

Annual Meeting Report 2025

The Annual Meeting of the Association of eircom Pensioners will be held on Thursday May 1st 2025 at 14.00 hrs in the Ashling Hotel, 10 – 13 Parkgate Street, Dublin City, D08 P38N. Phone 01 677 2324.

“Ar scáth a chéile a mhaireann na ndaoine”. Tugaim cuireadh duit bheith i láthair ag Cruinniú Cinn Bliana an AOEP agus go dtiochfaí toradh fuinniúil as dár dtodhcháí.

You are cordially invited to attend.

Agenda for AGM:

Standing order report No. 1

- Welcome Address – Frank Kavanagh, Chairperson
- Silent Prayer in honour of deceased members
- Minutes of Annual Meeting 2024
- Honorary Secretary's Report
- Treasurer's Report
- Appointment of auditors for 2025
- Motions
- AOEP Trustee representation on both Superannuation Fund Boards

Standing order report No. 2

- Election of Officers and Committee
- Open Forum
- Closing Address by the Chairperson

Important Notes:

Nominations are sought for the committee for the coming year. The expectation is that all committee members will be proactive in supporting members in their regions. This applies in particular this year as the Executive will be undertaking a review of the past year's activities, learnings from the AGM, as well as determining any activities to increase our membership.

From within the nominations, an Officer Board of four will be elected: Chairperson, Vice-Chairperson, Secretary and Treasurer. The committee of no more than twenty other members is required. Each Region is confined to two committee members with the exception of Dublin and South West. In the event of more than two nominations being received from any Region, only members from that Region will be permitted to vote.

Regional nominations for Executive delegates are to be submitted to the Secretary no later than Wednesday, April 2nd, 2025 to allow for due process.

Transport to Heuston Station:

Take the Luas from Abbey Street Lower to Heuston Station. The venue for this year's Annual Meeting is the Ashling Hotel, Parkgate Street, Dublin 8. The hotel is across the bridge on the left, only 150 metres from the Heuston Station LUAS stop.

We remember our deceased Colleagues:
Mass will be held in Whitefriar's Street Church, Dublin 2
on Tuesday, November 4th 2025, at 11.30 a.m.



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1. Minutes of the Annual Meeting Thursday April 18, 2024 – Association of eircom Pensioners

The meeting commenced at 14.00hrs with refreshment served from 13.30hrs and was presided over by the Chairman pro tem, Frank Kavanagh who welcomed all present including Pamela Kellaghan from Cornmarket who provided an “Information desk” for members to engage and participate in a “lucky-dip” draw for an air-fryer.

The adoption of Standing Order report No 1 report was proposed by Pierce Butler DPO, seconded by Alan Cox and agreed. Pierce managed our Power Point Presentation for the duration; he also announced the “house rules” and safety requirement/compliance.

Chairperson’s address: He welcomed all, one hundred and seventy, to this our Annual General Meeting. This year AOEP is celebrating its 10th Anniversary. He gave a brief history from our foundation to date.

He confirmed that the National Executive Committee conducted the business of the Association over ten meetings. He thanked the committee for their commitment and support through the year.

We actively encouraged female representation during the nominations for regional representative process without success. We do have the co-option facility and will continue to encourage female representation to consider their commitment in that way.

Silent Prayer in Honour of deceased members:

The Chairman invited all to observe a moment silent prayers for all our deceased members. Sadly, the total deceased over the past twelve months amounted to 171. May they all Rest in Peace.

Masses were also said in April and November in the Whitefriar Street Church annually. In addition, masses are said throughout the regions and members with email were notified of this service which was also “streamed” live in some instances. The Secretary recorded his thanks for the assistance that he got from retired staff group leaders in these cases.

Minutes of Annual Meeting 2023:

The Secretary proposed that they be taken as read due to the fact that they were circulated over twenty-one days previously. These were proposed for adoption by Mary Leslie seconded by Eamon Quaid and agreed unanimously. There were no matters arising.

Secretary’s Annual Report 2024:

The 2024 report was also contained in the booklet and posted to all members on week commencing March 21, 2024. The Secretary formally proposed that it be taken as read and this was seconded by Frank Coghlan and agreed unanimously.

The membership has grown from 4,920 in 2019 to 5,900 today. With a small effort from all present this could exceed the 6,000 mark, making the AOEP the largest representative pensioners group in the country.

He wished to acknowledge the excellent working relationship that the Association has with Mercer through Sheila Mullett and her team. He also thanked Darren Sullivan and Godfrey Lydon in the FirstTech Credit Union, for assistance in maintaining our account. He thanked FirstTech Credit Union for, once again, availing of the circulation of our Annual Report to include their advert. This year saw the added sponsorship from Cornmarket, both are most welcome.

Attendance records show that over one hundred and sixty members attended and a large number of apologies were noted.

Treasurer's Report 2024:

Our Treasurer, Frank Kavanagh presented the report and thanked the Finance sub-committee for their assistance throughout the year. He particularly thanked Pierce Butler who took over the role during his recent personal situation. He explained the details of income and expenditure that are published on page 16 of the report.

Income Details

Credit Union	€3,990.00
PayPal	€1,787.52
DAS	€23,615.00
Credit union	€514.85
Total	€29,907.37

Expenditure Details (large outgoings)

Committee	€6,261.50
Print & distribution annual Report	€9,775.10
Meeting Venue/facilities	€7,126.20
Presentations/donations	€5,000.00
Regional functions	€1,310.00
Accumulated cost total	€36,053.83

The 2023 report was approved on a proposal by D. K O'Brien seconded by Johnnie O'Malley Micheál Ó'hUallacháin briefed the meeting on the work that An Saol Foundation does for rehabilitation on Life and Living with a severe Acquired Brain Injury (sABI)

Our Association Auditor is Mr Liam Butler, Incorporated Financial Accountant, Lisava, Cahir Co. Tipperary

Motions actioned:

There were no motions received this year. Members felt that this was a missed opportunity. Activity of note was the revamping of our Memorandum and Articles of Association - ensuring that it is fit for purpose.

Elections of Officers and Committee (Endorsement) 2023/2024:

The Secretary confirmed receipt of nominations for the committee for Annual Meeting 2024 and advised that all are prepared to stand for formal election with three co-options as follows: - Pat Ryan, Liam Kirwan, and Paddy Fitzgerald. Chairman; Stephen Lyons is "taking a year off", Vice-Chairman; Liam Caldwell. Denis J. Fahey, Secretary is stepping down after fourteen years; Frank Kavanagh, Treasurer; John A O'Malley, Assistant Secretary; Pierce Butler, DPO;

Committee: Frank Coghlan, Seamus Browne, Alan Cox, Brian Kernaghan, David Lee, Eamon P Quaid, Tony Brohan, Mary Leslie, Marie Hayden and Pat Doyle. The committee and officers will be formally elected from May 2024 and is in compliance with the requirement as outlined on page one of the Annual Meeting Report. The Chairman thanked all for their endorsement and advised that we are looking for new blood from within the Regional structure, as we continue to embark on increasing our consultative process as well as seeking new member. The Secretary advised that if all present could seek a new member between now and Christmas we would break the 6,000 mark.

Endorsement of the following sub-committees (4) 2023/2024

The following sub-committees will be elected at our National Executive meeting in May 2024

IT sub-committee comprised of the Secretary, Pierce Butler, Frank Coghlan and Pat Doyle.

Trustee sub-committee comprised of Pierce Butler, Stephen Lyons, Pat Doyle and Johnnie O'Malley.

Standing Orders sub-committee comprised of Johnnie O'Malley, Alan Cox, Frank Kavanagh, Pierce Butler and

Finance Committee comprised of Frank Kavanagh, Liam Caldwell and Pierce Butler.

Open Forum:

The Chairman invited questions from the floor on any topic that was of concern to them. He advised that the annual subscription of €5.00 will not be increased in the foreseeable future as only out of pocket expenses are reimbursed to National Executive members. The main source of income is by deduction from fortnightly and monthly pensions paid (DAS). We rely on deferred pensioners to complete a Standing Order Form that is available in hard copy as well as on-line through our website www.aoep.eu. The Secretary informed that due to compliance with data protection that the only way that members can get their eir pension number is by phoning the contact number that is on the payslip at 01 5360804. (Mercer)

The Secretary emphasised that the pension funds are managed by the Trustees under the aegis of the Pensions Authority. The preservation of the funds into the future is their primary responsibility.

- Members expressed concern over the €300ml deficit to the extent that the Chairmen (2) and Actuary were invited to our December 2023 to offer an explanation for such a loss.
- Members elaborated on this and gave a brief on the progress that a Vodafone DB case is making through the WRC and a that a ruling is due soon. The issue is an apparent anomaly emerging in the transition from State sponsor employment to a private/semi-state company and the loss of parity.
- Members also reminded the meeting that due to Covid-19 no review took place on the Accord 2010. This review will take place this year and talks are in progress on a pension pay increase for 2024. The recent increase in staff salaries of 13% over the next 33-month period from July 1, 2024 will end on 31 March 2027. The phasing of increases is front-loaded to ensure that over 50pc of the total increase will be reflected in wages and salaries within 12 months of the agreement commencing. Pay rises will be given in six phases under the Eir agreement.

Those earning below €50,000 will get a total of 11pc in six phases, starting with 3pc in July, followed by 1.5pc in January 2025, 2pc next July, 2pc in January 2026, 1.5pc in July that year and 1pc in January 2027.

Those earning between €50,000 and €70,000 will get a total of 10pc, while those earning over €70,000 will get pay rises worth 6pc.

A new work life balance measure means staff will no longer have to work on Sundays, but will remain on call.

- Members spoke on the hardships experienced in the transition from staff being paid fortnightly to pensioners being paid monthly. AOEP have raised this with both the trustees and Mercer and both agreed to have the matter examined. AOEP will seek an update.
- Members sought clarification on getting access to information contained on the Association website. All AOEP member information is contained in a secure “paywall” configuration. Initially members sign in using their email address which they provided when joining and the password is their full Association number e.g. AOEP12345

Conclusions:

The meeting concluded with the Chairman thanking all for their attention and co-operation. He thanked the Catering Staff of the Hotel for looking after the hospitality end of the business and thanked all for attending and Pierce Butler who assisted with the technology for the PowerPoint aspects of the meeting and all the booking arrangements and wished all a safe journey home.

The meeting concluded at 15.15hrs.

Proposed by _____ Seconded by _____

Signed by Chairman _____ Date _____

2. Secretary's Report to Annual Meeting 2025

The Association of Eircom Pensioners was formed in 2014 as a company limited by guarantee under the Companies Act 2014. Since 2014, our membership has grown significantly and now stands at 6,000. You will note from the tables below the total number of pensioners in benefit is 12,613. Therefore, there is significant scope for further recruitment, and we will be in touch with our members during the year seeking your support with increasing our membership.

The Association is managed by a 20-person National Executive committee, all working in a voluntary capacity. On occasion, people are co-opted for their expertise. The principal process for participating is as follows:

Nominations are sought country-wide for the committee each year, and the expectation is that all committee members will be proactive, especially to represent their members' concerns at Executive level. Completed nominations papers should be sent by post or email attachment on or before 2nd April 2025.

From within those nominations, an Officer Board of four is elected: Chairperson, Vice-Chairperson, Secretary and Treasurer. There are seven Regions, and each Region is confined to two committee members with the exceptions of the Dublin region and the South-West region. In the event of more than two nominations being received from any of the remaining Regions, only members from that Region will be permitted to vote.

The current committee is comprised of 20 members. We would like to add additional female members and this issue will be discussed by the Executive early in the coming year.

The following officers were proposed and seconded and elected unanimously: -

Chairperson Frank Kavanagh	Vice-Chairperson	Liam Caldwell
Secretary Pat Doyle	Assistant Secretary	John A O'Malley
Treasurer Pierce Butler	Data Protection Officer	Alan Cox

Liam Butler & Co, Incorporated Financial Accountant, Lisava, Cahir, Co. Tipperary was proposed by Pierce Butler seconded by Frank Kavanagh as the **AOEP Company Auditor for 2024** and agreed unanimously.

The Annual Accounts for 2023/2024 were also approved unanimously and our Accountant submitted same, together with appropriate documentation relating to trustee status to the Company Registration Office.

This past year, the Association held 10 Executive meetings with an average attendance of 20 regional reps. Sadly, we also lost a very committed Executive member this past year, Paddy Fitzgerald. May Paddy rest in peace. In total, 114 of our membership have passed to their eternal reward over the last twelve months. May they all now rest in peace.

I joined the Eircom Branch of the Retired Civil and Public Servants Association in 2013. On joining, I discovered the Branch had decided to leave the **RCPA** and establish the **AOEP**. It was an exciting time and the **AOEP** was established without delay. It was a busy time also, with a major effort on recruitment. We made progress relatively easily, and got a website organised. Superannuation

the progress the Executive made at that time were the enthusiasm of Seamus Brown, chairperson, Denis Fahey, secretary and Frank Kavanagh, treasurer. In the current year, we said goodbye to Seamus and Denis as Executive members and we appropriately acknowledged their significant contribution to the successful organisation we are today. Frank is still with us as chairperson of the Executive and hopefully for many years to come. I, on my own behalf and on behalf of the Executive, wish Seamus and Denis a long and happy retirement from the committee and look forward to meeting them both at our AGM on 1st May this year.

Graham Nugent a delegate for the Dublin region retired recently due to work commitments. Graham after his retirement returned to work on contract with *eir* and his up to date knowledge and advice was most useful to us. We wish Graham all the best for the future and hope to see him back with us on the committee in future.

Sub-committees

In addition to the officers, there are four Sub-committees populated as follows: -

- **IT sub-committee:** comprising of Pat Doyle, Pierce Butler, Frank Coghlan, Pat Ryan and Mary Leslie.
- **Trustee sub-committee:** comprising of Stephen Lyons, Mick Keohane, Pat Doyle, and Frank Kavanagh.
- **Standing Orders sub-committee:** comprising of Johnnie O'Malley, Alan Cox, Frank Kavanagh, Mary Leslie, and Marie Hayden.
- **Finance Committee:** comprising of Frank Kavanagh, Liam Caldwell, Brian Kernaghan and Pierce Butler.

Each Sub-committee addresses specific projects and reports back to the Executive on their recommendations.

3. Meeting with *eir* on 24th October 2024 on the relaunch of the Phone/Broadband/TV special deal for AOEP members

Sandra Donohue opened the meeting by welcoming all attendees and asked Kealan Donoghue to outline the position in terms of IT developments now in place. Kealan outlined the major IT transformation over three years replacing the legacy systems **TIS and the R6 Billing system**. He said the migration from these systems to the new system is nearing completion. He said the transformation now enabled a simple, effective and clear offer to be made to AOEP members.

We suggested a dedicated email address for AOEP customers in applying for the offer via the AOEP Website. We also suggested a number of steps as a guide be prepared to assist members in their application which would be comprehensive and clear to our members who are interested.

He queried the level of interest within our membership. We confirmed we had significant recruitment since the 2021 launch of the existing offer and we would be emailing our members to determine interest. We confirmed we had approx. 5000 members with email and that 1500 had applied in 2021. We confirmed approximately 1100 had availed of the offer and that we were not clear on the situation on the balance of 400.

We outlined the application process in 2021. AOEP Members could access the Application Form on the AOEP Website and complete the form with their details and confirm that they were willing to share the information with *eir*. We are to forward a sample of the 2021 Application to Kealan to see if it meets *eir's* needs for the new 2024 Deal, deferred to 2025.

We also raised the issue of the availability NBI Broadband for rural areas or the provision of a dongle in areas of poor Broadband. In the discussion, Kealan clarified that the company expect that any offer would be consistent with market pricing on NBI, Mobile Broadband and Webmail. In the case of Mobile Broadband (via dongle) the company stated that this matter would be for the mobile team to consider. Sandra said *eir* has no policy on the ceasing of copper but as of now they have migrated 1.3m customers out of an overall target of 1.9m homes/premises passed.

On the point related to sharing of mutual data, this relates to sharing of information related to AOEP members who make an application to avail of the offer - once we have a copy of your proposed application form, the company will seek advice from the *eir* Legal team on the GDPR implications of sharing data and revert.

We enquired if *eir* would revisit the “free offer” to retain the *eir* email address – eircom.net. The company suggested they would enquire on this and revert.

The company will commit to reverting in November with a proposal on the phone/broadband/TV relaunch offer and the mechanics. A launch date would be subject to a further discussion.

It was also suggested by the company that for new retirees they would make the process seamless for transfer to the package.

The meeting was held in Heuston Quarter, St John’s Road, Thursday 24th October at 12pm.

<i>Attendees from the Company:</i>	<i>Attendees from AOEP:</i>
<i>Sandra Donohoe, Chief People Officer.</i>	<i>Denis J Fahey, Assistant Secretary.</i>
<i>Kealan Donoghue, Director of Fixed and TV.</i>	<i>Pierce Butler, Treasurer and DPO.</i>
<i>Damien Houlihan, Head of Campaign Planning - Fixed & TV.</i>	<i>Pat Doyle, Sub Committee Lead.</i>

4. Communication Package for AOEP Members

On the 6th March 2025 we received a re-launch offer from Kealan. However, we are seeking further discussions with *eir* in relation to the details of the package, as well as the timescale to the completion of the IT system upgrades underway.

5. Motions 2025

Motions for AGM 2025 for the South West Region:

1. This AGM congratulates the Executive for their work on seeking to have pensioner representation on the Boards of Trustees of the superannuation schemes. It now instructs the Incoming Executive to rigorously pursue this objective and develop and implement a plan of support for all regional delegates to enable them as a group deliver a total of 2018 valid signed ballot paper by 31st May 2025.
2. This AGM instructs the Incoming Executive to draw up and execute a plan to secure the restoration of the benefits guaranteed under the 1983 act.
3. This AGM instructs the Incoming Executive to study the feasibility of lodging a complaint to the WRC of discrimination against members of the eircom Superannuation Funds with Posts & Telegraphs service by government ministers. If found feasible, then the Incoming Executive are empowered to lodge a complaint to the WRC.
4. While recognising the restrictions on negotiation rights for pensioners, this AGM instructs the Incoming Executive to make representations on behalf of individuals whose Internal dispute resolution (IDR) cases are languishing for long periods in the ether between Trustees and the various Ministers

Motions for AGM 2025 for the North West Region:

Th AGM calls on the AOEP Executive / National Federation to lobby the present Government to improve the entitlements of pensioners as follows:

1. the abolition of the government levy on pensioners' health insurance.
2. improve the drugs payment scheme threshold from the present level of €80 per month.
3. income limit for fuel allowance, particularly, in light of the support given by pensioners to government parties in the 2024 general election (28% FG/27% FF as indicated by the media exit poll).

6. IMPORTANT - AOEP Trustee representation on both Superannuation Fund Boards

The table below gives the membership numbers on both boards. The total membership at 31st March 2024 stood at 14775, of which 828 (6%) are still in employment, 1334 have retired and will receive pension payment from their 60th birthday, and 12613 are in receipt of pension payments. As both schemes are now closed to new members the members still in employment will continue to reduce.

Fund Participation	Member Status	Employees (Active)	Preserved Pensioners	Pensioner Totals	Total membership
Main Fund	31-Mar-24	828	1,334	12,613	14,775
No.2 Fund	31-Mar-24	571	373	12,255	13,199

Presently the Trade Union Alliance are the nominating body for staff/pensioner representation on the Board of Trustees. Trustees are then appointed to the board by the company. The company appointed trustees are taken from the 828 active members of the funds (company employees) and from the business community. The government also appoint trustees to the **No.2 Fund Board** in regard to their liability for pension payments for pre-1984 employees.

The AOEP are the only representative association for *eir* pensioners. There is no other association representing the 12,613 pensioners in receipt of pension benefits and the 1,334 pensioners who will be in benefit when they reach their 60th birthday, a total of 13,947 members.

As mentioned above our total membership is now 6000. The Executive will review and evaluate last year's recruitment initiative, and determine the appropriate approach to increasing our membership, so that we can reach as many as we can (and is possible) of the remaining *eir* pensioners.

In terms of representation it is also an objective of the Executive to have one member of the AOEP appointed as a trustee to each of the two boards at the next available opportunity. To this end it will be necessary to run a plebiscite of our members. The plebiscite will be run under existing legislation (Statutory Instrument No 376/1996 refers). This legislation requires the ballot of the funds membership of Active (employees) and In-Benefit members amounting to 13,441 in total. The legislation requires the support of 15% of the membership of Active (employees) and In-Benefit members (a total of 2017 papers) to invoke the relevant provisions and by ballot achieve direct elections to the trustee boards.

I believe with the support of the company, and with real engagement of our regional delegates with their colleague members in the regions, we will reach the 2017 successful ballots. It is our intention to have the plebiscite completed by 31st May 2025 after which the Secretary will deliver the ballots papers to Anne Ledwidge, Secretary to the Trustees, Lane Clark & Peacock Ireland Ltd. Grand Canal Wharf, South Dock Road, Dublin 2.

I am hopeful we will have the support of the company in our endeavour. We have a good relationship with the key people in *eir* who have always been supportive to us. Some of our members have been past trustees. I look forward to your cooperation and involvement with your regional representatives in delivering the required result by 31st May this year.

To this end **we include a ballot paper with this annual report** and if you are in favour please complete and either scan and email, or post to the addresses shown on the ballot paper. If you are attending our AGM you may also complete the ballot paper at the AGM. For a secure and reliable plebiscite, it is necessary to include your official name (as on your pension payslip) and pension number on the ballot paper. This information can be found on the recent letter you received regarding the latest pension increase or by contacting AON on 015360804 giving your name and PPS number

7. Access to our members only website

We are in the process of up-grading our website which has served the Association well over many years. When the changes are in place, which we hope will be within the next couple of months, we aim to have a site which offers better services and increased security.

In terms of improved services, we aim to use the site more as follows:

1. Inform you of News Events.
2. Notify you of offers including exclusive AOEP offers from Eir as well as other companies.
3. Provide feedback from the Committee.
4. Provide a more streamlined process to join AOEP including simplified payment options.
5. Provide URL links to relevant websites as well as useful contact numbers.

8. Region information broken down by membership and by email

Region	Members	With emails	Counties
South West Region	1242	1023	Clare, Limerick, Kerry, Cork.
South East Region	514	411	Wexford, Kilkenny, Waterford, Tipperary.
Mid- West Region	640	485	Galway, Longford, Roscommon, Westmeath.
North- West Region	687	529	Sligo, Donegal, Leitrim and Mayo
Mid-East Region	580	465	Carlow, Laois, Offaly, Kildare, Wicklow.
North- East Region	524	366	Meath, Louth, Monaghan, Cavan
Dublin	1807	1374	Dublin City and County

Membership Status	Totals	Communication Type	Totals
Total membership	5996	with email	4655
Total Male	4303	with mobiles only	768
Total Female	1693	with landlines only	316
Deceased Members (since last year's AGM)	114	Postal address only	257



Ray Lawlor No2 Account Chairman, Michael Madden Main Account Chairman, Liam Quigley, Actuary, in attendance at our Executive Meeting in Wynn's Hotel, on Wednesday March 6, 2024.

Superannuation Funds Information as of 31 March 2024

eircom Superannuation Fund (the "Fund"). Fund Trustees.

Main Fund

Michael Madden (Chairman), John Clarke, John Dunleavy, Brian Loughran, Frank O'Brien, Una Stafford, Ian McARDLE (appointed 10 May 2023).

Paul Callan (resigned 17 May 2024)

eircom No. 2 Superannuation Fund (the "Fund"). Fund Trustees

No 2. Fund

Ray Lawlor (Chairman), Jim Browne, Kevin Conlon, Paul O'Rorke, Áine Chambers, Brian Loughran, Henry O'Mara, Ian Patel (appointed 13/3/2024)

Brendan Clahane (retired 31/1/2024)

Secretary to the Trustees

Anne Ledwidge (appointed 1 May 2023), Roma Burke (Retired 30 April 2023)
Lane Clark & Peacock Ireland Ltd. Grand Canal Wharf, South Dock Road, Dublin 2.

Registered Administrator.

Aon Solutions Ireland Limited, 15 George's Quay, Dublin 2.

10. Summary of Members Main Fund

Member Status	Employees (Active)	Preserved Pensioners	Pensioner Totals	Total membership
31-Mar-19	1663	4020	10293	15976
31-Mar-20	1539	3334	11057	15940
31-Mar-21	1320	2611	11693	15624
31-Mar-22	1141	1993	12177	15311
31-Mar-23	1036	1587	12414	15037
31-Mar-24	828	1,334	12,613	14,775

11. Summary of Members No. 2 Fund

Member Status	Employees (Active)	Preserved Pensioners	Pensioner Totals	Total membership
31-Mar-19	1328	2913	10303	14544
31-Mar-20	1215	2258	10867	14340
31-Mar-21	1004	1564	11471	14039
31-Mar-22	837	979	11914	13730
31-Mar-23	744	610	12117	13471
31-Mar-24	571	373	12,255	13,199

Summary on numbers in each Fund

Fund Participation	Member Status	Employees (Active)	Preserved Pensioners	Pensioner Totals	Total membership
Main Fund	31-Mar-24	828	1,334	12,613	14,775
No.2 Fund	31-Mar-24	571	373	12,255	13,199

Main Fund. Headline Financial Details

Contributions to the Main Fund and Benefits Paid				Main Fund Position
Year	Employer Contribution in € Millions	Employee Contribution in € Millions	Benefits Paid in € Millions	Net Assets of the Main Fund in € Millions at 31 March
2021	9,900	4,545	178,177	4,552
2022	8,500	3,945	197,659	4,756
2023	4,398	3,466	146,772	3,900
2024	4,267	3,002	158,507	3,813

12. Pension Increases Main Fund Note

Under the Trust Deed and Rules, pension increases for pensioner and deferred members are granted by *eir*, subject to approval by the Minister for the Environment, Climate and Communications, and Transport with the concurrence of the Minister for Finance.

In November 2023, Ministerial approval was granted for a discretionary pension increase of 2%, in line with the Accord, effective from 1 July 2023. This was processed in the February 2024 payroll for all eligible pensioners and backdated to the date of award. There were no other increases granted or processed in the year to 31 March 2024.

Accrued benefits for active members are increased in line with pensionable salary increases.

There are no pensions or pension increases being paid by or at the request of the Trustees for which the Fund would not have a liability in the event of its winding up. Following the year end, *eir* sought approval from the Ministers for a pension increase payable from 1 July 2024. The Trustees will arrange for the pension increase to be processed for all eligible pensioners in the next available payroll run after Ministerial approval has been received. Arrears, backdated to 1 July 2024, the date of award, will also be paid.

The table below sets out the member movements during the scheme year

Membership of the Fund	Active	Deferred	Pensioners	Total
Opening membership at 1 April 2023	744	610	12,117	13,471
Closing membership at 31 March 2024	571	373	12255	13199

No. 2 Fund. Headline Financial details. Figures are millions €

Year	Fund Value at 1 April	Contributions and Benefits	Benefits paid Inc. scheme expenses	Net return on investments	Fund Value at 31 March
2021	83.767	20.26	-80.524	1.985	25.488
2022	25.488	82.96	-81.058	1.645	29.035
2023	29.035	74.83	-76.092	-0.398	27.375
2024	27.375	73990	-75872	628	26121

13. Pensions Payments and other Relevant Information

Pensions Increases since 2010

Year & Pay/Pension Inc.	2010-2014	2015-2020	2021	2022	2023	2024	Total
Pay Inc. to Serving Staff	0.00%	14.6%	2.00%	2.00%	2.00%	2.00%	23.60%
Pension Inc. to Pensioners	0.00%	1.8%	0.00%	3.00%	2.00%	2.50%	9.00%

The table above shows the pension increases paid since the **Pensions Accord in 2010**. It will be noted from the table that the total increase paid to pensioners over the years since 2008 amounts to 9%, while *eir* staff pay rates increased by 23.6%.

Our Association is affiliated to the National Federation of Pensioner's Association (NFPA). We note below information from our participation in the NFPA. The table shows the movement of Civil and Public Services pay and pensions since 2008.

Indicative Salary and Pension increases for Civil and Public Servants from NFPA survey

Employment Organisation	Salaries	Pensions
Average of Civil & Public Service	16.1%	12.8%
Eircom (including increased productivity elements)	23.6%	9.0%

Consumer Price Index Variation 2008 to 2024 (Figures are in %)

The table below shows the movement in the Consumer Price Index (CPI) since 2008. The figures are taken from the Central Statistics Office website.

The Consumer Price Index (CPI) is rising. This means that the cost of a basket of goods is more expensive each year. The table below shows that over the last sixteen years, the cumulative increase in the CPI was 22.2%. In contrast, as the table above shows, Eircom pensions have increased by only 9%. Therefore, the standard of living of the average Eircom pensioner remains lower than in 2008.

14. Consumer Price across Expenditure Categories

Commodity Headings & Year	2008-2019	2020	2021	2022	2023	2024
All items	3.4	-0.9	5.6	8.1	4.6	1.4
Alcoholic beverages and tobacco	27.2	0.2	2.5	10.8	4.8	3.1
Clothing and footwear	-45.6	-7.9	2.1	3.3	2.7	-8
Communications	-14.5	-1.6	2.6	0.4	1.3	1.1
Education	50	0.2	0.1	-7.1	2	2.3
Food and non-alcoholic beverages	-13.6	-1.5	1.6	11.8	5.6	2
Furnishings, household equipment and routine household maintenance	-36.5	-3.9	2.8	4.2	0	-1.3
Health	17.5	3.4	0.8	2.1	2.9	1.3
Housing, water, electricity, gas and other fuels	8.3	-1.9	11.9	26	5.2	0.1
Miscellaneous goods and services	29.6	-0.6	0.9	-0.3	2.5	2.2
Recreation and culture	-7	0.9	2.3	2.3	10.3	3.3
Restaurants and hotels	14.6	2.5	2.6	8.1	6.6	3.7
Transport	3.6	-4.2	18	2.2	3.4	1.6

Data reference links:

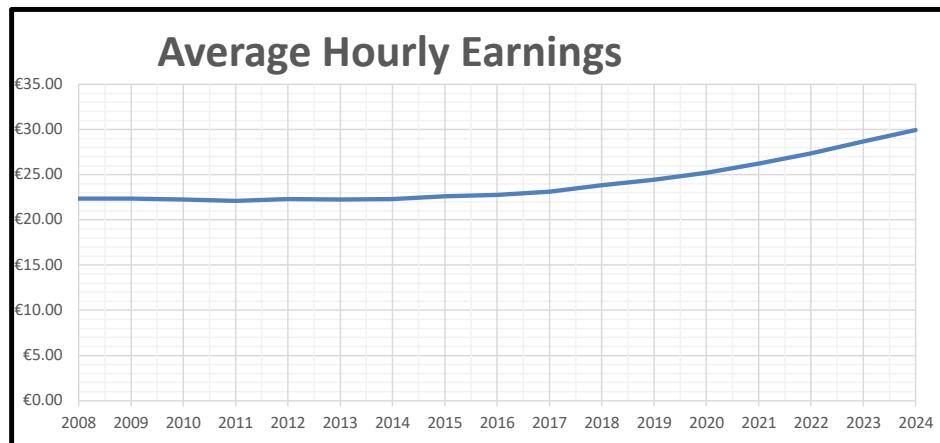
<https://data.cso.ie/#>

<https://www.cso.ie/en/statistics/prices/consumerpriceindex>

Pay Rates in General. Average Hourly Earnings

The chart and the table below taken from the CSO website, indicates that Irish average hourly earnings increased by **30.4%** between 2008 and 2024. The increase for each year is given at the bottom of the chart.

It is interesting to compare the level of remuneration workers in the economy received compared to the Central Statistics Office published figures for inflation over the same time period at **22.2%**.



Yearly increase in Average Hourly earnings in the economy between 2008 & 2023

Year	2008-2015	2016	2017	2018	2019	2020	2021	2022	2023
Increase	5.54%	0.77%	1.94%	2.57%	3.43%	3.48%	3.96%	4.39%	4.28%

15. 2025 Committee

Position	Name	Address	Mobile	Eircode
Chairperson	Frank Kavanagh	172 Balally Drive, Dundrum, D16	0872571276	
Vice-Chair	Liam Caldwell	26 Broadford Avenue, Ballinteer, D16	0872595963	
Treasurer/DPO	Pierce Butler	28 Cloonarkin Drive, Oranmore, Co. Galway	087 2559438	H91 T2KP
Ass. Treasurer	John O'Malley	Church Road, Ballina, Co Mayo	087 2865577	F26 TW29
Secretary	Pat Doyle	Hanover Cross, Blackbog Road, Carlow	087 2459950	R93 R583
Regions				
South-East	Micheál Ó'hUallacháin	Baile na Gaill, An Rinn, Contae Phort Lairge	085 1372793	X35 XY28
	Jim O'Shea	Kiltillane, Clonmore Road, Templemore, Co Tipperary	085 1744791	E41 TN99
Mid-East	Pat Doyle	Hanover Cross, Blackbog Road, Carlow	087 2459950	R93 R583
	Liam Kirwan	10 Millbrook Manor, Portarlington, Laois	085 1744130	R32 YE84
Mid-West	Marie Diver	33 Arbutus Avenue, Renmore. Co. Galway	087 2459950	H91 PX5T
	Pierce Butler	As above		
South-West	Mick Keohane	Coolatooder, Ballinhassig, Cork, Co Cork	087 2865577	
	Eamon P. Quaid	81 Gouldavoher Est., Fr Russel Rd., LK	087 2865577	V94 W7RC
	David Lee	Sacrt, Kildorrery, Co Cork	087 2865577	
North-West	John A. O'Malley	Church Road, Ballina, Co. Mayo	087 2865577	F26 TW29
	Joe McGoldrick	27 Oakport, Cotehall, Boyle, Roscommon	087 7976988	F52 EK51
North-East	Brian Kernaghan	Glenview, Sheetrim, Monaghan	087 2521108	H18 TY40
	Alan Cox	Ferneyfield, Monasterboice, Co. Louth	085 1740709	A92 PP82
Dublin	Liam Caldwell	As above		
	Frank Coghlan	29 Eastham Court Bettystown Co. Meath	085 2426949	A92 RK28
	Mary Leslie	38 Glenaan Road, Whitehall, Dublin 9	086 2224875	D09 CH92
	Frank Kavanagh	As above		
	Pat Ryan	34 Oaklawn, Leixlip, Co. Kildare	085 1743850	W23 R9C2
	Marie B Hayden	Knockaville, Coralstown, Mullingar	085 1744773	N91 W7R9
	Vacant			

Pat Doyle

Honorary Secretary

On the Death of a Loved One.

At such a difficult time, people may need added support, both practical and personal to help in their loss. Below are some suggestions as to the areas you might consider following the death of a loved one.

First Steps

- Some documents and information which can be gathered together in order to access services.
- **Marriage Certificate**
- **Birth Certificates**
- **Death Certificate** – get this from the attending doctor
- Two recent **Utility Bills** as proof of address
- Photo Identification (e.g., Driving Licence or Passport).
- **Life insurance policies**
- Ascertain if there is a will as Probate will be required.
- If no will exists it may be necessary to apply for a letters of Administration.
- Consider making a new will. (Surviving Spouse)
- Pension reference documents
- Investment accounts documents
- Credit-card statements
- **Bank statements.**
- other evidence of assets and liabilities
- Title deeds for assets, such as land, vehicles or houses
- **Health Insurance** contact (to claim for the deceased's final illness).

This is an Information Leaflet Only

Personal Support:

- *Barnardo's Helpline* is a bereavement information and support for children and families. Phone 01 473 2110 — Mon to Thurs, 10am to 12pm
Website: barnardos.ie
- *Pieta* is a free individual counselling, therapy and support for people who have been bereaved by suicide and for people who are thinking about suicide.
- Freephone 1800 247 247 any time
Text HELP to 51444
Website: pieta.ie
- *Widow.ie* provides information and self-help resources for widows, widowers and bereaved life partners.
Website: widow.ie
- Notify banks, building society, credit union, post office, companies in which shares are held, etc. Rename Shares holder.
- Change names on utility bills, Electricity, Gas, TV Licence, Phone etc
- Cancel Direct Debits/Standing Orders in the deceased's bank or building society
- Cancel subscriptions to clubs/groups/magazines, etc.
- Cancel insurance policies, health insurance etc.
- Contact the Department of Social Protection to apply for a pension
- Pensions Services Offices (071) 915 7100 or 0818 200 400
- Contact eircom if the deceased was receiving a pension from them or Not or Entitlements, Pension Number, Eircom Superannuation Scheme 1800 492 492
- Contact any hire purchase/loan companies
- Contact the tax office about possible tax refunds/credits

17. DRAFT Financial Statement 2024/2025

		2024/2025		2023/2024
Opening Balance		€ 23,819.10		€ 29,965.56
Total Expenditure		€ 35,717.04		€ 36,053.83
Total Income		€ 32,971.57		€ 29,907.37
Closing Balance		€ 21,073.63		€ 23,819.10

Expenditure Details

Meeting Venues & Facilities (incl. AGM)	€ 6,960.10	€ 7,126.20
Committee Expenses	€ 6,323.00	€ 6,261.50
Printing & Distribution	€ 11,937.57	€ 9,775.10
Refunds to Members	€ 10.17	€ 5.00
Secretary Expenses	€ 979.87	€ 873.88
DIRT Tax (Credit Union Account)	€ 82.58	€ 37.90
IT Expenditure	€ 2,340.37	€ 789.04
Donations to Charities	€ 112.50	€ 5,000.00
Auditor's Fee - CRO Submission	€ 369.00	€ 332.00
District Functions (Masses etc.)	€ 620.00	€ 1,310.00
Presentations & Gifts	€ 1,546.70	€ 912.05
An Post	€ 131.40	€ 380.00
Quiz	€ -	
NFPA Membership & Members OOP	€ 3,085.20	€ 767.00
Email & Mobile Text Services	€ 1,218.58	€ 1,006.16
Revamp of Constitution	€ -	€ 1,478.00
Total Expenditure	€ 35,717.04	€ 36,053.83

Income Details

Credit Union	€ 4,773.99	€ 3,990.00
PayPal	€ 1,357.34	€ 1,787.52
Mercer - Deduction at Source (DAS)	€ 25,740.00	€ 23,615.00
Credit Union Dividend	€ 250.24	€ 114.85
Sponsorship	€ 850.00	€ 400.00
Total Income	€ 32,971.57	€ 29,907.37

Finance Committee

Frank Kavanagh

Liam Caldwell

Brian Kernaghan (Lead)

Pierce Butler

18. Rowland Hill Memorial Fund of Ireland. Letter from the Secretary

**THE ROWLAND HILL MEMORIAL FUND
OF IRELAND**

Dear Colleagues

The Rowland Hill Memorial Fund has been part of the fabric of the Posts and Telegraphs system in Ireland since the late 19th century. The independent Rowland Hill Memorial Fund of Ireland was founded in 1928, under a Deed of Trust approved by the High Court of Justice. As times progressed, most staff in the Department of Posts and Telegraphs were subscribing to the Fund.

The Rowland Hill Memorial Fund of Ireland provides financial assistance to serving and retired staff and their dependants who may find themselves in difficulty due to age, poverty, or infirmity. Many of you will have subscribed to the Fund during your working lives and many also continue to subscribe in retirement. I thank you all for your ongoing support.

To those who don't currently subscribe I ask that you consider supporting this, our own charity. Over the last 142 years thousands of staff, both serving and retired, and their dependants, have been helped by the Fund.

I ask, therefore, that if you can do so, please complete the subscription form on the next page and return it to the Fund by 'Freepost' to the address below. Your subscription will then be deducted through the payroll system.

In such difficult times for many, it is crucial that those who may be in difficulty and are eligible to apply for assistance can do so. I therefore ask that if you are aware of anyone who may need some support, please do not hesitate to encourage them to contact the Secretary at:

Freepost: Secretary,
Rowland Hill Memorial Fund of Ireland,
c/o An Post, G.P.O.,
O'Connell Street
Dublin 2 D01F5P2

Email: info@rhmf.net

With best wishes,

Liam Kirwan,
Secretary

19. Rowland Hill Memorial Fund of Ireland Subscription Form

To subscribe to the Fund please complete the form below, detach it, and send it 'FREEPOST' to:

Rowland Hill Memorial Fund of Ireland,
c/o An Post
G.P.O.,
O'Connell Street
Dublin 1
DO1F5P2

THE ROWLAND HILL MEMORIAL FUND OF IRELAND

I hereby authorise the deduction of: €

Please tick (✓) as appropriate: per week

per fortnight

per month

Please tick (✓) as appropriate: from my wages

from my pension

for payment to the Rowland Hill Memorial Fund of Ireland.

Name (BLOCK LETTERS):

Address (BLOCK LETTERS):

Contact Number:

Staff/Pension Number:

Please tick (✓) as appropriate: Serving

Retired

Please tick (✓) as appropriate: An Post

eir

Signature:

Date:

The suggested subscription is 95 cent per week.

20. Images of Lough Gur, Co. Limerick. Sunday 9th March 2025. Thanks to Eamon Quaid





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