

 <p>Feidhmeannacht na Seirbhíse Sláinte Health Service Executive</p>		<p>Office of the National Director of HR, Block D, Floor 2, Parkgate Business Centre, Parkgate Street, Dublin 8. Tel: 01 6352827 Fax: 01 6352813 E-mail: nationalhr@hse.ie</p>
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HSE HR Circular 005/2006

15th March 2006

**To: Each Hospital Network Manager
Each CEO DATH's and Voluntary Hospitals**

Re: Radiographers/Radiation Therapists (Contracted Working Hours)

I refer to recent agreement between employers and SIPTU regarding contractual working day for Radiographers and Radiation Therapists. Arising from same the following arrangements are now to be implemented:

- 1) The contracted working day for Radiographers will change from the current 9.00 a.m. to 5.00 p.m. arrangement to a 8 a.m. to 6 p.m. working regime. This means that a Radiographer can be rostered between these hours (8.00 a.m. to 6.00 p.m.) up to their maximum weekly working hours commitment as determined at local level by the Radiography Services Manager.
- 2) The existing arrangements for the provision of emergency out of hours service will remain as heretofore.
- 3) The arrangements set out applies to all grades of Radiographers/Radiation Therapists i.e. Basic, Senior, Clinical Specialist, Radiography Services Manager.
- 4) The existing weekly maximum working hours of Radiography grades will continue at the level presently obtaining.
- 5) Radiographers/Radiation Therapists encompassed by this agreement shall be paid an allowance of €1,800 per annum as follows;

Written confirmation must be forthcoming (template letter attached) from Radiography management and general hospital management, that the new arrangements will be operated in their individual hospital. Where same is confirmed to Mr. John Delamere, Senior Industrial Relations Executive, HSE – Employers Agency not later than April 7th 2006, the payment will apply from 1st January 2006. Where agreement to implement the new arrangements is forthcoming after April 7th, the date of commencement of the revised rates shall be the date of operation of the new working hours.

- 6) Staff in any location which does not provide confirmation of their agreement to operate the new arrangements will not receive any payment arising from this agreement.
- 7) The payment outlined is non-pensionable pending the outcome of the process set out in paragraph 8, but is subject to general pay round increases.
- 8) The parties agree that the rate of pay for Radiography grades following the Benchmarking Body Report will incorporate the allowance.

The new arrangements re contracted hours will remain following this development. The Benchmarking Body will be appraised of the provisions of this agreement.

- 9) A review group is to be established, with immediate effect, comprising two representatives from each side to review the operation of this agreement. This group shall have powers to suspend payment of the allowance in any location which, in the opinion of the group, is not satisfactorily operating the revised arrangements.

A template letter to be co-signed by the Hospital Manager and the Radiography Services Manager confirming the commencement of the operation of the new arrangements in their hospital is attached. It is stressed that payment of the allowance outlined will only take place to Radiography staff in individual hospitals when this confirmation is received. This letter should be returned to Mr. John Delamere in accordance with the dates set out.

Any enquiries with regard to the provisions of this agreement should be addressed to Mr. John Delamere, Senior Industrial Relations Executive or Ms. Denise O'Shea, Research Officer, HSE – Employers Agency, 63 – 64 Adelaide Road, Dublin 2.

Yours sincerely,



**Martin Mc Donald,
A/National Director of Human Resources.**

Name of Hospital:_____

Date:_____

We wish to confirm that the new contractual arrangements set out in circular letter from HSE – EA are now being implemented and operated in this hospital.

Signed:

Radiography Services Manager

General Manager