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Mr Steve Fitzpatrick
Principal Representative
An Post Group of Union's
CWU
William Norton House
575 North Circular Road
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9 June 2020

Dear Steve

Re: Pay Increase

I acknowledge receipt of the Staff Side letter dated 26 May 2020 in respect of the above. As the previous pay agreement expired on 30th April 2020, the Company suggests, in line with previous correspondence that we "pause" these discussions, which had been taking place, whilst we arrange for the parties to meet.

However, it is important that I set out in advance, that as a result of this pandemic, the landscape within which we are operating is changing and this is likely to have an impact on our business. It is also important to note that this may have an impact on options available to the Company in the context of the discussions.

As the current pay agreement expired on 30th April 2020 and where these discussions have been "paused" and no pay increase has been implemented from 1st May 2020, the Company will not be implementing any market movement for staff on personal pay contracts whose effective review date is 1 January. The Company will clearly review this in the context of any pay discussions.

The Company will be in contact shortly to make arrangements to meet.

Yours sincerely

Eleanor Nash
Chief People Officer