



Uisce Éireann Pay Agreement 2026-2028

Proposed Agreement between
Uisce Éireann and the Group
of Unions



I outline, hereunder, the proposed terms of the agreement between Uisce Éireann and its Group of Unions in respect of pay and related matters, following our constructive engagement. The proposal will cover the period 1 January 2026 to 31 December 2028.

Key Elements of the Proposal

1. A 3-year agreement commencing on 1 January 2026 and ending on 31 December 2028.
2. Completion of a Range Refresh in all years of the agreement (2026, 2027 and 2028).
3. Pay Progression with X of 9% over the lifetime of the agreement (3% in 2026, 3% in 2027, and 3% in 2028).
4. The model remains a performance related market based pay model.
5. Performance Management continues to be a key component of the model. Performance-Related Awards (PRA) will remain as is for all staff, with eligibility for retirees amended to provide enhanced clarity, transparency and fairness.

1. Duration of Agreement

This agreement is for a three-year duration and will commence on 1 January 2026 and conclude on 31 December 2028. The processing of increases resulting from the pay progression process will have an effective date of 1 January for each of the respective years.

- 1 January 2026 – 31 December 2026 – X = 3%
- 1 January 2027 – 31 December 2027 – X = 3%
- 1 January 2028 – 31 December 2028 – X = 3%

2. Range Refresh

As part of the pay discussions a range refresh process will be completed in each year of the agreement. The refresh of the salary ranges is a core component of the Uisce Éireann pay model and ensures that overall Uisce Éireann pay ranges stay aligned with relevant market comparators. The new salary ranges for 2026 are outlined in the table below; ranges will be refreshed again in January 2027 and January 2028 in advance of pay progression being applied for those years.

Grade	Min of Range (2026)	Midpoint of Range (2026)	Max of range (2026)	Increase % (2026)
B2	€102,743	€128,429	€154,115	0%
C	€84,029	€105,036	€126,044	0.2%
D	€62,259	€77,823	€93,388	1.2%
E	€50,223	€62,778	€75,334	2.0%
F	€40,960	€51,200	€61,440	1.3%
G	€32,213	€40,266	€48,319	4.2%

3. Pay Progression

For Grades B, C and D, -

- X of 3% in 2026, 2027 & 2028- no change to existing process.
- Pay increases being applied through the existing pay matrix and subject to Performance Management outcomes.

For Grades E, F and G,

- A pay increase of 3% or €1,500 (whichever is greater) will apply in 2026 only.
- In 2027 and 2028, a 3% pay increase will apply in each year.
- the matrix will no longer apply for Pay Progression and therefore Performance Management outcomes will be decoupled for Pay Progression.

Note: For employees who transfer under the Framework Agreement, regardless of the date of transfer during the prior performance year, and move to the Uisce Eireann Pay Model, Pay Progression will apply as above.

For those employees who transfer under the Framework Agreement and remain on the mirrored Local Authority Pay Model, they will continue to receive the relevant Local Authority Pay increase.

For any new hires who join the organisation on or after 1 October in the prior performance year, a flat pay increase of 2% will apply in the following year.

4. Performance Related Awards

Performance Management will continue to apply for all grades for Performance-Related Awards (PRA).

In conclusion, it is the Company's understanding that the GOU will conduct a ballot of its members in January. Upon notification from the GOU that the ballot has been accepted, the Company will commence processing the increases of the Pay Proposal with effect from 1 January 2026, including the payment of backdated salary adjustments.

Conor Lehane

Uisce Éireann
13th January 2026