



11th December 2015.

Recd 16.12.15

Mr. David Lockhart
Employment Rights Policy Unit
Department of Jobs, Enterprise and Innovation
Davitt House,
Adelaide Road
Dublin 2

☐ **Twohigs Super Valu**
Strand Street, Kanturk, Co. Cork.
Telephone: 029 50069
Facsimile: 029 50322

☐ **Twohigs Super Valu**
Bridge Street, Abbeyfeale, Co. Limerick
Telephone: 068 31407
Facsimile: 068 32022

☐ **Twohigs Super Valu**
Church Street, Askeaton, Co. Limerick
Telephone: 061 392122
Facsimile: 061 392631

Dear Sir,

On behalf of the Twohig Group of three SuperValu s I wish to make the following points regarding the University of Limerick study on the Prevalence of Zero Hour contract amongst Irish Employers and their impact on Employees.

Its is recommended that the contract should reflect actual hours worked based on the average they worked in the previous six months – this may be problematic based on seasonal work environments.

A key concern for us would be the fact that after the employees normal hours are agreed in line with the above point if they are required to be available for extra hours they should be compensated by 25% which is not realistic and would be a real burden financially on us.

The recommendation of 72 hour notice to be given to Employees in relation to any extra hours to be worked or hours that may be cancelled is also unrealistic. People can ring in sick one hour before start of a shift which may leave us with no alternative other than to find cover for that shift.

If a staff member is asked to attend work with less than 72 hours notice they will be compensated by 150% which is absolutely unsustainable in our industry as well as many other industries given the regular necessity to find cover for sick leave at very short notice.

I would like to thank you for taking the time to read my letter.

Yours faithfully,

Bernie Collins
Group Financial Controller