

	HOURS OF WORK AND OVERTIME	Human Resource Manual
Overtime – Health Care Workers		Section 1208 (d)

HEALTH CARE WORKERS

PURPOSE

1. This section defines the overtime provisions for Health Care Workers.

APPLICATION

2. These guidelines and procedures apply to all employees of Government hospitals and health care facilities working a modified work week.


For general provisions see **Section 1208 Overtime - General**.

DEFINITIONS

3. **Employee** means a worker who is employed in Government hospitals and health care facilities working a modified work week.
4. **Standard hours of work** means 12 consecutive hours per day; 1,950 hours per year with a maximum of 4 consecutive shifts.

PROVISIONS

5. Overtime shall be compensated at time and one-half for all hours worked. The following exceptions shall be at double time:
 - all hours worked after the first four consecutive hours of overtime;
 - all hours worked on the second and subsequent days of consecutive rest; and
 - all hours worked immediately preceding or immediately following a scheduled shift.
6. An employee who must work on a designated holiday, either as overtime or as regularly scheduled hours, is entitled to the following in addition to the pay the employee would have been granted had the employee not worked on the holiday:
 - time and one-half for the first half of the shift worked; and
 - double time for the second half of the shift; or
 - an equivalent combination of cash and a day of leave at a later date convenient to both the employee and the Employer.

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AUTHORITIES AND REFERENCES

7. Main Collective Agreement with NEU
Group 5 Health Care Workers

CONTACTS

8. For clarification or further information, please contact:

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