

8th September, 1999

**To Personnel Officers Health Boards
Personnel Officers Voluntary Hospitals
Personnel Officers Mental Handicap Agencies**

Re: Overtime for Nurses

Please find enclosed copy of L.R.C. Agreement of 20th May 1999.

Point 6 of this Agreement should now encompass the following understanding of overtime for job sharers as per paragraph 8 of the Pilot Job Sharing Scheme.

The following arrangements are agreed in the context of current practice for job sharers and overtime in the civil and public service. Registered nurses in a job sharing contract will qualify for overtime provided they work a 39 hours day duty roster which constitutes a conditioned working week e.g. Monday-Sunday or Wednesday-Tuesday.

In the normal conditioned working week they must work beyond a normal working day in their area e.g. 7.8 hours, 8 hours, 10 hours or 12 hour shifts before they would qualify for overtime payment. The usual 2 days off in the working week would qualify for overtime payment.

There is no entitlement to overtime for job sharers in their week off.

Where there are local arrangements which include job sharing staff working during their week off they would receive time in lieu or basic payment.

This reflects current practice where the job sharing scheme is applied.

Either party may, through the normal channels, seek a review of the implementation of the overtime agreement within six months.

The operative date for this agreement will be 20th May 1999 as it now constitutes point 6 of the L.R.C. Agreement on nurses overtime of that date.

Enquiries should be addressed to the undersigned.

Yours sincerely,



Rory Costello

INDUSTRIAL RELATIONS EXECUTIVE



THE LABOUR RELATIONS COMMISSION

An Coimisiún um Chaidreamh Oibreachais

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HSEA/INO/SIPTU/PNA/IMPACT

RE: OVERTIME - NURSES

1. Both parties reaffirm their commitment to the terms of the agreement reached on 2nd November 1998 in the Labour Relations Commission.
2. It is agreed by both sides that excessive/institutionalised overtime working is undesirable. This agreement will apply where overtime is required by service needs. It is accepted that management has the right to decide on matters regarding additional nursing hours.
3. If an individual temporary/permanent nurse is asked to work overtime hours, he/she will be paid as per the November 1998 Agreement unless he/she opts to be compensated in accordance with alternative local arrangements.
4. Both sides will apply the agreement in a reasonable manner.
5. If Managers request discussions with local staff/Unions regarding the implementation of the Agreement, Unions/staff will facilitate such requests.
6. Management commits to hold a meeting on a day to be agreed next week with the Unions concerning the whole question of job sharers/flexible working hours.

The agenda for this meeting will include paragraph 8 of the Job-Sharing Scheme of 14th November 1985 which states:

"Notwithstanding their reduced attendance liabilities, job-sharing staff will not be debarred from qualifying for overtime payments, provided that the extra attendance given by them is outside the span of the conditioned working day full-time staff in the grades concerned and subject to the agreed arrangements applicable to full-time staff".

RAYMOND MC GEE
20TH MAY 1999