



Health Service  
Employers Agency

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To All Personnel Officers: Health Boards  
Voluntary Hospitals  
Mental handicap Agencies

Re: (a) Incremental progression non-nursing staff  
(b) Unsocial hours premium for non-nursing staff

Dear Colleague.

Please note that the following has been agreed in relation to the above:

(a) Incremental progression non-nursing staff:

The Part-time Workers Agreement (1993) allowed for incremental progression to be applied to part-time workers up to a maximum of the (5<sup>th</sup>) point on the relevant scale on a phased basis.

Following consideration it is proposed that barrier point (5<sup>th</sup>) as previously applied to part-time and temporary whole-time staff will be amended as follows:

- Staff will be afforded the 6<sup>th</sup> point as and from their appropriate incremental date in 1999 and will subsequently progress through the relevant scale on an annual basis consistent with full-time permanent staff.
- In relation to part-time staff they must have a minimum weekly work commitment of 8 hours in the preceding year.

(b) Unsocial hours premium for non-nursing staff

Non-nursing staff will be afforded the premium payment with effect from 5<sup>th</sup> December 1999 as follows:

Time and 1/6<sup>th</sup> payment between 6.00pm and 8.00 pm. This payment only applies where the hours 6.00 pm to 8.00 pm are worked as part of a shift of 8 hours or more.

The appropriate letter of sanction is in the process of being issued by the Department of Health & Children.

Yours Sincerely,

  
Seán O' Connor

INDUSTRIAL RELATIONS EXECUTIVE