



Corporate Employee Relations Services
Health Service Executive
63-64 Adelaide Road
Dublin 2

Telephone: (01) 6226966
Fax: (01) 6626977

To: Chief Executive Officer
Each National Director
Each Assistant National Director of HR
Each Chief Officer CHO
Each Head of HR CHO
Director National Ambulance Service
Each Employee Relations Manager
Each Group Director of Nursing & Midwifery
Each Clinical Director

Re: Overtime rates to apply to Public Health Doctors during COVID-19

Ref: CERS 05/2020

Date: 6th March 2020

Dear Colleagues,

The purpose of this memo is confirm that where Public Health Doctors are rostered by management to work in excess of 37 hours per week during the current COVID-19 containment phase, overtime at appropriate rates will apply.

This is subject to the following conditions:

- a) The doctor's manager clearly indicates that the doctor is required to attend work on the day.
- b) The work is outside of an additional services requirement under the Out of Hours protocol for Public Health Doctors <https://www.hse.ie/eng/staff/resources/hr-circulars/hse-hr-circular-021-2009.pdf>
- c) The proposed arrangement is only applicable for the duration of the current COVID-19 situation and is subject to review.
- d) Normal rules with regard to payment of overtime e.g. only applicable after 37 hours are worked.

As public health doctors are employees with salaries greater than €35,000 (inclusive of allowances in nature of pay) all overtime will be paid at time and one quarter at the individual's scale point. This overtime rate applies outside normal rostered working hours Monday to Saturday.

All overtime hours worked on a Sunday or public holiday are paid at the rate of double time. The divisor for the purposes of calculating overtime is 37 hours.

Overtime will not be payable until 37 hours are worked and are exceeded.

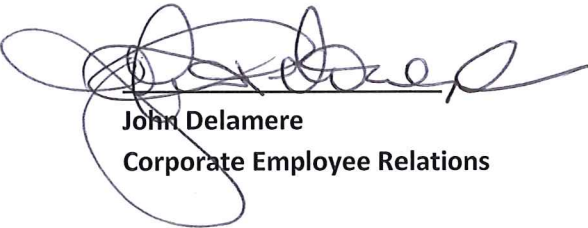
Alternatively, Public Health Doctors may be granted Time Off In Lieu (TOIL). Where this is granted it will be at standard time i.e. hour for hour.

Queries

Queries from individual employees or managers regarding these arrangements should be referred to local HR Departments/Employee Relations Departments.

HR and Employee Relations Managers may contact Corporate Employee Relations Services for further advice, 01-662 6966, info.t@hse.ie.

Yours sincerely,



John Delamere
Corporate Employee Relations