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eir Pay & Bonus

Item 4

Chapter 18



Summary

- ❖ Since Conference 2022 this has been a constant
- ❖ Sought cost-of-living concession
- ❖ Cost-of-living survey - very well supported
- ❖ Message was clear but progress was slow
- ❖ Company unmoved
- ❖ NEC considered ballot for industrial action
- ❖ General Secretary and CEO met

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Summary

- ❖ Small progress was made
- ❖ Finally agreed to refer to the WRC
- ❖ Based on commitment to resolve issues
- ❖ Not just going for a walk!

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Context for WRC Referral

- eir position:
 - existing agreement of 6% over a 36-month period should continue
- Rejected by CWU
 - seeking agreement over 30 months and 6% is utterly rejected

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Context for WRC Referral

Other issues referred outside of base pay:

- NRT/Core Tech move to graded pay and conditions
- Work life balance for NRT/former apprentice on rota
- Pay progression for FLM/SOM grades

Company had refused to move on these before WRC referral

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WRC Outcome

1. Base Pay and Applicable Allowances

Pay and Applicable Allowances Proposal							
Base Pay €	Jul-24	Jan-25	Jul-25	Jan-26	Jul-26	Jan-27	Total
1. <50,000	3.0%	1.5%	2.0%	2.0%	1.5%	1.0%	11%
2. 50-70,000	2.0%	1.5%	2.0%	2.0%	1.5%	1.0%	10%
3. 70,000 +	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	6%

The above is a 33-month agreement covering the period from 1st July, 2024 to March 31st, 2027. The percentage pay increase will differ depending on what salary band (1,2 or 3) an employee falls into at the time of the proposed increase. The proposed percentages are on base pay and applicable allowances only. See above pay table.

Those employees covered by the Retail and Customer Operations Collective Agreement (January 2024) will be encompassed by this proposal from 1st January, 2025 onward.

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WRC Outcome

Other issues - Former Apprentices/Trainee Techs

2. NRT/NFT and Trainee Technician/Access Apprentice Alignment

A once off increase in the starting salaries of the NRT and Core Technicians grades of €2,000 will apply.

This will increase the starting salaries from €30,000 to €32,000 for NRT and €33,000 to €35,000 for Core Technicians (post qualification).

The current incremental bands for NRT's of €30,000 - €38,000 will therefore change to €32,000 - €40,000 and Core Technicians from €33,000 - €41,000 to €35,000-€43,000.

3. Work life balance (Former Core Trainee Techs and Former Access Apprentices)

Staff will no longer be required to attend for work on the Sunday of their rota weekend. Staff will remain on-call that day. The payments/allowance will not be affected. Day in lieu of Saturday on rota weekend will be the following Friday.

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WRC Outcome

SOM/FLM Pay Progression

4. SOM/FLM Range and Pay Progression

The DB Max of the SOM (€71,419) and FLM (€56,982) pay bands will remain for DB pension purposes. Overband payments are pensionable under the Pension Accord.

There will be an additional 1% pay increase per year for the duration of the agreement (paid in accordance with scheduled increases) for staff on less than 80% of their respective band max (see table below). On each pay date, current salary will be evaluated against 80% of the top of the appropriate band and an additional 0.5% will be allocated as a pay increase if an individual is under that figure. The maximum increase over the duration of the agreement will be 3% in addition to the terms proposed above.

Both Bands move by 6% to maintain the salary differential between the management grades.

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WRC Outcome

SOM/FLM Pay Progression

Current Max €63,672	Band Movement					
<i>FLM</i>	Jul-24	Jan-25	Jul-25	Jan-26	Jul-26	Jan-27
Top of Band	€64,308	€64,952	€65,601	€66,257	€66,919	€67,589
80% of Band	€51,447	€51,961	€52,481	€53,006	€53,536	€54,071
Current Max €73,522	Band Movement					
<i>SOM</i>	Jul-24	Jan-25	Jul-25	Jan-26	Jul-26	Jan-27
Top of Band	€74,257	€75,000	€75,750	€76,507	€77,272	€78,045
80% of Band	€59,406	€60,000	€60,600	€61,206	€61,818	€62,436

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WRC Outcome

5. Organisational Change

The parties agree to establish a mechanism to facilitate and agree initiatives regarding Organisational Change programs.

6. Cost Increasing Claims

The parties agree that there will be no additional pay claims for the duration this proposal.

In the event of this proposal being rejected by either party, it will be deemed to be withdrawn and without status.

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Summary

The deal achieves the objectives:

- Catch up for cost-of-living and front loaded
- 33-month duration
- 6.5% / 5.5% in first 12 months
- Exceeds the public sector pay deal
- Other improvements besides pay – pay progression etc.
- No strings
- Builds on pay increases achieved for retail/contact centres

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Next Steps

- Deal has been carefully considered by the Telecoms Sectoral
- Fully accepts the WRC proposal
- **Unanimous recommendation for acceptance**
- Upcoming ballot
- Newsletter and freepost envelope to every member
- Return by Friday 10th May

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Thank You

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