



Mr. Eric Doyle Principal Officer
Mr. John Howlin Principal Officer
Department of Public Expenditure NDP Delivery and Reform
Government Buildings
Merrion St. Upper, Dublin 2
D02 R583

21st February 2025

Re: Claim for Executive Officer/Higher Executive Officer/Administrative Officer and Related Grades (Civil Service) and Administrative Grades 4 to 7 and Related Grades in Public Service (Health, Education and Local Government Sectors) under the Local Bargaining Clause of the Public Service Agreement 2024 – 2026)

Dear Mr, Doyle and Mr. Howlin,

I refer to Clause 4.2.1 of the Public Service Agreement 2024-2026 which states that ***“Employers and Trade Unions/Associations may negotiate additional changes in rates of pay and/or conditions of employment up to a maximum of 3% of the basic pay cost, inclusive of allowances in the nature of pay, of the particular grade, group or category of employee or bargaining unit. This may include proposals involving changes in structures, work practices or other conditions of service”***.

Accordingly, I set out, hereunder, the claim from Fórsa, in respect of the grades listed above. This claim is cross-sectoral and will be notified to the sectors, as appropriate, across the Civil and Public Services. However, this letter is directed to you as employer representatives for the Civil Service and as employer representatives and co-ordinators for the wider Public Service. The claim is as follows:

- **Removal of point 6 of the Executive Officer scale (on completion of 1 year at point 5, the next point of progression is point 7). Removal of point 10 of the Executive Officer Scale (on completion of 1 year at point 9, the next point of progression is point 11). Removal of the 3 years waiting criteria for Long Service Increments on the Executive Officer scale. An increase of 3.5% to the absolute maximum point of the Executive Officer scale.**
- **Removal of point 3 of the Higher Executive Officer scale (on completion of 1 year at point 2, the next point of progression is point 4). Removal of point 6 of the Higher Executive Officer scale (on completion of 1 year at point 5, the next point of progression is point 7). Removal of the 3 years waiting criteria for Long Service Increments on the Higher Executive Officer scale. An increase of 3.5% to the absolute maximum point of the Higher Executive Officer scale.**
- **Removal of point 6 of the Grade 4 scale (on completion of 1 year at point 5, the next point of progression is point 7). Removal of point 8 of the Grade 4 scale (on completion of 1**

year at point 7, the next point of progression is point 9). Removal of the 3 years waiting criteria for Long Service Increments on the Grade 4 scale. An increase of 3.5% to the absolute maximum point of the Grade 4 scale.

- Removal of point 2 of the Grade 5 scale (on completion of 1 year at point 1, the next point of progression is point 3). Removal of point 5 of the Grade 5 scale (on completion of 1 year at point 4, the next point of progression is point 6). Removal of the 3 years waiting criteria for Long Service Increments on the Grade 5 scale. An increase of 3.5% to the absolute maximum point of the Grade 5 scale.
- Removal of point 3 of the Grade 6 scale (on completion of 1 year at point 2, the next point of progression is point 4). Removal of point 5 of the Grade 6 scale (on completion of 1 year at point 4, the next point of progression is point 6). Removal of the 3 years waiting criteria for Long Service Increments on the Grade 6 scale. An increase of 3.5% to the absolute maximum point of the Grade 6 scale.
- Removal of point 3 of the Grade 7 scale (on completion of 1 year at point 2, the next point of progression is point 4). Removal of point 6 of the Grade 7 scale (on completion of 1 year at point 5, the next point of progression is point 7). Removal of the 3 years waiting criteria for Long Service Increments on the Grade 7 scale. An increase of 3.5% on the absolute maximum point of the Grade 7 scale.

Adjustments in line with those set out above should also be made to the higher scales in the Executive Officer and Higher Executive Officer grades in the Civil Service. Similar adjustments should be made to the Administrative Officer scales in the Civil Service without prejudice to the discussion already underway on the suitability and sustainability of the pay structure of that grade in the context of labour market issues.

The claim is made in the context of the principles underpinning the Local Bargaining Clause and we reserve the right to advance arguments in that regard

I await your response.

Yours Sincerely,



Éamonn Donnelly
Deputy General Secretary
Fórsa Trade Union.