An Roinn Caiteachais Phoiblí Bonneagair
Athchóiriúcháin Seirbhíse Poiblí agus Digitiúcháin
Department of Public Expenditure Infrastructure
Public Service Reform and Digitalisation

File ref: E/109/39/99

09/02/2026

Application of the Local Bargaining Clause of the Public Service Agreement (PSA) 2024 – 2026 for Grades Represented by the AHCPS

Dear HR Manager/Personnel Officer,

I am directed by the Minister for Public Expenditure, Infrastructure, Public Service Reform and Digitalisation to convey the following notice to Departments / Offices with regard to the agreement reached under the Local Bargaining Clause of the Public Service Agreement (PSA) 2024-2026 between this Department and the AHCPS.

Under the Local Bargaining Clause of the Public Service Agreement (PSA) 2024–2026, agreement has been reached at General Council to increase the current PCW allocation from 1% to 2% for Principals and Assistant Principals and related grades represented by the AHCPS to which it currently applies. This agreement will also provide for the advancement of management priorities. This agreement amends the relevant PCW allocation as outlined in the Department of Finance letter dated 23 April 1999 and applies solely to **grades represented by the AHCPS**.

This agreement is made strictly within the scope of existing arrangements. For the avoidance of doubt, it does not establish any new PCW arrangements, beyond those already in place. All elements of this agreement must be compliant with the provisions set out in chapter 4 of the Public Service Agreement 2024 -2026.

In accordance with Department of Finance letter of 23 April 1999, separate PCW pools shall continue to be maintained for AHCPS represented staff.

In general, it is the intention that the implementation of this agreement should be left to individual Departments and Offices.

Subject to the foregoing, Departments may proceed to implement the provisions in question in the agreements with effect from 1 September 2025.

John Howlin
Public Service Resourcing Division

Tithe an Rialtais, Sráid Mhuirfean Uacht, Baile Átha Cliath 2, D02 R583
Government Buildings, Upper Merrion Street, Dublin 2, D02 R583
T +353 1 676 7571
www.per.gov.ie