



18 July, 2013

Mr John Delamere,  
Head of Corporate Employee Relations Services,  
Health Service Executive,  
63-64 Adelaide Road,  
Dublin 2.

**Re: Implementation of Haddington Road Agreement in respect of Student Nurses  
undertaking their 36 week 4<sup>th</sup> year Clinical Placement**

Dear John,

I refer to your office's correspondence concerning the impact that increasing the working week for 4<sup>th</sup> year student nurses undertaking their 36-week clinical placement from 37 and a half hours to 39 hours would have on their hourly rates of pay, as regards compliance with minimum wage legislation.

I wish to confirm that the increase in the working week for qualified nursing staff from 37.5 hours to 39 hours under the Haddington Road Agreement is also to apply in the case of 4<sup>th</sup> year student nurses undertaking their clinical placement. This increase in working hours requires an increase in the salary scales for these students in order to comply with the minimum wage legislation.

The national minimum wage legislation specifies tiered rates which apply to employees who are over 18 and undergoing a course of structured training or directed study. The following rates are applicable since 1 July 2011:

- First one-third of training course €6.49 per hour (75% of national minimum wage)
- Second one-third of training course €6.92 per hour (80% of national minimum wage)
- Final one-third of the training course €7.79 per hour (90% of national minimum wage).

Sanction has been received from the Department of Public Expenditure and Reform for a revision of the pay scales for student nurses to ensure compliance with the minimum wage legislation (encompassing all existing liabilities and any arrears due) and to maintain the existing relativities between 'general' 4<sup>th</sup> year students (including children's/midwifery/intellectual disability) and mental health students. I am, therefore, to convey approval for the following pay scales in respect of these students with effect from 1 July 2013:

**Salary Scales for 'General'\* Student Nurses undertaking 36 week 4<sup>th</sup> Year Clinical Placement**

First one-third (12 weeks) - €6.49 per hour, giving an annualised salary of €13,207.28  
Second one-third (12 weeks) - €6.92 per hour, giving an annualised salary of €14,082.34  
Final one-third (12 weeks) - €7.79 per hour, giving an annualised salary of €15,852.81

\*Including Midwifery, Children's and Intellectual Disability.

**Salary Scales for Mental Health Student Nurses undertaking 36 week 4<sup>th</sup> Year Clinical Placement**

First one-third (12 weeks) - €6.64 per hour giving an annualised salary of €13,512.53  
Second one-third (12 weeks) - €7.08 per hour giving an annualised salary of €14,407.94  
Final one-third (12 weeks) - €7.97 per hour giving an annualised salary of €16,219.11.

The annualised salaries are based on a 52.18-week year and a 39 hour week.

It is necessary, in addition to applying the rates sanctioned to the 39 hour week with effect from 1 July 2013, to ensure that 'general' students who were in final one-third of their placements prior to that date are given the benefit of the €7.79 hourly rate (€7.97 for mental health students) with effect from the commencement of the final one-third of their placements. Sanction is conveyed where any such adjustments are necessary or where any other arrears are due. Typically these might arise in respect of the last two weeks of June, given that most placements commenced in early January.

The Department is satisfied that the increase in hours worked and related reductions in agency and overtime costs will meet the costs involved and also deliver some savings.

I would be grateful if you could arrange for the revised scales and the requirement to pay the €7.79 hourly rate, or €7.97 for mental health students, for the duration of the final third of the placement to be applied by the relevant employers.

Yours sincerely



Fergal Goodman  
Principal Officer  
National HR