



Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna

Feidhmeannacht na Seirbhísí Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

Office of the National Director of Human Resources

Health Service Executive
Dr. Steevens' Hospital
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17th November, 2020

PQ32484/20 To ask the Minister for Health the placements within the health service that student nurses are paid for and those they are not; the estimated cost of payments and number of recipients for any paid placement; if he will provide details of other classifications of students that undertake paid and or unpaid placements within the health service; the number of same; and if he will make a statement on the matter.
-David Cullinane

Dear Deputy,

I refer to your recent parliamentary questions above which was sent to the HSE for reply.

The 'Arrangements for undergraduate Nursing/Midwifery Students Undertaking the Continuous Thirty Six Week Internship', as detailed in HSE Circular 020/2009, outline the rights and entitlements in place for 4th year student nurses and midwives on internship placement. It should be noted that these students are employees of the health service.

Student Nurses and Midwives in years 1-3 of their studies are supernumerary students on clinical practice placement and are not employees. This status is critical to enable the student engage fully in the clinical learning experience.

This blend of the opportunities afforded by the design of the undergraduate nursing and midwifery programme facilitates both the engagement in clinical educational experience as a supernumerary student whereby the focus is solely on the educational experience / opportunities of the practice placement, alongside the direct employment/clinical practice experience offered during paid internship.

As an exceptional initiative this year, as part of the initial response to COVID-19, Student Nurses and Midwives, years' 1-3 were recruited as Healthcare Assistants (HSE HR Circular 28/2020) while Student Nurses and Midwives' supernumerary clinical practice placements were temporarily suspended. This temporary scheme was put in place whereby these students were offered employment by the HSE as Health Care Assistants. These supernumerary clinical practice placements will resume as expected based on the requirement for undergraduate nursing and midwifery programmes.

As part of this temporary scheme Student Nurses and Midwives on internship (which is the paid clinical placement in the 4th year of the programme) were also temporarily paid as Health Care Assistants, and will continue to do so until completion of the internship period, which upon successful completion, precedes registration with the Nursing and Midwifery Board of Ireland (NMBI).

No. of salaried Students	Student Salary	No. of paid weeks	Annual cost	PRSI ER – 11.05%	Total
1,627 x	€21,749 x	36/52 =	€24,497,739 +	€2,572,262	€27,078,000

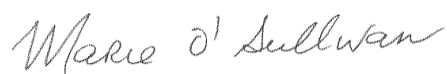
Staff Category /Group	No. Aug 2020
HCA Student Nurse Interns (year 4)	1,341
HCA Student Nurse Interns (year 1-3)	1,043

Other classifications of students that undertake paid and/or unpaid placements within the health service are Health & Social Care Professional trainees. During the course of their training Health & Social Care Professionals, from 13 disciplines obtain unpaid placements during the duration of their Degree Programmes. These placements are unpaid and students are placed from their colleges. As per HSE HR Circulars 06B/2008 and HR Circular 016/2014 Student Medical Scientists receive paid placements. For the period Jan- Oct 2020, 90 Medical Science placements are costed at * €1,027,673.

*This rate of pay has been determined by HSE Circular 005/2016 and is updated in accordance with consolidated pay scales issued on 01st Oct 2020.

**Source Data from HSE HSCP Professions Practice Placement*

Yours sincerely,



Marie O'Sullivan
National HR