FÓRSA

FACTSHEET

Public Service Pay Agreement 2026-2029

Tell me what the agreement says about Pay

Chapter 3 of the proposed agreement lists the pay terms being offered, over 33 months.

There are ten pay increases between September 2026 and March 2029. Overall, these will add up to 9.75% of your gross salary, with a further 1% amount for local bargaining. The first pay increase is from 1st September 2026.

You will get a bigger increase overall if you are a lower-paid worker. If you earn less than €60,000, there are five flat rate increases that will earn you more than the standard 1% to 2% increase. If members vote to accept the deal, you will get your pay increase early in the new year. The date will depend on how quickly your payroll department process the pay increases and back pay.

The proposed annualised pay increases are:

1st September 2026	2% increase or €1,200, whichever is greater
1st April 2027	1% increase
1st August 2027	1% increase or €600, whichever is greater
1st November 2027	1.5% increase or €900, whichever is greater
1st March 2028	1% increase or €600, whichever is greater
1st June 2028	1% increase
1st October 2028	1% increase
1st March 2029	second phase of 'local bargaining' of 1% (this may or may not be in the form of a pay increase)
2nd March 2029	1.25% increase or €750, whichever is greater

How does that compare to inflation?

We cannot predict inflation exactly. However, projections by the Nevin Economic Research Institute, forecast cumulative inflation of between 7.2% and 8.0% over the 33-month period of the agreement.

Using a similar cumulative approach, the pay increases are worth 10.17%, or 11.27% if the second phase of local bargaining in 2029 is included. For low paid workers, the increases are higher due to the five instances where flat rate payments apply.

Why the flat-rate increases matter

At five points, members receive the percentage increase or the stated minimum amount, whichever is greater.

Starting salary
€31,935
2% = €639
*Minimum applies: €1,200
New salary €33,135

Starting salary
€45,000
2% = €900
*Minimum applies: €1,200
New salary €46,200

Starting salary
€60,000
2% = €1,200
Same outcome
New salary €61,200

*The minimum is permanently added to the salary point. It is not a once-off payment. The lower-paid threshold increases from €50,000 to €60,000.

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.