

eTime Short Rest PRN Pay Rules

Rest Between Shifts (RBS) is not paid for scheduled alternative shifts that result in a return in less than 12 hours. RBS is paid when unscheduled shifts or extra hours beyond a scheduled shift occur, that result in return in less than 12 hours. In essence, the premium pay is associated with a change in the working conditions (time off) that was planned or relied on when the schedule is posted. What follows are all of the variations contemplated that may result in RBS premium pay. If there are situations you have that are not included, please contact HR to report it so clarification can be provided.

(Premium pay should be coded on the shifts that appear in red.)

	Mon	Tues	Wed	Comments
Example 1	Scheduled 0700-1930 12 hours Pays 12 hours pay code 60 straight time	Scheduled 0700-1930 12 hours Pays 12 hours pay code 60 straight time	Scheduled 0700-1930 12 hours Pays 12 hours pay code 60 straight time	Consecutive scheduled shifts are not eligible for <12 hour pay unless the shift is extended and the RN comes back in <10.5 hours.
Example 2	Scheduled 0700-1930 12 hours Pays 12 hours pay code 60 straight time	Extra shift 0700-1930 12 hours Pays 12 hours pay code 63 <12 hour return	Scheduled 0700-1930 12 hours Pays 12 hours pay code 60	The extra shift brings the RN back to an unexpected return in <12 hours. The extra shift should be paid as pay code 63. The RN was compensated for the <12 hour return shift on Tuesday so the regularly scheduled shift will be paid at straight time.
Example 3	Day Off	Extra shift 0700-1930 12 hours Pays 12 hours pay code 60 straight time	Scheduled 0700-1930 12 hours Pays 12 hours pay code 63 <12 hour return	Since the extra shift does not cause the RN to return to work in <12 hours, it is paid at straight time. The extra shift caused the RN to return to have an unexpected return to work in < 12 hours so the RN receives <12 hour premium pay on the Wednesday shift.
Example 4	Scheduled 0700-1930 12 hours Pays 12 hours pay code 60 straight time	Scheduled 0700-1530 8 hours. The RN extends the shift by 4 hours to 1930 Pays 8 hours pay code 60 straight time and 4 hours pay code 61 (1.5 x)	Scheduled 0700-1930 12 hours Pays 12 hours pay code 63 <12 hour return	Because the RN extended an 8 hour shift and this resulted in an unexpected return to work, RN receives the <12 hour premium pay on the Wednesday shift.
Example 5	Scheduled 0700-1930 12 hours Pays 12 hours pay code 60 straight time	Scheduled 1100-1930 8 hours Pays 8 hours pay code 60 straight time	Scheduled 0700-1930 12 hours Pays 12 hours pay code 60 straight time	These consecutive scheduled shifts are all paid at straight time as part of an 8/12 hour alternative shift mix.
Example 6	Extra shift 0700-1930 12 hours	Scheduled 0700-1930 12 hours	Extra shift 0700-1930 12 hours	Since the first extra shift does not cause the RN to return to work in <12 hours, it is paid at straight time.

	Mon	Tues	Wed	Comments
	Pays 12 hours pay code 60 straight time	Pays 12 hours pay code 63 <12 hour return	Pays 12 hours pay code 63 <12 hour return	The extra shift caused the RN to return to have an unexpected return to work in < 12 hours so the RN receives <12 hour premium pay on the Tuesday shift. The Wednesday extra shift causes an unexpected return to work so the RN receives < 12 hour differential.