



**Stiúrthóra Náisiúnta,
Acmhainní Daonna**

Feidhmeannacht na Seirbhísí
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- Each Group Director of Midwifery**
- Each Clinical Director**
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From: Anne Marie Hoey, National Director of Human Resources

Date: 14th July 2022

Subject: HR Circular 021/2022 - Financial Support for Nurses/Midwives
Returning to Practice

Dear Colleagues,

I refer to the initiative introduced in 2000, by the Minister for Health and Children to provide financial support for nurses/midwives returning to practice (Circulars 151/2000, 29/2003, [14/2005](#) and [026/2015](#) refer).

The revised arrangements for the implementation of the return to practice initiative are effective for those nurses/midwives undertaking the return to nursing/midwifery practice courses commencing on or after 1st of September 2022 subject to the financial resources being available.

The Nursing and Midwifery Planning and Development Units will oversee the administration of the NMBI approved return to nursing/midwifery practice course, which will be delivered by the local Centres of Nursing and Midwifery Education.

The following revised procedures for the administration of the initiative will apply:

- 1) A non-means tested grant of €1,500 towards the overall costs involved in attending the course will be provided to participants at the end of the return to practice course. Any participant who fails to fully complete the programme will not be entitled to the payment.

Nurses/Midwives who successfully complete the return to practice course and who complete 12 months full time employment or equivalent within 3 continuous years within the public health service will be entitled to receive a further bursary of €1,500.

- 2) Advice from Office of Revenue Commissioners indicates the first €1,500 is tax free while the second is subject to deductions at source under the PAYE system.
- 3) Applications to undertake the return to practice programme will be processed by the Centres for Nursing and Midwifery Education in accordance with agreed criteria.
- 4) Participation on the course is not reckonable for pension or leave purposes, nor is it deemed as service for the purpose of incremental credit.
- 5) The payment of the grant and the bursary will not apply to:
 - (i) Nurses/midwives who are currently employed in the public health service and who wish to move to a different area of practice, or
 - (ii) Nurses/midwives who are in receipt of another payment from the public health service, or
 - (iii) Nurses/midwives who have received financial assistance under this initiative with the previous 5 years.

This circular will be reviewed in 3 years.

Queries

Any queries in relation to this circular should be addressed to John Scott in the Office of the Nursing and Midwifery Services, Dr Steevens' Hospital, Dublin 8. Tel: 01 6352241. Email: john.scott@hse.ie

Yours sincerely



Anne Marie Hoey
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