To: Branch Chairs and Secretaries
NEC
DECs
Staff

11 November 2026

Dear colleagues,

Late last night we reached a draft public service agreement, following six weeks of sustained industrial action and very challenging negotiations. A copy of this is attached.

The Public Services Committee of ICTU met during the night and recommended the suspension of all industrial action to allow each union's national executive to consider the proposal. Fórsa's NEC will meet early this afternoon to review the agreement and determine next steps. We will issue a further update.

Let me be clear: without our branches and your commitment we would not be here. From the beginning of the Better Deal pledge campaign, throughout the ballot this summer, and over the past six weeks of sustained industrial action you have demonstrated what is possible when workers come together.

The below correspondence will issue to members to provide general details of the proposal. For now, let me again express my pride and gratitude to all our elected members, workplace reps, activists and staff. This has not been easy, but without your perseverance, it would have been impossible, well done.

Yours sincerely,



Kevin Callinan
General Secretary

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General Secretary Kevin Callinan
Deputy General Secretaries Éamonn Donnelly I Katie Morgan

MEMBER EMAIL 11th November 2026:

Dear members,

Following six weeks of sustained industrial action, including a 24-hour strike, we have a draft public service agreement.

These talks were difficult. I have no doubt in my mind that we would not have improved the Government's initial offer without your participation in sustained industrial action since Wednesday 30th September. You strengthened the union's hand in talks and got us to this point. The proposed pay terms are listed below. **Taken together, they work out at 10.75%, with the agreement running until March 2029.**

The Public Services Committee of ICTU met during the night and recommended the suspension of all industrial action to allow each union's national executive to consider the proposal. **Fórsa's NEC will meet early this afternoon to review the agreement and determine next steps. We will issue a further update then.**

Current calculations of inflation indicate that the pay adjustments in this proposed agreement will be significantly above projected inflation, though of course a risk of higher inflation remains.

To deal with that **there is a review clause in this agreement that contains a specific reference to a possible spike in inflation**, with a time limit of six weeks. Given the volatile times we live in, this is an essential element of the new deal. **The proposed agreement also prioritises higher increases for lower paid workers, many of whom are younger workers.** There are four instances in the lifetime of the agreement that will give lower paid workers higher increases. We have also achieved a new threshold for defining 'lower paid workers' which will move from €50,000 to €60,000. This means more workers will benefit from a higher increase.

There is also a provision in the agreement that **requires all outstanding matters from the first phase of local bargaining increases to be resolved by the end of this month**, that the second phase will be implemented during this agreement, and the final phase will be part of a successor agreement.

The proposed agreement would run for two years and nine months, **from July 2026 to March 2029**, and includes the following pay terms:

- 1st September 2026 - a pay adjustment of 2% or a minimum payment of €1,200 whichever is the greater.
- 1st April 2027 - a pay adjustment of 1%
- 1st August 2027 - a pay adjustment of 1% or a minimum payment of €600 whichever is the greater.
- 1st November 2027 a pay adjustment of 1.5% or a minimum payment of €900 whichever is the greater.
- 1st March 2028 - a pay adjustment of 1%
- 1st June 2028 - a pay adjustment of 1% or a minimum payment of €600 whichever is the greater.
- 1st October 2028 - a pay adjustment of 1%
- 1st March 2029 - implementation of the second phase of 'local bargaining' of 1%.
- 2nd March 2029 - a pay adjustment of 1.25% or a minimum payment of €750 whichever is the greater.

Thanks to your dedication, commitment and resolve, this draft agreement also includes significant proposals in addition to pay terms; these include:

- Recognition that remote and hybrid work is here to stay, that blended working will be protected, and that established practices cannot be changed without consultation.
- An explicit commitment to respect collective bargaining and facilitate workplace access for unions to organise workers.
- A firm commitment to no compulsory redundancies resulting from artificial intelligence.
- A 150-million-euro training fund to upskill workers.
- A commitment that public procurement will respect socially responsible procurement guidelines, respecting UN ethical guidelines and collective bargaining.

Since Wednesday 30th September you stood together with union colleagues, speaking with one voice, supporting each other and articulating how the cost-of-living crisis has affected your households and standard of living.
Six weeks of industrial action has shown our collective strength and determination to secure fair pay and protect living conditions. Getting to this point has not been easy, but without your participation it would have been impossible, well done.

I will update you further with next steps as determined by Fórsa's NEC.

Yours sincerely,



Kevin Callinan
General Secretary