

13th Biennial Conference 2026



An Post General

Presented by Pat Kenny

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Banded Hours, Appointments and contracts

- All temporary contracts in final mile and Processing being examined
- Permanent Vacancies to be filled from the existing Temporaries
- Fixed Term and Specific Purpose contracts only to be used for covering illness, maternity , peak etc.
- Minimise the use of casual contracts

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Transition to permanent contracts

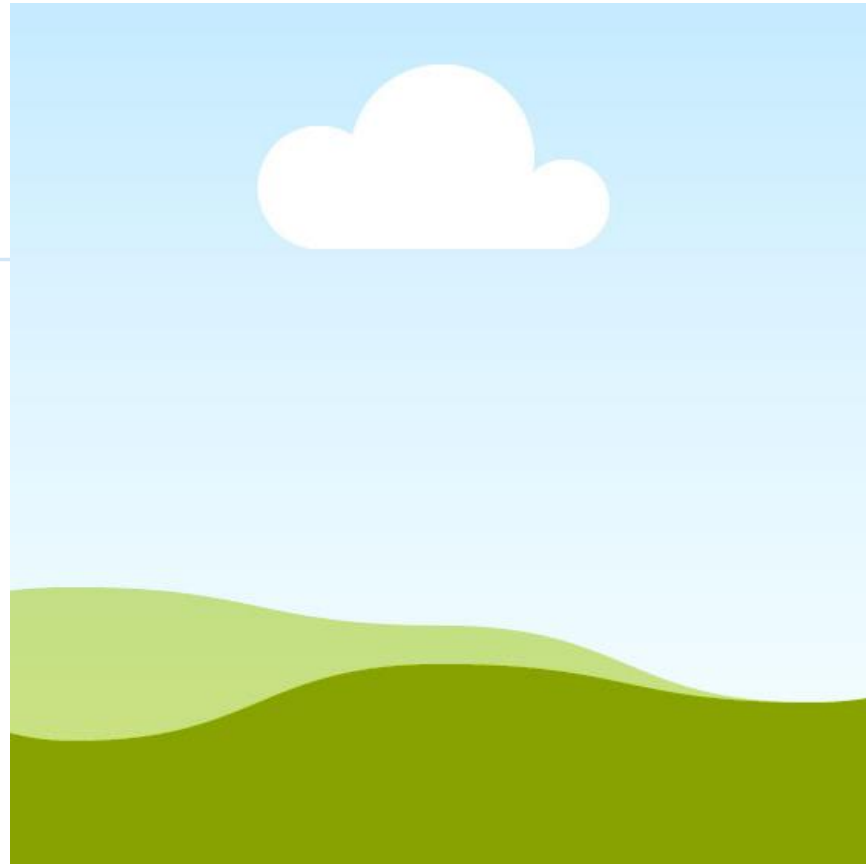
- Baselines
- Match Permanent staff to baselines
- Review temporary contracts
- Align resources with baseline
- Priority for appointment
- Permanent Recruitment
- Temporary Appointment

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Agreed Policies

- Remote Working
- Retirement Policy
- Protected Disclosures
- Right to Disconnect
- Social Media Policy



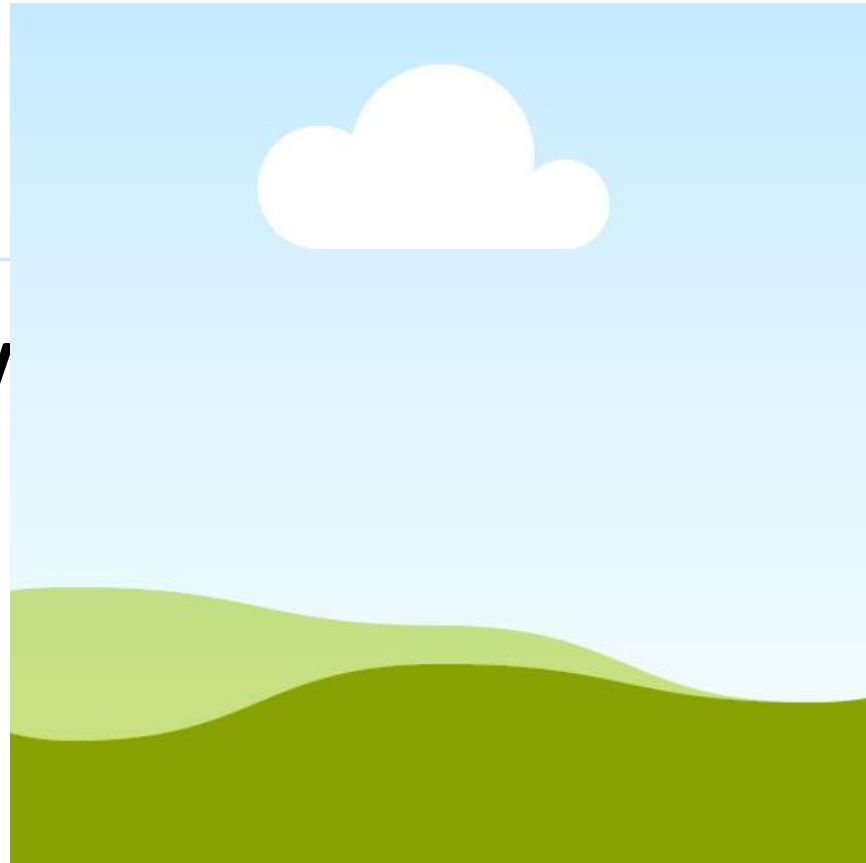
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Acting Up and Temporary Appointment

- Issues to be finalised
 - Treatment of existing Actors
 - Permanent appointment following period of acting
 - Starting Pay on Promotion



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Grievance Procedures

- Stressing problem solving
- Including mediation
- Doesn't deal with collective issues
- Inserts some guiding principles
- Puts in some examples of grievances
- Stresses the internal process should be completed before going externally

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Disciplinary Procedures

- Advice mentoring and fair management
- Fitness and probity standards and all regulatory requirements
- Union to be informed of the commencement of disciplinary
- Meetings may be recorded with the permission of all
- Decision maker to be present
- Appeal could lead to uprating of disciplinary
- Suspension
- Demotion

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THANK

YOU

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