Office of the National Director of Human Resources
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HfE

Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

3rd **July 2007.**

HSE HR Circular 014/2007

To: **Each Asst. National Director of Human Resources/PCCC, HSE**
Each Network Manager
Each Employee Relations Manager, HSE
Each HR Manager Voluntary Hospitals,
Each HR Manager Intellectual Disability Sector
Each HR Manager Specialist Agencies,

Re: **Removal of the Eight Hour Threshold to Access the Twilight Hours Unsocial Hours Premium**

An unsocial hours premium payment of time and $1/6^{th}$ was agreed for nurses as part of the 1999 Nurses Settlement and its implementation sanctioned by the Department of Health and Children on the basis outline in Circular 115/99. This provided for payment of time and $1/6^{th}$ for hours worked between 6pm and 8pm <u>where the hours were worked as part of a shift of 8 hours or more</u>. Access to the unsocial hours premium payment was subsequently extended to other grades of staff who work between 6pm and 8pm (or to the end of the day roster) as part of an 8 hour shift.

In light of the relevant provisions of the Protection of Employees (Part-Time Workers) Act 2001, it has now been decided to remove the eight-hour threshold. As a result any basic hours worked between the hours of 6pm and 8pm are eligible for payment at the rate of time and $1/6^{th}$.

Funding has been provided in the 2007 Estimates for the HSE. Any queries regarding funding adjustments in respect of the costs of implementation should be addressed to the Assistant National Director of Finance in each of the four HSE Administrative Areas.

Human Resource Departments should arrange for the implementation of this circular with effect from 2nd April 2007. Any queries should be directed to Ms. Aoife O'Riordan, HSE – Employers Agency, 63-64 Adelaide Road, Dublin 2. Tel: 016626966 E-mail: aoife.oriordan@mailt.hse.ie

Yours sincerely,

Martin McDonald,
National Director of Human Resources.