FÓRSA

Public Service Pay Agreement 2026-2029

FACTSHEET

Tell me what the agreement says about Local Bargaining

Chapter 4 of the draft agreement deals with local bargaining. The agreement reaffirms the principles related to local bargaining in the Public Service Agreement 2024-2026. It acknowledges that the implementation was challenging and remains incomplete. It notes that because it was a new concept it took time to develop a full understanding of how it could work. There is also recognition the process must become more efficient in the future.

The agreement defines three categories of claims from phase one of local bargaining:

- **Category one** claims are claims or proposals that dealt with sector specific issues and, following negotiation, are now progressing or have been implemented.
- **Category two** claims are claims or proposals that include local bargaining generalised pay increases, which are now progressing or have been implemented.
- **Category three** claims are claims or proposals that are outstanding and must be settled. This category includes claims referred to dispute resolution.

Clause 4.2.2 acknowledges the state has a "liability" in regard to bargaining units that remain unresolved "more than a year after payment was due", and provides for special arrangements to address this. It sets November 2026 as a deadline for resolving all first phase local bargaining claims.

Clause 4.2.4 states that to "rebalance matters and to ensure fairness" that bargaining units with category one claims can be resolved via an increase of a generalised nature. Back pay would be payable in these circumstances from 1st September 2025.

Remaining instalments

The second 1% increase will be implemented on 1st March 2029, and the final phase will be part of the next agreement.

VOTE YES: Your national executive is recommending you vote in favour of the agreement.

The ballot runs to 12pm, Friday 4th December.

Scan here for more information including FAQs.