



Circular 12/2021

2nd July 2021

To: National Director of Human Resources, HSE
CEOs and HR Managers of the NCSAs

**Revised Arrangements re Compensation for Overtime and Twilight Payments in the Public Health Sector.
Restoration of the Tool Allowance to pre-HRA level.**

Dear Sir/Madam

The Haddington Road Agreement (HRA) set out the arrangements in respect of overtime payments across the public and civil service with effect from 1 November 2013 as follows:

HRA Section 2.13

Overtime arrangements are revised as follows:

a) For those on salaries of up to €35,000 (inclusive of allowances in the nature of pay), overtime will be paid at time and a half at the first point of the appropriate scale. This formula will not apply to any scale where this provision would result in overtime being paid at less than time at any point on the scale. In the case of such scales, the formula set out in (b) below will apply.

b) For those on salaries (inclusive of allowances in the nature of pay) of €35,000 or greater, overtime will be paid at the rate of time and a quarter at the individual's scale point.

HRA Section 2.14

Divisors for the calculation of overtime will be adjusted to take account of any additional hours provided for in the HRA.

I am now directed by the Minister for Health to convey the instruction that with effect from 1 July 2021, any overtime payments impacted by section 2.13 of the HRA, will be fully restored to what pertained prior to July 2013.

As existing Saturday afternoon and Sunday overtime arrangements were not impacted by HRA (*HRA FAQ Q.9*), no revision is required in respect of this.

The revised arrangements as per section 6.1 and 6.2 of DoH Circular 3/2014 in respect of the appropriate scale point for overtime calculation on merged scales returns to what pertained prior to DoH Circular 3/2014.

There is no revision in respect of HRA Section 2.14 above. The divisors for the calculation of overtime are unchanged by this Circular and remain as per the HRA.

Twilight Payments

Any HRA impacts in respect of twilight payments will also be restored to what pertained prior to July 2013.

Tool Allowance for Craftworkers

The tool allowance for Craft Workers, reduced under Appendix 8 of the Haddington Road Agreement, will be restored in full wef 1 July 2021; a separate instruction will issue in relation to the Tool Allowance for 2021.

Queries

Requests for clarification from individual employees should be directed to the employees own HR Manager where they are employed.

Requests for clarification from payroll and HR managers in the HSE and Section 38 agencies should be directed to the HSE Corporate Employees Relations Service info.t@hse.ie who if required, will raise the matter further with the Department of Health at National_HR_Unit@health.gov.ie

Requests for clarification from HR Managers in the NCSAs should be raised directly with National_HR_Unit@health.gov.ie

Circulation

The contents of this circular should be brought to the attention of all HR managers, payroll staff, and all employees of the HSE, Section 38 Agencies and the NCSAs.

Yours sincerely



Margaret Campbell
Principal Officer, Resources Division