



**EAST AFRICAN COMMUNITY
EAST AFRICAN LEGISLATIVE ASSEMBLY**

A RESOLUTION OF THE ASSEMBLY URGING THE COUNCIL OF MINISTERS TO IMMEDIATELY FILL THE VACANT POSITIONS IN THE EAST AFRICAN COMMUNITY SECRETARIAT (MOVED UNDER RULE 30(L))

BY HON. NAKAWUKI SUSAN and adopted by the Assembly on 16th March, 2017

WHEREAS ARTICLE 70 (1, 2, 3) of the Treaty for the establishment of the East African Community provides that there shall be such other officers and staff in the service of the Community as the Council may determine; and that all the staff of the Secretariat shall be appointed on contract and in accordance with staff rules and regulations and terms and conditions of service of the Community;

AND WHEREAS a total of 24 staff of the East African Community have completed their tenure and another 14 are due to complete on 18th March, 2017 thus causing a massive human resources gap in the Community;

AWARE THAT despite previous recommendations of the Assembly to the Council of Ministers urging the Secretariat to replace staff whose contracts have ended at least three months before their exit; and where this is not attained, the Council considers short-term contracts of exiting staff until recruitment is done so as not to affect the smooth operations of the Community;

FURTHER AWARE THAT the Council had directed the Director of Human Resources and Administration to undertake a study of other regional blocks like the ECOWAS, SADAC, the African Union among others on matters of staff recruitment, retention, and retirement;.

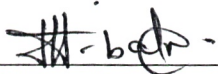
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FURTHER AWARE THAT the study showed that employment in those regional blocks is based on contractual arrangements with staff retiring upon reaching the mandatory age of 60 years of age.

NOW THEREFORE, this Assembly do resolve as follows:-

1. We urge the Council of Ministers to abide by EALA's previous recommendations to ensure that in future the appointment of staff should be done at least three months before the expiry of the contracts of the outgoing staff.
2. We urge the Council of Ministers to review the employment policy and the two term contracts for staff of the East African Community to ensure staff retention is based on performance contract up to the age of retirement.
3. We urge the Council of Ministers, as an interim measure, to immediately address the human resource gap and grant short term contracts for the outgoing staff until the appointment of new staff is done.

CERTIFIED BY:



ALEX OBATRE
DEPUTY CLERK OF THE ASSEMBLY

16 MARCH 2017
DATE: