

Agreement

1. Introduction

This Agreement sets out terms that have been agreed between An Post and the CWU in relation to employees in the “sunset” grades of Post Office Clerk and Postal Sorter. The Company no longer appoints recruits to these grades. There are however a number of employees who remain serving in these grades on a personal to holder basis. The terms of this agreement will apply to these employees only.

2. Effective date

The terms of this Agreement will apply with effect from 1st January 2020.

3. Pensioners

It is expressly agreed between the parties that none of the terms of this Agreement will be extended to An Post pensioners who retired prior to the effective date, or to the pensions paid to the surviving spouses of such pensioners.

4. Post Office Clerk pay scale and productivity allowance

4.1 This pay scale will have a new, additional increment at the maximum point, with effect from 1st January 2020. The new scale is set out at Appendix 1.

4.2 The Productivity Allowance in payment to serving Post Office Clerks will be reduced to 10% with effect from 1st January 2020. 83.67% of this allowance will be pensionable. The new allowances will therefore be as follows:

Pensionable allowance (HED 157):	8.367%
Non-pensionable allowance (HED 158):	1.633%

5. Postal Sorter pay scale and productivity allowance – Athlone Mails Centre, Portlaoise Mails Centre and DSUs

5.1 This pay scale will have a new, additional increment at the maximum point, with effect from 1st January 2020. The new scale is set out at Appendix 1.

5.2 The Productivity Allowance in payment to serving Post Sorters will be reduced to 10% with effect from 1st January 2020. 83.67% of this allowance will be pensionable. The new allowances will therefore be as follows:

Pensionable allowance:	8.367%
Non-pensionable allowance:	1.633%

6 Postal Sorter pay scale, productivity allowance and retained allowance (RWA) – Dublin Mails Centre

6.1 As for all other Postal Sorters, this pay scale will have a new, additional increment at the maximum point, with effect from 1st January 2020. The new scale is set out at Appendix 1.

6.2 The Productivity Allowance in payment to serving Postal Sorters in the DMC will be standardised at 10% with effect from 1st January 2020. 83.67% of this allowance will be pensionable. The new allowances will therefore be as follows:

Pensionable allowance: 8.367%

Non-pensionable allowance: 1.633%

6.3 The Retained Allowance (RWA) will be standardised for all Postal Sorters in receipt of this, on a personal to holder basis. The value of the allowance will be increased by 2.5%. For Postal Sorters with 48 hour and 37.5 hour contracts, the allowance will be standardised at the 37.5 hour rate which is €145.72 per week. For Postal Sorters with part-time contracts, they will retain an amount based on their existing pro-rata amount for this allowance, plus 2.5%.

Agreement Sign Off

Agreement Signed on Behalf of:

An Post

Communications Workers' Union



John McCormack
Head of Employee Relations



Seán Mc Donagh
Deputy General Secretary

Post Office Clerk and Postal Sorter – revised pay scales with effect from 1st January 2020

Post Office Clerk

Revised 1.05.19 per week	Pen. Pay 1.05.19 per week	Revised 1.01.20 per week	Pen. Pay 1.01.20 per week
€459.10	€433.16	€459.10	€433.16
€475.92	€449.02	€475.92	€449.02
€499.81	€471.56	€499.81	€471.56
€522.79	€493.24	€522.79	€493.24
€545.86	€515.01	€545.86	€515.01
€561.29	€529.57	€561.29	€529.57
€577.53	€544.89	€577.53	€544.89
€592.13	€558.66	€592.13	€558.66
€607.48	€573.14	€607.48	€573.14
€625.23	€589.90	€625.23	€589.90
€642.80	€606.48	€642.80	€606.48
€661.56	€624.16	€661.56	€624.16
€688.02	€649.14	€688.02	€649.14
€752.25	€709.73	€752.25	€709.73
		€771.06	€727.48

Postal Sorter

Revised 1.05.19 per week	Pen. Pay 1.05.19 per week	Revised 1.01.20 per week	Pen. Pay 1.01.20 per week
€601.94	€567.92	€601.94	€567.92
€613.51	€578.84	€613.51	€578.84
€624.98	€589.67	€624.98	€589.67
€639.38	€603.24	€639.38	€603.24
		€655.36	€618.32

