



## **SECOND EXTRAORDINARY CONGRESS**

Proposal of a general nature

**11**

Amendment to proposal 04

### **ARGENTINA**

#### **Resolution**

##### **Integrated Remuneration Plan (2019–2020)**

Congress,

Taking note  
of the work carried out by the CA and the POC since 2017 to develop the Integrated Remuneration Plan,

Recalling  
the integrated remuneration principles as contained in Istanbul Business Plan work proposal 024, approved  
by the 26th Congress through resolution C 24/2016,

Recalling also  
that the 26th Congress, through work proposal 024, instructed the CA and the POC to accelerate actions to  
modernize and integrate the UPU's remuneration systems,

Recognizing  
the need to minimize the effects of distortions created by the current systems and to ensure that proposals are  
developed for an integrated remuneration system in which the UPU remuneration systems are better aligned  
and rationalized and which responds to any modifications to the UPU portfolio of physical products (letters,  
parcels and EMS) brought about by the Integrated Product Plan,

Emphasizing  
the importance of the modernization, rationalization and integration of the UPU remuneration system to unlock  
the growth potential of UPU services in the e-commerce market,

Acknowledging  
that a comprehensive analysis of the existing remuneration systems has shown a need to make adjustments  
to the remuneration of items containing goods,

Encouraged  
by the significant progress made since the 26th Congress, resulting in an Integrated Remuneration Plan which  
identifies concrete areas in which better alignment, integration and rationalization of the remuneration systems  
can be achieved,

Convinced  
that the implementation of the Integrated Remuneration Plan in Phase III (2019 and 2020) will result in pro-  
posals to the 27th Congress that are beneficial to achieving the objective of an integrated, modern and forward-  
looking remuneration system,

### *Decides*

to adopt the Integrated Remuneration Plan, to enable the continuation of work and studies with a view to developing a proposal for an Integrated Remuneration System to be proposed to the 2020 Congress,

### *Instructs*

the Postal Operations Council and Council of Administration to ensure that work on the modernization, rationalization and integration of the UPU remuneration systems continues at an accelerated pace by:

- implementing all of the activities contained in the Integrated Remuneration Plan presented in Part II of Congress–Doc 8, namely in paragraphs 30 to 35 and in accordance with the timeline in paragraph 36, to ensure that implementation of the Integrated Remuneration Plan will result in proposals for an Integrated Remuneration System to be proposed to the 27th Congress in 2020;
- developing proposals in accordance with the product portfolio and on the basis of the product specifications of all basic and supplementary services, as well as for the services that can be added on to the basic services or supplementary services (add-ons);
- ensuring that all proposals of an Integrated Remuneration System adhere to the integrated remuneration principles adopted by the 26th Congress and contained in Istanbul Business Plan work proposal 024;
- developing a mandate to implement all proposals for an Integrated Remuneration System in the next work cycle, including the application of the methodology, the calculation of the effective rates and maintenance of guides, manuals and accounting procedures;
- developing work proposals to the 27th Congress in 2020 for a mandate to continue the work on the further development of the Integrated Remuneration Plan and the Integrated Remuneration System through modernization, rationalization and integration,

the Council of Administration to:

- monitor the work done by the Postal Operations Council on the development of the Integrated Remuneration System and ensure that, in accordance with the attributions of the Council of Administration as contained in article 107 of the General Regulations, the associated proposals for the 2020 Congress are in accordance with the integrated remuneration principles adopted by the 26th Congress and contained in Istanbul Business Plan work proposal 024;
- review and develop the integrated remuneration principles to be proposed to the 27th Congress in 2020 to guide the work on the development of remuneration systems during the next Congress work cycle,

the Postal Operations Council to:

- develop proposals for an Integrated Remuneration System, including associated proposals to amend the Convention and Regulations, to be proposed to the 27th Congress in 2020;
- ensure that such proposals respond to the requirements of the product portfolio and the product specifications defined in the Integrated Product Plan;
- review the remuneration of basic services for items containing documents and develop proposals for the period of validity of the Abidjan Congress Acts (2022–2025);
- review, for all mail flows, the remuneration of items containing goods, in particular the remuneration of parcels through the inward land rates system and the remuneration of bulky letters (E) and small packets (E) through the terminal dues system, and develop proposals that will result in better alignment between and rationalization of the two remuneration systems in the Abidjan Acts period;
- explore options that will lead to a more equitable, competitive and cost-based model ~~as compared to the current inward land rate system~~, in particular within the lightweight item segment below 2 kilograms;
- undertake a comprehensive review of the remuneration of value-added services (tracked, registered and insured services) on the basis of the product specifications associated with the new product portfolio, and develop proposals for appropriate remuneration for the Abidjan Acts period;

- develop, on the basis of the conclusions of the study on the costs of handling returned undeliverable letter-post items, proposals for the remuneration of such services, and present proposals to the 27th Congress in 2020;
- continue the work on the transition of countries ~~classified in from group IV of the terminal dues classification system~~ for terminal dues and Quality of Service Fund purposes, ~~towards the target system including the development of a proposal to maintain the same level of existing participation:~~
- review the provisions governing the link between ~~terminal dues~~ the remuneration of items containing documents and the performance evaluation and quality of service with respect to bonuses and penalties, as well as applicable standards and targets;
- examine and develop proposals governing tending to continue improving or establishing the governance of the link between inward land rates and the remuneration of items containing goods and the performance evaluation in relation to quality of service with respect to bonuses and penalties, as well as applicable standards and targets;
- revise all operational, statistical and accounting procedures relevant to the proposed modifications to the UPU remuneration systems,

*Further instructs*

the International Bureau to:

- implement the Integrated Remuneration Plan;
- carry out the studies provided for in the work assigned to the CA and POC;
- support the work assigned to the CA and POC;
- undertake, in coordination with the restricted unions, the organization of regional round tables to familiarize all countries and/or regions with the proposals for an Integrated Remuneration System,

*Invites*

member countries to:

- support the implementation of the Integrated Remuneration Plan, in particular by responding to studies in support of proposals on a modern, forward-looking integrated remuneration system (see table 3 of Part II of Congress–Doc 8), and provide accurate information in a timely manner;
- take active part in the development of proposals for an Integrated Remuneration System;
- take active steps to invest in a modernized, rationalized and integrated remuneration system,

*Also invites*

the restricted unions to lend their support to the development of e-commerce within their regions.

**Reasons.** – See Congress–Doc 8.

**Supported by.** – Australia, Brazil, Canada, Colombia, Cuba, Chile, Dominican Republic, Ecuador, El Salvador, Mexico, Panama, Peru, United States of America, Uruguay, Venezuela (Bolivarian Rep.).