



REF: CL/PAPU/GS/PRL/AF/H/DAN

DATE: 01 OCT 2024

TO: MEMBER STATES OF THE PAN AFRICAN POSTAL UNION:

- **Ministers in Charge of Posts**
- **Regulatory Authorities**
- **Designated Operators**

Dear Sir/Madam,

RE, CALL FOR THE SECONDMENT OF STAFF TO PAPU GENERAL SECRETARIAT

Further to circular number CL/PAPU/GS/PRL/AF/H/017 dated 25th April 2024, I have the honour to bring to your kind attention an amended request for staff secondment to the Union's General Secretariat based on the decision of the 42nd Ordinary Administrative Council.

The vacant position that has not been filled, that was approved by the 41st Ordinary Administrative Council is the Policy and Regulation Officer in Professional 2 category.

I am therefore, once again, appealing to willing and interested Member States to avail qualified and competent staff matching the detailed descriptions of the above position, profile, terms, and conditions for secondment to the Union in line with the attached annexures. This exciting opportunity to work for an international organization and acquire valuable experience must be circulated to your interested officers.

As you are aware, the 42nd Ordinary Administrative Council by Decision No.02/PAPU/AC/XLII/2024 (copy attached) amended the Secondment Allowance of the seconded staff and also ensured observance of the sanctity of the prevailing employment contractual conditions between the Sponsoring Agency and the seconded employee.

The revised terms of Secondment are supporting the Total-Cost to the seconding Member State and the newly approved Decision will achieve the following;

- i) The PAPU General Secretariat will access suitable human resources to fill in the approved critical vacant positions as a short to medium term stabilization measure
- ii) Member States willing to second their staff to PAPU General Secretariat, at their full cost, will now find the cost to be reasonable and affordable. The sponsoring agencies will maintain the contracts of the seconded staff in observance of the principle that seconded staff members will revert to their previous employment status upon exhaustion of their tenure at the PAPU General Secretariat.
- iii) The Secondment Allowance for seconded employees has been set at levels that would not only ensure their sustenance in Arusha, but make provision for flexibility in such a way that the sponsoring agency can vary this amount upwards to further cushion the employee.

Your offer of staff for secondment to the General Secretariat will be highly appreciated if it can be received on or before 31st October 2024. A soft copy may be sent by e-mail before this deadline date.

I appreciate your usual cooperation and generous support in capacitating the General Secretariat of the Union to enable the achievement of its strategic objectives.

Yours sincerely,



Dr. Sifundo Chief Moyo
SECRETARY GENERAL



- Attachments:**
- Job descriptions
 - Secondment Form
 - Medical Examination Report Form
 - Terms and Conditions of Secondment