FÓRSA NATIONAL STRIKE

FAQ
FOR MEMBERS

This document was last updated on:
Thursday 5th November

National Strike by Civil and Public Service Members of Fórsa

Thursday 12th November 2026

What is going on?

On Monday 2nd November, Fórsa's National Executive Committee (NEC) approved a second national strike of civil and public sector workers that will take place on Thursday 12th November. The strike will involve a 24-hour work stoppage of all Fórsa civil and public service members, alongside members from other civil and public service unions. Rallies will be held across the country in Dublin, Cork, Limerick, Galway, Sligo, Letterkenny, Waterford and Tullamore.

What has happened since the strike on 14th October?

Following the first national strike day which took place on Wednesday 14th October, the Taoiseach intervened and a Government Appointed Group was established. That group set out a framework for talks to progress under the auspices of the Workplace Relations Commission. The strike day that was due to take place on Wednesday 21st October was suspended to allow for meaningful talks to take place. Negotiations then took place between the Monday 19th October and Friday 30th October. On Friday, 30th October talks were adjourned when a significant impasse was reached.

The WRC then asked the Government Appointed Group to intervene to see if a means to resolution can be found. Since Tuesday, 3rd November, the lead negotiators from both sides have been engaging in this process in an effort to resolve the dispute.

Why did the WRC talks come to an impasse?

Because of the Government's failure to put forward a credible approach to pay.

While some progress was made on key issues, the Government's proposal on pay didn't address the gap between pay and prices that grew from 2021 to 2025, it didn't adequately address cost of living this year, and it didn't adequately address projected cost of living increases next year or in 2028.

The Government's proposal failed to resolve the issues around the local bargaining clause of the last agreement, and it offered nothing extra for low- and middle-income earners. It also took no account of the proposed productivity measures being put forward by the Government side.

I heard that there is an offer of 7.75% but the union side rejected it, is that true?

Some of the media reporting is inaccurate. The pay proposal involved one increase of 1.75% and five 1% increases between November 2026 and October 2028 totalling 6.75% plus a 1% amount for local bargaining to be due in 2028.

Union negotiators rejected this offer. It would be cumulatively. less than what public sector workers received over the duration of the last agreement. In the last agreement, which lasted 30 months, the pay measures totalled 9.25%. This proposal offers less over the same length of time.

Rather than protecting living standards, such a poor pay offer would lower living standards.

What other issues were discussed?

Public Service Agreements usually contain sections on different issues, including working conditions, pensions, outsourcing and more. Union negotiators have been pushing for commitments to protect remote and hybrid work, to reduce outsourcing, and more. While some progress was made, there are a number of issues that have not been resolved.

Why do we have to strike again?

Government is still refusing to take in to account the real impact of the cost of living crisis on civil and public servants. Union negotiators have been fighting for pay increases that reflect the mandate members have given, seeking to protect your working conditions and to win real pay increases, not ones that will be wiped out by inflation before the ink on an agreement is dry.

Going on strike again will show Government that we are united, and we remain determined to achieve a deal that values civil and public service workers and the work we do.

When Government don't value public service workers, they are also failing the people who rely on public services.

What does striking involve?

Strike action means withdrawing your labour for the duration of the work stoppage. Members should:

- Not attend work.
- Not work from home.
- Not access work systems.
- Not answer work emails, phone calls or messages.
- Not undertake work duties of any kind.

Will my employer know I'm on strike?

Yes. Employers are formally notified of the industrial action by the union. This is a legal requirement.

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What will happen on Thursday 12th November?

A 24-hour work stoppage of all Fórsa civil and public service members. Rallies will be held across the country at the following locations:

- Dublin
- Cork
- Limerick
- Galway
- Sligo
- Letterkenny
- Waterford
- Tullamore

The regional locations have been determined by the ICTU Public Services Committee and have been selected in an attempt to ensure members do not have to travel longer than two-hours to attend a rally, rather than just having a one rally in Dublin that may have caused a longer travel time.

The rallies will take place between 12pm-2pm. There will be speeches by union representatives, with some rallies including marches. Cross-union local organising committees are planning details for each rally and information will be communicated to members as soon as possible.

Why are we being asked to go to a rally instead of attending workplace pickets?

Rallies are a powerful way to demonstrate collective purpose and strength. While pickets are also very important, we want members to come together and send a clear message to Government that we remain determined. Large attendances on the day will be crucial to sending that message.

We are asking members to prioritise attending a rally. We understand that some members must remain close to their workplace when on strike to provide emergency cover should critical incidents occur and if that is the case you will be notified by Fórsa directly.

Will more materials be available?

Members are strongly encouraged to bring any materials they have from the previous strike day with them. Additional materials and banners will be available on the day, but the more the better so please bring whatever you have.

Will transport by organised?

Local committees may organise transport to rallies, however members are encouraged to make their own travel plans well in advance. We will share further information on this when it becomes available.

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I will be part of an emergency response roster on the strike day, what should I do?

We recognise that some members need to stay close to their workplace when on strike in order to be able to respond to an emergency if one arises. Typically, these are hospitals, and emergency services. For these members, separate arrangements may be made that may include workplace pickets, and they will be notified directly of this.

Can I bring my children to the rally?

We recognise that with schools closed members may need to bring their children to rallies. Check local arrangements as some rallies may organise a special area for families.

Safety is a key priority for everyone so please ensure their safety at all times. You might like to bring signs for your children to hold.

I'm retired; how can I show my support?

If you can, you should attend the rally that is most convenient to you.

Will we be using a QR code or similar tool to record participation at the rallies?

Yes, members will be able to record participation at the rally they attend using their QR code. Details of how this will be done will be circulated in due course.

I am pregnant, what health and safety arrangements will be in place?

Do not put your health at risk. If you feel travelling to a rally and standing or marching for a period of time would put you at risk, do not do so. Contact your workplace rep or branch to discuss if you can support your colleagues in another way. There may be coordination work you can undertake that will support the picket that does not involve standing for a long period.

I am on sick leave, should I attend the rally?

If you are unfit for work, you should not attend the workplace or attend a rally. Nobody is expected to do anything against medical advice or that would put their health at risk.

What should I bring to the rally?

- Appropriate clothing such as comfortable shoes and layers.
- A waterproof jacket if it is likely to rain.
- Union materials such as flags and placards if you have any from the strike day in October.