

ANNUAL REPORT 2015

An Bord Altranais agus Cnáimhseachais na hÉireann



Bord Altranais agus
Cnáimhseachais na hÉireann
Nursing and Midwifery Board
of Ireland



Contents

Presidential Address	2
Overview by the CEO	4
Education and Training Directorate 2015	6
Administration and Financial Statements 2015	17
Registration Directorate 2015	38
Fitness to Practise Directorate 2015	45
Appendices	50

Presidential Address

I am pleased to publish the An Bord Altranais agus Cnáimhseachais na hÉireann, the Nursing and Midwifery Board of Ireland (NMBI) Annual Report for 2015 following a challenging year, but one of notable progress.

As a registered nurse, I have a strong sense of the significant transformation that is taking place across the professions and, over my time as President of NMBI, I am pleased to have been part of the most notable shift in the professional landscape in over 25 years with the introduction and implementation of the Nurses and Midwives Act 2011.

Protecting patients and the public is at the core of the new legislation and this continues to be at the heart of what the NMBI does. It is also a key objective of the Board to utilise the framework of statutory regulation to strongly support nurses and midwives and this is happening through many initiatives undertaken as required by the Act.

Highlights included the new Practice Standards for Midwives that were launched in May 2015 during Midwives Week, with the new standards focused on developing a process for continuously improving the skillsets of midwives and to ensure these are based on best-evidence and service-need. The Scope of Nursing and Midwifery Practice Framework Revision Project was also completed in 2015, resulting in the publication and launch of a revised Scope Framework for the professions. In late 2015 the Board also approved the revised Standards and Requirements for both nurse and midwife registration education programmes. These will take effect in 2018.

Through various measures, including enhanced website functionality, additional staff appointments and ongoing process improvements, NMBI made headway in 2015 managing the huge influx of registration applications received. This facilitated new nurses and midwives entering the Irish health system to support much-needed services.

2015 was not without its challenges, including managing the finances of the organisation to ensure the Board could continue to meet its growing obligations under the new Act 2011. The Board of NMBI published recommendations in 2015 following an independent review of the organisation that covered financial resources and funding, change management, structure, IT systems, strategy, business planning and governance arrangements, with significant work and progress in relation to these issues ongoing. A new strategic plan is being developed and this will set out a vision and strategic imperative for NMBI over the next five years. The operational focus continues to be on re-organising NMBI at all levels to ensure it can meet its statutory obligations.

In 2015 NMBI continued to work closely with its stakeholders including the public, the Department of Health, the Health Service Executive, Voluntary Hospitals, Nursing Homes Ireland, the Higher Education Authorities and Nursing & Midwifery Planning and Development Units, trade unions and nurses and midwives of all grades.

In accordance with the 2011 Act which requires staggered Board membership, several members including myself saw their three-year term-of-office completed in December 2015. In conjunction with this, an election in November 2015, supplemented by new Ministerial appointments, resulted in new Board membership effective from 6th December 2015. All new appointments are for a term of five years. The first meeting of the newly constituted Board will take place in January 2016 at which time a new President will be elected.

I wish to acknowledge the contribution made by the previous CEO, Dr Maura Pidgeon, who has left NMBI to take up a new post abroad.

Ms Ursula Byrne, Director of Regulation, has taken on the post of Interim CEO pending the appointment of a new CEO.

Sincere thanks also to my fellow Board members and current and former members of the senior management team for their invaluable contribution to the evolution of the organisation over my tenure.

I particularly want to express my gratitude to the staff at NMBI who continue to show great professionalism, commitment, loyalty, team spirit and dedication during a time of huge change in the regulatory framework for the professions. They made what was a difficult job better with their unfailing courtesy and commitment to the work of NMBI.



A handwritten signature in black ink, appearing to read 'Paul Gallagher', with a stylized flourish at the end.

Mr. Paul Gallagher President
(to 5th December 2015)

Nursing and Midwifery Board of Ireland

Overview by CEO

2015 was a very busy and challenging year for the Nursing and Midwifery Board of Ireland (NMBI). Work continued on the implementation of the Nurses and Midwives Act 2011 throughout the year. In particular, 2015 saw the commencement of work to develop a scheme to support nurses and midwives in demonstrating their continued competence to practice in preparation for the commencement of Part 11 of the Act. This work will continue in 2016 and will involve consultation with key stakeholders.

NMBI is very pleased to report that the future of nursing and midwifery in Ireland looks strong with a growing number of applications from school leavers and mature applicants seeking a place on one of the four undergraduate nursing registration programmes (General, Psychiatric, Intellectual Disability and combined General and Children's nursing). Applications for places on the undergraduate midwifery registration programme were also up on previous years. In total, there were 9,246 applications for 1,570 places on all five programmes.

The Education Department continued its work in the area of curriculum approval and site visits relating to all registration programmes. The site visit process is an integral component of ensuring the quality of the student learning experience. It would not be possible without the very valued input of Board Members, Committee Members and other key stakeholders, in addition to the staff in the Education Department. Work on the approval of Post-registration Category 1 and Category 2 courses continued throughout the year. In addition, the Education Department embarked on a number of different projects

throughout the year, with the revision of the Standards and Requirements for the nurse registration education programmes and the midwife registration education programmes concluding in late 2015. Significant work on the development of the Practice Standards for Midwives and revision of the Scope of practice Framework also concluded in 2015. Other projects, as detailed in the Education and Training Directorate Report section of this document, are expected to conclude in 2016.

Changes in the health services in Ireland, particularly in relation to recruitment of nurses and midwives, impacted hugely on the work of the Registration Department especially in the second half of 2015. In addition to the 1,760 individuals who completed their nurse or midwife registration education programme in Ireland, applications from EU and non-EU countries increased by 144% on 2014 figures, with a total of 2,534 applications received. The application and assessment process was kept under continuous review and NMBI engaged with key stakeholders in efforts to make the process more timely and efficient whilst not compromising standards for entry to the Register of nurses and midwives. The Call Centre operated on behalf of NMBI expanded its services in October 2015 to include the answering of queries from overseas applicants, with 4,463 such calls being dealt with between October and year end. The Board of NMBI also approved on a pilot basis an Aptitude Test developed by RCSI as an alternative to Adaptation and Assessment for those general nurses from overseas who were required to undertake a compensation measure. NMBI is

pleased to welcome nurses and midwives from twenty EU and twenty nine non-EU countries on to the Register of nurses and midwives and wishes them well in their careers in Ireland. They are a very valuable addition to the healthcare workforce in Ireland.

The Fitness to Practise Directorate continued to deal with complaints received against nurses and midwives under both the Nurses Act, 1985 and the Nurses and Midwives Act 2011. The outstanding complaints considered under the 1985 Act remain to be brought to final conclusion due to factors outside the control of NMBI, particularly factors involving the criminal justice system. Eleven Inquiries were held in 2015 over nineteen days.

The Preliminary Proceedings Committee, newly established under the Nurses and Midwives Act 2011, continued its work considering complaints against nurses and midwives. Whilst the number of complaints showed an increase on 2014 figures, overall the figures for 2015 are in keeping with the average number of complaints per year over the last ten years (71 per year). This represents a very small percentage of those on the Register of nurses and midwives who are the subject of a complaint. The complaints sent forward for further investigation by the Fitness to Practise Committee represent approximately one third of complaints where a decision was made by the PPC. Fitness to Practise inquiries under the 2011 Act are held in public unless the Fitness to Practise Committee is satisfied that it would be appropriate in the circumstances to hold the inquiry in private. Of the ten inquiries held in 2015, six were in public, three in private and one partly in private.

2015 was not without its challenges for NMBI. Issues surrounding the rate of the Annual Retention Fee for 2015 and funding of the implementation of the Nurses and Midwives Act 2011 continued throughout the year. In this regard, NMBI engaged on an on-going basis with key stakeholders in an effort to find solutions to some of the challenges that the organisation was facing. In particular, NMBI met with the

Department of Health in this regard. This engagement will continue into 2016 with a view to developing a sustainable financial plan for the next three years.

Throughout the year, a number of permanent, contract and agency staff moved to other employment. They are thanked for all their hard work and contribution to the role of NMBI during a very busy year. The Chief Executive Officer, Dr. Maura Pidgeon, left NMBI in October to take up a new position overseas. She is wished every success in her new post. All staff in NMBI have contributed hugely to the work undertaken in the organisation in all areas. Their dedication to ensuring the core functions of NMBI continued to be carried out effectively and efficiently and their willingness to assist colleagues during a time of multiple staff and organisational changes is acknowledged and much appreciated. I would also like to remember our colleague and friend, Margaret Tynan, who worked for many years in the Registration Department and who died suddenly in December 2015. May she rest in peace.

The Elections for new members of the Board took place in November 2015, with the use of e-Voting again proving very efficient. A lot of very positive feedback was received. The low percentage of voters as compared to those on the Register of nurses and midwives continues to prove a challenge for NMBI. Additional new Board members were appointed by the Minister in December 2015. The executive and staff of NMBI look forward to working with the new Board and President, who will be elected in January 2016, during the coming year.

Ursula Byrne

Interim Chief Executive
(from 9th October 2015).

Education and Training 2015

The Nursing and Midwifery Board of Ireland (NMBI) as required by the legislation continues to promote high standards of professional education, training and practice and professional conduct among nurses and midwives to ensure the protection of the public, throughout 2015. In the Education and Training functions assigned to it, it has continued to prescribe the manner in which and the conditions under which the registration/degree programme for General, Psychiatric, Intellectual Disability, Children's and General Nursing (Integrated) and Midwifery programme are provided. The concern of the NMBI in the protection of the public acknowledges the issue of quality in education, clinical practice of nurses and midwives and the need for practice to be grounded in appropriate current evidence.

In keeping with its responsibility for protecting the public NMBI continues its commitment to the effectiveness and efficiency of its approval processes. NMBI through its quality of education framework continued its monitoring and evaluation role of standards in practice for the education and training of nurses and midwives throughout 2015.

NMBI operationalizes this process through setting standards to be adhered to in the education and training of nurses and midwives in their continuing education as registered nurses and midwives and approval of higher education institutions and of hospitals and health care institutions providing training to ensure that valuable clinical and theoretical experience is provided. The various aspects of the regulatory functions being carried out are illustrated as follows:

Site visits to healthcare institutions and linked third level institutions

NMBI is required to satisfy itself as to the adequacy and suitability of hospitals and institutions for nurse education and training at least once every five years.

On-site visits to Higher Education Institutions and Healthcare Institutions are required as a component of determining "the suitability of third level institutions and health care institutions in respect of educational programmes leading to registration" (Requirements and Standards for Nurse Registration Education Programmes, February 2005).

The focus of the site visit through a partnership approach is to:

- Assess that all statutory and regulatory requirements of Bord Altranais agus Cnáimhseachais na hÉireann and the European Directives are met.
- Assess the effectiveness and efficiency of the curriculum structures, processes and outcomes
- Assess the quality and appropriateness of the educational experiences

In 2015 site visits were conducted at the following:

- **University of Limerick and associated Healthcare Agencies for Programmes in**

General Nursing

Intellectual Disability Nursing

Psychiatric Nursing

Midwifery

- **Dundalk Institute of Technology and associated Healthcare Agencies for Programmes in:**

General Nursing

Intellectual Disability Nursing

Psychiatric Nursing

Midwifery

- **Dublin City University and associated Healthcare Agencies for Programmes in:**

General Nursing

Intellectual Disability Nursing

Psychiatric Nursing

Children's and General Nursing

Post Registration Courses

The NMBI approves post-registration education courses for nurses and midwives based on criteria divided into two categories:

i) Post-Registration Category I Courses

Post Registration Category I courses include in-service education, seminars, study days, conferences and continued professional development (CPD) programmes that are not accredited by an academic awarding body, university or college.

Online CPD Directory

The NMBI is committed to supporting a continuing education agenda, underpinned by patient safety and evidenced based practice. Continued Professional Development (CPD) consists of planned learning experiences which are designed to augment the knowledge, skills and attitudes of registered nurses and registered midwives for the enhancement of nursing and midwifery practice, education, administration and research.

In-service training/education, seminars, study days, conferences and continued professional development activities that are not accredited by an academic awarding body, university or college can be submitted to NMBI for Category 1 Approval. Education providers requesting Category 1 approval submit a Category 1 Approval Submission Template and must meet the criteria set down by NMBI for this approval. This approval is for two years at which time Educational providers must re-apply.

1014 courses gained Category 1 approval in 2015.

Month	No. Approved	No. Received	No. Refused
January	57	96	0
February	45	83	9
March	87	112	5
April	94	85	0
May	89	86	5
June	88	89	8
July	80	146	12
August	82	136	7
September	78	102	0
October	147	91	0
November	167	122	0
December	0	104	1
Total	1014	1252	47

ii) Post-Registration Courses Category 2 Courses

Post-Registration Category 2 courses are specialist education courses for nurses and midwives that support practice development and service need and exclude those which lead to registration. These courses are considered by the Education and Training Committee and approval is granted if programmes meet the criteria of the Education and Training Committee.

The categories of post registration programmes that NMBI approve include:

Post Registration Course Leading to an Additional Registration with NMBI

These are courses where upon successful completion the nurse/midwife is entitled to register on an additional division of the register. Currently there are five post registration programmes leading to additional registration.

Post Registration Course Major Awards (Category 2 Approved Courses)

Category 2 programmes include a broad range of Major Award Courses excluding those leading to Registration. Specialist programmes are post registration programmes designed, developed and conducted with reference to a specific body of knowledge and experience in an area of nursing and midwifery. Such courses must satisfy the criteria of NMBI in relation to specialist education courses.

Post Registration Courses (Minor, Special and Supplemental Awards)

NMBI approves courses that are not major awards comprising minor awards, supplemental awards and special purpose awards. These courses must satisfy the criteria set out in the *Requirements and Standards for Post-Registration Nursing and Midwifery Education Programmes - Incorporating the National Framework of Qualifications* (An Bord Altranais, 2010).

The following Post-Registration courses were approved in 2015:
2015 Post Registration Courses approved:

HEI	Course leading to additional registration	Major Awards (Category II)	Minor, Special & Supplemental Awards
DKIT		MSc/Post Graduate Diploma/Post Graduate Certificate in Ageing, Health and Environment	Nursing Management of Neonates Assessment and Management of the Acutely ill adult Assessment and Management of the Acutely ill adult within Emergency Department
NUIG		MSc Occupational and Environmental Health and Safety	
UCC		BSc Nursing Studies MSc/Postgraduate Diploma Nursing (specialist area) Pathway 1: Gerontological Nursing, Pathway 2: Multiple and complex disabilities (Intellectual Disability), Pathway 3: Medical Surgical Nursing, Pathway 4: Nursing in the Community, Pathway 5: Orthopaedic Nursing, Pathway 6: Oncology Nursing MSc/Postgraduate Midwifery Higher Diploma Midwifery	Independent Study in Advanced Nursing or Midwifery Practice Global Perspectives on Clinical Specialist and Advanced Practitioner Roles in Nursing and Midwifery Medical and Surgical Nursing of individuals with Gastrointestinal problems Ageing and Older People' Bio Psychosocial Perspectives Contemporary issues in Gerontological Nursing Post Graduate Certificate Health Protection/Public Health An Integrated Approach to working with individuals with dual diagnosis in the mental health and addiction services Recovery principles, values and practices in mental health Working in partnership with families in mental health Nursing management of Neonates Practice enhancement for Nursing

HEI	Course leading to additional registration	Major Awards (Category II)	Minor, Special & Supplemental Awards
UCC			<p>Nursing in the Community in Primary Health Care 1</p> <p>Medical and Surgical Nursing of individuals with Cardiorespiratory problems</p> <p>Cancer Management and Supportive Cancer Care 1</p> <p>Cancer Management and Supportive Care 2</p> <p>Foundations of Cancer Care</p> <p>Principles of Orthopaedic Nursing</p> <p>Elective Orthopaedic Nursing-Adult</p> <p>Orthopaedic Trauma Nursing-Adult</p> <p>Introduction to End of Life Decision Making</p> <p>Ethical Controversies in End of Life Care</p> <p>Heath Protection (Infection Prevention and Control) (online programme)</p>
UCD		<p>MSc Nurse Education</p> <p>Postgraduate Certificate in Healthcare Education</p> <p>Certificate Heart Failure</p> <p>MSc Nursing (Advanced Practice)</p>	
RCSI		<p>MSc/Post Graduate Diploma Ear, Nose and Throat Nursing (in partnership with the Royal Victoria Eye and Ear Hospital)</p> <p>MSc/Post Graduate Diploma Emergency Nursing in partnership with Beaumont Hospital</p> <p>MSc/Post Graduate Diploma Cancer Nursing in partnership with Beaumont Hospital</p> <p>MSc/Post Graduate Diploma Coronary Care Nursing in partnership with Beaumont Hospital</p> <p>MSc/Post Graduate Diploma Gerontological Nursing in partnership with Connolly Hospital</p>	

HEI	Course leading to additional registration	Major Awards (Category II)	Minor, Special & Supplemental Awards
RCSI		<p>MSc/Post Graduate Diploma Infection Prevention/Control Nursing in partnership with Connolly Hospital</p> <p>MSc/Post Graduate Diploma Intensive Care Nursing in partnership with Beaumont Hospital</p> <p>MSc/Post Graduate Diploma Neonatal Intensive Care Nursing in partnership with the National Maternity Hospital, Our Lady of Lourdes Drogheda, The Rotunda Hospital and The Coombe Women and Infants University Hospital</p> <p>MSc/Post Graduate Diploma Neuroscience Nursing in partnership with Beaumont Hospital</p> <p>MSc/Post Graduate Diploma Ophthalmic Nursing in partnership with the Royal Victoria Eye and Ear Hospital</p> <p>MSc/Post Graduate Diploma Orthopaedic Nursing in partnership with Cappagh National Orthopaedic Hospital</p> <p>MSc/Post Graduate Diploma Peri-operative Children's Nursing in partnership with Our Lady's Children's Hospital Crumlin</p> <p>MSc/Post Graduate Diploma Renal Nursing in partnership with Beaumont Hospital</p> <p>MSc/Post Graduate Diploma Wound Management and Tissue Viability</p> <p>MSc/Post Graduate Diploma Respiratory Care in Nursing Practice</p> <p>MSc Nursing/Midwifery (Applied Professional and Clinical Development)</p> <p>MSc Nursing (Advanced Leadership)</p> <p>Postgraduate Diploma in Nursing (Advanced Leadership)</p> <p>Postgraduate Certificate in Nursing (Advanced Leadership)</p>	

HEI	Course leading to additional registration	Major Awards (Category II)	Minor, Special & Supplemental Awards
TCD		<p>Post Graduate Diploma Cognitive Psychotherapy</p> <p>Postgraduate Diploma Specialist Nursing – Cancer Care and Haematology strand</p> <p>MSc/Postgraduate Diploma/Post Graduate Certificate Dementia</p> <p>MSc/Post Graduate Diploma/Post Graduate Certificate Palliative Care</p> <p>MSc/Postgraduate Diploma/Postgraduate Certificate in Mental Health (including Psychosocial Interventions strand and Child and adolescent and family</p>	
TCD/UCD combined		MSc/Post Graduate Diploma/Post Graduate Certificate Palliative Care	
HSE/CNME's/ NCCP/ONMSD/ NUIG			<p>Return to Practice: St Vincent's University Hospital, Dublin</p> <p>The Hermitage Medical Clinic</p> <p>The Adelaide and Meath Hospital Dublin, incorporating the National Children's Hospital, Tallaght D24</p> <p>Kerry General Hospital</p> <p>CNME's Nationally – Return to Practice – Midwifery</p>

Review of Practice Standards for Midwives 2015

The review of the Practice Standards for Midwives commenced in May 2014 to meet Recommendation 31, in the Chief Medical Officers (CMO) report into the HSE Midland Regional Hospital Portlaoise Perinatal Death (2006 – date) which stated “NMBI should develop a process for continuously improving the practice standards for midwives to ensure the skill set is based on best evidence and service need”. To meet this recommendation the review of the Practice Standards for Midwives was undertaken and the Terms of Reference for the Midwives Committee were also revised to provide for a process for the review of the Practice Standards on an annual basis.

The Project consisted of the establishment of a working group, literature scoping, international review, key stakeholder consultations, review, drafting, national consultation, legal review and plain English review. The new Practice Standards for Midwives are based on the five principles of the Code for Professional Conduct and Ethics for Registered Nurses and Registered Midwives. The Project commenced May 2014 and was completed and approved by the Midwives Committee January 2015 and recommended to the February Board 2015 for approval. The Practice Standards for Midwives 2015 were launched on 5th May 2015 during Midwives Week.

Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives

The dissemination of the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives continued with presentations provided to registrants and nursing and midwifery students by the Education and Professional Officers.

Revision of the Scope of Nursing and Midwifery Practice Framework

The Scope of Nursing and Midwifery Practice Framework Revision Project was completed with the publication and launch of a revised Scope Framework in September 2015. The new Scope framework including the decision-making flowchart, was developed from the findings and recommendations of the National Review of the Scope of Nursing and Midwifery Practice Framework (2014). The results from the national survey (conducted in early 2015) with nurses, midwives and other key stakeholders also informed the revised guidance document.

Review of the Systems and Processes for Registered Nurse Prescribers

The Education Department with the assistance of the Registration Department worked with the HSE Office of Nursing and Midwifery Services Director Prescribing Team on an 8 month project to review the current regulatory and implementation systems and processes for nurse and midwife prescribing. The project supported by a stakeholder advisory group produced a final report with 12 accompanying recommendations to facilitate the future development and governance of the nurse and midwife prescribing initiative.

Revision of Guidance to Nurses and Midwives on Medication Management

The project for the revision of Guidance to Nurses and Midwives on Medication Management continued to advance in partnership with the HSE Office of Nursing and Midwifery Services Director and the Medicines Management Programme. A national on-line survey was conducted in spring 2015 with stakeholders followed by legal advice on the draft Medicines Management Standards for Nurses and Midwives. These activities informed further editing of the document. The project

team also produced a new on-line e-learning programme on medicines management to supplement the new standards and guidance document. The publication of the document and on-line programme is scheduled for early 2016.

Standards and Requirements for Undergraduate Nursing Education Registration Programmes

The review of the Standards and Requirements for Undergraduate Nursing Education Registration Programmes was approved by the Standards and Validation Committee in May 2015 and the Education and Training Committee in October 2015, before being approved by the Board in November 2015. The revised document will replace the Requirements and Standards published in 2005.

Drivers for the review include:

- The publication of the Report of the Review of Undergraduate Nursing and Midwifery Degree Programmes published by the Department of Health in 2012.
- The Nurses and Midwives Act 2011.

The project commenced in April 2014 and will be launched on 9 February 2016. The project involved extensive consultation with relevant stakeholders and careful critique of relevant national and international literature to inform the updated standards and requirements.

Standards and Requirements for Undergraduate Midwifery Education Registration Programmes

The review of the Standards and Requirements for Undergraduate Midwifery Registration Programme was based on a number of factors including the publication of the Report of the Review of Undergraduate Nursing and Midwifery Degree Programmes (Dept. of Health 2012) and the Nurses and Midwives Act 2011 (Government

of Ireland 2011), Directive 2013/55/EU and other emerging pertinent reviews and reports on maternity services.

This document was revised following extensive consultation with the relevant stakeholders and careful critique of relevant national and international literature. The revision occurred in tandem with the development of the latest editions of the Practice Standards for Midwives (NMBI 2015) and Scope of Nursing and Midwifery Practice (NMBI 2015).

The project commenced in April 2014 with the initial establishment of the working group international literature review, key stakeholder consultations, review, drafting, national consultation, consumer consultation, drafting and redrafting with final legal review. The draft document was presented to and approved by the Midwives Committee in April 2015, the Validation and Standards Committee in May 2015 and the Education and Training Committee in Oct 2015 before being approved by the Board in November 2015. The Midwife Registration Programme Standards and Requirements will be launched on 9 February 2016.

Educational Assessment for Overseas Applicants for Registration

The Education Department work in partnership with the Registration Department in terms of the provision, oversight and management of education assessments required to be undertaken as part of the overseas application process for registration as a nurse or midwife in Ireland.

In the year 2015 the number of education assessments averaged around 5 per week for the first eight months January to September. From October to December there was a significant increase from 5 to 28 per week. On average 85% of files were Non EU with 15% EU. On review of the divisions of the register general nursing was the highest with 80% of applications, psychiatric at 8%, followed by children's at 3% , public health nursing and midwifery at 2% respectively.

On average 66% of education assessments resulted in the applicant requiring to undertake an adaptation / aptitude programme. The remaining 34 % consisted of 4% registering, 2% refusal, 3% referral (Internal), and lastly 25% further information required to complete the assessment.

Site Approval to provide Adaptation and Assessment Courses

There were a total of 44 Nursing and Midwifery sites approved to provide adaptation and assessment programmes in 2015. The number of applications increased significantly and was reflective of the corresponding increased numbers of overseas applicants applying to register and work in Ireland. The following table displays the number of sites approved by division of the nurses and midwives register at year end December 2015:

Number of Approved Sites by Division of the Register

Nurses Division	Number Approved	Midwives Division	Number Approved
General	19	Midwifery	3
Psychiatric	12		
Intellectual Disability Nursing	2		
Children's	1		
Public Health Nursing	7		
Total	41		3

All approved sites are listed on the website www.nmbi.ie

Advanced Practice 2015

A Project Officer was appointed to NMBI in April 2015. At the May 2015 registration committee meeting one post was accredited and six persons were registered as Advanced Nurse Practitioners. A special registration committee meeting was held in June 2015 to accredit three RANP Oncology (Radiation) Posts. In September 2015 four posts were accredited and eleven nurses were registered as RANPs. In December a further eight posts were accredited and eighteen nurses were registered as RANPs. In total, 16 RANP posts were accredited and 35 RANPs were registered as advanced nurse practitioners since May 2015.

NMBI continue to accredit advanced practice posts, pending enactment of the Nurses and Midwives Rules 2016, which will provide RANP/ RAMP Divisions of the Register and the new Requirements and Standards will permit RANP/ RAMP's to remain in the Division of the Register. The Post and Person that were previously linked under SI 689 of 2010 will no longer remain in place.

Revised guidelines have been developed for healthcare providers to support them in the development of new advanced practice posts. Revised portfolio guidelines were also published on the website to guide applicants seeking registration as advanced practitioners.

A new re-validation form was published in November 2015 to enable RANPs/RAMPs to re-validate after 5 years. This form is available on the website, www.nmbi.ie. Furthermore the registration committee has supported the rotation of advanced practice posts with the publication of a new site rotation application form.

Library

The Library continued to provide the following services:

- CINAHL databases via the internet plus online access to the Cochrane Library and PubMed.
- Reference services for nurses and midwives studying, practising or seeking information for interview preparation.
- Document supply via the British Library and the Irish Healthcare Library network to staff.

The Library responds to telephone queries and requests and the following activities were processed in 2015:

Journal Articles /Staff requests (Copied):	354
Post-outs (ABA publications)	352
Interlibrary loans (requested by Irish Health Care Libraries)	50

Nursing Careers Centre

The Nursing Careers Centre (NCC) was set up under the management of An Bord Altranais in November 1998. Its main functions relate to:

- Assessment of mature code applicants to nursing/midwifery
- Promotion and marketing of nursing/ midwifery as a career
- Provision of information to registered nurses and midwives

In carrying out its functions, the NCC continues to work closely with a number of key stakeholders.

Applications to nursing/midwifery places

The number of applications to nursing in 2015 was up on the previous year with a total of 9246 individual applicants for 1,570 places. The breakdown of applications and places (which includes applications for more than one place) was as follows:

General nursing applications:	6,935 for 860 places
Psychiatric nursing applications:	3,147 for 290 places
Intellectual disability nursing applications:	1,777 for 180 places
Midwifery applications:	2,669 for 140 places
Children's and general nursing (integrated) applications:	2,267 for 100 places
Total mature applications (23 years of age or over on 1 January 2015 and not presenting education results):	2,319
Total standard applications (presenting education results regardless of age):	6,678

Enquiries to Professional Guidance section of Education Department

Over 450 enquiries were submitted to professionalguidance@nmbi.ie in 2015, the majority of which involved queries from registrants regarding scope of nursing and midwifery practice and medicines management. The Professional and Project Officers also provided assistance with over 200 telephone enquiries again mainly relating to professional practice issues.

Administration

The Auditors Report and Financial Statements for the year ended 31st December, 2015, appear at page 19. The Income and Expenditure Account for the year to 31st December, 2015 shows a surplus of €7,567. This compares with a deficit of €259,591 for the previous year.

There was a decrease in Income of €535,931 from 2014 to 2015 and this is mainly attributable to:

- In 2014, NMBI recognized income from grants by the Department of Health of €1,179,579. The corresponding figure for 2015 was nil.
- This reduction was offset by a significant increase in the volume of applications for registration from overseas nurses and midwives during 2015, which led to an increase of €474,287 in income from registration fees.
- There was also a significant increase of €370,206 in the level of restoration fees from 2014 to 2015.

There is a decrease in Expenditure of €803,089 from 2014 to 2015 and this is mainly attributable to:

- Administration costs declined by €468,878 which was largely due to a reduction in certain legal costs of €314,273.
- Cost for the Fitness to Practice function also declined by €230,801.
- Staff costs also declined by a total of €148,036 due to lower levels of agency staff and pension costs.

Website

During the year, the Board launched a new website. This required significant investment and we are confident that this will be of major assistance to nurses and midwives in the interaction with the Board in the future.

Prompt Payment of Accounts Act, 1997

NMBI has been prompt in the payment of its creditor accounts

Partnership

The Partnership Committee, which was established in NMBI in 2000, was set up under the auspices of the National Health Service Partnership Forum and is comprised of representatives of management, staff, IMPACT and the INMO.

Health and Safety

The Partnership Group oversees health and safety issues. In 2015, as in previous years, NMBI continued its efforts to ensure the safety, health and welfare of its employees and visitors to the organisation.

Staff changes

A number of staff joined NMBI in 2015; we wish them a fulfilling and enjoyable career in NMBI.

A number of staff left NMBI, to pursue other opportunities. the Chief Executive Officer, Dr Maura Pidgeon, the Director of Corporate Services, Mr. Peter Dennehy and administrative staff – Linda Hannigan, Laura Byrne, Richard Brennan, Shelagh Fitzpatrick and Jennifer Hogan. We would like to thank them for their commitment and service and to wish them every success in their future careers. Ms. Margaret Tynan, a member of staff in the Registration Directorate, died after a short illness.

Annual Financial Statements for Year Ended 31 December 2015

Annual Financial Statements

For

**Nursing and Midwifery Board of Ireland
(Bord Altranais agus Cnáimhseachais na hÉireann)**

Year Ended 31 December 2015

Nursing and Midwifery Board of Ireland

Contents	Page
General Information	2
Statement of Board Members' Responsibilities	3
Statement on Internal Financial Control	4
Report of the Comptroller & Auditor General	6
Statement of Income & Expenditure and Retained Revenue Reserves	7
Statement of Financial Position	8
Statement of Cash Flows	9
Notes to the Financial Statements	10/18

Nursing and Midwifery Board of Ireland

General Information

Board Members

2011 Act	Date of Appointment	Date of Resignation
Paul Gallagher (President)	December 2012	December 2015
John Murray (Vice President)	December 2012	
Mary Barrett	December 2012	
Mark Blake-Knox	December 2012	
Eamon Breathnach	December 2012	
Margaret Carroll	December 2012	March 2015
Essene Cassidy (President)	December 2012	
Mary Connor	December 2012	December 2015
Sinead Cleary	December 2012	
John Cregan	December 2012	April 2015
Pat Dolan	February 2013	
Colette Finn	February 2013	
Noel Giblin	December 2012	
Michael Larvin	December 2012	December 2015
Dermot Manning	July 2013	
Rosarii Mannion	December 2012	November 2015
Michelle Monahan	December 2012	
Denis Murphy	February 2013	
Pat Nash	February 2013	January 2015
Kevin O'Carroll	February 2013	
Linda Phelan	December 2012	December 2015
Madeline Spiers	December 2012	December 2015
Dr John Wells	December 2012	December 2015
Denise Lawler	July 2015	
Dawn Johnston	December 2015	
Louise Kavanagh McBride	December 2015	
Karen Canning	December 2015	
Breda Liston	December 2015	
Lorraine Clarke- Bishop	December 2015	
Rosaleen Mc Elvaney	December 2015	
Liam Minihan	December 2015	
Killian McGrane	December 2015	
Martin Higgins	October 2015	

Interim Chief Executive Officer Ursula Byrne (in office for the period 9 Oct 2015 - 5 June 2016)

Chief Executive Officer Mary Griffin (in office from 6 June 2016)

Address: 18/20 Carysfort Avenue **Telephone Number:** 01 – 639 8500
Blackrock
Co Dublin **Fax Number:** 01 - 639 8595

Auditors: Comptroller and Auditor General
3A Mayor Street Upper
Dublin 1

Solicitors: Beauchamps
Riverside Two
Sir John Rogerson's Quay
Dublin 2

Bankers: Bank of Ireland
Baggot Street, Dublin 2

Nursing and Midwifery Board of Ireland

Statement of Board Member's Responsibilities For the Year Ended 31 December 2015

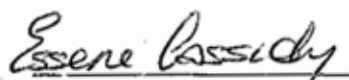
Under the terms of the Nurses and Midwives Act, 2011, which established the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann), the Board acknowledges its responsibility to prepare financial statements for the year which give a true and fair view of the state of affairs of the Nursing and Midwifery Board of Ireland and of its income and expenditure for the year.

In preparing those statements, the Board is required to:

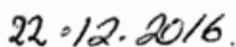
- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- disclose and explain any material departures from applicable accounting standards, and
- prepare the financial statements on the going concern basis unless it is inappropriate to do so.

The Board is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Nursing and Midwifery Board of Ireland and which enable it to ensure that the financial statements comply with the relevant Act and in a form approved by the Minister of Health. The Board is also responsible for safeguarding the assets of the Nursing and Midwifery Board of Ireland and hence for taking reasonable steps for the prevention and the detection of fraud and other irregularities.

On behalf of the Board



Essene Cassidy
President



Date

Nursing and Midwifery Board of Ireland

Statement on Internal Financial Control For the Year Ended 31 December 2015

Responsibility for the System of Internal Financial Control

On behalf of the Nursing and Midwifery Board of Ireland, we acknowledge that we are ultimately responsible for the system of internal financial control, for reviewing its effectiveness and ensuring it is maintained and operated.

The system is designed to provide reasonable and not absolute assurance that assets are safeguarded, transactions are authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected in a timely period.

The Management and the Board took steps to ensure that there was an effective system of internal financial control in place. This included implementing a system of internal control based on regular information on expenditure being supplied to Management and the Board and a comprehensive review of all financial procedures and practices in the organisation.

Key Control Procedures

The following is a description of the key procedures that have been put in place by the management and were designed to provide effective internal financial controls.

- The Finance Department coordinated and managed the preparation of an annual Budget that was approved by the Board and provided to the Department of Health.
- Reports which compared actual and budgeted expenditure were prepared and provided to the Department.
- All expenditure by the organisation was recorded in the general ledger of the accounting system. Monthly expenditure reports were prepared by the Finance Department.
- The Finance Department prepared monthly variance expenditure reports comparing actual with budgeted expenditure. These were reported to the Senior Management Team monthly and reported to the Board and the Finance and Audit Committee on a regular basis.
- A comprehensive review of all financial procedures and practices was undertaken to enhance internal controls within the organisation.
- The Audit and Finance Committee of the Board meets on a regular basis to advise the Board on the robustness and effectiveness of the arrangements and status of the corporate governance, financial and risk management and internal audit of the Board.

Annual Review of Controls

We confirm that there has been a review of the effectiveness of the system of internal financial control for the period 1 January 2015 to 31 December 2015.

Breaches of procurement guidelines

As reported in the audited financial statements for the year ended 31 December 2014, expenditure of €833,795 was incurred in 2014 in relation to services provided to the Board where the procedures employed did not fully comply with public procurement guidelines. The contracts under which this expenditure was incurred were still in operation during 2015 and expenditure totalling €926,931 was incurred in 2015 as follows:

- €216,012 (2014 €224,795) in relation to five subject matter experts employed directly by the Board to undertake specialist project work. These contracts were awarded on the basis of the individual contractors experience, knowledge and expertise, in circumstances where a combination of the

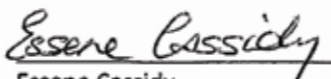
Nursing and Midwifery Board of Ireland

recruitment embargo in the public service and staff resignations/retirements impacted significantly on the ability of NMBI to carry out its regulatory functions. Two of these subject matter experts no longer provide services to NMBI.

- €254,364 (2014 €264,000) in respect of cleaning/building maintenance/security services, off-site file storage, a call centre for the payment of registration fees and a system for the processing of debit and credit card payments. The Board has issued tenders for a number of these services and intends to have all such services operating under fully compliant contracts by the end of 2016.
- €98,984 (2014 €160,000) paid to a number of legal advisors employed to provide independent legal advice to the Fitness to Practice Committee at Call Overs and Inquiries. The services of these legal advisors are engaged on a per diem basis. A Request for Tender ("RFT") is currently in development for these legal services.
- €212,745 (2014 €158,000) in relation to the provision of other legal services under a contract that was previously awarded following a competitive process in 2009. The Office of Government Procurement ("OGP") issued a Framework Agreement for Legal Services in September 2016 and NMBI will use this to tender for these other legal services.
- €22,442 (2014 €27,000) in respect of HR consultancy. This service provider is no longer providing services to NMBI.
- In 2014, NMBI awarded a contract for call centre support services. The value of the contract was expected not to exceed €25,000. Due to increased demand for call centre services resulting from unforeseen events, final costs were €122,384. The initial contract was procured in compliance with standard procurement procedures but given the final costs incurred, an EU tender process should have been followed. This was carried out in 2016.

NMBI is committed to complying fully with public procurement guidelines – commencing in 2016, staff working in the area of procurement have received formal education and training in public procurement policies and are aware of the importance of following best practice in this area, steps have been taken to address all identified incidences of non-compliance with public procurement policy in order to either remedy same or to terminate arrangements where remediation is not possible, and the Board of NMBI has established a sub-committee of the Board to have oversight of all procurement in the organisation, including the application of appropriate authorisation limits to staff at all levels in the organisation.

Signed on behalf of the Board


Essene Cassidy
President

22.12.2016
Date



Comptroller and Auditor General

Report for presentation to the Houses of the Oireachtas

Nursing and Midwifery Board of Ireland

I have audited the financial statements of the Nursing and Midwifery Board of Ireland for the year ended 31 December 2015 under Section 34 of the Nurses and Midwives Act 2011. The financial statements comprise the statement of income and expenditure and retained revenue reserves, the statement of financial position, the statement of cash flows and the related notes. The financial statements have been prepared in the form prescribed under Section 34 of the Act, and in accordance with generally accepted accounting practice in Ireland as modified by the directions of the Minister for Health in relation to accounting for superannuation costs.

Responsibilities of the Board

The Board is responsible for the preparation of the financial statements, for ensuring that they give a true and fair view and for ensuring the regularity of transactions.

Responsibilities of the Comptroller and Auditor General

My responsibility is to audit the financial statements and report on them in accordance with applicable law.

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation.

My audit is carried out in accordance with the International Standards on Auditing (UK and Ireland) and in compliance with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements, sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of

- whether the accounting policies are appropriate to the Board's circumstances, and have been consistently applied and adequately disclosed
- the reasonableness of significant accounting estimates made in the preparation of the financial statements, and
- the overall presentation of the financial statements.

I also seek to obtain evidence about the regularity of financial transactions in the course of audit.

Opinion on the financial statements

In compliance with the directions of the Minister for Health, the Board accounts for the costs of superannuation entitlements only as they become payable. This basis of accounting does not comply with Section 28 Employee Benefits of FRS102 which requires such costs to be recognised in the year the entitlements are earned.

In my opinion, except for the accounting treatment of the Board's superannuation costs and liabilities, the financial statements

- give a true and fair view of the assets, liabilities and financial position of the Nursing and Midwifery Board of Ireland as at 31 December 2015 and of its income and expenditure for 2015; and
- have been properly prepared in accordance with generally accepted accounting practice.

In my opinion, the accounting records of the Nursing and Midwifery Board of Ireland were sufficient to permit the financial statements to be readily and properly audited. The financial statements are in agreement with the accounting records.

Matters on which I report by exception

I report by exception if I have not received all the information and explanations I required for my audit, or if I find

- any material instance where money has not been applied for the purposes intended or where the transactions did not conform to the authorities governing them, or
- the information given in the Nursing and Midwifery Board of Ireland's annual report is not consistent with the related financial statements or with the knowledge acquired by me in the course of performing the audit, or
- the statement on internal financial control does not reflect the Nursing and Midwifery Board of Ireland's compliance with the Code of Practice for the Governance of State Bodies, or
- there are other material matters relating to the manner in which public business has been conducted.

Non compliance with procurement rules

I draw attention to the statement on internal financial control which discloses that during 2015 the Board incurred expenditure of €927,000 in relation to services where the procedures employed did not comply with public procurement guidelines as the relevant services were not openly tendered.

Seamus McCarthy

Seamus McCarthy
Comptroller and Auditor General

23 December 2016

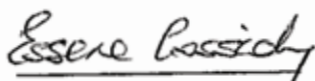
Nursing and Midwifery Board of Ireland

Statement of Income & Expenditure and Retained Revenue Reserves
For the Year Ended 31 December 2015

		2015	2014
		€	€
Income			
Annual Retention Fee	Note 2	6,225,543	6,263,130
Registration Fee	Note 3	1,101,340	627,053
Verification Fee	Note 3	77,360	96,460
HSE Grant Nursing Careers Centre	Note 4	200,000	200,000
Department of Health Grants	Note 4	-	1,179,579
Superannuation Contributions		110,017	118,572
Bank & Investment Interest		14,609	18,283
Other Income	Note 5	494,071	255,794
Total Income		8,222,940	8,758,871
Expenditure			
Accommodation Costs	Note 6	388,088	437,365
Staff Costs	Note 7/8	2,965,882	3,113,918
Administration Costs	Note 9	2,101,367	2,570,245
Fitness to Practice	Note 10	2,267,390	2,498,191
Library	Note 11	17,053	6,916
Nursing Careers Centre	Note 12	47,373	47,620
Depreciation	Note 13	428,220	344,207
Total Expenditure		8,215,373	9,018,462
Surplus/(Deficit) for the year		7,567	(259,591)
Surplus at beginning of the year		8,854,059	9,113,650
Surplus at end of the year		8,861,626	8,854,059

All gains and losses for the year have been recognised in arriving at the surplus/(deficit) of income over expenditure.

Notes 1 to 22 including the Statement of Accounting Policies form part of these financial statements.


Essene Cassidy
President


Mary Griffin
CEO

22.12.2016
Date

Nursing and Midwifery Board of Ireland

Statement of Financial Position
As at 31 December 2015

	2015	2015	2014	2014
	€	€	€	€
Fixed Assets				
Property, Plant & Equipment	Note 13	11,391,862		11,726,501
Current Assets				
Cash and cash equivalent	Note 14	3,965,976	3,914,579	
Trade and other receivables	Note 15	<u>334,238</u>	<u>374,971</u>	
Total Current Assets		4,300,214	4,289,550	
Current Liabilities				
Trade and other payables	Note 16	<u>(4,145,354)</u>	<u>(3,505,338)</u>	
Net Current Assets		154,860	784,212	
Non-Current Liabilities				
Amounts falling due after one year	Note 17	<u>(2,685,098)</u>	<u>(3,656,654)</u>	
Total Assets Less Current Liabilities		<u>8,861,624</u>	<u>8,854,059</u>	
Accumulated Fund		<u>8,861,624</u>	<u>8,854,059</u>	

Notes 1 to 22 including the Statement of Accounting Policies form part of these financial statements.


Essene Cassidy
President


Mary Griffin
CEO

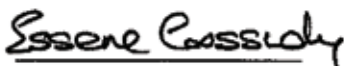
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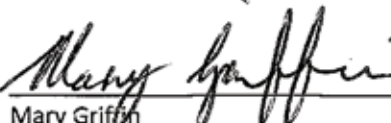
Nursing and Midwifery Board of Ireland

Statement of Cash Flows
For the Year Ended 31 December 2015

	€ 2015	€ 2014
Net Cash flows from Operating Activities		
Excess of Income over Expenditure	7,567	(259,591)
Depreciation and Impairment of Fixed Assets	428,220	344,207
(Increase)/Decrease in Receivables	40,733	(340,543)
Increase/(Decrease) in Payables	(93,779)	(763,194)
Deposit Interest received	(14,609)	(18,283)
Bank Interest paid	9,817	18,176
Net Cash Inflow/(Outflow) from Operating Activities	377,949	(1,019,228)*
Cash Flows from Investing Activities		
Payments to acquire Property, Plant & Equipment	(93,581)	(25,889)
Net Cash Flows from Investing Activities	(93,581)	(25,889)
Cash Flows from Financing Activities		
Bank interest received	14,609	18,283
Bank interest paid	(9,817)	(18,176)
Repayment of loan	(237,761)	(232,351)
Net Cash Flows from Financing Activities	(232,969)	(232,244)
Net Increase/(Decrease) in Cash and Cash equivalents	51,399	(1,277,361)
Cash and cash equivalents at 1 January	3,914,579	5,191,940
Cash and cash equivalents at 31 December	3,965,978	3,914,579

Notes 1 to 22 including the Statement of Accounting Policies form part of these financial statements.


Essene Cassidy
President


Mary Griffin
CEO

22.12.2016
Date

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements For the Year Ended 31 December 2015

1. Accounting Policies

The basis of accounting and significant accounting policies adopted by the Nursing and Midwifery Board of Ireland are set out below. They have all been applied consistently throughout the year and for the preceding year.

a) General Information

The Nursing and Midwifery Board of Ireland was set up under the Nurses and Midwives Act 2011, with a head office at 18/20 Carysfort Avenue, Blackrock, Co. Dublin, Ireland.

The Nursing and Midwifery Board's primary objectives are set out in section 8 and 9 of the Nurses and Midwives Act 2011 and are as follows:

- maintaining the register of nurses and midwives
- evaluating applications from Irish and overseas applicants who want to practice as nurses and midwives in Ireland
- supporting nurses and midwives to provide care by developing standards and guidance that they can use in their day-to-day practice
- setting requirements for nursing and midwifery educational programmes in Higher Level Institutions
- investigating complaints made from patients, their families, health care professionals, employers and holding fitness to practice enquiries

b) Statement of Compliance

The financial statements of the Nursing and Midwifery Board for the year ended 31 December 2015 have been prepared in accordance with FRS 102, the financial reporting standard applicable in the UK and Ireland issued by the Financial Reporting Council (FRC), as promulgated by Chartered Accountants Ireland. These are the first set of financial statements of the Nursing and Midwifery Board of Ireland which have been prepared in accordance with FRS 102. The date of transition to FRS 102 is 1 January 2014. The transition to FRS 102 has not affected its reported financial position or financial performance.

c) Basis of Preparation

The financial statements have been prepared under the historical cost convention, except for certain assets and liabilities measured at fair values as explained in the accounting policies below. The financial statements are in the form approved by the Minister for Health with concurrence of the Minister for Public Expenditure and Reform under section 34 of the Nurses and Midwives Act 2011. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the Nursing and Midwifery Board's financial statements

d) Income

Annual Retention Fees

All annual retention fee receipts in the period January to October are brought to account as income in the current year. Income received in November & December in respect of 2016 fees is recognised as income for the following year. It is shown as deferred income in the balance sheet and will be booked as income in the subsequent year. Outstanding fees are not brought to account until they are received.

Other Fee Income

Other Fee income is accounted for on a cash receipts basis.

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements For the Year Ended 31 December 2015

State Grants

Grants from the Health Service Executive and the Department of Health are allocated to the accounting period in which the related expenditure occurs.

e) Fixed Assets - Depreciation

Tangible Fixed Assets are stated at their historical cost or valuation less depreciation. Depreciation is provided for at the rates stated below which are estimated to reduce the assets to realisable values by the end of their useful life.

Freehold Premises	Straight line over 50 years
Freehold Land	No Depreciation
Equipment and Fittings	33% Straight line
Computer Equipment	33% Straight line
Computer Software	33% Straight line
Telephone Equipment	33% Straight line

During 2015, certain depreciation rates were revised in order to better reflect the useful economic lives of these asset classes. The rates which applied prior to 2015 were as follows:

Equipment and Fittings	10% Straight line
Computer Equipment	25% Straight line
Computer Software	10% Straight line
Telephone Equipment	10% Straight line

f) Financial Liability

On 23 September 2007, NMBI drew down a mortgage of €4.5 million. The mortgage is by way of a 20 year term loan facility. All amounts are due to be repaid by 23 September 2027. Repayments are made on a quarterly basis. Interest charged is Euribor +0.03%.

The carrying value of the mortgage is measured at amortised cost using the effective interest rate method.

g) Loan interest

Interest on the mortgage is recognised using the effective interest rate method.

h) Superannuation Contributions

Permanent staff of the NMBI are members of the Local Government Superannuation Scheme. By direction of the Minister for Health, no provision has been made in respect of future benefits payable under the scheme. Contributions from employees who are members of the scheme are credited to the income and expenditure account when received. Pension payments under the scheme are charged to the income and expenditure account when paid. Only those superannuation payments which fall due to be paid in the current year of account are charged to the current income and expenditure account.

i) Critical Accounting Judgements and Estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that effect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. There were no judgements required that had a significant effect on amounts recognised in the financial statements for 2015.

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements For the Year Ended 31 December 2015

2. Annual Retention Fees (ARF)

The ARF is an annual payment made by each nurse and midwife in order to maintain their name on the active register maintained by the Nursing and Midwifery Board of Ireland. In 2015, the ARF was €100 (2014: €100). There were 65,001 names on the active register in 2015, (64,790 in 2014). The table below provides the number of active registrants in 2015 and a breakdown of the number of registrants on each division of the register. Note that a nurse/midwife may appear on more than one division of the register, hence the difference between the total number of registrants and the number of registrants on each division.

Division	2015	2014
Advanced Midwife Practitioner	5	6
Advanced Nurse Practitioner	175	143
Children's	5,885	5,783
General	78,840	78,136
Intellectual Disability	5,995	5,899
Midwives	18,112	18,217
Nurse Prescriber	884	783
Psychiatric	13,729	13,773
Public Health	3,438	3,384
Tutors	878	856
Other	549	571
Total	128,490	127,551

3. Registration/Verification Fees

	€ 2015	€ 2014
First time registration (trained in Ireland)	145	145
First time registration (trained outside Ireland)	495	495
Additional qualification application (trained in Ireland)	80	80
Additional qualification application (trained outside Ireland)	280	280
Certificate of Current Professional Status (verification)	80	80

4. Health Service Executive/Department of Health Grants

Health Service Executive Grant: An amount of €200,000 (2014 - €200,000) has not yet been received but has been provided for from the Health Service Executive (HSE), acting on the directions of the Department of Health, as a contribution towards the running of the Nursing Careers Centre (see Note 12). The HSE have accounted for this under the expenditure heading Education and Training.

Department of Health Grants 2013: The Department of Health provided once off funding of €1,600,000 in respect of the implementation of the Nurses and Midwives Act, 2011. In 2014 €1,179,579 and in 2013, €420,421 of this amount was identified as expenditure relating to the implementation of the Nurses and Midwives Act, 2011. There were no such amounts included in 2015.

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements
For the Year Ended 31 December 2015

	€	€
	2015	2014
5. Other Income		
Restoration fees	480,261	110,055
Duplicate Certifications	5,175	8,850
Registration Appeal Fees	2,550	2,220
Contributions towards legal costs	-	102,108
Miscellaneous/other income	6,085	32,561
Total	494,071	255,794

	€	€
	2015	2014
6. Accommodation Costs		
Mortgage Interest	9,817	18,176
Cleaning	48,570	55,204
Insurance	42,180	41,334
Light & Heat	49,345	51,309
Repairs & Maintenance	238,176	271,342
Total	388,088	437,365

	€	€
	2015	2014
7. Staff Costs		
Wages and Salaries	2,007,693	2,013,305
Employers PRSI	156,992	181,362
Pensioners	431,097	478,330
Total NMBI Staff Costs	2,595,782	2,672,997
Agency Costs	370,100	440,921
Total Staff Costs	2,965,882	3,113,918

Note a: Pension levy deductions

Pension levy deductions of €129,407 (2014: €138,831) were made from staff salaries and €129,407 (2014: €138,831) was remitted to the Department of Health.

Note b: Employee Benefits

The number of employees (including seconded staff) whose total employee benefits fell within each band of €10,000 from €60,000 upwards are as follows:

Range of total employee benefits		Number of Employees	
From	To	2015	2014
€60,000 — €69,999		5	6
€70,000 — €79,999		4	9
€80,000 — €89,999		1	2
€90,000 — €99,999		-	-
€100,000 — €119,999		-	1
€120,000 — €129,999		-	-
Greater than €130,000		-	-
Total		10	18

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements For the Year Ended 31 December 2015

8. Average Headcount

The average headcount for the Nursing and Midwifery Board of Ireland in 2015 was 39 (2014 was 45).

9. Administration

	€ 2015	€ 2014
Travel & Subsistence	169,532	226,154
Board Member Fee	47,519	70,204
Board Training	-	15,550
Telephone	53,445	54,666
Postage	173,850	152,993
Print & Stationery	56,438	118,037
Staff Training & Recruitment	39,373	93,945
Audit Fees	60,284	14,500
Legal Fees (Non FTP)	110,366	424,639
Professional Fees	977,538	963,216
Bank Interest & charges	80,682	75,205
Computer/IT*	305,262	318,929
Misc.	27,078	42,207
Total	2,101,367	2,570,245

*In December 2015, the NMBI paid an amount of €105,868 including interest and penalties of €17,217 to the Revenue Commissioners. This payment, following a voluntary disclosure, was in settlement of a VAT liability relating to Intra-Community Acquisitions and other purchases arising for the accounting periods 2011-2014.

	€ 2015	€ 2014
10. Fitness to Practice		
FTP Administration	30,564	44,457
Legal Fees	2,189,805	2,304,771
Stenographer Fees	47,021	148,963
Total	2,267,390	2,498,191

11. Library

No value has been placed on books and periodicals in the Library. Expenditure is written off in the year in which it occurs.

12. Nursing Careers Centre

The Department of Health has assigned responsibility for the recruitment of and selection of candidates for entry to nurse and midwife training to the Nursing and Midwifery Board of Ireland (formerly An Bord Altranais) who established the Nursing Careers Centre to manage the process. The figures below do not include salary and accommodation costs.

	€ 2015	€ 2014
Recruitment Expenses	16,844	8,185
Public Appointments Service	30,529	39,435
Total	47,373	47,620

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements
For the Year Ended 31 December 2015

13. Fixed Assets

	Freehold Land €	Premises €	Equipment & Fittings €	Computer Software €	Computer Hardware €	Telephone Equipment €	Total €
Cost or Valuation							
At 1 January 2015	1,265,833	12,378,773	226,827	632,307	852,916	97,263	15,453,919
Additions	-	-	-	75,516	18,065	-	93,581
Write down	-	-	(116,723)	(195,290)	-	(97,263)	(409,276)
At 31 December 2015	1,265,833	12,378,773	110,104	512,533	870,981	-	15,138,224
Accumulated Depreciation							
At 1 January 2015	-	2,153,458	169,867	534,945	780,190	88,958	3,727,418
Charge for Year	-	247,575	8,560	25,608	28,427	-	310,170
Write down	-	-	(86,865)	(115,403)	-	(88,958)	(291,226)
At 31 December 2015	-	2,401,033	91,562	445,150	808,617	-	3,746,362
Net Book Value at 31 December 2015	1,265,833	9,977,740	18,542	67,383	62,364	-	11,391,862
Net Book Value at 31 December 2014	1,265,833	10,225,315	56,960	97,362	72,726	8,305	11,726,501

In 2015, the NMBI reviewed the useful lives of fixed assets and for certain classes of fixed assets, namely Equipment & Fittings, Computer Software and Telephone Equipment, it was determined that the useful lives of these assets should be reduced. Accordingly, the depreciation rates were revised in order to write off Equipment & Fittings over 3 years instead of over 4 years, and to write off both Computer Software and Telephone Equipment over 3 years instead of over 10 years. The effect of this change in accounting estimate is that a number of fixed assets have now been fully written down. The net effect on the Income and Expenditure account is an increase in the depreciation charge in 2015 of €118,050.

14. Analysis of changes in Cash and Cash equivalents

	1 January 2015 €	Cash Flow €	31 December 2015 €
Cash at bank and in hand	2,348,325	105,573	2,453,898
Short Term Deposit	1,566,254	(54,176)	1,512,078
Total	3,914,579	51,397	3,965,976

Nursing and Midwifery Board of Ireland

**Notes to the Financial Statements
For the Year Ended 31 December 2015**
15. Trade and Other Receivables

	€	€
	2015	2014
Debtors	40,284	284,362
Prepayments	93,954	90,609
Amount due from HSE for Nursing Career Centre	200,000	-
	334,238	374,971

16. Trade and Other Payables - Amounts falling due within one year

	€	€
	2015	2014
Trade Creditors and Accruals	921,288	1,662,233
Deferred Income Annual Retention Fee (Note A)	2,860,595	1,509,809
Deferred Income Annual Retention fee to refund	-	100,800
Deferred Income from Department of Health	130,975	-
Mortgage due in less than one year	232,496	232,496
	4,145,354	3,505,338

Note A: Deferred Income (Refer to Accounting Policy 1(d) for further details)

	2015	2014
Deferred Income at 1 January	2,344,409	2,984,863
Receipts in Year from Annual Retention Fee	6,741,729	5,622,676
Recognised as income in Year	(6,225,543)	(6,263,130)
Total Deferred Income	2,860,595	2,344,409

17 Trade and Other Payables - Amounts falling due after one year

	€	€
	2015	2014
Mortgage 2 – 5 years	929,984	929,984
Mortgage over 5 Years	1,755,114	1,992,870
Deferred Income	-	733,800
	2,685,098	3,656,654

18. Remuneration of Chief Executive Officer

The CEO (1st Jan - 9th October 2015) received total emoluments of €94,765 (2014: €119,381) and €3,055 (2014: €4,434) in travel expenses and subsistence in 2015. The payment includes a payment of €2,615 in respect of annual leave not taken.

The Interim CEO (9th Oct – 31st December 2015) received total emoluments for this period of €18,161 and €96.90 in travel expenses and subsistence in 2015.

In line with Department of Public Expenditure and Reform Guidelines, the Chief Executive Officer did not receive a performance related award in 2015. The pension entitlements of the CEO do not extend beyond the standard entitlements of the Local Government Superannuation Scheme.

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements
For the Year Ended 31 December 2015
19. Board Members Fees

Board Members Fees paid during 2015 amounted to €47,519 (2014 €70,203 relating to 2013 and 2014). Travel and Subsistence paid to Board members in 2015 was €57,907 (2014 €48,665).

<i>Board Member</i>	<i>Board fees</i>	<i>Vouched expenses</i>	<i>Meetings attended</i>
Paul Gallagher (President)		€1,506	19
John Murray		€7,621	21
Mary Barrett		€0	16
Mark Blake-Knox	€7,695	€0	12
Eamon Breathnach	€7,695	€972	15
Margaret Carroll		€96	3
Essene Cassidy (President)		€5,784	21
Mary Connor		€4,926	13
Sinead Cleary		€539	20
John Cregan		€1,731	4
Pat Dolan	€7,695	€8,694	18
Colette Finn	€7,695	€4,728	19
Noel Giblin		€7,924	21
Michael Larvin		€3,868	11
Dermot Manning	€7,695	€0	19
Rosario Mannion		€3,654	9
Michelle Monahan		€366	16
Denis Murphy	€7,695	€845	18
Pat Nash		€0	
Kevin O'Carroll		€0	17
Linda Phelan		€105	16
Madeline Spiers		€0	20
Dr John Wells		€3,598	13
Denise Lawler		€0	6
Dawn Johnston		€0	1
Louise Kavanagh McBride		€950	1
Karen Canning		€0	0
Breda Liston		€0	1
Lorraine Clarke- Bishop		€0	1
Rosaleen Mc Elvaney		€0	1
Liam Minihan		€0	1
Killian McGrane		€0	4
Martin Higgins	€1,349	€0	1
Total	€47,519	€57,907	

Nursing and Midwifery Board of Ireland

Notes to the Financial Statements For the Year Ended 31 December 2015

20. Related Party Disclosures

Key management personnel in the Nursing and Midwifery Board of Ireland consist of the CEO and members of the Board of Directors. Total compensation paid to key management personnel, including board members fees and expenses and total CEO remuneration, amounted to €221,503 (2014:€242,683). For a breakdown of the remuneration and benefits paid to key management personnel, please refer to Notes 18 & 19.

The Nursing and Midwifery Board adopts procedures in accordance with the guidelines issued by the Department of Public Expenditure and Reform covering the personnel interests of Board members. In the normal course of business, the Nursing and Midwifery Board may enter into contractual arrangements with entities in which Nursing and Midwifery Board members are employed or are otherwise interested.

In cases of potential conflict of interest, Board members do not receive Board documentation or otherwise participate in or attend discussions regarding these transactions. A register is maintained and available on request in all such instances.

There were no transactions in the year in relation to the Board's activities in which the board members had any beneficial interest.

21. Capital Commitments

There were no capital commitments on 31 December 2015.

22. Approval of Financial Statements

These financial statements were approved by the board on 15 December 2016.

Registration Department 2015

The Register of Nurses and Midwives is maintained by NMBI in accordance with the provisions of both the Nurses Act, 1985 and the Nurses and Midwives Act, 2011.

Statistics as of the 31st December 2015, with comparative figures from 2014.

Nurses and Midwives Registered

	Active	Inactive	Total
2014	64,790	29,814	94,604
2015	65,203	30,333	95,536
2014 – 2015	↑ 413	↑ 519	↑ 932
2014 – 2015	↑ 0.64%	↑ 1.7%	↑ 0.99%

Qualifications Registered

Active	Active 2014	Active 2015	Inactive 2014	Inactive 2015	Total 2014	Total 2015
General	53,441	53,718	24,695	25,122	78,136	78,840
Psychiatric	8,702	8,560	5,071	5,169	13,773	13,729
Children's	4,285	4,318	1,498	1,567	5,783	5,885
Intellectual Disability	4,741	4,810	1,158	1,185	5,899	5,995
Midwifery	11,020	10,777	7,197	7,335	18,217	18,112
Nurse Prescriber	770	869	13	869	783	884
Public Health	2,327	2,361	1,057	1,077	3,384	3,438
Tutor	614	631	242	247	856	878
Adv. Nurse Practitioner	141	174	2	1	143	175
Adv. Mid Practitioner	6	4	0	1	6	5
Other	115	97	456	452	571	549
Total	86,162	86,319	41,389	42,171	127,551	128,490

Summary

As of 31st December, 2015 there were a total of **95,536** individuals registered with **128,490** qualifications.

Active file: **65,203** individuals with **86,319** qualifications.

Inactive File

NMBI maintains an Inactive File of nurses and midwives who are not engaged in the practice of nursing in Ireland.

	2014	2015
Retired	13,304	13,543
Unemployed	1,150	1,140
Career Break	2,425	2,417
Working Abroad	8,119	8,302
Other	4,816	4,931
Total	29,814	30,333

A significant increase in applications for consideration of registration from Overseas applicants was received during 2015 compared to 2014.

Time Period	EU & Non-EU applications received
January 2014 – Dec 2014	1,045
January 2015 – Dec 2015	2,534
Percentage increase↑ 144%	

**Comparison figures for Registration decisions issued by NMBI years 2014 & 2015
@ 31st December each year**

Year	2014	2015
EU Registrations	342	681
Non EU Registrations	161	358
Irish trained Registrations	1623	1760
Overall figures	2,126	2,799

Number of newly registered qualifications

	Ireland 2014	Ireland 2015	EU 2014	EU 2015	Non-EU 2014	Non-EU 2015	Total 2014	Total 2015
General	871	860	319	493	157	345	1,347	1,698
Psychiatric	266	244	20	25	2	1	288	270
Children's	157	117	7	9	0	0	164	126
Intellectual Disability	154	167	3	10	0	0	157	177
Midwifery	142	217	15	19	1	0	158	236
Nurse Prescriber	131	88	1	0	0	0	132	88
Public Health	76	106	0	1	0	0	76	107
Tutor	21	26	2	0	1	1	24	27
Adv. Nurse Practitioner	21	35	0	0	0	0	21	35
Adv. Mid Practitioner	2	0	0	0	0	0	2	0
Total	1,841	1,860	367	557	161	347	2,369	2,764

Top 5 Countries of Training of new EU registrants

Country – 2014	Country – 2015
1: United Kingdom	1: United Kingdom
2: Portugal	2: Poland
3: Spain	3: Romania
4: Romania	4: Portugal
5: Poland	5: Spain
+ 15 other countries	+ 15 other countries

Top 5 Countries of Training of new non-EU registrants

Country – 2014	Country – 2015
1: India	1: India
2: Nigeria	2: Philippines
3: USA	3: Nigeria
4: Philippines & Zimbabwe	4: USA
5: Australia	5: Australia
+ 13 other countries	+ 24 other countries

Introduction of Aptitude Test

An aptitude test, developed by the RCSI as an alternative to the current existing adaptation/assessment model for assessing the competence of overseas educated and trained nurses was approved by the Board of NMBI at their meeting on 16 September 2015 on a pilot basis. This Test is based on 2 phased assessments.

Part 1 Theory or Knowledge test

Part 2 Practical or OSCE Test

Two attempts (i.e. one repeat) will be allowed at each of the two parts of the test

The theory test consists of a supervised on line assessment of professional knowledge and understanding. A multiple method of assessment items such as MCQ's and short answer items is used. The test consists of up to 150 questions which are administered over a three hour period. A maximum pass mark of 50% must be achieved in the theory test. If this is achieved by the applicant, they can progress to Part 2 of the test (practical test).

The practical test utilises a methodology known as Objective Structured Clinical Examination (OSCE). This includes a number of different simulated stations. An applicant completes a minimum of 15 stations with each station assessing different aspects pertaining to general nursing including inter-personal and technical competencies and skills. The assessment is based on the indicative content of NMBI's Requirements and Standards. There are 2 assessors at each station.

Call Centre

The Call Centre's remit was expanded in October 2015 to deal with calls and queries from our Overseas applicants. The call centre took 4,463 overseas query related calls from October to December 2015.

Annual Retention Fee (ARF) 2015 and Removal from Register for non-payment of ARF

The Board decided to increase the ARF for 2015 from €100 to €150. This decision generated a great deal of controversy and following much deliberation and out of concern for the potential impact on the provision of health care, the Board of NMBI decided to reverse the increase. All those Registrants who already paid €150 ARF had an option of receiving a refund of their overpayment or offsetting the overpayment against 2016 ARF. Matters surrounding the controversy of the increase in the ARF and subsequent reversal led to significant additional pressures and workloads on the Registration and Finance Departments during 2015. A Renewal notice issued to 63,527 Registrants on 3rd November 2014 for their 2015 ARF followed by a Reminder Notice which issued on 9th April 2015 to 10,294 nurses and midwives who still had not paid their ARF. In accordance with the Nurses and Midwives Act 2011 – Section 77 (1) notes "*.....the Board may, not earlier than 28 days after that reminder has been sent, remove the nurse's or midwife's registration.*" The Board, at their meeting on 26th May 2015, considered the names of 3,570 nurses/midwives for removal from the Register in accordance with Section 77(1) of the NMA 2011 for non-payment of Annual Retention Fee (ARF) 2015. The Board approved the proposal with immediate effect. A significant number of nurses/midwives subsequently applied to restore their names to the Register.

Registration Project

During 2015 a number of projects were initiated in Registration to include a revision and mapping of both the overseas and Irish registration processes to include the Candidate Register. Many changes took place to include a full revision of the overseas application form and guidance document. Significant recommendations for automating certain aspects of registration processes, to include on-line payments for Annual Retention Fee and other registration related fees and Track my Application facility for overseas applicants were included for roll out in the new website project. 50 Registration forms were fully reviewed, enhanced and re-branded.

The Candidate Register was automated in September 2015 with the support from 13 Higher Education Institutions.

Candidate Register September 2015 Cohort

HEI	Student intake
Athlone IT	53
Dublin City University	222
Dundalk IT	103
Galway Mayo IT	43
Letterkenny IT	57
NUI Galway	106
St Angela's College Sligo	47
Tralee IT	80
Trinity College Dublin	238
University College Cork	208
University College Dublin	255
University of Limerick	114
Waterford IT	115

Certificate of Current Professional Status Requests (Verification requests)

Certificates of Current Professional Status (CCPSs) are issued on behalf of nurses/midwives who may wish to register abroad. CCPSs are sent directly from NMBI to the equivalent Competent/Regulatory Authority in the country/state where the nurse/midwife is seeking registration. A nurse/midwife may apply for more than one CCPS of registration in any given year.

- 977 individuals made a total of 1,179 CCPS requests in 2015.

NOTE: A CCPS request does not necessarily equate to travel. A separate CCPS is issued for each Division of the Register.

Country CCPS breakdown	Number of requests 2014	Number of requests 2015
Australia	349	340
Canada	77	51
United Kingdom	743	547
United States of America	64	78
Other countries	167	163
Total	1,400	1,179

Registration Committee

The Registration Committee replaced both the Registration Appeals Committee and the Committee for Advanced Practice previously established by the Board under the Nurses Act, 1985. The proposal to establish a Registration Committee was recommended by the Board established under the Nurses Act, 1985 and in office from 2007 to 2012. This recommendation reflects the former Board's view that a single Committee would allow for the development of a Committee with expertise in all areas of the registration functions of NMBI and related activities. Combining the functions of the 2 Committees would also represent a more cost effective and efficient use of Board resources.

Registration of Advanced Nurse Practitioners / Advanced Midwife Practitioners

Statutory Instrument, S.I. No. 3 of 2010. Health (An Bord Altranais) (Additional Functions) Order 2010 gave NMBI responsibility to accredit Advanced Nurse Practitioner (ANP) posts and Advanced Midwife Practitioner (AMP) posts and to provide for the registration of individuals in the new Divisions of the Register known as the Advanced Nurse Practitioner Division and the Advanced Midwife Practitioner Division.

The Nurses Rules, 2010 were signed by the Minister for Health and Children on 4th June, 2010. The revised Rules included amendments to allow for the introduction of the new Divisions of the Register, the Registered Advanced Nurse Practitioner (RANP) and the Registered Advanced Midwife Practitioner (RAMP) Divisions of the Register. The Rules also included a new section on the accreditation of ANP and AMP posts. Included in the Rules is a provision for the Board to remove a person from the ANP/AMP Divisions of the Register or to remove approval of an ANP/AMP post.

The following notes the number of ANP/AMP persons/ posts processed through NMBI during 2015 with comparative figures for 2014.

Overview Statistics Advanced Practice	2014	2015
Advanced Nurse Practitioners Registered	21	35
Advanced Midwife Practitioners Registered	2	1
Accredited Advanced Nurse Practitioner Posts	11	19
Accredited Advanced Midwifery Practitioner Posts	4	1

Registration Appeals

Appeals	2014	2015
Overall number of Appeals	13	16
Appeal against Refused registration	10	11
Appeal against Prescribed adaptation and assessment	2	3
Appeal against Failed adaptation	1	2

Fitness to Practise Directorate 2015

Nurses Act, 1985

All applications for inquiry received before the 2nd October 2012 were considered by the Fitness to Practise Committee established pursuant to the Nurses Act, 1985. This committee will continue in office until all such cases are concluded.

Applications for an Inquiry

Six applications for an inquiry were considered. All of these cases had been affected by factors outside the control of NMBI, which meant that the decision-making process took longer than usual.

- In five cases there was a prima facie case for the holding of an inquiry.
- In one case no decision could be made until matters under the criminal justice system had concluded. This case was carried forward to 2016.

Inquiries held in 2015

Eleven inquiries were held in 2015. Of these, six had commenced in an earlier year and concluded in 2015. All inquiries commenced in 2015 concluded by year end and were held over nineteen days.

Summary of Inquiries held in 2015 (Nurses Act, 1985)

No.	Source of application	Category	Grounds for Inquiry	Grounds for Inquiry	Grounds proven	No. of Days	Sanction	Comment
	Manager Public Board Other	Clinical practice/ Competence Behaviour Drug/Alcohol abuse Failure to adhere to Conditions	(a) Alleged professional misconduct	(b) Alleged unfitness by reason of physical or mental disability	(a), (b) or both (a) & (b).			
1	Manager	Clinical practice/ Competence	(a)		No findings	1	-	Inquiry commenced in 2014 (2 days) & concluded in 2015 (1 day)
2	Board	Behaviour	(a)		(a)	1	Censure	Inquiry commenced in 2014 (2 days) & concluded in 2015 (1 day)
3	Manager	Behaviour	(a)		No findings	1	Advise	Inquiry commenced in 2014 (7 days) & concluded in 2015 (1 day)
4	Manager	Clinical practice/ Competence; Behaviour	(a)		(a)	1	Censure and condition	Inquiry commenced in 2014 (7 days) & concluded in 2015 (1 day)
5	Board	Clinical practice/ Competence; Behaviour	(a)		No findings	1	-	Inquiry commenced in 2014 (2 days) & concluded in 2015 (1 day)
6	Manager	Behaviour	(a)	(b)	(a) & (b)	1	Erased	
7	Board	Clinical practice/ Competence; Behaviour	(a)	(b)	(a)	5	Censure and condition	
8	Manager	Behaviour		(b)	No finding	2	Conditions	
9	Manager	Clinical practice/ Competence	(a)		(a)	2	Erased	
10	Manager Other	Clinical practice / Competence	(a)		(a)	2	Admonish & Conditions	
11	Board	Clinical practice/ Competence	(a)		(a)	2	Erased	
	Manager 7 Board 4 Public 0 Other 1	Behaviour 7 Clinical practice/ Competence 7 Drug/Alcohol abuse 0 Failure to adhere to Conditions 0	10	3	(a) 6 (b) 0 (a) & (b) 1 No findings 4	19	Erased 3 Censure & Conditions 2 Admonish & Conditions 1 Conditions 1 Censure 1 Advise 1	

Preliminary Proceedings Committee

On the 1st January 2015 there were sixty-seven outstanding cases for Preliminary Proceedings Committee ("PPC") consideration

A further seventy-five confirmed complaints were received during the period 1st January 2015 and 31st December 2015.

By the end of 2015 the PPC had made decisions on eighty-four of the cases that were before it.

Of these eighty-four cases:

Fifty-four (64%) of the cases were referred to the Board where the PPC were of the opinion that no further action was warranted.

Twenty-eight (33%) were referred to the Fitness to Practise Committee for an Inquiry.

One case was referred to the Board under Section 55(6) of the Nurses and Midwives Act 2011 (criminal conviction).

One case was referred to the Board under Section 57 (11) of the Nurses and Midwives Act 2011 (complaint withdrawn).

Fifty-eight cases were still under consideration at the end of 2015.

Fitness to Practise Inquiries (Nurses and Midwives Act 2011)

Grounds for an Inquiry under the 2011 Act are as follows:

- (a) Professional misconduct;
- (b) Poor professional performance;
- (c) Non-compliance with a code of professional conduct;
- (d) A relevant medical disability;
- (e) A failure to comply with a relevant condition;
- (f) A failure to comply with an undertaking or to take any action specified in a consent given in response to a request under section 65 (1)

(g) A contravention of a provision of the Act (including a provision of any regulations or rules made under this Act);

(h) An irregularity in relation to the custody, prescription or supply of a controlled drug under the Misuse of Drugs Act 1977 and 1984 or another drug that is likely to be abused, or

Preliminary Applications ("Call Overs")

The Fitness to Practise Committee meets at "Call Overs" to consider preliminary applications, e.g., applications with regard to the hearing of an inquiry otherwise than in public or preliminary applications in relation to the production of documents.

Nine Call Over meetings were held in 2015.

Public Inquiries

Inquires under the 2011 Act, are automatically held in public. However, an application may be made by the registrant or a witness subpoenaed to attend the Inquiry for all of the Inquiry or for part of the Inquiry to be held in private. The decision to hold an Inquiry in private is made by the Preliminary Applications Committee in advance of the Inquiry date.

Inquiries

Eleven Inquiries commenced in 2015. Ten inquiries were concluded and one Inquiry was carried over into 2016.

Summary of Inquiries commenced and concluded in 2015 (2011 Act)

No.	Source of application	Category	Grounds for Inquiry	Grounds proven	Inquiry Private/Public	No. of Days	Sanction	Comment
	- Manager - Public - Board - Other	- Clinical practice/ Competence - Behaviour - Drug/Alcohol abuse - Failure to adhere to Conditions						
1	Board	Failure to adhere to Conditions	(a)	(a)	Public	1	Cancelled	
2	Manager	Behaviour	(d)	Not proven	Private	1	No Sanction	
3	Manager	Clinical practice/ Competence	(a) & (b)	Not proven	Public	3	No Sanction	
4	Manager	Behaviour	(a) & (b)	(a)	Private	1	Cancelled	
5	Board	Failure to adhere to Conditions	(a)	(a)	Public	1	Cancelled	
6	Other	Clinical practice/ Competence	(a)&(c)	(a)	Public	1	Censure & Condition	
7	Manager	Drug/Alcohol abuse	(a)&(d)	(a)	Part Public & Part Private	1	Advised	
8	Manager	Drug/Alcohol abuse	(a)&(d)	(a)&(d)	Private	1	Censure & Conditions	
9	Public	Behaviour	(a)&(c)	(a)&(c)	Public	1	Cancelled	
10	Manager	Behaviour	(a)(b)&(c)	(a)	Public	2	Cancelled	
Total	Manager = 6 Other = 1 Board = 2 Public = 1	Clinical practice/ competence = 2 Behaviour = 4 Drug/alcohol abuse = 2 Failure to adhere to Conditions = 2	9 = (a) 3 = (b) 3 = (c) 3 = (d)	8	6 = Public 3 = Private 1 = Part Public Part Private	13	Cancelled = 5 Suspension = 0 Conditions only = 0 Censure & Conditions = 2 Admonish & Conditions = 0 Advise & Conditions = 0 Censure only = 0 Admonish only = 0 Advise only = 1 Censure & Fine = 0 Censure & Fine & Conditions = 0 Suspension & Condition = 0	

Section 58

(Application to the High Court for suspension from the Register in the Public Interest):

The Board considered 10 cases pursuant to section 58;

In 5 cases the Board made an application to the High Court for a section 58 Order. The Orders were granted.

In 4 cases the Board accepted an undertaking from the registrant in relation to their practice.

In 1 case the Board decided not to make an application to the High Court.

Nurses/midwives with Conditions attached to the retention of their names in the Register

The monitoring of the Conditions attached to the retention of a nurse/midwife's name in the Register is a function of the Board. As of 31st December, 2015, there were 30 nurses/midwives with conditions attached to their name on the Register.

Publication

Details of individual cases are published on the website of NMBI at www.nmbi.ie

Appendix One

NMBI Board Members



Mr. Paul Gallagher (President)

Director of Nursing,
St. James's Hospital,
Dublin

*Board Member, Director of
Nursing, HSE Nominee*



Mr. John Murray

Community Mental
Health Nurse
Waterford

Vice President

*Clinical Practice –
Psychiatric Nursing*



Ms. Mary Barrett

Staff Nurse, St Brendan's
Community Nursing Unit,
Co. Galway

*Board Member from the
practice of Care of Older
Persons*



Mr. Mark Blake-Knox

Chief Executive Officer,
The Cheshire Foundation
in Ireland

*Board Member from the
Voluntary Sector*



Dr. Eamon Breathnach

Consultant Radiologist,
Dublin

*Board Member, Medical
Council Nominee*



Ms. Margaret Carroll

Associate Professor in
Midwifery, School of
Nursing and Midwifery,
Trinity College, Dublin

*Board Member, HEI
Nominee*



Ms. Essene Cassidy

Clinical Practice Public
Health Nurse, Waterford

*Board Member from the
practice of Public Health
Nursing*



Ms. Mary Connor

Nurse Tutor, Centre of
Nurse Education, Galway

*Board Member from the
Public Health Sector,
Education of Nurses and
Midwives*



Ms. Sinead Cleary

Clinical Midwife Specialist:
Colposcopist,
Coombe Women and
Infants University Hospital,
Dublin

*Board Member from the
practice of Midwifery*



Mr. John Cregan

Director, HSE Regional
Health Office,
Co. Offaly

*Board Member, HSE
Nominee*



Ms. Colette Finn

Doctoral Student,
Cork

*Board Member, Public
Representative*



Mr. Noel Giblin

Staff Nurse Intellectual
Disability Services,
Co. Mayo

*Board Member from the
practice of Intellectual
Disability*



Prof. Michael Larvin

Head of Graduate Entry
Medical School, University
of Limerick

*Board Member, Minister
for Education and Skills
Nominee*



Ms. Rosarii Mannion

HSE, Assistant National
Director HR.
Co. Meath

*Board Member, HSE
Nominee*



Ms. Michele Monahan

Radiographic Services
Manager, Connolly
Hospital, Dublin

*Board Member, CORU
Nominee*



Ms. Linda Phelan

Staff Nurse, Our Lady's
Children's Hospital, Dublin

*Board Member
from the practice
of Children's Nursing*



Ms. Madeline Spiers

Staff Nurse, St Colmcille's
Hospital, Co. Dublin

*Board Member
from the practice of
General Nursing*



Prof. John Wells

Head of School of Health
Sciences, Department
of Nursing, Waterford
Institute of Technology

*Board Member, HEI
Nominee*



Mr. Denis Murphy

Regulatory Compliance
and Quality Manager,
Dublin Dental University
Hospital

*Board Member, Public
Representative*



Dr. Pat Nash

Consultant Cardiologist/
Group Clinical Director,
Galway and Roscommon
University Hospitals
Group

*Board Member, Public
Representative*



Dr. Kevin O'Carroll

Standards and Technology
Officer, HIQA

*Board Member, HIQA
Nominee*



Mr. Pat Dolan

Retired Area Manager,
HSE

*Board Member, Public
Representative*



Mr. Dermot Manning

Barrister, Dublin

*Board Member, Public
Representative*



Denise Lawlor

Asst Professor, Head of Midwifery, School of Nursing & Midwifery, TCD

Nominated to represent the Universities



Louise Kavanagh McBride

Head of Dept of Nursing and Health Studies, LYIT

Nominated to represent the Institutes of Technology



Brenda Liston

Staff Nurse, St. Lukes Hosiptal, Kilkenny

Elected member from the Practice of Children's Nursing



Liam Minihan

Assistant National Director of Finance, HSE West

Nominated Public Representative



Karen Canning

Practice Nurse

Elected Board member from the Practice of General Nursing



Killian McCirane

Deputy CEO, Ireland Hospitals Group

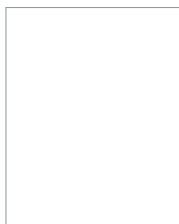
Nominated to represent the Health Service Executive



Lorraine Clarke Bishop

Clinical Placement Coordinator (CPC), for Dublin North East, Our Lady of Lourdes Hospital, Drogheda

Elaected Board member in the public health sector and engaged in the education of Nurses and Midwives



Martin Higgins

Nominated Public Representative



Dawn Johnson

Group Director of Midwifery at West/ Northwest Hospital Group

Nominated to represent directors of nursing/ midwifery



Rosaleen McElvaney

Lecturer in Psychotherapy, at Dublin City University

Board Member nominated to represent the Education and Training of Nurses and Midwives

Dr Pat Nash resigned from the Board at the end of 2014

Ms Margaret Carroll resigned from the Board in March 2015

Mr John Cregan resigned from the Board in April 2015

Mr Killian McGrane replaced Dr Nash; first meeting attended 13 October 2015.

Term of office ended 4 December 2015 and was reappointed

Dr Denise Lawler replaced Ms Carroll

Mr Martin Higgins replaced Mr Cregan

Ms Rosarii Mannion resigned from the Board in November 2015

Mr Paul Gallagher's term of office expired 5 December 2015

Ms Mary Connor's term of office expired 5 December 2015

Ms Linda Phelan's term of office expired 5 December 2015

Ms Madeline Spiers' term of office expired 5 December 2015

Prof John Wells term of office expired 5 December 2015

Prof Michael Larvin's term of office expired 5 December 2015

Board members whose term of office started on 5 December 2015:

Dr Rosaleen McElvaney

Mr Liam Minihan

Dr Louise Kavanagh McBride

Ms Lorraine Clarke-Bishop

Ms Karen Canning

Ms Breda Liston

Ms Dawn Johnston

Mr Kilian McGrane (reappointed)

Appendix Two

Board Committees

Committee attendance 2015:

Education and Training Committee:

Committee structure: 11 members (7 Board and 4 non Board)

Chairperson: Prof John Wells

Vice Chair: Ms Rosarii Mannion

3 meetings of the Education and Training Committee were held in 2015.

Board Members	Nurse/Midwife/Lay	Total no of meetings attended
Ms Margaret Carroll (resigned February 2015)	Midwife	1
Denise Lawler (replaced Margaret Carroll)	Midwife	2
Ms Mary Connor	Nurse	2
Mr Paul Gallagher	Nurse	3
Prof John Wells	Nurse	2
Dr Michael Lavin	Lay representative	1
Ms Rosarii Mannion	Lay representative	1
Dr Kevin O'Carroll	Lay representative Representing HIQA	3
Non-Board appointments		
Ms Margaret Philbin	1 nurse representative from clinical management (IADNAM)	1
Ms Sarah Lennon	1 representative from a national patient association not represented by the Board	1
Dr Bryan Maguire (resigned September 2015)	1 representative from Quality and Qualifications Ireland	1
Ms Barbara Kelly (replaced Bryan Maguire)	1 representative from Quality and Qualifications Ireland	1
Mary McDonnell-Naughton	1 representative from the Registrars of the HEI's	2

Standards and Validation Committee:

Committee structure: 14 members

Chairperson: Prof John Wells

Vice-Chair: Ms Mary Connor

4 meetings of the Standards and Validation Committee were held in 2015.

Board Members	Nurse/Midwife/Lay	Total no of meetings attended
Ms Margaret Carroll (resigned February 2015)	Midwife	1
Ms Mary Connor	Nurse	2
Prof John Wells	Nurse	2
Dr Kevin O'Carroll	A representative of a Regulatory Body/Organisation with experience of validation process	3
Non-Board Appointments		
Dr Mary Gobbi	External expert with expertise in nurse/midwifery Education (UK) specifically in relation to the Tuning Process (nurse)	3
Ms Bernie Kerry	A nurse with expertise in the support of student/staff nurses regarding the programmes being considered from NMPDU (Nurse)	4
Ms Elizabeth Adams	Representative from a nursing and midwifery association (Nurse)	3
Ms Aisling Culhane	Representative from a nursing and midwifery association (PNA)	4
Ms Margaret Philbin	Representative from a nursing and midwifery association (IADNAM)	2
Ms Sarah Lennon	1 representative from a National Patient Association	1
Mr Myles Hackett	1 representative from HEI /IOTs) Education	3
Prof Kathy Murphy	1 representative from HEI (Universities) Education	3
Dr Bryan Maguire (resigned Sept 2015)	Independent panel member with expertise in standards of education (QQI)	3
Dr Peter Cullen (replaced Bryan Maguire from 24.9.15)	Independent panel member with expertise in standards of education (QQI)	0
Ms Lorraine Clarke-Bishop	A representative who supports students	3

Midwives Committee

Committee structure: 14 members (5 Board members and 9 non-Board members)

Chairperson: Ms Margaret Carroll (resigned)

Vice Chair: Ms Sinead Cleary NOTE** from Oct 2015: Sinead Cleary Acting Chair;
Mary Barrett : Acting Vice Chair

5 meetings of the Midwifery Committee were held in 2015.

Board Members	Nurse/Midwife/Lay	Total no of meetings attended
Ms Mary Barrett	Nurse	4
Ms Sinead Cleary	Midwife	4
Ms Margaret Carroll	Midwife – resigned in March 2015	2
Dr Michael Larvin	Lay representative	3
Ms Rosarii Mannion	Lay representative	4
Dr Denise Lawler	From HEI - July 2015 replacing Ms Margaret Carroll	2
Non-Board Appointments		
Ms Mary Brosnan	1 nursing representing nursing management (IADNAM)	4
Ms Mary Godfrey	1 representative from the Clinical Indemnity Scheme	3
Dr Declan Keane	1 registered medical practitioner in the specialist field	2
Ms Sally Millar	Midwife	4
Ms Siobhan Canny	Midwife	3
Ms Cathriona Molloy	Patient Focus	3
Dr Fidelma Flynn	Lay representative	2
Mr John Lamont	Lay representative – resigned in April 2015	2
Ms Colette Mc Cann	1 midwife representing midwifery management (HSE)	3

Ethics Committee

Committee structure: 12 members (6 Board members and 9 non-Board members)

Chairperson: Ms Essene Cassidy

Vice-Chair: Dr Eamann Breathnach

4 meetings of the Ethics Committee were held in 2015

Board Members	Nurse/Midwife/Lay	Total no of meetings attended
Ms Essene Cassidy	Nurse	4
Dr Eamann Breatnach	Lay representative	3
Prof John Wells	Nurse	1
Mr John Cregan	Lay representative	3
Mr Denis Murphy	Lay representative	3
Ms Sinead Cleary	Midwife	4
Dr Kevin O'Carroll	Lay representative Representing HIQA	
Non-Board Appointments		
Dr Louise Daly	1 of 2 representative from a university/IOT with school/ department of nursing/midwifery responsible for teaching ethics (one to be a nurse) (HEI)	3
Ms Louise Kavanagh McBride	1 of 2 representative from a university/IOT with school/ department of nursing/midwifery responsible for teaching ethics (one to be a nurse) (HEI)	3
Ms Maureen Nolan	1 representative from the Office of the Nursing and Midwifery Services Director of the HSE	3
Dr Joan McCarthy	Patient representative (Irish Hospice Foundation)	1
Ms Marian Dowling	Patient representative (National Service User executive)	0
Ms Kathleen Henry	Representative from the practice of law	4
Ms Caroline Lamb	Representative from the practice of nursing	2
Ms Sile Gill	Representative from the practice of midwifery	2
Dr Therese Meehan	Representative from academia	2

Audit and Finances Committee:

Committee structure: 9 members (6 Board members and 3 non-Board members)

Chairperson: Ms Colette Finn

Vice-Chair: Mr Dermot Manning

9 meetings of the Audit and Finance Committee were held in 2015

Board Members	Nurse/Midwife/Lay	Total no of meetings attended
Ms Colette Finn	Lay representative	9
Mr Mark Blake Knox	Lay representative	7
Mr Paul Gallagher	Nurse	9
Mr Pat Dolan	Lay representative	9
Mr Dermot Manning	Lay representative	5
Ms Mary O'Connor	Nurse – Joined in June 2015	3
Mr John Cregan	Lay representative Resigned in April 2015	1
Non-Board Appointments		
Ms Mary McCarthy	Resigned in June 2015	4
Mr John Lamont	Resigned in June 2015	4
Ms Avilene Casey	Lay Representative	7

Registration Committee

Committee structure: 8 members (5 Board members and 3 non-Board members)

Chairperson: Ms Sandra McCarthy

Vice-Chair: Ms Cathriona Molloy

4 meetings of the Registration Committee were held in 2015

Board Members	Nurse/Midwife/Lay	Total no of meetings attended
Ms Linda Phelan	Nurse	4
Ms Mary O'Connor	Nurse	3
Mr Pat Nash	Lay representative	0
Mr Kevin O'Carroll	Lay representative	3
Mr Dermot Manning	Lay representative	1
Non-Board Appointments		
Ms Cathriona Molloy	Lay representative	3
Ms Cathriona Lavelle	Lay representative	0
Ms Sandra McCarthy	Lay representative	4

Preliminary Proceedings Committee

Committee structure: 10 members (4 Board members and 6 non-Board members)

Chairperson: Ms Linda Phelan

Vice-Chair: Ms Sinead Cleary

10 meetings of the PPC Committee were held in 2015

Board Members	Nurse/Midwife/Lay	No. of meetings attended
Ms. Linda Phelan	Nurse	10
Ms. Sinead Cleary	Midwife	10
Prof. Eamann Breathnach	Lay representative	4
Mr. Denis Murphy	Lay representative	9
Non-Board Appointments		
Mr. Timmy Frawley	Nurse	9
Ms. Jane Miriam Kelly	Midwife	6
Ms. Ann Sheehan	Lay representative	7
Ms. Clodagh Geraghty	Lay representative	7
Ms. Geraldine Feeney	Lay representative	8
Dr. Fidelma Flynn	Lay representative	3

Fitness to Practise Committee (Nurses Act, 1985)

Pursuant to Section 6(1)(b) of the Nurses and Midwives Act, 2011, the Fitness to Practise Committee established under the 1985 Act remains in office until all complaints received up to 2nd October 2012 have been dealt with under Part V of the 1985 Act. There are 20 members on this committee and, as required by the 1985, all are members of the former Board.

Committee structure: Twenty members

Chairperson: Ms Pauline Treanor

Vice-Chair: Ms Maureen Kington

Eleven inquiries and two committee meetings were held in 2015. The committee will continue to meet regarding the management of extant cases; twelve inquiries remain to be scheduled and one complaint has yet to be considered by the committee.

Board members (Nurses Act, 1985)	No of committee meetings attended	No of inquiries attended
Ms Pauline Treanor	2	0
Ms Maureen Kington	0	2
Ms Cathriona Molloy	2	2
Ms Jacinta Mulhere	0	1
Dr Robert Burns	0	0
Ms Mary Godfrey	1	3
Ms Deirdre Duffy	1	1
Ms Cathryn Lee	1	2
Ms Orla O'Reilly	0	0
Mr John McCardle	1	2
Ms Mary Kenneally	0	0
Ms Siobhan Quirke	1	4
Ms Eimear McAuliffe	2	1
Ms Aine McHugh	1	0
Dr Jacqueline Burke	1	1
Ms Ann Sheehan	2	4
Ms Marie Gilligan	1	5
Ms Virginia Pye	1	2
Mr Gerard Maguire	2	2
Dr Eamon Breathnach	1	2

Fitness To Practise Committee (Nurses and Midwives Act 2011)

Member	Nurse/Midwife/Lay	No. of training Days/ Meetings attended	No. of Callovers attended	No. of Inquiries attended
Board Members				
John Murray	Nurse	1	0	0
Madeline Spears	Nurse	2	2	0
Essene Cassidy	Nurse	2	3	5
Noel Giblin	Nurse	2	3	5
Denise Lawler	Midwife	1	0	0
Mark Blake Knox	Lay representative	0	4	2
Michelle Monahan	Lay representative	0	2	3
Colette Finn	Lay representative	0	2	5
Pat Dolan	Lay representative	1	1	3
Non Board Members				
James Carroll	Nurse	0	0	0
Una Marren	Nurse	1	1	0
Valerie Joy	Nurse	0	0	0
Amanda Phelan	Nurse	2	0	0
Margaret Crowley Murphy	Midwife	2	3	4
Mary Higgins	Midwife	2	6	7
Mark Kane	Lay representative	1	3	3
Melanie Pine	Lay representative	0	0	0
Michael Brophy	Lay representative	0	3	1
Michael McGrail	Lay representative	0	0	0
Shane McCarthy	Lay representative	2	4	7
Stephen Kealy	Lay representative	2	4	1
Tara Cusack	Lay representative	2	1	5
Catherine Boyhan	Lay representative	1	1	1
Cathriona Molloy	Lay representative	0	1	3
James Doran	Lay representative	1	1	0

Appendix Three

Board Representation on External Committees

Organisation	Representative
HIQA, Board member	Judith Foley
HIQA, Advisory Group meeting, National Standards for the Protection and Welfare of Children	Judith Foley
HSE, Working Group Palliative Care Competency Framework	Judith Foley
AIHPC Policy and Practice Steering Committee	Kathleen Walsh
DoH Patient First Initiative, Medication Safety Forum	Kathleen Walsh
HSE, National Advisory Group – National Project for Pronouncement of Expected Death by Registered Nurses	Kathleen Walsh (replaced Maura Pidgeon, September 2015)
HSE, National Clinical Leadership Development Project	Kathleen Walsh
HSE, X-ray prescribing	Kathleen Walsh
RCPI Working Group on Traffic Medicine	Kathleen Walsh
HIQA, Advisory Group, Revision of the National Standards for the Prevention and Control of Healthcare Associated Infections	Kathleen Walsh
HSE Communication (Clinical Handover) Guideline Development Group	Kathleen Walsh
HSE Handover Communication Maternity Services	Bernie Conolly
Clinical Governance Group for Homebirths	Bernie Conolly
HSE Maternity Workforce Planning	Bernie Conolly

External Submissions

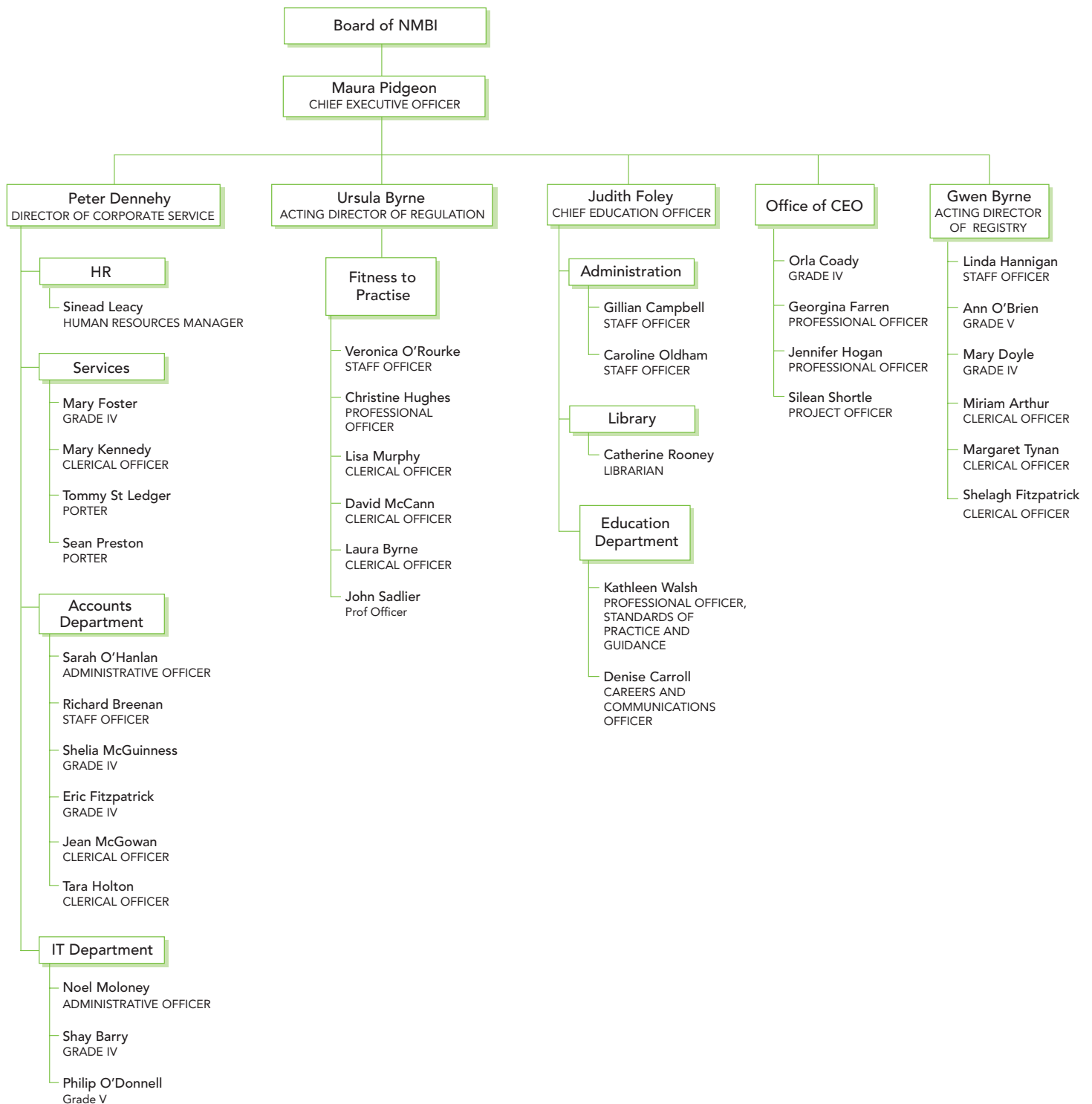
NMBI participates in consultations through written submissions with external bodies on a large number of matters relating to nurses/midwives and the practice of nursing and midwifery. During 2015 NMBI responded to the following:

Submission	Subject	Date
QQI	NFQ Level 5 Certificate in Office Informatics and a Capstone Minor	13 January 2015
PSI	Extemporaneous Dispensing – Consultation on draft Guidance	27 February 2015
HIQA	Draft Information Governance and Management Standards for the Health Identifiers Operator in	24 April 2015
HIQA	Draft Guidance on Medicine Management	May 2015
NCEC	Clinical Practice Guidance	31 July 2015
NCEC	Prioritisation and Quality Assurance of National Clinical Audit	4 August 2015
DoH	National Cancer Strategy for 2016-2025	12 August 2015
Medical Council	Consultation on revision of guidance on ethical conduct for registered medical practitioners	19 August 2015
Medical Council	Consultation on draft new ethical guide	19 August 2015
PSI	Draft Guidance on monitored dosage systems	23 October 2015
UCC research team on behalf of Irish Hospice Foundation	Suite of 4 draft guidance documents: Medication and Dementia – Palliative Assessment and Management Management of Hydration and Nutrition Ethical decision making in end-of-life care for the person with dementia Pain Assessment and Management	16 November 2015
HIQA	Draft National Demographic Dataset & Guidance for use in health and social care settings	17 November 2015
PSI	Patient Charter	22 December 2015

Appendix Four

NMBI Organisation Chart

2015



Appendix Five

Higher Education Institutions and Associated Healthcare Institutions

Higher Education Institutions Approved for Pre-Registration Honours Degree Programmes at 31st December 2015

Athlone Institute of Technology

Dublin City University

Dundalk Institute of Technology

Galway-Mayo Institute of Technology

Institute of Technology, Tralee

Letterkenny Institute of Technology

National University of Ireland Galway

St. Angela's College, Sligo

Trinity College Dublin

University College Cork (NUI)

University College Dublin (NUI)

University of Limerick

Waterford Institute of Technology

Associated Healthcare Institutions for Schools of Nursing/Midwifery Approved at 31st December 2015

General Nursing

Adelaide Hospital, Dublin

Meath Hospital, Dublin

Beaumont Hospital, Dublin

Bon Secours Hospital, Cork

Cork University Hospital

Mercy University Hospital

South Infirmary – Victoria University Hospital

Connolly Hospital, Dublin

Letterkenny General Hospital

HSE Mid Western Regional General Nursing Services - Regional Hospital Limerick

Mater Misericordiae University Hospital, Dublin

HSE Dublin North East General Nursing Services - Our Lady of Lourdes Hospital, Drogheda

Portiuncula Hospital, Galway

St James's Hospital, Dublin

St Michael's Hospital, Co. Dublin

St Vincent's University Hospital, Dublin

Sligo General Hospital

Kerry General Hospital, Tralee

HSE Midland Area General Nursing Services

Galway University Hospitals

HSE South Eastern Regional General Nursing Services - Waterford Regional Hospital

Mayo General Hospital

Intellectual Disability Nursing

St Joseph's Intellectual Disability Services, Dublin

Daughters of Charity Intellectual Disability Services, Dublin

St John of God, North East Services & HSE Dublin North East Intellectual Disability Nursing Services

Intellectual Disability Services, Donegal

Cregg House, Sligo

St Anne's, Moore Abbey, Co. Kildare

Stewart's Hospital Services Limited, Dublin

COPE Foundation, Cork

Daughters of Charity, St Vincent's Centre, Co. Limerick

HSE South Eastern Region & Voluntary Intellectual Disability Nursing Services

Psychiatric Nursing

HSE Midland Area Psychiatric Nursing Services

St Ita's Psychiatric Nursing Services, Co. Dublin

St Vincent's, Fairview, Dublin

HSE Dublin North East Psychiatric Nursing Services

HSE Western Area Psychiatric Nursing Services, Mayo

HSE Southern Psychiatric Nursing Services, Kerry

Donegal & Sligo/Leitrim Mental Health Services

HSE West Psychiatric Nursing Services, Galway

HSE South & West Dublin, Kildare, Wicklow Mental Health Services

St Patrick's Hospital, James's Street, Dublin

HSE South Psychiatric Nursing Services, Cork

St John of God Hospital, Stillorgan, Co. Dublin

HSE Mid Western Region Psychiatric Nursing Services

HSE South Eastern Region Psychiatric Nursing Services

Children's & General Nursing (Integrated)

The National Children's Hospital, Dublin

Our Lady's Children's Hospital, Dublin

Children's University Hospital, Dublin

Cork University Hospital

Midwifery

Coombe Women's and Infants University Hospital, Dublin

National Maternity Hospital, Dublin

HSE Dublin North East Maternity Services - Our Lady of Lourdes Hospital, Co. Louth

Rotunda Hospital, Dublin

St Munchin's Regional Maternity Hospital, Limerick

HSE South - Cork University Maternity Hospital

University College Hospital, Galway



Bord Altranais agus
Cnáimhseachais na hÉireann
Nursing and Midwifery Board
of Ireland