BALLOT ON THE PUBLIC SERVICE AGREEMENT

STRENGTHENING PUBLIC SERVICES | 2026–2029

QUESTIONS AND ANSWERS FOR IFUT MEMBERS

The IFUT Executive Committee, having carefully considered the terms of the proposed agreement, recommends its acceptance, taking account of the significant movement secured by IFUT through members' mobilisation and participation in industrial action, and recognising that the proposed agreement represents the best outcome achievable through negotiations in the present circumstances.

? WHAT ARE MEMBERS BEING ASKED TO VOTE ON?

Members are being asked whether to accept **Strengthening Public Services**, the proposed Public Service Agreement for 1 July 2026 to 31 March 2029. The previous agreement expired on 30 June 2026. A **Yes** vote supports acceptance of the proposal; a **No** vote rejects it in the IFUT ballot.

? WHY IS THE EXECUTIVE RECOMMENDING ACCEPTANCE?

Following a frank and robust discussion, the Executive considered the proposal, members' views and the options of recommending acceptance, rejection or making no recommendation. It weighed what could realistically be gained through reopening negotiations or further industrial action, alongside rising living costs, economic uncertainty and the time already elapsed. **The decision rests with members.**

? WHAT COULD HAPPEN IF THE PROPOSAL IS REJECTED?

The Executive considered the possibility of further negotiations and sustained industrial action. Whether talks could be reopened, and whether additional action would secure better terms, are uncertain. Other public service unions are also consulting or balloting members.

? WHEN DOES THE BALLOT OPEN?

The IFUT membership ballot opens on **Tuesday, 24 November 2026**. Voting will be conducted electronically by **Mi-Voice**, IFUT's independent online voting partner. Eligible members should follow the instructions in the voting email; the ballot notice will confirm the closing date.

EVERY MEMBER HAS A SAY

The IFUT Executive Committee recommends acceptance. Members should consider the proposal carefully and exercise their vote.

PAY AND LOCAL BARGAINING

? WHAT WOULD HAPPEN TO MY PAY?

The headline **10.75%** comprises **9.75% in general pay increases** and a further **1% provision for Local Bargaining**. General increases apply in stages to annualised basic salary. When a cash minimum is specified, the greater of the percentage or cash amount applies. If accepted, the first increase would be backdated to **1 September 2026**.

EFFECTIVE DATE	PROPOSED GENERAL INCREASE *
1 September 2026	2% or €1,200, whichever is greater
1 April 2027	1%
1 August 2027	1% or €600, whichever is greater
1 November 2027	1.5% or €900, whichever is greater
1 March 2028	1%
1 June 2028	1% or €600, whichever is greater
1 October 2028	1%
2 March 2029	1.25% or €750, whichever is greater

* Cash minimums apply to annualised basic salaries below €60,000; above €60,000, the percentage applies (equal at €60,000).

? WHAT IF INFLATION RISES MORE THAN EXPECTED?

Either side can trigger a review if the economic assumptions underlying the agreement, including inflation, change significantly. The review must conclude within **six weeks** of being triggered.

? WHAT IS LOCAL BARGAINING?

Local Bargaining is the process for negotiating improvements for particular grades or groups. The draft gives **24 November 2026** as the deadline to resolve outstanding first-phase matters, with effect from **1 September 2025**. It provides for a further instalment equivalent to 1% of basic pay costs on 1 March 2029; the final phase is to be implemented during the following agreement.

9.75%
GENERAL PAY

1%
LOCAL BARGAINING

1 SEP 2026
FIRST INCREASE

CONDITIONS AND THE BALLOT

WHAT DOES LOCAL BARGAINING MEAN FOR HIGHER EDUCATION?

IFUT, SIPTU and Unite have jointly sought a researcher career framework, a conversion scheme for hourly-paid and other atypical staff, and rules on fixed-term and specified-purpose contracts. The claim also covers exam marking and assessment duties and consistency in grading. The Labour Court recommended renewed engagement through the WRC. The outcome depends on that bargaining process.

WHAT DOES THE PROPOSAL SAY ABOUT WORKPLACE CHANGE?

The proposal provides for meaningful, time-bound consultation before decisions likely to substantially change work organisation or affect terms and conditions. It also envisages cooperation with normal ongoing change, including digitalisation and new working methods. Sectoral action plans are to be developed with unions, on the basis of engagement and agreement.

HOW WOULD DISPUTES AND INDUSTRIAL ACTION BE HANDLED?

Disputes would first be addressed through local engagement, with referral to the Workplace Relations Commission or relevant procedures if unresolved. The proposal precludes industrial action on pay and matters covered by the agreement during its term. Other matters remain subject to normal industrial relations procedures.

HOW DO I VOTE?

The ballot opens on **Tuesday, 24 November 2026**. Eligible members will receive an email from **Mi-Voice** explaining how to cast a secure electronic vote. Check the IFUT ballot notice for eligibility, the closing date and full voting instructions. Please check your junk or spam folder if the email does not arrive.

WHO CAN HELP WITH THE ELECTRONIC BALLOT?

Mi-Voice is administering the ballot independently for IFUT and can assist with online voting or a missing voting email.

Email: support@mi-voice.com
Phone: +353 1 513 3293

For questions about the proposals, contact your IFUT representative or IFUT Head Office.

WHERE CAN I FIND MORE INFORMATION?

IFUT is holding online information webinars on **20 and 23 November 2026**. Members may register for **any session**, regardless of institution.

Register: members.ifut.ie/Event-Search
Update details: members.ifut.ie/Update-Details
You may need your membership number.

THE EXECUTIVE RECOMMENDS ACCEPTANCE.

THE FINAL DECISION RESTS WITH MEMBERS.

IFUT
Irish Federation of University Teachers
Cónaidhm Éireannach na Múinteoirí Ollscoile