Public Service Agreement (PSA) 2024 to 2026

Local Bargaining Agreement in relation to the grades represented by the AHCPS in the Civil Service

1. Under the Local Bargaining Clause of the Public Service Agreement (PSA) 2024–2026, the parties have reached agreement on proposals which allow for the value of the current PCW 1% allocation to be increased to 2% for all AHCPS-represented grades to which it currently applies. This agreement is made solely within the scope of existing arrangements. For the avoidance of doubt, this agreement 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 Public Service Agreement 2024 to 2026.

2. Both sides noted that, as provided for in the PSA 2024 to 2026, no further cost increasing claims on behalf of the grades concerned for improvements in pay or conditions may be initiated in the lifetime of the Agreement other than under the local bargaining clause of the Agreement.

3. This agreement updates the provisions of the original PCW restructuring arrangements as outlined in the Department of Finance letter dated 23 April 1999 for grades represented by the AHCPS only.

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

5. The parties re-affirm in the context of this agreement their commitment to paragraph 4.2.4 of the Public Service Agreement 2024 to 2026 relating to the maintenance of industrial peace. Any disputes or clarifications shall be addressed through the established mechanisms under the Public Service Agreement 2024–2026.

6. Guidance in relation to the application of these arrangements will be prepared.

Appendix 1

Management Priorities for Progression under the Local Bargaining Clause of the Public Service Agreement 2024 to 2026

The management priorities outlined below have been the subject of previous Public Service Agreements and Civil Service Action Plans. Building on this foundation, and following constructive discussions between the parties, it is agreed that these priorities will be progressed as part of this agreement. The purpose of these measures is to support the continued modernisation of the Civil Service, enhance workforce planning, and ensure the delivery of high-quality public services.

Implementation will be subject to ongoing consultation and will comply with all relevant provisions of PSA 2024 to 2026 (and earlier Agreements as appropriate).

Expanded use of External Recruitment

The parties acknowledge that the previously agreed commitment to open all grades to external candidates has not been fully implemented. Furthermore, under the Civil Service Action Plan 2024–2026, agreed in accordance with the Public Service Agreement (PSA) 2024–2026, the parties reaffirm their commitment to increasing the use of open competitions, with a particular focus on the general service Higher Executive Officer (HEO) grade.

Following discussions, all parties have agreed to engage in a process from January 2026 with a view to initially holding a centrally run competition in the second quarter of 2026 for HEO roles. This competition will be open to both internal and external candidates.

Temporary Deployment Policy.

The aim is to enable greater mobilisation of staff and skills across the Civil and Public Service by agreeing to formalise a Temporary Deployment Policy. This policy will facilitate public sector employers to temporarily deploy employees whilst ensuring that all existing terms and conditions of employment, including pay, training, and career progression, remain fully protected.

The policy will support transformation projects, promote staff mobility, and create a more agile and responsive public service in line with the objectives of the Better Public Services - Public Service Transformation 2030 Strategy. Temporary deployment will allow the Civil and Public Service to respond quickly to changing priorities, strengthen collaboration, and provide staff with valuable development opportunities. A Temporary Deployment policy will provide flexibility to temporarily deploy staff at all grades to meet critical operational requirements and support business needs across the Civil and Public Service.

Following discussions, all parties committed to the development of a Temporary Deployment policy. It was agreed that a subcommittee will be convened in Q1 2026 to commence the policy development process.

Cooperation with a review of legacy work practices and allowances in the Civil Service and subsequent implementation of the outcome of the review.

The parties acknowledge that, in light of advancements in digital technology and ongoing public service reform, it is appropriate to review legacy work practices and allowances. The framework for this review will be based on open and transparent criteria.

The parties agree to engage constructively to develop terms of reference for the review in early 2026. Furthermore, all parties commit to continued cooperation to support the effective implementation of the outcomes of this review. Agreement has been reached to cooperate and collaborate in the review of such practices and any associated allowances.

Standardising Payroll Operations

Payment in Arrears for New Hires

In accordance with Section 2.9.2 of the Public Service Stability Agreement (PSSA) 2018–2020, and recognising the operational requirements of modern payroll systems, it is agreed that all new hires will be paid on a two-week arrears basis. This arrangement allows sufficient time to accommodate necessary payroll adjustments, ensuring payments accurately reflect any changes in circumstances and reducing the risk of overpayments. This approach benefits both payroll administrators and employees and will not result in any monetary loss to the employee.

The parties agree that, commencing in 2026, all new hires will be paid on a two-week arrears basis. Further engagement will take place with the National Shared Services Office (NSSO) to determine the appropriate timing and implementation of this measure.

Transition to Fortnightly Payroll

Following consultation and in line with modern payroll practices, it is agreed that all staff will transition from their current payroll frequency to a standardised fortnightly payment schedule. This change is intended to streamline payroll operations, improve consistency across the organisation, and ensure timely and accurate processing of salary payments. The transition will be implemented in a manner that ensures no monetary loss to employees.

The parties shall engage with the National Shared Services Office (NSSO) to agree on the appropriate timing and implementation of this measure.

Change to Monthly Travel and Subsistence Payments

It is further agreed that Travel and Subsistence (T&S) payments, which are currently issued on a weekly basis, will move to a monthly payment schedule. This adjustment reflects the need for greater efficiency in payroll administration and aligns with broader organisational payment practices. The change will be introduced following consultation and will ensure that employees continue to receive their entitlements in a timely manner, with no financial disadvantage arising from the revised schedule.

The parties shall engage with the National Shared Services Office (NSSO) to agree on the appropriate timing and implementation of this measure.