



the union for
sports, culture
and tourism
international



annual report 2009

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report of the president

introduction

The year 2009 will perhaps remain in memory for the very negative economic situation prevailing throughout the world. This has had a marked effect on all types of businesses and we have witnessed most of our "members" organisations re-trenching and seeking new and sometimes drastic ways in which to reduce expenses even further than before. It was therefore a natural consequence that the tighter budget also affected sport and leisure activities within the Postal and Telecommunication firms and in particular the availability of funds and paid time-off for employees to participate in international events.

Union SCIPT started with a full programme but it was evident as the months passed that participation, particularly in team events, would pose a great challenge. The board was also preoccupied that the economic situation in some of the members' countries could lead to difficulties in some members continuing their activity within Union SCIPT. Thankfully this has not been the case and although one could feel that participation was on a slightly lower level there have not been any dramatic reduction in membership from the Union.

The Union's programme of events still attracts a good participation. It was however unfortunate that two out of the seven events planned for 2009 had to be cancelled: the Handball and Mountainbike/VTT events could not be held because of the lack of participants. On a positive note, one has to mention that three other established events – The Football Finals, Tennis and Bridge Championships were highly successful and continue to be popular among members. One also notes that there were two other highly successful events organised by members, these being the Painting meeting organised by CDCR dos CTT in Santarém, Portugal and the Cyclo-Tourism organised by Federation des ASPPT in Nancy, France.

The annual General Assembly for 2009 was a very well organised event and Elion Sport Club of Estonia is to be congratulated for their excellent preparations. Further to this event the Board has noted the sentiment of various delegates who are questioning whether it is necessary to have simultaneous translations at the General Assembly. The Board is actively considering this and is also consulting all French speaking members before announcing its intention. In all probability a decision would have been taken before the 2010 General Assembly in Greece and the decision will be communicated to all members.

The sentiments and desires of members are always very important to the Board and I cannot overemphasise the importance of this. >>





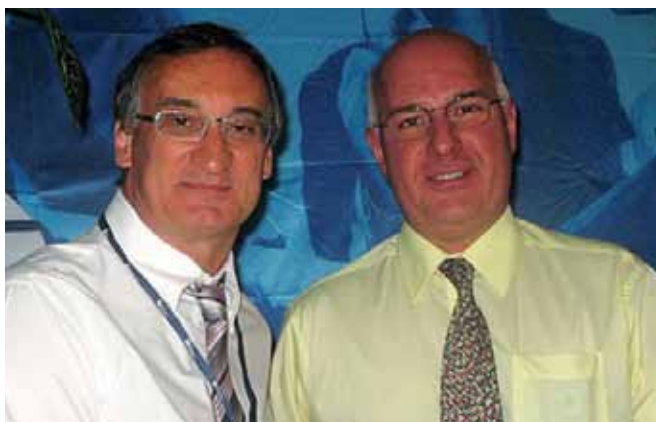
>> Ideally members should provide feedback at times and not only at the General Assembly. Union members are at the very centre of the Board's work, and we absolutely need to have information from members on a regular basis in order to ensure that the strategies of the Union are synchronised with the requirements and expectations of ALL members. Allow me also to remind members of the action points agreed in the Congress in Maribor on this:

Feedback By Delegates To Matters Raised By The Board can be done (but is not limited to):

1. Discussion At The General Assembly;
2. Always Answer To Invitations Issued By Members For Participation In Events (even If In the negative).

We are also fortunate to have rapid and easy communication by email and from this year we have introduced a new address which is very easy to remember: unionscipt@gmail.com. I invite you to use this address and to communicate with the Board as often as necessary.

Union SCIPT can still take pride in the fact that it is still serving a very useful purpose by organising and facilitating Sport, Culture and Tourism encounters among a high number of Post and Telecom employees. Although our organisations continuously strive to reduce costs, it is heartening to note that so many still see value in adhering to Union SCIPT. The Board also draws strength from the fact that so many members and



delegates continue to dedicate their time and effort for the benefit of their fellow employees in Postal and Telecommunications organisations.

The Board's work is nowadays highly organised and being a small compact team enables it to function efficiently and effectively. All members bring different skills and inputs to the table and in this manner we always strive to provide members with the highest possible value for the benefit of their employees. Nevertheless, the successful outcome of the work of Union SCIPT can never be attributed solely to the Board. One has to also mention the input of members themselves, in particular the ones that undertake to organise events and various others whose collaboration and commitment produces the desired results. >>





finances and members

>> The finances of the Union remain healthy and the membership fees are currently sufficient to fund the operations of the Union. But one has to be careful and vigilant because some members have difficulties to pay their subscription. The Board has also adopted the practice of reviewing the financial situation on a monthly basis, and this matter features prominently in the agenda of our regular telephone conferences. This has required the Vice-President and Finance Officer to work closely together, particularly in the areas of subscriptions, which as you know are the sole source of revenue that funds the work of Union SCIPT. Even though the subscription is not extraordinarily high, the Board considers it its sacred duty to ensure that there will always be sufficient funds to ensure the sustainability of operations whilst offering services that do not compromise on quality.

communications

Telekom Slovenia has continued to generously offer its support that makes it possible for Union SCIPT to have a presence on the World Wide Web – www.unionscipt.com. Visitors to the site will see that the site is regularly updated with fresh news. The Board considers the web-site to be central to the Union's communication strategy and this together with the use of email to send out documents and also to correspond with and between the members of the Board now provides rapidly and efficiently in communications between Union SCIPT members and the Board.

The Board has continued to hold meetings twice a year as well as tele-conferences on a regular basis. The Board is satisfied that the level of communication between members is quite high. The meetings and tele-conferences serve to monitor action-points that the individual Board members have set for themselves and also to update one another. Items of urgency are brought to attention by e-mail and discussed soon after by tele-conference. The Board invites members to make use of the communication facilities to provide feedback and also to publicise the Union SCIPT website among their employees. >>





CONCLUSION

>> I feel that overall Union SCIPT continues to provide benefits in line with the aspirations of its members. The adaptability to the operating environment of its members and also the requirements and wishes of Post and Telecom employees, as relayed by delegates, the transparency in its operations and above all our ability to deliver services that satisfy the stakeholders, being the delegates, management of the organisations and the postal and telecommunication employees, provides the Board with satisfaction as well as the strength to continue to work as a strong team.

2009 has been a difficult year, however I am of the view that my colleagues and I, with the strong support of all delegates, have been wise enough to implement a number of measures that ensure that the Union can continue to operate without any financial problems even in lean periods. We are committed to continue to strive to offer excellent value to all our members and their employees and our guiding principle remains **“Bringing People Together”**.

I must express my sincere appreciation first and foremost to my colleagues on the Board of Union SCIPT for their constant support and dedication. I would also like to thank the delegates that comprise the General Assembly.

I would also like to thank the management of the member organisations who express their willingness to remain members in our organisation and in doing so provide a venue for the promotion of the well-being of their employees. This is a vote of confidence in both the employees and in Union SCIPT.

Thank you for your support, friendship and cooperation and for the trust and confidence that you have expressed in the Board during the past year. ●





administrative activities

In 2009 the Board consisted of:

John Saliba (Malta)	President
Rui Alves Cabaço (Portugal)	Vice-President
Peter van Soest (The Netherlands)	Secretary General
Krzysztof Gorski (Poland)	Assistant Secretary General
Philippe Fabris (France)	Finance Officer

Technical support was provided by:

Sophie Donati (France)	Translations
Gunnar Hundhammer (Norway)	Webmaster

The Board had meetings in:

Tallinn (Estonia)
19 – 21 February

Otepää (Estonia)
27 – 28 May and 31 May – 1 June

Krakow (Poland)
22 – 24 October

organized by:

Enno Kiviloo
Elion Estonia Telecom

Enno Kiviloo
Elion Estonia Telecom

Krzysztof Gorski
Poland Post

The Board wants to thank all organisers to provide perfect working conditions for their meetings. Also the help of Sophie Donati is very important and appreciated. During the General Assembly our new webmaster Gunnar Hundhammer helped us in a very sufficient way to prepare all the presentations for this yearly meeting. Both Sophie and Gunnar are thanked by the Board for their work for the Union and their members.

The General Assembly was held on 29 and 30 May in Otepää (Estonia) and organised by Elion Estonia Telecom. Enno Kiviloo and his team took care for a perfect organisation of the meeting and also for a very nice programme in the free hours with visits in the surroundings.

John Saliba opened his first General Assembly as the President of Union SCIPT. During the General Assembly the Board presented four proposals:

- to organise Union events together with National events;
- raising of the subscription;
- cost reduction measures;
- a new event: Hiking/Wine Tasting.

After some discussions all proposals were accepted.

During the points “Review of the meeting” and “Miscellaneous” some suggestions were made:

- Eleferios Koudounas presented his opinions on the strategies, the finances and about working together with the members;
- Kurt Amman gave information on Euro Jumelages;
- André Meysembourg suggested to change the Regulations for the Interphotexpo.

The Board will take action on these matters. >>





Union Events

Some of the 2009 events had to be cancelled because of lack of interest (Handball and Mountainbike/VTT). The Board is trying to find solutions how to solve this problem.

Honours

At the General Assembly Bjorg Moen and Leszek Olszewski were appointed Members of Honour and Philippe Fabris was rewarded with a certificate of Merit for their contribution over a long period of years.

Address list of Union members and Presidents/Members of Honour

During the General Assembly and also during the rest of the year the address list was updated and available for all members via the website of the Union. ●

>> In 2009 the Board dealt with a lot of matters such as:

- How to deal with less participants and less organisers for events;
- Cost reduction measures;
- Redistribute the work among the Board members;
- Preparation of items for the Board meetings and the General Assembly;
- Contact with Union members, dormant members and future members;
- Continuously updating regulations, checklists, strategic objectives, website etc.





union events

4th Bridge Championships in Ustron Jaszowiecz, Poland from 20 to 25 April 2009

Organizer: Committee of the Sport and Tourism
of Poczta Polska

Delegate: Peter van Soest (PVKPN The Netherlands
Telecom)

8 teams from 5 members and 38 players

Participants: Denmark Post

Norway Post

Poland Post (2 teams)

Poland Telecom (2 teams)

Sweden Post (2 teams)

Participants and officials stayed at the Postal Holiday Center "Dab". The hotel was situated in a beautiful mountain landscape. Most of the teams, with exception of the teams from Poland, came by airplane and were collected by coach at the airport of Krakow. Just before the start of the competition we had the team captains meeting with all the teams present. The Arbitration Committee (Kazimierz Chlobowski, Gunnar Hundhammer and Peter van Soest) was chosen during the meeting and that occasion was at the same time the first and only moment they were together. That means that not a single problem appeared during the competition. The opening ceremony followed right after the team captains meeting. Speeches were held by Leszek Olzewski in perfect Polish and Marta Galinska did the translations in perfect English. The Union delegate opened the championships in broken English with some Dutch flavour.



The organisation of the championships was in very good hands. It's a pity these championships have to take place inside because the weather was great. So during the breaks everyone enjoyed the sunny Spring.

The competition was played under the Laws of Duplicate Bridge 2007 and English was the official language and the only language to converse in during the matches. Because eight teams were present a complete round robin (seven matches of 24 boards) had to be played. After this the semi-finals and finals followed. Once again in a Union SCIPT event it turned out to be a very strong competition with this time the Scandinavians ahead. Especially the four A's (the brothers Terje and Bjorn Aa) from Norway showed their skills. In the finals however the difference was only two points for the Norwegian team; 48 against 46 for Polish Telecom B. >>



>> The program included a trip on Wednesday to among others the Mine in Tarnowskie Góry. It was a very interesting excursion. The prize giving ceremony was held on Friday. The medals were distributed by Leszek Olszewski with a little help of the Union delegate. Leszek thanked everyone for their participation and the Union delegate closed the championships with some Polish words (very difficult language!) and continued in English. After this official part a great dinner was served with wine, beer and not to forget some vodka. A traditional Polish band played some nice songs from the region. All participants enjoyed the food, the spirits and the nice and friendly atmosphere. The whole championship has been a combination if the real Union SCIPT spirit: friendship and sportmen ship. The delegate of Union SCIPT congratulated Leszek Olzewski, Krzysztof Gorski, Marta Galinska, the tournament director Kazimierz Chlobowski and their helpers for very well organised championships. >>

the results

At the end the final standings were as follows:

- 1 Norway P
- 2 Poland T – B
- 3 Poland T – A
- 4 Denmark P
- 5 Poland P – A
- 6 Sweden P – B
- 7 Sweden P – A
- 8 Poland P – B

16th Finals of the Football Championships in Marsalforn, Gozo (Malta) from 11 to 14 June 2009

Organizer: The Sports & Social Committee (KSSK) of GO plc
 Delegate: John Saliba (KSSK of GO plc, Malta)
 4 members and 64 players (4 teams)
 Participants: Belgium Post
 Malta GO Telecom
 Netherlands Post PVTNT
 Portugal Post CDCR dos CTT



the results

Results for the semi finals:

- Belgium Posts – GO **6 - 3**
- CDCR dos CTT – PVTNT **1 - 0**

Results finals:

- Belgium Posts – CDCR dos CTT **2 - 0**
- PVTNT (Post NL) – GO (Malta) **4 - 1**

Final results

- 1** Belgium Post
- 2** Portugal Posts CDCR dos CTT
- 3** Netherlands Post PVTNT
- 4** Malta GO

>> KSSK organised this event in a very professional manner. All the matches were played in a sporting spirit where fair play was evident, although the final match between CDCR dos CTT and Maltapost produced some tense moments due to the importance of the result.

The visiting teams were accommodated in the Calypso Hotel in Marsalforn, Gozo. This was a good standard hotel and situated in the sister island of Malta. The organiser took care to provide transport to and from the airport and also for the training and matches in the football stadium. Meals were of good quality with a wide choice to accommodate all tastes.

The matches were played on a synthetic grass surface approved by FIFA, in Sannat Stadium. The conditions were excellent and matches were officiated by very good referees assisted by equally good linesmen and this permitted the encounters to be played in a fair, disciplined and friendly manner. The level of play and technique were relatively high and of a competition level. No problems were encountered and the competitive sporting spirit was evident throughout.

The opening ceremony was held in the football stadium which was decorated with flags of the countries of the participants. John Saliba delivered the opening speech, followed by the playing of the national anthems of all countries. The Arbitration Committee was composed of Mr. Antonio Brigulio (for the organizer), Elly de Vries (PVTNT) and the Union Delegate. The Arbitration Committee found no cause to convene as no problems were encountered. All in the entire event can be considered a great success – the organiser received positive comments from all participants, regarding the organisation, the accommodation, the food and the sport facilities in general. One could see that the successful organisation resulted in the emergence of the true spirit of Union SCIPT: bringing people together in friendly sporting environment. >>



11th Tennis Championships in Wassenaar, The Netherlands, from 7 to 14 September 2009

Organizer: PVKPN The Netherlands Telecom

Delegate: Rui Alves Cabaço

8 members and 52 players

Participants: Czech Post

France Post

Netherlands Post

Netherlands Telecom

Poland Post

Portugal Post

Slovenia Telecom

Switzerland Post



the results

>> The preparation of event was very professional. All participants were accommodated in bungalows of Camping Duinrell Park. The participants had to abide with the rules of the park and everyone was responsible for their own bungalow, including the cleaning of the bathroom and kitchen. Although this was initially seen as a little extraordinary, everyone easily adapted this and by the end it became a fun thing to do. Overall the accommodation was quite satisfactory. The organisation of the transport was excellent and PVKPN took care of all transfers, including reception at the airport. Transfers to and from the airport were efficient and smooth.

The opening ceremony was very well organised and colourful. The teams marched by the accompaniment of live music. Speeches were delivered by the President of the tennis Club De Kieviten Mr. Flip Sonneveld, Mr. Hans Lindt on behalf of the organisers (PVPKN) and Rui Cabaço (Union SCIPT Delegate). The Arbitration Committee was composed of representatives of Switzerland (the team captain), the organiser and the Union SCIPT Delegate. Play was fair throughout and there was no cause for the Arbitration Committee to intervene or meet.

The closing banquet was once again a delightful event and also one of the highlights of the championship. The spirit of the Olympics was also emulated with the winners being presented their medals as the respective National Anthems were played on the public address system.

PVKPN are to be congratulated for the excellent organisation of the Union SCIPT Tennis Championships 2009. Overall this was a highly successful event in all respects and the spirit of Union SCIPT was evident throughout. The tennis matches were of high standard and played in very sporting spirit in a correct and fair manner. Many lasting friendships were formed among the participants of the different members and the ideals of Union SCIPT – Bringing People Together – was achieved. >>

Mix Double Veterans

- 1 Ana Andolsek/Ermin Karner – Slovenia Telekom
- 2 Evelyne Salari/Ton Böhre – Netherlands KPN
- 3 Brigitte Vogel/Hans-Peter Hirschi – Switzerland P/T

Mix Double Elite

- 1 Natalie Kamphuis/Toon Morselt – Netherlands TNT
- 2 Arwa Salam/Tim Schouten – Netherlands KPN
- 3 Denisa Mencikova/Jan Szlifka – Czech Post

Double Women

- 1 Arwa Salam/Evelyne Salari – Netherlands KPN
- 2 Natalie Kamphuis/Irma Machiels – Netherlands TNT
- 3 Denisa Mencikova/Alena Stiljanovova – Czech Post

Double Men Veterans

- 1 Igor Bajec/Ermin Karner – Slovenia Telekom
- 2 Tomasz Chalacinski/Fabian Jozwialowski – Poland T
- 3 Alban Hug/Wendelin Kessler – Switzerland P/T

Double Men Elite

- 1 Joao Campos/Nuno Pascoa – Portugal P
- 2 Giulian Acierno/Beat Steffen – Switzerland P/T
- 3 Brian Comes/Jeroen Workum (Tim Akkerman) – Netherlands TNT

Single Women Veterans

- 1 Evelyne Salari – Netherlands KPN
- 2 Ingrid Huber – Switzerland P/T
- 3 Jones Corti – Switzerland P/T

Single Men Veterans

- 1 Ermin Karner – Slovenia Telekom
- 2 Tomasz Chalacinski – Poland Telekom
- 3 Ton Böhre – Netherlands KPN

Single Women Elite

- 1 Arwa Salam – Netherlands KPN
- 2 Natalie Kamphuis – Netherlands TNT
- 3 Denisa Mencikova – Czech Post

Single Men Elite

- 1 Sebastien Mouilleron – France P/T
- 2 Nuno Pascoa – Portugal Post
- 3 Tim Schouten – Netherlands KPN

Classification of the medals

	Gold	Silver	Bronze
1 The Netherlands KPN	3	2	2
2 Slovenije Telekom	3	–	–
3 The Netherlands TNT	1	2	1
4 Portugal Post	1	1	–
5 France P/T	1	–	–
6 Switzerland P/T	–	2	3
7 Poland Telekom	–	2	–
8 Czech Post	–	–	3



Interphotexpo 2009/2010

Theme: Typical (country of the member)
7 members, 42 photographers and 71 pictures
Participants: Estonia Telecom

- Italy Post
- Luxemburg P&T
- Netherlands Post
- Netherlands Telecom
- Portugal Post
- Switzerland Post

This theme gives people the chance to show the typical things of the member countries. The competition started at the General Assembly in Otepää (Estonia) in 2009. Unfortunately no expositions were held. The competition will end at the General Assembly in Patras (Greece) in 2010.



Other events and exchanges

The Board is always promoting to organise activities among members. This can be activities that will be organised by a member anyway for their own staff and that will be open for other Union SCIPT members to join. The sailing in Poland is a good example of such an event. Union members are very welcome to join and even the fee for participation can't be a problem because they hardly have to pay for their stay.

CDCR dos CTT Portugal organised the Open Air Painting in Santarém in September 2009 with the participation of painters from CRAL Poste Italiane, Slovenia Telekom and Portugal Post. All paintings were donated for an auction to the charity Medecins sans Frontiers. It is expected that a substantial amount will be collected since the quality of the paintings was of a very high standard.

In Nancy in France about 70 bikers from Luxemburg, The Netherlands and France came together for a meeting of cyclo tourism. All bikers enjoyed the beautiful surroundings and the well organised event thanks to ASPTT Nancy. ●





financial situation

Union SCIPT is registered as a non-profit organisation and all the finances are collected from the subscription that each member pays. All funds are used for the administration and organisation of events for members and any surplus that is registered is held as a reserve for unforeseen expenses. The Finance Officer is responsible for the administration of the finances. Auditors examine the financial transaction at the annual General Assembly and the Financial Report is approved by the General Assembly.

Concerning 2009, the revenues amounted to € 19.536,55. On the other hand the expenses totalled € 24.158,47. The final result is an operating deficit of € 4.621,92. To date finances of Union SCIPT weaken. Indeed in 2009 we would have to intend to receive 32 memberships at 650 €, that is to say € 20.800. However we received only 26 subscriptions (€ 16 900). The difference is of € 3.950, which is not neutral because that corresponds approximately to the cost of the organization of a Board meeting.

We point out that the Board think that the financial reserves of Union SCIPT must be equal to one working year: € 24.000. At December 31, 2009, the availabilities rise with € 13 451.73 to which it would be necessary to add € the 3.950 subscriptions that we are not certain to perceive. The treasury of the Union would be approximately € 17.500.

It misses € 6.500 to achieve our goal. The Board already proposed a certain number of proposals in order to reduce the costs and this, from the year 2009. In 2010 our forecasts are in term of expenditure equal to € 19.000 which will be compensated by the perception of the subscriptions of the year 2010 (statutory contribution is of € 675) In preparation for receipts 29 subscriptions X 675 is € 19.575. >>

events 2010/2011/2012

2010		2011		2012	
General Assembly	Greece Telecom	General Assembly	Switzerland VSKPS or France ASPTT	Congress	Tba
Interphotexpo	End of competition	Interphotexpo	Start of competition	Interphotexpo	End of competition
Bowling	Fédération ASPTT France	Table Tennis	Poland Telecom	Golf	Slovenia Telecom
Painting	Poland Telecom	Futsal	Tba	Cross Country Running	Tba
		10 km Road Race	Luxemburg P/T	Music Festival	Tba
		Slide Competition	Tba	Karting	Tba
		Mountainbike	Tba	Volleyball	Tba
		Hiking/Wine Tasting	Luxemburg P/T		



>> Aims and Principles

The objective of The Union for Sports, Culture and Tourism International in the Postal and Telecommunication Sector – Union SCIPT – is to facilitate links between the Administrations, Organisations and/or Enterprises in the postal and telecom sector – and the staff of these entities – in order to: contribute to the physical and intellectual well-being of staff; develop understanding and friendship among its members; develop communications with and between members.

The above aims are realised through the:

- organisation of competitions, sporting events or meetings;
- promotion of cultural activities, exchanges, holidays, tourism and other leisure time activities.

In this regard, the Union implements the general organisation, information, follow-up and control of these activities, facilitating meetings and useful contacts.

Character

The Union has no political, trade union or denominational leanings. It is a non-profit organisation.

Membership conditions

Membership of the Union is open to:

- administrations, operators, authorities, companies or service providers in the postal or telecom sector which have obtained a licence from, or the assent of, their regulatory body;
- subsidiaries in which the main organisation, mentioned above, has a majority shareholding;
- the staff associations of these entities which are responsible for sport, tourism and/or cultural activities.

Headquarters:

The administrative office of the Secretary General. ●





At the end of 2009 the Union SCIPT had the following 36 members:

belgacom belgium post croatia post croatia telecom
cyprus post cyprus telecom czech post denmark post
estonia telecom france fs asptt france azureva great
britain post greece opake greece post greece telecom
greece telecom club thessaloniki hungary p&t ireland an
post italy post italy telecom latvia p&t luxembourg p&t
malta go the netherlands pvkpn telecom the netherlands
pvntt post norway post poland post poland telecom
portugal post - cdcr ctt portugal club telecom slovakia post
slovenia post slovenia telekom sweden post posten fritid
switzerland verband sport & culture post ukrainian post

the union for SPORTS, CULTURE and tourism international



Union SCIPT
Bringing People Together

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