

# **Monitoring Group - An Post Agreements**

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&  
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**28<sup>th</sup> September 2023**

**Issue: Transformation Agreement – Allocation of E-Trike Delivery Routes**

## **Background**

The allocation of E-Trike routes in Dublin DSUs has been referred to the Monitoring Group for determination as the parties have been unable to reach consensus on the approach to the treatment of E-Trike routes in the duty competition.

Meetings at local and CSG level have failed to resolve the issue and the matter was referred to the Monitoring Group in line with the agreed process for addressing issues arising out of the Final Mile Operations Transformation Agreement. The issue has also arisen in the process at Dundalk DSU.

## **Company Position**

The Company's view is that the design process principles agreed as part of the Transformation Agreement determine the optimum area for the E-Trike duties within the DSU and that those routes should be confined to non-drivers in the first instance.

The Company stated that this position is consistent with a MGD issued on the 1<sup>st</sup> June 2021, which dealt with the same issue in Cork.

The Company reiterated that it had responded to concerns raised by CWU in relation to the requirement to retain delivery work for non-drivers and had worked to ensure that delivery work remained available to those employees through the deployment of E-Trike duties.

## **Union Position**

The CWU DPDB Branch's position is that that seniority should be the determining factor for the allocation of all duties irrespective of mode of transport. The Branch sought that the same arrangements as applied in the realignment process and Ravensdale Test & Learn should continue to apply.

The Union stated that while it recognised that this position may require the Company to make further adjustments to routes after the duty competition had concluded, it was willing to work with the Company at local level on a compromise position that would allow for the identification of routes where it would not be feasible to deploy E-Trikes i.e. rural or firms delivery routes and that those routes could be excluded for non-drivers.

## **Determination**

The Monitoring Group has considered the issues raised and has consulted with both parties and determines as follows.

The Monitoring Group is aware that the Company is committed to and will continue supporting employees financially to acquire the appropriate driving licence for CMV deliveries and that until such time as all delivery Postal Operatives have a driving licence, the issue of the treatment of those employees in the assignment of delivery duties will continue.

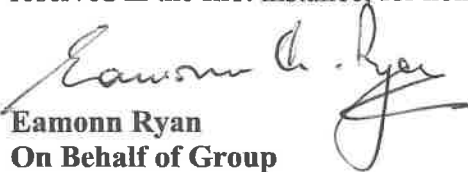
In the meantime, and to ensure that delivery work remains available to non-drivers, the Company is, and should continue to design E-Trike routes into a DSU design.

In our determination in relation to Cork of the 1<sup>st</sup> June 2021, we determined that, *it is entirely reasonable that E-Trike routes would be reserved for non-drivers.*

In our Determination issued on the 18<sup>th</sup> May 2023 in respect of the Union's claim for payment of an allowance, we addressed the matter on the basis that *E-Trike routes would be reserved for non -drivers in the first instance.* Furthermore, similar red-circling type arrangements and accommodations apply to particular groupings of staff.

It is unreasonable and unsustainable that routes that are designed specifically to cater for the issue of non-drivers, would not be confined to those employees in the first instance.

Accordingly, we determine that in any duty competition, E-Trike routes should be reserved in the first instance, for non-drivers, with nationwide application.

  
**Eamonn Ryan**  
**On Behalf of Group**