

Proposal on pay for 2026

17 February 2026

In the context of their 2026 Pay Agreement the parties (Bank of Ireland & FSU) agreed to the appointment of an independent Facilitator to assist them in trying to reach a mutually acceptable outcome. To that end I was approached and asked to chair their discussions.

Following extensive engagement between the parties over the last 3 months, I am now tabling the attached proposals on the basis that I believe that they are the best that can be achieved through negotiation.

Pay increase

The following pay increase applies to Bands 1-3 and is effective from 1 January 2026.

General salary review of 2.25% for ROI, NI, and GB (pot 1).

Performance pay increases to be divided as follows: Inconsistent 0%, Strong 1.75%, Exceptional 2% (pot 2).

	Inconsistent	Strong	Exceptional
Salary review	2.25%	2.25%	2.25%
Performance rating	0%	1.75%	2%
Total increase	2.25%	4%	4.25%

Where, on the application of the above increases, an individual's salary increase has the effect of taking them above their respective band maximum, the following will apply:

1. The percentage increase up to the band maximum shall be paid as a salary increase in the ordinary way.
2. The amount over the value of the band maximum shall be paid as a once-off, non-salaried lump sum.

Pay ranges

The salary review amount of 2.25% will be applied to the minimum monetary points of band 2 and band 3 salary bands for ROI, NI & GB.

The salary review amount of 2.25% will be applied to the maximum monetary points of the three salary bands for ROI, NI & GB, as well as to "red-circled" or "personal to holder" salary maximums.

The minimum pay for Band 1 in the Republic of Ireland will be increased from €29,000 to €30,000.

The minimum pay for Band 1 in NI & GB will be increased from £23,000 to £25,000.

The new pay ranges, with effect from 1 January 2026, will be:

Republic of Ireland	Minimum	Maximum
Band 1	€30,000	€52,495
Band 2	€41,923	€73,808
Band 3	€52,150	€96,151
Northern Ireland		
Band 1	£25,000	£34,367
Band 2	£30,135	£49,591
Band 3	£33,282	£60,328
Great Britain		
Band 1	£25,000	£41,172
Band 2	£30,135	£60,434
Band 3	£33,282	£78,261

The new minimum pay rates for APA and QFA qualifications in the Republic of Ireland & Northern Ireland, with effect from 1 January 2026, will be:

	APA minimum salary	QFA minimum salary
ROI	€32,000 (increase of €1,000)	€35,550 (increase of €1,000)
Northern Ireland	£26,000 (increase of £2,000)	£28,250 (increase of £2,000)