



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna  
Feidhmeannacht na Seirbhíse Sláinte  
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**HSE HR Circular 002/2014**

**24th January, 2014.**

**To: Each Member of Leadership Team, HSE;  
Each Regional Director of Performance & Integration, HSE;  
Each Assistant National Director, Human Resources, HSE;  
Each CEO Voluntary Agency / Hospital, HSE.**

**From: Barry O'Brien, National Director of Human Resources**

**Date: 24th January 2014**

**Re: Radiation Therapy**

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I refer to provisions of Labour Court Recommendation (LCR 20545) regarding Radiation Therapy. Arising from same, the following changes with regard out of hour's services and the extended day protocol are to be implemented with effect from the 1<sup>st</sup> February 2014.

#### **Extended Day**

With effect from the 1<sup>st</sup> February 2014, all Radiation Therapists are liable to be rostered between the hours of 8am-8pm, Monday-Friday, up to their contracted hours (including increases under HRA), in line with service need on a site by site basis.

We note the requirement for an extended day is very much service dependant and will vary on various sites with varying requirements. In this regard we note that some sites may not require a service post 6pm in general or a fully extended day to 8pm or not all specialties to run to 8pm at present. Accordingly each site must designate specific extended day requirements for clarity.

It is however noted that an extended day must occur on all sites from the 1<sup>st</sup> February 2014 with regard to 'scheduled service days' and 'scheduled preventative maintenance days' where normal work automatically goes beyond current times.

To facilitate an extended working day, appropriate rosters shall be determined locally to accommodate extended day requirements and may therefore be subject to change. All Radiation Therapy services required between these core hours will be provided as part of the extended day

arrangements, however, as part of the extended day local Radiotherapy Management shall decide what services are appropriate for an extended day up to 8pm on a site by site basis.

Local engagement and where required national engagement shall continue to develop and clearly establish what exact extended day services shall be provided going forward, including the development of an appropriate protocol, which shall issue shortly by HSE CERS to the system to assist this process on the various sites.

### **Additional Hours**

It should also be understood that while the contents of this circular deal with the issue of the extended day (Monday – Friday, 8am – 8pm) and out of hours payments, the provisions of the PSSA (Haddington Road Agreement) at clause 2.4 also provided for an increase in standard working hours since July 2013 complimentary to this process. In this regard it is essential that said extra hours are utilised effectively and efficiently.

### **Core Hour Remuneration Rates**

LCR20545 confirms that the €800 Allowance shall continue for those currently in receipt of same however retention of this allowance shall be for existing beneficiaries and new beneficiaries up to the 31<sup>st</sup> December 2013 only. This shall not apply to new entrants from the 1<sup>st</sup> January 2014.

Consistent with PSSA (Haddington Road Agreement) no extra or additional payments can occur during core hours worked up to 8pm as part of an extended day.

### **Out of Hours Pay Rates Monday to Friday with regard to extended day**

The system of fee per case which has heretofore applied ceases up to the 8pm where an extended day is introduced in line with service need.

Accordingly the introduction of an extended day removes on-call payments before 8pm on the days an extended day has been designated and rostered.

There may be occasions with the introduction of an extended day where staff are required to remain on duty beyond normal finishing times to maintain service delivery and in such instances consideration for same shall be addressed locally ideally through the availability of TOIL etc.

We note the designation of extended day requirements will vary and where no extended day is required current on-call payments shall continue until the 31<sup>st</sup> May 2014 whereupon hourly rates shall apply from the 1<sup>st</sup> June 2014 and further communication shall issue in this regard.

It should be clearly understood that the weekly hours of all Radiation Therapists have been increased in line with the provisions of the PSSA and the availability of such extra hours should be utilised to the maximum extent feasible to accommodate the provisions of the extended day.

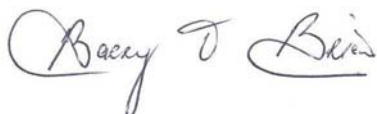
## **Weekend Services and Remuneration**

With effect from 1<sup>st</sup> June 2014 an hourly rate of pay shall apply, implemented consistent with Radiography grades, replacing existing rates agreed in June 2011, whereby all out of hours payments shall operate on an hourly basis. A circular shall issue in this regard prior to June 2014.

An implementation protocol to outline the full details of the revised arrangements, including an extended day protocol shall be communicated by HSE CERS following further engagement with SIPTU.

Any queries regarding the implementation of the circular or matters contained in the guidelines should be addressed to: Corporate Employee Relations Services, HSE HR Directorate, 63-64 Adelaide Road, Dublin 2. Tel: 01 6626966; Email: info.t@hse.ie.

Yours sincerely,



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**Barry O'Brien**  
**National Director of Human Resources.**