

Draft Decision No. 02/PAPU/AC/XLII/2024

Amending the Conditions for Secondment of Staff to the PAPU General Secretariat

The Administrative Council of the Pan African Postal Union (PAPU) meeting, during its 42nd Ordinary Session in Arusha, United Republic of Tanzania, on 11th -12th June 2024;

Considering the 40th Ordinary Administrative Council Decision No.02/PAPU/AC/2022 approving the recruitment of staff to the PAPU General Secretariat on Secondment at the total cost of the sponsoring Member States seconding the concerned staff;

Mindful of Article 12 of the Convention and Article 5 of the Detailed Regulations of the Convention;

Aware that the unstable financial situation of the Union has not allowed for the recruitment of staff on fixed contracts or continuing regular appointments;

Bearing in mind the need for continued smooth functioning of the General Secretariat without disruption and the need to encourage Member States to avail staff with requisite skills on a secondment basis to alleviate the current shortages;

Recognizing the key role played by seconded staff in the past towards smooth implementation of the Union's activities and the contribution to the stabilization of the Union's finances;

Conscious of the challenges observed to have been encountered by some Member States in seconding staff to the General Secretariat;

Desirous of capacitating the General Secretariat while exploring other means of addressing staff shortages due to the persisting financial instability of the Union;

Having examined the recommendation contained in the report of the Finance and Administration Committee, which adopted the outcome of the Human Resources Management Working Group on the amendment of the conditions for the secondment of staff to the General Secretariat of the Union;

HEREBY DECIDES AS FOLLOWS:

To approve the amended conditions of secondment of Staff to the PAPU General Secretariat at full cost to the Sponsoring Member as follows:

- i) Sponsoring Member to maintain the provision of the total salary level earned by the staff before secondment in line with the sponsoring agency's salary structure.
- ii) Sponsoring Member to maintain the provision of allowances to the seconded staff before their secondment, such as housing, transport, pension, gratuity, etc., in line with the sponsoring agency remuneration structure and adjusted subject to negotiations concluded between the sponsoring agency and the seconded employee.
- iii) Flexible payment of a minimum adjustment allowance of not less than **USD 9,000.00** per annum to be paid in monthly instalments, to cater for settlement costs in Arusha during the tenure of the staff's secondment service. The payment of this allowance can be adjusted upwards as may be most practically suitable to the sponsoring country.
- iv) Provision of air ticket to and from Tanzania during the period of secondment.

INSTRUCTS:

The Secretary General to implement this Decision.

Done in Arusha, United Republic of Tanzania, on 12th June 2024