



**Irish Nurses and Midwives Organisation**  
Working Together

## Overtime Rates & Premium Payment Entitlements

**The largest Professional Union  
for Nurses and Midwives in Ireland  
representing over 41,000 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

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

#### Saturday

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

#### Sunday

<b>Flat Rate x 2</b>	For all additional hours worked
----------------------	---------------------------------

### 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	=	$\frac{1}{4}$

<b>Example</b>		
If annual salary is equal to		€51,783
a) Divide €51,783 by 52.18	=	€992.39
b) Divide €992.39 by 37.5	=	€26.46
c) Divide €26.46 by 4	=	€6.62
Time + $\frac{1}{4}$	=	€33.88(b+c)

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

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

<b>Example</b>		
If annual salary is equal to		€51,783
a) Divide €51,783 by 52.18	=	€992.39
b) Divide €992.39 by 37.5	=	€26.46
c) Divide €26.46 by 6	=	€4.41
Time + $\frac{1}{6th}$	=	€30.87 (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 €17.51. 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

<b>Example</b>		
If annual salary is equal to		€51,783
a) Divide €51,783 by 52.18	=	€992.39
b) Divide €992.39 by 37.5	=	€26.46
c) Multiply €26.46 by 2	=	€52.92

### 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).

Produced by Information Office, Irish Nurses & Midwives Organisation, The Whitworth Building, North Brunswick Street, Dublin 7 D07 NP8H. Contact: Tel: 01-6640610/19; email [catherine.hopkins@inmo.ie](mailto:catherine.hopkins@inmo.ie); [catherine.oconnor@inmo.ie](mailto:catherine.oconnor@inmo.ie) October 2023