FÓRSA

Public Service Pay Agreement 2026-2029

FACTSHEET

Tell me what the agreement says about remote and blended work

Chapter 2 of the agreement deals with workplace change and reform.

There are three clauses that deal with remote, hybrid and blended work in this agreement:

- 2.7.4, 2.7.5 and 2.7.6

For the first time in a national public service agreement, remote work is described as a "feature of the Irish labour market".

The agreement acknowledges that remote work can support recruitment and retention, and that the State has a duty to lead the way on this issue.

This is a significant step forward and is stronger than the wording in the Public Service Agreement 2024-2026 which did not explicitly reference remote work and only acknowledged that blended work was part of workplaces "changing".

The agreement outlines that access to flexible working, blended working and other working arrangements should be available across the public service to support work life balance, consistent with business needs, service delivery and local implementation.

It states that blended working policy frameworks will continue to operate, and established work practices cannot be changed without consultation.

For changes to be made to a worker's remote and blended working pattern, "established industrial relations mechanisms" must be used.

This means that unions will continue to be involved in discussions on remote work in all public service workplaces.

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.