

PNIS/MD

25 September 2015

Mr John Delamere
National HR, Health Service Executive
Corporate Employee Relations Service
63-64 Adelaide Road
Dublin 2
john.delamere@hse.ie

Re: Pay Rates Student Nurses and Midwives

Dear Mr Delamere,

I refer to our meeting of today's date 25 September, relating to the implementation of the Chairman's note re: pay rates for the 36 week placement, the payment rate for post qualification pre-registration period and incremental credit for student nurses and midwives.

The trade unions representing the student nurses and midwives, the INMO, SIPTU Nursing and the PNA attended today's meeting and set out the issues which currently mitigate against recruitment and retention of newly qualifying and newly qualified nurses and midwives.

The unions reiterated matters requiring correction such as: -

1. the pay rate for the 36 weeks;
2. the payment rate for post qualification pre-registration period; and
3. the restoration of incremental credit for the 36 weeks of clinical placement as employees in Year 4.

The unions proposed a number of options to connect all of these claims and advised the employer that we are willing to open negotiations with a view to robustly advancing these issues, which currently are impeding recruitment and retention of nursing and midwife grades in the Irish public health service.

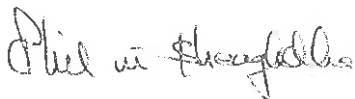
It is important to note that recent endeavours to attract nurses from the UK have not yielded results and there is a great deal of urgency attached to this issue considering the numbers predicted to retire in 2015 and also the continuous haemorrhage to both the Irish private health sector and the UK health sector.

As stated, we are willing to have a robust engagement and explore mechanisms to aid the recruitment and retention of this category of employee to the Irish health service. You have

committed to reverting to us with a decision as to whether or not the Irish health service is in a position to have this conversation/discussion no later than 16 October.

Please be advised that we will now notify our collective membership of same and will request that all efforts are made to engage with the trade unions in respect of these matters, to ensure the joint aim of retention and recruitment of recently qualified and qualifying nurses and midwives is achieved

Yours sincerely



**Phil Ni Sheaghda,
INMO**



**Kevin Figgis,
SIPTU Nursing**



**Aisling Culhane
PNA**