



Ms. Sarah Vaughan
sarah@cwu.ie

09 December 2025

Our Ref: CCS-MO-02537-2025

Dear Ms. Vaughan,

I refer to your correspondence dated 7th November 2025 to expedite the 2025 An Post pension increases to ensure payments occur before Christmas.

In accordance with the Act and the relevant Code of Practice for the Governance of State Bodies, An Post must seek Ministerial approval from both Ministers to increase pensions and deferred pensions for members of the An Post superannuation scheme. Section 2.13 of the Code of Practice for Governance of State Bodies Superannuation and Remuneration annex sets out that NewERA advice should be sought in respect of pension amendment proposals, as is appropriate in their role as commercial and financial advisors to the Ministers.

On 23 October 2025, An Post wrote to the Department requesting consent for an increase to pensions in payment and deferred pensions, arising from its agreements with employee representative groups. It is not possible, at this point, to set out the specific timeframe within which the decision-making process will be concluded by both shareholding Ministers in respect of increases submitted for consent. It should be recognised that the time taken for the pension approval process is necessary to ensure that robust governance procedures are in place. Under section 46 of the Postal and Telecommunications Services Act 1983, the Minister for Culture, Communication and Sport with the concurrence of the Minister for Public Expenditure, NDP Delivery and Reform, approves any superannuation schemes submitted by An Post. The operation of the schemes is a matter between the management of An Post, staff representatives and the trustees of the schemes.

I trust that this is of assistance.

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'Darren Clarke'. The signature is written in a cursive, flowing style.

Darren Clarke
Private Secretary

BY EMAIL

Ref: 040620

Mr Patrick O'Donovan TD
Minister for Arts, Media, Communications, Culture and Sport
Department of Culture, Communications and Sport
Leeson Lane
Dublin 2
D02 R5Y3



9th December 2025

Re: eir/An Post Superannuation Schemes

Dear Minister,

It is necessary that I again write to you regarding a pressing matter that affects thousands of eir/An Post pensioners and their dependents.

Having written to you regarding An Post on 7th November 2025, I have, following a reminder, today received a response from your Private Secretary, the content of which is entirely unacceptable. Apart from ignoring the detail of my communication to you, the response fails to provide any assurances regarding the finalisation of approval to enable payments to An Post pensioners. To the contrary in fact as it outlines *that 'it is not possible to set out the specific timeframe within which the decision-making process will be concluded'*.

In respect of eir pensioners, approval to pay the agreed increase of 2.1% effective from the 1st July 2025 was submitted to the Department on the 8th August 2025, with no indication forthcoming either. Indeed, the process of approval is taking longer than for 2024.

Previously, your department inexplicably delayed a response to An Post for a period of two and a half years for payments to staff that were forced to retire on health grounds. While approval was eventually secured on the eve of a ballot for industrial action, for staff that retire going forward, the retrospective application remains to be resolved.

Such tardiness, which pensioners are subjected to annually, is indicative of a dysfunctional department, lacking direction and leadership and portrays government as having no regard for pensioners or their service to the state. While accepting a level of governance, pensioners do not deserve such shoddy treatment.

The ongoing and repeated delays of payments to these pensioners, compounded by continual re-examination, despite robust processes involving actuaries, trustees, the group of unions and the company itself, causes real hardship to those who have worked all their lives, only to have this process dragged out.

I request your urgent attention to this matter and remain available to discuss with you.

Yours sincerely,

Seán McDonagh
General Secretary

Cc: Mr Jack Chambers TD, Minister for Public Expenditure, Infrastructure, Public Services,
Reform and Digitalisation