



**17 June 2022**

**To: The Higher Education Authority for dissemination to all Universities, Technological Universities, Institutes of Technology and other Third Level Colleges under the remit of the HEA.**

**Re: Implementation of the Independent Hours Body Recommendations in relation to the Haddington Road Agreement Hours.**

## **1. Introduction**

I am directed by the Minister for Further and Higher Education, Research, Innovation and Science to convey the following instructions in relation to the Haddington Road Agreement (HRA) working hours and consequent amendments to working arrangements in Higher Education Institutions.

Under section 4.2.1 of the Building Momentum Pay Agreement, an Independent Body was established to consider the additional hours worked by the Haddington Road Agreement and those recommendations are to be implemented in Higher Education Institutions from July 1<sup>st</sup> 2022.

## **2. Working Hours Recommendations**

As the Terms of Reference of the Independent Body require an equitable application of any recommendations, the Independent Body is recommending that:

- HRA hours implemented in 2013 will be restored in all civil and public service employment with effect from July 1<sup>st</sup> 2022, with the exception of those cohorts listed below.
- Working hours for any grade will not be less than the level that applied prior to the HRA, in this regard a minimum floor of 35 hours per week will apply.
- The Independent Body is of the opinion that no recommendation regarding working/contract hours involving Academic Grades is appropriate at this stage given that this sector is currently under review by both the OECD and the Department of Further and Higher Education, Research, Innovation and Science and that the review may lead to new contractual arrangements for academic staff.

Please ensure that the content of this letter is brought to the attention of all relevant staff in your employment including those on leave of absence. All queries in relation to this letter should be addressed to your HR Unit.

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