



To: The Presidents of Universities

The Minister for Education and Skills wishes to inform universities of the Application of measures in accordance with Public Service Stability Agreement 2018–2020 (Extension of Lansdowne Road Agreement) in respect of certain staff - Option to revert to Pre-Haddington Road Agreement Working Hours.

Background

1. Under the Public Service Stability Agreement 2013-2016 (Haddington Road Agreement), the weekly working hours of certain staff were subject to a number of amendments, as notified in Section 13 of Circular 30/2013 whereby, the weekly working hours of such staff were increased with effect from the 1st July 2013.

Revision of Daily Working Hours

2. It has now been agreed under Paragraph 2.12.2 of the Public Service Stability Agreement 2018-2020 (extension of Lansdowne Road Agreement) that, **an opportunity shall be offered between 1 January and 1 April 2018 and after the expiry of this Agreement (1 January to 1 April 2021)** to staff members whose weekly working hours were increased to permanently revert to their pre-Haddington Road Agreement hours.

Worked Example:

You are currently working 37 hours per week (net of rest breaks) and you are in a Grade represented by a Union which has signed up to the Public Service Stability Agreement 2018-2020. Prior to 1 July 2013, your working hours were 34 hours 45 minutes per week (net of rest breaks). With effect from 1 July 2015 your working hours increased to 37 hours per week (net of rest breaks). Should you decide to permanently revert to pre-HRA hours, your working hours will revert to 34 hours 45 minutes per week (net of rest breaks).

If you get promoted subsequent to opting to revert to your pre-HRA weekly working hours, you will be required to return to the standard weekly working hours of the post to which you are promoted to.

Academic staff

3. The provisions of this Circular refer also to the Additional Working Hours for Academic Staff as set out in paragraph 12 of Circular 30/2012.

4. This option is available to all staff members but is subject to the business needs of organisations.

5. Staff members exercising this option will have their pay reduced commensurately, in line with previous arrangements. Staff members working on reduced hours of attendance will have their salaries reduced pro-rata, using gross annualised hours of attendance.
6. Staff members exercising this option will also be subject to a commensurate reduction in pension service accrual for the duration of the pre-HRA hours. Pensionable service will be reckoned pro-rata, using gross annualised hours of attendance.
7. Staff member's annual leave entitlements will not be affected by them exercising the option to revert to pre-HRA working hours.

Circulation and Queries

8. Please ensure that copies of this Circular are provided to all employees of the University and its contents are brought to the attention of all relevant staff in your employment including those on leave of absence.
9. Enquiries regarding this Circular should be e-mailed to: ESR@education.gov.ie

Philip Crosby
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