



Commission for  
**Communications Regulation**

# **Review of the price cap for universal postal services**

**Response to ComReg Document No. 16/81**

## **Information Notice**

**Reference:** ComReg 16/90

**Date:** 13 October 2016

**An Coimisiún um Rialáil Cumarsáide**

**Commission for Communications Regulation**

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This Information Notice contains:

- Submission by Communications' Workers Union dated 23 September 2016

# **1: Submission by Communications' Workers Union dated 23 September 2016**



23<sup>rd</sup> September 2016

Ref: 022501

Mr George Merrigan  
Director – Market Framework  
ComReg  
Block DEF  
Abbey Court  
Irish Life Centre  
Lower Abbey Street  
Dublin 1

Dear Mr Merrigan,

Please refer to correspondence to you from Brian McCormick, Services Director, An Post, concerning the review of the Price Cap Mechanism (PCM).

While in principle we would support the need to review the PCM taking into account ongoing volume declines, the cost to the Company of the USO, the growing cost of providing a service for international mails and normal pay movement, I have to take issue with the contention under heading 2) entitled “Savings Programme”, which is factually incorrect. As you will be aware, the Change Programme in An Post has delivered savings of almost 2,000 full-time equivalent jobs without any industrial action. A programme, I believe, not matched in any civil service or semi-state body. Those change programmes are overseen by an independent Monitoring Group, appointed by the Labour Court. On a number of occasions, the company management have made accusations to the Monitoring Group that delays in implementing change programmes are down to the CWU. Despite those accusations being made, the Monitoring Group has never once made a decision that those accusations have any veracity. It seems to be that an incompetent senior management are trying to scapegoat ordinary postal workers for their lack of ability and in doing so, do not provide any proof whatsoever.

I would also like to point out during the period of unwelcome industrial action last October, the interruption in service was completely and utterly down to the senior management team in An Post who unilaterally shut down the postal service in order to justify their support for a third party supplier who attempted to implement pay cuts despite an accepted Labour Court solution to the initial dispute. If you are of a mind to look at this dispute, you will clearly see that the Labour Court decided that shift payments in IO Systems should be reduced to 21% and 22% depending on the workers circumstances.



It is hardly surprising that the workers in IO Systems reacted when the Company targeted them for a 21% and 22% reduction in shift payments. Despite this fact being pointed out to senior postal management, they somehow decided that it was in their best interests to allow IO Systems blatantly misinterpret a finding by the industrial relations machinery of the state. It beggars belief that they would then attempt to put the blame on low paid postal workers.

I sincerely believe that it is necessary to have an open and frank debate about the future funding of the postal service. Unfortunately, it will be a difficult debate to have in circumstances where the people responsible for running the company are scratching around trying to apportion blame on ordinary postal workers who earn a fraction of their mega salaries.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Steve Fitzpatrick", with a large, sweeping flourish extending to the right.

**Steve Fitzpatrick**  
**General Secretary**