



OPERATIONS AND TECHNOLOGY COMMITTEE

PAPU/OTC/RG/01/2026 - Doc No. 3

REMUNERATION WORKING GROUP

19TH JANUARY 2026 (VIRTUAL)

TIME: 09:00 (GMT)

IMPLEMENTATION STATUS REPORT

1. Subject Implementation Status Report	References/Paragraphs <ul style="list-style-type: none"> • PAPU Action Plan 2022-2025 • Operations and Technology Committee Action Plan 2025/2026
2. Decisions Expected <ul style="list-style-type: none"> • Take note of the recommendation therein. • Adopt the report. 	

1.0 INTRODUCTION

The Supply Chain Working Group implemented several activities during the period 2022-2025, which were reported to the 43rd Ordinary PAPU Administrative Council (AC) Session. The Working Group also implemented other activities during the 2025/2026 Financial Year.

2.0 MAJOR HIGHLIGHTS FOR THE CYCLE

The following were the major highlights for the Remuneration Working Group during the five-year cycle:

2.1 Africa Remuneration Workshops

The table below shows the Remuneration Workshops held during the Cycle in which PAPU Member States participated.

S/N	Workshop	Date	Venue
1.	Remuneration Workshop for the Arab Region	16 th -17 th Dec 2022	Abuja, Nigeria
2.	Remuneration Workshop for the Arab Region	15 th -16 th Mar 2023	Cairo, Egypt
3.	International Post Corporation – PRIME Workshop for the African and Arab Region.	29 th -30 th Jan 2024	Cairo, Egypt
4.	International Mail Accounting Workshop for English-speaking Countries	5 th - 7 th Mar 2024	Cairo, Egypt
5.	International Mail Accounting Workshop for French-speaking Countries	30 th April – 2 nd May 2024	Cotonou, Benin

6.	Workshop on International Accounting for the Arab Region, African Member States attended (virtually)	4 th -5 th Feb 2025.	Cairo, Egypt
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2.2 Remuneration Round Tables

The table below shows the Remuneration Round Tables organized and attended by PAPU Member States to discuss the POC remuneration proposals, which were submitted to the Dubai Congress.

S/N	Round Table	Date	Venue
1.	Remuneration Round for the Arab Region	9 th to 10 th September 2024	Dubai, United Arab Emirates
2.	Remuneration Round Table for the African Region	28 th to 29 th November 2024	PAPU Tower in Arusha, Tanzania
3.	World Round Table on Remuneration	14 th February 2025	Bern, Switzerland (hybrid)

2.3 Fourth UPU Extraordinary Congress

PAPU Member States attended the 4th Extraordinary Congress, held in Riyadh, Saudi Arabia, in October 2023. The chair of the Remuneration Working Group led the Africa Team on remuneration proposals submitted to the Congress. The work culminated in the approval, among others, of the following resolutions on the review of the Integrated Product Plan (IPP).

Service	Resolution	Effective Date
M-Bags	Transferring M-Bag service from basic services to supplementary service (and making it optional instead of a mandatory service)	1 st January 2025
Registered Items	Providing a mandatory registered service for documents only (with liability and signature) and making electronic tracking through to delivery mandatory.	1 st January 2026
Tracked Delivery Service	Providing an optional tracked delivery service for all inbound Letter Post items containing documents, and all outbound Letter Post items containing documents and goods.	1 st January 2025
	Making mandatory the provision of tracked delivery service (inbound only) for items containing goods (with no liability or signature).	1 st January 2025
Advice of Delivery	Restricting Advice of Delivery to registered and insured Letter Post items, as it is no longer considered a value-added service for parcels	1 st January 2025

2.4 UPU 28th Congress

PAPU Member States attended the UPU 28th Congress held in Dubai, United Arab Emirates, which approved, among others, resolutions on remuneration for the next cycle as follows:

- Integrated Product Plan (IPP) 2026-2029.
- Integrated Remuneration System (IRS) 2026-2030.
- Integrated Remuneration Plan (IRP) 2026-2029.

3.0 CONCLUSION

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

4.0 RECOMMENDATIONS

It is recommended that Member States continue to participate in and contribute to the UPU remuneration work, ensuring the implementation of activities during the upcoming cycle.

5.0 DECISION EXPECTED

The Working Group is hereby requested to:

- i) Take note of the recommendations and Adopt the Report.
- ii) Submit Report to the Operations and Technology Committee.

OPERATIONS AND TECHNOLOGY ACTION PLAN FOR THE PERIOD 2022-2026

REMUNERATION WORKING GROUP

S/N	KEY RESULT AREA	MILESTONE	PERIOD	Done	WIP	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 the 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			
		iii) Illuminate the implications of the Remuneration System in Africa	Q3 2023			
		iv) Organize a Remuneration Working Group Meeting	Q4 2023			
		v) 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			
6.	28th UPU Congress	i) Analyze Remuneration Proposals to be submitted to Congress.	Aug 2025			
		ii) Prepare Africa Position Paper on Remuneration Matters	Aug 2025			
		iii) Attend Congress and defend the African position	Sept 2025			