
Irish Federation of University Teachers



Q



&



A

Public Sector Pay Proposals

Q&A

Contents

Introduction	2
What is the duration of the agreement?	2
Has IFUT taken a position on the proposed agreement?	2
What are the pay terms?	2
What is meant by local bargaining?.....	3
Do the pay improvements apply to allowances?	3
What about part-time workers, job-sharers, etc?.....	3
Will the increases affect IFUT 'hourly paid' employees?	3
What does the agreement say about working hours?	3
What modernisation and reform measures are in the package?	4
Is there a 'no strike' clause?	4
What happens if the economic and fiscal situation changes?	4
What are the implications for public service pensioners?.....	4
What happens next?	4
Will there be a vote on the agreement?.....	5
Questions	5

Public Sector Pay Proposal 2024-2026

FAQs- IFUT

Introduction

A new public sector pay agreement has been negotiated. The proposed agreement was published on Friday 26th January 2024. The pay terms of the new agreement are valued at 10.25% over 2.5 years. The pay provisions in each year of the agreement will deliver more for lower paid workers.

What is the duration of the agreement?

If the agreement is ratified by union members in a ballot, the agreement would cover the period from 1st January 2024 to 30th June 2026, a period of 2.5 years.

Has IFUT taken a position on the proposed agreement?

The IFUT Executive Committee is recommending acceptance of the proposals. You can read a copy of the Executive Committee's statement [here](#)

What are the pay terms?

The proposed Public Sector Pay adjustments for the period 1st January 2024 to 30th June 2026 are as follows:

2024

- A general round increase in annualised basic salary for all public servants of **2.25% or €1,125, whichever is greater**, from **1st January 2024**
- A general round increase in annualised basic salary for all public servants of **1% on 1st June 2024**
- A general round increase in annualised basic salary for all public servants of **1% or €500, whichever is greater**, on **1st October 2024**.

2025

- A general round increase in annualised basic salary for all public servants of **2% or €1,000, whichever is greater**, on **1st March 2025**
- A general round increase in annualised basic salary for all public servants of **1% on 1st August 2025**
- The **first phase of local bargaining of 1% on 1st September 2025**

2026

- A general round increase in annualised basic salary for all public servants of **1% or €500, whichever is greater**, on **1st February 2026**

- A general round increase in annualised basic salary for all public servants of **1% on 1st June 2026**.

The pay proposals are estimated to be worth up to 17.3% for lower paid workers. This is because the flat-rate elements of the pay deal are worth more to public servants earning below €50k per annum. The benefit is greater for incomes below this level.

If the proposed agreement is accepted, unions will not be able to lodge any 'cost-increasing' claims for improvements in pay or conditions during the lifetime of the agreement. However, there are specific provisions for local bargaining.

What is meant by local bargaining?

A local bargaining clause is different to the sectoral bargaining arrangements that were included in *Building Momentum*. Local bargaining terms included in the agreement would allow trade unions to negotiate up to an **additional 3% of pay costs**, inclusive of allowances, for particular grades, groups or categories of employees.

Detailed arrangements for local bargaining are to be agreed by the 30th of June this year. Local negotiations could then take place between July 2024 and June 2025. To the greatest extent possible, agreements would be secured through direct negotiations.

This process will provide opportunities for specific groups, grades and categories to deal with issues of particular concern, including structural changes, and to have those addressed through the additional 3% secured under the terms of the new agreement.

While 1% is payable on 1st September 2025, the remaining balance of 2% will be due to be implemented during the term of the next successor agreement.

Do the pay improvements apply to allowances?

The increases will apply to pensionable allowances.

What about part-time workers, job-sharers, etc?

If the proposed agreement is accepted, pay adjustments will be delivered through revised pay scales. Part-time workers and others who don't work full-time hours will get pro-rata adjustments based on the number of hours they work.

Will the increases affect IFUT 'hourly paid' employees?

The increases should be applied to all of the 'hourly' rates across the sector.

What does the agreement say about working hours?

The additional working hours known as the 'Haddington Road' hours were addressed during the period covered by the previous pay agreement, *Building Momentum*. The new agreement commits unions and the employer to remain in a process aimed at

resolving the issue of divisors for the calculation of overtime in the Civil Service affected by the 2013 Haddington Road Agreement.

What modernisation and reform measures are in the package?

The agreement reaffirms the provisions of previous agreements on the continuing transformation of public services and continues to provide a framework to enable the sustained transformation of public services.

The agreement also acknowledges a leading role for the public service in embracing and adapting to developments in digitalisation, and commits unions and the employer to a process of consultation and engagement, with a view to achieving the Government's target of making 90% of applicable public services accessible online by 2030.

Is there a 'no strike' clause?

Every public service agreement has included restrictions on industrial action, and this agreement is no exception. The agreement sets out a simplified dispute resolution process, compared to the previous *Building Momentum* agreement, including an 'industrial peace' clause.

What happens if the economic and fiscal situation changes?

Like the previous agreement, *Building Momentum*, the proposed new agreement contains the same provision to review the terms of the agreement "where the underlying assumptions of the agreement need to be revisited." This provision, for example, enabled unions to seek review of *Building Momentum* in 2022 because of high and sustained inflation, which was not anticipated when that agreement was negotiated in 2020.

What are the implications for public service pensioners?

The negotiators secured a commitment that the pay increases would be applied to public service pensions for the duration of the agreement. In the main, this means that pension payments will be adjusted in line with pay adjustments for serving staff.

Pensions are adjusted in line with inflation (the Consumer Price Index, or CPI) in the case of the single public service pension scheme, which applies to all civil and public servants who entered public service employment on or after 1st January 2013. This means that the pensions of members of this scheme are not affected by pay movements, including those in the proposed agreement.

What happens next?

IFUT will host an information webinar on Thursday, the 15th of February, at 5 pm, open to all IFUT members who are employed in or retired from the public sector. To join the webinar, please access the following Zoom link:

<https://us06web.zoom.us/j/89019031803>

Will there be a vote on the agreement?

IFUT will conduct a secret ballot vote for all affected members, which includes members in retirement, the ballot will commence on the 16th of February and conclude on Thursday, the 21st of March. The ballot will be an electronic ballot, with each member receiving a voting link and instructions from our professional online voting partner, Mi-Voice. If you do not receive your e-mail from Mi-Voice, on or by, the 16th of February, please, in the first instance, ensure that you check your junk mail. Thereafter, you can contact Mi-Voice, who are managing the voting process on behalf of the IFUT, on:

e: support@mi-voice.com

After the 19 affiliate unions of ICTU complete their ballots. The Public Services Committee will meet on the 25th of March to aggregate the results of all ballots, after which the ICTU Public Services Committee will accept or reject the package on the basis of aggregated union ballot results.

The ICTU Public Service Committee (PSC) represents all 19 ICTU-affiliated unions with members in the civil and public service. It decides through a weighted aggregate of the outcomes of all the union ballots, which means the voting strength of each union is determined by the number of members it has in the civil and public service.

Questions

If you have a question you would like addressed, please submit in advance of the Webinar on by clicking [here](#). Questions will be composited and addressed where possible by the panel during the webinar.

Read the full text of the proposed agreement [here](#).

If you have any comments or queries, don't hesitate to reach out to your local branch.