



16th April 2004

Our Reference Number: FOI/15/2004

Mr. Michael Bride
Head of Regulatory Affairs and Employment Law
Communications Workers' Union
575 North Circular Road
Dublin 1.

Dear Mr. Bride,

I refer to the request, which you made under the Freedom of Information Acts 1997 and 2003 (the FOI Acts) for access to records held by this Department on the ESOP, ESOT and APSS in An Post.

As per my earlier correspondence, I made a final decision on your request on 6th April, 2004 and may be contacted by telephone at 01-6782263 or by email at ciara.bates@dcmnr.ie to answer any questions you may have, and to assist you generally with this matter. Please note that as your request was received on 10 February 2004, consideration of your request and whether requested records were appropriate for release took place under the provisions of the FOI Acts. That is the Freedom of Information Act 1997 and the Freedom of Information (Amendment) Act 2003. The Freedom of Information (Amendment) Act 2003 applies to requests received on or after 11 April 2003.

The purpose of this letter is to explain my decision and it is arranged as follows:

1. A schedule of all of the records discovered relating to your request is attached;
2. Concerning records to which access is granted or part granted, copies enclosed;
3. Concerning records to which access is denied, the giving of the relevant findings, particulars and reasons for these decisions; and
4. A statement of how you can appeal this decision should you wish to do so.

This letter addresses each of these four parts in turn.

1. Schedule of records

The schedule is attached at the end of this letter. It describes each document, and indicates whether the document is released in full, released with deletions (partially released) or not released. Documents with deletions are a mix of material, some of which can be released, and some of which is withheld as outlined above. For documents noted as partially released, the schedule refers to the sections of the FOI Acts, which apply to prevent release or else indicate that the material was not relevant. The schedule shows the documents that this Department considers relevant to your request. It also gives you a summary and overview of the decision as a whole.

2. Arrangements for access/fee to be paid/form of access

You have sought access to the records in any format, and I have found that an appropriate form of access in this case is to provide photocopies of the records. The records described as released in full or partially released are enclosed for you to review.

3. Findings, particulars and reasons for decisions to deny access

The sections of the Act that can apply to deny access to documents are known as 'exemption provisions'. These exemption provisions are often complex and the application of the provisions to particular documents can be complicated.

You will note from the schedule that the majority of the documents being withheld, fall under Section 20 of the Act. The exemption provision under section 20 allows for refusal on the grounds that the material relates to deliberate process.

4. Rights of appeal

I wish to advise you that if for any reason you are not satisfied with the outcome of your request, you are entitled to seek a review of the case by appealing the decision to this Department's FOI Internal Review Board. To appeal, you need only write to Mr. John Wynne, FOI Unit, Department of Communications, Marine and Natural Resources, Leeson Lane, Leeson Street, Dublin 2. You must make your appeal within 4 weeks of receiving this letter, but the making of a late appeal may be permitted in appropriate circumstances. The appeal will involve a complete reconsideration of the matter by a more senior member of the staff of this body. Please note the new FOI charges which came into being on the 7th July 2003, the application fee for an appeal is currently €75 and a reduced fee of €25 applies if you are covered by a medical card.

Yours sincerely,



Ciara Bates
Postal Division.

Schedule of Records: Summary of Decision Making.

FOI 15/2004

No.	Ref no:	Description	Release	Supplementary Information
1	P12 vol 2	Draft memo for Government on ESOP -- March 2000	No	Withheld under Section 19 (1) of the Act.
2	P12 vol 2	KPMG letter to Mr. John O'Hehir, An Post re: Draft Term Sheet -- 25 th February 2000	Yes	The Department's decision is to release this document.
3	P12 vol 2	KPMG letter to Mr. Andy Cullen re: draft term sheet -- 3 rd March 2000	Yes	The Department's decision is to release this document.
4	P12 vol 2	Note from Michael Tyndall, An Post to the An Post Board re: ESOP proposal -- 10 th March 2000	Yes	The Department's decision is to release this document.
5	P12 vol 2	Presentation to Department of Public Enterprise by An Post - 15 February 2000	Yes	The Department's decision is to release this document
6	P12 vol 2	Aide Memoire to Government re: Serious Emerging issues in relation to ESOP -- March 2000	No	Withheld under Section 19 (1) of the Act.
7	P12 vol 2	Government Memorandum and summary re: Government policy in relation to ESOPs in Commercial State Companies -- 22 nd March 2000	No	Withheld under Section 19 (1) of the Act.
8	P12 vol 2	Aide memoire to Government re: Dublin bus dispute -- 21 st March 2000	No	Withheld under Section 19 (1) of the Act.

9	P12 vol 3	Aide memoire to Government re: The way forward for An Post ESOP proposals – 23 March 2000	No.	Withheld under Section 19 (1) of the Act.
10	P12 vol 3	Memo to Mr. A Cullen and Secretary General from Mr. Kevin Doyle re: Aide Memoire for Government – 20 th March 2000	Yes	The Department's decision is to release this document.
11	P12 vol 3	Aide memoire to Government re: The way forward for An Post ESOP proposals – 23 March 2000 (AS PER RECORD 9 ABOVE)	No.	Withheld under Section 19 (1) of the Act.
12	P12 vol 3	Letter to Private Secretary, D/Finance enclosing Aide Memoire – 23 rd March 2000	Yes	The Department's decision is to release this record.
13	P12 vol 3	Letter to Private Secretary, D/ETE enclosing Aide Memoire – 23 rd March 2000	Yes	The Department's decision is to release this record.
14	P12 vol 3	Letter to Private Secretary, D/Taoiseach enclosing Aide Memoire – 23 rd March 2000	Yes	The Department's decision is to release this record.
15	P12 vol 3	Letter to Secretary General to Government enclosing Aide Memoire – 23 rd March 2000	Yes	The Department's decision is to release this record.
16	P12 vol 3	Evaluation from Price WaterhouseCoopers on An Post – 24 th March 2000	No	Withheld under Section 27 of the act which allows for refusal on the grounds that the material contains commercially sensitive information.
17	P12 vol 3	Summary details of Proposed Transformation Changes to be negotiated with CWU from An Post – 27 th March 2000	Yes	The Department's decision is to release this record
18	P12 vol 3	KPMG letter to Mr. John O'Hehir, An Post, re: ESOP – 27 th March 2000	Yes	The Department's decision is to release this record.
19	P12 vol 3	Government decision 28 th March 2000	No	Withheld under Section 19 (1) of the Act.

20	P12 vol 3	Proposed Structure of An Post ESOP for discussion at Tripartite meeting on 31 st March 2000 – March 2000	Yes	The Department's decision is to release this document.
21	P12 vol 3	Agenda for ESOP meeting between DPE and An Post – 29 th March 2000	Yes	The Department's decision is to release this document.
22	P12 vol 3	Draft Share purchase agreement in respect of transfer of additional shares – 18 th December 2000	No.	Withheld under Section 20 (1) of the Act which allows for refusal on the grounds that the material relates to deliberative process.
23	P12 vol 3	Draft Share transfer agreement in respect of transfer of initial shares – 18 th December 2000	No	Withheld under Section 20 (1) of the Act which allows for refusal on the grounds that the material relates to deliberative process.
24	P12 vol 3	Draft 2 Share transfer agreement in respect of transfer of initial shares – 18 th December 2000	No	Withheld under Section 20 (1) of the Act which allows for refusal on the grounds that the material relates to deliberative process.
25	P12 vol 3	Agenda ESOP meeting CWU/DPE/D Finance – 31 st March 2000	Yes	The Department's decision is to release this document.
26	P12 vol 3	Letter from Pricewaterhousecoopers to Kevin Doyle, DCMNR re review An Post Business Plan 2000 to 2004 – 31 st March 2000	No	Withheld as the information contained is not relevant to this FOI Request.
27	P12 vol 3	Draft Report from Pricewaterhousecoopers on Project Stamp – 31 st March 2000	No	Withheld under Section 27 of the act which allows for refusal on the grounds that the material contains commercially sensitive information.
28	P12 vol 4	An Post ESOP Issues – 3 rd April 2000	Yes	The Department's decision is to release this document.

29	P12 vol 4	Agenda for ESOP Meeting – 3 rd April 2000	Yes	The Department's decision is to release this document.
30	P12 vol 4	Draft ESOP legal and technical issues term sheet – 3 rd April 2000	Yes	The Department's decision is to release this document.
31	P12 vol 4	Presentation from An Post on Company Financial Forecast – 11 th April 2000	No	Withheld under Section 27 of the act which allows for refusal on the grounds that the material contains commercially sensitive information.
32	P12 vol 4	Review of Legislation applying to An Post in preparation for ESOP – March 2000	Yes	The Department's decision is to release this document.
33	P12 vol 4	Timetable for Legislation to transfer shares from Ministers to ESOP – April 2000	Yes	The Department's decision is to release this document.
34	P12 vol 4	Note on An Post ESOP Proposals – April 2000	Yes	The Department's decision is to release this document.
35	P12 vol 4	An Post Employee Share Ownership Plan (ESOP) Term Sheet – 18 th April 2000	Yes	The Department's decision is to release this document.
36	P12 vol 4	Transformation/Profit Sharing arrangements for roll-out of shares – April 2000	Yes	The Department's decision is to release this document.
37	P12 vol 4	Letter to Con Scanlon, CWU from Brendan Tuohy, Secretary General re: agreement on ESOP Term Sheet – April 2000	Yes	The Department's decision is to release this document.
38	P12 vol 4	Letter to Con Scanlon, CWU from Andrew Cullen re: Clarification of clause 9.3 – April 2000	Yes	The Department's decision is to release this document.
39	P12 vol 4	Letter to Minister from Stephen O'Connor, An Post – 18 April 2000	Yes	The Department's decision is to release this document.
40	P12 vol 4	Letter from Minister to Stephen O'Connor, An Post – 20 April 2000	Yes	The Department's decision is to release this document.

41	P12 vol 4	Publication – Information through Partnership in An Post – May 2000	Yes	The Department’s decision is to release this document.
42	P12 vol 4	Transformation through Partnership in An Post – Your Questions Answered	Yes	The Department’s decision is to release this document.
43	P12 vol 4	An Post ESOP Term Sheet – May 2000	Yes	The Department’s decision is to release this document.
44	P12 vol 4	Letter to Minister from Stephen O’Connor, An Post re ESOP – 16 th May 2000	Yes	The Department’s decision is to release this document
45	P12 vol 4	Letter from PriceWaterhouseCoopers to Mr. Andrew Cullen re: release of Project Stamp document – 26 th May 2000	No	Withheld as the information contained is not relevant to this FOI request.
46	P12 vol 4	Fax from John O’Hehir, An Post to Andrew Cullen re – inclusion for term sheet – 31 st May 2000	Yes	The Department’s decision is to release this document.
47	P12 vol 4	Email to Kevin Doyle from Andrew Cullen re: text of publication - 6 June 2000	Yes	The Department’s decision is to release this document.
48	P12 vol 4	Draft 2.1 of Publication – ESOP Your Questions Answered – 6 th June 2000	Yes	The Department’s decision is to release this document.
49	P12 vol 4	Letter from PriceWaterhouseCoopers to Andrew Cullen re: release of documents to CWU – 7 June 2000	No	Withheld as the information contained is not relevant to this FOI request.
50	P12 vol 4	Fax from John O’Hehir, An Post to Andrew Cullen re: ESOP Notional Allocations – 8 June 2000	Yes	The Department’s decision is to release this document.
51	P12 vol 4	Letter from Con Scanlon, CWU to Kevin Doyle re: release letter – 9 th June 2000	Yes	The Department’s decision is to release this document.
52	P12 vol 4	Email to Kevin Doyle from Tony Lynch, D/Finance re: An Post ESOP Notional	Yes	The Department’s decision is to release this document.

			Allocations – 12 June 2000			
53	P12 vol 4		Email to Tony Lynch, D/Finance from Kevin Doyle re: An Post ESOP Notional Allocations – 12 June 2000	Yes	The Department's decision is to release this document.	
54	P12 vol 5		Letter from John O'Hehir, An Post to Eamonn Molloy re: outcome of ballot – 24 August 2000	Yes	The Department's decision is to release this document.	
55	P12 vol 5		Draft – ESOP Monitors and Measures – 29 September 2000	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.	
56	P12 vol 5		Publication – Transformation through Partnership in An Post – October 2000	Yes	The Department's decision is to release this document.	
57	P12 vol 5		Letter from Alan Fuller, D/Finance to Mr. Brian Buggy, Matheson Ormsby Prentice re: An Post ESOP – 27 October 2000	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.	
58	P12 vol 5		Letter to Alan Fuller, D/Finance from Mr. Brian Buggy, Matheson Ormsby Prentice re: An Post ESOP – 14 December 2000	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.	
59	P12 vol 5		Draft share purchase agreement in respect of transfer of additional shares – 18 December 2000	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.	
60	P12 vol 5		Letter from Mr. Ronan Byrne, An Post to Eamonn Molloy re Board decision – 28 March 2001	Yes	The Department's decision is to release this document.	
61	P12 vol 5		Letter to Mr. Paul Byrne, D/Finance from McCann Fitzgerald solicitors re An Post ESOP	No	Withheld under Section 20 (1) which allows for refusal on the	

		Implementation – 9 April 2001		grounds that the material relates to the deliberative process.
62	P12 vol 5	Draft Share purchase agreement in respect of transfer of additional shares – 10 April 2001	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
63	P12 vol 5	Letter from Mr. Ronan Byrne, An Post to Eamonn Molloy re: response to correspondence – 24 th April 2001	Yes	The Department's decision is to release this document.
64	P12 vol 5	Press release – O'Rourke paves way for ESOP at An Post – 3 rd May 2001	Yes	The Department's decision is to release this document.
65	P12 vol 5	Agenda for meeting between An Post, D/Finance and Public Enterprise, MOPS re: Implementation of An Post ESOP	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
66	P12 vol 5	An Post ESOP Implementation – Status Report – 11 May 2001	Yes	The Department's decision is to release this document.
67	P12 vol 5	Letter from McCann Fitzgerald to MOPs re: An Post ESOP – 30 May 2001	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
68	P12 vol 5	Letter to Conor O'Mahony, D/Finance from McCann Fitzgerald re MOPs letter – 5 June 2001	Yes	The Department's decision is to release this document
69	P12 vol 5	Letter from McCann Fitzgerald solicitors to MOPs re An Post ESOP – 14 June 2001	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
70	P12 vol 5	Draft share purchase agreement in respect of transfer of additional shares – 26 June 2001	No	Withheld under Section 20 (1) which allows for refusal on the

					grounds that the material relates to the deliberative process.
71	P12 vol 5	Email from McCann Fitzgerald to D/Finance & DPE re An Post ESOP -- 26 th June 2001	No		Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
72	P12 vol 5	Letter from McCann Fitzgerald to MOPs re An Post ESOP -- 29 June 2001	No		Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
73	P12 vol 6	Letter from D. McGeedy to Mir. C O'Mahony, D/Finance re: An Post ESOP -- 25 May 2001	Yes		The Department's decision is to release this document.
74	P12 vol 6	Fax to C O'Mahony, D/Finance from Imelda McGettigan re: An Post ESOP -- 4 July 2001	Yes		The Department's decision is to release this document.
75	P12 vol 6	Fax to C O'Mahony, D/Finance from Sinead Geoghegan re: correspondence on An Post ESOP -- 13 August 2001	Yes		The Department's decision is to release this document.
76	P12 vol 6	Email from S Geoghegan to C O'Mahony, D/Finance re: correspondence on An Post ESOP -- 14 August 2001	Yes		The Department's decision is to release this document.
77	P12 vol 6	Note to file on Trustee Company -- An Post -- 15 th August 2001	Yes		The Department's decision is to release this document.
78	P12 vol 6	Note to file on Trustee Company An Post -- 16 th August 2001	Yes		The Department's decision is to release this document.
79	P12 vol 6	Email from Mary McGrath to S Geoghegan re An Post ESOP -- 17 August 2001	Yes		The Department's decision is to release this document.
80	P12 vol 6	Note to file on setting up of trustee company An Post ESOP -- 23rd August 2001	Yes		The Department's decision is to release this document.

81	P12 vol 6	Letter from Ronan Byrne, An Post to Eamonn Molloy re An Post ESOP Trustee Limited – 16 th October 2001	Yes	The Department's decision is to release this document.
82	P12 vol 6	Email from D McGeady to Ronan Byrne, An Post re: Approval of ESOP trustee ltd. – 22 October 2001	Yes	The Department's decision is to release this document.
83	P12 vol 6	Letter from KPMG to An Post re An Post ESOP – 22 October 2001	Part Release	The Department's decision is to part release this document. Paragraph 1 'fee payment' is withheld as this information is not relevant to this FOI request.
84	P12 vol 6	Email from Ronan Byrne, An Post to D McGeady re Approval of ESOP Trustee Ltd. – 24 October 2001	Part Release	The Department's decision is to part release this document. Point 3 is withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
85	P12 vol 6	Email from D McGeady to C O'Mahony, D/Finance re approval of ESOP Trustee Ltd. – 31 October 2001	Part Release	The Department's decision is to part release this document. Point 3 is withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
86	P12 vol 6	Letter to Andrew Cullen from Ronan Byrne, An Post re: valuation of company – 26 th October	Yes	The Department's decision is to release this document

87	P12 vol 6	2001 Letter to Minister from Con Scanlon, CWU Re: An Post ESOP – 2 nd November 2001	Yes	The Department's decision is to release this document.
88	P12 vol 6	Letter to Ronan Byrne, An Post from S Geoghegan re: valuation of company – 8 th November 2001	Yes	The Department's decision is to release this document.
89	P12 vol 6	Fax to C. O'Mahony, D/Finance from D. McGeady re Correspondence from CWU – 12 November 2001	Yes	The Department's decision is to release this document.
90	P12 vol 6	Fax to M. Tyndall, An Post from D. McGeady re correspondence from CWU – 12 November 2001	Yes	The Department's decision is to release this document.
91	P12 vol 6	Note to file re setting up of Trustee Company An Post (ESOP) – 19 November 2001	Yes	The Department's decision is to release this document.
92	P12 vol 6	Email from Conor O'Mahony, D/Finance to D. McGeady re approval of ESOP Trustee Ltd. - 16 th November 2001	Part Release	The Department's decision is to part release this document. Page 2, Item 3 is withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
93	P12 vol 6	Letter from Minister to Con Scanlon, CWU re An Post ESOP – 29 November 2001	Yes	The Department's decision is to release this document.
94	P12 vol 6	Note of Meeting with D/Finance re: AN Post ESOP – 7 th December 2001	Yes	The Department's decision is to release this document.
95	P12 vol 6	Note to Minister regarding correspondence from CWU – 10 th December 2001	Yes	The Department's decision is to release this document.

96	P12 vol 6	Letter to Con Scanlon, CWU from the Minister re: An Post ESOP – 11 December 2001	Yes	The Department's decision is to release this document.
97	P12 vol 6	Note of ESOP meeting between D/Finance, An Post and DPE – 13 th December 2001	Part Release	The Department's decision is to part release this document. Items 1, 3, 4, 5 & 6 are withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
98	P12 vol 6	Letter to Con Scanlon, CWU from Minister re An Post ESOP – 31 December 2001	Yes	The Department's decision is to release this document.
99	P12 vol 6	Note on Internal Market – 4 January 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
100	P12 vol 6	Letter to Minister from Con Scanlon, CWU re AN Post ESOP – 4 January 2002	Yes	The Department's decision is to release this record.
101	P12 vol 6	Email from C O'Mahony, D/Finance to P Cronin re An Post – ESOP Trustee Company – 8 January 2002	Yes	The Department's decision is to release this record.
102	P12 vol 6	Note to Minister re: An Post ESOP – 9 th January 2002	Yes	The Department's decision is to release this record.
103	P12 vol 6	Email from S Geoghegan to Eamonn Molloy re An Post ESOP – 10 January 2002	Yes	The Department's decision is to release this record.
104	P12 vol 6	Letter to Ronan Byrne, An Post from D. McGeady re An Post ESOP Trustee Limited – 10	Yes	The Department's decision is to release this record.

105	P12 vol 6	January 2002 Letter to P Cronin from Ronan Byrne, An Post re An Post Employee Share Ownership Plan – January 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
106	P12 vol 6	Note to Eamonn Molloy from D. McGeady re Valuation of Company – 16 January 2002	Yes	The Department's decision is to release this document.
107	P12 vol 6	Letter to R. Byrne, An Post from Eamonn Molloy re: valuation of company – 21 January 2002	Yes	The Department's decision is to release this document
108	P12 vol 6	Note of meeting with An Post regarding ESOP – 30 January 2002	Part release	The Department's decision is to part release this document. Items 2, 3, 4, 5, 7 & 8 are withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
109	P12 vol 6	Action Points from meeting on ESOP – 30 January 2002	Part release	The Department's decision is to part release this document. Item 1 – 'An Post' is withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
110	P12 vol 6	Proposed Agenda for meeting on ESOP – 30 th January 2002	Part release	The Department's decision is to part release this document. Item 1, 2, 3, 4, 8, & 9 are withheld

111	P12 vol 6	Note of meeting with D/Finance & An Post on progressing the An Post ESOP – 31 st January 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
112	P12 vol 6	An Post presentation – ESOP Progress on Cost Savings – January 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
113	P12 vol 6	Email from S. Geoghegan to R. Byrne, An Post & C. O'Mahony D/Finance re: attachment of action points from meeting – 31 st January 2002	Yes	The Department's decision is to release this document.
114	P12 vol 6	Memo from S. Geoghegan to E. O'Lideadha re: An Post ESOP – 1 st February 2002	Yes	The Department's decision is to release this document.
115	P12 vol 6	Memo from S. Geoghegan to E. O'Lideadha re: enclosure of documents – 11 th February 2002	Yes	The Department's decision is to release this document.
116	P12 vol 6	Minutes of meeting between DPE and An Post – 6 th March 2002	Part release	The Department's decision is to part release this record. Items 1, 2, 4 & 5 are withheld as they are not relevant to this FOI request.
117	P12 vol 6	Memo from P Fahy to E Harrington, An Post re: An Post ESOP legislation – 18 February 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.

118	P12 vol 6	Note for Minister on An Post – 26 February 2002	Part Release	The Department's decision is to part release this record. Items 1,2,3, 5, 6, 7, 8 are withheld as the information is not relevant to this FOI request.
119	P12 vol 6	Memo to S. Geoghegan from E. O'Lideadha re: An Post ESOP – 27 February 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
120	P12 vol 6	Email to S. Geoghegan from E. O'Lideadha re: Internal Market – 6 March 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
121	P12 vol 6	Letter from John Hynes, An Post to Brendan Tuohy re: delay in Postal Bill 2001 – 8 th February 2002	Yes	The Department's decision is to release this document.
122	P12 vol 6	Letter from B. Tuohy to John Hynes, An Post re: Postal legislation – 14 March 2002	Yes	The Department's decision is to release this document.
123	P12 vol 6	Letter to R. Byrne, An Post from Eamonn Molloy re: An Post ESOP – 15 th March 2002	Yes	The Department's decision is to release this document.
124	P12 vol 6	Letter from R. Byrne to Eamonn Molloy re: An Post ESOP – 26 th March 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
125	P12 vol 6	Memo to S Geoghegan from E. O'Lideadha re: Internal Market – 27 th March 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.

126	P12 vol 6	Note for Minister on meeting with An Post – 27 th March 2002	Part Release	The Department's decision is to part release this record. Items 1, 2, 3, 4, 6, 7, 8, 9 are excluded as the information is not relevant to this FOI request.
127	P12 vol 6	Email from P Cronin to R Byrne, An Post re: ESOP meeting – 9 April 2002	Release	The Department's decision is to release this record.
128	P12 vol 6	Memo to P Cronin from R Byrne, An Post re An Post ESOP – 20 th June 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
129	P12 vol 7	Fax to Grant Kirkpatrick from D. McGeady re An Post ESOP – 14 October 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
130	P12 vol 7	Letter from R Byrne, An Post to Eamonn Molloy re Amendment to ESOP legislation – 30 July 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
131	P12 vol 7	Email from D McGeady to R Byrne, An Post – 29 August 2002	No	Item 1 of the document is withheld as the information is not relevant to this FOI request. Item 2 of the document is withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
132	P12 vol 7	Email from D. McGeady to S. Geoghegan re	No	Item 1 of the document is withheld

		ESOP & Property – 4 September 2002			as the information is not relevant to this FOI request. Item 2 of the document is withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
133	P12 vol 7	Letter from S. Geoghegan to Brian Hanlon, D/Finance re: amendment to ESOP legislation – 4 th September 2002	No		Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
134	P12 vol 7	Note of telephone conversation between E. O’Lideadha and Eamonn Harrington, An Post re Internal Market – 27 March 2002	No		Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
135	P12 vol 7	Note on An Post ESOP	No		Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
136	P12 vol 7	Email to E. O’Lideadha from D. McGeady re ESOP – 8 October 2002	No		Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
137	P12 vol 7	Briefing note for Minister’s meeting with CWU	Part Release		Items 1, 2, 3 are withheld as the information is not relevant to this FOI request. Item 4, paragraphs 2 – 5 are withheld under Section 20 (1) which allows for refusal on the

138	P12 vol 7	Letter from F. O'Brien, D/Finance to S. Geoghegan re An Post ESOP – 10 October 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
139	P12 vol 7	Letter to R. Byrne, An Post from P. Cronin re An Post ESOP – 6 November 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
140	P12 vol 7	Letter to P. Cronin from R. Byrne, An Post re An Post ESOP – 12 November 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
141	P12 vol 7	Note on major projects in An Post in relation to ESOP – 13 November 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
142	P12 vol 7	Letter to P. Cronin from R. Byrne, An Post re ESOP 18 month rule – 25 November 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
143	P12 vol 7	Letter from R. Byrne, An Post to P. Cronin re: de-merger protection for An Post Shareholders – 28 November 2002	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
144	P12 vol 7	Note on An Post ESOP – Outstanding Issues – 12 December 2002	Part Release	The Department's decision is to part release this record.

145	P12 vol 7	Letter from R. Byrne, An Post to Eamonn Molloy re outstanding issues on ESOP – 12 December 2002	Yes	Items 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 are withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process. The Department's decision is to release this record.
146	P12 vol 7	Letter to F. O'Brien from D. McGeady re An Post ESOP – 27 January 2003	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
147	P12 vol 7	Letter to E. Molloy from John Hynes, An Post re: An Post ESOP – 10 February 2003	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
148	P12 vol 7	Letter to R. Byrne, An Post from P. Cronin re An Post ESOP – 21 February 2003	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
149	P12 vol 7	Letter to P. Cronin from R. Byrne, An Post re An Post ESOP – 27 February 2003	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
150	P12 vol 7	Letter to J. Hynes, An Post from E. Molloy re: An Post ESOP – 10 March 2003	Yes	The Department's decision is to release this record
151	P12 vol 7	Fax from P. Cronin to E. Molloy re An Post ESOP – 28 March 2003	Yes	The Department's decision is to release this record.

				Yes	The Department's decision is to release this record.
152	P12 vol 7	Fax to S. O'Connor from S. Geoghegan re AN Post ESOP – 28 March 2003			
153	P12 vol 7	Letter from L. Fullam, D/Finance to P. Cronin re An Post ESOP – March 2003		No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
154	P12 vol 7	Note on ESOP Cost Savings – 2 April 2003		No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
155	P12 vol 7	Note on ESOP Cost Savings Schedule – April 2003		No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
156	P12 vol 7	Email from L. Fullam, D/Finance to P. Cronin & R. Byrne, An Post re An Post ESOP – 10 April 2003		No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
157	P12 vol 7	An Post ESOP – Outstanding Issues List – 29 April 2003		No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
158	P12 vol 7	Letter from J. O'Hehir, An Post to Eamonn Molloy re An Post ESOP – 19 May 2003		Yes	The Department's decision is to release this document.
159	P12 vol 7	Email from P Cronin to L. Fullam, D/Finance & S. O'Connor re An Post ESOP – 22 May 2003		No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.

160	P12 vol 7	Letter from M. Tyndall, An Post to Minister re ESOP & ESOT – 23 May 2003	Yes	The Department's decision is to release this document.
161	P12 vol 7	Letter from E. Molloy to Michael Tyndall, An Post re An Post ESOP – 4 June 2003	Yes	The Department's decision is to release this document.
162	P12 vol 7	Letter from E. Molloy to J. O'Hehir, An Post re An Post ESOP – 4 June 2003	Yes	The Department's decision is to release this document.
163	P12 vol 7	Presentation to the Board of An Post on ESOP Savings – 14 May 2003	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
164	P12 vol 7	Letter from M. Tyndall to E. Molloy re ESOP Cost Savings – 10 June 2003	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
165	P12 vol 7	Letter from P. Cronin to M. Tyndall, An Post re AN Post ESOP – 16 June 2003	Yes	The Department's decision is to release this record.
166	P12 vol 7	Email from F. O'Brien, D/Finance to P. Cronin re Documentation on Cost Savings – 9 July 2003	Yes	The Department's decision is to release this record.
167	P12 vol 7	Letter from Minister of Finance to Minister for Communications, Marine & Natural Resources re An Post Financials & ESOP – 18 July 2003	Part Release	The Department's decision is to part release this record. Paragraphs 1 & 2 are withheld as the information is not relevant to this FOI request.
168	P12 vol 7	Letter to D. Curtin, An Post from P. Cronin re: Minister of Finance letter – July 2003	Yes	The Department's decision is to release this document.
169	P12 vol 7	Minutes of An Post ESOP meeting – 7 th August 2003	No	Withheld under Section 20 (1) which allows for refusal on the

170	P12 vol 7	Agenda for An Post ESOP meeting – 13 th August 2003	Yes	grounds that the material relates to the deliberative process.
171	P12 vol 7	Minutes of An Post ESOP meeting – 13 th August 2003	Part Release	The Department's decision is to release this document. The Department's decision is to release paragraph 2, pg 1 'legislation'. The remainder of the document is withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
172	P12 vol 7	Letter from CWU to Minister re An Post ESOP – 7 October 2003	Yes	The Department's decision is to release this record.
173	P12 vol 7	Email from B. Tuohy to Dept. officials re: response to CWU letter – 22 October 2003	Yes	The Department's decision is to release this record.
174	P12 vol 7	Letter from Minister to CWU re An Post ESOP – 23 October 2003	Yes	The Department's decision is to release this record.
175	P12 vol 7	Letter M. McGinley, An Post from P. Cronin re copy of correspondence – 24 October 2003	Yes	The Department's decision is to release this record.
176	P12 vol 7	Letter D. Curtin, An Post from P. Cronin re copy of correspondence – 24 October 2003	Yes	The Department's decision is to release this record.
177	P12 vol 7	Letter from CWU to Minister re An Post ESOP – 17 November 2003	Yes	The Department's decision is to release this record.
178	P12 vol 7	Email from L. Fullam, D/Finance to P. Cronin re An Post ESOP – 9 December 2003	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.

179	P12 vol 7	Letter to T. Hulton, An Pos from E. Molloy re AN Post ESOP – 11 December 2003	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
180	P12 vol 7	Letter from Minister to CWU re An Post ESOP – 5 January 2004	Yes	The Department's decision is to release this record.
181	P12 vol 7	Letter to L. Fullam, D/Finance from P. Cronin re correspondence from CWU – 6 January 2004	Yes	The Department's decision is to release this record.
182	P12 vol 7	Letter to D. Curtin, An Post re correspondence from CWU – 6 January 2004	Yes	The Department's decision is to release this record.
183	P12 vol 7	Letter to M. McGinley, An Post re correspondence from CWU – 6 January 2004	Yes	The Department's decision is to release this record.
184	P12 vol 7	Briefing for Minister on An Post ESOP	Yes	The Department's decision is to release this record.
185	P12 vol 7	Email on Examiner Query – 22 January 2004	Yes	The Department's decision is to release this record.
186	P12 vol 7	Parliamentary Questions 609 & 614 – 27 th January 2004	Yes	The Department's decision is to release this record.
187	P12 vol 7	Letter to Minister from CWU re An Post ESOP – 16 January 2004	Yes	The Department's decision is to release this record.
188	P12 vol 7	Letter to Eamonn Molloy from M. Tyndall, An Post re ESOP cost savings – 4 February 2004	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
189	P12 vol 7	Letter to M. Tyndall, An Post from E. Molloy re ESOP cost savings – 5 February 2004	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.

190	P12 vol 7	Minutes of meeting with An Post – 5 th February 2004	Part Release	<p>The Department's decision is to part release this record – item 4 on page 2.</p> <p>The remainder of the document is withheld as the information is not relevant to this FOI request.</p>
191	P12 vol 7	Review of AN Post ESOP - February 2004	Part Release	<p>The Department's decision is to part release this record.</p> <p>Paragraph 8 and Page 2 are withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.</p>
192	P12 vol 7	Letter to J. O'Brien, D/Finance re correspondence on An Post ESOP – 6 February 2004	Yes	The Department's decision is to release this record
193	P12 vol 7	Email to Ernst & Young from B. O'Sullivan re: ESOP Cost Savings	No	Withheld under Section 20 (1) which allows for refusal on the grounds that the material relates to the deliberative process.
194	P12 vol 7	Letter to Brendan Tuohy from D. Curtin re ESOP Cost Savings – 10 February 2004	Yes	The Department's decision is to release this record.
195	P12 vol 7	Letter to D. Curtin, An Post from Brendan Tuohy re ESOP cost savings – 12 February 2004	Yes	The Department's decision is to release this record.
196	P12 vol 7	Letter to Members of the Oireachtas from CWU – 16 th February 2004	Yes	The Department's decision is to release this record.