



Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna

Feidhmeannacht na Seirbhíse Sláinte

Ospidéal Dr. Steevens'

Baile Átha Cliath 8

Office of the National Director of Human Resources

Health Service Executive

Dr. Steevens' Hospital

Dublin 8

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To: Each Member of the Directorate and Leadership Team
Each Assistant National Director HR
Each Hospital Group CEO
Each Hospital Group Director of HR
Each Chief Officer CHO
Each CHO HR Manager
Each Employee Relations Manager
Each CEO Section 38 Agencies
Each HR Manager Section 38 Agencies
Each Group Director of Nursing & Midwifery
Each Group Director of Midwifery

From: Rosarii Mannion, National Director Human Resources

30th April, 2018

Re: HR Circular 016/2018 re Medical Intern Overtime Rate Clarification

Dear Colleagues,

Please find enclosed Department of Health Circular 5/2018 (attached as **Appendix 1**) which clarifies the appropriate overtime rate to apply to Medical Interns.

Queries

Queries from individual employees or managers regarding these arrangements should be referred to local HR Departments / Employee Relations Department.

Queries from HR Departments on the contents of this Circular may be referred to Andrew Condon, HSE Corporate Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2. Email: andrew.condon@hse.ie.

Please also note that the National HR Help Desk is available to take queries on 1850 444 925 or ask.hr@hse.ie

Yours sincerely,

**Rosarii Mannion,
National Director of Human Resources.**



Circular 5/2018

10th April, 2018

Ms Rosarii Mannion
National Director of Human Resources
HSE
Dr Steevens' Hospital
Dublin 2

Medical Intern Overtime Rate Clarification

Dear Rosarii,

This circular is being issued to clarify the correct overtime rate to be applied to Medical Interns, arising from a number of queries received by the Department on the matter.

The Haddington Road Agreement specifies that public servants on salaries of €35,000 or over are subject to the time and a quarter overtime rate. The agreement states that: *"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.* Where previously Medical Interns would have been earning below the 35,000 threshold, implementation of HSE **HR Circular 017/2017**, dated 29th June 2017, regarding incorporation of the Living Out Allowance into Medical Intern, Senior House Officer and Registrar salary scales from 1st July 2017 resulted in an increase in Medical Intern pay beyond this threshold. Given this, the overtime rate for Medical Interns is time and a quarter. This rate must be applied to all Medical Interns.

Most Medical Interns would have accepted their contracts for the year July 2017-July 2018 prior to the issue of **HSE HR Circular 017/2017**. Consequently, it is understood that in response to contractual obligations, a number of hospitals / health services continued to pay overtime at time and a half. Such hospitals / health services may continue to pay overtime to such Interns at time and a half until the end of current intern year (8th July 2018). Any overtime worked after that date by Medical Interns is to be subject to the lower rate of time and a quarter.

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

Yours sincerely



Sorcha Murray
Principal Officer

Tús Áite do
Shábháilteacht **1** Othar
Patient Safety **1** First



Cuirfear fáilte roimh chomhfhreagras i nGaeilge

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