

Monitoring Group - An Post Agreements

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Communications Workers' Union
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&
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Issue: Claim for Payment of Allowance for use of E-trikes

Background

Following the introduction of e-trikes into Final Mile Operations, the Communications Workers' Union has lodged a claim at the Joint Conciliation Council. The claim sought the introduction of an allowance that would be the equivalent of the existing Driving Allowance, for Postal Operatives in Final Mile Operations, who were assigned to e-trike routes.

The Company rejected the claim on the basis on the basis that Driving Allowance was only payable to employees who had a particular skillset (full clean driving licence), that was not required for operators of e-trikes.

Union pointed to the fact that while a full clean driving licence has been a requirement for employment in Final Mile Operations for a number of years, there is a cohort of employees for whom this was not a requirement.

The parties could not reach agreement on the claim, and they agreed to refer the matter to the Monitoring Group for Determination.

Determination

The Monitoring Group understands that in the context of the expected growth in commercial parcels and packets, there will be limited use for e-trikes going forward, with most deliveries being undertaken in a van. Having heard the position of both parties, the Monitoring Group believes that there is an immediate legacy issue to be resolved concerning that group of employees who are operating e-trikes because they do not hold a driving licence and are unlikely to acquire one in the future.

In these circumstances, the Monitoring Group determines that:

- e-trike routes would be reserved for non-drivers in the first instance (i.e., those that do not have a driving licence)
- those users would be red-circled and paid an allowance of €15 per week (subject to the same arrangements re daily rates etc as the driving allowance but on a pro rata basis) on a personal to holder basis.
- The allowance will be payable on the implementation of the new design at each DSU and once those who are to be 'red-circled' have been assigned an e-trike route.
- The allowance will only be payable while the 'red-circled' employee continues to undertake e-trike delivery. It will not be payable where the employee opts to take up a foot, cycle or HCT delivery route. The allowance is not transferrable to any other employee and will cease with the retirement or resignation of the incumbent.
- A list of those comprehended by this Determination will be agreed between the parties.
- Cycle cleaning allowance will cease to be paid to those employees who have been 'red-circled' by this Determination.

Given the expectation that most product will be delivered by van going forward, those employees, who have a driving licence but only secure an e-trike route will be paid the full driving allowance. Such employees will have a liability to undertake driving a van as required or that the route may be upgraded to a van delivery if required (seasonally or permanently) and without issue.

Those undertaking foot, any remaining cycle posts and HCT posts are not included in this arrangement.

Eamonn Ryan
On Behalf of Group