



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Employee Relations Advisory Services

Human Resources Division

63-64 Adelaide Road

Dublin D02 FR50

Tel: 01-662 6966

Ref: ERAS005/2015

**To: National Director of Human Resources
Each Assistant National Director, HR
Each Employee Relations Manager, HSE
Each HR Manager, Section 38 Agency**

From: Norah Mason, Assistant National Director, Human Resources

Date: 2 October 2015

Re: Public Holiday premium payments Christmas and New Year 2015/2016

Dear Colleagues,

The following are the provisions with regard to Public Holiday premium payments for the Christmas and New Year period 2015/2016:

St. Stephen's Day

This year St Stephen's Day (26th December 2015) will fall on a Saturday and is a public holiday as provided for in the Organisation of Working Time Act, 1997. Public Holiday premium payments should therefore be paid to staff who work on that day. The normal Saturday premium payment will not apply.

In the case of staff who work a Monday to Friday regime, the paid day off in lieu of the public holiday will normally be granted on the following Monday (28th December).

Staff who work a '5 over 7' roster

In summary, staff who work a '5 over 7' roster should be granted premium payments for working over the Christmas and New Year Period as follows:-

Christmas Day	Friday 25 th December 2015	Public Holiday premium
St. Stephen's Day	Saturday 26 th December 2015	Public Holiday premium
New Year's Day	Friday 1 st January 2015	Public Holiday premium

No public holiday premium payments are payable to staff who work on days other than the 25th and 26th December, 2015 and the 1st January, 2016.

If you require further guidance please contact the Employee Relations Advisory Services team at 01-6626966 or info.t@hse.ie.

Yours sincerely



Norah Mason

Assistant National Director of Human Resources

Employee Relations Advisory Services