INDUSTRIAL & STRIKE ACTION 2026: FREQUENTLY ASKED QUESTIONS

This document was last updated at 1pm on Friday 6th November, 2026.

What is going on with talks with the Government?

Talks ended on Friday 30th October without any formal agreement on pay proposals to put to a ballot of union members. The Government offered a pay proposal of 6.75% with a further 1% for Local Bargaining. This is half of what ASTI members are owed from Local Bargaining. In addition, the 6.75% pay offer falls well below inflation. At a meeting of the Public Services Committee on Monday 2nd of November, all unions unanimously endorsed the position of the Union negotiating team to reject the offer outright.

As it currently stands, the Union negotiators are available and engaging with the Government Appointed Group in an effort to resolve the dispute. In the absence of formal proposals, all Unions are preparing for a second day of strike action on Thursday 12th November and further escalation of industrial action from 16th November 2026.

How many unions are involved?

There are 19 unions with members working in the public service who are part of a group called the Public Services Committee (PSC) of the Irish Congress of Trade Unions (ICTU).

What industrial action have the ASTI decided to take?

Standing Committee has directed the following industrial action for ASTI members.

1. **NON CO-OPERATION WITH THE CROKE PARK HOURS**

This means no meetings/ activities currently listed as part of the Croke Park Hours Schedule. This will include parent-teacher meetings, staff meetings, etc.

- **(a) Will I be required to make up the Croke Park Hours?** It is the clear position of the ASTI that members are not required to make up the Croke Park Hours.
- **(b) Does this include open nights?** Yes. Most schools use Croke Park Hours for their open night. If Croke Park Hours are not used for the open night in your school, the next instruction applies: 'Non co-operation with meetings held outside normal school hours.'
- **(c) Does this include supervision before schools?** Only if your school is using Croke Park Hours to organise the supervision. This is a common feature at primary level but less so at second level.

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2. NON CO-OPERATION WITH MEETINGS HELD OUTSIDE NORMAL SCHOOL HOURS

This includes meetings under **M58/04** which covers in/out parent-teacher meetings and staff meetings.

- **(a) What should schools do about parent-teacher meetings already planned in November?** Schools can reschedule the parent-teacher meetings to take place during school hours on the day it was originally scheduled for. Otherwise, the meetings should be cancelled.
- **(b) Does this instruction extend to Board of Management meetings?** No. This instruction does not currently extend to BOM meetings.
- **(c) Does this instruction include supervised study?** No. Supervised study is a private contractual arrangement and not part of this dispute.
- **(d) Does this instruction include meetings at lunchtime?** Yes. Members should take their breaks as per their contract.

3. NON CO-OPERATION WITH EMAILS AND OTHER FORMS OF ELECTRONIC COMMUNICATION

This means members will not be responding to emails from management/parents/outside agencies. ASTI members will be advised to place the following standard automatic reply on their email account. 'Due to industrial action, this email account is not being monitored.'

- **(a) Does this instruction impact the use of school management software e.g. Tyro, VSware Compass?** No. This instruction does not extend to these programmes as they relate to routine administrative duties associated with teaching and learning e.g. internal disciplinary issues. It also does not extend to health and safety issues e.g. taking roll/ attendance matters. However, if it relates to an electronic communication function e.g. issuing an email to parents then it is comprehended by the instruction.
- **(b) Does this instruction extend to teaching and learning resources e.g. Moodle?** No – this instruction does not preclude the use of technology in the classroom for teaching and learning.
- **(c) What should I do if there is a child protection issue that requires email contact?** All concerns related to child protection, and provided for under the Children's First legislation are derogated from the instruction.
- **(d) Does this instruction cover MS Teams meetings and Zoom meetings?** Yes with exception of timetabled classes with students who are not currently attending school.
- **(e) How will schools communicate during the industrial action?** In person face to face communication and noticeboards remain available to all schools during the dispute. Some limited derogations have been granted and are advised further below.
- **(f) Can I still upload homework for students?** Yes.

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4. NON-COOPERATION WITH PHONE COMMUNICATION

Members will not be taking phone calls or making calls to parents or other outside agencies.

- **(a) What should I do if there is a child protection issue that requires phone contact?** All concerns related to child protection, and provided for under the Children's First legislation are derogated from the instruction.

5. NON CO-OPERATION WITH IN HOUSE STUDENT REPORTS AND EXAMINATION RESULTS

This means members will not be completing, submitting or uploading routine student progress reports including internal examination results, through school management software /paper forms/any other means. This directive applies to Christmas, Easter, Summer and all other routine progress reports.

- **(a) Should members continue to organise exams and conduct assessments?** Yes. Members should continue their normal teaching and assessment duties, including marking student work and providing appropriate educational or formative feedback directly to students during class time.
- **(b) Does this apply to State Examinations?** No. State Examinations and associated CBAs/AACs are not comprehended by this instruction.

6. NON CO-OPERATION WITH ACTIVITIES OUTSIDE OF TEACHERS' TIMETABLED HOURS

This means members will not:

- Undertake additional non voluntary work-related activities, meetings, events or initiatives outside their timetabled teaching hours. This time is protected for class preparation and assessment work directly associated with teaching and learning.
- Undertake additional work demanded by school management or the employer outside their normal professional commitments.

Does this directive apply to email/phone use during school hours?

Yes. The industrial action directive applies to all email and phone communications except where derogations have been granted - this includes internal school communications. In-person face to face communication, notice boards and postal correspondence all remain available for members to use.

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What if I am unwell and cannot attend for work?

In such circumstances you must communicate with management as normal by text, phone or email in order to ensure compliance with Circular 0013/2024.

What if there is an inspection during the industrial action?

The inspection will go ahead. Inspectors will be aware of the industrial action.

I work in a boarding school. Are there different arrangements?

Specific guidance for ASTI members working in boarding schools is available here.

Will the industrial action impact extracurricular activities?

Members may continue with such activities, with the exception of the strike days. Email and phone use related to extracurricular activities can continue.

Am I still allowed to complete Droichead activities?

Yes. The directive is not intended to disrupt Droichead.

Yes. The directive is not intended to disrupt personal CPD activity.

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Will there be any exceptions to the industrial action directive?

Sometimes exceptions, known as 'derogations' are granted during industrial action. A derogation means that a certain type of work, or worker, is exempt from the union instruction. Where a school is seeking a specific derogation from the ASTI, this must be submitted in writing to gensec@asti.ie.

Derogations granted:

1. A derogation has been granted for all multi-day school trips outside of Ireland – currently planned to take place in November.
2. A derogation has been granted for all multi-day school trips planned to take place in Ireland which have been arranged for November and fully paid for.

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3. A derogation is granted for principals to use email/phone communication in the event of a time sensitive health and safety matter. A derogation is also granted for the use of email/phone communication to ensure Circular 0013/2024 is adhered to.
4. A limited derogation is granted for Home School Liaison Officers to use email/phone to contact parents/TESS in the course of their duties.
5. A limited derogation is granted for Year Heads to use email/phone communication to contact parents on disciplinary issues only.
6. A limited derogation has been granted for SENCOs and Special Class Coordinators to use email/phone for contact with parents/outside organisations. This includes time sensitive contact in relation to RACE.
7. A limited derogation has been granted for Guidance Counsellors to use email/phone communication as they relate to UCAS applications, or equivalent in other jurisdictions outside of Ireland.
8. A derogation is granted to AP1/2 postholders who are responsible for maintaining social media profiles/PRO for their school as part of their contract.
9. A limited derogation has been granted for ASTI members on secondment to Oide to use email/phone communication for internal Oide staff communications.
10. A limited derogation has been granted to TY Co-ordinators for the purpose of contacting by email/phone external employers on the issue of TY work placements.

What about other union members in my school?

All public sectors workers are engaged in a campaign of industrial action. Members of other unions should contact their own union for advice. School Stewards in schools where multiple unions operate should coordinate at local level.

There may also be union members in your school who are not public servants e.g. Secretaries and Caretakers. These union members will need to be available for work on the 12th of November.

Will I be penalised for taking industrial action?

Trade union members in Ireland are legally protected when they take part in industrial action, if that action has been approved by a ballot of members. Simply put, you cannot be penalised for taking industrial action if you are an ASTI member. This protection extends to those who have applied to join the union and who are currently being processed into membership.

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I am currently seconded. Am I to follow the instruction?

If you are seconded to another area of the civil and public service, you are to follow the industrial action directive. A limited derogation has been granted for those seconded to Oide. If you are on secondment and require specific advice, please contact Head Office

Does the industrial action mean I should stop carrying out other routine duties?

No. Members are only instructed to take industrial action in the specific areas set out in the instruction.

I am a Principal/ Deputy Principal. Do I follow the instruction?

Principals and Deputy Principals are union members and are expected to follow the directive. ASTI members, who voted 95% in favour of taking industrial action, are united to stand together in their efforts to improve the pay and conditions of all members. Our Principals' and Deputy Principals' Committee agreed that alternative communication could be used in schools in line with the directive. Some derogations have been granted as outlined above to assist these members in their management roles.

What happens on the second strike day?

All ASTI members will be on a 24 hour strike. The form of strike on the 12th November will 8 regional rallies. These will take place in the following locations: Dublin, Cork, Limerick, Galway, Sligo, Letterkenny, Tullamore and Waterford. The rallies will take place from 12pm to 2pm. Extensive planning is currently taking place including with An Garda Síochana and the relevant organising committees. As information is confirmed it will be shared with members.

All ASTI members are expected to attend the rallies. Members are encouraged to attend the rally closet and most convenient to them. All ASTI members will be expected to sign in at the rally. Details of these arrangements will be notified to members.

What if I am on a school tour the days of the strike?

One day school tours should not go ahead on the strike day. Multi-day trip school tours have received a derogation as detailed above.

JOIN ONLINE

If you are a second-level teacher and not yet a union member, join the ASTI to participate in this action and enjoy the protections of industrial relations legislation.

Will more placards and materials be distributed to schools?

No. Placards have already been distributed through the ASTI representative network. These should be brought to the rallies on 12th November.

Will I get paid for the one-day strike on 12th of November?

There will be a loss of pay for each day – this is 1/30th of the monthly salary or for an hourly paid person the pay for the day. There will be a loss of pension credit for the strike days.

This document will be updated as more FAQs arise.