

Significant pay rise for State's public servants due this weekend

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Around 400,000 public service are due to benefit this coming weekend from the second largest pay rise due under the current Public Service Pay Agreement, 2024-26, which is made up of seven separate phases over 30 months.

The largest of the pay rises was the first one, which was dated January 1 of 2024, worth 2.25% in annualised basic salary for all public servants, or €1,000, whichever is greater.

The latest pay rise will be worth just marginally less, coming in at 2% - from Saturday, March 1 – or €1,000, using the same formula.

Public service unions will be mindful that a number of pending disputes, such as the row over a reduction in HSE numbers in the context of budgetary concerns, while not at this time breaching the dispute resolution clauses of the deal, could do so - were some form of industrial action to occur.

In the case of the HSE recruitment dispute, for example, some health unions – including Fórsa and the INMO – have balloted for industrial action. But for now, these unions have decided to establish joint “committees” tasked with collecting and collating “accurate information regarding vacant posts”.

One of the unions, Fórsa, has advised its members that this information “will be used to plan industrial action approved by members late last year”. It remains to be seen whether this potential industrial action might contravene the PSA's disputes clauses.

After the 2% rise due on March 1, the next general round increase this year will be a straightforward 1% on August 1, 2025.

Across all seven phases of the deal, the total PSA pay rise will come to 9.25%, rising by a further 1% under the new ‘local bargaining’ element, with provision for a further 2% that would be triggered under the same heading - if a follow-on public service deal can be negotiated when the current one expires late next year.