

Mr Seán McDonagh
Principal Staff Representative
Communications' Workers Union
575 North Circular Road
Dublin 1

30 November 2023

Dear Seán,

Transformation Agreement – Voucher

In line with the terms of our Transformation Agreement between An Post and the An Post Group of Unions we agreed the payment of a voucher to address the unions' claim for a cost of living payment and to cover the various transformation initiatives across An Post.

We agreed to apply the same criteria for payment of this voucher as had been used for the Covid voucher that was issued in 2020.

In advance of issuing the voucher we both commenced a review based on the analysis and had already agreed to pay those not actively at work at the date of issue rather than waiting until they returned to work. The Company has since completed further analysis on the calculations and in particular on the criteria to exclude sick leave from being reckonable for the purpose of the calculation of the voucher.

We appreciate that a reduction in the value of the voucher relating to sick absence has impacted a significant number of employees across An Post. However, it also highlights that it is an area where we need to continue to work with all stakeholders to make progress to reduce it.

In order to address this and on an exceptional basis it has been agreed between the Principals on both sides to amend the criteria on this occasion and not take sick absence into account. The company will send a further voucher to employees that were impacted, which will take between 7 and 10 days to organise.

I trust that the above reflects the outcome of our discussions.

Yours sincerely



Eleanor Nash
Chief People Officer