

Éilis Fallon
Committee Secretariat
Committee of Public Accounts
Leinster House
Dublin 2

16 June 2021

Ref: S0415 PAC33

Dear Ms Fallon,

With reference to correspondence from the Committee of Public Accounts, ref S0415 PAC33, requesting clarification in relation to the arrangements regarding statutory holiday entitlements for temporary staff.

In line with its governance remit, and through the medium of the governance statements process, the HEA requires that higher education institutions (HEIs) provide annual confirmation of their compliance with public pay policy. The confirmations as reported to the HEA by the Institutions indicate that all workers with hourly-type contracts receive statutory holiday pay.

With regard to the Committee's concern that the processes for claiming statutory holiday pay may be excessively convoluted, it is our understanding that the processes involved vary from institution to institution, and from contract to contract. A review of local university policies indicates that some workers on hourly-type contracts may be paid via an institution's payroll, whereas others may be paid via an ad hoc claim system. The autonomy of the institutions and the limits of the HEA's remit notwithstanding, the issues of holiday pay and claim processes will be included as agenda items for discussion with the HEI representative bodies in relation to occasional staff. As advised in our correspondence of 7th May, the HEA will meet with the HEI representative bodies in order to agree a definition of occasional staff, with a view to collecting data in respect of these staff and sharing the information with the committee when available.

Yours sincerely,



Dr Alan Wall
Chief Executive