



**Stiúrtóir Náisiúnta,  
Acmhainní Daonna**

Feidhmeannacht na Seirbhíse  
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**To:** Chief Executive Officer  
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Each Assistant National Director HR  
Each Assistant Chief Finance Officer  
Each Hospital Group CEO  
Each Hospital Group Director of HR  
Each Chief Officer CHOs  
Each Head of HR CHOs  
Head of HR, PCRS  
Each CEO Section 38 Agencies  
Each HR Manager Section 38 Agencies  
Each Employee Relations Manager  
Each Group Director of Nursing & Midwifery  
Each Group Director of Midwifery  
Each Clinical Director  
Director National Ambulance Service

**From:** Anne Marie Hoey, National Director of Human Resources

**Date:** 13<sup>th</sup> July 2023

**Subject:** HR Circular 016/2023: Addendum to HSE HR Circular 31/2021 Revised Arrangements re Compensation for Overtime and Twilight Payments in the Public Health Sector. Restoration of the Tool Allowance to pre-HRA level

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Dear Colleagues

I refer to HSE HR Circular 31/2021 in relation to the restoration of arrangements for overtime and twilight payments and the tool allowance with effect from **1 July 2021** to that which pertained prior to the implementation of the Haddington Road Agreement (HRA) [here](#). Appendix A accompanying this circular has been revised to reflect the new divisors for overtime due to the restoration of pre-HRA weekly working hours with effect from 1 July 2022 as set out in HSE HR Circular 024/2022 - Revision of Working Hours in the Public Health Service <https://www.hse.ie/eng/staff/resources/hr-circulars/hr-circular-024-2022-revision-of-working-hours-in-the-public-health-service.html>

Please ensure that this Circular is brought to the attention of all relevant managers and staff in your area of responsibility including payroll.

### **Queries**

Queries from individual employees or managers regarding these arrangements should be referred to local HR Departments/Employee Relations Departments. Please note that the National HR Helpdesk is also available to take queries from employees Tel: 1800 444 925 Email: [Ask.HR@hse.ie](mailto:Ask.HR@hse.ie)

Queries from HR Departments on the contents of this Circular may be referred to National Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2 Tel: 01 6626966, Email: [info.t@hse.ie](mailto:info.t@hse.ie)

Yours sincerely



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**Anne Marie Hoey**  
**National Director of Human Resources**