

13th Biennial Conference 2026



Partnership and

Joint Working

Presented by Pat Kenny

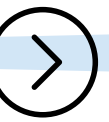
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Health & Safety

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Safety Consultation

Existing Structures

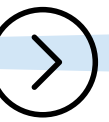
- JCC Health and Safety Sub Committee
- Safety Committees
- Safety Representatives

Review underway

- Escalation
- Safety Rep Training
- Refresher Training



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Skin Cancer Awareness

Policy agreed and relaunched
Raise awareness of the dangers of exposure to solar UV
Support the use of sun protection measures

Sunscreen at Factor SPF 50

Lipbalm at SPF30

- Sun hats to be further trialed in Tralee and Galway

Follow the SunSmart 5 S's to reduce your risk of skin cancer



Slip on clothing that covers your skin



Slop on sunscreen on exposed areas using factor 30+ for adults and 50+ for children



Slap on a wide-brimmed hat



Seek shade – especially if outdoors between 11am and 3pm



Slide on sunglasses

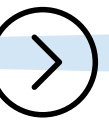
Do not deliberately try to get a suntan. Avoid getting a sunburn. Never use a sunbed.

Be SunSmart
www.hse.ie/sunsmart



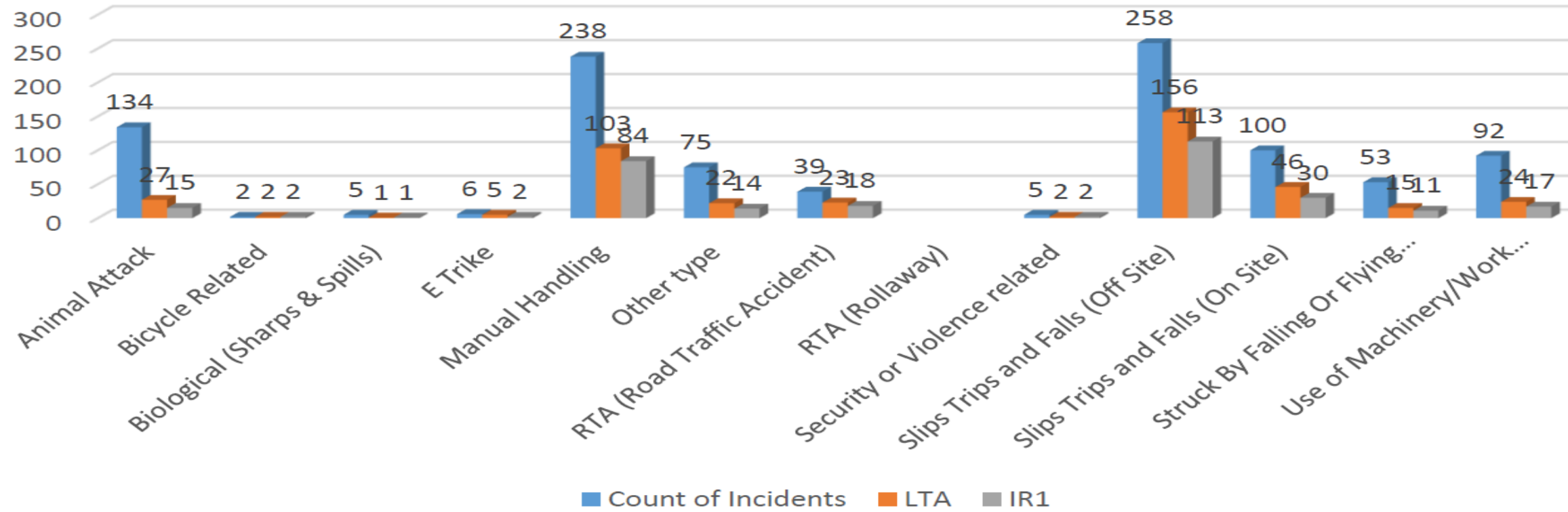
nccp National Cancer Control Programme

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Accident on Duty 2025

Reported Workplace Accidents (Actual Injury)



Reported Accidents on Duty 1007
 Lost Time Accidents 426
 IR1 / HSA Reportable 309

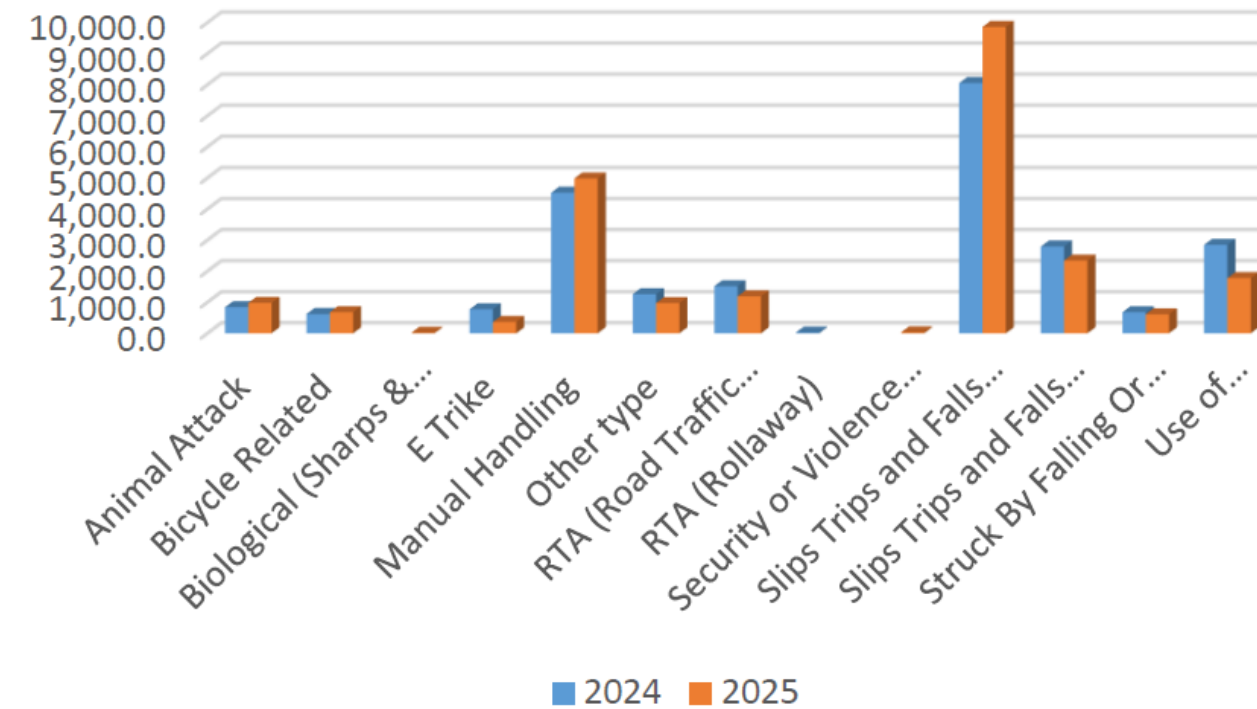
**in
lost**

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AOD Year on Year Lost Time Comparative Analysis

	Absence Duration Days	
	Accident (Actual Injury)	
	2024	2025
Animal Attack	840.0	979.5
Bicycle Related	620.0	678.0
Biological (Sharps & Spills)		18.0
E Trike	773.0	365.0
Manual Handling	4,524.5	4,983.5
Other type	1,258.5	971.0
RTA (Road Traffic Accident)	1,517.0	1,188.5
RTA (Rollaway)	22.0	
Security or Violence related		27.0
Slips Trips and Falls (Off Site)	8,051.0	9,856.0
Slips Trips and Falls (On Site)	2,792.5	2,341.0
Struck By Falling Or Flying Object	676.5	611.5
Use of Machinery/Work Equipment	2,844.0	1,776.0
Grand Total	23,919.0	23,795.0

YOY Lost Time Comparative Analysis



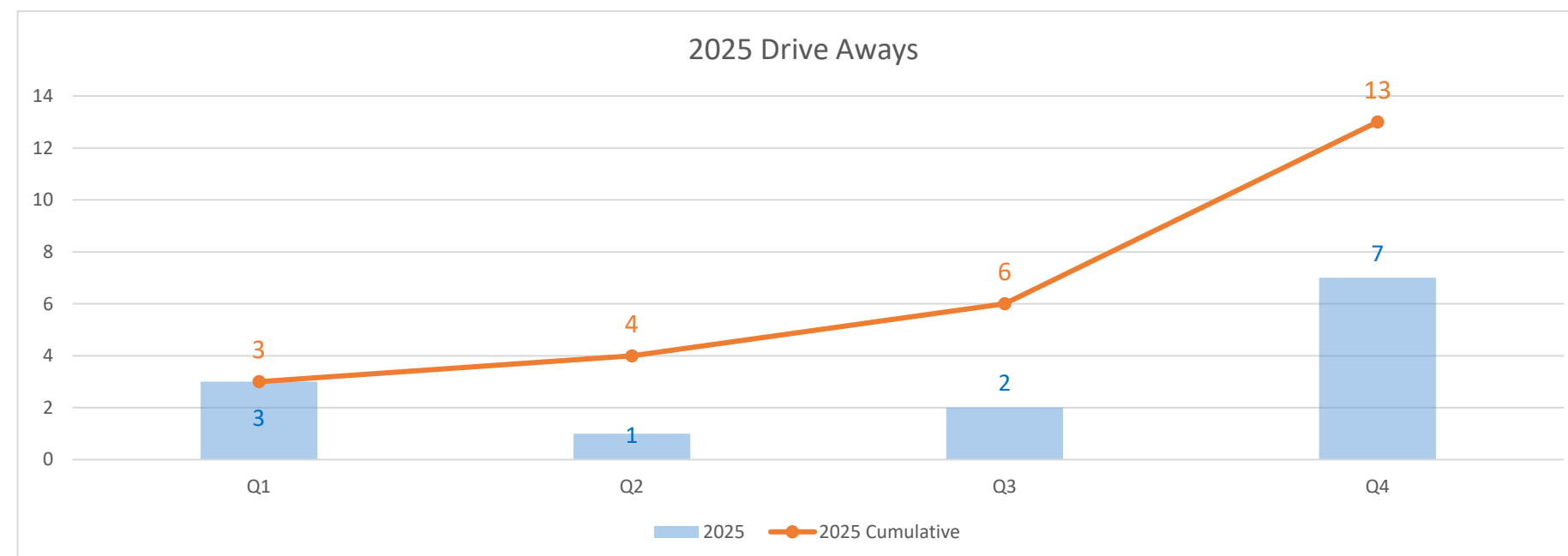
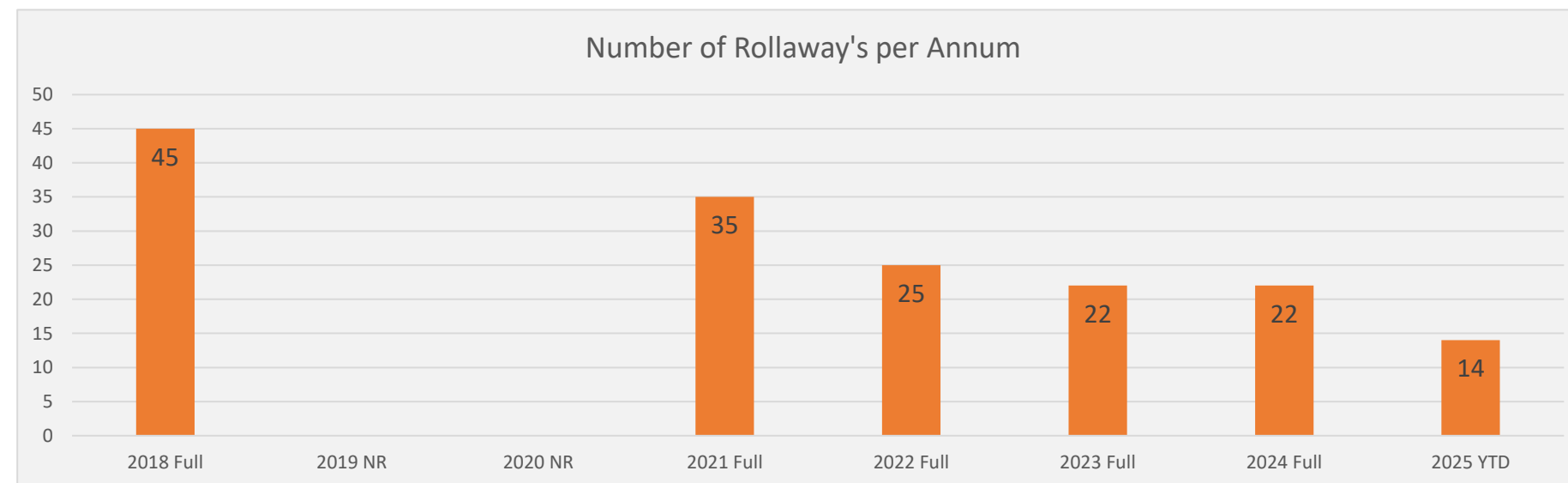
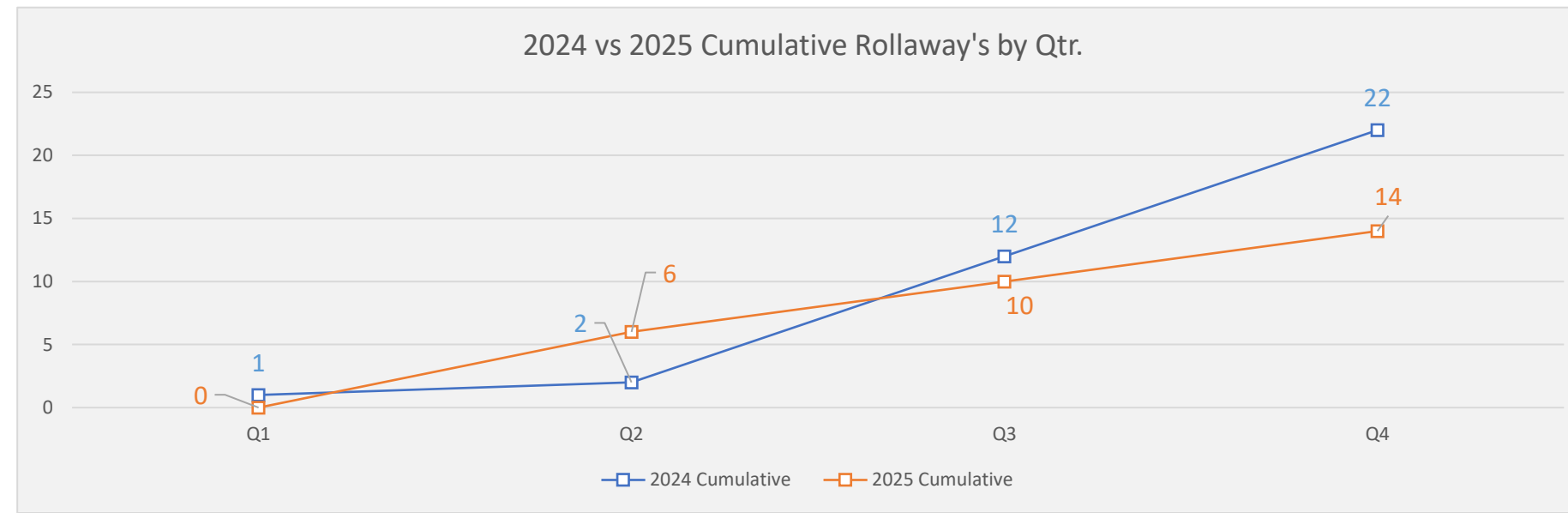
A total of **23,795** days were lost in 2025 due to 'accidents on duty'
10,915 of these days were due to AOD's that occurred prior to 2025

Highlights need for early intervention in terms of employee rehabilitation and return to work
 (where appropriate) Requires multi stakeholder approach
 (Manager, HRBP, Occ Health, & Safety)

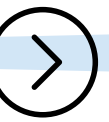
This work will continue in 2026 in tandem with sickness absence management initiatives



Fleet Safety



- **Rollaway's 2025 = 15 (9 ytd 2026)**
- **Drive-aways 2025 = 13 (5 ytd 2026)**
- **Project Team in place to implement project plan to address Rollaway's and Drive-away's**
- **Great focus on comms and telematics data available for H2 as 90% of incidents were in H2 2024**
- **Identify At Risk POs not following process using data analysis**
- **Collision Incident Forum – meeting monthly to address Intervention, upskilling and training requirements**

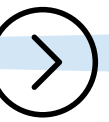


Psychosocial Risk

Pilot in Customer Contact Centre and State Savings Call Centre

Action	State Saving Contact Centre	Commerce Contact Centre
Share survey quantitative results with Working Group	Complete - 22 April	20 May
Managers to share survey quantitative results with staff	Complete - w/c 27 April	To be scheduled
Focus Groups/ Deep dives held with staff to gather qualitative data	Complete - 6 May	To be scheduled
Review of qualitative & quantitative data by Working Group	13 May	To be scheduled
Action Planning	End May – June	To be scheduled

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Other JCC Issues

- Display Screen Equipment
- Gender
- Older Workers
- Incident Reporting Policy

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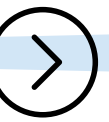
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Diversity &

Equality

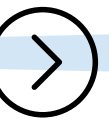
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Work Completed

- Flexible working arrangements for carers and parents
- Enhanced Breast Feeding Rights
- Unpaid leave for medical purposes
- Reproductive Health Policy
- Mental Health Support Policy
- Work Life Balance Wall Chart

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Term Time Finances

Area	Approved Term time	Avg Weeks taken	Salary Savings	Back fill Salary Costs	Other costs (Overtime)	Total costs	Cost Comparison	Cost/saving per head
Commerce	782	4 weeks	€1,789,866.81	€1,155,187.82	€1,321,248.13	€2,476,435.95	-(€686,569.15)	€877.97 cost per person
Corporate centre	22	4 weeks	€272,723.00	€11,070.00		€11,070.00	€261,653.00	€11893 saving per person
Retail	78	4 weeks	€357,937.00	€245,188.00		€245,188.00	€112,749.00	€1445.50 saving per person
Total	882		€630,660.00	€256,258.00			-(€312,167.15) Additional cost	€353.95 cost per person

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Cost of term time - An Post Commerce

- The net cost of Term Time based on analysis of hours across An Post Commerce Mails Processing and Final Mile is €686,569.15
- From the analysis conducted, the greater financial impact was felt across Final Mile Delivery Offices
- Other costs – recruitment, training, boots, uniform, quality of service etc. have not been analysed by APC Finance

	TT approvals	Weeks taken	Salary Savings (basic)	Term Time Backfills (basic and training)	Additional Overtime	Other costs	Total backfill costs	Term Time Cost
Final Mile		Period 23-35 inclusive	€1,382,499.63	€776,416.71	€1,236,734.72	Uniform: €51.23 per Casual	€2,013,181.43	(€630,651.80)
Mails Processing		Period 23-35 inclusive	€407,367.18	€378,771.12	€84,513.41	Uniform: €16.94 per Casual	€463,284.53	(€55,917.35)
Commerce Total	782		€1,789,866.81	€1,155,187.82	€1,321,248.13		€2,476,435.95	(€686,569.15)

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Uniform and

Workwear

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PO Uniform Comparison - Male



AP-BEHA-W-U
Beanie Hat

AP-QZSWE-W-U
Quarter-zip Sweatshirt

AP-OTRS-W-M
Male Operational Trouser

PO Uniform Comparison - Female



AP-BCAP-W-U
Baseball Cap

AP-POSSP-W-F
PO Female Technical Polo

AP-WBEL-W-U
Woven Belt

AP-OTRS-W-F
Female Operational Trouser

Upgraded Postal Operative Uniform - Key Improvements

Enhanced Comfort & Wearability

- Improved garment ergonomics for better fit and mobility
- Performance-oriented tops for breathability and flexibility

Weather Adaptability

- Modern headwear options for varying conditions
- Layering flexibility with quarter-zip mid-layer

Stronger Brand Identity

- Updated visual design for a cohesive, modern look
- Consistent accessory integration for a polished appearance

Operational Practicality

- Purpose-built trousers for durability and movement
- Functional accessories supporting daily tasks

Inclusive & Modernised Offering

- Gender-specific garments for improved comfort and representation
- Contemporary styling aligned with modern workwear standards

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Accommodation

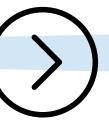
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Site Optimisation



	Starting Point	Current	Removed
DSUs	115	102	13
DSOs	77	24	53
Total FMO Sites	192	141	66

34%
reduction



Accommodation Update

- Planning
- NZEB
- Offices
 - Drogheda
 - Dungarvan
 - Ennis
 - Mullingar
 - Dublin Offices

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Training &

Development

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Learning & Talent Development Outcomes

a. Learning engagement	
Total attendees in training	4,975
MyHR online learning	4,051 courses on MYHR completed by 1, 149 learners
<u>An Post Institute</u> Leadership Development Masterclasses (org capabilities) Digital Pathways Data Literacy Education Support	197 participants 445 participants 198 participants 249 participants 136 participants Total 1,225 participants
No. managers who completed Inclusive Leadership training	301
% workforce in 'future focused training'	30% (2817 learners)
b. Performance Management	
Goals documented in MyHR	82% of eligible employees had goals records
Development Plans in MyHR	52% of eligible employees have development plans
End of Year 2025	90% completed self-evaluation 80% engaged in year-end manager evaluation training 91% of ratings completed by manager before calibration (60% in 2024)
2025 PMD Training	30PMD model training sessions 11 Goal setting training sessions 8 Check in sessions 7 End of year sessions

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Attendance

Support and

Management

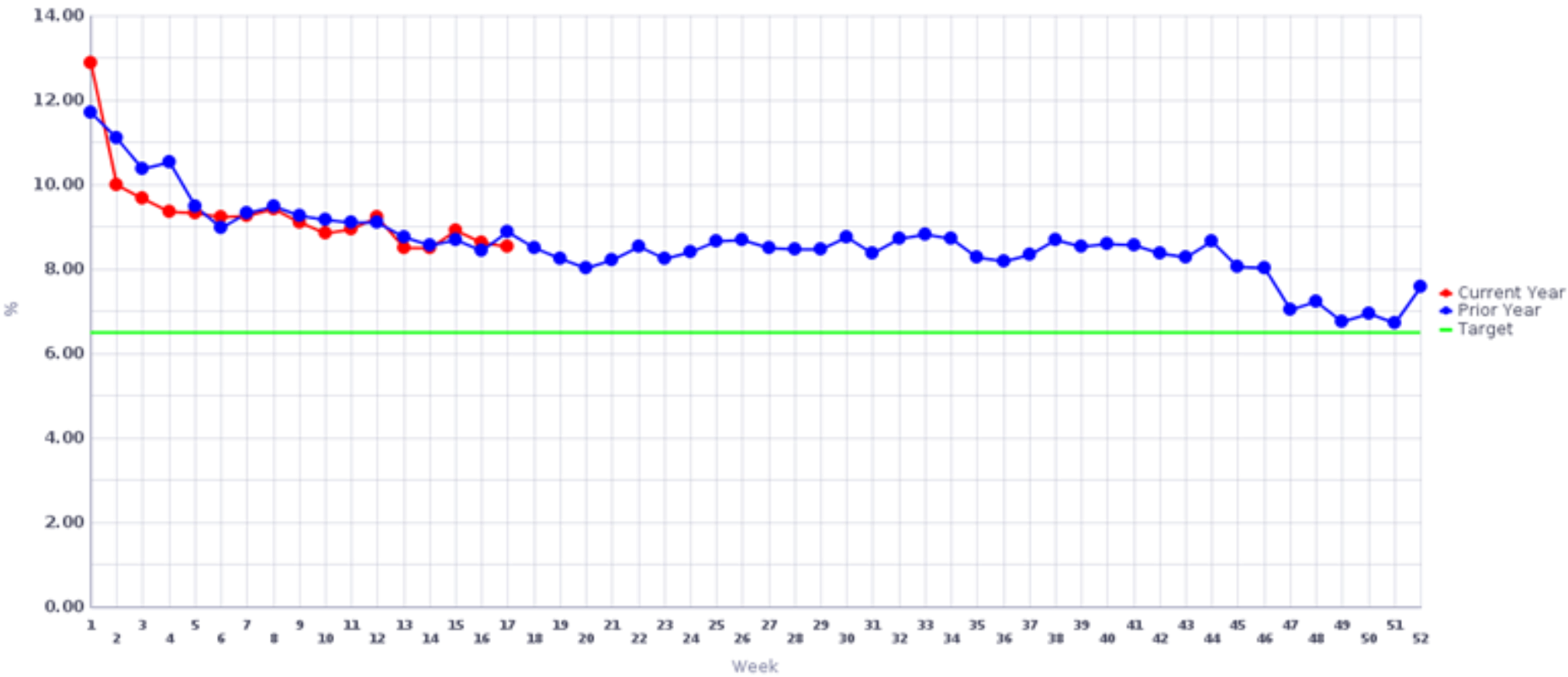
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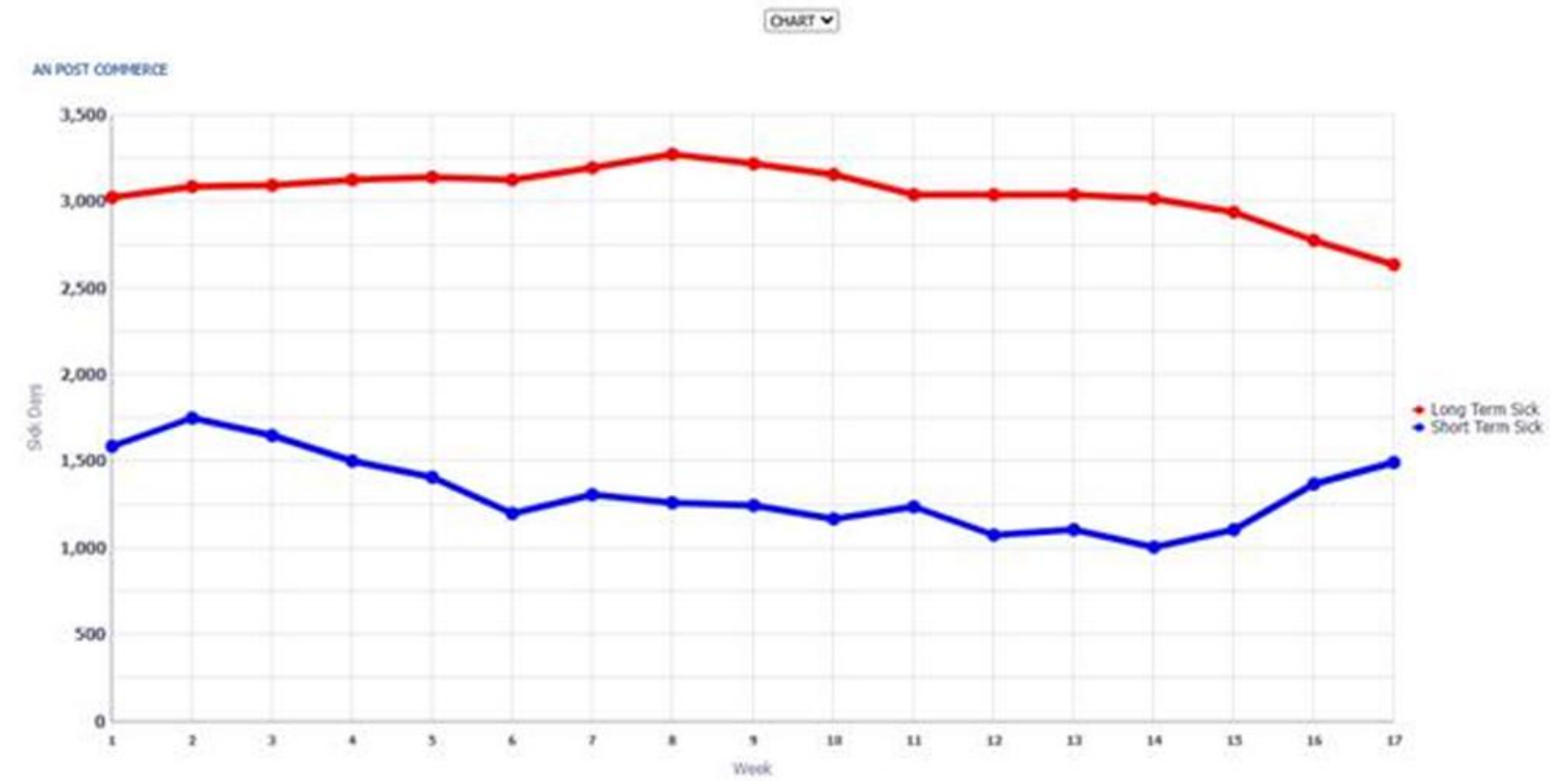
Absence Overview – APC Commerce 2026 Year to date

Sick Absence APC %: Week 1 – 17

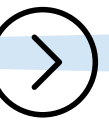


- YTD Absence Rate: 9.25% (↓ 0.21% vs 2025)
- Weekly Absence Rate: 8.53% (↓ 0.35% vs Week 17, 2025)

Sick Absence APC LT/ST : Week 1 – 17



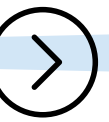
- LTA 70% vs STA 30% – LTA improving via case management
- Task Force focus: ASMP compliance, manager training, site interventions, data visibility



Attendance Management

- Working Group
- Review of correspondence
- Statistics
- Company priority is short term absence
- We want to address long term absence

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Branch

Secretary Role

- Sick pay limits and how they operate
- Keep in contact with those on long term sick leave
- Make sure they apply for Critical Illness Payment where eligible
- Assist them with any appeal on foot of a rejection of CIP
- Social Benefit Scheme and how they might claim if they are on reduced pay
- Encourage all members to join Medisan

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THANK

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