

# **Draft/ Collective Agreement in relation to Pay and Terms and Conditions between An Post ('The Employer') and the following Trade Unions; Communications Worker's Union, Forsa and the Association of Higher Civil and Public Servants (Collectively referred to as 'The An Post Group of Unions').**

## **Re: An Post/Group of Unions - Pay Claim 2022/2023**

### **Scope of the Agreement**

This agreement applies to all grades represented by the above unions at An Post below level 2. The pay elements contained in this agreement do not apply to those who receive individual pay increases based on market pay progression.

### **Background/Introduction**

An Post faces many challenges some of which are not directly within the control of the business. These include the continuing Covid19 pandemic and the additional costs associated with it. Likewise, the commercial effects and costs associated with new customs arrangements and Brexit are challenging.

An Post has invested significant amounts in plant and equipment to build a sustainable parcels business and also invested heavily to upgrade our Retail network to grow in an efficient manner. We need to ensure we achieve a return on these investments to remain viable. The next 12 months in particular will be challenging and some commentators believe that matters will not improve for our businesses until the middle of the year at the earliest. An Post has been open with all stakeholders in relation to these challenges including with the An Post Group of Unions.

Against this background, An Post Group of Unions lodged a pay claim, seeking an increase in pay and the consolidation of allowances. The Unions cited the significant inflationary pressures that have been building in recent months which is negatively impacting on members cost of living. The CWU advanced its objective for the consolidation of allowances to address the pay differential for the lower paid.

Following direct engagement between the parties it was acknowledged by the union that cooperation with change is critical to achieving a sustainable business and be in a position to pay increases to mitigate the effects of increasing cost of living. An Post management in turn have accepted that if significant changes can be made that make us more efficient and yield significant efficiencies then some of these savings should be shared with employees through improving their terms and conditions of employment.

With the above in mind, the following proposal was concluded with each side agreeing to recommend the proposal for acceptance.

### **Pay and Productivity Terms**

**The general terms of the WRC 2021 Pay Agreement between the Company and Group of Unions will be extended to comprehend the period 1<sup>st</sup> January 2022 to 31<sup>st</sup> December 2023, but amended as follows.**

In recognition of An Post staff continued good work during very difficult circumstances, ongoing cooperation with normal on-going change and to provide stability and certainty for the next few years the Company will apply the following increases to base pay over the next two years:

1 <sup>st</sup> January 2022 to 31 <sup>st</sup> December 2022	2.5%
1 <sup>st</sup> January 2023 to 31 <sup>st</sup> December 2023	2.5%

**Note:** These payments will be made to those employees who are employed at the time the payment is made. Those employees who reached Normal Retirement Age between the 1<sup>st</sup> of January and the date the first payment is made will receive the first payment backdated to 1<sup>st</sup> January 2022.

The Unions will continue to co-operate with the change programmes and associated timelines necessary to transform the business. Staff impact issues associated with the company change programme, will in the first instance be addressed directly between the parties. All unresolved issues will be processed in a timely manner by referral for determination by the Labour Court appointed Monitoring Group or where both parties deem appropriate the Industrial Relations Protocol agreed in 2017.

Savings associated the Company Transformational changes, will be verified by the Monitoring Group and shared in the same manner as outlined by the Labour Court in **LCR21563**

## **Outstanding matters from 2021 WRC Agreements**

The Company and Unions are committed to finalise within three months of acceptance of this composite proposal all of the outstanding issues outlined in the 2021 WRC agreement.

Save from the claims outlined at Appendix 1 it is accepted that there will be no new cost-increasing claims made or conceded during the period covered by this agreement.

Both the Company and the An Post Group of Unions will commit to addressing all issues through the agreed processes and procedures.

In the event that this composite proposal is rejected, it will be deemed to have been withdrawn and will have no standing.

### **Signed on Behalf of 'The An Post Group Of Unions'**

Seán McDonagh  
Principal Staff Representative

### **Signed on Behalf of An Post**

Eleanor Nash  
Chief People Officer

**3<sup>rd</sup> February 2022**

## **Appendix 1**

### **An Post Group of Union claims arising from the JCC**

1. Claim for consolidation of 5% of change allowance into basic pay.
2. Claim for consolidation of elements of allowances by Security and Patrol Staff to be implemented in 2022.
3. Claim for TV licence fee to be paid through payroll.
4. Claim for daily allowance for all those who have worked from home during pandemic.
5. Claim for 13-week average overtime to all staff in the Company recruited since C&D Agreement.
6. Claim for significant increase in daily split allowance.
7. Claim for an increase in the Saturday allowance.
8. Claim for payment of driving allowance to etrikes.
9. Claim for increase in allowance paid to TV Inspectors.
10. Fixed driving allowance to be paid all year.
11. Claim for additional long service leave.
12. Claim for allowance to postal operatives to move off duty.
13. Claim for increase in the Registered Locker Allowance.
14. Claim for increase in annual leave entitlement for all staff