



Irish Nurses and Midwives Organisation
Working Together

Overtime Rates & Premium Payment Entitlements

**The largest Professional Union
for Nurses and Midwives in Ireland
representing over 50,000 members**

1. Introduction

This leaflet provides details of the overtime rates and premium payment arrangements applicable to nurses/midwives employed in the Public Health Service.

2. Overtime Rates

Overtime rates at 1 July 2021

Monday to Friday

Flat Rate x 1½	For additional hours worked between start of normal day duty and midnight
Flat Rate x 2	For additional hours worked between midnight and start of normal day duty

Saturday

Flat Rate x 1½	For additional hours worked overtime will be paid at 1½ for the first four hours
Flat Rate x 2	For additional hours worked in excess of the first four hours

Sunday

Flat Rate x 2	For all additional hours worked
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3. Nurses/Midwives Working Reduced Hours

In accordance with the Agreement on Flexible Working in the Health Service, nurses/midwives who work reduced hours are entitled to earn overtime payments for additional

hours worked in certain circumstances. The following are some examples:

- I. a nurse/midwife working in a department/unit with a 3 or 4 shift cycle would be eligible for overtime payment were s/he to work a full normal shift and was then requested to work additional hours outside the span of the shift.
- II. a nurse/midwife working mornings only (8am-1pm) in a department/unit where the normal shift is 8am-4pm would be paid at flat time if requested by their employer to work from 1pm-4pm. If asked to work from 1pm-6pm (having started at 8am) the hours from 4pm-6pm would attract payment at overtime rates. (This would apply whether or not the nurse/midwife had actually worked the hours 1pm-4pm.) In circumstances where a 12 hour shift applies payment would be at flat-time in respect of any additional hours worked with the span of the shift.
- III. a nurse/midwife working a 'week on – week off' arrangement would be eligible for overtime payment if requested by their employer to work on their rostered days off, i.e. to work in excess of the full-time hours for the grade. They would be eligible for payment at flat-time if requested by their employer to work their usual hours or a normal shift during their 'week off'. (Agreement on Flexible Working in the Health Service).

4. Night Duty Premium

A night duty premium of time + ¼ is payable to nurses/midwives rostered for night duty on a rotational basis. Night duty is normally defined as hours worked between 8pm and 8am. With effect from January 2012 a night duty roster is defined as one where the nurse/midwife works at least 3 hours between midnight and 7.00am. This rule does not apply to those who were in receipt of alternative arrangements prior to January 2012 (HSE Circular 003/2012).

The Twilight Payment of time + $\frac{1}{6}$ is currently paid to nurses/midwives for hours worked between 6pm and 8pm. However, the time + $\frac{1}{6}$ payment continues to apply for hours worked between 8pm and 12 midnight except where alternative arrangements as provided for in HSE Circular 003/2012 exist.

5. How to calculate Time + $\frac{1}{4}$

Divide annual salary by 52.18	=	weekly rate
Divide weekly rate by 37.5	=	hourly rate
Divide hourly rate by 4	=	$\frac{1}{4}$

Example

If annual salary is equal to €56,726

a) Divide €56,726 by 52.18	=	€1,087.12
b) Divide €1,087.12 by 37.5	=	€28.99
c) Divide €28.99 by 4	=	€7.25
Time + $\frac{1}{4}$	=	€36.24 (b+c)

6. How to calculate Time + $\frac{1}{6}$ th

Divide annual salary by 52.18	=	weekly rate
Divide weekly rate by 37.5	=	hourly rate
Divide hourly rate by 6	=	$\frac{1}{6}$ th

Example

If annual salary is equal to €56,726

a) Divide €56,726 by 52.18	=	€1,087.12
b) Divide €1,087.12 by 37.5	=	€28.99
c) Divide €28.99 by 6	=	€4.83
Time + $\frac{1}{6}$ th	=	€33.82 (b+c)

6. Saturday Premium

A nurse/midwife who works a '5 over 7' roster and is scheduled to work on Saturday is entitled to a premium payment of **€19.20**. This is a fixed amount and is payable irrespective of the number of hours worked.

6. Sunday Premium

Unsocial hours premiums are payable to nurses/midwives as follows.

Sunday Time + Time (double time) in respect of every hour worked.

Night Duty Time + $\frac{1}{4}$ + Time in respect of each hour rostered night duty.

7. How to calculate Time x 2 (double time)

Divide annual salary by 52.18	=	weekly rate
Divide weekly rate by 37.5	=	hourly rate
Multiply hourly rate by 2	=	Time x 2

Example

If annual salary is equal to €56,762

a) Divide €56,762 by 52.18	=	€1,087.12
b) Divide €1,087.12 by 37.5	=	€28.99
c) Multiply €28.99 by 2	=	€57.98

8. Public Holiday Premium

An unsocial hour's premium is payable to nurses/ midwives as follows:

- Time x 2 (or double time) for every hour worked.
- In addition, nurses employed in the public health service who work a '5 over 7' roster receive additional annual leave in lieu of their liability to work on public holidays, i.e. 10 days in the case of full-time nurses and 5 days in the case of job-sharing nurses.

9. Calculation of Premium Payments for holiday purposes

Unsocial hours premium payments for holiday purposes are based on an average of premium earnings (exclusive of overtime), calculated over the 12-month period preceding the current annual leave year.

11. Further Information

Further information is available from the INMO Information Office.

This leaflet provides guidelines on the entitlements of nurses/midwives employed in the public health service to overtime rates and to premium payments in respect of unsocial hours working (errors and omissions excepted).

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