



Original: English
PAPU/ATC/FAC/HRM/02/2024 - Doc No. 02

Finance and Administration Committee (C2)
HUMAN RESOURCES MANAGEMENT WORKING GROUP

28 May, 2024 (Online)

REVISION OF CONDITIONS OF SERVICE FOR STAFF SECONDMENT TO THE PAPU GENERAL SECRETARIAT

1. Subject <ul style="list-style-type: none">Conditions of service for staff secondment to the PAPU General Secretariat	References/Paragraphs <ul style="list-style-type: none">40th Administrative Council Report Decision No.02/PAPU/AC/2022
2. Decisions Expected <ul style="list-style-type: none">Adopt the recommendationsGuide the way forward, as deemed necessary	

1.0 BACKGROUND

As a mitigation measure to address the critical staff shortages and high staff vacancy rate at an unprecedented level of 30%, the General Secretariat presented a raft of measures for consideration and approval by the Administrative Council to ease the situation.

One of the measures was the proposal to modify the conditions for the secondment of staff to the General Secretariat, i.e., the secondment at full cost to the sponsoring country;

- ❖ enables PAPU to fill vacant positions where the Union's financial resources are inadequate to cover that cost in the short to medium term.
- ❖ allows the seconded staff to work in an international environment and get exposure to new approaches to business or professions. This amounts to advanced training and development of core skills for these staff members, which, in the long run, is very beneficial to their postal administrations.
- ❖ The PAPU Members will enjoy full support and enjoy the fruits of a fully optimally functional General Secretariat

2.0 STAFF RULE ON SECONDMENT OF STAFF TO PAPU

The provisions of Staff Rule 19 on Secondment of Staff to the PAPU General Secretariat are as follows:

1. At the Secretary General's request, a Member State may second one of their staff members whose profile matches the vacancy's requirements for a period of at least two (2) years, renewable upon request from the General Secretariat.
2. Such officials shall be remunerated by their Member States or Administrations of origin and shall be entitled to allowances and other benefits the Union may wish to give them.

3.0 IMPLEMENTATION OF STAFF SECONDMENT RULES

The allowances that were given to seconded staff by PAPU during the years 2008-2013 are as follows:

1. 25% of the basic salary for the relevant grade
2. USD 200 per annum per eligible child as a Children's allowance
3. Housing allowance (P4 – USD13,824; P1-3 USD 11,750.40 per annum)

The sponsoring country was required to provide the staff with the following:

1. Continuing payment of the full salary earned by the staff before secondment

2. Payment of all allowances that the seconded staff are entitled to, including housing, transport, pension, gratuity, etc., at the same rate paid to other serving staff on the same grade.
3. Air ticket to and from Tanzania

4.0 PAPU BUDGETARY LIMITATIONS TO FUND STAFF SECONDMENT

Due to the delicate financial situation that precluded the Union from being able to meet its portion of the Secondment payments required, owing to huge arrears and unremitted mandatory contributions, the Administrative Council resolved to allow for the General Secretariat to appeal to willing Member States to Second Staff to the General Secretariat at their full cost, matching the salary and benefits of the position to which the staff member is seconded.

The feedback from Member States that have Seconded staff and those that intend to second staff, coupled with what has been observed at the General Secretariat, all point to the defects of this current secondment system.

The following are the issues that are noted:

- i) Staff on Secondment remain contractually bound by their sponsoring Agencies to the effect that when their secondment period lapses, they revert to their original positions with the requisite basic salary and benefits.
- ii) Conditions of service like pension contributions for the seconded staff cannot be varied as the employees will stand to lose any accumulated contributions from schemes administered through their sponsoring employers
- iii) The employer or sponsoring agency finds the salary and benefits packages excessive considering that the seconded staff will have to be replaced, albeit for the period they are on secondment, with staff members that will be equally remunerated. This makes the secondment option unbeneficial to willing Member States
- iv) Member states are willing to assist the General Secretariat through full board secondment of staff only if the cost is manageable and not necessarily to match the current PAPU remuneration levels.

5.0 IMPLEMENTATION OF RESOLUTION FOR SECONDMENT OF STAFF TO PAPU

The General Secretariat issued Call Circulars for Secondment to the vacant positions approved by the Administrative Council. The recruitment exercise has met with limited success. To date, two positions have been filled on secondment, namely,

- i) Communications and Protocol Officer
- ii) Digital Transformation and Financial Inclusion Officer

The appetite and zeal for staff secondment have not matched the level of support shown when the idea was mooted and discussed by the Human Resources Management Working Group, the Finance and Administration Committee, and the 41st Ordinary Administrative Council.

The General Secretariat also circulated more vacant positions that have not materialized. Due to reasons enumerated above, the following positions remain vacant:

- i) Policy and Regulatory Affairs officer
- ii) Human Resources and Administration Officer
- iii) Security Officer
- iv) ICT Manager

6.0 DESIRED EQUITABLE POSITION ON SECONDMENT OF STAFF TO PAPU

The strengthening of the total cost to be borne by the Sponsoring Member States that are willing to second staff to the Union needs stabilization, which can facilitate a win-win situation as follows:

- i) General Secretariat access qualified and experienced human resources to fill in the vacant positions as a short to medium-term measure pending attainment of the desired financial status by the Union
- ii) Member States second their staff to the PAPU General Secretariat at their full cost, in line with the observance of the principle that seconded staff members will revert to their

employers if their tenure expires in terms of the PAPU Staff Rules. The cost of secondment should not necessarily be equitable to the PAPU salary levels

- iii) The seconded Staff should, as much as possible, not be prejudiced of some of their statutory benefits like pensions when on secondment
- iv) The remuneration of employees should be set at levels that support their sustenance in Arusha.

7.0 RECOMMENDATION

It is therefore recommended that the sponsoring country be required to provide the following:

1. Continuing payment of the full salary earned by the staff before secondment
2. Payment of all allowances the seconded staff are entitled to, including housing, transport, pension, gratuity, etc., at the same rate paid to serving staff
3. A settlement allowance of not less than \$12,000.00 per annum to cater for upkeep in Arusha during the tenure of their secondment service
4. Air ticket to and from Tanzania during the period of secondment.