

Email No. 3 re Haddington Road Agreement - Overtime

Dear All,

I refer to the circular letter dated 27th June 2013 from the Department of Education and Skills referenced in my email of 1st July 2013 [Email No. 2] and available on the HR website.

Since this letter was received by the University, the Department has confirmed in respect of overtime that current arrangements will remain in place for overtime worked on a Saturday afternoon and Sunday. Accordingly this will be taken into account in the implementation of section no. 15 of the letter as quoted hereunder:

"15. Overtime

With effect from the 1st July 2013 overtime arrangements for those grades covered by a Collective Agreement are as follows:

15.1 For salaries below €35,000

Overtime will be paid at time and a half at the first point of the appropriate scale for those on salaries below €35,000. If, however, this would result in overtime being paid at less than time at any point on the scale then it will be calculated as in the following provision (15.2).

15.2 For salaries at or above €35,000

Overtime will be paid at the rate of time and a quarter at the individual's scale point for those on salaries at or above €35,000.

15.3 In addition:

15.3.1 Divisors for the calculation of overtime will be adjusted to take account of any additional hours provided for in the Agreement.

15.3.2 For those grades currently with a working week of 39 hours or more (net of rest breaks), an hour of overtime worked each week will be unpaid until 31 March 2014.

15.4 From 1st July 2013 overtime will not be payable until 37 hours are worked and exceeded."

Regards,
Michael Farrell

Michael Farrell
Corporate Secretary,
University College Cork

Phone: 021 4903406
E-mail: mfarrell@ucc.ie

Web: <http://ocla.u>