

---

# Association News

---

## Providing travel assistance for young WPSA members and students to participate in regional and global WPSA Conferences

The Association has funds set aside for a limited number of travel grants. These are to provide international travel assistance for YOUNG WPSA members (both scientists and poultry producers) from developing countries and STUDENTS from developed countries to attend and participate in regional and global WPSA conferences.

### Application conditions

- Applications must be submitted at least three months prior to the meeting. If a scientific paper or poster is the basis for the application, this need not have been accepted at the time of application but it will eventually must be formally accepted before funds are disbursed
- Maximum age of the applicant is 40 years at the time of application.
- Applicants must have been a member of WPSA for at least six months at the time of application.
- No member may receive more than two Travel Grants.
- Successful applicants will receive the funds electronically AFTER the meeting on receipt of a copy of the airline ticket.
- Incomplete or late submissions will NOT be considered.

Application form must be accompanied by:

1. *Either*  
A copy of the submitted abstract.

*Or*

One typed page clearly outlining how you propose to network at the meeting. Describe the feasibility of your plan and what you hope to gain. Possibilities for the plan could include names of individuals you plan to interview or conference attendees you plan to meet who share similar interests to your own. Networking plans must be made in advance and must involve individuals with whom you are not already acquainted.

2. Budget request and justification (one page). You must include the cost of economy rate travel, food and lodging. Conference registration fees and dues will NOT be funded.
3. Letter of recommendation from a well-known member of your WPSA Branch stating why you are a worthy candidate to receive a Travel Grant.
4. Short *Curriculum Vitae* and photo.

The completed application form, abstract or networking proposal, budget, *Curriculum Vitae* with photo and recommendation letter should be sent by e-mail to [wpsa@xs4all.nl](mailto:wpsa@xs4all.nl) or [roel.mulder@wpsa.com](mailto:roel.mulder@wpsa.com) or by fax to: +31 207 508 941.

If you do not have access to e-mail or fax you can send your application to:

Dr R.W.A.W. Mulder, PO Box 31, 7360 AA Beekbergen, The Netherlands

## WPSA Website: [www.wpsa.com](http://www.wpsa.com)

The WPSA website provides much valuable information about the organisation and activities of the Association, its regional

federations and country branches. In addition there are regularly updated news reports from branch meetings, conferences and symposia

organised by the specialist Working Groups, as well as a calendar of future events.

In order to keep it regularly updated, the Association welcomes information and pictures from Branches, Regional Federations and Working Groups concerning activities of

the various WPSA organisations, as well as news about appointment of officers and members.

Please send your information to Mrs D.M. Kleverwal, e-mail [wpsa@xs4all.nl](mailto:wpsa@xs4all.nl).

## **WPSA Speakers Bureau Fostering local and regional conferences in the poultry sciences**

During the 34th meeting of the Board of WPSA on August 20, 2000 in Montreal, Canada it was recognised that expertise in several areas of poultry science and production in low income countries is often very limited, and WPSA branches in these countries often do not have sufficient financial resources to fund overseas speakers.

To address this problem, the Board created a Speakers' Bureau to assist branches in low income countries to cover the travel costs of expert international speakers. This measure is consistent with the key objective of WPSA to encourage and facilitate liaison among research scientists and educators, and between those in research and education and those working in the many diverse sectors of the poultry industry. Under the Speakers' Bureau scheme, WPSA will pay only the cost of air travel (lowest economy class). All other expenses such as local travel and accommodation are to be paid by the organizing Branch(es). WPSA will not pay any honorarium to speakers.

Given the high cost of international air travel it is important that optimum value be obtained from this expenditure by WPSA. This can be achieved by insisting that the visiting speaker provides more than just one paper at a conference. The visiting speaker could contribute in a variety of ways, e.g., present a second paper on a related topic, conduct a workshop for graduate students, have small group or one-on-one interaction, especially with students, visit industry groups, visit university groups, etc.

Unless the Branch (or group of Branches) can pay all the speakers' costs itself, a speaker should NOT be invited until approval of Speakers' Bureau funds is made by the WPSA Executive Committee. The Branch(es) should not assume that approval will be given until so advised by the WPSA Secretary.

Where a Branch or a group of Branches wish to apply for Speakers Bureau assistance, there are certain conditions which must be met:

### **Application conditions**

Application must be made using the WPSA Speakers' Bureau application form.

Application must be submitted at least 2 months prior to the meeting.

The speaker must contribute more to the meeting and/or branch than just presenting one paper.

Following approval, the speaker or the local Branch will be reimbursed by the WPSA Treasurer after the meeting.

A maximum of 2 speakers will be sponsored from the Speakers' Bureau per meeting.

The Branch(es) must be up-to-date with their membership payment.

Full details and application forms can be obtained from the WPSA secretariat ([wpsa@xs4all.nl](mailto:wpsa@xs4all.nl)) or you can download the application forms from the WPSA website ([www.wpsa.com](http://www.wpsa.com)).

The completed application forms should be sent by e-mail to [wpsa@xs4all.nl](mailto:wpsa@xs4all.nl) or by fax to: +31 207 508 941

## Foundation for Promoting Poultry Science Stichting Bevordering Plumveewetenschappen

The XIX World's Poultry Congress, held in September 1992 in Amsterdam, was financially successful. This outcome was, to a large extent, due to the contributions received from the 16 main sponsors and over 2500 participants. The terms of reference of the Congress Organizing Foundation required that any credit balance that resulted after all liabilities had been met should be made available to the Dutch Branch of WPSA as initiator of the organization of the Congress. As a result, a Foundation for Promoting Poultry Science (Stichting Bevordering Plumveewetenschappen) was founded. The general objective of this foundation are "to promote the developments and propagation of poultry science in WPSA-structures, and specifically:

1. the stimulation of international congresses and the promotion of participation in these events, and
2. the support of initiative having the objective of establishing WPSA-branches in countries which do not yet have them".

Individuals and organizations may apply for financial support for appropriate WPSA

activities such as conferences, congresses and symposia. Applications for financial support of conferences, congresses and symposia should be forwarded through the local WPSA Branch.

The Foundation has a particular interest in assisting in the process of establishing new WPSA branches and therefore supports these branches by covering for three years part of the membership fees. Individuals and organizations may apply for financial support by contacting Ir H. Hupkes, Odijkerweg 37, NL-3972 NE Driebergen, The Netherlands, e-mail: h.hupkes@zonnet.nl. An application form will be send on request.

The Board of directors of the Foundation meets three or four times a year. In case of requests for financial assistance to attend conferences, congresses and symposia, applications should be received by the secretary at least 3 months before the meeting.

Application forms should be filled out completely and can be send through e-mail and fax. An original application form should be send by regular mail.

It is the Boards policy not to fund individual applicants more than 2 times.

## Online Journal subscription for WPSA members

The World's Poultry Science Journal has been available to subscribers on-line for the past three years. As a result of a change in our publishing partners (the on-line edition will be available from Cambridge University Press instead of CABI) and the work of a small sub-committee appointed at the 2005 WPSA Board meeting, members will have the option of receiving the Journal on-line instead of the print edition.

The system will be upgraded to permit searching of references, tracing citations etc. with a full range of electronic facilities.

The print version will continue to be the normal method for receiving the Journal. **if you wish to receive the on-line version instead, you must indicate this by completing the form on the WPSA website ([www.wpsa.com](http://www.wpsa.com)).**

Most of the content of the Journal will now be included in the on-line edition with the exception of the advertisements. We will be developing a new page in the on-line version where all of our Gold and Silver sponsors will be identified, and provide direct links to their company websites.

## E-mail WPSA Newsletter

WPSA has introduced a new version of the WPSA Newsletter that will be e-mailed to individual members, on request. To receive

this, please subscribe to the e-mail Newsletter on the website ([www.wpsa.com](http://www.wpsa.com)).

## World's Poultry Science Journal – Digital Archive

**Access from the first issue in 1945 until 2003 online – a total of 240 issues!**

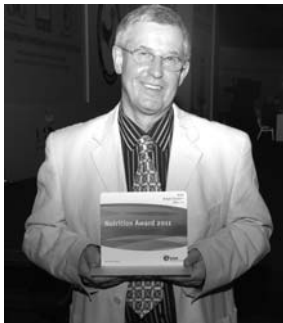
Volumes 1 – 59 of World's Poultry Science Journal are now available on Cambridge Journals Online. The archive is fully searchable by keyword and author; abstracts can be saved and e-mailed, full text articles printed and bibliographic details exported into reference management software. Perpetual Access is available for a one-off fee of just £500/\$995\*.

For further information, or to purchase the WPSJ Digital Archive, please e-mail [jnlsales@cambridge.org](mailto:jnlsales@cambridge.org).

\*For those who do not subscribe to the current volume, there is an additional annual maintenance fee of £45/85, payable from the second year of the deal.

[www.journals.cambridge.org/WPS](http://www.journals.cambridge.org/WPS)

## DSM grants Nutrition Award 2011 to Dr Yves Nys



Royal DSM, the global Life Sciences and Materials Sciences company, recently announced that the DSM Nutrition Award 2011 for research on Animal Nutrition has been

granted to Dr Yves Nys of INRA, the French National Institute for Agricultural Research, in recognition of his outstanding contributions to research in the field of poultry nutrition. In the course of a career spanning several decades, Dr Nys has pushed the frontiers of poultry nutrition science to develop several novel approaches to enhancing the quality of poultry products, such as poultry meat and eggs, which are a major source of relatively cheap and nutritious animal derived proteins.

An international judging committee, chaired by Dr Georg Kau, Vice President Research & Development at DSM Nutritional Products, unanimously selected Dr Nys from among several candidates shortlisted by an international pre-selection committee. The

award – which carries a cash prize of €50,000 – was presented to Dr Nys in the presence of a large audience at the 18th European Symposium on Poultry Nutrition 2011 in Cesme (Izmir), Turkey, on 2 November.

Speaking on the occasion, Dr Kau said: “With our Nutrition Award, we want to recognize and reward exceptional contributions to the advancement of science in the fields of human and animal nutrition. As a science-based company and leading producer of products in the field of animal nutrition and health, we are convinced that scientific research will always play a crucial role in providing innovative solutions to the many challenges we face today, such as ensuring food and nutrition security for the world's rapidly growing population. We are very pleased to honour here today one of the world's most outstanding scientists working in the field of poultry nutrition.”

According to the judging committee, Dr Nys has made a major contribution to the world's understanding of the role of nutrition in improving the quality of poultry products: “His research has resulted in an impressive record of scientific publications, almost all dedicated to poultry nutrition and physiology at a very deep experimental and analytical

level. His publications – positioned at the interface of nutrition, physiology and molecular biology – have provided new insights into the mineral metabolism of poultry and egg quality.”

#### **Major name in poultry nutrition research**

Dr Yves Nys studied general agronomy and received his PhD in animal nutrition from University Paris 6. With the exception of several research assignments at various European and Canadian universities, he has spent most of his working life at the Tours (France) branch of INRA, a unique institution entirely dedicated to poultry research, of which Dr Nys was a director from 2002 to 2007. He is currently Director of Research at INRA. A physiologist and nutritionist, Dr Nys specializes in the study of the poultry egg in

terms of its formation, structure and quality as well as its natural defences. In the course of several decades of research activity, he has also addressed topics such as the mineral metabolism of poultry, the fabric of the eggshell, the nutrition and physiology of laying hens, the assessment of feedstuffs for their specific utility in birds’ feeding, and the development of sustainable ways of poultry production with a lower impact on the environment. Dr Nys has a broad network of scientific collaborations across the world and has (co-)organized scientific conferences, most recently the European Poultry Conference in Tours (France) in 2010, of which he was chairman. Dr Nys enjoys a very high reputation among peers and his scientific publications.

## **Report 7<sup>th</sup> European Symposium on Poultry Genetics (Working Group 3)**

The symposium was hosted by the UK Branch, and was organized by Paul Hocking from the Roslin Institute. A total of 91 participants from 19 countries attended the symposium. The venue was very pleasant and convenient.

The geographic distribution by decreasing order of number of participants was: United Kingdom (31), Germany (11), USA (7), France and Netherlands (6 each), Italy (5) Czech Republic (4) and 12 countries with 1 or 2 participants, including non Europeans such as Australia (1) China (1) and 2 African countries, Nigeria (1) and Ghana (2). There were 22 participants from breeding companies or breeding associations (including AVEC, an NGO representing the poultry sector in Brussels) and 66 academics. The Aviagen breeding company had organized, just before the symposium, an internal workshop with foreign scientific experts, several of whom attended the symposium.

Paul Hocking presented the European Federation and its working groups on behalf of the President of the European Federation (Dr Yves Nys). Dr Michel Tixier-Biochard presented a short account of the activities of the world body at the business meeting of WG3 dealing with branch development, travel fund, speakers bureau, digital library,

WPC2012 and celebrations of the centenary of WPSA.

The business meeting was mainly devoted to prepare the programme of the next symposium that will take place in Padova, Italy, around September 25, 2013.

The programme included six scientific sessions with nineteen invited speakers:

- Genomic selection: 2 theoretical papers and 1 presentation by the Lohmann company;
- Genetics of behaviour: 1 quantitative genetics paper on selection with social effects, one review of the corticotropic axis and physiology of stress, one talk on biology of adaptation of wild birds to rapid growth and their implications for breeding fitter broilers;
- Broiler welfare and regulatory issues: Paul Hocking presented the outcome of an EFSA expert panel and representatives of Cobb and Aviagen breeding companies presented how welfare issues (locomotion problems, pododermatitis) can be included in a selection programme, concluding that there is no welfare problem that selection could not solve. It was noted in the discussion that the relationship between scientific expertise and

lobbying could sometimes be delicate and that there was a different perception of this issue in WG9 and WG3. It could therefore be of valuable to trigger a scientific discussion between these groups at EPC or WPC.

- Genetic resistance to diseases: one talk presented biotechnological approaches of fighting avian flu through genetic modification, another one showed how new vaccines against coccidia were developed, the last one was an extensive review on genetics of resistance to salmonella infection and carrier state.
- Biodiversity: one talk on linkage disequilibrium in commercial and experimental brown or white-egg layers (very similar to a published paper), one talk on chicken domestication with a proposal of a domestication centre in Indonesia, and a report from a European project on Low Input Breeds, with comparison of free-range and organic farming in 3 countries (F, NL, CH) and the discussion of sustainability/adaptability.
- Next generation sequencing: a review on

what genome sequencing makes possible (phylogenomics, high density SNP chips for selection, genome expression, methylome); an example of the search for selection signatures in High and Low growth rate lines of *P. Siegel* (now studied in Sweden); a summary on what technology offers in terms of 'precision animal breeding' and 'genetic epidemiology'.

Several posters were presented orally with a few minutes each, some quite interesting, others more classical. There were 2 poster sessions and a conference dinner sponsored by Aviagen.

Overall, the symposium facilitated exchange of information and expertise on a high scientific level, giving an overview of the most recent developments in molecular and breeding technologies, policy issues and impact on breeding and husbandry practices and biodiversity in poultry. The combination of accommodation and venue provided an excellent basis for intensive discussion during the sessions and beyond.

## Report on the 2011 Meeting of the Incubation and Fertility Research Group (WPSA Working Group 6 – Reproduction)

The 2011 meeting of the IFRG was held in Ede, The Netherlands on 30 – 31 August and was attended by over 70 delegates from 17 countries. The two day meeting consisted of 20 oral papers and 10 poster papers and one practical demonstration of a chick delivery truck.

The programme included three excellent invited speakers. Dr Julie Long (USDA, Beltsville, USA) gave a paper on cryopreservation of poultry semen, Dr Nadia Everaert (University of Leuven, Belgium) discussed optimal incubator temperatures and carbon-dioxide levels and Dr Jordi Altimiras (University of Linköping, Sweden) discussed whether we can 'engineer' the heart of a broiler during incubation. The organisers were very grateful to the European Branch of the

WPSA, Aviagen Ltd and Pas Reform for sponsoring the invited speakers.

The rest of the programme was made up of sessions covering fertility, egg quality and pre-incubation storage, the effects of the incubation environment on post hatch performance and the development of thermoregulation. The posters also followed similar themes. Abstracts of all the papers will be published in *Avian Biology Research* later in 2011 and the full programme will be found on the IFRG website: [www.ifrg.org](http://www.ifrg.org).

The 2012 meeting of the IFRG will be held in Pisa, Italy on June 13-15. Further details will be available shortly on the IFRG website.

*Nick French*  
Chairman of the IFRG (WPSA Working Group 6).

## Branch News

### Chile

The Chilean branch held its 7th Technical Annual Meeting on September 2, 2011. The one day Symposium was held at the Veterinary Faculty, University of Chile in Santiago.

Dr Eddy Decuypere from the Catholic University at Leuven in Belgium, gave two presentations to a full auditorium: the first talk was on A physiological point of view for broilers selected for rapid growth and feed efficiency; and the second talk was on the Basics of thermoregulation and physiological responses of poultry upon climate stress. Those two talks provided the Chilean producers with some concepts and tools for controlling the cost of production, in times of high feed cost, when the producer is obligated to minimize energy expenditure.

Another interesting topic was presented on: Manure Management in Avian Productive Systems by Ing. Catherine Prain from the Sopraval Company in Chile. The Technical Symposium was completed with another interesting talk on Nutritionally Critical Points of Laying Hens by Dr Douglas Zaviezo from the Special Nutrients Company in the USA.

*Ariztía, Experiencia Familiar*

### Japan

The Journal of Poultry Science (JPS) received the first impact factor, 0.833. The JPS welcomes you to submit reviews and original papers (<http://jpn-psa.jp/english/index.html>).

The 2011 fall meeting of the Japan Poultry Science Association (JPSA) was held on the Towada Campus, Kitasato University, Aomori Prefecture, on August 24-25. Although some institutes in eastern Japan were affected by the earthquake and tsunami on March 11, we were still able to hold that meeting due to efforts of our members. The meeting consisted of a public symposium entitled "The countermeasures against the new situation of AI, along with 36 paper presentations and the council and general meetings. Excellent presentation awardees (under 30 of age or student) included Kazuki Kitahara, Sachi Funai and Tomoko Matsueda. The 2011 outstanding paper awardees from the

JPS were as follows: Mohamed Abdelsalam, Naoki Isobe, Yukinori Yoshimura, *Changes in the localization of immunoreactive avian beta-defensin-8, -10 and -12 in hen ovarian follicles during follicular growth. JPS 47: 77-84, 2010*; and Hae-duck Bae, Hiroyuki Honda, Rie Murota, Misato Kobayashi, Fumihiko Horio, Atsushi Murai, *Production of recombinant chicken IgY-Fc and evaluation of its transport ability into avian egg yolks. JPS 47: 256-261, 2010*. The 2012 spring meeting will be held in Nagoya University on March 30.

*Dr Tamao Ono, Secretary of Japanese Branch WPSA*

### South Africa

The South African Branch's 30th annual WPSA Scientific Day was held in Pretoria on 6 October 2011. Our main guest speaker was Dr Vicky Sandilands from the Scottish Agricultural College in Scotland. In her first paper, on feeding behaviour in domestic fowl, she discussed the implications of the processes of domestication and improvements in feeding methods on poultry feeding behaviour. Birds no longer have to spend as long in foraging (appetitive behaviour) to eat their daily requirement (consummatory behaviour). However, domestic fowl still have both the ability and the motivation to perform all phases of feeding. If appetitive feeding behaviour is prevented, then birds may develop abnormal behaviours such as stereotypic oral behaviours (as with broiler breeders) or feather pecking behaviour (as with laying hens). Improvements in housing methods that extend the appetitive phase of feeding may improve bird welfare.

Her second paper concerned the consequences of selection on poultry behaviour and welfare. She noted that artificial selection has been very effective at giving us two distinct lines of chickens: those that produce meat and those that produce eggs. In comparison to their wild jungle fowl ancestors, modern chickens may appear to behave very differently to their shy, lightweight counterparts. But modern birds have retained many of their natural behaviours, including the motivation to perch (which may have implications for bone



damage), broodiness and the motivation to find/make a nest. Selection has resulted in birds with large appetites and increased egg output, which (although beneficial to humans) can have detrimental effects on the birds. Also, the way in which we house birds (for example, caged hens without access to dust bathing substrates) can have detrimental effects on their welfare. Alternative selection methods or ways of managing poultry should be considered to ensure that they have a good quality of life.

Another paper on genetic selection was presented by Dr Nicky Tyler from the University of KwaZulu-Natal, who provided evidence that it is possible to select against photorefractoriness in broiler breeders.

Dr Tom Shryock of Elanco, Dr Karin Naehrer of Biomin, Dr David Bravo of Pancosma and Dr Peter Plumstead of Danisco discussed the benefits derived from the use of antimicrobials, fumonisins, phytonutrients and enzyme applications, as well as their modes of action.

Two presentations looked into the future of the poultry industry in South Africa. The first, by Dr Ferdi Meyer of the Bureau for Food and Agricultural Policy, discussed the future availability of feed ingredients for poultry, and in the second, the Chairman of the South African Poultry Association, Kevin Lovell, gave evidence to suggest that there is tremendous potential for increasing poultry production and consumption in Africa.

We were fortunate this year to have the President of the WPSA, Dr Bob Pym, to open the meeting, which has become one of the most important scientific meetings in South Africa for the poultry community.

*Rob Gous*

### South Korea

The 28th Annual Meeting of the Korean Society of Poultry Science was held in Cheonan Yonam College, Korea on November 4th. The auditorium was packed to capacity with participants and researchers who were anxious to listen to presentations by several young scientists, including: Dr Bo Ram Lee from the Seoul National University, who spoke on *Molecular events regulating epigenetics in chicken primordial germ cells using functional genomics*; Dr Gwan-Eung Kim from the Kon-kuk University, who spoke on: *Dietary effects of chlorella on*

*productivity, physiological and humoral immune responses in broiler chickens and laying hens*; and Dr In-Jae Park from the Chonbuk National University, who spoke on: *The effect of proanthocyanidin-rich extract from Pinus radiata bark on immune response of chickens*. In addition, many graduate students and researchers from various universities and poultry science-related institutes introduced their research data through 10 platform and 46 poster presentations.

In addition to the scientific meeting presentations, most of the South Korean Branch members, including Drs. Jae-Hong Kim (President, WPSA South Korean Branch) and Dr Jae Yong Han (President, WPSA South Korean Branch) attended the meeting and discussed how to successfully hold the 10th Asia Pacific Poultry Conference in Jeju island, Korea, 2014. The Jeju Island is the nicest vacation and resting place in Korea and as an elegant UNESCO World Heritage site that is very famous for its spectacular view of the ocean and its well-equipped fabulous accommodations. During the meeting, Dr Jae Yong Han was elected as the new President of the Korean Society of Poultry Science and WPSA South Korean Branch.

*Dr Gwonhwa Song, Secretary, WPSA South Korean Branch*

### Turkey

The Turkish branch was privileged to host the 18th European Symposium on Poultry Nutrition between 31 October – 4 November 2011, in Çeşme, Izmir. The support of the Working Group 2 of the European Federation under the presidency of Dr Sanna Steinfeldt was vital in realising this important event. This symposium was very rewarding for our branch members, and I'm sure for most of the other participants as well. A record number of 878 individuals from 56 countries took part in the symposium.

One of the highlights of the symposium was that our WPSA board member and the President of the European Federation, Dr Yves Nys, was awarded the prestigious DSM Nutrition Award for 2011.

During the symposium, several important board meetings were held, including:

- The last WPSA board meeting before the 24th World's Poultry Congress in



Brazil took place. The main topic of discussion was the celebration of the Centennial of WPSA in 2012.

- European Working Group 2 held its regular board meeting. The 18th ESPN was assessed and the preparations for the 19th ESPN that will be held in Germany were discussed.
- The WPSA European Federation also convened for their annual board meeting.
- The Mediterranean Poultry Network met to discuss the preparations for the 3rd Mediterranean Poultry Summit to be held in Alexandria in March of 2012. The Secretary of the WPSA Egypt branch, Dr Haitham Yakout, gave a detailed presentation about the summit and the venue.

The Turkish branch will organise a national poultry symposium in cooperation with the Aegean University in September 2012.

*Prof. Dr. Rüveyde Akbay*

## **USA**

The USA Branch will again be sponsoring Member Travel Grants to the 2012 World's

Poultry Congress that will be held in Salvador Brazil during the summer of 2012. In order to qualify for those travel grants, one must be an active dues paying member of the Branch during 2011, and must submit and abstract and have it accepted for a presentation or poster that will be made at the Congress. Please see the update on the Brazil Congress for the deadline for the submission of your abstract, for registration information, and for student presentation awards. The Branch will be in contact with the membership as to how to apply for the travel grants.

Four Essays have been received for the Cliff Carpenter Student Essay Contest for a travel Award to next summer's World's Poultry Congress that will be held in Salvadore, Brazil.. Bob Taylor is currently considering those for potential travel grants.

The branch has also received three nominations for the International Poultry Hall of Fame. Two nominees will be chosen in the near future.

A USA Branch committee has been working hard to develop a bid to hold a World's Poultry Congress in the USA during the year 2020. The Committee, Chaired by Dr Don Conner of Auburn University, is well on its way to getting the bid ready to send into the WPSA General Secretary's Office by the deadline of December 31.