



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

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HSE HR Circular 11/2008

**To: National Directors, HSE
All CEO/Secretary/Managers, Voluntary Hospitals/Agencies
Each Assistant National Directors of HR
Each Network Manager
Each Local Health Office Manager**

14th April 2008

Re: Starting pay for nurses who were sponsored to undergo the nursing degree programme

I refer to the arrangements in place in respect of starting pay for public health service employees sponsored as nursing students who are subsequently appointed as Staff Nurses.

HSE HR Circular 009/2006 on the Sponsorship for Public Health Service Employees wishing to train as Nurses/Midwives provides:

"A public health service employee who is sponsored in accordance with the terms of this circular will remain on the payroll of his/her public health service employer. S/he will retain his/her existing substantive salary throughout the four years of the nursing degree programme, and will continue to be entitled to normal incremental progression up to the maximum of that scale, up until full registration with An Bord Altranais and the taking up of duty as a staff nurse."

There is no provision in this circular in relation to the starting pay which applies to these employees when they commence employment as a fully registered staff nurse.

HSE HR Circular 014/2006 on Arrangements for Undergraduate Nursing Students Undertaking the Continuous Twelve Month Rostered Clinical Placement contains the following provision in relation to *Incremental Credit* (s4):

"Students will receive incremental credit for the rostered year. On successful completion of the degree programme and registration with An Bord Altranais and on commencement of employment in the public health service he/she will be paid at the second point of the staff nurse scale".

In response to enquiries, it has been agreed that employees who were sponsored to undergo the nursing degree programme should, upon appointment as a Staff Nurse, be assimilated on the nearest monetary point of the Staff Nurse salary scale based on their existing salary.

This should apply for a current date.

Yours sincerely,

A handwritten signature in cursive script, appearing to read "Martin McDonald".

Martin McDonald
National Director of Human Resources