





■ AHCPs

FÓRSA

Ref: 040620

Ms Ceola Cronin  
Court Secretary  
The Labour Court  
Lansdowne House  
Lansdowne Road  
Ballsbridge  
Dublin 4  
D04 A3A8

31<sup>st</sup> May 2023

**RE: Recommendation No. LCR22708 - An Post & 9500 Mixed Grades (Represented by CWU, FÓRSA and the AHCPs)**

Dear Ms Cronin,

I refer to the above recommendation and to An Post correspondence dated 29<sup>th</sup> May 2023.

The recommendation by the Court followed extensive discussions with An Post and a referral by the WRC for examination of three issues, which has resulted in final agreement between An Post and the Group of Unions.

One of the issues dealt with by the Court related to a claim by the Unions for a 6% restoration of pensionable pay from 1<sup>st</sup> January 2022 for active / deferred members and pensioners. This was outlined in our submission in which we further highlighted that during direct discussions with the Company and at the WRC, the Company had proposed a 4% increase which we had rejected.

The Court's recommendation advised it should be read in conjunction with any position that has been reached at negotiating level in direct engagement or with the assistance of the Workplace Relations Commission.

The Group of Unions, the Board of An Post and the Trustees, have all accepted the recommendation by the Labour Court. As a result, the Company Contribution has reduced, and the contingent asset has been released. The only outstanding issue to be implemented is the application of the agreed increases to An Post Pensioners, which is awaiting Ministerial approval. The delay in having the agreed increases paid is causing considerable and unnecessary hardship for them.

I trust the above clarifies and confirms the Group of Unions position and understanding regarding this matter. The Court's further assistance in this matter is greatly appreciated.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Seán McDonagh', with a stylized flourish at the end.

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**Seán McDonagh**  
**Principal Staff Representative**  
**An Post Group of Unions**  
**CWU, FÓRSA, AHCPs**

*c.c. Eleanor Nash, Chief People Officer, An Post*

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THE LABOUR COURT

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Re: LCR 22708 – An Post

1 June 2023

Dear Mr McDonagh,

The Court has asked me to respond to your letter dated 31<sup>st</sup> May 2023 as set out below.

The Court has considered the request dated 31<sup>st</sup> May 2023 from An Post for clarification of Recommendation number LCR22708 and has also considered the letter received from An Post Group of Unions dated 31<sup>st</sup> May 2023.

The Court can confirm that the parties submitted to it that a trade dispute existed between them and that the dispute included a dispute as regards increases to pensions in payment. The parties, in making a joint referral of their trade dispute to the Court under Section 26(1) of the Industrial Relations, Act, 1990, requested the Court to investigate that trade dispute and to set forth its opinion on the merits of the dispute and the terms on which it should be settled.

The Court can confirm that its Recommendation in relation to the trade dispute was a recommendation to apply the stated increases to all members of the scheme including pensioners.

The Court considers it to be important that any reading of its Recommendation take account of the entire text including the following:

*"this Recommendation should be read in conjunction with any position that has been reached at negotiating level in direct engagement or with the assistance of the Workplace Relations Commission."*

Yours sincerely,

Ceola Cronin,

Court Secretary.