



Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhísí Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

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To: Chief Executive Officer
Each National Director
Each Assistant National Director HR
Each Hospital Group CEO
Each Hospital Group Director of HR
Each Chief Officer CHOs
Each Head of HR CHOs
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
Nursing & Midwifery Services Director

From: Anne Marie Hoey, National Director of Human Resources

Date: 15th July 2020

RE: HR Circular 048/2020 Sanction for the extension of temporary hiring of Student Nurse/Midwives Year 1-3 and Year 4 as Health Care Assistants

Dear Colleagues

I refer to the HR Memo which was issued by National HR on 7th April 2020 regarding a temporary new grade code and pay arrangements for Health Care Assistant (Student Nurse/Midwife COVID-19) within the Patient & Client Care staff category, and to [HR Circular 028/2020](#) regarding temporary new grade codes and pay arrangements for 4th Year Student Nurse/Midwife Interns within the Nursing & Midwifery staff category.

I wish to confirm that the Department of Health has confirmed approval to extend the current sanction for Student Nurse/ Midwife (Years 1-3) and Student Nurse/Midwife Interns (Year 4) on COVID-19 HCA salary as follows:

1. Temporary HCA contracts for 1st, 2nd, 3rd year Nursing and Midwifery Students that were part of this existing initiative will have their temporary contracts extended until 31st August 2020. It shall only apply to those 1st, 2nd and 3rd year students who took up the temporary HCA roles per the original sanction.
2. The HCA pay scale shall also continue to apply to all 4th Year Nursing and Midwifery Interns, including 4th Year Children's and General Interns that are completing the 2020 'Student Nurse/Midwife' internship placement. The HCA pay scale shall also continue to apply to this 2020 cohort in taking up 'Awaiting Registration' posts prior to being employed as a Staff Nurse/ Midwife, for an expected period of 6 weeks;

Of note;

- a) the current grade codes issued as set out in the HR Memo of 7th April and Circular 028/2020 continue to apply, and must be implemented, along with recording at 100% of WTE value for all students for all years, for subsequent financial allocation;
- b) Confirmation of grade code assignment in relation to Student Nurse/Midwife Interns (4th Year) moving from pre-registration Nurse/ Midwife Intern (COVID-19) to 'Awaiting Registration' (for the 6 week period noted above) will issue under separate cover.

Yours sincerely



Anne Marie Hoey
National Director Human Resources



“To view the Health Services People Strategy 2019 - 2024 please click [here](#).”
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