



Stiúrtóir Náisiúnta,
Acmhainní Daonna

Feidhmeannacht na Seirbhíse
Sláinte Ospidéal Dr. Steevens',
Baile Átha Cliath 8, D08 W2A8

National Director
Human Resources

Health Service Executive,
Dr Steevens' Hospital,
Dublin 8, D08 W2A8

www.hse.ie
[@hselive](https://twitter.com/hselive)

t 01 635 2319
e nationalhr@hse.ie

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- Each Assistant Chief Finance Officer**
- Each Hospital Group CEO**
- Each Hospital Group Director of HR**
- Each Chief Officer CHOs**
- Each Head of HR CHOs**
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- Each CEO Section 38 Agencies**
- Each HR Manager Section 38 Agencies**
- Each Employee Relations Manager**
- Each Group Director of Nursing & Midwifery**
- Each Group Director of Midwifery**
- Each Clinical Director**
- Director National Ambulance Service**

From: Anne Marie Hoey, National Director of Human Resources

Date: 24th February 2023

Subject: HR Circular 007/2023 - Measures relating to final-year nursing and midwifery students' internships.

Dear Colleagues

Please find attached a copy of Department of Health Circular 01/2023 *Measures relating to final-year nursing and midwifery students' internships* (**Appendix A**) which updates certain measures applying to final-year student nurses/midwives during their internship placements. These measures are further to the Longer-Term Review of Matters relating to Student Nurses and Midwives (McHugh Report).

The circular revises the final-year nursing and midwifery interns' salary to 80% of point 1 of the payscale of the relevant Staff Nurse/Midwife cohort. The implementation date for this increase is 1st January 2023. Appendix 1 of the DoH Circular sets out the revised internship annualised salaries in respect of each grade code.

This supersedes the pay arrangements set out in [HSE HR Circular 005/2016](#) for final-year student nursing/midwifery internship placements. The incremental credit provisions set out in HSE HR Circular 005/2016 will continue to apply.

Additionally, the circular provides that where uniforms are required for final-year student nurses and midwives, two (2) additional uniform tunics should be provided by the employer in advance of the internship placement.

Please ensure that this Circular is brought to the attention of all relevant managers and staff in your area of responsibility including Payroll Managers.

Queries

Queries from individual employees or managers regarding these arrangements should be referred to local HR Departments/Employee Relations Departments. Please note that the National HR Help Desk is also available to take queries on 1850 444 925 or email: ask.hr@hse.ie

Queries from HR Departments on nursing matters related to this circular may be referred to John Scott, Office of the Nursing & Midwifery Services Director, Dr Steevens' Hospital, Dublin 8. Tel: (01) 635 2241 Email: john.scott@hse.ie.

Queries on HR matters related to this circular may be referred to National Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2 Tel: 01 6626966, Email: info.t@hse.ie

Yours sincerely



Anne Marie Hoey
National Director of Human Resources