

# **ESTIMATING THE VALUE OF ADDITIONAL HOURS WORKED: CROKE PARK AND HADDINGTON ROAD AGREEMENTS**

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Christopher Ryan

Evan Walker

# CONTEXT

- Demand for Public Services Increasing
- Fiscal Constraints
- Policy Choices
  - Recruitment
  - FEMPI Unwinding
  - Welfare Increases
  - Capital Investment

# HOURS IMPORTANCE



$$\text{Labour Productivity} = \frac{\text{Output}}{\text{Input}}$$

← Performance & Accountability

← Additional Hours

# METHODOLOGY



- **Step 1 – Quantification of Hours**  
(Number of public servants X additional hourly requirement)
- **Step 2 – Valuation of Hours**  
(Number of additional hours X average hourly rate)
- **Step 3 – Costing of Replacement**  
((Number of additional hours / annualised pre-agreement hours) X average salary)
- **Step 4 – Supporting Qualitative Evidence**

# HEADLINE FINDINGS



1. Quantification of Hours 15 million
2. Valuation of Hours €583m
3. Cost of Replacement
  - 100%: €621m 11,652 WTE
  - 75%: €466m 8,739 WTE
  - 50%: €311m 5,826 WTE

# COSTS NOT INCLUDED

- Pension Costs
  - Eurostat 20% Imputed Pension Contribution
- Overtime Divisor
  - Increased hourly rate for all overtime hours
- Agency Staffing
  - 20% in Health Sector

# EDUCATION



- Estimated 4 million additional hours
  - 1.3 million by Primary Teachers
  - 1 million by Secondary Teachers
  - 735,820 by University and IoT Lecturers
- Full replacement cost of €260m
- Avoid school closures & meet demographic increases

# HEALTH



- Estimated 5.8 million additional hours
  - 2.5 million by Nurses
  - 1.2 million by Health and Social Care Professionals
  - 327,496 Medical/Dental
- Full replacement cost of €212m
- Meet demographic change
- Cover leave
- Extend clinic opening times
- Introduction of 8-8 working



# CIVIL SERVICE



- Estimated 3.5 million additional hours
- Full replacement cost of €102m
- Introduction of 1890 Business Tax
- Enhanced training, mentoring and coaching
- Allocation of staff to audit and compliance

# LOCAL GOVERNMENT



- Estimated 911,225 additional hours
- Full replacement cost of €16m
- Extended opening hours for Public Libraries
- Offset staffing reductions
- Introduction of new Local Enterprise Offices

# JUSTICE



- Estimated 190,140 additional hours
- Full replacement cost of €6.9m
- Deployment of additional patrols and checkpoints
- Continuous Professional Development classes
- Court attendance

# TUSLA



- Estimated 325,983 additional hours
- Full replacement cost of €11.4m
- Increased number of family interventions
- Provision of therapeutic/psychological services
- Enhanced community support services

# CONCLUSION



Additional hours are:

- Fully integrated in public service delivery
- Represent a permanent structural shift in public service productivity

and

- Replacement would impose a significant cost on the Exchequer ranging of between €311m - €621 depending on the rate of replacement.

Sector	Total Additional Hours	Total Value of Additional Hours (Annual)	100% WTE Cost	75% of WTE Cost	50% of WTE Cost
HSE	5,826,453	€212m	€224m	€168m	€112m
Tusla	325,983	€11m	€11m	€9m	€6m
Education	4,014,280	€241m	€260m	€195	€130m
Justice	190,140	€7m	€7m	€5m	€3m
Local Authorities	911,225	€15m	€16m	€12m	€8m
Civil Service	3,451,146	€96m	€103m	€77m	€51m
<b>Total</b>	<b>14,719,22</b>	<b>€583m</b>	<b>€621m</b>	<b>€466m</b>	<b>€311m</b>