

**SECRETARIAT'S COUNTER PROPOSAL TO THE CONCEPT NOTE ON
ADEQUATE REPRESENTATION OF MEMBER STATES AT THE D – 8
SECRETARIATS.**

The Secretariat wishes to recall the Concept Note received from the Government of Federal Republic of Nigeria proposing that each member state should have adequate representational staff at the D – 8 Secretariat either on Secondment or Salary Basis in line with international best practices.

It is further recalled that the Concept Note from Nigeria had advanced the following advantages for the proposed new structure:

- To create more visibility for our Organisation and invariably make it more viable in the 21st century;
- To create more sense of belonging, aura of hope, and a spirit of economic camaraderie amongst member states;
- To enhance communication with member states through their representational staff at the Secretariat;
- To ensure that each member state has an equal stake in the Organisation;
- To lessen the burden of work on the few members of Secretariat, thereby, making the economic thrusts of the Organisation more effective when all hands are on deck;

In line with the Decision of the 44th Commission stating inter-alia that “The Commission welcomed the concept note submitted by Nigeria and agreed to discuss further on the modalities of adequate representation from member states, based on the draft formulated by the Secretariat”, the Secretariat wishes to make the following two options and ensuing recommendations to the esteemed Commission, for consideration:

Option A

- i. That two new areas of sectoral cooperation be established in the Organization, namely **Health and Social Protection** and **Youth, Education & ICT**, to bring the number of sectoral areas of cooperation to eight, formally.
- ii. That 2 Programme Officers from Malaysia and Iran be appointed to take up positions in the Secretariat, for a non- renewable term of 4 years, as soon as possible.
- iii. If approved, that alphabetical rotation principle may be followed on appointments for non-renewable term of 4 years from among the qualified candidates nominated by Member states.

Budgetary Allocation/Implication:

The remuneration and other costs of two additional posts may be part of the Secretariat budget, since all the posts will be regular posts at the Secretariat.

Therefore, the following proposed salary package will be added to the Secretariat budget.

Remuneration Package for each Proposed programme Officer:

Salary per annum:	21 600 €
Housing per annum:	18 000 €
Medical Allowance: per annum	6 000 €
Total Package per annum:	45 600 €

Grand Total for the 2 Programme Officers 91,200 EUR