



An Coimisiún um Chaidreamh san Áit Oibre  
Workplace Relations Commission

Áras Lansdún, Bóthar Lansdún, Droichead na Dothra,  
Baile Átha Cliath 4, Éire.  
Lansdowne House, Lansdowne Road, Ballsbridge, Dublin 4, Ireland.

T: 1890 22 02 27 or +353 (0)1 6136700  
F: +353 (0)1 6136701

20th October 2020

**Musgraves / MANDATE / SIPTU**

**PAY**

Following extensive engagement both locally and under the auspices of the Workplace Relations Commission, the following proposal was agreed for recommendation by the respective negotiating parties on the basis it is the best deal that currently can be achieved at Conciliation.

- A 2% pay increase for all colleagues effective from the 3<sup>rd</sup> February 2020 – this payment will be paid retrospectively upon agreement of the proposal. This payment will be based on gross earnings for the period excluding bonuses and allowances
- The company will pay an additional 2% once off payment for the period of the 3<sup>rd</sup> February – 30<sup>th</sup> August 2020. This payment will be based on gross earnings for the period excluding bonuses and allowances
- A further 2% pay increase for all colleagues will effective from the 31<sup>st</sup> July 2021
- Colleague Discount will remain at 12.5%
- The agreement will expire on the 31<sup>st</sup> January 2022

**Pension Buy Back**

The pension contributions for both employer and employee on the 2% retrospective payment can be made by colleagues if they wish to do so. The pension buyback is only applicable to the retrospective payment and not to the additional once off payment.

- Colleagues will have the option to pay their employee contribution on a voluntary basis
- On receipt of this instruction the employer contribution will be paid on their behalf
- The management will communicate this process with all colleagues in advance so that they can process their requests along with their payments.

It is acknowledged by the parties that the period covers uncertain times and the proposal is framed to offer the best protection to the business and to provide the maximum employment safety for employees of the company.

Yours Sincerely

Damien Cannon

Regional Manager

Conciliation, Advisory and Mediation Service