



AIB / FSU Pay Agreement – January 2026

Career Levels 4 & 5 Northern Ireland

Introduction

The proposals set out in this document are the result of intense but constructive negotiations between the Bank and the FSU.

Both sides have agreed to recommend for acceptance the following proposals.

Scope & Duration

This is a 1 year agreement, covering the Career Level 4 & 5 population for the period 1 July 2026 – 30 June 2027 inclusive, in the pay range location of Northern Ireland.

Any increase is based on base salary as of 30 June 2026 and effective 1 July 2026.

Pay Adjustment

The parties have agreed a midpoint salary increase of 3.5%, which will apply as follows subject to the previously agreed eligibility criteria:

Aspire Rating	Performance	Outcome	Pay Award
1A,1B,2A		1	4.05%
1C,1D,2B,2C,3A,3B,4A		2	3.75%
1E,2D,3C,4B,5A		3	3.5%
2E,3D,3E,4C,4D,5B,5C		4	2.10%
4E,5E,5D		5	0%

1. Employees whose base pay is within their pay range will receive an increase to their base pay aligned to the “pay award” based on their performance rating.
2. Employees whose base pay is above their pay range will receive a lump sum payment aligned to the “pay award” based on their performance rating.

Voucher:

In addition to the pay element, the parties have agreed eligible employees will receive a £900 once-off tax-free voucher.

Eligibility for the voucher is aligned with the eligibility criteria for the pay adjustment.

Foley Agreement:

The parties agree that the Foley agreement will remain in place until 31 December 2027. This is inclusive of early consultation on restructuring, the current redeployment process and salary protection.



Ongoing Cooperation:

The FSU agree to ongoing cooperation with the Bank's change and restructuring plans for the duration of the Foley agreement. The Bank for its part commits to full consultation and engagement with FSU on any change or restructuring arising in this period.

Future Claims:

There will be no further cost increasing claims made for the duration of this agreement.

This proposal is agreed on the understanding that the Bank has accepted it and the FSU will be bound by the outcome of a members' ballot. However, if either party rejects the terms, it will be considered withdrawn without status.

Signed:

A handwritten signature in black ink, appearing to read "Keith Gore".

Keith Gore
On behalf of AIB Group

A handwritten signature in black ink, appearing to read "Dr Gareth Murphy".

Dr Gareth Murphy
On behalf of The Financial Services
Union