

## Human Resources, Salary and Benefits Framework Project



This project aims to make the academy, in practice, a real African institution by focusing on the development of its human resources. Since an institution is built by people, it is believed that human resources are most important for the survival and change of the institution.

However, in practice, the existing staff of AFLEX does not match the expected reform, scaling up, and transformation. As the profile of the internal staff has been explored, it seems difficult to say that both the educational preparation and the number of internal staff are sufficient so as to fully run the project. For this reason, it is believed that it is more important to reorganize and strengthen the human resources of the academy so as to fill the gap observed within the academy.

It is difficult to solve the current workforce problem all at once. It requires resources, time, and wisdom. As an option within this project, the following six directions were forwarded as important strategies:.

1. *Empowering the internal staff in two ways*

- **Recruitment of New Staff**

- Recruit qualified professionals who fit the program. Here, we will hire well-qualified professionals who have the necessary leadership experience and educational preparation.
- Upgrading the existing staff with the help of short- and long-term training
  - Allowing existing professionals to go through the next educational career to improve their education levels both in the country and abroad.

## 2. *Fellowship*

We are seeking well-experienced and qualified volunteers from other institutions or firms in the form of free service or payment-based services to fill our human resource gaps.

## 3. *Exchange of Staff*

Staff exchange is broadly recognized among other organizations as having benefits for both employees and organizations: sharing skills, ideas, best practices, and developing their staff. It is a procedure that considers the exchange of staff by creating partnerships with similar local and foreign institutions.

## 4. *project-based secondment*

This system will fill the gap in manpower by inviting ministers, judges, African Union staff, Pan-African experts, CEOs, and volunteers as guests who are serving in other institutions either on a paid or voluntary basis.

In terms of staff recruitment, the support provider will be handled by the civil service pay system, while the core staff will be handled by the university pay system. A separate package will be developed and offered based on employee benefits, while the in-house staff and specialists for African affairs will be managed as a separate project.