



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Corporate Employee Relations Services

HR DIRECTORATE
Health Service Executive
63-64 Adelaide Road
Dublin 2

Telephone (01) 6626966
Fax (01) 6626977

29th May 2014

To: Assistant National Directors of Human Resources, HSE
Directors of Human Resources, HSE
Directors Human Resources, Voluntary Hospitals

Radiation Therapy Staff (out of hours remuneration).

I refer to the provisions of LCR 20545 regarding the liability for the introduction of an extended day 8am-8pm for all Radiation Therapy staff, as required. The provisions of same require that all radiation therapy services which are needed in a given hospital between these hours will be determined on the level of service requirement identified to meet the local service need. This arrangement was previously notified via the provisions circular 1/2014 and the accompanying agreed protocol.

Payment (Mon-Fri):

LCR 20545 set out the arrangements to apply in respect of remuneration for hours worked outside of a normal day. These rates which are set out below shall from the 1st June 2014.

1. Where an extended day (8am – 8pm) is in operation, a set hourly rate shall apply for any period worked beyond 8pm. This rate of payment is consistent with that which has been introduced for radiography and medical scientist's personnel in recent times and is as follows;

8pm to 12 midnight - €37.55 per hour (or part thereof)

12 midnight to 8am - €47.80 per hour (or part thereof)

2. Where an extended day is deemed to be not required where in a given circumstance a staff member is required to remain on duty beyond normal finishing time to deal with an unplanned service situation, a set hourly rate shall apply as set out below

6pm to 12 midnight - €37.55 per hour (or part thereof)

12 midnight to 8am - €47.80 per hour (or part thereof)

The rates set out at 1 and 2 above replace the previous "fee per treatment" system of remuneration in all circumstances.

Where an extended day is not in operation based on non-requirement such payments should not be a regular occurrence and service requirements should be regularly reviewed in this regard to ensure appropriate service delivery.

Where an extended day 8-8 based on the current assessment of local service requirements, the circumstances in which the payment outlined at 2 above applies should not be occurring on a regular basis and service requirements should be regularly reviewed to ensure that hours of attendance are appropriate for consistent service delivery.

Payment at Weekends:

Where a weekend service is in operation, a set hourly rate shall apply for all hours worked in line with DOH pay scales consistent with Radiography and Medical Science, effective from the 1st June 2014. This removes the previous 'fee per treatment' system, introduced in 2011.

The new hourly rate to apply for after hour's service is (based on current pay scales):
Fri night to Sat morning & Sat night into Sun morning, 12am to 8am, **€47.80** per hour (or part thereof)

Saturday 8am to 12am, €43.81 per hour (or part thereof)

Sunday/Public Holiday 8am to 8pm, €52.57 per hour (or part thereof)

Standby payments (off site on call) will also apply in respect of weekend commitments and as per the consolidated scales.

Please ensure that these new are applied without exception from the 1st June 2014.

All employers are requested to put in place the necessary measures to have these new arrangements operational from June 1st 2014.

I Trust this clarifies and thank you for your assistance.

Yours sincerely



John Delamere
Head of Corporate Employee Relations Services