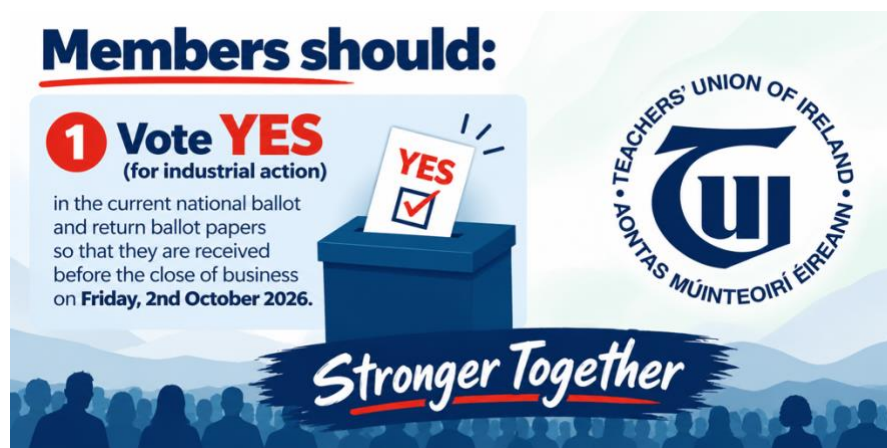


TUI Public Service Industrial Action Ballot 2026



Frequently Asked Questions

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What is the current position in relation to the national pay agreement?

The Public Service Agreement 2024–2026 expired on 30 June 2026. Preliminary discussions between the Public Services Committee (PSC) of the Irish Congress of Trade Unions (ICTU), of which TUI is a member, and Government did not provide a basis for formal negotiations on a successor agreement.

As a result, TUI and other public service unions are balloting members on industrial action.

The ICTU Public Services Committee met on Friday, 11th September 2026 and agreed that public service unions would coordinate industrial action.

TUI is participating fully in this coordinated campaign to secure an acceptable approach to pay and to protect the living standards of our members.

What is happening regarding talks with Government?

There are currently no talks taking place.

The preliminary engagement with Government in June 2026 did not provide sufficient assurance that the living standards of public service workers would be protected in any new agreement.

TUI, together with the other unions represented on the Public Services Committee, has made clear that Government must begin with a credible approach to pay from 2026 onwards.

Any successor agreement must properly address the cost-of-living pressures facing TUI members and other public service workers.

Without a public service agreement in place, public service unions are now in dispute with Government in its capacity as the employer of public service workers.

Why are unions not entering talks when Government Ministers say they are ready to negotiate?

The public service unions, including TUI, want meaningful negotiations that have a clear purpose and a realistic prospect of delivering an acceptable outcome for members.

For negotiations to progress, Government must demonstrate from the outset that it is prepared to address pay and the protection of members' living standards.

Public service unions have repeatedly raised concerns about Government's unwillingness to address cost-of-living measures at the beginning of any negotiations.

In previous public service pay negotiations, pay has generally been dealt with towards the end of the process, following negotiations on public service reform and other issues.

TUI and the other public service unions have made clear that a different approach is required in 2026. Members need certainty on pay and on the protection of their living standards.

Public service pay has fallen significantly behind prices in recent years. ICTU analysis indicates that the gap has been as much as 5%.

In September 2026, the Central Statistics Office (CSO) reported annual inflation of 3.7%, while pay improvements delivered during 2026 amount to an average increase of approximately 1.5% across the year.

At a minimum, there must therefore be an acceptable pay improvement that addresses this gap covering the latter part of 2026.

Until Government demonstrates a willingness to address this issue credibly, there is no basis for meaningful negotiations.

Why do Government Officials/Ministers continue to say that they are ready to negotiate?

The issue is not simply whether Government officials are available to attend talks.

The issue for TUI and the other public service unions is whether those talks would provide a credible route to addressing pay and protecting members' living standards.

The union side does not believe that entering lengthy negotiations without a clear commitment to meaningfully address pay for 2026 and onwards would serve members' interests.

TUI wants meaningful negotiations capable of producing an acceptable agreement that can be put to members.

Will TUI consider another multi-annual public service agreement?

Any proposed agreement would have to adequately address the cost of living and provide acceptable pay increases.

The wider public service union position is also that a successor agreement must satisfactorily address other priority issues, including privatisation, outsourcing and the impact of artificial intelligence.

Ultimately, any proposed national agreement affecting TUI members would be considered through the appropriate TUI structures and, where required, put to members.

Government has said that public service wages have kept pace with inflation. What is the union position?

The ICTU Public Services Committee does not accept that this provides an accurate picture of what has happened to public service workers' living standards.

ICTU's analysis takes account of inflation over a longer period, including the austerity and pay-restoration years.

Its analysis indicates that inflation has eroded the value of recent pay increases. Inflation was running at 3.7% in September 2026, while the pay improvements delivered during 2026 amount to an average increase of approximately 1.5% across the year.

For TUI, the key issue is the real value of members' pay and whether members' salaries are keeping pace with increases in the cost of living.

Government has also said that lower-paid workers have received increases above inflation. Is that correct?

The previous public service agreement included some increases expressed as either a percentage or a fixed monetary amount, whichever provided the greater benefit to the employee.

For example, in February 2026, the increase was 1% or €500, whichever was greater. This meant that some lower-paid workers received proportionately larger increases. However, ICTU does not accept that this demonstrates that public service pay generally has kept pace with inflation.

How many unions are involved in the campaign?

There are 19 trade unions with members working in the public service represented on the ICTU Public Services Committee. TUI is one of these unions.

The Defence Forces representative associations are legally prohibited from engaging in industrial action, but all PSC affiliate unions support the campaign.

The strength of the campaign comes from public service unions acting together on the common issue of pay and the protection of living standards.

Will all unions take industrial action at the same time?

The Public Services Committee has agreed that a coordinated approach is essential. Different sectors may require different forms of industrial action because of the nature of the work undertaken and the circumstances applying in each sector.

Each union, including TUI, will determine the form of action appropriate to its members. However, where possible, action will be coordinated across the public service so that it takes place at the same time and has the greatest possible collective effect.

PSC affiliates have also agreed to coordinate national strike action on Wednesday, 14th October 2026, with pickets at workplaces. If necessary, a second strike day has been scheduled for Wednesday, 21st October 2026.

Union members, including TUI members, can participate in this action only if members provide a mandate to do so.

A strike also puts pressure on members. Why is industrial action necessary?

Industrial action is never undertaken lightly.

The purpose of industrial action is to demonstrate clearly to Government that public service workers require a credible approach to pay and that the continued decline in the real value of pay cannot be allowed to continue.

TUI members have experienced the same cost-of-living pressures as workers throughout the economy.

If Government does not commit to a credible approach to pay for 2026 onwards, public service unions have agreed that action may need to escalate.

A coordinated stoppage across the public service would demonstrate the seriousness of the dispute and the importance of reaching an agreement that meaningfully addresses pay, the cost of living and other key union priorities.

What about Budget 2027?

The impact of Budget measures on the cost of living will have to be assessed when the Budget is announced on Tuesday, 6th October 2026.

Government Ministers have referred publicly to the possibility of tax measures that may benefit workers. However, tax measures apply across the economy and are separate from Government's responsibility as the employer of public service workers.

Pay bargaining is the mechanism through which TUI and other public service unions seek to protect and improve members' pay.

Government has two distinct roles in this dispute: it is both the State's policymaker and the employer of public service workers.

Measures introduced through the Budget do not remove the need for Government, as an employer, to negotiate an acceptable pay agreement with public service unions.

Will every public service union be asked to take exactly the same action?

No.

Each union will determine the most appropriate and effective form of industrial action for its own members.

The Executive Committee of the TUI will issue specific instructions to TUI members setting out exactly what action members are required to take.

At the same time, unions will coordinate their action wherever possible to maximise its effectiveness and demonstrate the essential contribution public service workers make across the State. Obviously, and to the greatest extent possible, the TUI will coordinate action with the other education unions.

Members should therefore follow instructions issued directly by TUI.

What is industrial action?

Industrial action can take a number of different forms.

Industrial disputes frequently involve several stages, with different actions used as a dispute develops.

A decision to move from one stage of action to a stronger form of action is generally referred to as an escalation.

Members will be informed by TUI of any escalation and of exactly what is required of them.

A strike or work stoppage is one of the most significant forms of industrial action, but other targeted forms of action may also be used.

These can include:

- **Work to rule:** Members carry out their contractual duties but do not undertake additional tasks or duties.
- **Refusal to cover vacant posts:** Members do not undertake the work associated with an unfilled position.
- **Overtime ban:** Members work only their contractual hours and do not undertake overtime.
- **Non-cooperation with specified systems:** Members may be directed not to engage with particular IT, administrative or other systems.
- **Picketing:** Members participate in an official picket at their workplace.
- **Work stoppages or strikes:** These may be for a specified number of hours, one or more days, or, in some circumstances, for an indefinite period.

The specific industrial action required of TUI members will be clearly communicated by the TUI Executive Committee. However, members must first provide a mandate for industrial action by voting Yes in the current national ballot.

How will my employer know that I am taking industrial action?

If members vote for industrial action, TUI will formally notify relevant employers of industrial action in accordance with the requirements of the Industrial Relations Act 1990.

The legislation requires one week's notice of industrial action.

Individual members, representatives or Branch Officers are not responsible for issuing this formal notice to their employer.

TUI will provide members with any additional guidance required regarding how the action should operate in their workplace.

Will there be any exceptions to industrial action?

In some disputes, unions may agree to specific exemptions, usually referred to as derogations.

A derogation allows particular work or particular categories of workers to be exempted from an industrial action directive.

These are generally used in limited circumstances, particularly where maintaining the action could have serious consequences for health or safety.

Any derogations applying to TUI members will be determined and communicated by the TUI Executive Committee.

Members will not be permitted to make individual arrangements with management to depart from any TUI industrial action directive unless authorised to do so by the union.

Can I be penalised for taking part in official industrial action?

Trade union members have legal protections when participating in any industrial action that has been properly authorised following a ballot of members and conducted in accordance with the relevant legislation.

TUI will formally notify employers of any industrial action being taken by members and will issue members with clear instructions on the action required.

What should TUI members do?

Members should:

- 1 Vote YES**
(for industrial action)
in the current national ballot and return ballot papers so that they are received by before the close of business on **Friday, 2nd October 2026.**
- 2 Maintain solidarity**
with colleagues and with other public service workers participating in the coordinated campaign.

Stronger Together

Members should:

- Vote **YES** (for industrial action) in the current national ballot and return ballot papers so that they are received by Deloitte before the close of business on Friday, 2nd October 2026.
- Maintain solidarity with colleagues and with other public service workers participating in the coordinated campaign.

TUI's objective is to secure meaningful negotiations that deliver an acceptable approach to pay, protect members' living standards and address the other priority issues affecting public service workers.

Does this ballot have any impact on the Local Bargaining/Senior Cycle Redevelopment Implementation Support Measures (SCRISM) ballot that is also being conducted in September 2026?

No. This national public service industrial action ballot is a separate ballot of all TUI members and relates to the public service pay dispute, as set out in this FAQ.

The Local Bargaining/SCRISM ballot, on the other hand, applies only to TUI members employed as teachers. Any industrial action arising from that ballot will focus on the delivery of Senior Cycle Redevelopment (SCR) and, in particular, the Additional Assessment Components (AACs).