



To: Each Nursing and Midwifery Internship Student

Ref: Temporary Variation in Terms and Conditions of Service

Dear Nursing and Midwifery Internship Student,

As you may be aware, the Minister for Health announced the temporary hiring of nursing and midwifery students as Health Care Assistants as part of the national public health emergency response to COVID-19.

Giving effect to this, the Department of Health has conveyed sanction to the HSE on the basis of all nursing and midwifery students taking up these roles will be paid on the first point of the Health Care Assistant salary scale (€28,493 annualised) for a period of 3 months. The hiring of the 1st to 3rd years is currently underway.

The approach being taken to our 4th year nursing and midwifery internship students, recognising that you are already part of our team, is that you will remain in your current roles in existing placement locations. Acknowledging the additional support, you will provide to our response in COVID-19 and to simplify the process we are advising of a **Temporary Variation to the Terms and Conditions of Service**, whereby the **only** change that will be made is a change to your current salary, to reflect an increase to the first point of the HCA salary scale (€28,493 annualised) for a period of 3 months.

The effective date for this change is April 14th 2020. For any 4th year internship students yet to start their 4th year internship, whereby their start date is after the effective date of 14th April, remuneration on the HCA salary scale as above, will take effect from their start date. Regardless of start date, the 3-month period under this

temporary provision will remain constant (i.e. 3-months from the effective date of 14th April).

As a temporary arrangement for 3 months, specifically in response to COVID-19 as a national public health emergency, unless otherwise notified, this temporary variation to the terms and conditions of service will cease automatically at the end of the three-month period and your previous terms and conditions (i.e. Salary of €21,322 annualised) will apply.

I would like to take this opportunity to recognise the valuable contribution that you are making as part of our health family in our collaborative response to COVID-19.

Should you have any queries in regard to this communication, in the first instance direct them to your Director of Nursing/ Midwifery, and/or local Human Resources Manager.

With kindest regards



Ms Anne Marie Hoey
National Director Human Resources



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

Need information and advice on COVID-19 Go to www.hse.ie/coronavirus