



MEMO

To: Chief Executive Officer
Each National Director
Each Assistant National Director of HR
Each Hospital Group CEO
Each Hospital Group Director of HR
Each Chief Officer CHO
Each Head of HR CHO
Head of HR, PCRS
Each CEO Section 38 Agencies
Each HR Manager Section 38 Agencies
Each Employee Relations Manager
Each Group Director of Nursing & Midwifery

From: John Delamere – Assistant National Director - NER

Date: 08 April 2022

Subject: COVID-19 Good Friday/Public Holiday Easter Monday 2022

Reference Number: NER Memo 02/2022

Dear all

Following a number of enquiries, I wish to advise that the provisions as previously outlined in CERS Memo 07/2021 will continue to apply this Easter 2022.

As previously advised, the granting of a paid day off to staff on Good Friday¹ is based on the established custom and practice that applies at local level in respect of the particular staff category/grade. Employees who normally receive a paid day off on Good Friday, in line with local established arrangements, may be granted a day off on Friday 15 April 2022 subject to service needs.

If employees who normally receive a paid day off on Good Friday are required by management to attend the work premises (normal or redeployed work base) on that day due to COVID-19 service needs, they may be granted paid time off in lieu at a later stage. Please note that the granting of paid time off at a later stage in lieu of Good Friday 15 April 2022 is solely at the discretion of management having regard to COVID-19 service needs and is subject to prior management approval.

In line with public holidays generally, the public holiday entitlement in respect of Easter Monday 18 April is subject to section 21 of the Organisation of Working Time Act 1997 which provides that an employee shall, in respect of a public holiday, be entitled to whichever one of the following his or her employer determines, namely-

¹ Good Friday does **not** have public holiday status.



- a) a paid day off on that day, or
- b) a paid day off with a month of that day, or
- c) an additional day of annual leave, or
- d) an additional day's pay

Queries from employees

Queries from individual employees or managers should be referred to local HR/Employee Relations Departments. Please note that the National HR Helpdesk is also available to take queries from employees Tel: 1800 444 925 Email: Ask.HR@hse.ie.

Queries from HR/Employee Relations Departments on this memorandum and related matters may be referred to National Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2 Tel: 01 6626966 Email: info.t@hse.ie

Yours sincerely

A handwritten signature in black ink, appearing to read 'John Delamere', written over a horizontal line.

John Delamere
National Employee Relations