

THE IRISH
**POSTMASTERS'
UNION**



**103rd Annual
Conference**



**“STRONGER
TOGETHER”**

Adoption of Standing Orders

Election of Tellers

Adoption of Conference Minutes

AGM - IPU Benevolent Fund

Tony Wall
Chairperson of the Trustees

Union Trustee's Election



Annual Financial Report

Finola McBride
General Treasurer

Synopsis of Accounts

- ▶ Overview of accounts.
- ▶ Deficit of €88,291.00
- ▶ Income: €329,946 in 2023 €328,291 in 2024
- ▶ Expenditure: €422,641 in 2023 €416,582 in 2024.

Breakdown of Union Accounts 2024

Over pages 42 & 43

- ▶ Note 7 - Professional Fees - €49,126
- ▶ Note 8 - Audit Fees - €12,546
- ▶ Note 9 - Legal Fees - €4,775
- ▶ Note 10 - Office & Executive Expenses - €116,940
- ▶ Note 11 - Annual Conference & Expenses - €38,513
- ▶ Note 12 - Postage, Stationary & Advertising - €16,599

Balance Sheets

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- ▶ Current Net Assest of €1,194,778.
- ▶ Depreciation of Union Office stands at 2% per Annum, Straight Line
- ▶ Current Book Value €492,490.

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- ▶ Net funds at 31st Dec 2024 were €21,822.

Q&A

Guest Speakers

An Post

Garrett Bridgeman - Managing Director Mails & Parcels

Brendan Moran - Director of Distribution Retail

General Secretary Address

Sandra Tormey

Communication

- ▶ IPU is moving to E-Mail to update members regularly
- ▶ Send surveys to members to help us better understand what our members want and need.
- ▶ Members input will guide us in how we can support them and improve communication
- ▶ Text Messages will go and will be replaced by What's APP
- ▶ **Our aim is to greatly improve our Communication to all our members in 2025**

AML & AES

- ▶ IPU have attained increases in AML on gift vouchers over €1k.
 - ▶ Postmasters will be paid 0.75c per transaction
 - ▶ This will be back paid - worth €550k (incl. NTMA opening a/c)
 - ▶ The increase going forward is worth €700k (incl. NTMA opening a/c)
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- ▶ Packets requiring AES €2.20 - €2.30.
 - ▶ Parcels requiring AES €2.20 - €2.55
 - ▶ This is worth approx. €100K

DIB's & FX Buyback

DIB's

- ▶ Changes in payments to DIBs is worth €120k

FX Buyback

- ▶ Members response
- ▶ Pronote 330

Government Funding

- Met Minister McConalogue - Opening Conference
- Met Minister O'Donovan - stipulated regular meetings with the IPU
- MKC - Newsletter sent to all TD's, Ministers and Senators
- Grant Thornton Report - Official Launch Buswells Hotel 21st May
- Minister Dara Calleary - 12th May

IPU/An Post Negotiations

IPU are seeking €11.6m from An Post. This income can be generated by Increased Revenue, Cost Savings and Government Funding

Increased Revenue

- IPU seeking an increase in Commission Rates

Cost Savings

- IPU seeking an increase in flexible working hours

Government Funding

- IPU seeking an increase from €10m to €15m per year for the next 5 years.

IPU/An Post Negotiations

- ▶ Inclusion of S52s
- ▶ Method of Payment - S52s
- ▶ Increased Commissions
- ▶ Notice Period
- ▶ Opening Hours/Saturday Opening
- ▶ Grant in Aid

IPU/An Post Negotiations

- ▶ Customer Service Payment
- ▶ Security Costs
- ▶ Remuneration - Termination of Contract
- ▶ Pay Transparency
- ▶ Contingency Fund
- ▶ Goodwill

Conference *Motions*

An Post Retail

Updated Proposed Hybrid Dispersal Model

No. of POs	Ring-Fencing	Distribution Scenario	Explanation
221	€5.1m in PRF Ring-Fencing	Fixed Amount	A fixed payment for Offices with income up to €35k, projected dispersal totaling €980k (10% of fund) based on calculated scenario
422		8.02% of Annual Income	A percentage based payment of 8.02% for Offices with income between €35k - €90k, projected dispersal totaling €1.9m (19% of fund) based on calculated scenario
227		7.2% to 4.8%	A percentage based payment of between 7.22% - 4.81% for Offices with income in excess of €90k, projected dispersal totaling €1.7m (17% of fund) based on calculated scenario

Funding Model		
Line Item	Value	% of Fund
Total Value	€10m	
PRF Ring-Fencing	(€5.1m)	51%
Triennial Review Ring-Fencing	(€0.3m)	3%
Fixed Payment Total	(€0.98m)	10%
% Based Distribution	(€3.65m)	36%

- In order to provide a level of income certainty to Postmasters it is proposed that a portion of the fund be ring-fenced to account for the following two scenarios (with the remaining balance to be dispersed as either a fixed amount or as a percentage of Office income):
 - Offices currently in receipt of PRF (Pandemic Relief Fund) will see that support replicated under the new funding model @ current levels
 - Offices on the old S52 Contract with upcoming Triennial reviews will have their current income protected

Conference Workshop

Membership Recruitment

Closing Address