Student Public Health Nurse (PHN) Recruitment Scheme (Sponsorship Programme) 2027/28

The HSE offers sponsorship for registered nurses who want to become **Public Health Nurses (PHNs)**.

- The programme lasts **1 academic year** and starts each **September**.
- Applications are made through a **joint national process** involving the HSE and participating universities.
- Successful applicants receive **HSE sponsorship** while they study. This means:
    - The HSE pays your **course fees**.
    - You keep your current **staff nurse salary point** while on the programme, based on your confirmed nursing experience.
- The HSE will offer a **permanent job** in the area that sponsored you if you successfully complete the Public Health Nursing programme and qualify as a **Public Health Nurse**.
- In return for receiving sponsorship, you must agree to work as a Public Health Nurse in that same area for at least **18 months** after you are registered with the **NMBI**.

Who Can Apply?

You must be registered (or eligible to register) with the **Nursing and Midwifery Board of Ireland (NMBI)** and meet the following requirements:

A: Be registered as a General Nurse (RGN) **and** Have at least **2 years' post-registration experience** as a General Nurse.

OR

B: Be registered as a General Nurse (RGN) **and** in another nursing/midwifery division (Midwife, Children's Nurse, Intellectual Disability Nurse, or Psychiatric Nurse). **And** Have at least:

- **12 months' post-registration experience as a General Nurse**, and
- **12 months' post-registration experience** in your second nursing qualification.

AND in addition, all candidates must meet part C of the criteria

C: You must also meet the academic entry requirements of the university. You must provide evidence of study at Irish National Framework of Qualifications (NFQ) Level 8 (Honours Degree/Level 8 Higher Diploma) or above (Level 9 award) by providing an academic transcript.

Don't meet the academic requirements? You may still be considered through the **Accreditation of Prior Experiential Learning (APEL)** process, which recognises relevant work and life experience.[LINK]

Recruitment Campaign

Future campaign dates for the **2027/28 intake** will be announced by the HSE. This is planned for December 2026.

- The next programme intake is **September 2027**
- The **Student Public Health Nurse (PHN) Recruitment Scheme** will be advertised in December 2026. The link to the application form will be available here **from 7th December 2026**.

How to Apply

Applications are made directly to the **HSE** via the National Recruitment Service.

Successful candidates will be assigned to one of PHN geographical area and to one of the universities delivering the postgraduate Public Health Nursing programme:

- **University College Cork (UCC)**
- **University College Dublin (UCD)**
- **University of Galway**

University placement is based on the geographical area of the relevant Director of Public Health Nursing.

What Will I Need to Submit at Application Stage?

1. Academic Transcript

You must provide proof of study at **NFQ Level 8 (Honours Degree/Higher Diploma)** or **Level 9 (Postgraduate)** by submitting an **official academic transcript**.

An academic transcript:

- Is issued by a college or university.
- Shows your final qualification and grades for all modules completed.
- Must be an official transcript.

Important: Your graduation certificate (parchment) is **not** an academic transcript.

If your document is not called an academic transcript or does not show that your award was at NFQ Level 8 or above, you must provide a letter from the college/university confirming it is equivalent.

2. APEL Form (if required)

You must complete an **APEL** application if you:

- Do not have an NFQ Level 8 qualification or higher.
- Cannot provide a complete academic transcript.
- Are unsure of the level of your qualification.
- Cannot confirm your qualification is equivalent to Irish NFQ Level 8.
- Link to further information on **APEL**

3. English Language Requirements

If English is not your first language, you must provide proof of English proficiency, such as a valid **IELTS** certificate.

4. Right to Work Documentation

If you are a non-EEA citizen you must provide evidence of your permission to work in Ireland

Work Permits: Examples of acceptable work permits: Stamp 1, Stamp 1G, Stamp 4, Stamp 5, or Stamp 6. Please note we cannot accept a Critical Skills Employment Permit for entry on the PHN Sponsorship Programme

Relevant permissions must remain valid up to and including commencement of the programme in September 2027. Please refer to Appendix 2 of the Additional Campaign Information for further details

---

In Summary

To apply, you need:

✓ Appropriate nursing registration and experience
✓ An academic transcript (or APEL application if required)
✓ English language proficiency (if English is not your first language)
✓ Right-to-work documentation (if you are a non EEA citizen)

The programme provides a sponsored route for experienced nurses to qualify as Public Health Nurses within one year.

Additional Resources

- **Contract**

- **APEL**
- DOH Circular Sponsorship of Student Public Health Nurses – HSE HR Circular 008.2015
- Map with allocation of HEIs

Enquiries: Grainne Ryan – National Lead for Public Health Nursing

Phone: 087 618 4972

Email: grainnea.ryan@hse.ie