



OPERATIONS AND TECHNOLOGY COMMITTEE

PAPU/OTC/RG/01/2025 - Doc No. 3

REMUNERATION WORKING GROUP

18th MARCH 2025 (VIRTUAL)

09:00 (GMT)

IMPLEMENTATION STATUS REPORT

1. Subject: Implementation Status Report	References/Paragraphs PAPU Action Plan 2022-2025
2. Decisions Expected <ul style="list-style-type: none">• Take note of the recommendation therein.• Adopt the report.	

1.0 INTRODUCTION

Several activities were undertaken to implement the Remuneration Working Group Action Plan during the 2024/2025 financial year. Some activities were accomplished, and others are still in progress.

2.0 REMUNERATION WORKSHOP FOR THE ARAB REGION

A Workshop on International Accounting was organized for the Arab Region by the UPU in collaboration with Egypt Post. The African Region Member States were accorded the opportunity to participate virtually. The workshop was held in Cairo, Egypt, from 4th to 5th February 2025.

PAPU Member States participating physically in the Workshop were Algeria, Egypt, Libya, Morocco, Somalia, Sudan and Tunisia. Other countries that attended virtually were Kenya, Nigeria, South Africa, Zambia, and Zimbabwe.

The workshop focused on practical steps and tasks on International Mail accounting using the International Postal System (IPS) while following UPU regulations, covering the main topics below:

- Letter Post Accounting: terminal dues calculations, accounting process;
- Parcel Post accounting: Inward Land Rates, accounting process;
- Special cases: closed transit/missent bags, open transit/missent items, international business reply service, airline invoicing, etc.
- Settlement;
- Quality of Service Fund;

- UPU Clearing System.

3.0 REMUNERATION WORKING GROUP MEETING

A PAPU Remuneration Working Group Coordination Meeting was held on 18th November 2024 to prepare and ensure effective participation of Member States at the UPU Remuneration Integration Group meeting held on the same date. The meeting discussed remuneration issues to be included in the Regional Remuneration Round Tables and eventually in Congress proposals. The issues included, but not limited to:

- Letter Post mail threshold for sampling and mail separation;
- Maximum annual increase for small packets remuneration;
- Small packets and Parcels item to Kg ratio;
- Surcharge from origin post for security costs.

PAPU Member States attended the Remuneration Integration Group meeting in large numbers, and their concerns were considered.

4.0 REMUNERATION ROUND TABLES

The Remuneration Round Table for the African Region was held from 28th to 29th November 2024 at the PAPU Tower in Arusha, Tanzania, to discuss the POC remuneration proposals to be submitted to the Dubai Congress.

The Remuneration Round for the Arab Region was held from September 9 to 10, 2024, in the United Arab Emirates. All PAPU Members attended the Roundtables since UPU sponsored one participant from each country.

The World Round Table on Remuneration was held on 14th February 2025, where the consolidated results of all the regional round tables were presented.

5.0 RECOMMENDATIONS

It is recommended that the Working Group continues with the implementation of its outstanding activities while following up on remuneration issues to be submitted to the 28th UPU Congress in Dubai, United Arab Emirates.

6.0 CONCLUSION

Annex 1 to this document presents the status of implementation of all activities of the Remuneration Working Group to date.

The Working Group is hereby requested to:

- Take note of the recommendation therein.
- Adopt the report and submit it to the Operations and Technology Committee.

OPERATIONS AND TECHNOLOGY ACTION PLAN FOR THE PERIOD 2022-2025

REMUNERATION WORKING GROUP

S/ N	KEY RESULT AREA	MILESTONE	PERIOD	Done	In progress	Not Done
REMUNERATION						
1.	Letter Post Remuneration System	i) Unpack the Remuneration model	Q3 2022			
		ii) Outline rates for different letter post services, including value added and supplementary services	Q3 2022			
		iii) Outline the remuneration for undeliverable items (UV)	Q3 2023			
		iv) Enumerate implications of Remuneration System on Africa	Q4 2022			
		v) Organize a Remuneration Working Group Meeting	Q4 2022			
		vi) Solicit feedback from Member States (Questionnaire)	Q1 2023			
2.	Parcel Post Remuneration	i) Expound the Parcel Post Remuneration Model	Q2 2023			
		ii) Explain the Quality Performance system of the Parcel Post Remuneration system	Q2 2023			
		i) Illuminate the implications of the Remuneration System in Africa	Q3 2023			
		ii) Organize a Remuneration Working Group Meeting	Q4 2023			

		iii) Request for feedback from Member States (Questionnaire)	Q4 2023			
3.	Integrated Product Plan	i) Integrated Product Plan Model	Q4 2022			
		ii) Integrated Remuneration Plan	Q4 2022			
		iii) Organize a Remuneration Working Group Meeting	Q1 2023			
		iv) Seek feedback from Member States (Questionnaire)	Q1 2023			
4.	Remuneration Issues	i) Identify and summarize key issues	Q2 2024			
		ii) Communicate to the Committee and Member States	Q2 2024			
5.	Future Remuneration System	i) Identify areas of concern in international mail handling and resultant remuneration	Q3 2024			
		ii) Consider ways of improvement on the system	Q3 2024			
		iii) Propose amendments to the Regulations	Q4 2024			
		iv) Analyze IB and other Member States' Proposals related to remuneration of physical services <ul style="list-style-type: none"> • Study proposal; • Come up with implications for Africa; • Propose alternative views from Africa; • Advise Member States 	Q1 2025			
		v) Come up with proposals from Africa	Q1 2025			