

4th 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 1st March 2016 and who take up nursing positions in the public health service on qualification and registration.

These new arrangements are with effect from 1st 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

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 4th 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:

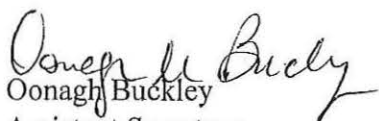
- the payment rate for the Trainee Nurses may, with effect from 1 March 2016, be revised to 70% of the first incremental scale point of the current Staff Nurse salary rate, and
- the award of incremental credit in respect of the 36 week placement period for those trainee nurses who are currently on placement 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



1st 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

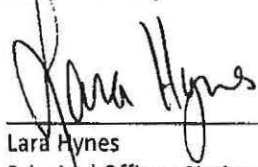
I am to convey the Minister's approval for the revision of pay for Student Nurses (General/Midwife/Childrens/Intellectual Disability) in respect of their 36 week placement period to a payment rate of 70% of the first point of the Staff Nurse scale.

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 1st 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 4th 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 **1** 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 Adchúrsáilte/Printed on Recycled Paper

