



MEMO

To: Chief Executive Officer
Each National Director
Each Assistant National Director of HR
Each Hospital Group CEO
Each Hospital Group Director of HR
Each Chief Officer CHO
Each Head of HR CHO
Head of HR, PCRS
Each CEO Section 38 Agencies
Each HR Manager Section 38 Agencies
Each Employee Relations Manager
Each Group Director of Nursing & Midwifery
Each Medical Manpower Manager

From: John Delamere, National Employee Relations

Date: 25 September 2023

Subject: National Overtime Agreement for Nurse/Midwife Grades

Reference Number: NER Memo 19/2023

Dear Colleagues

In recent weeks, National Employee Relations have received numerous queries in relation to the application of the national overtime agreement for nurse/midwife grades. These queries have arisen in the context of nursing grades above the grade of staff nurse/midwife being asked to work additional hours in response to service requirements.

The current direction that overtime is not available to employees whose salary is equivalent to or greater than the management /administrative Grade VIII salary appears to be the cause of confusion in relation to nursing/midwifery staff. This direction is being applied to disbar certain nursing/midwifery grades from receiving payment for hours worked above WTE contracted hours, if the nursing/midwifery grade is paid equivalent to or higher than a Grade VIII.

Table 1 below sets out which nursing and midwifery grades¹ are eligible for overtime payments in either their substantive role or another nursing role at a lower grade (e.g. to cover staff shortages). Your attention is drawn to the following:

- a. Chief Directors of Nursing and Directors of Nursing are not eligible for overtime payment.
- b. Directors of Public Health Nursing and Assistant Directors of Public Health Nursing are not eligible for overtime payment.
- c. Area Directors of Nursing and Directors of Nursing for the Mental Health Services are not eligible for overtime payment.
- d. Public Health Nurses are paid for Weekend working in accordance with rates set out in the Department of Health Consolidated Scales.
- e. All additional hours worked must have the prior approval of the nurse's Director of Nursing.
- f. Overtime rates apply for hours worked in excess of the whole time hours of the grade.

¹ Where the word 'nurse' is used it refers to nurses and midwives.



Table 1 Eligibility for Overtime

Grade	Eligible for Overtime in Substantive role	Eligible for Overtime in other Nursing role
Staff Nurse	Yes	N/A
Senior Staff Nurse	Yes	Yes
Dual Qualified Nurse	Yes	N/A
Senior Dual Qualified Nurse	Yes	Yes
Enhanced Nurse	Yes	Yes
Senior Enhanced Nurse	Yes	Yes
Clinical Nurse Manager 1	Yes	Yes
Clinical Nurse Manager 2	Yes	Yes
Clinical Nurse Manager 3	Yes	Yes
Clinical Nurse Specialist	Yes	Yes
Candidate Advance Nurse Practitioner	Yes	Yes
Advance Nurse Practitioner	Yes	Yes
Registered Nurse Intellectual Disabilities	Yes	Yes
Assistant Director of Nursing	Yes	Yes
Director of Nursing	No	No
Chief Director of Nursing	No	No
Nurse Tutor	No	Yes
Principal Nurse Tutor	No	Yes
Nursing Specialist Co-ordinator	No	Yes
Nurse Practice Development Co-ordinator	No	Yes
Public Health Nurse	Yes ²	Yes
Community RGN	Yes	Yes
Assistant Director of Public Health Nursing	No	Yes
Director of Public Health Nursing	No	No
Community Psychiatric Nurse	Yes	Yes
Community Mental Health Nurse	Yes	Yes
Assistant Director of Nursing Mental Health Services	Yes	Yes
Director of Nursing Mental Health Services	No	No
Area Director of Nursing Mental Health Services	No	No

² As per weekend rate on DoH Consolidated scales



Please ensure that this memo is brought to attention of all relevant staff in your area of responsibility.

Queries from employees

Queries from individual employees or managers should be referred to local HR/Employee Relations Departments. Please note that the National HR Helpdesk is also available to take queries from employees Tel: 1800 444 925 Email: Ask.HR@hse.ie

Queries from HR/Employee Relations Departments on this memorandum and related matters may be referred to National Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2 Tel: 01 6626966 Email: info.t@hse.ie

Yours sincerely

A handwritten signature in black ink, appearing to read 'John Delamere', written over a horizontal line.

John Delamere
Assistant National Director, HR
National Employee Relations.