

Understanding Premium Payments

What is my entitlement?

- You are entitled to your flat rate for the first 39 hours you work in a week.
- Depending on when and where you work you may be entitled to certain premium payments these are:
 - **Sunday/Public Holidays** = Double Time
 - **Night Rate** = Time and 1/4
 - **Overtime** = Time and 1/2
 - **Emergency Department** = Time and 1/6

What do I need to know?

- You are entitled to the Sunday/Public holiday premium for ANY hours worked on a Sunday or a Public Holiday.
- Overtime is paid in arrears (unlike the other premium payments) i.e., overtime worked in January is paid in February.

When do I start earning overtime?

- Your overtime is calculated over a 78 hours two week reference period (i.e., 39 hours per week).
 - o For example this period could be from 30/12/24 – 12/01/25. When you work over 78 hours in this period you start earning over time.
 - o If you work 45 hours in the first week and 34 hours in the second week you would not be entitled to the overtime payment as the total hours for the two week period is 78 hours.
 - o If you work 45 hours both weeks, then the first 78 hours would be at your basic rate and the you would receive 12 hours overtime, in this example.

What if I do overtime on a Sunday?

- If you do overtime on a Sunday the more beneficial premium payment will apply i.e., Double time.
 - o For example, if you work 39 hours in week one and 39 hours during the week plus an additional 12 hours on a Sunday.
 - o Then the first 78 hours would be paid at your basic rate and the 12 hours on the Sunday would be paid at your double time (Sunday premium rate) instead of your time and 1/2 (overtime rate).

I am covering a shift in the Emergency Department does that mean I am entitled to the time and 1/6 for the hours I worked in the ED?

- You are only entitled to the Emergency Department premium if you are completing a rotation in the Emergency Department. You do not qualify for this premium if you are only covering a shift.

My shift started at 15:00 and finished at 00:00, am I entitled to the Night Rate?

- No. This would be considered a twilight shift and as such does not carry a Night Rate premium.

- You are only entitled to Night Rate if you worked between the hours of 20:00 and 08:00, this can be extended from the hours of 17:00 to 08:00, should your shift start at 17:00.
- In order to qualify for the Night Rate premium you must be rostered to work for at least 3 hours between 00:00 and 07:00.

I'm working a night shift on a bank holiday which premium payment applies?

- Where two premium payments apply, you will receive the more beneficial one.
- You would receive double time for all hours you worked during the night shift on the bank holiday.