	1
Office of the DG	Regional Coordinating Centres	RCC	Regional Directors	P5	5	1
Office of the DG	Science Office	Health Economics and Financing	Head of Health Economics and Financing	P5	1	1
Office of the DG	Science Office	JPHIA	Managing Editor	P4	1	1
Office of the DG	Science Office	Science and Innovation	Chief Science Officer/Director or Science and Innovation	D1	1	1
Office of the DG	Science Office	Science and Innovation	Administrative Assistant	GSA5	1	1
Office of the DDG	Centres for Disease Control Prevention and Health Promotion	Division of ID/ NTDs Unit	Technical Officer – LIS	P2	1	1
Office of the DDG	Centres for Disease Control Prevention and Health Promotion	Division of ID/ NTDs Unit	Principal Technical Officer	P4	1	1
Office of the DDG	Centres for Disease Control Prevention and Health Promotion	Division of NCDI	Senior Technical Officer Endemic Diseases & NTDs	P3	1	1
Office of the DDG	Centres for Disease Control Prevention and Health Promotion	Division of NCDI	Head, Division of Disease Control & Prevention	P5	1	1
Office of the DDG	Centres for Disease Control Prevention and Health Promotion	Office of the CDPHP	Director, Centres for Disease Control, Prevention and Health Promotion NAME CHANGE	D1	1	1
Office of the DDG	Centres for Health Systems Strengthening and Public Health Institutes	Office of the Director	Director Health Systems Strengthening and Public Health Institutes	D1	1	1
Office of the DDG	Centres for Health Systems Strengthening and Public Health Institutes	Primary Healthcare	Senior Technical Officer – Primary Health Care	P3	1	1
Office of the DDG	Centres for Health Systems Strengthening and Public Health Institutes	Public Health Institutes	Technical Officers – PHIs	P2	1	1

Department	Office/Centre/Directorate	Division/Unit	Post Name	Grade	# posts	Phase
Office of the DDG	Centres for Health Systems Strengthening and Public Health Institutes	Public Health Institutes	Senior Technical Officer – PHIs	P3	1	1
Office of the DDG	Centres for Health Systems Strengthening and Public Health Institutes	Public Health Institutes	Head of Division, PHIR	P5	1	1
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Division of Diagnostic Access	Senior Technical Officer-Diagnostic Access	P3	1	1
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Division of Laboratory Systems	Principal technical Officer	P4	1	1
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Division of Laboratory Systems	Head, Division of Laboratory Systems	P5	1	1
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Division of Laboratory Systems	Senior officer – laboratory systems & networks	P3	1	1
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Institute of Genomics	Head, Institute of Genomics	P5	1	1
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Office of the Director	Director Centre for Laboratory Diagnostics and Systems	D1	1	1
Office of the DDG	Centres for public health emergency management	Division of Preparedness and Response	Tech Officer- EOC	P2	1	1
Office of the DDG	Centres for public health emergency management	Division of Preparedness and Response	Senior Technical Officer -EOC	P3	1	1
Office of the DDG	Centres for public health emergency management	Division of Preparedness and Response	Senior Technical Officer – Preparedness	P3	1	1
Office of the DDG	Centres for public health emergency management	Division of Preparedness and Response	Principal Program Officer	P4	1	1
Office of the DDG	Centres for public health emergency management	Division of Preparedness and Response	Head of Division Emergency Preparedness and Response	P5	1	1
Office of the DDG	Centres for public health emergency management	Office of the Centre Director for PHE	Director, Centre for PHE	D1	1	1
Office of the DDG	Centres for public health emergency management	Office of the Centre Director for PHE	Administrative Assistant	GSA5	1	1
Office of the DDG	Centres for public health emergency management	Surveillance and Disease Intelligence	Technical Officer – Disease Surveillance	P2	1	1
Office of the DDG	Centres for public health emergency management	Surveillance and Disease Intelligence	Technical Officer – Event based Surveillance	P2	1	1
Office of the DDG	Centres for public health emergency management	Surveillance and Disease Intelligence	Senior Technical Officer – Disease surveillance & coordination	P3	1	1
Office of the DDG	Centres for public health emergency management	Surveillance and Disease Intelligence	Senior Technical Officer One Health & AMR	P3	1	1
Office of the DDG	Centres for public health emergency management	Surveillance and Disease Intelligence	Principal Program Officer	P4	1	1
Office of the DDG	Centres for public health emergency management	Surveillance and Disease Intelligence	Head, Surveillance and Disease Intelligence	P5	1	1
Office of the DDG	Office of the DDG	Digital Health	Digital Health & Innovation Lead	P5	1	1
Office of the DDG	Office of the DDG	Office of the DDG	Deputy Director General	D2	1	1

Department	Office/Centre/Directorate	Division/Unit	Post Name	Grade	# posts	Phase
Office of the DDG	Office of the DDG	Office of the DDG	Administrative Assistant	GSA5	1	1
Office of the DDG	Office of the DDG	Office of the DDG	Coordinator DDG office	P5	1	1
Office of the DDG	Office of the DDG	Office of the DDG	Senior Advisor to DDG	P5	1	1
Office of the DG	Directorate of Administration	Division of Human Resource Management	Payroll Officer	P2	1	2
Office of the DG	Directorate of Administration	Division of Human Resource Management	HR Officer, Staff Benefits	P2	1	2
Office of the DG	Directorate of Administration	Division of Human Resource Management	Senior Staff Benefits and Payroll Officer	P3	1	2
Office of the DG	Directorate of Administration	Division of Human Resource Management	Senior Recruitment and Talent Acquisition Officer	P3	1	2
Office of the DG	Directorate of Administration	Facility and Asset Management Division	Senior Records Assistant	GSA3	1	2
Office of the DG	Directorate of Administration	Facility and Asset Management Division	Properties and asset management assistant	GSA4	1	2
Office of the DG	Directorate of Administration	Facility and Asset Management Division	Housekeeping and functions supervisor	GSA5	1	2
Office of the DG	Directorate of Administration	Facility and Asset Management Division	Household Staff (for DG)	GSB5	1	2
Office of the DG	Directorate of Administration	MIS	IT system Administrator	P2	1	2
Office of the DG	Directorate of Administration	MIS	Senior System and Network Security Officer	P3	1	2
Office of the DG	Directorate of Administration	MIS	Senior Infrastructure & Systems Administration Officer	P3	1	2
Office of the DG	Directorate of Administration	Security and Safety Services	Patrol and Intervention Team Lead	GSA5	1	2
Office of the DG	Directorate of Administration	Security and Safety Services	Control room operations Team Lead	GSA5	1	2
Office of the DG	Directorate of Administration	Security and Safety Services	Security Operations officer	P2	1	2
Office of the DG	Directorate of Administration	Security and Safety Services	Head of office of Security and safety Services	P3	1	2
Office of the DG	Directorate of Administration	Supply Chain Division	Travel officer	P2	1	2
Office of the DG	Directorate of Administration	Supply Chain Division	Head of Supply Chain Division	P5	1	2
Office of the DG	Legal Issues and Intellectual properties	General Legal Affairs Division	Principal Legal Officer Legal Affairs	P4	1	2
Office of the DG	Office of the DDG	Health Economics and Financing	Senior Modeler – Health Economics	P3	1	2
Office of the DG	Office of the DDG	Health Economics and Financing	Principal Health Economist	P4	1	2
Office of the DG	Office of the DG	Communications	Interpreters and Translators	P4	2	2
Office of the DG	Office of the DG	Division of Partnerships Management	Head, Partnerships Management	P5	1	2
Office of the DG	Office of the DG	Division of Planning, Reporting, and Accountability	Head of Division	P5	1	2
Office of the DG	Office of the DG	Internal Oversight	Senior Officer Internal Control	P3	1	2

Department	Office/Centre/Directorate	Division/Unit	Post Name	Grade	# posts	Phase
Office of the DG	Office of the DG	Internal Oversight	Senior Risk Management Officer	P3	1	2
Office of the DG	Office of the DG	Local Manufacturing of Health Commodities	Senior Technical Officers, Work streams	P3	1	2
Office of the DG	Office of the DG	Office of the DG	Bilingual Secretary	GSA5	1	2
Office of the DG	Office of the DG	Partnerships and International Cooperation	Principal Partnerships Officer	P4	1	2
Office of the DG	Office of the DG	Policy and Global Health Diplomacy	Principal Policy and Global Health Diplomacy Officer	P4	1	2
Office of the DG	Office of the DG	Resource Mobilization	Principal Officer Resource Mobilization	P4	1	2
Office of the DG	Regional Coordinating Centres	RCC	Finance and Operation officer	P2	5	2
Office of the DG	Science Office	CPHIA	Technical Officer CPHIA	P2	1	2
Office of the DG	Science Office	CPHIA	Senior Science Officer CPHIA	P3	1	2
Office of the DG	Science Office	JPHIA	Senior Editor	P3	1	2
Office of the DG	Science Office	Knowledge Management (KM)	Principal Knowledge Management Officer	P4	1	2
Office of the DG	Science Office	Science and Innovation	Senior Research Ethics and Regulations Officer	P3	1	2
Office of the DG	Science Office	Science and Innovation	Senior Research Officer	P3	1	2
Office of the DG	Science Office	Science and Innovation	Principal Science Officer	P4	1	2
Office of the DDG	Centres for Disease Control Prevention and Health Promotion	Division of Health Promotion (HP)	Principal Technical Officer HP	P4	1	2
Office of the DDG	Centres for Disease Control Prevention and Health Promotion	Division of ID	Head, Division of Infectious Disease	P5	1	2
Office of the DDG	Centres for Disease Control Prevention and Health Promotion	Division of OH	Head, Division of OH	P5	1	2
Office of the DDG	Centres for Health Systems Strengthening and Public Health Institutes	Health Workforce Development	Principal Officer – Fellowship & Leadership Programmes	P4	1	2
Office of the DDG	Centres for Health Systems Strengthening and Public Health Institutes	Health Workforce Development	Head of Division	P5	1	2
Office of the DDG	Centres for Health Systems Strengthening and Public Health Institutes	Public Health Institutes	Principal Technical Officer – NPHIs	P4	1	2
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Africa CDC Reference Laboratories	Laboratory Data clerk	P2	1	2
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Africa CDC Reference Laboratories	Laboratory Scientist for Microbiology	P2	1	2
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Africa CDC Reference Laboratories	Laboratory Scientist for Biochemistry	P2	1	2
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Africa CDC Reference Laboratories	Senior Laboratory scientist Microbiology	P3	1	2
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Africa CDC Reference Laboratories	Senior Lab scientist for molecular diagnosis	P3	1	2

Department	Office/Centre/Directorate	Division/Unit	Post Name	Grade	# posts	Phase
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Africa CDC Reference Laboratories	Principal scientist for Microbiology	P4	1	2
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Africa CDC Reference Laboratories	Principal scientist for Biochemistry	P4	1	2
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Africa CDC Reference Laboratories	Principal Lab scientist for molecular diagnosis	P4	1	2
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Africa CDC Reference Laboratories	Principal scientist for molecular diagnosis	P4	1	2
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Division of Laboratory Systems	Technical officer	P2	1	2
Office of the DDG	Centres for Laboratory Diagnostics and Systems	Institute of Genomics	Principal technical Officer	P4	1	2
Office of the DDG	Centres for public health emergency management	Division of Preparedness and Response	Tech Officer- EOC planning	P2	1	2
Office of the DDG	Centres for public health emergency management	Division of Preparedness and Response	Senior technical officer for AVOHC coordination and management	P3	1	2
Office of the DDG	Centres for public health emergency management	Division of Preparedness and Response	PHEOC Manager	P3	1	2
Office of the DDG	Centres for public health emergency management	Division of Preparedness and Response	Principal Program Officer for Emergency Response and Recovery	P4	1	2
Office of the DDG	Centres for public health emergency management	Surveillance and Disease Intelligence	EBS program-coordinator – senior technical officer	P3	1	2
Office of the DDG	Centres for public health emergency management	Surveillance and Disease Intelligence	Principal Technical Officer - Coordinator	P4	1	2
Office of the DDG	Office of the DDG	Digital Health	Senior Technical Officer – Digital Governance and Solutions	P3	1	2

On the Establishment of the African Union Staff Pension Fund Scheme (AUSPF)

53. **RECALLS** Decision EX.CL/Dec.1137(XXXIX) of October 2021 which “**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.”
54. **APPROVES** the establishment of the Secretariat of the Staff Pension Fund Board of Trustees, within the Directorate of Human Resources Management at no additional cost to Member States and it should be in line with the Staff Regulations and Rules. And the merger with the existing unit in charge of salary and benefits, which was previously under HR Shared Services Division. That division is named Compensation, Benefits and Pension and reports to the Director of Human Resources Management. It is composed of the following positions:

Office/Centre/Directorate	Division	Unit	Post Name	Grade	# of posts
Directorate of Human Resources Management	Compensation Benefits and Pension Division		Head Compensation, Benefits & Pension	P5	1
Directorate of Human Resources Management	Compensation Benefits and Pension Division		Benefits Officers	P2	2
Directorate of Human Resources Management	Compensation Benefits and Pension Division		Finance Officer	P2	1
Directorate of Human Resources Management	Compensation Benefits and Pension Division	Salary and Benefits unit	Senior Salary and Benefits Officer	P3	1
Directorate of Human Resources Management	Compensation Benefits and Pension Division	Salary and Benefits unit	Payroll Officer	P2	2
Directorate of Human Resources Management	Compensation Benefits and Pension Division	Salary and Benefits unit	Benefits Officer	P2	1

On the addition of One Vice Rector to the Structure of the Pan African University

55. **RECALLS** Decision Assembly/AU/Dec.589(XXVI) of January 2016 whereby the amended Statutes of the Pan African University were approved. **FURTHER RECALLS** Article 13 paragraph 2 of the Statutes which provides for two Vice Rector positions namely (i) Vice-Rector for Academic and Students Affairs, and (ii) Vice-Rector for Research, Development and Cooperation.
56. **APPROVES** the position of Vice-Rector for Academic and Student Affairs, and the creation of the regular position of Vice-Rector for Research, Development and Cooperation at P6 level with its financial implication of USD157,542 subject to availability of funds in either 2024 or 2025.

On the reorganization of the AUDA-NEPAD Structure

57. **RECALLS** Decision Assembly/AU/Dec. 852 (XXXVI) which “**RECOGNIZES** the need for the Agency’s structure to be fit-for-purpose, and more agile in assessing and responding to the development needs of Member States. **FURTHER REQUESTS** AUDA-NEPAD to accelerate the implementation of the ongoing internal reorganization of its delivery model and explore with Member States the possibility of expanding its national and regional presence to accelerate the delivery of priority programmes of Agenda 2063.”
58. **STRESSES** the need to do all recruitments in line with the Staff Regulations and Rules, Talent Management Framework and the Quota system of AU.
59. **APPROVES** the reorganization of the structure of the Agency to be financed within existing resources and shall not come at any additional cost to Member States.

Directorate	Division/Unit	Post Name	Grade	No. of Post
Bureau of the Chief Executive Officer	Office of the CEO	Chief Executive Officer	SP3	1
Bureau of the Chief Executive Officer	Office of the CEO	Chief of Staff	P6	1
Bureau of the Chief Executive Officer	Office of the CEO	Administrative Assistant	GSA5	1
Bureau of the Chief Executive Officer	Office of the CEO	Special Assistant to the CEO	P3	1
Bureau of the Chief Executive Officer	Office of the CEO	Private Secretary	GSA6	1
Bureau of the Chief Executive Officer	Protocol Unit	Senior Protocol Officer	P3	1
Bureau of the Chief Executive Officer	Protocol Unit	Protocol Assistant	GSA5	1
Bureau of the Chief Executive Officer	Communications and Advocacy Division	Head of Communications and Advocacy	P5	1
Bureau of the Chief Executive Officer	Communications and Advocacy Division	Administrative Assistant	GSA5	1
Bureau of the Chief Executive Officer	Communications and Advocacy Division	Principal Communications Officer – Editor and Publisher	P4	1
Bureau of the Chief Executive Officer	Communications and Advocacy Division	Senior Communications Officer – Speech Writer	P3	1
Bureau of the Chief Executive Officer	Communications and Advocacy Division	Senior Communications and Advocacy Officer	P3	1
Bureau of the Chief Executive Officer	Communications and Advocacy Division	Communications Officer	P1	1
Bureau of the Chief Executive Officer	Legal Unit	Principal Legal Officer	P4	1
Bureau of the Chief Executive Officer	Legal Unit	Legal Officer	P2	1
Bureau of the Chief Executive Officer	Office of the Internal Audit and Oversight Unit	Senior Internal Auditor	P3	1
Bureau of the Chief Executive Officer	Office of the Internal Audit and Oversight Unit	Audit Assistant	GSA5	1
Bureau of the Chief Executive Officer	Science Technology Innovation Unit	Principal Programme Officer- STI	P4	1
Bureau of the Chief Executive Officer	Science Technology Innovation Unit	Senior Programme Officer – STI	P3	1
Bureau of the Chief Executive Officer	Science Technology Innovation Unit	Senior Programme Officer – STI	P3	1
Bureau of the Chief Executive Officer	Science Technology Innovation Unit	Administrative Assistant	GSA5	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Office of the Director	Director of Strategy	D1	1

Directorate	Division/Unit	Post Name	Grade	No. of Post
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Office of the Director	Administrative Assistant	GSA5	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Strategic Planning Division	Head of Programming and Strategic Planning	P5	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Strategic Planning Division	Principal Programme Officer – Strategic Planning	P4	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Strategic Planning Division	Principal Programme Officer – Programming	P4	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Strategic Planning Division	Senior Programme Officer – Programming	P3	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Strategic Planning Division	Senior Programme Officer – Strategic Planning	P3	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Partnerships Division	Head of Partnerships	P5	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Partnerships Division	Administrative Assistant	GSA5	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Partnerships Division	Senior Programme Officer – Partnerships	P3	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Partnerships Division	Programme Officer – Private Sector Engagement	P2	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Partnerships Division	Programme Officer – Resource Mobilisation	P2	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Monitoring and Evaluation Division	Head of Monitoring and Evaluation	P5	1

Directorate	Division/Unit	Post Name	Grade	No. of Post
Management				
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Monitoring and Evaluation Division	Administrative Assistant	GSA5	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Monitoring and Evaluation Division	Senior Programme Officer – Monitoring, Reporting and Evaluation	P3	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Monitoring and Evaluation Division	Programme Officer – Monitoring and Evaluation	P2	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Monitoring and Evaluation Division	Programme Officer – Monitoring and Evaluation	P1	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Knowledge Capitalization & Management Division	Head of Knowledge Capitalization & Management	P5	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Knowledge Capitalization & Management Division	Administrative Assistant	GSA5	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Knowledge Capitalization & Management Division	Senior Programme Officer – Knowledge Management – Publication and Dissemination	P3	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Knowledge Capitalization & Management Division	Senior Programme Officer – Knowledge Management – Communities of Practices	P3	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Knowledge Capitalization & Management Division	Programme Officer – Knowledge Management – Publication and Dissemination	P2	1
Directorate of Strategy: Partnerships, Strategic Planning, Monitoring & Evaluation and Knowledge Management	Knowledge Capitalization & Management Division	Programme Officer – Knowledge Management – Communities of Practices	P1	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Office of the Director	Director of Environmental Sustainability	D1	1

Directorate	Division/Unit	Post Name	Grade	No. of Post
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Office of the Director	Administrative Assistant	GSA5	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Agriculture Food and Nutrition Security Division	Head of Agriculture and Food Security	P5	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Agriculture and Rural Transformation Implementation Unit	Principal Programme Officer – Agriculture and Rural Transformation	P4	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Agriculture and Rural Transformation Implementation Unit	Senior Programme Officer – CAADP Implementation	P3	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Agriculture and Rural Transformation Implementation Unit	Programme Officer – Rural Transformation	P2	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Food and Nutrition Security Implementation Unit	Senior Programme Officer – Food Security	P3	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Food and Nutrition Security Implementation Unit	Senior Programme Officer – Nutrition	P3	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Food and Nutrition Security Implementation Unit	Programme Officer – Data Analyst	P2	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Sustainable Land and Water Management Implementation Unit	Principal Programme Officer – SLWM	P4	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Sustainable Land and Water Management Implementation Unit	Senior Programme Officer – Land Management	P3	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Sustainable Land and Water Management Implementation Unit	Programme Officer – Water Management	P2	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Division of Climate Change Division	Head of Climate Change and Sustainability	P5	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Climate Resilience Unit	Principal Programme Officer – Climate Resilience	P4	1

Directorate	Division/Unit	Post Name	Grade	No. of Post
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Climate Resilience Unit	Senior Programme Officer – Climate Resilience Mitigation and Adaptation	P3	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Climate Resilience Unit	Programme Officer – Climate Financing	P2	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Blue Economy Unit	Principal Programme Officer – Blue Economy	P4	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Blue Economy Unit	Senior Programme Officer – Blue Economy	P3	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Blue Economy Unit	Programme Officer – Blue Economy	P2	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Disaster Risks Management and Recovery Unit	Senior Programme Officer – Disaster Risks Management and Recover (DRMR)	P3	1
Directorate of Environment Sustainability: Agriculture, Food and Nutrition Security & Climate Change	Disaster Risks Management and Recovery Unit	Senior Programme Officer – Nexus Peace Security and Development	P3	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Office of the Director	Director of Economic Integration	D1	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Office of the Director	Administrative Assistant	GSA5	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Infrastructure, Digitalisation and Energy Division	Head of Infrastructure, Digitalization and Energy	P5	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Infrastructure and Transport Unit	Principal Programme Officer – Infrastructure and Transport	P4	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Infrastructure and Transport Unit	Senior Programme Officer – Infrastructure	P3	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Infrastructure and Transport Unit	Programme Officer – Infrastructure	P2	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Digitalisation Implementation Unit	Principal Programme Officer – Digitalisation	P4	1

Directorate	Division/Unit	Post Name	Grade	No. of Post
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Digitalisation Implementation Unit	Senior Programme Officer – Digitalisation	P3	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Digitalisation Implementation Unit	Programme Officer – Digitalisation	P2	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Energy Implementation Unit	Principal Programme Officer – Energy	P4	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Energy Implementation Unit	Senior Programme Officer – Energy	P3	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Energy Implementation Unit	Programme Officer – Energy	P2	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Industrialisation, Trade, Markets and Economic Analysis Division	Head of Industrialisation Trade, Markets and Economic Analysis	P5	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Industrialisation Unit	Principal Programme Officer – Industrialisation	P4	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Industrialisation Unit	Senior Programme Officer – Industrialisation	P3	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Industrialisation Unit	Programme Officer – Industrialisation	P2	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Trade and Markets Unit	Principal Programme Officer – Trade and Markets	P4	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Trade and Markets Unit	Senior Programme Officer – Trade and Markets	P3	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Trade and Markets Unit	Programme Officer – Markets	P2	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Economic Analysis and Foresights Unit	Principal Programme Officer – Economist	P4	1
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Economic Analysis and Foresights Unit	Senior Programme Officer – Data Analyst	P3	1

Directorate	Division/Unit	Post Name	Grade	No. of Post
Directorate of Economy – Infrastructure, Trade, Industrialisation and Regional Integration	Economic Analysis and Foresights Unit	Programme Officer – Data Modelling	P2	1
Directorate of Social Development: Human Capital and Institutional Development	Office of the Director	Director of Social Development	D1	1
Directorate of Social Development: Human Capital and Institutional Development	Office of the Director	Administrative Assistant	GSA5	1
Directorate of Social Development: Human Capital and Institutional Development	Human Capital Division	Head of Human Capital	P5	1
Directorate of Social Development: Human Capital and Institutional Development	Health & Well-Being Unit	Principal Programme Officer – Health and Well-Being	P4	1
Directorate of Social Development: Human Capital and Institutional Development	Health & Well-Being Unit	Senior Programme Officer – Health	P3	1
Directorate of Social Development: Human Capital and Institutional Development	Health & Well-Being Unit	Programme Officer – Health	P2	1
Directorate of Social Development: Human Capital and Institutional Development	Youth, Gender & Women Empowerment Unit	Senior Programme Officer – Women Empowerment	P3	1
Directorate of Social Development: Human Capital and Institutional Development	Youth, Gender & Women Empowerment Unit	Senior Programme Officer – Youth and Gender	P3	1
Directorate of Social Development: Human Capital and Institutional Development	Youth, Gender & Women Empowerment Unit	Programme Officer- Women Empowerment	P2	1
Directorate of Social Development: Human Capital and Institutional Development	Education Unit	Principal Programme Officer – Education	P4	1
Directorate of Social Development: Human Capital and Institutional Development	Education Unit	Senior Programme Officer – Education	P3	1
Directorate of Social Development: Human Capital and Institutional Development	Education Unit	Programme Officer- Education	P2	1
Directorate of Social Development: Human Capital and Institutional Development	Institutional Development Division	Head of Institutional Development	P5	1
Directorate of Social Development: Human Capital and Institutional Development	Institutional Development Unit	Principal Programme Officer – Institutional Development	P4	1
Directorate of Social Development: Human Capital and Institutional Development	Institutional Development Unit	Senior Programme Officer – Institutional and Skills Development	P3	1
Directorate of Social Development: Human Capital and Institutional Development	Institutional Development Unit	Programme Officer – Institutional Development	P2	1
Directorate of Operations	Office of the Director	Director of Operations	D1	1
Directorate of Operations	Office of the Director	Administrative Assistant	GSA5	1

Directorate	Division/Unit	Post Name	Grade	No. of Post
Directorate of Operations	Human Resources Division	Head of Human Resources	P5	1
Directorate of Operations	Human Resources Division	Human Resources Assistant	GSA5	1
Directorate of Operations	Human Resources Division	Human Resources Officer – Operations	P2	1
Directorate of Operations	Talent Management Unit	Senior Human Resources Officer – Talent Management	P3	1
Directorate of Operations	Talent Management Unit	Human Resources Assistant – Talent Management	GSA5	1
Directorate of Operations	Compensation and Benefits Unit	Senior Human Resources Officer – Compensation and Benefits	P3	1
Directorate of Operations	Compensation and Benefits Unit	Human Resources Officer – Compensation and Benefits	P1	1
Directorate of Operations	Compensation and Benefits Unit	Human Resources Assistant – Compensation and Benefits	GSA5	1
Directorate of Operations	Talent Acquisition Unit	Senior Human Resources Officer – Talent Acquisition	P3	1
Directorate of Operations	Talent Acquisition Unit	Human Resources Officer – Talent Acquisition	P1	1
Directorate of Operations	Talent Acquisition Unit	Human Resources Assistant – Talent Acquisition	GSA5	1
Directorate of Operations	Finance and Budgeting Division	Head of Finance	P5	1
Directorate of Operations	Finance and Budgeting Division	Administrative Assistant	GSA5	1
Directorate of Operations	Finance and Budgeting Division	Senior Finance Officer – Certification	P3	1
Directorate of Operations	Treasury and Investment Unit	Senior Finance Officer – Treasury and Investment	P3	1
Directorate of Operations	Treasury and Investment Unit	Finance Officer – Treasury and Investment	P2	1
Directorate of Operations	Treasury and Investment Unit	Finance Officer – Treasury and Investment	P1	1
Directorate of Operations	Treasury and Investment Unit	Treasury Assistant	GSA5	1
Directorate of Operations	Treasury and Investment Unit	Treasury Assistant	GSA5	1
Directorate of Operations	Accounts Unit	Senior Accounts Officer	P3	1
Directorate of Operations	Accounts Unit	Accounts Officer	P2	1
Directorate of Operations	Accounts Unit	Accounts Officer	P1	1
Directorate of Operations	Accounts Unit	Accounts Assistant – Cashier	GSA5	1
Directorate of Operations	Accounts Unit	Accounts Assistant	GSA5	1

Directorate	Division/Unit	Post Name	Grade	No. of Post
Directorate of Operations	Budgeting and Grants Units	Senior Finance Officer – Budgeting and Grants	P3	1
Directorate of Operations	Budgeting and Grants Units	Finance Officer – Budgeting and Grants	P2	1
Directorate of Operations	Budgeting and Grants Units	Finance Officer – Budgeting and Grants	P1	1
Directorate of Operations	Budgeting and Grants Units	Finance Assistant – Budgeting and Grants	GSA5	1
Directorate of Operations	Procurement and Supply Chain Management Division	Head of Procurement and Supply Chain Management	P5	1
Directorate of Operations	Procurement and Supply Chain Management Division	Procurement Assistant	GSA5	1
Directorate of Operations	Corporate Procurement Unit	Senior Procurement Officer – Corporate	P3	1
Directorate of Operations	Corporate Procurement Unit	Procurement Officer – Corporate	P2	1
Directorate of Operations	Corporate Procurement Unit	Procurement Officer Corporate	P1	1
Directorate of Operations	Corporate Procurement Unit	Procurement Assistant – Corporate	GSA5	1
Directorate of Operations	Programmes Procurement Unit	Senior Procurement Officer – Programmes	P3	1
Directorate of Operations	Programmes Procurement Unit	Procurement Officer – Programmes	P2	1
Directorate of Operations	Programmes Procurement Unit	Procurement Officer- Programmes	P1	1
Directorate of Operations	Programmes Procurement Unit	Procurement Assistant- Programmes	GSA5	1
Directorate of Operations	Sub Delegation Unit	Senior Procurement Officer – Sub Delegation and Grants	P3	1
Directorate of Operations	Sub Delegation Unit	Procurement Officer – Sub Delegation and Grants	P2	1
Directorate of Operations	Sub Delegation Unit	Procurement Officer – Sub Delegation and Grants	P1	1
Directorate of Operations	Sub Delegation Unit	Procurement Assistant – Sub Delegation and Grants	GSA5	1
Directorate of Operations	Contracts Management Unit	Procurement Officer – Contract Management	P3	1
Directorate of Operations	Contracts Management Unit	Procurement Assistant – Contracts Management	GSA5	1
Directorate of Operations	Information Systems Management Division	Head of Information Systems Management	P5	1
Directorate of Operations	Information Systems Management Division	Information Technology Officer – Cybersecurity and Infrastructure Applications	P2	1
Directorate of Operations	Information Systems Management Division	Information Technology Officer – Network and Infrastructure	P2	1
Directorate of Operations	Information Systems	Information Technology Assistant – Help Desk	GSA5	1

Directorate	Division/Unit	Post Name	Grade	No. of Post
	Management Division			
Directorate of Operations	Enterprise Resources Planning (ERP) Unit	Principal Officer – Enterprise Resources Planning (ERP)	P4	1
Directorate of Operations	Enterprise Resources Planning (ERP) Unit	Senior Officer – FICO	P3	1
Directorate of Operations	Enterprise Resources Planning (ERP) Unit	Senior Officer – ABAP Developer	P3	1
Directorate of Operations	Administration Unit	Principal Administrative Officer	P4	1
Directorate of Operations	Administration Unit	Administrative Officer – Facilities Management	P2	1
Directorate of Operations	Administration Unit	Administrative Officer – Safety and Security	P2	1
Directorate of Operations	Administration Unit	Administrative Assistant	GSA5	1
Directorate of Operations	Administration Unit	Administrative Officer – Travel Management	P2	1
Directorate of Operations	Administration Unit	Travel Management Officer	P1	1
Directorate of Operations	Administration Unit	Travel Assistant	GSA5	1
Directorate of Operations	Administration Unit	Travel Assistant	GSA5	1
Directorate of Operations	Enterprise Risk Management Unit	Senior Officer, Enterprise Risk Management, and Compliance	P3	1
Directorate of Operations	Enterprise Risk Management Unit	Risk Officer, Enterprise Risk Management, and Compliance	P1	1
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V. ON SUB-COMMITTEE ON AUDIT MATTERS – EX.CL/1436(XLIII)

The Executive Council,

- 60. TAKES NOTE** of the Report of the PRC Sub-Committee on Audit Matters and **ENDORSES** the recommendations contained therein.

ON THE INTERNAL AUDIT REPORT ON BUDGET PERFORMANCE FOR AU ORGANS (AfCHPR, AUABC, AfCFTA, AUDA–NEPAD, ECOSOC, PAP, ACHPR, APRM, ACERWC, CDC & AUC) FOR THE YEAR ENDED 31 DECEMBER 2022

- 61. TAKES NOTE** of the Reports and **DIRECTS** all AU Organs to implement fully the recommendations and comments from Member States contained in their individual Internal Audit Reports on Budget Performance for the year 2022.

62. **EXPRESSES** concerns on the low rate of implementation of programmes in most Organs and **CALLS UPON** all managers to ensure that budget planning and implementation of programmes is enhanced in line with previous Executive Council decisions **EX.CL/Dec.1143** para 18 (iii) and **EX.CL/Dec.1168(XLI)** para 29.
63. **RECALLS** decision **EX.CL/Dec.1168(XLI)** para 30 and **REQUESTS** the AUC to harmonize and standardize the internal audit reports on budget performance among all AU Organs and include adequately all relevant information and the recommendations should be specific with clear responsibility. The reports should also include clear information on performance of departments with the supplementary budget information including the utilization thereof showing clearly, and the implementation matrix on previous audit recommendations should be included to enable Member States assess the improvements. Furthermore, the reports on assessment of the budgetary performance of the Organs, should show the qualitative dimension in terms of results achieved, the programmes and activities carried out and their impact on the performance of the Organs.
64. **RECALLS** decisions EX.CL/Dec.1143(XL), paragraph 18(iv) and EX.CL/Dec.1168(XLI) paragraph 35 and **URGES** the Commission to take all measures necessary to ensure that AU Organs use the AMERT system and improve its usage to meet all AU needs and train users including Programme Managers on its use for quality reporting by end of December 2023. The AU Commission should also develop a clear set of sanctions before commencement of the multi-year budget process in 2025 and implement to mitigate any future transgressions on non-utilization of AMERT by managers.
65. **RECALLS** decision EX.CL/Dec.1057(XXXV) on the Transitional Plan and Decisions EX.CL/Dec.1143(XL) paragraph 22 and EX.CL/Dec.1168(XLI) paragraph 56 and **URGES** the AUC to address the staffing challenges among all AU Organs so as to address the human resources capacity in implementation of programmes. Further **CALLS UPON** the AUC to accelerate the recruitment of staff and come up with a recruitment matrix and roadmap by end of February 2024 for efficient implementation of programs by the Organs.
66. **DIRECTS** the AUC to submit the consolidated list of vacant positions in response to the repeated calls by Member States for such information, so as to enhance transparency and efficiencies in the recruitment process. This list should include information on when the respective batches of positions will be advertised, to provide Member States with sufficient time to advertise these positions at the national level. **ALSO DIRECTS** the AUC to develop a system for an advanced notification on a biannual basis to Member States which will assist the HRM in managing its own recruitment process in a predictable and timeous manner and reduce delays in filling the vacancies.

67. FURTHER DIRECTS the AU Organs to implement recommendations and concerns of Member States on their respective Organs as follows: -

a) African Union Commission (AUC)

- i. The AUC should carry out a detailed investigation on the issue of unused tickets so as to come up with the root cause of the problem, and report back to the session of the Executive Council in February 2024.
- ii. The Office of the Director-General in collaboration with OIO, and the respective Commissioners, should develop a set of control measures to mitigate risks related to recurrent findings as well as to agree on a set of clear sanctions measures to be implemented prior to the introduction of the multi-year budgeting cycle in 2025.
- iii. The AUC should formally introduce the 3 additional forms of expenditure loss in its reporting analysis for the purposes of transparency and accountability, which include 'wasteful', 'unauthorized' and 'fruitless' expenditures, and these should be clearly defined with related consequences.

b) African Peer Review Mechanism (APRM)

- i. APRM should give an updated status on recruitment, including the number of positions that have been filled since the approval of the structure.
- ii. The APRM should propose a recruitment plan with timelines to cover recruitment of the 116 positions over the next three years and to reflect an updated status of this process – how many have been filled and which are the critical posts.
- iii. The APRM must exercise caution when requesting for a supplementary budget in the context of their admission of lack of staff. A realistic approach must be adopted in this regard especially as it impacts on the ability to implement;
- iv. APRM should not include programmes in the budget proposals without signed agreements with Partners. The release of funds from partners for the Program Budget should be negotiated and concluded in advance to avoid the late release of funds. Program Budget lines should be clustered to enhance prioritization, monitoring and evaluation.
- v. APRM should also ensure that the implementation of critical projects is aligned to adequate capacity and budget allocation to execute. Project planning and management must therefore be realistic.

c) Pan African Parliament (PAP)

- i. The PRC reiterated the need to expedite the recruitment process for the vacant positions at PAP.
- ii. The PAP should inform Human Resources Management Directorate (HRMD) of its critical position requirement and agree on a timeline to have these positions filled.
- iii. The validity of vacant positions that go back to 2015 should be established and the decision taken in that regard.
- iv. PAP management must adhere to its undertaking to prepare its Quarterly Mission plans in accordance with Administrative Policy on Travel and Mission.

ON THE INTERNAL AUDIT REPORTS ON CERTIFICATION OF AU RESERVE, MAINTENANCE, SPECIAL AND ADMINISTRATIVE COST FUNDS BALANCES AS AT 31 DECEMBER 2022

68. **TAKES NOTE** of the Report and **EXPRESSES** concerns on the low balance of the reserve funds.
69. **FURTHER EXPRESSES** great concerns on the negative balance of the Administrative Cost Fund and **DIRECTS** the AUC to come up with the strategy, including voluntary contribution from Member States and any other alternative sources of funding to bridge the 2023 budget gap as a result of insufficient funds in the administration costs.
70. **URGES** the AUC to improve the management of the Reserve Fund and other funds and **DIRECTS** as follows: -
 - i. The AUC Management should implement the recommendations contained in the audit reports so as to improve the internal control systems in the management of funds.
 - ii. The audit reports should include the improvements made in the implementation of previous audit recommendations on funds management.
 - iii. The auditors' comments on management responses should be detailed and clear on the accountability and violation of the Financial Rules and what is meant by "satisfied" especially on unresolved and serious issues should be fully defined.
 - iv. The AUC should enhance the measures put in place to follow up outstanding assessed contributions from Member States to enable collection of arrears and raising of the annual collection rates and reduction of bad debts

provision.

- v. The AUC should finalize the Policies on Reserve Fund and Investment and Treasury Management and report to the Sub-Committee on Audit Matters by 31 December 2023.
 - vi. The AUC should come up with a clear roadmap on the development of Policy to govern the Administration Cost Fund, and report to the Sub-Committee on Audit Matters by end of September 2023.
 - vii. The AUC should provide the matrix on repeated previous recommendations and recurrent findings to the Sub-Committee on Audit Matters by 30 November 2023.
 - viii. The AUC should engage the Embassy of the Republic of South Africa in Geneva on the remaining balance of its contribution and should further put in place effective fund management systems to ensure that contributions by Member States and Partners on special projects are reconciled and that the funders are engaged once the activities have been carried out for the possibility of reallocation of unused balances to other priority activities and avoid long outstanding balances. The measures taken on this should be reported to the Sub-Committee on Audit Matters by 30 November 2023.
 - ix. The AUC should clarify what measures are being taken to address the long outstanding accruals and report back with reasons why accruals remained outstanding for a long time, to the Sub-Committee by 30 November 2023.
 - x. The AUC should address the issue of Special Funds without bank accounts and taking effective measures on how it can be resolved and avoid placing of special funds in the General Fund account for easy monitoring of balances as part of prudent financial management. In this regard, Finance should open separate bank account for each special fund instead of using the general fund account by end of December 2023.
- 71. FURTHER DIRECTS** the AUC to comply to the Financial Rules in the management of the Reserve Funds and the required balances should be kept in the account as required and placed in liquid short-term investments where funds could be easily accessed at any time.
- 72. RECALLS** Decision EX.CL/Dec.1168(XLI) paragraph 47 and **REITERATES** that monthly verification and reconciliations of funds balances and the ledger balances should be carried out to ensure effective management of the funds.
- 73. RECALLS** Decisions EX.CL/Dec.1119(XXXVIII), EX.CL/Dec.1071(XXXV) and EX.CL/Dec.1185(XLI), and Decision Assembly/AU/Dec.752(XXXIII) and **DIRECTS** the AUC to assist the Member States with political and economic

challenges affecting the fulfillment of assessed contribution payments, on the modalities and payment plans.

74. **ALSO RECALLS** Decision EX.CL/Dec.1213(XLII) on the contribution of the concerned Member States from the Northern Region on the Peace Fund and **URGES** the AUC to expedite the consultations with individual States on the payment plans, and to develop strategies on raising funds to fill the shortfall of US\$28,136,379.12 on the US\$400 million endowment.

ON THE MATRIXES ON IMPLEMENTATION OF PREVIOUS AUDIT RECOMMENDATIONS AND IMPLEMENTATION OF EXECUTIVE COUNCIL DECISIONS ON AUDIT MATTERS

75. **TAKES NOTE** of the Report and **COMMENDS** the Sub-Committee on Audit Matters for following up the implementation of the Executive Council decisions emanating from its work.
76. **URGES** the AUC to continue with the periodic follow-up on the implementation matrixes and **FURTHER DIRECTS** the AUC and other AU Organs to ensure expeditious implementation of the Decisions across the Union.
77. **DIRECTS** the AUC to improve the implementation matrix reports and incorporate more columns to have a correlation with what has been achieved and the impact to the organization.

VI. ON THE SUB-COMMITTEE ON MULTILATERAL COOPERATION – EX.CL/1437(XLIII)

The PRC Sub-Committee of the Whole on Multilateral Cooperation proposes that the PRC recommends to the Executive Council to:

1. AU – EU Partnership

78. **REQUESTS** the PRC, in close collaboration with the Commission and EU to agree on the dates for the 3rd AU-EU Ministerial Meeting to be held in Brussels, Belgium, back-to-back with the 1st AU-EU Ministerial Follow-up Committee Meeting.
79. **URGES** the PRC, in close collaboration with the Commission and the EU, to start the preparatory process and the development of the Outcome Documents for the AU-EU Ministerial Meetings.

2. Africa – Arab Partnership

80. **URGES** the PRC and the Commission to finalize the exact dates for the holding of the 5th Africa – Arab Summit in November 2023, in Riyadh, Kingdom of Saudi Arabia while taking into consideration the Nouakchott Summit which will take

place on November 2023, and coordinate with the League of Arab States and the host country, the preparatory process for the said Summits.

81. **REQUESTS** the PRC in close collaboration with the Commission to inform the Kingdom of Saudi Arabia on Decision EX.CL/Dec.397 (XII), which requested for a moratorium on new partnerships.

3. **Tokyo International Conference on African Development (TICAD)**

82. **ENDORSES** the proposal made by the Government of Japan to hold the next TICAD Ministerial Meeting in Tokyo, Japan, at an appropriate timing in 2024.

83. **REQUESTS** the PRC in close collaboration with the Commission and the Government of Japan, to agree on the exact dates in 2024, for the holding of the TICAD Ministerial Meeting in Tokyo, Japan, and to commence all necessary preparatory processes.

4. **Africa – India**

84. **REQUESTS** the PRC in close collaboration with the Commission and India to agree on the exact dates for the 4th Africa – India Summit to be held in the 4th quarter of 2023, in Addis Ababa, Ethiopia.

5. **Africa – Korea Partnership**

85. **REQUESTS** the PRC in close collaboration with the Commission to inform Korea on Decision EX.CL/Dec.397 (XII), which requested for a moratorium on new partnerships.