



ASIAN-PACIFIC
POSTAL
UNION

EC 2024 Doc 9
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APPC Governing Board Meeting

Presentation by the Bureau

Siem Reap, Cambodia
12 August 2024



Welcome remarks

- Chair of the GB
- Secretary-General of APPU



Doc 1 – Agenda

Decision expected:

- GB is invited to adopt the agenda



Doc 2 – Report on 2023 APPC’s Activities

- Personnel:
 - Dr. Vinaya Prakash Singh from India commenced his tenure as the Secretary-General of APPU on 1 January 2023.
 - Mr. Anucha Soonglertsongpha from Thailand was appointed as the lecturer in 2022 and he commenced his tenure on 1 January 2023.
 - Ms. Yu Yan from China was appointed as Manager of the Consultancy Section and she commenced her tenure on 1 January 2023.
 - Mr. Sandeep KP was seconded as “Lecturer-cum-Consultant” to the APPU on 20 January 2023 by the Government of India.
 - Ms. Padmagandha Mishra completed her contract as the Lecturer in APPC on 31 July 2023 and returned to India Post.



Doc 2 – Appendix A

In 2023, the Training Section of the APPU Bureau conducted:

- 14 physical courses and 2 online courses which was attended by 122 participants
- The courses were of 3/4/6 weeks.



Doc 2 – Appendix A: Course List

- Transformation of Postal Organization
- Strategy Formulation & Execution
- Advanced Business Management
- Service Quality Management
- Parcel and Logistics Management Course
- Human Resource Management
- E-Business and Technology
- Digital Financial Services
- Postal Business Development
- E-Commerce Solutions and Supply Chain Management
- Express Mail Service
- International Mail Accounting
- Marketing and Innovation for Posts
- Postal Management Course
- International Postal Service
- Operation Management Course



Doc 2 – Appendix A

In 2023, the Training Section of the APPU Bureau conducted:

- 12 physical workshops and 1 online workshop which were attended by 51 participants



Doc 2 – Appendix A: Workshop List

- Corporate Level Strategy
- Last Mile Delivery and Fulfilment
- Strategic Human Resource Management
- Driving Digital Strategy
- Financial Inclusion and Postal Financial Services
- Business Planning
- Supply Chain Management
- Express Quality and Performance Improvement
- Terminal Dues
- Business Repositioning in Uncertain Times
- Leadership and Innovation Management
- Operations Management
- IPS and IPS.Post



Doc 2 – Appendix A

Overall, 67 training weeks of training were hosted in 2023.
Attended by 173 participants



Doc 2 – Appendix A

External Training Programs:

- The Bureau organized a one-week workshop on Marketing and Innovation for Posts in China, Macao which was attended by 22 participants.



Doc 2 – Appendix A

Workshops and Seminars

- The Bureau organized two Operational Efficiency and e-Commerce Development (ORE) workshops for UPU, with a total of 72 participants.
- The Bureau organized Union Network International – Asia Pacific Regional Organization (UNI APRO)/APPU Joint Seminar, which was attended by 16 participants from 7 countries in the region.



Doc 2 – Appendix A

Summary

In total, the Bureau organized/ hosted capacity building activities for 283 participants in 2023.



Doc 2 – Appendix B

Statement on Use of 2023 Cash Contributions and Fellowship Grants

- Cash Contributions

Contributors	Cash on Hand (Baht)	Amount Used (Baht)	Agreed to Use the Funds for APPC Activities (Baht)
China	951,500.00	946,742.50	4,757.50
India	951,500.00	-	951,000.00
Korea	948,000.00	-	948,000.00
Pakistan	951,500.00	889,350.00	62,150.00
Philippines	836,077.85	-	836,077.85
Sri Lanka	951,500.00	935,132.50	16,367.50
Thailand	2,000,000.00	2,000,000.00	-
Total	7,590,077.85	4,771,225.00	2,818,352.85



Doc 2 – Appendix B

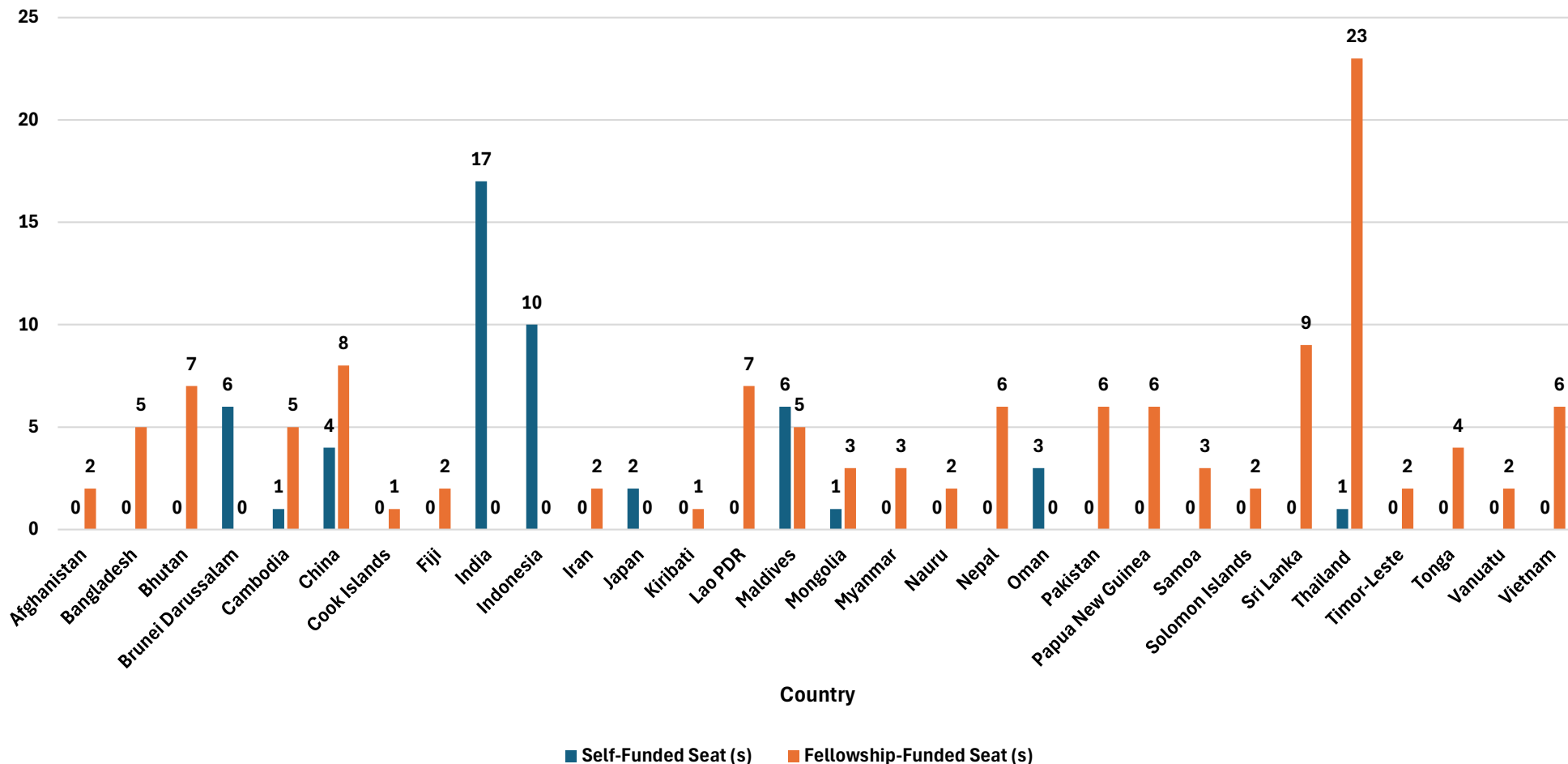
- Fellowship Grants

Contributors	Cash on Hand (Bath)	Amount Used (Baht)	Agreed to Use the Funds for APPC Activities (Baht)
Australia	1,217,726.40	656,950.00	560,776.40
Japan	3,006,676.80	2,951,141.17	55,535.63
New Zealand	948,000.00	841,980.00	106,020.00
Deutsche Post	379,200.00	349,320.00	29,880.00
La Poste	818,756.82	818,756.82	-
Swiss Post	170,950.00	170,950.00	-
UPU	1,622,277.27	1,622,277.27	-
USPS	2,072,889.49	2,072,889.49	-
Total	10,236,476.78	9,484,264.75	752,212.03



Doc 2 – Appendix C

'Self-Funded Seat (s)', 'Fellowship-Funded Seat (s)' by 'Country'





Doc 2

- Decision expected: GB is invited to take note of this document



Doc 3 – Report on 2023 Statement of Financial Position

The details of income and expenditure for 2022 and 2023 are as follows:

- The income for 2023 increased by 33% compared to 2022
- Similarly, the expenditure of 2023 increased by 28% compared to 2022

Year	Income (Baht)	Change in %	Expenditure (Baht)	Change in %
2022	19,208,840		20,420,552	
2023	25,643,954	+33%	26,261,659	+28%



Doc 3 – Report on 2023 Statement of Financial Position

- The report of the auditor shows the statement of financial position of the Training Section of the Bureau from 1 January to 31 December 2023.
- The income for the year 2023 was 25,643,954 Baht and the expenditure during the same period was 26,261,659 Baht.
- There is a deficit of 617,704 Baht for the year 2023.



Doc 3- Report on 2023 Statement of Financial Position

- Decisions expected:
 - GB is invited to take note of the 2023 income and expenditure of the APPC



Doc 4 – 2024 Report on APPC's activities

- Personnel:
 - Ms. Suchismita Swain from India has been appointed as the Lecturer for Postal Operations, Finance, Marketing, and Human Resource Management. Her contract started from 1 January 2024 for a period of 2 years.
 - Mr. Kenichi Hosokawa has been seconded as a Lecturer to the Asian-Pacific Postal Union since 3 June 2024 by Japan for 2 years. The expenditure related to this position will be borne by Japan through the UPU.
 - Mr. Anucha Soonglertsongpha of Thailand Post will complete his two years of service on 31 December 2024. His contract is currently under review for extension.



Doc 4 – 2024 Report on APPC's activities

- Courses and Workshops
 - The College will complete 12 physical courses, 2 online courses, and 15 workshops including 3 special workshops.
 - Online courses are organized to ensure the online channel's robustness and reach out to the maximum number of participants. Fellowships were provided to ensure that all members benefit from the APPU training programs.
 - The courses underwent a revamp in 2024 based on the feedback from the members and the study conducted by the Bureau.
 - This year, the College also conducted 2 Intensive one-week courses on International Mail Accounting and the Express Mail Service.



Doc 4 – 2024 Report on APPC's activities

- Courses and Workshops
 - Three special workshops are also being planned for this year. This is based on the Training Needs Assessment Survey and the feedback of member countries:
 1. Sustainable Development in the Postal Sector
 2. Integrated Index for Postal Development
 3. Postal Regulatory Framework

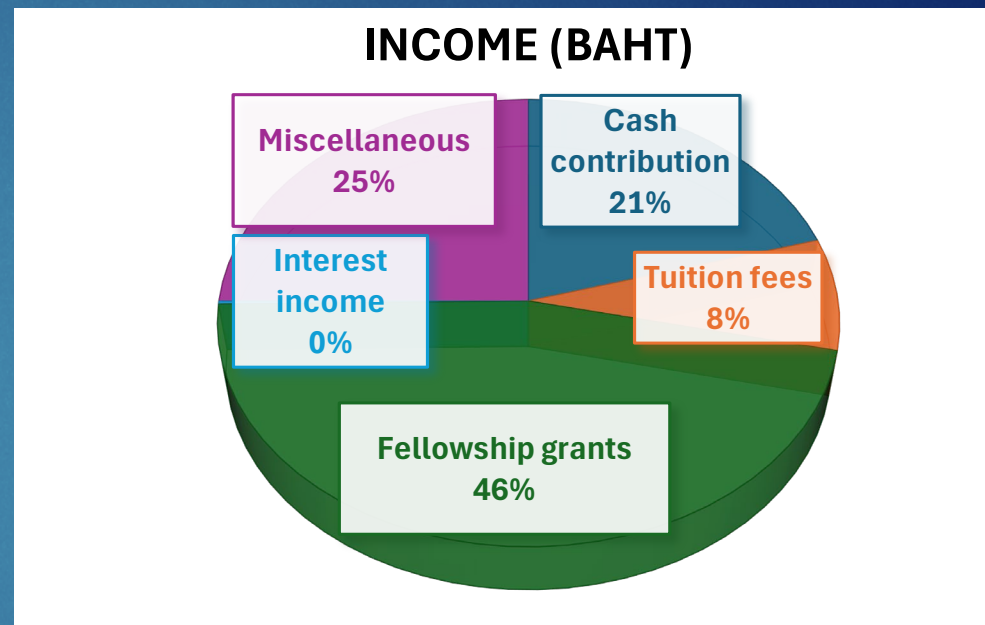




Doc 4 – Appendix B

- 2024 Estimated Income and Expenditure

INCOME	TOTAL (BAHT)
Cash contributions	7,500,500
Tuition fees	2,950,200
Fellowship grants	16,964,234
Interest income	79,992
Miscellaneous	9,165,600
Total Income	36,660,526

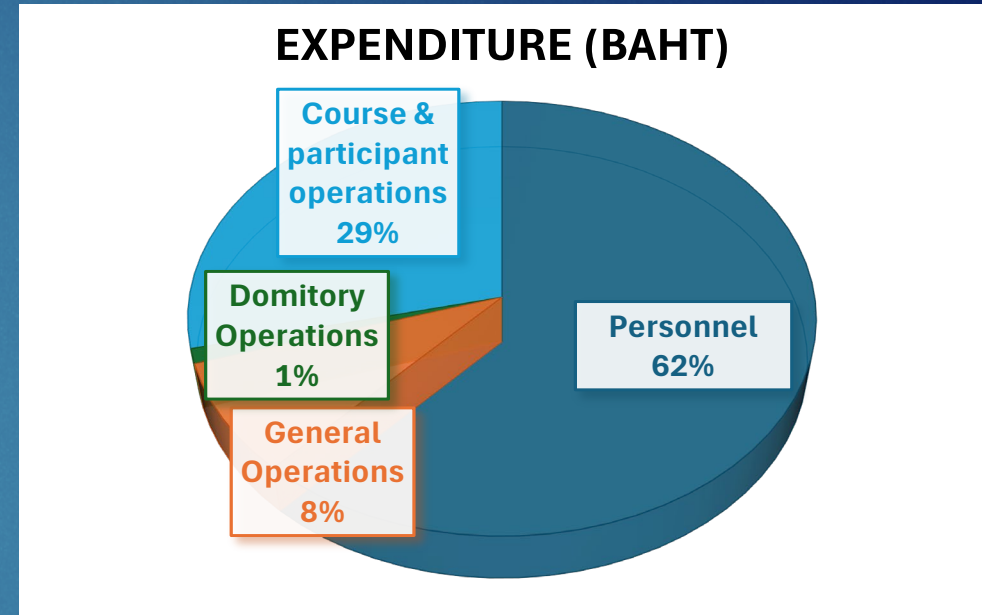




Doc 4 – Appendix B

- 2024 Estimated Income and Expenditure

EXPENDITURE	TOTAL (BAHT)
Personnel	22,420,195
General operations	3,009,000
Dormitory operations	395,000
Course & participant expenses	10,421,900
Total Expenditure	36,246,095



- The projection for the year 2024 shows an estimated surplus of 414,431 Baht.



Doc 4 – Appendix B

Statement on the proposed use of 2024 cash contribution and fellowship grants

- Cash contributions (Unit: Baht)

Contributors	Expected funds on hand	Estimated Amount used	Estimated unused funds *
China (US\$ 25,000)	916,750	912,166	4,583
India (US\$ 25,000)	916,750	256,690	660,060
Korea (US\$ 25,000)	916,750	916,750	-
Pakistan (US\$ 25,000)	916,750	891,077	25,672
Philippines (US\$ 25,000)	916,750	808,573	108,176
Sri Lanka (US\$ 25,000)	916,750	902,777	13,972
Thailand (Baht 2,000,000)	2,000,000	2,000,000	-
Total	7,500,500	6,688,033	812,463

Unused funds will be used to support the 2024 APPEC activities as agreed at the GB Meeting at the Bangkok Congress 2022.



Doc 4 – Appendix B

- Fellowship Grants (Unit: Baht)

Contributors	Expected funds on hand	Expected Amount used	Expected Unused funds *
Australia (AUD 50,000)	1,833,500	1,068,013	765,486
India (USD 5,000)	180,000	180,000	-
Japan (USD 79,290)	2,907,564	2,880,477	27,087
New Zealand (USD 10,000)	366,700	350,517	17,500
La Poste (USD 16,000)	576,000	558,500	16,182
Swiss Post (USD 15,000)	538,050	534,283	3,766
UPU (USD 169,320)	6,095,520	6,095,520	-
USPS (USD 124,081)	4,466,900	4,466,900	-
Total	16,964,234	16,134,210	830,021

- Unused funds will be used to support the 2024 APCC activities as agreed at the GB Meeting at the Bangkok Congress 2022.



Doc 4 – 2024 Report on APPC's activities

- Decisions expected:
 - Note the activities of APPC in 2024
 - Note the estimated budget for 2024



Doc 5 – 2025 Plan and Budget

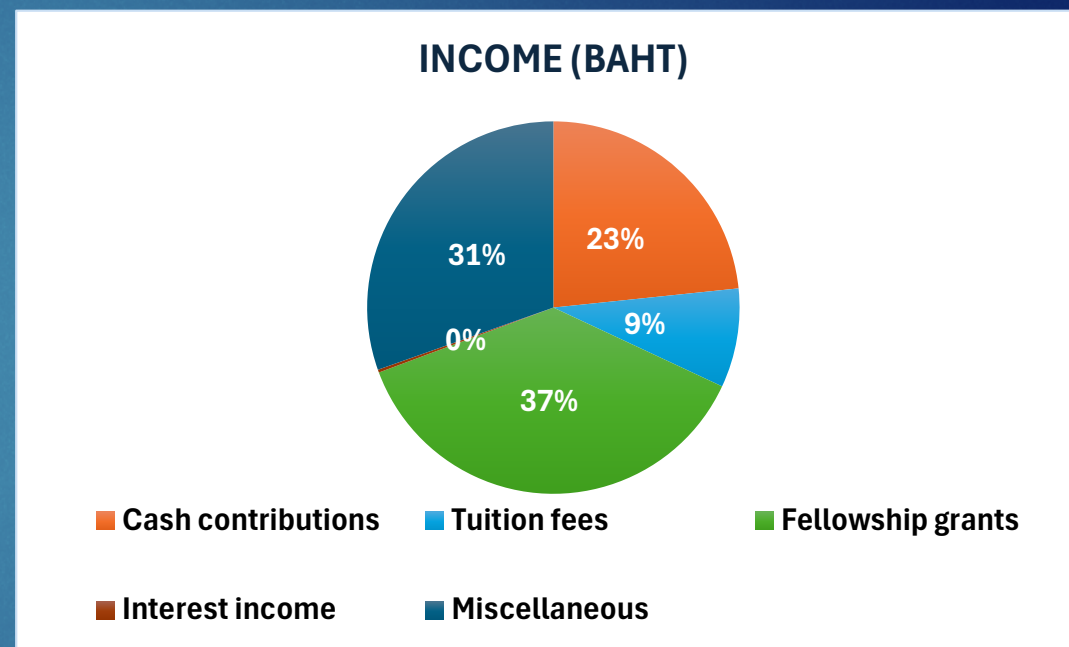
- The draft 2025 training plan comprises 68 training weeks that will be delivered through 14 courses and 15 workshops
- The plan is based on responses to the Training Needs Assessment (TNA) which was shared with all APPU members
- Exchange rates for budget calculation are as follows:
 - An exchange rate of US\$ 1 is equivalent to Baht 36
 - An exchange rate of AUD 1 is equivalent to Baht 24



Doc 5 – 2025 Plan and Budget

- 2025 Budget Projection

INCOME	TOTAL (BAHT)
Cash contributions	7,400,000
Tuition fees	2,725,200
Fellowship grants	11,841,440
Interest income	80,028
Miscellaneous	9,637,600
Total	31,684,268

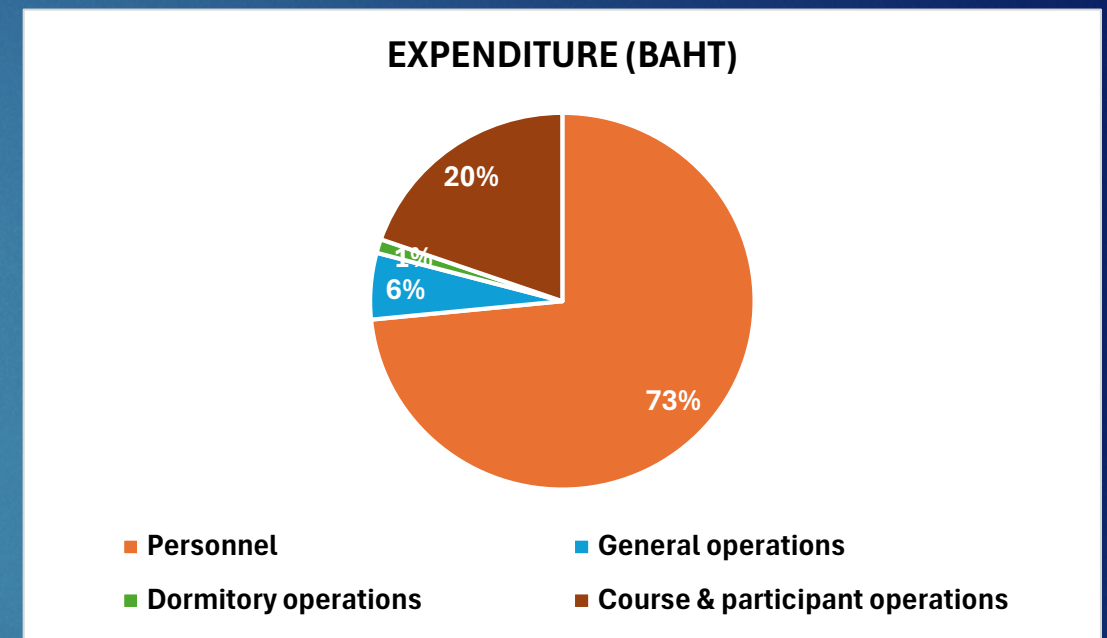




Doc 5 – 2025 Plan and Budget

- 2025 Budget Projection

EXPENDITURE	TOTAL (BAHT)
Personnel	24,697,440
General operations	1,918,000
Dormitory operations	400,000
Course & participant operations	6,615,000
Total	33,630,440



- The College's budget for 2025 projects an expected deficit of 1,946,172 Baht.
- Thailand Post has agreed to kindly waive the maintenance and depreciation costs valued at Baht 1,500,000 for the apartments and dormitories in 2025.



Doc 5 – 2025 Plan and Budget

- Decisions expected:
 - Note the 2025 training plan of APPC
 - Note the 2025 budget projection



Doc 6 – Training Section Reserve Fund (TSRF)

The 2020 EC meeting approved the TSRF minimum financial level of US\$ 210,000 (approximately Baht 7,560,000) and “rules for the management and replenishment of the Training Section Reserve Fund”

TSRF Financial Level			
Year	Change in TSRF in the year (Baht)	Balance (Baht)	Balance (USD)
2022		17,925,382	497,927
2023	-617,705	17,307,677	480,769
2024	+414,431	17,722,108	492,281
2025	-1,946,172	15,775,936	438,220



Doc 6 – Training Section Reserve Fund (TSRF)

Decisions expected:

- GB is invited to take note of the document
- Note TSRF financial level as of 31 December 2023 and the proposed projected levels from 2024 to 2025



Doc 7 – Allocation of GB Contributions

Currently, there are 10 GB members, and their contributions are utilized for the development of the College, and in two other different formats:

Governing Board Member	Utilization of Contribution
Australia	Fellowship grant to other countries
China	Capacity building of own staff
India	Capacity building of own staff
Japan	Fellowship grant to other countries
Korea	Capacity building of own staff
New Zealand	Fellowship grant to other countries
Pakistan	Capacity building of own staff
Philippines	Capacity building of own staff
Sri Lanka	Capacity building of own staff
Thailand	Capacity building of own staff



Doc 7 – Allocation of GB Contributions

The allocation patterns of GB contributions are as follows:

- **Fellowship Grant to other countries** - the sponsoring country covers the tuition fees, daily subsistence allowance (DSA), and airfare for recipient participants/countries
- **Capacity building of own staff** - there are three different patterns:
 - GB contribution covering only the tuition fee
 - GB contribution covering the tuition fee and the DSA
 - GB contribution covering the tuition fee, DSA, and the airfare of the participants after obtaining prior approval



Doc 7 – Allocation of GB Contributions

Appeal for allocation of GB contributions

- **Fellowship Grant:** the sponsoring country covers the tuition fees, daily subsistence allowance (DSA), and airfare for recipient participants/countries
- **Capacity building of own staff:** GB contribution to be used to cover the tuition fee and the DSA only



Doc 7 – Allocation of GB Contributions

Decisions expected:

- GB is invited to take note of the appeal for the uniform utilization of GB contributions and provide any comments



Doc 8 – Improving the quality of training in APPC

- During the 2023 GB meeting in Bangkok, the Bureau informed attendees that the College's tuition fee had not been revised since 2018
- Currently, the College charges USD 750 per week for participants, covering accommodation costs.
- Despite efforts to secure support from various partners beyond GB members, such as DHL, La Poste, Swiss Post, UPU, USPS, and others, the Bureau's resources remain limited. This limitation stems from the need to uphold quality standards for participants who are officials from the member countries. Further, the costs, especially in connection with airfare and general costs are rising year-on-year



Doc 8 – Improving the quality of training in APPC

Actions undertaken by the Bureau:

- The Bureau has made efforts to incrementally upgrade the infrastructure at the College. The gymnasium has been renovated and the classrooms are being modified.
- Two major projects are being planned/ under implementation at the Union:
 - Smart Classroom Project: estimated at USD 30,000 from India Fund
 - Digital Library Project: estimated at USD 20,000 from the Union budget
- The Bureau has reached out to new potential partners for APPC activities as well as the Business Forum which will potentially add more revenue to the College.



Doc 8 – Improving the quality of training in APPC

Actions undertaken by the Bureau

- The College currently has a resource base of 5 international staff who are involved in various training programs.
- Agreements are being entered into with Postal Training Institutes for the exchange of experts and participants.
- The Bureau has invited APPU members to nominate experts for APPC training activities who will add more expertise to the programs.
- Furthermore, the “Alumni-Connect” program has been launched to assess the interest of the alumni in our activities.
- As part of our ongoing outreach programs, the Bureau has initiated communication with other Restricted Unions for collaboration and cooperation.



Doc 8 – Improving the quality of training in APPC

Next steps

- The Bureau will continue to update training activities to meet the needs of the APPU members. This will be based on the feedback of the members and current market trends
- The Bureau will continue to monitor the finances of the APPC closely and will conduct a thorough review of GB contributions, tuition fees, course durations, and participant DSAs



Doc 8 – Improving the quality of training in APPC

Decision expected:

GB is invited to:

- Note the efforts undertaken to improve the quality of training at the APPC
- Note the next steps and provide any comments



Doc 9 – Appointment of Auditor

- The Bureau has renewed the contract with Banchi Co., Ltd, effective from 1 January to 31 December 2024. By the end of 2024, they will have completed two years of service
- The Bureau plans to call for audit tenders by 2024 for both the Administrative and Training Sections. Contracts will be awarded through the tender process for one year



Doc 9 – Appointment of Auditor

Decision expected:

- GB is invited to take note of the document and provide any comments



Doc 10 – Appreciation 2023

- GB Members
 - Australia, China, India, Japan, Korea, New Zealand, Pakistan, Philippines, Sri Lanka, and Thailand
- Partners and donors
 - Deutsche Post, La Poste France, Swiss Post, UPU, and USPS
- Thailand Post



Any Other Business



grazie 谢谢 ขอบคุณ
merci Σας ευχαριστ takk bedankt
Спасибо धन्यवाद ありがとう
tack gracias **thank you** terima kasih
teşekkür ederim شكريا 고마워요
danke kiitos köszönjük
obrigado