

Mr Seán McDonagh
Principal Staff Representative
Communications Workers Union
575 – 577 North Circular Road
Dublin 1
D01 TR 53

7th April 2026

Dear Seán

Re: Pay Deal – subject to agreement

Further to our ongoing discussions and negotiations following the expiry of our previous pay deal on 31st December 2025 I can confirm the proposal agreed in principle between An Post and the An Post Group of Unions is as follows.

Pay

- A 2-year agreement commencing on 1st January 2026 and expiring on 31st December 2027.
- A 2% increase for all staff covered under Collective bargaining arrangements for pay effective from 1st January 2026. Of this increase 2% will be pensionable.
- A 1% increase for all staff covered under Collective bargaining arrangements for pay effective from 1 July 2026.
- A further 2% increase for those covered under Collective Bargaining arrangements for pay effective from 1 January 2027. Pensionability of this increase will be confirmed in early 2027.

Voucher

The company acknowledges the continued and ongoing support of staff with its change programme, playing a pivotal role in transforming the business. It also recognises economic uncertainty and consequential impact inflation is having. Having regard to these factors a voucher of € 650 will be paid for full time employees in October 2026. This voucher will be paid pro rata for part time employees. This voucher will only be paid to those comprehended by Collective pay arrangements.

It is agreed that there will be no new cost increasing claims submitted for the duration of this agreement.

The parties have also committed to the following:

Transformation 2026/2027

The terms and processes of the Transformation Agreement will be extended to the end of 2027. The Group of Unions will continue to co-operate with the company change programmes and timelines necessary to transform the business. Staff impact issues associated with the company change programmes, will in the first instance be addressed directly between the parties.

All unresolved issues will be processed in a timely manner by referral for final determination by the Labour Court appointed Monitoring Group, or where both parties deem it appropriate through the Industrial Relations Protocol agreed in 2017 up to and including the Labour Court.

Savings associated the Company Transformational changes/agreed change programmes during the term of this agreement will be verified by the Monitoring Group and shared in the same manner as outlined by the Labour Court in **LCR21563**.

An Post Change Programme

The Company intends to advance plans in respect of the areas identified below. The Group of Unions agree to co-operate to progress the changes in a timely manner through joint working and where necessary through the agreed procedures. The company equally commits to advancing proposals with a view to addressing staff impact issues in a similar way as part of these processes.

- Digitisation of the business including taking advantage of AI, Robotics and new systems such as the New Payroll system and related structural changes and processes.
- Performance Management Review to be completed in advance of the 2027 year-end PMD review.
- Corporate HQ and Business Support Areas (defined as non-front line roles). The Company will write to the An Post Group of Unions separately on plans to reduce headcount within this area over the period of this agreement. This will include a VS programme in 2026.
- Continuation of refinement of the State Savings Operations model to reduce volumes of paper and improve digitisation and customer service/experience. Finalise move to EXO in line with the Transformation Agreement.
- The company strategy contains planned organisational changes, which currently include a single processing centre and next generation mail. It is agreed a high level joint working group will be established in preparation for these major changes a review of all aspects of the Commerce business and staff impact. Any changes to the strategic plans will be discussed at the established JWG.

Save as provided for under this agreement, both the Company and the An Post Group of Unions will commit to addressing all issues through the agreed processes and procedures. Should any disputes arise during the duration of this agreement both parties commit to addressing them in line with the Industrial Relations protocol.

In the event that this composite proposal is rejected, it will be deemed to have been withdrawn in totality and will have no standing.

Yours sincerely



Eleanor Nash
Chief People Officer