

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

14th April 2026

Dear Seán

Re: Pay Deal – voucher

Further to our discussions I have set out the criteria that would apply if the pay proposal is accepted in respect of the voucher for employees comprehended by the scope of the collective pay agreement.

- It applies to all employees under the terms of this agreement employed at An Post on 1st May 2026.
- For part time employees the average of 8 weeks up to 1st May 2026 will be used for calculation of the voucher.
- It is applicable to all employees employed and employed (including those on sick leave) at the date of issue in Q4 2026, the date will be confirmed.
- For those employees who are absent from work due to statutory leaves eg: maternity etc this will be paid to them as normal.
- For any employee who is AWOL at the time of issue, they will not be eligible for the voucher.

It is our intention where possible to issue the voucher digitally later this year, I will follow up separately on that.

Yours sincerely



Eleanor Nash
Chief People Officer



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