

13th Biennial Conference 2026



Clerical & Administration

Presented by Ian McArdle

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Transformation Agreement

- Clerical Duty Application Process
 - Discussions on baselines ongoing
 - Painfully slow
- Career Path
 - Training and Development
- Retail Conversions
- Work Completed
 - Review of CAD
 - Audit
 - Move to EXO

Clerical Pay – unfinished business

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Retail - Office Conversions

- Completed
 - Tallaght
 - Tipperary
 - Roscommon
 - New Ross
- To be completed
 - Rathmines – June 2026
 - Phibsboro – TBC!

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Retail

- Transactions up by 4.2% to €85.3m for 2025
- Launch of FX buyback
- Increase in parcel post (75% uplift)
- Agency banking and Bill Pay uplift
- Decreases in:
 - Mobile Connections
 - Current Account activations
 - DSP (modest decline but new contract)
- New Business Plan?
- Stationery!

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Retail

Our Rural Future – Rural Development Policy
2021-2025 states:

“The Government remains fully committed to a sustainable post office network as a key component of the economic and social infrastructure in both rural and urban areas.”

- €30m agreed in 2022
- Last budget - €75m over 5 years

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EXO

- Initial Move completed in 2023
- State Savings to move to EXO but no timescale for this
- Still experiencing issues with building and facilities
- Need to build union density
- Headcount management – 200 reduction



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HR Transformation

- Went live in September 2024
- Email addresses supplied to all staff and these will be utilised for communication purposes
- Discussions ongoing about what can be accessed through HRMS

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Payroll

- Current System out of support by the end of 2026
- Design of new system commenced in July 2025
- The Oracle Payroll system is a key component of the HR systems architecture.
- Company identified matters that needed to be simplified

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1. Summary of Proposed Simplifications

No.	Simplification	Description	Staff Impact
1	Simplification of RWA	This working agreement consists of 8 different pay elements. It is too complex to build in the new system without significant effort and is too complex for staff to monitor.	Yes (18 staff)
2	Simplification of pay methods	There are a number of staff who receive their pay via Post Pay and POSB. We need to streamline and modernise the way staff receive their pay.	c.1,800
3	Simplification of HEDS	Remove inactive HEDs, Address low volume and/or low value HEDs and address complex HEDs.	Yes (Number TBC)
4	Simplification of pay frequency	Currently have weekly, fortnightly and monthly paid staff and we need to reduce the number of payrolls.	Yes (Number TBC)
5	Simplification of Employee Grades	Reduce overall number of grades from 57 to 35.	Yes (c. 160 staff)
6	Streamlining non standardised processes	Opportunity to streamline processes to align with system standard design.	Yes (Number TBC)
7	Simplification of ways of working	Opportunity to simplify and streamline current ways of working within the NPC to maximise benefits which will be introduced, as a result of the new system.	Yes (Number TBC)



TV Licence

- RTÉ licence fee income dropped by €29m to €123m last year
- Expected further decline 2026
- Unclear how RTE funding will be impacted
- Technical Working Group
- Draft report formally lodged with government
- Now subject to cross government observations
- Minister O'Donovan in no hurry

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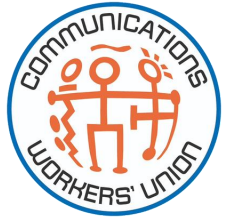


Clerical Representation

- Rationalisation process
- Regional Clerks Branch established
- AGM - January 30th
- Multi site and hybrid
- Standing Orders Agreed
- Branch Officers – NEC members for first year
- Branch Committee elected

- 25 county Branch
- Work closely with Dublin Clerks
- Company introductions taken place

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Clerical Representation

- Two Branches – national platform for Clerks
- Many challenges ahead
- Staffing
- Contracts
- Conversions
- Career path and training
- Outstanding issues from Transformation

- Communications
- Survey

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