

## PROCESS TO BE FOLLOWED WHEN DEALING WITH RING FENCED DUTIES/HOME GARAGING AS RESULT OF CONSOLIDATION OF DSOs

### Ring Fenced Duties

- POs who were/are based in DSOs that consolidate(d) into DSUs, were/are ring fenced at that time on personal to holder arrangement.
- This in effect means that the former DSO routes will be confined to that group, **in the first instance**, in the context of an office wide duty competition (Example Duleek into Drogheda; the POs who consolidated in from Duleek were offered first choice of the Duleek duties).
- This arrangement is not time limited and there is an expectation that it will continue into the future until such time as those employees have left the Company or opt to take up another duty in the consolidated DSU on the basis of their common seniority.
- In the event there are less duties in the consolidated DSO area than there was previously, the displaced PO will apply for a duty within the substantial DSU, on a common seniority basis. When a duty becomes available in the consolidated DSO area, they will be afforded the opportunity, on once off basis, to take a duty in the consolidated DSO on the same basis as above.
- The ring fencing arrangement applies to that group of employees only and not to other employees who took up a former DSO route after the consolidation of the DSU.
- This agreement also applies to temporary DSO staff who had more than 12 months' continuous service and who were required to consolidate with the DSO. It does not infer any automatic entitlement on temporary staff to continued employment on the consolidation of any office where there is no requirement.

### Ring-fenced Home Garaging of CMVs following the Consolidation of a DSO

- All 'red circled' existing arrangements agreed as part of the consolidation of a DSO will continue to be honoured, subject to any change agreed nationally, no new arrangements should be agreed with any other PO.