

4<sup>th</sup> March 2016

**TO:** Each Member of the Directorate and Leadership Team  
Each Assistant National Director, HR  
Each Chief Officer, CHO  
Each Hospital Group CEO  
Each CEO Section 38 Agency  
Each HR Manager Section 38 Agency  
Each Hospital Group HR Director  
Each Employee Relations manager

**FROM:** **Rosarii Mannion, National Director of Human Resources**

**RE:** **HSE HR Circular 005/2016 – Revised Salary Scales for Student Nurses**

Dear Colleagues,

I attach correspondence from the Department of Health (Circular 4/2016) which advises of a revision of pay for Student Nurses (General/ Midwife/ Childrens/ Intellectual Disability) in respect of their 36 week placement period to a payment rate of 70% of the first point of the Staff Nurse scale.

The rate for Student Mental Health Nurses is also sanctioned at 70% of the Mental Health Staff Nurse scale.

I also attach correspondence from the Department of Public Expenditure and Reform approving the award of incremental credit in respect of the 36 week placement period for trainee nurses currently on placement or who will be assigned a placement position after 1<sup>st</sup> March 2016 and who take up nursing positions in the public health service on qualification and registration.

These new arrangements are with effect from 1<sup>st</sup> March 2016.

Please ensure that the contents of this Circular are brought to the attention of all relevant staff, with particular reference to Payroll and Superannuation sections, in your area of responsibility.

**Queries:**

Employee and Managers are invited to address any queries that they may have regarding these arrangements to their local HR Department.

Queries from HR Departments may be referred to Mr. John Delamere, Employee Relations Advisory Services, HR Directorate, HSE, 63/64 Adelaide Road, Dublin 2. Tel: 01-6626966, Email: [info.t@hse.ie](mailto:info.t@hse.ie)

Yours sincerely,



---

**Rosarii Mannion**  
**National Director of Human Resources**

Our Ref: DPE092/10/2015

Ms Teresa Cody  
Assistant Secretary  
National HR Division  
Department of Health  
Hawkins House  
Dublin 2

19 February 2016

**Proposals re: i) Pay Rate for 4<sup>th</sup> Year Trainee Nursing Placement and ii) Incremental Credit**

Dear Teresa

I refer to your letter of 21 January 2016 in relation to your Department's proposals on the above matters which arise in the context of the Chair's note attaching to the Lansdowne Road Agreement that provided for engagement with the Nursing unions to consider the extent to which these issues may have a bearing on nurse/midwifery recruitment.

It is noted that arising from this engagement process with the unions concerned your Department is now seeking sanction to: i) revise the current payment of Trainee Nurses in respect of their 36 week placement period to a payment rate of 70% of the first point of the Staff Nurse scale and ii) award incremental credit in respect of the 36 week placement period to those Trainees who have or will subsequently take up nursing positions in the public health service on qualification and registration.

In this regard I am to say that the Minister for Public Expenditure & Reform has approved the following arrangements:

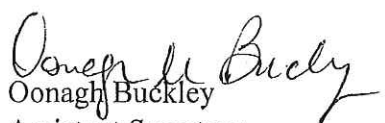
- the payment rate for the Trainee Nurses may, with effect from 1 March 2016, be revised to 70% of the first incremental scale point of the current Staff Nurse salary rate, and
- the award of incremental credit in respect of the 36 week placement period for those trainee nurses who are currently on placement or who will in the future be assigned to a placement position after 1 March 2016 and who take up nursing positions in the public health service on qualification and registration and for this arrangement to take effect from 1 March 2016.

This approval is subject to your Department putting in place a review mechanism to establish whether this arrangement has resulted in an increase in the retention rates of trainee nurses in 2016 and 2017.

The question of extending sanction to the application of the 36 week incremental credit award to post-2011 trainee nurses not in receipt of such credit and currently employed in the public health service may be reviewed on foot of the outcome of the review mechanism referenced above. Any such arrangement will be subject to criteria to be drawn up by the Department of Health and agreed with this Department.

Future funding will be provided for these measures in the context of the estimates process.

Yours sincerely

  
Oonagh Buckley  
Assistant Secretary  
Pay, IR and Pensions Division



**An Roinn Sláinte**

DEPARTMENT OF HEALTH

Circular 4/2016



1<sup>st</sup> March 2016

Ms Rosarii Mannion  
National Director of Human Resources  
Health Service Executive  
Dr Steevens' Hospital  
Dublin 8

**Revised Salary Scales for Student Nurses**

Dear Rosarii

I am to convey the Minister's approval for the revision of pay for Student Nurses (General/Midwife/Childrens/Intellectual Disability) in respect of their 36 week placement period to a payment rate of 70% of the first point of the Staff Nurse scale.

Similarly, the rate for Student Mental Health Nurses is sanctioned at 70% of the first point of the Mental Health Staff Nurse scale.

These new rates of pay are with effect from 1<sup>st</sup> March 2016.

Please ensure that this circular is brought to the attention of all necessary staff in the HSE, and in agencies funded under Section 38 of the Health Act 2004.

Yours sincerely

Lara Hynes  
Principal Officer, National HR

**Nurses undertaking their 36 week 4<sup>th</sup> year Clinical Placement (wef 1/03/2016)**

Student Nurse General/Midwife/Childrens/Intellectual Disability (Degree Students – Rostered Placement)	€19,238.10 (annualised)
Student Mental Health Nurse (Degree Students – Rostered Placement)	€19,685.40 (annualised)

Tús Áite do  
Shábháilteacht 1 Othar  
Patient Safety First



Cuirfear fáilte roimh chomhfhreagras i nGaeilge

**An Roinn Sláinte/Department of Health**

Teach Haicín Baile Átha Cliath, D02 VW90  
Hawkins House Dublin, D02 VW90

**Fón/Tel** (01) 635 4000

**Facs/Fax** (01) 635 4001

**R-phost/Email** info@health.gov.ie

**Suíomh Gréasáin/Web** www.health.gov.ie

♻️ Páipéar Athchúrsáilte/Printed on Recycled Paper

