

FAQ

Revision of working hours in relation to the Haddington Road Agreement Hours and Updated flexible Working Arrangements for Local Authorities

1. What are the HRA Hours?

Under the Haddington Road agreement (HRA) on 1 July 2013, the hours of civil servants and public servants were increased as follows:

- Those with a pre-HRA working week of 35 hours or less (net of rest breaks) had their weekly hours increased to a minimum of 37
- The hours of those working 39 hours or more per week remained the same.

In most cases, the additional hours were added to the length of each working day.

2. Why were the Haddington Road Hours subject to a review?

Under the terms of the Building Momentum public service agreement, an Independent Body chaired by Kieran Mulvey, former chief executive of the Workplace Relations Commission (WRC), was established to consider the additional working hours arising from the Haddington Road Agreement and to make appropriate recommendations.

3. What did the Independent Body recommend?

The Independent Body has recommended that working time is restored to pre-Haddington Road agreement (HRA) levels for the majority of civil and public servants where working hours were increased in 2013. However, the Body has also recommended that there should be a **standardised minimum full-time working week** of 35 hours across the public service.

4. What happens on 1 July 2022?

- A standardised minimum full-time working week of 35 hours net will apply across the public service to those grades of employees whose hours were changed under the HRA.

5. What hours will I work if I do not work full-time?

Those who do not work full-time will have their working time reduced on a pro-rata basis.

6. Can individuals who are currently working pre-HRA hours with a commensurate pay reduction remain on pre-HRA hours or will they all need to move to the new hours?

Where an individual opted to remain on their pre-HRA hours under the terms of previous public service agreements, they may opt to remain on those working hours or opt to move to the new 35 hour working week with an appropriate adjustment in pay in both scenarios.

For example on implementation of the reduced working hours, individuals who remain on pre-HRA hours (less than 35 hours a week,) a pro rata adjustment should be applied resulting in a smaller pay reduction than that which applies at present i.e. the current reduction in pay for staff with these arrangements should decrease to reflect the fact that pre-HRA hours for affected staff have been restored.

7. I started working in Local Authority sector after the introduction of the HRA hours, does the restoration of hours apply to me?

Yes this applies to all employees in grades whose hours were increased under the HRA including those who commenced work after July 2013.

8. Can I now opt to work the pre-HRA hours?

No, if you are not currently working the pre-HRA hours, you will not have the option to work these hours. This option has been ring-fenced to those who availed of this arrangement under previous public service agreements.

9. Will there be a change to the overtime divisor?

The Independent Body expressed the view that it should be a matter for further discussions between the parties. In the meantime there is no change to the existing overtime divisor.

10. Will there be any changes to annual leave arising from the restoration of the hours?

No, the restoration of hours will not impact on annual leave entitlements.

11. What are the revised hours of attendance?

The normal attendance period for the majority of civil and public servants will be 35 hours (net) per week. The normal attendance period will be set by each local authority